

EmployAbility

Team Manager – Christina Earl





We believe that disabled people should have the same employment opportunities as non-disabled people

- We are a Supported Employment Service
- For disabled people who want to find work
- Paid, Work Experience and Voluntary work
- Place, Train and Maintain

Surrey



Surrey County Council owned

- Around 22 permanent staff (17 FTE)
- Around 9 bank/fixed term (external funding)



Clients (must be eligible for ASC)

- 750 (approx 350 active)
- 400 on Keep in Touch (KIT)
- LD, Physical, Sensory & Autism



Outcomes 2012-13

- 45 Paid
- 192 Work Exp, 80 Volunteering
- Staff targets 12 (6 paid and 6 unpaid per annum)



Self Employment



- Opportunities for people to use their skills and talents
- Ideal for those with fluctuating conditions or who may have low productivity
- Support for setting up their business ideas
- Advice with finance and business legislation

SCC Vocational Projects



- **Voluntary work and training opportunities**
- **Supported Groups rather than individuals**
- **Ashford Office Services (Woking, Fetcham)**
- **Colebrook Garden Centre**
- **Growth Team (Guildford)**
- **Only ASC referrals or via day services**

Working with colleges



Ashford and St. Peter's



- **EMPLOYMENT WORKS**

- College course focussing on work experience in a real workplace.
- Partners with; Guildford College; East Surrey College ; Brooklands; Nescot, Freemantles school for ASC, Young Epilepsy
- Employers; University of Surrey, Ashford and St Peter's Hospital, East Surrey Hospital, Epsom businesses

- **OTHER PROJECTS**

- Supported Work Experience – Brooklands, Nescot
- PET Course for people with ASC

Job clubs and training



- **Job Clubs weekly across the county (7 locations)**
- **Saturday drop in Job Club - no eligibility**
 - **Woking and Redhill 10-12**
- **Work Preparation Courses**



Supported Internships

“He does not want to go and sit in a classroom all day – he needs to do practical things”

“She loves people, but we don’t know what sort of job she could do?”

“She wants to go into catering, but we are not sure how she will cope...”

“Don't think he will ever get a job.....”

“We don't want her on public transport – its not safe..”

Parents of young people with learning disabilities



“All my mates are going to college....”

“I want a job where I can earn good money”

“I’m scared of failing....”

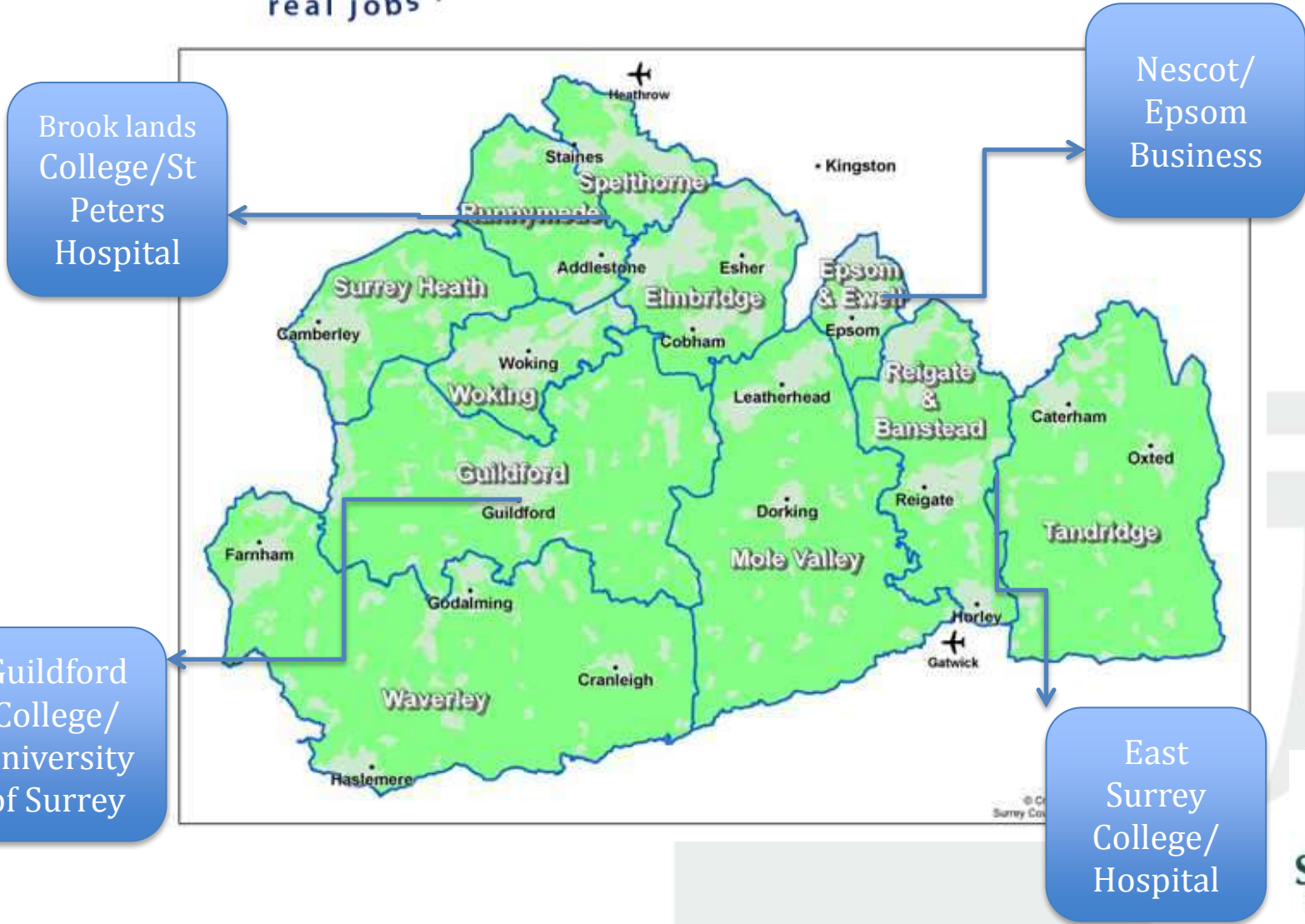
“I’ve done, childcare and hairdressing, not sure what will course to do next year”

“I will probably work with my dad”

“Do you know you can get £500 a week on benefits?”

Young people with learning disabilities

Surrey Sites



Employment Works (History)

- College course focussing on work experience in a real workplace. – Action for Inclusion funded 2008
- Partners with; Guildford College; East Surrey College ; Brooklands; Nescot
- Employers; University of Surrey, Ashford and St Peters Hospital, East Surrey Hospital, Epsom businesses

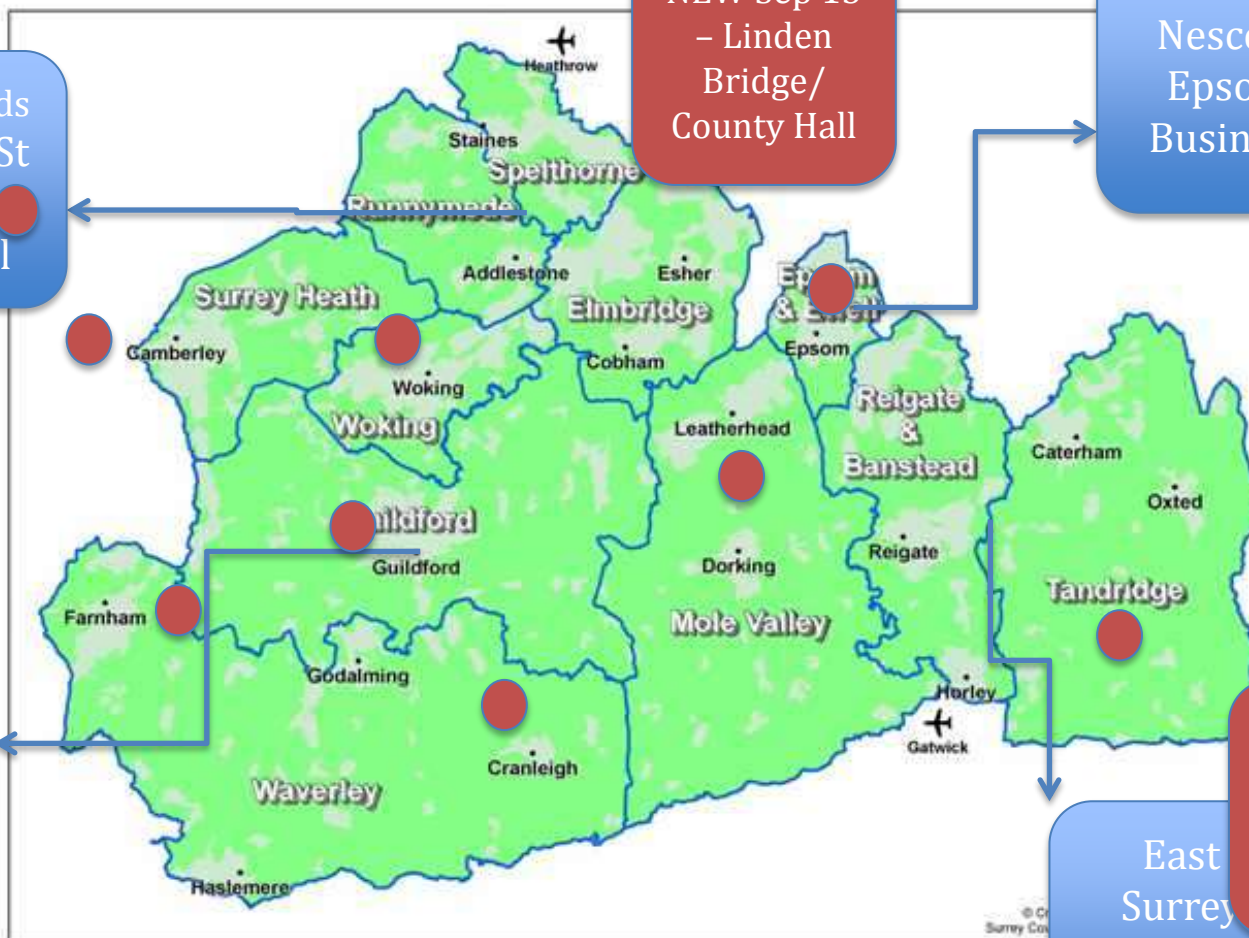


Schools/Colleges – Supported Work experience

NEW Sep 13
– Linden
Bridge/
County Hall

Nescot/
Epsom
Business

Brooklands
College/St
Peters
Hospital



Freemantles/
University
of Surrey

East
Surrey
College/
Hospital

NEW Sep 13
– NYCPE/East
Surrey



Case Study – Video clip



Brooklands College
Outstanding Every Day

Ashford and St. Peter's Hospitals **NHS**
NHS Trust



Making Surrey a better place

Supported Learning Department

- For those with a learning difficulty and/or disability
- A range of external accreditation and offer the possibility of pathways to other courses, employment or sheltered independent schemes
- Two campuses at Weybridge and Ashford
- The Supported Learning 14-19 programmes are managed from the Berkeley Building which can be found on the Weybridge Campus.

Entry 3 Learning for Employment & Progression Pathway (LEAP)

The aim of this programme is to offer students a focused approach to moving on into employment. The Certificate in Workskills supports work experience and the vocational option chosen. Students are encouraged to develop their own confidence in personal and social skills, communication and teamwork. Students will undertake work experience at an appropriate placement with the aim of moving into employment

Other skills development includes:

- Team Building
- Communication skills Preparation for Employment
- Health and Safety
- Functional Maths, English and ICT at the appropriate level
- Workskills

Entry Requirements

This course is designed for those with no formal qualifications. A satisfactory school report and a Connexions S139a report is desirable. Suitability for the course is to be determined at interview.

Brooklands College

- Work experience placements
 - XXX Students
 - XXX Placements Found
 - Support for interview
 - Job Coaching lite
 - Employer support
 - Staff time XX days per week – approx 5 hours per student.
- Supported Internships
 - Ashford and Ste Peters Hospital
 - 8 – 12 placements per academic year
 - 3 days per week
 - Tutor and Job Coach on site
 - 30% job outcomes
 - Return to college ☹️



Challenges.....

Finding the employer!

- Make it easy
- Start it small
- Get senior buy in ,but also department managers
- Be available to support
- Get to know their business
- Promote their good work

Employer Benefits

- Increase diversity in the workplace
- Fill entry level or specialised positions
- Pool of talented and skilled workers
- Reliable and enthusiastic employees
- Staff development and mentoring opportunities
- Reflecting your community
- Giving back to local communities

Challenges.....

- Getting Right Staff
- Getting right students (not disability related – attitude)
- EmployAbility = employers, placements, managers
- Brooklands = students, parents/guardians, qualifications
- Communication eg parents evenings, planning meetings
- Logistics eg CRB, interviews, health and safety
- Exit strategies eg work, volunteering, further study

Challenges.....

• **Funding, Funding, Funding...**

- Usually linked to accredited course
- Cheaper – we are only paid for the hours we do
- They can set us stretching targets
- High cost learners
- EFA – the way forward?
- New for 2013 – NEET funding...

Surrey



Pathway



- New for September 2013
- For those who want a job
- College may not be right place
- Main eligibility is keen to work - not skills
- Based in your local community

Surrey



Pathway



Up to 3 days a week work experience
1 day additional vocational skills
One to One Support options
Transport not included
One year programme
What happens at end of course?



Clients Thoughts

Quote from a parent:

“Thanks to all those who helped, he now has a job, a flat and friends and is part of his local community”



• Quote from a client:

“I have my own money and independence. I love my job, the staff are friendly and helpful. Its the perfect job. Its just me really”



What next?



- **Capacity build across county – particularly in schools and colleges**
- **Promote the difference between effective Job coaching and teaching**
- **Raise standards to help more people**

Job coaching courses



- Run from October 2013
- Trial ones in June 2013
- In line with BASE standards

Challenges



- **For students to buy a place on a local supported employment project – close to home**
- **To combine with NEETs or other groups**
- **Adults v Children funding**

Surrey CC contribution



- **Increased employment opportunities within Council, (Currently over 50 people)**
- **Apprenticeships/Traineeships for disabled people**
- **Supported Internship at County Hall**
- **New Start**
 - **Mental Health**
 - **Offenders**
 - **Aspergers**