



HEATHROW AIRPORT

TERMINAL 5

TERMINALS 1,2,3

CARGO TERMINAL

TERMINAL 4

**Special School
and SEND
Employability
Programmes**



A bit about Spark!

WE BELIEVE... it's possible for every young person to be ready, equipped, motivated and able to enter the world of work.

WE PARTNER... with schools, colleges, employers, councils and community organisations.

WE TAKE... a place-based approach, embedded in the communities we serve, with a deep understanding of the needs, challenges and opportunities.

WE WORK... with young people to develop employability skills, knowledge, experience and access.

WE DO THIS THROUGH...

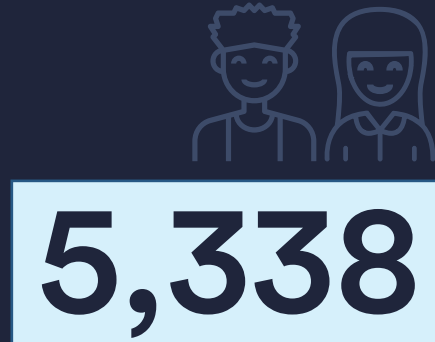
- A range of employer engagement opportunities.
- Engaging employability skills workshops and activities.
- High-quality workplace experiences and internships.
- Inspiring career mentoring.
- Supported transitions into work.



2023/24: A year in numbers



local business and employer partners from **25 sectors**



young people on our portfolio of activities

1,068

with Special Educational Needs and Disabilities

154

were matched with a career mentor

681

had a high-quality work experience placement



“I had struggled with finding my voice when it came to my career as I lacked confidence. It was through the sessions that I gained the knowledge that I needed, and this boosted my confidence massively.”

Year 12 student

After employer engagement...

94%

of young people feel more confident applying for a job

After career mentoring...

94%

of young people have a clearer idea of what they want to do in the future

After work experience...

87%

of young people are clearer about what the need to do to achieve their ambitions

Some of our recent employer partners



Recent Special School partners



About our SEND offer to schools

OBJECTIVES

Working with school partners we explore the needs and service gaps for the students and co-design solutions that:

- Broaden career horizons.
- Raise career aspirations.
- Develop vital employability skills.
- Establish career goals.
- Prepare students for their transition into the world of work.



ACTIVITIES INCLUDE:



01 Work readiness and employer engagement

In-school sessions with employer volunteer support. Includes: employability skills workshops, speed networking events and interview skills.



02 Industry insight visits

Spark! sources, plans and facilitates insight day visits to local employers, allowing students to explore different roles and employability skills.



03 High quality work experience placements

Spark!'s work experience provides young people with the opportunity to take part in high quality and inclusive work experience, during Key Stage 4 or 5.



04 Facilitated group mentoring

Spark! sources, plans and facilitates group mentoring sessions, with employer volunteers supporting students to raise their career aspirations and develop employability skills.



05 Preparation for supported internships and employment opportunities

Spark! runs workshops and awareness raising activities to help support students and families prepare for next steps.

Our SEND offer: Activities



01 Work readiness and employer engagement

Employability skills workshops

Help students consider and develop skills using the Skills Builder framework.

Speed networking events

Provide students with opportunities to meet and network with a range of professionals.

Students can engage in sessions individually, in small groups, or supported by an adult, ensuring that all students are able to participate.

Interview skills workshops

Provide students with an opportunity to learn about the interview process.

Experience different types of interviews and explore and practice a range of questions.

Mock interview sessions

Provide students the opportunity to participate in 1:1 mock interviews with a volunteer from a local employer.

Gain experience of speaking to new people in a professional context in a supported environment.

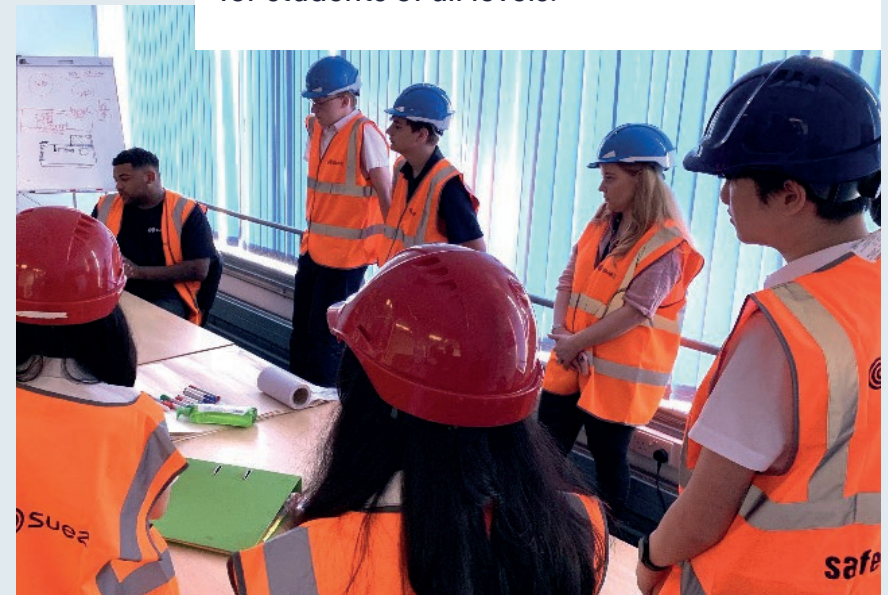


02 Industry insight visits

Spark! sources, plans and facilitates insight day visits to local employers, allowing students to explore different roles and employability skills.

Some examples of insight visits we have run recently, include: *Park Plaza Waterloo, Heathrow, Berkeley Group, Novotel.*

Spark! works collaboratively with employers to co-design engaging, accessible and inclusive industry insight visits, appropriate for students of all levels.



Our SEND offer: Activities



03 High quality work experience placements

Spark!'s work experience provides young people with the opportunity to take part in high quality work experience during Key Stage 4 or 5.

Spark! has a network of hundreds of businesses, from local high street employers to international organisations, all of whom are excited to work with young people from their local area and to grow local talent.

We know work experience may look different for different students, so we work flexibly with schools to find experiences that are appropriate for the needs of the students, whether this is a 2-day placement, full week or virtual experience.



04 Facilitated group mentoring

Spark! sources, plans and facilitates group mentoring sessions, with local employer volunteers supporting students to:

- Develop communication skills and work readiness.
- Raise aspirations.
- Build vital social capital.
- Explore ambitions and plans for the future.
- Be inspired by role models.



05 Preparation for supported internships and employment opportunities

Spark! runs workshops and awareness raising activities to help support students and families prepare for next steps

Whether this is supported internships, apprenticeships, further education or full-time work, these sessions establish accessible employment pathways for participants, increasing confidence and knowledge of how to successfully transition.

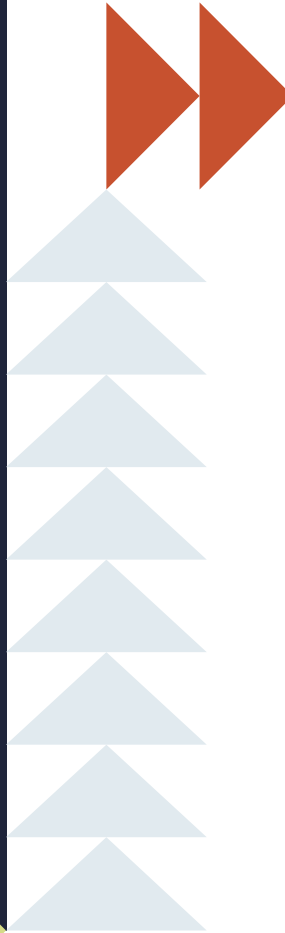
With many local Supported Internship opportunities going unfilled, there is a real opportunity to create tangible pathways for young people with SEND.

Case study

Marjory Kinnon School

Spark!, in collaboration with SEGRO and Heathrow Airport, launched an employability programme with Marjory Kinnon Special School, to help Year 10 students develop their social confidence and interaction skills and to explore local employment opportunities.

30 students participate in the programme each year.



In-school employer engagement

Students completed a range of workshops, supported by employer volunteers, developing employability skills, including communication, teamwork and leadership.

Students got the chance to meet and work with a range of volunteers.



Industry insight visits

Students participated in industry insight visits to Heathrow Terminal 5 and a SEGRO Cargo Centre, to gain experience of the workplace and explore career pathways.

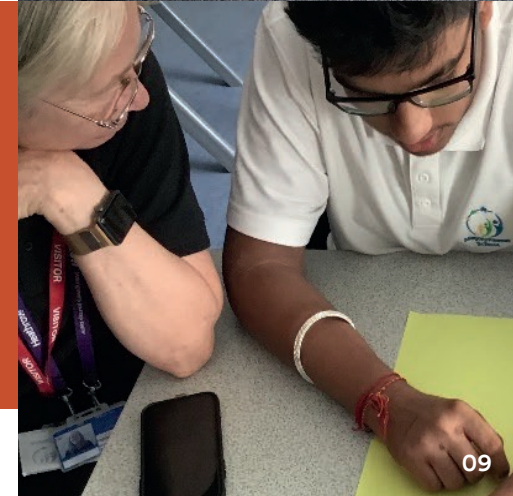
Students got the chance to speak to over 10 different employee volunteers.



Group career mentoring

Students completed 6 facilitated group mentoring sessions with Heathrow and SEGRO volunteers.

Students developed communication skills, reflected on personal strengths and set goals for their future.



What Marjory Kinnon students & employers told us



“

“Visiting Heathrow Airport was the best day of my life. I didn’t want it to end.”

“

“The best part of the trip was when we learned about different jobs.”



“

“The trip was extremely informative and very educational.”



100%

of students told us they enjoyed their visits to the workplace

100%

of students told us it has helped them to learn about different jobs

Confidence about having the skills and ability to get a job rose from

45% > 79%

“

Gareth Baker, Director at SEGRO, said:

“We are acting as a catalyst in bringing together our commercial, charity and educational partners, pooling our expertise and resources to give a local school the opportunity for its pupils to gain an invaluable, first experience of the world of work on its doorstep.”

“

Becky Coffin, Director of Communities and Sustainability at Heathrow, said:

“Getting out in the community to help local young people prepare for their next step is exactly what our Giving Back Programme is all about – opening our doors so those who live closest can access the benefits of being our neighbour.”

Heathrow
Making every journey better

SEGRO

Case study

Lansdowne School

In partnership with the school, Spark! co-designed interview skills workshops and mock interview sessions, meeting the needs of 20 Year 11 students:

- Providing students meaningful encounters with employers and employees.
- Preparing students for adulthood, by focussing on their strengths and capabilities and setting career goals and aspirations.
- Developing student confidence in presenting themselves professionally to employer volunteers.

Work readiness and employer engagement activities

Students participated in mock interview workshops, developing their readiness for interviews and confidence in talking about their strengths and hobbies.

Students then practised their skills during mock interviews, supported by employer volunteers from a range of industries.



“

Hannah Sullivan, Environmental Advisor at Kier, said:

“It was such a rewarding day for me. Let alone the confidence I hope it built in the students too. I feel very proud of each one of them for grasping the opportunity and actually taking part in speaking with us.”

“

Kelly Strong from Strong Tourism Recruitment, said:

“The pupils seemed so motivated and well behaved and happy and it was a pleasure to go through the mock interview stages with them.”

Next Steps

If you are interested in finding out more about these programmes and services or to discuss working together to design bespoke interventions and support, please get in touch.

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