

## This leaflet looks at the NDTi's work on:

# Jobs and paid work

At the National Development Team for Inclusion (NDTi) we believe that everyone should be able to get a paid job.



Having a job helps people to have more money and also helps people to build and use their skills and talents and take part more in their community.



Our main work in this area is with :

- People with learning disabilities
- People with mental health problems
- Older people
- Young people who are becoming adults



Someone's job could mean working for an organisation or being self employed.

In all cases we believe that people should be paid the proper rate for the job and be treated like other workers.



## Employment and Paid Work / continued ...

We know that, partly because of other people's views, some people need a lot of support to get and keep a job.



We offer a range of things to help organisations to support people to get real jobs.



This includes training courses and helping people to plan to make changes.

## Checking that policies are making a difference

We help organisations to check whether the money and time they are spending in helping people to get jobs are getting the right results, for example:

- Are people getting and keeping the right sort of jobs?
- Is help to get and keep jobs open to everyone who needs it?



The NDTi can check how well all of the work to help people get and keep jobs is working in an area. This could include:

- Measuring how well plans and services are working
- Helping groups to improve their services



## Employment and Paid Work / continued ...

- Working with people, families and staff groups to understand how getting and keeping jobs can help to make peoples' lives better
- Working out how personal budgets can be used to help people get and keep jobs
- Making sure the work includes local issues .

## Making Plans

The NDTi helps organisations to make plans which fit with government policies and guides.

We also help to put these plans into practice in areas and then monitor results.



## Support from the NDTi

### Making Jobs a Real Option

If jobs are going to be open to everyone we need to challenge many beliefs and fears which people have.



We work with people, families, services and employers to think about how jobs can be a real possibility for all people.



## Employment and Paid Work / continued ...

We gather and share success stories. We think about people as individuals so they get the support they need to get the same chances as anyone else. We also challenge the way people think about retirement, benefits and jobs being open to everyone.



## Employment Pathways

Spending money on supporting people to get and keep jobs doesn't always mean that there will be more people who get a job.

Employment Pathways looks at how money is being spent now (for example in job coaching and in courses which get people ready for jobs) and what results are being seen from spending that money.



This helps organisations to spend money in ways which will have better results.



## Staff Training

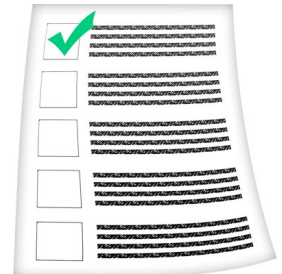
Our staff training works with organisations which support people to get and keep jobs.



## Employment and Paid Work / continued ...

Each course is designed for different needs, but many cover :

- Support planning
- Working with and supporting employers
- Areas of life which help people get and keep jobs
- Job design
- Leadership



## Supporting Self Employment

1 in 10 people are self employed. This can be very good for people with a great business idea, or people who need their work to be very flexible.

Our work to support self employment looks at finding people's skills and chances; support planning and working with (and if needed helping to build) local development groups.



## Involving Employers

More and more, the government expects people who plan and provide services to employ a fair number of older people, people with learning disabilities and people with mental health problems.



Other employers are seeing that it is good for them to have a range of different people (with different skills and talents) in their jobs.



Our work helps employers to plan, give jobs to and keep workers from all walks of life.

## About the NDTi

The NDTi is an independent organisation and we do not try to make a profit from our work.

We work to make life better for people who need support to live their lives.

We want to make sure that everyone has the chance to live the life they want and to be a part of their community.



Our work covers a number of different areas in addition to jobs and paid work. These include:

- housing



- times when life changes



## Employment and Paid Work / continued ...

- choice and control



- person centred approaches.



For more information on the NDTi's work in jobs and paid work, please visit our website

or contact :

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