



Skills Development Scotland

**Employing People on the Autistic Spectrum-
The Role of Skills Development Scotland**

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Skills Development Scotland

Who we are

- Created in 2008, Skills Development Scotland (SDS) is a non-departmental public body (NDPB) .A cohesive body to deliver against the Scottish Governments Economic and Skills Strategy
- This brought together the careers, skills, training and funding services of Careers Scotland, Scottish University for Industry (learnirect scotland) and the Skills Intervention arms of Scottish Enterprise and Highlands & Islands Enterprise.
- We employ approximately 1,000 staff and have a network of public access centres and offices across Scotland.

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Our Goals

- Enable people to fulfil their potential.
- Make skills work for Employers.
- Be a catalyst for positive change

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Our Priorities

- Young people aged 12-19 particularly those in need of more choices more chances
- More choices more chances is an action plan to reduce the number of young people not in education , employment or training
- Adults aged 20+ who need new skills to find work
- Adults aged 20+ who need new skills to enhance their work

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Our People

- Careers Advisers
- Personal Advisers
- Keyworkers
- Skills Investment Advisers

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Our Services

- Careers advice, information and guidance and employability support to people of all ages
- In schools – working in mainstream schools at key transition stages
- In Centres - working with school leavers and adults employed, unemployed and facing redundancy

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Our Activities

- Supported over 200,000 Individuals with Careers Information and Guidance last year
- Delivered 20,000 Modern Apprenticeships starts in 2009-2010
- Ongoing delivery of Individual Learning Accounts -75,000 accounts opened last year
- Supported over 700 redundant apprentices back into jobs and training
- Supported 16,000 individuals and 300 businesses through PACE (redundancy support)
- Aberdeen Centre Footfall is 1000 individuals a month

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Our role

Our staff can assist individuals with additional support needs to:

- Look at their own strengths and interests
- Understand the range of options open to them
- Develop realistic and achievable career plans
- Develop job seeking skills if appropriate
- Make applications for college and university courses
- Apply for current job or training vacancies
- Link with other organisations

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We can do this by:

- Working in classes or groups
- One to one interviews
- Attending Reviews
- Attending Parents' Evenings
- Delivering Employability Support
- Referring on to other agencies
- Offering Keyworker support
- Case Management
- Signposting

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Options open to young people:

- Staying on at school
- Further Education
- Higher Education
- Training (Get Ready for Work, Targeted Pathways)
- Employment including Modern Apprenticeships
- Volunteering
- Self Employment
- Supported Employment - accessed through partner organisations

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Our role with clients who have an ASD

- Same process as with all clients but the approach may vary to meet specific needs
- All Advisers have an understanding of ASD
- On our system we currently have 6,000 people with an ASD flagged.

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Our Partner Agencies

- Local Councils -Social Work, Schools, Educational Psychology Service
- Momentum
- WEA
- Carers Centre
- Inspire
- Job Centre Plus- including DEA
- Get Ready for Work Providers
- FE and HE Establishments- DSA's, Student Support, Centre for Lifelong Learning
- Other 3rd sector agencies

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Our Products

- Resource Guide for Parents and carers of young people with special needs.
- My World of Work- web based tool to support career planning
- Supporting People with Autism -In conjunction with NAS a resource guide for employment practitioners
- www.skillsdevelopmentscotland.co.uk – Services to Individuals
- www.careers-scotland.org.uk

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A Client's Story

- Scott , now 5 ½ years in work in oil company accounts and payroll depts.
- Works 20 hours per week
- Now on Return to Work Benefit
- A fastidious and meticulous worker
- Recently bought his own car
- Now feels "totally comfortable" at work

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Scott's story

- Felt different
- Felt like a newcomer
- World of work completely new to me
- Not sure how people would feel about me
- Not sure if people would like me
- Scott's mum because " he knows he is different "

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Scott's journey

- Only made possible by robust support
- Helping with travel
- Introducing Scott to company
- Company taking time for staff to listen to Scott's support needs
- Member of staff taking time to support Scott in initial stages
- Various agencies taking time to review Scott's progress
- Support from Parents

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In Summary

- Our Offer to those on the Autistic Spectrum is the same as to any of our client group .
- We would work closely with staff in schools and in Educational Psychology to identify those young people who would benefit from our Services
- For those with more complex needs who cannot access Open Employment , Education or Training we will access the services of and Signpost to Agencies who are better placed to support the clients.
- There remain challenges

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Initiatives

- Young Scotland's Got Talent
- SCLD - Pilot project in Glasgow currently focussing on Independent Living but will be building in Employability skills