We have room for the most when we adapt the job to the person instead of adapting the person for the job.
The Youth`s Foundation

• Highly specialized and focused in autism
• Non-profit organization that teaches autistic youth specific skills and abilities and advocates for their integration into the workforce.
• Specifically adapted youth education
• Scan How - app-based concept
• The first major partner in "Ready to Start"
• 409 stores all over Denmark with 10,000 employees
• Average age: 21 years – high turnover rate – need for stable employees
“Ready to Start”

Job guarantee after completion of internship period

"Ready to Start" has partners in many areas:

From food distribution to party catering From diaper production to up-scale home furnishing

“Ready to Start” has spread across Denmark to more than half of the country’s municipalities
Look at the long-term perspective and gain. There is no fast and easy way.
"Ready to Start" – Internship period

No job

- Candidate screening
- Try-outs
- Visitation
- Clarification
- Training
- Transition to a job

Ready for a job

In to Job
The company takes over all responsibility for the new employee

Want to work but can not

Can and will work
Methodology in ”Ready to Start”

• Theoretical education combined with work supervision
• Full-time job training with an educated supervisor/mentor
• One-on-one training period with regular well-being interviews
• Ongoing evaluation from employers in work-time and development of personal skills and physical abilities
• Final evaluation and transition to a steady job
Measurement of professional and personal abilities
“Ready to Start” - Results

• 49 young adults with autism have a steady job.
• 75 young adults with autism are in the process of completion.
• Normally only 10-15% of young adults with autism get a job.
• Success rate with “Ready to Start” is that more than 85% of those who go through the program get a steady job.
• Success rate is more than 93% of keeping the job after one year.
• Most importantly, the program has kindled a new “livsnydelse” in autistic youth who are now contributing to the workforce in an enjoyable and exciting way.
FUTURE

• New “målgrupper”
• More participants
• More companies
• “Ready to Start” in new countries