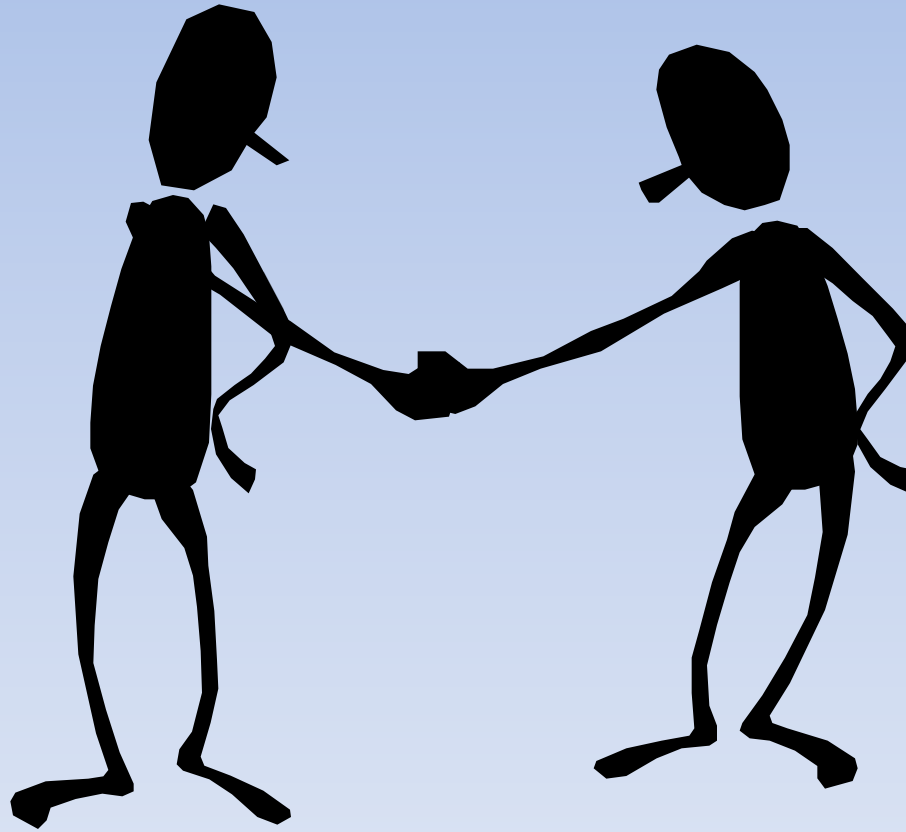


work connect

## Connecting Skills with Opportunity



# Working in Partnership



# Connecting Skills with Opportunity

Building on our well established supported employment service; West Dunbartonshire Council and its Community Planning Partners have been successful in their bid to the European Social Fund to implement Work Connect.

Work Connect is specifically designed to support people with learning disabilities and/or mental ill health into employment. Work Connect will provide individualised person centred support that is flexible and ongoing for both the employer and the employee.

# Connecting skills with opportunity

Work Connect provides Employment Support Workers who will work alongside the supported employee assisting them to learn the job and develop skills that will ensure that the job is done and that there is no reduced productivity. As the supported employees skills increase there is a gradual decrease of support, when agreed by both employee and employer.

# The same as you?

- ❑ Published by the Scottish Executive in May 2000
- ❑ Consultation with users, carers and professionals
- ❑ First review of learning disability services in over 20 years
- ❑ Promises radical changes if all the ideas are put into action



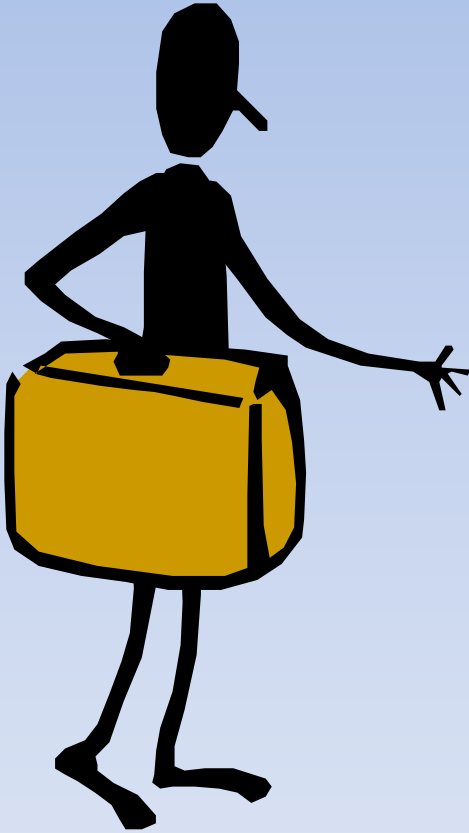
## Recommendation 16

Local authorities need to give much greater priority to developing a range of employment opportunities for people with learning disabilities. And, with health boards those authorities should lead by example in employing more people with learning disabilities.

# Values (Seven Principles – The Same As You?)

- ❑ Should be valued. They should be asked and encouraged to contribute to the community they live in.
- ❑ Are individual people
- ❑ Should be asked about the services they need and be involved in making choices about what they want.
- ❑ Should be helped and supported to do everything they are able to.
- ❑ Should be able to use the same local services as everyone else, wherever possible.
- ❑ Should benefit from specialist social, health and educational services.
- ❑ Should have services which take account of their age, abilities and other needs

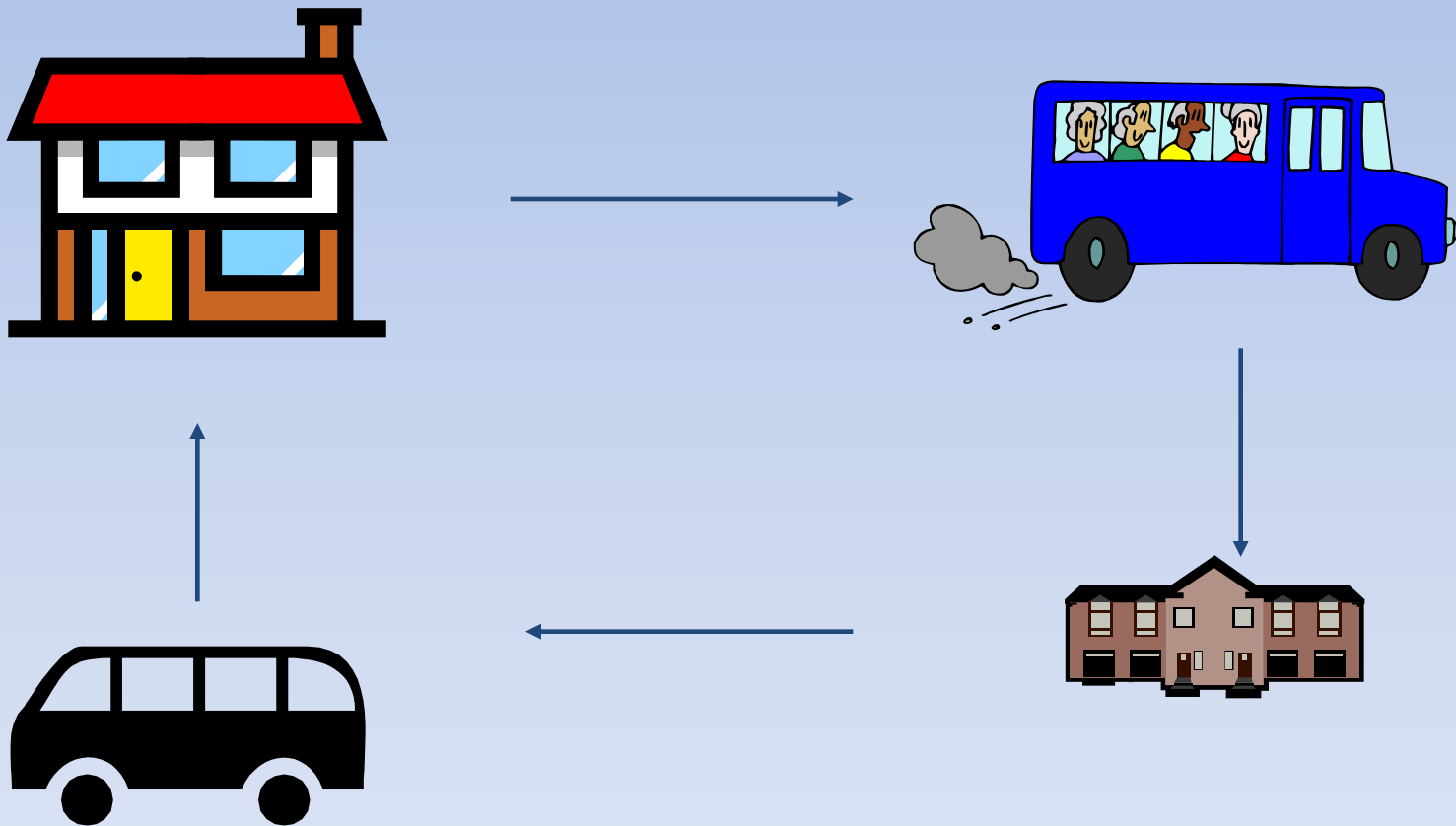
# Inclusive Employment



“No-one in our society..., should be excluded from the right to work either because of disability or incapacity, if they want to do some work.”

*Gordon Brown MP, Chancellor of the Exchequer, 1997 budget speech*

# Traditional model of supporting people

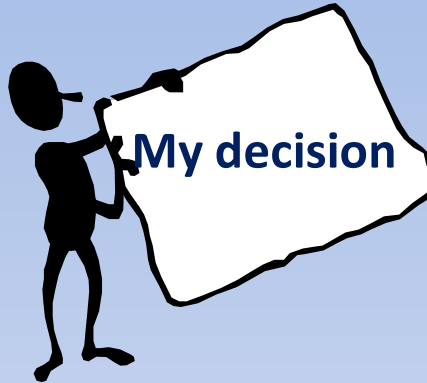




# Providing Choice



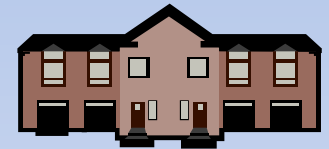
**Work**



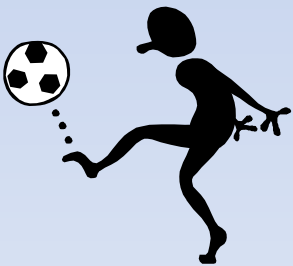
**Home**



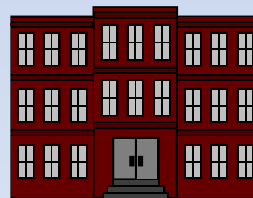
**Community activities**



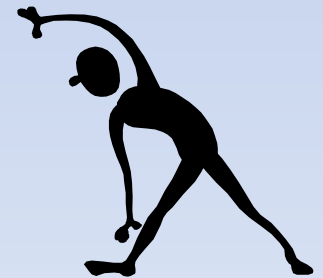
**Day Centre or Contact Point**



**Day time leisure**



**College or further education**



**Evening leisure**

# ork onnect – ‘ets the .ob .one’

## What is supported employment?

People with disabilities often find it difficult to compete in the open labour market. Supported Employment assists people to gain employment and offers practical support to the employee and employer.

## How does it work?

Work Connect profiles the persons skills, abilities, likes and dislikes in order to identify a suitable job match. Work Connect supports the person to apply for jobs. If the candidate is successful in gaining a job within your organisation the Employment Support Worker will then produce a detailed Job Analysis which will highlight any support needs. Individually tailored on-the-job support will be provided.



# Work Connect – ‘gets the job done’

## **Is there a time limit on this support?**

No. Ongoing monitoring of the employee's performance is undertaken regularly. This will be agreed between the Employer, Employee and Employment Support Worker.

## **What will this service cost?**

There is no cost involved for the services of Work Connect. The employer will pay the employee the going rate for the job.

## **What are the benefits of employing a person with a disability?**

As we carry out a comprehensive vocational profile and identify an appropriate job match, the job will be carried out by an enthusiastic employee who is committed to this kind of work. The employer does not incur any recruitment costs. The employer gets the **right** person for the **right** job.

# ork onnect – ‘ets the .ob .one’

We want to offer our full support to employers who are recruiting and retaining a diverse workforce. Being a good equal opportunities employer is good for business.

The advantages of employing people with support needs are:

- Widen your pool of candidates from which to recruit staff.
- Gain a competitive advantage by having a diverse workforce that can attract a diverse range of customers. There are over ten million disabled people in Great Britain, most of whom are potential customers and/or employees.
- Make your business more representative of the community and foster a better public image as a fair and inclusive business.
- Improve staff morale and loyalty to a business considered inclusive and representative.
- People overcoming barriers to employment often make very loyal and hardworking employees.

# Recruitment through to employment

- ❑ **Referral** to Work Connect is through Learning Disability Services and Mental Health Services. Criteria for referral are that the person has a learning disability and/or mental ill health, lives in West Dunbartonshire and wishes to work.
- ❑ **Profile for Work** A vocational profile will be completed to establish the individuals work preferences and support requirements.
- ❑ **Vocational guidance** Exploring job opportunities within West Dunbartonshire providing info on job tasks pertaining to each contract available and enabling the individual to arrive at an informed choice of work.

# Recruitment through to employment

- ❑ **Better Off In Work Calculations.** Undertaken by Welfare Rights to ensure maximisation of income utilising tax credits or permitted work and to reassure people will not be worse off working than on benefits.
- ❑ **Job Matching** individual work preferences and skills to negotiated Work Connect hours and tasks are appropriate and manageable for each individual.
- ❑ **Linking with families and social networks.** Maintaining and encouraging positive liaison with parents and carers. Dealing with concerns and gaining confidence
- ❑ **Individual on site training and job analysis**

# Recruitment through to employment

- ❑ **Identification of natural supports.** “Friends at Work”. Existing employees doing the same work who wish to share their expertise and look out for co-workers with disabilities and support needs. Work Connect will provide training in supported employment to these identified workers.
- ❑ **Ongoing monitoring and support .** Gradual decrease of employment support as the supported employee can complete tasks. Regular reviews and meetings with new employee and employer to map progress and re-engage if required.
- ❑ **Specialist Intervention.** Seeking specialist support from colleagues within health and social work services when required.

# Recruitment through to employment

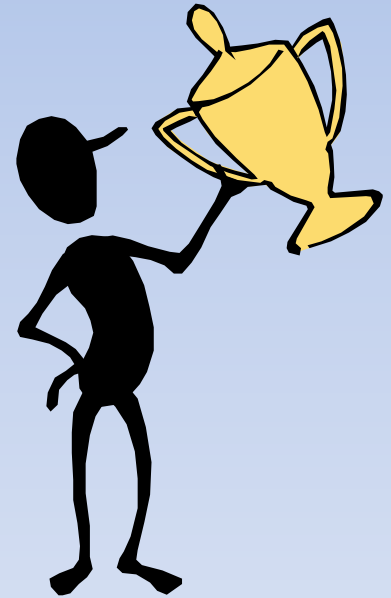
- ❑ **Job Seeking Activities.** Supporting people to complete applications, as they arise within the department.  
Supporting the candidates to interviews, if required
- ❑ **Sustainable Employment** The end objective is for people to participate in Work Connect to move from supported employment into permanent employment within West Dunbartonshire Council.



# On-going Job Success

To maintain successful employment it is important to:

- ❑ Actively involve people in their job search
- ❑ Maintain a person centred approach to planning and support
- ❑ Good job match and supportive work culture
- ❑ Building staff expertise to support people in their work and with social relationships
- ❑ Forge long term relationships with employers



## **Key benefits:**

- ❑ Choice
- ❑ Money
- ❑ Valued contribution
- ❑ Community presence
- ❑ Increased social network
- ❑ Personal growth and self-esteem

# Benefits of Employment

- ❑ Supported employees are seen as good workers; valued employee
- ❑ Positive impact of supported employees on work environment
- ❑ Development worker seen as valued partner
- ❑ Strong teamwork



# Natural Supports (Job Buddies)

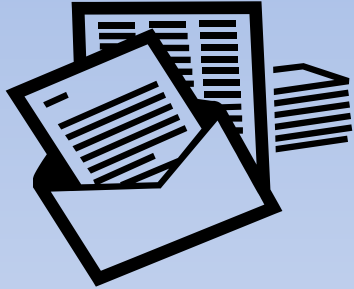
- ❑ Natural supports in the workplace are strategies for doing the job well; one employee gave the following example, “work hard, always be on time, be friendly and make sure you do your work the same as others”.
- ❑ Watch and learn how others behave in the workplace.
- ❑ Listen to people who have experience.

# Expectations of Job Buddies

- Someone who you can ask for help
- A colleague who takes the time to say hello and asks how you are
- A smile and words of encouragement can go a long way
- Sharing stories and experiences
- Encouraging people to join in conversations

**Any questions?**

# How to contact us



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