

# Health Improvement Locality Teams

## EMPLOYABILITY 2021-2022

Employability is more than just finding a job. Employability is a combination of factors and processes that help a person to progress towards work, find work, remain in work and move on in the workplace. Supporting people into fair, sustainable jobs is central to delivering an inclusive, sustainable economy with inequalities and health and well-being at its core. Driving up the employment rate in Lanarkshire and ensuring employability support is available to all is recognised as a major contributor to both local economic development and tackling poverty.



### No One Left Behind

#### The Policy Context

The employability system in Scotland is undergoing a transformation. The publication of **No One Left Behind** in 2018 outlined the need for a better aligned and integrated employability support system which places people at the centre of the design and delivery. Health is central to this agenda by offering a holistic person centred approach for individuals to identify and address their specific barriers including mental health and physical health conditions. This integrated and aligned approach includes health services. This work is delivered by the Local Employability Partnership (LEP) set up in each local authority area and includes local authority, NHSL/H&SCP, Skills Development Scotland, third sector, DWP, colleges and Routes to Work.



4.2% 18 - 24yrs unemployed in SL (4.4% for Scotland)

5.2% 18 - 24yrs unemployed in NL (4.4% for Scotland)

12.7% in NL have no qualifications (8% for Scotland)

8.2% in SL have no qualifications (8% for Scotland)

### Kickstart



5 YP received H&WB training

- DWP's flagship programme created subsidised jobs for young people (16–24yrs) for 6 months. NHSL appointed 19 entry level placements for clerical, domestic, housekeeping, medical records & health care support worker posts. To ensure a positive experience for the young people, HI locality staff worked alongside HR to provide a wrap-around support through;
- Supporting the managers/buddies of Kickstart placements using client support toolkit
- Delivering Mental Health & Wellbeing Training to the Kickstart placements to empower and connect them to local support services.

Support session & resources delivered to 12 managers

KICKSTART SCHEME



10 YP benefited

### OPENING DOORS

Opening Doors developed from a Routes to Work (RTW) consultation with their clients during COVID-19 lockdown. These young people aged 16-24 years, and furthest from the labour market, were identified as struggling with their health and wellbeing. Health Improvement were invited to develop a supportive programme alongside RTW & LANDED, with referrals from the Department of Work and Pensions (DWP). The pilot delivered the following;

- Development of an interactive mental health & wellbeing (MH&WB) online programme with partners
- Delivery of 10 x 1hour online sessions per week to 10 young people over 2 courses covering physical activity, mental health, nutrition, smoking, alcohol & drugs and incorporating topics suggested by the young people
- Promoted the course as a stepping stone to other health training & learning opportunities, e.g. Health Issues in the Community & walking leader qualification & REHIS
- Employability skills also included Self Confidence, Self Esteem, Managing Stress & Anxiety, Managing your Money, CV building Interview Skills & Recognising Your Transferable Skills

Link to full report <https://routestoworkannualreport.co.uk/>

100% increase in H&WB knowledge & understanding



Department for Work & Pensions



### Sustainability of Delivering H&WB Sessions

#### RTW

Health Improvement will continue to work with RTW staff to transfer MH&WB knowledge and upskill them to deliver the H&WB sessions. This will be achieved through RTW shadowing & co-facilitating alongside health improvement staff

#### DWP/Job Centre Plus

The MH&WB training has been offered to DWP and we are currently planning to train Disability Employment Advisors to deliver this to their Job Centre Plus coaches

#### HI Locality Teams

While this was developed for employability support services it is relevant to all partners. Developed using the expertise of HI topic leads, this is considered 'core training' for HI locality teams to use to promote MH&WB

100% felt more confident in dealing with MH&WB

100% moved into a positive destination

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