

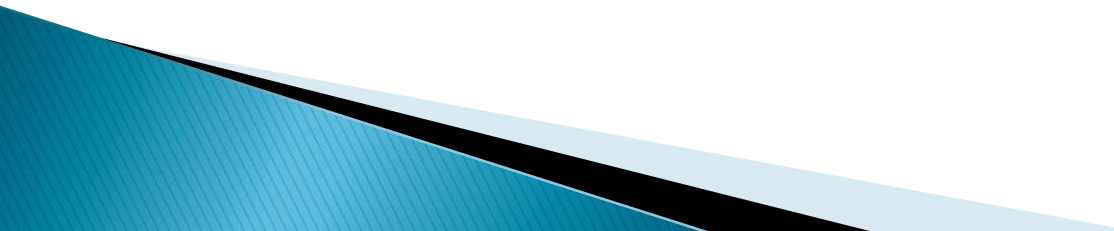
Health and Employability

Alistair Hynie
Head Occupational Therapist
NHS Fife



Health and Employability

Aims

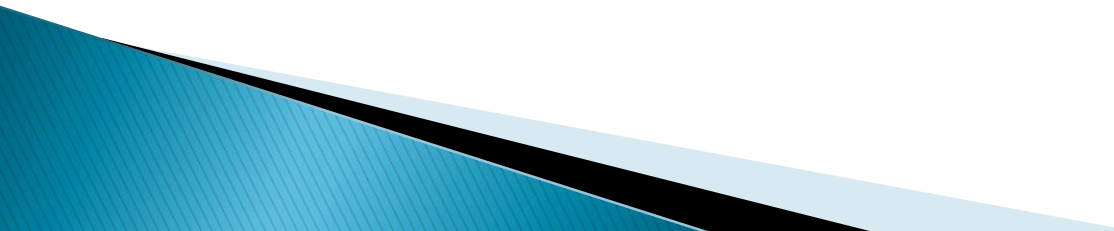
- ▶ To introduce some ideas around how health and work link.
 - ▶ To consider the barriers that can impede someone connecting with work.
 - ▶ To try to define what constitutes success when working with the person in front of you.
- 

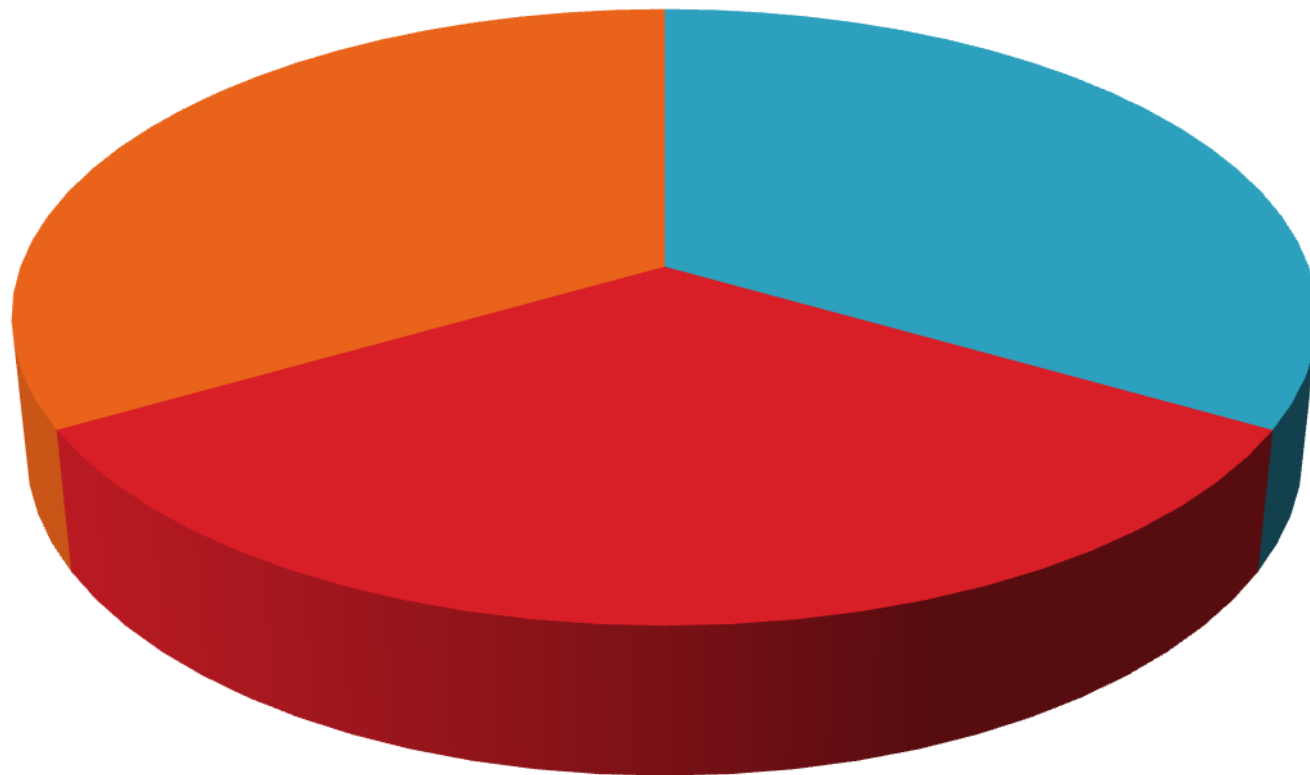
Health and Employability

How fit are you today

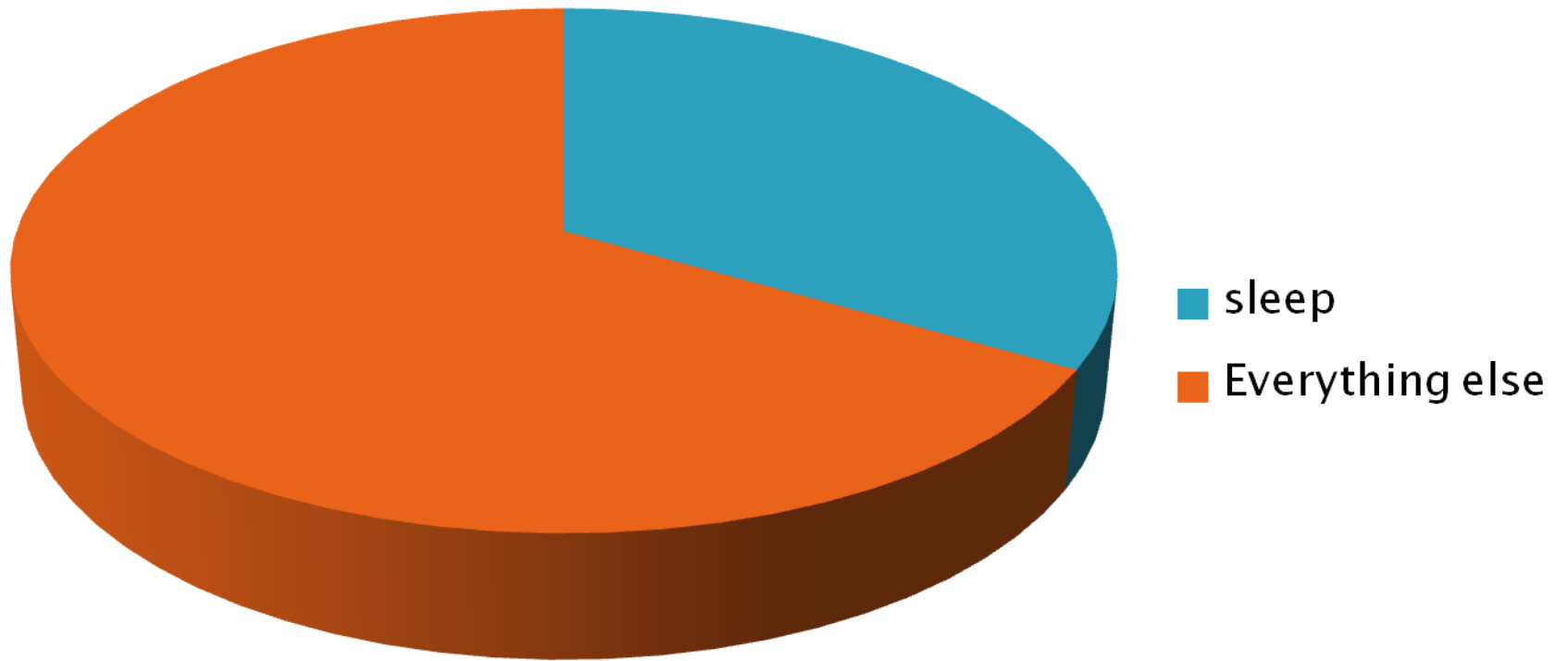
0%-----50%-----100%

Exercise: Delegates to place themselves on the continuum use a wall





- sleep
- work
- what else?



Types of Barriers


Individual

- The circumstances pertaining only to the individual; e.g., age.

Structural

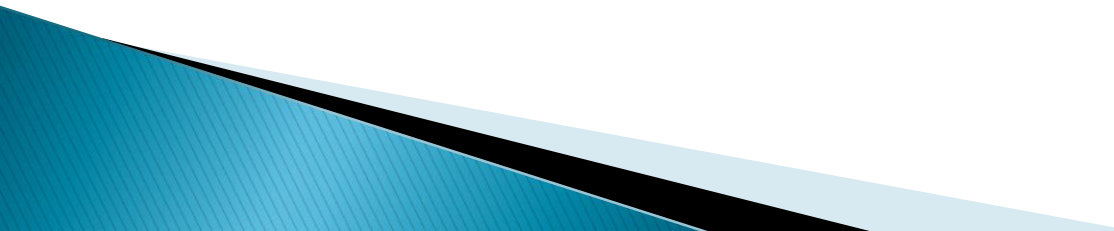
- Includes the cost and the availability or ease of access to services and benefits as well as the state of the local labour market.

Attitudinal

- Includes the attitudes and recruitment practices of employers but also professionals, carers, and peers whose low expectation may lead to low levels of support or inappropriate support.
- 

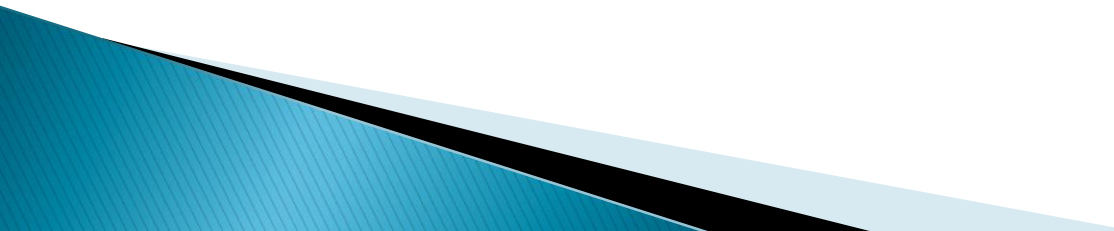
Exercise

In your groups, generate some ideas of barriers to engaging with work that you might encounter:

- ▶ Individual
 - ▶ Structural
 - ▶ Attitudinal
- 

So...What constitutes success?

?

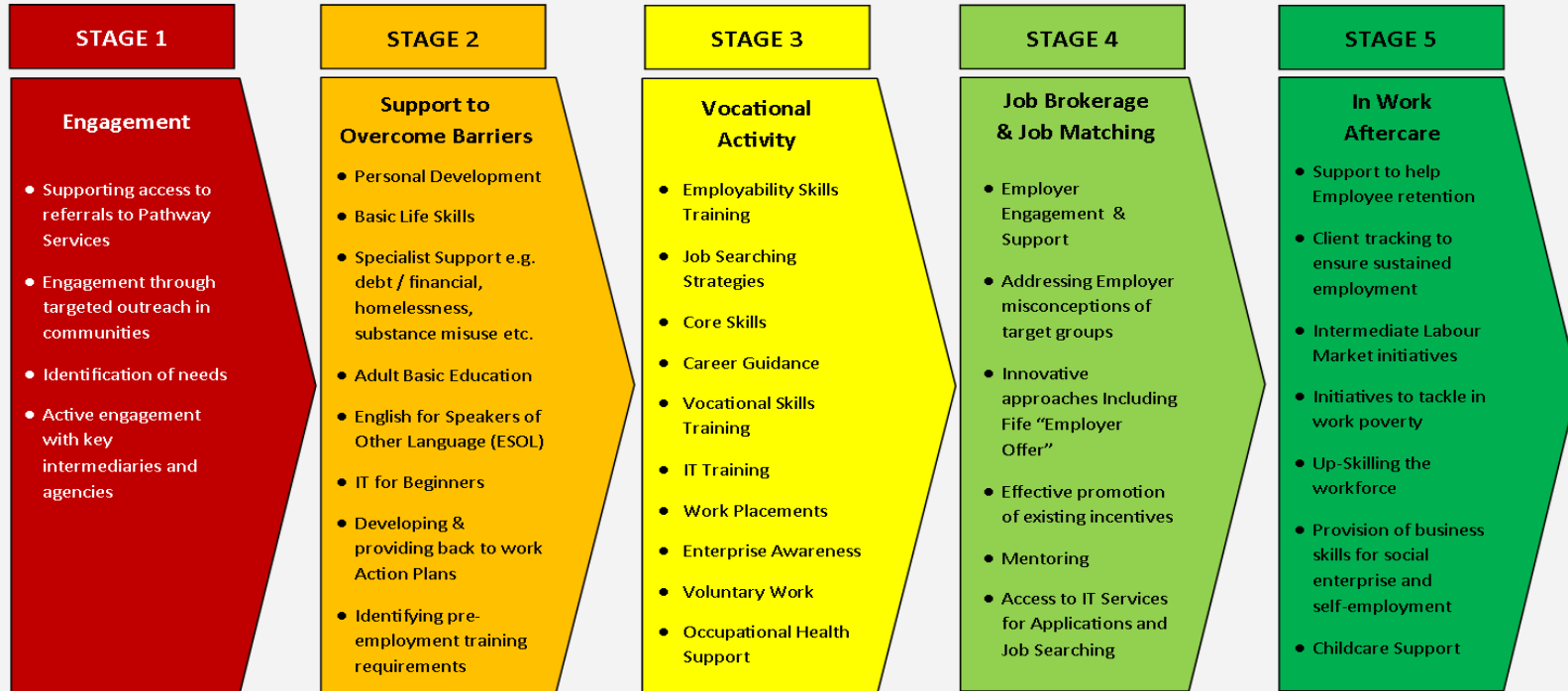


Fife Employability Pathway

Employability is the combination of factors and processes which enable people to progress towards or get into employment, to stay in employment and to move on in the workplace

C
L
I
E
N
T
S

E
M
P
L
O
Y
E
R
S



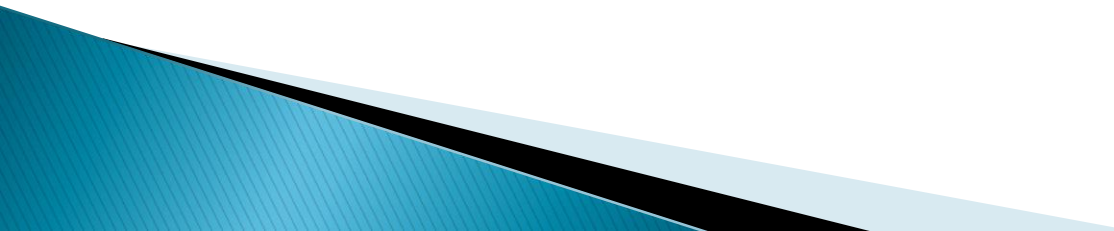
Effective Case Management and use of FORT (Fife Online referral Tracking) to measure progression

Not Job Ready

Job Ready

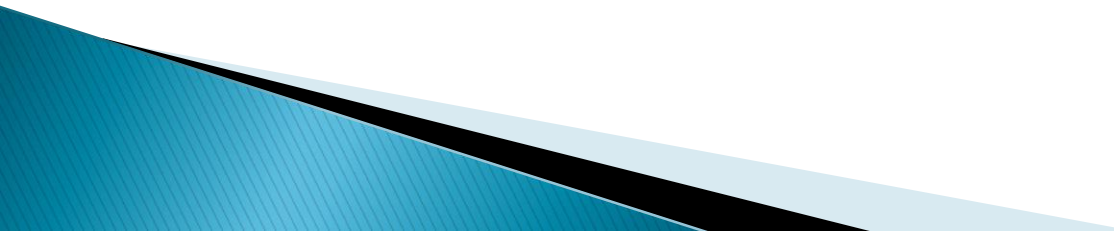
What constitutes success?

Stage 1

- Asking the question
 - Establishing routine
 - Making connections
 - Personal development
- 

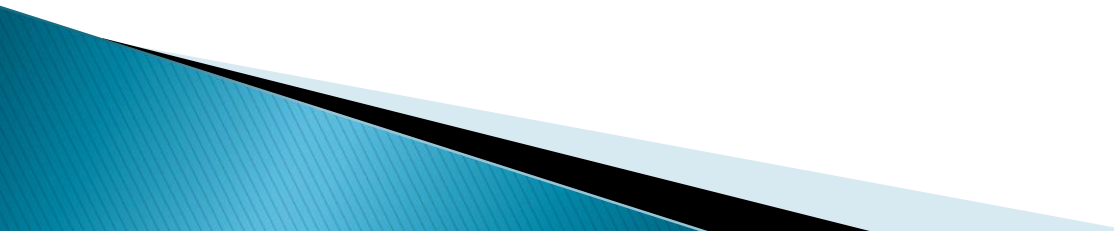
What constitutes success?

Stage 2

- Making choices
 - Improved life & coping skills; e.g., budgeting, time management
 - Personal development
 - Addressing literacy, numeracy or IT skills issues
 - Building confidence
- 

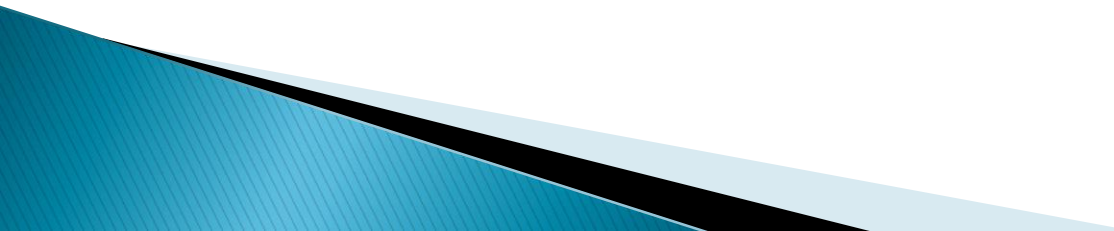
What constitutes success?

Stage 3

- Vocational training; e.g., training, volunteering, work placement
 - Career Guidance
 - Job search skills & applications; e.g., CVs, interview skills
 - Address specific barriers; e.g., workplace assessment
- 

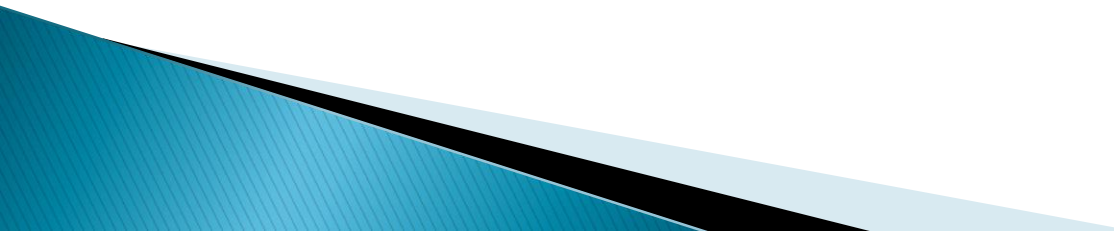
What constitutes success?

Stage 4

- Getting a job! Addressing barriers; e.g., travel, childcare.
 - Accessing employment; e.g., wage subsidy, work specific qualifications.
 - Educating employers
- 

What constitutes success?

Stage 5

- Specific in work support needs; e.g., adaptations.
 - Employee/employer aftercare; e.g., job specific training, workplace mentors
 - Career development; e.g., skills development & education.
- 

Thank you.

Any Questions?

