

**NORTH LINCOLNSHIRE COUNCIL**

**ADULT AND CHILDREN'S  
SERVICES CABINET MEMBER**

**EMPLOYMENT OPPORTUNITIES FOR VULNERABLE ADULTS  
IN NORTH LINCOLNSHIRE**

**1. OBJECT AND KEY POINTS IN THIS REPORT**

1.1 To inform the Cabinet Member about changes in the ways disabled people will be supported into employment in the future in North Lincolnshire.

**2. BACKGROUND INFORMATION**

- 2.1 The government is committed to achieving equality for all disabled people by 2025, this is set out in the document, "*Improving chances of disabled people*" (Prime Ministers Strategy Unit – 2005). This includes the chance for all disabled people to secure a job.
- 2.2 In 2001, the original Department of Health, "Valuing People Strategy for People with Learning Disabilities and their Families" set a clear objective around employment. This was, "to enable more people with learning disabilities to participate in all forms of employment, wherever possible in paid work and to make a valued contribution to the world of work".
- 2.3 Ensuring equality for disabled people is a key priority for the coalition government. Since May 2010, the government has set out an ambitious programme of employment support to ensure that people disadvantaged in the labour market will get the help they need to find and keep jobs. The aim is that the government programme should support more disabled people than ever before into employment. Building on these foundations the DWP has announced an independent review of specialist disability employment programmes. The purpose of the review is to:
- Examine the DWP's current employment support for people with disability – related barriers to work.
  - Make recommendations about how the DWP can provide more personalised employment support to disabled customers.
  - Improve value for money.

The outcome of this review will impact on how councils provide supported employment services in the future.

- 2.4 Staff in Adult Social Services have been working with the National Development Team for Inclusion to review how employment opportunities and work skills development is being offered to vulnerable adults within North Lincolnshire. Early indications from this work suggests that new and sustainable approaches to help disabled people into work will be developed in North Lincolnshire in 2012.
- 2.5 The council currently contracts with Mencap to provide some employment services, mainly for people with a range of learning disabilities and learning difficulties, within Café Ivy and the Mencap Pathway. The Pathway Service has focussed on:
- Mentoring
  - Training
  - Providing specialist equipment through Access to Work or by providing funding from the Workstep Budget.
  - Support to employers and work colleagues to help them understand how best to support that individual.

Café Ivy is one of the arrangements set up to provide a service to train and support people with disabilities and to locate and secure opportunities for employment and work experience. This has been a successful joint venture between the council and Mencap with the café providing work placements for a large number of disabled adults. However, due to a number of factors, including the new ways of helping disabled people into employment outlined above, the café can no longer meet the original aims and objectives it was designed to achieve. In addition, most staff that use the café are relocating to more appropriate accommodation, which significantly reduces the number of customers.

- 2.6 Mencap Pathway service continues using a personalised approach to support people into employment in line with current government policy. In the light of the position of Café Ivy as outlined above, Mencap and staff within Learning Disability Services are working closely with the twenty three people currently on work placements. As a result, eighteen are in the process of moving to more appropriate work placements. The remaining five are having their individual needs assessed with a view to them each receiving a personal budget which will be used to support them in future work placements or day activities of their choice. The target date for transition from the café into individual placements is September 2011 with Mencap continuing their support until December 2011.

### **3. OPTIONS FOR CONSIDERATION**

- 3.1 To acknowledge the work already taking place in North Lincolnshire in line with the Department of Work and Pensions' intentions to develop more personalised and new ways of helping disabled people into employment. As a result of the work already being done in finding

more appropriate work settings for the people on placement, agree that Café Ivy is no longer required.

- 3.2 To acknowledge the progress on delivering 18 placements and continued commitment to development solutions for all new and existing placements.

#### **4. ANALYSIS OF OPTIONS**

- 4.1 The ways in which disabled people are supported into employment is set to change and the council is working with government agencies to plan the changes that are going to be required from 2012. All the evidence suggests the best outcomes are achieved for people with disabilities by using an individual 'place and train' model. This means a personalised approach based on individual profiling and placement in a job with bespoke training. The new model presumes an individualised pathway to employment. People who are on a work placement in Café Ivy are in the process of relocating to other meaningful placements or activities in line with the model outlined above.

#### **5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

- 5.1 Financial implications – The running costs for placements in 2011/2012 is approximately £115,000, almost all of which needs to be provided by the council, and which is mainly provided by core budgets.

- 5.2 Staffing implications – There are no implications for council staff. Staff members who support those on placement are either volunteers or Mencap employees.

Ongoing work will be undertaken to manage relationships and to prioritise the need for work placements.

- 5.3 Property implications – current provision occupies part of a building on the Brumby site. The council are in the process of decommissioning Brumby and relocating the staff that work there.

- 5.4 IT implications – none.

#### **6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)**

- 6.1 Statutory implications – none.

- 6.2 Environmental implications – none.

- 6.3 Diversity implications - Attached.

- 6.4 Section 17 – Crime and Disorder implications – none.

6.5 Risk and other implications – none.

## 7. **OUTCOMES OF CONSULTATION**

7.1 Mencap and the Learning Disability Service have been consulted.

7.2 The people who are on placement who are eligible for support from Adult Social Services are being engaged in seeking alternative placements through assessment and the issuing of personal budgets. Mencap are engaging those not eligible for council support to seek alternative placements.

## 8. **RECOMMENDATIONS**

8.1 The Cabinet Member acknowledges the new ways of helping disabled people into employment currently being developed through joint working between the council and the National Development Team for Inclusion, in line with DWP intentions.

8.2 In light of the positive transition arrangements in place for eighteen of the twenty-three current users from the café it is recommended that the Cabinet Member agrees the closure of Café Ivy on 1 October 2011, with notice being served to Mencap on this date.

8.3 The Cabinet Member agrees that funding to Mencap to continue until 31 December 2011 to enable work to be completed with five remaining people on placement in Café Ivy so that with the help of Mencap, they secure alternative, individual and personalised placements.

SERVICE DIRECTOR ADULT SOCIAL CARE

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**Background Papers used in the preparation of this report: None**