

**Easy Read**

# North Wales Employment Strategy for People with Learning Disabilities.

'This document was written by **North Wales Together, Learning Disability Transformation Programme**. It is an easy read version of the "North Wales Supported Employment Strategy"

**April 2024**

## Table of Contents:

Introduction.....	page 2
Why this plan is needed.....	page 4
What people with learning disabilities told us.....	page 6
How will this strategy help? .....	page 9
North Wales Supported Employment Model Job Roles.....	page 12
What we think needs to be done.....	page 17
Hard Words.....	page 21

## Introduction



This is an easy read document.  
But you may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand.

You can check what the words in blue mean on **page 22**.



This document was made into easy read using **Photosymbols**.



This document is an Easy Read **summary** of **The North Wales Supported Employment Strategy for People with Learning Disabilities**.

# Introduction



**North Wales Together** is a team of people who are helping people with learning disabilities to have a voice and make changes.



The North Wales Together team work for the 6 Local Authorities, **Betsi Cadwaladr University Health Board**, and the wider learning disability community.



**We** all worked together to make this plan



The plan we have made is to help more people with **learning disabilities** in North Wales find jobs and have the same choices as everyone else.

A **learning disability** affects your ability to think, understand and reason. It can make it difficult to do everyday activities, like household tasks, socialising or managing money. A learning disability affects someone for their whole life. People with a **learning disability** tend to take longer to learn. They may need support to develop new skills, understand complicated information and interact with other people



When we say a job we mean paid work.

This is where a person with a learning disability gets the same money as everyone else for doing the same job.



Is treated the same as other people who work at their job place.



And enjoy their work and are welcomed by the people they work with.

## Why is this plan needed?



People with learning disabilities told us they want to work and get paid for it.

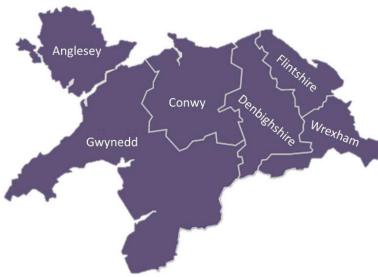
Only 5% of people with a learning disability are in paid employment.



The UK has a big problem finding people that are right for the jobs they have. These are jobs that can be done by a person with a learning disability.



The strategy shows that with the right help and support, people with learning disabilities can do these jobs and employers like having them doing it.



Right now, North Wales does not have enough of the right kind of job support services for people with learning disabilities.

This is wrong and needs to change.



The strategy we made will try to help people with learning disabilities who want paid jobs to find something they like, and they can do.

## What people with learning disabilities told us.



We talked to people with learning disabilities about getting a paid job.

We put what people told us into 4 groups.



### They are.

- Support.
- Help with working and benefits.
- Low expectations and hopes for the future.
- Employer attitudes and recruitment practices.



### Support

People told us what good support to find paid work looks like.

They said:

- Support should be individual to each person.
- People who help us should have worked with people with learning disabilities before.
- They need to believe in people and what they can do.
- They need to be on the same side as the people they are working with and know that person's situation.





Job Coach  
Work Coach

Many people wanted a specialist job coach who would work with them and their family or support network.



People told us they wanted support to find, get, learn, and keep a job.

They wanted someone to tell employers.

- What they can do!
- How best to work with me.
- What they can offer.



People said they also wanted help to

- Find jobs they can apply for.
- Help to apply for jobs.
- Help with interviews.



If they found a job people said they wanted help in that job place to:

- Learn the job.
- To be accepted at work.
- To **socialise**.
- And progress in their career.





They said support they get needs to be their long term in case there are **difficulties**.



**Working and welfare benefits** People told us it was important to:

- Know where to get advice.
- To trust the people giving the advice.
- Be given advice in a way they can understand.

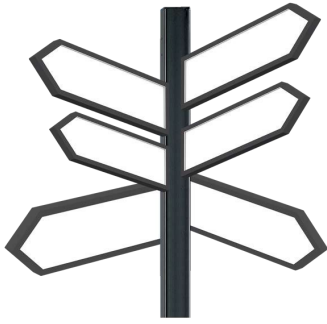


**Low expectations and hopes for the future.**

- People said they should have the right to try paid work and there should be more options than voluntary work.
- People said those around them should believe in them and what they can do and achieve.



- Social workers and other support staff should speak to them about paid work.
- And help them decide if getting a job is right for them.



## Employer attitudes and recruitment practices

People told us:

- Employers need to know what help is available to them too.

Please fill in this easy read form

Your name

Address

Phone

Big employers like local authorities should make job adverts, job descriptions and application forms in Easy Read.



Not everyone is online and local authority and health board websites are difficult to “understand”.

## How will this strategy help?



The big idea in the strategy is for the 6 Local Authorities and the Health Board to start a new supported employment service model.



And that the North Wales Together Team should help them do this.



This new supported employment model is meant to fix the issues that we have found and listed in this plan and give people with learning disabilities better chances for paid jobs.



The model should be put in place in every social work service for people with learning disabilities across North Wales.

So that everyone with a learning disability known to social services in North Wales has the same chance to be in paid employment.



Every young person with a learning disability in a specialist secondary school should get help as well.

So, they have the choice to find a paid job when they leave school or college.



Two local authorities should work together as partners to put the plan in place and share learning and resources.



There will be many roles involved to make sure this **model** works well and as planned.

# North Wales Supported Employment Model Job Roles.



Gogledd Cymru **Gyda'n Gilydd**  
North Wales **Together**

*Gwasanaethau Ddi-dor i bobl ag Anableddau Dysgu*  
*Seamless services for people with Learning Disabilities*

## North Wales Together

It will be their job to arrange everything.

They will pay for everything to get the model started.



They will check to make sure things are going well and help if needed.



## Senior Managers for Social Services

They manage the local authority social work teams for people with learning disabilities.

Their job is to make the long-term plan for change in the service.

And to check that the social work teams are doing their job well.



## Social Work Teams



Their job is to talk to people and families and help them decide if getting a paid job could improve their health and well-being.

They connect people and families to the employment pathway coordinator.

They offer care and support that people might need to find a job.

## Employment Pathway Coordinator



They are employed by social work services. They work across two local authorities.

They are the main contact for everything to do with employment for the social work teams, people, and their families/ carers.



Their job is to help people dream big, find the right local services, and keep moving forward.



They let the social workers know how people are doing.



If the local options aren't right, they connect people to the local supported employment/ specialist job coaching service.

### **Supported Employment/ specialist job coaching service.**



**Job Coach**

This service provides **specialist** supported employment/ job coaching to help people find, get, learn, and keep a job.

They get referrals from the employment pathway coordinator.



They work with local employers to help them employ more people with learning disabilities.



They help people understand how working will affect their benefits.



When people find a job, they help the person to do their job well and help the employer to support the person.



They stay in touch in case any difficulties arise.



They can help people progress in their career.





## Learning Disability Champions

They are employed by the supported employment service.

Their job is to use their own experience to show the good things about having a job.

Some might be a person with a learning disability; others might be parents or carers.

## What we think needs to be done



We think the Welsh Government should know that young people with learning disabilities are more at risk of:



- Not getting an education.
- Not getting a job.
- Not getting training.



The Welsh government need to give more help and money to stop this happening.



Make sure that the help and services we put in place do a really good job and offer the best support they can.



Make sure that people can get expert help so they can understand what happens with their benefits if they get a paid job.



Department  
for Work &  
Pensions

Work with the Department for Work and Pensions and other agencies to get them to provide information about working and benefits in Easy Read.



Check how the rules around paying for care might make it harder for people to get the jobs they want.



Share success stories about people with learning disabilities who have paid jobs to show people and their families/ carers the good things about working.



To make help finding work part of the service people with learning disabilities get from social services.



Make it very important for these services to help people to find work following the rules in the Social Services and Wellbeing (Wales) Act.



To set up an employment coordinator role to help social work teams make the changes they need and learn from good examples.



To do research and get help from experts so we can make sure local authority day and work services help people progress and find work if they wish.



To work with North Wales Together and local authorities to see how making reasonable adjustments can help change how jobs are offered to people with learning disabilities.

And how job coaching services can help.



Find new ways that help both people with learning disabilities and local authorities as employers to employ more people with learning disabilities.



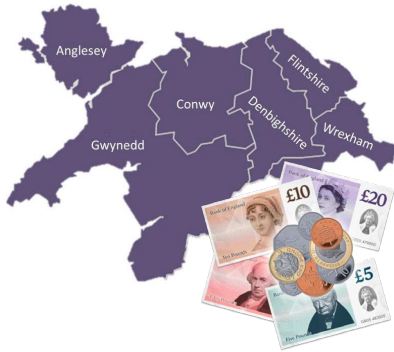
See how telling people about social value can help individuals with learning disabilities find jobs by encouraging providers to offer job try-outs or work placements.



**Promoting social value** means making sure that when we buy services, it's not just about what they cost; it's about how they make life better for people and the environment.



Get all the local authorities to start using this supported employment model.



Get more money from the **North Wales Regional Integration Fund** to make this plan work across North Wales with the help from the North Wales Together team.

## Hard words

### We

We means North Wales Together, BETSI, all 6 local authorities & people from the learning disability community.

### Summary

Summary is when a big document is made shorter. It does not have all the information in a summary just enough so you know what the big document is about

### Strategy

A strategy is a plan for things to be done over time.

## Hard Words

### **Betsi Cadwaladr University Health Board**

These are the people who run our health services like doctors and hospitals in North Wales. We sometimes just call them BETSI for short.

### **Socialise**

To do things with others like going out with friends.

### **Difficulties**

Things that may be a bit hard to do and you need help to sort out.

### **Model**

This is what we call an idea or plan for others to follow and copy.

### **Specialist**

A person who knows a lot about the things they are talking about or the work they do.

### **Promoting social value**

This is when you know how a person or something can make a change for the good in a person's life or the community they are in.

### **North Wales Regional Integration Fund**

This is a name of a fund from the Welsh Government that we can get money from. We sometimes call this fund RIF for short.

