



# **North Wales Together: Seamless Services for people with Learning Disabilities.**

**What we are doing to help more people with  
learning disabilities be in paid work**

James Lewis, Kim Killow, Ramona Murray and Jeni Andrews

# Croeso / Welcome



Hi everyone! I'm Kim and I work for the North Wales Together Learning Disability Transformation Team. I lead on employment. I am presenting today with James.



Hi, I'm James. This year I am helping Kim, Jeni and Ramona with employment. I am also a member of the Learning Disability Transformation Project Board. I work as a Health Check Champion for Conwy Connect.



Hi, I'm Jeni and I work with Kim on the employment workstream.



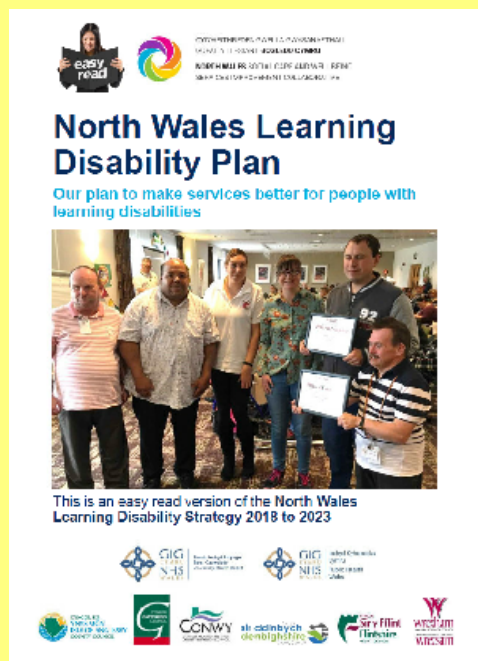
Hi, I'm Ramona and I am the Service Manager for Disability Services at Conwy County Borough Council. I am the Chair of the North Wales Employment Strategy for people with learning disabilities steering group



# Who we are and what we do



- North Wales Together is a transformation programme for people with learning disabilities.
- We are funded by the Welsh Government through 'A Healthier Wales' action plan.
- In North Wales we have a plan called the North Wales Learning Disability strategy.
- This plan was made by people with learning disabilities, the 6 councils and our health board.
- The North Wales Together Team is helping the 6 councils, the health board and the North Wales Participation Group to put this plan into action.



# Having a job matters to people.



A job gives us a purpose and makes us feel valued.

We want the same opportunities as everyone else to have a job.  
(Members of the North Wales Participation Group)



The Learning Disability Strategy for North Wales says it is Important to  
“Help more people with learning disabilities to get paid jobs.”

**But only 6% of people are in paid work and lots more want jobs.**

# What we are doing to change this.



- ✓ The 6 councils, the health board and the Learning Disability Participation Group have asked the transformation team to help them write an employment strategy



- ✓ The strategy will say what the 6 councils and the health board are going to do so that more people can have paid jobs



- ✓ We are writing this strategy with people with learning disabilities so that they can tell us what they want and need







# What we already know...

People with learning disabilities, their families and parent/ carers have told us about the things that make it difficult for people with learning disabilities to get a paid job.

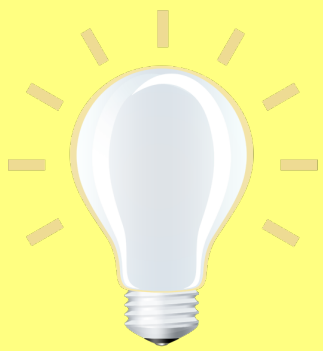


## These include:

- ❖ Worries about losing Benefits if they get a paid job
- ❖ People's aspirations and expectations about what people with learning disabilities can do/ achieve
- ❖ Not being able to access the right support at the right time
- ❖ Big employers like the councils not doing enough to employ people with learning disabilities.



We know that it can be really difficult for people with complex needs to get a job and that some people would struggle in paid work.....



# We need ideas for change

➤ We know what needs to change so the plan will be about the real actions need to be taken to tackle these barriers

➤ People with learning disabilities know what will best help them to find, get, learn and keep a job.

➤ We have offered face to face workshops, ZOOM sessions, telephone and text feedback and a 'do it yourself' toolkit.





# ‘Having a job’ workshops

During October we held 4 zoom sessions.  
The topics for the sessions were:

- Working and benefits
- The right job for me!
- Support to find, get, learn and keep a job
- Big Employers:







# Working and Benefits workshop

## What people had already told us

- People are worried they will be worse off if they get a job.
- Some people don't have control over their own Benefits
- It is important to find out for sure what Benefits and other help each person might be able to get in work



## Ideas from group to make this better

- ✓ Information and advice from benefit experts.
- ✓ independent of the benefits system
- ✓ people who understand the needs of people with learning disabilities
- ✓ They should advocate for them





# 'The right job for me' workshop

## What people had already told us

- Too many people think that people can only do very basic jobs
- Most people leave school or college and go straight into services or unpaid work rather than a paid job.
- People at school are not always given enough choices
- Families can be nervous about their son or daughter getting a job and it not working out



## People's ideas for change

- ✓ Young people moving on from school need more and better advocacy/ self-advocacy to be able say what they want.
- ✓ People with learning disabilities should be educated alongside their peers including at college
- ✓ People who are in paid work should speak to families and individuals about their experience – champions!



# Support to find, get, learn and keep a job

## What people had told us

- Not many people with learning disabilities have a paid job
- There are a lot of services out there to help people to find work
- It's confusing to know what help is out there and whether it will work well for them



## Ideas to make this better

- ✓ People want more support that is co-designed for the needs of people with learning disabilities.
- ✓ People need to trust the person and know that they understand them and have their best interests at heart.
- ✓ People would like more peer support and champions



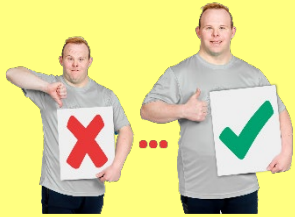


# Big employers: making it easier for people to work for them

## What people have said



- The Health Board is getting better at employing people



- The Councils are not good but know they need to get better.



- Some don't know how many people with learning disabilities they employ.



- The way people have to apply for jobs makes it more difficult

## Ideas to make this better



- ✓ There should be easy read / accessible job descriptions and forms



- ✓ Different types of interviews like work trials

- ✓ A job coach when they start



- ✓ Big employers should report on how many people they employ.



# James' story.....



- Jobcentre sent me to Remploy to get help to find work
- After 2 years they found me a job in a local bakery
- I was left to close up on my own on my first night.
- This was not great and also I have epilepsy so it was also dangerous.
- I decided to leave the job.
- I am now working as a Health Check Champion for Conwy Connect.
- I think it is important for the little guy to be heard – for people and employers to see beyond all the labels to the person behind.
- That's what Conwy Connect did.





# What will happen next



- ✓ We will write the first plan using people's ideas
- ✓ We will take this to other workshops with services, third sector, schools, colleges to talk about this plan and get their ideas

- ✓ We will publish the plan in **March 2022**

- ✓ The plan will also tell the UK and the Welsh Government what we think they need to do

- ✓ We will then put the plan into **action** over the next 5 years

