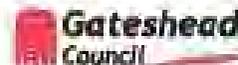


Starting Again

Setting up a Supported Employment Service from Scratch

Presented by

**Gateshead Access
to Employment
Service (GATES)**



**Gateshead
Council**



Presentation Contents

- Who we were and who we are now
- Getting started
- How we do it
- How we pay for it
- Where we are going
- Questions

GATES

Gateshead Access to Employment Service



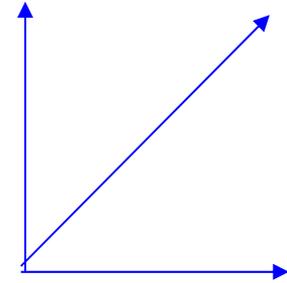
GATES
Film



The development of Supported Employment in Gateshead.....

DIRECT

Supported Employment Service



DIRECT
Supported Employment Service

The Greenfield Business Centre, Midgrave Terrace, Gateshead, Tyne & Wear, NE8 1PQ
Tel: (0191) 477 2958

DIRECT is a supported Employment Service offering a complete range of recruitment and training packages backed by highly skilled staff who specialise in assisting people with learning disabilities.



Direct's Approach to Recruitment

Direct will arrange an initial meeting to present to you the information about our service and discuss any prospective employment opportunities with your company. Once a job is identified our trainer will assess the skills needed to do the tasks.

We then match this information with one of our job seekers based on our detailed knowledge of their abilities, interests and experiences.

After discussion with yourselves and relevant personnel the trainer devises an individualised training package for your new employee.

The new employee will work with the full support of a personal trainer, either on site or in an advisory capacity, and be responsible for training the new employee to the standards you require.

What can Direct offer you as an employer?

Selective recruitment to fill your vacancies.
Assistance in implementing your equal opportunities policy.
An individually tailored training package for your new employee.
The option of on the job training to be provided by Direct's experienced and skilled trainers.
On going support once the training is completed.
All services provided free of charge.



Direct are able to offer training for as long as required. Once a new employee is trained Direct will maintain an agreed level of contact with yourselves.
Direct can also offer additional training if necessary at any point in the future.



Have you got a vacancy you need to fill?

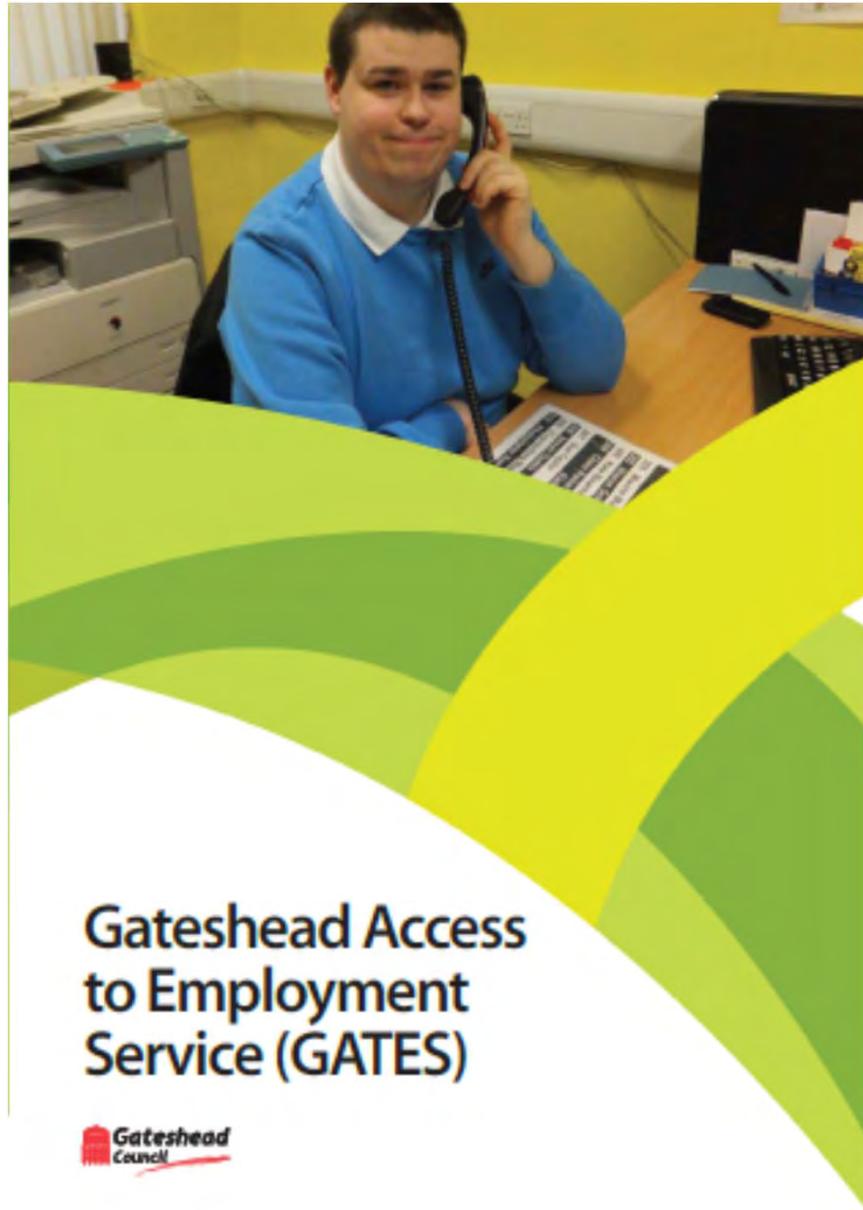
Our job seekers are interested in a wide range of different jobs. There are no hard and fast rules about suitable jobs so let us discuss your requirements and the services we can offer.

Even if you do not have a vacancy at the moment why not let us call anyway! Then when you do have one you'll have all the information to hand.

GATESHEAD
COUNCIL

DIRECTIONS

Pointing The Way To a Brighter
Future



Gateshead Access to Employment Service (GATES)





The Brief.....

- Find paid employment for disabled people in Gateshead who meet FACS criteria
- Offer opportunities in Volunteering and Work Experience to disabled people in Gateshead who meet FACS criteria
- Reduce costs to Gateshead Council



The Picture.....

- Economic Picture
- ASCOF 1e at 3.2 %
- Maintenance case load.
- New staff recruited who did not have a supported employment background.



Writing the Rule Book

- Quality Procedures
- Paperwork
- Branding
- Staff Training
- The EUSE Toolkit
- National Occupational Standards
- NDTi SEQA Supported Employment Quality Assurance

Planning

Quality Standard	Indicators	Target Date	Named Lead	Outcome
The Leadership and Management set a clear direction that leads to the delivery of a high quality service.	Has a written Mission Statement that commits them to integrated employment, community inclusion and zero exclusion.	Sep-13	Keith Hogan	Written Mission Statement
	Has policies and procedures to ensure equality of opportunity, healthy and safe environments and the protection of the rights of all.	Nov-13	Holly Kelleher	GATES Policy and Procedure Manual
	Implements a strategic plan with short, medium and long term goals and objectives for service development.	Sep-13	Keith Hogan	GATES Specific Strategic Plan
	Employs a system of continuous evaluation and improvement of performance in all aspects of service.	Jan-14	Holly Kelleher	Evaluation Methods/criteria embedded into Policy Manual
	Collects and analyses data on consumer outcomes, staff productivity, stakeholder satisfaction, cost efficiency and other process and outcome variables.	Sep-13	Holly Kelleher	Monthly MDT meetings
	Promotes and resources a learning culture in which creativity, innovation and risk taking is supported and where staff and individuals feel empowered.	Completed		
	Has systems in place to source, allocate, monitor			

Delivery



The Supported Employment Model in Practice – The ‘GATES’ Way

Step 1.

The applicant is allocated to an
Employment Support Worker



The Supported Employment Model in Practice – The ‘GATES’ Way

Step 2.

Together the client and Employment Support Worker build a vocational Profile.



The Supported Employment Model in Practice – The ‘GATES’ Way

Step 3.

GATES source employment for the client by engaging employers and promoting Job Carving.



The Supported Employment Model in Practice – The ‘GATES’ Way

Step 4.

The Employment Support Worker finds a suitable placement and learns the Job their client will be doing.



The Supported Employment Model in Practice – The ‘GATES’ Way

Step 5. Job Match

Matching the
profiles to the
placements





The Supported Employment Model in Practice – The ‘GATES’ Way

Step 6. TSI Training in Systematic Instruction

	01/07/14	08/07/14	15/07/14
Use pink cloth and blue spray to clean mirrors	P	G	V
Use Blue cloth and blue spray to clean toilet	G	G	I
Empty bins on 1 st floor	G	V	I

KEY P- Physical
V- verbal

G- gesture
I - Independent



The Supported Employment Model in Practice – The ‘GATES’ Way

Step 7. Withdraw and Agree Support Plan with Employer.

- Any adjustments required
- Visit Frequency
- Review Dates
- Any other support required



Sources of Funding

- Access to Work
- Adult Social Care (ASC) budget
- Special Educational Needs budget



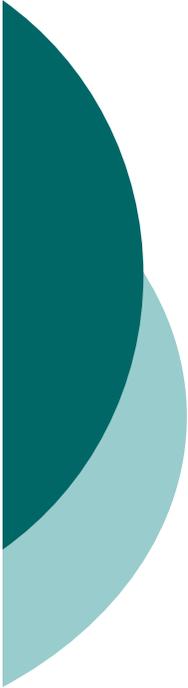
ASC Package Savings

Case study

D has a diagnosis of Asperger's Syndrome and Dyslexia and had a package of care provided through an external, out of borough, provider, which included sleep-ins due to anxiety and one to one support during the day to access social opportunities.

D now works 2 days per week on a fourteen hour contract; his package of care has reduced from £75,000 to £26,000 a saving of £49, 000 per annum.

D now goes to bed at night and gets up in the morning as he has a reason to keep a 'normal' pattern, has developed coping strategies for his anxiety and the dignity which comes from having your own money.



ASC Package Savings

1. Was this a referral to; Gain employment Maintain employment

Summary of support given by GATES;

Peter found ~~£15,000~~ 15 hours of work per week at ~~£1000 per week~~ ~~£1000~~ over 5 days.

2. Has the person's package of care changed since the referral to GATES or in this financial year; Yes (complete below) No

Previous Annual Care package	£15,195.16
Current Care package	£3876.72
Difference (+/-)	-£11,318.44

ASC Cost Prevention

2. Has the person's package of care changed since the referral to GATES or in this financial year; Yes (complete below) No

Previous Annual Care package	nil
Current Care package	£5096.00
Difference (+/-)	+£5096.00

3. Has the service provided by GATES prevented the need for additional or alternative services;

Yes (complete below) No

What services would you have recommended	Cost per annum
3 days in Day Service provision	£9672.00
Respite of 35 nights	£2700.00
Total	£12,372.00

4. If a saving has been made is this
Prevention Reduction

Total Saving £12,372.00



Question 1?

- You receive an email from the Service Director of Children's commissioning telling you he has been awarded £28,000.00 to develop Supported Internships, however your area already has 2 Supported Internships programmes running. What could you spend this on?



SEN Commissioning

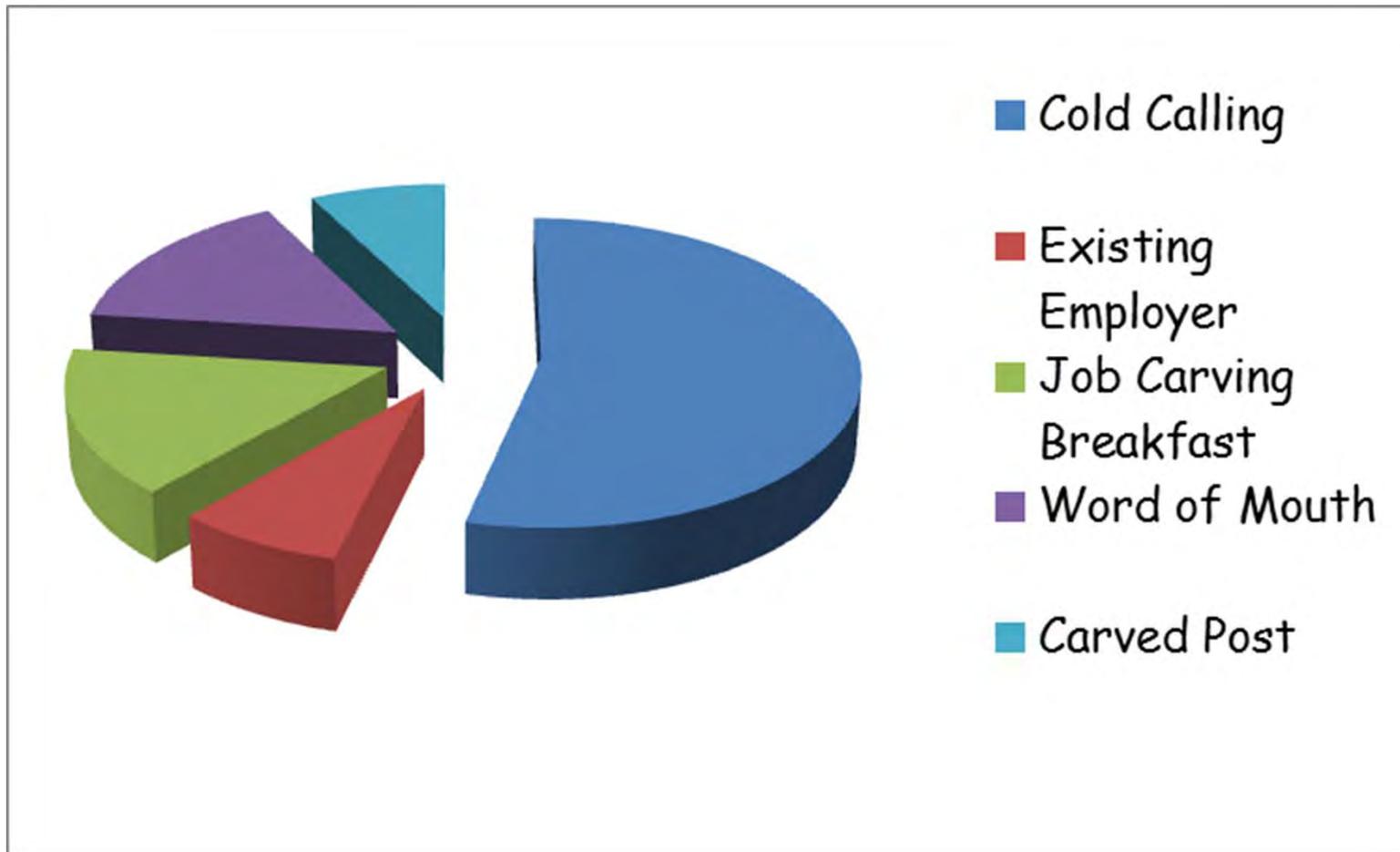
- Supported Internships
- Travel Training
- Mental Health Engagement Officer



Lessons Learnt in Year 1

- Stick to the model – it works!
- Keep referrals and job coaches fluid
- Raise your profile
- Read, research and ask
- Report everything
- Find out who your key players are
- Work placements and Volunteering are not paid work

What worked....





What we have achieved....

- 66% of our referrals into paid, permanent employment or self employment (27 jobs)
- Cost savings in excess of £200,000.00 in reduced or prevented Care packages
- ASCOF 1e at 7.7% for 14/15
- Commendations from Equality North East and ERSA

....and everyone knows who we are!!





Where next

- Consolidate our offer
- Exploration of personal budgets/moving out of borough
- Mental Health development
- Consultancy

Any Questions

