



The Many Hats of Transitions

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This is a Social Justice Issue

- ▶ OK things are better but with only 6% of people with learning disabilities in work we have a way to go do we not!!
- ▶ The Marmot Review lifespans are 18 years shorter for women and 14 years shorter for men with LD
- ▶ Access to health services are an issue in that stark statistic but so is access to employment
- ▶ It is generally accepted that work and well being are linked and that connection is based on substantial evidence:
 - ▶ Employment is generally the most important means of getting money
 - ▶ Work meets important psychosocial needs in societies where employment is the norm
 - ▶ Work is central to individual identity, social roles and social status
 - ▶ Employment and socio-economic status are the main drivers of social gradients in physical and mental health and mortality



And.....

Employers Need Talent

- ▶ They have their Missions, Values, Plans and Priorities
- ▶ They have Strategies for Attracting Talent
- ▶ They are of Differing Size and Scale
- ▶ We need to Understand Them
- ▶ We can Support them to see Difference as Enhancing their Business

Because for them it should not be about CSR but about Talented People they just haven't Met Them Yet!



We Are On To It Folks!

Transition is the Best Time to Start Making Change!

The Transitioner

The Best and Most Important Time

- ▶ Dreams and Aspirations
- ▶ Expectations
- ▶ Pressures
- ▶ Different
- ▶ Tough
- ▶ Exhausting
- ▶ Thrilling
- ▶ Independent



The Parent/Carer

A Scary And Exciting Time

- ▶ Ambition
- ▶ Aspiration
- ▶ Expectation
- ▶ Apprehension
- ▶ Worry
- ▶ Letting go
- ▶ Loss of control



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The Education System and The World of Work

EDUCATION

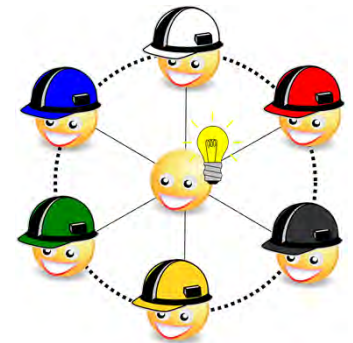
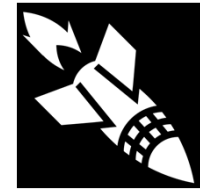
- ▶ Structured and Routine
- ▶ Familiar
- ▶ Constant Feedback
- ▶ Standards of Behaviour
- ▶ Supportive
- ▶ Understanding
- ▶ Qualification focus
- ▶ Education outcomes
- ▶ Cliff Edge



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EMPLOYMENT

- ▶ New
- ▶ Constant Change
- ▶ People Move on and
Up and Out all the time
- ▶ Unwritten rules
- ▶ Friendly but Demanding
- ▶ Requires performance
- ▶ But ...can be difficult to measure performance
- ▶ No news is good news!



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Our Learning

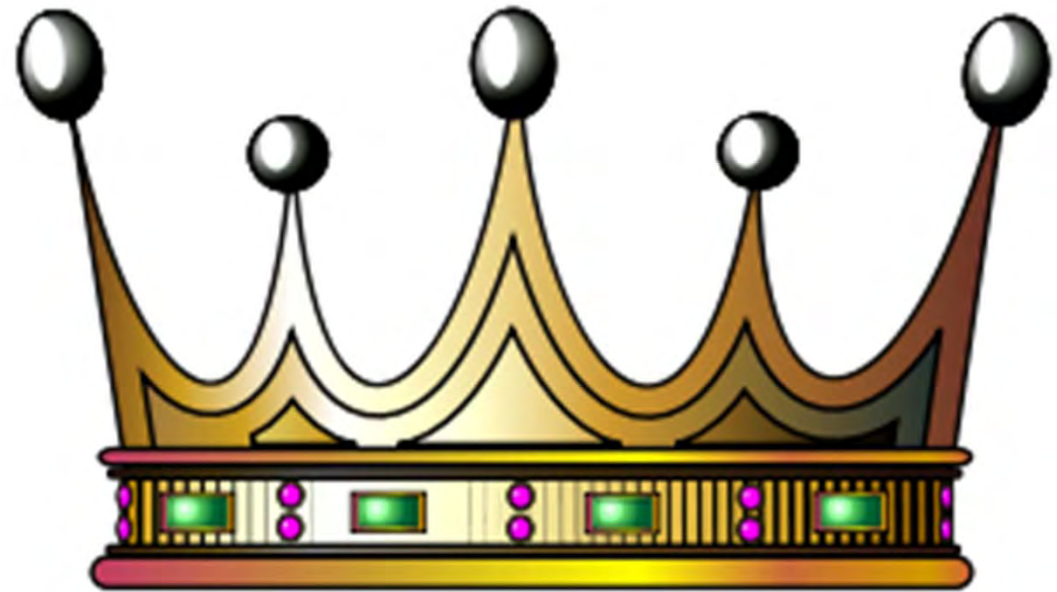
- ▶ 22 years history - 10 years in the UK
- ▶ 600 Programmes World Wide
- ▶ 60 in the UK
- ▶ Built on Partnership Working
- ▶ Average Outcomes across the World 71%
- ▶ Average Outcomes UK 61%
- ▶ Paid Work, AT LEAST 16 Hours, Non-Seasonal
- ▶ Specific Transition Programme
- ▶ 18-24
- ▶ More Significant Learning Disabilities and Autism Spectrum Conditions
- ▶ Need the 800 + hours of practice



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Be Aspirational

- ▶ Parents/Carers and the Young People have grown up in a deficit based system
- ▶ Strong Limiting Stereotypes
- ▶ Believe in the Young People
- ▶ Vocational Assessments
- ▶ Strengths Based Thinking
- ▶ An Un-Tapped Talent Pool
- ▶ 'The First Time Someone was Actually Batting for my Son'



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Quality Support and Quality Skills Training



- ▶ Curriculum Support is Essential to Teach the 'Soft Skills'
- ▶ The 'Soft Skills' are the 'Hard Skills'
- ▶ You can't just 'Give it a Go' as a Skills Trainer or Job Coach
- ▶ Beware of the 'Dump and Run' Feeling for Employers
- ▶ Great Vocational Profiling
- ▶ Accuracy and Speed
- ▶ Same Destination – Different Journey



Support Your Businesses

- ▶ Be Respectful of the Business – They are the Key to Getting Jobs for Your Young People
- ▶ Support them with what they need
 - ▶ Listen to them
 - ▶ Don't be judgemental
 - ▶ Don't go too generic
 - ▶ Don't 'Dump and Run'
- ▶ Work at Different Levels within the Business
- ▶ Think about 'What is in it for Them'
- ▶ Recognise their contribution
- ▶ Connect them to the outcomes so that they can feel the difference they make



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Don't Underestimate the Importance of Your Role

THE JEWEL IN THE CROWN

- ▶ Supported Employment is Key to Delivering Outcomes
- ▶ Be Absolutely Clear about the Goal.
- ▶ Quality Skills Training
- ▶ Great Vocational Profiling
- ▶ Relentlessly Pursuing Opportunities.
- ▶ Use your Contacts Well.
- ▶ Respect Businesses and Help them Find the Talent



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Transitions is the Time to Start the Revolution - No More Cliff Edges!

- ▶ High Aiming and Aspirational
- ▶ Clear Goals
- ▶ Skills, Stamina and Systems
- ▶ Structure
- ▶ Bringing together Education and Employment
- ▶ The Vital Role of Supported Employment
- ▶ No Wheel Reinvention
- ▶ Relentless and Driven
- ▶ We are Part of the Mix