

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

**Career Education at Caskieberran Primary School (Fife)**

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** | Caskieberran Primary School |
| **Contact name and details** | Elaine Smith (HT), Sarah Cloy (DHT)  01592 583418 |
| **About the establishment & programme** | Caskieberran Primary is situated in Glenrothes in Fife, and has 14 primary classes and a large nursery. The school roll is around 260, with a nursery roll of up to 98. Caskieberran serves an area with relatively high levels of social deprivation and unemployment.  In response to the context we work in and the needs of our pupils and families, we recognised that our pupils may not have positive role models when it comes to employment and career planning.  Our extensive Career Education programme spans from nursery to P7 and beyond, providing children with the knowledge and experiences they need to develop Skills for Learning, Life and Work. |
| **Main tags** | Early learning and child care  Primary  Employability  Employer engagement  Equalities and inclusion  Parents  Career Management Skills |

**2. Project information:**

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| **Overview** | * Children working within early level learn about careers and skills for learning, life and work through play. This includes role play areas in classrooms, our ‘High Street’, and inviting parents and other visitors in to talk about their jobs. Our staff ensure that through explicit language in conversation and careful planning that the children have the opportunity to think about their experiences in terms of employability skills and future career options.   + Examples include pupils planning and creating ‘shops’ and ‘businesses’ in the High Street; role play areas in classrooms, e.g. vet, builder’s yard, Post Office; visit from a pony where the children had a chance to learn about how to care for horses and ponies. * At First Level, children focus more closely on themselves and their personal skills, qualities, preferences and interests. We ensure children are given experiences of specific businesses and career options, and wherever possible, put this in to a real life context.   + Examples include pupils setting up role play areas; visit to Frankie & Benny’s; behind-the scenes visit to Asda. * By the time our children reach Second level, we want to ensure they have a broad knowledge of the skills employers are looking for and the types of jobs that are available to them in our local area.   + Examples include ‘Ready, Steady, Cook’ challenge; working alongside the golf professional at our local golf course; planning, managing and running a Careers Day for all P7s in our cluster. * Our enterprising approaches to learning at all stages allow children to experience a wide range of roles and responsibilities in a variety of tasks. * We use the Career Education Standard and our Enterprise Skills Progressions to ensure a breadth and depth of experiences across all stages. * Business partnerships have formed an important part in the development of our Career Education programme as we highly value not only their knowledge and expertise, but also the importance of putting careers learning in to a real-life context. |
| **How was this done?** | Our Career Education programme has developed and evolved over a number of years. All staff share our school vision of ‘Aspiring to Be All We Can Be’. We have formed valuable partnerships with parents and local businesses, tapping into their knowledge and expertise. |
| **Impact** | * Increased awareness of industries, businesses and jobs available in Fife. * Increased understanding of pathways to careers. * Increased engagement in learning, with pupils feeding back that they felt more confident in leading their own learning and in working independently. * Development of leadership skills, presentation skills, communication skills, negotiation skills and confidence. * Pupils developing ability to identify their own strengths, skills and areas for development. * Links made with Fife College. * Pupils involved in workshops with Fife College. * Enhancement of transition programme from P7 to High School. |
| **Lessons learnt so far** | * Businesses and employers are often keen to get involved with primary schools and understand the importance of Career Education. * Career Education is not an add-on, it very easily becomes part of everyday teaching and learning. |
| **Best piece of advice** | Set real challenges with tangible outcomes for pupils. Job satisfaction and a successful event or product motivates not only the pupils involved, but all those around them.  Inform parents not only of *what* you are doing, buy *why* and *how* you are doing it. This will allow them not only to share and celebrate learning at home, it often leads to offers of help and input from themselves or their employers. |
| **Curriculum links** | We have found that Interdisciplinary Learning approaches work well and allow flexibility of approach. We consider Career Education opportunities at the planning stage. |
| **Wider DYW context** | Successful projects have linked to wider learning. For example, during a Health Week, our P5 class who were focusing on physical health, made links with the local golf course and spent time with the resident Golf Professional. The P4 class were focusing on nutrition and food hygiene, and visited Frankie and Benny’s restaurant where they learned about job roles from the manager and the chefs. |
| **Partnerships** | * We have formed successful Business partnerships with two companies, one a building firm and the other a motivational speaking company. * We work with Fife College. Our P7s have the opportunity to visit the campus and try out workshops. This is still under development and we hope to extend this experience. |
| **Standards and guidance materials** | Did you use any of the following documents in preparation or alongside the development of this project:  X  [Career Education Standard](http://www.educationscotland.gov.uk/Images/CareerEducationStandard0915_tcm4-869208.pdf)  [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) |
| **Next steps** | We have plans to further develop our Careers Hub to make it more accessible to parents and the wider community. Our vision is for parents to be able to use it to find information on jobs available, job applications, My World of Work and College and University courses. |

**3. Added value**

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| **Resources** |  |
| **Web links** |  |
| **Contacts** (in case people want to find out more) | Elaine Smith (HT), Sarah Cloy (DHT)  01592 583418  [caskieberranps.enquiries@fife.gov.uk](mailto:caskieberranps.enquiries@fife.gov.uk) |