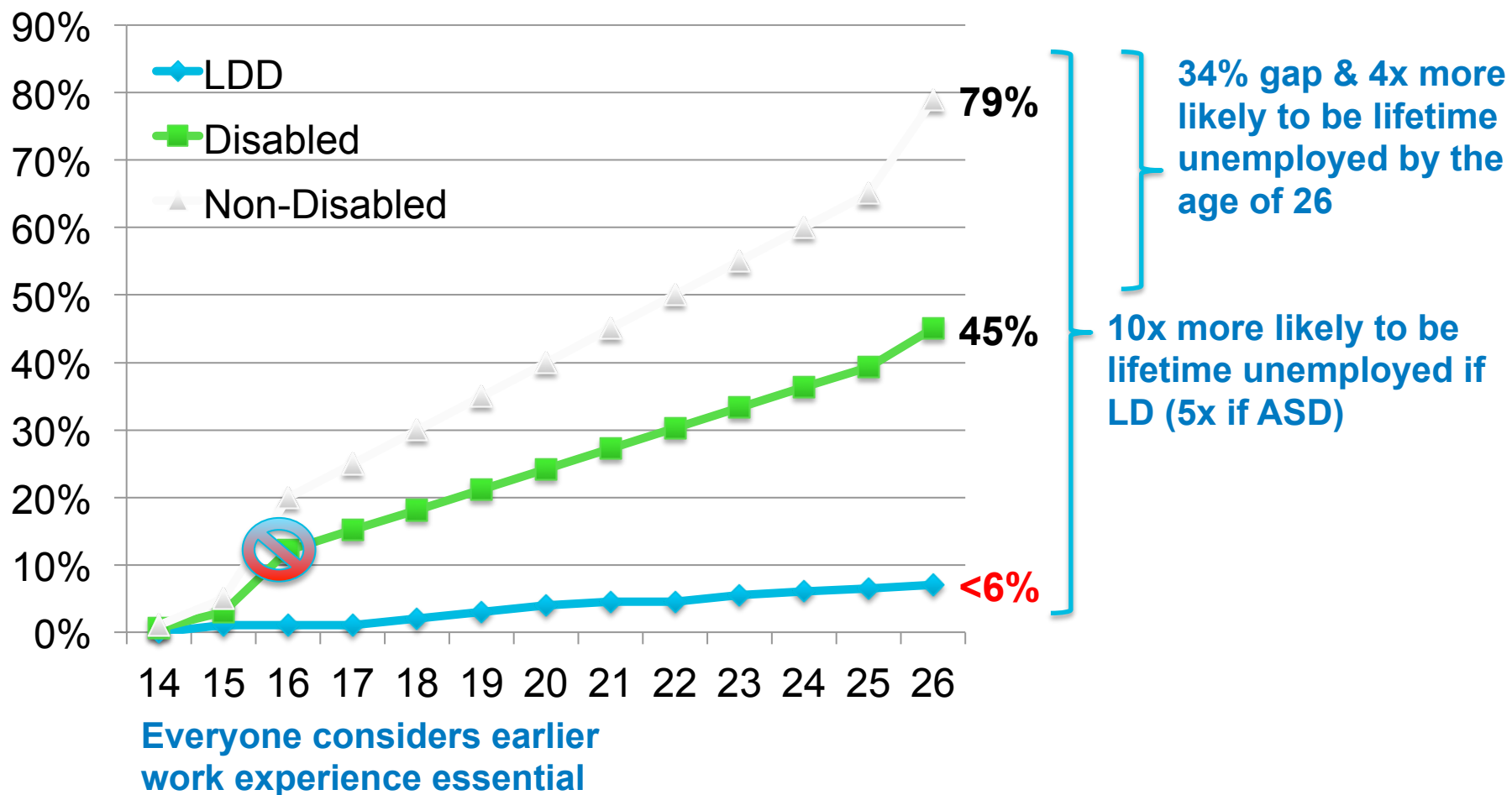


Claire Cookson
Deputy Chief Executive Officer
DFN Charitable
Foundation



Why change is so desperately needed –

A rich source of hidden and untapped talent





What is a Project SEARCH Supported Internship programme?

- An education-to-work programme for young people with learning disabilities and Autistic Spectrum Conditions
- One academic year
- 8-12 students with a variety of learning disabilities
- Full Time instructor and job coach(es)
- Immersed in large host business's culture
- Internship rotations for career exploration and job skills acquisition
- Customised job-search assistance
- Ongoing In-work support as needed



Programme Philosophy

People with disabilities have the right to choose a path toward education and employment. However, while freedom of choice is given, the right to work is earned. Earning the right to work is dependent upon the student's preparation.

Stephen Simon, ADA Quarterly, Fall 1998

During the Project SEARCH year:

- Full time job coach on site
- Additional job development/coaching
- 1:4 intern to staff ratio
- Skill training
- Evaluating
- Problem solving
- Employability Curriculum delivered by an on-site instructor
- Project SEARCH team provide on-site co-ordination



The employer provides:

- Employer liaison
- Internships and mentors
- Classroom base



Overall Goal:

- Full time paid employment
- Improved quality of life



29/05/19



Intern outcomes:

56 Project SEARCH sites in UK

879 Full Time Paid Jobs (May 2018)

-
- 35 Hospitals
 - 1 Research Centre
 - 9 Councils
 - 9 Private Sector employers
 - 3 Universities
 - 1 National Trust

2010 - 13: 21 sites – **176 Jobs (60%)**

2014: 27 sites – **124 Jobs (65%)**

2015: 34 sites – **157 Jobs (64.5%)**

2016: 43 sites – **193 Jobs (66%)**

2017: 49 sites – **228 Jobs (61%/68%)**

2018: 12 new sites -



10 x National Average

Host Business Outcomes:



- Increase in overall staff satisfaction
- Customised talent stream
- Performance and retention
- Achievement of Diversity goals
- Corporate Social Responsibility strategies met

After the Project SEARCH Internship year:

- Ongoing job coach liaison with the employer
- Building trust
- Dealing with change!
- Ongoing support to the employee as needed:
 - Mandatory requirements
 - Performance Development
 - Reasonable Adjustments
 - Additional skill training



Why are we doing this?

- Everyone has the right to aspire to the very best for their future.
- The quality of any society can be measured by the care it takes of it's least privileged members...
- Increasing employment among people with SEND enables them to live more independent, fulfilling and secure lives, brings considerable benefits to the individual, to employers and to society as a whole.
- With 'the law of the few' we will achieve 'The Tipping Point'.

