



Department
for Work &
Pensions

Connect to Work : Supported Employment Implementation Specialist Team

MARKET ENGAGEMENT

What is Connect to Work?

- Connect to Work was announced as part of the Get Britain Working White paper in November 2024 as a large-scale investment to help people with long-term health conditions, disabilities and complex barriers to work into sustainable employment.
- CTW will be delivered across England and Wales phased from April 2025 over 3 years through Accountable Bodies (ABs). Delivery plans designed by ABs will align to local services and priorities, Delivery will meet Supported Employment Qualification Framework (SEQF) and Individual Placement Support (IPS) fidelity models.
- A Connect to Work intranet site will launch early in 2025.

- CTW is a devolved programme with significant scope for localism and delivery aligned to local priorities and programmes at MCA and LA cluster levels
- The SEIS team is working with ABs to help development of their delivery plans by using specialist knowledge and experience of SEQF and IPS
- SEIS use their first-hand experience and management of fidelity models to help make delivery plans credible.
- Advice can cover all elements of SEQF and IPS including integration and employer engagement.
- Support will continue into the implementation stages.

Supported Employment: 12 Principles



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There are twelve core values of Supported Employment

1. Understand the positive contribution in the workplace.
2. Real jobs
3. Zero rejection
4. Work readiness not a helpful concept
5. Job search should happen at the earliest opportunity.
6. Choice and Control
7. Partnership
8. Full Inclusion
9. Employer as a customer of supported employment in their own right
10. Draws on Social Role Valorisation (SRV)
11. Draws on the social model of disability
12. Career development

Individual Placement and Support

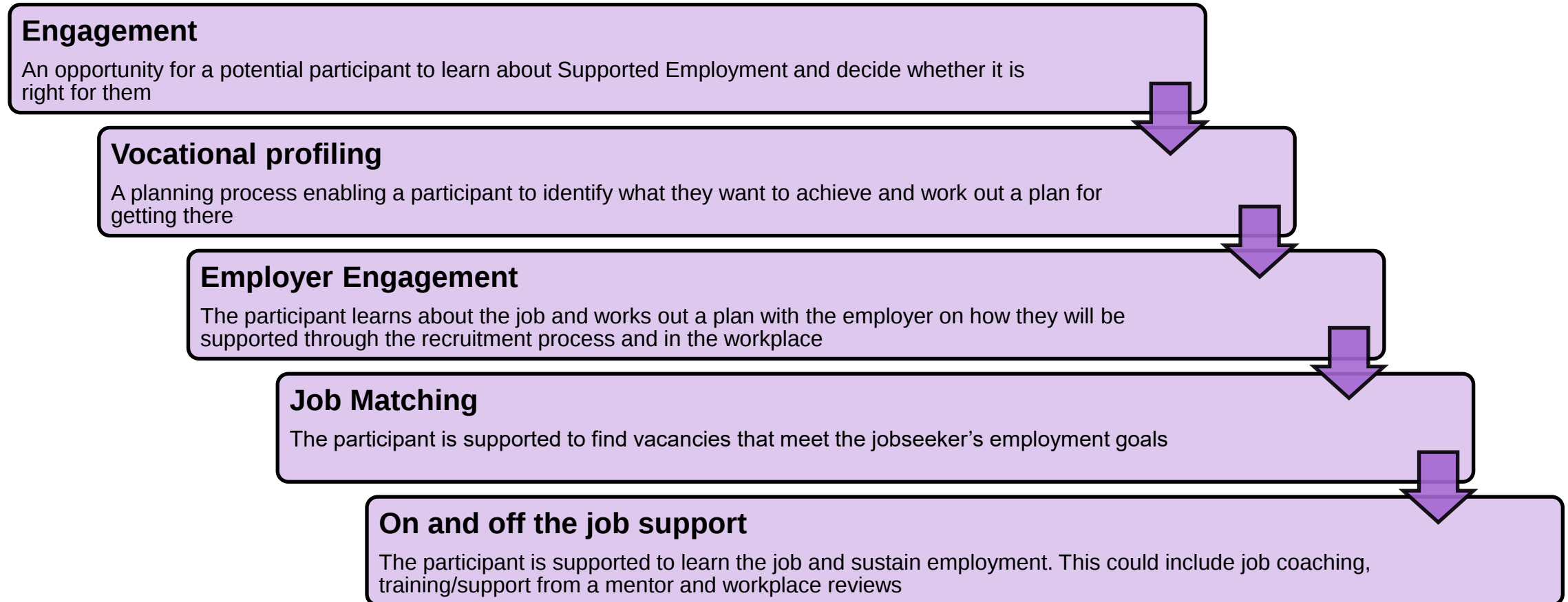


IPS has been shown to be more effective the more closely it follows these eight principles:

1. **It aims to get people into competitive employment:** Volunteering or sheltered work are not counted as outcomes.
2. **It is open to all those who want to work:** With no exclusions based on diagnosis, health condition or benefits claim.
3. **It tries to find jobs consistent with people's preferences:** Not just any job.
4. **It works quickly:** Job search starts within four weeks, even if a client has been off work for years.
5. **It brings employment specialists into clinical teams:** So that employment becomes a core part of mental health treatment and recovery.
6. **Employment specialists develop relationships with employers based on a person's work preferences:** Not based on who happens to have jobs.
7. **It provides ongoing, individualised support for the person and their employer:** Helping people to keep their jobs at difficult times.
8. **Benefits counselling is included:** So that no one is made worse off by participating.

What Is the Supported Employment Quality Framework?

The Supported Employment model is a flexible and continuous approach to employment provision. Supported Employment is tailored to meet each person's needs – and those of their employer – through its **five stages**:



Core Values



Normalisation

In supported employment, normalisation refers to creating job opportunities and workplace experiences for disabled people or other support needs that are as similar as possible to those of non-disabled individuals. The goal is to promote inclusivity and dignity by helping individuals gain access to competitive, integrated work environments where they can earn fair wages, contribute meaningfully, and experience typical aspects of employment

1.Equal Treatment 2.Standard Work Environments 3.Skill Development 4.Social Integration

Social Role Valorisation

In supported employment, Social Role Valorisation (SRV) is a principle that focuses on enhancing the social roles of individuals who might be at risk of social devaluation, such as those with disabilities or other support needs. The aim is to help individuals be seen and valued as contributing members of society, which in turn positively impacts their self-esteem, social interactions, and quality of life. Key aspects of SRV in supported employment include:

1.Valued Roles 2.Inclisive Environments 3.Skill and Strength Building 4.Positive Social Perception 5.Enhanced Social Status

Inclusion

In supported employment, inclusion means actively ensuring that disabled people or other support needs have equitable access to job opportunities, are fully integrated into the workplace, and are treated as valuable, contributing members of the team. Inclusion goes beyond just physical presence—it emphasises meaningful participation, engagement, and belonging. Core aspects of inclusion in supported employment include:

1.Equal Access to Opportunities 2. Workplace Integration 3.Social Belonging 4.Support and Adaptations 5.Respect and Recognition

Empowerment

In supported employment, empowerment refers to enabling individuals with disabilities or other support needs to take control of their work lives, make decisions, and actively shape their career paths. It's about building confidence, independence, and self-determination so that individuals feel capable and valued in their roles. Key aspects of empowerment in supported employment include:

1.Choice and Control 2.Skill Development 3.Self-Advocacy 4.Autonomy 5.Recognition of Strengths

- Greater detail at a follow-up event will cover:
- Differences in the models
- Who is SEQF suitable for?
- Who is IPS suitable for?
- What are typical caseload sizes?
- How long are people typically on programme for?
- What does in-work support look like?
- Fidelity assessment

QUESTIONS



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ANY QUESTIONS?