

The referral journey

To ensure a smooth referral pathway, please follow the following simple steps:



Helping People Stay and Succeed in Work

An additional 120,000 disabled people found jobs in 2018, taking the total disability employment figure to 3.9 million, or more than 51%. This is fantastic progress, but to close the disability employment gap, more must be done, particularly to keep disabled people in work. As for every 100 disabled people who move in to work, 114 leave. This is a startling figure that must prompt action.

Today less than a quarter of people with a mental health condition or learning difficulty are in employment and only 16% of autistic adults are in full-time paid employment. People with these conditions can face additional challenges in work, such as heightened anxiety, forgetting tasks, difficulty with time management or coping with change. But with the right support to meet their needs, good employment and retention rates are seen, and lives are transformed.

Introducing Brain in Hand

When added to a customer's support plan at work, using Access to Work or AtW or JCP funding, Brain in Hand helps people to overcome challenges and better meet their employment goals. Be it to start, stay in or return to work or an apprenticeship. An innovative and unique approach, it empowers people to take control of their troubles, and self-manage day to day problems. It works with each person's individual challenges to be the best that they can be. Our technique, technology and team of professionals are there, whenever and wherever needed at work.

Almost 4,000 people have been given Brain in Hand to achieve their goals, including employees and apprentices at Marks & Spencer, NFU Mutual, Defra, the Dogs Trust, Asda and the Civil Servant's charity For You By You. A partner of The National Autistic Society, our award-winning system is used by more than 60 organisations, approved by the Disabled Students Allowance and named by the DWP as a best practice tool.

Find out more

To find out more about Brain in Hand as a workplace tool, how to spot if your customer will benefit, receive help on applications, or read how it's changed the lives of others:

www.braininhand.co.uk/workplace | workplace@braininhand.co.uk | 01392 247909



How does it work?

A mental health condition, autism or learning difficulty can lead to additional needs at work. It can be hard to make decisions, control emotions and choose appropriate behaviour. The extent to which people are affected varies, but the right tools enable people to succeed. Traditional models of support can be labour-intensive and are often not available when the person needs it most.

Brain in Hand offers an innovative solution to this problem. Our technique, combined with smart technology linked to a professional team, enables people to overcome their challenges, whenever and wherever they are. Our clients especially like that it's discrete, and that they are using technology to improve their life, just like everyone.

The system includes three main parts:



Technique:

Over two or more one to one sessions with a Brain in Hand Specialist, the customer discusses the challenges they face in work. Together the practical solutions that will help them overcome these difficulties are identified and solutions, prompts and reminders are then entered into their Brain in Hand system.

Technology:

From the Brain in Hand app people can see their diary, receive reminders and prompts and quickly find their best coping strategies when needed. They can also record their specific difficulties and how they're feeling, which gives greater visibility of difficulties and success, to better inform support sessions.

Team:

The Brain in Hand dashboard provides an overview of each customer. Employees and employers feel safe knowing our professional team will know about difficulties as they arise, to target support. Customers can request help from our professional support team when they need help at work, no matter how often they need it and we'll stay with them until their anxiety or problem is resolved.

Results

This approach sees real outcomes. Amongst users:

- Anxiety levels drop by 31%.
- 88% of users cope better with problems.
- An increase in meaningful activities are seen including travel and work engagement.



Starting Work

Erica, 46, from the Wirral was diagnosed with Asperger syndrome when she was 32. She has been unemployed for the past six years. Erica finds social interaction at work hard, she feels people don't always understand her and sometimes see her as being less intelligent, because of her facial expressions. As part of her preparation for interviews and to help with a job placement at Marks & Spencer, the National Autistic Society recommended she use Brain in Hand. Brain in Hand reminded her of the coping strategies she knows works and developed when feeling rational. It also meant she didn't worry about being anxious, knowing that if anything happens she has a team of professionals who can help. Erica performed so well on her placement, Marks and Spencer's offered her a job that she still enjoys today.

“ **Knowing Brain in Hand is there gives me a feeling of safety - I won't go to work without it.** ”

Staying in work

Ian Mitchell is an experienced operational research manager in Government. A grade 7 Civil Servant, he has significant analysis responsibilities supporting a broad range of policies. Ian enjoys his job, but changes in management can cause him to become stressed, develop insomnia and require time off work to recover. After an autism diagnosis his employer made reasonable adjustments to his workplace, letting him work from home three days a week. They also gave Ian Brain in Hand, to support him with work tasks. Brain in Hand enabled Ian to quickly and discretely reduce his anxiety; it's also helped with in communications with his manager. Since using Brain in Hand, Ian has stayed and succeeded in work.



“ **A change in management can turn dream jobs into nightmares for me. But Brain in Hand helps a lot. It helps keep me on track and at work.** ”



Returning to work

Sam experiences mental health issues. A range of situations can raise her anxiety levels, which has led to long periods when she has been absent from work. She accessed support from her local mental health support service. To help achieve her goal to return to work, they gave her Brain in Hand, as they felt it would help to develop her confidence, motivation and self-reliance. When first using Brain in Hand, her diary was packed with problems and coping strategies to help with everything. But by constantly checking her Brain in Hand for solutions, they became automatic for her, and she now can recall what to do to overcome her anxieties independently. Since using Brain in Hand, Sam has returned to work and has also been discharged from her local support service. She feels like the person she used to be before she got ill.

“ **I like Brain in Hand as it's on my phone, which I take everywhere with me. I use it when I get stressed or anxious. It's like having a helping hand in your pocket.** ”