



# DISABILITY *matters*

e-learning to inform and inspire

**I CAN, WE CAN  
RESOURCE GUIDE**



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## Welcome to I Can, We Can

The 'I Can, We Can' project aims to improve employment outcomes for disabled young people, particularly those with learning disabilities, through supporting colleagues to understand the range of work that young people with additional needs can do.

### Project Objective:

- Help NHS employers meet the training and development needs of staff /volunteers who are managing or working alongside disabled young people in the workplace;
- Support the creation of welcoming, inclusive organisational cultures within the NHS;
- Enhance understanding of what being an accessible workplace means (including environmental and attitudinal factors);
- Generate enthusiasm among NHS managers and staff for recruiting disabled young people into their workforce;
- Increase knowledge of the different support structures available to help employers and disabled young people find sustainable employment opportunities, with a focus on supported internships;
- Improve understanding of the social model of disability among the NHS workforce;
- Feature case studies that focus on disabled people over 18 years of age;
- Raise awareness of the wider Disability Matters curriculum, and increase uptake by signposting to existing sessions that organisations may find helpful e.g. Learning Disability, Autism, Inclusion Matters;
- Promote universal values and a common language across children and adult services;

## Practical Resources and Toolkits

- ***Access to Work Fund***
  - This support is available for both individuals and employers.
- ***Employer Toolkit - Learning and Work Institute***
  - Designed for employers that want to develop a more inclusive and accessible Apprenticeship offer. It provides practical information, sources of support and inspirational case studies of employers who have benefited from hiring and supporting disabled apprentices.
- ***Disability Matters***
  - Disability Matter is a free e-learning resource for the UK workforce
  - Bespoke Learning Pathway: *NHS Employers: Supporting Disabled Staff (For Managers)* .
- ***NIACE: Making it Work: Embedding a supported employment approach in vocational education and training for people with learning difficulties***
- ***Vocational Profile Workbook***
  - This workbook has been developed to support disabled young people into employment. This tool helps young people identify the types of jobs available, offers examples CVs, covering letters and invitations to interview.
- ***Commissioning Effective Employment Supports (for people with learning disabilities and people with mental health problems)***
  - Further information can be found here:  
<https://www.ndti.org.uk/our-work/our-projects/past/employment-support-for-disabled-people>
- ***Factsheet and information on Supported internships.***
- ***Project SEARCH***
- ***Myth Busters about supported internship work placements***
- ***Department for Education: Information for Employers***
- ***A3 Infographic 'Why should you employ more people with learning disabilities?'***

## Reports



- ***Apprenticeships: What successful providers are doing – A Good practice report***
  - Ofsted survey report.
- ***The Cost Effectiveness of Employment Support for People with Disabilities***
  - Two year study on employment support for disabled people investigating the relationship between investment and outcomes.
- ***Pathways to Getting a Life: transition planning for full lives***
- ***Cornwall People First - Work In Progress – An Inclusive Research Project***
- ***Raising Aspiration: Widening participation in Supported Internships, report by Remploy and Mencap***
  - This report from Remploy and Mencap discusses benefits, challenges and their future proposals for supported internships.

## Guidance

- ***Department for Education – Providing Supported internships for young people with an EHC plan***
  - It also includes information about applying for [Access to Work funding](#).
- ***Three guides from the (NDTi) in collaboration with BASE produced the ‘Employment is Everyone’s Business’ project***
  - 1) **A planning guide for schools, colleges and careers advisers**
  - 2) **A guide for colleges on employer engagement**
  - 3) **A guide for local authorities**
- ***Increasing the numbers of people with learning disabilities in employment***
  - Set of principles to guide how people with learning disabilities are supported in relation to employment.
- ***Supported Employment National Occupational Standards***

## Useful Charity Contacts

- ***Disability Rights UK***
- ***The British Association for Supported Employment***
- ***Mencap Pathway and Work Right***



