



Work placements for young people with special educational needs, disability and autism.

'The young person always wanted to work to the best of his ability. The confidence of the young person was amazing at the end of the placement and was independently travelling in and working on his own.'

Janet - Director My Healthy Living, Central Bedfordshire

Develop wants to see more people with needs in work.

2017 statistics in the UK show that 15% of adults with autism and 6% with a learning disability work.

A key part of the journey for a young person to go to work is to provide meaningful work experience whilst they are still in education. Develop can support work experience placements for young people with special educational needs, disability and autism.

We believe that getting real workplace experience whilst still in education makes a big difference to aspirations, self-esteem and fosters skills for young people to improve their job prospects.

How can I get involved?

By providing opportunities for short and long term unpaid work placements for young people.

How long should work experience last?

Work experience placements could be:

- Short term 1-6 weeks (usually one day per week)
- Medium term 6-12 weeks (usually one day per week)
- Long term or Supported Internship 6 months (usually 1-3 days per week)

Shazwan said 'I am in part time paid work now, I am more confident and feel I am employable, I can offer many skills and I can now work within a team.'

There are also benefits to you as an employer:

- Placements provide employers the opportunity to experience first-hand, how employable the young person is.
- You will get an increased understanding of disability and diversity, this has a positive impact on your own work force and your disabled customers will see this.
- New ideas and perspectives.
- Opportunity to develop skills and attitudes of own staff, improving their job satisfaction.
- Value to your workplace culture:
 - A more diverse workplace meeting equality and diversity agenda
 - Better co-worker partnerships
 - Recognition as a Disability Confident Employer
 - Delivers trained and enthusiastic employees.
- People with needs tend to stay in work longer, take less sick days and are reliable time keepers. This loyalty offers economic benefits including savings on sickness, recruitment and reduction in staff turnover.

Megan said 'Work experience will help me to become more independent.'

What support will I get as an employer?

Develop provide trained staff to give guidance and confidence to young people while they are working. Develop also supports the employer to understand and meet needs so they are assured having the young people working for them.

Develop can provide you with free training to broaden knowledge on special educational needs, disability and autism. This awareness training can give better understanding to you and your staff.

Develop can also help with guidance for any reasonable adjustments or changes necessary.

Next Steps

Contact Develop's Inclusion Manager for wider information on working with young people with needs

Email: info@developebp.co.uk

Call: 01525 408 080

Visit: www.developebp.co.uk

or your local Employer Engagement Officer at Develop, to discuss specific placements.

