

Universal	Focused	Targeted
<p>School Activity</p> <p>Universal Employability Programme</p> <ul style="list-style-type: none"> • Programme delivered one afternoon /week throughout the year • 119 pupils in S4 will gain two SQA Employability units • Target of 50/119 to secure the overall SQA Enterprise & Employability award at SCQF level 4 • Consists of series of skills workshops, job applications, CVs, interviews. • 55 employers and educational establishments involved in the programme • Session 14/15- 225 applications for 50 Easter work placements • 20 permanent jobs associated with the programme over last two years <p>Evaluation</p> <ul style="list-style-type: none"> • Successful programme – high credibility with partners • Positive destinations increased by 13.04% to 93.04% - higher than Fife and national average <p>2015/16</p> <ul style="list-style-type: none"> • Next session programme to be moved into S3 – earlier intervention • To rebrand as Skills for Life and Work to overcome negative perceptions of some parents/young people • 1 period per week on LLW from S1 – S2. 2 ppw in S3 • To continue to tie in Skills for LLW as part of Profiling from S1 	<p>School Activity</p> <p>Focused Employability/Lift Off Learning Programme</p> <ul style="list-style-type: none"> • Approximately 30 young people who are applying to university • Lift Off Learning programme in collaboration with St Andrews University • Presentation, communication and research skills • Leads to a summer residential with the University <p>Engineering Pathfinder</p> <ul style="list-style-type: none"> • Part of pilot with 5 other schools and Fife College • 14 young people from S5; STEM subject candidates – 3 Higher pupils • 6/14 prospective engineers are female. • One double period every Tuesday afternoon in WA time • First year of Foundation Apprenticeship in engineering • SCQF level 5 qualification gained in addition to existing 5 Highers/N5 courses <p>Evaluation</p> <ul style="list-style-type: none"> • First year of the pilot, so far very positive feedback from young people and partners • Limited drop off in uptake – originally 16 candidates – illustrates programme strength • Developed pupil independence, confidence and commitment – own transportation, return home 7pm every Tuesday • To introduce Engineering Science in Aug 2016 – better mapping of skills & knowledge to pathway <p>2015/16</p> <ul style="list-style-type: none"> • To introduce pre-apprenticeship programme for Hospitality with a view to beginning a Hospitality Pathfinder in August 2016 • Further Pathfinders in Business Skills, Finance, Hardware and Software development 	<p>School Activity</p> <p>Targeted Employability Programme</p> <ul style="list-style-type: none"> • 12 young people most at risk of negative destinations targeted for work placements and overall Enterprise and Employability award • Additional 1-1 support with literacy, interview skills to complete applications and undertake interviews • Project with L Porter/Opportunities Fife to engage Christmas leavers in December / January academies • Young people identified to work on the two week programme • Project with Recycle Fife - 3 pupils on placement one day a week for a term to work on mechanical maintenance programme with Recycle Fife employees <p>Evaluation</p> <ul style="list-style-type: none"> • Targeted programmes in early stages of development • Earlier identification and planning around target group needed to build relationships and confidence • Close working with partners to ensure the right people are engaged with the right young people on individualised programmes – this will change annually as need changes <p>August 2016</p> <ul style="list-style-type: none"> • To launch Family Learning Hub in LHS – out of school hours service • Support worker and school staff to run the Hub from 4.30 – 5.30pm initially once a week • Target group – young people with very low attendance and parents of the most vulnerable young people who may fall into ‘school refuser’ category • Aim: to provide a safe, welcoming environment for vulnerable young people and their families to have access to information and support in developing employability and literacy skills • Joint family learning programmes delivered by CLD, NHS, Social Work and other relevant partner agencies
<p>Employee Readiness Scale (ERS)</p> <ul style="list-style-type: none"> • In collaboration with Opportunities Fife. Pilot to establish a common scale to measure pupils’ work readiness • Electronic questionnaire, benchmarked in August, tracked 6 times throughout the year after programme initiatives e.g. motivational talks, workshops, CV and interview process <p>Evaluation</p> <ul style="list-style-type: none"> • Valuable source of data • Data shows a significant increase in work readiness 	<p>Careers Ready (formerly Careers Academies)</p> <ul style="list-style-type: none"> • 8 young people from S5 selected to work with Careers Ready pilot • Application and selection process May 2015 • Pupils sitting 3 x Highers who are committed to staying on until end of S6 • Young person matched with employer mentors • Regular meetings with mentor to build confidence and prepare young person for world of work 	

<p>throughout year</p> <ul style="list-style-type: none"> • Biggest impact after work placement • Work placement has a particularly notable increase in feelings of self efficacy of females • To bring ERS into S3 as part of the Skills for Life and Work programme <p>2015/16</p> <ul style="list-style-type: none"> • To continue to use the ERS as a benchmark and self-evaluation tool for S3 pupils 	<ul style="list-style-type: none"> • Leads to paid internship in summer term with the employer <p>Evaluation</p> <ul style="list-style-type: none"> • To be evaluated throughout next session after summer internships 	
<p>LHS Careers Fayre</p> <ul style="list-style-type: none"> • Held in school December annually • 40 organisations including 8 universities • All young people from S3-S6 during school day and 150 P7 pupils <p>2015/16</p> <ul style="list-style-type: none"> • To build further on the number of organisations attending • To find ways of engaging more parents • To broaden out to other sectors – e.g. Care/Hospitality • To hold earlier in the year in support of UCAS / FE applications 	<p>STEAM</p> <ul style="list-style-type: none"> • 60 young people over S1 and S2 engage in a programme delivered in collaboration with SCDI and Small Piece Trust • Leads to CREST award accreditation at bronze level • 5 females from S2 gained funded places on residential experience at Strathclyde University to promote women into engineering 	

Lochgelly High School



Developing the Young Workforce (Employability)

Planner 2015-16