

Developing Scotland's young workforce through languages



A guide for schools

Introduction

SCILT, Scotland's National Centre for Languages and the Confucius Institute for Scotland's Schools (CISS) work with businesses, schools and Developing the Young Workforce (DYW) groups across Scotland. The aim is to support the Scottish Government's youth employment strategy and to build capacity in language and employability skills.

We offer several different initiatives to support the employability agenda and the role languages play within it.

Business Language Champions

SCILT/CISS provides advice and guidance to schools looking to develop their partnerships with local businesses through languages. Our development officers share ideas and strategies that will help schools develop learners' understanding about the world of work. We offer suggestions for projects that provide meaningful contexts for language learning and develop employability skills.

Language promotional events

The SCILT/CISS team can provide guidance to support language promotion in your school. A promotional event may take the form of visiting speakers, a careers fair, parents' nights or other similar events. We can advise on how to develop your promotional strategy.

Job Profiles

Our series of Job Profiles demonstrates to young people that having a knowledge of a language is useful in a wide range of different professions.

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The profiles bring real-life contexts into the classroom and teachers should use them to demonstrate the relevance of language learning in the world of work.

Business events

SCILT/CISS can advise local authorities and schools on organising business-engagement events with a focus on languages as an employability skill. These events can provide learners with the opportunity to hear directly from a number of key business partners about the role languages play in the workplace. There can also be an opportunity to offer careers advice and help young people choose an appropriate range of subjects in the senior phase, and beyond.

Business Language Champions

Business Language Champions is a partnership between a school and a business. [Case studies from successful partnerships](#) can be found on our website and provide replicable ideas for sustainable joint projects that have a positive impact on language learning.

Heritage sites and Modern Languages

From Edinburgh Castle to Skara Brae heritage sites are a rich national resource for learning. As well as telling Scotland's story these special places can provide inspiration and focus for language learning and strong links to employment sectors such as tourism.

Stirling Castle and local schools

P5 pupils from Braehead Primary developed literacy, drama and self-confidence, as well as language skills, through a partnership with Stirling Castle. This project focused on Chinese language and employability skills and began with P5 pupils teaching Castle tour guides key phrases in Chinese. The project soon expanded to encompass other areas of the curriculum. [Find out more.](#)

Students from Wallace High incorporated media skills and a cultural exchange with a Russian school to create a video, Our Stirling, designed to be used as a resource for young visitors from overseas. [View the video.](#)

Similar co-design projects have taken place at other sites across the country such as Edinburgh Castle and Dunfermline Abbey.

How to find out more

Historic Environment Scotland (HES) care for over 300 prehistoric sites, castles, abbeys and industrial buildings spanning 5,000 years of Scotland's history and culture. They provide free Education Visits, travel grants and support resources for schools which could help you with a language project. Find out more on the [HES website.](#)



A guide to getting started

Begin by considering the following:

- the year group you wish to involve and why
- the number of learners involved
- business sector preferences (e.g. hospitality, manufacturing, etc.)
- existing business links in the school
- details of local businesses

The DYW co-ordinator in your school should be able to provide information on any existing links. Other departments may have business links that you could use. You may also find the following helpful:

- [Developing the Young Workforce - School/ Employer Partnerships](#) (Education Scotland, 2015)

If your school does not have a designated DYW member of staff, contact your local [DYW Regional Employer Group](#) through your school or [search the DYW website.](#)

Accreditation

Look out for information on our new Languages Employability Award, recognising good practice in partnership working between schools and local businesses. This Award launches in session 2019-20. Information will be available on the SCILT website and in our [weekly ebulletin.](#)

Language promotional events



[Our toolkit](#) includes **a series of five films** that highlight the importance of language skills in a range of business sectors.

Language promotional events can take several different formats:

- A whole year group assembly where one or more speakers addresses the whole cohort.
- A speaker addresses a group of pupils, for example a Higher class.
- A keynote speaker addresses the whole cohort in the assembly hall, followed by a carousel of four speakers in classrooms. Each speaker presents to four different groups of pupils in turn. These presentations normally last 20-25 minutes each. Your DYW contact may be able to help with sourcing speakers, or you may wish to contact parents.

There are various ways to secure speakers for your event:

[Founders4Schools](#) is a national charity that connects educators with a network of inspirational business leaders to improve the employment chances of young people.

Schools can also use [My World of Work's Marketplace](#) to source existing partner events or placements/work-based learning opportunities.

Several Scottish universities offer a Language Ambassador programme where language students who have completed a year abroad visit schools to deliver motivational talks to groups of pupils. Contact the languages department of your local university for more information.

Project Trust, a Scottish Charity, sends 17-19 year old volunteers to 35 different countries every year. The Returned Volunteer can be a very effective ambassador for languages. View the [Project Trust films](#) on our website or contact [Project Trust](#) for more information or to secure a Returned Volunteer for your event.

Example event structure

Milne's High School worked with business partner, WDC Scottish Dolphin Centre, to devise a project which would see pupils teaching French to café staff. Pupils study the topic of food and drink in S2, providing an excellent context for this challenge.

The Centre Co-ordinator visited the school to speak to all S2 classes. The pupils learned that the WDC Scottish Dolphin Centre is a world-leading charity for whales and dolphins, and that the centre recruits seven new members of staff every year, favouring applicants with additional language skills.

Read more in the [WDC Scottish Dolphin Centre and Milne's High School case study](#).

Job Profiles



Our Job Profiles provide relevant, labour-market focused careers advice on languages, direct from the workplace. Teachers can use these profiles in the classroom to enhance learning about the world of work.

Our toolkit contains **five promotional films** which support our Job Profiles, demonstrating how languages have helped a range of professionals in their careers.

Profiles cover a wide range of sectors, from engineering to hospitality, conservation and technology. They also include a range of languages, experiences and qualifications. We are confident our Job Profiles will inspire your learners! A careers pack and set of posters can be printed to use in class.

Access all these resources through the [Job Profiles pages of our website](#).

Schools can match pupils' learning to the [Career Education Standards](#). Education Scotland have provided this resource to help schools develop relevant skills.

A visit to [Historic Environment Scotland Careers pages](#) is a powerful reminder of the value of languages skills for a career based in Scotland.

Business events



SCILT is happy to support business events with advice and guidance. You may wish to work with your local authority, school cluster or other consortia to extend the event to as many learners as possible.

A possible format

On arrival, learners have the opportunity to browse marketplace stalls hosted by local businesses who value language skills. They can be set a challenge to find out about these local companies and businesses; job opportunities within the company or business; employability skills and the role languages play.

The event could include keynote speaker(s), workshops, presentations and a plenary panel with a question and answer session to round off the event.

For further insight into what a business event may look like, please visit the [Business Brunches pages on our website](#).

The Springboard Charity

You may find your local DYW group has already set up an event in partnership with another organisation, e.g. The Springboard Charity, to promote languages in your local authority. The Springboard Charity helps people of all ages and backgrounds improve their career potential in hospitality, leisure and tourism, especially young people in education. [Find out more](#).

Further reading to support DYW

Languages

[How languages have helped my career – Perdita Stevens Professor of Mathematics of Software Engineering at University of Edinburgh](#) (Founders4Schools, February 2019)

[Tourism skills blueprint targets sector growth](#) (Skills Development Scotland, September 2016)
Priorities include enhancing visitor experience, and languages play a part in this. Scotland is opening its doors to new markets, including China and India.

Partnership working

School-employer partnerships – A framework to support evaluation and improvement (to be published on Education Scotland Website later in 2019 together with further resources)

[How good is our school?](#) (Fourth edition) (Education Scotland, 2018) provides advice on effective partnership working

[Developing the Young Workforce school/employer partnerships: Guidance for schools](#) (Education Scotland, 2015)

Skills development

[Delivering Excellence and Equity in Scottish Education: A delivery plan for Scotland](#) (Scottish Government, June 2016) outlines the Scottish Governments aims to provide young people with employability skills in STEM, digital and languages

[National Improvement Hub](#) – interesting DYW exemplars, benchmarking exercise and other DYW pointers

[Developing the Young Workforce](#) (Education Scotland)

[Developing the Young Workforce skills blog](#) (Education Scotland)

[Developing the Young Workforce monthly e-bulletin](#) (Education Scotland)



Why languages?

Languages enhance employability and give learners a passport to the world.

Learning languages develops:

- confidence
- presentation skills
- a global outlook
- intercultural understanding
- interpersonal skills
- communication skills
- attention to detail
- concentration
- transferable learning strategies
- L1 literacy
- cognitive skills

For more information on the skills languages develop, please [visit our website](#).



“A different language is a different vision of life.”

Federico Fellini
Italian film director

“No culture can live if it attempts to be exclusive.”

Mohandas K Gandhi
Indian nationalist and spiritual leader

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At the University of Strathclyde, SCILT has a number of partnerships with key organisations in Scotland, UK and further afield.

