



Newham London

Newham Adult Social Care

Newham employment plan to help people with health or care needs to get paid works

2014 – 2017

Easy Read



What is in this plan?



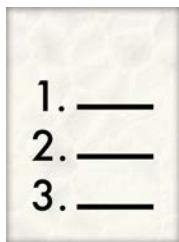
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About this plan



We are the London Borough of Newham. We are a group chosen by people in Newham to run the area.



A plan or strategy sets out how something will be done. We have made this plan to help people with health or care needs to get paid jobs.



This plan is important. It is part of how we are making things better for people with health or care needs in Newham.



We made the plan with the help of Newham Employment Task Group. The 26 members of the group include:



✓ People with health or care needs.



✓ Families and carers.



✓ Organisations led by service users and carers.



✓ Newham Council.



We want to give good advice and support to people with health or care needs in Newham to help them get paid jobs.



This is a clear plan of how we will make changes. These changes will help people with health or care needs to get paid work.



The plan will mean that people need to work together to make things better.



Newham Council thinks what this plan says is very important.



Who is this plan for?

It is for people who:



✓ Have a learning disability.

✓ Need help with their mental health.



✓ Are carers.



✓ Find it hard to see or hear.



✓ Use drugs or alcohol.



✓ Have autism.



- ✓ Are moving from children's services and school to adult services.



- ✓ Have health needs that change.



What is employment?

In this plan employment means a paid job for more than a few hours a week.



What we did to make our plan



We asked lots of people what they thought we should do to help people into work.

We asked:



- ✓ Organisations who help people get jobs.



- ✓ Organisations who work with people with health or care needs.



- ✓ People with health or care needs.



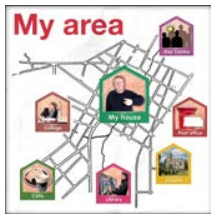
- ✓ Families and carers.



To make our plan we looked into:



1. What the government wants.



2. What Newham is like.



3. Why it can be hard for people with health or care needs to get a job.



4. Things that have helped people get paid jobs.



1. What the Government wants



There are laws that say all groups of people must be treated in a good and fair way.



The Government has also done some work to:

✓ Make some changes to benefits.



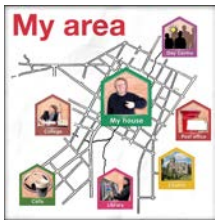
✓ Help more people so they can get paid jobs.



✓ Make services work for everyone.



We used this work to help us think about what we should be doing.



2. What Newham is like

Newham is different in some ways from other places in London or the rest of the country:



➤ People in Newham often have less money.

➤ Less people in Newham have a job than in other parts of London.

➤ Less people in Newham with health or care needs have a job than in other parts of London.



We want Newham to have the same number of people with health or care needs to have a job as in other parts of London.



There are going to be many more people in Newham in the future. This means we need to work out now how we are going to help people to get paid work.



Some of our teams have already found good ways to support people to find paid work. Details about these are on page 13.

Mental health

There are teams of people who just help people with mental health issues to find paid work.



In the future they will work with Workplace in 1 big team to help people with mental health issues get a job.



Learning disability

There are lots of different types of support in Newham to help people with a learning disability get a job.



In September 2014 a new team will start at Workplace to help people find a job.



Drugs or alcohol

People who use drugs or alcohol can get support with their problems and also to get a job.



Carers

The new team at Workplace will support carers to get a job as well.



3. Why it can be hard for people with health or care needs to get a job



People told us that it can be hard to get paid work because:



✓ They do not get support that is right for them.



✓ They worry that they will have less money if they come off benefits.



✓ If they lose their job it might be hard to get benefits money and support again.



✓ Employers do not always treat people with health or care needs in a good and fair way.



✓ Getting to work can be hard.



✓ Some people worry that they may lose support or benefits money if they get a job.





- ✓ People do not get enough of the right support to help them get a paid job.

Other reasons it might be hard for people to get paid work are that:



- ✓ Carers feel bad that they may be doing less caring if they are working.



- ✓ Young people do not get enough support to think about paid work before they leave school.



This plan says how we will help change some of these things so that more people who have health or care needs can get paid work.



4. Things that have helped people get paid jobs



Making sure people see someone who can help them get the right support to get paid work:



Newham Micro-Enterprise project

This helps people set up their own companies and run new projects to make money for themselves.



Workplace

We have started something called Workplace. Workplace has helped lots of people to find paid jobs.



Lots of different services work together with Workplace to help people find and keep a job.



British Association of Supported Employment (BASE)

BASE finds the best way to support people. They say:



- ✓ People should get the support that works for them. It should not have to be in a group. People should be able to try the job for a while with someone to help them learn.



- ✓ People should know a lot about the jobs there are and the training people might need.



- ✓ Organisations should speak to and support local employers.



- ✓ There should be more support for young people who leave school to help them find paid work.



Newham's vision and aims – what we want to achieve



We want to help more people with health or care needs into work.

1. _____
2. _____
3. _____

What we will do in Newham so that people get the right support



Application Form

Name
Address
Education
Work Experience

- We will start **Bright Futures** again. This made it easier for people to apply for a job:



- ✓ We said people did not have to have a job interview. They could try a job for a while to see if they are good at it.



- ✓ This has helped more people with a learning disability to get a job.



- Workplace will have 2 new support teams to help people get paid jobs (see page 19).

We want the plan to make sure that:



1. People are supported to get a job.



2. People are helped to find a job and are then supported to stay in work.

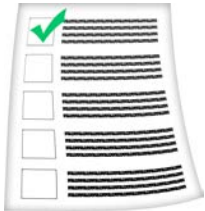


3. Employers know they can give jobs to people with health or care needs.



College

4. Young people are supported at school or college to get training, support and a job.



This plan tells you what we are going to work on to make these things happen.



1. Supporting people to get a job



We will do this by paying for the best support.

2014 - 2015

In the next year we will have 2 new support teams at Workplace.

workplace
Creating a better future

The 2 new teams will be:

- ✓ 1 team to help people with mental health needs.
- ✓ 1 team to help people with other needs, including carers.



We will make sure the staff in these new teams have the right training and skills to do the job.



2. Helping people to get a paid job and then supporting them to stay in work



People said finding a job can be hard because:



- ✓ It is hard to know which organisations can help them get paid work.



- ✓ Organisations do not know what other support is available.

To change this we will:



- ✓ Work with other groups - like the Police to make transport safer.



- ✓ Give people the right information about jobs at the right time.



- ✓ Make sure people can get support from an organisation that is right for them, so they can keep their jobs.



Help people feel OK about starting again if things go wrong.

To make this happen we have:



✓ Put more information about paid work on our website.



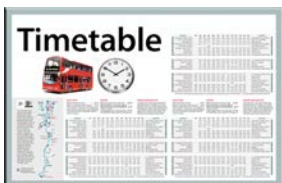
✓ Done some work to help people who want to set up their own organisation.

2014 - 2015

In the next year we will also:



✓ Make sure people know that the Mayor of Newham has promised no one will have less money if they use Workplace to get a job and give up benefits.



✓ Support people to travel to work on their own if they can do this.



✓ Check that people can travel to work in a good and safe way.



3. Employers know they can give jobs to people with health or care needs



We have started a group with employers who come together to talk about how to support people at work.

2014 - 2015

In the next year we will:



- ✓ Support employers who give jobs to people. This support may be for things like training.



- ✓ Speak to new employers about giving jobs to people with health or care needs.



- ✓ Put on events for local employers so they know what support there is.



- ✓ Tell employers what the Government is doing to help people into paid work.



4. Supporting young people at school or college to get training, support and a job



There has been a new project to help young people plan their own support.



6 young people have been trained to help other young people plan their support. This training may help them get a job.

2014 - 2015

In the next year we will:



✓ Help young people believe they will get a paid job when they are older.



✓ Make more chances for young people to try a job for a while to see if they like it.



✓ Make more chances for young people to support other young people.



How we will make sure the plan is working - the Newham Action Plan



- We have made an action plan that says how we will make sure the plan happens.



- The Employment Task Group will check how we are doing with the plan.



- They will tell other groups how we are doing as well, so lots of people will be involved.



- We have set goals for different parts of the plan to make sure we do a good job.



- We will count how many people with health or care needs have paid work.



- We will use these numbers to check our plan is working.



To find out more about this plan you can:



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