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MODULE CODE: LCLM4005

MODULE: EMPLOYABILITY AND CAREER DEVELOPMENT

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PORTFOLIO OF WRITTEN TASKS

TASK 1

JOB ADVERT 1: Residential therapeutic Practitioner

(Harmonia House, Ltd 2026) is a Residential Therapeutic Practitioner which supports children with social, Emotional and mental health (SEMH) needs which is in therapeutic residential setting. The job role requires practitioners to build positive meaningful relationships with young adults, acting as a key worker, supporting educational development, maintaining personal records and care plans and working alongside parents and external agencies. Also highlighting the importance of understanding adverse childhood Experiences (ACEs) and using therapeutic approaches to help vulnerable children achieve positive outcomes.

JOB ADVERT 2: Children And Young People's Practitioner

(Nudge Education 2026) is recruiting a children and young people practitioner to provide a personalised interventions for young people who are disengaged from education and learning. The job role requires practitioners to build meaningful relationships, adapting to supporting to their individual needs, monitoring behaviour progress, conducting risk assessments, and always prioritising their wellbeing and safeguarding needs, also having the knowledge, understanding and life experience of dealing trauma, ASD, ADHD, and learning/complex disabilities.

One important key skill I have identified in both job adverts is safeguarding and a strong emphasis on communication and relationship building skills. It is expected that employees establish trust with a young people and to work effectively with families and professionals. Teamwork and collaboration are also important requirements. Job advert 1, residential

therapeutic practitioner works with parent's and partner agencies, while job advert 2, children and young people practitioner must collaborate with regional hubs and multi-agency teams.

What stands to me from both job adverts is the importance of safeguarding supporting vulnerable children and young adults, practitioners are to always prioritise the wellbeing and safety of young people and respond appropriately. Along with recording and reporting skills are very common requirements, which both roles requiring practitioners to maintain accurate documentation while monitoring the progress of young people. In addition, both job employers require candidates with the knowledge of SEMH and ability to support children with experience to deal emotional, behavioural, or educational challenges.

One important key skill identified in both job adverts safeguarding. Both roles involve supporting vulnerable children and young people, recognising and responding to welfare concerns appropriately. The children Act 2004 places a responsibility on professionals to promote and safeguard the welfare of children (HM Government, 2004). the importance of protecting young people protecting them from harm. I will apply safeguarding skills in my future role to ensure that all concerns are reported correctly and policies are followed children and adults receive all support they need to remain safe and achieve positive outcomes.

TASK 2

SWOT analysis (CIPD, 2025) is a self-assessment tool used to identify an individual's strengths, weaknesses, opportunities and threats, helping individuals evaluate their Employability and professional development. In relation to employability, it can provide valuable insight into the skills, knowledge and experiences that may support career progression, as well as any barriers that may need to be addressed. The SWOT analysis reflects on my personal qualities, work experience and career aspirations working and supporting children and young people, enabling me to assess my readiness for future employment and professional development.

Strengths would be empathy and compassion, strong communication and relationship building skills along with the experience of supporting individuals with ASD, ADHD, and learning disabilities. One of my Key strengths is empathy, as a parent of a child with Autism Spectrum Disorder (ASD) I have developed a great deal of patience, understanding and the ability to support individuals with different needs. This has given me the experience and understanding the importance of a person-centred support and effective communication

which I have gained experience from working with young adults with autism (alongside life experience from caring for my 18yrs old son with Autism), ADHD and learning disabilities. This has improved my ability to build positive relationships, adapt my communication style and respond to individual needs.

A key weakness is maintaining professional boundaries at times and becoming emotionally involved and invested with the people I support. And becoming overwhelmed working under pressure in a confused environment. Maintaining professional boundaries is an area I need to develop in as I naturally build strong relationships with the people I support because I am empathetic and genuinely care about their wellbeing. However, I recognise that becoming too emotionally invested may and can affect my ability to remain objective and fully professional in some situations. Maintaining professional boundaries is important for ethical practice and safeguarding vulnerable individuals (caring for care, 2025).

Opportunities, which can elevate my career are my current university studies, updating training courses in safeguarding, updating Autism and learning disability specialist training, Growth in health and social care careers, volunteering work, gaining more qualifications in residential childcare. Studying for the Cert HE Business Skills for the Workplace provides opportunities to develop employability skills such as communication, teamwork and time management. With additional safeguarding and challenging behaviour awareness training would help further and strengthen my professional knowledge.

Threats can lead to more competition from experienced candidates, the emotional demands of care work, being burnout and work life balance little practical experience in children's residential settings also changes in the legislation and policies. A potential threat to my work career development is competition from other applicants with higher professional experience in residential childcare settings. In addition to this, the emotional demands associated with supporting vulnerable individuals may present challenges if appropriate self-care strategies are not maintained in the constancy along with a healthy routine for my own well-being.

Overall, the SWOT analysis has helped me gained a better understanding of my current strengths and areas for development. While I have identified my strengths such as empathy, communication skills and experience supporting individuals with autism, ADHD and learning

complex/disabilities, I have also recognised areas that require further improvement, particularly maintaining professional boundaries and developing my confidence in challenging situations. By reflecting on these areas, I can set realistic career goals and create a personal development plan that will support my future employment and professional growth.

TASK 3

Based on the weaknesses identified in my SWOT analysis, I have established both short-term and long-term employment goals. My short-term goal is to secure a role supporting children and young people within a residential, educational or community setting. This will allow me to build on my existing experience while developing my knowledge of safeguarding, professional practice and maintaining appropriate boundaries. This goal is important because it will provide valuable practical experience and increase my confidence in supporting vulnerable individuals.

My long-term goal is to progress into a senior practitioner or team leader role within children's services. I would like to take on greater responsibility and contribute to helping children and young people achieve positive outcomes. This goal aligns with my passion for supporting others and my commitment to continuous professional development.

To achieve these goals, I will focus on improving the areas identified in my SWOT analysis. Within the next six months, I plan to complete additional safeguarding and professional boundaries training to strengthen my understanding of ethical practice. I will also seek regular feedback from colleagues and managers to help me reflect on my performance and identify areas for improvement. Gaining further experience working with children and young people, particularly those with autism, ADHD and additional needs, will help me develop my confidence and professional skills. Progress will be measured through completed training, feedback received and my ability to maintain professional relationships while providing effective support. By following this plan, I will continue to improve my employability and prepare myself for future career progression.

Overall, completing this SWOT analysis has helped me gain a greater understanding of my employability skills and personal development needs. Through reflecting on my experiences as both a parent of a child with autism spectrum disorder (ASD) and my work supporting individuals with autism, ADHD and learning disabilities, I have identified strengths such as empathy, communication and relationship-building skills.

However, I have also recognised the importance of developing stronger professional boundaries while maintaining a compassionate approach to supporting others. By achieving my short-term and long-term employment goals and following my personal development plan, I aim to strengthen my professional practice, increase my confidence and become a more effective practitioner. This process has reinforced my commitment to supporting children and young people while continuing to develop the skills and knowledge required for a successful career in the sector. Completing this assignment has also helped me recognise the importance of continuous learning and self-development within the care sector. Working with children and young people requires a combination of professional knowledge, practical skills and emotional resilience. Through this reflection, I have gained a better understanding of the skills required for my chosen career and the steps needed to achieve my goals. I am committed to engaging in further training, seeking feedback and gaining additional experience to support my professional growth and improve outcomes for the individuals I work with.

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