



Department
for Work &
Pensions

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for Work &
Pensions

Central England
Work Services Directorate



helping people into work

Why not 100% ?
Why not today ?

Overview & Scrutiny Committee Meeting 25th October 2016

Bridging the Gap on Disability

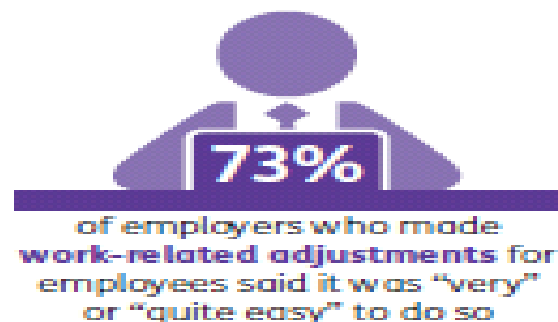
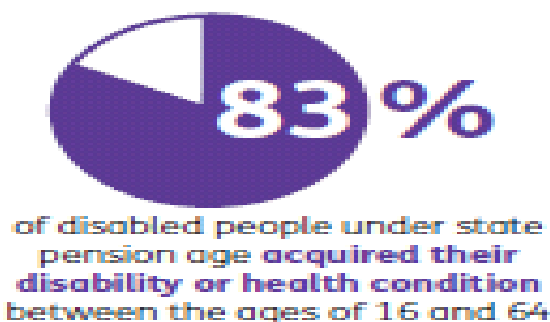
Duncan Campbell

Employer & Partnership Manager - Worcestershire



Disability employment facts

Disability Confident employers recruit and retain disabled people and recognise how their skills can benefit their business.



Claimant Count

	ESA	IS	JSA	UC	TOTAL
Redditch	2,581	805	685	479	4,550
	57%	18%	15%	11%	
Bromsgrove	1,210	269	438	153	2,070
	58%	13%	21%	7%	

Claimant Count

- 2015 – 2016:
 - On Flow 1,612 (avg. 134 p/m)
 - Off Flow 912
 - 56.58%
- 2016 – 2017:
 - On Flow 1,276 (avg. 106 p/m)
 - Off Flow 821
 - 64.34%

Barriers to Employment

- Self Confidence
- Motivation
- Transport
- Opportunity
- Fear
- Re-Training
- Myths

Myths

- Have a higher absentee rate
- Problems getting to work
- Need to be protected from failing

What we do - Claimant

- Dedicated Work Coach
- Private room if required
- Impact of, rather than details of Disability
- Personalised Action Plan – what work are you capable of
- Work Experience
- Work Trial
- Signpost to support organisations
- Self Employment
- Flexible Support Fund
- Low Value Procurement
- Dynamic Purchasing System

What we do - Employer

- Universal Job Match
- Manage Recruitment Process
- Facilities
- Sector Based Work Academy
- Work Experience/Work Trial
- Free Service
- Access to Work
- Disability Confident

Changing the World of Work Bridging the Gap on Disability



Aims

- Engage and encourage employers to become more confident so they employ and retain disabled people.
- Increase understanding of disability and the benefits of employing or retaining disabled people.
- Increase the number of employers taking action to be Disability Confident.
- Make a substantial contribution towards halving the disability employment gap.

Disability Confident Scheme

The new Disability Confident scheme is designed to be easily accessible, particularly to SMEs, offering advice and guidance that takes the employer through a three level Disability Confident journey, enabling them to attract, recruit and retain disabled people, whilst demonstrating their commitment, actions and progression.

Disability Confident

- Level 1 – Committed
- Level 2 – Delivering
- Level 3 – Exemplar

Redditch DC is Registered (Level 2)

Employ more people with a disability

QUESTIONS