

We are pleased to share information about the Reverse Recruitment Fair, delivered in partnership with Skills Builder Partnership. This is a friendly and inclusive event where young people with **Special Educational Needs and Disabilities (SEND)** can meet employers, talk about what they enjoy and what they are good at, and learn about future opportunities.

EVENT TIMETABLE

Date: Thursday 26 November 2026

11am–1pm: Arrival, networking and lunch

1pm–3pm: Session 1 – Young people and educators, *with parents/carers invited to explore the marketplace and speak with Oxfordshire's Parent Carer Forum (OxPCF)*

3pm–5pm: Session 2 – Young people, parents/carers and educators

Venue: Kassam Stadium, Oxfordshire

Who is it for? This event is for young people aged 14 and over with SEND. This includes young people with an EHCP, those receiving SEN Support, and other young people who may benefit from additional support to access learning, employment and adulthood opportunities. It is also for parents/carers and schools who want to support young people as they think about future jobs and becoming more independent.

What is a Reverse Recruitment Fair?

A Reverse Recruitment Fair is a chance for young people to talk about themselves first. They can share what they enjoy, what they are good at, and what kind of work they might like to do. Employers come to listen, ask questions, and talk about possible next steps such as work experience, supported internships, apprenticeships and jobs.

This is not a job interview. The event is about helping young people explore possibilities, recognise their strengths, build confidence and make connections with employers.

What to expect on the day

- A welcoming space where young people can talk about their skills, interests, and future goals
- Employers who want to meet young people and learn more about inclusive recruitment
- Support from event staff, SEND Youth Forum representatives, clear information throughout the day, and access to a quiet breakout area if needed.
- Lunch will be provided, and young people can also bring their own lunch if they prefer

We recognise that young people communicate and express themselves in different ways. Young people can take part in conversations in a way that works for them, and

support will be available throughout the event if needed.

What we need you to do: We encourage parents/carers and schools to start thinking about which young people may like to take part and to register their interest by **30 June 2026** by emailing lydia.martin@oxfordshire.gov.uk.

More information about the event and how to get ready will be shared closer to the time. For now, please save the date and begin identifying young people who may benefit from attending.

If a young person may need reasonable adjustments to help them take part, please let us know when registering your interest so we can support them to have a positive experience.

About Skills Builder: Skills Builder Partnership helps young people recognise and talk about important life and work skills, such as listening, speaking, teamwork, problem solving and staying positive.

The Skills Builder Benchmark helps young people identify their strengths, think about skills they would like to develop, and build confidence talking about what they can do.

To help young people prepare for the Reverse Recruitment Fair, we have attached 1-page skills profiles for young people and employers. These profiles are designed to support simple, strengths-based conversations about what a young person enjoys, what they are good at, and what support may help them succeed.

How to prepare for the event: We encourage schools, parents/carers and young people to use the Skills Builder self-assessments to help prepare for the event. Schools may wish to support young people to create an account and complete one or more self-assessments on the skills they would most like to talk about.

This can help young people prepare for conversations with employers and begin creating a skills profile they can use both at the Reverse Recruitment Fair and in the future.

We will also share a pre-recorded webinar explaining how young people, families and schools can prepare for the event.

For further support, please contact tom.varley@skillsbuilder.org

WHY THIS MATTERS - NEW NATIONAL REPORT

- For parents and carers, this event can help your young person build confidence, recognise their strengths, and start thinking about positive next steps towards adulthood, independence, and employment.
- For young people, it is a chance to talk about what you enjoy, what you are good at, and the kind of future you want, with employers there to listen and learn about you first.
- For educators and support staff, it offers a practical way to connect learning in school with real conversations about work, skills, and inclusive opportunities.
- This matters because around 1 in 8 young people aged 16 to 24 in the UK are not in education, employment or training, and disabled people are still much less likely to be in work than non-disabled people.
- Events like this can help change that by building confidence, raising aspirations, and creating more inclusive pathways into adult life and employment.
- If you would like to explore the evidence in more detail, you can read the full [Young people and work: interim report](#).

Reverse Recruitment Fair 2026 - Expression of Interest Form

