



Inclusive, Independent, Invaluable

**CASE STUDY** **Employability coaching for an autistic client** Oct – Dec 2020

**CLIENT NEEDS**

18 years old A-Level student.  
 Autistic with tendency towards demand avoidance.  
 No EHCP.  
 Eager for part-time job, but long-term anxiety about gaining employment.  
 Takes bus to college independently but doesn't go out alone otherwise.  
 Few life skills independently of family, and no friends.  
 Has some prior work experience.

**DESIRED OUTCOMES**

- To develop a greater understanding of own strengths, interests and needs.
- To have explored some strategies for managing difficulties that might be encountered, and where possible, identified which may be most useful.
- To develop an awareness of transferrable skills for employment.

**PROGRAMME CONTENT**

- 10 x 1 hour weekly coaching sessions: 2 x face-to-face, then remotely due to Covid restrictions.
- Sessions 1-5 shone a spotlight on the client's **strengths, skills, personal values**, her "**best version**" of herself, and an exploration of what factors made her so: these are all **intrinsic qualities**.
- Session 6: examined a **suitable vacancy**, unpicking likely **demands & expectations** in the role.
- Session 7: generated an **Action Plan**, considered **challenges** faced by the client, and compared **different ways of responding** to elicit **preferred strategies**.
- Sessions 8-10: prepared a **CV**, considered the form, style and content of a **cover letter**, engaged in a **role-play interview** for a given job and explored **pros/cons of current vacancies**. The client chose not to pursue a job application yet so we **planned next steps** in readiness.

<b>Evidence of Impact</b> <i>(data capture self-scored independently by client)</i>	At start reported as:	At end reported as:
Awareness of own strengths & abilities	reasonably aware	comfortably aware
Awareness of transferable skills	only a little aware	comfortably aware
Self-assessment of ability to employ transferable skills	adequately	well
Feelings about challenges that might be encountered in a workplace	quite anxious	"totally fine"
Self-assessment of strengths & coping strategies for managing challenges	equipped with some	equipped with ample
Willingness to face some challenges, with support	willing	willing

**FEEDBACK FROM PARENT**

Our daughter is now **visibly more confident** about employment and her own skills, strengths and what she has to offer an employer.  
 At 18 my daughter has been considering work options for several years. Like other teenagers, she has wanted to get a part time job around her studies and although focused on this, has not been able to find a way forwards, and struggled with parental advice. Although achieving reasonable grades at school she struggled with social engagement and all but a few of her teachers were able to understand her needs. As parents we have had year upon year of teachers reporting difficulty with engagement due to triggering her demand avoidant response. Alex provided 10 sessions and **found positive ways to support engagement**. Using a **balance of enabling, and gentle challenge, my daughter now has a clear path to obtain her first job**. She is **more confident and has a greater understanding** of the different considerations required. **She now has useful tools that can be developed as needed**. As parents **we are so grateful for the service provided by WayMakers: Alex helped our daughter to direct how the sessions were used and kept us up to date so we could support discussions. We are so pleased this service is running and would recommend to other people with ASC.**