

## **Background**

From Education Scotland: Developing the Young Workforce (DYW) is a seven-year programme (2014-2021) that aims to better prepare children and young people aged 3-18 for the world of work. This programme builds on the foundations already in place through Curriculum for Excellence. The headline aim of Developing the Young Workforce is to reduce youth unemployment by 40% by 2021. Education Working For All, the final report of the Commission for Developing Scotland's Young Workforce, was published in June 2014.

In May 2018, the Scottish Government published 15-24 Learner Journey Review, making recommendations about how to improve the experience of young people as they develop their education and skills, emphasising the importance of vocational as well as academic learning and pathways.

In December 2018, the Scottish Parliament Education and Skills Committee published A Progress Report on Developing the Young Workforce. Anderson High School was visited by the Committee as part of the fact-finding.

In Anderson High School, we are supporting young people as they develop their employability and skills with a number of approaches, as detailed below.

## **P7 to S1 Transition**

Our Pupil Support Teachers lead a Link Project, started in primary 7 in all our cluster primary schools and completed in S1 as the first part of the PSE programme. The project was developed by a group of primary and secondary teachers with support from local Skills Development Scotland officers.

## **Personal and Social Education Programme in S1 – S3**

As part of the Broad General Education, in the weekly PSE lessons, close reference is made to the national benchmarks when teaching the development of skills.

## **Key Documentation**

Pupil Support Teachers embed the principles of the Career Education Standard, Work Placements Standard and School/Employer Partnerships into their work with young people. These key documents were released by Education Scotland and the Scottish Government in collaboration with Skills Development Scotland in September 2015.

## **Pupil Profiling (Skills)**

As part of the school's development work in 2019-20, we are discussing the new Skills Development Scotland pupil profile, through My World of Work, when skills can be tracked.

## **Pupil Profiling (MerIT)**

The school continues to use MerIT – an online pupil profiling tool where young people can record their achievements in each curricular area. A summary profile is extracted at the end of S3, as a culmination of the PSE programme in the broad general education.

## **Skills Development Scotland**

SDS officers are based in the school, in offices in the front foyer of the building. This allows them to work very closely with Pupil Support Teachers to support young people and their families. SDS officers attend all parents' nights and information evenings at transition points, eg into S3, into S4, into S5, as well as supporting classes, groups and one-to-one sessions throughout the year.

## **Work Placements**

Nearly all pupils in Shetland are offered a work placement at the end of S3/start of S4. Most pupils have a choice of placement and some can source their own where a Shetland Islands Council risk assessment can be undertaken. Some pupils undertake further work placements, organised on an individualised basis, in S4, S5 and S6. Pupil Support Teachers and SIC Children's Services (Emily Van Tonder and Stephen Renwick) are the contacts.

## **Work Placements for Pupils with Additional Support Needs**

We try hard to individualise the work placement process. Where possible, one-to-one support is provided when out of school. The Shetland Islands Council placement co-ordinator helps to find appropriate placements and the school provides advice for local employers. We are now exploring further links with a local social enterprise company.

## **Skills for Work in S3/S4**

In late S2, pupils can apply to take part in a one or two year Skills for Work programme, attending either Shetland College or NAFC Marine Centre every second Friday. A significant number of pupils take up this opportunity following promotion for school and college staff at information evenings. Pupils achieve a SCQF Level 4/National 4 award.

## **School-College Opportunities in S5/S6**

For the last 3 years, senior phase pupils can participate in a school-college partnership in Engineering NC6, Health and Social Care Foundation Apprenticeship or Built Environment NC6. This involved studying three courses at AHS each year and attending college for two longer afternoons each week.

The Depute Head Teachers responsible for timetabling and S5/S6 regularly attend partnership planning meetings. In 2019-20, college lecturers are delivering parts of course work in school.

## **Curriculum Development**

All teachers were introduced to the Skills Development Scotland curriculum links at an SDS presentation in October 2017, and some local authority Subject Development Groups discussed these in October 2018. Lesson inserts for all subject teachers are available on the SDS My World of Work website at <https://www.myworldofwork.co.uk/lesson-inserts> .

As part of the wider curriculum, school departments have led a number of initiatives to support skills development including Youth Philanthropy Initiative, guest speaks in Modern Languages and the Science café, school-college teaching partnership.

In 2019-20, we will audit all our curricular links with industry.

## **Local Opportunities Fair**

Every year, AHS Pupil Support Teachers organise a large fair in Clickimin Leisure Centre. The event features a wide range of local opportunities available to young people post 16. Local employers and representatives from college host stalls. All AHS pupils S4-S6 attend and are joined by pupils from junior highs and Brae High School.

## **Developing the Young Workforce Regional Group**

Gail Bray is the local project lead for DYW in Shetland. A local Board guides the development of education industry links in Shetland, including organising a large Careers Fair in Anderson High School in September 2019 in partnership with Skills Development Scotland.

The Head Teacher and Principal Teacher of Pupil Support (DYW lead) attend local authority partnership meetings.

## **DYW Partnership Agreements**

In 2019-20, AHS is formalising its relationships with local business partners. This will be an on-going development priority.

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