

Employability Learning Network

An interview with....

Sandra McGuire, Health Improvement Lead (Employability) Renfrewshire Community Health Partnership



Renfrewshire Workforce Plus (RWF+) has developed a multi-agency partnership approach to employability, bringing together over 100 staff from 23 different services, including Renfrewshire CHP.



There are now 3 NHS staff co-located with the Equal Access team, dealing specifically with those clients 'furthest from the labour market' who have traditionally either not sought active employment or been unsuccessful in finding work due to specific health-related barriers.

How long have you been a Health Improvement Lead (Employability) in Renfrewshire?

Since the beginning of RWF+ in July 2008

What does your job involve?

Working with Individuals (who perceive health to be affecting their employability) to give tailored care management in order to support clients towards their ultimate goal of employment, education, training, voluntary work or meaningful activity.

Developing and delivering awareness sessions and employability/health capacity-building training to frontline Health and Employability staff, which is resulted in emerging joined-up and holistic practices.

Working strategically to embed employability within the NHS, and bring two different cultures together.

What do you think are the benefits of co-locating health & employability services?

Bringing together staff from large institutional organisations and cultures has been a steep learning curve for the health team. Having the opportunity to co-locate has been an enormous advantage in speeding up this process. Networking and connections are improved as a result of co-location, and we are able to rely on each other's expertise to provide the best service for clients.

Co-location has also allowed the opportunity for health staff to broaden their knowledge of employability, and has provided excellent opportunities to work with a wide range of employability partners.

The next stage of integrated project delivery for us is to look at developing a common assessment framework.

What are your top tips for developing integrated health and employability services?

Communication! Communication! Communication! There can never be enough of it. A structured approach to joint team meetings helps the flow of information and allows all views, including those of front-line staff, to be heard.

Where do you see yourself in 3 years time?

Still with the NHS within a multi-disciplinary team, perhaps with a specific focus on vocational rehabilitation which is a real area of interest for me.

