

# County Monaghan Partnership



## Monaghan Supported Employment Service (SES)

### What is SES?

- A service to provide specialised employment guidance and counselling for PWD – & provide the mechanism whereby PWD may enter/re-enter the workforce.

### How does it do this?

- Its role is to provide a critical link between the individual and potential employers by providing a range of services, from individual skills & Job readiness' assessment, basic job advertising, job matching, initial contact with employers and on the job supports.

### How is it different?

- The level of support provided to client is typically much higher
  - Detailed 4 stage assessment process to determine job readiness
  - Extended on-the-job support to client and employer

# County Monaghan Partnership



## Local Area Partnership Approach

**Work as local catalysts to transform the policy framework for tackling unemployment and social exclusion centered on three main approaches:**

- Promote and pursue a local multi-agency approach to planning and coordination – *better local governance*;
- Involvement of local community and social groups in problem definition & decision making – *extending the social partnership approach to the local level*;
- The promotion of local development and labour market initiatives - *to tackle the multi-dimensionality of social exclusion*

# County Monaghan Partnership



## Identified Policy Issue:

- Barriers to accessing the Labour Market for people with a disability and the low level of supports available.

*“The unemployment rate of people with a moderate illness or disability is about twice as high as for persons with no disability, while the unemployment rate of persons with a severe illness or disability is about three times the level of non disabled persons”*

*“Considering that employment is a key route to social inclusion, the urgency for measures that decrease this discrepancy are evident”*

(*“Illness, Disability and Social Inclusion”* 2003, European Foundation for the Improvement of Living and Working Conditions,)



## Identified Policy Issue:

*“The labour market participation rate for PWD (those reporting a longstanding/chronic illness or disability) in Ireland is 40%, while most of the remainder are inactive rather than classified as unemployed .....*

*This compares to an employment rate of almost 70% for those without a disability”*

(Disability & Labour Market Participation – ESRI for Equality Authority 2004)

# County Monaghan Partnership



## Why is this a problem?:

- People with disabilities represent a significant proportion of the Irish population (8 – 16%) with many having the potential to contribute to society through employment. (9.3% - census 2006)
- The onset of disability for adults of working age is associated with a 20% decline in the probability of being in employment & 15% decline in income
- People with disabilities are among the most marginalised from a social inclusion perspective, and participation in labour market is a key avenue to tackling social exclusion, low skills and social networking deficits.
- PWD often require a multi-disciplinary approach to supporting their entry/re-entry into labour market (i.e. health, training, entitlements, education)
- A high withdrawal rate of welfare supports when PWD takes up employment acts as a poverty trap (i.e. medical card, rent/allowances etc)
- The transition from Disability payment to work in open labour market requires streamlining – i.e. FAS criteria of 18hrs is restrictive, and DSFA exemption process and approval for p/t work can take up to 8 weeks to secure.

## Self Reported Disability Rates, Age 16-64, EU 1998:

Country %	Age -	15-24	25-34	35-44	45-54	55-64	Overall
		%	%	%	%	%	%
Germany		11.5	20.5	26.5	40.4	60.0	<b>33.3</b>
Denmark		21.7	23.4	28.3	35.2	43.3	<b>30.2</b>
The Netherlands		14.5	16.1	21.7	27.4	38.2	<b>22.9</b>
Belgium		7.8	11.0	17.1	23.0	31.3	<b>17.8</b>
France		7.6	9.7	14.1	20.9	31.1	<b>16.3</b>
UK		14.6	23.4	29.2	38.7	54.8	<b>30.0</b>
<b>Ireland</b>		<b>8.3</b>	<b>13.4</b>	<b>15.5</b>	<b>20.0</b>	<b>31.0</b>	<b>16.3</b>
Italy		2.6	4.3	6.3	11.7	21.4	<b>9.3</b>
Greece		2.5	1.9	6.2	15.0	27.8	<b>11.4</b>
Spain		7.0	10.1	12.8	21.3	38.1	<b>16.3</b>
Portugal		8.0	13.0	14.4	25.2	42.8	<b>19.4</b>
Austria		3.8	7.1	11.8	22.7	30.6	<b>14.4</b>
Sweden		28.4	27.7	37.1	43.5	61.4	<b>37.9</b>
Finland		18.0	23.7	27.1	39.5	58.9	<b>33.2</b>
Source: European Community Household Panel (ECHP) Survey - Eurostat, 2002)							

# County Monaghan Partnership



## Why and where is there a policy failure?:

- Statutory agencies in charge of labour market policy have been slow to formalise specific LM supports for PWDs;
- Resulting in low levels of mainstreaming
- Poverty traps are being caused by too fast a withdrawal of secondary benefits on taking up work i.e. medical card, and procedural difficulties around qualifying criteria & exemptions to work p/t while on a disability benefit

## What is needed?

- A 'joined-up government' approach to tackling the issue, i.e. National Training & Education, Health, Social Welfare, Finance Departments
- SES approach mainstreamed as part of LM intervention

# County Monaghan Partnership



## Our Objectives:

3. To address the policy failure at local level by developing a labour market project which provides specific supports for PWDs seeking employment
6. To have the Supported Employment approach fully mainstreamed as a National Labour Market policy approach under the National Employment Agency (FAS)
8. To promote a multi-agency approach to supporting PWDs who want to access the labour market (i.e. case-conferencing etc)
10. Promote a coordinated approach to policy development for PWD, which removes barriers to LM integration
12. Promoting a focus on 'ability' rather than 'disability' in LM

# County Monaghan Partnership



## Tools to influence Policy:

- Pilot a Supported Employment Service for PWDs at local level
- Demonstrate value of this policy approach through reports, case studies, lobbying etc.
- Participate in development of National Network of similar projects (i.e. IASE)
- Through this network, feed into and influenced National policy development on labour market supports for people with disabilities

# County Monaghan Partnership



## Stages:

- Monaghan Supported Employment Service (pilot) now well developed
- Similar projects now operating under national funding countrywide (24)
- National network is now beginning to impact at national and EU level
- Specific Policy supports for PWD accessing the labour market are now being articulated as National policy.

# County Monaghan Partnership



## National/EU Policy Context:

- “To remove obstacles and create incentives to employment for those furthest from the labour market .... and to achieve and surpass the Lisbon Agenda targets i.e To increase overall employment participation rate to 70% by 2010”  
*(Employment & Employability, National Action Plan for Social Inclusion 2007-2016, p. 43).*
- “Increase the employment of people with disabilities who do not have a difficulty in retaining a job – aim to have an additional 7,000 PWD employed by 2010 ... and by 2016 increase employment rate of PWDs to 45%”  
*(National Development Plan 2007-2013, p. 42).*
- “PWDs are significantly constrained by the absence of support services and/or the high withdrawal rates of welfare support they otherwise receive only in recognition of a status outside the labour market”  
*(NESC, Developmental Welfare State, (p.30)*
- The European Council has identified PWDs as one priority category for increased labour market participation  
*(Council of EU,- Joint Report on Social Protection and Social Inclusion 2007)*