

Job Profile

Job Title: Learning Disability Work Ready Coach
Job Grade: Level 3 Zone 1
Salary Range: £33,789 - £38,465

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

Camden is investing more in employment support to ensure that residents can access good work that enables them to live secure, sustainable and happy lives. This post will help us deliver against our ambitions to support everyone into meaningful work, including adults with learning disabilities.

Camden Learning Disabilities Service (CLDS) provide health and social care services to adults with learning disabilities. People with learning disability have very low rates of paid employment, and this role will support Camden to directly address this inequality, linking into CLDS's Living a Good Life project.

The post will have links to Good Work Camden which delivers a series of Job Hubs that provide accessible and relational employment support, testing innovative approaches to supporting residents, investing in our employment and skills partners and giving businesses the support, they need to enhance their recruitment practices. It's an exciting time to join this work in Camden!

About the role

This is a key role specifically around supporting people with learning disabilities to become work ready. The role will sit within Camden Learning Disabilities Service (CLDS) given the specialist nature of the role with clear links into and support from Good Work Camden. The role will focus on developing bespoke packages of development activities (e.g., social skills, presentation), travel training, employment skills and building confidence to support people with learning disabilities to become 'work ready'. Once this has been achieved, individuals will then be referred on the Disability Job Hub Advisor who will then work with the individual to find employment.

We want everyone in Camden to lead good lives, and we know that being in good work is a key part of this. We want Camden residents who have a learning disability to be able to access the job market in a way that is right for them, and to find a role or placement that that makes use of and develops their skills, gives them a sense of purpose and contribution, and pays them a good wage in order for them to lead the life they want to lead.

People with Learning Disabilities are one of the most excluded groups from the job market. We want to support residents with learning disabilities to find work that works for them. Over the last year, we have been working to co-design a new employment support offer for disabled residents and have now established a Disability Job Hub to help more residents to find and move into good work. This role is designed to work with this service whilst based

within CLDS and will have a specific focus on supporting residents with a learning disability to become 'work ready' so they can then be supported by Good Work Camden to seek, find and sustain paid employment.

Example outcomes or objectives that this role will deliver:

- Development of an approach for engaging clients and promoting the service widely in the local communities
- Working with individuals to identify their aspirations, learning needs, individual skills, former experiences and job preferences. This should involve carers and support workers to get a holistic picture of the jobseeker.
- Supporting people with learning disabilities and their family to see the benefits of work and understand how to manage risk and build confidence. This will include conducting a 'better off' calculation to reassure them that their finances will be improved or not negatively impacted by work.
- Creating bespoke packages of development activities to support people to get work ready, including travel training and employability skills.
- Support individuals to practice workplace or voluntary work activities to test and build confidence.
- Development of resources that will enable the Disability Job Hub Advisor to understand any reasonable adjustments required (including Access to Work support via the DWP), any support expected to be available, learning style, communication methods and providing details of support mechanisms available to the employer.

About you

To be considered for this post, you should possess, and be able to demonstrate, all of the following:

- You have knowledge and experience working with people with learning disabilities which should include some or all of the following:
 - you have training or demonstrable experience in systematic instruction and writing in an accessible way, for example with pictures, and other teaching and training methodologies for people with learning disabilities.
 - you are familiar with the range of needs of people with learning disabilities and the barriers they face in getting into employment.
 - you have knowledge of local and national support available for people with learning disabilities and experienced in identifying and advocating for reasonable adjustments where necessary.
 - you have significant experience of working directly with residents with a learning disability in a demanding environment and provide welcoming and knowledgeable support.
- You build great relationships: you have excellent communication and interpersonal skills and are effective in working with employers, local employment and skills partners and residents with learning disabilities, their families and people who work with them.
- You understand the barriers to employment: you have a practical understanding of the barriers to employment and training experienced by residents with learning disabilities and the labour market conditions that influence this.
- You are experienced: you have at least 2 years' experience in a similar role and a willingness to work towards a Level 3 IAG qualification as supported by Good Works Camden.
- You are a collaborator: you have familiarity with liaising and working with individuals and/or partners to achieve effective outcomes that meet the needs of residents.
- You want to grow: you have a desire for professional development with a commitment to participate in appropriate training.
- You are professional: you have an understanding and awareness of data protection, risk management, safeguarding and confidentiality.

- You are dedicated to inclusion: you have a commitment to, and understanding of, equal opportunities. You are aspirational for people with learning disabilities and committed to being led by the person so that they are at the centre of decision making.

People Management Responsibilities:

- The role does not have any direct line management responsibility

Relationships:

- This role reports to the CLDS Service Manager or other manager in CLDS with close links to the Disability Job Hub Lead
- You will work closely with the Disability Job Hub Lead and the Disability Job Hub Advisor
- You will build strong relationships with Good Work Camden, services, external partners and residents

Work Environment:

- Regular time spent between the Disability Job Hub, 5 Pancras Square and community locations (e.g. Greenwood).
- Frequent co-location with other service(s) across the borough
- Some meetings with residents may take place in the community.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neuro-diverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neuro-diverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,