

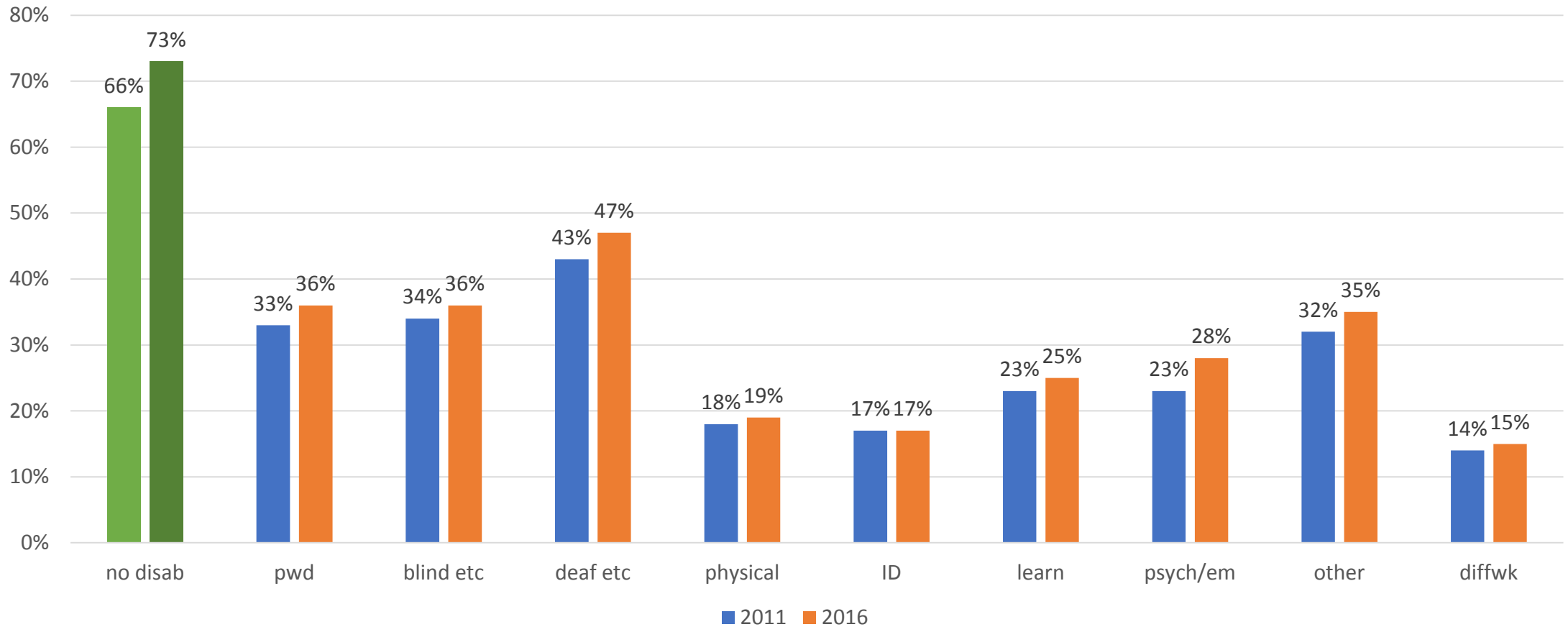
Comprehensive employment strategy for people with disabilities

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Disability and employment

- People with disabilities half as likely to be at work as their non-disabled peers
- No movement in employment in boom years
- Joblessness a major factor in high poverty rate of pwd
- Multifaceted reasons for low employment
- Requires a comprehensive multifaceted response

Employment rate pwd 2011 and 2016

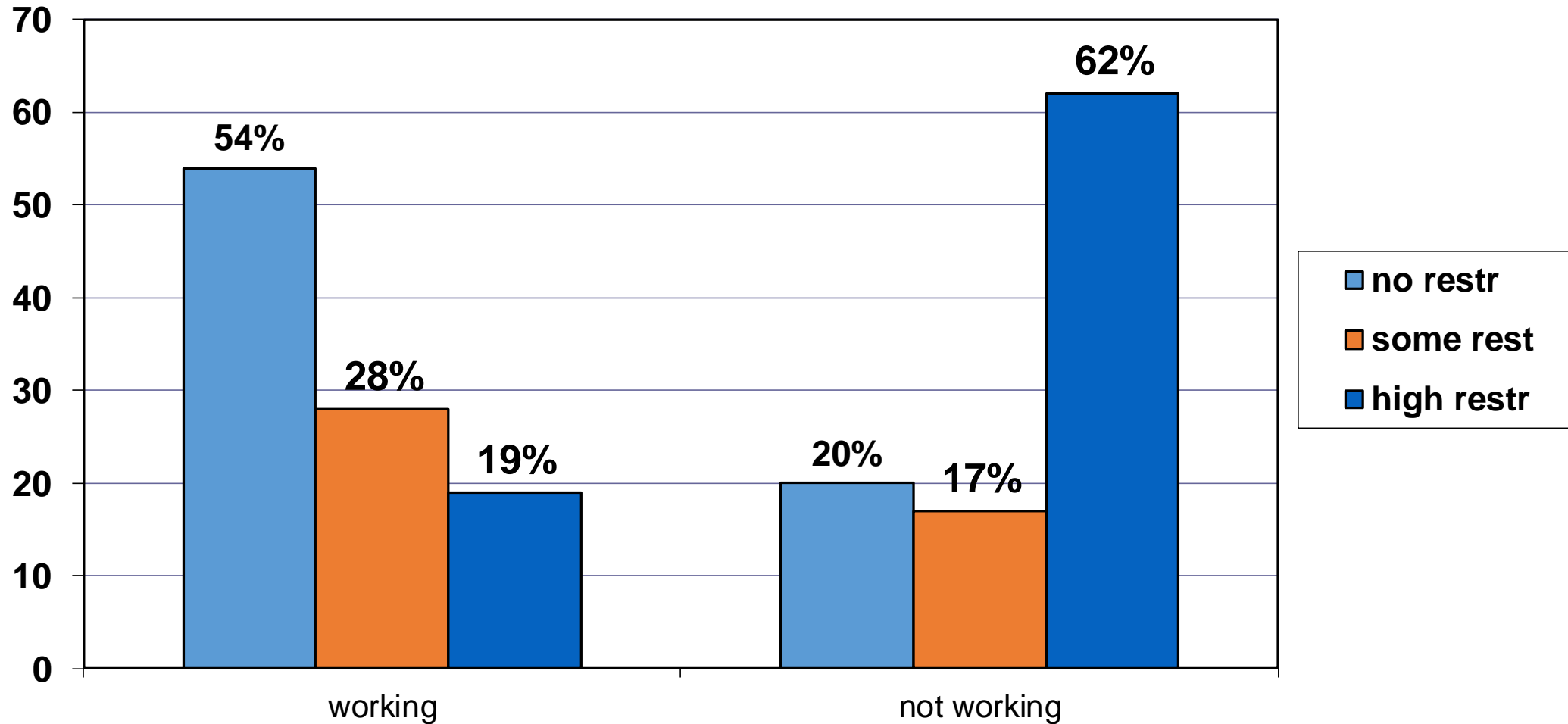


About half affected by poor health/stamina

- About 50% of pwd of working age report fair to poor health - similarly for stamina
- Fatigue etc means many can only work part-time
- Those in bad health
 - 3 times more likely to have never worked
 - 4 times more likely to have left work because of a disability
 - Stamina issues more than double those figures

People with disabilities – how restricted in working

QNHS 2002



Which pwd are more likely to work

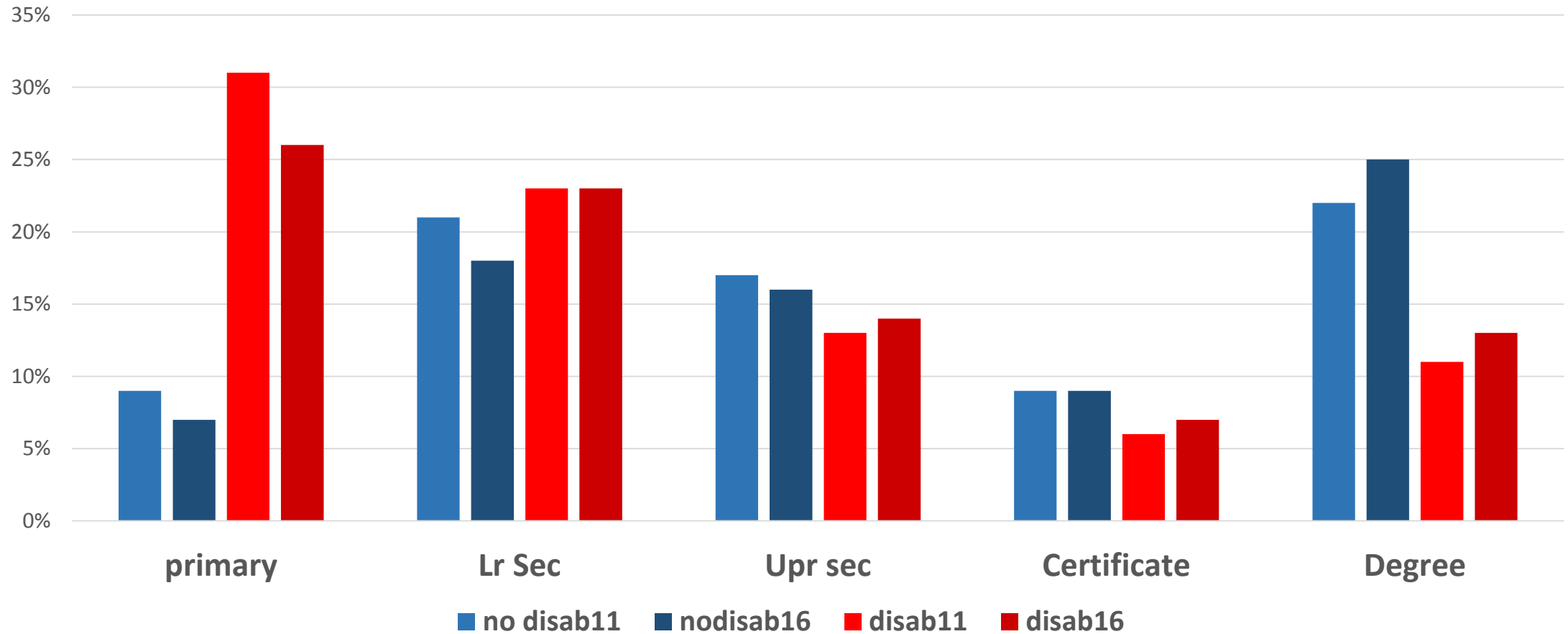
National Disability Survey 2006, ESRI analysis of microdata

- Under 45s
- Higher education levels
- Milder impairment level
- Better health and stamina
- Vision, hearing or dyslexia impairment
- Previous employment experience
- Married men
- Dubliners

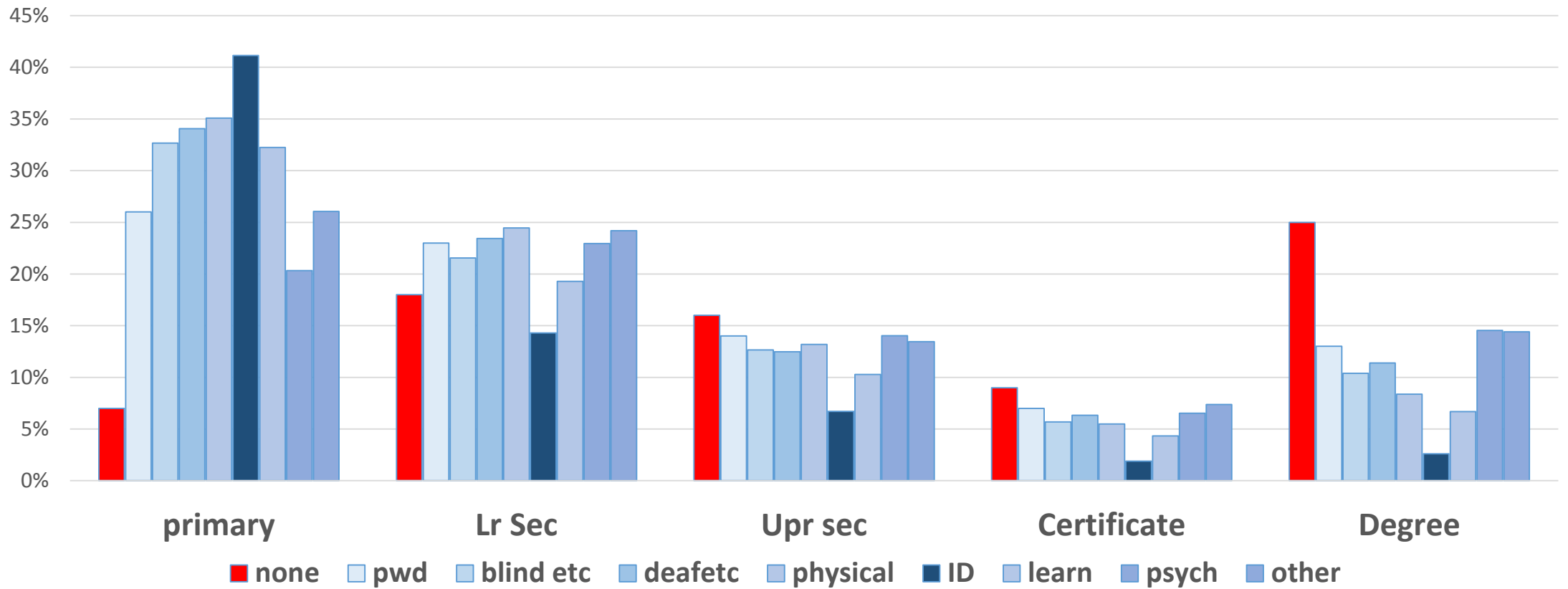
Employment varies by level of education

- People with disabilities have lower levels of education than average
- 37% of pwd have primary level only v 12% of others (Census 2011)
- 13% of pwd have degrees v 28% of others
- Some of this relates to age profile, some to disability profile
- 67% of people with intellectual disability have primary-level only
- Lower education levels lead to lower employment rates
- In addition a disability penalty – 74% of disabled graduates aged 25-29 in a job v 90% of non-disabled graduates (Census 2002)

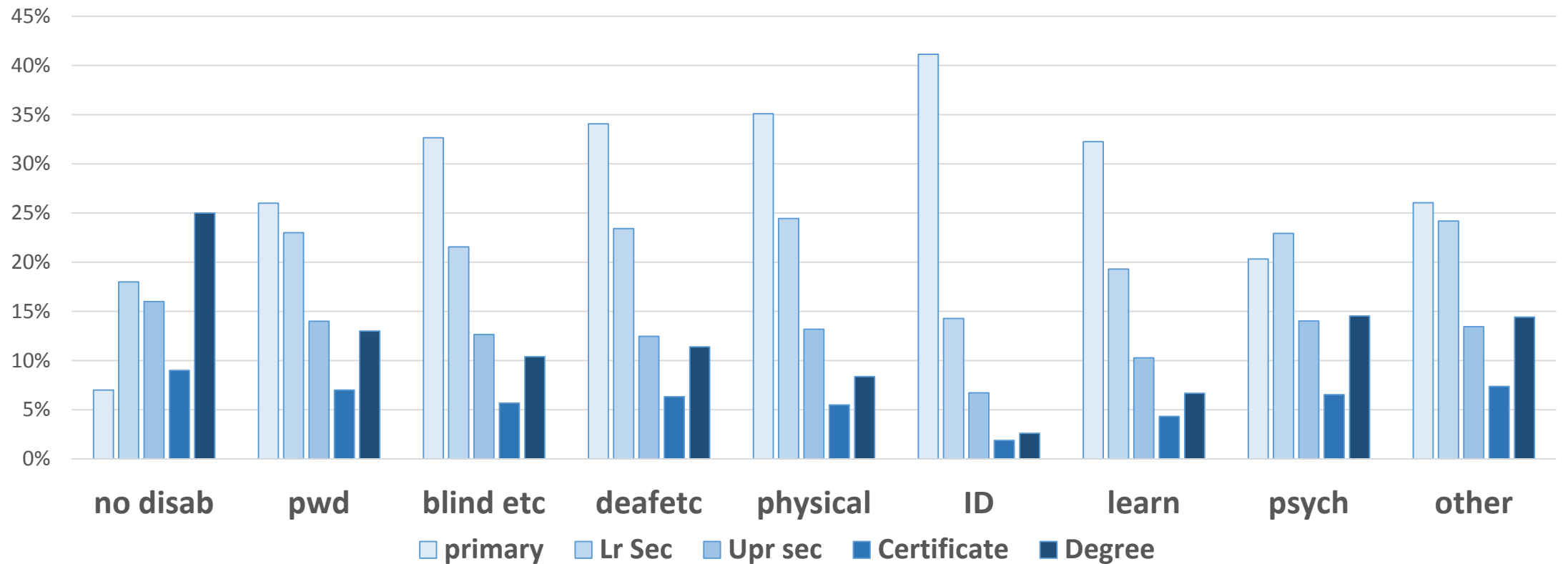
Highest education received non-disabled/disabled 2011 and 2016



Education by impairment, 2016



Education level for each impairment type



Those out of work face greater challenges

More likely to require

- Part-time work
- Adapted job tasks
- Job supports

Each obstacle to employment must be tackled

Obstacle 1

Obstacle 2

Obstacle 3

Job

Which pwd not in work would like to work

National Disability Survey 2006

- 37% of pwd express an interest in work, if circumstances were right
- about 100,000 people with disabilities of working age who don't have a job would like one
 - 2/3rds of those under 45 not in work
 - Half of those aged 45-54 not in work
 - Under 30% of over 55s not in work
- People with intellectual disabilities, and with greater functional difficulties more likely to say not interested
- Health/stamina not statistically significant determinants

What stops those who don't want a job

National Disability Survey 2006

In order of importance

- Ill-health/incapacity (half of pwd have fair to poor health)
- No suitable jobs (14%)
- Low skills, need training/education (7%)
- Would lose benefits or supports (7%)
- Employer issues (5%)
- Discouraged by family (4%)
- Transport (3%)

What's important to those who do want a job

In order of importance

- Flexible work arrangements (45%)
- Modified tasks (29%)
- Wage subsidy (24%)
- Transport/parking (17%)
- Accessible building (13%)
- Human support (7%)
- Assistive technology, suitable workstation (4%)

Evidence-based approaches

- Stem the outflow to joblessness
 - School leavers
 - Those who acquire a disability
- Work experience while young
- Manage transitions
- Early intervention after onset of disability
- Personalised supports. 'Place and train'
- Across the world, limited success with those already outside of work

Comprehensive employment strategy pwd 2015-2024

overall approach

- Stem the flow into joblessness of
 - Young people leaving education
 - Those acquiring disability in adult life
- Cross-departmental co-ordinated action
- Address supply and demand sides
- Ten year strategy and initial 3-year action plan
- For some, it may take a generation to see results – international evidence is long-term out of work on disability grounds rarely return
- But employment up from 33% to 36% from 2011 to 2016 unlike earlier jobs boom

Strategic goals of comp. employment strategy

- Build skills, capacity and independence
- Provide bridges and supports into work
- Make work pay
- Promote job retention and re-entry to work
- Provide co-ordinated and seamless support
- Engage employers

Key actions (1)

Build skills capacity and independence

- Raise expectations
- Focus education supports on maximising independence
- Transition planning for next stage
- Joined-up supports across education levels, health sector etc

Key actions (2)

Bridges and supports to work

- Intreo service to cater for pwd seeking work
- Work sampling
- Review existing support schemes
- Transport measures

Make work pay

- Review financial disincentives to work
- Develop ready reckoner

Key actions (3)

Job retention and return to work

- Early intervention
- Pilot mental health jobs initiative
- Study of vocational rehabilitation systems

Co-ordinated and seamless supports

- Develop inter-agency protocols

Key actions (4)

Engage employers

- Employer info service and helpline
- Raise public service target in stages from 3% to 6%
- New recruitment channels in public service e.g. via internships

Implementation and monitoring

- Each Dept has actions and timelines
- Some inter-departmental groups e.g. 5.1 group on those with high support needs
- Delivery co-ordinated by Senior Officials Group on Disability
- Independent Monitoring Group does annual report to Minister
- And now to hear about what has been done under SP3 – Make Work Pay.....