Health Works Scotland
7th October 2010

A community planning approach to work, health and wellbeing in Ayrshire and Arran

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Local Priority Setting

Getting People Back Into Work

Building strong, safe and attractive communities

- Improving Health
- Raising Educational Attainment
- Engaging Young People
Employability Framework

Employability is “… the combination of factors and processes which enable people to progress towards or get into employment, to stay in employment and to move on in the workplace.” Workforce Plus

Key Aims of Framework
• Early Interventions
• Client Focused Interventions
• Sustaining & Progressing employment
• Employer Engagement
• Joined up Planning & Delivery of Services
• Better Outcomes
7 Workforce + Pilot Areas

- Glasgow
- North Lanarkshire
- South Lanarkshire
- Dundee
- Renfrewshire
- Inverclyde
- West Dunbartonshire

Key Strategies

- Green Paper - A new deal for welfare: empowering people to work
- Cities agenda
- Closing the Opportunity Gap
- Health, Work and Wellbeing
Action for Workforce Plus at a National Level

- Health
- Mental health
- Learning disabilities
- Education and skills
- Childcare
- Volunteering
- Ethnic minority groups

- Advice and information about money management and debt
- Regeneration
- Criminal justice
- Homelessness
- Social economy
Local Employability Actions

North Ayrshire Employability Continuum

North Ayrshire CPP - Key Regeneration Priority
GETTING PEOPLE INTO WORK
i) Reduced gap in unemployment rates between the worst 15% areas and the Scottish average.
ii) Reduced proportion of workless people dependent on Department of Work and Pensions (DWP) benefits to the Scottish average.
iii) Reduced proportion of 16-19 year olds who are not in education, employment or training (NEET) to Scottish average.
iv) Reduced proportion of working age people with low incomes and reduced financial exclusion.
v) Increased numbers of people participating in workforce development
<table>
<thead>
<tr>
<th>First Contact</th>
<th>Signposting Service</th>
<th>Specialist Support Mechanisms</th>
<th>Job Readiness</th>
<th>Generic Core/Key Skills</th>
<th>Vocational Training</th>
<th>Transitional Employment</th>
<th>Employment Sustainability</th>
<th>Workforce Development</th>
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**Continuum of employment**

**CPP Programmes**

First Contact

Initial recruitment first point of engagement

Signposting Service

Assessment of appropriate intervention

Specialist Support Mechanisms

E.g. Debt advice, Drugs/Alcohol support, etc.

Job Readiness

Job search skills, CV prep, interview prep, equipment required, etc.

Generic Core/Key Skills

Core skills support, e.g. communication, math, etc.

Vocational Training

Access to job related training

Transitional Employment

"supported employment" options, e.g. ILM, SQF, etc.

Employment Sustainability

Actions to ensure job retention

Workforce Development

Access to create higher levels of skill & support businesses.

**Employability Co-ordinator**

Community employment Initiative

Jobs Access Service

Equip

Job Rotation

Jobs Access Fund

Opp2mise

ILM Programmes

Modern Apprenticeship programme

Lookahead: health employability programme

Volunteering Programme

WFFI
EQUAL ACCESS

We believe that every adult in Glasgow, regardless of their age, gender, background, ethnicity, personal or health history should have the same opportunity as everyone else in the city to obtain and hold down meaningful, paid work. Equal Access Strategy

- Developing strong strategic, operational and funding partnerships between the health and social care sector, the national mainstream training and employment agencies, local employment and training initiatives, the further education sector, employers and the voluntary sector.

- Connecting up the employment and training programmes so that people with health and social care needs experience a seamless pathway between the health/social care and employment/training sectors as they progress towards the labour market.
Work Health and Wellbeing Policy and Planning Drivers

- Working for a Healthier Tomorrow
- Health Works
- Workforce Plus
- Towards a Mentally Flourishing Scotland
- Towards a Mentally Flourishing Ayrshire and Arran
- Road to Recovery

Policy and Planning Drivers

- Equally Well
- Better Health, Better care
- Single Outcome Agreements
- Changing Scotland’s Relationship with Alcohol
- Alcohol and Drugs Partnership Strategy
Work Health and Wellbeing
Key Priorities

• Supporting those furthest from the labour market into employment
• Supporting workless people to progress into employment in NHS Ayrshire and Arran
• Vocational rehabilitation
• Promoting health and wellbeing in the workplace (Healthy Working Lives)
Work Health and Wellbeing Working Group Membership

- NHS Ayrshire and Arran (Lead Public Health Practitioners, Rehabilitation Co-ordinator, Director Conditions Management)
- North, South and East Ayrshire Councils (Labour Market Co-ordinators/ Improving Opportunities Managers)
- Scottish Government (Employability and Health Development Manager (Health and Work Partnership Manager))
- Voluntary Sector (CEiS Ayrshire, Access to Employment)
- Job Centre Plus (External Relations Manager)
- Skills Development Scotland
Membership: NHS A&A (chair) 3 Ayrshire LAs Workforce+ rep JC+ Key delivery partners
Work Health and Wellbeing Group
Key Work Plan Priorities 2010/11

• Training frontline health, social care and housing staff
• Creating a Single Point of Contact to employability services
• Training employability staff to better support those with complex health issues and conditions
• Mapping out the NHS and health improvement contribution to employability pipelines
• Targeting health information, support and advice at those at risk of or recently made unemployed
• Supporting networking, collaboration and mutual support
• Disseminating the emerging evidence base
Work Health and Wellbeing Challenges and Enablers

Challenges

• Not a HEAT target
• Strategic leadership in the NHS
• Co-ordination of Health Works
• Not a traditional ‘health’ priority
• Funding!
• Efficiency savings (revert to core business)
• Economic crisis (bad timing?)

Enablers

• Pan Ayrshire approach (3 community Planning Partnership)
• SOA priority
• Redirection of resources/ support (Single Point of Contact)
• Public Health involvement in Community Planning
• Emerging evidence
• Core of champions
Work Health and Wellbeing
Next Steps

• Roll out training and promote Single Point of Contacts
• Integrate work-related outcomes into individuals health and social care plans
• Integrate health assessment into overall ‘employability assessment’
• Strategic co-ordination of the implementation of Health Works (and beyond)
• Developing a cross cutting community planning outcomes approach to work, health and economic development
Work Health and Wellbeing
Next Steps

- Ensure prominent role for Health & Social Work in development of new employability structures
- Develop the left of the employability continuum to ensure adequate provision and referral routes
- Continue to develop strategic partnership with NHS/CHP
- Ensure employability projects reflect changing priorities and integrate with the health/social care provision
Workshop Questions

• What do see as the key challenges and enablers to implementing the work health and wellbeing agenda at a local level?

• What do we need to do next to progress things further?