

# Withdrawn

This publication is withdrawn.

The publication is no longer current.

## Chapter 2 - Target Groups, Eligibility and Suitability

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### Target Groups

- 2.01. The Government is committed to enabling disabled people to fulfil their potential through the provision of specialist employment programmes for disabled people.
- 2.02. 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).
- 2.03. The target group comprises those who are disabled as defined by the [Equality Act 2010](#) and have a clear employment goal/direction. Customers must meet both eligibility and suitability criteria, as set out below. Prior to referral, all other DWP and non-DWP provision available must first be considered, including Work Choice and Work Programme.
- 2.04. The objective of SES is to provide these customers with the employability skills they need to either engage with other support or move into employment following participation in the programme.
- 2.05. Potential participants must be both eligible and suitable for the programme.

### Eligibility

- 2.06. Eligible customers for SES are those who:
  - are resident in the UK. Note – this includes:
    - people currently legally living in Great Britain – UK passport holders (or eligible to hold a UK passport)
    - foreign passport holders as long as there is an endorsement in their passport allowing them to undertake paid employment – i.e. there are no employment restrictions/prohibitions
    - holders of EU passports (subject to any endorsement prohibiting them from working in the UK);
  - are not in employment;
  - are of working age;
  - have a disability as defined by the [Equality Act 2010](#);
- 2.07. Customers for SES would be expected to be judged as ‘likely to need intensive assistance’ to find work.

## Suitability

- 2.08. Suitable customers for SES are those who have employment support needs and barriers that currently prevent them from benefiting from other provision or starting work. In addition they will;
- have complex employment support needs, not necessarily arising primarily from their disability (for example, social or financial support needs), and need support to help them move nearer to, or into work;
  - not be suitable for other DWP programmes including the Work Programme or Work Choice; and
  - not be suitable for non-DWP provisions available either nationally or locally.
- 2.09. Disabled people who are suitable for SES Start Back are customers who, after support to overcome specific employment needs and within Six months, could be ready to move to other provision and/or work. Such specific employment needs may include:
- Help with developing confidence (e.g. out of work for a year but actually does have some qualifications/experience);
  - Help with developing independence skills (e.g. unable to travel to work, but could learn with support); and
  - Addressing and resolving non-disability-related employment needs that they are unable to address themselves as a result of their disability (e.g. housing issues, debt).
- 2.10. This list of examples is not exhaustive; you will deliver SES within a minimally prescriptive service requirement which rewards outcomes rather than specific services delivered. DWP expects this approach will give its contractors the flexibility to deliver innovative programmes in partnership with a supply chain.
- 2.11. Disabled people who are suitable for SES Main Provision are customers whose employment needs are likely to take more than Six months to resolve, so that they are currently prevented from benefiting from other provision or commencing work. Such customers would be likely to experience more complex employment challenges and may need assistance with, for example:
- Developing employment experience (e.g. they may have been out of work for many years);
  - Developing a log of their employment strengths;
  - Identifying appropriate work solutions;
  - Resolving complex on-going welfare/medical support needs;
  - Resolving additional skills needs which, because of their disability, cannot be addressed by other provision.
- 2.12. This list of examples is not exhaustive; you will deliver SES within a minimally prescriptive service requirement which rewards outcomes rather than specific services delivered. DWP expects this approach will give its contractors the flexibility to deliver innovative programmes in partnership with a supply chain.