

# DEVELOPING THE YOUNG WORKFORCE

**DYW**

**ABERDEENSHIRE**

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Young Workforce





# NATIONAL PROGRESSION AWARD

## Employability and Enterprise Level 5



# NEW QUALIFICATION

- ⦿ Equivalent to National 5
- ⦿ Extra points for UCAS/college
- ⦿ Crucial skills and experience
- ⦿ Huge selling point at interviews at all levels
- ⦿ References
- ⦿ 4 units to get the award but accredited for each unit completed.
- ⦿ Two significant projects, one academic unit

# UNIT 1 WORK PLACEMENT

- Unique opportunity to gain long term work experience, develop skills and experience and cultivate relationships/contacts
  - a) Development goals
  - b) A project at the placement
  - c) Reviews by work assessor
  - d) Reviews by pupil
  - e) Blogging/logging throughout the process
  - f) Approx 60 hours completed

# EXAMPLE OF WORK VISIT REPORT

- ◉ Work Placement Unit NPA Award
- ◉ Observation Meeting Friday 14<sup>th</sup> December
- ◉ Newtonhill Primary School
- ◉ Present: xxxxx xxxxxxx (Nursery Teacher), \_\_\_\_\_ (Pupil) and Jess Copner (NPA teacher)
- ◉ Jess Copner observed \_\_\_\_\_ working with the young pupils in the nursery
- ◉ Xxxxx xxxxxx reported that \_\_\_\_\_ had settled very well in placement. She said she was “amazing” with the children and interacts well with them. She reported that \_\_\_\_\_ was able to understand the rules and to be able to carry them through with the young people. She has a good restorative approach issues and an excellent relationship with everyone which is very impressive given her age.
- ◉ \_\_\_\_\_’s project will start soon. She has been tasked with reorganising resources to create a library for the pupils.
- ◉ Xxxxxx reiterated that \_\_\_\_\_ is a “ray of sunshine” and one of the pupils said he thought she was amazing.
- ◉ xxxxx confirmed she would be completing the SQA observation form for \_\_\_\_\_ and be in touch.

# UNIT 2 - PERSONAL DEVELOPMENT

## SELF AWARENESS

- ⦿ Audit of strengths and limitations
- ⦿ Opportunity to do in depth investigation into a career route of interest
- ⦿ Project plan
- ⦿ Presentation of work
- ⦿ Feedback of performance
- ⦿ Reflection opportunity

# UNIT 3 WORKING WITH OTHERS

- An introduction to issues with setting up and running your own business.
- Issues of finance, marketing and supports on offer
- Input from local businesses and business support
- Creation of own business plan

# LOCAL BUSINESS INPUT





# UNIT 4- PERSONAL DEVELOPMENT SELF AND WORK

- Identification of task management skills and self audit on these. Opportunity to develop these skills doing a class project.
- Class project - “NPA Celebration Event” - a thank you to those supporting your work placement - hospitality and a presentation explaining what you have got out of the process
- Review after event and feedback from visitors
- Work booklet to record progress

# CLASS OF 2019



# BENEFITS OF NPA

- Long term work placement gives skills experience to enhance career prospects in personal statements
- Opportunity to cultivate mentors in industry
- Accrediting pupils across spectrum of ability
- Developing partnerships with employers and industry

# PUPILS' OPINIONS:

- *“I like the fact we can go to work as part of the school week”*
- *“I feel more grown up now. I’m treated differently at work.”*
- *“It gives you a chance to develop skills”*
- *“I definitely know what career I want to do now”*
- *“This is really going to help me for my personal statement and for interviews”*
- *“I can talk about what I’ve done and what impact it has”*
- *“It’s given me a chance to think about what I really want to do.”*

# S5 EMPLOYABILITY AWARD

- Offered to all S5 pupils for one period per week
- Opportunities to work specifically on issues to do with employability
- Accreditation of work at Level 4
- Range of activities including:
  - a) Self audit of skills/experience
  - b) Research on jobs
  - c) CV building (input from Skills Development Scotland)
  - d) Mock interview experience
  - e) Discussion of issues in the workplace eg health/safety, managing conflict

# SENIOR MOCK INTERVIEW EXPERIENCE

- ◉ Offered all leavers (all S6 and any in S5,S4)
- ◉ Practice in a formal setting
- ◉ Emphasis on developing confidence in talking about skills and experience
- ◉ Experienced interviewers from industry
- ◉ Verbal and written feedback

# WHAT WERE THE MOST USEFUL ASPECTS OF THE MOCK INTERVIEW EXPERIENCE?

Here is a sample of some of the comments:

Having the experience

Improving my confidence

Gaining valuable experience in these types of situations

“The real-ness of it”

Finding out about the interviewer’s job

Thinking about my strengths and weaknesses

Meeting an actual employer

The feedback and advice

Learning I need to give firm handshake!

Being under pressure

Better understanding of what’s expected

Being able to ask questions

A taster for the real thing

Speaking to someone I didn’t know

Having to use my initiative

Thinking and talking about myself

Learning to prepare and seeing what people in industry want

Being evaluated and getting feedback

# SENIOR MOCK INTERVIEWS





# S6 LEADERSHIP AWARD

- Offered to all S6 pupils with one period per week
- Opportunities to develop genuine experience of team working on a project of choice
- Accreditation at Level 5
- Range of activities include:
- Unit 1 - finding out what leadership means, producing a report and then self evaluation
- Unit 2 - participating in a leadership project

# LEADERSHIP GROUPS

- Pupil leadership teams
- Yearbook/Hoodies team
- Prom
- Health and Wellbeing team
- Mentoring Violence Prevention Team
- Equalities Team
- School Communications and Publicity Team
- Classroom volunteers



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