Withdrawn

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

Programme or Initiative	Brief Description of Programme	SES Compatibility
Mandatory Programmes		
Get Britain Working measures - Work Programme	Contracted out support for Jobseeker's Allowance (JSA) and Employment and Support Allowance (ESA) claimant/customers	**The Work Programme** is not compatible with Specialist Employability Support (SES). Whilst participating in SES, - individuals cannot participate in the Work Programme concurrently. SES providers **must** confirm that claimants/customers referred to SES via SROs (i.e. rather than through a DEA) are not participating in the Work Programme.
Non Mandatory Support Programmes		
The Work Choice Programme	The Work Choice programme gives –participants with health problems/disabilities who need more intensive support 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. The four stages are: • Referral or Introduction; • Module One (Work Entry Support); • Module Two (In Work Support); and • Module Three (Longer Term In Work Support). Target groups for Work Choice are individuals with complex health problems/ 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	If a customer/claimant is eligible and interested in Work Choice, DEAs should normally consider it before agreement is reached that the claimant would best be supported by a referral to SES. Customers/claimants may not participate in SES and Work Choice concurrently.

	benefit.	
Get Britain Working measures – New Enterprise Allowance (NEA)	New Enterprise Allowance (NEA) is one of the Get Britain Working measures and is aimed at helping eligible claimants to start their own business. 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. New Enterprise Allowance (NEA) is available to the following non-JSA claimants aged 18 and over: • Lone parents claiming Income Support (IS) on the grounds of being a lone parent. This includes lone foster parents and single people with a child placed with them prior to adoption • Employment and Support Allowance claimants in the Work Related Activity Group (ESA – WRAG). 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: • 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. Further information will be found at: https://www.gov.uk/new-enterprise-allowance	If a claimant is eligible and interested in self-employment, DEAs should normally consider NEA before agreement is reached that the claimant would best be supported by a referral to SES. Claimants may not participate in SES and NEA concurrently.

Get Britain Working measures **Skills Funding Agency courses and sector based work academies (sbwa)**	The Skills Funding Agency is a partner organisation of the Department for Business, Innovation and Skills (BIS). Its job is to fund and promote adult further education (FE) and skills training in England, including Traineeships and Apprenticeships, in a way which supports economic growth. Sector-based work academies (sbwa) were launched in England on 1 August 2011 and in Scotland on 30th January 2012. Sbwa combine sector-based training with a work experience placement and a guaranteed job interview. They are designed to support JSA and ESA (WRAG) claimant 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.	**Skills Funding Agency courses** If a claimant is eligible and interested in Skills Funding Agency courses, DEAs should normally consider them before agreement is reached that the claimant would best be supported by a referral to SES. Claimants may not participate in SES and SFA funded courses concurrently.
Get Britain Working measures – Work Clubs, Work Together, Work Experience, Enterprise Clubs	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	Get Britain Working measures should usually be considered BEFORE agreement is reached that the claimant would best be supported by a referral to SES. Any specific exceptions are listed in this Annex.
Get Britain Working measures – Youth Employment Support (YES)	Youth Employment Support (YES) extends existing Jobcentre Plus services and provision: • 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; • supporting partnership arrangements to provide signposting to 16/17 year old who are NEET; • funding for local partnership	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

	provision; and • promoting the development of Work Clubs for 16-24 year olds.	
BIS and DfE Traineeships	**BIS and DfE Traineeships** is a non mandatory BIS and DfE led initiative, which focuses on young people aged 16-23 years old; living in England and who are interested in work, but need extra help to get and sustain an Apprenticeship or other job. Traineeships are study based programmes 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.	BIS and DfE Traineeships are not available to SES participants concurrently.
Flexible Support Fund	Provides a range of training/provision/opportunities designed to help lone parents, partners and carers improve their skills. 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.	The Flexible Support Fund is not compatible with SES. JCP claimants are eligible for support from the fund provided they are not participating in SES.
Community Jobs Scotland	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. 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	SES participants will NOT be eligible to apply for CJS vacancies whilst they are participating in the programme. 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).

	Development Scotland. The initiative aims to provide opportunities for up to 2,000 young people. For more information visit: http://www.scvo.org.uk/training-employability/community-jobs-scotland/	
DWP Work Psychology Service	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.	This support will not be available for SES participants as referral to this service should be considered/tried prior to requesting SES support.
Work Trial	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'.	Work Trials for SES participants should be sourced by SES Providers.
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".
Apprentice-ships	Apprenticeships are funded for 16 – 24 year olds in England but are open to applicants of all ages. In Scotland, Apprenticeships are funded for	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

	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 For more information: Apprenticeships in England Apprenticeships in Wales Apprenticeships in Scotland	limit although funding for those aged 20 and over is targeted at sectors where the biggest returns for Scotland's economy. When a claimant/customer is in SES, the provider will supply work entry support.
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 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. **Traineeships** 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	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 DEA. 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.

	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.	
Employability Fund - Scotland	Employability Fund (EF) is a Skills Development *Scotland's (*SDS) training programme open to claimants aged 16 years and over. The EF brought together existing *Scottish* Government investment in pre-employment training delivered through SDS and an element of that delivered through the *Scottish* 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.	Claimants participating in SES are not eligible for Employability Fund. Their SES Provider is responsible for moving them closer to or into work.
Grants and Financial Aid		
Access to Work	Financial support for workplace adjustments - paid to employers	Access to Work does not fund normal business running costs or general costs that every employer and employee has. 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. 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: • 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. Access to Work is <u>not</u> applicable to the SES Programme but Providers will wish to be familiar with its provisions when assisting participants into employment following SES.

Individual Learning Account Scotland	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: – 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. If your claimant/customers currently receive one of the following benefits they can apply for an ILA Scotland learner account: • 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). 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.	Providers should work with claimants/customers and consider making onward referrals to any appropriate local support that is available through ILA Scotland. 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. 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.
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 an 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.