

Maximising employment outcomes



- Kim Everton – College Principal
- Julie Pallister – Work Placement Co-ordinator

Aim

To share our approach to supporting young people into employment.

- Explain how we started
- How we share our vision with stakeholders
- The development of resources, facilities and partnerships
- Work focused curriculum

The Hive College

- January 2013 - Secondment
- Partnership between Wilson Stuart School and University College Birmingham
- Provide a vocational study programme to meet individual aspirations of students with physical and learning difficulties and sensory impairments
- Design a curriculum to support learners into employment and promote independence, to be in place September 2013

Scenario:

An Independent Specialist College has recruited 10 students with physical and learning difficulties to join their college in September 2019 on a new employability study programme.

In your groups identify the resources they will need to have in place in order to deliver a vocational study programme designed to lead into employment.

The Hive College

- 2013-14 – 11 learners
- Curriculum
- 1 Teacher
- Teachers from school
- TAs
- 1 very old mini bus

The Hive College

- 2014 – 2015 – 21 learners
- 2015 – 2016 – 29 learners
- September 2016 – Independent Specialist College.
- Wilson Stuart UCB Partnership Trust
- To date – 30 learners

Build and share the vision

Work Placement

Co-ordinator

- Employers
- Placements / Job match
- Employer Liaison
- Employability days
- Careers events

Employer testimonial

19th March 2019

Julie Pallister and The Hive College - Testimonial

Julie Pallister and The Hive College are brilliant.

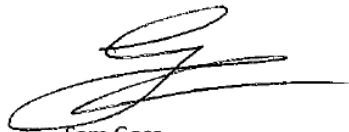
Moor Hall Hotel and Spa is a 4 star deluxe country manor house hotel located on the outskirts of Sutton Coldfield. I have been working with Julie and The Hive College for the past 6 months and currently am fortunate enough to have 2 of their wonderful students working at the hotel.

Julie is an amazing lady who really cares about her students and also the relationships she builds with employers. Julie clearly explains the process of taking on board a work placement student and the possibilities of what this could lead onto, however there is no pressure, hard sell or forced commitment.

Julie carefully matches the student with the employer and the job role and then ensures both the student and the employer are fully supported until the time is right for the student to be independent of the college.

Recruiting fantastic talent within any industry is key and I would highly recommend working with Julie and The Hive College as they have an abundance of fantastic students who need an opportunity to shine.

Warm Regards,



Sam Goss
General Manager
Moor Hall Hotel and Spa



Build and share the vision

Staff:

- Ownership
- Recruitment process
- Proud of the students success

Parents:

- Feeder schools
- Involved from the on-set
- Progress evening

Build and share the vision

Students:

- College logo
- Work placements
- Tutorials
- Awards Evening



Resources

- Teaching Assistants
- Work Placement Supervisors (agency)
- Teachers with vocational backgrounds
- Additional transport
- Larger accommodation

Work Focused Curriculum:

- Work placement
- Ability groups
- Workskills E3, L1, L2
- Maths, English, ICT
- Tutorial
- Independent Living Skills
- Careers Advice
- Travel Training

Work Focused Curriculum

- 4 day per week timetable
- 2 days in the classroom
- 1 day on work placement
- 1 day Independent Living Skills
- Accredited qualifications
- RARPA system to track employability progression

3 years maximum

Supported Internships

The Hive model:

- Job carve
- 6 - 12 months
- 3 days placement, 2 days college
- Contextualised Maths and English
- RARPA targets set by employer

Supported Internships

- Job Coach
- Systematic instruction
- Destination
- Sustainability

2019-20 – Block release



Pitfalls

- Recruitment of suitable students
- Students may have un-realistic aspirations
- Break down at placement
- Modern slavery

Parents:

- Under / over estimate child's ability
- Parental support into work

To avoid pitfalls:

- Interview (select carefully, say no)
- Form relationships with other ISC
- Good relationship with LA
- DWP
- Conditions of Enrolment
- Memorandum of Agreement

Success rates:

2016-17

10 leavers:

50% into paid employment

30% into un-paid employment

20% NEET

Success rates:

2017-18

9 leavers:

78% into paid employment

11% un-paid employment

11% NEET

Success rates:

Predicted 2018-19

13 leavers:

54% into paid employment

46% un-paid employment

No NEETs

Over the last 3 years:

19 into paid employment

10 into un-paid
employment

3 NEETs



Success rates:

2013 – 2016

5 into paid employment (includes 4 apprentices)

8 into unpaid employment

1 University

9 NEETs

To date

- 24 paid employment
- 18 un-paid employment

Question and Answer

- Re-visit scenario
- Q and A