

Appendix A: Working Win Proposed Service Offer

The programme for individuals will focus on areas such as:

- returning to work following a long period working from home or on furlough or on sick leave.
- a graduated approach back into work for those that need it, especially if previously unemployed.
- managing transport and childcare needs to enable individuals' access (and stay in) employment.
- supporting those in work where their role is likely to have had an impact on their mental health e.g. care workers.
- a place then train model including rapid job search for competitive jobs.
- individualised job searches, with job matches based on an individual's employment preferences, personal goals, needs and aspirations, and support to create a CV, and tailor to specific job opportunities.
- Interview preparation and support.
- Individualised in work support, providing participants with personalised support for sustaining work based on the job, their preferences, work history, needs, etc.;
- Ongoing regular contact (i.e., every two weeks) with participants throughout the programme, providing advice, support and guidance, helping them to find and remain in work.
- supporting aspects of remote work that could be retained. We are mindful that for many people with health conditions, long periods of flexible homeworking may be their only employment option.
- Skills gaps (including digital skills) and mental health issues.

The programme for employers will focus on supporting:

- how the workplace can be made safe for those with physical and mental health conditions in relation to Covid-19
- mental health first aid and disability confidence training
- how a more flexible or blended approach to work can be continued
- a budget for additional software or transport, that will allow employees to come safely back to the workplace where other support is not available.
- individual cases where circumstances seem to indicate difficulty in employees starting work again including if required informal mediation between the employer and employee.

A fund to support and enable work

- This fund will be accessed on an individual basis to overcome barriers and allow the individual to return to work safely or to work more effectively from home, for example it could cover digital solutions, transport or childcare costs.

Employers should be involved in the support package for the individual as soon as possible in the process, however, this should always be with consent from the individual.

As this new programme will not operate under the conditions of a medical randomised trial, we are proposing to consider some additional features to further enhance outcomes and benefits, which were not permissible in the trial due to the potential to compromise the evaluation of the model. These additions are still in development but include a consideration of broadening the travel concessions, childcare offer to offset the costs of securing or retaining work.