



Yes, we can work!



***Tuesday 5th July 2016
In Control Residential***



Hello I am Paul Connolly Transitional Worker in Newcastle's Children with Disabilities Service





- **What do we know about disabled young people and work?**
- **What have we been doing in Newcastle? Where are we up to?**
- **What have we learnt and what are we going to do in the future?**

The national picture on employment for disabled people.

The statistics were/ are not good.

The data from the mid 2000's said that

6-10% adults with learning disabilities got jobs

15-19% people with autism label in work

42-45% people living with physical impairments

Why did things have to change

- ‘I worked on a mobile gardening team for 13 years. I didn’t get paid. It was called work experience.’
- ‘When I went for a job at Jobcentre Plus, I was given loads of written information and an application form which I couldn’t read and just left to get on with it.’
- 62% of respondents to a Mencap survey in 2008 assumed that people with learning disabilities are unable to work.
- ‘No-one has ever said I could do a paid job.’
- ‘My mum won’t let me work.’
- ‘I’m still at college at 43’
- *Volunteering is good but we want to be paid.*’

Peoples quotes in Valuing Employment Now Page 8 (2009)

What have been doing in Newcastle?

Right Place at the right time –

- We got involved with the Department Raising Aspirations campaign in 2010.
- We worked with North Tyneside on Project Search- A supported Internship programme at the Pensions Agency. We learnt a lot from this.
- The Hospital Trust in Sunderland had been offering Project Choice for a few years in Sunderland- we were introduced to Stephanie Smith.
- We identified a small pot of money in the summer of 2010 to work with schools in Newcastle to widen the opportunities for work experience to young people aged 16+ with a statement.
- Work experience had to be a quality offer with a clear set of learning targets and goals. Lots of the secondary schools and colleges got involved and still use this programme as one of their work experience offers to young people.

What have been doing in Newcastle?

- Continued to work with NHS on development of Project Choice Internship programme.
- Changes with the EFA and at the council in 2012 meant we needed to work differently together. We started to look at individual young people and how we could tailor offers to what young people wanted needed and aspired too. (Lees Story)
- We recognise that different young people need different levels of support and different types of work experience/placement. In 2014 we started working with our own supported employment service and a learning provider- Trinity Solutions on 'Working Newcastle'
- Combination Offers. Looking at Education training and work placements.
- Started to use personal budgets.

Lee's Journey to work

4 years ago Lee's next step's weren't clear. He was in year 11 he had not enjoyed school he was there 2 hours a week.

He told us that he wanted to work nightshift in a warehouse as he wanted to see as few people as possible.

His Connexions adviser worked alongside him and identified a good programme of learning and work experience, based around his interest in warehousing.

Lee told us that the educational provider didn't treat him like a child and what he was learning in English and Maths made sense because it was about.

Lee worked hard in his placement he was there more than he needed to be.

Lee's Journey to work

Lee applied for an apprenticeship with his placement he didn't get it.

Big disappointment. His mother stuck with him his Connexions adviser set up new interviews.

Lee went to a new provider and did another years study programme he then was taken on as an apprenticeship last year.

His mother and his training provider have addressed issues as they have gone on- This is important.

His mother phoned me last Tuesday to say that he has been offered full time employment starting next Monday.

ALL MEANS ALL



What's for the future? What have we learnt?

- There are more disabled young people getting paid jobs than there was 6/7 years ago.
- There is a demand from young people and their families for supported internships Connexions and City Learning working with INTU Eldon square looking at retail and other employers- to start September 2016.
- We would like to work with other employers.
- Need to develop opportunities for young people with specific skills.
- Need to look at citizenship opportunities for all young people to make their contribution and share their skills.
- There are barriers to paid employment but we feel as though we can work through most of them now.

What have we learnt?

- Work hard to promote young people; work with businesses to understand the business case to employed disabled people.
- Work to support employers to develop employees that are skilled and that they can retain. Partnerships work better. Support employers when there is a hitch.
- We need to get better at long term support to people who need it. Its not just about getting the job its keeping it. 'I want a career not just a job'
- Support the skills of an educational provider to work with a social care provider on supporting young people in moving in to adulthood.
- We have done some good stuff there is still a lot to do. We need to learn from what other areas are doing.

Research by *Remploy* in the West Midlands in 2007 investigated the skills that employers value. The following table shows the top ten.

- 1) Timekeeping 74%
- 2) Positive attitude 73%
- 3) Attending work regularly 69%
- 4) Willingness to learn 56%
- 5) Communications 51%
- 6) Getting to work 49%
- 7) Literacy 40%
- 8) Appearance 30%
- 9) Numeracy 28%
- 10) Technical skills 15%

We think that if we can concentrate and support young people and their families on the top 6 skills valued by employers then the chance of young people getting a job will increase.

Most of all we have learnt

'Never to judge a book by its cover' as Sean said. Young people have surprised us every year in what they have achieved. They have worked hard and have been a credit to themselves and their families and they have made the City proud as they become active citizens.

