

**ASSESSMENT CATEGORY - Making London More Inclusive****Toucan Employment****Adv: Jack Joslin****Base: Southwark****Amount requested: £114,706****Benefit: South East London  
Boroughs****Amount recommended: £114,750****The Charity**

Toucan Employment (TE) has been running for the past 28 years providing supported employment for people with learning difficulties and disabilities. The aim of the Charity is to reduce the social exclusion of clients from the London Boroughs of Southwark, Lambeth, Lewisham and Brent by aiding them to find and retain employment. TE works with individuals and employers to promote the inclusion of disability in the workplace through support in the workplace tailored to meet the needs of the job seeker and the employer.

**The Application**

The 'Workstart Project' will improve life opportunities for NEET young people in Southwark, Lambeth and Lewisham with learning disabilities. The project will target 16 to 25 year olds in transition who are looking to enter paid employment but who require advice, guidance and support to achieve this. Funding is sought for a Workstart Project Worker to deliver a programme of support over a three year period. Working in collaboration with a number of partner agencies and employers the worker will develop Job Clubs for 24 young people each year, providing intensive training and follow up support. The project will improve confidence and develop skills in independence preparing the participants for the Job market while providing them with the skills to live independently.

**The Recommendation**

TE is a long established Charity providing supported employment opportunities for people with learning disabilities in London. Funding is sought to support the salary of a full time Workstart Project worker to work with a cohort of young people each year to support them into employment and to develop their independence skills. This project fits well with your Making London More Inclusive programme as it will support young disabled people in the transition to adulthood and independent living. Funding is recommended as follows:

**£114,750 over three years (£38,500; £37,750; £38,500) for the Salary of a Full Time (35hpw) Workstart Project Worker and associated running costs.**

**Funding History**

Meeting Date	Decision
22/09/2016	Stepping Stones: Rejected. Toucan has lost its local authority funder and now wishes to maintain existing supported employment services by charging service users via personal budget payments. The proposal contained no link to social investment.
09/07/2015	Having submitted a final monitoring report for previous grant in July 2013, the charity is not yet eligible for further funding. The organisation has therefore withdrawn its and is likely to reapply in 2016.

18/02/2010	£75,000 over three years (£25,000; £24,700; £25,300) to meet the salary and on-costs of a full-time direct project worker supporting young people with learning disabilities.
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### Background and detail of proposal

A Parliamentary Briefing in June 2016 highlighted that approximately 11.7% of 16-24 year olds were NEET, and of these young people, those who have learning difficulties/ disabilities were twice as likely to be NEET. This project aims to improve this situation for a cohort of young people in Southwark, Lambeth and Lewisham by providing one to one support in to the Job Market. Young people will be referred to the project from partner agencies and will be enrolled in a 6 week Job Club programme. Participants will learn employability and independence skills to prepare them to enter the Job Market. The worker will then work with each young person to support them into employment and continue working with them and their employer for as long as is necessary. The project will target a different cohort of young people each year but will maintain links and provide ongoing support to young people engaged throughout the course of the project. This intensive support is proven to be the most effective way of ensuring young disabled people remain in employment.

### Financial Information

The Charity received a cut in their funding of £100,000 from Southwark Council in 2016/17. This has pushed the Charity to look at ways of diversifying their funding, targeting more grants and widening the scope. They have £95,036 designated in their reserves for the year 2017/18 to support the costs of re-organisation and development, also including the Social Enterprise Development Fund listed separately in previous years. Cost of generating funds was not disclosed in the Independently Examined accounts but has been disclosed in their budget for the following years.

Year end as at 31st March		FY 15/16 Examined Accounts £	FY 16/17 Draft Accounts £	FY 17/18 Forecast £
<b>Income &amp; expenditure:</b>				
Income		263,253	164,922	188,754
- % of Income confirmed	a	n/a	n/a	30%
Expenditure		(234,126)	(162,409)	(179,471)
Total surplus/(deficit)	b	29,127	2,513	9,283
Split between:				
- Restricted surplus/(deficit)		120,154	(22,166)	0
- Unrestricted surplus/(deficit)	c	(91,027)	24,679	9,283
		29,127	2,513	9,283
Cost of Raising Funds	d		7,000	7,000
- % of income	e	0.0%	4.2%	3.7%
Operating expenditure (unrestricted funds)	f	188,691	44,352	65,767
<b>Free unrestricted reserves:</b>				
Free unrestricted reserves held at year end	g	115,068	139,747	97,372
No of months of operating expenditure	h	7.3	37.8	17.8
Reserves policy target	i	100,000	100,000	100,000
No of months of operating expenditure	j	6.4	27.1	18.2
Free reserves over/(under) target	k	15,068	39,747	(2,628)