Local Supported Employment: DWP and LAs working together

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Amanda Selley - Hertfordshire County Council

Karen Kingsland - Brighton & Hove City Council

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Outline of session

➢ Overview of the Local Supported Employment proof of concept

➢ Supported Employment Services in Kent, Hertfordshire and Brighton & Hove

➢ Panel discussion on DWP and LAs working together

What is the problem we're trying to fix?

- **Employment rates are very low for some groups of disabled people:**

  - ➤ 6% for those with a learning disability who are known to Adult Social Care are in employment,
  - ➤ 7% of those in contact with secondary mental health services
  - ➤ 15% for those with autism

- In many places **Local Authorities are withdrawing investment in Supported Employment services**

- In some places locally contracted employment services **are not delivering value for money because they are not based on evidence of what works.**

Strong evidence for the Supported Employment 'place, train, maintain' model

PLACE

Profiling, Job analysis (could include job carving), Job Matching, Placement plan
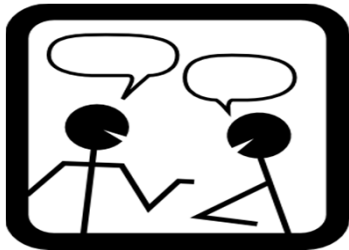
Supported Employment values

Real work

TRAIN

Task Training, Task Analysis (could include systematic instruction), Problem solving

Real work setting

Real money at the going rate of pay

MAINTAIN

Monitoring, long-term support (via AtW)

The Way Forward

- DWP to work with LAs as part of the Local Supported Employment initiative to develop and deliver a supported employment service, based on outcomes.

- This will be delivered **in line with the Supported Employment principles.**

- Delivery may be a mix of in-house by the LA or via a contracted provider.

- Focus is on ESA and UC claimants (Work Preparation Group due to Limited Capability for Work); those with a **Learning Disability** or **Autism** who are know/previously known to Adult Social Care or those known to **secondary mental health services.**

- Detailed design developed in conjunction with Jobcentres, LAs and contract management colleagues. Will be tested over an 18 month period.

- DWP to co-fund LAs to deliver **Supported Employment** – including Individual Placement and Support (IPS) - locally

Progress so far

- DWP invited bids from LAs across England, Scotland and Wales – lots of interest.
- Selected 9 LAs to work with us
- ✓ Brighton and Hove
- ✓ Hertfordshire
- ✓ Kent
- ✓ City of York
- ✓ Stockport
- ✓ Cheshire West and Chester
- ✓ Telford and Wrekin
- ✓ Shropshire
- ✓ Croydon

Ran workshops over the Summer to agree detailed designed. Preparing now to go-live at the end of November.

Payment Model

One Payment Model agreed with all 9 LAs:

- Service Delivery Fee (30%)
  - Percentage of EoI bid value (paid monthly in arrears)

- DWP Outcome Payment (70%)
  - Percentage of EoI bid value (paid once claims are validated)
  - DWP definitions and criteria must be met before a claim is submitted (eg participant in paid work for 13 cumulative weeks out of 26 consecutive weeks for 16 hours or more per week)

Manual Validation of Outcome Payments (100% check in real time)
  - Evidence of paid employment will be required to support Outcome Payment claims
    - DWP Validation Team to contact employers, participants or appointees to validate **all** claims

Fidelity Audits

➢ One of the key aims of the proof of concept is to drive fidelity to the place and train model.

➢ Fidelity Audits will be carried out by BASE

➢ BASE have developed a modified version of the Supported Employment Quality Framework (SEQF) self-assessment toolkit specifically for the proof of concept

DWP and Local Authorities Working Together

- Collaborative working between DWP and LAs has resulted in the completion of the detailed design and payment model.

- Project ran workshops attended by both DWP and LAs to scope timeline for the PoC taking on board feedback and suggestions from all attendees.

- All Products have been developed in conjunction with both DWP and LAs and included in the review and sign off stages.

- A two way process throughout the duration between both parties

Supported Employment
In Brighton & Hove

Supported Employment:

- 3 decades of Supported Employment service
- Supported Business (www.ableandwilling.org.uk)
- Part of Adult Social Care 2010 – 2016
- 'not statutory', 'preventative'

Individual Placement Support:

- 10 years specialist Mental Health delivery in Sussex
- Evidenced based model
- Exemplary fidelity rating

Why Brighton & Hove Applied

- Opportunity for two local services to form a closer partnership

- Share knowledge and best practice

- Gain insight and understanding

- Supported Employment Team can get back to basics, focus on SE model fidelity

- Increase capacity & clear waiting lists

Supported Employment in Herts

- Established 1991 – resettlement from long stay institutions
- In house provision for ACS
- Pan disability
- Team of 30 halved in March 2017
- Caseloads of 380 searching and supported halved
- Eligibility criteria from open, to ACS care package in place

Work ▶▶▶
Solutions

Why Herts Applied

- Continuation of the service!

- Widen eligibility criteria for more MH clients

- Opportunity to evidence what we have been saying all along

- No dilution of core values and principals – retains person centred approach

- Perfect fit to avoid diversification of service delivery for other funding streams

- Influence change nationally for Supported Employment

Work Solutions

Kent Supported Employment

- 26 years of delivering an evolving service

- 25 staff members across the county

- Supporting over 350 clients per year with Adult Social Services

- Contracting with schools, colleges and   employers as a traded service

Why Kent Applied

- Potential to increase the supported employment offer across the whole country

- Opportunity to have an embedded national model of good practice, recognised by more professional bodies and organisations

- Increase the quality and quantity of supported employment provision for clients

- Work with partners to improve outcomes for clients

Panel discussion questions: what have we learnt so far about working together?

- What have the key challenges been so far?

Panel discussion questions:
what have we learnt so far about working together?

- What do you think about the outcome payment model?

Panel discussion questions: what have we learnt so far about working together?

- What further challenges do you think there will be?

Panel discussion questions: what have we learnt so far about working together?

- What are the opportunities?