

MENTAL HEALTH STRATEGY – REPORT ON PROGRESS ACTION 37

Date of report	11/07/2019
Date of last report	December 2018
Action Number	37
Action Owner (s)	Jeanette Hagerstrom Disability; Fiona Farr Employability Innovation and Integration Fund; Kathryn Paterson Health & Work Support
Action Link to delivery group	To be determined
Action Text	Explore innovative ways of connecting mental health, disability, and employment support in Scotland.

Progress Update from Previous report	RAG
<p>1. Employability Innovation and Integration Fund</p> <ul style="list-style-type: none"> In June 2017, the Minister for Employability and Skills launched a £2.5 million fund seeking proposals to join up employment support with health and social care, justice and housing services in 2017/18 and 2018/19. 13 projects were supported until March 2019, including three with a specific focus towards those experiencing mental health problems - aligning with Paragraph 37 of the Mental Health Strategy which is to 'Explore with others innovative ways of connecting mental health, disability, and employment support in Scotland'. Evaluations of all projects should be complete and submitted to SG by end September 2019. 	Green
<p>2. Health & Work Support (previously Single Gateway)</p> <ul style="list-style-type: none"> The pilot went live in June 2018 and aims to support people with a health condition or a disability stay in or get back into work. Mental health staff form part of the local teams delivering the service within the pilot areas, and counselling is one of a range of provision which participants can access. Statistics published in May 2019 highlight that 26% of participants accessing Health & Work Support have a mental health condition. The team are exploring innovative ways to support people with a mental health condition within the pilot, and also how to link better with the wider mental health provision across Fife and Dundee. 	Green
<p>3. Disability</p> <p>We are taking forward our commitment to half the disability employment gap, which includes people with mental health issues.</p>	
Key Deliverables in next 6 months	RAG
<ul style="list-style-type: none"> 1. Employability Innovation and Integration Fund Recommendations will be sent to Scottish Ministers shortly seeking approval to approve successful bids. Should the Minister approve bids that have a particular focus around mental health, this will align with Paragraph 37 of the Mental Health Strategy which is 	Green

<p>to 'Explore with others innovative ways of connecting mental health, disability, and employment support in Scotland'.</p> <ul style="list-style-type: none"> • We formed an integration and alignment advisory group to help develop our approach and we are developing an Integration and Alignment Action Plan which we aim to publish in the Autumn. • The plan will include an action to explore innovative ways in which we are able to support people with mental health issues who require more on-going support than will be available under the Single Gateway and Fair Start Scotland. 	
<p>2. Health & Work Support</p> <ul style="list-style-type: none"> • Implement the learning from the Implementation Review. • Implement the learning from the improvement work. • Continue to test innovative ways to support people with a mental health condition as part of the pilot. 	Green
<p>3. Disability</p> <ul style="list-style-type: none"> • We want to ensure that everybody who can and wants to work has the opportunity to find Fair Work, and that those facing barriers to employment, including many disabled people, can access any additional support they need. • But we cannot deliver this alone. We are committed to building strong partnerships, with disabled people, employers, and trade unions, to deliver the change that disabled people demand and deserve. • We have committed to at least halve the disability employment gap (based on 2016 baseline) by 2038. • We will monitor and report annually on changes to labour market outcomes for disabled people. <p>We understand this ambition will require collective leadership, and are working with key partners across sectors to take action to achieve this:</p> <ul style="list-style-type: none"> • This Spring we will publish a Recruitment and Retention Plan, setting a target for the employment of disabled people in core Scottish Government and we will encourage other public sector organisations to follow our example. • We will be working with employers and disabled people to develop a campaign in 2020/21 to demonstrate the benefits of employing disabled people and a more diverse workforce generally. <p>We are investing to support disabled people - in addition to the up to £96 million we are already resourcing through our newly devolved employment service, Fair Start Scotland, we will invest:</p> <ul style="list-style-type: none"> • £6m to support more disabled parents towards and into work in areas with the highest levels of child poverty and lowest disability employment rates; • Up to £1m to support employers through a new Public Social Partnership and working with enterprise companies to develop pilots aimed at ensuring that employers have the support they need to attract, recruit and retain talented disabled staff; 	

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| <ul style="list-style-type: none">• Up to £500k to test the provision of support, similar to Access to Work, for disabled people undertaking work experience and work trials. | |
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What does success look like?

1. Employability Innovation and Integration Fund

Better integration of services across Government and the public sector in general has been a long held ambition for this Government.

2. Health & Work Support

- Quicker, more effective access to a range of existing, funded, health and work support services.
- A range of service, beneficiary and economic outcomes are highlighted in our 'Theory of Change'.
- Enrolments have increased each quarter since the service went live. Success would be continuing to build on this, to ensure that the service supports everyone across Fife and Dundee who could benefit from what it provides.

3. Disability

We want to ensure that everybody who can and wants to work has the opportunity to find fulfilling jobs, suitable to their skills and that those who have a disability or other barrier to employment can access the additional support they need.

Any other comments	
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