

**Interesting Practice in Skills (3-18) – Developing the Young Workforce context**

**Dalgety Bay Primary School: Developing Employability Across Learning**

The following document provides a brief summary of the key elements of this approach:

**1. Introduction**

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| **Establishment** | DALGETY BAY PRIMARY SCHOOL |
| **Contact name and details** | Laura Spence, Headteacher  Dalgety Bay Primary School, Fife. |
| **About the establishment/ programme** | At Dalgety Bay Primary, Developing Employability Across Learning is a clear priority across our nursery and school in order to support our learners to recognise the links between skills, learning, life and work. Our strategic plan aims to support staff to create a planned approach across all stages for children to develop their interests, strengths, skills and aspirations through experiences as part of the curriculum and life beyond the school.  The clear purpose of this will be to support learners to aspire to a positive destination in the future, identifying their own skill set in relation to aspects of work. There is be a clear focus on developing a broad understanding of the variety of roles and skills linked to classroom experiences. |
| **Main tags** | Early learning and child care  Primary  Employability  Parents  Career Management Skills |

**2. Current developments:**

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| **What are you doing just now?** | The project has been planned with stakeholders and staff to ensure that there is measured impact and high quality outcomes for learners.   * We have undertaken a number of strategic developments to carry out our project. The four main elements are: links with parents and families, links with business providers, relevant experiences through the classroom model and hands on career experience for all pupils from age 3. * Initial information was gathered through an audit process, linking to HGIOS 4 to ensure that here are clear outcomes for learners. * All staff engaged with professional learning through Education Scotland to ensure a high level of skill and understanding across the employability agenda. * Parents, families, local businesses and children were consulted on the approaches and support mechanisms the school would look to provide, as well as identifying a clear action plan relation to the work to be undertaken. * Throughout the project, evaluations were gathered, measuring the impact of the work against outcomes for learners. This information was used to continually improve and develop the project, ensuring that children’s experiences remained at the core of the work. * Staff have also used SIMD to target children who are at risk of negative destinations, as well as developing a raising attainment team to specifically target the employability skills linked to Literacy and Numeracy. * Learning and teaching is closely monitored through moderation and observation, as well as individual learning conversations taking place with children to ensure effectiveness. |
| **How was this done?** | * Within all classes a 3D approach to learning is used. This ensures that there is consistency across the school in delivering learning intentions and links to Employability. The use of these, across stages, has ensured that children are able to make links between what they are learning and skills in the wider world. * Through input and discussion within classes, children within Dalgety Bay are able to discuss with confidence, their career aspirations. This is not an ‘add on’ but an integral part of teaching and learning across the nursery and school. This process ensures that the effectiveness of learning and teaching is measured is the quality of outcomes for children are high. * Throughout the school our children’s aspirations are presented on large skills posters to support other pupils to gain a range of information about a variety of career paths. Alongside displays, within all learning environments, we make relevant and meaningful links between what the children have learned and how this links to employability. * Displays are also linked to the ‘Career Education 3-18, I Can statements’ from Education Scotland All children from P5 – 7 are confidently accessing the World of Work website where they are able to specifically focus on areas most relevant to their own learning journeys and career paths. * We have also established a professional partnership with Lynne King who is both a parent and Career Officer with SDS who has been supporting our development of DYW. * We have created a ‘Career Education’ document which underpins our work in Dalgety Bay. This document is shared with parents and is embedded throughout our work. * We held our first Careers Event in November. Using parents and businesses from within our local community, children attended three workshops and then spent time at the Career Fayre in the afternoon. * In addition to this, our committed staff team are working through the CLPL modules accessed via Education Scotland. This has further enhanced staff understanding. |
| **What is the impact of your initiative/programme?** | Through the self-evaluation process and professional learning modules, all staff have engaged in further learning. This has impacted on their ability to undertake the Employability agenda in our sector. Alongside this, this work will continue to measure the impact on the quality of Learning and Teaching moving forward.  Through dialogue with pupils, it is clear to see that the impact of this work has ensured that children can confidently discuss employability, skills and positive destinations.  Pupils have also engaged with the workplace with some pupils also engaging with this in their spare time.  We are also confident, that through parental feedback, we have made an impact on parental understanding and confidence of Employability across learning.  We know we are impacting on pupils and staff as pupils and staff are both able to critically reflect on the progress made this session.  We continue to use all stakeholders’ opinions to inform the action plan, therefore ensuring community ownership over the changes taking place in the establishment. |
| **What have you learnt from your journey so far?** | Reflecting on our evaluations and action plans, it is clear to see that we are achieving our planned aims.  Almost all of our pupils can talk about Career aspirations as well as the skills necessary to achieve this.  Our practitioners have gained hugely from engaging with the standard as well as undertaking the extended learning modules through Education Scotland  To ensure sustainability in this work, engaging with business and families is key  Our work retains reflective practice at the core and this supports us to outline our next steps for continuous improvement and engagement in employability across learning. |
| **Best piece of advice** | * *Keep this embedded in your day to day work. It will then become a natural link where children will see the relevance. It is also important to engage business and community support- it can really bring this learning to life!* |
| **CfE/Curriculum link/ skills development** | We are currently developing a skills progression to become embedded in learning pathways across all stages. |
| **Wider DYW context?** | This project has allowed children to achieve aspirational understandings of the necessary skills for a positive destination in the future. We have targeted pupils as well as developed a universal approach to this project which, in turn has steered children at risk of negative destinations onto a career path. |
| **Partnerships** | We have engaged w wide range of partnerships with the school. Many of these have been fostered through parental support and include a range of STEM related careers. This work is on-going and we hope to develop this further next session. |
| **Standards and guidance materials** | Did you use any of the following documents in preparation or alongside the development of this project:  [Career Education Standard](http://www.educationscotland.gov.uk/Images/CareerEducationStandard0915_tcm4-869208.pdf) X  [Work Placements Standard](http://www.educationscotland.gov.uk/Images/WorkPlacementStandard0915_tcm4-870517.pdf)  [School/Employer Partnership Guidance](http://www.educationscotland.gov.uk/learningandteaching/thecurriculum/dyw/schoolemployerpartnerships/index.asp) |
| **Watch this space!** | * We are now working to create a database of quality partners who will be willing to support us with DYW in the future. * We are also developing a skills progression to become embedded in learning pathways across all stages. * Our senior pupils in Primary 7 will now prepare for a placement to enter the world of work. * Our Senior Career event where children can ‘opt in’ to sessions of interest will take place in the next session. |
| **Quotation(s)** (eg. head of establishments, Local authority representative, young person, parent etc.) | *‘You only have to look around Dalgety Bay Primary School to see the amazing work that is being done around Developing the Young Workforce agenda. From poster size photographs of children with their dream job and the skills they have to practice to posters challenging gender stereotypes within careers’ Parent*  *‘All parents were provided with an extremely comprehensive Careers Education Leaflet in October 2016 which clearly outlined the rationale behind DYW and what DBPS were committed to ensuring. The key aims were clearly set out and in an easy to understand way. Parental involvement was also made clear in this leaflet’ Parent* |

**3. Added value**

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| **Resources** |  |
| **Web links** |  |
| **Contacts** (in case people want to find out more) | Laura Spence, Headteacher. Dalgety Bay Primary School. |