

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

**Angus Works’: Extended work placements for pupils in the senior phase**

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

**1. Introduction**

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| **Establishment** | Angus Council |
| **Contact name and details** | **Lesley Watson,** Business Liaison Officer  Tel: 01307 476443 Mob: 07554 437079  Email: [WatsonL@angus.gov.uk](mailto:WatsonL@angus.gov.uk). |
| **About the establishment/ programme** | **Angus Works** - an extended work experience programme, open to all S4-S6 pupils across Angus. The programme runs for 22 weeks (August – April) and forms part of the pupils timetable. Each young person is engaged one-day a week within an identified role within Angus Council, supported by a mentor.  **Underpinning principles**:   * Angus Council’s commitment to developing the young workforce. * Providing meaningful opportunities for work experience. * Preparing our young people for their future in our community. |
| **Main tags** | Secondary - Senior Phase  Employability  Employer engagement  Equalities and inclusion  Career Information and Management Skills |

**2. Current developments:**

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| **Current practice** | The development of meaningful and sustainable partnerships between schools and local employers has been a long-term priority of Angus Council. The Council, as the largest employer in the local area, is well placed to offer a wide range of opportunities to engage and employ our young people. The benefits in recognising local talent and engaging more young people will ensure the Council has a sustainable workforce for the future. |
| **How was this done?** | Initial development of the programme was led in-house by the Education Business Liaison Officer. It was important a coordinated approach was adopted across all service areas. The Strategic Director for Schools and Learning and the Council’s DYW Strategic Group (consisting of key representatives from across the council) played a key role in supporting this.  Having this top-level support helped to fuel its ambition within the authority and muster support across the council in providing a wide and varied range of placement opportunities.  Secondary School SMT and PCS colleagues were also closely consulted in the design process.  The programme is coordinated by the Council’s Skills for Work Coordinator. Working closely with key personnel from the HR department, a Recruitment and Selection process (true to that of the council) was created. Interested young people were invited to complete and submit an application form, indicating preference of role they would like to be considered for. Applicants were invited to attend an assessment centre following which; successful candidates were allocated to appropriate roles across the council.  An information session and launch event was held for all successful candidates and their families, providing the opportunity to meet their mentors and ask any questions they may have.  The young people are engaged one-day a week within their identified role, tackling “real-life” projects supported by their mentor.  The young person’s participation is dependent on them engaging with school for the remaining 4 days of the week. They are also responsible for catching up on any school work missed during the time they are out on placement.  All young people who successfully complete the Angus Works programme will gain recognition in the form of an ‘employer endorsement’ outlining tasks undertaken, experience gained and personal attributes and traits shown by the pupils.  Signed by their mentor, this provides the young people with an extremely creditable reference that can be used by them in future job/college/university applications. |
| **Impact** | **Benefits to the young people**:   * Provides experience of recruitment and selection procedures * Provides a valuable insight into work practices and cultures * Opportunity to develop key knowledge, skills and behaviours required in learning, life and work * Recognition gained in the form of “employer endorsement”, providing a creditable piece of evidence that can be used in future applications * The chance to achieve SQA Personal Development qualification. * Preparing young people for transition into successful employment   **Benefits to the Council:**   * Opportunity to engage with future workforce * Enhances reputation as a good employer * Provides development opportunities for staff * Increased awareness about the variety of professions that exist across the organisation. * Gain access to fresh ideas/perspectives through the original thinking of young people * Corporate social responsibility * Extremely rewarding. |
| **Lessons learnt** | Has been an extremely positive process for all parties concerned. *(Currently undertaking an evaluative process with the first cohort who are coming to the end of their programme).* |
| **Best piece of advice** | * Obtain support across the organisation from the outset – a wide communicative exercise taken across the organisation informing them of DYW and the aims of the programme. Mentor training offered for all involved. * Set real and meaningful tasks for the learners – the placements that have worked best have been the ones where young people have been given a project of their own to take forward. * Support of staff in schools and parents has been vital to its success. |
| **CfE/Curriculum link/ skills development** | Angus Works is an important way to help all young people to enhance their learning and develop as confident individuals, successful learners, responsible citizens and effective contributors. It will provide them with skills they will use throughout their lives in learning, life and work.  It is key to the programme that young people are involved in “real-life” meaningful tasks and projects during their placement, supporting skills development and giving them an accurate insight into that role/career.  All young people engaged with the programme have the opportunity to undertake an accredited Personal Development Unit, delivered and supported by Angus Council’s Skills Team. |
| **Wider DYW context** | Forms part of Angus Council’s Youth Employment Policy, which supports the Council’s commitment to providing the young people of Angus with progressive learning opportunities through work experience.  The model has also been shared with Community partners and local employers. |
| **Standards and guidance materials** | Did you 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)  [Work Placements Standard](http://www.educationscotland.gov.uk/Images/WorkPlacementStandard0915_tcm4-870517.pdf)  [School/Employer Partnership Guidance](http://www.educationscotland.gov.uk/learningandteaching/thecurriculum/dyw/schoolemployerpartnerships/index.asp) |
| **Watch this space!** | Session 2016/17:   * Pilot Year * Successfully placed 38 pupils across the council * Extremely positive feedback received through a continual process of evaluation * Coming to the end of our 2016/17 intake * Celebration event arranged for June   ***Now established as an annual offering.***  Session 2017/18:   * Planning well underway * Based on first-year’s success, an increased number of placements secured across the council * Applications currently being invited from all Secondary Schools |
| **Quotation(s)**: | **Councillor Sheena Welsh, Children and Learning Convener:**  *“The development of meaningful and sustainable education and employer partnerships have been a priority of Angus Council for a long time. We have lots of talented and hardworking young people across Angus. This is a fantastic opportunity for them to learn valuable skills that are required within roles across the council”.*  **Margo Williamson, Strategic Director Schools and Learning:**  *“This is an incredibly exciting time for Angus Council. Our ambition to support and engage young people in public service is happening. Throughout the 22 weeks, our young people have the opportunity to see the range of jobs in the council and experience what working life is like. Staff have shown tremendous commitment by inviting our young people in and are determined they have a worthwhile experience.”* |

**3. Added value**

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| **Resources** | Attached PP Presentation and video link below |
| **Web links** | <https://www.youtube.com/watch?v=zKrok7V1bk0> |
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