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# Teacher Readiness and Challenges in Implementing Early Career Transition Programmes for Primary School Students with Special Educational Needs

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## **Abstract**

The Career Transition Program (CTP) for Students with Special Educational Needs at the primary school level is a crucial step in developing self-awareness, social skills, and foundational career skills from the early stages of education. However, the implementation of CTP in primary schools remains limited, relying on teacher initiative and inconsistent systemic support. This study examines teacher readiness and the challenges in implementing the Early Career Transition Program (CTP) for primary school students with Special Educational Needs (SEN), an area that remains underexplored despite its importance in fostering early career awareness and life skills, with a focus on teachers' level of readiness, identifying implementation challenges, and exploring the roles of parental support and industry collaboration. A qualitative case study approach was employed, involving five special education teachers selected through purposive sampling. Data were collected through semi-structured interviews and analysed using thematic analysis. The findings reveal that while teachers demonstrate positive attitudes towards CTP, their knowledge and practical skills are moderate, particularly due to limited training and a lack of structured guidelines. Key challenges include time constraints, heavy workload, and insufficient teaching modules, while parental involvement and industry collaboration remain minimal, resulting in activities that are predominantly simulation-based. The study highlights that effective early CTP implementation requires integrated support from teachers, schools, parents, and policymakers. It concludes by recommending targeted teacher training, the development of appropriate CTP modules, and the gradual integration of career transition elements into the curriculum and Individual Education Plans (IEPs) to enhance early career development among SEN students.

**Keywords:** *Career Transition Program; Primary Education; Special Educational Needs; Teacher Readiness; Implementation Challenges*

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