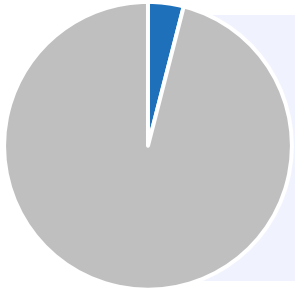
1. Desire for Equal Opportunities

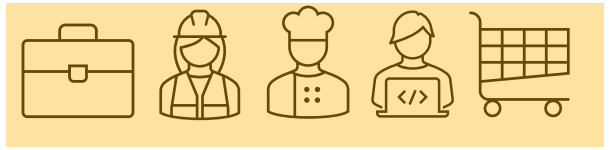
People with learning disabilities in North Wales have expressed their desire for equal opportunities to be in paid employment, valued, and make meaningful contributions to society. They want to break free from stereotypes that limit their potential.

2. Low Employment Rates



Despite this desire, only 4.8% of people with learning disabilities known to adult social care services are currently in paid employment, indicating a significant gap between aspiration and reality.

3. Proven Potential



There is strong evidence that with the right support, job match, and employer, people with learning disabilities can work effectively and productively, just like any other employee.

4. Effective Model

The 5-stage supported employment model delivered by specialist job coaches has demonstrated its effectiveness in helping individuals with learning disabilities find, obtain, learn, and maintain paid employment.

5. Employer Preference

Employers who have experience hiring people with learning disabilities generally rate their job performance as average or above average compared to non-disabled employees. This shows that supported employment is not only beneficial for individuals but is also preferred by employers.

6. National Recruitment Crisis

The UK is facing a national recruitment crisis, especially in entry-level jobs that are often suitable for people with learning disabilities. Encouraging employers, including anchor organisations like local authorities and health boards, to consider a diverse workforce is vital.

7. Reducing Reliance on Services

Without access to paid employment opportunities, people with learning disabilities can become overly reliant on local authority-funded services such as day and work opportunities.

8. Lack of Focus on Progression

Existing work opportunity services often lack a focus on progression and transitioning individuals into paid employment. This results in individuals remaining in such services for extended periods at a high cost to local authorities.

9. Inconsistency in Support

Currently, the supported employment services across North Wales are inconsistent and patchy, especially for those who are aged 25 and above. There is a need for a more cohesive and comprehensive approach to supported employment.

10. Unified Efforts

The North Wales Learning Disability Partnership Group, with support from North Wales Together, has recognised the need for action and has unanimously committed to making changes to improve the employment prospects of people with learning disabilities.

11. Action-Oriented Strategy

This strategy outlines the actions that will be taken to facilitate greater participation in paid employment for people with learning disabilities. It calls on other partners and agencies responsible for employability and skills to play their roles in this collective effort.