

MORE!

**Talentino 10th
Annual SEND
Careers
Conference
2023**

Windsor 1

**Gareth Ivett
Principal
Creating Tomorrow
College**

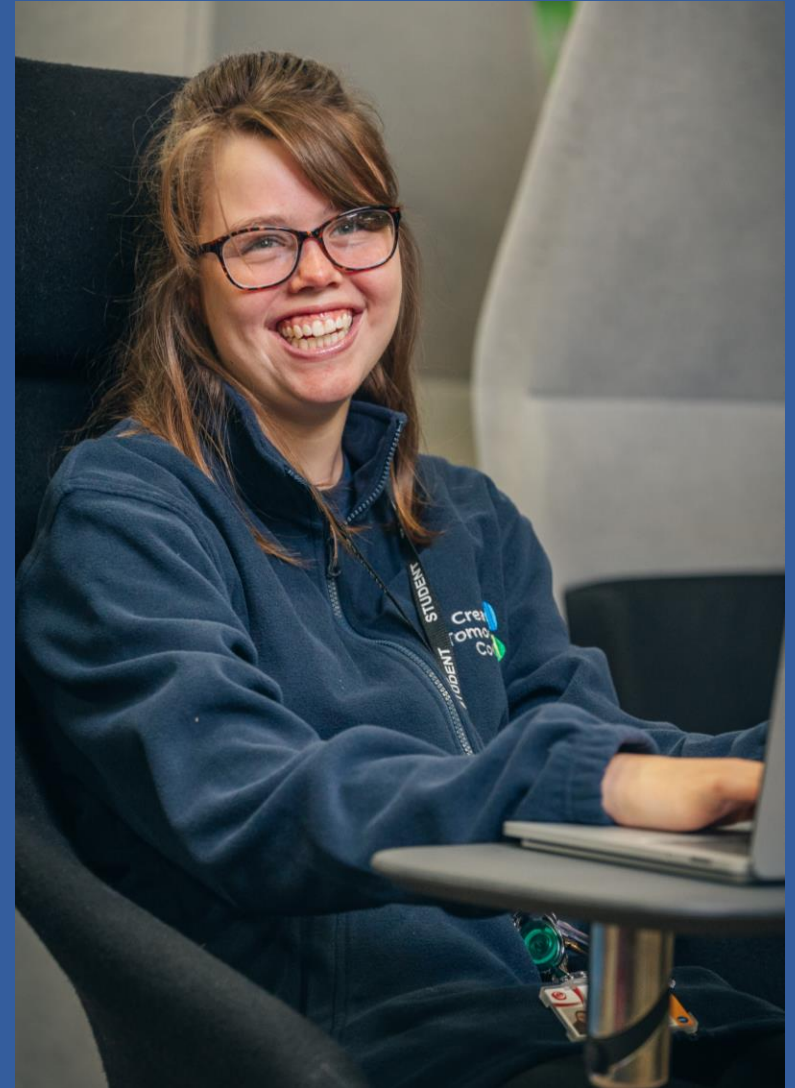




Creating Tomorrow College

Celebrating Differences As Strengths

**Our Journey; Addressing the
Value Chain Problem**



Contents

1. Our Interpretation of the Value Chain
2. Getting our own House in Order

The Early Value Section

- 🌱 *Post 16 & Personalisation*

3. Creating Tomorrow College

Supporting the Disconnect

- 🌱 *College Delivery Models*
- 🌱 *Curriculum Recipe & Study Programmes*
- 🌱 *Employability Model – Knowledge & Skills Acquisition*
- 🌱 *Character Development*

4 Beyond the College

The Tricky Bit

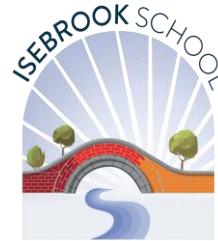
5. Impact



Who are we?



Wren Spinney Special School
Secondary SEND



Isebrook School
Secondary SEND



Windmill Hill School
Secondary SEND



Gateway School
Secondary SEMH



Daventry Hill School
All-age SEND



Kings Meadow School
Primary SEMH



Celebrating Differences As Strengths



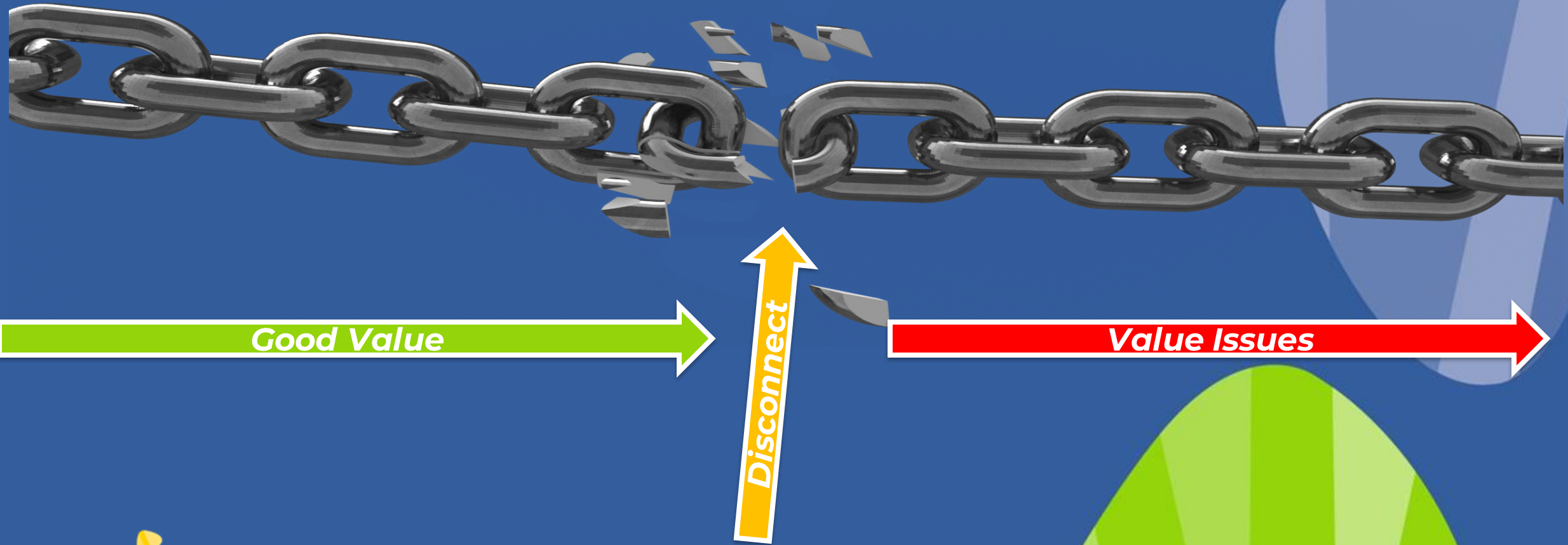
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1. Our Interpretation of The Value Chain



The Value Chain





Employment is our Driver

Why is this essential?

Employment deficit data – 4.7% employed, over 80% would like to be employed

We know that adults with learning difficulties in employment have:

- **Increased income**
- **Longer Life Expectancy**
- **Improved mental wellbeing**
 - **Improved self esteem**
 - **Greater confidence**

Local Employment Data

For adults with learning disabilities

Leicester **3.7%**

Leicestershire **9.2%**

Warwickshire **5.8%**

West Northamptonshire **2.5%**

North Northamptonshire **2.3%**



Benefits of employing adults with SEND

- **Loyalty and Dedication**
- **Attention to Detail**
- **Improved Workplace Culture**
- **Unique Perspectives and Creativity**
- **Reliability and Punctuality**
- **Increased Empathy and Communication Skills**



An Untapped, Loyal, Reliable Workforce

2. Getting Our Own House in Order

The Early Value Section



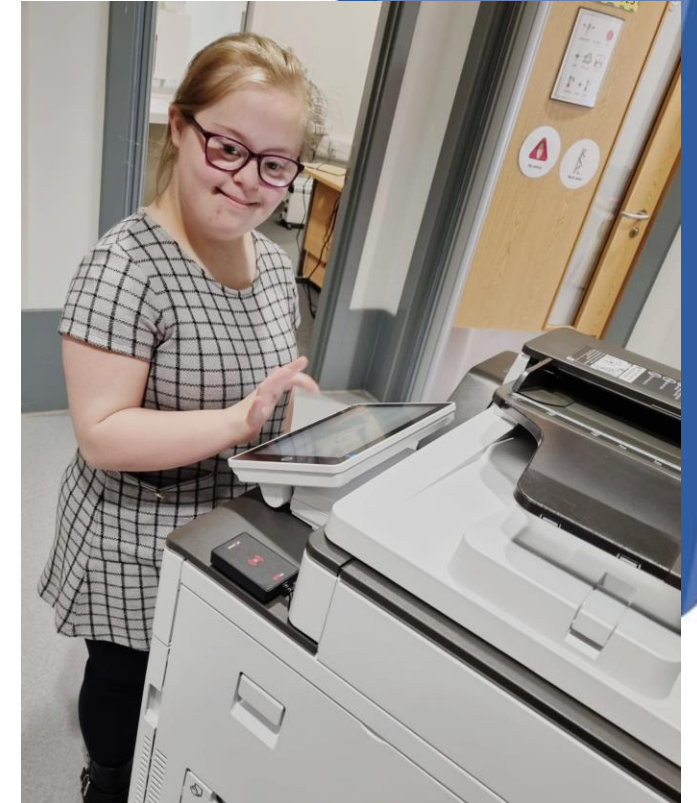
Vocational Profiles & PCP's (Identify the aspirational outcome first)

Person Centred Planning is essential to provide a personalised journey

- Identify – Skills, Talents and Abilities
 - Identify - Interests
- Identify – Career Aspirations & Work Experience Requests
 - Identify – Independent Living Goals
- Gain – Buy in & Support from all Stakeholders

Vocational Profiles

- Discovery document that is work related – takes PCP information and focuses on work elements



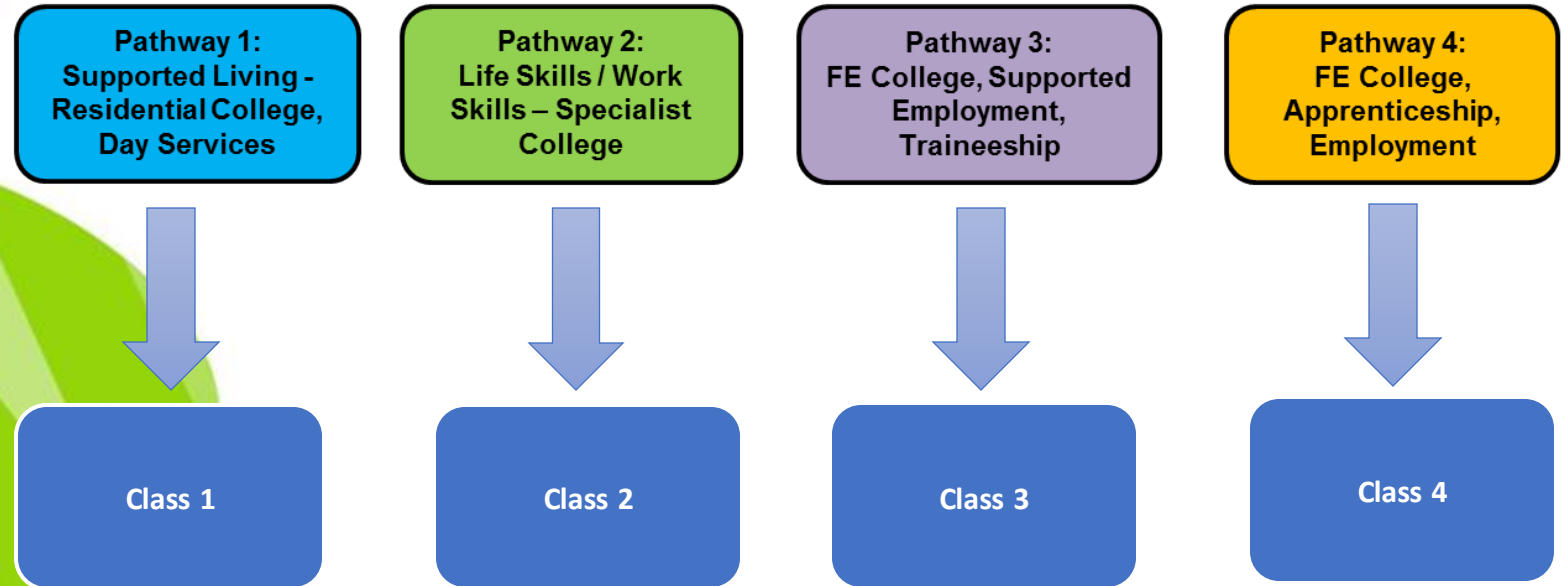


**FOUNDATIONS
for the FUTURE**

Realistic, Aspirational Outcomes for Adulthood

Post 16 Pathways

- Classes to be vertically grouped based on identified student outcomes for adulthood (4 classes)
- Differentiated Curriculum offer for each pathway to best support positive outcomes



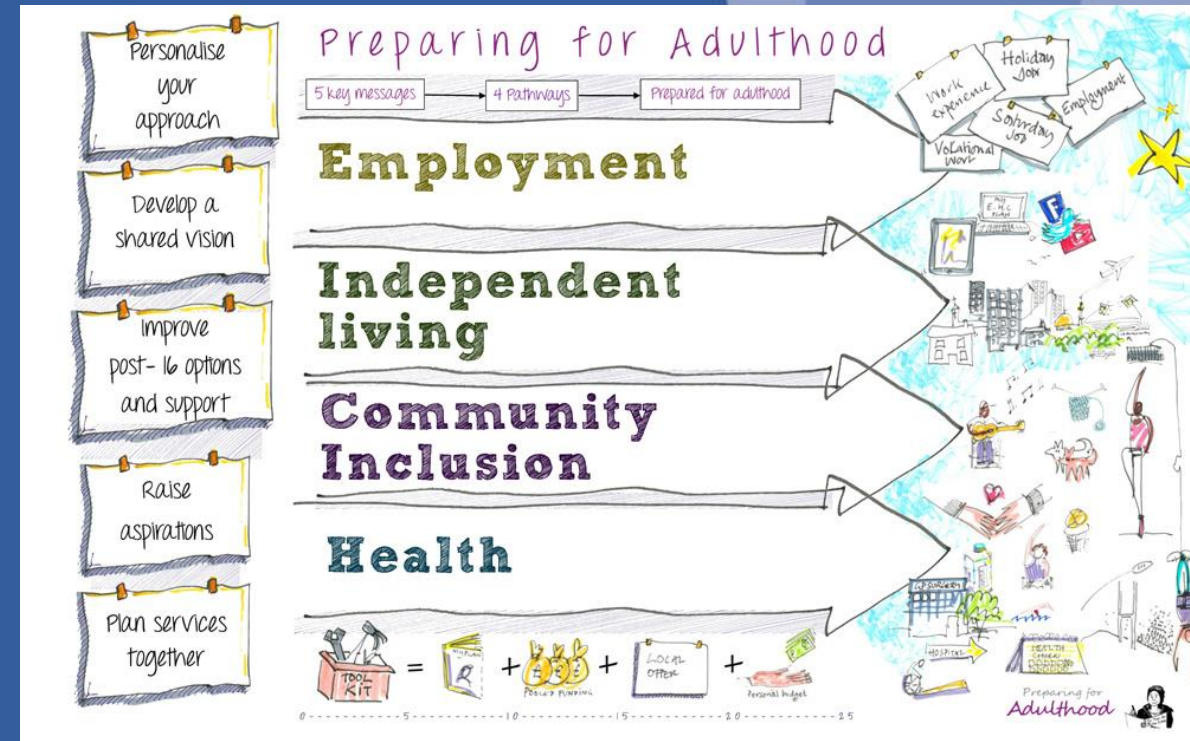
Curriculum Offer

- Curriculum to be worthwhile and meaningful for all students
- Curriculum strands to be based on Preparation for Adulthood Outcomes



FOUNDATIONS
for the FUTURE

Realistic, Aspirational Outcomes for Adulthood





FOUNDATIONS
for the FUTURE

Realistic, Aspirational Outcomes for Adulthood

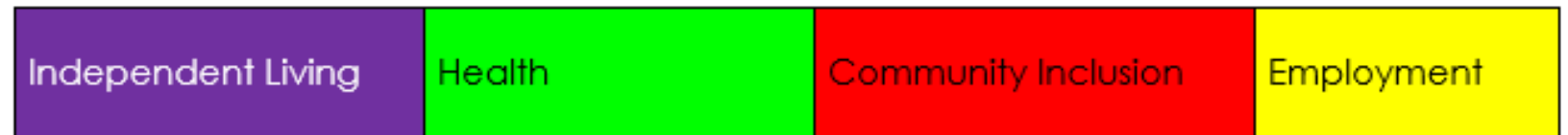
PfA Curriculum Weightings



Pathway 1



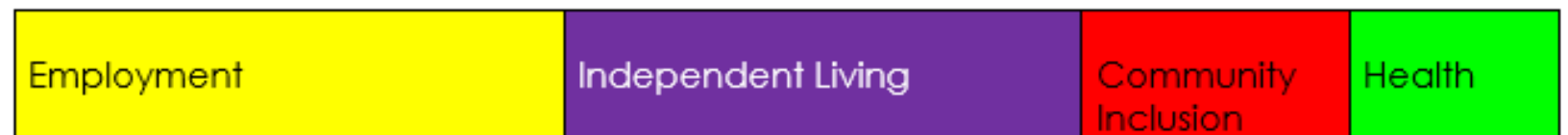
Pathway 2



Pathway 3



Pathway 4





3. Creating Tomorrow College

Supporting the Disconnect



College Delivery Models

🌱 Partnership

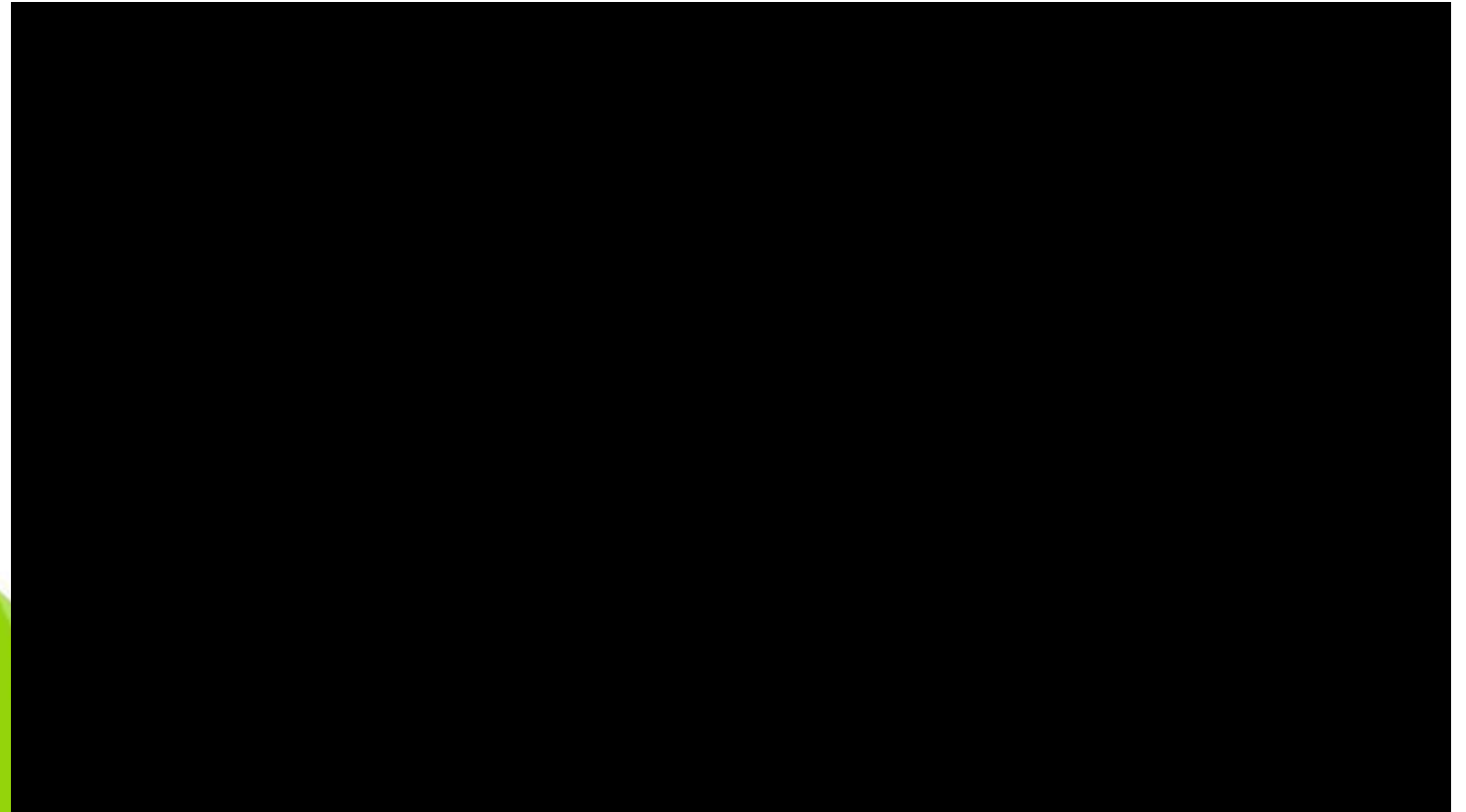
🌱 Heart of the Community



Chester House Estate Campus



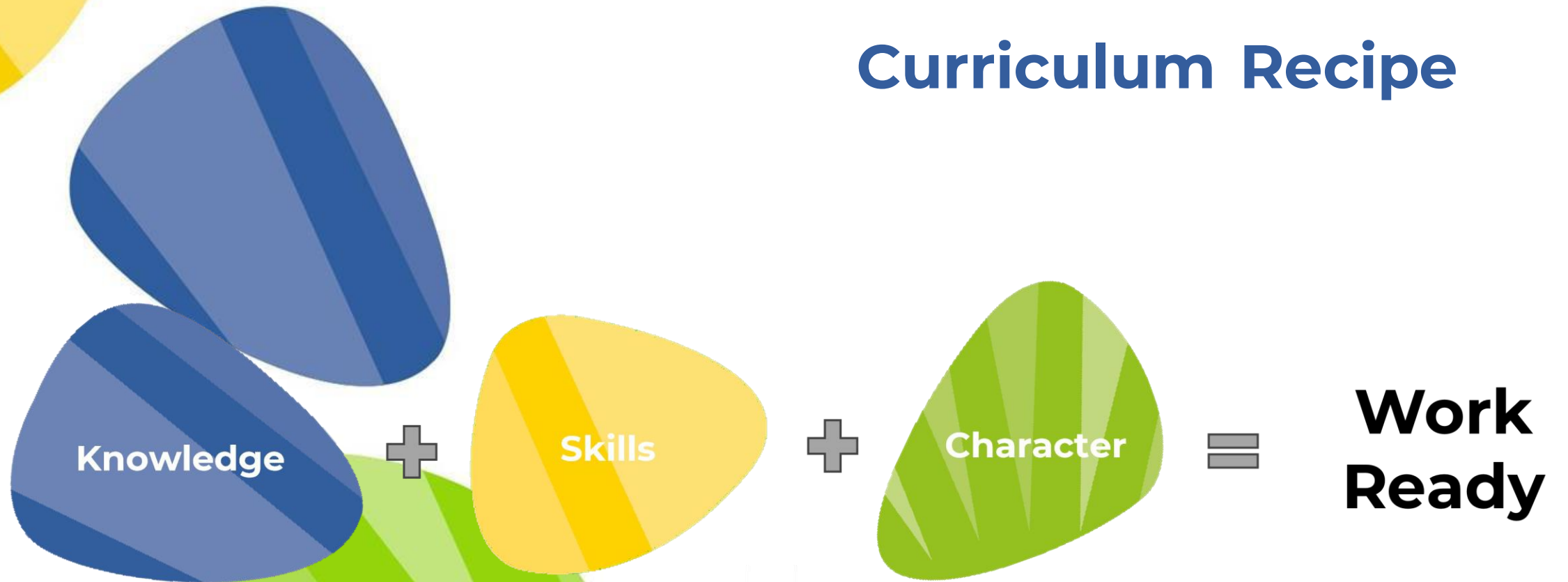
Icon Campus



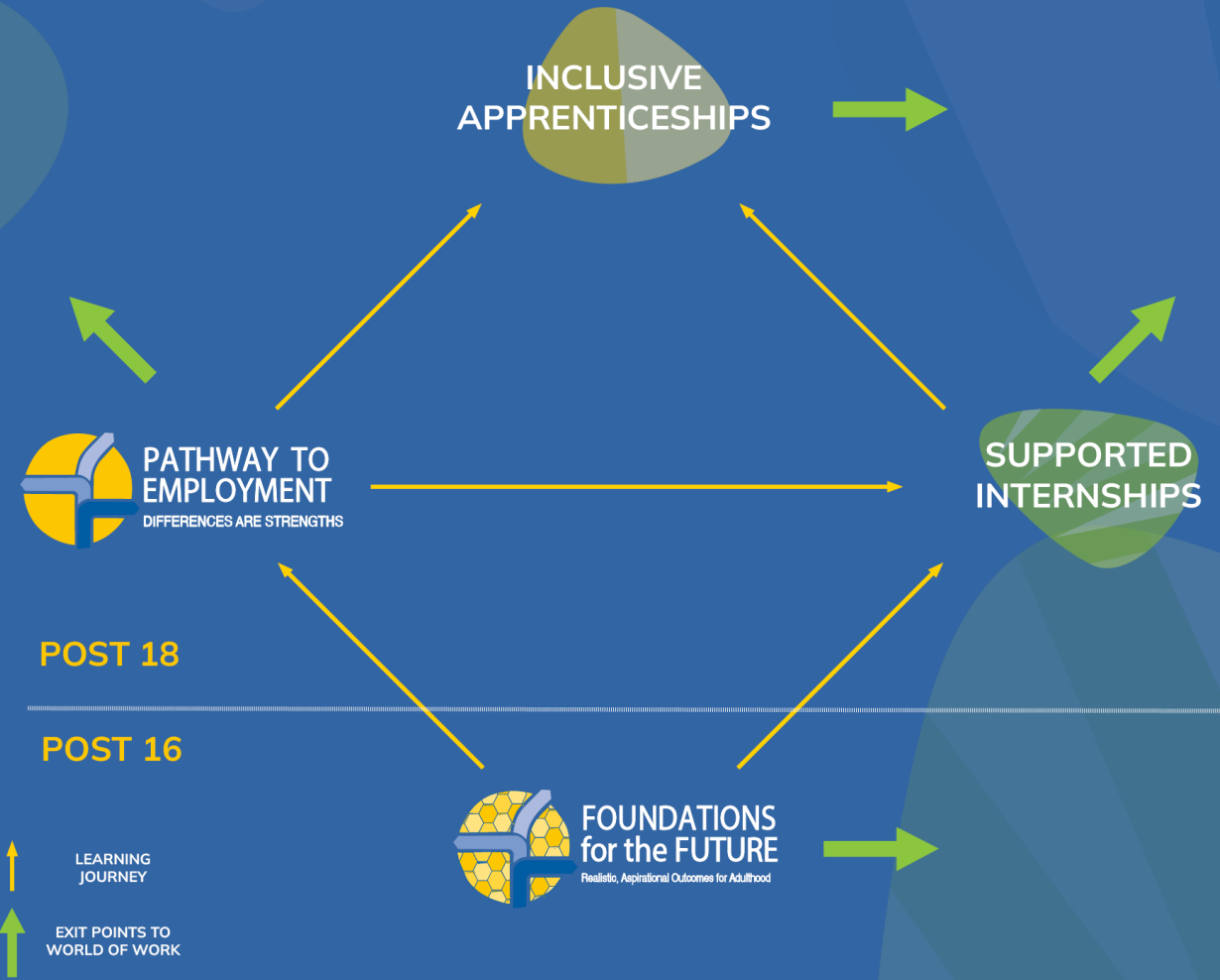
Iron Mountain Campus



Curriculum Recipe



STUDY PROGRAMMES





**PATHWAY TO
EMPLOYMENT**
DIFFERENCES ARE STRENGTHS

Subject Input

Independence
(inc. Enrichment)

Tutorials

Core
Subjects

Employment

Employment Knowledge Curriculum



Pre-Employment
Gaining Employment
Workplace Core Competencies
Essential Workplace Knowledge
Essential Digital Skills (Stage 2 & 3 only)



Stage 1

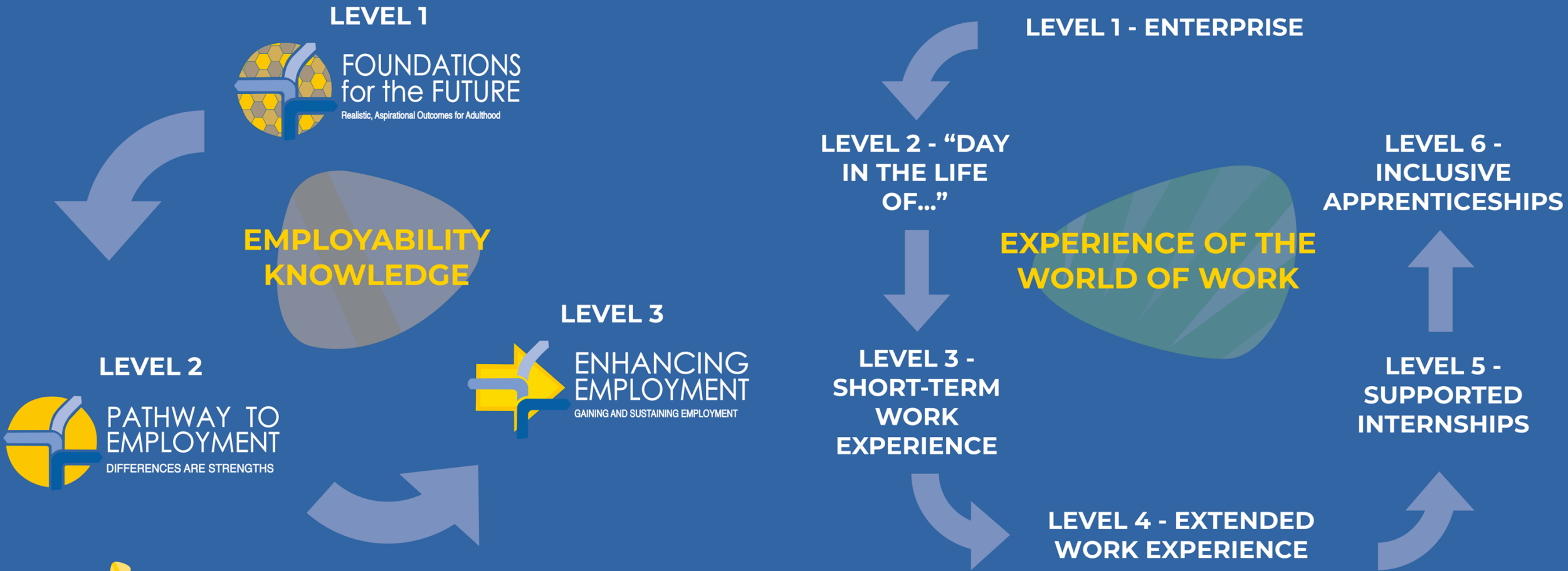


Stage 2



Stage 3

EMPLOYABILITY CURRICULUM





**Intellectual
Character**



**Moral
Character**

**CTC Character
Competencies**



**Civic
Character**



**Performance
Character**

CTC Character Framework

Intellectual Character	Moral Character	Civic Character	Performance Character
Curiosity	Integrity	Civic Responsibility	Perseverance
Open Mindedness	Compassion	Respect for Diversity	Motivation
Critical Thinking	Respect	Active Engagement	Self-Discipline
Creativity	Responsibility	Ethical Leadership	Goal Orientation
Intellectual Humility	Fairness	Environmental Stewardship	Adaptability
Perseverance	Courage	Social Justice	Resilience



4. Beyond the College

The Tricky Bit



Readying the Landscape

Support for Employers

- Employer & Community Business Partner
- Disability Awareness Training Packages
- Disability Confidence Training Packages
- Funding Stream Support
- Workplace Champions/Mentors Training



Support for Families & Communities

- Financial Understanding – Benefits vs Employment
- Transport
- Civic Impact – Community Fridge, Community Libraries
- Anchor Establishment – Employer CSR to meet the needs of local community





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Celebrating Differences As Strengths

5. Impact



Employment Rates and Job Retention

- 🌱 100% Employment Gained & Retained from Supported Internship Programme
- 🌱 85% Employment Gained & Retained from the Pathway to Employment Programme
- 🌱 Massive increase in the number of employers wanting to work with us – we don't have enough students!

We recognise that we are not talking big numbers of students at present – but we are now confident to scale

Next Steps – CTC Alumni





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