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Annex 2 Group Work “JOBS II” Provider Guidance - Compatibility with Other Provision

Programme or Initiative	Brief Description of Programme	Group Work “JOBS II” (GW) Compatibility
Mandatory Programmes		
Get Britain Working measures - Work Programme	Contracted out support for Jobseekers and Employment and Support Allowance claimant/customers	<p>The Work Programme is not compatible with Group Work “JOBS II” (GW). Whilst participating in GW, clients cannot participate in the Work Programme concurrently.</p> <p>Information:</p> <p>Once their participation in GW has ended, GW participants may join the Work Programme.</p> <p>How the Work Programme Entry Point is calculated, for GW Leavers, depends on the point at which the claimant’s GW provision ended and what benefit they receive.</p> <p>If participation in GW ends without securing employment, the claimant’s mandatory Work Programme entry point is calculated from the day after provision ends, in line with normal Work Programme eligibility rules.</p>
Mandatory Work Activity	Contracted out support for jobseekers that will provide a 30 hours a week four week community benefit work placement.	<p>Mandatory Work Activity (MWA) is not compatible with GW. Whilst participating in GW, clients cannot participate in MWA concurrently.</p>
Community Work Placements	Community Work Placements will be one of three intensive options available through Help to Work support for Jobseeker’s Allowance claimants returning from the Work Programme.	<p>Community Work Placements is a mandatory scheme designed for those JSA claimants returning from the Work Programme whose key barrier to work is a lack of work experience, motivation or both, and offers them a significant period of full-time activity. The scheme involves claimants undertaking a full-time work placement for 30 hours a week for up to 26 weeks alongside provider-led supported jobsearch.</p> <p>GW may be identified as a more suitable option for some, but concurrent participation in Community Work Placements and GW is not compatible.</p>



Non Mandatory Support Programmes		
<p>The Work Choice Programme</p>	<p>The Work Choice programme gives disabled jobseekers with more intensive support needs a seamless service covering not only their journey into work but, potentially, throughout their working life - enabling them to become, and remain, economically independent members of the community. It is designed as a four-stage, modular, specialist provision.</p> <p>The four stages are:</p> <ul style="list-style-type: none"> • Referral or Introduction; • Module One (Work Entry Support); • Module Two (In Work Support); and • Module Three (Longer Term In Work Support). <p>Target groups for Work Choice are individuals with complex disabilities for whom other DWP provision is not appropriate and those who are in work but under threat of losing their job as a result of their disability. Participants are not required to be in receipt of any benefit.</p>	<p>Work Choice (WC) is not compatible with Group Work “JOBS II” (GW). Whilst participating in GW, clients cannot participate in the Work Choice concurrently.</p> <p>Information: If a customer/claimant is eligible and interested in Work Choice, DEAs should normally consider it before agreement is reached.</p>
<p>Specialist Employability Support</p>	<p>Specialist Employability Support (SES) is a voluntary provision aimed specifically and only at customers whose health-related barriers to work do not allow them to benefit immediately from larger-scale employment programmes (DWP or non-DWP provision and/or other local or national provision) - such as Work Choice or Work Programme.</p> <p>There are two strands of provision:</p> <ol style="list-style-type: none"> 1. Specialist Employability 	<p>If a customer/claimant is eligible and interested in SES, DEAs should normally consider it before agreement is reached.</p> <p>Customers/claimants cannot participate in GW and SES concurrently.</p>



	<p>Support Main Provision (SESMP) – intensive, end-to-end employability provision (lasting up to 12 months on average), focused on moving customers into work. This is for customers whose employment needs are complex and likely to take more than 2 to 3 months resolve, so that they are currently prevented from benefitting from other provision or starting work</p> <p>2. Specialist Employability Support Start Back (SESSB) – a shorter term provision (lasting 2-3 months on average) to help disabled people prepare for other available provision (DWP or non-DWP), or in appropriate cases move directly into employment. This is for customers who, after support to overcome specific needs, within a defined short period of time, could be ready to move to other provision and/or work.</p>	
<p>Get Britain Working measures – New Enterprise Allowance (NEA)</p>	<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>JSA claimants aged 18+ are, in most cases, eligible for NEA from day 1 of their claim up to the point they become eligible for any mandatory employment programme.</p> <p>New Enterprise Allowance (NEA) is available to the following non-JSA claimants aged 18 and over:</p> <ul style="list-style-type: none"> • Lone parents claiming Income Support (IS) on the grounds of being a lone parent. This includes lone foster parents and 	<p>If a claimant is eligible and interested in self-employment, DEAs should normally consider NEA before agreement is reached</p> <p>As suitability for NEA will have been considered by the DEA before referral to GW it is unlikely that NEA will be appropriate in the early stages of GW</p> <p>Claimants suitable for referral to the NEA mentoring partner organisation are those with a clear idea of the business they want to start and are ready to commit to exploring how to turn the idea into a reality.</p> <p>GW providers may advise participants that they will be suitable for referral to NEA. Providers should direct their participant to their JCP Adviser / DEA who will assess their suitability for referral after the GW trial.</p> <p>Access to NEA is subject to all normal eligibility conditions associated with the programme. JCP/DEA will decide if the referral should go ahead, based on an eligibility check and their local knowledge of available places.</p>



	<p>single people with a child placed with them prior to adoption</p> <ul style="list-style-type: none"> • Employment and Support Allowance claimants in the Work Related Activity Group (ESA – WRAG). <p>The scheme gives eligible claimants access to a business mentor who will help them with their business plan. Claimants who have their business plan signed off and progress into full time trading (within certain conditions) can access the financial support:</p> <ul style="list-style-type: none"> • NEA weekly allowance payments - £65 per week for the first 13 weeks, followed by £33 per week for another 13 weeks • NEA participants can also be referred for a start-up loan to help them with business start-up costs. <p>Further information will be found at: https://www.gov.uk/new-enterprise-allowance</p>	<p>Referral to NEA must be via a JCP Adviser or DEA and all eligibility conditions will apply. This will include any conditionality associated with the benefit the claimant may be receiving. This will be explained to the participant by the JCP Adviser / DEA.</p> <p>You should be clear, the NEA mentoring organisation is responsible for assessing the viability / suitability of the claimant’s <u>business idea</u>; Jobcentre Plus staff will not venture an opinion in this regard, nor should a GW provider (or any GW sub-contractor) offer any assurance or opinion on the fitness of the business idea for NEA purposes.</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 before they reach the Work Programme at between 6 and 12 months unemployment</p>	<p>Get Britain Working measures is likely to be considered BEFORE agreement is reached that the claimant would best be supported by a referral to GW. However, could be considered after the course.</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"> • enabling early access to the Work Programme for 18 year olds who have claimed JSA at 16/17; • providing additional adviser support for 16/17 year olds on JSA; • extending eligibility for Work Experience to 16/17 year old JSA claimants; 	<p>If applicable to the claimant/customer, the range of YES help is likely to be considered BEFORE agreement is reached that the claimant/customer would best be supported by a referral to GW provision. However, could be considered after the course.</p>



	<ul style="list-style-type: none"> • 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. 	
Movement to Work	<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 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>	
Youth Contract	<p>Wage incentives</p> <p>From 2 April 2012 wage incentives worth up to £2,275 each, were available for employers who can offer an 18 to 24 year-old from the Government’s Work Programme, a job lasting at least 26 weeks.</p> <p>The last employment start date for which a Youth Contract Wage Incentive could be claimed was 6th August 2014</p>	<p>The Youth Contract wage incentive is obsolete and not available to participants in GW, but a similar incentive will be available (until further notice) should GW participants subsequently join the Work Choice programme.</p>
BIS and DfE Traineeships	<p>BIS and DfE Traineeships is a non-mandatory BIS and DfE led initiative, which focuses on young people aged 16-23 years old;</p>	<p>BIS and DfE Traineeships are not available to GW participants concurrently.</p>



	<p>living in England and who are interested in work, but need extra help to get and sustain an Apprenticeship or other job.</p> <p>Traineeships are <u>study based programmes</u> combined with work placements, which give young people the opportunity to develop workplace skills and experience; putting them in a better position to compete for future vacancies/opportunities.</p>	
JCP Support Contracts	Provides short modular support for Jobcentre Plus advisers to draw upon before Jobseekers are referred to the Work Programme	This support will not be appropriate for GW participants
ESF 14/20	<p>The European Social Fund (ESF) was set up to improve employment opportunities in the European Union and so help raise standards of living. It aims to help people fulfil their potential by giving them better skills and better job prospects. ESF programmes across England, Scotland and Wales differ in terms of their objectives and the types of claimant/customers they support. For more information visit:</p> <p>http://www.esf.gov.uk/ http://www.wefo.wales.gov.uk http://www.esep.co.uk</p>	Claimants can't be on both provision at the same time but if they have completed another provision they can move onto ESF 14/20 if they meet the eligibility criteria
Flexible Support Fund	<p>Provides a range of training/provision/opportunities designed to help lone parents, partners and carers improve their skills.</p> <p>Funding, through the Flexible Support Fund (FSF), for training/provision expenses (for example, travel/childcare/replacement care/equipment/course fees) can be considered for eligible lone parents, partners and carers undertaking Jobcentre Plus Approved Activities.</p>	The Flexible Support Fund is not compatible with GW. JCP claimants are eligible for support from the fund provided they are not participating in GW.



<p>Community Jobs Scotland</p>	<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>The Scottish Council for Voluntary Organisations (SCVO) and Scottish Social Enterprise Coalition are working in partnership with the Scottish Government delivering the scheme. Young people are referred onto the programme by Jobcentre Plus and Skills Development Scotland. The initiative aims to provide opportunities for up to 2,000 young people.</p> <p>For more information visit: http://www.scvo.org.uk/training-employability/community-jobs-scotland/</p>	<p>The trial areas do not cover Scotland and Wales.</p> <p>GW participants will NOT be eligible to apply for CJS vacancies whilst they are participating in the programme.</p>
<p>DWP Work Psychology Service</p>	<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 GW participants</p>
<p>Work Trial</p>	<p>Work Trial gives those at greatest disadvantage in the labour market the opportunity to demonstrate to an employer that 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’.</p>	<p>GW participants can access Jobcentre Plus Work Trials</p>



Remploy People Help and Support Package (PH&SP)	<p>Disabled employees who have left Remploy due to the transition of Remploy from Government control have access to a Remploy People Help and Support Package (PH&SP) to help them adjust to life outside of Remploy and to find alternative employment, if they so wish.</p> <p>The PH&SP also includes a personal budget (PB) which is available for each disabled person leaving Remploy due to the transition of Remploy from Government control. The PB is only available through the ex-Remploy employee’s Personal Case Worker (PCW).</p>	
Training and Learning Support		
Work Based Learning (Wales) – Work Ready (previously Steps to Employment)	<p>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.</p>	The trial areas do not cover Scotland and Wales
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>	Not applicable whilst on GW



<p>DfE Supported Internships and Traineeships</p>	<p>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 they need for work, through learning in the workplace. Internships are unpaid, and last for a minimum of six months. Wherever possible, they support the young person to move into paid employment at the end of the programme. Alongside their time at the employer, young people complete a personalised study programme which includes the chance to study for relevant substantial qualifications and English and maths, if appropriate.</p> <p>Traineeships</p> <p>From August 2013, young people aged 16 to 23 can participate in traineeships as another strand of study programmes. This includes, where appropriate, young people with a LDA or EHC plan up to academic age 25, who are qualified below Level 3. Traineeships last a maximum of six months and offer a work placement, work preparation training, and studies in English and maths where the students have still to achieve GCSEs at grade C, 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>	<p>Students in DfE Supported Internships and Traineeships cannot participate in GW concurrently but may subsequently be referred for GW support at the end of their programme.</p>
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<p>Employability Fund - Scotland</p>	<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>The trial areas do not cover Scotland and Wales.</p>
<p>Grants and Financial Aid</p>		
<p>Access to Work</p>	<p>Financial support for workplace adjustments - 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; • 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>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; 	<p>The trial areas do not cover Scotland and Wales</p>



	<ul style="list-style-type: none"> - 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 approved provider, including learning centres, local colleges, universities and private training companies.</p>	
<p>Childcare Assist</p>	<p>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.</p>	<p>As the GW service offered by providers is intended to be all-encompassing for participants once on provision, access to FSF whilst participating in GW would NOT be appropriate.</p>
<p>Jobcentre Plus Travel Discount Cards</p>	<p>The Jobcentre Plus Travel Discount Card is available to JSA claimant/customers between 6 and 12 months unemployed</p>	<p>This Card is NOT available to claimants on GW as, once on provision, the provider supports the claimant.</p> <p>However, from 04/06/12, SES participants in Scotland can have one 3-month Jobcentre Plus Travel Discount Card issued. See relevant guidance for further instructions.</p> <p>Claimants in England and Wales DO NOT have access to the Card whilst on GW.</p>