

Free Employment Symposium Webinar

4th December 2020
09:30-12:30

PART THREE

Breakout Rooms / Workshops

How to Optimise the Offer in Wales, opportunity for discussion and information sharing

	TOPIC	LEAD / FACILITATOR	Description
A.	<p>Autism and Employment: Supporting employers in mainstream settings</p> <p><i>A series of case studies, good practice sharing and a focus on wellbeing for autistic employees.</i></p>	<p>Keith Ingram, Cardiff & the Vale Autism Lead and Chair of National Local Autism Leads Forum</p> <p>Wendy Thomas, National Professional Lead Autism, Welsh LGA</p>	<p>This session is intended as an introduction to the employment resources on the AutismWales.org website.</p> <p>The Autism Wales website is a fully bi-lingual resource and has a range of features to enhance its accessibility. This includes being able to change the text size and colours. The site was developed with input from autistic adults with the aim of making navigation as simple as possible.</p> <p>The development of employment resources on the national web site began as a support for employment courses that were run for the benefit of autistic adults. While the adults concerned gained more knowledge and confidence that was only part of the picture. The next step was to create resources that aided their journey to employment, through agencies such as Careers Wales and Job Centres and on into the workplace.</p>

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			This session will cover just some of the resources. Principally a short film, <i>What is Autism?</i> , Autism Aware certification, interviews, advice for managers a short film of an apprentice, case studies and the Wales TUC resources.
B.	<p>Learning Disabled and Employment: Supporting employers in mainstream settings</p> <p><i>A series of case studies, good practice sharing and a focus on wellbeing for learning disabled employees.</i></p>	<p>Sian Clarke, Operations Manager, ELITE</p> <p>Chris English, Training Manager, ELITE</p> <p>Robyn Williams, Training Manager, Agoriad Cyf</p>	<p>ELITE Supported Employment, ELITE Training Solutions and Agoriad Cyf, will be hosting a breakout session to look at how through the Engage to Change Project they are able to support employers in mainstream settings to employ individuals and young people with learning disabilities.</p> <p>The session will comprise of films of young people in work, their success stories on how paid work has changed their lives through becoming independent and gaining confidence. There will be two question and answer sessions, where we will look at how Supported Employment organisations work jointly with employers, to offer an end to end service to enable individuals with learning disabilities to access routeways to work and paid jobs. We will discuss how we support the employer through this journey to ensure that their recruitment and workplace conditions are accessible for individuals with learning disabilities. We will share information on why supported employment is a successful model, the specialist training methods we use and how we can assist an employer to become Disability Confident through having accessible recruitment practices and employing a diverse workforce.</p>
C.	<p>The Welsh Government Skills' Response to Covid-19 for employers</p> <p>General update – what is it?</p> <p><i>High level signposting, opportunity to ask questions and discussion.</i></p>	<p>Edwyn Williams, Head of Engagement, Employability and Skills, Welsh Government</p>	<p>This is an opportunity to hear about The Welsh Government's Skills offer and the Covid-19 Commitment to offer advice and support to people 16+ to find work, pursue self-employment or find a place in education or training, with hiring incentives for employers to recruit individuals most affected by Covid-19.</p> <p>The Minister for Economy and Transport announced £40m investment in jobs, and skills will be vital in helping soften the impact of the pandemic and will be key to driving our economic recovery. The Welsh Government's Covid-19 Commitment will be central to our economic recovery and</p>

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			ambitions to Build Back Better, and crucial in supporting those most likely to be negatively impacted in the Welsh labour market.
D.	<p>“What Works in Work?”</p> <p><i>Supporting autistic employees - best practice case studies from the workplace</i></p>	<p>Catherine Leggett, Employment Engagement Manager, National Autistic Society</p>	<p>A recent employer engagement study, conducted by the National Autistic Society, showed that 66% of employers don't know where to turn for advice on aspects relating to autism in the workplace. In addition, only 32% of autistic people are in some form of paid employment, despite over 70% wanting to work.</p> <p>This session is an interactive talk, designed to increase general understanding and acceptance and to address some of the specific challenges, and opportunities, the condition presents in the workplace. There will be a discussion around examples of employer best practice, using case studies and also an overview the reasonable adjustments concept and process. The session is an opportunity for participants to explore strategies they can implement themselves during a final case study activity and to discover resources for further support and learning.</p> <p>Catherine Leggett joined the NAS in April 2014 and works with employers and their employees, to overcome autism-related issues, and to optimise the strengths of autistic people in the workplace. Catherine delivers programme design and consultancy on a number of employment related projects for the National Autistic Society's Enterprise and Employment Team, increasing the recruitment, retention and promotion of autistic people across the UK.</p>
E.	<p>Supported Employment in Wales: Emerging issues in challenging times for supported employment providers and employers</p>	<p>Dr Elisa Vigna & Andrea Meek, National Centre for Mental Health (NCMH), Cardiff University</p>	<p>In this session we will review the common anxieties employers face when deciding to employ a person with a learning disability or autism. It will summarise what job coaching and supported employment are, and what they can offer employers to meet their concerns and needs. We will provide data from the Engage to Change project in Wales on the reactions of our employers to employing people with a learning disability or autism. We will consider the new challenges we and employers face during the coronavirus pandemic and how Engage to Change has been able to help. We argue that employing people with a learning disability or autism, with support, remains</p>

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			a positive decision for employers even at this difficult time. Participants will have an opportunity to discuss their experiences in employing a diverse workforce, any issues they have and any help they might require in employing people with a learning disability or autism.
<p><i>Consistent theme in each session: recognition that Covid-19 is having a significant impact on all aspects of business, including employment. Reference also to the impact on mental health, anxiety, and wellbeing in the workplace.</i></p>			