

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Executive Member for Adult Social Care
Date:	25 November 2015
Title:	Employment for people with a disability
Reference:	6999
Report From:	Interim Director of Adult Services

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1. Executive Summary

1.1. The purpose of this paper is to seek approval from Executive Member to go out to tender for an employment service (incorporating a supported employment element) for people with social care needs.

1.2. This paper seeks to:-

- Summarise the current provision, its cost and performance
- Provide context for future provision
- Summarise the procurement timetable

2. Contextual information

Current Provision

2.1. Hampshire County Council currently contract with You Trust for a County Wide Supported Employment contract for people with learning disabilities worth £310,000 per annum. The contract provides a number of Job Brokers (to source employment opportunities) and Job and Assessment Coaches to provide support to people with learning disabilities in the workplace.

2.2. The current contract is due to end 3 July 2016.

2.3. There are small numbers of other vocationally orientated service providers, offering a range of provision including workshop type activities, horticultural training and other activities, commissioned on a spot purchased basis.

2.4. Hampshire County Council commissions these services in relation to ASCOF (Adult Social Care Outcome Framework) measure 1E "Proportion of adults with a learning disability in paid employment". This places an obligation on local authorities to measure this activity and to take steps to improve

performance in relation to it. Similar measurements also exist within the NHS Outcome Framework and the Public Health Outcome Framework.

- 2.5. Employment is also a key element in drivers such as Valuing People Now and in relation to the wellbeing agenda articulated in the Care Act 2014.
- 2.6. Contract monitoring activity and individual service user assessment has indicated that key outcomes are not currently being achieved, and in relation to CIPFA comparator authorities Hampshire's performance could be improved upon from the current 6%.
- 2.7. Issues experienced by providers include:-
 - Difficulties engaging with people with more complex needs.
 - Difficulties gaining strategic engagement with employers
 - Over reliance on voluntary opportunities/short term work experience due to lack of alternative employment opportunities
 - Low numbers of people gaining sustainable, paid employment
 - Difficulties establishing a systematic approach to job sourcing
 - Low cost benefits realisation, with job opportunities provided in addition to funded services, rather than replacing them.

Future Provision

- 2.8 The provision of employment has been identified as a key opportunity in relation to Transformation to 2017 and has savings targets attached to this (£300k minimum) through the A5 Disabilities Enablement (Day Opportunities and Support Services) work stream.
- 2.9 This is based on the assumption that there are numbers of people currently receiving funded day opportunities (usually building based day care services) who, with the right support, could access employment as a more meaningful activity. Initial scoping has suggested approximately 160 people currently receiving a funded service that this could be relevant to.
- 2.10 The County Council would also benefit from cost avoidance should a more effective employment service be in place, diverting future referrals away from funded day care services.
- 2.11 Funding for ongoing support in the workplace could also be sourced from Access to Work funds administered by the Department for Work and Pensions, a resource which is currently under-utilised in Hampshire according to DWP statistics. A more systematic approach to Access to Work funding applications could realise significant savings for the County Council.
- 2.12 This approach is fully aligned to the promotion of wellbeing articulated in the Care Act 2014, relating to participation in work, education, training or recreation.
- 2.13 It is proposed that a new employment service is commissioned which will fulfil the following functions:-

- Access Access to Work funds and other grants that may be available.
 - Adopt a strategic approach with employers to maximise paid employment opportunities for people with a learning disability or other assessed social care needs, maximising leverage based on the Government's "Disability confident" initiative and the relevant statutory frameworks (i.e. The Equality Act 2010).
 - Build partnerships with employers, recognising their business needs and developing an approach to job vacancy management which benefits all stakeholders.
 - Systematically explore opportunities for job carving and the provision of reasonable adjustments to extend employment opportunities to people with a learning disability or other social care needs where they may not currently exist.
 - Develop partnerships with other day Opportunity providers (day care centres) as part of an enablement pathway for service users currently receiving funded services.
 - Advise, signpost and support service users to access alternative funding streams and DWP resources such as Job Centre Plus.
 - Develop and maintain a close working relationship with the Strategic lead at Hampshire County Council and with relevant DWP representatives.
 - To provide highly trained job coaches to work with service users and employers to embed ongoing support arrangements (including reasonable adjustments and direct support provision).
 - To target public sector employers such as Hampshire County Council and the NHS to provide employment and training opportunities to people with learning disabilities.
 - Over the first two years of the contract the service will support a minimum of 150 eligible service users into employment.
- 2.14 The new service will be aimed at working with those people who have social care needs and who currently receive a funded service.
- 2.15 The new service will be Countywide but with an initial emphasis in the South East of Hampshire. This is to benefit from the available European Social Care match funding but also to develop networks that can be built upon across the model of service as it rolls out to the rest of the County.
- 2.16 Contract start date would be 4 July 2016. It is proposed that the contract length will be for a period of 4 years on the basis of 2+1+1.

Finance

- 2.17 The current learning disability supported employment contract is £310,000 per annum. The new service will be based on a core cost not exceeding £310,000 per annum. A payment by results element will be incorporated into

the service specification, with the maximum contract value at £620,000 per annum.

- 2.18 The total cumulative cost across the proposed contract period will therefore be up to a maximum of £2,480,000 over a total period of 4 years on the basis of 2+1+1.

3. Performance

- 3.1. The new model of service to support Adults with a Learning Disability into employment will continue to meet the ASCOF measure 1E. It is anticipated that the new model of service will improve current annual returns by promoting increased opportunities for people with a learning disability to access paid employment. The service will also provide to support to people with other assessed social care needs including those with Physical Disabilities and Mental Health issues.

4. Consultation and Equalities

- 4.1. Through consultation in relation to Hampshire's LD Plan service users and their carers were clear that they wanted increased opportunities to move into employment.
- 4.2. It is envisaged that this proposal will have a positive impact for people with a learning disability and other assessed social care needs who live in Hampshire as it will create employment opportunities for them. It will offer an increased independence and enable people to engage in a meaningful way with their local community, becoming less dependent on funded services as natural networks are developed.
- 4.3. It is for the Executive Member as decision maker to have due regard to the need to:
- eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act and advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5. Other Key Issues

- 5.1. Nationally less than 1 in 5 people with a learning disability work.
- 5.2. Individuals who have undergone a work capability assessment, assessed as not capable and placed in the Employment Support Allowance (ESA) "support group" are not a strategic priority for the DWP. The DWP consider this group to have such severe health problems that there is no current prospect of their being able to undertake work or work-related activities, and no specific programmes are in place to provide employment or training opportunities for this cohort. Without Adult Services led initiatives, people in the ESA Support Group would have no clear route into employment and could remain Not in Education, Employment, or Training (NEET) for the rest of their lives. This is

highly likely to increase their reliance on funded services at a time when resources are under increasing pressure.

- 5.3. In 2008 the County Council started its transformation journey with an efficiency and change programme to keep pace with reductions in grants from central Government. To deliver an additional £98 million by 2017 following further reductions in funding from central government, the Council needs to continue on its transformational journey. Adult Services needs to contribute nearly half of the Authority's overall savings target, some £43m of the total £98m. Modernising and changing the way services are delivered in the future while responding to change in demand is the right thing to do for people. For Adult Services this will mean supporting people to do more for themselves (and the people they care for) whilst continuing to meet eligible social care needs. Employment was identified as a key outcome for service users during the consultation for the Learning Disability Plan for Hampshire.

6. Future direction

- 6.1. A service specification will be drafted, reflecting the content of this report and containing a payment by results element. The PBR element will be designed to offer the best value for money to the County Council, offering low levels of guaranteed payments. This will place the onus on the provider to secure positive outcomes for service users and the Council in order to maximise their revenue through this contract.
- 6.2. A procurement process will commence, with a new contract starting in July 2016. The procurement timetable for this activity has been agreed with the Procurement team, subject to Executive Member approval.
- 6.3. Numbers of service users currently receiving funded day care services will be referred to the employment service following re-assessment.
- 6.4. People with a learning disability seeking funded day care services in the future will be considered for the employment service and referred to as appropriate, based on a presumption of employability for all.
- 6.5. Established Day Care providers will link to the new employment service, establishing a clear enablement pathway for service users receiving a funded service, based on a presumption of employability for all.

7. Recommendation

- 7.1 That the Executive Member for Adult Social Care give approval to go out to tender and award a contract for a supported employment service for people with a Learning disability and to include scope for young people and adults with a disability who live in Hampshire. The contract to be awarded on a 4 year 2+1+1 basis with an annual contract value of up to £620,000 and a total contract value of up to £2,480,000, to commence on 4 July 2016.

CORPORATE OR LEGAL INFORMATION:**Links to the Corporate Strategy**

Hampshire safer and more secure for all:	no
Maximising well-being:	yes
Enhancing our quality of place:	yes

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

DocumentLocation

None

IMPACT ASSESSMENTS:

1. Equality Duty

1.1. The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- a) The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;
- b) Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;
- c) Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.

1.2. Equalities Impact Assessment:

It is envisaged that this proposal will have a positive impact for people with a learning disability who live in Hampshire. The service will create paid employment opportunities for existing service users and people who may not currently be known to us. This service model is based upon the need to establish a more transparent career pathway for adults with a learning disability. It is anticipated that this will offer alternatives to paid for day services and will form part of the T17 efficiencies. Whilst this service will offer an increase in independence and enable people to become part of their local community it will also link with existing day services to ensure that adults who are ready to work have the support to move on. There are no foreseen medium or high impacts on other protected characteristics.

We will be beginning reviews for the people who currently access independent day service provision. For those that meet the criteria we will support them to move through existing services into this one. This may eventually result in a reduction of day service opportunity for some. However inclusive community based employment opportunities have been a rare commodity and alternative to day services for adults with a learning disability who live in Hampshire.

The first two years of the contract will focus on supporting a minimum of 150 people into employment. Some of these will be moved through existing day service provision and others may come through transition. There will continue to be a variety of day activities included as part of the learning disability enablement

offer and to ensure that people who want to access employment have appropriate support to do so Job Coaching hours will be made available.

It is not intended that people are financially disadvantaged and the service will work closely with DWP and Job Centre Plus to ensure this.

2. Impact on Crime and Disorder:

2.1. No impact has been identified

3. Climate Change:

a) How does what is being proposed impact on our carbon footprint / energy consumption?

No impact has been identified

b) How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

No impact has been identified