

# Career Development and Employment Options for a Person with a disability or who is disadvantaged, living in Cumbria

This report was collated by the Employment Steering Group, Cumbria  
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The Employment Steering Group includes representation from:

- Customers
- Carers
- Employers/Chamber of Commerce
- Adult Social Work Team CCC
- Commissioning Team CCC
- Children's Services CCC
- Adult Education Environment & Community Services CCC
- Education and Training Providers
- Inspira (Connexions)
- DWP (Job Centre Plus)/Probation Service
- Cumbria Care
- Moving into Employment Providers

and reports to:

- Partnership Boards
- Providers Forum Group
- Health & Care Services Commissioning
- Adult Social Care Commissioning
- Health and Wellbeing Strategy Board

National Statistics

Disability facts and figures

Published 16 January 2014 [www.gov.uk](http://www.gov.uk)

## **General demographics**

There are over 11 million people with a limiting long term illness, impairment or disability.

The prevalence of disability rises with age. Around 6% of children are disabled, compared to 16% of working age adults and 45% of adults over State Pension age.

## **Living standards**

A substantially higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled.

19% of individuals in families with at least one disabled member live in relative income poverty, on a before housing costs basis, compared to 15% of individuals in families with no disabled member.

21% of children in families with at least one disabled member are in poverty, a significantly higher proportion than the 16% of children in families with no disabled member.

## **Employment**

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 2012, 46.3% of working-age disabled people are in employment compared to 76.4% of working-age non-disabled people. There is therefore a 30.1 percentage point gap between disabled and non-disabled people, representing over 2 million people. The gap has reduced by 10 percentage points over the last 14 years and has remained stable over the last two years despite the economic climate.

## **Education**

Between 2005 to 2006 and 2010 to 2011, the percentage of pupils at the end of Key Stage 4 achieving 5 or more GCSEs at grades A\* to C has:

- increased from 66.3% to 88.9% for students without Special Educational Needs (SEN)
- increased from 19.8% to 59.2% for students with SEN without a statement
- increased from 8.7% to 24.9% for students with SEN with a statement

## **Post-19 Education**

Disabled people are around 3 times as likely not to hold any qualifications compared to non-disabled people, and around half as likely to hold a degree-level qualification.

19.2% of working age disabled people do not hold any formal qualification, compared to 6.5% of working age non-disabled people.

14.9% of working age disabled people hold degree-level qualifications compared to 28.1% of working age non-disabled people.

## **Independent living**

Over a quarter of disabled people say that they do not frequently have choice and control over their daily lives.

## **Discrimination**

Disabled people are significantly more likely to experience unfair treatment at work than non-disabled people. In 2008, 19% of disabled people experienced unfair treatment at work compared to 13% of non-disabled people.

Around a third of disabled people experience difficulties related to their impairment in accessing public, commercial and leisure goods and services.

## **Leisure, social and cultural activities**

Disabled people remain significantly less likely to participate in cultural, leisure and sporting activities than non-disabled people. Latest data shows disabled people are more likely to have attended a historic environment site, museum or gallery than in 2005 to 2006. However, disabled people are less likely to have attended a library over the same period.

## **Civic involvement and volunteering**

Disabled people are significantly less likely to engage in formal volunteering. In 2010 to 2011, 23% of disabled people engaged in formal volunteering at least once a month, compared with 25% of non-disabled people.

## **Transport**

Around a fifth of disabled people report having difficulties related to their impairment or disability in accessing transport.

Between 2004 to 2005 and 2011 to 2012, the percentage of buses with low-floor wheelchair access increased from 52% to 88%.

## **Communications**

Disabled people are significantly less likely to live in households with access to the internet than non-disabled people. In 2011, 61% of disabled people lived in households with internet access, compared to 86% of non-disabled people.

## **Justice System**

Disabled people are significantly more likely to be victims of crime than non-disabled people. This gap is largest amongst 16-34 year-olds where 39% of disabled people reported having been a victim of crime compared to 28% of non-disabled people.

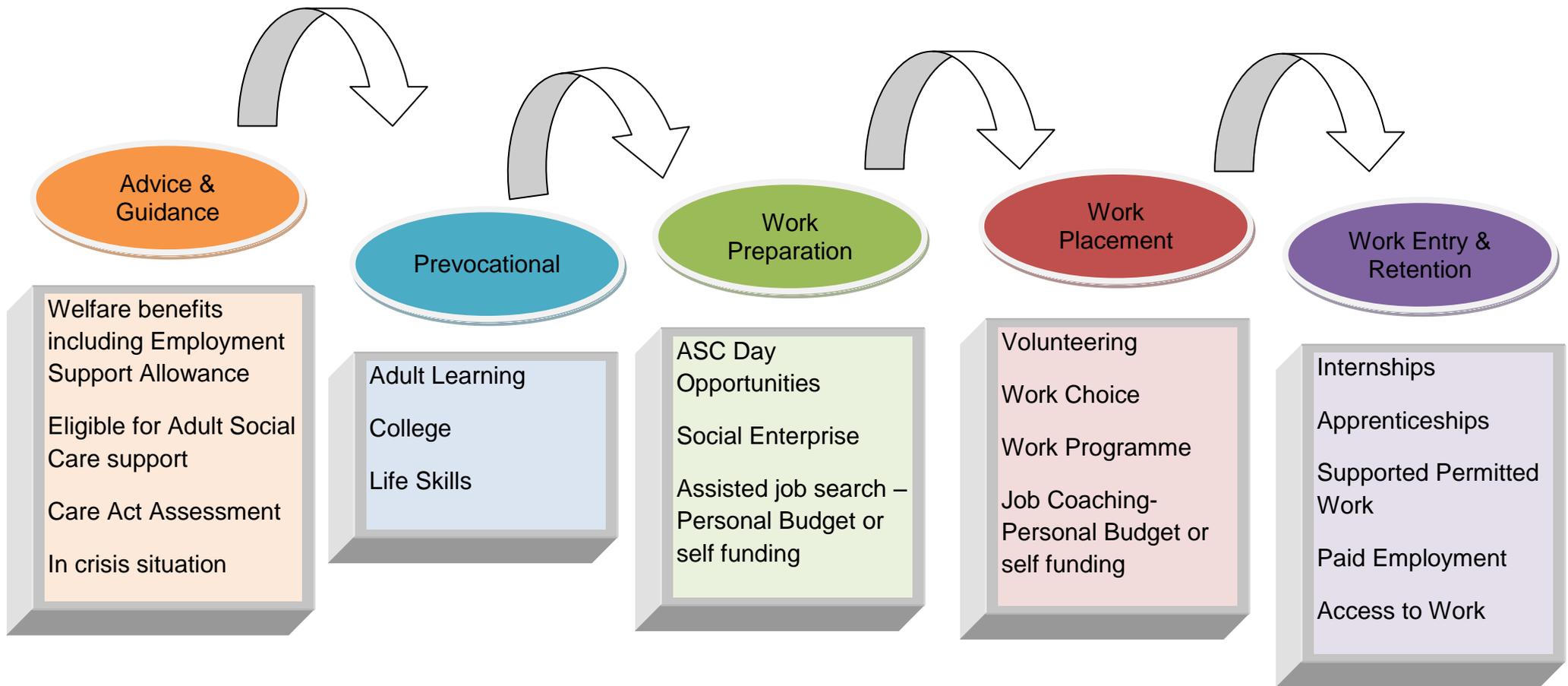
Disabled people are less likely than their non-disabled peers to think the Criminal Justice System (CJS) is fair. This gap is largest amongst 16-34 year-olds, where 54% of disabled people think that the CJS is fair compared to 66% of non-disabled people.

## **Housing**

Although the gap in non-decent accommodation has closed over recent years, 1 in 3 households with a disabled person still live in non-decent accommodation.

1 in 5 disabled people requiring adaptations to their home believe that their accommodation is not suitable.

# What are some of the options?



## Advice & Guidance

There are a number of independent providers that can offer advice and guidance if you are thinking about gaining employment. They may charge for their time.

The Local Authority as part of its Care Act responsibilities will be able to help in the first instance, in terms of an assessment of need. There is no charge for this assessment but the process can be quite lengthy.

### Leaving Education...

The Local Authority will be able to provide a Transitional Social Worker.

**Inspira:** Young People up to age of 25: work with you to develop an Education, Health & Care Plan. Tel. 01932 711300; info@inspira.org.uk.

**Jobcentre Plus:** Offer advice about welfare benefits that are available to you when you reach working age. Tel. 0345 604 3719.

### Additional help...

If you need help with understanding what is available you can ask for an advocate from an organisation called **People First**. 03003 038037.

If you are of working age and need advice and guidance because you are facing a time of crisis then contact your Local Authority - **Ways to Welfare**. 01228 221100; www.cumbria.gov.uk/welfare



## Pre Vocational

If you are wondering which job area best suits you or you want to gain more vocational skills then more specific guidance is available.

**Inspira/The National Careers Advice Service** – advises of what training programmes are available in your local area. Tel. 0800 100 900.

**Pathways to Adulthood** – have a number of programmes which help you build confidence and increase your skills that help with making job choices in the future. Tel. 01900 706 111; [www.cumbriaadulteducation.org](http://www.cumbriaadulteducation.org)

**Disability Employment Advisers** – the Disability Employment Adviser (DEA) at your local Jobcentre can help you find a job or gain new skills and tell you about disability friendly employers in your area.

They can also refer you to a specialist work psychologist, if appropriate, or carry out an assessment to find out about your skills and experience and what types of job roles you're interested in.

Your DEA can also tell you about programmes and grants to help you back into work. These include:

- Work Choice - to help you find a job, and get support when you start work;
- Residential Training (Specialist Employment Support will replace Residential Training from 1/9/15 ) - to give you work experience and training;
- Access to Work - money towards a support worker or for the cost of equipment or travelling to work.

## Work Preparation

Some local authorities commission supported employment through health and social care provision. Eligibility for these services varies, and local authorities should be able to provide this information. In addition, some local authorities provide direct payments for employment support for those eligible for health and social care. These routes may be available and most appropriate for some young people who meet eligibility thresholds.

In Cumbria the Local Authority has a list of providers that are specialist in supporting people into employment. These providers help build vocational competence; personal self confidence and coach in workplace protocols. These can be found on the Cumbria Support Directory – [www.cumbriasupportdirectory.org.uk](http://www.cumbriasupportdirectory.org.uk)

Personal budgets existed prior to the Care Act, but the Act places them into law for the first time, making them the norm for people with care and support needs. This means that people will know from the outset how much money is available to meet their needs including the proportion the local authority will pay and the amount (if any) they will pay. A personal budget can be used to fund work preparation outcomes.

**Framework 3 – Moving into Employment Providers** are available in each district.

Social Enterprises – also provide opportunities to ‘job taste’ different vocational settings.

Cafe Inspire – Mencap. Tel. 01768 892014

The Furniture Warehouse – Right2Work. Tel. 01539 758008

Cafe West – Westhouse. Tel. 01946 598960

**Specialist Employability Support (SES)** that offers two components available from your local jobcentre:

Start Back: For people with a small number of health barriers for up to 3 months. Main Provision: For people with multiple complex barriers who require longer support up to 12 months.

## Work Placement

Attending a work placement means operating in a real work setting alongside colleagues and other workers. It's an opportunity to try out practical new skills and develop greater experience and learning. Employers often prefer people with previous job experience.

Some people would prefer to attend a work place and not get paid – this is called volunteering.

To find out about volunteering opportunities contact **Cumbria CVS**. Tel. 01768 800350.

Examples include: NCIP (Neighbourhood Care Independence Programme) 0844 967 1885; TCV (the Conservation Volunteer) 01539 742612; Do-IT.org

### Work Choice

The Work Choice programme is designed to support disabled people to find, keep and get on in a job. The type of help you get depends on what you need - it's different for everyone. For example, you might get help with:

- training;
- building your confidence;
- finding a job that suits you;
- interview coaching;
- developing your skills

You'll have an interview to see what support you need when you join Work Choice. Work Choice is delivered by different providers across the country. They offer 3 levels of help.

- Work Entry Support
- In-Work Support
- Longer-term In-Work Support

## Work Entry & Retention

Once you enter employment there may still exist the need for additional support to maintain the role or learn new skills as your career develops. Disability or disadvantage can affect employment status at any time.

### Supported Internships

Supported internships are structured study programmes based primarily at an employer. They are intended to enable young people with learning difficulties and/or disabilities to achieve sustainable, paid employment by equipping them with the skills they need for work through learning in the workplace. Internships normally last for a year and include unpaid work placements of at least six months. Wherever possible, they support the young person to move into paid employment at the end of the programme. Students complete a personalised study programme which includes the chance to study for relevant substantial qualifications, if suitable, and English and Maths to an appropriate level.

Although similar in aims to a traineeship or apprenticeship, supported internships differ in key ways. Young people on supported internships are expected to require *a higher level of support* than a trainee or apprentice, and to be offered workplace support in the form of a job coach, as well as support for their non-workplace learning.

A key difference to traineeships is that interns are expected to need *a longer programme* than a trainee, for whom the maximum programme length is six months, before they are ready to progress to an apprenticeship or other sustainable employment

Government policy is that young people with learning difficulties and/or disabilities, including those with more complex needs, should be supported to develop the skills and gain the qualifications and experience they need to succeed in their careers. Supported internships are one means by which young people with learning difficulties and/or disabilities can be supported to achieve paid employment.

## Access to Work

Access to Work is a grant from the Department for Work and Pensions (DWP) which helps pay for practical support so that disabled people can do their jobs. From September 2013, DWP's Access to Work fund has been extended to supported internships (and traineeships) to allow funding of travel (providing assistance to interns who incur additional costs in travelling to and from work because of their disability) and the costs of support workers, including job coaches, or specialist equipment, for days that a young person is at the employer's premises. There is no set amount for an Access to Work grant, and how much an individual receives depends upon their circumstances.

Once a young person is in a paid job or self-employed, or about to start a job or work trial, an Access to Work grant can pay for support at job interviews and help with additional support costs in paid employment. It is paid regardless of the amount of hours worked as long as the employee is not in receipt of certain benefits. There is no set amount for an Access to Work grant, and how much an individual receives depends upon their circumstances. The employee (former intern) should apply as soon as the job is offered and not wait until they start working. They must apply within six weeks of starting a job to obtain the maximum support. Access to Work can pay for things such as:

- specialist equipment;
- adaptations to equipment;
- a support worker or job coach;
- communication support;
- excess costs of getting to work if someone is unable to use public transport or drive themselves; and
- disability awareness training for employers about the employee's specific condition.

# Personal Stories of Career Development



## Adam

I started with Cafe West in Whitehaven as a day opportunity when the café opened in 2009 because I wanted to improve my lifestyle. During this time I have steadily learned a lot of skills. I successfully applied for a 16 hour position as a kitchen assistant at the café. I now work as a valued member of the staff team and also volunteer at the Library.

My Manager says I am very good at looking after customers and I enjoy working in the kitchen as I able to undertake all the necessary tasks involved in preparing food.

## Gareth

I recently attended an employability training course with Right2Work in Kendal. These courses were open to members of the local community that were struggling to secure employment.

The course included modules such as health and safety, what employers expect from employees (this was delivered by Lakeland retail staff in partnership with R2W), interview techniques, applying for a job (including the do's and don'ts), skills analysis and how to sell yourself in a positive way.

I had not been able to access employment for some time due to personal difficulties and this was having an effect on my family. When undertaking a session about career choices and looking for the right job I felt I could share my story.

The Employment Adviser at Right2Work provided one to one support for me which was extremely helpful. I was supported with what I needed to do in order to be successful in my jobsearch. As a result I secured 2 interviews, one for a car valeting company and one for a national bakery.

Following a number of coaching support sessions and walking me through interview techniques and behaviour in the work place, I attended the interviews with a good understanding of the roles and working environments I could expect to be working within.

I was offered both jobs. I have accepted both as they are both part time. This has naturally boosted my confidence and the confidence of the group who witnessed my transition. Gareth's success also motivated the group as they could see that the preparation and focus in the right areas really did work when looking to secure paid employment.

# Personal Stories of Career Development

## Emily

My role at Cafe West is to support people that are new to the day opportunity. Whilst coming here I have been supported to apply and obtain a paid day at the hospital.

Unfortunately a number of things meant I was unable to continue it but it was good that I was able to return to attending the day opportunity in Whitehaven.

When I started I had very low self-esteem but as I have progressed in my work my self-confidence has increased which has enabled me to take the big step of moving out of the family home into supported accommodation.

## Diana

I started my employment journey as one of the first people to train at Café Inspire, the EMS supported work project. At Café Inspire I learn what it is like to have a job. I have to turn up on time and on the right day. I prepare food and drinks, use a till to serve customers and work hard to keep the café clean and organised.

With support from Eden Mencap Society, I have found a job where I can put my skills to good use and earn my own money.

*“Diana proved herself to be a hardworking, dedicated person and integrated herself into the team with ease. I felt that she would make an excellent addition to the team and was more than happy to give her, her first chance in employment. I expect great things from Diana and know she will not let me down” Store Manager*

*In January 2015 Diana signed a contract with Costa. Her EMS support worker was there to act as her advocate and to help her to understand her contract, her terms of employment and her rights as an employee.*

“I feel happy because I am meeting different people and this is a proper job”.

## Jamie

Like many other young people with learning disabilities, I found myself without direction after leaving the education system. Eden Mencap Society supported me to find my feet on the employment ladder.

*Jamie came to EMS in April 2013 because as a well-qualified school leaver, diagnosed with Asperger's Syndrome, he found himself struggling to find employment despite a strong desire to work. Frustrated and lacking in self-confidence, Jamie had been unsuccessful in several job applications and was starting to lose hope that he could ever be independent.*

"I didn't work hard in school for nothing. I thought getting GCSEs and good grades meant I would be able to find a job."

In December 2014 I accepted a secure and permanent job at Sainsbury's. Working with support from EMS I was supported to explore new ideas.

"I didn't imagine I would have the confidence to work in a shop with customers. I didn't even think I would enjoy it. Now I have a job at Sainsbury's I feel like I have really accomplished something for myself. I enjoy having something to get out of bed for. I can save my own money and buy things when I want them and I have a better understanding of the value of money now I have to work for it. It has made me feel a lot more independent and confident."