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

**Work-based learning opportunity at Dumfries and Galloway Royal Infirmary**

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** | Dumfries & Galloway Royal Infirmary |
| **Contact name and details** | Work experience co-ordinator  [Workexperience@dumgal.gov.uk](mailto:Workexperience@dumgal.gov.uk) |
| **About the establishment** | Dumfries and Galloway Royal Infirmary is the main hospital in Dumfries. The hospital serves both the town of Dumfries and the entire catchment area of South West Scotland, with a population of at least 147,000. It contains 337 staffed beds, and has a full range of specialties. |
| **Main tags** | Secondary,  Employability  Employer engagement  Senior phase |

**2. Project information:**

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| **Overview** | **Work placements at Dumfries and Galloway Royal Infirmary**  The following opportunities are available to learners:   * 5 day long work experience placement offered to students 5th year and above who are considering or planning a career in medicine * Students will be paired with another applicant and will spend the week observing the role of various clinicians within DGRI * Students will be provided with a ‘Medicine in DGRI Work Experience Booklet’ which they will be expected to read and aim to complete during their placement. * In order to take advantage of this placement students must be able to show evidence that they are on track to gaining entry to their chosen university |
| **Impact** | Working in partnership with DGRI has allowed for a streamlined approach to their work experience placement programme. This has enabled them to plan for the year in relation to numbers and timetabling. Any enquiries received are also passed to the work experience co-ordinator for action eliminating their previous reactive approach. 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 by targeting those who may not have considered a pathway in medicine. It has also mitigated the concept of “who you know.”  Partnership working and forward planning is now well established resulting in an ongoing rolling programme of opportunities being offered. |
| **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** | 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** | Dumfries & Galloway Royal Infirmary  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. To agree a similar format for further Departments within DGRI e.g Occupational Therapy and Physiotherapy |
| **Quotations** | Those schools that have participated in the system have submitted applications and we received them all at the same time, which is beneficial. Receiving standardised information about the pupils due to a standard application form is beneficial and fair. Formalising the applications process helps limit nepotism, or “who you know” favouritism.  A pupil commented that he thought the new system was good, |
| **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** | Standardised application form |
| **Web links** |  |
| **Contacts** | Ann McCulloch  Employability Development Officer  [workexperience@dumgal.gov.uk](mailto:workexperience@dumgal.gov.uk) |