

SKILLS ANALYSIS OF DISABLED WORKERS AT SHERWOOD INDUSTRIES (2011)

1. A skills analysis of the disabled employees working at Sherwood Industries was carried out by line management in 2011. 29 disabled employees remain in employment as at January 2012.
2. A summary of the management perceptions of support needs and employability are shown in the table below:
 - 'Level of support needs' was defined as the level of reasonable adjustment required to support the employee to maintain their employment compared to a non disabled worker.
 - 'Employability' was defined as the likelihood of the employee transferring into unsupported employment with little or no additional support.

	Low	Medium	High
Level of Support Needs (as perceived by line management)	8 (27.5%)	10 (34.5%)	11 (38%)
Employability (as perceived by line management)	12 (41.5%)	12 (41.5%)	5 (17%)

3. The following table compares employability by support need level:

Level of Support Needs (as perceived by line management)	High	8 (27.5%)	3 (10%)	0
	Medium	4 (14%)	5 (17%)	1 (3.5%)
	Low	0	4 (14%)	4 (14%)
		Low	Medium	High
		Employability (as perceived by line management)		

4. 8 disabled employees categorised as having a high support need scored low on employability. This group would be the most difficult to support into alternative employment. Of this group: 3 have service in excess of 30 years; 1 in excess of 20 years; 2 in excess of 10 years, with the remaining 2 having 3-5 years service. The age profile of this group is quite wide: 4 are aged 26-35; 1 is aged 36-45 and 3 are aged 56-65.
5. 4 disabled employees categorised as having a low support need scored high on employability. It is perceived that this group would have a good chance of securing successful redeployment with little or no additional support.
6. Work skills were also considered. Some of the disabled workers possess transferable skills, for example, in the desk top, 6 disabled workers were identified as having known work related IT skills, coupled with an ability to communicate effectively, deal with paperwork and good telephone skills, which may present a route to administration based opportunities.