

Moving from education into work

Young disabled people talk about what helped them move into work, and what made it harder for them



Important

This booklet tells you about what a small group of disabled young people said when we asked them about

- what happened to them at school and college.
- what happened when they started thinking about getting a job.

It then says what we will do with this information.

Green writing

In this Easy Read booklet we explain what some words mean.

The first time we mention any of these words, it is in **bold green** writing. We then write what the words mean in a blue box.

These words and what they mean are also in a words list at the back of the booklet.

If any of the words are used later in the booklet, we show them in **normal green** writing. If you see words in **normal green** writing, you can look up what they mean by looking for the blue box earlier in the booklet, or by looking at the Words List.

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What this booklet is about

This booklet is about some important work that has been done for the **Office for Disability Issues**.

Office for Disability Issues

This is a group of people who work for the government. They help other government workers learn more about disabled people and how to make things fairer for disabled people.



The work was done to find out more about

- what happens to young disabled people while they are at school and college.
- what happens to young disabled people when they leave school or college and start thinking about getting a job.

The government will use this information while it is working on a new plan for helping disabled people in the future.

The main aim of this work

This work was done to find out more about

- what gets in the way and makes it harder for young disabled people to move from school or college into work.
- what helps young disabled people move from school or college into work.

The booklet shows what young disabled people said about the help they got when they started looking for work. For example, from their school, from the Department for Work and Pensions, from **support services** and from the **third sector**.

Support services

This is the help disabled people get from government departments and their local council, such as help from a support worker.

Third sector

These are groups that help other people, but they do not get paid for it. Examples are community groups, voluntary groups, charities, co-operatives and housing associations. The third sector is sometimes called the voluntary sector.

How the work was done

The work was done by a team from the Department for Work and Pensions. They talked to 12 young disabled people about

- what happened while they were at school and college.
- what happened when they finished school or college and started looking for work.



Because the work had to be done very quickly, the team only talked to young disabled people who had links with disability groups or other groups that already work with the Department for Work and Pensions.

Some of the disabled young people may have been helping the Department for Work and Pensions with its work on a new plan for helping disabled people in the future.

What the young people said will help the government understand what helps and what makes it harder for young disabled people to find work.

What young disabled people said

After talking to the young disabled people, the team thought carefully about what they had said. Then the team made a list of the main things the young people had talked about.

This is what is on the list.

- Most young disabled people want to work and get paid, and they want to enjoy their spare time with friends and family.
- Most of the young disabled people had gone to college after school, and many had learnt how to do jobs and how to live on their own. This helped them decide what type of work they want to do.
- The young people said that sometimes it is hard to get changes made to courses or classrooms to make it easier for them to join a course.
- Young disabled people have different ideas about what **independence** means. Some said that having a paid job will help make them **independent**. Others said they can never be **independent** because they will always need support.

Independence or independent

This is about people having choice and control over their lives, and living the way they want to.

- Nearly all the young people had done some unpaid work or **work experience**. Some said this helped them believe they really could do a paid job.

Work experience

This is when someone spends time in an office, a shop or a factory to see what it is like at work, and to see if they would like to do that kind of work.

- Some young disabled people said that travel costs make it harder for them to do unpaid work. This is because they must pay for travelling to the job out of their own money.
- Some young disabled people said there are not enough easy ways for them to travel and this is stopping them doing the things they want to do.
- Some of the young people said it is getting harder for them to get unpaid work. This is because so many other people do not have a job. They said it is very hard to get a job, even for people who have been to university.
- The young disabled people said **self employment** is a good job for disabled people. This is because **self employed** people can work when they want, which is good for some disabled people. They said **self employed** people can still do unpaid work for **third sector** groups.

Self employment or self employed

This is when a person works in their own business instead of working for someone else.

- They said many people think disabled people cannot do things, such as at school and at work. This affects disabled people's chances of getting a job and their belief in what they can do. So they must be able to prove what they can do.



- Many young disabled people said their family helped them find out about which **support services** they could get. They said the system would be hard for them to understand without help from their family.

Things that make it harder to move into work

After talking to the young disabled people, the team made a list of the things the young people said get in the way or make it harder for them to move from school or college into work.

This is what is on the list.

- Most young disabled people believe that **employers** and the **support services** think too much about what disabled people **cannot do** instead of what they **can do**. **Employers** should give disabled people a chance to show what they can do.

Employers

These are people or companies that pay people to do work.

- The young disabled people did not say their **impairments** make it harder for them to move into work. But for some, their health condition had stopped them doing very well at college and in exams.

Impairments

These are the effects of a person's disability or illness. They include things like being unable to walk well, being unable to see or hear other people clearly, being unable to think hard for a long time, or being unable to remember things.

- Some young people said that schools and colleges did not make changes to make it easier for them to join a course. This meant the young people had less choice, and this has affected their exam results, the jobs they can do, and how well they may do later in life.

- Many young disabled people did not know about which **support services** they could apply for. Also, the team found out that many of the young people and their support workers and carers did not know about disabled people's rights.
- Some young people had received bad advice from support workers in the past, so now they always ask their family to find out which **support services** they can get. But what happens to disabled people who cannot get help from their family?
- Some talked about what happens if a disabled person goes to a college outside their area. Councils work out how much people get for **support services** based on the costs in the local area. So if someone goes to college in another area where **support services** cost more, they may not have enough to pay for their support and they may decide not to go to college.
- Some young disabled people said having to pay their own travel costs makes it hard for them to do unpaid work or to go to college or training. Sometimes this means they must choose between getting all the support they need or paying for travel to improve their chances of getting a job.



Things that make it easier to move into work

After talking to the young disabled people, the team made a list of the things the young people said make it easier for them to move from school or college into work.

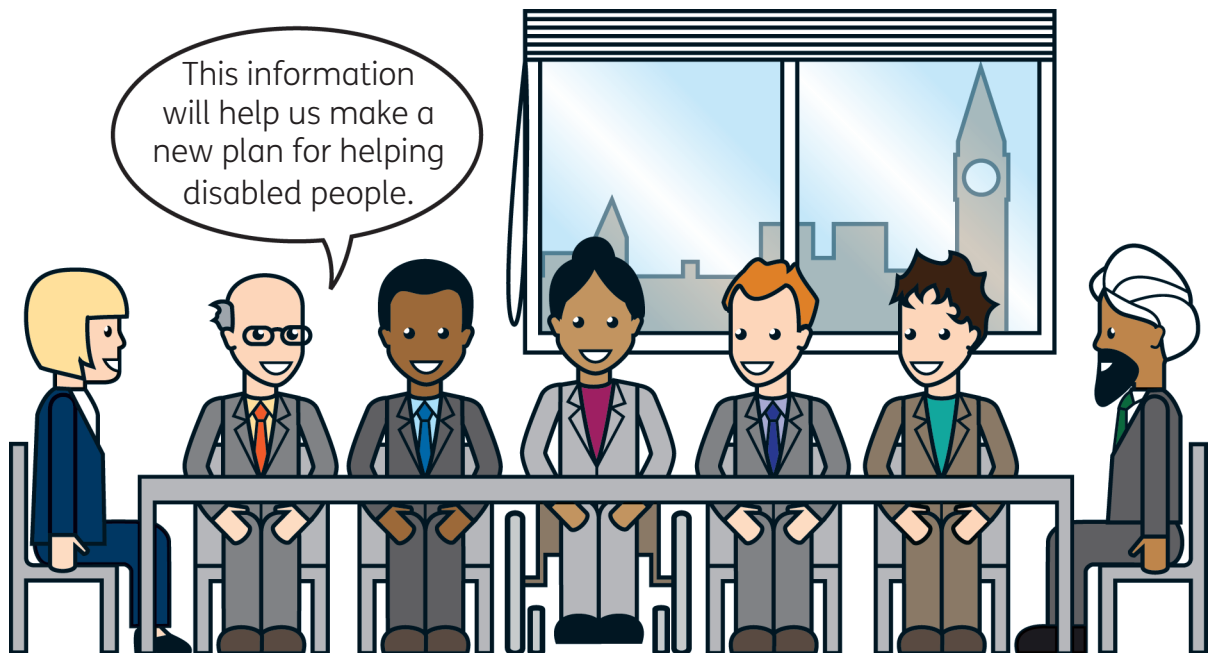
This is what is on the list.

- The young disabled people who wanted to go to university said that they had a lot of support from their family to do well at school so that they could get a good job.
- They said young people need the right amount of support and information. For example from school, health workers and job advisers. This helps them make better choices about their lives and gives them better chances of getting a job.
- Young disabled people said **self employment** was a good job for them because it means they can work when they want, which is good for some disabled people.
- The young disabled people also said that **self employed** work would be good for people whose health is sometimes good and sometimes bad. And **self employed** people can still do unpaid work for **third sector** groups.
- Young disabled people said it was easier to move into work if they had already done unpaid work or **work experience**. These give people the chance to see what work is like, and to show **employers** and themselves what they can do.

What happens next

While doing this work, the team from the Department for Work and Pensions found a number of things that need to be thought about by the **Office for Disability Issues**. The team has already told the **Office for Disability Issues** about them.

The information in this booklet will add to what other people have said about the Government's new plan to help disabled people join in and do well in life.



Word list

Employers

These are people or companies that pay people to do work. .10

Impairments

These are the effects of a person’s disability or illness. They include things like being unable to walk well, being unable to see or hear other people clearly, being unable to think hard for a long time, or being unable to remember things.10

Independence or independent

This is about people having choice and control over their lives, and living the way they want to7

Office for Disability Issues

This is a group of people who work for the government. They help other government workers learn more about disabled people and how to make things fairer for disabled people.4

Self employment or self employed

This is when a person works in their own business instead of working for someone else8

Support services

This is the help disabled people get from government departments and their local council, such as help from a support worker5

Third sector

These are groups that help other people, but they do not get paid for it. Examples are community groups, voluntary groups, charities, co-operatives and housing associations. The third sector is sometimes called the voluntary sector.5

Work experience

This is when someone spends time in an office, a shop or a factory to see what it is like at work, and to see if they would like to do that kind of work8

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