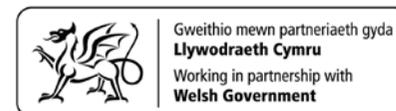




Making the case for change

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Cyflwynir gan
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Disabled people in employment (GB)

	% employed 2011 lowest estimate	% employed 2011 highest estimate
Physical difficulties	42.4	55.8
Difficulty in seeing	31.1	48.6
Difficulty in hearing	44.8	64.2
Severe disfigurement	64.0	80.0
Chest or breathing	57.9	63.8
Heart, circulation	59.8	65.6
Stomach, liver, kidney, digestive	55.4	63.8
Diabetes	63.2	70.1
Depression, anxiety	24.8	31.1
Epilepsy	31.7	44.6
Severe ID or specific intellectual difficulties	7.7	16.7
Mental illness	11.5	17.7

Poor employment outcomes for people with ASD/ASC

- Just 15% of adults with autism were in full time employment, 9% were in part time employment and 66% were not working at all (including voluntary work)
- 26% of graduates with autism are unemployed and over 60% of all people with ASD are financially reliant on their families (Rosenblatt, 2008)
- 37% of adults with autism have never been in paid employment and 41% of people over the age of 55 had spent more than 10 years without work (Bancroft et al. 2012)
- More recent research (Townasley et al. 2014) suggests that:
 - Numbers of people with ASD from Wales in work are lower than 15%
 - Only half of Work Based Learning providers work with people with ASD
 - Just 30 young people with ASD completed a WBL programme in Wales for the year 2011/12 and numbers for 2012/13 were similar.

Outcomes from supported employment in the US

- Individual placement superior to sheltered employment and group supported employment models on wage outcomes in 27 states—1,400 SE programs (Shafer *et al.*, 1990)
- Individual placement model dominant model in 42 states—74,960 individuals in SE (West *et al.*, 1992)
- Clients trained in SE had higher self-esteem and higher job satisfaction than those trained within a sheltered employment setting (Griffin *et al.*, 1996)
- Full implementation of SE model leads to better wages and greater hours (McDonnell *et al.*, 1988) and longer-term employment of worker (Wacker *et al.*, 1989)

What works for people with ASD/ASC?

- Individualised job placement based on strengths, interests, education, social skills
- Predictable job tasks and work environment
- Adequate time for learning
- Attention to excessive sensory stimulation
- On the job training
- Attention to helping co-workers provide a supportive environment
- Work place modification
- Longer term follow-up and support

Hendricks (2010), Howlin et al (2005)

People can do the job

- Tset, (1994)- 38 employers, 25 work related attributes employees with intellectual disabilities:
 - Exceeded expectations in 7 aspects
 - Fulfilled employers' expectations in 13 aspects
 - Performed below expectation in only 5 aspects
 - Employees had good record of work safety, were reliable, well-motivated and honest.
- Smith et al. (2004)- 656 employers, differences in employers' ratings of employees with and without a disability:
 - Employers were more satisfied with employees with a disability in relation to work performance

Importance of hands-on support to employers

- Hernandez (2000)- Review of 37 studies of employer views
 - Employers expressed generally positive attitudes towards workers with disabilities, and in the main express very affirmative and humane views about disability
 - When appropriate supports are provided, employers express positive attitudes toward workers with intellectual and psychiatric disabilities
- Butterworth & Pitt-Catsoupes (1997)
 - Employers may express a willingness to hire people with disabilities, but are typically at a loss as to how to identify workplace supports and accommodations that might be necessary

Importance of hands-on support to employers

- Fabian, Luecking & Tilson (1995) compared the views of disabled people, job coaches and employers:

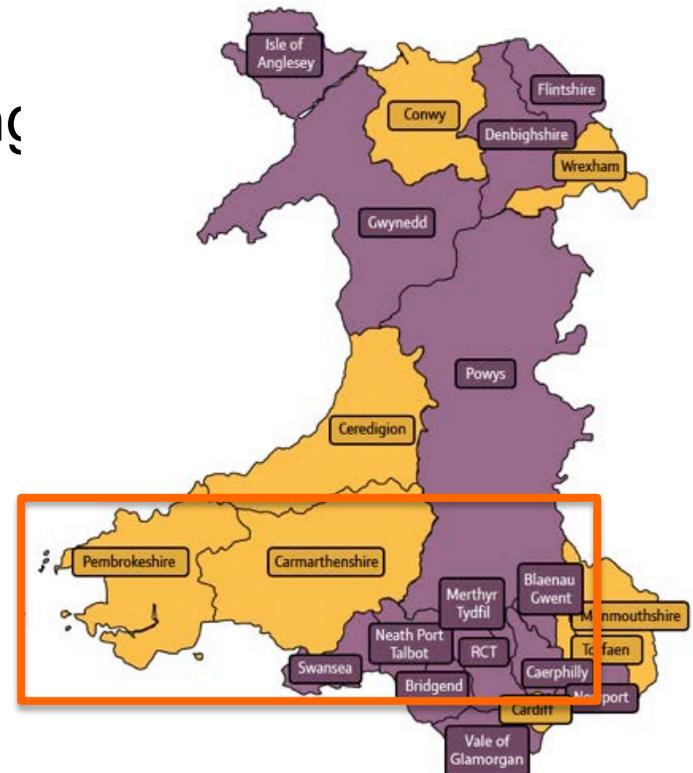
What factors contribute to successful employment of people with disabilities?

- People with disabilities and job coaches:
- *“Employers’ understanding attitudes and flexibility to make accommodations”*
- **Employers:**
- *“Quality service from employment specialists and competence in particular workers ”*

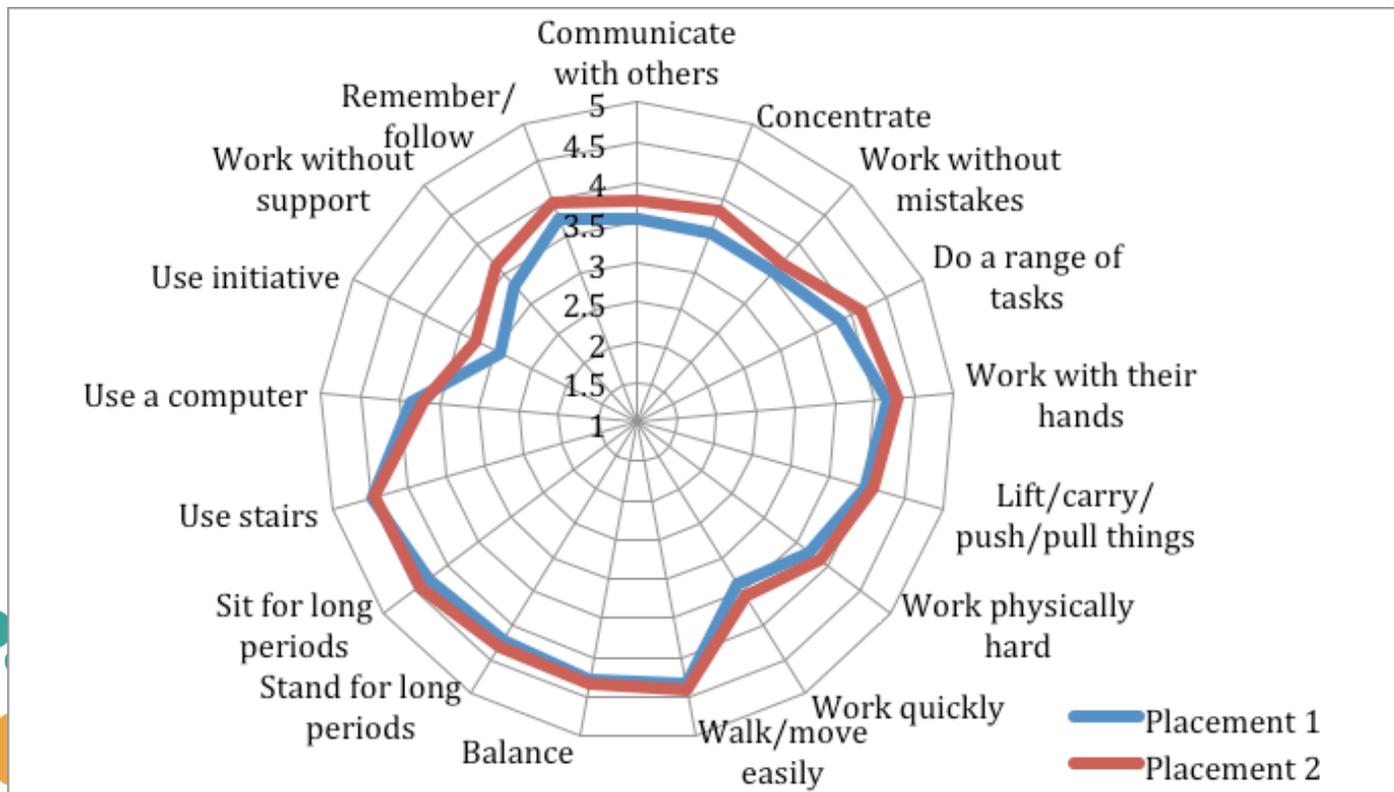
It is important that Employers are seen as an equal customer of job support services

“Real Opportunities”

This study examined impacts of structured, time-limited, work experiences on vocational skills, job preference, social inclusion and employer rated performance for 227 young people with ID.



Changes in work skills



Real Opportunities Project–Satisfaction with employees with ID or Autism

Table IV Employer reports of performance of young person in key work performance areas

<i>Skill area</i>	<i>Very satisfied/satisfied (no. of people) (%)</i>	<i>Neutral (no. of people) (%)</i>	<i>Dissatisfied/very dissatisfied (no. of people) (%)</i>
Working skills	95.9	3.7	0.4
Following safety rules	98.8	1.2	0.0
Following given instructions	96.4	3.6	0.0
Attendance record	98.8	1.2	0.0
Punctuality	99.2	0.8	0.0
Quantity of work	94.3	4.5	1.2
Quality of work	96.3	3.3	0.4
Initiative	84.0	13.6	2.5
Interest in task	91.9	6.9	1.2
Breaks taken according to rules	98.8	0.8	0.4
Productivity	90.9	7.4	1.6
Relationship with co-workers	94.3	3.6	2.0
Relationship to supervisors	98.8	0.8	0.4
Personal appearance	99.2	0.4	0.4

Real Opportunities Project— Wider employer impacts

Table V Employer reports of impact of work placement on their company

<i>Area of impact</i>	<i>Percentage of employers reporting a positive impact (%)</i>
<i>Employing the young person has had a positive impact on:</i>	
Productivity of other staff	65.0
Attitude of other staff to work	73.3
Diversity in the company	38.3
Public image of the company	71.6
Customers	70.3

Costs and worker benefits: North Lanarkshire SE

Hours	Workers with LD	%
6.5-15	9	10.2%
16-25	56	63.6%
26-35	9	10.2%
Above 35	14	15.9%
Total	88	100.0%

Mean Hours= 24.2 hours per week
>16 hours= 89.8% ID

Beyer (2008)

Costs and worker benefits: Workers can be “Better off”

- Overall, average total gross income from all sources after employment was **£252.25** per week per person
- Workers with ID better off by **+94.8%** on average
- Included:
 - Disability Living Allowance (now PIP)
 - Working Tax Credit
 - Earned wages

Beyer (2008)

Costs and worker benefits: Workers can be “Better off”

- Equivalent Locality Support Service, which catered for 295 people on a full- and part-time basis with an annual cost of £14,998 per person
- Using the average number of people in jobs the cost per employed person of SE was £7,126 per job (47.5% of the cost of a LSS place)*

Beyer (2008)

* 2007 prices

Long-term outcomes of SE for taxpayers in the US

- The average supported employee with intellectual disabilities served by vocational rehabilitation agencies in the US from 2002 to 2007 generated a per capita gross monthly benefit to taxpayers of \$769.54 (in 2008 dollars)
- The average supported employee with intellectual disabilities served by vocational rehabilitation agencies returned \$1.21 of benefits (e.g., taxes paid and foregone program costs) to taxpayers for every \$1.00 of costs (e.g., supported employment operating costs, taxes lost etc).

Cimera (2010)



Long-term outcomes of SE for taxpayers in the US

Outcomes are stable:

- Supported employees with intellectual disabilities in 2002 generated an average net monthly benefit to taxpayers of \$108.91 and a benefit-cost ratios of 1.17
- By 2007, individuals generated an average net monthly benefit of \$119.43 and a benefit-cost ratio of 1.18

Positive employer costs & benefits

- Graffam et al. (2002)- 643 Australian employers- comparison of the employee with a disability and the "average" employee.
 - A large majority considering the financial effect of modifications and changes cost-neutral
 - Financial benefit more common than net cost
 - Employers reported short-term, but no long-term or broader benefits from employer subsidies and/or incentives

Comparative costs of employment for people with ASD/ASC

- **Sweden (2003)**
 - Employment costs 2.6% of total person costs compared to 20.9% for day services
- **USA (2006)**
 - Transition from sheltered work to job (\$6,065.08) compared to directly to a job (\$2,440.60)
 - Employees with ASD better off in employment (\$5.28 gain for \$1 loss of benefits)
- **UK:**
 - Net savings to the Exchequer over an eight-year period were in total £179, 095 through reduced benefits/NI and increased tax contribution.
 - Quality of life better in employment than day service (at an extra cost of £18 per week in employment)

Jacob et al. (2015)

Conclusions

- Not all people with learning disabilities of ASD/ASC are able to benefit from training of a full range of skills before they enter a job
- This does not mean that they cannot be employed
- It means that they are more likely to need a skilled person to help them find, learn and keep a job

Conclusions

There is a recession and uncertain economic times.
However:

- Supported Employment has always increased jobs during recessions, probably because it is an individualised approach that also meets employer need for stable workers
- Disability Rights laws that promotes equal access (and equal share of the jobs that are there)
- We need to move people nearer to the labour market so they fare well in any upturn

POLICY CONTEXT



Aspirations for employment in Wales

Learning Disability Strategy

- *Prior to retirement age, people with a learning disability should have equal access to government or other training schemes and other educational or lifelong learning opportunities where such schemes could help their personal development or career prospects and, in particular, help them secure employment.*

ASD Strategy

- *Given the range of difficulties and abilities across the Autistic Spectrum, there needs to be a range of opportunities to provide access to lifelong learning, vocational work and sheltered and supported employment.*

Aspirations for employment in Wales

Skills Policy

- *We will seek to:...focus our interventions on a work first principle so that, where possible, individuals have access to work experience and job placement schemes, building on the success of Jobs Growth Wales, and ensuring such support does not overlap with those programmes offered by the UK Government.*
- *....ensure our Skills Gateway provides learning and skills information to all individuals via a single point of access, working with the voluntary sector and other specialist organisations to ensure that individuals with, for example, disabilities or special educational needs, are supported in accessing employment opportunities*

Information on “what works”

- The Engage to Change team in tend to collect data on service and those served (with consent):
 - At referral
 - In the first stages of work with the client and family
 - At time of first placement/job
 - At the end of placement or after three months in a paid job
 - Researcher interviews a sample of people to reflect on what has worked and the outcomes....
 - ...and with a panel of people over a longer period to identify longer term change and more detailed insights
 - Costs and statistical analysis of links between inputs and outcomes
 - Employers, co-workers and staff feedback

Policy input and project legacy

- Report to Big Lottery Funders on achievement of targets
- Report back to Partners to help refine delivery
- Monitor broader policy and practice developments over time and the implications for the project
- Hold regular meetings with relevant policy makers and representative strategy groups
 - to establish what is changing in policy
 - to provide information on the project and its outcomes
 - to provide analysis of what is helping or hindering outcome achievement and implications for policy
 - to consult with our policy maker colleagues to assess if our efforts are being effective and how our inputs might need to change.

Conclusions

- The Engage to Change project is short term.
- From the beginning we will be looking towards long-term change.
- Wider funding and policy is likely to need to change as employment prospects are to change.
- We aim to provide information for relevant policy makers and decision makers to inform their thinking.
- We want to inform a wider debate among young people, families, services and key agencies about “what works.”

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