

# Withdrawn

This publication is withdrawn.  
The publication is no longer current.

## Chapter 6 - Specialist Employability Support Start Back (SESSB)

### Contents

Specialist Employability Support Start Back .....	1
Needs assessment .....	1
Support .....	1

### Specialist Employability Support Start Back

6.01 SES Start Back will consist of a shorter period of support than SES Main Provision up to a maximum of Six months, designed to prepare the participant to benefit from participation in further provision (DWP or non-DWP, local or national), or in appropriate cases, to move directly into employment. SES Start back is designed for customers who either:

- are eligible for other provision (DWP or non-DWP) but do not yet meet the suitability criteria, or
- wish to volunteer for other programmes but face barriers that need to be tackled first.
- could move into employment following a short, defined intervention or set of interventions.

6.02 You will prepare the participant to:

- aspire to participation in and be able to benefit from appropriate wider provision, or;
- in appropriate cases, move directly into employment.

### Needs assessment

6.03 You are required to carry out a detailed needs assessment upon arrival of each participant and design Individual Support Plans to prepare participants for further provision and / or work as appropriate. See [Chapter 4 of this Guidance](#) for more information on Individual Support Plans.

### Support

6.04 The precise nature of the support you give 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 must be individually tailored to meet each participant's specific needs.

- 6.05 You must be able to offer a focused support programme to prepare participants for larger-scale provision (including, but not limited to the Work Programme or the Work Choice programme) or movement into work. This may include elements such as work-related independence skills (e.g. mobility skills and use of assistive technology) and advice on engaging in the workplace.
- 6.06 You must prioritise and tailor your provision to meet the employment needs of the individual and prepare participants for larger-scale provision (DWP or non-DWP). This will include:
- helping participants take stock of their job search skills/ needs;
  - Job Search Skills and career guidance;
  - helping participants to look ahead to job search and doing the job, and advising on work solutions to facilitate effective performance;
  - helping with identifying appropriate networks, charities, advocates, etc., to help meet specific employment needs;
  - work-related independence skills e.g. mobility training, use of assistive technology,;
  - appropriate medical support throughout the programme, including both physical and mental health support, counselling and mentoring;
  - national coverage e.g. through multiple sites, links with local providers, or residential facilities;
  - help to establish work solutions and providing advice on managing a disability in the workplace;
  - advice on engaging in the workplace; and
  - help with identifying other related services/ interventions, as appropriate
  - links with employers local to the participant to enable movement into work wherever appropriate.

This list is not exhaustive.

- 6.07 Upon completion of SES Start Back, the participant should be able to satisfy the suitability criteria for referral to further appropriate provision, whether DWP provision or other provision, local or national or be ready to move into work.
- 6.08 In circumstances where you are able to support customers into employment without the necessity for referral to further provision, outcomes can be claimed as per [Chapter 10 of this Guidance](#)