

# Ability not disability

**Supporting businesses to employ individuals with disabilities.**

Devon County Council Adult Social Care, Learn Devon and Employment, Economy and Skills teams work in collaboration to lead on an innovative programme of employment activity for disabled individuals within the county.



# Pathways

**The programme will create two pathways to work for those with an ongoing barrier to employment and a disability.**



**Community works**



**Job guarantee scheme**



## Community works

Community works groups will promote local businesses by working on a series of marketing flyers. The teams will build relationships with local businesses, develop communication and customer service skills, as well as gain practical digital and work skills.

Where a job becomes available we will support individuals into employment through the Job guarantee scheme.



## **Job guarantee scheme**

If an individual is ready for employment, we will cover their pay and training costs for 3 months at the National Living Wage.

We will provide:

- Training and continued support
- Guidance in developing their digital knowledge and ability
- Working pattern to suit them and their employer.



## **Job guarantee scheme**

We'll also provide the employer with all the support they need to become Disability Confident, receiving Disability Awareness training prior to accepting a placement.





## **Job coach training**

A wider offer will address the shortage of qualified job coaches by offering Universal Credit claimants and Devon County Council employees working within adult social care the opportunity of a level 3 qualification. This will ensure in-work support for pathway two whilst building sustainability in the longer term.