

Support and resources for local authorities in London on tackling worklessness following the impact of COVID-19

Updated September 2021

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Purpose

This document aims to provide a resource for decision-makers in local authorities on what support and information is available to mitigate worklessness locally following coronavirus (COVID-19) and to look at opportunities pan-London and nationally (please see [Appendix A](#) for list of resources, webinars, toolkits and support available). It focuses on giving a brief summary of the current challenges and opportunities to make a difference.

The primary audience for this document is public health colleagues working with or looking to work with or engage with their employment or unemployment, skills and worklessness colleagues and vice versa to facilitate the principle of health in all policies approach.

Introduction

Being in employment has a positive impact on quality of life, physical and mental wellbeing; a great deal of evidence supports this¹. Work can improve an individual's wellbeing and positively contribute to the wider community and economy. It is therefore imperative to support those who are workless and economically inactive back into employment particularly those that are most vulnerable or disadvantaged. Vulnerable or disadvantaged groups are disadvantaged in areas such as education, work, standard of living and health and social care. These often include people with disabilities, women and children and ethnic minority groups².

To support the overall recovery from COVID-19 there needs to be a strong focus on employment. This will support and enable addressing current health inequalities, as long as work is 'good work', appropriate and fairly paid.

Local authorities are well placed, as strategic leaders of people and place, to bring key local and pan-London partners together to lead and support collaborative working that enables more people to get into work and supported to stay in work. Good work will enable people to thrive, meet the needs of the labour market in the form of skills and ultimately support the growth of the economy.

¹ [Is work good for your health and wellbeing](#)

² [Is England Fairer? The state of equality and human rights 2016](#)

Figure 1. Health and work cycle³



Worklessness is defined as ‘a state where an individual or no one in a household aged 16 and over are in employment, either through unemployment or economic inactivity’⁴. In England there are 13.4% households that are classed as workless⁵ and of these the majority (33.5%) are due to sickness or disability.

Worklessness and its subsequent implications on health are well evidenced and implications such as poor mental health, food insecurity and homelessness have been further exacerbated with the impact of COVID-19. Being workless or economically inactive not only impacts on an individual and their family’s health and wellbeing, it can also be costly to the taxpayer and the public sector through welfare spending as well as the UK economy which is estimated at a cost of £100bn annually⁶.

The health and work cycle in Figure 1 illustrates the benefits of good worker health on an individual and the wider community. Good worker health leads to increased productivity which in turn leads to business competitiveness and ultimately supports economic development, social wellbeing and wealth.

³ Health and work, worklessness and economic growth: LEP briefing

⁴ Health, work and health related worklessness: A guide for local authorities

⁵ Working and workless households in the UK: January to March 2021

⁶ Public health matters

To reduce the risk of job losses and people being pushed into worklessness or unemployment during COVID-19, the government provided a safety net through the furlough scheme until 30th September 2021⁷. However, the impact of the pandemic on the wider economy and labour market meant job vacancies reduced by 42% between March and May 2020⁸. In addition, Brexit is expected to create uncertainty in job creation in the UK and, for European workers⁹, job losses coupled with a decrease in available jobs is concerning. In addition to the added gravity of a pandemic, practical solutions are required to improve the labour market.

Investment in job placements has been committed by central government in September 2020 to support young people into job placements through the Kickstart scheme. In November 2020, the Restart programme was announced with funding attached to support 1 million people into work over a 3-year period. Funding for the Restart programme is in addition to funds allocated for the existing Work and Health Programme (WHP). This is a positive step to increasing skills among young people and adults, providing opportunities into employment and reduction of worklessness.

Though commitment has been made to create job opportunities and reduce worklessness, it is critical to consider those who are digitally excluded as action plans and strategies are drawn up. Approximately 11.3 million people in the UK lack basic digital skills, 4.8 million never go online¹⁰ and there are people who struggle to engage digitally due to language barrier or mistrust of digital products due to previous negative experience. This presents a barrier to access employment, jobs and training therefore it is important for local authorities and partners to recognise digitally excluded residents and provide support not only for accessibility and connectivity but also to provide alternative solutions.

An excellent example of tackling digital exclusion, is Lambeth Council's £200,000 digital inclusion fund. The fund supports voluntary and community sector organisations and schools with grants of up to £5,000 to provide digital devices and connectivity (dongles and Wi-Fi) to residents including adults, children and young people who are in need¹¹. For more details see [Appendix A](#).

Public Health England (PHE) and the Society of Occupational Medicine partnered to provide support to employers and employees to maintain health and wellbeing during and beyond the pandemic. Webinars (see [Appendix A](#) for details of recordings) discussed ways in which good work and good health can be achieved as well as useful toolkits for employers and local authorities.

⁷ [Changes to the Coronavirus Job Retention Scheme from July 2021](#)

⁸ [Early insights of how the coronavirus \(COVID-19\) pandemic impacted the labour market](#)

⁹ [In focus – Uncertainty and Brexit](#)

¹⁰ [Digital inclusion for health and social care](#)

¹¹ [Lambeth Digital Inclusion Fund – Guide to Applying](#)

Worklessness in London – key data

Estimates show that Londoners with higher skills are more likely to be employed. In 2018, approximately 88.6% of working age Londoners with degrees were in employment compared to 49.8% of Londoners with no qualifications¹². According to the Centre for London, further education is poorly funded and has seen a decline of 37% in adult education, apprenticeships and on the job learning. In the last 3 years, only 28% of Londoners reported having participated in some form of learning¹³. Further education and skills training play a pivotal role in difficult times where there is an impact on the local economy and higher unemployment rates.

People from ethnic minority groups constitute 41% of London's population¹⁴ and these groups are more likely to be unemployed or workless. A breakdown of these groups and the current state in London reveals that:

- between January and March 2021, 20% of Londoners were economically inactive (workless) – this is an increase from 13.5% in March 2020¹⁵ at the start of the pandemic
- women constitute the majority of those economically inactive at 24.5% of working age people
- people from ethnic minority groups have the highest rates of worklessness in London¹⁶ (see [Table 1](#))
- young people aged 16 to 24 have the highest rate of unemployment based on data from the Trust for London¹⁷ – unemployment by age group is shown in [Table 2](#); this is likely to increase after unemployment rose further during the pandemic

¹² London Recovery Programme, 2020

¹³ City skills: strengthening London's further education offer

¹⁴ Demography, London's Population and Geography

¹⁵ Labour Market Profile - London

¹⁶ Work, Worklessness and Benefits

¹⁷ Work, Worklessness and Benefits

Table 1: Worklessness among people from ethnic minority groups¹⁸

Ethnic group	Rate (%)
Pakistani/Bangladeshi	41
Black	33
Other ethnicity	33
Mixed	32
Indian	24
White	20

Table 2: Unemployment by age group¹⁹

Age group	Rate (%)
16 to 24	16.1
25 to 64	3.4
65 and over	3.6

The challenge in London

The current unemployment rate in London has steadily increased from 4.5% in January 2020 to 6.5% in March 2021²⁰. As expected, this rise is as a result of the effect on the labour market due to the pandemic. With lockdown measures and restrictions on industries such as hospitality and entertainment exacerbated this further, however with restrictions being fully lifted by 19 July 2021²¹ the outlook could change.

Based on data from the Institute of Fiscal Studies unemployment is expected to rise to 8.5% nationally²², undoubtedly London will be impacted. The recent 'Build Back Fairer: The COVID-19 Marmot Review' stated sectors which London's economy is heavily reliant have been particularly affected by COVID-19 such as hospitality, non-food retail, leisure and tourism, transport and aviation²³. Greater London Authority (GLA) Economics forecasts London's employment growth rate for 2021 will be negative 3.6% whilst increases are expected in 2022 and 2023 at 2.9% and 4.2% respectively²⁴.

¹⁸ Work, Worklessness & Benefits

¹⁹ Work, Worklessness & Benefits

²⁰ LFS: ILO unemployment rate: London: All: %: SA

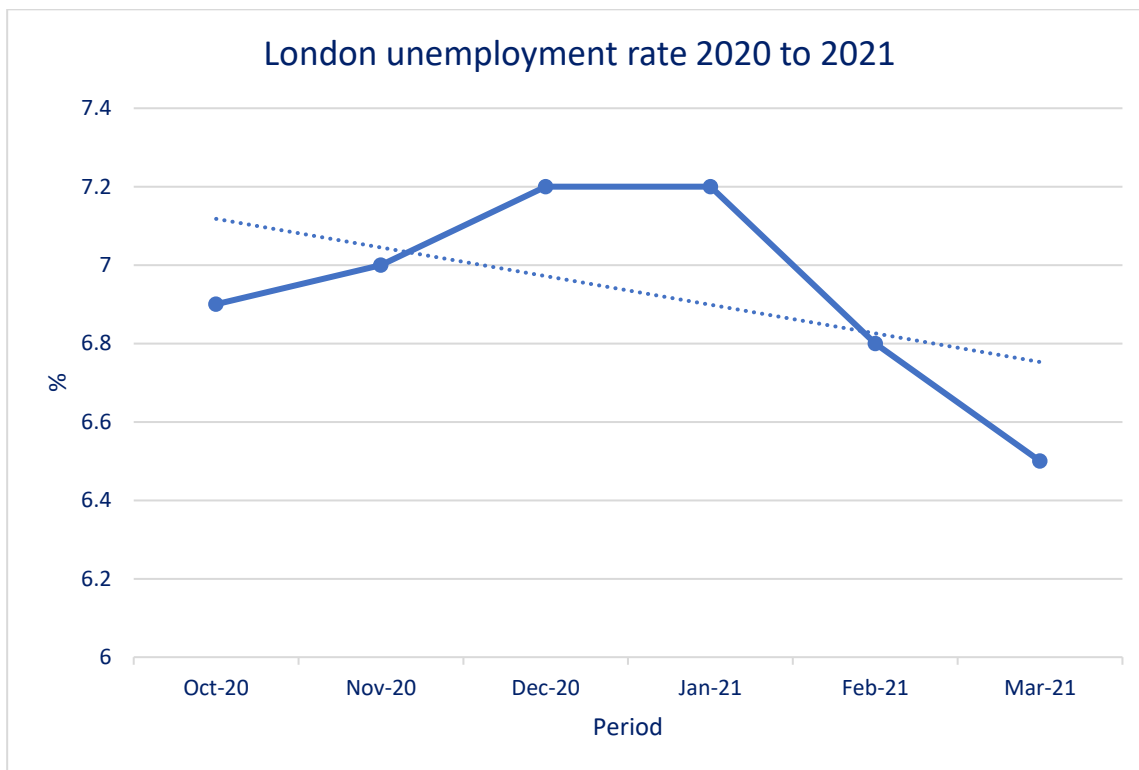
²¹ Prime Minister sets out plan to ease restrictions at step 4

²² UK economic outlook: the long road to recovery

²³ Institute of health equity, Build back fairer: the Covid-19 Marmot review, 2020

²⁴ London's Economic Outlook: Autumn 2020 – The GLA's medium term planning projections, 2020

Graph 1: Unemployment during the pandemic²⁵



As unemployment increases and the automation of work continues to grow, available opportunities become competitive and the need for individuals to improve their skills is intensified to enable them to compete and improve prospects.

Training and further education participation has declined since 2014 to 2015. Many Londoners have skills gaps which reduce their employment prospects, and people with no qualifications face more difficulties in finding employment. In London, those without qualifications significantly have lower pay compared to those with level 3 qualifications²⁶ (A-Level or above). Coupled with a decline in uptake of further education, there is a significant skills gap. Working age Londoners need more opportunities to access programmes that provide them with adequate skills and good work particularly during these unprecedented times.

²⁵ LFS: ILO unemployment rate: London: All: %: SA

²⁶ City skills: Strengthening London's further education offer, 2020

National schemes to support worklessness and unemployment

Support to disadvantaged groups is available through schemes such as Kickstart, which is a step in the right direction for young people. The scheme aims to provide young people aged 16 to 24 years old with 6-month placements fully funded by the government at a cost of £2bn.²⁷ Employers can apply to the scheme directly themselves if they can create 30 or more placements, or alternatively work through a 'gateway' organisation if they are able to offer fewer.

The sector-based work academy programme supports and prepares unemployed people in receipt of unemployment benefits, while meeting employers' recruitment needs. A sector-based work academy can last up to 6 weeks and includes 3 main components²⁸ which are:

- pre-employment training
- a work placement
- a guaranteed job interview

Further support for unemployed people includes work experience placements through Job Centre Plus, placements range between 2 to 8 weeks and can last up to 3 months²⁹. Movement to work supports organisations to provide vocational employment and work placement opportunities to young people, which in turn drive business performance and long-term social impact³⁰.

Apprenticeships and traineeships provide opportunities for people and organisations can seek funding for placements. The Adult Education Budget (AEB) and European Social Fund (ESF) projects support the training and upskilling of people as well getting into employment. (Please see [Appendix A](#) for resources and further information).

The Department for Work and Pensions (DWP) provides other support through Job Centre Plus on the WHP Core (WHP Core) and the WHP Job Entry Targeted Support (WHP JETS)³¹.

The WHP Core supports people with disabilities, health conditions, the long term unemployed and specific disadvantaged groups to find sustained work.

²⁷ Kickstart Scheme

²⁸ Sector-based work academy programme: employer guide

²⁹ Work experience: employer guide

³⁰ Movement to Work

³¹ COVID-19 Chapter 1: introduction and overview

WHP JETS provides light touch support to those that are closer to the labour market but have been unemployed for at least 13 weeks.

In addition, people with disabilities and health conditions can be supported through the Intensive Personalised Employment Support programme delivering one-to-one support with a dedicated support worker³².

Central government has further committed to fund and support over 1 million people into employment over a 3-year period at a cost of £2.9bn through the Restart programme.³³ The scheme will provide additional training courses and local partnerships, £1.4bn will fund Job Centre Plus to provide further support to those looking for work through a tailored approach.

The Future High Streets Funding will provide 72 areas in England with £830m to deliver regeneration plans for high streets and town centres. This will provide an opportunity for local authorities to rejuvenate and support high street businesses to protect and create jobs for local communities³⁴.

Looking forward and opportunities pan-London

London Recovery Board

Like many other places, London has been impacted by COVID-19 and Londoners face job losses of up to 1.1 million due to the pandemic³⁵. This has necessitated the need for a recovery plan to support Londoners into work and reduce worklessness. The London Recovery Board through the London Recovery Plan aims to ensure disadvantaged groups and all Londoners are supported, provided the opportunities to be in employment or improve their skills and future employment prospects.

The London Recovery Board set up a taskforce to consider ways in which support can be provided to organisations across the City to meet 9 current identified challenges (missions). These missions are underpinned by 3 key dimensions and a grand challenge to restore confidence in the city, reduce the impact on London's communities and build back a better economy and society.³⁶

³² Intensive Personalised Employment Support

³³ HM Treasury, Spending Review 2020

³⁴ £830 million funding boost for high streets

³⁵ Helping Londoners into Good Work

³⁶ London recovery programme, 2020

One of the 9 recovery missions is 'Helping Londoners into Good Work' which will aim to support Londoners into good jobs with a focus on sectors key to London's recovery.

Some of the projects and programmes being delivered under the Good Work mission include:

1. The Mayor's Academies Programme, which will support Londoners to develop skills and move into good work in priority sectors including in the digital, creative, hospitality and cultural industries. This will be delivered through the development of Academy hubs to coordinate deliver coordination and partnership working between employers, providers, employment training and brokerage services and other key stakeholders.
2. Ensuring there is 'No Wrong Door' for any Londoner who needs help in accessing skills and employment support, creating Integration Hubs that will better join up information and advice on skills, employment and other support.
3. Making changes to London's Adult Education Budget (AEB) so it can be even more accessible and locally responsive to Londoners over the next mayoral term, through developing an Adult Education Roadmap.
4. Ensuring as many London employers sign -up to the Mayor's Good Work Standard as possible, signalling their commitment to good work as London recovers from the Covid-19 pandemic.
5. An £32m AEB Good Work For All fund, which will provide skills support for Londoners most impacted by the pandemic including young adults, ethnic minority groups, women, disabled Londoners and older Londoners.

During the COVID-19 pandemic the Mayor of London delivered a £11m Response fund to support skills providers to expand their online provision and reach learners at risk of digital exclusion. Further training and skills funding are available through the devolved £318m AEB for London.

The Work and Health Programme (WHP) is the Department of Work and Pensions' (DWP) contracted employment programme helps persons who have a disability, the long term unemployed (LTU), and specified disadvantaged groups to find sustained work. This has been partially devolved to London and is overseen by London's Sub-Regional Partnerships. Partially funded by the ESF and covering 4 regions of London (West, North and East, South and Central), these partnerships manage the WHP on behalf of their member boroughs.

The Mayor of London announced in October 2020, a £10.3m COVID-19 Emergency Recovery Support Fund to support skills providers during the pandemic across the 33 boroughs. To ensure facilities are COVID-19 secure and learners can access training

remotely including providing laptops or tablets. Further training and skills funding are available through the devolved £332m AEB for London³⁷.

In July 2021 the Mayor of London announced a £32m fund to get Londoners back into work, with 39 organisations to provide high quality skills and training for Londoners hardest hit by the pandemic³⁸, including sectors such as digital, health and social care, creative and cultural and green industries.

Voluntary sector

Many organisations in the voluntary or not-for-profit sector across London provide support such as individual placement and support programmes for young people and people with disabilities. Initiatives such as these can provide opportunities for the most disadvantaged and vulnerable groups into work long-term and strengthen partnerships with local authorities. Local authorities should link with Voluntary and Community Sector organisations to maximise reach within their communities, all stakeholders play a vital role in the design of programmes that will meet the needs of the local population.

Establishing anchor institutions in London

An anchor institution is described as an organisation that as well as what it is set up for commits to a substantial role to support the local economy. Anchor institutions work to understand their communities and seek to play a vital role in supporting efforts tackling worklessness through job placements and skills training. An example includes Haringey Council's partnership with Whittington Health to support school leavers and graduates into health and care jobs. The mentoring programme will provide mentoring and awareness sessions and linked to this will be an academy into care scheme³⁹.

The UK Commission for Employment and Skills⁴⁰ explains the key characteristics that anchor institutions share as:

- spatial immobility – these organisations have strong ties to the geographic area in which they are based through invested capital, mission and relationship to customers and employees
- size – anchor institutions tend to be large employers and have significant purchasing power; both these factors influence the level of impact these institutions can have on the local economy

³⁷ Mayor urges Government to devolve more adult education funding

³⁸ Mayor outlines new £32m fund to get Londoners back into work

³⁹ London Borough of Haringey, Employment and skills recovery action plan, 2020

⁴⁰ UKCES explains: What is an anchor institution?

- non-profit – these institutions tend to operate not-for-profit; it is much simpler for private businesses to move, meaning there is no guarantee they will continue serving the local community in the long-term; however, there are examples of for-profit organisations playing the role of an anchor

In May 2021, NHS London formally established an NHS Anchors Network as part of a new strategic approach to addressing health inequalities in the city. The Network brings together a range of partners to seek to understand, direct and maximise the economic and social impact of the NHS in London; supporting innovative, evidence-based and targeted anchor action at City-level, at System and at Place.

Many anchor-type activities are already being developed by NHS organisations across London, in association with their local partners. Together, leaders have taken significant steps to embed this approach at both organisational and system (ICS) level. It is vital that this work is now supported, strengthened and scaled up through the NHS London Anchor Network.

The aims and objectives of the NHS London Anchor Network

There is a renewed expectation that the NHS will play an important role in addressing London's economic and social recovery from the pandemic. The ambition of the NHS London Anchor Network is to harness this increased awareness the role and impact to support an anchor approach embedded at a city, ICS and local level, that seeks to improve population health and wellbeing and reduce health inequalities.

The overarching role NHS London is seeking to play in this agenda is to:

- convene – the ability to bring senior leaders together from within and outside the NHS is an important part of understanding the external context and focusing upon where the impact of the NHS can be best achieved
- connect – with anchor work emerging across pockets of London and England more generally, NHS London has a valuable role to oversee, understand and share good practice
- collaborate – across issues such as workforce, procurement and sustainability, NHS London has a clear role in stimulating local projects, shaping the evidence base for change and supporting them to upscale.

To progress this work, NHS London has established 3 new groups:

- an internal NHS London Anchor Delivery group to lead and deliver the strategy.
- an external NHS London Anchor Steering Group to challenge, advise and connect

- an NHS London Anchor Chairs and NEDs Group led by a sitting NHS Chair and focused on networking across the non-executive community and championing the role of the NHS as an anchor

The early priorities for the NHS London Anchor Network are related specifically to workforce and to procurement, with a series of task and finish groups being established to take the work forward.

Support local authorities can provide

Local authorities can play a vital role in supporting economic recovery in their local areas through an inclusive person-centred approach to employment, skills and training, while ensuring a connection to other services to meet the needs of residents in a co-ordinated system.

Young people and adults

Local authorities can:

- support young people to apply for Kickstart scheme job placements
- disseminate information through appropriate channels to young people about the opportunities on the Kickstart scheme and other opportunities
- address the digital divide so that residents of all ages have access to online learning and remote working
- support residents experiencing hardship through benefits advice programmes
- provide health support to those who have lost their jobs such as access to debt support, mental health support (Thrive London, Good Thinking) as well as support with food insecurity, shelter and other essential needs

Partnerships

Local authorities can:

- work with community-based organisations to offer work placements to their local community
- support local communities by working closely with anchors emerging in London and encouraging other local organisations with significant resources to do so
- continue to work closely with local Job Centre Plus on a supportive approach to job seeking and ensuring mental health is a consideration in the implementation of programmes

- connect with the Department for Work and Pensions London and Essex Group Employer and Skills Lead, Brian.McKeown1@dwp.gov.uk
- work in partnership with local organisations to maximise available funding to get people into work and tackle worklessness
- maintain and build on community and partnership action that emerged through the pandemic, continue to be present in networks or forums which support sharing of best-practice and innovative ways to tackle worklessness
- develop strong community engagement strategies to work with communities and understand their needs to support them back into work

Local businesses

Local authorities can:

- support small local businesses to apply for Kickstart placements as a gateway for those who are unable to provide 30 placements
- expand the creation and take up of apprenticeships at all levels
- identify and support local supply chains to directly support businesses and jobs in the borough
- support and leverage on access to the Future High Streets Fund – specifically Southwark receiving full funding of £9.6m and Haringey, Greenwich, Harrow and Wandsworth who have provisional funding offers

Other considerations

Local authorities may also want to assess local needs and draw up holistic action plans to support their communities working closely with local charities, community champions and other key partners. For example, Haringey Council is working with Central London Forward and the GLA on a regional and sub-regional approach to help newly unemployed residents in their local area.

With key partners local authorities should consider disadvantaged groups as plans are developed and not take a one size fits all approach in addressing worklessness. Local authorities may also embed the monitoring of uptake of interventions by protected characteristics as well as particular population subgroups which may be harder to reach to ensure effectiveness of action plans and enable evaluation.

Local examples of partnership working and approaches to support workless people

Haringey's economy has been hit hard by the impact of the coronavirus pandemic due to the larger share of workers in low paid jobs, in sectors most impacted by social distancing. Since March, over 11% of Haringey's residents have claimed Universal Credit for unemployment, the highest rate in Central London.

To deal with an unprecedented unemployment crisis, Haringey Council and partners across the borough have produced an [Employment and Skills Recovery Action Plan \(2020\)](#) setting out a joint response to the economic crisis.

This plan is focused on supporting those residents most impacted by coronavirus, with access to the right support, focusing on pre-employment training opportunities, apprenticeships, or employability support – aimed at supporting residents to take one step closer towards work.

Key sectors have been identified where the council can leverage influence to secure jobs and opportunities for residents. This includes construction, where a set percentage of labour and apprenticeship opportunities are secured for Haringey residents from major developments through the planning process.

The council works with major developers and contractors through a Haringey Construction Partnership and a Haringey Main Contractors Partnership to recruit locally to these posts.

The council is also using its influence to secure opportunities in other sectors including Health and Social Care. When the council buys services for delivering home care to vulnerable residents in the borough, it makes sure that 30% of these new supply chain opportunities are open for local small and medium sized businesses to apply for.

The recovery plan is underpinned with principles of always ensuring a person-centred, strength-based approach, acknowledging that the journey into work may take longer now for those who already had barriers into getting and remaining in work. It seeks to create a strong integrated local employment support offer, which is clear on progression pathways and supports people into Good Work; work that provides at least London Living Wage and opportunities for career progression.

Haringey case study

Haringey Works is the council's free employment and skills support service exclusively for the borough's residents.

There is no limit to the number of hours residents can spend with one of the advisors and there are no set 'criteria' to access and use the service other than being a Haringey resident looking for work.

Case study

In January 2019, Mrs E migrated from Greece to the UK with her husband and 3 children, to build a better life for their family. She visited Haringey Works office to receive support to find suitable employment. Due to English for speakers of other languages (ESOL) barriers, initially the advisor had to use google translator to communicate and was able to register Mrs E for employment support in the follow up appointments. Mrs E was supported with the National Recognition Information Centre (NARIC) to transfer qualifications to UK equivalent. Client was supported with CV update, interview skills and further was put forward via Haringey Works for reablement worker role and was successful in securing this role. Since working with the client, she has completed Entry 1 and 2 ESOL course and is currently completing Entry 3.

Royal Borough of Greenwich case study

NM was referred to the Work and Health programme (WHP) by the Job Centre Plus as a Disability type referral in January 2019. NM had a diagnosis of Chronic Fatigue Syndrome/myalgic encephalomyelitis (CFS/ME) which caused him to have an irrational fear of contracting diseases or illnesses. This had also caused NM to have depression and anxiety to the stage that he had only left the house to attend essential appointments for several years. His WHP Health Key Worker (HKW) worked with NM on his goals, prioritising his aims to use public transport again. Over the next 3 months NM and the health keyworker met regularly to slowly bring him out of his comfort zone and build his confidence around outside his house and public transport.

NM had created 3 goals, the first being to go outside without the support of family members. Within a month of working together NM was able to meet the health keyworker at the local common which was a few minutes' walk from his house without anyone supporting him. The second goal was to get onto any form of public transport, after 6 months of working together NM was able to get on to a bus and travel 12 stops. NM's final target was to go to Camden which he had enjoyed doing when he was younger. After 9 months of working together NM and the health keyworker made the journey. Along the way NM had the

start of an anxiety attack on the underground due to the number of people within a confined space but he remembered his coping strategies and with the support of the health keyworker he was able to calm himself before this became an uncontrollable episode. NM felt able to stay in the area for approximately 2 hours before he felt the need to make the journey back. On the way back, it was evident that NM was drained after his long and stressful day, but he was gleaming with pride at his achievements. Although NM is not currently ready for employment, he has made some incredibly amazing steps towards employability.

Available resources to tackle worklessness

Appendix A provides a list of resources, webinars and support available to tackle worklessness and unemployment including tackling worklessness among vulnerable groups such as young people and people with disabilities.

Appendix A: webinars, factsheets and toolkits

Webinars – topics

- support for business to build back better – the benefits of age diversity (recording)
- refreshing your approach to workplace diversity and inclusion post-2020 (recording)
- managing job insecurity and creating better quality work (recording)
- managing stress, burnout and fatigue in health and social care
- promoting workplace health and wellbeing in Covid-19 and beyond
- developing a Covid secure health and wellbeing strategy
- managing change – from restructuring, redundancy to home working

Webinars – links to recordings and factsheets

The Society of Occupational Medicine (SOM)

[SOM Webinars: The Society of Occupational Medicine \(SOM\)](#)

Supporting businesses: The benefits of age diversity

Supporting your approach to workplace diversity and inclusion

Developing a COVID-19 secure mental health and wellbeing strategy

Supporting workplace mental health and wellbeing in COVID-19 and beyond

Toolkits

PHE in collaboration with Business in the Community has developed a suite of toolkits that take a whole person, whole system approach and have mental health as a common theme throughout: [PHE BITC Employer Toolkits](#)

Resources for tackling worklessness

General resources and support for work and health

Name	Source	Date	Summary
West London Alliance Work and Health Programme	West London Alliance	2021	Provides support through WHP for residents in the west London region.
Local London Work and Health Programme	London Local	2021	Provides support through WHP for residents in the north and east London region.
Work and Health Programme: Better Working Futures – South London	Better Working Futures	2021	Provides support through WHP for residents in the south London region.
Central London Works (Work and Health Programme)	Central London Forward	2021	Provides support through WHP for residents in the central London region.
Helping Londoners into Good Work	GLA	2020	Support Londoners into good jobs with a focus on sectors key to London's recovery.
London's Economic Outlook: Autumn 2020	GLA Economics	2020	GLA Economics provides expert advice and analysis on London's economy and the economic issues facing the capital.
Digital Inclusion Fund	London Borough of Lambeth	2020	Guide to applying for funding from Lambeth council to support digitally excluded residents
Adult Education Budget (AEB)	Education and Skills Funding Agency	2020	Funding and performance management rules that apply to all providers of education and training who receive AEB funding.
Health Equity in England: The Marmot Review: 10 years on	Institute of Health Equity	2020	10-year review of the 2010 Marmot Review on health equity in England.
Build back fairer: the Covid-19 Marmot review	Institute of Health Equity/The Health Foundation	2020	Investigates how the pandemic has affected health inequalities in England.
Apprenticeship technical funding guide	Education and Skills Funding Agency	2020	Sets out the details of the apprenticeship funding system.
Traineeships	Gov UK	2020	Guidance for prospective trainees, employers and training providers on traineeships.

Name	Source	Date	Summary
Employment and skills recovery plan	London Borough of Haringey	2020	Haringey council's recovery plan to reduce unemployment and improve skills for residents through partnerships and collaboration.
Economic recovery plan	London Borough of Croydon	2020	Economic recovery plan for Croydon council following the impact of Covid-19 including support to employment and skills training for residents
A Better City for All	Lord Mayor's Appeal Charity	2020	Priority areas include improving social mobility and providing opportunities for upskilling.
Employment and business network	East London Business Alliance	2020	East London Business Alliance builds the connection between businesses and local communities, bringing the time, skills and resources of the private sector, to help build the capacity of local organisations, support young people in education and place people into employment in London.
Support for mental health at work	Able Futures/DWP	2020	Workers across the UK (including employees and self-employed) can receive 9 months of professional mental health support at no cost to themselves nor their employer, via the Access to Work Mental Health Support Service.
Central London – Health and work programme	Ingeus/DWP	2020	Central London Works is delivered in Camden, the City of London, Hackney, Haringey, Islington, Kensington and Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth and Westminster.
Business Healthy	City of London	2020	Provides support to employers of all sizes and sectors to improve the health and wellbeing of their workforce.
Beyond the pandemic	Cambridge University	2020	Overhaul back-to-work policies to protect mental health.
Corona virus: Impact on the labour market	Commons Library	2020	This paper tracks the evolving impact of the coronavirus outbreak on the labour market.
Adult education budget – London	Maximus	2020	Adult education programme to improve skills and education for over 19s.
City skills: Strengthening London's further education	Centre for London	2020	Presents the case for increasing further education among Londoners to address skills gap faced in London.
Health Matters: Health and work	PHE	2019	Why employment matters to health and how employers, LA's and NHS can support health and work.

Name	Source	Date	Summary
The Impact of Brexit on Poverty in the UK	Joseph Rowntree Foundation	2018	Covers effects on employment after BREXIT.
Good work: The Taylor review of good working practices	Matthew Taylor	2017	The work of this Review is based on a single overriding ambition: All work in the UK economy should be fair and decent with realistic scope for development and fulfilment.
Leading Places	LGA	2017	Leading Places is an innovative pilot programme that supports councils, universities and other local institutions to work together on meeting the key challenges facing their local residents and businesses.
Improving Lives: The Future of Work, Health and Disability	DWP/DOH	2017	'Improving Lives: the Work, Health and Disability Green Paper', published in October 2016, sets out the case for change and the vision for 'a society where everyone is ambitious for disabled people and people with long-term health conditions, and where people understand and act positively upon the important relationship between health, work and disability'.
Digital inclusion for health and social care	NHS Digital	2017	A guide to help healthcare providers, commissioners, and designers ensure that services delivered digitally are as inclusive as possible, meeting the needs of all sections of the population.
Health and work, worklessness and economic growth: LEP briefing	PHE	2016	Briefing to help Local Enterprise Partnerships (LEP) understand the relationship between health and work, worklessness and economic growth.
Health, work and health related worklessness	LGA/PHE	2016	This briefing provides local councillors with a strong business case to address health related worklessness and promote workplace health in their local authority (LA).
Is work good for your health and wellbeing?	The Stationary Office	2006	Explores work, health and wellbeing and the links between work and health.

Support and resources for young people

Name	Source	Date	Summary
We are London Youth	London Youth	2020	London Youth, a charity on a mission to improve the lives of young people in London including employability and skills training.
Employment and training	Peabody	2020	Offers young people free advice and guidance in searching for a jobs or apprenticeships and access to training and qualifications.
Kickstart scheme	Gov UK	2020	£2 billion scheme to fund job placements for 16-24-year-old young people.
Supporting young people in London	Prospects/ Shaw Trust	2020	Prospects works extensively with young people across London, providing careers services and help to find jobs, apprenticeships or training, on behalf of several local authorities.
Here for young people: Our response to COVID-19	Prince's Trust	2020	We work with delivery partners across the UK to offer hundreds of free courses, grants and mentoring opportunities to inspire young people to build their confidence and start a career.
Supporting disadvantaged young people into meaningful work	Youth Futures Foundation	2020	The report examines what we know about “what works” in supporting young people into work, based on a rapid evidence assessment of evaluations that measured job outcomes for disadvantaged groups.

Support and resources for people with disabilities

Name	Source	Date	Summary
Give with confidence	Helping people with disabilities into work	2020	Schemes available to help people with disabilities into back work
Intensive Personalised Employment Support	Gov UK/Job Centre Plus	2020	Intensive Personalised Employment Support is one-to-one support and training to help you into work if you have a disability or health condition.
Individual placement and support – Enfield	Remploy/ DWP	2020	Remploy delivers an IPS programme in partnership with Mental Health Trusts in Enfield
Careers and work for disabled people	Disability Rights UK	2020	Advice on working conditions and rights of disabled people when seeking employment
Making it Work	Inclusion London	2020	Five-year programme to improve young Disabled people's chances of employment and challenge the barriers to getting into work. Our programme will build DDPOs' capacity to deliver employment support, including setting up Supported Internships and training, using a rights based and social model approach.
Supported Employment Network	Hackney CVS	2020	Supported employment services help disabled people to move towards or into employment of their choice
Supporting disabled people to work	National Audit Office	2019	This report is about the Department for Work and Pensions' support to help disabled people overcome barriers to work. This includes people whose long-term health problems have an effect on their ability to get or keep jobs.

About Public Health England

Public Health England exists to protect and improve the nation's health and wellbeing, and reduce health inequalities. We do this through world-leading science, research, knowledge and intelligence, advocacy, partnerships and the delivery of specialist public health services. We are an executive agency of the Department of Health and Social Care, and a distinct delivery organisation with operational autonomy. We provide government, local government, the NHS, Parliament, industry and the public with evidence-based professional, scientific and delivery expertise and support.

Public Health England
Wellington House
133-155 Waterloo Road
London SE1 8UG
Tel: 020 7654 8000
www.gov.uk/phe
Twitter: @PHE_uk
Facebook: www.facebook.com/PublicHealthEngland

Prepared by: Monica Acheampong PHE London and Mwaanga Kayuma PHE London
Healthcare, Wellbeing and Workforce team
For queries relating to this document, please contact: Monica.Acheampong@phe.gov.uk
or Mwaanga.Kayuma@phe.gov.uk



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Published September 2021
PHE publications
gateway number: GOV-9787

PHE supports the UN
Sustainable Development Goals

