



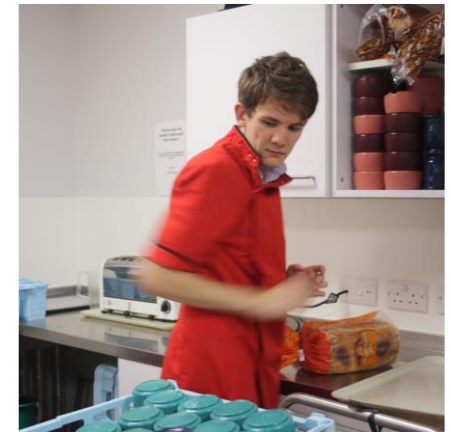
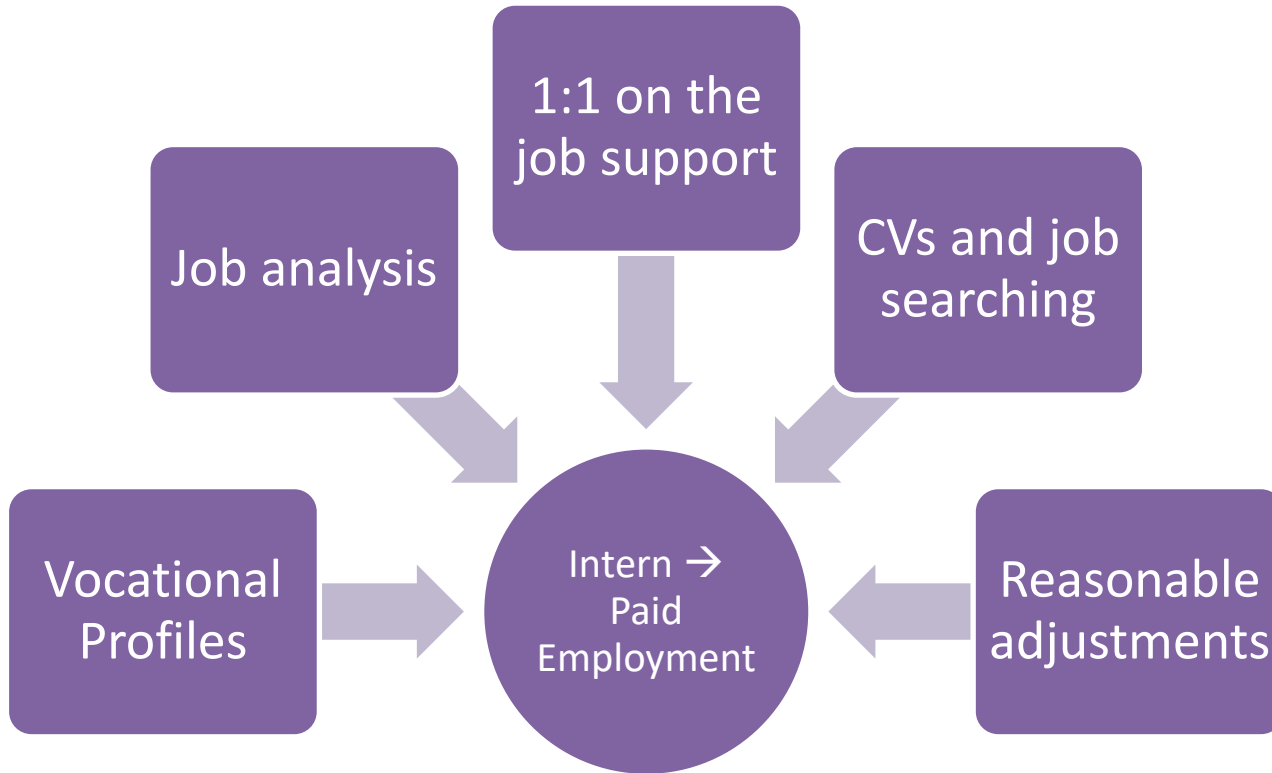
Hft, DFN Project SEARCH and Follow On Support

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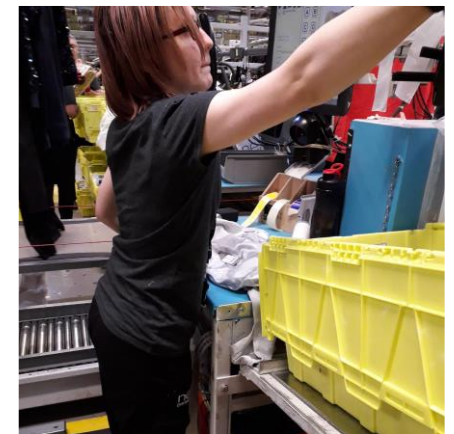
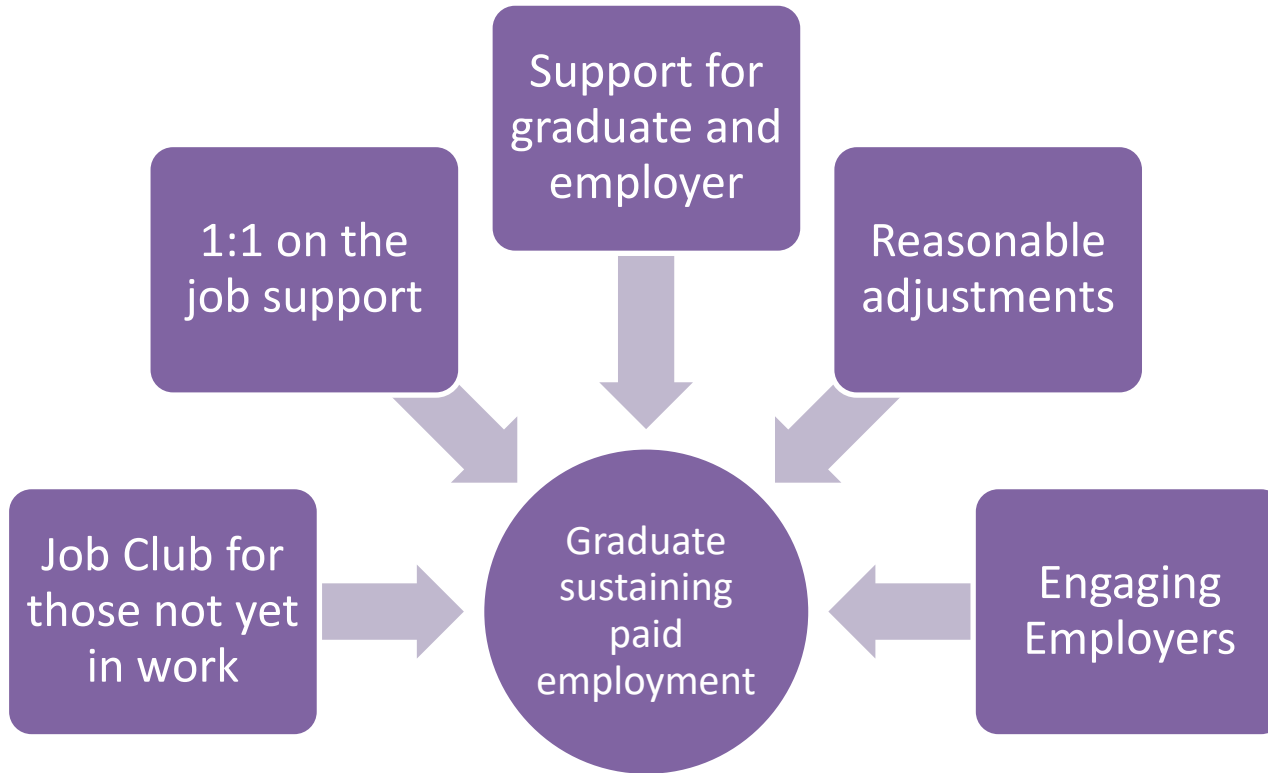
Background

- Working with DFN Project SEARCH since 2013
- Currently working with 10 programmes
- 84 interns enrolled

Hft's role: programme year



Hft's Role: Follow On support



Job Club

How it works

Graduates & interns

CVs & Upskilling

Application Support

Weekly in person/online

Job Search & Analysis

Interview Support



Additional Benefits

Wellbeing check-up
Maintain engagement
Segue to alternatives
Promotes independence

1:1 on the job support



Dedicated employability
in work support:

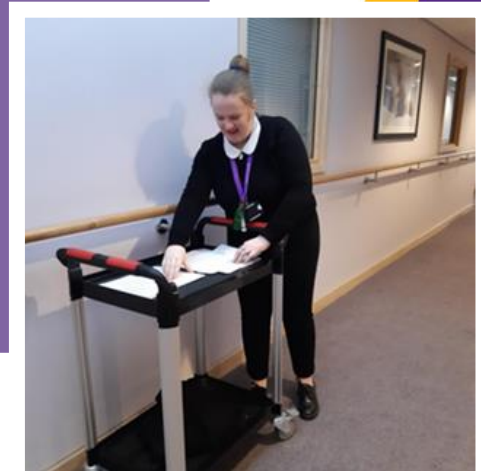
- Support with Workplace induction – policies, procedures and training
- Workplace orientation
- Health and Safety – RA's
- Task Analysis & On the job training
- Supporting the person to be fully immersed in the workplace – building relationships / social activities

Ongoing Employability Coach Support



Ongoing support
providing :

- Support with any further mandatory /annual training
- Career development – upskilling
- Support with appraisals / 1-1's
- Trouble shooting
- Building soft skills
- Workplace changes



Support for the Employer



Employability Coaches
support the employer by:

- Giving advice and guidance around supporting the person
- Workforce training and development around disability / Autism awareness
- Advice and assistance with Access to Work applications
- Ensuring the employee is meeting company deadlines and standards
- Advice on adaptations & reasonable adjustments
- Regular and reliable contact

Reasonable adjustments

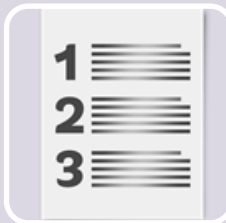
A 'reasonable adjustment' is a change that must be made to remove or reduce a disadvantage related to someone's disability when either applying for a job or when doing their job



making changes to the workplace



Equipment (new or existing)



adapting the way things are done



Providing info in an accessible format



1-1 support

Engaging Employers



Impact

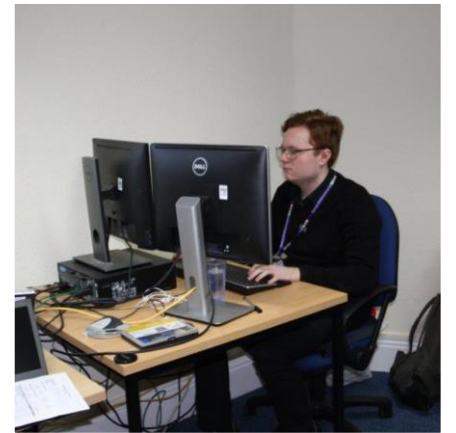
- Skills acquisition, work experience
- Job searching/interview skills
- Qualifications if relevant, i.e. Food Hygiene
- Financial
- Home circumstances
- Access to opportunities
- Shift in culture within businesses
- Raising aspirations and confidence
- Accessing other employment benefits, i.e. pensions

Employment Outcomes Hft programmes since 2013

149 graduates

109 employed

73%



Funding

Programme support is funded via Education funding and Access to Work

On the job support in employment is funded via Access to Work

Post programme job searching is not routinely funded

Employment retention

