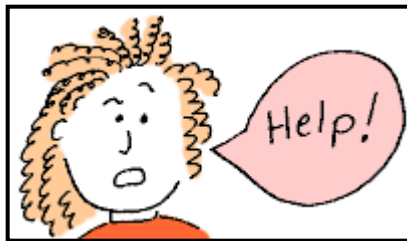
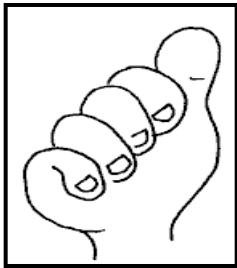


Learning and Employment Theme

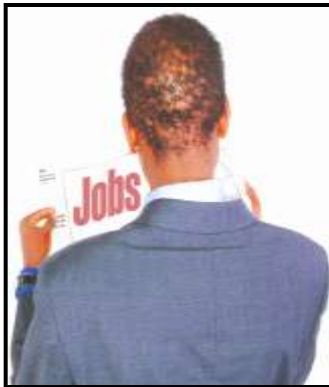
**Report to Learning Disabilities
Partnership Board
February 2008**

What are we going to do today?



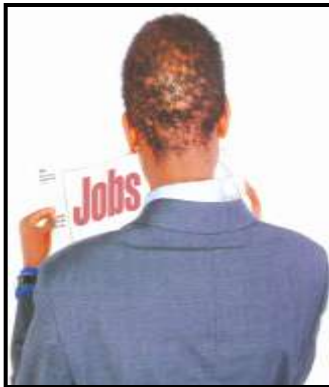
- What Valuing People Now and Citizens first say?
- What have we done so far?
- What do we need you to decide and how can you help?

What does Learning and Employment Cover ?



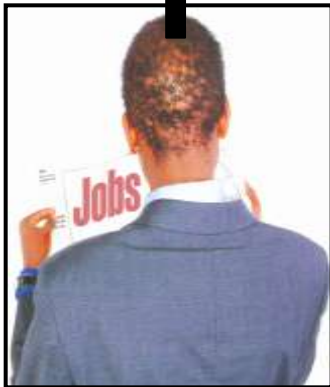
- Adult learning opportunities
- How learning opportunities can help a person's employability
- Employment plan

What Citizens First says



- New theme
- Lot of good work going on
- But it needs to be pulled together
- Lacks a clearly owned plan of what's missing
- 2008 priority
- Early win in 2008 to get a plan together

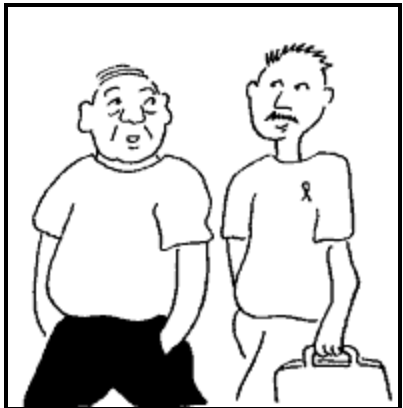
Background



- What do we mean by learning and employment?
- Why have we linked the two together

Valuing People Now - Policy

Improving the Life Chances of Disabled People 2005



- “Future government policy should be designed to ensure that in twenty years time any disabled person who wants a job and needs support to get and keep a job anywhere in the country should, wherever possible, be able to do so.
- Any employer wanting to employ a person should be able to find the right person and the right support.”

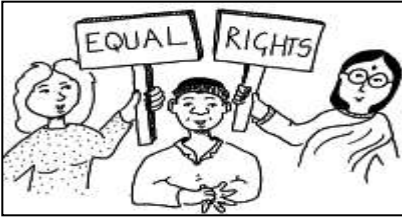
Big Priorities

What People Do During The Day (and evenings and weekends)

The Big Headlines

- Stop thinking about 'day services modernisation' and instead work on people getting better lives in their communities by using person centred planning, with access to work as the main starting point
- A cross government programme to bring together funding and decision making around jobs, education and adult day services: the Getting a Life project
- A five year strategy to improve post 16 education for people with learning disabilities: 'Progression through Partnership'
- The Department for Work and Pensions to work with other government departments and key stakeholders including employers and providers to increase access to real, paid jobs for people with a learning disability
 - The Department for Work and Pensions to reform its employment provision to be more flexible to individual needs and support independent living

What is happening now nationally



- People with learning disabilities want to lead ordinary lives and do things most people take for granted
- Employment levels for people with learning disabilities have increased slightly over the last decade but remain disappointingly low.
- Access to post-16 education continues to be a problem because of priority being given to young people and achieving level two qualifications

What action is happening nationally



- *Progression Through Partnership* strategy June 2007 Concentrates on three areas:
- what further education and training is provided
- the quality of that provision;
- how it is funded.

Post 16 Education



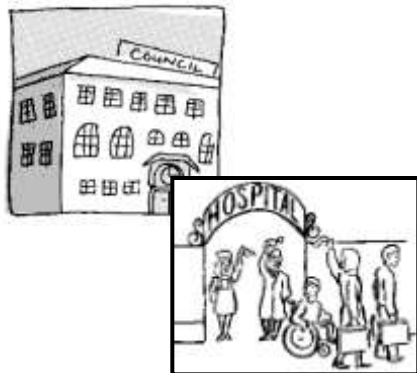
- From autumn 2008, the Foundation Learning Tier - new ways for learners from the age of 14 to progress at a pace suited to their needs and talents. Emphasis on employability skills – it will provide preparation for independent living.

What action is happening nationally



- Department of Work and Pensions plan to increase the number of people with learning disabilities in paid work in - responding to *Improving Work Opportunities for People with a Learning Disability*
- The Department for Work and Pensions is reviewing its employment services for disabled people

What action should be happening locally



- person centred transition processes to support young people into jobs and education rather than traditional day centres;
- strong partnerships between adult social care, employment, education and leisure sectors to make sure what people want from person centred planning happens
- local public sector organisations to give more people with a learning disability jobs

Valuing People Now Vision in three years time

The Vision For Three Years From Now

This will be different.....	We will know this because
<p>More people will be in paid, real jobs</p> <p>Government itself will be employing more people with a learning disability in paid jobs</p> <p>More people will be doing the post 16 education courses that they want and these will help people towards getting real jobs</p>	<p>A new public services agreement indicator will collect this information.</p> <p>Government employment data will demonstrate this</p> <p>Data collected by the Learning and Skills Council will tell us this is happening</p>
<p>The Getting a Life project will have shown how to bring together different funding and decision-making processes around what people do during the day.</p>	<p>The demonstration sites will have extended to many other parts of the country</p>

Citizens First Vision includes



When I went for my job, I had all the support I needed and I had a choice of things I wanted to do. I have support at work both from my employer and a supporter who I pay for through my individual budget

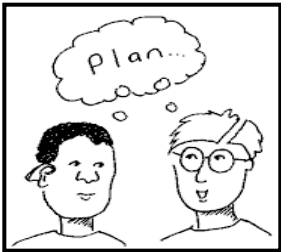
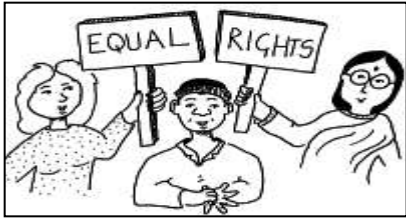


I have as much control of my life as anyone else has over their lives - probably more so now I have my individual budget!



My friend Jim, who is more disabled than me has the same chances in life as me

What Citizens First says we want as outcomes?



- Equal opportunity to learning and employment for people with learning disabilities
- Link learning opportunities to employability where we can
- Link learning opportunities to person centred planning

What Citizens First says we want as outcomes?



- All means all
- Choice of pathways in supported employment
- Social and micro enterprise opportunities
- Work in mainstream

What are the gaps

National issues

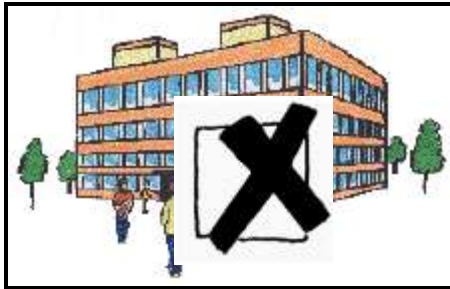
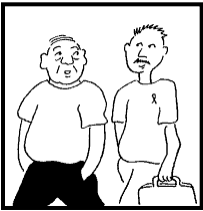


- Those people not close to jobs market but not in receipt of Social services. This gap is likely to worsen due to financial constraints & policy changes
- Role of Jobcentre Plus



**What
happened on
our half day
in December**

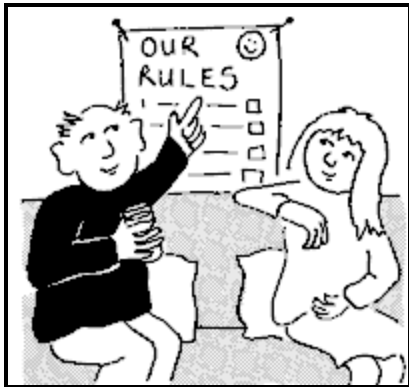
What are the gaps ?



- **National issues**
- **Things we all have to agree in Newcastle**
- **Support in Employment**
- **Exclusion from courses**
- **Range of Opportunities**

What are the gaps

National issues

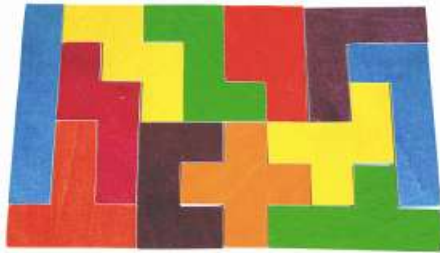
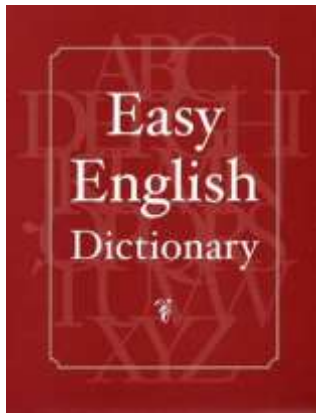


- Over 25's and under level 2 learning – focus on government funding is unclear

Benefit rules

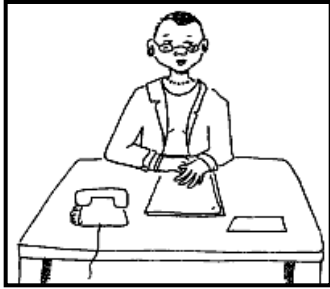
- Fear of losing benefits and not regaining benefits immediately one becomes unemployed

What were the gaps Strategic



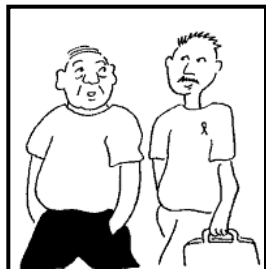
- Common definition of Learning Disability and Learning Difficulties
- Common definitions of employment
- Partnership with employers and education providers - what should be the role of the Council and the Partnership Board

What are the gaps –Strategic



- Getting bosses of big companies on board
- Partnership Board vision in Citizens First has nothing specific about learning!
- LSC need to get a better view of local needs and how this influences funding

What are the gaps: Support in employment



- Joint inductions with employer and employee
- Having a keyworker role between people who are providing support – employers and employees can experience a bewildering number of professionals
- Promoting in job “buddying” as a form of employer/employee support

What are the gaps

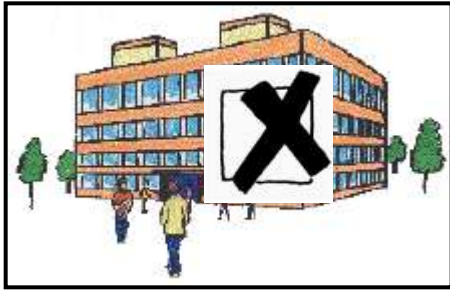
Range of opportunities



- Range of opportunities – knowing who could provide what within and between employers so people can move on like stepping stones
- Social enterprise opportunities for people to move onto from learning providers
- Valuing a wide range of work activities i.e. voluntary work

What are the gaps

Exclusion from courses



- People excluded from mainstream courses – they have learning disability label
- College courses effectively excluding people with severe learning disabilities - created a greater demand for specialist colleges like Dilston
- Importance of soft skills

What are the gaps

Exclusion from courses



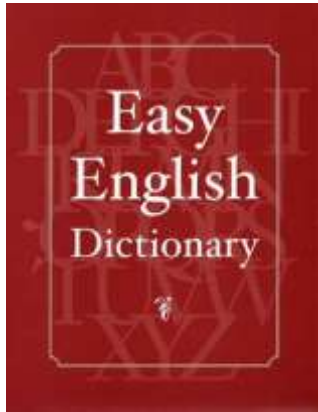
- People who take longer than qualification based learning courses allows for BUT who still make progress
- People not supported to stay in learning programmes – big gap

The things we need to do first



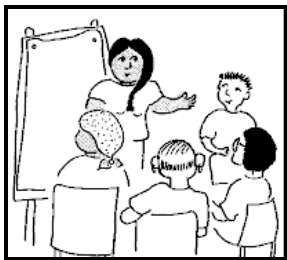
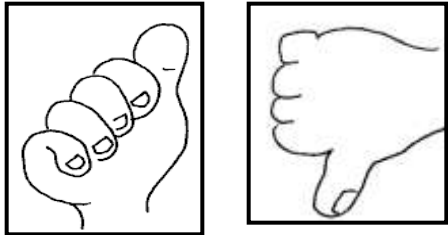
- Research into what has worked/good practice locally, regionally, nationally and case studies
- Engaging employers to understand potential benefits and to tell us their expectations
- Develop partnership strategy with employers
- Employer support
- Getting people much more involved in planning

The things we need to do first



- Develop common local understanding and definitions of
 - Learning disability and learning difficulty
 - Employment
- Outcomes – what are we preparing people for?
- Implications of personalization for learning and employment
- Develop a common view of what young person wants

What do we want the Board to think through



- Is there anything we have missed in our maps and gaps?
- Does the Board agree with our priorities
- Who else needs to be involved
- How do we get learner and job seekers ' points of views ' on this
- How do we take this forward – remember we have no sub group