



Kathy Melling

Commissioning for Outcomes

BASE conference 2011

Policy context

- Valuing People Now
- Valuing Employment Now
- Coalition Government
- No new money
- £660m spend on day services
- Employment is not the responsibility of any single service or department

 HM Government

Valuing People Now:
a new three-year strategy
for people with learning
disabilities

'Making it happen for everyone'



Coalition Government

“We recognise that there are some groups of disabled people, particularly people with learning difficulties, mental health conditions and autism, who face additional barriers to employment and will need additional support to move into, or return to work. We are quite clear that everyone who can work should get the support they need to get a job, and we remain committed to tackling the particular disadvantages that those groups face in employment and across other areas of life.”

Employment rates

People with learning disabilities

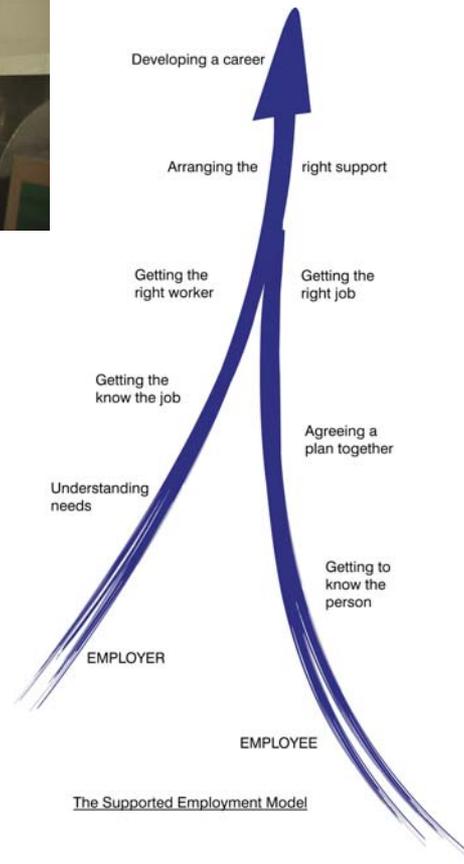
- English National Survey (2003/04) – 17%
- NI 146 – 6.4%
- Labour Force Survey – 15%

Comparisons

- General population – 78%
- Disabled people 46%

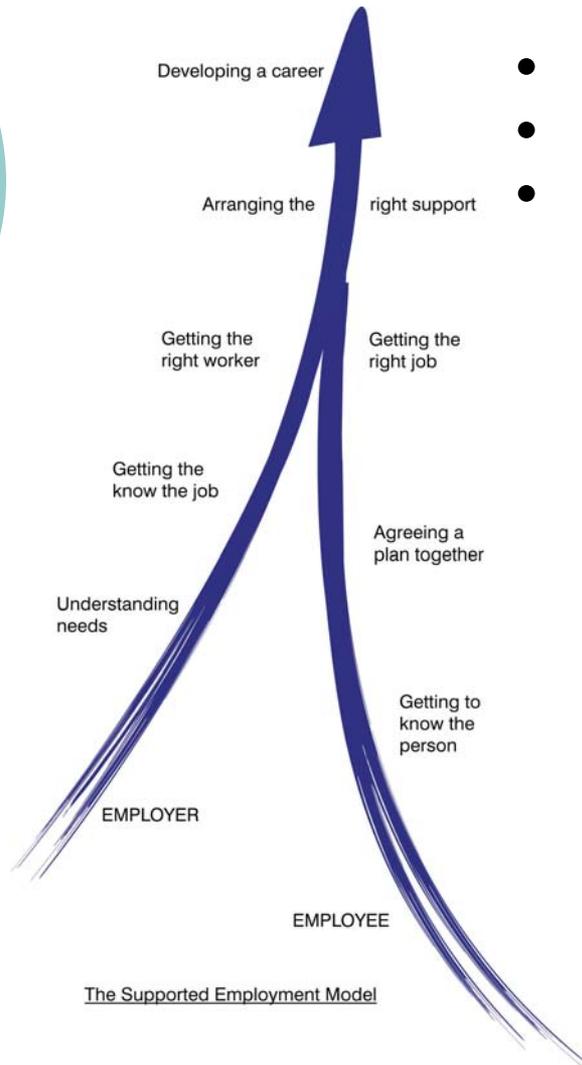


PEOPLE CAN WORK – SUPPORTED EMPLOYMENT



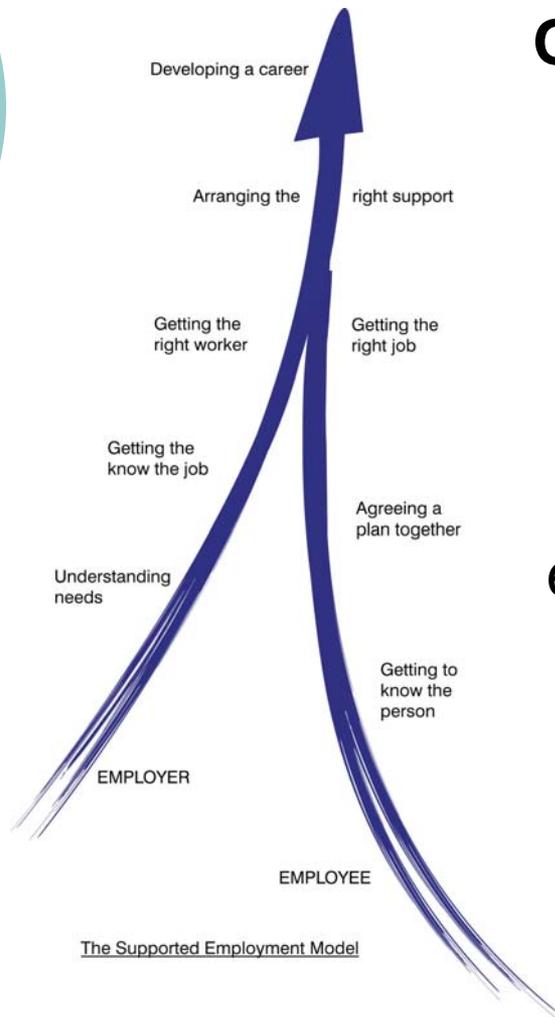
What does good employment support look like?

Supported employment or job coaching



- Based on what people know works
- Starts from age 14
- About **REAL** jobs
 - ✓ Wages are paid at the going rate for the job, with the same terms and conditions as all other employees
 - ✓ The job helps the person to meet their life goals and aspirations
 - ✓ The role is valued by managers and colleagues
 - ✓ The job has similar hours and times at work as other employees with safe working conditions

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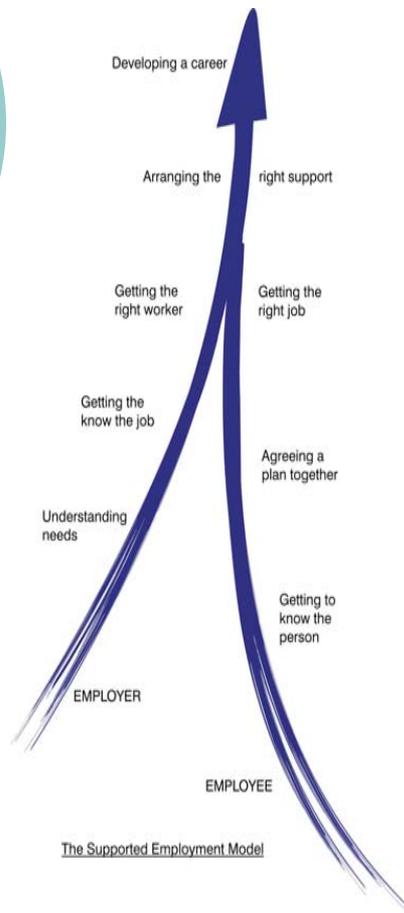


Overarching guiding principle:

Fundamental to supported employment is that everyone can work with the right job and the right support. Providers of supported employment should be able to offer a nil rejection policy, as everyone should have the opportunity to work and contribute to society.

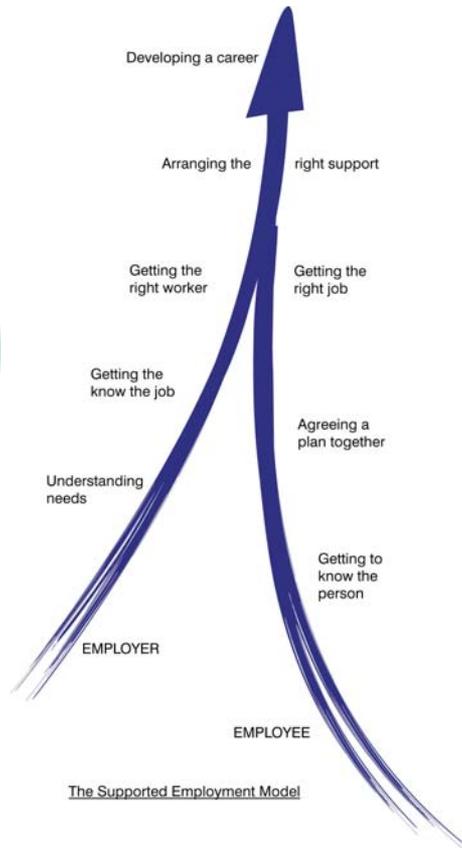
What does good employment support look like?

Guiding principles:



- Choice and control
- Partnership
- Full inclusion
- Rapid job search
- Careers
- Natural supports
- Long-term support
- Assistive technology
- Continuous quality improvement
- Right to work in a safe workplace
- Protection of human rights and freedom from abuse

What does good employment support look like?



Work with the job seeker

- Engagement
- Getting to know you
- Agreeing a plan together

Work with the employer

- Engagement
- Understanding needs and identifying vacancies
- Getting to know the job

Job match

- Employers get the right worker and jobseekers get the right job

**Arranging the right support
DEVELOP A CAREER**

What works for people with a learning disability **learning** jobs?

Severe

- Job coach support on-site
- Training on the job-
 - **Systematic Instruction**
 - Breaking tasks into steps
 - "Chaining" tasks together
 - Hierarchy of cues
 - Physical guidance
 - Gestures
 - Verbal prompts
 - Managing praise and reinforcement more closely
 - Proactive problem solving (natural 7-phase cycle)
- Job adaptation
- Natural support focus
- Work-based accreditation of skills demonstrated

Moderate

Mild

- Pre-employment training is possible
- Verbal instruction & demonstration
- Simple language
- Greater time to learn
- Use of naturally occurring praise and reinforcement through:
 - Supervisors, work-mates
 - Ordinary pay incentives
- Managing work pressure/ productivity demands
- Shaping social contact through co-workers
- Qualifications for job and career development

What works in finding jobs?

Severe

Moderate

Mild

- Greater use of support to find & plan
 - Families
 - Job coaches
- Extended Vocational Profiling/**Discovery**
 - 20+ hours in various environs?
 - Interests and what good at
 - Relevant experiences
 - Work types and environments
 - Days and schedules
 - Welfare benefit planning
- Use of practical job tryouts to aid decision-making
- Aided CV and support **planning**
- Proactive and specific job finding and matching jobs to people
- Employer presentation and **negotiation**
- Adaptation of interview and induction

- Greater independent action
- More use of generic help to identifying strengths, interests and experience
- Use of more generic sources for vacancies
- Greater use of courses, "job clubs"
 - CV development
 - Job search
 - Writing applications
- More use of mainstream job application & interviewing and induction processes

Studies in North Lanarkshire and Kent

Supported employment costs less than day services.

North Lanarkshire

- Day service - £14,998
- Supported employment - £7,216
- Savings - £7,782

Kent

- Day service - £11,200
- Supported Employment - £9,910
- Savings - £1,290

North Lanarkshire and Kent – net savings

North Lanarkshire - £6,894 pp

Kent - £3,564 pp

If 50 people supported into employment:

- North Lanarkshire - £344,700

- Kent - £178,200

Issues for local authorities and commissioners to consider

- The importance of transition to school
- Work experience
- Volunteering
- Supported employment
- Micro-enterprise and self-employment
- Social enterprise/social firms
- Links to economic regeneration
- Partnerships
- Welfare benefit advice
- Personalisation and SDS