



Getting into jobs and getting on: Helping disabled people who want to work

June 2011



Easy Read

DWP Department for
Work and Pensions

Important

Maroon writing

In this easy-read booklet we sometimes explain what words mean.

The first time we mention any of these words, it is in **bold maroon** writing. Then we write what the words mean in a **light purple** box. If any of the words are used later in the booklet, we show them in **normal maroon** writing.

These words and what they mean are also in a Word List at the back of the booklet.

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What this booklet is about

In December 2010 the Department for Work and Pensions asked Liz Sayce to look at the **support** that is given to disabled people who want to work. This was called a review.

Liz Sayce is the Chief Executive of RADAR, which is a disability organisation.

This review was called the Sayce review.

Support

This is the help disabled people get from the Department for Work and Pensions to help them get and keep a job. It may be something like a training course, a person to help at work, or something like a wheelchair or a computer.



A lot of people and organisations told Liz Sayce what they thought. Liz Sayce talked to employers, disability groups, trade unions, charities and employment service providers.

Young disabled people said they want the same chance as anyone else to get any sort of job they want, not special jobs for disabled people. They said they need good support to get and keep jobs.

And disabled people of all ages said they want support they can take with them, so they can get new jobs at different times.

We looked at the **support** given by **Access to Work**, **Residential Training Colleges** and **Remploy**.

Access to Work

Access to Work gives advice and **support** to people whose disability or health problem affects how they do their work.

Access to Work can help pay for a **support** worker, or the extra costs a disabled person might have in travelling to and from work. It can also help pay for things like special computers a disabled person might need to help them do their job.

Residential Training Colleges

These are places where people stay for up to 1 year to learn new skills to help them get a job. The Residential Training College takes care of the training, somewhere to stay and all food.

Remploy

Remploy helps disabled people find work and also gives jobs to disabled people in factories.

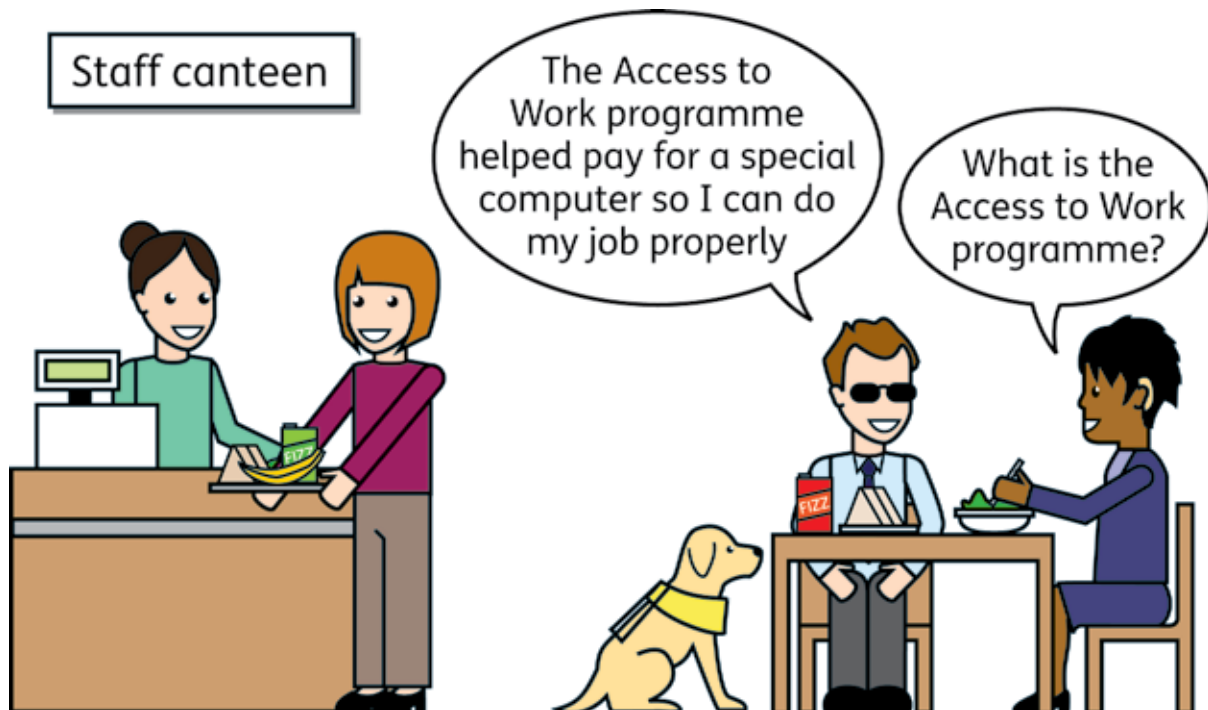
This booklet tells you what Liz Sayce found out and what she thinks needs to be done to make the system better.

What Liz Sayce found out

Access to Work

Disabled people told Liz Sayce that **Access to Work** is a very good programme, but that it could work even better.

- Some disabled people had to wait a long time and fill in lots of forms to get their **support**.
- Not enough disabled people or employers know about the **Access to Work** programme.
- The **Access to Work** programme could be better at helping people with learning disabilities or mental health conditions.



Residential Training Colleges

Most disabled people had not used **Residential Training Colleges**, but disabled people who are using the colleges said they gave them some really good services. But many people said the colleges separate disabled people from non-disabled people and that they have to travel too far to get to them.

Residential Training Colleges are also very expensive and use up a lot of government money which could be used to pay for **support** to help many more disabled people get jobs.



Remploy

Most people thought that **Remploy** factories are not right for disabled people now or in the future. They said that disabled people want to work in all sorts of jobs, with non-disabled people, not in special factories for disabled people.

Some people said the **Remploy** factories are really important. But they are very expensive and use up a lot of government money which could be used to pay for **support** to help many more disabled people get jobs.

What Liz Sayce says

Liz Sayce has come up with some ideas about how the Department for Work and Pensions can make its employment services better.

Support should be given to the disabled person to help them get any job they want. And the **support** a disabled person gets to help them find work should be based on their individual **support** needs.

Access to Work

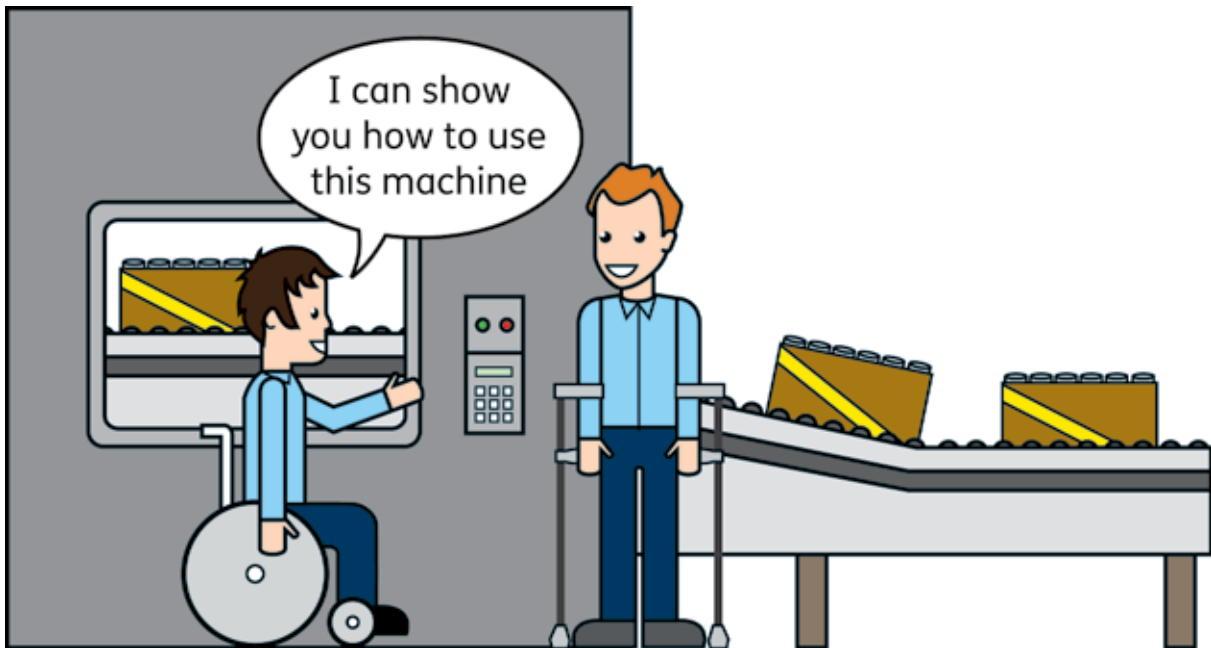
The Department for Work and Pensions should let more people use the **Access to Work** programme. Also, more money should be given to this programme.

People should be able to get help from the **Access to Work** programme by using the internet. This would cut down on the cost of running the **Access to Work** programme so that more people can be helped by **Access to Work**. Anyone who does not use a computer would get help by phone or by talking to someone face to face.



DWP Helping disabled people who want to work

Disabled people should be able to give **support** to each other. They should also be able to get expert help when they need it.



More people need to be told about the **Access to Work** programme. And the way to find out if someone can get help from the **Access to Work** programme should be made simpler.

People should know they will get **Access to Work** before they start a job – this would make it easier for them to get their first job.

Residential Training Colleges and Remploy

The Department for Work and Pensions should stop paying for colleges and factories – instead, it should pay for the support disabled people need, wherever they work.

For example, if this money was put into the **Access to Work** programme, disabled people could use it for

- work experience
- internships or
- on the job learning

Some **Remploy** businesses could become businesses in their own right. Some could be run by the workers. If this is possible, **Remploy** should get help to do this. They would become free of government control and could work with people like local councils, disabled people's groups or local businesses.

If a person stops working for **Remploy** they must be given the best **support** they can get to find another job and to help them get on with their lives.



Residential Training Colleges give disabled people some really good services. But they need to work with **Work Choice** and **Work Programme** and other colleges to give disabled people an even better service and to help more disabled people get jobs.

Work Choice

This is **support** for disabled people to help them learn new skills and find out what it is like at work.

Work Programme

This programme helps people to find a job.

Any money that is saved by making changes to **Residential Training Colleges** and **Remploy** should be given to the **Access to Work** programme.



Other things the government can do

The government should also do these other things to help disabled people get jobs.

- Make sure disabled people can get an **apprenticeship**.

Apprenticeship

An apprenticeship gives a person the chance to get paid while they learn a job.

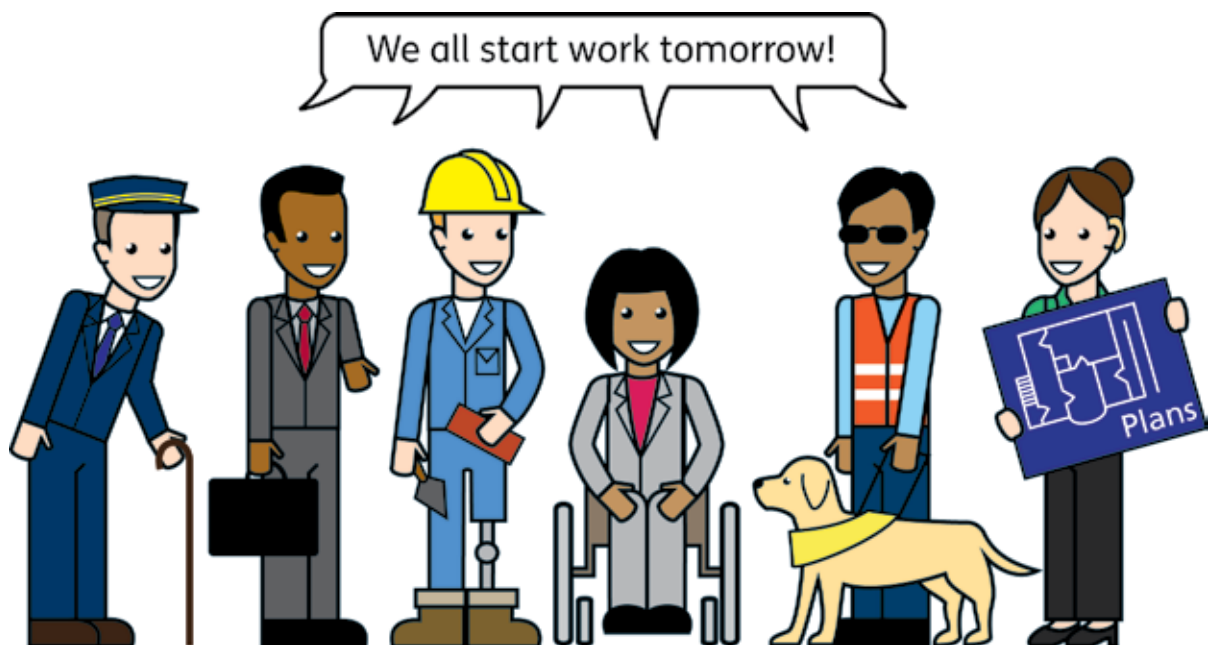


- Make sure disabled people can get work experience so that they know what it is like.
- Make sure health and social care services can help disabled people to get a job, stay in work, or go back to work.
- Make sure schools and colleges work with disabled children and young people to make sure everyone knows about the jobs they could get.

Finally...

The ideas that have been written about in this booklet would change the way that the **Access to Work** programme, **Residential Training Colleges** and **Remploy** work. They should only be used if they will give better **support** to disabled people. And the rights of disabled people who already get **support** must be protected.

If Liz Sayce's ideas are used, she thinks that the number of disabled people who get help and **support** from these programmes could go up from 65,000 to 100,000. This would be a great result.



Word list

Access to Work

Access to Work gives advice and **support** to people whose disability or health problem affects how they do their work.

Access to Work can help pay for a **support** worker, or the extra costs a disabled person might have in travelling to and from work. It can also help pay for things like special computers a disabled person might need to help them do their job.....4

Apprenticeship

An apprenticeship gives a person the chance to get paid while they learn a job..... 11

Remploy

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Residential Training Colleges

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Work Choice

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Work Programme

This programme helps people to find a job..... 10

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