



Inclusive, Independent, Invaluable

**CASE STUDY** **Employability coaching & transitioning into work** Sep – Dec 2021

**CLIENT NEEDS**

19 year old autistic man with a Level 2 and Level 3 BTEch in engineering, plus six GCSEs.  
 Intelligent and practical, with a keen eye for precision and detail.  
 Excellent problem-solving skills.  
 Eager and willing to work hard and to learn.  
 Struggled to get up, get out of the house and meet deadlines.  
 Exhausted by college & struggles with anxiety.  
 Lacked confidence.

**DESIRED OUTCOMES**

- To improve understanding of the day-to-day tasks or scenarios that can present a challenge and/or provoke anxiety.
- To explore strategies for managing these experiences.
- To begin putting together building blocks for accessible next steps, in terms of a role, environment and workload expectations.

**PROGRAMME CONTENT**

- 10 x 1 hour coaching sessions conducted at the client's home.
- **Built trust & learned** about life as it was at the time & has been previously: **strengths, interests, values, best successes, challenges encountered and strategies** used for managing these so far.
  - **Explored explanations** for certain experiences and responses to situations.
  - Provided opportunities to attend **jobs fair, Jobs Centre** & connect with **recruitment agencies**.
  - Prepared a **support needs profile**, with ideal **strategies and adjustments** for the workplace.
  - **Supported the employer** to identify the most appropriate role and to understand support needs.
  - **Checked in** at 6 weeks and 7 weeks to **review progress** and address any challenges.

**The outcome: the client secured full-time employment 7 weeks into our programme, with our support.**

Area:	Before (1-10):	After (1-10):
Recognition & identification of strengths & abilities	7	9
Recognition of which aspects of life present a challenge/barrier	5	8
Understanding of why these experiences can be a challenge	4	8
How significant the impact is of these challenges on day-to-day life (reversed scoring)	6	3
How effectively tools & strategies are accessed to help manage barriers, and the life wanted	7	7
Confidence in shaping, pacing and managing day-to-day life to optimise strengths & support needs	5	9
Confidence in being able to plan for and access future goals	6	8

**FEEDBACK**

**CLIENT:** "Understanding more about why things are the way they are, has helped a lot. I like things black and white: like when you drop a pen, it falls to the ground because of gravity - there's causation and effect. Knowing why I react in certain ways and why others have perceived things in a certain way has helped me to understand and gain confidence in explaining to people what helps me and what doesn't. I don't usually understand the social expectations around political correctness. Before, I'd just avoid those topics, I never participated in class discussions, whereas now I'm happier to ask for clarification about things like race, politics, points of view and disabilities. Most people are happy to explain when they understand what I'm saying."

**PARENT:** "We cannot thank you enough for what you have done. You clearly understood our son from the start and the progress we have seen in him since your first meeting has been better than we ever imagined. Will there be any possibility of booking extra sessions with you if these are needed?"