

Jason Hardman – Head of Employment



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Mencap – quick overview

- Leading learning disability charity
- Involved in service delivery/campaigns/policy/fundraising
- Delivered supported employment since 1974
- Supported employment activity 4.5million

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Environment we operate in...

- Austerity cuts to Local Authority Budgets. A third of councils have reduced funding for employment services
- Rationalisation of government contract “prime provider model” “Payment by results”
- Concerns over future of ESF money
- Policy context of wanting to halve the disability employment gap
- Move away from supported businesses and a focus on supported employment

The facts:

80% of those who are not disabled are in work

Just 47% of disabled people are in work

Of these Just 15-20% of people with a learning disability are in work

The rate of those in work known to LA's has gone down to 5.8%



Halving the Gap

- 210,000 more jobs for people with a learning disability are required to achieve this
- We are building a strategy around supporting the achievement of this aim
- We cannot do this alone – our network and partners are key

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Our response/plans

- Diversify our income
- Take advantage of new ways to fund supported employment – Education income
- Develop apprenticeship and supported internships models.
- Consider Social investment funding
- Continue to lobby government in terms of Work and Health reforms.
- Develop our employer relationships based on the business case.

The myths and misunderstandings



Business Benefits!!!

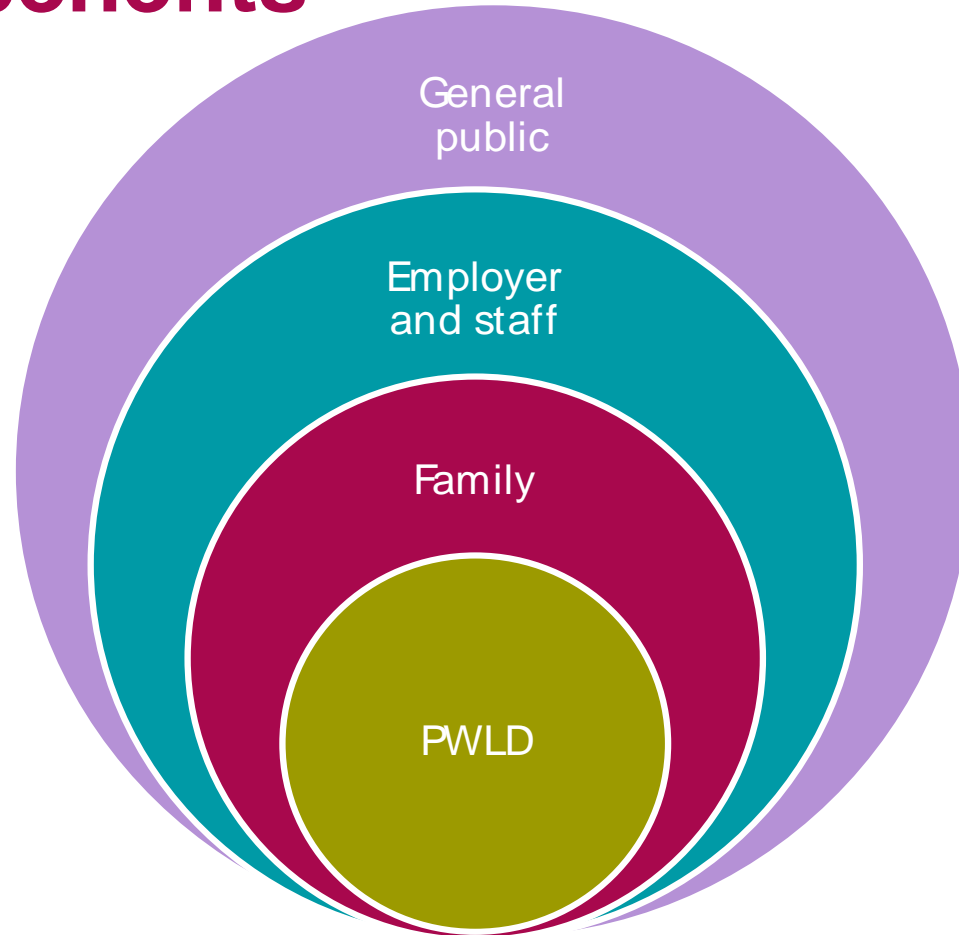
Reduced
absence/stay
longer in entry
level jobs

Enhance
staff morale

Fill hard to
recruit posts
or job carve
specific roles



Even more business benefits



What support can Mencap provide?



- Learning Disability Awareness training for staff.
- Help with reviewing accessibility of recruitment processes.
- Identifying potential roles. e.g. those with high turnover.
- In work support (free of charge) to help people learn new roles.
- Ongoing advice and point of contact.
- Help you to understand your customers with disabilities better.





We have been running a learning disability specific work experience week initiative in partnership with Inclusive Employers since 2012. We will be making some changes to it this year but our film shows some of the benefits of our work for the people we support and for employers:

<https://www.youtube.com/watch?v=2yMMC97MMCw>

