



Pathways to Adulthood & Employment 2022-2023



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Students at Springhallow School and Post 16 undertake an extensive employability programme based on the Gatsby 8 Benchmark principles:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Our vision:

Striving to make a positive difference for every pupil with autism and their family.

Therefore, we want to promote opportunities to enhance their work-related experience. For some students, this may be either paid or voluntary supported employment and for others is it to have the ability to communicate their interests, to know how to spend their time productively, and to enjoy having a meaningful purpose.

We encourage and nurture employability skills and qualities in our students and set high expectations for their involvement within their local community by working with organisations. We recognise that students with autism have unique skills and qualities that will benefit an employer, however many individuals with autism experience many barriers to employment and remain unemployed, underemployed, and underpaid (Griffiths et al., 2020)

This booklet outlines some of the employment projects currently being undertaken by our students and advertises the skills and qualities they can offer local businesses and organisations through work experience. We strive to widen the employment gap that currently exists between the disabled and the non-disabled.



Key Facts

Only 22% of people with autism were in either full or part-time employment in 2020

1% of the population are on the autism spectrum. That's **140,000** school age children

Employment provides adults with **financial security, daily structure, sense of worth, regular supportive and social engagement**, better mental well-being and lower rates of depression and suicide

'Every autistic person is unique, many will face obstacles throughout their employment journey, from the recruitment stage until well into their employment'

Romualdez et al. (2021)

Autism is a difference,
not a deficit (AET)



Supporting our students Employability skills

If you are reading this and feel you, your company or your organisation could support our students, we want to hear from you!

Why support our students?

Any work-related learning enhances a student's grasp of working life and employability. Offering work-related opportunities will have a positive effect on their well-being and yours. Just like everyone in society we all learn soft skills by doing them for real. By supporting our students, we can support your organisation to be a diverse and inclusive employer. Using our expertise in autism, we can support your awareness to develop your recruitment process and working environment to suit the needs of people with autism. Equally, helping to develop their awareness of employer expectations and needs.

Idrees was a pleasure to work with. He showed a keen interest straight away, even turning up early on his first day. While working here at Amorino, he has learned many things; working at the till, making gelatos, waffles, crepes and milkshakes. He learned how to clean customer and staff areas. He showed determination to succeed and tried his best all the time. He was always polite to the customers and was engaging with the staff. He was eager to learn and a delight to work with.

Michelle

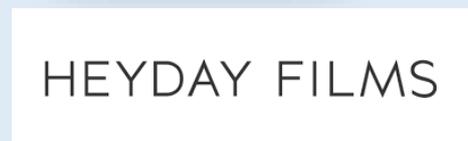


Please contact: admin@springhallow.ealing.sch.uk



By supporting our students you could join our list of organisations that currently support Springhallow. We want to match the right students to the right employers, so having a diverse range helps us to make this a successful opportunity.

You could even have a chance to win the 'Employer of the year award'!:



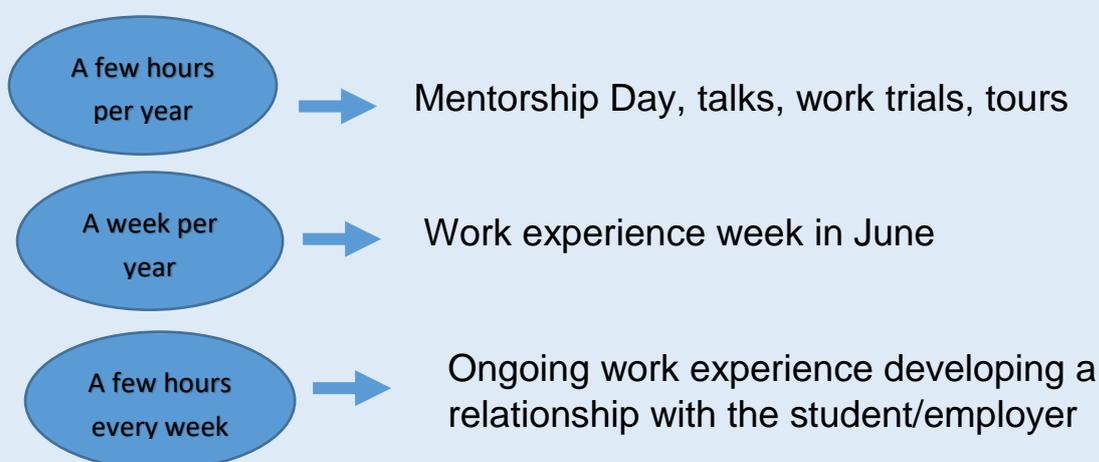
What can your organisation offer our students?

- ✓ A supportive, real-life working environment
- ✓ Opportunities to interact with team members and members of the public in real-life contexts
- ✓ High expectations for employability skills and qualities such as punctuality, communication, teamwork, and responsibilities
- ✓ Experiences in mock CV writing, interviews, and feedback
- ✓ Visits & tours of the workplace environment
- ✓ Talks and presentations outlining what makes a good employee for your organisation
- ✓ Mentorship

Job Carving:

In the ideal world, our vision is to have a bank of organisations offering a range of roles and opportunities. This would ensure that we match up the employers' needs to the students so the impact is meaningful and the outcome is positive. We want to work with your business or organisation to identify roles and responsibilities that would best suit the abilities and needs of our students.

Depending on your availability and commitment, we can work around you. The following is required:



What can our students offer you?

What can we offer you?

Each student has a unique work-related profile. We aim to match the needs of each learner to the needs of the employer. This increases the chances of having a positive and meaningful experience. Each student will experience in-house work-related roles before going offsite so they develop their confidence, resilience, and work ethic. Offering real opportunities however big or small the company is, will support their chances of developing their CV and portfolio for their future. You will also receive:

- ✓ Confident and motivated young people who are keen to learn and work within their local community
- ✓ A friendly and fun young workforce who can raise the profile of inclusion within your organisation
- ✓ A Work-related profile outlining areas of strength and development
- ✓ Staff support to offer advice and guidance
- ✓ Students are keen to apply their skills within real-life contexts and support the community around them.
- ✓ The support of experienced and confident teachers and support staff to help organise and manage students within the workplace
- ✓ A first-hand insight into how to improve accessibility and inclusion within workplace and business environments
- ✓ Access to training and learning opportunities such as using symbols and sign language to support disabled customers and employees
- ✓ Opportunities for organisation employees to gain confidence in working with people with disabilities
- ✓ Additional support from Business Enterprise Events (BEE) who can provide advice and training for supporting young people with work experience opportunities
- ✓ A log to track time spent, duties are undertaken and progress achieved
- ✓ Additional job satisfaction that you supporting the next generation!



Springhallow Café

Spring Café opened in 2019 in the heart of the school in West Ealing. Students learn essential communication skills, building confidence to interact with a variety of familiar and less familiar people in the school community. They learn specific skills such as; baking cakes and preparing snacks and hot drinks, personal and food safety and hygiene, and money handling skills.

Students use a real-life point of sale till system and have developed confidence and skills for work within retail and hospitality businesses. Students have learned the importance of personal presentation and hygiene routines for handling food and interacting with customers with confidence. Our Café project has become a successful and profitable project, in which students are involved in all aspects including stock taking, ordering ingredients, and using profits to enjoy trips within the community.

I really like working in Spring Café because it's really enjoyable. I have learned many new skills, including coffee making, taking orders and handling money. I am good at these skills and look forward to working in the café in the future. Spring Café is a great job.

Harry



Spring Village

'It takes a village to raise a child

African Proverb

Spring Village opened in the summer of 2022 on the grounds of Post 16 in Greenford. Following the success of Spring Café, we knew we wanted to offer a similar opportunity for the older students but create a space that promotes the enterprise process. Impressively the students were part of the construction and design of the space and the Village which includes a greenhouse for growing our produce and a work area to create the products to sell.



Students continue to learn the essential communication skills required for employment, building confidence to interact with a variety of familiar people in the community as well as in college. They learn specific skills such as; stocktaking, merchandising, money management, and customer service skills.



"I serve customers and I restock the shop. I like that it has most of the items I want. It helps the college raise more money and helps with everyone's life skills and money skills." Jack



In- house work experience

To prepare each student for the world of employment, it is our role as educators to provide many opportunities to enhance their skills and qualities to meet the needs of the employer and increase the success of long-term employment.

Each student has the opportunity to bank hours of work-related employment. To mimic the real world, a job specification is advertised for various roles, students apply, then interview. Each candidate is shortlisted and informed if they have been successful or not. Depending on the role students will wear an item to inform others they are on 'work experience. They gain a reward status based on the number of hours completed.



1- 50 hours



51- 150 hours



151- 350 hours



350+ hours

Roles available

Site Assistant:

Shop Assistant:

Administrator Assistant:

Teaching Assistant:

Catering Assistant:

Uniform

High Visibility Jacket

Apron

Lanyard

Lanyard

Apron



Mentorship

Can you spare a few hours?

Each year Springhallow invites employers to a fun and interactive day of mentoring. Think speed dating without the dates!

The session starts with an initial group introduction before being guided to an individual room. When the session starts, students will walk around each room and 'interview' each employer. To ensure students feel less anxious we give them the power to ask set questions to generate a wider awareness of how real employers experience their day-to-day roles.

Examples of questions include:

How did you feel on your first day?

Who do you call if you are running late?

What do you talk about in the staff room (small talk?)

What questions should you avoid asking a colleague?

What do you take to work?

After 5 minutes students will rotate to the next employer with the hope that they learn first-hand. If you think you can spare a few hours in June, please contact admin@springhallow.ealing.sch.uk



We also welcome employers to come in and talk to our students throughout the year.



Please follow the student's journeys and any updates on:

 Springhallow Post16

 Springhallow Post 16

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