

# WE WORK for Everyone

## Building a community of good practice

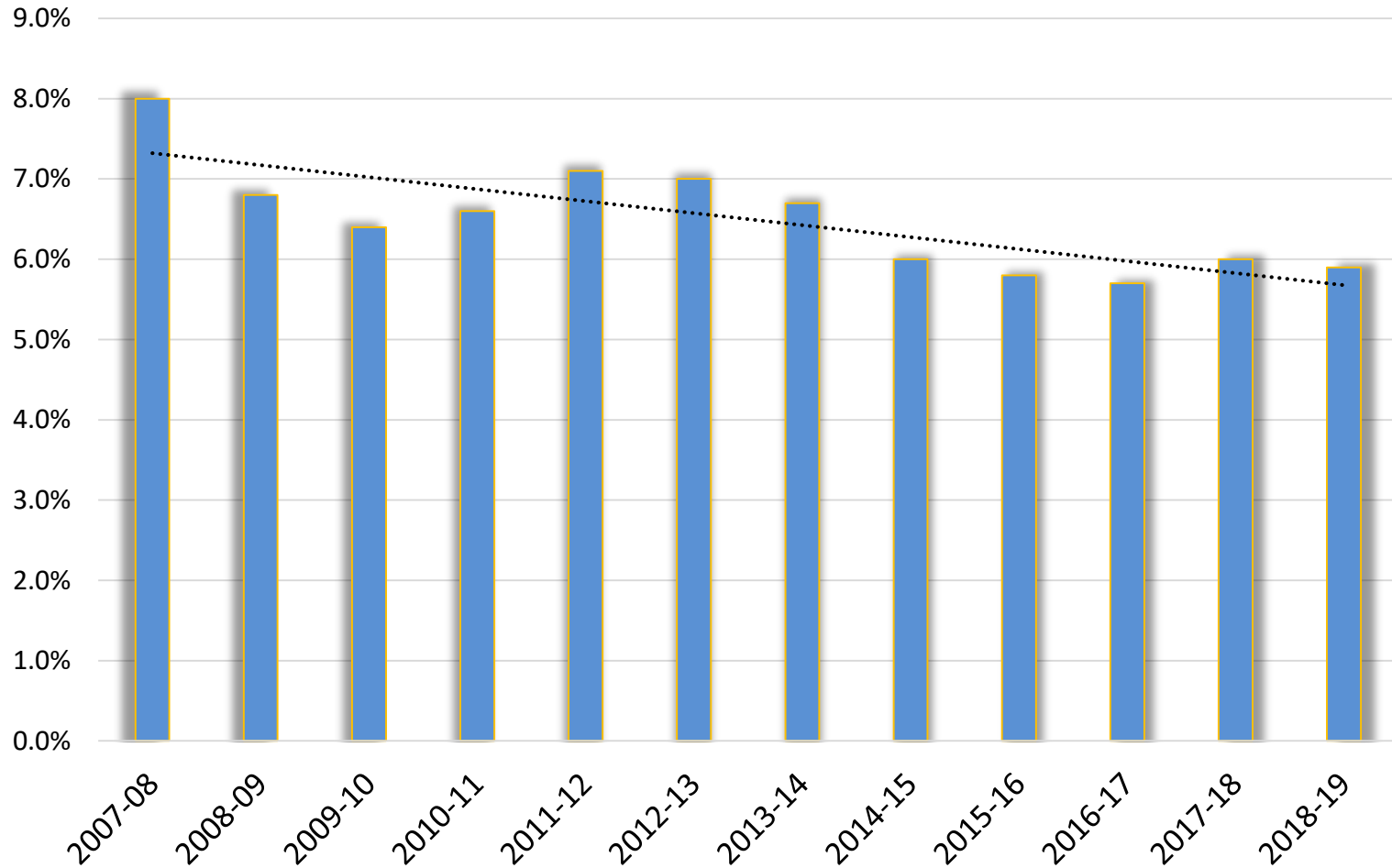
Launch  
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# Learning disability employment rate



# We know what works

When we give good quality support to people who are interested in finding work, we can match their skills interests and aspirations to the needs of local employers and get good job outcomes



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# Good quality support

## ***Supported Employment***

*Widely held as the best approach to supporting young people with SEND into employment*

*Set of values and practices underpinned by two important principles*

- 1. Everyone can work if we can figure out how to support them*
- 2. The best place learn a job is in the job*



# Supported employment

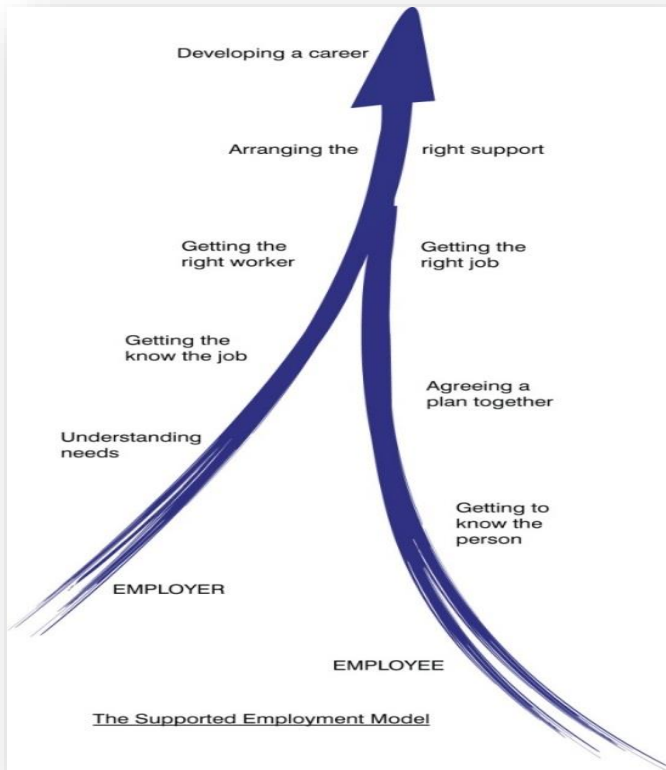
1. Client Engagement
2. Vocational Profiling
3. Job Finding
4. Employer Engagement
5. On and off the Job Support



## Job match

- Employers get the right worker and jobseekers get the right job
- Arranging the right support

# Values of supported employment



- Real Work
  - Would be done by others
- Real work settings
  - Interaction with non disabled co-workers and supervisors
- Real money
  - At going rates of pay for the job

Real work in an integrated setting with on-going support provided by an agency with expertise in finding employment for disabled people (BASE)

# ‘Unequivocal’ evidence (OECD 2010)

- **Higher wages** (Schalock, Mcgaughey and Kiernan 1989; Lewis *et al.* 1992; Noble *et al.*, 1991 Shafer *et al.* 1990)
- **Improved outcomes** (West *et al.* 1992; Bayer & Robinson 2009)
- **Greater self esteem** (Griffin *et al.* (1996)
- **Longer hours** (McDonnell *et al.* 1988)
- **More sustainable jobs** (Wacker *et al.* 1989)
- **More “typical” work roles** (Beyer 2012)
- **More cost effective** (Greg *at al* 2014)
- **Significantly better vocational outcomes** (Frederick & VanderWeele 2019)

# WE Work for everyone

## Employment Navigators

\* One to One interviews \* Digital Profile \* Diagnostic toolkit \* CEIAG \* Pathway Planning \* Signposting \* Track participant progress

### Specialist Employment Support

- Community of Practice
- Pre - employment training
- Vocational profiling
- Job Search
- Job coaching

### Education & Training

- Vocational Qualifications
- Functional Skills
- Community Education
- Risk of NEET provision
- Internships (age 18-25)

### Alternative Provision

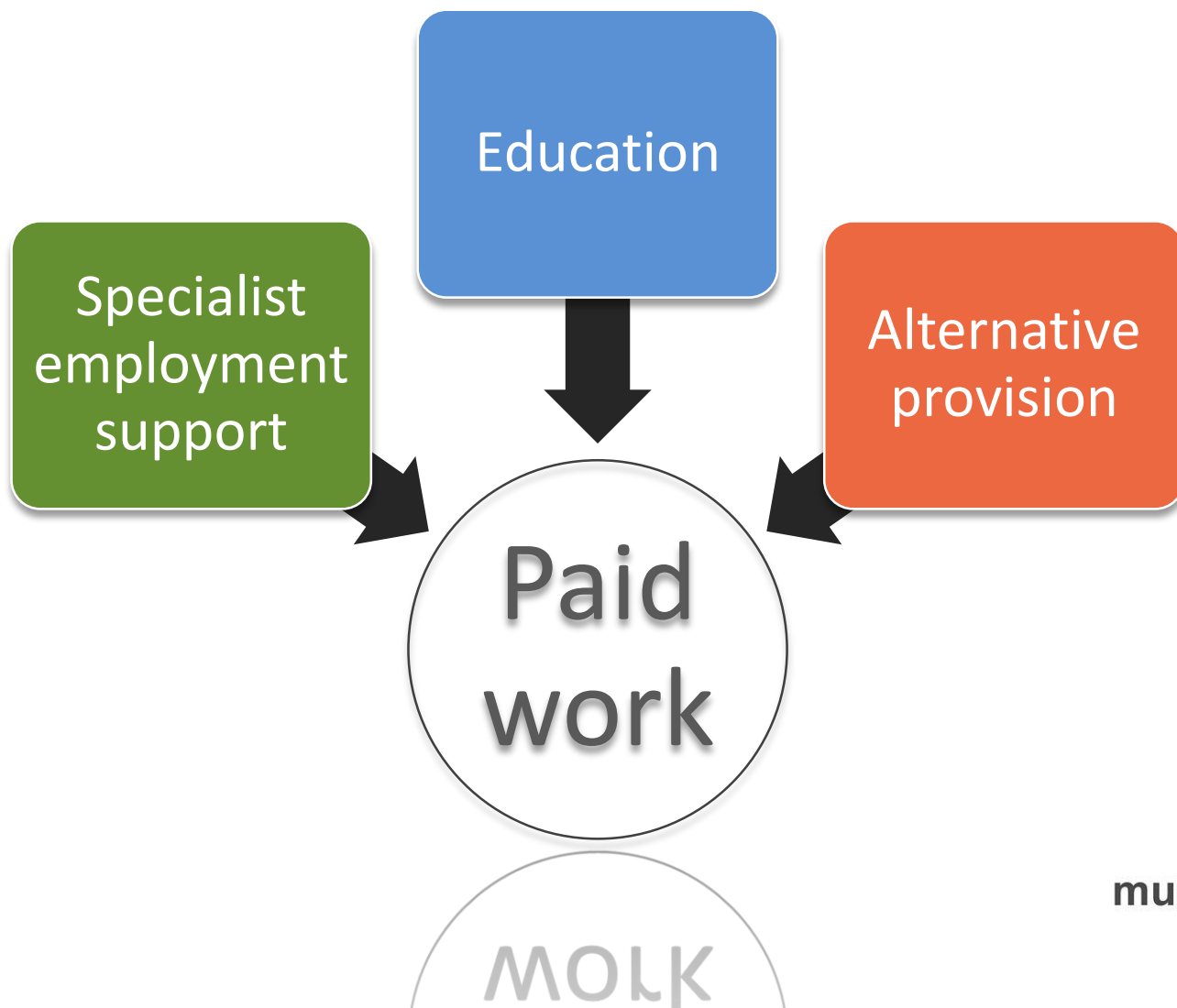
- Supported Self Employment Academy
- Social Enterprise
- Sector Driven
- Family led jobs
- Skills Academy

# Quality

- Initial and ongoing training for new and experienced employment support specialists & programme of CPD
- The development of a quality framework will assist the commissioning of evidence based employment support
- A community of practice will share best and effective practice and provide a support and advisory community for the Navigators, Employment Support Specialists, Educators and others



# We WORK for Everyone



# Thank you



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