



Working with Education providers



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Special Educational Needs and Disability code of practice:

- Discussion with all young when preparing for adulthood should begin with the presumption of employability
- Able to be in education until 25 if progress is being made. Is this right for everyone?

DfE and DoH 2011

New Statutory Guidance for Schools and the impact for employers and you

- The Gatsby Benchmarks
- It impacts all schools
- Increase in work experience
- More schools/organisations contacting employers
- Ofsted



Careers guidance and access for education and training providers

Statutory guidance for governing bodies, school leaders and school staff

January 2018

The routes in to employment for Students with SEND

- Apprenticeships lower level
- Work trials
- Supported internships
- 'Employability accreditation'?
- Traditional routes – might get lucky but what about sustainability?
- Enterprise advisor network
- Careers guidance services
- Supported employment services

Schools overview

- Brookfields and Castle School are Special schools working with students from 3-19
- Based in West Berkshire
- Every student has an EHCP
- Work closely with the Local Authority and Supported employment service
- Post-16 - no national curriculum to follow
- Flexible study programmes



The Castle School

- Vocational profiling embedded in the curriculum from year 8/9
- Curriculum change – useful examinations
- Work outcomes embedded in the EHCP wherever possible
- Work experience is bespoke and part of the students curriculum
- Three stage model: work experience, work placements and supported internships
- Link to Ways in to Work (supported employment)
- 20% of students at Post-16 currently have paid work.
- Branding
- Castle Hospitality and Catering




donnington valley
HOTEL & SPA

Health Club & Spa Entrance

Brookfields School



- Curriculum redesign – Different vs Differentiated
- EHCP outcomes embedded in curriculum
- Accreditation vs personalisation of opportunities
- Partnership with Talentino! – Careers at every level
- Pathway to employment
 - ✓ Class based modules
 - ✓ Work experience
 - ✓ Business Enterprise
 - ✓ Life Skills
 - ✓ Supported internships/Supported employment



In the last 12 months...
82 work experience placements
11 students part time work
5 onto supported internships
8 direct into employment



Barriers and solutions...

- No time
 - No resources/funding
 - Progress 8
 - Who to talk to?
 - Saturation of employers
 - Supported Employment – not yet known about by majority of schools, students or families
 - Training route misconceptions & barriers
 - EHCP – 25 provides security
 - FE college progression and regression problem
 - Students not resilient or have inappropriate support strategies for the work place
 - Understanding insurance
 - Perceptions of paperwork
- Careers strategy and Ofsted requirements to meet Gatsby benchmarks – emphasis on destinations
 - EHCP outcomes with employment written in
 - Careers lead
 - Workshops for schools and families – in everyone's best interests
 - Lobby as a members body the DfE and DWP
 - Pressure on local authority commissioning – financial argument for supported employment as part of FE provision.
 - Supported Employment service providers engaging with local schools to inform curriculum design



Department
for Work &
Pensions



Cabinet Office



Department
for Business
Innovation & Skills



Department
for Education

3 May 2013

YOUNG PEOPLE IN WORK - ENCOURAGING WORK EXPERIENCE PLACEMENTS

This Government is committed to improving prospects for today's young people in the world of work. For example, we are supporting young people into work through a range of policies including Apprenticeships, work experience wage subsidies and sector-based work academy places. Making it as easy as possible for employers to take on work experience students underpins this commitment and is vital for tackling youth unemployment.

Many businesses have told us that they are confused by health and safety rules for work experience students, and are unclear whether their existing Employers' Liability Compulsory Insurance (ELCI) policies provide cover for work experience students.

Through this letter, the Government wishes to confirm that the insurance industry has committed to treat work experience students as employees for the purposes of insurance against bodily injury under an ELCI policy and that simply giving work experience opportunities to students will not impact on ELCI premiums.

In addition, the Health & Safety Executive is currently drafting a short guidance note that will provide better clarity on employers' obligations with regard to performing a risk assessment for such placements. They will make it clear, for example, that if workplace risk has already been assessed with young people in mind, a business does not need to repeat this for a new student: a risk assessment should be undertaken with tasks in mind, not individual people.

Employers' Liability Compulsory Insurance

The insurance industry has committed to treat work experience students as employees so that they will be covered by existing Employers' Liability Compulsory Insurance policies. An employer, or voluntary sector organisation, that has Employers' Liability Compulsory Insurance cover already, does not need to buy additional cover.

If the voluntary organisation only has Public Liability Insurance, they will need to obtain temporary Employer Liability Compulsory Insurance for the duration of the placement.

The Association of British Insurers has published [guidance for employers](#) planning to take on work experience students.

MARK HOBAN MP
Minister of State for Employment

VINCE CABLE MP
Secretary of State for Business,
Innovation and Skills

MICHAEL FALLON MP
Minister of State for Business
and Enterprise

MATTHEW HANCOCK MP
Minister for Skills

OLIVER LETWIN MP
Minister for Government Policy

From DfE '16-19 Study Programmes' May 2019

There is lots of good practice...

- Blueberry Academy – Supported Internships and clear pathways.
- Shipley College – Supported Internships which embed many areas including travel training.
- bemix – Supported Internships – great at supporting employers



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