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**Having a Job - Employment strategy workshops**

**Background information**

* Having a job with a proper wage is really important to people
* It can be difficult for people with learning disabilities to get a paid job
* Most people agree that this needs to change
* North Wales Together Transformation Team is helping the 6 Councils and the Health Board to develop a plan setting out what needs to happen to help more people with learning disabilities to get a paid job.
* This is called an Employment Strategy - The strategy will set out what needs to be done in North Wales for everyone with a learning disability

**The strategy will look at**

* Working & Benefits – helping to make sure people are better off in work
* Support – help with finding, getting, learning and keeping a job
* The best job for people – making the most of peoples’ skills & abilities
* Big employers – making it easier for people to work for big organisations

**How you can help**

* It is important that people with learning disabilities are involved in helping to write the strategy.
* We are asking individuals and groups to talk about those things above and tell us what they think can and should be done.
* Please use the templates to record a summary of the group discussion and share the information with us.
* You can use the four templates in this document to help you to facilitate group discussions on **one; all of the four topics; or just some of the questions.**
* Please take notes from the group discussion on the templates
* Please return the completed templates by **Friday 12th November 2021** to **Learning.Disability.Transformation@flintshire.gov.uk** or post them to Administrator, North Wales Learning Disability Transformation, Flintshire Council, Ty Dewi Sant, St. Davids Park, Ewloe, CH5 3FF

**We will collate all of the feedback and we will use this to write the strategy**

You will find the 4 templates for each topic below:

**Topic 1: Benefits and work**

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| **This is what people have told us -** I am worried that I will be worse off if I get a paid job. |
| **This is what we know*** Getting a paid job can mean that some people lose some of their Benefits
* People can still have more money through the wages they earn or wages and some Benefits.
* It is important to find out for sure what benefits and other help each person might be able to get in work
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| **These are the things we want you to talk about in your group.** |
| 1. **How can everyone get their own benefits information, advice and support to help them get a job?**
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| 1. **Who should give this help and advice?**
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| 1. **When should people get this help and advice?**
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| 1. **Is there anything else you want to tell us about this subject**
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**Topic 2:** **The best job for me?**

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| **This is what people have told us -** I can do more than people think I can. I want to work but sometimes people around me think I’m not able to work or that I can only work in charity shops. |
| **This is what we know*** Most people leave school or college and go straight into services rather than a job
* People at school are not always given enough choices
* Families can be nervous about their son or daughter getting a job and it not working out
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| **These are the things we want you to talk about in your group.** |
| 1. **How can we help people like families, schools and support staff see that paid work is a good thing?**
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| 1. **Some people think people with learning disabilities can only do easy jobs. How do we change their minds?**
 |
| 1. **How can make sure that everyone has the right to decide if they want a paid job?**
 |
| 1. **Is there anything else you want to tell us about this topic?**
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**Topic 3: Finding, getting, learning and keeping a job.**

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| **This is what people have told us –** I might need help with:* + - * finding a job
			* speaking to employers about what I am good at
			* And, speaking to employers about what I might need help with.
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| **This is what we know*** Not many people have a paid job
* There are a range of services out there to help people to find work
* It’s confusing to know what help is out there and whether it will work well for them
* Employers need help with employing people
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| **These are the things we want you to talk about in your group.** |
| 1. **What would help people to find, get and learn a job?**
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| 1. **How can we make sure that good support is available for everyone across North Wales to get a job?**
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| 1. **How can we support employers to give more people with learning disabilities jobs?**
 |
| 1. **How can we support people to start up their own business and be self-employed?**
 |
| 1. **Is there anything else you want to tell us about this topic?**
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**Topic 4: Big employers – making it easier for people to work for them?**

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| **This is what people have told us –** Big employers like the Councils and the Health Board should employ more people with learning disabilities |
| **This is what we know*** The Health Board is getting better at employing people (partly because of things like Project Search)
* The Councils are not good but they know they need to get better.
* Some Councils don’t record information about how many people with learning disabilities they employ.
* The way people have to apply for jobs makes it more difficult
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| **These are the things we want you to talk about in your group.** |
| 1. **How can big employers like the councils and Health Board make it easier for people to apply for jobs?**
 |
| 1. **How can big employers make the workplace a good place to be?**
 |
| 1. **How can people be supported to get better at the job they are in and maybe be promoted?**
 |
| 1. **Is there anything else you would like to tell us about this topic?**
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