



Calderhead High School

Developing the Young Workforce (DYW) Policy

Empowering Futures. Inspiring Pathways

*Creating meaningful opportunities for every learner to thrive in
education, employment, and beyond.*



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Rationale

Within Calderhead High School, we are committed to preparing our young people for their transition into the world of work through the development of skills for learning, life and work. We work hard to provide career engagement opportunities, work placement opportunities as well as access to a diverse curricular offer which meets the needs of our learners and recognises the varying paths to success.

We are committed to the development of effective and productive partnerships which benefit our young people and enrichen their experiences at school.

Our approach is informed by key educational documents, including *Building the Curriculum 4* (2009), *Education Working for All* (2014), *The Career Education Standard* (2015) and *Work Placements Standard* (2015).

Currently, 94% of our young people enter positive post-school destinations.

Skills 4.0 A skills Model to Drive Scotland Forward.



Curriculum

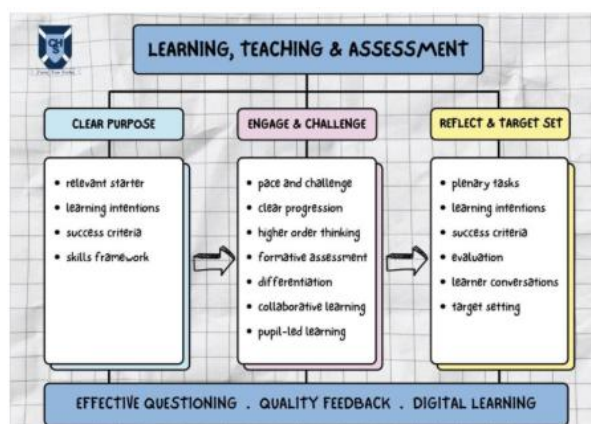
At Calderhead High School, our curriculum offers learners a high-quality educational experience that spans a broad range of subjects. It is designed to equip our young people with essential **skills for**

learning, life, and work, while also preparing them for a variety of pathways leading to positive destinations.

Working closely with partners, **including North Lanarkshire Council, New College Lanarkshire, Tigers Construction, Active School, Community Learning and Development** and **Virtual School**, we ensure that we offer personalised curricular offers which meet the needs of learners. This partnership approach ensures that young people are appropriately prepared for their journey into various post-school destinations, including employment, apprenticeships, further and higher education.

Our young people are supported at key transition stages to ensure they make informed choices which allow them to maximise their potential and work towards the best possible post-school outcomes. Young people are supported in this journey by a variety of staff including **Pupil Support Teachers, DYW Coordinator, SDS Careers Advisor** and **Business Partners**.

Our curriculum is continually evolving, with ongoing improvements and additions designed to benefit our young people by equipping them with the qualifications, skills, and experiences they need for future success.



16+

At Calderhead High School, we begin tracking pupil career intentions from S1 onwards.

By discussing future aspirations, potential career interests, and anticipated school-leaving dates, we are able to tailor our support, provide targeted guidance, and help young people work towards their post-school goals.

Our 16+ data informs the planning of career engagement events, ensuring they are relevant and meaningful to our pupils. It also enables key staff to identify and target individual pupils with specific opportunities and information.

Pupils participate in employability-focused lessons and discussions through PSE and DYW core classes. We also ensure they are introduced to ***My World of Work***, encouraging all young people to register and engage with this valuable resource.

Key staff members — including ***Principal Teachers of Pupil Support, Depute Head Teachers***, the ***DYW Coordinator***, and ***Principal Teachers of Attainment*** — meet every six weeks to analyse 16+ data. This ensures we are maximising opportunities for pupils approaching school-leaving age to move on to a positive destination.



**My
World of
Work**

Career Education Standard

We are committed to delivering the key principles of ***Education Scotland's Career***

Education Standard, including:

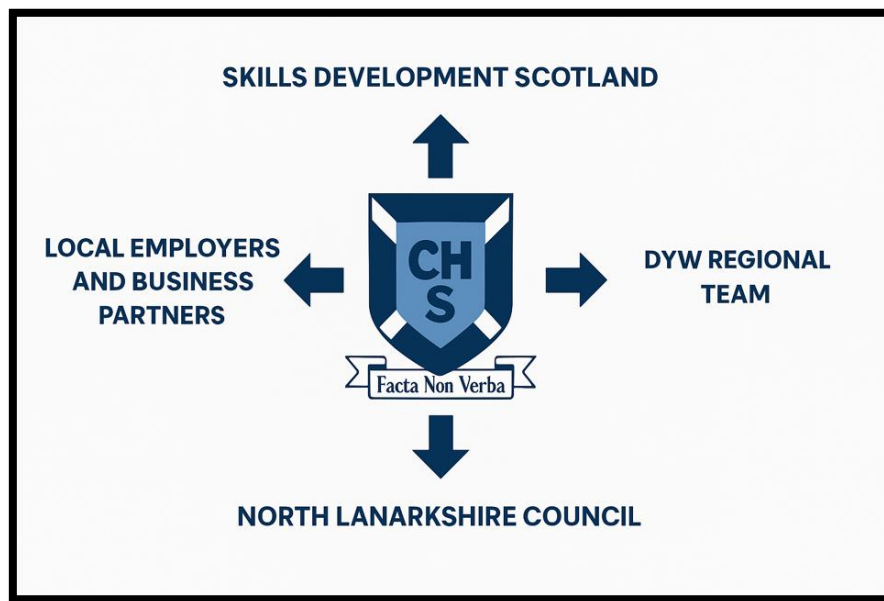
- ✓ a focus on preparing all young people for employment
- ✓ a commitment to partnership working
- ✓ maximising employer engagement
- ✓ taking a skills-based approach to learning
- ✓ promoting equality and diversity
- ✓ providing access to a broad range of pathways through the senior phase



Work Placement Standard

We encourage young people to make informed career choices and promote the value of workplace experience. We facilitate work placements throughout S4-S6, including a dedicated Work Experience Week in S4 and actively promote a more flexible approach to work experience throughout the school week and during school holidays. We provide young people with the opportunity to gain accreditation for the time they spend on work placements.

DYW and Partnership Working



Skills Development Scotland:

- ✓ Career interviews at key transitional stages
- ✓ My World of Work support
- ✓ Labour Marker Information

North Lanarkshire Council:

- ✓ Vocational Education opportunities and support
- ✓ DYW Taskforce support
- ✓ Pathways Team Support

DYW Regional Team:

- ✓ Weekly communication of regional events and information
- ✓ DYW Coordinator support
- ✓ RUBI and KPI tracking

Local Employers and Business Partners:

- ✓ Work Experience Placements
- ✓ Employability inputs (CV writing, mock interviews etc.)