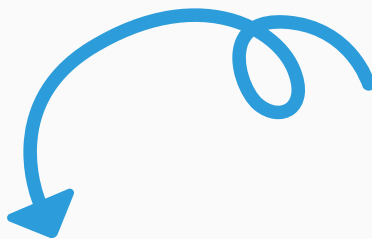


NARRATE Exercise

Units In-House	Units In-Company	Skill cards
WE	WE	

Working with PoAS, a guide to colleagues

Minimum number of participants	Average time length	Individual setting	Group setting	Special Equipment	Online
1	1-2 hours	Yes	Yes	No	Yes



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1. Overview

This exercise aims to enhance the process of integrating PoAS into the workforce. It benefits participants by increasing awareness, improving organisational culture, and fostering inclusive work environments.

The exercise is designed for both individual and group settings and can be used in In-House or In-Company training sessions. For the In-House tier, this exercise can be used when introducing new professionals to the supported employment services of the organisation or when trying to establish a new supported employment service.

It is targeted mostly to employers—colleagues of PoAS—and it will help them understand the benefits of hiring or maintaining PoAS in their workplace and how to better support them in a way that will also benefit the company but PoAS themselves as well.

2. Aim / Benefits

- Increase awareness about the challenges and benefits of employing PoAS.
- Develop strategies to support PoAS in the workplace.
- Enhance participants' understanding of organisational culture and its impact on PWA performance.
- Improve communication and social interaction skills within a diverse workforce.

3. Training tier and UNIT(s) related

- Inhouse Training - Unit 1: This exercise relates to Unit WE as it focuses on the foundational knowledge and skills required to integrate PoAS into the workplace, it can also provide a framework that will overcome stigma and any negative narratives around the employment of PoAS
- In-Company Training - Unit 1: This exercise can be applied in Unit 3 by providing practical strategies and real-world applications for supporting PoAS at work.

4. How to do the exercise

Step 1 / Preparation:

- Introduction: Begin with a brief introduction about autism and the importance of workforce integration.
- Materials: Distribute a few key points about the challenges and benefits of the framework for integrating PoAS into the workforce. These key points might be produced through research and the use of a bibliography or past experience the professional might have working in the field. It can also occur through a preparatory discussion with the participants for any previous experiences they might have.
- Video Observation: Show a short video clip that demonstrates the challenges and benefits of employing PoAS. Ensure consent if using real-life footage.

Step 2:

- Group Discussion: Divide participants into small groups. Each group discusses the video and handout materials, focussing on the challenges identified and how they can be addressed within their organisation.

Step 3:

- Role-playing: Assign roles to participants (e.g., PWA employee, coworker, supervisor). Conduct role-playing scenarios to practice communication and problem-solving techniques highlighted in the framework.

Step 4:

- Developing Strategies: Have each group develop a set of strategies to support PoAS in their organization. These strategies should address physical layout, task matching, and organisational support.

Final step / Conclusion:

- Presentation: Each group presents their strategies to the larger group. Encourage feedback and discussion.
- Summary: *Summarise the key points and strategies discussed. Emphasise the importance of an inclusive organisational culture.

5. Debrief

- Reflection: Ask participants to reflect on their experiences during the exercise. How has their understanding of integrating PoAS into the workforce changed?
- Feedback: Collect feedback on the exercise to improve future sessions.
- Action Plan: Encourage participants to develop an action plan for implementing the strategies discussed in their own workplaces.

6. Specific materials

- Handouts outlining the key points from the framework for integrating PoAS into the workforce.
- Video clip demonstrating real-life scenarios (with consent).

7. Tips and Tricks for In-House training

- Customise the handouts and video clips to reflect the specific needs and culture of your organisation.
- Encourage open and honest discussion to address any misconceptions or biases.

8. Tips and Tricks for In-Company training

- Involve HR managers and supervisors in the exercise to ensure practical application of strategies.
- Use real-life examples from within the company to make the exercise more relevant.

9. On-line version

- Utilise video conferencing tools for group discussions and role-playing.
- Share handouts and video clips through online platforms.
- Use breakout rooms for small group discussions during the online session.

10. Bibliography - Sitography

- Seva, R. R., Resurreccion, R. R., & Gutierrez, A. N. A. (2022). A Framework for Integrating Persons with Autism to the Workforce. *DLSU Business & Economics Review*, 32(1), 103-119.