



Introducing a new **Access to Work** offer for employers

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Access to Work
Making work possible

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Access to Work already provides tailored in-work support for people who have a disability or health condition but is there more we can do to open up employment opportunities for disabled people and acknowledge employers who are willing to do more.

We know some disabled people require extra support or a different type of support to work which is currently not available under the existing **Access to Work** scheme.

To see if we can make a difference, **Access to Work** is testing a new employer offer, which asks employers to think differently about their vacancies and consider if they can adapt, shape or flex job roles to enable a disabled person to retain, return or move into employment.

The new **Access to Work**, **Access to Work Plus** will test whether providing:

- disabled employees with the opportunity to access enhanced personal funding and complementing this with,
- funding for employers who are willing to make workplace adjustments that are in-excess of standard adjustments and/or, shape or flex job roles to accommodate disability requirements can open up job opportunities for disabled people who need additional support to work.

What is the new offer for employers?

The **Access to Work Plus** employer element has two funding strands:

- A workplace adjustment strand which provides a one-off payment for adaptations the employer has made to the working environment up to £1,000 to enable the disabled employee to work, and/or
- A job role strand if the employer shapes or flexes the job role to enable the disabled employee to work. The total yearly amount of funding available is £3,000. The £3,000 is banded to reflect the number of hours the employee works per week. The banded working hours and funding available are as follows:
 - £1,000 for 7-15 hours worked per week,
 - £2,000 for 16-23 hours worked per week,
 - £3,000 for 24+ hours worked per week.

The employer element can be combined with the enhanced personal element or paid independently. The maximum amount of in-work support, a disabled employee can receive is £66,000 per year. This funding can be provided by the existing **Access to Work** scheme, **Access to Work Plus** or a combination of both.

If the employer opens up an employment opportunity, funding is available for the employer and the disabled employee to try out the job role ahead of starting employment.

To ensure the employer has the correct adaptations in place and that the job is correctly shaped **Access to Work Plus** will fund 8 weeks enhanced support for the disabled employee. Providing 8 weeks work experience will enable disabled person to try out the job role to build confidence, ensure their disability needs can be accommodated and provide financial security, as the disabled employee will be able to remain on benefits during the work experience period.

How can employers get involved?

All employers who have employment opportunities that they are willing to adapt or shape to enable a disabled person to work, can get involved.

Does Access to Work Plus have separate eligibility criteria?

Yes, to satisfy for the enhanced support disabled people will need to satisfy one of the following criteria:

- require extensive adjustments which are beyond standard Access to Work; or
- have or had an Education, Health and Care Plan (Welsh/Scottish equivalent); or
- are known to Adult Social Care; or
- are in the ESA support group or the UC limited capability for work and require extra support to work.

How will the employer element be assessed?

To identify the adaptations and support the disabled employee requires, including any adjustments the employer has put in place and how the job has been shaped, an **Access to Work** holistic assessment will be carried out.

The Access to Work holistic assessment will be funded by **Access to Work**. The assessor will visit the workplace to identify any in-work support needs the employee has and capture any adaptations the employer has made to the workplace or the job role. The recommendations will be submitted to the **Access to Work** case manager, who will consider and seek clarification from the employer if needed, before making an award.

Can employers apply for Access to Work Plus?

No, to apply for **Access to Work Plus** the disabled employee must apply. The disabled employee can be supported with the application by their employer or a designated representative.

The application should be submitted via www.gov.uk/dwp/access-to-work-plus or contact the Access to Work helpline Telephone **0800 121 7479** or Textphone: **0800 121 7579**.



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