



Employment
is for **Everyone**



Employment is for **Everyone**

What is Employment is for Everyone?

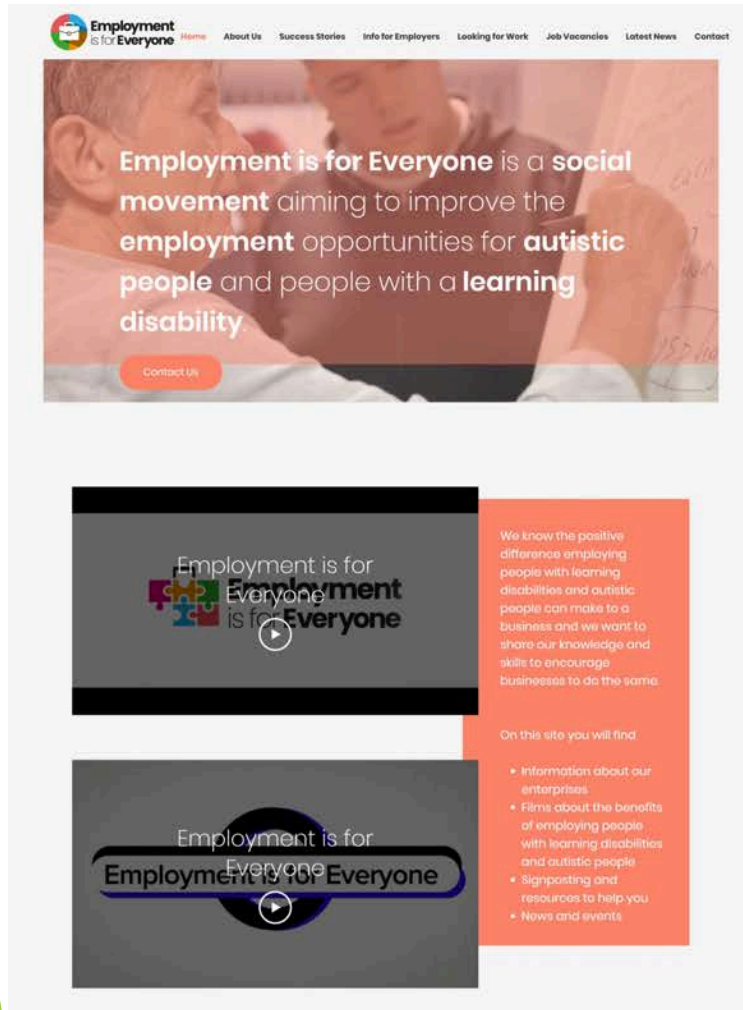
- ▶ Employment is for Everyone aims to bring together all partners, projects and opportunities relating to employment across South Yorkshire for people with learning disabilities and autistic people.
- ▶ This movement and everything we do is co-produced with and by experts by experience.
- ▶ This presentation will outline some of the key outcomes and achievements of this social movement since its launch in June 2022.

What is Employment is For Everyone?



- ▶ In 2019 following an Integrated Care Systems (ICS) employment workshop, four social enterprises – Speakup, DEXX, Artworks and EDLounge, supported by RMBC, Community Catalysts and South Yorkshire ICS came together to start the Employment is for Everyone social movement.

What is Employment is For Everyone?



*Screenshot of the website homepage

- We know the positive difference employing people with learning disabilities and autistic people can make to a business and we want to share our knowledge and skills to encourage more businesses to do the same. We therefore created a promotional video to showcase this.
- We secured some additional funding to hold an official launch event and create a website. The website aims to bring together all of the employment opportunities and information (for people looking for work and for employers) across South Yorkshire.
- South Yorkshire ICS continue to fund and support this movement.

Why did we decide to do this?

Local Authority <i>Statistics from - NHS Digital</i>	Proportion of people with a learning disability & autism in employment	General Population - Proportion of people in employment
Barnsley	4.6%	71.0%
Doncaster	11.8%	69.1%
Rotherham	2.9%	72.5%
Sheffield	3.9%	74.6%

*as of the 01.02.2023 on the 'Total Jobs' website – there are **5,946** jobs available in South Yorkshire (this is likely to be only a proportion of the total jobs available).

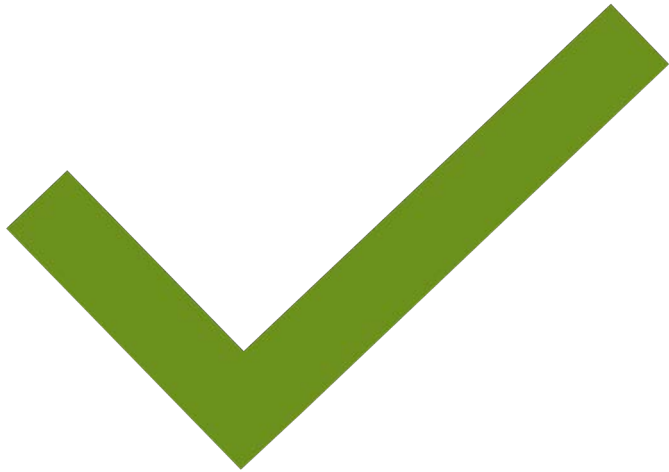


Launching the movement

- ▶ We launched the social movement at Gulliver's Kingdom on the 14th of June 2022.
- ▶ Delegates on the day heard from business leaders, people with lived experience who are currently in work, Integrated Care Systems and DWP leads and support organisations.
- ▶ 170 attendees across private, public and third sector organisations came to the event. This included NHS and Local Authority Senior Leads, CEOs and Business Leaders across 4 geographical areas, and a civil servant from No 10 Downing Street.



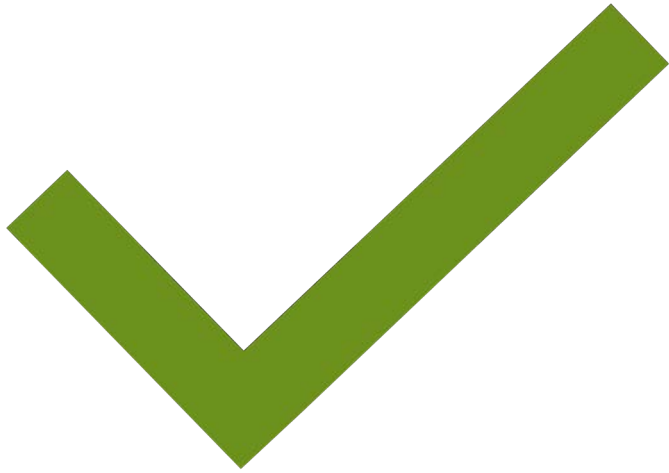
What Employment is for Everyone is... and what it is not...



Employment is for Everyone **is** the mechanism:

- To link people with learning disabilities and autistic people with opportunities across South Yorkshire (Inc. job vacancies, support, supported internships, volunteering, events, taster days, benefits advice and training).
- To link employers with perspective employees, supported internships, training, advice and support.

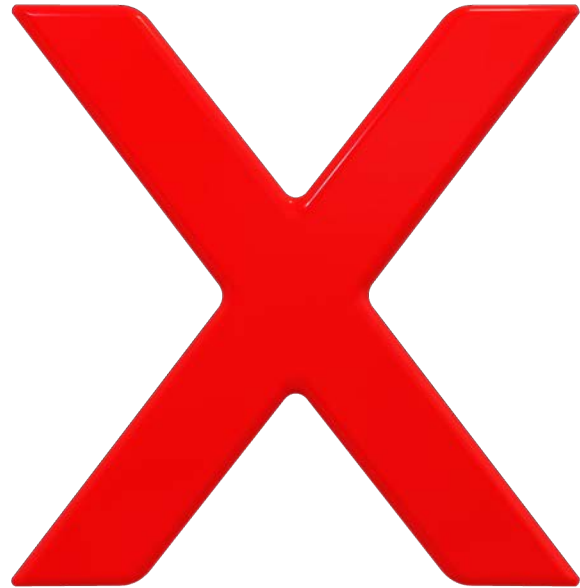
What Employment is for Everyone is... and what it is not...



Employment is for Everyone is the mechanism:

- To link employers with organisations who can support them in their journey of employing someone.
- To raise and escalate issues and barriers to the organisations within South Yorkshire ICS.
- To capture an overview of everything relating to employment across the ICB, bringing people together to collaborate, share good practice and avoid duplication.
- To ensure the employment pathways across South Yorkshire are robust and person centred for the individual.

What Employment is for Everyone is... and what it is not...



Employment is for Everyone **is not**

- A supported employment organisation.
- There to work on a 1:1 with individuals – as there are commissioned services like this within each locality (Rotherham, Doncaster, Sheffield, Barnsley).
- There to replace current commissioned Supported Employment programmes across each locality (Rotherham, Doncaster, Sheffield, Barnsley).



Key Outcomes to date



General outcomes

- ▶ Over 2000 people have accessed the website since June 2022.
- ▶ Between October 2022 and January 2023 alone, we have met with 946 people across South Yorkshire to improve employment opportunities for people with learning disabilities and autistic people. E.g., TUC, NCASC, NHS Workshops, GXO, Medequip, EQUANS, AESSEAL.
- ▶ One member of the Employment is for Everyone team has gone on to full time work and another has been offered a governor position in addition to their full-time work.



Linking people with learning disabilities and autistic people with employment opportunities across South Yorkshire

- ▶ **Example** – We connected a young man who aspired to work in an administration role and received support from a supported employment organisation with AESSEAL. The supported employment organisation helped the young man in a brief work experience and at interview when a job vacancy opened.
- **Outcome:**
 - The young man is now in full time employment with AESSEAL

Link employers with perspective employees

- ▶ **Example** – EQUANS is an international organisation working across 17 countries. EQUANS wished to promote their apprentice opportunities to people with learning disabilities and autistic people. Employment is for Everyone, worked alongside Equans to organise two site visits and a CV and interview skills session for young people to attend and ask questions. Employment is for Everyone linked with key supported employment organisations, schools, colleges and the Job Centres to do this.
- **Outcome:** 22 people with learning disabilities and autistic people came along to the sessions. Employment is for Everyone agreed with Equans to run a rolling programme of events and workshops to support people to apply for the roles in the summer 2023. 16 people with lived experience have since attended the second session to build interview skills, in preparation for employment and applying for the apprentice roles.

Link employers with organisations who can support them in their journey of employing someone

- ▶ **Example** – The website currently promotes 15 organisations which business are signposted to support them in their journey of employing someone.
- ▶ **Outcome:** Plusnet identified 7 people that could potentially work with them following the launch event in June. We linked Plusnet with two supported employment providers who could provide the support to the individuals in work.

Raise and escalate issues and barriers to the organisations within South Yorkshire ICS.

- ▶ **Example – Supported Internships** – Rotherham Opportunities College (ROC) raised issues about people's benefits being affected when they started Supported Internships. Where young people who were currently on an internship had lost all benefits. College were having to provide food parcels to these people.
- ▶ **Outcome:** Employment is for Everyone raised this issue with the NDTi who are leading on the national strategy for promoting Supported Internships. NDTi shared documents with Employment is for Everyone which stated that benefits should not be stopped. NDTi also offered to escalate to Department for Education. Employment is for Everyone shared the correct advice with ROC who then shared with families. The young people's benefits were then reinstated.



A summary of some of the other outcomes

- ▶ **We have run 2 NHS Application workshops** – 45 of people attended online workshops to find out how to navigate the NHS application process.
- ▶ **Encouraged all public bodies to lead by example** – in response one public body within South Yorkshire is now looking to include increasing opportunities for people into their workforce plan.
- ▶ **TUC learner reps** – Employment is for Everyone information has been sent across the region to TUC reps and members via the newsletter. Union Learning Reps (ULR) took away an action to raise this in their workplaces, to see what could be done to help those whom Employment is for Everyone can support.

A summary of some of the other outcomes

- ▶ **Reaching more people** – Contacts have added our website to the Rotherham Local Offer, RMBC 'My Front Door' & Rotherham Parent Carers Forum websites – giving people and professionals the information to share with all the people in their networks to ensure more people know about the support they can access.
- ▶ **Disability Sport Yorkshire** – We are supporting Disability Sport Yorkshire to run two 15 week programmes to encourage disabled people into sports coaching roles.
- ▶ **GXO** – We are delivering training sessions to staff at GXO and running an open day where people can come along to meet colleagues in GXO and find out about job opportunities.



A summary of some of the other outcomes

- ▶ **Linking people to avoid duplication** – we have brought partners together who are leading on key employment projects across the ICB to discuss barriers, opportunities. There is also the possibility to develop a shared strategic vision and identify how many supported internships and vacancies are needed across South Yorkshire.



What people have said about the movement

"The support of the Employment is for Everyone team has been invaluable to our internship programme.

Recently the college faced barriers with 2 students and their families being pushed below the poverty line due to the intern's benefits being stopped by DWP once they began their study programme. This was because of lack of understanding of supported internships at DWP. The Employment for Everyone team were able to utilise their links and knowledge in order for the benefits to be reinstated for both young people. This averted a huge barrier as if young people and their families were forced with the decision of eating or attending an internship, take up on the internship programme would drop dramatically as families would not be able to absorb this reduction in household income.

The Employment is for Everyone events and website has been a driving force, raising not only individual's aspirations but also those of employers and families. Employment is for Everyone is a movement focused on making real changes and lifting barriers to ensure sustainable employment is accessible to all."

Claire McGeough, Rotherham Opportunities College – feedback about the movement

"It was great to see a real emphasis on ensuring that people with lived experience were invited and able to participate and shape the conversations at NCASC this year.

Vicky and Jodie from Speakup led a session about why coproduction is so important and it went down a storm! There was a great response from the audience, and it was fantastic to hear so many people wanting to find out more and having a genuine interest in doing things better"

Pip Cannons, CEO Community Catalysts – about the presentation on co-productions at the NCAS-Conference

"The event was really thought provoking with lovely speakers and staff. Very exciting movement that I hope to contribute to in my role"

"The source of information from different experiences, businesses was great"

"The success stories were excellent and it was interesting to hear the different support organisations, and how they help with integration. Also, to hear from the staff and how it's helped them"

Anonymous – different feedback from the movements launch event

"Colin and his colleagues, Jodie and James, delivered an interesting, informative and engaging presentation that was well received. The feedback from the ULRs was extremely positive with many asking how they may be able to help.

Many ULRs took away an action point to raise this in their workplaces, to see what could be done to help, those whom Employment is for Everyone support, into good quality employment that is meaningful to the individual.

I would strongly recommend other organisations take the opportunity to invite Employment is for Everyone into their organisations to hear more about their aims and how they may be able to support the work they do".

Janet Johnson, TUC Skills Development Officer for South Yorkshire Mayoral Combined Authority – feedback from the EifE talk at the TUC meeting

"through collaboration with initiatives such as the Employment is for Everyone project, we have been able to tap into a hidden talent pool and maximise the cogitative diversity of society for our organisation.

The result in our business has been the utilisation of an unforeseen comparative attitude and skillset, stronger high performing teams, and the development of better leaders and managers; all of which has contributed to productivity and increased customer service."

Darren Jones, AESSEAL – Innovation / Apprentice (Early Careers) Lead

"I felt inspired by listening to them all talking about their experiences"

"Really informative, comforting to hear from the experiences from those with similar disabilities"

"They approached a sometimes patronizing topic with a clear wisdom and understanding"

"I would gladly bring a group of young people here from my school to listen to these people. I think it would be so helpful to them. It really touched me and helped"

Anonymous – different feedback from 'A day in the life of' session with Speakup

The year ahead – proposed plan for 2023 – 2024

- Website - improvement to functionality. Option for organisations to self-input/update and a better search engine functionality.
- More employer and support organisation engagement – events, training, workshops, networking resulting in more opportunities for people.
- Newsletter every 6 weeks with the latest news and opportunities across South Yorkshire.
- Continue to work with two other large businesses to look at how they can support people into employment.





DON'T LIMIT YOUR
CHALLENGES
CHALLENGE YOUR
LIMITS

The year ahead – proposed plan for 2023 – 2024

- ▶ Facilitate an event for individuals, parents and carers to showcase the support organisations across South Yorkshire.
- ▶ Develop a training offer to employers to help them to better support people in work.
- ▶ Support regional supported internship work and ICB strategies.
- ▶ Attend and support local, regional and national events (LDE, NDTi).
- ▶ Attend and report into ICB employment meetings.
- ▶ Increase signup from employers to the movement.