

Great minds think differently

Employability

Creating opportunity for autistic people and individuals with learning disabilities to enter the world of work.



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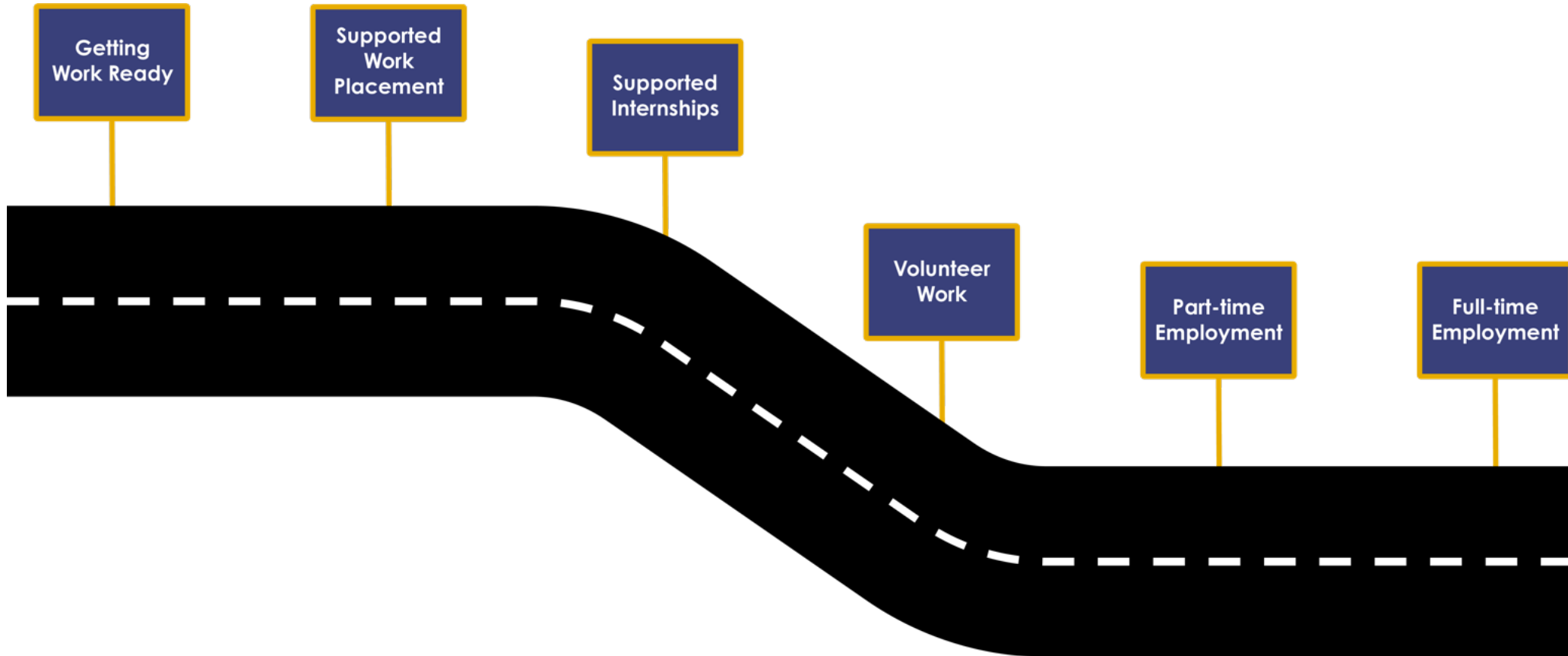
Great minds don't think alike. They challenge each other to think differently. The people who teach you the most are the ones who share your principles, but not your thought processes.

Adam Grant

The Talkback Employment Journey

Our employability programme is designed to provide meaningful outcomes, offering detailed support at every step of a person's employment journey, always helping them reach a destination that is right for them.

For some people, their aim will be a full-time job. For others, a part-time job or volunteer work will be what they want. And that's fine. Our experience and work with autistic people and those with learning disabilities has taught how to win opportunities for each person we work with.



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My new job makes me feel like a completely different person.

Kay



The key reasons why employment matters

1

A sense of purpose

Having a job provides a sense of purpose and structure to a person's daily life. This can significantly contribute to improving self-esteem and mental and physical well-being. It also reduces the likelihood of feelings of isolation and depression that some people may experience.

2

Social integration

Employment can facilitate social integration by offering people the opportunity to interact with co-workers, clients, and customers. Through these interactions, they can develop crucial social skills, build personal relationships, and foster a sense of belonging within their communities.

3

Skills development

Employment allows individuals to develop and refine a diverse set of skills, including communication, time management, problem-solving, and teamwork. These skills not only benefit them in the workplace but also in their personal lives, helping them navigate various situations and challenges.

4

Financial independence

Securing a job enables people to attain financial independence, providing them with the means to support themselves and their families. This financial stability can significantly enhance their sense of self-worth and empowerment.

5

Community contribution

By being employed, people actively contribute to society, showcasing their unique talents and abilities. This can help promote a more inclusive and diverse workforce, fostering a greater understanding and appreciation of neurodiversity in the broader community.



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Working provides me with a sense of purpose and achievement.

Harry

The three steps of our programme.

1

Getting Work Ready

- Confidence and team building.
- Professional working relationships and how to build them.
- Job skills understanding.
- Employer visits to learn more about work environments and the skills needed to work.
- Travel training: how to use a range of public transport as well as driving theory.
- Independent living skills including cooking, managing a household and budgeting.

2

Finding & securing a role

- Supported Internships
- Career Counselling and Support Services.
- Job Club and Skill Development (including creating an impactful CV).
- Creating and developing a LinkedIn profile.
- Effective job search and targeted job applications
- Interview and presentation techniques.

3

Ongoing work support

- Ongoing guidance and support from our job coaches.
- Helping people to navigate their roles.
- Help address challenges, and build confidence in their abilities.
- Help with accommodations and modifications tailored to the individual's needs.
- Fostering positive relationships with co-workers
- Detailed supported integration.

Case study

Jayme's story

After Jayme was diagnosed with Autism, he attended our weekly job club which assisted him with the practical tools needed to succeed in job searching and preparation for the world of work. He successfully completed a mock interview with our HR manager and CEO in November 2019.

In January 2020 Jayme engaged in 1:1 sessions which further developed his skills in communication, literacy, and interview preparation. He also undertook various courses including Mental Health Awareness Level 2, Mental Health First Aid, and Emergency at Work First Aid. At the same time, he participated in a group job club and continued to learn and develop his skills and knowledge in the following areas: disclosure, salaries, job applications, personal statements, CV's, live job applications, interview prep and guidance.

With support from his job coach, he applied and prepared for a Safety Steward role at MK. He was successful and was thrilled that all his hard work in preparation had paid off.



What we achieved in 2023

18 The number of people who have attended our job clubs.

4 The number of those people who have secured a job after attending our job clubs.

1 Our first supported internship was completed.

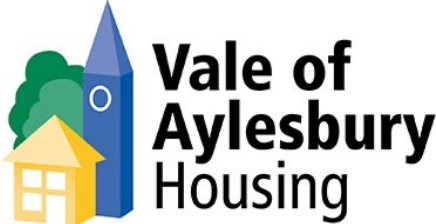
73 The number of work experience placements we have made over the year.

9 The number of people who are in work and having regular support.

10 The number of employers we currently work with.

Employers we work with

Sainsbury's



Case study

Julia's story

We've been working with Julia for over a year, to get her work ready and the support her in a role. She had previously had a couple of voluntary roles, but never a paid job.

At our first meeting, she told us she was particularly interested in working or volunteering in a care home. Well, now she is.

We have worked closely with Chartwell Manor Care Home in Aylesbury, who were so impressed with Julia that they created a bespoke 'General Assistant' position for her. Julia's role predominately focuses on helping to run activities for the residents, as well as assisting with laundry and catering.

She began her job doing 8 hours a week (2 shifts of 4 hours) and there are already plans to increase this to 16 hours per week (4 shifts of 4 hours) in coming months.





DEVELOPING A WORLD OF POSSIBILITIES

Contact us

-  01494 434448
-  talkback@talkback-uk.com
-  talkback-uk.com

-  Amersham Community Centre
Chiltern Avenue, Amersham, Bucks HP6 5AH

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