

The Disability and Health Employment Strategy: Next steps

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Outline of session

PART 1

- Update on the Disability and Health Employment Strategy – what has been achieved since publication?

PART 2

- Exploring the feasibility of Personalisation Pathfinders



Overview of the Disability and Health Employment Strategy

- “The disability and health employment strategy: the discussion so far” was published by DWP on 17th December 2013
<https://www.gov.uk/government/publications/the-disability-and-health-employment-strategy-the-discussion-so-far>
- The paper sets out high-level proposals to increase employment rates for disabled people and people with long-term health conditions. Proposals included:
 - **Supporting employers** with recruitment, retention, a ‘one stop shop’ and the Disability Symbol
 - **Young disabled people**, supporting transition from education to employment
 - **Mental Health**, developing better integrated employment and health services



Disability and Health Employment Strategy (continued)

- **A New Gateway** for disabled people into employment services ensuring the right support is available at the right time
- **Specialist Offer**, greater personalisation, better service integration, and better use of local providers and supported employment
- **Mainstream offer**, improving the offer and developing an evidence base
- The paper reflects input from a wide range of stakeholders including disabled people, DWP operational staff, employers, local authorities and employment support providers.



Working with employers

- Employers are key to driving up the employment rate for disabled people. We have held seven regional **Disability Confident** events. Engaged with over **1,100 employers** to date, including major companies such as Barclays, Sainsbury's and Honda. As a result of the events, we have so far received over 200 pledges from employers to increase the disability confidence of their companies and their supply chains.
- We have launched an MP toolkit to encourage MPs to build on local connections and partnerships, and bring together employers and disabled jobseekers.
- An updated **Employers' Portal** was launched last month and will provide the first port of call for guidance and signposting on Gov.uk.
- We will be reforming the Two Ticks Disability Symbol.



Helping young disabled people make the transition from education to employment

- Work with the **Higher Education** sector to improve accessibility for disabled young people.
- Improve disabled young people's access to **work experience** and increase their contact with employers.
- Increase the numbers and range of inspirational role models
- Produced a **portal** for GOV.UK as a first port of call – went live in July
- Downloadable **Knowledge Packs** for parents & professionals – to raise awareness and support positive attitudes – due for next portal update



Testing innovative approaches

- The new **Gateway Tool**, currently being developed, will help advisors understand claimant's attitudes to work and their employment support needs, from the outset.
- Exploring feasibility of a **personalisation pathfinder** which will take forward the learning from the Right to Control pilots. It will test the value of an enhanced specialist advisor role taking a broader view of a disabled person's needs.
- The **Psychological Wellbeing and Work pilots** will test new approaches to improve employment outcomes for people with mental health conditions. This includes embedding the Individual Placement Support (IPS) model in IAPT services; testing online assessments and support and telephone based psychological and employment-related support.
- Our **Social Impact Bond (SIB)** feasibility study, in partnership with Social Finance UK, will explore new models for supporting disabled people back to work.



Developing Personalisation pathfinders

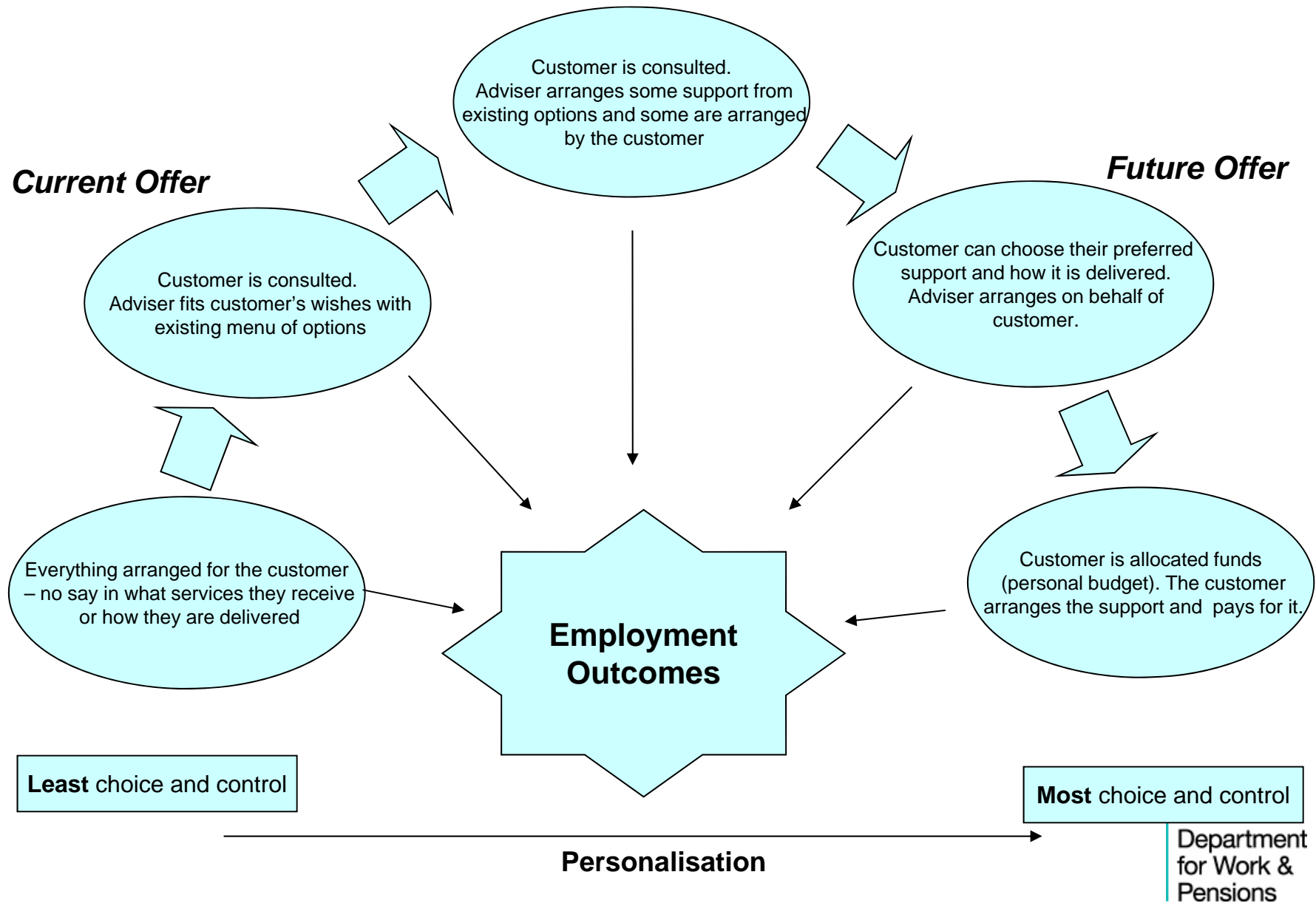
The Disability and Health Employment Strategy (DHES) set out a vision for future specialist disability employment support. Key elements of the vision were:

- Greater personalisation and more choice for disabled people in the support they receive;
- Better integration of services at local level;
- Better use of local providers;
- Greater use of peer support
- Wider use of the Supported Employment model.

We have been exploring the feasibility of a pathfinder to develop this vision. This has included working with an external Task and Finish Group.



Increasing Personalisation for Disabled People



Personalisation Pathfinders

- The aim of the pathfinder will be to test whether a more personalised advisory approach supported by a dedicated partnership manager role results in better job outcomes and overall better value for money.
- The pathfinder will inform and shape future delivery under Universal Credit.
- The pilot will target both ESA and JSA (PWD) claimants who need extra support to move towards work.
- We are aiming to engage 18 000 customers in the pathfinder over 2 years. We propose to run the pathfinder in three DWP districts



Personalisation Pathfinders

The main features of the pathfinders are:

- a new **Disability Partnership Manager** role at district level;
- a new **Specialist Disability and Health Adviser** role (combining DEA and ESA advisor roles);
- **additional Flexible Support Fund** resource;
- providing **funding to build capacity of Disabled People's User Led Organisations (DPULO)s/VSOs** to deliver employment support



What does this mean for providers?

- More opportunities for local specialist providers to be involved in delivering the offer
- Improved quality of referrals – people referred to the right provision
- Decreased chance of disengagement – particularly for ESA group
- Higher levels of engagement and motivation amongst those referred to providers
- Better links at local level between providers and DWP



Discussion questions

- Are there any examples of where **providers** are already delivering a more personalised approach? Evidence that this works.
- What do Specialist Advisors need to do differently to improve referrals to providers? Do you think advisors currently understand the Supported Employment model? Do we need to include more on this model in Workforce development for advisors?
- How can DWP Partnership Managers improve engagement with local specialist providers?
- What can we do to drive more collaborative working between providers in a local area?

