

Local Supported Employment in Hertfordshire

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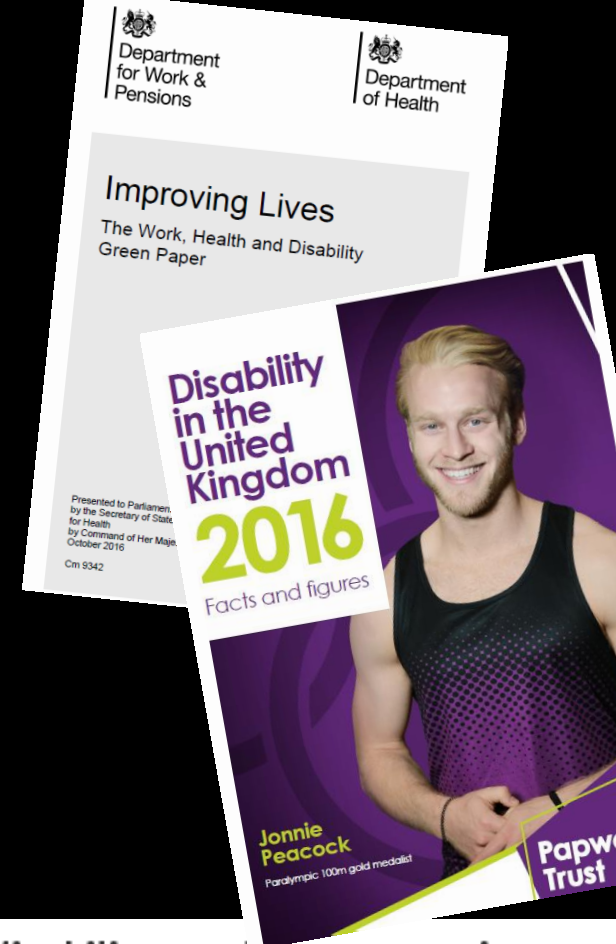
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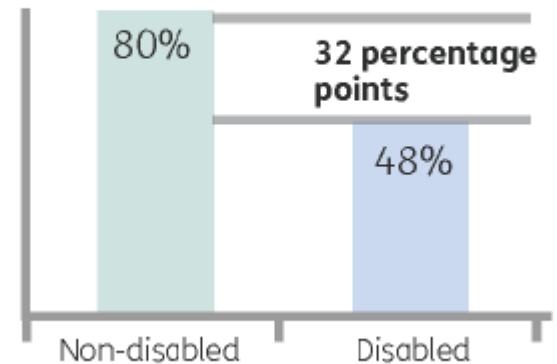


What we know...

- Green Paper in October 2016
- Only 48% of working-age disabled people are in employment
- 60% of working-age people with learning disabilities say they want to work – only 20% do
- The number of people living with disabilities is rising
- Working people are healthier!



The disability employment gap is too wide



A call to action!

- The economic benefit for employers
- Can we use health and social care integration?
- Navigating a complex health, welfare benefits and care system using 'coaching'
- Different employment approaches, personalised to the individual's needs

Hertfordshire's approach

- **‘Building Better Opportunities’**
 - Tackling long-term unemployment for people with less challenging health conditions or disabilities
- **‘Local supported employment’ pilot**
 - ‘Proof of concept’ bid was successful with DWP. Goes live November 2017. Targets 100 people into work.
 - Enables people with the most challenging conditions, to seek, secure and sustain employment
 - Uses the ‘place and train’ model

Building Better Opportunities

- Jointly funded £5.7m - National Lottery and ESF
- HCC leads with 27 local delivery partners
- Targets the long-term unemployed / economically inactive and young people with disabilities
- Activities that support people who face barriers to employment, financial inclusion and re-engagement
- Targets 1,000 people over three years

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The 'place and train' model

- **Engagement** – market the service to potential referrers with a zero rejection policy on the grounds of disability
- **Vocational profiling** – assess skills, experience, realistic career aspirations and support needs using 'work tasters'
- **Job finding** – help with CV, interview techniques, search for employers and vacancies that match the individual
- **Employer engagement** – company visits to create opportunities by selling the skills and abilities of people with disabilities
- **On/ off ongoing job support** – supporting those who need it with training in the workplace, over and above that offered by employers, helping with other issues that may impact on sustaining employment