



Measures to help more people stay and succeed in work

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**Resilience and
Employability Conference**

Unlocking the Hidden Labour Force





Department
of Health &
Social Care

Helping disabled people and people with mental and physical health conditions to start, stay and succeed in work

Resilience and Employability Conference: Unlocking the Hidden Labour Force 08/03/24

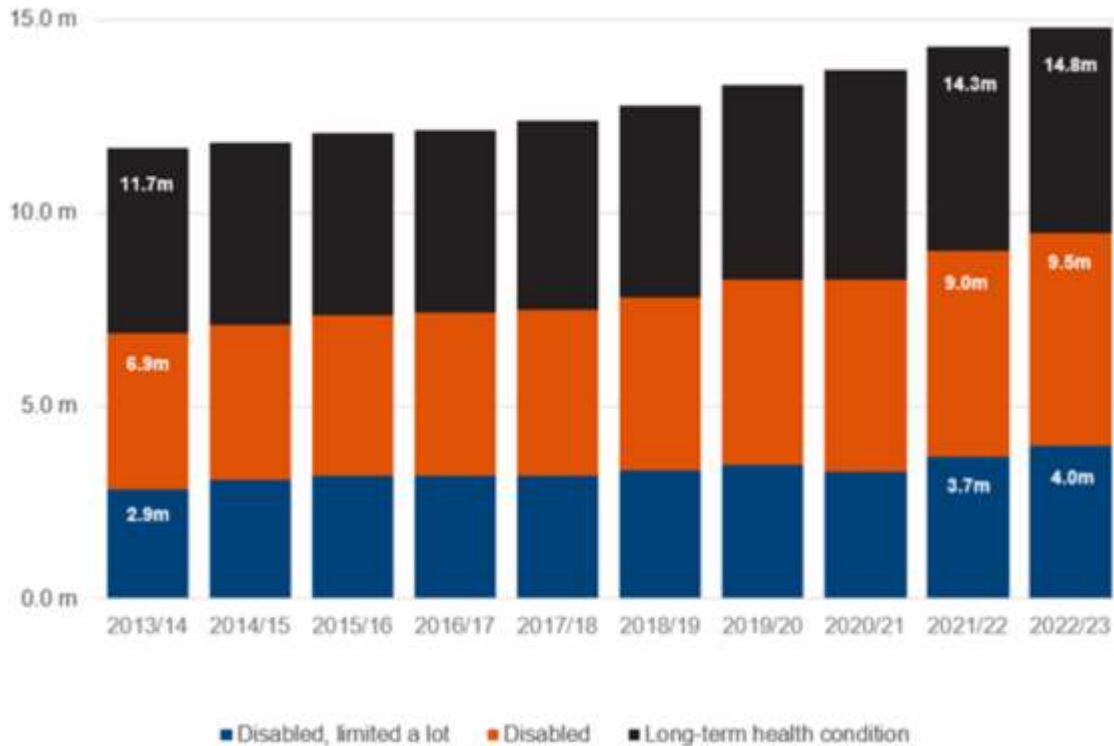
Sean Meehan, OHID Midlands

Why is health and work a key government priority?



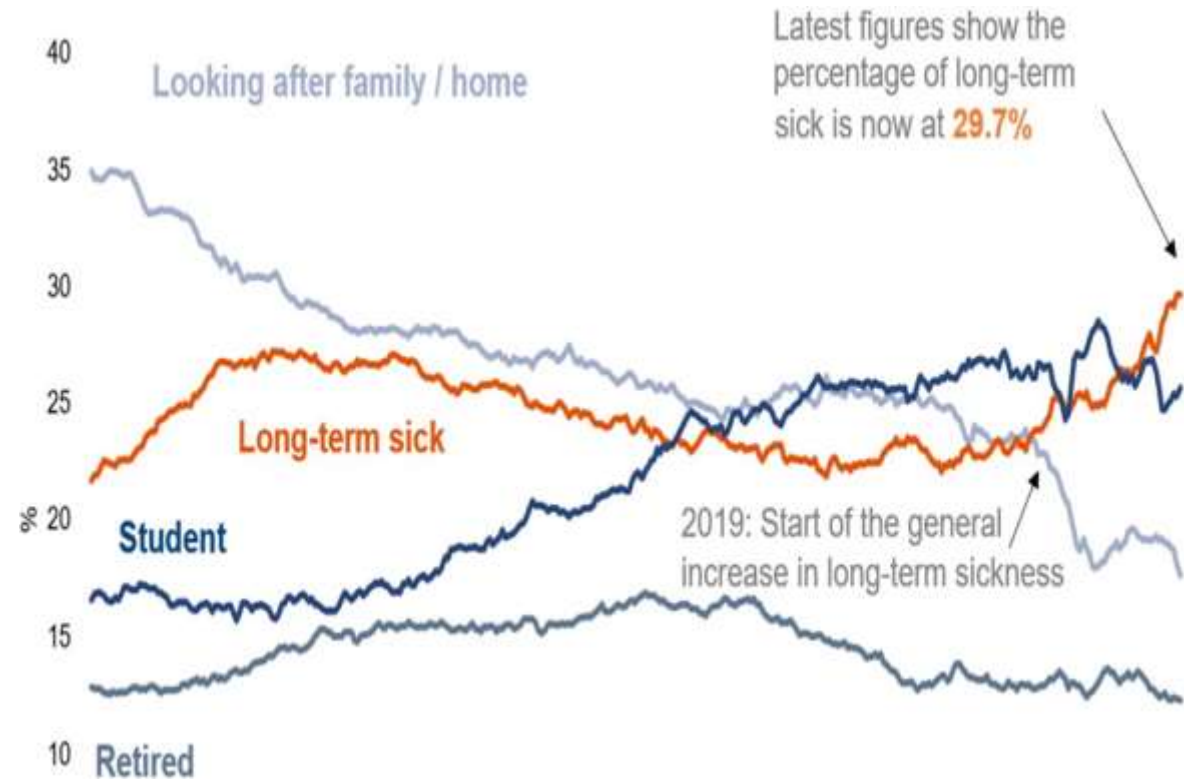
The Need for Work and Health Interventions

Long-term health conditions and disability are common among people of working age, often acting as a barrier to employment.



The number of people reporting a long-term health condition increased by 3.1m (26.8%) between 2013/14 and 2022/23.

Long-term sickness is the most common reason (for the working-age population as a whole) for being economically inactive.



This has increased by 5.8 percentage points (or **556,000**) over the latest four years to **2.6 million**.

Nottinghamshire County

Labour force, Healthy Life Expectancy and Deprivation



| | | Labour workforce (ONS APS Jul 2022 to Jun 2023) | | | | Health Life Expectancy (2018-2020) | | Deprivation (IMD 2019) |
|------------|---------------------|--|--------------------------------|-----------------------------|--|---------------------------------------|-------------|---|
| | | Employment Rate (percent) | Unemployment rate (percent) | Econ. Inactive (percent) | Econ. Inactive and Long-term sick (percent of Inactive) | Healthy Life Expectancy (years) | | National deprivation Quintile (1 most deprived, 5 least) |
| Area Type | Area | 16-64 | 16+ | 16-64 | 16-64 | Male | Female | |
| National | England | 75.8 | 3.8 | 21.2 | 25.6 | 63.1 | 63.9 | NA |
| Regional | East Midlands | 75.1 | 3.6 | 22.0 | 26.8 | 62.0 | 61.9 | NA |
| Upper Tier | Nottinghamshire | 74.0 | 2.6 | 23.9 | 33.2 | 62.4 | 60.0 | 4 |
| Lower Tier | Ashfield | 67.0 | 6.3 | 28.5 | 57.7 | NA | NA | 2 |
| | Bassetlaw | 74.2 | * (low num.) | 23.7 | 36.0 | NA | NA | 2 |
| | Broxtowe | 70.5 | * | 28.1 | 18.8 | NA | NA | 4 |
| | Gedling | 70.3 | 5.2 | 25.7 | 10.2 | NA | NA | 4 |
| | Mansfield | 74.7 | * | 25.3 | 39.1 | NA | NA | 1 |
| | Newark and Sherwood | 78.7 | * | 19.8 | 45.2 | NA | NA | 3 |
| | Rushcliffe | 83.0 | * | 15.9 | 16.7 | NA | NA | 5 |

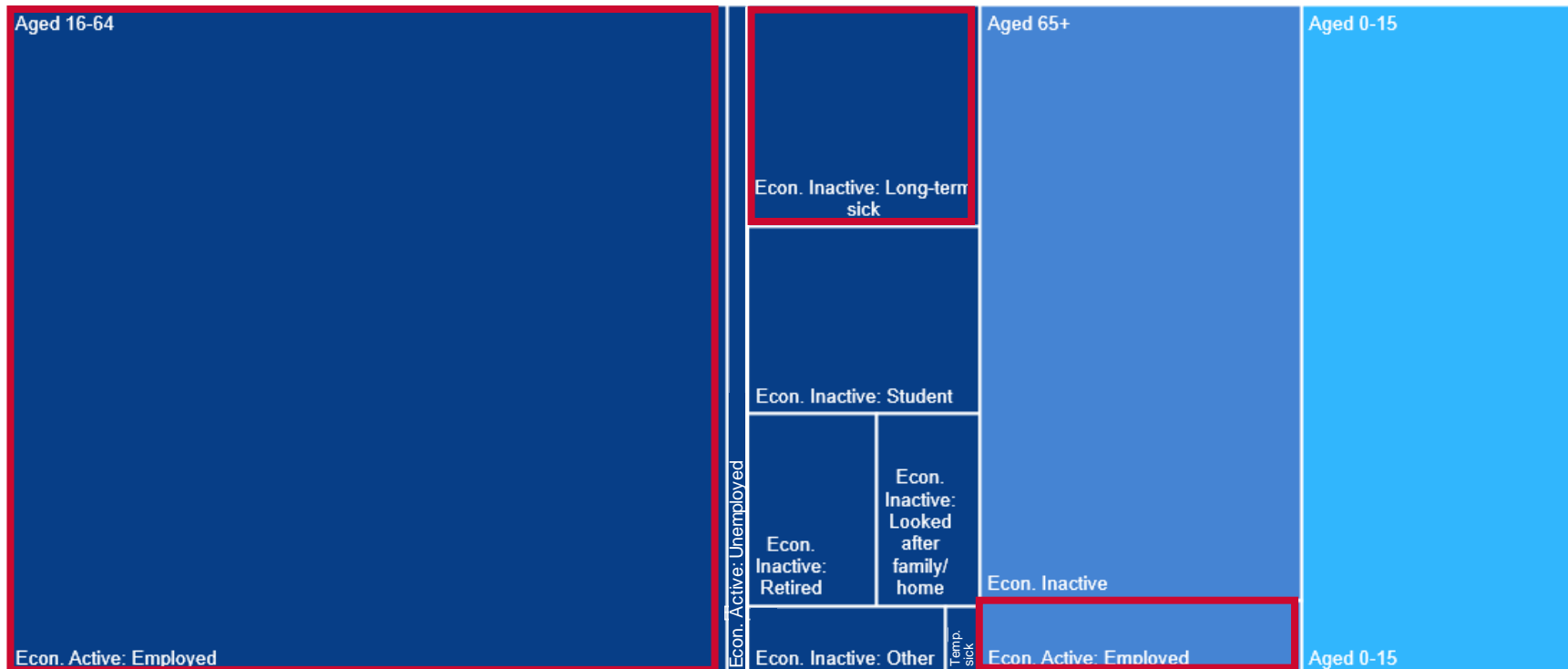
- Overall Healthy Life Expectancy is **lower** than the national average for both males and females
- Deprivation levels vary within the County there are pockets of **worse** levels in some areas
- Employment rate **lower** than national average
 - 372k out of 502k (aged 16-64)
- Unemployment rate **lower** than national average
 - 11k out of 401k (aged 16+ and economically active)
- Economic inactivity **higher** than national average
 - 120k out of 502k (aged 16-64)
- The proportion Economically inactive who are Long-term sick is **higher** than national average
 - 40k out of 120k (aged 16-64)
- There is variation within the County

Nottinghamshire County Labour Force

WorkWell: The service will be available to **anyone with a disability or health condition** who needs support to start, stay, or succeed in work, regardless of whether they are claiming benefits.

Nottinghamshire County

■ Aged 0-15 ■ Aged 16-64 ■ Aged 65+



- Support those with a disability in work to stay in work
- Support those on long-term sick back into work

Labour workforce

(ONS APS Jul 2022 to Jun 2023)

| Area Type | Area | Working age | | | | |
|------------|-----------------|-------------|------------|-----------|-----------|-----------|
| | | 16-64 | 16-64 | 16-64 | 16-64 | 16-64 |
| National | England | 35,069,700 | 27,648,200 | 1,080,900 | 7,421,500 | 1,897,500 |
| Regional | East Midlands | 2,961,100 | 2,310,100 | 85,300 | 651,000 | 174,300 |
| Upper Tier | Nottinghamshire | 502,400 | 382,400 | 10,600 | 119,900 | 39,800 |

Nottinghamshire County Council

Economic and skills data and intelligence



Economic inactivity
above national
average



Persistent skills
shortages faced by
employers



Working age
population qualified
to L2 and L3 **below**
national average.



Working age
population qualified
to L4 and above 10%
below national
average



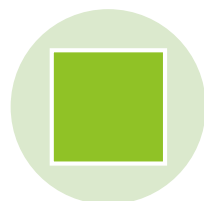
Productivity **below**
national average



Pockets of
deprivation



Continued demand
for high volumes of
jobs in health, retail
and manufacturing to
2030



Growing and
emergent
technologies



Green and digital
jobs

Autumn Statement 2023 Commitments

| Policy area | An introduction to the policy area developments announced at Autumn Statement 2023 |
|--------------------------------|--|
| Fit Note Reform | <p>Trialling new ways to provide people receiving a fit note with timely access to work and health support</p> <ol style="list-style-type: none">1. At approximately 4 weeks, people will be referred to a range of support tailored to their needs, including the WorkWell Partnership Programme, care coordinators and wider social and psychological support.2. (Longer term) Repeat fit notes increasingly looking at the 'may be fit' selection option. |
| Occupational Health Reform | <p>Government response to the Occupational Health: Working Better consultation</p> <ol style="list-style-type: none">1. A new voluntary minimum framework for quality provision and the exploration of a new National Workplace Health and Disability Standards.2. Exploring options for a potential new Group Purchasing Framework to supported by a digital marketplace.3. Developing a long-term strategic approach building on the current Workforce Expansion. |
| Universal Support Expansion | <p>Doubling the capacity of the scheme so it will provide support for 100,000 people per year when fully rolled out (this is an increase from 50,000 per year announced at Spring Budget 2023).</p> |
| WorkWell Partnership Programme | <p>Government is in the process of assessing the bids received from local partnerships to deliver WorkWell services, with the aim to launch services in approximately 15 vanguard sites in England by Autumn 2024</p> |

WorkWell at a glance

What is WorkWell?

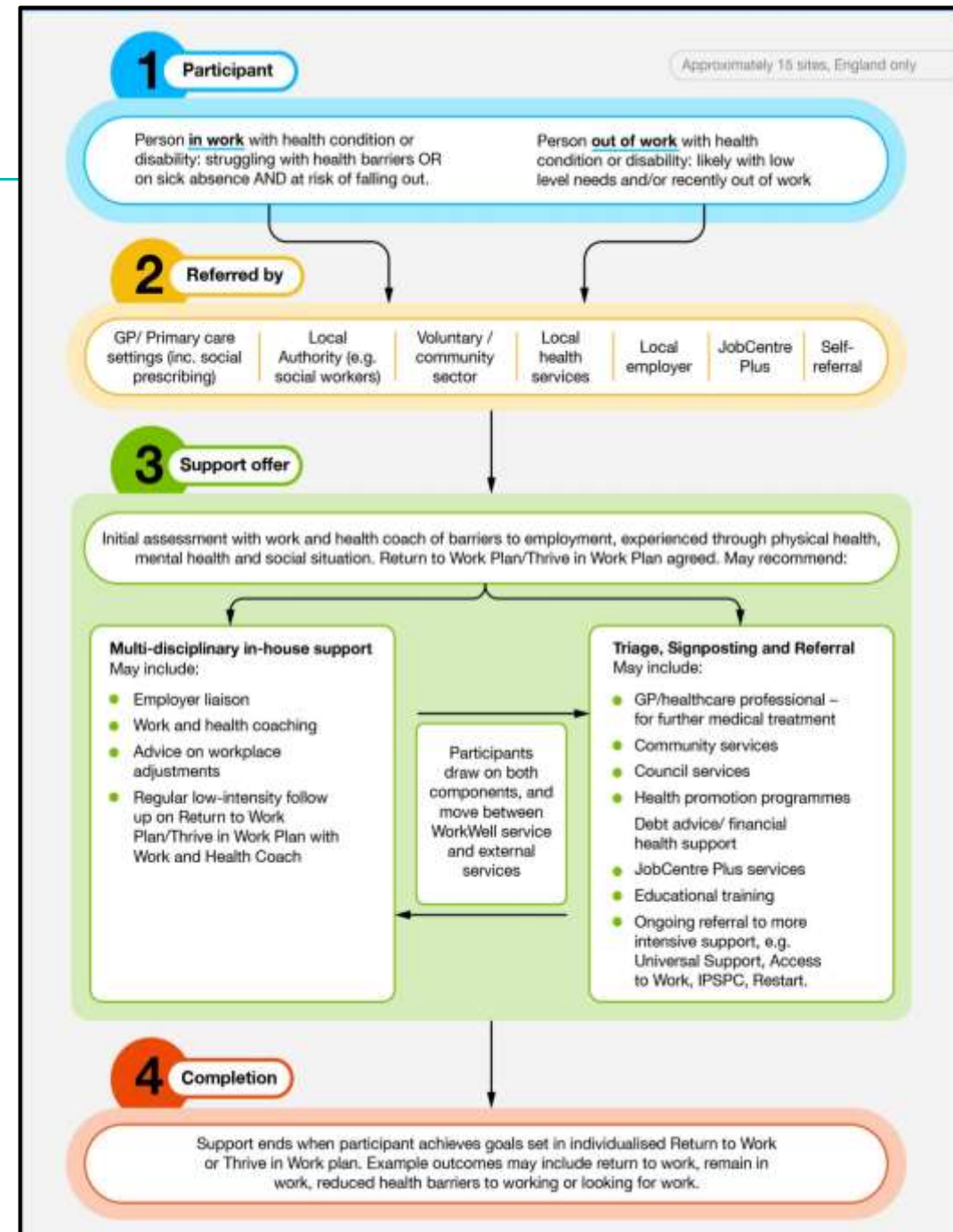
WorkWell is a low-intensity assessment, triage and support service. Participants will receive **light-touch holistic support** through **return to/thrive in work plans**, and a single joined-up **gateway** into locally available services.

Who will WorkWell impact?

The service will be available to **anyone with a disability or health condition** who needs support to start, stay, or succeed in work, regardless of whether they are claiming benefits.

How will WorkWell be delivered?

WorkWell services will be **locally-led**, designed and delivered by Integrated Care Boards and local systems partners.



How can you get involved?

1. Make contact with your local health and work partnership
2. Join the Midlands Health & Work Community of Improvement (meetings and access to regular bulletins)
3. Link in with the Midlands Engine Health, Care and Life sciences Board and working group ambitions and workplan

For further information on the above, contact sean.meehan@dhsc.gov.uk

