

Supported Employment & Personal Budgets around the UK

Are you currently affected by, or talking to commissioners about, the use of personal budgets to purchase supported employment? If so, please keep us up to date with the situation in your borough by emailing paul.wilson@base-uk.org

Region	Update
North West	No change to block contract as yet. We are still trying to get a unit cost sorted still I am afraid. Will keep you posted
	No impact. Ongoing block contract.
	No impact yet. We are currently funded through the Regeneration and Culture directorate through the Department for Employment Skills and Learning. We currently offer our services free and are not restricted to clients who are currently in receipt of a service such as day service. Our referrals come via a variety of sources such as Social Workers, CPN.s Colleges, other health services, and people can self refer. The criteria is that they have a disability/health condition which has presented them with difficulties in gaining employment and they live in the area. We anticipate, that going forward that this will indeed change, so we have taken steps to discuss with commissioners etc and looking at how we could put together a plan for the future but as it stands we are still free
	Our service currently receives funding direct from the council in the form of a block payment This is set to continue for the next financial year). We are in the process of agreeing with our Senior Management Team to pilot personal budgets for 6 people with physical disabilities and offer them our supported employment service via their PB support plan and we are hopeful that this will be piloted later in the year.
	We have a project up and running looking at how personal budgets can be used for supported employment, though it is fraught with problems. At present, there is an hourly rate set for in-work support, although the key tasks of profiling and job search take place outside the scope of that pricing structure.
	29% of the people we support pay with personal budgets. We liaise with the individual and their parent/carer/advocate to discuss changes to the levels of support required. Most individuals (who also get supported living services from us) have a relief amount of money and some money accrued during holidays or sickness that they can use to fund additional input. If the additional input is substantial and ongoing we would include the Care Manager in any discussion and formulate a proposal to go to panel to request additional funding for an individual. Over 50 % of our Vocational Support Workers are employed on a Bank/peripatetic basis to ensure that we have the correct staffing levels at any given time.
	Hi Paul, Sorry we don't use PBs for supported employment

	<p>I was approached by a commissioner at the Council who told me that they needed to explore the use of personal budgets for supported employment. I arranged a meeting with him to discuss further and as a result he agreed that it may well be that PBs just do not fit the supported employment model. I got the impression they had to be seen to have considered it.</p> <p>I have been asked to put together a paper that they can present to their senior team but my feeling is they will agree that whilst it could be offered to individuals with a personal budget they accept that this will not be forced upon people and that a 'block contract' or sorts will continue to exist. It may have a percentage of funding sliced off that PBs could 'plug' but personally I still doubt this will ever be the case.</p> <p>Introduction of personalised budgets are in the early stages in the area.</p> <p>We have no service users who are currently using personalised budgets in the employment area. We have however used Direct Payments/Personal Assistants to support clients who need long-term support in the workplace. If you require details on the Direct Payments please let me know.</p> <p>We are currently working with a DEA to look at using Right to Control funding to fund employment support. Its early days yet- still got to work out pricing up the individual elements of support based on the clients assesses needs, but we are keen to push ahead with piloting this and maybe rolling it out wider.</p> <p>The service is still on mainstream funding, with additional funding through the Work Choice Programme. There is work going on with the commissioners and personal budgets, but as yet this has not affected us.</p>
North East	<p>The problem we have is that until recently we did not have a RAS in place, therefore we have been stuck between 2 systems and all individual allocations to date have been managed through the Direct payment system, which is structured to deliver support on the basis of X amount of hours on an hourly rate of £10.27 per hour. As you are aware, applying an 'hourly rate' system to employment is challenging to say the least, as its not all about direct support hours, therefore we are working with care management on developing more 'outcome focussed' support plans to support this process, rather than trying to equate it to 'hours of support'. This is proving challenging in itself as there is a residual culture in place around the old system, and there are also several issues around the capacity of providers to understand and respond to this different approach.</p> <p>On the back of the Jobs First project, we have done a fair bit to try to develop the market by offering TSI training & Employability Skills training to external providers, and have tried to be as creative as we can to ensure that internal and external resources pull together to achieve employment outcomes for people through a personal budget, however much more development needs to take place to ensure this a viable option for people accessing personal budgets.</p>

Scotland	
Midlands	The current situation regarding personal budgets and employment is very quite. The service continues to be funded through a strategic commissioning process aligned to political priorities.
	No impact.
	We are still a commissioned service through the council. We are currently working with 2 people who are supported to access voluntary placements through the use of a personal budget. 1 person for 3 hours & the other for 4 hours.
	We still have our employment block contracts for learning disability and mental health and they look likely to continue as far as I can tell. I've noticed that there are quite a few LA's and mental health trusts putting out tenders for block contracts. In terms of personal budgets we are supplying personal budget support but all the work that has come in has been around leisure and related activities. However it may come in for work related activities in the future as we develop our services for those groups we don't have a block contract for.
	The social enterprise delivering supported employment (alongside a range of other social care services) continues to receive a block grant of 37k per year.
	The employment service is currently still funded via a block contract.
	The County Council still provide the supported employment service free to FAC's eligible customers. However as personalised budgets are introduced around the county things may change but not at the moment . We have just started to the scope the Employment Service.
South West	Currently our service is block funded. Personal budgets are being rolled out (slowly) and as yet we are unsure how this may impact upon our service.
	We are working collectively with a number of commissioners in the the region to try and proactively shape the way supported employment is commissioned in light of pressures around personal budgets. A workshop was held for health and social care commissioners in February to kick-start a debate about a framework for future commissioning. We also have a personalisation pilot running, involving around ten service users who are working to use their budgets to shape the service they get and are collaborating as a supported group on progress.
South East	Block funded through to 2015.
	At the moment we are still block contracted by various councils and we also receive subsidy from our parent company to provide supported employment services. We are developing a model of how to use personal budgets in supported employment at the moment and this will be on an outcomes basis not a hourly rate.

	<p>We have not yet had any employment services commissioned through personal budgets. We work in 3 boroughs:</p> <ol style="list-style-type: none"> (1) block contract until July this year and then it will apparently go to PB but have had little info yet (2) block contract until April 2013 and possible extension (3) block contract till Sept 2012
	<p>We'd really like/appreciate hearing from any members who've made progress with costing for their supported employment service- esp. in relation to PBs/personalization. We're in the process of an enforced re-design to a tight time frame & anything which helps avoid re-inventing a wheel others may have built would be a great help right now.</p> <p>I'm aware of (Kent`s) Kathy Melling's cost/benefit work with Steve Beyer et al, & also of the principle that keeping to a few simple & clear price bands is most accessible for customers, but actual examples seem harder to come by.</p>
	<p>There are many of our customers / clients/ service users who are now on a personal budget or direct payment so we have been working towards trying to cost out or support packages.</p> <p>This has and continues to be quite a challenge as our service is unique in supporting Pan Disability customers from Learning Disability, mental health, substance misuse, visual or hearing impaired, physical or any other vulnerable group. Our support packages historically have been tailored to the individual so cost would differ. Our way forward we feel is to set up packages that PB holders can buy into and cost them out per hourly support and level of experienced staff involved...currently the cost we are coming up with is between £15- £20 per hour however this has not been verified yetWe have had to justify in our cost packages That the support by our customer require experienced staff or could the customer involve a personal assistant and gain similar support. We believe that is not possible but have to justify our existence and cost associated with employment support anyway.</p>
	<p>As things stand we are to be tendered out by the end of the financial year with the complete transfer of staff to the new provider by October 2012. I understand it will be a pan - service, part costed & part block funded I imagine.</p>
Wales	<p>From what I can gather it would be a nil return for us.</p>