



ADULTS AND COMMUNITIES OVERVIEW AND SCRUTINY COMMITTEE
20 JUNE 2017

SUPPORTING PEOPLE WITH LEARNING DISABILITIES
INTO EMPLOYMENT

REPORT OF DIRECTOR ADULTS AND COMMUNITIES

Purpose of Report

1. The purpose of this report is to update members of the Committee on the progress made around supporting people with learning disabilities into employment and to summarise the work that is being planned for the forthcoming period.

Policy Framework and Previous Decisions

2. Promoting the employment for people with learning disabilities was a cornerstone of the 2001 “Valuing People – A new strategy for people with learning disabilities for the 21st century” and its update “Valuing People Now – Making it happen in 2009”.
3. The Care Act 2014, which was implemented in 2015 places an emphasis on promoting independence and wellbeing alongside supporting individuals in ways which prevent, reduce and delay the need for formal services and where they have a clear need for social care, that their needs are met in ways which promote maximum independence, choice and control.
4. The Adult Social Care Strategy 2016-2020 sets out how the department will meet the requirements of the Care Act within available resources by making full use of community support which is underpinned by a solution focused, progressive support that maximises independence.
5. The Special Educational Needs code of practice reiterates the need for the local authority to ensure that young people are prepared for adulthood, which includes ensuring that their future education and/ or employment needs are considered as part of their transition planning.

Background

6. Historically, the Council’s performance on the proportion of people with learning disabilities in employment has been below the national average, but recent work combined with a change in definition has significantly improved its local position. This is outlined in the table overleaf:

ASCOF 1E: Learning Disabilities in Employment

	2012/13	2013/14	2014/15	2015/16	2016/17
Leicestershire	1.6%	2.5%	1.7%	3.6%	11.1%
England Average	7.2%	6.8%	6.0%	5.8%	N/K
East Mids Average	5.3%	4.9%	3.2%	3.3%	N/K
Shires Average	7.4%	6.6%	5.8%	5.3%	N/K

7. The improvement has been achieved through services commissioned by the Council supporting an additional 111 people who meet the criteria of being in work. This was established as part of the Community Life Choices re-commissioning. The Department carried out some focused work with its existing providers to help them understand what outcomes they are expected to achieve with individuals. This led to the identification of a provider who had not only supported a number of people into open paid employment which has reduced their reliance on support from adult social care, but also worked with a further group of individuals to support them to form their own community interest company which offers a range of services within their local community.
8. The services the Council commissions provide a range of employment related services which are focused on preparing people for work through to work trials and then securing open employment. People move through the journey at different paces. To date one provider has supported 14 people to move on from their work preparation service into paid open employment which has enabled them to reduce the amount of support that they require from adult social care through commissioned services.
9. Examples of the range and types of work that people have secured through the support of the Council's commissioned provider include:
 - *OJ now works three days a week for a local voluntary sector organisation. He no longer requires a personal budget from adult social care.*
 - *AH works 27.5 hrs a week as a general maintenance worker and no longer requires his personal budget.*
 - *SC is on work trial at a local primary school three days a week, he is negotiating his paid work but has already reduced his need for commissioned services and transport*
 - *A number of individuals have part time cleaning jobs or work within local shops.*
 - *Countryside Enterprises CIC has over 125 members who offer a range of services within their local community ranging from free range egg production through to running a local luncheon club for local older people.*

Current work on developing further employment opportunities

10. The new Community Life Choices Framework which came into effect on 1 April 2017 features supporting people into employment as a key outcome and deliverable. The

reduction in the number of suppliers included in the framework means that commissioners can work with them to enhance and develop their offer around employment. This is already proving beneficial as the provider who has developed the community interest company is sharing their experience with colleagues who work in other localities to see if the model can be replicated. The performance against the employment outcome will be part of the provider's contract and quality monitoring.

11. The department had been working on the development of an Employment Strategy for disabled people as part of its commitment to deliver the Adult Social Care Strategy. The initial work has concluded that there is greater benefit to be achieved by looking at the development of a broader strategy, led by the Chief Executive's Department, that brings in the work of other departments within the Council and harnesses its work with wider partners including the Leicester and Leicestershire Enterprise Partnership and partners in the education, training and business world.
12. The Chief Executive's Department have developed a bid for the Department of Work and Pensions (DWP) Local Supported Employment Proof of Concept Fund. The bid centres around building on existing evidence based models used elsewhere to develop a Leicestershire offer for supported employment for those individuals eligible for support from adult social care. If the bid is successful it is envisaged that this will be externally commissioned and will contain an element of payment for the provider achieving successful outcomes.

Next Steps

13. The department will be continuing its work with local providers on developing more employment opportunities through the existing framework agreement and if successful with the bid the DWP local supported employment proof of concept programme.

Resource Implications

14. There are not currently any resource implications, but should the bid to the DWP Local Supported Employment Proof of Concept Fund then match funding of £136,000 will be required. This can be met from within current departmental resources.

Conclusion

15. This report outlines the significant progress the department has made in enabling people with learning disabilities to improve their opportunities to access employment. The department aims to work with other partners to build on the success over the coming years.

Background Papers

- Adult Social Care Strategy 2016–2020
http://corpedrmsapp:8087/Intranet%20File%20Plan/Departmental%20Intranets/Adults%20and%20Communities/2012%20-%2013/Departmental%20Administration/ASC%20Policies%20and%20Procedures/ASC_Strategy_2016-2020_P0358_12.pdf

Circulation under the Local Issues Alert Procedure

None

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Relevant Impact Assessments

Equality and Human Rights Implications

16. There are no equalities or human rights implications arising directly from this report. However, it is recognised that Equality and Human Rights Impact Assessments will be required for specific pieces of work referred to within the report, for example Community Life Choices, which have already been conducted within those work streams.