

A Supported Employment Strategy for Fife

In Partnership

**Fife Council Social Work Services, Environment Enterprise and
Communities, NHS Fife and Fife Voluntary Employment
Agencies and Fife Colleges**

October 2012

Fife's Supported Employment Strategy

Index

Foreword

- 1. Introduction**
- 2. Background**
- 3. Fife's Supported Employment Strategy**
- 4. Definitions and Principles of Supported Employment**
- 5. Strategy Mission Statement**
- 6. Vision**
- 7. Aims and Objectives**
- 8. Strategy Objectives:**

STRATEGY OBJECTIVE 1: Supported Employment Framework: Add value to the Supported Employment Framework and Model

STRATEGY OBJECTIVE 2: Future Funding: Map the current funding position of Supported Employment in Fife and Identify future funding opportunities

STRATEGY OBJECTIVE 3: Partnership: Reference existing Supported Employment provision involving Community Planning Partners and Develop an infrastructure to promote partnership working

STRATEGY OBJECTIVE 4: Quality: Agree on Quality, Excellence and Performance measures and promote these as service standards within Fife's Strategy

STRATEGY OBJECTIVE 5. Practical Recruitment Action: Promote innovative and inclusive recruitment practices that can influence the development of supported employment strategies within the business community.

Appendix 1: Opportunities Fife

Appendix 2: Fife's Supported Employment Strategy Partnership Infrastructure

Appendix 3: Supporting Information

Appendix 4: Policy Overview

Foreword

This is a supported employment strategy for adults with disabilities who live in Fife. Its lead responsibility is with Fife Council Social Work Services and it has been developed in partnership with representatives of Fife Council, NHS Fife, Voluntary sector employment agencies and Fife Colleges and supported by Opportunities Fife Strategic Partnership Group.

Employment is a key priority for us all and more so for people with disabilities and health issues. Supporting and increasing sustainable opportunities for individuals with disabilities increases financial independence and benefits the economic environment overall. However work is not solely related to financial and economic gain. Work promotes good mental and physical health, increases self esteem and confidence, and is a route to meaningful inclusion within society.

People with disabilities including those with more complex support needs are often not encouraged to aspire to or expect work. This strategy further develops employability within the social care and health agendas. Breaking down barriers and creating a culture of acceptance and recognition of the skills of people with disabilities in the workplace is an aspiration of this strategy.

In a climate of increasing economic pressures upon all of our services it is essential that people who are in the most disadvantaged and vulnerable positions as a result of disability or health issues are not marginalised. We hope to use existing and create new partnerships and build a Supported Employment Strategy that meets peoples' needs and supports them in living a fulfilling life and realise their employment aspirations and recognise talent.

1. Background

In December 2006, the Scottish Parliament's Equal Opportunities Committee published "Removing Barriers and Creating Opportunities" report. This led to the setting up of a Strategic Task Group on Supported Employment in partnership with the Convention of Scottish Local Authorities (COSLA) and the Scottish Union of Supported Employment (SUSE). The Task Group worked with a broad range of stakeholders to develop and publish "A Working Life for All Disabled People: The Supported Employment Framework for Scotland" in February 2010. This Framework sets out the Scottish Government's vision of supported employment and how stakeholders should work together to improve work opportunities for disabled people.

<http://www.scotland.gov.uk/Publications/2010/02/23094107/2>

2. Introduction

Fife has an abundance of agencies that provide health, social care, employment, learning and community support to enable people with disabilities and health issues to experience fulfilled, and where possible, independent lives within the community. In addition supported employment services are provided by Fife Council Social Work Service, Voluntary sector and Government funded employment programmes. In Fife we are committed to the Scottish Government's Framework which sets out the key critical success factors in realising supported employment ambitions, in particular the need for strong leadership and partnership working.

The Scottish Government Framework promoted discussions across Fife organisations and individuals to produce this Supported Employment Strategy. Our goal is to increase supported employment opportunities across all organisations including private, public and voluntary sectors.

Fife's Supported Employment Strategy Group was established in April 2011, involving representatives from Community Planning Partners including Fife Council, Opportunities Fife Strategic Group, NHS Fife and the voluntary sector.

A conference held in September 2011 "Whose Job is it Anyway?" was the platform for developing the strategy in Fife. Sixty participants and further consultation and feedback has informed this strategy. The key aims of the event were to:

- harness the expertise and commitment of stakeholders, particularly those with health, social care, employment, learning and community responsibilities
- develop and build a robust and effective Supported Employment Strategy.

The key priorities discussed on the day included:

- Funding for the future
- Community Planning Partners involvement and contribution
- Adding value to the Supported Employment Framework and Model
- Promoting quality and excellence
- Practical recruitment action to promote Supported Employment.

3. Fife's Supported Employment Strategy

"A Working Life for All Disabled People: The Supported Employment Framework for Scotland" provides the blueprint for supported employment development and delivery. One of the strengths of the Supported Employment delivery model is the consistent and staged approach to the individual's employment journey which follows through from beginning to end with personally tailored on and off job support and aftercare.

Fife is keen to adopt the Scottish Government's framework and ensure that this can be enhanced to meet the needs of local people.

Fife's Supported Employment Strategy has an emphasis on five key priority areas. These are:

- 1. The Supported Employment Framework Model**
- 2. Funding**
- 3. Partnerships**
- 4. Quality**
- 5. Inclusive Recruitment Practice**

The Scottish Government Framework Document is clear that Local Authorities are best placed to lead Community Planning Partners and jointly secure commitment to sharing responsibility for supporting people with disabilities and health issues into work, through practice and strategy development.

A Supported Employment Strategy Group involving Community Planning Partners, will ensure that the strategies aims and objectives are achieved and sustained.

4. Definition and Principles of Supported Employment

Fife's Supported Employment Strategy promotes the rights of people with disabilities and health issues to reach their full potential in the world of work. Through a model of personalised and flexible support individuals are enabled to overcome barriers to their employability, resulting in access to meaningful jobs.

Supported Employment supports individuals to:

- Develop career paths and find jobs in line with personal aspirations and abilities
- Sustain work by successfully learning the skills and routines of the jobs they obtain

Work can be therapeutic and the beneficial effects outweigh any challenges or barriers that require to be addressed to achieve work for the majority of people, including many people with disabilities and long-term health conditions.

Work can be presented in many forms including paid employment, work placements, on site training or voluntary work. The benefits of work are not solely related to financial gain. Benefits include:

- Increased confidence, self esteem, self worth and independence
- Value and worth in the community
- Increased physical and mental health well being
- Integration and involvement with the community's economic success
- Reduction in discriminatory work practice
- Freedom from worklessness
- Contribution of talent , skills and enrichment of the workforce population

The effectiveness of the supported employment model is the undertaking to progress the person to unsupported employment i.e. no longer requiring additional support but creating natural, internal organisational support systems to help the person to sustain work independently.

The fundamental principles that guide Fife's Supported Employment Strategy are:

- Supported employment providers are dedicated to upholding the rights of people affected by disability and health issues within the world of work
- Supported employment service provision is flexible, local and tailored to meet individuals evolving needs and aspirations
- Individuals can expect to be listened to and treated with respect with a person first approach
- Information related to the Supported Employment Strategy and Supported Employment provision will be presented in simple, jargon free language, and be available in accessible formats when required
- Supported employment service development and future delivery plans will embrace the views and experiences of service users by applying co-production techniques

5. Strategy Mission Statement

“All people with disabilities or health issues who have the capacity, desire or who can be encouraged to work will be provided with the right level of support to facilitate the achievement of gainful employment whether this is in paid or unpaid options.”

We acknowledge that Supported Employment is a preventive measure that has the potential to:

- reduce prolonged social and health care interventions
- provide an action plan for an independent future
- increase positive outcomes for service users.

We believe that encouraging employment aspirations and supporting people to achieve their employment dreams can be the key to an independent life and real integration in the community and long term financial savings.

Fife’s Supported Employment Strategy is linked to:

Opportunities Fife vision of “enabling the people of Fife to reach their full potential and contribute to a thriving Fife Economy.”

6. Vision

- All people with disabilities and health issues, with the capacity to do so, will have the opportunity to find meaningful employment opportunities that benefit the individual and the work environment
- Supported employment services will be financially sustainable and evolving.
- Strong, productive partnerships will exist between supported employment services, local communities and commercial businesses to share good practice, learning, expertise, standards and expectations of performance excellence.
- Supported employment services will share and recognise key performance indicators of service delivery within agreed quality standards set by the Supported Employment Strategy. This will be developed and agreed.

7. Aims and Objectives

Fife's Supported Employment Strategy aims to promote and develop the practice of Supported Employment in Fife through high quality support for individuals, and employers of people with disabilities and health issues.

With regards to the exceptional efforts of our stakeholders, their expertise, experiences and knowledge, this strategy outlines the following aims and objectives:

- **Commitment to supporting and implementing Fife's Supported Employment Strategy from the Community Planning partnerships**
- **Promoting this strategy to all relevant stakeholders including employers, future service users, carers, service providers, health and social care professionals, community and educational services.**
- **Develop robust and effective relationships with key relevant stakeholders**

To succeed in driving forward the aims of the strategy an action plan will be developed by the Strategy Group with timescales reflecting that we must:

Sustain the Supported Employment Strategy Group to ensure that the agendas outlined in the Supported Employment Strategy Document are agreed, implemented, monitored, reviewed, evaluated, developed and achieved.

The key priorities identified from our stakeholders lead to the following objectives and are dealt with in the strategy document under the relevant headings:

1. Add value to the Supported Employment Framework and Model

Adopt the national Supported Employment Framework and Model as practice
Add value to suit Fife's needs and implement for Fife's Strategy

2. Funding for the future

Map current funding position of Supported Employment in Fife
Identify future funding opportunities

3. Community Planning Partners involvement and contribution

Reference existing Supported Employment provision involving Community Planning Partners
Develop an infrastructure to promote partnership working

4. Promoting quality and excellence

Agree on Quality, Excellence and Performance measures and promote these as service standards within Fife's Strategy

5. Practical recruitment action to promote Supported Employment

Promote innovative and inclusive recruitment practices that can influence the development of supported employment strategies within the business community.

8: STRATEGY OBJECTIVES

STRATEGY OBJECTIVE 1: Supported Employment Framework: Add value to the Supported Employment Framework and Model

Fife is committed to supporting people with disabilities and health issues into employment using the Supported Employment Pathway model outlined in the Scottish Government's Framework document.

Fife's Supported Employment Strategy accepts that people who experience more complex barriers and who would have difficulty moving to paid work of 16 hours or more, can be supported into work with an emphasis on "intermediate" and therapeutic options, including voluntary work where appropriate. This should be led by social and health care beneficiary agencies and the voluntary sector.

Supported Employment Pathway

Engagement by SE Service	Vocational Profiling	Job Finding	Employer Engagement	On/Off the Job Support and Aftercare
Helping disabled people most distanced from the labour market to make informed choices on their own future	Identifying skills, preferences offering work, experiences that helps individual make their own choices	Identifying the preferred job through employer engagement, also providing support to the employer	Finding out about the workplace environment, co-workers and the 'supports' a person might need	Providing help, information and backup to the employee and their employer, developing independence through natural supports in the workplace and addressing career progression

Framework Strategy Position will be achieved by:

- Promoting Fife's Supported Employment Strategy document and Supported Employment Pathway (see above table) on the Opportunities Fife Website, amongst the Community Planning Partners and any future strategy or operational network groups involved in supported employment.
- Securing the agreement and commitment of all stakeholders to adhere to and contribute to Fife's Supported Employment Strategy.
- Developing a reference library of organisations currently providing Supported Employment Services as end to end or specialist providers. This will show pathway and partnership opportunities that can be used to deliver a seamless progression path for service users.

- Undertake a review of early intervention and transition initiatives that support people on the path to employment, particularly for groups identified as having specific issues such as young people leaving school, care or further education and those with autistic spectrum disorders, with recommendations to develop, increase or sustain initiatives if appropriate.
- Explore opportunities for intervention initiatives for people who experience ill health or disability issues whilst at work, and who are in danger of losing their jobs.

STRATEGY OBJECTIVE 2: Future Funding

Map the current funding position of Supported Employment in Fife and Identify future funding opportunities

The funding position of Supported Employment in Fife as of June 2012 shows that there are two main funding streams identified that fund the delivery of supported employment.

1. The Department of Work and Pensions, through the Work Choice contract. The Work Choice contract is managed in Fife by Shaw Trust, who sub contract the provision to a number of voluntary sector providers. They support people into work of more than 16 hours.

2. Fife Council Social Work service through the provision of Fife Employability Team. FET provides end to end supported employment provision to progress people into a range of employment options including unpaid and paid employment.

Combined, these two funding streams provide a comprehensive range of supported employment services in Fife. In addition, there are pockets of funding provided to a range of employability projects within education, social work, health and voluntary sector organisations through European Social Funds, Fairer Scotland Funds, Development and Big Lottery funds. These projects predominantly concentrate either on the early stages of the supported employment model linked to service user engagement and training, or by providing financially subsidised placements with employers. Linked to the main funding provisions of Work Choice and FET, these projects provide transitional skills development and support that enhances the overall experience and success of service users within the world of work. The aim of the strategy will be to sustain funding in Supported Employment in Fife.

Future Funding Strategy Position will be achieved by:

- Adopting the Supported Employment Strategy as a governing document accepted by the Community Planning Partners for all existing and all future fund allocations in the SE arena
- Raising awareness of the business case for Supported Employment amongst the Community Planning partners to ensure that supported employment is viewed as a priority preventive spend within service provision
- Seeking an annual overview of spend and outcomes on Supported Employment from the Community Planning Partners. This will include indication of funding secured from internal and external sources, an outline of the provision provided and the resources

involved. This will be subject to review by the Supported Employment Strategy group to ensure that Fife's Supported Employment Strategy aims and objectives are met

- Encouraging public bodies to position supported employment as an integral part of service development and delivery in the fields of Social and Health Care, and Education.
- Positioning Supported Employment within public bodies through the redesign of existing support arrangements and financial recycling in favour of those that have employment as an outcome where possible. Influencing Fife Council Employability Framework.
- Exploring involvement of Community Planning Partners within Social Firms development as a means to provide employment for people with disabilities and health issues
- Undertake a review of Self Directed Support in the context of Supported Employment by establishing links with agencies involved in directing the SDS strategy in Fife. It is recognised that the SDS strategy linked to employability must be introduced at the initial stages of assessment, by workers familiar with the employability agenda, and with service users who are fully informed of their employment choices

What can the Government Do?

The Department of Work and Pensions could be encouraged to arbitrate on behalf of local specialist supported employment providers to ensure that Work Choice/Work Programme contractors meet their obligations under tender to off broker third tier specialist providers contacts with the voluntary sectors.

STRATEGY OBJECTIVE 3: Partnership

Reference existing Supported Employment provision involving Community Planning Partners and Develop an infrastructure to promote partnership working

The partnership position in Fife related to Supported Employment as of July 2012 shows that Supported Employment providers link with each other and with beneficiary agencies through well established informal networks and working relationships. Those involved in this activity include:

Fife Council Social Work, Fife Employability Team
FEAT
Capability Scotland
Momentum
Disability Employment Advisors (Jobcentreplus)
NHS Learning Disability Service
Fife Mental Health Service
NHS Occupational Therapy Service (Cameron)

Those participating in informal partnership working are well placed to capitalise on the existing associations to advance partnership development within supported employment. It is essential to ensure that these partnerships offer full inclusion for all those involved in

supported employment including service users and employers. In addition to these affiliations there are other strategies and drivers operating with key employability overlaps. These include:

Health Works, a new driver to link NHS services and local employability services:

<http://www.scotland.gov.uk/Topics/Health/workingage-1/Health-Works>

Opportunities Fife Strategy which brings together More Choices, More Chances (MCMC) and Workforce plus into an all age employability framework:

<http://www.opportunitiesfife.org/>

Scottish Union of Supported Employment, an umbrella organisation for public, private and voluntary bodies interested in supported employment with a central role in the development and delivery of the Supported Employment policy and strategy in Scotland:

<http://www.susescotland.co.uk>

Partnership Strategy Position will be achieved by:

- Identifying a key strategic leader to drive the Community Planning Partners to achieve the Supported Employment Strategy through partnership involvement, and as an active contributor to the Opportunities Fife Strategic Group.
- Including Fife's Supported Employment Strategy under the umbrella of Opportunities Fife.
- Including Supported Employment as a priority activity of the Opportunities Fife themes.
- Encouraging participation of the Supported Employment Strategy Group and Supported Employment providers within the Opportunities Fife Network.
- Ensuring that all stakeholders including service users, service providers, beneficiary agencies, employers are able to contribute actively to the partnership.
- Developing the existing supported employment informal partnerships towards a Supported Employment Network in Fife.
- Establishing a robust link between the Supported Employment Strategy Group and the proposed Supported Employment Network. Together these groups would be well placed to deliver, influence, monitor and review Fife's Supported Employment Strategy.
- Recommending that all relevant supported employment organisations in Fife, subscribe to Membership to Scottish Union of Supported Employment.
- Co-ordinating all partners to work collaboratively to support the development of marketing and awareness opportunities within Fife to promote Supported Employment within the local business community and to beneficiary agencies, service users, service providers and carers.
- Ensuring that the employability agenda is promoted to agencies that support people with disabilities and health issues e.g. GP's, health professionals and social care providers, to raise the expectation of employment for everyone and to give priority to joined up provision.

See Appendix 3: Fife's Supported Employment Strategy Partnership Infrastructure

STRATEGY OBJECTIVE 4: Quality

Agree on Quality, Excellence and Performance measures and promote these as service standards within Fife's Strategy

There is an absence of agreed "Industry" standards for Supported Employment or recognised qualifications for staff responsible for delivering the service. Despite this gap, there is a commonly understood pathway approach to delivery and personal specification expectations for front line support staff. Supported employment is bound by shared experiences and expectations. These experiences and expectations provide the foundations to build a quality management framework.

It is essential to ensure that the right service is delivered by the right providers with the right experience and resources, and that these can be evidenced for success.

Fife's Supported Employment Strategy Quality objective aims to match the Scottish Government's aspirations to have in place an integrated quality management system and a standard competency framework which will drive up standards and ensure the most effective use of resources for the maximum benefit to disabled people.

The Strategy Quality objective is to identify a quality management system to drive forward performance excellence and highlight key performance indicators linked to service process and delivery; staffing and resources; management and leadership; review, evaluation and improvement.

Quality Strategy Position will be achieved by:

- A well trained and competent workforce in Supported Employment services.
- Adherence to an approved and agreed pathway of service delivery including use of acceptable methods of documentation associated with the pathway process such as vocational profiles, questionnaires, caseload notes, job analysis, and management information systems.
- Using systems that have the capacity to measure outcomes related to quantitative expectations: number of referrals, jobs achieved, work sustained.
- Using systems that have the capacity to measure impacts related to qualitative expectations: customer satisfaction, soft indicators such as improved confidence, health improvements.
- Reviewing Fife's Strategy For Supported Employment and evaluating achievements.
- Sustaining links with SUSE, who are working in partnership with the Scottish Qualifications Authority to develop industry standards, and exploring a self evaluation tool for service providers that can be applied to Fife's Supported Employment Strategy.
- Ensuring that an adherence to the Quality Standards developed will be used to define how future funding allocation is awarded.

- Highlighting the Quality Agenda of Fife's Supported Employment Strategy to all partners and secure commitment and implementation of this from partners.

STRATEGY OBJECTIVE 5. Practical Recruitment Action

Promote innovative and inclusive recruitment practices that can influence the development of supported employment strategies within the business community.

The aim of the Practical Recruitment Action objective is to ensure that Fife's Community Planning Partners are seen as exemplars of inclusive and innovative recruitment practices that increases employment opportunities for people with disabilities and health issues in the workplace. CPP's should be able to share policies that promote inclusive recruitment practice to inspire positive cultural change in their organisations. This will add weight to and influence the development of supported employment strategies within the wider business community.

Practical Recruitment Action Position will be achieved by:

- Developing and distributing guidelines on Inclusive Recruitment Practice within the business community
- Encouraging supported employment initiatives with employers e.g mentor and champion schemes, commitment to offer work placements, using recruitment gaps to provide training opportunities
- Sustaining and continuing to support Fife Business Diversity Awards as this offers positive publicity opportunities for supported employment by highlighting employers who are applying innovative and inclusive recruitment practice to support disabled people within the workplace
- Encouraging supported employment providers to offer free disability awareness training that can be accessed by employers
- Influencing local authority and public body procurement services to rate "the employment of disabled people" as a tender marker, and that all potential contractors should have the "positive about employing disabled people" two ticks accreditation
- Providing employers with policy statements that are good examples of implementing good employment practice
- Cementing partnerships by providing publicity, sharing good news, and developing a network of employers who are actively engaging in supported employment

Opportunities Fife

1. The Opportunities Fife Strategic Group (OFSG) is made up of senior managers from Jobcentre Plus, Skills Development Scotland, Fife Council, Scotland’s Colleges Fife, CVS Fife, NHS Fife and representation from the employer led Fife Economy Partnership. The group is responsible for developing and driving policy direction for ‘employability and skills’ and will provide strengthened leadership for delivery of the strategy.

This is a key priority for Fife Partnership and for Scottish and UK Governments as it is recognised that meaningful and effective employability measures are essential for our economic recovery and will help tackle related issues of poverty, health, crime and income inequality.

The group reports to Fife Partnership through the Education and Skills Executive Group and Fife Economy Partnership.

The Opportunities Fife vision is ***‘to enable the people of Fife to reach their full employment potential and contribute to a thriving Fife economy’***.

This strategy brings together More Choices More Chances (MCMC) and Workforce Plus into an all age employability framework to achieve this vision for Fife.

Opportunities Fife will work closely with Fife Economy Partnership, Fife’s Education and Skills Executive Group and other strategic partnerships to successfully connect people to learning, skills and job opportunities. In realising this vision Opportunities Fife will deliver on the Fife Community Plan’s employability and skills priorities that are agreed through the Single Outcome Agreement and will contribute to Fife’s future prosperity.

2. Policy Context

For the employability sector there is a wide ranging national and local policy context covering education and skills, employment, poverty, health and inequality.

National policy:

<p>Welfare Reform – The introduction of Flexible New Deal and the roll out of Employment Support Allowance are seen as key elements in reducing welfare dependency, increasing economic competitiveness and in reconnecting the long term unemployed with the labour market.</p>
<p>Skills for Scotland - A Lifelong Skills Strategy, sets out the Scottish Government’s objectives for developing a cohesive lifelong learning system centred on the individual but responsive to employer needs.</p>
<p>Curriculum for Excellence - Aims to achieve a transformation in education in Scotland by providing a coherent, more flexible and enriched curriculum from age 3 to 18. Significant statements about Skills for Work, Life and Learning are made in the recently issued Building the Curriculum 4.</p>
<p>Achieving our Potential - A Framework to Tackle Poverty and Income Inequality in Scotland including an intent to address Scottish Government targets relating to eradicating child poverty by 2020. The Framework explicitly recognises that a contribution is required from the private sector supported by the fact that one third of the poorest 30% of households in Scotland have at least one adult in paid employment.</p>
<p>Equally Well- A Scottish Government Ministerial Task Force report on reducing health inequalities published in 2008, explicitly makes the links to employability by stating that healthy life expectancy needs to be increased across the board to</p>

achieve sustainable economic growth.

Health Works – A Scottish Government review of the Healthy Working Lives Strategy which highlights new drivers to bring employability and health closer together linking NHS services and local employability services.

Local Policy:

Fife Community Plan and Single Outcome Agreement (SOA) – Sets out Fife Partnership’s approach to delivering a shared vision for improving the quality of life in Fife and sets targets for skills and employment also reflected by Fife Council’s Big 8 ambitions.

Fife Economic Strategy 2009-2020 – Outlines a new direction for the Fife economy including extending employment and skills opportunities.

The Fairer Fife Framework - Outlines Fife’s approach to addressing inequalities, poverty and deprivation and identifies five key indicators of change including reducing income–poverty by getting more people into sustainable employment and by promoting financial inclusion.

Joint Health Improvement Plan (JHIP) - Provides a partnership framework for improving health and well being.

Fife Adult Literacies Action Plan – Provides literacies support for over 4,000 adult learners in Fife per year including workplace literacies in partnership with employers.

3. Strategic Objectives

Using 2009 as a baseline, Opportunities Fife will strive to achieve the following strategic outcomes over the period 2010 to 2012:

Strategic Outcomes 2010-2012	
1	Reducing unemployment: Increase the percentage of Fife’s working age population in employment to 80% - an increase of 5,000 becoming economically active by 2012 and a further 10,500 by 2020
2	Narrow the inequality gap Narrow the claimant rate between the 20% most deprived areas and the 20% least deprived by 4% - 1,750 people into work or training from 20% most deprived areas reducing unemployment for people with disabilities.
3	More Choices More Chances Reduce the number of young people (aged 16 to 19) not in education, employment or training from 1,830 to 1,400 Increase the number of young people (age 16-24) employed by public sector organisations in Fife (targets to be agreed with Fife Council and NHS Fife)

4	Barriers to work Increase investment in tackling barriers to employment through attracting £5m investment in targeted support measures (eg ESF, Fairer Scotland Fund, Deprived Area Fund, Wider Role)
5	Employer engagement Work with public and private sector employers to create pathways to sustainable employment opportunities for key target groups -150 employers engage with Opportunities Fife employment support and 1,500 job outcomes achieved
6	Skills development Increase the participation in in-work learning to 30% and decrease the number of working age population with no qualifications by 10% (2,000 people)
7	Culture of enterprise Support Fife Culture of Enterprise Framework and promote entrepreneurship through delivery of 300 awareness raising sessions in school, college and community settings
8	Health Works Work with employers and NHS Fife to deliver the local recommendations set out in Health Works including the 'Fit for Work Service' proposal – targets to be agreed

An Action Plan will be prepared to focus on delivery of Opportunities Fife Strategy 2010-12 and this will be taken forward through three programme delivery groups with supported from Opportunities Fife Task Team:

- More Choices More Chances
- Client engagement and progression
- Employer engagement

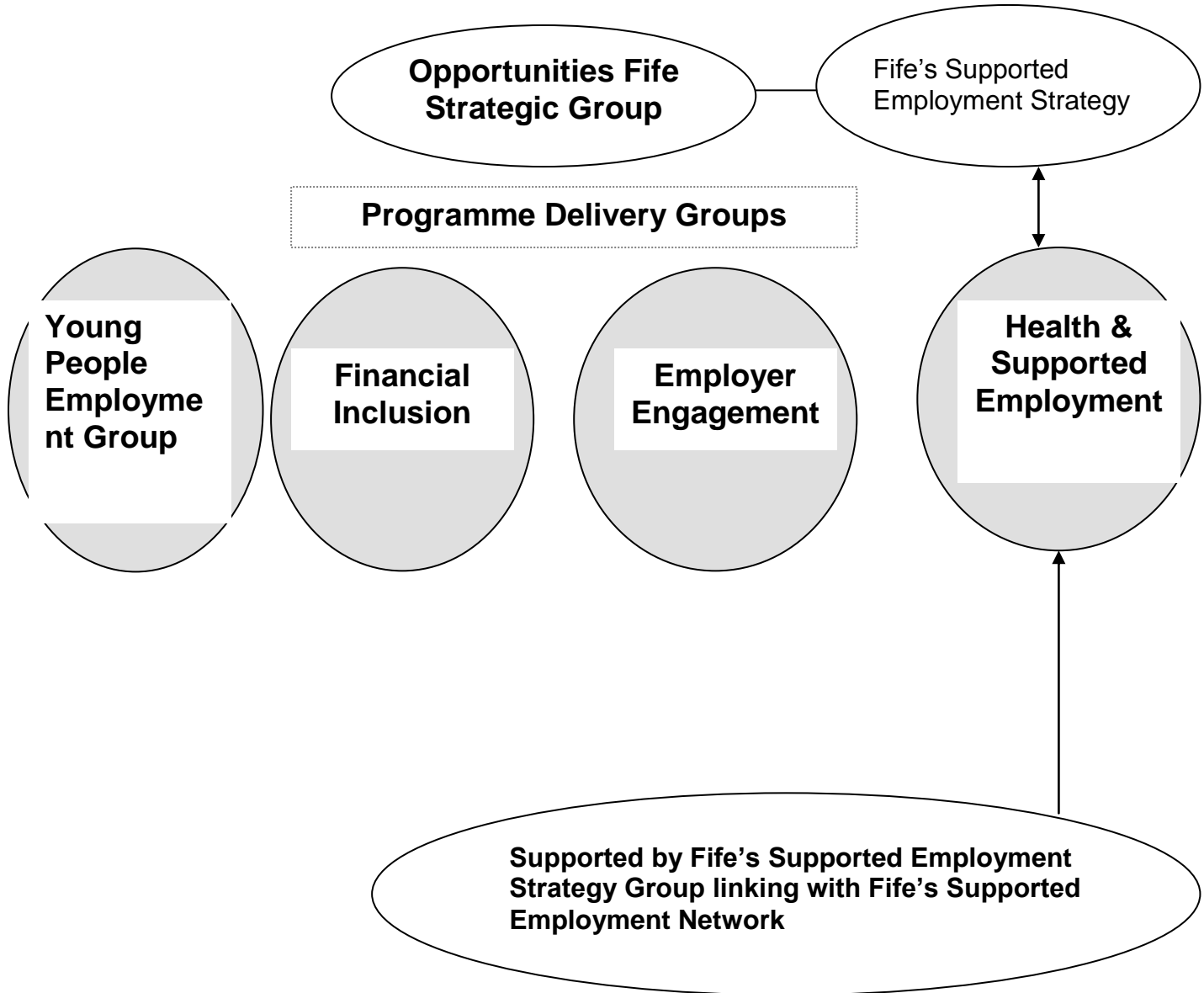
The Opportunities Fife Strategic Group (OFSG) includes senior managers representing the following organisations:

- Jobcentre Plus
- Skills Development Scotland
- NHS Fife
- Scotland's Colleges Fife
- CVS Fife
- Fife Council
- Employer 'champion' from Fife Economy Partnership

Fife's Supported Employment Strategy Infrastructure

**Opportunities Fife Structure Diagram
Revised July 2012**

REPORTING TO FIFE PARTNERSHIP



Supporting Information was gathered from key stakeholders through their involvement within the strategy event held in September 2011 and through consultation.

Issues raised regarding the Framework document:

- The Framework advocates that Supported Employment delivery achieves the outcome of paid work of 16 hours or more for the individuals it supports. This fits with the outcome expectations of Work Choice. Therefore all people with disabilities and health issues should be able to access support through Work Choice. However experience shows that many people with disabilities and health issues would not find the support they need to enter the world of work, from the Work Choice providers under the government contract.
- People with more complex barriers may have difficulty working for 16 hours or more due to health, care and capacity impacts.
- There is little recognition of the therapeutic and social value of employment, and intermediary opportunities such as voluntary work.
- The 16 hours or more work goal is concurrent with the Government agenda to progress people from “out of work” benefits. Government outcome funding supports this goal. There is a danger therefore that funding to support people into the initial steps towards their employment goals e.g. those furthest from the labour market, with more complex barriers to work, who may not have the capacity to work for 16 hours or more, who don't meet the criteria for Government funded programmes, is not made available and the services that currently provide support for these individuals will be lost.
- There is no mention of the use of early intervention and transition strategies as part of the overall Supported Employment model despite these being recognised as a key detriment to future workless issues arising. These strategies are a cost effective and preventive spend that can be used to support those who are not yet of working age or those who are experiencing significant issues in sustaining work
- There is little mention of supporting people who are experiencing disability and health issues whilst at work and who are in danger of losing their jobs.
- The Framework document coupled with the Equality Act does not secure employers' commitment to the Supported Employment Strategy, or their role within the model of delivery, nor that of beneficiary agencies such as social and health care.
- There is no requirement to adopt the SE framework, or for those who do, currently no shared acceptance of quality expectations

Issues raised regarding funding:

- Government funded programmes such as Work Choice and the Work Programme in isolation are unlikely to provide full access to supported employment provision for

many people with disabilities and health issues, particularly those with more complex employment barriers who are unable to progress to work of 16 hours or more.

- The funding streams are not used to support a cohesive supported employment provision
- There are no formal partnerships that evidence shared visions, practice or goals therefore the supported employment provision is somewhat of a post code or criteria led lottery
- Mainstream budgets are already stretched, and sectors across public bodies are looking for opportunities to make savings
- NHS, as a beneficiary i.e an organisation that benefits from the employability agenda, have little financial or resource input at present within the supported employment arena
- Work Programme and Work Choice providers are currently not engaging financially with specialist supported employment disability provision
- Smaller Voluntary providers are finding it increasingly difficult to source Local and National funding from the Local Authority, Department of Work and Pensions and other funds.

Appendix 4:

Policy Overview

In recent years Scotland has produced a number of strategies which relate to work, health and well-being, the key documents are outlined below:

In 2003 the Scottish Executive launched [Improving Health in Scotland: the Challenge](#) which identified the workplace as an area for focused action to promote public health, improve health and tackle inequalities. A year later they launched the Healthy Working Lives plan detailing how the executive planned to put the workplace strand of their health improvement agenda into action.

[The Centre for Healthy Working Lives](#) was established in 2005 to act as the catalyst and facilitator for the delivery of Healthy Working Lives and a review in 2009 has resulted in the development of the Health Works strategy.

[Health Works](#) identifies the need for effective linkages between health and employability services locally to help support people with health barriers to remain in or return to work.

A [response](#) to Dame Carol's [Working for a Healthier Tomorrow Report](#) by the Scottish Government addresses the key issues for Scotland.

The Scottish Government's approach through [Achieving our Potential](#), Scotland's Anti Poverty Strategy, and the [Equally Well](#) Framework, it is recognised that to reduce inequalities in health and wellbeing, it is necessary to develop interventions which target the underlying causes, of which poverty and deprivation are central.

Scotland's mental health improvement action plan 'Towards a Mentally Flourishing Scotland' was launched in May 2009. One of its six strategic priorities is to focus on mentally healthy employment and working life.

Following Dame Carol Black's ([Working for a Healthier Tomorrow](#)) report, the [Fit Note](#) was introduced to replace the old Sick Line. The changes introduced an option on the medical form where the GP can recommend that a person can remain in the workplace, but would require some changes to their work while they recover from their condition. This recognises the evidence that, for many people, remaining in work helps to promote faster recovery.

Supported Employment Overview

It is recognised that disabled people and those with long-term health conditions, learning disabilities or mental health issues can face particular and complex barriers to sustained employment, such as stigma and discrimination or lack of confidence and skills for those defined within the Equality Act 2010. .

Additional reading

The Same As You <http://www.scotland.gov.uk/Topics/Health/care/adult-care-and-support/learning-disability/Resources/sameasyou>

The Working for a Change Report

<http://www.scotland.gov.uk/Publications/2003/12/18575/29596>

The Right to Control http://www.odi.gov.uk/working/right-to-control.php?utm_source=Google&utm_medium=PPC&utm_campaign=Right+to+Control&utm_term=the+right+to+control&gclid=CI-NvKangJ0CFZQA4wod9VRz1A

Self Directed Support <http://www.scotland.gov.uk/Publications/2008/05/30134008/020>

Working For A Healthier Tomorrow

Improving Life Chances of Disabled People

<http://www.cabinetoffice.gov.uk/media/cabinetoffice/strategy/assets/disability.pdf>