

Withdrawn

This publication is withdrawn.
The publication is no longer current.

Chapter 5 - Specialist Employability Support (SES) Provision

This Section pertains to all referrals to SES provision during the contracts' extension period nationally from November 2018. For guidance pertaining to all referrals to SES made prior to this extension period please see the previous versions of SES Provider Guidance which has been retained on GOV.UK for reference:

SES Stage 2

<https://www.gov.uk/government/publications/specialist-employability-support-provider-guidance-effective-from-september-2017>

SES Stage 1

<https://www.gov.uk/government/publications/specialist-employability-support-provider-guidance>

Specialist Employability Support

- 5.01 SES is designed to support disabled customers whose employment needs are likely to take more than Six months to resolve, so that they are currently unable to benefit from utilising other provision or commencing work. Such customers will be likely to experience more complex employment challenges.
- 5.02 SES will be offered on a 52 week roll on/roll off basis or whatever has been agreed within the terms of your contract but can be flexible in length (within the constraints of contract duration), depending on the customer's needs, in order to prepare the customer for work and help find suitable employment.

Needs Assessment

- 5.03 You are required to carry out a detailed needs assessment for each customer and design Individual Support Plans, on commencement of provision, to prepare customers for work. See [Chapter 4](#) of this guidance for more information on Individual Support Plans.

Support

- 5.04 The precise nature of individual support will not be detailed here, as you will deliver SES within a minimally prescriptive service requirement which rewards outcomes rather than specific services delivered, but is expected to include more in-depth personal development programmes (e.g. interview skills, confidence building), work with employers / towards Self Employment and job-search assistance.
- 5.05 Providers will be expected:
- To offer in-depth personal development programmes tailored to the particular needs of disabled people. These could include programmes such as interview skills and confidence building;
 - You must provide each customer help and support in finding and securing sustainable Employment, using your links with employers local to the

customer. This job search support must be provided during the period the customer is with you. You should not rely on referring customers to other Jobcentre Plus funded support for job search support after the end of the support period;

- To work with and acquire funding if required from social services, healthcare providers, local authorities and other government departments so that where customers face additional non-disability-related barriers to work such as housing issues, addiction problems, debt and/or long-term unemployment, these can be tackled in a holistic manner. This should enable them to provide a holistic service including, where appropriate, health support (e.g. CBT), skills training (e.g. NVQs) and solutions to social problems (e.g. addiction therapy); and
- Where appropriate, you must liaise with Jobcentre Plus, including the Work Coach or Disability Employment Adviser, to assist the customer in gaining any support available through Access to Work upon movement into work.

5.06 You are responsible for ensuring customers have the support, including the financial support, they need to participate during their time on the provision. This should include financial support such as fares, or childcare costs, as and when required, and tailored to the customer's needs.