



Workable (NI)

Case studies

supporting people with physical disabilities in a wide variety of jobs

Thomas' story

Thomas worked as a General Operative for a Woodworking Manufacturer sponsored by USEL under the Employment Support Programme until he was made redundant. Thomas has a physical condition which affects his co-ordination. He remained positive that another job opportunity would become available. Thomas was actively supported in his job search by his USEL Employment Services Officer (ESO) and secured employment with a building contractor. He was supported in this job under Workable (NI). Both the Employment Service Adviser (ESA) at the Jobs and Benefits Office and the ESO with USEL worked closely together to secure the position. Thomas enjoyed all aspects of his new job but as a non-driver he experienced difficulty travelling to different building site locations. Thomas and his ESO continued to look for locally based employment and whenever his former Woodworking Manufacturer advertised job vacancies Thomas successfully reapplied and secured

employment again supported under Workable (NI). Thomas carries out a range of duties mainly feeding machinery and removing end product in the manufacture of windows. He also puts fittings onto sash type windows. Under Workable (NI) Thomas receives enhanced "one to one" supervision and mentoring. The job has been designed to maximise his contribution, skills and abilities. USEL has assisted Thomas to obtain Working Tax Credit and has successfully supported him to apply for a higher rate of Disability Living Allowance. USEL calls regularly to see Thomas and liaises closely with the management and supervision at his workplace. The "one to one" support provided under Workable (NI) is most important because Thomas also has poor memory retention. The support provided by both the ESA and the ESO was most important to help Thomas through redundancy and help him secure alternative employment.

Joe's story

Joe worked in an administrative role with a large employer from 2000. He has a rare progressive physical disability which caused him mobility problems and increasing levels of joint pain. Joe's employer was aware of his disability but had difficulty identifying adjustments and coping with the variable nature of Joe's condition. Co-workers were also having difficulty responding positively to Joe who found himself under considerable stress and was feeling increasingly isolated in work. Disability Action became involved with Joe through Workable (NI) and his situation improved markedly. Joe receives "one to one" support to adjust to his increasing levels of difficulty and help him to cope with the stress of managing his disability

at work. He is reassured that Disability Action can help him and his employer identify suitable adjustments to the job while planning for further deterioration in his condition. The Placement Officer has helped translate recommendations from Occupational Health into practical actions in work which take the pressure off Joe. Disability Awareness Training will be delivered to Joe's co-workers to help them understand the hidden impacts on his work and variable nature of his disability. The Placement Officer will continue to mentor Joe in work and identified training which will help the employer reallocate duties as his condition progresses.



David's story

David was placed in work by USEL as a general operative in a local supermarket under the Employment Support Scheme. Unfortunately David was made redundant when the supermarket closed. David was keen to find another job. USEL and David's Employment Service Adviser jointly worked to help source another Employment opportunity. Together they assisted David to submit a number of job applications and he was successful in obtaining employment with another supermarket under Workable (NI). David has settled into his new job very well and says "I am so happy to be back in employment. I was so upset whenever I was made redundant. I am really enjoying my new job and would like to thank my ESA and USEL for helping me

get back to work". David's new supermarket manager says "David is proving to be a very reliable member of our workforce. He is very keen and displays a very positive attitude towards his work" David has a physical disability which affects his mobility and he also has some speech difficulties. Under Workable (NI) David is receiving "in house" job coaching, mentoring provided by USEL, enhanced natural supports and development cost funding. He has been set development goals to improve his overall job performance in terms of increasing his range of duties, reducing the level of supervision he requires, and improving his own confidence and initiative.

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For further information

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