



Providing career opportunities for young people with ALN

CDI: Professional Careers Education and Guidance Forum Wales
“Third Sector Support: raising aspirations in young people and adults”
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Employment and career perspective for people with ALN

- Only 6% of adults with a learning disability known to their local authority are in paid work (NHS Digital 2018).
- Just 15% of adults with autism are in full time employment, 9% in part time employment and 66% are not working at all.
- Participation rates of people with a disability generally in Apprenticeships is very low, particularly so for people with a learning disability or autism.
- Developing effective models of transition from school, FE college (and HE) to employment is crucial if we are to support people with ALN into work.



The nature of learning disability places emphasis on work-based learning

- Difficulty with reading and writing
- Difficulty understanding language, questioning and responding
- Difficulty in transferring learning from one setting (training) to another (workplace)
- People respond positively to demonstrations of real tasks, if they have effective coaching in the target workplace
- People need personal help to find, get, learn and keep a paid job
- Even people with a learning disability/autism who are trained and have qualifications and will struggle to make the transition to a paid job.





- **1000 young people** in Wales with a learning disability/difficulty and/or autism, NEET or at risk of becoming NEET;
- **800 employers** across Wales

Funded by the BIG Lottery Fund's Getting Ahead 2 grant (£10 million over 5 years)

Supported Employment model

- Direct job finding
- Paid work placements
- **One year supported internships**
- All are support by Job Coaches

Outcomes at the end of Year 3

- 617 have been referred to the project
- 457 unpaid short-term work trials
- 284 paid work placements of up to 6 months
- 166 people achieved a job
- 143 sustained for 3-months or more



Engage to Change Project SEARCH internships

3 Projects in Hospitals or a University

- 84 interns (61 interns in total completed so far)
- **15 Female**
- **46 Male**

Primary Diagnosis	Number of interns
Learning Disability	13
Autistic Spectrum Condition	26
Specific Learning Difficulty	17
Unspecified	5

- Average age: 19.5 years
- Age range: 17-24 years



E2C Alternative Internships

- 3 programmes began 2019
- 16 interns in total

- **12 Female**
- **4 Male**

Average age: 21.3 years
Age range: 17-25 years

E2C Project SEARCH internships – Paid Employment

	Year 1 2016-17	Year 2 2017-18	Year 3 2018-19
Site 1	73%	64%	18% *
Site 2	-	60%	25% *
Site 3	-	-	63% *

* Several interviews are pending/ awaiting results before April 2020 audit

- Average number of hours: **24** (10-37.5)
- Paid UK minimum wage or higher
- Range of jobs internal and external to host business



What do we expect to see for young people after E2C?



Paid employment as an option post Engage to Change.



Increased social skills, increased social circle



Increased work-related skills (measured by vocational profiling)



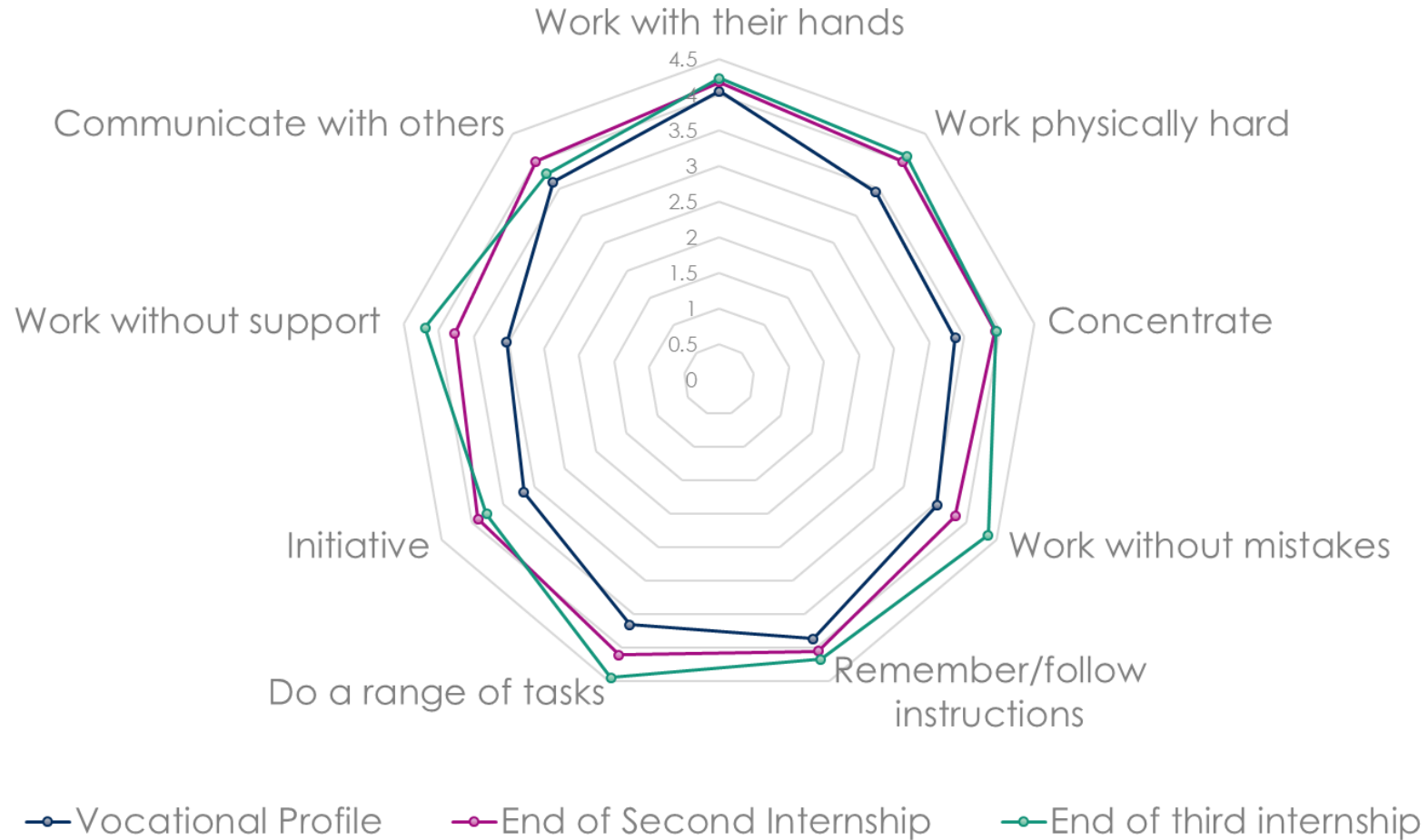
Changes in work-related anxiety



Improvement to individual's quality of life

Skills development

Skills development overtime



How can we promote employment and career development for people with ALN?

- Recognise what **individualised support** looks like and what it costs
- Ensure **funding** is available **for supported employment** as an individualised model of support for **work-based learning**
- Where people with ALN are in school, FE college or HE pursuing education, **provide resources for personalised support for their transition into paid employment**
- **Promote Inclusive Apprenticeships** by offering Job Coaching within ALN funding and shifting from qualifications to proven ability for some groups
- Good Job Coaching is necessary for a number of WG policies. New post-16 arrangements should promote the joint development of a strategy to **offer more expert job coaching in Wales**



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