

EMPLOYABILITY PATHWAYS>

A GUIDE FOR POST 16



Organisations who can help you listed in this booklet are.

The Village School
Woodfield School
Green Skills Project
Brent Start
Shaw Trust
Harrington Scheme
West London Careers Hub
Education Development Trust
LMP Group
Investin
Speakers for Schools
Springpod
Heathrow
NHS
Bentley
Siemens
Met Office
Barclays Life Skills
Kennedy's Law
Design Engineer Construct
United Colleges Group
Brent Works
Ixon Holdings
Dynamic Training
The Alliance for Inclusive Education
West London Alliance
United Colleges Group Supported Internships
Shaw Trust Supported Internships
The Living Room
Spark! Change
Social Care and Further Education Pathways
The Inclusion Project
National Autistic Society
Royal National College
Brent Independent Travel Training
Mencap Training Academy
Scope
Twining Enterprises
BEAM
Global Skills Centre
The Kings Trust
Street Elite
National Careers Service

For further details about the programmes please visit the following websites:

Provisions for 18-25 year-olds
www.brentyouthzone.org.uk/pfa

Provisions for activities in Brent
www.brent.gov.uk/children-young-people-and-families/send-local-offer

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INTRODUCTION

> To help prepare young people with Special Education Needs and Disabilities for the job market, we have compiled a list of provisions to help people find employment and to support the needs of employers. Employers are keen to add skilled staff to their workforce and give a young person the chance to develop a career! Below you will see the different 'Pathways' to employment available to support young people with SEND.



3-6 MONTH PRE-EMPLOYMENT SKILLS PREPARATION PROGRAMME/TRAINEESHIP

This section focuses on programmes that can prepare you to enter the job market and help contribute to a rewarding career. There are various programmes that can be completed on a short-term basis with the opportunity to obtain a permanent job once completed.

Employability Workshops:

The Village

This school delivers Coffee Shop Workshops to give students work experience.

Woodfield School

Helps students prepare for employability initiatives:

- Filling out the sections on sample application forms
- CV writing workshops
- Interview role plays
- Moving on to mock interviews with unfamiliar people
- Weekly work placements.

Careers support also entails; Self Development, Career Evaluation, Employment Research, Practising Equality & Diversity, Practising Health & Safety, Financial Management and Transitional Confidence.

Green Skills Project

A 3-6 week course that offers a platform to employment in Construction and Landscaping leading towards a CSCS or Level 1

City and Guilds qualification.

Brent Start

Offers courses for young people with disabilities over 16 so they can develop their skills and gain qualifications.

Café Enterprise

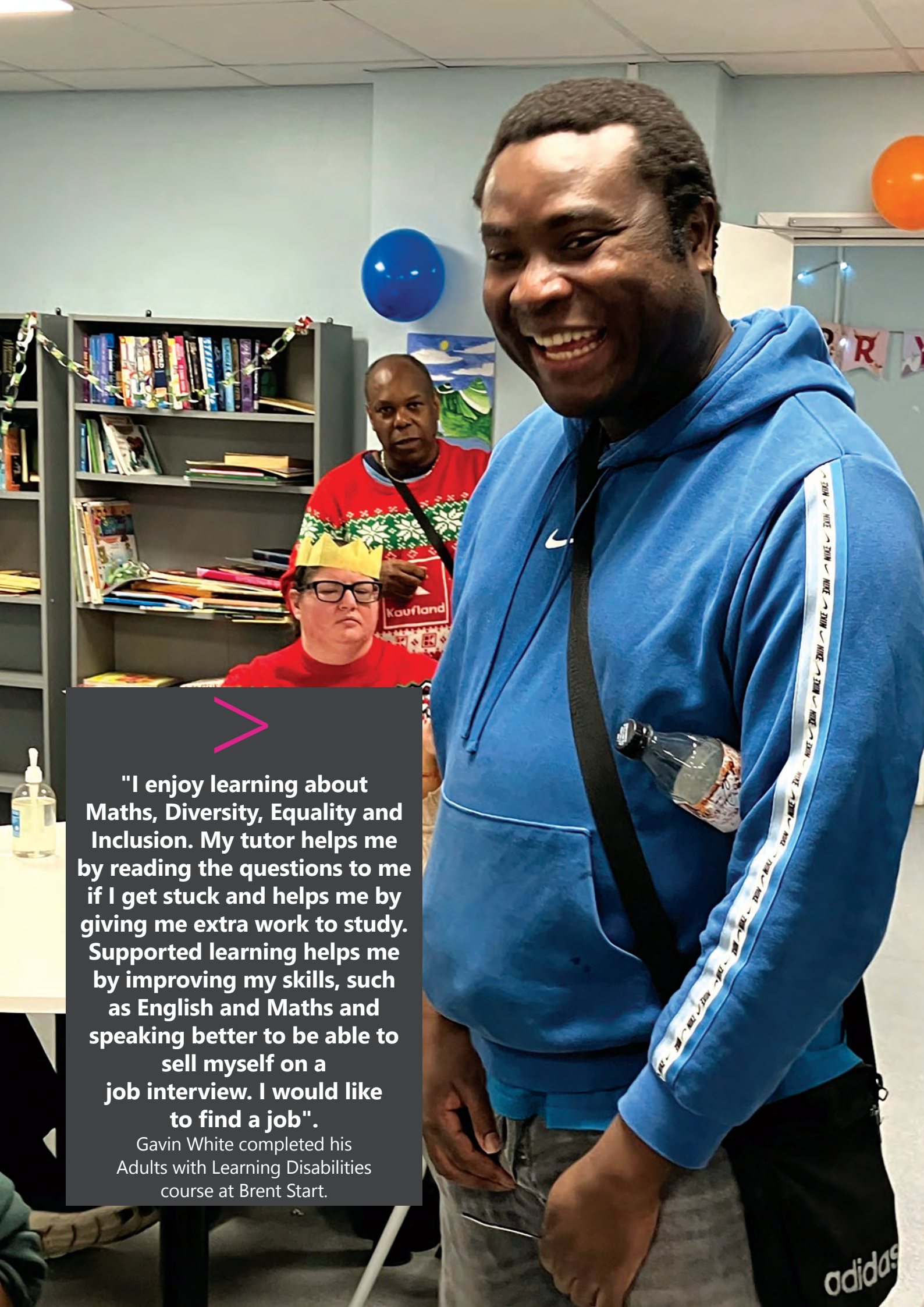
Young people can develop entrepreneurial skills preparing them for the hospitality sector. Employability Courses enhances your job seeking skills by improving your CV, Interview skills, confidence and help develop leadership abilities.

Health and Social Care Courses

Subjects in Childcare, Support Teaching and Learning & Adult Social Care can lead to degrees in nursing, placements in nurseries and job roles as teaching assistants. Basic qualifications that can be obtained include Maths, English and Digital courses.

SWAP

Sector Based Work Academy Programmes are carried out usually over six weeks including training, skills development and a potential job interview.



"I enjoy learning about Maths, Diversity, Equality and Inclusion. My tutor helps me by reading the questions to me if I get stuck and helps me by giving me extra work to study. Supported learning helps me by improving my skills, such as English and Maths and speaking better to be able to sell myself on a job interview. I would like to find a job".

Gavin White completed his Adults with Learning Disabilities course at Brent Start.

Traineeships

Shaw Trust and Harrington Scheme

These are two charities who offer traineeships for Young People with SEND.

West London Careers Hub

This hub wants to encourage students in Brent Schools aged 16-18 with SEND to undertake work experience placements. On the study programme the aim is to get a young person to accomplish at least one work experience placement, in addition to a part time job that would have been attained outside of the programme. This is in line with the Gatsby Benchmark 6 Level which describes experiences of workplaces as: "work visits, work shadowing and/or work experience and not a form of permanent and paid employment". This is part of the framework that measures the quality of delivering careers provision at schools.

Organisations that help to arrange work experience

Education Development Trust

Encourage career solutions to improve school systems.

The LMP Group

Develop education programs for schools, employers and individuals.

Spark Charity

Work programme designed to support schools and colleges via distinct strands.

Companies that take on students for work experience placements include Heathrow, NHS, Bentley, Siemens, Met Office and virtually, Barclay Life Skills, Kennedy's Law and Design Engineer Construct.

West London Alliance

Currently developing a pilot with the DFN Project Search programme to offer placements in the hospital sector.

United Colleges Group

UCG offers three stages for students to access work:

Enterprise Projects

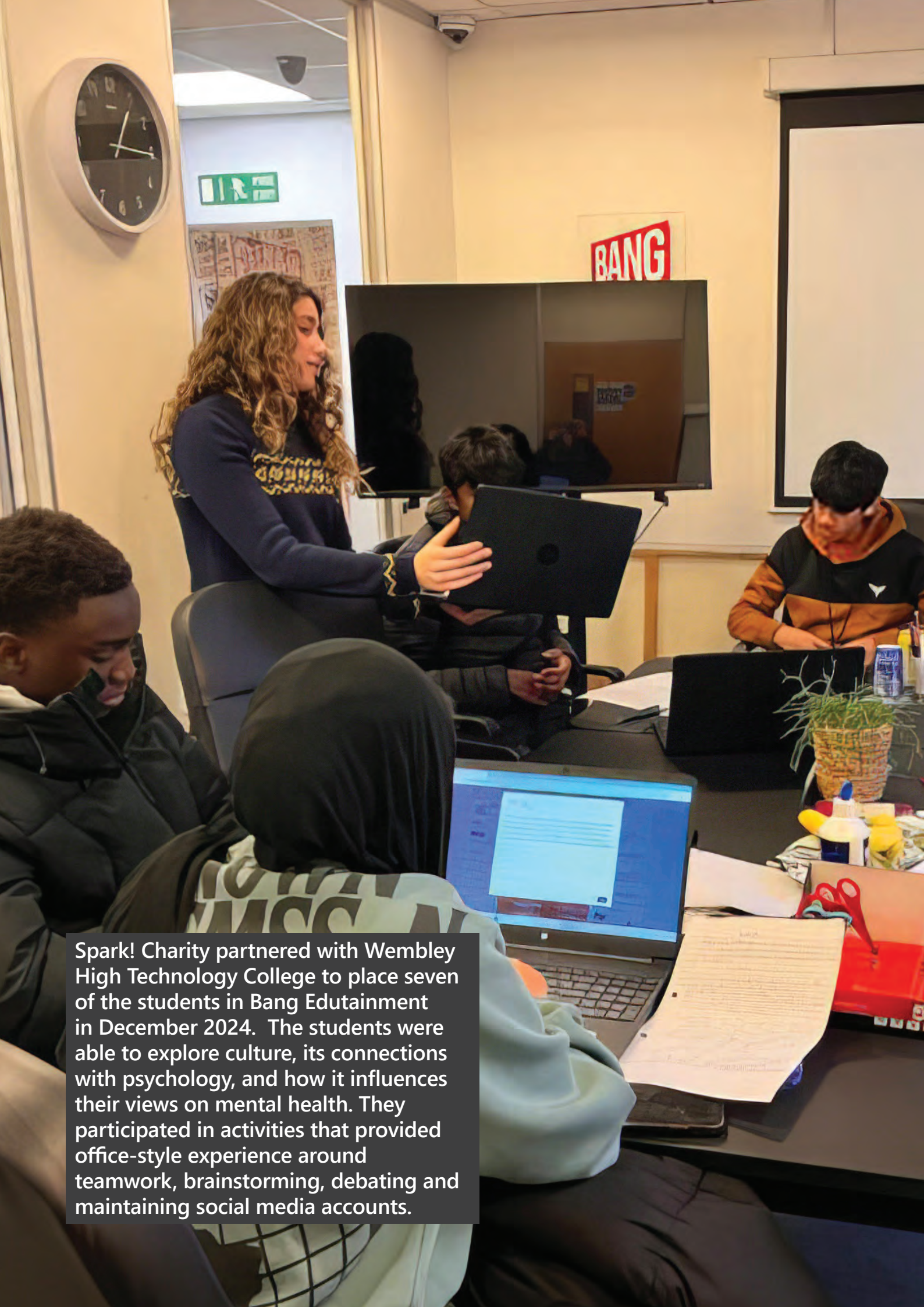
The Enterprise recruitment process is accessible to groups in Preparing for Adulthood and helps students see how recruitment is done prior, to registering to a mini job scheme. This provides each student with work experience through an enterprise position. Projects include Candle Making, Catering and Soap Making.

Mini Job Scheme

This is an award-winning project run by City of Westminster College where young people with learning disabilities/difficulties take on part time paid work throughout the college year. Students learn by experiencing a competitive job application process and attending an interview. The successful candidates become college employees and are supported in their learning. There are currently 21 mini job positions available at Maida Vale campus and 13 at CNWL.

Work Experience (WEX)

Each student within the employability strand should have a WEX aspirations meeting to identify 3 areas/industries that they would like to try. Collaborations currently are with Petit Miracles, who specialise in furniture upcycling and North Paddington Youth Club, who offer activities and access to various resources for young children and their families.



Spark! Charity partnered with Wembley High Technology College to place seven of the students in Bang Edutainment in December 2024. The students were able to explore culture, its connections with psychology, and how it influences their views on mental health. They participated in activities that provided office-style experience around teamwork, brainstorming, debating and maintaining social media accounts.

1 YEAR INCLUSIVE APPRENTICESHIP

Now we will focus on inclusive apprenticeships, which are flexible programmes that allow people with learning difficulties or disabilities to learn and earn on the job. Inclusive apprenticeships can also help employers break down barriers and create employment opportunities.

The Disability Confidence Scheme programme registers employers enabling them to recruit people with disabilities to their organisations. Opportunities include Work Experience, Work Trials, Paid Work, Apprenticeships, Traineeships, Internships/ Supported Internships, Student Placements and Sector Based Work Academy Placements



This sign indicates that an employer is registered with the scheme such as Brent Council.

Brent Works

A service that offers jobs and apprenticeships usually located in Brent – Wembley Park. They offer employment opportunities in construction, social care and apprenticeships in bricklaying and and painting.

They also organise a yearly jobs fair which attracts thousands of attendees and has various jobs

from diverse employers on offer.

For more details about the service you can visit the website, www.brentworks.brent.gov.uk.

Other organisations that offer inclusive Apprenticeships are Ixion Holdings, Dynamic Training and The Alliance for Inclusive Education

With more funding from the Education and Skills Funding Agency, organisations can now apply to make apprenticeships more inclusive by making adjustments for those with a learning difficulty or disability allowing for improvement to apprenticeship provision and assessment.





"I absolutely love my apprenticeship. I'm over the moon and thoroughly enjoying it. I have always loved construction and always wanted to be an electrician. There has been nothing negative about my experience and I feel 100% supported by my peers. My plan is to be a qualified electrician, gain my Gold CSCS card and keep working within the construction industry".

Eny, who did
his apprenticeship
through Brent Works.

> 10 MONTH SUPPORTED INTERNSHIP

Supported Internships, are a full-time education programme for young people with SEND who have an EHCP (Education & Health Care Plan), to gain work experience and qualifications linked to employment. The programme provides a platform for young people with SEND to get closer to the job market.

United Colleges Group Supported Internships

This is a transition to a work programme committed to transforming the lives of young people with learning disabilities and/or autism. The supported employment internships are geared towards 19-25 year-olds, helping them to take positive, structured and supportive first steps into the world of employment.

Programmes UCG offer are: Westminster City Council internship

This partnership is with Westminster City Council. You will spend one day per week with a teacher at Westminster City Hall, Victoria in Central London. Then there are work rotations within the council (admin, facilities etc.) to a range of employers (catering/gardening/hotels and hospitality/galleries and museums/retail) for the remainder of the working week.

DFN Project Search Wembley Park

This is based at Brent Civic Centre, Wembley Park. There is a tutor session every morning and then rotation on a quarterly basis in various departments in the Civic Centre (admin/events/hotel/family centres/library/post room) or a local business in Wembley.

DFN Project Search Goldman Sachs

Interns are based at Goldman Sachs' offices in central London, full time for lessons and rotations. From Monday to Friday, the core curriculum lesson with a tutor is held in the morning and then work in the department occurs in the afternoon.

DFN Project Search Charing Cross Hospital internship

This internship is run in partnership with Imperial College Healthcare NHS Trust, West London Alliance and Brent Local Authority and is based within Charing Cross Hospital in Hammersmith. Interns attend lessons with a tutor in the morning then work in one of the hospital departments.

Traineeships

Other local organisations that offer similar Supported Internships are:

Mencap

Training Academy that works with 16-24 year-olds.

Shaw Trust

The trust now offer retail supported internships in select boroughs.



"I gained helpful knowledge on my tutor sessions and have gained valuable experience working in the Registration and Nationality team by carrying out tasks such as printing, organising ceremonies and communicating with customers. This has helped improve my confidence and understand a work life balance".

Zara who joined the DFN Project Search Supported Internship at Wembley Park in 2024.



LONGER-TERM (1-2 YEARS) SUPPORTED PRE-EMPLOYMENT/SOCIAL ENTERPRISE TRAINING

For those further from the job market, organisations exist to give a young person with a disability the knowledge to understand and work within a viable job sector, regardless of their backgrounds or challenges.

Routes to tackling unemployment:

The Living Room Service

This organisation helps residents develop the skills and confidence needed to get closer to the job market.

Spark Change

A programme which registers young people not in education, employment, or training (NEET) or young people at risk of NEET, on an employability support plan. The young person is then supported on their journey and their bespoke plan every month. They can then opt for continued support through their Prospects Information, Advice and Guidance Adviser.

Social Care and Further Education Pathways

A complimentary, voluntary service in West London dedicated to supporting young people and adults with Special Education Needs.

Needs and Disabilities (SEND).

Their mission is to enhance a client's well-being and assist them in securing meaningful employment.

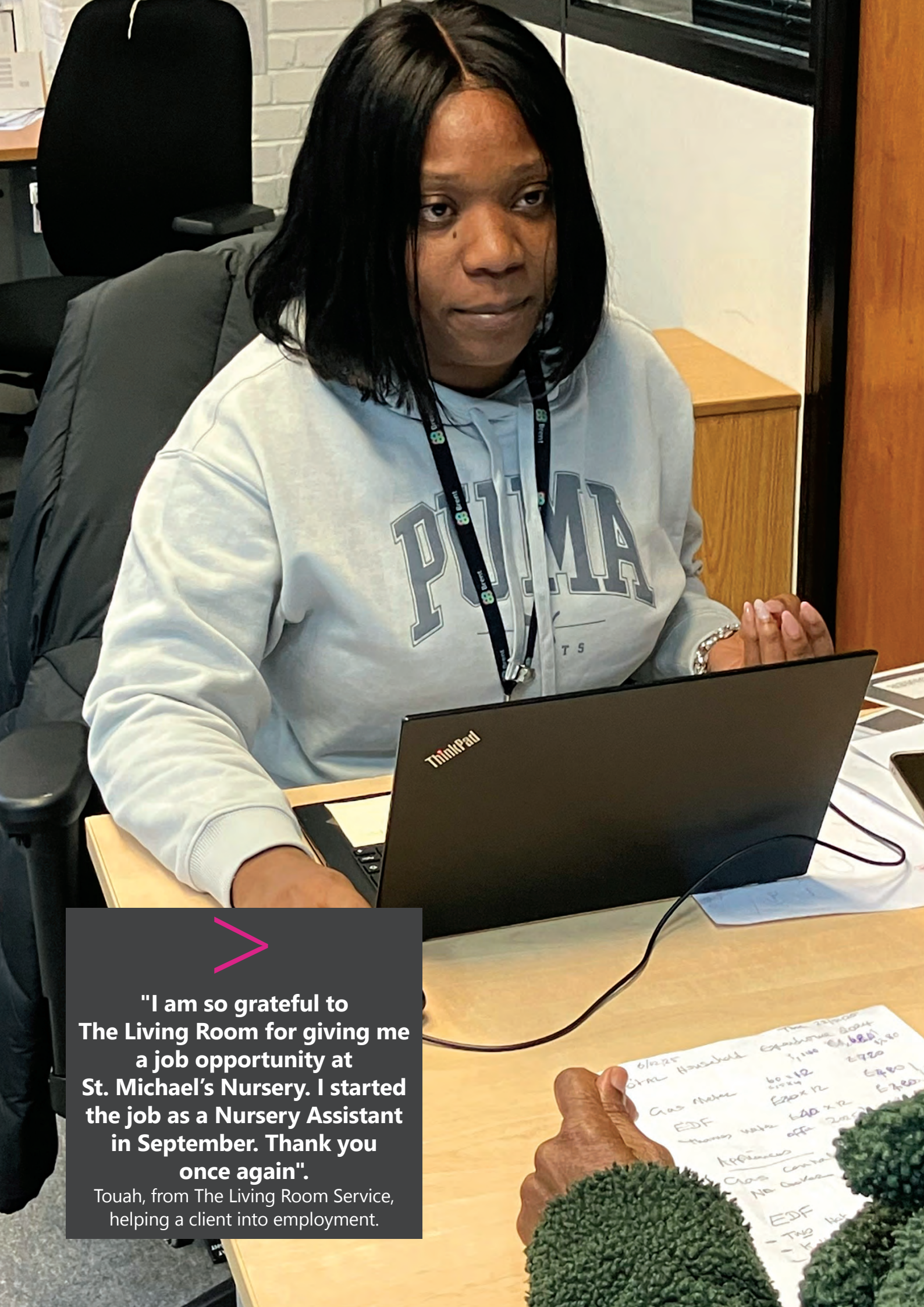


Participate in events

In the meantime getting involved in productive activities can help reduce isolation and improve social communication and awareness skills. The Inclusion Project service offers a daily mentoring service for young people with SEND aged 18 and above, to partake in various activities such as orienteering, participating in sporting activities, trips to theme parks, museums and restaurants, picnics and much more.

Socialise

For young people with SEND to meet new people, build confidence and be able to integrate into the work environment when the opportunity arrives, socialising is always important.



"I am so grateful to The Living Room for giving me a job opportunity at St. Michael's Nursery. I started the job as a Nursery Assistant in September. Thank you once again".

Touah, from The Living Room Service,
helping a client into employment.

INDEPENDENT SKILLS TRAINING: SUPPORT FOR GETTING INTO EMPLOYMENT OR PEOPLE WHO ARE NEET

Gaining employment requires developing skills through training, including skills that teach young people how to live independently. Obtaining employment is a journey that starts with a young person identifying their skills, then sharing these skills with provisions who can help them to develop their abilities and achieve their career goals.

Independent Skills Training

Programmes have been initiated to support young people with disabilities in residential homes and supported living. These programmes help to increase self-reliance and independence with for e.g. personal care and money management. Organisations that offer support are the National Autistic Society, Royal National College of the Blind and Brent's very own Independent Travel Training.

Getting into Employment

There are various organisations dedicated to supporting residents to overcome their barriers to obtain permanent employment. Brent Council, Brent Works and The Living Room offer residents who are aged 16 and over, opportunities to find jobs, apprenticeships and careers advice, by working closely with employers and job seekers.

Mencap

An organisation that provides information, support, and



services for people with learning disabilities.

Scope

Offers employment support services for those with learning disabilities and difficulties.

Twining Enterprise

Offers employability support for residents with a common mental health condition.

Shaw Trust

Creates programmes to enhance prospects in employability, education, learning and skills, children's services, health and wellbeing support.

NEET

With 6.2% of young people (16-24) in Brent not in education, employment or training (as of December 2023) there is a need to develop skills for young people to access available opportunities.

In BRENT BEAM

This programme supports young people who are NEET, helping them to develop interpersonal skills and gain work experience. It is a new employability service that has been introduced in Brent to residents with disabilities or long-term health conditions. The service will focus on those with Autism and offers tailored support, to help young people communicate more effectively when looking for work and improving their skills.

Global Skills Centre

Based in Kilburn, the centre is home to vocational provisions for young people aged 14-18 who are at risk of being NEET. They provide entry-level ESOL classes, free internet access and adult skills development.

The King's Trust

(Formerly Prince's Trust) is an organisation based in Elephant & Castle that supports the future of NEET young people. They support those aged 11-30 to build confidence, get a job or launch a business.

Street Elite

Street Elite is a training for work programme organised by The Change Foundation based in London. The programme engages young people aged



18-25 affected by serious youth crime through sport, helping them transition from NEET into work, apprenticeships, training or education opportunities.

National Careers Service

A website that provides free careers guidance and support for young people aged 19 or over who are NEET.

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