



What Dimensions thinks about...
People with a learning disability or
autism having a job

Easy Read



This page tells you what Dimensions thinks about people with a learning disability or autism having a job in simple words and pictures.



Dimensions believe you should be able to work if you want to.



Dimensions believe you should have the same chances to train and study as anyone else.



What is happening now



When you have a job, you get paid money for the work you do.



Having a job can make you feel good. Having a job can make you feel you can do things for yourself. Having a job can help you think about what you want to do in the future.



Most people with a learning disability or autism want to work.



Only 6 out of 100 of people with a learning disability have a job that pays them money.



Only 15 out of 100 of people with autism have a job that pays them money.



Most of the jobs you can get only pay a small amount of money.



Most of the jobs you can get might only be for a few hours a day. Most of the jobs you can get might only be for one or two days a week.



What the problems are

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There are lots of reasons you might find it hard to get a job.



You might have problems with transport. It might cost a lot of money to get to work.



It is very helpful to use a computer that is connected to the internet when you are looking for a job. You can find most jobs on the internet. You might need to apply for the job on the computer.



Bosses sometimes worry about giving people with a learning disability or autism a job.



You might find it hard to get to a computer.



You might find it hard to understand the form you need to fill in to get a job.



You might need to travel to use a computer.



You might need extra support to have a job. You might need a communication aid to help you communicate.



You might need to pay to use a computer.



You might need special earphones to help you if the place you work is noisy.



You might need help using a computer.



What needs to change

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Here are the things that Dimensions think need to change so more people with a learning disability or autism can work.



Access to Work is money the government pays you if you need help at work because of your disability or problem with your health.



Dimensions thinks the government should make Access to Work better.



The government needs to spend more money on better support if you need it at work.



Access to Work would be better if people got money to help them find work.



Bosses must pay you the national minimum wage if you work for them. The minimum wage is the smallest amount you can be paid that is fair. The government chooses what this is. It is the law.



It should be easier to apply for Access to Work.



Bosses should make it easy for you to apply for a job.



A Job Centre is a place where you can go to get help from the government to find a job.



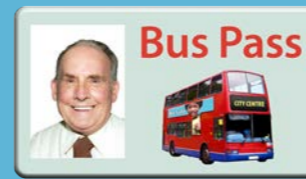
Bosses should find ways of making it possible for you to have a job. Your boss might give you the jobs at work that you can do best.



Staff in Job Centres should get training to help them support people with learning disabilities better.



Thinking about Employment and Support Allowance



You may have a free bus pass that you can only use later in the day.



If you cannot use your free bus pass, you might have to pay the full fare to get to work in the morning.



The government should make it so that your bus pass gives you a discount all the time so that you can afford the bus fare to work or to go to training.



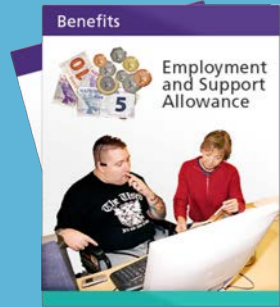
What we are doing about it



We support a lot of people with a learning disability or autism to start work. Over 3 years, we supported 52 people to get a paid job.



We get to know the person well. We find out what their dreams are, what they like and do not like.



Employment and Support Allowance is money from the government for people who find it harder to get a job because :

- they have a disability
- they have a problem with their health and will have this problem for a long time



Jobseekers Allowance is money that the government gives people to find a job.



Dimensions thinks that if someone starts getting Employment and Support Allowance they should not be given less money by the government. The amount should be same as Jobseekers Allowance.



The people who decide who gets Employment and Support Allowance should know more about the needs of people who have a learning disability or autism.



We get to know businesses well so we can work out what is the best job for people.



We support people to volunteer to get them ready to work. Volunteering means working without getting paid.



There are lots of people with a learning disability or autism who work for Dimensions.



Some people have a job working in our offices. Some people help interview new staff. Some people have a job checking we are doing the things we say we are doing.



We want everyone's support plan to talk about what that person wants to do at work and what we are doing to support them to make this happen.