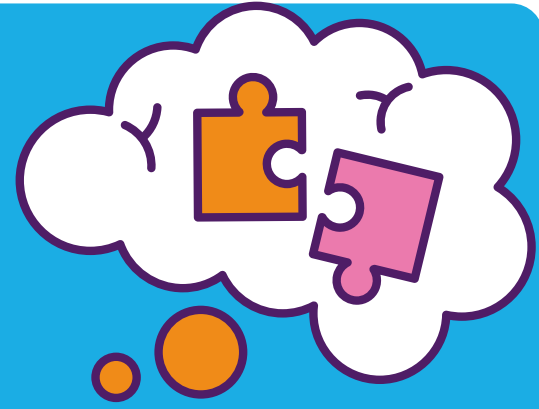




# DFN Project SEARCH Scotland Data Class of 2022-23

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# The DFN Project SEARCH Model

DFN Project SEARCH has a number of model fidelity components that define the programme, its values and goals. These critical components include:

1. The outcome of the programme is competitive employment that is:
  - In an integrated setting
  - Year-round work (not seasonal employment)
  - 16 hours/week or more
  - Paid the prevailing wage
2. The focus of the programme is on serving young adults with learning disabilities and autism who can benefit from personalised support during a year of internship experience and career development.

# The DFN Project SEARCH model

3. The programme is a collaborative partnership between Education, Local Authorities, Adult Supported Employment Agencies, Families and Host Businesses.
4. The programme is business focused.
5. The programme is committed to best practice and continuous improvement.
6. The programme helps young people gain competitive skills.

- While the economy started to recover from COVID-19, young people, those from minority groups, and those with disabilities were more likely to be [unemployed](#) in this academic year.
- Young people with learning disabilities continue to be one of the groups with the lowest employment rates [across the UK](#).
- A Prince's Trust [report](#) indicates that young people are considerably more anxious about their future since COVID-19, especially concerning their work journey and living costs.
- DFN Project SEARCH sites reported that COVID-19 impacted interns' mental health and readiness for work.
- Focus group discussions and termly safeguarding checks also show a significant increase in issues relating to mental health for all young people.

# The context 2022-23 Leavers



## The economy – September 2023

- The UK economy will shrink and perform worse than other advanced economies, including Russia, as the cost of living continues to hit households, the International Monetary Fund has said.
- The IMF said the economy will contract by 0.6% in 2023, rather than grow slightly as previously predicted.
- Commenting on the latest survey results from their recruitment report, Claire Warnes, Partner, Skills and Productivity at KPMG UK, said:

*“A concerning feature of this month’s data is that demand for staff is losing momentum, with total vacancies falling for the first time since February 2021 amid a fresh reduction in permanent vacancies. While both reductions are slight, employers are clearly nervous due to the long-term economic uncertainty and budget constraints that are impacting businesses everywhere. This in turn is leading to a continued reliance on temporary staff.*”

*“The labour market is starting to look slightly precarious again and recruiters will be wondering and hoping that the recent slight calming of inflation rates positively impacts the outlook for both employers and jobseekers.”*



# Outcomes class of 2022/23 - UK



**431 (61%)** interns secured paid employment



**368 (52%)** interns found full-time, non-seasonal jobs paid at prevailing wage and in an integrated workplace



Average hourly wage is **£10.65**



Interns work on average **25 hours per week**

# Outcomes class of 2022/23 - Scotland



**95 (75%)** interns secured paid employment



**83 (65%)** interns found full-time, non-seasonal jobs paid at prevailing wage and in an integrated workplace



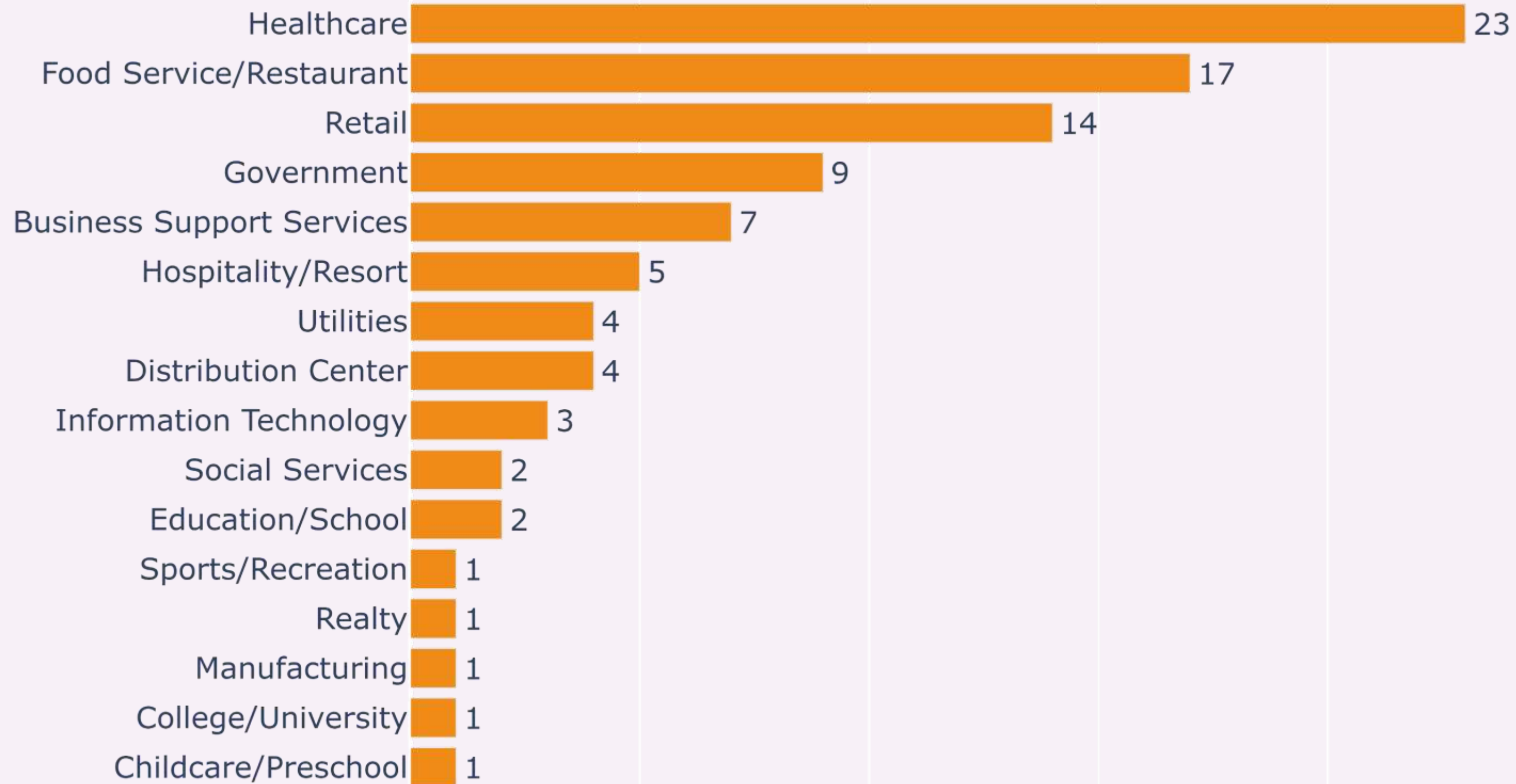
Average hourly wage is **£10.46**



Interns work on average **26 hours per week**

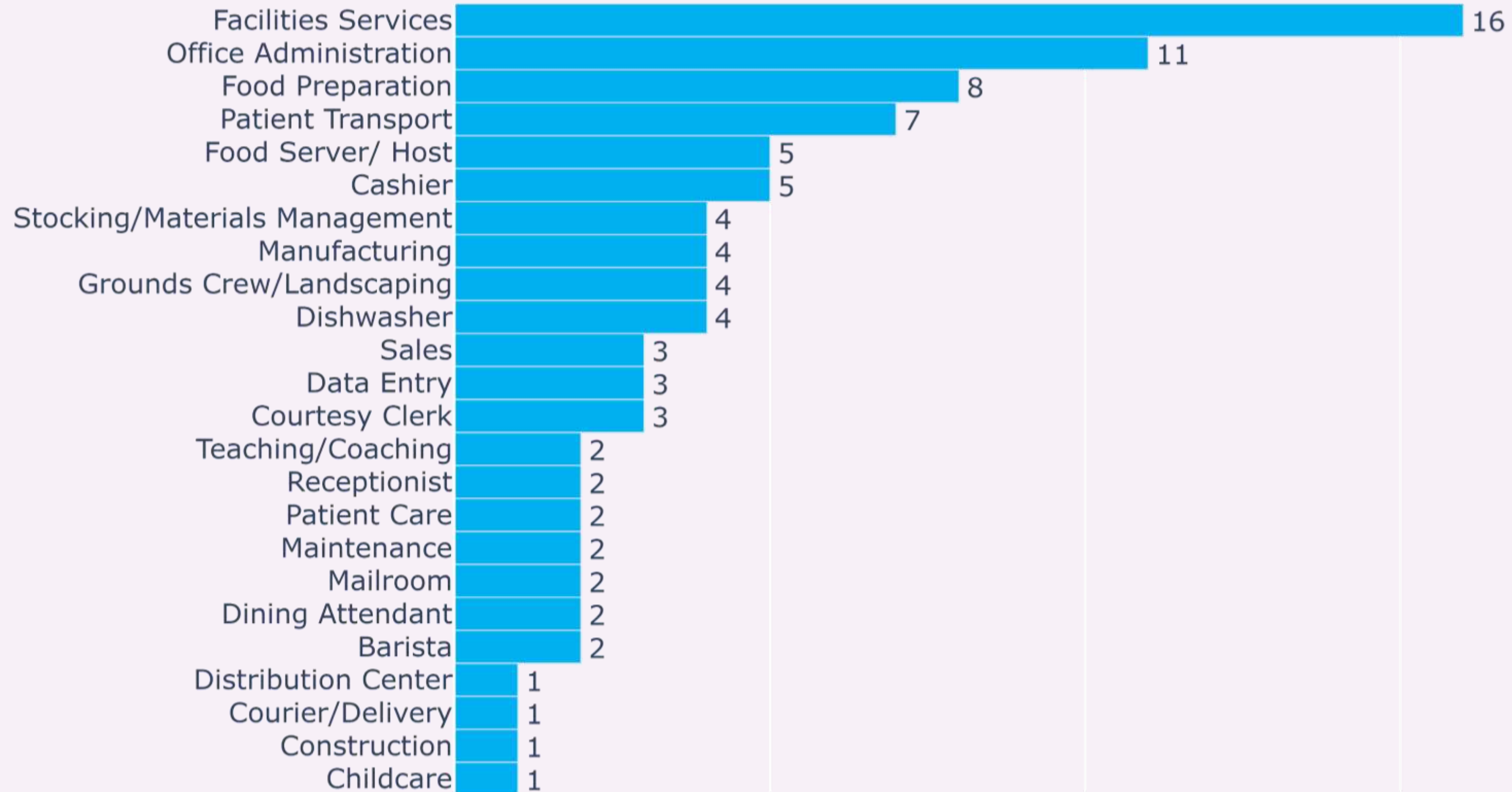


## Number of jobs by sector



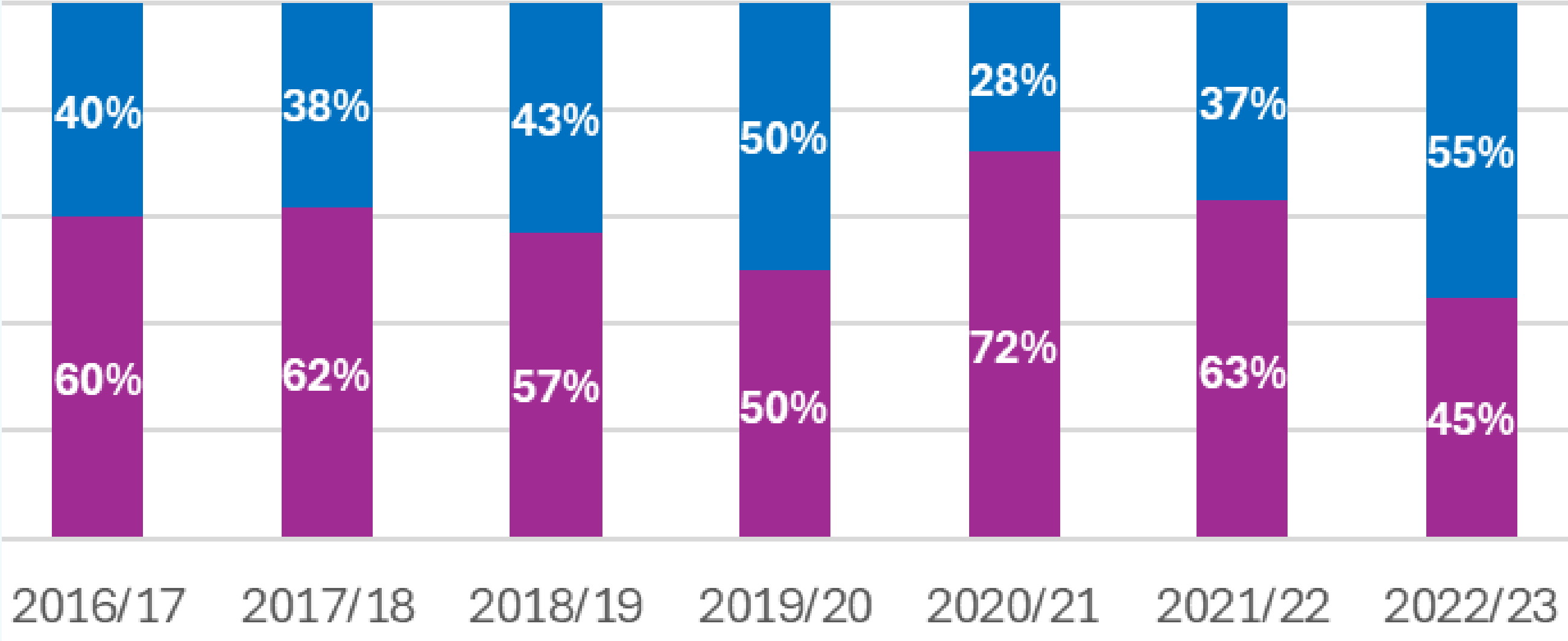


## Number of jobs by role



# Employment at Host Business and External Employers

External  
Host business



# Hours and wages by countries

England

**24H**

Average  
Hours/Wek



**£10.72**

PER  
HOUR

Scotland

**26H**



**£10.46**

PER  
HOUR

Wales

**24H**



**£9.76**

PER  
HOUR

Ireland

**25H**



**€11.58**

PER  
HOUR

Portugal

**40H**

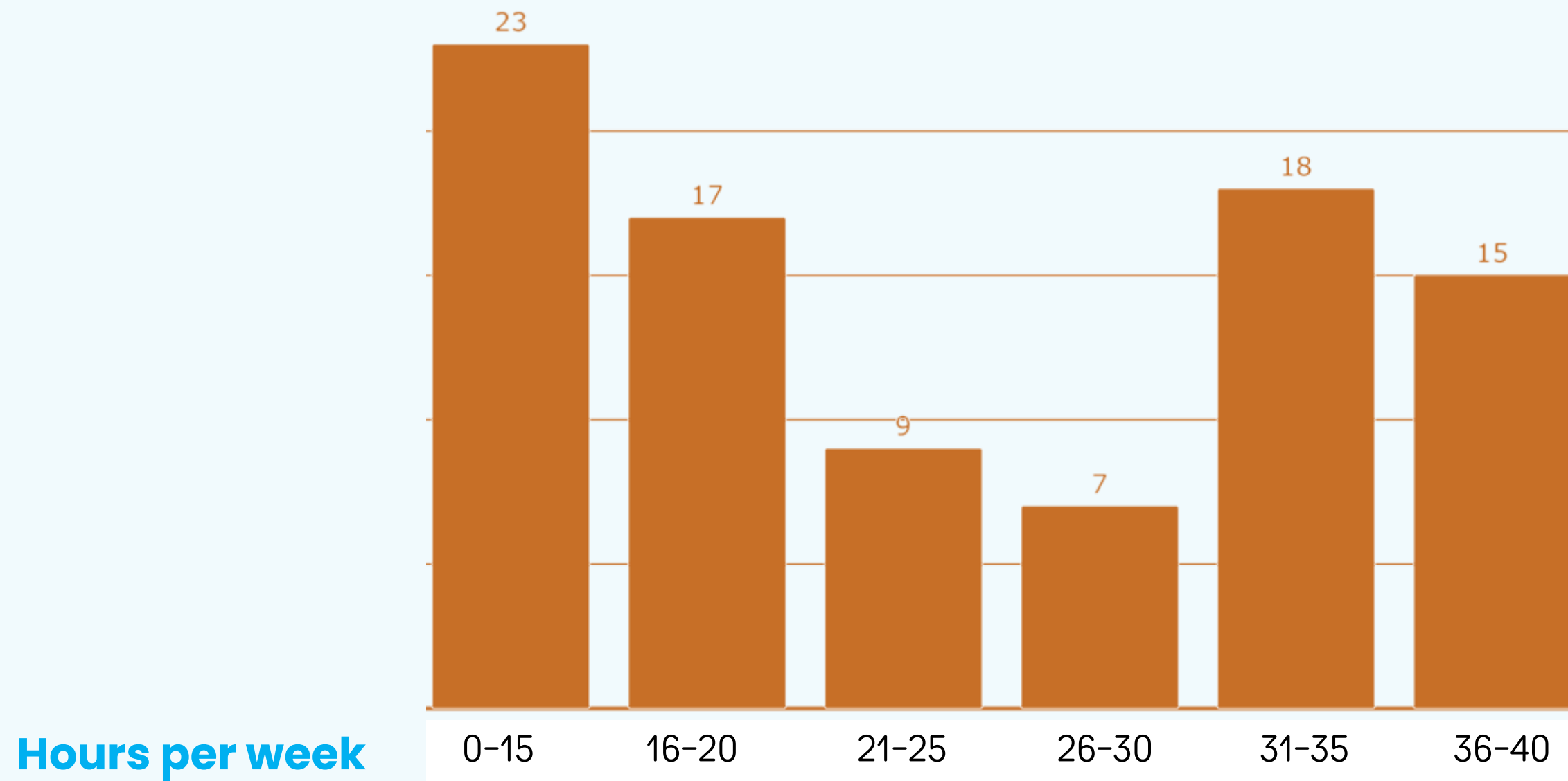


**€7.37**

PER  
HOUR

## Weekly working hours by number of jobs

### Weekly working hours above 15 hours



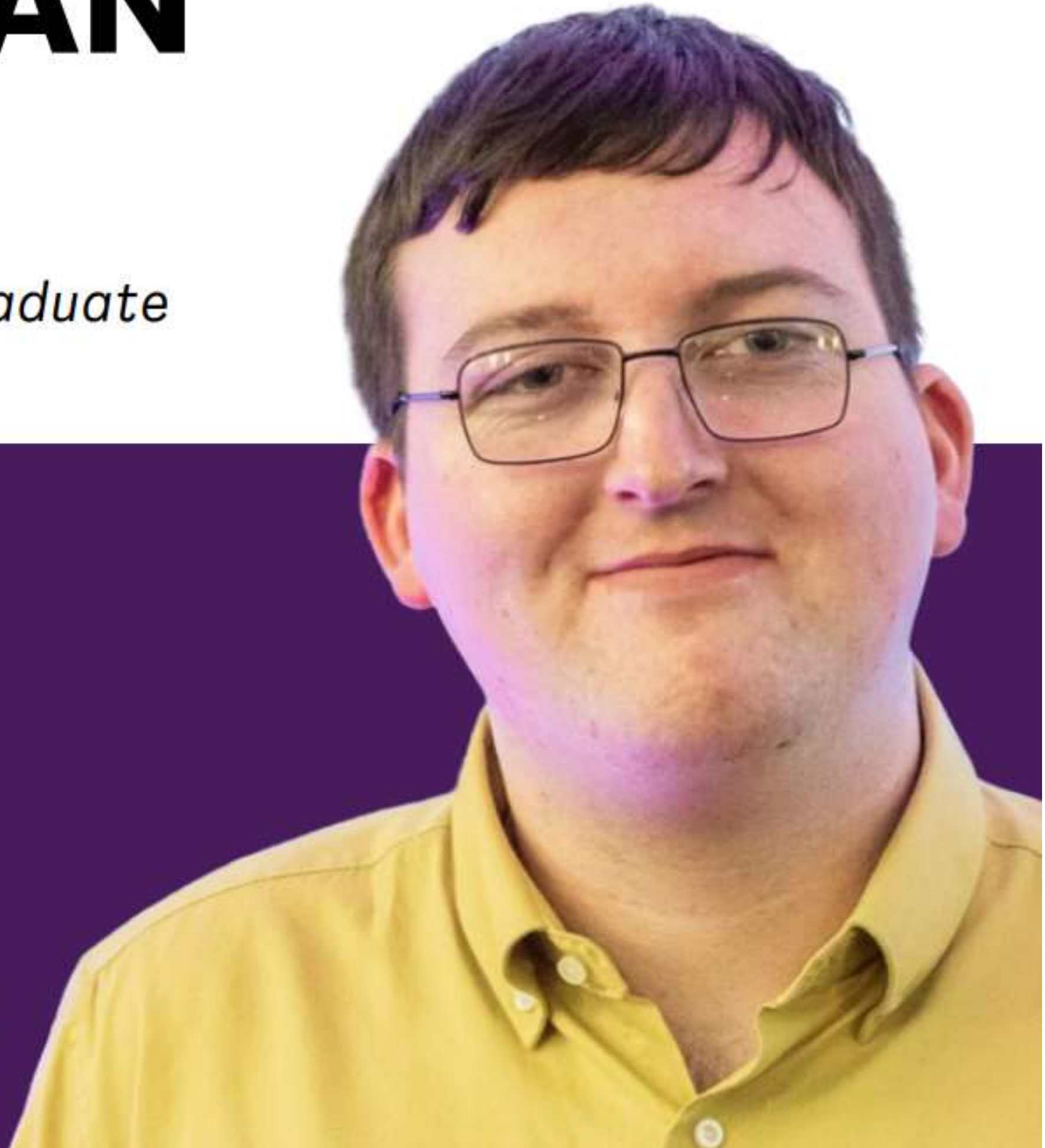


# JONATHAN MUNRO

*DFN Project SEARCH Graduate*

## Success Profile

Jonathan is an inspirational graduate in meaningful employment, transformed from a selective mute to a confident public speaker due to the support and guidance of the DFN Project SEARCH programme and his lecturers..





## During DFN Project SEARCH

For the first time in 22 years, in an education context, Jonathan spoke at the interview day. From this point on, he continued to speak and develop his verbal communication with the continued support and encouragement from his lecturer and job coach. His mental health has hugely benefited from the engagement and structure, and he has gained a sense of purpose and meaning in the community.



## After DFN Project SEARCH

Since graduating, Jonathan has progressed into meaningful employment

Jonathan is an inspirational role model to all, particularly those who are neurodiverse, and he attributes his development and growth to the support he has had through the DFN Project SEARCH programme, his lecturer and job coach.

Jonathan has since gone on to win multiple awards, including the NHS Gold Star Award for his growth and achievements.





**100%**  
**outcome**  
**meeting**  
**criteria**

- Calico, Burnley, England
- Forth Valley Royal Hospital & Serco, Larbert, Scotland
- University Hospital Crosshouse, Kilmarnock, East Ayrshire, Scotland
- University Hospital Wishaw, Scotland
- Calderdale Royal Hospital, Halifax, England
- Harrogate and District NHS Foundation Trust, England
- Royal United Hospital Bath NHS Trust, Bath, England

**80%**  
**outcome**  
**meeting**  
**criteria**



- Furness General Hospital, England
- Progress Housing Group, Leyland, England
- Naas General Hospital (NGH), Ireland
- Queen Mary University London, England
- London Marriott Hotel Twickenham, England
- Ysbyty Glan Clwyd – Betsi Cadwaladr University Health Board, Wales
- James Paget University Hospital NHS Foundation Trust, England
- Royal Devon University Healthcare NHS Foundation Trust, Exeter, England

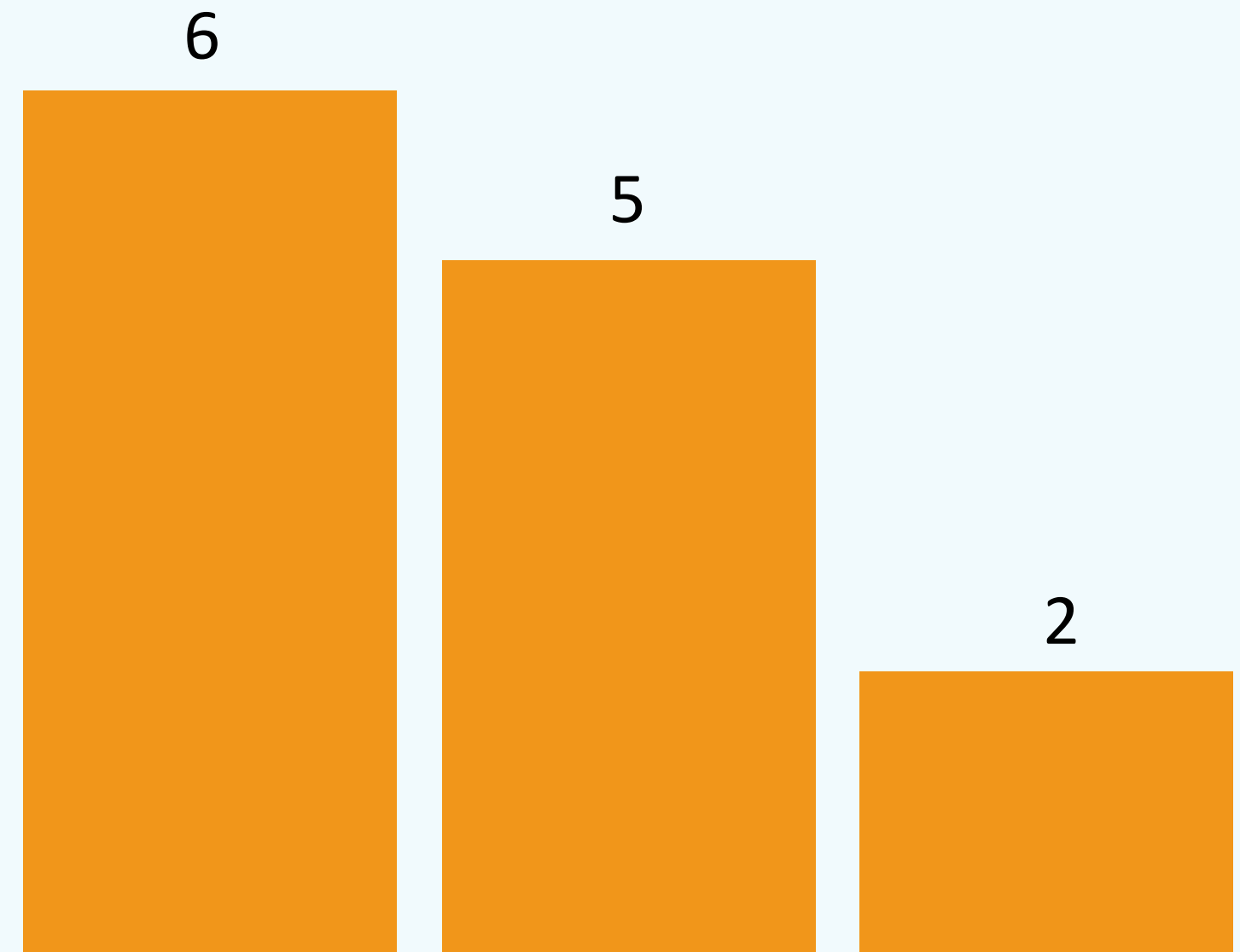


**70%**  
**outcome**  
**meeting**  
**criteria**

- Dumfries and Galloway Council, Scotland
- NHS Greater Glasgow and Clyde Royal Infirmary, Scotland
- NHS Tayside/Dundee Health & Social Care Partnership, Scotland
- DPD, Smethwick, England
- London Heathrow Marriott, England
- North Devon District Hospital, England
- NHS Blood and Transplant, England

## Number of jobs that did not meet criteria

**Jobs that did not meet the model criteria this year**  
(such as type of contract, number of hours worked or length of employment).



# DFN Project SEARCH

## Protected Characteristics



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# Protected Characteristics

**The Equality Act 2010 made it illegal to discriminate against people based on nine protected characteristics. They are:**

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

**DFN Project SEARCH teams monitor data on intern outcomes according to age, disability, race and sex.**

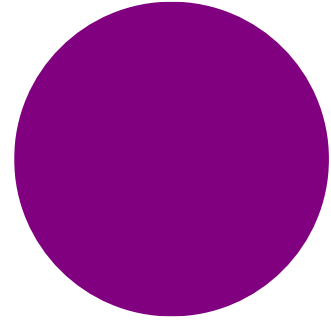
Data gathering is an important component in identifying inequality, initiating activity and evaluating progress. Collecting data on the protected characteristics can help institutions to:

- establish an evidence base for activities, policies and practice
- assess whether policies and practices are equitable and fair and do not disproportionately affect different groups
- use benchmarking to identify performance gaps, seek new approaches for improvements, and adopt good practice.



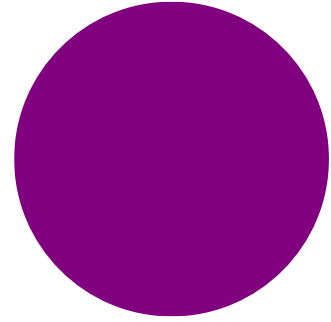
# AGE





# Outcomes by age group Scotland

Age Group	Enrolled	Completed	Completed %	Employed	Employed %	Employed Criteria	Employed Criteria %	Average Wage	Average Hours
16-17	17	14	82%	11	79%	10	71%	£9.74	26.7
18 - 20	58	51	88%	37	73%	30	59%	£10.32	25.7
21-22	40	36	90%	27	75%	24	67%	£10.66	25.6
23+	28	26	93%	20	77%	19	73%	£10.82	24.9
<b>Total</b>	143	127	89%	95	75%	83	65%	£10.46	25.6

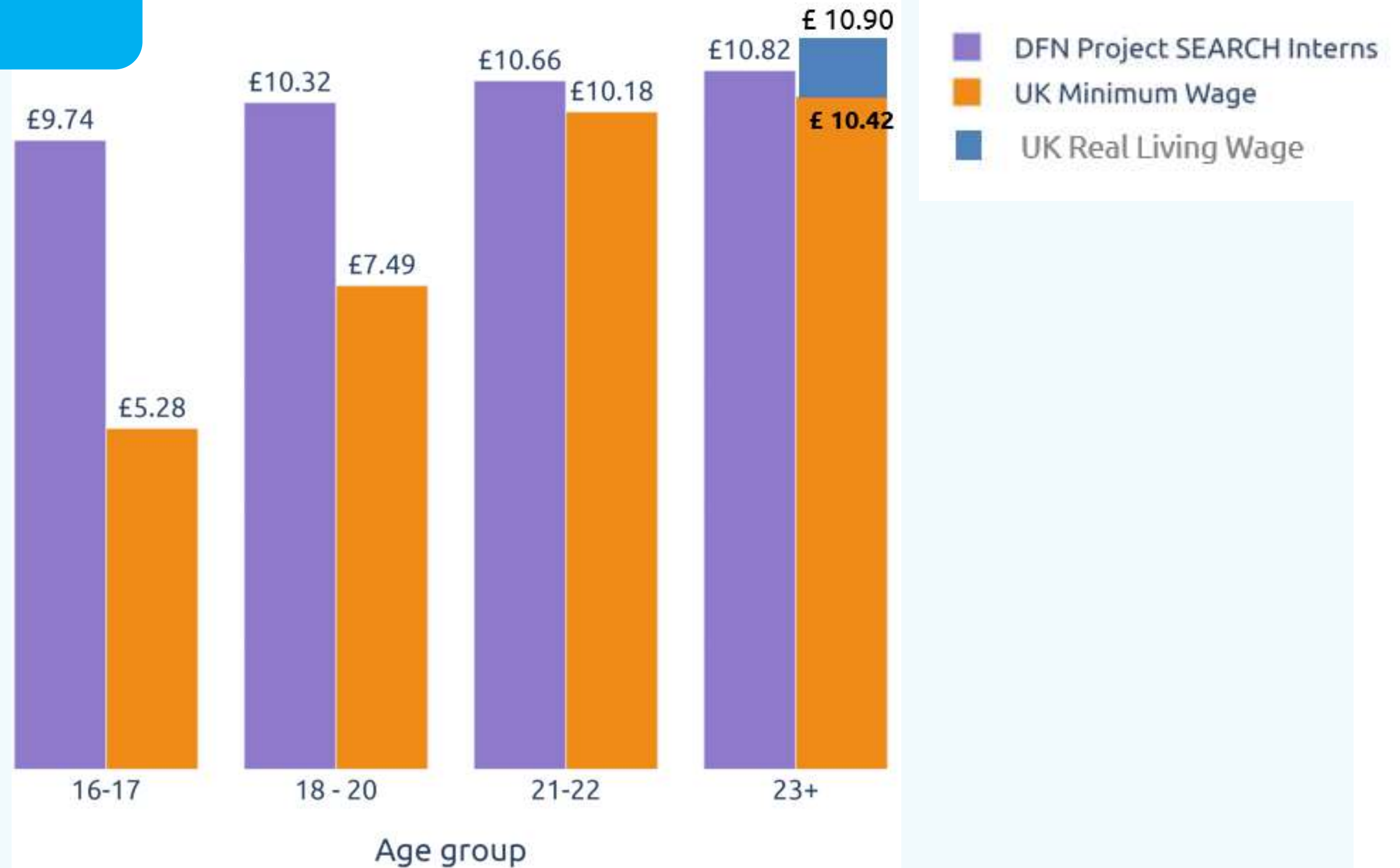


# Outcomes by age group

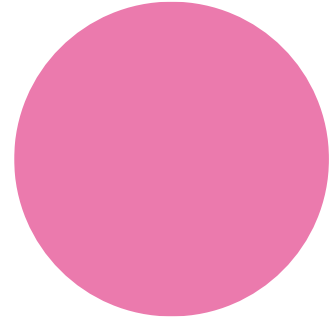
## Historical data

Age Group	Enrolled	Completed	Completed %	Employed	Employed %	Employed Criteria	Employed Criteria %	Average Wage	Average Hours
16-17	90	81	90%	56	69%	45	56%	£8.45	26.6
18 - 20	403	372	92%	265	71%	217	58%	£8.74	24.2
21-22	218	197	90%	134	68%	116	59%	£9.20	25.3
23+	155	144	93%	96	67%	83	58%	£9.37	24.1
Total	866	794	92%	551	69%	461	58%	£8.93	24.7

## Wages by age group







# Wage by age group VS minimum wage

Age Group	DFN Average Hourly Wage	UK minimum wage	Hourly wage difference	Estimated wage difference in the year
16-17	£9.74	£5.28	£4.46	£6196.06
18 - 20	£10.32	£7.49	£2.83	£3781.41
21-22	£10.66	£10.18	£0.48	£638.85
23+	£10.82	£10.42	£0.40	£515.72

# Our learning

- Younger interns continue to have some of the highest employment rates and work the most hours.
- The success of younger interns highlights the continued need to ensure we market supported internships to students at an earlier stage.
- **Interns of all ages earn significantly more than the UK's minimum wage.**
- DFN Project SEARCH will continue to work with Internships Work partners to raise awareness of supported internships both nationally and locally.

# ETHNICITY

Let's look at our ethnicity data!



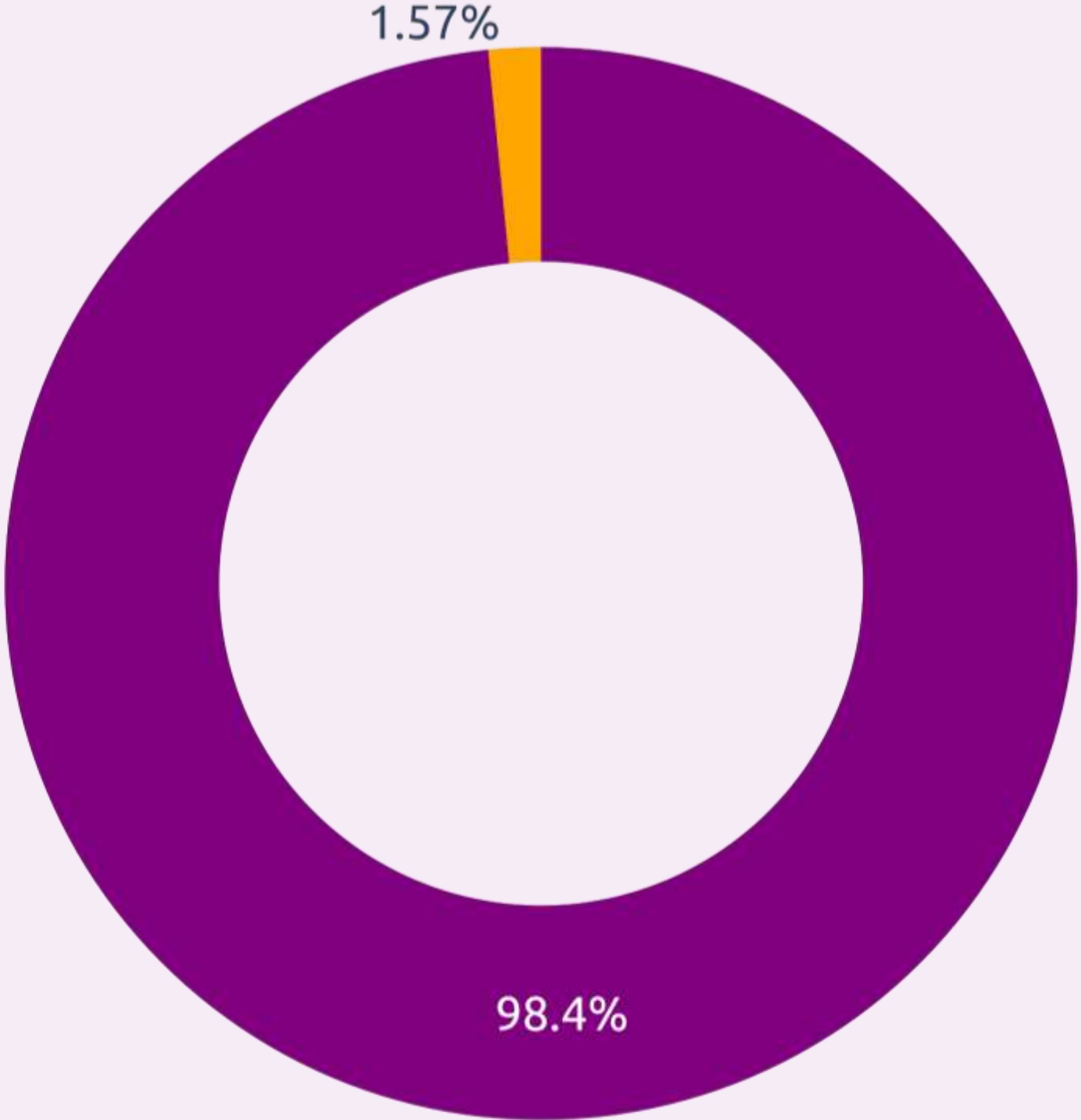
# Enrolment by ethnic background

 Ethnic Minority

 White

Non-white ethnic minority in Scotland : 7%

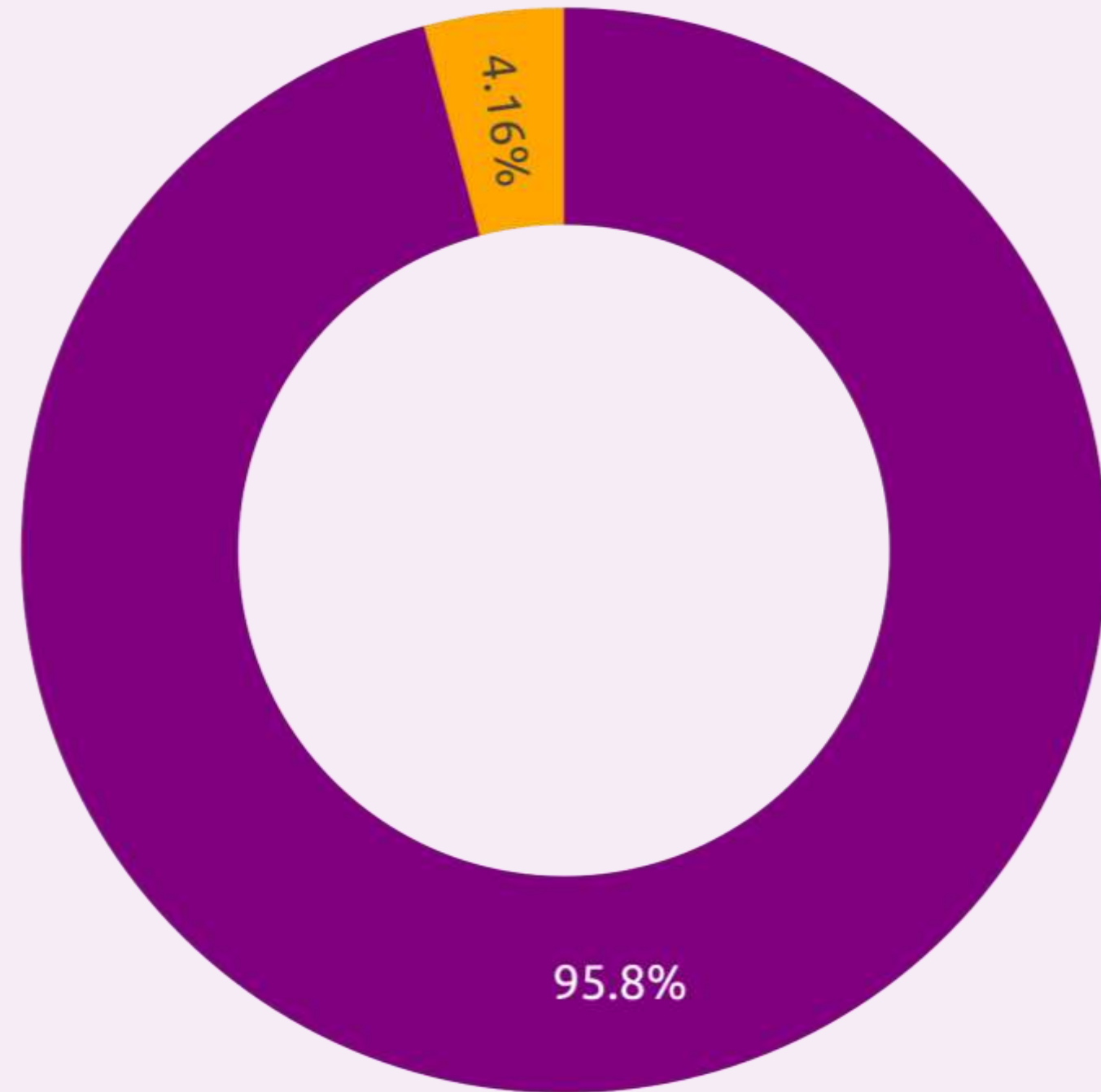
Census 2022

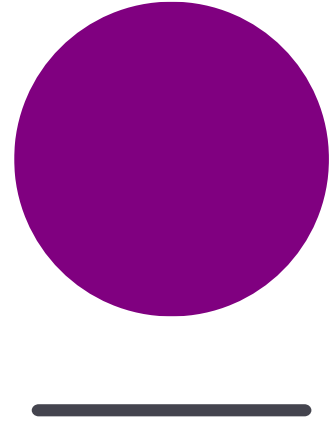


# Enrolment by ethnic background

## Historical data

- Ethnic Minority
- White

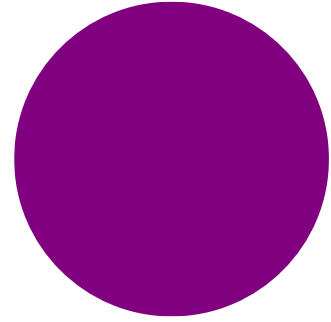




# Outcome by ethnic background

Ethnicity	Enrolled	Completed	Completed %	Employed	Employed %	Employed Criteria	Employed Criteria %	Average Wage	Average Hours
<b>Ethnic Minority</b>	3	2	67%	2	100%	2	100%	£10.46	27.9
<b>White</b>	140	125	89%	93	74%	81	65%	£10.46	25.5
<b>Total</b>	143	127	89%	95	75%	83	65%	£10.46	25.6

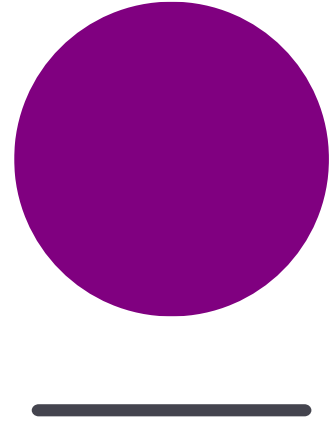




# Outcome by ethnic background

## Historical data

Ethnicity	Enrolled	Completed	Completed %	Employed	Employed %	Employed Criteria	Employed Criteria %	Average Wage	Average Hours
Ethnic Minority	36	33	92%	23	70%	21	64%	£8.81	23.4
White	830	761	92%	528	69%	440	58%	£8.94	24.8
Total	866	794	92%	551	69%	461	58%	£8.93	24.7



# Outcome by ethnic background breakdown - **Historical data**

Ethnicity	Enrolled	Completed	Completed %	Employed	Employed %	Employed Criteria	Employed Criteria %	Average Wage	Average Hours
Asian or Asian British	16	15	94%	9	60%	8	53%	9.51	21.1
Black, African or Black British	3	3	100%	3	100%	2	67%	8.37	27.5
Other	14	12	86%	10	83%	10	83%	8.36	24.5

# Our learning

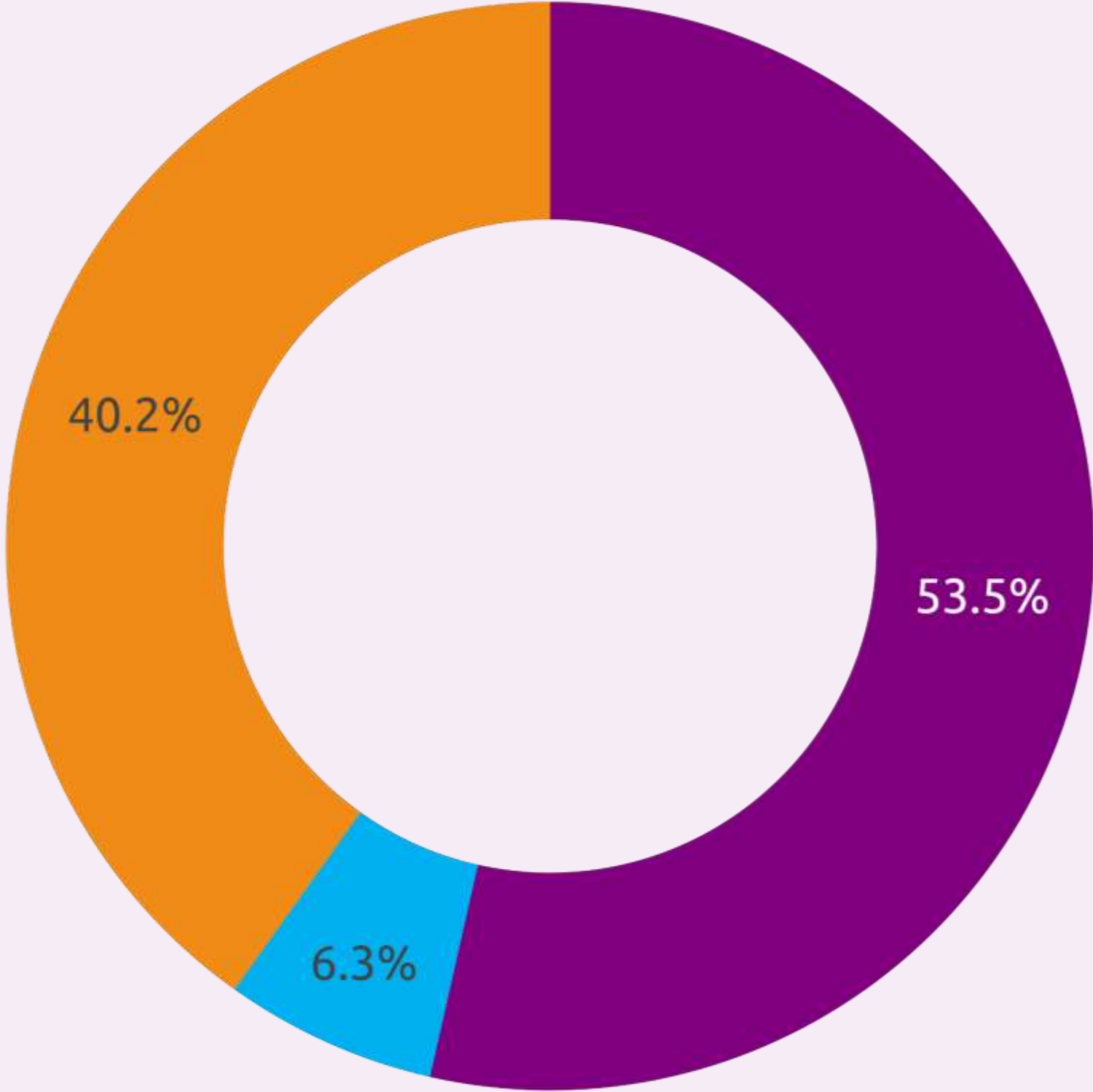
- The proportion of ethnic minority interns recruited in Scotland is significantly below the national figure.
- The recruitment has been low since COVID-19.
- Despite the small number, ethnic minority groups had the same outcomes as White interns in Scotland.

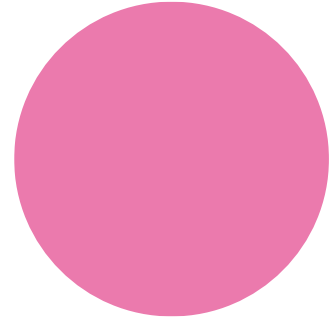
# DISABILITY



# Enrolment by disability

- Learning Disability
- Autism
- Other

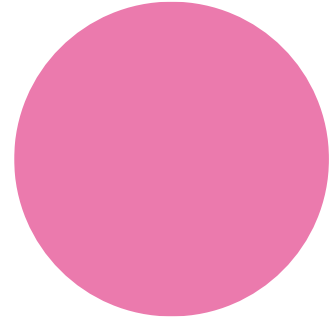




# Outcomes by primary disability

Primary Disability	Enrolled	Completed	Completed %	Employed	Employed %	Employed Criteria	Employed Criteria %	Average Wage	Average Hours
<b>Autism</b>	75	68	91%	51	75%	46	68%	£10.55	25.4
<b>Learning Disability</b>	59	51	86%	37	73%	32	63%	£10.29	25.7
<b>Other</b>	9	8	89%	7	88%	5	62%	£10.64	27.0
<b>Total</b>	143	127	89%	95	75%	83	65%	£10.46	25.6





# Outcomes by primary disability

## Historical data

Primary Disability	Enrolled	Completed	Completed %	Employed	Employed %	Employed Criteria	Employed Criteria %	Average Wage	Average Hours
Autism	434	398	92%	271	68%	231	58%	£9.03	25.8
LD	380	347	91%	248	71%	206	59%	£8.81	24.0
Other	52	49	94%	32	65%	24	49%	£9.04	20.8
Total	866	794	92%	551	69%	461	58%	£8.93	24.7

# Our learning

- Across our programme, interns had similar employment outcomes regardless of their primary diagnosis.
- Those with a learning disability worked slightly more hours per week than those with autism.
- In contrast to historical data, in this cohort there were more interns with autism than with a learning disability as their primary diagnosis.
- The employment rates of those with and without a secondary disability were similar.

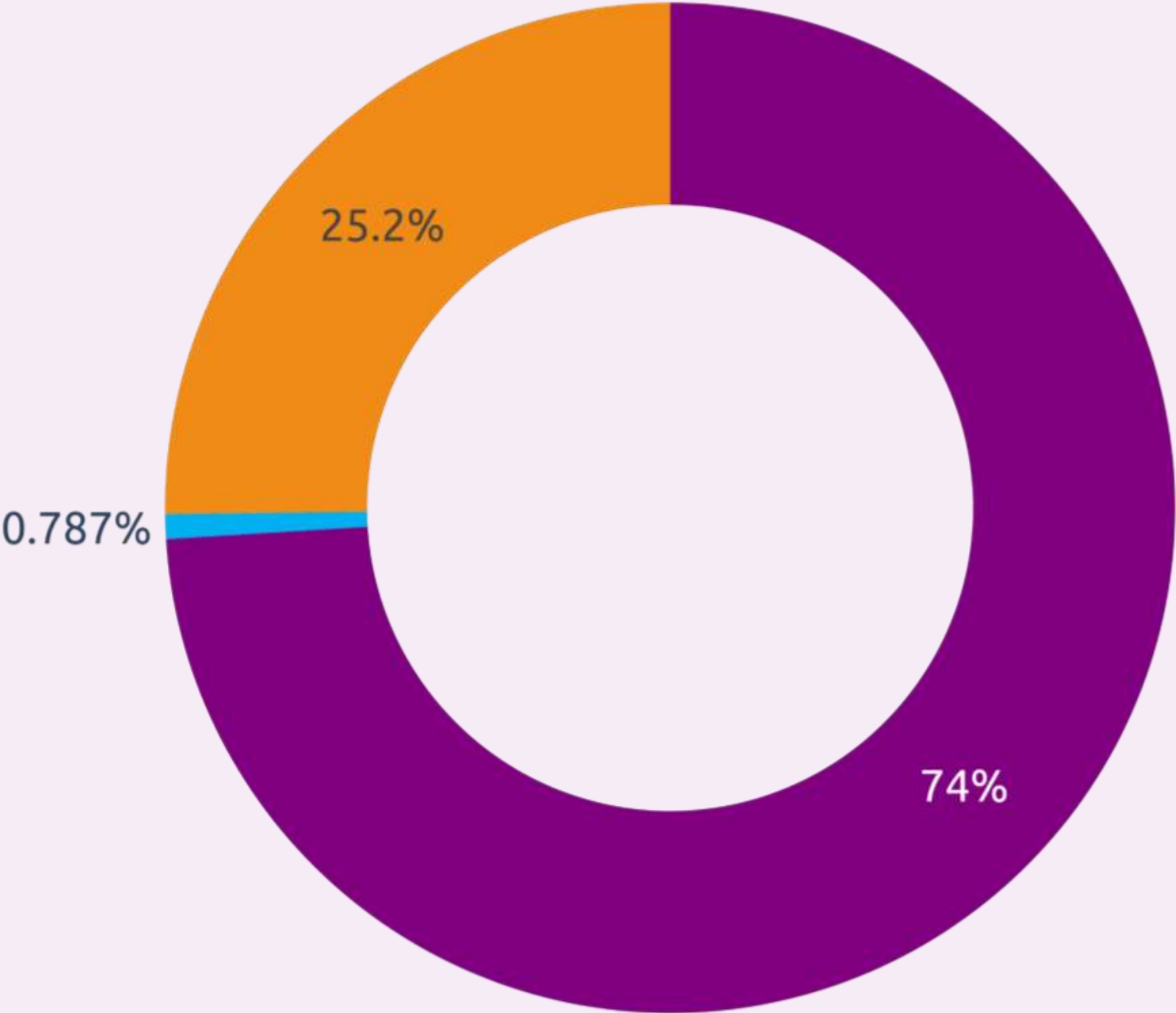
# GENDER

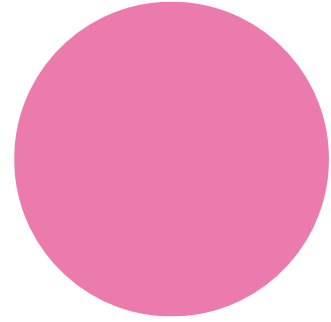


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# Enrolment by Gender

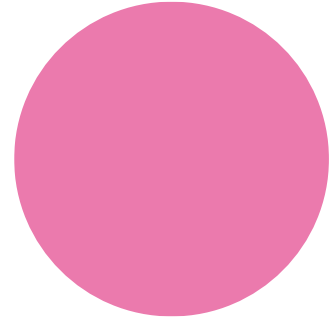
- Female
- Male
- Other





# Outcomes by gender

Gender	Enrolled	Completed	Completed %	Employed	Employed %	Employed Criteria	Employed Criteria %	Average Wage	Average Hours
<b>Female</b>	39	32	82%	24	75%	20	62%	£10.91	25.8
<b>Male</b>	103	94	91%	70	74%	62	66%	£10.30	25.7
<b>Other</b>	1	1	100%	1	100%	1	100%	£10.49	17.5
<b>Total</b>	143	127	89%	95	75%	83	65%	£10.46	25.6



# Outcomes by gender

## Historical data

Gender	Enrolled	Completed	Completed %	Employed	Employed %	Employed Criteria	Employed Criteria %	Average Wage	Average Hours
Female	250	222	89%	151	68%	126	57%	Ł8.95	23.0
Male	607	563	93%	396	70%	333	59%	Ł8.93	25.4
Other	4	4	100%	4	100%	2	50%	Ł8.85	18.8
not specified	4	4	100%	0	0%	0	0%	Łnan	nan
Total	866	794	92%	551	69%	461	58%	Ł8.93	24.7



# Our learning

- Scotland has historically the highest outcomes for women, with no significant gap in the employment rates or wages (and a small difference in weekly working hours in some cohorts) – despite the UK’s gender disparities in employment.
- While the employment gender gap is significant in England, it was **not** found in Scotland where 75% of women and 74% of men were employed in 2022/23.
- The proportion of women recruited is similar to the proportion of women with a PIP.
- DFN Project SEARCH is exploring what factors may have contributed to the success of our Scottish sites in this area so we can feedback and support sites with strategies to reduce the employment gap between women and men in the rest of the UK.

# DFN Project SEARCH Summary



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# Summary

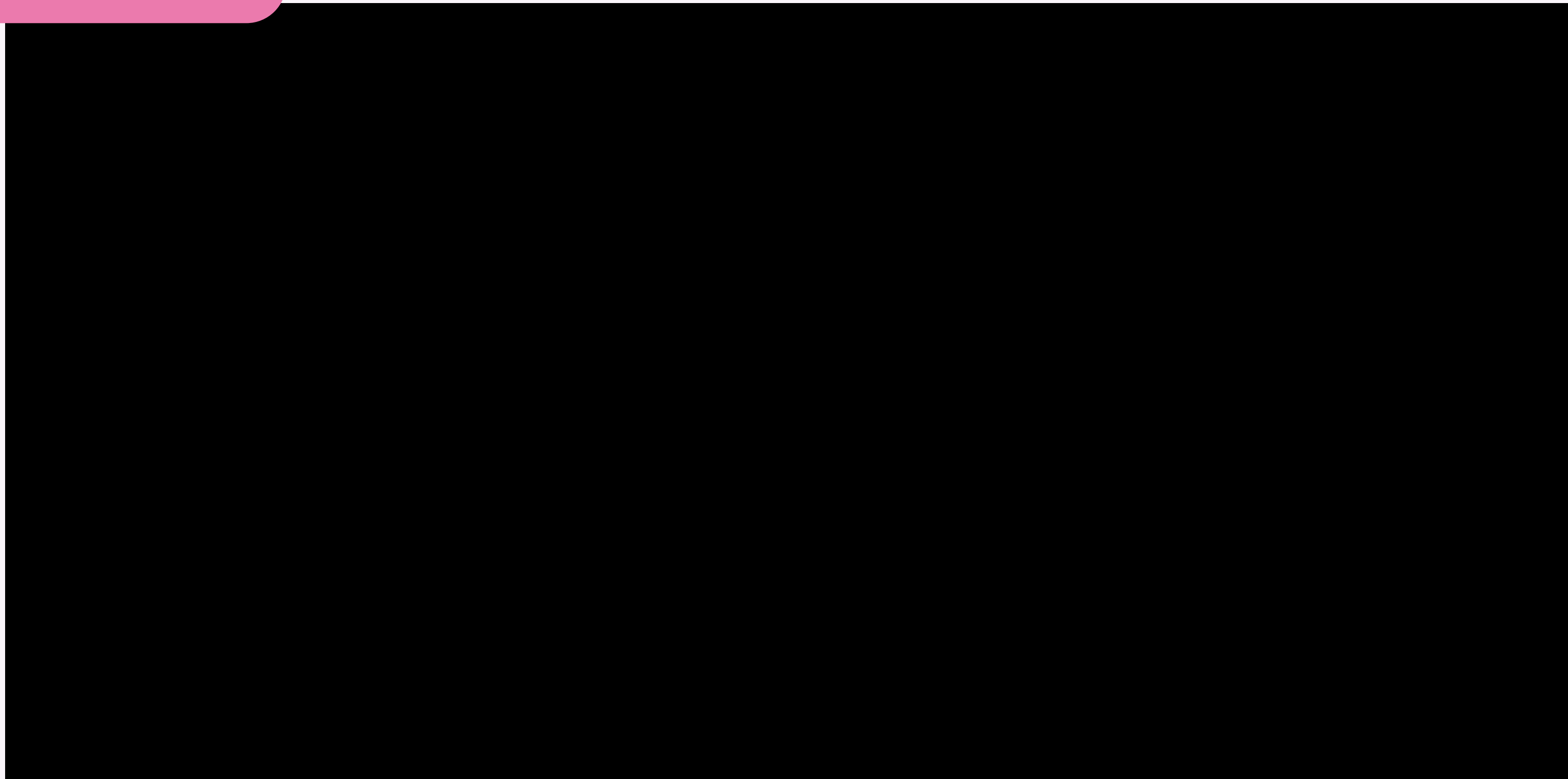
- Interns had similar outcomes regardless of their disability, ethnicity or gender, in contrast with the UK's equity gaps.
- 75% of interns in found employment – we are learning from your experience to support the rest of UK to achieve such a figure.
- Interns earn significantly more than the minimum wage for their age group
- Interns found employment in nearly 20 roles, including sales, patient care and landscaping
- Three sites achieved 100% outcomes for their interns and eight sites achieved 70% – 80% outcomes for their interns

# Next steps

The DFN Project SEARCH Critical Success Factors focus firmly on continuous improvement. To ensure the future success of our programmes, we will work to:

- Increase the number of interns on programmes
- Identify and share best practice from outstanding programmes
- Focus on factors that influence conversion rates
- Offer continuous support to partners and sites
- Improve data collection and learn from the findings
- Sustain our commitment to the goal of integrated, competitive, full-time employment.

**Meet Michael**





# 190+

DFN Project SEARCH Sites in the UK

# ● Get in touch

✉ info@dfnprojectsearch.org

🌐 www.dfnprojectsearch.org

📍 8-10 Grosvenor Gardens,  
London SW1W 0DH

