

Vocational Support for Spinal Cord Injured people

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"You succeeded in managing patients adequately when they became taxpayers again"

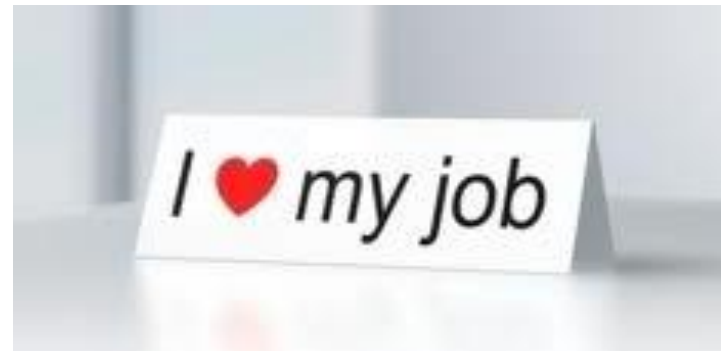
The Need For Vocational Support

- +/- 76% able-bodied population
in employment
- +/- 46% disabled population
in employment
- **+/- 20% SCI population
in employment**



Why do we go to work?

- Money
- Social interaction
- Purpose
- Confidence
- Self esteem
- Challenge
- Health



Life After SCI



Life After SCI

- Returning to an existing job
- Retraining for a new career
- Education
- Volunteering

A great opportunity to re-assess direction ...



Things to consider:

- A settled home life is vitally important
- Daily routine – how long will it take you to get ready?
What assistance will you need?
- Transport considerations
- Financial issues – what benefits will you still be entitled to / will you be better off working?

Political situation in UK

- Disability benefits dramatically cut over last five years
- Cuts to welfare set to continue after recent election – target reduction of £12 billion
- Thrust towards returning to work
- Little new support to overcome barriers
- Cuts to Access to Work threatened on the first day of new Conservative government

Vocational Support Service

- Patient Education sessions
- Vocational Clinics
- New Leaf / National Careers Service
- Individual referrals / connections from:
 - Outreach Team and Advice Line
 - Spinal Centre staff – O/T's, Psychology, Consultants
 - Other charities
 - Other SCI individuals
- Forward magazine & website articles



Vocational Support Service



Employability Skills Training

- Individually tailored programme
- CV writing
- Interview skills
- Work experience
- Group work



Vocational Link

- Same or similar profession
- Information and advice
- Support via telephone
and email



Collaborative Working

- Promotion of services
- Joined-up thinking
- Appropriate referrals
- We need to work
TOGETHER!



Successes last year

- Vocational Support Clinics supported 150 SCI people
- 50+ Armed Forces Personnel attended a Vocational Support Clinic at DMRC Headley Court.
- 3 people placed at Network Rail's offices for the new financial year
- 15 SCI people have signed up to the online Link Scheme

Service Developments

- Work Trial with Network Rail
- Pertemps People Development Group
- Vocational Support Clinics
- Use of Volunteers
- Collaborative working



Work Trial with Network Rail

- Steady progress towards the scheme launch
- Network Rail:
 - Runs, maintains and develops UK's rail network
 - Over 34,000 employees
 - A large range of roles and opportunities
- NR want the Work Trial to
 - Improve diversity within NR
 - Drive up company awareness and standards
 - Give practical (not just financial) support to SIA

Work Trial

- Building confidence
- Managing impairment in the workplace
- Requirements of work – dressing appropriately, time-keeping, responsibility
- Reference for future application
- Experience for CV
- Retain talent?



Work Trial with Network Rail

- NR want to give Work Trial participants the best and most complete experience possible
- Not just 'doing a job' – Network Rail will also be offering:
 - Buddies whilst at Network Rail
 - Mentors for after they complete the Work Trial
 - CV and interview skills advice
 - Regular performance feedback and reviews
 - Formal appraisal at the end of the Work Trial
 - Possibility of future employment

Work Trial with Network Rail

- Katie Burton
- Aged 24
- T8 since 2007 caused by spinal cord tumour
- Studying for CIPD
- “I would love to experience a complete 360 degree HR Generalist role prior to applying for jobs in this field to ensure I’m suitable for the role and also good at the job. NR is such a large company, I would relish the opportunity to understand their processes and see how they manage their staff”.



Katie's Work Trial



Work Trial with Network Rail

“I wouldn’t have applied for this if I’d just seen it advertised somewhere.

The only reason I’ve put myself forward for the Work Trial is because I trust the SIA.”



Vocational support

Any questions?



www.spinal.co.uk

www.spinal.co.uk/page/vocationalsupport

