

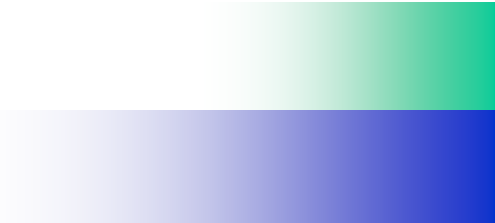


Joined Up for Jobs Partnership Forum – 2<sup>nd</sup> August 2007

*The Lothian  
Employability Forum*



The Lothian Employability Forum is a formal association of disability and employment intermediaries working across the City of Edinburgh and East, Mid and West Lothian. The Forum is registered as a Scottish Charity and is a recognised member area network linked to the Scottish Union of Supported Employment (SUSE).





# Quote

“Everybody in life deserves a chance . . .”

Gordon Brown MP, at a Labour Party ‘launch’ event 4 days prior to taking up the office of Prime Minister.






# 'The Same As You?'

“People with learning disabilities should be able to lead normal lives. We want them to have the same opportunities as others to get a job”

Iain Gray, MSP, in the foreword of 'The Same As You?' review of services for people with learning disabilities





# The Reality?

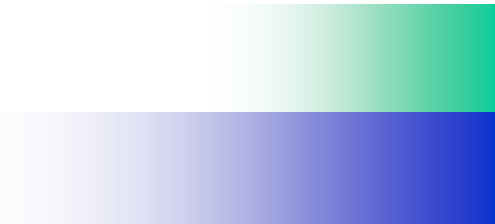
“I keep on being assessed for employment but I never get a job”

‘The Same As You?’ Report 2000



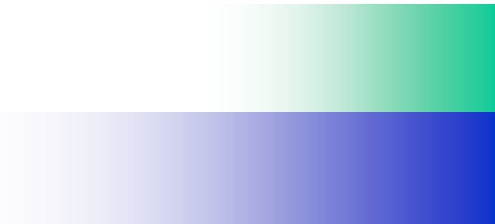


# Mission Statement

- The Lothian Employability Forum High Support Needs partnership exists to reduce the level of exclusion of people with learning disabilities and other high support needs
  - We achieve this by supporting access to training, employment and other vocational opportunities, whilst addressing the multiple barriers that people face
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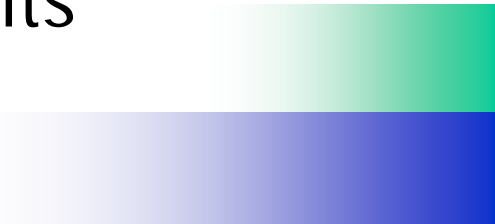


# Who are we?

- A group of organisations with considerable experience in delivering supported employment and training services to people with a learning disability
  - We have worked together on an informal basis for some time and are now formalising this into an operational partnership
    - > The Action Group
    - > ENABLE
    - > The Engine Shed
    - > Intowork
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# What do we mean by Learning Disability?

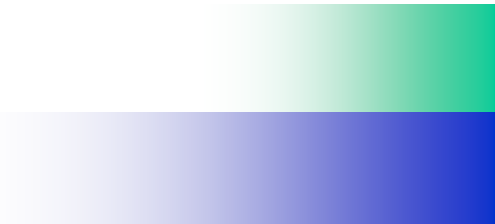
- Learning disability is one of the most common forms of disability. It is a lifelong condition usually starting at birth
  - People with learning disabilities find it harder to learn and understand things. This means that they need more time and support to do the things that we may take for granted
  - The clients we work with are predominantly in receipt of IB and other disability benefits
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# What is the demand?

Intowork's report to CCP last year took a report published in 2004 to come up with a figure of 993 people of working age in Edinburgh that have a learning disability and were known to the local authority

Statistics Release: Adults with learning disabilities implementation of 'The Same As You?'





# What is the demand?

- However another report from Capital City Partnerships estimates a figure of people with a learning disability somewhere between 1,700 and 35,000


THE POSITION OF JOINED UP FOR JOBS TARGET GROUPS  
(People with Learning Disabilities) IN THE CITY OF EDINBURGH,

S. McMurray 2005






# What is the capacity?

- The overall service capacity of these organisations is in the region of 300 people
  - Although some people will not want to work, there is an obvious discrepancy between demand and service capacity as is evidenced by waiting lists for services
  - The soon to be launched Pathways to Work model will not cater for and may even disadvantage many of the people we work with
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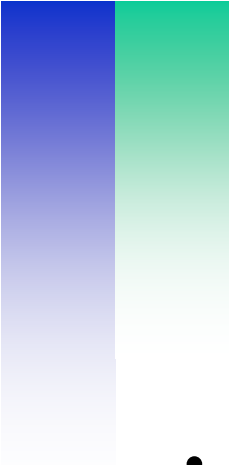
## Pathways to Work – is it an alternative?

- Prime contractor negotiation on PtW indicated very short 'turnaround' times into work – e.g. 3 to 5 months
  - Demonstration in PIMS report that it can take an average of 17 months to get someone into work
  - Support needs to be a long term commitment with help for both sustainability and career progression
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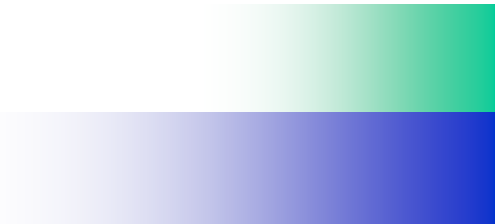


# What service do we offer?

- Engagement
  - Vocational Profiling
  - Benefits advice
  - Job Development (Marketing)
    - Job Analysis & Matching
    - Job Support
    - Career Support
- 




# Why would a service user come to us?

- Proven track record
  - Open paid employment, at the going rate for the job
  - One to one personalised support
  - Flexibility of support to meet individual needs
  - Specialised benefits advice and support
  - Long term commitment to service users that need it
  - Ongoing support for career progression
  - Support for employers
  - Existing linkages between services
  - Aftercare and in workplace support
  - Strong relationships with parents/carers
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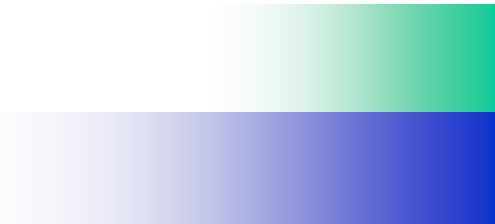


# Supported Employment

- Workforce Plus has invested in the Scottish Union of Supported Employment (SUSE)'s Blueprint for Supported Employment in Scotland.
  - A key recommendation of this is that services be adequately funded to provide a consistently available quality service to help people with support needs into employment.
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# What are the benefits?

- Person Centred
  - Social inclusion in the community
  - Quality of life
  - Savings to DWP in IB/ESA
  - Savings to local authority in daycare costs
  - Already complies with the Freud report
  - Employer engagement
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# Some Examples

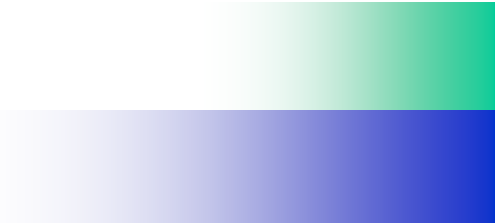
## A Case Study (Engine Shed)

- Mike has a learning disability and also required support through Young Peoples Unit for emotional/personal difficulties. He comes from a family where members did not have a record of achieving.
  - Training took place 2003-06 and included work training at the Engine Shed, work placements with employers and the chance to gain qualifications. This gave him the opportunity to build up work skill and also confidence as a young capable adult.
  - Placed in job which developed from a work placement within Scottish Executive (catering). Becoming a 'chef' had been his goal and he is now well established within a catering setting. Won best employee of the month award after six months in post. Has achieved a work/personal life balance.
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# Some Examples


## A Case Study (The Action Group)

- Gillian was referred by an Occupational Psychologist
  - She had previously worked in an Edinburgh Children's Nursery but had been let down by a lack of support from the management
  - We supported her to find another job working 20 hours per week and with advice on the effect on her benefits of working which included helping her with an application for Tax Credit
  - We also helped with the completion of an enhanced disclosure and subsequently with completing the required SVQ qualification
  - Gillian now receives support from The Action Group's Housing Support service to live independently in her own tenancy
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# Some Examples


## A Case Study (ENABLE)

- Ian was referred to Woodhall by Careers Scotland. He was supported in a work experience placement in the City of Edinburgh Council Inch Nursery. His Careers Scotland worker supported him travelling to the placement.
  - He was supported by Woodhall to apply for a part-time SVQ 11 course in Horticulture. He was very nervous about going to College and required a lot of support and encouragement from both Woodhall and Careers Scotland. Woodhall and the College worked very closely to adapt the course material for Ian, who has difficulty reading and writing. His colleagues at his placement in the Inch Nursery helped him to learn the difficult plant names.
  - After the first year of college, Ian successfully applied for a full-time Gardener position with the Council. This was successful. He is now in employment and has recently completed his SVQ 11
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# Some Examples

## A Case Study (Moving Intowork Autism / Asperger Service)

- James was referred by Lauder College - it was suggested that the college terminate his placement due to the difficulties he was facing
  - James has Asperger Syndrome, dyspraxia and marginal dyslexia, he has also suffered clinical depression since he was 12 yrs old
  - Initially James had very little communication and only gave one word answers. MIW engaged with No6 (Autism Initiatives) and supported James to take part in their social skills programme
  - He also attended weekly meetings at MIW to complete the Vocational Profile, and took part in additional sessional training around improving communication skills, and stress and anxiety management
  - His Employment Development Advisor started to prepare him for work by looking at interview techniques and exploring topics of conversation appropriate to the workplace
  - A six week work placement was organised through Blackwells Bookstore, which developed into a 6 month job offer with the company
  - James has since moved onto a new career as an Apprentice Bookbinder, organised through Intowork. His employment worker keeps in touch by email and James is now working independently with minimal support
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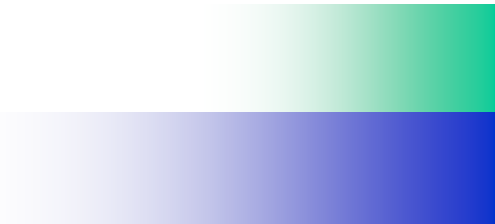


# What's in it for the employer?

- A committed employee
  - Lower recruitment costs
  - Corporate Social Responsibility
  - Compliance with the DDA/PED
  - A largely untapped recruitment resource
  - Training and development for managers in dealing with disability
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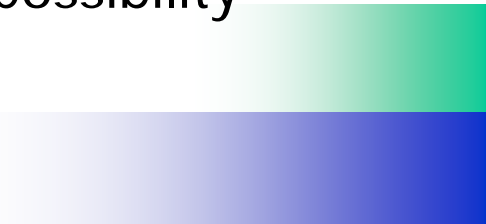


# Some employers we have worked with

- Marks & Spencer
  - Royal Mail
  - Tesco
  - City of Edinburgh Council
  - Sodexo
  - The Scottish Executive
  - The University of Edinburgh
  - UCI Cinemas
  - BAE Systems
  - Scottish Gas
  - Biggart Baillie
  - Belmont Vauxhall
- 



# About Funding

- Across the four services we are funded by 12 different funding sources
  - This funding amounts to £860,000 (2004/05 PIMs Report)
  - These sources are mainly short term, and a significant proportion of managers' time is spent chasing funding to maintain some form of continuity and stability
  - There is no 'mainstream' funding for supported employment for people with learning disabilities (SE should not be confused with DWP's Workstep programme)
  - Supported employment services have found 'direct payments' to be largely ineffectual as a funding source
  - The two main sources of funding for SE services, ESF and Big Lottery are now being squeezed – there are no other options for many agencies and closures are a distinct possibility
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## Contact Details

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