

Embrace. Evolve. Succeed

National Careers Guidance Show 2024 Exeter

Supporting students with SEND into work



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Who is Talentino?

- Social purpose – improve outcomes for young people with SEND through improving the quality and relevance of career development
- Working with over 400 special schools, schools and colleges across the country
- National partner for SEND/Inclusion Careers and Enterprise Company
- Thought Leadership – The Little SEND Careers Handbook
- Partnership with Peter Jones Foundation for Enterprise and students with SEND
- Offer SEND Careers programmes
 - Careers at EVERY Level
 - MORE



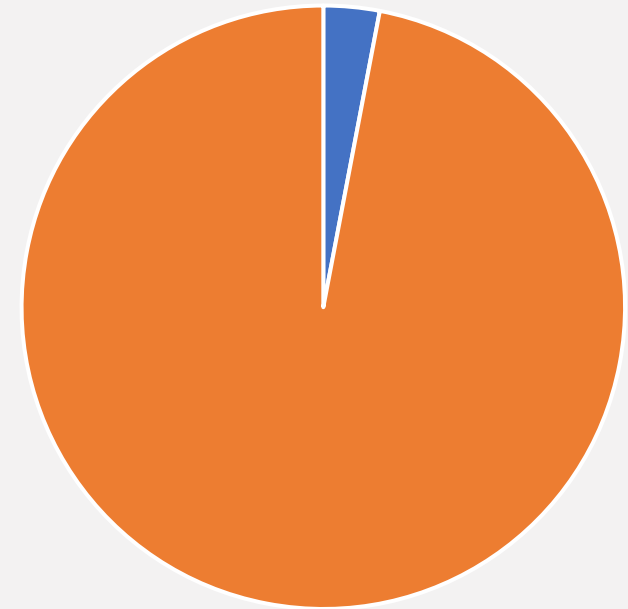
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Careers Landscape for Young People with SEND

- 1.51 million (June 2023)
- 389k with EHC plans
- 1.18 million with SEN support
- Up nearly 97,000 in a year

They are:

- Less likely to achieve qualifications
- More likely to be NEET (Not in Education, Employment or Training)
- More likely to suffer from mental health problems
- More likely to be homeless
- More likely to be represented in the criminal justice system
- Many experience **disadvantages** due to their special needs
- More than 13% of students in the mainstream have SEND



■ Have an EHC plan ■ Do not have an EHC plan

Big Picture for young people with SEND

Key barriers

- Transition - Value chain early career development broken on leaving school/college
- EHCP inconsistently applied to deny 73% of career opportunities
- Variable FE provision and outcomes
- Employer anxiety persists
- Lack of employer-led opportunities – supply and demand issue
- Issues -Supported employment provision, Access to work funding decisions, Local Authority engagement and support
- Huge shortage of qualified SEND Careers Advisers

The number one challenge remains, many stakeholders still do not understand who young people with SEND are.



Who are young people with SEND?

Career SEND Group One

Young people who *typically will not take* GCSEs/Level 2 qualifications

Key issue:

Career opportunities availability – supply and demand

Career SEND Group Two

Young people who *typically will/could take* GCSEs/Level 2 qualifications

Key Issue:

Overcoming multiple barriers to career success

One thing in common

ALL at risk of not achieving optimum career outcome



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Learning Diversity and the importance of recognition:



To ensure the right support is in place



To better understand performance differences



To focus and celebrate positive/strengths



To increase opportunities for all



To improve and ensure equality and inclusion



To reduce anxiety for all



To minimise challenging behaviours



To understand behaviour as a form of communication



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What do we want to achieve?

Improve the alignment of career activities, highlighting the career possibilities

Focus on positive career outcomes

Generate the right support for all

Increased level of work-related skills for independent living

Raise the possibility and probability of paid work

Increase sustained education/training

Enriched life experience

Implicit progression ladder

Elevate the possibility of achieving improved career outcomes for **every** young person

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Destination Planning

Starting with the
end in mind!



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Preparing young people for transition

- To ensure the right support is in place
- To better understand performance differences
- To focus on the positive/strengths
- To increase opportunities for all
- To improve and ensure equality and inclusion
- To improve transitions from education to employment



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Transition Planning

- Inform and support the plan
- Preparation to attend external provisions/organisations
- Break down tasks to teach and support
- Develop visual/written step by step guidance for tasks
- Model preferred communication methods
- Guide appropriate behaviour
- Support and develop the student's navigation skills
- Support the management of anxiety/stress
- Provide toolkit of strategies
- Support how to manage change



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Parental/Family Engagement

Early conversations

Destination planning/discussion

Build trust

Up to date information

Clear signposting

Specific parent/family events

Try another way

Be patient

Exploring the workplace

Work Shadowing

Job Carving

Work Placements

Lived experience

Job Coaches/
Supported employment

Internships

Inclusive Apprenticeships

*Building relationship and trust with the employer



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Discussion, review and flexibility

- Evaluation of support strategies
- Adaptability to meet changing needs
- Clear communication
- Continued support
- Consistent approach



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Career Development needs to...

- Start **early**
- Raise the aspirations of **everyone** involved
- Extend over a long period of time, building trust
- Include extensive support and encouragement
- Factor in time for preparation of **everyone** involved
- Bring families into the process **early**

Recognise the starting points of these young people and the journey they need to travel Opportunity is for everyone!



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Believe you *are*

- **creating better learning experiences**
- **making *the* difference**
- **Changing lives**



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Any
Questions?

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