

NICE Academy 2020 – Paris

Training Workshop submission from Skills Development Scotland (SDS) – Scotland's Career Service

Workshop Title – 'Preparing individuals to manage and exploit unpredictability'

Workshop goals/topic –

SDS, as the key provider of career services in Scotland, committed to adopt the Career Management Skills Framework for Scotland to inform the ongoing design, development and delivery of its products and services. The Framework underpins our work to support the development of CMS for all of Scotland's people through the direct delivery of face-to-face and digital services to individuals.

At SDS, we believe the lifelong development of Career Management Skills (CMS) is fundamental to being adaptive and resilient in navigating change. While we can predict how the workplace of the future might differ, and how automation and artificial intelligence may affect traditional sectors and occupations, we cannot afford to wait until these changes happen before we respond. By supporting the people of Scotland to develop their CMS, we are equipping them with the competencies they will need to negotiate the multiple transitions they will face throughout their learning and employment journey.

This workshop will:

- share the approach we have taken to the delivery of career guidance and the central place that CMS has within this approach.
- give insight into indirect delivery through capacity building and equipping partners in education and career influencers such as parents and teachers.
- share evidence that demonstrates how CMS development increases the achievement of positive destinations for school pupils in greatest need of support.

Workshop Activities –

- Small groups reflective discussion on the Scottish approach
- Structured reflection on key questions to challenge our thinking and inform the next steps for Scotland's CMS development
- View resources