



# Working for Health

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# Development / Vision

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- Model developed in East Lancs. and is a follow on from CMP
- Vision was to recruit from CMP and wider incapacity pool
- Remove Artificial Barriers
- Potential for long term sustainable employment
- Personal development
- Appropriate in Work Support



# Model

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- Model developed offers a 6 month salaried work placement in a health department (min. wage)
- Formal training providing unpinning knowledge for chosen work area
- Opportunity to work towards a qualification



# Challenges

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- Employer negativity
- Many people in 2005 felt “worklessness” was not their problem or their responsibility.
- Funding

# First Cohort Started in Jan 2006



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- 10 Placements, 4 trainee health care assistants, 6 trainee dental nurses.
- Further add hoc funding to support further placements.
- CMP, BwD and Calderstones all funded further placements, primarily in admin.
- From approx 25 placements only 3 failed to complete.
- To my knowledge 20 are still in employment.



# Blackpool Experience

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- Positive Steps Funded a cohort which started early 2008
- 9 placements in Blackpool PCT
- 1 in a GP Practice
- 1 in a nursery
- 1 in Out of Hours service
- Out of the 12 placements, 9 completed
- All 9 went on to secure employment in their chosen field.



# Current Situation

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- Positive Steps have commissioned 3 further cohorts for 2009
- Seconded until March 2010 to run programme
- Refining model
- Additional support from other agencies.



# Partnership Working

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- This model does work and can be expanded, started with health now wider public sector.
- Strong partnership working is essential, CMP, Jobcentre, Job Brokers, Council and Health Services, Colleges.
- North West Therapy Centre invaluable in helping to address unmet health needs.



# Benefits

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- Beneficiaries report it is a 'life changing experience'.
- Raises aspirations, self esteem and confidence.
- Opportunity to gain a qualification.
- Offers the prospect of worthwhile sustainable employment.
- Move from benefits to financial independence.



# Employer Benefits

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- Recruit from an untapped pool of labour
- Employees who are representative of their community.
- Loyal employees.
- Opportunity to experiment with skill mix.



# A Current Trainee's Experience

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- Susan Lancaster, placed with Blackpool PCT Public Health, her story.

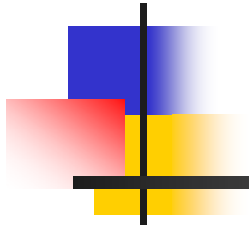


# Future

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- Feasibility of expanding into education
- Training support staff for schools, ie classroom assistants/technicians
- Linking into child poverty agenda
- Raise aspirations/ single parents/ social inclusion.
- Early days but already huge interest.

Thank you for listening



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Any Questions?