

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

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To: Adult Social Care and Health Cabinet Committee - 3 December 2015

Subject: **HELPING VULNERABLE ADULTS INTO EMPLOYMENT**

Classification: Unrestricted

Past Pathway of Paper: Social Care, Health and Wellbeing Directorate Management Team - 28 October 2015

Future Pathway of Paper: N/A

Electoral Division: All

Summary: This paper looks at the services available to help vulnerable adults into employment in Kent and the Kent performance against national indicators to see how well the council is doing in relation to other authorities. An easy read version of this report is attached.

Recommendations: The Adult Social Care and Health Cabinet Committee is asked to:

- a) **CONSIDER** and **DISCUSS** the services available for supporting vulnerable adults into employment
- b) **ENDORSE** the planned approach for the future, which includes work to increase the authority's performance and increased ability to find meaningful employment for vulnerable adults.

1. Introduction

1.1 Following discussion of the dashboard which reported the number of adults with a mental health issue or a learning disability being supported into employment at the Adult Social Care and Health Cabinet Committee on 10 July 2015, Members requested an opportunity to discuss at a future meeting work across the authority that aims to help vulnerable adults into employment.

1.2 This paper looks at the work that is carried out to help vulnerable adults by Kent Supported Employment (KSE), services commissioned for adults with a learning disability, national support that is available for vulnerable adults, support for adults with mental health issues, support for adults with autistic spectrum conditions. The paper also looks at how Kent performs against its statistical neighbours

in finding employment for adults of a working age and examines what is being done to improve the number of vulnerable adults who can find meaningful employment.

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

2.1 The Learning, Employment and Skills Strategy was refreshed in January 2015 and forms the strategic direction for the authority's approach to learning, skills and employment for all people aged 14 to 24.

2.2 The 14 to 24 strategy was designed to achieve a fundamental shift in the education system in Kent, towards a more comprehensive vocational offer for young people aged 14 to 24 and to make the changes needed to build a learning and skills system fit for the 21st century. The strategy aims to create a more rapid development in Kent whereby the work of schools, colleges and employers become better integrated and responsive to the needs of young people and the economy, and young people have access to the highest quality and levels of vocational and technical education in the UK.

2.3 The council's Skills and Employability Service develops a district offer, drawing on the expertise of all providers, including schools, FE colleges and training providers, continues to support our joint efforts to ensure young people can access the information and gain the qualifications, skills, work experience and learning opportunities they need.

3. Kent Supported Employment (KSE) – Education and Young People's Service

3.1 The Social Care Health and Wellbeing directorate has a Memorandum of Understanding (MoU) with KSE to support people aged 16 and over with physical disability, learning disability, sensory disability or autistic spectrum condition into work.

3.1.1 Key Performance Indicators

Outlined below are the key performance indicators for the Supported Employment Services MoU:

- 1) 277 new referrals will be accepted each year
- 2) 277 persons will be assessed using a Vocational Profile each year
- 3) 277 persons will have a pre-worked Development Plan each year
- 4) 277 will enter into at least one of the following: Training, Work placements/Work Experience, Travel training, and/or paid work
- 5) A minimum of 25% of people will enter into paid employment each year with an emphasis of employment of 16 hours or more per week, with a minimum of 80% of those people sustaining this employment for 26 weeks or more each year.

3.1.2 Over the last two years KSE has exceeded the new referrals target and is projected to exceed this target for 2015-16.

3.2 Strategic Aims

3.2.1 The KSE Service aims to help people with a disability find and stay in work. This is done through using local employment advisors to work with people individually. KSE also work with employers to make sure that they are aware of the support that can be provided when employing a person with a disability and they also ensure that employees with disabilities are treated fairly.

3.2.2 KSE is creating a new employer engagement strategy for the service that focuses on information gathering and using current employers that champion the service to spread the word. The service is joining up its employer engagement by promoting the service as a whole to employers. Advisors will receive named contacts at a local level who can then meet with employers to discuss individuals and what they can do in the work place. KSE continues to be a member of The Kent Invicta Chamber of Commerce and attends various meetings of employer groups such as town centre management meetings. The service looks to extend opportunities and evidence its impact by robust project management which will be implemented by the team and led by the new Skills and Employability Manager who is in the process of completing a departmental needs analysis.

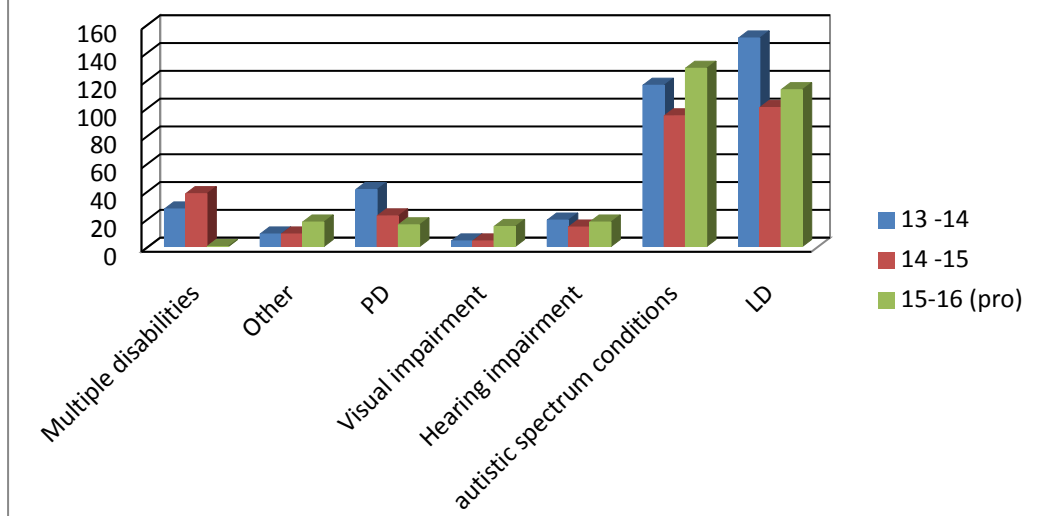
3.3 Benchmarking

3.3.1 KSE has this year re-joined as a member of the British Association of Supported Employment (BASE). The service attended their annual conference this year and has aligned quality standards using recommendations of both the BASE and the European Union of Supported Employment (EUSE). KSE is visiting regional BASE member meetings and is regularly talking to similar providers across the country. KSE has recently linked with Gateshead Council to share good practice and ideas. Open discussions have happened regarding client paperwork procedures, employer engagement strategies and best practice supporting schools with transitions. The service has been particularly interested in organisations that are working with people with a learning disability in schools and has been comparing models and data to identify what would work well in Kent.

3.4 Referral Rates

3.4.1 As of the 1 September 2015, KSE had a total of 270 active service users all of whom have a vocational profile or are being assessed using the vocational profile. In the year 2014-15, 363 individuals were in or had been in either paid work, work experience, training/education or travel training with the following breakdown by service user group:

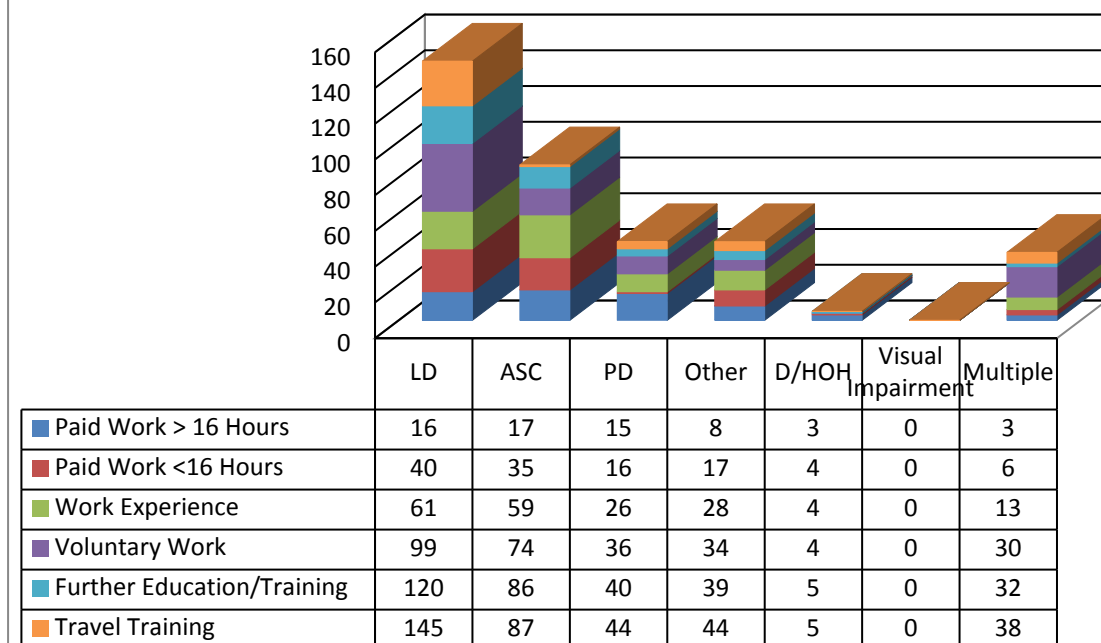
Referral Rates 2013-2016 by Client Group



3.5 Service Being Received

3.5.1 Service users in paid work represent 33% of the total and just under half of these are employed for 16 hours or more. Over the year, 91 individuals sustained employment for 26 weeks or more which represents 24% of all those in either paid work, work experience, training/education or travel training.

Outcome/Service Being Received 14-15



3.6 Preventative Work

3.6.1 KSE is actively looking to work with people with a learning disability and other disabilities at a younger age. The following projects are enabling KSE to have quality discussions around employment with young people with a learning disability, increasing expectations, aspirations and giving them the employability skills at a young age.

3.6.2 **Bright Futures**

The service continues to run the Bright Futures project in East Kent and this has been successfully running in partnership with East Kent College and East Kent Hospital NHS Foundation Trust for the last five years. The programme offers the opportunity for an unpaid Internship aimed at young people (18 to 24) with learning difficulties and disabilities to gain work related skills within a Hospital environment. The skills developed aim to enhance the Intern's ability to gain meaningful paid employment on completion of the programme.

3.6.3 **Working with Schools**

KSE is currently working closely with many Kent special schools. A contract is in place with two schools to deliver employability skills to sixth form students in the form of pre-work skills and quality long-term work experience placements that include in-work job coaching.

3.6.4 **Supported Internship Pilot**

KSE is working very closely with a Participation and Progression manager within the directorate to deliver a Supported Internship Pilot in Kent. The pilot started in September 2015 and will run for the full academic year working with up to 20 students of 16+ across ten Kent schools or training providers. The pilot is using money from the Department for Education and follows the government's guidelines on the Supported Internship Model. The majority of students on the pilot have either a learning disability or are on the autistic spectrum. The project supports young people by offering an alternative to current education and training. Students have a yearlong tailored work placement alongside education, the employer and student are matched carefully and in work job coaching is used. The project looks to help students with transition into the world of work and to progress students into paid work.

4. **Support for the Service User – the Service User perspective**

4.1 **The individual service user**

Steve Chapman is a person with a learning difficulty from Deal who is very active in the Kent Learning Disability Partnership Board, particularly through the 'What I Do' Group which looks at how to overcome barriers that people with a learning disability experience in gaining employment or volunteering within the community. Steve has recently developed a DVD for training Job Centre Plus Staff about how to work with people with a learning disability. Steve won an award from the Kent Learning Disability Partnership in 2014 for his activity in helping people with a learning

disability to get jobs. He has been involved in Voice4Kent and has been co-chair of the Job Action Group and the Kent Partnership Board. He has recently taken a post with the National Co-Production (Team) Advisory Group and is engaged in a variety of training roles. In addition to his busy, committee-type work, Steven maintains close contact with people with learning disabilities at a local level.

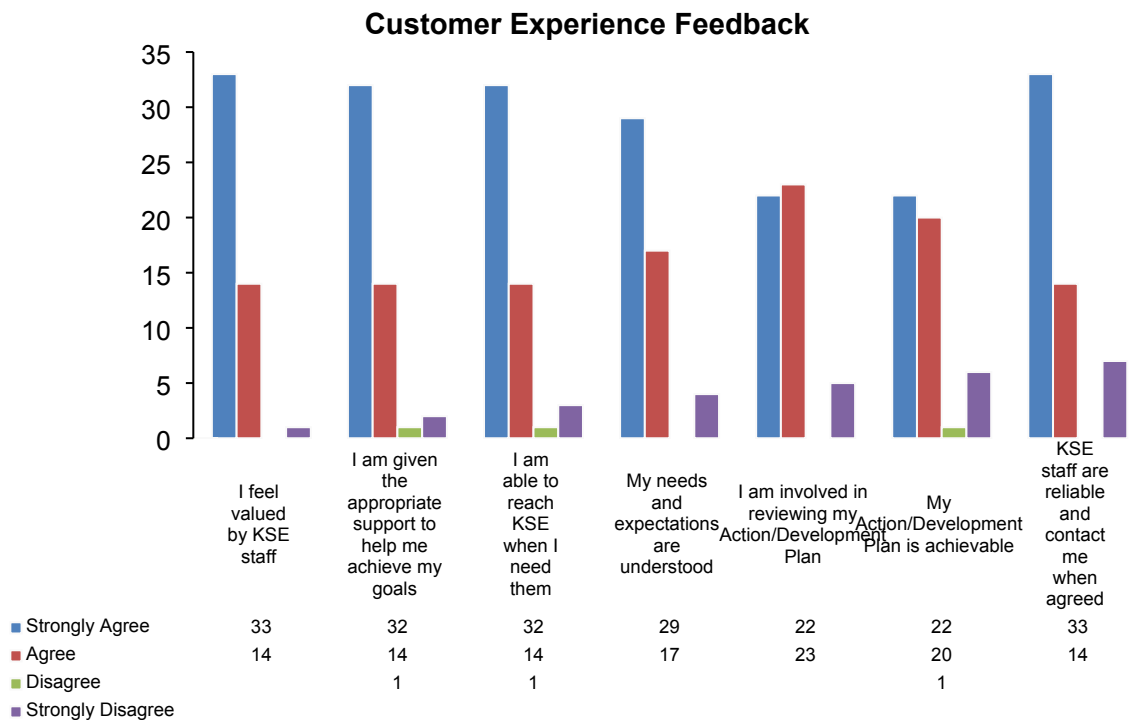
Steve has had experience of working with KSE and he says

“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 two placements they have found me are volunteering roles, It is hard for them to find work for me that will get into paid work.”

Steve is involved with Skillnet Group, who are working with Job Centre Plus on the Head Held High scheme, supporting vulnerable people to find employment.

4.2 Results of the recent Feedback Survey

4.2.1 A feedback survey was carried out by KSE earlier this year using an anonymous questionnaire. 47 clients responded to the survey and the results are summarised in the chart below:



4.3 Out of the 47 people who responded to the questionnaire, 46 people would recommend KSE to others and 45 felt that KSE worked quickly

enough to meet their needs. Where clients answered yes to “Is there anything else that KSE can do to support you to achieve your goals?” some of the feedback was:

‘Continued support for the start of my job, just to make sure I’m OK.’

‘Once I get more experience at [client’s place of employment] I want help in finding a little part time job at a café or help with food/hygiene qualification.’

‘Have a plan in place before when my current apprenticeship is complete.’

‘Perhaps more links to sympathetic employers, on-board with your ethics. I know you have a number of these although, perhaps a wider spectrum of suitable employers could be sought.’

- 4.4 The service will now collect feedback on performance every six months from active clients and will use an exit feedback form for clients who are no longer actively accessing support within 30 days of their case being closed.

5. Commissioning Services that support Adults with a Learning Disability

- 5.1 Whilst employment is a goal for many adults with a learning disability, some need additional support in order to develop pre-employability skills before they can be referred to KSE for work related support and employment. These can include general skills such as time-keeping, social and communication skills or practical numeracy, as well as more specific skills like catering, wood working or gardening and horticulture.
- 5.2 In Kent there are a number of day services that provide activities to develop these skills as well as building confidence with individuals. For example, providers such as Landscape Services and Spadeworks work with individuals to develop landscaping and horticulture skills and providers such as Wood n Ware work with individuals to develop skills in wood working.
- 5.3 Other day services have an educational curriculum as part of their activities to enable individuals to gain qualifications. Some of these include qualifications like the Award Scheme Development and Accreditation Network (ASDAN) or NVQ Level 1 (for example, Hadlow College at Princess Christian Farm) whereas others are work related qualifications such as Health and Safety certificates.
- 5.4 Many of the individuals attending these day activities consider themselves to be students or employees, and there is a focus on pre-employment skills such as regular attendance and timekeeping so that individuals develop a work ethic that will help in employment situations.
- 5.5 It is recognised that there is a need to work with the provider market in order to develop more of these opportunities, especially for people with

complex needs, so that there are a greater range of opportunities, greater coverage across the county and an increased focus on moving people onto KSE and employment opportunities as they become work ready.

6. Supporting Adults with Mental Health Issues

6.1 Adults with severe mental health problems are one of the most socially excluded groups in society. Although many want to work, less than a quarter are actually in employment. According to research carried out by the Royal College of Psychiatrists, people with severe mental health problems have the lowest employment rate for any of the main groups of disabled people.¹

6.2 Clinical Commissioning Groups (CCGs) and Kent County Council currently spend £1.47m on employment services across the sector with a range of providers: both statutory and non-statutory. The names of the providers can be found in the table below:

CCG Area	Organisation
Dartford, Gravesham & Swanley	<ul style="list-style-type: none"> • MCCH DGS service • Winfield (United Response)
Swale	<ul style="list-style-type: none"> • Shaw Trust
West Kent	<ul style="list-style-type: none"> • MCCH Maidstone • Shaw Trust – Tonbridge • Winfield (United Response) • Blackthorn Trust
Ashford	<ul style="list-style-type: none"> • Shaw Trust
Canterbury & Coastal	<ul style="list-style-type: none"> • Social Enterprise Kent • Shaw Trust
South Kent Coast	<ul style="list-style-type: none"> • MCCH Folkestone • Shaw Trust
Thanet	<ul style="list-style-type: none"> • Rethink
County Wide Service	<ul style="list-style-type: none"> • Kent & Medway Partnership Trust (KMPT)

6.3 These services provide employment interventions including vocational profiling, occupational action plans, skills development and work placements, as well as providing training activities which enhance confidence and the ability to build workplace relationships. They also

¹ <https://www.rcpsych.ac.uk/pdf/PPC300306Enc8.pdf>

support service users in employment. Across Kent in 2014/15 employment services provided a service to 4,261 service users from both primary and secondary care into sustained employment of 13 weeks or more.

6.4 The Community Mental Health and Wellbeing Service

6.4.1 In order to improve the outcomes for people with mental health needs, Kent County Council, Social Care, Public Health and the Clinical Commissioning groups are jointly commissioning a Community Mental Health and Wellbeing service which is due to commence on the 1 April 2016.

6.4.2 The vision for the new service is to keep people well and provide a holistic offer of support for individuals living with mental health and wellbeing needs in Kent and to deliver support in line with national and local guidance and protocols. This approach will put a greater focus on outcomes and engage people in innovative ways to achieve these.

6.4.3 The key aims of the service are to:

- Aid recovery and prevent relapse, improve health and social care outcomes for individuals with poor mental health and wellbeing
- Prevent suicide and reduce the stigma associated with mental illness (parity of esteem)
- Prevent entry into formal social care and health systems and
- Prevent negative health outcomes associated with poor mental health.

6.4.4 The ways in which people are supported can be flexible, person-centered and can help people to make the best use of their community. The service will ensure compliance with statutory responsibilities consistent and equitable across Kent (excluding Medway) providing the right advice, information and assistance to support people across the spectrum of severity. This will include the transition challenges faced by young people into adulthood. The service model will be based on social inclusion using a community emotional wellbeing, mental health and recovery model and deliver social interventions through the community to anyone needing mental health and wellbeing support in Primary Care.

6.5 Benefits

6.5.1 There are a number of benefits to the proposed approach. These include:

- improved outcomes for individuals
- a consistent set of outcomes which will lead to a level of support designed to promote recovery and integration back into people's communities
- a more effective use of resources by removing duplication between services

- a greater transparency of the allocation of funding - distribution will be based upon need and activity and will be awarded using a competitive process
- an improved transition through the pathway between wellbeing services, primary care, and secondary care as well as facilitating discharge from secondary services
- an improved transition from adolescent services to adult mental health services that are person-centred and co-designed with a no wrong door approach
- the ability to measure the impact of the services and hold providers to account (by moving from grants to contracts).

6.6 Delivery Model and Procurement Approach

6.6.1 The model sits outside secondary mental health services and will form an essential part of an integrated pathway across the voluntary sector, primary care mental health and social care and include public mental health initiatives to ensure there are appropriate, equitable, timely and cost effective interventions for vulnerable people in the community. This new service will be delivered by a Key Strategic Partner model with a diverse network of providers (Delivery Network) including providers who have not traditionally delivered mental health and wellbeing services such as those delivering cultural, heritage, sports/leisure and green space activities.

6.6.2 There will be four separate contracts (lots) across CCG areas. These are:

1. Dartford, Gravesham, Swanley (DGS) and Swale Clinical Commissioning Groups Area
2. West Kent Clinical Commissioning Group Area
3. Ashford and Canterbury and Coastal Clinical Commissioning Groups Areas
4. South Kent Coast and Thanet Clinical Commissioning Groups Areas.

6.6.3 These four contracts will last for five years with extension options for a further two years. The funding available when the contract is awarded will be per lot and distributed based on the needs of the population and will differ to current funding allocations.

6.6.4 The new service will be outcome-focused and have clear performance indicators that link to the Public Health Outcomes Framework, Social Care and Health outcomes.

7. **Supporting Adults with Autistic Spectrum Conditions**

7.1 The Autistic Spectrum Conditions (ASC) Team is one of the main referrers to KSE. The team have had service users supported through KSE in excellent apprenticeships and some service users have found apprenticeships themselves through agencies outside of

the County Council. Awareness training has been provided to KSE staff but the most significant development last year concerned KSE recruiting an autism specialist worker. There is potential for this service user group to find employment and the ASC Team believe all employment agencies would benefit from increasing their knowledge of autistic spectrum conditions in order to enhance service users' potential.

7.2 Challenges

7.2.1 Preparation for the workplace is important for people with an autistic spectrum condition and this should start in education. Grange Park (a specialist school for children with ASC, which is located in Borough Green) has been working on a very good initiative for some time, around preventing their vulnerable clients becoming NEETS (Not in Employment, Education or Training).

7.2.2 Signposting people with an autistic spectrum disorder is a challenge and the ASC Team is researching information about contracts for groups such as Skillnet who can support disabled or neurodevelopment clients with accessing work if they are on certain benefits. At present, people have to have an eligible need to access KSE but it is important to know where to signpost people who are not eligible.

7.3 Research Pilot

7.3.1 The Autistic Spectrum Conditions Team have a social care research pilot presently running around specialist ASC enablement. The pilot looks at how to make reasonable adjustments for people with ASC conditions so that they are able to function at a higher level in society.

7.3.2 The plan is to introduce reasonable adjustments or to alter the environment so that people with ASC can process sensory stimuli. For example, if a person with an autistic spectrum condition has difficulty in processing noise, that they are placed in a quiet environment so that they can flourish. In the workplace this might mean placing them in a library as opposed to a busy kitchen for example.

8. Support for vulnerable adults from Kent County Council as an employer

8.1 The Council is developing work to support young adults through KSE's apprenticeship schemes. The apprenticeship scheme is well-supported across the authority with apprentices employed in a number of roles from administrative work to work within the learning disability provision service.

8.2 On 21 October 2015, Kent County Council Apprenticeships won the

award as employer of the year for the South East and will now progress to the national finals.

8.3 There are specialised apprentice schemes which are supported by the authority for vulnerable younger adults including assisted apprenticeships and apprenticeships in Virtual School Kent (VSK).

8.4 Assisted Apprenticeships

8.4.1 This scheme is run by KSE and is focused around recruiting six cohorts of young people. They are:

- 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

8.4.2 The young person is assigned a support worker at the start of the apprenticeship to guide them through entry to the workplace and to support them during the apprenticeship. The Council pays the salary of the apprentice for the first twelve months of the scheme.

8.4.3 As of October 2015, the Council is supporting 63 assisted apprenticeships, twelve of whom are council employees.

8.4.4 There have been three phases of the assisted apprenticeship programme so far. The programme is now in a period of review before commencing a fourth phase.

8.5 Virtual School Kent (VSK)

8.5.1 VSK supports young people who are leaving or who have recently left local authority care through an apprenticeship scheme which is managed by KSE. Consideration is being given to opening the scheme to young people who have had experience of care – which could include the birth children of foster carers, or children adopted from local authority care.

8.6 Reasonable Adjustments

8.6.1 As an employer, the council makes reasonable adjustments to ensure that members of staff with a disability are supported in the workplace. The types of adjustment and the type of disability that adjustments support are monitored by the Corporate Equalities Group and results are discussed in Directorate Management Team meetings.

9. How KCC performs in securing employment for vulnerable adults

9.1 National Data

9.1.1 There is limited national comparative data available to enable a thorough comparison with other local authorities in terms of employment for vulnerable adults. However, local authorities do report the percentage of staff who declare a disability. The information provided below shows how Kent compares to other local authorities in the South East.

County Council	% of workforce who self-declare a disability
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 Young People Not in Employment, Education or Training (NEETs)

9.2.1 The number of young people who are not in employment, education or training is reported on a monthly basis by KCC to the Department for Education. The figures include all 16 to 18 year olds based on academic age with a KCC area postcode as their primary address.

NEETs as a percentage of the 16 to 18 academic age group (Year 12, 13 and 14) as at August 2015.

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

9.3 Early Help and Preventative Services

9.3.1 Early Help and Preventative Services, including Youth Justice, are currently taking a range of actions in response to the increases in the NEET population (16 to 18 years academic age group) and in their percentage share of the overall cohort in this age group in the county. The actions will include:

(i) Preparing a plan for the new service structure which will set out proposed approaches for both targeted and universal access opportunities, co-ordinated via the Youth Hubs in each District, for the NEET population.

(ii) A specific focus with District Managers and Youth Hub Delivery Managers in Swale, Thanet and Shepway, where the highest

rises in the NEET population have been recorded, has been completed by Information and Intelligence.

(iii) Information and Intelligence has undertaken an audit of cases. The audit covered the 31 cases involving 16 and 17 year olds that closed during August and September – the data is yet to be analysed but will provide information on the accuracy of recording; if education, training or employment is in the initial plan and if there is evidence that young people are supported into education, training or employment in the final planning stage. The intention is to support effective interventions within a youth justice service.

(iv) Information and Intelligence completing an audit of Youth Hubs which will enable best practice with the NEET population to be disseminated and the learning used to establish approaches which are consistent across all Districts and where there is evidence of effectiveness.

(v) The NEET data sets published monthly by the Management Information Unit (Information and Intelligence) being shared with each of the Districts and used to inform the targeting of individual young people for support.

(vi) Establishing a consistent model across all Districts for the recording of participation and destinations for young people so that the quality of data and management information reporting improves significantly.

9.3.2 Skills and Employability

In September, while enrolment data is collected from schools and FE colleges by the Management Information Unit, the focus of the Skills and Employability Service will be to set up the processes to collect leaver data from sixth forms, this will impact in October; to continue to communicate with providers about tracking processes, roles and responsibilities; strengthen the link with the Department for Work and Pensions and training providers and to track those in employment or apprenticeships whose status on the Integrated Youth Support Services (IYSS) database has expired.

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


9.4.1 The most recent national data for employment of people with a learning disability or with a mental health issue has been taken from the Short and Long Term Support (SALT) review of social care. Information for Kent can be found in the tables below

9.5 Learning Disability

The proportion of adults with a learning disability in paid employment	Proportion of working age (18-64) service users who received long-term support during the year with a primary support reason of learning disability support, who are in paid employment (%)
Staffordshire	2.6
Northamptonshire	3.1
Essex	10.0
West Sussex	2.2
Hampshire	4.5
Kent	9.7
ENGLAND	6.0

9.5.1 Learning Disability local performance

Learning Disability report to the Directorate Management Team for Social Care Health and Wellbeing to update progress about employment information for adults with a learning disability in Kent.

% of people in all types of employment	July 2015	August 2015	September 2015	Direction of travel
Kent	10.8%	11.0%	11.7%	
RAG rating	Amber	Amber	Amber	

9.6 Mental Health

The proportion of adults in contact with secondary mental health services in paid employment	Proportion of working age adults (18-64) who are receiving secondary mental health services and who are on the Care Programme Approach at the end of the month who are recorded as being employed (%)
Staffordshire	12.8
Northamptonshire	1.1
Essex	6.4
West Sussex	6.8
Hampshire	4.9
Kent	6.4
ENGLAND	6.8

9.6.1 Mental Health local performance

Kent and Medway NHS and Social Care Partnership Trust (KMPT) report on a monthly basis the number of people under the Care Programme Approach in employment. The National Indicator (NI) 150 target across Kent is 13% of all service users known to secondary mental health services that are in employment. Progress against this indicator since March 2015 (when Cabinet Committee received a report on the quarter one for this year) is demonstrated in the table below.

	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Target	13%	13%	13%	13%	13%	13%
Percentage	12.1%	12.1%	12.2%	12.9%	13.0%	12.8%
RAG Rating	AMBER	AMBER	AMBER	AMBER	GREEN	AMBER

Work is taking place to create a stretch target with KMPT to establish a target of 16% of adults with a mental health need into employment in the future. This would reflect the 16% target for adults with a learning disability. More information about this can be found in section 10.3.

10. Approach for the future

10.1 KSE is working to create a pathway into employment for vulnerable young people. This will support work that is taking place with adult learning disability and mental health. Work is taking place between KSE and the DCLDMH division, led by Strategic Commissioning, which refines the existing Memorandum of Understanding (MoU) for the service that is provided in future.

10.2 School to Work Pathway

10.2.1 KSE is currently looking at the pathway from school to work and is focusing on the traineeships which aim to ensure that skills in Maths and English are developed as well as providing work experience and qualifications that would be earned during the course of the traineeship. Work is also taking place with students in the sixth form of special schools to support them to consider supported internships when they complete their school career.

10.3 KSE working with Disabled Children, Adult Learning Disability and Mental Health (DCALDMH)

10.3.1 KSE and Adult Learning Disability and Mental Health recently undertook a review of the existing MoU to ensure that it provided the framework for a service to ensure that the service that is being provided is fit for the adults who use it. The following actions have been agreed to be taken forward:

- Work to develop existing performance monitoring to provide additional detail regarding outcomes for specific client groups

- Work to update the existing MoU to increase links with day care providers, in-house provision and Kent Pathways Service that will create a more robust pathway to employment
- Adult Learning Disability to work with KSE to explore opportunities for support internships
- Explore the possibility of locating KSE workers in Learning Disability operational Teams to improve communication and co-working
- Develop further the working in special schools to begin helping people to become work ready earlier
- Introduce regular performance monitoring meetings between DCLDMH, commissioning and KSE
- Increase partnership work with LD and operational teams
- Continue to work with national bodies to increase awareness and knowledge in the area of supported employment.

10.4 Community Health and Wellbeing Service

10.4.1 The new Community Health and Wellbeing Service for Mental Health will work to promote improved mental health in a primary care setting and increase readiness for work with people with mental health issues. As a result, DCALDMH have been working towards a stretch target of 16% for people with mental health issues in employment. This stretch target is also being rolled out in our partnership with Kent and Medway Partnership Trust (KMPT).

11. Legal Implications

There are no legal implications associated with this report.

12. Financial Implications

There are no financial implications associated with this report.

13. Equality Implications

There are no equality implications other than those detailed in the report.

14. Recommendation(s)

Recommendation(s): The Adult Social Care and Health Cabinet Committee is asked to:

- a) **CONSIDER** and **DISCUSS** the services available for supporting vulnerable adults into employment
- b) **ENDORSE** the planned approach for the future, which includes work to increase the authority's performance and increased ability to find meaningful employment for vulnerable adults.

13. Background Documents

<https://www.rcpsych.ac.uk/pdf/PPC300306Enc8.pdf>

Refresh of the 14-24 Learning, Employment & Skills Strategy
http://www.kent.gov.uk/_data/assets/pdf_file/0014/6206/14-24-learning,-employment-and-skills-strategy.pdf

Draft Adult Learning, Education and Skills Action Plan
<https://democracy.kent.gov.uk/ecSDDisplay.aspx?NAME=SD4373&ID=4373&RPID=8417685&sch=doc&cat=13335&path=13335>

Young People Not in Education, Employment or Training August 2015.
http://www.kelsi.org.uk/_data/assets/pdf_file/0010/46891/August-2015-monthly-report.pdf

14. Lead Directors

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