

The NDTi's programme of work on:

## Employment and paid work

The NDTi is committed to the right of all people to engage in and benefit from real, paid employment. Employment offers financial rewards, opportunities to use existing skills and develop new ones, self-respect and the chance to contribute to and be valued by the community. This applies to:

- People with learning disabilities
- People with mental health problems
- Older people
- Young people in transition to adulthood

### Reviewing the impact of local employment investment and support strategies

Is your investment in employment delivering the right results – real jobs and self employment, ongoing work maintenance and opportunities to progress in, change and benefit from work? Are your commissioned employment services really open to all and offering an effective alternative to, for example, day services?

Building on earlier work such as SEQA (Supported Employment Quality Assurance) and *You Can Work It Out*, the NDTi can undertake a strategic review of your planning for and investment in employment. This could include:

- Evaluating the success of current strategies and commissioning plans
- Supporting individual or groups of support providers to review, adapt and develop their services
- Working with individuals, family networks and staff groups to understand the importance of and opportunities for employment
- Embedding opportunities for personal or individual budgets within employment planning and support delivery

Reviews are tailored to local needs and priorities.

*Overleaf: details of focused employment support from the NDTi*

A person's employment could mean working for an employer or being self employed, but in all cases it's about being paid the proper rate for the job and benefiting from the same rights, opportunities and responsibilities as other workers.

We recognise that because of perceptions about ability, health, age/stage of life, support needs, confidence or history some people need highly skilled support to attain, maintain and fully engage in employment.

Our programme draws together a range of established and new tools and techniques to deliver effective strategies and investment plans, training programmes and individual supports.

### Developing strategies

There is a widespread and growing recognition at national and local government level, throughout the nations in the UK, of the economic and social benefits of widening opportunities to access and retain work for all people, including those often furthest from employment or employment supports. This is addressed in a range of national policies, strategies, plans and reports, including:

**Valuing Employment Now; Fulfilling the Promises; Working for a change? The same as you?; Equity, Empowerment, Effectiveness, Efficiency; Delivering for Mental Health; Work, Recovery and Inclusion; All Our Futures: Planning for a Scotland with an Ageing Population; Building a Society for All Ages; Strategy for Older People in Wales.**

The NDTi has the expertise to help you audit your current planning and investment and to write local strategies in response to national policies and reports, support your implementation plan and monitor progress towards making employment a cost effective, real and continuing choice and opportunity for more people in your area.

## Focused employment support from the NDTi

Development support is available covering the following themes:

### Images of Possibility

For employment to truly be open to all we need to challenge many preconceptions and address negative experiences and fears.

We work with individuals, families, services and employers to think about how employment can be a real possibility for all people. This includes capturing and sharing success stories; thinking with and about individuals so they get the tailored support they need to access the same opportunities as anyone else; and challenging preconceptions about retirement, the benefits system and employer and colleague attitudes.

### Developing Self Employment

One in ten people are self employed. Self employment may be especially attractive to people with a great business idea, or those with a desire or need for greater working flexibility.

Our programme to develop self employment looks at identifying individual skills and opportunities; support planning; and engaging with (and if necessary building) local micro business development agencies.

### Employment Audits and Pathways

Spending money on employment supports doesn't necessarily mean that there is an increase in the number of people in work.

NDTi has been involved in developing an audit framework for employment. We use our knowledge and approach in this area to help authorities, partners and stakeholders to:

- Carry out Employment Audits, looking at current plans, investment and outcomes in local areas
- Develop Employment Pathways which enable authorities and services to target money to deliver a real impact

### Engaging Employers

Increasingly the government is expecting statutory authorities, and those from whom they commission services, to employ a representative proportion of older people, people with learning disabilities and people with mental health problems.

Other employers are recognising the benefits of employing and retaining a workforce that is drawn from and utilises the talents of all community groups.

Our tailored programmes support employers to plan, recruit and retain a skilled, diverse and representative workforce.

### Staff Training

Our staff training programme works with organisations delivering employment supports. Each programme is tailored to local needs but may include:

- Employment profiling and support planning
- Training in Systematic Instruction
- Employer engagement
- Natural supports
- Job customising and carving
- Leadership coaching and mentoring

### About the NDTi

The NDTi is an independent, not for profit policy, training and research consultancy. We are concerned with promoting inclusion and equality for people who have traditionally had poor outcomes from public services and require support to lead a full life. Our particular interests are in age, disability and health.

We have a number of development strands that sit alongside our work on employment. These include day service change, transitions, volunteering, social inclusion, personalisation and person centred approaches.

### Contact us:

For more information on the NDTi's work in the field of employment and paid work, please visit our website or contact **Bill Love**:

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