



Practical Funding Guidance for young people seeking, and in, paid full time work including self employment

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Practical Funding Guidance

For young people seeking and in paid full time work including self employment

Introduction

People with learning disabilities can and want to achieve satisfying careers. There is now much anecdotal evidence of individuals in full time paid work. Yet people with learning disabilities remain furthest from the UK labour market. Although there are many mainstream schemes that help to improve employment for any person who is disadvantaged in local work places, these have not made a significant impression on the numbers of people with learning disabilities in paid work, which remains at approximately 7%.

It is now widely accepted (and government policy) that people with learning disabilities should be entitled to career aspirations and success in a job. *Valuing Employment Now* paved the way in underlining people's right to employment and the DFE's *Preparing for Adulthood* programme highlights the need to support young people to make the successful transition to adulthood and to

"...give them the best chance of a fulfilling adulthood with employment, good health and independence."

However if this is to be realised, there are major implications for the way services and local planning systems operate and how professional supported employment must be funded if it is to deliver the consistency and sustainability that people with learning disabilities and their employers need. This document sets out some of the ways that paid employment, and the steps to employment, might be funded. There is currently no perfect source of funding for supported employment but we hope that the information in this report will contribute to organisations delivering employment support in a way that best suits the needs of job seekers with learning disabilities and other severe impairments.

This funding guidance covers young people who are:

Age Range: 16 year to the 25th birthday

Category Definition: Individuals who come into the High Need Group (Education)

This document covers the funding streams below:

1. Public Health including sources of Council Funding
2. Education
3. Social Care – Children and Adults
4. Department for Work and Pensions
5. Business sponsorship
6. Charitable sources.

1. Public Health including sources of Council Funding

Public Health and Local authorities are bound by statute. Their functions are set out in numerous Acts of Parliament and many of these functions have associated legal duties. The key areas of funding are:

- Section 256 money which is the form of legal agreement giving the NHS powers to transfer funding to councils for activities with health benefits. The Local Authority can then procure services.
- Strategic Economic Regeneration money for deprived groups. Regeneration and Environment departments in local authorities are responsible for economic development. It is worth approaching them to help fund aspects of an employment outcome focused programme.
- There is funding available through Young Peoples Voice which is funding that supports participation work. In Merton they have a fund called the Youth Generation Fund, of around £26,000 per annum and it is used for young people to develop projects/activities/events that are their ideas. For further information go to http://www.merton.gov.uk/community-living/childre-young-people-families/youngpeople/participation_promise.htm.
- Discretionary money that the local authority spends on supporting people into work. This will be made available in conjunction with local policies or strategies and may be linked to local targets.

Working Examples

Devon County Council is using Section 256 money to fund their Change Agent Team which actively works to get people into employment. Their expected outcome is to get a number of people into jobs of 30 hours or more.

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Sirona Health and Care in Bath and North Somerset are using Section 256 money to develop an employers' network of mentoring and employment support for young people with a learning difficulty. They will be establishing an Employers Network with a view to providing permanent employment opportunities for at least 5 young people in the first year.

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The Merton Chamber of Commerce were part of a partnership which included Lambeth and Merton Citizen Advice Bureau, Merton Council, YMCA- South West, Volunteer Centre Merton and Mencap. The partnership was successful in accessing funding through Merton Regeneration and Environment Department to offer ten, nine month internships to young people. The expected outcome is that at least 50% of the young people will get paid employment.

Community Right To Challenge

The Community Right to Challenge is now in effect. It enables communities to challenge to take over local services that they think they can run differently and better. The Right to Challenge could be used to run a wide range of local services. Advice and grants are available if individuals / organisations are thinking about taking over a service from the local council.

Pre-feasibility grants are for amounts of up to £10,000 and are for organisations to build internal capacity to help them to compete to deliver public services.

Feasibility grants are available for organisations that are able to demonstrate that they have good potential to compete effectively to deliver public services. These grants are for up to £100,000 and can be used to support organisations in preparation for competing in procurement bids. For further information go to <http://mycommunityrights.org.uk/community-right-to-challenge/>

Working Example: Community Right to Challenge

'Progress' applied to the fund for a "Pre-feasibility grant". They wanted to improve their capacity to record, monitor and report impact, develop capacity to prepare bids, and to attract and meet the needs of personal budget holders. The bid was successful and they are now benefiting from support brought in to enable them to develop their systems and processes, including up skilling staff so that they will be able to access the right funding that enables them to deliver high quality employment support and related services.

2. Education Funding

There were significant changes in the arrangements for funding young people in schools and colleges in 2013/14.

All institutions eligible to receive public funding with pupils/students aged over 16 will receive an allocation of mainstream funding that is calculated by the national 16-19 funding formula – this recognises the different programmes of learning that young people access and pays for the course or programme. This is sometimes referred to as Element 1 in funding documents.

This allocation is made on a lagged basis, that is, the institution will be funded for the same number of students it enrolled in the previous academic year. Any increase in numbers over the previous year's total will be reflected in the funded numbers the following year.

All students aged 16-19 years are expected to follow a programme of study of approximately 600 planned hours per year, including Maths and English where the student had not previously attained a GCSE grade of A* to C. From 2015, all

of these young people are expected to be in full time education, training or in work with part-time education or training up to at least their 18th birthday.

Individuals who need £6,001 or more of additional learning support each year in order to complete their sixth form or further education programme are defined as a High Needs Student. This designation is on the basis of an assessment- either a learning disability assessment (LDA) or, from 2014, an education, health and care plan (EHCP). This is carried out by the home local authority (LA) of the student. The LA will commission a place at an institution that can meet the education needs of the student as set out in the LDA/ EHCP.

Key features of the new system are that:

- all post 16 institutions are treated and funded on an equivalent basis,
- educational commissioning and funding is brought together
- it anticipates the introduction of the Education, Health and Care Plan (EHCP) which will replace all Learning Difficulty Assessments by September 2016.

Students, who require less than £6k of additional learning support and are aged 16-18 years old, will be expected to follow a programme of study with their support needs being met from within the institution's mainstream funding allocation. For those aged 19 and over who do not have an LDA or education, health and care plan, further education funding comes from the Skills Funding Agency and follows separate guidelines.

As part of the simplification process, funding previously held by education agencies in separate funding streams has been combined and transferred to local authorities. The Education Funding Agency (EFA) will directly fund:

- further education and sixth form colleges
- independent specialist colleges
- academies and non-maintained special schools.

The funding covers the programme costs (Element 1) and the first £6k of support funds (Element 2 is subject to a LDA/EHCP). A third element of funding (for eligible support costs above the value of Elements 1 and 2) is deducted from the transferred funds to the LA, subject to an approved estimate of the costs involved. Local authorities then contract separately on an individual basis with the institution for the remainder of the funding package.

For Local Authorities this funding is called the High Needs Block and is used to support children and young people from birth to their 25th birthday. This is sometimes referred to as Element 3 in funding documentation.

Below is a worked example.

Working Example:

A high needs student on a full time college course generates funding for the College of £5,200 per year (Element 1). The young person's support package costs £18,000 and the College additionally receives £6,000 for additional learning support (Element 2). This means that the college will require 'top-up' funding of £6,800k which they should receive from the home LA of the student (Element 3 or top up funding).

Top-up funding will be:

Per pupil or student

- provided direct to the institution from the commissioning local authority;
- provided in or close to the pupil's or student's real-time movement; and
- **based on the pupil's or student's assessed needs.**

How top-up is arranged is a matter for local determination. Local authorities may choose to use local banding frameworks, to facilitate management of top-up funding. Top-up funding, however, **must reflect a pupil's needs and the cost of the provision they receive in a particular setting**, and it is unlikely that an entirely standard approach without scope to reflect a pupil's needs would do this.

All published documents and help documents are published on the DFE website:
<http://www.education.gov.uk/schools/adminandfinance/financialmanagement/schoolsrevenuefunding/a00205567/school-funding-reform-and-arrangements-for-2013-14>

Further information can be found in the operational guidance:
<http://media.education.gov.uk/assets/files/pdf/o/operational%20guidance%20for%20providers%20-%20high%20needs%20reforms%20-%20final.pdf>

Additional information on funding arrangements was published in November 2013 and can be found at:

<http://media.education.gov.uk/assets/files/pdf/1/additional%20information.pdf>

Funded routes into employment using education funding

- **Supported Internship programmes.**

These provide a structured study programme tailored to the individual needs of the young person and are designed to equip them with the skills they need for the workplace. This will include on-the-job training, backed by expert job coaches to support interns and employers, plus the chance to study for relevant qualifications – where appropriate. The government ran a trial of supported internships as part of the special education needs and disability reforms. They are now included in the Children and Families Act 2014.

Supported internships can normally be funded in part or fully through the funding arrangements outlined above (subject to a LDA/EHCP). Project SEARCH is a highly successful version of a supported internship achieving 60% full time employment success over three years.

The Government has produced non statutory guidance on supported internships:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/316676/Supported_internships.pdf

Case Study of funding a supported internship programme

Project SEARCH is an employment focused one year course for students with disabilities in their final year of education. It is based within a large, prestigious business and each intern develops a range of internship opportunities lasting 10 weeks and includes intensive learning of work based skills.

Steph did her last internship in Sterile Services in the hospital where her Project SEARCH programme was based. There she learned to re-process surgical instruments including endoscopy equipment. Following her internship, Steph applied for the job and was interviewed successfully for the post of Assistant Technical Officer. She works 37.5 hours a week working shifts. Steph has been in this job for over 3 years and carries on learning new tasks and developing her career.

- **Youth Traineeships.** New for 2013, these have incorporated work experience and preparation for work and follow the rules for study programmes. The EFA provides Traineeships for young people that last for up to 6 months.
They are funded through a provider's existing funding allocation (i.e. there is no additional money in the system for them).
- **Work Experience** – this can be a significant element of a funded study programme.
- The new **Further Education Capital Investment Strategy** details the creation of a £550 million investment programme targeted at colleges in the greatest need of help and those that can support growth in the economy. The Further Education Capital Investment Strategy can be found at:
<http://www.bis.gov.uk/assets/biscore/further-education-skills/docs/F/12-1340-further-education-college-capital-investment-strategy-plan>
- The **European Social Fund (ESF)** is intended to meet needs not covered by other forms of state funded education. These are local schemes devised to meet local needs and are strictly time limited. Programmes funded through this route usually are preparatory to other programmes funded through Apprenticeship funding or study programme funding.

A key issue for education programmes involving supported internships is support for learners after the course has ended. This may need to be funded for a limited period by the education provider (as a form of 'after-care' to ensure the effectiveness of the programme in supporting a positive destination). However, other sources of funding which may provide longer-term support include Personal Budgets and Department for Work and Pensions programmes.

There are further forms of funding available for individuals. In the case of care leavers and single mothers there is a right to receive a bursary of up to £1200 per year from the bursary Fund Scheme. This is administered by colleges and has replaced the Education Maintenance Allowance. The bursary can be paid in cash to set against expenses such as travel, or paid in the form of a travel pass or other personal payments. Where there is a case for other students because of disadvantage, there can be discretionary bursaries paid. For further information, please go to: <http://www.careleavers.com/acessingeducation>

Working Example of Education funding to support employment

Funding of Internships –

The usual SEN funding stream is in place in order that a young person can access a special school or college place. However, it has been used effectively when young people are actually off-site during their internships. The school can agree with the local authority to have many additional places; in this way they have the full amount of funding for each of the interns to pay for the staff to support them. An example might be:

School A has places for 120 pupils.- In 2013/14, six pupils will be at the local hospital as part of Project Search with a teacher and job coach. The local authority agree that in 2013/14 the school numbers can be 126 so 120 pupils are educated **on-site** with the appropriate budget and six pupils are part of Project Search. The budget for their school places can be used to fund the teacher and support in the hospital.

3. Social Care – Children and Adults

Social Care monies can be used to fund employment support if assessed as meeting a person's care needs. The allocation may vary locally according to Fair Access to Care Services (FACS) eligibility. It also varies according to the points scored against employment outcomes in a local Resource Allocation System.

Local Authority Social Services budgets are currently the main source of funding used for Personal Budgets. The person (or their representative) is informed about an upfront allocation of funding on completion of a Self Assessment questionnaire, usually calculated by using a Resource Allocation System (RAS). This enables them to plan their support arrangements through an agreed support plan, making clear what outcomes are to be achieved with the money.

Provided a young person meets the local FAC, Adult Social Care monies can be used for:

- Direct payments, Personal Budgets and Individual budgets.

Direct payments are cash payments made to individuals in lieu of community care services they have been assessed as needing, and are intended to give young people greater choice in their care.

Personal budgets are an allocation of funding given to individuals after an assessment which should be sufficient to meet their assessed needs. Young people can either take their personal budget as a direct payment, or, while still choosing how their care needs are met and by whom, leave councils with the responsibility to commission the services. Or they can have some combination of the two.

An individual budget (IB) applies to an arrangement whereby a service user gains direct control over the application of funding allocated to them following an assessment process or processes, and where funding is sourced from a number of income streams held by local statutory bodies. The intention in bringing different funding streams together is to go beyond current direct payment arrangements, and provide a more holistic and joined up package of support.

- Local Authority strategically commissioned block contracts
- Local Authority spot contracts

This funding stream can be used for:

- Job coaches and enabling teams
- Assistive technology to enable someone to work
- Commissioning support for a person to be employable.

Key funding streams and issues to consider in the Social Care sector:

- Double Funding – It is a fundamental principle underpinning the rules for public expenditure in the EU that no costs for the same activity can be funded twice from the EU budget.
- Volume 3 of the Children Act 1989 Guidance and Regulations provides guidance, primarily addressed to local authorities and their staff in England, about their functions under Part 3 of the Children Act 1989. Local authorities should use allowances like other 'good' parents to bridge the financial gap between local authority support and employment, education or benefit support. For example, by providing grants to young people between starting work and getting their first salary,
- Under Aiming High for Disabled Children (2008-2011) there was a significant level of additional funding for both the expansion and inclusivity of short breaks and improvements to support for young people in transition to adulthood. Whilst the ring-fenced funding has come to an end, new statutory duties relating to short breaks have been introduced and a new funding arrangement called the Early Intervention Grant has been introduced.

- Since April 2011, local authorities have been under a duty to provide a range of short breaks services for disabled children, young people and their families. The new short breaks duty requires local authorities to publish a short breaks statement that must detail the range of short breaks provision available, how provision meets a range of needs, how services can be accessed and what eligibility criteria apply. Most local authorities are using Early Intervention Grant money to fund the bulk of short breaks provision but are expected to fund other things such as childcare for vulnerable two year olds and children's centres from the same pot.
- Some councils also get funding from health and use their Carer's Grant to fund short breaks. Whatever the source of the funding, it could be used to develop employment opportunities such as Saturday jobs for young people. An example of how this has been done is Youth Supported Employment Programme. This has been evaluated¹ as part of Manchester's involvement in the GAL programme that was the forerunner to the current Preparing for Adulthood support programme. The latter is associated with the special educational needs and disability (SEND) reforms that will be implemented in England from September 2014.
- The SEND programme of reforms has brought new money into Pathfinder sites. However, there is likely to be some additional funding to support the requirement to publish a Local Offer of all provision for 0-25 year olds who have special educational needs or a disability. Indirectly, through the inclusion of a positive account of the supported employment provision for young people in the Local Offer, it may be possible to support more young people into work.
- Education Personal Budgets are possible from 2013 but only for those with EHCPs and in general the evidence to date is that they are most often used for therapies and transport.
- Supporting People monies support people with housing related needs with the aim of promoting independence. Different localities have different rules as to how Supporting People funds can be used for supported employment, but it should be possible to use this money to fund a support worker to help somebody get up in the morning to get to work on time.
- Within Part 1 of the Care Bill (currently going through parliament and due to be enacted in April 2015) there is duty to promote wellbeing including amongst other things: helping people to participate in work, education, training and recreation and supporting individuals to contribute to society. The Care Bill will facilitate a Better Care Fund² to promote closer working between the NHS and Care and Support. In June, as part of the Spending

¹ Stephen Beyer, Axel Kaehne, Andrea Meek and Claire Pimm
 The Impact of The Youth Supported Employment Programme in Manchester: An Evaluation of an Employment Pathway for the Getting a Life Project.
[http://base-uk.org/sites/base-uk.org/files/knowledge/Youth%20Supported%20Employment%20Programme%20\(YSEP\)%20-%20an%20evaluation/ysep_gal_paper_mar2012.pdf](http://base-uk.org/sites/base-uk.org/files/knowledge/Youth%20Supported%20Employment%20Programme%20(YSEP)%20-%20an%20evaluation/ysep_gal_paper_mar2012.pdf)

Round, a £3.8bn pooled fund was announced to promote joint working between the health service, and care and support in 2015/16. Whilst this is not available to support individuals, it may lead to more joined up commissioning of employment services that prevent people needing care and support.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/270417/Factsheet_19_Better_Care_Fund.pdf

Two case studies using council social care funding

Paul was using his **Personal Budget** for daytime activities that were occupying his time but were having little impact on his desire to reduce dependence. He was also doing (supported) unpaid work and getting frustrated that he was not being paid like the rest of the staff.

A crisis situation prompted a review. As an experienced employment support provider, Progress was asked to attend and offer some advice.

In brief, the young man and his parents saw the value of having specialist employment support. They agreed that it would be better to have less hours support and more focused support to enable him to secure a real job and start to learn things like how to travel independently. Progress is currently concluding the discovery phase and moving into job search. The situation isn't without its challenges. Real work places very different demands on all stakeholders. The social work support has been excellent and accepting of our business case that to invest more now will save in the not too distant future.

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Jordan registered with Wiltshire Council's **Transition to Employment Team** (a Council funded in- house service) to look for full time paid employment. After discussions with Jordan his Transition Worker discovered that he has many interests and skills. Jordan explained that he wanted a job that was in a friendly environment completing practical and routine tasks. Listening to Jordan's wishes his Transition Worker arranged an interview with an employer at a local food production factory where she had previous contacts. It was agreed that Jordan would visit the factory and undertake a working interview so he could practice the routine tasks that his employer would require. Jordan successfully completed his working interview and was offered a part time contract of 25 hours a week as a Factory Operative. He was doing well and by the end of his probation his hours had been increased to full time at 40 hours a week.

4. Department of Work and Pensions

Access to Work (AtW)

Access to Work is a Government Scheme. It is designed to provide help to disabled people who have or are about to start a paid job and are experiencing disability related challenges within work and need to overcome them. It is provided where the employee requires support or adaptations beyond those “reasonable adjustments” which an employer is legally obliged to provide under the Equality Act 2010. It gives them and their employer support with extra costs which may arise because of their needs.

It can provide funding for equipment, travel, training, and job coaching for up to 26 weeks, a support worker, disability awareness training and a communicator at job interviews.

More information can be found on the: [DWP website](#) or [Access to Work - GOV.UK](#)

The Access to Work scheme was widened from December 2013 to cover:

- Supported internships – this is a Department for Education (DfE) programme for young people who have complex learning difficulties or disabilities. Internships provide a structured learning programme with an employer that is tailored to meet the individual needs of young people. To access a flowchart setting out who may be eligible for Access to Work funding and to access the form for applying for Access to Work funding please [click here](#).
- Traineeships – this is a new programme being offered by the Department for Business, Innovation & Skills and DfE to support young people to develop the skills they need to secure employment, this includes apprenticeships. Places will begin to be available from August 2013
- Sector-based work academies – these offer pre-employment training and work placements in growth industries with a guaranteed job interview at the end of the placement
- Self-Made Work Trials - young disabled people will be able to set up their own work trial with a local employer if there is a realistic prospect that they will be offered a job at the end of it.

More information can be found on the: [DWP website](#) or at: <https://www.gov.uk/access-to-work>

and at

<https://www.gov.uk/government/news/access-to-work-extended-to-help-more-disabled-people-into-work>

Case studies using Access to Work

Stella was successful in getting a job following her Project Search internships. She was working in a hospital and not succeeding in undertaking and completing her tasks to the required speed. She was extremely accurate whilst doing the tasks but needed support to teach her how to speed up the time she was taking. She was successful in getting AtW to fund a Job Coach who taught her how to improve the speed at which she completed the tasks whilst keeping her accuracy. She is still in her job and has succeeded in meeting the criteria needed to get her pay increase and just as importantly is now seen as a key member of her team

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Martha has Asperger's and finishes work when it is late and dark. She was successful in getting Access to Work (AtW) funding so she is able to get a taxi home in the winter time so she can get home safely. However the taxi often was late or waited in the wrong place so her family with support negotiated with AtW that she now has funding so she can pay her expenses for someone to come and give her a lift home. This is less expensive for AtW and safer for the young woman.

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Henry had AtW funding to support him in his job when he first started following his internships at Project SEARCH. He managed to learn the tasks well and was able to do them at the required speed and accuracy. However he has health issues which affect his memory and concentration and has a small amount of funding to employ a Job Coach to come and remind him of the tasks when he or his employer feel his health is affecting his work performance.

Work Choice

Work Choice provides disabled people who have more intensive support needs and who face more complex barriers to employment with a seamless service covering all stages of the journey into work. It is delivered through a network of private providers and has a modular approach and includes the following:

- Finding a job and preparing to enter work (Module One)
- Short to medium term in work support or longer term in work support (Modules Two and Three) and;
- Progression in to open unsupported employment, where it is appropriate for the individual.

The primary referral route into Work Choice is through Jobcentre Plus Disability Employment Advisers.

There is a proposal to end Work Choice but no date has yet been specified.

Work Trial

The purpose of a Work Trial is to overcome any remaining suitability doubts an employer and/or disadvantaged group customer may have following a formal interview for a vacant post. At the end of the recruitment process, it offers a chance to 'try before you buy' to both the customer and the employer. Trial duration is determined on a case by case basis. The initial period should only be for a few days and this can be reviewed and extended if necessary. In exceptional circumstances, trials can last up to a maximum of 30 working days (over no more than 6 calendar weeks). Disabled people taking part in a Work trial can apply for advice and support from Access to Work.

Work Trials will be arranged by a Jobcentre Plus Adviser.

More information can be found at:

<https://www.gov.uk/moving-from-benefits-to-work/work-experience-and-volunteering>

This is a Government led work experience initiative that offers young people aged between 18 – 24 the opportunity of gaining experience of work, by participating in a work placement with a host employer. It will be particularly helpful to those who want to work but find the lack of experience a barrier.

Placements can last between 2 and 8 weeks. They will be hosted by employers in any sector, and will offer between 25 and 30 hours w per week hands on work experience. The participant will remain on their benefit throughout the placement. Funding is available to cover participant travel, childcare, replacement care and reasonable adjustments costs arising as a result.

More information can be found at: <http://www.dwp.gov.uk/youth-contract/>

Wage Incentive

Employers who take on young people may be eligible for wage incentives of up to £2,275 each. Wage incentives are available for employers who recruit an 18 - 24 year old who has been receiving benefits for at least six months through Jobcentre Plus. Wage incentives are also available through Work Programme and Work Choice providers.

The wage incentive is available if you employ someone for 16 hours or more each week in a job lasting more than 26 weeks. There are two rates:

- For part-time work between 16 and 29 hours a week – £1,137.50
- For full-time work of 30 hours or more a week – £2,275.

This will be paid 26 weeks after the employee starts work. Small businesses with fewer than 50 employees can claim a part payment eight weeks after the employee starts work.

More information can be found at:

<https://www.gov.uk/government/collections/helping-young-people-into-work>

Work Programme

The Work Programme is for those people who are at risk of long-term unemployment. Jobcentre Plus will continue to support benefit claimants during the first months of their claim. Once referred, claimants remain on the Work Programme for two years or until the provider has claimed all available payments for the time the individual spends in employment. This gives providers time to invest in addressing claimants' long term challenges.

Everyone who receives Jobseeker's Allowance and Employment and Support Allowance (ESA) can access the Work Programme at a time that is right for them. The Work Programme provides support, training and work experience for up to 2 years to help people find and stay in work. It is delivered through a network of private providers.

More information can be found at: <https://www.gov.uk/moving-from-benefits-to-work/job-search-programmes>

New Enterprise Allowance

For Jobcentre Plus customers thinking about becoming self-employed the New Enterprise Allowance (NEA) provides:

- A mentor who will offer expert guidance and support to help participants explore their business idea and prepare a business plan.
- Workshops offering practical advice on topics such as marketing and book-keeping.
- Practical help tailored to individual needs in the early months of trading, including a business mentor and support for writing a business plan.
- Financial support – a total package worth up to £2,274.

Disabled people enrolled in the NEA can now receive additional support through Access to Work to help pay for necessary specialised equipment, support workers and travel costs to get their business started. **More information can be found at:** <http://www.dwp.gov.uk/adviser/updates/new-enterprise-allowance/>

The Local Flexible Support Fund

This is a discretionary Fund held by Jobcentre Plus District Managers. The aim of the fund is to provide an opportunity to support delivery of locally identified customer needs, and help to address the requirements of the local labour market. The flexible support fund can be used to procure activities to enable claimants/ customers to either enter sustained employment or move closer to the labour market.

The decision on how the flexible support fund will be made by the Jobcentre Plus District Manager, so activities may vary in each District.

Two case studies on how Disability Employment Advisers (DEAs) have supported customers

Keith was a 21 year old customer referred to DEA having first signed on for Job Seekers Allowance. He had completed 3 years in further full time education. Keith has speech and language problems and had been assessed as having dyslexia. He also has problems with concentration and memory. The first meeting between Keith and the DEA involved fact finding on both sides and it soon became clear that a further updated assessment of his capabilities was relevant; especially in light of issues with dyslexia, speech, memory and concentration.

A very detailed and useful assessment report was prepared and then the DEA referred him onto the Work Choice programme via PLUS as it was clear that Keith has additional support needs requiring this type of input. The DEA did a further follow up appointment to ensure that he had started Work Choice and did some examples of 'better off in work' calculations that he could show to PLUS. Subsequently, Keith started a short work trial with B&M-a new retailer in the City Centre. He started work on a full time basis within approx 5 months of first seeing the DEA.

Matt is 21 years old and has hereditary Macular Dystrophy, which is a degenerative eye condition that was diagnosed when Matt was 8 years old. It is not helped by wearing glasses. Matt is in receipt of Disability Living Allowance, Higher Rate mobility allowance and Lower Rate care. He lives in an area that has very poor transport links and very little employment. Matt was very keen to get back to work but very aware of the problems he was going to encounter not only due to his disability but also because of where he lived.

His initial idea was to be a self employed dog groomer, so the DEA explored this idea by speaking to the Princes Trust, although they were not able to help. Matt also contacted Modern Eyes but they were not able to offer the support Matt needed. We spoke to Access to Work who were able to help as Matt was not able to use public transport. He had previously done a dog grooming course at College and had most of the necessary equipment. Matt got some business cards printed up but unfortunately there were no takers. He was very disappointed that this had not taken off but in the small place he lived we always knew it would be a challenge. After trying a number of different areas, a job came up at some Laboratories where Matt had worked before. He started immediately as his clearance from the last time he worked there was still valid.

He went to see the DEA to sign off. The DEA did a better off in work calculation and Matt was £237.77 per week better off and he was thrilled to think he would be so much better off.

5. Business Sponsorship

Companygiving.org.uk is an excellent tool for researching potential corporate partnerships, especially when narrowing down by causes supported and location. For full details on giving methods and what they are likely to fund and how they can identify companies sympathetic to your cause go to <http://www.companygiving.org.uk>

Hilton in the Community Foundation believes that disadvantaged young people deserve the chance to turn their lives around and to enjoy the benefits of paid employment whilst proving themselves in the workplace. Alongside their comprehensive grant-making programme and using their contacts in the hospitality industry and charity sector, they support employment schemes and placements which build or rebuild confidence, develop skills and experience while contributing to society. <https://www.hilton-foundation.org.uk>

Working example of business sponsorship

Progress Recruitment, a supported employment organisation, has been helped by hotel fundraising at nearby Hilton Blackpool since 2004. The money is used for intensive training, CV development and supported placements into paid work for young people with disabilities.

In addition to nominating the charity as one of its local causes, Hilton Blackpool has also employed a number of young people with disabilities through the agency.

6. Charitable Sources

There are a number of good charitable search portals for funding. These include:

- <http://www.grantfinder.co.uk/>
- <http://www.grantsonline.org.uk/>

Most areas have a local organisation that is able to support them to look for charitable sources of funding. Below are some funders with current or ongoing opportunities:

Funding to Enable Disadvantaged Young People Reach their Potential (UK)

Registered charities that work with disadvantaged children under the age of 25 can apply for funding of up to £10,000 through the Ironmongers Company's

grants programme. In particular the company wants to support projects that provide opportunities for disadvantaged children and young people to fulfill their potential and educational activities that develop learning, motivation and skills. They have a rolling programme of funding opportunities and the next deadline for registered charities to apply for funding is the 31st December 2013.

http://www.ironmongers.org/charity_organisations.htm

The Equitable Charitable Trust

Charitable organisations and schools specifically for children and young people with disabilities or Special Educational Needs can apply for funding of up to £30,000 through the Equitable Charitable Trust. This applies especially to young people with disabilities and/or from disadvantaged backgrounds. The length of funding can range from one to three years.

<http://www.equitablecharitabletrust.org.uk/Grants/GuidelinesforApplicants/tabid/317/language/en-GB/Default.aspx>

Big Lottery Fund - Talent Match

This programme aims to support 18 - 24 year olds who have been out of work, education or training over 12 months. There are 21 target areas and contact information for each partnership lead – see the website:

<http://www.biglotteryfund.org.uk/global-content/programmes/england/talent-match>

Awards for All England

This is a quick and easy way to get small Lottery grants of between £300 and £10,000. They fund projects, which address the issues, needs and aspirations of local communities and people including a wide range of community projects aimed at developing skills, improving health, revitalising the local environment and enabling people to become more active citizens.

You can apply to **Awards for All England** if you are a community group, not for profit group, parish or town council, health body, or school. You do not need to be a registered charity to apply.

<http://www.biglotteryfund.org.uk/global-content/programmes/england/awards-for-all-england>

Example of charitable funding

CSV's pioneering Vocal Project has received a £420,000 boost from the Big Lottery Fund for three years to support 120 adults with a learning disability in Norfolk to volunteer, gain employment and access training. This three year grant gives personalised support to adults with learning disabilities and provides the opportunity to include supported employment in partnership with other agencies locally.

UK Community Foundations are the managing agent for Comic Relief. There is a programme which during this two-year cycle represents an investment of almost £8 million in community projects identified by Community

Foundations which are supporting some of the poorest and most disadvantaged people in the UK. There are Local Communities (grants of £1000 to £10,000 a year). Currently open for applications. Please check with your local Community Foundation to find out when their deadline is - there will be periods when the grant round temporarily closes. The grants managed by community foundations range in size from £500 to the £30,000 grants allocated to cities across the UK. http://ukcommunityfoundations.org/programmes/comic_relief/

Trust for London

This is a charitable organisation that exists to reduce poverty and inequality in London by funding the voluntary and community sector and others, as well as by using their own expertise and knowledge to support work that tackles poverty and its root causes. They support work providing greater insights into the root causes of London's social problems and how they can be overcome; activities which help people improve their lives; and work empowering Londoners to influence and change policy, practice and public attitudes. Annually they provide around £7million in grants.

<http://www.trustforlondon.org.uk/grants/>

City Bridge Trust

City Bridge Trust is the grant-making arm of Bridge House Estates. It was established to make use of funds surplus to bridge requirements and provides grants totalling around £15m per year towards charitable activity benefiting Greater London. They are looking to fund projects that will achieve one or more of the following:

- more disabled people reporting increased choice and control in their lives
- more disabled people successfully living independently
- more young disabled people taking up educational or employment opportunities and making positive choices about their lives.

<http://www.citybridgetrust.org.uk/CBT/AboutUs/>

Example of using charitable funding

Hammersmith & Fulham Action on Disability is an independent organisation promoting equality for disabled people. It provides high quality services and campaigns to remove artificial barriers to develop opportunity, choice and independence. In 2012, it received two years of funding for £60,000 from the Trust for London to support Job Coaching and Job Development specifically relating to a Project SEARCH site in London.

Comic Relief – Local Communities Programme (Hertfordshire)

The Hertfordshire Community Foundation allocated grants up to £10,000 for projects that empower local people, enabling them to create lasting change within their community. Under the programme, organisations can apply for funding to increase local services, build skills of local people, increase community cohesion and respond to local economic needs. Applications can be submitted at any time until the 30th April 2015.

<http://www.hertscf.org.uk/>

The Mercers' Company – General Welfare Programme (London)

The Mercers' company has a number of grant opportunities and the closing date for the next grant round is the 16th October. Funding is available for grassroots and front-line charities that work within the M25 corridor to improve the lives of disadvantaged and marginalised people.

<http://31.222.182.92/general-welfare>

Gregg Foundation Major Grants Programme (North East)

A local 'Not for Profit' organisation with a turnover of less than £300,000 per year can apply for grants of up to £15,000 per year for up to three years through the Greggs Foundation Major grants programme. The purpose of the programme is to tackle social deprivation.

<http://www.greggsfoundation.org.uk/>

GlaxoSmithKline IMPACT Awards (UK)

GlaxoSmithKline IMPACT Awards are open to applications from UK registered charities with a total annual income between £25,000 and £2 million and that have existed for a minimum of three years. The awards are an annual scheme that recognises and rewards small to medium sized charities that are doing excellent work to improve people's health. Up to ten winners receive £30,000 plus the overall winner receives an extra £10,000. In addition up to ten runners up receive £3,000 and Award winners also receive free training valued at £4,000.

http://www.kingsfund.org.uk/current_projects/gsk_impact_awards/

Inspiring Youth Enterprise Programme (UK)

The Royal Bank of Scotland has announced that the next funding round of its Inspiring Youth Enterprise programme will reopen for applications on the 2nd of September. They are looking to support organisations that help young people start their own business. The funding is available to constituted groups in the UK including voluntary and community groups, charities and social enterprises. The maximum grant that can be applied for is £50,000 and they will be open to applications twice a year for the annual funding pot of £500,000

<http://www.inspiringenterprise.rbs.com/inspiring-youth>

The Law Society Charity Grants (UK)

The Law Society Charity has announced that the next application closing date for its grant making programme is the 8th November 2013. The Charity provides grants of between £5,000 and £15,000 to voluntary sector organisations for projects that:

- Promote human rights
- Provide access to justice
- Relate to legal education

<http://www.lawsociety.org.uk/about-us/law-society-charity/apply/>

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