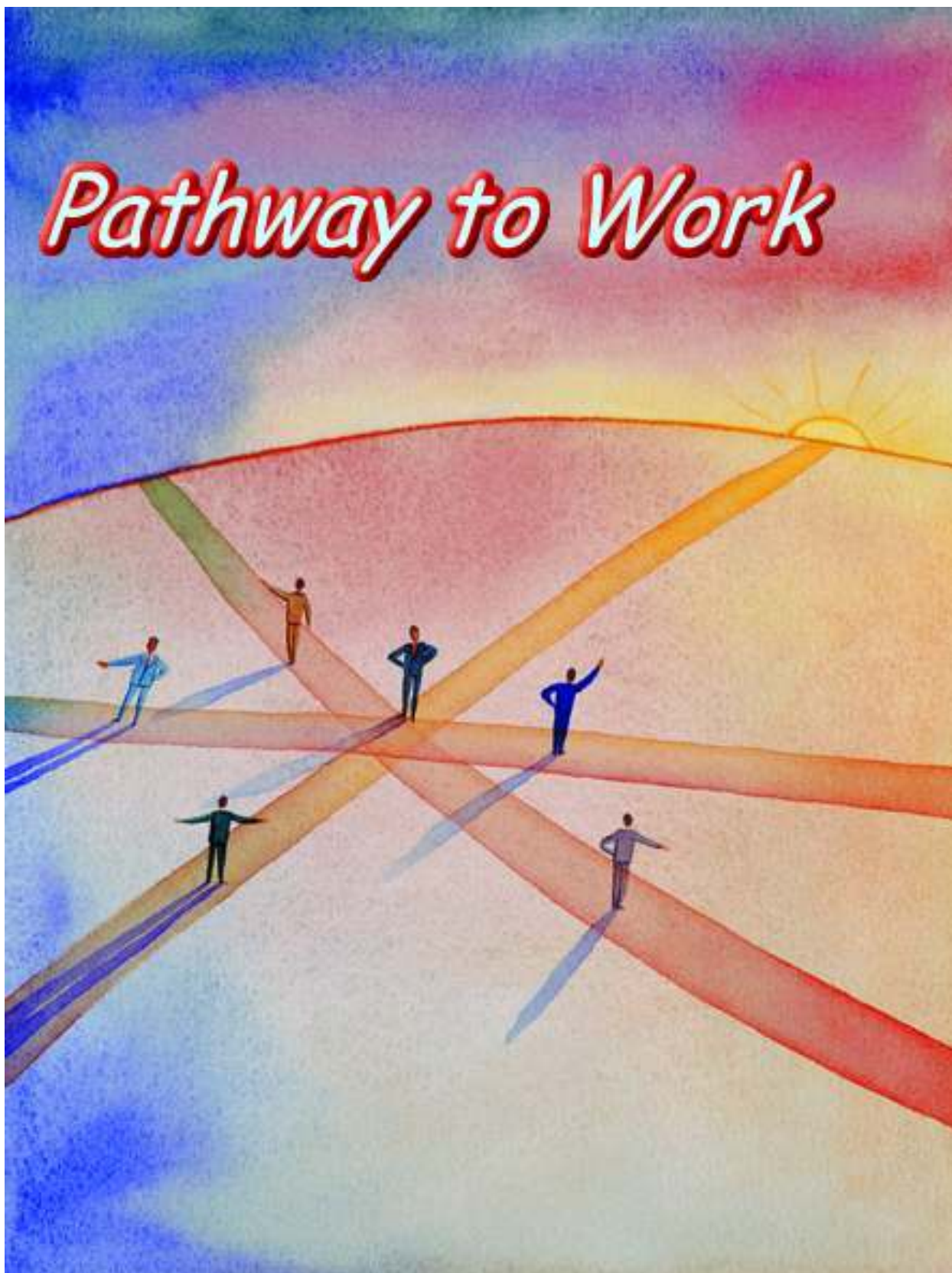


# *Pathway to Work*





## **EMPLOYMENT REHABILITATION AND CONSULTANCY SERVICES**

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### **The Pathway to Work Programme**

Work is not only a means of gaining an income, but also provides social contact, interest and self-esteem.

The loss of a job can have a devastating effect on people's lives. The longer the absence, the more difficult it becomes to effect a return.

Our programme encourages and assists a return to training and work at an early stage. It evaluates the individual's skills and experience, and formulates an action plan to achieve a positive outcome.

The objective is cost-effective vocational guidance to help injured claimants either:

The objective is cost-effective vocational guidance to help injured claimants either:

- maintain their existing employment, or
- seek and obtain suitable alternative employment.

The Pathway to Work programme consists of three steps tailored to the needs of the individual. The following measures might be included:



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### **Step one – Employment Assessment**

A detailed interview with the claimant to:

- Identify existing qualifications, experience and skills
- Explore the claimant's thoughts regarding the future
- Administer, where appropriate, a psychometric test, supporting a review of career guidance, abilities and aptitudes
- Assess the effect on employment of any residual disability, including continuing treatment
- Explore the return to an existing employer, including the possibility of an alternative role within the organisation
- Identify and recommend alternative areas of employment that match the local employment market
- Identify specific training needs and provide information on appropriate local or residential providers, including duration and cost
- Identify assistance available via the Employment Service
- Prepare a detailed action plan and report, providing an opinion on the probable outcome of vocational rehabilitation and a basis

For discussion of further support required and the cost involved please contact Jan Walters.



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### **Step two – Action**

Practical steps to help the claimant retain or gain employment:

- Meet the existing employer to explore alternative roles, possible adaptations to the workplace and training needs, and to assess the likelihood of re-employment
- Accompany claimant to a meeting with the Disability Employment Adviser
- Help find voluntary work/work experience
- Identify local services and schemes for assistance and funding
- Help with CV preparation and job applications
- Provide practical help with a job search, including reviewing a range of local sources of employment
- Prepare the claimant for interviews including coaching in interview skills
- Provide follow-up support



# EMPLOYMENT REHABILITATION AND CONSULTANCY SERVICES

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## Step three – Support

Initial support for the employer and employee in the workplace:

- Provide assistance to the employer for induction and work skills training
- Provide information on available funding for any adaptations/equipment required
- Provide on going support during the early stages of employment and identify problems and possible solutions