

# Health & Wellbeing



**European Union**

European  
Social Fund

D2N2 has a good track record of creating jobs and opportunities across our area. However, poor local health outcomes remain a stubborn barrier to long term growth and success. The overarching aim of this work is to identify opportunities to maximise and capture the potential for health and wellbeing interventions to generate economic benefits.

This programme aims to align current investment models for health and wellbeing delivery (both mainstream and third sector investment / delivery) with ESF to deliver and capture greater opportunities for the local economy. Particular priority outcomes include those that deliver improved wellbeing of the existing workforce to the benefit of the SME business-base, provide a wrap-around service to support individuals into the sector (with additional support for those in receipt of health-related benefits or build capacity to join up existing services and activity. This call is closely linked to supporting employers with inclusive growth through raising the quality of HR and employment practices - provided through the SKILLS Local call (Priority 2.1). It is also linked to the employment call (1.1 for people with health-related barriers to employment (Currently delivered through the INSPIRE Local programme)

## **Module 1 – Health & Social Care Workforce Development (£tbc)**

The Health & Social Care (HSC) sector is one of D2N2's key skills and employment sectors because of its scale and potential to grow. It also has a twin role to play in D2N2's ambitions for inclusive growth by providing entry level jobs with progression potential to highly skilled roles; potentially of major benefit to those furthest from the labour market.

The sector is highly diverse; meaning many job opportunities but also challenges associated with recruitment, progression and retention. All local Health & Wellbeing strategies and Sustainability & Transformation Plans covering D2N2 share specific priorities relating to the HSC workforce. On a demand side, an ageing workforce and changing demographic need mean that demand increasingly outstrips supply year on year.

At present the existing workforce development provision is fragmented and does not integrate well with wider employability systems across the area. Additionally there are numerous barriers to enabling cross over and progression pathways between the workforce in health and social care.

### **The module will support activities that deliver:**

- A multi-agency co-ordinated approach to improve workforce planning and development across both health and social care (design and implementation); involving but not limited to employability and skills providers, Talent Academies, HEE, local authority children's and adult's social care, Health & Wellbeing Boards and NHS and social care providers.
- Develop a wider and coordinated approach to improving awareness of careers in the HSC sector and the coordination of information, resources and services; including improving the 'image' of careers, particularly in social care; building on a utilising existing services which operate strategically across the LEP area (e.g. the D2N2 Enterprise Advisor Network which links with all schools).
- Improved access to employment opportunities within the HSC sector for people with additional barriers to work or progression; including physical, cultural or qualification barriers.
- Improved access to work experience, training and in-work development in order to improve job progression and retention rates – addressing specific barriers to this in social care settings

- Extra support for apprenticeship opportunities in careers with low staffing ratios or personalised support models, including back-fill.
- Access to support and development to entry level roles and for progression within roles to meet employer needs.

**The programme should provide a focussed support to:**

- Young people
- Unemployed / economically inactive
- Those currently employed but in need of additional skills in order to progress
- People with lived experience of the health & social care system
- Those furthest from labour market
- Targeted support to increase the employment rate for individuals unemployed and or on Universal Credit who are disabled, 50+, ethnic minorities (BAME) and women

**The D2N2 area will benefit from: tbc**

- Xxxxxxx individuals
- Xxxxxxx business / orgs receiving support

**Place Based Priorities\* and Targeted Support**

*Whilst activities within this theme should be available to eligible beneficiaries across the D2N2 area, we would encourage applicants to ensure that their bids adequately address the needs and challenges of particular places or beneficiary groups as detailed below. Applicants may wish to form consortia or engage with specialist delivery partners to ensure these needs are met.*

- Disabled individuals in Nottingham, Derby, Ashfield, Mansfield, Chesterfield and Bassetlaw<sup>1</sup>
- 50+ individuals in Nottingham, Derby, Ashfield, Erewash, Mansfield, Bassetlaw and Gedling<sup>1</sup>
- BAME individuals in Nottingham, Derby, Broxtowe, Gedling and Rushcliffe<sup>1</sup>
- Long Term Unemployed Women in Nottingham, Derby, Chesterfield, Erewash, Gedling, High Peak and Rushcliffe<sup>1</sup>

**Module 2 – Improving the Health of the Local Workforce (£tbc)**

This module will capture and expand existing and evidenced good practice in health or other settings in supporting individuals to tackle their health and wellbeing issues to support sustained employment outcomes.

The Improving Lives Green Paper reported that almost 1 in 3 working-age people in the UK have a long-term health condition which puts their participation in work at risk; with mental health being a cause or additional factor for the majority of these people. Sickness absence costs employers £9bn per year.

**The module will support activities that deliver:**

- Integration of health support with employment and skills activity to deliver enhanced health, wellbeing and economic outcomes;
- Improved referral pathways between GPs and other health professionals and employment / inclusion support services – including co-location of complimentary services;
- Early identification of those managing or developing long term conditions whilst in work or at risk of or in early stages of extended or repeated sickness absence;

<sup>1</sup> <https://app.powerbi.com/view?r=eyJrIjojOWNjYzdmNzctYmZkZi00NzY1LWE4ZjYtNGI2OGRkMjE5N>

- Increased employer awareness of occupational health services and referral processes;
- Supporting people in SMEs with long term conditions to manage those conditions better in work;
- Supporting SME employers to make adjustments which enable employees to manage their health needs in work.
- Improved leadership and management within SMEs in relation to workforce wellbeing
- Locally embedded and aligned to existing provision and circumstances
- Support for carers

**The D2N2 area will benefit from: tbc**

- Xxxxxxx individuals
- Xxxxxxx business / orgs receiving support

**Place Based Priorities\* and Targeted Support**

*Whilst activities within this theme should be available to eligible beneficiaries across the D2N2 area, we would encourage applicants to ensure that their bids adequately address the needs and challenges of particular places or beneficiary groups as detailed below. Applicants may wish to form consortia or engage with specialist delivery partners to ensure these needs are met.*

- Disabled individuals in Nottingham, Derby, Ashfield, Mansfield, Chesterfield and Bassetlaw<sup>2</sup>
- 50+ individuals in Nottingham, Derby, Ashfield, Erewash, Mansfield, Bassetlaw and Gedling<sup>1</sup>
- BAME individuals in Nottingham, Derby, Broxtowe, Gedling and Rushcliffe<sup>1</sup>
- Long Term Unemployed Women in Nottingham, Derby, Chesterfield, Erewash, Gedling, High Peak and Rushcliffe<sup>1</sup>

**Contracting and funding allocation:**

The programme will be procured through the ESF Managing Authority (DWP) open call process. The call for Module 1 will be published in **August 2018**.

We will be looking for contracts to be issued from **March 2019** with delivery commencing after this point. (Module 2 will be commissioned to coincide with the completion of the DWP opt-in programme INSPIRE Local in December 2019. Therefore the planned published date will be **June 2019** with contracts to be issued in **January 2020**.

The combined value of ESF support for this call is £2,500,000 creating a call value of £5,000,000 of activity. Applicants will need to have eligible match funding for the balance of costs which must be from a source other than the European Union. We would ask applicants to review the changes to the ESF Operational Programme 2017, which may include the ability to provide match funding from a variety of different sources.

For Module 1 the maximum number of contracts to be made available is 2.  
 For Module 2 there is no intention to award a set number of contracts per module however no contract below £200,000 ESF would be considered.  
 Where possible, services should be available to beneficiaries across the D2N2 area and must avoid duplication in delivery. The decision to award more than one contract will be made should applications of sufficient quality and scale be received that in combination provide for LEP wide coverage without duplication of activities or geography. Proposals should: deliver activities eligible for ESF; cover an area of sufficient size to deliver impact and scale; and be in line with the D2N2 LEP Commissioning Principles

<sup>2</sup> <https://app.powerbi.com/view?r=eyJrIjoia0NjYzdmNzctYmZkZi00NzYtNGI2OGRkMjE5N>

and Delivery Criteria. There is a requirement for all contracts to clearly evidence how they will interact with each other to ensure they complement each other and there is no duplication of activity, support or services.

Proposals should: deliver activities eligible for ESF; deliver sustained employment outcomes, and be in line with the D2N2 LEP Commissioning Principles and Delivery Criteria.

Full details of the bidding and contracting requirements will be provided within the specification.

The below provides an indicative breakdown of the funding allocation and targets.

Investment Priority	1.4	2.1
Module		
2018-2020 (£) ESF	tbc	tbc
Match funding		
Average Allocation per Participant		
Targets		
No of Participants		
Men		
Women		
No of Unemployed		
No of Inactive		
50+		
Ethnic Min		
Disability		
Basic Skills		
Single		

\* Place Based Priorities: Local authority areas of specific need will be reviewed and updated as appropriate using the most up to date evidence-base at the time of the specification being written in readiness for procurement.

This project is part-funded by the European Social Fund as part of the 2014-2020 European Structural and Investment Funds Growth Programme in England.