

Chapter 6:

Employment and contribution

We asked people with learning disabilities what is important to them about working and contributing to society. They said:

- Everyone with a learning disability should get good support to help them find, get and keep a job.
- Adjustments need to be made to jobs so they encourage more people with learning disabilities to apply for them.
- The Equality Act is not clear and employers do not always follow it.
- There are no targets for the number of people with learning disabilities who should be employed in England.
- The usual way employers recruit for jobs makes it hard for people with learning disabilities to show off their skills and talents.
- Employers don't understand how they can use the Access to Work scheme to help people with learning disabilities in their job.
- Employers are not using the helpful information available to them to make it easier for people with learning disabilities to apply for a job.
- The benefits system is confusing and people are worried about losing benefits that are hard to apply for.
- The education system does not inspire young people with learning disabilities to achieve a lot in the future, such as getting a job.
- Some young people do not get to see what it is like to have a job because they don't get the chance to do work experience at school.



UN Convention on the Rights of Persons with Disabilities (UNCRPD)

What people said they want with regards to employment and contributing to society is similar to the basic rights outlined in Article 27 of the UNCRPD.

Article 27 focuses on work and employment for people with a disability.

We will use Article 27 to guide our work on helping people find, get and keep a job or volunteer role, or contribute to society in another way.

There is easy read information on Human Rights **here**.



Next steps

1. Organisations that support people with learning disabilities must make sure everyone can contribute to society through work, volunteering or another way.
2. The Government needs to find out and tell us how many people with learning disabilities have a paid job.
3. The Government needs to invest money so local employers can provide high-quality support that helps people with learning disabilities work.
4. The Government needs to work with people with learning disabilities and employers to develop guidelines on providing good employment support.
5. The Government needs to make sure the Access to Work scheme and welfare benefits help more people with learning disabilities to work.
6. Local councils should find out how many people with learning disabilities have a paid job in their area.

This number could then be used to check if local services are giving good support to help people find, get and keep a job.

7. From an early age onwards, we must inspire and tell people with learning disabilities that they can contribute to society.

This includes telling them about their rights and sharing success stories.