

**2024-25**

# Post-16 Pathways



**A guide for young people, parents  
and carers on next steps after year 11**

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## Introduction

The government expects you to continue in education or training until at least your 18th birthday (throughout Year 12 and into Year 13). This will allow you to gain skills and qualifications that help you to progress to higher education, work, and adult life.

Schools and the Local Authority (City of York Council) work together to guarantee that you will have an appropriate offer of education or training by the end of September after you finish Year 11.

If you have not been accepted onto a full-time course, or in employment with training, don't worry. There are some shorter programmes available, that you can join at other times in the year, to help you progress into full-time education, or employment with training **(see pages 21-23)**.

Whatever you are thinking of doing, it's important to look at all the options. York has a wide range of high-quality options available for all young people, at all levels. Whatever you are doing now, there is a pathway for you to follow from September 2025.

When you have decided on your preferred pathway, you can make applications to school sixth forms, colleges, apprenticeship employers or other providers. Information on how to apply is available on their website or in their brochure (often called a 'prospectus'). Your school will be able to provide you with further information.

## Helping you decide

Deciding what you want to do after Year 11 can be both an exciting and stressful time, and there are many options to consider. This booklet gives initial information and tells you where to find out more. It has been designed with all students in mind, with the sections in blue containing additional information for students with an existing **Education, Health and Care Plan (EHCP)**.

When making choices, it is important to have the right information to make an informed decision. To improve your motivation and provide a foundation for positive results next year and beyond, take the time now to:

- Find out information about different routes (often referred to as 'pathways') from events, websites and literature.
- Share the information in this booklet with your parent or carer.
- Make sure you attend taster days **(see page 40)** with post-16 providers. This is especially important if you are considering taking up a subject you have not studied at GCSE.
- Ensure that you understand the different qualifications, levels and pathways available **(see pages 9-20)**.
- Talk to your teachers about the Careers Education, Information, Advice and Guidance (CEIAG) programme in your school, which can support you to make successful choices.
- Have a chat with your parents/carers about what you enjoy, what you are good at, what motivates you to learn, the environment you want to be in and your own learning style.
- Think independently about your choice, not about what your friends are doing.





## If you have Special Educational Needs and/or Disabilities

If you have Special Educational Needs and/or Disabilities (SEND), your focus may not just be on education or training, but may also cover the broader aspects of preparing for adult life.

It is also realistic to think about paid work. Paid work can give you financial independence, help you to meet friends, and it's good for physical and mental health. It's never too early to start thinking about the best way to prepare for paid work – start by thinking about what you enjoy, your hopes, and the skills and qualifications you may need.

To help you achieve your aspirations, your learning could become more vocational (education or training linked to a particular skill/trade). These programmes can also help you identify opportunities for employment, and improve your communication, relationship and independent living skills. Most full-time programmes are 3-4 days per week, giving you time for activities outside of education.

If you have a SEND Support Plan, this may help inform your education and employment with training choices. Not all young people with SEND have or require a SEND Support Plan, but if you do need additional support, speak to student support at your education setting.

## York SEND Local Offer

The York SEND Local offer is available on [yorksend.org](http://yorksend.org). It provides more information for young people with special educational needs, disabled young people, parents and carers.



## If you have an Education, Health and Care Plan (EHCP)

You can check if you have an EHCP by asking your teacher, parent, carer, or someone who supports you.

In Year 11, the annual review of your EHCP will focus on your preparation for leaving school. It is important that you try to take part in your review meeting to help you plan your next steps towards training and employment.

The Preparation for Adulthood outcomes in your plan will help you to make this plan into a reality, and guide your decisions about your education, training and employment choices. Your SEND caseworker can support you in the transition process, and you will also have the support of a Specialist Learning and Employment Adviser, who can help you to prepare to make choices relating to education, training and employment.

You will also have opportunities to attend open events and taster sessions to support your decision making.

In this guide, sections with a blue background and a pink symbol show additional education and employment with training opportunities if you have an EHCP, including:

- Local schools/colleges - including study programmes **(see pages 13 and 38-39)**
- Personalised Learning and Work Experience Programmes **(see pages 25 and 41-51)**
- Supported Internships **(see pages 24 and 41-51)**
- Useful contacts for you when preparing for adulthood **(see pages 59-61)**









## Qualification Levels

The level of the programme that you will be able to start will depend on what qualifications you already have or are expecting to achieve by the time you move on from Year 11. GCSEs are graded using a numbered scale from 9 (high) to 1 (low).

Currently, if you are not awarded a GCSE at grade 4 (previously grade C) or higher in English or maths, those subjects will be included in your next course or training programme.

**The next few pages provide an overview of the different levels of qualifications and courses.**

## Examples of courses and qualifications

Level	Academic	Vocational and technical	Work-based	Average time to complete
7	Post-grad Degree apprenticeship, Master's Degree, NVQ, Level 7 Award, Post-graduate Certificate, Post-graduate Diploma			18-24 months
6	Level 6 Award, Certificate, Diploma	Level 6 Award, Certificate, Diploma Degree with Honours Graduate Certificate, Graduate Diploma	Degree level apprenticeship	3 years
5	Diploma of Higher Education	Level 5 Award, Certificate, Diploma Higher National Diploma (HND) Foundation Degree	Higher level apprenticeship	1-5 years
4	Certificate of Higher Education	Level 4 Award, Certificate, Diploma Higher National Certificate (HNC)	Higher level apprenticeship	1 year
Entry Requirements* ^ 2-3 A Levels or equivalent level 3 qualification, plus GCSE English and maths grade 4-9 ^				
3	A Level	BTEC level 3 Award, Certificate, Diploma, T Level	Advanced level apprenticeship	2 years
Entry Requirements* ^ At least 4 GCSEs at grade 4-9, (often including English and maths); or another level 2 qualification ^				

## Examples of courses and qualifications

Level	Academic	Vocational and technical	Work-based	Average time to complete
2	GCSE Grades 9-4 Level 2 Essential Skills Level 2 Functional Skills	BTEC level 2 Award, Certificate, Diploma	Intermediate level apprenticeship	1 year
Entry Requirements* ^ Level 1 qualification or some GCSEs at grade 3 ^				
1	GCSE Grades 3-1 Level 1 Essential Skills Level 1 Functional Skills	Level 1 Award, Certificate, Diploma		Varies
Entry	Entry Level Award, Certificate, Diploma Functional Skills entry level 1, 2 and 3 Essential Skills and Skills for Life			Varies
Entry Requirements* ^ No GCSEs or formal entry requirements ^				

**\*These are typical entry requirements, but some courses have different entry requirements. You would need to check. For more information on what qualification levels mean, visit [GOV.UK](https://www.gov.uk).**

# Further Education and Training

When you start in post-16 education or training, you will be enrolled onto a study programme. A study programme combines qualifications and other activities and is tailored to your prior attainment and career goals. It typically includes a substantial qualification (academic, vocational or technical) and preparation for employment.

All courses below are classed as full-time, made up of qualifications, tutorial, work experience and other support activities; however, this may not require attending classes five days a week.

## Academic qualifications

If you want to continue studying your favourite subjects in-depth at a sixth form, college or other provider or if you're thinking about university.

- **A Levels (level 3)**

A key route into higher education for degrees or degree level apprenticeships. You will typically choose 3 A Levels which are available in a wide range of subjects across the city; for example history, maths and sciences to more applied subjects such as business, media studies and IT. They are usually studied at the same time over two years. Alongside your chosen A Levels, you will have opportunities to undertake enrichment programmes across a range of areas.

## Vocational, sector-related or applied general qualifications

If you're interested in a particular sector or industry, but not sure what job you'd like to do and would like to develop transferable knowledge and skills. They are available in a range of sizes which are equivalent to one, two, or three A levels and can enable entry to employment, an apprenticeship or a range of higher education courses. These are typically more coursework based.

- **BTEC Awards, Certificates and Diplomas (level 2 and 3)**

They combine practical learning with subject and theory content, helping you to develop transferable knowledge and skills. Depending on which level you do, they can lead on to higher level study, entry to employment or an apprenticeship. Most are offered at colleges; however, some sixth forms also offer BTEC options.

## Technical or job-related qualifications

If you would like a course that's more practical, includes some work experience, or you already know what type of job you want. There are many types of technical qualifications in a wide range of subject areas and levels. They enable entry to employment or an apprenticeship in that occupational area, or progression to a related further or higher education course.

- **T Levels (level 3)**

Equivalent to three A Levels, T Levels offer specialised technical knowledge and skills tailored to specific job roles. They combine classroom learning with an industry placement of at least 315 hours, serving as a route into employment, further study or a higher apprenticeship. Locally, Askham Bryan College, Bishop Burton College and York College offer T Level courses in a wide range of areas, such as construction, engineering, education, early years and management. Visit their websites for further details.

- **Technical Certificates/Diplomas (level 2)**

These give you the opportunity to develop specialist knowledge and skills to cover jobs where employers recruit people with specific level 2 qualifications, as well as jobs where you need to have a level 2 qualification before you can progress to level 3. These are typically more exam and coursework based, and are often used alongside re-takes of English and/or maths qualifications. They are designed to support you to progress to higher level study such as T Levels or apprenticeships.

## Work-based qualifications

If you know what sector or organisation you'd like to work in, or want to gain transferrable skills that employers value.

- **Apprenticeships (start at level 2 or 3) (see pages 15-19)**

A great way to learn while you earn. They enable you to work alongside experienced staff and gain job-specific skills. You usually start on level 2 or 3 (equivalent to GCSE or A Level) and could progress up to level 6 or 7 (bachelor's or master's degree level). You benefit from off-the-job training to improve your skills and knowledge to help you perform better in your role. You complete a portfolio, formal assessments, qualifications and examinations or projects. Apprenticeships often lead to progression in employment or to university.

- **NVQs (level 1 and above)**

NVQs can be taken by school and college students with a work placement or part-time job that enables them to develop and demonstrate the appropriate skills employers need. They are assessed in a couple of ways: portfolio - you build up evidence of what you've done at work; and by observation - an assessor watches you work and checks you can do the tasks.

## Additional pathways for students with an EHCP

- Supported Internships (see page 24)
- Personalised learning and work experience programmes (see page 25)
- Specialist providers and pathways for young people with an EHCP (see pages 41-51)



These programmes will help develop skills for paid employment and some young people may progress onto an apprenticeship (see page 16)

## Other pathways

- **Below level 2 (entry level – level 1) (see pages 21-23)**

If you aren't quite ready to progress to a level 3 qualification, then Foundation Learning could be for you. Foundation Learning is an individual programme, to help you focus on your own specific needs, e.g. personal and social skills, confidence building, reading, writing, numeracy and digital skills. Programmes include vocational learning and skills development and can include a range of vocational options of various duration.

## Institutes of Technology (level 3-5)

Institutes of Technology (IoTs) are collaborations between further education (FE) providers, universities (HE) and employers.

IoTs deliver high quality, technical qualifications, such as Higher National Certificates (level 4), Higher National Diplomas (level 5), apprenticeships (levels 2-7), T Levels (level 3) and foundation degrees (level 5), with a focus on STEM (Science, Technology, Engineering and Maths) subjects such as:

- Cyber Security
- Construction & Engineering
- Animal Care & Agriculture
- Game Development

York College & University Centre and Askham Bryan College are key partners in the IoT locally (although do not necessarily offer all courses/qualification).

For more information and to read the full list of courses and partners involved in the Yorkshire & Humber IoT, visit [Yorkshire & Humber Institute of Technology](#).





# Training Through Employment

## Apprenticeships

Apprenticeships combine real work with training and study. You work alongside experienced staff and gain job-specific skills that you put into practice straight away.

As an apprentice you'll also:

- Receive a contract of employment for at least 30 hours per week, usually for 15-27 months. Depending on the apprenticeship and employer, you could work part time.
- Earn a wage and get holiday and sick leave entitlements.
- Follow an apprenticeship standard that is relevant to your job role.
- Spend at least 6 hours per week (within your contracted hours) building your portfolio of evidence to showcase the knowledge, skills and behaviours that are required of the apprenticeship standard.
- Undertake an end-point assessment (EPA).

An apprenticeship often leads to progression in employment, a higher-level apprenticeship, or university.

For a searchable list of approved standards, visit the [Institute for Apprenticeships](#).

**278,590** people  
started an  
apprenticeship in  
2023/24

**700+**  
apprenticeship  
standards approved  
for delivery

Data sources: [Explore Education Statistics Gov.UK 15 August 2024](#); [Institute of Apprenticeships](#).

## Levels and entry requirements

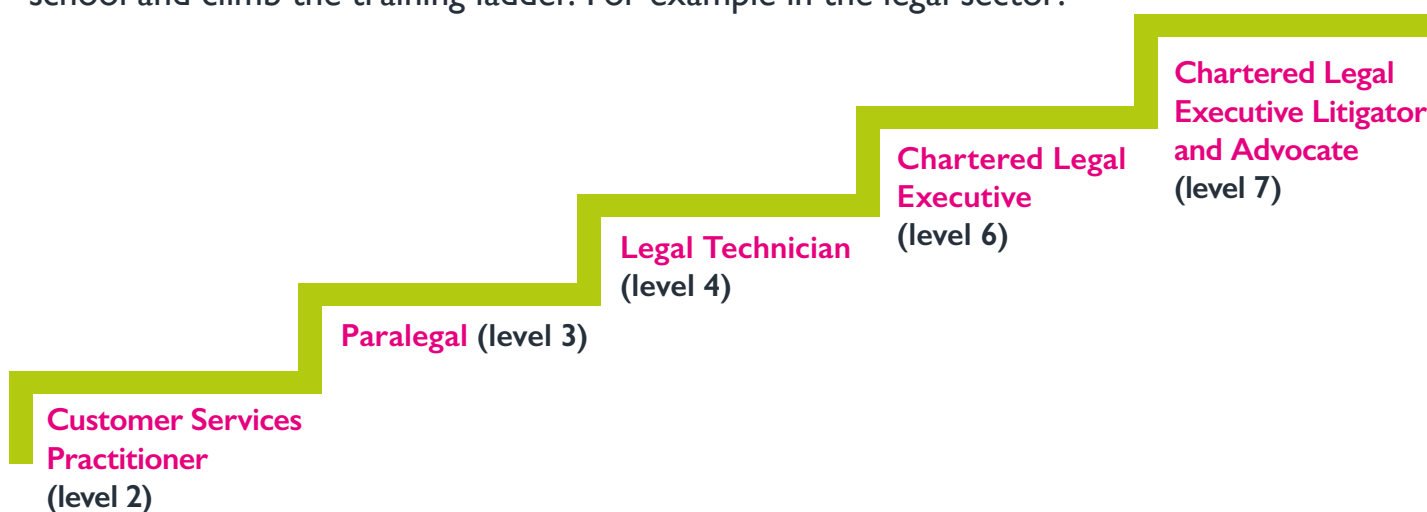
You usually start at level 2 or 3 (equivalent to GCSE or A Level) and could continue onto level 4 or 5 (foundation degree level) and in some cases, up to Level 6 or 7 (bachelor's or master's degree level). If you do not hold English and maths GCSE passes, or Functional Skills level 2, you would be supported to re-sit them alongside any level of apprenticeship.

Apprenticeships can be well suited to people with a learning disability as they combine practical training with study and can be part-time if needed. Employers are required to make reasonable workplace adjustments, and for people with an EHCP or who previously had a Statement of Educational need, there may be lower minimum English and maths requirements.



Levels of Apprenticeships			
Intermediate Level 2	Advanced Level 3	Higher Levels 4 - 5	Degree Levels 6 - 7
Broadly equivalent to GCSEs	Broadly equivalent to A Level	Broadly equivalent to Foundation Degree level	Moving on to Degree and Master equivalent qualifications
A minimum of 12 months	Average of 18 months	Average of 24 months	Average of 24 – 48 months

You might have to start at a lower level apprenticeship straight from school and climb the training ladder. For example in the legal sector:



See pages 26-31 for local labour market information.





## Training providers

Apprentices and employers are supported by a training provider, who deliver the skills, knowledge and behaviours required for the apprenticeship. These could be independent organisations, colleges or universities. There are several ways to receive training: day release at a college or training centre, block placements, or virtually with visits to your workplace by the training provider.

## Financial support

A [Bursary for Care Leavers](#) (up to the age of 25) may be available. This is dependent on your circumstances. For more information **see pages 62-65**.

## Applying

Main government apprenticeship vacancy website: [Find an Apprenticeship](#).

Construction vacancies: [Talent View Construction](#).

Rail vacancies: [Routes into Rail](#).

City of York Council York Apprenticeship Hub's Facebook Group: [Apprenticeships in York](#).

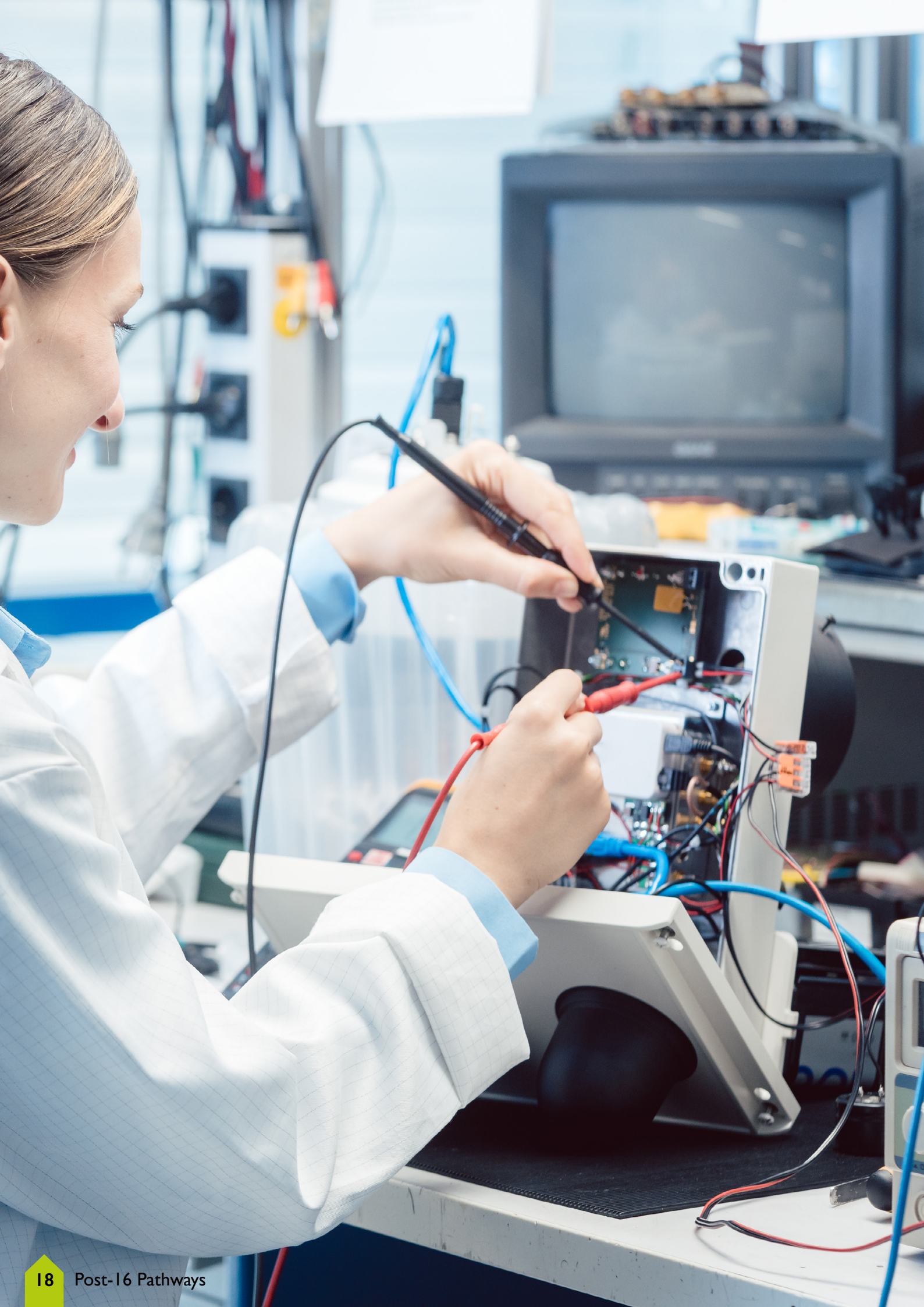
You can also check which training providers deliver the apprenticeships you are interested in via [Find Apprenticeship Training](#) and contact them for upcoming vacancies.

As not all apprenticeship jobs are advertised on the websites above, approach employers with a CV and check their websites and social media throughout the year. Employers may not be considering an apprentice but might change their minds when presented with a great candidate.

## Further information

[Amazing Apprenticeships](#) has a range of apprenticeship resources including guides on applying, career paths linked to subjects, case-study videos, parents & carers pack, webinars and the Higher and Degree vacancy listings.

[York Apprenticeship Hub](#) can provide you with more information, including details of planned recruitment events.



## Advice from York Apprentices

I chose this route as it allows me to **learn a trade** while also getting a **qualification**

Although an apprentice wage can sometimes be lower initially, the **prospects** at the end are very good.

The key thing **employers are looking for** alongside your qualifications is **experience**. An apprenticeship gives you that.

**Apply for several different positions** that appeal to you, as you can often get a feel for a place during interviews and there is also a lot of competition for vacancies.

Do research and look at your options. It **puts you a step ahead** at a young age, earning a wage, gaining work experience and getting qualified.

Apprenticeships give you lots of **opportunities and experience**. The best thing about it is you get to earn while you learn.



## Supported Employment

A personalised model for supporting people aged 18 years or older with significant disabilities to secure and retain paid employment. Eligible young people may progress from other programmes such as work experience, inclusive apprenticeships and Supported Internships.

### You will get:

- Support to identify your aspirations, learning needs, skills, experiences and job preferences (with parent/carer and support worker involvement)
- Support with practical job finding and job carving to ensure it suits your needs
- An induction in the workplace and ongoing training as well as out of work support if needed
- A development plan to record your goals
- Support with career development beyond the programme



For more information on where this is available locally **(see pages 41-51)**.

**Supported Employment is overseen by the British Association for Supported Employment (BASE).**



## Other Education Pathways and In-Year Provision

If you are not ready to start a course in September or find the course you have chosen is not right for you, other learning options may be available. Below are some examples of current in-year provision available locally (subject to change).

### York College



#### September

Level 1 and 2 Vocational Studies (The Prince's Trust): These programmes are based around employment, training and personal development. They are designed to help with key employability skills development and self-confidence, whilst also focusing on English and maths if you have not secured a 4 or above at GCSE. (3 days a week).

#### October

Level 2 Vocational Studies (Workskills): This level 2 programme is based around employment, training and skills. It allows for experience within a range of subject areas across college. The courses are designed to help with key employability skills development and focus on preparing to next steps either into education or employment. There is also a focus on English and maths if you have not secured a 4 or above at GCSE.

Level 3 Vocational studies and Extended Project Qualification: This involves working towards an Extended Project Qualification alongside a Workskills Qualification, therefore developing academic skills supporting progression to university. (Requires a GCSE 4 or above in English Language and maths).

#### January

A range of vocational provision is available across college starting in January. The college's careers team can work with you to find suitable courses starting at this time of year.



Visit [Foundation Learning at Askham Bryan College](#) or contact the college on 01904 772277 for more information about the following courses or taster day events.

**Entry 1 Independence and Employability Skills;** A fun and bespoke programme tailored to meet the needs of students who may not be ready for a full-time vocational pathway and require a little extra support. This course will help you develop key transferable skills and knowledge for living independently and social development, accessing community facilities, participating in group work experience placements and developing confidence working with animals in the college's wildlife park and farm.

**Entry 2 and Entry 3 Skills for Working Life;** This course will help you develop a range of transferable skills, explore campus facilities, work with the animals in the wildlife park and farm, and offers trips, guest speakers and group offsite work experience. You will study in college 4 days per week and there will be a mix of practical and theory sessions.

**Step Into;** This programme is aimed at learners ready to upskill their industry, professional and personal skills. You will develop these skills by participating in offsite projects, accessing the facilities on campus in the animal wildlife park, working farm, equine yard and horticulture department working towards essential reflective skills including teamwork, sustainability and study skills. The programme includes a mandatory group work placement off-site to further stretch and challenge developed skills in a safe and supportive environment. Progression includes level 1 Diploma in chosen specialism or a Supported Internship with a local provider.

**Level 1 Pathways;** Take your first steps on the career ladder and study a level 1 Diploma Land-based Programme; you can select a specific pathway of either Agriculture, Animal Care, Equine or Conservation. There is a focus on practical skills, but the programme will also develop your academic skills over the year. There are no formal exams, you will be assessed over the course completing a range of practical and written tasks. This course will help you develop transferable skills that employers are looking for and improve your personal performance through 60 hours of work experience in a relevant setting.

**Stepping Stone and Level 2 Pathways;** After a year of study at level 1, many students progress onto level 2. This can be either in the mainstream section of the college or within the Foundation section. However, for those who are not ready for the demands of a full level 2 qualification, there is the unique opportunity to study on the Stepping Stone Programme. Stepping Stone is a level 2 qualification in Animal Care or Land-based Studies. You would be awarded a level 2 certificate in Land-based Studies from City and Guilds, or the Open College Network on completion.

You will broaden your existing vocational skills, develop your ability to study independently, explore career routes within the industry and boost your confidence. You will also undertake 75 – 150 hours of work experience in a setting that is relevant to your qualification.

**Prince's Trust TEAM Programme (12 weeks, 3 start dates a year);** This programme challenges you to develop self-confidence, interpersonal and employability skills. It includes a one-week residential and a two-week work placement and gives you the chance to contribute through community projects. You will also get support to find work, become self-employed or progress to further study.

**Flexible Learning Programme;** This course lasts 8-12 weeks, 2 days per week, covering employability skills, health & safety, first aid, horticulture, animal care and horse care. Available around the Yorkshire region if you are claiming work related benefits and aged over 16.

## York Learning (Routes 2 Success)



Routes 2 Success is a supportive full-time study programme. This may be the course for you if you are aged 16-19 (or up to 25 with an EHCP) and not yet ready to access mainstream post-16 study and, if you find you learn more effectively in a small group setting. It aims to build on your personal and academic skills, supporting your transition to further education, training or work. You can study English and maths from entry level Functional Skills to GCSEs alongside a City & Guilds qualification in employability skills, as well as undertaking a work placement. The programme also supports you to develop your personal and social skills alongside life skills, preparing you to positively progress into adulthood.

For more information contact [sarah.robson@york.gov.uk](mailto:sarah.robson@york.gov.uk) (07534 042146) or [alison.thorne@york.gov.uk](mailto:alison.thorne@york.gov.uk) (07796 818184)

**See page 48** for further details.

York Learning also provides free courses for people aged 19+ without GCSE grade 4/C and above to gain Functional Skills or GCSE qualifications in English and maths.

# Additional Learning Options for Students with an EHCP

## Supported Internships

If you are aged 16-24 with an Education Health and Care Plan, a Supported Internship can be a good way to develop your independence, confidence and the skills valued by employers.

A Supported Internship will last at least 6 months, but most are around 12 months long. Whilst you are not paid during the programme, you will benefit from being part of a real business and develop skills to help you secure paid employment or an apprenticeship. You may also undertake further employability skills training, English and maths.

It is mainly based at the employer's workplace, where you learn on the job with support from a job coach and tutor. If you learn best by 'doing' and are ready to work but need extra support to take that step, a Supported Internship may be right for you.

More information is available on the [York SEND Local Offer](#) website and go to **pages 41-51** to see which local providers offer Supported Internships.



What I like about it is that we get a feel for what it's like to be in a working environment. I think it helps us prepare for when we get a job in the future.

**- Intern**

The provider has been amazing in the support and guidance they have given to our son. The work coaches and tutors have got him to focus and allow him to discover his career potential. They have helped him to grow as a person and equipped him with life skills that will aid him in obtaining employment and living independently in the future.

**- Parent**





## Personalised Learning and Work Experience Programmes

These programmes focus on work experience and include a tailored package of learning which prepares you for employment (or volunteering) and independent living, building towards living a full adult life in York.

This pathway could be appropriate for you if you want to continue your education when you leave school in a vocational setting or if your needs cannot currently be met by other programmes offered locally.

### **It combines three elements:**

- A sustained period of work experience and voluntary opportunities doing something you are interested in. This will help you build your CV and strengthen your employability skills.
- Education and training (including English and maths) with a local provider, including the opportunity to gain further qualifications and employability skills.
- Independent living skills to enable you to gain skills for everyday living and being part of your local community.



# Looking Ahead: Employment and the Job Market

People with the skills and qualifications that businesses need are generally better paid and have more job options. Continuing in education and training helps you to develop skills, gain qualifications and get ready for the world of work. This includes going straight into an apprenticeship or job with training between the ages of 16 and 18. An apprenticeship is a job with training (**see pages 15-19**) and is often a clear route to progress a career. Any employer should support and encourage access to training.



The National Careers Service has developed a [short quiz](#) to help you to identify your interests, motivations and preferences. You can use this information to explore careers that might interest you in more detail. You can also explore different careers to find out what a job involves and if it could be right for you: [explore careers](#).

## The Local Picture

In recent years, the number and types of jobs available in York have changed. You may know people who have changed role, the hours they work or their employer. The importance of having digital skills has become considerably more important.

A key change is that more people now work from home, rather than going to an office. However, many roles still rely and thrive on people delivering a personal service such as in health & social care, education, retail, logistics and hospitality. Many science, technology, engineering and maths (STEM) roles also require employees to use manufacturing, engineering and laboratory equipment at designated sites.

The jobs market in York remains competitive; as well as young people leaving school, college and university, more people are looking to change jobs or return to work. This means that personal qualities such as adaptability, a willingness to learn and resilience are more important than ever.

Whilst it's good to have a clear idea of next steps, you may have no firm career plans in Year 11. So, now's the time for you to think about developing the transferable and technical skills that employers need. With the fast pace of change in business and industry today, you will need to put yourself in the best position to meet the needs of employers now and in the future.



Employers across all sectors value basic literacy, numeracy and digital skills, along with transferable skills such as self-management. In terms of key skills that employers are looking for, they can be broken down into two categories: baseline and specialist.

The most sought after baseline skills (order of demand)	The most sought after specialist skills (order of demand)
Communication	Customer service
Customer service	Teaching
Management	Teamwork/collaboration
Attention to detail	Marketing
Sales	Finance / Invoicing / Accounting
Planning	Auditing
Leadership	Project management
Problem solving	Supporting young people with mental health conditions

Most sought after baseline digital skills (order of demand)	Most sought after specialist digital skills (order of demand)
Microsoft Office Suite	SQL
Microsoft Excel	Microsoft C#
Microsoft Outlook	Microsoft Azure
Microsoft PowerPoint	JavaScript

Data source: York & North Yorkshire Labour Market Analysis 2023, YNYLEP



So, when deciding to live and work in York, you'll need to know about:

## **Local employers**

York has some big employers in the city but most are small to medium sized companies (SMEs) with fewer than 250 employees. Self-employment and starting your own business are also real possibilities, but it's important for you to understand the sector you wish to operate within and who your customers will be.

## **Good Business Charter**

In York, some employers are signed up to the Good Business Charter (GBC). This means they have committed to ten responsible business practices, which include paying the Real Living Wage, offering fair hours and contracts, to source products ethically and are committed to reducing their carbon usage.

A list of York based employers that are signed up to the GBC can be found: [Yorkshire and the Humber - Good Business Charter](#).

## **Job Opportunities**

Current predictions are that the biggest growth in job opportunities in York will be for those people whose qualifications are Level 3 or above, which is equivalent to A Levels, T Levels and applied general qualifications, diplomas or advanced apprenticeships. This means that those who continue to study or train beyond the age of 19 should be in a stronger position. This could be at a university or other higher education institution, through a higher/degree level apprenticeship, or by gaining professional qualifications while working.

## Support and preparation

The [National Careers Service](#) provides support on applying for jobs, preparing for interview, creating a CV and covering letter.

Some tips are listed below:

Top tips when applying for jobs	Top tips when preparing for interview
Have your information available when you start your application, for example qualifications/predicted grades, any work history and referees	Be punctual – allow enough time to get to your interview. If you don't know where to go, ask for directions in advance
Have a genuine interest in the position you are applying for	Pick out something suitable and comfortable to wear
Read the job description carefully and link your answers to the key elements of the job description	Turn off your phone
Do your research and demonstrate what you know about the company	Take a copy of your CV / application with you to remind yourself of what you said
Follow any instructions carefully	Sit up straight, keep calm and be yourself
Try to link in with your work experience, volunteering, leisure activities, clubs and school/college experiences	You can ask the interviewer to repeat a question – take your time to think before you answer
Do not rush your application – make sure you do a spell check and proof read	Speak clearly
Have a sensible email address and include up to date contact details	Do not interrupt the interviewer
If applying online, make sure you click on the 'submit' button	Do prior research on the organisation and make a note of questions to ask
Think about including/attaching a covering letter with your application	Thank the person for the opportunity



## Employment Sectors in York

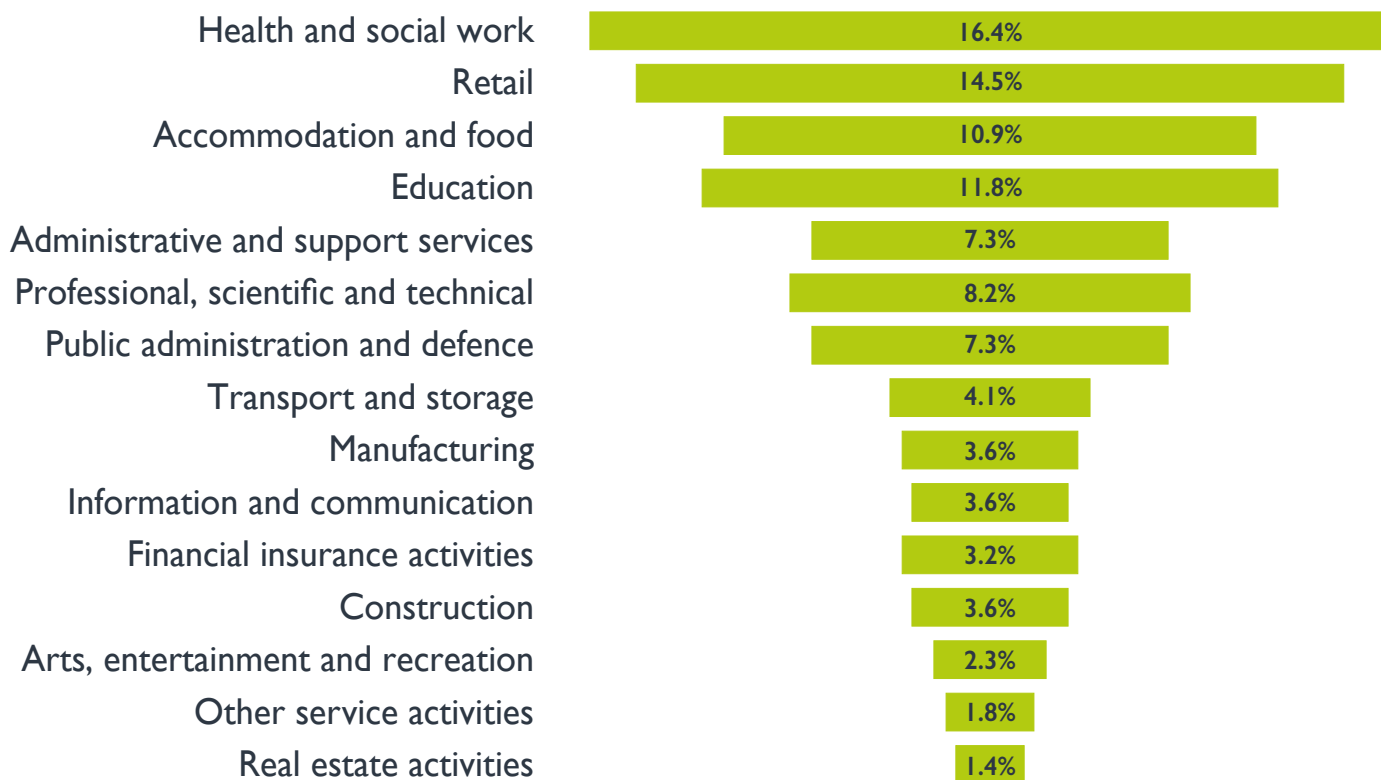
York has a number of different employment sectors, which include a wide range of different jobs and occupations. Whilst each sector has its own specialist occupations (see the table below), businesses in all sectors need people who work in finance, IT, marketing, legal and other areas.

Some examples of specialist occupations in York's key employment sectors:

Employment Sector	Examples of Jobs
Construction	Joiners and Surveyors
Early Years	Early Years Specialist Teacher and Teaching Assistant
Health and Social Care	Care Worker, Counsellor and Dentist
IT and Digital	Cyber Security Technician, Coder and Software QA
Tourism, Hospitality and Retail	Head Chef and Logistics Manager
Engineering (including food manufacturing, rail and road transport)	Engineer, Food Production Operative and Rail Signalling Engineer
Creative and Communications	Graphic Designer and UX Developer
Heritage	Digital Preservation Archivist and Stone Masons
AgriTech, Bioeconomy and Life Sciences	Microbiologists Research and Laboratory Technicians
Business and Professional Services	Lawyer, Insurance Broker, Business Relationship Manager and Planner

It's important to be aware of the key employment sectors in York and consider the progression opportunities an entry-level role may offer. For instance, building a career within the hospitality sector could lead to a national or international management role.

## Employment in York:



Data source: 2022 Business Register and Employment Survey

Whilst it is important to understand the job market in York, you might want to look further afield. Think about your chosen method of transport and the time it will take you to get there, rather than the distance.

## You might also find the following resource useful

The Shape Your Future York & North Yorkshire booklet provides information about the key local employment sectors, qualifications and pathways, the importance of skills and making successful applications. Ask at school to see a copy of the 2023/24 booklet.





## Green jobs and green skills

You may have heard about ‘green jobs’ and ‘green skills’ but are uncertain what the difference is or how important they are for working in York.

A ‘green job’ is employment in an activity that contributes to our net zero emissions target and other environmental goals, such as nature restoration and mitigation against climate risks. Examples include renewable energy generation, woodland creation and flood defence.

### **Did you know?**

*In York, we have an ambition to be a net zero carbon city by 2030. We all have a part to play and this includes developing green skills.*

‘Green skills’ are needed in a variety of roles and across different sectors. Increasingly employers in York are looking for people with skills such as innovation, adaptability and resilience to help them make their business activities more environmentally friendly.

Technical green skills are also in demand in areas such as construction and transport. For instance, plumbers and electricians will need to know how to fit environmentally friendly air source heat pumps and car mechanics will be needed to fix electric as well as petrol cars.

At the same time, new technologies continue to change the world around us and it’s possible that the job you’ll be doing in 20 years’ time doesn’t yet exist! So, like today’s plumbers and car mechanics, you’ll need to be prepared to learn new skills along the way.

To find out more about [York’s Green Economy](#).

In addition the [Green Careers Hub](#) is a platform to access resources and careers information that relates to your current and future skills, knowledge and experience.



# Volunteering

There are lots of opportunities across the city for you to try something new, develop your skills, enhance your CV, meet new people, have fun and give something back to your community. Your school will be able to advise on the opportunities available.

To find out more about how to get involved in volunteering, **see page 56**.

## National Citizen Service

The National Citizen Service (NCS) is a programme open to all 16 and 17-year-olds in England (or for those aged 18 to 25 with an Education, Health, and Care Plan, moving towards leaving the care of your local authority and/or receiving statutory support).

Get ready to build your independence, boost your work readiness, grow in confidence and form some amazing friendships along the way. The best bit – you can do it in a way that works best for you. NCS currently offers three experiences:

- Away from Home
- Local Community Experiences
- Online Experiences

For more information visit: [wearencs.com](http://wearencs.com).



# Looking Ahead: Higher Education

You can progress to higher education (HE) with a range of qualifications, including A Levels, BTECs, diplomas, T Levels and apprenticeships.

Local universities and colleges support a range of activities to promote access to HE. Generally, total earnings over a lifetime are higher for those with HE qualifications and there are many other positive experiences and benefits to be gained from studying at a university or college. If you know the type of job you would like to do after studying, look at job adverts and applications to see if they ask for particular qualifications.

It is also possible to apply for deferred entry onto HE courses, which allows you to secure your place on a course whilst you gain valuable work experience or travel.

## Studying in York



Est.  
1841

YORK  
ST JOHN  
UNIVERSITY



YORK & UNIVERSITY  
COLLEGE CENTRE

York has two universities (the University of York and York St John University) and two colleges (Askham Bryan College and York College). All institutions offer a wide range of HE courses, both academic and work-based, including degree-level apprenticeships and foundation degrees. Further afield, there are around 400 providers across the country offering over 50,000 courses (**see UCAS details on page 58**), so there should be a course to meet your interest.

It is important to recognise that some courses ask for particular A Levels or other qualifications. Teachers and advisers at schools will be able to tell you which subjects may be useful when picking options for HE, alternatively visit [ucas.com/explore](https://ucas.com/explore) or [informedchoices.ac.uk](https://informedchoices.ac.uk). Information about entry requirements for courses is available through university and college prospectuses and websites.

## Costs and financial support

The below information is based on the 2024/25 academic year.

Universities and other HE providers in England can charge up to £9,250 per year (in 2024). Tuition is not paid up front and fee and maintenance loans are available depending on your situation. You do not start repaying your loan until you are earning at least £25,000 per year. The rate of repayment is 9% of your earnings over £25,000 and loans are written off after 40 years, no matter how much you have paid off.

There is additional support available to you if you are care experienced and are looking to progress to higher education. This includes a bursary of £2,000 to help with the costs of books and materials and there is also support to pay for accommodation costs.

For more information: [Care Leavers support for Higher Education](#).

Information on [Undergraduate Tuition Fees and student loans](#).

Information on [financial support](#), including a simple calculator.

Further information about [student finance](#).

## Disabled Students' Allowance (DSA)

This is available to support HE students with a range of difficulties and conditions. Allowances and support available through DSA are tailored to individual needs through a personal DSA Needs Assessment. Assessments can be carried out locally to where you live or plan to study. There are two DSA Assessment Centres in York.

For more information, go to: [gov.uk/disabled-students-allowance-dsa](http://gov.uk/disabled-students-allowance-dsa)

## Where to find out more

Universities and colleges in York offer a range of opportunities to visit them. Open days will allow you to look around, find out more about courses and meet staff and current students. Open days typically run between July and December. To find out more about when open days are being held, please check on the following websites:

- [York St John University](#)  
**Places must be booked online**
- [University of York](#)  
**Places must be booked online**
- [Askham Bryan College](#)
- [York College](#)

For general information and advice on university and degree apprenticeships:

- [ucas.com](http://ucas.com) and [gov.uk](http://gov.uk) (explore your options including traditional degrees, apprenticeships, careers, and more)
- [discoveruni.gov.uk](http://discoveruni.gov.uk) (advice and guidance on university)
- [whatuni.com](http://whatuni.com) (advice and guidance on university)
- [theuniguide.co.uk](http://theuniguide.co.uk) (information and advice on university; includes advice on GCSE and A Level choices and implications for higher education)

**See pages 57-58** for additional sources of support.

# Looking Ahead: Lifelong Learning

Whilst thinking about your next steps, don't forget that lifelong learning includes your parents/carers and older siblings. Lifelong learning can improve our life and work skills, and enhance our understanding of the world around us, provide us with the skills and opportunities to move up the career ladder and improve our quality of life.

## There are many reasons why it is good to come back to learning:

- Learn new skills and build knowledge, whether it's for leisure or work
- Improve your employment options
- Improve your self-confidence
- Build skills towards a new career
- Meet new people and become part of a community of artists or craft people
- Keep up with the kids' skills in maths, English and digital skills
- Because it's fun!



### Are you aged 19+?

York Learning has one mission: to inspire you to learn, explore and achieve. Wherever you have come from or whatever your next steps are, their skills courses are the first step into further learning, better career options and more confidence in your abilities. They are supportive in helping you to find your next steps and many academic courses are free and if not, they can often provide support with course fees, equipment and anything else that would enable you to access learning.

### Stuck in a rut with work?

Find out how to explore your options and find your way into something new. If you are thinking about returning to learning or are in work and looking to improve your career prospects, they are there to help and support you to make the right choices.

## English, maths and digital skills courses

Improve your skills with English and maths from beginners to GCSE and digital skills up to level 3. Contact York Learning to arrange a one-to-one skills assessment and get started on a course that's at the right level for you.

## Careers advice, guidance, and information

If you're looking for work, a new job or new skills for a career change, get support with one-to-one mentoring and/or career advice and support. Also find out about Rise2Thrive **see page 52** and for information on the financial support available to help parents and carers with the cost of childcare, **see page 63**.

[yorklearning.org.uk](http://yorklearning.org.uk)

[york.learning@york.gov.uk](mailto:york.learning@york.gov.uk)

01904 554277



# Providers in York: Sixth Form Schools and Colleges



**ALL SAINTS**  
CATHOLIC SCHOOL ♦ YORK

All Saints Catholic School

Mill Mount • York • YO24 1BJ

[allsaintsyork.npcat.org.uk](http://allsaintsyork.npcat.org.uk) • 01904 545206

[6fadmin@allsaints.york.sch.uk](mailto:6fadmin@allsaints.york.sch.uk)

A range of A Level and BTEC qualifications

Open evening 2024: Thu 14 November



**Archbishop Holgate's School**

A Church of England Academy Founded 1546

Archbishop Holgate's School

Hull Road • York • YO10 5ZA

[archbishopholgates.org](http://archbishopholgates.org) • 01904 411341

A range of courses including A Levels, BTECs and other level 3 qualifications.

Open evening 2024: Tue 19 November



**ASKHAM BRYAN**  
COLLEGE

Askham Bryan College

Askham Bryan • York • YO23 3FR

[askham-bryan.ac.uk](http://askham-bryan.ac.uk) • 01904 772277

Vocational study programmes and apprenticeships linked to outdoor careers and land-based industries

Open events 2024-25: (Saturdays) 19 October, 30 November, 25 January, 29 March and 21 June.

Foundation Learning Tasters 2024-25: (Wednesdays) 4 December, 12 February and 2 April



## Fulford School

Fulfordgate • York • YO10 4FY  
[fulford.york.sch.uk](http://fulford.york.sch.uk) • 01904 666406  
[sixthform@fulford.york.sch.uk](mailto:sixthform@fulford.york.sch.uk)

A range of A Levels and other Level 3 qualifications

Open evening 2024: Tue 12 November



HUNTINGTON SCHOOL

## Huntington School

Huntington Road • Huntington • York • YO32 9WT  
[huntingtonschool.co.uk](http://huntingtonschool.co.uk) • 01904 752100  
[mail@huntington-ed.org.uk](mailto:mail@huntington-ed.org.uk)

A range of A Levels and other Level 3 qualifications

Open evening 2024: Thu 21 November.



## Joseph Rowntree School

Haxby Road • New Earswick • York • YO32 4BZ  
[josephrowntree.co.uk](http://josephrowntree.co.uk) • 01904 552100

A range of A Levels and a small number of vocational courses, including BTECs

Open evening 2024: Wed 13 November



## York College and University Centre

Sim Balk Lane • York • YO23 2BB  
[yorkcollege.ac.uk](http://yorkcollege.ac.uk) • 01904 770397

A wide range of AS and A Levels, Vocational courses, T Levels, Apprenticeships, Courses for Adults, Degrees and Higher-Level Study

Open events 2024-25: Tue 8 October, Thu 7 November, Sat 23 November, Mon 10 February, Tue 1 April and Thu 19 June



See individual websites for more information and timings.



## Year II Taster Days

On 14 and 16 January 2025, York school sixth forms and colleges will be offering taster days for Year II students to trial post-16 options. In addition, on 16 January there will be an option for an apprenticeship taster day with local construction employers. Applications went live in October and the deadline to submit applications is 27 November (unless otherwise stated). Ask at school for more information about the Year II Taster Days.

## Independent Schools

- Bootham School Bootham • York • YO30 7BU • 01904 623261  
[boothamschool.com](http://boothamschool.com)
- St. Peters School Clifton • York • YO30 6AB • 01904 527300  
[stpetersyork.org.uk](http://stpetersyork.org.uk)
- The Mount School (girls only) Dalton Terrace • York • YO24 4DD • 01904 667500  
[mountschool.york.co.uk](http://mountschool.york.co.uk)



# Specialist Providers and Programmes for Young People with an EHCP


Specialist provider	Type of programme			
	Further Education	Personalised Learning & Work Experience Programmes*	Supported Internships*	Supported Employment*
Ad Astra		✓		
Applefields	✓			
Askham Bryan College	✓			
Blueberry Academy		✓	✓	✓
Choose 2 Youth		✓		
NHSE Choices College			✓	
Prospects (part of Shaw Trust)			✓	
Routes 2 Success (York Learning)	✓			
Smart-Ways (Tang Hall SMART CIC)	✓	✓	✓	✓
United Response		✓	✓	✓
York College	✓	✓	✓	


For more information see the [York SEND Local Offer website](#).




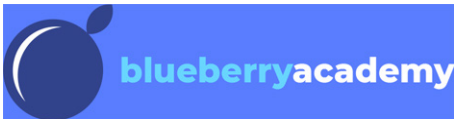
\*Please refer to **pages 12-13, 20, 24 and 25** for a definition of the above programmes

## Specialist Providers


Specialist Provider	Contact Details
<p><b>Ad Astra</b></p> <p>A learning environment tailored to suit your individual needs. Ad Astra welcomes you if you have a wide range of additional needs, including if you struggle to manage your behaviour. They work closely with a range of agencies in order to support you as individuals.</p> <p>Sessions are delivered to you by specialist tutors in mechanics, construction and land-based learning; this includes access to a private woodland area and a range of small animals which live at their Elvington site. A small and experienced team of teachers provide maths, English, ICT and PSHE to ensure you learn crucial life skills. The young people that were entered for exams in the last academic year, had a 75% exam pass rate. Their PSHE curriculum is enhanced by visits from the local fire service, mental health support groups and guest speakers such as the TV personality, Paul Cashmore.</p> <p>Ad Astra offer a robust employability programme and a job-coach works closely with you to place you in meaningful work experience roles across the city where you can learn valuable employability skills. On average, 70% of learners move on to paid employment at the end of the course. They work in partnership with a number of large employers across the region including York Football Club, Natural England and Guardian Glass.</p> <p>They offer a range of engagement, personal development and team building opportunities throughout the year. Activities include boxing, swimming, climbing, the gym, clay-pigeon shooting, cooking and art.</p> <p>They can provide free transport in the local York area, a hot breakfast and lunch throughout the week and access to hot drinks and snacks. Their attendance is 35% above the national average for alternative provision.</p>	 <p><b>Website:</b> <a href="http://adastra.co.uk">adastra.co.uk</a></p> <p><b>Email:</b> <a href="mailto:kate.frankish@adastauk.co.uk">kate.frankish@adastauk.co.uk</a></p> <p><b>Phone:</b> 01904 449846</p>

Specialist Provider	Contact Details
<p><b>Applefields</b></p> <p>Applefields' 16-19 offer aims to promote social and communication development, health and well-being, employment through their enterprises and life skills focusing on independence.</p> <p>You may either be taught in their Moving On Zone or as part of a mixed age class if you have moderate, severe or profound learning difficulties.</p>	 <p><b>Website:</b> <a href="http://applefieldsschool.co.uk">applefieldsschool.co.uk</a></p> <p><b>Email:</b> <a href="mailto:info@applefieldsschool.co.uk">info@applefieldsschool.co.uk</a></p> <p><b>Phone:</b> 01904 553900</p>


Specialist Provider	Contact Details
<p><b>Askham Bryan College</b></p> <p>Askham Bryan college is a mainstream further education establishment, offering you the opportunity to study a land-based pathway. They offer courses from entry 1 right up to degree level if you are aged 16- 25.</p> <p>The Foundation Learning department offers a nurturing environment located in the heart of the campus. This allows for adaptive teaching opportunity whilst maintaining high expectations for all, so that all pupils have the opportunity to meet expectations.</p> <p>The department is home to well-qualified and experienced staff to ensure you follow study programmes, including a full range of land-based routes offering progression onto higher-level courses.</p> <p>Effective learning support ensures that you develop the knowledge, skills and behaviours you need for further learning and preparation for adulthood. This includes employability skills through your vocational qualification and access to specialist work related resources in each curriculum area and the wider community.</p> <p>They have excellent links with local schools and a wide range of external agencies enabling a strong lead to excellent support for transition into college.</p>	 <p><b>Website:</b> <a href="http://askham-bryan.ac.uk">askham-bryan.ac.uk</a></p> <p><b>Email:</b> <a href="mailto:enquiries@askham-bryan.ac.uk">enquiries@askham-bryan.ac.uk</a></p> <p>or</p> <p><a href="mailto:inclusive.services@askham-bryan.ac.uk">inclusive.services@askham-bryan.ac.uk</a></p> <p><b>Phone:</b> 01904 772277</p>

Specialist Provider	Contact Details
<p><b>Blueberry Academy</b></p> <p>Specialist support for you if you have learning differences, autism, social, emotional and mental health needs and/ or other disabilities.</p> <p>Blueberry provides Personalised Learning Programmes in Preparation for Adulthood (PFA), supporting you to develop greater independence and employability. Personalised Learning PFA Programmes are usually for 2 years and include Functional Skills, Independent Living Skills, Employability Skills, Citizenship and Wellbeing and supported work experience. Programmes can also include sessions such as weekly visits to David Lloyd gym, bike maintenance, cycling, arts and crafts, woodwork, IT projects and participation in a wide range of activities in the local community.</p> <p>Blueberry has “in-house” supported work experiences in the Pop Up Shop, Crafts Workshop, Community Enterprise and Garden Care Team. Blueberry works in partnership with local employers to offer work placements in a range of sectors including retail, catering, hospitality, administration and IT. You are supported by a job coach to work as independently as possible.</p> <p>The Blueberry team aims to support you to plan for your future. You are encouraged to aspire to employment, maintain volunteering opportunities, be part of the local community and continue with a routine of healthy and positive social and leisure activities beyond education.</p> <p>Blueberry also offers a range of Blueberry Social Clubs and activities for you when on programme.</p> <p>You have an allocated Information, Advice and Guidance worker to help you achieve your goals and support personal development.</p> <p>Some students progress to a 3rd year Supported Internship. This is a 1 year education programme with a clear goal of paid employment. You spend a minimum of 2 days a week with an employer and continue with Blueberry education for 1 or 2 days a week in Functional Skills and Employability. A Blueberry job coach provides you with support in the workplace.</p> <p>Some students progress to Blueberry Supported Employment service, through Social Care, where you can continue to develop employability skills through work experience.</p>	 <p><b>Website:</b> <a href="http://blueberryacademy.co.uk">blueberryacademy.co.uk</a></p> <p><b>Email:</b> <a href="mailto:info@blueberryacademy.co.uk">info@blueberryacademy.co.uk</a></p> <p><b>Phone:</b> 01904 638885</p>




Specialist Provider	Contact Details
<p><b>Choose 2 Youth</b></p> <p>A personalised learning programme that supports young people with disabilities and additional needs. They support you to build on your skills and knowledge to become as independent as possible through personal and social development. This will prepare you for adult life and work options.</p> <p>Their Independence and Life Skills programme usually runs for 2 years and includes Functional Skills, employability, independent living, good health, friends, relationships and community and enrichment sessions such as sport, art, music and volunteering.</p> <p>They have a small sensory room and provide rebound therapy if appropriate.</p> <p>They also offer an in-house work experience option working in one of their cafés.</p>	 <p><b>Website:</b> <a href="http://choose2youth.co.uk">choose2youth.co.uk</a></p> <p><b>Email:</b> <a href="mailto:office@choose2youth.co.uk">office@choose2youth.co.uk</a></p> <p><b>Phone:</b> 07933 115448</p>





Specialist Provider	Contact Details
<p><b>NHSE Choices College</b></p> <p>NHSE Choices College (previously known as Project Choice) is a one-year programme. You will do three 12 week placements during the year and you will spend up to 4 days in placement, with one day spent in the classroom completing employability skills, STEM sessions and Functional Skills maths and English. There is a possibility of a different placement each term.</p> <p>Some placements are in an NHS setting and some are in the community. You are allocated a workplace mentor along with the coordinator. You won't get paid but will develop useful work-related skills and be more ready to move into paid work at the end of the programme.</p> <p>During the employability sessions, we also look at building/ updating your CV, practicing interview skills and job searching.</p>	 <p><b>NHS</b> Health Education England</p> <p><b>Website:</b> <a href="http://hee.nhs.uk/our-work/project-choice-supported-internships">hee.nhs.uk/our-work/project-choice-supported-internships</a></p> <p><b>Email:</b> <a href="mailto:melanie.slater3@nhs.net">melanie.slater3@nhs.net</a> or <a href="mailto:louise.crawford6@nhs.net">louise.crawford6@nhs.net</a></p> <p><b>Phone:</b> 07766 257914 (Mel) or 07768951927 (Louise)</p>


Specialist Provider	Contact Details
<p><b>Prospects (part of Shaw Trust)</b></p> <p>A Supported Internship is a study programme for you if you are aged 16 to 24 who have an Education, Health and Care Plan (EHCP) and want to move into employment but need some extra support.</p> <p>They usually last for a year, with the opportunity to complete three different placements. Supported Internships give you an opportunity to take your first steps into the world of employment, build skills in the workplace, gain qualifications and get a paid job.</p> <p>The internships offer a unique mix of education and job coaching in a range of different roles, including retail, hospitality, catering, customer care, admin, gardening etc. Other placements can also be found to cover other career areas.</p> <p>Support from a Job Coach is provided to help develop your skills for the workplace and prepare you for moving into paid employment.</p> <p>They offer a Gateway Progression award, the opportunity to study towards Functional Skills English and maths from entry level to level 2 if required and other vocational qualifications can also be offered.</p> <p>Job Coaches continue to offer support to look for paid employment after the programme ends and ensure you are settled with your new employer.</p>	<p><b>prospects</b> Inspiring People: Developing Potential</p> <p><b>shaw trust</b></p> <p><b>Website:</b> <a href="http://shawtrust.org.uk">shawtrust.org.uk</a></p> <p><b>Email:</b> <a href="mailto:nicola.brown@shaw-trust.org.uk">nicola.brown@shaw-trust.org.uk</a></p> <p><b>Phone:</b> 07584 270348</p>

Specialist Provider	Contact Details
<p><b>Routes 2 Success (York Learning)</b></p> <p>Age 16-18 and not sure what you want to do next? Do you feel that college or an apprenticeship isn't for you?</p> <p>If you are a young person with or without an EHCP, looking for your next steps in education, find out more about 'Routes 2 Success', which will enable you to move into adulthood with confidence and resilience.</p> <p>Routes 2 Success is a one-year programme for a minimum of 3 days per week. You will study English and maths as well as a City &amp; Guilds qualification in Employability skills. They are all about supporting you and getting you ready for the world of work.</p> <p>There are dedicated personal and social development and life skills curriculums to support you to develop your skills, confidence and resilience as you move on into adulthood.</p> <p>You will have the opportunity to participate in a work placement or work tasters which can be for one day a week or for shorter periods to meet your needs. Classroom study is in small groups with a variety of projects and enrichment activities to equip you for independence and to engage and motivate you to succeed. Additional support requirements which can be met through our dedicated learner support team.</p>	<p><b>Routes 2 Success</b></p>  <p><b>Website:</b>  <a href="http://yorklearning.org.uk/learning-for-everyone/routes-2-success">yorklearning.org.uk/learning-for-everyone/routes-2-success</a></p> <p><b>Email:</b>  <a href="mailto:sarah.robson@york.gov.uk">sarah.robson@york.gov.uk</a>  or <a href="mailto:alison.thorne@york.gov.uk">alison.thorne@york.gov.uk</a></p> <p><b>Phone:</b> 01904 551056</p>



Specialist Provider	Contact Details
<p><b>Smart-Ways (Tang Hall SMART CIC)</b></p> <p>Smartt-Ways is for you if you enjoy music, art, drama, dance or sport and you want to either work in related industries one day, or even progress to university.</p> <p><b>Level 1</b></p> <p>They offer a combined programme of music, drama, dance, art and sport. You can access the programme if you are working at entry levels of literacy and numeracy, providing you are enthusiastic.</p> <p><b>Level 2</b></p> <p>Their level 2 Creative Diploma offers a chance to study some or all of music, dance, drama, and art, and is equivalent of 4/5 GCSE grades.</p> <p><b>Level 3</b></p> <p>If you have already built-up considerable skill in music or art, they can offer you the chance to study a full level 3 Diploma in a supportive and stimulating environment. This is worth 3 A Levels and is an acceptable entrance-qualification for many universities.</p> <p>Once you have attained your qualification, there is an option to gain music or arts-industry employability skills on a Supported Internship programme and to benefit from a range of in-house and external work placements. Then, their charity (Tang Hall Employment) supports you into your first paid employment.</p> <p>There are opportunities to get involved in many concerts and events, and to be part of a friendly and supportive community, where everyone is welcome, and your individuality is celebrated.</p>	 <p><b>Website:</b> <a href="http://tanghallsmart.com">tanghallsmart.com</a></p> <p><b>Email:</b> <a href="mailto:sue@tanghallsmart.com">sue@tanghallsmart.com</a></p> <p><b>Phone:</b> 07725 997342</p>

Specialist Provider	Contact Details
<p><b>United Response</b></p> <p>United Response Education provides tailored learning packages, Pre-Supported Internships, and Supported Internships for post-16 students with an Education, Health, and Care Plan (EHCP).</p> <p>Their aim is to empower young people to become more independent and fully prepare you for adulthood by focusing on developing essential life skills. This includes opportunities to work towards Functional Skills or GCSEs in maths and English, while gaining practical experience in diverse fields such as media, hospitality, retail, filmmaking, and entrepreneurship.</p> <p>The programmes</p> <p><b>Pre-Supported Internship (2-3 years):</b> This is designed for students who require extended support to build foundational skills before entering a more structured work experience. This programme offers a longer timeframe to explore career interests, develop competencies, and gain confidence.</p> <p><b>Supported Internship (1 academic year):</b> The Supported Internship is a focused, full-time programme designed for students ready to engage in intensive work experience. This one-year course provides you with in-depth exposure to career paths in media, hospitality, administrative roles, retail, and other fields.</p> <p><b>Application process</b></p> <p>Referrals can be made through York Learning or by contacting United Response directly. All applications are to be made by May 2025.</p>	 <p><b>Website:</b>  <a href="https://unitedresponse.org.uk/support-area/york-easingwold">unitedresponse.org.uk/support-area/york-easingwold</a></p> <p><b>Email:</b> <a href="mailto:simon.copper@unitedresponse.org.uk">simon.copper@unitedresponse.org.uk</a> or <a href="mailto:michelle.gracias@unitedresponse.org.uk">michelle.gracias@unitedresponse.org.uk</a></p> <p><b>Phone:</b> 01904 672572</p>

Specialist Provider	Contact Details
<p><b>York College (FE/HE college)</b></p> <p>York College aims to ensure that if you have learning difficulties and/or disabilities you can enrol on your chosen course, from entry level to level 3, including A Levels and T Levels; as well as higher education courses (if entry criteria is met).</p> <p>The Pathways to Work and Independent Living course is ideal for students working at entry level 2, entry level 3 and level 1 who may require a personalised approach to learning designed to meet individual needs. The programme is supported with a high ratio of staff to students and is delivered through a combination of theory, practical sessions, visits, speakers, and work placements. Each individual course lasts one year, and you may be entered for entry 2, entry 3, or level 1 at the start of your time at college, depending on ability and prior achievements. You will study a range of units to develop skills that prepare you for both work and living independently.</p> <p>They focus on helping you to prepare for adult life and develop the skills and confidence to achieve progression to other courses, Supported Internships and work. The programme also encourages you to develop personal, social and communication skills, offering an excellent opportunity to belong to a small, supportive group of students within the context of the wider college setting. You will study English and maths at a level suitable for your needs, including working towards an award where appropriate. Progression onto GCSE English and maths is available for some students which includes joining classes in the wider college community to access. You will also undertake a work placement one day a week for a term. This can be either supported 1:1 or undertaken with support from staff who visit you regularly.</p>	 <p><b>Website:</b> <a href="http://yorkcollege.ac.uk">yorkcollege.ac.uk</a></p> <p><b>Email:</b> <a href="mailto:nathan-edwards@yorkcollege.ac.uk">nathan-edwards@yorkcollege.ac.uk</a></p> <p><b>Phone:</b> 01904 770428</p>

# Further Support

There are additional programmes of support available for specific groups, see below:

## Inspiring Choices

Inspiring Choices is part of the Uni Connect programme funded by the Office for Students. This includes resources and support specifically for young people from a military service background, care experienced young people and young carers. It delivers impartial careers information, advice and guidance about further and higher education available to you across York and North Yorkshire. You will find a range of resources designed to support you navigating school, further education and higher education.



There are also resources for parents/carers to enable them to support you to make your decisions about your future.

For more information, visit [inspiring-choices.co.uk](https://inspiring-choices.co.uk).

## Better Connect – Rise2Thrive

Website: [Home - Better Connect](#)

Email: [rise2thrive@betterconnect.org.uk](mailto:rise2thrive@betterconnect.org.uk)

Tel: 01423 795300

Rise2Thrive is a support programme for young adults aged 17+\* not in education, employment, or training (NEET) and have barriers to engaging with employment and/or training.

This programme is also for individuals who are already in work and need extra support to thrive, however you must be neurodiverse or have physical or mental health difficulties.

Through the programme, you would receive tailored 1-2-1 advice, mentoring and employability support, and have access to specific interventions designed to help break down barriers. This combination of support is designed to improve health, confidence, skills, circumstances and ultimately your employability, moving you closer towards a position where you are thriving in your life and in work.

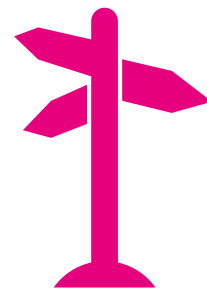
\*Rise2Thrive is funded by the UK government through the UK Shared Prosperity fund (UKSPF). For young people under the age of 18 who are NEET or at risk of NEET, evidence from a school, educational establishment or local authority about NEET status is required.

## Remember to

- Talk to your school's careers advisers or local career services to find out what is available for you.
- Involve your parents or carers in your decision-making process. Their support and perspective can be invaluable.
- Take the time to research your options and plan your next steps carefully. Utilise the information in this booklet and resources below.



# Useful Websites and Resources



## **[Apprenticeships, 14 to 19 education and training for work - GOV.UK](#)**

Information on education and training options, including apprenticeships and English, maths and IT skills.

## **[Barclays Life Skills](#)**

A range of interactive tools, films and activities to support skills development including a CV builder.

## **[Career Map](#)**

Up to date labour market information and support on apprenticeships, education courses, jobs and graduate programmes. There is also a 'careermag' for parents, carers and guardians.

## **[Career Pilot](#)**

Information and tools to explore your future career, including quizzes to find out what suits you, a course and job search, and a personalised report and action planner.

## **[National Careers Service](#)**

Careers information, advice and guidance.

Phone: 0800 100 900\*

Personalised, up-to-date impartial information, advice and guidance on careers, skills and the labour market for you and your parents/carers to support your decision making about learning and work. They can help you:

- Explore your career options and aspirations
- Understand the local job market
- Develop or enhance your CV and job searching skills
- Identify local volunteering opportunities
- Apply for training and online learning
- Review your skills and identify skills you might need in the future.

\*Webchat and telephone lines are open Mon-Fri, 8am to 8pm and Sat 10am to 5pm.

## **[Not Going to Uni](#)**

Comprehensive information on national employment, training opportunities and apprenticeships.

**Features:** Job search and application tools, apprenticeship information, training programmes and advice and resources

## **Success at School**

A careers website designed to help you explore different career paths, learn about top employers, and find the latest job opportunities, courses, and advice.

**Features:** Career exploration, employer profiles, job listings and courses, advice and guidance

## **Talking Futures**

A resource created to help parents and carers have informed and constructive conversations with you about the different training and education pathways available after Year 11.

**Features:** Webchat and WhatsApp channel tips.

## **York Learning** (currently available for 18+ only)

A one-off careers advice appointment with a specialist advisor, to help you to identify your skills and learning options available. They will also advise you in how to create an outstanding CV and a strong action plan, so you're ready to apply for the job you want.

**Features:** Online booking and tailored support. Search for an information, advice and guidance appointment/time to suit you.

## **Youth Employment**

Get help with skills, study, jobs and training, career routes and much more, also provides expert careers advice for parents and carers.

**Features:** Assistance with skills development, study options, job searches, and training. Offers insights into various career routes.

## **Apprenticeships**

### **Amazing Apprenticeships**

Informative resources and guidance on apprenticeships and T Levels.

**Features:** Monthly Apprenticeships Parents and Carers' Pack with up-to-date information.

### **Find an Apprenticeship – GOV.UK**

To search and apply for apprenticeships.

**Features:** Create an account to manage your applications and get alerts about new vacancies.



## **York Apprenticeships and Local Apprenticeship Events**

General information on apprenticeships in York as well as annual events related to apprenticeships and careers.

**Features:**

- Where to search
- Information for parents and teachers
- Information for local businesses

Email: [york.apprenticeships@york.gov.uk](mailto:york.apprenticeships@york.gov.uk)

## **Yorkshire Apprenticeship Service**

A portal supporting the promotion and engagement of apprenticeships in Yorkshire.

**Features:** Local apprenticeship vacancy search and provider directory.

## **T Levels**

### **Gov.uk T Levels**

Provides comprehensive information on T Levels.

**Features:** Links to resources, case studies, and information for parents and carers.

**Local T Level providers:**

- [Askham Bryan College](#)
- [Bishop Burton College](#)
- [York College](#)

## **Volunteering**

### **Doit**

A platform to search for local and home-based volunteering opportunities.

**Features:** Opportunities for both short-term and long-term volunteering.

### **Vinspired**

Information on opportunities available to volunteer locally, home-based and internationally.

### **We are NCS**

Volunteering opportunities through the National Citizen Service.

**Features:** Online, local and away from home experiences.



## Employment

### Get My First Job

A search tool and connection service to help you find apprenticeships, degree apprenticeships and work experience opportunities.

**Features:** Find a range of opportunities tailored to your needs.

### GOV.UK Working

Provides a wide range of advice on employment and related rights.

**Features:** Information on holiday entitlement, finding a job, pensions, and redundancy.

### Job Help Campaign

General employment opportunities and support to help you get job ready and find work.

**Features:** Different tools and support depending on your circumstance.

### TUC Know your rights | Young people at work

A guide to rights for young workers aged 16 and 17.

**Features:** Information on young workers' rights, unions, and workplace guidance.

## Higher Education

### Discover Uni

Search and compare undergraduate courses in the UK.

### Student Finance

Information on all aspects of student finance.

**Features:** Includes an estimate calculator and how to apply.

### Inspiring Choices

Impartial careers information, advice and guidance about further and higher education to young people across York.

**Features:** Parent/carer resources to help them to support you in making your decisions for the future.

### Office for Students

Official website to help compare information on universities.

### The Complete University Guide

Independent UK university rankings, course information and advice for students.

**Features:** Offers advice for parents and carers on how they can prepare you for starting university.

## **The Uni Guide**

Information and advice on what to study, where to go and how to get there.

**Features:** Provides advice to keep you on track with your educational journey.

## **UCAS**

Information about courses, institutions, tuition fees, application procedures, deadlines and clearing.

**Features:** Chat with current students about their experiences, information on apprenticeships, and a career quiz to find your ideal job matched to your personality type.

## **York Local Offer - Care Leavers**

Higher Education bursary and support available for care leavers.



# Useful contacts for young people with SEND or an EHCP

## **Adult Social Care workers**

Contact 01904 555111 to make a referral.

## **Jobcentre Plus**

Work Coaches can advise benefit claimants on job seeking, training, new skills and government schemes. They can also tell you about local disability-friendly employers. Work Coaches have access to Disability Employment Advisers who may be able to give more specialist advice and support.

## **Preparing for Adulthood**

The focus is to work with you and your parents/carers as you look towards your future. Teams include Specialist Learning & Employment Advisers, Social Workers from Adults and Children's Social Care, York Independent Living and Travel Skills (YILTS), SEND and colleagues in Children's and Adult Health.

Increasing independence, having access to friends and the community, being able to work and enjoying good health, is a life that everyone should be able to live.

The teams work with colleagues across the Local Authority (LA) as well as within health and the voluntary sector and in our local communities to achieve this.

## **York Special Educational Needs Service**

Information on what's available in York for you and your parents/carers if you have SEND, with or without an EHCP.

## **Raise York**

A new website that has replaced YorOK. Raise York is a network of people, places and online support. It supports you and your parents and carers with information from pregnancy to adulthood. You can expect a warm welcome in your local community and to be guided to the right support for you.

## **York Family Information Service**

York FIS provides free and impartial information to any family and young person from pregnancy up 19 years (or up to 25 years if the child or young person has special educational needs or disabilities) living in York.

Information includes:

- support finding Ofsted registered childcare including for children with SEND
- services, groups, and activities for families, children and young people 0 -25 years
- services to support families who have children with additional needs and disabilities
- free newsletter aimed at families living in York

## **Scope**

A free careers advice service for you if you are aged 15-25 in England and Wales and you are disabled or have an impairment or condition.

## **SENDIASS**

Special Education Needs and Disability Information, Advice and Support Services (SENDIASS) provides information, advice and support to you and your parents/carers in relation to special educational needs and disability and related health and social care issues. The service is free and can be provided over the telephone, during home visits or through support at meetings.

## **Sport and Active Leisure**

If you have a disability or additional needs, there is help for you to achieve your recommended 150 minutes of physical activity per week to boost your health and happiness. A wide variety of sports and activities are available, including goalball, boccia, wheelchair basketball and cycling on adapted bikes.

## **York SEND Local Offer**

This is a city-wide partnership approach to provide the local offer for York. It provides information for you and your parents/carers if you have special educational needs and/or disabilities.

## **Leisure and Play**

There are many leisure and community activities in York that you can take part in. For example there are sports and outdoor clubs and sessions, art and creative groups, youth clubs including an Inclusive Duke of Edinburgh group.

## **York Inspirational Kids (YIKS)**

Offers a range of support through groups and activities if you have a learning or physical disability, autism or other neurodivergence.

## Yiksaaa

A dedicated site to All Things Autism in York, including autism clubs, Holiday clubs and training for parents. YIKS All About Autism is part of York Inspirational Kids.

## Live Well York

As you move towards adulthood, this website has information on local leisure and social activities.

## Local Area Coordinators

Local Area Coordinators help you stay safe, well, independent and connected to your local community by:

- helping raise awareness of available resources
- providing links to local services
- supporting people with a wide range of issues
- developing resilience and social inclusion in communities

Local Area Coordinators work with individuals and families of all ages and abilities. They take time to get to know you, your family, friends, carers and your community, so they can help you to build a strong support network.





## Financial Support

Depending on your family circumstances and what you choose to do, there may be extra financial support to help you continue in full-time education and other training programmes.

You may need some financial support to help stay in publicly funded education or training after 16 through to the age of 19 and you can apply to your intended school sixth form, college or training provider for support from this fund.

**16-19 bursary for students in vulnerable groups**, worth up to £1,200 per year. You may be eligible for this bursary if at least one of the following applies:

- you're in or you recently left local authority care,
- you get Income Support or Universal Credit because you're financially supporting yourself,
- you get Disability Living Allowance (DLA) in your name and Employment and Support Allowance (ESA) or Universal Credit,
- you get Personal Independence Payment (PIP) in your name and ESA or Universal Credit.

The amount you may get depends on the costs you have and what you need for your course. This might include money for books, equipment or travel costs to school or college.

**16-19 discretionary bursary** if you need financial help and do not qualify for a bursary for students in vulnerable groups. Your school or college will have their own criteria for discretionary bursaries. They'll look at your individual circumstances - this usually includes your family income. Ask student services about their criteria and any evidence you'll need.

You can apply to a discretionary bursary if you're over 19 and either:

- continuing on a course you started aged 16 to 18 (known as being a '19+ continuer')
- have an Education, Health and Care Plan

Your provider will decide how you get your bursary. You might be paid in full or in instalments, or more typically payments are made 'in kind' for travel passes, free meals and/or to pay for books. For more information visit [GOV.UK 16-19 bursary fund](https://www.gov.uk/guidance/16-19-bursary-fund).



**Apprenticeship bursary for care leavers** of £3,000 is available to you if you are in care and/or are an eligible care leaver (up to the age of 25) and start an apprenticeship. It is payable in instalments over the first year of your apprenticeship. For more information and eligibility visit: [Apprenticeship bursary for care leavers](#).

### **Care to Learn**

If you are the main parent or carer for your child and under 20 years old at the time you start your course, Care to Learn provides financial support (up to £180 per week per child) which can be used to help pay for childcare, place holding over summer and related travel costs while you remain in learning. Care to Learn is available for a variety of courses, full and part-time and is paid direct to the Ofsted registered childminder or nursery. Payments for your travel expenses are made to the education provider who will either reimburse you or make arrangements for your travel. More details are available from the intended school sixth form, college or training provider. For more information and to apply visit [GOV.UK care to learn](#).

Also, the financial support that is available to parents and carers to help with the cost of childcare is increasing. These include major changes to make it easier for parents and carers with childcare responsibilities to move into or take on more paid work. Starting from April 2024, existing childcare support will be expanded in phases. From September 2024, 15 hours of childcare support is available for parents of children aged 9 months and above. By September 2025, working parents with children aged 9 months old to when they start school will be eligible for 30 hours childcare support. For more information, visit [childcarechoices.gov.uk](#).

### **Higher education bursary and support for care leavers**

There is support available to you if you are a care leaver and are looking to progress to higher education. This includes a bursary of £2,000 to help with the costs of books and materials and there may be also financial support towards accommodation costs. For more information on the full offer visit [Care Leavers support for Higher Education](#).

### **Child Benefit and Child Tax Credits**

If you continue in education, your parents or carers should be able to continue claiming Child Benefit and any Child Tax Credits that they are entitled to until you turn 20. If you leave education but return before your 19th birthday, they can start claiming again until you turn 20. If you are already 19, you need to have either started the course or been enrolled or accepted on it by your 19th birthday. For more information visit [GOV.UK child benefit](#) and [GOV.UK child tax credit](#). Household/parental benefits may be affected if you take up employment, including an apprenticeship.



## Help with transport

There are various schemes to help with the cost of your transport to college or sixth form, provided certain conditions are met.

If your family is on a low income and you live over three miles from the institution, you may be entitled to a free bus pass. You may also apply for assistance as an independent student without regard to parents'/carers' income according to set criteria. Students with any special needs that require assistance with transport will be assessed on an individual basis. For full information visit [Transport to school or college](#). Individual institutions may also be able to provide help with transport. See their websites and literature for further information.

## Help with transport if you have an EHCP

If you have an EHCP you may be entitled to further support with travel such as a place in a taxi/minibus or a Personal Travel Budget. You will need to visit [York School Transport](#) for details of how to apply and you will need to apply for each year you remain in education.

York Independent Living and Travel Skills (YILTS) offers travel training and can assess your travel skills if you are aged 11-25 years old and currently access City of York Council funded transport.

YILTS supports you to understand timetables, plan routes, become familiar with being out and about, and understand what to do if something unexpected happens. You may be asked to undergo a practical assessment to determine your longer term need for transport support.

YILTS also receive referrals from a range of professionals, parents and young people. Training is provided at a time that is right for you and YILTS staff attend EHCP meetings in school to help agree travel plans, e.g. as you move on from school or college.

For more information go to: [www.yorksends.org/team-city-york-council/york-independent-living-transport-skills-yilts](http://www.yorksends.org/team-city-york-council/york-independent-living-transport-skills-yilts)







## Free meals

The free meals entitlement covers school sixth forms, colleges and some other post-16 provision. To be eligible, you need to be aged 16-19 and you or your family needs to meet criteria relating to receipt of benefits.

If you are aged 19 or over, you are only eligible to receive a free meal if you are continuing on a study programme you began aged 16 to 18 or have an EHCP. Please speak to your school, college or training provider for further details.

## Other support and help

There are different sources of support available, [see pages 54-61](#) of this guide.



# Abbreviations

## Acronyms

BTEC	Business and Technology Education Council
CV	Curriculum Vitae
DSA	Disabled Students' Allowance
EHCP	Education, Health and Care Plan
EPA	End Point Assessment
FE	Further Education
GBC	Good Business Charter
GCSE	General Certificate of Secondary Education
HE	Higher Education
HNC/HND	Higher National Certificate/Diploma
IoT	Institute of Technology
IT	Information Technology
ICT	Information and Communication Technology
LA	Local Authority
NCS	National Citizen Service
NHS	National Health Service
NVQ	National Vocational Qualification
NEET	Not in Education, Employment or Training
PFA	Preparation for Adulthood
PSHE	Personal, Social, Health and Economic
SEN	Special Educational Needs
SEND	Special Educational Needs and/or Disabilities
SME	Small and medium-sized enterprises
STEM	Science, Technology, Engineering and Maths
TUC	Trade Union Congress
UCAS	Universities and Colleges Admissions Service
YIKS	York Inspirational Kids
YIKSAAA	York Inspirational Kids All About Autism
YILTS	York Independent Living and Travel Skills





## About this booklet

**This booklet was written by City of York Council's Skills Team.**  
**We value your feedback.** If you would like to share your thoughts about this publication, please email [skills@york.gov.uk](mailto:skills@york.gov.uk).

If you would like any additional information or would like to review this information in an accessible format, for example an electronic copy, in large print, Braille, or on CD, please email [skills@york.gov.uk](mailto:skills@york.gov.uk).

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**Raise York**  
Your Family Hub Network

