

WHO WE ARE

The Orchardville Society is a voluntary organisation working within South & East Belfast, assisting people with learning difficulties to realise their full potential & ambitions.

Employment for Autism is a pilot study within the Greater Belfast area, to assist people with Autism Spectrum Disorders to find & keep employment in the work force.

An integral part of our work is to provide a stable & predictable work environment whereby the person with Autism can, as independently as possible, be a contributing member of the work force.

The Development Partnership for the Project is made up of the following organisations:

- ⇒ The Orchardville Society (Lead organisation) - South/East Belfast
- ⇒ The NOW Project—North/West Belfast
- ⇒ South & East Belfast Health & Social Services Trust
- ⇒ North & West Belfast Health & Social Services Trust
- ⇒ PAPA—Parents & Professionals & Autism
- ⇒ Equality Commission NI
- ⇒ Disablement Advisory Service (Dept for Employment & Learning)
- ⇒ Individual with an Autistic Spectrum Disorder (recommended by PAPA)
- ⇒ Queen's University—Belfast
- ⇒ Botanic Inns Ltd

THE EMPLOYMENT SERVICE

Employment for Autism provide on the job training & support for all jobseekers. This support is tailored to meet :

- ⇒ The individual worker's needs
- ⇒ Individual work environments
- ⇒ Specific employer's work conditions

The Orchardville Society can offer your business a range of free of charge services to ensure a successful experience. These include:

- ⇒ A flexible approach that is tailored to meet your business needs
- ⇒ A detailed job analysis to ensure you get the right person for the job
- ⇒ A job coach to train the person when they start
- ⇒ Information & education on autism for your staff
- ⇒ Support throughout the placement to ensure it is successful
- ⇒ Advice & guidance on accessing relevant Govt incentives you may be eligible for

People with Autism are major contributors to employment positions. This contribution is considerably enhanced given:

- ⇒ A positive environment
- ⇒ Appropriate training & support

BENEFITS TO YOUR ORGANISATION

- ⇒ Practical means to implement equal opportunities policies
- ⇒ Assistance with a variety of tasks to help meet deadlines
- ⇒ A committed, motivated & reliable worker
- ⇒ Personal development opportunity for existing staff
- ⇒ Improvement in communication, morale & teamwork
- ⇒ Opportunity to raise your company profile as an exemplar of good practice

Workers with Autism are known for their:

- ⇒ Attention to detail
- ⇒ Dedication to getting the job done
- ⇒ Eagerness to learn
- ⇒ Commitment to the job
- ⇒ Low absenteeism

BENEFITS TO THE PERSON

- ⇒ Gain valuable experience of a working environment
- ⇒ Develop new skills
- ⇒ Participate in training within the organisation
- ⇒ Independence, self confidence & sense of achievement
- ⇒ Social inclusion

YOUR QUESTIONS ANSWERED

What is Autism?

Autism impacts upon a person's level of ability to understand complex language as well as their social skills. Some may have a learning difficulty & may need more time to learn than their peers. People with autism, can have excellent skills in their ability to read patterns, follow complex routines & have a strong desire to get things right.

What will it cost the business if I offer a work placement?

There are no financial costs. The work placement is for training purposes & the Orchardville Society will pay expenses toward travel, lunch, etc. However if you wish to offer the person a paid position, staff will be pleased to advise you.

What support is available?

The Orchardville Society employ professionally trained staff who will support both the person & the employer throughout the work placement. A high level of support is available initially & will be reduced as appropriate. Support from co-workers is also invaluable.

But I have no experience of working with people with Autism?

Autism awareness training can be provided & staff will answer any queries you may have. On-going support & advice are available throughout the work placement.

Will it reduce the overall efficiency?

If the correct person is matched to the job & given the correct level of support they will make a valuable contribution to the business.

What if I want to offer the person a job?

Many employers are realising the valuable contribution people with autism make to an organisation. Should you wish to offer a job, staff can discuss the various employment options that are available.

The success of the Employment Service is not possible without the support from an increasingly large bank of employers who work successfully with the Orchardville Society. Some of these include:

Sainsbury's	Marks & Spencers
Safeway	Dept. Agriculture
S&EBHSST	Bombardier Aerospace
Tesco's	McDonalds
HMV	Tasty Options
Xtra Vision	Somewhere Different
Boots	Over the Rainbow Nursery
Mace	Greenpark Healthcare Trust
Botanic Inns	Queens University

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For further information on how you can become involved please contact:



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EMPLOYMENT
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Information Leaflet

