



Supported Employment

Creating Independence Through Work

Introduction

The Council has a small Supported Employment team based at Macclesfield Town Hall covering the whole Borough. As well as developing the Supported Internship offer the team also run:

- 1 A proof-of-concept project. Taking referrals from colleagues in the Social Work Teams, LD teams, Local Area Coordinators and Youth Support Workers
- 1 Support using the Place & Train model into paid or voluntary work for people with a costed Support Plan
- 1 As customers are supported into work the Support Plan is reduced – often to zero
- 1 Total cashable cost savings for 18/19 were £72,000 – this is on going. Final figures will be given for 19/20 in due course.
- 1 By March end 21 estimates are around £200K cashable cost savings
- 1 This is by a team of 3 Work Placement Officers
- 1 This works because it's embedded in the adult social care infrastructure. Referrals come from colleagues

What Do The Figures Tell Us?

- 1 The average spend per annum on people post 16 with an Education Health & Care Plan (EHCP) is £3.5m.
- 1 This funds a variety of post 16 education and training provision
- 1 There have been 698 people over 18 who have had an EHCP
- 1 133 have gone on to receive a funded ASC package. The current cost to Adult Social Care is £105,340 a week or £5.48m a year
- 1 Once this dependency is created it tends to stick long-term
- 1 Is there a different approach we could take to ensure that more young people achieve greater levels of independence and don't go on to need an Adult Social Care funded package?

The Place & Train Model

- 1 No revolving door students
- 1 No endless work preparation
- 1 No expectation that certain levels of numeracy and literacy have to be achieved before someone is “allowed” to try for a job
- 1 No reliance on “accidental” provision (eg Social Enterprises)
- 1 Social Enterprises are costly to set up, drain excessive amounts of time to set up, are costly to run, do not tend to move people on into real work and are “accidental” in nature making it challenging to plan strategically (especially re issues like proximity to Supported Living provision)
- 1 Vocational Profiling, Job Matching/Carving
- 1 In work support using Systematic Instruction

Supported Internships

- 1 Special Educational Needs & Disability (SEND) code of practice states that Supported Internships should be the first natural choice for someone who needs extra help into work
- 1 Participants must have an EHCP
- 1 Focus is 6 months in a place of work
- 1 In work 1:1 PA support and transport support provided
- 1 Who pays for that?Access to Work

Cheshire East- where we are up to re Supported Internships

Provision

- 1 35 Supported Interns currently training in Cheshire East across 4 different programmes.

NEW for September 2020 (TBC)

- 1 Reaseheath College
- 1 Cheshire College

Systematic Instruction Training

- 1 36 staff were trained through TSI before October 2019.
- 1 24 more places forecast to support continual growth in provision (2 courses)-TBC.

Access to Work

- 1 £7,881 on average per person claimed.
- 1 NOT one application submitted, has been rejected!

Cheshire East Supported Internship Update



Background...

3.5m High Needs Funding per year

698 young people are still in possession of their EHCP at 18 years old and above.

133 of these young people have a social care package (over 20%)

Current cost to adult social care 5.48m pa (£105,340 per week)

Supported Internships	2018/19	2019/20
Pettypool	2	0
Total People	17	19 (+ 3 TBC January 2020)
Macclesfield College	0	4
Park Lane School	0	3
Springfield School	0	9
Total	19	38

Supported Internships provide early intervention and provide a cost effective alternative to some of the more traditional based transition destinations

Cost Deflections in More Detail

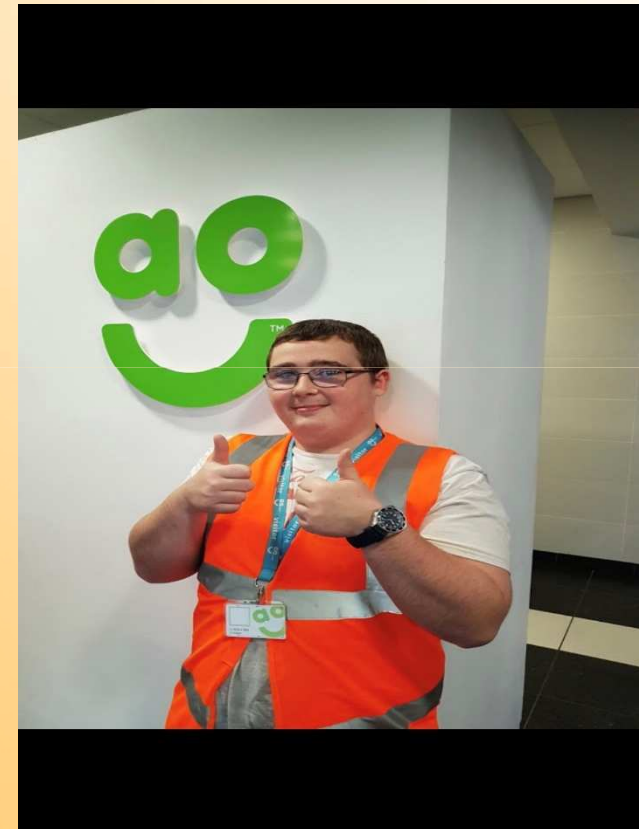
Cost defections using Supported Internships:

- 1 133 of these young people passing through the SEND system have a social care package. Current cost to adult social care 5.48m pa (£105,340 per week). The average is £41,185 per person per annum. Each person we support into work as opposed to a more traditional destination, then deflects an average cost of £41,185 per person per annum
- 1 The expanded cohort this year is 38 young people. So the total cost deflection this year is around £1.56m

Springboard Project...

- **Launched their first cohort in September 2019.**
- **9 Interns started.**
- **2 interns have progressed into paid work already.**
- **'The Springboard Project' is part of Springfield School. They are planning to expand their SI offer up to 25- through the due diligence process.**

Meet Luke... Luke is our second intern this year to achieve paid work (fulltime)! Luke has progressed on to the Supported Internship from a Special School. This opportunity and outcome will change Luke's life forever.



Income Generation

- 1 Supported Employment provision has the added benefit of being attractive to external funding streams
- 1 ESF Journey First - £1.83m
- 1 Access to Work claims so far 19/20 - £100,502
- 1 NHSE funding £15,400 for in-work PA training, £23,000 for additional speech & language therapy. Awaiting decision on additional £39,825
- 1 Awaiting decision on £479,122 Carers Innovation Fund

Questions ?