

# Pathways to Employment

This guide provides information about options for young people with special educational needs and disabilities (SEND) to help them into work

The Targeted Employment team will work across organisational boundaries and are passionate for SEND jobseekers to be supported on their journey into employment, ensuring their vocational aspirations are heard in order to have a bright ambitious future moving into the 21st century job market

## Supported Internship

A study programme to give young people the skills needed for work through workplace learning

- Essex County Council are creating a standard of good practice for Supported Internships in partnership with educational providers
- Most of the learning will take part in the workplace
- A Job Coach will fully support both the young person and employer during the internship

## Inclusive Apprenticeship

A flexible, personalised “earn while you learn” programme for people with a learning difficulty or disability

- Essex County Council have changed their recruitment to be more inclusive and accessible for apprenticeships
- No upper age limit for inclusive apprenticeship
- Over 300 apprenticeship standards across 15 industries that are accessible

## Traineeship

An education and training programme with quality work experience

- Essex County Council are developing SEND bespoke traineeships in Essex
- Traineeships provide the skills that employers are looking for
- 94% of employers consider traineeships to be a good way of increasing young people’s chances of finding paid jobs and apprenticeships

## Social Enterprise

Creating paid jobs for people with additional needs and putting money back into the community

- Essex County Council are supporting the development of Social Enterprises that employ people with learning difficulties and disabilities
- Jobseeker will work in their community business
- They will be paid for working in a business that uses supported employment skills to train on the job

## Our purpose is to...

- Enable our SEND cohort to own, voice and champion their employment goals Instil confidence in families/carers to ensure employment is a viable option for all
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- Bridge the gap between education and employment by increasing pathways and community inclusion
- Embed vocational profiling as a tool to determine motivation, confidence and resilience whilst identifying skills and talents needed for work
- Develop an Essex standard to create meaningful paid jobs through generating inclusive employers



**For further information contact:**  
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Essex County Council