

Manchester Learning Disability Partnership Board

Employment Plan



Introduction

The Manchester Learning Disability Partnership Board set up a group to look at how we help people with a learning disability find work. The government in the white paper 'Valuing People' said we must plan how we do this.

- ▶ This is a summary of what we need to do, how we should do it and how we can check that it is being done.
- ▶ If you want more copies of this booklet, or a copy of the full document, please contact:

Jean Roper
Joint Commissioning Team
Learning Disability Services
'Fenham' 5 Moorfield Road
West Didsbury
Manchester
M20 2UZ

1. Transition

What we want to do:

All groups work together to help people use further education, training, work and leisure and day services.

Our plan:

All groups agree to share information as long as they are allowed to.

Make it easier for people leaving college to go on to other things.

Young people be given a full service that meets Best Value.

What we will do:

Policy agreed by Social Services, JobCentre Plus, Local Education Authority etc on sharing information.

Plan what to do to help people who have left college to start work or training or take part in day services.

Check what is being done by surveying people.

How we will see if we have done it:

Look at the policy.

Way of working agreed and followed by everyone.

Survey shows people are happy with what is being done.

Who will do what and by when:

The Joint Commissioning Team and Manchester Learning Disability Partnership talks to other groups by Winter 2003.

Community Learning Disability Teams, Colleges, Connexions, Local Skills Council and others. Autumn 2003.

2. Information

▶ **What we want to do:**

Give learning disabled people information and advice on training, work and benefits.

▶ **Our plan:**

Make sure people in work or training get at least the same money they got from benefits.

Make sure information is shared.

Make sure people know what support is available.

▶ **What we will do:**

Manchester Advice is to give each person a break-down of what money they will get.

Start a group of people from organisations to produce an information policy.

Produce an information directory in different formats about what is available. Have a person to keep information upto date.

▶ **How we will see if we have done it:**

We will see how well things are done in the first year, then look at how things are done in the future.

▶ **Who will do what and by when:**

The Joint Commissioning Team and Manchester Learning Disability Partnership and other groups will regularly look at how we are doing.

3. Work needs

What we want to do:

Day Services help people who want to, do work related things.

Our plan:

Work with Employment Advisors and Adult Education to help people with learning disabilities to get jobs and training.

Plan how to get more jobs for people with a learning disability.

What we will do:

Jobcentre Plus to be involved in day services.

Look at Manchester Learning Disability Partnership and Adult Education Service sharing things.

Have more work based activities in day services.

Make it easier to get work based training.

How we will see if we have done it:

a/ We will see how well things are done in the first year, then look at how things are done in the future.

b/ JobCentre Plus involved at 2 Day Service centres.

c/ 2 new work based activities have been started.

d/ 12 people have tried work based training.

Who will do what and by when:

a/ Joint Commissioning Team and Manchester Learning Disability Partnership. On-going.

b/ Day Services Managers and Job Centre Plus Manager, by Winter 2003.

c/ Manchester Learning Disability Partnership and Adult Education managers, by Winter 2003.

d/ Day Services Managers, Winter 2003.

e/ Day Services Managers, Winter 2003.

4. Making it easier to get skills and jobs

► **What we want to do:**

Help people get work skills and get jobs.

► **Our plan:**

a/ Work with special employment and advice groups.

b/ Give Person Centred support to help people look at work.

c/ Get money to pay for learning about work.

► **What we will do:**

a/ Make sure Person Centred Planning looks at these plans.

b/ Run 4 workshops for 15 people on writing application forms, being interviewed, benefits, roles and responsibilities at work.

c/ Look at learning at work.

d/ Try to get money from the Neighbourhood Renewal Fund to run a project.

e/ Tell employers about disability awareness training and try to get them to give jobs to disabled workers.

► **How we will see if we have done it:**

a/ Everyone who wants one, is given a Person Centred Plan.

b/ 15 people get better at applying for jobs.

c/ Some learning disabled people get work based learning.

d/ We get the funding.

e/ Disability Awareness takes place and more learning disabled people get jobs.

► **Who will do what and by when:**

a/ Manchester Learning Disability Partnership and others.
Ongoing.

b/ Manchester People First. Winter 2003.

c/ Manchester Learning Disability Partnership managers.

d/ MLDP senior manager. Winter 2003.

e/ JobCentre Plus, Learning Skills Council. Breakthrough UK.
Ongoing.

5. Make services more consistent

What we want to do:

Make services more consistent.

Our plan:

All groups involved in jobs for learning disabled people to have the same standards.

What we will do:

Look at what standards to have. Ask all groups involved to have these standards.

How we will see if we have done it:

Groups agreed after being asked.

Who will do what and by when:

Everyone involved, by Spring 2004.

6. Make it easier for black and minority ethnic people to get work

▶ **What we want to do:**

To make it easier for black and minority ethnic people to get work and work preparation.

▶ **Our plan:**

a/ See how many black and minority ethnic people are in day care, work preparation courses and jobs.

b/ Link with black voluntary groups and churches and mosques.

▶ **What we will do:**

a/ Get information on the ethnic origin of people who have jobs or are getting work training.

b/ Work with local community groups including:

- Black Health Agency
- Bibbini
- Afro Caribbean Mental Health Group
- Big Life

▶ **How we will see if we have done it:**

We find out how many black and minority ethnic people with a learning disability there are. And what their interest in work is.

Build relationship with black and minority ethnic communities.

▶ **Who will do what and by when:**

Joint Commissioning Team. Ongoing.