



Work Progression

Year 14 – Supported Employment Pathway

The **Work Progression** pathway is a work-based study programme which offers a substantial work placement, facilitated by the support of a job coach. The programme provides learners the opportunity to achieve sustained, paid employment by equipping them with the skills they need for work. Placements will be sourced in accordance with the learners' vocational interests and the local labour market. Learners on this pathway are expected to immerse themselves in the workplace and become an active member of the workforce.

What interns will gain

Practical Skills and Experience:

- **Hands on experience:** Application of theoretical knowledge to real-world situations, gaining practical skills in their chosen industry
- **Job specific skills:** Learn specific skills and techniques relevant to their job role, enhancing their employability
- **Problem-solving:** Problem-solving skills to address challenges in the workplace
- **Time management:** Understanding and managing time effectively

Workplace Knowledge:

- **Workplace safety:** Understanding and adhering to specific workplace safety rules and procedures
- **Company policies:** Familiarity with company policies and procedures
- **Job duties:** Understanding job responsibilities and expectations within their chosen industry

Soft Skills:

- **Self-esteem:** Opportunities to succeed and overcome challenges with the support of a job coach
- **Networking opportunities:** Connect with others within their industry, building valuable relationships to benefit their future opportunities
- **Adaptability:** Learning to adapt to new situations and changes in the workplace

Lifelong Learning:

- **Continuous learning:** Recognising the importance of continuous professional development
- **Skill development:** Developing new skills and knowledge through training and experience
- **Career progression:** Understanding the value of career growth and advancement

| | Days at college | Independent work experience |
|---------|-----------------|-----------------------------|
| Year 14 | 2 days | up to 3 days |

Programme structure

Learners will attend college for two days per week to receive essential training and support. In addition, they will participate in a substantial work placement for up to three days per week. Learners will be expected to integrate into the workplace and take on a real job role. They will therefore be supported by a job coach following a train and fade model. It is essential that learners can make their own way to and from their placements, whether through independent travel or by private transportation arrangements.

Work placements will be sourced via the employability team according to learners' individual needs and area of vocational interest, where possible. Learners are expected to accept a placement unless it is justifiably unsuitable. In this instance, another placement will be explored. If the alternative placement is also considered unsuitable the parent/carer/young person would need to arrange a suitable alternative placement. Paid placements (via other organisations/training providers) are not supported as part of this programme.

What will be taught

Our **Preparation for Work** curriculum is designed to foster essential life skills across four key strands: **Independence, Employability, Community and Health & Wellbeing**. Through targeted learning and practical experience, we aim to increase learner's independence. Allowing them to build work skills, engage with the local community, and maintain good health and well-being. By integrating these core areas, our programme ensures a holistic approach to preparing learners for a successful transition to employment and to a fulfilling adult life.

Who this Pathway is for

This programme is designed for learners who are ready to pursue full or part time paid employment.

Entry Criteria

- Learners must have goals that align with the objectives of the Work Progression programme
- Learners must demonstrate a propensity to work, as evidenced by successful participation in work experience placements offered during years 12 and 13

- Learners must have a certain level of personal independence, thus allowing them to access the work placement
- Learners must demonstrate a commitment to participate and engage with **all** aspects of the programme
- Learners must be working towards an employment-related destination outcome and will actively pursue (with the support of a job coach) paid employment. This outcome must be supported by the learner's parents/carers
- Learners must have consistently demonstrated appropriate behaviours for the workplace
- Learners should have demonstrated positive attendance patterns during years 12 and 13
- Learners must have their own bank account

NB: In the event of being oversubscribed, the college will carefully consider each applicant to determine which learners would best benefit from and make use of the resources available.

Progress and Achievement

Learner's progress towards our Preparing for Adulthood (PfA) curriculum will be recorded using an application called Student Journey Map (SJM). SJM allows all stakeholders in a young person's learning and development to quickly and easily gather photo and video evidence, linked to the individual's learning goals and PfA curriculum. Upon successful completion of the Yr14 programme, learners will receive a college certificate of achievement.

Where will the course take me?

The goal of the programme is to secure full or part time paid employment.

Will I need any materials or equipment?

Learners will require basic stationary. Depending upon the nature of work placements, learners may require specialist equipment and PPE (personal, protective equipment).