

LD EMPLOYMENT TASK GROUP MEETING NOTES 30TH APRIL 2009

		ACTION
1	Present: Angela, Catherine, Ellen, Carol, Carol, Graham, Anne Westhead (Anne works for the council with a personnel background.)	
2	<p>Angela talked about Valued in Public (VIP) and led a discussion on the ideas. This was a report in 2005 and recently updated, about public authorities like the Council and the Health Services needing to take a lead in employing people with a Learning Disability and championing change.</p> <p>It is based on the belief that people with a learning disability:</p> <ul style="list-style-type: none"> ▪ Want to work ▪ Have a pool of talent for the public sector ▪ Will advantage the public sector...good staff, keen to work, representative of community, raise diversity awareness and help meet diversity targets. <p>Public sector will need to make adjustments to how it does things... Eg. Adapt selection and recruitment process incorporating short term placements rather than just interviews Eg. Identify tasks that people can do, such as jobs without high level qualifications, that are fixed and don't change all the time or need constant problem solving Eg. Valuable core tasks that tie other more qualified people up, but which could be combined into one job.</p> <p>Suggestions: More Than Words theatre company should prepare a piece on employment Need to be more pro-active in advertising eg recent Jobcentre Plus jobs fair promoted employment of disabled people. Need to have some targets Should certain jobs be identified for disabled people, or look at the individual person and find a job they can and want to do? Could use eg's of good practice from the private and public sector, and find out how they dealt with problems... The employer DVD could be helpful here. Need to promote work trials, work experience Need to ensure job specs really do have core competencies and essential criteria Allow longer interviews and ensure plain language is used. Use direct payments where available to provide longer term support.</p>	<p>Task group will need to clarify and focus on:</p> <ul style="list-style-type: none"> ▪ What we are trying to achieve ▪ The benefits for the employer ▪ The key stakeholders ▪ The actual barriers in the public sector ▪ Examples from public sector where barriers have been overcome <p>Ellen agreed that ACE would test out local public sector job application forms for clarity and ease of completion.</p>
3	Carol updated the Work is for Everyone project: Finding it difficult to get paid jobs at present but pushing ahead with voluntary work to develop experience WALTER is beginning to shape up	

4	<p>Transition Julia and Trish couldn't be here today because involved in training and support, but project is progressing Catherine raised her concerns that the transition event wasn't properly publicised in the mainstream schools. She has spoken to the transition team organising the event about this.</p>	
5	<p>Looking4work Not enough time to deal with this.</p>	<p>Graham and Catherine will meet up outside meeting, and report back next time</p>
6	<p>Group Chair Because Graham will be leaving his job in June, a new chair will be needed. Graham has tried to get hold of John as co-chair to see what his position is, but he is tied up in OFSTED at present.</p>	<p>All. Decision next meeting. If you have thoughts on this but can't be at the next meeting please speak to Graham</p>
7	<p>Partnership Board We have to do our annual presentation next week. Agreed that Graham would give brief update on the projects, and also the key ideas in Valued in Public</p>	<p>GF</p>
8	<p>DONM Agreed because a number of people will be away in the bank holiday week at the end of May to move the meeting to the first week of June ie 4th June at 10,00 Agreed also to seek alternative venue that has more transport links</p>	