



London Borough of Enfield

Report Title	Local Employment opportunities for residents affected by special educational needs and disabilities
Report to	Equalities Board
Date of Meeting	17/4/24
Cabinet Member	Cllr Cazimoglu
Executive Director / Director	Tony Theodoulou - Executive Director People Doug Wilson – Director Adult Social Care
Report Author	Shirley-Anne Wheeler Shirley-anne.wheeler@enfield.gov.uk Vicky Main Vicky.main@enfield.gov.uk
Ward(s) affected	
Classification	Part 1

Purpose of Report

1. To update the board on the Council's work to increase good quality employment opportunities for disabled people set out within the Fairer Enfield Policy.

Main Considerations for the Panel

1. To increase the number of paid job opportunities for people with Learning Disabilities, Mental Health and other pan disability impairment including Autism
2. To increase the permanent funding to enhance current staffing to deliver a pan disability employment service which would support young people with SEND leaving education into employment.
3. To increase the number of employers willing to mentor and employ people with disabilities enabling an increase in successful paid placement in next 2-5 years

Background

4. Being in good employment has a positive impact on quality of life, improving physical and mental wellbeing. Part of our work to deliver robust early help and social care services includes improving the quality of life and wellbeing of people affected by disability. Enabling more of our Adult Social Care clients, as well as those with disability who do not meet the threshold for statutory services, into employment at the council is one of the ways we can do this.

Explore options to expand all our supported employment services, including our 'Equals Employment' service, schools careers service and apprenticeship programmes.

5. Equals Employment Service; The Equals Employment Service was formed in 2010 and comprises of both health (Occupational Therapists) and local authority staff (Personal Employment Advisors) and is part of Integrated Learning Disability Service in Adult Social Care (ASC). It supports adults with learning disabilities to gain and sustain paid employment.
6. In 2021/22, Enfield had the highest proportion in London of working-age people (16.8%) who receive support for their learning disability in paid employment. This was the fourth highest proportion nationally and significantly higher than the London (6.1%) and national (5.1%) averages.
7. As of March 2023, there were 131 adults receiving support for their Learning Disability from Adult Social Care who are in paid employment, with 14 employed by the Council.
8. In the past 2 years we have received 80 referrals for disability employment support. Of those, 44 wanted to work with Equals to find value worker roles, 25 had a Learning disability and 19 pan disability and out of those 16 have been placed in paid employment – either in general workforce or in sheltered placements.
9. In 2023 we had the opportunity to broaden our employment offer to support people with other disabilities with their employment pathway (Pan Disability)
10. Beginning June 2023 using ESF – European Union funding, the pan-disability employment began in full effect. There have been multiple referrals from 'matrix', Edmonton green library, Employment advisors from STEPs program, ILDS referrals from CRT and Enfield residents.

Soft outcomes:

- 90% candidates attended job club fortnightly.
- Employer and advisor created good relationships (ongoing and promising opportunities for candidates to be employed in the future).
- Feedback from candidates end of ESF – Support with communication aids has been excellent, advisor communication, increased confidence to

engage in interviews independently, increased confidence and filtering skills in job searching on indeed, reed and other job searching platforms.

Hard outcomes:

- 3 candidates have successfully been employed (x2 private sector roles and x1 within the Council).
- 1 candidate has been offered a volunteering role within a workers cooperative
- 3 other candidates were invited to interviews (although none were successful).
- All candidates were keen to remain with Equals support into the 2024 employment project.

11. February 2024 saw the end of the ESF Funding and the start of different funding stream – UKSPF

Soft outcomes:

- Job club is still running bi-weekly and has a great attendance.
- Many referrals are coming in and awaiting enrolment.
- Engagement of candidates has been consistent
- Candidates with communication difficulties gave positive feedback to the support they were given by equals

12. The 2024 UKSPF project is running until March 2025, we look forward to more positive outcomes for Enfield residents who are looking for employment and have been facing many challenges.

Mental Health Enablement Service

13. The Mental Health Enablement Service supports Adult Social Care clients referred from secondary mental health services into two main forms of employment: short-hours, flexible work which can be paid or voluntary; and longer-term, sustained, paid employment.

14. In the case of short-hours work, the Service works with an individual for around 3-6 months, supporting and signposting them to appropriate services to offer tailored help in reintegrating them back into the community. They also offer CV writing help and confidence building.

15. To further support Adult Social Care clients seeking paid employment, the Service commissions the Working Well Trust to deliver an Individual Placement and Support (IPS) scheme. The IPS scheme uses employment specialists who match individuals to suitable jobs, and then offers support for up to 13 weeks after job commencement. In 2022 Q2, the scheme had a caseload of 102. This included 58 individuals being referred, and 10 sustaining jobs for at least 13 weeks. Currently, there are no Mental Health Enablement service users in employment at Enfield Council.

Support young people affected by SEND to work towards and achieve their preparing for adulthood objectives

16. There is a comprehensive pathway from Childrens to Adult services to ensure that young people's vocational goals are explored with pathways to College and employment. The Careers service support pupils and schools to be aspirational in their vocational pathways.
17. There is a SEND Employment Board which is currently supported by the NDTi/DfE project to increase the number of supported internships across the country. The NDTi project Launched 'Internships Work' in September 2022 and is a collaborative effort involving three organizations: National Development Team for Inclusion (NDTi), British Association of Supported Employment (BASE), DFN Project SEARCH. The project is funded by the Department for Education (DfE).
18. Its primary goal is to double the current supported internship provision in England by 2025. By that year, it aims to enable 4,500 young adults with additional needs to benefit from a supported internship annually.

Purpose and Impact:

- Internships Work seeks to empower young people by providing them with greater choice and control over their future.
- It opens up opportunities that prepare them for adult life and independent living.
- Through supported internships, participants gain valuable work experience and skills.

Provide good quality work placements for supported internships at the Council and work with other Enfield employers to do the same, with pathways into paid employment following completion of the placements.

19. Supported Internships; The People department commissions West Lea School to deliver a Supported Internship Programme, working with young people in Enfield aged 16 to 25 years who have an Education, Health, and Care Plan (EHCP). Interns must be committed to working and are assigned a job coach who matches them with appropriate placements and provides general support. Internships usually last from six months to one year, with interns working four days a week in their job and spending one day in West Lea school, learning workplace and life skills.
20. Those interns who are eligible for adult social care are able to access ongoing employment support from the Equals Service or The Mental Health Enablement Service and Working Well Trust which means they can access further support to maintain paid employment into the future.
21. From the 2020/21 cohort, 80% of students (25 people) were offered a job at the end of the programme. 12 of these were jobs at Enfield Council, including employment within the Person-Centred Approaches and Engage Team, and the Educational Psychology Service.

22. In more recent years it has been challenging to obtain suitable placements, and funding to secure follow-on job-carved roles within the Council. This is as a result of the disbanding of the Apprenticeships Team and the impact of financial constraints across the Council.

Relevance to Council Plans and Strategies

23. Draft Adult Social Care Supported Employment Policy

24. The Enfield Council Plan 2023 to 2026, 'Investing in Enfield', sets out how we will deliver positive outcomes for our communities. Priority five is for an economy that works for everyone and includes Council aims to enable local people to develop skills to access good quality work and to support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people.

Report Author: Shirley-Anne Wheeler
ILDS Therapies & Employment Service Manager
Shirley-anne.wheeler@enfield.gov.uk
02081320232

Appendices

None.

Background Papers

Fairer Enfield Policy 2021-2025
Workforce Strategy 2023-28
Enfield Council Plan 2023 to 2026