

Report to: **Adult Social Care Scrutiny Committee**
Date: **10 June 2010**
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.**

RECOMMENDATION

The Adult Social Care Scrutiny Committee are recommended to endorse the Department's 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 second and final planned 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.

2.3 Two further appendices are enclosed for further information:
(i) Copies of presentation made to the Learning Disability Partnership Board on 9th March 2010
(ii) Information about an Employment Event on 9th June 2010

2.4 The latest statistical information about numbers of people with learning disabilities in employment and those employed by ESCC will be provided at Scrutiny.

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.

KEITH HINKLEY
Director of Adult Social Care

Contact Officer: Name Philip Pragnell

Tel No. 01273 482052

Local Member(s): All

BACKGROUND DOCUMENTS – None

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 June 2010: 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. An employment event to promote the employment of adults with learning disabilities is taking place on 9th June 2010. It is hoped that over 50 local employers from a diverse cross section of the local economy will be in attendance. The event, has been planned in partnership with Job</p>					

Centre Plus.
Plans for an Employment Directory are continuing as part of the development of the Learning Disability Pages of the ESCC website. Delivery Autumn 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 June 2010: 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. The County Council have successfully bid for £35, 820 from the Department of Health to deliver a project as part of the Public Service Agreement Innovations Fund. The aim of the project (that will get underway in summer/autumn 2010) is to coordinate paid employment opportunities for adults with a learning disabilities and mental health needs within either the County Council, or a County Council</p>					

supplier/contractor and deliver lasting improvements to recruitment, selection and retention policy and practice. As part of other project a publicity film will be commissioned.

II. A new version of the ChoicES client/carer information leaflet has been developed along with an easy read version – completion end May 2010.

ESCC DPS have developed and improved their structures for involving and consulting with service users. As part of this development, ChoicES clients are now being included in the service user forums.

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</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 Futcher	<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 Futcher	<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 Futcher	

<p>the service to employers through events such as the Local Life show held in Eastbourne to help generate interest to offer employment opportunities.</p>		 <p>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.</p>	<p>April 2010</p>	<p>Helen Futcher</p>	
--	--	---	-------------------	----------------------	--

3. Update June 2010:
 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 and have given talks at Chamber Of Commerce meetings across the county
 The creation of an employers' data base is under way.
 Choices are also producing a new booklet style information leaflet for employers, which includes success stories. The material will include details of all current employers (including their company logos). The new publicity material will be on display at the employment event on 9th June.

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					

<p>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:</p> <p>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 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</p>	4	Develop a discrete cohesive employment service under one manager	July 2009	Helen Futcher	<p>A uniform single employment service that has room for growth and therefore can increase the numbers of people it supports into employment.</p> <p>Greater cohesive working with other employment agencies</p> <p>People with learning disabilities have access to appropriate, good quality employment support services provided by partner agencies.</p> <p>Services</p>
		ESCC DPS services to continue to be involved in the LDPB Employment partnership meetings	Ongoing	Helen Futcher	
		Link into established town partnership forums	September 2009	Helen Futcher	
		ESCC to continue to Chair LDPB Employment Partnership	On going. Regular performance reporting through LDPB performance reports from April 2010	Philip Pragnell	
		Ensure effective communication and joint working with Job Centre Plus	On going. Regular performance reporting through LDPB performance reports from April 2010	Philip Pragnell	
	Develop a Day	April 2010			

with the Valuing People Now and Putting People First objectives.		Opportunities service specification with a clear focus around employment support Establish a forum for providers of services for people with learning disabilities and ensure effective engagement around the development of employment support services	April 2010	Philip Pragnell Debbie Endersby	commissioned by ESCC are of a high standard and good value for money and effectively support people into employment where appropriate.
--	--	---	------------	--	--

4. Update June 2010:

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. A further 3 Employment Support Worker posts are currently being recruited bring the total team complement to xx.

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.

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.

An employment event to promote the employment of adults with learning disabilities is taking place on 9th June 2010. It is hoped that over 50 local employers from a diverse cross section of the local economy will be in attendance. The event, has been planned in partnership with Job Centre Plus.

LD Commissioners work closely with providers of commissioned LD services to ensure these services are employment focussed and are

Comment [r1]: No figure

developing partnership with employers and specialist providers of employment support. Employment is a priority area for the new LD Commissioning Strategy for delivery in July 2010 and for the Learning Disability Development Fund.

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 new service will begin in October 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 identifies funding for the co-ordinator post and appoints to this post as soon 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>	5	<p>Recruit to the Employment Co-ordinator post to manage the whole employment service as a single service across localities</p>	July 2009	Gail Hughes	<p>A uniform single employment service that has room for growth and therefore 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>

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. The new Community services teams are now meeting regularly; clear partnership paths defined with stronger links being developed.

Data continues to be recorded.

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
That the Directly Provided LD Service amalgamates the ChoicES and Working Wonders employment services under one name. This will help eliminate any confusion around having two differently named teams providing the same service and will help with publicising the service in the future.	6	Redraft existing promotional literature to promote the single service across localities.	June 2009	Helen Futcher	Production of a range of promotional material
		Liaise with ESCC Communications and Media Department to promote the ChoicES employment service	June 2009	Helen Futcher	A uniform single 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
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.

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	ESCC to lead by example	April 2010	Helen Futcher	An increased number of people with a learning disability employed by ESCC
		Identify protocols with PAT on how this can be achieved			Improved public image
		Develop a pathway within ESCC to identify potential recruitment opportunities			ESCC are leading by example
		Liaise with ESCC Communications and Media Department to promote ESCC as an inclusive employer	Post April 2010	Helen Futcher	

7. Update June 2010:
 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.
 There is still work ongoing to develop an easier access for People with a Learning disability to access paid employment with in ESCC

The County Council have successfully bid for £35, 820 from the Department of Health to deliver a project as part of the Public Service Agreement Innovations Fund. The aim of the project (that will get underway in summer/autumn 2010) is to coordinate paid employment opportunities for adults with a learning disabilities and mental health needs within either the County Council, or a County Council supplier/contractor and deliver lasting improvements to recruitment, selection and retention policy and practice.

Employment



An update from the Partnership Group
Philip Pragnell

What makes people glad about education and employment:

“People getting support to get jobs.”

“Feeling independent”

“Getting paid at work”

“I like going to college”

What makes people sad about education and employment:

“Not enough support at college to get qualifications to the jobs we apply for”

“I have finished my course now. I don't want to do another course I want to work”

“Not enough courses leading to employment”

“Limited choice of courses at the college, similar courses year after year”

What makes people hopping mad about education and employment:

“I would like a real paid job but I can't get out and the organisation put in place to support me has disapproved”

“Employers are not taking people with learning disabilities on. More work needs to be done to show employers the positive contributions people can make to a company”

Valuing Employment Now



- 10% of people with learning disabilities in paid work
- Change attitudes and expectations
- Improve support into work
- Better preparation at school and college

Valuing Employment Now



- Personal budgets

- Improving the benefits system



- Self employment and Social Enterprise

How are we doing ?



- 5% of people with learning disabilities in paid work
- More people in voluntary work
- Good partnerships
- Good support with employment (Choices)
- PCT Workright project

What needs to improve ?



- More jobs in Local Councils and NHS

- Better day services



NHS

- Better opportunities for young people



- Better support to move on from voluntary work

What needs to improve ?



- Better information about support (and benefits !)
- Links between college and jobs
- Improve partnership work with employers
- Better information about numbers of people in work



What are our aims ?



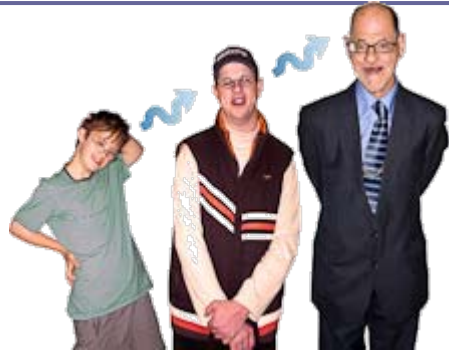
- Jobs for people who want to work
- Voluntary and training placements that help people move on
- Improve the support available
- Strengthen our partnerships
- Help to change attitudes
- Improve information and advice

Plans for the future ?



- A new project in the County Council
- LDDF projects
- An employment event on June 9th
- Training for staff

Plans for the future ?



- New Transition Service



- A new Job Centre Plus service called 'Work Choice' in October
- Community Matters directory



Are you an employer or recruiting manager?

**An employment event at
Cavendish Hotel
Eastbourne**

**Wednesday 9th June 2010
10am to 2pm, with lunch**

If you are an employer or recruiting manager, this event is an opportunity to find out about the support that is available to you when recruiting and employing people with learning disabilities.

People with learning disabilities can be the most reliable, enthusiastic and dedicated employees. So, this event is also an opportunity for you to find out more about how to strengthen your workforce.

To book a place or for further information please contact:

Philip Pragnell

East Sussex County Council

Phone: 01273 482052

Email: philip.pragnell@eastsussex.gov.uk

