

# **Supporting young people with Special Educational Needs & Disabilities (SEND)**

**Tuesday 25 May 2021**

15:00	<b>Welcome and introduction</b>	Alison Bond, The Careers & Enterprise Company
15:05	<b>Understanding Careers Leader and student perspectives</b>	Jackie McGarry and students, Catcote Academy
15:20	<b>Q&amp;A</b>	
15:30	<b>Theme 1: awareness and engagement</b>	Marie Wilkes, Willmott Dixon
15:40	<b>Theme 2: planning &amp; implementation</b>	Mags Clark, Severn Trent
15:50	<b>Q&amp;A</b>	
15:55	<b>Theme 2 (cont.)</b>	Sharon Birch, Footprints Learning for Life Ltd
16:05	<b>Theme 3: evaluation &amp; review</b>	Mark Pickles, National Grid
16:15	<b>Q&amp;A</b>	
16:20	<b>SEND resources and guide for employers</b>	Alison Bond with Louise Saunders, Talentino! Ltd
16:25	<b>Close</b>	Alison Bond

# Supporting Employers: Working with Young People with SEND



# Who we are.....

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Secondary - aged 11 to 16



Sixth Form – 16 to 19



Calcote Futures – aged 19 +

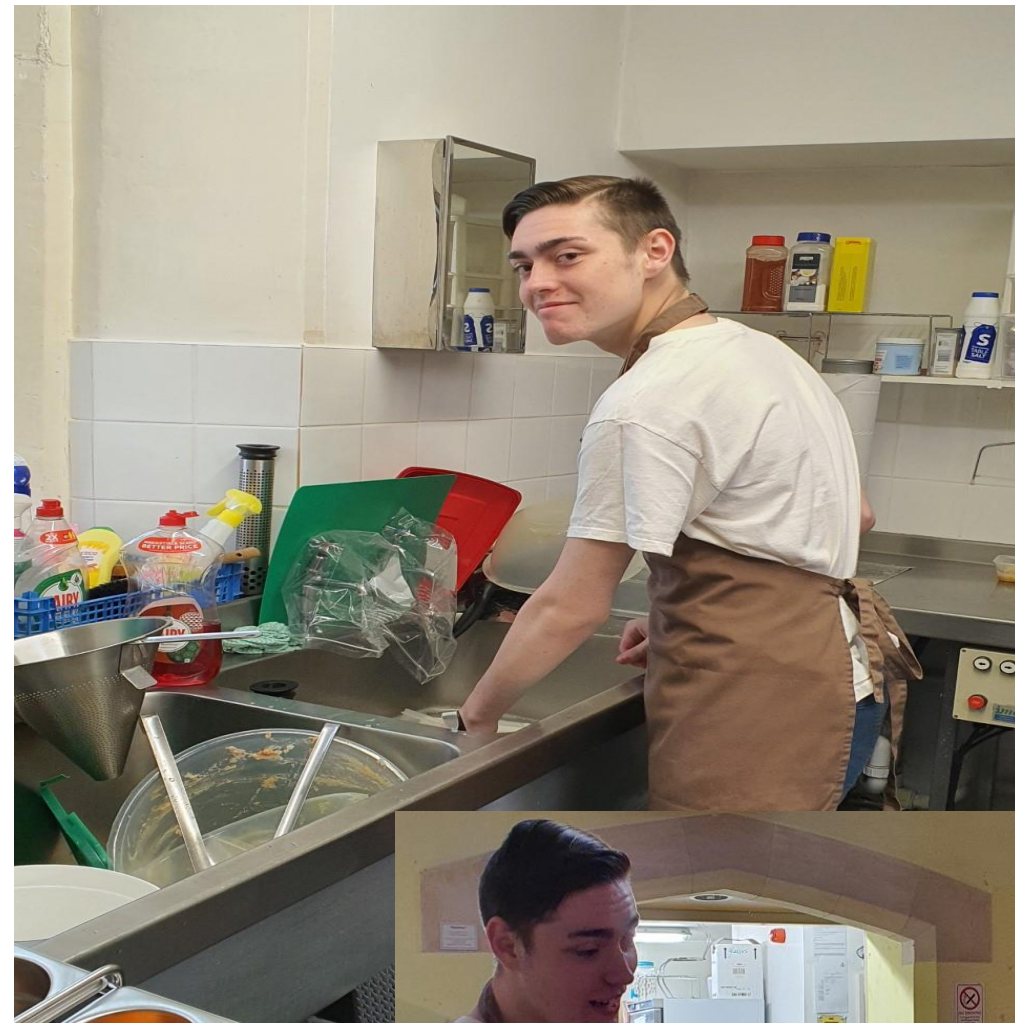
# Employer Engagement Activities



- Industry visits
- Employer led Lesson
- Assembly Presentations
- Take Over Days
- Virtual Activities/Challenges
- Mock interviews
- Work Experience
- Steps – Study Programme
- Supported Internship Programme

# Hospitality and Catering

## Jack Richardson



# Health and Social Care Chloe Arnett



# Planning and Implementation



## Key to Success.....

- Visit the school/college
- Ask Questions – openness!
- Discuss concerns – Employer expectations
- Student skillset and aspirations
- Staff skillset – match with buddy/mentor
- Reasonable adjustments
- Health & Safety Procedures
- Job Coaching



# Job Carving



♪ We're Lovin' It!! ♪



## Key to Success.....



- Methods and format
- Simple and clear instructions
- Named contact at school/college
- Regular work placement reviews
- Share relevant information
- Training for employers
- Work Log Booklets

# Our Motto!

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Focus on what we CAN do....

Not what we can't!!



# Some of our Programmes

- Enrichment Programme (5 week Programme Careers Education with a difference)
- Virtual/Live Work Experience
- Supported Internships
- Traineeships
- Have a go days
- Site tours/Lessons from site
- Meet the employer
- Mock interviews
- Skills and Qualities – Know Your Strengths

# Work Experience

## Kieran's Story



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**SINCE 1852**

# Evaluation of Programmes

## Planning

- Planning time with school is essential, you will need to know your audience their capabilities, learning and teaching styles
- If groups are required let teachers arrange this as they know which students can work together and the abilities of each student
- Smaller groups work better less disruption, students get more involved
- Allow more time than usual don't rush, plan for the unexpected
- Think about trigger warnings, loud noises music, flashing lights
- Don't take it personally if things don't go to plan
- Think outside of the box, most things are achievable

## Goals

- Let everyone practice and familiarise themselves with the delivery function, learn their own style of communication
- Were learning outcomes made clear and at a suitable level
- Don't be put off by the first session its all about gaining trust

## Materials

- Provide more support and encouragement, props or visual items work great and encourage involvement
- Use familiar PowerPoint and include something that they are familiar with or can relate to such as school logo, familiar font – try not to deliver death by PowerPoint!
- Make videos short and relevant

## Student Participation

- Think about facial impression, smiling and eye contact
- No complex job titles and introductions first name is adequate
- Focus on what your sector and organisation does and try to relate it to something that students will know like an iconic building or a building that they will recognise or maybe have even accessed
- Speak in short clear sentences
- Ask more direct questions to keep students engaged
- Focus on their ability not disability!
- **Most of all..... Have fun!**



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## **The Why**

Meet Lauren (My Daughter)

She has Cerebral Palsy

A fulltime wheelchair user with a  
statement of special educational needs

She was given a long list of things that she  
wasn't capable of doing

Given the opportunities, she proved  
them wrong .....





# S.E.N.D

Creating access to meaningful work experience opportunities

# WE CAN'T PROMISE THIS FOR EVERYONE BUT...



# AND THAT LED TO...





Sharon Birch, Company Director,  
Footprints Learning for Life Ltd



# National Grid's Supported internship programme

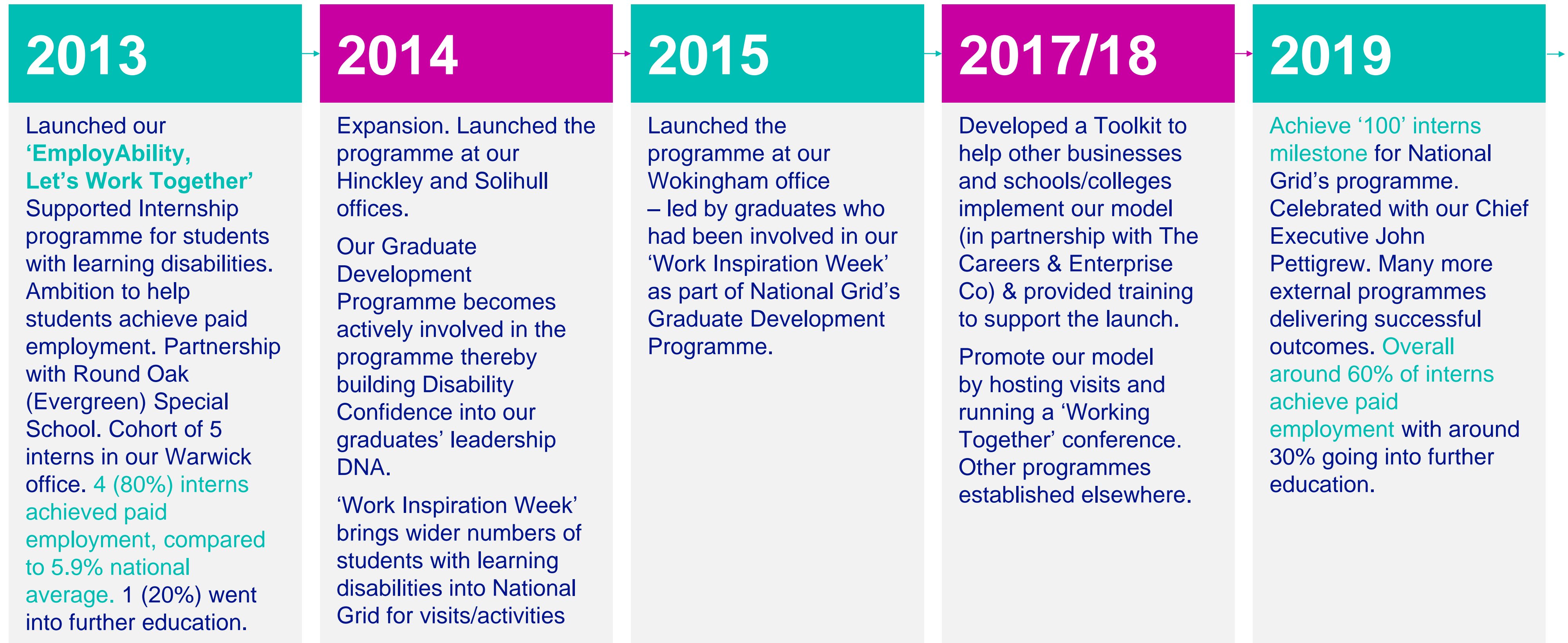
**Mark Pickles MBE**

Finance Business Programme Director

**nationalgrid**



# EmployAbility - Our history – Changing lives for the better



# Our Employability supported internship model



- We've documented our model in freely available resources and inspired many other organisations:
  - Toolkit: [https://www.careersandenterprise.co.uk/sites/default/files/uploaded/national\\_grid\\_-\\_employer\\_engagement\\_toolkit.pdf](https://www.careersandenterprise.co.uk/sites/default/files/uploaded/national_grid_-_employer_engagement_toolkit.pdf)
  - **Our video:** [https://youtu.be/\\_JKPedEGzDA](https://youtu.be/_JKPedEGzDA)
  - A graduated intern speaking about her experience: [Abi video](#)
  - <http://nationalgridemployabilityletsworktogether.co.uk/>
- **'Seeing is believing'** is our motto and we regularly welcome other organisations to visit and speak to our interns on the programme – they are our best advocates.

# Benefits to the business

- **Stronger team and supplier relationships, who partner with us on the programme**
- **Discover levels of skill that don't exist in normal talent pools – e.g. sustained accuracy through repetitive processes and IT skills**
- **Builds connections with the local community**
- **Enhances reputation:**
  - Interns, their families, friends.. all talk about it!
  - BITC Awards 2017 – Outstanding Employment Award

- **Disability confidence, disclosure and awareness**  
“I developed a new level of respect for people with special needs and their abilities”
- **Leadership and coaching skills**  
92% of employees said the volunteering had contributed to their professional development
- **Employee engagement, attraction and retention:**
  - 95% of employee volunteers felt more positive about the business
  - Very high retention of intern recruits



# Our Vital Ingredients for Success

- 1 Business Exec /Senior Mgt Sponsorship
- 2 Education Exec /Senior Mgt Sponsorship
- 3 Partnerships between schools and businesses
- 4 Access to Work funding for Job Coaches
- 5 Belief in students with disabilities
- 6 Network of supportive stakeholders
- 7 Business and Education leads

# Our Success

- 1 Supported > 100 interns
- 2 Circa. 60% achieving paid employment
- 3 Improved disability confidence
- 4 Nationally recognised programme
- 5 Employee development and engagement
- 6 Improved ways of working
- 7 Inspiring others

# Careers and Enterprise Company's SEND Employer Resources

**Louise Saunders, Talentino! Associate**

25<sup>th</sup> May 2021

Step by step resources to support Employers and Enterprise Advisers when working with young people with SEND. Designed to increase levels of confidence in providing experiences and encounters of work, these resources will not only benefit young people with SEND, but also your business and workforce.

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COMPANY

TALENTINO® 



<https://resources.careersandenterprise.co.uk/supporting-employers-working-young-people-special-educational-needs-and-disabilities-send>

# The Resources

Easy to understand suite of 7 resources produced as a step by step guide across 3 stages:



## Resource Aims:

- Written from an employer's perspective – in their language.
- Delivers what employers & stakeholders have asked for.
- Covers the end to end journey, from understanding the SEND landscape, to reviewing & evaluating benefits.
- Includes practical guidance, tips & templates
- Includes real stories from employers who already support young people with SEND.

## Stage 1: Awareness & Engagement

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Resource 1: The  
Careers Landscape



Resource 2: The  
Benefits &  
Challenges



Resource 3:  
Engaging with a  
School, Special  
School or College

- The SEND education and careers landscape – challenges faced & low rates of employment.
- Business benefits of supporting young people with SEND.
- Perceived barriers and misconceptions.
- Tips on engaging with a school, special school or college to develop a mutually beneficial relationship.

## Stage 2: Planning & Implementation

Resource 4: Tips for  
Effective  
Communication



Resource 5: Gaining  
Support from  
Different  
Stakeholders



Resource 6:  
Guidance on  
Choosing &  
Planning an Activity

- Considering different methods of communication.
- Questions employers should be asking.
- Gaining support from colleagues and senior leadership.
- Key considerations when choosing an activity – there is a lot of choice – something for all employers.
- Guidance on planning an activity – getting the most out of it.
- Health and Safety considerations.

## Stage 3: Evaluation & Review

Resource 7: Gathering Feedback  
& Learning from Activities

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- How to gain really insightful feedback from all stakeholders.
- Reflecting on your learning.
- Showcase what you've achieved.

## Speakers' Contact Information

### Jackie McGarry

Careers Leader  
Catcote Academy

[Jackie.McGarry@catcote.co.uk](mailto:Jackie.McGarry@catcote.co.uk)

### Sharon Birch

Company Director  
Footprints Learning for Life  
Ltd

[sharonbirch@footprintsfl.co.uk](mailto:sharonbirch@footprintsfl.co.uk)

### Marie Wilkes

Senior Social Value Manager  
Willmott Dixon

[Marie.Wilkes@willmottdixon.co.uk](mailto:Marie.Wilkes@willmottdixon.co.uk)

### Mark Pickles

Business Programme Manager  
National Grid

[mark.pickles@nationalgrid.com](mailto:mark.pickles@nationalgrid.com)

### Mags Clark

Schools Engagement & Work  
Experience Lead  
Severn Trent Water

[margaret.clark@severntrent.co.uk](mailto:margaret.clark@severntrent.co.uk)

### Louise Saunders

Associate  
Talentino! Ltd

[louisesaunders.talentino@gmail.com](mailto:louisesaunders.talentino@gmail.com)



Thank you for  
joining us today

