

Subject:	Supporting People with Disabilities Into Employment
Date of Meeting:	17 September 2018
Report of:	Executive Director of Families, Children and Learning
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Ward(s) affected:	All

FOR GENERAL RELEASE**1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 In response to the committee's request, this report outlines the support available to people with complex barriers to employment.

2. RECOMMENDATIONS:

- 2.1 That the committee notes the changes to the support and services available to people with complex barriers to employment.
- 2.2 That the committee receives annual updates specifically on the Special Educational Needs and Disabilities (SEND) work for those over 19 years of age.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 2016 Research into Barriers to Disabled Employment: Commissioned by Brighton & Hove Equality & Inclusion Partnership and presented to the Communities & Inclusion Committee in October 2016, found the most effective support is: personalised, intensive support; with well trained staff knowledgeable about disabilities; with an holistic approach to address multiple barriers that people face. The report recommended: Better leadership and co-ordination of services in the city; more access to the Supported Employment model of support.
- 3.2 At the budget council meeting for 2018/19 it was agreed that additional funding of £90,000 should be allocated to support SEND young people into sustainable employment (see Background documents 2- Additional Investment in Services for Young People).
- 3.3 The SEND cohort age 19 up to age 25, is recorded as 345, 56 of which are known to be NEET (16.2%) It is not possible to provide an accurate for the total number of NEET post 19 as this is not tracked.
(source: DfE NCCIS)

- 3.4 The 2016 research into Barriers to Employment identified the need for more of the specialised and personalised employment support that is most effective in supporting people with disabilities into sustained employment. In recent years there has been a very welcome increase in the vocational programmes available via education funding (supported internships, traineeships, study programmes, apprenticeships). However, training providers in the city are saying that some young people with SEND need ongoing support after their study programme ends (and this is echoed by the research). Often young people with SEND have made significant progress towards gaining the skills necessary to enter employment but have either not yet reached the destination or if they do have a paid job they still require specialised support to maintain that job. (See background documents)
- 3.5 Supported Employment provides specialised, personalised employment support to disabled job-seekers, disabled employees and, very importantly, also supports their employers. Brighton & Hove has had a Supported Employment Team for over 25 years. However, it is a small team with limited capacity, offering intensive support and for that reason has always had a waiting list (currently at eight months) of disabled people wanting help to find work.
- 3.6 The additional funding for Supported Employment has increased the number of employment officers by 50% and this resource will be dedicated entirely to providing supported employment to young people with SEND. It is intended to eliminate the waiting list for those young people enabling them to move directly from their vocational education and training into supported employment without the loss of impetus and the reduction of motivation and skills that happens when they spend up to a year on a waiting list.
- 3.7 During the 2017-18 financial year SET gave a service to 167 people with disabilities. Of those 167, 50 were new to the service during the year (15 of those were under age 25). It is expected that the additional resource would enable SET to give a new supported employment service to an additional 25 young people each year meaning a total of 40 new referrals per year. Also, SET would give those young people ongoing supported employment as needed.
- 3.8 In addition a SEND Young People Employability Steering Group has been established with representation from both voluntary sector and employer organisations. This steering group will also link with the Adult Learning and Skills Partnership which ties into the City Employment and Skills Plan focusing on No-one Left Behind as one of its key objectives, working with those furthest from the labour market, including disabled adults.
- 3.9 It is also planned to use funding to focus on increased employer engagement with the goal of raising awareness and supporting employers to offer more opportunities to people with SEND.

4. ANALYSIS

- 4.1 The national Adult Social Care Outcomes Framework (ASCOF) includes a key performance indicator (KPI) of the percentage of people with a learning disability who are in receipt of Adult Social Care and are currently in paid employment. Brighton & Hove is consistently in the top quartile nationally for this indicator. In March 2018 the Brighton & Hove number was 723 people with a learning disability in receipt of Social Care of which 71 had paid work. In 2016/17 it was 79 out of 721 who were in paid work.
- 4.2 Supporting people with disabilities to pursue their vocational options is a multi-disciplinary activity involving services across the council, the voluntary sector and mainstream services.
- 4.3 Outside of the council, mainstream SEND Employment Support Available include:
- Jobcentre Disability Employment Advisors - expertise re: disabilities and give advice to work coaches
 - Journey 2 Employment Course - provided by Possability People in B&H
 - Work & Health Programme - provided by Maximus - They have 2 workers based in B&H
 - Building Better Opportunities programmes
- 4.4 The council commissions specialist support via:
- a) Our schools and FE colleges - who provide careers information, advice and guidance on next steps for education and opportunities with local employers to provide work placements.
- b) Further education with SEND support:
- Team Domenica - Through its Training Centre, Training Café and Employment Centre, Team Domenica has worked in partnership with GBMET to offer Supported Internships and employment programmes to young adults with a wide range of abilities. It offers in-house work placements as well as supported external work placements with a range of employers. The aim is that the young people will be offered a longer work placement with a view to permanent employment.
 - GBMET offers foundation learning courses, with a high-level of support and encouragement aimed at increasing academic, social and independence skills. These courses have small classes to achieve an appropriate qualification at Entry Level or Level 1. In addition students with a learning difficulty or disability on all courses have access to the Additional Learning Support team who will work with the learner to make reasonable adjustments.
 - Plumpton College - offers a range of courses for young people aged 16+ covering personal, social, academic and employability skills including one-year Supported Internships programmes for young people aged 18+ with the core aim being to find paid, sustainable work. Young people on these courses spend at least one day a week in a working business.
 - Downs View Life Skills College (DVLSC) – offers continued educational opportunities for young people with a range of needs but fundamentally concentrating on those with severe learning

difficulties (SLD), profound & multiple learning difficulties (PMLD) and SLD with autism. The provision supports young people in their Preparation for Adulthood, independence and contribution to their community. This includes the skills needed for employment where appropriate.

- c) Youth Employability Service offers careers and education advice for young people up to age 25 for SEND young people. this service receives short term external funding in addition to council funding
 - d) Supported Employment Service offers personalised intensive support to people with SEND, offering support for both job-seekers and employers including support to the disabled staff working at Able & Willing.
 - e) Supported Apprenticeships are encouraged by YES and SET. A minimum English and maths requirement needed to complete an apprenticeship has been adjusted nationally to entry level 3 functional skills for a defined group of people with learning difficulties and disabilities. The change opens up opportunities for individuals who may meet the occupational standard to achieve an apprenticeship, which supports social mobility. The Supported Employment Team and Youth Employment Team encourage individuals to consider apprenticeships and the council has recruited two supported apprenticeships within the council who receive additional support from the Supported Employment Team, whilst on the programme.
- 4.5 There have been a number of additional resources and developments put in place this year. These developments, while improving opportunities for disabled people in the city, will have limited impact on the KPI, due to the limited number of people counted for the KPI.
- 4.6 In this current financial year there has been a £50,000 DfE grant to the Local Authority entitled “SEND preparation for employment grant”. The Department’s expectation of the funding is that it will be used to encourage and improve supported internships, working in partnership with education providers and employers to set up a Supported Internship Forum and to provide job coach training to increase the pool of coaches to support young people with SEND on work placements.
- 4.7 The council’s Supported Employment Team is one of the nine national sites where the DWP is testing to see whether the DWP and local authorities can work in partnership to co-fund local Supported Employment. This funding is for Supported Employment in Brighton & Hove for people with learning disabilities, autism and mental health conditions until May 2019 and it is hoped it will continue beyond this date.
- 4.8 ESIF funded Think Futures Project which commenced on July 1st, in partnership with West Sussex and Surrey, provides additional support for young people who are 19 plus, who are NEET, including SEND young people, with outcomes being sustainable employment. This will be delivered between the Youth Employability Service and Supported Employment Team.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The additional council funding will also allow the Supported Employment team to dedicate a small resource to employer engagement – raising awareness and supporting employers to make their workforce more diverse.
- 5.2 There is also a small resource to facilitate an SEND Young People Employability network that promotes networking and partnership working amongst organisations that provide employability training and support to SEND young people. The network had its first meeting recently. The meeting was very productive and a number of opportunities for joined up working were identified.
- 5.3 There is also a grant from the DfE that is being used to facilitate a forum specifically about promoting supported internships. This forum will address barriers, engage with employers and use the DfE grant to provide bespoke training for job coaches to increase the pool of trained specialist job coaches in the city.
- 5.4 The Learning Disability Partnership Board commissioned a consultation early in 2018 regarding employment experiences and needs of people with learning disabilities. This consultation and the recommendations arising from it are informing much of the work mentioned above in 5.2. (Appendix 1)
- 5.5 Learning Disability Partnership Board: the Meeting on 30th April 2018 was on the subject of employment received a report on Employment and Volunteering within the Learning Disability Community which was prepared by the Carers Centre and PaCC/Amaze. (Appendix 2)

6. CONCLUSION

- 6.1 CYPS Committee to invite a further report next year to update on progress with a particular focus on young people.

7. FINANCIAL & OTHER IMPLICATIONS:

7.1 Financial Implications:

Additional investment of £90,000 in services for young people was agreed in the 2018/19 budget and is being applied as detailed in this report. It is important that the financial position is reviewed regularly in line with the Targeted Budget Management Timetable (TBM) to ensure there are no additional costs to the council.

Finance Officer consulted: David Ellis Date : 7/08/2018

Legal Implications:

- 7.2 There are no legal implications arising from this report.

Lawyer Consulted: Serena Kynaston Date:07/08/2018

Equalities Implications

The aim of the additional investment is to improve services for young people with

protected characteristics including young people with Special Educational Needs and Disabilities.

Sustainability Implications:

There are no sustainability implications arising out of this report.

Any Other Significant Implications:

None

SUPPORTING DOCUMENTATION

Appendices:

1. Appendix 1

Report prepared by Brighton and Hove Speak Out January 2018 – April 2018

<https://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/Employment%20and%20Volunteering.docx>

2. Appendix 2

Employment and Volunteering within the Learning Disability Community

<https://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/LD%20Employment%20and%20Volunteering%20REPORT%202018%20v1.2.doc>

Background Documents

1. 2016 report into barriers for disabled people.

Appendix 1 within the link - <https://present.brighton-hove.gov.uk/ieIssueDetails.aspx?Id=54656&PlanId=0&Opt=3#A153817>

2. CYPS Committee report- Additional Investment in Services for Young People 18th June 2018

<https://present.brighton-hove.gov.uk/mgconvert2pdf.aspx?id=128241>