

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

**Dalziel High School: Skills development through STEM**

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

**1. Introduction**

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| **Establishment**  | Dalziel High School |
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| **About the establishment/ programme** | Dalziel High School is a secondary school in Motherwell, North Lanarkshire with a roll of around 966 pupils and 3 associated primary schools.It has well established career education programme with strong employer partnerships* Partnership with Amec Foster Wheeler – Global Energy Company work with Aberdeen and Glasgow offices. This partnership has a focus on STEM.
* Partnership with Morgan Stanley – Global Financial company working with Glasgow office. This partnership has a focus on financial services.
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| **Main tags**  | Secondary,EmployabilityEmployer engagementSchool/employer partnershipsDeveloping the Young WorkforceSTEM |

**2. Current developments:**

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| **What are you doing just now?** | A well-established career education programme allows Dalziel HS to embrace the DYW agenda and provide learners with a wide variety of initiatives and activities to enhance skills required for the world of work. These include a weekly, timetabled work placement programme in S4, regular careers events, the offer of pathways for vocational courses, enterprise opportunities, a DYW e-bulletin etc.Our careers fayres for all year groups allows our pupils to investigate the different career pathways available. These career fayres have people from a variety of industries talk with the pupils and provide information regarding the variety of pathways available. It is important that both pupils and parents are involved in these activities.The school currently has 2 partnerships in different industries:* Amec Foster Wheeler – Engineering / STEM
* Morgan Stanley - Financial

The Amec Foster Wheeler partnership focuses particularly on enhancing the up-take of STEM related subjects and work-based learning opportunities with business partners in this area. An extensive programme has been developed to engage learners from P1/2 through to P7/transition to senior phase. These include :P7: Bridges to Schools, P5 Zombie Challenge, Science and Technology FayreJunior school: Offshore Europe, Design a Water Pump competition S1: Formula 100 Competition, Scottish Engineering Special Leaders AwardS2: Careers convention, Engineering Club, Weir Group competitionS3: Engineering Seminar;S4: Engineer Talks, Nat 4 Engineering courses, Mock Interviews, Arkwright Scholarship Senior school: Positive Destinations evening, Amec Foster Wheeler work placements, Offshore EuropeS5: Nat 5 Engineering course, Foundation Apprenticeship, Space SchoolS6: National Science and Engineering Competition.One of their main partners, Amec Foster Wheeler, offers a wide range of support including work placement opportunities for apprenticeships and pre university placements, mentoring Nat 4 students, mock interviews, cv preparation and engineer talks. Amec Foster Wheeler are based in Aberdeen and our partnership has been successful despite the distance.The partnership with Morgan Stanley provides learners with work placements as well as staff with in-service in relation to career opportunities, CV development etc.  |
| **How was this done?** | Our initial Education / Business Partnership with Amec Foster Wheeler started in June 2013. Through a series of activities and creating possibilities of meaningful work placements we have managed to establish a successful partnership which aligns with the milestones of the seven year plan of the “Developing the Young Workforce – Scotland’s Youth Employment Strategy” We used the Career Education standard, and School / Employer Standard as a basis to our implementation plan for DYW.With this partnership with Amec Foster Wheeler a strong focus is put on STEM and ensuring that both our S1-S6 and associated Primary pupils take part in interesting and exciting activities that will encourage pupils to engage in STEM subjects and consider possible careers in STEM. In order to reflect on the Work Placements Standard we enhance our work-based learning opportunities over an afternoon every week so that the pupil has a meaningful work placement that allows the pupil to make contributions to the real world of work.Our new partnership with Morgan Stanley started in April 2016. Again through a series of activities and talks we will provide knowledge on the variety of pathways into the financial sector. |
| **What is the (intended) impact of your initiative/programme?** | Key performance indicators for our education business partnership with Amec Foster Wheeler are:* To empower pupils and develop key skills for work – Literacy, Numeracy, ICT, Leadership, Working with others etc
* To increase the numbers of pupils to study STEM subjects (S3 – S6), raising profile of Engineering and Science
* To increase opportunity for Vocational Education
* To lead pupils into college pathways such as HNC/HND/Apprenticeships
* To increase the numbers of university / college applications for STEM subjects
* To build a mentor programme with Amec Foster Wheeler
* To bridge the gender gap and encourage more girls into STEM subjects and careers

For our partnership with Morgan Stanley, key performance indicators are being currently being discussed. |
| **What have you learnt from your journey so far?** | The focus of a successful education and business partnership is PEOPLE. Our partnership with Amec Foster Wheeler works because they give the school – our pupils, teachers and parents their time. That is what makes DYW at Dalziel successful! |
| **Best piece of advice (**what others would  | * Start with one or two small aims for partnership working
* Strong Careers programme
* Plan meaning and interesting activities
* Ensure a positive “I can” ethos with regards DYW
* Measure impact with metrics
* Prepare well in advance.
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| **CfE/Curriculum link/ skills development**  | Embedding of a DYW programme across all curriculum areas is underway. Key skills focus is now being reviewed in line with activities and learning experiences that the pupils are involved in.This year we are planning to implement a more extensive STEM programme for our associated primary schools and this will focus on key skills which aligns with the DYW programme. The strong STEM programme that is currently in place has allowed our pupils to develop key skills and access different paths, vocational and academic into STEM courses and careers.We are also developing the Morgan Stanley partnership to embed key skills activities and work placements similar to the Amec Foster Wheeler partnership. |
| **Wider DYW context?** | A focus on STEM and DYW for our associated primary schools.  |
| **Partnerships**  | A number of well-established partners include:* Amec, Foster Wheeler
* Morgan Stanley
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| **Standards and guidance materials** | Did you use any of the following documents in preparation or alongside the development of this project:[Career Education Standard](https://education.gov.scot/Documents/dyw2-career-education-standard-0915.pdf)X[Work Placements Standard](https://education.gov.scot/Documents/DYW_WorkPlacementStandard0915.pdf)[X](https://education.gov.scot/Documents/DYW_WorkPlacementStandard0915.pdf)[School/Employer Partnership Guidance](https://education.gov.scot/Documents/DYW_GuidanceforSchoolEmployerPartnerships0915.pdf) XAll 3 documents |
| **Watch this space!**  | * Expanding on vocational courses on offer
* More business partnerships in different sectors
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| **Quotation(s)**  | Ex 6th Year pupil Jonathan said: “The work placement ( - at Amec Foster Wheeler) opened my eyes to working as a structural engineer. I ‘ve reapplied to study engineering in 2015 and am now working towards an HNC in engineering to support this.”Robert Birch, Head Teacher at Dalziel High School, said: “We want to give our young people the best opportunities when they leave school and that means getting them into good employment. There are some fantastic engineering jobs out there and our partnership switches youngsters on to the potential careers available to them. The partnership gives them the opportunity to speak regularly to engineers so they get an understanding of the industry and the real world of work.” |