

THE SCOTTISH GOVERNMENT RESPONSE TO CAREERS BY DESIGN

THE CAREERS REVIEW REPORT & RECOMMENDATIONS

**Young
Person's
Guarantee**

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SCOTTISH GOVERNMENT RESPONSE TO CAREER BY DESIGN- THE CAREERS REVIEW REPORT AND RECOMMENDATIONS

The Scottish Government welcomes this comprehensive and wide ranging report from the Programme Board and Skills Development Scotland.

The report delivers on the remit set out in Sandy Begbie's recommendation that SDS should consider how best a career service could operate from early years through until a young person enters employment. It has outlined ten recommendations for an inclusive, person centred careers service that builds on our existing all-age careers service and skills and education infrastructure.

The Scottish Government broadly accepts the 10 recommendations and the associated next steps, however we recognise that there is still much work to do to successfully deliver the ambitions. In delivering the recommendations in some instances, the pace, scale and timing of implementation will be determined by wider spending and resource considerations.

I want to thank the Programme Board and team for their comprehensive and inclusive approach to gathering evidence and views from young people and a broad range of stakeholders. User experience is critical in co-designing a careers service that delivers for all of our young people. I am pleased that the Programme Board has agreed to continue in its role to support the delivery of the recommendations, and that Scottish Government officials have now been invited to join the Board.

The recommendations on embedding skills within the broader curriculum must be placed in the wider context of educational reform. It is essential that young people have the opportunity to develop the skills and behaviours that will support their progression into and through work. Learners should be able to develop and recognise skills gained across all education and learning settings. Career education and experiential work related learning are an important part of this and it will continue to be important that the recommendations link closely with Ken Muir's recommendations and our response to the Scottish Funding Council review so we have consensus on how we move young people towards positive outcomes and the support required in order to build the skillsets needed to thrive.

As the Report makes clear, there has never been a greater need for learners to have access to information and guidance to help build their skills in response to future jobs and the changing nature of the labour market. It is equally important that employers continue to play their part in enabling learners to be ready for the current and future labour market. Enabling young people to get exposure to a breadth of work experiences will be crucial and in keeping with the broader aims of Curriculum for Excellence. I am confident that the steps outlined here can help to build on the work of Developing the Young Workforce networks, and others, to ensure that the links between education and the world of work are maintained and enhanced.

Whilst the remit of the review was focussed on how young people are supported I agree that careers advice should continue to be an all age service and that further consideration should be given to how the recommendations could support all our

citizens. The all-age advice and guidance will be particularly important as we develop an enhanced lifelong skills offer that supports those who most need it.

It is essential that the services put in place are developed and designed by those who use our services. I welcome the strong focus on equalities that runs through all the recommendations and the emphasis on gathering views from users with different experiences and background. If the ambitions of the Report are to be realised we must ensure that young people who need advice and guidance to help them overcome structural and social barriers are given high quality support that takes full account of their individual circumstances. I want our approach to be genuinely “person-centred”, not just in how careers advice and development services are shaped, but also in how we ensure that other potential barriers to progress are identified so everyone can benefit and get the support they need. Therefore the ongoing work to implement the recommendations should continue to be informed by users, practitioners and employers.

In the spirit of continuous improvement I am clear that there is a need to measure the effectiveness and impact of the whole career system, building on the experience of previous arrangements for external evaluation of careers provision led by HMIE Inspectors. External, independent and impartial evaluation which incorporates user experience and feedback will be critical to ensure that we can provide assurance of the quality of careers services and continuously improve our careers services for the people of Scotland.

My thanks again to all those involved who have helped to support the recommendations and findings. It will require a similar level of partnership working if we are to ensure that we deliver a person centred approach that meets the needs of learners at all stages of their journeys.

I look forward to working with the Programme Board in helping to deliver the ambitions set out in the report and a comprehensive, inclusive careers system that supports all of Scotland’s people to thrive.



A handwritten signature in blue ink, appearing to read 'Jamie Hepburn'. The signature is stylized and fluid.

JAMIE HEPBURN

<p><u>A new career development model</u> <i>A simple model should be established that defines career services, bringing definition to the variety of career services across Scotland.</i></p>	<p>Accept the recommendation.</p> <p>The Scottish Government accepts the recommendation to simplify services for users and employers as set out within the ambition of the Young Person’s Guarantee.</p> <p>We agree that the Implementation Board should take forward work with partners on an agreed definition. Once finalised this should then be used by partners going forward.</p>
<p><u>Developing skills and habits essential for the future world of work</u> <i>Career services should be designed to develop, recognise and accredit the skills and habits essential for the future world of work.</i></p>	<p>Accept the recommendation.</p> <p>The Scottish Government recognises the importance of all learners having access to advice at the right time to help the development of their skills in supporting their future careers choices.</p> <p>The development of skills for learning, work and life, is central to CfE and measures should be considered on how to continue to embed this within the education system. We are content that proposals take into consideration how skills for the world of work can be developed and recognised and look forward to the details being developed.</p> <p>We would ask that the Implementation Board outline further how they see the process for accreditation, working closely with the relevant portfolio areas.</p> <p>This work should be taken forward alongside the wider educational reform to ensure a consistency of approach to support learner needs.</p>
<p><u>Creating person centred career services</u> <i>Individuals should be involved in identifying what they need from career</i></p>	<p>Accept the recommendation.</p> <p>The Scottish Government has embedded a person centred approach in the delivery of new powers on social security and employability.</p>

<p><i>services based on their own circumstances and context, which leads to a flexible and personalised service.</i></p>	<p>We welcome this approach to careers services in particular the move towards enabling young people to have increased autonomy over their career choices. In supporting learners there should continue to be a focus on ensuring those who face the greatest barriers are able to access the appropriate advice and support that they need.</p> <p>There should be appropriate steps in place for young people’s views to be included in future evaluation of services.</p>
<p><u>Experiential career education</u> <i>There should be dedicated curriculum time for experiential work-related learning in all settings.</i></p>	<p>Accept the recommendation</p> <p>As outlined at recommendation 2 the Scottish Government agrees that learners should have strengthened experiences of and opportunities for work-related learning. This is already an expectation within Curriculum for Excellence, Developing the Young Workforce and the Career Education Standard 3-18.</p> <p>It should be noted that Scotland does not have a ‘national curriculum’ and education practitioners have the flexibility to determine what approaches work best for their own learners.</p> <p>In a busy curriculum, schools and colleges may find it challenging always to offer the highest quality experiences. The barriers and challenges schools and colleges face can be further explored with a view to considering how the highest quality opportunities are available to all.</p> <p>This learning should also be taken forward in all four context for learning, including subjects and curriculum areas. This broadly supports the need for the senior phase in particular to link with the aspirations for curriculum for excellence as highlighted by the OECD review .</p> <p>We agree that young people should have opportunities to engage with different jobs and industries and note the potential for this to have a positive impact on breaking down any structural barriers to work.</p>
<p><u>Career services will be community based</u></p>	<p>Accept the recommendation.</p>

<p><i>Career services should be delivered within communities in a way that is aligned to social justice values and provides access to consistent national services.</i></p>	<p>The Scottish Government recognises that there is no one size fits all approach to the delivery of services. We encourage the delivery of services where learners feel comfortable particularly those groups with protected characteristics and those who traditionally do not access mainstream services.</p> <p>In taking forward this recommendation we would ask the Implementation Board to identify what assets and support are already in place and build on these assets.</p>
<p><u>Exposure to fair work</u> <i>People should have a right to have a wide range of meaningful opportunities to experience work and understand what fair work is.</i></p>	<p>Accept the recommendation.</p> <p>The Scottish Government is strongly committed to embedding fair work in all its work-based policies and through the delivery of the Fair Work action plan. We agree that it is essential to give young people equitable work experience and develop a greater understanding of fair work.</p>
<p><u>Digital enablement, empowerment and engagement</u> Enhanced digital services and online tools should be developed that present information about the world of work in an inspiring and accurate way.</p>	<p>Accept the recommendation.</p> <p>In principle the Scottish Government accepts this recommendation although there should continue to be arrangements in place for learners who do not have access to digital services.</p> <p>In delivering this recommendation we ask the Implementation Board to take forward work that outlines each organisation's role digitally and how digital platforms support young people in getting the right information and advice at the right time.</p>
<p><u>Clear roles for the delivery of career services</u> <i>Where appropriate, the roles across career services should be defined, to deliver the career development model in a coherent way.</i></p>	<p>Accept the recommendation.</p> <p>The Scottish Government recognises that evidence from the Report outlines some complexity in terms of the different partners involved in delivering careers services.</p> <p>We are content that there should be a coherence to the delivery of services and that staff are supported to ensure the advice given to learners is consistent but balanced against maintaining local flexibility as outlined at recommendation 5.</p> <p>As outlined throughout our response the Implementation Board should ensure alignment with work on educational reform.</p>
<p><u>Strengthening evaluation and</u></p>	<p>Accept the recommendation.</p>

<p><u>continuous improvement</u> <i>The effectiveness and impact of the whole career system should be measured using a suite of outcome-based measures that are integrated in all settings, supporting the delivery of responsive and flexible services.</i></p>	<p>The Scottish Government is committed to the continued improvement of all the services it delivers. Independent external evaluation and scrutiny of the quality of careers services delivery across and within providers is key to measuring the impact of the strategy and the pace of progress towards successful implementation.</p> <p>As such we will give further consideration to how we support the process for independent qualitative evidence to provide external assurance and support and drive improvement, highlight best practice and ensure equity of provision for all.</p>
<p><u>Creating a career services coalition</u> <i>A coalition should be established that ensures the implementation of the Review's recommendations and the coherence of career services across Scotland, where young people, practitioners, employers and stakeholders are represented.</i></p>	<p>Accept the recommendation.</p> <p>The Scottish Government is content that the coalition is established.</p> <p>As the recommendation are implemented, it will continue to be important that the user voice is embedded within the delivery of services. The coalition will have an important role in unifying stakeholders and acting as a conduit into other ongoing reviews and wider Scottish Government priorities and strategies.</p>