

“Break the Cycle- Early Intervention: Employment & Skills”

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Overview

- **Employment & Skills in Nottingham;**
 - **What Early Intervention Means to Us;**
 - **Early Intervention- Developing Our Programme;**
 - **Workshop Q+A:**
 - **Impact of Low Skills and Worklessness**
 - **Early Intervention- Our Current Priorities**
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Employment & Skills in Nottingham

- Within the City 29% of children live in households where earnings are sufficiently low to warrant state financial assistance, compared to 22% across Greater Nottingham and 19% in England (6,700 lone parent Income Support Claimants)
 - Within the City 29,000 (17%) of 16-65 year olds have literacy skills at a level expected of 11 year olds
 - The City employment rate is lower than England (65.9% compared to 74.3%)
 - BME groups are less likely to be employed (approx 10% higher unemployment rate for BMEs)
 - One of the largest groups facing additional challenges is those with health problems and/or a disability.
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Employment & Skills in Nottingham

Why are we here?

Research conducted by SQW for One Nottingham identified a number of factors driving deprivation in Nottingham which would present long term challenges. These are

- low aspirations;
 - poor educational attainment of young people;
 - high numbers without the skills, qualifications or support to work;
 - low skill/low wage work acting as a disincentive;
 - low value housing and unappealing neighbourhoods perpetuating a cycle of deprivation.
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Employment & Skills in Nottingham

- Within the City there are approx 17,500 people claiming Incapacity Benefit- 1 in 10 of all city residents (compared to around 8,000 actively seeking work through Jobseeker's Allowance)
 - The average length of an IB claim is 8 years- once someone has been claiming IB for 2 years they are more likely to retire or die than return to work
 - Approx 47% of those claiming IB do so primarily for a Mental Health reason- depression, anxiety and stress being the main elements within the mild to moderate category
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What Early Intervention Means to Us

“To give all people facing deprivation in Nottingham a better chance to train and get sustainable work; improving the quality of their own lives, their communities and all those they affect.”

Or, in short:

“Our People, Better Chances”

What Early Intervention Means to Us

but what does Early Intervention mean in reality?

Help people who suffer disadvantage in seeking, getting and staying in work;

By doing so help others around them- their children, neighbours and peers- seek, get and stay in work;

What Early Intervention Means to Us

how?

By Addressing the Needs of those specific groups, who are most likely to have 'impaired outcomes':

- **People with a disability or of ill-health;**
 - **Disadvantaged BME groups;**
 - **Low Income/Workless Families with young children;**
 - **Low skilled;**
 - **People living in Deprived Areas;**
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What Early Intervention Means to Us

...and doing this through joined up approaches involving:

- *Health*
- *Children and Young People/Child Poverty*
- *Communities and neighbourhoods*
- *Housing*
- *Crime and drugs*

“Our People, Better Chances” cannot be achieved in isolation...

What Early Intervention Means to Us

..for example health and work:

Health

Work

To Develop a Health and Work Strategy that directly links the emerging LAA indicators for employment and health together and provides a strong rationale for using specialist services in early intervention.

What Early Intervention Means to Us

..for example health and work:

Key Priority 1

Increasing the employment rate in the Greater Nottingham area by reducing the flow of fresh benefit claimants through targeted awareness raising and on-going business engagement, to promote a culture of early supportive intervention between the employer and their employees, and healthcare professionals - in regards to work and well-being.

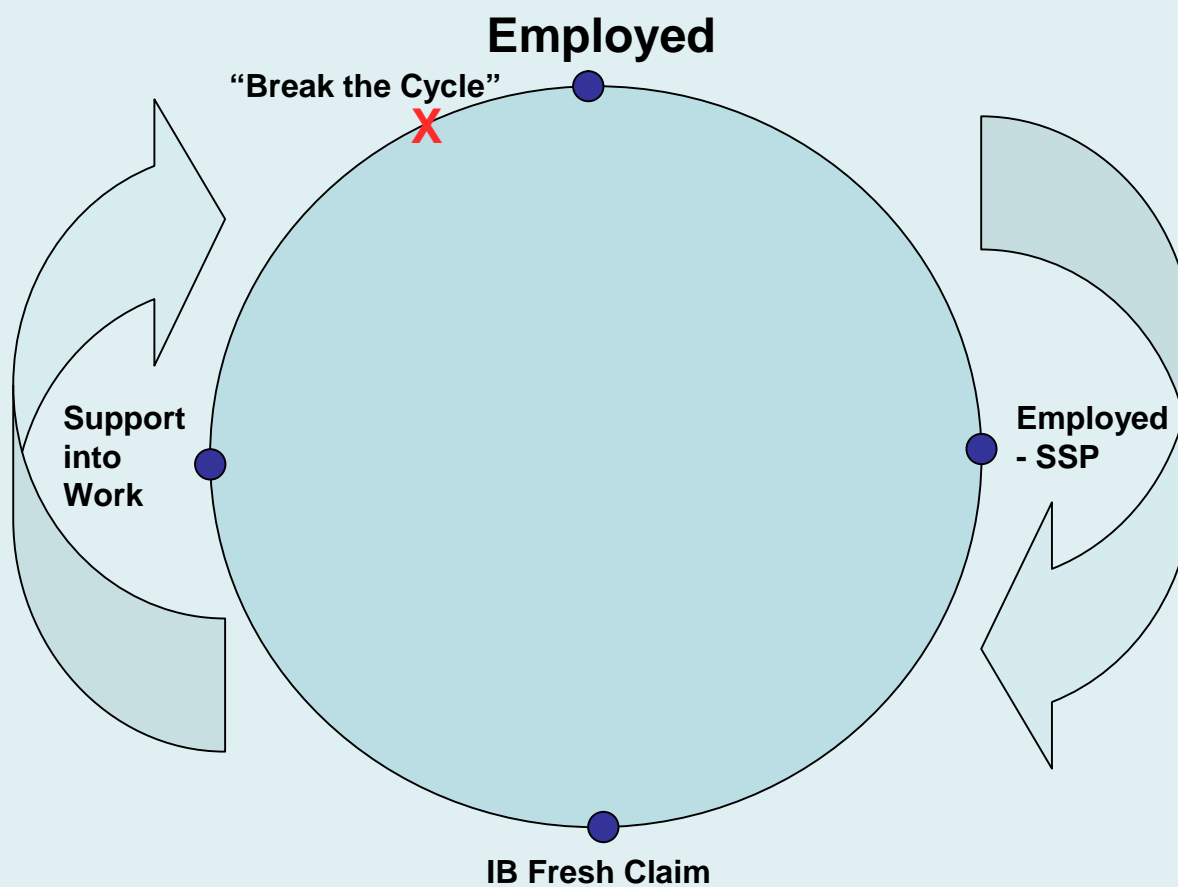
Key Priority 2

To develop more innovative, joined up and personalised approaches to meet the needs of stock/long term IB clients in the Greater Nottingham area; in particular targeting IB and:

- mental health problems;
 - drug/alcohol dependency;
 - Ex-offenders;
 - BME; and
 - Parents with young families
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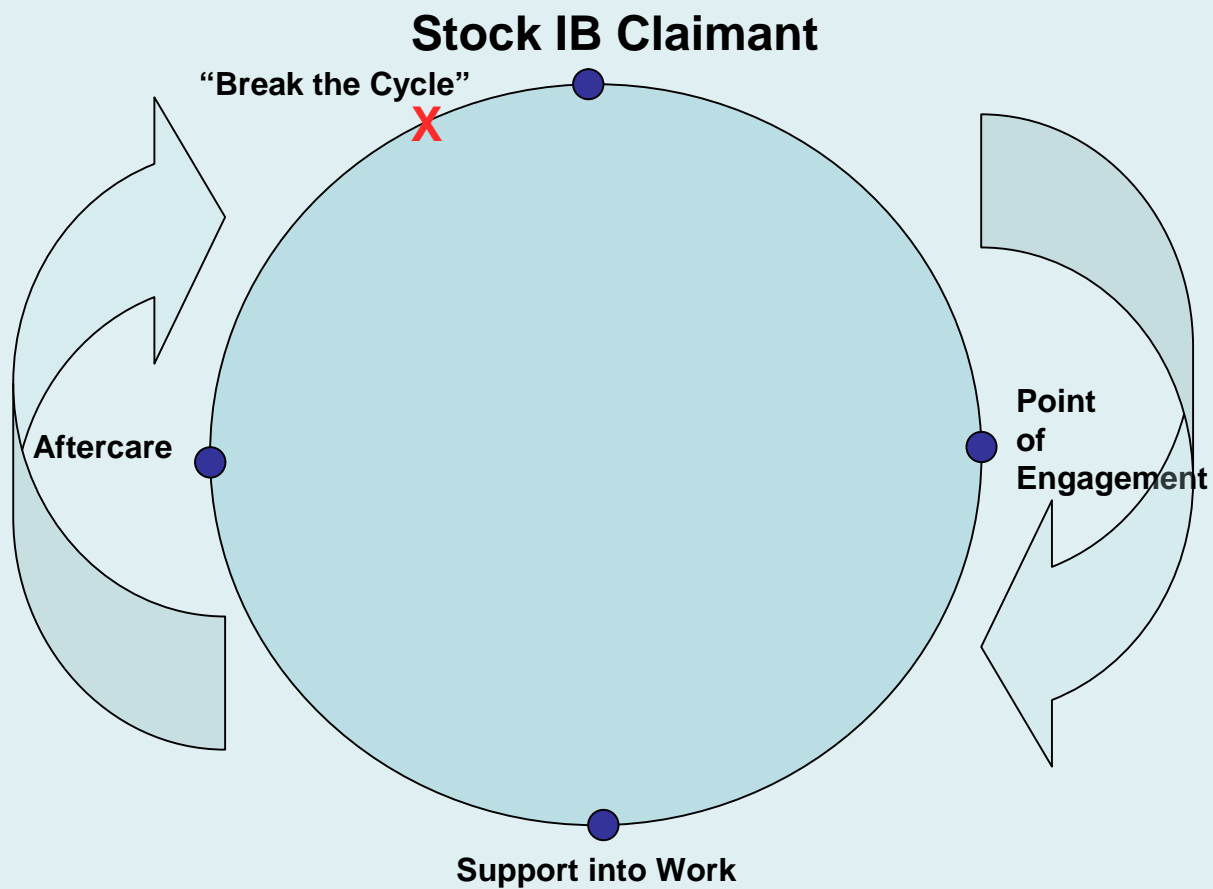
..for example health and work:

Early Intervention- "The Flow"



..for example health and work:

Early Intervention- “The Stock”



Employment & Skills in Nottingham

Final Stages of our Local Area Agreement (LAA)

NI 150- Adults in contact with mental health services in employment

NI 151- Overall employment rate

NI 152- Working age people on out of work benefits

NI 163- Working age people qualified to NVQ Level 2 or Higher

Early Intervention- Developing Our Programme

- Maintain delivery of our City Strategy Pathfinder aimed at reducing overall benefit levels and increasing the employment rate- through **Making the Connection- until at least May 2009;**
- Finalise our delivery activity for 2008-2011 based on the LAA targets currently being finalised- that will focus on targeted support for IB, Families with young children, BME Groups, Low Skills and Low Aspirations- Our People, Better Chances Event (5th June 2008);
- Establish a commissioning programme under the Early Intervention strategy;

Workshop Q+A:

- **Impact of Low Skills and Worklessness- *what is the case for breaking the cycle from your perspectives?***
 - **Early Intervention- Our Current Priorities- *have we got it right? Using your area of expertise what should our key Early Intervention priorities be at this stage?***
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