

Access to Work, the governments best kept secret...

What is it?

Access to Work is a Department of Work and Pensions (DWP) led scheme that is designed to help employees with a disability or health condition access support in the workplace.

What support is provided?

The support that is provided is recommended based on each person's specific requirements. Through the scheme, an expert assessor will come out and perform an assessment for your colleague. The assessor will look at a variety of factors during this assessment including looking at their key duties as well as areas they may particularly have difficulties within their job role.

Your colleague and their line manager will then be sent an assessment report which will provide recommendations of support and where to obtain these. These can include things like:

- Ergonomic equipment
- Assistive technology software
- Training sessions
- A support worker or job coach
- Assistance getting to and from work
- Disability awareness for colleagues

How much does it cost?

With Access to Work, employers receive a grant from the DWP to help support these individuals. If an application is made within the first 6 weeks of the individual applicant starting their employment, 100% of the cost of the recommendations will be covered.

If it is after 6 weeks of the applicant starting their employment, the recommendations are still covered in part through a cost share which allows for organisations not to be priced out of providing this support to empower their staff.

Further details on these costings can be found here – [Cost Share Information](#)

But, what is the catch?

This is why Access to Work is known as the government's best kept secret, there is no catch!

As an employer, you can feel confident in employing individuals with disabilities or health conditions with the knowledge that you will be able to provide support that allows them to thrive in their role.

More information can be found on the Access to Work scheme here – [Access to Work](#)