

Easy Read

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Engage to Change

What we have learnt through our work

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This document was written by the **Engage to Change** evaluation team at **Cardiff University**. It is an easy read version of 'Key lessons from Engage to Change project.'

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How to use this document



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 all the words in blue mean on **page 12**.



Where the document says **we**, this means **Engage to Change**. If you want more information you can contact:

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Contents

Page

Lessons we have learnt.....	4
What should happen next.....	8
Hard words.....	12

Lessons we have learnt

1. Supported Employment



People with a learning disability or **autism** can work if they have the right job and the right support.



People with **autism** may find some things difficult. Like communication and being with other people.



It is important to give people good supported employment services that include job coaching.

2. How we are doing in Wales



The Engage to Change project is doing really well in Wales.



1 out of every 4 young people on the project have had jobs through **Engage to Change**.



Nearly half of young people on the project have had jobs through **Engage to Change DFN Project SEARCH** internship sites.



Around 3 out of 10 young people have had jobs through **supported internships**.

A **supported internship** is when a student works for an organisation to get training and experience.

3. What young people and their families say

Young people and their families said that young people:



- feel more confident
- are able to do more things on their own
- have better mental health
- have a better quality of life
- feel good about themselves
- feel included.

4. Supporting Employers



We are working with employers to support them to give disabled people jobs. And to teach them about all the good reasons to work with disabled people.



The employers we have worked with have been really happy with the young person they have given a job to.



Employers said that they were hardworking and could be trusted with tasks.



Employers said they were happy with the job training we offered and the support from job coaches.



It has helped employers to have more **diverse** staff.

Diverse means we are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.

5. What young people think about our work



Young people who took part in our project said they were very happy with the way we support them to get paid jobs.

They are happy about:



- how we take time to find out more about them. For example, what they like and what they are good at



- how they can try out jobs to help them decide what they like



- finding the right work placements and jobs to match their skills.

What should happen next



The Welsh Government should make sure supported employment and **supported internships** are available to people with a learning disability and **autism**.



They should support employers who work with all different types of people, including disabled people.



The Welsh Government should pay for a **National Supported Employment Programme** and an **Inclusive Internship Programme**.



They need to make it easier for people to use these services to get a paid job.

Making it easier to use Access to Work



Access to Work is money from the **Department of Work and Pensions (DWP)**. It is to support disabled people to get a paid job.



Access to Work can really help support more people.

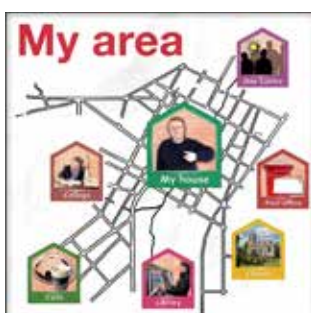


Access to Work could be used for things like transport to get to work. Or buying special equipment.

Having support from the local area



The **Department of Work and Pensions** is planning to start a Local Supported Employment programme across Britain to fund and have more job coaching.



We have learnt that it is better to have job coaches from the same local area as employers.



If local authorities want to use the **Department of Work and Pensions** Job Coach funding, it is important they include supported employment in their future plans

Clear plans for supported employment



We need to use supported employment more in Wales. This will help make Wales a better place to work and live for people.

It will help the Welsh Government meet the aims of their laws:



- the Well-being Act
- the Future Generations Act
- the Youth Guarantee in Wales



Welsh Government should make sure there are clear plans for supported employment.



So people who have additional support needs are able to use supported employment

Hard words

Autism

People with autism may find some things difficult. Like communication and being with other people.

Diverse

Diverse means we are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.

Supported Internship

An internship is when a student works for an organisation to get training and experience.

