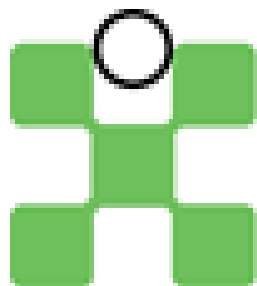


WORKFiT

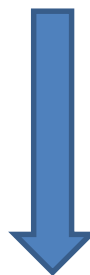
Connecting Employers to Employees with Down Syndrome





Down's Syndrome Association

A Registered Charity No. 1051474



Information
Advice
Helpline
Training
Membership
Communications
Campaigns
Publications

WORKFiT[®]
Connecting employers and employees

DSAActive *Activities for people with Down's syndrome*

WorkFit: Who we are and what we do

- Facilitate employment opportunities for people with Down's syndrome.
- Encourage employers to employ people with Down's Syndrome and increase awareness of their needs in the workplace
- Provide a supported job matching process and on-going support once in post



WorkFit: The journey so far . . .

Candidates (active) registered:	558
Placements:	271
Placed in paid employment:	48%
Placed in work experience/voluntary work:	52%
Employers Trained (1,821 employees):	303
Employment Development Officers:	6 (just)

WorkFit Blogs: www.downs-syndrome.org.uk/blog-category/workfit/

Employment rates

Employment rates for people with learning disabilities are among the lowest, and lower than for all people with disabilities. There are around 142,000 working-age adults with learning disabilities known to Councils with Adult and Social Services responsibilities. Of this group, only **6.7% are in paid employment** in England. This compares to the employment rate for all people in the UK at around 79%, and for people with all disabilities at between 41% and 48%(1). Mencap estimates that around **65% of people with learning disabilities want to be in paid employment.**
(2)

(1) ONS Labour Market Statistics, May 2015 release, Q4 2014/15, Table A08.

(2) <https://www.mencap.org.uk/about-learning-disability/about-learning-disability/facts-about-learning-disability>

Health and Benefits of employment . . .

- Links to increased life expectancy, decreased isolation, improved mental health and wellbeing, increased spending power.
- Increased staff retention, engagement levels of existing staff go up, Increased awareness of needs of customers with learning disabilities, Diversity improved services attracting the 'purple pound – the spending power of people with disabilities (estimated £212 billion)

Mckinsey Report – The Value people with Down Syndrome can bring to organizations - “organizational health” *(an organization’s ability to align, execute, and renew itself faster than competitors so that it can sustain exceptional performance over time).*

‘There are mutual gains when people with Down Syndrome are included in the workplace. People with Down Syndrome involved in such initiatives have a better quality of life and opportunities for development, while the companies that employ them often report significant improvements in their “organizational health”.’

WorkFit in practice

Find out more

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Further Reading:

- A line managers guide to employing someone with a disability - Disability Confident
- BASE website – British Association of supported employment.
- Mckinsey Report – The Value that employees with Down Syndrome can add to organizations.