

Disability Job Hub Update

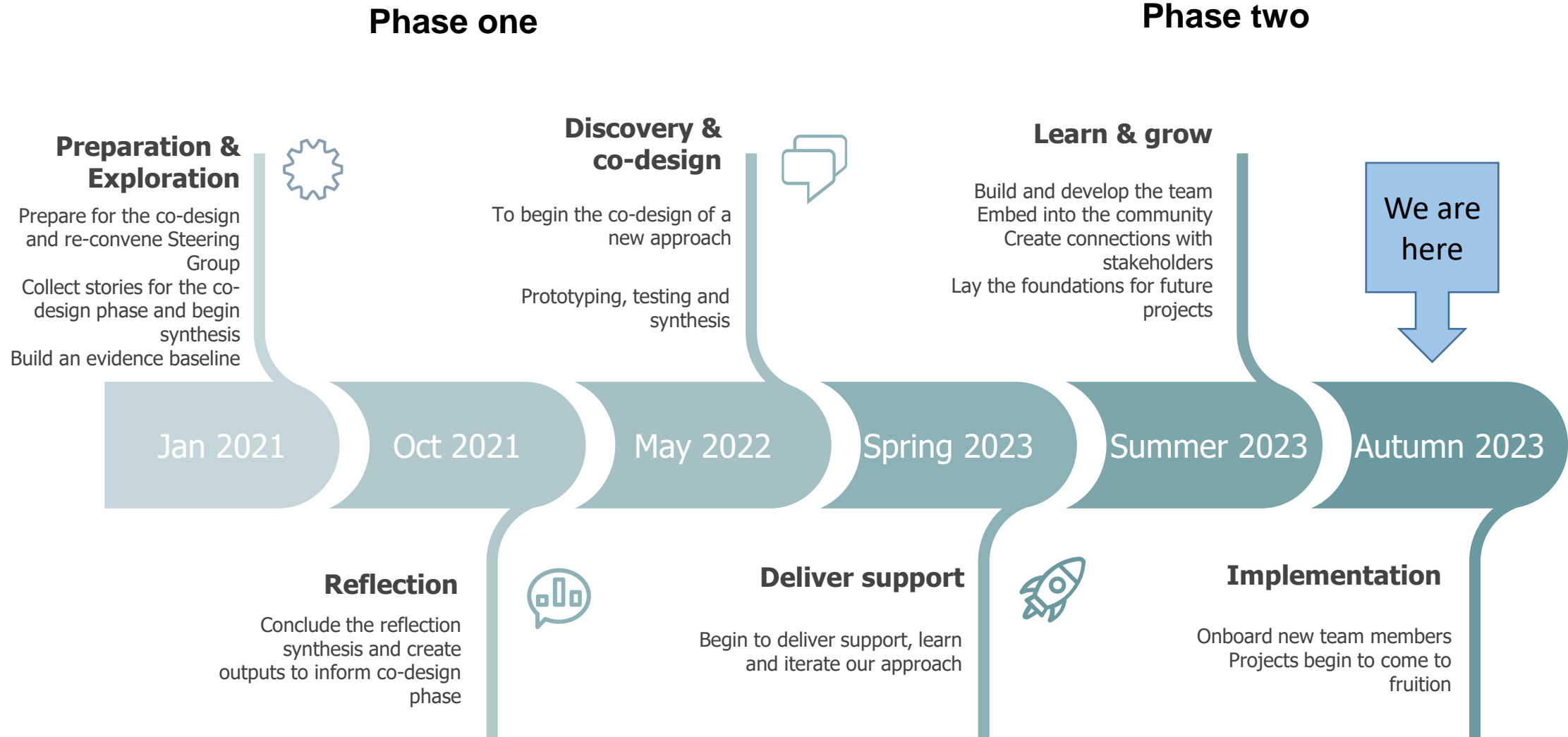
August 2023



GOODWORKCAMDEN



A timeline so far...



A reminder of our initial ambition, aims and governance

Our project ambition

We worked with people with lived experience of Disabilities and long term health conditions to develop a proposition for a sustainable, long-term strategy to address the structural barriers to work.

We aimed to:

1. Test new ways of putting people with lived experience at the heart of research and service design
2. Bring together expertise within the local authority and work in a multidisciplinary way to enact change
3. Prototype new approaches (i.e. test and learn with residents)
4. Develop a broad evidence base to inform future service design
5. Provide senior leadership with several evidence-based options for future investment
6. Deliver a new approach that we can scale up over time to deliver the holistic service we need

Achieving our ambition

We worked with Camden Disability Action (CDA) to co-design a new approach to employment support for D/deaf and Disabled people and people with long term health conditions.

Governance

- **Co-design Group: at the heart of the work**, made up of people with lived experience and supported by CDA
- **Health, Disability and Employment Steering Group:** council leaders in Disability, health, ASC and employment space
- **Multi-disciplinary team:** supports the co-design group, providing data and translating ideas into practice. Includes officers from Inclusive Economy, CLDS and SEN.
- **ASC Transformation Board:** provides strategic oversight of the programme's development

Developing our criteria for Disabled residents

- We understand from our Job Hubs team that there is **overwhelming demand** for the Disability Job Hub; between 5% and 10% of their case loads are Disabled people whom they are not well equipped to support. This is 1 or 2 residents per advisor, or approximately 15-30 residents total. This is our benchmark for referral to the Disability Job Hub.
- **All of our neighbourhood Job Hubs will continue to work with Disabled residents**, and we are commissioning training for all of our advisors that will help them to feel more confident.
- **Residents should be able to self identify** as we regularly work with residents who do not have a care plan and have faced barriers to assessment.
- An exceptionally large proportion of our Job Hubs residents experience **mental ill health**. We recognise mental ill health as a very real disability, and mental health support formed part of CDA's service design. We are working with partners through the NCL People Board and the NCL Health and Social Care Academy Hub to look at piloting ways to better integrate mental health support with our employment provision. We are thinking about whether there is something around accessing talking therapies for job seekers and/or occupational health for smaller employers that we could explore.

Our operating model – and how we're progressing

Disability Job Hub Board

Role: Provides support and challenge to the Hub, oversees programmes and evaluates success, maintains the voice of lived experience in the on-going design and delivery of the service. Advocates and promotes the work of the hub, disseminates learning

Membership: Disability User-led organisations, specialist disability employment organisations like NDTI, Council services, residents with disabilities, service alumni

Specialist Training

- For Job Hub Advisors
- For the Employment & Skills Network
- For Employers via the Inclusive Business Network
- Commissioned from a User-Led organisation responsible for:
 - Identifying Disabled people to co-design training
 - Design & delivery of specialist training to the above groups
- Commissioned from existing specialists e.g. Autism hub

Camden Disability Job Hub

Based at Greenwood Centre and staffed by;

- 1 x Disability Job Hub Lead
- 1 x Learning Disabilities Job Hub Advisor
- Hub staff demonstrate lived experience and are experts in accessing the specific supports and benefits available to Disabled people
- Hub staff do initial needs assessment and draw in GW Neighbourhood Job Hub Staff and other expertise accordingly. Hub staff commission training.

Camden Neighbourhood Job Hubs

- a universal, relational approach to support
- working with people at their own pace for as long as they need us, including after they have secured a job
- working with people in a way that acknowledges other, non-employment issues in their lives such as welfare and housing needs

Peer Support Network

- Provides facilitated group and individual peer support and mentoring.
- Membership includes service alumni
- Could be that this is commissioned or delivered by the Hub Lead. Tbc.

Inclusive Business Network

- Supports and promotes good recruitment and employment practice.
- Mechanism for the delivery of training offer to employers

Employment & Skills Network

- Family of employment support practitioners in Camden
- Mechanism to upskill generalist employment services re disability
- referral route to and from the hub

Building our team

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Our **Disability Job Hub Lead** joined us in March 2023.

Camden Learning Disabilities Service has recruited a **Work Ready Coach** to support residents in building skills for their work journey, such as behaviours and travel training.

They start on 11th September 2023

They will be part lined managed, and working closely, with the Disability Job Hub.

We have recruited our new **Learning Disabilities Job Hub Advisor**.

They will also join us on 11th September 2023

They will work with the Work Ready Coach to offer the second part of the pathway – finding and staying in work. This work will include reasonable adjustments, brokering roles and, where possible, job carving and tailoring.

Procuring our training and peer support offers

Specialist Training

- *For Job Hub Advisors*
- *For the Employment & Skills Network*
- *For Employers via the Inclusive Business Network*
- Commissioned from a User-Led organisation responsible for:
 - Identifying Disabled people to co-design training
 - Design & delivery of specialist training to the above groups
- Commissioned from existing specialists e.g. Autism hub

We have gone out to tender for our disability equality awareness and support training for employers and employment support practitioners shortly.

We have chosen Purple Zest to co-produce and deliver the disability awareness training.

Purple Zest is a Disabled user-led organisation with a wealth of experience of delivering a range of impactful and engaging training to both employers and careers professionals.

They will conduct consultancy sessions with a number of people who will access the training, to build content that is specific to needs or gaps in knowledge identified

They will begin delivering training for Job Hub staff and for the Employment and skills network in November 2023
Training for employers set to be delivered from January 2024

Our peer support offer

Peer Support Network

- Provides facilitated group and individual peer support and mentoring.
- Membership includes service alumni
- Could be that this is commissioned or delivered by the Hub Lead. Tbc.

We will also be designing our peer support offer.

CDA have suggested that they run this in house, led by Disabled people (subject to procurement).

Our other Job Hubs have their own peer support offer run by the leads and known as the Neighbourhood Café. We are considering whether it is better value to run our own peer support sessions, at least while the new hub is being established.

We will be meeting with CDA in September 2023 to begin arranging this.

Building and recruiting to the Board

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We are developing the governance framework for the Board, to which we will recruit Disabled user-led organisations, disability employment organisations, council colleagues and residents with lived experience.

We will need to define length of tenure, powers, frequency of meeting, which decisions are taken to the Board, etc.

Over the past few months the Disability Job Hub has creating and nurturing connections with stakeholders. We will be meeting with various stakeholders to arrange this over the coming months.

The Disability Job Hub presented its' work in an easy- read, in- person presentation to Synergy, a group of people with learning disabilities for them to learn about our offer and give feedback, ask questions, and make suggestions.

Good news to date

Disabled/ neurodiverse Camden residents onboarded onto the Disability Job Hub:

24

People supported into work:

2

People supported into work placements:

3

People supported into training:

3

- 3 x disabled/ neurodiverse Camden residents paced into ILM 6 month paid work experience placements within IT, UX Design and marketing and communications. Full in-work and adjustments support provided by Disability Job Hub
- 2x residents supported into work
- 2 x residents supported onto traineeship programmes with Unity Works, 1x resident supported into other training
- -Supported job hub advisors with short term advice and guidance, plus many three- way interventions
- Disability Job Hub Lead has connected with many residents to provide tailored 1-1 support and has reasonable adjustments guidance
- A resident we are supporting to find employment is also a talented painter. We have displayed their paintings in the Gospel Oak Job Hub, with the option for people to buy them
- This will be publicised by Camden comms team on social media/ in newsletters

Next steps

- Onboarding our Learning Disabilities Job Hub Advisor, and Work Ready Coach and making introductions to stakeholders
- Employer and practitioner training to be delivered by Purple Zest, commissioned by the Disability Job Hub
- Finalising our co-location options
- Disability Job Hub staff to undertake specialist training to provide robust in-work support. E.g., systematic instruction training
- Founding our Disabled led governance board
- Commissioning our peer support offer
- Continue to build on the projects we have laid the foundations for, some of which include:
 - 10 x ILM work placements for disabled or neurodiverse Camden residents for them to gain 6 months paid work experience in their chosen industry
 - Job clubs
- And more.
- Improve and develop the service as we go

CONTACT

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