



What Works

Homes and Jobs for the disadvantaged
Christina Earl – Department of Health SE

Why Supported Employment?

Table introductions and share a moment that makes you proud to do your job.

Homes and Jobs

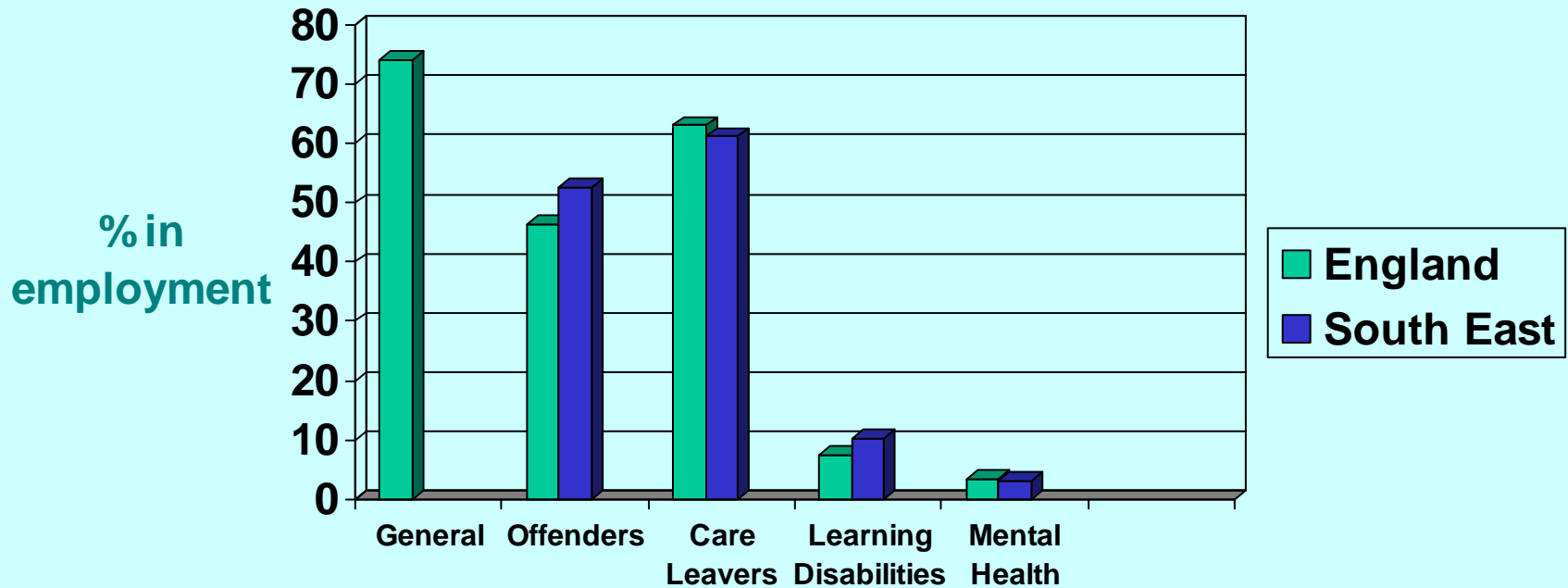


Some people find it very difficult to get jobs and houses without help

- People with **learning disabilities**
- People with **mental health** issues
- **Care leavers**
- **Offenders**
- Other disadvantaged groups

Current Position

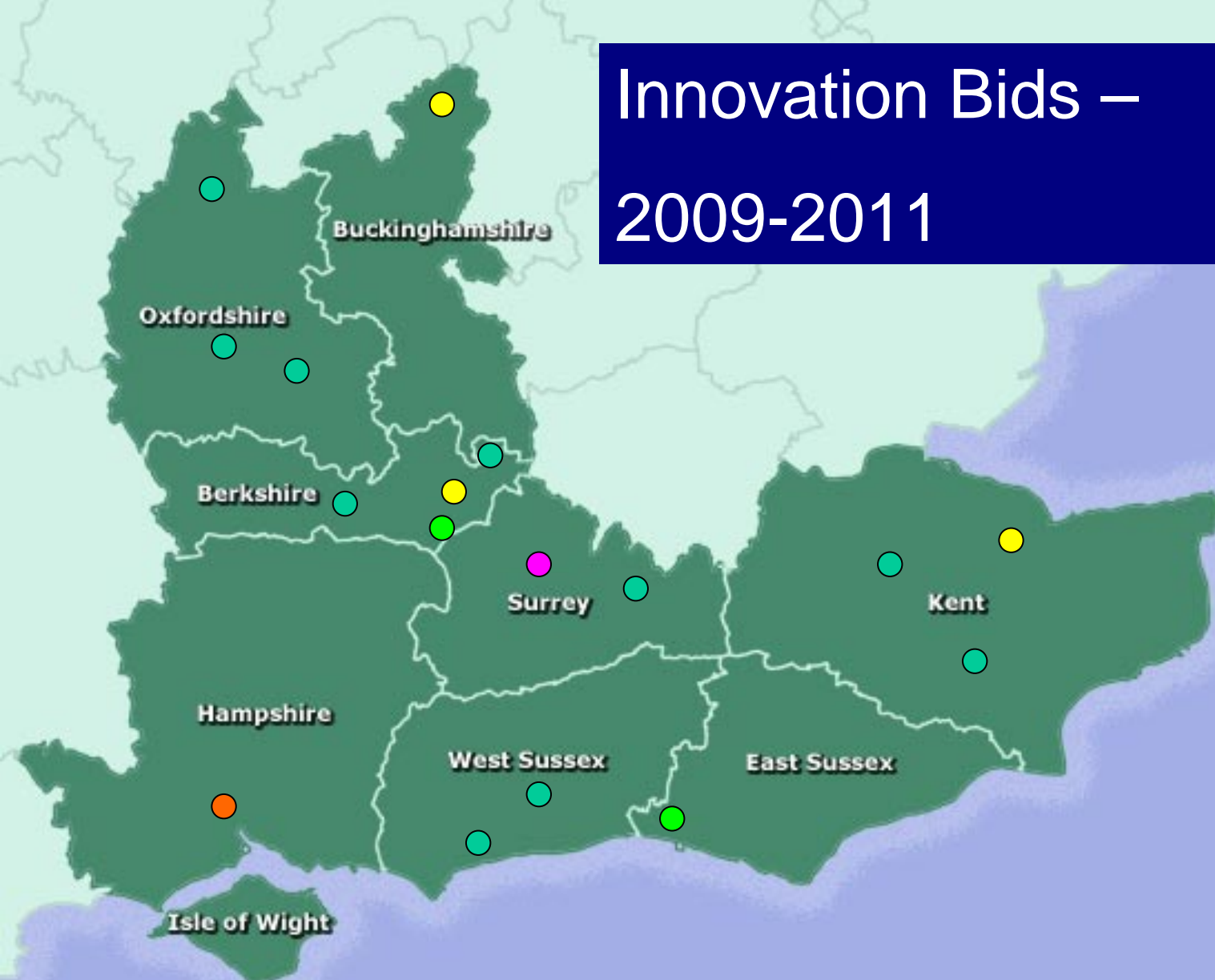
Employment figures for vulnerable groups





Innovation Fund

Innovation Bids – 2009-2011



Key to Projects

- Learning Disabilities
- Mental Health
- Care Leavers
- Offenders
- Multiple disadvantage

DH Department of Health
Social Care & Local Partnerships Programme

NHS
South Central

NHS
South East Coast

Innovation Fund



- 10 new successful projects for LD and MH
- Good geographic and client areas
- Builds on good work for first 7 projects (17 total)
- Focus on homes and jobs
- Fits with new government priorities and policies



Innovation Fund



- City Limits – Southampton – Offenders
- Catch 22 – Surrey – Care Leavers
- Bracknell Forest – all disadvantage
- RESTORE – North Oxon, Mental Health
- Reading Community Mental Health – Mental Health
- East Sussex County Council – MH & LD
- University of Kent - - LD



Targeted Innovation Fund



- Elmore Community Services - Oxon
- Kent and Medway NHS and Social Care Partnership Trust - Kent
- Look Ahead Housing and Care (in partnership) - Berkshire
- Milton Keynes Council - Buckinghamshire
- Oxfordshire Housing Pathway Project - Oxon
- Royal Borough of Windsor and Maidenhead (RBWM)
- Sainsbury Centre for Mental Health - Sussex
- Surrey Supported Employment - Surrey
- Sussex Partnership NHS Foundation Trust - Sussex
- The Buddy Scheme CIC - Kent



Lessons Learnt from bidding



- Received Bids not all showing a strong outcome focus
- Lack of knowledge of existing work or good practice (eg not being aware of existing resources or projects)
- Differences in distanced travelled by organisations
- Commonality between client groups
- Appetite for partnerships working and sharing
- Need issues to become mainstreamed

Lessons from innovation projects



- Those with existing infrastructure much quicker to get project started, eg change in client group
- Despite initial sign up, hard to get projects started, particularly in larger organisations eg Health
- Difficulties in delays due to recruitment processes
- Concerns around economic situation affecting employment
- Still Appetite for partnerships working and sharing
- Still keen to get issues to become mainstreamed/embedded



Employment Event

**For public sector employers in South East
June 2010**

Employment Event



- Over 60 Senior Managers and Human Resources attended
- Looking at way to get more jobs for people with disadvantage
- Case studies from LD and MH
- Good employers – peer group support
- Small groups will be getting together to take the work further



JOBS AT SURREY COUNTY COUNCIL FOR PEOPLE WITH LEARNING DISABILITIES

- Human Resources work with Employability
- Job carving
- Work trials
- Working Interviews
- Easy-Read documentation
- 41 People with learning disabilities found paid work in SCC
- DVD available



Case Study

- 43 year old, never worked
- Attending day centre for 15 years
- Communication difficulties
- Wanted to work in an office
- Liked cooking
- Job Carving
- Works 2 days a week
- Travel Training – catches bus

“I enjoy everything about my job. It is important to me that I get paid. My job makes me feel good, and the staff I work with are friendly. Every Friday I look forward to having fish and chips in the staff canteen”



Case Study

“All we wanted for Mikael was a normal life. Thanks all those who have helped, he now has a job, a flat and friends and is part of his local community”

Mikael's mum

- Prepares sandwiches
- Learnt to travel on bus
- Offered paid job
- Staff very supportive
- Parents support important





...recruitment services
supporting a diverse workforce
and a changing workplace



West Sussex Works

Paritas

Synchronise

Recruitment services for people who have experienced mental health problems

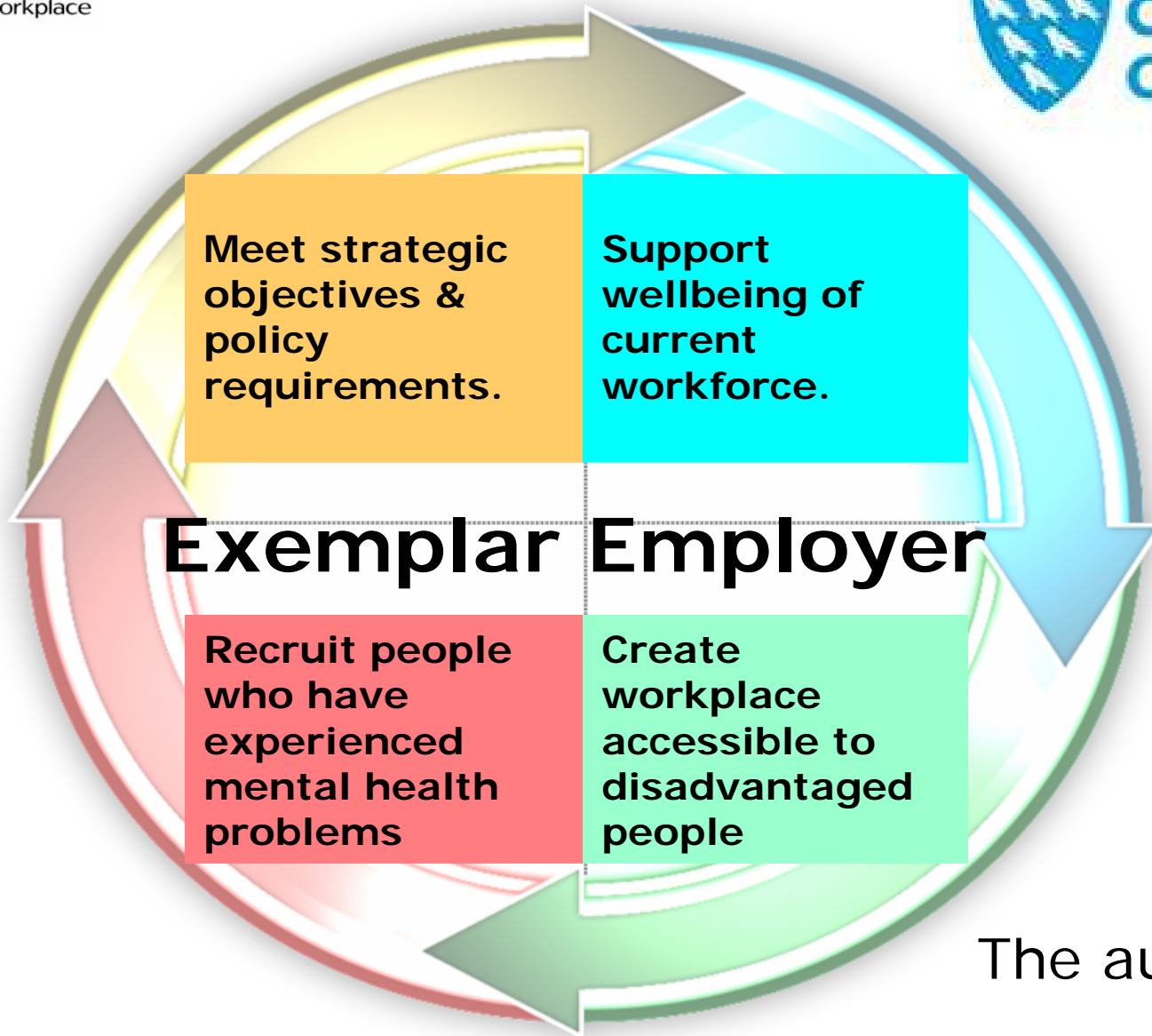
FOR EMPLOYERS

Paritas provides ongoing access to mental health information, training and resources.

Paritas helps to manage wellbeing in the workplace

Paritas provides talented people to meet recruitment needs

**Employer
engagement
forum in
West
Sussex**



The audit tool

Recruitment services



PARITAS CASE STUDY

Colin suffered from a lack of confidence in his own speech, and attending interviews made him nervous and uncomfortable. Paritas spent time understanding Colin's specific needs and trying to make him feel comfortable throughout the recruitment process. With the help of Paritas, Colin was found a position within 2 weeks and has remained employed in that same role for the past 11 months.

30% West Sussex CC Vacancies filled by Paritas clients

Managers now specifically request a "Paritas" client

What else is happening?

- Project Search\Employment works
- Getting a Life Project
- Individual Placement and Support (IPS)
- Right to Control
- Workchoice
- New Work programme



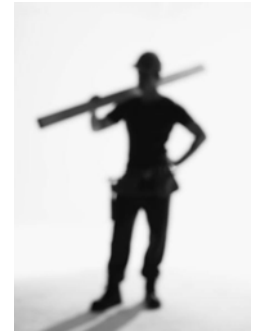
What is happening in your area?

- What is happening in your local authority?
- What is happening in your health authorities?
- What are the main issues for you that prevents people gaining employment?
- What would you use the magic wand for?



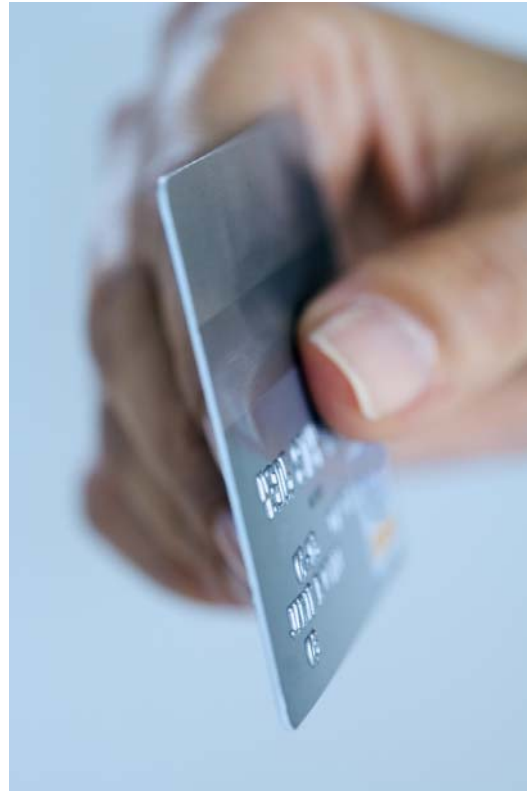
What do Employers want?

- ✓ Get to know my Business
- ✓ Understand how we recruit
- ✓ Help me justify our investment
- ✓ Be straight with us – tell us what we need to do
- ✓ Send the right candidates
- ✓ Create a seamless service
- ✓ Service level agreement – what if it goes wrong?
- ✓ Use the Employers forum on Disability to reinforce the business case



**Susan Scott-Parker OBE, chief executive ,
Employers Forum on Disability**

Harnessing the power of the wider organisation



Influencing jobs and training for disadvantaged groups through the procurement process

Close

Thank you, any questions....

Christina Earl , Department of Health South East