

DFN Project SEARCH Data Class of 2018-19



The DFN Project SEARCH model

DFN Project SEARCH has a number of model fidelity components that define the programme, its values and goals. These critical components include:

1. The outcome of the programme is integrated, competitive employment that is:
 - In an integrated setting
 - Year-round work (not seasonal employment)
 - 16 hours/week or more
 - Paid the prevailing wage
2. The focus of the programme is on serving young adults with learning disabilities and autism who can benefit from personalised support in an intensive year of career development and internship experience.
3. The programme is a collaborative partnership using support and resources from: Education, Local Authorities, Adult Supported Employment Agencies, Families and Host Businesses.
4. The programme is business focused.
5. The programme is committed to continuous improvement.
6. The programme leads to acquisition of competitive skills.



Headline Data 2018 - 2019



515 interns enrolled.



477 interns completed the programme.



93% retention and completion rate



Out of the 477 interns, **64%** secured paid job



60% of interns secured **full-time** paid jobs and **55%** retained these despite the pandemic



Since 2016 to present day on average **60%** of our interns have secured **full-time** paid jobs



Data Overview 2016/2019

	2016-2017	2017-2018	2018-2019
Number of Sites	39	46	56
Number of Interns Enrolled	368	423	515
Number of Interns Withdrawn	30	24	38
Number of Interns Completed	338	399	477
Average Cohort Size	9	9	8
Retention Rate	91%	95%	93%



Data Overview

- Our records show an increase of 10% in employment rates after the data entry cut off point for 2017-2018.
- Therefore the employment outcomes for that cohort now sit at an amazing 70%!
- DFN Project SEARCH's average employment rate remains at 60% from 2016-2019



Average Success Rate

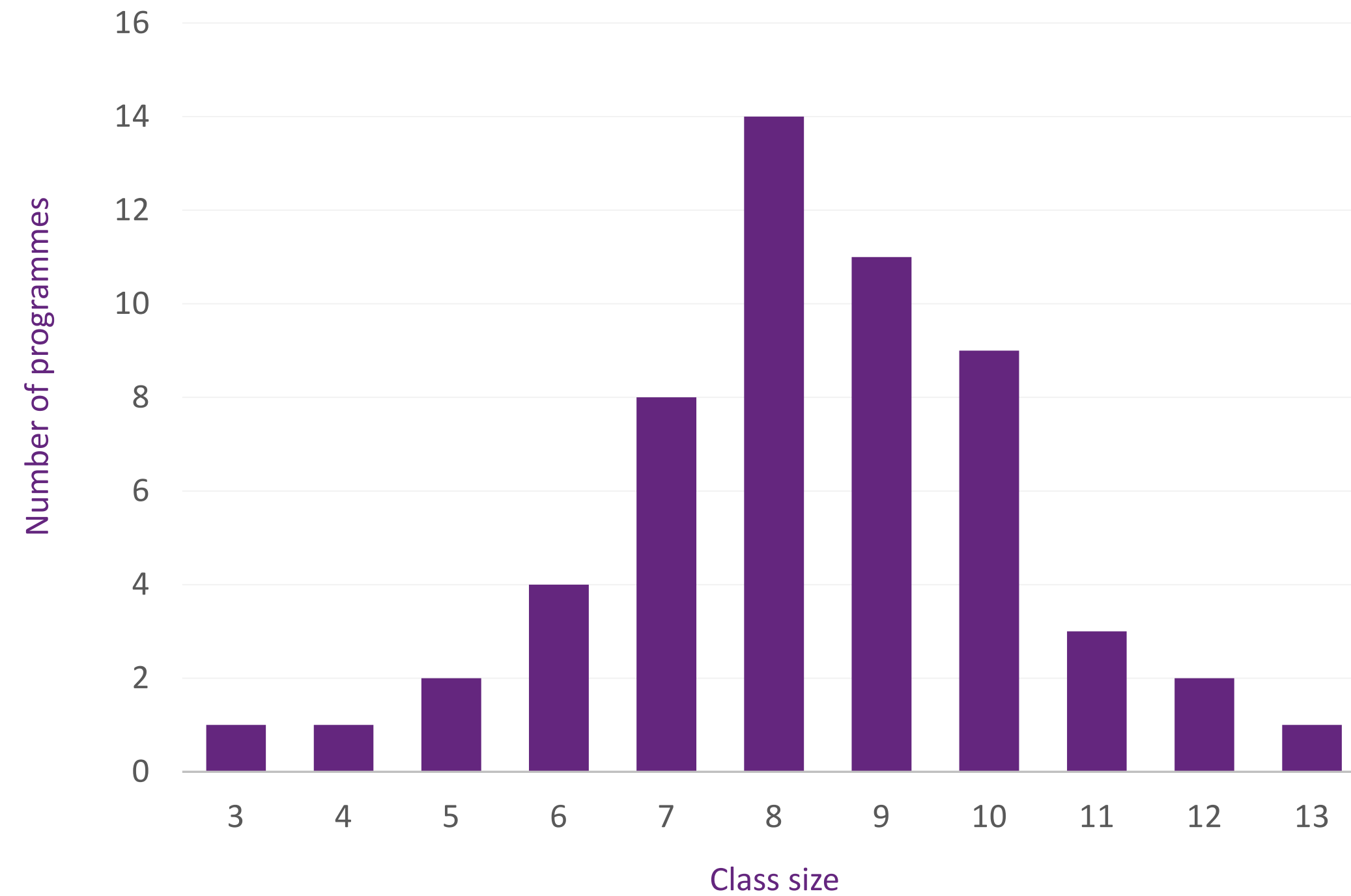


Enrolment numbers and outcome rates

- **4%** of sites had enrolment numbers of 3-5 interns
(50% of this cohort obtained employment meeting our criteria)
- **34%** of sites had enrolment numbers of 6-8 interns
(50% of this cohort obtained employment meeting our criteria)
- **45%** of sites had enrolment numbers of 9-11 interns
(50% of this cohort obtained employment meeting our criteria)
- **17%** of sites had enrolment numbers of 12 or more interns
(55% of this cohort obtained employment meeting our criteria)



Distribution of Cohort Sizes 2018/2019



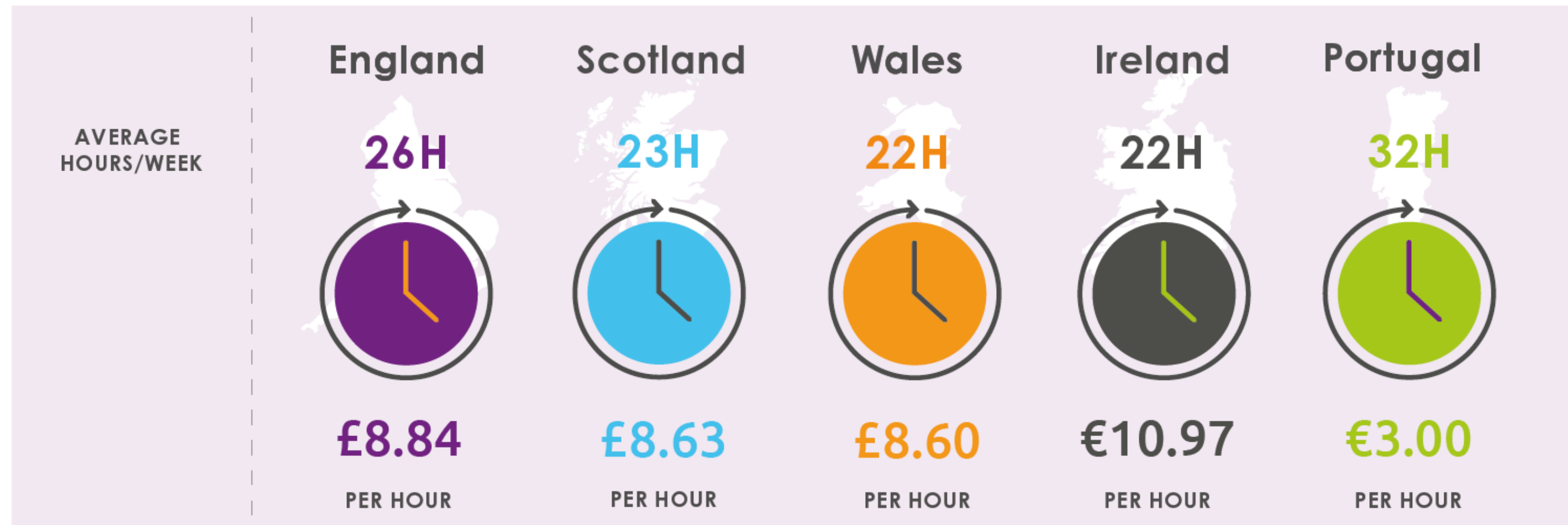
Our Host Businesses Per Sector 2016-2019



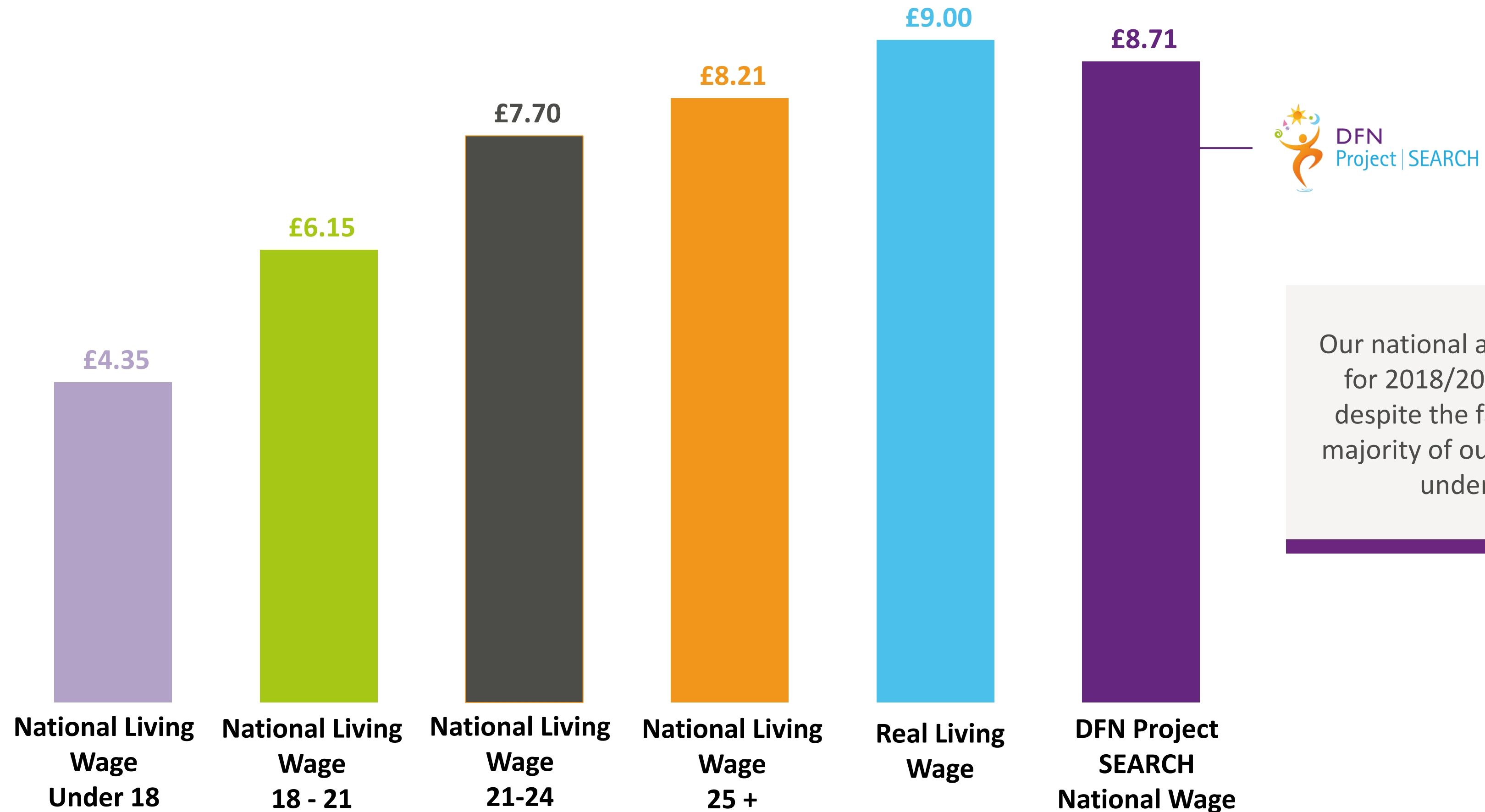
84% of our
Host Businesses hire interns



Average hours, wage and jobs per country 2018/19



Salaries compared to National and Living wage 2018/19



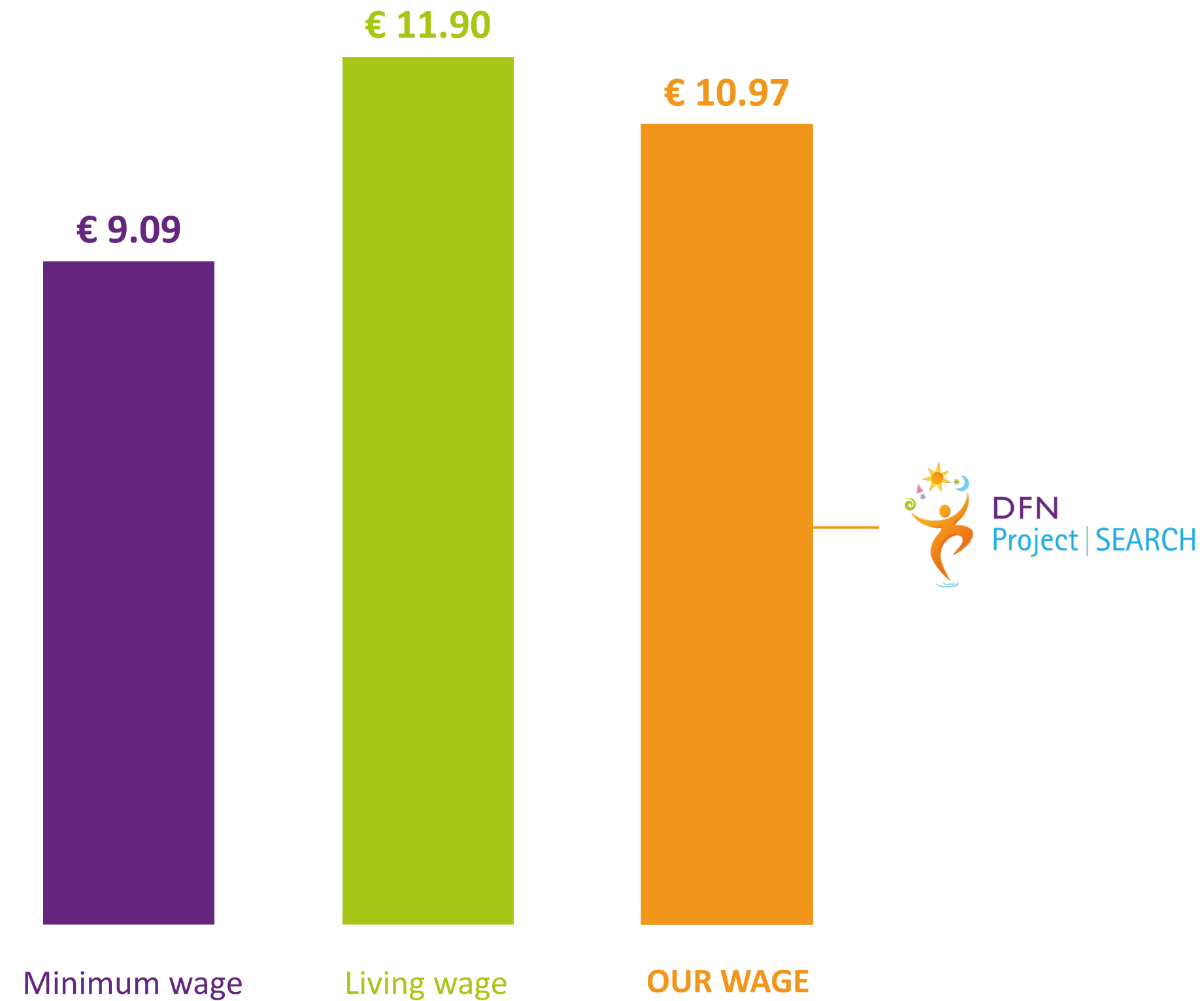
London salaries compared to national and London living wage



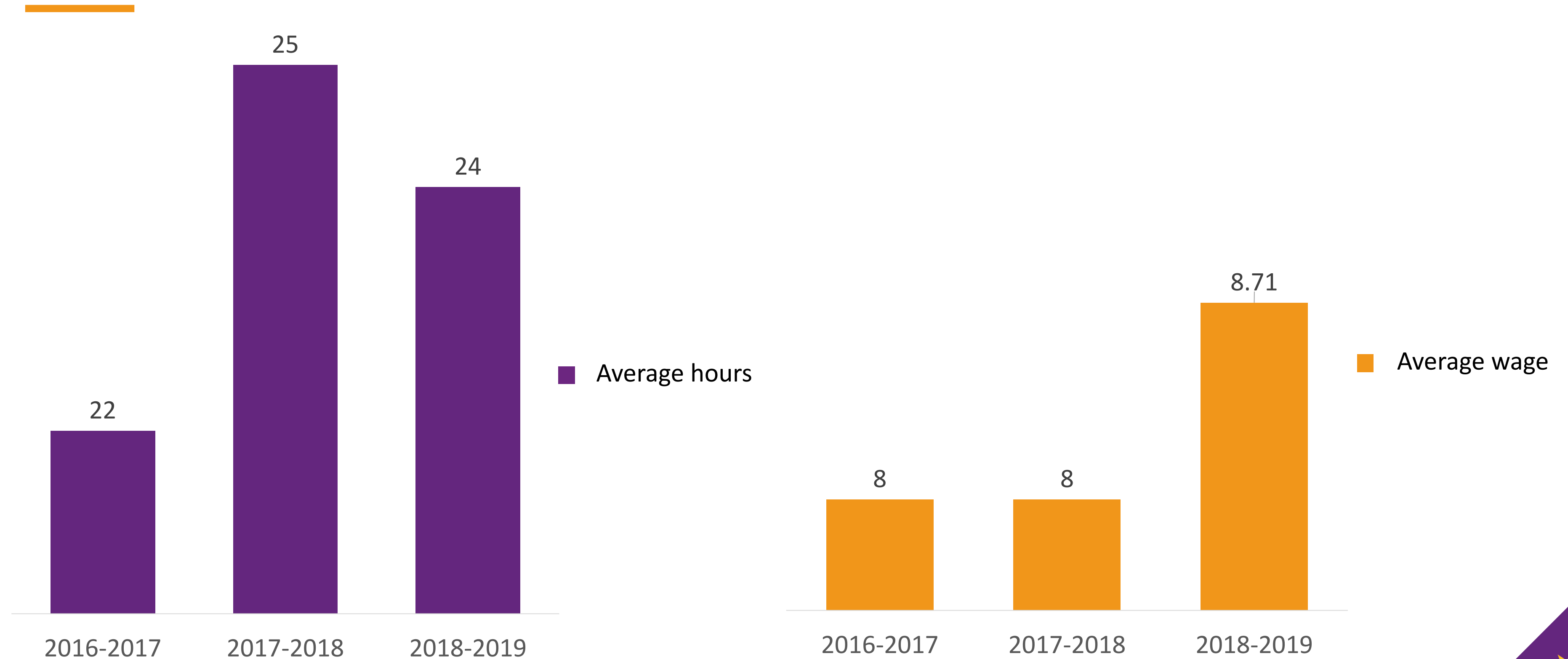
In London our average wage was £9.33 per hour, exceeding the national living wage, but not meeting the London living wage.



Salaries compared to national averages in Republic of Ireland



Average Hours/Wage across the UK from 2016-2019



Economic savings

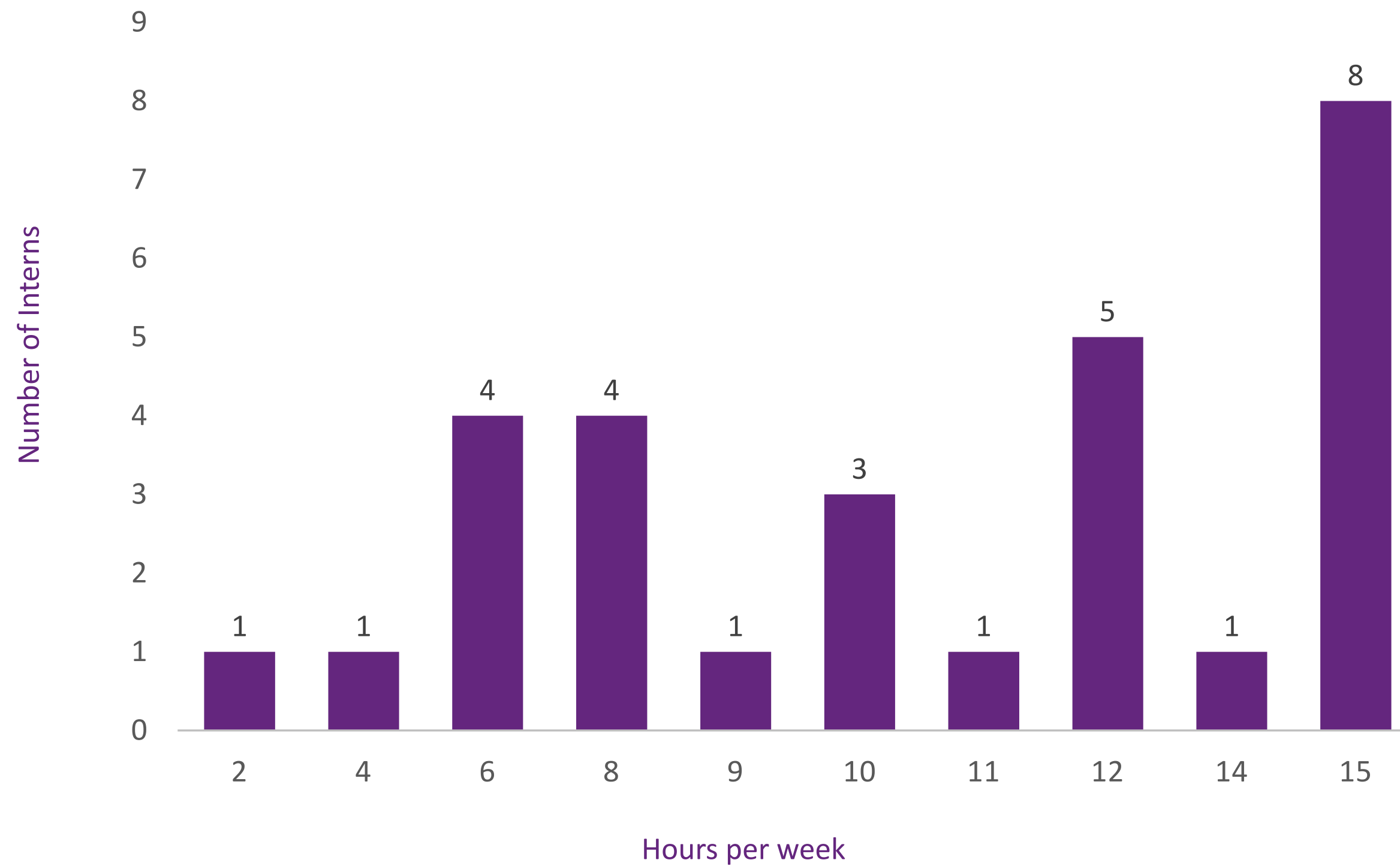
295 interns were employed across the UK.

For each DFN Project SEARCH intern that successfully secures paid work of more than 16 hours per week, research suggests that the saving to the public purse is **AT LEAST** £1million (or currency equivalent) over their lifetime.

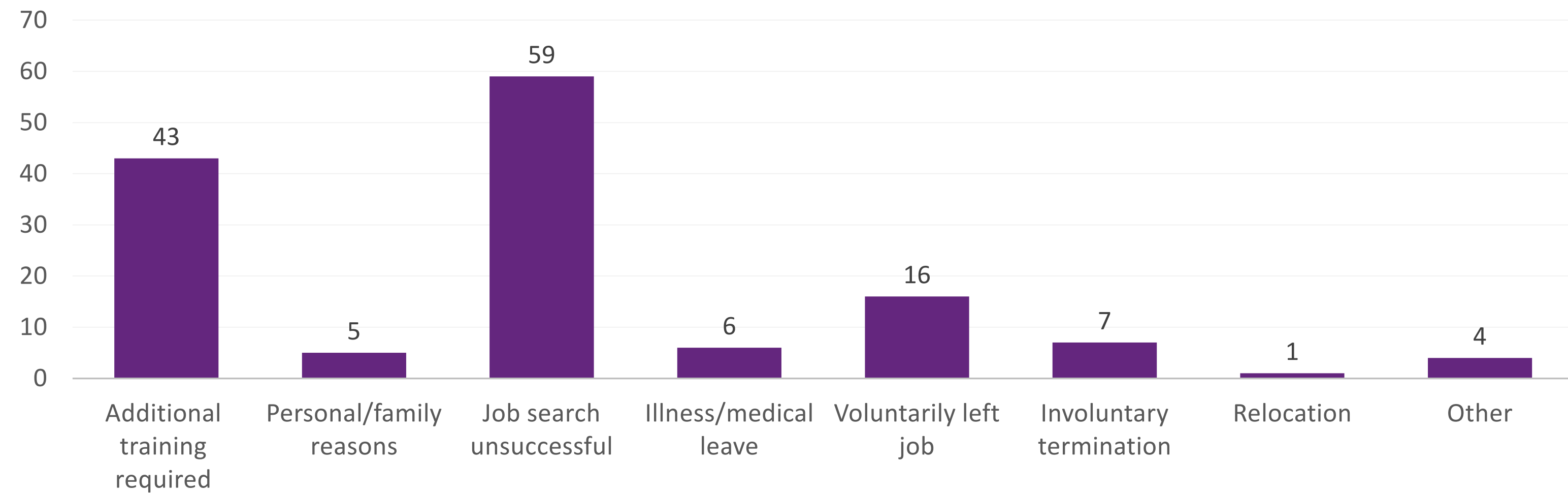
And that doesn't take account of the costs to the Health Economy!



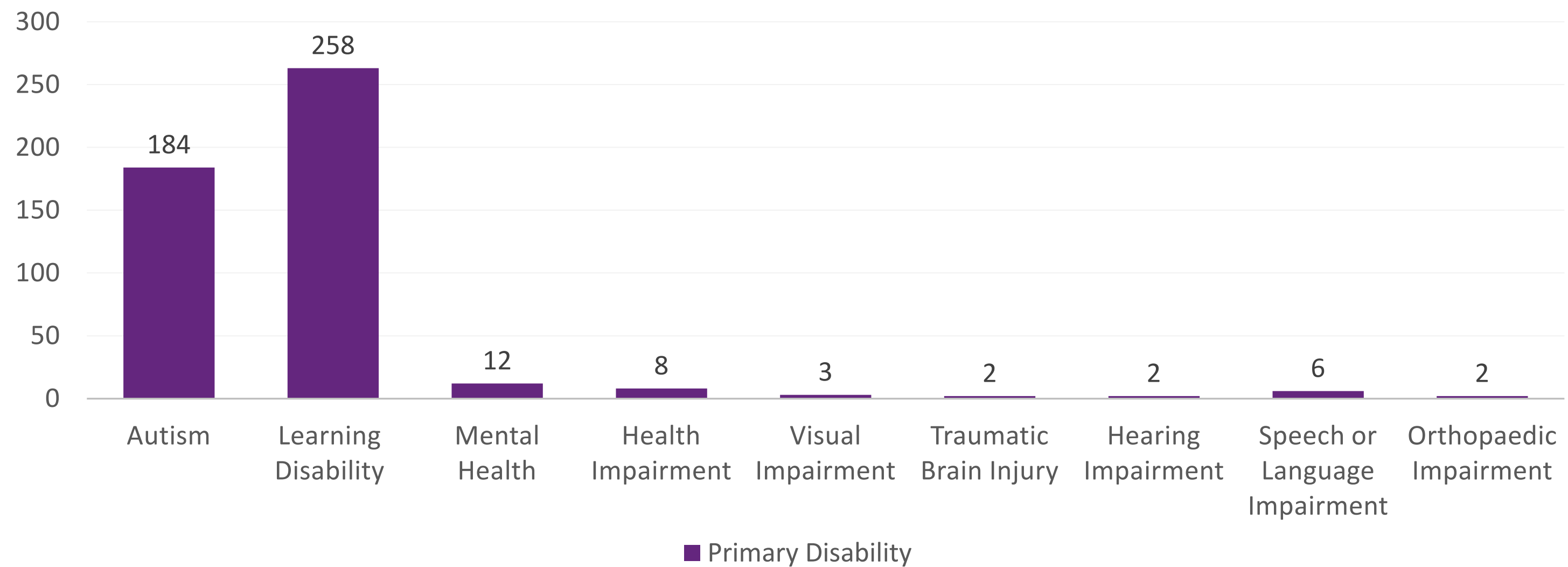
Distribution of Jobs Under 16 hours per Week 2018/2019



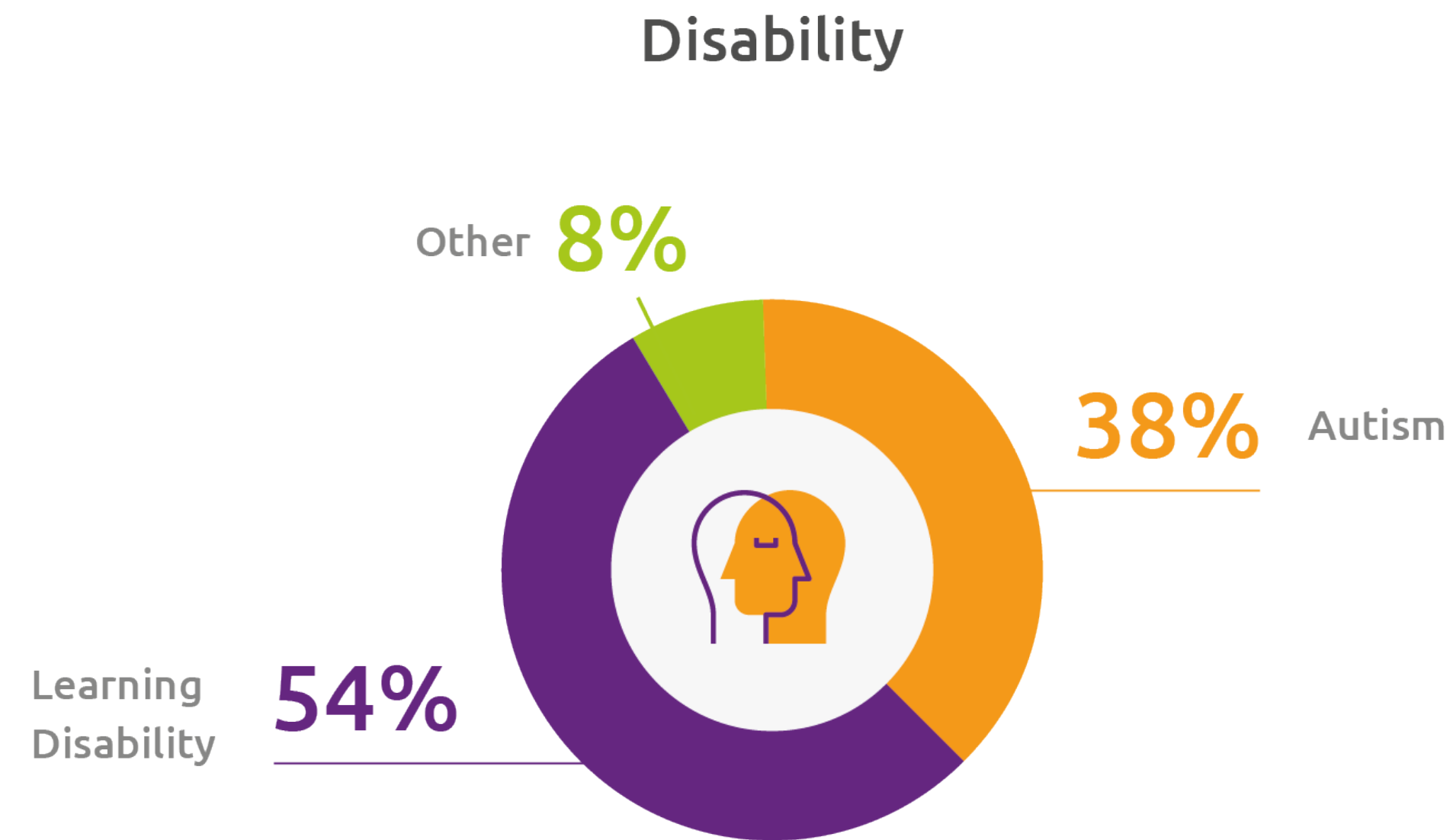
Unemployment Reasons



Primary Disability 2018/2019



Primary disability data in percentages



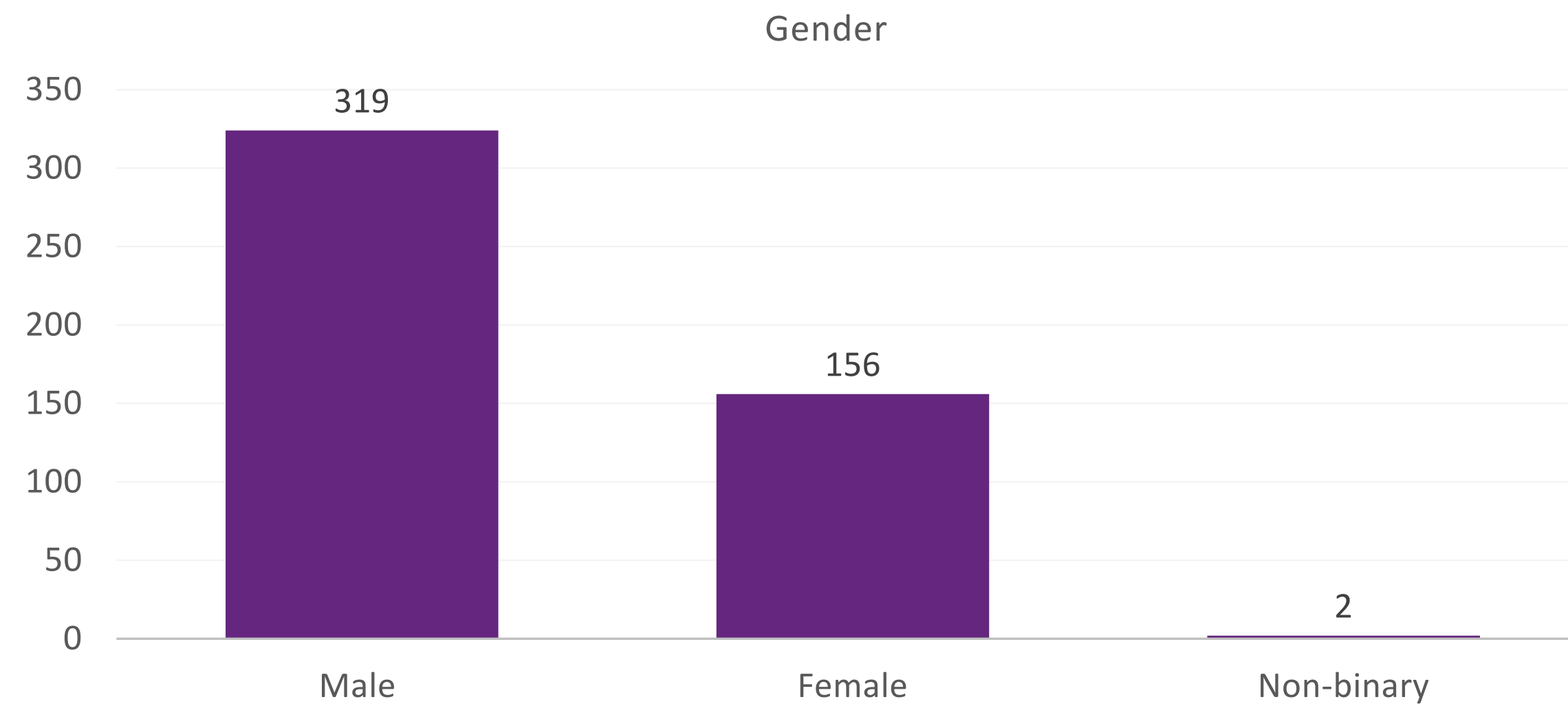
Ethnicity in percentages compared to regional statistics

	BAME Population %	BAME Interns %	White Population %	White Interns %
East	9.2	5.0	90.8	95.0
East Midlands	10.8	0.0	89.3	100.0
London	40.2	60.0	59.8	40.0
North East	4.7	N/A	95.3	N/A
North West	9.8	9.7	90.2	90.3
Scotland	6.0	4.4	94	95.6
South East	9.3	8.3	90.6	91.7
South West	4.6	6.1	95.4	93.9
Wales	4.4	6.6	95.6	93.4
West Midlands	17.4	22.2	82.8	77.8
Yorkshire and The Humber	11.2	12.5	88.8	87.5

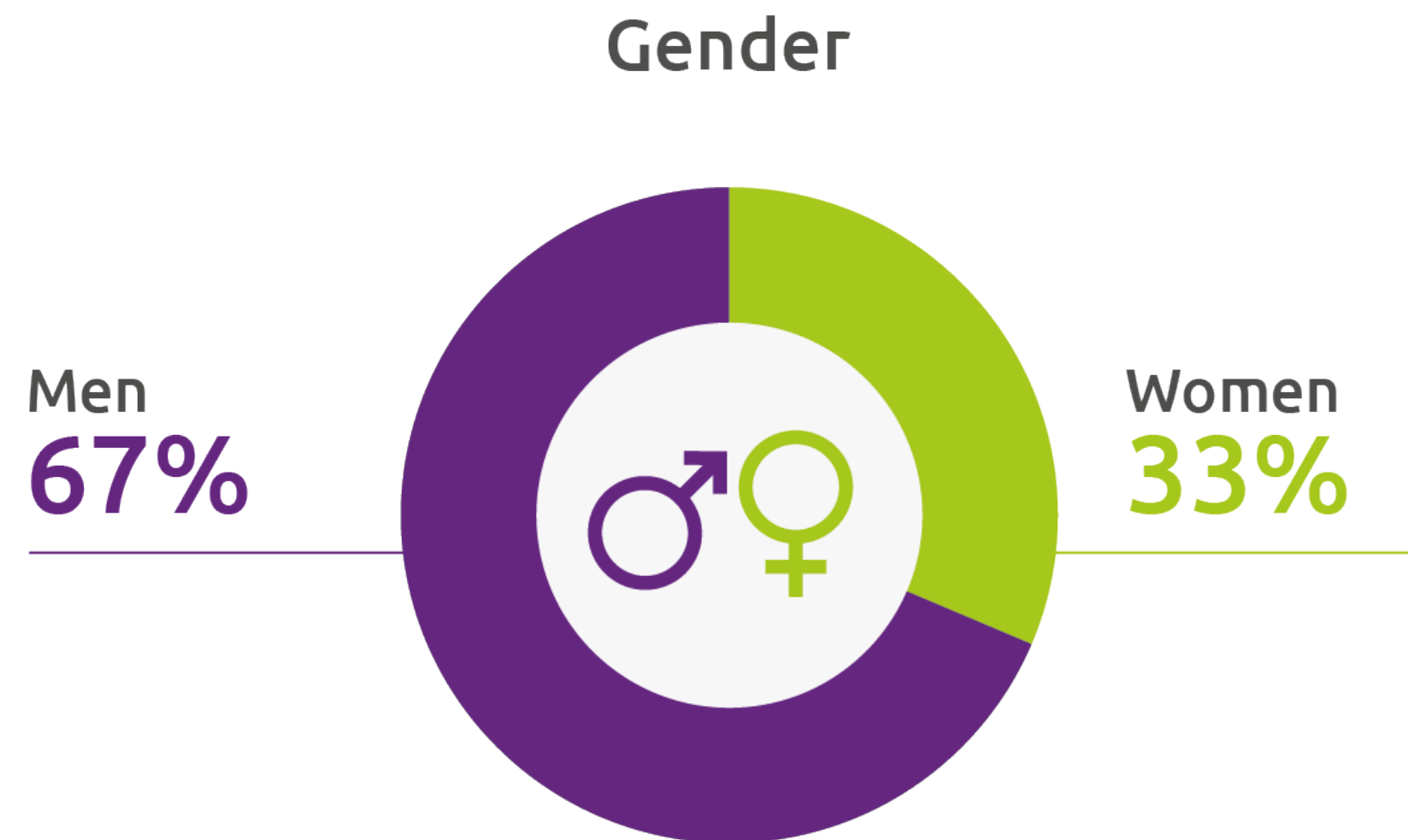
* All data relating to ethnicity and country/regional statistics has been taken from the 2011 Government census



Gender Data 2018-2019



Gender Data 2018-2019 in percentages



2017-2018 data showed that 68.6% of interns were male and 31.4% were female

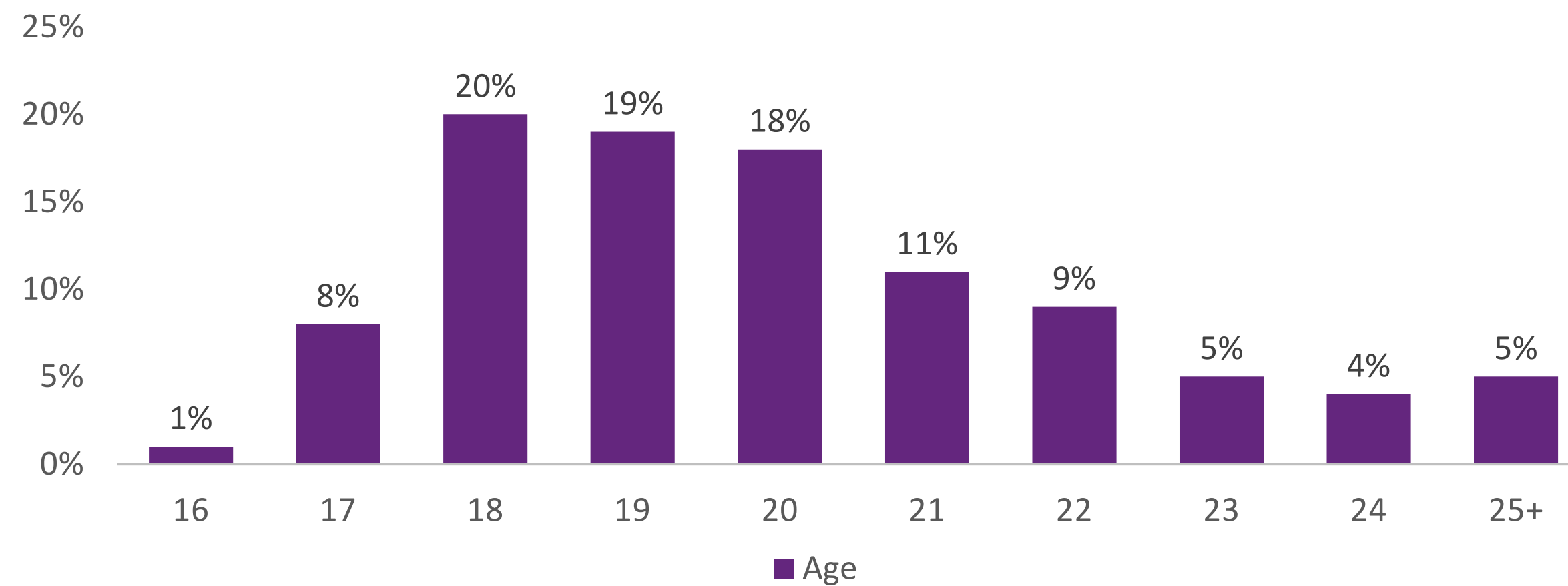


Data on age 2018-2019

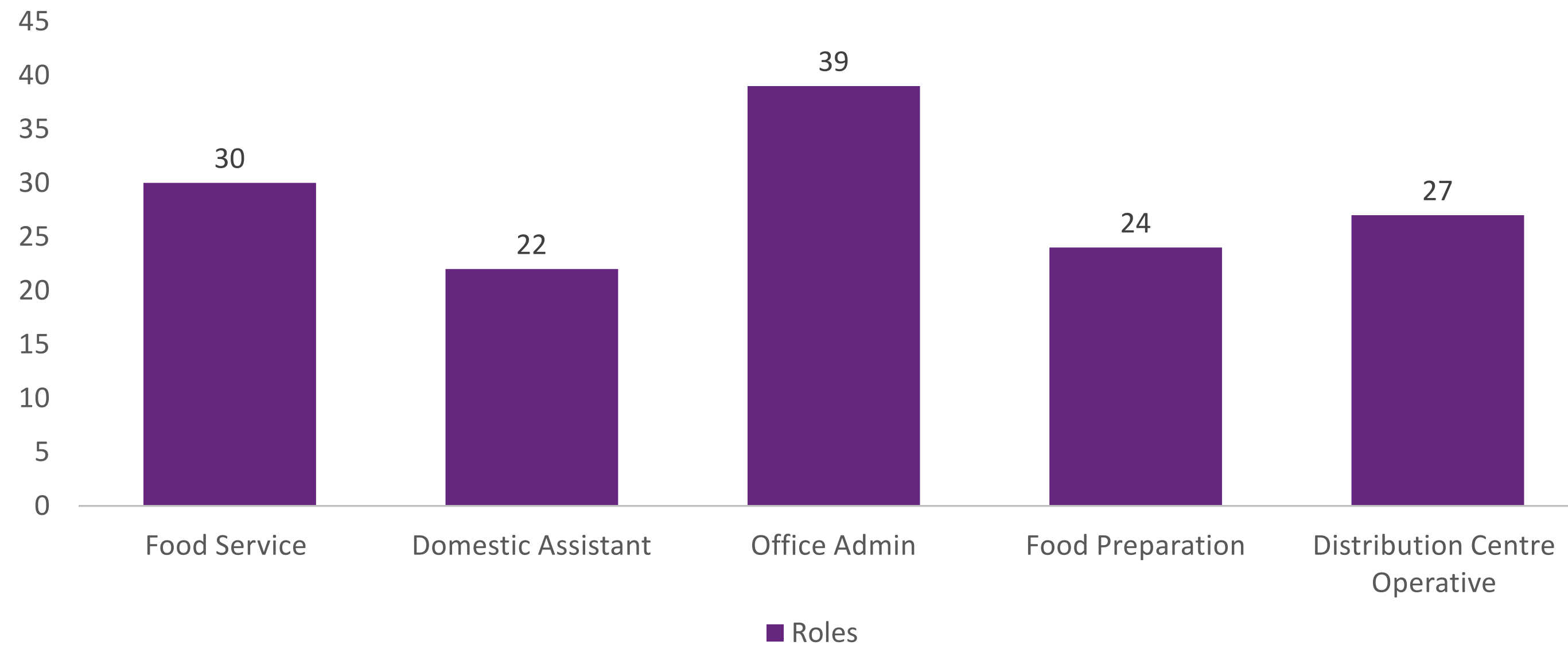
Age	No. Completed	No. Employed	Employment Outcome %
16	7	3	43
17	41	27	66
18	95	71	75
19	90	63	70
20	84	49	58
21	55	36	65
22	43	25	58
23	21	10	48
24	18	10	56
25	8	4	50
26	4	3	75
27	1	0	0
28	3	2	67
29	2	1	50
30	1	1	100
31	4	2	50



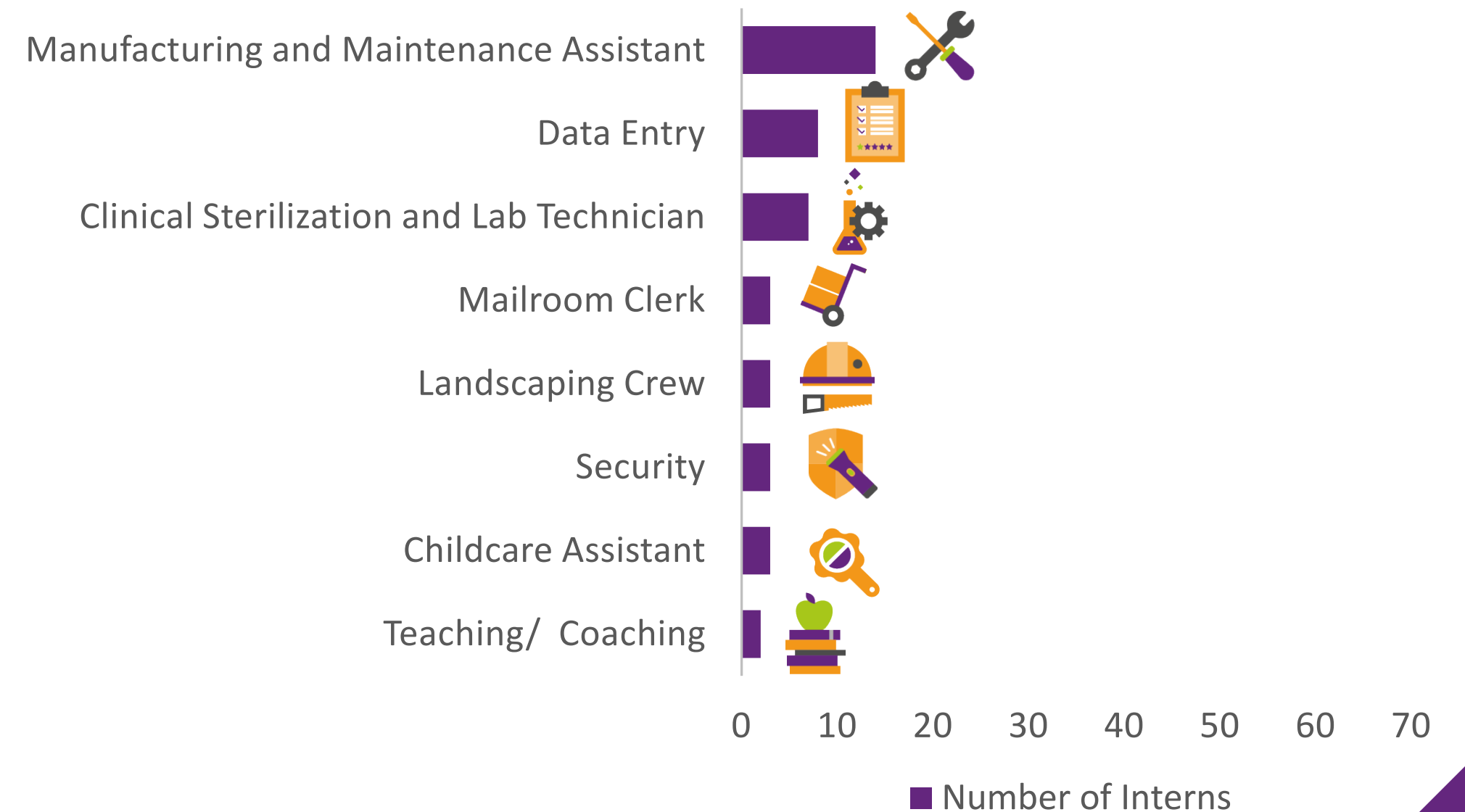
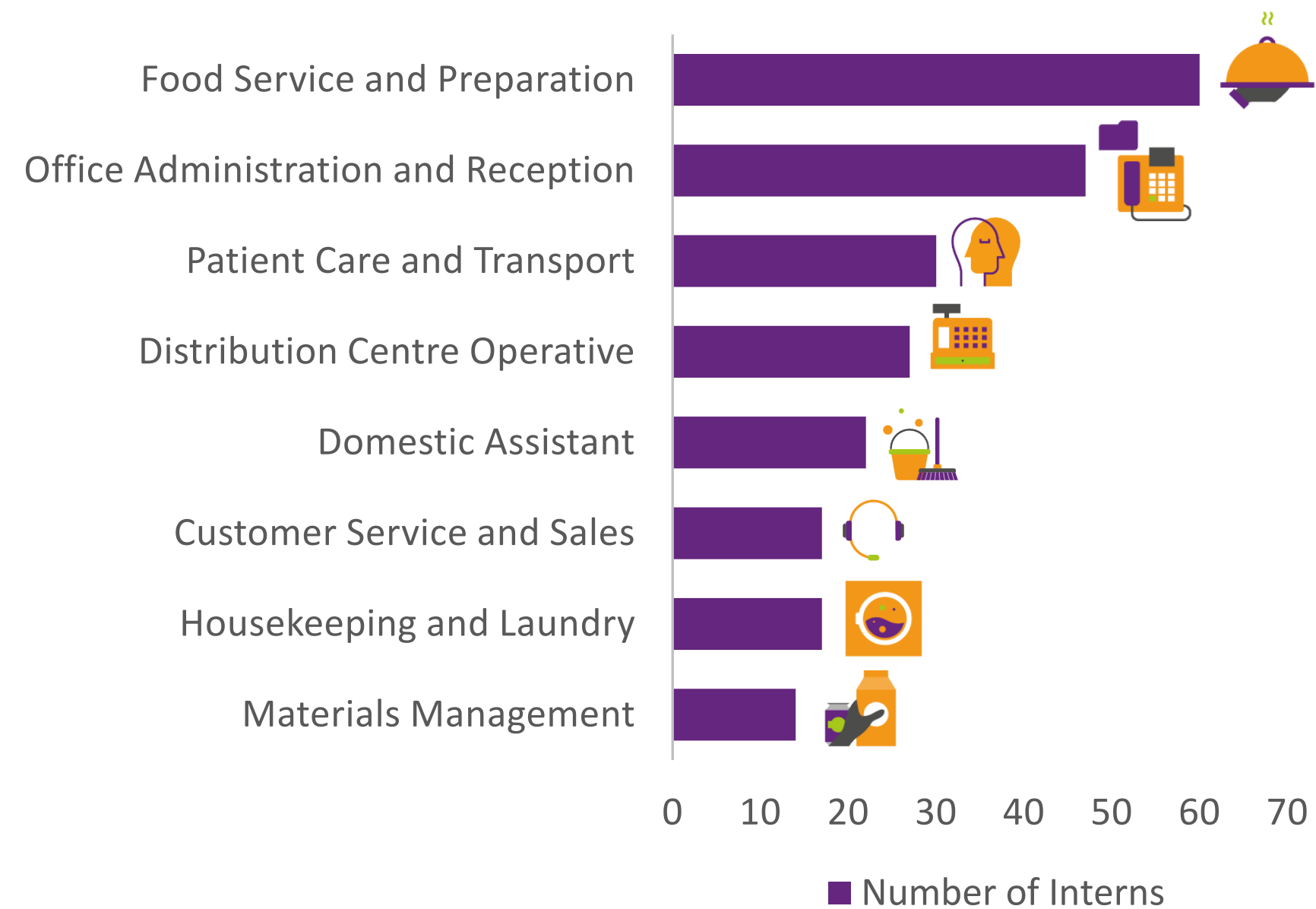
Age data in percentages per year 2018-2019



Top 5 employment roles



Job breakdown across 16 Job Types 2018/2019

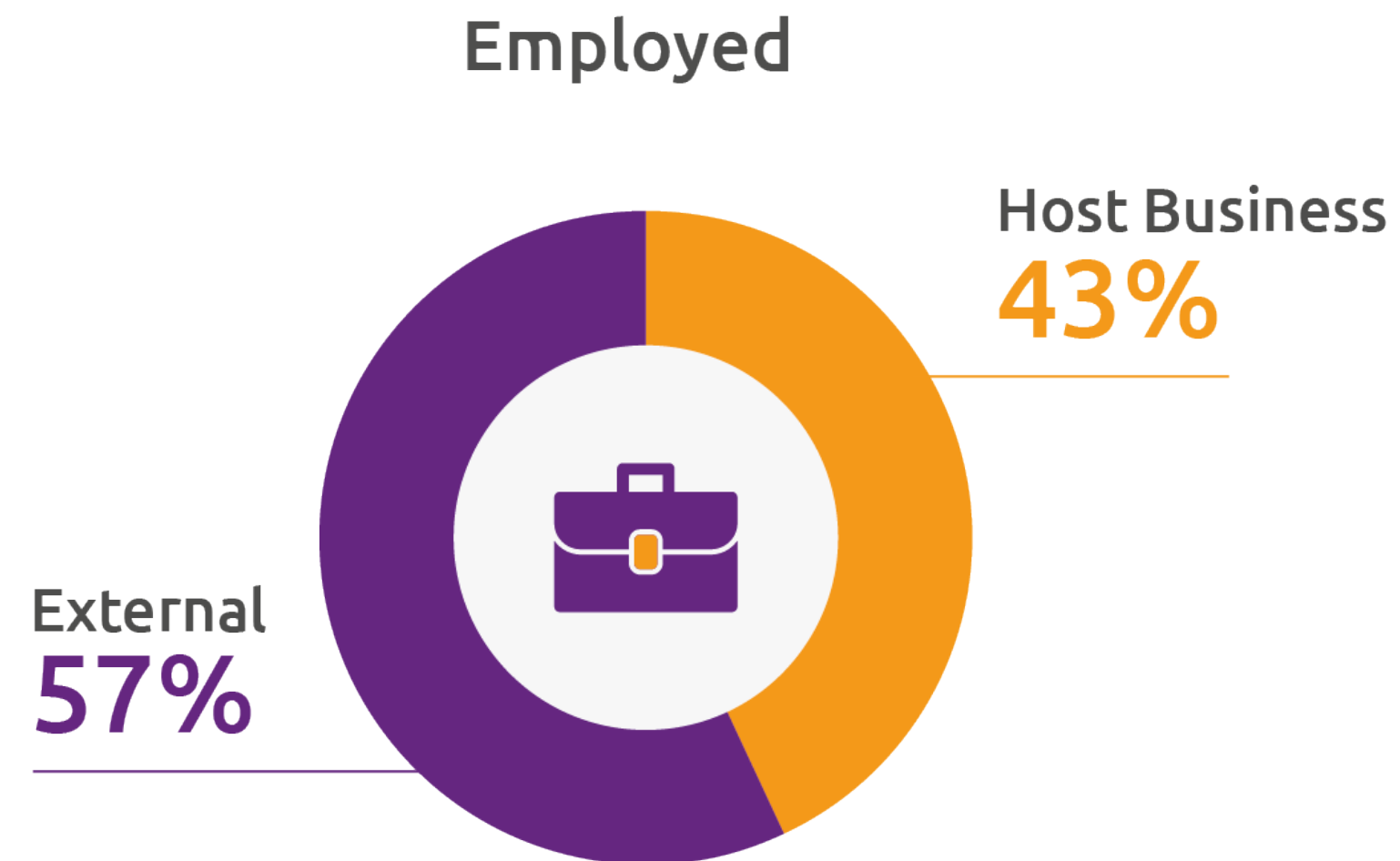


Job breakdown across 30 categories 2018/2019

Barista	Call Centre Operative	Care Assistant	Childcare Assistant	Clinical Sterilization	Courtesy Clerk	Data Entry	Dining Room Attendant	Dishwasher	Distribution Centre Operative
2	1	1	3	5	4	8	4	4	27
Domestic Assistant	Food Preparation	Food Service	Housekeeping	Lab Technician	Landscaping Crew	Laundry	Mailroom Clerk	Maintenance Assistant	Materials Management
22	24	30	13	2	3	4	3	4	13
Manufacturing Assistant	Office Administration	Patient Care	Patient Transport	Quality Assurance	Receptionist	Retail clerk	Sales	Security	Teaching/ Coaching
10	39	17	12	1	8	6	6	3	2



Host Business vs External Employment



2017-2018 data showed
38% were hired internally
vs 63% who were hired
externally





DFN Project SEARCH has helped **1340**
young people obtain full time employment since 2010!



How have we responded to the global pandemic?



We increased our online training offer



We increased our online networking offer



We provided more guidance around job development



We increased contact with our sites



We developed an Autumn Term Curriculum



We are developing an International Curriculum



We adapted our core Teaching and Training for Success programme into 8 core modules



We increased our communication and support to DfE and DWP



We continued to grow new networks and partnerships



We've gone digital!

To strengthen communication between DFN Project SEARCH and our partners, we have developed an app and launched our new website

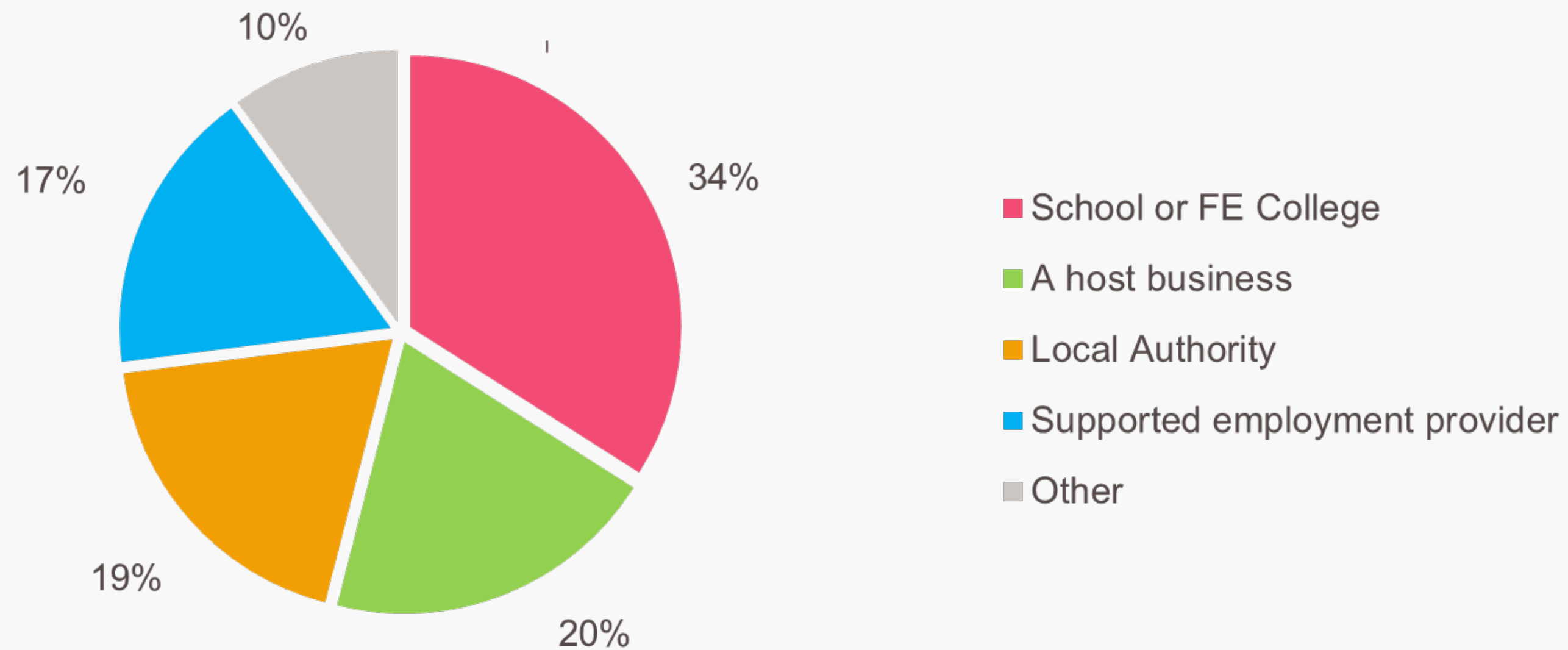
Subscribers can:

- ❖ Access resources
- ❖ View our events calendar
- ❖ Receive direct updates and reminders
- ❖ View Project SEARCH social media
- ❖ View our newsletter and see articles
- ❖ Access marketing materials
- ❖ Complete forms and surveys
- ❖ Get Programme Specialist contact information
- ❖ Link directly to the Membership Portal



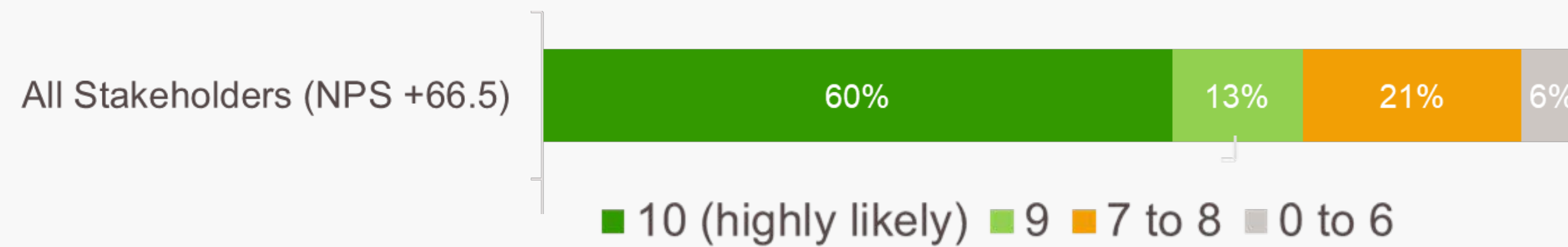
We also surveyed our stakeholder partners

We received 224 responses across a wide cross-section of stakeholders



Our Net Promotor score

A score of +50 is regarded as Excellent and +70 is World Class



What do people particularly value?

- Incredibly high aiming
- Being part of a movement for change
- Quality of resources and support
- Clarity of objectives and vision
- Improved UK reputation via conferences etc
- Better central team since DFN control
- Positive online support
- Overall response/adaptation to COVID-19
- Very positive zoom meeting reports/comms (upside of COVID: more collaboration)
- More sites added
- Better resources due to UK base (not US orientated)
- International impact: link to US team

I have always had a high regard Project SEARCH. However I have been particularly impressed with their response to Covid-19, providing Access to Work advice, networking meetings, resources and online training to help their partners through this challenging time (Supported Employment Adviser)

*The programme has gone from strength to strength, staff are now consistent and experienced, the right interns are being recruited, relationships with the hospital have improved, more job outcomes!
Careers lead*



How would people like us to improve?

- Provide more information about Access to Work funding
- Create a stronger national profile using all forms of media
- Feed data back to Government more
- Provide more information about the strong links with US
- Provide more training on the Membership Portal
- Anglicise resources further
- More peer-mentoring across sites
- Embed ourselves within business networks more
- Hold people to account more over Critical Success Factors

Higher profile in national media so more people are aware of the great work they do

Communication between sites - sharing of information and making sure each intern is on the right programme and having the freedom to swap interns if needed



What does September 2020 look like for us?

- As it stands today we have 60 sites operating either at their host business or within their school or college but with firm plans to go back onto the business site between now and January 2021.
- Five of these sites are brand new!
- We have a further 9 sites who are still negotiating with one or more of their partners but with the ambition of going back onto the business site this academic year.
- We have 6 host businesses who have said they cannot offer internships this academic year but will be offering internships next academic year.
- We have created a video that Demonstrates how our first programme went back on site in July 2020: <https://www.youtube.com/watch?v=W9J9ttGkMDo>



And Finally.....

- It is important to share that 32 of our interns secured jobs when the country was in full lockdown
- They are **Key Workers**
- At a time when the vast majority of our country stayed home they entered into their first paid roles
- We know these next few years are going to be tough but we also know that our interns have the skills and abilities to make an invaluable contribution. We also know that we have the training programmes and networks to support that transition.
- We need to work harder together to make this a reality





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