Improving lives – overview of DWP’s disability employment support offer

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What will it take to transform the employment prospects of disabled people and people with long-term health conditions?

The disability employment gap is too wide

<table>
<thead>
<tr>
<th>Non-disabled</th>
<th>Disabled</th>
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<tbody>
<tr>
<td>80%</td>
<td>48%</td>
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<tr>
<td>32 percentage points</td>
<td>48%</td>
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Building a shared vision

Our Vision
A society where everyone is ambitious for disabled people and people with long-term health conditions, and where people understand and act positively upon the important relationship between health, work and disability...

When an individual...
- Is unable to work, they should find
- Is out of work due to their health or disability, they should encounter
- Turns to the health service, they should find
- The right employment support to secure work or get closer to the labour market
- Access to rapid financial support when needed

So that...
- Opportunities to secure a good job and progress
- Early action as needed to stay in or return to work
- Inclusive employers and job creation will provide
- Jobs that actively support and nurture health and well-being
- Healthcare professionals who support people in their employment aspirations, and health services that provide help at the right time and coordinate effectively with employment support

A more effective employment support system will provide
A more effective health service will provide
Green Paper proposals: the welfare system

Supporting people into work

- The current employment support offer is not tailored to the individual’s needs and circumstances.

We have announced, a new personalised approach, offering an enhanced menu of support:

- A new **Personal Support Package including:**
  - personal support from disability trained, accredited **work coaches**, with 300 extra **DEAs** and 200 new **Community Partners**
  - Health and Work Conversation

And for Work Related Activity Group and UC equivalent:

- Places on **Work and Health Programme/Work Choice** for all eligible and suitable
- Additional places on **Specialist Employability Support**
- **Peer support job clubs**
- **Supported work experience** places for young people
- Increased funding for the **Access to Work Mental Health Support Service**
- New **Small Employer Offer**

- We are **further developing the offer** by trialling: **specialist medical advice** for work coaches; partnership working with LAs on **local supported employment; additional work coach interventions**. And researching how best to engage the **Support Group**.

We are consulting on:

- How to: **build work coach capability**; better manage **transitions from education to employment**; improve **access to employment support** for the Employment and Support Allowance **Support Group**
**Green Paper proposals: employers**

**Supporting employers to recruit with confidence and create healthy workplaces**

- Need to increase the number of disabled people recruited
- Ensuring disabled people/people with long-term health conditions can reach their full potential in work
- When people do fall sick their employers might not provide the right support to help them stay in work
- Employers do not invest enough in preventative and well-being measures for their employees

We have announced:

- **new Disability Confident scheme**, and **Business Leaders Group. 2500+ employers signed up**
- **getting the ‘public sector house in order’** reviewing/reforming sickness management practices; Disability Confident – start with Government departments then wider public sector and supply chains
- **Our plans to build the business case** on why health and disability in the workplace is worth investing in

We are consulting on:

- The **barriers preventing employers recruiting and retaining disabled people** and people with long-term health conditions
- **Which measures would best support employers to recruit and retain** the talent of disabled people and people with long-term health conditions
- **Statutory Sick Pay reform** to promote phased return to work
- **How best to encourage better provision by insurers and take-up by employers of group income protection insurance**
Supporting young people to make a successful transition from education into work

Supported Work Experience will provide:

- help for a young person to think about what type of job they would like
- help to find the right opportunity with an employer
- help for the employer to make sure the Work Experience goes well
- help during the Work Experience for the young person to make sure they get the most out of the opportunity

We will test this in schools targeting young people aged 15/16 who have a Statement or an Education, Health and Care Plan ……..

……..and we will test this with young people flowing onto ESA.
Working with Local Authorities to deliver Supported Employment

Evidence for the Supported Employment ‘place, train, maintain model’ but we know in many places Local Authorities are disinvesting.

Our ambition

✓ Identify a viable and effective way of delivering Local Supported Employment in partnership with Local Authorities which can be scaled up.

✓ Delivery of high quality supported employment which shows fidelity to the Supported Employment ‘place then train’ model

Target Group

• Those with a Learning Disability or Autism who are known to Adult Social Care or those in contact with secondary mental health services

Detailed design to be scoped out and tested in a small number of Local Authorities from 2017.
Our contracted provision is going through a period of transition

Work Programme referrals
Work Choice referrals
SES referrals

March 2017
April 2017
August 2017
Late 2017

New provision in Scotland
Exploring potential for Work Choice Extension
Potential for Protected Places to continue to Oct 18
Future of SES to be decided

Change

Work and Health Programme
Work and Health Programme

• 2015 Spending Review announced funding rising to at least £130m a year by 2019/20 for new Work and Health programme.

• Key principles: personalised, integrated, localised

• Referrals via JCP Work Coaches. Target groups:
  ✓ individuals with a disability, who will be able to volunteer to join the programme at any time;
  ✓ early entry for disadvantaged groups and
  ✓ the long term unemployed.

• Programme should always provide more and additional support than can be provided by JCP

• The competition amongst ‘umbrella agreement’ suppliers for the Work and Health Programme will begin in early 2017.

• DWP will announce the successful suppliers later in 2017.
Beyond the Work and Health Programme – support for those who are further away from the Labour Market

Enhanced Support Offer for the WRAG/LCW

Specialist Employability Support

Work Choice Protected Places

Questions to consider

- *In your experience, what support is most effective for this group?*
- *What aspects of current contracted provision work well and what aspects could be improved?*
- *How can we take this a step further and do more with providers and Access to Work to help people into unsupported work?*
- *How can Central Government learn lessons from the extensive support provided beyond Government programmes to those with significant work barriers?*
To finish ..... 

......any questions?