

**MORE!**

**Talentino 10<sup>th</sup>  
Annual SEND  
Careers  
Conference  
2023**

**Abbey**

**Maurice George  
Ways into Work**



# Employment through Experience

*Using the principles of supported employment for work experience*

Maurice George  
Managing Director –Ways into Work



**Employers**



**Commissioners**



**Job Seekers**



**Employees**



**Partners**

**Changing lives one job at a time.**

# Outline of the session



- What is Supported Employment?
- Who are Ways into Work?
- MORE - creating a value chain of early career development



# Who is this session for?

## All stakeholders

- Employers
- Education providers (and students)
- Circle of support (families, support services etc.)



# Outcomes

**By the end of the session all stakeholders will understand the importance of high-quality work experience as a critical factor in future employment.**

All will understand the principles of:

- Right person
- Right placement
- Right time
- Right support



# What is supported employment?

*Supported Employment* has been successfully used for decades as a model for supporting people with significant disabilities to secure and retain paid employment.

The model uses a *partnership* strategy to enable people with disabilities to achieve *sustainable* long-term employment and businesses to employ valuable workers.

Increasingly, supported employment techniques are being used to support other disadvantaged groups such as young people leaving care, ex-offenders and people recovering from drug and alcohol misuse.

<https://www.base-uk.org/home>



# What is supported employment?

## 5 step model

1. Customer/jobseeker engagement
2. Vocational profiling
3. Employer engagement
4. Job matching
5. In-work support and career development

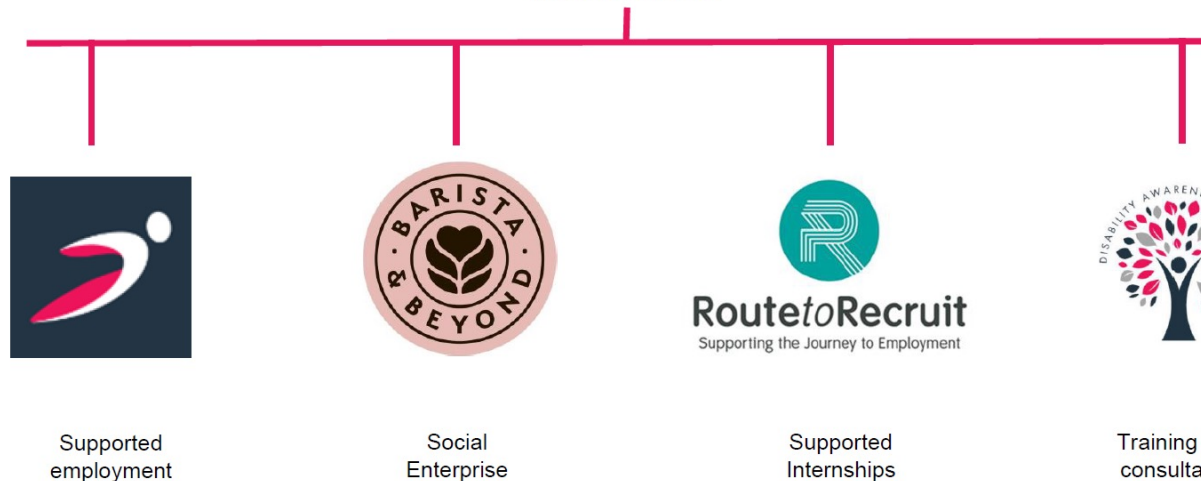


# Who are we?

We are a supported employment service!



The umbrella CIC



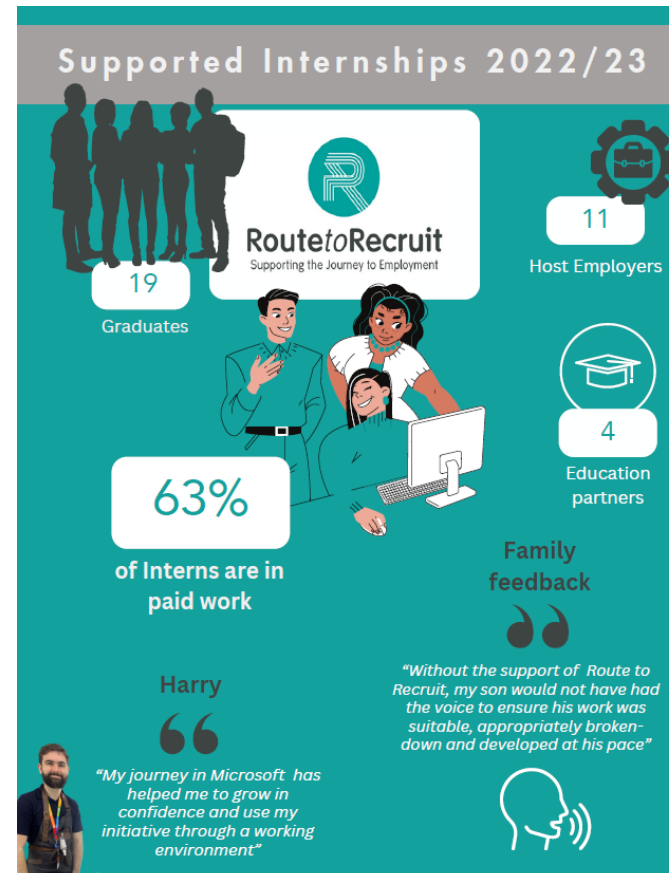
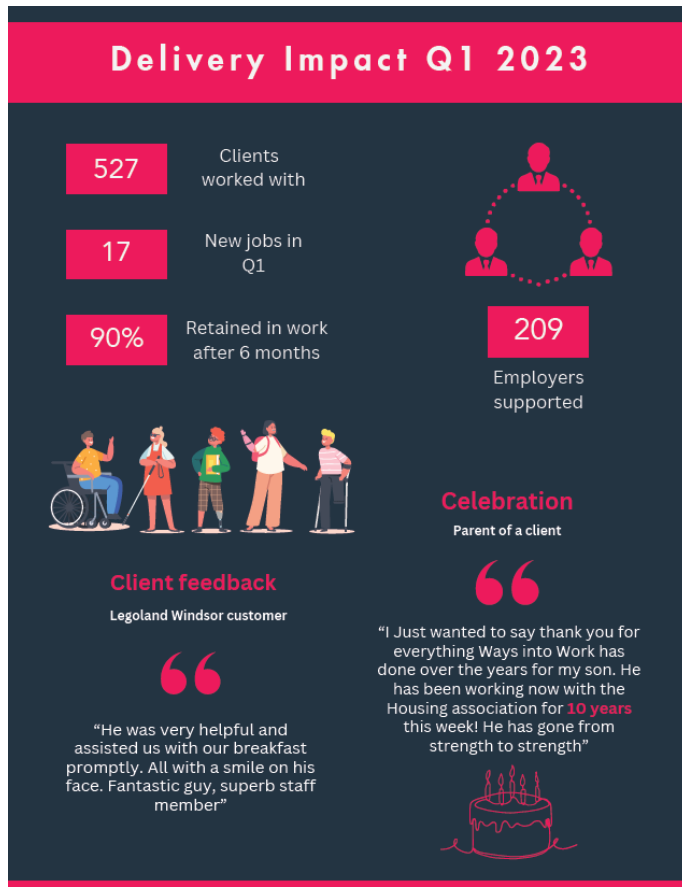
**Changing lives one job at a time.**





# Who are we?

Despite very few people having heard of us, last year we achieved...

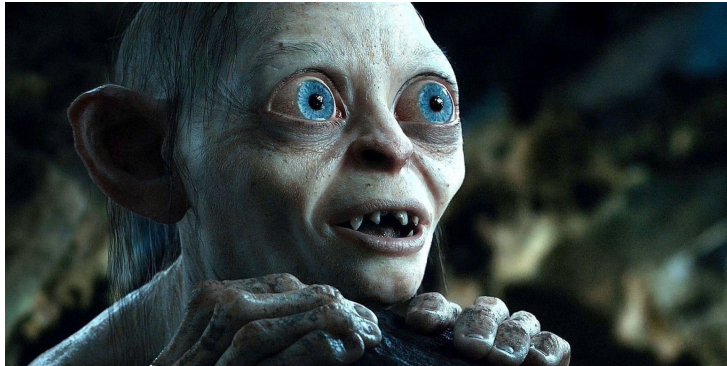


Where does all this fit into the careers value chain and the theme of MORE?

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# Supported internships



*One year to rule them all, one year  
to find them, one year to bring them  
all, and in the darkness bind them!  
(Paraphrased!)*

One year partnership between:

- education,
- supported employment service
- host business



# Supported internships



*One year to rule them all, one year to find them, one year to bring them all, and in the darkness bind them!  
(Paraphrased!)*

What do we need to know?

Behaviours & attitudes for work such as:

- communication
- fluency
- problem solving skills
- commitment and interest in type of work

**Employability and work performance - Professionalism**  
This section deals with communication, being a team player and customer focus.

8. Communication \*

- Student struggles to communicate with staff and colleagues
- Student is able to ask for support from colleagues or staff when required
- Student is able to carry out a conversation with colleagues or staff

9. Team Player \*

- Student waits to be told to help a colleague
- Student occasionally asks their mentor/manager what they can do to help if their own work is complete
- Student often offers to help colleagues once their own work is complete

10. Customer Focused \*

- Student has difficulty talking to a customer
- Student will talk to a customer when approached
- Student will regularly offer help to a customer



# Supported internships



*One year to rule them all, one year  
to find them, one year to bring them  
all, and in the darkness bind them!  
(Paraphrased!)*

Without high quality work experience...

**Risk** – unknown quantity



# Supported employment

Making informed choices... Informed by experience



There are known knowns. These are things we know that we know. There are known unknowns. That is to say, there are things that we know we don't know. But there are also unknown unknowns. There are things we don't know we don't know.

(Donald Rumsfeld)





# What does high quality work experience look like?

*Take a look at benchmark 6!*

*Plus...*

- *Frequency*
- *Authenticity*
- *Matching of skills and interests*
- *Timing (know your risk factors and plan for them)*

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How do I match up  
my students to  
employers and pull  
the whole careers  
thing together?

## Vocational Profile





# Vocational profile

*A vocational profile is a way of gathering information. It is a discovery document, that is specifically related to work and supporting someone to find a job.*

*A vocational profile is a person-centred approach to finding out what a young person wants to do and provides an opportunity to understand what a person is interested in and to explore why.*

[NDTi](#)



# Vocational profile

*The vocational profile will capture details of where someone lives and who they live with, information that helps us understand what support a person might need to get a job. It helps to identify areas for development such as learning how to travel independently, telling the time and using money. \*\*\**

*\*\*\*A good source material for EHCP outcome writing*

[NDTi](#)



# What next for ways into work?

- *Increasing the number of internships*
- *Becoming a charity to allow a 'front door' referral system*
- *Traineeships – adding to the value chain...*



Thank you

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