

## Improving Lives: The Future of Work, Health and Disability – ERSA Summary

30 November 2017

**Summary:** The paper sets out plans to transform employment prospects for disabled people and those with long term health conditions over the next 10 years.

On 30 November, the government published its Work and Health strategy, [Improving Lives: The Future of Work, Health and Disability](#), which sets out the government's strategy on the future of work, health and disability. It pledges to take action across three settings – welfare, the workplace and the health system. It reiterates the government's commitment to see one million more disabled people in work by 2027.

The paper includes a number of proposals, including improved mental health training for work coaches and enabling more health professionals to issue notes to help people return to employment. The key proposals for ERSA members are below, followed by the full commitments in the government's strategy:

### **1. Welfare setting: Employment and financial support**

#### **Continually building work coach capability:**

- Continuing a programme of reform, including exploring the use of a 'Working Alliance' measure to examine what factors improve or inhibit positive relationships. They'll also look to work with disability and health organisations to ensure new approaches reflect people's needs.

#### **Personalised employment support:**

- Implementation of the Work and Health Programme started at the end of November 2017: [New employment programme begins in England and Wales](#)
- Testing peer support models involving people who have themselves experienced unemployment or health problems.
- Group Work – JOBS II trial final evaluation report will be available in 2019
- Self-employment - continue to build the evidence base, working in partnership with stakeholders to ensure people are provided with the best opportunities to succeed in self-employment when this is the right thing for them to do.
- Currently exploring the best policy options for continuing to support those with greatest needs and most complex situations, once the Specialist Employability Support (SES) contracts come to an end in October 2018.
- Focusing on the life chances of learning disabled people across Government, with the Departments for Health, Education, and Work and Pensions working on an approach that addresses barriers across an individual's life course.

- To ensure that all young people with Education, Health and Care plans have the opportunity to undertake a supported internship where this is the right route for them and that all young people with Special Educational Needs and Disabilities are prepared for adulthood, including employment. The government will work with people with learning disabilities and their families on these issues.
- Use community partners to engage with parent networks to support preparation for, and securing of work.
- Better integrate support for those who have served in the armed forces, with armed forces champions.

### **Improving assessments**

- Focus on building the evidence base so that we get it right, with plans to build from small-scale tests exploring ways to improve the customer experience of the assessment process and provide more personalised support and services (through data sharing).
- The government is considering recommendations made in Paul Gray's second Independent review of the PIP assessment, and will publish a response shortly.

### **Supporting those furthest from the labour market**

- Researching the needs of customers in the Support Group started in October 2017.
- Designed a proof of concept to test different voluntary engagement methods. It will also offer peer-led support for this group. The findings and further work with external stakeholders will inform a larger trial planned for late 2018.
- Exploring the potential viability of 'personal budgets' for employment support. Similarly, NHS England will be exploring how 'personal health budgets' can do the same.
- Exploring ways to support people to gain an accreditation or purchase tools or materials for work and additional social support. Also considering people who need to requalify for a trade they worked in prior to injury, or adapt to their new situation as well as the more traditional methods of employment support or education.

### **2. Workplace setting: Supporting employers to create healthy, inclusive workplaces**

- Researching and identifying potential solutions with employers this year around bringing together information. Working in partnership with disabled people, voluntary organisations, employers and other government and professional bodies to coordinate advice and deliver this initiative.
- Enhancing Access to Work with: a trial of managed personal budgets; a new expectation that equipment will be portable; work with schools and colleges to ensure that young disabled people are aware of Access to Work; increasing the capacity of the Mental Health Support Service, offering a personal-

ised service for those with the greatest needs, such as some British Sign Language (BSL) users; and, developing a new targeted support for learning disabled social service users and secondary mental health support service users.

- Increase the reach and effectiveness of Disability Confident.
- Prototype work is underway with Cornwall and Isles of Scilly Local Enterprise Partnership (LEP) to increase disability employment, and findings will be shared with other LEPs and local areas from early 2018.
- Working with partners to identify and promote the key support and skills that line managers and owner/managers need across all sizes of organisations to create inclusive and supportive workplace environments.
- During 2018 the Work and Health Unit will develop best practice, products and awareness on career development and support.
- Within the civil service, implementing Mental Health and Wellbeing Confident Leaders training, work with external partners, expanding pilots eg focusing on autism, and trialling day one supportive action for absence relating to mental health and musculoskeletal conditions. There will also be a Work, Health and Disability Summit by spring 2018 to drive work in the wider public sector.
- Employers with more than 500 employees should report more information about workplace mental health on a voluntary basis, to expand to reporting about disability as well. Establish a framework approach for voluntary reporting on mental health and disability for large employers.
- Bring forward a consultation on SSP changes and also improve and better publicise existing guidance on SSP eligibility.
- Examine the wider framework of incentives and expectations within which employers make their decisions, to report back on preliminary work in 2018.

### **3. Healthcare Setting: Supporting employment through health and high quality care for all**

- Partner with PHE to run a health professionals' survey to understand views on embedding work as a health outcome.
- Work with the Royal Colleges and others to co-design a new consensus statement for work and health.
- Appointing a pilot GP champion to promote work as a health outcome across STPs, doubling the number of Work and Health Champions, encourage the more routine collection of employment status on current health data systems and work with the Social Prescribing Network to focus on work as a route to improved health and wellbeing.

Mental health and MSK:

- As well as the health-led and DCLG trials, there will be funding for the 'IPS Grow' project which will offer implementation support to both commissioners and providers to ensure best value for money and the long-term sustainability of these services.
- Invest in research to inform understanding of 'what works' in helping individuals with MSK conditions to find or stay in work, with a new national knowledge hub of the current levels of MSK needs and provision.
- Reform of the 'fit note' to extend certification powers to other healthcare professionals, investigate whether employers could use the Advisory Fitness for Work report as an alternative, fit note training, commission the feasibility of clinical guidelines for workplace adjustments and explore changes to the way GPs complete fit notes.
- By 2019/2020 be in a position to set out a clear direction and strategy for future reform of occupational health and appoint an Expert Working Group on occupational health to champion, shape and drive this work. An example is the Greater Manchester plan for a *Working Well Early Help Programme*.

#### **4. Working Together**

- Plan to work with external stakeholders to design a large-scale trial for people in the Support Group, which will build on research and proof of concept findings.
- Work with DCLG on Mental Health Trailblazers to test whether supported employment offered alongside the NHS's talking therapy services delivers improved employment outcomes.
- Plans to publish a Green Paper on care and support for older
- A sustainable welfare system and employment support system that operates in partnership with the health system and as part of strong wider local partnerships to move people into work when they are ready
- Health services – with health professionals ready to talk about health barriers to work, timely access to appropriate treatments, and effective occupational health services accessible by all in work

### Full list of strategy initiatives

Initiative	Progress	Stage
<b>Monitoring progress on the manifesto commitment to get a million more disabled people into work over the next ten years</b>	We will measure progress on our goal to get one million more disabled people in work by tracking the number of working-age disabled people in employment in the UK, aiming to see the number rise to 4.5 million by 2027. We will publish annual statistical updates, beginning in 2018.	Starting in 2018
<b>Development of structured evidence base</b> so that we know what works, drawing on rich sources already developed or drawn together by others	Over the next three years we want to develop a more comprehensive evidence base about what works and will publish an Evidence Strategy in 2018. In addition, the National Institute for Health Research is planning a substantial investment, of several million pounds over five years, in a new <b>Working-Age Policy Research Unit</b> and is conducting a commissioning exercise to find a suitably high quality provider. The purpose of a Working-Age Policy Research Unit is to develop the evidence base for policy aimed at improving health and wellbeing and reducing health inequalities for people of working-age. As employment is one of the key determinants of health, the initial focus of this unit will be on the relationship between health and work.	In progress
<b>Work and Health Indicators</b> Development of a set of work and health indicators, jointly with Public Health England (PHE) and exploration of how best to bring together and share existing evidence at a local level	Working with PHE we have released an initial set of work and health indicators on PHE’s Wider Determinants of Health fingertips tool. We will work collaboratively with local service professionals to understand and address their information needs.	In progress
<b>Movement of change across society and 10 year programme of reform</b>	To support more disabled people and people with long-term health conditions to enter work, and to stay in work, changing culture and attitudes across society is key. Recent work by the third sector, stakeholder groups and Government is actively tackling stigma around mental health conditions. We will build on this work and drive culture change across the three key settings by: improving Jobcentre Plus work coach capability; supporting employers to improve practices; and empowering healthcare professionals by providing them with tools and techniques to enable them to have open conversations about work with their patients.	In progress

## Financial and Employment support

Initiative	Progress	Stage
<p><b>Reform of the Work Capability Assessment (WCA)</b></p> <p>We consulted on a specific model that separates decisions on financial support from those about employment support.</p>	<p>Although many consultation responses welcomed our overall aim to personalise our employment support offer for individuals, some concerns were raised. We recognise the importance of getting any further reform in this area right, and therefore intend to focus on testing new approaches to build our evidence base for future reform. This includes the activity set out to:</p> <ul style="list-style-type: none"> <li>• Improve information sharing;</li> <li>• Continuously improve the assessment process; and</li> <li>• Improve our personalised employment support offer.</li> </ul> <p>To support this activity, working with our WCA provider, we plan to test different approaches as to how we deliver assessments over the next two years. We will work with external stakeholders to help inform future changes.</p>	<p>In progress</p>
<p><b>Use of Service Medical Board Evidence</b></p> <p>Exploring opportunities to extend Service Medical Board Evidence in determining benefit awards for all members of the armed forces</p>	<p>We are continually reviewing the way we deliver our services to ensure they meet the needs of our customers. This includes armed forces veterans, where we already try to use existing medical reports where we can for benefit purposes so customer do not have to undergo further examinations unless absolutely necessary.</p>	<p>In progress</p>
<p><b>Data Sharing</b></p> <p><b>Between ESA/UC and PIP assessments</b></p> <p>Considering sharing of data between the two assessments to simplify the process.</p> <p><b>Sharing information across the health and welfare systems</b> Exploring how the assessment process could use data already gathered by the NHS or local authorities where appropriate</p>	<p>We heard from the consultation the importance of respecting data protection, and being proportionate in our use of data sharing. Working with stakeholders including GPs, healthcare practitioners and service users is a critical part of how we explore options.</p> <p>We want to understand how we can make better use of the data already available to us, and streamline processes where we require further information. This will allow us to build a complete picture of an individual’s circumstances in order to offer the right support at the right time.</p> <p>We are working to find digital solutions to better share information, which include:</p> <ul style="list-style-type: none"> <li>• Rolling out a digital version of the DS1500 form, which is used to speed up the WCA process for terminally ill customers;</li> <li>• Testing ways to digitally share the information provided in a Fit Note between customers and DWP.</li> </ul>	<p>In progress</p> <p>Complete</p> <p>In Progress</p>

Initiative	Progress	Stage
<p><b>Ending re-assessments for people with severe conditions</b></p> <p>We consulted to establish if there were further system improvements that could be made.</p>	<p>From September 2017, we have stopped re-assessments for those with the most severe and lifelong health conditions or disabilities. This applies to new customers, and existing customers who are identified for re-assessment on either UC or ESA unless there is a change in circumstances which means their condition could improve.</p>	<p>Complete</p>
<p><b>Work coaches</b></p> <p>We will continue to build and develop the capability of our work coaches to ensure people with complex and fluctuating health conditions receive the most appropriate support.</p>	<p>We plan to invest in additional interventions to enable work coaches to further strengthen their relationships with customers and offer more personalised and tailored support.</p>	<p>In progress</p>
<p><b>Building work coach capability on mental health.</b></p> <p>To further support Jobcentre work coaches, we have developed an enhanced mental health training programme.</p>	<p>We have worked with a national mental health organisation to develop an enhanced mental health training programme for Jobcentre Plus work coaches. Following testing, it is now available to all work coaches who would benefit from it.</p>	<p>In progress</p>
<p><b>Work and Health Programme</b></p> <p>A new contracted provision that will build on lessons learnt from the Work Programme and Work Choice and be available to ESA/UC customers to access voluntarily.</p>	<p>The new Work and Health Programme offers a more personalised local approach to supporting disabled people overcome barriers to employment targeting specialist support to those who are likely to be able to find work within 12 months. The programme started in November 2017 and will be in place across England and Wales by March 2018. Disabled people can volunteer for the programme at any time.</p>	<p>Launched November 2017 with rollout period through to March 2018.</p>
<p><b>Specialist Advice three-way conversation</b></p> <p>A proof of concept testing a new conversation between a customer, health care professional and Jobcentre Plus work coach</p>	<p>We have commenced the Specialist Advice Proof of Concept testing a voluntary conversation between customers, a healthcare professional and a work coach. The Specialist Advice proof of concept will be open to customers with a health condition or disability who have been assessed as having limited capability for work. This aligns with the principle in one of recommendations in Dame Carol Black’s <i>Independent Review into the Impact on employment Outcomes of Drug or Alcohol Addiction and Obesity</i> ‘Government should conduct a trial of a requirement for each customer, early in their claim for benefit, to attend a structured discussion with a healthcare professional (HCP)’.</p>	<p>In progress</p>

Initiative	Progress	Stage
<p><b>Health and Work Conversation</b></p> <p>A conversation designed with the Behavioural Insights Team and in consultation with external stakeholders to help customers identify and work towards health and employment goals</p>	<p>We have rolled out the Health and Work Conversation to ESA customers, which has built on earlier work to change further the interaction between work coach and customer from process-based to coaching. Comprehensive new training for work coaches builds their skills of empathy and active listening and equips them to help people respond resiliently to challenges and overcome fixed beliefs about their abilities. We are currently embedding the Health and Work Conversation in UC and work coaches will have the discretion to utilise this intervention where appropriate.</p>	<p>Completed</p>
<p><b>Personal Support Package</b></p> <p>We announced a package of employment support including a range of Jobcentre Plus initiatives, new trials and contracted provision designed to deliver a more personalised tailored offer to customers with health conditions. This included:</p> <ul style="list-style-type: none"> <li>• Beginning the recruitment of Community Partners;</li> <li>• Additional funding introduced to the Flexible Support Fund;</li> <li>• The introduction of Journey to Employment (J2E) peer support jobclubs in 71 Jobcentre areas;</li> <li>• The recruitment of 300 Disability Employment Advisers;</li> </ul>	<p>The package of support announced in the Green Paper has been rolled out. The evaluation of measures within the Personal Support Package will include a series of test and learn research projects providing fast and reliable feedback about the feasibility of potential new initiatives, research examining existing disability employment programmes and internal analysis of DWP data.</p> <p>Community Partners are providing valuable insight into the effect disability can have on employment and supporting work coaches to identify appropriate provision and support mechanisms.</p> <p>Young Person’s Community Partners are working with young disabled customers to change attitudes towards employment and support work coaches to develop a tailored package of support.</p> <p>We also have Specialist Community Partners in mental health and a growing number who are specialists in issues arising from drug and alcohol addiction. We have introduced J2E jobclubs run by people who have a lived experience of disability, using peer approaches and taking a holistic approach to employment support.</p> <p>We are building on these initiatives with further investment in new measures. We will explore options including:</p> <ul style="list-style-type: none"> <li>• Testing the use of a ‘Working Alliance’ measure, adapted from mental health services, to examine what factors improve or inhibit relationships, in order to support work coaches to build further positive engagement with customers.</li> <li>• We received requests for follow-up Health and Work Conversations from customers, and will explore introducing a conversation later in the customer journey. This can revisit the previous goals and continue to strengthen the work coach and customer relationship.</li> <li>• We are exploring investment in research into in-work progression, self-employment as a positive option for disabled people, and work coach capability. We intend to build our understanding of these key areas since we currently lack sufficient evidence of what works.</li> </ul>	<p>Roll-out of first phase of Personal Support Package completed</p> <p>New activity in progress</p>

Initiative	Progress	Stage
<p><b>Specialist Employability Support</b></p> <p>Contracted provision to support those furthest away from the labour market for whom other provision is not suitable due to complexity of barriers.</p>	<p>We want to test ways of offering more personalised employment support to this group, and are currently exploring the best policy options for continuing support to this group once Specialist Employability Support (SES) contracts come to an end.</p>	<p>In progress</p>
<p><b>Self-Employment</b></p> <p>The New Enterprise Allowance Scheme provides access to business mentoring and financial support to eligible customers - includes those with health conditions/disabilities</p>	<p>In response to the consultation feedback which identified self-employment as a positive option for disabled people or those with a health condition, we plan to undertake research to identify the barriers disabled people may experience at all stages of self-employment.</p>	<p>Starting early 2018</p>
<p><b>The Group Work Trial</b> is testing the effectiveness of the JOBS II model, a week-long employment intervention which aims to build resilience against the set-backs experienced while job seeking and improve the employment prospects and wellbeing of customers.</p>	<p>We started the voluntary Group Work trial in January 2017. It is being delivered in five Jobcentre Plus districts, covering 61 Jobcentres in total. Evaluation findings will be available from late 2019.</p>	<p>In progress</p>
<p><b>Customers furthest from the labour market (Support Group)</b></p> <p>We consulted on introducing an intervention to ‘keep in touch’ with those in the Support Group to give them the opportunity to engage with support.</p> <p>Commitment to undertake comprehensive research with customers in the Support Group - leading to the development of a large scale trial</p>	<p>Based on what we heard from stakeholders during the consultation, we will focus on voluntary test and learn activity for people in the Support Group to ensure we understand what support is best to offer. We look to stakeholders to work with us and encourage individuals who may benefit to engage with the offer.</p> <p>The research announced in the Green Paper commenced in October 2017.</p> <p>We have designed a proof of concept to test different voluntary engagement methods. This will also offer peer-led support for people in the Support Group, as suggested in the consultation.</p> <p>Findings from the research and proof of concept will lead to development of a larger-scale trial. We plan to work with external stakeholders to inform trial design.</p>	<p>In progress</p> <p>In progress</p> <p>Starting soon</p> <p>Planned for late 2018</p>

Initiative	Progress	Stage
<p><b>Personal Budgets</b> Exploring the idea of offering a personal budget to customers for their employment support.</p>	<p>In response to an idea raised in the consultation, we will be exploring with stakeholders the potential viability of ‘personal budgets’ for employment support, to give customers with health conditions and disabilities more choice and control over the support they access.</p>	<p>Starting policy exploration</p>
<p><b>Reviewing the approach to Jobcentre Plus engagement</b> with disabled customers and customers with health conditions.</p>	<p>In the consultation, concerns were raised about how Jobcentre Plus engages with customers, especially those with mental health conditions. We are undertaking work to explore what further support can be given to support Jobcentre Plus work coaches to foster positive relationships with customers. We will continue to build work coach capability to provide the support they need to deliver a personalised and tailored offer that engages customers.</p> <p>We have now provided guidance to work coaches in UC to support them to make decisions not to sanction a customer in specific straight-forward cases if good reason is shown for not attending an interview. We have also amended regulations to enable JSA customers who have been sanctioned and who have a long-term mental impairment to receive hardship payments from day 1, instead of day 15, of a successful application provided they meet the hardship conditions.</p>	<p>In progress</p> <p>Completed</p>
<p><b>Localised Support</b> Working more closely with voluntary sector and local partners, to see if these organisations can offer effective support for individuals and better value for money for the taxpayer.</p>	<p>Several measures are being introduced, including:</p> <ul style="list-style-type: none"> <li>• Funding locally designed employment support pilots. We are working with six combined authorities to test and learn from a variety of interventions including addressing low pay by supporting in-work progression.</li> <li>• Social Enterprises. Social Enterprises which aim to employ disabled people offer another route into locally led support. Social Enterprises are often well placed to respond sustainably to specific local needs and issues. Many Social Enterprises already use trading income to cross-subsidise employment for people with disabilities. We are working with Social Enterprises and other progressive employers to co-design ways of scaling this practice up; for example, by developing a new contracting route where DWP might co-fund one year of high quality supported employment placements for people who are further from the labour market. We are also working with funders to see what more we can do to help open up public procurement opportunities and leverage in social investment to help grow this important sector.</li> </ul>	<p>In progress</p>
<p><b>In Work</b> The importance of supporting people with health conditions or disabilities to remain in, or progress in the workplace.</p>	<p>We are investing in research and trials to better understand what support is required for individuals to progress in the workplace.</p> <p>Community Partners are supporting work coaches and employers to develop packages for in work support to sustain employment.</p>	<p>Starting soon</p>

Initiative	Progress	Stage
	Small Employer Advisers are working with SMEs to provide advice and mentoring on Access to Work, adaptations and packages of in work support	In progress
<b>Beyond Words books about employment</b>	We are funding a series of Beyond Words books and practitioner training that will encourage people with learning disabilities to be ambitious about working and will cover the issues involved in having a job, such as earning and managing money.	In progress – launch planned for Spring 2018
<b>Supporting more aspirational careers</b>	To support more aspirational careers advice for children and young people with special educational needs and disabilities (SEND), we are funding training for careers advisers and pathways to employment for SEND learners. We are also funding training and materials for post-16 providers on curriculum design and delivery, including pathways to employment.	In progress
<b>Young Persons’ Supported Work Experience</b> Testing a voluntary, supported work experience programme for young people to enable them to build confidence and skills.	This is being tested for young people aged 18-24 flowing into the Employment and Support Allowance WRAG/Universal Credit Limited Capability for Work (LCW) group who have little or no work experience. Five Jobcentre Plus districts are offering a short Supported Work Experience placement with an employer, helping young people to gain confidence and encouraging them to look for work. The proof of concept stage is for people with a range of disabilities we anticipate a significant proportion of those taking part will have a learning disability.	In progress – went live 21 August 2017 – will run to July 2018
<b>Support in schools and in transitioning to adult services – including for those young people with learning disabilities, autism and mental health conditions.</b> We have increased support in schools with Jobcentre advisers working closely with young disabled students to help them see employment as an achievable goal, and are increasing the number of work placements available for those with special educational needs and disabilities, including supported internships.	Jobcentre support for schools targets young people that schools identify as being at risk of becoming NEET (not in employment, education or training), or who may otherwise be disadvantaged in the labour market – for example those with a health or disability issue. Work is focused on students in Years 8 to 13, where we are raising aspirations and giving advice on routes into work, including supported internships, traineeships and apprenticeships, the local labour market, and helping to source work experience opportunities. Over 1,100 schools have requested participation in the programme (either as a result of a contact initiated by Jobcentre Plus, or following a direct approach from a school) and over 800 have so far received support. We are encouraging the use of supported internships which are aimed at those with Education, Health and Care (EHC) plans aged 16-25 and include a work placement of at least six months meeting a business need, enabling young people to demonstrate what they are capable of in the workplace. Support from a specialist job coach can be funded through Access to Work if necessary.	In progress

Initiative	Progress	Stage
<b>Improving transitions from education to employment</b>	<p>The Post-16 Technical Education Reform Action Plan was published in October 2017. It sets out the Government’s recent progress in the delivery of the T levels. T levels will include a substantive work placement. The Government is considering a “transition year” which will provide an offer for young people who leave the school system with low or no qualifications so that they can develop the skills they need to progress to further education and employment. Young people with SEND of all abilities should be able to benefit from the range of programmes, including T levels and the transition year, so that they are well prepared for and able to progress to education, training or employment. The Department for Education will launch a public consultation before the end of 2017.</p> <p>Forward looking Further Education (FE) and independent specialist colleges, such as Foxes Academy, already have a strong track record in successfully helping people with learning disabilities into employment. The Preparing for Adulthood framework established through the SEND reforms is raising the priority of employment outcomes. To deliver a step change, we will work with local authorities, education providers including FE and independent specialist colleges and schools, and local voluntary organisations, to encourage them to adopt good practice in use of job coaches, employer outreach, work-focused courses, work experience and supported internships. In particular we want to explore how Foxes’ employer outreach model can become more widespread</p>	In progress
<b>Tri-work: supported work experience offer in schools proof of concept</b>	<p>The new supported work experience programme for young disabled people, modelled on the three-way partnership between the young disabled person, their employment support worker and the host employer, will enable the young person to get the most from their opportunity in the workplace. This will be tested in three Jobcentre Plus districts and will provide a supported work experience placement of up to two weeks for pupils in Year 10 or 11 who have special educational needs, many of whom are likely to have a learning disability or autism.</p>	Starting this academic year – will run January to July 2018
<b>Preparing young people with SEND for adulthood, including employment and Higher Education</b>	<p>We want to create an expectation among young people with SEND who have Education, Health and Care plans that they will undertake supported internships if it is the right route for them. We will work with schools and colleges to establish best practice and explore ways of increasing availability and capacity. We will also explore how we can build the infrastructure to provide more trained job coaches to support work placements in Further Education (FE).</p>	In progress

Initiative	Progress	Stage
<p><b>Accessible Apprenticeships</b> Making apprenticeships more accessible to disabled people.</p>	<p>The new Apprenticeship Levy, combined with the Maynard Taskforce recommendations, give employers a real opportunity to invest in apprenticeships that work for disabled people. From this Autumn, we have made changes to the regular English and Maths requirements to make apprenticeships more accessible for people with a learning difficulty or disability who have or have had an Education, Health and Care plan, a Statement of Special Educational Needs, or a Learning Difficulty Assessment. Organisations are already planning to take advantage of these changes to offer apprenticeships for people with Special Educational Needs and Disabilities. For example, Mencap intends to employ up to 20 new apprentices in its shops and offices across the next 12 months and Interserve employed two apprentices with learning disabilities to work in their facilities management team. We want to support and encourage this emerging provision. Our next steps include:</p> <ul style="list-style-type: none"> <li>• Considering the research findings on how the funding system is working for apprentices with a learning difficulty or a disability</li> <li>• Exploring ways to improve the join-up of post-16 pathways to employment for young people with a learning difficulty or disability and</li> <li>• Supporting employers to increase the number of apprenticeships accessible to people with a disability.</li> </ul>	<p>In progress</p>
<p><b>Easy Read information on benefits and employment support</b></p>	<p>DWP support will be improved, for example by publishing more information in Easy Read, starting with a leaflet on Employment and Support Allowance, which is now available on GOV.UK.</p>	<p>In progress</p>
<p><b>Local Supported Employment Proof of Concept</b> Pilot working with local authorities to support people with learning disabilities or autism to find the right job and establish themselves successfully.</p>	<p>This proof of concept is being delivered with nine local authorities, to support those with a learning disability or autism who are known to adult social care, or those in contact with secondary mental health services. We are testing an approach which delivers Supported Employment on an outcome-payment basis. Supported employment is an approach which helps make a successful match between the individual and the job, including through job carving and systematic instruction, and provides ongoing support for the employer and employee until the arrangement has bedded in.</p>	<p>Starting end November 2017 will run to 31 August 2019</p>

## Employers

Initiative	Progress	Stage
<p><b>Disability Confident Business Leaders Group</b></p>	<p>The Disability Confident Business Leaders Group has been established. It is already providing effective leadership and peer-to-peer support, and we will continue to work with them to increase the number of employers who are committed to being Disability Confident.</p>	<p>Completed</p>
<p><b>Disability Confident in the public sector</b> Ensuring all government departments are signed up to Disability Confident, and extending this expectation to other public sector employers.</p>	<p>We have delivered on our commitment to lead the way as a Disability Confident employer. All main Government departments are now signed up as Disability Confident Leaders.</p>	<p>Completed</p>
<p><b>Small Business Challenge Fund</b> Aimed at encouraging small businesses to develop small-scale innovative models to support SMEs with sickness absence.</p>	<p>Phase 1 launched in May 2017. Following consideration of bids, two of these progressed to phase 2 and were awarded 12 month contracts in November 2017</p>	<p>Phase 1 completed Phase 2 started Nov 2017, running for 12 months</p>
<p><b>Financial incentives for employers</b> Exploration of how we can incentivise employers to recruit and retain disabled people and people with long-term health conditions.</p>	<p>Several policy initiatives have been proposed to incentivise employer action in this area. These include Matthew Taylor’s proposals on Statutory Sick Pay eligibility and accrual, and a ‘right to return’ to a job following sickness absence, as well as the Stevenson/Farmer review’s recommendation on considering financial incentives for SMEs. To ensure any policy measures that we introduce are effective they need to be considered as part of a wider coherent package for reform, not in isolation.</p> <p>Addressing these challenges relies on having robust knowledge of current employer behaviours and how decision-making differs across different types of businesses. For this we will run a comprehensive, cross-government programme of analysis and research examining the wider framework of incentives and expectations within which employers make their decisions. We will report back on our preliminary work in 2018.</p>	<p>In progress</p>

Initiative	Progress	Stage
<p><b>Establish employers' network to promote physical activity</b></p> <p>Establishment of an employers' network to promote physical activity for staff, and piloting of the Civil Service Physical Activity Workplace Challenge.</p>	<p>We are developing an employer network to promote health and wellbeing at work, including physical activity. This network will bring together key partners including across government to ensure join up for employers and coordinate existing engagement into a single Employer Network.</p>	<p>In progress</p>
<p><b>Employer information</b></p> <p>A resource aimed at employers, designed to bring together advice and information, to help them recruit and retain disabled people and people with long-term health conditions.</p>	<p>We will improve advice and make it more accessible. We will start by researching and identifying potential solutions with employers this year, particularly SMEs. Actions include:</p> <ul style="list-style-type: none"> <li>• Bringing together information on supporting a range of disabilities and long-term health conditions, including learning disabilities and mental health and wellbeing, as recommended by the Stevenson/Farmer review</li> <li>• Working in partnership with voluntary organisations, employers and other government and professional bodies, to coordinate advice and to develop, promote and deliver this initiative</li> </ul> <p>We will also make the case to encourage and support employer action to create healthy, inclusive workplaces and seek best practice examples. We will promote this information through the Disability Confident scheme and other employer communications.</p>	<p>In Progress</p>
<p><b>Small Employer Offer</b></p> <p>A small grant payable to small employers to sustain employment for disabled people and people with a health condition. £500 is payable to SMEs following three months employment to enable on-going mentoring and support to be provided.</p>	<p>The Small Employer Offer went live in June 2017. 102 Small Employer Advisers are working with SMEs in the local community to create job opportunities for people who have a health condition or disability.</p>	<p>Complete</p>
<p><b>Statutory Sick Pay (SSP) reform</b></p> <p>Legislative reform of Statutory Sick Pay designed to encourage phased returns to work.</p>	<p>Consultation responses gave broad support for the principle of SSP reform to support fully flexible phased returns to work. This was also supported by both Matthew Taylor and the Stevenson/Farmer review. Respondents wanted to understand more about the practical details and how this will impact employers. Matthew Taylor made further recommendations about SSP eligibility and the way entitlement is accrued, and</p>	<p>In progress</p>

Initiative	Progress	Stage
	<p>about sickness absence management. We will fully consider Matthew Taylor’s recommendations as part of our wider work on SSP, including how the recommendations will impact on employers and employees.</p> <p>We are taking forward further policy development and will bring forward a consultation on these changes, as well as any other SSP changes we identify in our wider work, before introducing this reform. We will also improve and better publicise existing guidance on SSP eligibility to ensure that employers and employees each understand their rights and responsibilities.</p>	
<p><b>Building the business case for employer action</b> Consider how best to build and provide more information on the business case for employers being more inclusive for their employees and customers.</p>	<p>We will build and promote the business case to encourage and support employer action on creating healthy, inclusive workplaces. This will include continuing to build the evidence base on effectiveness in terms of business and wider social and economic benefits. We will incorporate this into the Disability Confident campaign and other employer communications.</p>	<p>In progress</p>
<p><b>Civil Service as a Leading Employer</b> A package of initiatives building on the WHDGP ambition to ensure public sector employers monitor and review their recruitment, sickness absence and wellbeing activities and take action where issues are identified.</p>	<p>We will begin to implement a range of initiatives this month, including:</p> <ul style="list-style-type: none"> <li>• Mental Health and Wellbeing Confident Leaders training on how leaders can be mindful of their impact on the overall wellbeing, and particularly mental wellbeing, of their teams. This will be designed and piloted later this year, and rolled out across senior civil servants and key frontline managers from January 2018. Learning from this initial roll-out, we will then make further appropriate training available for leaders at all levels.</li> <li>• Innovative work with external partners – a cross-sector programme on disability inclusion to push the boundaries of best practice in topics such as building line manager disability confidence and job-carving, in partnership with organisations such as Business Disability Forum, the Employers Network for Equality and Inclusion and KPMG.</li> <li>• Expanding recruitment-related activities where pilots have shown strong results, such as a work experience programme for people on the autistic spectrum, in partnership with a specialist autism charity.</li> <li>• Pilots on the impact of day one supportive action for absence relating to mental health and musculoskeletal disorders.</li> <li>• Additionally, the Civil Service will focus on how we increase the flow of disabled staff into the Senior Civil Service. We will set and monitor progress towards a Civil Service-wide target, as set out in the new Diversity and Inclusion strategy. Underpinning this commitment will be the timely, high quality and effective delivery of workplace adjustments and analysis of consistent management information to facilitate both the exchange of</li> </ul>	<p>In progress</p>

Initiative	Progress	Stage
	<p>best practice and drive continuous improvement. The Prime Minister and Cabinet Secretary have accepted the Stevenson/Farmer review recommendations for the Civil Service as an employer. More detail is set out in Annex C.</p> <p>We will also bring together public sector leaders for a Work, Health and Disability Summit by spring 2018, chaired by Ministers, to drive work in the wider public sector.</p> <p>On public procurement, DWP will work with its suppliers to encourage them to become Disability Confident to recruit, retain and develop disabled people. In doing so, it will also encourage other government departments to do the same.</p>	
<p><b>Training for line managers</b> Training and support for line managers to help them develop healthy and inclusive workplaces, building on the existing evidence base.</p>	<p>There is already an impressive, if sometimes confusing, wealth of information available to support managers. Therefore we are working with partners to identify the key support and skills that line managers and owner/managers need across all sizes of organisations to create inclusive and supportive workplace environments. We will explore how Government can help to promote these skills and spread best practice to the widest set of employers.</p>	<p>In progress</p>
<p><b>Transparency and Reporting</b> Encouraging voluntary reporting by large employers</p>	<p>Transparency and reporting have been effective levers in supporting behavioural and cultural change for diversity. We therefore support the recommendation in the Stevenson/Farmer review that employers with more than 500 employees should report more information on their action on workplace mental health on a voluntary basis. We will expand this to reporting about disability as well.</p> <p>Government will work with partners to establish a framework approach for voluntary reporting on mental health and disability. This will focus on what type of reporting will be beneficial to increasing the disability employment rate, and businesses' engagement in health and wellbeing. We will also engage with partners to understand the most appropriate place to make this information available.</p>	<p>Starting December 2017</p>

Initiative	Progress	Stage
<p><b>Increasing provision and take-up of Group Income Protection (GIP)</b></p> <p>Increasing range of GIP insurance products to better meet the needs of smaller businesses, and increasing awareness of these products to support greater take-up.</p>	<p>We recognise the positive aspects of Group Income Protection (GIP) for helping retain sick employees, in particular access to expert-led health services. The majority of employers, in particular SMEs, choose not to offer sick pay for periods beyond statutory requirements. Green Paper responses support our assessment that these employers can lack sufficient incentives to invest in GIP. The Government would like the industry to consider developing a product that retains the positive aspects of GIP but which overcomes the existing challenges (complexity, perceptions of cost and benefit) and therefore is likely to be more widely taken up.</p> <p>We welcome the significant engagement we have had with the insurance industry through the consultation and will continue to engage with them as part of our wider work on employer incentives.</p>	Completed
<p><b>Access to Work</b> Significant enhancements will be made to Access to Work over the next few months</p>	<p>A package of significant enhancements to Access to Work will include the following:</p> <ul style="list-style-type: none"> <li>• A trial of managed personal budgets will offer even greater personalisation</li> <li>• We will create a new expectation that equipment will be portable and move with the individual when they change jobs</li> <li>• We will work with schools and colleges to ensure that young disabled people are aware of the help they can get from Access to Work and can use supported internships and other first steps into work, including work experience where this may lead to a job</li> <li>• We will increase capacity of the Mental Health Support Service significantly to meet the rising demand</li> <li>• We plan to promote to work coaches the role for Access to Work in supporting people with a broad range of health conditions including drug and alcohol addictions</li> <li>• For those with the highest needs, such as some British Sign Language (BSL) users, we will offer a personalised service. They will be able to access support of up to £43,100 per year, from April 2018, and will be offered new managed personal budgets as well as workplace assessments involving their employers, to help them meet their needs within their award levels. Deaf customers will be supported by a dedicated team of specialist advisers</li> <li>• We will also examine the objectives of Access to Work alongside other budgets disabled people may be able to access to ensure they are receiving the maximum amount of support for the funding they receive</li> <li>• We will consider whether there are opportunities to make better use of existing funding and provision to ensure people have what they need to live independently and to get into and stay in employment</li> <li>• We will seek to improve the advice and choice offered to people about the support and tools on offer to enable them to work, in particular new assistive technology</li> </ul>	<p>In progress</p> <p>Starting – 18/19</p>

Initiative	Progress	Stage
	<ul style="list-style-type: none"> <li>• We will seek to reduce the bureaucratic burden on the individual in processing Access to Work claims and continue the digital transformation programme to improve the speed, accessibility and the user experience. We will also explore how we can radically improve support via Access to Work for those with learning disabilities who are known to adult social care and who have some of the poorest employment outcomes</li> <li>• Lastly, we will also work with disabled people, their families and relevant organisations (including Social Enterprise employers) to develop new targeted support for learning disabled social service users and secondary mental health support service users.</li> </ul>	
<p><b>Establishing supportive employer networks</b> Exploring establishing supportive networks between employers, employees, and charities around health and work.</p>	<p>We have started prototype work with Cornwall and Isles of Scilly Local Enterprise Partnership (LEP), who are leading work to increase disability employment by building sustainable local networks to meet the needs of their businesses and their local community. These will engage and support local employers – particularly SMEs – by bringing together key health and employment partners and championing action. We will work with Cornwall and Isles of Scilly LEP to share findings with other LEPs and local areas from early 2018, to encourage them to take on this local leadership role.</p>	<p>In progress</p>
<p><b>Role of employers and government in helping disabled people progress in work</b></p>	<p>We want disabled people and people with long-term health conditions to thrive in the workplace and go as far as their talents can take them, including senior positions. Many employers provide good career and development support for disabled employees, such as mentoring, training programmes, and disability networks. However, others can lack knowledge and confidence in how best to support their employees and disabled people report barriers to progression.</p> <p>We will develop work with partners to consolidate and promote best practice for employers and co-design new products to support disabled employees to thrive in work. We will promote products to increase awareness and information in 2018.</p>	<p>In progress</p>

## Health

Initiative	Progress	Stage
<p><b>Fit Note</b> We committed to review the current operation</p>	<p>In September 2017 we completed our review of the fit note.</p>	<p>Completed • Starting autumn</p>

Initiative	Progress	Stage
<p>of the fit note, and whether certification should be extended from doctors in primary care and other settings to other healthcare professionals, looking at the current system and whether it meets the needs of its users. Extending certification would require legislative change.</p>	<p>Following the findings of the review, we now intend to:</p> <ul style="list-style-type: none"> <li>• Change secondary legislation to extend fit note certification powers to other healthcare professionals;</li> <li>• Conduct a feasibility test of the Advisory Fitness for Work Report (which can be completed by Allied Health Professionals) as an alternative to the fit note for employers;</li> <li>• Commit to work with the General Medical Council and the Medical Schools Council to integrate new fit note training into the curriculum of all UK medical schools;</li> <li>• Commission the design of a set of clinical guidelines for workplace adjustments, in collaboration with external health stakeholders;</li> <li>• Explore whether changes to the fit note layout could potentially impact on GP behaviour.</li> </ul>	<p>2018</p> <ul style="list-style-type: none"> <li>• Starting summer 2018</li> <li>• Starting December 2017</li> <li>• Starting December 2017</li> <li>• Starting December 2017</li> </ul>
<p><b>Embedding work as a health outcome</b></p> <p>Efforts to include the benefits of work as a part of the training and professional approach of the health and social care workforce.</p>	<p>We are:</p> <p>Delivering (with PHE and HEE) e-learning on the most common drivers and causes of work-related illness and how they can best help to all healthcare professionals (HCPs), supported by a Royal Colleges consensus statement.</p> <p>Doubling the number of Work and Health Champions – occupational therapists who will deliver work and health training to healthcare professionals.</p> <p>Partnering with PHE to run a detailed survey of HCPs to gain insight and to develop tools to support them.</p> <p>Appointing a GP champion to promote work as a health outcome across their CCG and beyond.</p>	<p>In progress</p>
<p><b>Health-led trials</b></p> <p>Supporting promising local initiatives to drive integration across the health, care and employment systems.</p>	<p>We are working in partnership with NHS England, to progress large scale health-led employment trials with West Midlands (WM) and Sheffield City Region (SCR) Combined Authorities.</p> <p>The aim is to test the principles of Individual Placement and Support (IPS) adapted for new cohorts of patients, with physical health conditions and mild to moderate mental health conditions, and in new settings such as primary and community care. WM will focus on out of work clients, whereas SCR will additionally work with in work clients.</p> <p>We have worked with the combined authorities, CCGs and other partners, and a national evaluation consortium to design the randomised control trials, apply for ethical clearance, and procure local provision.</p> <p>We expect to launch the trials in both areas by March 2018, with a final evaluation report due by 2021.</p>	<p>In progress</p> <p>Starting early 2018</p>

Initiative	Progress	Stage
<p><b>Building occupational health capability and capacity in the NHS workforce</b></p> <p><b>Integrating occupational health services within different clinical pathways</b></p>	<p>We are building on the existing evidence base by commissioning further research to investigate the market of occupational health provision, including local partnership models aiming to integrate health with wider support.</p> <p>We will appoint an Expert Working Group on occupational health to champion, shape and drive work, looking at: understanding and developing the evidence base, potential funding models and where responsibility for occupational health support should fall, methods for improving quality of existing provision e.g. accreditation of services, staff and training; emerging new models of provision (in primary, secondary health and across sectors) and local place-based models to integrate work and health support; workforce development so we have the expert capacity we need in the future.</p> <p>To progress development of care pathways and workforce models we will collaborate with NHS England and other stakeholders. We are working with the NHS Health At Work Network to identify a small number of Trusts to partner with us to explore whether occupational health services currently aimed at NHS staff, could provide services to other patients.</p>	<p>MH Training for work– in progress</p> <p>Starting Nov 2017</p> <p>In progress</p>
<p><b>Integrating occupational health within primary and secondary care provision</b></p> <p><b>Promoting referrals to occupational health services</b></p>	<p>We are working with primary care partners to explore the feasibility of testing integration of occupational health into primary care pathways using a more multi-disciplinary approach to the delivery of advice and support to illustrate the benefits of including good occupational health provision in services commissioned at local level.</p> <p>We are also working with NHS England and PHE to assess the feasibility of broadening the integration of occupational health advice and support into secondary care pathways. Our approach is to build on the good practice found in multi-disciplinary teams working in palliative care and consider how we can best promote the use of accredited professionals and providers to employers.</p> <p>We are working with Greater Manchester Combined Authority and with the Scottish Government to test early intervention approaches and more streamlined referral routes for working-age people.</p>	<p>In progress</p> <p>In progress</p> <p>In progress</p>

Initiative	Progress	Stage
<p><b>Mental Health: Employment Advisers in IAPT</b> We committed to more than doubling the number of employment advisers in talking therapies to help people in that service retain, return to and secure employment.</p>	<p>We are more than doubling the number of Employment Advisers (EAs) embedded in Improving Access to Psychological Therapies (IAPT) services to enable more people to receive integrated mental health and employment support so that they remain in, return to and find work.</p> <p>Starting in 2017, we are investing around £39 million on recruiting these employment advisers, offering them a national training course and conducting a thorough evaluation of their impact. This large scale evaluation is underway, and the final report is due in 2019.</p>	In progress
<p><b>Mental Health: DCLG-led Mental Health Trailblazers</b> combine a specific type of employment support, Individual Placement and Support (IPS), with psychological support provided through the NHS talking therapy services in three areas: Blackpool, West London and the North East.</p>	<p>These trials are designed to produce evidence of impact to help build the evidence base around what works for individuals with common mental health conditions. By integrating employment support (IPS) and clinical support services (IAPT) we hope to demonstrate improved employment and wellbeing outcomes for participants. The trailblazers started in early 2017 with a final evaluation report due in 2020.</p>	In progress
<p><b>Mental Health: Supported computerised Cognitive Behavioural Therapy (c-CBT) Proof of Concept (PoC)</b> testing whether early access to supported c-CBT can support employment outcomes alongside recovery.</p>	<p>This Proof of Concept (PoC) explores the process of voluntary referrals, from job centres into mental health services (IAPT). Work began in July, and is due to end in early in 2018, with results due to be ready in early 2018. These results will inform decisions on whether to progress to a larger-scale trial.</p>	In progress

Initiative	Progress	Stage
<p><b>Musculoskeletal (MSK):</b></p> <p><b>Developing Skills and Competency Framework,</b> The framework led by NHS England, PHE and ARMA is designed to improve the competency of healthcare professionals (i.e. first contact practitioners) treating people with MSK conditions</p> <p><b>Publication of NHS Right Care Commissioning for value CCG packs</b> to improve the quality of care and reduce unwarranted variation</p> <p><b>Development of a National MSK Knowledge hub</b> to share best practice and evidence to help commissioners describe what good looks like</p>	<p>To support ongoing capability within the healthcare system:</p> <ul style="list-style-type: none"> <li>• NHS England, PHE and Arthritis and Musculoskeletal Alliance (ARMA) are developing a skills and competency framework in partnership with Health Education England and Skills for Health to improve the competency of healthcare professionals dealing with MSK health</li> <li>• NHS England is developing ‘commissioning for value packs’ and pathway solutions to improve the quality of care for people with MSK conditions</li> <li>• NHS England, PHE and ARMA have developed a National MSK Knowledge hub. This will transition to ARMA’s website in January 2018.</li> </ul>	<p>In progress</p>
<p><b>Musculoskeletal (MSK): Design of new care models for First Contact MSK Physiotherapist</b> to support commissioning of evidence based practice</p>	<p>To support capability building within the healthcare system, NHS England is supporting the design and delivery of new care models for First Contact MSK Physiotherapist to ensure better access to care and treatments for people with MSK conditions.</p>	<p>In progress</p>
<p><b>Work and Health Challenge Fund</b></p> <p>A 'Challenge Fund' that would ask external partners to help identify innovative approaches to tackle areas where we need greater evidence of what works, acting as a catalyst for supporting local good practice in developing new ways of working</p>	<p>We intend to launch a Challenge Fund inviting external partners to bid for funding to develop approaches to build evidence in key areas. This will provide a vital route to work with partners to build the evidence of what works. We are currently finalising the scope of this Fund and intend to launch this shortly.</p>	<p>Starting Spring 2018</p>

Initiative	Progress	Stage
<p><b>Data Advisory Group (MSK)</b> The Government will work with NHS England to identify opportunities for regular collection of data about incidence, prevalence, clinical activity and outcomes of musculoskeletal (MSK) patients and services in England.</p>	<p>We are working with Arthritis Research UK (ARUK) to identify opportunities for regular collection of data about the incidence, prevalence of MSK conditions, and clinical activity and outcomes for MSK patients in England.</p>	<p>In progress</p>
<p><b>Information sharing (data sharing) on work and health</b> Encouraging local areas to bring employment and health together</p> <p><b>New information standard for data on employment status</b> Working with NHS Digital to establish a new information standard for data on employment status in healthcare data sets.</p>	<p>There are many challenges to sharing data about individuals and we are proceeding with care. We recognise that the ability to share data across work and health will be a key enabler of better outcomes, as also recommended by Dame Carol Black’s independent review. We are exploring how we can routinely collect employment status data in health settings – taking care to both balance possible additional burdens being placed on busy clinicians, and the involvement and impact that obtaining informed consent on patients will have.</p> <p>We are working with NHS Digital to scope where employment information is already collected in the health service. We are also working with clinicians and patients to design a service that will support and incentivise healthcare professionals through existing and new pathways to have supportive conversations with their patients about work. Any action needs to be secure and scalable.</p>	<p>In progress</p>
<p><b>Development of guidelines with NICE</b> To support improved employment outcomes among people out of work due to ill-health, and incorporating employment outcomes into other guidance as appropriate when reviewed.</p>	<p>Drawing on evidence developed by government, academics, and other partners, to encourage commissioners of health and other services we will continue to work closely with NICE and PHE to disseminate knowledge to support improved employment outcomes.</p>	<p>In progress</p>

Initiative	Progress	Stage
<p><b>Approving apps to manage health conditions</b> NHS England to approve a set of apps supporting patients in managing their health.</p> <p><b>Enabling digital access to personal health records</b> NHS England and NHS Digital to enable instant, downloadable access to personal health records</p>	<p>NHS England’s digital programme is underway and the co-design work is being developed, in view to potential progression of work in 2018.</p>	<p>In progress</p>
<p><b>Social prescribing (community referral)</b> Enabling GPs, nurses and other primary care professionals to refer people to a range of local, non-clinical services.</p>	<p>We will work with NHS England’s Social Prescribing Network to support social prescribing schemes to explore opportunities to increase, where appropriate, their focus on work as a route to improved health and wellbeing and to embed employment outcomes into evaluation measures.</p>	<p>In progress</p>
<p><b>Young Peoples’ transitions in health services</b></p>	<p>The Green Paper on Children and Young People’s Mental Health will consider how children and young people can be better supported by promoting good mental health and by providing appropriate and timely help to those who are experiencing difficulties.</p>	<p>In progress</p>
<p><b>NHS England’s transformation funding to Sustainability and Transformation Partnerships (STPs) footprint areas double Individual Placement and Support (IPS) for people with severe and enduring mental health</b></p>	<p>IPS integrates employment with mental health support. UK IPS provision has grown in recent years, and is projected to grow further due to NHS England’s commitment to ‘double the reach’ of IPS provision for people with severe and enduring mental health conditions (SMI) by 2020/21.</p>	<p>Funding to STPs areas from 2018/19</p>
<p><b>IPS Grow</b></p>	<p>Currently, practice and outcomes in IPS services vary substantially. Tackling this variation will help to improve sustained job outcome performance, which is why we are scoping an initiative, IPS Grow, to support the scale-up of high-quality IPS for people with severe and enduring mental health conditions (SMI). The discovery phase is underway and ends in March 2018 with scope to develop further, subject to the evidence.</p>	<p>In progress Started in October 2017</p>

Initiative	Progress	Stage
<b>IPS trial for drug and alcohol dependency</b>	In <i>Improving Lives: Helping Workless Families</i> , published in April 2017, the Government accepted Dame Carol Black's recommendation and committed to bring forward a trial of the IPS approach to support those dependent on drugs and alcohol back into employment. This is being delivered by PHE as a randomised control trial. Seven local authorities have now been selected. These are Birmingham, Blackpool, Brighton and Hove, Derbyshire, Haringey, Sheffield and Staffordshire. The objective is to test whether this intensive approach is an effective way to support those people who are dealing with long-term addiction issues into employment.	In progress