

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT (BASE)

PRIORITIES FOR AN INCOMING GOVERNMENT IN 2024

BASE's mission is to make '**Employment is for All**' a reality.

We believe that if people are motivated to work, that they receive the right support and are supported to find the right job that anyone can work and have a good career.

The Supported Employment model is a values-based framework that meets the needs of the job seeker, employer, and policy maker. Utilizing a holistic approach, the Supported Employment model also known as 'place then train' secures sustainable employment for those individuals faced with multiple barriers into work. Originally developed to support people with a Learning Disability and or Autism into paid employment, the Supported Employment Model is part of the answer to the UK's large number of economically inactive people.




The model focuses on addressing multiple barriers, through high ambition and a zero-rejection policy, ensuring that those people from the 1.46 million unemployed, not only enter but flourish within the labour market. Supported Employment Job Coaches use a joined-up approach to provide holistic wrap around support to the Job Seeker, their family and the prospective employer. Key to this model is a removal of barriers approach to recruitment which creates wider societal benefits and impact beyond the employer and jobseeker.

Focused on individuals, communities but also employers, BASE and our Supported Employment Community are providing dedicated support to help the business community understand the "how" of Disability Confident, moving to action.

BASE believes this is the time to promote the art of possible, to instil hope back into the disabled, neurodivergent, and disadvantaged communities that good careers can and should be available to them.

We have set out the priorities to support the incoming government to ensure that disabled, neurodivergent, and disadvantaged people with the expert support of the Supported Employment sector are ready to support getting Britain working again.

Create unified policies that enable everyone to work and have a career.

-  Continue the roll out of Universal Support, making sure it remains voluntary, utilises the supported employment model and focuses on both in and out of work support.
-  Utilise a place-based approach to fund specialised employment support so people work in jobs/careers that support good mental and physical health.
-  People with a learning disability and autism to have a statutory right to access to specialist support into employment.

Break down the barriers that prevent inclusive recruitment becoming a positive choice.

- b** Make Disability Confident mean something. Introduce mandatory reporting for employers and provide free to access, wrap around support for them to remove the fear around employing disabled and neurodivergent people. Use the Disability Employment charter as a benchmark of success.
- b** Make getting into work from benefits and staying in work easier. Being better off in work should be the reality rather than simply rhetoric. Universal Credit does not adequately reflect costs and circumstances and the way the system is administered creates more hardship and poverty. The Access to Work scheme should support quality job coaching services, and implementation of the scheme rules should be transparent, fair and equitable.
- b** Public Sector to lead by example. Every public sector to have a disability inclusion strategy, at the heart of their workforce planning and to build inclusive recruitment into ALL hiring.
- b** Recognize the pivotal and professional role of the Job Coach in the employment support sector. This multi-faceted role is unique and is not comparable with lower paid support roles. The job coach role must be fully funded to fully realise the benefits of the Access To Work scheme and to support the culture change within the workplace.

Foster the skills, experience and opportunities that are needed by our young people.

- b** Provide equity of opportunity for all young people post 16. Recent educational reforms have created a confusing landscape for young people into employment. The Young Person Entitlement developed by Youth Employment UK will provide a holistic education that includes both academic and technical training can help young people develop the skills and knowledge they need to succeed in the workforce.
- b** Remove the Maths and English requirements from all study and employment pathways unless mandatory for the job role.
- b** Continue to invest in Supported Internships and the support local areas need to improve the life chances of young disabled and neurodivergent people building on the amazing work of Internships Work.
- b** Assistive Tech has been transformative for many disabled/neurodivergent young people. Introduce ATech Hubs as recommended by Policy connect and include Accessible Tech within the national curriculum PHSE lessons- preparing the next generation of inclusive leaders.

Further Information

[What Is Supported Employment? | British Association for Supported Employment \(base-uk.org\)](https://www.base-uk.org)

[The Restart Scheme for long-term unemployed people - Committees - UK Parliament](#)

[An Independent Financial Costs: Benefits Analysis of Gloucestershire County Council's Employment Service \(GES\) Authors Dr Mark Kilsby, Julie Allan and Dr Stephen Beyer March 2015](#)

[Review5_Employment_health_inequalities.pdf \(publishing.service.gov.uk\)](#)

[Kilsby, M., Beyer, S and Allan, J \(2020\) An independent financial cost: benefits analysis of the Well Work project delivered by Southampton City Council. Cardiff: University of Cardiff](#)

[Employment Rates for People with Disabilities 2022-23](#)

[The outcome of a supported employment scheme for high-functioning adults with autism or Asperger syndrome. Autism. 1999;3\(3\):229–254; Wehman P, Schall CM, McDonough J, et al \(2017\).](#)

[Home | The DEC \(disabilityemploymentcharter.org\)](https://disabilityemploymentcharter.org)

[Snakes and ladders Feb24 2024-02-20-132351 vegy.pdf \(svdcdn.com\)](#)

[Universal Credit and Employers \(mmu.ac.uk\)](https://mmu.ac.uk)

[Public Sector Equality Duty: guidance for public authorities - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Pathways For All: Commission on Post-16 Education and Training](#)

[What is Internships Work? - NDTi](#)

[ATech Hub Recommendations, Policy Connect](#)