

**NORTH LANARKSHIRE COUNCIL
REPORT**

TO: Social Work Committee	Subject: EUROPEAN UNION OF SUPPORTED EMPLOYMENT
FROM: Director of Social Work	
DATE OF COMMITTEE: 24 May 2001	
REPORT AUTHOR: Georne McNally	
REF: JD/GMCI/JMCF	

1 CONTENT AND PURPOSE OF REPORT

- 1.1 To advise the Social Work Committee of the European Union of Supported Employment Conference convened in Edinburgh. In addition, to inform committee of an invitation which has been extended to officers from the Social Work Department to address the Basque Association for Sheltered and Supported Employment.

2 BACKGROUND

- 2.1 The European Union of Supported Employment convened its 5th Bi Annual Conference in the Edinburgh International Conference on 28 - 30 March 2001.
- 2.2 The event which was attended by Elected Members and Officers of North Lanarkshire Council also attracted 600 delegates from 36 countries throughout the world.
- 2.3 Key note addresses were delivered at the Conference by Helen Liddell MP Secretary of State for Scotland and Henry McLeish MSP First Minister.

3 CONFERENCE AGENDA

- 3.1 In addition to the key note addresses by the major speakers, there was a series of workshops held over the three days of the conference, Officers from North Lanarkshire Council, Social Work Department, delivered a Conference Workshop entitled "Partnership Working Leading to Inclusion".
- 3.2 The workshop led by North Lanarkshire Council Officers, provided an opportunity to highlight the policy which has been developed in North Lanarkshire to assist disabled people to gain employment. There was much interest and appreciation not only of the successful outcomes of the Supported Employment operation, but also the strategy and the resources which the Council has committed to the initiative.

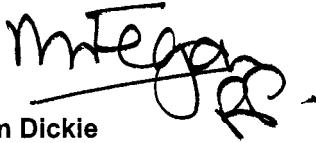
- 3.3 The workshop participants included the Depute Minister for Labour and Employment of the Basque Government. At the conclusion of the workshop he expressed an interest in the officers from North Lanarkshire Council visiting the Basque Government area to address their staff who are engaged in the field of Sheltered and Supported Employment.
- 3.4 In the period since the Conference, a formal invitation in connection with the request, has been received by the Director of Social work (copy attached).
- 3.5 The Depute Minister has in his invitation expressed the hope that contact between the Basque Government and North Lanarkshire Council could eventually lead to the establishment of a European partnership towards an Equal Project, which can be accessed through the European Social Fund.

4 CONCLUSIONS

- 4.1 It is reassuring to learn that the Supported Employment Strategy adopted by North Lanarkshire Council, is not only gaining recognition, but that other areas and nations feel they can learn from the Council's experiences. Such recognition promotes a positive image of the Council both nationally and internationally. Therefore the invitation from the Basque Autonomous Government should be welcomed and accepted.

5 RECOMMENDATIONS

- 5.1 Committee is requested to:
- i) Accept the invitation issued by the Basque Autonomous Government.
 - ii) To authorise the attendance of the officers to address the Association of Basque Supported Employment Workers
 - iii) To request the Director of Social Work to bring forward a report on how the links with the Basque Government might be developed to access European Funding.
 - iv) To otherwise note the report.


Jim Dickie
Director of Social Work
3 May 2001

Attach



Vitoria-Gasteiz, a 24 de abril de 2001

MR JIM DICKIE
DIRECTOR OF SOCIAL WORK
NORTH LANARKSHIRE
COUNCIL
SCOTT HOUSE
MERRY STREET
MOTHERWELL ML 1 1JE
LANARKSHIRE • SCOTLAND

Dear Mr Dickie

As deputy minister for Employment of the Basque Autonomous Government, I had the immense pleasure of hearing a very interesting presentation done by two of your experts at North Lanarkshire Council, **George** McInally and Maureen Cook at the Edinburgh Conference on Supported Employment at the end of March.

The Basque Government would be very interested in inviting these experts for a similar presentation aimed at local experts on supported employment, and the Basque association for sheltered and supported employment, EHLABE. This contact could eventually lead to the establishment of a European partnership toward an Equal project.

I would thereby ask you, as Director of Social Work at North Lanarkshire Council to allow Mr McInally, Mrs Cook and Mrs Fegan to explain our Basque experts on your very interesting working methods. Of course the Basque Government would cover the costs of travel and accommodation of your expert delegation. The week beginning Monday 14th of May would be very convenient, or 21st - 22nd May, or 28th to 30th May.

I look forward to hearing from you

Most sincerely yours

JOXERRAMON BENGOETXEA CABALLERO
DEPUTY MINISTER FOR LABOUR AND EMPLOYMENT

BASQUE AUTONOMOUS GOVERNMENT
C/DONOSTIA-SAN SEBASTIAN, 1
01010 VITORIA-GASTEIZ

**PARTNERSHIP WORKING
-
LEADING TO SOCIAL
INCLUSION**



TODAYS PRESENTATION WILL COVER

- 9 The North Lanarkshire Profile
- 9 The Supported Employment Strategy
- 9 Partnership Working
 - The Supported Employment Process
 - The Rich Stories
 - The Results Achieved to Date
 - Inclusion



North Lanarkshire

Fourth Largest Unitary Council in Scotland
 Population 327,900
 Largest Employer 16,000

Private Sector

Kwik Fit Insurance Services 1,300
 Chunghwa Picture Tubes 1,200

Unemployment (October 2000)

Male	5,520	8%
Female	1,561	2.9%
Total	7,081	5.7%



- Five Day Centres for People with Learning Difficulties

- 450 People attend Centres

- Majority receive Nine to One Staff Support
 Approximately 45 people get Three to One Support
 Provision for One to One

- 9 This year between Special Schools and Local Colleges there will be 26 People leaving and seeking a possible place in the Day Centres



SUPPORTED EMPLOYMENT STRATEGY

DEVELOPED IN 1998

Key Features:-

- Partnership Working, Essential
- All Forms of Disability Eligible for Support.
 However, Priority Afforded to People with Learning Disability
- Jobs would be Real - Pay Going Rate
- Individuals would make their own decisions



SUPPORTED EMPLOYMENT STRATEGY

LAUNCHED JANUARY 1999

PARTNER AGENCIES

- > North Lanarkshire Council
- > Lanarkshire Health Board
- Lanarkshire Primary Care Trust
- Scottish Enterprise Lanarkshire
- Employment Agency
- Benefits Agency
- Private Sector



PARTNERSHIP AGREEMENT

- To maintain a strategic overview
- To receive reports
- To mutually advise other partnership members on initiatives and policy and practice
- To jointly and individually identify existing resources
- To review on an annual basis



Partnership Meetings

Nominated Officers

Review of Working Arrangements

- > Transitional Planning
- > Partner Agencies Employment Opportunities
- Private Sector Opportunities



NORTH LANARKSHIRE COUNCIL SUPPORTED EMPLOYMENT RESOURCES

JANUARY 1999

Partnership Employment Project (P.E.P.)
3 Staff

Employment Challenges and Opportunities
(EChO)
7 Staff (Job Coaches)

August 1999
Created four additional Job Coaching posts. Located in Area Teams

SHELTERED WORKSHOP (BELTANE)
30 Places
5 Staff



SUPPORTED EMPLOYMENT PROCESS

- > Vocational Profile
- Job Finding/Marketing
- Job Coaching
- > Monitoring



OVERVIEW

- 82 Applicants
- 73 Completed Vocational Profiles
- 9 On-Going Vocational Profiles
- 33 Job Finding/Marketing
- 40 Jobs - 28 Private Sector
12 Public Sector



Margaret
Nursery Assistant - Firtrees Nursery





Valerie
Clerical Asistant - Motherwell College



Joe
Cleaner - M&D's Cosmic Bowl



Applicant "A"

Benefits in Payment	Client	Sib 1	Sib 2	Sib 3	Sib 4	Carers
Income Support	£110.30	£110.30	£110.30	£110.30	£110.30	£192.05
Retirement Pension						£108.85
D.L.A. Care	£51.30	£34.30	£34.30	£34.30	£34.30	£34.30 + £51.30
D.L.A. Mobility	£35.85	£13.00	£35.85	£35.85	£13.00	£35.85
	£197.45	£158.20	£180.45	£180.45	£180.45	£158.20
TOTAL		£1297.10	Per Week			£5188.00
			4 Weekly			



Applicant "B"

Initial Income	
Income Support & Severe Disablement Allowance	£110.30
Disability Living Allowance(Higher Rate)	£31.30
Disability Living Allowance (Mobility)	£35.85
(Nondependent Housing Benefit)	£108.85
TOTAL	£218.25

Inform applicant "B" of overpayment and the Benefit Agency were informed by the client.

Income Before Employment	
Income Support & Severe Disablement Allowance	£71.80
Disability Living Allowance (Higher Rate)	£31.30
Disability Living Allowance Mobility (Mobility asthma)	£35.85
(Nondependent Housing Benefit)	£32.00
TOTAL	£180.95

Earned Income	Retained Benefits
Salary £154.44	DLA (High Care) £39.55
D.P.T.C. £	DLA (Mobility) £37.40
	Housing Benefit £
	£109.15

Housing Benefit remained as Applicant B a joint tenant with carer.

Total Weekly Income	=£
Income Before Employment	£180.95
Therefore a weekly increase of £	



Applicant "C"

Income Before Employment	
Income Support and Disability Premium	£79.30
Disability Living Allowance Care (Mild to Severe)	£35.40
Disability Living Allowance Mobility (Low Rate)	£16.85
TOTAL	£131.55

Earned Income	
Salary (Gross £94.98)	£97.15
D.P.T.C.	£62.24
Retained Benefits	£169.39
DLA (Mild to Severe)	£35.85
DLA (Mobility)	£14.30
TOTAL	£180.95

Total Weekly Income	
Present Income	£131.55
Therefore a weekly increase of	£49.40

Expenses To Be Considered

Local Council	
Cost of Fuel 10 @ £1.00	£10.00
Cost To Applicant 10 @ 40p	£4.00
Balance paid by Employment Service	£11.20

Launch Expenses 1 month Membership Supermarket Card



Applicant "D"

Initial Income	
Income Support	£74.45
Disability Living Allowance (Low Rate Care)	£14.20
Disability Living Allowance (Low Rate Mobility)	£14.20
TOTAL	£102.85

Outgoings	£8.01
Rent	£7.50
Council Tax	£15.51
TOTAL	£31.02
Balance	£71.83

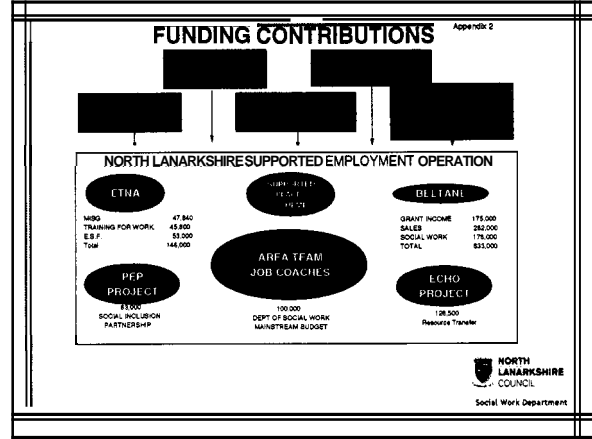
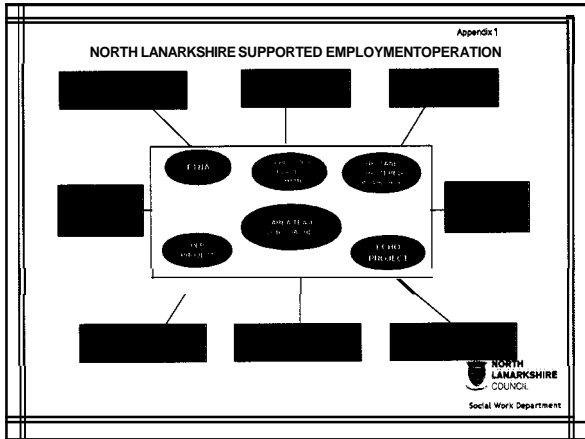
Rent	£8.01
Council Tax	£7.50
TOTAL	£15.51
Balance	£56.32

Present Income (Approx.)	
Salary (37.5 hrs @ £4.12 = £154.50 - Deductions	£120.00 (Approx.)
Disabled Persons Tax Credit	£24.00 (Approx.)
Disability Living Allowance (Low Rate Care)	£14.20
Disability Living Allowance (Low Rate Mobility)	£14.20
Approx. Total	£172.40

Outgoings	
Rent (Application to Housing-Council Tax re:	£38.20
Council Tax Discretionary Benefit)	£12.30
TOTAL	£50.50
Balance	£121.90

Difference £54.78 (Less Travel Expenses)





RESULTS ACHIEVED

40 jobs

Supported Employment Costs

Pep	83,000
Echo	126,500
Area Teams Job Coaches	100,000
Total	£ 309,500

Service Cost £309,500 + 40:- = £7,737

Day Centre Placement	£7,000
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NORTH LANARKSHIRE COUNCIL
Social Work Department

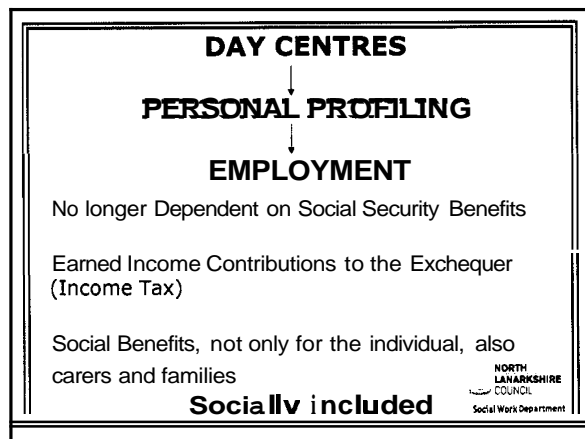
SAVING TO SOCIAL SECURITY SYSTEM

Average Benefit Payment	=	£110
40 X £110	=	£4,400
Annual Saving £4,400 X 52 weeks	=	£228,800

Net Contribution to the Exchequer

People in Work Paying "Taxes"

NORTH LANARKSHIRE COUNCIL
Social Work Department



- Employment Service**
- The Standard Occupational Classification consists of the following major groups:
1. Managers and Senior Officials
 2. Professional Occupations
 3. Associate Professional and Technical Occupations
 4. Administrative and Secretarial Occupations
 5. Skilled Trades Occupations
 6. Personal Service Occupations
 7. Sales and Customer Service Occupations
 8. Process, Plant and Machine Operatives
 9. Elementary Occupations
- NORTH LANARKSHIRE COUNCIL
Social Work Department