

projects partnerships progress

THE TEACHING PROGRAMME

SPRING 2007

“As Chair of the Haringey Employment Partnership I greatly value the contribution of Haringey Teaching Primary Care Trust to the partnership’s efforts in tackling worklessness in Haringey.

The Trust contributes in a number of ways: as a strategic partner helping to develop our approach and our priorities; as a provider delivering two interventions under our main employment and skills programmes; and as one of the largest employers in the borough committed to employing local people.”

Martin Tucker
Head of Economic Regeneration,
Haringey Council

THE TEACHING PROGRAMME

Working ... to build capacity

Teaching primary care trusts were set up because evidence showed that the communities at greatest risk of ill-health due to economic disadvantage are often served by health care organisations that have difficulty in recruiting and retaining high quality staff.

Disadvantaged areas can face a multitude of problems – such as low income, poor housing and high unemployment – all of which are linked to high rates of morbidity and mortality. The Department of Health established teaching status primary care trusts to increase the capacity of the NHS workforce to tackle these challenges at a local level and to attract and develop their staff for the future.

Working ... to create opportunities

Haringey Teaching Primary Care Trust was awarded teaching status in 2002, one of 30 teaching PCTs across the country.

Haringey Teaching Primary Care Trust has been host to the North Central London Teaching Programme, developing projects, programmes and initiatives across five PCTs in North Central London: Barnet PCT, Enfield PCT, Haringey TPCT, Camden PCT and Islington PCT.

The Teaching Programme has three underpinning aims:

- to offer development opportunities to existing staff in the local health sector
- to create opportunities intended to attract new staff to the health sector
- to develop opportunities for our local communities that might lead to employment within the health sector.

Working ... to fight inequalities

Unemployment in Haringey has exceeded national and regional

averages for at least a generation. The Teaching Programme has developed a strong alliance with the Haringey Employment Partnership Board to address such inequalities with a long-term strategic approach. We are committed to working with local people and communities to develop learning and skills in the field of health and social care so that we can develop employment pathways within the health sector, and support individuals facing barriers to work such as illness or disability.

Working ... to create robust partnerships

Our work depends on creating successful and robust partnerships. We have developed excellent links with the local authority in Haringey, which enables us to adopt a joined-up approach to tackling worklessness across various sectors in Haringey.

We have also developed close alliances with important partners such as local colleges, neighbourhood learning centres and universities. The Teaching Programme has also built a reputation for innovative working with the local community and voluntary sector.

Working ... to maximise potential

The Teaching Programme combines a range of projects and functions, and has built successful partnerships delivering pre-employment training programmes, community outreach and skills development opportunities within the NHS.

Many of the projects and workstreams developed within the

Teaching Programme have been successfully mainstreamed, while others have reached a satisfactory conclusion, with widespread acknowledgement of their effectiveness. Haringey TPCT is fully committed to maintaining its teaching status: this is reflected in the Teaching Programme’s success in receiving core funding from the Department of Health and its considerable achievement in attracting funding streams from outside the NHS. This framework offers a sustainable way forward for the Teaching Programme which does not conflict with its key aims but shifts the focus more towards partnership working with the local community.

Working ... to empower the community

Haringey Teaching PCT plans to continue to empower the community about health, to promote trust and confidence in NHS services, and to work with diversity and challenge disadvantage wherever they exist.

Working ... to improve people’s lives

The Teaching Programme has run a number of successful local initiatives, including the New Deal for Lone Parents, which trained and recruited participants into entry-level NHS posts over a two-year period, and Employment Improves your Mental Health, which provided supported education and employment opportunities for people in need of additional support for their mental health.

Tell me more about ...

The Teaching Programme

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In this progress update you can read about five of our projects:

Employment Pathways to Health (p2)

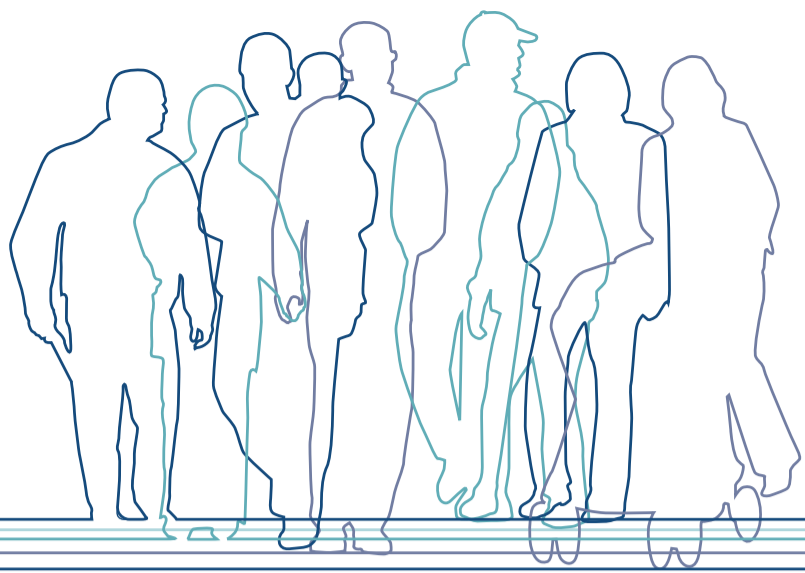
Working for Health (p3)

Community Nutrition Assistants Development (p4)

Health Care Assistant in Primary Care Development (p4)

Keeping our Communities Healthy (p4)





“Lone parents are naturally concerned that if they go to work their children should be well looked after. This is true not just for those whose children are too young to go to school, but also for lone parents with school-age children, who need to be assured that they will be well cared for after school and during the holidays.”

*A New Deal for Welfare:
Empowering People to Work.*
Green Paper, Department for Work
and Pensions, January 2006.

Did you know?

- The employment rate for lone parents in Haringey was 31.6% in 2002–03. This is a statistically significant difference of 17.6 percentage points from the national average of 49.2%. The gap between Haringey and the national average increased by 4.2 percentage points between 2001–02 and 2002–03.
- Children growing up in workless households are more likely to suffer long-term consequences in terms of school performance, later unemployment and other social problems.

EMPLOYMENT PATHWAYS TO HEALTH

Pathways to learning ... gateways to opportunity

The **Employment Pathways to Health** project offers basic skills training, NHS induction, work experience placements in local NHS facilities, support with job search and application and, where appropriate, a guaranteed interview for entry level posts in health and social care.

The programme is funded by the Neighbourhood Renewal Fund and the European Social Fund, and we work in partnership with Learn Direct and the North Middlesex Hospital NHS Trust.

Pathways ... to social inclusion

The primary target group for the project is lone parents, including teenage lone parents, who are not in employment or training, particularly those from black and minority ethnic communities, especially people from linguistic minorities.

Parents, particularly lone parents, may find it hard to obtain work because of the high costs of child care, limited flexibility to care for children or unsociable hours.

Pathways ... to reach target communities

The project uses open days and information sessions at community events, local GP surgeries and health centres, teenage parent and lone parent support programmes, and secondary schools and colleges to reach people in the target communities.

The project delivers three training programmes a year, each tailored to meet the career aspirations of the registered trainees, using 12 learning hours over three days a week for 10 weeks. Course content includes basic skills (literacy, numeracy and information technology), NHS induction, job club and job shadowing experiences. Individual trainees are assigned to an experienced mentor so they can discuss their personal barriers to work and agree strategies to overcome them.

Pathways ... to empower and build confidence

Group sessions address common barriers to employment and offer support in areas such as low self-esteem, coping with stress, family problems, life changes, pregnancy in early age and child

care. Referral for one-to-one psychological support is available for those with more specific issues that create barriers to employment.

The project provides information to groups and on an individual basis about:

- health and social care employment opportunities in the borough and pathways that exist to support people with low skills and educational attainment to gain entry to these careers
- one-to-one support with writing a CV, filling in application forms, interview skills, online job search and work experience opportunities.

Pathways ... to increase access

The programme can link beneficiaries who are under 19 years with Care to Learn funding for child care. Older beneficiaries are supported through an agreement with Sure Start/Children's Centres child care provision within the key wards – Haringay, West Green, White Hart Lane, Northumberland Park, Bruce Grove, Tottenham Hale, Tottenham Green, Seven Sisters, St Ann's and Noel Park.

All the components of the project increase access to opportunities, jobs and career progression for groups at significantly higher risk of being excluded from employment in Haringey. Information on entry-level jobs in local NHS trusts is made available to beneficiaries who successfully complete the programme, and they are given support to submit applications.

Integral to the outreach element of the project, we target information towards NHS employers to gain their support. As part of the work placement function, we work closely with employers and managers to identify barriers to employment and opportunities to offer extra support to beneficiaries.

The project includes a budget to support beneficiaries with financial assistance for travel costs and child care.

Pathways ... to address barriers

This project is innovative and creative because it is tailored to the support needs of each individual – it offers a multi-layered approach to addressing barriers to employment ranging from low level job brokerage

advice to focused psychological support. Evidence shows that:

- 75% of beneficiaries will become more independent and active in the community
- 90% will form new friendships, which will encourage support and reduce feelings of isolation
- 90% will develop increased self-confidence from acquiring new skills
- 90% will have increased self-esteem
- 30% will gain employment (either part-time or full-time) of more than 13 weeks
- 15% will go into further education and training.

Pathways ... to training and career progression

The outcome targets for the training programme are based on three 10-week training programmes each year with an optimum number of 15 participants on each.

The full-time employment outcome assumes that 42% of the trained beneficiaries each year will move on to full-time employment in the health and social care sector.

As we draw our target beneficiaries primarily from lone parents and teenage parents, we believe that a similar number will move on to part-time employment in order to be able to collect older children from school.

The training programme is delivered at North Middlesex Hospital, in partnership with Learn Direct. This facility has extensive resources to deliver the programme, with free transport facilities from the St Ann's site and minimal local travelling times for participants.

Work experience placements will be available at a range of health centres and GP practices: overall, beneficiaries will have an authentic experience of training and working within local health communities.

Haringey Teaching Primary Care Trust, in collaboration with North Middlesex Hospital, can offer extensive placement opportunities within health settings or in a variety of clinical and allied health and administrative settings. These include, for example, physiotherapy, care of the elderly, administration, finance and facilities management.

Tell me more about ...

Employment Pathways to Health

For more information, please contact:

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“I enjoyed my work placement. It was exciting. It felt as if I'd worked there for years.”

“The course times meant I could get away in time to pick my daughter up from nursery.”

“I enjoyed the online work.”

“The course co-ordinator gave lots of advice about job hunting and confidence building.”

Participants on the **Employment Pathways to Health** programme



"Tomorrow's People runs a weekly clinic at our surgery. Patients who might benefit are informed by our doctors and can then decide whether to make an appointment. Although the service has only been going for a while, I have been surprised at the level of take-up. Patients are enthusiastic – it appears that the support is very beneficial so I have no doubt that the service will be a success.

I find the Tomorrow's People staff to be highly motivated. They operate in the surgery without any disruption and it is a pleasure to work with them."

Pete Sutton
Practice Manager,
Morris House Surgery,
Tottenham

WORKING FOR HEALTH

Innovative pilot in GP surgeries ... the right prescription back to work

The **Working for Health** pilot project runs in the familiar environment of the GP's surgery, providing access to specialist employment advisers for patients who are claiming Incapacity Benefit and coping with health problems arising from long-term unemployment.

The project is funded through the Safer and Stronger Communities Fund Neighbourhood Element, and forms part of the Haringey Guarantee, which offers guaranteed interviews to participants when applying for local employment opportunities. We are working in partnership with the charity Tomorrow's People; we are also working with the local authority, mental health services and the physiotherapy service to develop condition management programmes to support this project.

Innovation ... navigating a route to better health

In 2001, Tomorrow's People launched an innovative and ground-breaking partnership with the James Wigg practice in Kentish Town to set up a pilot specialist employment outreach clinic at the health centre.

This innovation was developed in response to the fact that many people receiving Incapacity Benefit are willing and able to work. However, some need extra help navigating their way back into employment because of related mental and physical health problems, such as chronic back pain, depression and stress. Now, patients who experience ill-health – either as a result of unemployment or whose health condition caused unemployment in the first place – can receive advice and support to help them find a route back to work and to better health.

Tomorrow's People provides employment advisers who work as part of the primary health care team, offering professional employment advice and guidance to patients. They attend the health centre for one day a week, meeting patients who are either referred by medical staff or who approach them direct.

Innovation ... breaking the cycle of dependency

Research shows that this GP model can help individuals with health problems to break the cycle of long-term dependency on benefits. It can also help those who may simply be economically inactive because of their ill-health. By providing targeted employment support in the secure and familiar environment of the surgery, we can help patients navigate a route back to work, financial independence and improved health.

Innovation ... measurable health and economic gains

The adviser began work at the surgery in 2001. An independent evaluation of the pilot was carried out in 2005 to measure the efficiency and return on investment benefits that it delivered. Analysis of the information for 58 beneficiaries who registered between September 2001 and December 2004 revealed a number of indicators of improved health among participants.

Following registration with the adviser there is a downward trend in consultation rates, referrals to counselling and prescribing rates: statistics show the impact of the project in reducing beneficiaries' use of the surgery's medical services. Health outcomes after registration show:

- 20% reduction in GP consultations
- 74% reduction in referrals to practice counsellors
- 15% reduction in anti-depressant prescriptions 12 months after registration
- 19% reduction in anti-depressant prescriptions 18 months after registration.

A peak in consultation and prescribing rates over the six months before registration suggests that beneficiaries are often in a state of increasing distress which is, to some extent, alleviated by meeting with the employment adviser and starting to address some of their issues.

The fall in numbers of referrals to counsellors after registration reinforces the fact that the project has a positive therapeutic effect.

Employment outcomes at the end of the pilot show that:

- 36% of completers had employment as their last recorded outcome
- 80% of these were still in employment 12 months later
- 55% of completers achieved other outcomes, such as training and voluntary work.

Innovation ... financial, emotional and health benefits

The pilot demonstrates that the programme benefits everyone in a variety of ways, including:

For patients: individuals and their families benefit from a return to work in financial, emotional and health terms. Medical evidence shows that for some patients with health problems, a return to work will contribute to long-term recovery.

For health professionals: every patient who regains their health by a return to work saves the time of doctors and other health professionals, which can then be focused on other patients. This may also lead to cost savings within the GP practice or specialist clinic.

For the community as a whole: society as a whole inevitably benefits from the cost savings that result from individuals becoming economically independent rather than benefit dependent. Local communities also benefit from any increase in the numbers of people who are economically active and contributing to local life.

Innovation ... looking to the future

Future plans include:

- extending the pilot across the borough
- developing condition management programmes
- providing cognitive behavioural therapy for people with mental health problems
- prescribing exercise programmes
- offering pain control therapy.

Taken together, this package of interventions will give further support to help get people back to work.

Tell me more about ...

Working for Health

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Did you know?

- There are 2.7 million people claiming Incapacity Benefit in the UK, costing the State around £6.8 billion each year.
- Research carried out on behalf of the Department for Work and Pensions indicated that the longer someone is off work, the less likely they are to return. Evidence suggests that if someone is on Incapacity Benefit for one year, they could remain on it for up to eight years. For many, this could mean retiring or dying on benefit.
- However, three-quarters of new Incapacity Benefit claimants have more manageable conditions, such as back pain, depression and mild circulatory diseases. Current medical evidence suggests that for these conditions a return to work can be a positive outcome, contributing to the chances of a long-term recovery.

Did you know?

- Employment and skills: Haringey has 56,600 workless residents (17,500 young people; 18,000 disabled people). At 60.3%, it is below the average EU and British employment rates; and 25.3% of the working age population have no qualifications.
- Diversity: 190 different languages are spoken in Haringey and 50% of the population are from black and ethnic minority communities.
- Unmet health need: 12,500 residents currently on Incapacity Benefit have mild to moderate mental health problems. Average life expectancy for both men and women in Haringey is less than both the London and national averages.



We are grateful to our partners for supporting and funding our Teaching Programme.



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COMMUNITY NUTRITION ASSISTANTS DEVELOPMENT

Working for the community ... improving diet and health

The Teaching Programme provides access to skills development and accreditation through our **Community Nutrition Assistants Development Programme**.

Community nutrition assistants are trained lay people who work with community dietitians to assess the food and health needs of local residents and assist in enabling people to eat healthier diets to prevent disease.

The programme was developed by the Teaching Programme and the Dietetics Service at Haringey Teaching PCT at level 2 and is accredited by the National Open College Network. One of the modules – Community Nutrition Work Placement – was introduced and validated to address the specific cultural and nutritional needs of the local community.

Evidence shows that this type of initiative is particularly effective with harder-to-reach groups, as lay people working within their own communities can gain a more accurate picture of the food and health needs of that community. In addition, by engaging the community, it ultimately helps to empower them with the skills needed to improve conditions affecting their health.

Community nutrition assistants offer a range of activities, including:

- running local cookery clubs
- conducting local shopping tours
- delivering sessions on food and nutrition topics
- promoting healthy eating and healthier lifestyles in general
- increasing the community's awareness of the factors affecting their health.

Expected outcomes include the following:

- increased knowledge about food, diet and health issues
- improved diet, leading to improved health
- empowering communities and individuals to make informed choices about food and diet
- appropriate food and diet information targeted at specific local communities
- employment opportunities for local people.

Progression routes for work-based placements include courses in obesity, physical activity and smoking cessation, or advancing onto nutrition or dietetic programmes.

Tell me more about ...

Community Nutrition Assistants Development

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HEALTH CARE ASSISTANT IN PRIMARY CARE DEVELOPMENT

Working for primary care ... upgrading skills

Health care assistants support the work of other health and social care professionals with patient care in a wide range of clinical and community settings. Our **Health Care Assistant in Primary Care Development Project** aims to equip health care assistants with a range of general competencies that can be used effectively to support and enhance primary care, and to develop a core framework of accredited career progression pathways for health care assistants in primary care.

The Teaching Programme provides access to a Foundation Course for Health Care Assistants which aims to standardise their quality of training.

We seek to recruit from local

communities and existing staff. Recruitment from local communities has been targeted at black, minority ethnic and refugee communities as part of our commitment to valuing diversity.

The Teaching Programme commissioned an evaluation to assess the impact of the health care assistant introductory course and all who had completed the course were surveyed about their perceptions of its impact on their role in general practice and future career development. All those who participated found it relevant and useful to their work, felt it had helped them to better understand their role and given them more confidence.

The course had allowed them to undertake more specialised and varied roles and had given them a desire for further career progression.

The evaluation also highlighted the need to develop post-course support, national guidance to train and support health care assistants in general practice, further research on the impact of health care assistant training on the role of practice nurses, and patient perceptions of the health care assistant role.

The second stage evaluation of the programme is now underway. Funded by the NHS Working in Partnership Programme, it aims to demonstrate the impact of the programme on overall practice capacity.

KEEPING OUR COMMUNITIES HEALTHY

Working for health improvement ... making a real difference in our community

The Teaching Programme is currently developing the **Keeping our Communities Healthy Project**. This project aims to break the link between low skills and attainment, high levels of diversity, and high unemployment and poor health by delivering accredited health promotion skills training to local communities and evaluating community health improvement interventions. We plan to do this through:

- evidence-based health promotion, which helps individuals to make and maintain informed health choices
- community-based health promotion, which empowers groups at risk of poor health
- accredited training, which opens up opportunities for employment and increases statutory sector confidence in commissioning community organisations.

The training will cover:

Health promotion skills: background to health improvement theory, project management, identifying health gain

outcomes, communication skills, working with diverse communities, and monitoring and evaluation.

Health improvement needs: health inequalities, smoking cessation, healthy eating, exercise and keeping active, sexual health, and mental health and well-being.

Practice-based learning in a community setting: a 10-week placement to design, deliver and evaluate a community health promotion project. Host organisations will receive training to assess the impact.

We expect the following outcomes to this project:

Improved employability: 54 individuals will gain an Open College Network accredited qualification in Health Improvement, which is recognised by the voluntary and the statutory sectors.

More accessible health improvement services targeting harder-to-reach communities: 24 community organisations will report easier access for their community members to established health services.

Increased awareness of the links between healthy eating and physical exercise and the prevention of long-term and other poor health: at least 1,150 people attending community-based health improvement interventions will report increased awareness.

Better strategic integration of community, NHS and local authority health improvement services: 50 community health projects will be evaluated; 10 will be sustained through mainstreaming or through collaborative fundraising with the active support of the statutory sector.

Improved awareness at national level of the potential for improved health outcomes for socially excluded communities through partnership working across the statutory and community sectors: all teaching primary care trusts will receive the evaluation report, training curriculum and materials so they can cascade the project within their regions. This will extend the impact of the project across England.

Tell me more about ...

Keeping our Communities Healthy

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