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

**Work-based learning opportunity at Laing O’Rouke, Dumfries and Galloway**

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** | Laing O’Rouke |
| **Contact name and details** | Work experience co-ordinator  [Workexperience@dumgal.gov.uk](mailto:Workexperience@dumgal.gov.uk) |
| **About the establishment** | Laing O’Rourke is an international engineering enterprise, founded on over a century and a half of experience. Through our fully integrated offer we are delivering a single-source solution for some of the world’s most prestigious organisations. |
| **Main tags** | Secondary,  Employability  Employer engagement  Senior phase |

**2. Project information:**

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| **Overview** | **Work placements at Laing O’Rouke**  Planned careers day will be held at the project offices open to all schools to attend with 8 pupils, who will benefit from meeting a variety of trades and getting more info on opportunities such as apprenticeships and construction courses at DG College.  We are also working with Dumfries College to provide support to upcoming apprenticeship events and gender days, as well as the Schools challenge and further visits and presentations with the construction courses.  There is also the planned offer of a twilight CPD session for teaching staff in May to give an idea of the types of activities we can do with students, along with a talk about the project and the curriculum engagement aims. This would provide an opportunity to speak with the teaching staff directly, to discuss the next academic year’s plans and agree dates for a repeat of the careers open day detailed above.  In addition to the work experience placements offered to the college students, the project has offered a number of work experience placements. This is a great opportunity for pupils to spend a week working in different departments on this busy and complex project |
| **How did you do this?** | The Work Experience Officer and Employer Engagements Officers met with the Community Benefits Officer of the Company to consider and plan the processes for referral and engagement within local schools. They continue to meet on a monthly basis during the life of the Project to build on and enhance the opportunities available. |
| **Impact** | Working in partnership with Laing O’Rouke has allowed for a streamlined approach to their work experience placement programme.  Partnership working and forward planning is now well established resulting in an ongoing rolling programme of opportunities being offered.  A comprehensive job-card and detailed application process has also ensured the correct candidates are being put forward for the placements offered. Promoting the opportunity throughout all 16 schools in Dumfries & Galloway through this process has established a more inclusive programme. |
| **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.  Please refer to the ‘[Guide to work-based learning in Dumfries and Galloway’](https://education.gov.scot/improvement/Pages/dyw12-work-based-learning-in-dumfries-and-galloway.aspx) for more information on the wider DYW context of this exemplar. |
| **Partnerships** | Laing O’Rouke  Dumfries & Galloway Council, Education Service  Dumfries & Galloway Council, Employability & Skills Service |
| **Next steps** | We aim to continue to develop and promote the programme throughout all 16 schools in the region. …… |
| **Quotations** |  |
| **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** |  |
| **Web links** | <http://www.laingorourke.com/> |
| **Contacts** | Ann McCulloch  Employability Development Officer  [workexperience@dumgal.gov.uk](mailto:workexperience@dumgal.gov.uk) |