Disability Rights UK

Improving outcomes for disabled young people in education, training and employment

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Neurodiversity is our Passion
Session Plan

- Awareness
  - Hidden Disabilities
  - Specialist thinkers

- Internship Programme
  - Essex County Council
  - Strengths and Challenges
  - Results
  - Kick Start
    - Getting the best out of the wrap around support
90% of disabilities are not visible.

......1 in 7 have mental health needs

Cost to economy £26 billion each year.

Source – Business Disability Forum
of long term unemployed people are dyslexic.

Only 10-15% of autistic people have a job.

Snowling et al 2010
National Autistic Society, 2016
25% of prisoners have ADHD.
All *neurominorities* are characterised by the spiky profile – “specialist thinkers”

Neurodiversity inclusion is about incorporating the high-performance potential of specialists as well as the competence of generalists.
Why make everyone go through the same system, if they are good at different things?

Adapt your processes to allow for individual strengths

Think about the end result, don’t only focus on the process
Part of the council’s Diversity & Inclusion Strategy 2018-2021
Objective to address neurodiversity in the workplace – which was estimated to rise by 5.5% by 2030
Lead by the CEO of ECC, who ran a Dragon’s Den initiative on how to improve diversity & inclusion, hiring neurodiverse individuals was one the
Three steps to success

1. **Pre-Job:**
   Pre application conversation to ensure a person-centric job fit

2. **At Application:**
   Identifying candidates strengths through positive assessments

3. **In work:**
   Providing Co-coaching session with interns and their line managers
The Results

Five local residents aged 21-27 years old were taken on internships were run across the different council departments.
Interns contributed to innovation of product and service design.
Interns were paid a salary equivalent to that received by those on a general intern scheme.
100% of hiring managers & 100% of candidates would recommend the programme.
All interns had their contracts extended at the end of the programme. The scheme led to higher team-wide morale and improved ways of working.
Feedback

"Brilliant Course"
Gavin Jones, Essex County Council

"Some of the outputs have been pretty phenomenal"
Manager

"Being able to work in an environment that accepts me for who I am feels great!"
Intern

"It’s changed my life. I’ve grown in confidence and self-belief."
Intern
Kickstart is a great opportunity.

**KICKSTART SCHEME**

Based on six interns placed through the Kickstart scheme for six months.

- Fully funded by Kickstart Grant
- Delivered by Genius Within

- **Total hours of support:** 210
- **Total hours of support for Line Managers:** 72
- **Total hours of support for Kickstart Interns:** 132
- **Total hours of support for HR:** 6
Inclusion is a moral, social and economic imperative. We all lose when human potential is squandered.

Nany Doyle, CEO Genius Within