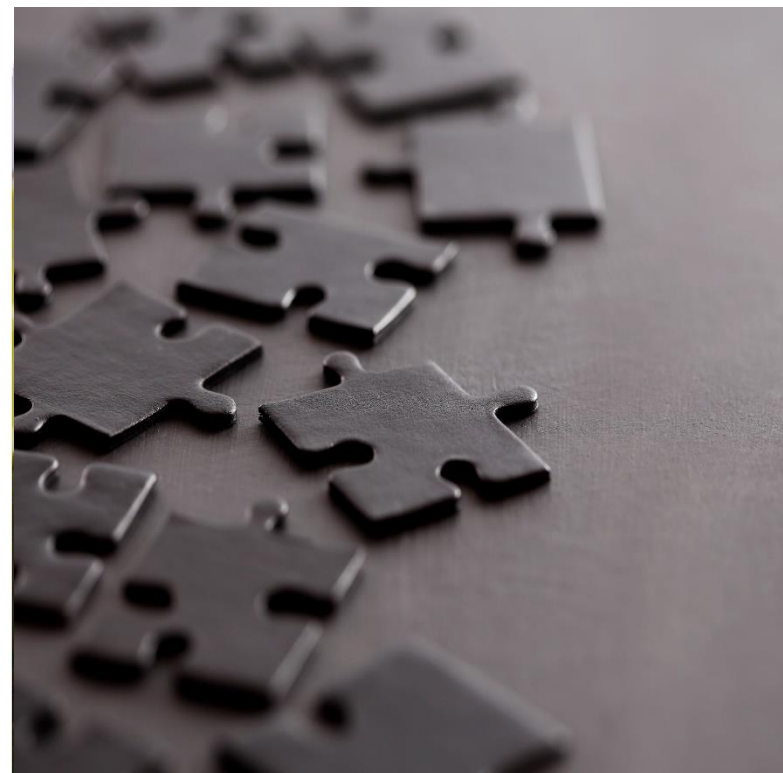


# DFN Project SEARCH



# When I grow up... everyone has aspirations



# DFN Project SEARCH - our programme

- One-year supported internship programme for students with an EHCP, in their last year of education, that takes place entirely within a host business.
- Using our partner business sites as a skills development laboratory, the interns rotate through three terms of ten to twelve-week internships and learn marketable skills for employment.
- Working in partnership to provide a full package of support to provide a specialist onsite teacher and job coach to enable your managers and mentors to feel fully supported.
- Businesses gain access to a new, diverse talent stream and develop a workforce that is representative of the community they operate in.



# Let's bring this to Life



# Working is good for everyone

## Adulthood

A safe and secure job

Mental wellbeing

Exercising

Healthy diet

Not smoking

Drinking moderately

Public Health England

### Young and old: prevention matters

#### Best start in life

Pregnancy services  
Childhood immunisations  
School environment  
Secure home  
Healthy eating  
and physical activity

#### Adulthood

A safe and secure job  
Mental wellbeing  
Exercising  
Healthy diet  
Not smoking  
Drinking moderately

#### Later life

Safe and accessible  
home environment  
Keeping physically active  
Eating a healthy diet  
Maintaining social  
connections

# Yet our national data continues to go down

## Employment – adults with a learning disability

Measure 1E

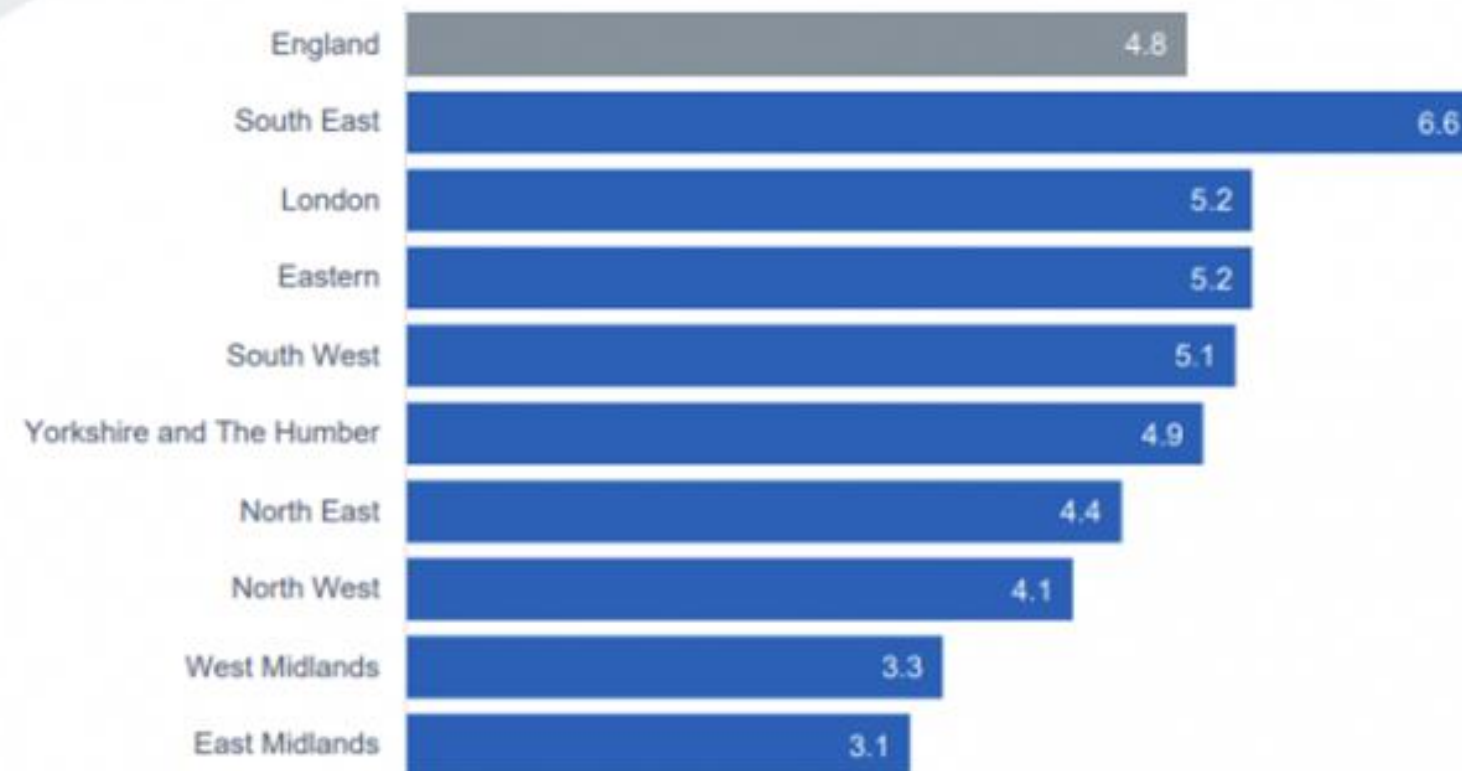


The proportion of adults with a learning disability in paid employment:

4.8%

The proportion of males with a learning disability in paid employment is higher than the proportion of females.

Proportion of adults with learning disabilities in paid employment score is highest in the South East region, and the lowest in the East Midlands region.



Males:  
5.3%



Females:  
4.1%

# The impact is significant, in fact our life depends on it...

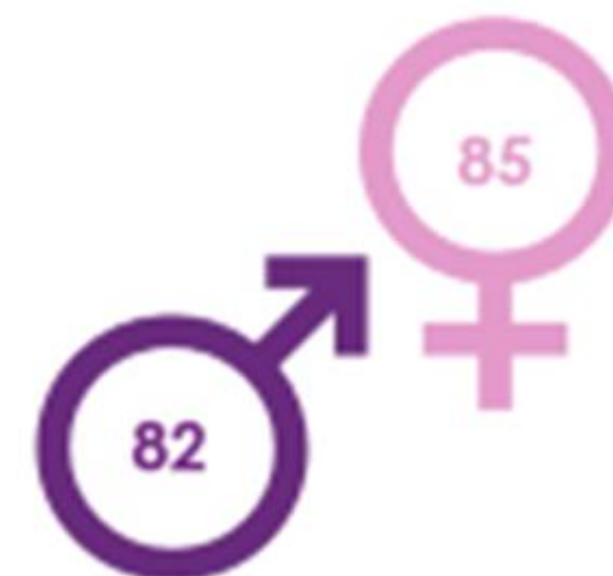


## ■ Mortality of individuals with Learning Disabilities

Life Expectancy for people with Learning Disabilities

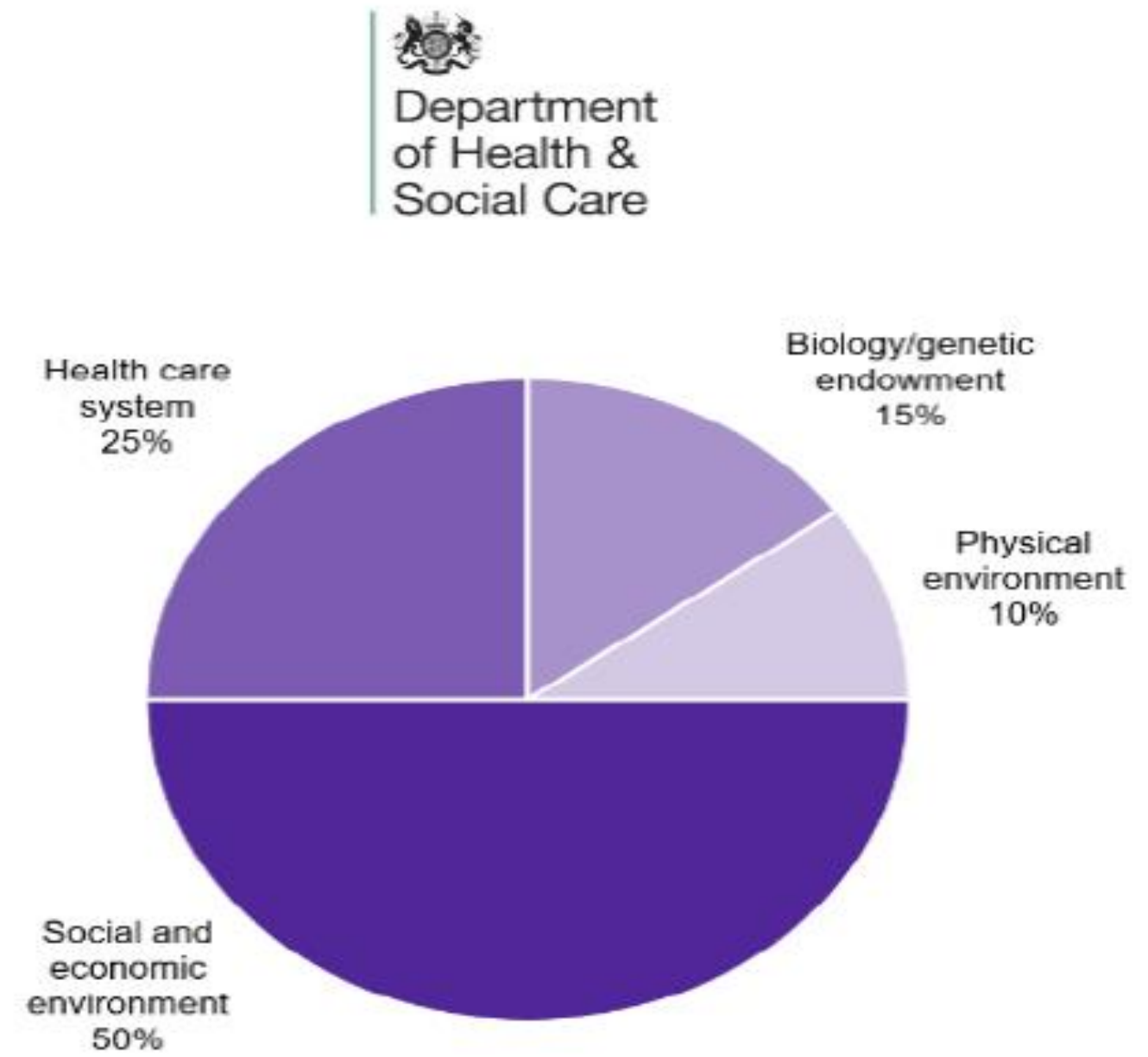
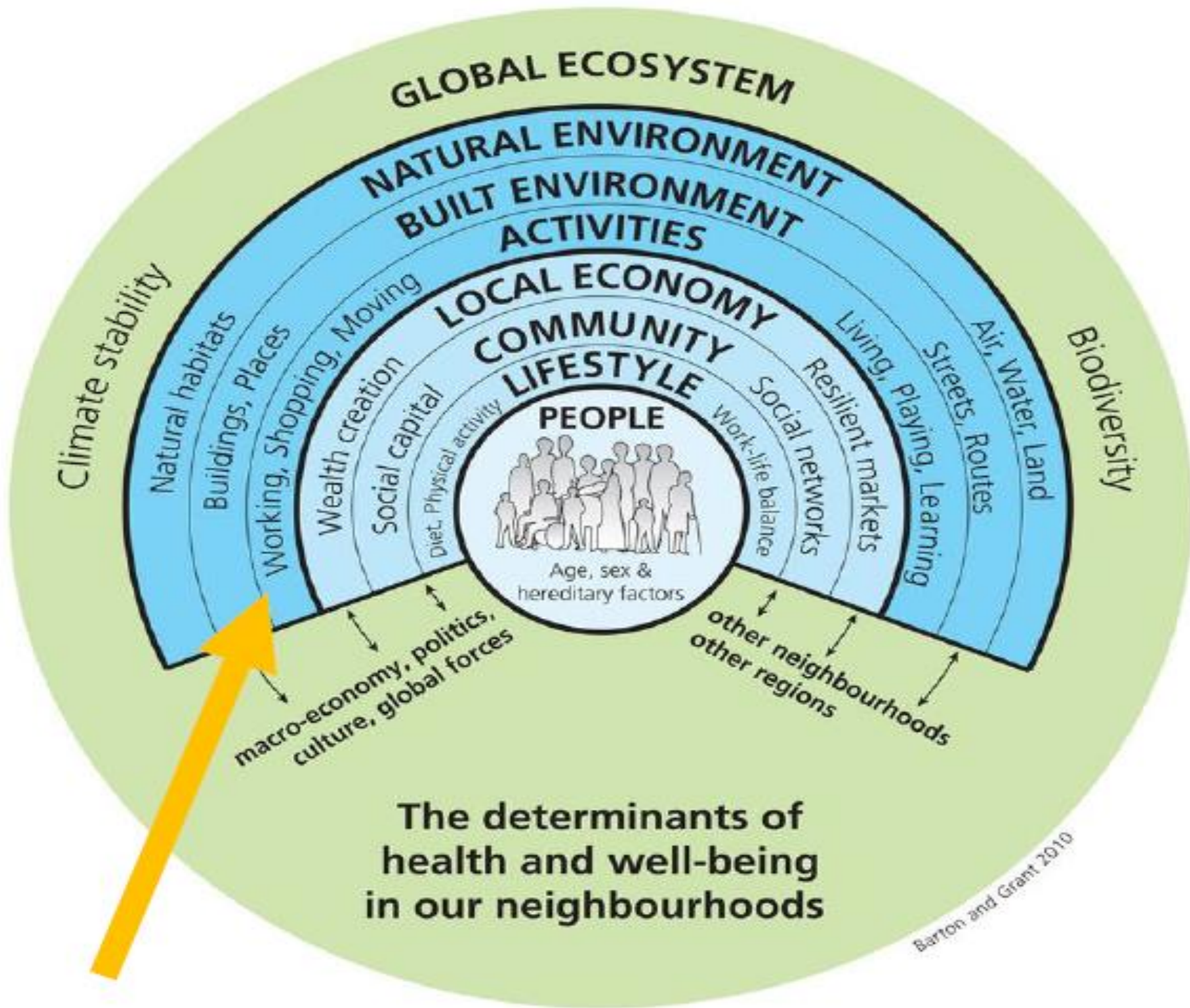
Median Age of Death General Population

Median age of death for different levels of impairment



SOURCE: UNIVERSITY OF BRISTOL NORRIS BY CENTRE FOR DISABILITY STUDIES, 2014

# How our health is determined (wider determinants)





# The Benefits of GOOD Employment

How would being in employment help people with a learning disability to be more healthy\*

World Health Organisation state that:

*"...health is a state of complete **physical, mental and social well-being** and not merely the absence of disease or infirmity, and that the enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social condition..."*

*The provisos: jobs should be safe and accommodating*



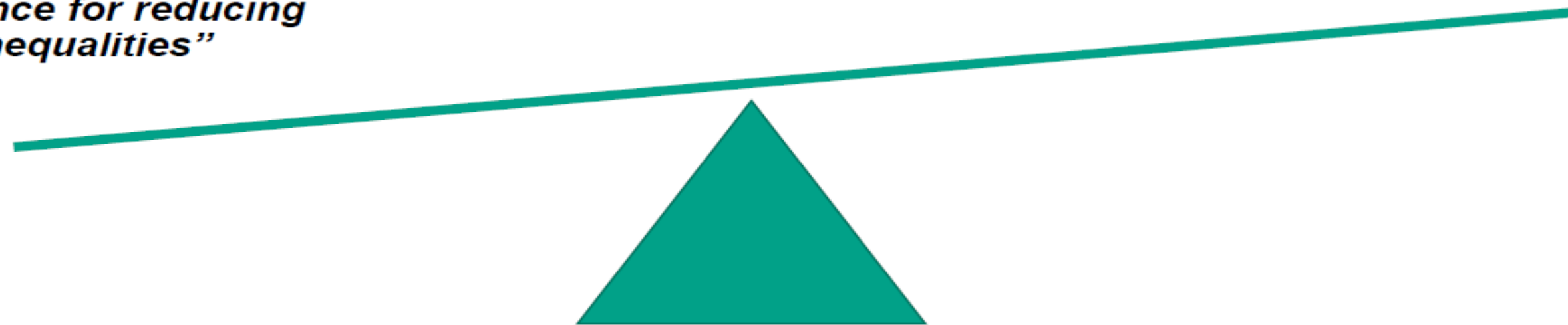
# This is about CAREER Jobs

## Getting the balance right

*“Being in good employment is protective of health. Conversely, unemployment contributes to poor health. Getting people into work is therefore of critical importance for reducing health inequalities”*

**But**

*“Insecure and poor quality employment is also associated with increased risks of poor physical and mental health... Getting people off benefits and into low paid, insecure and health damaging work is not a desirable option”*



# The scale of this un-tapped talent.....

Only **4.8 %** of people with a learning disability known to local authorities in the UK are employed.

Over **1 million** people are receiving SEN support in UK schools.

There are 1,5 million people with a learning disability in the UK. About **900,000** are of working age.



Around **517,000** have an EHC (37% more than 5 years ago).

**78 %** of people with a learning disability in the UK want to work.

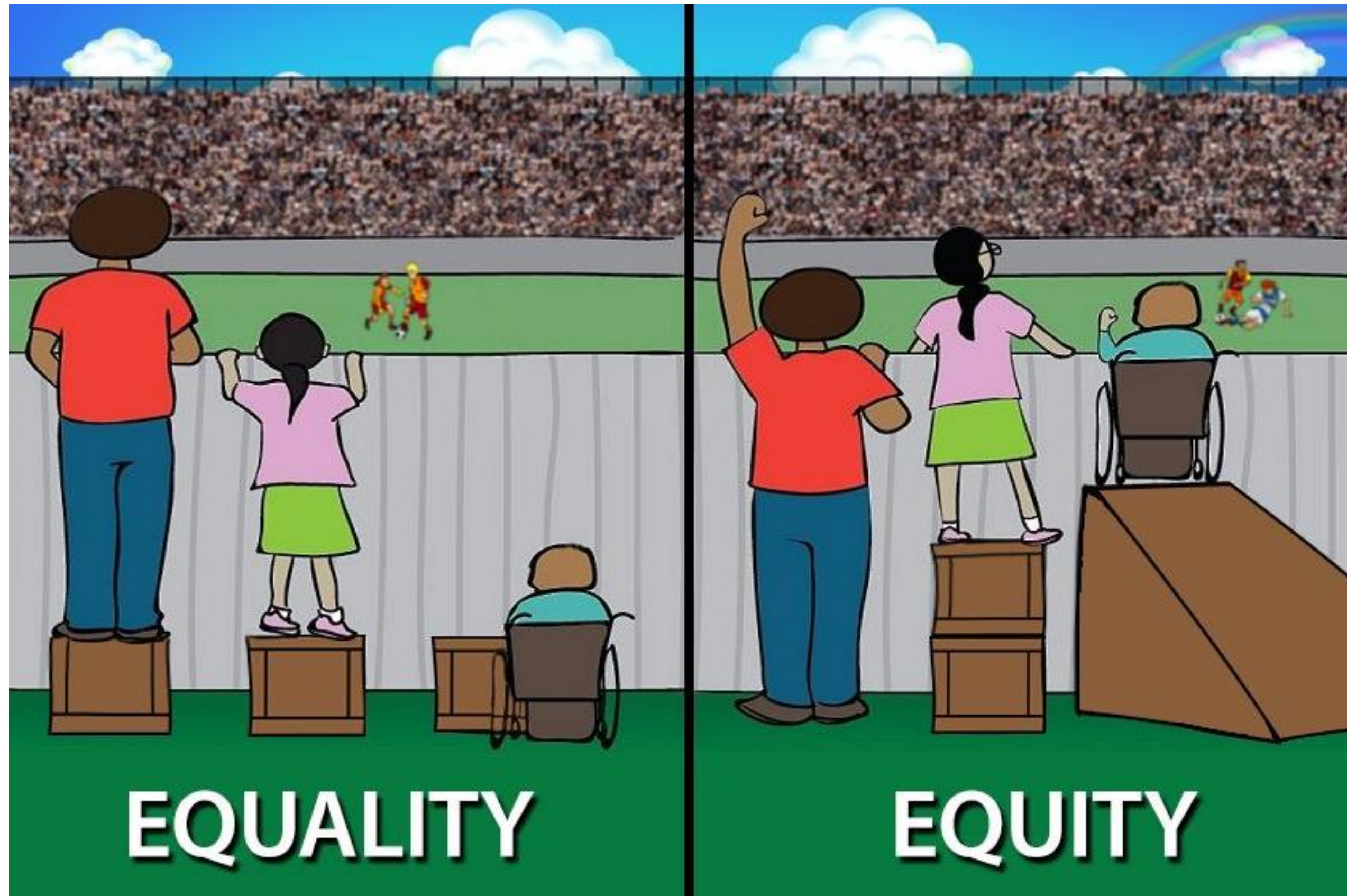
The UK has over **1 million** unfilled vacancies.

# Let's Hear from Alex



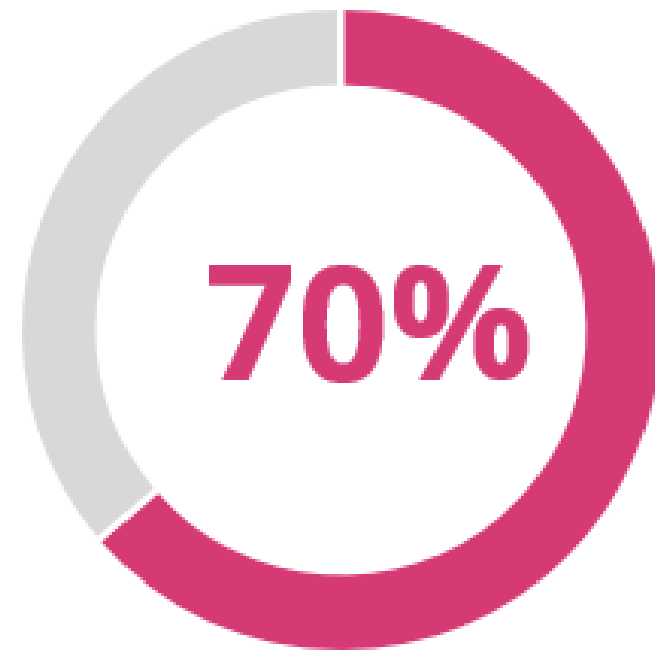
But when I do, she doesn't mind me going to get them and me wearing them.

# Uniform treatment V individualisation & removing barriers



# DFN Project SEARCH Outcomes

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Nearly 70% of DFN Project SEARCH interns secure paid employment through our **programmes on average**



60% of all jobs are **full-time**



Over 99% of the interns were **paid** at or above the prevailing wage in the past five cohorts

# DFN Project SEARCH Employment Outcomes



Average hourly wage for all graduates **£9.78**



Graduates work on average **27 hours** per week.



Graduates aged between 16-17 earn **£5,971** a year **more** than their non-disabled peers



Graduates aged between 18-20 earn **£4,314** a year **more** than their non-disabled peers



# Our Impact



**2200+** interns supported into full-time paid employment



**150+** sites across the UK



Graduates have secured roles across **230 sectors**



**£1 million** in savings for the tax payer per intern



**SRoI:**  
**£3.96** generated for every **£1** spent.

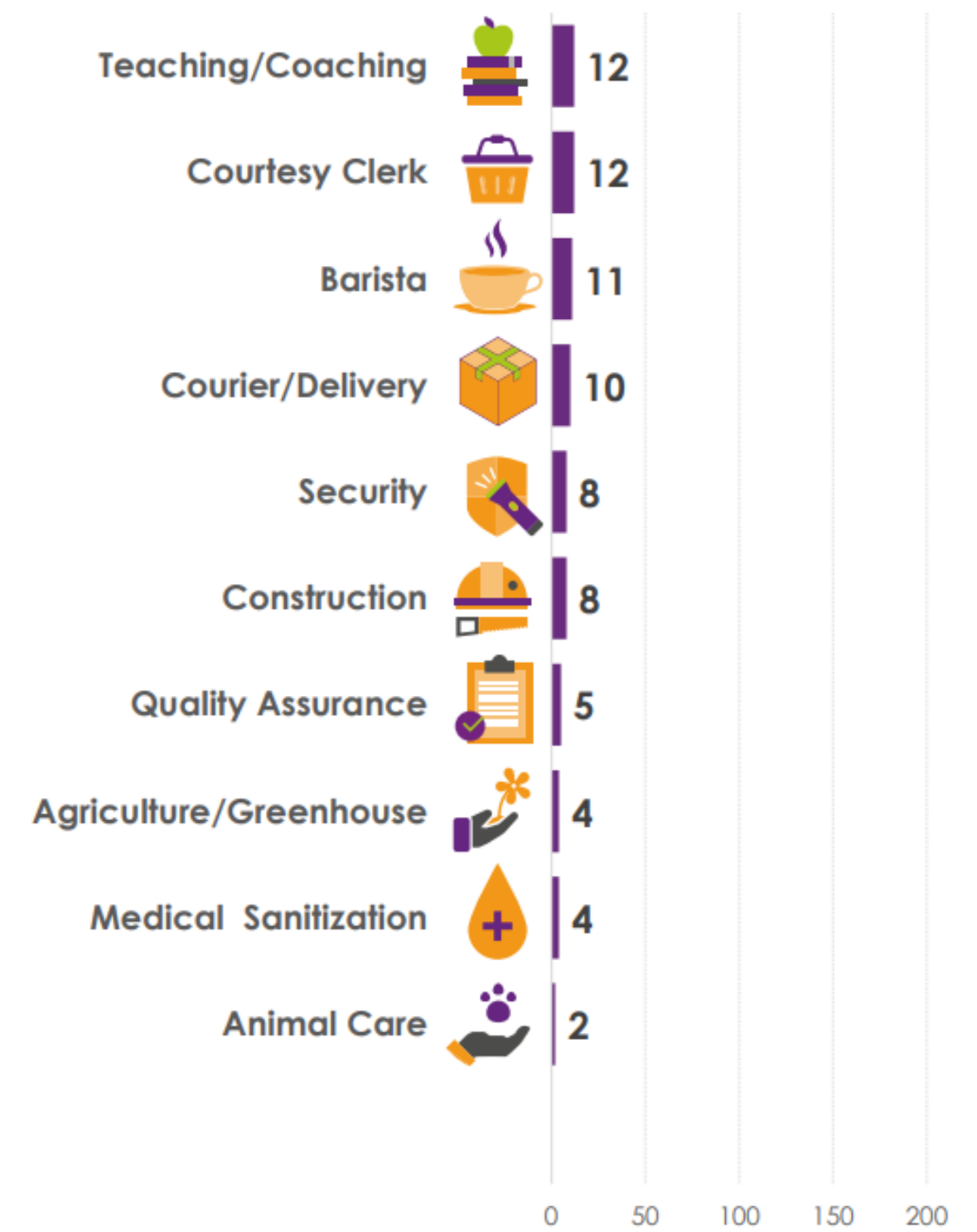
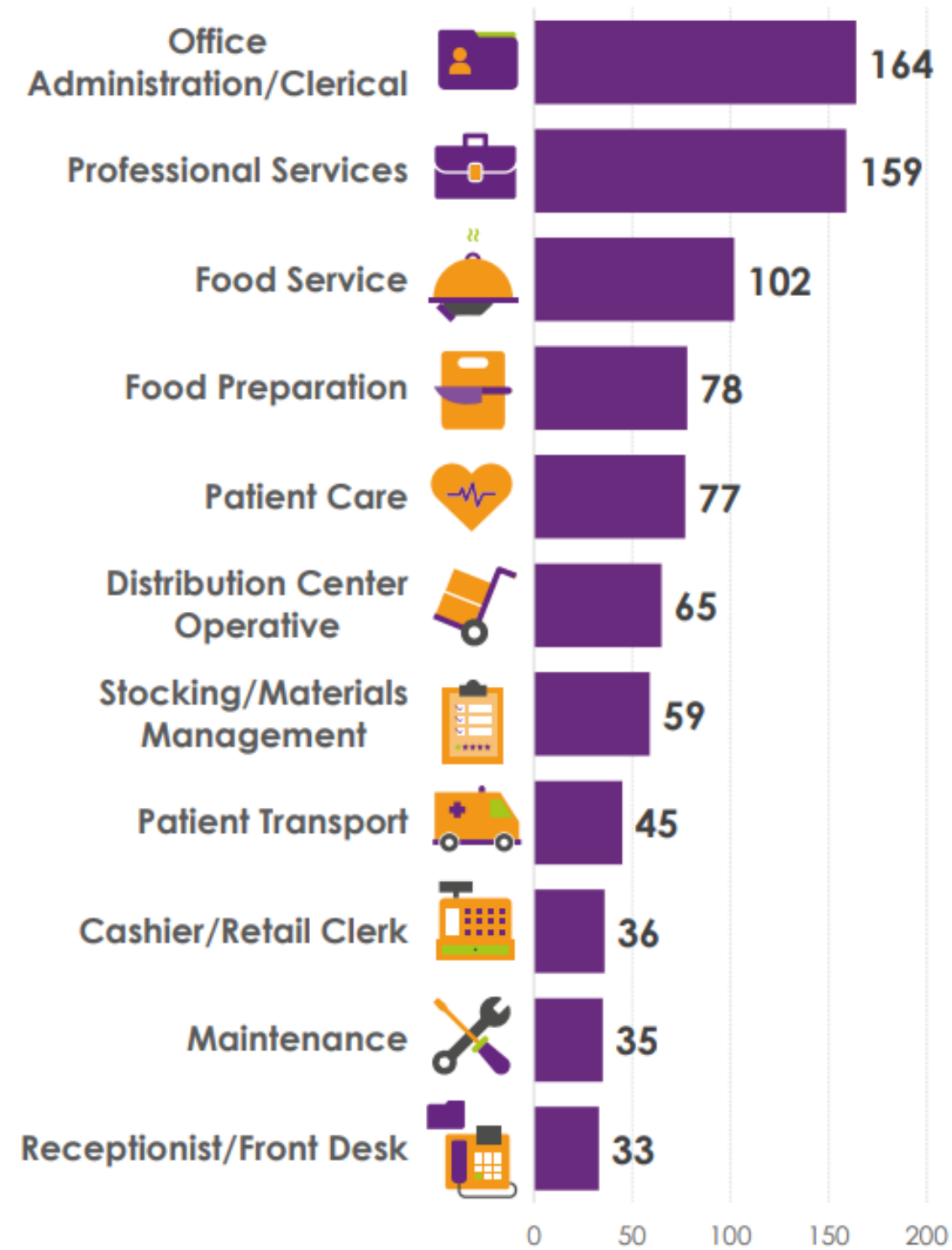


**Equitable** outcomes regardless of their age, gender, ethnicity, and primary disability.

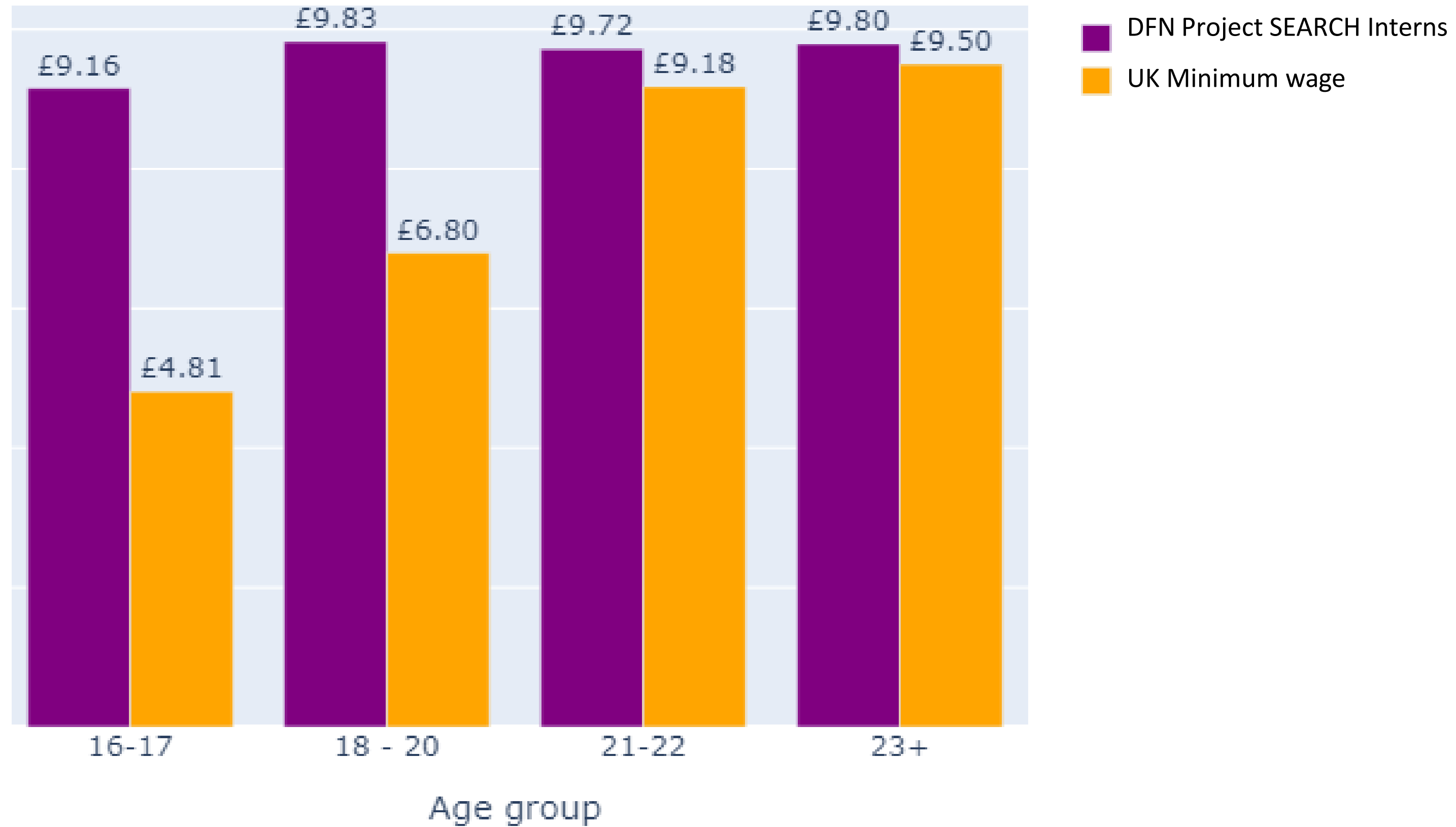




# Our Impact



# Wage by age group



# Internships Work

## Priorities

- ❖ Provide **support and training** offer to Local Authorities and businesses to enable them to set up, develop and grow their employment forums.
- ❖ **Double the current supported internship provision** in England to 4500 per year.
- ❖ Support **over 800 Employer Champions** across England.
- ❖ Support **over 1000 new employers offering supported internship placements** by the end of the programme.
- ❖ Provide **training to 760 job coaches** across England.

# Support to Local Authorities

**Local Offer review** about the information available

**Baseline survey of activity** to establish where each local authority is at and enabling an action plan with clear outcomes and accountability

Administering and monitoring **Section 14 grants**

Supporting local authorities to **establish and develop SEND employer forums**

# Engaging & Supporting Employers

**Training** all SEND employment forums to develop, enhance and grow their Supported Internship offer

Supporting local teams to offer **high quality Supported Internship models**

Supporting employers to offer **high quality work placements** that enable growth in internships and job opportunities

Train up **Employer Champions**

Support **quality assurance**



# Establishing a Supported Internships Quality Framework (SIQF)

Establishing a **sustainable process** to improve quality

Delivering the SIQF, a **quality assurance framework**

Supporting organisations with **self-assessments and auditing** to achieve the quality kitemark

Explore the potential of a **quality kitemark**

# Investing in Training

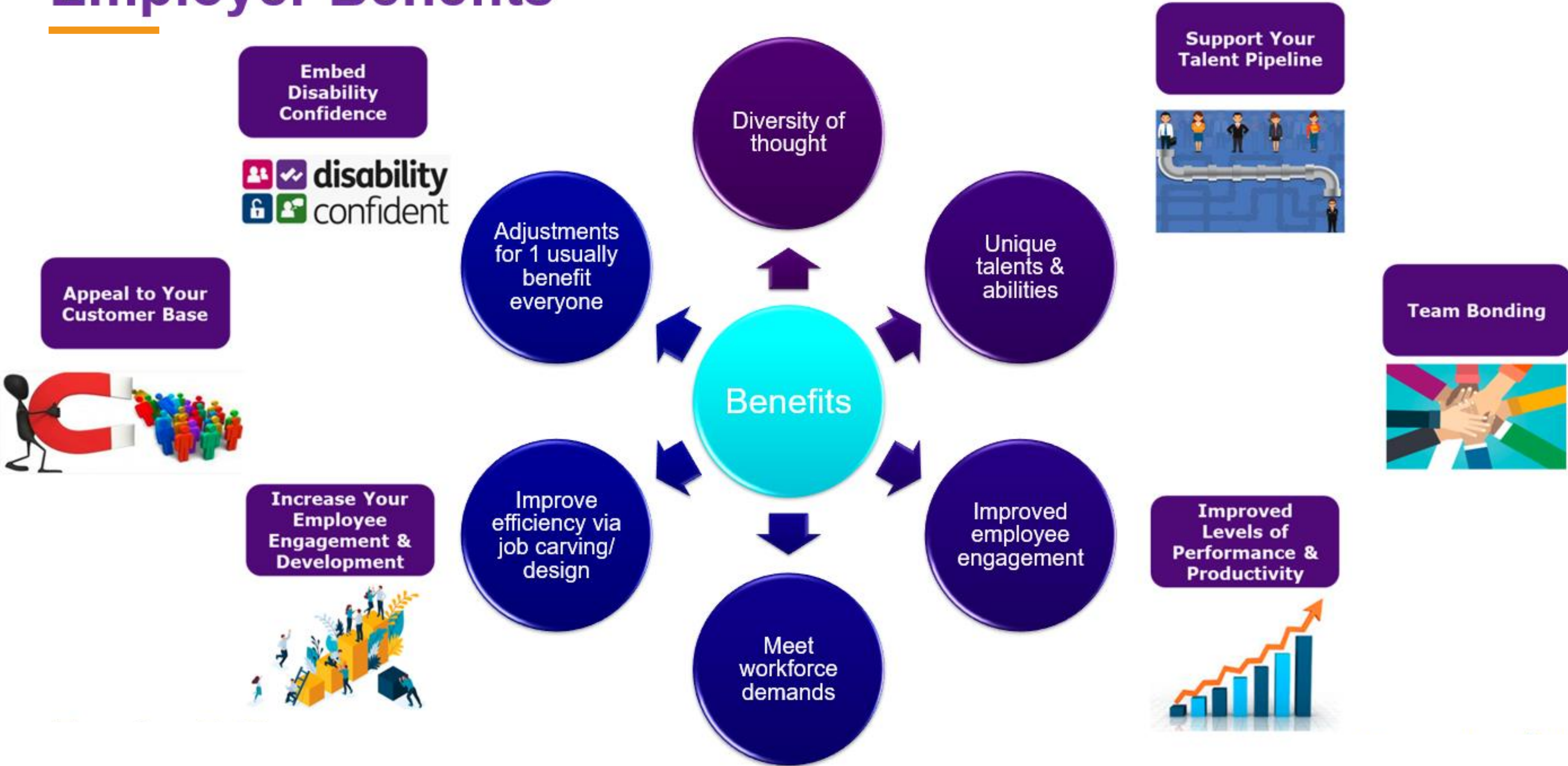
**Systematic instruction** training to 760 job coaches

**Employment techniques** training to over 760 job coaches

Developed in line with the Supported Employment National Occupational Standards

Face to face or online from October 2022

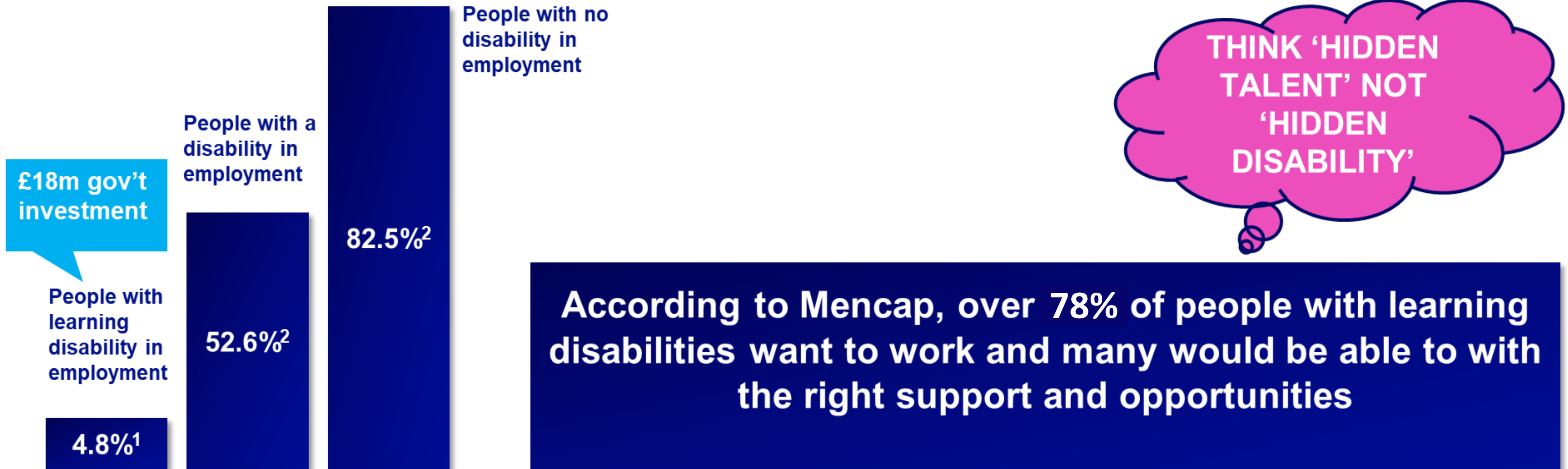
# Employer Benefits





# Looking For Talent

## Talent is Everywhere...Opportunity is Not



<sup>1</sup> British Association of Supported Employment (Adult Social Care Outcomes Framework 2021-22) [link](#)

<sup>2</sup> Department for Work & Pensions - The Employment of Disabled People 2022 report [link](#).


# Become an Employer Ambassador

- Employer Ambassadors are people who are committed to exploring new opportunities for young adults to do supported internships in their business.
- They are people who recognise that supported internships are a life changing opportunity and do their bit by spreading the word and advocating for supported internships.
- By becoming an ambassador, you actively contribute to creating an inclusive workplace culture that values diversity and empowers individuals with disabilities.
- You will attend a CPD accredited course and get CPD accredited hours
- You will join a growing network of business colleagues who want to make a difference to a longstanding social injustice




# Will you join us?

## Employer Engagement Event

 Monday 20th May

 10am - 3pm

 Schroders



This event offers the opportunity for businesses to come together for a day of interactive sessions. The day aims to explore inclusive hiring practice and strategies to nurture the talent of young people with learning disabilities and/or autism within your organisation.

In partnership with Schroders, DFN Project SEARCH and the West London Alliance we're excited to host this event which will include the following:

- ▶ Practical approaches to creating inclusive workplaces
- ▶ Strategies to consider for inclusive recruitment
- ▶ How to access a pool of talented young people already gaining practical work experience through supported internships
- ▶ Success stories
- ▶ Networking opportunities
- ▶ Opportunities to get involved and nurture young talent in your area

If you are interested in creating more inclusive workplaces this event is for you. Join us at this event to support us in our ambition to help young people with learning disabilities and autism realise their potential in the world of work. Lunch and refreshments will be provided.

# The Impact of doing things a little Differently



# Let's Build a Movement Together





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