

Withdrawn

This publication is withdrawn.
The publication is no longer current.

Annex 2: Specialist Employability Support (SES): Compatibility with Other Provision

Please note: The compatibility table on the following pages is believed to be correct at November 2018, but providers should note that some of the programmes listed here may be impacted by future DWP changes

Programme or Initiative	Brief Description of Programme	SES Compatibility
Non Mandatory Support Programmes		
The Work and Health Programme (WHP)	The Work and Health Programme is an employment support programme which was launched in North West England and Wales in November 2017. The programme rolled out across the rest of England during early 2018 and provides specialised employment support for people with disabilities and long-term unemployed people.	Any customer who is already participating in, or waiting for a start date on the Work and Health Programme cannot be considered for SES.
DWP ESF 2014-2020 Provision	ESF funding has been used to contract voluntary provision across England (not including Scotland and Wales). DWP has worked closely with Local Enterprise Partnerships (LEP) to ensure that provision helps to support LEP-area priorities, with London focussing specifically on Troubled Families and Older Workers.	<p>The ESF 2014-2020 Provision is not compatible with Specialist Employability Support (SES).</p> <p>Whilst participating in SES, individuals cannot participate in the ESF provision concurrently.</p> <p>If a Participant joins SES on a voluntary basis, when they are on DWP ESF 2014-2020 Provision, they should leave the DWP ESF 2014-2020 Provision and be recorded as an Early Completer.</p> <p>The DEA /Work Coach will check if the claimants/customer is a participant on DWP ESF 2014-2020 Provision and inform the ESF provider that a referral to SES has been made, using form CEPD1.</p>
Get Britain Working measures – New Enterprise Allowance (NEA2)	<p>New Enterprise Allowance (NEA) is one of the Get Britain Working measures and is aimed at helping eligible claimants to start their own business.</p> <p>Further information will be found at: https://www.gov.uk/new-enterprise-allowance</p>	<p>If a claimant is eligible and interested in self-employment, Work Coaches and DEAs should normally consider NEA2 before agreement is reached that the claimant would best be supported by a referral to SES.</p> <p>Claimants may not participate in SES and NEA concurrently.</p>

<p>Get Britain Working measures</p> <p>Education and Skills Funding Agency (ESFA) courses and sector based work academies (SBWA)</p>	<p>The Education and Skills Funding Agency (ESFA) funds and promotes adult further education (FE) and skills training in England, including Traineeships and Apprenticeships, in a way which supports economic growth.</p> <p>SBWA combine sector-based training with a work experience placement and a guaranteed job interview. They are designed to support JSA and ESA (WRAG) claimants who are close to the labour market but who have been unable to find sustained employment in a demand sector with the further aim of supporting employers in those sectors to fill their vacancies more efficiently.</p>	<p>Education and Skills Funding Agency courses</p> <p>If a claimant is eligible and interested in Education and Skills Funding Agency courses, Work Coaches and DEAs should normally consider them before agreement is reached that the claimant would best be supported by a referral to SES.</p> <p>Claimants may not participate in SES and ESFA funded courses concurrently.</p>
<p>Get Britain Working measures – Work Clubs, Work Together, Work Experience, Enterprise Clubs</p>	<p>The range of Get Britain Working measures rely on the energy and commitment of employers, community groups and local organisations, amongst others, to assist claimants into work at between 6 and 12 months unemployment</p>	<p>Get Britain Working measures should usually be considered BEFORE agreement is reached that the claimant would best be supported by a referral to SES.</p> <p>Any specific exceptions are listed in this Annex.</p>
<p>Get Britain Working measures – Youth Employment Support (YES)</p>	<p>Youth Employment Support (YES) extends existing Jobcentre Plus services and provision:</p> <ul style="list-style-type: none"> • providing additional adviser support for 16/17 year olds on JSA; • extending eligibility for Work Experience to 16/17 year old JSA claimants; • supporting partnership arrangements to provide signposting to 16/17 year old who are NEET; • funding for local partnership provision; and • promoting the development of Work Clubs for 16-24 year olds. 	<p>If applicable to the claimant/customer, the range of YES help should be considered BEFORE agreement is reached that the claimant/customer would best be supported by a referral to SES provision</p>
<p>Movement to Work</p>	<p>Movement to Work (MtW) is an employer-led approach to helping all young people aged 18 to 24 years old who are Not in Education, Employment or Training (NEETS) into</p>	<p>SES is normally delivered by Prime Providers or their formally contracted sub-contractors, however 3rd Tier support, when utilised to address specific barriers or bring valuable expertise to a participant's delivery plan, is acceptable on occasion and will be viewed as a valid contribution to the programme.</p>

	<p>opportunities that will move them nearer to the world of work or into a job. The Movement is an employer-led initiative, supported by Government, although it receives no Government funding and is not a Government programme.</p> <p>Movement to Work offers new vocational training schemes which are being pledged by an expanding number of Britain's largest employers. The opportunities generally last four to six weeks and contain vocational training and/or work experience.</p>	<p>Concurrent participation in Movement to Work can be allowed under this proviso, but it must not be used as a substitute for support which SES providers should be expected to provide in their SES programme.</p> <p>SES providers, via their service fee, will still be responsible for their participants' disability-specific needs whilst they remain in the SES programme.</p> <p>SES Providers wishing to engage with MtW delivery partners should enquire via this website: http://www.movementtowork.com/just-interested/ and click on the "Contact Us here" button at the bottom of the page.</p> <p>NOTE: Young people can usually continue to claim Jobseeker's Allowance or Employment Support Allowance whilst engaging in MtW, but providers must ensure their participant understands that normal benefit eligibility conditions will continue to apply.</p>
Flexible Support Fund	<p>Provides a range of training/provision/opportunities designed to help lone parents, partners and carers improve their skills.</p>	<p>The Flexible Support Fund is not compatible with SES.</p> <p>JCP claimants are eligible for courses and support from the Dynamic Purchasing System (DPS), which is the process that is used to procure bespoke short training or support for customers using FSF. The contracts are individual to each District and can target a specific customer group and or geographical location within the district provided they are not participating in SES.</p>
Community Jobs Scotland	<p>Scheme designed to deliver job opportunities identified across third sector organisations in Scotland primarily to support 16-24 year olds unemployed for six months or more into a job within a third sector organisation in their community.</p> <p>For more information visit: http://www.scvo.org.uk/training-employability/community-jobs-scotland/</p>	<p>SES participants will NOT be eligible to apply for CJS vacancies whilst they are participating in the programme.</p> <p>To become eligible for CJS, customers/claimants who were previously participating in SES should be unemployed for 26 weeks (or be eligible for Early Entry) AND claiming any out of work benefit).</p>
DWP Work Psychology Service	<p>DWP Work Psychologists help people who have a health condition or disability or who are disadvantaged through lack of opportunity to find and keep work. They apply psychology to enhance people's employment opportunities, helping them to get a job and keep it.</p>	<p>This support will not be available for SES participants as referral to this service should be considered/tried prior to requesting SES support.</p>
Work Trial	<p>Work Trial gives those at greatest disadvantage in the labour market the opportunity to demonstrate to an employer that</p>	<p>Work Trials for SES participants should be sourced by SES Providers.</p>

	they are suitable for, and capable of doing, the job they are applying for. Their purpose is to overcome any remaining suitability doubts an employer and/or disadvantaged group claimant may have following a formal interview for a vacant post. In simple terms, for both claimants and employers, it is an opportunity to 'try before you buy'.	
Training and Learning Support		
Work Based Learning (Wales) – Work Ready (previously Steps to Employment)	Work Ready (previously Steps to Employment) is to support individuals' progress from non-employment to employment. The provision is for people who are resident in Wales, and consists of two elements: Learning for Work and Routeways.	Customers/Claimants are NOT eligible to join Work Ready if, at the same time they are "taking part in any employment or enterprise programme funded directly by the UK Government, the Welsh Ministers or EU funding that duplicates the provision undertaken through the Work Ready programme".
Apprenticeships	<p>Apprenticeships are funded for 16 – 24 year olds in England but are open to applicants of all ages. In Scotland, Apprenticeships are funded for 16-19 year olds. People aged 20 and over may occasionally receive funding but this depends on the funding availability at the time and funding priority is given to 16-19 year olds. In Wales, funding is available to all regardless of age</p> <p>For more information: Apprenticeships in England Apprenticeships in Wales Apprenticeships in Scotland</p>	<p>Apprenticeships and SES are not compatible as apprentices receive a wage and have a contract of employment. In England and Wales, Apprenticeships are available to people aged between 16 and 24. In Scotland, there is no upper age limit although funding for those aged 20 and over is targeted at sectors where the biggest returns for Scotland's economy.</p> <p>When a claimant/customer is in SES, the provider will supply work entry support.</p>
DfE Supported Internships and Traineeships	Supported internships are a structured study programme based primarily at an employer. They enable young people with complex learning difficulties (including those aged 19 to 24 who have a statutory Learning Difficulty Assessment (LDA) or an Education, Health and Care (EHC) plan) to achieve sustainable paid employment by equipping them with the skills	<p>Students in DfE Supported Internships and Traineeships cannot participate in SES concurrently but may subsequently be referred for SES support at the end of their programme via their Work Coach/DEA.</p> <p>Note: Some specialist providers of DfE Supported Internships may qualify for sign-up as a SES SRO provided they meet the full SRO eligibility criteria.</p>

	<p>they need for work, through learning in the workplace. Internships are unpaid, and last for a minimum of six months.</p> <p>Traineeships</p> <p>Young people aged 16 to 23 can participate in traineeships as another strand of study programmes. Traineeships last a maximum of six months and offer a work placement, work preparation training, and studies in English and maths plus additional flexible training and support tailored to individual needs. The aim of traineeships is to support young people to gain the skills, attributes and experience they need to progress onto apprenticeships or other jobs.</p>	
Employability Fund - Scotland	<p>Employability Fund (EF) is a Skills Development <i>Scotland's</i> (SDS) training programme open to claimants aged 16 years and over. The EF brought together existing <i>Scottish</i> Government investment in pre-employment training delivered through SDS and an element of that delivered through the <i>Scottish</i> Funding Council. It aims to support activity that will help people to develop the skills needed to secure a job or progress to more advanced forms of training.</p>	<p>Claimants participating in SES are not eligible for Employability Fund. Their SES Provider is responsible for moving them closer to or into work.</p>
Grants and Financial Aid		
Access to Work	<p>Financial support for workplace adjustments and employee needs - paid to employers</p>	<p>Access to Work does not fund normal business running costs or general costs that every employer and employee has.</p> <p>Access to Work can support the additional costs of disabled people in self-employment and home working, but only in relation to the disability-specific need, not for the normal set up or running costs of a business.</p> <p>There are a number of elements (or types of support) usually available within Access to Work, subject to an approved application, some of which are one-off payments and some ongoing funding:</p> <ul style="list-style-type: none"> • adaptations to premises and equipment;

		<ul style="list-style-type: none"> • specialist aids and equipment; • travel to work; • travel in work; • support workers of many kinds e.g. job coach; and • communication support at job interview. <p>Access to Work is applicable to the SES Programme if customers are in part time work and for job interview support, as appropriate. Providers will need to be familiar with its provisions when assisting participants into employment following SES.</p>
<p>Individual Learning Account Scotland</p>	<p>ILA Scotland is a Scottish Government scheme that helps pay for learning. ILA can provide up to £500 towards a wide range of courses to SES claimant/customers who are 16 or over, living in Scotland. ILA Scotland [funding through a learner account] is available to SES claimant/customers who:</p> <ul style="list-style-type: none"> – are aged 16 or over; – live in Scotland; and, – have an income of £22,000 a year or less; or, – receive one of the benefits listed below. <p>If your claimant/customers currently receive one of the following benefits they can apply for an ILA Scotland learner account:</p> <ul style="list-style-type: none"> • Carer’s Allowance; • Child Tax Credit (maximum rate); • Jobseekers Allowance; • Income Support; • Employment and Support Allowance; or, • Pension Credit (also known as State Pension Credit). <p>There is a wide range of courses available including anything from counselling skills to the European Computer Driving License, ECDL, and accounting to first aid and graphic design to conversational Spanish. Study can be with any ILA Scotland</p>	<p>Providers should work with claimants/customers and consider making onward referrals to any appropriate local support that is available through ILA Scotland.</p> <p>Providers should link into local support services, but would not want a duplication of activities. All activities/services accessed and reasons for use need to be articulated on the claimant/customer’s Development Plan.</p> <p>To request an application pack or to find out more, claimant/customers should call the ILA Scotland helpline free on 0808 100 1090 or visit: http://www.ilascotland.org.uk.</p>

	approved provider, including learning centres, local colleges, universities and private training companies.	
Childcare Assist	Childcare Assist offers assistance, through the Flexible Support Fund (FSF), with childcare expenses for up to 5 in the 7 days immediately before starting work.	Jobcentre Plus advisers can offer FSF prior to a SES referral but, because the SES service offered by providers is intended to be all-encompassing for participants once on provision, access to FSF whilst participating in SES would NOT be appropriate.
Jobcentre Plus Travel Discount Cards	The Jobcentre Plus Travel Discount Card is available to JSA claimants between 6 and 12 months unemployed	This Card is NOT available to claimants on SES as, once on provision, the provider supports the claimant. However, SES participants in Scotland can have one 3-month Jobcentre Plus Travel Discount Card issued. See relevant guidance for further instructions. Claimants in England and Wales DO NOT have access to the Card whilst on SES.