

Job Placement

Working with young disabled people

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Why recruit disabled people?

The business case for employing disabled workers

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- 1 in 3 people are disabled or close to someone who is.
- More choice in recruitment- diverse, creative and innovative workforce.
- Builds staff morale, raises awareness of workplace practices and conditions.
- Open and inclusive work place culture creates positive and committed staff, happier at work, who stay longer and stay healthier.
- Fear of disclosing and unfair treatment is bad for everyone- build trust through honesty and transparency.
- 2% of the population become disabled every year- good processes in the work place reduce disability related absence, injury caused at work and unnecessary ill health retirement.
- Adjustments improve employee performance and increases retention: 44% of unemployed disabled people believe they could work with adjustments.

Debunking the Myths

Myth #1- Disabled people CAN'T or DON'T want to work

- In 2010 3.4 million disabled people are in work in the UK (1 in 8 employees)
- 1 in 5 disabled people in the UK are unemployed but want to work; this compares to 1 in 15 of non-disabled people.
- Over 90% of employers who hired a disabled person said they would be happy to continue to employ disabled people.

Myth #2- Disabled people are less productive than other employees

- 90% of disabled employees record productivity rates equal or greater than other workers.

Myth #3- Disabled people are all the same

- Individuals with different skills and capabilities- some people will be right, others will not.
- 78% of employers described the match between their disabled employee with the job as good.

Myth #4- It costs more to hire a disabled person

- 65% of employers rated the financial effect of workplace adjustments to be cost neutral and 20% identified an overall financial benefit.
- The average recruitment cost of a disabled employee was 13% of the average recruitment cost of an employee without disability.

Myth #5- Disabled people are a health and safety risk

- Disabled employees averaged one sixth the recorded occupational health and safety incidents of employees without disability.

Myth #6- Changing policies and practices is about charity

- It creates a workplace which is more flexible and inclusive of people with diverse needs.

Myth #7- People's disability cause barriers to employment

- Many barriers are problems with the employment system.

Myth #8- You can tell if someone has a disability

- Many 'hidden' and are difficult to observe.

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Good Business Sense

Disability inclusive workplaces make good business sense

- Increase customer and staff loyalty, more representative and diverse.
- Simple adjustment for a disabled person can have little or no cost- bringing benefits for other employees and customers.
- Paralympics- improvements needed to become more profitable and socially responsible.
- Disabled people in the UK have £80 billion spending power.
- 82% of disabled customers in the UK took their business to a more accessible competitor in the last year.
- If one million unemployed disabled people who want to work, were employed over the next decade, the UK would save 37 billion in benefits and make unquantifiable productivity gains.

Benefits of hiring a young person

- **Low wage cost** – £ 3.68 ph for ages 16-17 / £ 4.98 ph for ages 18-20 (2012)
- **Apprenticeships** – financial assistance is available for training.
- **Technology** - often more 'tech savvy'.
- **In touch with youth customers/ audience** - diversity of ideas in the workplace.

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Good Practice

Marc

18 year old man with a learning

Initially

- Marc had behavior issues, communication issues and lacked confidence, was anxious- seemed unlikely to get a job
- Support to overcomes these through training and work experience and one-to-one support- became job ready
- An opportunity for a part-time traineeship came up in the Premier's department of the State Government

The supports/ outlets and opportunities that Marc had were:

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- Supportive family
- A workplace willing to give him an opportunity
- Talent and passion for drawing comics
- Disability employment support

Support provided to Marc and employer:

- Liaised with employer and attended workplace prior to job start
- Disability awareness training to Marc's new team
- Discussed job with Marc and his parents- his role, attire, times etc

- Transport training for the first week- showed Marc how to catch the bus there
- Assisted with training on the job, setting clear procedures for Marc to follow
- Addressed any behavioral issues or areas of concern by the employer
- Reduced support as Marc became more comfortable

Outcome of the support:

- Adjustments made for Marc cost the employer nothing, but brought many benefits to the team
- Employer put into practice policies on disability
- Increased disability awareness of employees- reducing fear and stigma
- Built staff morale, created a more positive and inclusive atmosphere
- Marc felt valued, confidence increased, more independent
- Marc's communication and behavior improved further- social inclusion
- Marc able to perform office tasks to the level required- on the job support and clear guidance helped form good habits

“Employers who actually have experience of working with young people seem to be much more positive about them than employers more generally.”

UK Commission for Employment and Skills

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Support

Shape is here to help to support your business's recruitment of a young disabled person

- Assisting with job and person specification and orientation and induction training development
- Identifying suitable candidates, matching to the job specification
- Setting up work experience and work trials
- Providing guidance with apprenticeships and government grants
- Initial risk and access assessments
- Helping processes to be more accessible
- Assisting with accessing workplace adjustments where necessary through Access to Work
- Increasing disability awareness and confidence of existing staff
- Providing on-going support to disabled employees and to employers
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Additional Services available to employers

- In-house Disability Equality related training programmes
- British Sign Language courses
- Access Assessments and substantial Access Audits of organisations, practices and policies
- Access Consultancy and guidance to support inclusion and best practice
- Assist recruitment processes and procedures to be accessible

Links

[RADAR](#)

Is a disability campaigning organization. The website has many reports and publications relating to disability employment.

[EFD](#)

Focused on disability as it affects business assisting companies become disability confident by making it easier to recruit and retain disabled employees and to serve disabled customers.

[CIPD](#)

The CIPD is the professional body for those involved in the management and development of people. This link is their disability and employment Fact Sheet giving introductory guidance.

[Realising Potential](#)

Has information to put together a compelling business case for action in your organization.

Equality and Human Rights Commission

The Equality and Human Rights Commission's website with information and advice on a range of equality issues including disability for UK employers and individuals

Australian Network on Disability (AND)

An Australian website that assists organisation to build disability confidence, particularly in relation to employing people with disability and welcoming customers with disability. AND provides information advancing the equitable inclusion of people with disability in all aspects of business.

Sources of information for this pack: Employers' Forum on Disability, CIP; Australian Network on Disability, RADAR; Place Ability and Equality and Humans Rights Commission

All information and details were updated at the time of publish September 2012. Please note that any products/ organisations included in this pack are not endorsed by Shape.

For advice on any of the topics in this pack get in touch with the **Youth & Employment Services** team on:

Email:

creativesteps@shapearts.org.uk

Telephone: **020 7424 7361**

Minicom: **020 7424 7368**

Fax: **0845 521 3458**

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