

SOCIAL IMPACT REPORT 2021/22



OUR VISION

To improve educational, economic, social and personal outcomes for ALL young people especially those with Special needs through improving the quality and access to early career development and influencing key stakeholders through thought leadership

INTRODUCTION

Since we last chatted so much has happened, obviously COVID has had a massive impact on all of us personally and professionally, on our families and probably, most of all on the young people we serve. Someone said to me once, something good always comes from something bad and I have always known this to be true. In our Talentino world, we had to face all our schools closing overnight, everything we offered being face to face was no longer possible to deliver and we were all caught in a totally unfamiliar world. Gradually we have all made sense of this 'new world', learnt how to adapt, created new micro worlds. For Talentino, our vision and mission stayed



resolute, to improve career outcomes through improving the quality of early career development. So we adapted, created digital alternatives of what we offered to special schools, worked with an App developer to turn our CICO® profiling tool into an App, won a contract to deliver the CEC network into London all remotely. Our team grew and we started to work right across the country with our new digital

Careers at Every Level – Digital. Our Talentino conference morphed into a four-day virtual Festival in 2020 with over 2200 training places taken up.



We even sponsored a football team – started by Billy who many of you will remember from the last conference in London in 2019. We hit our tenth birthday in March this year which felt amazing. We are

so grateful to you for keeping faith with us and trusting us to keep working with you and supporting your work with your young people, thank you.

Jenny Connick - Founder Talentino



TEAM

We are delighted to have been joined by Garry Freeman who is a nationally recognised SEND expert and he is supporting us with projects in different parts of the country. Amanda Dickson has moved to working with our special schools after working in house with one school for six years, we are delighted she has joined our core team. Toby Connick has led the charge on managing our Operations and delivery, successfully enabling us to achieve ISO-9001 2015 as well as introducing our termly newsletters. Helen Dutton leads on HR and governance as well as project performance. Caroline Lee continues to lead on our London presence. Sally Lightfoot and Jack Ewins continue to provide additional support and we are grateful to them.



LEFT to RIGHT

Jenny & Alan Connick, Garry Freeman, Helen Dutton, Toby Connick, Amanda Dickson, Caroline Lee, Sally Lightfoot and Jack Ewins



TALENTINO CONFERENCE 2021 – DESTINATIONS – ALL ROUTES ALL STOPS

You may be opening this report at the conference in London in November at Coram or because you are accessing the conference digitally as we would have filmed it so it can reach more of you. As always it is CPD certified by the Career Development Institute. You can download a certificate via our website. We have amazing speakers – Sir John Holman, Oli de Botton, Dame Christine Lenahan, Nana Marfo and Jan Ellis.

Our terms of reference - We use the Nesta Scale of rigour to constantly improve how we measure our impact and have generated data using our own and externally created tools. Data sources include our client schools, parents, employers and young people themselves. Specific details can be found next to the examples cited.

TALENTINO – THOUGHT LEADERS ON THE EARLY CAREER DEVELOPMENT OF YOUNG PEOPLE WITH SPECIAL NEEDS

SPECIAL MENTION FOR A SPECIAL PERSON – BRANDON MILLS HEAD TEACHER BROOKFIELDS SPECIAL SCHOOL

There are few words to describe how we at Talentino feel about Brandon. If it wasn't for him, we may not ever have started working with special schools or you. Brandon is retiring this year and he has spent all his working life devoted to young people with SEND and their families. He deserves all of our respect and gratitude and yes, love. He has improved the lives of thousands of young people, he has been generous with his time and knowledge with me and Talentino and without people like Brandon in this field pushing for change, our young people would not be making the strides they have been over the last few years. Thank you Brandon for everything you have done for us at Talentino. Have an amazing retirement – you SO deserve it. ❤️



CAREERS AND ENTERPRISE COMPANY

Two heads are better than one. It makes me very proud to reflect on the terrific distance being travelled now in the context of the CEC's role in the SEND space with you (Talentino).

Nicola Hall Director Education Careers and Enterprise Company



THE CAREERS &
ENTERPRISE
COMPANY

Talentino has been the strategic partner for SEND for the Careers and Enterprise Company since December 2018 and this partnership has been a source of real joy for us. Being entrusted with supporting the building of capability of the Careers and Enterprise Company around SEND and Inclusion has led us to contribute in so many ways and make an impact. We have:

- Delivered SEND Masterclasses to over half of the Enterprise Coordinators in the network across the country creating an incredible surge of energy and passion to improve outcomes for young people with SEND across the country
- Created and delivered training to Enterprise Volunteers from business
- Supported the creation of national SEND / Inclusion Communities of Practice
- Supported the creation and implementation of Compass for Special Schools
- Co-written both SEND Gatsby Toolkits (third issue coming early 2022)
- Created and delivered training for Careers Leaders and SENCOs in special schools
- Been sponsored to increasing digital capacity in 10 Opportunity Areas providing digital Careers at EVERY Level into 76 new special schools
- Run the GLA LEAN offer for special schools in London in 2020/21 signing up over 40% of special schools in London and recruiting 60 volunteer Enterprise Advisers

Our focus together in the coming months are the students in SEMH, PRU and AP settings, SEND in mainstream, students who would all typically take GCSE/L2 qualifications. We want to explore together exactly what the barriers are that get in the way of achieving optimum career outcomes and create a career development model which seeks to address these barriers, possibly under the working title MORE - therapeutic career development. Talk to us if you are interested hello@talentinocareers.co.uk

INCLUSIVE

NUMBERS

TALENTINO HAS:

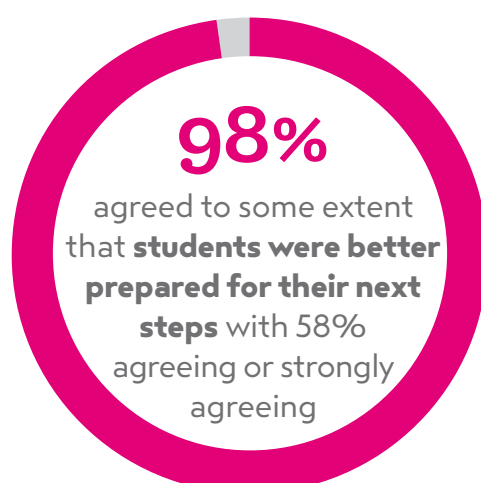
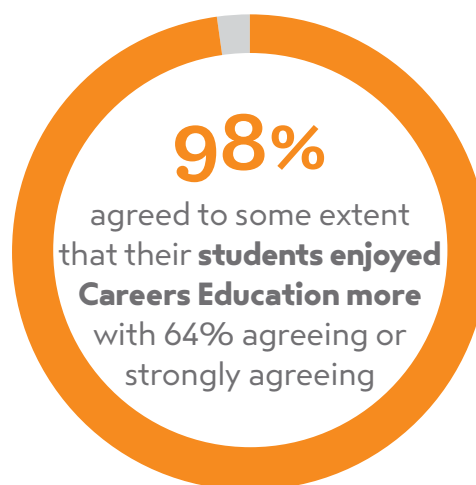
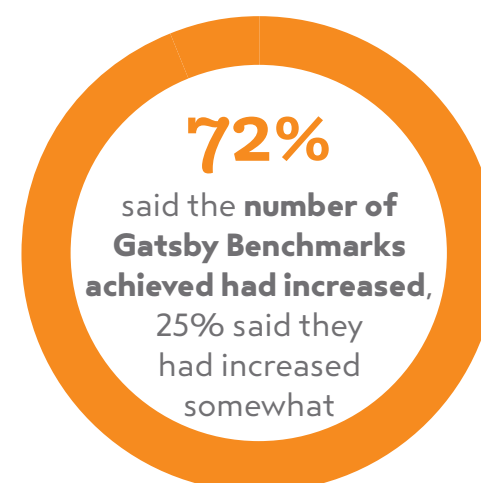


TALENTINO HAS TRAINED:



TALENTINO SCHOOLS - IMPACT SURVEY 2021

We circulated a survey to all our schools and special schools and had a return rate of 16% (the average return rate is between 5% and 30% so the return rate was in the middle of the range with 65 full returns of which 58 were Special schools). The respondents were asked to score the questions with *strongly agree*, *agree*, *somewhat agree* and *do not agree*. 37% of respondents have worked with Talentino for less than one year; 70% for between one and three years and 15% for more than five years. 78% of respondents work with students under and over 16 years of age and 73% work with MLD, SLD and ASD students and 40% work with PMLD students with 62% working with students with SEMH. All the questions in the survey were in the context of working with Talentino, either through careers programmes across the country or our work as Enterprise Coordinators / Enterprise Advisers in London.



EMPOWERING

SCHOOLS TELL US ABOUT THE IMPACT OF WORKING WITH TALENTINO!

Working with Talentino has certainly helped me to develop my role. With the help I have received I have felt more confident to further my own CPD.

Woodside Academy



It's been great to have someone to sound out ideas with and to support me in evaluating provision and set actions/goals to improve what we do.

West Lea



Working with Talentino has been one of a number of linked strategies that have helped us drive Careers education to the forefront of the curriculum in KS4 and 6th Form. Talentino gives the school, careers lead and individual teachers a structure to work within and resources to support the delivery of high quality careers education.

Addington School



As Assistant Head and acting Careers Lead, Talentino have supported me in the implementing positive structural change to the curriculum and in delivering this to staff though training and students though Careers days and a greater focus on careers throughout the curriculum. Without Talentino's support over the past 2 years the effects from the pandemic on our careers programme would have been very damaging. The ongoing challenges in finding work placements for students has been offset with initiatives inspired and supported by Talentino. This has left us well placed for when things do improve in the workplace. We now have a whole school strategy which wholly meets DOE scrutiny and through Compass, have an audit tool to outline our strengths and areas to improve.

Cricket Green School



Fantastic support and an ethos which elevated careers education and its profile across the school. High quality resources so delivery of careers education has both improved in quality and accessibility.

Beverley School



Talentino is a brilliant helpful resource, keeps me up to date and highlights important points I could miss. Thank you.

Friars Academy



Talentino has been a life line in the careers work at Green Corridor. The support of the Talentino has been massively appreciated.

Green Corridor



Excellent relationship with Talentino, constant communication and support. Thank you.

Oaktree School



Working with Talentino has enabled us to see the bigger picture, and think beyond a two week work experience. We are now thinking BIG! We have reinvented our curriculum to fit the needs of our pupils.

Riverside School



Talentino embody everything Special Schools, SEND students, their loved ones and those who work with SEND want to see in SEND Careers. Talentino not only support our school with our careers programme, they are at the forefront of creating opportunity, improving prospects and spearheading positive change for young SEND people. This is all done with such a personal touch by Jenny and her team. I would recommend to all Special Schools that they should partner with Talentino.

Stormont House School



The support we have received from Talentino throughout the past seven years has been invaluable in shaping and enhancing our current careers and enterprise provision across the trust. We were a pilot in the careers at every level programme. We found this to be the start of a wonderful partnership that has enabled us to improve our offer and outcomes for our wonderful students.

Catcote academy



Talentino have supported me with the establishment of the careers provision in our school. As our school opened in 2020, the careers programme is still relatively new and I have been supported greatly by the team at Talentino to ensure that the benchmarks are being met and I can always contact someone who can answer any questions I may have.

NAS Vanguard School



As this is just the beginning of our 3rd year I feel we have achieved a lot but still need to improve employer and parental engagement.

Riverside Bridge



Talentino definitely put Careers for SEND on the map - big time!! It has beautiful products, an absolute wealth of knowledge and always looking to innovate as with the digital platform. I feel it is a 4th emergency service if I have a SEND careers query. Brilliant organisation.

Growth Works UK



First of all our progress routes have reduced as a higher proportion now go straight onto Supported Internship. Increased number of pupils positively engaged with their careers choices.

Northgate School Arts College Academy Trust



It has built confidence, knowledge and links with other schools. We have been able to develop our vision, knowing that we are growing in the right direction and have support to do so. Thanks.

Cleeve Meadow School



Great support. Always sharing new ideas and opportunities.

Fern House School



TALENTINO PROGRAMMES AND RESOURCES

CICO® is a specially designed profiling tool that helps a young person from the age of 12 to identify their core interests and career orientation, helping to inform their career decisions from the very first decision they need to make. Used by young people for ten years in a card-based format, it is shortly to be available as an App. For students who are disengaged, perhaps in SEMH, PRUs or AP settings, CICO® can engage them in thinking through their futures in a positive light through meaningful information and support. Please email us for a demo hello@talentinocareers.co.uk.



Young people feel under immense pressure to make career decisions and being asked what they would like to do when they grow up is the WORST question to be asked. Many people are unhappy in their careers as evidenced by multiple surveys, career decisions factor in lots of aspects but don't always start with the simple question – What will make me happy? CICO® is a career profiling tool that is all about what makes you happy. It was developed by the Founder of Talentino based on an original model created by two Harvard Professors who sought to understand why highly qualified Managers were unhappy in their roles. They discovered that they had not factored in their 'embedded life interests' which start in childhood and can be identified early on.

The CICO® profile will enable young people to develop their career from a position of confidence and knowledge. They can trust the information it gives them so they can plan their career path and make career decisions that will make them happy. Schools will be able to obtain reports on students' profiles as well as data trends across different students' groups in their schools and more broadly.

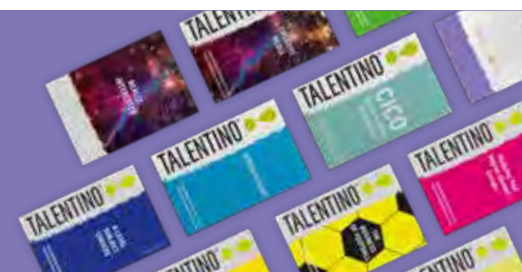
CAREERS AT EVERY LEVEL (HERITAGE) is our careers programme that enables students with MLD, SLD, ASD and PMLD to benefit from a specially designed approach to widen the possibility and probability of paid work, enriching employability skills and enabling life experience. This is achieved through classroom-based career coaching, employer encounters and work experience and Enterprise. We carefully train your staff to deliver the programme and provide research-based resources for you to use. Our purpose – Re-imagine early career development for young people with SEND so they are ready for employers and employers are ready for them.



CAREERS AT EVERY LEVEL (DIGITAL) Our programme Careers at Every Level can now be accessed as a virtual online experience! You can now enjoy the benefits of our Careers at Every Level programme online! Delivered through a series of short training videos and digitised resources you can now re-imagine early career development for young people with SEND through a supportive digital learning platform.



IT'S IN THE BOX! is a career coaching programme which enables pupils in Year 7 to 13 to consider career decisions by exploring options, identifying core interests, creating career development plans, engaging with employers and developing employability skills. With this programme, pupils can explore the widest range of options, with equal status given to non-university career paths using research-based tools created by senior businesspeople.



BAMBINO is an early careers programme for Primary Schools helping children develop STEM Employability Skills and an understanding of a working environment through Enterprise projects and focused sessions. Bambino will help pupils develop Seven key STEM Employability Skills developed through Enterprise: communication, problem solving, motivation & adaptability, organisation, teamwork, numeracy, and negotiation.



GREAT OUTCOMES

TALENTINO! 10 YEAR ANNIVERSARY HIGHLIGHTS



2011

- Created Talentino! 11th March 2011
- 1st special school Brookfields Careers at EVERY Level
- 1 person - Jenny



2012

- Hetty, the first Talentino! dog!



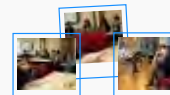
2013

- Matrix quality award
- WON 1st Social Enterprise award Young Foundation
- Jenny, Jack & Amanda



2014

- 1st conference with 20 people and I made the sandwiches – partnership Brookfields
- WON 2nd Social Enterprise award Unltd
- AWP Creatives begins design collaboration with Talentino!



2017

- First social impact report
- Attended the Queen's garden party at Buckingham Palace for services to education



2016

- WON CDI award for careers programmes
- WON 4th Social Enterprise award Ernst and Young



2015

- Henry Box Year 1
- WON 3rd Social Enterprise award Big Issue
- Amanda joined us as a volunteer and became the Careers Leader



- Talentino can be found in over 600 special schools, through our programmes, Growth packs and coming to our Conferences
- Coming soon, the New CICO App free for everyone
 - #wecareaboutyourfuture
 - Fantastic team of 15 staff

2020

- Careers at EVERY Level became digital
- New GLA LEAN London project and team
- Virtual 4 day Festival with over 2000 training places taken up



2019

- Second Social Impact report
- Became the national strategic partner for SEND for the Careers and Enterprise Company



2018

- WON 5th Social Enterprise award University of Cambridge Judge Business School and Barclays



2021

- Harri, the second Talentino! dog!



Finally... A **HUGE** thank you to all our schools, their staff and students, our Partners, Leonard Cheshire, Experian, Big Issue, Unltd, Careers and Enterprise Company, the Greenwood Academies Trust and particularly the Careers teams at Brookfields School and Catcote Academy.

TALENTINO!

t: 07734 055 519
e: jenny@talentinocareers.co.uk

w: www.talentinocareers.co.uk
 @TalentinoCareer

Designed and Printed by AWP Creatives:
www.awpcreatives.com