

Overview and Scrutiny Committee June 2013

Jobs for Haringey – Disabled People

1. Introduction

Jobs for Haringey offers an enhance employment support service to Haringey residents.

The overriding aim of the employability support that forms part of JFH is to engage “socially excluded” residents who are not currently on a mainstream welfare to work scheme such as the Work Programme and support them into sustained employment.

Many socially excluded residents not in legitimate employment do not claim benefits (estimate of 178,000 across London)¹. Other groups such as lone parents and disabled residents, or those with a long-term illness, are not required to look for work and there is little support for or engagement of these groups. These residents, outside of the labour market, are defined as “economically inactive” and include:

- Employment Support Allowance claimants – disabled claimants or those with a long-term health issue
- Lone parents with children under the age of 5 claiming Income Support
- Residents not claiming an out-of-work benefit but may be claiming other benefits such as Carers’ Allowance, Disability Living Allowance, Housing Benefit and Council Tax Benefit.
- Residents not claiming any benefits

The JFH service is targeted mainly at economically inactive residents. JFH Employment Advisers actively engage residents through community outreach and partnership work with other agencies in the Borough supporting residents.

2. Disabled People – Actions and Progress

Jobs for Haringey has **a target of 10% of participants on the programme are people who have declared they have a disability**. Currently there 590 residents on the programme with **45 having declared they have a disability - 7.6%. Of the 45, 11 have been supported into work.**

Jobs for Haringey as part of its employability support offers **a programme of Health and Wellbeing courses** and support through one of its commissioned providers – Reed in Partnership – to support people health concerns to progress towards employment. The programme also offers a **Clinical Health & Wellbeing service** including a clinical assessment and clinical interventions including a psychologist and therapist for residents affected by a mild mental impairment such as anxiety or depression and an OT to help with pain management, administering medicines, recommending adjustments to the workplace (funding by JCP’s Access to Work). There are also non-clinical workshops to help people with their confidence who have been out of work for a long time for health reasons. The overall aim is to help residents manage health conditions in the workplace to minimise these as a barrier to work.

Referral mechanisms and procedures have been agreed with the Council’s Adult Services enabling colleagues referral residents to Jobs for Haringey for assessment and support.

¹ London Skills & Employment Observatory (2011) *Work Programme in London: Information for stakeholders as the Work Programme starts*

Economic Development financially **supports the Wolves Lane Nursery to support people with learning difficulties with a range of work experience, training and employment opportunities.**

3. Supporting disabled people into employment: what works?

Although the barriers faced by disabled people and their needs can be complex and varied depending on their disability and circumstances, there a number of common features that have been identified that are crucial in any programme to support disabled people into employment. A 2007 DWP commissioned report (European Social Fund: Good practice in helping disabled people back into work) summarised these features, which are presented in the table below with recognition of how this is reflected in the Council's Jobs for Haringey programme:

Supporting disabled people into employment – best practice features

Feature	How this is reflected in Jobs for Haringey
<p>Attracting clients – there should be a plan to engage with participants including:</p> <ul style="list-style-type: none"> • Visiting organisations • Mailing presentations • Encouraging word of mouth referrals • Using publicity in appropriate venues • Using local media and mailshots (with care) • Engaging with employers by sector or location 	<ul style="list-style-type: none"> • The Economic Development Service has engaged, through meetings and presentations, with a range of different services who refer to Jobs for Haringey including <ul style="list-style-type: none"> ○ JCP ○ Drug and Alcohol Action Team ○ Temporary Accommodation Team ○ Homes for Haringey ○ Housing Associations • Residents can self refer to Jobs For Haringey • Leaflets have been produced that give residents and organisations details of the Jobs for Haringey service offer and details of how they can refer • Jobs for Haringey posters are displayed in council and other public and voluntary sector buildings • Employers in Haringey and outside of the borough are engaged from a variety of sectors including: retail, manufacturing, green skills, education and creative and cultural
<p>Assessing needs – this includes:</p> <ul style="list-style-type: none"> • Early assessment • Having trials and tasters to get more accuracy and detail in assessing skills • Ongoing assessment 	<ul style="list-style-type: none"> • Each person on Jobs for Haringey is assigned an employment adviser who will do a thorough initial assessment, lasting at least an hour, of their barriers to employment and the support that can be made available to help overcome them

Feature	How this is reflected in Jobs for Haringey
<ul style="list-style-type: none"> Using specialist technical or clinical assessments 	<ul style="list-style-type: none"> A variety of training and work experience options are available to help people develop their skills On average each person on Jobs for Haringey is reassessed on a two weekly basis Clinical advice and support is available through a team of health and wellbeing advisers made available through one of the Council's delivery partners – Reed in Partnership
<p>Planning and taking action – this includes:</p> <ul style="list-style-type: none"> Making activities relevant and interesting to clients Flexible and tailored activities to help meet client needs Having appropriate venues that are accessible to disabled people Offering personal mentoring and support Providing regular contact with a trusted person Working with employers and providing them with an after care service Reviewing progress regularly 	<ul style="list-style-type: none"> There are a variety of support options available to people including one to one support and guidance, group workshops, work experience and vocational training All activities are based on an personalised assessment of need and have been developed and tailored to meet this individual need All venues used to provide support are DDA compliant Each person is assigned a personal advisor who will stay with them throughout their whole time on Jobs for Haringey and be in regular contact In work support is offered to clients and employers for up to a year in employment On average each person on Jobs for Haringey is reassessed on a two weekly basis
<p>Job search – this should include:</p> <ul style="list-style-type: none"> Training in job search strategies Build or share a job-broking or employment team Consider specialising by sector, skill or location Use all available routes and sources for jobs Celebrate success 	<ul style="list-style-type: none"> Each participant on Jobs for Haringey is offered employability skills training, which does include sessions on job search The Economic Development Service has a function that brokers jobs for all participants on Jobs for Haringey Employers in Haringey and outside of the borough are engaged from a variety of sectors including: retail, manufacturing, green skills, education and creative and cultural, and from entry level upwards As Jobs for Haringey progresses and

Feature	How this is reflected in Jobs for Haringey
	people sustain in employment this will be publicised widely
<p>In work help and beyond - this includes:</p> <ul style="list-style-type: none"> • Treating employers as customers • Be available after work has started to offer help and advice • Offering basic advice on adjustments • Using Access to Work and with JCP Disability Employment advisors • Developing and supporting graduated return to work plans 	<ul style="list-style-type: none"> • In work support is offered to clients and employers for up to a year in employment • The Economic Development Service has a good relationship with Jobcentre Plus and will refer clients to receive advice on in work financial support and adjustments • Each person on Jobs for Haringey will have an action plan that will be reviewed, on average, on a 2 weekly basis and tailored to fit in within a person's progress towards finding and sustaining employment

It should be noted that many of the areas of best practice highlighted in the table above are applicable to a variety of different disadvantaged groups and indeed these groups should also be the focus of labour market interventions, as is currently the case with Jobs for Haringey. This is highlighted by the fact that while disabled people had the poorest labour market outcomes between 1993 and 2005, this changed in 2006 with people with the lowest qualifications having the poorest labour market outcomes. In order to move back towards full employment and sustained economic growth the reality is that this will only be achieved by improving labour market outcomes for all these disadvantaged groups.