

baselines

british association for
supported employment



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Welcome

Preparations for the conference are well underway now and we're putting together the programme for the event. Please contact us if you're interested in presenting a workshop – you'll find all the details at <http://base-uk.org/conference>

We have just launched our practitioner awards and we encourage all members to consider whether you want to nominate to one of the awards. You'll find all the details at <http://base-uk.org/awards> – don't forget the closing date of 26 July.

We've been busy working on qualifications for the supported employment sector. We consulted recently on the draft units for a level 3 certificate and received a strong and very positive response. We're working with LSIS and an awarding body to get the qualification approved and we hope to pilot delivery of the qualification from this autumn. Work is also continuing on drafting a framework for service standards and we'll bring you more news on this as it develops.

The recent publication of data on Work Choice has shown that outcomes are improving but it's still unclear whether the programme is meeting its stated objectives and offering support to those with the greatest barriers to employment. Particularly concerning is the fact that 1 in 4 people referred don't actually start on the programme.

The Government has begun its strategic review of disability employment provision and you'll find further details inside. This is a real opportunity for us to push the case for supported employment and we are hopeful that there is a growing consensus on what needs to be put in place.

There's been a lot of interest recently in supported employment from further education providers and a number have joined BASE. We're expecting guidance soon for the roll-out of supported internships and recommend that you make links with your local college to explore the potential for collaboration. There will be a consultation on the guidance around supported internships shortly.

Finally, we'd like to welcome Gillian Parker who's joined us to support communications and membership issues. Gillian is developing our website, Facebook and Twitter content and is on the lookout for examples of the good work going on around the country. She can be contacted at gillian.parker@base-uk.org



<http://www.facebook.com/base.uk>



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Best wishes, Huw

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Contacts

Tel: 01204 880733

Email: admin@base-uk.org

Web: www.base-uk.org

Registered office:

Unit 4, 200 Bury Road, Tottington, Lancashire. BL8 3DX

Any opinions and views contained in this newsletter are personal and do not necessarily reflect the views of BASE.

Mental health and the path to recovery

The basic facts around mental health in the UK are some of the most startling in the disability canon. One in four of us will experience some form of mental health condition. One in ten children experience mental health problems. Depression affects around one in every dozen people in the UK.



**Paul Wilson,
Vice Chairman, BASE**

Most people who experience mental health problems go on to manage their conditions or recover fully. But despite the high number of people with experience of mental ill health, and the natural assumption that something so common must surely have generated a work, no matter how well skilled and qualified they are. shared understanding in our ranks, there remains a stigma to mental health that still can't be shaken off.

It's a stigma that continues to be seen in the discrimination that people encounter; and in the stereotyped views that are still widely held, and which so often obscure the real person behind the condition.

It wasn't until last year, for example, that a whole debate in Parliament was dedicated to mental health issues, and it took until earlier this year to pass a law that prevents people being disqualified as MPs if they experience a mental health condition.

It's no surprise, therefore, that people with mental health conditions are amongst the least likely of any group with a long-term health condition or disability to find and retain work, no matter how well skilled and qualified they are. But there's another more subtle challenge in the work to promote mental health, and it has emerged, ironically, at a time when more and more people are being diagnosed with mental health conditions.

In his new book, *Strictly Bipolar*, renowned psychoanalyst Darian Leader, the author of 'Why do women write more letters than they post?' worries that the stories of human lives seem to be more or less absent in healthcare economies.

Leader is rightly concerned that symptoms are too often seen as problems to be treated locally, rather than as signs that something more significant is wrong. He blames the forces of pop culture and the marketing expertise of pharmaceutical companies for turning a psychiatric concept

into a set of symptoms that can be treated simplistically. He worries that medical staff with little time on their hands to explore the exact circumstances of someone's troubles may opt for a purely pharmaceutical response, potentially eclipsing the other work, and the other supports, that are necessary.

And it is possible to see these same factors at play in the way resources are often organised to help people with mental health conditions gain and retain employment.

According to the latest DWP data, the Work Programme has seen sustainable employment achieved for only 1.5% of the 70,000 ESA claimants referred to it. Only 330 people across all the ESA payment groups had found jobs during the programmes first year.

DWP's own qualitative research on the Work Programme confirmed a limited use of specialist provision, and that the personalisation of support was often more procedural than substantive in nature. It suggested that many providers were prioritising more 'job-ready' participants for support, ahead of those who are assessed as having more complex/substantial barriers to employment such as those with profound and enduring mental health conditions. In other words, there is a focus on 'simple' solutions for 'simple' problems.

Where medicalised help is made available, it too must be part of a broader strategy. A standardised course of CBT will be enough to equip some people to go out into the world and find, win and keep a job. But for many more people, specialist help, and a more personalised approach will be needed.

People are complex. Each of us has a different back-story. Each of us gets stuck sometimes along the way, and sometimes that stuck-ness becomes a crisis, one that is unique to the individual.

Successful interventions are almost always the ones that allow us to hear the person, and then help them find or re-find their place in the world. This is precisely why the supported employment approach works so well for so many people with profound and enduring mental health conditions.

After all, having a job and a career is the single most important way that people anchor themselves within their communities, and find meaning in their lives.

It is these kinds of larger, lifelong outcomes that are surely the ones we should be keenest to achieve as we reflect on the challenges of building a mentally healthy society.

Supported employment bowls a googly for cricket fan Charlie

Charlie Williamson has Asperger's and has never had a job. He was referred to Work Choice and supported by Autism West Midlands. Autism West Midlands are one of Advance's Work Choice partners, delivering services on behalf of the Department for Work and Pensions.

Charlie loves cricket and prior to being referred to Work Choice he had decided to do a sports coaching course. He found the course difficult, in particular with directing people and subsequently he failed the course.

Autism West Midlands used their expertise to explore Charlie's interest in cricket. They discovered that although he enjoys watching cricket, he doesn't enjoy being involved. They explored his love for cricket, finding out that his love was for the scoring system and how this worked. Discussions with Charlie highlighted that he liked figures and the process behind the numbers. Autism West Midlands found the perfect role for him with a local credit union, Citysave, Birmingham going through numbers and putting them in order. Charlie thoroughly enjoyed working at Citysave for around 7 months but following some recent family problems Charlie has taken a break from his job, as he felt unable to manage both at the moment.



We want to hear your success stories too! Add me to your e-mail list & send me your company news so I can include your success stories in future issues of Baselines. Email a brief outline of your news item to Gillian.parker@base-uk.org

Making a difference - the effect of the supported employment approach



Nelly Begum, one of Advance's employment advisers began working with a client who was receiving ESA until a limited capability assessment meant they had transfer to JSA. It became apparent to Nelly that the client was experiencing difficulties in a number of areas of their life. Firstly, the client had health related issues including paranoid schizophrenia, Asperger's Syndrome, and sleeping problems. Secondly, the client is a single Parent with two children under the age of 10 and was experiencing school attendance issues. Thirdly, the client had no work history.

Since being referred to Advance, the client has been engaged on training, which has included first aid and social skills. What's more, the client now has a CV, a speculative letter, and improving job-searching skills. The client is receiving specialist mental health support, positive thinking exercises have been explored, and coping strategies put in place. The client now has a routine with some structure to help with completion of day-to-day tasks, plus Nelly has been taking the client's children to school to support with parenting difficulties. With encouragement from Nelly, a social fund claim to improve the client's accommodation has been made and support with coping strategies has been provided by another Work Choice participant. The result? The client is about to start volunteer work with Age UK.

Change of tack proves successful for Royal Navy veteran Paul

Paul's words

My day to day job involves promoting & supporting Torbay Voice: which is a group of people who have used or are using supportive services in Torbay; examples of people involved are those with mental health issues, physical disabilities, learning disabilities, older people, people with drug and alcohol misuse, and people who've experienced domestic violence.



It's about getting out promoting Torbay Voice to people using supportive services, setting up our bi-monthly meetings, and getting speakers to attend on relevant issues, I support Torbay Voice with admin duties too. I'm working with outside agencies, including Pluss, to bring more members into Torbay Voice; it's about networking with other organisations out there, getting the name out there and supporting more people to become involved, empowering them to feel confident & move their lives on in positive direction, at a pace which suits them.

I've been here since September 2012 and it's a fantastic team. I couldn't have asked for anything better. Everybody knows roughly about my background and my issues, and they've just taken it in their stride. I enjoy meeting people and having a purpose during the day, I love my work.

I served in the Royal Navy and had an injury when I was about 18, carried on serving, and went to the South Atlantic in 1982. That's when things started going slightly wrong. I suffer with Post-Traumatic Stress Disorder (PTSD), as it's now called, which wasn't recognised until very late on. I'm still working through it and still get upset by it. There are times when things will make me jump or run and the team just says "Alright Paul!" and let me go until I've calmed myself down.

The physical disability left me unable to do the activities that I used to do when I was younger and the type of

work that I was used to. This is my first office job and I'm finding it a lot easier. It's mentally tiring but easier on the body itself.

I was unemployed for 18 months. Finding work was difficult because of the restricted number of hours I could work, due to my health. Employers aren't supposed to look at the physical disability but I've gone into interviews where they see my walking stick and they just switch off. They say everything's ok and that you'll hear from them, and then you hear nothing. It makes me angry. There are a lot of people out

there with various disabilities who can do a damn good job given half a chance.

I was referred to Pluss through the Jobcentre Plus' disability employment adviser and was having fortnightly meetings with Pluss' mental health team. We went through what was available, different types of paths, training and skills I could improve on. Gavin from Pluss always brought forwards various jobs that were available for us to have a look through and we saw the one for Torbay Voice Link Worker and the rest is history!

Pluss is always there in the background, I know if I need any training or skills Pluss will support me to do that. And it gives me a reason to get up and do things; if they weren't there you'd start to lose focus without someone to give you the support.

Being in work gives a purpose to life, it's something I enjoy, meeting up with people and helping where I can. People here accept you for what you are.

Going on I'd like to maybe work with one of the Forces' charities and maybe start my own business making wooden toys and rocking horses.

I'd definitely recommend Pluss and have done several times already! That's the great thing about the crossover of us working with other organisations and being able to pass on my experiences to people out there. Seeing other people with similar and different issues to my own, it makes you realise that you could be worse off.

MBE award for 20 years service supporting disabled



John Sutherland gives a very personal account of his visit to Buckingham Palace accompanied by his wife, Rose. He was presented with the MBE (Member of the Order of the British Empire) award for 20 years of service in supporting disabled people in Scotland. For the last 12 years John has worked for Leonard Cheshire Disability, currently he is the project coordinator for employment programmes in Scotland.

“Rose and I got up about 6.30 am and went down for an early breakfast at the Charing Cross Hotel in London. We thought we had plenty of time, but for some reason time just flew by, and before we knew it, we were in a taxi arriving at the Palace gates just before 10.00 am. Following a police security check, we were ushered through the gates and directed across the courtyard, through the central arch and around the edge of the inner courtyard, to the Main Porch Entrance. Our day had really begun, and what a day it was!!!

We made our way inside to a beautiful entrance hall and waited for instructions on when to proceed up the Grand Staircase. Rose and I had to separate here, with Rose going straight ahead along the East Gallery to be seated in the Ballroom where the ceremony would take place. I was swept off up to the

right to be met again by a member of the Palace staff who directed me towards the Picture Gallery. There I met up with others who were to receive various awards that day.

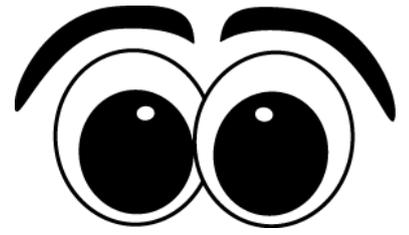
A Military Officer directed Rose to her seat in the ballroom from where she had a direct view to where Prince Charles was stood. Musical entertainment was provided by one of the Household Military Orchestra and once everyone was seated in the Ballroom, award recipients were given instructions on the protocols for the day.

A senior member of the Queen’s household gave us some humorous advice “Don’t try thinking about what you have to do, that’s our job, we will shepherd you through to the Ballroom, then you will need to think!” along with lots of instructions to remember. Stand beside an officer until your name is announced; step forward to be in line with Prince Charles; turn to the left, give a slight bow of the head, and step forward till your toes are against the low plinth. “Try to remember not to climb up onto the plinth beside Prince Charles” another jokey comment from the member of the Queen’s household, ringing in my ears. Next, the Prince would attach the award to your lapel, and have a brief chat with you and, the time to move away would be signaled by the Prince shaking your hand. Finally step back for about 3 steps, another slight bow of the head; turn right and continue across and out of the ballroom. Palace staff will meet you and retrieve your award, boxing it up for taking away later.

Seems quite easy and straightforward you would think!!! It is strange, how, as you approach the ballroom doors all control over the ability to walk leaves you; total memory loss ensues and panic overwhelms. However deep breathing seemed to maintain consciousness and once I moved into the ballroom everything kicked into play. The knowledge that there are really nice people all around keeping an eye on you, ready to support and direct if memory fails or common sense or the ability to make a decision leaves you at any point.

It was quite incredible how Prince Charles immediately put me at my ease and we discussed my work in some detail, which seemed to only be a few seconds but was obviously much longer. On leaving the ballroom the palace staff were great and directed me round to the back of the ballroom where another officer guided me to the seating area to await the finish of the ceremony. Rose and I met up in the Ballroom after the ceremony before going outside to meet with the official photographers in the Inner Courtyard who took a couple of photos of me holding the MBE.

KEEP YOUR EYES OPEN



We'll be asking for your views soon on supported internships guidance...

Kathy Melling, a BASE associate is involved in the development of guidance on supported internships. The guidance will cover areas such as, how to identify what supported internship is, the key principles of supported internship, training for job coaches and help on funding supported internships and case studies.

Kathy is keen to ensure BASE members have their voice heard in this consultation exercise on the proposed guidance, so make sure we have your email address recorded on our system to make sure you get your chance to comment.

Not sure if you're on the system email your details to admin@base-uk.org

Background information to supported internships

 The supported internships trial is part of the special education needs reforms as outlined by the Department of Education in "Support and Aspiration: A new approach to special educational needs and disability: Progress and Next Steps" <http://bit.ly/11uPpxt>

 Supported internships trials began in autumn 2012 at 15 colleges in England for young people between the ages of 16 and 25 who have a Learning Disability Assessment. The aim of the trials is to test this study programme for supported internships to support the rollout of this programme of study from September 2013.

 A factsheet from the Preparing for Adulthood programme describes Supported Internships as "...a programme of study based primarily at an employer's premises. They are designed to better enable young disabled people to achieve sustainable paid employment by equipping them with the skills they need for the workplace. For the young person, the internship should contribute to their long-term career goals and fit with their working capabilities. For the employer, the internship must meet a real business need; with the potential of a paid job at the end of the programme of study should the intern meet the required standard." (Preparing for Adulthood.org) see <http://bit.ly/YFvGrD> for the factsheet.

Tadgh's journey - from Weelsby to Waterside



Tadgh with his manager Liz Carlton



Tadgh Marsden (22) works on the second floor of the Waterside Shopping Centre, Lincoln at Café Select greeting customers with his trademark-beaming smile, clearing tables, tidying up the eating areas and supporting his colleagues.

Manager Liz Carlton says: "We were approached by Linkage last summer and we thought it was a good opportunity to help. I wasn't always here for the first few weeks so hoped Tadgh would cope with my colleagues. I had such marvelous feedback that I needn't have worried. Tadgh's been great – always friendly and greets everyone."

In 2009 Tadgh joined Linkage Community Trust as a student at its Grimsby-based college campus in Weelsby. Tadgh's confidence in the workplace was increased by an external placement at the WRVS, supported by Linkage. Despite suffering a family bereavement during his studies, Tadgh found the inner strength to continue. His determination was recognised by the college staff that nominated him for the Trefor Howard Memorial Award.

Tadgh's journey - from Weelsby to Waterside continued

In 2012 Tadgh graduated from Weelsby having been awarded the inaugural Trefor Howard Memorial Award for endeavor and moved into his own place. He also secured a placement at Stokes Coffee Shop, Lincoln and gained independent travel skills. Following a work trial at Café Select, which he started in January 2013, Tadgh secures paid work at Café Select, Waterside shopping Centre, Lincoln.

Tadgh says: "I was nervous at first as I didn't know anyone at the cafe, but the staff were really friendly and welcoming. It's ideal for me as I don't live far away."

"Since being under the umbrella of Linkage, Tadgh has gone from strength to strength... He loves both his jobs and the social side they bring with them. He would work seven days a week if he could. What a triumph!!" says Caroline, Tadgh's mum.

"Tadgh's journey into paid employment is real proof of what can be achieved when the correct level of support is offered to service users. Intervention and guidance from our employment and education staff have contributed to making this a success; however the real key to this is Tadgh himself who has shown the commitment and determination throughout." Linkage's Head of Employment Services James Bird

Future Clean launched in Cornwall



An award winning social enterprise that supplies environmentally friendly car valeting while offering work and training to disadvantaged people has launched its first Cornwall project.

The first location in Cornwall for Future Clean is Moorfield Car Park, in Truro, which will support 24 people through the Jobcentre Plus Flexible Support Fund.

Future Clean was launched in 2010 in one car park in Plymouth; it rapidly expanded to other car parks in the city and then onto Exeter. Since then the project has won a national award, has been nominated for a second, and is expanding across Britain. The European Social Fund supports it. The project is run by Pluss, a social enterprise that supports more than 5,000 people with disabilities and other disadvantages into employment every year.

Pluss' Future Clean uses an eco-friendly and portable commercial car valeting system, which is industry, accredited.

The simplicity and portability of the equipment means that it is easy for Pluss to offer practical training and work experience and to develop employment opportunities. Groups targeted by this project include: ex-servicemen, NEETs (young people who are Not in Education, Employment or Training), and people with mental health issues, learning disabilities or physical disabilities.

One person to have benefitted from the Future Clean project is Richard Brenton. Richard says "I was a self employed gardener but had been out of work for a long time. I'd been unwell for a number of years with anxiety and depression; I wasn't working or going out, I'd become isolated in my flat. I was on benefits but wanted to go back to work and heard about Future Clean from my Pluss Employment Consultant.

"Now I'm working again I'm a lot more positive, although it's still difficult at times. I get praise from my supervisors, which makes me feel good inside! It's good meeting people and having contact with others. I'm not on benefits now and it makes me proud to be able to say I'm in work."

Alongside the practical experience in car valeting, a variety of courses are offered including PTLLS

Future Clean launched in Cornwall continued



(Preparing to Teach in the Lifelong Learning Sector), forklift training, first aid, health and safety, and safe lifting. So far clients have gone on to full time education or

found employment, including a laptop engineer, a school janitor and work in retail and the care industry.

Rod Burnett, Pluss Development Manager, explained, "One of our measures of success is rapid staff turnover, which is the opposite of most businesses. We are not in this to make money - our achievements are social value and job outcomes.

"And we are not looking to train lifelong car valets, people go into a variety of jobs and further training after we have supported them. We have also found that the car parking industry is able to use our example to promote its corporate social responsibility.

“Should’ve gone to Specsavers” They did!

Claire Crossland from Mablethorpe and Graham Clark from Spilsby, have become the latest staff members at Specsavers opticians in Skegness. They successfully came through work trials at the Lumley Road branch of Specsavers with the support of Linkage Community Trust and are job-sharing a weekday-cleaning role. All the staff at Specsavers have been very supportive of Claire and Graham and made them most welcome.

“We’re delighted that they have joined us and how well they have fitted into the team and the enthusiasm they demonstrate about the work.” Says Hillary Kay, Store Manager, Specsavers

Graham’s CV

3 years as a residential learner at Linkage’s Weelsby College, Grimsby, developing his independence and vocational skills.

Accessed many work experiences to enrich his work-skills and work-experience

Now lives independently in his own flat. Brian, who provides support for Graham says that when Graham received his first pay slip he just beamed and was so pleased. Graham has said that he enjoys working for Specsavers



Claire’s CV

Claire followed a similar route to Graham and is living independently in a bungalow in Mablethorpe.

Claire has been accessing an equine centre, to enhance her skills working with horses and small animals gaining many qualifications in this field. Working with horses would have been Claire’s first choice of employment. However, when the post at Specsavers was offered, she jumped at the opportunity as her second love is cleaning, Claire’s bungalow is immaculate..

Claire’s verdict on her new paid job: “My work is good. There’s nice staff there and they have made me feel welcome and I love travelling on the bus to get to work

Head of Employment Services James Bird says: “We have a team of specialists who work with clients and employers and have great examples of success. Our staff worked closely with Specsavers to make sure that Graham and Claire knew what was expected of them.”



Work trial at Sainsbury's does the business

Positive feedback from two Mencap Work Choice programme participants

Wayne, London

Wayne joined the Work Choice Programme in September 2012 and worked with Mencap to develop his work readiness skills, compile his CV and apply for jobs. Wayne's main focus was to gain a paid opportunity within the retail industry, and finally a two-week unpaid work experience at Sainsbury's Nine Elms meant Wayne was able to demonstrate his ability to work.

On completion of his work experience, the store were very sad to see Wayne go, as he had proved to be a very friendly guy who was polite and well mannered to both customers and colleagues. Wayne received great support from his Sainsbury's colleagues and also Veronica in Sainsbury's HR.

We continued to support Wayne with his job applications, searching and directly applying to stores local to the Wandsworth area. During this time a position for a counter assistant became available and Mencap supported Wayne to go for it! Wayne prepared carefully for his interview and was supported by Mencap to pass his Food Hygiene certificate that was directly relevant to the role he was going for. Wayne impressed counters' manager Dominic with his knowledge and enthusiasm and was offered the job to work Saturdays and Sundays encompassing a 16-hour role. He now works serving customers whilst training in all the skills required for work behind the counter at Sainsbury's and is receiving monitored support from Mencap through job coaching and regular contact with his coordinator.

Sainsbury's Veronica says: "Its great that Wayne's made the most of this opportunity and Mencap are supporting very well". Wayne says: "I feel absolutely brilliant. The staff here are lovely and the work is challenging and I am enjoying it so much. Jackie, my Mencap Job coach, is an amazing person to have with me and she gives me confidence and the positivity to succeed".

Mark, London

Mark has been working at Sainsbury's Merton since 26th June 2012, having developed his work skills and applied for vacancies through Mencap's Work Choice employment support contact. He began working for 16 hours per week following a 2-week work trial, and this has now been increased to 20hrs per week.

Mark's job is to work across Sainsbury's departments, assisting customers and cleaning shelves.

He says: "I like my job a lot, the staff are really friendly and I've made some good friends. I enjoy helping customers and I like it when people say thank you. It means a lot. And the discount card is brilliant. And thank you to Mencap for their support."

HR manager Matt says of Mark: "Mark is a shining example of what good looks like. Nothing is too much trouble, he does an invaluable job and it's a pleasure having him around our colleagues".



The 2013 BASE Awards for Outstanding Practice in Supported Employment

Closing date for nominations 26th July 2013

These awards recognise and celebrate outstanding practice in the field of supported employment in the UK. Their focus is on promoting the remarkable work that goes on across the country to help people with disabilities get the support they want to achieve their work aspirations and retain paid employment.

The awards will be presented at the BASE conference dinner at the Bristol Marriott Hotel Royal on the evening of 11 September 2013. Winners will be offered overnight accommodation for themselves and a guest.

- Team of the Year Award 2013
- Outstanding Practice Award (Jobseeker/Employee support)
- Outstanding Practice Award (Employer Support)
- Innovation Award
- South West Employer of the Year Award 2013

Who can nominate?

Service users, parents and carers, employers, supported employment agencies; advocates, colleagues, managers, or delivery partners can all nominate individuals for the awards. All nominations must be accompanied by a supporting statement.

Don't forget the closing date for nominations is 26th July 2013

We're still seeking sponsors for some awards, please see our website for further information. Alternatively contact Huw Davies Tel. 01204 880733 Email. admin@base-uk.org



Congratulations! to the three BASE member organisations who won regional awards at the Adult Learners' Week Awards

Balance CIC have won a European Social Fund Project Award. Balance is a supported employment organisation which supports people experiencing emotional health difficulties in seeking and maintaining work. Clients work with an employment consultant to choose the right help, which can include anything from CV writing through to emotional support to overcome a stressful time in the workplace. A job club is also available where clients can use ICT equipment and get information on training and volunteering opportunities.

Mencap have won a European Social Fund Project Award for their Employ Me project in Derbyshire. Mencap's Employ Me project, funded by the European Social Fund, supports people with a learning disability, who live in Derbyshire, into paid employment. Support is individually tailored for those people furthest from employment and whose needs are not met by mainstream provision. The project and client agree together what steps need to be taken to ultimately get a job, with the client often, at first, undertaking training, voluntary work and work experience to develop their skills.

Pure Innovations have been integral to Central Manchester University HNS Hospitals Foundation Trust's supported traineeships project, which won the North West Regional Project Award. Supported Traineeships, run in partnership with The Manchester College and Pure Innovations - is an employment-focused education programme for young people with disabilities, supporting them ultimately into paid employment. In a yearlong programme, trainees undertake three ten-week, work-based learning placements across different departments within the Central Manchester University NHS Foundation Trust. Trainees enjoy interactive classroom-based learning on site through role-play, peer support and via iPad, iPod and Smart Board, before and after each day's work placement. Each trainee works towards obtaining an Entry 3 C&G qualification in Personal Progression through Employment. Work placements are for four days each week where trainees learn from staff.

SURVEY FEEDBACK

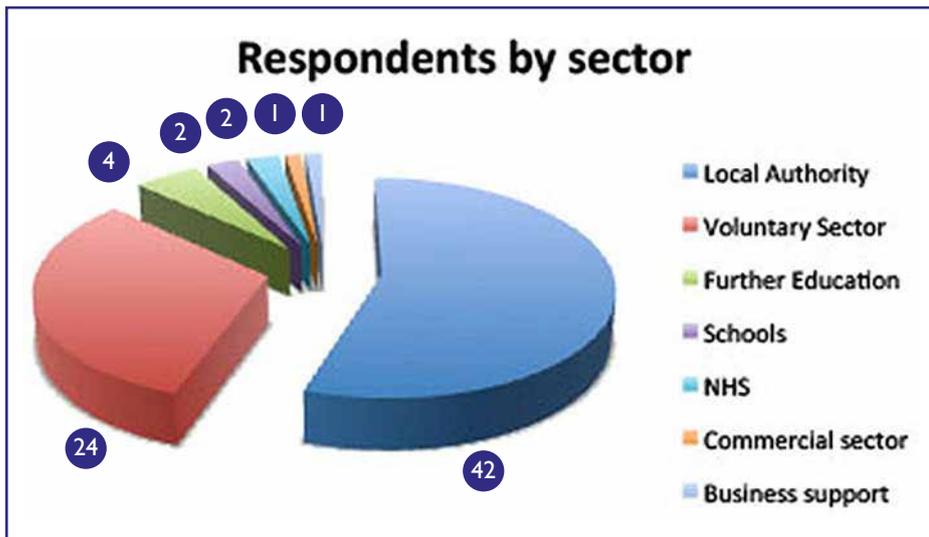
Level 3 awards for supported employment practitioners:

The British Association for Supported Employment (BASE) was commissioned by the Learning and Skills Improvement Service (LSIS) to seek feedback on the draft Level 3 units contained within the proposed Certificate for Supported Employment Practitioners:

- The supported employment value base
- Engaging jobseekers in supported employment
- Working with job-seekers to identify and plan for supported employment
- Engaging employers in supported employment
- Job matching and securing supported employment
- In-work support and career development for supported employment

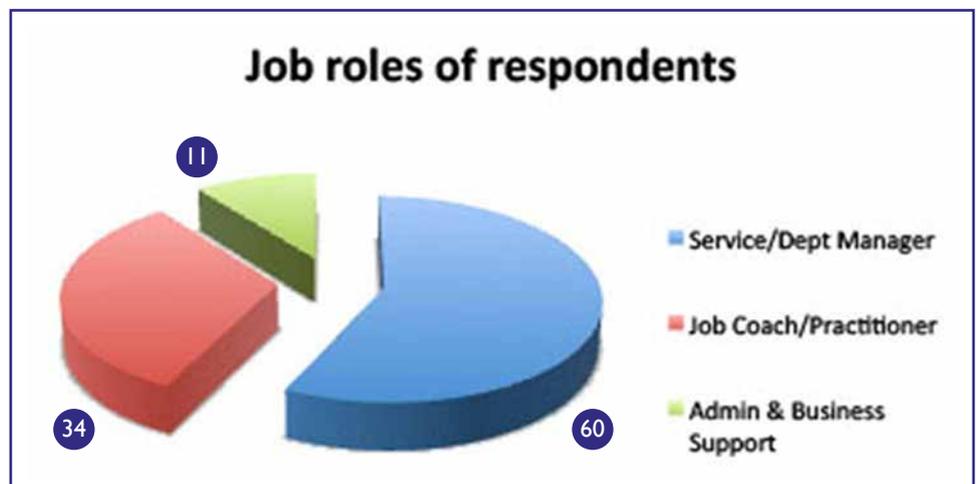
A Survey Monkey survey was devised and publicised to members of BASE, the LSIS further education clusters, NIACE and the Preparing for Adulthood initiative. The survey closed on 26 April. We'd like to thank everyone who responded.

SURVEY RESPONSES



We received 105 responses from 76 organisations.

62% of those were local authorities.



The majority of respondents were service managers or had management responsibility for that area of provision.

Do the six units contain the knowledge and skills you'd expect in supported employment qualifications?

23 comments were received, mostly broadly agreeing that the units contained the skills and knowledge which they expected to see, though one person felt that qualifications were not the way to go.

- A number of respondents questioned whether Training in Systematic Instruction (TSI) was included in the units and felt that it should be.
- One respondent commented that there should be stronger reference to health & safety, equality & diversity, and safeguarding.
- Another felt that employment law should be included.
- One respondent felt that there should be more emphasis on supporting people to work independently through progression to “unsupported work”. Another commented on the need for something around career progression and sustainability.
- One respondent felt that there should be more emphasis on the recording of activity and outcomes.
- One respondent felt that other areas should be specifically referred to within the units, namely: transition from education, managing client well-being, and mental health. They also wanted to see more explicit reference to person-centred planning.

Do the titles of the units give you a clear idea of what each unit contains?

There appeared to be a bit of confusion throughout the responses about the Values Base unit and whether it had to be taken alongside each of the other individual units. Those who commented felt that it should be.

- A number of people commented on the title of the Values Base unit and there were suggestions that it should be renamed – the term “Core Values” was suggested as an alternative title.
- One respondent felt that the term “In-work support and career development for supported employment” was a little ambiguous, particularly with the reference to supported employment. They also felt that the unit should be split into two separate units covering “Training and in-work support” and “On-going support and career development”.
- A couple of people questioned how supported businesses fitted in with the qualifications.
- A couple of people felt there were too many individual unit qualifications. A number of people said that they thought the Certificate should be at Level 4.

Will the proposed units meet the needs of practitioners working in different settings?

- A couple of respondents said that there may need to be some flexibilities when working with smaller supported employment agencies. A number of respondents felt that the setting shouldn't make a difference. One person commented on the need for the qualifications to recognise work supporting people with mental health needs, homeless people, ex-offenders and those using drug & alcohol services.
- One person said that they thought larger organisations might put staff through individual units whereas smaller agencies would need to put staff through the full certificate.

Views on the qualifications or experience that should be required of assessors and verifiers for these qualifications

It was apparent that a minority of respondents didn't fully understand this question and didn't realise that it referred to assessors and verifiers. 78 comments were received in total but some were not applicable to the question.

- There was a general consensus that assessors and verifiers should have the qualifications relevant to being an assessor or verifier but should also have extensive experience of working within the supported employment sector.
- The suggested length of sector-specific experience ranged from 2 years to 10 years. A number felt that experience by itself was not sufficient and that assessors and verifiers should have a demonstrable track record of supporting people with disadvantage into employment.
- A number of respondents commented that experience of the recruitment or social care sector was not sufficient by itself.

Would you be likely to require or encourage your staff to take these qualifications?

Most of the responding organisations indicated that they would be likely to encourage or require staff to undertake the qualifications. Numbers were indicative and varied but enough to suggest that there would be a strong take-up of the qualifications, finances permitting. Many agencies stated that, in principle, they could see all of their staff teams being encouraged to take the qualification.

A small number of organisations commented that they had already secured IAG Level 3 qualifications for staff and that funding for additional qualifications might be a problem.

Some would also prefer the supported employment qualification to be at a higher level.

Other comments

A further 51 comments were received, the majority being very supportive of the qualifications. Some queried the expected time commitment and cost.

- A number referred to recognition of prior learning and the link to previous qualifications, such as the Diploma/Certificate. A couple of respondents questioned the link between these qualifications and the new Scottish qualification.
- A number referred to practical considerations such as assessment methods and the geographical availability of trainers/assessors

Climb Ben Nevis? I can do that! says Jennifer

Jennifer Queen from The Sign Factory in Falkirk and her husband Peter decided to take on the challenge to walk up Ben Nevis, the highest mountain in Britain at 4,409 ft. to raise funds for LUPUS. A formidable task for anyone but what if one of the participants suffers from a condition called Systemic Lupus Erythematosus (SLE) known as Lupus?



WHAT IS LUPUS?

Some 50,000 people are believed to suffer from the disease in the UK, 90% are female. Lupus causes the body's immune system to go into overdrive and to start to attack itself. The symptoms of Lupus are wide-ranging, often seeming to mimic other diseases. Symptoms can include extreme fatigue; joint/muscle pain, eye problems, and can affect kidneys, heart, lungs, or brain. Unfortunately this can cause difficulty in diagnosis leading to the condition being overlooked, sometimes for years, unless the GP or consultant is alert to the possibility of lupus. Early diagnosis of lupus allows improved opportunity for control of the disease; although there is no cure for this condition it's important that sufferers remains under medical care with continuing medication.

Jennifer was diagnosed with Lupus when she was 18 years old, but had suffered symptoms since about 13 years old. It is thought to be triggered by hormonal fluctuation, trauma, and sunlight or after viral infections but Jennifer has a positive outlook to everything and refuses to let the condition rule her life.

Jennifer says she wanted to climb Ben Nevis for "... a sense of achievement and accomplishment that although I have LUPUS, I could actually do this... Positivity wasn't a problem but I got dehydrated on the way down and my calf muscles seized up which made the journey down a lot longer and more painful. My husband Peter was very supportive, constantly reminding me to drink plenty "We raised over £500 and still counting".

For further information about LUPUS you can contact LUPUS UK, St James House, Eastern Road, Romford, Essex, RM1 3NH Tel: 01708 731251 or look on their website www.lupusuk.org.uk

New member of staff for BASE Head Office



You may have heard that Base has a new member of staff... something to do with Membership & Communications... who is this person and what will they do?

I'll start off by introducing myself: that's me, Gillian Parker, in the dark. I thought the easiest way to answer the who, what and why questions would be to interview myself, so here goes...

How did you end up working for BASE?

In a previous life i.e. before children, I worked for many years for the Department of Social Security; I even remember when it was called the DHSS! I worked mainly in local benefit offices dealing with claims to sickness-related benefits in the era before computers. Fast forward a number of years and a number of children, I decided to go back to school and studied for a degree in sociology. What an eye-opener! After covering Human Rights, the social model of health, the Communist Manifesto and Conversation Analysis (among others) I emerged bright-eyed and bushy-tailed onto the job market. Disappointment followed, when unanticipated barriers emerged before my dream jobs but fast-forward a couple more years and I arrive at BASE.

New member of staff for BASE Head Office continued Gillian Parker

What attracted you to the job?

I have to believe/care about what I'm doing and the opportunity to work whatever our circumstances is something we should all be able to attain. I like to think that whatever I'm doing, will, in some small way, make a difference to others existence and I believe that BASE and its members are making a difference. I enjoy communicating with people, I like Twitter and Facebook, and they can be wonderful tools for quickly & concisely communicating with many people. Facebook also has some really addictive games, which are brilliant if you need an excuse to put off doing the ironing or get requests for help with homework. A big plus about the job was the location of the office, five minutes from home, by car.

What sort of things will you be doing?

My main area of work is to improve communications with members and provide support to them. I've started by reviewing the BASE website and hopefully members should see some important cost effective changes being made fairly soon. You may also have noticed that I'm dabbling in Facebook and Twitter. This is the area where I need help from the members. I'm sure that many of you have experienced survey and consultation fatigue, I know I have, but I need to hear member's feedback about what works and what doesn't. So, the odd question/small poll will appear on Facebook from time to time. If you would prefer to simply email me/ ring me with your moans about a broken link or a problem with navigation on the website that's fine. I'd also like to know if we've got something right, because everyone likes a little bit of praise!

Why are you in the dark?

I need your help to move into the light! I'm still learning about supported employment and I'm amazed at the breadth of policy areas which impact upon the work that our members do. Plus I'm camera shy and have been avoiding Huw with his camera.

Tell me what interests you, what you want to hear more about, and I'll do my best to deliver.

Gillian.parker@base-uk.org telephone 01204 880733 Twitter @base_tweets Facebook www.facebook.com/base.uk

DATES FOR YOUR DIARY - Upcoming regional network meetings

BASE CYMRU

Regional contact: Petra Kennedy (Tel. 01685 370072)

petrakennedy@mtib.co.uk

8 May (10am - 1pm) Media Resource Centre, Llandrindod Wells

MIDLANDS

Regional contact: Dean Atkinson (024 7678 5600)

dean.atkinson@coventry.gov.uk

23 May 2013 (Warwick) **22 August 2013** (Coventry)

NORTH EAST

Regional contact: Nerise Oldfield-Thompson (Tel. 01388

816895) nerise.oldfield@durham.gov.uk

All meetings are from 10am to 2pm and are held at County Hall, Durham unless otherwise stated.

24 April 2013

NORTH WEST

Regional contact: Celia Chapman (Tel. 0151 356 6686)

celia.chapman@cheshirewestandchester.gov.uk

All meetings are from 10am to 1pm and held at Kings House Conference Centre Manchester M1 7HB.

21 June 2013

SCOTLAND

Regional contact: Gillian Ross (Tel. 0141 646 2550)

gillian.ross@momentumscotland.org

All meetings are from 11am to 2pm and are held at Momentum, Savoy Tower, Glasgow G2 3BZ unless otherwise stated.

9 July 2013 (venue to be confirmed)

SOUTH EAST

Regional contact: Robert Elston (Tel. 020 8655 3344)

r.elston@statusemployment.org.uk

May/June 2013 date and venue to be confirmed.

SOUTH WEST

Regional contact: Matt Britt (Tel. 0117 9528273)

matt.britt@brandontrust.org

4 July 2013 (Pluss, Basepoint, Exeter)



Bristol Marriott
Hotel Royal
11-12th September



Principal conference sponsor

**Not sure whether the conference will be useful for you and your organisation?
Below is a small sample of the positive feedback given by 2012 delegates.**

- “Excellent opportunity to network with stakeholders within the industry.
Provided me with enthusiasm to take back to our delivery”*
- “Got the chance to network with fellow supported businesses, to cross sell”*
- “As always I got great motivation from attending conference”*
- “Good mix of people, great networking opportunity. Good fun too.”*

Speakers

- Esther McVey MP, Minister for Disabled People (confirmed)
 - Liam Byrne MP, Shadow Secretary of State for Work and Pensions (invited)
 - Caroline Waters, Deputy Chair of the Equality & Human Rights Commission (confirmed)
- Other speakers to be announced.... keep checking www.base-uk.org for more details

Workshops

There'll be over 20 workshops on a variety of topical themes for delegates to choose from. If you're interested in presenting a workshop then fill in a proposal form

Awards

We will again be presenting our Practitioner Awards at the Conference Dinner on the evening of 11 September. See <http://base-uk.org/awards> for more details. There are still some sponsorship opportunities available click on the link for more info.

Accommodation

We have a limited number of discounted rooms available at the Marriott Royal Hotel see <http://base-uk.org/base-conference-2013/accommodation>

Exhibition

Members can exhibit at the conference at no charge. Email admin@base-uk.org

Bookings

To make your delegate bookings go to <http://base-uk.org/conference>

Annual conference

Bristol, 11 - 12 September 2013



Conference registration form

FAXBACK
Fax directly to us
on 01204 886977

Please complete one form per delegate, using photocopies where necessary and return to:
BASE Secretariat, Unit 4, 200 Bury Road, Tottington Lancashire BL8 3DX

Please book me a place at the conference

£290 +VAT (£348) Members (including conference dinner and awards evening)

£370 +VAT (£444) Non-members (including conference dinner and awards evening)

Name: _____

Position: _____

Organisation: _____

Address: _____

Email: _____ Telephone: _____

Do you have any access, dietary or communication needs that we need to be aware of? Please describe them:

Please note that workshop choices are made at the conference.

Exhibition space

There will be some exhibition space available at no charge to members. This is limited so please contact us if you wish to bring a display stand.

Payment details

I enclose a cheque made payable to Inclusive Trading CIC

Please invoice me _____ Purchase Order No _____

Please forward the invoice to the following address (if different to delegate address):

Address: _____

Terms and conditions

Conference fee: Payment must be received by the date of the conference. The discounted member rate is available only to 2013-14 paid members of the British Association for Supported Employment and members of SUSE.

Accommodation: Accommodation costs are not included in the conference fee unless stated.

Cancellations: All cancellations must be received in writing and will be subject to an administration charge. If we receive the cancellation before 11 August 2013 a charge of 20% will be retained. If we receive a cancellation after this date then the full fee must be paid. We are happy to accept a substitute delegate if the original delegate is unable to attend.

I confirm that I have read and agree to the terms and conditions:

Authorised signature: _____

Position: _____ Date: _____

Disability Employment Strategy

The Government is currently working up a national disability employment strategy. It's not a consultation as such but follows up on previous work undertaken on [Fulfilling Potential](#).

The disability employment rate has increased over the past decade and stayed level during the recession; however there is still a gap of around 30 percentage points between the employment rates of disabled and non-disabled people. The gap increases to around 60-65 points for people with moderate/severe learning disabilities and people with severe mental health needs.

The principle objectives of the disability employment strategy are to:

- significantly reduce the gap between the employment rate for disabled people and the employment rate for non disabled people;
- and maximise the opportunity for disabled people to realise their employment aspirations, and through this achieve greater economic independence.

The strategy is to be developed alongside the new disability strategy, Fulfilling Potential. The initial stage of developing the strategy involved an in-depth review of the evidence which was published on 13 February as part of the wider [Fulfilling Potential Building Understanding evidence pack](#). The current phase of developing the strategy involves key stakeholders both across government and externally. The strategy will look again at how Government can best help improve the position of disabled people in the labour market.

Development

Nine "Task and finish" groups have been established and some have already met at least once. The groups will be supporting a selection of work strands across a framework of:

- Preparing for work
- Getting a job
- Staying in work and;
- Progressing in work

The strategy team will be working with disabled people, employers and other groups such as recruitment specialists in a series of Task & Finish groups.

- Young people/SEN/Transitions
- Engagement with inactive clients
- Supporting employers
- Labour market interventions and programmes
- Localism/Local delivery/Commissioning
- Self-employment
- In-work progression
- Mental health
- Job retention

BASE is represented on most of the task and finish groups. An employer conference will take place in London on 18 July and we expect to hear some initial policy announcements there. The final publication of the strategy is expected in Autumn 2013.

Members wishing to submit information to the strategy can do so via BASE at admin@base-uk.org

Free

Supported Internships for disabled young people moving into adulthood



Date

Surrey - 7th June 2013
Manchester - 27th June 2013

Time

10am - 4pm

Description

This one day workshop will provide information on the guiding principles of Supported Internships and how to approach developing this programme of study for disabled young people. It will also provide information on the benefits of Supported Internships to disabled young people and their families, employers, and post-16 providers and support local areas to plan their next steps to move forward locally.

Who

These events are aimed at people working in non-pathfinder sites. We recommend people come in teams of 3-4 and could include disabled young people, families, post-16 providers (including schools, colleges and supported employment providers), and should include key decision makers from the agencies involved in transition locally (Education, Connexions, Children and Adult Social Care, Children and Adult Health, parent carer forum representatives).

Booking

Contact Kerry on:

kerry@helensandersonassociates.co.uk

or

0161 4428271

The Preparing for Adulthood programme is delivered by:

