

DERBYSHIRE COUNTY COUNCIL

CABINET MEMBER FOR CHILDREN'S SERVICES

15 MARCH 2016

Report of the Strategic Director for Children's Services

Preparation for Employment Grant Funding

1. Purpose of Report

To inform the Cabinet Member of the receipt of a grant for Preparation for Employment and the proposed use of that grant to improve employment opportunities for young people with SEND.

To request permission to create an earmarked reserve to hold the grant funding received for the Preparation for Employment initiative.

2. Information & Analysis

Young people with SEND entering employment are likely to make fewer demands on social care services and lead healthier lives.

The Preparation for Employment initiative is aimed at improving employment opportunities for young people with complex special educational needs and disabilities (SEND) Local authorities can spend this one-off grant to promote supported internships and other preparation for employment.

The funding can contribute by:

- Increasing the number of education providers offering supported internships, resulting in more young people with complex SEND getting work placements and ultimately entering paid employment;
- Building relationships with employers to agree work placements for young people with SEND on supported internships and other

study programmes, and coordinate allocation of placements across education providers where appropriate; and

- Support and challenge education providers to improve preparation for employment in study programmes for young people with SEND, including high quality work experience, resulting in more young people finding paid employment.

The grant will be offered to learning providers to develop relationships with employers and employer organizations; to increase the number of work-related placements leading to an increased number of Supported Internships or vocationally-focused study programmes.

Learning providers currently developing/offering Supported Internships for September 2016 in Derbyshire will be invited to express an interest in delivering the proposals.

Located in Derbyshire are 3 general FE colleges plus a specialist college, Landmarks. Additional officer time would be required to draw up and oversee arrangements and ensure outcomes are achieved. This can be built into current high needs funding monitoring processes.

Colleges will be invited to put forward/apply to deliver plans that: Develop an Employer Engagement Group (EEG) as part of a credible, sustainable and mutually beneficial relationship with local employers, who are motivated by the prospect of developing a workforce which reflects the community in which they reside, with particular emphasis around engaging with people and organisations who support young adults with SEND into employment.

The EEG will be tasked with working with employers to plan, support and deliver training opportunities for young adults with SEND as well as providing a platform from which to engage discussion between employers on the barriers to successful and sustained employment of young adults with SEND.

Key Performance Indicators:

- Create an employer forum which includes at least 20 employers by December 2016
- Develop a SEND- Internship programme, which offers support and guidance to families, employers and interns

- Develop a parent support programme, that helps families manage changes that occur due to employment
- Launch an employer website, enabling discussion forums and useful updates
- Facilitate up to 10 employer events, that provide:
  - Opportunities for employers to discuss issues relating to employment of young adults with SEND
  - Opportunities for families and potential employees to meet and discover potential vacancies

### 3. Financial Considerations

The SEND Preparation for Employment grant is an unringfenced grant of £39,051 which has been allocated to Children's Services in 2015/16. The cost of the proposals outlined above can be met from within this grant, however the expenditure will occur in 2015/16 and 2016/17. Approval is therefore sought to create an earmarked reserve to hold the unspent funding at the end of 2015/16 pending its use during 2016/17. It is anticipated that all the funding will have been used by the end of 2016/17.

### 4. Other Considerations

In preparing this report the relevance of the following factors has been considered: prevention of Crime & Disorder, Equality of Opportunity and Environment, Health, Human Rights, Property and Transport Considerations.

### 5. Officer's Recommendations

That the Cabinet Member for Children's Services

- a. Approves the proposals for the use of the Preparation for Employment grant.
- b. Approves the creation of an earmarked reserve as described within this report.

**Jane Parfremment**  
**Strategic Director for Children's Services**