
Report to: Employment and Skills Panel

Date: 1 June 2018

Subject: **Employability, Accessing Jobs and Realising Potential**

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1 Purpose of this report

- 1.1 To consult the Panel on the work to progress the priorities and actions in the “Employability, Accessing Jobs and Realising Potential” priority of the Employment and Skills Plan.

2 Information

Advisory Group Report

- 2.1 The group was scheduled to meet on 9 May, however the meeting was cancelled due to the number of apologies received.

Social Prescribing Pilot – Work Wellness Service

- 2.2 Since launching on 1 February 2018, the Work Wellness Project has been successfully embedded in two GP surgeries in York. The project aims to engage people who are over 50 and off sick from work. Within the first quarter, the end of project target of 10 participants has already been achieved, with 80% of those engaged aged over 50.
- 2.3 40% of individuals engaged have already returned to work with support from the Work Wellness Advisor (WWA). Those who have returned to work have cited the intervention of the WWA as being instrumental in their return.
- 2.4 The WWA role includes engagement with employers as appropriate. It is intended to establish best practice for individuals and employers during a period of ill-health. However, to date none of the individuals have given their permission to engage with their employer. As the project progresses other methods of accessing the experiences of employers to form part of the evaluation will be considered.

- 2.5 The initial project review highlighted a number of procedural issues which form a significant part of the learning from the pilot, those being related to the need for a very clear distinction between clinical and non-clinical interventions. Managing the expectation of individuals for example, ensuring that the Advisor role does not stray into counselling and ensuring that if clinical information is shared with the WWA there is a robust mechanism to refer this to the appropriate clinicians. In addition, the health and well-being of the WWA must be protected as some of the information shared is of a distressing nature. Having considered this at the outset, there is a robust process in place within City of York Council to ensure protection of the WWA.
- 2.6 Case studies are currently in development with those individuals who have already returned successfully to work, these should be available at a future Panel meeting.

3 Financial Implications

- 3.1 There are no financial implications directly arising from this report.

4 Legal Implications

- 4.1 There are no legal implications directly arising from this report.

5 Staffing Implications

- 5.1 There are no staffing implications directly arising from this report.

6 External Consultees

- 6.1 No external consultations have been undertaken.

7 Recommendations

- 7.1 The Panel is asked to note and comment on the progress of the Work Wellness Service and the progress made against the “Employability, Accessing Jobs and Realising Potential” priority of the Employment and Skills Plan.

8 Background Documents

None.

9 Appendices

None.