



ONE STEP BEYOND

Realising your potential.

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PERSONAL SUPPORT PACKAGE

Jobcentres are currently offering a Personal Support Package. This is a tailored package of support available to all Jobcentre customers and will focus on their individual needs including:

Disability Employment Advisers

Work and Health Programme

Intensive Personalised Employment Support

Access to Work

Access to Work Mental Health Support Service

Disability Confident Scheme for Employers

Disability Employment Adviser (DEA)

- Providing additional support to you and your Work Coach to encourage positive outcomes on achieving your goal.
- Supporting your personal recovery, promoting the right level of activity and participation for you to move forward.
- Encouraging you to reach your potential and support your decisions to working towards suitable sustainable employment.
- Liaising with Providers & Community Groups

WORK AND HEALTH PROGRAMME

- This is voluntary tailored support for anyone who presents a health condition or disability under Equality Act 2010. that may be a barrier to gaining employment.
- Places on this provision are allocated randomly and amount of referrals are restricted due to the tailored nature of the support.
- Up to 15 Month's pre-employment (21 months including in work support.)
- They will offer specialist support, and this includes clinicians who can refer them for treatment. The on-line support is very flexible to suit the participant. They will offer a number of venues for appointments, local offices or hubs.
- Employment team will look at suitable sustained employment opportunities for participant and offer in work support for participants for up to 182 days (six months). By sustained employment we mean equivalent of someone working for 16 hours per week for 182 days, earning the adult rate of the National Living Wage (NLW).

INTENSIVE PERSONALISED EMPLOYMENT SUPPORT (I.P.E.S)

This is a voluntary provision that will provide Intensive Personalised Employment Support for participants who have complex barriers, health or disabilities and have the aspiration to move into employment.

- The participant must feel that this journey to employment would be more than 12 months away due to any complex barriers they currently face.
- The support offers **15 months pre-employment support** which will include weekly face to face meetings with a dedicated key advisor and if they move into work **6 months of in work support both for them and their employer where appropriate.**
- The participant can also consider self-employment in this support.
- The participant will be expected to participate in a minimum of 16 hours of work placement or work experience within the 15-month pre-employment support.

I.P.E.S CONT.

- There is no guarantee of a place on this support. The places are randomly allocated. If the participant is not allocated a place they would be signposted to other support that they could access within the Jobcentre Plus Offer.
- Participants cannot be on any other Jobcentre contracted provision to access this support.
- The Participant will be required to have case conferences with DWP and IPES Key worker throughout the participation of the support and this will be facilitated by the provider and they will also have a dedicated action plan detailing participation level throughout.
- For more information please ask to speak to a DEA for your local area.

ACCESS TO WORK

- **Access to Work – Making work possible**
- What is Access to Work (ATW)?
 - Access to Work is a grant that supports people with a health condition or disability.
 - It provides individual practical support and advice to help to overcome barriers at work
 - It helps people with all types of disabilities, including Mental Health conditions.
 - Access to Work grants may help with additional costs beyond “Reasonable Adjustments”

What could Access to Work pay for?

- Special equipment or adaptations
- Travel support to work for those who cannot use public transport which may include taxis
- A support worker or job coach to help in the work place
- An Access to Work Mental Health Support Service for people who are absent from work or experiencing difficulties with their wellbeing
- Disability awareness training for colleagues
- Communication support at a job interview or in the work place
- The cost of moving equipment following a change in location/job

- Customers can check their eligibility online using

Access to Work [gov.uk](https://www.gov.uk) information page

Access to Work **Mental Health Support Service**

Workplace Mental Health Support Service (MHSS) launched in Dec 2011 and is delivered by 2 organisations, Remploy and Able Futures on behalf of Access to Work.

Confidential and vocational support for employees with mental illness to retain/regain their ability to participate at work.

MH support has increased rising from 3,630-5,740 an increase of nearly 60% between 2108-2020.

Delivered by Vocational Rehabilitation Consultants (VRCs) - experts in supporting people with mental health conditions.

No financial contribution required from employer or employee.

Supported internships and traineeships

Access to Work

From September 2013, DWP's Access to Work fund has been extended to supported internships (and traineeships) to allow funding of travel, (providing assistance to interns who incur additional costs in travelling to and from work because of their disability) and the costs of support workers, including job coaches, or specialist equipment, for days that a young person is at the employer's premises.

There is no set amount for an Access to Work grant, and how much an individual receives depends upon their circumstances.



DISABILITY CONFIDENT



- Promoting the National **Disability Confident Scheme** to employers to ensure more are Confident, Able and Equipped to support customers that can be disadvantaged in work due to health conditions or disability
- We want employers to understand that customers regardless of disability or health are valuable in the workplace and are often overlooked when they have the ability to do the job
- We are promoting a positive approach to disability and health conditions, so employers benefit from the many skills and abilities; therefore enriching their companies and expanding their potential
- Easy to sign up either with our Employer Advisors or self sign up online through GOV.UK. It is also free!!!!

Preparing for change – some resources

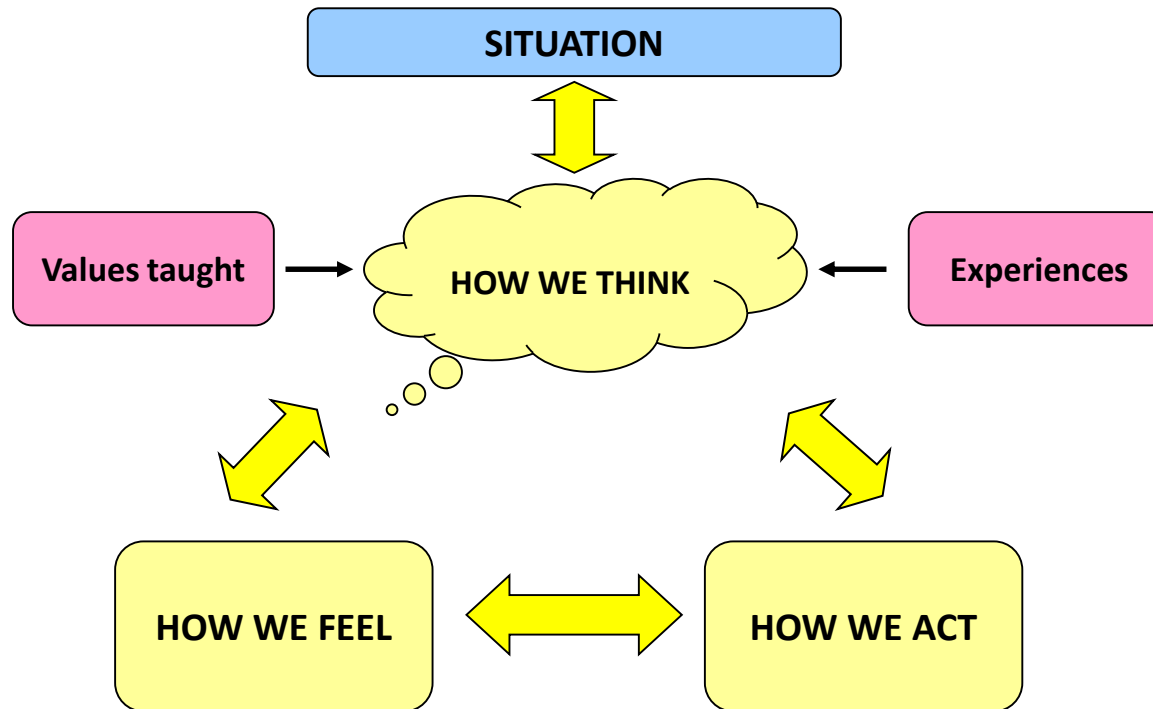


What do you think...

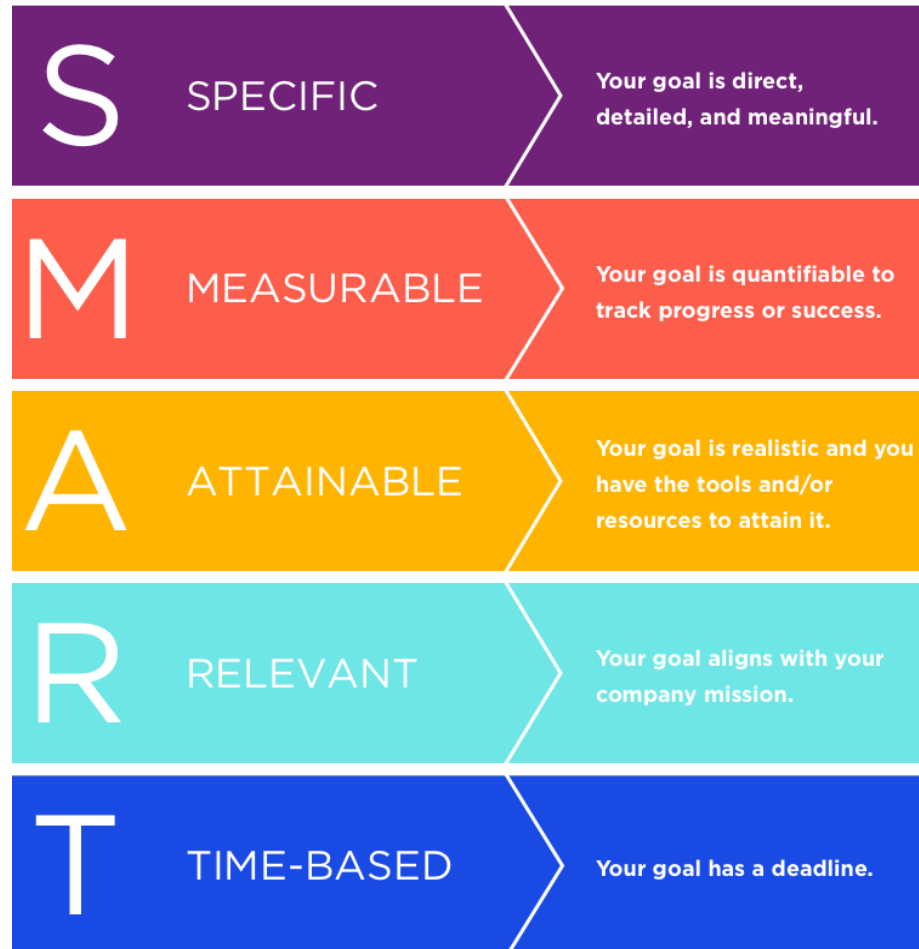


- Yes I can do it
- No chance, you must be joking!
- Might give it a go

How we think...



How to set a goal...



'I want to work in a café “

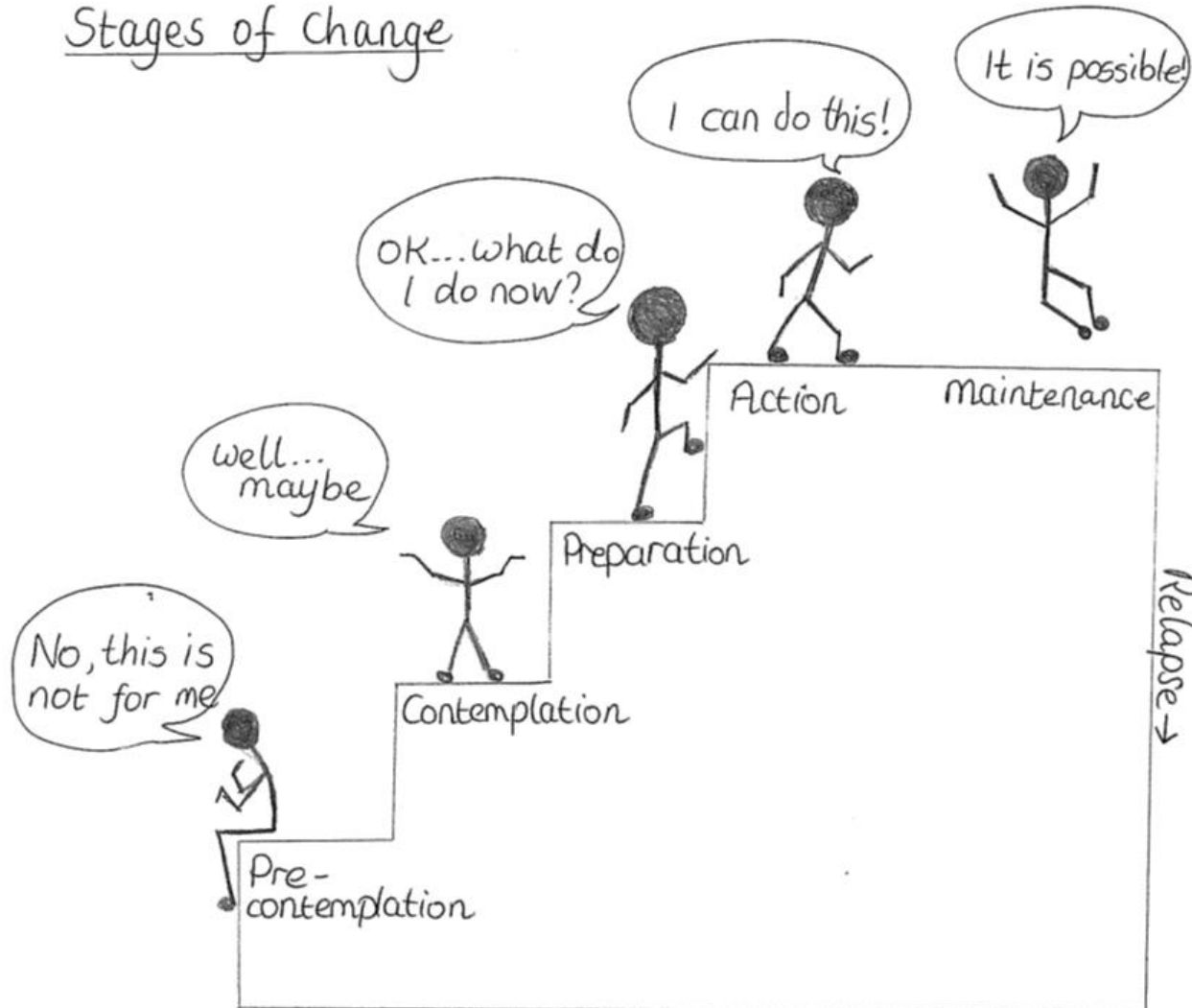
'I will edit my CV to tailor it for a job in my local café by next week'

'I will work on my communication'

'I will book into a free virtual communication skills session taking place on the 3rd October and I will make notes”

Stages of Change...

Stages of Change



Success



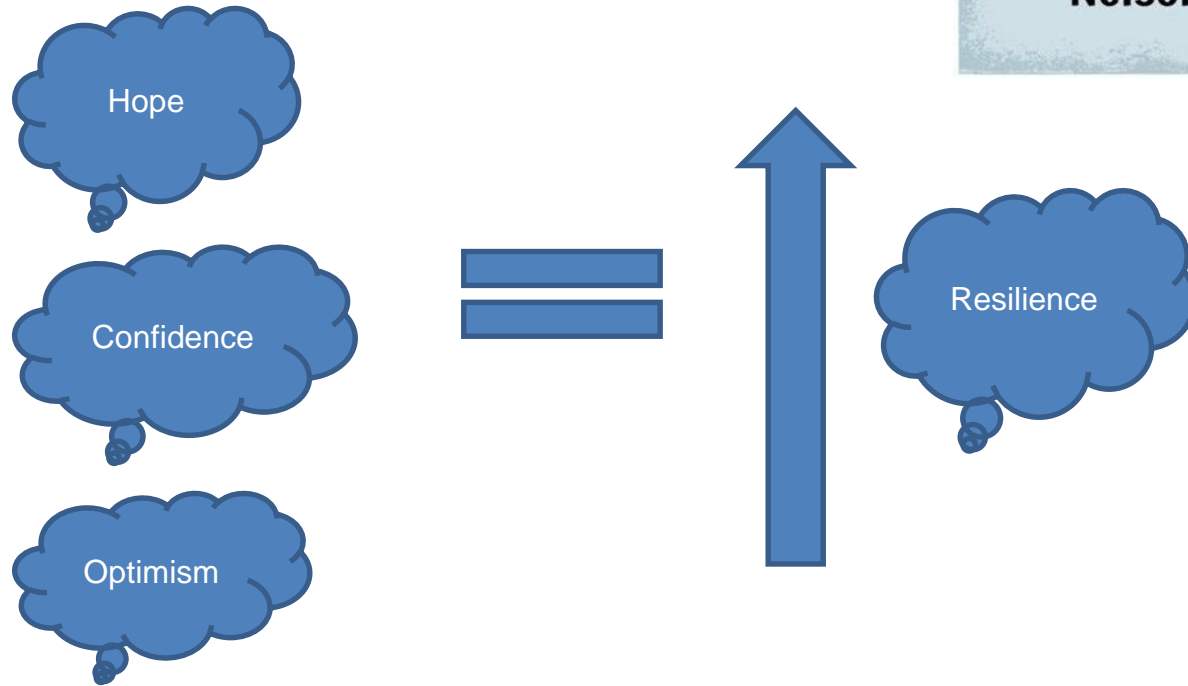
what people think
it looks like

Success



what it really
looks like

Resilience...



**"Do not judge me by my successes, judge me by how many times I fell down and got back up again."
- Nelson Mandela**

My Values – what drives me?

Being independent

Socialising

Do my own thing

Family / friends

Health

Challenge myself

Enjoying myself

Ethical issues

Helping others

My strengths

What do you do in your free time?

What would you say was your best subject in school?

What have you done recently that was challenging?

What kinds of things did you do in your last job?

How did you overcome this problem?

When were you last really confident in doing something?

What are you proud of yourself for?

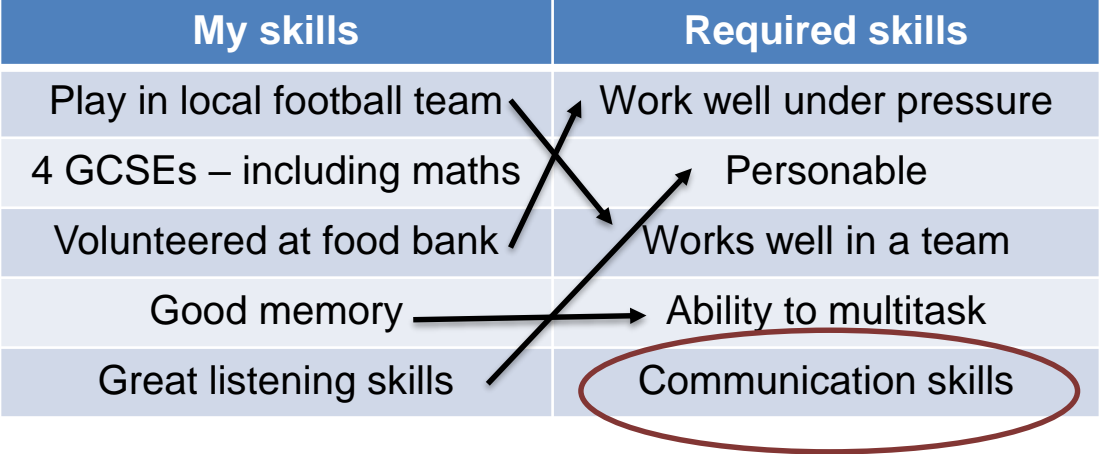
What was your favourite bit in your last job/school?

How would you know you were satisfied in a job?

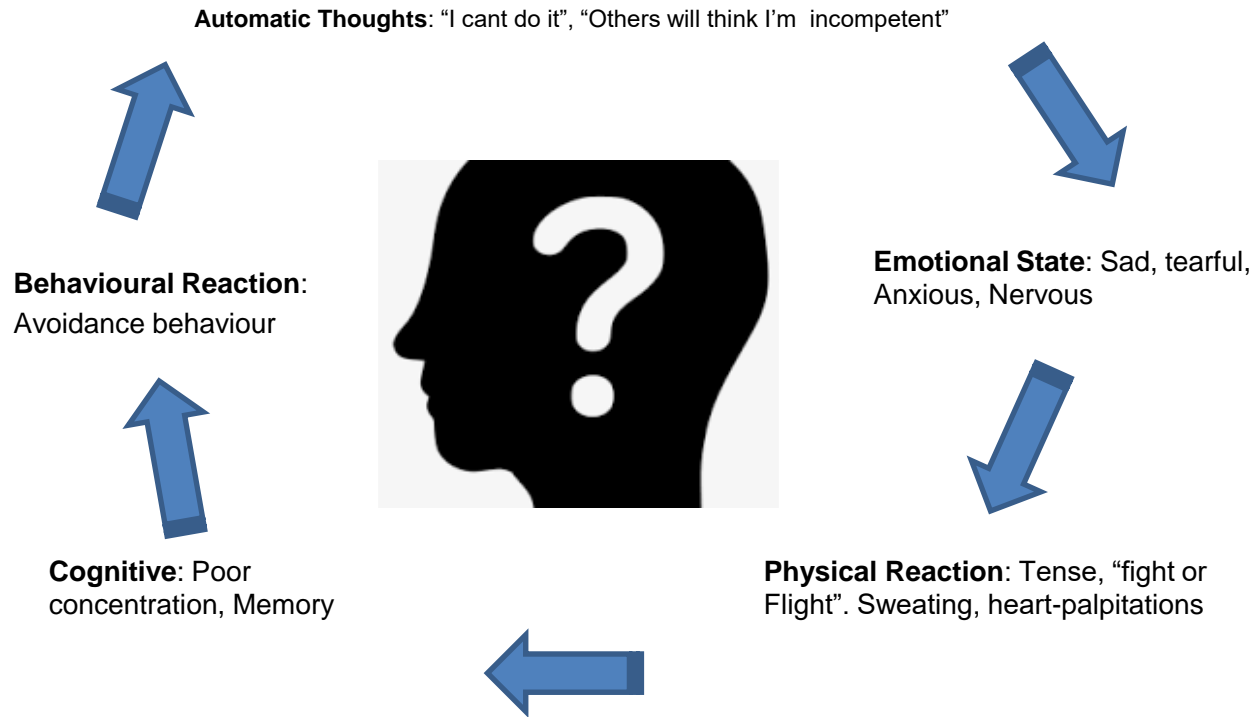
Transferrable skills ...

Desired outcome = to work in a café

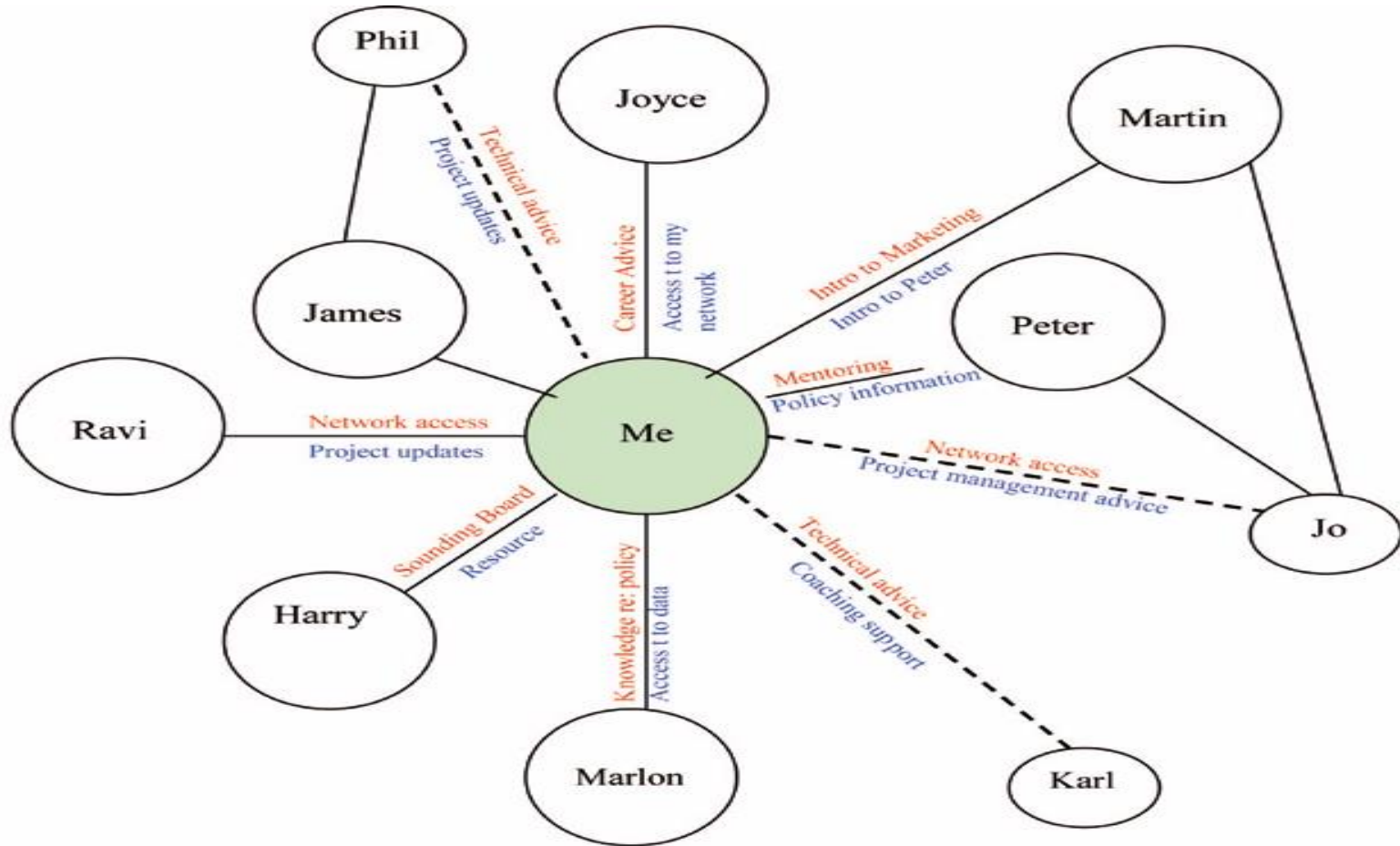
| My skills | Required skills |
|-----------------------------|--------------------------|
| Play in local football team | Work well under pressure |
| 4 GCSEs – including maths | Personable |
| Volunteered at food bank | Works well in a team |
| Good memory | Ability to multitask |
| Great listening skills | Communication skills |



Our mindset...



Social Networks...



Positive emotions

Activities:

1. Everyday write down 3 good things that you are grateful for and why?
This could include recording a positive benefit from a negative situation
2. Thank people: giving someone positive feedback induces positive emotions
3. Write down up to 10 things that you can do to help you feel relaxed, happy,.....etc

