

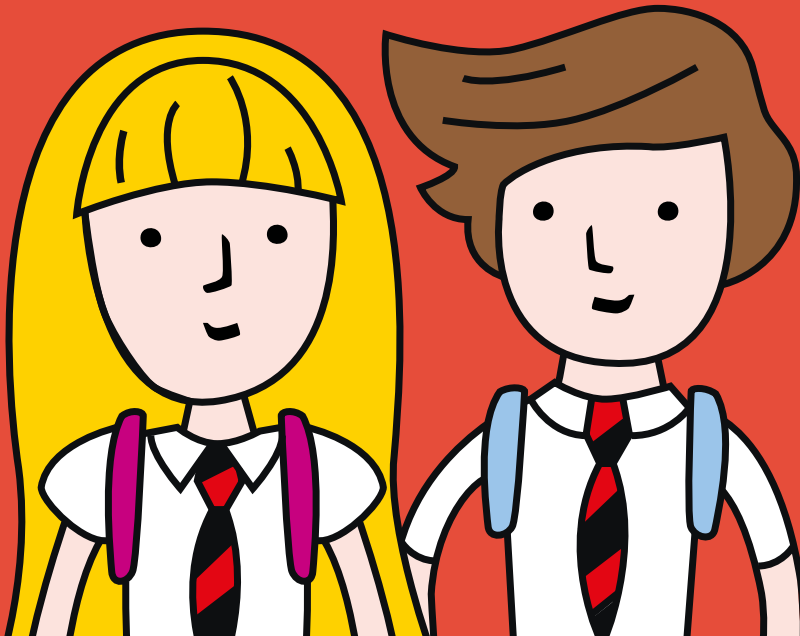


SCOTLAND'S
ENTERPRISING
SCHOOLS

AN INTRODUCTION TO

SKILLS FOR WORK

**Evaluation
Report**



Curriculo
Solutions

The Curriculo Pilot

Curriculo Solutions have been working closely with a number of primary and secondary schools as part of the Scottish Government's "Scotland's Enterprising Schools Project". This programme was announced in January this year (2015) by Nicola Sturgeon and a new site on Glow will be launched by Angela Constance in September which will roll out the concept and introduce more schools to it.

This pilot invited five organisations to participate and each partner independently carried out their own programme of activity and evaluation.

The aim of 'Scotland's Enterprising Schools' pilot was to consider the individual offers from each partner organisation and how they might improve the development of skills for work and an enterprising mindset.

The Schools

The Curriculo Pilot involved the following schools from North Lanarkshire:

- St Bartholomew's Primary
- St Stephen's Primary
- Abrohill Primary
- Carbrain Primary
- Kildrum Primary
- Cumbernauld Primary
- Cumbernauld Academy

The Activities

The Curriculo Pilot involved the following activities:

1. An Introductory session on Skills for Work with all head teachers and P7 teachers from the participating schools.
2. Introductory session on Skills for Work delivered by the Curriculo Team for each primary 7 class.
3. Provision of Module 3 Curriculo Materials for the teacher to use to deliver the coaching.
4. Evaluation forms for each class.

Pupil activities

The purpose of the pilot programme was to give children an idea of what would be expected of them by employers when entering the workplace and how to meet those expectations (or exceed).

Making the most of my skills and strengths

Module 3 of the Curriculo Programme – 'Making the most of my skills and strengths' is the culmination of the learning carried out in the previous two modules. The pilot solely covered this part of the programme.

This part of the programme (module 3) is run as a competition where pupils work in teams. At the end, scores are totaled and one team wins the competition.

The challenges

1. Form an organisation based on the job role given to you by your teacher and name it.
2. Complete a Job Advert for the role highlighting the skills and qualities you are looking for.
3. Develop an application form to collate all the necessary information you need on applicants.
4. Design an interview process and questions.
5. Interview a potential candidate.

The roles the pupils worked with included:

- An Animator
- The Head of a Children's Charity working in Africa
- A Football Scout



The sessions

After the Curriculo team introduced the competition through a specifically designed session, in most cases the class teachers took over and completed the task over one, two or three sessions. In one school, the Curriculo team ran the whole event over two half days and in the secondary school, all 160 pupils took part in a full days event organised by the Head of Business Studies and Enterprise.

The members of the winning team from each school were awarded a Curriculo Certificate and each school received a framed school poster to highlight their participation.

Evaluation

At the end of the programme we distributed an evaluation survey form to participating pupils and teachers'.

Pupil Evaluation

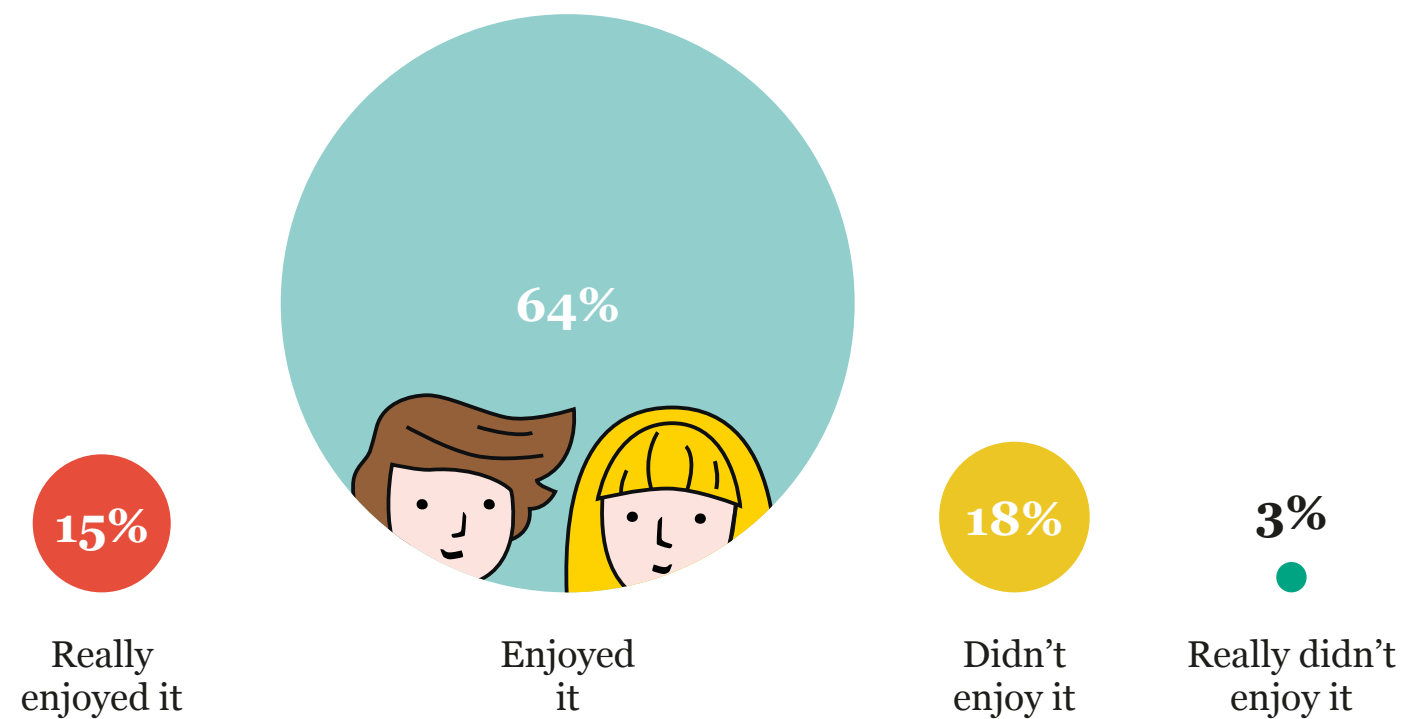
In total 291 P7 and S1 pupils were involved in the pilot. To date we have had 58% evaluation forms completed by pupils.

Note: Although 160 pupils from Cumbernauld Academy participated, due to the timing of school trips and our data collection we only managed to receive feedback from 27 pupils. In addition, one other primary school, St Stephen's has still to submit the pupil evaluation forms.

Pupil enjoyment

Overall nearly 80% of those pupils who responded to the survey reported that they either enjoyed or really enjoyed the programme. The most notable finding from this graph is that of the overall 21% who didn't enjoy the programme, 13 of these responses came from one school.

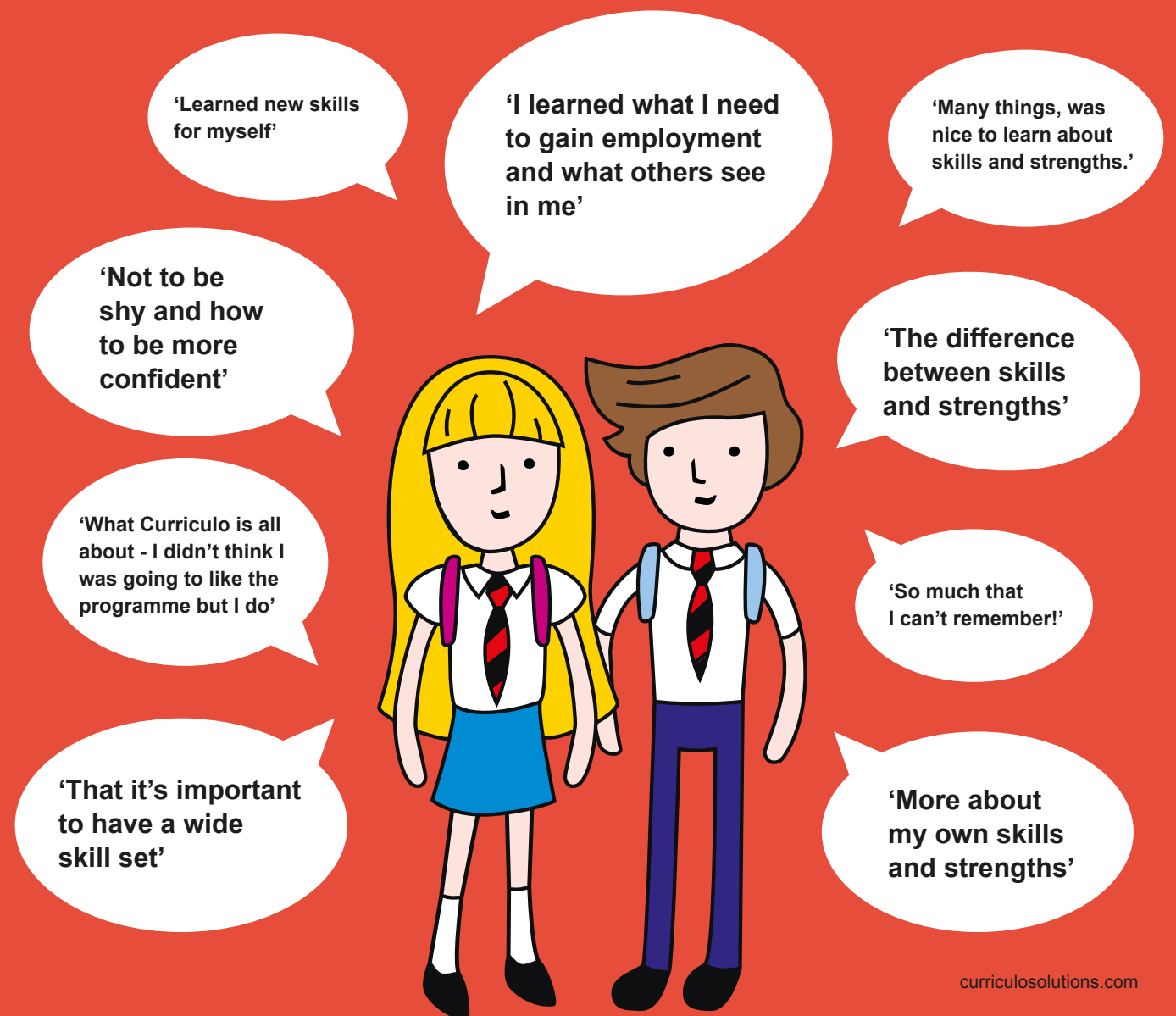
Total pupil enjoyment

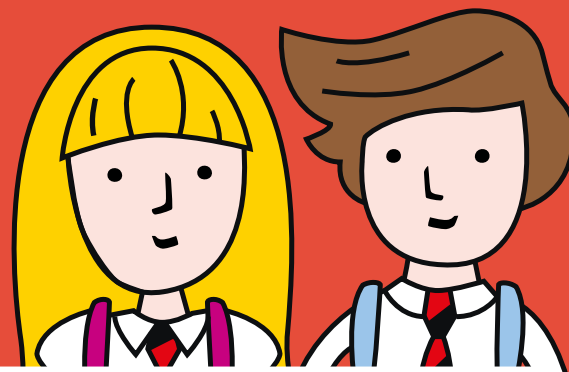


Over three quarters of pupils either enjoyed or really enjoyed the Curriculo programme.

Pupil feedback

We received some very positive feedback from the participating pupils showing their enjoyment of the programme and what they felt they had learned. Below are some of the comments:





'I learned that I possess the skills to be successfully interviewed and has given me an idea of what to expect in the future'

Pupil's learnings

When asked to comment on what they believe they had learned throughout the sessions the following quotes have been listed as actual responses:

'It is important to find a job you like and suits your skillset'	'How to work alongside others and gained interview skills'	'Learned how to pick interview questions and observe how the interviewee reacted to each one'	'What to expect in an interview and what is expected of you'
'How to prepare for an interview and be confident and clear'	'That if you have no skills/can't recognise them you won't get a job'	'How to work with others and to build my confidence'	'How to make myself employable'
'New team work skills; learning to work with people I don't like'	'Value of teamwork'	'How hard applying for jobs is'	'You need to have the relevant skills for the job you want'

Skills and strengths

When asked to comment on whether they felt the programme had improved their understanding of their own skills and strengths, 96% reported improvement. Of this, 44% reported a significant improvement whilst 4% fell into the category of 'Not at all':

Skills and strengths employers look for

As well as gaining an understanding of their own skills and strengths, 98% of pupils within this cohort highlighted that they now had a better understanding of the skills and qualities employers look for in employees. 58% of pupils stated that their understanding improved either 'Yes, a lot' or 'Yes, quite a bit' and 2% stated that there had been no improvement.

Building confidence

There is a strong emphasis within the Curriculo programme on improving both confidence and resilience in pupils whilst introducing them to 'skills for work' and when asked whether they believed the programme had helped their confidence, 86% responded positively.

This is further emphasised in a video clip taken of two pupils from St Stephen's Primary who verbalise how the Curriculo Programme has improved their confidence. **Watch the video at curriculosolutions.com/testimonials**

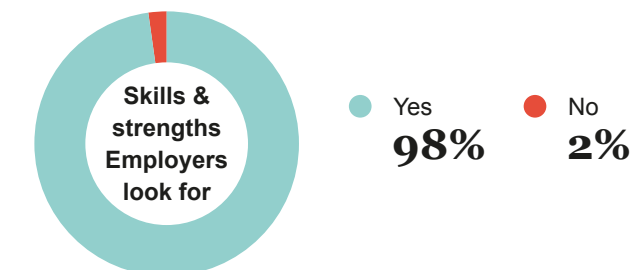
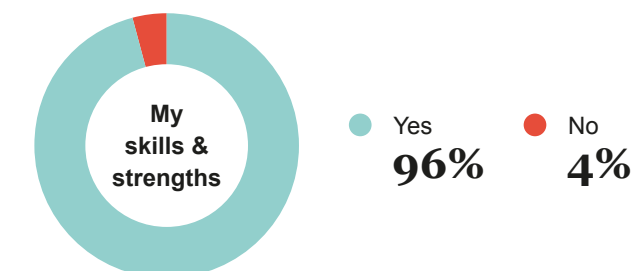
Curriculo's Findings

Overall we have found that we have been able to enhance the children's knowledge of:

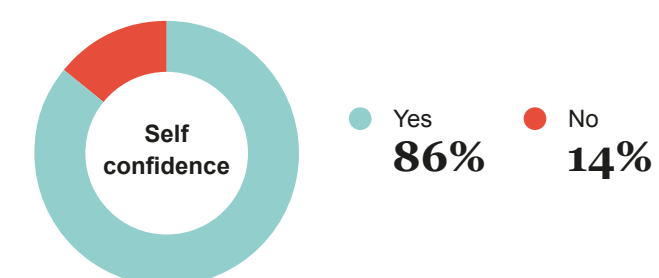
- The importance of understanding skills and strengths and how and when to use them
- Identifying their own and their classmates skills and strengths
- Understanding what employers are looking for when interviewing candidates
- The application process from a job being advertised through to the final interview stages

The children involved reacted very positively to the competitive element of working in teams and we saw great examples of team work. Further evidence of this can be seen on **Glow** and at curriculosolutions.com.

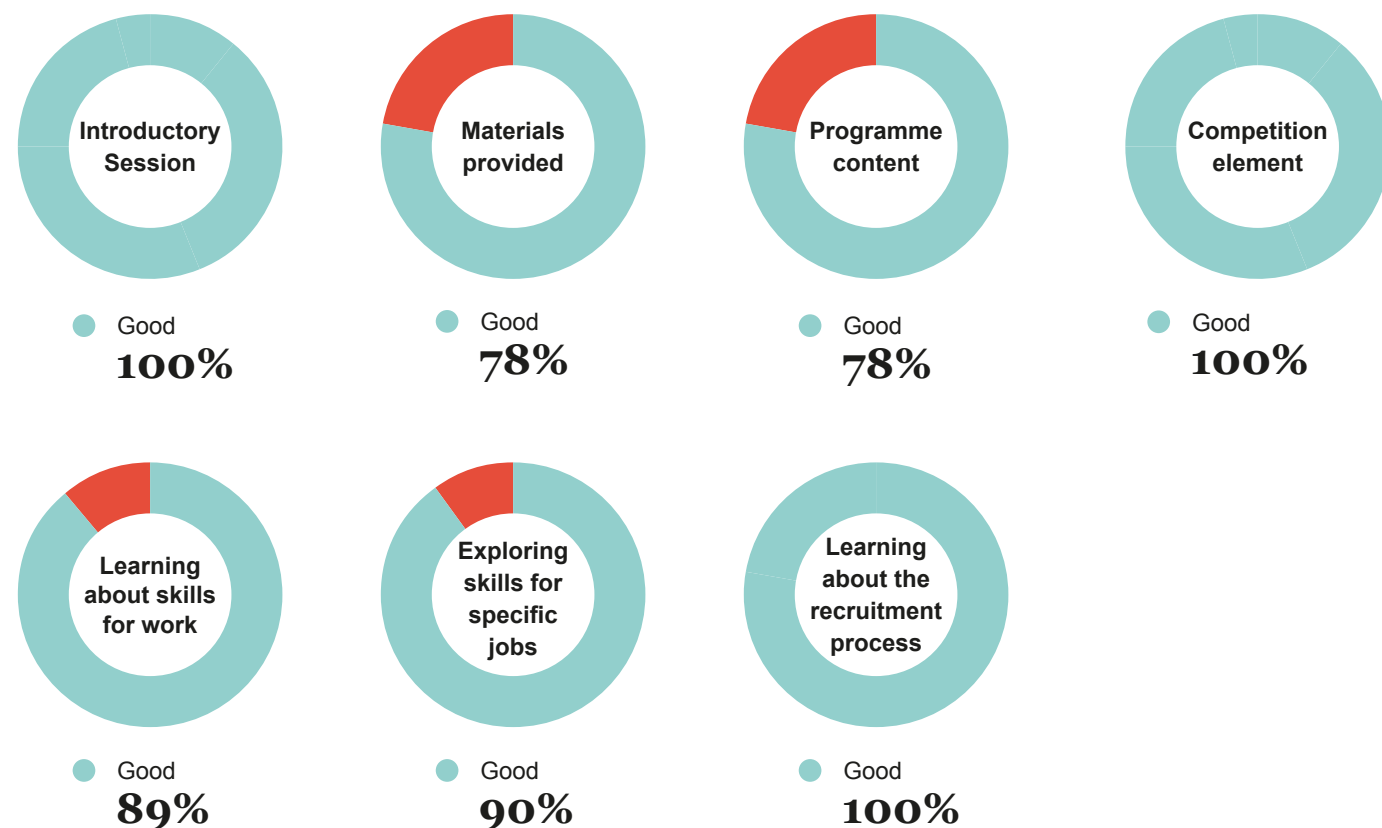
I developed an understanding of...



I gained...



Teacher Evaluation



Understanding more about skills for work

We asked teachers to rate whether the programme allowed pupils to understand more about skills for work, 88.9% agreed or strongly agreed it did.

Exploring skills required for specific jobs

Teachers looked at whether the programme helped pupils to explore the skills required for certain jobs. Again the responses from the teachers were very positive with 90% responding as strongly agree or agree for both questions.

The recruitment process

We reviewed the teachers opinion regarding the programme content and whether it enabled pupils to more understand the processes required when companies recruit. 100% of respondents either agreed or strongly agreed that it did so.

Impact

Teachers were asked to comment on how they believe the programme impacted on their pupils and whether having used it, they would recommend it to their colleagues. The following comments give an indication of the responses received to date. However, in total all but one teacher found the programme to have a positive impact on their pupils and 78% indicated that they would recommend the programme to their colleagues. In addition, one teacher expressed concern that the materials were not challenging enough and that there needed to be more resources to help pupils understand more about universities and colleges. It should be stated however that the intention of the programme was not to deal with university and college application but more to help young people to understand about skills for work.

“I feel this was really relevant to their age and stage in P7 as they move on with their transition. It really allowed some of my not so confident pupils to explore and discuss their own personal skills. I think it is excellent for raising their self-esteem. I would definitely use this again.”

Teacher, Cumbernauld Primary School

Teacher feedback

Cumbernauld Primary School

“The children in my class thoroughly enjoyed the whole experience. I particularly found the more reluctant learners responded very well to the active nature of the tasks. The resources were clear. The skills log helped to ensure all children had time to reflect and take a role in the group.”

Would you recommend the programme?

“Yes definitely. I feel this was really relevant to their age and stage in P7 as they move on with their transition. It really allowed some of my not so confident pupils to explore and discuss their own personal skills. I think it is excellent for raising their self-esteem. I would definitely use this again.”

Further comment

“Children are more aware of the skills needed for different jobs. Children were all focused on the task and enjoyed the competition aspect of the work.”

Cumbernauld Academy

“It allowed pupils to further develop their skills in relation to working environments. They are a lot more aware of the recruitment process and the need to sell themselves to employers”

“The pupils remained positive throughout the project. They improved their team work and research skills. They also learnt interview skills that will enable them to secure jobs when leaving school.”

Would you recommend the programme?

“Absolutely. Pupils now need to develop skills for working life in order to be able to compete in competitive job markets. This course contains building blocks to allow them to start working on skill development.”

**“As head teacher I would highly recommend it...
It not only promotes a better understanding of career management skills but all lessons are structured in such a way that they enable pupils to become more confident, more successful, responsible and effective...”**

Head teacher, St. Stephen's Primary School

St. Stephen's Primary School

“Very positive and impressive impact on all pupils who were fully engaged in the learning in a meaningful, purposeful and fun way. All pupils gained knowledge and understanding about their own skills and strengths and are able to relate them to possible careers or employment in future. They enjoyed researching and discovering more about specific jobs and the skills and qualities required for each position. As a result pupils are more confident about discussing own skills and strengths, and those of their friends. Pupils are more resilient in their learning due to the active learning and assessment approaches promoted within the programme.”

Would you recommend the programme?

“As head teacher I would highly recommend the programme as a complete package that promotes effective learning, teaching and assessment. It's a progressive programme that teachers found easy to implement, pupils thoroughly enjoyed and parents fully engaged. It not only promotes a better understanding of career management skills but all lessons are structured in such a way that they enable pupils to become more confident, more successful, responsible and effective across all other aspects of their learning. All lessons are engaging, active and co-operative and ensure consistent progress of all pupils is achieved.”

Carbrain Primary School

“It provided practical work in areas we had discussed. My pupils rated the programme 3 out of 5 on the impact they felt.”

Would you recommend the programme?

“I would certainly recommend the programme because of its practical nature and progression through the recruitment process. I'd like to use it again but would want more time.”

St. Bartholomew's

“Pupils are now able to understand how their own skills may lead to the perfect career for themselves.”

“It really encouraged them to reflect on their own skills and qualities for life, learning and work.”

“Children were able to explore what skills and qualities they require for specific jobs.”

Would you recommend the programme?

“Yes - for the reason above and also because the concept of the programme is extremely relevant. It's so important to give children opportunities to begin preparing for life after school!”

What did The Curriculo Team learn?

This project has been very successful and we have been hugely encouraged by the comments from both teachers and pupils alike. However there are a couple of changes that we will make going forward based on our observations and the conversations we had with the teachers and pupils involved. These include:

- Ensure that appropriate time is allocated to roll out the programme
- Give more time to coaching the 'interviewee' to ensure that they are prepared to provide more detailed responses to the questions asked of them through this stage of the programme.

Final Comment

This pilot programme only covered module 3 of the new Curriculo Introduction to Skills for Work programme. Going forward, schools who wish to participate in this programme would purchase all three modules as a package and not just the final module.

Whilst there were clear challenges for teachers delivering the pilot within a very short time-frame we were motivated by their enthusiasm for the programme and their engagement with their pupils around the materials.

Our Thanks

Thank you to North Lanarkshire Council and in particular to Alison Cameron and Pauline O'Neill. Thank you also to every Head Teacher, DHT and P7 Teacher involved in this pilot.

Visit our website to obtain more information on our full programme complete with testimonials, video clips, survey results and case studies:
www.curriculosolutions.com



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