

nationalgrid

EmployAbility[™]
Let's work together





**How many disabled people
are there in the UK?**

1m

11m

111m



How many disabled people are there in the UK?

1m

11m

111m

There are over 11 million disabled people in the UK today (19% of the population). 15% of adults of working age and 45% of adults over the State Pension age are disabled - Family Resources Survey 2010/11



What percentage of people will experience a mental health problem this year?

5%

15%

25%



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1 in 4 British adults experience at least one diagnosable mental health problem in any one year, and 1 in 6 experiences this at any given time - The Office for National Statistics Psychiatric Morbidity report, 2001



**What is the estimating
purchasing power of
disabled consumers?**

10bn

50bn

80bn



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An estimated annual spending power of over £80 billion. Disabled customers may account for up to 20% of the customer base for an average UK business - Family Resources Survey 2010/11.



**Dyslexia affects 3 million
people in the UK**

True

False



**Dyslexia affects 3 million
people in the UK**

True

False

It affects 6 million people. Over 10% percent of the population is thought to be dyslexic, with 4% being severely affected. It is estimated that there are about 375,000 pupils in the UK with dyslexia - Dyslexia Action



How aware were you of the relative size and importance of disabled people within the UK?

EmployAbility

Strategy for Growth and Sustainability

Where we were – Our original ambition

Path to long term sustainable Project EmployAbility

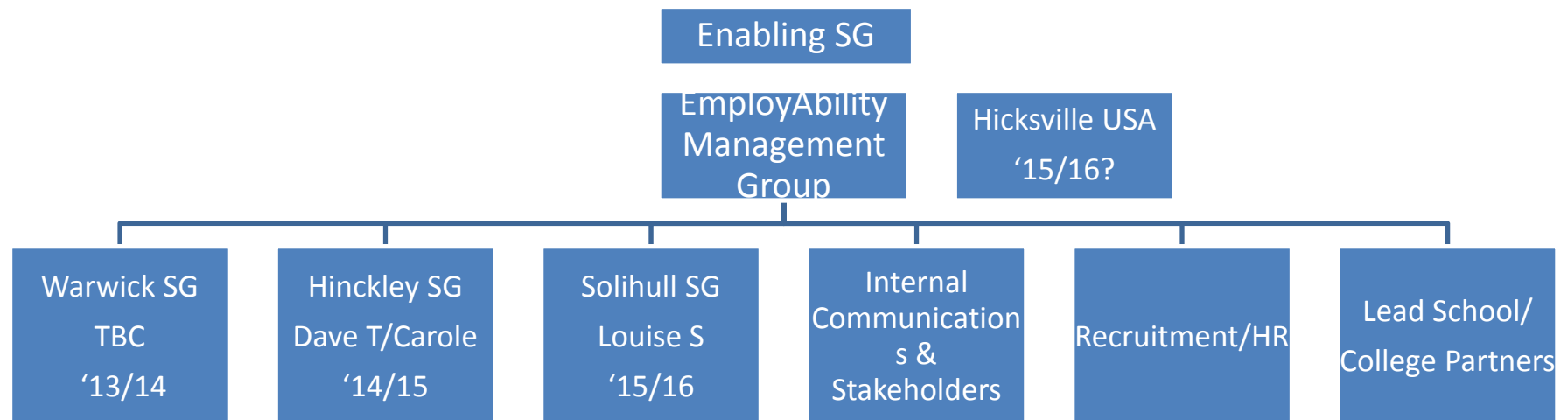
		Project Start (Yr 1-2)	Short - Medium Term	Long Term
Scale	Locations involved & # of students	<p>2 “cells” Warwick, linked to Round Oak Hinckley, linked to Hereward</p> <p>Driven by minimum student to teacher ratio at each site = [6x2=12]. Requires 12 placements per term</p>	<p>3 locations: Hinckley, Warwick and Wokingham</p> <p>[6x3 = 18] students / service personnel Requires 18 placements per term</p>	<p>All key office locations, Eakring, MARC, selected field based locations where feasible</p> <p>Multiple students / service personnel</p>
	Job levels	<p>Level 1 staff grades (Possibly higher grades depending upon the capability of the students)</p>	<p>Include higher staff grades where student capabilities merit it</p>	<p>All grades including manager roles where student capability merits it</p>
Scope	Job types	<p>Office based¹</p>	<p>Office based</p>	<p>Office plus some field based placements</p>
	Internal Permanent recruitment	<p>Not a core aim initially</p>	<p>On target</p>	<p>At least a few past students have been successfully appointed within National Grid</p>
Partners	Partners for supply of students	<p>Focus on Round Oak School and Hereward College</p>	<p>Include military agencies³ using same model, and add agencies with established links to National Grid e.g. Way Ahead. Seek partner organisations whose students are suited to analytical roles (autism specialists?)</p>	<p>Extend partners further to include universities</p>
	Supply chain partners	<p>Build support from supply chain partners ahead of year 2²</p>	<p>Include supply chain partners providing on site services where they are willing to participate</p>	<p>Include participation as a contractual requirement for suppliers providing on site services</p>

Idea – organising for success

EmployAbility Strategic Group:

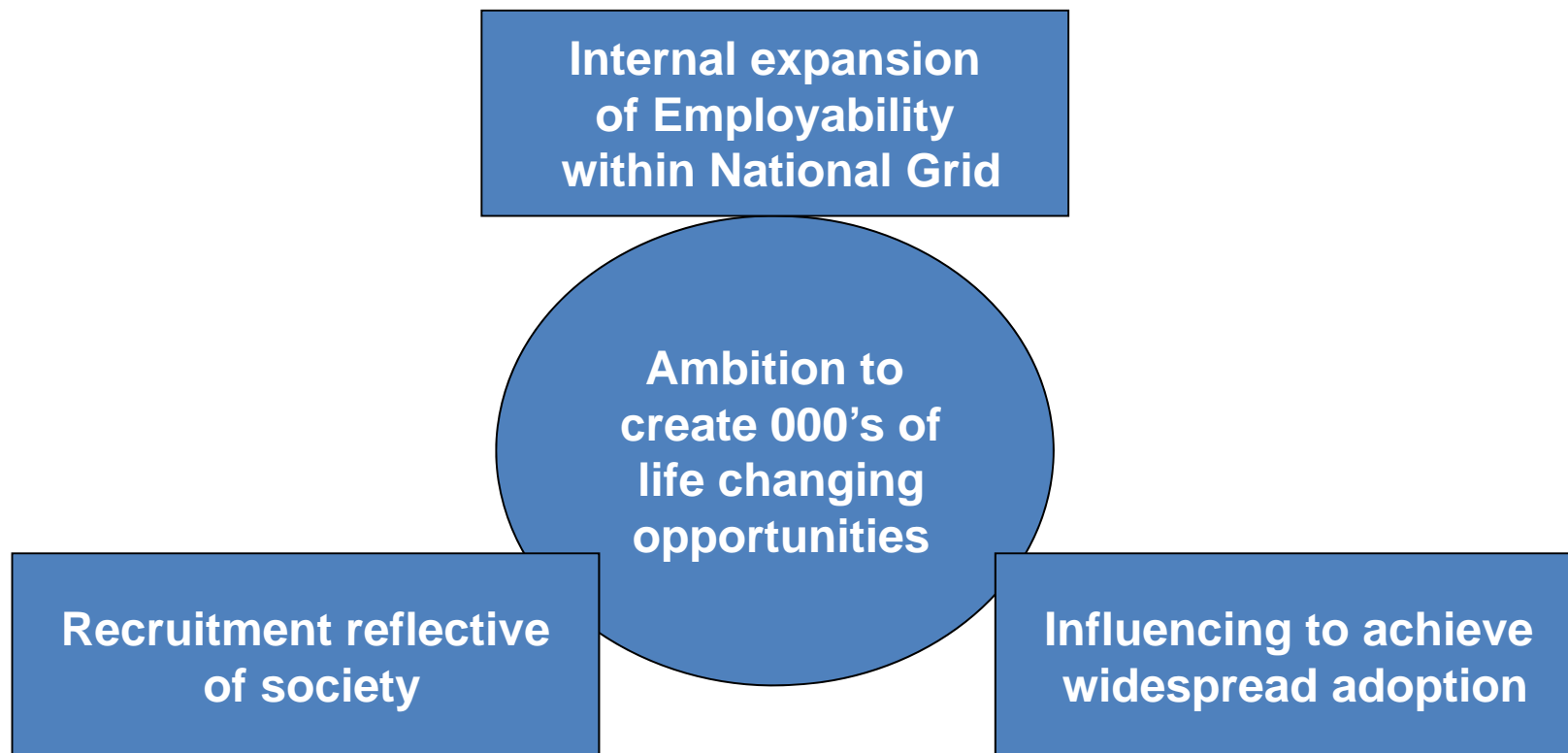


EmployAbility Management Group:



Learning from experience

Our strategy is developing





The process

