

BRIDGE TO WORK

Supporting young disabled
Londoners into and in employment

**CITY
BRIDGE
TRUST**



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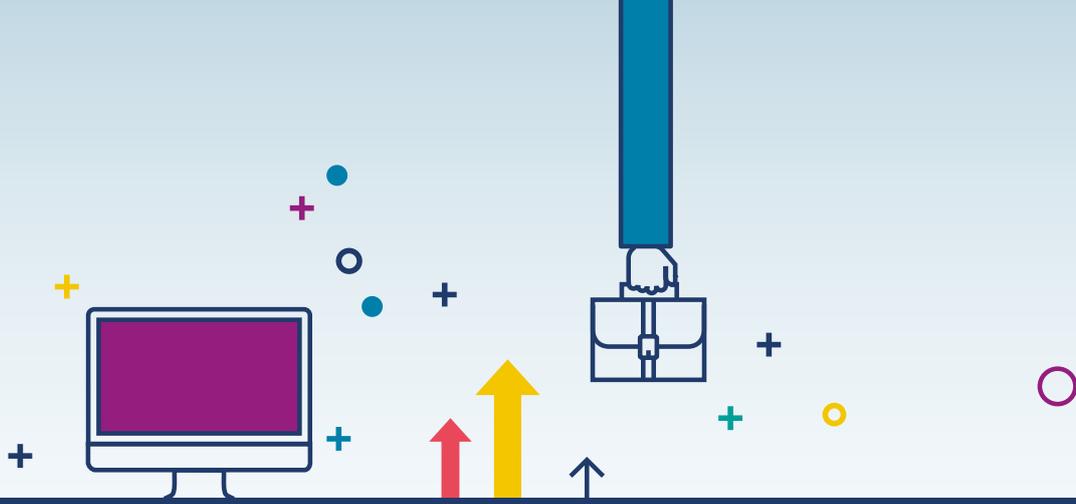
The City Bridge Trust is the charitable funding arm of Bridge House Estates which can trace its origin back over 800 years ago. The primary purposes of the charity are to maintain and support the London, Blackfriars, Southwark, Tower and Millennium Bridges. The City of London Corporation is the sole corporate trustee of the charity and by careful stewardship of the charity's underlying asset base, income surplus to that required for the five bridges has, since 1995, been applied for more general charitable purposes to benefit the inhabitants of Greater London.





Background

The City Bridge Trust's *Bridge to Work* programme aims to tackle the disproportionately high level of unemployment amongst young disabled Londoners. The Trust's investment of £3.3m over the next 5 years (alongside £1.25m to support people with mental health needs in employment) will support a range of activities to break down the barriers to employment for these 16-30 year olds. We are offering bursaries for paid internships; access to practical support and guidance for employers and for those seeking work; and we are enabling selected charities (below) with deep experience of the issue to scale up their work and to join together to influence policy and practice. In addition we recognise the importance of supporting employers to do more with this rich but untapped seam of talent and potential.



The Business Case

At the age of 26, disabled people are nearly four times more likely to be unemployed than non-disabled people. With the right support and awareness, however, they can thrive in the workplace and employers can benefit. The UK economy cannot afford to overlook such a significant segment of the workforce and one which offers a wealth of talent, experience and perspective that can help companies grow and thrive by reflecting more fully the diverse range of customers they serve. There are more than 12 million disabled people in the UK with spending power estimated to be in excess of £100 billion a year. That's a largely untapped market and employing disabled people, understanding disability and generally having a proactive attitude towards disabled customers or service-users could be hugely rewarding to your organisation's bottom line. From a recruitment point of view, if you positively seek to attract applications from disabled people you will have a much wider choice of potential employees with a good range of skills and a positive attitude towards work.



Action for Kids

Action for Kids works with business across London to support young disabled people into jobs. We respond to employers' recruitment needs by connecting them with ambitious young people with appropriate skills. Our candidates represent the 94% of people with learning disabilities that are not yet in work, but who come with incredible potential. We help employers unlock this potential by using the supported Employment model. Our Bridge to Work grant from the City Bridge Trust will enable us to partner with more employers and introduce more people with disabilities to the job market, benefiting the young people, employers and society.

www.actionforkids.org



Inclusion London & Action on Disability

Our project “*Making it Work*” will use an internship model where disabled young people spend nine months with a host employer supported by an on-site tutor and job coaches. Inclusion London will lead a partnership of DDPOs (user led Deaf and Disabled people’s organisations) to test out new approaches to this model and roll them out. This five year project will work with employers, supporting them to understand the business case for employing Disabled people and giving them the tools to improve recruitment and retention. We will develop an evidence base for wider policy and practice in employment support for disabled people.

www.inclusionlondon.org.uk

www.actionondisability.org.uk



Muscular Dystrophy UK

Our project “*Moving Up*” aims to provide work experience and employability skills for young disabled Londoners. We offer in-depth, holistic, support, which aims to combat barriers to employment through a variety of mediums, such as internal and external work experience opportunities, employment skills events, networking and careers resources. Through our close work with young disabled people we have discovered a number of external factors contributing to the inequality of opportunity, such as a lack of knowledge of employment rights, transport and social care. We aim to research and address these more hidden issues, through forum groups, parliamentary engagement and rights workshops.

www.muscular dystrophyuk.org



National Autistic Society

NAS's recent research shows that just 16 per cent of autistic people are in full-time paid work, and accessible support needs to be freely available to autistic people.

As part of the Bridge to Work initiative, the NAS are developing an online training resource which will support autistic jobseekers in finding work.

The online training module will be free to download and will support autistic jobseekers to find work by building their confidence in applying for work, improving their knowledge of how to apply for a job, and supporting them to learn practical employment skills. The resource will be suitable to be completed alone or with the support from family or professionals.

www.autism.org.uk



Royal Mencap

Royal Mencap (commonly known as Mencap) is delivering a project with two interlinked streams of activity; our “*Employ Me*” programme which will support people with a learning disability to get job ready and our *Employer Engagement* programme which will engage and educate employers, increasing their accessibility and supporting them to employ people with a learning disability.

This project is also hugely complimentary to the Government’s drive to have more people with a learning disability accessing apprenticeships. We will support people with a learning disability to have the confidence and ability to enter apprenticeships and will advise employers on how to attract, support and retain apprentices with a learning disability into their business.

www.mencap.org.uk



Whizz Kidz

Whizz-Kidz will be working to create partnerships with Local Authorities in London to identify wheelchair users in education who could benefit from a work placement within their local area. The young people referred will have access to tailored pre-employment support including training to increase employability skills and support to enter into short, paid, work placements. Whizz-Kidz will work with an established network of corporate and private sector organisations to source a range of suitable work placement opportunities and ensure they are able to welcome and support young wheelchair users into a wide range of work experience placements.

www.whizz-kidz.org.uk



Other Key Players

In addition to the above organisations there are others who are offering similar support to disabled job-seekers and employers in general and/or to the Bridge to Work programme in particular – eg

- Scope (www.scope.org.uk);
- Business Disability Forum (www.businessdisabilityforum.org.uk);
- Leonard Cheshire Disability (www.leonardcheshire.org);
- Disability Rights UK (www.disabilityrightsuk.org).

These add to the rich stream of advice and support that is available should you be looking for work, or looking for staff.

ChangeLondon - our bursary scheme for paid internships

City Bridge Trust has joined forces with Leonard Cheshire Disability to support young disabled Londoners into paid work through a bursary scheme to support paid internships.

ChangeLondon will help young disabled people in London, aged 16-30, to find and maintain employment, with a focus on strengthening links with and support to potential employers. One way of doing this is to support the provision of meaningful, paid, work experience.

Leonard Cheshire Disability, as the ChangeLondon delivery partner, has a wealth of experience running award-winning employment programmes, supporting young disabled people to make the most of their talent.

Beginning on 1st November 2017 Leonard Cheshire Disability will award bursaries of up to £4,000 per person on behalf of City Bridge Trust to London-based small and medium sized companies (SMEs), as well as eligible charities – so that they can provide paid internships to young disabled Londoners.*

* An SME is defined as an enterprise which meets two out of three criteria: it has a turnover of less than £25m, it has fewer than 250 employees, it has gross assets of less than £12.5m. Eligible charities are those which have an average annual income in the past three years of no less than £500,000.

These organisations can apply for ChangeLondon money to support potentially life changing, paid, work placements – from a pool of up to £500,000 over the next five years.

All placements must be for a minimum of 200 hours within a 12-month period. Exact placement periods are flexible and will be determined by the needs of the employers and the interns. All interns who take part must be paid the London Living Wage as a minimum.

Employers participating in the bursary scheme will have access to practical, pragmatic, and relevant support if needed so that all parties have positive experiences.

It is our ambition that these paid internships will lead to permanent employment opportunities across London.

Leonard Cheshire Disability CEO Neil Heslop said: “The employment figures for young disabled people are a continuing cause for major concern. We're delighted to be partnering with City Bridge Trust, and to work with small and medium sized businesses and charities to narrow the disability employment gap across London.”

For more information and how to apply:

www.leonardcheshire.org

www.citybridgetrust.org.uk

The City Bridge Trust is committed to ensuring that all our communications are as accessible as possible to everyone, including disabled people. For this reason we use 14 point font size to follow established best practice. This document is also available in electronic format at:

www.citybridgetrust.org.uk/bridge-to-work

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