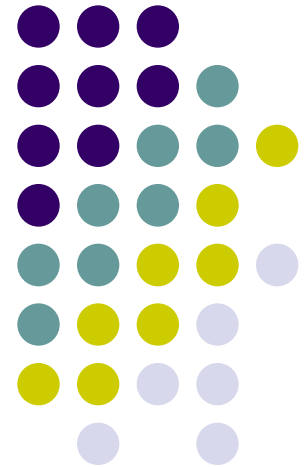


Supported Employment for Autism

Margaret Haddock
The Orchardville Society
&

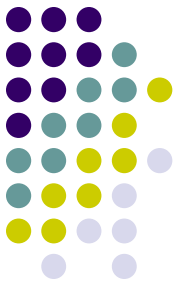
Edyth Dunlop
Northern Ireland Union of Supported
Employment





Content

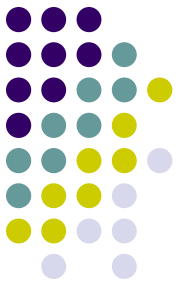
- Setting the Scene
- Overview of Autism
- Context of Environment
- Summary of Projects: Employment for Autism, Able (Autism building links to employment).
- Key success factors



Setting the Scene

- NGO
- Specialising in training and employment services to Learning Disability
- Social Economy Agenda
- Northern Ireland Service Delivery
- Values based on Supported Employment
- Partnership values

Services we offer



Employment

- Careers Guidance
- Links to relevant Employment Programmes
- Specialists in Transition Services

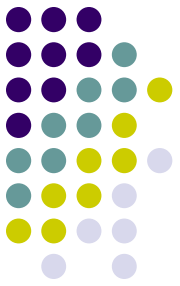
Skills

- Essential Skills
- Vocational Training

Social Economy

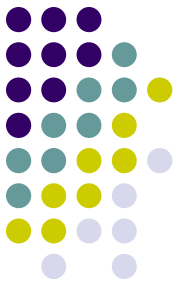
- Two coffee shops and outside catering in high street locations.
- Business Centre offering back office skill services
- Factory – sorting bottles for main drinks manufacturers e.g. Coca-Cola

Orchardville Track Record



- 30 years in existence – this year!!!!
- 200+ work placements across all vocational areas.
- 15 – 20% per annum achieving employment
- Established User Forum and Involvement at all levels.
- Parents Groups e.g. transitions, ready for work

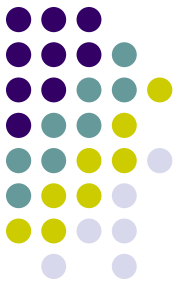
Partnership Values



Key Partnerships across sectors:

- People with disability
- Parents
- Employers
- Other NGO's to deliver more efficient services
- Government Departments
- Funders
- Politicians, regionally/nationally
- European Partnerships through Project Delivery and memberships.

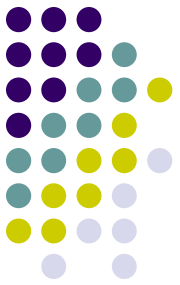
True or False



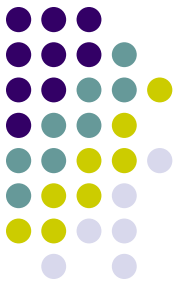
Autism is only a communication difficulty.

True or False

Autism is a spectrum condition.

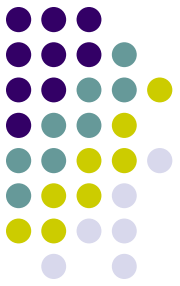


True or False



People with Autism can experience difficulties with everyday social interactions and understanding others emotions and the world around them.

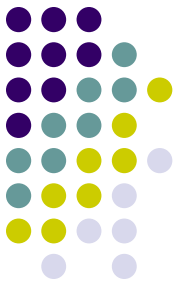
True or False



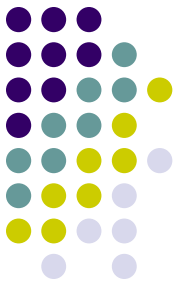
Aspergers is also known as High Functioning Autism and usually display average or above average intelligence.

True or False

Autism is a childhood condition.

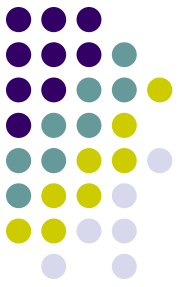


True or False

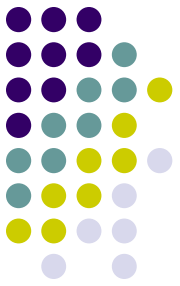


People with autism love change and hate routine.

Review of Impact of Autism



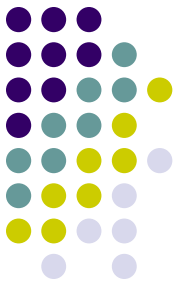
- Difficulties with social and communication skills.
- Reading Social cues (verbal/non verbal)
- Developing friendships
- Coping with change
- Can display repetitive/inappropriate behaviours.
- Sensitive to sound/light/taste/smell and touch



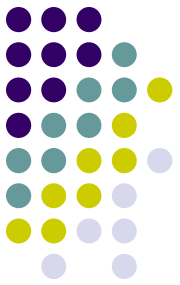
This can lead to

- Isolation
- Vulnerability
- Anxieties, fears and phobias
- Behavioural issues
- Misconceptions

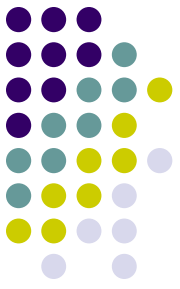
Environmental Context



- Difficulties across Europe with consistency of approach to diagnosis and interventions
 - Sits in differing disability directorates within social care eg. Mental Health, Sensory or Learning.
 - Approaches vary e.g. TEACCH, ABA, Social Stories
- Employment Interventions
 - Not always recognised as a disability need when working towards employment e.g. Northern Ireland
 - Lack of data.



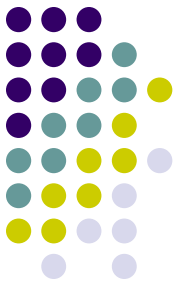
- Policy differences across Europe and funding mechanism to address issues. e.g. Northern Ireland recently has ASD legislation.



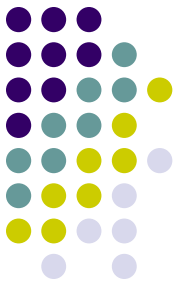
Summary of Projects

- EFA (employment for Autism)
- Equal Programme Funding
- Partnership Approach:
 - Development Partnership locally included NOW Project (NGO), Autism NI (NGO), Health Care Trusts, Government Departments, Equality Commission.
 - European Partners in Netherlands and France.

Background of Project



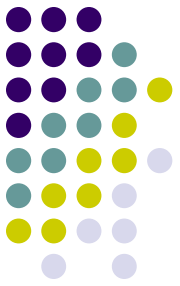
- Partners identified a gap in service provision for ASD as they had historically Learning Disability Clients and were being referred more clients with ASD.
- Action Research Project to establish key components for success operationally and strategically.
- Used the Model of Supported Employment for value base and process i.e.
 - Place-Train-Maintain-Progress.



Beneficiaries

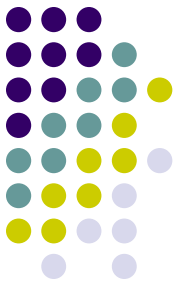
- Unemployed persons with ASD – to find work
- Employees/co-workers – to raise awareness of ASD
- Employers – to raise awareness and assist in CSR

About the Project



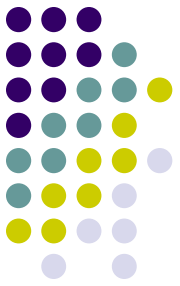
- Referrals made from a variety of sources e.g. DEL, Health Trusts, NOW, Orchardville and Autism NI.
- 26 People with ASD referred to the project across the full spectrum all were adults over 19 years.
- 13 Employment offers made and accepted within the lifetime of the project and a further 3 successfully gained employment after project end.
- Based on Work trials and job tasters. (Short periods)

Project ABLE



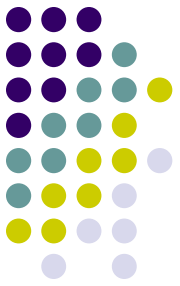
- Employment based service for young people and adults with ASD that want to get into work.
- May 2009 – April 2013
- Financed through Big Lottery Fund.
- Belfast Wide Partnership between NOW & Orchardville Society.

What's available for participants?



- Employment preparation training
- Training Programmes
- Voluntary work placements
- Employment
- On the job training and support
- Peer (like person) support through User Forum

Benefits for Employers



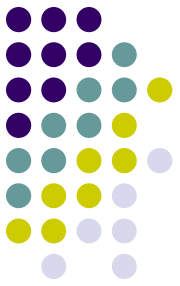
- Autism Awareness Training
- Access to skilled individuals with high levels of commitment and reliability.
- Opportunity to promote diversity and CSR
- Tailored support to maximise success.

Results at Half Way Point Against Projected Full Term Targets

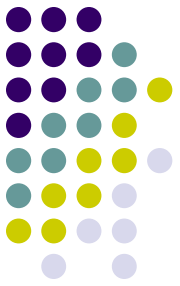


	4 Year Target	2 Year Target	Actual 2 Years
Special Ed Referrals	25	12	16
Mainstream Ed	10	5	6
Adults 18+	25	12	22
No. Work Placements	60	30	60
No. of Jobs	15	6	7
No. of Employers	50	35	50
People Impacted	140	70	120

Employers



Feedback

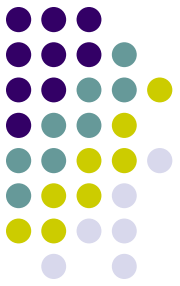


“My son is more independent, socially he is more confident, his anxiety levels regarding socialising have greatly improved” (parent)

“The disability training really helped raise awareness among staff and the partnership has enabled us to achieve part of our CSR strategy” (employer)

“I save the money I earn each month and use it for luxury items such as X Box games” (participant)

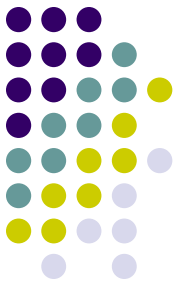
Key Success Factors & Learning



EFA

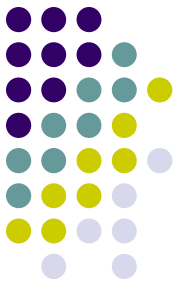
- Partnership Approach
- Supported Employment Model Applicable to client group eg Job Coach/natural supports essential to success of employment
- Customisation eg. Vocational profile in particular environmental factors
- Resource Development eg. Assessment tools
- Trained Staff in both Supported employment and ASD knowledge
- Job Analysis/Task Analysis with precise instructions

KEY SUCCESS FACTORS AND LEARNING



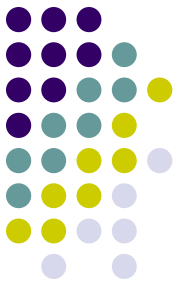
- Clear structure and routine in place (job carving essential)
- Training of Co-workers
- Focus on strengths avoid making assumptions or generalisations.
- Short Term job tasters and work trials
- Ensure government/departmental commitment
- Clear marketing strategy for this client group
- Younger Age Group should be worked with.

Key Success Factors ABLE



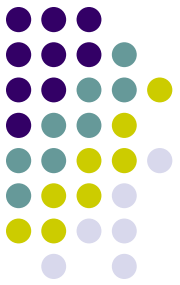
- Lessons learnt from EFA Project.
- Still a work in progress
- Results of evaluation

Evaluation of Project Able

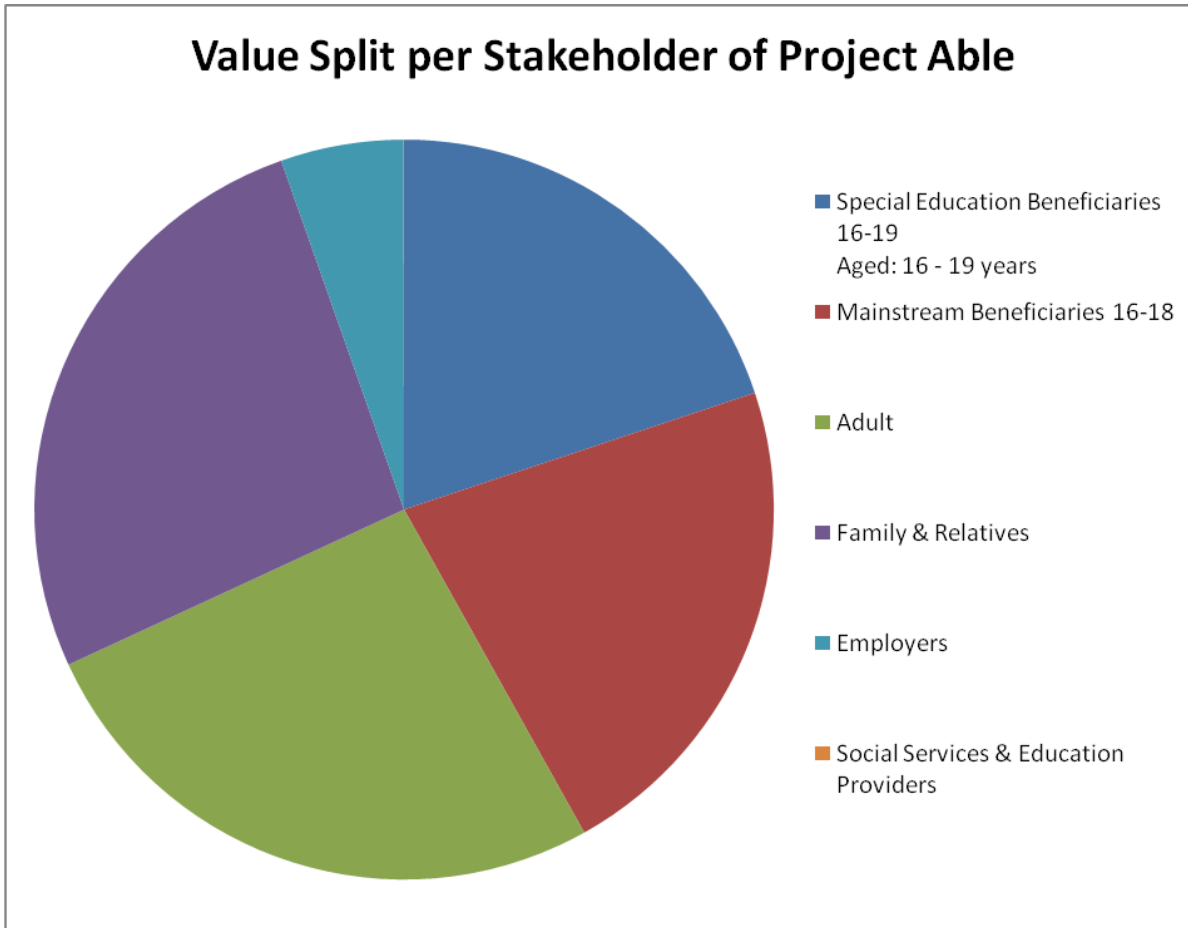


- Methodology being used SROI (Social Return on Investment)
- Reasons for above methodology – Evidenced Based with financial indicators for Government Purchasing Departments
- Midterm Results – Showing benefits to all key stakeholder groups .

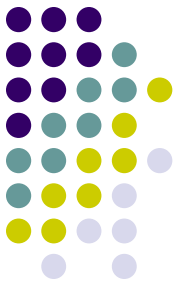
PIE CHART



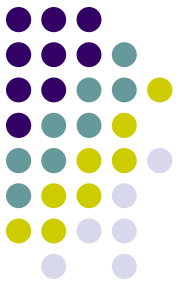
Value Split per Stakeholder of Project Able



KEY STATEMENTS



Stakeholder	Value	Percentage
Special Education Beneficiaries 16 - 19	£81,921.67	19.89%
Mainstream Beneficiaries 16-18	£90,649.90	22.01%
Adult	£107,980.63	26.22%
Family & Relatives	£109,120.26	26.49%
Employers	£22,123.43	5.37%
Social Services & Education Providers	£94.16	0.02%



Results to date

- **Mainstream Beneficiaries**

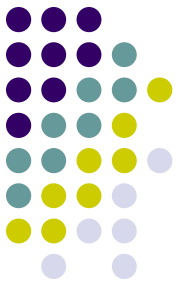
- Outcome: Gaining Paid Employment
- Value: £63,630.04

- **Adult**

- Outcome: Increase in Education & Vocational Training
- Value: £56,435.40

- **Family and Relatives**

- Outcome: Less anxious about dependants Future
- Value: £84,542



Questions???????