

# SEND Employment Project

Scott Eley – SEND Employment Lead

# Employment Project

- **SEND Caseworker for the past 5 years at LCC;**
- **Previous background in teaching in Social, Emotional and Mental Health settings;**
- **Pastoral Manager in a mainstream inner city school;**
- **Prince's Trust;**
- **I've a passion for providing opportunities and this project was a no-brainer for me!**



# Employment Project

Two year project, currently working with 9 specialist settings across the county with 16-19 provision.

1. Embed Supported Employment pathway into Special Schools Post 16 Provision (3 year model) culminating in a Supported Internship programme.
2. Promotion of the World at Work at a whole school level to best prepare young people for this pathway

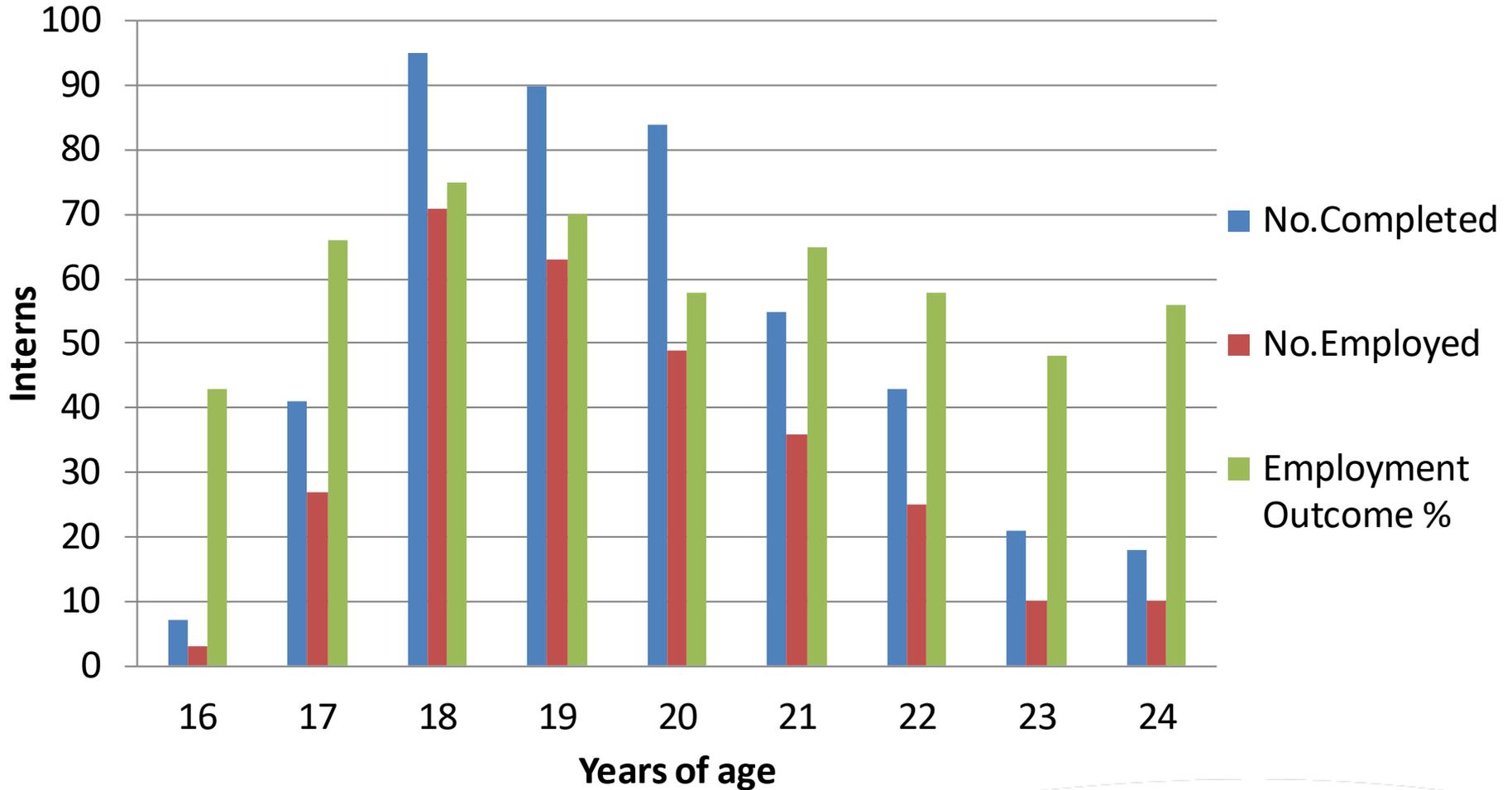
Key performance indicators (how success will be measured):

- Employer engagement across the Key Stage areas;
- Students following a Supported Employment pathway;
- Developed knowledge and resources to embed and maintain a Supported Employment pathway for identified students.

# Supported Internship programme

- **Bridge Study Programme between education and employment;**
- **Created to buck the trend on national employment rates of young people with SEND - just 6% leaving education to gain employment**
- **For Post 16 EHC learners only;**
- **Between six months to year-long in duration;**
- **Based predominantly at the workplace (75% of programme);**
- **Attendance at school to work on functional and employability skills;**
- **Supported by a job coach on placement;**

# 2018/2019 Project SEARCH Data



# What a good Supported Internship looks like.

**Preparation is key!**

**Young person should have at least had 2/3 meaningful work experience placements previously;**

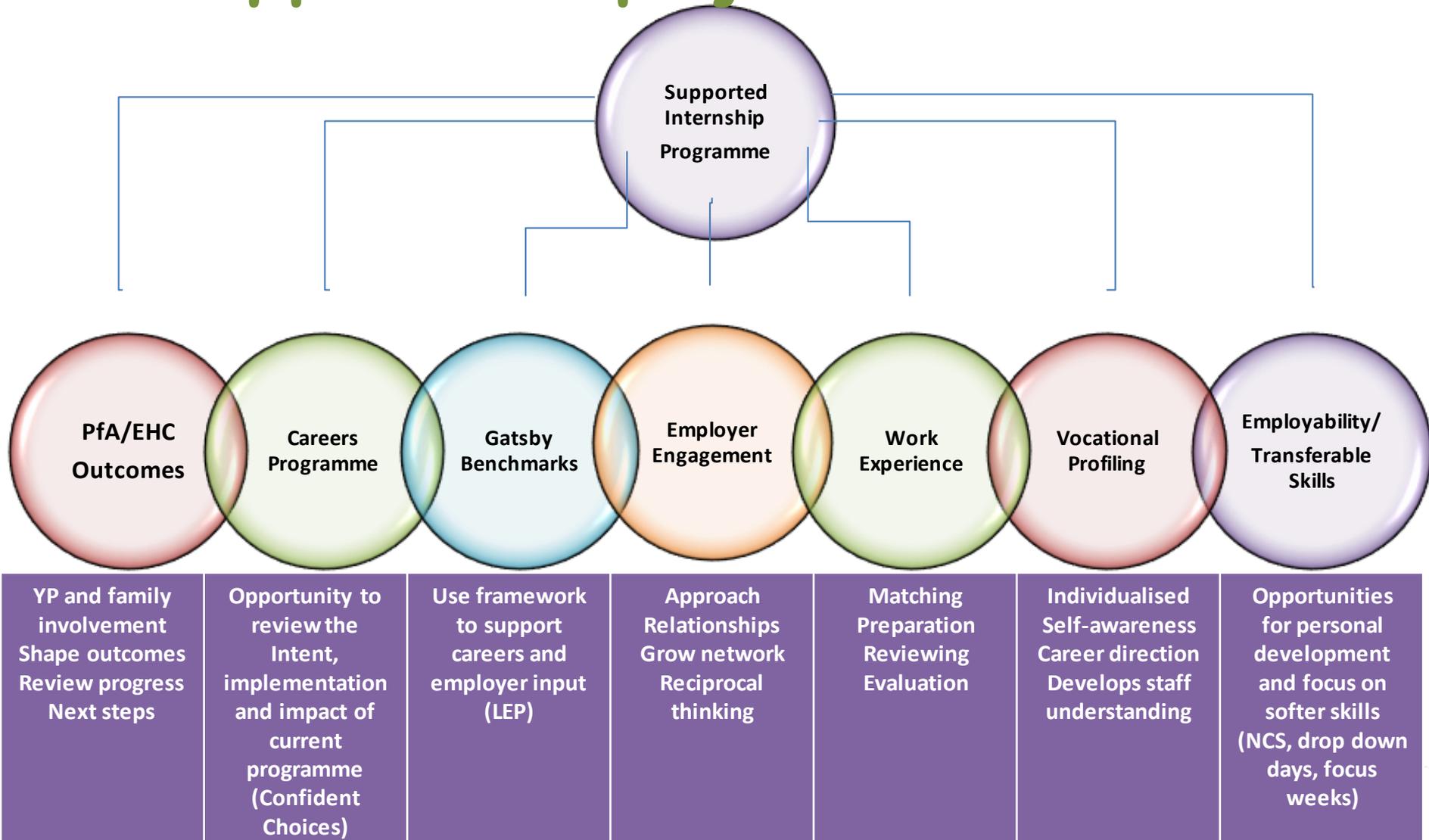
**Young person is carefully matched to an employer – we don't want to be setting anybody up to fail!**

**Key stakeholders are all involved along the way; young person, parents, school staff and employer to ensure that all goes to plan.**

**However, the preparation in thinking about careers and the world of work should be starting in Year 9.**

# Preparation is key!

## Supported Employment framework



*Working for a better future*

# Key Stage 3 – Key Stage 4 - Post 16 provision

## Employment Spectrum – my vision of how business can support student development



# What I have seen...

As part of the initial consultation...

Visits to NHS Pinderfield's Hospital – Wakefield, Yorkshire

NEXT Distribution Centre – Wakefield, Yorkshire

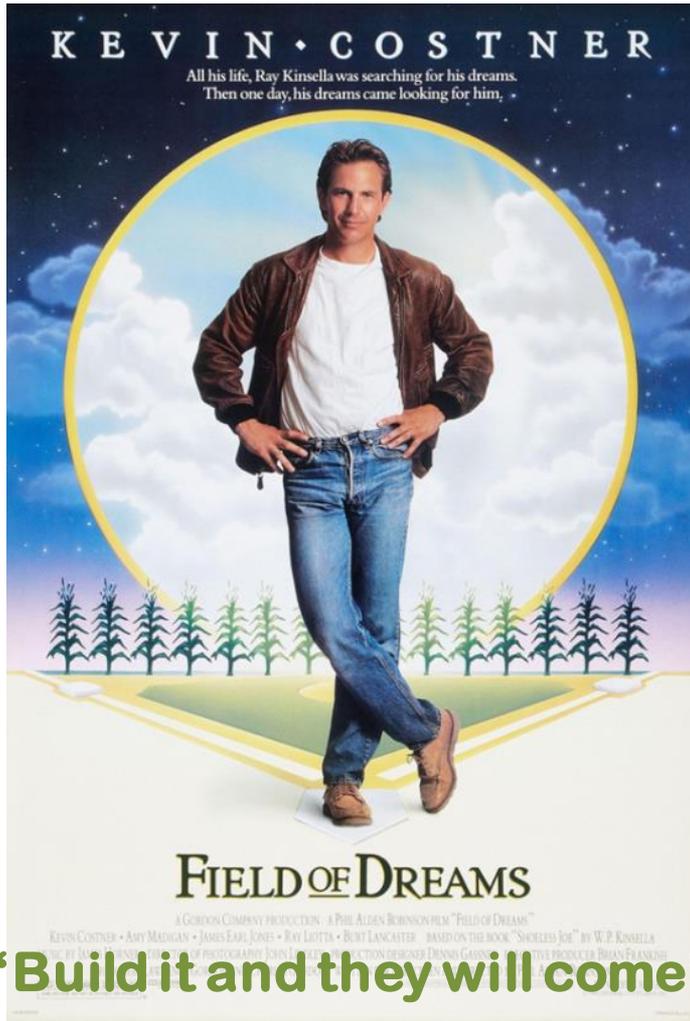
National Grid – Warwick.

The biggest takeaway....



# Where we are?

## Aims and vision



**‘Build it and they will come’**



**An alternative ending..**

# What we have been doing

- Initial consultation with settings took place with all special schools between September and November 2019.
- Vocational profiling of students has begun;
- Employer Engagement – building network;
- Young people out on work placement;
- Supported Employment Training;
- Training of Systematic Instruction;
- Independent Travel Training support for schools;
- Coronavirus hit – Put on hold from March to September 2020;
- Recommenced in September 2020 but working under restrictions;
- Focus on what can be achieved – NCS/Community Projects/Fundraising initiatives to develop softer skills.
- **SEND Employer Forum has been created...**

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## Lincoln St. Christopher's – Christmas Care packages



*'The care packages were very well received made even more special by the personal poems, messages and drawings. We had one young lady crying because she didn't expect anything for Xmas. I have a thank you card for St. Christopher's students' –  
Let Them Eat Cake*



"I find the scheme really enjoyable and love working with Positive Futures. I really enjoy the football sessions on Friday evenings and also the office work with the staff. I take pride in working with the young children from the community and giving them something to do and keeping them off the streets and out of trouble. It has helped my confidence loads and has taught me some new skills that I am then able to use in school. It also keeps me fit!"



Wendy Smith (Daniel's Mum)

"When Daniel first started at Positive Futures and it had all been set up by the School and Joe it was all he could talk and think about! He was so excited to get his timetable, yet knew he was still in school education and this had been built into his timetable. He was given some travel training to be able to get to Positive Futures base by himself that he did amazingly well at. Working on Wednesdays in the office has really helped Daniel and his ICT skills and also to form social bonds that he would not have had previously. This has impacted Daniel positively so much, bringing him out of his shell."

Joe Coburn (Community Sports Worker at Positive Futures).

"From my experience of working with Dan, he has been a credit to himself and Positive Futures. He is eager to learn and his passion for sport is clearly evident and fantastic to see. His confidence is growing with each session as he slowly becomes more and more involved, building positive relationships with young people at sessions."

# **The aim of the SEND Employers Forum is to provide strategic direction and leadership in improving employability outcomes for young people with additional needs .**

This will be achieved by:

- developing strong relationships between educators, employers and other key stakeholders;
- sharing knowledge and best practice to improve the quality of existing provision;
- exploring opportunities for further collaboration and innovative ways of working;
- shaping employability skillsets of young people with SEND;
- educating, promoting and increasing Supported Internships across Lincolnshire.

**In a nutshell.**



**A place where employers can feel empowered to employ young people with SEND.**

**A place where there is expertise around the table to inspire, support and signpost.**

# SEND Employer Forum

This work started in October 2020 following initial consultation with the special schools and Post 16 providers in terms of what they would like to gain from participating.

Interested stakeholders were brought to the table – varying degrees of SEND knowledge but a very enthusiastic bunch who are keen to make a difference.

We are currently developing their knowledge so that they understand the challenges and barriers to move this work forwards.

Plans will be to hold wider events to showcase some of the excellent work going on in Lincolnshire and across the country to inspire more employers to provide opportunities for young people with SEND.

Pandemic is having an impact on this at the moment but will not stop planning at this point.

# Forum Stakeholders

- **Department of Work & Pensions – Schools Advisor;**
- **ACAS – Employment Advisory;**
- **McCarthy Adams – Recruitment;**
- **The Network – Volunteering and Community Services;**
- **Lincolnshire Local Enterprise Partnership;**
- **Local Specialist Schools/Colleges/YPLP**
- **Health;**
- **Lincolnshire Parent Carer Forum;**
- **Lincolnshire Young Voices;**
- **Transitions Officer**
- **Lincoln Corporate Social Responsibility Charter;**
- **Galliford Try – Construction;**
- **Bishop Grosseteste University – Business Consultant.**

# SEND Careers Conference

A free SEND Careers Conference is scheduled with advice on the programme taken from schools.

This event has been organised between SEND and Confident Choices – a careers initiative which is taking place across the county to pull schools together, share best practice and be aware of the current careers picture.

March 9<sup>th</sup> from 10am -2pm for Special Schools and mainstream colleagues to attend.

Guest speakers from around the country to showcase their best practice and to inspire our own schools.

# Get involved

Whilst we're embarking on this piece of work with our special schools – there are already providers out there in Lincolnshire who are ready to go!

- Young People's Learning Provision (sites across Lincs)
- Local Colleges

If you are interested in this pathway for your child then get in touch with your local provider or have a discussion with your special school SENDCo.

Better still, if you are an employer or would be interested in talking to students in our special schools please get in touch!

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# Any questions?