



Department for  
**Communities**

An Roinn

**Pobal**

Mánnystrie o

**Communities**

[www.communities-ni.gov.uk](http://www.communities-ni.gov.uk)

# Disability Employment landscape within Northern Ireland

ICTU Conference – 9<sup>th</sup> December 2021

---

**Stephen McGlew**

Head of Strategic Employment  
Department for Communities



# The Disability Employment Landscape

The Disability Employment Gap is

**44**

percentage points

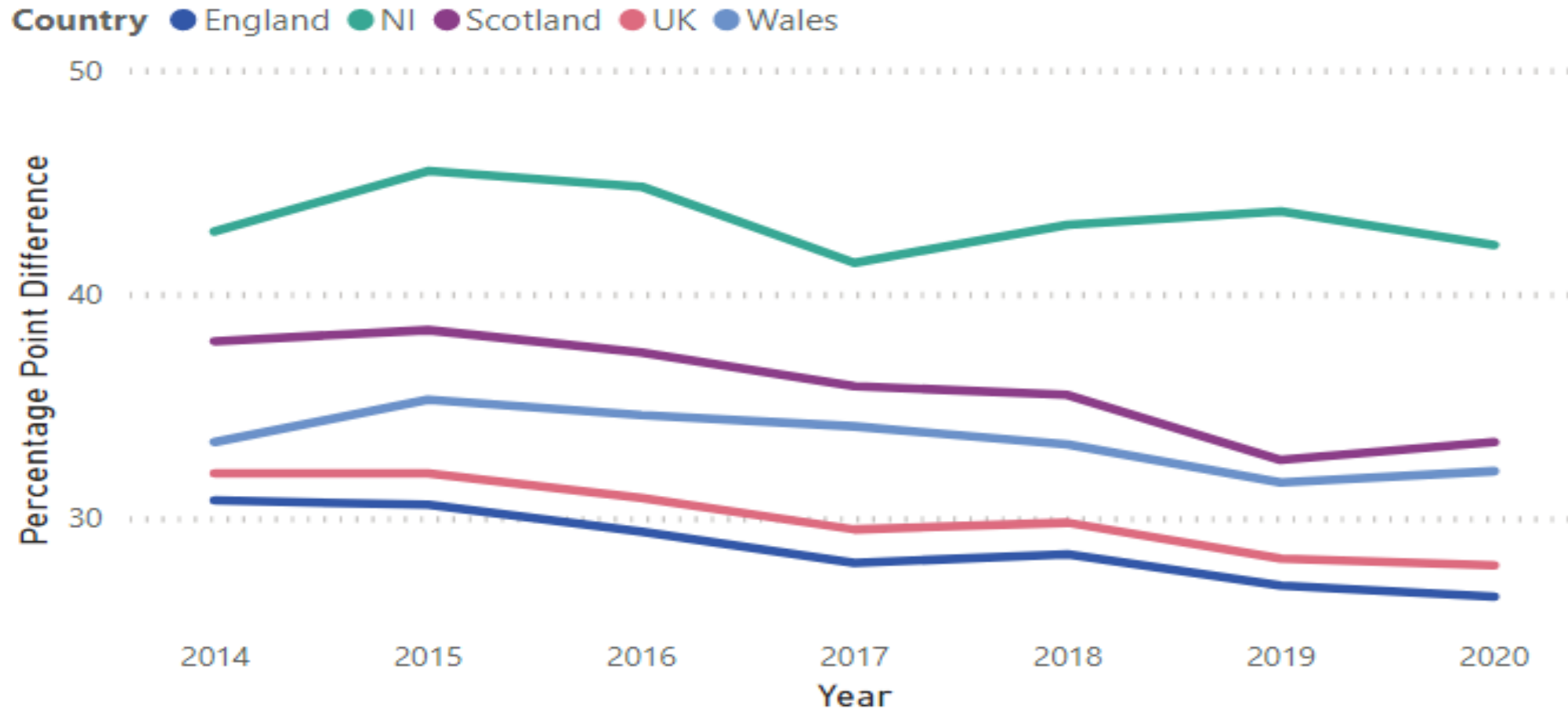
Employment rate (non disabled): 79.7%

Employment rate (disabled): 35.6%

(LFS. Nov 2021)

# The Disability Employment Landscape

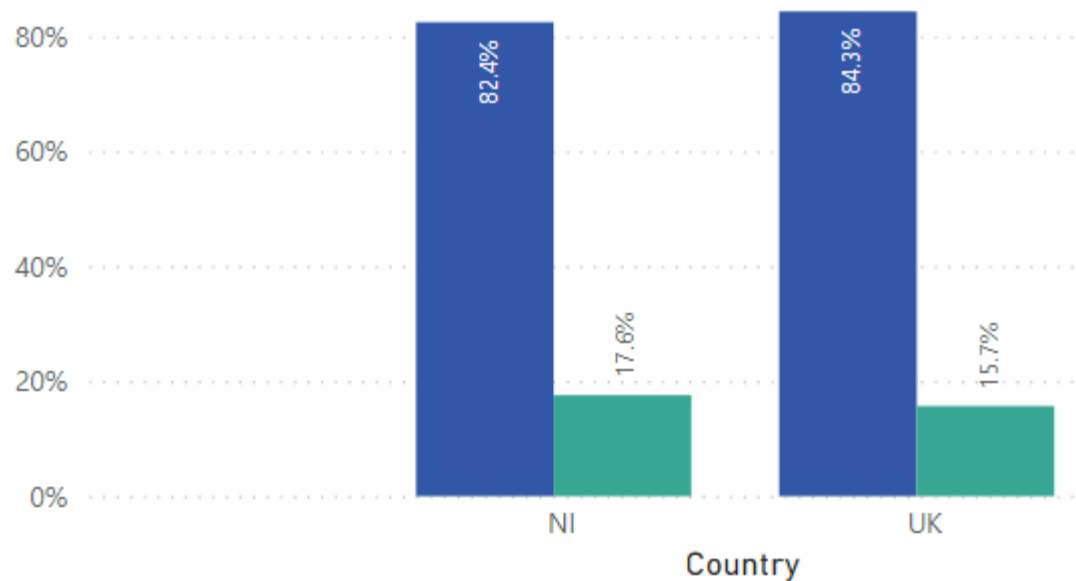
## Disability Employment Gap (Year: 2020)



# The Disability Employment Landscape

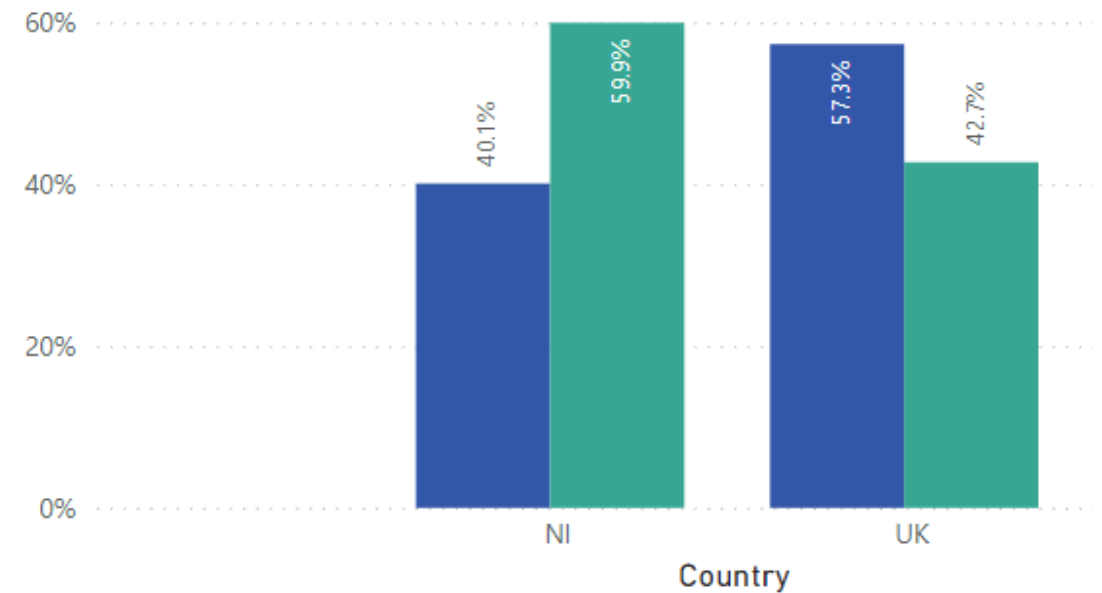
## Economic Activity Rate (Year: 2020)

Labour market status ● Economic Activity ● Economic Inactivity



Non-Disabled

Labour market status ● Economic Activity ● Economic Inactivity



Disabled

## The Wider Picture: A crucial time for Disability in NI

- An Executive Disability Strategy
    - **DRAFT Outcome 7** – “Deaf and disabled people can access, sustain and progress within quality employment within an inclusive labour market”
  - A Disability Employment Strategy for NI (and a new Skills Strategy)
  - Ground breaking Labour Market Research on Disability Employment
  - Fluctuations in Provision: **New. Refreshed. Continued. Closed.**
  - Delivery of the Harkin International Disability Employment Summit (June 2022)
  - A new Assembly & Programme for Government
  - Economic Recovery vs Pandemic Uncertainty
-



## Disability Employment: Current Provision

**Access to Work**

**Condition  
Management  
Programme**

**European Social  
Fund**

**Workable NI**

**JobStart (Disability  
Enhancement)**

**Jobs & Benefits  
(Frontline Services)**

## A new Disability Employment Strategy for NI - Setting a long term Commitment

A statement of intent and priority for disability employment in NI. It must be ambitious, but achievable.

	<u>What will this say?</u>	<u>What will this achieve?</u>
<b>A Vision Statement</b>	Setting an aspiration to create an inclusive labour market that meets the personal needs and ambitions of disabled people.	Signaling our clear intent for where we want to be. Our intended outcome.
<b>A long term Commitment</b>	Setting a commitment to reduce the NI disability employment gap: <ul style="list-style-type: none"> <li>• 10 Years by 10 percentage points?</li> <li>• 15 years by 15 percentage points?</li> <li>• 20 years by 20 percentage points?</li> </ul>	A clear & transparent commitment to addressing this problem. <ul style="list-style-type: none"> <li>• A target to aim for and exceed</li> <li>• Achieved through a series of 5 year strategies</li> <li>• Flexibility to respond to labour market changes, informed by Research &amp; Evaluation</li> </ul>



## A new Disability Employment Strategy for NI - Setting a long term Commitment

### Emerging Actions

### How do we effectively measure and monitor progress?

#### Personalised Support

- Delivery of Wider Health and Work Provision
- In-Work Support Provision
- Pre-Employment Journey & Provision
- Self-Employment
- Adjustments Passport

#### Enabling Employers

- Employer Standard for Inclusive recruitment
- Framework of electronic resources, advice and best practice
- Disability Champions
- Working with Agencies

#### Careers & Skills

- Access to lifelong learning
- Inclusive and Accessible Careers support
- Transition pathways to employment and education
- Accessible skills provision

#### Strategic Enablers

- Collaborating and Partnering
- Employability Pathways within NICS
- Customer User Panels
- Social Value in Public Procurement
- Research Programme
- Disclosure Awareness Campaign





## Summary

- An incoming year that will set strategic direction at the highest levels.
- Seeking to set a clear and transparent long term commitment.
- Set the first in a series of targeted action plans.
  - Pre-employment Journey
  - In-Work
  - Self-employment

**Questions & Discussion welcome**

---