



Supporting Health Outcomes Through Employment

The role of Supported Employment Agencies
in delivering the health benefits of employment
for employees with Learning Disabilities

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PWLD have poor health status

- Coronary heart disease (14-20%)
 - Respiratory disease (46-52%)
 - Epilepsy (20 times more)
 - Psychiatric disorders (anxiety and depression)
 - Sensory impairments (8-200 times more)
 - Dementia in older adults (22% vs. 6% aged 65+)

Emerson et. al. (2011) Health Inequalities & PWLDs report

Theory

Method

Sample

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Conclusion

PWLD perception of their health status

- One in seven adults with LDs consider their general health as “not very good”
- Health status is associated with indicators of socio-economic disadvantage
 - material and social hardship
 - unemployment

(Emerson & Hatton, 2008)

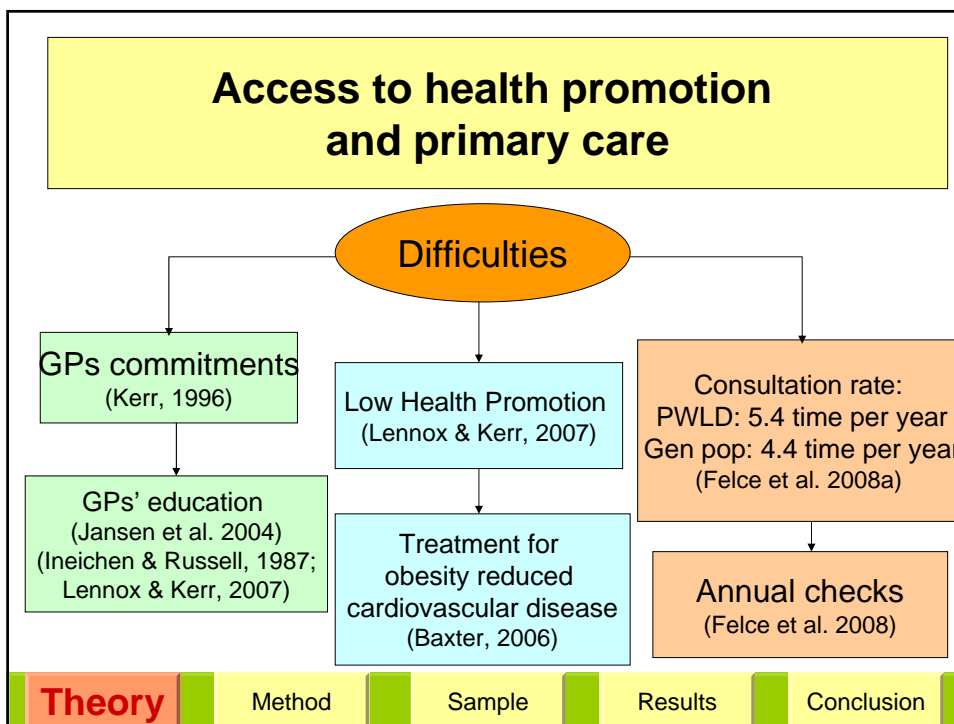
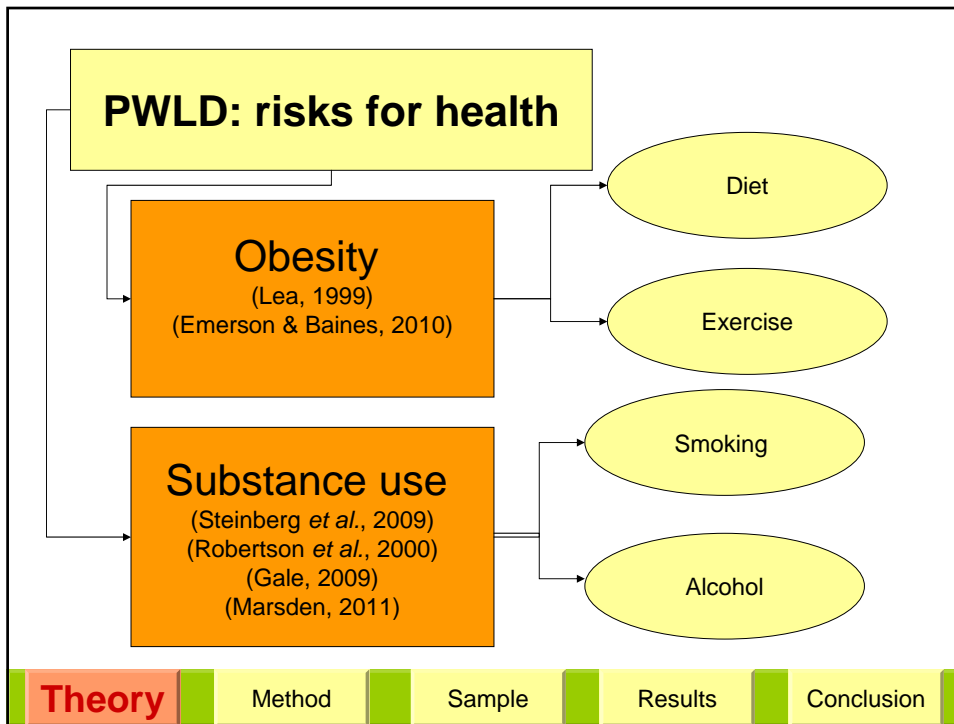
Theory

Method

Sample

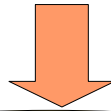
Results

Conclusion



How does employment help health?

- role and status in the society
- mental well-being
- access to health promotion



What is it like for PWLD?

Theory

Method

Sample

Results

Conclusion

Barriers to health benefits at work

- People with learning disabilities may:
 - Be unable to understand company health promotion activities
 - Lack confidence to take advantage of what is on offer
 - Look to adapt to health issues rather than embrace fitness
 - Find greater freedom in what they eat and drink and use this unwisely
 - May be more easily injured at work

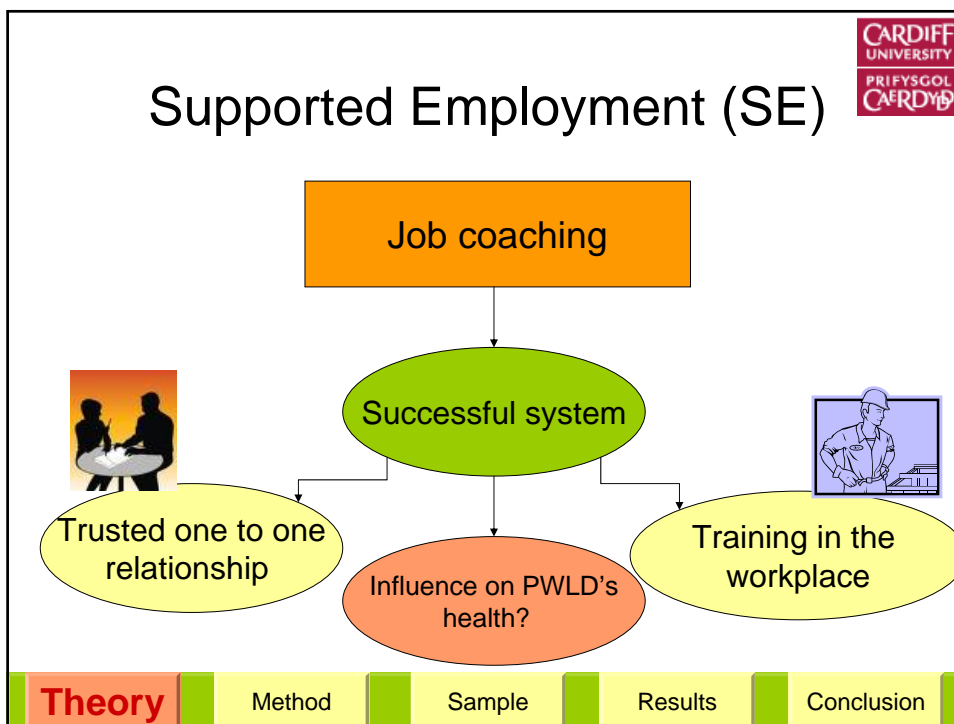
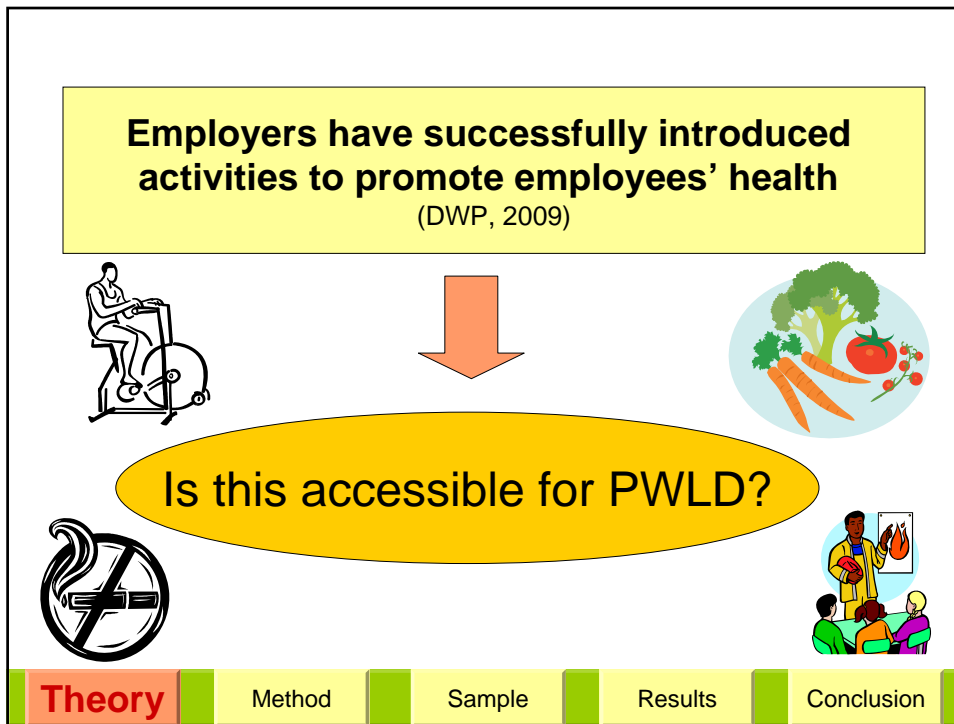
Theory

Method

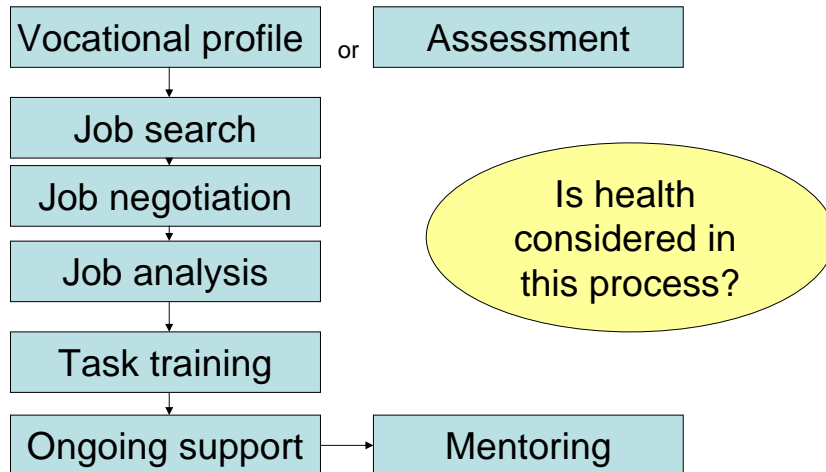
Sample

Results

Conclusion



The potential of SE for health promotion



Theory

Method

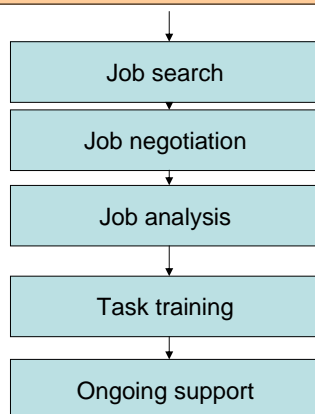
Sample

Results

Conclusion

Identifying opportunities for health gain

Vocational profiling



- Health needs- “must haves”
- Finding unidentified health problems-sight/hearing
 - Identifying opportunities for health gain:
 - Walk/not walk?
 - Stand/not stand?
 - Staying at it/rests?
 - An engaging job as part of reducing challenging behaviour

Theory

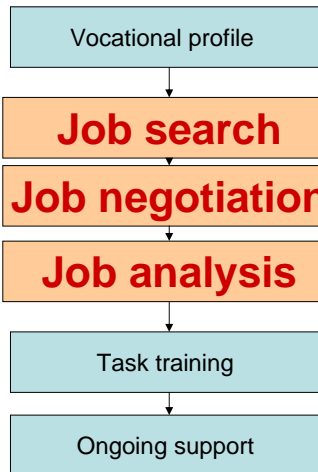
Method

Sample

Results

Conclusion

Identifying opportunities for health gain



- Journey to work- bus & walk/taxi?
- Adjustments or extend a person's range?
- Individualized Health and Safety assessment?
- An important aspect of job carving?

Theory

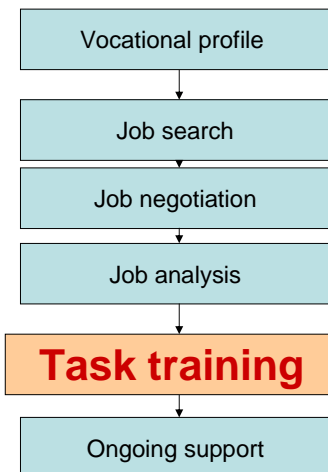
Method

Sample

Results

Conclusion

Identifying opportunities for health gain



- Natural ways vs. adapted task sequence and method?
- Favouring labour intensive methods for tasks?

Theory

Method

Sample

Results

Conclusion

Identifying opportunities for health gain

Vocational profile

Job search

Job negotiation

Job analysis

Task training

Ongoing support

- **Social inclusion**

- Advising companies to deliver accessible health promotion?
- Job coach role modeling?
- Supporting people within company health promotion?
- SE a conduit for direct advice on healthy lifestyle?
- Mentoring around healthy lifestyle (smoking and eating cultures)?

- **Accountability**

- Measuring and reporting "soft" health gain
- Cross funding for health gain?-
 - GP fund-holding and social prescribing?

Theory

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Research questions

1. How do SEAs perceive their current and future role in delivering the health benefits of employment?
2. What are the views of PWLD on the ability of the SE process to increase their health and well-being?
3. How can this knowledge direct the future delivery of services, specifically those provided by SEA?

Theory

Method

Sample

Results

Conclusion

Method (part 1)

QUANTITATIVE

National web survey for SEAs

Email invitation sent via Union and Organisation for SE in the UK



Theory

Method

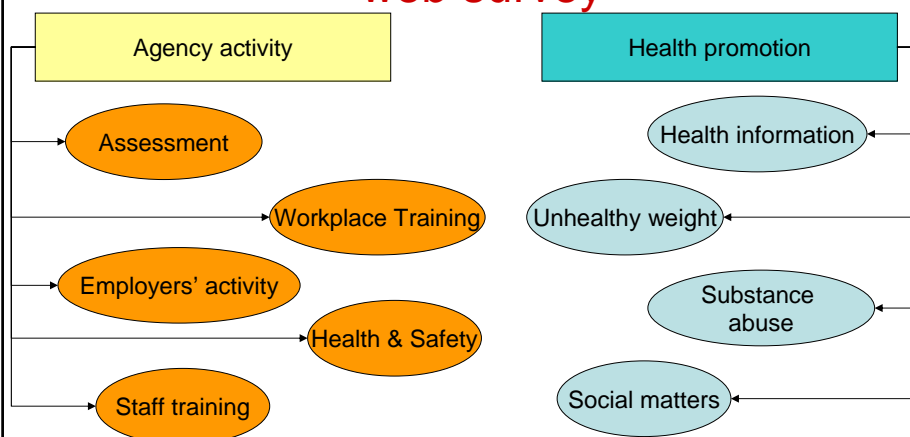
Sample

Results

Conclusion

Methods (part 1)

Employment and Health promotion web survey



Theory

Method

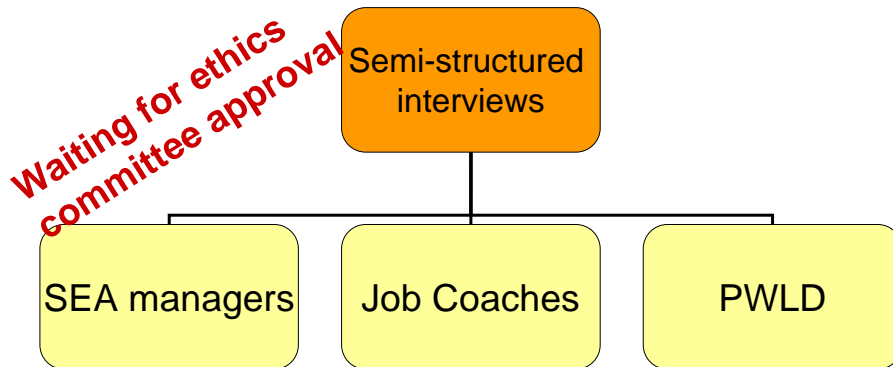
Sample

Results

Conclusion

Method (part 2)

QUALITATIVE Grounded theory method



Theory

Method

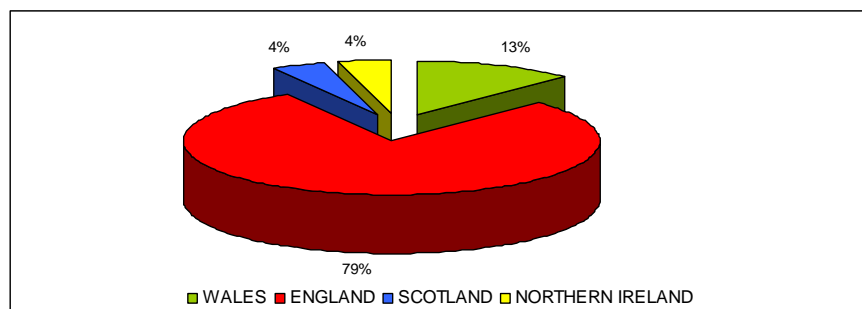
Sample

Results

Conclusion

Sample (1)

Participation by countries



- Participation of 50 agencies/organizations
- England has been particularly supportive

Theory

Methods

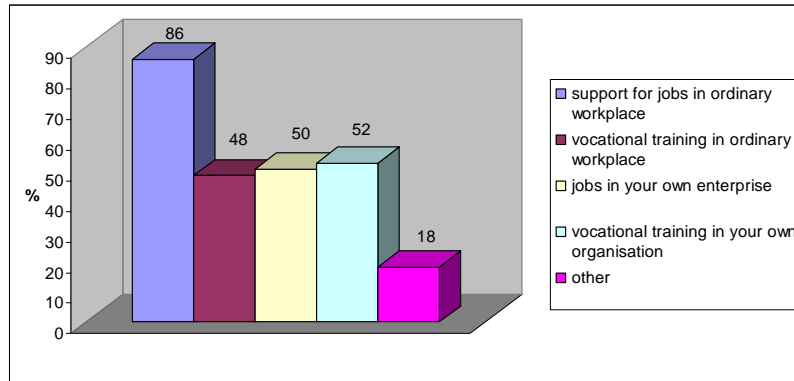
Sample

Results

Conclusion

Sample (2)

Overview of agency provision



- The majority support jobs in ordinary workplace
- Half of the agencies employ people with LD in their enterprise

Theory

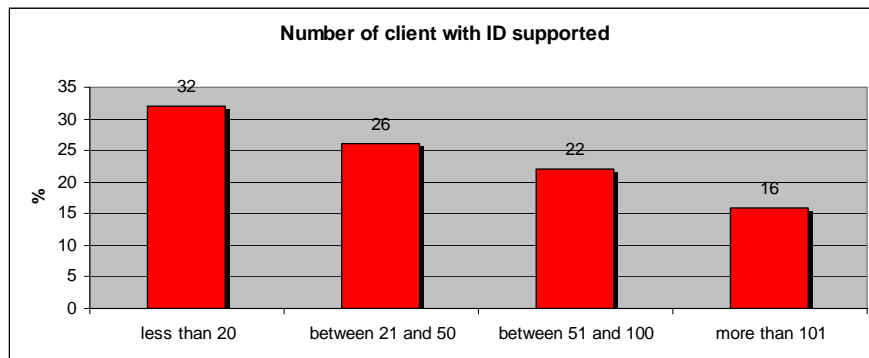
Methods

Sample

Results

Conclusion

Sample (3)



- Small size agencies are the majority
- Good quota of medium agencies
- Few respondents belong to large organizations

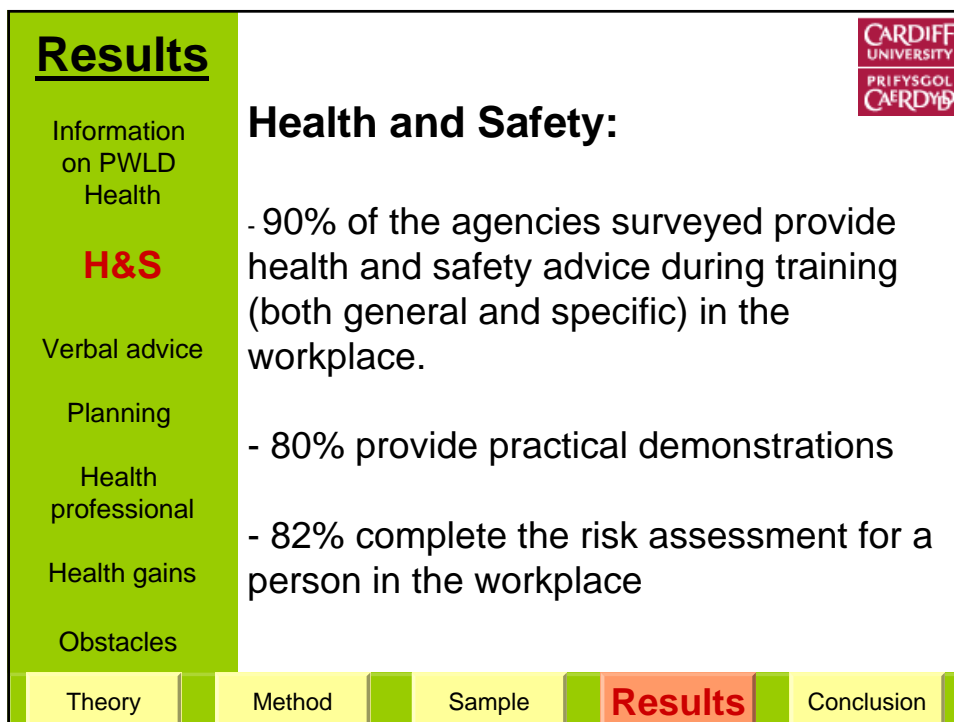
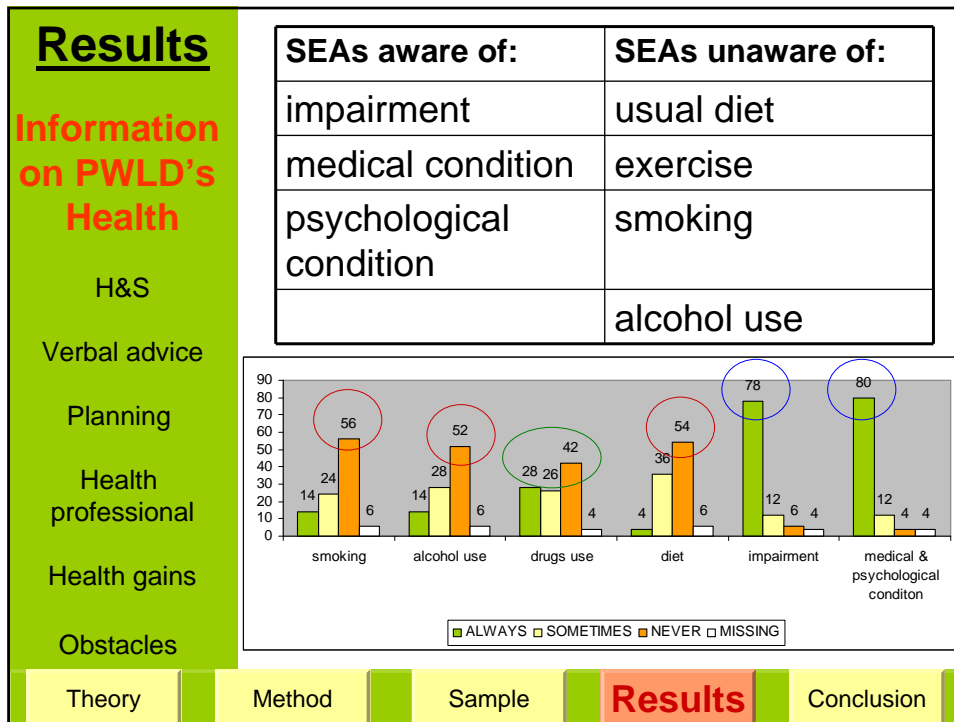
Theory

Methods

Sample

Results

Conclusion



Results

Information on PWLD Health

H&S

Verbal advice

Planning

Health professional

Health gains

Obstacles

Theory

Method

Sample

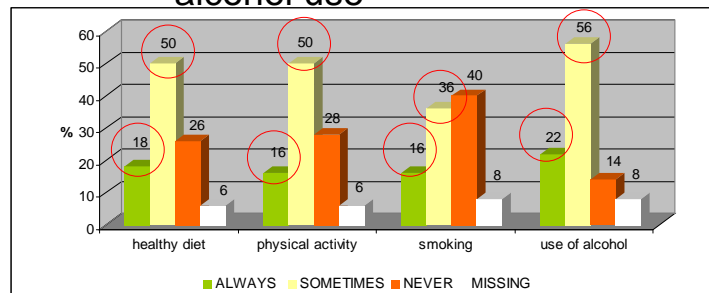
Results

Conclusion

SEA provides verbal advice on:

- healthy diet
- physical activity
- smoking
- alcohol use

Quality?



Results

Information on PWLD Health

H&S

Verbal advice

Planning

Health professional

Health gains

Obstacles

Theory

Method

Sample

Results

Conclusion

SEAs do not usually plan around health

Why?

SEAs never plan with:	Unhealthy weight	Smoking	Alcohol use
Employer & employee	60%	62%	56%
Family	78%	60%	58%

Results

Information on PWLD
Health

H&S

Verbal advice

Planning

Health professional

Health gains

Obstacles

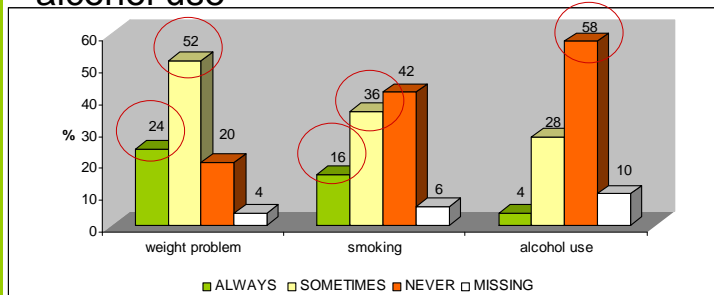
Theory

SEAs refer to health professionals for problems with:

- weight problem
- smoking

SEAs do not refer for:

- alcohol use



Method

Sample

Results

Conclusion

Results

Information on PWLD
Health

H&S

Verbal advice

Planning

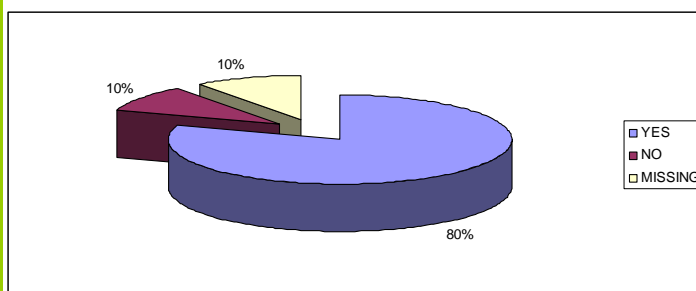
Health professional

Health gains

Obstacles

Theory

80% of agencies report health gains after employment




Method


Sample


Results

Conclusion

<p>Results</p> <p>Information on PWLD Health</p> <p>H&S</p> <p>Verbal advice</p> <p>Planning</p> <p>Health professional</p> <p>Health gains</p> <p>Obstacles</p>	<p>SEAs reported :</p> <p>Healthy eating, fitness and loss of weight</p> <ul style="list-style-type: none"> • <i>Physical health improved where previously inactive. Healthy eating when canteen available</i> • <i>Healthier eating patterns</i> • <i>More active. Interested in improving physical ability. Improved diet</i> • <i>More regular meals; less junk food</i> • <i>Weight loss due to physical activity and increased energy levels</i> 		
	Theory	Method	
	Sample	Results	
	Conclusion		

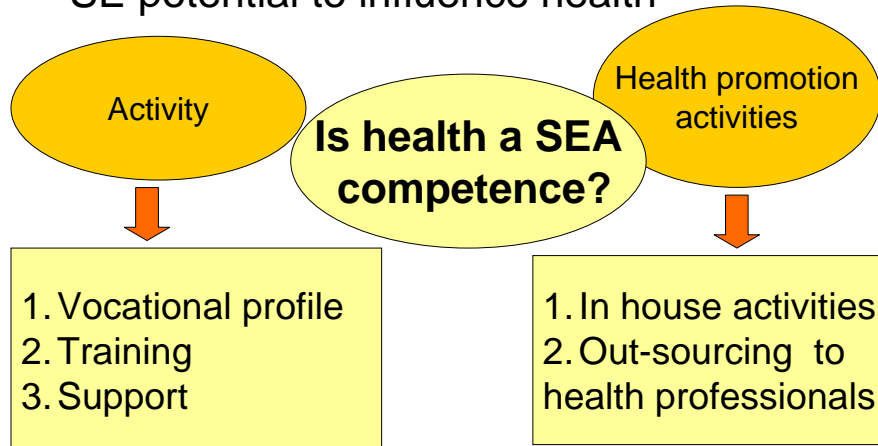
<p>Results</p> <p>Information on PWLD Health</p> <p>H&S</p> <p>Verbal advice</p> <p>Planning</p> <p>Health professional</p> <p>Health gains</p> <p>Obstacles</p>	<p>SEAs reported :</p> <p>Smoking and alcohol</p> <ul style="list-style-type: none"> • <i>Reduction in smoking</i> • <i>30% fall in number of employees smoking</i> • <i>Requests for support to stop smoking</i> • <i>Reduction in alcohol consumption</i> 		
	Theory	Method	
	Sample	Results	
	Conclusion		

<p>Results</p> <p>Information on PWLD Health</p> <p>H&S</p> <p>Verbal advice</p> <p>Planning</p> <p>Health professional</p> <p>Health gains</p> <p>Obstacles</p>	<p>SEAs reported :</p> <p>General health and well-being improvements</p> <ul style="list-style-type: none"> • <i>More positive attitude. Customers have a purpose to get up in the morning and go to work. Less time to sit at home</i> • <i>Emotional wellbeing and a feeling of self-worth and achievement</i> • <i>Motivation and general improvement in health</i> • <i>Reduction in sick time absence</i> • <i>Better mental health, lifts depression, reduced anxiety, builds confidence</i> 				
	<p>Theory</p>	<p>Method</p>	<p>Sample</p>	<p>Results</p>	<p>Conclusion</p>

<p>Results</p> <p>Information on PWLD Health</p> <p>H&S</p> <p>Verbal advice</p> <p>Planning</p> <p>Health professional</p> <p>Health gains</p> <p>Obstacles</p>	<p>Obstacles to health promotion:</p> <ul style="list-style-type: none"> - 56% → lack of support by family/carer - 50% → family and carer own health behaviour - 54% → lack of time for staff - 52% → lack of training for staff 				
	<p>Theory</p>	<p>Method</p>	<p>Sample</p>	<p>Results</p>	<p>Conclusion</p>

Conclusion (1)

- SE potential to influence health



Theory

Method

Sample

Results

Conclusion

Conclusion (2)

Awareness of clients' health:

- Low** in general health
(usual diet, physical activity, smoking, alcohol use)
- High** in impairment, disabilities



Useful information for employment process

Theory

Method

Sample

Results

Conclusion

Conclusion (3)

- Activity to promote health:



High on: verbal advice and professional advice

What is the quality of this support?

Low on: planning for change

Is it worth investing resources on planning?

Theory

Method

Sample

Results

Conclusion

Conclusion (4)

There is evidence from the SEA's that employment promotes health outcomes

Do SEAs have a role in this?
If yes, how should they act?

Theory

Method

Sample

Results

Conclusion

Issues for SE in health

- Professional context - is it our job?
- Funding context - are we funded to address health need?
- Do we need training around health outcomes or.....
- Are we just helping people to get the health benefits of a job?

Drivers for SE in health

- Local authorities and a new statutory Public Health agenda
- Health & Well-being Boards and joint funding
- Are we revisiting:
 - Train & Place vs **Place & Train**
 - Being healthy to get a job vs **Getting a job to be healthy**
- Is there a need for increased partnership between health services and employment around learning disabilities?

What is next in the study?

We are asking for the collaboration of SEAs to be interviewed:

- Managers
- Job coaches
- Employees with LD

The aim is to **understand the strategies** supported employment agencies use to “promote” the health and well-being of their clients with LD.

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Discussion Points

- Does employment help improve PWLD's health?
- Should SEAs be involved in health promotion?
- What role could SEAs have in health promotion?
 - How can SE process influence health of PWLD?
 - Do we discuss health promotion with employers?
 - Are health outcomes considered during training in the workplace?
 - Can natural support and mentoring have health promotional impacts?
- Should SEA staff be trained to play a role in health promotion?
- Are there policies and opportunities that may assist SEAs in promoting health outcomes?

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