

Proposed Project:

What is the name of the proposed project?

Employers Aware



Please give a brief description of the proposed project:

To develop a user led employer engagement service.

To train and support [and employ*] people with learning disabilities to work with local employers to encourage and support them to employ people with learning disabilities.

* Possibly on a self employed basis

What are the name and contact details of Organisation that would deliver the project?

Supported Employment Team with Grace Eyre Foundation in partnership

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Does your organisation currently receive funding from Brighton & Hove city council? YES

If yes, please briefly describe what funding you receive already:

Supported Employment is funded by the city council.
Grace Eyre Foundation receives funding from the council for key elements of its work.

Priorities:

Which of the four priorities would your project meet? How will the project meet these priorities?

The project aims to meet all of the priorities with particular emphasis on

- **Delivering improved value for money through innovation and new ways of working**
 - **Improved equality through access to mainstream services**
 - **Maximising independence through supporting move on and reducing need for support**
- 1. Delivering improved value for money through innovation and new ways of working**
- Employer engagement work is generally undertaken by 'professional' staff. People with learning disabilities will be supported to use their own experience to encourage employers to recruit people with learning disabilities and to review recruitment practice
 - The work of the project is designed to provide some employment* for the people with learning disabilities engaged in the work but the outcomes are designed to be:
 - increased number of jobs created with local employers as a result of the work
 - expert employer engagement pack produced for local and regional

- use in the future
 - innovation project in conjunction with BASE – British Association of Supported employment – in adapting Working with employers Course for people with learning disabilities
 - increased awareness of the importance of and opportunities for work for people with learning disabilities for service users, carers and staff
- Existing resources for employer engagement within SET and Grace Eyre will be used to match fund this work. The LDDF funding will deliver the enhanced level of user involvement, training and legacy and will add a different dimension to the quality of employer engagement already on offer
- 2. Improved equality through access to mainstream services**
 - The project will carry out a survey of employers in the initial phase and at the end to both inform the project development and to measure distance travelled
 - The project creates paid opportunities in a work area usually provided by professionals
 - The employer engagement work is designed to create employment opportunities with regular employers [public, private and third sector/ small and large
- 3. Maximising independence through supporting move on and reducing need for support**
 - The employment opportunities created could be available for people who use social services and could be move on opportunities subject to the support and engagement of existing services
 - The opportunities could also be available for people not eligible for services but who do need adjustments to get work. It would be linked to support referrals to Jobcentre Plus and the Work Programme
- 4. Prevention of the need for support/increased need for support**
 - To make the most of the opportunities created it is hoped that both the people *employed as employment engagement workers and the resulting people benefiting from opportunities created are service users. It is likely that support will be required initially but the aim will be to reduce that support as people grow natural supports in the work place.

Criteria

Please explain how your project would meet all of the following criteria.

29th June – Figures amended to reflect comments that arose during short-listing

1. What are the benefits and outcomes?

(What would your project achieve for people with learning disabilities and how will you show evidence of the benefits?)

Direct outcomes from project during the project

Number of people with LD employed/self employed or involved with employer engagement work = 5

Number of employers engaged with [by sector] = 6

Number of employers during the project period adapting their

a) recruitment practice = 3

b) job roles = 3

Number of additional opportunities created during project period = 4

Number of additional opportunities created as a result of project within following 6 months = 6

Number of additional people in work within a year of project commencement date = 10

Legacy Outcomes

Accessible 'Working With Employers' training available for people with learning disabilities across the country in partnership with BASE and roll out of pilot status

Accessible user led Employer engagement pack available for ongoing local and regional use for people with learning disabilities

Skilled local people with learning disabilities available to carry Employer Engagement work forward

2. What is the added value of the project?

(The something extra this project would do that is not being done already)

The project uses the voice and experience of people with learning disabilities in a field, employer engagement, that is not done locally. [Speak out provides training for service providers. This project is only focusing on employer engagement].

BASE have noticed that they are unaware of any other user led employer engagement work in the country and both the training and the pack could be used to roll out the model.

3. How would you make sure the project can be set up and money spent by March?

- Experienced workers with Learning Disabilities already known to SET and Grace Eyre and would be approached to be involved in the project
- Employer engagement training will be set up in the autumn
- Significant number of employers already known to SET/Grace Eyre to kick start and test the new model

NB - we require focused work to be done by other Learning disability services so that people known to services [including education] and their carers are getting the right support to be ready to move into work

4. What is the on-going benefit?

(The benefits, effects or learning that continues after March 2011)

Benefits ongoing

- the learning from the project for SET and other employment providers about this model
- ongoing working relationship with employers engaged through this model
- more accessible recruitment practices continuing and developing with engaged employers
- potential to continue with/roll out the model both locally and nationally
- User led employer engagement pack created

Funding:

How much LDDF money does your proposal need in 2011-2012?
(Maximum £20,000 per project)

Identified costs to date – c £15000 – Match funded with support costs from Grace Eyre and SET

What would the funding be spent on?

Recruitment costs for people with learning disabilities involved in the project £300

Training for people with involved in the project - £4500

Creation of pack to use with employers - £4000

Initial and final employer survey costs £ 500

Wages/ Invoiced costs/ expenses of people with LD involved in the project

Salaries - £4000

Expenses - £1000

SET/Grace Eyre provide support staff costs as match funding

Is there anything else you want us to know?

We are very keen to develop this project in conjunction with other services and facilities in the city e.g. LA day services and Adult learning providers e.g. World of Work Course.

Also we would like to see this as a kick start for other kinds of employment focused work including

- developing a DVD to use with employers in the future
- enhancing the PA market and creating employment opportunities for people with learning disabilities
- using the travel buddy model to develop a work buddy scheme for people with learning disabilities
- developing a performance based package re skills for coping in the work place