



National Development Team for Inclusion

# Access to Work

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# What is Access to Work

- Access to work is a Government Scheme
- It is designed to provide help to disabled people who have a job and are experiencing disability related challenges within work
- Access to work can help people if their health or disability affects the way they do their job
- It gives them and their employer support with extra costs which arise because of their disability
- And it now gives support to supported interns

# What are the requirements

- The disability or health condition must be likely to last for 12 months or more
- To be eligible for Access to Work the person must be in paid employment or self-employment, or with a confirmed start date.
- be aged 16 or over
- live and work in England, Scotland or Wales

# Internships



- They must live in England
- They must be over 16 years
- They must be doing an employment internship with an education body
- The young person must have an Education Health Care Plan
- This must not be double funding.

# What can you use it for in Internships

- It can be used for Job Coaching while the intern is on their placement with the employer
- It can be used for travel from the college to the employer
- There is an application form that you need to complete and submit

# Peter

- Is on a Supported Internship
- He has three ten week internship within an internship Programme
- Needed some Job Coach support while on all his placements
- Got funding for all three of his rotations



# What can you use it for when people are in paid jobs

- Interpreters – preparing and having a communicator for interviews
- Working interviews/Job trials
- Equipment, Aids and Apps
- Signers
- Disability awareness training

# What can you use it for when people are in paid jobs

It can be used for:

- Job Coaching
- Job Mentoring
- Support Worker
- Travel Training
- Taxis



# Support for people with Mental Health Issues

Access to Work offer employers a Mental Health Support Service. It:

- gives advice and guidance to help employers understand mental ill health and how they can support employees
- offers eligible people an assessment to find out their needs at work and help to develop a support plan

# Application for people in paid work

- There is an easy on line application
- Or if you prefer you can make the application by phone
- An advisor will contact you
- If needed DWP will send an assessor

# Employers contribution for equipment, aids and adaptations

- Less than 50 employees no contribution
- 50 – 249 employees - £500 threshold
- Over 250 employees - £1000 threshold
- Then employer funds 20% of the costs between the threshold and £10,000
- Over £10,000 Access to Work will fund

# Peoples Stories

## Some examples of people using Access to work

- Job Coaching and Job Mentoring
- Job Retention and Career Development
- Flexible support due to health problems or autism
- Travel Training and Taxis
- Use of Apps

# Paul



- Got offered a job interview
- Had funding from Access to work to have an interrupter who:
  - Helped him to prepare for the interview
  - Spoke to the employer and helped to make reasonable adjustments for the interview
  - Supported him in the interview.

# Jane

- Got offered a job in medical records when she finished her internship
- Had significant Job Coaching which were funded by Access to Work
- Finished work late so negotiated taxis for the winter months
- Due to her autism she has an additional 1 year of flexible support when needed
- Now her hours of work have increased and her job made permanent.

# Margaret

- Got offered a job by one of the employers while still on her internship
- Had Job Coaching
- Discovered she had a phobia about using public transport – had travel training
- Manages to use public transport to get to work and is still in her job

# Ruth

- Worked had been working in a hospital for almost 20 years
- Was about to lose her job
- Had job coaching to help her relearn the skills and to be able to do them to the standard and the speed required
- Still in her job.



# Jon

- Was working in an engineering company
- Had recently been diagnosed with Autism
- Had been off sick for many months
- Has a Job Mentor

# James

- Was struggling at work and often off sick
- Supported him to have an assessment for autism – was diagnosed with Asperger's
- His employers were keen to understand and find out how to support him
- With his permission and involvement we got funding from Access to Work for his team to have some disability training

# Debra



- She has autism and struggled with changes
- She was often off sick and would have melt downs
- We got funding for her to have an App called Brain in Hand
- Since then she has only had 4 days off sick.

# Jess



- Got a job when finished her internship
- Had Job Coaching for 6 months when she got her job
- Has a health problem which can affect her work
- Has a small amount of ongoing Job Coaching when her health is not good to support her to refocus on her work tasks.



- **Contact details:**

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