

# Scottish Continuity Resilient Scotland Conference

## Tuesday 4th February 2020

Subtitle

Making skills work for Scotland

# Skills Development Scotland (SDS)

**Skills Development Scotland is Scotland's national skills body**

**Focused on contributing to Scotland's sustainable economic growth by supporting people and businesses to develop and apply their skills**

**Our ambition is to improve the way the skills and learning system understands and responds to the demands of industry and the economy, using this insight to support all individuals to be as well informed and well placed as possible to take advantage of future opportunities.**

**Play a central role in shaping the way Scotland's skills and learning system responds to the needs of industry, ensuring that all people have the best possible chance of succeeding in the world of work through strengthening the match between skills demand and supply**

**Passionate about skills development and its contribution to a modern, innovative and prosperous Scottish economy**

# Skills Development Scotland (SDS)

Our services include:

Careers and Information Guidance

Employability Skills

Apprenticeships

Skills Planning

Supporting Scotland's Employers

Research and Insight

# SDS's as an employer - Youth and Fair Work Offer

**Employer Offer: Introduce young people to the world of work, develop their core & transferable skills and broaden their career ambitions.**

**Young people are offered a supportive working environment through support of a mentor and peer group. Their contribution is valued and their voice is heard within the organisation e.g. Youth Board**

**Diversity: Attract & develop young people from diverse groups through partnership working with Equality & Diversity Partner.**

**Provide additional support to those who experience the greatest barriers to entering the world of work & sustaining a positive outcome.**

<b>MA Programme</b> <ul style="list-style-type: none"><li>• 2 years</li><li>• Work Based Learning</li><li>• Vocational Qualification</li><li>• Personal Development Programme</li></ul>	<b>Graduate Intern</b> <ul style="list-style-type: none"><li>• 1 year</li><li>• Work Based Learning</li><li>• Personal Development Programme</li><li>• Opportunity to network with Senior management</li></ul>	<b>Graduate Apprentice</b> <ul style="list-style-type: none"><li>• 4 years</li><li>• Work based Learning</li><li>• Degree</li><li>• Personal Development Programme</li></ul>	<b>Trainee Careers Advisor</b> <ul style="list-style-type: none"><li>• 3 – 5 years</li><li>• Work based Learning</li><li>• Vocational Qualification</li><li>• Post Graduate Qualification</li><li>• Development Programme</li></ul>
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# What SDS offer Graduate Interns internally

## Work Experience

- One year paid work experience – work based learning
- Fulfil a job role – wide ranging roles across the room
- Project work – challenging, providing more exposure across SDS

## Learning through others

- Buddy
- Mentor
- People Manager
- Career Coach
- Networking: across SDS, externally, Directors Group

## Personal Development

- Range of workshops and opportunities that supports their personal development – Young Talent Programme
- Access to approved training through internal systems (Academy and Mindtools)
- Additional learning
- Work readiness

# SDS's Internal Young Talent Development Programme

Young Talent Team who manage the Intern Development programme and provides support to Young People and support for managers, mentors and teams who are involved in supporting a young person. They seek feedback and use the feedback for continuous improvement of the programme. Focuses on positive destinations of young people.

## The Young Talent Development Programme offer includes:

**November** - Project Management  
**December** - Communication Skills  
**January** - CIAG Visit  
**February** - Plain English & Report Writing  
**March** - Presentation Skills  
**April** - Facilitation Skills  
**May** - Career Management Skills  
**June** - Employability & LinkedIn



## Make the most of your learning:

- ✓ Make every effort to attend
- ✓ Consider the learning outcomes
- ✓ Reflect on their learning
- ✓ Talk to their line manager and mentor
- ✓ Put it into practice
- ✓ Take the learning further through their role and learning more from others
- ✓ Challenge themselves

# Support Network



## People Manager

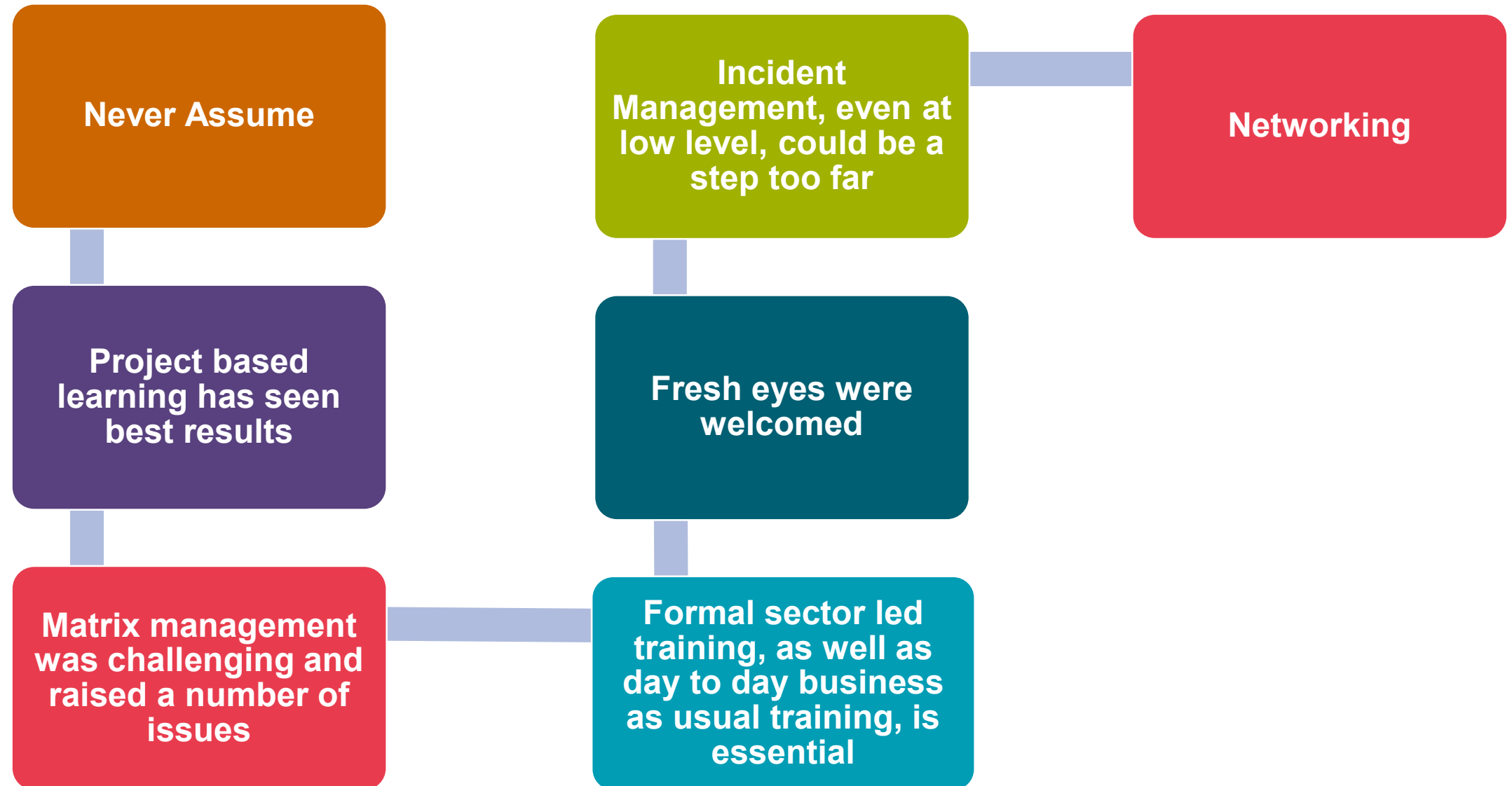
Ensure the right environment is in place for the Intern to succeed. Ensures induction is completed successfully. Engages in My Contribution and completes Probationary review. Ensure support is available, including an appropriate mentor and buddy. Engage the entire team to play a role in the journey of the Intern. Continually review progress, provide feedback and coach the Intern to develop skills and grow in confidence.



## Mentor

Provide work and development-related encouragement and support to the Intern. Shares own knowledge and experience. Helps Intern to build knowledge of SDS. Supports the Intern to develop a wide network within SDS. Liaises with the Line Manager to discuss development and opportunities for the Intern. Provides ongoing feedback and coaching to help the MA develop their skills and grow in confidence.

# My experience as a manager





# SDS Strategy Map



# Future



Is there a want for formal young talent development in this sector?

- Do we think more options for young people interested in Business Continuity/Resilience are needed?
  - Internships – currently very few
  - Apprenticeships – no apprenticeships in business continuity, organisational resilience, risk management etc exist – some in business skills, cyber security, business administration but not our industry specific
- Give us feedback! Send any comments to: [businesscontinuity@sds.co.uk](mailto:businesscontinuity@sds.co.uk)
- Apprenticeships can only be developed where there is service industry demand and input.

# Thank you.

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