

Valuing People Now Employment Awareness Campaign

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Family Carers

NVFF

Employment Project
Worker



People with Learning
Disabilities - NF

Employment project
worker

Valuing People Now Employment

The Government is committed to making employment a priority for people with learning disabilities

Paul Burstow Minister for Care Services says

“Only 6 per cent of those who use social services are in work. That really isn’t good enough.”

Valuing People Now Employment

Very few people with learning disabilities are employed.

◆ This is a waste of talent and opportunity for them and for employers and everyone else.

“A lot of people with a learning disability say they want to work”.

(Foundation for People with Learning Disabilities)

www.learningdisabilities.org.uk/in-business

Not just learning disability but certainly learning disability!

- “There must be so much talent and imagination that goes unrecognised because people just don't see it”

Liz Smith, actress, (Royle Family)

**interview with
Metro newspaper
(27 March 2007)**



Who are we talking about?

All people with a learning disability
including those with:



Moderate to complex needs

People with learning disabilities have the same rights as everybody else

**Employment is a very
important part of life**



**Many people think that
people with learning
disabilities can't achieve
much in life.**

This is wrong!

- **We need to change how people think so that many more people with learning disabilities get and keep a job**



Julius post administrator.



Beth: Health Trainer

People with learning disabilities should be determined to get a paid job, just like other people.

People who are not disabled don't usually have a choice about getting a job



Otherwise, real equality will not happen.

**The Government is doing things to make
it easier for people with learning
disabilities to to get real jobs**

www.valuingpeoplenow.dh.gov.uk

www.gettingalife.org.uk

www.aspirationsforlife.org

**Valuing People Now Employment
Awareness Campaign**

Jess



Jess is 14 and attends a special school where her choices for work experience are limited

Matthew's story

Aged 15 and on work experience



Matthew

- Aged 30 and at work
- Aged 30 and at play



What do you think he prefers?



What has happened during the last 15 years?

Benefits of employment



What do employers say?

Some are not sure and others see the advantages

“It’s not difficult to employ people with a learning disability”.

Ask:

The Co-op and Sainsbury



Legoland,



and many small and medium businesses

“Mike was my greatest managerial challenge. If I could manage him I could manage anyone”

“What Planet are you on?”

What other families say

“Personalisation should consider the choices around work.”

“It’s about responsibilities as well as rights! I want my son to have a life like the rest of us with some work and some play.”

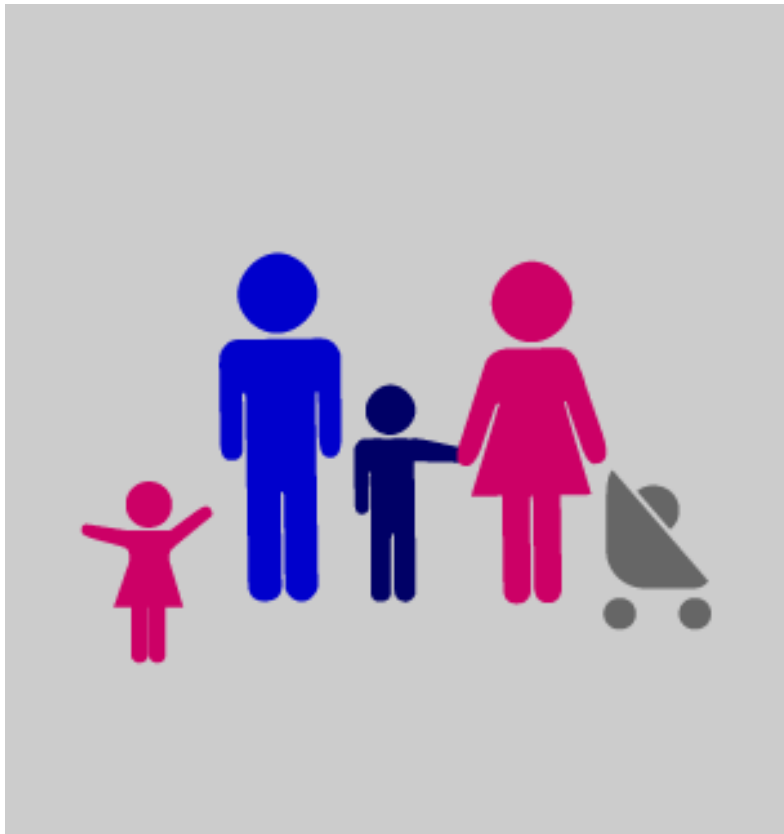
What some families say

“Don’t do it! They should have a life without stress doing things they enjoy”

“There are not enough jobs around now for everyone”



What do professionals say?



**“Families are the
answer!”**

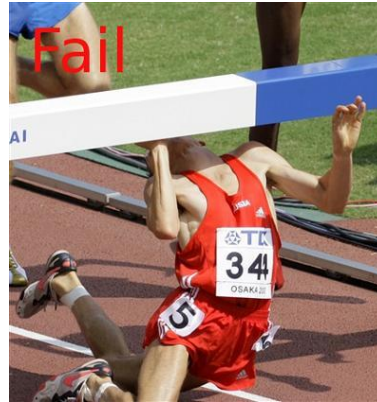
Steve Parr- Job Coach Trainer

SABRE

**“A lifetime
commitment!”**

Barriers to employment

Jumping the hurdles!



Low aspirations

Some:

- ◆ People with learning disabilities
- ◆ Of the general public
- ◆ Employers
- ◆ Social care staff
- ◆ Health professionals
- ◆ Employment support services
- ◆ Families

- ◆ Transport
- ◆ Fear of losing benefits
- ◆ Resistance to change
- ◆ Poor professional advice
- ◆ Lack of support
- ◆ Carers need for respite

We can do it!



It's not just getting a job!

Job Coaches not only help prepare people, find jobs and support people at work they can support change.

“People with higher support needs need help in sustaining their working lives”

(NVFF)

Complex Needs

- Christian at work

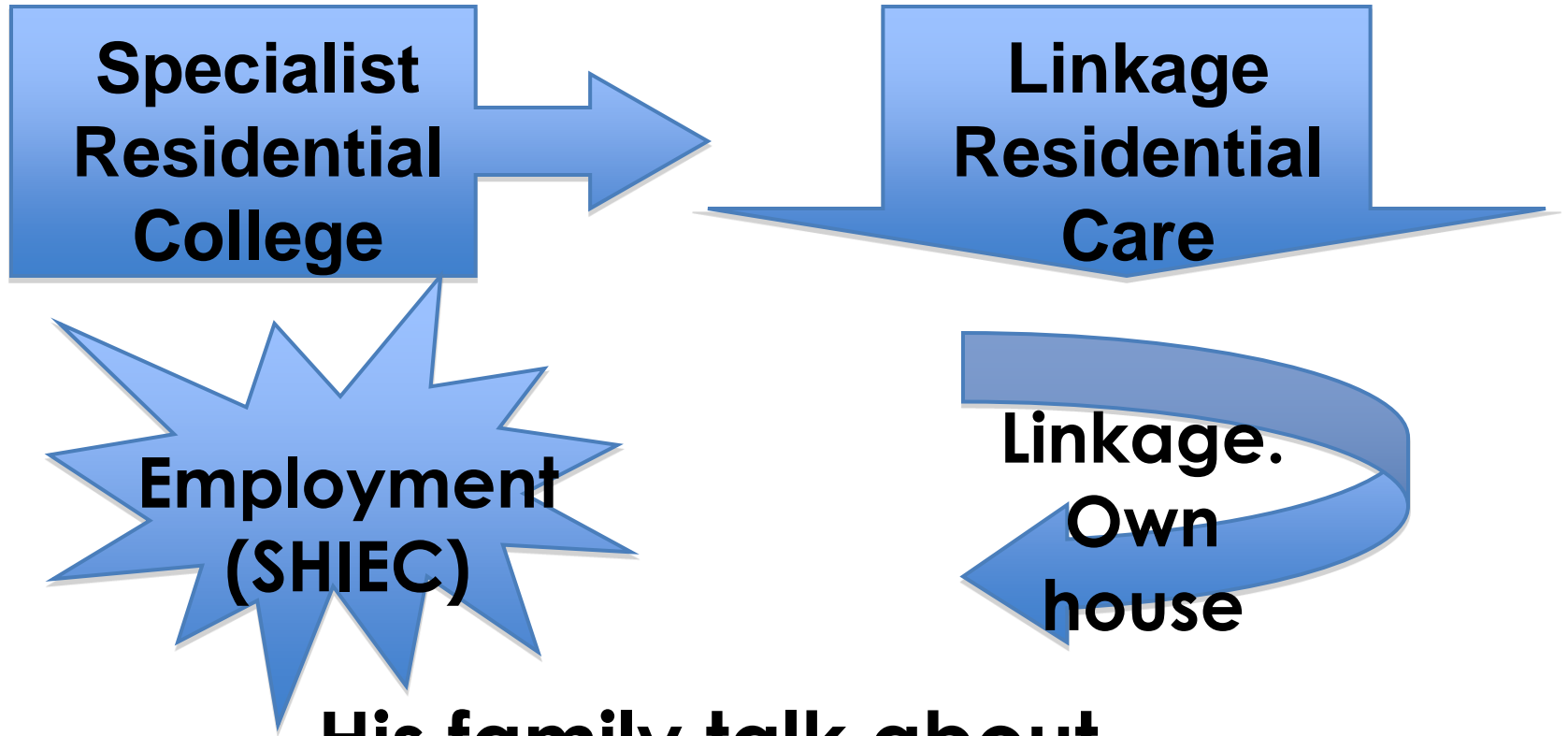


People with Complex Needs

- ◆ Christian is employed as a consultant to our campaign
- ◆ “My daughter has complex needs and already has 1-to-1 support. This can be used to support her to work.”
- ◆ Ben has complex needs and works 16 hours a week



Ben's Story



His family talk about

- Being proud
 - Being happy and fulfilled
 - A Reduction in challenging behaviour
- General improvement in well-being

Self Employment

- ◆ Some people prefer to work for themselves.
- ◆ There is support for people to set up their own business



PACE - PATTERN - PLACE

Taking control

- ◆ More people will have an individual budget and might use direct payments to support themselves at work



Steps to employment

1. Find out what the person
and what skills they

(Profile)

**Families
can do
this**

2. Find out what employers want

(Discovery)

3. Match skills to employer needs

(Customised job description)

Local story

Marks Natural

Seasonal plants

Herbs
Vegetables
Bulbs

Seasonal vegetables

Rhubarb
Courgettes
Salad
Herbs
Beetroot
Cabbage
Kale
Spinach
Onions
Potatoes
Leeks



products and recipes

tel: 07842171645

Valuing People Now Employment Awareness Campaign 2010/11



National Advisory Group on Learning
Disability and Ethnicity (NAGLDE)