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# Working is good for us all

There is strong evidence indicating that paid employment is good for the physical and mental health of the general population

Evidence demonstrates that having a job is associated with:

- A greater sense of autonomy
- Improved self-reported well-being
- Reduced depression and anxiety symptoms
- Increased access to resources to cope with demands
- Enhanced social status and unique opportunities for personal development and mental health promotion
- Almost all studies on the effect of unemployment on health conclude that unemployment is bad for your health





Lets start  
with the  
presumption of  
employment

### **What makes life worth living?**

- Being permitted to keep shaping the story of our lives in the world
- To make choices
- To sustain connections to others according to our own priorities

### **Being in work:**

- Challenges us and gives us the means to develop ourselves
- Gives us a sense of pride, identity and personal achievement
- Enables us to socialise, build contacts and find support
- Provides us with money to support ourselves and explore our interests

What's the  
opposite?

Being out of  
work has a  
negative  
impact on  
health and  
wellbeing



People who are  
unemployed:



Have higher rates of  
physical and mental  
health problems



Take more medication  
and use more mental  
health services



Have a shorter life  
expectancy



Are more likely to feel  
isolated from their  
community

# Best practice transition to employment

- At the right time for the individual
- Aspirational - focused on the outcome of integrated competitive paid employment
- Fully immersive intensive year of career development and internship experience
- The programme is a collaborative partnership which includes family support
- The programme is business focused
- The programme is committed to continuous improvement
- Evidence based
- The programme leads to acquisition of competitive skills



# People age out of education not their disability

**People don't normally lose their jobs because they can't perform the role...**

We need to ensure that there is follow-on support:

- Gives employers confidence
- Provides targeted support at specific times throughout someone's career
- Provides reassurance to families
- Upskills a workforce
- Provides an infrastructure so people can enjoy a full and lasting career





# Systems Change Thinking ....

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If you always  
do what you  
always did, you  
will always get  
what you  
always got.

- *Albert Einstein*



**Making  
Work,  
Work!**

## Best practice from around the world

- Individual Placement and Support (IPS) is a form of employment support, originally designed in the United States in the 1990s, which helps people with severe and enduring mental health conditions back into work. The evidence suggests that IPS works impressively well and provides good value for money.
- The NHS is currently trialling IPS for common mental health conditions and physical impairments. If IPS works as well for other conditions we could have a new blueprint for the future of employment support.





# Embedded Job Coach

Head of HR at Bath and North East Somerset Council led an initiative to employ a Council wide job coach who would support their 22 employees with learning disabilities and/or autism.

Cherry Bennett said: "Since taking up my post I've already added support groups for women workers and black and minority ethnic workers. Why wouldn't I add the support needed for our wonderful employees with learning disabilities and autism?"



# Joining the dots.....

County Council strategic plan:

- Starts with the presumption of 'Employment for All'
- Pre-internship Coaching for learners and their parents
- Half termly meetings with all post 16 leads – establishing are our non-negotiables
- Providing opportunities based on learner location, not where they go to school / college
- Built links with our Flex Learning Team – opportunities for all
- Bespoke training for the SENDAR team (plan co-ordinators)
- Peer review's – quality assurance and improvement
- Supportive Employers Forum



# Supportive Employer Forum - Giving Employers The Competitive Edge



## Programme:

- What is a supported internship and how can it benefit your business?
- What is an inclusive Apprenticeship?
- Breaking down the barriers to employment – best practice HR
- Workplace exposure – how businesses can help raise ambition
- Meet our interns – untapped talent
- Training for employers – ‘Autism in the Workplace, ‘Reasonable Adjustment’, ‘Working Interviews and Live CV’s’