

# Comprehensive employment strategy for people with disabilities

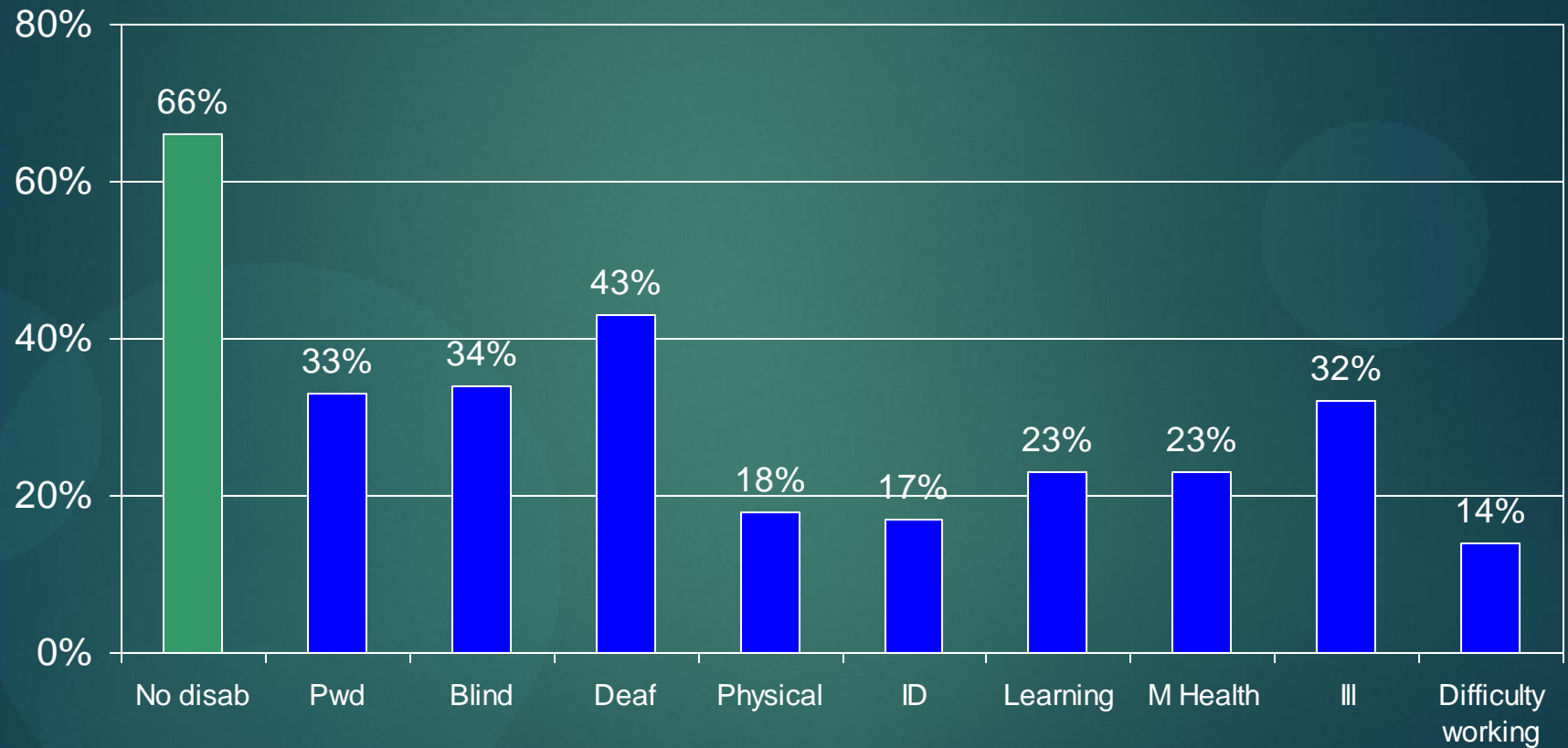
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# Background

- ▶ People with disabilities only half as likely to work as others
- ▶ 33% v 66% of people aged 20-64 (2011 Census)
- ▶ NDA 2006 research on key features of an employment strategy for people with disabilities
- ▶ 2006 Statutory Sectoral Plan on disability committed to develop a comprehensive employment strategy
- ▶ Process begun but stalled until Minister Lynch asked NDA and myself to work with Depts on it

# Employment rates 2011

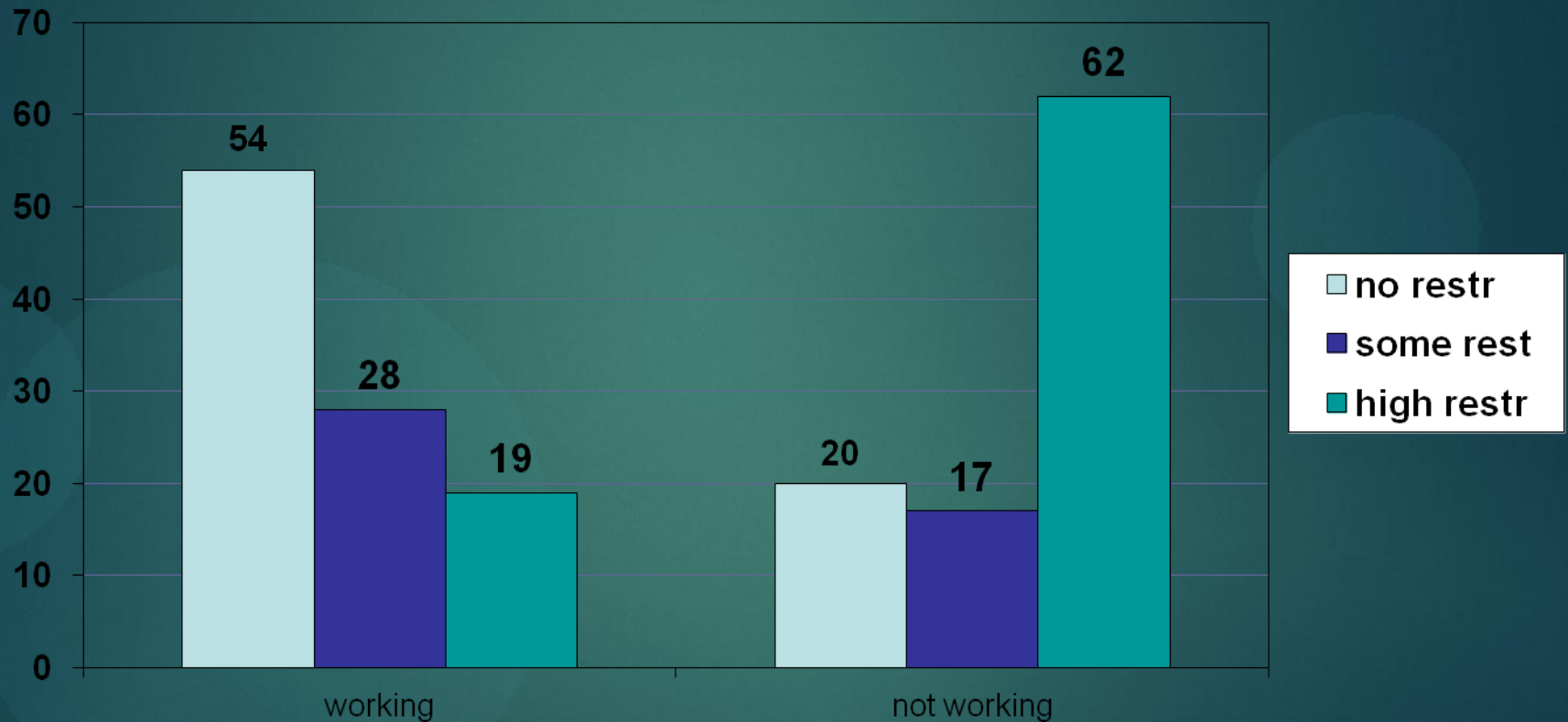
aged 20 to 64



# Those out of work face greater challenges

- ▶ Many have health or stamina difficulties
- ▶ More likely to be restricted in the type or amount of work they can do than those in work
- ▶ Part-time work will be important

# % pwd employed by restriction on working



# Who wants to work

- ▶ About 100,000 people with disabilities of working age don't have a job and would like one
  - ▶ 2/3rds of those under 45 not in work
  - ▶ Half of those aged 45-54 not in work
  - ▶ Under 30% of over 55s not in work
- ▶ Half of those with mental health difficulties want to work; about a third of those with other conditions

# What do people with disabilities who want to work need in a job?

In order of importance

- ▶ Flexible work arrangements (45%)
- ▶ Modified tasks (29%)
- ▶ Wage subsidy (24%)
- ▶ Transport/parking (17%)
- ▶ Accessible building (13%)
- ▶ Human support (7%)
- ▶ Assistive technology, modified work station (4%)

# Key barriers – those not interested in work

In order of importance

- ▶ Ill-health/incapacity
- ▶ No suitable jobs (14%)
- ▶ Low skills, need training/education (7%)
- ▶ Would lose benefits or supports (7%)
- ▶ Employer issues (5%)
- ▶ Discouraged by family (4%)
- ▶ Transport (3%)



# What is the employment strategy

- ▶ Cross-departmental approach to promote employment and tackle barriers to employment
- ▶ 10-year timeframe to 2024
- ▶ Part of Government strategy on jobs
- ▶ Overall framework and strategic priorities
- ▶ Action plan for first 3 years sets foundation – over 70 actions
- ▶ Further implementation plans at 3-year intervals

# Who has been involved

- ▶ Wide consultation with disability groups
- ▶ Discussions with officials bilaterally and as a group
- ▶ Depts. of Education, Health, Social Protection, Jobs, Transport, Public Expenditure, Enterprise Ireland, Solas, HSE, NCSE
- ▶ Employer and trade union groups

# Objectives

- ▶ Strategy is comprehensive across
  - ▶ Spectrum of disability – physical and sensory, intellectual, mental health
  - ▶ From those who need support to work to those who are job-ready
  - ▶ Covers a range of Departments and public bodies
  - ▶ Addresses supply and demand for jobs
  - ▶ Covers public and private sectors
- ▶ Proposals based on a body of national and international evidence

# The framework

## **Vision**

- ▶ People with disabilities can get a job and a rewarding career

## **Values**

- ▶ Maximise people's potential
- ▶ Focus on capacity not incapacity

## **Strategic approach**

- ▶ Stem the flow into joblessness – school leavers; after onset of disability as adult
- ▶ Joined-up pathways and supports

# Strategic approach

- ▶ Stem the outflow to joblessness
  - ▶ School leavers
  - ▶ Those who acquire a disability
- ▶ What happens at school and transitions from education to adult life
- ▶ Support return to work after onset of a disability
- ▶ Ensure people with disabilities get a share of jobs growth in the economic recovery

# Strategic priorities

- ▶ SP1 Build skills, capacity and independence
- ▶ SP2 Provide bridges and supports into work
- ▶ SP3 Make work pay
- ▶ SP4 Promote job retention and re-entry to work
- ▶ SP5 Provide co-ordinated and seamless support
- ▶ SP6 Engage employers

# The state of play

- ▶ Agreed strategic framework with six pillars
- ▶ Set of over 70 agreed actions for foundation phase (1<sup>st</sup> three years) with targets and timeframes
- ▶ Final touches being put to strategy by officials – then to go to Government

So

To

Implementation



# Foundations Phase 3 years

- ▶ Enable collaboration
- ▶ Roll out specific policy measures
- ▶ Foster dialogue with the disability community

# Currently needed

- ▶ Deliver on specifics
- ▶ Break down barriers
- ▶ Clear pathways to employment
- ▶ Reduction in unemployment levels

# 2016 Census

- ▶ People with disability employed 30.2 %
- ▶ People without disability employed 73%

# Public service target from 3% to 6%

- ▶ Fast track this action
- ▶ Big issue disclosure/measurement
- ▶ NDA ongoing work Public Bodies

# Seamless Support (Priority 5.1)

- ▶ Effective co-ordinated Pre-Activation
- ▶ National Programme of Employment Supports
- ▶ Protocols between departments

# Make work pay (DSP)

- ▶ Amend legislation – Rehabilitative work
- ▶ Extend travel pass and medical card
- ▶ Fast track return to disability allowance
- ▶ Ongoing consultation on some recommendations

# The Ability Programme (DSP)

- ▶ Pre-activation 15 – 29 year olds
- ▶ Assist transition from school
- ▶ 10 million euro over 3 years
- ▶ Grants €200,000 → €750,000

# Education and Skills

- ▶ New Model Teaching Supports 2015/17
- ▶ New Social Inclusion Unit in Further Education
- ▶ Higher Education Review of Supports and how effective



# Department of Health + HSE

- ▶ Training for multi-disciplinary teams key messages
- ▶ New process for school leavers – Options
- ▶ Review sheltered employment
- ▶ Roll out 'Person Centred Framework'
- ▶ Pilot Individual Placement Support (IPS)

# Department of Transport

- ▶ Multi annual investment to retro fit Bus Stops and Train Stations
- ▶ Retendering rural transport buses accessible within 2 years
- ▶ New awareness campaign Re. Wheelchair Spaces
- ▶ 2017 – 110 new accessible buses in Dublin plus 70 Countrywide services
- ▶ 2017 – 300 additional accessible taxis

# Employer Engagement

- ▶ National televised awards
- ▶ Variety of grant supports
- ▶ Job shadow initiative
- ▶ Employer support helpline