

Talentino

Skills for Jobs or Jobs for Skills?

Jenny Connick Founder Talentino March 2021



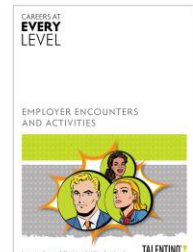
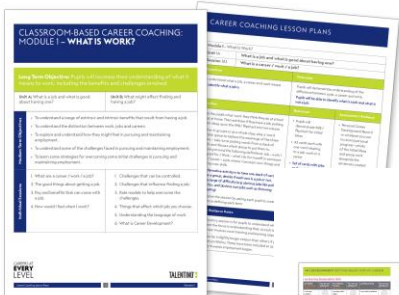
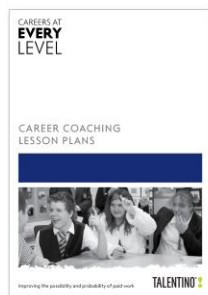
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Introduction

- Thank you for inviting me
- Brilliant event
- Title of this session...
- Content – thinking about getting young people with SEND career ready – but for what?
- What could you do, what could be done?
- First, who is Talentino and what do we do?

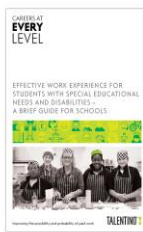
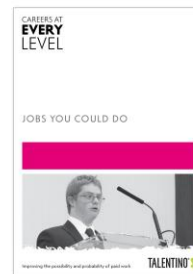
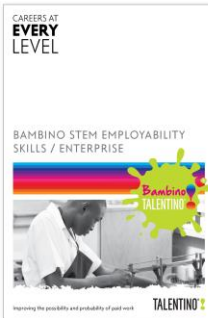
Talentino core offering

- Specialist content development – Barclays Lifeskills; new CDI L4 SEND Careers course
- Sub contracted services – Training for national disability charity
- Consultancy – Careers and Enterprise Company
- Campaign e.g. APPG, Government , DFE, DWP
- Thought Leadership e.g. *#Sameand different*
- Qualified Careers Advice
- Early Career Development Programmes with training and resources – schools in England
 - Careers at EVERY Level – Heritage and Digital
 - It's in the Box!
 - Bambino

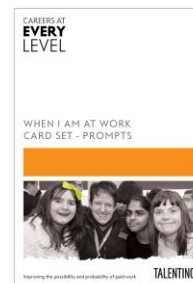


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Skills for Jobs...getting young people with SEND Career Ready



Careers Landscape now

Key players

- ✓ Department of Education – National Careers Strategy 2017 and Statutory Guidance 2018
- ✓ Careers and Enterprise Company
- ✓ Gatsby Foundation
- ✓ CDI
- ✓ (Careers England)
- ✓ QICS
- ✓ SEND
 - ✓ NDTI
 - ✓ Council for Disabled Children

Infrastructure

- ✓ Careers and Enterprise Company
 - ✓ Company Careers Hubs
 - ✓ Careers clusters (old)
 - ✓ SEND COPs
 - ✓ Enterprise Coordinators
 - ✓ Enterprise Advisers (volunteers from business)
 - ✓ Compass / Compass for special schools
 - ✓ CIPD
- ✓ Gatsby Benchmarks
- ✓ CDI – Careers Advisers
- ✓ Schools – Careers Leaders
 - 1000 special schools

The National Careers Strategy works for young people with SEND

- Consider the widest range of options
- Raise aspirations
- Help parents/families engage more
- Increase authentic employer encounters
- Differentiate as appropriate
- Improve career development for most vulnerable
- Use 16-19 bursaries (or 19+ with EHC Plan) where possible
- Use Access to Work funding where possible (EHC Plan)
- Staff should work from the presumption of paid work
- **Named and skilled Careers Advisers who build long term relationships**

Key Points National Careers Strategy and Statutory Guidance 2018 from Talentino Career Development Company

LEGAL REQUIREMENTS FOR SCHOOLS

- Anything saying 'must' is a legal requirement of the school
- Continued – provide external careers advice from qualified adviser
- New – provide access to providers of Apprenticeships and other Education providers
- New – Publish a Provider Access Policy
- Not doing this will result in a school showing 'unacceptable behaviour' and Dept. Ed could write to the school
- Special Schools have been included in the guidance for Mainstream schools and guidance focused on different SEND groups

GOVERNMENT WILL

- Review the Guidance annually
- Publish destinations data at KS4 and KS5

SCHOOLS NEED TO:

- Be responsible for the continuous quality improvement of careers
- A trained Careers Leader must be appointed who runs the Careers Programme and backed by SLT by September 2018
- Publish the careers programme on the website for pupils parents staff and Governors
 - Identify a named Governor for Careers
- Keep systematic records of careers activities and decisions for each child
- Have their own dedicated Enterprise Adviser to broker employers
 - Careers Activities should be purchased from organisations with the Matrix Quality award
- Find out if the local Job Centre Plus offers the 'Support for Schools' programme
- Look out for the 20 new Careers Hubs around the country funded by Government / and funding for Careers Leader training in 500 schools

SEND

- Consider the widest range of options
 - Raise aspirations
 - Help parents/families engage more
 - Increase authentic employer encounters
 - Differentiate as appropriate
- Improved career development for Looked After Children/PRUs/AP
 - Multi agency approach
- Use best practice from Transitions Review
- Two free resources available from Education and Training Foundation website
 - Use 16-19 Bursaries / 19+ if has EHC plan
 - Use Access to work funding job coaches
- Careers guidance differentiated, person centred
 - Staff work from the presumption of paid work
- Career decisions based on students' aspirations and abilities and needs
 - Careers Adviser's skills to coach SEND pupils will be developed through more CPD available
 - Named Careers Advisers encouraged to build longer term relationships with students and use EHC Plans or PEPs to support them

YOUNG PEOPLE CAN EXPECT A CAREER DEVELOPMENT JOURNEY TO INCLUDE:

- Finding information about their careers programme on the school website which starts in Year 8/earlier
- By the age of 14 have accessed careers information (LMI) to support their study decisions including local LMI
- Information about how important Maths and Science are leading to different rewarding STEM Careers
- Girls will have additional input into developing STEM careers
- By 16 have had 2 meaningful encounters with FE College Sixth Form Apprenticeship providers
- Two Careers Guidance interviews before career decisions are made at 16 and 18
- 7 Employer encounters one per years 7 to 13
- 2 work experiences before 16 and before 18
- By 18 2 University visits if Uni is their goal
- Invited to join the school's Alumni network
- Able to access their individual Careers records

ADVICE AND GUIDANCE

- Careers Guidance is defined as 'the full range of activities under the 8 Gatsby Benchmarks'
- Must secure independent careers guidance which is external to the school – this guidance is defined as careers activities including employer encounters, websites, Apps, phonelines, National Careers Service
- Personal Guidance can be given by trained staff from and in school but must be backed up by external sources
 - All pupils should have opportunities for personal guidance interviews with a qualified careers advisor prior to key career decisions at 16 and 18. This can be delivered by an internal suitably qualified careers adviser e.g. Level 6 QCG or the newer QCD and will be registered with the CDI on their professional register

GATSBY BENCHMARKS

- All schools must meet all 8 by end of 2020
- All pupils all benchmarks Schools encouraged to use the Compass tool to evaluate progress against benchmarks – confidential to school
- Enterprise Advisers can use Tracker to help schools create a Careers Strategy
 - Schools encouraged to take the Quality Standards award which will be more closely tied to the benchmarks

Understanding young people with SEND and the key career challenges they face



Careers Landscape for Young People with SEND

- SEND is an abbreviation for Special Educational Needs / Disabilities, sometimes written as SEN or SEN(D) as not everyone with SEN has a disability
- Young people with SEND face huge barriers to achieving optimum career outcomes
- Young people with SEND / disabilities or who are vulnerable are:
 - Less likely to achieve qualifications
 - More likely to be NEET
 - More likely to suffer from mental health problems
 - More likely to be homeless
 - More likely to be represented in the criminal justice system
- **Your role in their early career development is *critical* to enabling young people with SEND to achieve their career aspirations**

Careers Landscape for Young People with SEND

- 1.3 million
- Many millions more disadvantaged
- 15% students in mainstream have SEND
- @280,000 have EHC plans
 - 138,630 in mainstream
 - 136,630 in Special School
- Experience poorer career outcomes
- Number One key Career Challenges for young people with SEND - **Few employer-driven career opportunities available**

SEND in your world – key stats. 2019/2020

- Number young people with SEND 15.2%
- Primary need in secondary schools / *special schools*
 1. MLD 36.9% (20.2%) *SLD* 39.2% (31.9%)
 2. SpLD 21.6% (20%) *ASD* 31.9% (31.1%)
 3. SEMH 20.9% (20.8%) *PMLD* 8.6% (7.3%)
 4. ASD 5.5% (10.9%) *MLD* 7.8% (11.4%)
 5. SpLangComm 5.3% (12.2%) *SpLangComm* (4.4% / 7.3%)
- GCSE Level 2 - EHC/ISP 3.9% (6.4%) SENsup. 11.8% (20%) no SEND 53.6%
- A Levels/ L 3 – EHC/ISP 8.6% (12.4%) / SEN sup.19.3% (30.9%)
no SEND 51% (62%)
- EET 88% KS4 and 100% KS5
- **Adults with learning difficulties in paid employment in 2016/17 – 16%**
now 10.4% (national 5.2%)

https://lginform.local.gov.uk/reports/view/send-research/local-area-send-report?mod-area=E06000012&mod-group=AllUnitaryLalnCounrty_England&mod-type=namedComparisonGroup

Your LEP's number one skills priority...

To inspire and support young people to stay and work in the area

Key Career Challenges for young people with SEND

- Low levels of knowledge about *who young people with SEND are*.
- Families and Carers needing more support
- Personalised support for students with the most complex needs
- Lack of appropriate careers resources.
- Much activity is hyper-local so lacks visibility and may not be shared extensively

Key Career Challenges for young people with SEND

- Employers wanting to engage with young people with SEND but many are still anxious
- Availability of supported Employment provision and Job Coaches
- Number of employer-driven training and employment opportunities for School Leavers from Special Schools
- College provision varying from place to place
- Shortage of qualified careers advisers with the right skills and knowledge around SEND.

Who are Young People with SEND?



Why is it important we know who they are?

- Improves the alignment of careers activities
- Highlights the career possibilities and a discussion around them
- Focuses on positive career outcomes (not on what someone cannot do or potential negatives)
- Generates the right support for all stakeholders involved in the delivery of positive career outcomes
- Raises the possibility of achieving improved career outcomes

Disadvantaged / vulnerable young people

- May not be formally identified
- Need additional and sensitive support
- Huge numbers for example:
 - 800,000 young carers from age 5
 - 80,000 young people in care at any one time
 - Millions in food poverty
 - 100,000s in households suffering neglect/ abuse, witnessing / suffering domestic violence, family members with dependency issues,

Career SEND Groups

Bring the four groups cited in the SEND Code of Practice together for the purposes of carer planning and development and split into two:

- **Career SEND Group One**

- Young people who *typically will not take* GCSEs/Level 2 qualifications
- Positive career outcomes include supported internships, inclusive apprenticeships, supported employment, volunteering, provision via the Local Offer, T Levels, Traineeships, supported Enterprise/self employment, FE College
- Key issue – career opportunities availability

- **Career SEND Group Two**

- Young people who *typically will take* GCSEs/Level 2 qualifications
- Positive career outcomes include University, College, Apprenticeships, Employment, T Levels, Traineeships, Enterprise, Self Employment
- Those with EHC Plans could also access supported career opportunities as for Career SEND Group One
- Key Issue – overcoming multiple barriers to career success

Positive Career Outcomes



Career SEND Group One

Positive career outcomes include:

- supported internships
- inclusive apprenticeships
- supported employment
- supported volunteering
- provision via the Local Offer
- T Levels
- Traineeships
- supported Enterprise/self employment
- FE College

SEND in mainstream

- 15% + young people in mainstream will have SEND
- 138,000 in mainstream have EHC plan, most have individual support plans
- Volume challenge
- Career outcomes poorer than peers without SEND
- Millions vulnerable and disadvantaged too not necessarily grouped with SEND
- Career outcomes should be the same as their peers without SEND
- What needs to be different?

Career SEND Group Two

Positive career outcomes include:

- University
- College
- Apprenticeships
- Employment
- T Levels
- Traineeships
- Enterprise
- Self Employment
- Those with EHC Plans could also access supported career opportunities as for Career SEND Group One

SEND in mainstream

- **More** collaboration between SENCOs and Careers Leaders
- **More** personalisation of their career development
- **More** support for the young person, school, families and employers
- **More** preparation of and with the young person, school, families and employers
- **More** time devoted to personal development starting earlier – in feeder primary schools
- **More** aspiration raising

Jobs for Skills



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We know

- What jobs and training your area has to offer
- Who these young people are
- Where these young people are being educated
- Their probable rate of achievement which is too low
- What gets in the way – barriers to success
- Our area achieves better in some areas than others (double national average employment but still 55% less than desired outcome and 30% less than 4 years ago)
- Where we need to pay attention to drive up success
 - At school, in Colleges
 - With employers
 - With Parents, Carers, Families

Action Plan for Jobs for Skills

- Know who your young people with SEND are
- Define the optimum career outcomes (don't just record destination data...)
- Understand your starting point – baseline
- Leverage the CEC Network, ECs and EAs
- Improve early career development in school – drive up aspirations, support Careers Leaders, extend and improve programmes, more parent/carer/family engagement
- Create value chains that engage employers that continue through and after school e.g. mentoring, coaching, extended work placements and of course training/employment opportunities
- Build employer confidence and knowledge and engagement leading to more opportunities locally
- Schools and Colleges, demand more of each other
- Schools and Colleges and Local Authorities, demand more of each other

Thank you and questions

www.talentinocareers.co.uk

hello@talentinocareers.co.uk

Cost illustration

- **Careers at EVERY Level for special schools to include:**
 - Careers Health check
 - Suite staff training videos
 - Full resources
 - 6 weekly newsletters
 - Conference download CPD certified by CDI
 - Covid-safe Delivery
- **Cost- Digital £1875 or Heritage £3750 – we have 20% off in March so actual prices are £1500 and £3000 plus VAT**
- **It's in the Box! for SEND in mainstream / SEMH / PRU / AP**
 - Careers Health check
 - Face to face staff training at school site by COVID vaccinated Talentino trainers
 - CICO profiling
 - Full resources for students and staff including 'Write your own Careers Story'
 - 6 weekly newsletters
 - Conference download CPD certified by CDI
 - Covid-safe Delivery
- **Cost- £3750 – we have 20% off in March so actual price is £3500**
- Additional training, consultancy , student delivery direct days can be provided at £650 per day for a specialist SEND Education Consultant /Facilitator