

Dalgety Bay Primary School



Respect Achieve Believe



Employability Across Learning

2017

LAURA SPENCE & COLLEEN THOMAS

LEADERSHIP TEAM

Developing Scotland's Young Workforce



Children within Dalgety Bay Primary School will be entitled to:

- experience a curriculum through which they learn about the world of work and career possibilities, which makes clear the strengths and skills needed to take advantage of these opportunities;
- develop skills for learning, life and work as an **integral** part of their education and be clear about how all their achievements relate to these;
- opportunities to engage in profiling or learning journals that supports learning and the development of skills for learning, life and future career choices;
- a learning environment that recognises and promotes diversity and supports them to understand that it is everyone's responsibility to challenge discrimination; with a particular focus on the world of work

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Developing the Young Workforce

Developing the Young Workforce is a clear priority across our nursery and school in order to support learners to recognise the links between skills for learning, life and work.

Our strategic plan aims to support staff to create a planned approach across all stages (Nursery – P7) for children to develop their interests, strengths, skills and aspirations through experiences as part of the curriculum and life beyond school.

The 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 will be a clear focus on developing a broad understanding of the variety of roles and skills linked to classroom experiences.

Developing the Young Workforce in Dalgety Bay



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Visual Impact of DYW across Dalgety Bay Primary School

- Visual School Improvement Journey detailing progress, both written and pictorial to describe our journey in DYW. Nursery displays link to world of work, alongside children's 'working wall'.
- Video clips developed with nursery and school pupils to raise the profile of careers. These are used in a variety of ways: with parents, assemblies, in classes, to stimulate discussion etc...
- World of Work posters created with pupils. This gives a vast range of career options throughout our school building. Children are involved in selecting a career then are supported to think about and research the skills related to this.
- In every class and nursery room, links to employability are visible. These include aspects of the standard as well as photographs and links to learning and skills.



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Developing the Young Workforce
Career Education Standard (3-18)

September 2015

Dalgety Bay Primary School

Planning, skills development and experiences

- Shared expectations with all staff regarding Career Education to ensure consistency. This includes classroom displays as well as planning for Career Education. All teachers have undertaken a Career Education Module through the Education Scotland website
- Use of the 'I can' Statements to ensure consistency of language for pupils.
- Through a 3D Learning Intention model, school staff support children to identify career links across a range of lessons throughout the school week, highlighting relevant skills and occupations in doing this.
- Cluster nursery work to ensure a shared understanding of DYW and self evaluation of progress and improvement in this area. This included gender biased learning for staff.
- All children from Primary 5-7 have accessed 'My World of Work' and completed the 'Animal In Me' activity as well as other relevant tasks.
- Children have been involved in developing a 'Personal Career Journey' to support their understanding of their own skills and attributes
- 'Lego Challenge' opportunity for children to engage in innovative and futuristic employment process involving video applications, live 'build off'.



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Parental Engagement

- Development of a parent/pupil/staff focus group to engage with HGIOS 4/HGIOELC themed evaluation document to evaluate the provision within school and identify next steps.
- Comprehensive parental information booklet to share the schools key aims and rationale in relation to Career Education.
- Development of a directory of Careers from Parents and Carers to allow pupils to gain first hand information through these links.
- With parental support, development of over 26 lunchtime and after school clubs which teachers offer voluntarily to engage pupils in the skills and experiences linked to the world of work. These include: Science, Art, Chinese, Spanish, Drama, Dance, Maths and Engineering Clubs.
- As part of our family learning initiatives, we are working with families where parents are non readers to teach the skill of reading in order to support their child's learning and aspirations.
- Our families are also engaged in business link activities relating to DYW.
- Targeted parent groups, focusing on Literacy to support pupil pathways to positive destinations.

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Partnerships

- Development of a professional partnership with Lynne King –Career Officer to support the development of Employability. This role involves participating in group meetings with staff to engage business partners and support learners in context.
- Engagement with local business partners and beyond to develop contacts and create a database of professionals prepared to support the school
- Career Education Day in school and nursery for all pupils. Engagement with at least 3 different Careers and opportunity to visit Careers Fayre.
- Council and Scotland Wide Partnerships: presentation to all headteachers across Fife Council as well as Skills Development Scotland secondary career coaches in relation to the work being undertaken in Dalgety Bay.

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On-going work and next steps



- Continue engagement with local business partners and beyond to develop contacts and create a database of professionals prepared to support the school
- Widen strategic plan to include progressive social enterprise, Labour Market, Career Management Skills and Financial Education learning linked to employability
- Development of further links with Entrepreneurial Scotland to share key education information to support business partnerships
- Key skills progression to become embedded in learning pathways across all stages
- Placement for senior pupils within the world of work
- Senior career event where children can 'opt in' to sessions of interest