

Employment is for Everyone



Employment
is for **Everyone**

**Creating a shared - “My Employment Plan” for
people and employers**

March 2023

March 2024

Creating a shared - 'My Employment Plan'

My Employment Plan – how it started

In September 2023, Kelly from Sheffield Voices contacted the South Yorkshire Integrated Care Board (ICB) employment group, to ask if anyone had good examples of an 'employment wellness action plan' that they could share.

An 'employment wellness action plan' is a tool to help a person and their employer to talk about and agree things that might help them both in the workplace. Sometimes these might be called 'reasonable adjustments'.

There were some good resources in South Yorkshire but from everyone's replies there was a clear desire to come together and create a shared South Yorkshire version that anyone could then use.

"When looking for something for my own use as an Autistic Adult in full-time employment, I found there was quite a gap in resources that were for neurodiverse/autistic individuals. Existing employment wellness plans were available online, but the wording wasn't quite right.

For example, I found a mental health action plan which had a section about what support someone needed when they were unwell. For me, I'm not unwell, I'm Autistic and my support needs and functioning varies, and I want to see that language reflected in my workplace plan".

Kelly Scargill

Sheffield Voices Project Coordinator

South Yorkshire - working together

Employment is for Everyone reached out to the ICB employment network and immediately people with lived experience and different organisations (including education, employment, VCS and local authorities) from across South Yorkshire said they'd like to be part of a working group to create a document that anyone could then access.

It was a fantastic group to work with and a great example of regional collaboration. The range of knowledge and expertise across the group ensured we could create a tool that will hopefully benefit lots of people and employers.

The group met several times in which people –

- shared their lived experience and information from different organisations to help consider what needs to be included.
- discussed the content – agreeing we needed 2 versions (the first version and also an Easy Read version).
- recognised that this document could not include everything that everyone might want but it is a great starting point that people can edit and add to.
- worked collaboratively to agree a more appealing title and agree language that would work for as many people and employers as possible.

The next step was to get feedback from more people and so the draft plan was shared with people from the organisations involved (including groups led by experts by experience) and with the ICB employment group. The feedback was then used to make further versions of the plan.

“I love how Employment is for Everyone pulled so many organisations and experts together to design this workplace plan, and how many people gave their feedback and experience. I will be sharing this as a resource for anyone who needs it, and look forward to putting this in place for myself. A massive thank you to the team and everyone involved for such positive action!”

Kelly Scargill

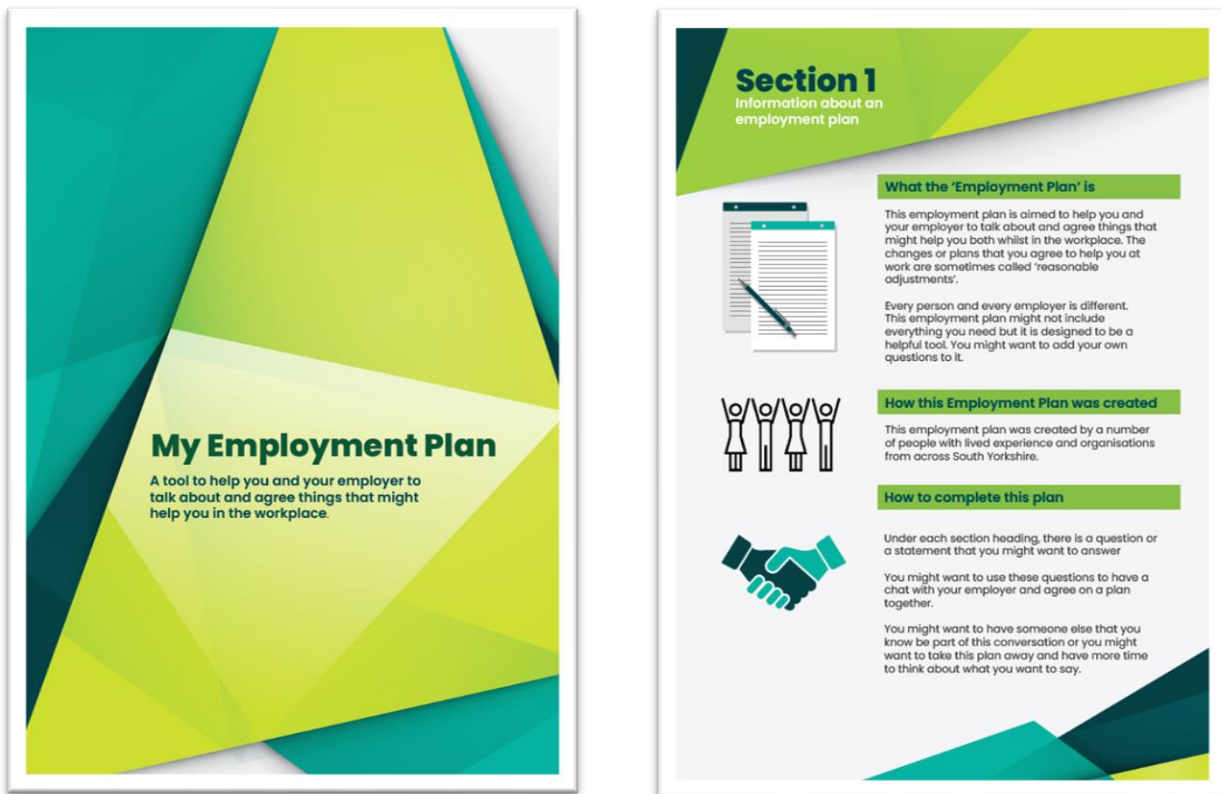
Sheffield Voices Project Coordinator

The Employment Plan – The next steps

Once the content had been agreed, Employment is for Everyone employed a freelance designer to create a document that will appeal to people and employers.

After the final version is completed, the 'my employment plan' will be launched in Autism week in the hope that it can reach and be of benefit to as many people as possible.

The Employment is for Everyone team and Speakup are in the process of creating the Easy Read version.



The Employment Plan – Impact

Once the plan has been launched, Employment is for Everyone will add the plan onto the website www.employmentisforeveryone.org.uk and all the organisations that have been involved can also do the same so that any person and employer can access it.

What is really exciting to hear, is that multiple people and organisations have already said that they will be using it moving forward for themselves, their organisations or with the employers they engage with.

“I have looked through the final version of the employment plan and it will be incredibly useful.

Once it's finalised, we'd like to include it in our employer toolkit. We'll then promote it with any employers we are working with.”

Neil Wilkinson

**Post 16 Provision & Partnerships Manager - Employment & Skills Service
- Barnsley Council**

This shared plan is just one example of a resource that can be co-produced by people and organisations from across South Yorkshire. Plans are already underway to set up further, collaborative working groups to create solutions to any gaps that there are in the region. Employment is for Everyone and many of our co-collaborators believe that this joined up approach is imperative to improving the employment picture across South Yorkshire.

Collaboration and co-design

The 'My Employment Plan' was co-designed by people with lived experience and organisations from across South Yorkshire including –

