

Report

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Report to:	Corporate Resources Committee
Date of Meeting:	10 December 2008
Report by:	Executive Director (Corporate Resources)

Subject:	Staffing Arrangements – Supported Employment Team and ESF Funded Projects
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ outline proposals to make permanent the existing temporary staffing arrangements within the Council's Supported Employment Team
- ◆ request approval for the appointment of 6 temporary employees to carry out projects resulting from recent successful European Social Fund (ESF) funding bids

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that a permanent corporate Supported Employment Team be established from the existing 4 temporary seconded employees, and
- (2) that 6 temporary employees be appointed to carry out ESF funded projects in supported employment and vocational development.

3. Background

3.1. The Council has developed a robust approach towards vocational development for South Lanarkshire's young people. Over 800 young people from mainstream schools participate in vocational activity each year.

3.2. Part of the Vocational Development Strategy includes vocational development for young people with moderate additional support needs. This is the supported employment initiative which works with 45 young people each year.

3.3. Our experience over the last 5 years has shown that there are groups of young people who require additional vocational support. These are:-

- ◆ young people from mainstream schools who need more intensive vocational support to maintain a work placement and training
- ◆ adults with additional support needs who have some experience of vocational training as school leavers, but who have yet to find an appropriate vocational match or working pattern which suits

4. Current Position

4.1 The level of demand for the services of the corporate Supported Employment Team has always exceeded the level of provision. The young people, who have moderate

learning disabilities, work towards a range of vocational outcomes including full and part-time employment, college courses, and other forms of training.

- 4.2 The programme includes exploring vocational options through work tasters and placements with employers. Support also includes job coaching and assistance with life skills such as learning to travel independently.
- 4.3 As there is a continuing demand, and increased focus on this area of work by the Scottish Government, continuity of staffing is important if we are to achieve the very best outcomes for those who participate in the programme.
- 4.4 The Supported Employment Team has been in existence for 4 years. It is staffed by 4 employees from Corporate Resources and Social Work Resources on temporary secondment. Given the level of demand for such services, and the impact which the service has had on the lives of both the individuals and families involved in the programme, it is proposed that the 4 posts, as detailed in section 6.1, be made permanent on the Corporate Resources establishment.

5. New Funding

- 5.1. As indicated previously, there is a continuing demand for support to individuals to assist them in achieving their ambitions. These individuals fall into 2 groups, those adults with learning disabilities in the South Lanarkshire area for whom a vocational route has been difficult to identify, and those mainstream school pupils for whom an academic route is not appropriate and where a vocational development route is the right option.
- 5.2. For both groups, the Council obtained external ESF funding of £368,000 to recruit 6 posts, 3 Supported Employment Assistants (Temporary), and 3 Vocational Development Assistants (Temporary) which will allow us to provide dedicated support to both groups. The funding runs until March 2010 which will match the temporary contract period.

6. Employee Implications

- 6.1. The appointment of permanent and temporary employees is set out in the table below:-

Designations	Grades	No of posts	Salary range
Permanent Posts:			
Supported Employment Team Leader	Grade 3 Level 1-8	1	£25,188 - £41,773
Supported Employment Co-ordinators	Grade 2 Level 1-4	3	£18,890 - £29,667
Temporary Posts:			
Supported Employment Assistants (Temp)	Grade 2 Level 1-4	3	£15,621 - £29,667
Vocational Development Assistants (Temp)	Grade 2 Level 1-4	3	£15,621 - £29,667

7. Financial Implications

- 7.1 The funding for the 4 permanent posts, at a cost of £128,795, can be met by budget transfers within Corporate and Social Work Resources.
- 7.2 Funding for the temporary employees at a cost of £166,774 will be met from ESF funding until March 2010.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. Both the vocational development and supported employment activities have been subject to an equalities impact assessment which is on the Council's website. Neither has shown any evidence of adverse impact on members of the community.
- 8.2. Consultation has been undertaken with the relevant Resources.

Robert McIlwain
Executive Director (Corporate Resources)

24 November 2008

Link(s) to Council Objectives

- ◆ Fair and open
- ◆ People focused
- ◆ Tackling disadvantage and deprivation

Previous References

- ◆ 7 May 2008

List of Background Papers

- ◆ None.

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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