



Midlands Highway Alliance Plus  
MHA, MSIG, WMHA: Moving Forwards Together

# Value and Skills

Wednesday 20 September 2023

## Diversifying the Workforce Workshop

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Midlands Highway Alliance Plus  
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# Bharat Keshwala

## Department for Work & Pensions

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# Landscape & Mountains

## How the DWP support customers with disabilities / ex-offenders into employment

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## Challenges people with disabilities face finding a job

Negative attitude about abilities, skills and capabilities of people with disabilities

Inaccessible interview tests and format

Jobs posted on platforms not compatible with assistive technology

No option for reasonable adjustments in the advert/interview.

48% of disabled people worry about talking to an employer about their impairment / disability

Employer not signed up to the Disability Confident scheme

No flexible working offered



Challenges  
faced by ex-  
offenders  
seeking  
employment

- Criminal Record
- Lack of Confidence
- Money Worries
- Health Issues
- Employers perception of ex-offenders
- Limited education
- Housing



job  
centre  
plus

What can we offer?

# The DWP Employer Offer







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## How the DWP support people with disabilities

- Assigned a work coach to discuss opportunities and signpost to appropriate support or advocate to employers engaged with the Jobcentre
- Employers interviewing in Jobcentres/access to Job Fairs – direct face to face connect with employers
- Disability Employer Advisers in every Jobcentre and support to advocate at Job Fairs
- Employer Advisers in every Jobcentre who engage with employers and sign them up to the Disability Confident Scheme and change perceptions of employing disabled employee and support them to change their recruitment practices to align with the disability confident requirements.
- [Disability Confident – Are you disability confident?](#)
- Job Fairs – where employers are listed and their disability confident status is noted.
- Access to a vast array of support/provision and training e.g. work and health programme via their work coach
- Access to work scheme [Access to Work guide for employers - GOV.UK \(www.gov.uk\)](#)
- [Find a job - GOV.UK \(www.gov.uk\)](#) the Jobcentre's job board is compatible with assistive technology

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## Examples of provision/training available

- **Our National and District Provision Tool holds details of all organisations and training that's available both locally and nationally to support a full range of mental and physical disabilities.**
- **This is split into contracted and non-contracted provision**
- **Work and Health Programme is our flagship contracted support for people with disabilities. It supports people with a wide range of barriers into sustained employment. By employment we mean any form of employment including full time and part time.**
- **We also have a vast array of non-contracted support via our partnerships with employers and public health/voluntary bodies**
- **E.g. Sector Based Work Academies and more tailored options such as psychological support , for example Free and confidential talking therapies service for anyone aged 16-plus in Derby and Derbyshire suffering from depression, anxiety, panic, trauma, OCD and a range of other disorders and phobias**
- **Volunteering and work experience.**





Universal Credit means the 16 hour rule no longer applies, so staff can increase their hours and no longer worry about losing their benefit.



Universal Credit gives jobseekers the flexibility to consider short term work - as they'll know their claim stays open and their benefit payment will adjust accordingly.



Universal Credit gives employers the opportunity to use existing part time staff for overtime and extra shifts at peak times.

## How Universal Credit can help your business



The flexibility of Universal Credit means you can give your staff extra shifts and responsibilities. This enables existing employees to increase their skills and progress within your company - encouraging retention and a long term reduction in recruitment costs.



Universal Credit offers jobseekers the opportunity to improve digital and budgeting skills, giving employers access to a wider pool of better prepared applicants.



Universal Credit helps parents by offering more generous childcare support, helping them to not only move into work but increase their hours and availability.



Universal Credit payments are calculated using the PAYE real time information you send to HMRC. A simpler and more accurate system - which means you will get fewer wage enquiries.

# How Jobcentre Plus can help **your** business



## Tailored service

- Our Employer Advisers can work with you to understand your business and together design a bespoke package to meet your recruitment needs.
- We will work with you to find the right people for your jobs, developing pre-employment training tailored to your business if you can offer trainees a work experience taster and selection interview.
- Exploring how work experience opportunities can give people meaningful experience to add to their CV.



## Advice service

- How Universal Credit increases the financial incentive of work and provides employers like you with a more flexible workforce.
- Developing inclusive recruitment practices to help you recruit and retain employees, including Disability Confident and Access to Work.
- Connecting you with potential funding to grow your business through our extensive partnership network.



## Recruitment service

- Advertise your jobs through our online service on [gov.uk/advertise-job](https://www.gov.uk/advertise-job) which is available 24/7, 365 days a year and via the [local Jobcentre Plus Twitter service](#).

*Jobcentre Plus offers an extensive range of services to help you to grow and develop **your** business*



Contact us

For further advice contact:  
Employer Services Line on 0800 169 0178

jobcentreplus

Department for  
Work and Pensions



**Disability Confident** is encouraging employers to think differently about disability and take action to improve how they recruit, retain, and develop disabled employees.

The scheme supports employers by providing them with the knowledge, skills, and confidence they need to successfully employ and make the most of the talents disabled people can bring to the workplace.



**you're in good company**



**unlocking potential**



**positive about disability**



**great minds think differently**



**Sign up at:**  
[www.gov.uk/disability-confident](http://www.gov.uk/disability-confident)  
or complete one of our sign-up forms

# DWP OFFER

## JOBS FAIRS AND EVENTS -

We can help you arrange and set up public Jobs Fairs and Events with other companies that are recruiting or just yourselves. These can be Virtual Events on MS Teams in addition to public events. Recently we have supported employers with stands within the local areas to advertise vacancies and talk to the public, capturing those that are working and looking for a career change.



## SCHOOLS ADVISERS -

Our Schools Advisers are working with local schools, targeting students that may be at risk of unemployment after leaving education. They can link you up with schools as they hold their own career days and employability programme. They welcome local employers to attend these events and employers can also promote their opportunities.



## PRISON WORK COACHES -

These DWP Work Coaches provide employment/training support at induction and throughout sentence. There are plans for these Work Coaches to be on site at local prisons. Local employers are welcomed to support these Work Coaches and the local prisons to help those soon to be released.



## ACCESS TO WORK -

Access to Work can help you get or stay in work if you have a physical or mental health condition or disability.



**Access to Work**  
Making work possible

The support you get will depend on your needs. Through Access to Work, you can apply for:

- a grant to help pay for practical support with your work
- advice about managing your mental health at work
- money to pay for communication support at job interviews

## DISABILITY EMPLOYMENT ADVISERS



The DWP has specialised advisers that can work with our claimants and employers in giving advice on Access to Work (see above) and support those with disabilities into work.

## DISABILITY CONFIDENT SCHEME -

Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people. Please see this moving video on how Coca Cola have championed this scheme and changed lives of those with disabilities.



Being Disability Confident is a unique opportunity to lead the way in your community, and you might just discover someone your business cannot do without.



## EMPLOYER SERVICES -

This video gives an introduction to what the DWP can offer.



## FIND A JOB -

The Find a Job service offers a simple way for jobseekers to look for work and for employers to post job adverts. It has: a simple login process, an enhanced search function and a facility for jobseekers to upload and share their CVs whilst automatically recording onsite activity and job applications. You can also access the Find a Job Employer service via this link Employer | Sign in (dwp.gov.uk)



## MOVEMENT TO WORK -



This is a scheme where the DWP will work with local employers, offering work experience to 18-30 year olds.

## MENTORING CIRCLES -

This is aimed at groups of customers to have an interaction with local employers, giving them an opportunity to build on their employability skills. It can be delivered over a 3 hour long session ideally at the employers premises. Previously employers have spotted talent and used this for recruitment. Full guide here, however it can be tailored to meet the needs of the employer and customers.



## APPRENTICESHIPS -



This link will provide information on employing an apprentice and the funding that is available to help do this.

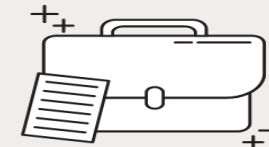
## JOBHELP

This link will take you to the JobHelp site which provides information on finding work, careers advice, benefits and support and skills and training as part of the Plan for Jobs.

**job help**

**we'll help you find it**

## REDUNDANCY SERVICE



Access bespoke support through our fast and free Rapid Response Service to help you and your employees through the process of redundancy.

## TRAINEESHIPS

A skills development programme that includes a work placement from 6 weeks up to 1 year. Funding is available to employers who provide traineeships for 19 to 24 year olds.



# Introducing the Career Transition Partnership

**Dave Hornsey**  
Employer Relationship Manager

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## ABOUT US

- ✓ Strategic Partnership between MoD and Right Management, global career development and outplacement specialists and part of the ManpowerGroup, supported by the Forces Employment Charity
- ✓ Resettlement services provided to all ranks of the Royal Navy & Royal Marines, Army and RAF, regardless of time served or reason for leaving
- ✓ Access from 2 years prior to discharge, up to 2 years after
- ✓ Formed in 1998, we have assisted over 260,000 Service leavers with the transition to civilian life

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# CTP Support – In Numbers

- ✓ 10,000 – Core Resettlement Clients per annum
- ✓ Spread across 12 months
- ✓ Whole of UK and Overseas
- ✓ Into ALL Industry Sectors
- ✓ FEC Support from 2 Years Post-Discharge for Rest of Working Life!
- ✓ FEC Registrations between 1,500 and 2,5000 per annum for access to Job Finding Support.



# Employer Engagement– In Numbers

1<sup>st</sup> Oct 2022 – 24<sup>th</sup> August 2023

- 3,832 new business registered with CTP
- 64,625 new job listings posted to CTP RightJob Website
  
- Over 6,500 live jobs every day a client logs into the site
- 9 major job fairs, 3 minor job fairs and many hundreds of open days promoted to our clients

