

# UNCRPD

*(United Nations Convention on the Rights of Persons with Disabilities)*

- Paradigm Shift
- Internationally Binding
- Rights Based
- Progressivity
- Article 12
- Defines THE Destination



# ARTICLE 27

Right to Work

Freely Chosen

Labour Market Open & Inclusive

Legislate to Realise the Right

Prevent Discrimination

Promote Opportunities

Ensure Reasonable Accommodation



# SUPPORTED EMPLOYMENT

- Inclusion Foundation
- Real Wages and benefits
- All Levels of Disability
- Placement first: : Choose~Get~Keep
- Flexible on going support
- Informed Choice



# FEATURES

- Individualised
- Tailor Made Support Package
- Initially Labour Intensive
- Goal Social Inclusion
- Job Coaches
- Two Customers
  - People with Disabilities
  - Employers



# EUROPE OPPORTUNITIES

Public Policy Agenda

Rights Based

Multifaceted Approach

70 + Million Citizens



# CHALLENGES EUROPE

Move From Targets?

No Disability Specific Funding

Utilise Lobby At National Level

Policy Aspirations Versus Practice

Data



“Help should not be based therefore on traditional assumptions or stereotypes afforded to people with disabilities, but instead on the Particular Needs of the Individual”.

*DGV Working Paper*



# ISSUES

One Size Fits All

No Special Regulations

Poor Outcomes

Rigid Government Interpretation of Rules

Too Much Emphasis On Vocational Training

Funding Time Limited





“Success in Employment is affected not only by Employment & Training Initiatives but by the availability of personal support, transportation, housing, flexible & supportive return to work in income programmes, the availability of jobs & the attitude of Employers”.

*DGV Working Paper*



# NATIONAL OPPORTUNITIES

Employment Priority

Partnership & Participation

Issue Acknowledged

Economic Agreement

Legislation



# NATIONAL CHALLENGES

Benefits Trap

Evaluation of Interventions

Link Policy to Money

Agree Common Agenda

Systems Change



# EMPLOYERS OPPORTUNITIES

New Source Of Labour

Meet Legislative Requirements

Makes Business Sense

“Win-Win” Situation

Overcome Fear



# EMPLOYERS CHALLENGES

**Dispel Myths**

**Understand Reasonable Accommodation**

**Informed Re Supports**

**See issue in Positive Light**

**Embrace Diversity**



# PARENTS OPPORTUNITIES

Improved Confidence in Son/Daughter

See Child as Adult

Less Anxious re Future

Celebrate Success

More Personal Time



# PARENT'S CHALLENGES

Letting Go

Trust

Dignity Of Risk

Safety Net

Independence +/-



# PEOPLE WITH DISABILITIES

## ACTION:

1. Strategic Alliances
2. Balance Shouting With Solving
3. Be Inclusive / Representative





# DECISION MAKERS

## ACTION

1. Sort Benefits Trap
2. Benchmark Practice Against Policy
3. Develop Strategic & Operational Plans.



# SERVICE PROVIDERS

## ACTION

1. Re Visit Purpose
2. Invest In Organisational Change
3. Fully Accountable Re Outcomes

# OPPORTUNITIES - SCHOOLS

Inclusive Education

Create Expectations

Support Transition

Effective Preparation Adulthood



# CHALLENGES - SCHOOLS

More Focus On Employment

Formal Transition Planning

Closer Links with Adult Services

Department of Education Commitment



# GENERAL ISSUES

Social Partners

Political Minefield

Fighting Within Sector

Follow The Money



# POLICY

“Paper Never Refused Ink”

