



Department  
for Work &  
Pensions

# Improving lives – overview of DWP's disability employment support offer

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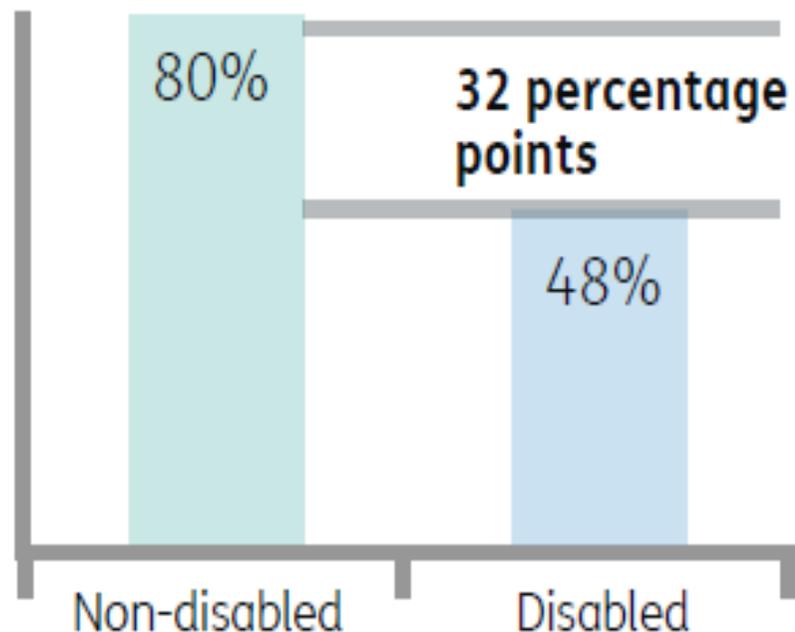
16 November 2016

In the Green Paper we ask:

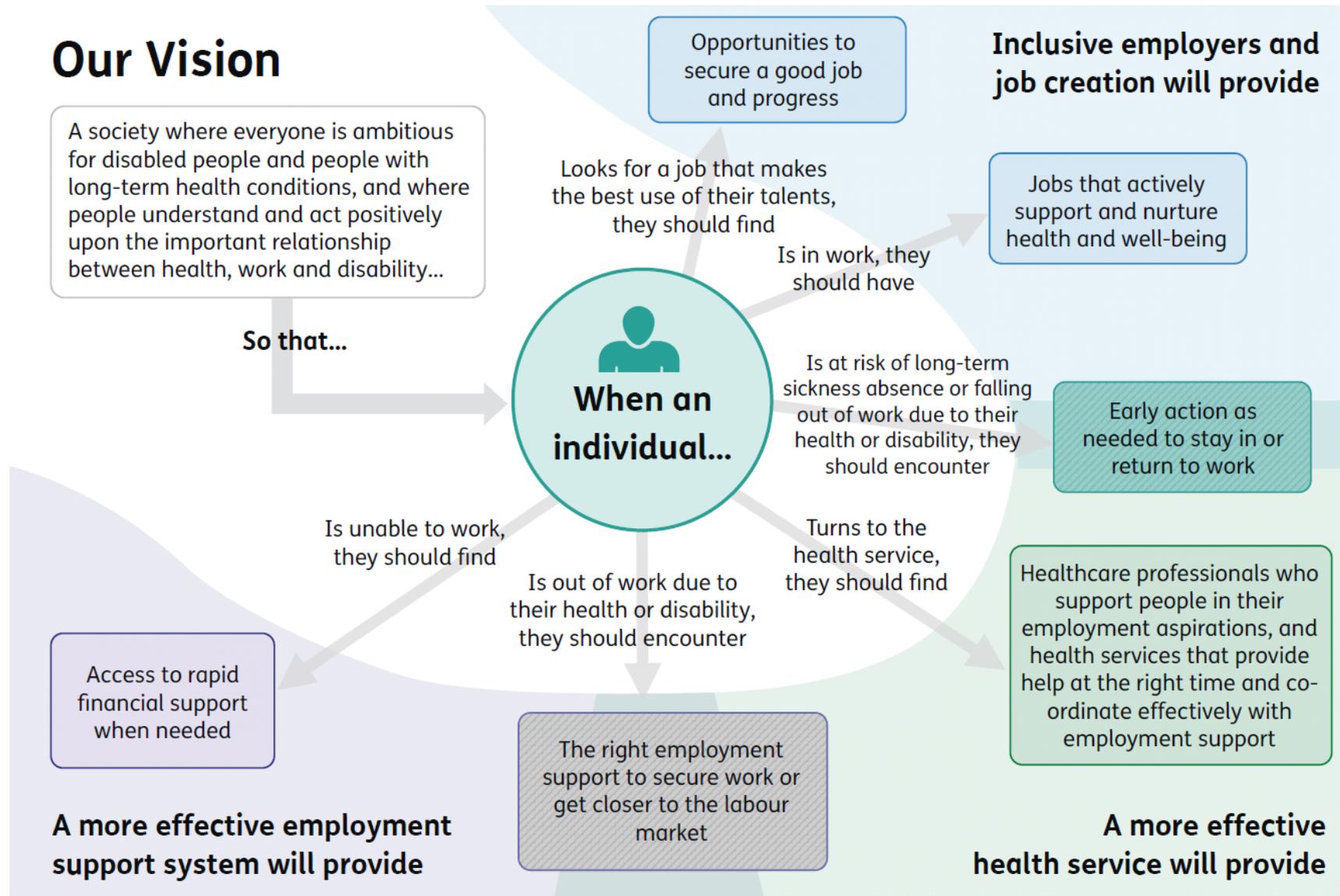
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## What will it take to transform the employment prospects of disabled people and people with long-term health conditions?

The disability employment gap is too wide



# Building a shared vision



# 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

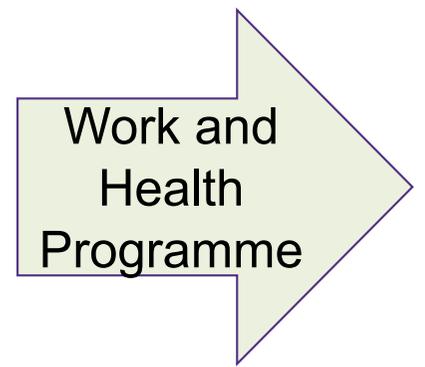
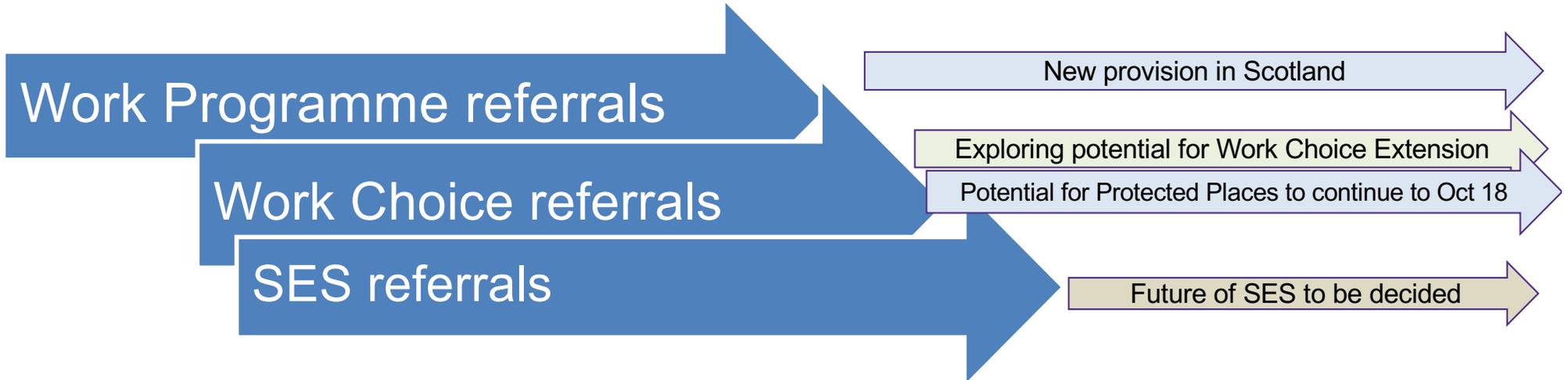
- Those with a **Learning Disability** or **Autism** who are known to Adult Social Care or those in contact with **secondary mental health services**

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

March 2017      April 2017      August 2017      Late 2017



# 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?**

