



Equality Commission
FOR NORTHERN IRELAND

MAKING



IT



WORK



**Employment Support
Services for People
with Disabilities**

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Foreword by Minister for Communities

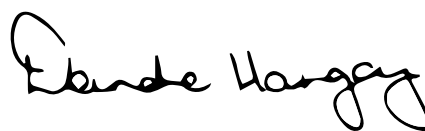
The Department for Communities has a key role to play in supporting the economic empowerment and wellbeing of all in our society. It is well evidenced that disabled people and those with health conditions face significant barriers to gaining, retaining and progressing in employment.

As Minister, I therefore very much welcome the publication of 'Making it Work' and want to thank first and foremost those individuals who took time to share their stories. Each person has demonstrated not only admirable resilience and adaptability, but also the broad range of skills that disabled people bring to so many workplaces. The wide variety of jobs described demonstrate the invaluable contributions possible when barriers are dismantled and appropriate supports are available. I want to thank the Equality Commission and sector partners for their efforts in collating and highlighting the breadth of these supports.

I am acutely aware that such examples of good practice serve too as a reminder of the systemic challenges that remain for so many. I know through the ongoing work of my Department, 'listen and learn' direct engagement with disabled people and strong partnership working with our many sector partners that so many are still frustrated in their efforts to gain employment and progress in careers.

In supporting the removal of structural barriers, we must strive to ensure the additional challenges brought forward by Covid-19 do not fall disproportionately on this community. The changing nature of work will also present new opportunities, I know from my ongoing engagement with disabled people and those with health conditions that they are very well placed to benefit from some of these changes.

I am committed to ensuring my Department continues to work closely with all stakeholders to ensure we are brave and ambitious in rebuilding better, effecting meaningful change and ensuring equality in employment for all.



Deirdre Hargey
Minister for Communities



Foreword by Chairperson of Northern Ireland Union of Supported Employment

The Northern Ireland Union of Supported Employment (NIUSE) and its member organisations are delighted to work in partnership with the Equality Commission for Northern Ireland to produce this booklet – Making it Work!

NIUSE is a membership based organisation representing disability employment services who use the supported employment model to support disabled people to access, maintain and progress in employment.

Disabled people face many barriers to finding employment, many people with disabilities want to work and have the skills and experience to make a valuable contribution to the workforce. We know that employing people with disabilities makes good business sense, not only are employers getting an employee with the skills and abilities to do the job but they are increasing diversity and reflecting their local communities in the workplace.

This booklet highlights the experiences of disabled people in employment. It also demonstrates how disabled people have continued to work as key workers and frontline staff during the Covid-19 pandemic.

There are a range of support organisations and schemes available to both disabled people and employers. We in NIUSE along with those providing disability employment services can assist disabled people to find employment and, help employers ensure that their recruitment process is open to disabled people and identify candidates.

Now more than ever, we all need to work together to ensure that disabled people are given the same opportunities to access, maintain and progress in employment.



Norman Sterritt
NIUSE Chairperson



Foreword by Chief Commissioner of the Equality Commission for Northern Ireland

I have been lucky to have been in employment all of my adult life. My work is important to me, it's part of my sense of identity and offers many benefits including financial independence.

Currently one in five people here live with a disability. They are a very diverse group, with a range of skills, aptitudes and abilities. Many are eager to secure and retain paid employment and further their careers but they also face barriers to employment.

At present the employment rate for disabled people in Northern Ireland is 37.3% - the lowest figure across all of the UK regions. We also know from Scope research that disabled people make 60% more applications than those without a disability before finding a job.

Employers can help change this! They can provide opportunities for work by using the provisions within the Disability Discrimination Act. They can use positive action measures to help disabled job-seekers obtain work, for example by using initiatives such as vocational training or reserving a number of jobs only for disabled people. They must also consider the reasonable adjustment duty. My colleagues in the Equality Commission can advise on how to lawfully apply these measures.

We have worked closely with colleagues in the Northern Ireland Union of Supported Employment and other organisations who offer employment support services to disabled people to produce this booklet, we welcome their partnership and input.

I am delighted that some of those who have availed of these services have shared their personal stories for this publication.

Their real life examples highlight some of the positive action, support and reasonable adjustments that have been put in place. We hope their stories will inspire others, both individuals and employers, to enhance our workforce with more and better jobs for disabled people.

I commend this publication to you as a call to action – to promote the use of support services and the provisions within the law to help those with a disability into employment, we are Making it Work!



Geraldine McGahey OBE
Chief Commissioner
ECNI





Alicia

Alicia is excited. A new permanent job awaits her. Alicia, like most people, enjoys working. It gives her a sense of purpose and achievement, it allows her to be financially independent. She thrives on both the creative and the social side of her job. Working is an important part of her life and who she is.

But Alicia has also lived with anxiety and low mood. The devastating impact of this on her life led Alicia to realise that she needed to take some time out from employment to focus on her mental health. After making the huge decision last year to leave her job, Alicia sought support from Action Mental Health (AMH) at their ESF funded 'Working it Out' project, based at AMH New Horizons in Belfast.

Speaking about her experience Alicia said: "I joined Action Mental Health during lockdown and took part in their online programmes. It was great, I joined their virtual choir, took part in history classes, cooking classes and even worked towards qualifications in Equality & Diversity and Motivation & Resilience, plus loads of other courses.

"These have provided me with new skills and tools to deal with my anxiety and helped to rebuild my confidence. The project provided structure to my day, gave me purpose and the opportunity to learn new skills while polishing up old ones - I really enjoyed all of it – it helped me find my feet again.

"I left the project to start working again and have just finished a temporary role. Due to Covid, I had to work from home for this job which helped ease me back into employment. My job interviews have also been virtual which reduced my nervousness as I was able to remain in the comfort of my own home.

"I'm very grateful to Action Mental Health for the support they offered during lockdown. I have learnt so much this time, I know I now have the skills to stop my anxiety becoming overwhelming in the future. How do I feel right now? I am excited for the future."

Karen Quee, Service Manager, AMH New Horizons Belfast, said: "We are delighted that Alicia has gained so much from the 'Working it Out' project. Statistics show that one in five adults in Northern Ireland will show signs of mental ill health and Alicia is a very good example of how with the right support and focus it is possible to rebuild and move on to bigger and better things. We would encourage everyone to seek support if they are struggling with their mental health, together we can work towards a new tomorrow."

The Action Mental Health 'Working it Out' project is part-funded through the NI European Social Fund Programme 2014-20 and the Department for the Economy. Funding is also provided by the Department for Communities and all five local HSCTs in Northern Ireland.



Ben

Ben's Story

Ben is living his dream as a self-employed business owner, he established 'R Supplements Ltd, a sports supplements business at the end of 2019. His journey to become a business owner has been interesting.

Ben suffered serious injuries including bleeding on the brain after an accident in which he was knocked off his bicycle in 2012. He joined the Cedar Foundation's 'Inclusion Works Programme' in the summer of 2019 following a referral from the Community Brain Injury Team in the South Eastern Health and Social Care Trust.

Speaking about his experience Ben said: "I set a goal for myself to start up my own business. I already had the idea for the business and secured the capital needed but I needed some support and guidance from Cedar to get me on the right path.

"The support I have received from Cedar has been exceptional, I met regularly with my Case Officer who offered advice and guidance and helped me to link into other funding bodies like Invest NI's 'GO for IT' programme which was delivered by Work West in Belfast.

"My Case Officer accompanied me to meetings with a business advisor and helped me to conduct market research and to formulate a business plan, to help get my business started.

"I negotiated a deal with a reputable supplier enabling me to sell high quality products at reasonable prices and leased a unit to operate from. I opened for business in November 2019.

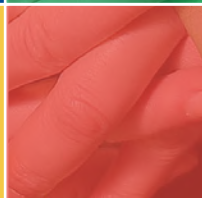
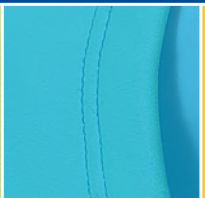
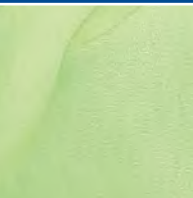
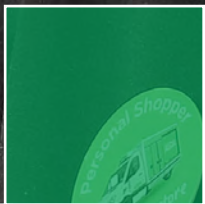
"Business started off positively but due to Covid-19 I had to close during lockdown. Thankfully my Cedar Case Officer has been with me every step of the way, helping me to access financial support and maintain my business.

"I've recently moved to larger premises, with better footfall, visibility and public access. I've opened a gym at the back, where I now deliver personal training sessions.

"I'm determined to see my business grow and succeed. I'm grateful for the help Cedar have provided but I have to give myself credit too, I've worked hard to get this far. Who knows what the future holds? But I do know that my brain injury and a global pandemic certainly haven't stopped me from chasing and achieving my dreams."

Roisin Barrett, Service Manager, Inclusion Works, Cedar Foundation said: "Our Inclusion Works programme is designed to support adults with disabilities and is tailored to suit each individual and their needs. Ben is an excellent example of someone who has worked well with our programme and we are incredibly proud of all that he has achieved. He hasn't allowed his past to distract from his future success. His story is an inspiration and he has shown great resilience, determination and dedication to his new business – and he has managed all this during a global pandemic and economic downturn!"

The Cedar Foundation's 'Inclusion Works' programme is part funded through the Northern Ireland European Social Fund Programme 2014 – 2020 and the Department for the Economy. Funding is also provided by the Department for Communities and all five local HSCTs in Northern Ireland.



Lesley's Story

Lesley thoroughly enjoys her job as a Home Picking Shopper for ASDA, it provides her with financial independence and a sense of fulfilment. During the Covid-19 pandemic Lesley was deemed a keyworker by government and played an important role in retail.

Beginning her journey with Asda in 2009 through a voluntary work placement, Lesley, who has a learning disability, gained confidence in herself and her abilities whilst also getting the opportunity to explore the range of different job roles available within the Coleraine store.

Once confident in her environment, Lesley successfully secured a 12 hour post as a Home Shopping Picker in 2011 with support from Asda who accommodated Lesley throughout the interview process by putting reasonable adjustments in place.

Lesley spoke about her working life and the support she gained from the Triangle Progression to Employment and said: "I cannot thank Triangle enough for the help I have received. My Employment Officer continually offered me 1:1 coaching support involving on the job training where I learned how to break down tasks and complete them within the recommended time frame."

"Working through the Covid-19 pandemic was strange and hard to adjust to at the beginning. Due to new health and safety measures I can now start my shift in the middle of the night, but I feel really settled and this is all thanks to Asda and their commitment to staff and our safety. I really enjoy my job and the routine and structure it gives me - I am earning my own money and increasing my independence every day."

Lesley's Employment Officer Tracey Steele said: "Triangle continues to provide Lesley with all the support she needs including exploring career progression opportunities within Asda. Working through the pandemic was tough for everyone but Lesley has thrived in her role and has adapted really well to all the changes in the store."

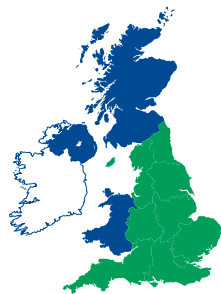
Roy Warke, Manager of Asda's Coleraine store added: "We're really proud to have Lesley on our team here in Coleraine. She is a total asset, works hard, and is really committed to delivering great customer service".

"Covid-19 has brought so many different challenges to retail and it's been a difficult period for so many in our community, but it's good to know that Lesley is playing such an important part in supporting our home shopping services which are valued and relied upon by so many of our local customers."

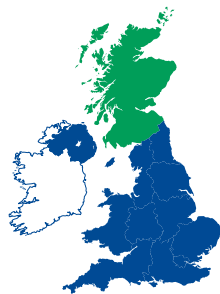
Triangle Progression to Employment Service has over 22 years' experience in delivering employment services to individuals with a learning disability and/or autism. Its aim is to provide the necessary support systems to enable job seekers to achieve and maintain meaningful employment in their local communities.

The project is part funded through the NI European Social Fund Programme 2014–20 and the Department for the Economy. Funding is also provided by the NHSCT. The service delivery model is designed around the EUSE Quality Standards and focuses on job seeker progression.

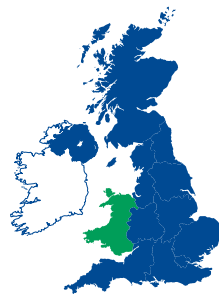
EMPLOYMENT RATES FOR PEOPLE WITH DISABILITIES



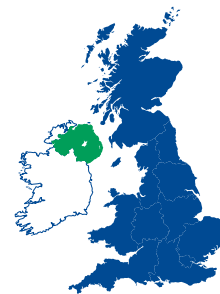
54.4%
ENGLAND



49%
SCOTLAND



48.9%
WALES

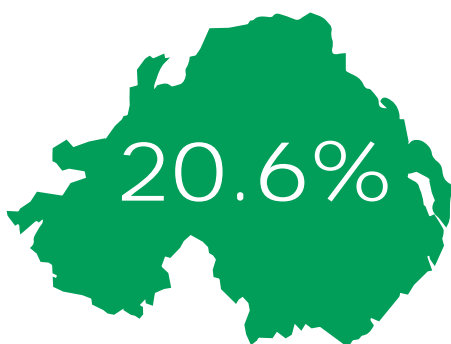


37.3%
NORTHERN
IRELAND

DISABLED PEOPLE
HAVE TO APPLY FOR



**MORE JOBS BEFORE
FINDING ONE**



**OF NI POPULATION
REPORTS HAVING
A DISABILITY**

HIGHEST QUALIFICATIONS

DEGREE OR EQUIVALENT:



13.2%
PEOPLE WITH
DISABILITIES



30.1%
PEOPLE
WITHOUT

A-LEVELS:



19.3%
PEOPLE WITH
DISABILITIES



24.5%
PEOPLE
WITHOUT

GCSEs:



23.4%
PEOPLE WITH
DISABILITIES



20.4%
PEOPLE
WITHOUT

NO QUALIFICATIONS:



28.6%
PEOPLE WITH
DISABILITIES

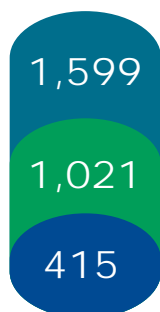


10%
PEOPLE
WITHOUT

(Data as of Jan 2021)

DISABILITY DISCRIMINATION

IN 2019-20



44.7%

OF ALL CALLS TO ECNI ADVICE TEAM WERE ABOUT DISABILITY DISCRIMINATION

72.3%

OF THESE CALLS WERE ABOUT DISCRIMINATION IN EMPLOYMENT

26%

OF DISABILITY DISCRIMINATION COMPLAINTS WERE ABOUT FAILURE TO MAKE REASONABLE ADJUSTMENTS

EMPLOYMENT RATE AND GAP BY HIGHEST QUALIFICATIONS

DEGREE OR EQUIVALENT AND WORKING:

DIFFERENCE PP

68.2%
PEOPLE WITH
DISABILITIES

91.1%
PEOPLE
WITHOUT

22.9

A LEVELS AND WORKING:

DIFFERENCE PP

41.7%
PEOPLE WITH
DISABILITIES

80.6%
PEOPLE
WITHOUT

38.8

GCSES AND WORKING:

DIFFERENCE PP

35.2%
PEOPLE WITH
DISABILITIES

73%
PEOPLE
WITHOUT

37.9

NO QUALIFICATIONS AND WORKING:

DIFFERENCE PP

17.3%
PEOPLE WITH
DISABILITIES

62.7%
PEOPLE
WITHOUT

45.4

EMPLOYMENT RATES BY SKILL LEVEL AND DISABILITY STATUS

PEOPLE WITH DISABILITIES PEOPLE WITHOUT

SKILL LEVEL 1

EG POSTAL WORKER,
HOTEL PORTER,
CLEANER, CATERING
ASSISTANT



SKILL LEVEL 2

EG MACHINE OPERATION,
DRIVING, CARING
OCCUPATIONS,
RETAILING, CLERICAL
AND SECRETARIAL



SKILL LEVEL 3

EG TECHNICAL
OCCUPATIONS, TRADES,
SMALL BUSINESS
PROPRIETORS

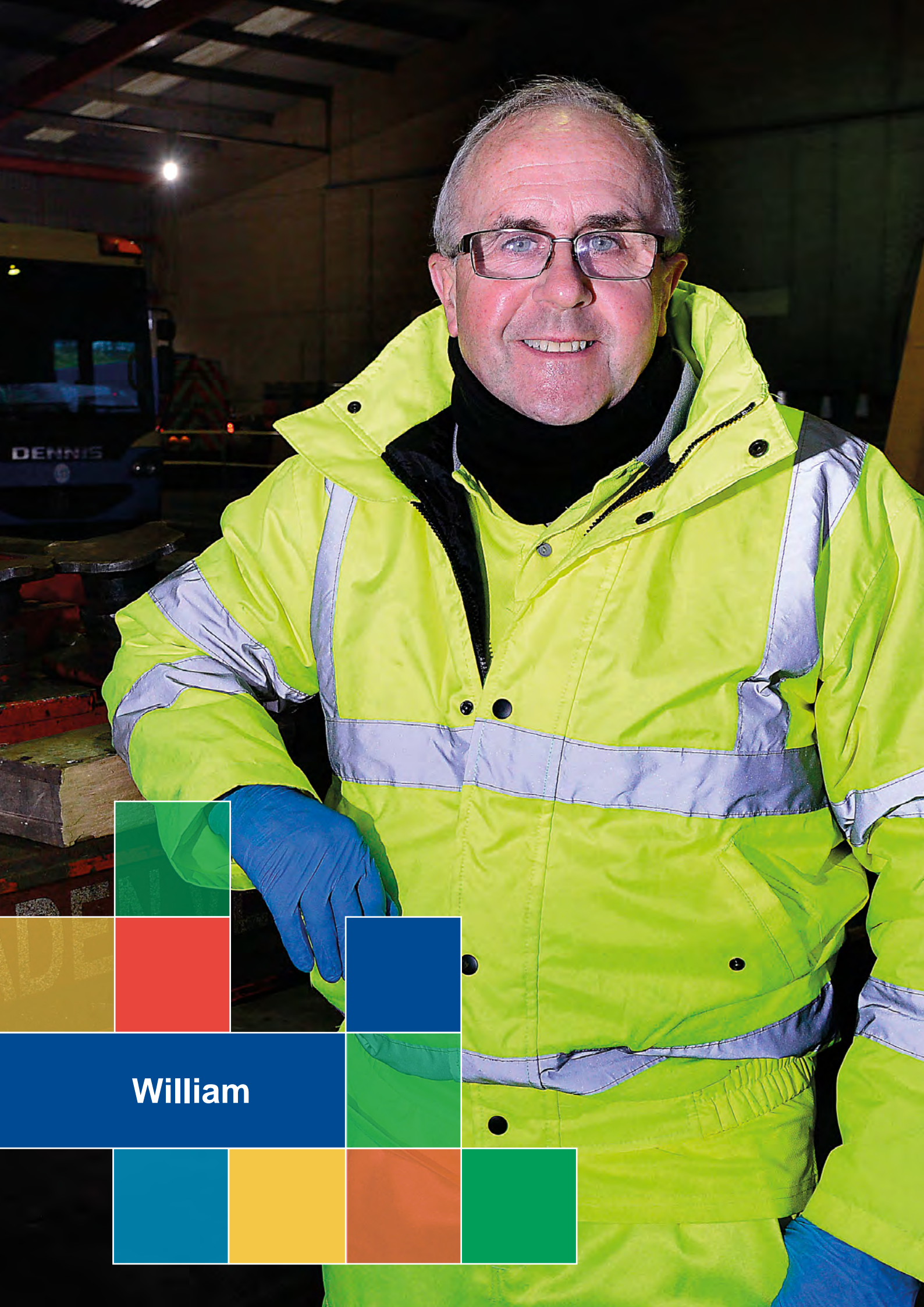


SKILL LEVEL 4

EG 'PROFESSIONAL'
OCCUPATIONS HIGH
LEVEL MANAGERIAL
POSITIONS



(Data as of Jan 2021)



William

Returning to the working world after a decade would be daunting for anyone, but for William it was the step he needed to take. William had been unable to work after suffering a prolapsed disc and had faced the added pressure of dealing with dyslexia.

Having previously worked in London for nearly 30 years in the engineering sector, William decided that with the help of the Positive Directions Programme he now wanted to develop and utilise his career portfolio and step back into a job.

He joined the programme not only to gain employment, but to develop valuable skills including the creation of a new CV, guidance on how to effectively job search, completion of application forms and practice in participating in interviews.

William was invited for interview within a few weeks of joining the programme and successfully secured a full-time role with Lisburn and Castlereagh City Council as a recycling operative.

Speaking about his experience, William said: "I am honestly delighted to be employed in a permanent role. Without the help and support of the programme and the team at Clanrye Group I don't think I would be here! They helped me to gain confidence in using technology such as the internet and how to reply to emails, which I had avoided learning until then! Even during lockdown Clanrye kept in touch with me through phone calls, continually encouraging me and supporting me in my applications."

"This job has given me a new lease of life and provided me with a real focus during Covid-19. I was lucky to be able to get out to work, have a routine and engage in socially distanced contact with others. I hadn't taken part in an interview process for some time, meaning the refresher points and guidance provided by my support worker was invaluable."

Speaking on behalf of the Positive Directions Programme, Support Worker Brian Hughes also spoke of his delight regarding William's achievements: "Securing permanent employment is a massive accomplishment at any age especially when you have to battle setbacks along the way. William has been a pleasure to work alongside and support his attitude and commitment to get back out to work is inspirational and I wish him every success with Lisburn and Castlereagh City Council."

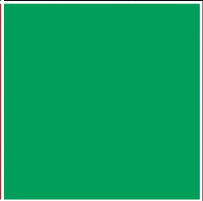
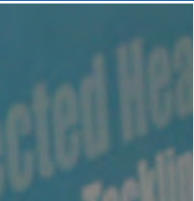
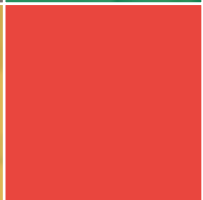
Lisburn and Castlereagh City Council also commented on William's success so far and his manager Richard Fleming said: "William started his employment with us in April 2020, right in the middle of the Covid-19 pandemic and proved his work ethic from the very start. He carries out a range of duties including driving a refuse lorry, street cleansing and litter picking and he is always more than willing to go above and beyond what is expected of him in agreeing to cover sick leave and holidays for other colleagues."

"Customer care and attention to detail are two of William's strong points and I am delighted to say I continually receive positive feedback from those he works with."

This project is part funded through the NI European Social Fund Programme 2014-20 and the Department for the Economy.



Better by...



Hazel

Hazel's Story

Hazel is an important asset to the Public Health Agency (PHA), where she has worked since 2019. As Personal Assistant to the Assistant Director, Hazel has a key role and has continued to work throughout the Covid-19 pandemic.

Her role includes diary management, admin support and coordination of meetings, and she provides an important liaison role between the PHA, Department of Health, Health Care Trusts and other professional bodies.

Speaking about her experience Hazel said: "The extra needs and communication support that I require as a deaf British Sign Language user don't limit my ability in any way. I recently worked independently coordinating two full days of interviews for the PHA with the support of an interpreter. I had to meet and greet the candidates, explain the plan for the day and actively respond to their needs. I love my job, I love interacting with the public and I can't thank RNID enough for everything they have done for me."

Laura Murphy, Employment Support Officer at RNID said: "At RNID, we're here to make life fully inclusive for deaf people and those with hearing loss or tinnitus and Hazel is a prime example of a success story. It has been a pleasure to witness Hazel and the PHA incorporate communication access needs into their normal working day. During the year, the PHA team attended two communication tactic training sessions on learning BSL and improving their knowledge of deaf awareness, proving their commitment to deliver solutions to barriers."

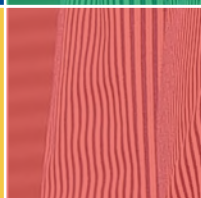
"Hazel has been a participant on the Workable programme since August 2019 and is currently on an extension of one year's support. Workable support has included referrals to Access To Work and regular one to one support alongside monthly peer support sessions. I wish Hazel every success in the world and it has been lovely to get to know her."

Michelle Tennyson, from the Public Health Agency said: "It is a pleasure to have Hazel by my side and on the team. Her work ethic and attitude is inspiring and she coped so well with changes to our normal working life during the pandemic."

We adjusted to the new rules and regulations and tried and tested clear face masks within the workplace in order to help ensure that Hazel could still communicate effectively. Hazel is actively encouraged to push the boundaries and perceptions of limitations relating to the deaf community and we at the PHA fully support her."

RNID's Workable programme is delivered by seven disability organisations working together through the Supported Employment Solutions (SES) partnership. SES delivers programmes to assist people with disabilities and health conditions to enter and stay in employment.

The Workable Programme is funded by the Department for Communities.



Colin's Story

Colin thoroughly enjoys his job. He is a Supported Employment Officer for Disability Action's Job Match programme. He thrives helping people with disabilities find and maintain jobs – he absolutely knows the value of the work because he too has previously participated in the programme.

Colin hails from Newry, is a proud father and a lifetime supporter of Liverpool. He was a lorry driver for almost 20 years. In 2006 his life changed dramatically when a fall left him requiring surgery for a broken back and the devastating news that he could never drive a lorry again.

Speaking about his experience Colin said: "Up until November 2006 I'd led a pretty standard life, but the fall changed all that. Initially I focused on my sons as my inspiration to get me back on my feet and that worked. But I couldn't return to the freight business driving lorries and that was really hard. I'd always worked and been financially independent. Having that taken away from me was difficult to say the least.

"Eventually I decided it was time to get back to work. I started to search for jobs myself and that was challenging. I soon realised that I needed new skills and training if I was going to be in a position to compete for any of the vacancies that interested me. I enrolled in a computer class and gained a Level 3 Social Science qualification and was a volunteer with the REAL Network through Disability Action and this really boosted my confidence.

"I referred myself to the Job Match project and was assigned a Supported Employment Officer who helped me to identify skill gaps and barriers to employment. I then signed up with the Clanrye Group's support services and completed further IT skills training, while I was doing this, a vacancy was advertised at Job Match with Disability Action.

"I applied for the position, it was very different to anything I'd done before but I was confident I could deliver for others and my lived experience was my ace card. I've been employed in Job Match since 2016 – I love my job, I get to help others, many of whom have acquired disabilities and I completely understand how they feel – it's fantastic to see them getting into jobs and succeeding too.

"I never would have thought 20 years ago that I'd do anything other than drive lorries, but here I am in a completely different career and I couldn't be happier!"

Anne Reid, Job Match Manager, Disability Action said: "Collie's lived experience of disability means that he can share his own experience to help participants on their journey towards employment as he is aware of the challenges and barriers they face in their daily lives, and while accessing employment opportunities. Collie has a real empathy for his participants and always goes the extra mile to ensure they are fully supported."

Job Match is part-funded through the NI European Social Fund Programme 2014-20 and the Department for the Economy. Funding is also provided by Department for Communities. Job Match is delivered by Disability Action in partnership with Department for Communities and the Northern Ireland Union of Supported Employment.

Disability Employment Services

There are a range of disability employment organisations providing employability programmes for all areas of disability (i.e. physical, mental health, learning, sensory and hidden disabilities) across Northern Ireland.

For information on services in your area contact Northern Ireland Union of Supported Employment - tel: 02871377709 or email: info@niuse.org.uk

Organisations	Disability	Council Areas	Website
Action Mental Health	Mental Health	All Council Areas	https://www.amh.org.uk/
AEL (Access Employment Limited)	Learning disability	Antrim & Newtownabbey, Causeway Coast and Glens and Mid & East Antrim Councils	https://accessemployment.co.uk/
Appleby Trust	Learning disability and Autism Spectrum	Armagh, Banbridge & Craigavon, Mid Ulster and Newry, Mourne & Down Councils	https://www.applebyprintit.co.uk/
Can Can	Learning disability	Antrim & Newtownabbey, Causeway Coast and Glens and Mid & East Antrim Councils	https://compasspeople.org/
Cedar Foundation	Physical disability, Brain Injury and Autism	All Council Areas	https://www.cedar-foundation.org/autism
Clanrye Group	Pan disability*	Armagh, Banbridge & Craigavon and Newry, Mourne & Down Councils	https://www.clanryegroup.com/
Derry Youth and Community Workshop	Learning disability and Autism	Derry City & Strabane Council	
Disability Action	Pan disability*	All Council Areas	https://www.disabilityaction.org/Pages/Category/work
Mencap NI	Learning Disability and Autism	All Council Areas	https://northernireland.mencap.org.uk/services-northern-ireland

Disability Employment Services

Organisations	Disability	Council Areas	Website
NOW Group	Learning disability and Autism	Antrim & Newtownabbey, Ards & North Down, Belfast, Mid & East Antrim, Mid Ulster and Fermanagh & Omagh Councils	https://www.nowgroup.org/our-services
Orchardville Society	Learning disability and Autism	Ards & North Down, Belfast, Causeway Coast & Glens, Derry & Strabane, Lisburn & Castlereagh, Newry, Mourne & Down Councils	https://www.orchardville.com/service-finder/
Specialisterne NI	Autism	All Council Areas	https://www.specialisterneni.com/
Stepping Stone NI	Learning disability and Autism	Ards & North Down, Armagh, Banbridge & Craigavon, Lisburn & Castlereagh, Newry, Mourne & Down Councils	https://www.steppingstonesni.com/training-employment/
RNIB NI	Blind and visually impaired	All Council Areas	https://www.rnib.org.uk/northern-ireland
RNID	Deaf and hearing impaired	All Council Areas	https://rnid.org.uk/about-us/rnid-in-northern-ireland/
Triangle Progression to Employment	Learning disability and Autism	Antrim & Newtownabbey, Causeway Coast and Glens and Mid & East Antrim and Mid Ulster Councils	https://www.trianglehousing.org.uk/employment
USEL	Pan disability	All Council Areas	https://www.usel.co.uk/

*Pan disability - physical, mental health, learning, sensory and hidden disability

Government Funded Programmes

The Department for Communities provide a range of mainstream and specialist employment programmes to assist people to find work and provide in-work support. Specialist employment programmes include:-

- Workable NI* – in work support programme
- Access to Work NI – practical support for individuals and employers (such as specialised equipment, communication support, travel to work support etc)
- Condition Management Programme (CMP) helps individuals manage their health condition to allow them to progress towards, move into and stay in employment.

For further information go to <https://www.nidirect.gov.uk/information-and-services/employment-support/work-schemes-and-programmes>

*Workable (NI) is delivered by three providers contracted by the Department for Communities(DFC), which are:

- Disability Action – www.disabilityaction.org
- Supported Employment Solutions (SES – a consortium made up of Action Mental Health, Cedar Foundation, Mencap, NOW Group, Orchardville Society, RNIB NI and RNID) – www.sesni.org.uk
- USEL – www.usel.co.uk

European Social Fund (ESF) Programme, funded by the EU Commission and the Department for the Economy. The ESF Programme funds a range of employability and social inclusion projects. There are 64 ESF Projects of which 22 projects are funded to support disabled people to learn new skills and gain qualifications, as well as gaining employability skills and finding employment. For further information go to <https://www.economy-ni.gov.uk/sites/default/files/publications/economy/ESF-call-2-project-directory.pdf>

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Equality Commission

FOR NORTHERN IRELAND

The Equality Commission for Northern Ireland
Equality House
7-9 Shaftesbury Square
Belfast
BT2 7DP

Tel: 028 90 500 600

Email: information@equalityni.org

**Follow us on Facebook, Twitter
@EqualityCommNI and Linked In**



Northern Ireland Union of Supported
Employment
Gortfoyle House
104 Spencer Road
Derry-Londonderry
BT47 6AG

Tel: 028 71 377 709

Email: info@niuse.org.uk

Follow us on Twitter @niuse_tweets

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