

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE 23 NOVEMBER 2006

SUPPORTED EMPLOYMENT SERVICE

Report by the Depute Chief Executive/Executive Director of Corporate Support

1. PURPOSE OF REPORT

- 1.1** The purpose of this report is to ask the Corporate Governance Committee to approve the development of a Supported Employment Service within East Ayrshire Council.

2. BACKGROUND

- 2.1** The Supported Employment Service is being delivered in East Ayrshire by the Department of Educational & Social Services. A Supported Employment Co-ordinator has been appointed to develop the service throughout East Ayrshire with two Job Coaches assisting in the vocational profiling of suitable individuals.
- 2.2** The aim of Supported Employment is to assist people who are affected by disability or mental ill health to access real jobs. Support provided includes job profiling, to find out what type of work may suit someone based on their likes, interests and needs, job searching including support with applications and interviews and workplace support.
- 2.3** Employees on Supported Employment are paid the rate for the job and can work a varying number of hours per week ranging from as little as 2 hours to the full 35/37 hours per week although it is likely that most individuals will want employment of 16 hours or less.
- 2.4** North Lanarkshire Supported Employment Scheme have assisted over 70 people into paid employment since 1999. Each council department and other public sector organisations have agreed targets for the number of people they employ through the scheme. The success of this scheme is attributed to the model used which offers tailored, practical and ongoing support to both employees and employers.

3. SUPPORTED EMPLOYMENT SERVICE

- 3.1** It is proposed to develop a Supported Employment Scheme within East Ayrshire Council. The Supported Employment Co-ordinator has advised that current individuals on the programme are interested in being

employed in former manual worker posts e.g cleaners, catering, gardening, labouring and valeting.

- 3.2** As individuals are not looking for full time employment at this time, departments could identify a number of tasks which could be undertaken by a Supported Employment Employee for a set number of hours per week. An advantage of the scheme is that departments would not be required to identify a full time post for a Supported Employment Employee but rather consider what specific jobs could be undertaken during a set number of hours per week. Supported Employment Employees would be considered as substantive part-time employees and would be subject to the Councils normal employment policies and procedures.
- 3.3** To participate in this scheme the Job Coach undertakes a vocational job profile assessment of the individual and provides ongoing support.
- 3.4** The scheme would support the Scottish Executive's Employability Framework to help people back into work by reducing the number of workless people dependent on Department of Works and Pension benefits.
- 3.5** It is hoped that by actively participating in the Supported Employment scheme with paid employment then this will encourage other employers within the area to also employ Supported Employment Employees within their company.

4. PROPOSAL

- 4.1** To enable a Supported Employment Scheme to be developed within the Council, it is proposed that:
 - The Department of Educational and Social Services act as the lead department for the future development of the scheme.
 - All Council departments actively review routine tasks within their various Services to identify suitable jobs which could be undertaken by a Supported Employment Employee. Appropriate proposals to be forwarded to the Supported Employment Co-ordinator for consideration.
 - A progress report be submitted to a future meeting of the Corporate Management Team on the take up of supported employment opportunities within the Council.

5. FINANCIAL IMPLICATIONS

- 5.1** Any additional costs arising from the proposal will be incidental and will be contained within existing budgets.

6. POLICY/LEGAL IMPLICATIONS

- 6.1** The proposal supports the Scottish Executive's Employability Framework and meets the Improving Opportunities Action Plan of the Community Plan.

7 TRADE UNIONS

- 7.1** The proposed introduction of a Supported Employment Scheme would be subject to Trade Union consultation.

8. RECOMMENDATIONS

- 8.1** The Corporate Governance Committee is asked to: -

- (a) approve the development of a Supported Employment Service Scheme within the Council;
- (b) approve the submission of a report progress report to a future meeting of the Corporate Management Team on the take up of supported employment opportunities within the Council; and
- (c) otherwise note the contents of the report

Elizabeth Morton
Depute Chief Executive/
Executive Director of Corporate Support
25 October 2006

LIST OF BACKGROUND PAPERS

NIL

Any person wishing further information should contact Martin Rose, Head of Personnel (Telephone 015636092).