

Specialisterne Denmark:

Impact Analysis Summary

9th of September 2013

Specialist People Foundation

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Quick facts

This Impact Analysis draws its conclusion by considering a situation where people with Autism Spectrum Disorder (ASD) are placed in jobs, and then comparing this to the alternative situation where the same people are unemployed and on welfare. Below are some of the key metrics we used to measure the quantitative impact (i.e. what are measurable benefits society gets by supporting the employment of individuals at Specialisterne) and the qualitative impact (i.e. what does it mean for these individuals to have a job). These figures are focus mostly on the return on public finances (i.e. through taxes garnered and cost savings). They are drawn from a five-year analysis resting on empirical data from Specialisterne's operations during the period 2008-2012. These metrics are true for the people with ASD employed by Specialisterne but should not be extended to the entire ASD population, due to the wide disparity of situations among this section of the population.

From January 2012 to December 2012, Specialisterne employed **35 consultants**. This number has fluctuated during the analyzed period (2008-2012) and our report takes these fluctuations into account. We also chose to reflect the fact that some individuals may have been able to secure a job without the help of Specialisterne. We have chosen, therefore, not to include the entire consultant population in our analysis, in order to come to a more realistic assessment of the impact.

35

49,4m

Over the five-year period in question (2008-2012), Specialisterne has created a total value of **DKK 49,42 million** through savings made to the Danish welfare system and in income garnered from extra taxes and pension contributions...

...After deduction of the public investments made to support individuals with ASD in their job, this total value created translates into a net value of **DKK 13,5 million**. In other words, by supporting individuals with ASD through employment at Specialisterne, the Danish welfare system earns approx. 87.263 crowners every year per individual supported.

13,5m

2,2x

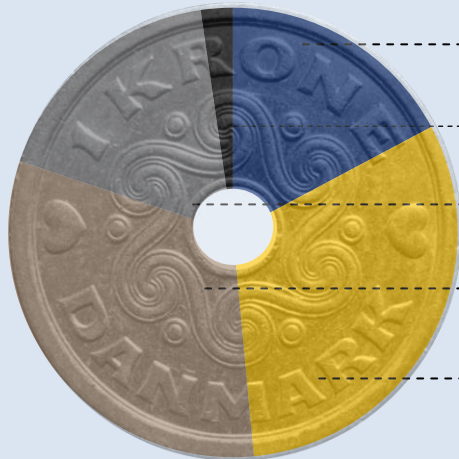
Every crown invested in supporting the employment of individuals with ASD at Specialisterne yields **2,2 times more return** in garnered taxes and pension contributions than if the same resources were invested in the same individuals without jobs.

100% of Specialisterne's consultants stated that their job has had a positive impact on at least two of the eight items measured in our social impact assessment. The largest acknowledged impact is the perceived increase in social and economic independence (89%) and in overall wellbeing (78%).

100%

One public crown invested in Specialisterne yields...

One Danish crown of public funds invested in supporting Specialisterne's employees (through flex job refunds, subsidies, sick leave refunds or supplementary income) generates savings (indicated in bold below) on what would have otherwise been expensed (i.e. activation costs and benefits income) at the same time as it generates income for the public through garnered taxes and contributions.



Activation costs: DKK 0,24

Pension contributions: DKK 0,03

Indirect taxes: DKK 0,24

Direct taxes: DKK 0,42

Benefits income: DKK 0,44

Employment support for one individual at Specialisterne yields...

The average annual costs to the Danish society of providing support for one individual in Specialisterne, is DKK 231.705. This investment yields an average total value of DKK 318.967 per year through savings to the welfare system (indicated in bold below) and the generated taxes and pension contributions.



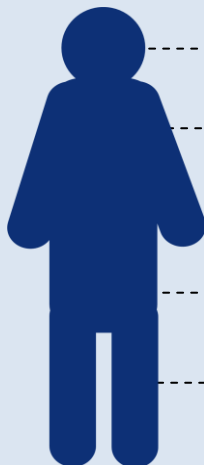
Fleksjob



Jobs with
subsidies



"mainstream"
jobs



Activation costs: DKK 56.333

Extra pension contributions:
DKK 7.511

Indirect taxes: DKK 54.715

Direct taxes: DKK 98.071

Benefits income: DKK 102.338