**Vocational Rehab Resources**

**Disability Employment Advisors (DEA)**

**Role of DEA (from DEA lead for Rochdale & Oldham)**

* Support work coaches
* Work with external partners like Turning Point and Mind
* Currently have pilot scheme within Rochdale (wellfield, Kirkholt & Windermere GP surgeries) & 2GPS in Oldham. DEA placed in surgery once a week and GPs refer individuals in who have fallen out of work. Signpost and support into other services and act as an advocate to help people with mental health problems and disabilities move closer to the labour market. Also working with GPs to increase awareness fit note can state that can return to work with reasonable adjustments like phased restart.
* Jobfairs
* Pilot being tried in Durham by Dr Shritti Patini is very successful and hopefully being rolled out to other areas. Introducing an Occupational Health programme to individuals who are off sick but working. Aim is to be contacted within 48 hours of referral.
* Direct support – offered when job coach programmes are not working. Look at the barriers and different programmes that may help
* Dealing with adhoc enquiries
* Working alongside local organisations

**Email from DEA in Rochdale:**

In a nutshell the role of a DEA or Disability Employment Adviser is to support and upskill work coaches within the job centre (JCP) on various health related topics to enable them to better support their customers with health conditions and disabilities.

DEA’s work closely with vulnerable customers who have health conditions and disabilities to move them closer to and into work. Depending on where each customer is on their employment journey depends on the level of support needed.

The JCP offers various employment focussed courses such as **the work and health programme** which is for customers who have health barriers to work. This involves:

* 1-2-1 support from a keyworker.
* Support with CV writing.
* Completing job applications.
* Support with job searching.
* Interview skills and techniques.
* Personalised action plan.
* Dedicated health team to support with better health management.

If a customer needs more tailored support and wants to work and engage with the JCP, the DEA’s also offer **Direct Support**. This involves:

* Engaging with the customer to gain a clear understanding of what their barriers are and their needs in terms of moving them closer to and into work.
* To create a clear action plan of next steps with the customer of how we can move forward, goal setting etc. and share this with the customers work coach.
* DEA’s can speak with employers on behalf of the claimant (with their permission) on a range of opportunities including work, volunteering, and training.
* Establish an understanding of how the customer can best access JCP services, for example communication needs for an individual with autism.
* The DEA offers support with Day 1 work arrangements, reasonable adjustments and settling in a new job role.
* Direct Support is delivered by DEAs within the JCP as a series of flexible interventions for up to a maximum period of 13 weeks and up to 6 weeks of in-work support can also be offered.
* At the end of the 13 weeks, the DEA provides a warm handover to the work coach and may offer a 3-way interview to the claimant as part of that handover.

The DEA’s have been working closely with Employment Advisers within the JCP to develop new information session aimed solely at customers with health conditions and disabilities. These sessions are called **Employment Focussed Coaching Sessions**. These sessions cover:

* Current managed vacancies, SWAPs and training.
* The difference between a good/poor CV.
* Application and interview techniques and advice.
* Disclosing a health conditions or disability to potential employers.
* Disability confident employers.
* Access to Work.
* The Health Adjustment Passport.
* The Work and Health Programme.