

Career development for learners

Supporting effective delivery of career learning, information, advice and guidance



Why is career development important?

We know that effective career development for learners can contribute to recruitment, retention, achievement and progression in the learning and skills sector. It is important for organisations, especially when resources are scarce, and it is also vital to help learners develop the career management skills they need to make informed choices and to progress successfully.

Resources

LSIS has worked with providers in the sector to develop a range of free resources to support the development of effective career development and the staff that are involved in its delivery. Below is a summary of what is currently available or coming soon.

Free on line modular resources

- **'Career learning for all'** is available on our virtual learning environment (VLE) www.leadershiplearning.org.uk click on free resources to access. This resource is designed to help staff develop the skills and knowledge they need to deliver the first level of career support. It includes modules on theories and models as well as policy which will be of interest to staff undertaking qualifications in careers advice and guidance.
- **'Shaping my future'** is designed to help staff in the sector plan, manage and develop their own careers. It is also available on our VLE.

CPD modules

LSIS has produced and trialled continuing professional development (CPD) modules on a range of topics related to career development. The modules are based on a 3-hour training programme, which can be delivered by a knowledgeable facilitator or used by individuals for their own development. The modules can be downloaded free from the Career Development section on the Excellence Gateway <http://www.excellencegateway.org.uk/node/1329> and used to deliver training to staff on topics related to career development. Each module includes all the notes, slides and interactive learning activities needed to run a short session for staff.

The primary target groups for the modules are non-specialists, such as tutors, as well those in a career development practitioner role. However, other student support staff delivering information, advice and guidance (IAG) in related topic areas, such as financial IAG, may find elements useful - for example the introductory module which addresses the principles underpinning good quality IAG, the one on interviewing and the module on values and ethics. The following are available:

- Introduction to career development
- Introduction to Interviewing skills
- Introduction to values and ethics in career development
- Introduction to delivering career development through group work
- Introduction to evaluating and measuring impact.
- Introduction to reaching potential by raising aspirations

- Introduction to employability skills
- Introduction to career development for those with additional support needs
- Learning and earning: understanding the options for your learners
- An introduction to career development for STEM learners
- An introduction to the Blueprint for Careers

Other resources

We have also produced reports and resources on a range of topics related to career development which are all available on the career development section on the [Excellence Gateway](#). These include:

- Career learning for the 21st century: a leadership issue for the FE sector, sources of evidence
- A toolkit to support co-ordination of careers learning for young people in further education
- Effective practice and partnership working
- Quality awards for career learning information, advice and guidance
- Recommended resources for the FE sector
- The Career Blueprint – a competence approach
- Mapping the Blueprint against other frameworks
- Careers Blueprint for all- evidence of impact and case studies from the trial of the Blueprint
- Blueprint for Careers – Brief guide to the new version created for use in England
- A guide to the Blueprint for Careers and its implementation
- Using the Blueprint for Careers to support your career development (available soon)
- Career development models and strategies for the FE and skills sector (available soon)

Training

Developing effective practice

This one day workshop is designed to help staff develop an awareness of the impact effective career development can have for learners and providers and how to develop provision and practice. It covers the benefits of for learners and the organisation, the principles which underpin good practice in career development, the Blueprint for Careers, employability skills and how to start evaluating and measuring the impact of career development. This is available as an in-house event at a cost of £1,000 per day and **you can use your LSIS account to pay.**

Leading and managing career development

We offer a one day workshop for leaders and managers in the sector who wish to explore how to develop effective career development in their organisation. It will look at career development from a strategic viewpoint through developing an understanding of the policies, strategies and quality processes which underpin good practice. It will be run as an open workshop and is also available as an in-house event at a cost of £1,000 per day and **you can use your LSIS account to pay.**

Train the trainer

A one day workshop for those who wish to become familiar with the CPD modules and how to deliver them effectively, it will enable them to deliver the modules in their own organisations or networks. Applicants should be experienced facilitators with a reasonable knowledge of career development. It is available as an in-house event at a cost of £1,000 per day and **you can use your LSIS account to pay.**

Bespoke training and Consultancy

We are also able to offer consultancy to help you review and develop your careers provision for your learners and you may wish to combine this with a bespoke workshop designed to meet your needs. The cost is £1,000 per day.

Please contact Ann Ruthven to discuss any of the above and how we might be able to help you

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