

LONDON

HEALTH COMMISSION

Scoping Summary

The London Works for Better Health programme is supported by London Health Commission (LHC) via King's Fund. The programme reflects the commitment of the LHC in seeking to develop employment activity as a way of promoting health and reducing health inequalities: employment as a wider determinant of health.

The first phase of the programme has sought to scope employment activity across London. Employing a range of criteria, this process has involved:

- **Mapping** (October- December 2003)
 - Pan-London activities, plans, and initiatives
 - Local and borough activities, plans and initiatives
- **Interviewing** (November 2003 – January 2004)
 - Strategic contacts (informed by pan-London mapping)
 - Specific contacts (informed by local and borough mapping)
- **Analysis of data** (January - February 2004)
- **Strategic Planning Event** (February 23rd 2004)
- **Report write-up** (March 2004)

Mapping was conducted following an agreed terms of reference (according to priority group, scale, sector, location and partnership) and OPM produced two documents focusing that identified the range of 1) pan-London and 2) local employment activities. On the basis of the first of these documents, a range of **interviews** with strategic contacts were conducted regarding employment activity across London (using a matrix to ensure there was a broad coverage of personnel expertise and experience). The second mapping document, together with further suggestions from interviews with strategic contacts, informed those local and specific contacts identified for interview. The schedule for these interviews was worked up in discussion with the Programme Manager and approved by the project steering group. In total, around 90 people were interviewed equally between the OPM team and the Programme Manager with interview notes forming part of the London Works database.

Analysis of interview data coalesced around three major areas of activity:

- 1) Health, regeneration and urban development: employment activity that in some way connects to the regeneration and/or physical redevelopment of areas of London. For example, given planned physical regeneration across many sites in London, including Wembley, Thames Gateway, Kings Cross and the various Olympic

sites, there was felt to be an acute need within the construction industry for new jobs to be created to meet demand.

- 2) **Healthy business and employment practice:** activities and interventions regarding actual employment and recruitment practices of employers, activity supporting people with complex needs in the transition in to work and the complementary support needs of both employers and employees.
- 3) **Health and Basic Skills:** encompasses activities focused on supporting people to attain literacy and numeracy skills to facilitate their first entry into the labour market. This theme also covers people needing paper qualifications to enable them to progress in their careers (for example in social care) and migrants and refugees looking for English as a Second Language (ESOL) and/or convert qualifications that they may already hold from their country of origin.

These three themes were presented to delegates at a **Strategic Planning Event** on February 24th, Kings Fund. Around 70 key contacts were invited, drawn from the pool of those key individuals previously interviewed. At the event, delegates were asked initially to revisit, refine and deepen those activities composing the three analytic themes, and identify specific proposals that London Works programme could consider as part of its forward action programme. These proposals were synthesised into four activity areas (facilitating access, healthy capital development, skills development and supporting employers). Delegates were then asked to identify what they could bring to these different activity areas, what their organisation required and, specifically, what the London Works programme could do.

All the data gathered from the planning event was collated and written-up. The Programme Manager and OPM met to identify the key activity areas that emerged from the data (i.e. synergy between suggested proposals for action, what delegates could bring, what their organisations required and what delegates felt London Works could bring to employment activity across London). Of key consideration was to ensure that proposals did not duplicate work being done elsewhere, that potential work was within the context of the London Works programme's human and financial resource constraints, was achievable within an eighteen month timeline and that the programme made use of the many offers of positive support received by the delegates at the planning event.

The output from this meeting was a framework which, under three overall headings, identified potential work themes, the partner organisations who could be involved in the work themes and the wider policy links for these work themes. The three overall headings were:

- 1) The business of healthy employment (with an overall aim to build good practice though developing models and toolkits and by campaigning)
- 2) Developing an healthy and sustainable community (with an overall aim to model an healthy community for sustainable growth through focus on one area (e.g. East London and the sub regional development framework))

- 3) Key skills (through piloting and mainstreaming and good-practice sharing with focus on brokering and /or supporting a pilot programme or project)

This framework was carried forward for consideration by the London Works steering group (March 2004). The steering group members identified their thoughts on the balance of the forward programme of action and agreed, with the Programme Manager, the elements that could be developed for future work. It was also agreed that extending the steering group would be a positive way to support the developing forward programme of action (given its focus on areas such as social enterprise for instance).

Report write-up, detailing each of stages of the London Works scoping process in full, was submitted to the Programme Manager in March 2004.