

## FREE INFORMATION SHEET

### Exploring Options and Gaining Experience

#### CAREERS ADVICE

**Careers Advice:** Schools and FE Colleges are required to provide careers advice to all students from year 8 up to the end of year 13 (i.e. 19 years of age) – and up to 25 if the student has an EHC Plan. The National Careers Service is available to anyone living in England: [Careers advice - job profiles, information and resources | National Careers Service](#)



#### WORK EXPERIENCE

**Work Experience:** Most secondary schools expect or arrange work experience and some FE courses may also include work experience. This can be helpful in firming up ideas about future career options. However, it is important to work with the school, college and employer to make sure the experience is relevant for your child and actually benefits them. N.B. Even if they decide that type of work isn't for them at least they've learned something useful.

#### VOLUNTEERING

**Volunteering and Holiday or Part-Time Jobs:** These can be a useful way of gaining experience, and in some cases lead to employment.

#### PATHWAYS TO EMPLOYMENT

These may be options for young people who have completed full time education:

#### APPRENTICESHIPS

These combine practical training with work 'on the job' and are available at a range of levels. Apprentices are paid for their work (though do check how much) and when they finish their apprenticeship may be offered a permanent job by their employer. If not, they should at least have the experience and skills to find another job elsewhere. EHC Plans continue to apply to the educational aspects of an apprenticeship (unless the apprentice is over 25).



## TRAINEESHIPS

These are short courses lasting a maximum of 6 months, which aim to give young people (aged 16 – 24) the skills and experience they need to apply for an apprenticeship or other work. They combine work preparation training and experience with English and Maths (unless the student has already reached a 'pass' standard). EHC Plans continue to apply to Traineeships.

## SUPPORTED INTERSHIPS

These are year-long courses for students with EHC Plans, based primarily at an employer. The courses include extended unpaid work placements and aim to support the young person to move into paid employment. Students complete a personalised study programme, including the chance to study for suitable qualifications and English and Maths to an appropriate level.



## FINDING WORK

### JOBCENTRES

Local jobcentres can help you find a job or gain new skills. Your local Jobcentre Plus will have a Work Coach who can provide targeted support to people with a disability. This might include arranging an employment assessment to find out what type of work would suit you best.

### PROGRAMMES AND GRANTS

The Government has a few schemes to help disabled people into work. Your Work Coach might offer one or more if appropriate:

### ACCESS TO WORK

This is funding to cover any additional costs required to enable you to do a job.

## INTENSIVE PERSONALISED EMPLOYMENT SUPPORT

Individual training and other help to get you into work

## WORK AND HEALTH PROGRAMME

To help you find and keep a job

## COMMERCIAL EMPLOYMENT AGENCIES

You can find these on every high street or online. Some specialist agencies or other organisations work mainly or exclusively with disabled people.

## WORD OF MOUTH

A surprisingly high number of jobs are never formally advertised. If you or your son or daughter are looking for work, then spread the word among your friends and families and encourage them to ask around.

N.B. Look out for job adverts that state the employer is 'disability confident' or an 'equal opportunities' employer. They may be more welcoming than others.

## DISABILITY RIGHTS

Under the 2010 Equality Act it is against the law for an employer to discriminate against someone with a disability. Employers must also make 'reasonable adjustments' for disabled employees or applicants so that they are not disadvantaged compared to anyone without a disability. However, this only applies if the employer is aware that the employee or applicant has a disability. This particularly applies to a hidden condition such as DLD.

## DISABILITY RIGHTS (CONTINUED)

Whether or not to disclose a disability is hotly debated among people with disabilities. Some people fear, with some justification, that disclosing their disability will mean that a job application is automatically rejected.

A further issue for adults with DLD is that the condition is hardly recognised and poorly understood. As a result, many adults with DLD and related conditions describe their difficulties as dyslexia, ASD or Asperger Syndrome, or a learning difficulty, depending on their particular presentation.

## USEFUL LINKS



### SUCCESS AT SCHOOL.ORG

has lots of useful information and advice on careers and finding work, including a section on work experience: [Work Experience Ideas | Best Places for Work Experience](#) ([successatschool.org](http://successatschool.org))

### THE NATIONAL CAREERS SERVICE

provides information, advice and guidance to anyone over 13 living in England: [Careers advice - job profiles, information and resources | National Careers Service](#)

### GOV.UK

the Government information website, has an entire section on Apprenticeships, 14 – 19 Education and Training for Work: [Browse: Apprenticeships, 14 to 19 education and training for work - GOV.UK](#) ([www.gov.uk](http://www.gov.uk)) and a separate section on volunteering with a number of useful links: [Volunteer - GOV.UK](#) ([www.gov.uk](http://www.gov.uk))

## PREPARING FOR ADULTHOOD

is a programme funded by the Government. It has an easy read leaflet on Supported Internships: [What are supported Internships?](#)

### GET MY FIRST JOB

provides advice and information on moving into work: [GetMyFirstJob | Apprenticeships, Degree Apprenticeships, Work Experience & Graduate Jobs](#)

### THE PRINCE'S TRUST

runs programmes for young people to help them improve their skills, gain work experience and even set up their own business [The Prince's Trust | Start Something](#) ([princes-trust.org.uk](http://princes-trust.org.uk))

### PROSPECTS

Prospects provides careers advice and information on job opportunities for university students and graduates: [Careers advice | Prospects.ac.uk](#)

### MAXIMUS

is an organisation that aims to support people with a disability into mainstream employment: [www.maximusuk.co.uk/our-services/employability](http://www.maximusuk.co.uk/our-services/employability)

To contact Afasic please use one of the following:

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Email: [info@afasic.org.uk](mailto:info@afasic.org.uk)

Website: [www.afasic.org.uk](http://www.afasic.org.uk)