

Review of Supported Employment in Scotland

Easy Read version

August 2022



Scottish Government
Riaghaltas na h-Alba
gov.scot

Review of Supported Employment in Scotland



Easy Read Version

Introduction



The Scottish Government asked Social Finance to do an evaluation of supported employment in Scotland.



Supported employment is personalised support for disabled people or other disadvantaged groups. It helps them get and keep paid employment.



People learn while doing the job. They get support from work colleagues. This is helped by a job coach or employment support worker. They support the person and employer. The job coach finds jobs and gives training in the workplace.

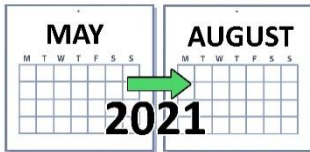


The research was done to give an independent review of supported employment in Scotland. We spoke to a range of services, staff and people who have experience of supported employment.

The evaluation asked:



- Where is supported employment being used?
- What type of service is being given by councils? Who is this for? What are the results?
- What are some of the reasons for gaps in the service and what can be done?
- How can services offer the same to everyone? How can services be used better?



The research was done in 2021. The research and findings were given to a project steering group.



None of the information in this report can be traced to any councils or individuals.

Background in Scotland



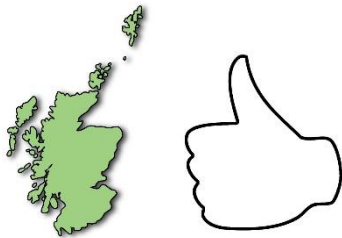
The Scottish Government has said it will at least halve the disability employment gap. The disability employment gap is the difference between disabled people and non-disabled people in jobs. There are fewer disabled people who are working.



To do this we need to review our plans and policies. This goal is a long term one. COVID-19 has made things more difficult. It could make things more unequal. We need to focus on improving support for disabled people.



There has been progress in reducing the disability employment gap. However, it remains large. We know we need to keep trying.



We believe supported employment is important in helping people become employed. It will help halve the disability employment gap in Scotland.

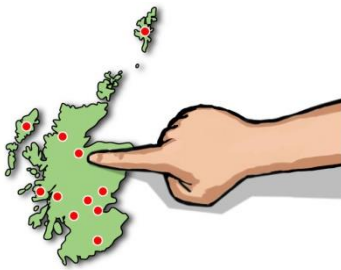
What we found out



We wanted to know how people access supported employment. We wanted to know how good the support was.

We found out 3 main things:

1: The mix of supported employment is complicated

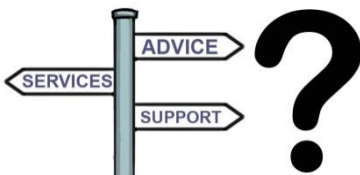


Fair Start Scotland has national contracts for Supported Employment services. This means they cover the whole of Scotland.

Councils give local contracts for Supported Employment. This means they cover the council area only. Each council decides what sort of support they need.



This makes it difficult to find out what sort of support is available. Most Councils have a supported employment service.



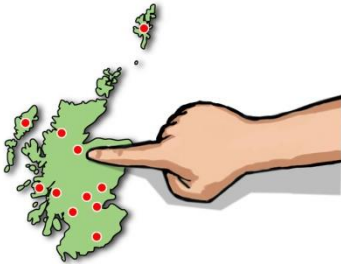
The review found that local services had many benefits. But it can be difficult for people to know what support is available.



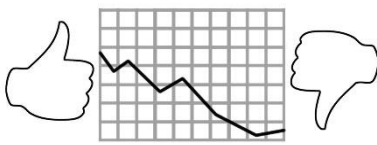
We found that not everyone had been able to access services.

It can be challenging for the Scottish Government to know what each council has.

2: The number of people accessing supported employment is different in different areas



The number of people using services is different in different areas. This may be because services are different in different areas.



5 councils do not offer any supported employment. Other councils have good services. This means that some people who might need supported employment have good services but others have none.



Funding is also different in different council areas. Some supported employment services are better funded than others.



There is also a wide range of supported employment through Fair Start Scotland. In 2 areas, there were no people getting supported employment.

3. Access to supported employment could be better for clients with learning disabilities and autistic people



We do not know how many people with a learning disability or autism are getting supported employment.



Disabled people are often counted together. People with learning disabilities are not always counted separately. This makes it hard to know how many are getting this service.



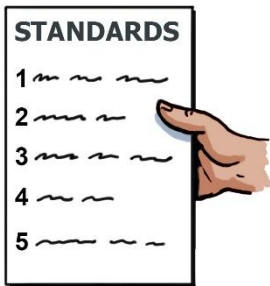
Fair Start Scotland gets most of its referrals from Job Centre Plus. Therefore they are less likely to reach people with complex learning disabilities. Most supported employment clients had mental health conditions like anxiety or depression.



We think access could be better for autistic people and people with learning disabilities.

What we found out: Some supported employment services are better than others

There are a range of supported employment models. Some are very good. There was a wide range of outcomes.



Different areas have different kinds of supported employment.

All supported employment should be a good service. There needs to be clear standards.



There was a wide range of outcomes reported. The funding in every council was different. Councils that spend more money supported more people into employment.

Services being funded means they can train and keep staff.



Service Providers say that being paid on results of getting people jobs is difficult. It can be a barrier to getting local funding. Supported employment needs time at the start before a person gets a job. People need support to start to prepare for employment.



16 hours a week

Some funding is also linked to people getting a job over 16 hours a week. This can be hard as some people may need to build up to this.

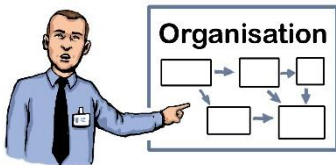


It can be difficult to offer good employment in rural areas. There are less local services and issues of access to transport.

There are no standards across Scotland. We are working on this.



Services were different in different areas. There are no standards for good quality. This makes it difficult to understand how good services are. Central standards may help.



Work is being done to develop this. This will look at all stages of supported employment and the organisation as well.



Councils have done some work to develop standards. They would like there to be central standards. They can speak to other councils about their work and arrange to have the same standards in all councils in Scotland.

There are examples of good employer engagement, but we need to increase working together



There were some strong relationships between services and employers. These have grown through working together.



We are developing new ways to work with employers. These show the strengths of people with learning disabilities.



It is important to work together to build relationships with employers. There are examples of good engagement with people with lived experience. There is an opportunity to do more on this.



There was a request for more people with lived experience on boards of organisations working in them.



Long-term working together can be difficult due to fixed term funding and contracts. Funding can also make it difficult to support people with learning disabilities. They may need more support and for longer.

There is positive work to develop staff



There is work to develop staff with training.

The Professional Development Award in Supported Employment was the best qualification for staff. The award may need updated due to COVID- 19.



There may need to be a different course for new members of staff. The qualification should be looked at to make sure it is accessible for individuals with learning disabilities.

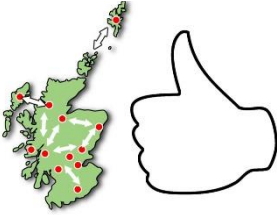


Services also said it can be difficult to recruit staff and find funding for new staff.

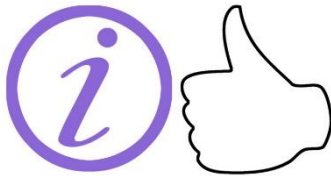
Recommendations



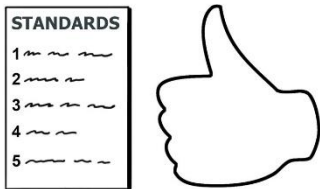
We found 3 key themes and goals for future supported employment. These were agreed by the project steering group:



1. Reduce differences across different areas of Scotland



2. Make things clearer. Such as data collected and outcomes



3. Have standards to make sure services are good.



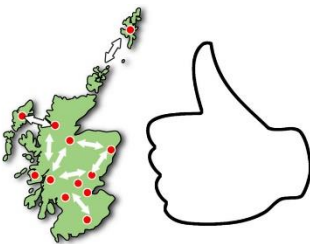
We have an opportunity to carry out the recommendations in this report. Supporting these recommendations is an important goal for people with learning disabilities. It places a focus on paid employment. This was important in focus groups and with people with learning disabilities.

The 9 recommendations are:

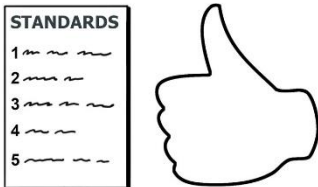


1. Make a Scottish Supported Employment Guarantee

This would include funding and targets for local areas. It would support co-design of services with people with lived experience.



2. Make services the same by collecting information.



3. Quality standards are developed.



4. A national supported employment programme is developed.



5. Support the development of staff.



6. Employers are encouraged to give more support to disabled people



7. Work with the DWP to allow supported employment services to claim Access to Work.



8. Look at how large public sector organisations such as NHS, Scottish Government and councils, can increase the number of jobs for disabled people.



16 hours a week

9. Remove the need for 16+ hours of work for people who use supported employment services

Scottish Government's Position on the Supported Employment Review Report



The Scottish Government accepts the findings and recommendations of this report. We will use it to help build future services.

Reach of Supported Employment



Supported employment is important in helping disabled people and people with additional support needs. This includes those who would struggle to find jobs.



Supported employment can help us reach our goal to at least halve the disability employment gap in Scotland. Targeted support is needed to help those who could find and keep jobs through supported employment.

Next Phase of Our Employability Service



We need to work with our partners on the recommendations. This will help plan services after March 2023.



We will think about how to take the recommendations forward. This will also help improve services for people with learning disabilities and autistic people.

Responding to the review report and next steps

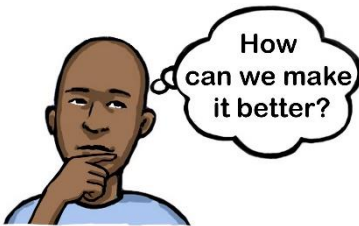


The Scottish Government has listened to the concerns and feedback of the Steering Group about supported employment services.

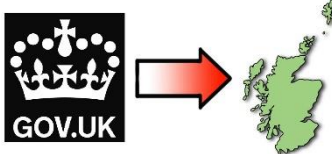


The Steering Group have asked the Scottish Government to respond to each recommendation.

We can look at 2 of these right away:



Recommendation 7. Work with the DWP to allow supported employment services to claim Access to Work.



This is a decision for the UK Government to make. Scottish Government officials are talking to the DWP about this.

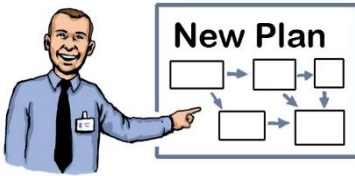


16 hours a week

Recommendation 9. Remove the need for 16+ hours of work for people who use supported employment services



We want to create a flexible system that is person-centred. This will allow employees to work the number of hours a week that suits them best. We will explore this issue further.



We are looking at the other recommendations. We will use them to plan our employability services through No One Left Behind.



No One Left Behind is Scotland's plan for an employment system that puts the person's needs first.



The Scottish Government and the review Steering Group will work with local government to develop a new approach. This will include supported employment.

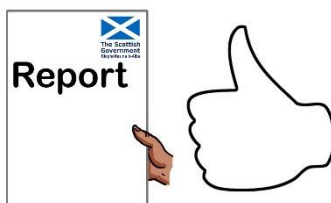


We will work with other partners (including people with lived experience and employers) to consider the learning and value for money of services across Scotland.



We will make sure that all recommendations are responded to.

Conclusion



We will agree our new policy on supported employment. We will then say what we will do about all the recommendations.



Scottish Government
Riaghaltas na h-Alba
gov.scot

© Crown copyright 2022

OGL

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit nationalarchives.gov.uk/doc/open-government-licence/version/3 or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at www.gov.scot

Any enquiries regarding this publication should be sent to us at

The Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

ISBN: 978-1-80435-321-9 (web only)

Published by The Scottish Government, August 2022

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA
PPDAS946406 (08/22)

W W W . g o v . s c o t