

The Preparing for Adult Life (PfAL) Outcomes – sources of further help and information

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Aim

- Highlight the 4 Preparing for Adult Life (PfAL) outcomes
- Look at what support there is for young people/parents/carers in Norfolk and beyond around PfAL.
- Promote the PfAL transition guides


The 4 PfAL outcomes

- **Employment**
- **Being Healthy**
- **Independent Living**
- **Friends, Relationships, and Community**

The PfAL transition guides.

www.norfolk.gov.uk/children-and-families/send-local-offer/education-and-learning/transition-in-education



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Transition in education

When a child or young person with a special educational need or disability (SEND) approaches a change in their educational setting, or a new phase in their education, they may experience a range of emotions including excitement, anticipation and anxiety. This can affect both the child or young person and their parents/carers. This move or phase change in education is commonly called 'transition'. It is important to help prepare the child or young person for this, to ensure that the experience is as positive as it can be and the transition is successful.

There are many transitions that take place including moving from:

- Home to setting (such as childminder, pre-school, nursery or school)
- Class to class
- Early years to infant or primary school
- Infant to junior school
- Junior or primary school to secondary school
- Secondary to post-16 settings
- Post-16 to higher education and adult life
- One region to another

Transition resources for parents and carers

[Being healthy as an adult: a guide for parents, carers and young people](#)

[Being independent as an adult: a guide for parents, carers and young people](#)

[Being part of the community as an adult: a guide for parents, carers and young people](#)

[Early Years Transitions Leaflet 1 -](#)

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Employment - It's for everyone!

Working with a disability

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Almost half of working-age people with disabilities in the UK are employed. But this figure should be higher. With the right support, many more could join their ranks.

If you have a disability, you may be worried it'll limit your job prospects or you will not be able to find work.

But there's lots of guidance, support and training to help you into employment.

Government-backed schemes can help, while awareness-raising initiatives are challenging the stereotypes about people with disabilities to make sure everyone has a fair chance of working.

([Work and disability - NHS \(www.nhs.uk\)](http://www.nhs.uk))

Access 2 Work

Access to Work can help you get or stay in work if you have a physical or mental health condition or disability.

The support you get will depend on your needs. Through Access to Work, you can apply for:

- a grant to help pay for practical support with your work
 - BSL interpreters, lip speakers or note takers
 - adaptations to your vehicle so you can get to work
 - taxi fares to work or a support worker if you cannot use public transport
 - a support worker or job coach to help you in your workplace
- support with managing your mental health at work
 - a tailored plan to help you get or stay in work
 - one-to-one sessions with a mental health professional
- money to pay for communication support at job interviews
 - you're deaf or hard of hearing and need a BSL interpreter or lipspeaker
 - you have a physical or mental health condition or learning difficulty and need communication support

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Reasonable Adjustments

Employers must make reasonable adjustments to make sure workers with disabilities, or physical or mental health conditions, are not substantially disadvantaged when doing their jobs.

This applies to all workers, including trainees, apprentices, contract workers and business partners.

Reasonable adjustments could include:

- Allowing a person to have support at interview
- Purchasing equipment to support them to do their job (such as a specific keyboard or lightweight laptop)
- Installing a ramp if needed

Who can help?

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A good place to start is to talk your school or college about things like work experience and careers information, advice and guidance. Some may offer a Vocational Profile.

It is also worth being familiar with: Help you choose (www.helpyouchoose.org). Here you can find information on courses, Supported Internships, Apprenticeships, employment support services etc.

Other employment organisations who can help include:

Norfolk Employment Service (NCC)

Local Supported Employment (NCC)

Chances (Various)

Routes Employment Service (MIND)

MINT (CCN)

Case Study

H – Norfolk County Council

- H's background: H is autistic with anxiety and breathing difficulties
- They wanted to initially work from home doing administration type work.
- A member of a team within Norfolk County Council contacted the Skills & Employment Team for 2 people to do paid work experience with them. They would be sorting files using a file checker app to see what ones needing keeping and which needing destroying – this was all led by GDPR's file retention rules.
- H interviewed for the role – they were supported in the interview by NES who prompted where needed and gave H a boost of confidence by having someone they knew there to support them.
- H got offered the job within NCC and NES supported H to process an application for Access 2 Work for transport – taxi's were arranged to get H to and from the location of the work.
- H is now working in a different department within the council doing the same role, at the same location.

Steps to prepare for adult life (PfAL)

1. [Thinking about the future](#)
2. [Planning tools, advice and guidance](#)
3. [Making a PfAL plan](#)
4. [Knowing who can help you](#)
5. [Making applications and referrals](#)
6. [Regularly reviewing the PfAL plan](#)
7. [Formal assessments](#)
8. [Different services and providers](#)
9. [Meeting complex needs](#)
10. [Accessing universal services](#)
11. [Reviews](#)

Thinking about the future

Preparing for Adult Life (PfAL) – in-depth guide

This guide is for anyone working in education, health, and social care, and are working with children and young people with SEND. Some parents may also find this guide helpful.

It aims to support you to help these children and young people and their families to prepare for a fulfilling and happy adult life. It also aims to set out how you can best work together with other services, recognising that supporting young people to prepare for adult life is everyone's responsibility.

The guide will signpost you to useful resources and information about planning ahead, identifying needs, developing skills and abilities, and accessing advice to enable the young people you work with to plan a future where they are able to live as independently as they can.

The guide will also help clarify where Norfolk County Council's dedicated Preparing for Adult Life team can help.

Most of the resources you will need are available on:

- The Preparing for Adult Life section of the Norfolk SEND Local Offer web pages at www.norfolk.gov.uk/preparingforadulthood
- The [Preparing for Adulthood website](#) which gives a range of information on preparing for adult life including some excellent examples of person-centred planning tools.

Thank you!

