

OPERATIVNI PROGRAM

Učinkoviti ljudski potencijali

2014. - 2020.

ZAPOŠLJAVANJE

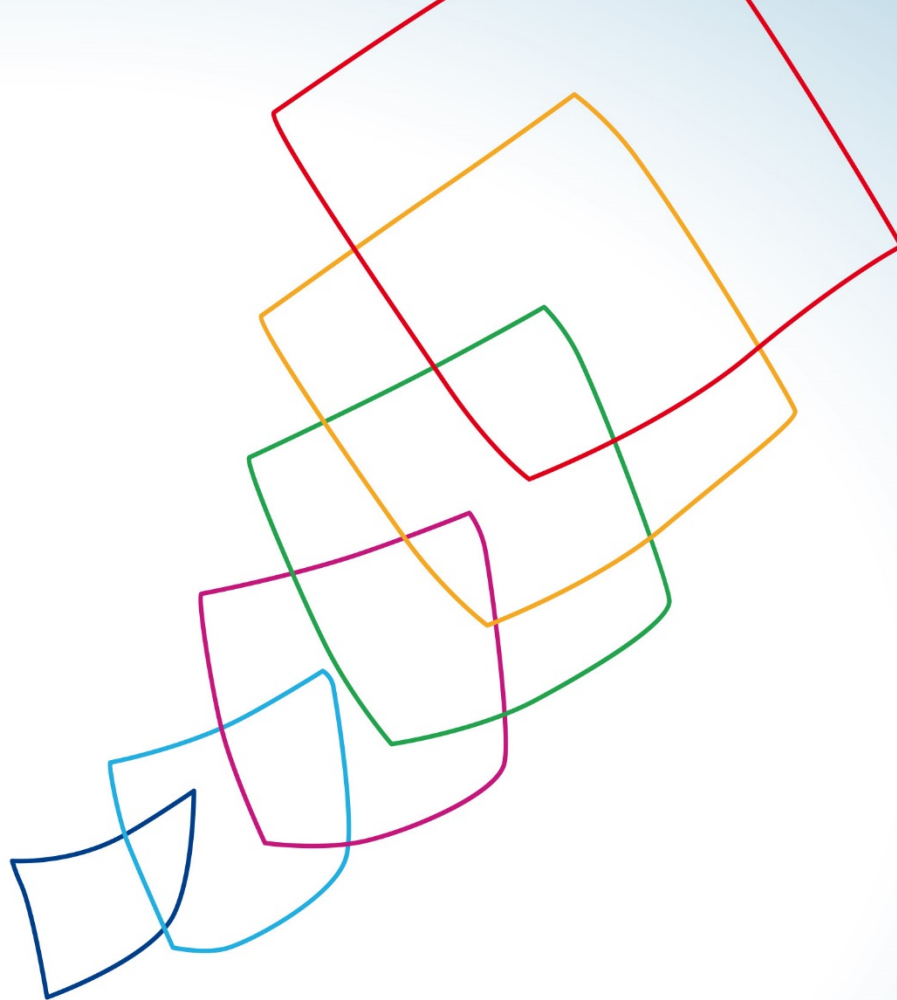
SOCIJALNO UKLJUČIVANJE

OBRAZOVANJE

DOBRO UPRAVLJANJE



www.esf.hr

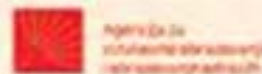


Projekt je sufinancirala Europska unija iz Europskog socijalnog fonda.

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PROJEKT
PROMOCIJA
CJELOKUPNOG
UČENJA

What we do

Skills Development Scotland is the national skills body and aims to deliver the very best outcomes for Scotland's:



People



Businesses



Economy

We work with our partners to:



drive skills planning and development



promote the value of work-based learning; and



achieve greater equality of opportunity for all

Partnership Working

City Deals
Industry Leadership Groups
Employer Bodies
SQA
Scottish Funding Council
Scottish Enterprise
Highlands & Islands Enterprise

Our approach aims to improve the response of education and training to the needs of industry; ensuring people have the best possible chance of succeeding in the world of work.



Education

Industry Needs



Training

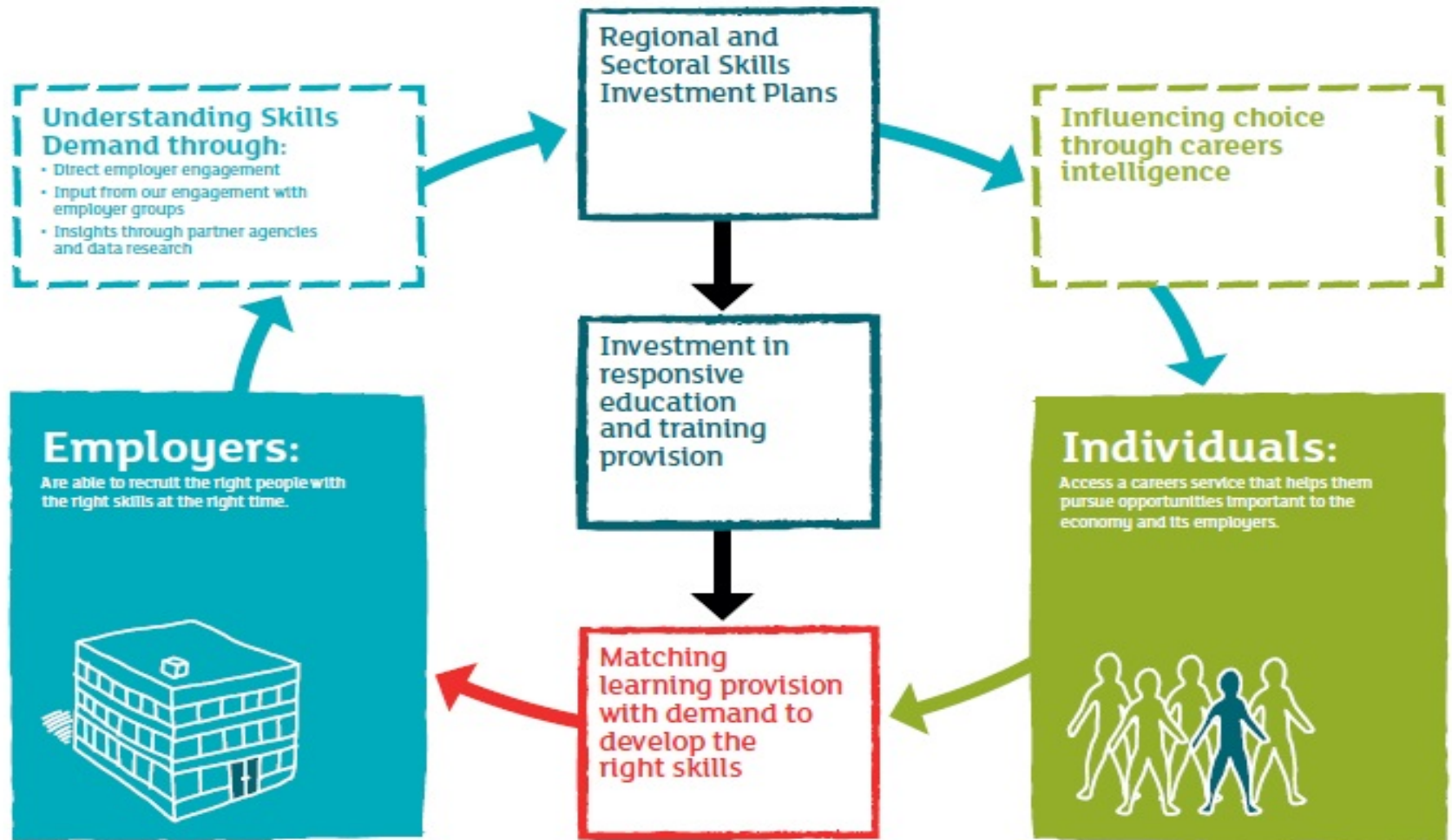
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Glasgow
G2 1DY
Phone: 0141 285 6000



skillsdevelopmentscotland.co.uk

The Skills Planning Model

Making Skills Work for Scotland





Our work with individuals

Our Career, Information, Advice and Guidance service is open to all; helping people of any age, at any stage of their career.



SDS careers advisers provide free and impartial advice from our centres across Scotland.



Our award winning 24/7 careers web service My World of Work is packed with tools and resources for all.



We continue to lead on the delivery of PACE, a support and advice service to help employers and employees facing redundancy.

Helpline for individuals
Monday – Friday
0800 917 8000

We also have careers advisers in every state secondary school in Scotland, working closely with schools to make sure our services match their local needs.



- 1 to 1 pupil engagements around subject choices
- Group sessions
- Earlier intervention P7 - S1
- Increased support for those who need it most – S3 to S6
- Drop-ins for S1 - S6
- My World of Work areas for parents and teachers
- Parent's evenings
- Exam Results Helpline

When it comes to moving on from school, our careers advisers or work coaches keep supporting young people until they're in a job, training, an apprenticeship, or higher or further education.



myworldofwork.co.uk

Scottish view

“ 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



Career Management Skills (CMS) Definition

“ The world of work is complex. Regardless of the wisdom of an initial career choice, individuals cannot depend on a job for life.

In fact, they cannot even be sure that the area that they have chosen to work in at the start of their career will still exist when they retire.

To enable individuals to function in this fluid environment they need to develop skills, behaviours and attributes which will support them to become effective and confident career managers”.

Understanding Career Management Skills: Findings from the First Phase of the CMS Leader Project

Neary, S., Dodd, V. and Hooley, T (2015)



CMS, Advice, Guidance and Coaching

Presenting situation

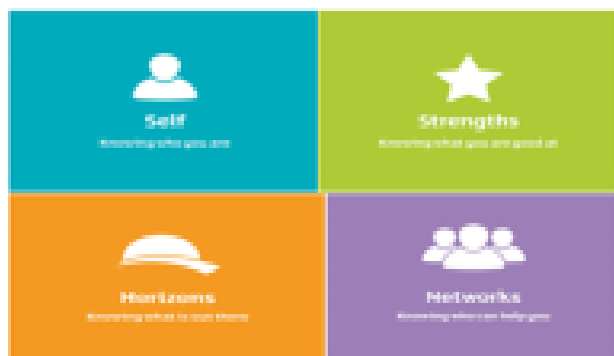
Advice

Presenting needs

The story

Guidance

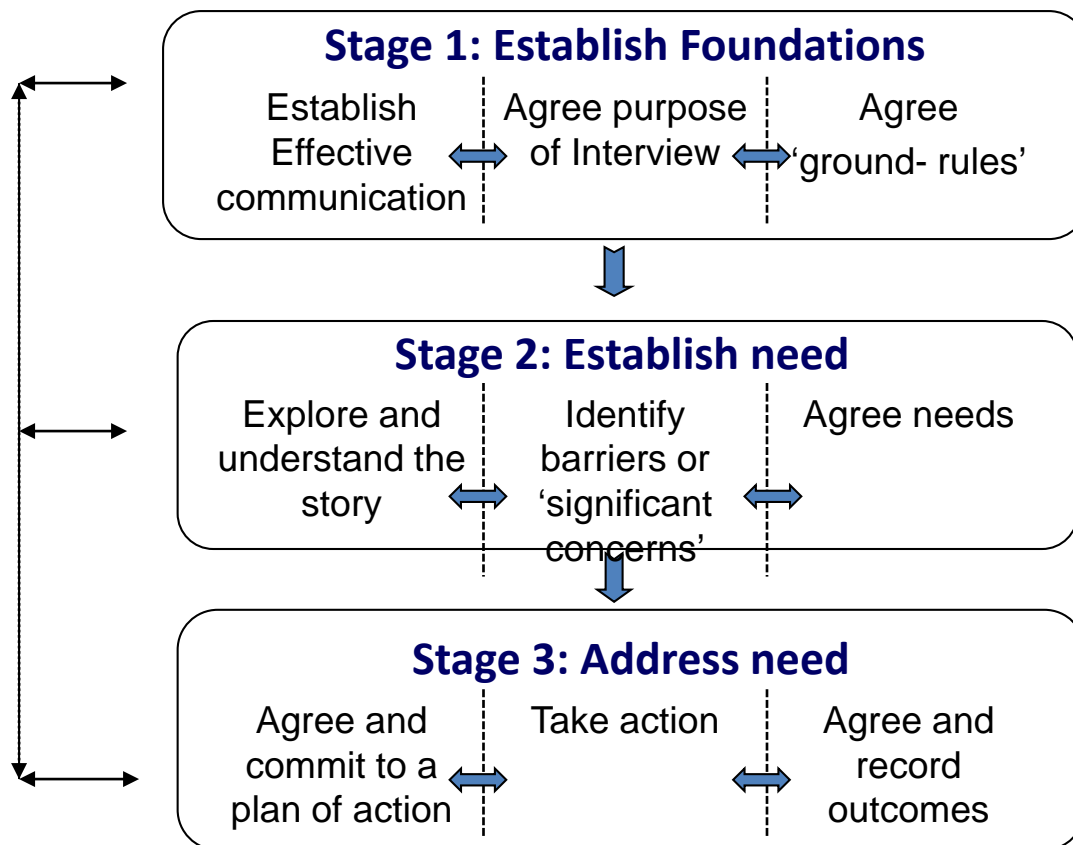
Additional needs/high
leverage issues



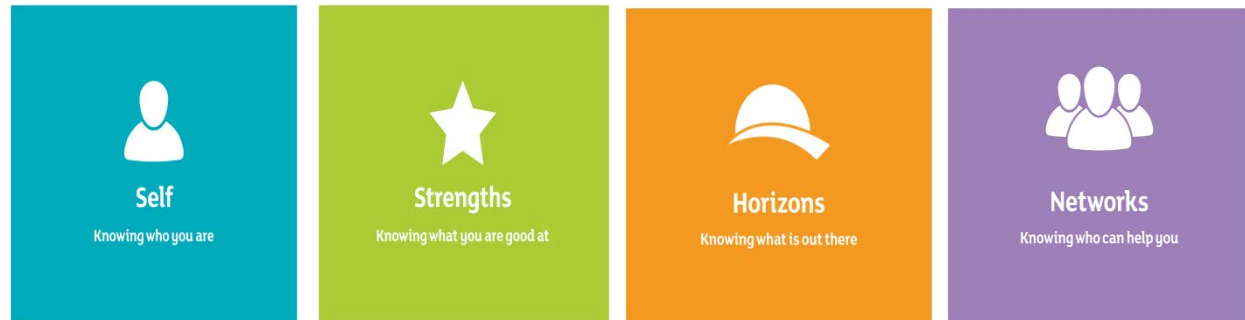
Needs MATRIX



The 3 stage model



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



SDS Centres Young Adult & All Age

361 fulltime equiv CIAG delivering post school services in 47 public access centres and over 70 third party sites

| SDS Centre Service | Age | Approach |
|---|--|---|
| Next Steps CIAG | 15-18.5 years 15-26 years (Care experienced) | Targeted |
| Universal CIAG | All Age | On demand/campaigns |
| Integrating Employment & Skills CIAG | 18 + jobseekers claiming benefits | Referral |
| Partnership Action for Continuing Employment CIAG | All Age | On demand |
| <ul style="list-style-type: none"> • Redundant Apprentice • Transition Training Fund(Oil & Gas) • STEM Teacher Bursary • The Big Plus • Individual Training Account • Veteran/Service Leaver & Families Transition* • My World of Work website • Digital World/Codeclan • Employability Fund | All Age All Age All Age All Age 16+ years All Age All Age All Age 16-17, 18+ | On demand Targeted Targeted pilot*/referral *bespoke landing page Targeted |

Work Based Learning -Apprenticeship.scot

THE APPRENTICESHIP FAMILY



FOUNDATION APPRENTICESHIPS

- 351 stats in 26 LA areas
- Designed for pupils in S4-6
- Work-based learning delivered over 2 years
- Partnership delivery with schools, colleges, training providers and employers
- Element of Modern Apprenticeships – aligned to existing apprenticeship frameworks with the opportunity to apply for accelerated entry to a Modern Apprenticeship
- National Qualifications



MODERN APPRENTICESHIPS

- 26,262 starts in 2016/17
- Alignment with key sectors and focus on key age groups
- Work-based learning
- Employer-led and designed
- A job with a learning opportunity: all MAs must be employed
- For new recruits or current employees
- Qualification at level of job role and credit rated
- Develops transferable skills across a sector
- Develops competence for the job role



GRADUATE LEVEL APPRENTICESHIPS

- 379 opportunities in Phase 1
- Includes Advanced Apprenticeships at SCQF Level 8 and Graduate Apprenticeships at SCQF Level 10 and 11
- They will support the in work development of higher level knowledge combined with the attainment of technical and professional skills aligned to industry professional standards
- Initial activity will focus on Engineering, Civil Engineering, and ICT/Digital

- **Foundation 2018 target - 2600+ 2019- 5000**
- **Modern 2018 target - 27000+ Graduate 800+**
- **Modern/Graduate -30000 per year by 2020**

SDS as an Employer- Vocational opportunities

| | |
|--|---|
| INTERNSHIPS | <p>1 year paid work based learning, personal development programme</p> <p>8 week Summer internship 3rd year university Robertson Trust students</p> |
| MODERN APPRENTICESHIPS | <p>2 year paid work based learning and vocational qualification</p> |
| TRAINEE CAREERS ADVISER PROGRAMME | <ul style="list-style-type: none">• Modern Apprenticeship in Enabling Customers to Access Career Development Services• Technical Apprenticeship in CIA and Employability• Post Graduate sponsorship – Pg Diploma & UK sector recognised Qualification in Career Development• Masters & PHD Programme |



Impartial Expert Career Guidance

- SCQF11 QCD Qualified Careers Advisers (PG Masters)
- Coaching Approach and CMS in practice modules (SCQF 8 &11) – ownership
- Continuous Professional Development for CIAG – SDS Academy
- Practice Reflection & Observation Framework
- Attract trainee advisers from wide range occupations
- Evidence based advice & guidance through robust Labour Market intelligence (RSA/SIP/Skills planning model)
- E-module and LLMI tool
- My World of Work
- Industry 4.0- skills for the 21st century & beyond

Skills
Development
Scotland



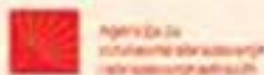
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Thank you

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