

**NORTH YORKSHIRE COUNTY COUNCIL**

**CARE AND INDEPEDENCE OVERVIEW AND SCRUTINY COMMITTEE**

**3-SEPTEMBER 2009**

**VALUING EMPLOYMENT NOW**

**Purpose of Report**

1. To introduce the presentation from the Adult and Community Directorate on the new strategy 'valuing employment now' and invite the Committee to decide how it will approach this as an in depth review over the coming year.

**Background**

2. A new employment strategy for people with learning disabilities - Valuing Employment Now has been launched. Promised in Valuing People, the strategy outlines the government plans for learning disabilities services in 2011. The delivery plan is attached as Appendix 1.
3. The aim is to close the gap between the employment rate of people with learning disabilities and that of the disabled population as a whole. In today's terms this would mean 48% of people with moderate and severe learning disabilities in real jobs - or in England, around 45,000 more people with moderate and severe learning disabilities in employment.
4. Most organisations connected with supporting people with a learning disability have welcomed the new strategy. It is seen as a sign of the government thinking more about the position of people with learning disabilities in communities and the importance of work to them.
5. The Committee has agreed that this will be an in-depth review for the coming year.

**Recommendations**

6. The Committee determine an approach to an in-depth review of the implications of Valuing Employment Now in the light of the presentation by the Corporate Director Adult and Community Services.

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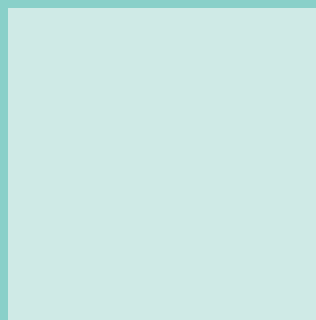
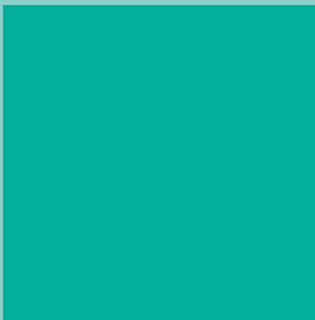
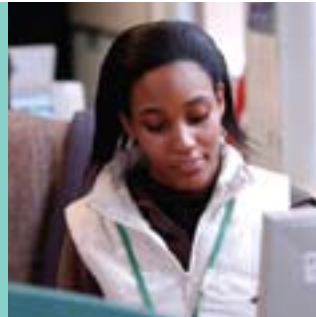
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24 August 2009 Background Documents: Nil

# Valuing Employment Now:

## The Delivery Plan

'Making it happen for everyone'



**DH INFORMATION READER BOX**

<b>Policy</b> HR/Workforce Management Planning Clinical	Estates Commissioning IM & T Finance Social Care/Partnership Working
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<b>Description</b>	Valuing Employment Now sets out the cross-government strategy and action plan needed to increase the number of people with learning disabilities in employment. It sets an ambitious goal to radically increase the number of people with learning disabilities in employment by 2005
<b>Cross reference</b>	Valuing People (2001); Valuing People Now: From Progress to Transformation (2007); Valuing People Now: A new three-year strategy for people with learning disabilities (2009); Valuing Employment Now: The Delivery Plan (2009)
<b>Superseded documents</b>	
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<b>For recipient use</b>	

# Contents

<b>1. Introduction</b>	<b>1</b>
<b>2. Key priorities for action, 2009–11</b>	<b>5</b>
<b>3. The governance structure</b>	<b>9</b>
<b>4. The leadership challenge</b>	<b>11</b>
<b>5. The Cross-Government Delivery Team</b>	<b>13</b>
<b>6. The role of local Learning Disability Partnership Boards</b>	<b>15</b>
<b>7. Regional action and support</b>	<b>17</b>
<b>Appendix 1</b>	<b>21</b>
<b>Appendix 2: Department of Health guidance to Deputy Regional Directors for Social Care and Partnerships</b>	<b>23</b>
<b>Appendix 3: Key actions for government in <i>Valuing Employment Now</i></b>	<b>27</b>
• Recommended regional and local actions in <i>Valuing Employment Now</i>	38

# 1. Introduction



- 1 *Valuing Employment Now* is a cross-government strategy to help more people with moderate and severe learning disabilities get real jobs. It supports *Valuing People Now*,<sup>1</sup> in which employment is a priority.
- 2 At the moment, the employment rate for people with moderate and severe learning disabilities is very low. It is estimated at just 10%.<sup>2</sup> The goal for *Valuing Employment Now* is, by 2025, to increase radically the number of people with moderate and severe learning disabilities in employment. The Government wants as many as possible of these jobs to be at least 16 hours per week. We aspire to close the gap between the employment rate of people with learning disabilities and that of the disabled population as a whole.
- 3 The current employment rate for disabled people as a whole is 48%. Closing this gap in today's terms would mean 48% of people with moderate and severe learning disabilities in real jobs – or in England, around 45,000 more people with moderate and severe learning disabilities in employment than we believe is currently the case. In 2010, when Public Service Agreement (PSA 16) and other information is available, the Government will set targets and milestones towards this long-term goal.
- 4 *Valuing Employment Now* is part of the Government's drive to increase social inclusion through PSA 16 (the PSA on socially excluded adults). This prioritises employment and settled accommodation for people with learning disabilities as well as three other disadvantaged groups. Through National Indicator 146, which is part of PSA 16, employment for people with learning disabilities is also a priority for many local areas.
- 5 Delivering *Valuing Employment Now* will require a major change in approach throughout the whole system: from health and social care, to early years, schools and colleges, employment agencies and employers, families, and people with learning disabilities themselves. This will need to be underpinned by the fundamental belief that people with learning disabilities can work, starting with the messages given when people are born.

1 *Valuing People Now: A new three-year strategy for people with learning disabilities*, HM Government (2009)

2 Commission for Social Care Inspection (2006)

- 6 Making it happen is a task for national and local government, the NHS and all public organisations, together with employers and relevant employment organisations, and agencies. This is the responsibility of Local Strategic Partnerships, chief executives in local authorities, strategic health authorities (SHAs) and primary care trusts (PCTs), directors of adult and children's services, local and regional Jobcentre Plus managers, all relevant service providers in the private and third sector, and leaders and managers in schools and post-16 learning provision. At every stage, locally and nationally, it is vital that people with learning disabilities and family carers from all communities are fully involved.
- 7 Making it happen will require leadership at all levels and across all agencies, public and private. It will mean best practice being understood and implemented everywhere.
- 8 Making it happen for everyone means paying particular attention to those with the most complex disabilities, individuals whose behaviour challenges services, those from black and minority ethnic and newly arrived communities, those with mental health conditions, people on the autistic spectrum and people with learning disabilities who offend.
- 9 This delivery plan lays out the governance structure and roles and responsibilities at a national, regional and local level. It highlights the key priorities for 2009–11, in addition to the wider work that will be done to deliver the strategy. The plan will be reviewed annually as part of a yearly review of the implementation of *Valuing People Now*. The entire strategy and delivery plan will also be revisited in three years time to take account of what has been learned from local practice and demonstration sites.
- 10 A summary grid of the actions in *Valuing Employment Now* is given in Appendix 3.

## 2. Key priorities for action, 2009–11



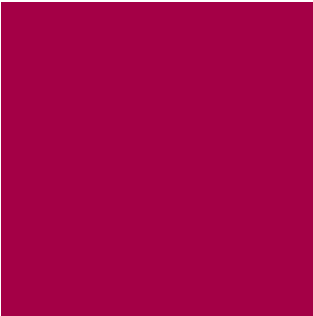


**11** For the next two years, 2009–11, the key priorities are:

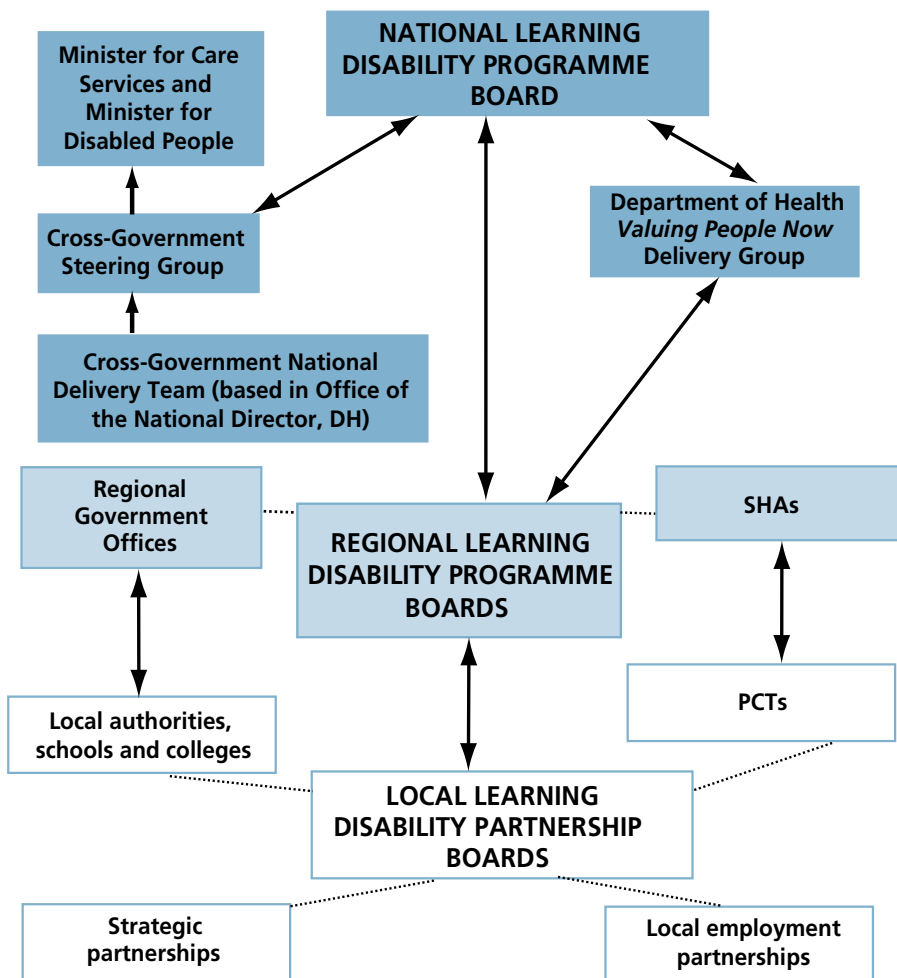
- raising awareness about the strategy across national and local government, schools and colleges, Jobcentre Plus, the NHS, social care providers, employers, communities, families, people with learning disabilities themselves and within wider society – especially the message that people with learning disabilities can and should be supported to work;
- setting up and supporting demonstration sites, including:
  - continuing to drive the Getting a Life programme, including two more sites, and embedding the learning in future policy;
  - 10–12 more sites of the Project Search internships model from September 2010;
  - 8–10 support broker sites from autumn 2009, to help people use their personal budgets, with other funding, for employment; and
  - supporting a new Employability Hub based in Kent for people with complex needs;
- running a campaign among parents of children with learning disabilities to raise work aspirations for their children;
- producing a resource pack for local areas, including guidance, best practice and minimum quality standards for job coaching with details about the skills, knowledge and competencies needed for this to be effective (by the end of 2009);
- role modelling the recruitment and retention of people with learning disabilities in the public sector – including the Civil Service, NHS and local government;
- supporting change for young people in transition, through regional and local programmes to learn from the Getting a Life sites;
- identifying and implementing ways to achieve better job outcomes for people leaving school, college and work-based learning;
- running a campaign to explain that most people with learning disabilities will be better off in paid work of 16 or more hours per week and to dispel myths about the benefits system being a barrier;
- improving access for people with learning disabilities to mainstream disability employment programmes;
- providing more flexible funding for job coaching and support through personal budgets, Access to Work and other potential funding streams;

- producing a strategy for growing the workforce of skilled job coaches and for training other key parts of the workforce on the employability of people with learning disabilities and their potential role in this;
- through National Indicator 146, collecting better data about the employment situation of people with learning disabilities, and supplementing this with reports from Learning Disability Partnership Boards (LDPBs) and new national-level research. The Government will also agree and publish targets for this strategy in 2010;
- publication of an annual progress report as part of reporting on *Valuing People Now*; and
- engaging with key stakeholder groups to ensure their full involvement in this work, including beyond 2011.

# 3. The governance structure



- 12 The National Programme Board for Learning Disabilities will oversee delivery of this strategy. This group has cross-government representation and involvement from people with learning disabilities and family carers. It links to the new Regional Learning Disability Programme Boards and, through them, to all local partnership boards. It will monitor progress, highlight best practice and work to remove barriers to successful implementation.
- 13 The diagram below sets out the core governance structure for *Valuing Employment Now*.



- 14 The terms of reference and proposed membership for the Regional Boards are given in the delivery plan for *Valuing People Now*. The National Forum for People with Learning Disabilities and the National Valuing Families Forum will provide representation on the national board and regional boards via their respective national and regional structures, thus ensuring that people with learning disabilities and family carers are represented at all levels. Appendix 1 gives the membership of the Cross-Government Steering Group for *Valuing Employment Now*.

## 4. The leadership challenge



- 15** Making *Valuing Employment Now* happen will take leadership across government, local authorities, schools and colleges, the NHS, Jobcentre Plus, employers, and among communities, parents and families as well as people with learning disabilities themselves.
- 16** In order to raise awareness, and support national and local leadership:
- the Life Chances (Social Exclusion) Committee will give cross-government ministerial endorsement;
  - there will be ministerially led cross-government national and regional launches of the strategy;
  - the National Director for Learning Disabilities will engage with the Social Care and Local Partnerships Directorate in the Department of Health, the Local Government Association, the Association of Directors of Adult Social Services (ADASS), the Association of Directors of Children's Services (ADCS) and the Improvement and Development Agency to promote national and local leadership for improved employment for people with learning disabilities;
  - a Cross-Government National Delivery Team will support regional and local delivery of the strategy and further national policy development. The team will work closely with the National Forum for People with Learning Disabilities, the National Valuing Families Forum and the National Advisory Group on Learning Disability and Ethnicity; and
  - by the end of 2009, this team will produce and widely circulate a resource pack about *Valuing Employment Now*. This will include a DVD, case studies and good practice guidance, for example from Getting a Life, Project Search and other examples of good practice.

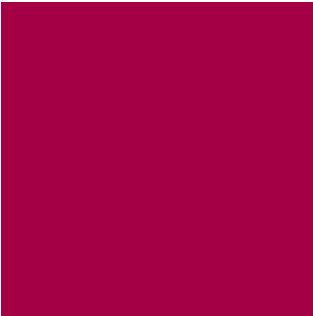
# 5. The Cross-Government Delivery Team



- 17 This will be a joint team reporting to a Cross-Government Steering Group and the National Learning Disability Programme Board. The team will be based within the Office of the National Director for Learning Disabilities in the Department of Health. The team will include posts for a self-advocate and a family carer, in order to ensure full involvement of people with learning disabilities and family carers.
- 18 The core aims of the Delivery Team are to:
- support regional and local delivery of *Valuing Employment Now*, working closely with Deputy Regional Directors for Social Care and Partnership and Regional Valuing People leads (including national support for demonstration sites in the strategy);
  - lead national delivery of *Valuing Employment Now*, including supporting lead departments on their policy commitments. The team will role model and promote cross-government working, and will link at national level with delivery of *Valuing People Now* and of PSA 16; and
  - monitor progress on delivery and provide reports on this to the National Learning Disability Programme Board and to the PSA 16 Delivery Board.



## 6. The role of local Learning Disability Partnership Boards



As set out in *Valuing People Now*, Learning Disability Partnership Boards (LDPBs) are central to the strategic planning, commissioning, delivery and performance management of services for people with learning disabilities and their families. They bring together local authorities and PCTs with housing and employment partners, and they will oversee and monitor the local delivery of both *Valuing People Now* and *Valuing Employment Now*.

**19** LDPBs will:

- ensure that there is a process for bringing together key local stakeholders to develop local plans for implementing *Valuing Employment Now* and get their agreement through the board;
- produce an annual report for their regional board, signed off by people with learning disabilities and family carers who are members of the board. This will include a section on progress on the local implementation of *Valuing Employment Now* (beginning in March 2010); and
- make sure that the employment of people with learning disabilities is prominent in their plans, particularly with local authorities that have prioritised this in their Local Area Agreement and linked to the Local Employment Partnership.

# 7. Regional action and support



- 20 The Department of Health has increased its presence in the regions by appointing regional deputy directors of social care and partnerships who are based in the Government Offices and have close links to SHAs.
- 21 The role of the deputy regional directors and their teams is to support at regional level the transformation of adult social care as laid out in *Putting People First*, as well as specific national strategies including *Valuing People Now* and *Valuing Employment Now*. The Regional Valuing People leads are now part of these regional teams.
- 22 This year, the Department of Health has allocated over £4 million to its nine English regions to support the delivery of PSA 16 (both the employment and settled accommodation outcomes) for adults with learning disabilities and those with severe mental health conditions. It is for the regions to decide how to use this funding, but some is intended to support *Valuing Employment Now*. Guidance issued to the regions on how to spend the learning disability employment part of this funding is in Appendix 2.
- 23 The deputy regional directors and Valuing People programme leads will:
- ensure that there is regional capacity to lead and support the implementation of *Valuing Employment Now*;
  - work with ADASS, SHAs and Government Offices to ensure that the regional board includes employment as a priority (regional Learning Disability Programme Boards have already been set up to deliver *Valuing People Now*);
  - ensure that, through the regional board, or through other means, effective partnerships are forged with all key stakeholders and groups, including Jobcentre Plus, Regional Development Agencies (RDAs), regional employment forums and regional stakeholders for children, education and schools. The aim of this is to ensure that employment for people with learning disabilities is embedded in regional transition strategies, transition planning processes, Local Employment Partnerships and local economic strategies;
  - ensure that the regional *Valuing People Now* delivery plan, jointly agreed with partners on the regional board, includes delivery of *Valuing Employment Now*;
  - develop a regional target for *Valuing Employment Now*, by encouraging local LDPBs to set local targets on this and aggregating these (by April/May 2010);

- support each regional board to produce an annual report for the National Programme Board, signed off by people with learning disabilities and family carers who are members of the regional board. This will include a section on the delivery of *Valuing Employment Now* (beginning May 2010);
- engage with Regional Improvement and Efficiency Partnerships (RIEPs) and adult social care Joint Improvement Partnerships to demonstrate the strong business and efficiency case for increasing the employment rate of people with learning disabilities; and
- ensure that local LDPBs prioritise the local implementation of *Valuing Employment Now*.

- 24 Government Offices will provide overall strategic leadership on both settled accommodation and employment for the four groups included in PSA 16. They will work with partners to develop the regional operating framework for PSA 16 in their region.
- 25 Government Offices have nominated senior leads to be part of the regional LDPBs. Government Offices will work with the deputy regional directors to ensure effective links between the regional boards, local LDPBs and wider stakeholders. They will help to remove barriers to success identified in regional plans and will work with partners to share good practice and promote innovative approaches to delivery.
- 26 SHAs will provide leadership for the NHS in the regions to ensure that the NHS acts as a good public sector employer.
- 27 Local authorities will provide leadership in the planning, commissioning, funding and delivery of further education provision to ensure that people with learning disabilities are given better choices and that employment for people with learning disabilities becomes the norm.



# Appendix 1



## The National Delivery Team

*Valuing Employment Now* is a cross-government strategy and the National Delivery Team will be a cross-government team. In order to ensure alignment with delivery of *Valuing People Now*, the team will be based within the Office of the National Director for Learning Disabilities in the Department of Health.

However, the team's activities will be jointly funded by the:

- Department for Work and Pensions;
- Department of Health;
- Department for Business, Innovation and Skills;
- Department for Children, Schools and Families; and
- Office for Disability Issues.

## Membership of the Cross-Government Steering Group

The Chair will be the National Director for Learning Disabilities.

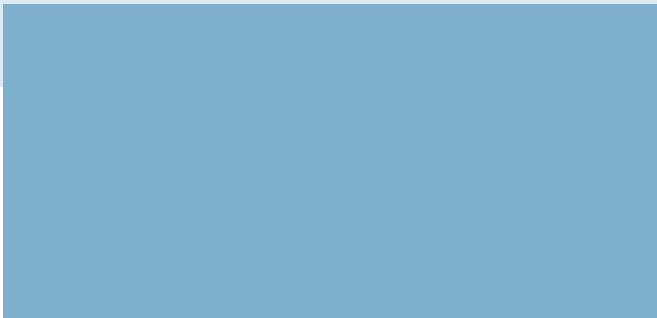
Members will be directors or deputy directors from the:

- Department for Work and Pensions;
- Department for Business, Innovation and Skills;
- Department of Health;
- Department for Children, Schools and Families;
- Social Exclusion Task Force, Cabinet Office;
- Office for Disability Issues; and
- Social Care and Partnerships Directorate, Department of Health.



# Appendix 2

## Department of Health guidance to Deputy Regional Directors for Social Care and Partnerships



Regional LDPBs are encouraged to seek additional funding through RIEPs and other funding sources. The following priorities for use of PSA 16 monies and other funding have been developed in discussion with the National Director for Learning Disabilities:

- **regional capacity to lead and support the implementation of the cross-government employment strategy**, through either recruiting an employment lead or commissioning expert advice;
- **regional review of supported employment services:** ADASS has reported varying quality across the country in these services. The central government delivery support team will help to develop the business case and specification for the work, which can then be used by each region to commission a review. The review will be overseen by the regional LDPBs. The estimated cost is £35,000 to £50,000 depending on the size of the region;
- **regional programme for transition age group (14–25-year-olds), accelerating the learning from the Getting a Life programme:** This programme currently has a number of demonstration sites across the country working with 30 people in each site and is helping to ensure that all young people, including those with the most complex needs, benefit from the programme with a target for 75% to have a job. Each region is encouraged to develop a regional Getting a Life programme, at a cost of £35,000 to £50,000 depending on the size of the region, to support all LDPBs to gain from the programme;
- **fund projects that will provide a good-quality demonstration of how to support adults across all age groups** in the pre-employment phase, drawing on best practice and with the scope to use personal budgets and other funding streams (funding to be determined in region); and
- regional events and development activity to promote:
  - **engaging employers:** For example, Valued in Public workshops help public sector employers plan how to recruit people with learning disabilities (the cost is typically £6,000, depending on numbers but it can be less if a venue is provided). The Employers' Forum on Disability is also developing proposals for a local authority network where a modest membership fee will enable hands-on support for member bodies to increase their recruitment of the PSA 16 mental health and learning disability groups. Regions may wish to promote this;

- **engaging family carers:** This includes work with regional family carers' networks and local road shows to share a family carer perspective on employment and understand barriers. Estimated costs would be £5,000 to £15,000 per region. For example, funding family carers to provide the Family Led Jobs training programme developed in the South West; and
- **promoting self-employment:** This includes workshops to encourage people with learning disabilities to try self-employment. For example, the Foundation for People with Learning Disabilities runs Rapid Enterprise Development two-day workshops (typically costing £5,000 per session).



# Appendix 3

## Key actions for government in *Valuing Employment Now*



What	Who	When
<b>1) Growing the presumption of employability</b>		
<ul style="list-style-type: none"> <li>The Government will use workforce training to raise key staff's expectations of work for people with learning disabilities and their role in this: DCSF will ensure that this is part of workforce support on the Foundation Learning Tier; Lifelong Learning UK (LLUK) will include this in work they are doing in 2009/10 on guidance for awarding institutions in developing qualifications for those who teach learners with learning difficulties or learning disabilities; DWP will ensure that it is part of Jobcentre Plus (JCP) staff training on the new disability employment programme; DH will support frontline NHS staff to better manage the messages given at birth.</li> </ul>	DH DCSF DWP LLUK	2009 onwards
<ul style="list-style-type: none"> <li>The National Delivery Team will work with the Sector Skills Councils to develop accredited training modules for frontline staff (in liaison with the Valuing People lead on workforce).</li> </ul>	National Delivery Team	2009
<ul style="list-style-type: none"> <li>DCSF will commission an awareness campaign to raise expectations of future employment among parents and carers of children and young people of all ages, working closely with the voluntary sector, the National Valuing Families Forum, In Control and Partners In Policymaking.</li> </ul>	DCSF	2009
<ul style="list-style-type: none"> <li>The Getting a Life programme will be extended to two more sites to provide at least one demonstration site per English region. As part of the commitment for sites to support at least 20 young people with moderate and severe learning disabilities into work by 2011, at least two of these young people per site will have complex needs.</li> </ul>	DWP DH ODI DCSF Getting a Life sites	Two more sites in 2009
<ul style="list-style-type: none"> <li>The National Delivery Team will formally evaluate and advise 10–12 more sites of the Project Search internships programme to go live in September 2010. If the evaluation is positive, the Government will consider how to promote further uptake of the model.</li> </ul>	National Delivery Team	Sites to go live September 2010

What	Who	When
<ul style="list-style-type: none"> <li>DH will centrally identify, support and evaluate 8–10 support broker demonstration sites to show how people can use their social care personal budgets for employment support, drawn together with other funding, with help from an identified lead professional.</li> </ul>	DH	Sites to go live in autumn 2009
<b>2) Joint working to create individual paths to employment</b>		
<ul style="list-style-type: none"> <li>DCSF will in 2009 work with local authorities to improve transition planning and ensure that this includes future employment for people with learning disabilities. DCSF will promote employment pathways and will work with local authorities to embed this.</li> </ul>	DCSF	2009
<ul style="list-style-type: none"> <li>DCSF, via the <i>Aiming High for Disabled Children</i> programme, is enabling learning from the Transition Support Programme to be gathered and shared at national level as well as shared across regions.</li> </ul>	DCSF	2009 and 2010
<ul style="list-style-type: none"> <li>DCSF will strongly encourage local authorities to use their new responsibility for 16–19 learning (16–25 for those subject to a learning difficulty assessment) to better focus courses on employment outcomes, and will stress this in the National Commissioning Framework to be published in autumn 2009, which the Young People’s Learning Agency (YPLA) will then issue as statutory guidance in April 2010.</li> </ul>	DCSF	2009 and 2010
<ul style="list-style-type: none"> <li>DH will make sure that advice and guidance for local health and social care commissioners encourages the prioritisation of employment in any contracts relating to supporting adults of working age in any setting.</li> </ul>	DH	2009 onwards
<b>3) Better work preparation at school, college and adult learning</b>		
<ul style="list-style-type: none"> <li>DCSF will strongly promote real work experience for people with learning disabilities in Year 10 and Year 11 (including through the next issue of the work-related learning guide in autumn 2009). DCSF will also include this in the 2009/10 communications strategy for employers.</li> </ul>	DCSF	2009 onwards

What	Who	When
<ul style="list-style-type: none"> <li>DCSF will use the recommendations from the Ofsted Review of Special Educational Needs to pursue system changes to better promote employment outcomes.</li> </ul>	DCSF	2010
<ul style="list-style-type: none"> <li>DCSF will use the Foundation Learning Tier (FLT) to embed supported employment models in learning and training, including making clear the criteria by which learning providers will be able to fund job coaches under FLT (provided the training leads to a qualification and sustainable employment).</li> </ul>	DCSF	FLT will be implemented in full from September 2010
<ul style="list-style-type: none"> <li>DCSF will examine ways to incentivise employment outcomes from learning providers.</li> </ul>	DCSF	As part of developing the FLT
<ul style="list-style-type: none"> <li>The Department for Business, Innovation and Skills (BIS) will ensure that employers can use the Project Search internship year as a route into an Apprenticeship.</li> </ul>	BIS	Autumn 2009
<ul style="list-style-type: none"> <li>BIS will ensure that the adult advancement and careers service (aacs) is well able to meet the needs of all people with learning disabilities, and that skills accounts are inclusive of adults with learning disabilities.</li> </ul>	BIS	aacs: live in 2010 Skills accounts: live in 2010
<b>4) The role of personal budgets and social care</b>		
<ul style="list-style-type: none"> <li>DH will demonstrate through the support broker sites how social care personal budgets can be used to help with the costs of helping someone get and keep a job.</li> </ul>	DH	From 2009
<ul style="list-style-type: none"> <li>DH's forthcoming person-centred planning guidance will emphasise that the individual support planning process for all adults of working age should prioritise employment as an outcome.</li> </ul>	DH	2009
<ul style="list-style-type: none"> <li>DH will ensure that the developing proposals for a Common Assessment Framework (CAF) for adults enable information sharing to support individual employment plans.</li> </ul>	DH	CAF planned for 2012, following consultation



What	Who	When
<b>5) Increasing high quality job coaching</b>		
<ul style="list-style-type: none"> <li>The National Delivery Team will produce a strategy to grow the workforce of skilled job coaches, including building skills in systematic instruction.</li> </ul>	National Delivery Team	2010
<ul style="list-style-type: none"> <li>The National Delivery Team will publish quality standards for job coaching by the end of 2009 (part of resource pack to support the strategy).</li> </ul>	National Delivery Team	By end 2009
<ul style="list-style-type: none"> <li>BIS will work with awarding bodies to explore how to accredit these quality standards and/or job coaches.</li> </ul>	BIS	Autumn 2009
<ul style="list-style-type: none"> <li>DWP will ensure that the new disability employment programme delivers effectively for people with moderate and severe learning disabilities from all communities and encourages high quality job coaching.</li> </ul>	DWP	New programme will go live October 2010
<ul style="list-style-type: none"> <li>DWP is changing the Access to Work rules to better support job coaching for people with learning disabilities.</li> </ul>	DWP	Changes planned to go live autumn 2009
<ul style="list-style-type: none"> <li>DWP will continue to work with JCP and their service providers to ensure that all DWP programmes and staff training meet the needs of all disabled people, including those with moderate and severe learning disabilities from all backgrounds and communities.</li> </ul>	DWP	Ongoing work
<b>6) Clearing up confusion about the benefits system</b>		
<ul style="list-style-type: none"> <li>The National Delivery Team will work closely with DWP and run an accessible communications campaign for social care staff, families, carers and people with learning disabilities to dispel myths about disincentives in the benefits system.</li> </ul>	National Delivery Team and DWP	2009 and 2010
<ul style="list-style-type: none"> <li>Alongside this, JCP advisers will promote the availability of tax credits, and a range of other in-work incentives, during work-focused interviews to ensure that people with learning disabilities are aware that work really does pay.</li> </ul>	DWP	2009

What	Who	When
<ul style="list-style-type: none"> <li>DWP is reviewing its policy on producing easy-read information on benefits.</li> </ul>	DWP	2009
<ul style="list-style-type: none"> <li>DWP will continue to ensure that personal advisers in both JCP and its partners are supported to work with customers with learning disabilities, and will consider what additional support might be made available to support customers with learning disabilities moving from Employment and Support Allowance to Jobseeker's Allowance.</li> </ul>	DWP	Ongoing
<ul style="list-style-type: none"> <li>DWP is working with JCP, DCSF and DH on ways to improve the transition into work of 16–25-year-olds who claim Disability Living Allowance.</li> </ul>	DWP	Ongoing (work has started)
<ul style="list-style-type: none"> <li>DWP will continue to review the benefits system to ensure that there are financial incentives for people to move into work, including for people with learning disabilities. As part of the accessible benefits campaign, the National Delivery Team will ask people about barriers to work in the benefits system, and will feed these into future DWP policy-making.</li> </ul>	DWP National Delivery Team	Ongoing work
<ul style="list-style-type: none"> <li>DWP and DH to update the easy-read guide to benefits and work (<i>I Can Work</i>).</li> </ul>	DWP DH	By end 2009
<b>7) Promoting self-employment</b>		
<ul style="list-style-type: none"> <li>BIS will share the lessons from the East Midlands Development Agency across the RDA network and will draw attention to materials available to help this group, such as those provided by the Foundation for People with Learning Disabilities.</li> </ul>	BIS	By Sept 2009
<b>8) The need for employers to see the business case</b>		
<ul style="list-style-type: none"> <li>DWP will develop a nationwide framework for recruiting more people with learning disabilities and will offer 400 employment opportunities by the end of 2010/11, including in JCP, the Pension, Disability and Carers Service and a post in Private Office.</li> </ul>	DWP	400 employment opportunities by end 2010/11

What	Who	When
<ul style="list-style-type: none"> <li>DH will also include more people with learning disabilities in its workforce and will introduce 'learning disability' as an employee monitoring category in late 2009. It has produced specific guidance for line managers and adapted its recruitment process. In addition to the post of Co-National Director for Learning Disabilities, DH has recruited someone with a learning disability in its NHS Workforce division and is in the process of recruiting another in the office of the NHS Chief Executive. It plans to make one more appointment by September 2009 and will aim to build on this thereafter.</li> </ul>	DH	2009
<ul style="list-style-type: none"> <li>DH will continue to support the employment of young people with learning disabilities in the NHS through its Pacesetters Programme.</li> </ul>	DH	2009 onwards
<ul style="list-style-type: none"> <li>DH will continue to work with SHAs, the NHS Confederation, NHS Employers and JCP to increase the employment of people with learning disabilities (and people with mental health conditions) in the NHS.</li> </ul>	DH	Ongoing
<ul style="list-style-type: none"> <li>The Cabinet Office (CO) will recruit at least one more person with a learning disability by April 2011.</li> </ul>	CO	By April 2011
<ul style="list-style-type: none"> <li>DCSF will recruit at least one person with a learning disability by April 2011.</li> </ul>	DCSF	By April 2011
<ul style="list-style-type: none"> <li>CO, with JCP, will publish guidance on how government departments can specifically target people with learning disabilities (and other disadvantaged groups) in their recruitment.</li> </ul>	CO JCP	September 2009
<ul style="list-style-type: none"> <li>CO will work with the Employers' Forum on Disability, and take learning from the voluntary and private sector, to explore how it can support a network of member employers in the Civil Service, NHS and local authorities to employ more people with learning disabilities.</li> </ul>	CO	Oct 2009

What	Who	When
<ul style="list-style-type: none"> <li>DWP will work with the National Delivery Team, the Employers' Forum on Disability and LDPBs to help develop employers' understanding about the benefits of employing disabled people, including people with learning disabilities.</li> </ul>	DWP	2009
<b>9) Transport to get to work</b>		
<ul style="list-style-type: none"> <li>DCSF will accredit travel training through the FLT.</li> </ul>	DCSF	FLT will be rolled out from September 2010
<ul style="list-style-type: none"> <li>DCSF will in 2009 publish best practice in travel training.</li> </ul>	DCSF	2009
<ul style="list-style-type: none"> <li>The Department for Transport (DfT) will develop a website for local authorities and others to share best practice on travel training.</li> </ul>	DfT	Late 2009
<ul style="list-style-type: none"> <li>In its guidance to local authorities on local transport plans, DfT will highlight the need to meet the transport needs of disabled people, including people with learning disabilities, and using disabled people as trainers. DfT will keep under review the accessibility needs of all disabled groups, including those living in rural areas.</li> </ul>	DfT	Late 2009
<ul style="list-style-type: none"> <li>DfT will continue to work with the Government's Disabled Persons Transport Advisory Committee, keep its publication <i>Inclusive Mobility</i> under review, and consider the accessibility needs of disabled groups in rural areas. DfT will also consider how to work with the National Forum for People with Learning Disabilities to ensure that people with learning disabilities are fully consulted on its policies.</li> </ul>	DfT	Ongoing
<b>10) Addressing barriers with where people live</b>		
<ul style="list-style-type: none"> <li>DH will in 2009 consider the likely costs and benefits to local authorities of reducing the charges made to people with learning disabilities living in residential care.</li> </ul>	DH	2009

What	Who	When
<ul style="list-style-type: none"> <li>DWP will introduce the recently announced Permitted Work income disregard for people on contributory Employment and Support Allowance, Incapacity Benefit or Severe Disablement Allowance, from April 2010.</li> </ul>	DWP	April 2010
<ul style="list-style-type: none"> <li>DWP will launch a public consultation on housing benefit reforms.</li> </ul>	DWP	July 2009
<ul style="list-style-type: none"> <li>Through PSA 16 accommodation work more generally, the Government will gather information on and seek to address any other barriers to work related to where people live.</li> </ul>	DH	2009–11
<b>11) Employment for the most excluded adults with learning disabilities</b>		
<ul style="list-style-type: none"> <li>The Government will support the development of an Employability Hub based in Kent. Through partners (the Tizard Centre at the University of Kent, Challenging Behaviour Foundation, Regional Valuing People Team, South East Coast SHA, Kent County Council and others), the Hub will work locally and nationally to demonstrate and evaluate how to support people with complex needs and behaviour described as challenging into employment. It will draw on high quality supported employment techniques including customised employment. The aim is for the first person to be supported into work by early 2010.</li> </ul>	DH	2009 and 2010
<ul style="list-style-type: none"> <li>The Government will publish an autism strategy following the current consultation.</li> </ul>	DH leading	Consultation running April to September 2009
<ul style="list-style-type: none"> <li>DH will work with the National Advisory Group on Learning Disability and Ethnicity (NAGLDE), as well as other organisations, to identify the most effective ways of ensuring that people with learning disabilities from black and minority ethnic (BME) and newly arrived communities can be supported into paid work.</li> </ul>	DH	2009 onwards

What	Who	When
<ul style="list-style-type: none"> <li>The Government will develop a screening tool for learning disabilities for offenders which can be used to inform sentencing decisions and ensure that appropriate support is available to them in custody and the community.</li> </ul>	DH (Offender Health Partnership)	October 2008
<b>12) People with learning disabilities and their families leading the way</b>		
<ul style="list-style-type: none"> <li>All delivery of <i>Valuing Employment Now</i> will involve people with learning disabilities and family carers.</li> </ul>	National Delivery Team	2009 onwards
<ul style="list-style-type: none"> <li>The National Delivery Team will include a family carer post and a post for a self-advocate, and the Government will work closely with the National Forum for People with Learning Difficulties, the National Valuing Families Forum and NAGLDE on delivering this strategy.</li> </ul>	National Delivery Team	From publication of <i>Valuing Employment Now</i>
<ul style="list-style-type: none"> <li>DH to continue to discuss with Partners in Policymaking and In Control how to emphasise employment in their work.</li> </ul>	DH	Ongoing
<ul style="list-style-type: none"> <li>The Government is considering how to support carers to get jobs and reach other initiatives to improve their life opportunities as part of the carers strategy.</li> </ul>	Cross-Government Programme Board	2009–11 (ongoing)
<b>13) Better data and performance management</b>		
<ul style="list-style-type: none"> <li>The Government will in 2010 publish targets and milestones for this strategy.</li> </ul>	DWP DH DCSF CO BIS	2010
<ul style="list-style-type: none"> <li>The National Delivery team will commission research on important 'enablers' for <i>Valuing Employment Now</i> (such as people's expectations of employment and how many young people are getting work experience).</li> </ul>	National Delivery Team	2009

What	Who	When
<ul style="list-style-type: none"> <li>New <i>Life Opportunities</i> longitudinal survey will contain questions about the employment barriers faced by disabled people, including people with learning disabilities. These also will cover gender, age and ethnicity.</li> </ul>	ODI	June 2009 for two years, repeated annually thereafter
<ul style="list-style-type: none"> <li>The Government will review the first set of PSA 16 data, along with local feedback, to consider how and whether the indicator should be changed in the next performance framework.</li> </ul>	DWP DH ODI BIS CO	April 2011
<ul style="list-style-type: none"> <li>The Government will publish an annual update on delivery of this strategy, as part of progress reporting on <i>Valuing People Now</i>, to the National Learning Disability Programme Board.</li> </ul>	National Delivery Team	Annually starting from May 2010

## Recommended regional and local actions in *Valuing Employment Now*

What	Who	When
<b>1) Growing the presumption of employability</b>		
<ul style="list-style-type: none"> <li>Valuing People programme leads to encourage regional sharing of Getting a Life and other demonstration sites.</li> </ul>	Valuing People leads	2009 onwards
<b>2) Joint working to create individual paths to employment</b>		
<ul style="list-style-type: none"> <li>Social care staff to embed employment in the person-centred support plans of working age adults, including bringing together funding streams for supported employment.</li> </ul>	Social care staff	2009 onwards
<ul style="list-style-type: none"> <li>Local authorities to use their new responsibility for 16–19 learning (16–25 for those subject to a learning difficulty assessment) to better focus courses for people with learning disabilities on employment outcomes.</li> </ul>	Local authorities	Funding will transfer to local authorities in 2010 (subject to legislation)
<ul style="list-style-type: none"> <li>PCTs to ensure that employment is incentivised as part of the bidding and evaluation process for appropriate contracts relating to supporting adults of working age.</li> </ul>	PCTs	From 2009
<b>3) Better work preparation at school, college and adult learning</b>		
<ul style="list-style-type: none"> <li>Schools, colleges and other learning providers to provide open, supported work experience for all young people with learning disabilities.</li> </ul>	Schools	From now onwards
<ul style="list-style-type: none"> <li>Guidance on the FLT will include examples of good supported employment models which DCSF will encourage learning providers to adopt.</li> </ul>	Schools and colleges	FLT roll-out by September 2010
<b>4) The role of personal budgets and social care</b>		
<ul style="list-style-type: none"> <li>Social care staff to use person-centred planning to change people's work expectations and identify their path to employment, and to encourage people with learning disabilities to use personal budgets for this where appropriate.</li> </ul>	Social care staff	From now onwards, as use of personal budgets increases



What	Who	When
<ul style="list-style-type: none"> <li>LDPBs to review day service modernisation plans to ensure that any planned changes help to support people into real jobs. DH will encourage this through guidance to LDPBs in 2009.</li> </ul>	LDPBs	2009 onwards
<ul style="list-style-type: none"> <li>Local authorities to build employment into efficiency programmes and consider where the current investment in supported employment can be more effectively used alongside savings from day care services to deliver more jobs for people with learning disabilities.</li> </ul>	Local authorities	2009 onwards
<b>5) Increasing high quality job coaching</b>		
<ul style="list-style-type: none"> <li>Regional and local LDPBs to consider strategies to boost job coach capacity as part of their delivery plans for <i>Valuing People Now</i> and this strategy. The resource pack that the National Delivery Team will publish by end 2009 will help with this.</li> </ul>	LDPBs	Early 2010
<b>6) Clearing up confusion about the benefits system</b>		
<ul style="list-style-type: none"> <li>Local authorities to embed good welfare rights advice for people with learning disabilities and their families as a key part of supported employment services.</li> </ul>	Local authorities	From now onwards
<b>7) Promoting self-employment</b>		
<ul style="list-style-type: none"> <li>Regions to promote accessible self-employment advice and training, such as that provided by the Foundation for People with Learning Disabilities.</li> </ul>	Deputy regional directors for social care and their teams	2009 and 2010
<b>8) The need for employers to see the business case</b>		
<ul style="list-style-type: none"> <li>Local authorities to become exemplar employers of people with learning disabilities.</li> </ul>	Local authorities	2009 onwards

What	Who	When
<ul style="list-style-type: none"> <li>The Employers' Forum on Disability will engage members who are local authorities (and other public bodies) and explore how to support them to become exemplar employers of people with learning disabilities.</li> </ul>	Employers' Forum on Disability and local authorities who are members	Dec 2009
<ul style="list-style-type: none"> <li>SHAs, the NHS Confederation, NHS Employers and JCP are working with support from DH to increase the employment of people with learning disabilities (and people with mental health conditions) in the NHS.</li> </ul>	SHAs NHS Confederation NHS Employers	Ongoing
<ul style="list-style-type: none"> <li>LDPBs to engage with local employers and trade unions to champion employment for people with learning disabilities</li> </ul>	LDPBs	2009 onwards
<b>9) Transport to get to work</b>		
<ul style="list-style-type: none"> <li>LDPBs to work with key partners to review the support available to help people learn a new route when they start work, and the accessibility of local transport.</li> </ul>	LDPBs	2009 onwards
<ul style="list-style-type: none"> <li>LDPBs to continue working with crime and disorder reduction partnerships, local schools, transport providers and the police to address bullying and harassment on public transport.</li> </ul>	LDPBs	2009 onwards
<b>10) Addressing barriers with where people live</b>		
<ul style="list-style-type: none"> <li>Local authorities to make links between homes and jobs for people with learning disabilities, for example including employment options in strategies to reduce use of residential care.</li> </ul>	Local authorities	2009 onwards
<b>11) Employment for the most excluded adults with learning disabilities</b>		
<ul style="list-style-type: none"> <li>LDPBs to recommend that delivery plans on employment are co-produced with people with learning disabilities, including those who offend, those on the autistic spectrum, those with mental health issues, and BME groups.</li> </ul>	LDPBs	2009 onwards

What	Who	When
<ul style="list-style-type: none"> <li>Regional Valuing People leads and deputy regional directors for social care to ensure that the most excluded groups have meaningful representation on regional Programme Boards, and that local and regional groups and networks (e.g. ethnicity networks) are a key part of implementing <i>Valuing Employment Now</i>.</li> </ul>	Regional Valuing People programme leads and deputy regional directors for social care	2009 onwards
<b>12 ) People with learning disabilities and their families leading the way</b>		
<ul style="list-style-type: none"> <li>LDPBs to ensure that people with learning disabilities and their families are fully involved in delivering <i>Valuing People Now</i> and <i>Valuing Employment Now</i>.</li> </ul>	LDPBs	2009 onwards
<ul style="list-style-type: none"> <li>Regions to consider using part of PSA 16 regional allocations on the Family Led Jobs programme developed in the South West.</li> </ul>	Deputy regional directors for social care	2009/10
<b>13) Better data and performance management</b>		
<ul style="list-style-type: none"> <li>Regional Programme Boards to set their own targets based on local ones and to monitor progress.</li> </ul>	LDPBs	DH will suggest that regional targets are set in April/May 2010

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