

**Scottish Commission for Learning Disability
Employment Task Group 23 November 2017**



**Ayrshire College
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In attendance:

Jim McCormick (Chair), Maura Lynch, Jackie Galbraith, Fiona Burns, Ian Menzies, Pamela Smith, Karen Murray, Pauline MacDonald, Tricia Rainey, Jamie Rutherford, Andy Foreman, Norma Curran, Rachel Le Noan, Shirley Cuzen, Ian Bruce, David Cameron, Kenneth Fleming, Chris Maguire

Apologies

Jeanette Hägerström-Woolfson, Michelle Fisher, Ivan Cohen, Caroline Kingston, Ruth Boyle

Welcome and introductions

Jim McCormick welcomed the members to the penultimate meeting of the group. The last meeting is scheduled for February 2018 and will focus on employer and DWP contributions.

Karen Murray raised an issue with the previous minute stating that the challenge for Skills Development Scotland was getting more young people into Modern Apprenticeships rather than a challenge of disaggregating the statistics of who was on courses.

The previous minute will be amended. Karen Murray also stated that this would be the last time she would be attending the Task Group and her colleague Ian Bruce would be attending instead.

Chris Maguire presented on the updated figures from the original commissioned work “Mapping the Employability Landscape for People with a Learning Disability in Scotland” report. The update corrected an error in the original figures in the report which gave the learning disability

figures as a composite of learning disability and autism figures. Chris also provided more up-to-date figures. Included in this overview was the new DWP Access to Work figures which indicate that there are 25,020 people receiving Access to Work across the UK and 1,590 (6.4%) of these people had learning disability listed as their primary medical condition. Furthermore, over 60% of people receiving Access to Work are aged 40 years or over.

Pamela Smith offered to take disaggregated Learning Disability Statistics Scotland (LDSS) employment data to Scottish Local Authorities through SLAED.

Maura Lynch thanked Pamela for the proposal and agreed to accept the offer.

Maura Lynch read a statement prepared by Ivan Cohen (People First (Scotland)), who could not attend the meeting. The statement outlined People First (Scotland)'s belief that everyone with a learning disability should have individual and useful support in order to allow genuine access to mainstream education, training and employment as is available to other citizens. This support should start in pre-school and continue throughout the education system and into education. It is the experience of People First (Scotland) that special schools and colleges do not lead to employment opportunities. Furthermore, People First (Scotland) feel that college courses do not give people with learning disabilities the skills they need to gain employment and college staff should be given better training to support people with learning disabilities.

Jim McCormick introduced the presenters: Fiona Burns (Scottish Funding Council), Ian Menzies (Education Scotland) and Jackie Galbraith (Ayrshire College).

Scottish Funding Council Progress Update (Fiona Burns)

Fiona Burns outlined the remit of the Scottish Funding Council (SFC). The SFC allocates £1.6bn in public funds to Scotland's nineteen universities and twenty-five colleges each year.

20% of Scotland's population have a disability compared with 17% of college students have a disability. Additionally, students who disclose a

mental health issue consistently have lower success rates than those who do not.

The SFC now has an Access and Inclusion fund of £50.5m. Included in this fund is the monitoring of disability intake, successful completions and destinations targets by type of disability.

The strategy should include engagement with students and Student Associations and be overseen by the Regional Strategic Board. The key aims for Access and Inclusion reporting are to ensure consistency and comparability and to demonstrate impact.

Advancing Equality in Developing the Young Workforce (Ian Menzies)

Ian Menzies outlined the recommendations that Education Scotland has tackled in advancing equality in Developing the Young Workforce (DYW).

Recommendation 13 – Support for young people at risk of disengaging from education and for those who have already done so should focus on early intervention and wide ranging sustained support.

Actions: Identification and sharing of interesting practice and partnership working between Opportunities for All and DYW.

Recommendation 26 – Scotland should embed equality education across Curriculum for Excellence.

Actions: Quality Indicator 3.1 focuses on equality, wellbeing and inclusion; Personal and Social Education review; Education Scotland equality strategy; Equality and Diversity Network established; and Equality training must form part of the initial training and continuous learning for nursery staff, school teachers and career guidance staff.

Recommendation 27 – Promotion and communication of career options should actively target equalities groups to promote diverse participation across gender, black and minority ethnic groups, young people with disabilities and care leavers.

Actions: joint working with SDS Skills Investment Advisors; looking at Modern Apprenticeships provisions and compliance through review process; and looking at issues holistically.

Recommendation 33 – Career advice and work experience for young disabled people who are still at school should be prioritised and tailored to help them realise their potential and focus positively on what they can do to achieve their career aspirations.

Actions: pilots developed with DYW Regional Groups and ENABLE Scotland Stepping Up programme.

Jackie Galbraith (Ayrshire College)

Jackie referred back to Ivan's statement that people with learning disabilities do not want to do the same course again and again at college.

Staff at Ayrshire College work with school children for the year before they come to college in a Transitions to College course. There are still some separate classes when students come from schools but they have an aim to promote students into mainstream classes.

Jackie illustrated this inclusive approach by highlighting the example of the college's sport classes in which pupils in the mainstream classes help teach and mentor students with learning disabilities.

Ayrshire College also works with WG13, a third sector café, which enables twenty-six young people to experience a work placement.

Colleges are not only places for preparing people for employment, they are also big employers. Ayrshire College is one of the largest employers in Ayrshire. By employing students from Project SEARCH they are increasing the diversity and awareness of their own staff. This is a critical role of the college sector; to encourage other employers to have a diverse workforce too.

Discussion points

- We need clarity on definitions to ensure the data we collect is consistent across the board
- Everybody is doing similar things but doing them in slightly different ways, how can we develop a cohesive way of working?
- We need to raise the awareness of Access to Work. Is Access to Work something that should be devolved to Scotland?
- We have the 'Learner Journey' and the 'Employment Pathway'; do these join up?
- We need to guard against the bandwagon approach for equalities
- We need to guard against a silo approach; we need a tri-partite governmental approach from local, Scottish and UK governments
- It is imperative that if you need additional support or a mentor that there is a handover process when transitions occur i.e. from primary to secondary and from college to employment.

Closing remarks and date of next meeting

The Chair, Jim McCormick, thanked the members for their attendance and contribution to the fourth meeting of the Employment Task Group.

The next meeting will take place in February 2018. The focus will be on employer and DWP contributions. Inclusion Scotland have offered to host the meeting.

Progress Report

Recommendations for All Learning Disabilities Partners – Scottish Government, Local Authorities, SDS, Colleges and Employability Services

Substantially improve recording and reporting of learning disabilities data.

Scottish Government Progress (May 17):

Fair Start Scotland will collect comprehensive disability data and be supported by robust evaluation.

Recommendations for Scottish Government

Give greater priority to employability and employment of people with a learning disability. Renewed promotion of the Supported Employment Framework.

Scottish Government Progress (May 17):

New devolved employability programmes will seek to reduce the employment gap for people with a learning disability.

Providers of new employment services will be required to offer supported employment services.

Project SEARCH will be promoted through new learning and skills provision.

A Learning Disability Employment Programme will be delivered by NHS Scotland in 2017 supporting NHS Health Boards to increase the number of employees with a learning disability.

The Supported Employment Framework is a commitment in the Fairer Scotland for Disabled People Deliver Plan to 2021. Scottish Government will look at other options including the PDA for supported employment as one of the tools to improve the delivery of supported employment.

Progress Report

Set Scotland's employers the target of 4% of employees to be people with a learning disability.

Scottish Government Progress (May 17):

Further consideration required before a target could be agreed. Scottish Government is keen to look at the options available to improve the national position.

Recommendations for Local Authorities

Develop directories of employability services for people with a learning disability.

Establish supported employment services in all Local Authority areas.

SLAED Progress (August 17):

A supported employment proposal, which looks particularly at the Apprenticeship Levy, was taken to COSLA. The proposal is looking at ring-fencing approximately 5% of the total levy for learning disability.

Recommendations for Skills Development Scotland

Collect and report learning disability data. Embed learning disability good practice in its contracted provision.

SDS Progress (August 17):

SDS has published disaggregated data for the first time and they will continue to refine, improve the guidance and analyse the breakdown of this.

SDS has CPD, SERI and Open Doors consortium in-work support funding and enhanced contribution rates.

Set higher targets for providers working with people with a learning disability.

SDS Progress (August 17):

SDS have embedded KPIs into their contract obligations. They will monitor long term outcomes and proactively support positive action regarding learning disability.

Establish more effective joined-up employment pathways for people with learning disabilities.

SDS Progress (August 17):

SDS have thirty-two regional ASN guides and their Regional Equality Team are embedding regional approaches.

Double employment outcome rates for people with learning disabilities.

SDS Progress (August 17):

SDS have set up Scottish Apprenticeship Advisory Group employer equality group. They have also had a disability marketing campaign. They will continue to focus on in-work support.

Secure additional resources and funding for learning disability employability services.

SDS Progress (August 17):

SDS have been signposting Access to Work. They have been promoting in-work support, enhanced contribution rates and the ASN discretionary fund.

**Recommendations for Scottish Funding Council and Scotland's Colleges
Greater focus on progression into real, sustainable employment.**

Scottish Funding Council (Nov 17):

The SFC now have Access and Inclusion fund, which has £50.5m funding. Included in this fund is the monitoring of disability intake, successful completions and destinations targets by type of disability.

Education Scotland (Nov 17):

Education Scotland promote and communication that career advice and work experience for young disabled people who are still at school should be prioritised and tailored to help them realise their potential and focus positively on what they can do to achieve their career aspirations.

Education Scotland advocates that career options discussions should actively target equalities groups to promote diverse participation across young people with disabilities.

Recommendations for SCLD

Continue to raise the profile and promote learning disability employment and employability.

SCLD Progress (May 17):

SCLD has committed to an annual “Learning Disability Week” and a national “Learning Disability Awards” event to 2020.

SCLD is looking at a national campaign to promote successful people with a learning disability linked to these events.

Continue to raise the profile and promote learning disability employment and employability.

Scottish Government Progress (May 17):

Promote broader cultural change working beyond planned government programmes activity.

Scottish Government will run an employment and disability campaign: raising awareness, promoting culture change and employer buy in.

Develop an agreed definition of ‘Learning Disabilities’.

SCLD Progress (May 17) :

A national consultation exercise has been undertaken with People First Scotland with the aim of having an agreed national definition of “Learning Disabilities” by 2018.

Recommendations for Employers

Increased employer commitment to recruiting people with a learning disability.

Scottish Government Progress (May 17):

Commitment to work with employers to support a greater proportion of people with a learning disability into work.

