



Enterprise Adviser - supporting Young People with special educational needs

Role location: England-wide

Strategic school partners needed to shape careers education and improve career outcomes for young people with special educational needs across England

The Enterprise Adviser network, will build your confidence and knowledge by giving you great training, as an Enterprise Adviser, you will be offering strategic, and at times operational, support for the planning, execution, and evaluation of career development activities for young people with special educational needs within specialist school or a programme within a mainstream schools.

There are 1.37 million young people with Special educational needs and disabilities (SEND) and millions more who are vulnerable / disadvantaged and who experience multiple barriers to optimum career / life outcomes.

Often the focus with these young people is on what they cannot do however this role focuses on what a young person can do. Identifying potential career outcomes and working to create effective career pathways and programmes. We look at two groups of young people with SEND, those who typically will take GCSEs (Career SEND Group Two) and those who typically will not take GCSEs (Career SEND Group One). This definition enables us to get to the heart of which career destinations (i.e. work experience, apprenticeships, etc.) will work best for each group, and what gets in the way and how to navigate the barriers through their career's education.

Each school / setting will be slightly different but broadly speaking the role will include:

- Develop a good understanding of the local labour market, employment base and other local opportunities
- Attend meetings with your school or college
- Partner with teachers to audit existing careers provision and identify successes, challenges, and gaps
- Based on audit findings, support teachers to design a whole-school career strategy, consisting of a range of programmes aligned to the potential career outcomes of students and careers activities including skills development, employer encounters and work experience.

In addition to the activities listed above that you will be involved in, you will also be required in specialist schools to tailor approaches to match the school context and ensure the Careers Strategy and plans are aspirational, creating a roadmap to the students' potential career outcomes.



What skills and experience do you need?

- Interest in supporting young people with SEND (no previous experience is necessary)
- Business professionals who can work at the strategic level
- Confident communicators and networkers
- Pro-active and keen to give back to their local community
- Supportive, pragmatic, and flexible
- Empathetic to the many challenges' schools can face.

What is your commitment?

- One to five hours a month (includes at least one meeting with a matched school per half term, i.e. every two months) for one academic year (currently this programme is running virtually/remotely by video call/phone/email, however in the future this could include face-to-face meetings with teachers during school hours)
- Attending an induction session
- Providing feedback to the CIPD on your experience at key points throughout the year.

What Support is provided?

- Comprehensive induction and training
- Multiple Toolkits and resources to help map out a range of programmes
- Support from an Enterprise Coordinator who will work with you and your school to ensure everyone is happy and progress is being made
- Labour market information to help you build industry links
- Optional networking and training sessions
- Valuable connections and networking via the CIPD Branches network

For questions regarding the Enterprise Adviser programme, please email to enterpriseadviser@cipd.co.uk

It is part of everyone's responsibility at CIPD to foster an inclusive working environment that enables a diverse range of people to work together effectively and takes action to remove barriers to participation.