

# Developing a Training Pack to Support People on the Autistic Spectrum to Participate in Employment

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## Summary

This training pack is designed for use with employers to support the employment of people who are on the Autistic Spectrum (ASC). The pack consists of a promotional power point presentation and teaching and learning support materials including bespoke film clips and a power point presentation including delivery notes. The content is intended to dispel common myths associated with ASC; to reflect on the benefits of employing people with ASC and to identify how employers can support those with ASC to become productive and engaged employees.

## Key lessons learned

These training materials are needed, welcomed and will be of particular interest to providers trying to establish work placements for learners on the Autistic Spectrum.

## What we wanted to achieve

The focus of the case study is raising awareness of the Autistic Spectrum Condition; of the reality of the behaviours displayed by people with the condition and the employability of many who have the condition. The drivers for this activity were the Autism Act 2009, the recognition of the misunderstandings associated with the condition and the extremely low employment rate for people with the condition. The intended outcome is to contribute to addressing the issues associated with finding and retaining employment for people who have ASC.

## Implementation

### Planning our approach

The training materials were developed from a teaching and learning unit developed and published as part of Supporting the Learner Journey Framework. The author of the original unit is also the author of this updated, developed and adjusted unit. Once the remodelling was completed the unit needed to be trialled and desktop edited before being published for general usage.

### What we did

The original training pack was developed as part of a larger development programme. For this unit of teaching and learning the key stakeholders engaged with were the National Autistic Society (NAS), 2 GFEs and a specialist college. Once the original unit was written two groups

were formed to pilot the content and feedback both effective areas and areas for improvement. A representative from NAS also desktop edited the content giving constructive feedback on both technical content and overall construction of the delivery.

After extensive updating and reworking to develop the resource to be appropriate for employers a team of staff at a specialist provision, Foxes Academy, considered the final resources. They included staff who are responsible for establishing work placements for people with ASC. Their feedback was collected and incorporated into the final version. They unanimously welcomed the pack and expressed an interest in using it as soon as it was available. Areas for improvement focussed mainly on specific words or phrases used in the text.

All the resources were also desktop edited by a director of Dorset Adult Asperger Support group (DAAS) who also has the condition. The feedback was that the whole package is up to date and inspiring.

## Outcomes and impacts

### How it will be used

This can be used in any setting where the intent is to promote employment for people on the Autistic Spectrum who are able and willing to work. This can include work experience providers associated with WESC Foundation, Foxes Academy and DAAS.

### Intended impact and how it will be measured

The intended impact for this material is to contribute to the increased employment of people on the Autistic Spectrum. This will be measured through national employment statistics.

### How it will be shared

To share this project it will be included on the Tollards Training pages of the WESC Foundation website. It will be promoted through Tollards Training and DAAS and a link to the resources will be sent directly to the staff at Foxes Academy.

<http://www.wescfoundation.ac.uk/index.php/training>

**Date published** : July 2013

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