



**OPPORTUNITIES FIFE
&
HEALTH AND SOCIAL CARE
PARTNERSHIPS**

**Mental Health and Employability:
Our Big Challenge**

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Mental Health and Employability: Our Big Challenge

- Big Picture
- Investment in Employability
- Mental health employability provision
- Fife's Economic Strategy: Challenge Posed
- How can this be achieved:
 - Re-prioritise
 - Productivity
 - Performance:
- Next Steps

BIG PICTURE

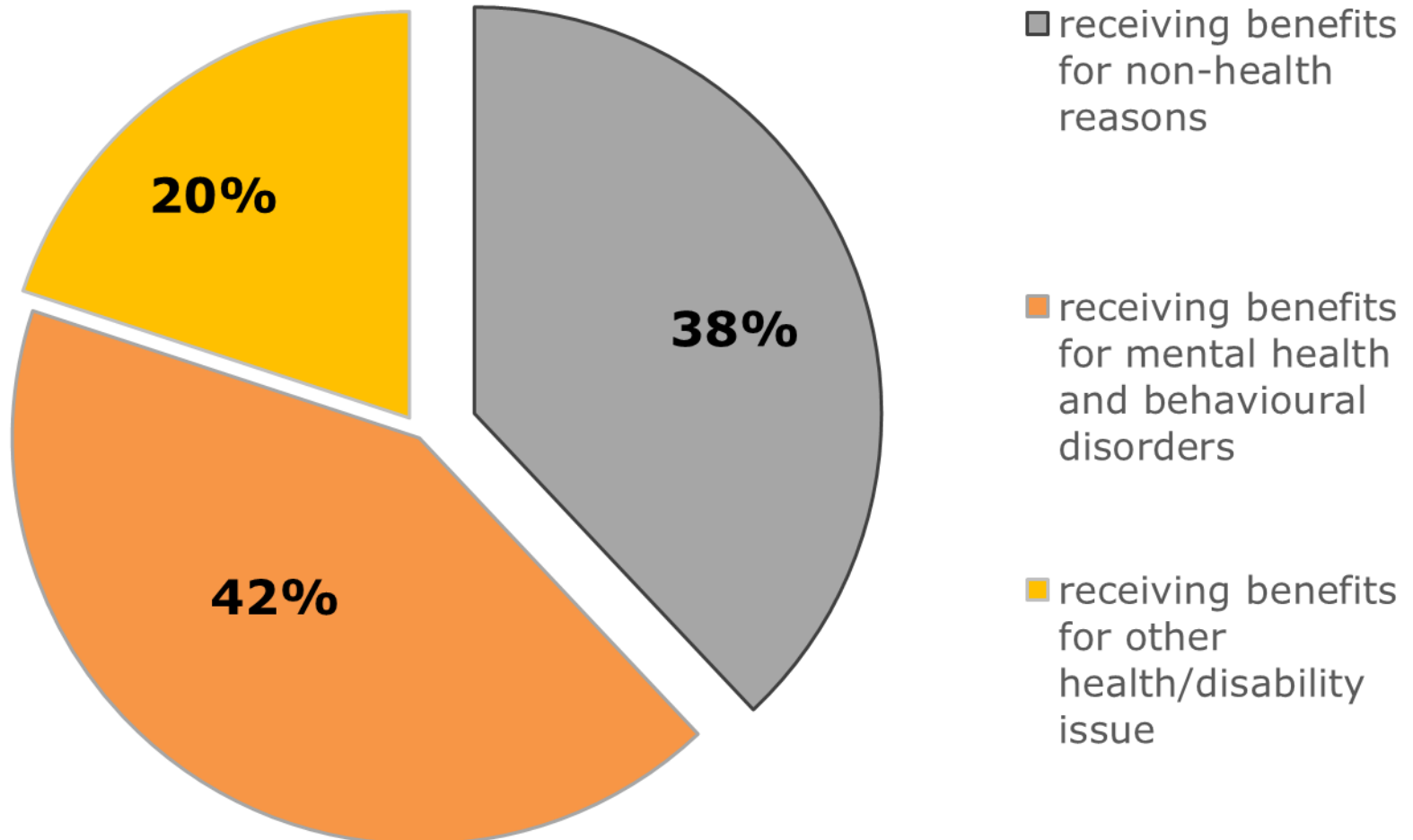
	Fife		Scotland	
	Total	% proportion of 16-64 population	Total	% proportion of 16-64 population
Total Benefit Claimants in Fife	33,060	14.2%	471,662	13.6%
ESA & Incapacity Benefits	17,800	7.7%	273,980	7.9%
Disabled	2,700	1.2%	41,617	1.1%
Total claiming health benefits	20,500	8.9%	315,597	9.0%
Number claiming health benefits due to mental health and behavioural disorders	13,910	6.0%	233,970	6.7%

Those claiming Health Benefits due to mental health & behavioural disorders:	Fife	Scotland
proportion of all benefit claimants (%)	42%	50%
proportion of all health benefit claimants (%)	68%	74%

*source: Nomis, November 2015



Benefit Claimants in Fife:



*source: Nomis, November 2015

INVESTMENT IN EMPLOYABILITY



1. Approximately **£10 million** worth of Employability activity is delivered in Fife each year

1. Of which: approx. **£3 million** worth of activity is delivered in conjunction with European Funding, through Fife's Employability Pathway

1. On the Pathway: three programmes are directly funded to support those with Health & Disability Issues. Their approx. combined budget for 2016-2017 is: **£521,000**

Estimated additional employability activity for clients with mental health specific issues accounts for a further **£380,000** (not including DWP's Mandatory Work Choice)

Essentially:

42% of those claiming benefits in Fife do so for mental health related reasons

Approximately **£980,000** of Fife's **£10 million** worth of Employability Activity is focused on those with Health and Disability Issues (including mental health)

This is **LESS than 10%**
of the Employability Spend

KEY PLAYERS IN PATHWAY HEALTH AND DISABILITY PROVISION:



fife
employment
access
trust

The text "fife employment access trust" is displayed in a green, sans-serif font, with each word on a new line and slightly offset to the right, creating a stacked, staggered effect.



Progress Fife:

- Providing a pan-disability service for those receiving disability benefits
- Specifically targeting those living in Fife's most deprived 20% SIMD areas.
- Many of these clients completed DWP's mandatory Work Choice programme, but still require further support to progress





fife
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access
trust

Employ Your Mind:

- assists people with severe & enduring mental health conditions and who have experienced long term psychiatric care to consider their long term future

Journey to Work:

- Mindfulness, employability and goal setting for those with mental health issues or continual low mood.
- Delivered in partnership for Fife Employability & Training Consortium

Fife Individual Placement Support (IPS):

- Delivered in Partnership with NHS Fife and Capability Scotland
- Providing and evidence based "Work First" model specifically for those with severe and enduring mental health issues
- Recent fidelity assessment demonstrated that this IPS service is the highest rated in Scotland





Fife Council's Supported Employment Service:

Working Well: A Supported Employment pathway to work for people with mild to moderate mental health issues; with input from FEAT who provide training on tools and strategies to help people better manage the negative impacts of their condition in the world of work.

Works Better: Part of the Opportunities for All Partnership, this provides a Supported Employment pathway for young people (16-19) identified as having mental health issues who are not in employment, education or training.

Prescription for Work: A unique initiative bringing together NHS GP surgeries and Community Connections to increase the number of people returning to work following sickness absence due to health and disability issues; and decreasing the number of GP interventions by offering routes to employment

Low secure and Rehabilitation Units: A partnership with NHS Fife through Stratheden Hospital to support people in their transition through rehabilitation towards employability; helping identify abilities and work ambitions that lead to the development of transferable skills



Fife's Economic Strategy 2017 - 2027:

Section: Achieving Fairer, More Inclusive Growth,
priority 1:

**“Work with NHS Fife, The Fife Health & Social
Care Partnership and Scottish Government to
double the number of positive outcomes for
people claiming benefits due to mental health
issues.”**

HOW WE CAN ACHIEVE:

1. RE-PRIORITISE

- Increased Partnership with Health and Social Care Partnership to prioritise activities for the 87% of clients who have mild to moderate mental health issues and develop specialist support for the 13% with severe and enduring
- Increase Awareness and Competency in Supporting People with Mental Health Issues within Mainstream Employability provision *e.g. Joint training delivered by FC Supported Employment Service and FEAT*
- Identify Opportunities through the Fair Work Agenda
- Increasing Competency of Key Workers in dealing with clients with Mental Health Issues *e.g. Mental Health First Aid Training*
- Increase capacity of Employers to recruit, select, train and retain people with Mental Health issues *e.g. NHS Healthy Working Lives & Disability Awareness Training offered by FC SES*
- Campaigning and Promotion of Benefits and Success *e.g. Fife Business Diversity Awards*
- Targeted engagement with NHS practitioners, support groups and employers

HOW WE CAN ACHIEVE: 2. PERFORMANCE



Supported Employment Service: Example of increase performance



YEAR	PAID OUTCOMES
2014/15	24 (6.5% of total)
2015/16	48 (21% of total)
2016/17	92 (31% of total)

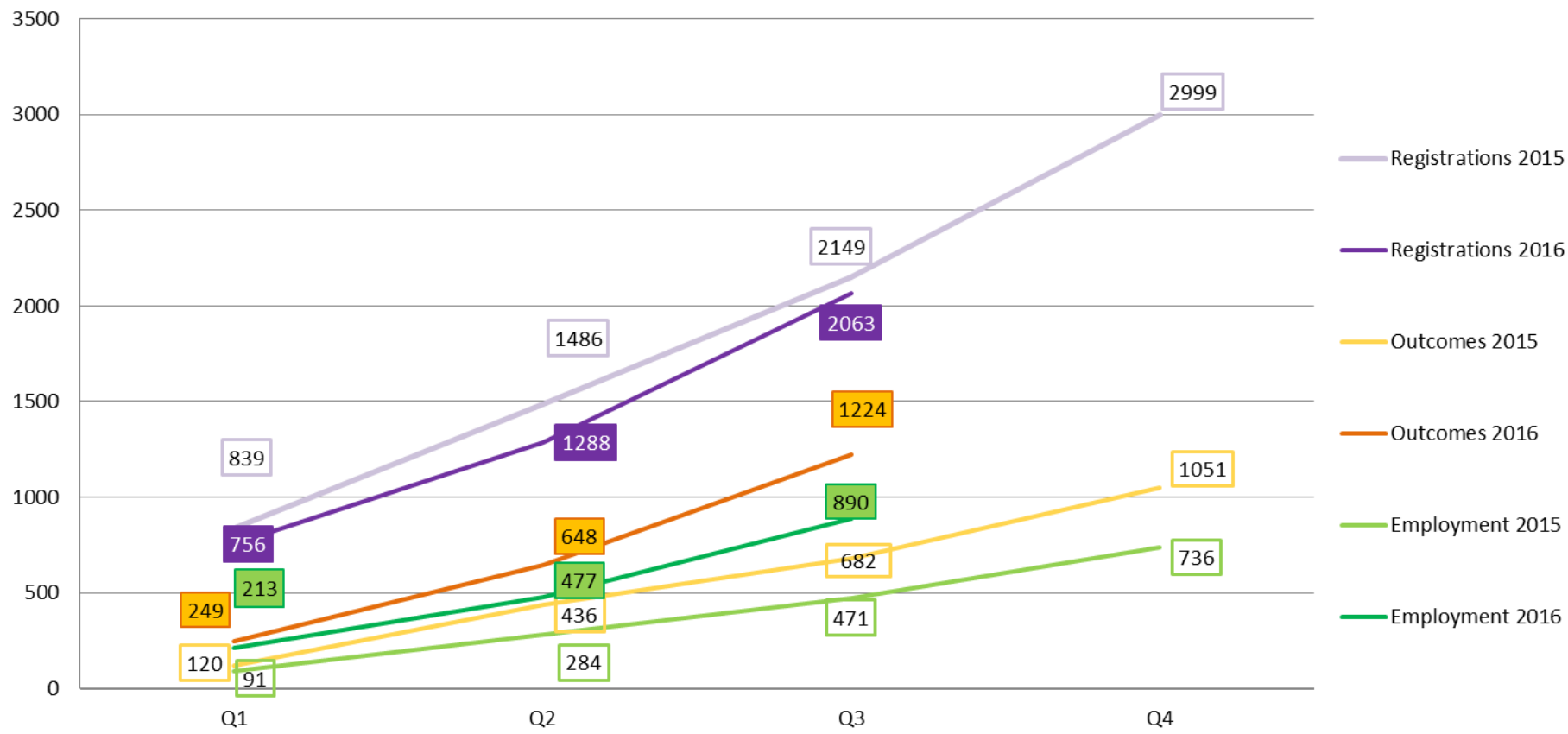
- 2016/17 over 50% of clients with MH issues have achieved a paid outcome

ESF P5 (July 2011 – December 2014) V. ESIF 2014 – 2020 (up to Dec 2016)

Period:	Registrations	No. of Clients Accessing All Positive Progressions	No of Clients Entering Employment / Self Employment	% of Clients Accessing All Positive Progressions	% of Clients Entering Employment / Self Employment
July 2011- Dec 2014	11669	5542	3277	47%	28%
Apr 2015 – March 2016	2922	1051	776	36%	27%
Apr 2016 - Dec 2016	2063	1224	890	59%	43%
April 2015 – Dec 2016	4985	2297	1626	46%	33%
Target 2015-2018	10,000	5499	3404	55%	34%

HOW WE CAN ACHIEVE: 3.PRODUCTIVITY (Apr 2015-Dec 2016)

2015 Vs. 2016: From April to December





HOW WE CAN ACHIEVE: 3.PRODUCTIVITY (Apr 2015-Dec 2016)

01/04/15 to 31/12/16	Total: April 2015 - Dec 2016	Combined Target Apr 2015 -March 2017	% Achieved	Total: April 2015 - Dec 2016	Combined Target Apr 2015 - March 2017	% Achieved	Total: April 2015 - Dec 2016	Combined Target Apr 2015 - March 2017	% Achieved
F ETC	1936	1738	111%	880	1119	79%	792	682	116%
DEAP:FROP	507	308	166%	221	158	140%	129	122	106%
FC: KJB	1185	1541	77%	498	752	66%	421	567	74%
CapScot: Progress Fife	126	142	89%	74	57	130%	44	37	119%
Fife IPS	81	176	46%	44	107	41%	42	87	48%
FC SES WW 1&2	167	222	75%	113	87	130%	74	55	135%
Apex: Labyrinth	90	115	78%	51	64	80%	16	39	41%
Gingerbread: MIW	292	241	121%	58	81	72%	42	41	100%
OFA Total	601	641	94%	358	392	91%	66	114	58%
Totals	4985	5124	97%	2297	2817	82%	1626	1744	93%

- Target for Health & disability clients was 540: achieved 374
- Jobs Target 179: Achieved 160 (with 1 quarter of activity left to delivery this year)
- Currently **43%** of those with Health and Disability Issues are progressing into employment.

NEXT STEPS

- Develop a Partnership Action Plan
- Deepen dialogue with Health and Social Care Partnership to address this shared objective as part of Mental Health Strategy
- Consider how OFP can support the training of frontline employability staff to understand and recognise Mental Health issues – triage and signpost to most appropriate support service
- Reconfigure Mainstream Employability Pathway delivery to concentrate on the 87% of people with mild to moderate mental health issues
- Support Health and Social Care to grow resources targeted at specialist services or the 13% of those with severe and enduring mental health issues



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