



DFN Project | SEARCH



SURF Award winners
Removing Barriers to Employment



What is DFN Project SEARCH?

DFN Project SEARCH is a Partnership



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What is DFN Project SEARCH?

- One-year transition to work programme
- For young adults with a learning disability or autism spectrum conditions, or both.
- 4.1% of people in Scotland with a learning disability who are known to local authorities go on to secure paid employment, compared to 80% of their peers.
- UK average 70% of interns secure long-term, meaningful employment.



What is DFN Project SEARCH?

Criteria

- People 16-35
- Have a learning disability and/or Autism
- Want to work.
- Must independently travel.
- Some volunteering experience.



Structure

- Three workplace rotations based on the interest of the person.
- Fully trained into the role by the Job Coach or Lecturer.
- Train and fade approach
- Department Mentor
- Implementing feedback
- Contact with home.
- As rotations develop – advanced task and shift patterns
- Fully supported into employment
- Post course support.



Case study

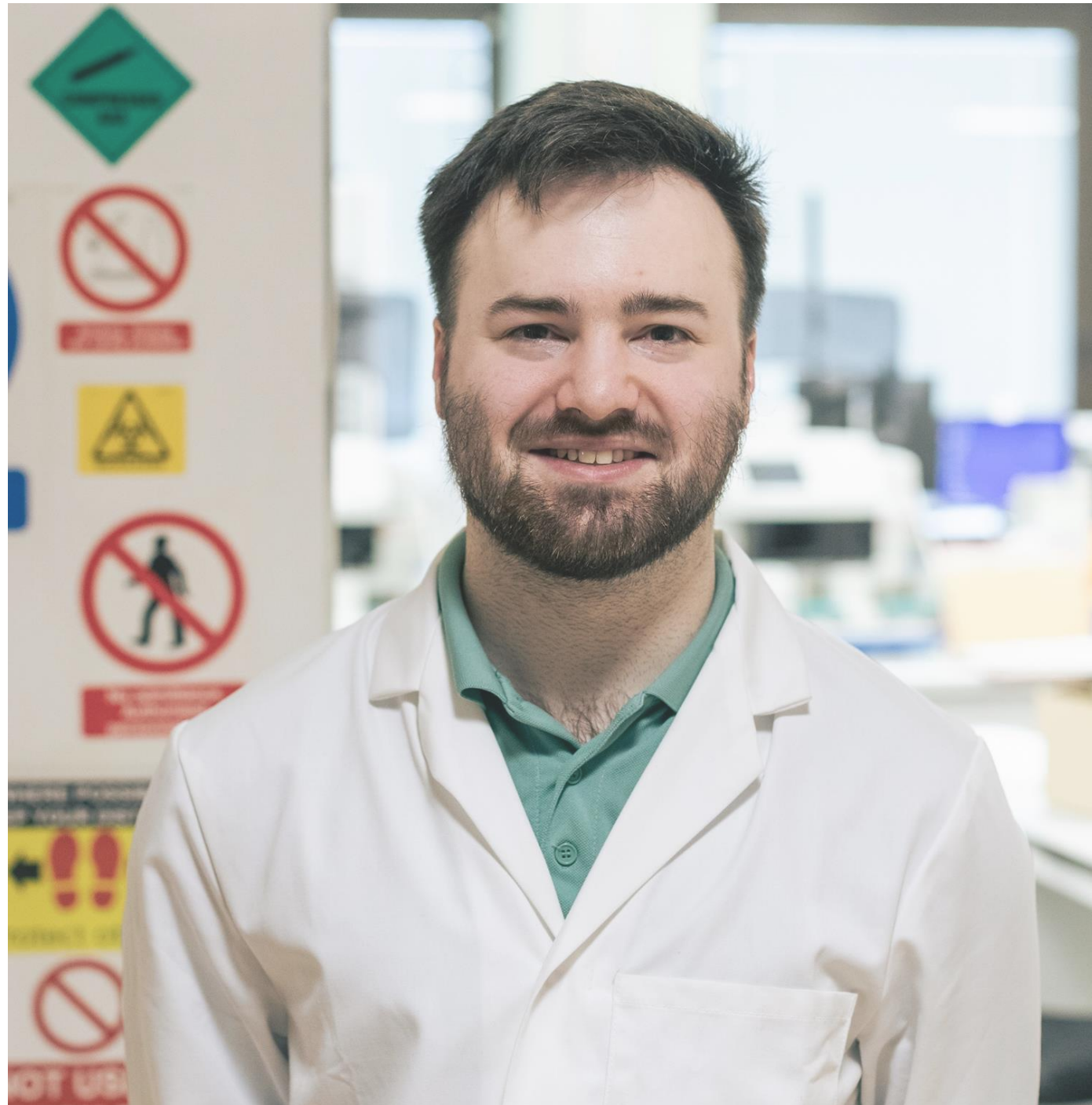
Bradley

27

HNC Coaching and Developing Sport.

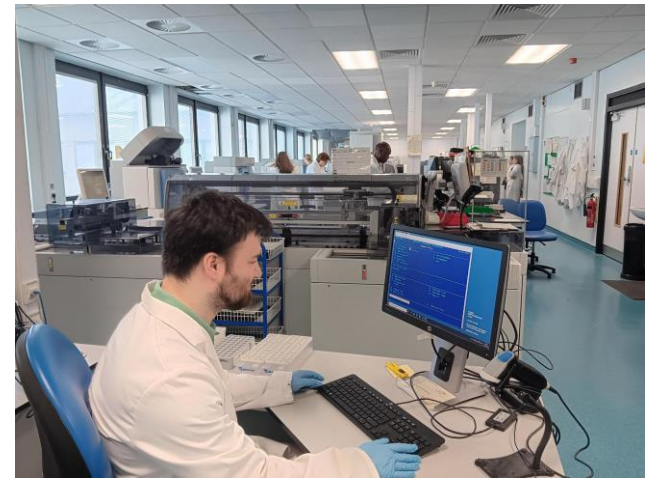
Unemployed

Lacking self-confidence



Rotations in:

- Laundry
- Bowel screening
- Immunology and Blood Science



How successful is it?

Class of 22 – 85% employed

Class of 23 – 85% employed

Class of 24 – 71% employed

2 still looking



Challenges

- Recruitment process
- Need for more understanding around disabilities
- Governance procedures



Successes

- Embedded in policy
- Changing a culture and Leadership
- Support from Senior management
- Creation of the Disability Inclusion Working Group
- Disability Confident Leader
- The profile of the course
- Sustainability of the project and employed interns
- Aftercare





Sustainability

- All partners committed to the project
- Embedded into policy
- Funding for all partners is secure.
- Aftercare provided
- All interns who have been employed through the project are still in employment.
- Some have gone for other jobs, better wages, hours etc.



Any Questions?

