

# Analysis & Comments

## Pathways to Work: Solutions and Factors

The Consultation response document for  
Department for Work & Pensions  
General Public version

▼ **Keith Mckenzie**  
**KmC**

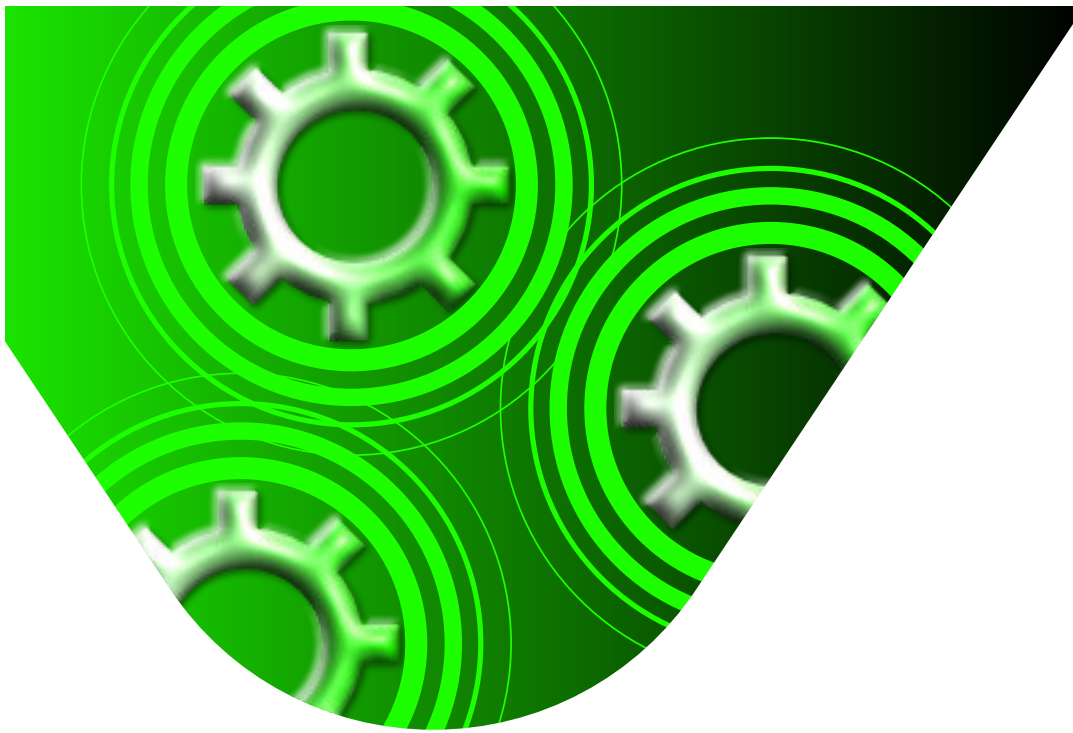


With extracts from

▼ **Plus Value Awareness**



The Response is written by Keith Mckenzie



# Contents

**Page 3: Introduction**

**Page 4: Opportunities and to maintain employment**

**Page 5: To adapt to issues and challenges**

**Page 6: Changes to existing employment support schemes**

**Page 7: Jobcentres**

**Page 8: About myself**

**Page 8: Useful Links**

**This document is written by Keith Mckenzie creator of neurodiversity awareness projects, a qualified graphic designer and a participant of community projects**

**Please note this document is a version for the general public.**

**There is a personal version which includes the project director's experiences against the points mentioned.**

**This is only available to members of parliament, ministers, government departments and staff associated with the DWP.**

**Any request is available via getting in touch on Linked-in by visiting the website [keithmckenzie.dudaone.com](http://keithmckenzie.dudaone.com)**

**However, due to confidentiality, it will be the decision of the project director to who will access the personal version of the document.**

# Introduction

**The following information and suggestions are based on lived experience of mind difficulties research and analysis of specific difficulties which enable a person with disabilities and difficulties to maintain stability ready for opportunities, to maintain employment and how to adjust challenges and issues.**

**Please note:**

**Some of the information focuses on the perspective of neurodivergent perspective with other aspects applies to all disabilities**

# Pathways to Work: Solutions and Factors

## Opportunities

However as mentioned in the main response document it is important to value and embrace those with difficulties and disabilities to bring a unique perspective and positive solutions for their strengths, specialists talent and positive attributes.

We must changes from many obstacles which can occur. This includes requirements that must accommodate against a person's difficulties. This means not let obstacles and expectations get in the way such as: academic qualification requirements and the expectation to be able to be relatable and adaptable to the particular working environment.

**Instead, have a balanced between requirements, the positive attributes, strengths possibilities**

## To maintain employment

A series of personal development systems should be encouraged. This incorporates note taking, problem solving, self evaluation, modified adjustments, planners and self reminder. I personally use this system every day which enables me to organise, plan, manage and adjust to different situations on a daily, weekly, monthly & beyond.

If I was not using this system then I would struggle to be organised and to cope and manage without becoming a liability to others. Also, I would not be able to able adjustable and adaptable to change

This could be done using printed materials or on digital devices such as workplace tablets and mobile devices for working environments only.

- > Work load & environments references
- > Daily & weekly planners
- > Detailed step by step task planner
- > Self evaluation
- > Modified adjustments
- > planners
- > Ideas & problem solving

Some people might have an existing personal development system along with other tools with other people may not have any system at all.

# Pathways to Work: Solutions and Factors

## To adapt to issues and challenges

### **Example 1: Changes of procedure**

I need changes and must not compromise how a person with disabilities and difficulties cope with tasks and any requirements

### **Example 2: Interpersonal challenges and issues**

As mentioned on the main consultation response document a support structure needs to be put in place to prevent any issues which affect a person with disabilities and difficulties in the working environment.

### **Example 3: Abusive and bullying issues**

If the support structure is effective then this can be prevented. However, if bullying and abusive incidents occur, it's very important to listen to the person with disabilities and difficulties fully and understand the context and perspective, not just rely on perception.

### **Example 4: Handling complex tasks and action beyond the basic**

Additional support may be required to prevent a person's disabilities and difficulties being put in a compromising situation which could affect their tasks and workload.

### **Example 5: Unplanned and emergency procedures**

It is very important for the person with disabilities and difficulties to be resourced which enables them to adapt if any unplanned situation occurs.

### **Example 6: Requirements beyond a person's skills and knowledge**

Any requirements must never push a person beyond how they cope against their difficulties.

Through contacts with families on the autistic spectrum some people have lost their jobs because of this matter.

### **Other Information**

An information checklist system needs to be developed either by the Jobcentre for the employers or a shared system between businesses and organisations which employs people with disabilities and difficulties.

It can identify information and factors especially those with difficulties which are not visible or are not noticed until they are psychologically and emotionally compromised.

A checklist system of a person's difficulties and the situations of how they can cope and manage this is not just about the skills of a particular occupation but also basic skills which might be required which might not be manageable for certain people.

However in contrast this should never be used to remove particular tasks against a person's strengths and positive attributes.

# Pathways to Work: Solutions and Factors

## Changes to existing employment support schemes

Through my lived experiences I've had a lot of mixed and in some cases negative experiences. One of the biggest problems why it has been a burden to me is that they do not listen to my lived experiences, my hidden disabilities and challenges.

I feel the system do not do enough to support talented, ambitious people with specialist skills and abilities through a person's strengths and positive attributes. More needs to be done including not adapting a broad brushed approach towards everybody regarding their difficulty and very bearing skills and abilities.

### **Three routes approach**

The training and jobs programme need to be modified within three routes

#### **Route 1: Service users who know the path where in they need to access opportunities who are talented, ambitious and an active community participant.**

This involves accessing different services to help the person bridge the gap of the obstacles to gain that particular opportunity.

It might be a number of factors including accessing specific training to improve specific skills and abilities required for the workplace industries. In addition is assistance to access enter an startup programmes. Especially when they can be barriers because of a person's difficulties and misinterpretation by the recruitment team. Also there need to be some modifications in how they apply for advice, guidance to getting that particular opportunity. However any plan must not interfere with any of the positive development including community participation and many more.

#### **Route 2: Talented ambitious and active community participants**

These people are similar to level one but don't have to know the path towards a particular opportunity.

Within this route it focuses on what options of opportunities are available and how to bridge that gap.

However the service user must not interfere with the service user's career path and aspirations. This includes not making any decisions without their authorisation.

Also it is inappropriate to suggest opportunities that are irrelevant to the person's talent skills along with their personal strengths and attributes.

Also not suggest opportunities to work in environments which can be risk against how their difficulties affect them.

#### **Route 3: Other service users**

This is related to service users who may be talented but don't know what opportunities would be relevant and appropriate for them.

The first approach can involve an exploration of their skills, abilities, similar to an occupation assessment.

However it is also important to highlight the person's difficulties and their strengths and attributes. This is important as they could mean the opportunities could be widened.

Also not suggest opportunities to work in environments which can be risky against how their difficulties affect them.

However the service user must not interfere with the service user's career path and aspirations. This includes not making any decisions without their authorisation.

Also it is inappropriate to suggest opportunities that are irrelevant to the person's talent skills along with their personal strengths and attributes.

Also not suggest opportunities to work in environments which can be risky against how their difficulties affect them.

# Pathways to Work: Solutions and Factors

## Jobcentre staff

**Modifications for training and employment scheme providers this also applies to Jobcentre staff.**

**I have had mixed experiences where Jobcentre staff did not fully understand my background and challenges to opportunities and in some cases made decisions or judgments that interfere with my aspirations and sometimes a great increasing amount of obstacles.**

### **Interpersonal approach**

**In addition I feel that jobcentre staff needing modify their approach towards individuals with difficulties and difficulties based on different levels of their approach related to how their difficulties affect them and how they take responsibility and the effort to maintain their sense of purpose**

### **Four routes approach**

**Just like training and employment scheme providers it is important for Jobcentre staff to adapt the free route approach depending on a person's level of talents and ambition.**

### **Interpersonal level 1**

#### **Self-aware and self-responsible**

**These individuals who have actively attempted to build and maintain their sense of purpose despite facing obstacles into employment opportunities.**

**This the examples of the efforts including volunteering, attending education programmes, These individuals should be respected, embraced and be fully encouraged throughout.**

### **Interpersonal level 2**

#### **Self-aware and limitation of self-responsibility**

**These people are self-aware but they have a limitation on where to go to build and maintain their sense of purpose.**

**These people should be supported but they need to be notified on the importance of making greater efforts.**

### **Interpersonal level 3**

#### **Self-aware and but chose not to take responsibility for how they treat others.**

**These tend to hide behind the condition & label based on their specific difficulties as an excuse for the inappropriate treatment.**

**The approach towards these individuals need to be an interventionist approach when necessary safeguarding approaches including discipline procedures. Also these people need to be reminded on how they must make it effort to build their sense of purpose without taking advantage of others**

### **Interpersonal level 4**

#### **Lack of self awareness and take no responsibility**

**Just like the approach towards these individuals need to be interventionist when necessary, safeguarding approaches including discipline procedures. Also these people need to be reminded on how they must make an effort to build their sense of purpose without taking advantage of others. In addition intolerant procedures need to be imposed if the lack of self awareness and consideration causes problems with any contact they have when it comes to jobs into training or employment programmes because they're behaviours and choices on how they approach and treat others.**

**In summary, Jobcentre staff must never lump everybody on the same brush. This is because it can cause harm to people's circumstances and their motivation to access opportunities if people are mistreated inappropriately.**

# Pathways to Work: My response from consultation

## About myself

This document was written by Keith Mckenzie project director of Plus Value Awareness.

Over the past two decades, Keith has developed a variety of awareness projects, campaigns and activities. His projects have been involved with many awareness and support organisations across the UK and have participated in several presentation talks at different events around two decades.

Outside awareness, Keith has been involved in the behind-the-scenes of a unique music project, which includes filming and other behind-the-scenes assistance with developing video documentaries and music events that involve music artists DJs and producers.

Also, Keith is a participant in salsa dancing classes in the community as an assistant along with volunteering and a participant in a salsa dancing conventions Motion city & Latinmotion's NYE Fest based at Birmingham's NEC.

Keith has a background in art & design and has been involved in and many projects related to Graphic design, selected photography and visual art.

In 2022, Keith become a featured community participant and was part of video campaign for Birmingham City Council to showcase the city legacy since hosted the Commonwealth Games

In 2023, Keith participated in an awareness campaign by visiting for supporting the annual events Autism Dance Day (by Anna Kennedy OBE) and International Dance Day (by The Dance Committee of ITI ). To coincide supporting both events an awareness information project was launched to encourage inclusivity at dancing related environments for dancers with Neurodiversity, Invisible Disabilities and those who have experienced anxiety.

Also Keith took part in a transport Health & Safety meeting organised by Transport for West Midlands to provide lived experiences and suggestion in front of public transport safety teams on Buses, Trains & Trams

In the same year Keith has participated in the public consultation in Birmingham by the Department for Work and Pensions and published two insight & analysis documents as part of the consultation

In 2024 Keith have attended a meeting with West Midlands Trains on his lived experiences on West Midlands Railway and London Northwestern Railway services and has developed and insight document with suggestions

**Find out more on developments and achievement by visiting his website**  
**[Keithmckenzie.dudaone.com](http://Keithmckenzie.dudaone.com)**



# Work Capability Assessment: Activities & Descriptors

## Useful Links online

### ▼ Plus Value Awareness



from the awareness website developed by me

#### **Awareness home page**

Titled "Plus Value Awareness". the website projects a variety of projects and information based the experiences on changing public perceptions for over 20 years.

<https://plusvalue.dudaone.com>

#### **Advantage**

The information project how certain neurological difficulties can be beneficial to work, education, communities and rest of society.

<https://plusvalue.dudaone.com/advantage>

#### **Zero Toxic**

The information project against prejudice, ablism, discrimination, bullying at hatred.

<https://plusvalue.dudaone.com/zerotoxic>

<https://keithmckenzie.dudaone.com>

<https://plusvalue.dudaone.com>

▼ **Keith Mckenzie**  
**kmc**



© Copyright Keith Mckenzie must not be reproduced without permission