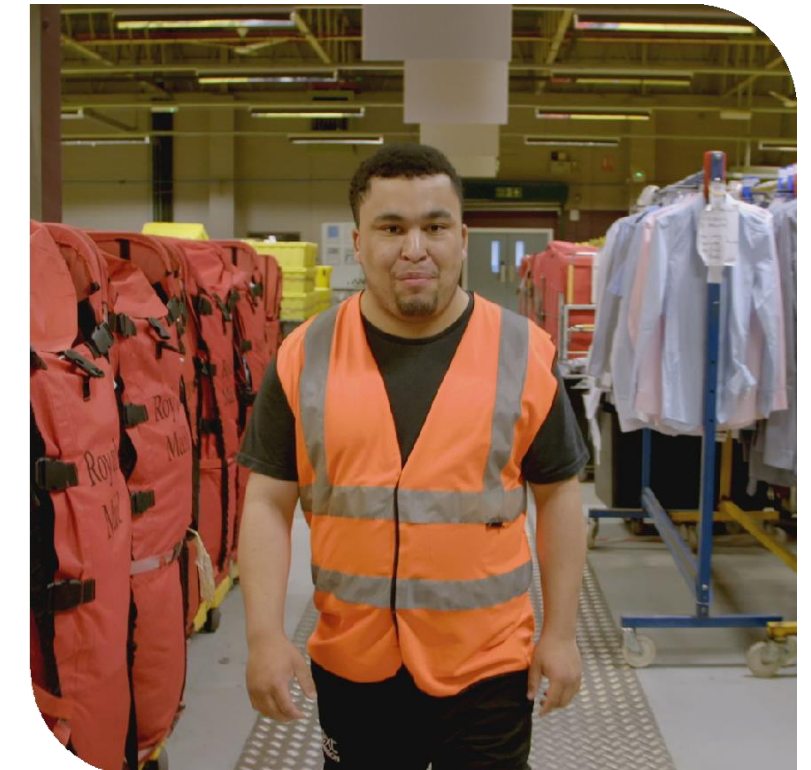
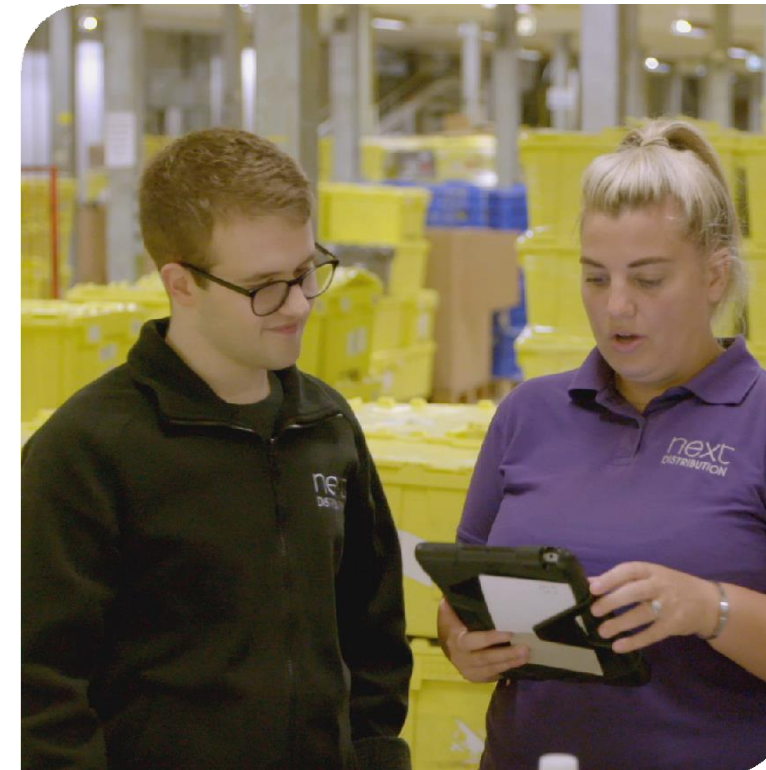


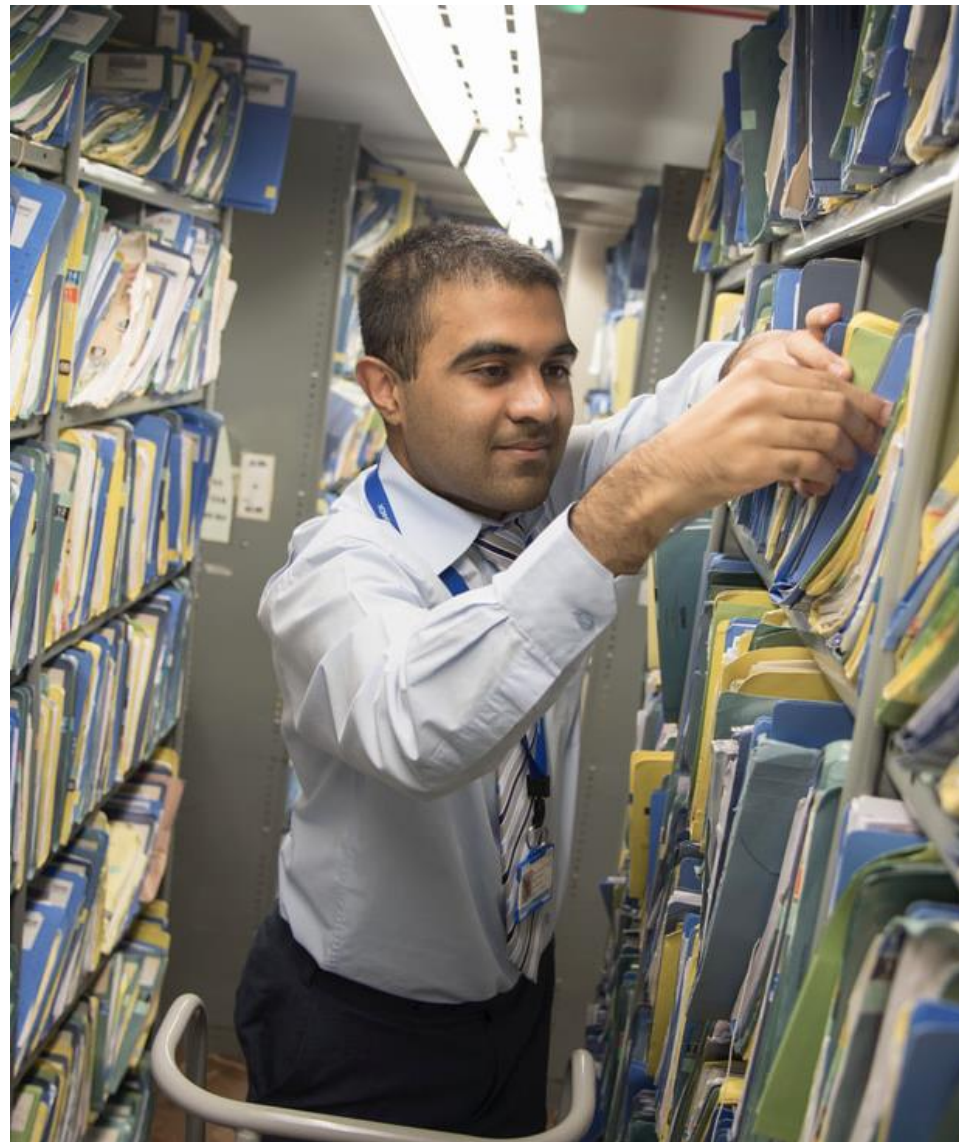
Supporting those furthest from the labour market into work



Adults with a learning disability or autism spectrum condition or both



Working Every Day To Build A More Inclusive Society



Nationally only **5.9 per cent** of people with learning disabilities are in paid employment (BASE 2018/19).

A survey conducted by Mencap in 2018 revealed that at least **65 per cent** of people interviewed with a learning disability said they would like to be in paid work.

We believe that every young person has a right to aspire to work, something that is often denied to people with learning disabilities and autism.

DFN Project SEARCH is a transition to work programme for students with learning disabilities and autism spectrum conditions. We train people to transition into meaningful and lasting employment.



When I
grow up
I want to be....

a vet



DFN Project SEARCH: Our Goals

Change

We are committed to creating lasting transformations in the lives of young people with learning disabilities and autism.

Pathway

Our vision is to help young people with learning disabilities and autism to get great jobs.

Culture

We are helping business and organisations diversify their workforce and transform culture.



Dame Carol Black – Expert Advisor on Work and Health

The Fundamentals

- **Work and health are inextricably linked**
- Work is a determinant of health
- People's social and economic circumstances affect health throughout life, so health policy must be linked to the social and economic determinants of health
- **Work is generally good for health**
- Enabling people to be in productive work is a health issue
- Good health is essential for a high-performing workforce
- Worklessness is a greater risk to health than many 'killer' diseases
- **Improving working-age health is the business of us all. It is also a Public Health issue.**

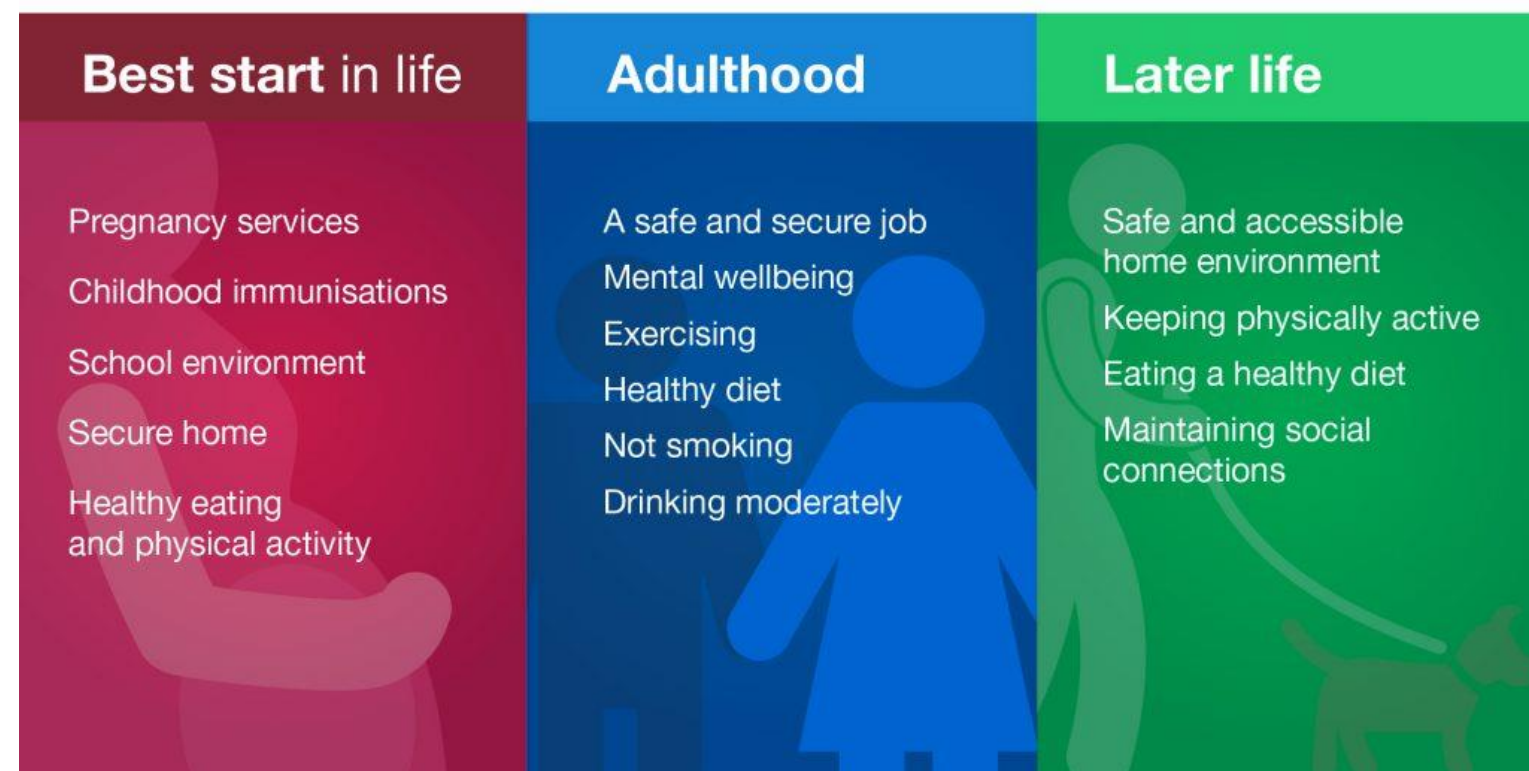
Work is good
for you!



Employment for People with Learning Disability and Autism in the UK



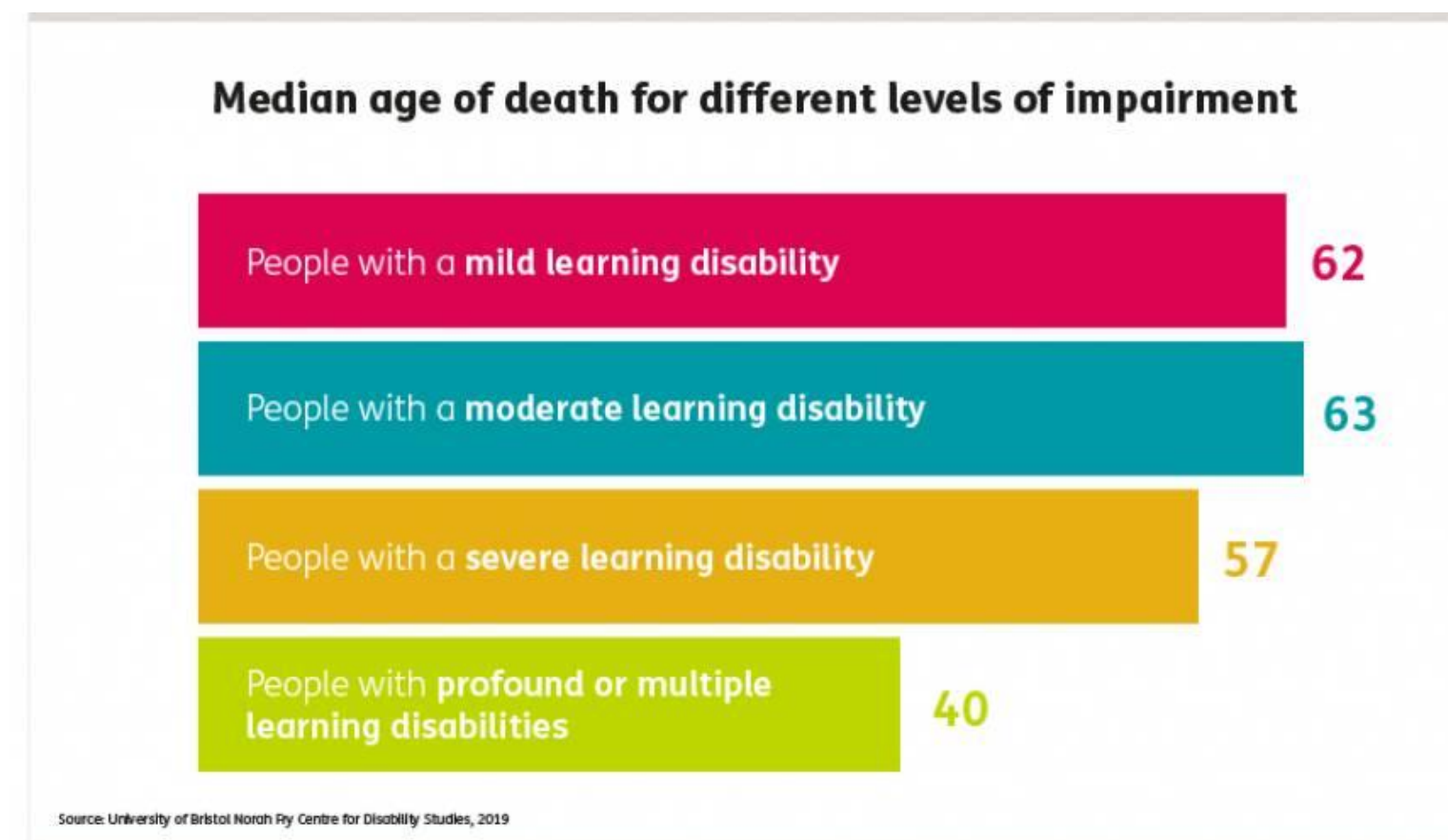
Young and old: prevention matters



Median Age of Death General Population

Men- 82
Women 85

Life Expectancy for people with Learning Disabilities



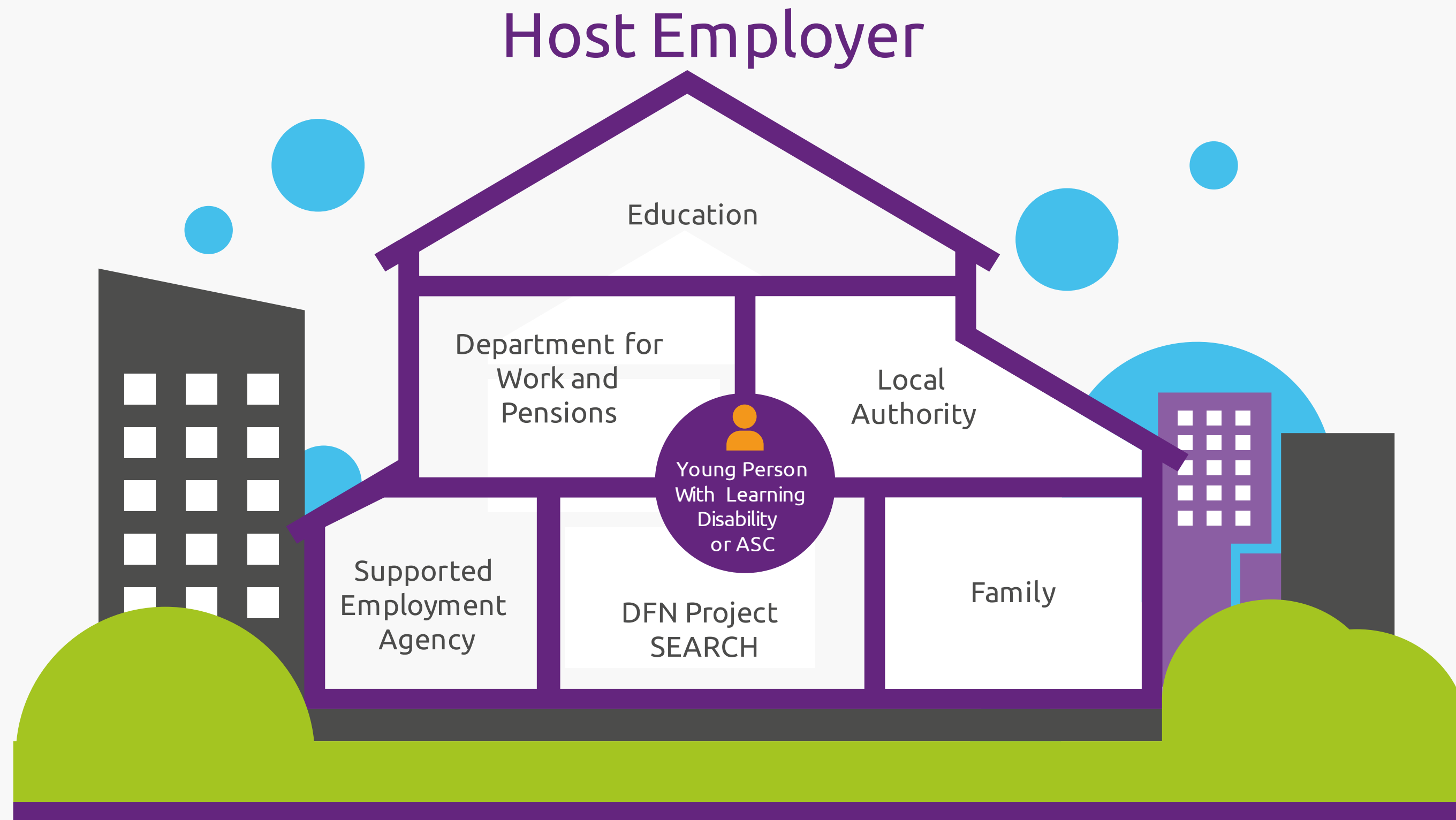
The DFN Project SEARCH model

DFN Project SEARCH has a number of model fidelity components that define the programme, its values and goals. These critical components include:

1. The outcome of the programme is integrated, competitive employment that is:
 - In an integrated setting
 - Year-round work (not seasonal employment)
 - 16 hours/week or more
 - Paid the prevailing wage
2. The focus of the programme is on serving young adults with learning disabilities and autism who can benefit from personalised support in an intensive year of career development and internship experience.
3. The programme is a collaborative partnership using support and resources from: Education, Local Authorities, Adult Supported Employment Agencies, Families and Host Businesses.
4. The programme is business focused.
5. The programme is committed to continuous improvement.
6. The programme leads to acquisition of competitive skills.



The DFN Project SEARCH Way



Internships - Cornerstone

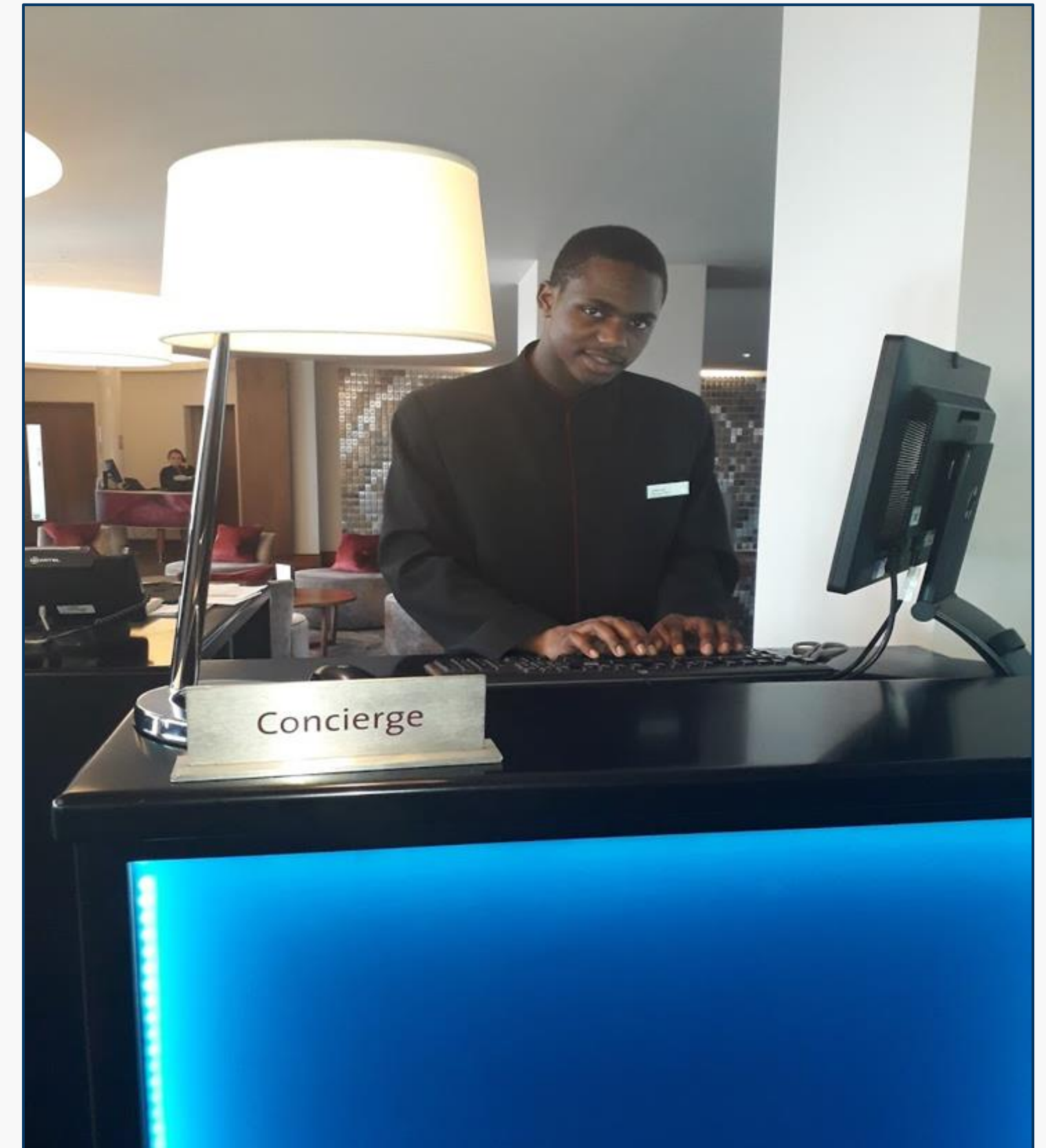
Immersed in the business setting and learning:

- Competitive, marketable Skills
- 4 – 5 hours of day
- Work/ Social Skills
- 10 weeks/Flexible
- Feedback & Assessment



Typical Project SEARCH Day

- 9:00 Employability Skills
- 10:00 Worksites
- 12:30 Lunch
- 1:15 Worksites
- 3:30 Review, Plan Communication
- 4:00 Depart



Support For Host Business

- **A Professional Onsite Team**

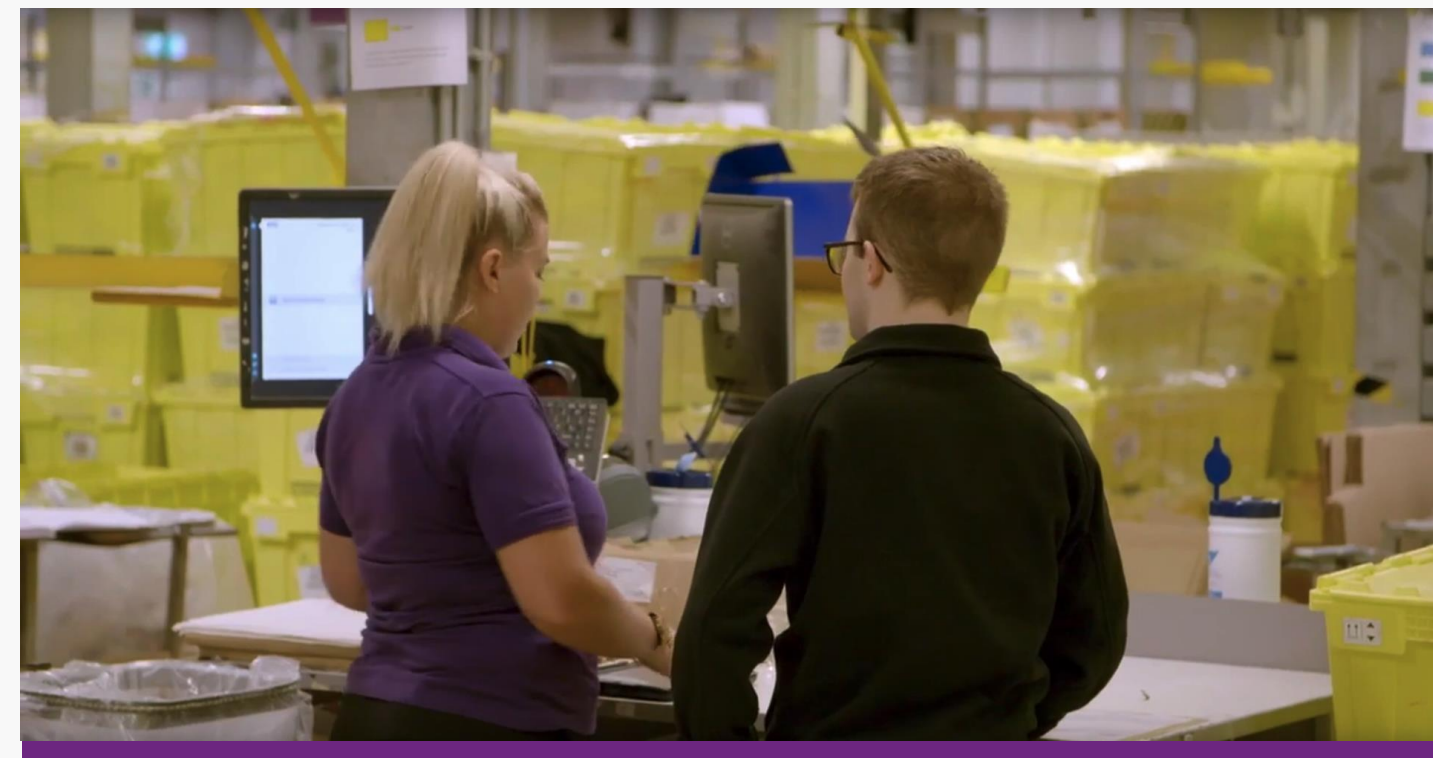
- Here all the time that the interns are and more!
- Trained to deliver the programme and support you and the young people
- Both the Job Coach and the Tutor will teach the interns on the Job as well as in classroom

- **Training**

- We can provide training on Learning Disability and Autism and employment if you want it
- There will be full briefings and one page profiles provided for every intern to help you understand how best to support them

- **The Intern**

- Adding value
- Improving morale and lifting team spirit
- Looking at things from a different lens



Why DFN Project SEARCH works for Business

- **Hidden talent pool**
Over 70 per cent of people with a Learning Disability want to work but only 6 per cent of those known to Local Authorities are in work.
- **A loyal workforce**
A Mencap survey of 84 employers found that people with learning disabilities stay in their job on average 3.5 times longer than those without a learning disability.
- **Great attendance**
The Mencap study found that people with a learning disability had no whole day absences, compared to 1-6 days missed by matched non-disabled co-workers, and they were late only 3 times, compared to 20 times for non-disabled comparators.
- **Low Cost**
Mencap also found that from 2024 employer records 65 per cent noted the cost of employing people with LD and ASC as cost neutral and that the average cost of adaptations was £75.00 per person.
- **Low Risk**
On average Host Employers in DFN Project SEARCH employ 37 per cent of the graduates although there is no requirement for them to employ any of the graduate.



DFN Project SEARCH – Our Data



Nearly **70%** of interns secured employment



60% interns found full-time, jobs paid at prevailing wage



The latest cohorts average hourly wage was **£8.83**



Interns work on average **25 hours** per week.



DFN Project SEARCH – historical data



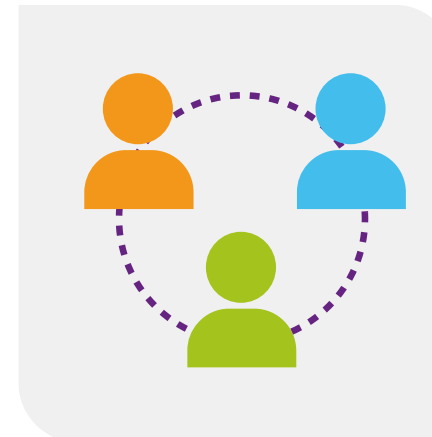
Over **1900** interns supported into work in the UK in the past 10 years



Interns worked in over **230** sectors and **30** roles



99% of our interns have a learning disability and/ or autism



We have set up a **Youth Advisory Group** to ensure interns and graduates play an active role in shaping our work



National Minimum Wage and DFN Project SEARCH Wages by Age (latest cohort)



<https://www.gov.uk/national-minimum-wage-rates>



DFN Project SEARCH Outcomes by Age

- ✓ Younger interns have consistently very high **employment** outcomes
- ✓ **Average** wage is higher than the minimum wage for all age groups
- ✓ Younger interns are more likely to have a job that met the **criteria**
- ✓ Younger interns were also more likely to have **completed** the programme
- ✓ Interns **under 18** received **80% more** than the minimum wage on average in the latest cohort
- ✓ **18-20 years** old Interns received **58% more** than the minimum wage on average in the latest cohort



Interns from Ethnic Minority Groups

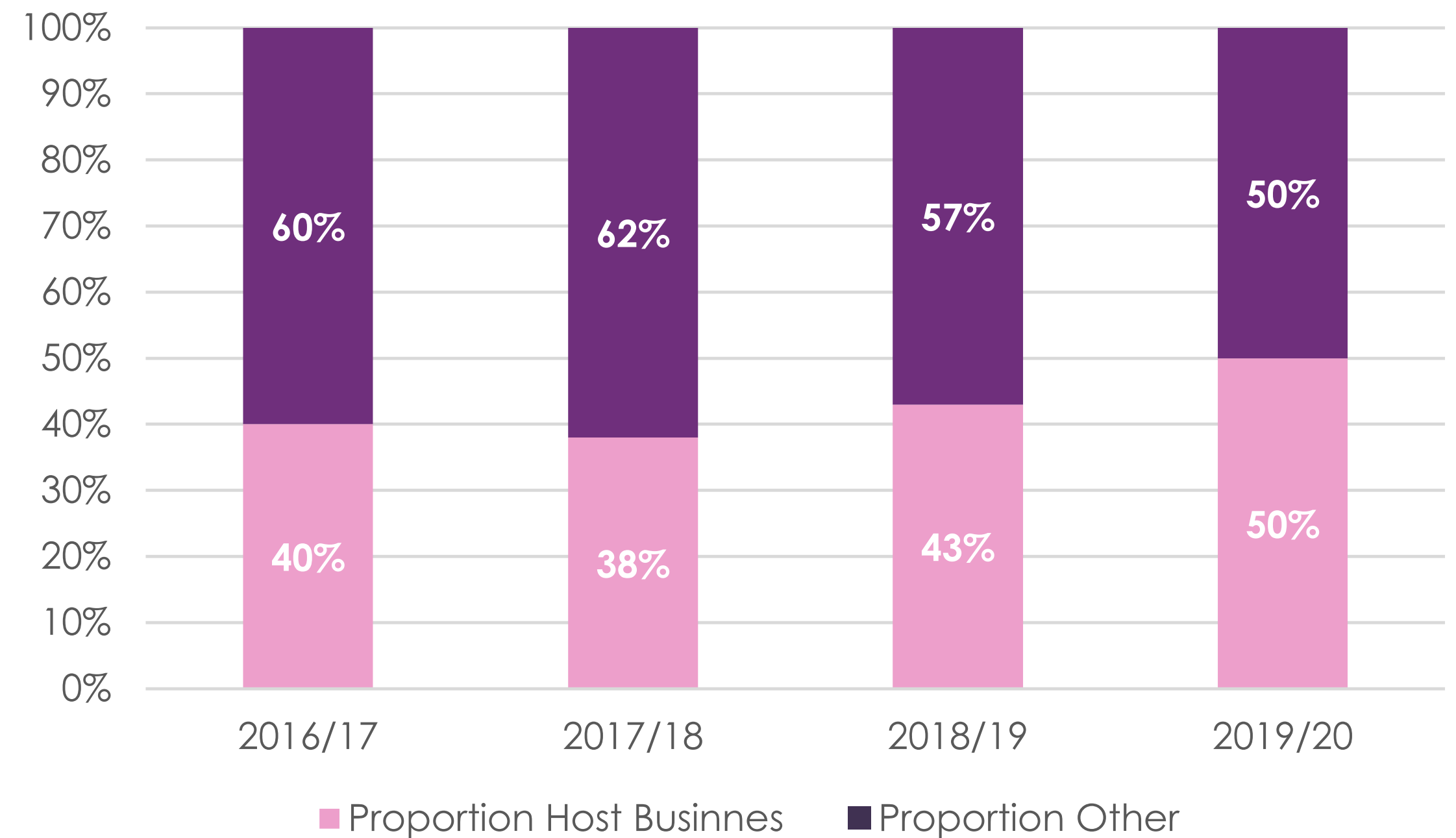
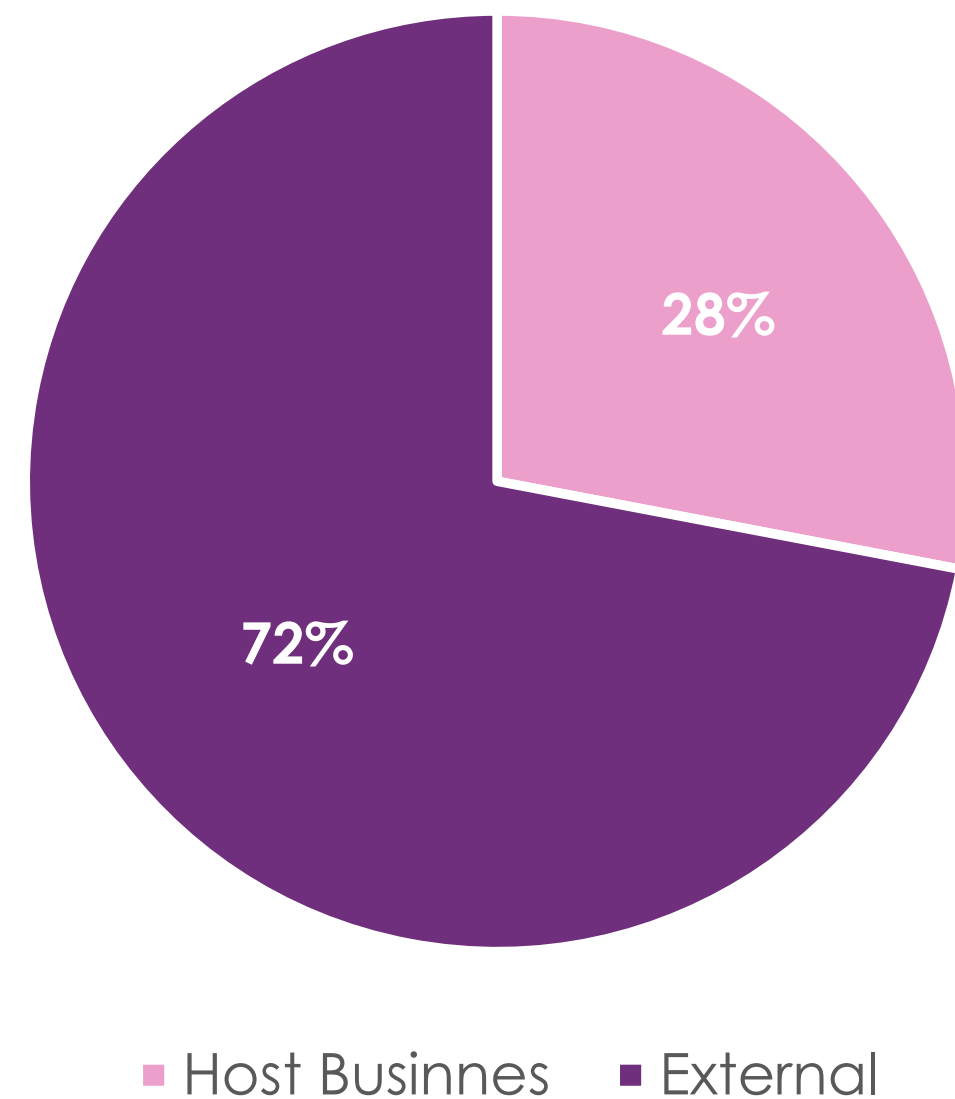


- ✓ At least 24% of interns are from ethnic minorities in every cohort
- ✓ All large ethnic groups represented on our programme
- ✓ Interns from Ethnic Minority Groups earn the same or more than White/European on average
- ✓ Interns from Ethnic Minority Groups work the same number of hours per week on average
- ✓ Interns from Ethnic Minority Groups work in the same roles and sectors as White/European interns



Host Business and External Employers

2020/21



Strategic Partnership with Europe's biggest employer

- ✓ **Strategic partners** of NHS England, NHS Employers, NHS Improvement and Health Education England.
- ✓ **42** new DFN Project SEARCH sites within NHS settings – including NHS arms length bodies.
- ✓ We can reach an additional **500 interns** a year.
- ✓ Collaborating with providers such as Project Choice and Mencap to bring together best practice to meet areas of un-met need.

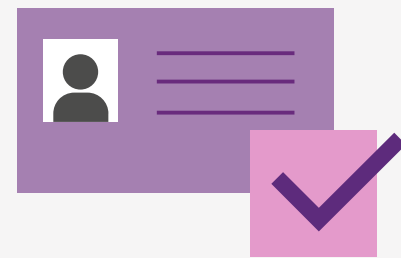


NHS Data from 2020/21



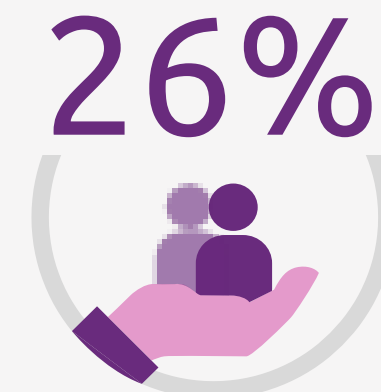
50%

Nearly 50% of our sites were in NHS hospitals.



62%

The NHS employed 62% of our interns (96 intotal).



Of those employed by the NHS are from Ethnic Minority Groups



42 NHS

We are starting 42 new NHS sites in England



Intern Satisfaction Survey - 2022



For the first time we asked interns to share their experiences during the programme. They reported massive improvement in all 10 areas, which covered wellbeing, interpersonal and work skills.

99% of them thought the programme was useful

They said the best things about the programme were:

- Rotations
- Learning new skills
- Making friends / socialising
- Support received
- Working
- Training (safeguarding, CV writing, interviews)





114 operational sites

Click the link below for an interactive version of the map

<https://tinyurl.com/sehzm5de>



www.dfnprojectsearch.org





Project SEARCH across the World

- Ambitious and to Scale
- 650 + Programmes
- 48 States in the US
- 10 Countries
- Over 33,000 + students Served
- 65% Full Time Jobs
- 75% All Jobs
- Average Hours 24.7
- Average Salary \$10.85



Some of our Local Authority Partners

**Bath & North East
Somerset Council**

Blackpool Council

**Scottish
Borders
COUNCIL**

**City of
BRADFORD**
METROPOLITAN DISTRICT COUNCIL



**Calderdale
Council**

Camden

Devon
County Council



Doncaster
Metropolitan Borough Council

**Dumfries
& Galloway**
COUNCIL



East Ayrshire Council
Comhairle Siorrachd Àir an Ear



• EDINBURGH •
THE CITY OF EDINBURGH COUNCIL

Falkirk Council

**CYNGOR
Sir y Fflint
Flintshire**
COUNTY COUNCIL



Hackney

h&f
hammersmith & fulham

Haringey
LONDON

Harrow COUNCIL
LONDON



Some of our Local Authority Partners

