**Project: Pre employment Network – Disabled people\* (\*using social model of disability – ie includes people with learning disability, mental ill health, physical, hearing or visual impairment and deaf people)**

**Conditions** *Local context / Policy context /**What needs to be in place for change to occur?*

Adequate continued funding for pre-employment support

Chamber of Commerce or business / employer network

User Involvement / Co production

Partnership working across agencies, DWP and employers which is :

outcomes focused, with clear standards, targets and accountabilities for performance; delivering outcomes that demonstrate prevention priorities.

**Intended impacts** *What is the change you want to see?*

Disabled people have equal life chances, can fully participate in society thus having :

Improved health and emotional well-being: Improved quality of life: Making a positive contribution ; Exercise of choice and control; Freedom from discrimination and harassment ; Maintaining personal dignity

 Employers have access to a skilled and diverse local workforce

**Activities** *What will
the programme do?*

To establish a network including – Hackney Learning Trust; DWP; All Pre Employment Providers; Service users and referrers to:

Map current services (eligibility criteria / offer etc) To share good practice and agree quality standards

To codesign support to employers with employers and support them to become disability confident

 Fundraise for external funding; To explore assistive technology and expand its use locally

**Outputs** *What will the network provide?*

A strategy for the pathway to sustainable employment in Hackney including: Common quality standards across services; Clear referral pathways;

Shared marketing strategy ;

Shared access to job vacancies ;

A strategy for employer engagement ;

A local Chamber of Commerce or network of employers;

**Inputs** *What resources do you have?*

A large network of agencies providingreferralsand pre- employment support – smaller number providing Further Education, Employer engagement; Internships ; In work support and in work career planning

**Rationale** *Evidence and assumptions linking outputs to outcomes and impacts* There is a strong evidence base showing that work is generally good for physical and mental health and well-being. Work can be therapeutic and can reverse the adverse health effects of unemployment. That is true for healthy people of working age, for many disabled people, for most people with common health problems and for social security beneficiaries. The provisos are that account must be taken of the nature and quality of work and its social context; jobs should be safe and accommodating. Overall, the beneficial effects of work outweigh the risks of work, and are greater than the harmful effects of long-term unemployment or prolonged sickness absence. Work is generally good for health and well-being.

**Programme objectives** *High level summary of intended outcomes*

Disabled people have a choice of career opportunities and sustainable jobs

Clarity of offer – there is clear offer of support for service users and employers which meets their needs

Partnership working and a seamless service – all services referring to each other as appropriate

**Intended outcomes** *What are you trying to achieve?*

**Choice**

* A range of employment options including social enterprise (should be sustainable)
* Realistic sustainable jobs
* Well matched clearly defined jobs

**Personalised and holistic support**

• Accessible support that is centred around the person and their needs and supports people to think

about their goals and to take the steps to achieve these

• Welcoming responsive customer service ‘going the extra mile’

**Continuity and sustainability**

* Support for people all the way through from pre employment to in work support
* agreed quality standards for support across the partnership
* Ongoing support for employers
* Secure funding and additional income generation

**Engaged Employers**

* A Chamber of Commerce in Hackney
* Network of employers contacted in a coordinated way
* Employers supported to be aware of and implement reasonable adjustments
* Access to assistive technology