

Informed transitions pilot overview and delivery plan

Career Connect have developed an innovative model of delivery that provides intensive personal guidance interventions for young people and their parents/carers attending specialist social emotional and mental health provision (SEMH). The model has been developed as a 'whole school' approach to personal guidance by offering multiple and effective interventions (a minimum of 4 interactions) for every young person attending specialist SEMH provision in Years 7 to 11. Our model recognises that young people with SEMH need additional time and space to make the most of personal guidance interactions. Included in the model is the opportunity to train Level 6 Careers Advisers in coaching (ILM Level 3) and offer CPD to support a further understanding of social emotional and mental health conditions. Clifford Holroyde's Career Adviser is: **Lisa Kirkham**.

Through our existing delivery we have found that schools, as commissioners, frequently target limited resources in year 11, which is often too late to inform SEMH young people about the full range of options available to them, as a result this creates increased anxiety for both young people and their parents as they do not have sufficient time to explore all of their options leading to lack of engagement and withdrawal from planning an effective transition. Our model will enhance current delivery by ensuring young people and their families have more opportunity within a longer timeframe to reflect on career management options within the context of the opportunity landscape and their own additional support needs. The aim is to ensure effective career management support for young people and realistic choices through Aspirational, Inspirational and Motivational (AIM) activity.

This pilot will be delivered across 5 SEMH specialist schools in Liverpool City Region and will work with 350 young people all diagnosed with SEMH: 60% formally via an EHCP/statement of SEND; 40% of young people without an EHCP. Feedback from our previous delivery has taught us that a consistent approach is particularly important to young people with SEMH. We will therefore ensure that each school will work with the same Careers Adviser. This will ensure that a trusting and meaningful relationship is established with the young people, their parents/carers and the school. 100 parents/carers, selected on a needs-lead basis, will also receive additional support and the opportunity to meet with Careers Advisers on a regular basis to improve their knowledge of the local opportunity structure and planning for successful transitions.

By delivering career exploration activities for young people, whilst also capacity building parents/carers and professionals the Informed Transitions Pilot delivers:

- A structured programme of personal guidance interventions that enables young people to have the space and time to reflect on and revisit their career goals using combined careers guidance, coaching and person-centred planning techniques
- Multiple personal guidance interventions delivered by Level 6 professionals with a specific and relevant skill set
- Raised aspirations and awareness of pathways into work, and the range of support available for young people with SEMH to achieve and make successful and meaningful transitions
- A model of support and intervention that enhances and dovetails statutory processes, such as Education and Health Care Planning, annual reviews and transitional planning for young people/families of young people with SEMH
- Support to enable schools to effectively profile the needs of their pupils as they move through their academic journey and plan for transition
- Raised aspirations of parents/carers/professionals for their young person
- Empowered parents/carers who will support their child to make well informed long-term career decisions and adult living choices
- Reduced parental anxiety surrounding transition and the different education/employment opportunities that exist
- A 'whole school' approach to supporting pupils to achieve the best possible outcomes they can
- Young people are confident individuals with a clear understanding of their options/career pathways
- Reduced numbers of SEMH young people becoming NEET.

Career Connect - Informed Transitions Delivery Plan: March 2019 – July 2020

Timescale	Activity	Deliverable	Impact/Outcome
March 2019 – May 2019	Project Set Up - school meetings ILM Coaching level 3 training Staff CPD to dates to be agreed	5 schools engaged, and meetings held to agree direct delivery dates, revisit training needs analysis 5 Careers Advisers registered on/begin ILM level 3 coaching qualification (2 taught days to be delivered) In school staff CPD menu to be circulated and booked	*5 Schools engaged *Direct delivery dates agreed *5 Careers Advisers registered on Level 3 coaching qualification
June 2019 – August 2019	ILM coaching qualification to continue Staff CPD to begin Parent information event in each school	5 Careers Advisers continue on ILM level 3 coaching qualification - 2 taught days to be delivered 5 school staff CPD sessions to be delivered to introduce project/raise awareness 5 parents' events (one per school) to introduce informed transition project	*5 Careers Advisers continue ILM coaching level 3 qualification *20 school staff engaged in CPD session *5 parental engagement events (minimum of 30 parents to be reached)
Sept 2019 – Dec 2019 Setting goals and raising aspirations Gatsby Benchmarks covered: 1,2, 3,4, 8	ILM coaching qualification to continue Staff CPD to begin Direct delivery with young people Direct delivery with parents	5 Careers Advisers complete ILM level 3 coaching qualification CPD sessions delivered Introduction to Careers Advice - across all year groups One to One personal guidance interventions for Year 11 pupils and Year 9 (minimum of 4 sessions per learner) Introductory careers sessions in curriculum subjects Year 11 and 9 pupils 'Informed Transitions' workbook started 5 parents' events (one per school) to update on informed transition project Yr 11 parents' sessions prioritised (via school or home visits)	*5 Careers Advisers complete coaching qualification *25 school and career connect staff access CPD 350 participants engaged *Participants have improved self-awareness and awareness of what they have to offer *Participants begin to build a trusting relationship with their Careers Adviser *Participants access personal guidance interventions. *40 parents to be engaged with the pilot
January 2020- March 2020 Making Decisions Gatsby Benchmarks Covered 1,2,3,4,8	Staff CPD to continue Direct delivery with young people	CPD Sessions delivered Follow up session for all Year groups on the importance of careers advice and making decisions about the future One to one personal guidance interventions for Year 11 and Year 8 pupils (minimum of 4 sessions per pupil) Visits to identified post 16 provision for Year 11 pupils Taster sessions in identified post 16 provision for Year 11 pupils Year 11 reflection sessions on post 16 provision visits/taster sessions	*25 school and career connect staff access CPD *Participants will have the opportunity to develop and learn key attributes needed to be successful in work *Participants have space and time to reflect on personal guidance interventions *Participants have minimum of 4 personal guidance interventions *Participants will have the opportunity to review their career aspirations

	Direct delivery with parents	<p>Personal guidance – ‘Goals and Aspirations’ report produced for each student to contribute to EHCP process/transition process</p> <p>Annual review preparation</p> <p>Introductory careers sessions in curriculum subjects Year 10 and 8 pupils</p> <p>Informed Transitions workbook to be used</p> <p>5 parents’ events (one per school) to update on informed transition project</p> <p>Parents sessions (via school or home visits)</p>	<p>*Year 11 Participants have the opportunity to visit and sample courses they have identified as their next step</p> <p>*20 parents engaged in the project</p>
<p>April 2020 – July 2020</p> <p>Preparing for transition</p> <p>Gatsby Benchmarks Covered</p> <p>1,2,3,4,7,8</p>	<p>Staff CPD to continue</p> <p>Direct delivery with young people</p> <p>Direct delivery with parents</p>	<p>CPD Sessions delivered</p> <p>Follow up session for all Year groups on the importance of careers advice and preparing for transition</p> <p>One to one personal guidance interventions for Year 11, Year 10 and Year 7 pupils (minimum of 4 sessions per pupil)</p> <p>Follow up visits to identified post 16 provision for Year 11 pupils</p> <p>Continued taster sessions in identified post 16 provision for Year 11 pupils</p> <p>Year 11 reflection sessions on post 16 provision visits/taster sessions</p> <p>Personal guidance – ‘Goals and Aspirations’ report produced for each student to contribute to EHCP process/transition process</p> <p>Annual review preparation</p> <p>Introductory careers sessions in curriculum subjects Year 7 pupils</p> <p>‘Informed Transitions’ workbook to be completed</p> <p>5 parents’ events (one per school) to update on informed transition project</p> <p>Parents sessions (via school or home visits)</p>	<p>*25 school and career connect staff access CPD</p> <p>*Participants will have the opportunity to further develop the skills needed for work</p> <p>*Participants are fully informed of their career options/progression routes</p> <p>*Participants are confident in their future career plans</p> <p>*Year 11 participants have a clear transition plan and are confident about attending their post 16 provider</p> <p>*Participants have a clear plan of action for their next steps</p> <p>*10 parents engaged</p>