



| CDMP Awards in Scotland 2021

In 2016, the Scottish government committed to, at least, halve the disability employment gap for people with disabilities in Scotland. The figure at that time was 37.4 percent. By January 2019, it had reduced to 32.6 percent.

One of the methods chosen to address this employment gap was the training of 300 individuals to become Certified Disability Management Professionals (CDMPs) to serve the country's public and private sectors dedicated to maintaining meaningful employment for workers with long-term health conditions, injuries or disabilities. The five-year programme is planned to provide CDMPs to serve the Scottish supported employment pathway, ensuring consistency of service provision across the public and third sector organisations dedicated to maintaining meaningful employment for workers with long-term physical and/or mental health conditions, injuries or disabilities.

The first cohort of students commenced a training programme in September 2019 with the aim of sitting the CDMP certification examination in May 2020. However, the COVID-19 pandemic changed the face of work and education and, by March 2020, the country was in lockdown. It became apparent that the first cohort was at the point when they would be unable to complete the course in the planned face-to-face delivery mode or sit an exam in May. Contingency plans were put in place and the delivery of training moved to an online format and, as the country gradually reopened, the examination was held in September 2020.

The second cohort started at around the same time, but the pandemic quickly meant that all training had to move to an online format for the duration. The situation had eased enough by May 2021 to allow the examination to be held in a COVID-safe environment, allowing all students to sit the examination as originally planned in Scotland and England in May 2021. Throughout this time the students showed tremendous flexibility and willingness to adapt to the ever-changing environment allowing a full training programme to be delivered.





It was decided that the IDMSC UK-Ireland and Scottish Government would host an awards day for the successful candidates from both years in Dunfermline at the end of August 2021 and were delighted to see so many students from both years attend the event to receive their certificates. On the day, we were pleased to be joined by Dr. Lois White, Senior Policy Adviser to the Scottish Government, who presented the certificates to students.

One of the students, Rebecca Third, commented on the course and on her new qualification as follows:

“Completing the CDMP course has given me so much more than just a qualification relevant to my industry. It has allowed me to change my life personally and continue to be a positive impact on my community with the knowledge on how to influence change, one employer at a time.

I have spent my time and employability working with unemployed people, developing their skills in building the confidence to re-enter the world of work. I’ve come across stories of how an uneducated and unsupportive employer has discriminated against staff, stolen their confidence, and left them in a position where they feel unable to contribute further to society. I’ve never yet had an opportunity to address this directly with an employer in my involvement as I had arrived too late in the process and was never able to fully understand or see the gradual decline take place.

The CDMP course has very much solidified the knowledge I had built up over my years and employability. It was in perfect harmony with my most challenging employment situations and highlighted to me for the first time the impact poor employers have on people.”

