

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

Kinross Priamry School: Preparing for careers in the 21 Century

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

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1. Introduction

Establishment	Kinross Primary School
Contact name and details	Julie Hynd DHT
About the establishment/ programme	Kinross Primary is a non-denominational school within Perth and Kinross Council. At present our school roll is approximately 465 pupils with an additional 64/61 nursery. Our Skills Progression Framework involves P1-P7 (Nursery 2018/19) recognising and celebrating Wider Achievements, Early to Second Level.
Main tags (please delete / add)	Primary Employability Employer engagement Equalities and inclusion Parents Skills for Learning, Life and Work

2. Current developments:

Example of practice	<ul style="list-style-type: none"> • World of Work Pupil Leadership Group (WOW) dedicated to promoting links with business and community groups • All leadership groups apply via an application process which requires a reference • All leadership groups then undergo a second stage selection process such as a interview, skills test or on line manifesto and election • Higher Order Thinking Skills embedded as core practice across all classes and planning • Whole school skills progression framework linked to the Skills for Learning, Life and Work (SLLW) • All wider achievements are tracked and linked to SLLW
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	<ul style="list-style-type: none"> • Planning across all stages has a focus on SLLW for each interdisciplinary learning topic • Employability skills are promoted and linked with parental engagement • 'When I Grow Up' day to focus on career pathways • Annual business breakfast linked to local businesses (WOW group planned and presented as key note speakers) • Link through our new school build to Robertson's Group • Balfour Beatty build a bridge project • Dedicated STEM teacher delivering to P2-P7 • Links to Kinross High School CDT department • Youth Scotland Young Leaders Award • Take Your Child To Work Day and Young Apprentice Scheme for learners
How was this done?	Over a period of years we have had a focus on developing a skills framework across the school. Initially we focussed on higher order thinking skills but we have extended this to incorporate skills for learning, life and work. This has been a priority in our school improvement planning. It is also a focus for moderation, monitoring and self evaluation. There is a consistent approach to the delivery and understanding of SLLW in all classes. Learners are able to articulate the language of skills development.
Impact	That learners have a real depth of understanding of the skills required to fully participate and contribute to society and the wider world as they mature. To widen horizons in terms of career pathways and positive destinations for our young people.
Lessons learnt	Strategic overview is key. There needs to be a clear implementation plan which focusses on consistency. Start small and build each year, involving staff, parents and learners in the strategic direction.
Best piece of advice	<ul style="list-style-type: none"> • Be aware of the local employment destinations and where the community you are in go to work • Make connections with local employers and service providers. • Use your parent body to gather skills from them • Set real life challenges for learners • Establish links with your High School and local DYW support • Start small and build up

CfE/Curriculum link/ skills development	CFE planning requires SLLW to be embedded each term which links to all areas of the curriculum. Planning consultations provides opportunity for discussion about depth of SLLW links at each stage.
Wider DYW context?	Engaging with Youth Scotland Award for our leadership groups. Links to local business DHT/HT part of the PKC DYW working party
Partnerships	<ul style="list-style-type: none"> • Robertson’s Construction • Balfour Beatty • Community Potager Garden • Broke Not Broken • CHAS • Le Jardin (local café) • Dobbies • Todd and Duncan • Kinross Museum • Specsavers • Local Dentist • Kinross High School
Standards and guidance materials	<p>Did you use any of the following documents in preparation or alongside the development of this project:</p> <p>Career Education Standard </p> <p>Work Placements Standard </p> <p>School/Employer Partnership Guidance </p>
Watch this space!	<p>Continue to promote the skills framework and involve more local and wider business partners.</p> <p>Give more ownership to the children in planning DYW across the school and with wider opportunities.</p> <p>Share our good practice more widely.</p> <p>Continue to evaluate against the Career Education Standard.</p>
Quotation(s)	<p>“Over the last few years we have had relentless focus on skills development across the school to ensure that our children can talk about their learning in the context of skills for learning, life and work. As a staff we have developed a skills progression framework which is visible in all classes and utilised as a basis for planning interdisciplinary learning. Our learners are able to articulate their knowledge around the skills framework and have a better understanding of the relevance of their learning.’</p> <p>Pauline Smith Headteacher Kinross Primary School</p>

	<p>“In a short period of time, and inspired by their new build, Kinross Primary School have amassed a good range of business supporters who they invited to their first ever business breakfast in June 2018. The confidence gained by the young pupils as they learn about the world of work from their partners is tangible. This a great example of partnership working led by the children themselves and supported by staff who really understand the benefits of bringing the young workforce programme to life for a younger age group.”</p> <p>Fiona Reith Developing the Young Workforce Perth and Kinross</p>
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