Progression through Apprenticeships
A perspective on enhanced career IAG

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Proposed Statutory Changes of key interest to ICG

- Independent career advice to become a statutory requirement for an extended group of young people - to include those participating in Apprenticeships

- A suggestion that the procurement and delivery of such services should be “split” to ensure credibility and impartiality for individuals

Some benefits of career IAG

- Aim - career agility and mobility – becomes even more relevant in an economic recession, but significant at all times to support productivity rates wealth creation and social cohesion

- Process - improvements in access, progression and retention for individuals and employers

- Founded on LMI - connectivity and future-proofing of learning choices and work options

- Repositioning the worth of Career IAG – less as crisis intervention more an entitlement to “learn” career management skills as a means of individuals moving forward with their career/ learning/ work and lifestyle choices

- The timing of career interventions and support are crucial in appreciating value and impact

- The wider package of support is crucial in equipping individuals with all these skills – working seamlessly

Effective career IAG can have a positive impact on learning, social and economic goals

- Successful apprentices need all of these skills:-
  - career management skills
  - employability skills
  - occupational skills
  - workforce development skills

Challenges to be addressed

- Career IAG strategy needs to streamline and clarify inter-agency and professional roles to support individuals into learning and work; and progress in learning and work

- The future of the career IAG workforce itself requires urgent attention – enhanced skillsets and competencies must be taught, recognised and valued

- Measuring performance and impact critical to continuous improvement. We need a better evidence-base

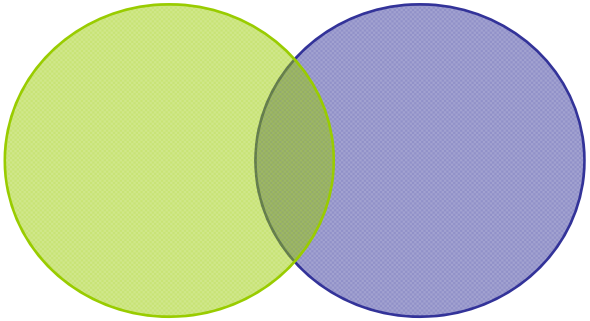
Need for 21st Century Professional Practices

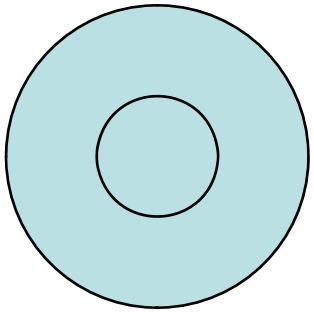
- Technology, innovation and investment are necessary to enable new systems where individuals can easily access career IAG

- Personalisation and choice mean that career development should be co-designed

- Individuals need to “pull” from the career IAG system what they need - a more demand-led approach

Partnership or Collaboration?





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