The role of supported employment in developing self employment opportunities

8th November 2017

Keith Bates
Director
Mutually Inclusive Partnerships

Robert Elston
Chief Executive
Status Employment

mutually inclusive PARTNERSHIPS

Starting point

- 15 % of UK workforce self employed
- Since the down turn 2008
  - Part time employment up 7.9%
  - Full time self employment up 10.9%
  - Part time self employment up 46.6%
- Significant proportion of new jobs since 2008
- Ongoing trend (ONS 2016)
- RSA reporting on self employment and the gig economy

- 5.7% of people with learning disabilities in paid work (ASCOF 2016-2017)
- Few self employed with poor data

mutually inclusive PARTNERSHIPS

The case for

- Closely matches individual preferences, gifts,
- Offer types of work not found in existing job opportunities
- Offers control and self-reliance, which is appealing to some
- Offers an opportunity to schedule the working day and week to accommodate personal productivity levels, personal goals, support needs, lifestyle choices etc

It presents a "tremendous opportunity" for individuals who are challenged by the competitive labour market and although "not for everyone", self-employment is hailed as "the next logical step in the evolution of supported employment"

Newman (2001); Hagner and Davis (2002); Griffin and Hammis, (2003)

mutually inclusive PARTNERSHIPS

The tensions

Establishing the priority

- Enterprise v individual?
- Profit driven v socially orientated?
- Role of supported employment
  - Enterprise facilitation
  - Job coaching
  - Business circles
  - Peer supports
- Sustainability

mutually inclusive PARTNERSHIPS

My business idea

A modular approach?

Building support

- for the individual
- for the business
- sector specific support

mutually inclusive PARTNERSHIPS

Opportunity or Necessity*?

The starting point for many non disabled people is a salaried position

Understand the sector

- Learn the ropes
- Develop the networks
- Take the leap

For people with a learning disability the starting point becomes

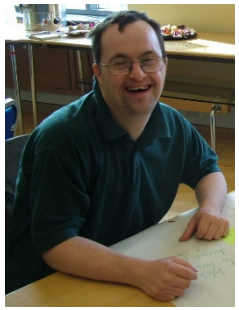
- Their chosen work lends itself to self employment
- They don't care what they do as long as they are in charge
- Choice of last resort

*Opportunity driven entrepreneurship or necessity driven entrepreneurship

Komisar 2007, Williams 2007, 2009

mutually inclusive PARTNERSHIPS

Self employment is already a reality



mutually inclusive PARTNERSHIPS

Structures

- Self employment
  - Community – Delroy, David (wood)
  - Job Coach - Gemma, Patrick, Robin, Adam
  - Project led – Michael
  - Family led – JJ's
- Limited companies
  - External - Clean sweep
  - Support organisation driven - Jigsaw
- CiC/Co-op structures
  - Worker co-op
  - Mutual trading status

mutually inclusive PARTNERSHIPS

Support - individual

- Role of job coach
- Vocational profile etc.
- In a waged position, If the employer gives us
  - Task list
  - Process
  - Quality
  - Order
- We can develop sequencing, task list, NDPI and train to these standards
- There is no apparent equivalent with self employment

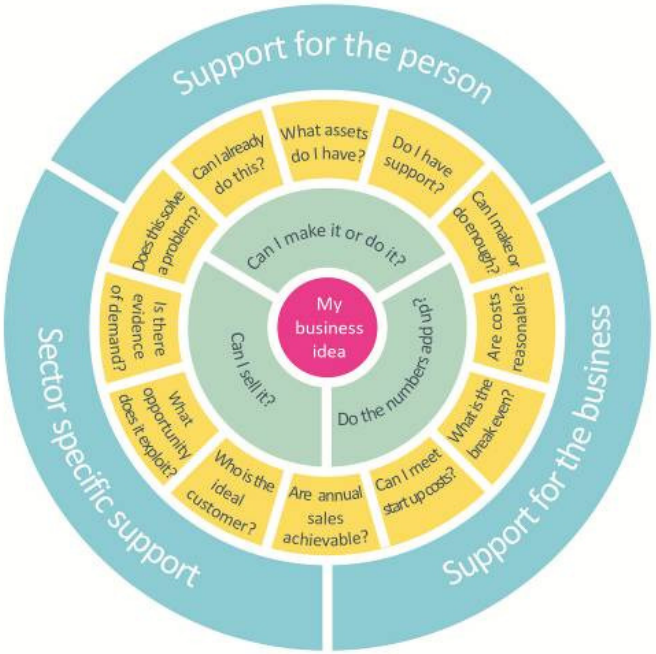
mutually inclusive PARTNERSHIPS

Support - wider business

- Business support circle (Small business development team/Micro Boards)
- The importance of families
- Business mentors
- Enterprise agency/projects
- Community workers/job coaches
  - Supported decision making
  - Supportive business models
  - Innovative business coaching

mutually inclusive PARTNERSHIPS

Support – specific enterprise



Can I make or do it?

- Can I already do this?
- What assets do I have
- Do I have support
- Can I make or do enough?

Do the numbers add up?

- Are annual sales achievable?
- Can I meet the start up costs?
- What is the break even?
- Are costs reasonable?

Can I sell it?

- Is there evidence of demand?
- What opportunity does it exploit?
- Who is the ideal customer?

mutually inclusive PARTNERSHIPS

Rapid Enterprise Development (RED) Workshops

4 Core workshops

1 – Training for Entrepreneurs

2 – Training for support staff

- Finance and Break even
- Developing a business idea
- Market Research

rapid enterprise development

mutually inclusive PARTNERSHIPS

Croydon Self Employment Academy

- A Joint Venture between Tree Shepherd, Croydon Council, Status Employment.
- Pilot to see whether a supported approach to self employment will work
- It is available for 15 Disabled Candidates wanting to start their own business
- It has been funded by direct payments £2,000 per candidate

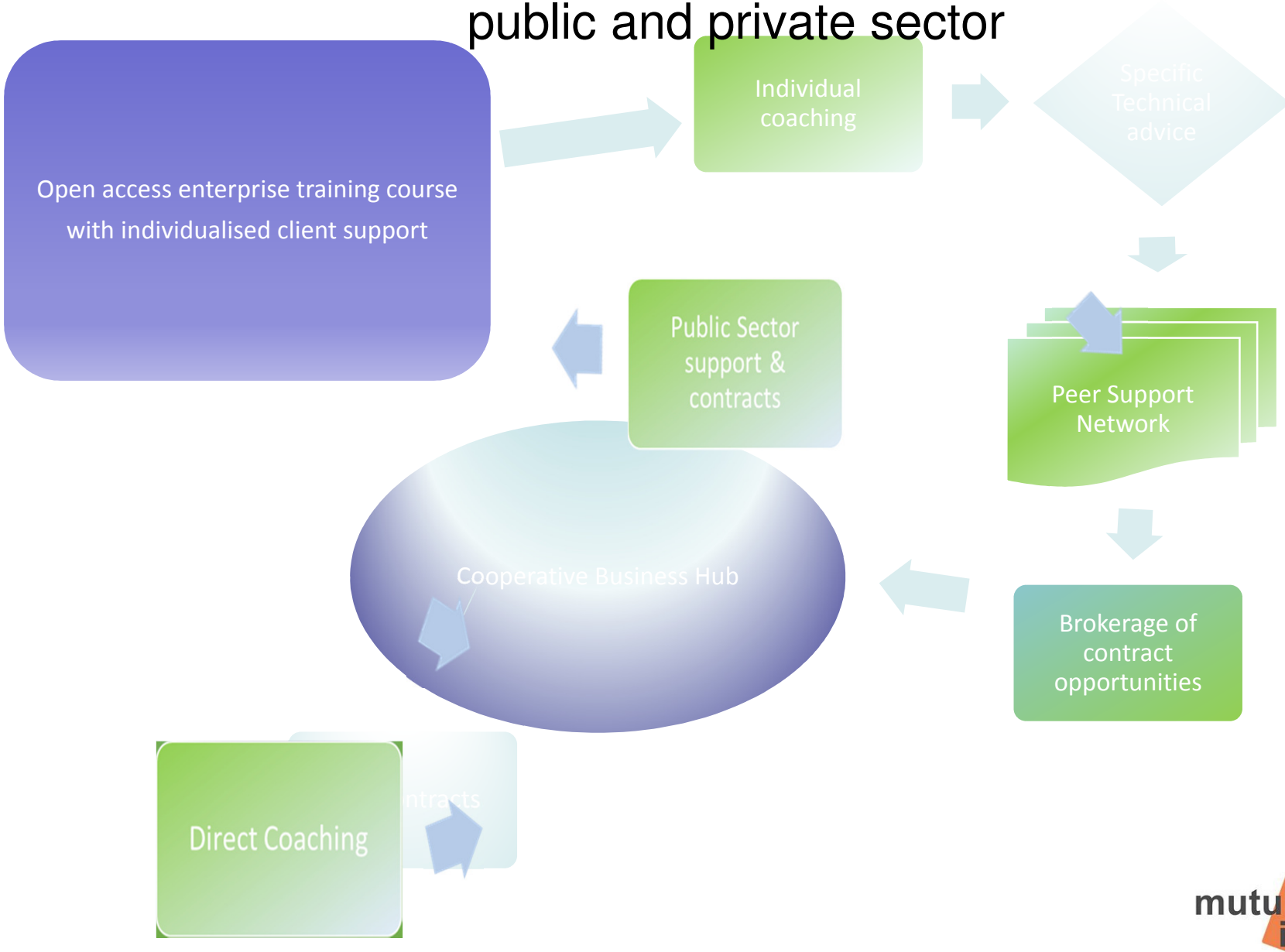
mutually inclusive PARTNERSHIPS

The Course

- Staged enterprise programme to optimise outcomes for people across the disability spectrum consisting of;
  - Enterprise training and peer-learning
  - Individual business coaching
  - Peer Network
  - Collaborative business opportunities
- Full, individualised personal support provided through existing network of support organisations
- Programme designed to lead to creation of an independent self-sustaining business support network run for and led by disabled clients

mutually inclusive PARTNERSHIPS

Step-by-step enterprise programme with support stages for public and private sector



mutually inclusive PARTNERSHIPS

What Have We Learnt So Far

- Working in partnership works for this programme. Each partner can bring their skills and contacts to aid the course.
- Do not limit your expectations for the candidates
- Direct Payments can work to fund the course, but our experience is it is not easy to organise for the participants nor has it been for the services involved

mutually inclusive PARTNERSHIPS

Thoughts, Comments, observations

How do we do this?

- Common pathway or dedicated project?
- What about capacity?
- Who else to we need?
- What are the barriers?
- What about financial implications?
- What training and support do we need?
- Where do we go from here?

mutually inclusive PARTNERSHIPS

Questions, comments and observations

Keith Bates

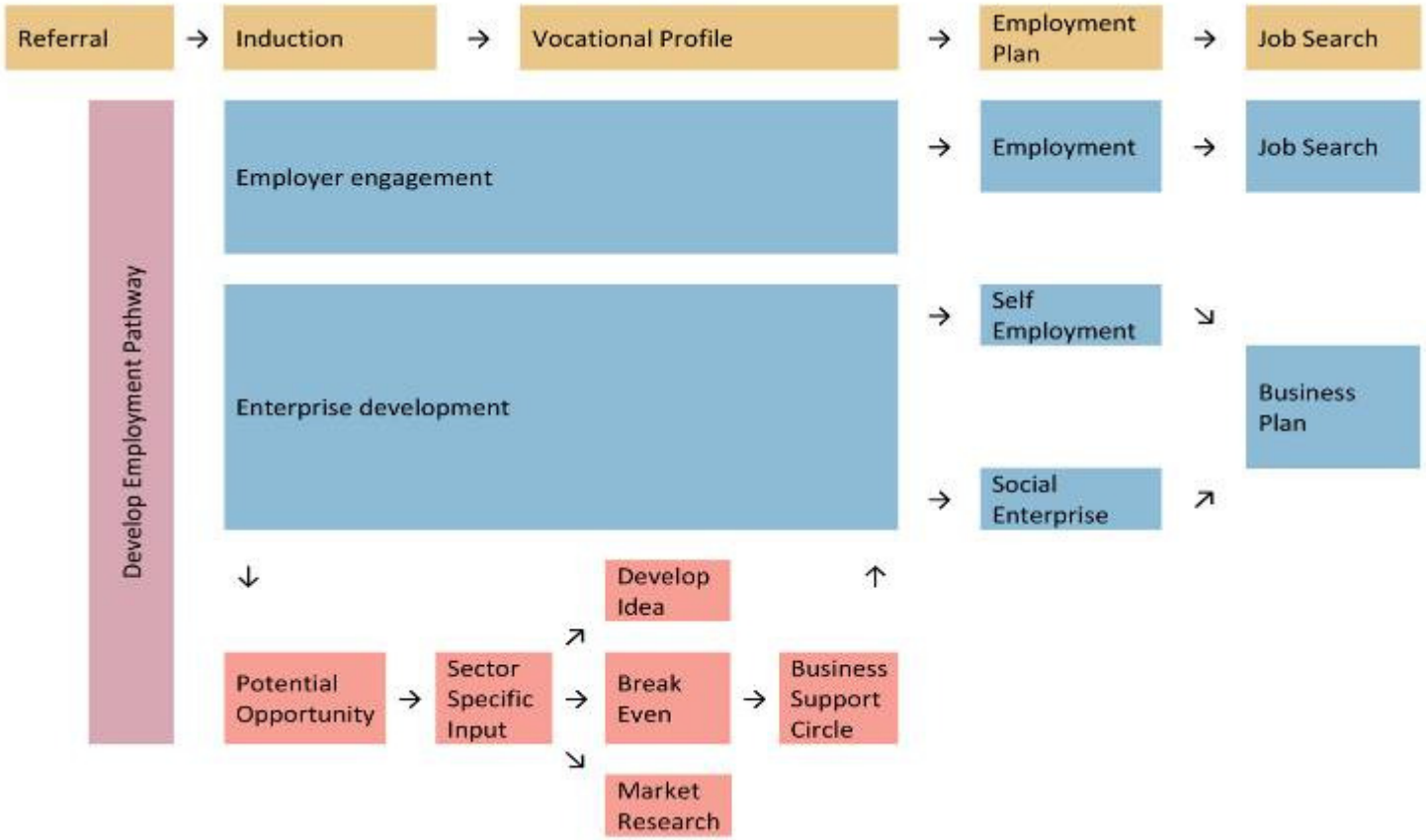
keith@mutuallyinclusive.co.uk

0779 605 3847

www.mutuallyinclusive.co.uk

https://www.surveymonkey.co.uk/r/YQ5WYW6

Is the pathway?



mutually inclusive PARTNERSHIPS

Common themes

Common themes -

- Viable enterprise linked to the individuals using business processes
- Meeting an identified community need or demand

Variables -

- The support – structured and sustainable
- The journey - part of common employment pathway that builds on skills, interests and aspirations

mutually inclusive PARTNERSHIPS

Research programme
Boss Employment CIC

- The nature of entrepreneurship for people with learning disabilities
- Understanding the support required - linking
  - Enterprise facilitation
  - Job coaching
  - Business circles
  - Peer supports
- The role of supported employment
- Linked to Sheffield University
- **https://www.surveymonkey.co.uk/r/YQ5WYW6**

mutually inclusive PARTNERSHIPS

A short history

- Social Firms/Social Enterprise – blending disabled and no-disabled workers. Employment or ILM?
- Co-operatives – worker, multi stakeholder, marketing
- Customized employment
- Micro Enterprise – Income Links US Model
- MiEnterprise – critical mass
- In Business – guides and resources
- Rapid Enterprise Development (RED) – focus on building capacity of job coaches in business planning

mutually inclusive PARTNERSHIPS