



HOUSE OF LORDS

The change from education to work for young disabled people

**How the Government should
support young disabled people**



Who we are



HOUSE OF LORDS

We are the **Public Services Committee** in the **House of Lords**.
We are a group of people who help the **government** make important decisions about new **laws**.



The **Government** is in charge of running the country.



Laws are rules that protect people and make sure everyone is treated in a good and fair way.



We want to make sure the right laws and support are in place to protect disabled people.

What this booklet is about



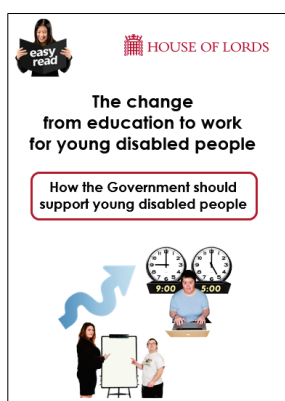
It is difficult for young disabled people to **transition** from education to work.



Transition means to change from one thing to another.



They do not get enough support to find a good job and they are often treated badly at work.



This booklet tells you what we think the Government should do to help young disabled people transition from education to work.

Our inquiry



We made an **inquiry** into what support young disabled people get when they transition from education to work.



An **inquiry** is when we look at something closely to find out all the information we need.



This booklet tells you the most important information from our inquiry.



It tells you what we think the Government should do to help young disabled people, starting with the support they get in school.

Support in schools



Young disabled people need the right support in school before they transition to work.



We want the Government to give disabled students more support.



We think the Government's idea for all young people to have two weeks of **work experience** is great.



Work experience is when you work closely with someone else and learn how they do their job. You might also do some work.



The Government should work with schools, colleges and businesses to get more chances for students to do work experience.



Vocational profiling is a great way for students to find out what kinds of jobs they would enjoy or be good at.



Vocational profiling is when you are asked questions about your skills and what you enjoy doing to find out what jobs would be best for you.



The Government should make sure all young disabled people get vocational profiling in school.



We want the Government to make a plan for how they will do this by September 2025.

EHC plans



EHC stands for educational health and care. An **EHC plan** explains what support someone needs to do well in school and to be healthy.



It takes a long time for EHC plans to be made, and some people find it hard to get one made at all.



Many disabled people don't get the support they need even if they have an EHC plan.



We want the Government to tell us by June 2025 how they will make it easier and quicker for people to get EHC plans made.

Special training



Young disabled adults need support from **careers advisers** who are trained to help people with disabilities.



Careers advisers give you advice and information about how to get into certain jobs. For example, what skills and education you need.



All young disabled people should be able to talk to a careers adviser.



We want more careers advisers to have the right training and skills to help people with disabilities.



We want the Government to find out how many careers advisers in England already have this training.



We want the Government to make sure all careers advisers are trained to help people with disabilities.

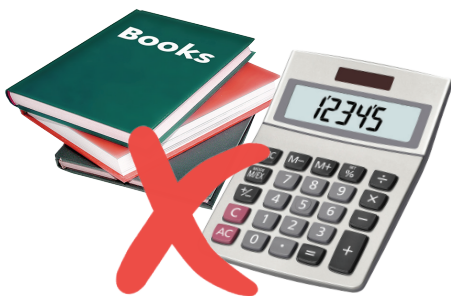


We want the Government to show us how much of this work they have done by March 2025.

Further education



Further education is when you stay in education after you are 16 years old.



It can be hard for disabled people who don't have a maths or English GCSE to go into further education.



The Government are trying to make it easier for them to go into further education and to keep learning.



T Levels are a new type of further education that let you learn about practical subjects like teaching, animal care or how to be a builder or plumber.



Not long ago the Government wanted to get rid of **BTECs** and have T Levels instead.



BTECs help you learn how to do practical jobs like T Levels, but they are easier to apply for.



The Government are not getting rid of BTECs right now, but they are doing a review of further education.



In their review the Government need to think about what will be best for disabled people.



If they decide to get rid of BTECs there needs to be other qualifications that are right for disabled people.

Internships and apprenticeships



All young disabled people should be able to do work experience so they can find out what work is like.



Internships are a type of work experience people often do when they leave school.



An **internship** is when you spend a few weeks or months at a job to learn new skills and see if you enjoy it.



Supported internships are internships for disabled people with an EHC plan.



An **apprenticeship** is when someone is paid while learning how to do a job. They learn in a classroom but mostly while doing the job.



Supported internships and apprenticeships are a great way for employers to learn how to support disabled people at work.



Employers can learn about what **barriers** stop disabled people from working for them.



Barriers are things that stop disabled people from being treated fairly or included.



The Government should make sure there are more supported internships and apprenticeships for disabled people.



They should make a **campaign** to get more businesses to take part in supported internships and apprenticeships.



A **campaign** is when you use things like news stories, posters and adverts to tell people about something.

Support in universities



Universities should give disabled students information about support such as reasonable adjustments.



They should also give students information about accessibility. For example, if buildings are easy for someone in a wheelchair to use.



We want the Government to do a review on how much information about accessibility is given to disabled students.



This review should explain what the Government and universities should do to support disabled students.

Support services



There are many great services that help young disabled people after they finish their education.



These services often do not have enough money to run well and help everyone who needs it.



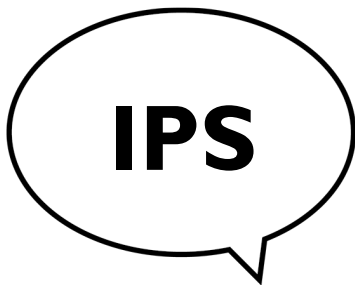
Services should work more with young disabled people who have already left education.



They should work with them, even if they cannot work or they have not found a job yet.



The **IPS in Primary Care service** is a service that helps disabled adults to find and keep a job.



IPS stands for **Individualised Placement and Support model**.



It is a type of support that is different for everyone because it thinks about what each person needs.



They help you find a job and then they keep giving support to you and your employer.



The Government should write reports each year about how well this service is doing.



The Government also wants to join two services together to make one service that is better.



These are **JobCentre Plus** and the **National Careers Service**.



This new service would give people **joined up care**. **Joined up care** is when services work together to give different types of support.



We want the Government to make sure the people running this new service have the right training.



This includes knowing how to use **assistive technologies** that help disabled people do everyday tasks like reading and writing.



Access to Work is another great service that gives money and support to people who are looking for work.



A lot of people don't know about Access to Work, and people say it takes a long time to hear back about their application.



We are glad the Government is trying to make it easier for people to apply for Access to Work.



Universal Support is a service that helps people find work and keeps supporting them when they have a job.



We want the Government to give more people Universal Support and to make a plan for how they will do this.

Employers



Employers need to make sure disabled people are supported and included at work.



The **Disability Confident scheme** is a way for employers to show that they want to employ disabled people and know how to support them.



Employers get something called a **kitemark** if they join the scheme. A **kitemark** is like a stamp that shows how good a business or service is.



Some businesses have the kitemark and they don't hire disabled people or do anything to help them in work.



The Government should review the **Disability Confident scheme** to make sure employers who join the scheme help disabled people find and stay in work.

Reasonable adjustments



Reasonable adjustments are changes you can ask your employer to make so work is accessible for you.



For example, asking to work from home, for extra time to do work, or to have information in Easy Read.



It can take a long time for people to hear back from their employer when they have asked for a reasonable adjustment.



We want the Government to make a new rule that says employers must reply to their staff within four weeks of asking for a reasonable adjustment.

Accessible information



We want young disabled people to have information about services and support that it is easy for them to find, read and understand.



We are glad there are services which give people information. For example, the **Equality Advisory and Support services** and the **Employee Health and disability service**.



The **EASS** gives people information about what they should do when they are treated badly by someone like their employer.



The **Employee Health and Disability service** gives employers advice about how to support staff with disabilities.



But it can still be difficult for disabled people to find the information they need. Information is often in different places too.



We want the Government to make a website that has all the information about the transition from education to work in one place.



It could be like **ARC Scotland's** website called **COMPASS** that gives young people information about becoming an adult.



The website needs to tell disabled people what **rights** they have at work.



Rights are the things people should have no matter what. They explain how you should be treated by others.

The rights of disabled people



It is difficult for young disabled people to have their rights taken seriously at work.



Many disabled people do not know what rights they have at work.



We think employees should legally have to tell disabled people about their rights when they start working.



The Government is starting to change how people can report if they don't have their rights at work or if they are treated badly.



The Government needs to make sure that any new changes to reporting will still protect disabled people.



We want the Government to keep working on their plan called **Make Work Pay**.



Make Work Pay is a plan that would help make sure people have their rights at work.



We also want the Government to make a campaign to change the ways people think about disabled people at work.



This campaign should be made with the help of disabled people.

Data and information



We are glad the Government thinks that disabled people should be paid the same amount as everyone else.



The Government should make sure businesses report their **disability pay gap** each year.

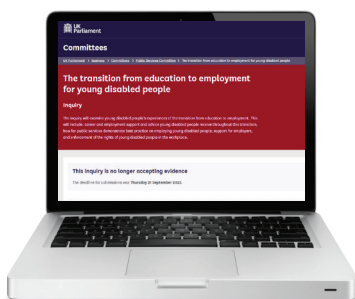


A **disability pay gap** is the amount of money people who are disabled are paid compared to people who are not disabled.



Reporting a disability gap should be a rule for businesses with more than 250 staff. Businesses with less staff can report this information if they want to.

Find out more



Click the link below to read the full version of our inquiry

Our inquiry



Our inquiry is also in British Sign Language (BSL) on our YouTube channel.



Click the link below to go to our YouTube channel

Our YouTube channel



You can also follow us on X which used to be called Twitter

Our Twitter