



## **Introduction to The Blueprint for Life/Work**

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# Aims of the workshop



- To learn more about the Blueprint approach and the wider context
- To find out about LSIS trials across the learning and skills sector

# LSIS



The Learning and Skills Improvement Service (LSIS) was formed in 2008 when the Centre for Excellence in Leadership (CEL) and the Quality Improvement Agency (QIA) merged to form the new sector-led organisation dedicated to supporting excellence and leadership development in the further education and skills sector.

# LSIS Project work on CLIAG 2008/9



- LSIS was commissioned by DCSF in Autumn 2008 to undertake projects looking at CLIAG for young people in learning & skills sector
- These covered the impact of CLIAG; effective practice; and CLIAG resources
- A suite of publications 'Career Learning for the 21<sup>st</sup> Century' resulted from the work
- The Blueprint was introduced to the sector during a series of conferences

# LSIS Project work on CLIAG 2009/10



- LSIS was commissioned by DCSF and BIS in Autumn 2009 to undertake more projects looking at CLIAG
- These covered a Guide for Leaders; more effective practice; and CLIAG CPD resources
- The Blueprint was initially trialled in six locations, and two reports have been produced

## The Blueprint - Where did it come from?



- From a set of developmental guidelines from the US, which mapped the competences to enable people to manage their own careers
- Phil Jarvis at the National Life / Work centre in Canada modernised it. The Canadians are using it to support the development or redesign of career development programmes, and it has been adopted by the Australians and trialled in Scotland
- The language and structure can be adapted to suit the context

## The Blueprint - What is it?



- A framework of 11 career competencies for individuals:
  - Personal Management;
  - Learning and Work; and
  - Life / work buildingwith indicators describing outcomes
- Offers a common language and structure – which can be adapted
- Is developmental with a number of levels (Acquisition; Application; Personalisation; & Actualisation)
- Suitable for all ages

# The Blueprint – What it can do?



- Enables individuals to take control of their own career development in a structured way, builds up confidence, facilitates self-reliance and helps them connect with work that really suits them
- Improves the match between talents and opportunities
- It can support curriculum design and development and the review of career programmes and resources
- Provides a common framework for assessing the effectiveness of CLIAG related interventions and to measure progress
- Supports lifelong career development and management



# The Blueprint: Building Career Resourcefulness



## Career Literacy

Skills, knowledge & attitudes of career management

## Career Gumption

Motivation, hope and optimism regarding career management

## Career Context

The world psychologically available to the individual

## Career Integrity

The relationship between the individual's choices and their values, beliefs, interests & identity

David Redekopp, the National Life / Work centre

## Blueprint: the philosophy



“Career management is not about making the right occupational choice. It’s about equipping people with the competencies (skills, knowledge, attitudes, character, emotional intelligence) to make the myriad of choices with which adults are confronted, in all aspects of their lives and throughout life to become confident, healthy, self reliant citizens, able to cope with constant change in the labour market and maintain balance between life and work roles.”

(Phil Jarvis)

# Links with other frameworks in England



Mapped against:

- 2003 DfES careers education framework
- Principles of Impartial Careers education (2009)
- 7 -19 Careers Education Framework (2010)
- Ofsted CIF (2009)
- ECM outcomes
- Quality standards for young people's IAG (2007)
- *matrix*

Broad interpretation of career / life building

Extensive links when learner-focused

Government interest in a career competence approach to support an all-age strategy

## Activity: the Blueprint and you



- You have been given a letter A, B or C
- Look at the relevant area of the Blueprint
- Choose one of the competences that is important in your life
- Say which competence you have chosen and why

# Research Objectives for Trial 2010



## **Overall: To develop a Blueprint for England**

- Coverage - aims and aspects of the framework
- Test out the accessibility of the language
- Test out the structure and amend accordingly
- Capture learner feedback on the Blueprint and related activities
- Produce a variety of practical approaches and materials and disseminate

# Trial themes



- Reviewing an existing career education / learning curriculum / careers provision against the Blueprint;
- Using the Blueprint to develop a new career education / career learning programme
- Enabling learners to assess themselves against the Blueprint framework
- Developing individual learner portfolios of career competencies
- Using the Blueprint to review careers resources and products

# Trial themes



- Planning career progression across partner ( ie in a Diploma Consortium or a local authority) using the Blueprint to provide a common language and structure
- The development of career management competencies across the provider curriculum
- The planning, provision and evaluation of employment / career advisory services
- The use of competencies as a basis for curriculum planning

# Blueprint Activity: Developing career competence using ICT



One of the trials is testing this approach:

- Using the table provided, identify ways in which individuals could develop each competence using ICT
- Identify any competences where there are gaps and resources are needed, or where ICT would not be helpful
- Consider if there would be differences for young people and adults
- Discuss what you would include in a career development programme which would also develop ICT competence



# Publications and resources



- LSIS publications [www.lsis.org.uk](http://www.lsis.org.uk)
- [www.blueprint4life.ca](http://www.blueprint4life.ca) - in particular the following Canadian documents:
  - “*Blueprint for Life/Work Designs: The Quick Reference Guide*”; and
  - ‘*The Blueprint Implementation Guide*’, which contains ideas for a range of activities

# Publications and resources



- Australian Blueprint for Career Development (ABCD)  
[www.blueprint.edu.au](http://www.blueprint.edu.au) - in particular:
- The Australian Blueprint for Career Development and the Appendices
- Case studies from trial sites
- The professional development kit: Using the Blueprint with Young People
- [www.blueprint.edu.au/index.php/toolkit/using\\_the\\_blueprint\\_in\\_schools/](http://www.blueprint.edu.au/index.php/toolkit/using_the_blueprint_in_schools/)



Thank you for participating in this workshop  
Enjoy the rest of the conference

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