

# Improving SEND employment outcomes in Britain

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- A national membership charity covering England, Wales & Scotland
- 210 members covering public, voluntary & commercial sectors
- Includes national charities, 60+ local authorities, social enterprises, colleges and schools

### Our aims are:

- To promote the principles and delivery of high quality Supported Employment services
- To raise the profile of Supported Employment amongst the public, policy makers/commissioners and employers
- To inform the sector and improve the quality of service provision

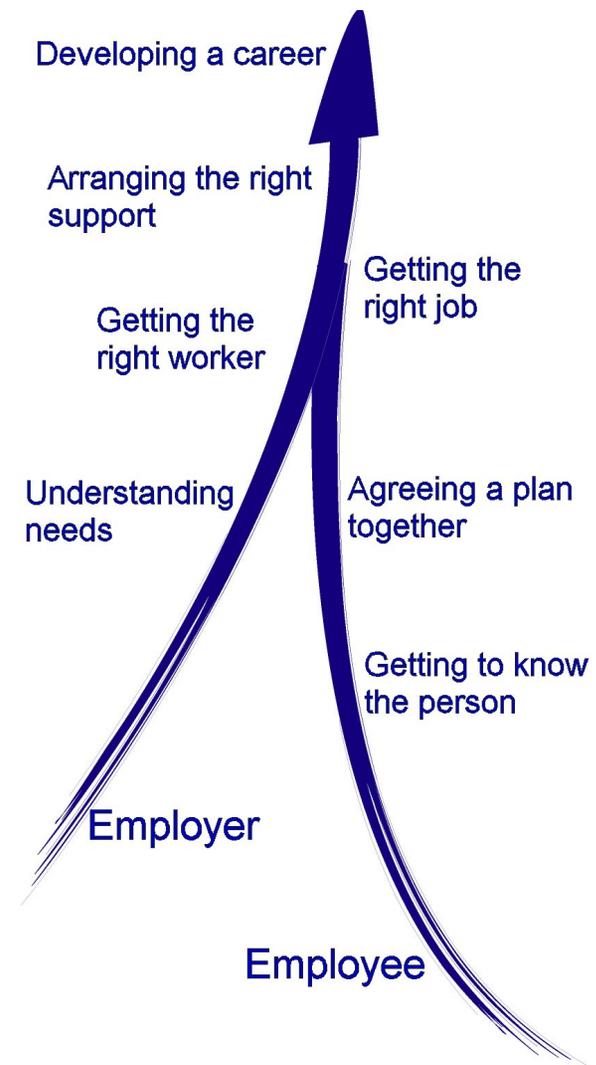
We're looking to improve the quality of provision by:

- Devising and updating National Occupational Standards for the sector – [www.base-uk.org/nos](http://www.base-uk.org/nos)
- Delivering a Level 3 Certificate for supported employment practitioners. Over 470 have enrolled. [www.base-uk.org/cert](http://www.base-uk.org/cert)
- Developing a framework for assuring service quality - [www.base-uk.org/model-fidelity](http://www.base-uk.org/model-fidelity)
- Delivering a programme of training & consultancy services [www.base-uk.org/training-and-consultancy](http://www.base-uk.org/training-and-consultancy)

# How supported employment works

- Place, Train, Maintain
- Everyone can work (if they want to!)
- Individual support
- Good links with employers
- Get a good job match
- Long term support

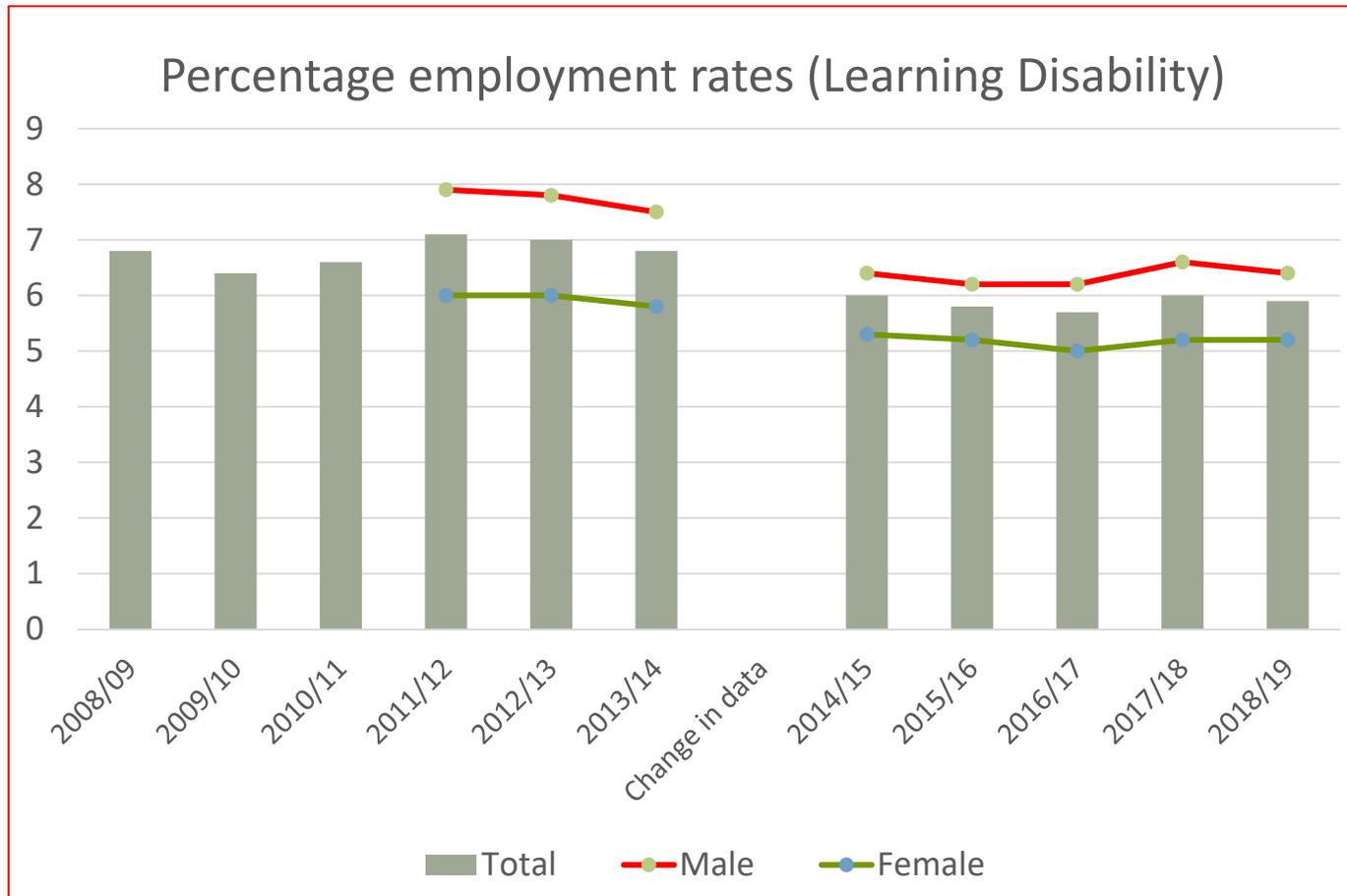
**The right person in the right job  
with the right support!**



# Principles of supported employment

- It gets people into open paid employment
- It is open to all those who want to work – “zero rejection”
- It tries to find the jobs that people have chosen for themselves
- It follows the “place, train & maintain” principle
- It should be a partnership with all involved
- Employers and work colleagues are key to its success
- It provides time unlimited, individualised support for the person and their employer
- Welfare benefits guidance is included

# Learning disability employment rates



- Current employment rate is 5.9% [Indicator 1E]
- 71% of people are working less than 16 hours/week
- Big variations across local authorities – see <https://www.base-uk.org/employment-rates>

# Employers and the labour market



## Covid-19 impact

- Furlough & redundancies
- Some sectors buoyant – health, social care, logistics, technology
- Some struggling – retail, manufacturing
- Others have changed – services often working from home

## Employers are our customers!

- Need to engage on the business case for recruitment
- Increasing use of a specialist role in HR departments
- Need assurances around quality of support

How do we capture employer views and concerns?

How do we support companies to exchange best practice?

- Plan for Jobs has led to Kickstart, JETS and Restart programmes
  - Concerns about access and quality of support for disabled people
  - Concerns about displacement of opportunities because of the employer incentives
- Trials of DWP-funded Supported Employment services
  - Follows a Proof of Concept delivered via local authorities in 2018-19
  - Trailblazer expected next year covering 20+ local authorities
  - Focus on working age people with a learning disability / autism
- Expansion of Individual Placement and Support (Dept of Health)
- Disability Confident – what do we want of employers?
  - Has brand recognition but what is it?
  - Not monitored effectively and lacks teeth

### Information, advice and guidance

- Absence of Gatsby Benchmark careers guidance in many places
- Concerns over employment content of EHCPs.
- Most people seem to have not heard about Local Offers

### Supported Internships

- For people < 25 years with an EHCP.
- Huge growth in provision recently
- But... what results are we getting? We need data on outcomes and sustainability
- New Access to Work procedures introduced

### Traineeships

- A foundation for moving on to an apprenticeship
- Up to 12 months
- Support from Access to Work if an EHCP is in place

## Education pathways

### Inclusive apprenticeships

- Entry level 3 requirements (Maths / English) for people with EHCP
- May go wider to cover all high needs funded learners
- Still a lack of experience and knowledge about this route

### Apprenticeships

- Big investment in apprenticeships but disability support is patch
- Big drop in numbers because of Covid-19

### Covid-19

- Huge impact on provision
- Supported Internships need funding parity with apprenticeships
- £2,000 employer incentive
- Action for Jobs campaign: [www.base-uk.org/access-jobs](http://www.base-uk.org/access-jobs)

### Reduced investment by local authorities

- Lack of clarity amongst commissioners on what “good” looks like
- We need clearer cost/benefit data
- We need national DWP funding in the mix
- Little UK research into Supported Employment
- Funding often not ring-fenced eg Section 31 grants
- ASCOF 1E indicator and SALT returns need reform

### Need for investment in workforce development and service quality

- National Occupational Standards define the job role
- Professionalise the sector - Certificate for Supported Employment Practitioners and Training in Systematic Instruction (TSI)
- Introduce service quality standards
- Better use of assistive technology

## Gaps and issues - Education

### Apprenticeships

- End point assessments and accessible materials
- Quality of workplace support

### Internships

- Staff often isolated, poorly paid, and over-burdened
- Learning support is not the same as job coaching!
- What about those who don't get on to an internship?

### Info for young people & families:

- Poor quality of local offer websites
- Inaccessible guidance
- Lack of clarity on routes – internships, traineeships, apprenticeships
- EHC plans – getting them and including employment aims

## How can family help?

- Support skills development – soft skills, travel skills, maturity
- Push for specific actions (up to age 25) in the employment section of the EHCP
- Do you have employer contacts that might help an organisation?
- Publicise and improve the Local Offer
- Help your local authority to develop its plans
- Challenge poor practice

Now is the time to make your views count!



Centre for Social Justice Disability Commission

APPG Inquiry into Youth Employment

Work & Pensions Committee inquiry into the Disability Employment Gap

DfE SEND Review and a new 0 – 25 yrs support programme

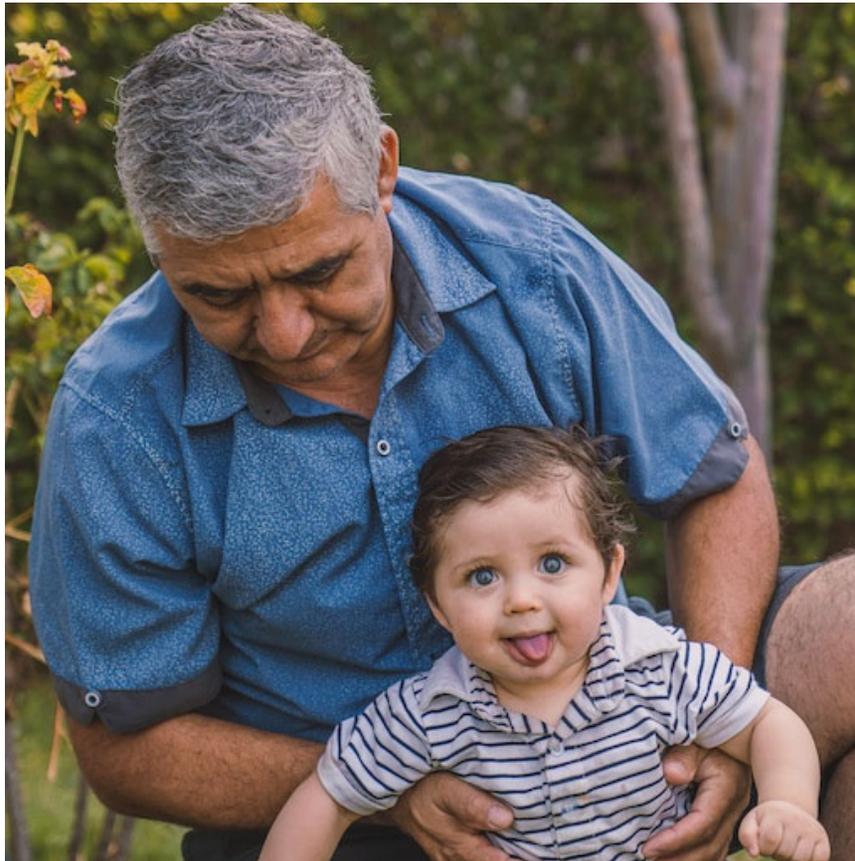
National Disability Strategy

- Led by Cabinet Office Disability Unit
- 7 cross-government working groups
- Regional stakeholder groups
- BASE consultation at [www.base-uk.org/nds](http://www.base-uk.org/nds)

## Your priorities

What are the most urgent changes needed for young disabled people to achieve their work aspirations?

- You will be placed into small “breakout groups” for 20 minutes.
- Please nominate someone to record your priority suggestions and to feed these back when you return.
- We suggest you identify your top 3-5 priority actions



## Families!

We need your views for the National  
Disability Strategy

We want to make sure that all  
children have a working future.

Please give us 20 minutes of your  
time to tell us what's important to  
you at [www.base-uk.org/nds](http://www.base-uk.org/nds)

## Contact details



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