

Good Work and Employment Priority

Health and Wellbeing Board Update

Michael Godfrey

Julia Marcus

Kate Gibbs

18/09/24

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Purpose of the report and background

- Good work and employment is one of the three short-term priority areas of the Health and Wellbeing Strategy 2022-30.
- Priority was last discussed in September 2023, this report provides an update on progress, highlights planned programmes of work and aims to stimulate discussion on how we best meet resident needs
- The last time this priority was discussed at the Board:
 - A rapid needs assessment conducted by the health and wellbeing department was presented, exploring data on unemployment, economic inactivity and health
 - Good Work Camden's efforts were discussed, including workshops with health and social care employers and the newly commissioned Disability Job Hub, including recruitment of a Disability Job Hub lead
 - North Central London Integrated Care Board's People Strategy 2023-28 was discussed, covering challenges facing the health and care system, and the opportunities for partnership working
- The Board was asked to discuss how improvements might be made to how the local system comes together on good work and employment, and the barriers and enablers to developing a joined-up approach to good work and employment. Some highlights of the discussion were:
 - How to create opportunities for local residents, including entry level NHS positions and learnings from smaller health organisations
 - Opportunities to build confidence and skills to support retention, including a volunteer to career pathway
 - Barriers to employment were discussed, including poor health post-covid, housing and childcare



Population health approach to the priority

Michael Godfrey, Public Health Strategist

Health and Wellbeing Department

Progress: Workshop

Based on the findings from the rapid needs assessment, we ran a two hour workshop with stakeholders across employment and health support, with the aim of:

- Reviewing and reflecting on the needs assessment findings
 - Developing an understanding of the **challenges associated** with good work and employment
 - Capturing what **work was already happening** on this agenda
 - Identifying and **prioritising opportunities** to be taken forward as recommendations
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- Twenty-three Stakeholders were involved from a range of backgrounds and organisations, including:

Local Authority Teams:

- Health and Wellbeing
- Good Work Camden
- Strategy and Design
- Adult Social Care

Other Statutory and NHS:

- Tavistock and Portman
- Psychologically Informed Counselling Team
- DWP & Local Job Centre
- UCL Hospitals Trust

Voluntary and Community Sector:

- Hillside Clubhouse
- Camden Carers
- Change Grow Live
- Unity Works
- VAC
- St. Mungos
- Ingeus

*A full list of organisations/teams involved can be found in Appendix 1 of the report



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



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 and upskilling
- 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

Progress: Partnership Group

- Following the workshop, Camden's Health and Wellbeing Department has convened a partnership group of stakeholders from the workshop to continue to take this work forward, and to improve collaboration and connection across the system.
- The group has discussed and sense-checked the workshop findings and identified additional stakeholders who would be well placed to take the work forward.
- It has also started identifying actions the group can begin to take-forward, based on the challenges and opportunities identified at the workshop, including:
 - Mapping of services delivering employer engagement work, to avoid duplication, avoid collaboration and ensure effective targeting
 - Developing an awareness building offer to reduce stigma and improve understanding of health issues within the workplace and how to accommodate them



Concluding comments and discussion

Concluding comments

- Whilst we have a good understanding of the needs of residents around employment and health issues, there are still some gaps (e.g. data on employment needs among autistic people) and needs continue to evolve. We need to ensure we keep developing our understanding of need and adapt the support we provide to meet them.
- As described in this report, there is a range of support available in the borough, delivered by a number of organisations., with further initiatives in development. Colleagues will continue to work together to ensure that the local offer is comprehensive and works together so it is accessible to all who need it most in Camden.



Discussion points

1. Do the challenges and opportunities identified in the partnership workshop (Appendix A, slides 8-9) look right, and do we have the right people in the partnership (Appendix A, slide 10) to make a real impact on them?
2. How can we enhance relationships across the system to address specific needs (for example, language barriers), and are we considering all the needs we should be?
3. What are our key levers of change for encouraging inclusive and accessible recruitment practices in health and care

