



DEVELOPMENT AND RETENTION OF AUTISTIC STAFF IN HOSPITALITY

Project Number 2023-1-IT01-KA220-VET-000152721



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ABOUT:

The 'PERFORM' project is about educating Hospitality Managers and HR Experts in developing and supporting Autistic Staff in the EU Hospitality Sector. It also delivers an Innovative HR Platform, for performance appraisals and employee monitoring.



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PROJECT RESULTS

1

Project Result 1: PERFORM HR Platform

2

Project Result 2: PERFORM Digital Toolkit

3

Project Result 3: VET Course for Hospitality Managers and HR Experts



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Module 4 : Provision of Support to Autistic Staff

Module Aim

Module 4 is about helping learners develop the necessary skills to support the Career Development, Well-being and Retention of Autistic Staff in their Hospitality Organisations.

Learning Outcomes



Educate learners on the Available Resources they can use to Support Staff with Autism



Educate learners on how to Utilise Available Resources to Support and Retain Staff with Autism



Educate learners on the concepts of Coaching and Mentoring in the Context of Supporting Staff with Autism



The Concept of 'Supported Employment'

The term 'Supported Employment' refers to the aid provided to people with mental or physical disabilities for the purpose of job searching and securing competitive employment, while receiving concurrent treatment.

The Benefits of Supported Employment

- **Self-sufficiency**
- **Inclusion**
- **Development of Individual Strengths**
- **Development of Social Skills**
- **Neurodiversity**
- **Equal Career Advancement Opportunities**

The Principles of Supportive Employment

- 1. Zero Exclusion**
- 2. Integrated Employment and Treatment**
- 3. Competitive Employment**
- 4. Rapid Job Search and Systematic Development**
- 5. Consistent Support**
- 6. Individualism**
- 7. Fair Benefits and Salaries**



Coaching and Mentoring

- ***Coaching is a process in the context of which a person with experience in a field supports a learner, in their efforts to achieve personal and professional goals***
- ***Mentoring is a relationship between two people (a Mentor and a Mentee), who form a partnership with the goal of professional and/or personal development.***

The Skills of Coaches and Mentors

- Active Listening
- Communication
- Emotional Intelligence
- Excellent Knowledge of their Field

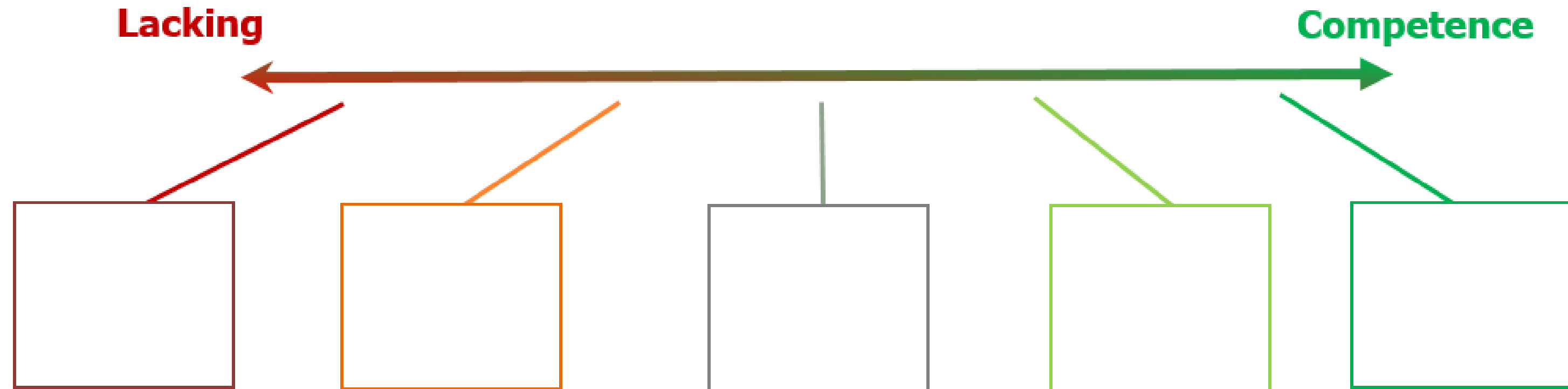


SMART Goals

- Specific
- Measurable
- Achievable
- Realistic
- Timely



Skills Mapping



Performance Appraisal of Staff with Autism

Best Practices

- Probationary Period Assessments
- Long-term Performance Management
- Mindfulness when Dealing with Poor Performance



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THANK YOU



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