



Disability Employment Strategy



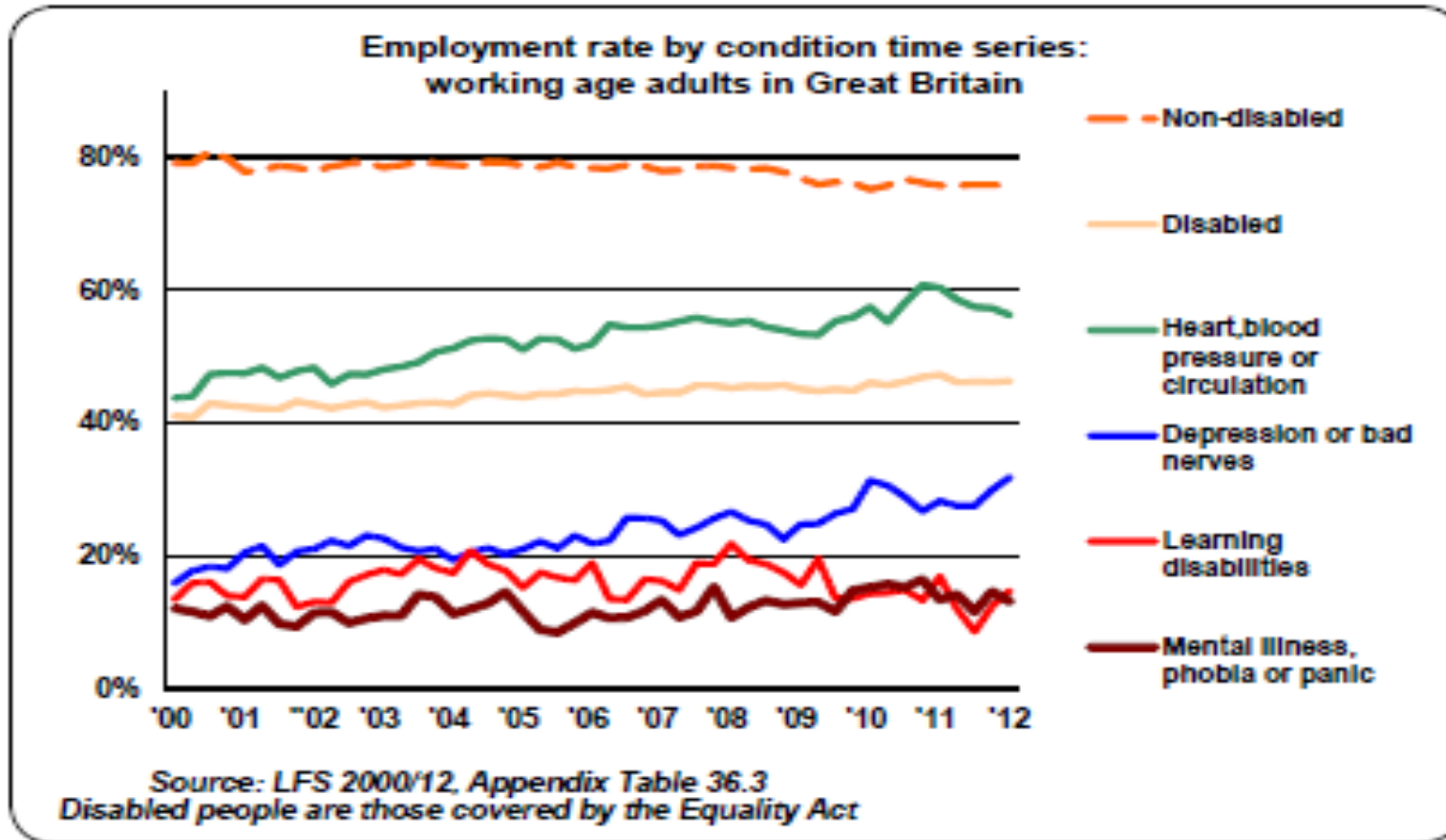
Department
for Work &
Pensions

Policy Context

- Sayce Review – Remploy, Access to Work Expert Panel, Review of residential training colleges
- Overall Disability Strategy Fulfilling Potential
- 30% employment rate gap
- Drop in employment rates for young people
- Certain impairment groups have much lower employment rates



Employment Rate Gap



Process

- Fulfilling Potential Consultation
- Examining evidence base
- Engaging with stakeholders
- Task & Finish Groups
- Co-production
- Regional Seminars
- Focus Groups

- Events such as this.



Key Themes

- Considering work
- Preparing for work
- Getting a job
- Keeping a Job
- Progressing in a Job



Key Areas

- Supporting employers
- Young people their key transition points
- People with mental health conditions
- Commissioning of services
- Current support and potential labour market interventions.
- Inactivity
- Self-Employment
- Retention
- Progression



Outcomes

- Access to Work support extended to cover Traineeships and Supported Internships
- National Employer's Conference on Disability held on July 18th
- 2 year Disability Confident campaign launched by Prime Minister
- Employer Portal on gov.uk featuring BASE charter for supported employment



Young People - Issues

- Attitudes of others
 - Aspirations not supported
 - Lack of awareness amongst professionals support services
 - Lack of flexibility in education and training
 - Extra barriers to building a work history
-On top of the position for young people more generally which we see across Europe



Young People - Outputs

- Exploring use of **plans** to aid progression planning and outcomes.
- Developing positive **role model videos** and signposting **mentoring networks**
- Producing “**Knowledge Packs**” – for parents and professionals
- Building work histories with **holiday/Saturday** jobs for young disabled people
- Looking at the **accessibility of Apprenticeships** to ensure they do not contain any unnecessary barriers for young people with disabilities
- Working in partnership with **careers sites**



Young People – Mental Health

- Stigma is a significant barrier
 - Very low employment rates
 - More likely to leave full-time education early
 - Less likely to be in high-status occupations.
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- Early intervention
 - Co-location of employment support
 - IPS models
 - The Employment Adviser pilot scheme
 - Smoothing cut off of CAHMS support



Mental Health

- Low employment rates
- High numbers of people on benefits
- Mainstream Programmes have generally not worked for this group
- Significant cost to economy, society, communities and individuals
- Relationship between employment and recovery and poor mental health and unemployment
- Strong association with poverty
- Good evidence for what works re Severe Mental Illness, less well developed for common mental health conditions
- Impact of stigma significant
- Translation national policy and levers into local delivery and outcomes



Mental Health – Issues Task and Finish group

- Appropriate work is of therapeutic value and getting this right will produce savings across the economy, and reduce inequalities.
- The integration and alignment of mental health and employment services are key.
- Need specific action for young people, including care leavers to ensure a focus on early intervention
- More work needs to be done in Primary Care settings, and Increasing Access to Psychological Therapies needs to increase it's employment focus.
- There are existing levers in health, but these need to be translated to delivery
- Mainstream and specialist programmes need to perform better and produce better outcomes for people with mental health conditions.
- Joint local delivery and management of this agenda makes best use of existing resources (many localities commission employment and are already well engaged on this agenda).
- Further work needs to be done to grow and develop the evidence base, especially for those with common mental health conditions.



Principles for delivering mental health and employment (2)

7. Job search is based on client preferences/interests, and employers are approached with the needs of individuals in mind.
8. Personalised support is offered to both individuals and their manager/employer at the time of need. Early intervention is key to stop people dropping out of work, or to help those out of work to enter work.
9. People are actively supported to negotiate necessary adjustments with their employer and employers are encouraged to develop mentally health workplaces
10. All support is individualised, tailored to the persons needs and preferences, and self management is promoted.
11. Access to the expertise of people with mental health conditions who are working successfully is important, and is actively valued and central to the design and delivery of services.
12. High quality support with welfare benefits and financial planning is provided.



Principles for delivering mental health and employment (1)

The Mental Health and Employment Task and Finish Group suggest that the following twelve features are important factors in driving through effective mental health and employment

1. The employment of people with mental health conditions is everyone's business. The welfare state is active and an enabler.
2. Health, social care and employment services, including local and central Government lead by example.
3. There is a focus on open employment (including self-employment) and a 'can do' approach is adopted.
4. People are not selected for support on the basis of 'employability' or 'work readiness'.
5. Individuals receive comprehensive, coherent support by integrating employment support with clinical treatment and social support.
6. Employment is considered at the outset of any period out of work with support for rapid job search for those out of work and return to work for employees



Mental Health - Outcomes

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Questions

In addition for the opportunity for you to ask questions which we will endeavour to answer, we have the following asks of you.

- What do we need to stop doing and why?
- If there was one thing that we could do now what would it be?
- What is the best way to deliver this?



Contact

You can submit any ideas or feedback to the following address

Disability_employmentstrategy@dwp.gsi.gov.uk



Department
for Work &
Pensions