



# **Access to Work**

## **Making work possible**

Supporting Young People with  
Disabilities into and in the Workplace



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## What is Access to Work?

- Access to Work (AtW) provides support for people with a health condition or disability, to move into or remain in employment
- It supports people with all types of disabilities, including mental health conditions
- Eligible customers can get up to **£59,200** per year to assist with workplace adjustments
- AtW offers:
  - tailored practical support and advice for people with a health condition or disability, and
  - practical advice and support to employers

# Employer Factsheet



AtW can help pay for practical assistance to support your employee, or to support you if you are self-employed.

As an employer, you may have to share the cost of special aids and equipment, and adaptations to premises with AtW.



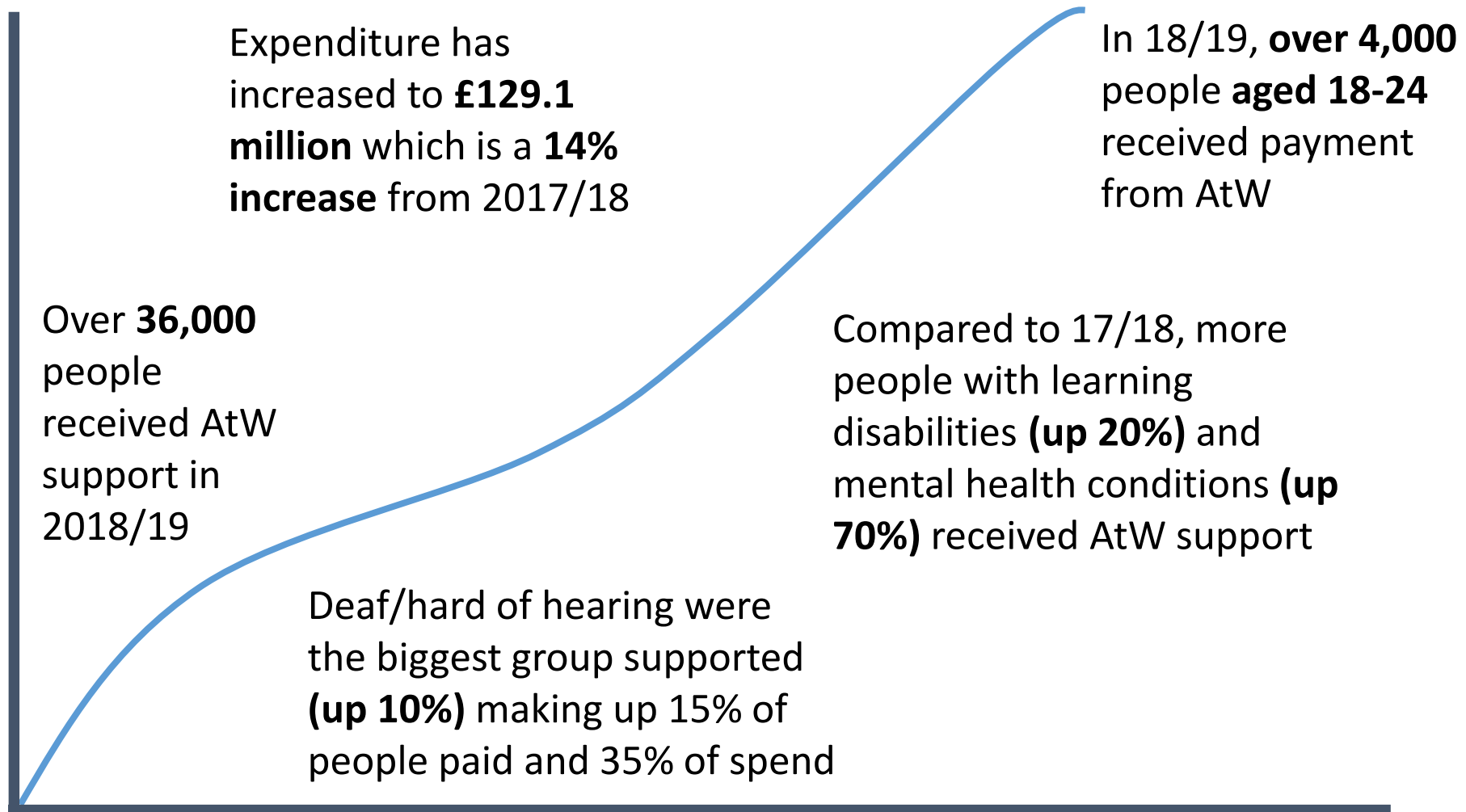
Cost share does not apply to:

- Self-employed people
- Mental Health Support Service
- Support workers
- Additional travel to/ in work costs
- Communication support at interviews



Where cost share applies, AtW will refund up to 80% of approved costs between a threshold and £10,000. AtW will normally meet costs in excess of £10,000.

# Official Statistics



# What Access to Work could pay for:



Taxis to work for those who can't use public transport



British Sign Language (BSL) interpreter for people with hearing loss



Special equipment or adaptations



Mental Health Support Service (MHSS) for people experiencing difficulties with their wellbeing



A support worker or job coach to help in the workplace



Disability awareness training for work colleagues



A communicator at a job interview or in the workplace



The cost of moving equipment following a change in location or job



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## AtW can support young people in:

- Paid internships
- Work experience
- Job interview
- Part time work alongside study, temporary work, and full time in-work support
- DfE Supported Internships + Traineeships





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## Supported Internships

- A type of study-work programme
- Aimed at young people with complex learning difficulties and/or disabilities aged 16 to 24 with an Education, Health and Care (EHC) Plan (England) or statement of needs (Wales/Scotland)
- Normally lasts for a year and includes unpaid work placements that should last at least six months.



Department  
for Work &  
Pensions



Department  
for Education





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## Traineeships

- Study programme with work experience helping young people become 'work ready'.
- Aimed at 16 to 24 year olds who have little to no work experience to secure an apprenticeship or paid employment.
- AtW can support with in-work needs for those with EHC plans.
- Can last anywhere between 6 weeks to 6 months.

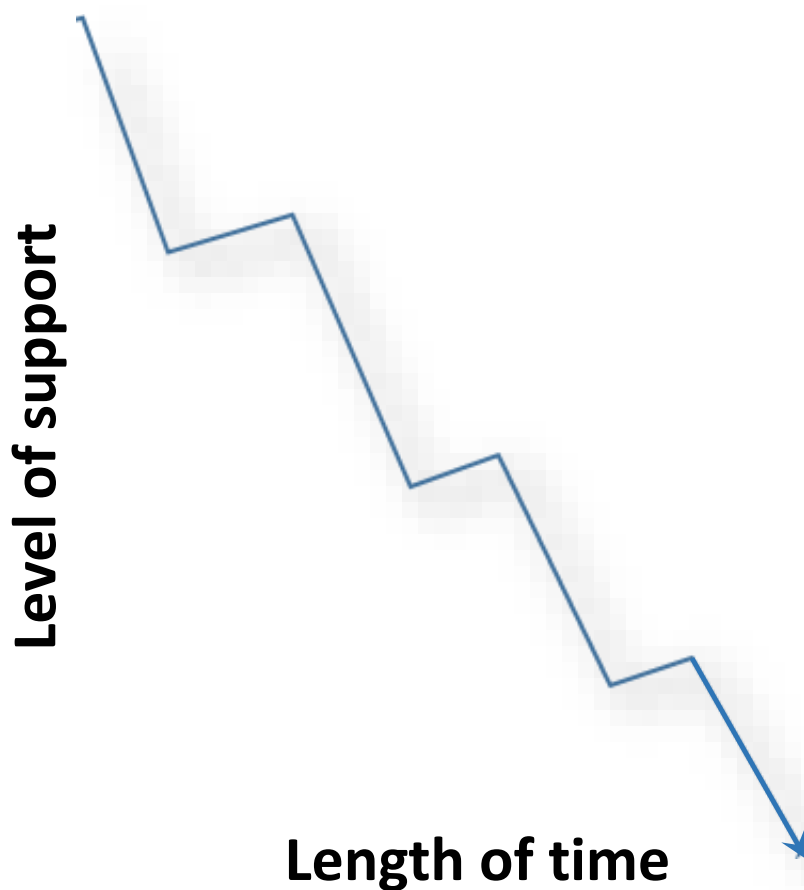






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## DfE Supported Internships & Traineeships



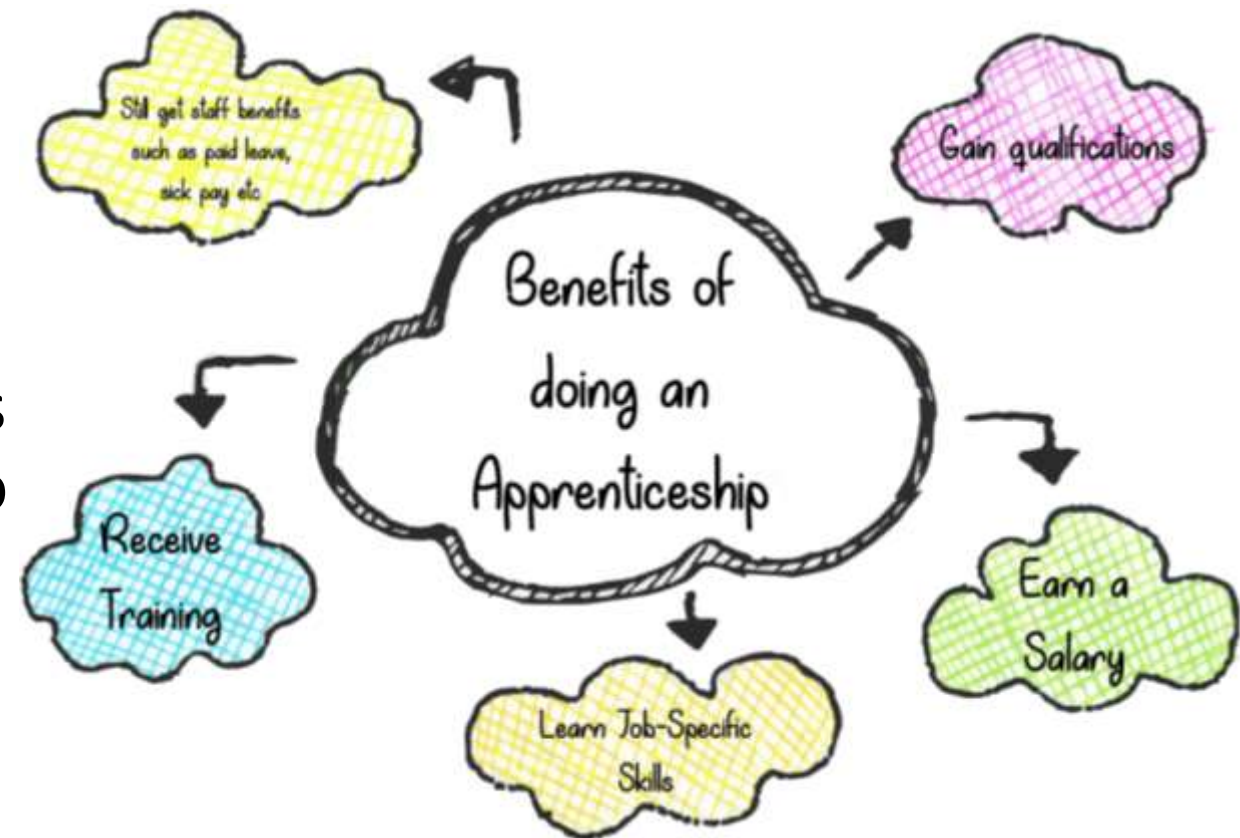
The amount of support should taper as time goes on and the young person gets more independent and 'work ready'



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## Apprenticeships

- Combines on-the-job practical training with study.
- Similar benefits as full-time employees.
- Aimed at providing job-specific skills and an education level equivalent to mainstream study (e.g. GCSE/ A-level/ Bachelors/ Masters).
- Can last between 1-5 years.





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# The AtW Journey (With caveats)

