

MORE!

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

**Jenny Connick
Founder Talentino**



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10th Talentino
SEND
Careers
Conference

- 10 years – seriously?!
- Careers Landscape for SEND now
- Contradictions
- Value Chain of Early Career Development
- Titans of SEND Career development (thanks Ladi!)



MORE!

10
years
ago

- First conference
- Careers Advisers abandoned
- Funding for WEX pulled
- No Careers and Enterprise Company
- No Careers Strategy
- No Gatsby Benchmarks
- No Careers Leaders
- No focus on SEND Career development



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Careers
Landscape
young people
with SEND now

- Multiple reports 2023
 - Education Select Committee
 - DFE response
 - Ofsted Thematic Review (MS)
- SEND Reforms
- Gatsby 10-year review
- Further actions 2024
 - Gatsby 10-year review report
 - Ofsted Thematic review SEND
 - DFE Strategic Action Plans
- CEC Impact Report



Careers
Landscape
young
people with
SEND now

**CEC
Impact
Report
since 2016**

- 132 respondents / 77% special schools 67%
over 3 years in careers, 30% over 6 years / 58% CSG1, 13% CSG2, both 28%
- **Respondents have invested in** - Training 75%, Resources 73%, Financial 49% Extra staff 36%
- **Believe destinations have improved because of better career development 64%**
but 25% not sure
- **Opinion of support when they started and now** Poor 36% / **5%** Good 16% / **30%**
Very Good 8% / **39%**
- **Residual work needs to be done around**
 - Improving destinations 55%
 - Employer encounters 57%
 - Employers WEX 73%
 - Employer Work Insights 66%
 - Lack of employer led training and employment opportunities 60%
- **Where would they go for support – top 5:**
 - CEC 79%
 - Employers 57%
 - ECs, CLs and Talentino 52%
 - Careers Leaders / EAs 48%



Careers
Landscape
young people
with SEND –
key themes

- Be more strategic
- Joined up working and collaboration
- Understand the inputs – time and impacts
- Achieving a good standard across
- Refinement - now its granular (individual)
- Career Hubs are THE strategic enablers
- No more money including Careers Advisers
- All pathways are important
- Parents/Carers/Families- we need you
- Convergence – single front door
- Still work to do with employers

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Contradictions

- Aspirations are rising – 86% V 65%
- Employment has halved in the last ten years 4.7%
- Disability Confident
- Inclusion *and* SEND *or* SEND *or* Inclusion?
- EHC Plans ? Needed ? Reduced? Career advantage? Cost saving exercise?
- Reality on the ground
- SEND Careers is becoming mainstream, Inclusion or illusion?

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**Contradictions
– lead us to
think about....**

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**The Value
Chain of Early
Career
Development**



The Value Chain of Early Career Development

- *‘A value chain is the **full range of activities** required to deliver a product/service from conception through different stages of production from various service providers to **post-delivery**’*
- *‘A value chain delivers **most value at least cost** to create a **competitive advantage**’*
- *‘Each of the **activities** can be measured to **ascertain where opportunities for improvement lie**’*

Career Development is a value chain that can be evaluated to ascertain if it is delivering for young people

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23:1

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Think about
the value
chain of
career
development
you are
engaged in...

- Can you describe all the parts of your value chain?
- What is the ultimate 'product/service'?
- How do you know if it has been delivered?
- How do the parts link together?
- Can you test the effectiveness of the constituent parts?
- What do you know already?
- Do you know the cost/benefit analysis of the inputs?
- How can you make improvements of each part?
- What do you know already, what tools do you have?
- Who is telling you something is 'good'? Compared to what?
- Workshops today great examples



**Titans of
change in
SEND Career
Development**

‘A person of very great strength or importance or who is influential in a certain field’

‘One that stands out for the greatness of achievement’

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Everyone here is a Titan on behalf of young people with additional needs who will lead improved lives because of you, thank you