



## WMCA Investment Board

<b>Date</b>	12 February 2024
<b>Report title</b>	Thrive into Work Individual Placement and Support in Primary Care (IPSPC) Single Assurance Framework (SAF) Change Request
<b>Portfolio Lead</b>	Councillor Izzi Seccombe, Portfolio Lead for Wellbeing
<b>Accountable Chief Executive</b>	Laura Shoaf, Chief Executive WMCA
<b>Accountable Employee</b>	Clare Hatton, Interim Executive Director Employment, Skills, Health and Communities
<b>Report has been considered by</b>	ESHC Delegated Sign Off Investment Panel

### Recommendation(s) for action or decision:

£7,936,260 Grant Funded Thrive into Work IPSPC (April 23- March 25) SAF Change Request Approval.

### The Investment Board is recommended to:

1. Approve the attached Change Request (appendix 1), supporting ongoing delivery of the DWP grant funded delivery phase of IPSPC services (April 23-March 25) of £7,936,260 for submission to SAF.
2. Note information within the Change Request setting out the programme financials, deliverables, commissioning activity and governance arrangements.

### 1. Purpose

Through the IPSPC Initiative, regionally known as Thrive into Work, West Midlands Combined Authority have been successful in securing further Grant Funding to continue to deliver Individual Placement & Support (IPS) services across the region through to 31<sup>st</sup> March 2025.

The original programme commenced as a pilot in 2018, at which time WMCA SAF processes were in early development stages resulting in no original business case. Since this time delivery has progressed through contract extensions. In order to ensure SAF compliance, it has been agreed with assurance, that in the absence of an original business case that a change request is progressed.

## 2. Background

The IPSPC Initiative is aimed at adults who have a physical or mental health disability, as defined by the Equality Act 2010, to help them to move into competitive employment providing the support they need to maintain that employment.

The West Midlands Combined Authority (WMCA) has been working with NHS England and the Work and Health Unit (WHU), a partnership between the Department of Work and Pensions (DWP) and the Department of Health and Social Care (DHSC) since 2016 to trial and implement a new model of integrated health and employment support, the Individual Placement and Support (IPS) model, at scale. Due to the success of the Health Led Trial (June 18-November 20), WMCA/Black Country integrated Care Board received additional funding to implement a Post-Trial service (October 20–March 23).

As set out in purpose, the initial Pilot was pre SAF and therefore no business case was developed, in parallel to this the funding model meant that the ICB were the main contract holder and the WMCA drew down funding.

In 2023, DWP and DHSC changed the funding model, moving to grant funding agreements been made directly to 11 Upper Tier Local Authorities (LAs) or Combined Authorities, in England, to take part in the continued implementation of Individual Placement and Support in Primary Care (IPSPC) (the “Initiative”). Effectively rolling out the IPS model beyond the initial pilot locations. For the WMCA the award covering 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2025 is a total value of £7,936,260.

Given the existing activity and relationships already in place within our region delivery the IPS model, this 2023 funding award is effectively a further extension to the programme already in place. The key changes that have been required relate to the overarching governance of the programme with the WMCA now taking on the role of the accountable body for this funding and issuing onward back-to-back funding agreements to existing delivery partners.

The governance of this programme in terms of performance monitoring and expenditure will now align with recently revised WMCA processes, and wider governance relating to the strategic direction of the programme will come under the remit of an expert advisory group focused on health, employment and labour market participation. This group will have reporting lines into both the WMCA’s Wellbeing Board and its Employment & Skills Advisory Panel, both of which have local authority representation. The detailed Terms of Reference for this group (including its composition) are currently being finalised.

This new round of funding provides us with an opportunity to support 3474 people to receive Out of Work (OOW) or In Work / Retention (IW) employment support over 2 years. As well as continue to provide support to those service users still on caseloads when the post-Trial service ended March 23. Through a targeted job conversion rate of 40%, there is an opportunity to deliver 1570 new employment outcomes through the service. 5622 people were supported from the Trial & Post Trial services (June 2018 – March 2023), with a total of 1667 outcomes achieved during this time. As of December 2023, a further 1755 people have been supported through IPSPC delivery with 499 outcomes achieved to date.

A breakdown of the IPSPC 2-year targets across the programmes’ 5 Lots, which align to primary care network boundaries and cover multiple Local Authorities, is included below:

Area	2 Year Engagement Target	2 Year Outcome Target
Lot 1 – Dudley & Walsall	603	271
Lot 2 – Sandwell, Wolverhampton & West Birmingham	725	330
Lot 3 – Birmingham & Solihull	904	399
Lot 4 – Coventry & Warwickshire	575	267
Lot 5 – Neurodiversity Pathways	667	303

Work has commenced across ESHC Directorate on benefits realisation across programmes and will include development of a logic model and benefits realisation plan for IPSPC. These will include the health and wellbeing benefits resulting from 1:1 support and employment outcomes, as well financial savings through reducing the number of people on benefits and increasing NHS capacity by reducing participants interactions following employment.

In the absence of an overarching business case the Thrive into Work Programme has been subject to a robust Health Check carried out by our WMCA Assurance Team. A copy of this report is attached at appendix 2, with the programme rated as Green/Amber which indicates the likelihood of a successful delivery. Positive observations focused on the programme’s approach to monitoring and evaluation processes which have been identified as best practice by DWP and rolled out to other programmes nationally, a clear and sound understanding of scope and programme processes across all stakeholders, robust governance in the form of IPSPC Funding Agreements and an Operational Plan issued to Activity Delivery Partners.

The Change Request provides InvestmentBoard with further details about the Thrive into Work programme and the delivery activity that is being progressed as part of the new funding received for 2023-2025.

**2. Financial Implications**

The paper is looking for approval to submit the Thrive into Work change request into the SAF team. The funding is in place for £7,936,260 from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2025, which has a signed DWP grant letter in place.

There is a budget in place in line with the funding and onward award contracts have been entered with our two delivery partners.

Note there are two risks which are linked, firstly, a surplus at the end of the programme and secondly a potential budget gap in the programme. Work is currently on-going internally and with DWP to ensure there is no requirement for additional funding above existing approved budgets.

**3. Legal Implications**

The changes to the Programme Specification being requested through the Change Request - which is recommending be approved – does not require updated Contractual Arrangements through Deeds of Variation. The back-to-back agreements capture the revised Programme Specification. DWP does not need to approve the revised Programme Specification as amended for clarification purposes only.

**4. Inclusive Growth/Equalities Implications**

The Thrive into Work Programme support delivery of the WMCA Inclusive Growth Framework through localised provision of support to residents who have been on out of work for long periods of time due to ill health. Working with specialist providers individuals are identified through a number of sources including work with local GP practices or self-referral, the model therefore seeks to support employment and health priorities. Noting the impact ill health has on individuals and the ramifications of this, the aims

of the programme seek to support individuals to re-enter employment and improve their health and wellbeing.

The programme focuses on residents who are out of employment and operates in a number of areas across the WMCA including those hardest to reach or furthest from the market, and includes a focus on areas of high deprivation, which includes a large proportion of residents from an ethnicity other than white. This ensures we can support WMCA equality priorities, ensuring that all our residents can thrive and flourish regardless of their protected characteristics or background and support our target to reduce the employment gap between best and worst race and gender demographic.

**Appendix 1. Thrive into Work Change Request**

**Appendix 2. Thrive into Work WMCA Assurance Health Check**