



Workplace Wellbeing Forum – Source, Train and Retain

20th June 2023

Jo Southan
Wellbeing Partnerships Manager
Public Health, Warwickshire County Council



Agenda

- Fair chance presentation
- TSOS group – experiences as a fair chance employer
- Fairer Coventry
- Migration Team - Supporting Refugees/newly arrived communities into Work
- Thrive into Work - support to people with neurodevelopmental conditions
- **BREAK**
- Warwickshire skills hub offer and WCG – Apprenticeships support
- Coventry Job Shop
- NWSLC – distance learning
- **LUNCH**
- Corporate Games – benefits to employers and staff
- Thrive at Work – workplace accreditation award
- WCC menopause at work





FAIR CHANCE

EMPLOYMENT

PROGRAMME



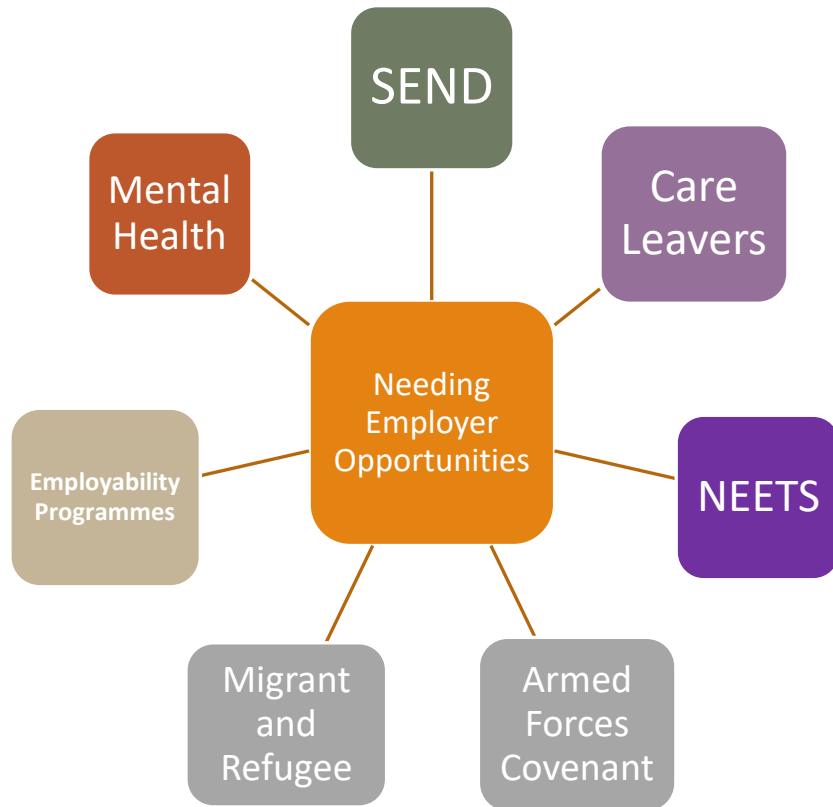
WARWICKSHIRE
SKILLS HUB

What is the Fair Chance Employment Programme?

- A unique Programme to help those negatively impacted by challenges or barriers to employment
- We work with employers to shape and create suitable placements and job opportunities
- We ask employers to pledge to make their application & recruitment process more flexible, more inclusive and ultimately more accessible to a wider talent pool of people
- Fair Chance offers wrap-around support for participants and employers
- Ongoing support to further progress in the workplace if required



A Fair chance of employment for everyone



The Pledge

As a Fair Chance Employer we pledge:

- To adapt our recruitment & selection process to include flexible interviews for those who may require additional support.
- To consider Fair Chance employees needs when developing or reviewing services.
- To provide flexible working arrangements and fair pay for Fair Chance employees in our company.
- To identify/nominate a Fair Chance workplace mentor where possible.
- To participate in a Fair Chance case study & Future Careers Film.
- To spread the Fair Chance word on social media.
- To feed back on our Fair Chance experience.

As Warwickshire Skills Hub we pledge:

- To provide a free skills & training review throughout the business to see where a Fair Chance Employee opportunity may be considered.
- To support employers to make a pledge that meets both the business needs of the company and those of the Fair Chance Employee.
- To provide employers with free access to our Fair Chance Jobs Portal where you can upload suitable vacancies that can be matched with individuals from our cohorts who are looking for work.
- Source potential applicants for those job vacancies based on your chosen cohorts.
- Promote your business as a Fair Chance Employer across all our social media channels & website.
- Keep employers updated with regular contact on any new programmes which may benefit them.
- To support existing staff better understand equality & diversity within the workforce.



FAIR CHANCE
EMPLOYMENT
PROGRAMME



- Adapt recruitment & selection process
- Fair work conditions & fair pay
- Include existing staff in training & support
- Exclusive access to Fair Chance Jobs Portal
- Promote businesses across Warwickshire
- Benefit from our Business Skills Support Service



Warwickshire Supported Employment Service

- Supporting people in Warwickshire with autism and learning disabilities who have an aspiration to work.
- 1-1 Journey Guide
- In-work job coach
- Fair Chance Employer support to carve job roles
- Travel Training & life skills development
- Continuing to forge relationships with local employers



Fair Chance Jobs Portal

- Unique & interactive jobs portal
- Exclusive access to Fair Chance Employers
- Help with carving job opportunities
- A fully funded recruitment film for each business
- Support to facilitate candidate interviews



Call To Action



Any Questions?



Stefan Frater - Business Development Director

TSOS experiences of being a fair chance employer

‘Businesses Committed to a Fairer Coventry’

Alicia Phillips

Programme Manager: Inequalities

Public Health Team, Coventry City Council



Supporting businesses to create healthy, inclusive workplaces



What is 'Businesses Committed to a fairer Coventry?'

BCTAFC is a piece of work we are developing at Coventry City Council

Why is this important to you as a Business?

- Recruitment of staff
- Finding staff with skills
- Retention of staff

For more information, please contact:

Lisa Young on 024 7697 7958

email: lisa.young@coventry.gov.uk

www.coventry.gov.uk/coventrybusinesses

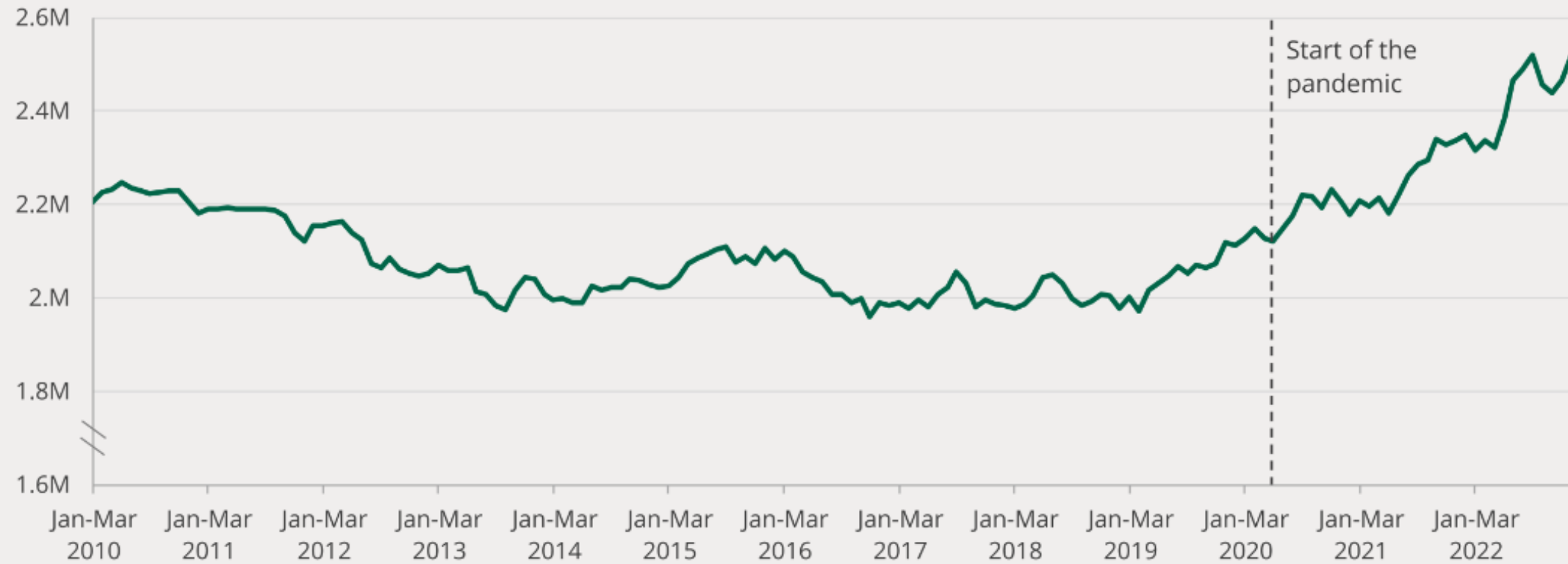


Why is this an issue?



Economic inactivity due to long-term sickness has been increasing since the start of 2019

People aged 16 to 64 (seasonally adjusted), UK



Source: Office for National Statistics (ONS), [Economic inactivity by reason \(seasonally adjusted\) dataset](https://www.ons.gov.uk/economy/employmentandunemployment/datasets/economicinactivitybyreasonseasonallyadjusted), 14 March 2023

<https://commonslibrary.parliament.uk/how-is-health-affecting-economic-inactivity/>



The number of patients waiting over a year for a hospital appointment has increased since the start of the coronavirus pandemic

England



Source: [Consultant-led Referral to Treatment Waiting Times \(england.nhs.uk\)](https://consultant-led-referral-to-treatment-waiting-times-england.nhs.uk/)

<https://commonslibrary.parliament.uk/how-is-health-affecting-economic-inactivity/>

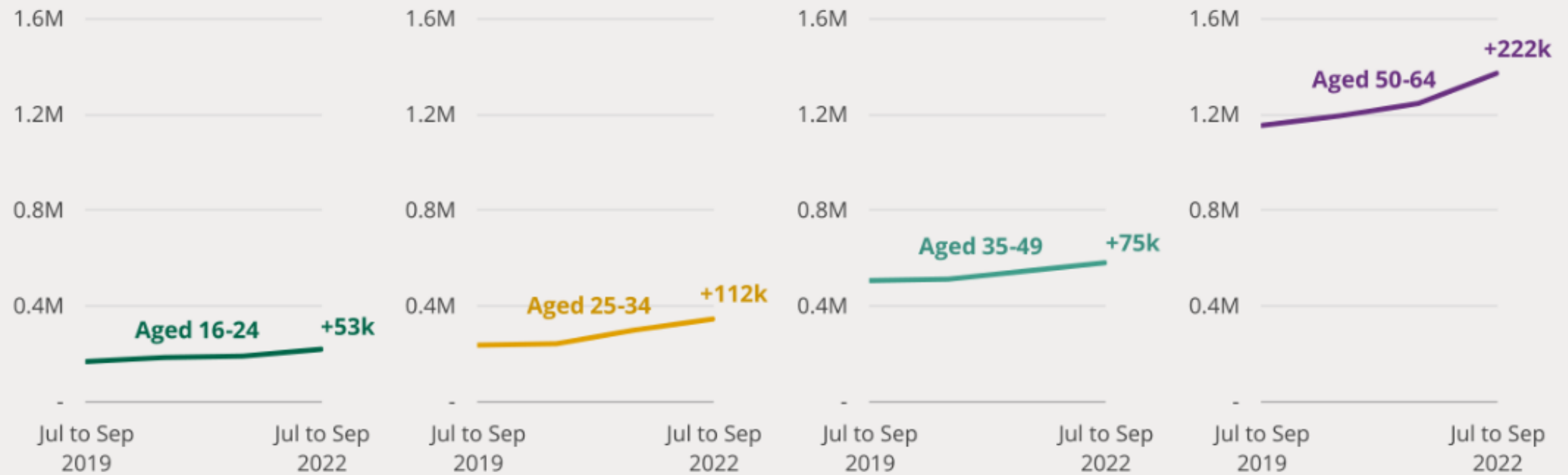
Those in **poor health** and either not seeking, or not available for work **can restrict labour supply and economic growth.**

Causes:

- made worse with long COVID and long waiting lists for treatment
- ‘the great resignation’ to ‘the great retirement’,
- Already a pre-pandemic trend of increasing poor health, a reason for inactivity.



The biggest increase in economic inactivity due to long-term sickness has been among older people aged 50 to 64



Source: Department for Work and Pensions (DWP), [The employment of disabled people 2022](#), Table EIA014



Businesses affect the health of their employees and suppliers:

- pay and benefits they offer
- hours and job security
- conditions of work.
- Businesses affect the health of their clients, customers and shareholders through the products and services they provide and how their investments are held



**How do you get healthier, happier, more productive workforces,
attracting customers and investment, and forging closer supportive
ties with their local communities?**

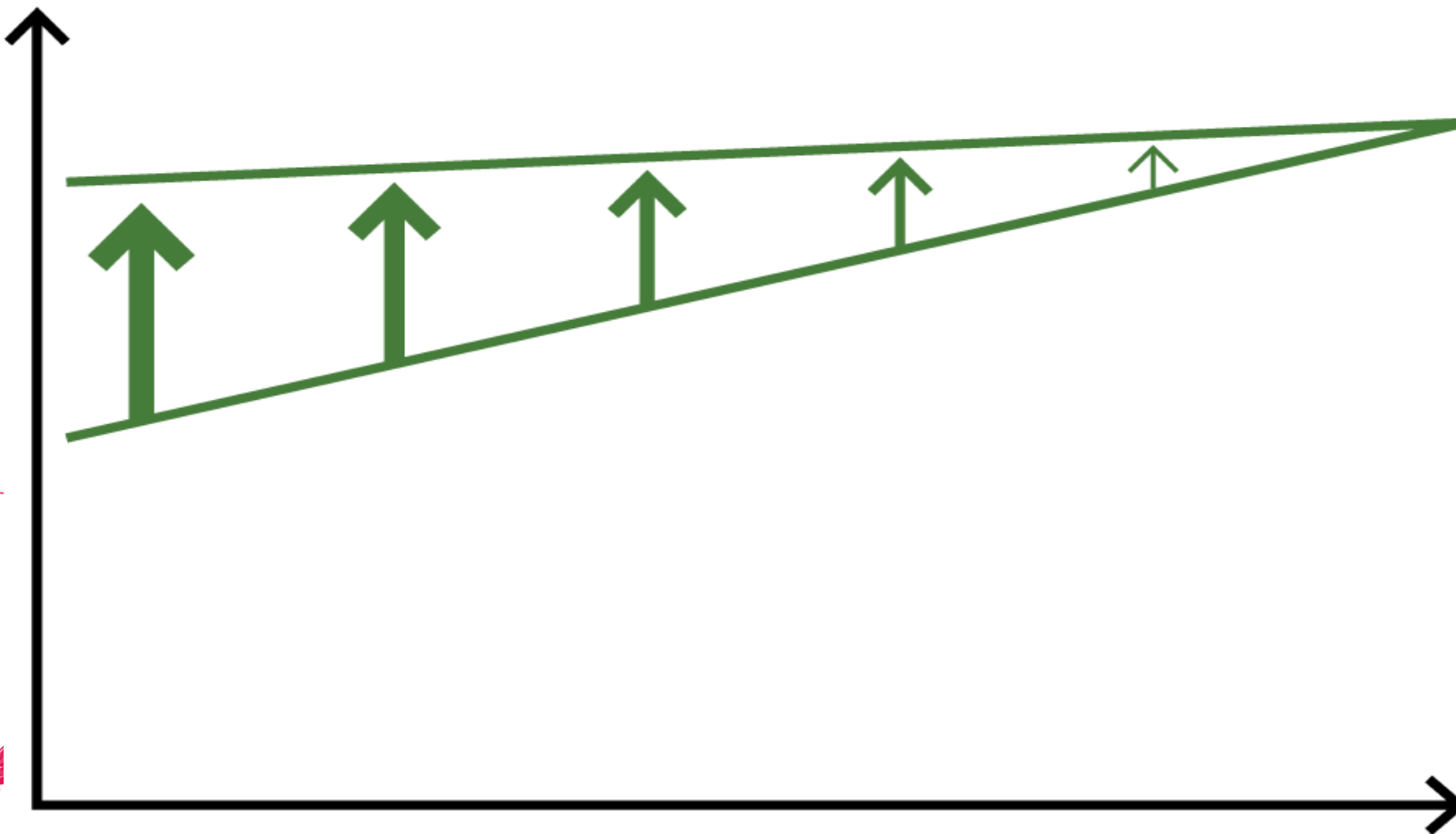


Improve health Improve the inequality in health

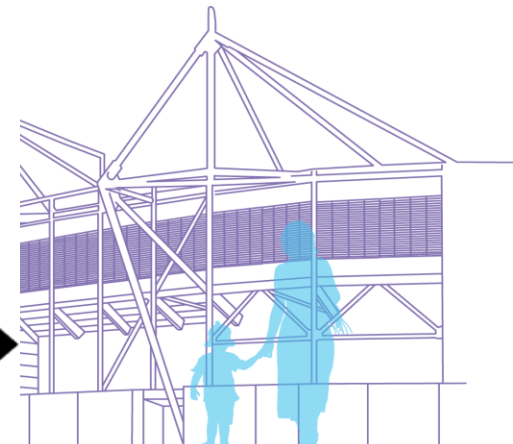


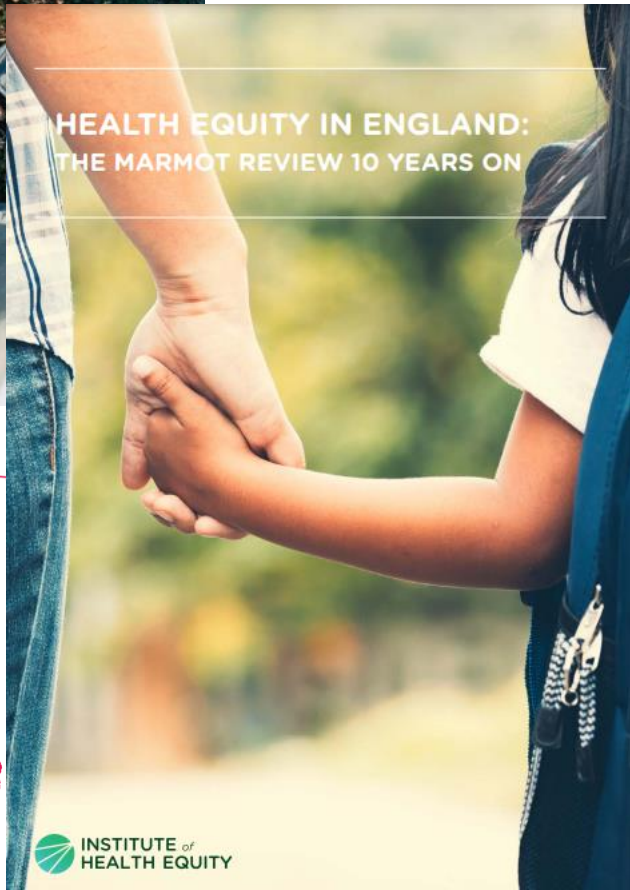
The Marmot Approach: 'Proportionate Universalism'

Health outcome

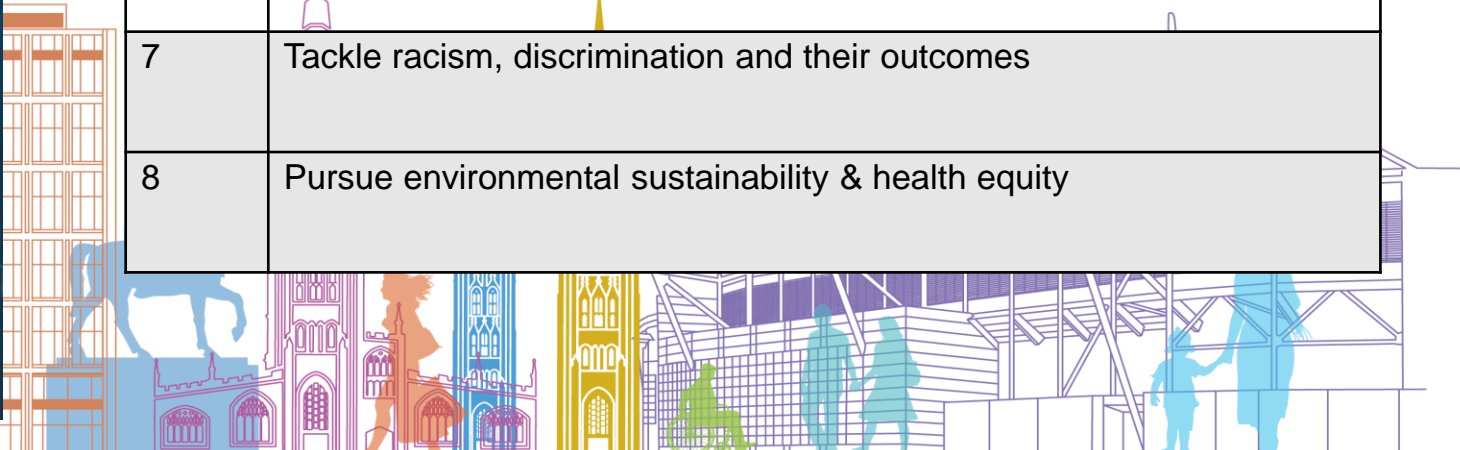


Social distribution



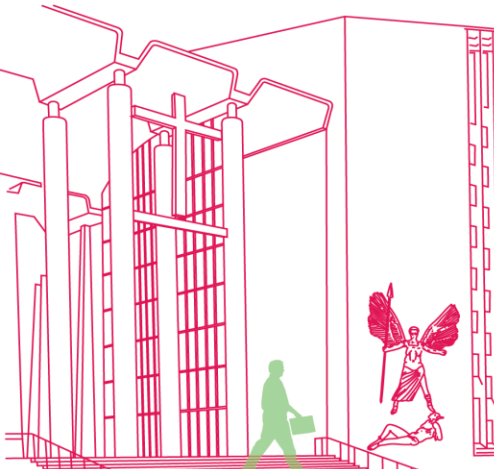
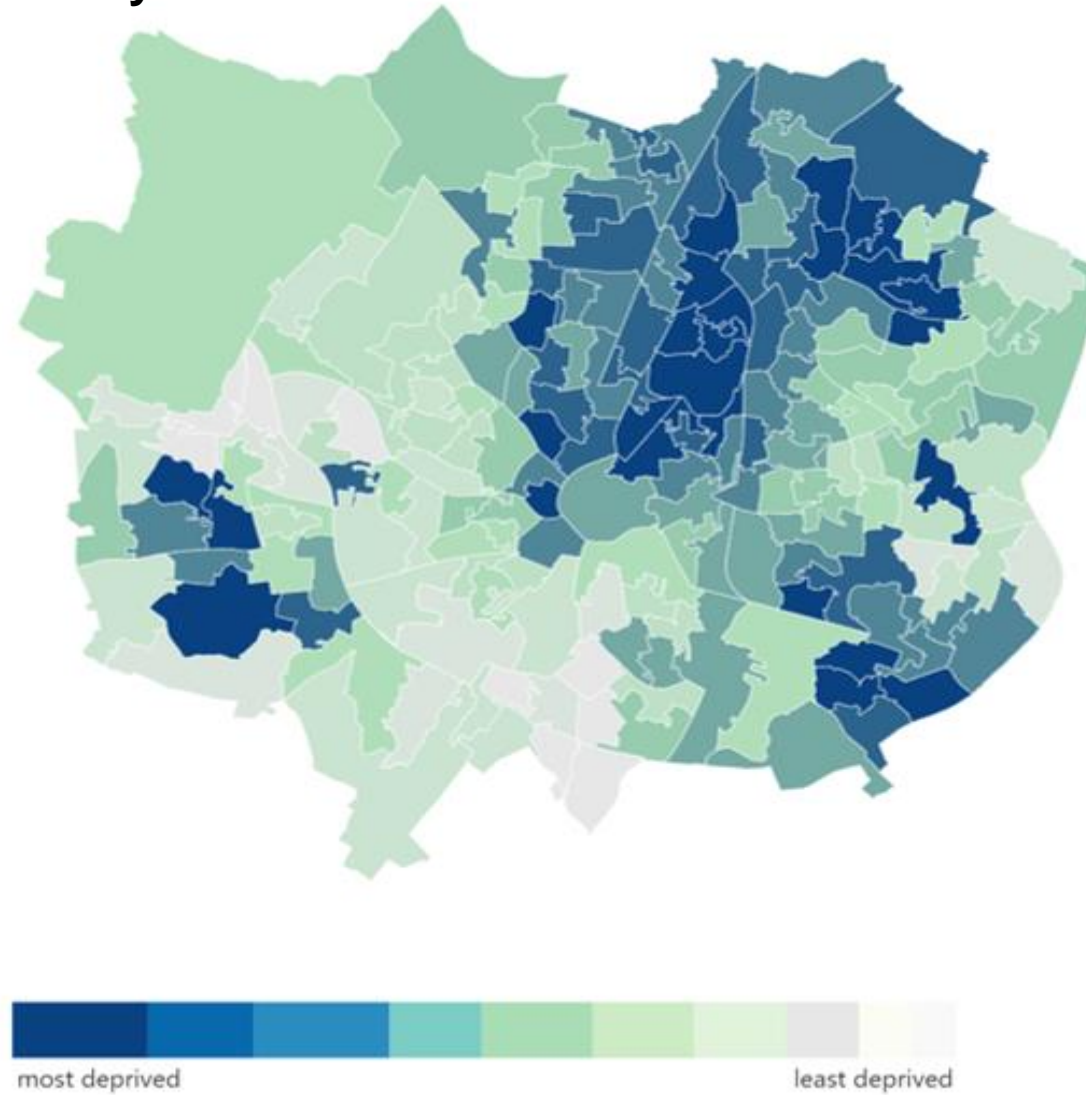


Marmot principles	
1.	Give every child the best start in life
2	Enable all children, young people, and adults to maximise their capabilities and have control over their lives
3	Create fair employment and good work for all
4	Ensure healthy standard of living for all
5	Create and develop healthy and sustainable places and communities
6	Strengthen the role and impact of ill health prevention
7	Tackle racism, discrimination and their outcomes
8	Pursue environmental sustainability & health equity



Levels of deprivation in Coventry


IMD 2019



Call to Action for employers

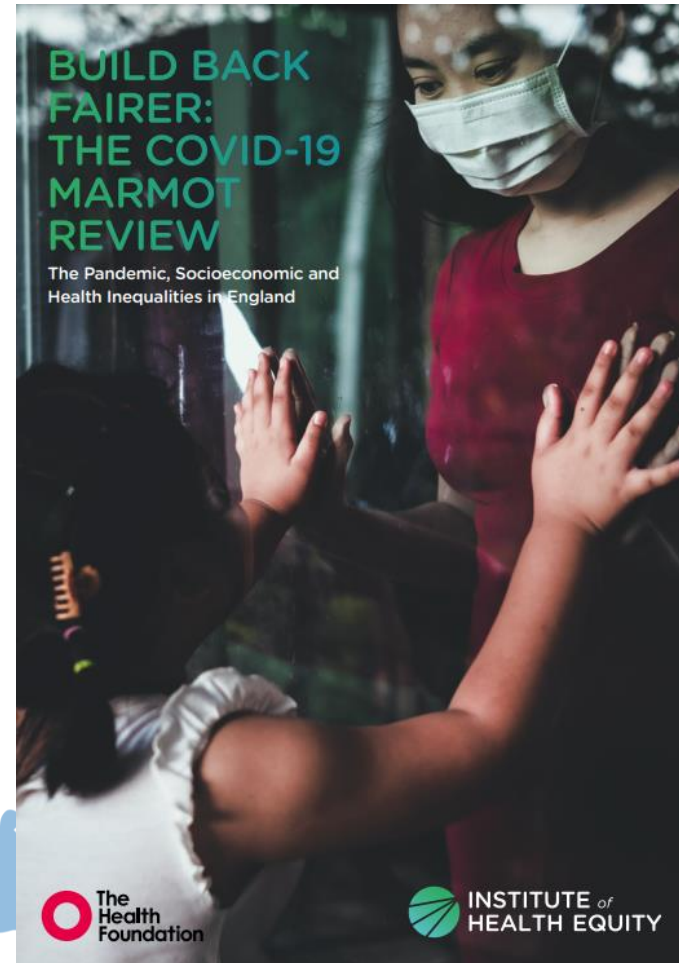
[Home](#) | [Adult social care and health](#) | [Health and wellbeing](#) | [Public health](#) | [Call to action](#) | Call to Action for employers

Call to Action to reduce health inequalities in Coventry and Warwickshire

 The evidence tells us the pandemic has deepened inequalities. It is important now more than ever that we all work together to address the social conditions that cause health inequalities that lead



2020: Learning from Covid: Build Back Fairer review





**THE BUSINESS OF HEALTH EQUITY:
THE MARMOT REVIEW FOR
INDUSTRY**

2022:

Launch of the 'Business of Health Equity
– Marmot Review for Industry'

New report from the UCL Institute of Health Equity, produced in partnership with Legal & General, examines the evidence of how businesses affect our health, and what they can do to improve health equity.

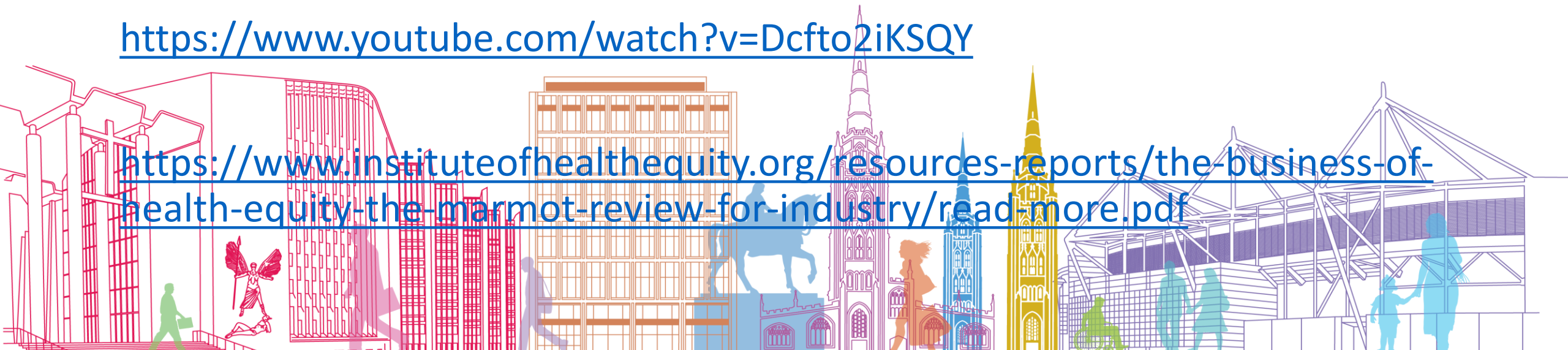
<https://www.instituteofhealthequity.org/resources-reports/the-business-of-health-equity-the-marmot-review-for-industry/read-more.pdf>



‘In all countries, rich and poor, the health of the population is strongly linked to the conditions in which people are born, grow, live, work and age. Access to high quality healthcare is essential but it is not lack of healthcare that leads people to become ill in the first place: it is the conditions in which people live and work’

<https://www.youtube.com/watch?v=Dcfto2iKSQY>

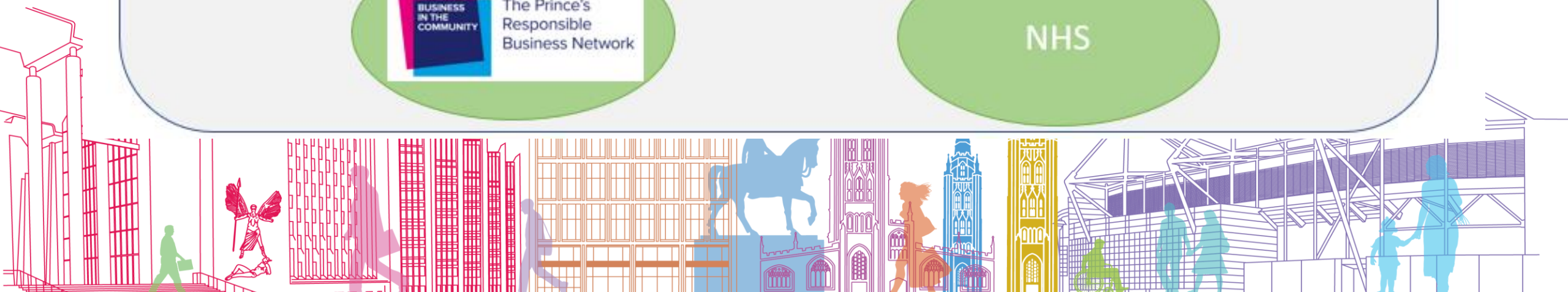
<https://www.instituteoftheequity.org/resources-reports/the-business-of-health-equity-the-marmot-review-for-industry/read-more.pdf>



If this were to happen, businesses would improve the societies in which we all live, and would also accrue benefits to themselves: in a healthier, happier and more productive workforce; in recruitment and development practices that attract the best and brightest; and in a purpose-driven business that inspires employees, retains customers and attracts investment.







**Businesses
committed
to a fairer
COVENTRY**



	Are you having recruitment issues?	Would you like a more inclusive and diverse workforce?	Do you want to increase social value and/or have a more sustainable business?	Do you want to develop your skills base through apprenticeships or other training?	Would you like to support your local community?
What your business can do	<ul style="list-style-type: none"> • Widening recruitment – more diverse candidate pool. • Good working conditions. • Paying the real living wage 	Conduct a workplace inclusivity assessment such as Talent Inclusion and Diversity Evaluation (TIDE) or workplace accreditation like Disability Confident	Develop and implement a social value policy – which increases sustainability	Implement or increase apprenticeships and/or work placements or other pre-employment training	Work in partnership with communities and the voluntary sector
Benefits for your business	<ul style="list-style-type: none"> • Better staff retention • Opportunity to train staff for your needs • Reduce recruitment cost/time • Committed staff, increasing productivity 	<ul style="list-style-type: none"> • Demonstrate commitment to equality and diversity • Attract from wider talent pool to assist with recruitment issues • Ethics in business 	<ul style="list-style-type: none"> • Increase local recruitment • Demonstrate local commitment • Sustainability of workforce and business • Eco-friendly travel • Increase connection with local partners • More attractive to local customers 	<ul style="list-style-type: none"> • Opportunity to train staff for your needs • Bring innovation and creativity with new recruits • Support progression and retention within company • Develop the skills needed within your sector 	<ul style="list-style-type: none"> • Learning from each other • Recruitment opportunities • Increasing awareness of the communities you serve

Its coming soon!

Set up a working group currently taking this forward

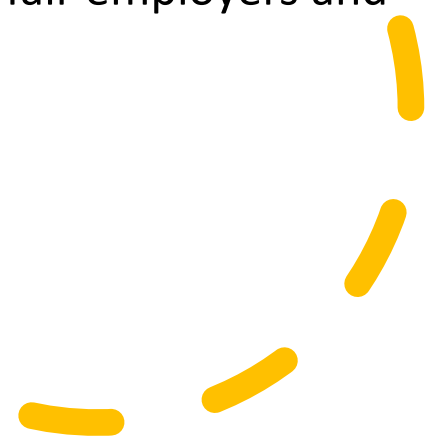
Received feedback and interest from local businesses



What will it look like?



- We are developing our webpages:
- Under each colour tab will be useful information to support that area eg information on developing apprenticeships, how you share a skills issue, links with training providers
- Developing network and resources to support you
- Sharing good practice – see what other businesses are doing well in
- Share your own good practice – share case studies and promote yourselves as being good fair employers and attractive places to work



- Show us your good practice and receive our Logo for you to promote yourself as a Business committed to a fairer Coventry!
- Become part of a Coventry network and community
- Be nominated for local award we would like to develop



We would really like your help!

- Interested?
- Ideas of what you would like to see on the webpages that would help you?
- What information would be of use to you, what would you like to see there?
- If you would like to attend any of the working group discussions, or contribute, you would be welcome



If you would like any further information

Alicia.Phillips@Coventry.gov.uk

Lisa.Young@coventry.gov.uk

- Any Questions?



Workplace Wellbeing Forum:

Supporting Refugees and Newly Arrived communities into Work



Migration Team: What do we do?

-
-
- Support Refugees and Newly Arrived communities into the City to help them on their integration journey
- Employment; English language skills; Volunteering; Employer Engagement, Training, Civic Orientation



TIMELINE



Syrian conflict



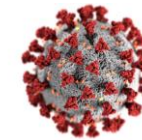
MENA conflict



Hong Kong / China conflict



Brexit



COVID 19



Ukraine conflict



SUDAN CRISIS



Afghan crisis

2014

Pilot Syrian Re-settlement scheme

2015

Syrian Re-settlement scheme

2016

Vulnerable Children's Re-settlement scheme

2017

STEP

Mi-friendly cities

2018

Building Bridges

LAASLO

2019

Ignite

EU resettlement

Community Champions

2020

Setup COVID Advisors

LEAP

My Coventry

BNO

Your Vision Your Future

UKRS re-settlement scheme

2021

Homes for Ukraine

STEP Forward

2022/
2023

RTOF



Refugee Week:

-
- Refugee week 19th-25th June
- Theme: Compassion



Case Study 1:

- https://www.youtube.com/watch?v=tbA_wWZKB24
- Barras story



Employment Challenges for businesses

- Brexit
- Post Covid
- Recruitment difficulties: Aug 22, FSB: 80% of small businesses recruiting suitable applicants in previous 12 months



Employment Barriers faced by Refugees

- Employment gaps on CV due to relocation (DBS)
- Lack of UK work experience
- Limited knowledge of UK labour market
- Overseas qualification
- Language
- Discrimination



Case Study 2:

- <https://www.youtube.com/watch?v=2156H6xKzRM>
- Yanal's story





MyCoventry



**DELIVERED BY
WORLD JEWISH RELIEF**



Our Employment Projects

Case Study 3:

- https://www.youtube.com/watch?v=K_6WgEztOZY
- Martins story







How can we help you:

- A team of experts that have supported Refugees into work
- 1:1 intensive employment support
- English language provision
- Ready made talent pool: some with high qualifications: doctors, nurses, IT experts
- Volunteering opportunities
- Funding for qualification comparison





COVENTRY

MY

IS

YOUR

COVENTRY



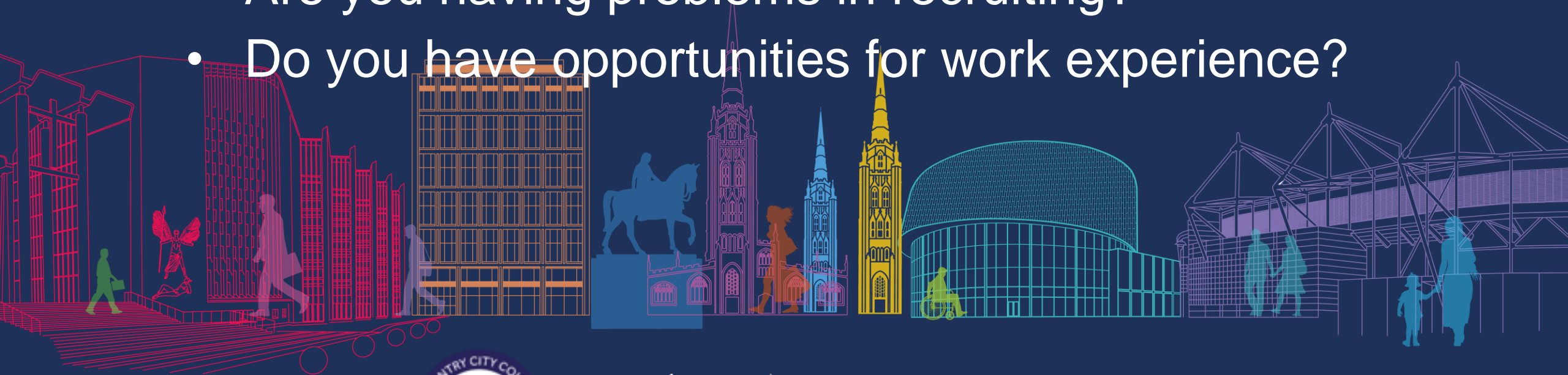
Case Study 4:

- Natalia 42 year old with husband and 3 children: working; children in the best schools
- 24th Feb 2022: all changed
- Spent time in cold basement for days
- Came to Coventry: Sponsored by Father Stevens
- Once settled with sponsor: Emp Advisor supported her into work
- Now working for Cov City Council as Multi lingual Assistant supporting Ukrainian children in schools



Our Ask

- Let's start a dialogue
- Are you having problems in recruiting?
- Do you have opportunities for work experience?

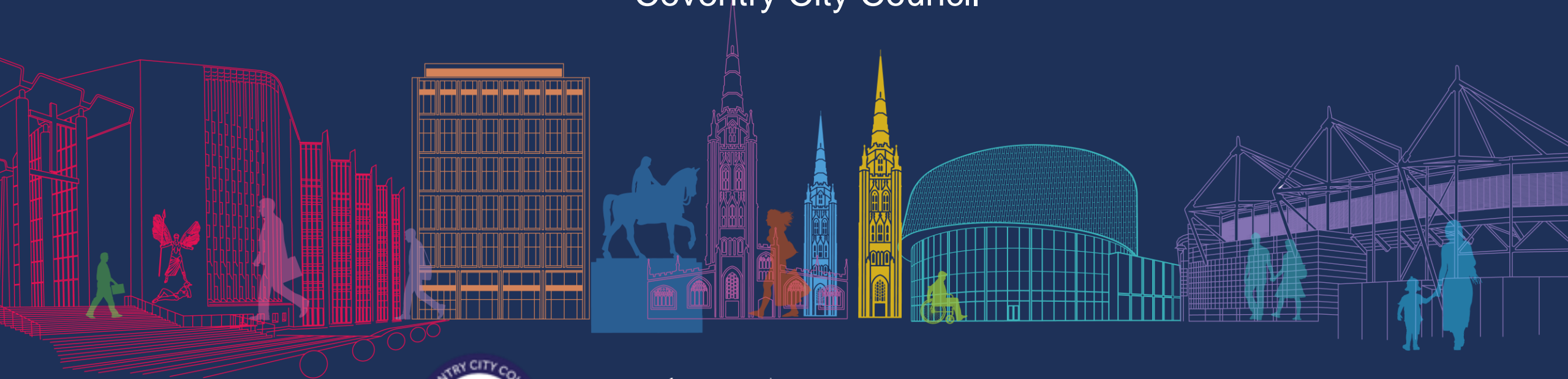




Thank you

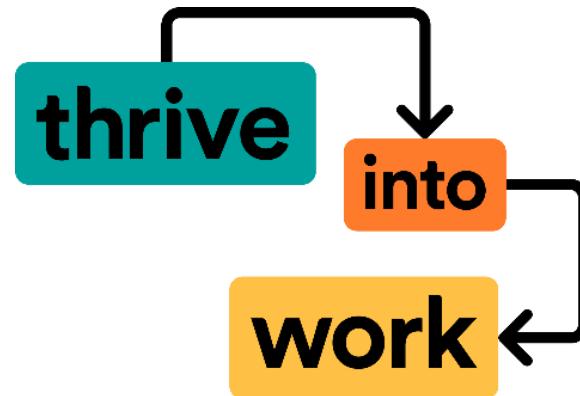
Navjot Johal
Program Manager (Migration Team)

Coventry City Council



Thrive into Work

Delivered by Black Country Healthcare NHS
Foundation Trust





The Thrive into Work service was set-up as a randomised control trial in 2018.

Following the successful trial the Thrive into Work service was rolled out to eligible clients across the West Midlands.

The West Midlands Combined Authority is working in partnership with the Department of Health and Social Care and the Department of Work and Pensions to deliver an IPS employment service within Primary Care.

Thrive Teams have been extended until March 2025 following their huge success.



As of April 2023 Black Country Healthcare NHS Foundation Trust provide 2 Thrive into Work teams:

- Thrive into Work Neurodiversity Service (West Midlands Wide)
 - Thrive into Work Dudley and Walsall

Across the West Midlands The Shaw Trust operate the remaining 4 Thrive into Work teams:

- Thrive into Work Birmingham
 - Thrive into Work Birmingham & Solihull
 - Thrive into Work Coventry & Warwickshire
 - Thrive into Work Wolverhampton & Sandwell



Eligibility Criteria - Thrive into Work – CORE Services

Registered with GP in that area

18+ Years

Mental and/or Physical Health Condition
or a Mild learning Disability

These conditions can be self-diagnosed

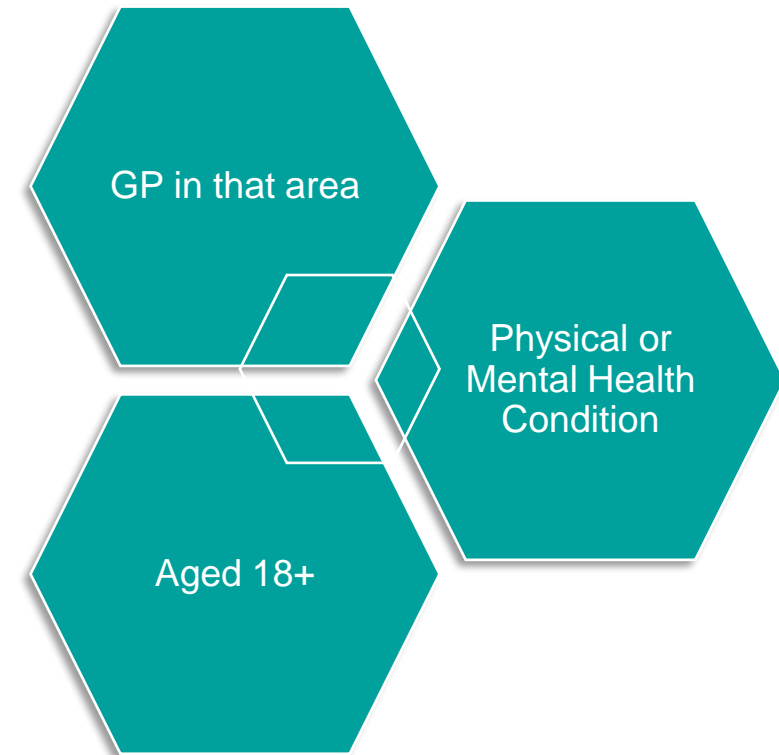


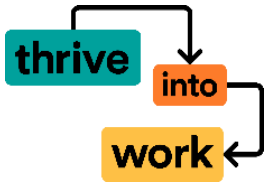
Thrive into Work Core Services are an employment provision supporting individuals to gain and retain sustainable employment.

Support is available to individuals aged 18+ who:

- Have a physical and/or mental health condition Including Mild Learning Disabilities
- Have a registered GP in the Area they are trying to access support from
 - Are actively seeking paid employment
- Are employed and at risk of losing their job, on a period of sick leave or require further support engaging with their employer

One-to-one support from Vocational Specialists helps to address and overcome individual barriers to work.





Eligibility Criteria – Thrive into Work Neurodiversity service

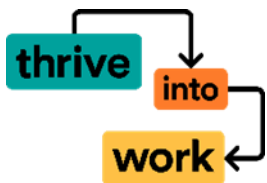
Registered with a GP in the West Midlands

18+ Years

Neuro Developmental Condition

No additional health condition needed for eligibility under ND Service

These conditions can be self-diagnosed

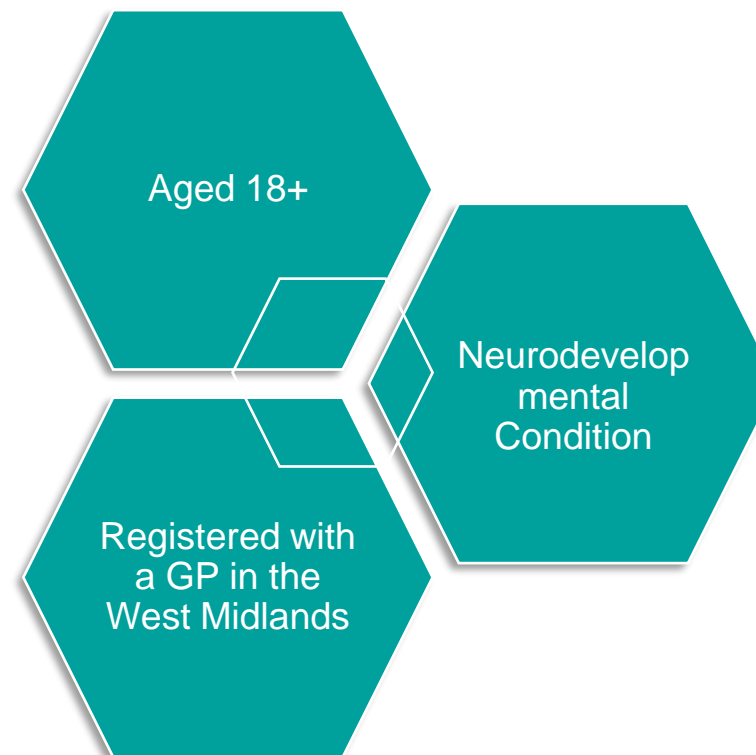


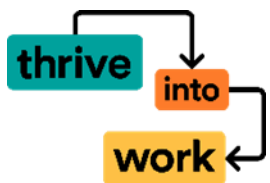
The Thrive into Work Neurodiversity Service is a West Midlands wide employment provision supporting individuals to gain and retain sustainable employment.

Support is available to individuals aged 18+ who:

- Have a Neurodevelopmental condition
- Are registered with a GP within the West Midlands

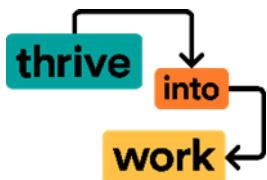
Specialist support is available one-to-one from Vocational Specialists who can help to address and overcome individual barriers to work.





Neurodevelopmental Conditions

- Autism (ASD)
- ADHD
- Asperger's
- Dyslexia
- Dyspraxia
- Dyscalculia
- Dysgraphia
- Tourette's Syndrome



What support do we offer?

Vocational Specialists offer tailored support to each client by looking at:

- Goals and Aspirations
- Skills and Experience
- Needs and Barriers
- Day to Day Circumstances

The needs and barriers of our clients are diverse, and we work with individuals and other support services, healthcare professionals and organisations to holistically support each client.

Support may include: Health disclosure, criminal conviction disclosure, supporting reasonable adjustments in the workplace, benefits/welfare counselling in addition to building the confidence and employability skills of our clients.



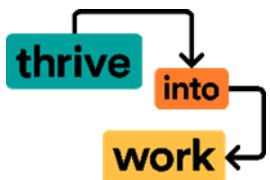


Benefits for Employers

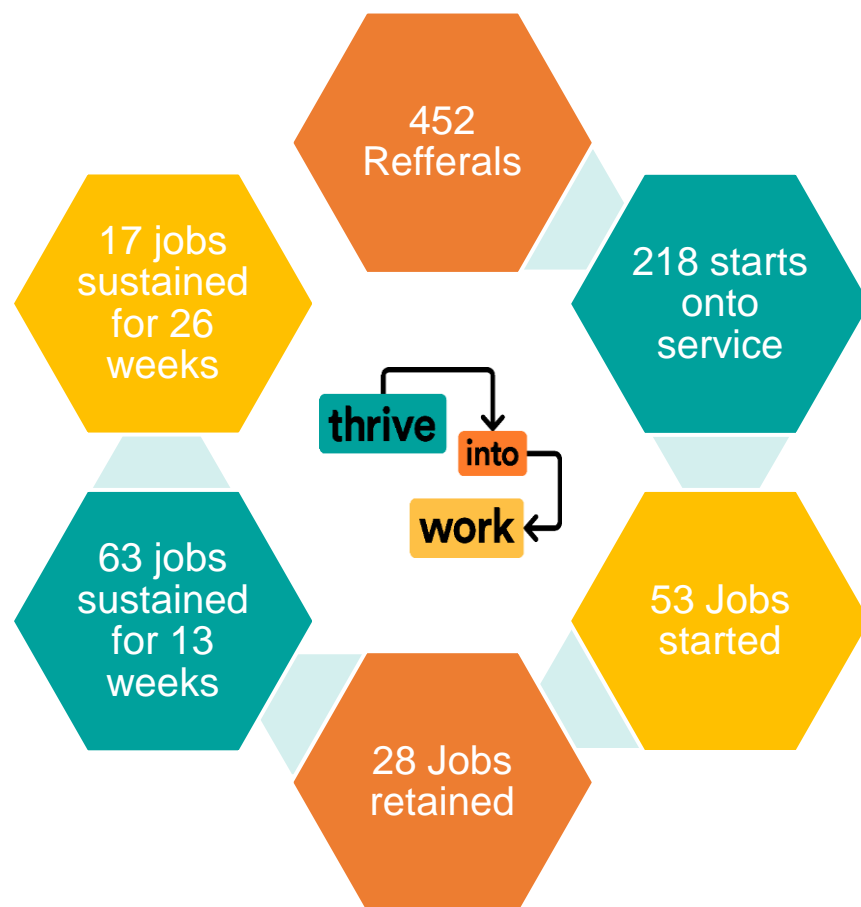
- We are a funded service, this means there are no hidden costs – Saving money from not having to pay advertising fees and using formal job hiring strategies.
- You can gain direct access to over 200 highly motivated individuals who are ready to take up posts almost immediately.

- We understand the value that motivated employees can have on the overall success of your business.
- When you have live vacancies we are able to refer potential candidates from our clientele who meet the required specification for the available positions.

- We provide in-work support (IWS) allowing clients and employees to discuss any concerns/issues and work together to create a happier and healthier workforce.
- We are also able provide mental health education including how to support your employees in a positive way.



What results have we seen so far from the Neurodiversity service?



In the pilot version the Neurodiversity service also helped support those with early criminal Justice interaction and those at Risk of Homelessness.

In the new model from March 2023 this service is devoted entirely to the Neurodiversity clients.

We record Job outcomes and continue to support them whilst they are starting their new role. Collecting evidence at 13 and 26 weeks to ensure it is a paid and sustainable role

Results are from July 2022 till present - when we started to tailor the service towards The Neurodiversity group.

(Jobs sustained for 13 weeks covers the period from April 2022)

(Jobs sustained for 26 weeks only covers from March 2023 on the new Contract)



Referrals

We are happy to take referral forms via email, phone or via the website links below

Get in Touch!

Tel: 01384 324645

Email: bchft.thriveemploymentservice@nhs.net

Website: <https://wmca.org.uk/thriveintowork>

Website: www.blackcountryjobsupport.com

Promotional Videos:

[Thrive into Work employment support | Professionals - YouTube](#)

[Thrive into Work employment support | Self-referrers: - YouTube](#)

West Midlands

Constituent Local Authority / Council

Birmingham City Council

Coventry City Council

Dudley Metropolitan Borough Council

Sandwell Metropolitan Borough Council

Solihull Metropolitan Borough Council

Walsall Metropolitan Borough Council

Wolverhampton City Council

Non-Constituent Local Authority / Council

Greater Birmingham & Solihull Local Enterprise Partnership

Black Country Local Enterprise Partnership

Cannock Chase District Council

Coventry & Warwickshire Local Enterprise Partnership

Nuneaton & Bedworth Borough Council

Redditch Borough Council

Tamworth Borough Council

Telford & Wrekin Council

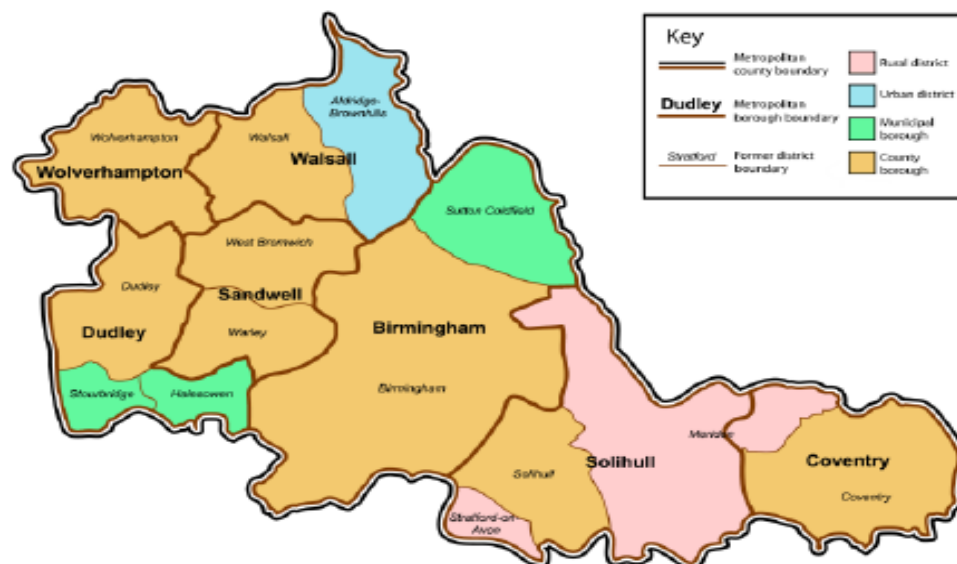
Shropshire Council

Stratford on Avon District Council

Warwickshire County Council

Rugby Borough Council

North Warwickshire Borough Council





Any Questions?

Thank you so much for your time today.



break

Return at 11.45

Time to network, grab a drink and visit the stalls

- Thrive at Work
- NWSLC
- WCG
- George Eliot Community Engagement Team
- Thrive into Work
- Coventry Jobshop
- Warwickshire Skills Hub
- Corporate Games
- Fairer Coventry

Or go and speak to the Community Services team and get a free health check in their wellbeing minibus



Innovate, Shape & Create

Business Skills Support Service

Free
Unlimited Support
Business Centred Skills Plans
Recruitment Support
Completely Impartial



Over 80% of businesses we support establish a long-term relationship with us



We work with a wide variety of Coventry & Warwickshire Training Providers



**ABSOLUTE
WORKS**



Heart of England Training Ltd



The Search for New Talent

- Apprenticeships
- Inclusive Apprenticeships
- Supported Internships
- Traineeships
- T-levels & Industry Placements
- University Internships
- Internships & Post Graduate Programmes
- School Work Experience
- Sector Based Work Academy Programmes



Our Strategic Partners



Let's Talk Economic Recovery

Fair Chance Employer Programme

Future Careers Digital Market Place Filming Project

Warwickshire Apprenticeship Progression Programme



THE WARWICKSHIRE
APPRENTICESHIP
PROGRESSION PROGRAMME

During the COVID-19 pandemic, Warwickshire businesses have reported on the many different operational changes they have made to their businesses in order to remain relevant and sustainable. This is said to have significantly changed the skills required for immediate operational needs and newly emerging skills for future growth.

Changes such as these have positively prompted employers to reflect on the skills sets of current employees and evaluate how existing staff might upskill, creating opportunity for **The Warwickshire Skills Hub** and the **Coventry and Warwickshire Apprenticeship Provider Network** to offer guidance to businesses when exploring suitable apprenticeships and offer various supportive funding along the way.

The Warwickshire Apprenticeship Progression Programme is designed to support small to medium size businesses through such a journey, offering a £1000 incentive combined with full qualification funding through the Warwickshire County Council Apprenticeship Small Business Programme.

The programme is available to Warwickshire businesses who are wishing to invest in the progression of their staff and build upon a previous qualification which contributes to the new needs of the business.

The programme offers a £1000 incentive which is paid directly to the employer and supported to meet the needs of the business.

£1000
employer incentive
and fully funded
apprenticeships
now available



Any Questions?

vickihaslam@warwickshire.gov.uk

02476 796461

skillshub@warwickshire.gov.uk



APPRENTICESHIPS

T-LEVELS

THE NEXT **T** LEVEL QUALIFICATION



WCG- Our 6 Colleges

- **Royal Leamington Spa College**
- **Moreton Morrell College**
- **Rugby College**
- **Evesham College**
- **Pershore College**
- **Warwick Trident**

WHAT IS AN APPRENTICESHIP?

- An apprenticeship combines practical on-the-job training with college study, and can take between one and four years to complete, depending on the apprenticeship.
- Apprentices earn while they learn, with minimum pay of **£5.28** per hour

NB. Apprentices are entitled to the minimum wage for their age if they are aged 19 or over and have completed the first year of their apprenticeship

We offer apprenticeships in:

- Accounts Finance Assistant
- Animal Care and Welfare Assistant
- Arborist
- Assistant Accountant
- Autocare Technician
- Bricklaying
- Business Administration
- Carpentry & Joinery
- Customer Service
- Dental Nurse
- Digital Marketer
- Early Years Practitioner
- Engineering
- Equine Groom
- Farriery
- Golf Greenkeeping
- Hair Professional
- Hospitality Team Member
- Information Communication Technician
- Installation/Maintenance Electrician
- Land-based Service Engineering
- Landscape/Horticulture
- Marketing Assistant
- Motor Vehicle Service & Maintenance Technician (Light/Heavy Vehicles)
- Plumbing & Domestic Heating Technician
- Sports Turf Operative
- Veterinary Nursing
- Welding... plus more!





WHY WCG?

- We have **2000 apprentices training** with us so we know how to support apprentices throughout their training
- We work with **over 1000+ employers** across both the Midlands and nationally, with large companies like Citizen, National Trust, Network Rail, Babcock, and AGCO, all the way to sole traders
- Our apprenticeship success rates are consistently above the national average
- WCG is a **Grade 2 (Good)** College for the delivery of training and education as declared by Ofsted
- We offer **excellent support services** to both employers and apprentices

An Apprentices story



ROYAL LEAMINGTON SPA
COLLEGE



RUGBY
COLLEGE



MORETON MORRELL
COLLEGE



WARWICK TRIDENT
COLLEGE



EVESHAM
NEW COLLEGE



PERSHORE
COLLEGE

5 steps to recruit an Apprentice with WCG

- Contact WCG, and discuss the skills area you are looking to place an apprentice
- Complete a job spec including salary, hours, location, and details of your company
- WCG will upload the vacancy on the National Apprenticeship Websites, WCG Apprenticeships, Not Going to Uni, and shared through social Media
- Applicants will be send through to you so arrange an interview
- Once successfully recruited, WCG will begin the sign up process

- Two-year full-time Level 3 course - follows on from GCSEs
- Mix classroom / on-the-job learning with industry work placement (45 days or 315 hours)
- Prepares you for skilled work, university or higher apprenticeship
- One T Level = Three A Levels (i.e. UCAS points)
- Design, Surveying & Planning for Construction T-Level
- Apply online at wcg.ac.uk/tlevel as you would for a full-time college course



T-LEVELS

THE NEXT LEVEL QUALIFICATION

T Level subjects at WCG include:

- *Design, Surveying & Planning for Construction*
 - *Digital Support Services*
 - *Engineering Manufacturing, Design & Development*
 - *Health*
 - *Education & Childcare*
 - *Craft & Design (Furniture Maker / Textiles & Fashion Maker)*
 - *Media, Broadcast & Production (Content Creator)*
- Apply online at wcg.ac.uk/tlevel



For more information about Apprenticeship and T-LEVELS

wcg.ac.uk
employerenquiries@warwickshire.ac.uk
Tel: 03004560046

Coventry Job Shop

Glen Smailes

Employment and Skills

Glen.smailes@coventry.gov.uk

07967 820436



Job Shop – Since 2013

- Over 250,000 + visits to The Job Shop
- Over 53,000 + Coventry residents registered
- Supported over 12,500 people into employment
- Worked with over 200 businesses per year to support their recruitment



Current Offer To Business

Free recruitment and HR support for all businesses in Coventry and its surrounding areas

Our free support includes:

- Recruitment strategy assistance
- Advertising
- Pre-screening
- Interviewing
- Mass recruitment events
- In work support
- Access to recruitment funding throughout the year of up to £3000 per new employee.
(T&Cs apply please contact us for a full list of our terms and conditions)
- Support with work experience, work trials, education and skills design
- Thrive at Work



Skills Options for Businesses

Pre Employment Training:

- **SWAPs:** 2-8 weeks, co-designed by employer, up to LV2, guaranteed interview
- **Skills Bootcamps:** 4-12 weeks, co-designed by employer, up to LV3, guaranteed interview

Apprenticeships:

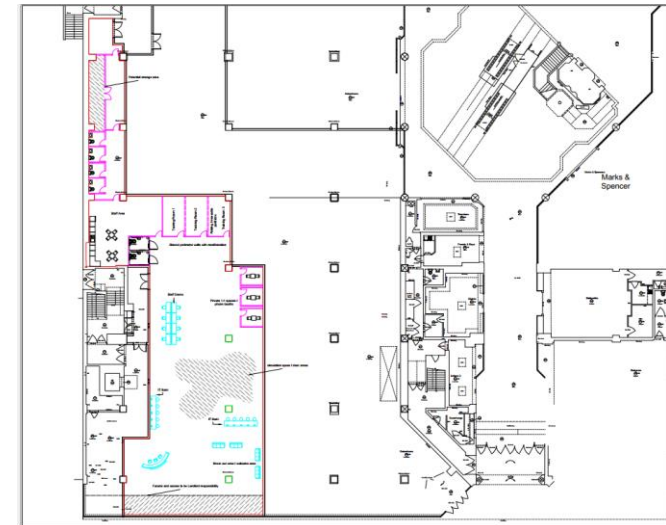
- Support to find right apprenticeship provider
- Support through Apprenticeship Levy Transfer
- Support to find suitable candidates

In-work Skills:

- Support to consider range of funding options depending on size of business, level of course, type of course etc
- Support to find the right provider



Job Shop – Relocation Autumn 2023



Coventry Skills Strategy

4 Skills Strategy Action Groups working collaboratively to achieve our Skills Strategy Priorities:

Action Group 4: Skills for Business, Social Value and Green Skills

Key Activity:

- Targeted skills for our businesses
- Co-design skills solutions with businesses
- In-work upskilling
- Ensure skills provision supports business with social value



NWSLC Employer Forum Vocational Area: Distance Learning

Distance Learning Academy

- Our Distance Learning Academy has been established for over 20 years
- We have a number of prominent organisations including Police Forces, HMPS, Boots, Next & Tesco
 - And work in key sectors such as Care Homes, NHS, Councils, Schools, nurseries, Unions, Retail and the Corporate Sector
- We have consistently high achievement rates
- Our service is designed to be as flexible as possible, allowing individuals to study at a time and place that is suited to them.
- There are no lessons and no exams
- Our specialisms are:
 - Health and Wellbeing
 - Children and Young People
 - Health and Social Care
 - Business Administration and Management

Flexible Learning Options

- **Online Learning**

- The e-assessor platform is an extremely popular method due to its ease of use and flexibility
- Allows learners to complete assessment via any internet enabled device, anywhere, anytime
- Hard copy workbooks are also provided if needed
- Dedicated Assessor will arrange a telephone induction, study schedules and personal support via email or telephone.

- **Face to Face Induction/ Remote**

- Learners meet their tutor in the workplace for induction and enrolment
- Course workbooks can be provided and can be completed when it is convenient for the learner
- Dedicated assessors will arrange on-site visits, study schedules and tutorial support including one-to-one email and telephone support.

Courses Available

- Mental Health First Aid and Advocacy in the Workplace
- Awareness of Mental Health Problems
- Understanding Autism
- Understanding Children and Young People's Mental Health
- Understanding Specific Learning Difficulties
- Mental Health in the Early Years
- Domestic Abuse
- Dementia Care
- Understanding Domestic Abuse
- Principles of Team Leading
- Principles of Business Administration
- Business Improvement Techniques
- Lean Organisation Management Techniques
- Information, Advice and Guidance
- Warehouse and Storage
- Comptia
- AAT
- Many other courses available at Level 2 and Level 3.

Any Questions?

Please contact:

- Distance.learning@nwhc.ac.uk
- Tel: 0330 058 3000 ext 3504
- [Online Learning – NWSLC](#)

Thank you

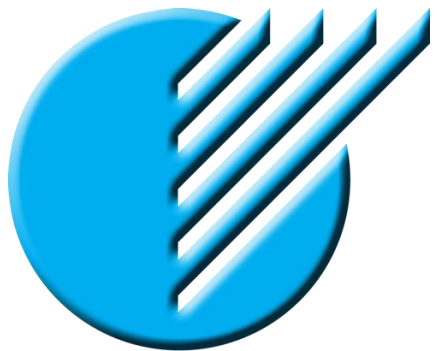


Return at 13.15

Time to network, enjoy some lunch, go for a walk and visit the stalls

- Thrive at Work
- NWSLC
- WCG
- George Eliot Community Engagement Team
- Thrive into Work
- Coventry Jobshop
- Warwickshire Skills Hub
- Corporate Games
- Fairer Coventry

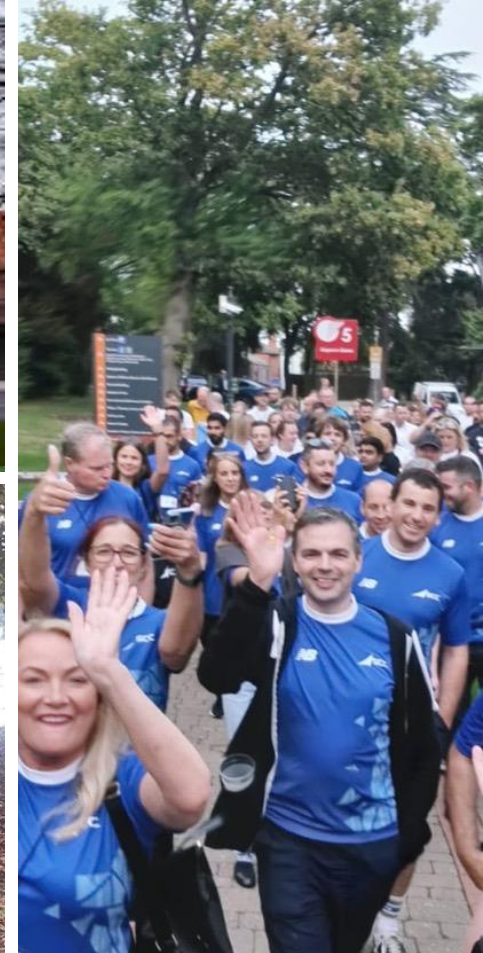
Or go and speak to the Community Services team and get a free health check in their wellbeing minibus



UK Corporate Games

Coventry & Warwickshire 2023

August 3 - 6



About the *UK Corporate Games*

THE ULTIMATE MIX OF SPORT, BUSINESS & TOURISM

- UK's largest multi-sport festival for businesses since 1993
- Open to all for the benefit of all
- Teams represent every size and kind of business, institution or organisation
- Any Age
- No Qualifying Standards
- Disabled integrated







Team Sports

Soccer (5's, 6's)
Basketball
Netball
Volleyball

Racquet Sports

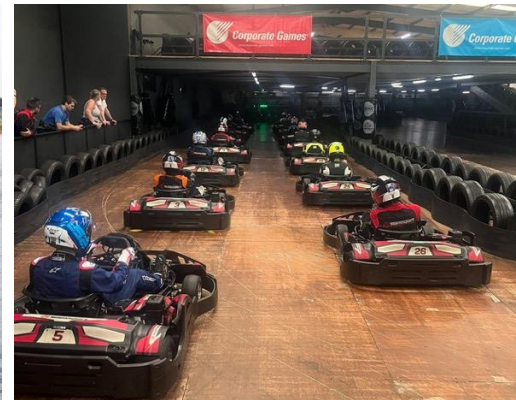
Tennis
Badminton
Squash
Table Tennis

Individual Sports

Running
Golf
Tenpin Bowling
Poker

Other Sports

Dragon Boat Racing
Karting
Touch Rugby
Softball
Esports



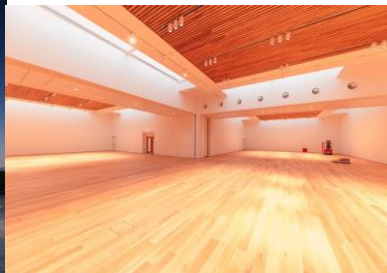
University of Warwick Venues



Several sports to be held at the University of Warwick



Super Centre Registration – The Art Gallery



Welcome Festival/Great Games Party – Central Campus & SU



External Facilities



Riverside Stratford



Stonebridge Golf Club



Excel Leisure Centre



WELCOME

Festival

Samba Band

Street Food,
Bars

Live Music,
DJ's

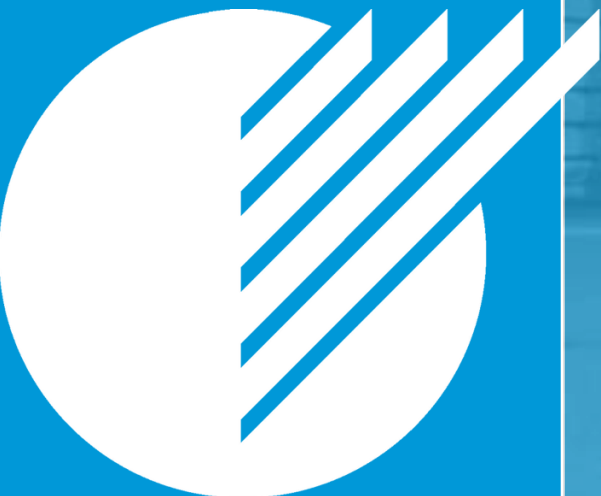


Charity Games

Tennis Ball
Hit-out

Grand Parade of
Athletes

COMPANY & EMPLOYEE BENEFITS



Networking Opportunities

The ultimate sporting festival, bringing people together to network irrespective of their sporting ability or age for an unrivalled weekend of camaraderie.

Promoting employee health & wellbeing

Following the 2022 UK Corporate Games **92% of participants** agreed that the Games positively impacted their health & wellbeing.

Boosting employee morale and engagement

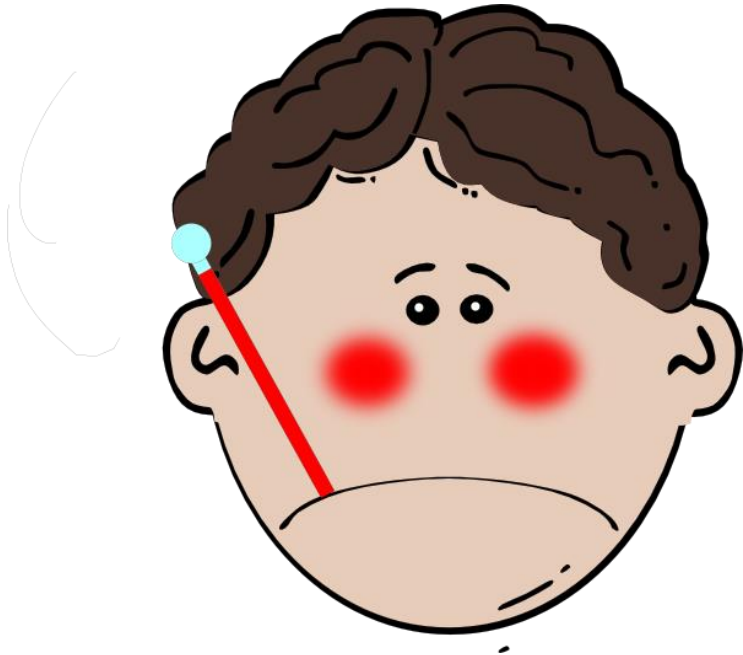
Giving employees the opportunity to **teambuild** and be a part of an **inclusive event**.



Absenteeism



An estimated 185.6 million working days were lost because of sickness or injury in 2022, which is 0.4 percent rise at a cost of £20.6 Billion.



Statement of Fitness for Work
For social security or Statutory Sick Pay

Patient's name:

I assessed your case on:

and, because of the following condition(s):

I advise you that:

☐ 1 you are not fit for work.

☐ 2 you may be fit for work taking account of the following advice:

If available, and with your employer's agreement, you may benefit from:

☐ a phased return to work ☐ amended duties

☐ altered hours ☐ workplace adaptations

A Healthier workforce is a more productive workforce with lower absenteeism rates.

Reward & Recognition programmes

(Top 6 reasons why)



- Increase motivation.
- Show appreciation.
- Encourage friendly competition
- Improve productivity.
- Boost employee retention.
- Create a positive workplace.



Join Thousands of Competitors from hundreds of companies each year!

Insight[®]

SCC

SAFRAN

Places
for People

accenture

LLOYDS
BANKING
GROUP

stryker[®]

FREETHS RDC

vodafone

IBM

Haines
Watts

EY

virgin atlantic

ROYAL
AIR FORCE

Nationwide

KPMG

intel

sky

Bupa

FCA
FINANCIAL
CONDUCT
AUTHORITY

easyJet

Bristol Myers Squibb

BRIT

BARCLAYS

Deloitte.

CapitalOne

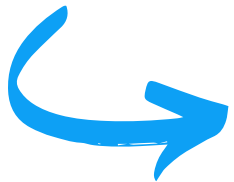
JOHN LEWIS
& PARTNERS

pwc

ORACLE J.P.Morgan iced digital.

Join us at the *UK Corporate Games* 2023

For an unforgettable day of
team spirit and company pride.



Phone Number

01733 838444

Email Address

info@corporategamesuk.com

Website

www.corporategamesuk.com

Socials



A photograph of two women sitting at a wooden table in a cafe or office setting. The woman on the left has dark curly hair and is wearing a light grey blazer over a dark top. The woman on the right has blonde hair, wears glasses and a light grey blazer over a patterned top. They are both smiling. On the table are two smartphones, a spiral notebook with a pen, and a cup of coffee. In the background, there are blue curtains and a sign with the word 'PARTS' in reverse.

Growing healthier, happier workplaces

The Thrive at Work Wellbeing Programme aims to encourage and empower employers to take an active role in supporting their employee's wellbeing.

What is Thrive at work?

Thrive at Work is an accreditation programme with criteria and guidelines to help create a workplace that promotes employee health and wellbeing.

It focuses on key organisational areas like health and safety and manager training, as well as mental health, musculoskeletal and physical health and promoting healthy lifestyles.

The commitment provides a structured approach to workplace health and wellbeing. It includes a holistic framework to support implementation and intervention by making it easier to raise awareness and take action to improve employee health and wellbeing and boost productivity and profitability.

A toolkit is available, steering your organisation to local and national resources, policies and services to help you put the commitment into practice.

Why is it important

A growing number of employers are already adopting measures aimed at promoting health and wellbeing among their employees. They recognise that the workplace can be used to promote or reinforce healthier working practices and lifestyle choices. They also know that they can influence several aspects of their employees' physical and psychological wellbeing, helping to boost productivity, commitment and attendance levels.



Happier Workforce



More Productive Workforce



Healthier Workforce

When we invest in keeping our team healthy, not only do they thrive, but their productivity soars, they have better engagement, and their happiness is elevated; everyone wins



In the West Midlands the cost of presenteeism (attending work while ill) is estimated to be £1bn per year

Thrive

*Evidence suggests that organisations can see a **financial** benefit from investing in employee health and wellbeing through reduced sickness absence, staff turnover, and improved productivity and job satisfaction*

4.159 MILLION

estimated
working days
lost for mental
health
reasons



6.9

average
sick days someone
takes in our region -
around 40% could
relate to a mental
health problem

**JUST OVER
£0.5 BILLION**
= cost of mental
health related
sickness absence
per year



**AROUND £1.7
BILLION**

= cost of lost output
and productivity by
employers in
our region



70,000 PEOPLE
cannot work due
to mental health
problems
in the
region



Assessment Themes



Sign up today



www.wmca.org.uk/thriveatwork

Sign up now for the Thrive at Work Workplace
Wellbeing Awards

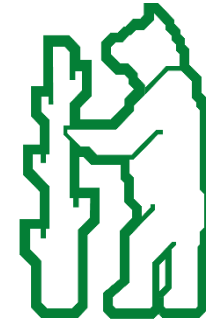
*Free toolkit, accreditation &
awards*

Contact Zoë Anthony

Tel: 02476 978 577

Email: zoe.anthony@coventry.gov.uk

Menopause in the Workplace



The Warwickshire County Council Approach

Abbie MacFarlane: Warwickshire County Council Equality, Diversity and Wellbeing Team

Why Menopause?

[The Menopause in the Workplace Report \(Fawcett society and Channel 4\)](#)

- [1 in 10 people leave work due to menopause](#)
- 14% of women had reduced their hours at work, 14% had gone part-time, and 8% had not applied for promotion
- 44% of women said their ability to work had been affected, comprising 18% of women who said that their symptoms currently affected their ability to do their jobs
- 60% of women said their workplace offered no menopause support
- just 5.2% of women who had a sickness certificate issued for time off work had 'menopause' cited on their certificate, while more than a third had 'anxiety' or 'stress' documented

Newson Health Menopause Society

- One in 48 may reduce their hours due to the severity of their symptoms
- Those who do carry on working often demote themselves, or decide not to go for promotion
- 59% had taken time off work due to their symptoms: 18% were off more than 8 weeks

Women's Health Care Strategy for England Policy Paper 2022

"Women are supported to remain in the workplace during the menopause, and employers are well-equipped to support their workforce during the menopause. Employers are encouraged to implement evidence-based workplace support for the menopause, including introducing workplace menopause policies" (women's health strategy 2021)

Menopause in Warwickshire County Council

- The number of women in WCC between the ages of **45-60** is **1461** (30/09/2022). These are women who are likely to be going through menopause, and we know that women might undergo medical procedures that bring about menopause before this age.
- 1 women left the organisation citing menopause for the reason, a second has now left
- Women within this age range were phoning our Listening Mate Service saying that they were struggling at work with confidence and brain fog. 1 woman wondered if she had dementia.
- There was an active Menopause yammer group.
- Equality, Diversity and Wellbeing ran 3 menopause sessions. All places were filled within 24 hours and there was 150 names on a waiting list.

HR Sickness
Absence

Menopause
Intranet Page

Menopause
Awareness
Month

Menopause
Peer Support
Group

Menopause
Yammer Group

An Approach to
Menopause

Ongoing training
sessions around
menopause

E-learning for
Managers

What
have we
done?

What difference has it made?

"as someone who had the menopause medically induced at 33, I didn't know what to expect. This group has been so welcoming and helpful. It has made a scary and confusing experience so much less isolating."

"Fantastic session, thank you Newson Health and WCC for organising. Would be great as an annual session to reach everyone in WCC and new people. Really great to get the answers they need."

"I find it really supportive, especially as I work in an all male team, it is great to be able to chat to other ladies and share experiences and ideas for coping/improving things. It is also great to realise that I'm not alone, that others are going through similar/same challenges, and this takes the sense of isolation out of going through Menopause. "

"It was really good to be able to hear from a specialist in a non-threatening way - there is so much in the public domain about peri-menopause and menopause that it can be overwhelming for those who think they might be getting to that stage of life but aren't sure and don't know what to expect or when might be the right time to seek help.

It was also very useful from the perspective of a team leader who has members in the team who have shared they are in peri-menopause - I know more about the topic to support them now. "

What's Next?

Pledge

Launch Our Approach to Menopause

Roll out the new training

Keep things meaningful and relevant

Promote Managers' Training



Workplace Wellbeing Forum – Source, Train and Retain

20th June 2023

Thank you for attending and your participation. Please scan the QR code to provide feedback

Next event November 2023

Josouthan@warwickshire.gov.uk

<https://www.wellbeing4life.co.uk/>