

Health & Employability

The Renfrewshire Approach

Employment & Health

Employment could arguably be the most important public health issue in the UK and the largest determinant of ill health in the workless population.

Work is good for health?

For most adults with disabilities and common health problems, a return to work may:

- promote recovery and aid rehabilitation
- improve physical and mental health and wellbeing
- reduce social exclusion and poverty

(Waddell G, Burton AK. Is work good for your health and well-being?)

Health Risks of Worklessness

Evidence shows that (long-term) unemployment is associated with:

- poorer general health, somatic complaints, long-standing illness, limiting longstanding illness
- poorer mental health; more psychological distress; minor psychological/psychiatric morbidity, suicide
- higher medical consultation, medication consumption and hospital admission rate

(Waddell G, Burton AK. Is work good for your health and well-being?, 2006)

Workforce Plus

An Employability Framework for Scotland.

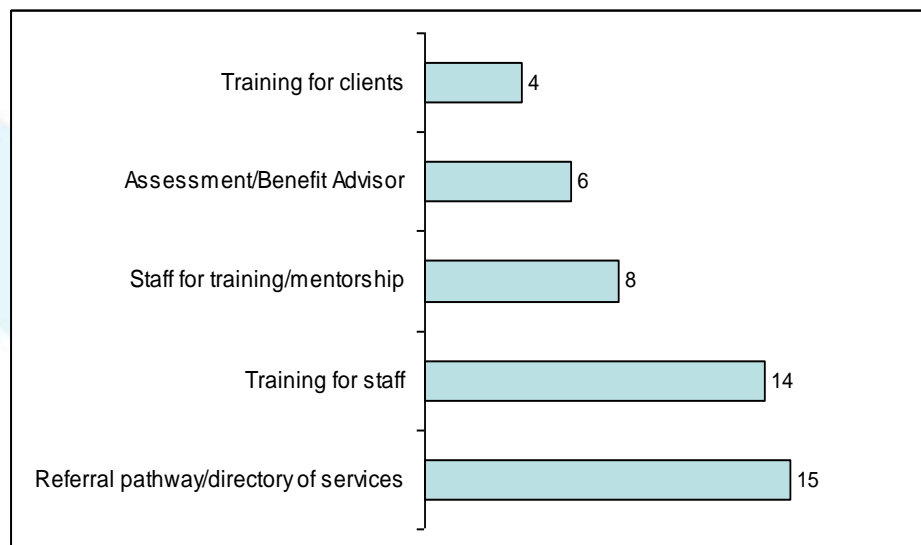
- Part of the Scottish Government's '*Closing the Opportunity Gap*' (CtOG) approach to tackling poverty

Renfrewshire's Workforce Plus (RWf+)

- Through the Community Planning Partnership identified the following CtOG targets:
 - People with physical / mental disabilities
 - People misusing drugs or alcohol

Scoping Exercise

How best could staff resources support you in contributing to employability?



Where would services be best placed?



Health & Employability Team

Within Renfrewshire:

- 3 health improvement staff
- RWf+ service delivery partner
- Combination funding
- Co-located with employability services

Our Approach

The 3-pronged attack!

Targeting CHP & RWf+ :

- From the top down
- At the coal face
- In the middle ground

The Top Down

Strategic & managerial level

- Scottish Government
 - National level
 - Working groups
 - New initiatives
- Senior management
 - Top down
 - Report success
 - Reinforce importance

The Coal Face

Practitioner level

- Service provision
 - Health practitioner
 - Outreach
 - Linking services
- Integration
 - Employability practitioner
 - Co-delivery
 - Professional barriers

The Middle Ground

Teams & leads

- Operational link
- Raise awareness
- Employability staff
 - health related barriers
- Health staff
 - benefits to health

Health & Employability Guidance

AIM: raise awareness of the links between health and employability and explore with healthcare staff ways to consider incorporating this into practice for the benefit of their patients / clients

- Promotes concept
- Half day
- Participatory learning

Session Plan

Exercise 1 :- Welcome, Course Aim & Objectives

Exercise 2 :- What is employability?

Exercise 3 :- Who is 'fit for work'?

Exercise 4 :- Is work good for health?

Exercise 5 :- What are the barriers to work?

BREAK

Exercise 6 :- Employability pathway & local services

Exercise 8 :- When and how to talk about employability

Exercise 9 :- Action Planning

Exercise 10 :- Evaluation & Close

The Future

Local Approach

- Partnership working
- Integration
- Capacity-building

National Approach

- Health Works
- Health & Employability training
- HEAT Target?