



## Pack 8

# Employment

Down Syndrome Act 2022:  
draft guidance





# Down Syndrome Act 2022: draft guidance

What services should do to support  
people with Down syndrome



## What employers and other services should do



Services like local councils, colleges and job services can help people to find a job and get into work.



People with Down syndrome should be able to get a job and work, if they want to.

## What people with Down syndrome need



People need help with:



- Finding work that is right for them.

- Doing training and learning.



- **Doing work placements.**  
This is when a person has a job for a short amount of time.  
They can learn about the job and get new skills.



- **Writing CVs and getting ready for interviews.** A CV is a list of skills and work a person has done.

## **What services should do to support people with Down syndrome**



Schools, councils and employers should work together to support people to work.  
This might be things like getting jobs and work placements.



Schools and colleges should help young people to start thinking about their future. This should happen when they are 13 or 14 years old.



Young people should have a plan to support them to move from college into work.



The plan might have things in it like:

- How to help people use things like computers and laptops.



- Training to help young people to travel by themselves. Things like getting a bus, train or taxi.



- Training to help young people talk to and get along with other people.



Young people with Down syndrome should be supported to have special training called an **apprenticeship**.

This training means they can learn while they work.



The government supports employers to give jobs to more people.



The government gives people help to do their job. This is called **Access to Work**.



Things like:

- Money to help with travelling to work.
- Things to help people do their job. This might be laptops and things that can read out any writing for them.





- Money to pay for a support worker to help someone at work.



The government gives people money if they cannot work. This money is called **benefits**.



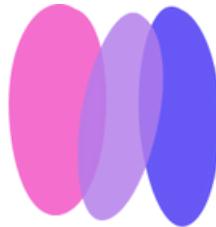
It helps to pay for extra things you might need because of a disability or health condition.



The government supports people to get the help they need to go to university or start a job.

# National Down Syndrome Policy Group

CHANGING THE NARRATIVE



Department  
of Health &  
Social Care



## Down Syndrome Act 2022: draft guidance

Tell us what you think



This survey is for:

- People with Down syndrome and their families and carers.
- People with similar conditions or a learning disability and their families and carers.

It is now your turn to complete the draft guidance survey on Employment.

People with Down syndrome have already said they think that it is important for all employers to have special training about Down syndrome.



Employers need to understand how people with Down syndrome learn.



Special training about Down syndrome would help employers to:



Give the right support.



See people's strengths.



Make workplaces inclusive.



There is space at the end of this pack for you to share what you think about this.



To remind you, this is what people with Down syndrome have said before about why special training is important:



It helps make sure learning needs are understood.



People with Down syndrome should be treated fairly.



With the right support, people with Down syndrome can find and keep a job they choose.



People with Down syndrome should feel included at work.

## What employers and other services should do



Part of the draft guidance tells you what support people with Down syndrome should get from employers and other services. Things like local councils, colleges and job services.



You can read about this first in the easy read draft guidance. It is on pages 32 to 36.



**Question:** Does the draft guidance make it clear what support people can expect to get from employers and other services?

This might be support to get into work, go to university or do training.



Yes



No



I don't know



**Question:** Do you think we need to make any changes to this part of the draft guidance?



Yes



No



I don't know



If you ticked yes, please tell us what changes we need to make. Write your answer in this box.