

# Graduation to Employment

## Supporting Autistic Students and University Careers Services



## Learning for delegates

- What is Graduation to Employment?
- What are the barriers for students and how do United Response address these
- Groupwork activity
- Measuring our impact
- Discussion points



# Graduation to Employment

- Programme for autistic university students
- Funded by university careers services
- Eight sessions, in groups and with one to one time with a job coach
- Mock interviews and workplace visit
- Creating a portfolio
- Setting SMART actions
- Signposting and linking to careers service events and support
- Ongoing support for Careers Advisors



# The Barriers

## Disclosure and autistic strengths

- To disclose or not to disclose?
  - Recognising strengths
  - Creating a 'brand' and using social media
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- Group discussion, case study and the law
  - Autistic strengths, CV mind mapping
  - Setting up LinkedIn, discussing platforms



## The Barriers

### Expectations versus reality



- Assuming linear progression
- Autism and unemployment and underemployment
- Overwhelming courses

- Working collaboratively with existing careers services
- Setting SMART goals
- Peer support





# The Barriers

## The recruitment process

- Job descriptions
  - Interviews
  - Recruitment centres
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- Encouraging inclusive practices
  - Learning techniques for interviews
  - Linking with careers services
  - Mock interviews and feedback
  - Portfolio of resources



# The Barriers

## Accessing careers services

- Bad experiences before
  - “But I don’t know what I want to do”
  - Not engaged with the service
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- Group discussions
  - Meeting the staff
  - Training and ongoing support for staff in autism awareness and inclusion
  - SMART actions to engage



## Group Activity

### Disclosing autism and reasonable adjustments

Read through the invite to interview and profile for Adam or Peter;

- Write a response making a disclosure of disability and asking for appropriate adjustments
- Write a list of things for Adam/ Peter to prepare a week before and the day before the interview





# The Barriers

## Making (and measuring) an impact

- Job skills and experience
- Aspiration and motivation
- Job search skills
- Stability
- Basic skills
- Workplace and social skills
- Health and wellbeing



# Discussion Points



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