



# **EMPLOYMENT STRATEGY**

**for**

**Adults with Learning Disabilities  
in Southampton**

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## INTRODUCTION

This is the Southampton City Employment Strategy

### What in an Employment strategy ?

It is a plan that will make sure services help people with learning disabilities to do the jobs and activities they want



### Why do we need this ?

The Government White paper called " Valuing people" has set out targets for increasing the number of people with learning disabilities in to work.

One of the Objectives in Valuing People is about employment. It is:

*"To enable more people with learning disabilities to participate in all forms of employment, wherever possible in paid work, and to make a valued contribution to the world of work".*

The government has told all Learning Disabilities Partnership Boards that they have to agree an Employment Strategy by winter 2002 / 03.

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**An Employment Strategy will be agreed by Winter 2002**



The aim of the Employment Strategy is to make it possible for adults with learning disabilities to have more choices and play a more active part in their employment opportunities.

## THE PARTNERSHIP BOARD

“Valuing people” said that :



Partnership Boards should make sure everyone understands how the Employment Strategy is supposed to work. They should know what other partnerships are doing. They should decide which ideas are really important, and put those ideas in their plan.

## WHAT IS HAPPENING IN SOUTHAMPTON ?

*Southampton City Council have a proven track record since 1989 of supporting people with severe learning disabilities into work, funded and managed by Southampton Day Services - additional development took place through European Social Funding.*



- ✓ We know we already have a range of services to help people with learning disabilities to find and keep work.
- ✓ This strategy is designed to help us ensure that those services are appropriate, cost effective, and inclusive to meet the needs and aspirations of people with learning disabilities
- ✓ An ACTION PLAN will help us to look forward and plan how to expand and reflect on the work already done.

## WHAT SERVICES ARE IN SOUTHAMPTON

There are a lot of resources available now that can help adults with learning disabilities to get work. The table below gives some details about agencies and services in Southampton.

<u>Agency/Service</u>	<u>Who funds it</u>	<u>What it does</u>
Southampton Day Services : 1. City Limits Employment 2. City Limits Community & Education 3. Branching Out 4. Building Based Services	Southampton City Council + additional external funding from European Social Funding & Learning Skills Council	1.A Supported Employment agency providing one to one support / vocational guidance/ support in finding and keeping work 2 . Supports people into College & Leisure and has developed Drop in service 3. A Ground Maintenance Social Firm 3.Building Based Service provide a Traditional Day Service (Currently under Review - development of community bases)
Local Colleges	Local Education Authority ( LEA's) Department of Education & Employment (DfEE)	Basic skills Independence skills Vocational skills Work preparation

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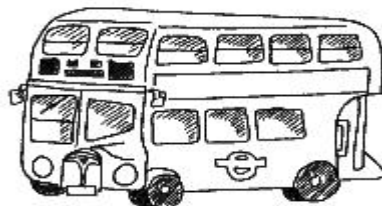
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<u>Agency/Service</u>	<u>Who funds it</u>	<u>What it does</u>
Connexions advisors & Careers Advisors	Department of Education and Skills	Information, advice and guidance to young people with learning disabilities
Special Purpose Work Shop	Care management packages - private funding	Sheltered Work Shop / Wood work / tool refurbishment / car & Bicycle repairs
Workmobility	Care management packages - private funding	A vehicle restoration centre for adults with special needs
CHOICES	Charitable Trust	Self Advocacy service for people with learning disabilities
Work step Providers, e.g. Remploy / Interwork /Employment Opportunities	Department of Work and Pensions, accessed via DEAs	Funds support to enable people to retain paid jobs, 16+ hours per week.
DEAs / Job Centre Plus	Department of Work and Pensions	Action planning with individuals to enable them to find paid work. Refers on to Workstep.

## WHAT IS NOT PROVIDED

There is little support for people with more complex needs to engage in work outside of building based services. This is because the organisations that support people in work do not have the resources to offer long term intensive support to individuals.

### SUPPORT OUTSIDE WORK



Transport is a big problem for a lot of people. Some people have never travelled independently and need support in learning how to travel on their own and others may always need support in getting to and from work.

### When people do not go to the Building Based Activities !



Some people have found it quite isolating at work. They were used to seeing their friends in the day service and getting advice from staff. When people go to work and stop going to a day service, it can be hard to meet up

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with friends or staff they have known and trusted.

## HOW WELL RESOURCES MATCH NEEDS



The development of City Limits to help adults with learning disabilities find work has been made possible through the commitment of Southampton Day Services to supported Employment. Additional development came through European Social Funding (ESF) and most recently the Learning Skills Council(LSC)

One of the good things about this funding is that it has made it possible to try out new approaches.

The problem is that services often have no long term funding.

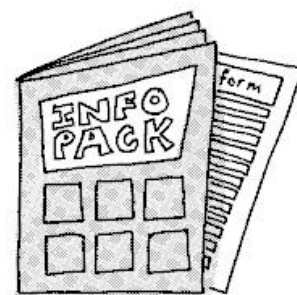
For service users and carers this has meant that they have no guarantee that support will be available after the ESF money has finished.



## GAPS IN THE SERVICE

If we look at the support people want and need, and compare it with what is available, there appear to be gaps in:

- Information - people are not fully informed on how the different services can help.
- Support- in Southampton there is support for finding and securing a job, but not enough social support outside work, this is particularly important for people who do not go to the Building based services.
- Transport - there are a number of problems with transport. Some people want to use public transport but haven't been helped to learn how to. There are some people that because of their complex needs are unable to learn how to travel independently

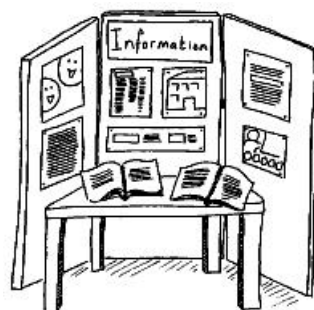


At the moment a lot of people are involved in employment activities, but not everybody will want to work. Day services have an important role in helping people develop social and emotional coping skills in a range of environments.

## ABOUT EMPLOYERS

We need to show employers what people with learning disabilities can offer them

- Educating employers so that they can recognise the contribution adults with learning disabilities can make to their business



- Southampton City Council is one of the largest employers in the city, a lot of work is needed to increase their involvement in employing people with learning disabilities. (Research nationally shows that few public bodies are employers of disabled people at an equal level to the private sector)

## PARTNERSHIPS

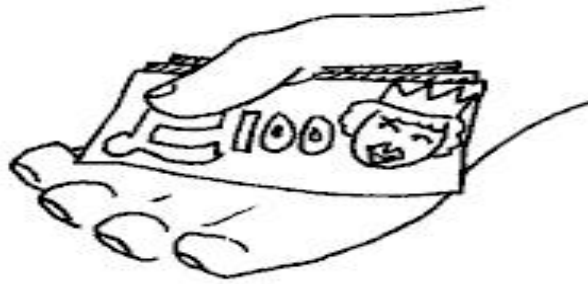
Working in partnership is vital for more adults with learning disabilities to get jobs. The partners need to include:

- Schools & Colleges
- Day Services
- Families and Carers
- Supported employment service providers
- Connexions
- Job Centre Plus & WORK STEP providers
- Care Management Teams
- Special Health Care Teams



Partner organisations need to know what each other do so they can give useful information to individuals and their carers.

## BENEFITS



### **People need information about benefits**

- Having information about benefits to help them decide whether or not to take a paid job
- Trained benefits advisors
- Establishing a balance between benefits and wages that works for the individual
- Use the permitted work rule to allow people to work without making a difference in benefits received ( must NOT be more than 16 hours - this has replaced therapeutic earnings)
- Tax Credit allowance - to support people in working in making an application when they are working 16 hours or more ( this has replaced Disability Working Allowance - an additional payment is made to top-Up income)
- Direct Payments - not many people with learning disabilities have applied for direct payments. This can potentially play a positive role in giving people the opportunity to recruit their own job coaches to enable them to work.

## LEGISLATION - THE LAW



"The disability Discrimination Act" was written in 1995 it states that it is unlawful for an employer to treat a disabled person less favourably or different, than others because of their disability.

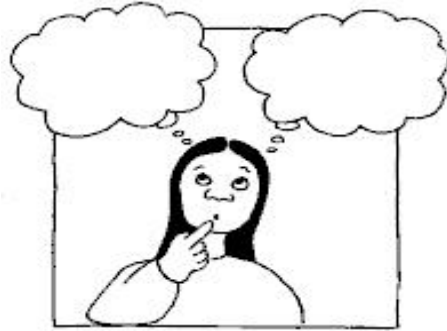
"Modernising Day Services" links closely with the Southampton Day Services Remodelling structure that involves breaking away from large traditional institutionalised building base services to community bases and expanding the supported employment provision.

Southampton City Council wrote a document called the Joint Investment Plan - Welfare to Work (1998 -2001) that said they would plan to develop joined up services for disabled people so they can get the support they want to work, stay in work , or move closer to the world of work.

Southampton Community Care Plan (1998-2001) identified 516 people with learning disability who received day care, residential care or other support within the city.

## FUNDING

Where will it come from ?



- Getting money from other sources within Southampton City Council as well as Southampton Day Services
- Getting money from other agencies i.e. Connexions / Job Centre Plus / Learning and Skills Council / Care management Packages i.e. vulnerable adults with Mild to Moderate Learning Disabilities
- Other agencies offering staff support / buddy scheme as part of a support package
- The City's Public Transport needs to improve
- Continue to apply for external Grants i.e. ESF



## THE VISION



How can we take this forward ?

- Take peoples aspirations seriously
- Train more people in Person Centred Planning
- Provide Vocational Guidance to people no matter how complex their disability
- Give information so people can make good choices that are realistic
- Work with local colleges to develop programmes to help people learn new skills leading to employment
- Support and advise young people about their employment opportunities while they are still at school
- Help with transport in getting to and from work
- Provide more job coaches to work alongside people in the work place
- Actively help people find the right job to suit their individual needs
- Provide advice and guidance on employment related benefits

## ACTION PLAN

What needs to be done	who needs to do it	When
1. Increase the number of people with learning disabilities in employment	Care Management through Care Plans Person Centre Planning Connexions Job Centre Plus other government programmes	August 2003 on-going
2. Organise information session as part of partnership board meeting	Partnership Board	August 2003 on-going
3. Design display boards with all relevant information about employment in Southampton and display in new community bases 3.1. Assign a named Employment Officer from City Limits Employment to the new community bases Post 16 Units and Special Needs schools to display and share there information	Southampton Day Services Partnership Board Post 16 Units Special Needs Schools	January 2003

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<b>What needs to be done</b>	<b>who needs to do it</b>	<b>When</b>
4. Transition Plans to include employment options	Care management Teams	August 2003 on-going
5. Local Colleges to increase and develop better links between work placements and vocational training	Local Colleges Southampton Day Services	September 2003 on-going
6. Celebration of success in employment	Partnership Board	March 2004
7. People with learning disability to have mainstream access to employment programmes	Job Centre Plus via DEA's City Limits Employment WORK STEP providers	August 2003 on-going
8. Local Partnerships to be developed i.e. Remploy/ interwork Choices	Southampton Day Services through City Limits Employment	August 2003 on-going
9. To develop a more effective working relationship with Connexions advisers	Partnership Board	August 2003 on-going

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What needs to be done	who needs to do it	When
10. Staff to receive specific employment related training	City Limits Employment and Southampton City Council	August 2003 on-going
11. Develop better relationships with local employers	Partnership Board	August 2003 on-going
12. To develop a social network for those in work not attending the traditional building based service i.e. Job Clubs / youth clubs	Choices via advocacy groups City Limits Employment via Service User Groups	August 2003 on-going
13. To continue to apply for any additional funding via ESF	City Limits Employment Southampton City's European Office	September 2003 Dec 2006 (new ESF round)
14. Develop a Joint strategy with Southampton City Council and Health to look at the support needs of people with complex needs in employment	Southampton City Council PCT Partnership Board	March 2004 on-going

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What needs to be done	who needs to do it	When
15. Transport - to participate in on-going work to develop a flexible, accessible transport system for people with learning disabilities living in Southampton	Southampton City Council Partnership Board	September 2003 on-going
16. To link in with the current Pilot for Direct Payments	Choices Southampton Centre for Independent Living (SCIL)	August 2003 on-going
17. Actively work with the current Person Centre Planning (PCP) development group to broaden knowledge and training.	Partnership Board	September 2003 on-going

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