

NI 146

# **Adults with Learning Disabilities in Employment**

LAA PRIORITY: Improved health & well-being

**DELIVERY PLAN Version 3.01**

4<sup>th</sup> March 2010

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### Delivery Partnership

Adult Care Board. (This work will be overseen by the LD Programme Board. A sub group of the LD Partnership Board will be formed that will report and be accountable to the Board).

### Document control

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## 1. OBJECTIVES

**What the plan is seeking to achieve? Please include details of the people and places it will affect, linking it back to the persuasive rationale.**

- 1.1 A National CSIP survey in 2005 showed that 11% of people with learning disabilities accessed some kind of paid work (minimum of 16 hours per week) whilst that figure was below 1% in Staffordshire.
- 1.2 A more recent Government survey indicated that across all working age groups 24% of vulnerable adults now access some kind of paid work. Again in Staffordshire the figure is much lower.
- 1.3 This project centres on understanding current performance in securing employment opportunities for people with a learning disability, identifying need and improving partnership working in this area. This will result in the development of an employment strategy for people with a Learning Disability.
- 1.4 Overall this delivery plan aims to increase the proportion of people in the County with learning disabilities in employment, in line with the national strategy entitled "Valuing People Now: A New Three-Year Strategy for People with Learning Disabilities".

## 2. IMPACTS (Equalities and Vulnerable Groups)

**Who is the activity intended to affect/benefit? Who else might the activity impact one? Please consider factors such as age, gender, religion, race, sexuality, disability. If there is likely to be a negative impact, what actions will you take to mitigate against this?**

- 2.1 The indicator covers all adults with a learning disability aged 18-64 who are assessed or reviewed by the Council.
- 2.2 The directorate measures equalities information on a regular basis, including the ratio of people from BME backgrounds receiving services as ratio of the local population. At present these indicators show that there is no significant difference in the level of service provided to white and ethnic minority groups.

## 3. ACCESSIBILITY

**Are the activities set out in the plan, accessible and inclusive? Have you considered the barriers to access? How will you overcome these barriers?**

- 3.1 By their very nature the activities set out in the plan specifically address the needs of people with disabilities.
- 3.2 Other barriers to access may include not having English as the first language, access to transport, issues faced by travelling communities, mental health problems, homelessness.

## 4. COMMUNITY SAFETY

**Under Section 17 of the Crime and Disorder Act, all local authorities, police authorities and other agencies must consider crime and disorder reduction and community safety in the exercise of all their duties and activities. How have you met this requirement in developing this plan?**

- 4.1 The safety of vulnerable individuals is routinely considered as part of the assessment/review process.

## 5. CLIMATE CHANGE

**How have you considered the impact the activities in this plan may have on climate change?**

- 5.1 The impact on climate change will be minimal, and may include small increases in transport provided to help individuals to access training or work.
- 5.2 The majority of individuals getting into paid employment will predominantly be in 'entry level' jobs which will be close to where they live or be accessible by public transport. Travel training will be delivered to the individuals making them more 'job ready' and therefore being able to access public transport. All of these factors will contribute to less CO2 pollution

## 6. SUPPORTED PLANS

**Please specify the plans to which you are going to add value in delivering this (please include the title of the plan, the organisation responsible for delivery, the lead officer and timescales)**

1. Valuing People Now: A New Three-Year Strategy for People with Learning Disabilities (national strategy)
2. Emerging national Learning Disability Employment Strategy
3. Staffordshire Sustainable Community Strategy – priority iii – Improved Health and Well-Being;
4. SCC Strategic Plan – Aim 2 – Healthier Communities and Older People;
5. SCC Strategic Plan priorities – (i) Services for vulnerable people
6. SCC Healthier Communities and Older People Thematic Improvement Plan.
7. Changing Lives Programme

## 7. ACTION PLAN

| Actions   | Completion Date | Lead Officer and Organisation |
|---|-----------------|-------------------------------|
| 7.1 Baseline current position.<br>The baseline performance for the NI 146 indicator in 2008/09 was 3.9% |                 |                               |

- 7.2 Discuss with principle partners (Connexions DWP & LSC) their current activities. SC&H have had a number of inclusive meetings with LSC, JCP and connections and have integrated their activities and support into our delivery plan.
- 7.3 Capture performance info for current SCC and partner's activity in order that we understand how many people with a LD are currently employed and how many are being supported into employment. Compare this with the performance of similar areas.
- 7.4 Consult to obtain the views of people with a learning disability known to SC&H on the current situation and what they want for the future.
- 7.5 Identify resources of all agencies involved in this work; investigate other potential sources of funding.
- 7.6 Develop and consult on options based on consultation and resources exercises above.
- 7.7 SC&H will be retendering the Pathways contract (currently delivered by Mencap) in late 2010. The contract has been realigned to the requirements of the NI 146 indicator and an incentive for more paid job outcomes will be inherent within the contract. It also focuses activity on employer engagement, job brokerage, in work support and sustainability focus..
- 7.8 Mencap have had regular monthly reviews with members of SC&H as a result their focus has been realigned towards paid work for the individuals and 'employer engagement', as a result performance has improved
- 7.9 Improved assessment of individuals accessing the 'employment service' have been designed for both implementation within SC &H but also within Mencap. Initial screening will allow for effective targeting of activity based upon an assessment of 'time to job ready'. Where as assessment by Mencap will be focused on realism of job goal and appropriateness of employment option based upon the prevailing job market.
- 7.10 Development activities for individuals who have a learning disability have been designed for delivery within SC &H. This involves soft skills enhancement and a focus on what employers are wanting from their new employees. Support for SC&C delivery has been sought from C&LL who have a team of outreach workers that have 'delivery skills' who will work in partnership with the SC&H team for a number of weeks until the SC&H team are skilled and confident enough to deliver on their own.

- 7.11 A more 'visible' handover process with standards has been designed for SC&H and Mencap staff. This will ensure that individual access the Mencap employment service at the right time, with the right skills and required motivation.
- 7.12 . We are at the early stages of designing an intervention to support individuals looking at the self employment option within NI 146 which will be delivered and supported by Mencap and Landau. This work has been supported by Dudley LA.
- 7.13 .Work is underway to effectively integrate Access to work support (via JCP) with both Mencap & Landau, as currently both Organisations do not effectively dot his currently.
- 7.14 Integration of the Authorities 'Open Door' scheme and Mencap has been made with a focus for both organisations to look at an unpaid 12 week work placement linked directly to a real vacancy, and a presentation of 'Job Ready candidates
- 7.15 Significant work has been undertaken to integrate other voluntary and third sector organisations into the NI 146 agenda namely, Landau, Clifford Project, Oak Tree Farm and Bridle gate Farm.
- 7.16 We have looked at alternative sources of funding including Workstep via Remploy, Work Choices, JIS, A2W and other discretionary funding via JCP third party provision mangers.

## 8. DELIVERY PROGRESS

| Actions | Measure (M) and Performance (P)  |
|---------|--|
| 7.1     | M  |
| 7.2     | P<br>M   |
| 7.3     | P<br>M: SCC Data for NI 146 is currently being collated. We are participating in informal benchmarking with other authorities to compare performance, but national benchmarks to inform target setting will not be available until Autumn 09.<br><br>P: 2008/09 performance was 3.9%. However we currently are in a position to challenge this as an effective baseline as there were problem in the production of this measure. |
| 7.4     | M  |
| 7.5     | P<br>M   |
| 7.6     | P<br>M<br>P  |

## 9. PERFORMANCE MANAGEMENT

9.1 The agreed target for this indicator is as follows;

| NI146                       | People with a learning disability in employment |                |                |
|-----------------------------|---|----------------|----------------|
| Baseline<br>(Year & Source) | Targets   |                |                |
|                             | Yr 1 - 2008/9                                   | Yr 2 - 2009/10 | Yr 3 - 2010/11 |
| TBA                         | TBA   | TBA            | TBA            |

### Notes

We are currently challenging Government Office to what our 2008/09 position was and as a result the subsequent 2 year targets (2009/10 & 2010/11) have yet to be set and agreed with Government office.

Data is being collated on a quarterly basis both with the NI 146 indicator but also contributing factors that ultimately impact on the measure (i.e. number of assessments and reviews that the employment status of the individual has not been collected)

- 9.2. As there are no national benchmarks for this data, the GOWM has agreed that we should commit ourselves to a 'significant' increase in years two and three over the Year 1 baseline using benchmarking data, which will be available from Autumn 2009.
- 9.3 The percentage in employment captured by this indicator is likely to be much lower than the figures suggested by previous national surveys, as the indicator is concerned only with people known to Adult Social Care. These are likely to be those with more severe learning disabilities.
- 9.4 Disaggregated performance data will be available once the outturn for 2008/09 has been finalised. This will allow the setting of district targets for 2009/10.

| Locality      | Baseline<br>(Year) | Targets |         |         |
|---------------|--------------------|---------|---------|---------|
|               |                    | 2008/9  | 2009/10 | 2010/11 |
| Staffordshire |                    | N/A     | N/A     | N/A     |
| Moorlands     |                    | N/A     |         |         |
| Newcastle     |                    | N/A     |         |         |
| Stafford      |                    | N/A     |         |         |
| East Staffs   |                    | N/A     |         |         |
| South Staffs  |                    | N/A     |         |         |
| Cannock       |                    | N/A     |         |         |
| Lichfield     |                    | N/A     |         |         |
| Tamworth      |                    | N/A     |         |         |

## 10. COMMUNITY AND VOLUNTARY SECTOR

- 10.1 The delivery group for this indicator includes third sector representation. SCIO, Mencap and the CVS may in particular be able to contribute.
- 10.2 Work has been undertaken to integrate other voluntary sector organisation into the employment of individuals with a learning disability agenda and we have made good working links with Landau. Other involvement has been made with the Clifford project

and Oak Tree Farm as well as Social Firms with the Authority, many part supported by the Authority.

## 11. CONTRIBUTION TO THE LAA

11.1 This indicator will impact on and support the following indicators with the LAA: NI172, NI153, NI6.

## 12. RESOURCES REQUIRED

12.1 SC&H is investing approximately £250,000 in the pathways project. Additional resource requirements can only be established when the strategy mentioned above has been developed.

## 13. RISK MANAGEMENT

| Key Risks   | Mitigating Actions   | Delivered by | Completion Date |
|---|--|--------------|-----------------|
| Financial pressures on Council - Insufficient resources affecting our ability to effectively support people with a LD | Secure sufficient resources  |              |                 |
| Economic downturn - Potential impact on available vacancies for employment  | Focus on economic sector that have growth (i.e. Food Retailers)<br>Focus on employers with difficulties filling entry level jobs (e.g. cleaning occupations)<br>Focus on opportunities within local markets (e.g. Warehousing & Logistics within areas close to main trunk routs)<br>Focus on medium sized employers with growth (parts of Hospitality & Leisure)<br>Focus on jobs that Individuals with LD love (e.g. Horticulture) |              |                 |
| Negative attitude by employers  | Work specifically with focused employers who are committed to 'diversity agenda'. Have a dedicated team/individual who's sole role is to build   |              |                 |

|  |  |  |  |
|--|--|--|--|
|  | relationships, foster good professional working relationship and ensure 'employers problems ' are resolved efficiently and quickly. Have a dedicated in work support system that both assists employer, employee and the team.   |  |  |
| Benefits "trap" – i.e. potential wages lower than existing benefits of individuals | <p>Ensure every individual has a benefits maximisation review with Authorities' benefits team and this will build trust in what the authority are 'saying' in relation to being better off in work</p> <p>Have an in work benefits calculation at the start of the 'employment services' process , again with the Authorities benefits team based upon 16 hours per week work.</p> <p>Ensure all staff within the 'employment services' system have read and understood the research on benefits of being in employment for individuals with learning disabilities.</p> <p>Have a strategy that focus on jobs with 16+ hours per week in year 2010/11.</p> |  |  |
| Carers concerns about "risks" taken by their relatives with a LD                   | <p>Integrate carers into the solution by having a visit by SC&amp;H team pre assessment of the individual with Learning disability to ensure they are fully supportive of the journey and can offer the practical help required.</p> <p>This visit must happen before the individual is assessed or starts on the programme.</p>   |  |  |

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| Partners being unwilling or unable to contribute to the exercise |  |  |  |
|--|--|--|--|

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