



Fuller Working Lives project (Health and Wellbeing)

This call seeks to support individuals to tackle their health and wellbeing issues and seeks to encourage the older workforce to stay in employment for a fuller working life. The activity will aim to support individuals to retrain and upskill. It will also look to support businesses to retrain, recruit and support the older worker within the workforce.

As such this programme will support Key Action 5 of the revised D2N2 Strategic Economic Plan Vision 2030 (<http://www.d2n2lep.org/SEP>) Inclusion and Progression within the Labour Market by joining up targeted support for people in work who may be experiencing personal barriers to continuing employment. Through this call D2N2 LEP will look to work with selected partners to enhance the health of our workforce.

Local Economic Context

The revised D2N2 Strategic Economic Plan Vision 2030 (<http://www.d2n2lep.org/SEP>) sets out the vision that by 2030 D2N2 will have a transformed high value economy, one which is prosperous, healthy and inclusive and amongst the most productive in Europe.

A challenge for D2N2 employers is demographic change associated with the ageing population. It will have significant implications for the labour market as in D2N2, the working age population will rise by just 1% between 2014 and 2039, growing efficiency pressures over time. By the end of 2030 the population over 64 years of age in D2N2 will have increased by 25%. With the numbers of young people joining the labour market reducing, it is increasingly important that those able to work have the support, skills and aspirations to enable them to do so.

In D2N2 our workforce is not as well qualified as the workforce in the UK overall, with just 32% qualified to NVQ4 level or above in D2N2 compared to 37.9% in the UK. This further conceals significant variations in workforce skills between areas within D2N2. Productive firms demand more highly skilled workers who can earn higher wages. Our current skills profile limits opportunities for workers and firms in our area.

Employers are beginning to experience real recruitment challenges across D2N2. According to the latest Quarterly Economic Survey undertaken by the East Midlands Chamber employers are experiencing difficulties in recruiting at all skills levels but particularly in skilled manual/technical positions and professional/managerial posts.

Employers are vital to ensuring shared prosperity and opportunity. Our ambition is to engage employers in a win:win inclusion scenario, where disadvantaged people benefit from economic opportunities and employers are supported to address their skills and workforce challenges. We will directly support employers to make the

changes needed whilst creating a local narrative which encourages, supports and values the skills and contribution of everyone to our local economy.

Local Priorities

D2N2 LEP want to ensure the employment skills eco-system is future fit and able to support all people in their access to and progression within employment.

This programme 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 Work, Health and Disabilities green paper, Improving Lives, October 2016 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. It also highlights that people with disabilities are more likely to be working in part time and in entry level jobs. To assist employers in fully taking advantage of the potential of this workforce, skills providers must work with eligible participants to ensure they are able to progress within employment.

Legislation, introduced to support Fuller Working Lives, included the removal of the Default Retirement Age and the introduction of the right for everyone to request flexible working. The legislation is based on evidence to outline the benefits of working longer and harnessing the power of a truly multigenerational workforce.

An important element of this programme therefore will be to support the older workforce to stay in employment for a fuller working life and the activity will aim to support individuals to retrain and upskill. It will also look to support businesses to retain, recruit and support the older worker in the workforce.

Examples of activities that may be supported include:

- Addressing wider participation issues by increasing the number of employed people with multiple barriers gaining higher level skills in subjects which will help them to progress in employment and increase their earnings.
- Supporting residents in work who may have barriers preventing them from raising their skills levels, including, those who consider themselves to have a disability, those with learning disabilities, those from ethnic minorities and those who are in a single adult household with dependent children. Assessment will be made of the skills and abilities that are needed to enable them to compete for higher level jobs. Up-skilling can be achieved through professional and technical education, including degree apprenticeships and/or the academic pathways.
- 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

- 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;
- 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;
- Improved leadership and management within SMEs in relation to workforce wellbeing
- Targeting LEP priority sectors and high employment sectors with the 50+ labour market;
- Addressing the basic skills needs of employed 50+ people, particularly in SMEs and Micro businesses;
- Supporting businesses workforce planning, including conducting age audits (use of the ACAS age audit tool) with a specific focus on skills/digital/training needs analysis, and designing workplace solutions to support the older workforce;
- Identifying recruitment channels and support to target the older workforce;
- Promoting intergenerational working, activities could include mentoring, promoting diversity, sharing ideas, and supporting learning of new technology;
- Working with individuals to plan and develop mid-life career reviews including provision of quality information, advice and guidance, to support and encourage progression in employment;
- Increasing the skills levels of employed 50+ people from the existing level to the next level up, to encourage progression in employment;
- Increasing the number of people with technical and job specific skills, particularly at level 3 and above and into higher and advanced level apprenticeships, to support business growth, supporting SMEs to access the apprenticeship programme to utilise the apprenticeship levy in addressing the upskilling or retraining of older workers;
- Increasing the skills levels of employed 50+ women to encourage progression in employment help address the gender employment and wage gap.

Contracting and funding allocation

The programme will be procured through the ESF Managing Authority (DWP) open call process.

The ESF funding allocation to support the programme is £1,000,000. Applicants will need to have eligible match funding at 50% which must be from a source other than the European Union.

Proposals should: deliver activities eligible for ESF; cover the whole D2N2 area; and be in line with the D2N2 LEP Core Delivery Principles. The Managing Authority may award more than one contract should applications of sufficient quality and scale be received that in combination provide for LEP wide coverage without duplication of activities or geography. There is a requirement for all contracts to clearly evidence how they will interact with each other to ensure they complement existing and future planned provision.

This document provides the strategic intent for this programme. Full details of the bidding, contracting and confirmed criteria will be provided within the published specifications.

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

Investment Priority	2.1
	Fuller working Lives (Health and Wellbeing)
ESF	£1,000,000
Match Funding	£1,000,000
Outputs	Volumes TBC
Priority Groups	Participants
	50+
	Ethnic Minorities
	Disabilities
	Basic skills
	Single adult household with dependent children