



SEND Enterprise Programme

Introduction

Surrey County Council (SCC) wishes to support as many young people as possible into employment. We believe that every young person with SEND should be supported to achieve positive outcomes as part of their preparation for adulthood. We want to dramatically increase employment opportunities for young people with SEND, aged 16-24, and are seeking organisations and employers to help us achieve this goal.

As part of our 'Creating Opportunities for Young People – Commissioning for 2015-20' programme the council is launching a 'SEND Enterprise Programme'. The programme is linked to the councils 'Services for Young People Outcomes Framework' (see attached) focused on young people's employability.

This programme is designed to support our current and future partners, employers and council departments (both SCC and Borough and Districts) to develop sustainable opportunities or enterprises that provide employment or 'Supported Internships' (see description below) for young people with Special Educational Needs or Disabilities (SEND).

Our Goal

Our goal for this programme is simple: ***'To employ or place as many young people with SEND as possible into employment or supported internships'.***

To achieve our goal, the council is creating a programme that offers successful partners access to advice (both business and SEND expertise), access to SCC assets and/or premises (where appropriate and viable) and access to funding to develop enterprise ideas or supported internships.

We believe in developing practical and successful partnerships between our partners and the council to achieve our goals. The funding available is a one-off grant with terms designed to empower innovation and collaboration to develop viable enterprises to employ young people with SEND.

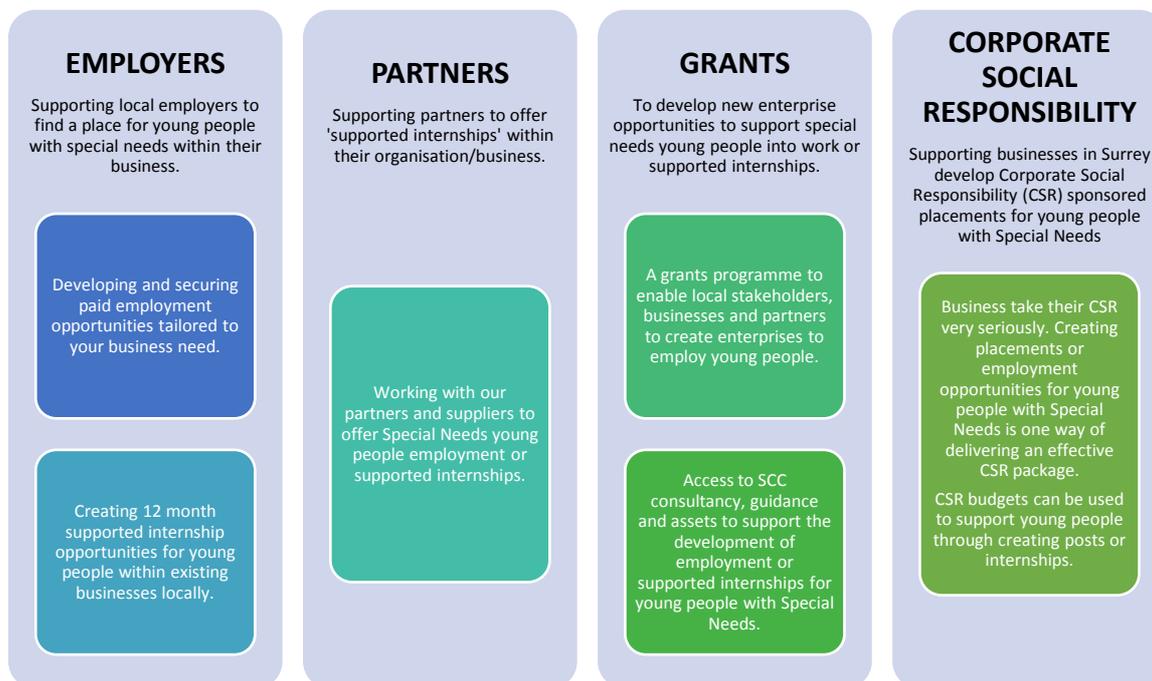
Who is this programme for?

This programme of support and funding is for any employer, VCFS organisation, partner agency, training provider or council department (both Borough and District's and County) to support the creation of opportunities for young people with SEND to find meaningful employment and/or supported internships.

“This is an amazing opportunity to work with another large, prestigious employer who is committed to our goal of securing placements and paid employment outcomes for young people with learning difficulties.”

Jodie Booth, Supported Internship Programme.

Our SEND Enterprise Programme consists of four themes:



What is on offer

The council believes it can work with enthusiastic and enterprising employers, partners or individuals to develop employment opportunities for young people. The council will provide advice to organisations looking to develop their ideas further. Any organisation interested in bidding will have access to an advisor to mentor them and support development of their proposals.

The council is, where possible, willing to explore what existing assets and/or premises it can make available to support proposals. The council does not believe providing funding is the only way it can assist partners to develop their ideas.

Finally, a fund is available to provide start-up funding to support the enterprise. This is a one-off grant payment and bids of all sizes are welcome up to £10,000. The council will wish to see how the organisation plans to use any funding and wishes to provide minimal terms and conditions for this funding.

What is a Supported Internship?

Supported internships are a structured study programme based primarily at an employer.

They enable young people aged 16-24 with a statement of Special Educational Needs, a Learning Difficulty Assessment or an Education, Health and Care plan to achieve sustainable paid employment by equipping them with the skills they need for work, through learning in the workplace.

Supported internships are unpaid, and last for a minimum of one year. Wherever possible, they support the young person to move into paid employment at the end of the programme. Alongside their time at the employer, young people complete a personalised study programme which includes the chance to study for relevant substantial qualifications, if appropriate, and English and Maths.

SCC is looking to place young people within existing employers and partners to offer young people with special needs high quality employment experience and future job potential. Surrey's Further Education Colleges and Training Providers support the young person whilst on an internship. There is also some 'access to work' support (terms apply) to support a successful internship.

Support for young people with SEND

Everyone has the right to work but people with learning disabilities are not always given the right opportunities to realise their potential. According to the latest data from the Office for National Statistics, only 7% of people with a learning disability are currently in paid employment, despite the UK's unemployment rate being less than 8%.

There are different pathways to getting a job, and supported internships offers one way for those people with a learning disability who face the most significant barriers to getting a paid job and a sustainable career. A supported internship is a study programme designed for young people with either a Learning Difficulty Assessment (LDA) or an Education, Health and Care Plan (EHCP). It is based mainly on employers' premises, with some time in college or a classroom in the workplace. Support throughout the study programme is provided to both the young person and the employer through a Job Coach. Supported internships should lead to a job for the young person at the end of their programme and should meet a real business need for the employer.

Each placement is matched and tailored to the young person using person-centred planning techniques. The placements focus not only on learning the tasks and skills but also on workplace behaviour, building confidence, personal accountability and responsibility. The majority of young peoples' time is spent on their placements, with 1½ hours per day in the classroom.

Young people are supported to obtain the Open Awards Certificate in Getting on at Work. There is a Tutor and Job Coaches from Colleges and Training Providers to support both the young people and the employer.

Case Study 1 – Employer Supported Internship

This case study outlines the story of a young man with a learning disability who successfully completed a supported internship with a College. He is now in paid employment, and is an ambassador for the programme.

In September 2013, Michael started on the supported internship programme. Before this Michael attended his local College and completed a work skills course. He chose to apply for the Internship as, after completing the work skills course, he decided he wanted paid employment, but needed some help to find a suitable job.

When Michael first started on the project he had limited confidence and his motivation was low. Michael's placement was with the Information Management and Technology Department. He had support from a Job Coach who stayed with him until both he and the employer were comfortable that he could work independently. This department was so impressed with Michael that he was offered paid employment by his manager. Michael is carrying on with his course whilst he gains some more experience in the department and is due to start paid employment when the course ends.

Michael's role involves logging all new and decommissioned equipment coming in and out of the hospital. Michael also builds computer carts, which are used by the medical staff on the wards. He also assists other members of staff when new equipment needs moving and

installing around the hospital. Michael has learnt all these new skills on his placements, and has become a valued member of the team.

Case Study 2 – Work Based Social Enterprise

The 'Good Trust' wishes to develop a 'Work Based Social Enterprise', with the objective of creating a sustainable thriving enterprise for the advantage of young people. The trust wishes to develop an upcycling business, taking donated household goods/furniture and after cleaning them up or basic repairs - aims to sell the items for profit. The organisation has a business plan and has a local business supporter looking to sponsor the enterprise.

The organisation needs to find a premises to run the enterprise from and there is a start-up cost of £12,000.

The trust bid for an 'Enterprise Grant' and was successful in getting through the first assessment phase. This involved sitting down with an adviser from the council's team who advised on the commercial elements of the plan. Once an improved business plan was developed the bid progressed to the final stage. The Council has two potential properties that the business could operate from. Following site visits, the council agrees to provide the chosen premises for the first three years and to supply £10,000 start-up funding.

The enterprise commits to place 10 Young people with SEND through the supported internship scheme per year over the first three years. These young people are given meaningful and supported roles within the enterprise and attend college one day per week. The young people are entitled to 'Access to Work' support from the Government and some receive funding for equipment and transport costs. With the support of the council through start-up funding and premises the enterprise is able to attract further external grant and sponsorship funding to create future sustainability.

Specification/Criteria – Enterprise Grant Element

This programme is about inspiring partners to support our goal. To do this we believe in keeping the grant specification and success criteria to a minimum. A model funding agreement is available.

1. Partners must demonstrate how they will create a socially responsible enterprise/business or sustainable opportunities to employ (or supported internship opportunity) to Young people with SEND in Surrey.
2. Proposals must demonstrate a sound and thorough financial plan and provide a draft business plan.
3. Proposals must commit to employing a cohort of Young people with SEND from Surrey for the next 3-5 years.
4. Any profits from the enterprise must be asset locked and re-invested in the partner organisations charitable work (including further development of this enterprise) or invested for young people across Surrey.

How to apply

Partners wishing to explore a supported internship placement or a 'ring fenced' job opportunity for young people with Special Needs (SEND) should express so via our dedicated email address eva.webb@surreycc.gov.uk

