

## LAA Progress Update

Date of Report: 20 May 2010

### 1 Outcome:

a) LAA measure	NI146 Employment of People with Learning Disabilities
b) LAA target for year	2010/2011 9%
c) Lead officer	Mick Mellors
d) Lead group	NI146/150 Sub-group

### 2 What are we trying to achieve?

An increase in the number of people with a learning disability in employment.

We have agreed targets with Government Office as follows:

Baseline (2008/9)	5.5%	(31 people)
Target (2009/10)	7.3%	(41 people)
Target (2010/11)	9%	(51 people)

*Overall increase – 3.5 percentage points.*

The number of people this represents is shown in brackets: note that this is dependent on the number of people with a learning disability remaining static at 567.

### 3 What progress are we making?

Actions are being taken to improve access to existing posts in public sector organisations, to address job carving and to create specific posts.

- Calderdale MBC applied for and was awarded funding for £70,344 to support the implementation of PSA 16 (NI146/150).

Project title: *'Creating Employment Opportunities through Job Carving'*.

The money awarded will contribute to the employment of:

1.0 FTE job carving development officer  
0.5 FTE Administrative officer  
1.0 FTE (split into three posts) advisors/mentor workers

The job carving development officer post has now been recruited to and will be job shared. The new JCDO's will commence their posts w/c 24<sup>th</sup> May 2010

- 'Flutterbites' café opened in July 2009 at Manor Heath Park and is currently employing 13 people with a learning disability as catering assistants. This project will continue to offer further job opportunities for adults with learning disabilities and is looking to recruit further 'casual' staff, *summer 2010*. The cafe continues to be successful in developing links to both Ravenscliffe and Ryburn schools and offers work placements to students who are interested in becoming involved with Flutterbites post education.
- A 10-hour Contract Compliance Assistant post has now been successfully filled by a person with a learning disability. The post is with the contracts team based at Park Road and is proving successful.
- After the successful recruitment to the Recycling Assistant vacancy at Park Road, there is real potential for this opportunity to be rolled out to other departments.

During the recycling assistant recruitment process there were a number of people with a learning disability interested in the vacancy, recruiting to any other 'created' or 'carved' vacancy would not be difficult and a great addition to any team.

- The joint training team are to expand their current team and will be advertising for people with a learning disability to join the team to participate in the delivery of training. The vacancies will be ring fenced and the training officer job descriptions posts have now completed and graded. It is estimated that these vacancies will be advertised in the summer of 2010.
- Greater and stronger working relationships developed within Adults, Health and Social care (LD) commissioning team, Work wise and Human Resources, recruitment campaign co-ordinators to support the progression and development of ongoing initiatives.
- Current tentative exploration as to the current cafe facilities at Dean Clough (F Mill) and the potential to roll out a facility that will employ both people with a learning disability and mental health condition, similar to the current provision at 'Flutterbites' cafe at Manor Heath park.
- 'Flutterbites' cafe currently employs 28% of the total number of people (LD) known to be in paid employment.

<b>a) Milestones due in current reporting period</b>  see (3)	<b>Deadline Achieved</b>
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<b>b) Latest Performance Information</b>  The confirmed data for 2009/10 is due to be reported on the Data Interchange Hub in June 2010. The latest proxy data available as December 2009 showed that 7.8% of people with a learning disability were in employment  There are currently 47 people with a learning disability currently in paid employment.	<b>Date</b>
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**4 What actions are we taking to deliver improvement over the next 6 months?**

The job carving development officer will commence their new posts week commencing 24<sup>th</sup> May 2010 and will be in a position to assist recruiting managers gain a level of understanding in relation to the role of job carving thus enhancing the prospect of people with a learning disability to gain access to paid employment.

The Job Carving development officer project (joint working across learning disability/mental health) has targets attached to it. The JCDO's will be tasked with ensuring that a minimum of 25 job carved opportunities are made available by March 2011

**5 Is anything expected to impact on delivery?**

The economic downturn is thought to be having a significant impact on this target. To date three people with learning disabilities have been made redundant and have not been successful in returning to paid employment. There have been further resignations from posts; again these individuals have either not wanted to or have not been able to re-engage in paid employment.

One significant identified risk which could impact on delivery is 'data quality' and how it is recorded on CIS. Excellent data collation is key to ensuring that any information submitted is correct and measurable. If this information is not collated effectively it may lead to an incorrect calculation which in turn could lead to the recording and submission of a much lower number of

people in employment than the 'actual' figure.  
None of the local NHS organisations have been able to create employment opportunities through job carving or job creation for this target group

**6 What are the prospects for future improvement and can we evidence these?**

Whilst the current economic climate is unhelpful in terms of both reducing the number of jobs and dominating the thoughts of employers (particularly in the private sector), we are starting from a low base and gains will be possible. Systems are in place to measure the number of people in employment.

With the introduction of the job carving development officer post and staff it is proposed that the funding will assist to create at least 25 posts for people with a learning disability/mental health condition.

**7 Overall Assessment**

Good progress has been made in relation to the amount of people with an LD employed we need to continue to encourage people and their support networks to continue to drive the aspirations of people to look for and gain full time employment (16+ hours).

The benefits system is still a 'huge' stumbling block and barrier for many people with a learning disability in gaining employment, however we can start to work locally on this issues and take guidance from Government in relation to 'clearing up confusion about the benefits system'.

There also needs to be a greater emphasis on employing people with a learning disability from our LAA partners to become exemplar employers of people with a learning disability and/or mental health conditions.

**LAA Progress Update  
2010**

**Date of Report: 20<sup>th</sup> May**

**1 Outcome:**

a) LAA measure	NI153 Working age people claiming out of work benefits in the worst performing neighbourhoods
b) LAA target for year	To maintain performance in line with Regional average
c) Lead officer	Ann Sykes
d) Lead group	Return to Work Group

**3 What progress are we making?**

Data for Quarter 3 2009 shows performance at 31%, compared with the comparable 2008 figure of 28.6%. NI 153 is reported as a rolling 4-quarterly average and this data now demonstrates the effects of the Economic Downturn ie. increased numbers of people claiming benefits in the worst performing neighbourhoods.

In recognition of the impact of the recession, the Government decided earlier this year to allow a review of economic based indicators as part of the 2009/10 annual review. This duly took place in Calderdale and a revised target was set relative to the regional average. The agreed target for 2010/11 is now 'To maintain performance in line with Yorks and Humber regional average'. This is still a challenging target, however Calderdale is currently performing slightly better than the regional average which is 31.3%. In order to continue in this way we will have to maintain the priority and momentum behind local efforts to help people back to work. We also recognise the need to sustain people in work as well as obtain employment opportunities and upskill customers to be job ready.

The indicator is the responsibility of the "Return to Work Group" chaired by Jobcentre Plus,

<p>which next meets in early June. All partners feed into the delivery plan and currently we are looking at addressing gaps in both provision and geography .</p>	
<p><b>2 What are we trying to achieve?</b>  A reduction in the percentage of working age people claiming out of work benefits in the worst performing neighbourhoods to maintain performance in line with the Yorks and Humber regional average.</p>	
<p><b>a) Milestones due in current reporting period</b></p> <ul style="list-style-type: none"> <li>• To provide breakdown by individual SOA of % claiming out of work benefits.</li> <li>• To implement 'refresh' negotiations with Gov. Office.</li> <li>• To provide a breakdown of provision in each SOA</li> <li>• To analyse gaps in provision</li> <li>• Increase customers brought into Pathways to Work provision.</li> <li>• Purpose &amp; aims of Return To Work group reviewed and partnership refocused</li> </ul>	<p><b>Achieved</b></p> <ul style="list-style-type: none"> <li>• Yes</li> <li>•</li> <li>• Yes</li> <li>• Ongoing</li> <li>• Ongoing</li> <li>• Ongoing</li> <li>• Yes</li> </ul>
<p><b>b) Latest Performance Information 31% Date</b> Period up to December 2009</p>	
<p><b>4 What actions are we taking to deliver improvement over the next 6 months?</b>  Awareness raising with partners of national policy changes and implications plus availability of programmes and provision ie. changes that will be made by the new administration.  Via Return To Work Group progressing partnership working and support for the LAA with analysis of the 11 super output areas covered by NI 153 and planned working group to determine what actions can be taken forward.  Continuing contribution of Childrens Centre Outreach Adviser working in the most disadvantaged areas and introduction of Outreach Housing Employment adviser funded via Jobcentre Plus. This is a new role working in partnership with registered social landlords in particular Pennine Housing.  Working in partnership to deliver Future Jobs Fund .  Introduction of 'Think Positive' an ESF support programme for JSA customers with mental health issues from day 1 of unemployment.  Neighbourhood Employment Teams based in Mixenden, Ovenden, Brighouse and Hebden Bridge who offer support to those furthest away from the labour market.</p>	
<p><b>a) Milestones due in next reporting period</b></p> <ul style="list-style-type: none"> <li>• Next meeting of RTW group.</li> <li>• Task and Finish group to look at realistic actions in specific areas</li> <li>• Fully completed delivery Plan including actions of all partners</li> <li>• Respond to the review of the Economy and Enterprise delivery partnership and ensure alignment of the Return To Work group</li> </ul>	<p><b>Deadline</b></p> <p>June 2010  June 2010    May 2010    April 2010</p>
<p><b>b) Performance Information Due</b> <span style="float: right;"><b>Date</b></span>  Information will be available for quarter 4 in September 2010.</p>	
<p><b>5 Is anything expected to impact on delivery?</b>  The economic downturn will continue to have an impact on this target.  In order to impact the target we need to sustain people in work as well as obtain employment opportunities and upskill customers to be job ready.</p>	
<p><b>6 What are the prospects for future improvement and can we evidence these?</b>  The latest performance information is showing the effects of the Economic Downturn in Calderdale and this will continue to be demonstrated in the next set of figures. It is difficult to comment accurately as the data is in arrears by at least 6 months. At the present time the numbers of individuals becoming unemployed has slowed and those going into work has begun to increase, however this will not be demonstrated in the data until late 2010.</p>	
<p><b>7 Overall Assessment</b></p>	

See 5 and 6.

## LAA Progress Update

Date of Report: 24 May 2010

### 1 Outcome:

a) LAA measure	NI171 New business registration rate
b) LAA target for year	109.1% (2009/10)
c) Lead officer	Adrian Rose
d) Lead group	NI171/RE04 Sub-Group

### 2 What are we trying to achieve?

The baseline is the average difference between the performance of Calderdale and that of the Yorkshire & Humber region between 2002 and 2007. Calderdale's average performance over this period was 7.7% better than Yorkshire & Humber's, and therefore the baseline is 107.7%. The target is to move further ahead of the Yorkshire & Humber average each year.

### 3 What progress are we making?

Data is reported annually and is due in December 2009.

### 4 What actions are we taking to deliver improvement over the next 6 months?

The Business Link Delivery Plan for NI171 is in the process of being refreshed to include actions from Business Link's Local Delivery Plan for Calderdale, actions being undertaken by Calderdale Council to support businesses and actions from the Economy and Enterprise Strategy. The Delivery Plan will be circulated to the Partnership for comment shortly.

### 5 Is anything expected to impact on delivery?

The economic downturn is thought to be having a very significant impact on this target.

### 6 What are the prospects for future improvement and can we evidence these?

Business Link Yorkshire will maintain their pre start, start up and micro business support.. In addition the Council is supporting new business through its Enterprise Business Start –Up programme and the Silver Entrepreneur programme. As of 20<sup>th</sup> May 2010 64 Business Start-Up grants had been awarded by the Council and 150 people have been given one to one assistance. The Silver Entrepreneur's project has held 6 group workshops around Calderdale to help people into work and 25 new businesses have been started, with more in the planning stage.

### 7 Overall Assessment

There are concerns that given the current economic climate, the impact of national policy on this and the limitations to affect the climate at the local level that this target may not be achieved.

## LAA Progress Update

Date of Report: 20<sup>th</sup> May 2010

### 1 Outcome:

a) LAA measure	RE02 Number of people on Incapacity Benefit back into work
b) LAA target for year	90 for 2009/2010 – 60% for PRG is 54
c) Lead officer	Adrian Rose
d) Lead group	NI153/RE02 Sub-Group

## 2 What are we trying to achieve?

To move 90 people into full time employment from Incapacity Benefit by 2009/10.

## 3 What progress are we making?

- The target currently sits at 58 into sustained employment for 13 weeks (64% achievement). By the end of June it is expected that the final achievement would be 61/90 into sustained employment (68%)
- Workwise Health practitioner and Mental Health adviser continue to attend workshop activity at A4E; still no real evidence has been given regarding people into work that can be counted towards the final outturn figure.
- Engagement with GPs is still a priority, still only a handful of pro-active surgeries are referring into Workwise Health Practitioner – Judy Grant for alternative customer support. With the 'Fit for Work' notes now in place GP's should be utilising the additional support that Workwise can offer.
- ***This could be a future developmental opportunity post 2010 and a way of utilising the reward grant that is currently at a 64% outturn. In an evaluation report carried out on the target, both the Health Trust and JCP has stated that they wish the reward grant to be given to Workwise to enhance future opportunities to ensure long-term ill-health clients can access support directly within GP surgeries.***
- The Return to Work Group has not met of recent months. A request for additional support and joint outreach workers to be present in wards relating to NI 153 will be a much needed agenda item.
- The LAA RE02 evaluation report is almost complete for the 2007 – 2010 'Back2work' initiative awaiting the final data to complete the report for the end of June 2010

### a) Milestones due in current reporting period

- A member of staff from Workwise is supporting the Health Practitioner to attend A4E meetings
- On-going meetings with A4E but with very few referrals to Workwise
- Back2Work leaflets continued to be delivered to outreach bases and GP surgeries
- A member of staff working alongside JCP staff member Nigel Broadbent at Children's' centre and at Mixenden Resource/parents centre
- Recruit Housing Emp. Adv to support outreach work has been achieved but not employed at Workwise, will be links with 'doorways' staff for additional intervention
- **Tracking is vigorous to enable all job outcomes to be counted.**
- ALL staff at Workwise are supporting this target and all IB/ESA claimants that enter 16+ hpw are being supported to sustain the 13 week+ in work.

### Achieved

April 2010  
Still the case  
On-going  
Ongoing  
Ongoing  
On-going to 30.6.10

### b) Latest Performance Information

Date 20.5.2010

As the above date we now have a confirmed 58 people into sustained employment of 13 weeks or more and an overall figure to date that are into work of 62.

Workwise and the NHS seconded Health Practitioner (Judy Grant) will continue to gain employment for the client groups until 31/3/2010 for the purpose of this target. Thereafter up to 30<sup>th</sup> June 2010 we will be seeking evidence for confirmed sustained employment. However we will continue to support this client groups past the end of the RE02 target.

Likely outturn will be 62/90 into sustained employment (68%)	
<b>4 What actions are we taking to deliver improvement over the next 6 months?</b>	
<ul style="list-style-type: none"> <li>i) Continue to develop links with SWYMHT and PCT on their permitted work efforts and mapping of people into employment from Incapacity Benefit by earlier IAG intervention as people access work placements within services.</li> <li>ii) Additional adviser support from Workwise in relation to working with IB claimants who are in treatment for drug/alcohol abuse could provide additional job outcomes.</li> </ul>	
<b>a) Milestones due in next reporting period</b>	<b>Deadline</b>
<ul style="list-style-type: none"> <li>▪ Track and map the people who have gained employment to a sustained 13 week period and wherever possible gain the evidence of this positive sustained employment</li> <li>▪ Publish an evaluation report early July 2010 following final outturn figure.</li> </ul>	30.6.2010
<b>5 Is anything expected to impact on delivery?</b>	
<ul style="list-style-type: none"> <li>• The economic downturn continues to have a significant impact on this target: employers who are recruiting are looking for people who have up to date skills and are instantly employable.</li> <li>• Recent increases in the number of people, particularly those aged 18-24, seeking jobs and decreases in jobs notified to Jobcentre Plus is likely to make it even more difficult for those that this target addresses and are generally on Incapacity Benefit (IB) and not Employment Support Allowance (ESA) are furthest away from the job market to access employment.</li> <li>• Staffs at Workwise are under great pressure to field the increased number of workless groups that have complex needs and many underlying health related issues. Client caseloads are extremely high and staffs are now beginning to incur additional pressures to meet this target since the JCP secondee left on 31<sup>st</sup> Dec 2009.</li> <li>• It is more now more realistic to expect that 68%+ of the target will be achieved than the 100% target of 90.</li> </ul>	
<b>6 What are the prospects for future improvement and can we evidence these?</b>	
<b>THIS SECTION REMAINS THE SAME:</b>	
<ul style="list-style-type: none"> <li>• NHS, Jobcentre Plus, Calderdale &amp; Kirklees Careers and Calderdale Council work very well together due to the secondment of staff to the RE02 target programme - 'Back to Work' Initiative.</li> <li>• The complexities of need of the clients involved (many have severe and enduring mental or physical health issues) outside the Pathways to Work programme and referral route continues to be a particular challenge.</li> <li>• These clients continue to need intensive work over a long period; outcomes gained during 2010 have been a result of long-term interventions by advisers since 2007/08/09.</li> </ul>	
<b>7 Overall Assessment</b>	
<ul style="list-style-type: none"> <li>• As has always been the case Workwise and the NHS secondee are striving to progress the outcome of RE02 to a fruitful and beneficial outturn to reflect the great energy and dedication that staff within Workwise have given to this target.</li> <li>• Despite management meetings and staff attending A4E sessions, joint working with A4E continues to be difficult.</li> <li>• Throughout the delivery of this target is has felt that is has been a Workwise/NHS/JCP target and <b>NOT</b> a Calderdale target.</li> <li>• The evaluation report that will be provided in March/June 2010 will be used to progress the claim for the LAA RE02 reward grant, which will be utilised within Workwise to continue to second Judy Grant as a Health Practitioner at Workwise, thereby enhancing the Councils service delivered to people with disabilities/mental ill-health/ill-health and drug/alcohol related issues.</li> <li>• The hard work to support this significantly in-depth client group will continue post June 2010 <b>IF</b> the reward grant is allowed to come back into Workwise for support and delivery to the people of Calderdale.</li> </ul>	

**LAA Progress Update****Date of Report: May 2010****1 Outcome:**

a) LAA measure	RE04 Percentage of businesses that start up in Calderdale that are active after one year
b) LAA target for year	91% of start up businesses surviving after one year (2009/10 - 89% for 2008/09)
c) Lead officer	Adrian Rose
d) Lead group	NI171/RE04 Sub-Group

**2 What are we trying to achieve?**

Increase the percentage of start-up businesses surviving for one year to 91% in 2009/10.

**3 a) What progress are we making?**

From a baseline of 85% of start-up businesses surviving in 2006/07 the target for 2008/09 is 89% survival for new businesses for one year. In previous years the monitoring for this target was undertaken by Business Link West Yorkshire. Due to the changeover from Business Link West Yorkshire to Business Link Yorkshire (BLY) the monitoring of new business survivals has not been undertaken by BLY. Calderdale Council organised a survey of all businesses that had started in 2008/09 during 2009. Discussions are ongoing with BLY to consider whether they will undertake this work for 2009/10 and are yet to be concluded.

**b) Latest Performance Information**

As at 31st March 2009 84% were in existence (based upon the number of businesses that could be contacted). A number of businesses could not be contacted reasons for may include no contact details available, no response or they could no longer be in existence. Out of total number of business start-ups in 2007/08 (458), as at 31st March 2009 183 companies (40% of the total) had survived at least 1 year. There were a high proportion of companies who could not be contacted. There is no further information available for 2010 and steps are being taken to assess whether BLY can provide this or whether the Council can share the business s art-up data for 2009 with BLY and whether the Council will have to undertake their own survival survey again. There is currently no funding identified for this option.

BLY is updating their Calderdale Local Delivery Plan and the plan includes BLY's commitment to supporting pre-start, start-up and established businesses for 2010/11. At the moment there are no targets agreed with BLY for this activity but discussions are ongoing.

**4 What actions are we taking to deliver improvement over the next 6 months?**

Since the start of the Council's Business Enterprise Start-Up Programme in June 2009 64 new business starts have been supported with grant assistance, 152 one-to-one start-up support meetings have been held and 388 enquiries for assistance have been received by the Council. The Council is providing support and advice to the new businesses that it has helped to start and information will be provided later in the year as to their survival rate.

The use of proxy measures and outputs to assess progress has not led to any options being identified.

**5 Is anything expected to impact on delivery?**

The economic downturn is thought to be having a very significant impact on this target.

**6 What are the prospects for future improvement and can we evidence these?**

There is a high risk that this indicator will not be achieved due to the economic downturn and poor business confidence

**7 Overall Assessment**

Given the challenges of the current economic climate, at this stage there concerns that the target for the end of the three years will not be met.