

Inspiring Innovation in the East of England

Supporting Post-16 Learners with Learning Difficulties & Disabilities to participate and progress in training and employment

East of England, Friday 22nd July 2011



Initiatives and resources to support learners and providers

Valuing Employment Now – Real jobs for people with learning difficulties

The Department of Health sets out an ambitious goal to increase radically the number of people with learning disabilities in employment by 2025. The Government wants as many as possible of these jobs to be at least 16 hours per week.

Video: http://www.dh.gov.uk/en/MediaCentre/Media/DH_114360

Document:

www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_101401

Aspirations for Life - www.aspirationsforlife.org

Aspirations For Life is a campaign that received funding from the Government in 2009 and 2010 as part of the Valuing People Now Employment strategy - raising aspirations and expectations for people with learning disabilities.

This website contains a really useful resource pack for practitioners including posters, learning for work 6 page scheme of work, travel training resources, a case studies booklet, a mini-book about person centred thinking, One page profile for children and young people and individual service design.

Support and aspiration: A new approach to special educational needs and disability

This documents makes wide-ranging proposals to respond to the frustrations of children and young people, their families and the professionals who work with them. Including, a new single assessment process, the Local Authority offer, a personal budget and greater independence

Document: <http://www.official-documents.gov.uk/document/cm80/8027/8027.pdf>

Getting a Life www.gettingalife.org.uk

The Getting a Life programme ran from April 2008 to the end of March 2011, as part of the Valuing People Now employment work. It was set up to show what needs to happen so that young people with a severe learning disability achieve paid employment and full lives when they leave education.

The website has a resources section which includes many useful documents and links including Employment Support planning tools, quick guides and videos

Jobs First

<http://webarchive.nationalarchives.gov.uk/20110601212422/http://www.valuingpeoplenow.dh.gov.uk/content/jobs-first>

Jobs First was set up to demonstrate how people with learning disabilities can use their social care personal budget, alongside appropriate funding streams such as Access to Work, to buy the support they need to get and keep a job. A project with 7 Local Authorities, will support people with moderate to severe learning disabilities. It will help people to use their personal budget to buy the services they need to progress towards paid employment.

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Initiatives and resources to support learners and providers continued...

Making it work – Embedding a supported employment approach in vocational education and training for people with learning difficulties, Yola Jacobson. Niace

http://shop.niace.org.uk/media/catalog/product/f/i/file_3_43.pdf

DWP Access to Work - <http://www.dwp.gov.uk/jobcentreplus/>

The Access to Work programme is a Jobcentre Plus grant scheme, which assists disabled people who are in paid employment, or with Job/Work Trial, by providing practical support in overcoming work related obstacles resulting from their disability. Access to Work provides financial help towards the extra costs faced by disabled people in work, where this goes beyond what would be reasonable for an employer to meet. Access to Work grants will contribute to the additional employment costs resulting from disability that an employer would not normally be expected to fund. In some cases, this may involve an arrangement where we (DWP) and the employer share costs.

Barriers to participation in education and training -

<https://www.education.gov.uk/publications/eOrderingDownload/DFE-RR009.pdf>

This summary presents key findings from research commissioned by the Department for Children, Schools and Families (DCSF) aimed at exploring the barriers and constraints young people currently face when deciding what to do at the end of their compulsory schooling in Year 11

Resources for adults with learning difficulties

Employment hub

<http://webarchive.nationalarchives.gov.uk/20110601212422/http://www.valuingpeoplenow.dh.gov.uk/content/employment-resources-hub>

The Valuing People Now employment team have developed this hub of new resources to promote best practice and support local delivery of changes to help more people with learning disabilities get and keep jobs.

Resources include, Good Employment support checklists, toolkits, links to other websites, best practice guidelines for supported employment and job coaching

You can work it out <http://www.realroles.org/rrdocs/employmentyoucanworkitout1.pdf>

Making the Jump: We Can Do a Good Job A Pack for Adults with Learning Difficulties who want to Work by Yola Jacobson available through NIACE bookshop for £15 <http://shop.niace.org.uk/making-jump.html>

In Control and Me: How to get a job <http://www.mencap.org.uk/sites/default/files/documents/2010-10/factsheet19.pdf> Self-directed support: an Easy Read guide to getting the help and support you need.

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Resources for practitioners and managers within learning settings

Progression to Employment: A guide to providers of education and training to learners with learning difficulties and/or disabilities to assist with their progression to employment

Samantha Sharpe and Richard Groves

Resources for employers

Employing people with Learning Disabilities: A Handbook for Employers

Can be downloaded for free <http://www.jrf.org.uk/sites/files/jrf/1859352413.pdf>

I want to work – a guide to employing people with a learning disability

http://www.mencap.org.uk/sites/default/files/documents/2008-10/LDW_factsheets_ENG.pdf

Employment Action Sheet – Showing employers that they should employ people with a learning disability

http://www.mencap.org.uk/sites/default/files/documents/2010-10/ven_factsheet_8.pdf

Learning points from group discussion

Gorgeous

- The importance of regular Employer Engagement, taking the time to really explain to employers what the individual *can* do.
- Support the employer to make things easier, e.g. risk assessments, form filling, helping to break the job down into small steps so that the learner can carry out the job effectively etc.

Beautiful

- Partnership working is difficult to influence from a tutor/practitioner level. Information about funding, changes in policy etc. are not always disseminated to tutor level.
- Accessing additional funding can be restricted by practitioners not having the time to complete the right documents to be able to support the learner. Something for managers to consider...

Clever

- Larger employers such as Waitrose are very good at supporting learners with additional needs
- You have to be honest with the employer about the learner's disability/ies and also with the learner about acceptable behaviour/attitudes in the workplace

Lovely

- Huntingdonshire Regional College – have a Job Coach, funded by the College, who supports learners to find work experience and employment opportunities. In addition to this