

NORTH LANARKSHIRE COUNCIL

REPORT

To: SOCIAL WORK COMMITTEE		Subject: SUPPORTED EMPLOYMENT PROGRESS REPORT
From: DIRECTOR OF SOCIAL WORK		
Date: 25 AUGUST 2005	Ref: JD/GMcl	

1. Purpose of Report/Introduction

The purpose of this report is to provide Members with information on the number of people assisted into employment by the Supported Employment Service.

2. Background

- 2.1. The Supported Employment Service was launched in January 1999 with the expressed aim of assisting people with learning disabilities to access employment.
- 2.2. From the outset a number of key objectives were set and remain at the heart of the service. In accessing employment, jobs had to be real and meaningful, paying the going employment rates. The jobs also have to be in an integrated workplace and match the requirements of individual service users.
- 2.3. The service, in recent times, has been expanded to take referrals from individuals who have experienced brain injuries and people with mental health problems.

3. Proposal Considerations

- 3.1. Since its inception the Supported Employment Service has worked with 196 service users. A breakdown of the figures indicate that the service has completed 153 vocational profiles. A further 43 profiles are in the process of completion. Job searching and job matching is being undertaken for 58 people. Currently there are 95 people in employment (appendix one of this report shows the employment locations of the individuals concerned).
- 3.2. While the current number of people in employment is 95, it should be noted the actual number of jobs which the service has accessed is 118. Some 23 of the posts are secondary i.e. where for a variety of reasons service users have moved on to alternative employment. This practice is more than acceptable. It underlines the extent that people using the service are being afforded the same rights as the wider community, by being able to exercise their prerogative to move onto other jobs in order to fulfill their own requirements and job satisfaction.
- 3.3. Apart from its success in finding employment opportunities for those using the service. The Supported Employment Service, in common with other sections of Social Work, places a high priority on income maximisation for its service users. In the year 2004-2005 benefit checks on new service users resulted in the award of £104,709 in additional social security benefits. Appendix two provides a typical example of income maximisation and the increase obtained from paid employment.

- 3.4. An examination of the differences in income from benefits and paid employment shows a significant sum of £460,923, which means service users moving into employment are better off on average by £101.80 per week. It is anticipated that this additional money will be spent in local communities in the North Lanarkshire area, helping to simulate and maintain the local economy.
- 3.5. Getting a job is not just about working and earning money, for service users it is a life changing experience. For the first time many individuals are being fully included in society. It results in improved confidence and self esteem, with the Supported Employment Service making a significant contribution to the Social Inclusion agenda.

4. **Financial/Personnel/Legal/Policy Implications**

- 4.1. In 2000 the Scottish Executive published its report "The Same As You?" which was a review of services for people with learning difficulties. In June 2005 a further report "Go For It! Supporting People with Learning Disabilities and/or Autistic Spectrum Disorder in Employment" was produced to inform the work of "The Same As You?"
- 4.2. Much of the good practice developed by North Lanarkshire Supported Employment Service is featured in this latest publication. Given the national recognition which is afforded to the work of the Council, it will be important to build on the established and recognised success. The Council in conjunction with its other public sector partners must continue to ensure that it makes a meaningful contribution to promoting employment opportunities for people with disabilities.

5. **Recommendations**

- 5.1. Committee is requested to: -
 - i. Request the Director of Social Work to provide a further report in six months time to highlight progress made in securing employment opportunities in the public sector.
 - ii. Otherwise note the report.



Jim Dickie
Director of Social Work
21 June 2005

For further information on this report please contact George McNally, Manager Social Work Strategy on telephone 01698 332555

Supported Employment Service

<u>Employer</u>	<u>No. of Current Employee's</u>
AAC Distribution - Cumbernauld	1
Advanced Group - East Kilbride	3
Albert Bartletts & Sons - Airdrie	1
Alexandra Workwear - Uddingston	1
Asda - Cumbernauld	2
Asda - Hamilton	4
Asda - Motherwell	1
Asda Aces City Facilities - Coatbridge	1
Asda Aces City Facilities - Cumbernauld	1
Bells Bakers - Shotts	2
Bodycare - East Kilbride	1
Brewers Fayre - Motherwell	1
Brewsters - Bellshill	1
Brewsters/Travel Inn - Stepps	2
Caldervale High School - Airdrie	1
Caledonian Plywood Company	1
Cambusland & Rutherglen Healthy Living	1
Castleary House Hotel - Cumbernauld	1
Child Support Agency - Falkirk	1
Church of Scotland Board of Social Responsibility	1
Cosmic Bowling - Motherwell	1
Cumbernauld Theatre	1
Dataserve - Bellshill	1
Dawnfresh Seafoods Products - Uddingston	1
Dunelm - Uddingston	1
FAS Bakery Products - Motherwell	1
Firtrees Nursery - Motherwell	1
Four Seasons Care Home - Cumbernauld	1
George Taylor & Co - Motherwell	2
Heather Park House - Wishaw	1
Hilton - Glasgow	1
Holiday Inn Express - Motherwell	3
Insitu Cleaning Co. Ltd - East Kilbride	1
ISS Facilities - Motherwell	1
JJB Fitness Centre - Coatbridge	1
Jobcentreplus - Coatbridge	1
Kerrs Bakery - Motherwell	1
KFC - Coatbridge	1
Kiddiekare - Airdrie	1
Lanarkshire Childcare Services	1
Lightbody's - Hamilton	2
Little Chef - Cumbernauld	1
McDonalds - Airdrie	1
McDonalds - Bellshill	1
McDonalds - Forge Shopping Centre	1
Mecca Bingo - Wishaw	1
Motherwell College - Motherwell	1
NLC - Cleansing Services - Cumbernauld	1
	60

Supported Employment Service

Employer	No. of Current Employee's
NLC - Cleansing Services - Motherwell	2
NLC - Comm Services - Stepps	1
NLC - Comm Services - Wishaw	1
NLC - Drumpellier Nursery - Coatbridge	1
NLC - Housing Dept - Coatbridge	1
NLC - Housing Dept - Newmains	1
NLC - Social Work - Wishaw	2
NLC - Social Work - Coatbridge	1
NLC - Social Work - Cumbernauld	1
NLC - Social Work - Wishaw	1
NLC - Social Work - Bellshill	1
NLC - Social Work - Coatbridge	1
NLC - Social Work - Motherwell	1
NLC - Social Work - Bellshill	1
NLC - Social Work - Supported Employment	3
Pataks Food - Cumbernauld	2
Persimmons Homes - Hamilton	1
PHEW (Scotland) - Motherwell	1
Poundland - East Kilbride	1
Royal Mail - Wishaw	1
Scotmid - Tannochside	1
Shell Garage - Bellshill	1
South Lanarkshire Council - Hamilton	1
Tesco Stores - Wishaw	1
The Celtic Store - East Kilbride	1
The Glasgow Royal Concert Hall	1
Walker Profiles - Motherwell	1
Windmill Tavern - Uddingston	1
Wishaw General Hospital	1
Woodside Care Home - Coatbridge	1
Total	95

Appendix 2

Supported Employment Case Study

Margaret is 19 years old – has a learning difficulty and suffers from depression. She attended mainstream education and on leaving school attended a local college for two years. When she was referred to North Lanarkshire Council Supported Employment Service her sole income consisted of £15 Child Benefit.

An immediate priority for the service was to maximise Margaret's income. With the assistance of the service she was awarded Income Support and Disability Living Allowance increasing her benefit from £15 to £96.85 per week. Margaret started working in a local nursing home in March 2004.

Income prior to employment		Income maximised prior to employment		Income in employment	
Income Support	£	Income Support	£66.55	Earnings	£161.12
IB/SDA	£	IB/SDA	£	Tax Credits	£62.71
DLA (Care)	£	DLA (Care)	£15.15	DLA (Care)	£15.15
DLA (Mobility)	£	DLA (Mobility)	£15.15	DLA (Mobility)	£15.15
Other	£15.00	Other	£	Other	£
TOTAL	£	TOTAL	£	TOTAL	£254.93
Less housing costs	£	Less housing costs	£	Less housing costs	£
TOTAL	£15.00	TOTAL	£96.85	TOTAL	£254.93
		DIFFERENCE IN INCOME	£81.85	DIFFERENCE IN INCOME	£173.08