Údarás Náisiúnta Míchumais
National Disability Authority
Employment and Disability - a joined up approach in policy and practice design and implementation

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National Disability Authority
National Disability Authority

- Independent statutory organisation established 2000
- Role – to provide evidence informed advice to the Government on policy and practice relevant to the everyday lives of persons with disabilities.
- Functions research, guidance and monitoring
- Monitors employment target - persons with disabilities in public sector
- Operates Centre for Excellence in Universal Design
Developments Underway in Ireland

- Ireland has signed but not yet ratified UNCRPD
- New legislation on Assisted Decision Making passed (Art 12)
- Further legislative amendments before Parliament
- National Disability Strategy and Action Plan – addresses provisions of the UNCRPD
- Major programme of transformation – deinstitutionalisation, personalised budgets
- Comprehensive Employment Strategy for Persons with Disabilities
- Structures to monitor progress and guide implementation
Data Ireland and EU

- Population of Ireland in 2011 was 4.7m
- Ireland Census 2011: 13% had a disability
- Eurostat 2011: % of Irish population with long standing health condition an disability = 12.8% compared to 26.8% for EU28
- Employment gap between those who are disabled and those without a disability is wider in Ireland than many European countries
- 33% of those of working age with disabilities in work compared to 66% without disabilities (2011)
- 31% of those of working age with disabilities in work compared to 71% without disabilities (2015)
- Challenges of direct comparisons of Irish data with data from other European countries can be difficult
Employment and Disability

- Jobless Households - 15.8% of Irish population aged 18 – 59 years compared to EU average 11.1%
- Ireland: Some impairment groups lower employment levels – ID 17% and physical impairments 18%
- 2011: 66% of those aged 18 -34 years interested in work
- Over 50% of those with a disability are either in work or interested in work
- Ireland: approx. 50% of those with a disability have health or stamina difficulties
Technology entre

We can’t possibly employ you with all those barriers that you have!

Application Form

Interview List

Crippen

ORGANISATIONAL
ATTITUDINAL
BARRIER
BARRIER
Barriers to Employment

- Low education and low expectations
- Inadequate supports to transition to work
- Financial disincentives
- Employer fears, attitudes
- Ad hoc services and need for effective national programme
- Lack of joined up working between relevant bodies
Research – 5 Pillars

- Remove disincentives and benefit traps and support transitions to employment
- Enhance education, training and employment systems – equip people with disabilities to compete and benefit
- Ensure public and private sectors implement policies on recruitment and retention of staff with disabilities
- Devise and implement preventative strategy – reduce early school leaving and improve job retention on onset of disability
- Systematic process of engagement to realise employment aspirations

Diversity – range of disabilities and the degree of impairment
Integrated policy and co-ordinated delivery
Employment Target Considerations

• Likely economic growth pattern and international factors
• Supply of jobs in future and share that will go to persons with disabilities
• Competitive nature of employment market, coming out of a recession
• Considerable movement of job hires and job leavers v new jobs
• International evidence – entry to work from long-term disability status is about 1 – 2%
• What needed to increase employment levels and how long before such actions impact?
• Employers and Skills Areas for the future
Comprehensive Employment Strategy

- Build Skills, capacity and independence – focus on education and training – 3 Government Departments and x Agencies
- Provide bridges and supports into work (includes transport) – x Government Departments and x Agencies
- Make Work Pay –
- Promote job retention and re-entry to work – x Government Departments and x Agencies
- Provide co-ordinated and seamless support
- Engage Employers

Launched by Government October 2015
Make Work Pay group and report to address financial disincentives
Employer Bodies Consortium funded – support to all employers
Phase 1 – Foundation

- No one-size-fits all approach
- Reviewing
- Exploring and scoping out policies and supports
- Scaling up into national policies
- Implementation
Priority 1 – Building Skills, Capacity and Independence

- Information to individuals and families – raising expectations
- Focus on support needs instead of diagnosis
- Building independence, work experience
- Transition planning – transfer information to next stage
- Vocational Guidance counselling

3 x Government Departments – Education, Health and Social Protection Agencies – Special Education, Health Services, Training and Education bodies, Schools
Priority 2 – Provide bridges and Supports into Work

- Transition out of sheltered employment to alternative model
- Build capacity in mainstream work activation services,
- Work sampling, internships and case management
- Social Care – focus on employment in personal plans
- Accessible Transport Solutions

3 x Government Departments – Education, Health and Social Protection
Agencies – Health Services and National Transport Authority
Priority 3 - Make Work Pay

• Analysis of financial disincentives and plan to address
• Ready Reckoner – to guide decisions
• Financial Supports
• Easy to return to welfare payments

7 Government Departments – Social Protection, Health, Transport, Justice and Equality, Education and Skills, Jobs Enterprise and Innovation, Public Expenditure and Reform,
Agencies – Health Service, Revenue Commissioners, Citizens Information Board and National Disability Authority
Priority 4 – Promote job retention and re-entry to work

- Guidelines for early intervention
- Pilot recovery model of rehabilitation – mental health
- Unions – train disability champions
- Research and guide a National Vocational Rehabilitation Service

Government Department – Social Protection
Agencies – Health Service, Occupational Safety and Health, Unions
Vocational Rehabilitation

• 80% of people with a disability acquire it during working age
• How coordinate clinical and vocational rehabilitation?
• Look at models in other jurisdictions
  – The importance of early intervention – putting work on the agenda as early as possible post injury/illness
  – Social welfare services upskilled - vocational rehabilitation pathways
  – emphasis changed to proving that the person has capacity to work ‘fit enough’ for work rather than aiming to be ‘fully fit’
  – Education of employers e.g. accommodations
  – Growing and enhancing the occupational health services in Ireland
Priority 5 – Provide co-ordinated and seamless support

- Departments and Agencies to work together to develop national supported employment policy and plan.
- Protocols for cross referrals – national and local
- Transport Information
- Door to door transport solutions for rural areas
- Safe guard employment rights and entitlements

4 x Government Departments – Health, Social Protection, Education, Jobs & Enterprise
Agencies – Health, Training and Further Education, Transport and Workplace Commission
National Supported Employment

- The NDA is facilitating cross-departmental work to develop a seamless pathway to employment, including for those with high support needs
- The pathway to work is not always linear or seamless
- Supports and programmes have developed ad hoc
- Separate funding streams
- Difficulties arise in particular at transition points – between school and further education & training, or between training and employment
- Work to build and raise expectations is ongoing and encompasses parents, educators, employers and people with disabilities themselves
- Starting with a presumption of capacity to work - take time to achieve this culture shift
Priority 6 – Engage Employers

- Employer Awareness
- Identify Good practice and share learning
- Work Experience and Work Placements
- Financial Supports for Employers
- Employer peer support network
- Public sector target increase 3% to 6%
- Alternative Recruitment routes
- Line Managers Guide on Autism
- Programmes for Entrepreneurs with disabilities

6 Government Departments and 8 agencies
Employer Support Initiative

- Consortium of Employer representative bodies
- website and help-line, networking and briefing events,
- build capacity and provide tailored guidance and information
- encourage employers to actively hire people with disabilities by sharing and rewarding good practice
- However, some common themes/ learnings emerged:
Public Sector Recruitment

- Statutory duty for public sector employment target - 3% of employees to be people with disabilities
- The NDA monitors compliance annually and directs measures
- Target to increase to 6% by 2024
- Identify alternative recruitment routes
Entrepreneurship and Self-employment

- Irish economy is a smaller one and recent figures suggest less than half of the private sector businesses employ people:
  - 57% have no employees
  - 29% only employ 1 - 4 persons
  - 7% employ 5 - 9 persons
  - 8% employ 10 or more persons
- Working with Enterprise Ireland to building awareness of entrepreneurship as a route for people with disabilities.
- Aim - programme of entrepreneurship for people with disabilities
Conclusions

• Right to work recognised – systematic approach to address barriers.
• Must be addressed on a cross-departmental basis – challenged by budget streams
• Protocols to share information and ensure co-operation
• Work focus starts in school – build expectations and options
• Focus open market
• Employers must be part of strategy implementation
Conclusions

- Learning to translate into national policy implementation
- Structures to measure and monitor progress, also joint problem solving
- Build on strong foundation
- Increased employment level – may be gradual
- Ireland is transforming service models - ordinary lives in ordinary places and valued roles, including access to work