

1st October 2012

Agenda Item: 14

REPORT OF THE SERVICE DIRECTOR FOR PERSONAL CARE AND SUPPORT – YOUNGER ADULTS

TO EXTEND THE OPEN EMPLOYMENT SERVICES (I-WORK) FOR PEOPLE WITH A LEARNING DISABILITY

Purpose of the Report

1. The purpose of the report is to seek approval for the extension of the temporary i-Work posts until March 2014.

Information and Advice

2. Access to paid employment for disabled people has been highlighted as a priority within many national social care policy frameworks over the last few years, including 'No Health without Mental Health'ⁱ, 'Improving the life chances of disabled people'ⁱⁱ and 'Valuing People'ⁱⁱⁱ.
3. The Department of Health White Paper, 'A Vision for Adult Social Care'^{iv} highlights disabled people attaining paid employment to help improve wellbeing and meet emerging needs. This is reiterated within the proposals of the Special Educational Needs Green Paper, '[Support and aspiration: A new approach to special educational needs and disability – a consultation](#)'.^v
4. The County Council currently supports two training projects; the Strawberry Fayre cafe and Phoenix Project.
5. In 2008, the local authority established a learning disability employment strategy and invested in the specialist employment support service (i-Work) which encourages the placement of more adults with learning disabilities within external open market paid employment. This investment enables the authority to meet national performance targets and local performance in relation to the County Council strategic plan.
6. I-Work was established in 2008 with 3 year funding until November 2011. In October 2010, temporary finance for 3 years was agreed from the Learning Disability Development Fund for specialist support for people with Aspergers to find paid work.

7. In Nottinghamshire, the authority has moved from 4% (62) to 9.3% (209) of people eligible for learning disability services in paid work via 'i-Work'. Of these, eighteen people are employed in their own businesses. However, around 32% of people using day services are engaged in some kind of other work activity (such as voluntary work, work tasters and work experience placements, vocational training in day services, other projects or colleges). With additional employment help and support, significantly more people undertaking work activities can be progressed towards paid employment.
8. Whilst there has been an increase in numbers of people entering paid work via the open employment team over the last 3 years, half of all people who started on the training projects (Strawberry Fayre café in Ashfield and Phoenix Project in Mansfield) returned to day services with only 2 people moving into paid work.
9. Based on cost benefit analysis by Dr Stephen Beyer of the Welsh Centre for Research for Learning Disability, Cardiff University, estimates are that 113 of the 209 people placed in work saves the local authority approximately £368,118 per year against day service rates. By setting further targets over the next 3 years this could increase to £902,863. This does not include savings on transport to services, reduction on the welfare system and input into the economy via payment of tax and national insurance contributions.
10. The County Council Supported Employment Service (Ready4Work) provided job coaching for people who have a learning disability and who are able to work over 16 hours per week. This service is now a part of the Shaw Trust work choice programme and is not suitable for the majority of people who are eligible for learning disability day services, as these clients need to start on the pathway to work at a lower level (i.e. between 1 and 15 hours per week) and with more intensive support than is available from Shaw Trust. I-Work now supports 62 of the Ready4Work people who are in paid work when required.
11. Following agreement with special educational needs services and a successful countywide conference held by school heads and governors, i-Work have planned progression routes with schools toward achieving paid employment. A target of 100 placements and 30 paid job outcomes per school year has been set.
12. 'Project Search' pilots commenced in September 2011 supported by the Department of Health and the Office for Disability Issues focussing on Foxwood School in Broxtowe and is outlined in the future plans for schools in Foxwood. West Nottinghamshire College have expressed an interest in joint working on a 'Project Search' site in Mansfield.
13. Current analysis shows there are still a further 324 people wanting to find paid work. This would provide alternatives to people who would otherwise be dependent on day service provision.
14. On the basis of experience within Nottinghamshire and the research undertaken on outcomes it is evident that the individual placement approach through 'i-Work' provides better value than the continuance of the work projects. It is, therefore, proposed that the authority continues to support the 'i-Work' service for a further temporary period and disinvests in the existing work projects.

15. The authority is proposing that the existing projects (Strawberry Fayre café in Ashfield and the Phoenix project in Mansfield) become social enterprises in order to raise external funds whilst receiving continued support through personal budgets.

Other Options Considered

16. To continue with the work projects alongside the 'i-Work' service. This would require a continued budget subsidy of £516,000. As stated within the report the number of people who take part in the work project and go onto the paid employment is low, with only two people finding paid work and fifty percent of people entering these services remaining in day service provision.
17. To continue to support the work projects and not invest in the 'i-Work' service. The authority would need to continue to subsidise these services in the amount of £245,500 and as above the employment outcomes of this service are low. With no investment in the 'i-Work' service the council would not be able to continue to support learning disabled people into employment, and would not reap the potential saving to day service budgets in future years.

Reason/s for Recommendation/s

18. The continued investment in the individual placement model of employment support through the extension of the temporary contracts to 'i-Work' staff and the disinvestment in work projects (through transfer or social enterprise development) provides the authority with the best value in respect to resources and outcomes. The required investment of £101,514 per annum (in addition to current spend on work projects of £216,334) will provide sufficient support to enable 153 people find and retain paid employment over the next two years, saving the authority the potential cost to day services of £520,000.

Statutory and Policy Implications

19. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of adults, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Human Resources Implications

20. The report recommends the posts of 6 fte Employment Inclusion Workers and 1 fte Employment Coordinator be extended until 31st March 2014. These posts be allocated approved car user status.
21. The existing staff will continue to provide support and current vacancies would be recruited to.
22. The trade unions have been consulted and support the continuing funding of i-Work which is playing a value role in supporting people eligible for learning disability services into work.

Financial Implications

23. The financial implications arising out of this proposal are as follows:

Year 2012/13

It is proposed that an additional budget allocation of £225,630 would be required on a temporary basis. This funding includes the costs of extending the contracts for the following staff to 31st March 2013:

- 1 fte Employment Coordinator, scp 29-34, (£24,646 - £28,637)
- 6 fte Employment Inclusion Workers, scp 24-28, (£20,859 - £23,708).

The additional budget allocation required of £225,630 will be contained within the existing Learning Disability Community Care budgets for 2012/13.

Year 2013/14

It is estimated that the service would require an additional budget allocation of £317,848. This additional cost includes the employment costs of the following posts.

- 1 fte Employment Development Manager, scp 42 (£35,184)
- 1 fte Employment Coordinator, scp 29-34, (£24,646 - £28,637)
- 7 fte Employment Inclusion Workers, scp 24- 28, (£20,859 - £23,708).

The post of Employment Development Manager and one of the posts of Employment Inclusion Worker have already been established on a permanent basis. The temporary contracts for the post of Employment Coordinator and 6 posts of Employment Inclusion Worker will need to be extended until 31st March 2014.

24. To meet the additional budget allocation required of £317,848 it is proposed that the £216,334 allocated to work projects is transferred into the open employment service, and the remaining additional allocation of £101,514 would be contained within the Learning Disability Community Care Budgets for 2013/14.

Implications for Service Users

25. The Countywide provision of specialist employment support to people who have a learning disability will maintain and expand the opportunities available to people who want to work, at whatever level is appropriate for each person. For some people, this will offer the first meaningful opportunity to experience work activity. For others, maintaining a job on an ongoing basis will offer people the chance to:

- gain in self-confidence and independence
- learn new skills
- increase their disposable income
- be recognised and valued for their contribution
- take on new rights and responsibilities associated with having a job
- expand their social networks and make new friendships.

RECOMMENDATIONS

It is recommended that:

- 1) the following temporary posts be extended until 31st March 2014:
 - a. 6 fte (222 hours) Employment Inclusion Workers, Grade 5, scp 24-28 (£20,858-£23,708) and the posts be allocated approved car user status
 - b. 1 fte (37 hours) Employment Coordinator, Pay Band A, scp 29 – 34 (£24,646 - £28,636) and the post be allocated approved car user status.
- 2) that the additional budget allocations required of £225,630 in 2012/13 and £101,514 in 2013/14 are contained within the budget allocations for Learning Disability Community Care budgets for those years
- 3) The Business cases are progressed to develop social enterprise and/or external partners to operate the work training projects, Strawberry Fayre Café in Ashfield and Phoenix Project in Mansfield with a view to externalising these services by April 2013.

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Constitutional Comments (SLB 31/08/2012)

26. Adult Social Care and Health Committee is the appropriate body to consider the content of this report. The Council's Employment Procedure Rules state that changes to staffing structures must be made by the relevant committee unless the post is temporary for less than 3 months. Human resources comments should be sought and trade unions consulted.

Financial Comments (RWK 20/09/2012)

27. The financial implications are set out in the report.

Background Papers

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.

- a. AC/2008/00065; Development of Employment Services to people with a Learning Disability, July 2008 (previously published)

- b. AC/2008/00004; Modernising of learning Disability Day Services, 11th January 2008 (previously published).
- c. Business Proposal for Specialist Employment Support for People with a Learning Disability and Autistic Spectrum Disorders, June 2011.

Electoral Division(s) and Member(s) Affected

All.

ASCH48

Reference Documents

ⁱ [No health without mental health: a cross-government mental health outcomes strategy for people of all ages](#) – Department Of Health – 2nd February 2011.

ⁱⁱ [Improving the life chances of disabled people](#) - Cabinet Office - Prime Minister's Strategy Unit, Department of Work and Pensions, Department of Health, Department for Education and Skills, Office of the Deputy Prime Minister – 20th January 2005.

ⁱⁱⁱ [Valuing people: a new strategy for learning disability for the 21st century](#) - a White Paper – Department of Health – 20th March 2001.

^{iv} [A vision for adult social care: Capable communities and active citizens](#) – Department of Health – 16th November 2010.