

**PATHWAY**

**1** Employability

The employability study programme is for young people with SEND. The programme will provide students with knowledge and insight into employment opportunities, development of employability and independent living skills leading to a chosen career destination. Students will participate in mock interviews; industry visits; employer guest speaker talks; work shadowing and sector skills demonstrations. They will also have access to real-life work experience placements, will explore academic and vocational progression opportunities, identify, and apply for suitable independent living accommodation, manage and maintain health appointments and engage socially at work and in their community. The aim of the programme is to utilise the students' EHCP specific objectives by identifying realistic short, medium, and long term accredited and none accredited personal success targets that are individual and reflect each students' aspirations.

Work-related learning activities are embedded throughout the Work Experience study programme. Students will participate in regular Information, Advice and Guidance activities to enhance current knowledge and skills to enable them to transition into wider employment opportunities in the future. Students will undertake a one-day work experience placement within a chosen sector, be responsible for an internal enterprise job role, produce a CV, produce a personal progression plan, prepare for job interviews, attend community visits, and participate in travel training journeys and further develop an understanding of workplace codes of practice, support services available to them and how to travel safely and independently in the community.

Students will develop knowledge and skills of general day to day health management by working with expance staff and specialist partners, participating in practical and theory sessions and community activities covering topics such as managing their own health; identifying ways to keep active and healthy; managing personal appointments; understanding relationships; understanding safe sexual relationships and knowing when to see their GP or other specialists.

The employability curriculum has core subjects of personal and social development; employability, community learning, math; English; enterprise and work-related learning that will stretch and challenge students to develop knowledge, skills and behaviours and enable them to make informed choices and decisions that will support the transition to their planned destination for the next year and ultimately to adulthood. On completion of a successful Work Experience programme young people will make a transition towards their chosen destination including supported or independent living, further education, or a Supported Internship Programme.

Students will be taught independent living skills enabling them to make sensible informed decisions on where and how they want to live in the future. They will learn how to keep themselves safe in their home and will develop practical skills and knowledge to be able to maintain a high level of independence by understanding how to manage correspondence and bills; manage income; cooking basic meals; manage cleanliness and hygiene; manage time; being safe in the home; understanding different types of living arrangements; Planning for future living arrangements with family including accessing living arrangements that are positive and possible.

To support independence and to keep students active and safe whilst at work and in the community, students will be taught a range of topics focused on how to access and enjoy working in the community whilst demonstrating safe behaviours when in work or the community and/or online. The Work Experience programme topics include effective use of budgeting and managing money; being safe on the streets; understanding alcohol and drugs; positive behaviours for success; personal presentation at work, valued skills identified by employers; health and safety at work; individual rights and responsibilities at work; awareness of PREVENT; awareness of sexual health, hygiene and wellbeing, understanding the criminal justice system; knowing where to go for help and how to use the emergency services; accessing adult services and knowing how to maintain positive professional relationships and positive friendships outside the College.

Pathway Aim	The Employability Pathway aim is to provide students with opportunities to work in real-life work environments with the view to further developing vocational sector knowledge and skills with the aspiration of moving on to a supported internship. All placements are supported by job coaches who will teach students to become more independent and aware of workplace industry standards.
Pathway Key Objectives	The employability pathway key objectives are to offer work experience opportunities with local employers, provide students with specific sector industry knowledge that supports students to make informed choices around their future. Students will have the opportunity to develop confidence, sector skills and professional attributes recognised by employers.
Key FS Delivery Method	Students will either attend a discrete session with FS tutors, delivered with other students of the same level; 1:1 focus sessions, or they will participate in none-accredited sessions, planned, and supported by the FS tutors but delivered by the class teaching team. The tutors will incorporate employability and vocational elements of the curriculum in their 2021-2022 FS delivery.
Pathway Transition Routes	Transition pathways for each student will be determined individually via an Annual Review reflecting their levels of progress and learning. Progression routes could include supported or independent living, further education, or a Supported Internship Programme. Occasionally students who experience regression due to external personal factors can make a transition into a none-educational or work-related destination.

SUBJECTS	
1	Employability Skills (100%)
2	Personal Development (100%) In addition, 18% of those students are working towards a PGW qualification that is recognises RSE IAG guidance and receive explicit RSE support within their personalised timetable).
3	Enterprise (100%)
4	Travel Training (65%)
5	Functional Skills (100%)
7	Customer Service (12%)
12	British Values & PREVENT (100%)
13	Generic Pathway/Personal Pathway (100%)
14	Community Learning (100%)
21	Digital Capabilities (12%)
22	Sensory Exploration (6%)

Key Teaching Methodology	
<b>Planning individual session content and delivery including support – 5 Minute Session Plan and Co-production with students</b>	
1	Classroom Taught Sessions
2	Classroom Practical Sessions
3	Enterprise Activities
4	Community Activities
5	External Guest Speakers
6	Physical Activities
7	1.1 Coaching Sessions
8	Experiential Learning
9	Peer Learning
11	Self-Directed Study
12	Digital Study (Auditory/Visual/Kinaesthetic)
13	Work Experience Internal
14	Work Experience External
15	External Visits/Trips

16	Peer Mentoring
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Key Assessment Methodology (Accredited Study)	
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1	Duke of Edinburgh
2	Pearson PGW
3	Pearson Work-skills
4	Pearson Vocational
5	National Online Safety
4	Pearson Functional Skills

Key Assessment Methodology (None-Accredited Study)	
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1	Internal Certification (Termly Progress Days)
2	Personal Success Targets
3	Skills Builder

Key Support Methodology	
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1	Coordination (12%)
2	Social Emotional Mental Health (82%)
3	Autism (70%)
4	Hearing / Visual Impairment (12%)
5	Physical (6%)
6	Speech Language and Communication (50%)
7	Cognition and Learning (88%)
8	Assistive equipment and technology (6%)