

GRANT APPLICATION 2014/15 – ASSESSMENT AND RECOMMENDATION

Priority Corporate Outcomes	To support families and individuals that need help, such as to change behaviour and lead active lives To increase resilience amongst disabled people and help them to enjoy a good quality of life and achieve their potential	
Organisation	FUTURE PATH DEVELOPMENT CIC (in partnership with Genius Within CIC)	ref 164/S/LGD
Address	Groupama House, 17 Station Road, New Barnet	

Corporate policy, aims and objectives

The council is committed to helping people to be independent and live active lives, recognizing that some people need more support than others to achieve this. The transformation of adult health and social care set out in the Care Act 2014 and Department of Health publications 'Our Health, Our Care, Our Say' and 'A Vision for Social Care, Capable Communities and Active Citizens' places growing emphasis on preventative services; delivering targeted information and advice; and ensuring people have the right support at the right time.

The Older Adults Strategy, 'Living Longer, Living Better', and the Older People's Commissioning Strategy, 2008-17, 'Independence, Choice and Control', focus on developing preventative services; tackling inequalities; and the wider well-being agenda. The Prevention Framework seeks to promote the health and well-being of disabled people, helping them to achieve key outcomes and supporting them to make enhancing changes to their lives and be active members of the community.

Activities / proposal

A company limited by guarantee, Future Path Development CIC (FPD) is the not-for-profit arm of Future Path Solutions (FPS), a commercial enterprise which supports unemployed people through the delivery of training and coaching services. Its key programme, 'Motivational and Psychological Support' ('MaPS'), operated from Barnet-borough job centres and in conjunction with the Benefit Cap Task Force, Integrated Offender Management, Troubled Families Initiative and the Care Leavers' Hub, aims to help Barnet residents with (often undiagnosed) low to moderate mental health issues to find, and stay in, work. It also offers corporate management consultancy and recruitment services.

In 2014, FPS helped 66 people move into work against a contractual target of 64, many of whom were entering employment for the first time or after a long period of being out of work.

Formed in 2013, FPD offers FPS's corporate programmes to the voluntary and community sector at cost and works with other not-for-profit businesses to innovate and test new initiatives in employment-related fields. It is designing a new programme, 'Money Mentors', in consultation with the council to support new Universal Credit claimants, whilst seeking likeminded organisations to work with on other pilot projects in Barnet.

This application is the first such pilot, drawn up in conjunction with Genius Within CIC, aimed at supporting MaPS participants with a specific learning disability such as Dyslexia; neuro-diverse conditions such as AD(H)D; Autism Spectrum Disorder; and long-term chronic conditions such as Parkinson's Disease or Multiple Sclerosis. Each condition affects working memory, causing significant issues in the workplace such as poor timekeeping; an inability to organize workload; and failure to meet deadlines effectively, undermining the sustainability of paid employment.

The project will bring together a group of up to twelve people for professional coaching and peer mentoring, helping participants to develop strategies for improving their memory; concentration and listening skills; and capacity to follow instructions. It will also focus on literacy difficulties; demotivation; and lack of social engagement, all features of poor working memory. Each participant will receive Institute of Leadership and Management endorsement for personal development, recognized by employers, demonstrating the ability to sustain self-development to improve work-related skills.

The delivery partner, Genius Within CIC, a social enterprise working with adults with neuro-differences, will offer professional psychological input.

The project will especially target younger adults and care leavers on the cusp of becoming vulnerable as they cease to have access to support within the education system, who will be helped to find employment that matches their patterns of ability. The first cohort of participants will also be trained to be champions for neuro-diversity and to provide peer support for others.

The proposal is supported by Adults & Communities as complementary to commissioned services linked to the welfare reform agenda, in particular Barnet Mencap's 'Bright Future' service, which provides employment support to people with learning disabilities and autism. The FPD pilot offers a higher degree of specialism to clients with challenging forms of learning disability, although safeguards against possible duplication of work in relation to autism sufferers will need to be a condition of any grant.

Cost and financial need

In 2013/14, FPS incurred expenditure of £163,332 on work in Barnet, largely funded through contracts with Job Centre Plus. Its MaPS programme is being supported by the council through an eighteen-month contract with Adults & Communities in partnership with Job Centre Plus valued at £180,000 a year, extending to March 2016. At 30/11/2013, FPS had net current assets of £1,476. Turnover is projected to increase to £250,000 in the next twelve-month period up to November 2015.

A grant of £4,845 is sought for the pilot FPD project with Genius Within CIC on the basis of delivery over three months. The budget includes the cost of specialist employment coaches and group facilitators (£4,050); client recruitment; learning resources; administration and premises overheads. If successful, it is proposed to expand the pilot into a long-term programme, to be funded through mainstream sources such as grants on offer from the Skills Funding Agency and the Department for Work and Pensions (DfWP).

The 'Money Mentors' programme, referred to above, is to be funded by DfWP's flexible jobs fund through arrangements with the council.

Grant recommendation, type and conditions

£4,845 (from Edward Harvist Charity)

Start-up grant

One-off grant

Special conditions:

Payment of the award should be made subject to (a) agreement of an implementation plan with Adults & Communities, including a working protocol with the Barnet Mencap Bright Futures programme and Job Centre Plus in relation to clients with autism and (b) an undertaking to provide an evaluation of the success of the project and arrangements to sustain it.

Target grant outcomes

To support people with specific forms of learning disability, neuro-diverse conditions, autism and other chronic medical conditions, especially younger adults and care leavers, into sustainable paid employment.

Date: March 2015