

## Lochgelly High School



# Developing Scotland's Young Workforce (DYW): Employability

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## Rationale

Lochgelly High School is committed to improving outcomes for all of our young people.

The school operates within the context of the highest economic deprivation in Fife, at 34% FME, with 74% of our young people living in SIMD 1-3.

Health and well-being outcomes are significantly poorer within our community than in other areas across Fife. This context directly informs our work to improve destinations and close the gap between the most and least affluent communities.

Our curriculum rationale recognises our context and underlines a clear focus on improving positive destinations.

We believe we improve destinations by developing self-belief, resilience and confidence in our young people as well as key employability skills.

Research tells us that our families have equal aspirations to those in more affluent areas, however they have less knowledge about the range of careers possible and less access to networks.

Therefore, alongside programmes that foster ambition, we develop knowledge about jobs and the workplace, as well as create strong networks that our young people can access and benefit from.

Our rationale also highlights our responsibility to provide a rich, relevant and engaging curriculum for our young people and we demonstrate a clear commitment to working with partners as an important means of achieving our aim.

Key to our success is the flexibility of our curriculum model, which has created two periods per week for Skills for Learning, Life and Work (Employability) programmes in S3 and 1 period in S1 and S2. Our curriculum model in Senior Phase also supports Foundation Apprenticeship and Pathfinder initiatives as an enrichment to the five academic qualifications that young people are studying.

The school has also worked to broaden our curriculum offer with a wider range of choices, and also to offer courses that tie in to local labour market needs; examples would include an SQA National 5 Care course introduced in the senior phase in 2014/15 and Foundation Apprenticeships in Business Skills, Finance and Software and Hardware development as well as a Hospitality Pathfinder to be introduced in 2016 in partnership with Fife College.

## Programmes

In line with Fife's DYW strategy, the Employability programmes are delivered on 3 levels:

- Universal
- Focused
- Targeted

### Universal

All pupils by the end of S4 will have experienced and engaged with the following activities:

- Launch event (presentation about the 'World of Work' by senior representatives from business and community partners)
  - Various inspirational presentations given by role models from: Industry, Commerce, Opportunities Fife, Emergency services about career opportunities and advice on how to realize goals and ambitions.
  - Workshops (delivered by partners), to introduce and develop young people's skills in CV and letter writing, Interviewing, communication, team working, leadership, finding and maintaining jobs, communication
  - Engagement in learning which leads to an 'SCQF Level 4' award in 'Enterprise and Employability'
  - Applications for work placement opportunities by writing letters of application and CVs
  - CVs evaluated and modified to take account of partner feed back
  - Mock interviews
  - LHS Careers Fayre
  - Career mentoring from SDS representative and class teachers.

### Focused

In the Senior Phase, young people plan pathways to employment and build skills for work. They are currently offered the following opportunities:

- Foundation Modern Apprenticeship (first year of apprenticeship undertaken in school). Engineering with a view to introducing a Hospitality Pathfinder and further Foundation Apprenticeships in Business Skills, Finance, Hardware and Software Development in August 2016
- Skills for Work courses in Care, Construction, Childcare, Hair and Beauty, Bakery
- Career Ready and sector specific mentoring
- STEAM projects with 60 young people over S1 and S2 leading to CREST award accreditation in collaboration with SCDI and Small Piece Trust

### Targeted

For young people at risk of negative destinations from school, specific schemes help them.

- Winter Leavers Programmes ( Benarty Regeneration Action Group)
- Young people with ASN – work placements
- After – hours Family Learning Hub partnership delivery model (to be launched August 2016)

## Outcomes

- In 2014/15 our **universal DYW programmes** resulted in:
  - Over 30 different partnerships being sustained within the school
  - 42 tailored work placements over Easter
  - 108 pupils gaining SCQF level 4 SQA Employability awards
  - An additional 40 gained accreditation in Work Experience
- Expansion of **focused DYW programmes**:
  - 13 students (5 females = 40%) engaged in innovative Engineering Pathfinder pilot with Fife College and employers. A work based learning programme leading to the equivalent of the first year of a Modern Apprenticeship.
  - Year 2 Engineering Pathfinder: 15 students (3 females = 20%). UK % 9% of engineering workforce is female
  - 8 students began Career Ready in 2015/16– again work based learning and mentoring scheme to support higher attainment and better outcomes
  - 20 students engaged in Reach programme with St Andrews university
  - 60 young people over S1 and S2 engaged in STEAM projects in collaboration with SCDI Small Piece Trust. Leading to a CREST award bronze accreditation. 5 S2 females awarded funded places at 50<sup>th</sup> anniversary celebrations. 3 day residential in July engaging with employers, Strathclyde University and employers to promote women and engineering
- **Targeted** provision developed on a one to one planning basis has afforded four of our young people work placements with Recycle Fife in June 2015
- Overall impact has been a very strong improving trend in whole school positive destinations as below:

Year	LHS Positive Destinations % (S4-6)	VC Positive Destinations % (S4-6)	Fife Positive Destinations % (S4-6)	National Positive Destinations % (S4-6)
2012	85.48	83.63	89.58	90.13
2013	80.85	85.53	89.78	91.70
2014	93.04	88.40	92.56	92.57
2015	89.71*	86.69	92.44	93.02

\* Follow up destinations 90.42%

Year	LHS Positive Destinations % (S4 Leavers)	VC Positive Destinations % (S4 Leavers)	Fife Positive Destinations % (S4 Leavers)	National Positive Destinations % (S4 Leavers)
2012	78.38	73.78	82.34	84.26
2013	92.59	78.89	82.34	84.26
2014	80.95	79.52	87.99	84.94
2015	88.24	78.82	87.32	85.59

Contact Details: Carol Ann Penrose (Headteacher) 01592 583406 [carolann.penrose@fife.gov.uk](mailto:carolann.penrose@fife.gov.uk)

Daniel Stevenson (PT Skills for LLW/Employability) [daniel.stevenson@fife.gov.uk](mailto:daniel.stevenson@fife.gov.uk)