

LONDON BOROUGH OF CAMDEN	WARDS: All
REPORT TITLE Progress update on health, disability and employment	
REPORT OF Director of Health and Wellbeing	
FOR SUBMISSION TO Health and Adult Social Care Scrutiny Committee	DATE 16 th December 2024
<p>SUMMARY OF REPORT</p> <p>This report updates on progress for developing and delivering effective employment support for Camden residents, including the population health approach taken towards the Good Work and Employment priority of the Health and Wellbeing Strategy 2022-2030, progress made by Good Work Camden and the Disability Job Hub in supporting residents to access good work, and an outline of upcoming work and health programmes and plans to manage and effectively integrate these into the existing offer.</p> <p>Local Government Act 1972 – Access to Information No documents that require listing have been used in the preparation of this report.</p> <p>Contact Officer:</p> <p>James Fox Senior Policy and Projects Officer London Borough of Camden 5 Pancras Square N1C 4AG 02079745827 James.fox@camden.gov.uk</p>	
<p>RECOMMENDATIONS</p> <p>That the Committee note and discuss the ongoing work towards improving resident access to effective employment support.</p>	

Signed:



Kirsten Watters, Director of Health and Wellbeing

Date: 4th December 2024

1. Purpose of report

- 1.1. The purpose of this report is to update the Committee on progress made towards improving the employment and health support offer available to Camden residents, covering work delivered by Camden's Health and Wellbeing Department, Camden's in-house Good Work Camden employment service, and the development of a collaborative place-based team to oversee and manage the implementation of upcoming work and health programmes being rolled out regionally and nationally.

2. Background to the report

- 2.1. Good work and employment is one of the three short-term priority areas of the Camden Health and Wellbeing Strategy 2022-30¹, with a particular focus on supporting people furthest from the labour market (e.g. people with learning disabilities) into good work and providing opportunities for Camden residents to become part of our skilled, motivated health and care workforce.
- 2.2. Camden's Health and Wellbeing department has been taking a population health approach to this priority, recognising that many of the main drivers of health and wellbeing outcomes fall outside of resident experiences of health and care services, and that collective action is necessary to engage the full range of health determinants. Only by coupling health and care integration efforts with action on individual lifestyles and behaviours, the quality of the places and communities residents live in and the social determinants of health, can progress be made to reduce inequalities and improve health outcomes across Camden's population.
- 2.3. As part of this approach, Camden's Health and Wellbeing department has been working closely with officers across the council, including Good Work Camden and Inclusive Economy colleagues, and partners in the NHS and Voluntary and Community Sector (VCS) to identify challenges and opportunities in employment service delivery, to develop a clear picture of the employment landscape and to enable more effective, joined-up planning for upcoming programmes of work.
- 2.4. A significant amount of work is already being undertaken supporting residents into good employment in Camden, so the Health and Wellbeing Strategy's priority has been to add value to existing work, including Good Work Camden's efforts, and the employment services provided by voluntary and community sector organisations.

3. Applying the population health approach to good work and employment

- 3.1. The approach has previously been applied to the Community Connectedness and Friendships priority, and a full outline of what a population health

¹ [Health and Wellbeing Strategy:](https://www.camden.gov.uk/documents/20142/0/Camden+HWB+Strategy+%28Feb+22%29+v6.pdf)

<https://www.camden.gov.uk/documents/20142/0/Camden+HWB+Strategy+%28Feb+22%29+v6.pdf>

approach entails can be reviewed in the [report brought to Health and Adult Social Care Select Committee on that priority](#) in January 2024.

- 3.2. The first stage of this process involved the completion of a needs assessment, exploring employment, economic activity and related health needs in Camden. This needs assessment was used to inform a multi-disciplinary workshop involving 23 stakeholders from organisations and teams including Council teams (e.g. Good Work Camden), Voluntary and Community Sector organisations (e.g. Hillside Clubhouse and Change Grow Live), and the NHS. During the workshop, attendees identified potential gaps and challenges in provision, and opportunities for change.
- 3.3. Challenges identified fit into three main categories:
 - **Support provision:** Challenges with how support is provided, including the need for a person-centred offer, an increasing demand for in-work support and difficulties in identifying the needs of people with specific health conditions.
 - **Impacts of Unemployment:** Challenges relating to the impacts of longer-term unemployment, including the impacts on confidence, motivation and skills of those seeking work.
 - **Awareness and understanding:** Challenges relating to employer stigma and awareness around health and disability, and how to support employers to understand and accommodate needs.
- 3.4. Stakeholders were then asked to discuss and identify opportunities within employment, and to map these onto the four pillars of population health:
 - **Integrated health and care services:** Opportunities included the incorporation of Making Every Contact Count² (MECC) training across the local system, to upskill staff working across the local system to be able to have supportive conversations around employment, and improving connections between health service providers and employment support
 - **Individual and relationship factors:** Opportunities included engaging peer support and personal networks, and addressing barriers to accessing services such as motivation, confidence and employment skills
 - **Places and communities:** Opportunities included providing employer upskilling/engagement sessions, creation of an 'employer champions' network to showcase and promote 'good work' best practice and improving communication between employment support services to ensure effective facilitation of referrals to appropriate support, and prevent duplication
 - **Social determinants of health:** Opportunities included supporting/encouraging the availability of more part-time work to fit around family and other life commitments, and working with the community connectedness group to support socially isolated residents

² Camden Making Every Contact Count: <https://www.camdenmecc.org.uk/>

- 3.5. Following the workshop, a Good Work and Employment Partnership Group was established in Spring 2024, with the aim of collaboratively developing a list of actionable priorities, based on discussions outlined above, and to drive work forward on the priority. The Group is ensuring it takes into account that there is a broad range of work already happening to support residents with employment outcomes. A key focus of the partnership is on providing added value, identifying opportunities to make links between existing work, and raising the profile of existing employment support provision.

4. Current employment support provision

- 4.1. There are currently two main employment support services available to residents in Camden, Good Work Camden (GWC) and the Individual Placement Support service.
- 4.2. GWC is Camden Council's in-house employment support offer, a Neighbourhood based job hub where advisors work with residents to support them to improve their employment situation. GWC also includes Camden's neighbourhood job hubs, the young talent team (including Camden Apprenticeships) and the Euston Skills Centre, delivering construction and built environment skills and employment brokerage.
- 4.3. In 2023/24 GWC delivered more than 700 job, training and apprenticeship outcomes. Through GWC, the Council continues to develop and mature partnerships with the NHS and care providers to increase the number of Camden residents supported into good work. In the last year 57 residents have started work in a wide range of roles including Healthcare Assistants, Porters, Cleaners, and administrative support.
- 4.4. GWC works collaboratively with partners at the local NHS Foundation Trust, and roles have been filled at UCLH, Moorfields, the Royal Free and Whittington Hospital. GWC's Health and Social Care Job Hub Advisor manages the relationships and supports residents through the complex application, assessment and interview process.
- 4.5. Additionally, a two-year Disability Job Hub pilot has been developed through Good Work Camden, and launched on April 2023. The Hub has since onboarded over 75 residents, 8 of whom have been supported into paid employment, 7 into paid work experience and a further 10 supported into education and training.
- 4.6. The Disability Job Hub has:
- Commissioned Purple Tuesday to deliver Disability Equality training to all Good Work Camden staff, members of the Employment and Skills Network, and local employers through the Inclusive Business Network, and a final session took place in September 2024.
 - Launched an 8-week Skills for Work training programme for learning disability residents, led by the Learning Disability Work Ready Coach.

- Delivered the first two Camden Autism Pathways to Employment (CAPE) course, a free, five-week employability programme for autistic Camden residents, co-produced with Aspirations. The course is designed to create peer mentor opportunities and deliver employability support, including real employers in a mock interview day. The first course was delivered in March 2024 and a second in September 2024.
- 4.7. The Individual Placement Support (IPS) service is a programme funded Central Government and is commissioned by Camden rather than being delivered in-house.
 - 4.8. The IPS service model aims to tackle the lack of integration of employment and healthcare services, integrating employment specialists into health teams.
 - 4.9. The service works to place people into employment relatively quickly, and then provides them with personalised, strengths-based support while they are in-work to increase the likelihood of that person maintaining employment over the longer period. The services have been found to be particularly effective for cohorts with specific, complex needs.
 - 4.10. There are two IPS services currently being delivered, for specific cohorts:
 - The mental health IPS service is currently delivered by Hillside Clubhouse. This programme is in the process of being recommissioned for April 2025 – March 2027.
 - The substance misuse IPS programme is currently delivered by Change Grow Live. Funding beyond March 2025 has not yet been confirmed.

5. Regional Work and Health Programmes: Workwell and Universal Support

- 5.1. Two new programmes focused on supporting residents into employment are being developed and implemented, WorkWell and Universal Support.
- 5.2. Workwell is a new work and health pilot programme for England funded jointly by the Department for Work and Pensions (DWP) and the Department of Health & Social Care (DHSC). Workwell can support people who are economically inactive or unemployed, or in work but in danger of falling out of work for health-related reasons.
- 5.3. North Central London Integrated Commissioning Board (NCL ICB) coordinated a successful bid for WorkWell, via a working group made up of the ICB, the five local authorities, North London Jobcentre Plus (JCP), NCL Health and Social Care Academy, NCL Training Hub, Primary and Secondary care and VCS and local employment support services.
- 5.4. Universal Support (US) is the working title for an upcoming programme funded by the DWP and is the successor to the Work and Health

Programme³, which was delivered in Camden by Ingeus and concluded in October 2024. US will be commissioned by the sub-regional partnership (SRP) for Camden, Central London Forward (CLF)⁴. The programme aims to support economically active people who are disabled or have health conditions into work.

6. Next Steps

- 6.1. A Place-Based Team (PBT) is being established by NCL ICB and Council partners, to be made up of Council and VCS officers involved in the employment landscape, alongside business network representation, clinical leads from primary care and mental health services among others.
- 6.2. The aim of this Team will be to oversee WorkWell and Universal Support, to be a place where providers can report on progress in Camden and any issues arising and to ensure that the new work and health programmes are being integrated effectively into the existing employment support offer in Camden.
- 6.3. The PBT will include Council Officers from Inclusive Economy, Good Work Camden, the Health and Wellbeing Department, NCL ICB colleagues and staff from Voluntary and Community Sector organisations, business network representation, clinical leads from primary care, mental health services, public health and various others. Council officers will work to ensure that the work carried out by the PBT is informed by, and is aligned to, existing work completed by the Good Work and Employment Partnership Group, including the local needs and challenges identified through the population health approach and meeting the priorities of the Health and Wellbeing Strategy.

7. Finance Comments of the Executive Director Corporate Services

- 7.1. The Executive Director of Corporate Services has been consulted on the contents of the report and has no comments to add to the report.

8. Legal Comments of the Borough Solicitor

- 8.1. The Borough Solicitor has been consulted on the content of this report and has no comment to make.

9. Environmental Implications

- 9.1. No environmental implications have been identified from the content of this report.

REPORT ENDS

³ [Work and Health Programme, Central London Works: https://centrallondonworks.co.uk/work-health-programme](https://centrallondonworks.co.uk/work-health-programme)

⁴ [Central London Forward: https://centrallondonforward.gov.uk/](https://centrallondonforward.gov.uk/)

