

Who this paper is from:



Penny Southern, Director of Disabled Children, Adult Learning Disability and Mental Health



Sue Dunn, Head of Skills and Employability



Graham Gibbens, Cabinet Member for Adult Social Care and Public Health

Who it is to:

Adult Social Care and Health Cabinet Committee



Date: 3 December 2015

What it is about:



This paper looks at what services are available to help vulnerable adults into employment in Kent.

It also looks at how well Kent is doing nationally to do this.

Classification: Unrestricted

1. Introduction

At the last meeting of the Adult Social Care and Health Cabinet Committee on 11 September 2015 members requested an update on work across the authority that aims to help vulnerable adults into employment.



This paper looks at the work done by Kent Supported Employment (KSE) and other services both nationally and locally. It also looks at how well Kent performs.

2. Refresh of 14-24 Learning Employment and Skills Strategy 2015-2018

This strategy was updated in January 2015.

It is a plan to make sure there is the right support for young people who are aged 14-24.

This will be done by services being more joined up to give the right information, qualifications and training to prepare young people for work.



3. Kent Supported Employment

The Kent Supported Employment Service (KSE) aims to help people with a disability find and stay in work.



3.1 What they will do

The service will aim to accept and support 277 people a year to find and train for employment.



They will aim to get 25% of people into paid employment a year. With 80% of these staying in employment for 26 weeks or more.

For the past two years the service has done better than this. It is thought they will do the same this year.

3.2 Main aims



KSE is creating a new employer engagement strategy. This is a plan to make more employers be part of the scheme.

This is being done by talking with employers and attending events to promote the service.

3.3 Checking it is done right



KSE is a member of the British Association of Supported Employment (BASE).

This means they have the same quality standards as other similar organisations. They visit regional meetings of BASE members and are regularly talking to similar providers across the country. This is improving the service for vulnerable adults.

3.4 Number of referrals



On the 1 September 2015 the service had 270 service users on the programme. These were people with all sorts of disabilities.

3.5 Service being received

33% of service users had paid work. Just under half were employed 16 hours or more. 91 people had employment for 26 weeks or more.

3.6 Preventative work



KSE is looking to work with people with a learning disability and other disabilities at a younger age.

The following projects aim to do this:

3.6.1 Bright Futures

The service runs the Bright Futures project in East Kent with East Kent College and East Kent Hospital NHS Foundation Trust.



The project offers the chance for an unpaid Internship aimed at young people (18-24) with learning difficulties and disabilities to gain work skills within a Hospital environment. This should help Interns' ability to get paid employment.

6.6.2 Working with schools

KSE is currently working closely with many Kent special schools. We have a contract with 2 schools to deliver work skills and work experience to sixth form students.



3.6.3 Supported internship Pilot

We are working to deliver a Supported Internship Pilot in Kent. The pilot started in September 2015 and will run for a school year working with up to 20 students aged 16 plus in 10 schools or training providers.



Most of the students on the pilot have a learning disability or are on the autistic spectrum.

Students have a work placement which is right for them with the right training and education. The aim is to help students into paid work.



4.0 Support for the service user Steve Chapman

Steve has a learning difficulty. He is very active in the Kent Learning Disability Partnership Board where he does a lot of work with the 'What I do group'.

Some of Steve's work includes:

- Improving people with LD's experience of gaining employment and volunteering
- Developed a staff training Job Centre Plus DVD
- Won an award in the 2014 Learning Disability Partnership Awards
- Co-Chair of the Job Action Group and much more

Steve has experience of working with Kent Supported Employment – he says,

'All the people who I have met over the years who work for Kent Supported Employment have been good and nice to know. They always seem very busy, are there enough staff employed? The last 2 placements they have found me are volunteering roles, It is hard for them to find work for me that will get into paid work.'



4.2 Feedback survey on work of Kent Supported Employment

A survey was done earlier this year. 47 clients responded to say what their experience of the service had been.

Overall the results were good and that the service worked well to support clients.

5. Supporting adults with a learning disability – getting services right



Many adults with a learning disability would like to be employed.

Some might need help to build up their skills. These could be in time keeping, writing and maths to more practical skills like building confidence.



These skills are taught through day services and providers.



When these skills are learnt and the individual is ready they can move onto being supported by Kent Supported Employment (KSE)

It is known that there needs to be more work with providers to increase the opportunities for people with learning disabilities to gain employment and be ready for work.

6. Supporting adults with mental health issues



Adults with severe mental health problems can often be excluded (not part of) society.

Many would like to work, but do not have the opportunity.



Employment resources are very important for people with mental health issues.

There are a number of providers who offer employment services in Kent including; MCCCH, Shaw Trust, Winfield, Blackthorn Trust, Rethink and the Kent and Medway Partnership Trust.



The services provided include; skills development, work placements, training activities. In 2014/15 they provided a service to 4,261 service users into employment for 13 weeks or more.

6.1 The Community Mental Health and Wellbeing Service



A new service will start in April next year to support people with mental health needs. It will look at all their needs and give support in the community.

6.2 Aims of the Community Mental Health and Wellbeing Service



The main aims are:

- Aid mental health recovery and prevent people from falling ill again.
- Prevent suicide and reduce bad view of mental health
- Prevent people having to go into social care and health systems
- Prevent ill health associated with poor mental health.

The way people will be supported is flexible and will do the best for the person.



The most will be made of the community so that people do not feel excluded.

All health and wellbeing services will be used to help the person.

6.3 Why this is happening and what will be achieved

The benefits of this include:



- Better results for people
- People being part of their community
- Better use of resources (what is available)
- Transparency of funding – so that people can see where money is spent
- Better movement between services
- Being able to measure that things are working.

6.4 Delivering the service and how it will be provided

The new service will be will be a key part of bringing services together.

It will be delivered by a range of providers including those not traditionally involved such as those giving wellbeing services.

There will be 4 contracts for four areas in Kent. These will last for 5 years.



7.0 Supporting adults with autistic spectrum conditions

The Autistic Spectrum Conditions Team (ASC Team) is one of the biggest referrers to Kent Supported Employment (KSE).



They have had service users supported in apprenticeships which have gone very well.

KSE have had awareness training in autistic spectrum conditions and have recruited an autistic specialist worker.

7.1 Challenges

Making sure people with an autistic spectrum condition are prepared for work is very important.



Grange Park have been working on an initiative for some time to help their most vulnerable clients avoid being not in education, employment or training.

The ASC team are looking at contracts for groups like Skillnet who can support certain clients with accessing work.



At the moment people have to be eligible for social care to use KSE, but it is important to be able to show people where to get support if they are not eligible.

7.2 Research Pilot

The ASC Team have a social care research pilot running at the moment.



It is hoped that what can be learnt from this research will help see what works best for clients with autistic spectrum conditions.

8.0 Support for vulnerable adults from Kent County Council as an employer



There is a Kent Supported Employment apprenticeship scheme.

It employs people in a number of different office roles.

It has done very well and won Employer of the Year Award for the South East in October 2015.

8.1 Assisted Apprenticeships

The scheme is run by Kent Supported Employment and supports:



- Care leavers
- Teenage parents
- Young offenders
- Young people who have been home educated
- People with a learning or a physical disability
- Young people from the Troubled Families Programme

On October there were 63 assisted apprentices, 12 are KCC employees.

8.2 Virtual School Kent (VSK)



This scheme supports young people who are leaving or have recently left local authority care.

It is managed by Kent Supported Employment.



8.3 Reasonable Adjustments

Kent County Council makes reasonable adjustments to support staff that have disabilities. This is monitored by the Corporate Equalities Group.

9.0 How services compare nationally

The most recent national figures for employment of vulnerable people has come out.



9.1 Percentage of people who have a disability working in the county council

Kent	3.9
Hertfordshire	5.5
East Sussex	4.0
Buckinghamshire	3.8
Essex	3.4
Hampshire	1.2
Oxfordshire	2.5
Surrey	2.7

9.2 Percentage of young people in Kent not in employment, education or training (NEETs)

June 2015	6.10%
July 2015	7.80%
August 2015	8.64%



9.2.1 Early help and preventative services

Early Help and Preventative Services, including Youth Justice, are currently taking a range of actions in response to the increases in the number in the NEET population.



9.2.2 Skills and employability

The Skills and Employability Service will look at gathering data to improve roles and responsibilities with other services including the Department of Work and Pensions and training providers.



9.3 National data for people with a learning disability or a mental health issue

9.3.1 The percentage of adults with a learning disability in paid employment

Kent had 9.7% of people with a learning disability in paid employment.

The average for the whole of England is 6%



9.3.2 Learning disability performance in Kent

Percentage of people with learning disabilities in Kent in all types of employment

July 2015	10.8%
August 2015	11.0%
September 2015	11.7%



9.4 Mental health

Kent had 6.4% of people in contact with secondary mental health services in paid employment.

The average for the whole of England is 6.8%

9.4.1 Mental health local



Kent and Medway NHS and Social Care Partnership Trust report monthly the number of people under the Care Programme Approach in employment.

The National Indicator for Kent is 13%.

Progress against this indicator since March 2015 is in the table below.

April	12.1%
May	12.1%
June	12.2%
July	12.9%
August	13.0%
September	12.8%

10. Approach for the future



Kent Supported Employment is working to create a pathway into employment for vulnerable young people. They are working with other departments to do this.



10.1 School to work pathway

Kent Supported Employment are looking at the pathway from school to work. Traineeships are being looked at as well as work experience, internships and qualifications.

10.2 Kent Supported Employment working with Disabled Children, Adult Learning Disability and Mental Health (DCLDMH)

A review of what Kent Supported Employment provide has been done.

Some of the work that will be done includes:



- Looking carefully at how some groups are doing
- Working closely with providers to give a strong pathway to employment
- Support internships
- Working closely together

10.3 Community Mental Health and Wellbeing Service



The service will work to promote mental health in primary care and increase readiness for work with people with mental health issues. This will be measured to make sure it is working.

11.0 Conclusions and recommendations



Adult Social Care and Health Cabinet Committee is asked to:

1. Note and discuss the services available for supporting vulnerable adults into employment
2. Endorse the planned approach for the future, which includes work to increase the authority's ability to find meaningful employment for vulnerable people.

Authors:



Penny Southern
Director of Disabled Children, Adult Learning
Disability and Mental Health
03000 415505
Penny.southern@kent.gov.uk



Sue Dunn
Head of Skills and Employability
03000 416044
Sue.dunn@kent.gov.uk