



employers'
forum on
disability

Valued in Public Action Learning Events

Care Services Improvement Partnership **CSIP**

Valuing People
Support Team



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Valued in Public

People with Learning Disabilities:
An Opportunity

- Public Sector Duty
- Priority Group
- Most Excluded Group
- Potential talent for Public Sector Employers

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Resources

**“Valued in Public”
Briefing Papers on
“Employment Adjustments for People with Learning Disabilities”
“Managing Recruitment”
“Disability Discrimination Act”
“Disability Communication Guide”**


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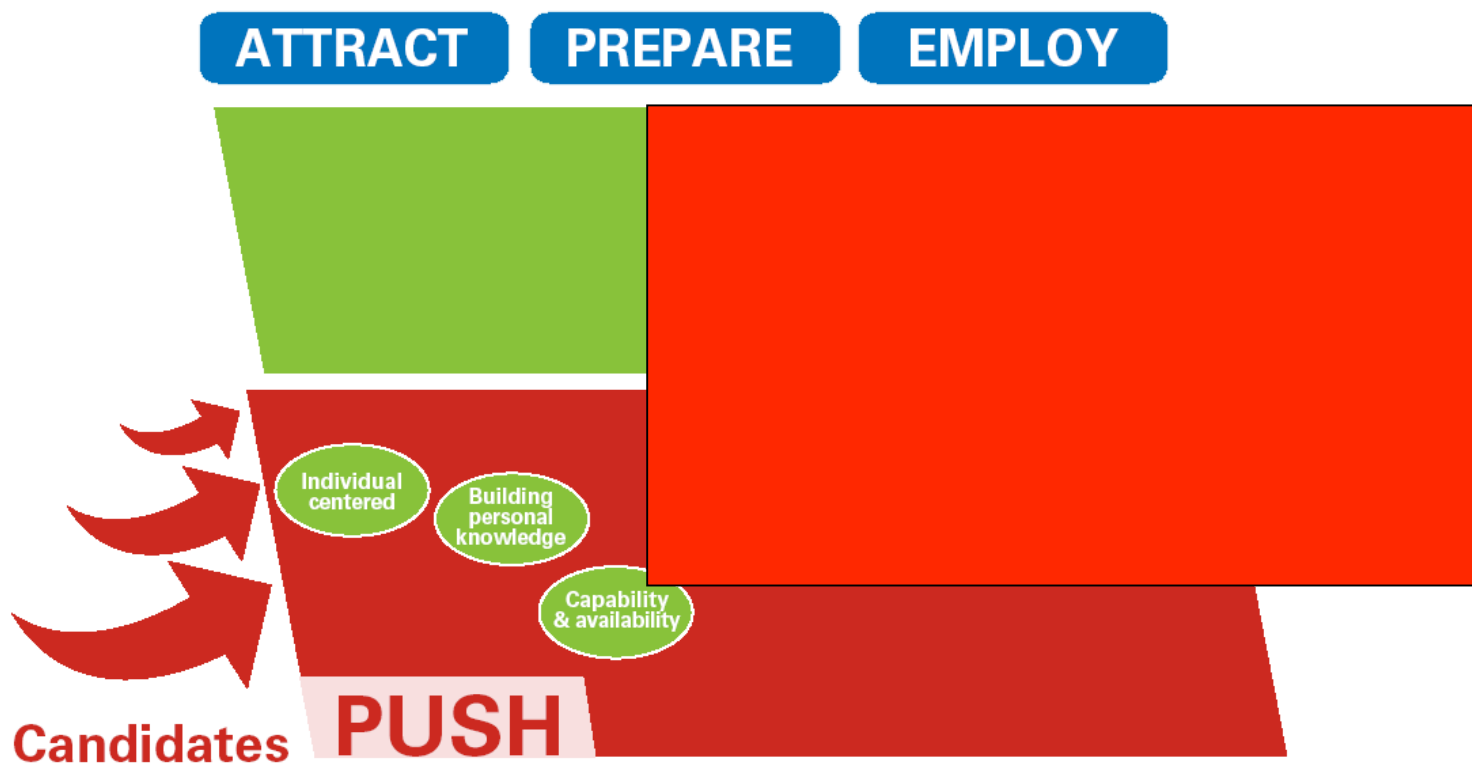
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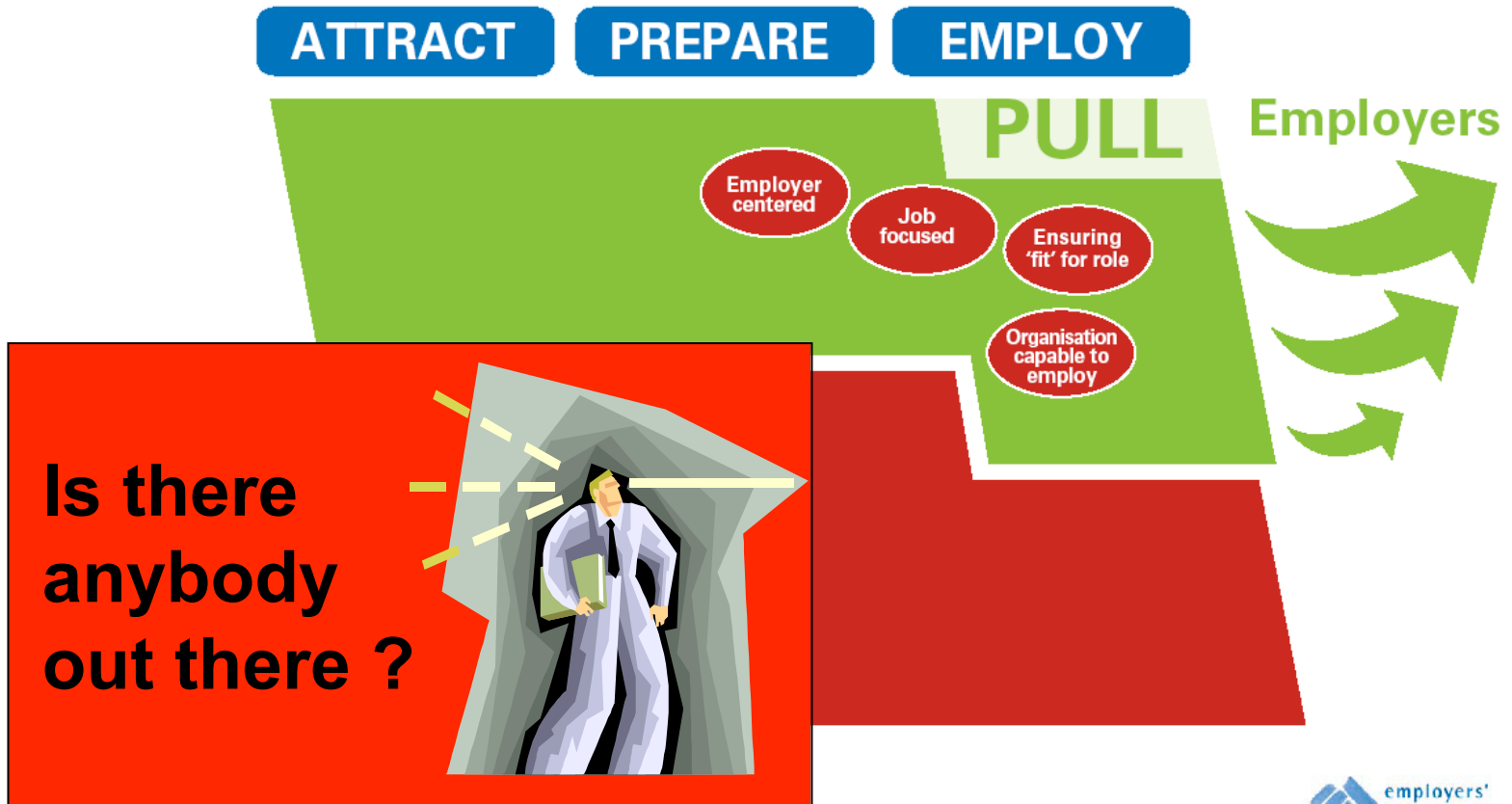
Learning  Action



Tripod consultation results: the push-pull balance



Tripod consultation results: the push-pull balance





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Developing an Action Plan



Employer Driven!

Head of Resourcing, Stockport Council:

- Many Reasons to make this happen
- Flexible Recruitment is Key
- Go for those who Will Do It
- Celebrate Success
- Share your Good Practice
- It'll be the Best thing you ever did



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**Valued in Public
Action Learning Event
The Exchange
Bridgwater
28th February 2007**

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ATTRACT!

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ATTRACT

BUILD COMMITMENT

- ⊕ Elected member approval
- ⊕ High level corporate engagement
- ⊕ Using Disability Equality Duty (DED) + ODDAC
- ⊕ Raising expectations
- ⊕ Promoting awareness
- ⊕ Focus Group
- ⊕ HR driver of organisation-wide initiative
- ⊕ Drop in sessions
- ⊕ Positive Action Tool Kit
- ⊕ Pilot
- ⊕ Success Feedback
- ⊕ Rolling out initiative
- ⊕ Changes

- ⊕ Identifying jobs
- ⊕ Real opportunities BEFORE work experience or training
- ⊕ Lead by example
- ⊕ Take the time
- ⊕ Long term approach
- ⊕ Take time to "pitch" before you "sell"
- ⊕ Work with others
- ⊕ Conditions
- ⊕ Representative work force
- ⊕ Employer of choice
- ⊕ Job at the end of each placement

- ⊕ Workforce profile
- ⊕ Recognise managers who are more receptive & flexible
- ⊕ Senior + Operational Champions
- ⊕ Change relationship between employer and interviewing
- ⊕ Build into processes
- ⊕ Develop partners and strategies
- ⊕ Map of disability support
- ⊕ Advancing careers
- ⊕ Job at the end of each placement

PUBLICISE OPPORTUNITIES

- ⊕ Help recruitants know needs of the community
- ⊕ Make generic marketing accessible
- ⊕ Use targeted websites + intermediaries
- ⊕ Jobs Fair
- ⊕ Go out to the community
- ⊕ Open Day with real vacancies
- ⊕ Manage Candidates
- ⊕ Carefully use what you've got
- ⊕ Permanent Vacancies
- ⊕ Temporary Required

BUILD AWARENESS

- ⊕ Making the business case
- ⊕ Representative work force
- ⊕ Employer of choice
- ⊕ Job at the end of each placement
- ⊕ Make a capacity need
- ⊕ Formal proper jobs (not just work experience)
- ⊕ Identify jobs and budgets to pay for
- ⊕ Work breaks / long fenced opportunities
- ⊕ Challenge perceptions
- ⊕ Find ways to get information to HR
- ⊕ Seek out opportunities
- ⊕ Employ someone?

- ⊕ Share successes & good news stories
- ⊕ Put positive messages out
- ⊕ Flexible! Accessible!
- ⊕ Very / run parallel options when things are not possible
- ⊕ Time Requirements
- ⊕ Raise expectations
- ⊕ Help HR expect to work
- ⊕ Help employers expect to employ
- ⊕ Look at each & what they can do
- ⊕ Use provider agency?