Cumbria County Council

Moving into

Employment

Support



Statistics

- Cumbria's population 525,000 (ONS)
- Nationally only 50% of people of working age with a disability are employed (compared to 81% of people without a disability)
- Nationally only 21% of people with a long term mental health condition are working
- Nationally only 6.45% of people with a learning disability are in employment
- In Cumbria only 5.4% of people with a learning disability are in employment



What is Employment Support?

• Employment support services provide individualised support to secure a sustainable paid job in the open labour market for people with disabilities, long term conditions and multiple barriers



By 'Employment' we mean.....

- Real jobs with proper wages or
- Self Employment or
- Social Enterprise with paid jobs

We do not mean volunteering or work experience, unless this is part of a clear plan to get real paid work



Aim for employment services

- That people with a disability will be able to access employment of at least 16 hours a week or more
- Support to prepare people for work instead of a life of day services and benefits
- To give people with a disability the same choice as everyone else to get jobs that they want to do



Employment Support Principles

- Focus on competitive employment as a primary goal
- Options based on individual's choice
- Individualised support and planning to enable focus on personal preferences
- Explore the availability of on-going support
- Individualised welfare benefits advice and guidance
- A real alternative choice to day services and unpaid activities



Outcomes of Employment Support

FOR PEOPLE ACCESSING THE SERVICE:

- Increased employability
- Sustainable paid work
- Increased choice and control
- Improved health gains
- Escaping from the benefit trap

AND

- Reduced need for day services
- Improving wellbeing of families and carers
- Enhanced reputation for employers



Moving into the world of work

It's not...



But it's not...





Moving into Employment Services

- A specific service providing one-to-one support in the community, with a clear goal to move into paid work
- Individual support for up to 52 weeks subject to final review



Support can include

- Information and Advice
- Vocational Profiling
- Vocational Development Planning
- Supported Work Experience & Job Trials
- Mentoring and job coaching
- Supported work experience and job trials
- Linking with other organisations for job searching and further support in employment



Self Directed Support & Personal Budgets

- Supporting people to make maximum choice
- Supporting people to have control over their lives
- Personal budgets give people more choice and control over how they live their lives
- Option to access a Direct Payment
- Support to move into real jobs is an alternative to traditional day services



District Providers

•	Allerdale	9
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- Barrow in Furness 9
- Carlisle
- Copeland7
- Eden 6
- South Lakeland



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