

TALENTINO! NEWS

Welcome to the Talentino Spring newsletter! Daffodils are poking their heads through; the birds are returning and days are getting longer and sunnier. The team has been very busy like all of you, and we are working on some really interesting projects.

Whilst still waiting for the outcomes of the various reviews into careers last year and the SEND review to be published, we have contributed to the CDI and the development of their Equality, Diversity and Inclusion strategy at a great event put on in January; we completed the Goldman Sachs 10KSB programme



at Oxford University's Said Business school; I am on a DFE Panel looking at standards for Personal, Social and Employability Qualifications for young people in Career SEND Group One (*who do not take GCSEs/Level 2 qualifications*); and I even did my first podcast with Kiki Kirby on heart centred leadership!

<https://podcasts.apple.com/za/podcast/the-kiki-kirby-podcast/id1555216936>.



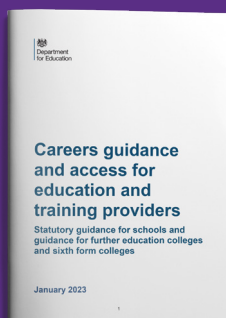
We were delighted to be asked by the Birmingham Careers Hub Leader – Ruth Broome – and her team to deliver a SEND CPD day on February 16th. Every stakeholder was in the room which was a heady mix. The evaluation showed that 96% of delegates strongly agreed / agreed they felt even more positive about delivering improved outcomes for young people with SEND – brilliant! Thanks for inviting us Ruth and we look forward to working with your schools in the future.

It is a busy term, but remember all of our collective efforts and our purpose remains true – improving outcomes for young people with additional needs and it can be done – check out the amazing work Simon Holliday and his team have delivered at Castledon School in Essex :) Jenny x ps. **don't forget to check out Cats and Dogs – a new toolkit and training to increase the confidence of Careers Advisers to work with young people with SEND!**



PROVIDER ACCESS LEGISLATION- ADVICE FOR SPECIAL SCHOOLS / YOUNG PEOPLE WITH SEND

We have had some requests for more advice/information on how to apply PALS so we asked the DFE for advice and this is what they have said:



All pupils should have the same opportunities for meaningful provider encounters and the overwhelming majority of pupils with SEND, including those with high levels of needs, can access fulfilling jobs and careers with the right preparation and support. However, where learners' future pathways are limited due to the nature of their specific learning needs and/or physical ability - for example where they are highly likely to proceed into adult social care - it is recognised that it may be necessary for additional flexibility in how these encounters are delivered. Schools should involve parents/carers, the Special Educational Needs Coordinator (SENCO) and other relevant staff to identify any barriers and support needed, and tailor each provider encounter appropriately and adapt the content and focus of encounters for these groups of learners to ensure that it is a realistic and meaningful experience for them. Schools must co-operate with local authorities, who have an important role to play through their responsibilities for SEND support services, education, health and care plans and the promotion of participation in education and training. Statutory guidance on the SEND duties is provided in the <https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>.

CATS AND DOGS – NEW TRAINING AND TOOLKIT TO IMPROVE THE CONFIDENCE OF LEVEL 6 CAREERS ADVISERS TO WORK WITH YOUNG PEOPLE WITH SEND

There is a huge shortage of L6 qualified Careers Advisers and they are a diminishing resource. For young people with SEND the problem is even more acute and there is no way the statutory requirements of the National Careers Strategy can be carried out – 'long term relationship with a named Careers Adviser' for the vast majority. One of the key issues is the confidence and knowledge of Careers Advisers to work with a more complex client group. Many special schools have had their own staff trained which is brilliant but not possible for all schools. We are launching Cats and Dogs - Careers Adviser Toolkit SEND / Delivering Oral Guidance SEND, in the form of a training course; physical toolkit and embryonic virtual community.

The first course will run at the Hilton in Reading on April 6th at an introductory price of £495 + VAT saving you £300. We are limiting numbers and places are filling up – apply to hello@talentinocareers.co.uk to find out more.



OFSTED THEMATIC REVIEW OF CAREERS 2023

The government has announced that Ofsted will be carrying out a thematic review of careers guidance in schools, special schools and AP this year and you can find out more guidance here <https://www.gov.uk/government/publications/ofsteds-thematic-review-of-careers-guidance-terms-of-reference>. The purpose is to make recommendations on how to improve practice.



#SAMEANDDIFFERENT – A MODEL FOR SEND AND EARLY CAREER DEVELOPMENT

We developed this model a few years ago now and it has remained valuable. It poses the notion that there are many aspects for school leavers which are the same irrespective of special needs; some aspects are the same but need to be delivered differently and some aspects are only relevant to those young people with SEND. When I was running a SEND Masterclass to nearly 50 new/newish Enterprise Coordinators this month, I posed the model to them and asked how they might use it in their work with employers and they came up with some fabulous ideas including:



- Young people with additional needs benefit from work in the same way as everyone else.
- Work experience is equally valuable to all young people but for young people with SEND it needs to be supported differently - *same and different*.
- Preparation for work experience needs to include employers and the young person possibly extended – *same and different*.
- Using the model itself to enable employers to understand what a young person could offer and how the employer could benefit from a business perspective - *same*.
- Using the model as the basis to develop Careers Fair to be more practical for SEND students in mainstream mirroring a Careers Fair in a special school – *same, different and same* (thanks Jamie for that new version!)
- Young people with additional needs positioned to employers as having super powers - *different*.
- Employers receiving Diversity training but from Students with SEND - *same and different*.

What can you think of that could be #sameanddifferent? Let us know hello@talentinocareers.co.uk

CASE STUDY

Castledon School where 80% of students are still in their placements 3 years after leaving school versus the national average of 25% of those who did a Supported Internship* Here's how they do it!

Castledon School is a London Special and AP Hub School for 224 students aged 5-19 Years and a School Single Academy Trust. All pupils have an education health and care plan (EHCP), half are in receipt of pupil premium. The Head Teacher is Simon Holliday and the Careers and Employability Leader is Michelle Belsey.

The leadership team at Castledon is passionate about what pupils can achieve. Leaders have the very highest aspirations for them. **This is a leadership team that wants every pupil leaving the school to flourish, able to take an active role in employment, education or training.**

Talentino provided the original careers programme and staff training for Castledon – Careers at EVERY Level - which the Headteacher described recently as 'the launchpad for what we do now and the outcomes are exceptional...'

The outcomes for pupils leaving Castledon at the end of Key Stage 4, or having attended Castledon College, are exemplary. Of the cohort leaving in the last academic year, six students went into supported internships, two went into supported apprenticeships, eleven went into college or further education courses, and three went into vocational courses.

Castledon tracks the progress of its ex-students wherever it can. From this tracking data, 80% of pupils are still in their placements after three years.

- 45 are in college placements (48%)
- 6 are in full time employment (9.3%)
- 13 are still in supported internships (14%)
- 4 are still in supported apprenticeships (6%)

The Career development programme includes:

- Careers information, advice and guidance for the pupils
- Multiple local employers contributing to work experience for students.
- The careers and employability lead has undertaken **research on local jobs** available around Basildon and Wickford. This knowledge has then been '**back chained**' to ensure that pupils have the right skills needed for local employment. They have researched the skills needed for apprenticeships in different **roles and offer qualification routes in the college.**
- the use of Gatsby Benchmarks and Compass Plus
- Pupil voice through the future skills questionnaire
- the 'Skills Builder Partnership'
- the 'Achieve' qualification, (developed by the Princes Trust)
- Extensive Stakeholder engagement and feedback
- Apprenticeship days with employers and industry leaders
- Alumni 'superstars' return to share their journey
- Employer Diversity Training

This data has shown **consistently better pupil outcomes than the national average.** For example, in 'Employment Rates for People with Disabilities 2021-22' the **employment rate for people with a learning disability was 4.8%** (Evidence reference: Base-uk.org, 2018).

Talentino recognises the strategic, tenacious, and creative approach of the Castledon teaching staff and leadership as being the key to their success in this stellar result in student outcomes. They are restless in their pursuit of excellence and continuous improvement. We can't wait to see what you do next!

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Information has been taken from an independent review from Challenge Partners published in February 2023.

*Data released to FE Week under the UK's Freedom of Information laws has revealed that just a quarter of students on supported internships found employment in the year following completion. <https://feweek.co.uk/just-1-in-4-send-students-in-work-a-year-after-supported-internship-ends/>

TOP 10 VEGAN EASTER EGG SUGGESTIONS FROM 90P

1. Doisy and Dam – mini eggs £2.50 
2. Chococo Oat Milk Chocolate Bunny £9.50 
3. Chococo Vegan Easter Hamper £49.50 
4. Rococo Veggie (literally) Chocolate Egg £32.95 
5. Hotel Chocolat nut milk giant Ostrich Egg £86 
6. Booja Booja hand painted with truffles £11.95 
7. Nomo Dough Bunny 90p 
8. Moo Free choccy mini eggs £2.25 
9. Mummy Meagz Chuckie Crème Egg (really!) 99p 
10. Prodigy Salted Caramel crème egg £1.49 

TALENTINO CONFERENCE 2022 WORKSHOP VIDEOS NOW LIVE ON THE CEC RESOURCE DIRECTORY

The Careers and Enterprise Company Resource Directory now houses all the videos from the Talentino 2022 SEND Careers Conference – you need a Grande coffee and large piece of cake to get through these!

<https://resources.careersandenterprise.co.uk/resources/talentino>

