

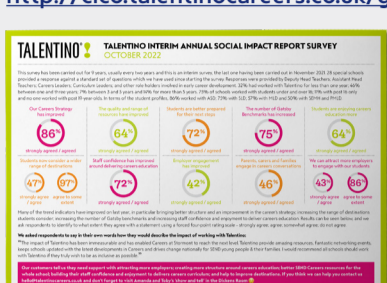
NEWSLETTER

LETTER FROM THE FOUNDER

I guess we will all end the year with mixed feelings, so much change swirling around us; many people feeling unsure of what those changes mean for them and what will 2023 be like. In our Careers world we are used to trying to push into future domains without knowing what that future will hold but making sense of what we know and digging into what our aspirations are for that future all help to reduce the anxiety our client groups might be feeling. I will have just finished a Growth Programme sponsored by Goldman Sachs and Oxford University's SAID Business School when you get this newsletter and we had to focus on our growth goals and plans for the next three years. Some of those plans involve new programmes and resources (aimed at SME Employers and Careers Advisers) but much will build on the good work my team has achieved over the last 11 years with 400+ special schools in England, so a mix of the known and unknown.

I would like to thank all our keynote speakers and workshop leaders from the conference in November which had to go digital due to rail strikes but happily all the videos are available online so if you get fed up with Christmas repeats – watch ours :)

<http://cico.talentinocareers.co.uk/going-further-achieving-more-talentino-9th-annual-send-careers-conference/>.



Our latest social impact report showed more young people with SEND are considering a wider range of types of career options - 47% of respondents strongly agreed / agreed with this. This is SO important as it means they are thinking more about employer led training and employment opportunities and not just FE.

I would like to welcome two new members of the team – Natalia Markiewicz Junior Account Manager SME and Amanda Metcalf who will join us as National SEND Education and Career Development Manager, and has impeccable credentials with 25 years in SEND and Employability. We know there will be changes in our heady world of careers with two major national enquiries this year, I think you would find a new Banksy that had a depiction of skills at its heart and utilising the National Careers Service more.

See below for suggestions about framing your offer around skills...It just remains for me to thank you for supporting Talentino, we look forward to working with you next year and please have a great holiday season, recharge ready for 2023! Jenny x



TOP TEN TIPS – CHRISTMAS MONEY SAVERS

1. Agree to spend less / nothing / recycle items
2. Make a present from things you already have around – foody /crafty
3. Write a love letter / letter of admiration to someone (worth so much more)
4. Email greetings instead of sending Christmas cards
5. Wear last year's Christmas jumper
6. When you go food shopping, hold each item and imagine if it will still be in the cupboard / fridge after Christmas, if so put it back and give yourself a pat on the back!
7. Volunteer on Christmas day
8. Give to a charity instead of giving presents
9. Forage for decorations don't buy new ones
10. Invest in a very small piece of mistletoe – brings unlimited free pleasure x



INTERVIEW - AMANDA METCALF



What are you most looking forward to on joining Talentino ?

From a professional viewpoint, I look forward to working with a visionary team, who, through Careers and Enterprise programmes, continues to create and deliver opportunities in the world of work for young people with SEND. A team which continues to ensure Careers can be inclusive, for young people with additional needs across the country. From a personal viewpoint I'm really looking forward to being part of a team which encourages an ethos of warmth, hard work and motivation.

What are you most proud of from your time at Catcote Academy?

My proudest achievement from my time at Catcote Academy, is the setting up and sustaining of a Pre-Internship/Supported Internship programme, raising inspiration to improve destinations for young people with additional needs.

Tell us about a student who has inspired you – what was their journey like?

I was lucky enough to have the opportunity to work with a young lady who certainly had the odds stacked against her, in regards to employment opportunities. Having a diagnosis of 'A typical' autism and some quite challenging behaviours socially, she began her education journey within a structured formal learning pathway. This young lady embraced the pre - internship programme and the TSI approach which made sense to her way of learning and development. This young lady went onto a supported internship and has sustained paid work, working for a large well-known company, and as quoted by her 'is part of the team, same as anyone else'. She has also used these skills to overcome high losses and grief, to enable her to move into independent living due to the passing of her Mum. This young lady has now successfully managed her home and work for two years and paid work for five years. This truly is an inspirational young woman who has held the ethos "Focus on what we can do, and not what we can't", true its definition, and followed it with her strength and heart.

How have you approached the development of skills as part of the Catcote Academy enterprise strategy?

The development of enterprise skills required a whole school approach, and for senior leaders to be as committed/informed of the strategy, as the employability and careers leads. The strategy highlighted a clear timeline for a rolling programme for each key stage and differentiated levels which were clear, comprehensive and meaningful to its target audience. The skills/activities needed to be in bitesize chunks, fun and sequential to allow for the development and retention of skills. This would also ensure the outcomes were realistic, achievable, and beneficial to the young people, creating a robust careers programme, which was timetabled and given status within the teaching curriculum.

What is the key message you want employers to hear when it comes to employing young people with additional needs?

I would encourage employers to please ask questions and break through those fears of the unknown,

I would encourage employers to please ask questions and break through those fears of the unknown, inform yourselves

inform yourselves and your workforce before you form an opinion. Visit special educational settings in your local area and see first hand exactly what these young people are capable of, I'm quite sure you will discover a very different picture to that of your perception. Working with young people with additional needs is one of the most rewarding and inspirational things you can do, watching, observing and being a part of development is a very humbling experience.

What is your favourite Christmas tradition?

Christmas eve, with my close family and friends, going to the cinema and then for a meal, a great way to start the Xmas feeling of family and happiness.

TRAINING FOR CAREERS LEADERS IN INDEPENDENT SCHOOLS – FREE BURSARIES ACT FAST!

Check out the link - <https://clt.careersandenterprise.co.uk/login>

CAREERS AND THE NEW SKILLS AGENDA

Young people with additional needs who do not take GCSEs (what we call Career SEND Group One) need to demonstrate their skills to prospective employers as many employers do not understand the qualifications these young people take in terms of what they can do. There are developments in the qualifications that this group will take in the future but presently it is not coherent. We have often suggested to our schools that they include 'branded' qualifications that employers do understand like the Duke of Edinburgh scheme; St John's First Aid Course; Food Health and Hygiene; Sports Coaching etc However there is a bigger skills agenda on the horizon. Of course, there is Skills builder which has led the charge in this area, but I think it is useful to consider thinking about our whole careers strategy and activities through a 'skills lens'. I will share what we are doing and hopefully it will get you thinking 😊

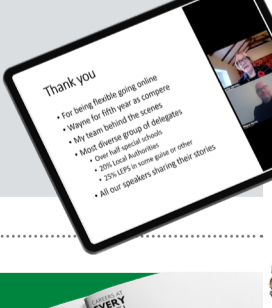
The Gatsby Benchmarks gave us a framework through which to plan, deliver and measure progress in key areas of early career development.

Where nothing like this existed previously, I do not consider it 'Motherhood and apple pie' more a precursor to continuous improvement in careers ed in schools and something to build out from. I am currently writing a new **Little SEND Skills Careers Handbook** which will be published in 2023 – email hello@talentinocareers.co.uk to go on the waiting list to follow the 'Little SEND Careers Handbook' which came out in 2022.

The areas I consider are most relevant when thinking through the skills piece are: What skills do I think are most relevant for an employer; for further education or to improve independent living. These might be contained within an existing skills framework or a group of skills you define that employers are most interested in or a combination of both. Think about skills that will be needed in the future. Make sure you understand the difference between intrinsic skills (Obehavioural competencies or 'soft' skills) and extrinsic skills 'hard skills'. If someone is developing those skills, what evidence do you see that the skill has been developed, how is it reinforced and consolidated? Think about how those skills can be developed for example during enterprise /lessons/ dedicated projects / volunteer projects or social action / employer encounters/ work experience / part time working / LMI research / preparation for career planning sessions / opportunities at home and students' own suggestions. Consider too transferable skills and skills developed through having to navigate the world differently. Alongside your Careers Strategy, you could create a skills development plan which highlights the skills you want to focus on and the learning opportunities which will facilitate their development. Our team is very happy to have a look at your skills development plans if it helps. You will then be ready for the new skills world! *Ps this is our view about preparing for the skills agenda not a formal announcement which I'm sure will be made in the not-too-distant future.*

CHRISTMAS COMES EARLY – OUR GIFT TO YOU!

Despite the rail strikes, we still had a fantastic time at our virtual conference this year! We had some brilliant thought-provoking keynote speakers, and insightful workshops, and you can find them all on the link below: <http://cico.talentinocareers.co.uk/going-further-achieving-more-talentino-9th-annual-send-careers-conference/>



TALENTINO SEND CAREER DEVELOPMENT PROGRAMME FOR SPECIAL SCHOOLS

Careers at EVERY Level – Careers Health Check, staff training, SEND Careers resources, conference tickets, newsletters, ongoing support from our specialists, **Heritage £3995+VAT / Digital £1995+vat** includes new Transitions and Destinations resources coming in the New Year.



COMING UP

SEND Careers CPD day February 16th Birmingham with the Talentino Team – email Ruth Broome Ruth.Broome@bep.education for details – it's free!

LITTLE SEND CAREERS HANDBOOK

Last orders please! - hello@talentinocareers.co.uk

