

Encouraging innovation in career development

Driving innovation in practice



How do we encourage innovation?

How do we measure the impact of innovation?

How do we share innovation?

How do we scale valuable innovations?

Innovation in the CDI 2030 Strategy



Journals

Conferences and events

Enhancing profess alism to the value of

career developme

Formal organisations

Entry & Progression

Clear routes that encourage entry into, and progression through, the profession.

CPD

recognition

The Register at the heart of professional recognition.

needs

Continuous development

For individuals and the sector, to respond to a rapidly changing environment.

Belonging

Fostering an inclusive community of learning, collaboration and mutual support.

Values-based pra

Research Directory

- widen access

and values that prioritise the

Strengthening the knowledge-base

Supported by an evolving body of knowledge with high-quality research, evidence-based practice and policy analysis.

Community groups embers

profer Personal and professional networks

Investing in career development staff, championing careers policy and supporting all staff.

Valued by the public

Raising understanding of – and engagement with - career development.

Valued by policymakers

Informing and influencing policy across local, home nations and UK governments.

Innovations in Scotland



Careers collaborative

Recognising that the careers service doesn't operate in isolation, the Careers Collaborative brings together careers-related organisations to discuss and develop approaches – e.g. performance/quality measures.

Mentoring for care experienced modern apprentices

Employer-backed support including careers advice, plus a mentor to support and guide in their careers.

Locations embedded in the community

Shifting the SDS estate from owned premises to partnerships with community centres and reaching out to where the pubic is – community centres, shopping centres etc.

Transitions from the armed forces

Access to courses, tools, veterans' careers fairs and 1-2-1 careers advice with 'No One Left behind' policy. Career Transition Partnership offers resettlement training. SDS awarded MOD Employer Recognitions Scheme Silver Award.

Skills challenges

Work-related challenges for young people in schools. Delivered by teachers, supported by employers and careers advisers through group career coaching. Iterative development of the scheme.

Chatbots and the use of Copilot by practitioners

Integrated chatbot into My World of Work to offer 24/7 access and interactive support (e.g. guiding through tools). Exploring natural language processing and integration with LMI.

Innovations in Northern Ireland



Independent review of careers guidance



By Deirdre Hughes for Dept. for the Economy.

- Start careers-related learning in primary.
- Common standards and flexible delivery in schools.
- Regional and local collaboration for adults.
- Digital resources and self-help tools.
- Establish a careers ecosystem
- Careers education in primary school.
- Quality standards and build capability.
- Reform careers delivery in schools, FE and HE.
- Strengthen provision for SEND.
- Develop a careers portal with resources for all ages.
- Work with parents, carers and community partners as influencers.

Projects

- Careers Advisory Forum with the ecosystem.
- Careers Portal in development with input by users and careers advisers.
- Drawing the Future and test and learn delivery projects.
- Software to support clients with autism in testing with schools.
- Pilot of multi-interaction support in year 12.

