



● Designed from Day 1 for KHDA-regulated schools

Built for FutuReady. KG to Grade 12, the way KHDA wrote it.

KHDA's FutuReady Framework for Schools runs from KG, not from Grade 9. Its first line puts career readiness across every year group, and its nine standards ask for evidence from all of them. Most curricula start in Grade 11. **Pave is the only K-12 programme built specifically to meet the KHDA mandate from the first year of primary, and to provide an inspection-ready audit trail at every grade.**

[See the mapping →](#)[See a sample inspection report](#)[📄 Download PDF](#)

THE KG QUESTION

“Isn't KG too early for career education?”

It's the most common question we get from school leaders. The research answers it definitively: **KG is exactly where it should start.**

BY AGE 6–8

Children eliminate careers based on gender stereotypes.

Gottfredson's foundational 1981 research: children begin *circumscribing* their career options based on perceived sex-role appropriateness in early primary. By age 8, the narrowing has begun — and most of it happens silently.

— Gottfredson, L. S. (1981). *Journal of Counseling Psychology Monograph*

BY AGE 13

Most career options are already eliminated.

By age 14, students entering high school have already narrowed their choices significantly — often based on stereotype, not interests or abilities. Late intervention can't undo years of silent filtering.

— Gottfredson (1981, 1996); Super (1990)

BY AGE 25

Adult outcomes diverge by primary exposure.

Students exposed to structured career exploration starting in middle school have **measurably better adult employment outcomes** a decade later, controlling for socio-economic background.

— Mann et al. (OECD, 2017–2020)

FutuReady is right to start where it does. Career education that begins in Grade 11 is *years too late* to keep options open. Pave starts at Grade 1 because the research demands it.

AND THE INSPECTION FRAMEWORK

Two documents govern a Dubai school. Pave serves both.

FutuReady is the careers mandate — the nine standards above, and what this platform evidences. Separately, whole-school inspections run on the **UAE School Inspection Framework's six performance standards**. Careers provision feeds several of them, and every Pave session is mapped below so an inspector can trace a judgement back to the curriculum, the delivery, or the student's own work.

STRAND 1 OF 6

Quality of Students' Achievement

Pave contributes to students' attainment, progress, and learning skills through deliberately scaffolded self-knowledge and decision-making frameworks across 13 year groups from KG (FS) to Grade 12. Career outcomes — university acceptance rates, post-graduation pathways, alignment with stated values — are tracked as outcome data.

DIRECT EVIDENCE IN THE PLATFORM:

- **Per-student portfolio** with growth visible across years (G1 baseline → G12 reflection)
- **Standardised psychometric instruments** (RIASEC, VIA Character Strengths) administered with reliability documentation
- **Side-project sprint outcomes** in Grade 10 — tangible artefacts demonstrating applied learning
- **University and outcome tracking** linking Grade 11–12 decisions back to portfolio evidence

STRAND 2 OF 6 • PRIMARY FOCUS

Students' Personal & Social Development

This is where Pave delivers the bulk of its value. KHDA expects schools to develop responsibility, work ethic, innovation skills, and respect for diverse cultures from KG onward. Pave addresses every sub-element directly.

PERSONAL RESPONSIBILITY

Visible in the per-student portfolio model. Students own their reflections, update their profiles, and track progress against their own action plans.

SELF-RELIANCE + WORK ETHIC

The micro-skill sprint (G5), shadow-day prep (G8), informational interviews (G9), and side-project sprint (G10) require sustained independent work.

INNOVATION + ENTERPRISE

Founder-mindset session (G10.S4), AI-literacy threaded through every grade, and the side-project sprint as the year's flagship build.

RESPECT FOR CULTURES + VALUES

Emirati identity threaded from G1.S10 (falconry) through G2.S9 (desert/sea/city) to G8.S12 (Emiratisation pathways). Multilingual parent communications.

STRAND 3 OF 6

Quality of Teaching & Assessment

The Pave AI co-pilot ensures teachers — including class teachers, not just career specialists — deliver high-quality, differentiated sessions. The certification model and ongoing CPD support quality across grades.

- **Three-tier teacher certification** (Tier 1 primary, Tier 2 middle, Tier 3 secondary) with KHDA-recognised CPD credits
- **AI co-pilot pre-session brief** tailored per class — ensures consistent quality of delivery
- **Differentiation written into all 225 sessions** — EAL, SEN and gifted on every one, in the session file itself rather than a separate policy. Grades 11 and 12 cover test access arrangements, disclosure decisions and the transition to university support.
- **Formative assessment via portfolio** rather than high-stakes testing — KHDA-aligned approach to tracking growth

STRAND 4 OF 6

Quality of the Curriculum

Pave provides a complete, research-grounded curriculum across all 13 year groups, KG (FS) to Grade 12. It integrates with — does not compete with — the school's primary curriculum (IB / A-level / AP / MoE).

- **225 sessions across 13 year groups**, each grounded in a named research framework
- **Modular adoption** — schools can start with G6–8 and add bands progressively
- **Cross-curriculum integration** — explicit subject-choice mapping at G8 and G9
- **UAE Vision 2031 + Emiratisation alignment** built into the upper-grade content
- **Multilingual delivery** — Arabic, English, Hindi, Urdu, Filipino at standard

STRAND 5 OF 6

Protection, Care, Guidance & Support

Pave's safeguarding architecture is non-negotiable: vetted hosts for any external interaction, granular parental consent, student-controlled data sharing, and a documented incident-response protocol.

- **Designated Safeguarding Lead** at the school level. Pave has no safeguarding team of its own: the escalation route in every session goes to the school's lead, which is where a disclosure belongs.
- **Vetted hosts** for informational interviews and shadow-day placements
- **Parental consent** captured by the school at enrolment. Pave has no consent flow of its own yet, so a withdrawal is actioned through the school office.
- **Student-controlled visibility** — students decide what's shared with parent, teacher, counselor
- **Data protection** — the school acts as data controller and Pave as processor on the school's documented instructions. Each school runs its own isolated instance with data hosted in the UAE, and the agreement names the provider and region in writing. The full data-protection model and detailed security documentation are provided in due-diligence review.
- **Wellbeing prompts** built into Grade 12 (managing application anxiety, transition support)

STRAND 6 OF 6

Leadership & Management

Pave's School Admin dashboard gives leadership real-time visibility into delivery quality, engagement, and KHDA-readiness — and generates inspection artefacts on demand.

- **School Admin dashboard** with school-wide signals, per-band rollups, flagged students
- **One-click inspection report** for KHDA — full audit trail with specific session evidence
- **Compliance dashboard** tracking PDPL, safeguarding, parental consent, training currency

- **Parent engagement tracking** — newsletters delivered, showcase attendance, conversation guides downloaded
- **Teacher CPD log** with certification status and renewal dates

NAMED IN THE FRAMEWORK

The things FutuReady names, and where they are taught.

Some requirements are written into the framework as specific words. Each one below is quoted from the document, with the sessions that carry it.

Emirati students and national service

"...especially for Emirati students, who will need further support after completing their national service."

Indicator 4.1

This is the only clause in the framework written for one group of students, and it names a problem most careers programmes never handle: a deferral held while a student serves, and somebody at the institution who knows to expect them back.

G8.S12 — Emiratization and GCC growth sectors

G10.S8 — Regional career trends, UAE Vision 2031

Fifteen sessions in total touch Emirati pathways, from Grade 1 upward

The school record holds the deferral, the expected re-entry date and the named contact — because 4.1 asks for that, not for a lesson about it

Internships, apprenticeships and shadowing

"...workplace visits, employer talks, job shadowing, mentoring, and community-based projects."

Indicator 5.1

Indicator 7.2 adds internships to what employer partnerships should produce, and 4.1 puts apprenticeships beside university and TVET as a pathway a school must give guidance on.

G9.S12 — Internship and work-experience landscape

Twenty-eight experiential sessions across the programme, ten of them a real encounter with an adult who does the work

An Internship Coordinator post, with its own handbook and worklist

An employer confirmation form, so what a student actually did on site is recorded by the host rather than assumed by the school

Where we are short, said plainly

4.1 names university, TVET and apprenticeships in one sentence. Pave holds 3,000+ verified university programmes and **no TVET or apprenticeship records at all**, so that indicator cannot pass on our data for any school. That is our gap, not the school's, and the dashboard reports it as a failure rather than hiding it.

NATIONAL ALIGNMENT

Built for UAE Vision 2031, Centennial 2071, Emiratisation.

The UAE's national strategies require a generation that knows itself, understands the regional economy, and can navigate decisions with intent. Pave is built to graduate exactly those students.



UAE Vision 2031

Sessions G8.S12 and G10.S8 explicitly address Vision 2031 priority sectors — AI, financial services, tourism, healthcare, sustainability, space — and how students can position themselves within them.



Centennial 2071

Today's KG child is the UAE's 2071 workforce. Pave's thirteen-year scaffold is designed for the long horizon of national strategy, not the short cycle of college admissions.



Emiratisation / Nafis

For Emirati students, G8.S12 (Emiratisation), G10.S8 (regional sectors), and G11.S4 (geography choice) explicitly map national-employment pathways including ADNOC, Mubadala, EIB, Hub71.

INSPECTION DAY

What KHDA inspectors see, instantly.

When KHDA inspects, the school's admin dashboard generates these artefacts in one click. No scramble. No PowerPoint built the night before. The audit trail exists from KG.



Sample inspection report

An 8-page formatted report covering programme overview, framework alignment, delivery this term, sample student journey, compliance, outcomes, outstanding items, inspector access.

[Open report →](#)



Research handbook

Every session in the 12-year curriculum mapped to its underlying research framework — Holland, Super, Gottfredson, Gatsby, ASCA. Full bibliography. 700 lines.

[Open handbook →](#)



Live engagement dashboard

Real-time per-grade rollup. Sessions delivered, students engaged, certified teachers, parent attendance. Filterable by date range, exportable as KHDA-ready data.

Available in admin view



Sample student portfolio

Anonymised portfolios with explicit student consent. Inspectors see the breadth and depth of work without compromising privacy.

Available in admin view

FOR KHDA ITSELF

A system-wide career education programme, KHDA-ready.

If KHDA were to recommend a unified K-12 career education curriculum across all Dubai private schools, Pave is the only programme designed from Day 1 to:

Cover KG through Grade 12

FutuReady asks for every year group. Pave is written from KG — exactly what the KHDA framework expects.

Generate inspection-ready data

Aggregate, anonymised data flows automatically. KHDA could, with school consent, see system-wide trends in real time — student engagement, sector interest, outcome trajectories.

Deliver in Arabic + English

Multilingual from inception. Arabic content is treated as primary, with cultural review per session. Compatible with all curriculum types in Dubai.

Open to a partnership conversation.

If KHDA is exploring a unified approach to career education across Dubai's private schools, we'd value the conversation. Pave was built specifically for this.

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Ready to bring this to your school?

A 60-minute walkthrough at your school, for the head of school, head of years, and career counselor.

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