

Employment rates



42% of people with a disability are in employment, compared with



73% of Scotland as a whole.

Ref: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionallabourmarket/apr2017>

MAIN BARRIERS TO EMPLOYING A DISABLED PERSON

Few applying for jobs	36.84%
Difficulty in adapting role to meet the needs of a disabled applicant	57.89%
Cost of adaptations	42.11%
Difficulty accessing support to employ a disabled application	36.84%
Non-disabled applicants were better qualified or had more experience	36.84%
Fear of saying the wrong things/taking a risk/being sued	36.84%

Ref: DAS surveys, Nov 2017

Access to Work

£9,639 was spent to promote Access to Work in 2016/17 out of a total £112m spent on the programme that year.

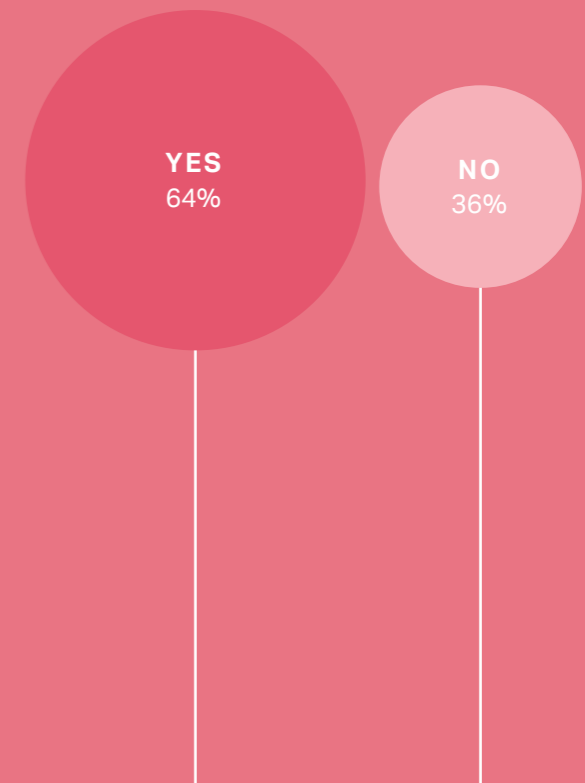
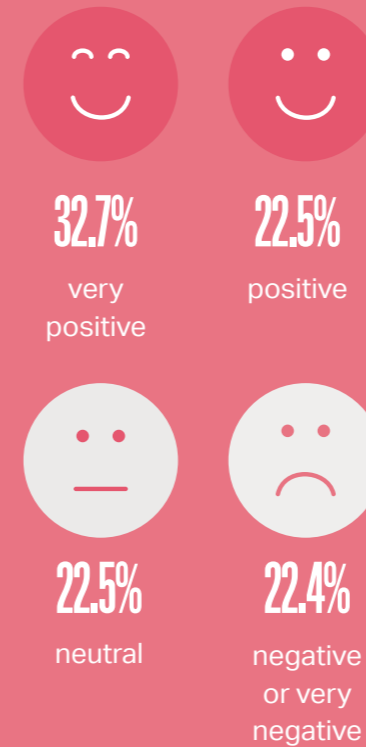


The Sayce Report suggested that there is a net return of £1.48 for every £1.00 spent on the programme.

Refs: www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2017-10-10/106839/
www.gov.uk/government/uploads/system/uploads/attachment_data/file/49779/sayce-report.pdf

Experiences

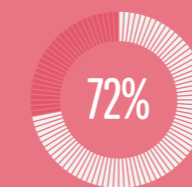
PEOPLE'S EXPERIENCES OF WORKING CULTURE



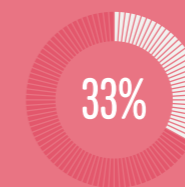
HAVE YOU EVER FELT AT RISK OF LOSING YOUR JOB BECAUSE YOU DON'T HAVE THE RIGHT SUPPORT?

Awareness

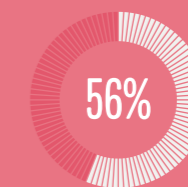
AWARENESS OF EMPLOYMENT PROGRAMMES



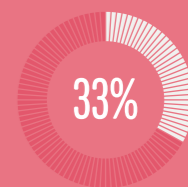
'Access to Work'



Scottish Employer Recruitment Incentive (SERI)



Disability Confident



Other tools/campaigns/incentives to encourage employing a disabled person

Ref: DAS surveys, Nov 2017