



**09 June 2015**

**Agenda Item: 7**

**REPORT OF THE GROUP MANAGER, CORPORATE STRATEGY  
SUPPORTING YOUTH EMPLOYMENT (ENGAGE2EMPLOY) UPDATE**

**Purpose of the Report**

1. To update Committee on the progress of support agreed for learners with learning difficulties and/or disabilities (LLDD).

**Information and Advice**

2. Committee previously agreed to use the £158,000 balance of funds allocated to supporting youth employment for:
  - Young learners with LLDD (up to the age of 25) LLDD is an umbrella term covering a wide spectrum of difficulties, conditions and syndromes including Downs Syndrome, ADHD, Asperger's and Dyslexia.
  - Young people who are Not in Employment Education or Training (NEET)
3. The two client groups can be looked at as one cohort with a range of challenges e.g. LLDD, 'looked after children', children in social care, those supervised by a Youth Offending Team.
4. Learning disabilities affect about 1.5 million people in the UK. Research shows that people with LDD face disadvantage and are under-represented in both educational achievement and employment. Evidence shows:
  - a. Pupils with a statement of Special Educational Needs (SEN) are half as likely to achieve 5 or more GCSE grades A\*-C than their non-disabled peers.<sup>1</sup> This is not because they are of lower ability but that there are significant barriers within the system.
  - b. Low attainment at school or in further education can deeply affect the progression of people with disabilities into employment.
  - c. Fewer than 7% of people with a learning disability known to social services are in any form of paid employment.<sup>2</sup>

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<sup>1</sup> National Pupil Database 2005/06-2008/09 <http://www.officefordisability.gov.uk>

<sup>2</sup> Social Care and Mental Health indicators from the National Indicator Set – 2009-10 Provisional, August 12 2010: [www.ic.nhs.uk/statistics-and-data-collections/social-care/adult-social-care-information](http://www.ic.nhs.uk/statistics-and-data-collections/social-care/adult-social-care-information)

- d. Many LLDD struggle in the transition period from education to employment<sup>3</sup>
5. In 2013, a successful pilot project was developed for the Learning and Skills Improvement Service. The pilot was delivered in Mansfield and Ashfield and led by the County Council's Skills for Employment team. The project was formed specifically to support this group of young people into employment.
  6. Following on from this successful pilot, Economic Development Committee considered and approved funds which led to the establishment of 'Engage2Employ' to build on, implement and embed this good practice. The anticipated outputs for the project (see paragraph 19) are that 45 young people will benefit from work placements with 15 people progressing to employment. Depending on learner needs and employer capacity, there are a range of supported internships to enable the transition between work placements and employment.
  7. A key message to potential employers is that young people with LLDD often make enthusiastic, loyal and hardworking employees who rarely take time off. One of the successes of the project is that the learners have fitted well into a team and quickly become valued employees. Employers involved in the original pilot, The Linney Group and the Belfry Hotel remain committed and proactively support efforts to recruit additional employers.
  8. Engage2Employ focuses on LLDD learners providing bespoke support to raise their skill levels, secure employment and improve their life chances alongside diversifying the Nottinghamshire workforce.

## **Progress to date**

9. A part time Project Co-ordinator for Engage2Employ was appointed in October 2014 and has been working on the 'building blocks' for this new project. Key activities have included the identification and engagement of potential employers and new partners to complement the existing Ashfield/Mansfield partnership. Members of the Ashfield/Mansfield partnership are Portland College, Vision West Notts College, Nottinghamshire County Council, Skills4Employment, Bracken Hill School and NCC 'I-works'.
10. Newly recruited project partners are North Notts College, Central College, Bassetlaw Training Agency, St Giles School, Foxwood School, Derrymount School and Landmarks Specialist College.
11. The project adds value by co-ordinating provider activity and focusing partners' energies in a cohesive way supporting LLDD learners and employers to achieve the best possible outcomes.
12. Critical to the success of Engage2Employ is the recruitment and ongoing engagement of local employers. In order to attract interest, an employer

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<sup>3</sup> The 2010 Ofsted review into Special Educational Needs and Disability, "A Statement is not enough"

information event was organised and this successfully recruited a number of new employers including Tesco (Ollerton) and the Dukeries Garden Centre. Placements have also been agreed with Nottinghamshire County Council schools catering service, Premier Inn and Eve's Trades (a social enterprise). The engagement and support to employers in providing work experience placements and internships is an ongoing process.

13. In-work support for the young people is provided by the partners and led by the County Council's 'i-Works' team. Staff members provide Job Coaching using a technique called Systematic Induction Training (SIT) to assist LLDD young people to learn the various elements of their job and to provide support to both the young person and the employer.
14. Engage2Employ organised a SIT training course which was held in April 2015 to add more capacity by training additional Job Coaches from partner organisations. The project budget enables cover for staff in their substantial post so that they can carry out this pivotal role.
15. A tailored package of support is provided according to the needs and skills of each young person, which can vary considerably. An assigned Job Coach works with the employer to consider how to make the job more accessible to young people with LLDD breaking it down into practical and fixed tasks that can be learned through practice and repetition.
  - a. The Job Coaching process begins with support to complete a simple application form and meet the employer. Once an agreement to offer a work placement is made, the Job Coach will work with both the young person and the employer to maximise the success of the placement. The Job Coach will:
    - b. Work with the employer to identify the tasks that the individual can do, these may be the whole job or the more routine practical tasks of a higher skilled job.
    - c. Identify any reasonable adjustments which are required and support the employer accordingly.
    - d. Learn the job tasks and find out the supporting information e.g. facilities, hours, uniform, health and safety.
    - e. Work with the young person to help them learn and plan such things as travel to their work placement, what their role will be and who they will be working with.
    - f. Support the young person in their work placement to carry out their allocated tasks by teaching them how to do each element. This information and training may be carried out over a number of weeks but is tailored to the individual. The Job Coach provides support to the learner for as long as is necessary whilst working towards their development of employability skills and independence.
    - g. Provide support to the company throughout the recruitment, induction and training processes and for as long as is necessary with in work support

16. To date, nine young people have taken part in work placements, with seven additional young people starting with schools catering within the next month and two more awaiting placements with Linney Print.
17. Following work placements and in line with the bespoke nature of the project, young people can move into paid employment at any stage. To date, there are four young people who have gained paid employment. Please see Appendix A for a flow diagram of the Engage2Employ process.
18. It is anticipated that at least 20 work experience placements will have been secured by the end of July 2015.
19. The project is aligned to the academic year, the autumn and spring terms focussing on the identification and preparation of the young people to undertake work experience in the summer term.
20. The outputs agreed for the project over 2 years and progress to date is shown below:

	Target	2014-2015				2015-2016				2016-17	Actual
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Carry over	
<b>Work Placements</b>	45	1	1	0	4	5	8	5	10	9	11
<b>Supported Internship</b> (depending on learner needs and employer capacity)	-					3	7	3	8	7	0
<b>Paid Employment</b> Including progression from existing work placement	15	2	0	0	1	1	3	2	2	4	4

21. Although there has been good progress to date, the alignment of the project with the academic year coupled with the intensive preparation time indicate that project delivery is likely to continue into the 2016/17 academic year.
22. Steve Straw from the Linney Group in Mansfield will be attending committee to talk about his involvement in the project as an employer.

#### **Reason/s for Recommendation/s**

23. To inform Committee about the progress to date of support agreed for learners with LLDD through 'Engage2Employ'.

## **Statutory and Policy Implications**

24. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working 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**

25. Although there are no direct financial implications arising from this report, the activities are funded from the youth employment reserve and expenditure is now likely to continue into the 2016/17 financial year.

## **RECOMMENDATION/S**

26. That the Economic Development Committee notes the contents of this report

### **Report of the Group Manager, Corporate Strategy, Celia Morris**

For any enquiries about this report please contact: Hilary Porter, 72146

### **Constitutional Comments (LMC 27/05/2015)**

The report is for noting only

### **Financial Comments (SES 27/05/15)**

The financial implications are set out in the report.

### **Background Papers and Published Documents**

Economic Development Committee January 2014

Economic Development Committee March 2014

Engage2Employ Employer Information Pack

### **Electoral Division(s) and Member(s) Affected**

All