

Manifesto Briefing

Our voices ■ Our choices

5 Disabled people who want to work should receive the support they need.

The Problem:

- Only 43% of Scottish disabled people of working age are in work compared to 80% of non-disabled people.
- In 2012/13 just 63 out of 25,691 (0.2%) Modern Apprenticeships went to young disabled people.

Our Solution:

- Internships and Apprenticeships for young disabled people should be established in every Scottish Government Department, NHS Board and Local Authority.
- Scottish Government should actively promote the Access to Work scheme to employers and disabled people.
- When public bodies buy services they should require those delivering the services to provide better employment opportunities for disabled people.
- A new Scottish Employment Programme should be established to replace the discredited and ineffectual Work Programme.

Key Facts:

Since 2008, the proportion of Scots working age disabled people in employment has fallen from 48.9% to 43.9%.

- Labour Force Survey, Office of National Statistics, April 2015

Of 25,247 Modern Apprenticeship starts in 2014/15, only 103 (0.41%) declared a disability.

- https://www.skillsdevelopmentscotland.co.uk/media/38749/modern_apprenticeship_statistics_quarter_4_2014-15.pdf

After one year school leavers with impairment related Additional Support Needs are more than twice as likely to be unemployed or workless (18.1%) than those with no Additional Support Needs (8.3%) .

- www.scotland.gov.uk/Topics/Statistics/Browse/SchoolEducation/leave_destla/follleavedestat/attainmentandleavers1213

Only just over 2% of working age disabled people in Scotland get support from Access to Work, proportionately less than for the rest of the UK.

- DWP Access to Work Statistics for 2014/15

Disabled people's ongoing exclusion from the labour market must be tackled. Disabled people have the **right** to work, if we are able to, and should also be provided with the appropriate support so that we can secure and maintain employment.

Scottish Government could lead by example and establish Internships and Apprenticeships for young disabled people in every Government Department. Scottish Government could also insist that every Health Board and Local Authority in Scotland do likewise.

At present the majority of young disabled people never make the transition from school to employment and someone who has not worked by the age of 30 is not an attractive prospective employee. By providing young disabled people with genuine work experience in public service the Scottish Government would make them much more employable.

Scottish Government and Local Authorities could also promote the DWP's Access to Work scheme to employers and disabled people. This would encourage take-up; reduce physical and attitudinal barriers to employment and re-assure small employers that assistance was available if they were considering employing a disabled worker.

In addition future public sector procurement contracts could include social benefit clauses which aimed to increase the employment of disabled people.

A new Scottish Employment Programme should be established to replace the discredited and ineffectual Work Programme. The new programme would genuinely address the barriers that individual disabled people face in securing employment - enabling them, by providing tailored support, to obtain good jobs with career structures & decent pay.

People with learning difficulties are finding it harder and harder to get 'real' jobs that give them the experience to progress to jobs with better pay rates. Addressing this issue should be a priority for any new Employment Programme.

Inclusion Scotland is currently supporting disabled graduates to find employment in their chosen areas of work. Interns have been recruited to work within third sector organisations and political parties. This will help them build on their skills and experience and improve their employability, and employers to learn more about supporting disabled people in their workplace. For more information on this or the issues raised in this briefing, please contact us:



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