

# Develop wants to see more people with needs in work.

**2017 statistics in the UK show that 15% of adults with autism and 6% with a learning disability work.**

A key part of the journey for a young person to go to work is to provide meaningful work experience whilst they are still in education. Develop can support work experience placements for young people with special educational needs, disability and autism.

We believe that getting real workplace experience whilst still in education makes a big difference to aspirations, self-esteem and fosters skills for young people to improve their job prospects.

## How can I get involved?

By providing opportunities for short and long term unpaid work placements for young people.

## How long should work experience last?

Work experience placements could be:

- Short term 1-6 weeks (usually one day per week)
- Medium term 6-12 weeks (usually one day per week)
- Long term or Supported Internship 6 months (usually 1-3 days per week)

*Shazwan said 'I am in part time paid work now, I am more confident and feel I am employable, I can offer many skills and I can now work within a team.'*

## There are also benefits to you as an employer:

- Placements provide employers the opportunity to experience first-hand, how employable the young person is.
- You will get an increased understanding of disability and diversity, this has a positive impact on your own work force and your disabled customers will see this.
- New ideas and perspectives.
- Opportunity to develop skills and attitudes of own staff, improving their job satisfaction.
- Value to your workplace culture:
  - A more diverse workplace meeting equality and diversity agenda
  - Better co-worker partnerships
  - Recognition as a Disability Confident Employer
  - Delivers trained and enthusiastic employees.
- People with needs tend to stay in work longer, take less sick days and are reliable time keepers. This loyalty offers economic benefits including savings on sickness, recruitment and reduction in staff turnover.

*Megan said 'Work experience will help me to become more independent.'*