

7 January 2019**Agenda Item: 4****REPORT OF THE SERVICE DIRECTOR, NORTH NOTTINGHAMSHIRE AND
DIRECT SERVICES****SUPPORTED EMPLOYMENT SERVICES****Purpose of the Report**

1. The report has been requested by the Committee and gives an update on the ongoing development of supported employment services and initiatives across different areas of the Council which support adults and young people with additional needs and/ or disabilities into paid employment, work experience or training.
2. The report seeks Committee support in further promoting and encouraging the creation of supported employment opportunities both within the Council and externally with local employers.

Information

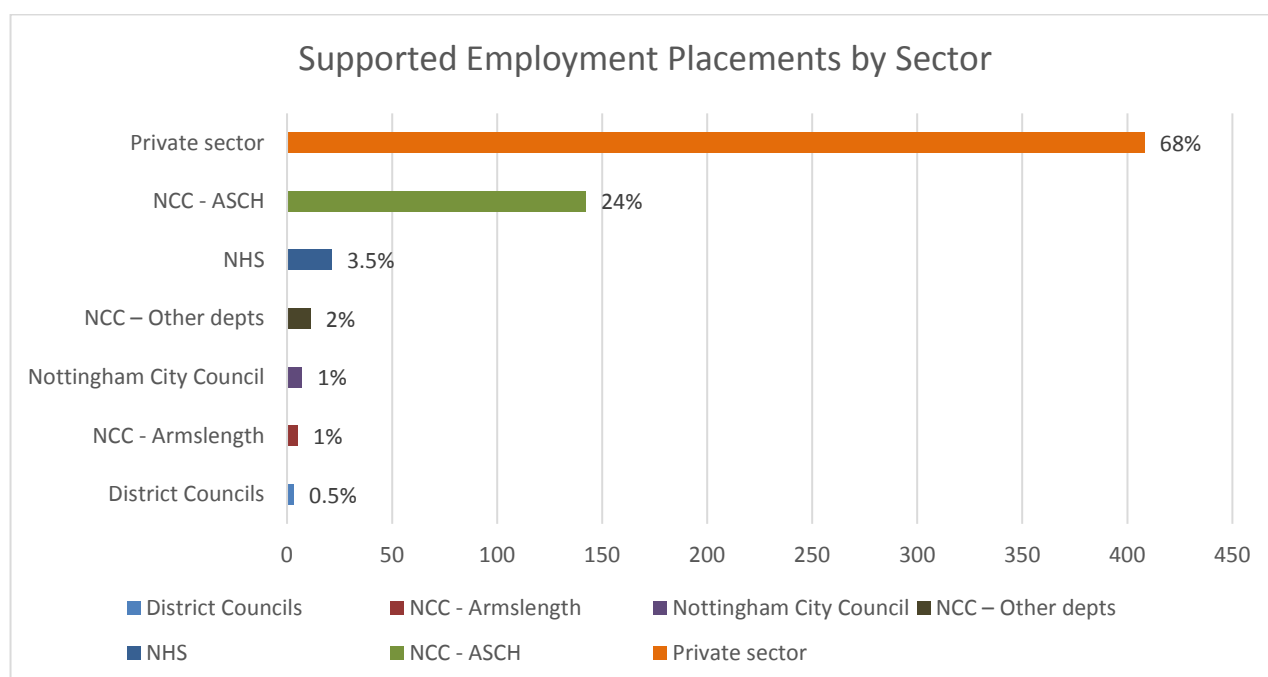
3. The report gives an overview of the range of activity taking place within various departments to support adults and young people with disabilities or additional needs into employment.
4. Adult Social Care, Children and Families and corporate colleagues are engaged in either directly providing employment support or providing the right culture and/ or infrastructure within the Council to grow opportunities.
5. Information about a number of initiatives are detailed in **paragraphs 6 to 26** followed by a summary of current performance in **paragraphs 27 to 34**.

iWork

6. The iWork team supports people with learning disabilities, Asperger's and autism into paid employment. Support is tailored to the individual and the specific employment opportunity with the objective of jobseekers being able to function independently in the workplace. Voluntary and work experience placements are supported by iWork staff as part of the journey into paid employment. The team continues to support people after they have started in a role to help ensure they stay in post, working with the individual and their employer as needed. iWork has supported a total of 740 people into employment (both paid and voluntary) since its creation. The team is currently actively supporting 385 people in some form of employment activity, with 216 (56%) in some form of paid work - 146 in permanent

jobs, 59 in temporary jobs, and a further 11 in a paid fixed term role or apprenticeship. The remaining 169 people (44%) are at various stages of referral, profiling, training, application or work trial.

7. The iWork team works closely with the Council's own services – County Enterprise Foods, County Horticulture and Solutions4Data to establish employment opportunities for individuals, however most of their work is currently with external organisations and local businesses of varying sizes and across different sectors, encouraging and supporting companies to offer employment to people with a learning disability, Asperger's or autism with a view to developing natural support within the workplace.
8. The table below shows the split of supported employment placements across different sectors.



9. As can be seen from the data, the majority (68%) of iWork placements are with private sector employers across a range of industries. Nottinghamshire County Council provides 27% of the supported employment placements, although 24% of these placements are within adult social care managed provision such as County Enterprise Foods and County Horticulture with only 3% of supported employment opportunities being in other Council departments or arm's length services.

Employment Hub/ County Horticulture

10. In September 2015, Committee approved the development of the Employment and Skills Training Hub within the Council's County Horticulture Service. This forms part of the wider service which currently supports 46 service users across two sites at Brooke Farm in Linby and Balderton. In addition, there are a further 15 placements available within the Employment Hub for adults with learning disabilities to gain skills in horticulture, retail, food preparation and hygiene, food service, office administration and employability skills.

11. At present, 13 people are attending the Employment Hub, predominantly at the Brooke Farm site with two people attending the Balderton venue. Three people are in their second year of the programme and it is likely that, due to their learning needs, they will require the full three years attendance in the Hub before being ready for employment. Initial reviews take place at the three month period of attendance as to their expectations and aspirations for employment, with ongoing review continuing throughout the programme. To date there have been 23 incoming referrals, of which 19 were accepted onto the programme and four were declined. Seven people have exited, two of whom have found employment, one paid and supported by the Council's iWork team and the other to a voluntary position with a local charity. The remainder left for a variety of personal reasons, including lack of interest and commitment, high absenteeism, travel and financial issues.
12. In April 2018, Committee approved capital investment to develop the Brooke Farm site, including an improved retail offer new café facility which will further increase the number and range of employment and training opportunities available.

County Enterprise Foods

13. County Enterprise Foods (CEF) was established in 1987 with the objectives of both producing meals for its own meals at home service and providing employment opportunities for people with disabilities who may find it difficult to find work in mainstream employment settings.
14. Over 30 years later, the service continues to deliver against these objectives with 32% of the CEF workforce being supported employees with either physical or learning disabilities, working in all areas of production from food preparation and cooking to packaging.
15. In addition to supplying the Council's own meals at home service, the service also supplies five external contracts which constitutes 51% of production. CEF has recently recruited to a sales development role with the intention of increasing sales and service take up which will help to sustain the future of CEF and continue the provision of supported employment opportunities.
16. The CEF model is recognised nationally with the CEF Team Manager winning Catering Manager of the Year 2018 at the National Association of Care Catering awards where another member of the team was a runner up in the National Care Catering Hero Award. The team has previously also been regional finalists in the Great British Care Awards. The award and nominations have helped to raise the profile of the service in the industry.

Solutions4Data

17. Solutions4Data is a Department of Work and Pensions (DWP) accredited supported business within the Council which provides bulk scanning, copying and printing services internally within the Council with some services also provided to Nottingham University, Nottingham City Council and other public sector organisations or partners.
18. The service currently employs six people with a range of disabilities in ring fenced supported employment placements that are part funded by DWP and managed by the Shaw Trust under the Work Choice Scheme. The Work Choice Scheme offers people with disabilities

the opportunity to train, gain skills and work experience with a view to participants moving forward and securing permanent employment in the future.

Supported Internships

19. Employment and training, apprenticeship and internship opportunities are considered for all young people referred to the Transitions team and recent work to review the post-16 curriculum indicates that there is a growing understanding of the importance of promoting employment pathways as an alternative to more traditional forms of support.
20. Supported Internships, aimed at young people aged 16-24 years, are one way of achieving this. Interns are based with an employer and gain work experience over the course of a year, whilst also continuing to receive education. The programmes are very structured and the aim is that people will be in a good position to secure paid employment at the end of the internship year.
21. The Council is hoping to use the majority of its Supported Internship grant from central government to engage more employers in work experience and Supported Internship programmes to increase employment opportunities and the acquisition of vocational skills. Strategically work is also taking place through D2N2 to develop a closer alignment between skills supply and labour market demand - this model must also be applied to shaping provision for young people with special educational needs and disabilities if employment opportunities are to be increased and sustained. The number of Supported Internship placements currently stands at 30.
22. A particular initiative to note is Project Search, located on site at Nottingham City Hospital (where one of the iWork support workers is permanently based) as they deliver a supported internship programme in partnership with Nottingham University NHS Trust, Foxwood Special School and Landmarks Specialist College.
23. Students spend their academic year and daily class time on site with their first hour spent in a classroom developing vocational specific skills, including CV writing, social skills, job application, food hygiene, hand hygiene and some basic maths and English in accordance with the curriculum requirements of the school. They then spend the next four hours of the day on their internship, working within departments of the hospital, at both City and Queen's Medical Centre. Departments might include linen services, cleaning, retail, catering, patient catering, the Busy Bees Nursery, logistics, grounds maintenance, IT, estates and facilities, admin, stores and the post room. They then return to the classroom for their last hour of the day for a debrief and review of their placement. The interns rotate through three placements for each of the three academic terms, unless they settle in an area where they want paid work.
24. The level of support is tapered and eventually withdrawn to enable the individual to work as independently as possible. If at any point the students are ready for paid work and an opportunity arises, they are supported through the recruitment process. Approximately 70% of those who sign up to Project Search end up in full time employment.

Wider County Council Developments

25. As one of the largest local employers, Nottinghamshire County Council seeks to act as a community leader in promoting employment opportunities for people with a range of disabilities. Recent reports to Personnel Committee on 3rd October and 28th November 2018 referenced a number of initiatives including an update on ongoing actions towards a higher level of Disability Confident accreditation. To achieve this the Council has to demonstrate practical support and commitment to enabling people with disabilities to access employment and to achieve their full potential in work.
26. Approval has been sought to have a more cohesive programme of career outreach work, work experience, internships and apprenticeships, particularly in support of Looked After Children and Care Leavers, but this approach can be readily adapted to include other young people who may wish to access employment opportunities through a Supported Internship.
27. Some of the work undertaken to date as part of the graduate programme has included the offer of internships as part of the Leonard Cheshire Challenge 100 programme, which the Council has successfully engaged with for a second year. However it is recognised and understood that not everyone will have the required level of qualification to access these opportunities. Supported Internships provide the opportunity for young people with education, health and care (EHC) plans to access employment opportunities alongside any extra support they require.
28. Colleagues from a range of services across the Council have met to develop a common understanding of what can be offered and agree how commitment to the programme can be grown to ensure that any such placements are meaningful and a genuine platform from which to access permanent paid employment.

Adult Social Care Outcomes Framework (ASCOF) Performance

29. Despite the initiatives described in the body of the report, the Council's performance against the ASCOF indicator "*Proportion of adults with learning disabilities in paid employment*" continues to be a challenge and an area for ongoing improvement.
30. Nottinghamshire performance currently sits at 2.7% against the East Midlands average of 4.3% and the national average of 5.8%.
31. However, there are a number of factors related to how this performance indicator is measured that means that the Council actually supports a greater number of people into paid employment or onto pathways to employment than can be counted towards the indicator. The criteria is that the people who can be counted towards the ASCOF indicator must have **a primary support reason of learning disability support must be known to the council** (see definition below) and must be **in paid employment**.
32. Not everyone that the Council supports into paid employment will meet the ASCOF criteria. Only a proportion will have 'learning disability support' as their primary support reason and people with Asperger's, autism or other disabilities would be screened out of the count.
33. The definition of individuals 'known to the council' is restricted to those adults of working age (with a primary support reason of learning disability support) who received long term

support during the year in the settings of residential, nursing and community but excluding prison.

34. The Council's Adult Social Care strategy focuses on supporting and enabling people to be as independent as they possibly can be and to reduce reliance on statutory services. The most likely people to be in paid employment are those with lower level needs or higher levels of independence who are not in receipt of the type of long term support described.
35. Additionally, the measure is focused on 'paid' employment. Voluntary work, work training activity and internships are excluded from the measure. The reality is that for many people with a learning disability, a significant period of "job readiness" will be required before they are confident enough or have the right skill set to secure paid employment.
36. The Council has undertaken a number of actions to improve the performance indicator, such as ensuring that the recording of employment status is a mandatory field in Mosaic and capturing performance information about both those people who can be counted towards the indicator and those who the iWork team support that we are unable to count.
37. If all of the 216 people supported by iWork who are in paid employment (as described in **paragraph 6**) could be counted towards the ASCOF indicator, then the Council's performance would be 10.3%.

Next Steps

38. Developments in relation to the Council's supported employment offer are ongoing with clear action plans in place with regards to young people in transition, supported internships and further development of employment focused direct services such as iWork, County Enterprise Foods and County Horticulture.
39. Although there are several existing supported employment initiatives within the Council and a wide network of local employers who are positive in providing supported employment opportunities to young people and adults with disabilities or additional needs, further work is needed to expand the range of opportunities within the authority as only 3% of supported employment opportunities are in Council departments outside of adult social care, as described in **paragraphs 8 and 9**.
40. Support from Members of the Adult Social Care and Public Health Committee in positively promoting and encouraging the creation of supported employment opportunities both within the wider Council and elsewhere would be welcome, either through contact with Member colleagues or through links with local employers and businesses within their constituencies.
41. In relation to improving the Council's performance in relation to the "*Proportion of adults with learning disabilities in paid employment*", it has been established that the Council would need to support an additional 34 people, who meet the criteria of the ASCOF indicator, into paid employment to meet the regional average and a further 32 beyond this to be in line with the national average.
42. As part of the ongoing development of the iWork service, it is planned to review whether this target of 66 additional people could be supported by the existing team of 9 FTE staff or

whether additional resources would be required. If there are additional resource requirements, a further report will be brought to the Committee at a future date.

Other Options Considered

43. There are no other options considered as the report is providing a summary of the work being undertaken to support people with disabilities or additional needs into employment.

Reason/s for Recommendation/s

44. The report provides the Committee with an overview of the work undertaken and provides an opportunity for the Committee to consider any further actions it requires.

Statutory and Policy Implications

45. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

46. There are no specific financial implications relating to this update.

Implications for Service Users

47. The work being undertaken to support adults and young people with disabilities and additional needs into employment is a positive driver towards independence, choice and control.

RECOMMENDATION/S

That:

- 1) Committee considers whether there are any further actions it requires in relation to the ongoing development of supported employment services and initiatives across different areas of the Council which support adults and young people with additional needs and/ or disabilities into paid employment, work experience or training.
- 2) Committee members promote and encourage the creation of further supported employment opportunities both within the Council and externally with local employers.

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Constitutional Comments (KK 19/12/18)

48. The proposals in this report are within the remit of the Adult Social Care and Public Health Committee.

Financial Comments (KAS 21/12/18)

49. As stated in paragraph 46 there are no financial implications arising from this report.

Human Resources Implications (GME 21/12/18)

50. The HR implications are contained in paragraphs 25 to 28. As a Disability Confident Employer, the Council has a publicly stated duty to support and maintain people with disabilities to access and maintain employment. Increasingly we are developing an across Council approach to ensure we maximise all opportunities and ensure that we promote ourselves as an inclusive employer.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Consultation about the future of the County Horticulture Service – report to Adult Social Care and Health Committee on 7th September 2015

Adult social care and commercial development – outcome of consultation – report to Adult Social Care and Public Health Committee on 16th April 2018

Update on Nottinghamshire County Council's Participation in the Leonard Cheshire Change 100 Internship Programme 2018 – report to Personnel Committee on 3rd October 2018

Progress on Disability Confident Accreditation – report to Personnel Committee on 3rd October 2018

Work Experience and Apprenticeships for Looked After Young People and Care Leavers – report to Personnel Committee on 28th November 2018

Electoral Division(s) and Member(s) Affected

All.

ASCPH615 final