For the purposes of careers planning, the four SEND groupings defined in the Code are put back together and then divided into two SEND Career groups according to whether they will be taking GCSEs/Level 2 Qualifications or not.

• Career SEND Group One - Students with communication/interaction or cognition and learning difficulties who typically will not take GCSEs/Level 2 Qualifications and who should expect to achieve positive career outcomes.

• Career SEND Group Two - Students with SEND - Social, emotional, and mental health difficulties (SEMH) /Behaviour Sensory and/or Physical needs who typically will take GCSEs/Level 2 Qualifications and can enjoy the same positive career outcomes as their peers but face significant challenges to achieve them.

Positive Career Outcomes for Career SEND Groups 1 and 2 It might be helpful to explore in more detail what positive career outcomes look like for each of the two Career SEND groups. Below you will find an explanation of each career outcome we have referenced in the toolkit. Positive Career

**Supported** **Apprenticeship** Career SEND Group One

A combination of work, study and support by mixing on-the-job training with classroom learning and employed to do a real job while studying for an Entry Level 3 Functional Skills for young people with an EHC Plan, or other formal needs assessment offered on a case by case basis.

**Supported Internship** Career SEND Group One

Supported internships are a structured study programme based primarily at an employer. They enable young people aged 16-24 with a statement of SEN, or an Education, Health and Care plan to achieve sustainable paid employment by equipping them with the skills they need for work, through learning in the workplace. Supported internships are unpaid, and last for a minimum of six months but can be longer. Wherever possible, they support the young person to move into paid employment at the end of the programme either with the employer offering the internship or another employer. Alongside their time at the employer, young people complete a personalised study programme which includes the chance to study for relevant qualifications, and English and maths if appropriate

**Traineeship** Career SEND Group One

A traineeship is an education and training programme with work experience that unlocks the great potential of young people aged 16-24 and prepares them for their future careers by helping them to become ‘work ready’. Traineeships can last up to a maximum of six months and will include work preparation training provided by the training organisation, English and maths support if required, provided by the training organisation and a high-quality work experience placement with an employer.

**Own Enterprise** Career SEND Group One

Creating their own business, which could be a social Enterprise focused on improving other lives in some way and which they run themselves.

**Own Enterprise with support** Career SEND Group One

Being supported to create and sustain their own business, which can be a social Enterprise focused on improving other lives in some way.

**Self- Employed/ Entrepreneur** Career SEND Group One

The young person works on a self-employed basis either for themselves or for another employer and will be responsible for generating their own work, paying their own tax and looking after themselves.

**Supported Self Employment** Career SEND Group One

The young person is supported to effect their own employment on a self-employed basis either for themselves or for another employer and will be supported to generate their own work, pay their own tax and look after themselves.

**Supported Volunteering Career** SEND Group One

Supported Volunteering aims to provide the support necessary to encourage confidence building and engagement in volunteering activity by people experiencing mental health problems, people with learning disabilities and other complex needs and can lead to other career outcomes.

**Extended Work Placement** Career SEND Group One

Longer period of Work Experience providing essential work skills improving employability and providing a real understanding of the workplace. Some Colleges offer bursaries for travel, subsistence etc and can work alongside a vocational course, for example.

**Therapeutic Environments** Career SEND Group One An example could be a Specialist residential college who offer a wide range of therapeutic services/opportunities for young people age 19-25 with complex needs.

**Supported Independent Living** Career SEND Group One

This might be part time, respite/short breaks or as support to move into independent living and will be organised in conjunction with the relevant agencies and families.

**Outcomes Description Paid employment** Career SEND Group Two

Working 16 hours or more weekly with a contract in place.

**Supported employment** Career SEND Group Two

Paid employment utilising personalised support e.g... a Job Coach enabling a disabled person to sustain paid work (Access to Work Funding).

**Further Education College Education** Career SEND Group Two

full/part time from age 16 upwards – ranging from Functional Skills to Degree Level and beyond.

**Specialist College** Career SEND Group Two

Specialist further education and training colleges for students with learning difficulties and/or disabilities, sometimes residential.

**Apprenticeship** Career SEND Group Two

A combination of work and study by mixing on-the-job training with classroom learning and being employed to do a real job while studying for a formal qualification, usually for one day a week either at a college or a training centre.