

We promote the **rights, quality of life and opportunities** of people with **learning disabilities** and their **families**. We do this by working with people with learning disabilities, their families and those who **support** them

HEE – KSS. Workforce development for people with learning disabilities: the perspective from people with learning disabilities

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What we have been asked to do

We are asking people with learning disabilities in Kent, Surrey and Sussex what they would like their workforce to know



What we are doing

Questionnaire

Questionnaire

Please answer the questions below.

About yourself

1. Are you male or female?

Male Female

2. Where do you live?

Kent Surrey Sussex

3. What is your background – are you?

Black Chinese Mixed
 White Asian Other



What we are doing

Talking to people



What people want the workforce to know

Skills

an ability to do an activity or job well, especially because you have practised it

(Cambridge English dictionary)



Qualities

a characteristic or feature of someone or something
(Cambridge English dictionary)



Exercise

Imagine you are a person needing support.



In pairs, list the:

Top 3 skills

Top 3 qualities

You think are most important in people who support or work with you.

Early findings



Top 3 skills

1. Teaching practical skills such as managing money, using public transport, getting a job and learning to cook
2. Communication, including support to keep in touch with family and friends
3. Know about health needs and medication

Early findings



Top 3 qualities

1. Be patient with me

2. Keep a Promise

(be confidential, listens and do what they say)

3. Positive Attitude



foundation for
people with
learning disabilities

Some quotes from people so far

“I need someone to boost my confidence.”

“After I talk to the psychiatrist the staff come in – I have a short-term memory problem so staff need to know how to support me in between visits.”

“Doctors talk to my staff not me. They look at my neck and they don’t explain to me why?”

“They need to show that they care, are proud of me, nice, help and respect me, if I fall down know how to pick me up.”

Parent

“Communication is a huge issue – to communicate effectively with people with learning disabilities ; and to communicate and share important information about the person to the family and support team”.

“he’s a person not a job – the workforce should hold the core value of he’s a human being, the same as me”.

“we need a magic formula that helps to motivate staff to want to be person centred and see all people as equal.”

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