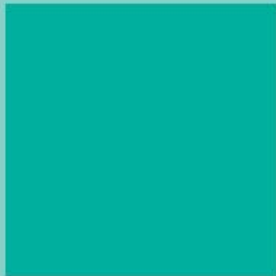




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# Report to Overview & Scrutiny Committee

## LD Employment

8<sup>th</sup> October 2013

Town Hall

Andrew Sykes  
Team Manager  
Community Learning Disability Team



## But first..... some facts and statistics (national position)

According to the Labour Force Survey, disabled people are now more likely to be employed than they were in 2002, but disabled people remain significantly less likely to be in employment than non-disabled people.

In England, only **6.4 per cent** of people with moderate to severe learning disabilities known to adult social services are in paid employment

This is far lower than the employment rate for all working age disabled people (**46.3 per cent**) and the working age population in England (**76.4 per cent**)

Source: NHS Information Centre, Social Care and Mental Health Indicators from the National Indicator Set, England 2009-10, August 2010

Source: Labour Force Survey, quarter 2, 2012



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## But first..... some facts and statistics (national position)

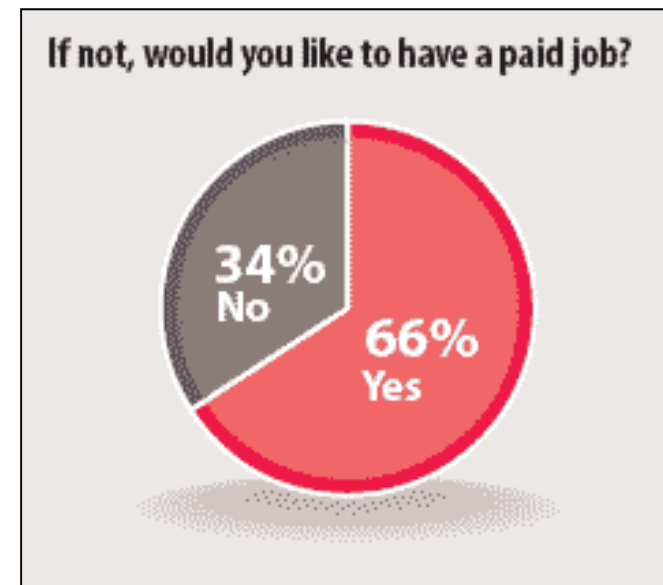
The majority of people with learning disabilities who are in employment work **part-time**

Men were more likely to be working 30+ hours per week than women  
(**1.3% v 0.4%**)

Source: Foundation for People with Learning Disabilities  
Source: People with Learning Disabilities in England 2011



So, is there a demand for employment amongst people with learning disabilities?



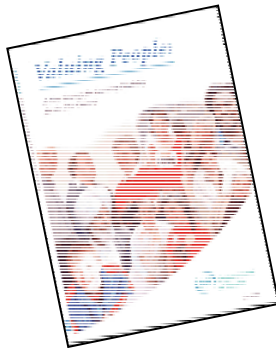
It is estimated that **65%** of people with learning disabilities would like a paid job.

Source: Community Care Magazine 'A life like any other' campaign – May 2007

Source: Report - Valuing Employment Now June 2009



## Learning Disability Policy



**Valuing People: 'A New Strategy for Learning Disability for the 21st Century'** (White Paper Cm 5086) - **20th March 2001** (First white paper for thirty years)

### Objective 8: Employment

'To enable more people with learning disabilities to participate in all forms of employment, wherever possible in paid work and to make a valued contribution to the world of work'



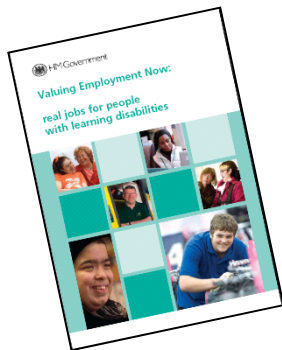
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## Learning Disability Policy continued



**Valuing People Now: 'A New Three-Year Strategy for People with Learning Disabilities - Making it Happen for Everyone' - 19th January 2009**



**Valuing Employment Now: 'Real Jobs for People with Learning Disabilities' – 24th June 2009**



## Why should efforts be made to progress the numbers?

- Social inclusion
- Improve financial situation
- Open-up another source of friends and social contact
- Increase self-esteem
- Integration
- It is what people with learning disabilities want



## What are the barriers and challenges?

- The current economic climate
- High competition for job vacancies
- High unemployment for those aged 16-24.  
(Unemployment for this group increased by 15,000 in the 3 months to June 2013 to reach 973,000)
- Welfare system/Job Centre Plus
- Parental attitude
- Employer reluctance/educating employers





## The business case for employing people with LD

- People with LD are a valuable resource and an asset
- In industries where staff turnover can be high, people with LD stay in their jobs for longer
- If in jobs to which they are suited and which they enjoy they are reliable, committed, highly motivated and hardworking
- Employing people with LD can change workplace cultures for the better by encouraging team working and by promoting awareness and understanding, empathy and insight
- Dispelling myths about support needs and the cost of reasonable adjustments

**Source:** Part of the Workforce: The Successful employment of people with learning disabilities, 2004, National Development Team

**Source:** Employing Someone with a Learning Disability is doing your business a favour, 2004, National Development Team



## What is being done nationally to improve the position?

The Office for Disability Issues (ODI) is working with various government departments on a number of projects which attempt to address this issue, including:

- Project Search, which helps people with learning disabilities secure and keep permanent jobs through a series of work rotations with a host employer
- 'Getting a Life', which aims to identify and tackle the issues young people with learning disabilities face when they leave education so they can get a job and enjoy a full life
- Jobs First, a one-year project with six demonstration sites in England.

These projects coordinate the work of departments and agencies across government and locally to help achieve positive outcomes for disabled people.



## What is being done locally to improve the position?

### **The Council as an employer of people with Learning Disabilities.**

- Recruited 28 people with LD into paid positions in various departments across the council
- Identified an employment champion/coordinator
- Took a positive and creative approach to employing people with a learning disability
- Worked closely with local Supported Employment services i.e. ROSE Programme



## What is being done locally to improve the position?

### **Adult Social Care and the Learning Disability Service.**

- Fund various projects to assist people with learning disability to prepare for the world of work (Jackson's Café, Shaw Trust Horticulture project, Education 4 Employment and job coaching support at ROSE Programme)
- Assisted with the recent recruitment process to posts within the Directors office and adult social care.
- Created six new paid opportunities at Avelon Road Centre
- Worked closely with HR colleagues to adjust recruitment processes including developing accessible job profiles etc.



## Local case studies/success stories

*The following stories have been collected from four local people who have moved into paid employment with the support of various staff and organisations that the Council is working with.*

### ***Employment: Paul***

Paul is 29 years old. He attended Havering College and initially had very little self confidence. He joined the college's ROSE programme which seeks paid employment for adults with learning disabilities and/or difficulties, with the back up support of a job coach.

Paul was recruited by McDonalds, initially working one six-hour shift a week. Eighteen months later, Paul was named Employee of the Month and received a bonus. He now works 17 hours a week and in his own words "working has changed my life". His manager describes Paul as a "very hard worker who takes a lot of pride in his work".

Having a job has boosted Paul's confidence so much that he now feels much more confident using public transport and has since moved from the family home into supported living. He now lives completely independently in his own flat.



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## Local case studies/success stories

### *Employment: Gary*

Gary is 25 years old. He was not involved in any form of education, employment or training. He had been looking for work on his own with little success.

He started paid employment working in the post room at London Borough of Havering. He was supported by ROSE to do this. He has gained a reputation for being dedicated and reliable. He now feels very much a part of his community.



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**Any questions?**