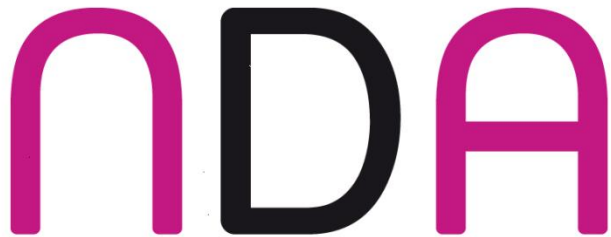


Comprehensive employment strategy

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What is the strategy

- 10-year framework for addressing employment
- Intended as a Government strategy on jobs
- Strategic priorities, vision and values
- Initial action plan, signed off by officials, sets foundation
- Future action plans will build on this
- Aims to be comprehensive across
 - Across spectrum of disability
 - Supply and demand for jobs
 - Public and private sectors
 - Range of responsible depts and public sector bodies
- Next step is to go to Cabinet Ctte and Government

The framework

Vision, values

- People with disabilities can get a job and a rewarding career; supported to maximise potential
- Stem the flow into joblessness – school leavers; after adult onset of disability

Strategic priorities

- SP1 Build skills, capacity and independence
- SP2 Provide bridges and supports into work
- SP3 Make work pay
- SP4 Promote job retention and re-entry to work
- SP5 Provide co-ordinated and seamless support
- SP6 Engage employers

Who has been involved

- Consultation with disability groups
- Discussions with officials bilaterally and as a group
- Depts of Education, Health, Social Protection, Jobs, Transport, Public Expenditure, Solas, HSE, NCSE...
- Employers, ICTU, IOSH, Science Foundation Ireland
- Over 70 actions with targets and timeframes for initial foundation period - first three years - agreed by officials
- Signed-off commitments – not just a wish-list
- Each dept responsible for what it's signed up to
- Next phase will build on these foundations

Action Plan - starting point on 10-year journey

- Short-term foundation for longer-term delivery
 - Put in place nuts and bolts of how organisations will worked together in a joined-up way, e.g. transitions from education
 - Do the homework on issues that are not fully teased out – e.g. vocational rehabilitation
 - Restart process to resolve long-standing knotty issues
 - Start small and scale up with evidence-based initiatives
- Review at 3 year intervals

Monitoring and review

- Annual review of implementation of strategy by NDSIG
- Where is overall strategy, and individual actions v timeframe
- Report to Cabinet Ctte on Social Policy
- Relevant annual actions -> Action Plan for Jobs
 - Report to Cabinet Ctte on Jobs
 - Publish list of tasks achieved or not achieved
- As foundation steps implemented, move on to next stage
- Review action plans at 3-year intervals
- Look at changes in nos. of people with disabilities in work, and employment rate v. others

Issues not in Phase 1 Action Plan that will be critical to long-term success – NDA advice

- Medical card
- Access to supports now limited to Live Register
- National vocational rehabilitation pathways
- Integrate employment into mental health recovery via mental health teams
- Work experience placements + as recruitment route
- Funding
 - Now - employer helpline, test out and evaluate evidence-based approaches
 - Later – funding to scale up successful initiatives