

# Work Well Vanguard for the Black Country

Liann Brookes- Smith



# What is Workwell? Strategic Context

- At Spring Budget 2023, the UK Government announced over £2 billion to support disabled people and people with health conditions to start, stay and succeed in work – of which WorkWell is a key component.
- This suite of measures will drive forward new approaches to work and health, and also includes, for example, introducing Employment Advisors into Musculoskeletal (MSK) clinical pathways, scaling up MSK community hubs to improve access and introducing Universal Support - a new supported employment offer.
- The Autumn Statement 2023 went further, announcing an expansion to the Universal Support programme, delivering a supported employment intervention, and plans for wider testing of fit note reforms, among other measures..

# What is WorkWell? Overview

- Nationally, WorkWell provides an opportunity for local systems to support almost 60,000 disabled people and people with health conditions to start, stay and succeed in work, regardless if they are claiming benefits. DWP and DHSC are seeking to fund up to 15 pilot areas, or WorkWell Vanguard.
- WorkWell will support the development of integrated health and work services, which will provide person-centred health and work support to address physical, psychological and social barriers to work.
- WorkWell services will be locally-led in response to population need, building on existing assets and resources
- ICBs, local authorities, NHS Trusts and Jobcentre networks will all play a central role in Vanguard coming together to co-produce WorkWell services, convening partnerships across a wider group of organisations such as employment services, primary care, and the community sector to design and deliver the WorkWell pilot
- Vanguard will be offered the opportunity to test new government work and health interventions through small scale pilots, for example, new ways of providing people receiving a fit note with timely access to work and health support.

# What is Workwell? 3 objectives for Vanguard sites

- **Objective one: Deliver a holistic work and health service**
- A new early-intervention assessment and support service, providing participants with disabilities and health conditions with a light-touch holistic support approach for their health-related barriers to employment. Focusing on return to/thrive in work plans and a single joined-up view and gateway into the services that are available locally, to manage their specific needs regardless of whether or not they are claiming benefits.
- **Objective two: Form part of an integrated local work and health partnership strategy**
- Supporting and driving a joined-up approach to integrating the range of work and health services at local level, including ICBs, local authorities and Jobcentre Plus, which will make it easier for people to access the support they need when they need it.
- **Objective three: Be part of a national learning programme**
- A national support offer will be available to all vanguard areas to share learning across vanguard and non-vanguard areas. Shared learning will also help vanguards to plan and deliver their WorkWell services.

# Workforce, OD and Culture Change

There are two levels of workforce development that will be required to pilot WorkWell effectively.

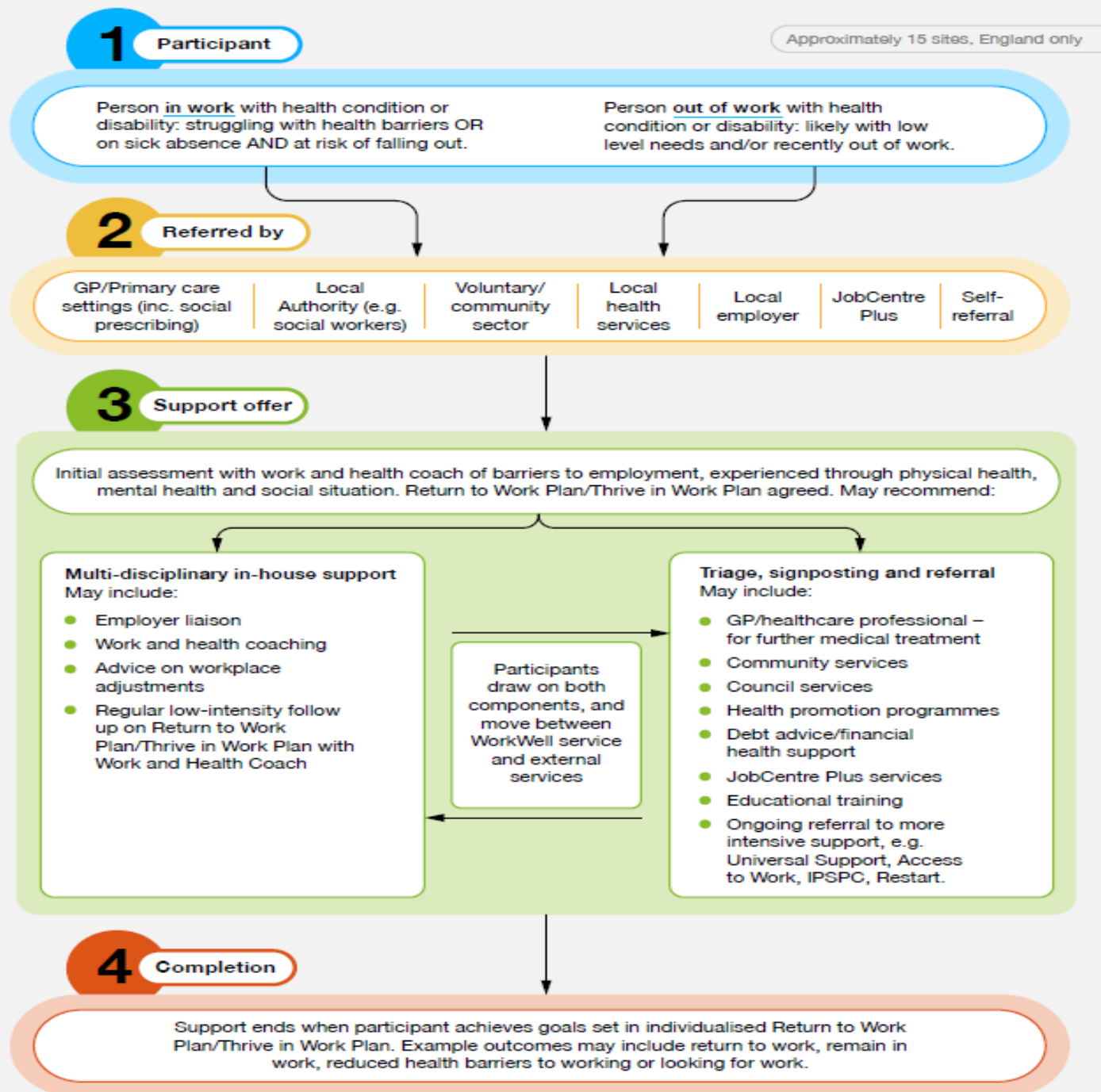
- **Strategically**, we will map and engage with leads who are already involved in relevant activity such as GP's, clinical leads and workforce colleagues for example. Whilst we are not proposing additional roles, we are proposing a co-produced range of development opportunities to enable those engaged in "work" to better understands health and vice versa.
- To deliver this message in a consistent and cohesive way, we will ensure that our communication and engagement plans are targeted and include organisational development, culture change and the well-being of our workforce.
- **Operationally**, this model will require the recruitment and retention of a number of additional workers who will be recruited from our local population and will have a range of skills and experience in this arena. We will also champion these vacancies to those with lived experience to add value to our service delivery.

# Workforce, OD and Culture Change

**Ensuring the WorkWell pilot leadership capacity is effective and purposeful.**

- We will ensure the leadership support will deliver increased capacity across the wider system to improve the understanding and connection between work and health.
- We will ensure additional WorkWell leadership resource will underpin culture change and leadership activities and behaviour across the wider system to fulfill the aspirations of the pilot.

# The Pathway



# Key Outputs

- **Getting the language correct around the well-being agenda**
  - To gain buy in from an employer's perspective and develop an organisational/system approach to employee well-being
- **Reducing sickness absence days**
  - To promote early intervention and offer retention advice that is collaborative and works to support people to retain their job, make reasonable adjustments or develop Work and Recovery Action Plans
- **Health promotion**
  - To help prevent ill health, and support people to balance work whilst minimising the impact of any ill health symptoms, where possible.
  - To reduce health inequalities and tackle the wider determinants of health
- **Inclusive employment**
  - To promote job opportunities to those who experience systemic barriers to gaining employment such as lack of experience or qualifications
- **Culture change and integration Sector**
  - To upscale the work around embedding employment into health pathways and drive collaboration that benefits the ICS and our local population



# IC \*Strategic Priorities

\* Initial priorities agreed but there is an opportunity now for Partners to revisit these in the context of a longer-term strategy. Suggest we review strategic priorities in 6 months.

- Population Health
- Addressing Inequalities
- VFM/Productivity
- Support Broader Socio-economic Development

- Population Health
- Prevention
- Prosperity

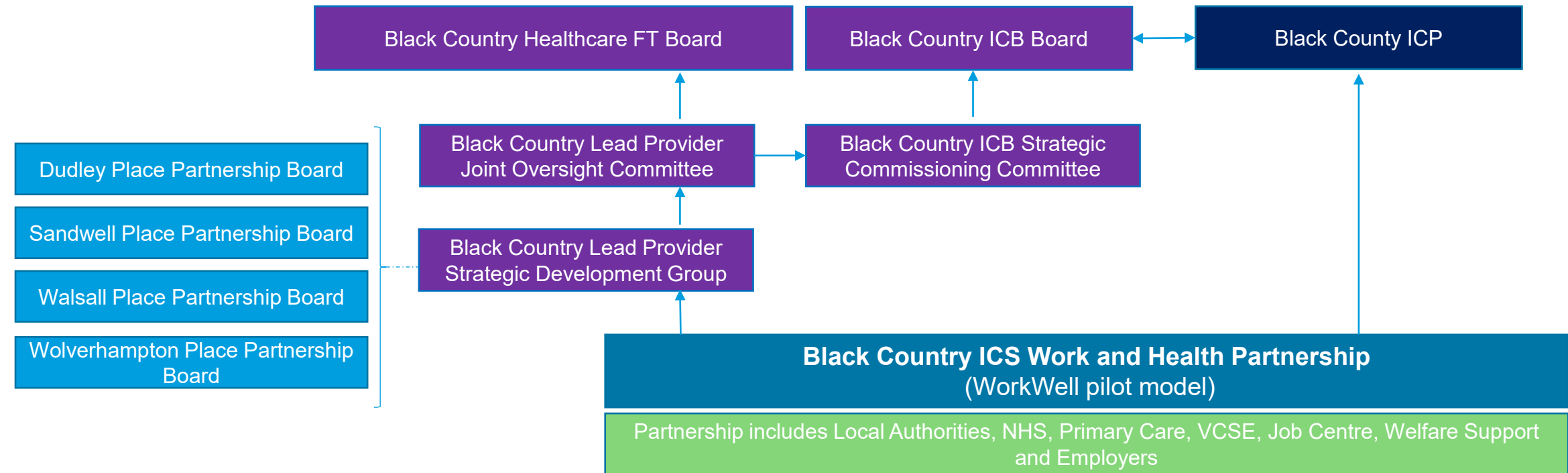
**Fit with  
Priorities**



- Calibration – taking stock of national/regulatory requirement – developing system strategy;
- Collaboration – across place/partners;
- Coordination/Consolidation – enabling system/place connectivity.



# Delivery and Governance



# Workforce, OD and Culture

