

Educate Challenge Prepare

Careers Programme

Our Learners

Preparing our learners for their future is integral to all that we do at Thriftwood. We equip our students with the necessary skills to pursue further education, internships, and employment opportunities, as we prepare them for successful careers.

The following are examples of provider access opportunities that may be facilitated by Thriftwood and available to both KS4 and KS5 students:

- a) Careers Fairs: External providers may be invited to attend careers fairs, where they can set up stalls and interact with students to provide information about their specialist education offerings.
- b) Guest Speakers: Providers may be invited to deliver presentations or workshops to students, focusing on specific subject areas, industries, or career pathways.
- c) Taster Sessions: External providers may offer taster sessions or workshops, giving students the opportunity to experience their courses or programs in a practical, hands-on manner.
- d) Work Experience and volunteering opportunities: Providers collaborate with the college to offer work experience placements or internships for students, providing valuable real-world experience and insight into specific industries or sectors.
- e) Information Evenings: Providers may be invited to participate in information evenings, where parents and students can learn more about the range of specialist education opportunities available.

Programme of Study

KS4 students have half-term-long “tasters” of our Options curriculum, which develops their skills in teamwork, communication, problem solving, organisation, leadership, motivation, patience, politeness, self-regulation, and empathy. They develop these skills within a range of subject areas such as business and enterprise, performing arts, hospitality and catering, design and make, sports and leisure, ICT, art and horticulture. When they join KS5 students choose four subjects to specialise in; two in year 12, and then another two subjects in year 13. Many of these subjects have a strong element of workplace experience with visits and visitors scheduled throughout the year.

The KS5 curriculum has a strong focus on Preparation for Adulthood and careers focused teaching. Students study subjects such as Moving On, Life Skills, Wellbeing and PSHCE, which all prepare our them for taking the next step (see next page for more details).

All pupils follow a course in Business and Enterprise in year 13 where they create a small business and use a range of life skills that benefit them in future careers. We have a local charity that supports our learners at different times in the year, giving them information about what they are doing and how they are functioning as a social enterprise.

Year 12 students undertake a two-week work experience placement, organised by our



Learning and
Employment



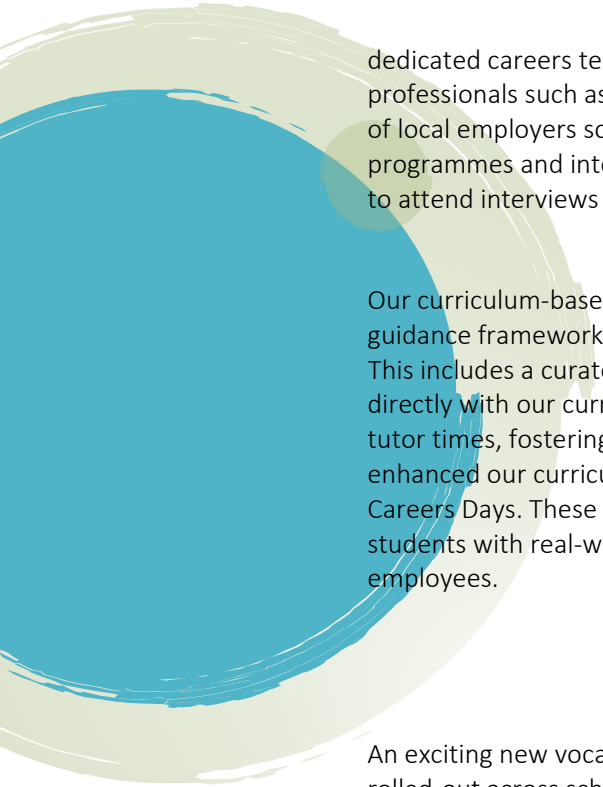
Personal
Development and
Independence



Healthy Life and
Good Choices



Relationships and
Community



dedicated careers team. We have several sessions and workshops led by external professionals such as Department for Work and Pensions, and the NHS. We also visit a number of local employers so that we can observe and assess careers skills in action. These programmes and interactions help our learners to develop their understanding of what it takes to attend interviews and acknowledge the careers-based skills they need to develop.

Our curriculum-based programmes are now enriched with a robust careers information and guidance framework, fully integrated into pastoral and one-to-one sessions with our pupils. This includes a curated selection of employer-made information videos that correspond directly with our curriculum areas. These videos are showcased throughout the term during tutor times, fostering active discussions around career opportunities. Furthermore, we have enhanced our curriculum with regular career-focused assemblies and established annual Careers Days. These initiatives strengthen our ties with local employers and provide our students with real-world insights, preparing them to think and act as both employers and employees.



An exciting new vocational profiling programme, provided by Naturally Talented Me, has been rolled-out across school and college, which focuses on the attributes that are at the heart of an individual – their natural talents. Talents that match the needs of a modern-day forward-thinking employer.




We use Compass+ to track careers experiences and opportunities that our students have taken part in. This ensures all our young people have equal opportunities to develop their skills for work.



We are working in partnership with Talentino, who are an early career development social enterprise created by senior business and education professionals who have joined forces to create an award-winning model to professionalise the careers programmes for young people with SEND.

We have developed a curriculum framework called "Fundamentals for the Future" upon which all our subject areas are built. This framework consists of all the key skills we believe are essential for our pupils to lead an independent, healthy and purposeful life. The framework is set out under the Preparation for Adulthood titles and links to the areas with Education Health Care Plans (EHCP). This framework is taught both discreetly and also within/through other subject areas. Pupil progress within the framework is tracked. On top of this, our approach towards the EHC Annual Review process is very much geared towards preparation for adulthood.



Moving On
(Preparing for the next step)

- Skills and qualities for the workplace
- Letter writing, CV's, interview techniques, application forms
- Further education – research and how to apply
- Career progression – where to gain information, advice and guidance available
- Local and international employment opportunities
- Employment rights and responsibilities

This Is Me
(Preparing for adulthood)

- Travelling independently and safely
- Financial decisions and effective budgeting
- Applying for a bank account and saving options
- Researching social activities and their cost
- Life skills – housework, food shopping, cooking
- Managing contracts – mobile phone/apps etc
- Salary deductions – tax, national insurance, pensions etc
- Managing personal safety – home/socially/travelling
- Where to access support
- Basic first aid - Awareness of emergency services – when to summon

Well-Being
(Mental Health Awareness)

- Recognising common mental health issues
- Managing stress and anxiety
- Recognising support available
- Monitoring personal health and well being
- Maintaining a healthy diet and lifestyle
- Maintaining work-life balance - exercise and sleep
- Hobbies/Interests
- Positives and negatives of Social Media
- Body image
- Bereavement
- Self-Harm

PSHCE
(Preparing for Society)

- Relationship values, healthy and unhealthy
- Forming and maintaining respectful relationships
- Puberty
- Sex Education
- Consent
- Contraception and parenthood
- Bullying and discrimination
- Online Safety
- Sexuality and Gender
- Recognising differences: Culture/Religion/Race/Age/
- Sex/Disability
- Social Influences
- Drug and Alcohol Awareness
- Vocational Profiling

Options

- Students will be given the opportunity to choose two subjects of interest to study on a Tuesday and Wednesday afternoon.
- They can choose from the following:
 - Performing Arts, Photography, Hospitality & Catering, Design and Make, Sports and Leisure, ICT, Art, and Horticulture
- Each subject has a curriculum geared toward developing transferable skills for employment or further education.
- Each week, a student is awarded "Learner of the Week" based on a set of traits desirable in the workplace

Community Learning

- Community Learning is an opportunity for all students to develop their independence by:
 - Learning how to stay safe in the community
 - Trying new activities
 - Developing independence skills
 - Going to new places
 - Developing communication skills
 - Developing new friendships
 - Transferring skills learnt in college into real life situations
- There are four groups that take part in off-site learning:
 - Chelmsford City Centre Group
 - Travel and Safety Group
 - Other Towns/Places Group
 - Activities Group

