How many disabled people are there in the UK?

1m 11m 111m
How many disabled people are there in the UK?

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

5%  15%  25%

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
What is the estimating purchasing power of disabled consumers?

10bn  50bn  80bn

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
Dyslexia affects 3 million people in the UK

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

<table>
<thead>
<tr>
<th>Scale</th>
<th>Locations involved &amp; # of students</th>
<th>Job levels</th>
<th>Job types</th>
<th>Internal Permanent recruitment</th>
<th>Partners for supply of students</th>
<th>Supply chain partners</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2 “cells” Warwick, linked to Round Oak Hinckley, linked to Hereward</td>
<td>Level 1 staff grades (Possibly higher grades depending upon the capability of the students)</td>
<td>Office based</td>
<td>Not a core aim initially</td>
<td>Focus on Round Oak School and Hereward College</td>
<td>Build support from supply chain partners ahead of year 2</td>
</tr>
<tr>
<td></td>
<td>Driven by minimum student to teacher ratio at each site = [6x2=12]. Requires 12 placements per term</td>
<td>Include higher staff grades were student capabilities merit it</td>
<td>Office based</td>
<td></td>
<td>Include military agencies 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?)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>[6x3 = 18] students / service personnel</td>
<td></td>
<td>Office plus some field based placements</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Requires 18 placements per term</td>
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<td></td>
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</tr>
<tr>
<td></td>
<td>All key office locations, Eakring, MARC, selected field based locations where feasible</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td></td>
<td>Multiple students / service personnel</td>
<td></td>
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</tr>
</tbody>
</table>

## Project Start (Yr 1-2) | Short - Medium Term | Long Term

- **Partners**
  - Focus on Round Oak School and Hereward College
  - Include military agencies 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?)
  - Extend partners further to include universities

- **Supply chain partners**
  - Build support from supply chain partners providing on site services where they are willing to participate
  - Include participation as a contractual requirement for suppliers providing on site services
Idea – organising for success

EmployAbility Strategic Group:

EmployAbility Management Group:

Warwick SG TBC ‘13/14
Hinckley SG Dave T/Carole ‘14/15
Solihull SG Louise S ‘15/16
Internal Communication s & Stakeholders
Recruitment/HR
Lead School/College Partners
Learning from experience

Our strategy is developing

- Internal expansion of Employability within National Grid
- Ambition to create 000’s of life changing opportunities
- Recruitment reflective of society
- Influencing to achieve widespread adoption
The process

Engage Schools -> Disability Awareness -> School Visit

Business Engagement

Taster Day

Work Inspiration Week

Parents Visit

Induction

Placements