

# **DUNDEE CITY COUNCIL**

**REPORT TO:** Policy and Resources Committee - 11 June 2007

**REPORT ON:** Employment Disability Unit (EDU) - Outcomes 2006 and Future Directions

**REPORT BY:** Assistant Chief Executive (Management)

**REPORT NO:** 304-2007

## **1.0 PURPOSE OF REPORT**

1.1 This report provides information on the outcomes of the EDU for 2006 and discusses possible future developments.

## **2.0 RECOMMENDATIONS**

2.1 This report recommends that:-

2.1.1 the outcomes are noted;

2.1.2 the future direction and expansion of remit be approved;

2.1.3 the name change from Employment Disability Unit to Employment Development Unit be approved.

## **3.0 FINANCIAL IMPLICATIONS**

3.1 The EDU is currently funded by Angus, Dundee City and Perth & Kinross Councils. Additional funding is received from the European Social Fund and the Jobcentre Plus Workstep Programme. The EDU also receives some time limited funding from the Mental Illness Specific Grant, the Working for Families initiative in Dundee and the Economic Development Department in Perth.

3.2 The forthcoming Government's Pathway to Work initiative aims to target people in the Tayside area who are in receipt of Incapacity Benefits and who may be interested in finding a job. It is likely that the EDU will end up as a sub contractor for this initiative, which would attract considerable funding.

3.3 The Scottish Executive is currently considering the recommendations of the Scottish Parliament's Disability Inquiry report 'Removing Barriers and Creating Opportunities'. This report recommends the development of supported employment in Scotland through local authorities and there may be future funding opportunities for the EDU.

## **4.0 SUSTAINABILITY**

### **4.1 Anti Poverty and Social Exclusion**

The EDU has a positive impact on anti-poverty and social exclusion by assisting those furthest from the labour market to secure and maintain paid employment.

## **5.0 EQUAL OPPORTUNITIES IMPLICATIONS**

5.1 The EDU contributes to the equal opportunities agenda by improving the access to jobs for people with disabilities.

## **6.0 BACKGROUND**

6.1 The EDU is a joint initiative between Angus, Dundee and Perth & Kinross Councils. To combat the problem of disability and unemployment, the former Tayside Regional Council created the EDU to address the unmet employment needs of people in the community with disabilities or health problems.

6.2 At local Government re-organisation in 1996, the three local authorities in the Tayside area agreed to collaborate in the continuation of the EDU.

6.3 The EDU operates the following key activities to deliver an employment service that supports disabled people into employment:-

6.3.1 Job Clubs in Dundee and Perth specifically for disabled people.

6.3.2 Work Experience Placements to enable clients to develop skills and identify job preferences.

6.3.3 Workstep programme that provides support to employers to employ people with disabilities.

6.3.4 Supported Employment Team providing on-going assistance and support to people who may need help to settle into and sustain employment.

6.3.5 Consultancy and Advisory Service to local employers, voluntary organisations and disabled people regarding good employment practice.

6.3.6 Supported Employment Network in Tayside that co-ordinates the employment related activities of services.

6.4 The EDU's current target group is unemployed people with disabilities/health problems who reside in the Tayside area. People with all forms of disability are supported, including physical disabilities, mental health issues, sensory impairments, people with brain injuries and learning difficulties.

6.5 Additionally, the EDU assists Council departments, managers and employees with a range of issues concerning recruitment of disabled job applicants and the retention of current employees who are disabled.

- 6.6 The EDU has played a leading role in the development of Supported Employment at local, national and international level. Over the past 10 years more than 1000 disabled people have been supported into employment in Tayside, 700 of these outcomes have been for Dundee citizens. The EDU has won several national and international awards for its partnership working, good practice and successful job outcomes.

## **7.0 OUTCOMES FOR 2006**

- 7.1 The EDU attracted 219 new client referrals during 2006 in addition to the existing caseload of 124 clients. A total of 132 disabled people were supported into employment which is a 30% increase compared to 102 disabled people who were supported into work during 2005.

The employment outcomes achieved during 2006 are the highest annual job results since the EDU was formed.

A breakdown of activities and outcomes for 2006 is provided in Appendix 1 attached. A more comprehensive report will be compiled and submitted at a future Policy and Resources Committee.

## **8.0 FUTURE DEVELOPMENTS**

- 8.1 The EDU is constantly exploring new methods and seeking new partnerships to improve its effectiveness and results. Within the field of employment and disability the EDU has become a leading service provider, this is reflected in the EDU Manager being elected as the Vice President of the European Union of Supported Employment and the regular requests for EDU staff to deliver keynote addresses and workshops at conferences and seminars throughout Europe.

The EDU has a strong infrastructure and a wide range of activities to support disabled people into the open labour market and the 132 job outcomes secured during 2006 is a testament to this.

- 8.2 However, the EDU needs to adapt to the marketplace, especially if it is to continue to develop and attract new clients and funding.

The supported employment model and the processes and activities of the EDU are transferable to other disadvantaged and disengaged people in the community.

- 8.3 The EDU has been working closely with the Working for Families initiative in Dundee and has provided supported employment and Job Club services to this client group.

The Job Club in Perth has been successfully assisting migrant workers into jobs in the Perth & Kinross area. This has been acknowledged by Perth & Kinross Council's Economic Development Department who have provided some additional funding to enable the EDU to continue assisting migrant workers during 2007.

- 8.4 The Government's Pathway to Work initiative offers opportunities to attract new client groups and funding as people in receipt of Incapacity Benefit are to be specifically offered assistance to find employment. This client group comprises not only people with disabilities and it is possible that the broadening of EDU services could attract new partners and referral sources.

- 8.5 There is evidence that many disabled people are not accessing the EDU's services due to the word 'disability' and the name change may attract more disabled people who perhaps do not view themselves as having a disability but, instead, a health problem.

## **9.0 CONSULTATIONS**

- 9.1 The Chief Executive, Depute Chief Executive (Support Services) and Depute Chief Executive (Finance) have been consulted in the preparation of this report. The trade unions have also been consulted.
- 9.2 The Director of Personnel Services, Angus Council and the Depute Director of Housing and Community Care, Perth & Kinross Council have been consulted and have agreed the recommendations in this report, subject to approval of the Policy and Resources Committee.

## **10 BACKGROUND PAPERS**

- 10.1 None.

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Assistant Chief Executive (Management)

4 June 2007

# EMPLOYMENT DISABILITY UNIT

## ACTIVITIES AND OUTCOMES

2006

## **ACTIVITIES**

### **REFERRAL SOURCES**

During 2006 a total of 219 new clients were referred to the Employment Disability Unit from a wide variety of sources (see Table 1).

The largest source of referrals was from NHS establishments throughout Tayside who referred 30% (65) of all new clients. The second largest source was Jobcentre Plus offices mainly in Dundee and Perth who referred 26% (58).

Additionally, there were a further 124 clients carried over from 2005. These clients continued to use EDU services during 2006 (see Table 2).

A total of 343 clients (219 new referrals and 124 carried forward clients) benefited from EDU services.

There were however a further 122 disabled people that were referred to the Unit but did not use our services. Nevertheless each of these 122 potential clients had at least one meeting with an EDU officer but for a variety of reasons the individual declined to use our services or was deemed inappropriate for our services. The majority of these referrals were of people with mental health issues, usually referred by NHS Tayside and recurring reasons for not ultimately accessing the Units services included: medically unfit to work; unresolved domestic and welfare benefit issues and low motivation. These additional 122 clients are not included in Tables 1 and 2.

**Table 1: Referral Sources - 1 January To 31 December 2006**

Referral Source	Area			Total
	Angus	Dundee	Perth & Kinross	
Advert/Mailshot	0	1	1	2
Careers Service	0	1	0	1
College	0	3	6	9
Jobcentre Plus	3	37	18	58
Medical/NHS Establishment	20	28	17	65
Self/Former Client	8	33	12	53
Social Work	6	4	1	11
Training Provider	0	2	1	3
Other	1	9	7	17
	<b>38</b>	<b>118</b>	<b>63</b>	<b>219</b>

**Table 2: Current 2006 Clients Referred During 2005**

	Area			Total
	Angus	Dundee	Perth & Kinross	
Job Club	3	24	7	34
Support Team	10	46	34	90
	<b>13</b>	<b>70</b>	<b>41</b>	<b>124</b>

## TYPES OF DISABILITY

As in previous years, the most common type of disability dealt with by the EDU is mental illness 42% (143). The types of disability dealt with by the EDU was similar to those dealt with in 2005.

In the category of physical disabilities (101 clients), there was a wide range of disabilities including Arthritis, Back Injuries, Cerebral Palsy, Diabetes, Dyspraxia, Epilepsy, Heart Conditions, Multiple Sclerosis, Cancer, Bowel Disorder and Strokes.

A full breakdown of disability categories is at Table 3.

## DISABILITIES

**Table 3: Disability Categories- New Referrals**

Disability Category	Area			Total
	Angus	Dundee	Perth & Kinross	
Acquired Brain Injury	8	7	6	21
Learning Difficulty	3	40	26	69
Mental Health Issues	27	72	44	143
Physical Disability	13	64	24	101
Sensory Impairment	0	5	4	9
	<b>51</b>	<b>188</b>	<b>104</b>	<b>343</b>

## GENDER

The majority of new referrals were male, 64% (219). These figures are in line with previous years and national statistics and there is no reason to indicate that EDU services are not female friendly or inaccessible to women (see Table 4).

**Table 4: Gender - Period 1 January to 31 December 2006**

Gender	Area			Total
	Angus	Dundee	Perth & Kinross	
Male	23	128	68	219
Female	28	60	36	124
	<b>51</b>	<b>188</b>	<b>104</b>	<b>343</b>

**AGE**

A total of 24% (83) of clients were under the age of 25. It is hoped that the development of the Not in Education, Employment or Training (N.E.E.T.) initiative will see increased numbers of young disabled people accessing the services of the EDU. People over the age of 40 accounted for 40% of all clients (see Table 5)

**Table 5: Age - Period 1 January to 31 December 2006**

Age	Area			Total
	Angus	Dundee	Perth & Kinross	
Under 25	6	50	27	83
26 -39	19	63	41	123
40+	26	75	36	137
	<b>51</b>	<b>188</b>	<b>104</b>	<b>343</b>

**LENGTH OF TIME UNEMPLOYED**

A total of 73% (251) of the EDU's clients had not been in employment for at least 12 months. Long term unemployed clients (out of work for more than 3 years) accounted for 41% (140) of our clients.

There were 35 clients who were in employment who continued to use our services to look for jobs with increased wages or more hours.

A breakdown of our clients' length of time unemployed is at Table 6.

**Table 6: Period of Unemployment - Period 1 January to 31 December 2006**

Period of Unemployment	Area			Total
	Angus	Dundee	Perth & Kinross	
Employed	5	19	11	35
0-6 Months	2	32	23	57
7-12 Months	6	22	11	39
13-24 Months	10	17	14	41
25-36 Months	3	20	8	31
36 Months and Over	25	78	37	140
	<b>51</b>	<b>188</b>	<b>104</b>	<b>343</b>



**GEOGRAPHICAL**

The areas of residence of the EDU clients were almost identical to those recorded in 2005. As would be expected the majority of clients came from Dundee, 55% (188). Details of the client residence areas are at Table 7.

**Table 7: Geographical Breakdown - Period 1 January to 31 December 2006**

<b>Geographical Breakdown</b>	<b>Area</b>			<b>Total</b>
	<b>Angus</b>	<b>Dundee</b>	<b>Perth &amp; Kinross</b>	
	51	188	104	343
	<b>51</b>	<b>188</b>	<b>104</b>	<b>343</b>

## **OUTCOMES**

### **EMPLOYMENT**

During 2006 a total of 132 people with disabilities secured paid jobs. Of the 132 clients who secured employment, 67% (88) came off Welfare Benefit and the remaining 33% (43) are in receipt of a combination of wages and benefits under the Permitted Work Rules.

A breakdown of outcomes for all leavers by Gender, Age, Length of Unemployment and Geographic Location is at Table 8.

**Table 8: Outcomes By Gender-Age-Period Unemployed-Geographic Breakdown**

Period 1 January To 31 December 2006

GENDER	OUTCOME						Total
	Open Employment	Workstep/Supported	Permitted/Voluntary	Training	Withdrawn	Self Employed	
Male	43	12	25	12	80	0	172
Female	28	5	18	3	36	1	91
	<b>71</b>	<b>17</b>	<b>43</b>	<b>15</b>	<b>116</b>	<b>1</b>	<b>263</b>

AGE	OUTCOME						Total
	Open Employment	Workstep/Supported	Permitted/Voluntary	Training	Withdrawn	Self Employed	
Under 25	17	4	11	3	28	0	63
Over 25	54	13	32	12	88	1	200
	<b>71</b>	<b>17</b>	<b>43</b>	<b>15</b>	<b>116</b>	<b>1</b>	<b>263</b>

PERIOD OF UNEMPLOYMENT	OUTCOME						Total
	Open Employment	Workstep/Supported	Permitted/Voluntary	Training	Withdrawn	Self Employed	
Employed	19	1	2	0	10	0	32
0-6 Months	24	2	10	5	19	0	60
7-12 Months	8	0	2	3	20	0	33
13-24 Months	8	1	4	2	13	0	28
25-36 Months	3	5	5	0	8	0	21
36 Months and Over	9	8	20	5	46	1	89
	<b>71</b>	<b>17</b>	<b>43</b>	<b>15</b>	<b>116</b>	<b>1</b>	<b>263</b>

AREA	OUTCOME						Total
	Open Employment	Workstep/Supported	Permitted/Voluntary	Training	Withdrawn	Self Employed	
Angus	8	4	5	5	15	0	37
Dundee	37	10	24	8	72	0	151
Perth & Kinross	26	3	14	2	29	1	75
	<b>71</b>	<b>17</b>	<b>43</b>	<b>15</b>	<b>116</b>	<b>1</b>	<b>263</b>

## WORK EXPERIENCE PLACEMENTS

A vital activity in the Unit's employment process is to provide Work Experience Placements. This activity is especially important when individual clients have been out of work for a long period and are unsure what they can/cannot do and what job preferences they have. During 2006 a total of 82 Work Experience Placements were undertaken throughout Tayside. The placements generally lasted between 4 and 8 weeks and of the 82 placements, 26 of those were retained by their host employer.

## TRAINING

In addition to clients going into employment, a further 15 clients moved onto training/further education.

## WITHDRAWALS

The Employment Disability Unit traditionally has relatively high levels of voluntary withdrawals. A total of 34% (116) of all clients referred left before they found work.

The most common reasons for clients withdrawing were poor health, potential wages lower than existing benefits and lack of motivation. A simple way to reduce the amount of client withdrawals would be to impose a more stringent referral process, however, this would mean that our services may become inaccessible to some disabled people and we could be perceived as '*cherry-picking*'. Therefore, the process of accepting any referral will continue and it is accepted that there will always be a high '*drop out*' rate.

## WELFARE BENEFITS

The types of benefit that clients were in receipt of are detailed in Table 9.

**Table 9: Welfare Benefits**

MAIN BENEFITS		OUTCOME						Total
		Open Employment	Workstep/Supported	Permitted/Voluntary	Training	Withdrawn	Self Employed	
Disability Living Allowance	Disability Benefits	1	0	1	0	3	0	5
Incapacity Benefit		18	5	26	7	43	1	100
Income Support		7	4	10	1	28	0	50
S D A		0	2	1	0	0	0	3
Job Seekers Allowance		17	6	1	6	22	0	52
Pension		0	0	0	0	0	0	0
Housing Benefit		1	0	1	0	0	0	2
Council Tax Benefit		0	0	0	0	1	0	1
Disablement Benefit		0	0	0	0	2	0	2
Statutory Sick Pay		1	0	0	0	0	0	1
None		26	0	3	1	17	0	47
		<b>71</b>	<b>17</b>	<b>43</b>	<b>15</b>	<b>116</b>	<b>1</b>	<b>263</b>

**OUTCOMES – GENERAL**

The employment outcomes of 132 for 2006 represent a 30% increase from our 102 outcomes during 2005. More significantly the outcomes achieved by the EDU in 2006 are the highest ever since the EDU was formed.

The outcome figure of 132 is particularly impressive when one considers that 73% of our clients had been economically inactive for at least 12 months with 41% being unemployed for more than 3 years.

It should also be noted that 88 clients have found work and are no longer in receipt of welfare benefits and that 37 of these clients were in receipt of Incapacity Benefit.