

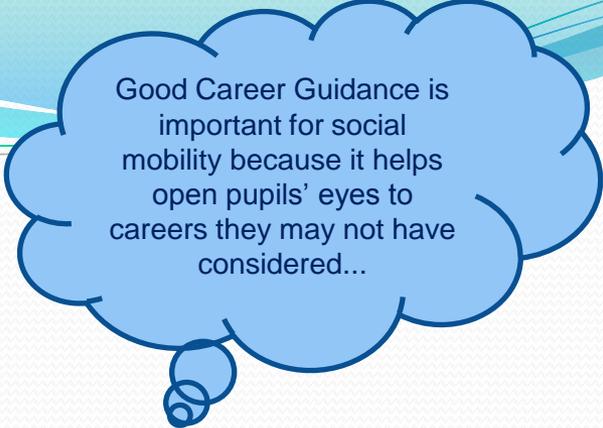
Employability Manor Green School

2017/18

Our Target Group

- Students are introduced to 'Employability' when they join the Middle School.
- All Middle School and Upper School students in the Independence and Towards Independence Clusters participate in Enterprise and Employability lessons.
- Where possible, Orchard and Usborne Clusters are invited to participate.

Gatsby Benchmarks



Good Career Guidance is important for social mobility because it helps open pupils' eyes to careers they may not have considered...

- Sir John Holman, was asked to undertake an independent, international review of career guidance.
- From all of this, Sir John wrote the Good Career Guidance Report.
- In the report he identifies what 'good' looks like and outlines a framework of eight benchmarks that schools can use to improve their career guidance system.

The 8 Benchmarks

1. A stable careers programme
2. Learning from career and Labour market information
3. Addressing the needs of the pupils
4. Linking curriculum learning to career
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further higher education
8. Personal guidance

A Stable Careers Programme

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.

- We have partnered with '**Talentino**' – a Careers Development Programme.
- **Careers at Every Level** is a careers programme for young people with a range of learning difficulties which improves the possibility and probability of paid work through classroom based career coaching, employer engagement including work experience and Enterprise. Our Upper School Students follow this programme integrated into their English curriculum.
- **Bambino** is an careers programme for Primary Schools helping children develop STEM Employability Skills through Enterprise projects and is cross curricular. Our Middle School Students access this programme weekly.
- Additionally, we are looking to partner with '**Enabling Enterprise**' to further develop the employability curriculum, basing the curriculum around a project based learning approach.

Learning from Career and Labour Market Information

Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

- 'Ways into Work' and 'Adviza' work closely with students in the Upper School.
- Ways into Work provides current market information to ensure students are aspiring to work in areas where there are opportunities.
- Talentino provides annually updated resources about opportunities.
- Teachers are trained by Talentino to actively support students to utilise resources and create career development plans.

Addressing the Needs of the Pupils

Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.

- We have introduced employability at many levels across the school.
- All students access Life Skills based lessons in preparation for adulthood, making use of both on and offsite facilities.
- Most students take part in internal work experience (e.g. café, reception).
- Some students experience external work experience or supported internships.

Linking Curriculum Learning to Careers

All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

- Careers coaching is delivered through the English curriculum and through school enterprise, incorporating STEM subjects.
- Students have tasters of many internal work experience areas such as working with facilities, café, reception, first school etc.
- Curriculum is being further developed to be based around project based learning.

Encounters with Employers and Employees

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

- The concept of 'Enterprise' has started to be embedded within MGS, Christmas Fayre profit (~£500) has been reinvested into the May Fayre (4th May 2018).
- Activity Week will be based around an Enterprise Challenge.
- Ways into Work support some students in gaining external work experience.
- Two students have joined a supported internship.

Experiences of Workplaces

Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

	Independence clusters	Towards Independence Clusters
Middle school	Enterprise	
	Life Skills	Life Skills
	Internal work experience	Life Skills
Upper school	Enterprise	
	Internal/external work experience	Life Skills/internal work experience

External Work Experience and Internships

2016/17	2017/18
<p>DP – PAID WORK Odeon Cinema</p> <p>WN – PAID WORK APPRENTICESHIP Anthony Mullan Furniture</p> <p>SH – PAID WORK Apprenticeship Ellie Clark – PAID WORK Lunchtime Support Worker MGS</p> <p>BWC - Get Berkshire Active Coaching work experience</p> <p>OH – Property Maintenance work experience</p> <p>HH – Café work experience</p> <p>LS – Dog Walking work experience and Basil and Crewe Work Experience</p> <p>BH – Odeon Cinema work experience and Homebase work experience</p> <p>JW – Graduated from nationally acclaimed Garden Academy program and PAID work Homebase full time</p> <p>SM – Moez Barber’s, Windsor</p>	<p>SD – Step in Café, High Wycombe Work Experience</p> <p>RB – Rendezvous Café, Maidenhead Work Experience</p> <p>LG – Anthony Mullan Furniture, Maidenhead – 2 days a week Work Experience</p> <p>NY – Johnson & Johnson/Sodexo SUPPORTED INTERNSHIP 3 days a week</p> <p>HI – Johnson & Johnson/Sodexo SUPPORTED INTERNSHIP 3 days a week</p> <p>BWC – PAID WORK Wycombe Wanderers FC Assistant Coach</p> <p>AJA – Cox Green Library Work Experience being currently arranged</p> <p>WiW working with 4 other students – getting to know these students and work experience placements being worked on (HH, MJA, CR and LWH) (Continuing to support WN through Apprenticeship funded by Access to Work) (Continuing to support EC at MGS)</p> <p>AA – Step In Café, High Wycombe</p> <p>NA – Basil & Crew Farm, Maidenhead</p>

Encounters with Further and Higher Education

All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

Independence Clusters		Towards Independence Clusters	
College at the end of Year 11	→ Live and work independently	College at the end of Year 14	→ Social Care placement Volunteering

Students have the opportunity to visit colleges prior to selecting their course and are assisted in their choice to ensure the course is suitable to their need and ability. The transition process is fully supported.

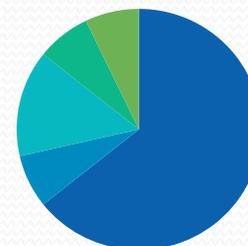
Encounters with Further and Higher Education cont...

Potential Leavers Destinations 2017/18

Cluster	Plan for next year
Independence	College
Independence	Internship
Independence	College
Independence	College
Independence	Apprenticeship
Towards Independence	College
Independence	Apprenticeship
Independence	College
Specialist	Residential
Independence	TBD
Towards Independence	TBD
Independence	College
Towards Independence	Residential College
Independence	College
Independence	College
Towards Independence	College
Independence	College
Independence	Employment
Independence	College
Towards Independence	Residential College
Towards Independence	College
Towards Independence	College

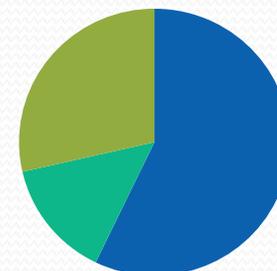
Independence

- College
- Internship
- Apprenticeship
- Undecided
- Employment
- Residential



Towards Independence

- College
- Internship
- Apprenticeship
- Undecided
- Employment
- Residential



Personal Guidance

Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

- All teachers differentiate learning to meet individual needs.
- Ways into Work support students in gaining work experience.
- EHCP reviews: targeted outcomes for transition.

Action Plan – Gatsby Recommendations

Recommendation	Action
Embedding the Gatsby Benchmarks	<ul style="list-style-type: none"> • Develop our own more structured cross-curricular career programme • Further embed the careers curriculum throughout the school
Careers Plan	<ul style="list-style-type: none"> • Finalise careers plan and publish on school website
Destinations Data	<ul style="list-style-type: none"> • Collate for three years after leaving • Prioritised careers guidance • Ensure students are leaving Manor Green at the right time and at to the right destination
National Careers Service	<ul style="list-style-type: none"> • Forge links with National Careers Service to collaborate with employers and create careers plan
Develop awareness of career and labour market information	<ul style="list-style-type: none"> • Work closely with Ways into Work to ensure students are accessing appropriate opportunities
Develop Curriculum Learning Opportunities	<ul style="list-style-type: none"> • Incorporate Enterprise and Employability into lessons • Work closely with Enabling Enterprise to develop a project based learning curriculum • Design a Life Skills and Employability curriculum framework to fully prepare students for life beyond Manor Green
Encounters with Employers	<ul style="list-style-type: none"> • Work closely with Ways into Work • Engage and forge links with local companies and employers • Improve on site work experience opportunities, e.g. cafe • Widen areas of offsite work experience • Increase the number of apprenticeship and internship opportunities
Employer Governors	<ul style="list-style-type: none"> • Allocate a member of the governing body (who has a remit to encourage employer engagement) to take a strategic interest in career guidance
Young Ambassadors	<ul style="list-style-type: none"> • Invite alumni to return to school and speak to current students about their chosen career or courses of study
Careers Advisors	<ul style="list-style-type: none"> • Work closely with Ways into Work • Employ Manor Green's own Career Advisor