

Disability Employment Service

Department for Communities

Terry Park

Disability Employment Service

Purpose:

- To help ***people with disabilities*** progress towards, move into and sustain paid employment
- To assist and support ***employers*** to recruit and retain employees who have disability related barriers to employment

How we do this

- Maximise the contribution of the DES staff, along with our key partners and providers from the local disability sector, to meet specific ***customer needs***
- Develop new ***Policy*** and ***Strategy***
- Initiate and seize ‘opportunities’ with ***Employers***

Employment Programmes that support people with health and disability related barriers

Pre-employment

- **Condition Management Programme**
- **Work Connect**
- **European Social Fund disability projects**

In-work

- **Access to Work**
- **Workable**
- **Employment Support**

Supporting Equality through Inclusive Employment

An Employment Strategy for People with
Disabilities



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Strategy to Implementation

From the beginning, Be very clear on:

- Why?
- What?
- Who?
- When?
- How????

Why - the need for a new Strategy?

- Disability Employment Service was/is performing well at keeping people in work **but not helping enough new people into employment;**
- **Specialist support** was being replaced with more generalist mainstream options;
- **Policy agenda** was being dictated by GB – there was a need to maintain some influence and autonomy with regard to local Employment Service policy.

What - Purpose and Objective?

- To improve the job prospects and working careers of people with disabilities.
- To directly assist disabled people to find, sustain and progress within paid employment; or to start up their own business.

Who – to involve and engage with?

- Disability Sector
- Employers
- Trade Unions
- Public representatives
- People with disabilities, and their families
- Ministers and Senior Officials

Who – the Target Audience?

- People with significant disability related barriers to work, but people who want to work, and who, with the right level of tailored support, are capable of moving into and sustaining paid employment in the open labour market!

How – Break it down into manageable and practical levels of information?

- Desk research
- Engagement and Discussion events
- Common opinions and views start to emerge
 - What are the key barriers to success
 - What is working, or works elsewhere
- Group into Broad Areas
- Consult again
- Start to think about what Implementation might look like

How – Agreeing the Themes?

Theme 1 – Empowering and supporting people to secure paid employment

Theme 2 – Job retention and career development

Theme 3 – Working with employers

Theme 4 – Research and development

Theme 5 – Strategic partnership and engagement

How – Break it down further.....

Theme One – Commitments

- Formal adoption of the ‘Supported Employment Model’
- Specialist disability support to be delivered by the most appropriate organisations / service providers
- Recruitment model – offered to employers who are willing to give people with disabilities an opportunity
- Better use of Social Clauses and Positive Action, specifically for disabled jobseekers
- Record and measure the numbers into work

.....Theme Two – Commitments

- Promote what is available – new campaigns and methods to convey the success stories
- Introduce flexibilities to existing disability provision that is supporting people to keep their jobs
- Open up access of support to part-time employees
- Renew partnership working with Careers Service

.....Theme Three – Commitments

More

- Employer Engagement
- Employer Education
- Employer Events – small and large scale
- Employer Champions – in every sector!
- Celebrating of Success

.....Theme Five – Commitments

- New Disability Employment Stakeholder Forum
- Direct input from people with disabilities and the disability sector
- Ongoing communication and engagement – local and regular
- Input into future strategy, policy and operational decision making

Year One Action Plan – Early Implementation Success Stories

- Formal adoption of the Supported Employment Model
- Extended the offer of the new Workable programme to disabled people in employment of ten hours or more
- Opened access to CMP for disabled people in work, availing of Workable or Access to Work support
- Fully representative ‘Disability Employment Stakeholder Forum’ established and held first meeting
- Number of Employers engaged in ring-fenced recruitment
- Increased communication and engagement with wider disability sector

Future Implementation

- Employment Strategy is referred to in the new PfG Outcomes Framework – Indicator 42
- World Conference on Supported Employment – June 2017
- Number of disabled people into paid employment, as a direct consequence of Strategy Commitments to be measured
- Research project draft Terms of Reference finalised
- Partnership with Further Education Colleges in development
- NICS Disability Working Group report
- Stakeholder Forum to agree Year Two Action Plan.....

Questions?

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