

Good Employment Partnership Group

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Agenda

- Welcome and Introductions
- Background and where we're at
- Workshop write-up findings and discussion
 - Challenges
 - Opportunities
- Next Steps



Supporting residents into work and improving the quality of work is a key health and wellbeing strategic priority

Healthy and ready for school

Developing secure attachments and a strong sense of self and others

Developing good communication, speech and language skills

Improving oral health, nutrition and physical activity

Addressing childhood asthma

Improving uptake of childhood immunisations

Good work and employment

Supporting groups with higher proportions of working age people claiming benefits into, and people with disabilities into good work

Inspire Camden residents to explore roles in health and social care, equipping them with the skills and opportunities to access work in the sector

Establish a network of health and care anchor institutions to enable wider social, economic and health outcomes

Encourage partner organisations and Camden employers to improve healthy workplace practices e.g. promotion of the Mayor's Good Work Standard

Start a pilot between the Council's Good Work Programme and NHS trusts, supporting local people into good quality employment with key health service providers.

Community Connectedness and Friendships

Champion initiatives that support meaningful interactions and friendships to blossom, targeting groups most at risk of loneliness

Harness our collective assets and existing presence in the community to support wellbeing and achieve better physical and mental health outcomes for our most disadvantaged groups

Embed learning from the innovation that emerged to connect communities during Covid-19 and develop ways to measure impact on community connectedness in the long-term. Investigate whether the quality of friendships could be an indicator of success.

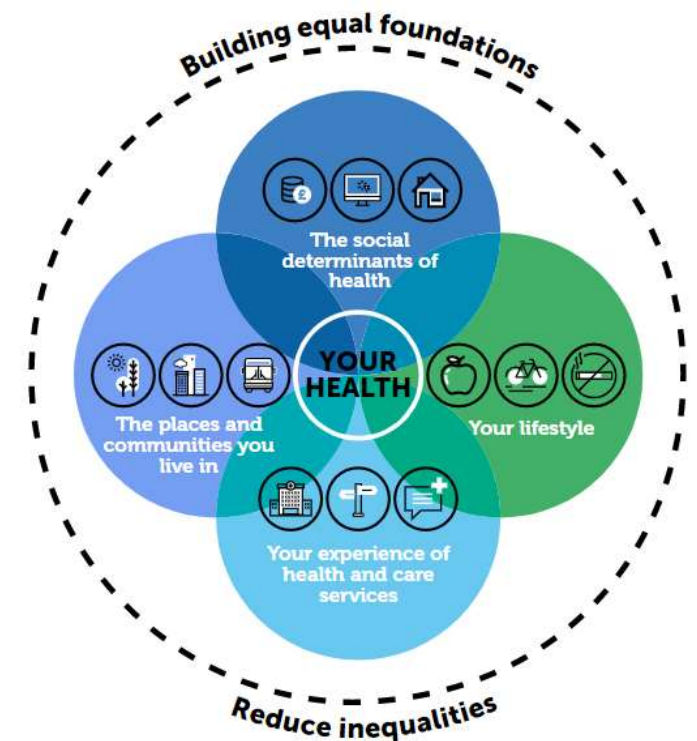
Promote, enhance, and integrate the care navigation and social prescribing offers available in Camden to better connect residents with activities in their neighbourhoods.

Camden HWB want to take a population health approach to implementing the strategy

Embedding a population health approach means understanding health in the round and taking collective action across all four pillars of population health.

- The approach recognises that there are a wide range of determinants of health and wellbeing, which are outside the domain of health and care services.

- It is only by taking action on the full range of determinants across all 4 pillars, will we be able to improve population health and reduce the inequalities gap.



Applying a population health approach in practice

We have been testing these 5 sequential phases as a high-level guide to applying a population health approach in practice

- These phases can be applied to any population group, health issue or geographical footprint.
- So far, we have applied this method for the first two short term priorities in the Health and Wellbeing Strategy – community connectedness and friendships, and childhood immunisations – and we will now be focusing on good work and employment.
- This group represents the fourth stage, transition to delivery.



Needs assessment

- Completed a rapid needs assessment exploring employment/economic inactivity and health needs, and found some interesting insights, particularly:
- Economic inactivity is disproportionately experienced by those with long-term health conditions (physical and mental), and people with disabilities, including learning disabilities, which impact both ability to seek work and to maintain it.
- From a service perspective, challenges to supporting people often focus on the complexity of need for people with health challenges, specific barriers relating to long term unemployment, the need for ongoing support to prevent people falling out of work and the growing need for in-work support.



Good Employment Workshop

- Based on the Needs Assessment we ran a two hour workshop with stakeholders across the health and employment space, the aims being:
 - Review and reflect on the findings of the health needs assessment
 - Develop our understanding of the challenges associated with Good Work and Employment
 - Capture what work is already happening on this agenda
 - Identify and prioritise opportunities to be taken forward as recommendations
- There were lots of great discussions at each of the tables and we came away with a lot of really insightful notes to review
- We drafted up a findings document from the workshop which was shared with you all alongside the invite for this catch-up, but I'll summarise the findings now.



Summary of workshop challenges identified

Support Provision	Impacts of Unemployment	Awareness and Understanding
<ul style="list-style-type: none">• Need for a holistic offer• Need for long-term support offers• Challenges with identifying support needs• Challenges with capacity	<ul style="list-style-type: none">• LTU can impact confidence and motivation• LTU can impact the skills and capabilities needed to perform a job well• Unemployment can be an isolating experience and may affect confidence in social settings	<ul style="list-style-type: none">• A need to reduce stigma and build awareness around health and disability among employers• Employers may need support to properly understand and accommodate individual needs• Need to improve collaboration within the system and ensure awareness of support available

Thoughts on these themes?



Priority opportunities – The Four Pillars

Individual and relationship factors

- Peer support to improve motivation
- Engage personal networks to keep motivation high
- Address barriers that stop people accessing or staying with services
- Utilise more aspirational support and engagement in vocational activities

Integrated health and care services

- Incorporate MECC training across the system to improve signposting
- Improve connections between health services and employment support

Places and communities

- Employer champions
- Delivering health and disability awareness sessions
- Develop support offer for employers to accommodate needs
- More effective use of local resources
- Identify opportunities to support connections for socially isolated residents

Social determinants of health

- Support/encourage more part time work for people with time-limitations
- Develop financial support offer for people experiencing poverty
- Work with community connectedness group to identify support opportunities
- Support people to identify what work they could manage

Stakeholders – Anyone missing?

Included a list below of organisations/teams at the workshop, is there anyone else we should be including in this conversation?

- Camden Council
- Camden Carers
- Notting Hill Genesis
- Change Grow Live
- Unity Works
- Single Homeless Project
- Primary Care Co-op
- Voluntary Action Camden
- Federated 4 Health
- St Mungos
- Tavistock and Portman
- Psychologically Informed Counselling Team
- Greenwood Day Centre
- Ingeus
- Hillside Clubhouse
- UCL Hospitals Trust
- DWP



Next Steps

- For this meeting, I wanted to bring us back together to refresh our memories of where we're at, review the findings from the workshop and make sure that they're appropriate and make sense. Based on our conversations today, I'm going to look at pulling together a longlist of priorities, which we can use to start to build our focus next time.
- Going forward, it would be great to:
 - Decide on a set of priority recommendations to sit alongside the health needs assessment
 - Start to identify some actions we can start working on to make progress against those priorities
 - Decide on some governance and leadership for taking this work forward
- If anyone is interested at this stage in being more involved in the above work, do let me know, we'd really like to have people from a range of backgrounds steering this work.
- I'd like to keep some momentum going, so if everyone is happy I'll look at putting in another catch-up in about a month's time
- Any questions or thoughts?

