

Oak Specialist

Independent Living

Unit 5 - World of Work

Applying Learning



Unit 5- World of Work

Lesson 1 - The benefits of work

Why do we work? This lesson explores what's good about getting a job.

Lesson 3 - Vocational profiling

What is a vocational profile and how can it help you?

Lesson 5 - Getting a job

Where should you look for jobs?
Understanding Interviews and reasonable adjustments

Lesson 2 - Different types of work

Not all jobs are the same. This lesson looks at understanding what a job family is and the different types of tasks that can be done.

Lesson 4 - Routes into employment

What are the different ways to get a job.
Which route is right for you?

Lesson 6 - Workplace behaviour

How is work different to school or college?
What rules are the same and what ones are different?



Lesson 4 - Routes into employment



Teacher notes- Lesson 4

-Learning intention:

- To understand that there are many different routes into employment
- To know some of these and identify the one that best suits the student's needs, aspirations and learning style.

This lesson should be best taught after the vocational profiling lesson in this unit as we will be drawing on personal preferences, aspirations and needs all of which should be contained in their vocational profile.

Resources needed: Pen, paper, scissors



World of Work

Routes into employment

Applying Learning



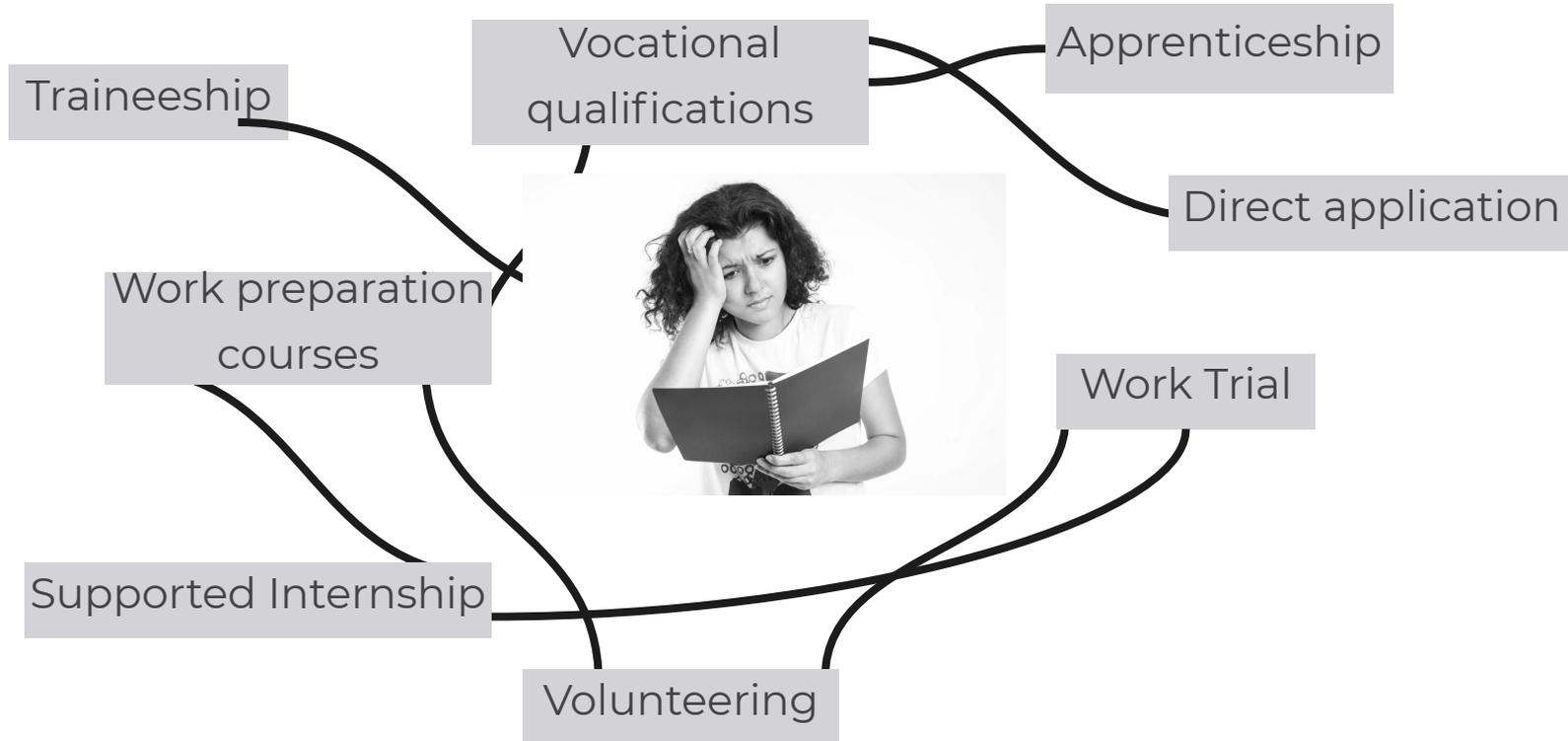
Lesson Activity Stages

This lesson will be taught in 3 parts-

1. What are the different routes?
2. What is the benefit of each one?
3. Which one is right for me?



Part 1 - The different routes into employment



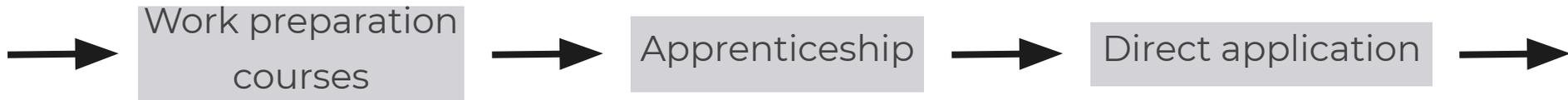
The different routes into employment

‘A pathway into employment’

Example 1



Example 2



Work preparation courses

These courses usually take place at a local further education college. Some of the features of these courses might be:

- Full time or part time
- Designed for students with additional learning needs
- Mainly based at a college campus
- Work on employability skills
- Functional Maths and English
- Involve an element of work experience



Vocational qualifications

These courses usually take place at a local further education college or specialist technical college. They will likely:

- Require evidence of prior learning at an agreed standard
- Involve a substantial amount of work experience
- Be focused on one specific job family such as construction or child care

T -levels and BTEC are examples of vocational qualifications



Traineeship

A traineeship is a course that includes a work placement. It can last from 6 weeks up to 6 months.

- For 16-24 year olds (25 with an EHC plan)
- Designed for those who have had little or no work experience but are motivated to work and do not yet possess the relevant skills or experience to access a job or apprenticeship
- Delivered by a training provider and an employer



Supported internship

Supported internships are structured study programmes based primarily at an employer. They are intended to enable young people with learning difficulties and/or disabilities to achieve sustainable, paid employment

- Usually last one year
- Include unpaid work placement for a minimum of six months
- Supported by a Job Coach



Apprenticeship

Apprenticeships combine a programme of work and study relevant to the industry you are working in.

- Delivered by a training provider and an employer
- You are paid for the work you do
- Gain job specific skills
- Apprenticeship offered at Level 2 through to degree level (can be delivered at Entry Level 3 for those with an EHC plan)



Volunteering

Volunteering is usually arranged outside of education. You may undertake a substantial or supporting role within an organisation.

- Unpaid
- May support a charity or social initiative
- Can be on going or time limited
- No guarantee of leading to employment
- A way of gaining greater experience of working with others



Work Trial

This is usually arranged by either a supported employment organisation or through a Job Centre for a job seeker.

- A way of checking the match between employer and employee
- Unpaid
- Alternative route that does not have to involve a formal interview
- Can be part of a recruitment process through ‘reasonable adjustments’

More information about application processes can be found in Unit 5 World of Work lesson: ‘Getting a job’



Direct employment

The job seeker researches vacancies and makes an application directly to the employer

- Recruitment will usually involve an interview
- Application will involve some level of form filling
- The advertised role may require the person to have specific academic qualifications

More information about application processes can be found in Unit 5 World of Work lesson: 'Getting a job'



Part 2: What are the benefits of each option?

The tables on the next two slides show some of the benefits of each option.

Route	Benefit
Work preparation course	Very structured course. You remain in education whilst gaining employment related skills. Specifically designed for students with additional needs.
Vocational qualifications	Targeted education on an individual 'job family'. For students who know what they want to do in the future.
Traineeship	Excellent opportunity to gain experience in a real work place setting. Beneficial for those who have had limited opportunity to do so previously.



Route	Benefit
Supported Internship	Majority of the time spent in the workplace, with access to a Job Coach and relevant educational study. Designed for people with additional needs.
Apprenticeship	You are paid for the work you do, whilst continuing to study towards a relevant qualification for the job you are doing.
Volunteering	Helping others to provide a service whilst gaining experience of a workplace. Usually more flexible hours than a paid job.
Work Trail	A good way of showing to an employer the skills you have. Can avoid the need for a formal interview.
Direct employment	Quick way of entering the world of work for those confident to do so.



Match the route to the benefit

- Can you identify the route into employment from the description of the benefit?

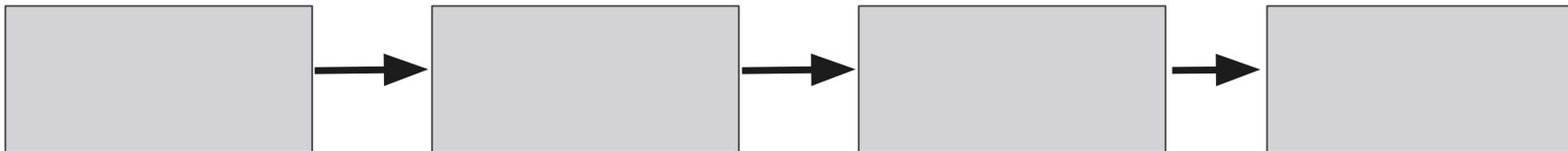


Part 3: My Pathway to Employment

Now you have looked at each route and its benefits, have a go at filling in the boxes to make your own pathway from education to employment.

Example:

School → Supported Internship → Work Trial → Work



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Routes into employment

Make it easier

Select just three routes and focus on understanding what these are and if they are a good match for the student.

Make it harder

Ask the student to think of one more benefit for each route and also one negative point for each route.

More ideas

Using the student's pathway to employment plan, research the services and local education providers in your area and match them to their chosen route.



Further Learning with Oak National

Independent Living:

- World of Work: What jobs do I like? (Unit 5)
- World of Work: Different types of work (Unit 5)
- World of Work: Getting a job (Unit 5)
- World of Work: Vocational profiling (Unit 5)

External Websites:

- Preparing for Adulthood
- Local Authority 16-25 years old offer (put into a search engine the name of your council and 'local offer' '16-25')
- Department for Education: 'Apprenticeships' 'Traineeships' 'Supported internships'

