

Disability Provision

Summary

1. Department for Work and Pensions (DWP) is committed to meeting the specialist employment needs of all disabled people. When we deal with customers, it is important that we understand their individual employment needs. We must provide a service appropriate to those needs, to enable claimants to access the Department's services and meet conditionality of the benefits or credits they are receiving.
2. In addition to non DWP partner provision, mainstream programmes such as NEA and SBWA, and locally FSF funded external provision, we have three specialist disability provisions:
 - Access to Work including MHSS
 - Work Choice (Work First Scotland in Scotland)
 - Specialist Employability Support
3. Specialist employment provision has limited spaces, and the cost per person is higher. Careful consideration must be given before referring someone, as it is not suitable for all and should only be for priority customers. You should only refer customers when a thorough assessment of employment needs has established that they are eligible and suitable for these provisions and that all other options have been considered.

Provisions

4. All Department for Work and Pensions (DWP) provision offer disability specific support:
 - Access to Work (AtW) assists disabled people who are in paid employment, self employed or due to start a job or Work Trial. An Access to Work grant can pay for practical support if someone has a disability, health or mental health condition to help them:
 - start working
 - stay in work
 - move into self employment or start a business
5. The grant is not for business start up costs. How much an individual is awarded depends on their circumstances. The money does not have to be paid back, and will not affect their other benefits.
 - Mental Health Support Strategy (MHSS) is an essential element of DWP support delivered through Access to Work to assist customers with a mental health condition, enabling many more people to stay in work or move to more suitable work. It assists:
 - disabled people who are in paid employment, self employed or participating in a Jobcentre agreed Job or Work Trial, by providing practical support in overcoming work related obstacles resulting from their disability
 - Work Choice (WC) - England and Wales only - is for those customers who need more support than the Jobcentre can provide, but who are closer to the labour market than those requiring support from Specialist Employability Support (SES). It is also for those customers who require support with job retention and have complex employment needs. It offers:
 - assistance with complex work-related support needs
 - in work support
 - work placements
 - help with finding work
 - a greater focus on job outcomes and achieving potential within longer term employment

Note: In Scotland, this support is delivered by the Scottish Government's programme Work First Scotland

Note: The customer must want to work 16 hours or more to be eligible for Work Choice by the end of module 1.

- Specialist Employability Support (SES) is a national provision designed to help unemployed disabled adults to secure and sustain employment or self employment, or become suitable for wider provision to help them move nearer to work. The type of support and duration is

tailored to meet their individual needs but does not include supported employment. The programme focuses on helping those with specialist, complex and multiple employment barriers that are **furthest** from the employment market, and for whom other provision is not suitable. It offers:

- a greater focus on complex work related support needs than Work Choice and support into other provision
- an individually tailored combination of guidance and training
- work experience
- work placements
- help with finding work

6. SES is intended to help adults with disabilities that are not employed and not deemed suitable for other, DWP or non DWP, provision. This is particularly for those at risk of exclusion from the job market, who require intensive support and, or holistic package of support to move to other provisions or find work.

Note: The customer must want to or aspire to work 16 hours or more per week to be eligible for SES.

Referring a customer to disability provision

7. To determine what type of provision an individual should be referred to, you should base this on an assessment of their employment needs and how best their employment barriers can be overcome to access a job. The severity and, or, type of disability is not the prime consideration.

8. There is a Diagnostic Decision Tree for determining the type of provision you should send an individual to.

Further support and useful links

9. Below are useful links for further support:

- Access to Work
- Access to Work .GOV
- Work Choice Guidance
- Work First Scotland
- Specialist Employability Support Guidance
- Disability Homepage
- DEA useful Information
- Disability information, useful contacts and links