HOSTING NEURODIVERSE AND SEND STUDENTS

HM Government

TL

2 OCTOBER 2024
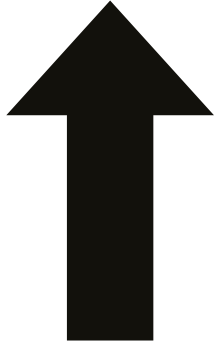
WELCOME

TL

TODAY'S TEAM

Kelly Goudge

Webinar Host

Head of Events, **SDN**

Simon Shaw

Webinar Presenter

Industry Placement Specialist, **SDN**

SKILLS FOR LIFE

Broadcast

Your microphone will be muted
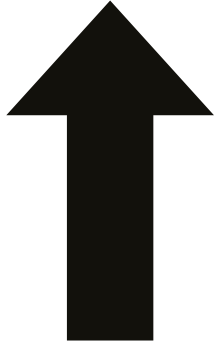
Use the Q&A function for questions

Feel free to use the chat box

TL

POLL **Which of these best describes where your organisation is currently at with industry placements?**

1   We already host one or more students.

2   We already host one or more students and are planning to expand the number this year.

3   We're in the planning stage and intend to host one or more students this year.

4   We haven't made up our mind about hosting students yet.

TL

AGENDA

1 Definitions

2 Roadmap

3 Adjustments

4 Partnerships

5 Learning

DEFINITIONS
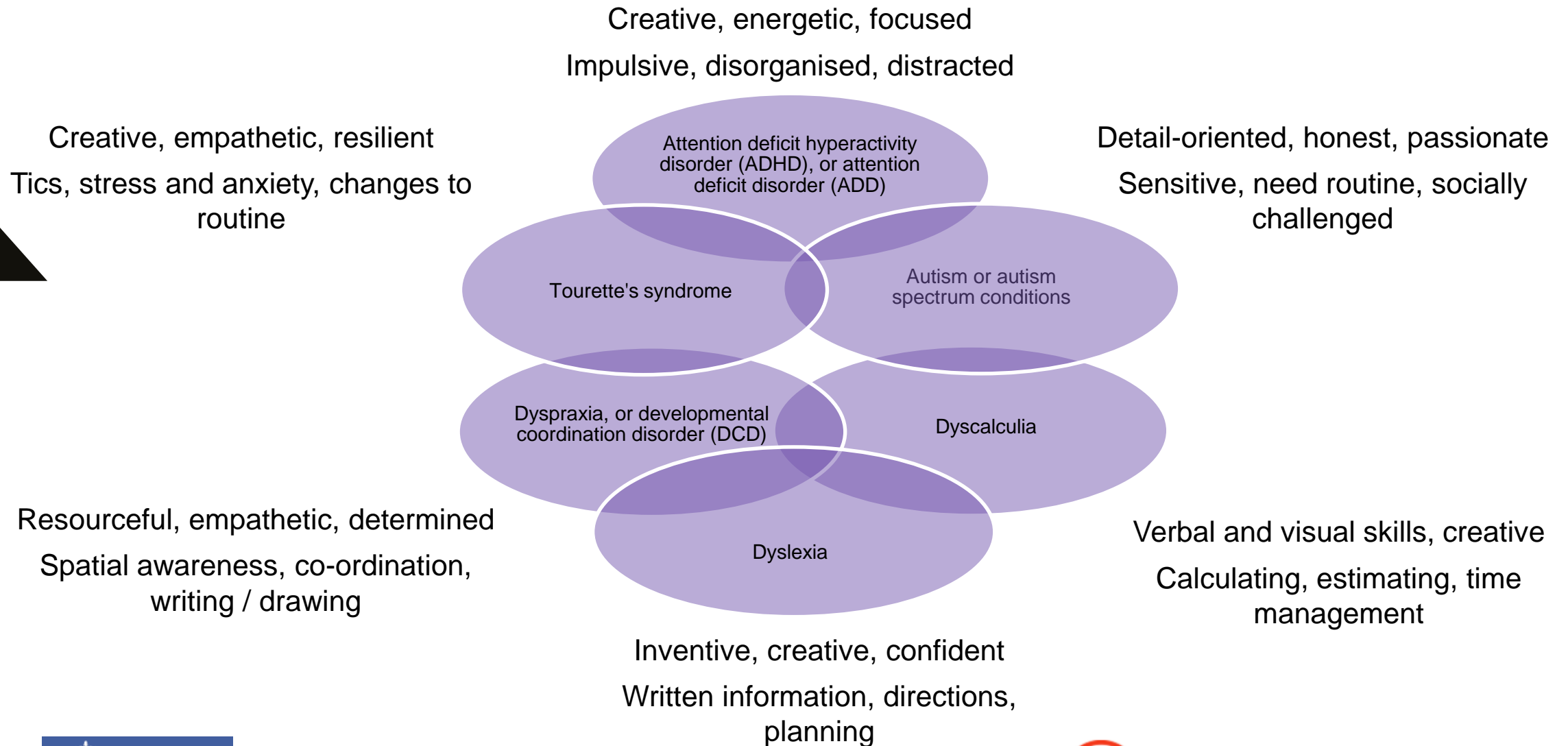
NEURODIVERSITY
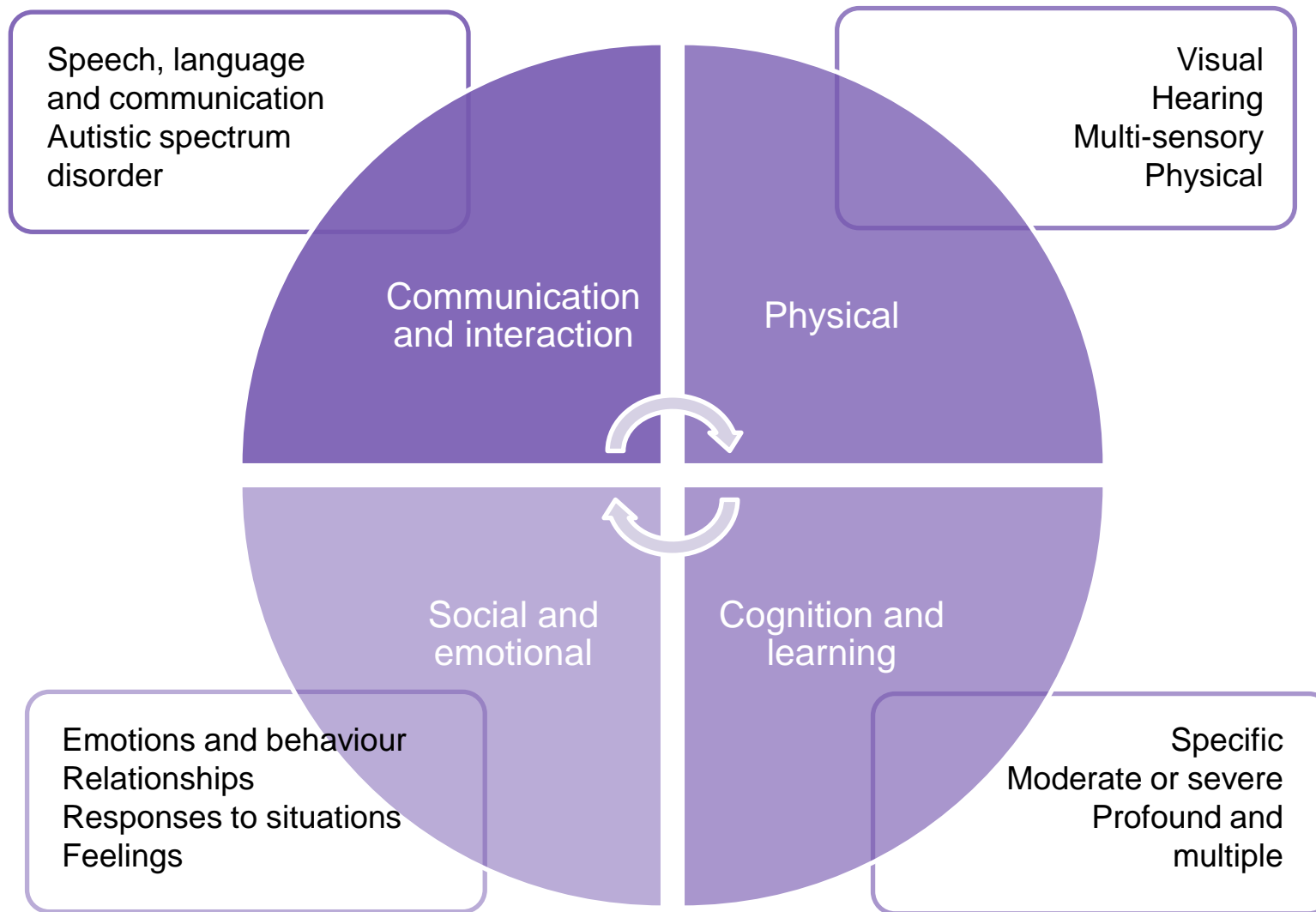
SKILLS FOR LIFE

Creative, energetic, focused

Impulsive, disorganised, distracted

Creative, empathetic, resilient

Tics, stress and anxiety, changes to routine

Detail-oriented, honest, passionate

Sensitive, need routine, socially challenged

Attention deficit hyperactivity disorder (ADHD), or attention deficit disorder (ADD)

Tourette's syndrome

Autism or autism spectrum conditions

Dyspraxia, or developmental coordination disorder (DCD)

Dyscalculia

Dyslexia

Resourceful, empathetic, determined

Spatial awareness, co-ordination, writing / drawing

Verbal and visual skills, creative

Calculating, estimating, time management

Inventive, creative, confident

Written information, directions, planning

TL

ADHD Foundation
The Neurodiversity Charity

https://www.adhdfoundation.org.uk

Inclusive Employers

https://www.inclusiveemployers.co.uk/

SEN(D)

Speech, language and communication
Autistic spectrum disorder

Visual
Hearing
Multi-sensory
Physical

Communication and interaction

Physical

Social and emotional

Cognition and learning

Emotions and behaviour
Relationships
Responses to situations
Feelings

Specific
Moderate or severe
Profound and multiple

https://resources.careersandenterprise.co.uk/resources/gatsby-benchmark-toolkit-send

EDUCATION, HEALTH AND CARE (EHC) PLAN

- For young people aged up to 25 who need more support than is available through SEND support

- Identifies the young person's educational, health and social needs and sets out the additional support to meet them
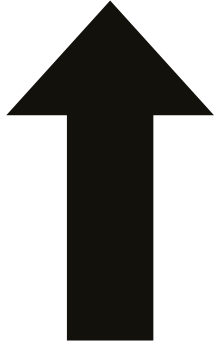
Number of EHC plans at January 2024

575,963

The number of EHC plans in place as at January 2024 increased by 58,914 (11.4%) from January 2023

Number of new EHC plans which started during 2023

84,428

The number of new EHC plans which started during 2023 increased by 17,722 (26.6%) from 2022

- 1.6% of T Level students had an EHC plan in 2022/23
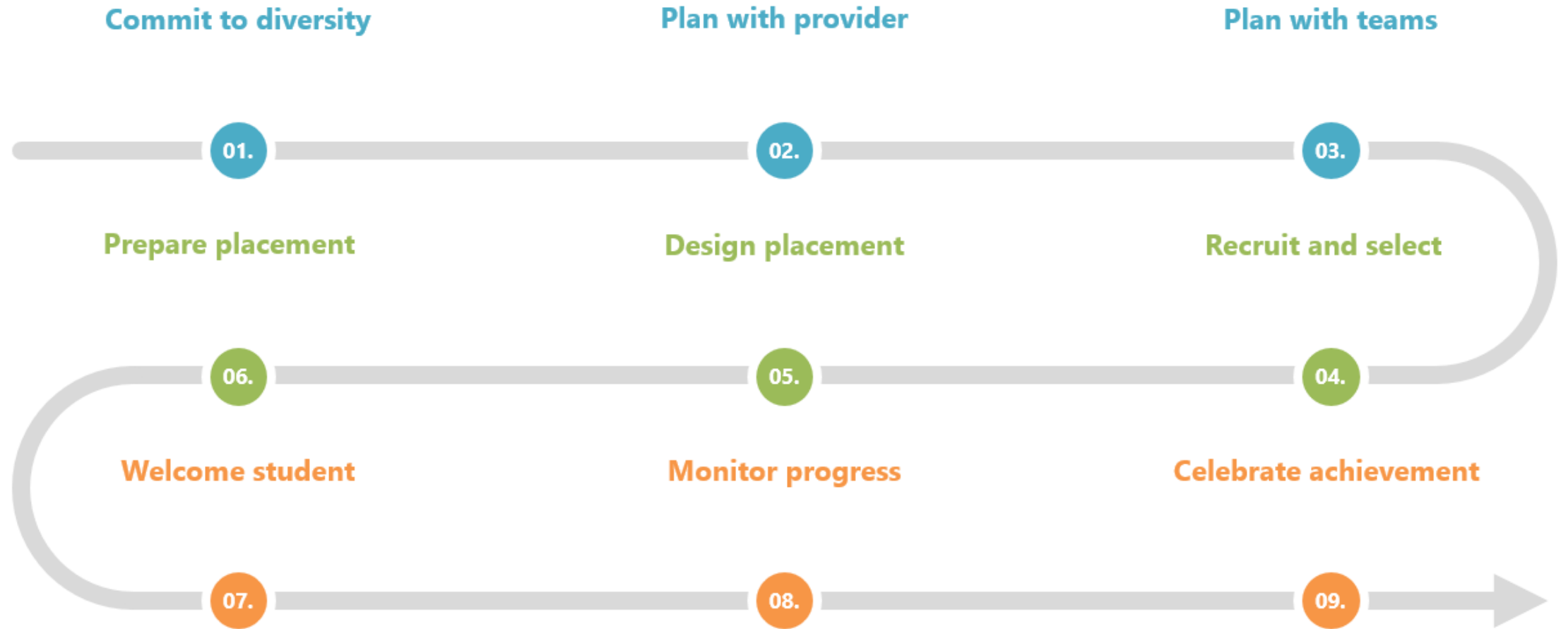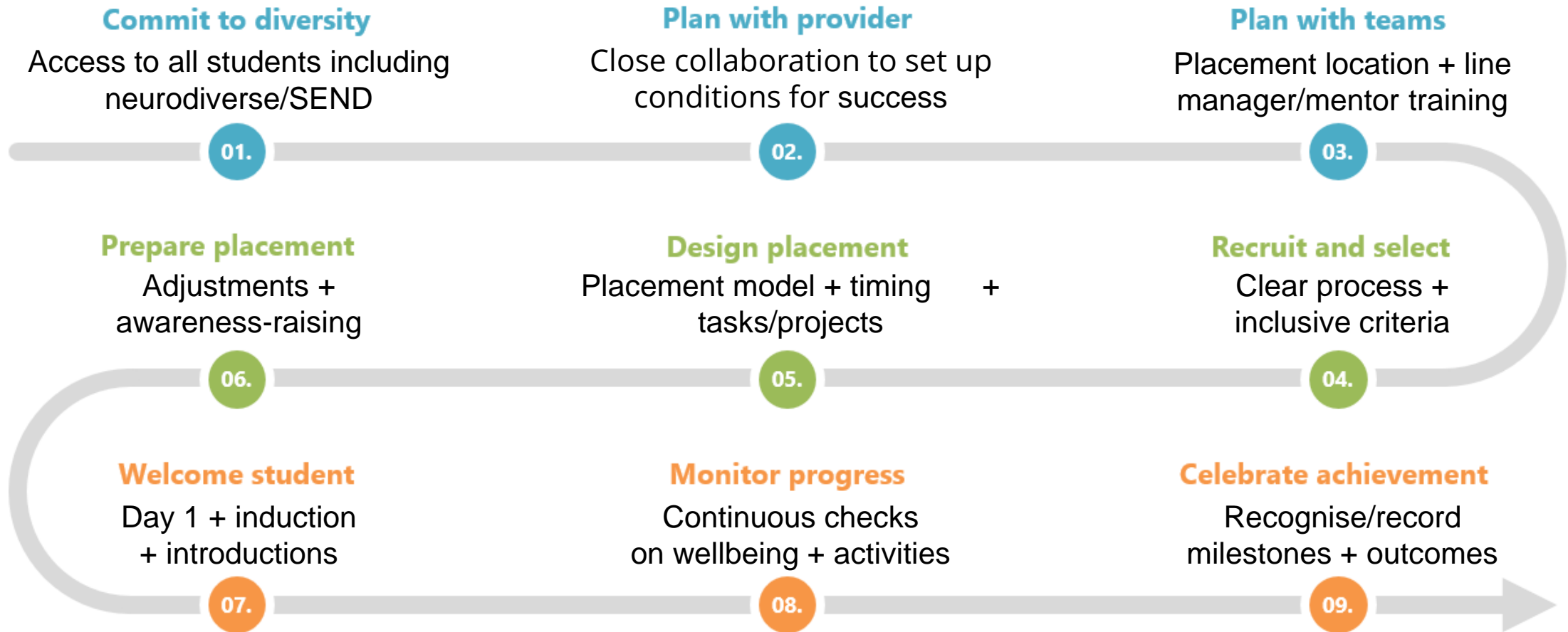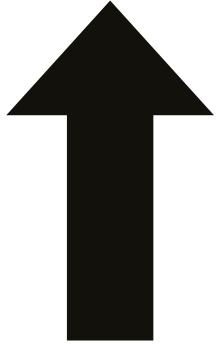
GOV.UK
Explore education statistics

https://explore-education-statistics.service.gov.uk/find-statistics/education-health-and-care-plans

ROADMAP

PLANNING THE JOURNEY

SKILLS FOR LIFE

Commit to diversity

Plan with provider

Plan with teams

01.

02.

03.

Prepare placement

Design placement

Recruit and select

06.

05.

04.

Welcome student

Monitor progress

Celebrate achievement

07.

08.

09.

TL

WHAT TO DO AT EACH STAGE

SKILLS FOR LIFE

Commit to diversity
Access to all students including neurodiverse/SEND
01.

Plan with provider
Close collaboration to set up conditions for success
02.

Plan with teams
Placement location + line manager/mentor training
03.

Prepare placement
Adjustments + awareness-raising
06.

Design placement
Placement model + timing + tasks/projects
05.

Recruit and select
Clear process + inclusive criteria
04.

Welcome student
Day 1 + induction + introductions
07.

Monitor progress
Continuous checks on wellbeing + activities
08.

Celebrate achievement
Recognise/record milestones + outcomes
09.

TL

ADJUSTMENTS

TL

REASONABLE ADJUSTMENTS

- Changes to recruitment and selection processes

- Removing physical barriers

- Providing aids and adaptations

- Designing a job role around the strengths of the student

- Changing start and finish times

- Emailing documents so the student can make the print bigger or use a screen reader

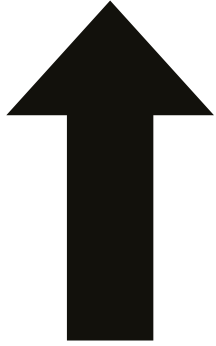- Providing additional support, e.g. by a mentor or buddy

https://www.achieveability.org.uk/files/1586122571/e-journal-achieveability-neurodivergent-voices-april-2020pdf.pdf

A STUDENT'S EXPERIENCE

"*I didn't need to adjust the placement for my learning and medical needs at all. Everything was just fine as it was. I did a working style questionnaire at the start to show how I like to work, so they knew I would I enjoy speaking face-to-face or on a Teams call. I think that works well for me, probably because of my slow processing speed.*

"*They met up with us each day to show what we were going to do for the day, and then to see how we're doing with it. It was all very well organised, and we had lots of breaks in between.*"

T Level
Digital
Production,
Design &
Development

URSULINE HIGH SCHOOL
SIXTH FORM

TL

PARTNERSHIPS

TL

PROVIDER ROLE

"I visit every placement and sit with the employer. They really need to know what the student's needs are and what to cater for before the placement starts.

"If it's a special needs student, we plan what the structure of the day looks like, which tasks and activities the student can do, and who's going mentor the student for their specific needs. I also offer to train the line manager and mentor, so they know what to expect and feel confident about working with the student."

TL

HOW PROVIDERS HELP

SKILLS FOR LIFE

Awareness
Examples
Tailoring
Adjustments

Identify
Prepare
Inform
Consider

PLANNING

SELECTION

PLACEMENT
SUPPORT

SAFETY
AND
WELFARE

Suggest
Check
Review
Respond

Advise
Train
Contact
Communicate

TL
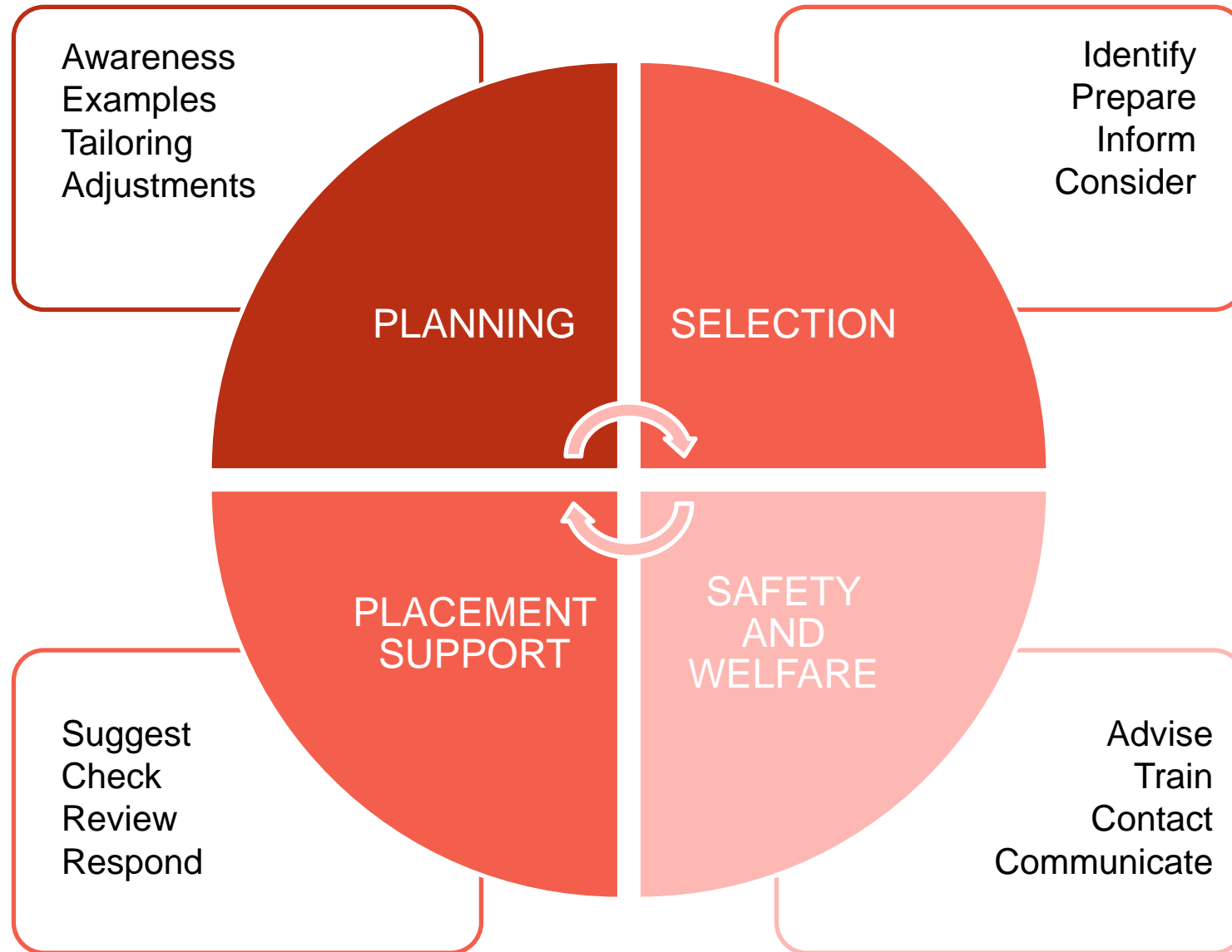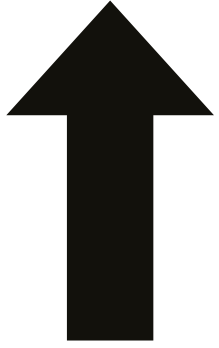
LEARNING

TL

USING DIGITAL AIDS

- Take notes on mobile apps

- Create surveys and forms using MS Forms

- Use the Dictate function in Word rather than, or in addition to, the keyboard

- Find things out using AI such as ChatGPT, Gemini or Claude3

- Communicate through WhatsApp or GoogleChat

- Use Immersive Reader to customise how Word documents appear while they read and edit them

STAFF

- Include SEND and neurodiversity awareness training in existing courses

- Hold awareness weeks

- Set up informal networking meetings or online networking groups

- Include items on SEND and neurodiversity in newsletters

- Talk about how the placement is going

- Help to make it go better, e.g. by making small adjustments to how they work with and support the student
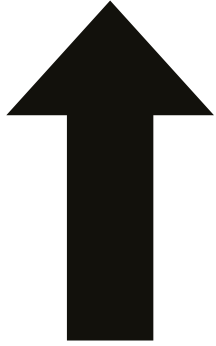
NEXT STEPS
AND SUPPORT

POLL *Based on what you have heard about industry placements:*

1   Are you more likely to implement industry placements?

2   Are you more confident to implement industry placements?

3   Has this webinar been useful and practical for your industry placements planning?

TL

POLL *Based on your current circumstances and your understanding of T Levels, is your organisation likely to offer Industry Placements?*

1 Yes - we are already hosting T Level Industry Placements

2 Yes – in the next six months

3 Yes – in seven to twelve months

4 Yes – more than a year from now

5 Not in the foreseeable future

6 No

7 Don't know

TL

https://employers.tlevels.gov.uk/

- Bespoke one-to-one support

- Tools, resources and case studies

- Book workshops and webinars

T Levels and industry placement support for employers

About industry placements

Find out more about what industry placements and T Levels are, and how they could work in your business.

Business benefits and case studies

Discover the benefits of hosting an industry placement at your company, including the £1,000 employer incentive.

Plan industry placements

Guidance to help you plan, including information about legal compliance, working with providers and paying students.

During industry placements

How to work with students while they are on a placement, and end-of-placement reviews.

Skill areas and courses

Discover the skill areas that industry placements cover and find out what placement students can offer.

Workshops and webinars

Online events to help you understand, plan and prepare to offer industry placements.

FUNDED BESPOKE HANDS-ON SUPPORT

A call with an industry placement specialist

1-2-1 call or **Online group session**

Talk through what's involved in hosting placements in your organisation

Discuss options, practicalities or challenges

THANK YOU

https://employers.tlevels.gov.uk/