

Health, Inclusion and Social Care Policy and Accountability Committee

Wednesday 10th September 2020

Closing the (Disability) Employment Gap

Our Economy- Impact of COVID-19

Challenges...

- Out of work benefit claimants increased dramatically. In March 2020 4,600 claimants, by the end of July 2020 more than doubled to over 10,390. Once the governments furlough scheme ends there will be another rise in new claims.
- Some groups including young people, BAME, 50+, residents with long term health conditions and disabled residents are likely to be most negatively impacted in the COVID-19 economy.
- In-work poverty and insecure employment also disproportionately impact these groups. H&F is also more exposed to the low-wage and very badly affected hospitality sector than any other West London borough.
- 21% of businesses temporarily shutdown and around 30% of workforce furloughed during lockdown
- The borough has a large retail and wholesale sector providing 18% of jobs, the impact of COVID has been felt strongly in this sector and it is likely face a challenging recovery.

Our Economy- Impact of COVID-19

Potential positives...

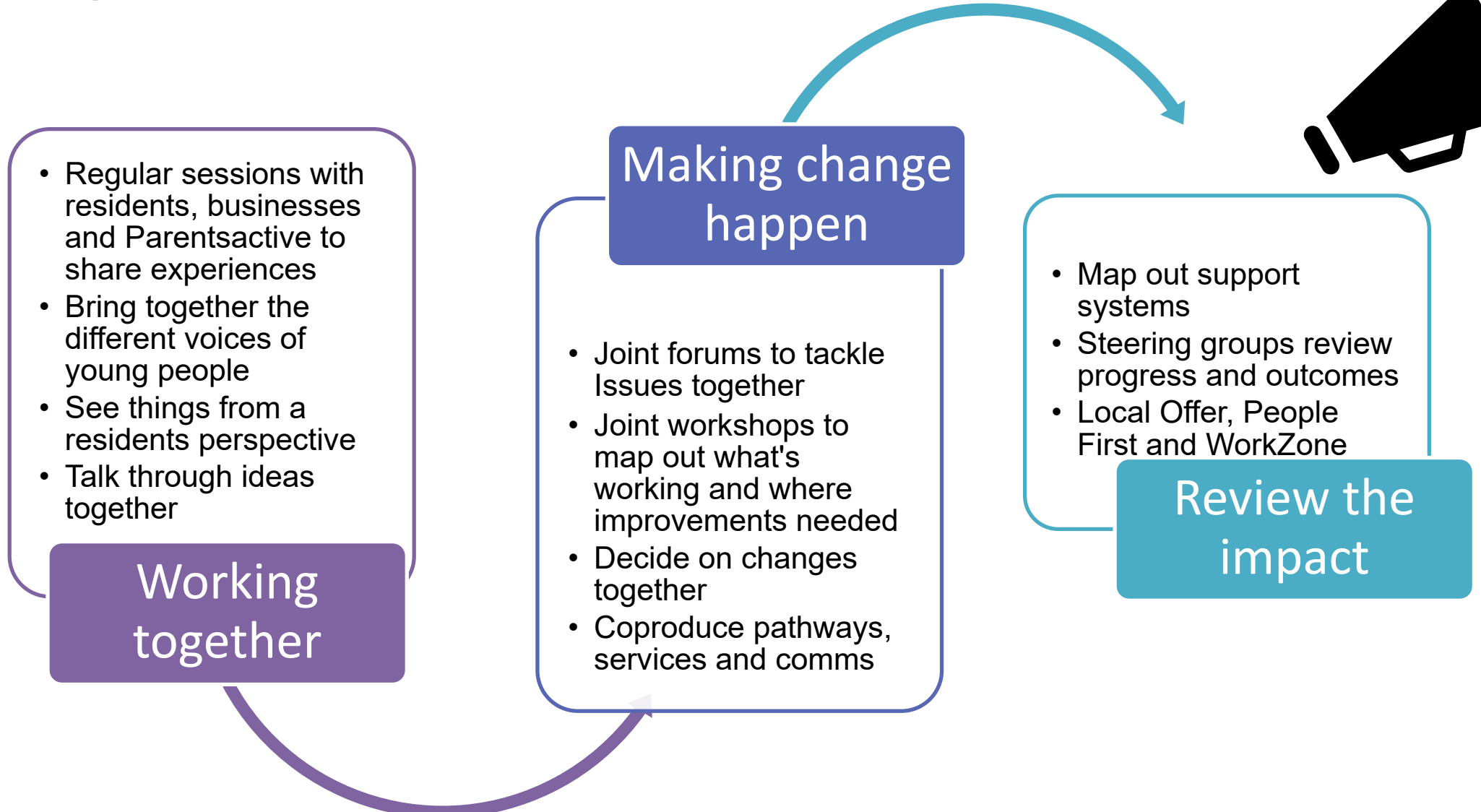
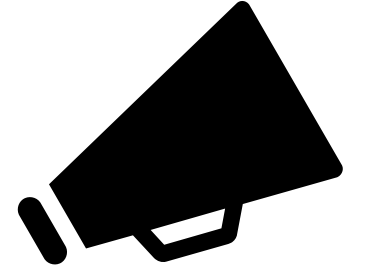
- H&F comparative to other boroughs, has a highly-qualified workforce dominated by managerial, professional and technical occupations (over 70% of residents employed in these groups).
- H&F has a large number of high growth businesses in sectors such as Creative, STEM and the wider Knowledge sector, these sectors may prove to be more resilient during an economic downturn.
- H&F also has a higher than average capacity for home-working which may mean that impact of economic downturn will be less felt than some of its neighbours.
- Compared to neighbouring boroughs H&F has more medium & large businesses who may have more capacity to 'weather the storm' and provide opportunities for greater volume of jobs once recovery begins.
- DWP acknowledges that post COVID employment support will be needed- H&F will work with sub regional partners to lobby for programmes which will support our priority groups. It is also likely that eligibility criteria of existing Work and Health programme will be extended.

Our Economy- Impact of COVID-19

What is the council doing?

- The council through Industrial Strategy activity is playing a key part in convening stakeholders to work together to support an inclusive recovery across the borough.
- Proactively supporting businesses to get help, advice and access grant schemes as well as a major marketing campaign to promote local businesses and activity to help them trade safely.
- Restructure of WorkZone completed January 2020- with a new structure to drive inclusive economic outcomes and a greater focus on joint working across the council. External engagement with business will also be focused more on securing inclusive opportunities and will be bolstered by the addition of three new posts (Apprenticeships lead, S106 officer and Social Value Officer) which will also focus on increasing supply of inclusive opportunities and more strategic engagement with businesses.
- Economic Development and People and Talent (HR) are jointly recruiting a new apprenticeship post which will seek to increase apprenticeships including inclusive apprenticeships.
- Social Value Policy agreed by cabinet in May 2020 will lead to more inclusive employment related opportunities in the councils supply chain.

How is coproduction leading to positive change in H&F?



- Regular sessions with residents, businesses and Parentsactive to share experiences
- Bring together the different voices of young people
- See things from a residents perspective
- Talk through ideas together

Working together

Making change happen

- Joint forums to tackle Issues together
- Joint workshops to map out what's working and where improvements needed
- Decide on changes together
- Coproduce pathways, services and comms

- Map out support systems
- Steering groups review progress and outcomes
- Local Offer, People First and WorkZone

Review the impact

Supported Internships Programmes



- Supported Internship programmes are one of the pathways towards sustainable paid work for young people with special educational needs, learning disabilities and/ or autism through learning in the workplace and personalised study programme
- The WLA's Supported Employment Programme was established to develop and commission programmes for young people across the sub-region.
- The programme is funded and supported by West London boroughs, Health Education England and the Department of Education and is led by Hammersmith and Fulham.
- There are over 20 Supported Internship programmes across the local area. Host businesses include Councils, NHS trusts and hospitals as well as retail and hospitality sectors.

- The average employment rate on the programmes to date is over 60% and take up across the 6 boroughs by recorded disability is:

SLD	MLD	ASD	SpLD	LDD	SLCN	PD	Unknown
2	24	9	3	11	1	1	6

- WLA is now working in partnership with Health Education England and the NHS to widen participation into employment within the Health and Care sectors, working across North West London to raise the learning disability employment rate.

The Supported Internship at L'Oréal & Hammersmith & Fulham Council

How the programme sits within the Council and it's partner organisations

The Programme

This is run as a partnership sponsored by Hammersmith & Fulham Council, and L'Oreal and working with a range of local employers.

The Partners:

- ❖ LBHF(host LA; & L'Oréal (host business)
- ❖ Parentsactive (parent/carer voice)
- ❖ West London College (Further Education Partner)
- ❖ Action On Disability (Supported Employment Partner, job coaches and follow on support into employment)

Local Employers include:

Nando's; Endemol Shine; Chelsea FC; Schools plus a number of other local employers have indicated they are open to Interns being placed on rotations.

The Supported Internship at L'Oréal & Hammersmith & Fulham Council



Vocational skills opportunities – roles at the host businesses

At L'Oréal	At H&F Council	At Endemol Shine
Reception Post room Catering Assisting in the Academy	Business support Housekeeping Library services Site maintenance	Administration Data entry Searching credits in reality TV
In schools	At Nando's	At Chelsea FC
Learning support assistant	Using the till Serving food Work in the kitchen	Assisting with training courses, hospitality, catering and stewarding.

Employment Outcomes

- 2017-18 – 66.66% in paid employment.
- 2018-19 - 63.63% in paid employment
- 2019-20 - All interns are on AoD extended projects to find employment

Follow on support

- Action On Disability provides focused follow on support for interns to support them into work linking with Children's Services on independence pathway planning.
- This year due to the Coronavirus crisis, Inclusion London has awarded them a grant to extend the period of follow on support through two programmes.

The Supported Internship at L'Oréal & Hammersmith & Fulham Council



The Steering Group meets monthly and is attended by:

- a representative from Parentsactive
- LBHF (People & Talent; Children's Services) West London College
- Action On Disability
- the businesses

The Operational team:

- Meet daily with interns to coproduce plans
- Meet weekly to plan and track progression
- Provide feedback to the steering group

The Steering Group:

- Listens to feedback from young people and representatives
- Monitors progress and outcomes
- Works collaboratively on strategic development and systems
- reviews annual performance and improvement plans
- Informs and shapes development work at the Council across Children's Services, People and Talent, Adults services and The Economy

Summary of wider offer for employment and skills



- **WorkZone** – Employment brokerage, apprenticeships, traineeships, Schools work placements for all adults and young people in H&F.
- **Housing Options** – Employment and skills support for Temporary Accommodation households and Private Rented Sector residents to help move away from Benefit Cap.
- **H&F/WLC Inclusive Apprenticeships** – part-time employment over 24 months with support/adaptations and a study programme leading to a level 2/3 qualification.
- **WLA supported employment programme** – Internships, apprenticeships, work placements
- **Adult Learning** – wide range of qualifications and skills of adult education courses to adults 19 years of age and above pre-employment, employability skills, health & well-being with some provision specific to inclusive cohort.
- **Youth Offending** - To deliver service to young people involved in the criminal justice system including employment and skills pathways.
- **Partner organisations** – At least 20 other VCS and non-VCS partners including JCP and JCP commissioned providers delivering employment related support across H&F

Next steps - Inclusive Employment

Use new ways of working to expand inclusive employment options for residents:

- Redefined internal offer- a strategic task force will be set up in October to ensure that we maximise inclusive and wider opportunities from the council and its supply chain. This will include an operational sub-group to share knowledge and expertise on a regular basis
- In October Work will begin to co-produce a new employment offer with residents and providers including job carving and work experience and linking in with employment support providers on a joined up local offer.
- Local employment hub – Local Offer, WorkZone, People First, new ‘Front Door’ for the Council.
- Work with education providers on the curriculum for life and the skills all young people need through the 14-25 Strategy and Post-16 networks.
- More pathways to employment opportunities sub-regionally with WLA & Health Education England