

Wage top ups and getting a job

Easy Read

By Mencap

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What is a **wage subsidy**?



A **wage subsidy** is a name for a **wage top up**.



Most people who work get all of their wages from the company they work for.



But a **wage top up** is when:

- people have a paid job
- the company they work for pays only some of their wages
- the Government pays the rest





Why do some people think wage top ups are a good idea?



Some people find it harder to get a job.

This can be because people think they may:



- Take longer to learn a new job



- Not be able to do as much work as other people

The Government thinks this might happen with some people with a learning disability.



The Government thinks that, by topping up people's wages, more companies will employ people with a learning disability.



This is because companies won't have to pay as much money to the person with the learning disability as they pay to their other employees.



What do Mencap think about wage top ups?



Mencap do not agree with wage top ups for people with a learning disability. This is why:



1. We think wage top ups send out a bad message about how much disabled people are worth.



We also think it sends a bad message about how useful people with a learning disability are in a job.



2. We think that bad attitudes are one of the reasons that people with a learning disability find it hard to get a job.



We do not think wage top ups will change what people think about people with a learning disability.



3. We think the biggest reason why people with a learning disability find it hard to get a job is that there is not enough support.



We think the company AND the person with a learning disability need support.



We do not think wage top ups will help anyone get the support they need.



4. We think that we need to get more people with a learning disability into jobs that will last for a long time.

We think that wage top ups will only help for a short time.



5. We think that more companies will give jobs to people with a learning disability just to make the company look better.



What do Mencap think will help more people with a learning disability get jobs?



We have helped lots of people with a learning disability get jobs.

We think these things work:



1. Training, advice and support for companies and the managers for as long as they need it.



2. Advice and support for the person with a learning disability for as long as they need it.



3. Giving companies some money to help train the person at the start.



4. Making companies aware of the money that is available to support disabled people in work.



5. Making sure there are the right jobs out there for people.



6. Making sure people can have a work trial. This is where someone can try out having a job.



This means that employers can meet people with a learning disability.

We think this really helps to raise awareness.



Mencap wants to see more of these things happen to help people with a learning disability to get a job without needing wage top-ups