

SUPPORTING ADULTS AND ADOLESCENTS INTO TRAINING AND EMPLOYMENT

ExChange Conference

Time for Change: Improving Care and Support for People
with Learning Disabilities,
12th March 2019

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Benefits of employment



Money

Independence



Develop
skills

Work

Social
Network/
inclusion

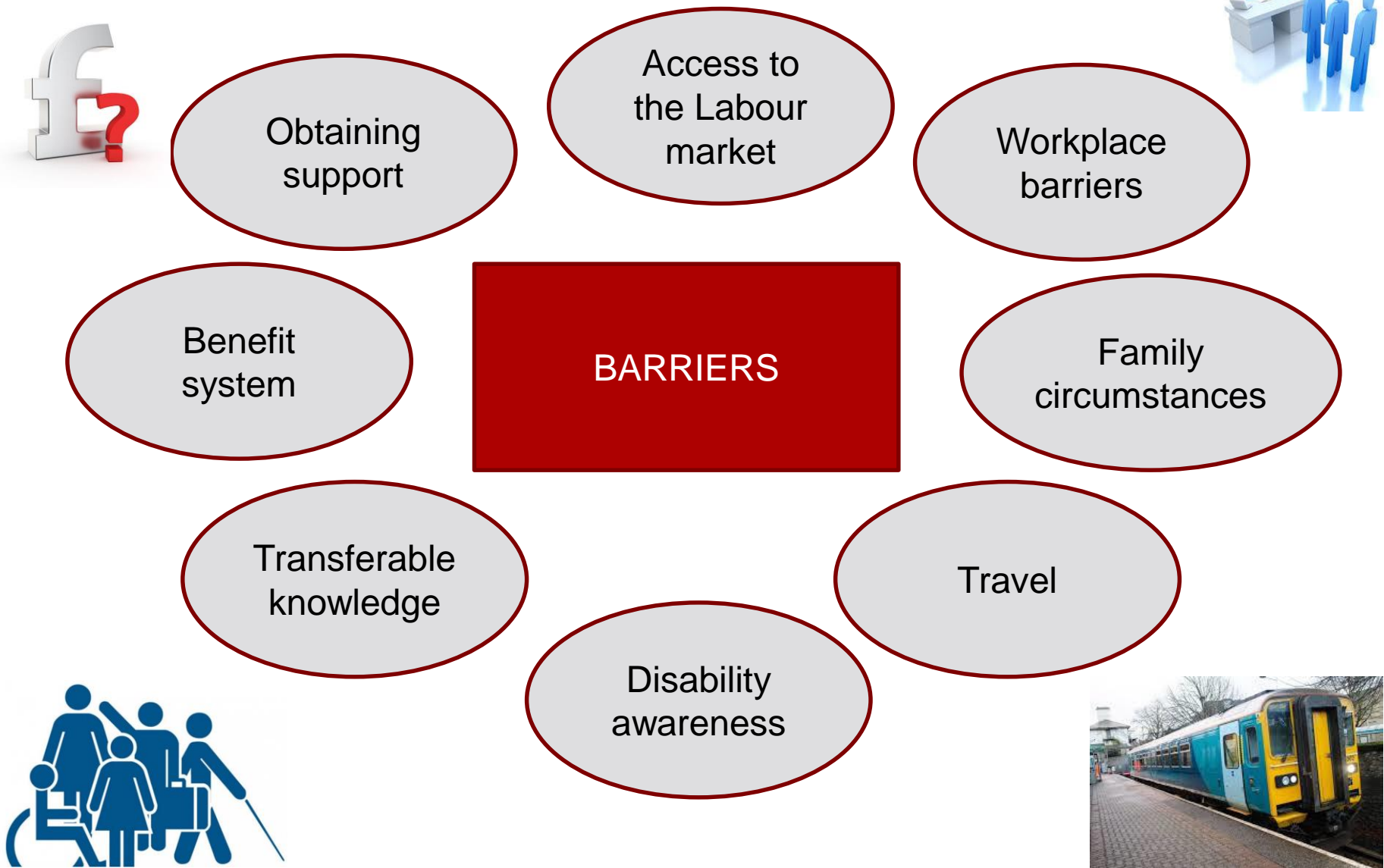


Self-
confidence

Health



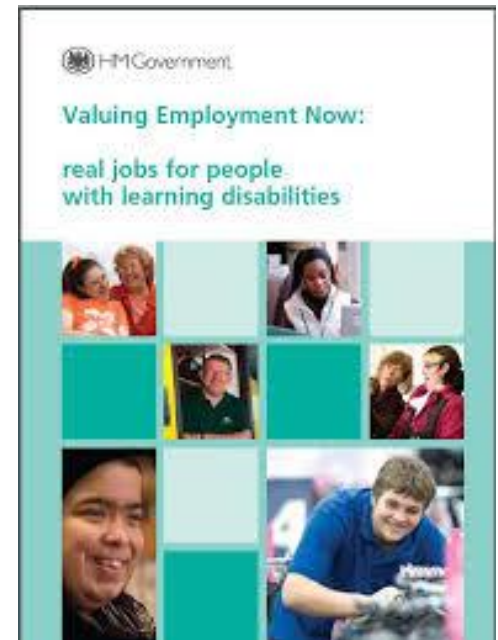
Employment barriers faced by people with LD



Government commitment

- Valuing Employment Now: Real Jobs for People with Learning Disabilities (2009)

“We need to get more people with learning disabilities into jobs. Valuing Employment Now is based on the Government’s belief that all people with learning disabilities, like all other people, can and should have the chance to work. To deny people that opportunity is a waste of talent for the individuals, employers, society and the wider economy”.



People with Learning Disabilities have low employment rates



- 5.7% of adults with a learning disability have a paid job*
- 16% of people with ASD in employment
- 47% of people aged 16 to 64 with any type of disability in the UK are in paid work (ONS 2016a)

*Chris Hatton, (2018) "Paid employment amongst adults with learning disabilities receiving social care in England: trends over time and geographical variation", Tizard Learning Disability Review, Vol. 23 Issue: 2, pp.117-122.

People with a Learning Disabilities have low employment rates

However, with the right approach people can work:



USA: Approx. 25% of people with a learning disability are in paid employment



Australia: Approx. 30% of people with a learning disability are in paid employment, mainly part-time



Canada: Approx. 26% of people with a learning disability are in paid employment

Supported Employment

- Started in the US in the 1970s
- “SE” defined in 1986
- Vocational training core
- Teaching people complex vocational tasks
- Developing job tasks to earn a wage
- Diversifying jobs and building processes for “place and train”
- Building an employer offer
- National roll out with training and evaluation



Values of Supported Employment

- **Real Work**

Work that is equal to peers in the company/organisation

- **Real work settings**

Mainstream employers

- **Real Inclusivity**

Equal benefits, terms and conditions of employment, interaction with non disabled co-workers and supervisors

- **Real money**

At going rates of pay for the job



Job Coaching

Job coaching refers to a specialist who uses structured intervention techniques to help the employee learn job tasks to the employer's specifications and learn the interpersonal skills necessary to be an employee

- Advocacy
- Travel Training
- Preparation for Interview
- Support at Interview
- Work Trials
- Confidence Building
- Learning Tasks
- Integrate into the Work Place
- Setting Goals
- Job development
- Reasonable Adjustments



Project SEARCH - Supported Internship



Supported transition from education to work for young people with Learning Disabilities and/or Autistic Spectrum Conditions.

Internships involve:

- One academic year of education
- 8-12 students with a variety of learning disabilities/ASD
- On site tutor and job coaches
- Part of host business culture
- Internship rotations for career exploration and job skills
- Individual job search assistance
- Ongoing in-work support as needed

3 key elements:

- **Large host business**
- **Education Provider**
- **Supported Employment Agency**



Project SEARCH – Supported Internship



Site 1: Year 1
8 out of 11 interns (73%)



Site 2: Year 1
6 out of 10 interns (60%)



Site 1: Year 2
7 out of 11 interns (64%)

The Engage to Change Project

Aims to create and support long-term youth employment opportunities by engaging young people and employers.

The project is aimed at:

- 16 to 25 years old
- Learning Disability and/or ASD
- ✓ Not in education
- ✓ Not in employment
- ✓ Not in training

NEET



1000 people engaged
800 placements
60% job outcomes



The Engage to Change consortium

Leader



Learning Disability Wales
Anabledd Dysgu Cymru

Delivery Partners



Internship



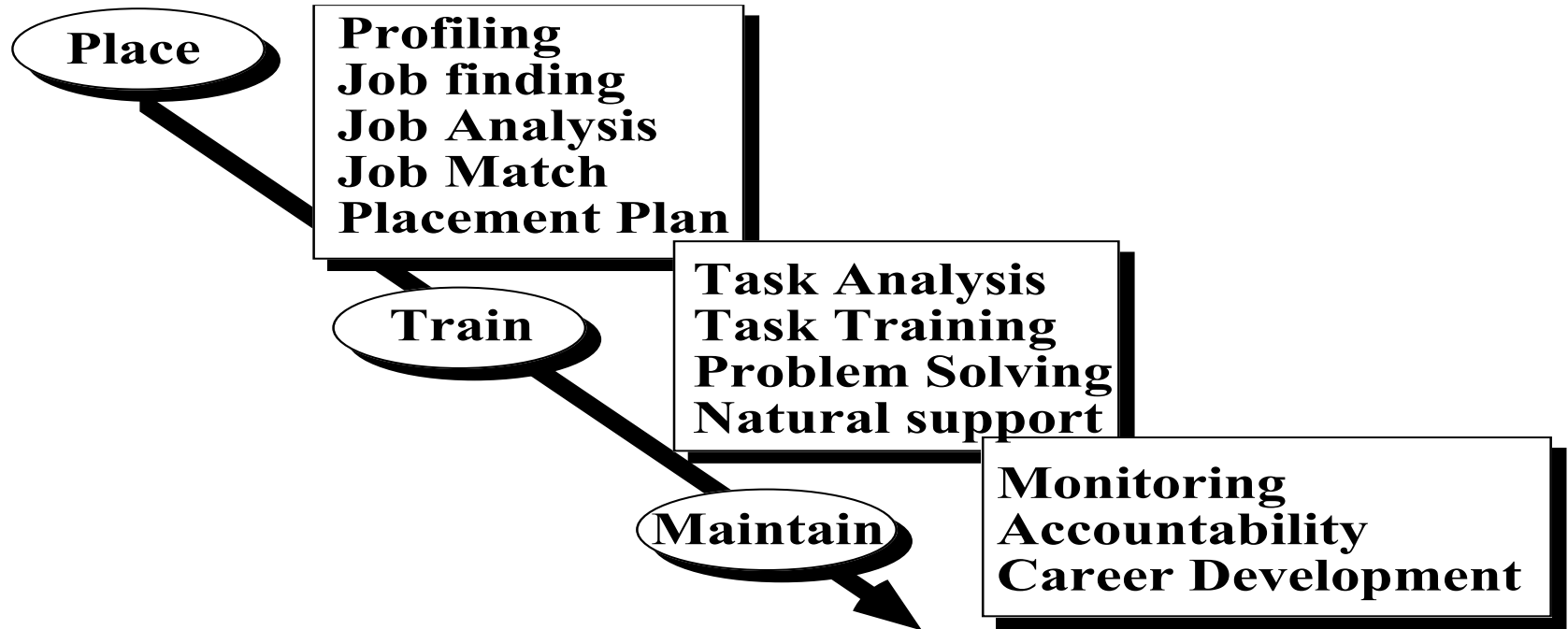
Consulting Partner



Research Partner



Supported Employment in Engage to Change



Job Coaching central to the Supported Employment Model

The Engage to Change approach- real time data



Collected for everyone in the Project

NCMH
National Centre for Mental Health

CARDIFF
UNIVERSITY
PRIFYSGOL
CAERDYDD

Person description
Skills profile
Support needs
Benefits
Paid/unpaid placement details
Paid job details
Inclusion in the workplace
Worker/employer satisfaction



Interviews with young people and families (10%)

Interviews with rolling panel (10 young people)

How many young people?

After 2.5 years **460** young people have been referred to the project.

75% Male and 25% Female

ASD	36%
Learning Disability	29%
ASD and Learning Disability	15%
ASD and Learning Difficulty	11%
Specific Learning Difficulty	9%

LD=44%

How many people are in work?

- 211 unpaid short-term work trials
- 171 paid work placements of up to 6 months
- 82 people have a job



Hours are people working

Hours worked	Paid Placements (%)	Paid Jobs (%)	
0-7	35.0%	23.1%	74.0%
8-15	39.0%	19.2%	
16-30	23.0%	42.3%	67.7%
30+	3.0%	15.4%	

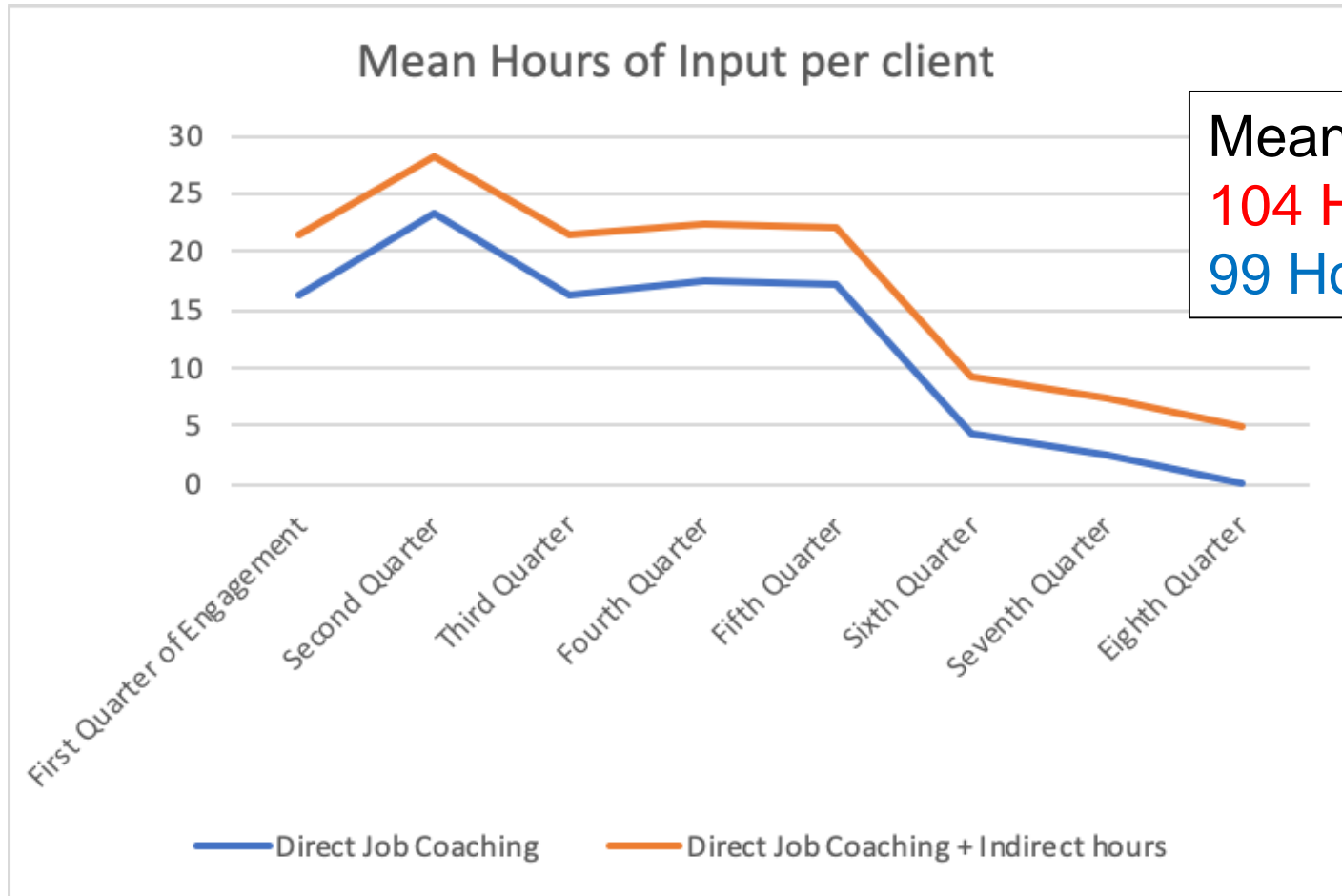


Placements/Jobs

Administrative Assistant
Café / Kitchen Assistant
Customer assistant / Retail
Caretaker assistant/maintenance
Recycling Operative
Domestic Assistant
Farm Assistant
IT technician
Coaching assistant
Classroom assistant
Lab Technician
Research Assistant
Pharmacy Technician

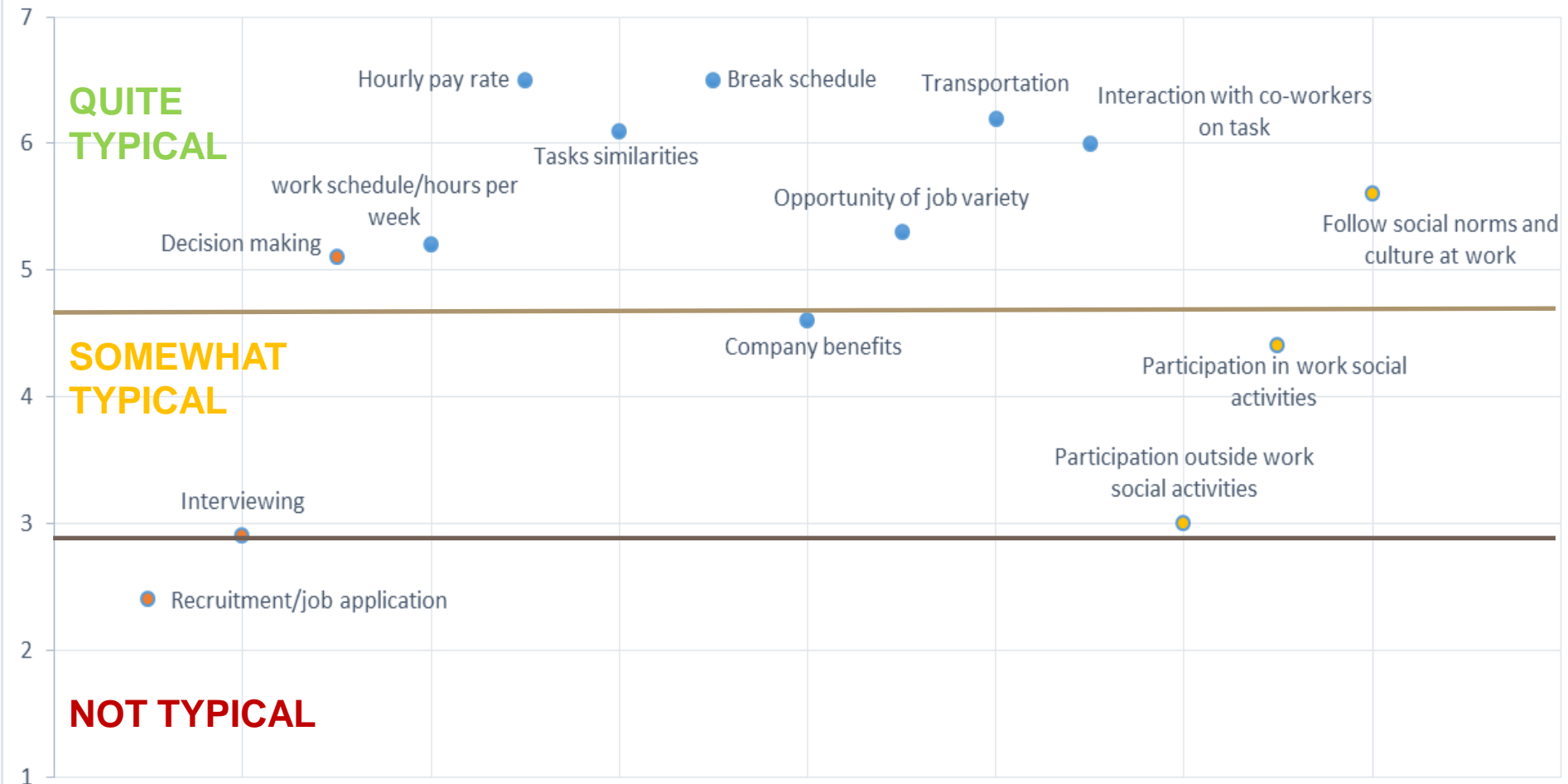


Job coach input



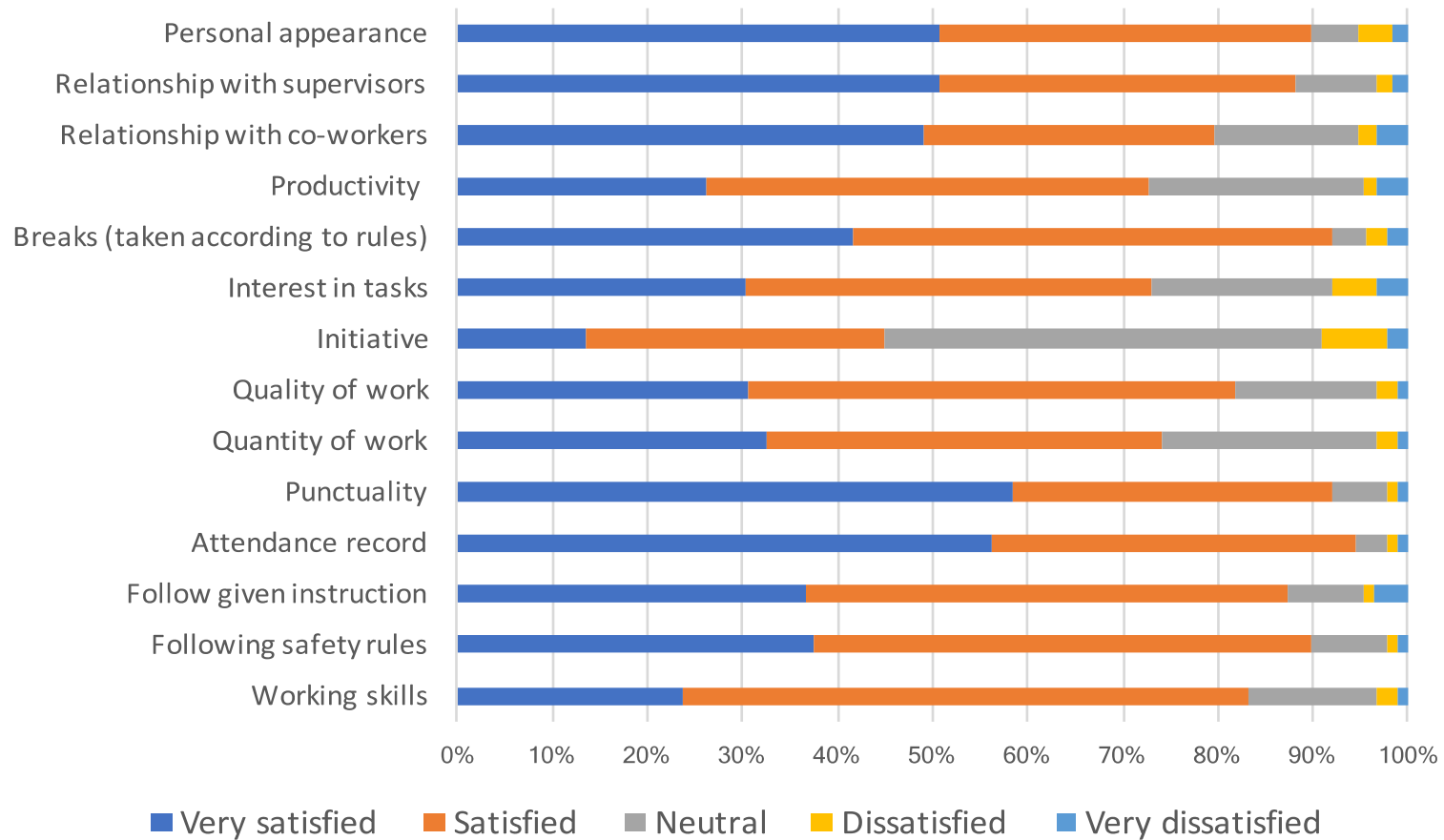
The employment experience

How typical jobs are?



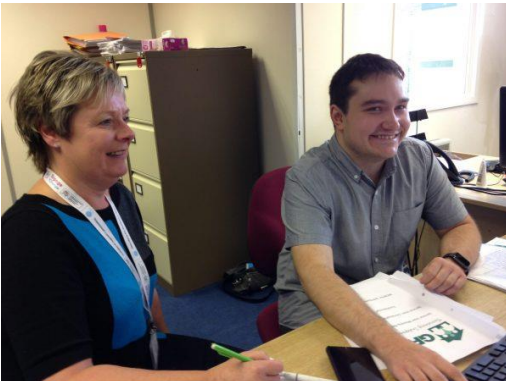
Employer satisfaction with performance

How satisfied you are with the following aspects of the person's performance at work?

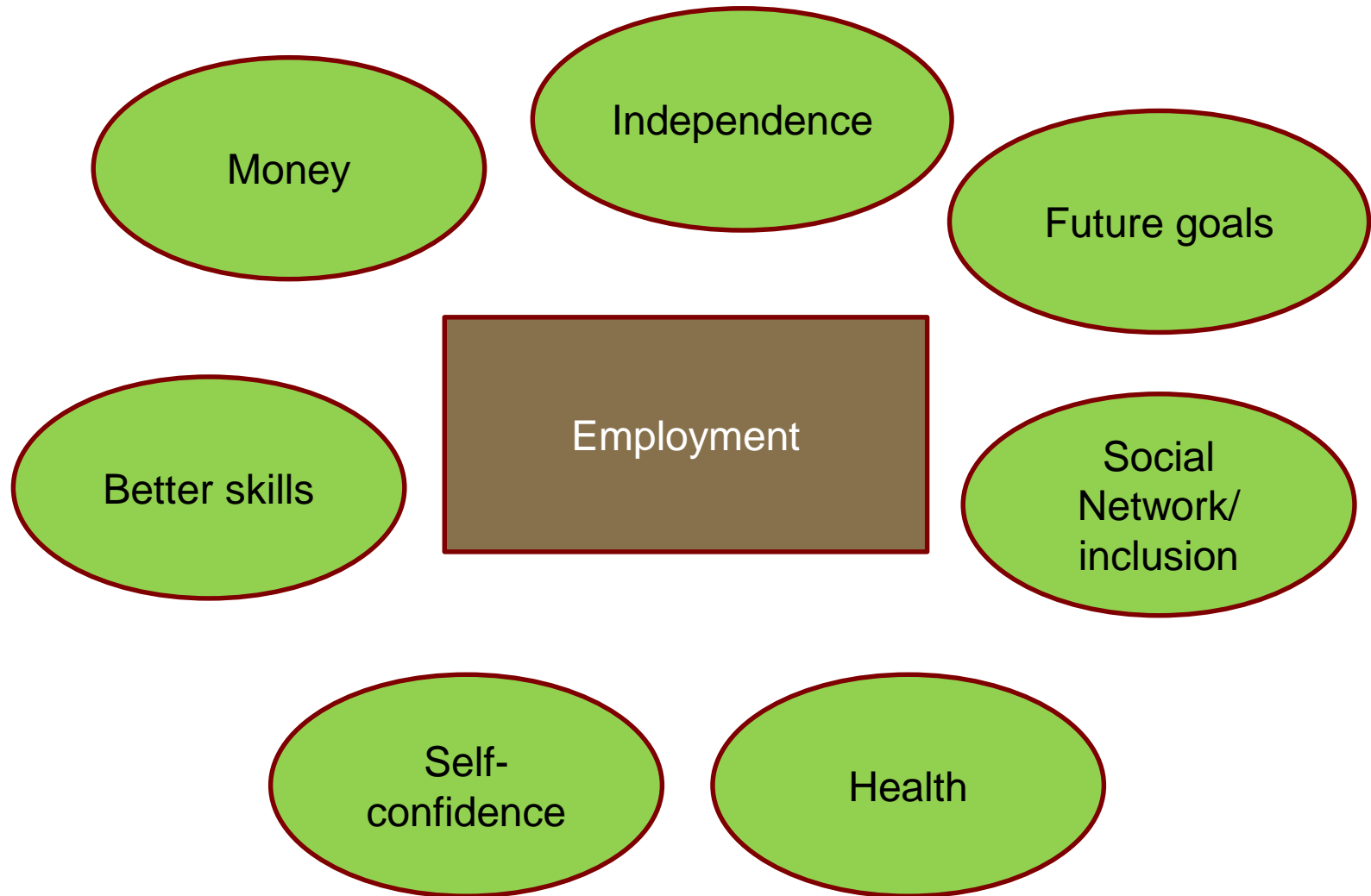


Employer rated benefits

- 82% of employers would employ the person in the future if support is available
- 91% of employers would hire a person with similar disabilities
- Stay in their job 3.5 times longer than non-disabled co-workers
- lower costs to employers through less lateness, sick leave and absence
- Increases staff communication and morale
- Increases disability awareness



Employment benefits for young people



What works in finding jobs?

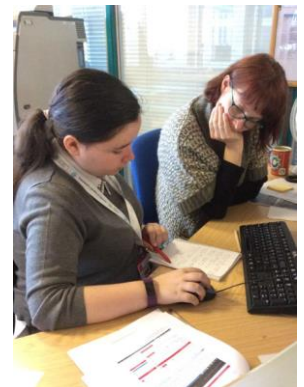
Severe

Moderate

Mild



- Greater use of support to find & plan opportunities
- Vocational Profiling
- Aided CV and support planning
- Proactive and specific job finding and matching jobs to people
- Employer presentation and negotiation
- Adaptation of interview and induction training



What works for people when **learning** jobs?

- Job coach support on-site
- Vocational training on the job-
Systematic Instruction
- Breaking tasks into steps
- “Chaining” tasks together
- Hierarchy of cues
- Managing praise and reinforcement more closely
- Job adaptation
- Workplace adaptation
- Manage work pressure/ productivity demands
- Shaping social contact through co-workers
- Good mentors and natural support



Take home lessons

- People with learning disability can work and have the right to work, if they are found the right job and given the right support
- Job coach support is proven to help place and maintain jobs
- Vocational profiling is essential for getting to know the person with a learning disability
- Ongoing monitoring and contact are essential
- People with a learning disability can bring real economic and workplace benefits
- Employers need to be flexible to allow for recruitment and workplace adaptations
- Disability awareness training should be available for all staff
- **Focus on skills and abilities, not the diagnosis**

Care practitioners and social workers have a key role

- Person centred approach
- Empower individuals
- Work with families and schools to promote employment as an option
- Develop Partnerships with Supported Employment Agencies
- Continue to raise disability awareness

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Gweithio mewn partneriaeth gyda
Llywodraeth Cymru
Working in partnership with
Welsh Government

