



Department
for Work &
Pensions

How we want to make the benefits system better

The Health and Disability Green Paper

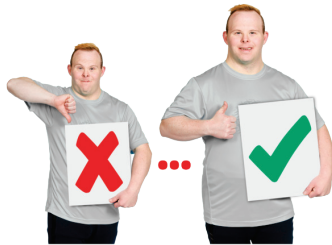
Chapter 2

Making employment support better



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Making employment support better



This chapter explains how we want to make support better to help more disabled people and people with health conditions start work, stay in work and do well in work.



The number of disabled people who are **employed** was going up before the coronavirus pandemic. **Employed** means you have a job.



At the end of 2019 more disabled people were employed than in earlier years. Since 2017 the number of disabled people who are employed has gone up by 800,000.



We want to make the **disability employment gap** smaller.

The **disability employment gap** is the difference between the number of non-disabled people and disabled people who have a job.



Ways we can help

Access to Work (called **AtW** for short) is an employment support scheme.



AtW offers disabled people and people with health conditions **practical and financial support** for difficulties they might have at work.



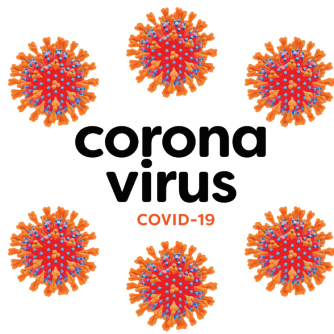
Practical and financial support could be things like offering a support worker or specialist equipment, or help with the cost of travelling to work.



Disability Confident is a scheme that helps employers learn new ways to give jobs to disabled people and people with health conditions.



We are working to make more employers Disability Confident.



The coronavirus pandemic



More people have needed to get **Universal Credit** (called **UC** for short) and other disability benefits because of the bad effect the pandemic has had on our lives.



This means more people will need to do a **Work Capability Assessment** (called **WCA** for short).



WCA is the assessment we do to find out if a person can never work, cannot work now but could in the future, or is ready to work now.



This decides if they can get **Employment Support Allowance** or the **limited capability for work and work related activity** parts of UC.



Employment Support Allowance is called **ESA** for short.

Limited capability for work is called **LCW** for short.

Limited capability for work and work related activity is called **LCWRA** for short.



We want to help people who are out of work because of their disability or health condition.

We want to help them before they do their WCA.



We want to offer things like more support early on from **work coaches** and Disability Employment Advisors in Jobcentres.



Work coaches are people in the jobcentre who will give you support and help you think about work.



Making jobcentres better



We want jobcentres to be places where everyone feels welcome.



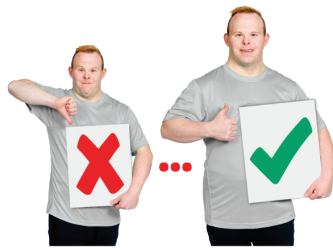
We want them to offer good help and advice.



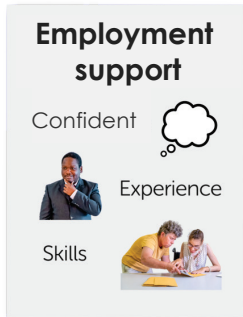
We want workers at jobcentres to understand difficulties disabled people and people with health conditions might have when they try to get support or get a job.



We want work coaches to have more training so they are better at working with disabled people and people with health conditions.



Making employment support better



We want employment support to help people be more **confident**, learn new skills and get good **experience** so they are ready to get a job.



Confident means you believe you can do something well.
Experience means something that has happened to you.



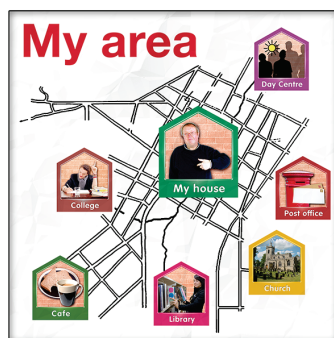
We have special programmes to support disabled people and people with health conditions.

15 months
before



6 months
after

Our **Work and Health Programme** gives support to disabled people or people with health conditions for up to 15 months before they get a job and for 6 months after they get a job.



Local support

We want to work with **local** services disabled people and people with health conditions use and trust.

Local means the area you live in.



We think this will help us learn how to give better local employment support.

The ESA Support Group and the LCWRA part of UC

People in the ESA Support Group or who get the LCWRA part of UC can choose if they want to get the employment support we offer or not get it.

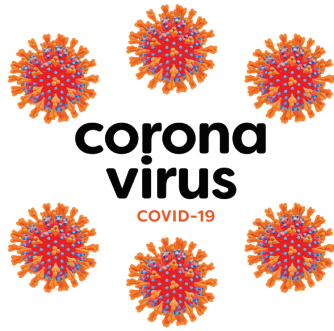


At the moment not many of these people choose to get the support.



We want to find ways to **encourage** these people to get the employment support we offer.

Encourage means help them understand it could be good for them.



New ways to give employment support

We want to learn from the ways we gave employment support during the coronavirus pandemic.



We want to give more support by telephone or using **digital communication**. **Digital Communication** means things like online or video call.



We want to find ways to give support in person, by telephone and using digital communication.



Young people

We know that leaving school and getting a job can be hard for young disabled people and young people with health conditions.

KICKSTART
SCHEME

We have a new scheme called **Kickstart** which gives young people a job for 6 months with a local employer.



We offer supported **internships** to help young people with learning disabilities.



An **internship** is when you work for an organisation for a fixed amount of time to learn new skills and get experience.



Health Services

We know good health means people are more likely to start jobs, stay in jobs and do well in jobs.



We know having a job can help some people feel better.



We want employment support and health services to work together better so that more disabled people and people with health conditions can live full and independent lives.

Tell us what you think



We want you to tell us what you think about our Green Paper.

A sample question card titled "Questions" in bold. Below the title are two speech bubbles, each containing a question mark. The first question is "1. What do you think about it?". Below the question are three checkboxes with corresponding labels: "Good", "Bad", and "Not sure". The "Not sure" checkbox is checked with a blue mark. A hand holding a black pen is shown next to the checkboxes, as if filling out the form.

We have written some questions for you to answer about Chapter 2.

A sample question card titled "Question 1" in orange. It features a small logo on the left and a text box on the right that reads: "What more can we do to help employers give more jobs to disabled people and people with health conditions using Access to Work and Disability Confident?". Below the text box is a large, empty rectangular area for writing an answer.

The questions are in the coloured pages of this booklet.



You can answer the questions on your computer or you can write your answers with a pen in a paper version.

How to answer the questions



If you answer the questions on a computer

- Click the box under each question and type your answer.
- When you have finished email your answers to us at this address healthanddisability.consultation@dwp.gov.uk



If you answer the questions with a pen

- Write your answer in the box under each question.
- When you have finished post your answers to us at this address



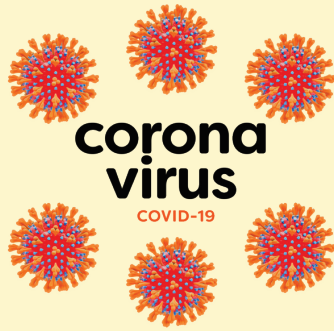
**Health and Disability Green Paper
Department for Work and Pensions
Caxton House
Tothill Street
London SW1H 9NA**

Question 1



What more can we do to help employers give more jobs to disabled people and people with health conditions using Access to Work and Disability Confident?

Question 2



What help can we give disabled people and people with health conditions who are unemployed before they have their WCA?

Question 3



jobcentreplus
Work Coach

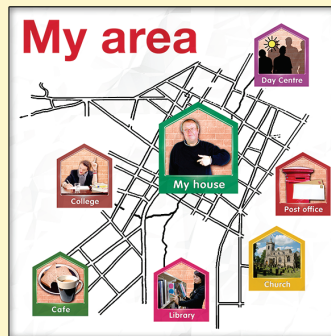
What can we do to make work coaches better at understanding what disabled people and people with health conditions need?

Question 4



**What has getting employment support been like for you?
What has been good about it and what would make it better?**

Question 5



How can local services help us to give better employment support?

Question 6



How can we work with local services to make sure disabled people and people with health conditions get the best employment support for them?

Question 7



What can we do to encourage people in the ESA Support Group or who get the LCWRA part of UC to get the employment support we offer?

Question 8



How would you feel about getting your employment support by telephone or using digital communication like online or video call?

Question 9



How can we make our telephone and digital employment support good?

Question 10



How can we support young disabled people and young people with health conditions when they leave school and want to get a job?

Thank you for answering the questions