

**APPENDIX 2. EMPLOYMENT AND HEALTH & WELLBEING: IMPROVING LIVES IN
NOTTINGHAMSHIRE, A WORKSHOP FOR ACTION – BACKGROUND PAPER****Purpose:**

- 1) This briefing paper is to provide background information to support the Nottinghamshire County Council Health and Wellbeing Board workshop on employment and health on 18 October 2019.
- 2) The workshop aims are to:
 - a) Explore the relationship between good work and health in Nottinghamshire
 - b) Understand the gaps in employment for those with health and complex social issues and barriers they face to employment
 - c) Identify and commit to actions to improve opportunities for employment for these groups.
- 3) This workshop brings together a range of strategic leaders, commissioners and providers of employment related support, to consider how we can best support more people to secure and maintain employment in Nottinghamshire. We will specifically focus on those facing barriers to employment due to long term physical or mental health conditions, and disability.
- 4) We recognise a great breadth of good practice is being delivered by partners already in Nottinghamshire. But we feel there is an opportunity to strengthen this work by increasing visibility of the existing support offer, building relationships across sectors, and identifying high impact strategic actions to strengthen inclusive employment.
- 5) Participants are asked to read this background paper and consider commitments that their organisation, as a member of the Health and Wellbeing board, Integrated Care System/Partnership or wider system partner may wish to make to progress this agenda in Nottinghamshire.
- 6) Outcomes of the workshop will be:
 - Proposed actions for the Nottinghamshire Health and Wellbeing Board (HWB)
 - Proposed actions for the Nottingham and Nottinghamshire Integrated Care System (ICS)
 - Feedback on local support needs to NHS England/NHS Improvement (NHSE/I), Public Health England (PHE) and the Work and Health Unit (WHU)

Overview:

- 7) Health and work are strongly interdependent. We know that good work is generally good for both mental and physical health. At both an individual and a collective level, work, is one of the most fundamental and defining activities of humankind. Work is the process by which the essential prerequisites for day to day life - food, shelter and security - are obtained.¹ But the evidence is clear that the benefits of work extend beyond bare necessities - good work is an enabler, impacting positively on quality of life, social interaction, identity and a sense of contribution
- 8) There is a strong association between worklessness and poor health, where being out of work can be both the cause and the consequence of a range poor physical and mental health outcomes. And conversely, being in work can have a strong positive influence on health, protecting against social exclusion through providing an income, social interaction, a core role, identity and purpose. For people who have been out of work, securing employment is linked to improved physical and mental health and improved self-esteem. With appropriate support, securing work is really important for individuals with a health condition or disability, not only because it promotes full participation in society and independence, but also because it can promote recovery and rehabilitation and lead to improved health outcomes and a better quality of life.²
- 9) Whilst work is good for health, in a similar way, good health is an asset, essential for a thriving society and economy. Investing in and supporting good health therefore presents a significant opportunity for economic gain at local and national levels. If we were able to take positive steps to address both presenteeism and absenteeism from work due to poor health, up to £100 billion annually would be saved across the UK economy.³ From an employer perspective, the benefits of a healthy workforce are clear. Healthy staff are more productive, take less time off sick and should not need to retire early for health reasons.
- 10) We know that one in three employees in the UK has a long-term condition. For many, this condition will make it hard to come to work, and to be productive at work. In some cases work is actually the cause of a health condition, or at the least makes it worse. And for significant numbers of working age adults, their health condition impacts on life to such an extent that they find it difficult to secure or maintain a job.
- 11) The national Improving Lives Programme has set out a compelling vision and makes the case that “A country that works for everyone needs to help ensure that all who can work or undertake meaningful activity have the chance to do so. And that the right care and support is in place to enable all to thrive in work throughout their working lives” (See **Figure 1**)

¹ [adapted from Clare Bambra] Work, Worklessness and the political economy of health.

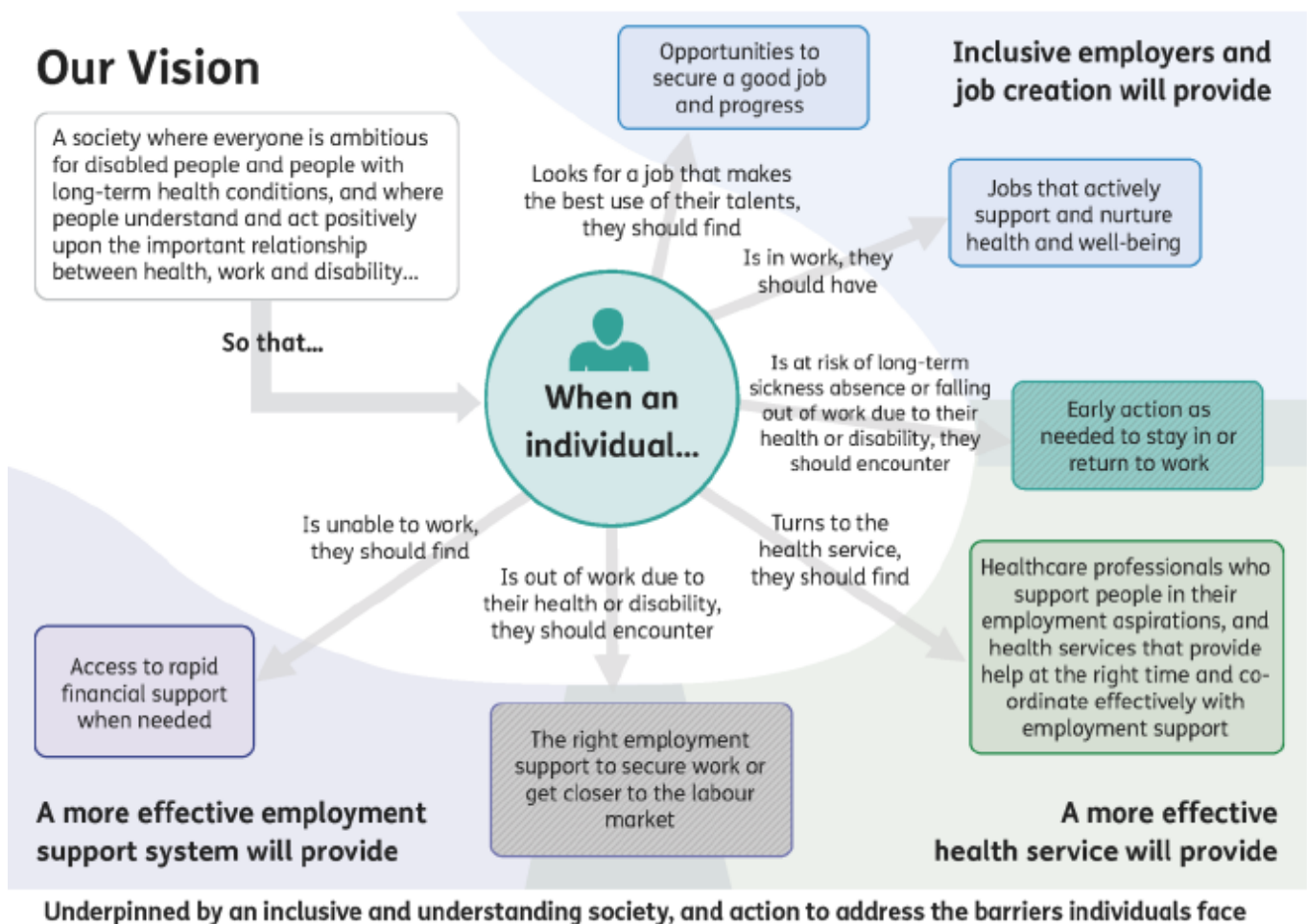
² Waddell, Is Work Good for Your Health and Wellbeing.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/214326/hwwb-is-work-good-for-you.pdf

³ PHE Health Matters: Health and Work

<https://www.gov.uk/government/publications/health-matters-health-and-work/health-matters-health-and-work>

Figure 1: The Vision of “Improving Lives The Future of Work, Health and Disability”



12) Further information on the links between health and work can be found on the **Public Health England Health Matters webpage**:
<https://www.gov.uk/government/publications/health-matters-health-and-work/health-matters-health-and-work>

Health and Work in Nottinghamshire

- 13) Nottinghamshire is a resilient and diverse County - but across its geography some areas and wards differ in their skills performance and in their life chances, inclusivity and economic growth. Areas such as Mansfield, Ashfield, Newark and Sherwood, Bassetlaw and Gedling require the greatest focus through geographical prioritisation.
- 14) The evidence tells us that people with health conditions are less likely to be in employment than the rest of the working age population. In Nottinghamshire 30,770 working age adults (6.1% of the working age population) are claiming Employment and Support Allowance (ESA) benefit due to having ill health or a disability. Of this, more than 26,000 working age adults have been in receipt of ESA for more than 12 months. We know that the two main health conditions contributing to this are mental health (including stress and anxiety) and musculoskeletal health (back pain, neck pain, arthritis etc.) Areas in the north of the County,

including Bassetlaw, Mansfield and Ashfield experience the highest levels of health related worklessness.

- 15) Disabled people remain significantly less likely to be in employment than non-disabled people. In 2015 nationally, 47.9% of working-age disabled people were in employment compared to 80.1% of working-age non-disabled people. Most disabled people are not born with a disability but acquire it during their lives. The prevalence of disability is strongly related to age: around 1 in 20 children are disabled compared with 1 in 5 working adults and 1 in 2 older people. The majority of impairments are not visible.
- 16) Disability affects a large proportion of our population. The number of 18-64-year olds predicted to have a serious physical disability in Nottinghamshire in 2017 was 11,903. Approximately one in ten adults in Nottinghamshire aged 18-64 live with moderate/severe physical disabilities. The numbers of people aged 18+ who are predicted to have a moderate or severe learning disability and therefore likely to be in receipt of services was estimated at 3,145 in 2017.
- 17) Data from February 2019 shows that 77.4% of all working age adults in Nottinghamshire were employed. However, the reality for people with disabilities and long-term conditions is significantly different. Employment for those with a long-term condition in Nottinghamshire is estimated at 65.5%. Only four percent of adults with mental health conditions on a Care Plan Approach, and just 2.8% of adults with a learning disability who are in contact with social care, were in employment in the same time period.

The Opportunity to improve employment, health and wellbeing outcomes

- 18) A wealth of guidance, advice, information and support is available to employers on managing the health of their workforce and supporting more diverse and inclusive employment. This is also set within the context of strategic drivers which are opportunities to influence commissioning and investment in inclusive employment. **Appendix 2** provides further information on national and local strategic drivers.
- 19) The workshop will allow partners to explore the barriers, challenges and opportunities involved in achieving the goals of increased employment for those with health conditions or disability. It considers the potential roles for system partners through three themes:
- Inclusive employment (the role of employers)
 - Work as a health outcome (the role of the health and social care system)
 - Employment Support (the role of commissioned employment support services)

Inclusive Employment:

- 20) **Inclusive employment** is about ensuring that all people, regardless of their needs, have the opportunities to secure a good job. This means creating job opportunities that are flexible to respond to people's additional needs and removing unnecessary barriers in recruitment and employment.
- 21) As we have seen, employment rates are substantially lower for those with long term conditions or disability. The causes of this gap are complex and multifaceted. Barriers to employment include:
- employer stigma and discrimination (and fear of this)
 - disruption to education
 - loss of confidence and impact on individual motivation
 - 'Self-stigma' which affects career aspirations, job-seeking activities and help-seeking behaviours.
 - a health-related inability to do some jobs
 - access to healthcare
 - Disclosure
 - risk of the development of comorbidities, and particularly mental health comorbidities (such as anxiety and depression) influenced by periods of being out of work.
- 22) The following barriers to self-employment for disabled people have been identified:
- Difficulties in obtaining start-up capital;
 - Fear of losing the security of regular benefit income;
 - Unhelpful attitudes of business advisers;
 - Lack of access to appropriate training and support
- 23) In addition, many long term conditions are fluctuating, meaning symptoms can be unpredictable and difficult to manage, particularly at work. This is compounded by the fact that perceived stigma can prevent many people from seeking vital help at work.
- 24) Having a population with additional needs that aspire to work and who have benefited from excellent employability skills is just part of the challenge. Employers can, through their 'standard' recruitment practices and employment offer, unknowingly exclude talented individuals with additional needs from their workplaces.
- 25) Nationally available inclusive recruitment best practice and support is available for example through the Disability Confident scheme, Access to Work, Fit for Work, and through Public Health England and Business in the Community's range of toolkits for employers. These are available for all employers to access. Over 140 locally registered organisations have signed up as Disability Confident or Committed employers, although no local organisations are registered as Disability Confident Leaders. Links are provided below to further resources:
- **Disability Confident:** <https://disabilityconfident.campaign.gov.uk/>
 - **Access to Work:** <https://www.gov.uk/access-to-work>
 - **Fit for Work:** <https://fitforwork.org/>
 - **Business in The Community toolkits:** <https://wellbeing.bitc.org.uk/tools-impact-stories/toolkits>
 - **NHS Employers interactive toolkit:** <https://www.nhsemployers.org/case-studies-and-resources/2019/09/how-to-recruit-and-support-disabled-staff-in-the-nhs-toolkit>

26) **Workshop questions:**

- What are the barriers faced by small, medium and large employers seeking to inclusively recruit, support and retain people with long term conditions or disability?
- What opportunities exist for local partners, including employers, to take action to improve inclusive employment?
- What support from NHSE/I, PHE and WHU is needed to strengthen local action?

Work as a Health Outcome – Health and Social Care perspective:

27) The 2019 Healthcare Professionals' Consensus Statement on Health and Work sets out an ambition for approaching employment as a health outcome: "Working can be considered as a health outcome in itself, reflecting how well we are supporting individuals to adapt to or recover from their health challenges. The majority of health-related worklessness is not inevitable and with the right advice and support, many individuals can achieve their working potential".

28) While a 'work first' approach has generally been adopted that prioritises job goals and work activity to help people with long-term health conditions into employment, an alternative 'health first' service has the objective of improving the health of participants as a way of improving employability. It is recommended by the National Institute for Health and Care Excellence (NICE) and has underpinned recent national programmes such as "Fit for Work".

29) The NHS has been developing its 'work as a health outcome' programme for a number of years. This supports clinicians to give greater weight, in their clinical practice and commissioning, to consider the impact of work on their patients' health, and the impact of their patients' health on their work.

30) There are a wide range of examples of excellence in clinical practice locally. These include the use of Fit notes by primary care, co-location of employment professionals in clinical practice, and the newly establishing first contact practitioners who will support patients with musculoskeletal conditions to remain in employment.

31) Nationally the Work and Health Unit is a cross-government unit, jointly sponsored by the Department for Work and Pensions and the Department of Health and Social Care. It works across government and the wider public sector to develop solutions that benefit disabled people and those who support them. The focus of its work is to improve the health and employment outcomes for disabled people and those with health conditions. Following a consultation, the Work and Health Unit published Improving lives: the future of work, health and disability. This paper sets out how the government will make and influence changes across the welfare system, the workplace and health services to see one million more disabled people in work by 2027.

<https://www.gov.uk/government/publications/improving-lives-the-future-of-work-health-and-disability>

32) There is a significant amount in the gift of Health and Social care partners. As large employers they are an asset. By reviewing recruitment practices and the employment offer, by enabling changes to the practice of frontline practitioners in health and social care, there is an opportunity to better enable our patients and service users into employment.

33) Through the emerging Integrated Care System in Nottinghamshire there is potential for significant impact on inclusive employment, both directly through the workforce we employ (for example the Health sector alone employs 44,000 people in Nottinghamshire), and indirectly through including employment support expectations in procurement and supply chains.

34) **Workshop Questions:**

- What are the challenges to incorporating employment conversations and support in the role of front-line health and care staff?
- What local opportunities exist for health and employment support partners to strengthen joint working and “health first” approaches?
- What support from NHSE/I, PHE and WHU is needed to strengthen local action?

Employment Support – Commissioned Service Perspective:

35) The term “employment support” in this context refers to any service commissioned with the explicit goal of supporting an individual to secure and/or maintain paid employment. As a local system we have a range of support available to individuals and business, which is enabling individuals to move closer to the workforce, and secure and maintain employment. We have good success stories to share and learn from, where we have locally supported individuals with mental or physical health conditions, learning disabilities, or complex needs such as a history of homelessness and substance misuse.

36) However, our initial review of existing provision has highlighted some important gaps and system issues for consideration. Locally, as nationally, both commissioning and delivery is fragmented. There are multiple employment programmes, support offers, providers and commissioners. It is not clear that people are always aware of the support that is available to them or that people are always enabled into the right support for them. It is also challenging to understand the extent to which our populations needs are being effectively met.

37) Employment support is more often focussed on securing a job, with less support offered to sustain employment over the longer term. Fewer programmes exist which provide tailored condition specific support to help those with long term conditions to manage a return to work (although the evidence base suggests such a tailored approach is more effective).

38) Evidence also tells us multi-component support is most effective in enabling a return to work for someone experiencing health barriers. This includes three key elements: health focussed interventions (health professionals supporting improvement of mental and physical health), coordinated case management (facilitating effective links between healthcare and the workplace) and modifications in the work environment (flexible working hours, duties or change to physical working environment).

39) Provision across Nottinghamshire to increase access and participation in the labour market for people with health and complex social needs comes from a range of national, regional, local and micro programmes. The largest of these are financed via the European Social Fund (ESF) for which the Department of Work and Pensions (DWP) is the managing authority (and in majority of cases the co-financer) with oversight provided for Nottinghamshire by the D2N2 Local Enterprise Partnership (LEP). The NHS, Nottinghamshire County Council and charitable funds also pay for programmes. **Appendix 1** provides brief information on the larger offers which have specific health elements that are available in Nottinghamshire. But it should be noted that this does not include the full breadth of provision and support available.

40) Any landscape will require a range of provision to meet its populations differing levels of need. It is difficult to establish, aside from anecdotally, the level of tailored and ongoing support that everyone within our population requires. However, we do know that our highly intensive 'supported employment' provision – Individual Placement and Support (IPS) and i-work report a growing demand and hold waiting lists for support. The evidence base increasingly points towards these 'supported employment' - place and train models which provide intensive pre and post-employment support to both the employee and employer.

41) **Workshop Questions:**

- What are the challenges to providing effective employment support at scale to those experiencing barriers to employment due to long term conditions or disability?
- What opportunities exist to more effectively address current gaps in employment support provision?
- What support from NHSE/I, PHE and WHU is needed to strengthen the local commissioned offer?

Recommendations

42) Draft recommendations to the Health and Wellbeing Board are suggested below. These will be reviewed and refined, following the workshop.

- i. Member organisations of the Board sign up to the Disability Confident programme.
- ii. Awareness of the Access to Work scheme and other employment support offers should be raised amongst all employers in Nottinghamshire.
- iii. Partners should develop an evidence based strategic model for employment support which will take account of gaps in existing provision and provide a template for commissioning investment.
- iv. Taking a "health in all policies" approach, member organisations of the Board should commit to embedding inclusive employment within procurement and supply chains.
- v. The feedback from the workshop on the support needed by the local system should be shared with NHSE/I, WHU and PHE partners, to inform their national work programme.

Appendix One: Overview of Nottinghamshire employment support for individuals with health conditions, disability or complex social barriers.

Building Better Opportunities (BBO) is nationally financed via ESF with co-financing from the National Lottery Community Fund. Within BBO there are three strands:

- 'Towards Work' <https://www.towardswork.org.uk/>
- 'Opportunity and Change' <https://www.doubleimpact.org.uk/how-we-help/building-better-opportunities/opportunity-and-change/>
- Money Sorted <https://moneysortedind2n2.org/>

Better Working Futures - the main national provision to help people with health conditions find and keep a job. <https://betterworkingfutures.co.uk/>

Individual Placement and Support (IPS) schemes - IPS is nationally recognised best practice intervention to support individuals with mental health difficulties who are accessing secondary care to attain their employment aspirations.
<https://www.nottinghamshirehealthcare.nhs.uk/employment-support-service>

Working Win (Bassetlaw only) the jointly commissioned NHSE and DWP health-led employment trial is a randomised control trial (RCT) testing a new employment support service for people with a health condition. <https://www.workingwin.com/>

Improving Access to Psychological Therapies (IAPT) employment advisors - Across the rest of Nottinghamshire people who attend IAPT services can access employment advisors through a pilot commissioned by NHSE/DWP through local CCG IAPT contracts.

I-work - an intensive employment support service for people with Asperger's, Autism and/or learning disabilities to gain and maintain employment. Part of NCC's supported employment offer but also supports people to find employment in the wider competitive job market.
<https://www.nottinghamshire.gov.uk/jobs-and-working/support-to-find-employment/employment-support-disability>

Nottinghamshire County Council currently has three supported employment offers:

- County Enterprise Foods
- Solutions4Data
- County Horticulture at Brook Farm

Supported internship scheme – these are structured study programmes which provide practical work experience and structured learning. Interns are primarily based at an employer and work best when linked to educational establishments. They are specifically for young people who have an Education, Health and Care Plan (EHCP).

Future Impact is a programme supported through the Life Chances Fund and works with young people aged 16-23 with special educational needs and disabilities (SEND), but who are not on EHCPs, who are at risk of not being in employment, education or training (NEET) to support them to remain in or gain education, employment or training.
<https://www.nottshelpyourself.org.uk/kb5/nottinghamshire/directory/service.page?id=pJx5CHHEI-I&newdirectorychannel=9-1-3>

Nottinghamshire County Council Growth and Economic Development are involved with a number of partnerships and programmes including D2N2 People and Skills Advisory Board, Growth Hub, Building Better Opportunities, Sector Based Work Academies, East Midlands Enterprise Gateway Skills Partnership, with the aim of harnessing the benefits of growth and providing support to those who need help to fulfil their potential.

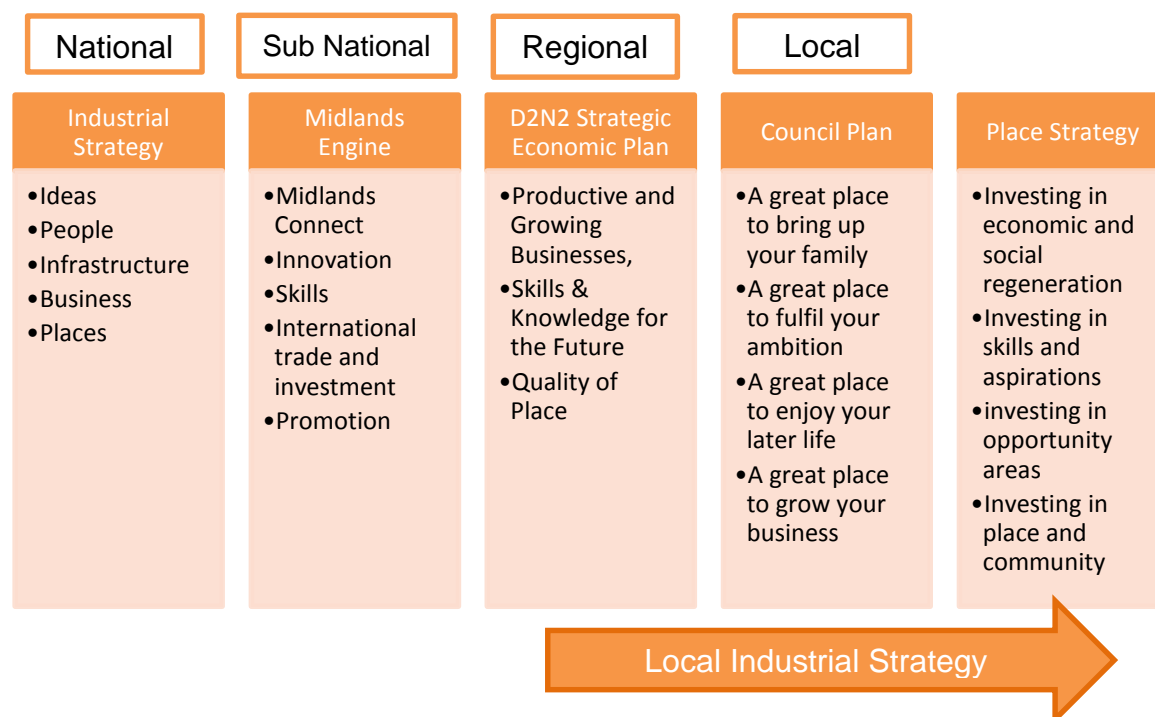
Futures are the accountable body for the ESF community grants scheme which provides small community grants of up to £10,000 for organisations to support targeted employment work with their clients. A second round of this opens 15th November 2019.

<https://www.the-futures-group.com/grants-available-for-east-midlands-community-organisations-to-support-the-unemployed-into-jobs.html>

Apprenticeships are also an important part of the local landscape.

Appendix 2: National and Local Strategic Drivers

Current Drivers



National

Industrial Strategy (Nov 2017)

The white paper *Industrial Strategy: building a Britain fit for the future* (HM Government, Nov 2017) sets out a long-term plan to boost the productivity and earning power of people throughout the UK.

The Industrial Strategy sets out four areas where Britain can lead the global technological revolution. These four Grand Challenges are in putting the UK at the forefront of the **artificial intelligence and big data revolution**; maximising the advantages for UK industry from the global shift to **clean growth**; being a world leader in shaping the **future of mobility**; and harnessing the power of innovation to help meet the needs of an **ageing society**.

This strategy is underpinned by five foundations of productivity:

- **Ideas** – seeking to build the world’s most innovative economy
- **People** – creating good jobs and greater earning power for all
- **Infrastructure** – upgrading the UK’s infrastructure to be capable to meet these other aspirations
- **Business environment** – making the UK the best place to start and grow a business
- **Places** – developing and sustaining prosperous communities across the UK.

The UK has significant economic strengths on which we can build, but we need to do more to increase our productivity and make the most of our untapped potential right across the country.

Careers strategy: making the most of everyone's skills and talents (Dec 2017)

The careers strategy is part of the government's plan to make Britain fairer, improve social mobility and offer opportunity to everyone and published in December 2017. This strategy sets out how Government will transform careers provision across the country, prioritising the people and places that need it most while raising the standard for everyone. It calls for the education, business and careers communities to come together and work in partnership.

It identifies key areas that the strategy will focus on

- **Inspiring encounters** with further and higher education, and with employers and workplaces
- **Excellent advice** and **guidance** programmes
- **Support and guidance** tailored to individual needs
- **Using data and technology** to help everyone make choices about careers

State of the Nation report on social mobility in Great Britain (2017)

Social mobility is about an individual's ability to build a good life for themselves, regardless of their background. The more social mobility there is, the less someone's destination in life depends on where they start out. The definition of Social mobility is the link between a person's occupation or income and the occupation or income of their parents. Where there is a strong link, there is a lower level of social mobility. Where there is a weak link, there is a higher level of social mobility

The State of the Nation Report concludes that fundamental reforms are needed in our country's education system, labour market and local economies to address Britain's social mobility problem. It identifies a number of recommendations that are not aimed exclusively at government but also at employers and educators, local councils and communities. The areas for focus are:

- **Parenting and the early years**
- **Schools**
- **Post 16 education**
- **Jobs, Careers and Earnings**
- **Housing**

State of the Nation Report (Nov 2017) ranked all 324 English LAs into hotspots and cold spots for every life stage from the early years through to working lives. In Nottinghamshire 6 out of our 7 districts were ranked as coldspots (worst social mobility outcomes) and 3 in the lowest 10 performing areas.

With a county as large as Nottinghamshire, there are areas of untapped potential and socio-economic challenge that were identified within the report.

Sub National Context

Midlands Engine

The Midlands Engine is a government-backed coalition of nine Local Enterprise Partnerships, local authorities, businesses and universities across the wider Midlands region – established in

late-2015 and focused on opportunities for collaborative working and strategy to boost productivity and growth in the heart of England.

The coalition has identified five core themes for the future of the Midlands economy:

- **Midlands Connect** – developing a long-term transport investment strategy;
- **Innovation** – working together through the Midlands Engine Innovation Group to improve innovation in four market-driven areas: next generation transport; medical technology and pharmaceuticals; future food processing; and energy and low carbon.
- **Skills** – improving and adapting the skills of the labour force to meet future business need and enhance productivity;
- **Finance for business** – providing the best possible support for SME business growth; and
- **Promotion** – *collaborating* to develop a regional brand to strengthen as single reputation across global markets.

The Government's March 2017 *Midlands Engine Strategy* brings together a range of committed and future capital investments across the wider region under a series of similar themes. Skills is one of the five core themes and as part of their skills strategy, they are seeking to address identified challenges in growing sector strengths, addressing skills levels, investing in the workforce, and enhancing the provision of careers advice for all.

Regional Context

D2N2 Local Enterprise Partnership

The Local Enterprise Partnership for Derby, Derbyshire, Nottingham and Nottinghamshire (D2N2) has recently published a new Strategic Economic Plan (SEP). This vision is that -

- 1 ***“by 2030, D2N2 will have a transformed high-value economy; which is prosperous, healthy and inclusive, and one of the most productive in Europe. The Strategic Economic Plan is for every business, place and person in D2N2. It is an ambitious plan. We will be the spark in the engine that powers UK growth”.***

This Plan is the economic blueprint for the D2N2 area until 2030, forming the basis for future investment decisions by the LEP and its partners. It sets a long-term vision and a plan of action for collective action to achieve that vision. It is also the strategic foundation for agreeing a Local Industrial Strategy for D2N2, in partnership with Government, to unlock new resources and enable enhanced local delivery.

This Strategic Economic Plan aims to close our persistent productivity gap; to create a stronger foundation for wages, living standards and opportunity through long term action and investment. It will benefit all communities in the D2N2 LEP area, taking a long term innovation-led approach to improving the productivity of our businesses and the prosperity of our places. It aims to promote economic resilience so our economy can navigate the uncertainties and opportunities arising from the UK's altered relationship with the European Union, and global trading partners.

The SEP identifies the following themes:

- Productive and Growing Businesses,
- Skills & Knowledge for the Future
- Quality of Place

and 12 investment priorities that will determine what they will support.

Local Industrial Strategy

The Industrial Strategy sets out the importance that Government places on local action and introduces the concept of Local Industrial Strategies (LIS). In line with the LIS Policy Prospectus (October 2018) that *'reformed and stronger Local Enterprise Partnerships will adopt a single mission: to promote productivity by delivering local Industrial Strategies.'*

The LIS is a long term plan that provides a local evidenced policy framework against which major private and public sector investment decisions can be made. It will determine the future use of local growth funding. Aligned to the Industrial Strategy, it is anticipated that the LIS will identify priorities to improve skills, increase innovation and enhance infrastructure and business growth. The D2N2 SEP is the strategic foundation for agreeing a LIS for D2N2, in partnership with Government to unlock new resources and enable enhanced local delivery.

Skills Advisory Panel

In December 2018, the Department of Education produced guidance around Skills Advisory Panels. D2N2 must establish a Skills Advisory Panel which will bring together local employers and skills providers to pool knowledge on skills and labour market needs and to work together to understand and address key local challenges. As part of the D2N2 review of Governance under the D2N2 LEP board they are in the process of establishing a People and Skills Board that's purpose is

- To develop, implement and oversee the delivery the People and Skills element of the Strategic Economic Plan and to act as the Skills Advisory Panel for D2N2.
- The Board will also lead the development of the People element of the Local Industrial Strategy for D2N2.

Local Context

Educational Opportunities

Our education system is working hard towards ensuring that aspirations and skills for employment are systematically embedded as key priorities for all our young people including those with special education needs and disability. This is articulated within Nottinghamshire County Council's Improving Educational Opportunities for All Strategy

https://consult.nottinghamshire.gov.uk/children-and-families-services/09363aca/supporting_documents/Draft%20Strategy%20for%20Improving%20Educational%20Opportunities%20for%20All%20%20190604.pdf

The employment workstream of the SEND Triennial Review will consider the evidence on how the system can provide the highest quality support that enables children and young people with SEND to thrive and prepare for adulthood, including employment.

<https://www.gov.uk/government/news/major-review-into-support-for-children-with-special-educational-needs>

Council plan

Your Nottinghamshire Your Future 2017-2021 identifies 12 commitments in the ambitious plan. It identifies that Nottinghamshire should stand out as a

- A great place to bring up your family
- A great place to fulfil your ambition
- A great place to enjoy your later life
- A great place to start and grow your business

The **Place Departmental Strategy** brings together a range of services to meet the needs and aspirations of the people of Nottinghamshire. It identifies a variety of priorities drawn from the Council Plan

A great place to bring up a family	A great place to fulfil your ambition	A great place to enjoy later life	A great place to start and grow a business
<ul style="list-style-type: none">• Families prosper and achieve their potential• Children and young people go to good schools	<ul style="list-style-type: none">• Nottinghamshire has a thriving jobs market• Nottinghamshire is a great place to live, work, visit and relax	<ul style="list-style-type: none">• People live in vibrant and supportive communities	<ul style="list-style-type: none">• Nottinghamshire is a great place to invest and do business• Nottinghamshire is a well-connected County• Nottinghamshire has a skilled workforce for a global economy

The strategy identifies four commissioning priorities of which two underpin this framework these are

- **Investing in economic and social regeneration** – work with public health on coordinated approaches to tackling substance misuse, homelessness and dependency through pathways to employment.
- **Investing in skills and aspiration** with key areas such as preparing the workforce and giving them the skills for the future, stimulate the provision of skills to meet business demand with a focus on higher level and technical skills for growing businesses and on promoting training and innovation in key sectors. Identifying skills gaps in economy and future labour shortages with a focus on upskilling of individuals in science, technology, engineering, art, mathematics, agriculture and food processing.