

Is there work out there for me?

Improving progression routes into employment for young people with SEND


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Aim of the session

To provide ...

- An understanding of what people with learning disabilities can achieve and dispel some myths
- An improved understanding of how best to support a person with additional needs get paid job
- Information about supported employment/supported internships and what good support looks like
- Positive examples



Speak to the
person next to you
and find out a few
facts about them



What we know....

- * Poor outcomes for young people, particularly in employment, independent living, health and community inclusion
- * No increase in the employment rate
- * Less than 6% of people with learning disabilities in paid employment
- * Parents (and young people) often don't know what's possible
- * Not enough good supported employment
- * Low expectations about what young people with learning disabilities can achieve.



Myths.....

Myths....

Someone with a learning disability;

- * can't work
- * can only do certain jobs
- * can only work 2 hours a week
- * will not do a good job
- * won't be welcomed by an employer

Reality

- * We know that young disabled people **can do a good job** that they enjoy and that employers value
- * Evidence suggests that getting more young disabled people into work would **reduce welfare dependency and improve their health and happiness**
- * To be **financially better off**, and to maximise savings to the taxpayer, people need to work 16+ hours per week.
- * Employers who recruit disabled people report: cost savings from workplace analysis and simplified processes; increased customer satisfaction; **reduced staff turnover** etc.

What works?

Research shows that there are number of approaches that work:

- * **Raising employment aspirations** and expectations of children and young people, families and everyone who supports them
- * **Person-centred transition planning** with a focus on employment
- * **Welfare advice**, advice and guidance and **positive work experience**, so that families see that work is positive and possible
- * **Vocational curriculum** that supports young people's aspirations and meaningful work experience for young people in community-based settings
- * **Supported employment organisations** working with young people whilst they are at school, and good supported employment from 16+



National initiatives

- * Government imperative
- * Children's and Families Act (April 2014)
- * SEND reforms
- * Code of Practice (September 2014)
- * Raising the aspirations and expectations of children and young people with learning disabilities
- * Meaningful life opportunities
- * Independence

The vision of the SEND reforms

- **Participation** of children, their parents and young people in decision making.
- **Early identification** of children and young people's needs and early intervention to support them.
- **Greater choice and control** for young people and parents over support.
- **Collaboration** between education, health and social care services to provide support.
- **High quality provision** to meet the needs of children and young people with SEND.
- **Focus on inclusive practice** and removing barriers to learning.
- **Successful preparation for adulthood**, including independent living, community participation and employment.

Making employment happen

- We know that paid work is often not an expectation for people with learning disabilities
- Provide information on some things that are making a difference
- Focus on how to ensure supported employment for people with learning disabilities is at the forefront of developments
- Think about what else needs to happen
- Show some of the good jobs people have

Making employment happen

- Start at the beginning
- Raise the aspirations and expectations of children and young people with learning disabilities and focus on employment
- Help people see that getting a job is possible and a good thing





- Making people think about employment from a much earlier age
- What are you going to be when you grow up?
- Positive role models - people with learning disabilities in work and planning for work
- Helping people to work together and share what they know to change the way things are done



Celebrate success...



Skills and talent!



a real difference to family life

working interview

paid job

reliable!

independent

sensible

never had a day off sick

fantastic worker!

great team member

efficient

Making employment happen.

- * Inspire individuals and raise aspirations
- * Provide information, advice and guidance about what is positive and possible
- * Work with individuals, parents, carers and advocates
- * Work with employers
- * Ongoing support and monitoring - individual and employer
- * Identify opportunities and improve lives
- * Ongoing support and monitoring - individual and employer
- * REAL jobs!!





Questions?



Contact us:

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