

Unlocking the potential of disabled people in the workplace



Our **Untapped Talent** campaign is calling for disabled people to be supported in their journey towards independence, whether through work or volunteering.

Key issues



Nearly seven million people of working age in the UK are disabled or have a long-term health condition. That is almost 1 in 5 of us. The UK economy cannot afford to overlook such a significant segment of the workforce.

Young disabled people in particular are affected. At the age of 26, disabled people are shockingly nearly four times more likely to be unemployed than non-disabled people.¹

Disabled people offer a wealth of talent, experience and perspectives and help companies to grow, reflecting the diverse range of customers they serve.

All disabled people who want to work should have the opportunity to do so. The Scottish Government needs to reduce barriers to employment for young disabled people and stay on course to reduce the disability employment gap by at least half.

Barriers into work

The employment gap between disabled and non-disabled people is around 31%.² This is unacceptable. Just halving the employment gap would mean that over one million disabled people move into work.


Lack of funding, support and promotion of schemes means disabled people struggle to enter and stay in jobs or progress in the workplace. Disabled people still find it difficult to access schemes that pay for basic provisions such as adapted keyboards and British Sign Language.

With the right support and awareness, disabled people can thrive in the workplace and employers can benefit from their talent and skills.

Our own research has also revealed that young disabled people often fail to get the kind of support and encouragement they need to fulfil their ambitions through education or work-based training.

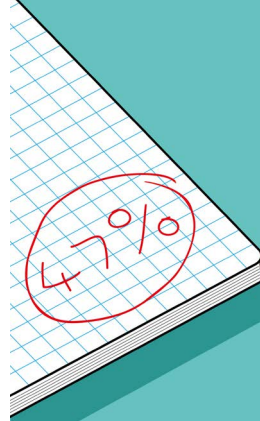
Our research

Of those who say they had a disability at school:³



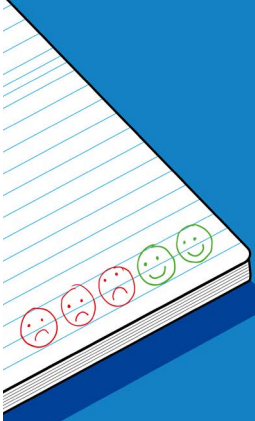
Two in five (40%) say they **WERE NOT ABLE TO TAKE PART IN WORK EXPERIENCE WHILE AT SCHOOL.**

(Source: ComRes polling, UK, 2017.)




Around half (47%) say they **WERE NOT ENCOURAGED** to go into any course or to **PURSUE THEIR CHOSEN CAREER.**

(Source: ComRes polling, UK, 2017.)



Three in five (61%) say they **DID NOT RECEIVE THE SUPPORT** they needed related to their health condition or disability from their school or college in order to help them **MOVE TOWARDS EMPLOYMENT.**

(Source: ComRes polling, GB, 2016.)⁴



Half (51%) say that they believe their **TEACHERS MAY HAVE HAD LOWER EXPECTATIONS** of them because of their disability.

(Source: ComRes polling, UK, 2017.)

Overcoming barriers

What makes a difference?

Tailored programmes can address the barriers and difficulties that can prevent young disabled people from getting a job or volunteering.

Leonard Cheshire Disability runs a range of programmes designed to provide support for young disabled people.

Our programmes

Tailored programmes match the skills, talent, and ambitions of young people to employers. They improve the confidence and aspirations of disabled people as they move towards work.

- **Can Do** is one of our flagship programmes. We work closely with young disabled people aged 10-35 and provide bespoke volunteering projects.
- 90% of participants reported learning new skills which will help them in the future.⁵

CAN Do



'Volunteering with Can Do has been one of the best things I have done. I was given the opportunity I needed and it has really grown my confidence. Without Can Do I don't think I would have had the courage to start setting up my own business. I really feel like I can do whatever I want to because of it.'

Albertina, Can Do participant (pictured)



REPORTED LEARNING
NEW SKILLS WHICH WILL HELP
THEM IN THE FUTURE

'I am excited to be joining the Can Do team in Scotland. I have seen the programme make a difference to the lives of young disabled people.'

Last year we supported 144 disabled people in Edinburgh and I am delighted the programme will continue to grow, with new projects starting up in Glasgow, Dumfries and Fife.'

James Allan, Senior Can Do Coordinator – Scotland

- **Change100** is a graduate placement programme that connects talented disabled graduates with some of the UK's best known companies, through paid placements.



'My Change100 placement has been invaluable in boosting my self-esteem. I think the support system that Change100 provides is ideal.'

- Employers receive training and support tailored to the specific needs of their workplace. This helps to ensure that the placements are fully accessible for the participating young people. It also means that employers feel confident in their ability to support participants to succeed.
- We also work with businesses to raise disability awareness and provide practical support. The ultimate goal is to create a culture of disability confident and inclusive employers.
- 100% of Change100 students said their experience on the programme had improved their confidence in the workplace.⁶



OF CHANGE100 STUDENTS SAID THEIR EXPERIENCE ON THE PROGRAMME HAD IMPROVED THEIR CONFIDENCE IN THE WORKPLACE

- **Discover IT** is Leonard Cheshire's digital inclusion programme. We provide training and support adapted to individual needs. This enables disabled people to access online learning resources for literacy, numeracy and employability skills.
- The programme readily offers computers and specialist adapted equipment that disabled people would not otherwise have access to, in accessible centres and in individuals' own homes.
- 81% of clients reported an increase in confidence around IT.⁷



OF CLIENTS REPORTED AN INCREASE IN CONFIDENCE AROUND I.T.



'Attending the Discover IT centre and meeting other people has really improved the quality of my life. I now feel more employable than I ever have.'

Patrick, Discover IT client

To learn more

To find out more about our campaign please get in touch:

scotlandoffice@leonardcheshire.org

Leonard Cheshire Disability Scotland
Murrayburgh House
17 Corstorphine Road
Edinburgh EH12 6DD
+44 (0)131 346 9040
leonardcheshire.org/untappedtalent

End notes

1. Department for Work and Pensions, Fulfilling Potential: Building a deeper understanding of disability in the UK today (2013)
2. ONS Dataset: Labour market status of disabled people: A08, 16 August 2017, our analysis
3. ComRes data, 2017. Base: disabled adults aged 18-30 in the UK who say they had a disability at school (n=363)
4. ComRes data, 2016. Base: disabled adults aged 18-65 in Great Britain who say they had a disability at school (n=256)
5. Developing life and work skills: the impact of our programmes, Leonard Cheshire Disability 2015/16
6. Developing life and work skills: the impact of our programmes, Leonard Cheshire Disability 2015/16
7. Developing life and work skills: the impact of our programmes, Leonard Cheshire Disability 2015/16

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