

Work Local – From Working Well to WorkWell and on to Working Futures

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Working Well – 10 years of devolution *(or maybe delegation?)*

WORKING WELL

We want a prosperous, self-reliant Greater Manchester with good health, high employment and a wealth of job and training opportunities. However, **unemployment has been a problem in the region for three decades...**

In response, **Working Well** is a family of services that have been commissioned to support people with poor health and complex needs, either experiencing or at risk of long-term unemployment.

Working Well refers to the relationship of both employment and health and is grounded in the principle that '**good work is good for your health**'.

It started in 2014 with a small long-term unemployed pilot to challenge DWP's Work Programme and **create a case for devolution**. It has since developed into a **system of devolved and test and learn provision** that spans a whole spectrum of need.

Working Well programmes have **supported over 76,500 Greater Manchester residents to date**, unpicking a wide range of barriers to work. Of these, over **27,500 people have found employment**, many of whom were not likely to move into work without specialist intervention.

At the heart of Working Well are the following **key principles**: keyworker model, 1-2-1 personalised and sequenced support, and integration with the wider Greater Manchester (GM) ecosystem.



SETTING THE SCENE



1 in **5** working aged people in the UK is **disabled**

DISABILITY EMPLOYMENT RATE

53.1% of disabled people are in paid work compared to **81.6%** of non-disabled people.



LOWEST EMPLOYMENT RATES

Some groups are **significantly less likely** to be in paid work:

- **4%** of people with a learning disability
- **22%** of autistic people
- **32%** of people with a mental health condition
- **9%** with a severe mental illness

Addressing the inequalities in employment for disabled people and people with long-term health conditions is an important part of **levelling up and creating a fairer Greater Manchester.**



1 in **3** working aged people has at least one **long-term health condition**



EMPLOYMENT RATES

People with one health condition have an employment rate of **61%**. Those with **five or more** have an employment rate of **23%**.

HEALTH RELATED WORKLESSNESS

Before Covid-19, **300,000** people fell out of work each year because of their health. For those off sick, the likelihood of a return to work reduces the longer the individual is absent.

ECONOMIC INACTIVITY IN GREATER MANCHESTER

The number of **economically inactive** residents in Greater Manchester stands at **421,500** residents, with **117,500 due to long term poor health or disability** (June 2023) [1]. Greater Manchester has fewer economically inactive residents due to long term sickness compared to the North West, but a greater proportion of economically inactive residents due to long term sickness than England. [2]

Economically Inactive - Long Term Sick %



[3]

[1] GMCA Labour Market and Skills Dashboard

[2] [3] Office for National Statistics Labour Market Profile – Greater Manchester

EMPLOYMENT AND HEALTH IN GREATER MANCHESTER

Data held by Working Well programmes highlight that the **most prevalent health conditions or disabilities** for Greater Manchester residents accessing the services are **psychiatric disorders**, such as depression, low mood, or anxiety, with **musculoskeletal problems the second most prevalent condition.**

This information correlates with a national picture where research has found the main reasons for economic inactivity due to illness are mental ill health and musculoskeletal issues.



Responding to the **health and disability employment challenge** involves addressing two complex matters:

1. **Supporting more people with disabilities and complex needs who are out-of-work into work**
2. **Preventing people from falling out of the labour market due to their health and/or disability**

For Greater Manchester, this requires work across the entire **Working Well System.**

WORKING WELL KEY DELIVERY (TO 2024)



76,500

residents supported



27,500

people helped into work



£142m

of funding



23,000

supported are age **50+**



32%

of those with a **health condition or disability** have moved into work



51%

of **ex-Armed Forces personnel** have moved into work



121,000

referrals to external services on WHP alone (**10x more integration** than the NW)



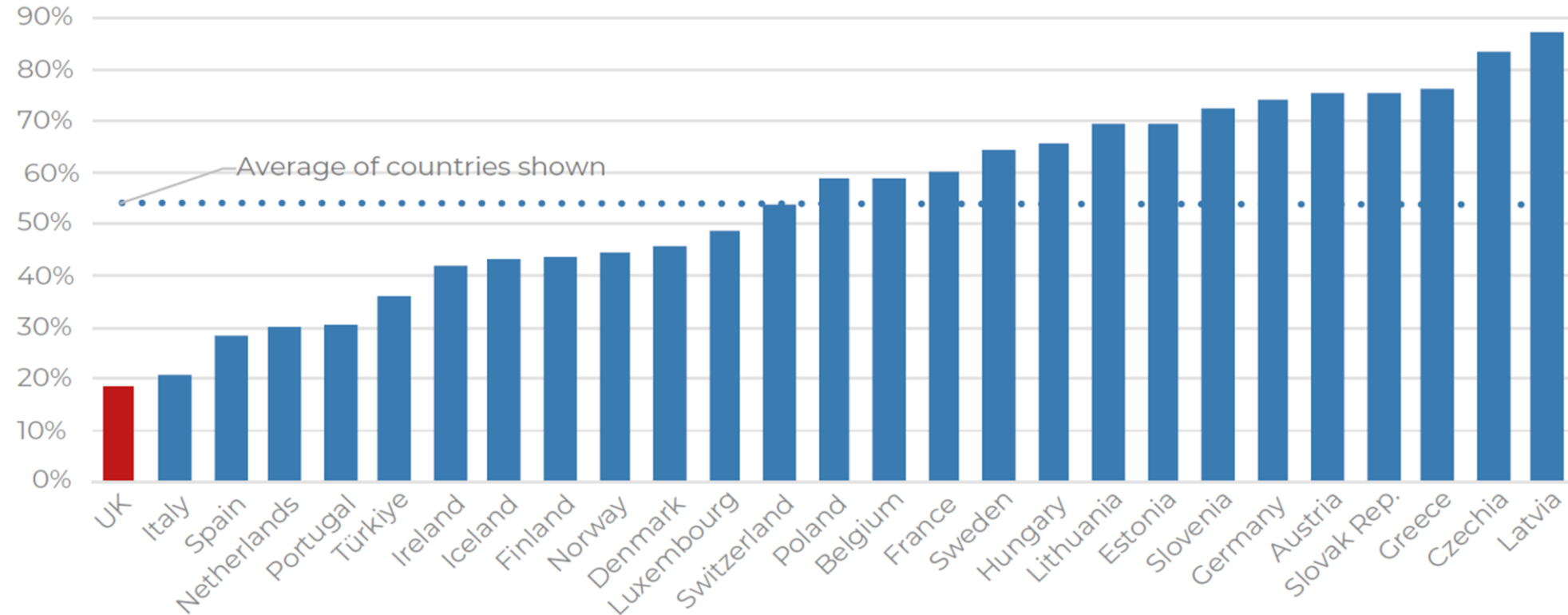
£1.75

return for every £1 invested

Towards a more integrated system

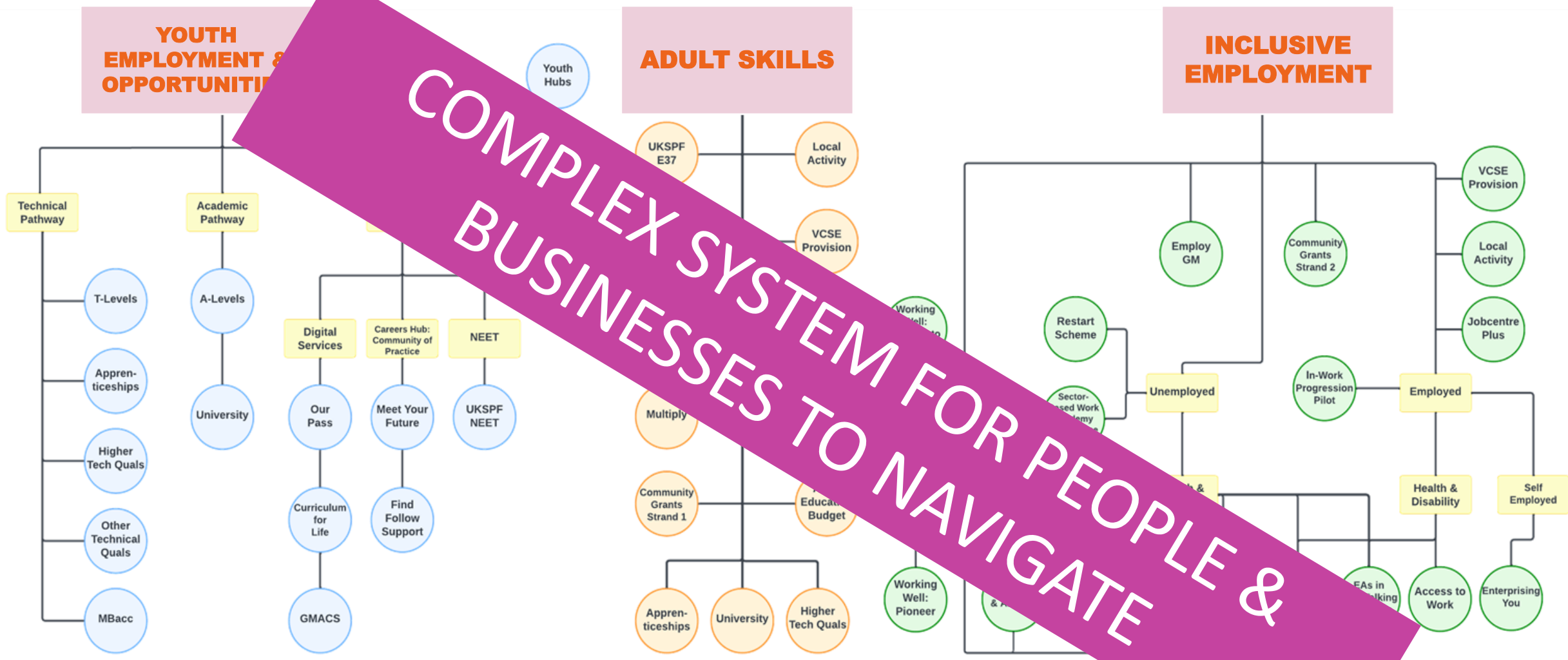
Nationally - not enough people access employment support

Figure 3.1: Share of jobseekers (aged 15-64) who have contacted the public employment service to seek employment, 2020



Source: OECD analysis of EU-LFS, published in OECD (2023) Evaluation of Active Labour Market Policies in Finland, February 2023

GREATER MANCHESTER EDUCATION, SKILLS & WORK LANDSCAPE



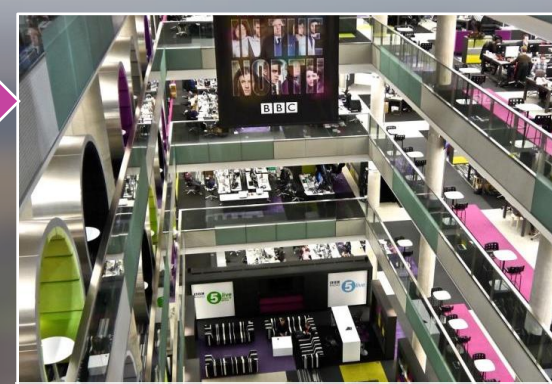
COMPLEX SYSTEM FOR PEOPLE & BUSINESSES TO NAVIGATE

INTEGRATION?

SCC investing to deliver good jobs whilst hiding the complex wiring



Our People



Our Businesses



Salford as a GM innovation testbed, for example....

WorkWell



WorkWell in GM will be one of 15 NHS/DWP funded Vanguard pilots, and will be the biggest in the country, supporting 8,000 people (760 Salford), with £7m (£613k Salford) investment

The programme will provide low intensity support people at risk of falling out of employment due to health conditions, and those recently unemployed and with a health condition.

WorkWell in Salford will:-

Deliver a service for employees with health conditions / recently unemployed that is easy **to engage, adaptive and flexible**

Create a legacy, with **better co-ordination** between work & health services and sharing of resources

Take a **proactive approach** to supporting people in employment / recently unemployed to support their health and employment needs

Facilitate a **strategic approach to address inequalities** between Work & Skills, Public Health, the NHS and VCFSE sector, ensuring good work is seen as good for **improving health outcomes** and is a key plank of social prescribing

.....and influencing Andy Burnham's *Live Well* proposal

Andy's Manifesto

- Going forward, the idea is that, every day in every community, people are able to access simple support and advice to improve their physical and mental health and deal with the problems and issues they may have
- To achieve that full vision, we want to explore ways in which we might create a new partnership between primary care and services provided by the Department of Work and Pensions
- After the next election, we will ask the incoming Government to make Greater Manchester the test bed for an entirely different way of providing social support and social security in the 21st century.



SoS Liz Kendall's recent visit to Salford

- 'more powers to local areas' – 'they know best what they need'
- 'It's all about how do we join it up, and give local leaders more power and control, but in the end, if you don't listen to what people are saying about their lives, then you won't get it right.'



Working Futures – an opportunity to shift the dial (for good)

Working Futures recommendations

- an option to co-locate Jobcentres and local authority premises
 - access to high quality assessment leading to personal plans using a new all age careers service.
 - job search, job placement and support for self-employment
 - existing national contracts are accountable to Working Futures
 - replacing Restart when the current contracts finish
 - employer engagement for placements and recruitment
 - managed routes into specialist provision, such as for health and disability, ex-offenders, drug, and alcohol rehabilitation, etc.
 - access to new and better qualifications, including relevant job-ready training · help to resolve problems such as housing, childcare, financial advice, etc
 - in-work support, when appropriate, to promote sustained employment
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Questions & discussion

Thank you