

PROGRAMME OBJECTIVES

MORE is a new SEND Career Development programme for mainstream and SEMH schools, PRUs and AP provisions that delivers content across 3 strands – **Personal and Social development; Employability and Enterprise**, and **Career Management** all of which are underpinned by a future-focused skill set. Starting in Year 7 and delivered throughout school, students will build confidence and develop skills through a classroom-based curriculum, career exploration, a reflective journal, and a profiling App – CICO® – that will establish their career orientation, enterprise competition and employability experiences and rehearsal. MORE is a holistic, deeply supportive careers programme that meets the Gatsby Benchmarks and gives young people facing multiple barriers more chance of achieving their optimum career aspirations.

High-level overall objectives aligning with the 3 Strands

MORE SEND Career Development Programme – Objectives

Provides inclusive support and addresses the unique needs of students with additional needs in mainstream enabling them to experience a deeper, more inclusive approach to their personal and professional career-related development.

- **Nurture self-awareness and personal growth:** Students will gain a deeper understanding of their strengths and areas for personal development, accessing opportunities for personal growth and self-improvement

- **Develop an understanding of and competence in future-focused employability skills:** Students will be equipped with the skills that employers say will be needed in the future world of work, to enhance their employability and readiness for the competitive job market
- **Promote entrepreneurial mindset and enterprise skills:** Students will be encouraged to adopt an entrepreneurial/intrapreneurial mindset and develop essential enterprise skills, equipping them to navigate the dynamic landscape of the modern workplace
- **Develop effective career management skills:** Students will use the tools and knowledge gained to effectively manage their career journeys, including setting career goals, creating career plans, and making informed decisions about their educational and professional paths
- **Appreciate and develop competence in a set of skills for future workplaces including:**
 - Relationship Management – Networking
 - Emotional and Social Intelligence
 - Teamwork and Collaboration
 - Self – Managing Change
 - Stress Tolerance
 - Innovation and Digital
 - Problem Solving and Critical Thinking
 - Digital Literacy
 - Technological Adaptability

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Objective Narratives for each Strand:

Personal Skills and Character Development:

The first strand revolves around building personal skills and character development. Through engaging workshops and interactive activities, students are empowered to discover and develop their unique strengths, talents, and abilities. This will provide students with the tools to build resilience, self-confidence, and effective communication skills.

- **Develop self-awareness and self-reflection:** Students will understand their strengths, and areas for improvement

- **Increase resilience and emotional intelligence:** Students will develop strategies and tools to cope with setbacks, manage stress, and develop emotional intelligence
- **Promote effective communication and people skills:** Students will learn to express themselves confidently, listen actively, and engage in meaningful interactions
- **Nurture a sense of ethical responsibility and social awareness:** Students will gain a deeper understanding of ethical values, social responsibility, and empathy towards others

Skills	Relevance
Emotional and Social Intelligence	<ul style="list-style-type: none"> • To be aware of and responsive to the emotions of others • To become attuned to social dynamics, cultural sensitivities, and social cues, enabling successful interactions in diverse settings • To understand and connect with others on a deeper level, demonstrating genuine interest and care
Networking	<ul style="list-style-type: none"> • To engage in meaningful conversations, articulate ideas, and actively listen to others • To build connections through networking to establish rapport, display empathy, and effectively interact with others • To develop and nurture relationships with individuals/others, to build trust, rapport, and mutual support • To initiate conversations, and present self with confidence • To communicate within different situations and networking platforms, demonstrating flexibility in approach and mindset
Teamwork and Collaboration	<ul style="list-style-type: none"> • To understand others' perspectives, interests, and needs, forging meaningful connections • To support and collaborate with others to achieve shared goals
Managing Change	<ul style="list-style-type: none"> • To adapt to new situations • To cope with challenges
Stress Tolerance	<ul style="list-style-type: none"> • To be able to self-regulate and build resilience • To maintain a positive mindset

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Employability and Enterprise Skills:

The second strand of the programme focuses on employability and enterprise skills to prepare students for the job market. The MORE programme equips students with a range of transferable skills, increasing their readiness for work experience and opportunities.

Objectives:

- **Effective working practises:** Students will develop effective working practices to increase their abilities to collaborate, communicate, and contribute efficiently and productively in diverse work settings
- **Enhance problem-solving and critical thinking abilities:** Students will be encouraged to think analytically, creatively, and strategically when faced with challenges or complex situations in the workplace
- **Develop flexibility in problem-solving and adaptability:** Students will develop the ability to approach problems with flexibility, encouraging them to explore multiple solutions and adapt their approaches as needed
- **Encourage entrepreneurial mindset and creativity:** Students will be encouraged to explore their entrepreneurial skills, igniting creativity, developing innovation/solution, and risk-taking abilities
- **Promote continuous employability development:** Students will be encouraged to develop a mindset of skill growth and development, highlighting the importance of continued development of skill sets and knowledge

Skills	Relevance
Problem-solving and critical thinking	<ul style="list-style-type: none"> • To analyse complex problems, think critically, and make effective decisions • To demonstrate strategic thinking when problem-solving, using flexibility to explore multiple solutions • To use flexibility and adaptability during enterprise activities to identify opportunities and innovative ideas • To embrace risk-taking and encourage an entrepreneurial mindset
Networking	<ul style="list-style-type: none"> • To develop and nurture a wider range of relationships, including work-related • To build a network of contacts • To build rapport and influence others, displaying persuasive skills to gain support, negotiate, and form partnerships • To adapt to different environments and adjust approach as needed • To stay informed of industry trends, market opportunities, and business developments

Skills	Relevance
Teamwork and Collaboration	<ul style="list-style-type: none"> • To communicate clearly to others • To contribute efficiently, when working with others • To promote effective teamwork and cooperation in others • To understand others' perspectives, interests, and needs • To support and collaborate with others to achieve shared goals
Managing Change	<ul style="list-style-type: none"> • To adapt to change and maintain a positive mindset in the face of change and challenges • To adjust to new situations, and circumstances calmly • To maintain a positive mindset during times of change
Stress Tolerance	<ul style="list-style-type: none"> • To manage emotions effectively, particularly during stressful situations • To prioritise tasks, manage workload, and meet deadlines efficiently, reducing stress levels • To prioritise self-care to maintain a healthy school/ work-life balance • To implement strategies to reduce stress and promote well-being
Digital Literacy	<ul style="list-style-type: none"> • To develop digital literacy and understand its use • To use online platforms and social media • To navigate virtual networking environments • To use technology for networking purposes
Technological Adaptability	<ul style="list-style-type: none"> • To learn and adapt to new technologies, software, and digital tools relevant to the job or industry • To navigate digital platforms • To understand online security and privacy • To use digital resources for work-related tasks • To identify and troubleshoot issues related to technology

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Career Management Skills:

The third strand of the programme equips students with the tools and resources to navigate their career journey. They will learn how to set achievable goals, create effective career plans, and make informed decisions.

Objectives:

- **Facilitate career exploration:** Students will explore their core passions and aspirations; aligning these to their career decisions using the provided resources and tools
- **Develop career planning and goal-setting skills:** Students will develop an effective career plan by setting achievable goals and identifying actionable steps to reach them
- **Enhance job search and application skills:** Students will acquire the necessary skills to conduct an effective job search, including resume/CV writing, interview preparation, and networking strategies
- **Professional networking/relationship-building:** Students will expand their professional networks, gain industry insights, and begin to build valuable work-related relationships
- **Promote lifelong learning and continuous career development:** Students will develop their understanding of industry trends, and increase, and acquire new work-related and transferable skills. A career journal will be completed to track career development and skill acquisition

Skills	Relevance
Problem-solving and critical thinking	<ul style="list-style-type: none"> • To analyse complex problems, think critically, and make effective decisions • To demonstrate strategic thinking when problem-solving, using flexibility to explore multiple solutions • To use flexibility and adaptability during enterprise activities to identify opportunities and innovative ideas • To embrace risk-taking and encourage an entrepreneurial mindset
Networking	<ul style="list-style-type: none"> • To develop and nurture a more professional relationship • To build a network of contacts • To build rapport and influence others, displaying persuasive skills to gain support, negotiate, and form partnerships • To adapt to different environments and adjust approach as needed • To stay informed of industry trends, market opportunities, and business developments

Skills	Relevance
Managing Change	<ul style="list-style-type: none"> • To adapt and adjust to new situations, circumstances • To be willing to embrace new ideas • To navigate uncertainties and adjust career plans or goals in response to circumstances or unexpected challenges • To maintain a positive mindset during times of change
Stress Tolerance	<ul style="list-style-type: none"> • To manage and control emotions effectively, particularly in high-pressure situations or during school/college/work transitions • To prioritise tasks, set realistic goals, and manage workload efficiently • To implement stress-reducing strategies
Digital Literacy	<ul style="list-style-type: none"> • To develop digital literacy and understand its use • To use online platforms and social media • To navigate virtual networking environments • To use technology for networking purposes
Technological Adaptability	<ul style="list-style-type: none"> • To learn and adapt to new technologies, software, and digital tools relevant to the job or industry • To navigate digital platforms, effectively utilising digital resources for work-related tasks • Tech savvy: Staying up to date with emerging technologies and trends in the digital landscape, being aware of their potential impact on the industry, and proactively exploring ways to leverage them for business advantages • Adaptability to technological advancements: Being open-minded and embracing change in technology, readily adapting to new systems, software updates, and digital transformations within the workplace