

Engage to Change update

How the NHS can help people with a learning disability or autism to find jobs



This document was written by Dr Stephen Beyer, from the Engage to Change Evaluation Team at Cardiff University.

This is an easy read version of **‘Engage to Change briefing: Jobs for people with a learning disability or autism - The role of the NHS’**.

January 2021

How to use this document



This is an easy read version. The words and their meaning are easy to read and understand.



You may need support to read and understand this document. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. They have been explained in a box below the word.



If the hard word is used again it is in **normal blue writing**. You can check what the words in blue mean on **page 17**.



Where the document says **we**, this means **Engage to Change**. For more information contact:



Website: www.engagetochange.org.uk

E-mail: engagetochange@ldw.org.uk

Phone: 029 20681160



This document was made into easy read by **Learning Disability Wales** using **Photosymbols**.

Contents

Page

How to use this document	2
What this document is about.....	4
Engage to Change.....	5
Public sector employers.....	8
Jobs in the NHS.....	10
A plan for Wales	13
What next?.....	16
Hard words.....	17

What this document is about



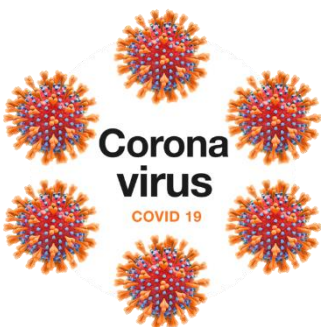
This document is about how Engage to Change thinks the **NHS** can help people with a learning disability or autism get and keep paid jobs.



The **NHS** is the **National Health Service**. This means all the health services like GP surgeries and hospitals that everyone in the country can use.



People with a learning disability or autism face many challenges when trying to find and keep paid work. And they can have lots of different needs.



Coronavirus has made it more difficult for people with a learning disability or autism to find and keep paid jobs.



The **Engage to Change** project is looking at ways to make sure people with a learning disability or autism in Wales can keep their jobs or find new jobs.

Engage to Change



Engage to Change is a project that supports young people with a learning disability or autism get the skills they need to find and keep paid jobs.



Through our work we have learnt a lot about what works well for young people with a learning disability or autism.



Llywodraeth Cymru
Welsh Government

We have told Welsh Government about what we have learnt.



We also told them what we think they should do to help people with a learning disability or autism find and keep paid jobs.

We told Welsh Government that they should:



- pay for a **National Job Coaching Service**. This would make sure that people with a learning disability or autism across Wales can get good quality support to find and keep a job.



Job coaching is support for people to find and keep paid work. A **job coach** can help with things like:

- applying for jobs
- support at work
- learning new skills
- travel training.



- pay for a **National Supported Internship Programme**. This would give young people training and support for up to 12 months in a big organisation. They would then have a chance of getting a job at the end of their training.



A **supported internship** is when a person is supported to work for an organisation. They get training and experience. They do not usually get paid.



- set up a new grant that gives **employers** money to help pay disabled people's wages for 6-12 months.



An **employer** is a person, company or organisation that pays people to work for them.



- work with services based in Wales who understand the needs of local people and **employers**.



We also think there are more ways that the **public sector** in Wales could help people with a learning disability or autism to find and keep paid jobs.



The **public sector** is all the services paid for by the government. Services like the **NHS**, police, schools and local councils.

Public sector employers



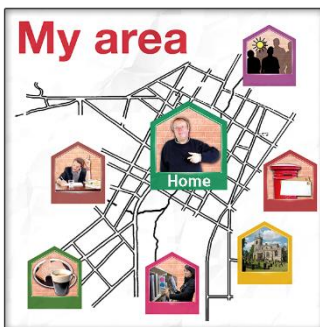
Public sector organisations like the **NHS**, local councils and transport are all big **employers**. This means lots of people work for them.



These organisations also own lots of things like buildings or land.



They spend a lot of money buying services and other things.



This means that **public sector** organisations have the power to help make changes in their local areas.



They can choose to buy services from local companies that give jobs to local people.

They can give people the chance to do **apprenticeships**.



An **apprenticeship** is when a person learns the skills of a job whilst working. They are usually paid less because they are still learning.



They can use the buildings they own to help make new jobs for local people.



They can pay people good wages.



They can find good ways to make sure lots of different people can get jobs working for them.



They can show other **employers** that they should be doing all of these things too.

Jobs in the NHS



The [NHS](#) in England has a plan to help lots of people with a learning disability or autism get jobs working for the [NHS](#).



They are giving lots of people the chance to do [supported internships](#) to help them get jobs in the [NHS](#).



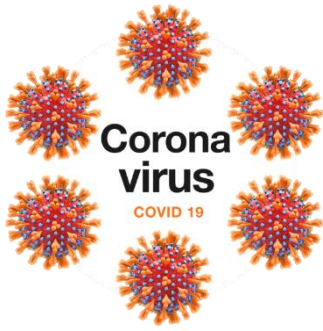
[Supported internships](#) like **DFN Project SEARCH** train people with a learning disability or autism to work in places like hospitals or universities.



In England, DFN Project SEARCH ran [supported internships](#) in 22 hospitals from 2018 to 2019.



More than half of the people got a job at the end of their [supported internships](#). And most of them kept their jobs for at least 13 weeks.



Coronavirus has been very difficult for the [NHS](#).



But in England lots of people with a learning disability or autism have still been able to find or keep jobs and [supported internships](#) in the [NHS](#).



We think [NHS](#) Wales should also have a plan to help lots of people with a learning disability or autism get and keep jobs.



Welsh Government is working hard on a plan to help the [economy](#) in Wales after coronavirus.

The [economy](#) is how much money a country has.



We think that Welsh Government also needs to think about how they can make sure people with a learning disability or autism can get and keep jobs after coronavirus.



Before coronavirus, Engage to Change set up **supported internships** that worked well for young people with a learning disability or autism in Wales.

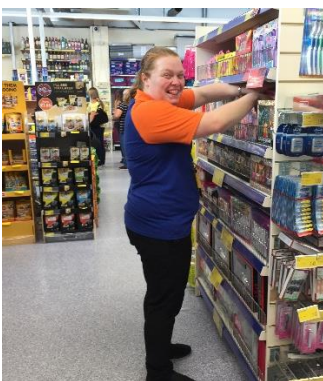


We set up **supported internships** working with big **public sector employers**:

- Princess of Wales Hospital in Bridgend
- Ysbyty Gwynedd in Bangor
- Cardiff University
- Rhondda Cynon Taf local council.



Some young people have got jobs in the **public sector** through the Engage to Change project.



But most of the jobs that young people got through Engage to Change were in the **private sector**.

The **private sector** means companies or organisations that make money. Like banks, shops and offices. They are **not** paid for by the government or through charities.

A plan for Wales



We think Wales should have a plan to make sure people with a learning disability or autism can get jobs in [public sector](#) organisations like the [NHS](#).



We think this new plan would work well with lots of Welsh Government's other plans and policies.



This new plan would also work well with the **National Job Coaching Service** and **National Supported Internship Programme** that we have asked Welsh Government to set up.



We already know that having a job can help people's health and well-being.



This means that if the [NHS](#) helps people with a learning disability or autism to get jobs, they could also be helping their health and well-being. This would be good for the [NHS](#).



We believe this plan should last for at least 5 years. This would give the plan time to make a real difference.



In England, they found that helping people with a learning disability or autism get jobs in the **NHS** can also help the **NHS**:



- It makes it easier for the **NHS** to find the right people for some jobs.



- It helps the **NHS** to have lots of different people working for them.



- It makes people feel happy to be working for the **NHS**.



In parts of England, the **NHS** has worked with local schools and social care to help people with a learning disability or autism get jobs in the **public sector**.



Here are some of the ways they have worked together to make it easier for people with a learning disability or autism to get jobs:



- Working with families when their children are young. Like talking about their children having jobs when they grow up.



- Talking to children in school about jobs in health or social care.



- Training young people to get them ready for [supported internships](#).



- Giving young people the chance to do [supported internships](#) or [apprenticeships](#).



- Supporting young people with [job coaches](#) when they are working in paid jobs.



We believe that the [NHS](#) in Wales should also work with local schools and social care to help people with a learning disability or autism get paid jobs.

What next?



We want Welsh Government to write a plan to help people with a learning disability or autism in Wales get and keep paid jobs in the [public sector](#).



The plan should start by helping people with a learning disability or autism get paid jobs working for [NHS](#) Wales.



Then other [public sector](#) organisations should work together to help people with a learning disability or autism get paid jobs in their local area.



The plan should also be used to show other [employers](#) good ways to train and support people with a learning disability or autism to get and keep paid jobs.

Hard words

Apprenticeship

An apprenticeship is when a person learns the skills of a job whilst working. They are usually paid less because they are still learning.

Economy

The economy is how much money a country has.

Employer

An employer is a person, company or organisation that pays people to work for them.

Job coaching

Job coaching is support for people to find and keep paid work. A job coach can help with things like:

- applying for jobs
- support at work
- learning new skills
- travel training.

Supported internship

A supported internship is when a person is supported to work for an organisation. They get training and experience. They do not usually get paid.

NHS

The NHS is the **National Health Service**. This means all the health services like GP surgeries and hospitals that everyone in the country can use.

Private sector

The private sector means companies or organisations that make money. Like banks, shops and offices. They are **not** paid for by the government or through charities.

Public sector

The public sector is all the services paid for by the government. Services like the NHS, police, schools and local councils.