

Access to Employment Plan

Special Pathways Adult Day Service prioritises building independence, self sufficiency and employment ready skills for young adults with SEND. The aim is to get the young adult ready to transition into adult life where they are able to manage day to day life independently, access the community to a higher degree of independence and gain and sustain employment. This in-turn should support the young adult to lead a more fulfilling life.

Learning initially takes places at the centre where the following skills are developed in order to build a firm foundation:

- Travel training
 - Walking to and from public places safely
 - Identifying risks whilst traveling
 - Building safeguarding strategies to keep safe
 - Building navigation skills
 - Ability to travel on public transport
- Employment skills
- Emotional regulation
- Communication skills
- Social skill
- Basic maths/English,
- Problem solving,
- Self care
- Safety
 - Identifying risk
 - Understanding safeguarding risks
 - Build strategies and techniques to keep safe and prevent safeguarding issues
 - Online safety
 - Keeping safe when in public

Students will then have the ability to test out these skills by accessing the local community with a staff member's support in the initial instances. However, this support is gradually and tactically withdrawn until the young person has full independence.

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Below is the graduated plan to gaining employment:

Stage 1
<p>Young adult (YA) volunteers at a place of work with a member of Special Pathways staff, the duties are light and both manageable and equivalent to the YAs cognitive capabilities. The staff member will teach the YA how to complete tasks given by the employer and then reduce the support given to them as their level of independence grows.</p> <p>Once the YP is becoming more independent then more tasks will be given.</p> <p>Special Pathways staff work with the employer in discussing the needs of the YP and how to best support them, any necessary training will be provided by Special Pathways to the said organisation.</p>
Stage 2
<p>The YP attends the voluntary placement without the support of the Special Pathways staff member and is solely under the care and responsibility of the employer whilst on their premises. Special Pathways staff will take the YP to and from the organisation and give emotional regulation support whilst traveling which includes going through the rules and expectations of the voluntary work.</p>
Stage 3
<p>The YP and employer will have a volunteer agreement in place whereby the YP attends voluntary work under their own free will and is under the responsibility of the organisation they are volunteering with.</p> <p>The YP travels to and from the organisation without the support of Special Pathways.</p>
Stage 4
<p>The YP is supported in gaining paid work. Special Pathways staff will support the YP whilst at work with their roles and responsibilities and give any necessary training to the employer on how to best support the YP whilst at work.</p> <p>Special Pathways staff support the YP with their roles and responsibility whilst tactically withdrawing the support.</p>
Stage 5
<p>The YP is employed by the organisation and can access work without the support of Special Pathways. The YP can complete their roles and responsibilities under the remit of their employment.</p>

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