

TRACK

NN Limited



TRACK nn Limited are a Northamptonshire based social enterprise which is supporting people on the autism spectrum to access employment. Through raising awareness and providing personalised training and consultancy, we aim to address the fact that just 16% of autistic adults find themselves in full time employment.

Why TRACK?

Having spent a decade working with people on the autism spectrum in mainstream and special educational needs schools, I saw the need to support these talented individuals in securing employment at the end of their time in education. Currently just 16% of adults on the autism spectrum find themselves in full time employment. This is detrimental on so many different levels; socially, economically and in terms of the health and well-being of these individuals and their families. This is something which we will change.

Our focus is on working with businesses and organisation to support them in making the subtle changes which will make significant differences in allowing autistic people to not only access employment, but to thrive. Offering a before-during-after service model, we look to work with specific industries to find out their individual needs and aims; we can then ensure the training we provide is not only knowledge based, but more importantly applicable for the environment in which they work. We also then look to support employees once they are employed to ensure that they can continue to excel in the workplace, through training up colleagues as workplace ambassadors and also providing an e-mentoring service.

We provide a variety of training sessions, ranging from 'An Introduction to the autism spectrum', through to 'Autism and the recruitment process' and 'Supporting our autistic colleagues as managers', to give just a few examples. Our focus is very much on the employment of people on the autism spectrum, but the training will also help to boost the awareness of staff when dealing with customers on the autism spectrum. These sessions can be delivered in a variety of ways, and again this will be specific to your organisation. We would be actively looking to have autistic people deliver the training materials as well, and to use the existing knowledge from within the organisation and its employees to benefit all involved

What has TRACK done?

We have set up a Friends of Track scheme which allows local businesses to support our work, and allows them to benefit in a number of ways – from training sessions, to awareness activities and even catering through Café Track. So far we have 14 local businesses signed up to help us work together to support autistic people to access employment. We have hosted several information sessions, and workshops, to over 40 local employers to help raise awareness and acceptance of autism in the work place. We have supported 26 people directly into paid employment. By working alongside our Friends of Track we have also arranged 50 plus voluntary or work experience placements for individuals whom otherwise would not have had access to the workplace.

www.track.org.uk