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**Developing the Young Workforce - Interesting Practice in Skills (3-18) exemplar:**

**Work-based learning opportunity at Scottish Fire and Rescue Service, Dumfries Are Command Unit**

The following document provides a brief summary of the key elements of this project.

For more information please access this exemplar on the National Improvement Hub here: <https://education.gov.scot/improvement/searchresults?k=DYW>

**1. Introduction**

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| **Establishment / title** | Scottish Fire & Rescue Service, Dumfries Area Command Unit |
| **Contact name and details** | Work experience co-ordinator  [Workexperience@dumgal.gov.uk](mailto:Workexperience@dumgal.gov.uk) |
| **About the establishment** | The Scottish Fire and Rescue Service is here to serve the people of Scotland – 24 hours a day, 7 days a week, 365 days a year. |
| **Main tags** | Secondary,  Employability  Employer engagement  Senior phase |

**2. Project information:**

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| **Overview** | The purpose of the work experience programme was to provide young people from schools in Dumfries who were interested in a career in the Fire and Rescue Service as full time or retained staff the opportunity to experience various aspects of duty in a controlled, safe environment. This included developing understanding of health and safety and basic first aid as part of the wider package of dealing with road crashes, fires and developing an understanding of water rescue all as part of an effective team. |
| **How did you do this?** | The work experience co-ordinator met with the Community Fire Safety Officer to discuss the possibility of offering opportunities to the young people of Dumfries. Discussions covered who would be involved, what would the objectives be, how would pupils be selected, where would course be delivered and risk management. A comprehensive procedural document was prepared by the Community Safety Officer and a minute of agreement was signed by each partner prior to commencement of the programme. |
| **Impact** | Positives outcomes of the collaborative work so far:   * A common desire to assist the young people of Dumfries and Galloway achieve a very valuable work experience placement * Delivery of a safe work experience opportunity that followed strict H&S guidelines set by Scottish FRS * Pre-planning in setting aims and objectives to be met and designing a course around these proved very effective * The delivery model is now being used for the delivery of work experience courses across NHS Dumfries and Galloway   **Lessons learned**  Minor organisational lessons learned for future delivery.  Partnership working and forward planning is being established which will result in an on-going rolling programme of opportunities being offered. |
| **Curriculum links** | Students who attended demonstrated the following attributes across the 4 capacities of CfE   * I can identify the skills I have learnt across the curriculum, how these relate to the world of work and can apply these appropriately during work placements and other work-related learning. * I can confidently access and interpret the information I need to make well informed choices about my learning options, pathways and how these relate to possible future careers. * I can work towards achieving qualifications which support me to achieve my future career aspirations. * I can share, evaluate and evidence my skills for learning, life and work to help me make successful future choices and changes. * I can draw appropriately on evidence from my skills profile to help me complete application forms, create CVs and when practising interview techniques. * I can describe all aspects of typical recruitment and selection processes and how to best prepare for and manage these. * I can consistently demonstrate the skills, attributes and behaviours needed to sustain and progress my career. |
| **Wider DYW context** | This project is part of our Dumfries and Galloway Youth Guarantee which aims to support every young person in Dumfries & Galloway into a positive destination. It features in our Pathway to Employability toolkit which supports schools in building on skills developed in the broad general education as part of CfE. This case study exemplifies our partnership working, linking employers and schools in order to provide our young people with the information and experience they need to make an informed choice about their future. |
| **Partnerships** | Scottish Fire and Rescue Service, Dumfries Area Command Unit  Dumfries & Galloway Council, Education Service  Dumfries & Galloway Council, Employability & Skills Service |
| **Next steps** | To continue to develop the programme and establish an offer to schools . |
| **Quotations** | From 2 pupils who attended:-  “Was brilliant, would highly recommend it or pupils to go next year. Good insight into what the fire service is actually like so if that is a career choice of theirs I would highly recommend them attending the WEX”  “It was fantastic! I would definitely recommend it because you get to learn a lot and you get involved and do the training that they would do. Also it helps you to decide if it’s for you or not. I had an amazing week and would go back.” |
| **Standards and guidance materials** | Did you/your staff 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)  x  [School/Employer Partnership Guidance](http://www.educationscotland.gov.uk/learningandteaching/thecurriculum/dyw/schoolemployerpartnerships/index.asp) |

**3. Additional information**

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| **Resources** | Hard copy course pack |
| **Web links** |  |
| **Contacts** | Ann McCulloch  Employability Development Officer  [workexperience@dumgal.gov.uk](mailto:workexperience@dumgal.gov.uk) |