The discussion below shows you how to construct a shoulder pad from the garment pattern itself. Notice the back of the shoulder pad is a bit longer than the front. You can enclose these batting layers in lining fabric, or on occasion, I have used batiste left-overs.
Turn garment wrong side out; stitch edge of pad to armhole seam allowance with a running stitch. Flip up facing, and tack shoulder end of pad to shoulder seam allowances.

To complete shoulder pad application, bring facing down, then pin and catchstitch the upper portion of the front facing to the top layer of the shoulder pad.