

Opportunities Fife

Angela Hamilton

Opportunities Fife
Disabilities and Health
Delivery Group

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History of Employment Provision for People with Disabilities and Health Issues

1902: First union for people with disabilities joins TUC

National League of the Blind of Great Britain and Ireland Founded in 1894

1921: Royal British Legion and first Legion Poppy Day held November 21st 1921

1922: Disabled Society established and First Poppy Factory Opens in Old Kent Road

1944: Disabled Persons Act

1945: Remploy first factory opens in April 1945 in Bridgend, South Wales

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HISTORY CONTINUED...

The Disability Discrimination Act 1995

Before 2001: Supported Employment Placement Scheme and Therapeutic work

2001: Fife Job Broker Service: New Deal for Disabled People

2001: Workstep: an evolution of the Supported Employment Programme

2005: The Disability Discrimination Act

2006: Regulations siting that every public body should reserve at least one contract for Supported businesses

2010: Equality Act

2010: Scottish Government: A working life for all disabled people: A supported employment framework for Scotland.

2010: Work Choice: replaced Workstep

2011: The Work Programme

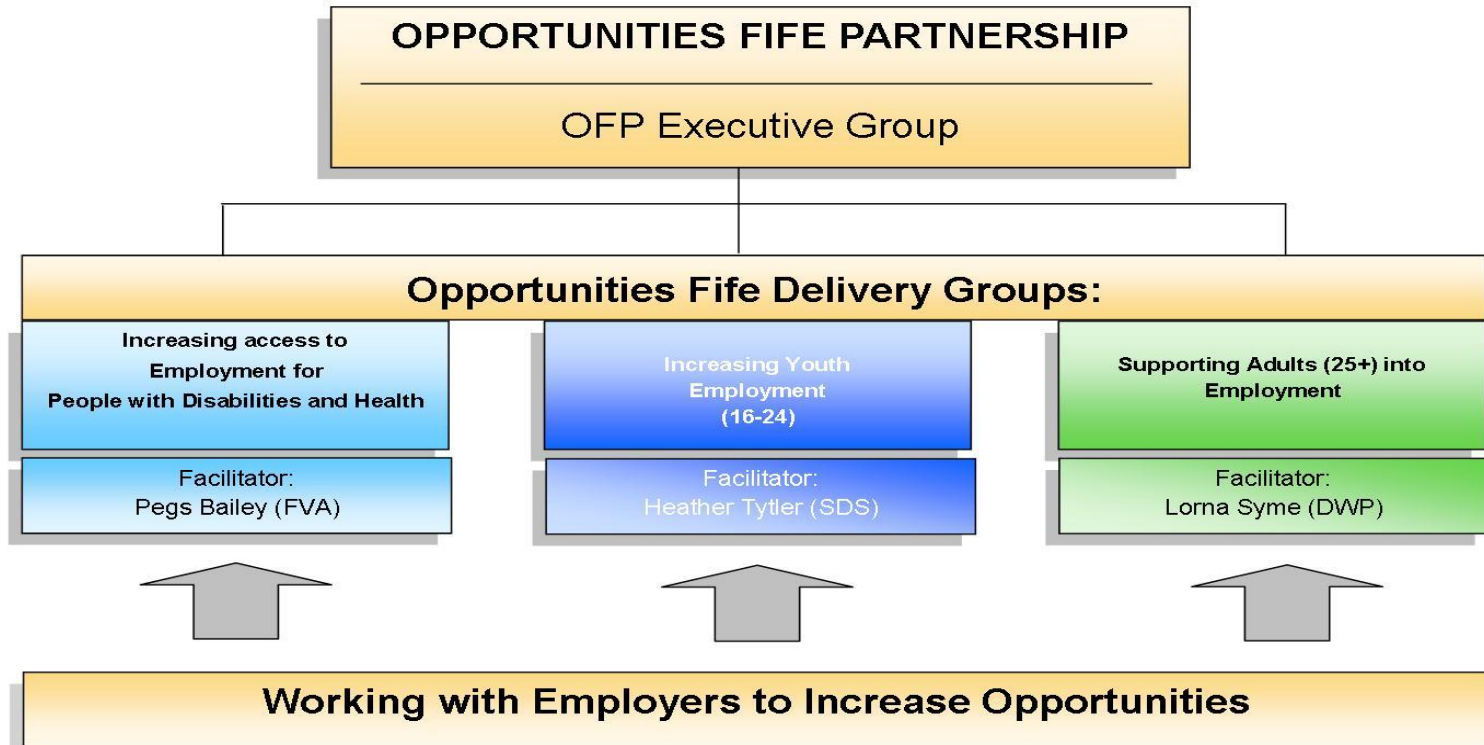
2012 Scottish Government Procurement Framework for Supported Businesses

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OPPORTUNITIES FIFE PARTNERSHIP - Structure Diagram

Aim: To develop and oversee the implementation of labour market driven approaches to skills and employability services for individuals which reflect the needs of employers

Chair: Cllr Tony Martin



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The aims of the Disabilities and Health Delivery Group are to:

- Increase the numbers of people with health problems or disabilities gaining or retaining employment
- Work with partners to make effective use of existing resources, avoid duplication and minimise gaps in service provision
- Ensure a level of service is available across Fife which is flexible to local circumstances.

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The objectives of the Disabilities and Health Delivery Group are to:

- Establish and maintain an overview of employability service provision for people with health problems and disabilities in Fife
- Develop and monitor an action plan for service development and delivery
- Ensure our work connects with national and local policy frameworks and being open to learning and sharing from good practice
- Engage with service users to ensure service development and delivery is relevant to their needs

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Consultants Report:

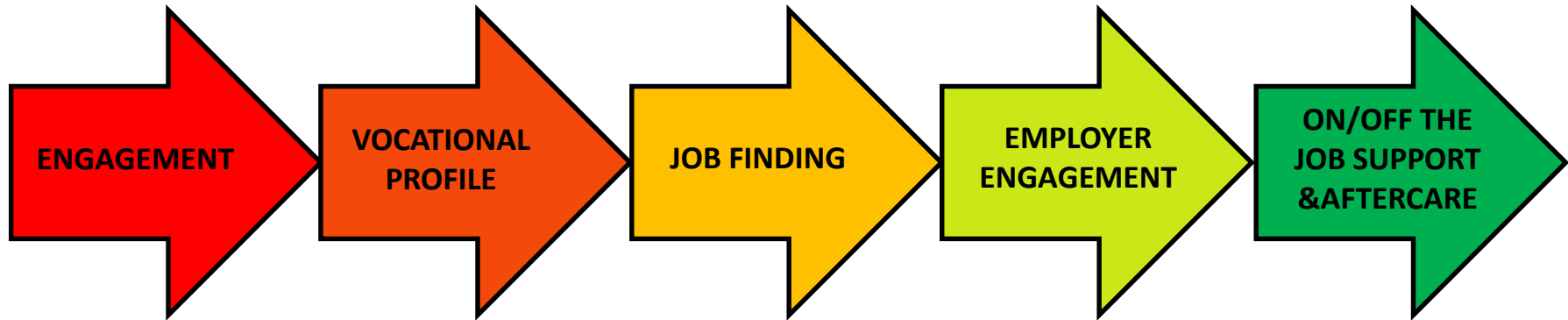
People with disabilities and health issues want to find paid work but
Existing provision cannot meet demand

Issues:

- Lack of person centred services
- Current system is confusing
- Not enough information
- No access or engagement with employers
- Not enough opportunities
- Worried about employers perceptions

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SUPPORTED EMPLOYMENT FIVE STEP MODEL



FIFE EMPLOYABILITY PATHWAY



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Service Provision Recommendations:

Additional funding for work first approach:

Anticipate commissioning will be actioned once Fife Council and Scottish Government release ESIF funding

Develop an IPS model:

Funding has already been secured from DWP and this service will go live in April 2015.

Building links with mainstream employment programme providers:

Approach made to Work Programme providers and further relationship development needs to take place

Work Choice providers engage with the delivery group

Improve access to information on available services:

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Employer Engagement Recommendations:

Improve Information for Employers

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Partnership approach

Influence and Co-ordinate a Quality approach through Opportunities Fife Partnership and the Delivery Group

Build confidence

Through the Opportunities Fife Partnership approach to co-ordinate activities and provide quality assurance

By highlighting the successes of people with disabilities and health issues in work through Celebrating Success and Fife Business Diversity Awards

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Exemplary and Quality Recommendations:

Working with NHS Fife and Fife Council to lead the way

DWP Disability Confident Scheme

Quality Practice

Fidelity Scorecard: Self and peer evaluation quality assurance

Up Skilling

Disability Awareness Training

Co-production

Involving clients, employers, providers

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PARTNERSHIP