

Developing the Young Workforce



Work Inspiration and Work Related Learning Workshop

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Rationale

This workshop provides support to develop practice related to the Work Inspiration and Work-Related Learning. This is part of a suite of resources Developing the Young Workforce (DYW) which will help practitioners to develop a shared language and understanding of the role that we play in providing meaningful engagement with the world of work.

Learning outcomes

As a result of engaging with this workshop you will have:

- an understanding of what is meant by the term Work Inspiration
- an understanding of what is meant by the term Work Related Learning
- the opportunity to reflect on your current work placement practice
- knowledge about where to access support and information
- an understanding of the connections between the Career Education Standard and the Work Placement Standard.

Who is this learning for?

This workshop has been developed to contribute to professional learning for practitioners at all levels. This incorporates those working with learners in context and in any sector.

The workshop sessions can be used as standalone materials to cement understanding of DYW and how it impacts on learners and their learning.

Teachers/Practitioners will:

- engage learners in meaningful discussion about their skills development and assist them in linking work inspiration to their learner journeys;
- encourage diverse thinking in learners to consider a broader view of subject choices, career options and work placement opportunities;
- facilitate learner's learning and their ability to engage with a rapidly developing landscape of work related learning opportunities;

Workshop Content

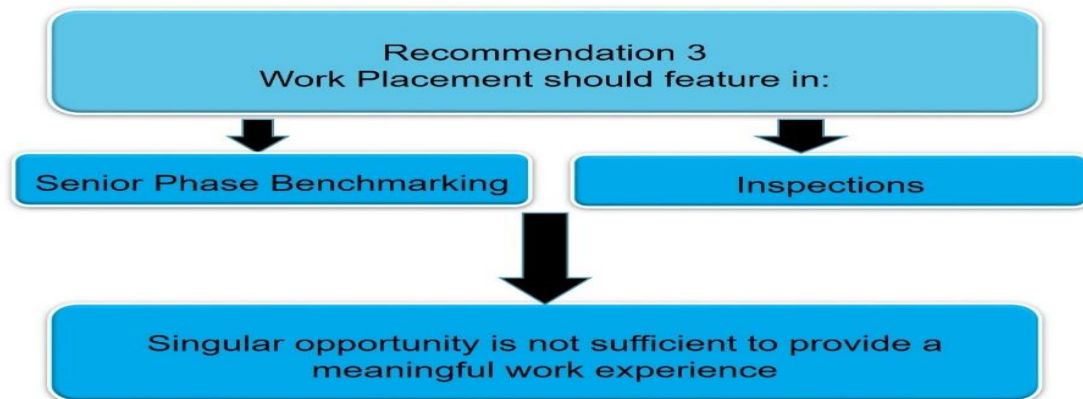
Title	Timing	Resources
Introduction to the Work Placement Standard	10 mins	Sharpie Pens Post-it notes Paper
Introduction to the Career Education Standard	10 mins	
Work Inspiration	15 mins	
Work-Related Learning	15 mins	
Skills achieved through work-related learning	15 mins	
Benefits of work-related learning	15 mins	
Barriers to work-related learning	15 mins	

Introduction to the Work Placement Standard

Workplace standard was a recommendation in Education Working for All, Commission for Developing Scotland's Young Workforce Final Report, 2014. The report stated that a modern standard should be established for the acceptable content and quality of work experience, and guidelines should be made available to employers. This should be developed by Education Scotland in partnership with employer bodies and Skills Development Scotland. This should involve input from learners. Work experience should feature in the Senior Phase Benchmarking Tool and in Education Scotland school inspections.

The Work Placements Standard is one of a suite of three documents, along with the Career Education Standard (3-18) and Guidance on School/Employer Partnerships, and should be seen as clarifying expectations and providing helpful support and guidance. The standard is built on the comprehensive advice and guidance presented in Curriculum for Excellence (CfE) and throughout the Building the Curriculum series. There is a particularly strong association with key messages contained in Building the Curriculum 4: skills for learning, skills for life and skills for work.

Work placement standard set out the following as a recommendation for work placements.



Both the Career Education Standards and Work Placement Standards make reference to the expectations that all learners are entitled to a range of learning experiences and pathways to develop work related skills and qualifications.



Think....

How does my establishment meet these expectations?

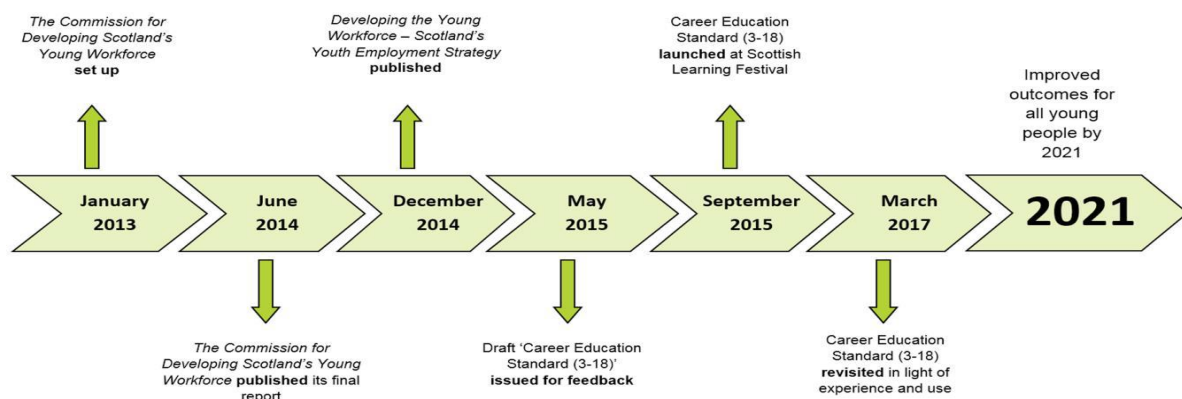
How can I ensure that the expectations of a work-related education are included in my own classroom planning?

Introduction to the Career Education Standard

The Career Education Standard recognises the journeys that learners make as they progress from age 3-18 and the potential and role of key influencers in these journeys. It recognises that all learners will not progress in the same way and that not all face the same challenges and will require appropriate support and interventions as required.

Learners develop interests, strengths, skills and aspirations through experiences as part of the curriculum and life beyond school. A range of partners support these exciting journeys through co-design and co-delivery and together shape learners decisions about their future and the pathways they follow.

The graphic below shows the origin of the Career Education Standard. It is part of a suite of three documents which includes the Work Placements Standard (2015) and Guidance on School/Employer Partnerships (2015).



Think....

Where will these journeys take learners and how can I contribute?

To what extent do I understand the ambition for the Developing the Young Workforce (DYW) programme?

How can I contribute to the journey for the learners in my setting?



Display in the relevant workspace

Work Inspiration

Work Inspiration activities may take place within a school, or within a work based setting and enable learners to experience the world of work. There can be a combination of work related activities and career conversations that enable learners to gain insights into the ever evolving world of work.

This early exposure to a range of pathways and interaction with a range of partners in work related settings showcase the diverse career pathways that are available. This work inspiration will help to bring relevance between their school curriculum and their career pathways.

Career conversations can introduce the learners to the concept of career choices, but they will also be introduced at an early stage of the diverse range of pathways that are available in Scotland's curriculum.

WORK INSPIRATION

Inspiration experiences offering insight into the world of work



Think....

Discuss work inspiration and how I could use this within my own practice.

Consider 3 work inspiration activities and discuss:

How this would help the learners have a clearer understanding of the world of work?

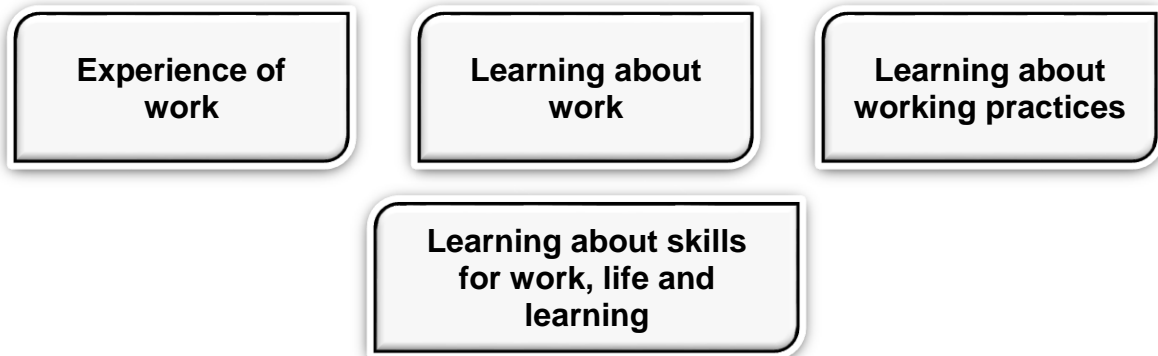
How would this learners be better prepared for their learner journey?



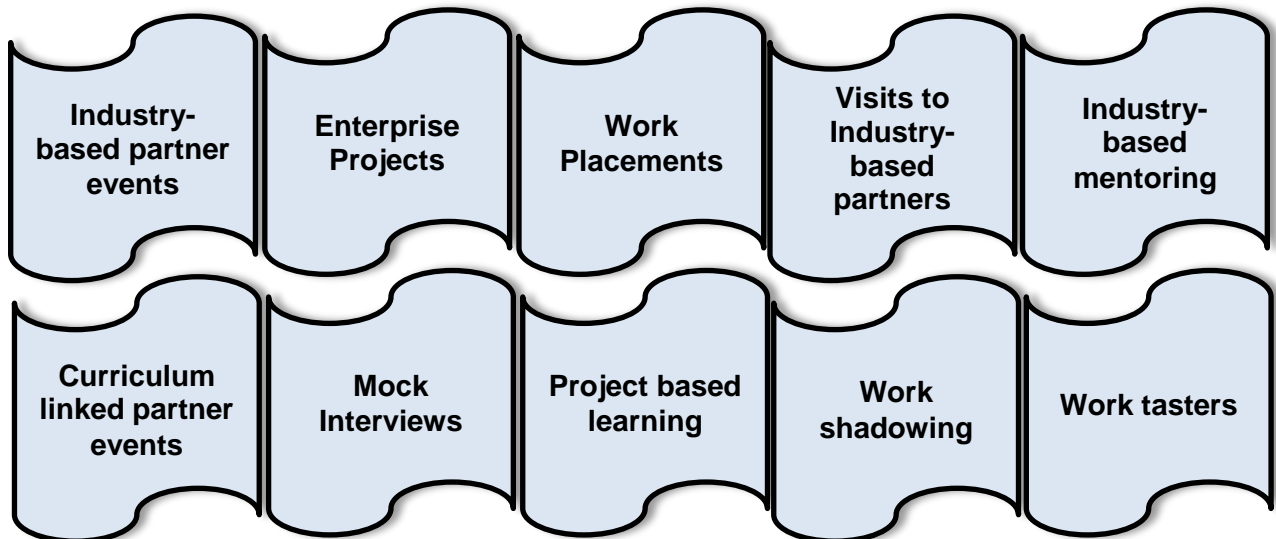
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Work Related Learning

Planned activity using the context of work to develop knowledge, skills and understanding used in the world of work. This may include:



These are some examples of work-related learning activities that can take place to encourage learners to think about their own career pathways:



Reflecting on the examples:



How can I embed work-related learning into my own practice?

Plan one work-related learning activity that I could incorporate into my own practice and discuss the positive impact that it would have on the learners.

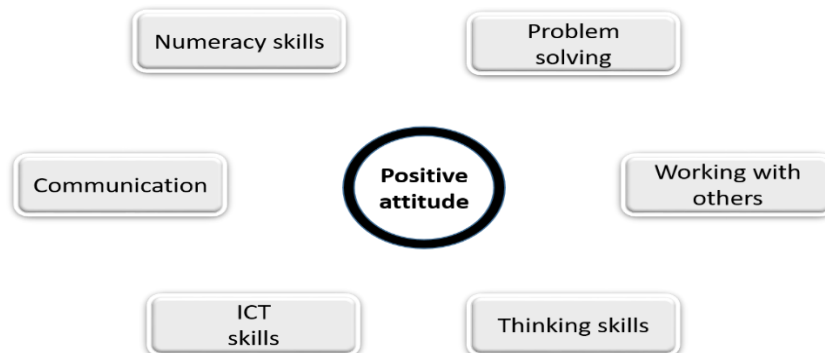


Complete using post-it notes

Work-Related Learning
Description of Activity
Resources required
Impact on Learners

Skills achieved through work-related learning

Learners stand a better chance of following their chosen career pathway when they leave school or college if they are equipped with a set of skills that our industry-based partners demand.



Employability skills are now generally recognised as a necessary precondition for developing and using other more specialist or technical skills. This is a set of attributes, skills and knowledge that all labour market participants should possess to ensure they are capable of being effective in the world of work. This will be of benefit to themselves, their future employer and the wider economy. This is an example of the the range of skills that can be developed when there is a focus on work-related learning.



Think....

How can I embed skills-based learning into my own practice?

Looking at three of the skills above (or choose your own) plan how can I bring a skills focus to my own practice.



Complete using post-it notes

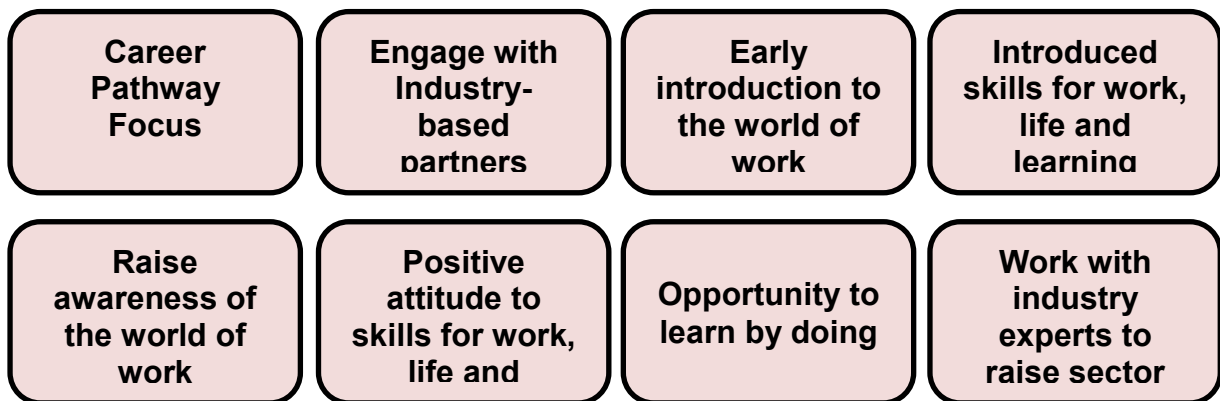
Skills-based learning		
Skill		
Description of Activity		

Benefits of work-related learning

Work-related learning can enrich the learner and give them a greater understanding of the world of work and help them develop the skills that employers require of their workforce. We can help them to think through their learner journey and enable them to challenge stereotyping and make full use of the wide range of sectors.

Partnership working gives learners a fresh perspective that can help them to keep abreast of developments in the industry sectors. It can provide opportunities to learn about the opportunities available within industry sectors.

Some of the positives of work-related learning are:



Think....

How can I encourage learners to see the benefits of work-related learning?

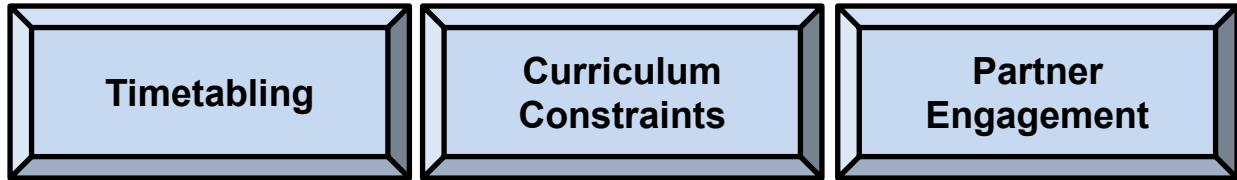
With an emphasis on two of the benefits above, discuss how I can plan effective work-related learning opportunities to showcase the world of work?



Display in the relevant workspace

Barriers to work-related learning

Work-related learning has a number of key challenges which can hinder a whole school approach to work-related learning. The following are examples of potential barriers:



Think....

Discuss the challenges and how they affect work-related learning in my sector.

Looking at my current timetabling structure, discuss potential changes that would help to eliminate the barriers to work-related learning?



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