

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

**Skills Framework Programme (Moray Council)**

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](#)

**1. Introduction**

<b>Establishment</b>	Moray Council
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<b>About the establishment/ programme</b>	<p>The Moray Skills Pathway is a partnership between Moray Council, Moray College UHI, DYW Moray (employer) and SDS, the aim being a collegiate provision towards developing the Skills agenda using a collaborative approach to the recommendations as stated in DYW Youth Employment Strategy and BtC4.</p> <p>A key strength of Moray area is the strong partnership working as evidenced in the Education Scotland <a href="#">Senior Phase Thematic Review</a>.</p> <p>The Moray Skills Pathway encompasses the entire Moray Council area which stretches from Tomintoul in the south to the shores of the Moray Firth, from Keith in the east the Brodie Castle in the West, a total of 92,500 people residing in the county. With approximately 1,800 children in our early years settings, 7,000 children in primary schools and 5,000 young people in secondary education at any one time, all of which will benefit from the Moray Skills Pathway and all the partners working together the benefit the local economy and the young people we serve.</p>
<b>Main tags (please delete / add)</b>	<ul style="list-style-type: none"> <li>• Early Learning &amp; Childcare</li> <li>• Primary</li> <li>• Secondary</li> <li>• Employability</li> <li>• Employer engagement</li> <li>• Training provider</li> <li>• 3<sup>rd</sup> sector</li> </ul>

	<ul style="list-style-type: none"> <li>• Equalities and inclusion</li> <li>• Parents</li> <li>• Senior phase</li> <li>• Career Management Skills (CMS)</li> <li>• Career Education Standard (CES)</li> <li>• Work Placement Standard (WPS)</li> <li>• Work Related Learning</li> <li>• Profiling</li> <li>• Learning Pathways</li> <li>• Learner Journeys</li> </ul>
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## 2. Current developments:

<p><b>What are you doing just now?</b></p>	<p>Through the Moray Skills Framework all partners collaboratively work to a common language around skills to ensure that all partners are able to support young people to achieve and progress.</p> <p>Moray Skills Pathway, aims to ensure:</p> <ul style="list-style-type: none"> <li>• All young people in Moray throughout the Broad General Education (3-14yrs) will have 4 activities with each key economic sector prior to Senior Phase choices.</li> <li>• Clear pathways are developed for each key sector for young people to progress through the Senior Phase and beyond.</li> <li>• An increase in the number of opportunities for young people with barriers to employment and also addressing inequalities</li> <li>• A partnership approach to the joint design and delivery of the learning offer (curriculum)</li> <li>• Science, Technology, Engineering and Maths (STEM) will sit at the heart of the development of the Moray Skills Pathway.</li> </ul>
<p><b>How was this done?</b></p>	<p>The simple, clear and compelling strategy that has been effectively adopted for Moray Local Authority shows a clear, joined up approach from all the key partners. This makes it very straightforward and simple for all our partners including employers and parents to engage fully and benefit from this development.</p> <p>The 3-24 year old approach of the Moray Skills Pathway gives clear progression for all young people making it fully inclusive and supporting the skills development of young people to achieve their full potentials.</p> <p>The skills framework identifies skills development within 8 key organisers</p> <ul style="list-style-type: none"> <li>• Creativity</li> <li>• Employability</li> <li>• Self-Management</li> <li>• Team work</li> <li>• Communication</li> <li>• Thinking</li> </ul>

- Interpersonal
- Leadership

Linking back to the 4 capacities of CfE the overarching strategy can be presented as “ Developing the capacity of every pupils to be **successful** in their learning, **confident** in themselves, **effective** in their contribution to the school, the community and society, and able to make **responsible** decision now and in the future.”

This will ensure that young people are able to articulate the skills they have developed, how they are transferable in a range of different situations and what their next steps in development are.

The development of clear pathways to support schools to understand the local labour market and how they can enhance the value of the curriculum offer through partnership working with DYW Moray (employers), SDS, Moray College UHI and Moray Council. The identified key sectors:

- Early Learning & Childcare
- Health & Social Care
- Engineering
- Construction
- Food/Drink & Tourism
- IT/Creative Industries
- Business Professional Services
- Land based

This ensures that the curriculum offer is put into the local context, supporting pupils to understand opportunities for their future and networks to support them to achieve.

The delivery of skills for work is progressive from Early – First level being **about** work, second – third level learning **for** work and the senior phase learning **through** work.

The commitment to the Skills Pathway is that every child and young person has a minimum of 4 experiences over the BGE (ideally at least one at each level) where they interact with partners in co-designed and co-delivered curriculum/activities planned within the activity overview guide these layout clearly the activity, the Experiences and Outcomes, Career management Skills (CMS), “ I can statements”, and the place in the Moray Skills Investment Plan (SIP). These are planned in the sector grouping meetings and then shared across the authority to tackle bureaucracy and duplication of planning.

The establishment of the key sector links to each ASG ensures that every ASG has at least 10 strategic partnerships supporting the developments within the schools. This supports the schools to deliver appropriate pathways for individual learners.

	<p>The creativity based project introduces sector pathway discussion resources similar to talking tubs for early level and CES "I can statement" prompt for the remainder of the BGE these help practitioners to explore how they might bring the CES into curriculum deliver and the local context to lesson using a creative approach.</p> <p>This is a long-term strategy to embedded CES, CMS and WPS in a focused way and we are currently in year 1, with the positive impact is already being felt.</p>
<b>What is the (intended) impact of your initiative/programme?</b>	<p>The aim of developments across the key sectors is to ultimately increase the employability of our young people and give them a better understanding of pathways. Our goal is to ensure that our pupils leave with the skills they will require for life, work and learning and to be able to articulate these skills to support them into sustained destinations.</p> <p>The Moray Skills Pathway will also support our young people and families to have a better understanding of the local economy and opportunities within the local area.</p>
<b>What have you learnt from your journey so far</b>	<p>The importance of having a clear agreed strategy to enable all partners' role to be acknowledged and supported.</p> <p>That the work within the Moray Skills Framework enables each young person to have access to and benefit from CES and CfE entitlements as part of the curriculum offer and learner opportunities.</p> <p>This is a strategic development that will take the duration of the DYW lifespan to be embedded across all Morays learning establishments.</p>
<b>Best piece of advice</b>	<p>A collaborative approach though hard to establish will bring the most benefit to our young people.</p> <p>Establishing a common language around skills breaks down barriers and allows all partners to work together more productively.</p>
<b>Wider DYW context?</b> (eg. links to wider activities, projects, plans)	<p>An integrated (3-24years) approach on DYW throughout Moray ensures were all collaborating together with the same agenda to support and improve outcomes for our young people and to enable Moray's Economy to be the best it can.</p> <p>It has also been key to pulling together many national priorities into one framework, including STEM and Learner Pathways.</p>
<b>Partnerships</b> (employers, industry, organisations etc.)	<p>Principle Partnerships</p> <ul style="list-style-type: none"> <li>• DYW Moray</li> <li>• SDS</li> <li>• Moray College UHI</li> </ul>
<b>Standards and guidance materials</b>	<p>Did you use any of the following documents in preparation or alongside the development of this project:</p>

	<p><a href="#">Career Education Standard</a> ✓</p> <p><a href="#">Work Placements Standard</a> ✓</p> <p><a href="#">School/Employer Partnership Guidance</a> ✓</p> <p><a href="#">STEM Strategy</a></p> <p><a href="#">Moray SIP</a></p> <p><a href="#">Moray Employability Strategy</a></p>
<p><b>Watch this space!</b> (where we are going next!)</p>	<p>Next session each Sector group will introduce a Sector specific day aimed at S3 pupils run by industry to give an overview of the range of career opportunities in Moray.</p> <ul style="list-style-type: none"> <li>• Caring for your FUTURE</li> <li>• Designing your FUTURE</li> <li>• Constructing your FUTURE</li> <li>• Serving your FUTURE</li> <li>• Creating your FUTURE</li> <li>• Managing your FUTURE</li> <li>• Growing your FUTURE</li> </ul> <p>These will run throughout the year leading up to senior phase pathway planning.</p> <p>The introduction of Industry recognised CPD and senior phase options including, world host and lambing course.</p> <p>The introduction of the 33 period week gives us significant scoop to introduce a wider range of learner pathway options into the senior phase through collaboration with partners.</p> <p>We are currently creating a video to explain the Moray Skills Pathways to parents to enable them to become more involved and support their young peoples learning.</p>
<p><b>Quotations:</b></p>	<p>Traditionally most employers in Moray have engaged direct with young people regarding their future employment. This process, to a certain extent, did not have the opportunity for employers to interact directly with the education sector. However DYW and the Moray Skills Pathway has now given employers the chance to connect directly with educators, trainers and career specialists. Employers now also have the opportunity to visit their local school to assist teachers in ensuring that their pupils and leavers are given a better understanding of local industry and the associated career opportunities. This also gives pupils (and parents) a better understanding of what they need to do to successfully enter the world of work and how, once employed, they can better influence their career progress.</p> <p><b>Alan James, Managing Director of AJ Engineering &amp; Construction Services Ltd., Forres, Moray. (DYW Moray Board Member)</b></p>

"The Moray Skills Pathway not only highlights the vast range of career opportunities available to young people across Moray and beyond, but also provides an excellent platform for Careers Advisers, Teachers, College Lecturers and other partners to have the most up to date Labour Market Information. It has strengthened the links between education and employers, delivering collaborative working across the public and private sectors that aims to create a strong and capable workforce for the future."

**Dave McCallum Area Manager (Moray, Orkney & Shetland), SDS**

"The Moray Skills Pathway is an exciting Strategy providing a framework for partners (Education, SDS and DYW Moray) to work together to ensure that the Curriculum delivered across schools and Moray UHI provides our children and young people with knowledge of key business sectors which provide a range of career opportunities for young people. It is our hope that as the pathway becomes embedded in practice that the curriculum will be co-delivered by partners and that young people will be fully aware of the employment prospects in Moray should they wish to stay or return at a future date."

**Vivienne Cross, Head of Schools & Curriculum Development, Moray Council**

"DYW Moray has been referring a number of employers on to the Moray Skills Pathway in order to give them a voice and the opportunity to directly influence what young people in Moray need to be exposed to in order to be better prepared for work. By bringing each of the partners together in order to make this happen, will allow Moray's future workforce to be better equipped, more productive and positively affect our local economy."

**Sarah Baxter, Manager, DYW Moray**

'Moray Skills Pathway has provided an opportunity for Moray College UHI staff to support curriculum planning for all young people 3-24 in Moray (plus the wider College community) through interaction and engagement with local employers and school staff. Engagement with the MSP will support the overarching commitment of the Community Planning Partnership to ensure that our young people have the skills and knowledge to support economic growth in our area'.

**Jackie Andrews, Associate Director, Moray College UHI**

### 3. Added value

<b>Resources</b>	
<b>Web links</b>	<b>General Web links:</b> <a href="#">Career Education Standard (3-18)</a> <a href="#">Work Placements Standard</a> <a href="#">DYW website</a>
<b>Contacts</b> (in case people want to find out more)	Maxine Scott, ESO Skills, Moray Council <a href="mailto:maxine.scott@moray.gov.uk">maxine.scott@moray.gov.uk</a>