

Sustainable Hub of Innovative Employment for People with Complex Needs (SHIEC)

As recognised in Valuing People Now

Frank Proctor
Rhea Young

Hub Partners

- ▶ The Challenging Behaviour Foundation
 - ▶ The Valuing People Team (South East)
 - ▶ The Tizard Centre (University of Kent)
 - ▶ Kent County Council
 - ▶ National Valuing Families Forum
 - ▶ Linkage Community Trust
 - ▶ Lincolnshire County Council
 - ▶ North East Lincolnshire Council
 - ▶ Hf Trust Ltd
 - ▶ United Response
 - ▶ John Townsend Trust
 - ▶ Castlebeck
 - ▶ Medway
 - ▶ Oxford
 - ▶ Cambridge
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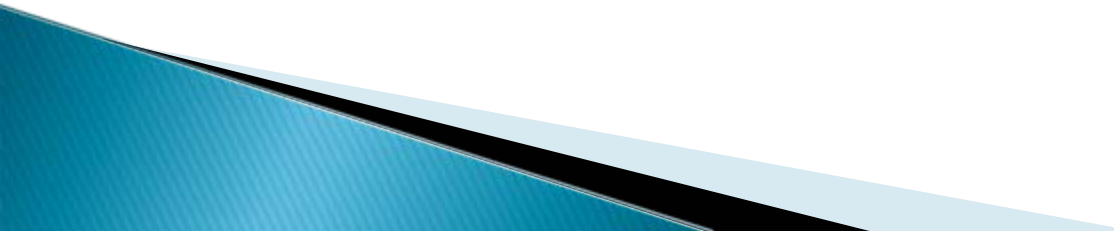
Introduction

To ensure that people of all ages with complex needs are properly supported to have the same life opportunities as everyone else, including employment, home life, education and leisure

Definition of Complex Needs:

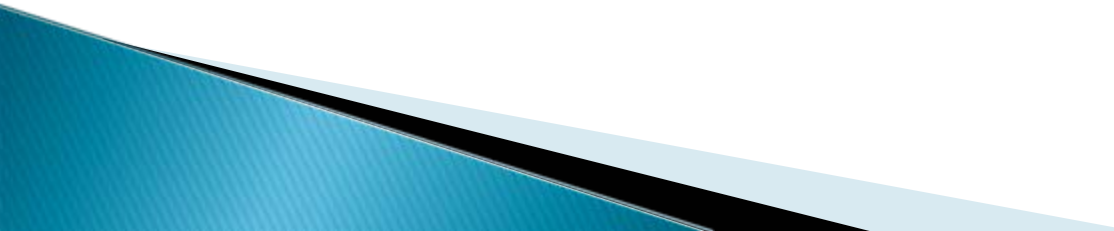
- ▶ The total sample of people with complex needs included within SHIEC will be made up of three sub-samples, each representing one of the definitions provided below. A brief assessment will be completed with each participant to ensure they meet the definitions.
- ▶ **1. People with profound and multiple learning disabilities**
- ▶ **2. People with severe-profound learning disabilities and challenging behaviour**
- ▶ **3. People with mild-moderate-severe learning disabilities and a history of offending behaviour and / or significant mental health difficulties**

Diversity

- ▶ Ethnicity
 - ▶ Age
 - ▶ Geographical Location
 - ▶ Sex
 - ▶ Living Arrangements
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- ▶ Do you know anybody that meets our definition of complex needs who works over 16 hours per week in paid employment in the UK?

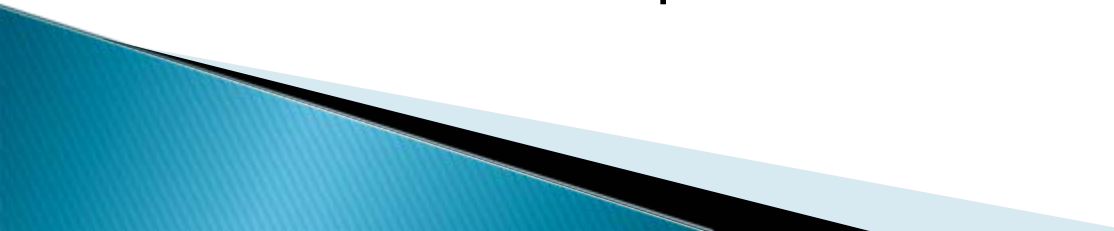
What are the Issues?

- ▶ Low Expectations
 - ▶ Limited Opportunities
 - ▶ Poor Employer Development
 - ▶ Fear of Change
 - ▶ Always Last Group
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Progress to date...

- Providers have been identified
- Initial screenings have taken place
- Gathering resources
- Vocational profiles have been completed
- SHIEC meetings

Next Stage:

- Employer Engagement
 - Culture and Expectations
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Exercise:

Ben is a 35 year old male who has a diagnosis of severe learning disabilities and epilepsy. He has limited speech and can be difficult to understand to those who do not know him well, but he can verbally communicate basic responses such as yes and no. He can also use a select few makaton signs. Ben's immediate family consists of a very supportive father and sister. Ben has recently moved from residential care to supported living.

Ben attended a special school and a residential college, but has no qualifications. He was nearly excluded from school on a number of occasions as a result of his challenging behaviour.

Ben has limited self care skills and requires 1:1 support for approximately 50 hours per week.

Ben is physically very strong and on occasion will shout, wave his arms around and stomp his feet which can appear to be quite intimidating to people who do not know him. When Ben meets new people, he often hugs them and squeezes them very tight and has in the past pulled other peoples hair (particularly females) and although this is often approached in a playful manner, it can be harmful and intimidating to others. Ben will also hit out at others when he is frustrated and anxious.

In the past, Ben has taken part in work experience, involving general manual labour at a local pig farm one day per week.

1. Looking at the type of person Ben is and his skills, what work do you think he could do?
2. How would you take these ideas forward?
3. How would you engage employers



Question & Answers



Thank You

- ▶ **Frank Proctor (Project Manager)**
frank.proctor@thecbf.org.uk
- ▶ **Rhea Young (Research Assistant)**
r.c.young@kent.ac.uk

<http://valuingpeople.gov.uk/dynamic/valuingpeople370.jsp>