

Report to: **Adult Social Care Scrutiny Committee**

Date: **19 November 2009**

By: **Director of Adult Social Care**

Title of report: **Scrutiny Review of Employment
Action Plan update**

Purpose of report: **To update Scrutiny with respect to progress made with implementation of the Review of Employment Opportunities for Adults with a Learning Disability.**

RECOMMENDATIONS

The Adult Social Care Scrutiny Committee are recommended to:

Endorse the Departments work to implement the recommendations arising from the Review of Employment Opportunities for Adults with a Learning Disability.

1. Financial Appraisal

1.1 Any financial implications will continue to be managed within existing resources.

2. Background and Supporting Information

2.1 The outcomes of the Scrutiny Review of Employment Opportunities for Adults with Learning Disabilities, and an Action Plan to address key areas, were reported to Cabinet on 28th April 2009. This is the first update concerning progress with the action plan.

2.2 The action plan at Appendix 1 provides updated information on specific actions in response to recommendations made by the Project Board of the Scrutiny Review of Employment Opportunities for Adults with a Learning Disability. The action plan update summarises progress within each area.

3. Conclusion and Reasons for Recommendation

3.1 Regular reports on the implementation of the seven recommendations of the review of Employment Opportunities for Adults with a Learning Disability will continue to be made to the Adult Social Care Scrutiny Committee as requested.

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Local Member all

Appendix 1

East Sussex County Council Adult Social Care Learning Disability Directly Provided Services Action Plan – Update October 2009


This plan contains specific actions in response to recommendation made by the Project Board of the Scrutiny Review of Employment Opportunities for Adults with a Learning Disability.

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
That, in partnership with local colleges and clients with learning disabilities, a promotional video is developed to illustrate the positive impact that employment opportunities can bring for a person with learning disability, as well as the positive impact it can have for a company and its staff. This video should then be distributed to local employers to promote employment opportunities for adults with a learning disability.	1	<p>Make links with established contacts internally and externally to develop a suitable promotional DVD</p> <p>Develop a range of promotional and informative material including a DVD, leaflets, publicity material on the internet, large display material, information on benefits advise and information for parents and carers</p>	April 2010	Philip Pragnell	<p>Production of a range of promotional material including a DVD to:-</p> <ul style="list-style-type: none"> • Distribute to local employers to promote opportunities for Adults with Learning Disabilities. • Explain the positive impact employment opportunities can have for adults with learning disabilities
<p>1. Update October 2009: Within Directly Provided Services (DPS) the ChoicES leaflet and handbook has been updated to reflect the across county service. Both have been branded using the Adult Social Care (ASC) publicity branding, the leaflet is also available on audio CD. The LD Partnership Board Employment Partnership is planning an employment event for Spring/ Summer 2010. The event, planned in partnership with Job Centre Plus, will be aimed at local employers and provide people with learning disabilities with information about local</p>					

work and training opportunities.

Plans for an Employment Directory are underway. The Directory will provide accessible information about services and supports that help people into work, work experience and training. Delivery Spring 2010.

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
<p>That the Directly Provided LD Service develops a range of literature aimed at parents and carers to explain:</p> <ul style="list-style-type: none"> the employment opportunity services run by East Sussex County Council; the positive impact that employment opportunities can have for adults with learning disabilities; and <p>how benefit entitlement can be managed alongside employment opportunities.</p>	2	Redraft existing promotional literature	June 2009	Helen Fitcher	<p>Production of a range of promotional material to:-</p> <ul style="list-style-type: none"> Distribute to local employers to promote opportunities for Adults with Learning Disabilities. Explain the positive impact employment opportunities can have for adults with learning disabilities
<p>2. Update October 2009: Within DPS all ChoicES promotional information has been re-drafted and branded using the ASC publicity branding ChoicES staff are promoting the service amongst service user groups and local businesses. The ChoicES manager is meeting with Assessment & Care Management (ACM) to promote the service to increase referrals. The LD Partnership Board Employment Partnership are collecting and reviewing best practice in promotional films about people with learning disabilities in employment. A new film will be commissioned and launched at the 2010 event.</p>					

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
<p>That the Directly Provided LD Service publicises its work in supporting clients with a learning disability to gain employment opportunities by:</p> <p>a) Using news stories on the internet and in the local press to help promote the service and to highlight the range of employment opportunities that clients with a learning disability carry out;</p> <p>b) Developing a scheme that recognises and highlights those employers who have a good record for employing staff with a learning disability; and</p> <p>c) Promoting the work of the service to employers through events such as the Local Life show held in Eastbourne to help generate interest to offer employment opportunities.</p>	3	<p>Make links with established contacts internally and externally to develop suitable promotional material</p>	<p>Establish links September 2009</p> <p>Ongoing maintenance</p>	Helen Fitcher	<p>Production of a range of promotional material</p> <p>Improved opportunities for employment for people with learning disabilities.</p>
		<p>Liaise with ESCC Communications and Media Department to promote the ChoicES employment service</p>	June 2009	Helen Fitcher	<p>Safer and more receptive working environments for people with learning disabilities</p>
		<p>Develop a database and recognition scheme or negotiate utilisation of the database held by Job Centre Plus regarding local employers who have achieved the two tick scheme</p>	April 2010	Helen Fitcher	
					

		Involve service users in liaising with locality town partnership forums and Chamber of Commerce, local district and borough Councils to explore options of engaging with local communities to promote inclusion.	April 2010	Helen Futchter	
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3. Update October 2009:

The ChoicES event in June 09 celebrated client's achievements was well attended and publicised. A new awards scheme has started for Employee and Employer of the Year.

The ChoicES team are attending local job fairs and other related events to promote the service

The creation of an employers' data base is under way.

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
That Adult Social Care aims to increase the numbers of adults with a learning disability who are supported into employment through a variety of avenues: a) redirecting current resources within Directly Provided LD Services so that there is greater focus on increasing the number of clients with a learning disability that can be	4	Develop a discrete cohesive employment service under one manager	July 2009	Helen Futchter	A uniform single employment service that has room for growth and therefore can increase the numbers of people it supports into employment. Greater cohesive working with other employment agencies
		ESCC DPS services to continue to be involved in the LDPB Employment partnership meetings	Ongoing	Helen Futchter	
		Link into established town partnership	September 2009	Helen Futchter	

<p>supported to gain and maintain employment opportunities;</p> <p>b) improving partnership working with Job Centre Plus, employers and other partners to improve employment opportunities for people with learning disabilities and the support they receive; and</p> <p>c) Improving the commissioning of services from the independent and voluntary and community sectors to ensure provision of high quality services that are in line with the Valuing People Now and Putting People First objectives.</p>		<p>forums</p> <p>ESCC to continue to Chair LDPB Employment Partnership</p> <p>Ensure effective communication and joint working with Job Centre Plus</p> <p>Develop a Day Opportunities service specification with a clear focus around employment support</p> <p>Establish a forum for providers of services for people with learning disabilities and ensure effective engagement around the development of employment support</p>	<p>On going. Regular performance reporting through LDPB performance reports from April 2010</p> <p>On going. Regular performance reporting through LDPB performance reports from April 2010</p> <p>April 2010</p> <p>April 2010</p>	<p>Philip Pragnell</p> <p>Philip Pragnell</p> <p>Philip Pragnell</p> <p>Debbie Endersby</p>	<p>People with learning disabilities have access to appropriate, good quality employment support services provided by partner agencies.</p> <p>Services commissioned by ESCC are of a high standard and good value for money and effectively support people into employment where appropriate.</p>
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4. Update October 2009:

Following the successful recruitment of the Employment Coordinator, Liz Mellor, took up post on 1st September 2009 to manage the service, this now means ChoicES has become one service across the county. Further recruitments followed funded within existing resources, new staff commence their posts on 2nd November this will increase staff numbers and potential client capacity.

Clearly defined pathways to work have been developed and are being shared across DPS to promote employability.

Strong working links are developing with other employment agencies for example Job Centre Plus (JCP), other colleges and the transition team.

Planning is in progress and well underway to meet all local Chambers of Commerce with dates booked for presentations by ChoicES staff.

LDPB Employment Partnership brings together ESCC, NHS, Job Centre Plus, local colleges and providers of supported employment and training. The group meets regularly and coordinates initiatives to improve employment opportunities for people with learning disabilities. The group are developing an action plan in response to Valuing Employment Now (June 2009), the new national employment strategy for people with learning disabilities.

LD Commissioners work closely with providers of commissioned LD services to ensure these services are employment focussed and are developing partnership with employers and specialist providers of employment support. Employment will be a priority in the new LD Commissioning Strategy for delivery in April 2009. Draft proposals have been discussed with the Employment Partnership.

Improvements are being made to information systems to ensure the County Council is able to accurately record and report the number of people with LD in different types of employment.

The County Council is liaising with other LA's in the Surrey, Sussex and Kent region to agree an approach to working with the prime contractor for the new Job Centre Plus "Work Choices" Service. The prime contractor will be announced in April 2010.

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
That the Directly Provided LD Service identifies funding for the co-ordinator post and appoints to this post as soon	5	Recruit to the Employment Co-ordinator post to manage the whole	July 2009	Gail Hughes	A uniform single employment service that has room for growth and therefore

<p>as possible. This will help create better links and improve efficiencies between the Learning Disability teams based in Hastings, Eastbourne and Wealden, as well as increase contact with the broader community to develop employment opportunities.</p>		<p>employment service as a single service across localities</p>			<p>can increase the numbers of people it supports into employment.</p> <p>Greater cohesive working with other employment agencies</p> <p>A more streamlined and responsive referral process as there will be capacity to take on new referrals</p>
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5. Update October 2009:

The new Employment Coordinator has commenced in post. The funding for the expansion of the employment service has been established from within current DPS resources.

One referral process is in place with greater involvement and links with other DPS to plan clear pathway for the client into work.

Data continues to be recorded.

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
<p>That the Directly Provided LD Service amalgamates the ChoicES and Working Wonders employment services under one name. This will</p>	6	<p>Redraft existing promotional literature to promote the single service across localities.</p>	<p>June 2009</p>	<p>Helen Fatcher</p>	<p>Production of a range of promotional material</p> <p>A uniform single</p>

help eliminate any confusion around having two differently named teams providing the same service and will help with publicising the service in the future.		Liaise with ESCC Communications and Media Department to promote the ChoicES employment service	June 2009	Helen Fitcher	employment service that has room for growth and therefore can increase the numbers of people it supports into employment.
		Recruit to the Employment Co-ordinator post to manage the whole employment service as a single service across localities	July 2009	Gail Hughes	A more streamlined and responsive referral process as there will be capacity to take on new referrals
<p>6. Update October 2009: Promotional literature has been redrafted and branded and an audio CD produced. Further media is being developed. Working Wonders staff officially joins the ChoicES service on 2nd November, however they are currently working under the one manager across the service and work is well underway to establish uniform ways of working. The ChoicES service now has greater capacity for new clients.</p>					

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
That East Sussex County Council increases the number of employees with learning disabilities that it employs.	7	<p>ESCC to lead by example</p> <p>Identify protocols with PAT on how this can be achieved</p> <p>Develop a pathway within ESCC to identify potential recruitment</p>	April 2010	Helen Fitcher	<p>An increased number of people with a learning disability employed by ESCC</p> <p>Improved public image</p> <p>ESCC are leading by example</p>

		opportunities Liaise with ESCC Communications and Media Department to promote ESCC as an inclusive employer	Post April 2010	Helen Fletcher	
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7. Update October 2009:

Initial links have been made with Personnel And Training

The ChoicES Employment Coordinator is linking with 14 -19 work placement and apprenticeship coordinators at ESCC

The ChoicES Employment Coordinator is liaising with Library services about employment opportunities

The County Council's bid to the Job Centre Plus Future Jobs Fund included two new posts in the Adult Social Care Department that will be promoted to people with learning disabilities.