



**Aligning the planets to develop & deliver
a world class CIAG service**

Sandra Cheyne

Skills Development Scotland

Skills Planning Model

Our Vision

A Scotland that values skills, realising the potential of its people and businesses to build a competitive and resilient economy

Top 5 Priorities

- ✓ Foundation Apprenticeships embedded into curriculum
- ✓ Increase number of Modern Apprenticeships > 30,000pa
- ✓ Expansion of school careers service to include P7-S3
- ✓ Development of Graduate Apprenticeships
- ✓ Equality of access to SDS programmes



A new model of career

Security lies not in *employment*
but in *employability*

International view

- OECD, European Commission and World Bank reviews of career guidance (2004):

Flexibility and innovation in service delivery

Lifelong access to CIAG

Programmes for all young people to develop their career management skills

Access to comprehensive and integrated educational, occupational and labour market information

Collaboration and co-operation

Accessibility



Scottish view — HAPPINESS

•“Raising aspirations and improving people’s capacities, skills, and knowledge are a potentially powerful means of improving **health and well-being** and, in turn, their life chances.”

Skills for Scotland (2010)

•“Raising aspirations is a top priority for all CIAG providers, and a key ingredient of wider collaborative action to tackle unemployment, poverty and inequality.”

CIAG in Scotland – A Framework for Service Redesign and Improvement, March 2011

Aligning the Planets



SOLID FOUNDATIONS -

Skills For Scotland(2007)(Refresh 2010)

CIAG Strategy– A Framework For Redesign and Improvement (2011)

Career Management Skills Framework for Scotland (2012)

Opportunities for All 2012

Youth Employment Strategy

GIRFEC (Children & Young Person Act 2014)

CMS Framework Review (2014) –



Curriculum for Excellence (CfE)

Building the Curriculum 4 –Skills for learning, life and work

These skills include literacy, numeracy and associated thinking skills; skills for health and wellbeing, including personal learning planning, **career management skills**, working with others, leadership and physical co-ordination and movement skills; and skills for enterprise and employability.

These skills will be relevant to all children and young people and the responsibility of all practitioners.

Customer Groups

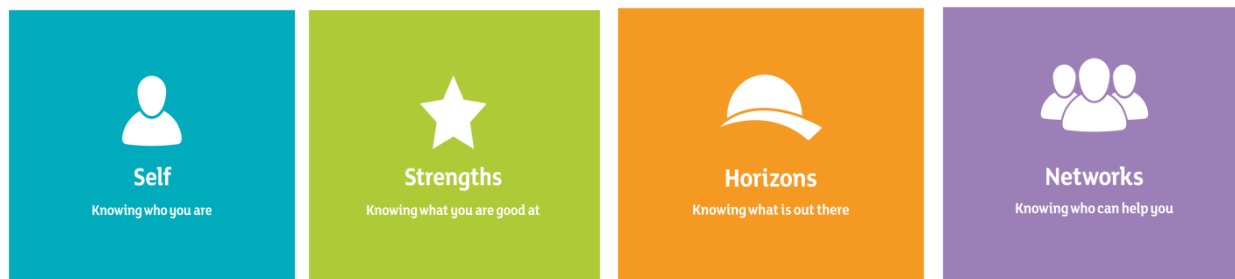
- School Pupils
- Unemployed 15 – 19
- FE
- 20+ / Integrating Employment & Skills
/ PACE



Criteria for prioritising Customers in Priority Groups

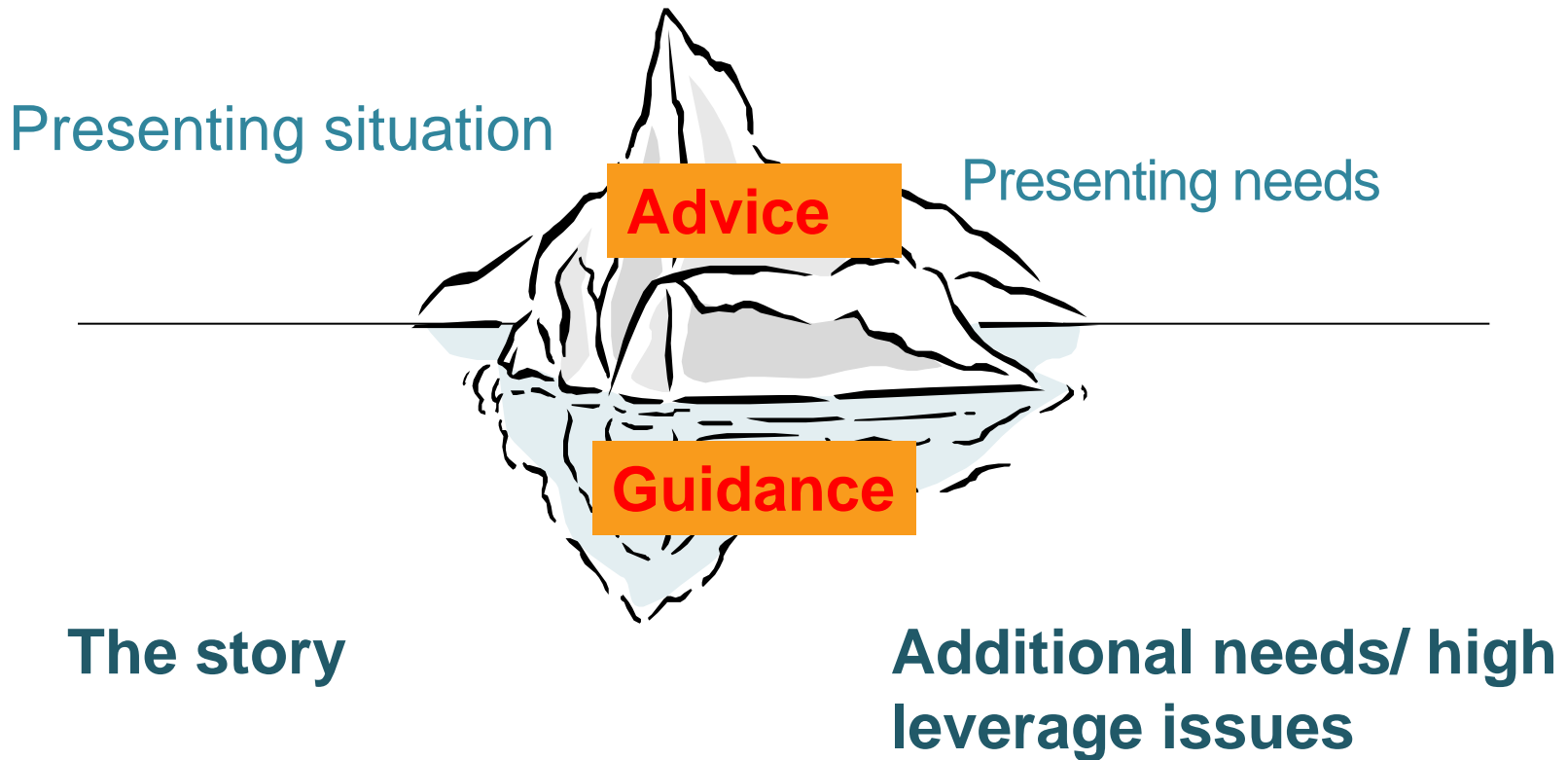
- **Customers not ready to access SDS Support**
- **Customers at varying levels of risk of not achieving an opportunity**
- **Customers at minimum risk of not achieving an opportunity**

The CMS Framework for Scotland



- **4 themes**
- **17 competencies – series of overlapping skills, attitudes and capabilities**
- **Competencies can be developed at home, school, college, university, work, anywhere**
- **Competencies can be developed throughout a lifetime**
- **Framework aimed at those who design, develop, deliver and quality assure CIAG services in Scotland**

Defining Advice, Guidance and Coaching

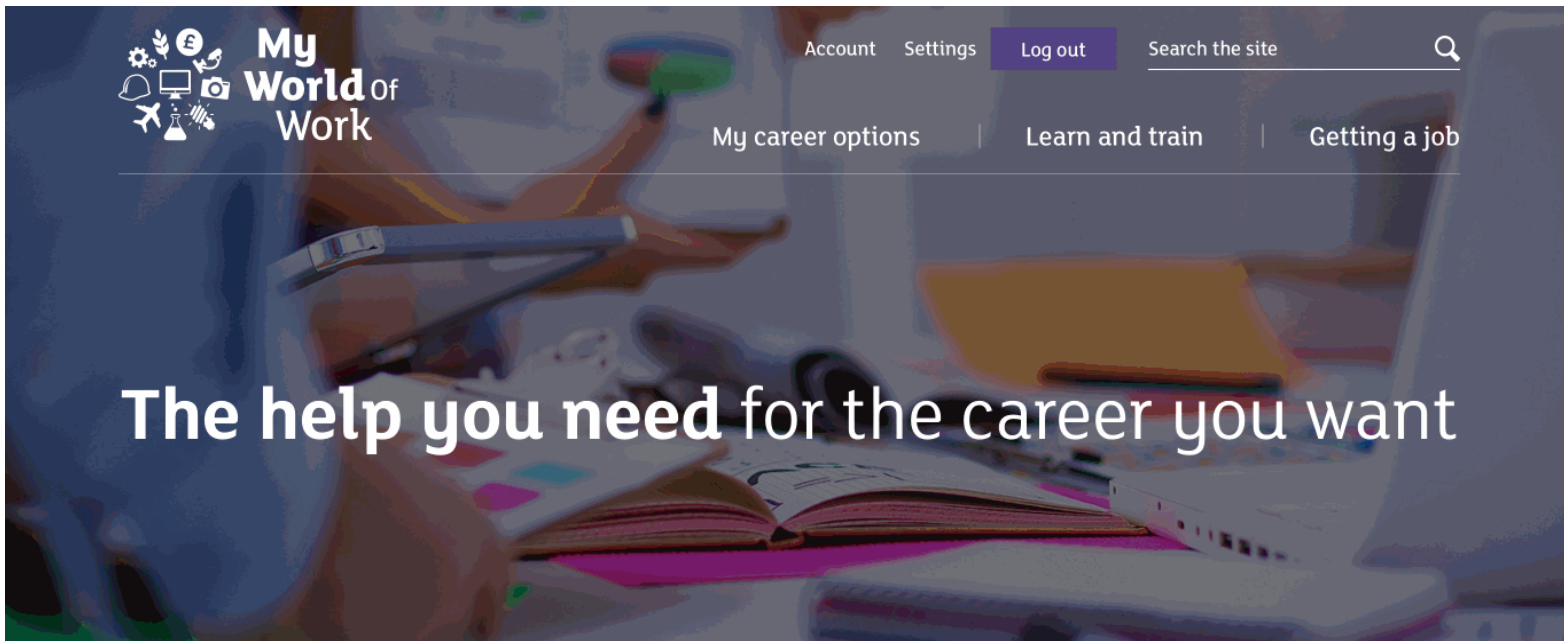


From Hambly (2008) Let's Talk Guidance

Creating a personal online career experience

Complements face to face, contact centre and partner channels

Designed to support the acquisition of CMS



Aligning the Planets



BUILDING ON SOLID FOUNDATIONS

Skills For Scotland(2007)(Refresh 2010)

CIAG Strategy– A Framework For Redesign and Improvement (2011)

CMS Framework for Scotland (2012)

THE TIME IS RIGHT

Youth Employment Strategy

Curriculum for Excellence/Building the Curriculum 4

TO DO MORE.....

Commission for Developing Scotland's Young

Workforce 2014

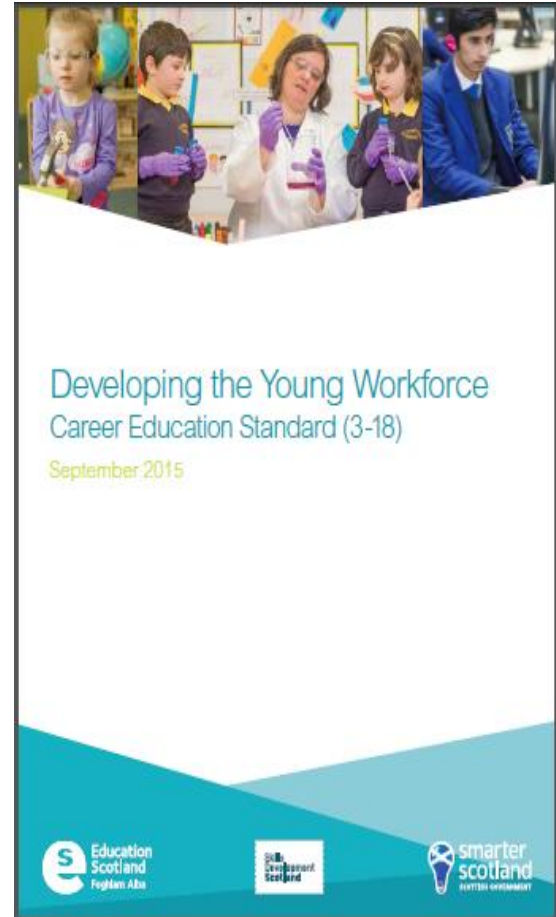
TEACHERS

EMPLOYERS

We are simply not preparing or equipping these young people for the world of work. There must be much more focus on providing them with the skills, qualifications & vocational pathways that will lead directly to employment opportunities¹⁷

PARENTS

SDS



“Asking students to choose an occupation that they have never tried out is like asking them to name their future spouse before allowing them to date...”

Paraphrase of John Krumboltz

Chris Hadfield – Commander of the International Space Station

“ Look at who you want to be and start sculpting yourself into that person.....

don't let life randomly kick you into the adult you don't want to become”



Self

Knowing who you are



Strengths

Knowing what you are good at



Horizons

Knowing what is out there



Networks

Knowing who can help you