

## Erasmus+ - project “BOQua digital”



# Guideline for the implementation of the EU-wide uniform qualification modules for further training of vocational orientation specialists in UK/Scotland

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## Introduction

Guidance and Counselling experts are increasingly being faced with the continuing Challenges of Digitisation for Orientation Guidance for employment across various Vocational orientation sectors. This guideline provides a background summary of the some of the challenges faced in the implementation new qualification modules for further training of vocational orientation specialists along with the current Scottish Education System and methodologies of implementing new qualification pathways. Professional vocational guidance is aimed at general guidance along with 'digitalisation within the workplace, jobs linked to the new technology associated with today's employment sectors and for experts to have a basic understanding as to how digitalisation provides a positive employment impact ultimately leading to environmentally, economically and socially sustainable enterprises and economies.

Going forward Guidance Experts need to know more precisely how digitalisation supports new and exciting jobs which are decent 'smart' jobs and that supports employment sector growth, increases productivity, competitiveness and helps with the environment through various aspects including minimizing waste, protecting and restoring ecosystems along with maintaining job security. Due to the constant changes and demands on the employment sector due to the evolving Industry 4.0 Technologies it is imperative that guidance experts keep abreast as to how digitalisation is affecting the labour market and indeed the skills of the young person to enter and secure a sustainable job within any given sector. We aim within this short guideline to introduce the needs for more specific skills and guidance around Digitalisation to meet the demand upon the labour market at EU and UK levels. This guideline being more specific towards implementation throughout Scotland.

### 1. Description of the need of specific qualifications concerning digitisation

In Scotland we have a Devolved Education and training system. All areas were devolved in 1998 under the Scotland Act 1998 Elections to the Scottish Parliament. Devolution is a system of government, which allows decisions to be made at a more local level. In the UK there are several examples of devolved government including: the Scottish Parliament, the Welsh Assembly, the Northern Ireland Assembly and the Greater London Authority (Mayor of London and London Assembly). This allows the Scottish Government to implement their Education and Training, Vocational and Education Training (VET) falls within this remit.

In 2014 the Scottish Government set out a paper, which implemented recommendation, the Developing Scotland's Young Workforce that introduced a wider VET curriculum within Scotland's Schools and Colleges. This introduced guidance specialist playing a more important role in the shaping and benefitting of the Scottish Education system and the introduction of Digital Transformation Skills throughout many career pathways. Developing Scotland's Young Workforce included orientation specialists generating a wider experience and talent pool of young people with VET skills and developing a future digital workforce and allowing young people to make an informed choice around the employment market and future careers.

The Scottish Government had an ambition for Scotland to be a world leading digital nation by 2020 and to achieve this companies in Scotland emphasised the need to be confident and develop capable users of digital technologies.

To reach this goal businesses/companies needed to make effective use of such technologies to grow their business and to realise their full economic potential. The Scottish Government introduced a number of local initiatives to help increase and develop the local workforce at local and national levels. One initiative was Scottish Funding of Digital Skills to Scottish Businesses. Supported by £36 million over three years, the fund providing loans to companies who wish to develop the digital skills of their staff in areas such as cyber security, data analytics and software engineering as part of the Scottish Government's drive to improve economic productivity. It was recognised that the economy needs 12,800 new workers with digital skills each year. The £36m three-year fund allows up to 6,000 people per year able to access the training they need in key areas like software development, web design and digital marketing. It also allows firms to use government funding to pay for the training their staff need repaying the funding in later years. Additionally there is the provision of free training through Future Workforce Development Funds (FWDF).

Nationally, the Scottish Government works closely with the Scottish Qualification Authority, Scottish Funding Council, Skills Development Scotland, Scottish Enterprise, Scottish Colleges and with Scottish Universities. These Government organisations establish the baseline of where businesses currently stand in their level of digitisation and to allow the digital progress to be measured and tracked over time. The latest move by the Scottish Government is the development of a new Innovative Digital Centre in Glasgow at a cost of £65M to support new Business Manufacture Development through Innovation National Manufacturing Institute for Scotland (NMIS), the Scottish Government invested £48 million in NMIS, with £8 million from the University of Strathclyde. Renfrewshire Council will provide a further £39.1 million through the Glasgow City Region Deal. The Scottish Government has policy on; Digital Connectivity, Digital Economy and Digital Participation, hence the need for more Digital Transformation Orientation Guidance.

This Module Unit will focus on Professional Guidance Counsellors/Experts who guide young people into the many orientation fields that in turn develop their training activity within a given education/employment sector. These people are professionals who work with young people/students who are often at crucial moments of decision making, young people who need direction across various vocational pathways/orientation sectors considering the diversity of, for example, vocational training programs, digital transformation across various sectors or the large number of occupations and jobs to which general education allow access.

The module emphasises the digital skills across employment sectors that guidance counsellors/experts should be aware of to ensure that the young person has the correct advice on digital advancement within a chosen employment sector. Orientation professionals should also provide guidance not only to the continuity of the students in the training world, but also and especially to the consequences of digitalisation in terms of occupation and labour markets derived from certain choices in vocational orientation.

## **2. Proposals for implementation of the specific qualifications in UK**

Most vocational qualifications are developed, accredited and awarded by the Scottish Qualifications Authority (SQA). The main types qualification in Scotland are Scottish Vocational Qualifications (SVQs), National Certificates and Higher National Certificates and Diplomas. (HNCs and HNDs). The Scottish Credit and Qualifications Framework (SCQF) brings together all mainstream qualifications in Scotland into a single framework, allowing for comparisons to be made. For this Module to become accredited it is necessary to seek the approval an awarding/certificating body and recognised at a national level. Some organisations such as college are recognised as certification bodies and can approve the module training at local level.

Potential trainer groups included within this module:

- Professional Guidance Counsellors/Experts
- Educational Guidance Teachers/Lecturers in Schools and Colleges
- Professional Advisors (Public/Private Sectors).

The service provided through guidance experts can be found in many educational/employability centres of different stages, in colleges, schools, universities, in public employment services, in the workplace and in the voluntary sector, in the community and in the private sector. Therefore, although Employment guidance is the main focus of Skills Development Scotland and local Authorities, it is also delivered through a number of other agencies and a range of providers, therefore the training could be implemented through a number of agencies which include:

- Colleges and schools.
- Training providers in the public, private and third sectors.
- Employers and employers' organisations.
- Voluntary organisations and social enterprises.
- Trade unions.
- Other Government agencies.

The Qualification Modules could be included as enhanced training of Orientation/Guidance Professionals and delivered as a stand-alone training module to specialist in the provision of Guidance and Counselling on the Challenges of Digitisation for Orientation Guidance for employment across various Vocational orientation sectors. The qualification module could as an example follow the Scottish Government programme “Developing Scotland’s Young Workforce” Programme and gain the support of Skills Development Scotland and monitored through Education Scotland Quality procedures. Scotland still has some way to go in the Digital Transformation of industry. The Scottish Industry believes that the number of people employed in digital technology roles across Scotland has the potential to rise to 150,000 over the next five years, hence, Orientation Guidance Experts will play a major role in the introduction of Digital Skills guidance to young people across various employment sectors.

### **3. Proposals for financing the specific qualifications in UK**

Currently VET Education in Scotland is predominately free, the fees for Vocational Training and the implementation of new Qualifications in Scotland is met by the Scottish Government (this excludes England, Wales and Northern Ireland). It would be proposed that the financing the implementation of the EU-uniform qualification modules for further training of vocational orientation specialists in Scotland would follow similar rules and regulations as other Vocational Education, Training programmes and Qualification Implementation guidelines.

Financing would be through funding from the Scottish Funding Council or through Skills Development Scotland. Both these National Funding bodies are financed through the Scottish Government Education and Employment Training budgets. The qualification module could also be funded through the Skills Development Scotland “Future Workforce Development Fund” aimed at enhancing current workforce training which would allow existing orientation/Guidance experts a pathway for retraining through the module content on the Challenges of Digitisation for Orientation Guidance for employment across various Vocational orientation sectors.

## The Scottish Funding Council

The **Scottish Funding Council (SFC)** provides funding to Scotlands College and Universities and makes one of the key locations in the world for education, research and innovation. The SFC Invests around £1.9 billion of public money each year within the Education budget, and SFC's funding enables Scotland's colleges to provide life-changing opportunities across the whole of Scotland through education, research and innovation. SFC funding contributes to the cost of providing learning and teaching and funds academic, administrative, technical and support staff. It also funds facilities, accommodation, equipment and materials. The SFC provides funding to colleges for learners; for bursaries, childcare, education maintenance allowance (EMA's) and discretionary funds for students up to, but not including, Higher National Certificate level, thus including VET training to EQF Level 4. For Scotland's Universities the SFC provides funding of approximately £1.1 billion earmarked for revenue, capital and support towards research.

## Skills Development Scotland

Across Scotland, **Skills Development Scotland (SDS)** support learners to develop their careers through work-based and employability skills, from school, into further learning opportunities and into employment. SDS use skills expertise to inform the decisions of people across Scotland, at all stages of their careers, to provide well-placed guidance and training to take up employment opportunities. They target delivery support to those who need it most, ensuring individuals are supported to achieve their potential. SDS work with employers and employer groups on a national, sectoral, regional, local and individual basis; through supporting them to recognise their current and future skill needs, and assist them engage with the Scottish skills system to ensure it meets those needs in the short, medium and longer term of employability. Skills development Scotland currently finance 3 major Apprenticeship Programmes; the Foundation Apprenticeship, Modern Apprenticeship and the Graduate Apprenticeship schemes. SDS is also the funder of the previously mentioned "FWDF", this fund being available to support current workforce employees, hence could further fund bespoke training of the Qualification Module to existing Orientation/Guidance experts.

Therefore, for the implementation of the EU-uniform qualification modules for further training of vocational orientation to be successful in Scotland (UK) it would best be supported and financed through one or both of the 2 main national funding bodies.

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