



The Work and Health Programme

WHP is built around recognising that everyone has their own individual reasons (multiple barriers) for being out of work. As a result, WHP offers a unique, personalised support journey into sustained employment.

WHP provides the individual with a dedicated Support Manager, who will allow the individual to explain their personal circumstances, health conditions or disability, and identify the barriers and actions needed to enter employment.

By joining the programme, they'll have access to:

- ✓ A dedicated Support Manager who will build the holistic plan / journey into employment.
- ✓ General well-being & mental health support support from our in-house qualified professionals.
- ✓ Specialist support for barriers such as addiction rehabilitation or homelessness.
- ✓ Access to free (& funded) courses from creating CVs, improving your IT skills and managing your finances through to skilled professions.
- ✓ Local and National employers and their vacancies (with designated route ways of applications and interviews).
- ✓ **Day 1 & Ongoing support** to help stay in work.

To be eligible for WHP all Participants must:

- ✓ Have the right to reside and enter employment in England.
- ✓ Be in one of the eligible categories and are expected to be of working age (18+).
- ✓ Are not on any other DWP contracted provision or have completed WHP previously.
- ✓ Not in any type of employment including zero hour contracts.
- ✓ Not already have a job offer or be about to start work.

It is a **voluntary** sign up.

Participant must demonstrate an ambition to be entering employment within 12 months. Individuals are entitled to 15 months of programme support and six months of In Work Support.

THOSE WE WELCOME:

- Participants with a disability as defined by the Equality Act 2010.
- Early Access Disadvantaged groups such as:

Ex-offenders (someone who has completed a custodial sentence or a community sentence); Offenders (someone who is serving a community sentence); Carers and ex-carers; Homeless people; Former members of His Majesty's (HM) Armed Forces and current members of the HM Armed Forces reserves; Partners of current or former Armed Forces personnel; People for whom a drug/alcohol dependency (including a history of) presents a significant barrier to employment; Care leavers; Refugees; Young people identified as being involved or at risk of being involved in gangs or serious violence; Victims of domestic violence; Afghan Resettlers; Ukrainian Evacuees.

WHP Pioneer

At the core of WHP PIONEER is the concept of 'Place, Train and Maintain'. This means we place people in work at the earliest opportunity, train them to do the job in the way the employer wants it done, and provide ongoing support to maintain them in the job.

The WHP Pioneer provides the individual;

1. Exploring WHP Pioneer to see if it is right for you: Chat with one of our team to determine if this is the programme to support you into work.

2. Identifying what you're already great at: Our mission is to unlock your potential. Together we'll shape your vocational profile to identify what kind of work you could explore, based on your career goals, work experience, unique strengths and what's available in the job market.

3. Expert guidance: We offer expert guidance, on CV building, interview preparation, and career development. Within eight weeks we intend to be supporting you in a job search ensuring you're fully prepared to move into your new role.

4. Tailored job matching: Our team specialises in understanding your unique skills, experience, and career goals. We'll work closely with you to identify roles that align with your interests and strengths, even those you didn't know were out there.

5. Extensive employer network: We have established strong connections with a wide range of employers across various industries. These connections give us access to job openings that might not be advertised elsewhere.

6. Continued support: Managing the demands of a job can be challenging, and we will check in with you regularly, to ensure you're being trained and supported in your new job.

To be eligible for Pioneer, participant must be **Economically Inactive** (so not in work or training) and face the barriers from either having a **disability or health conditions as defined in the Equality Act 2010**, or satisfy the **Early Access criteria**.

WHP Pioneer is voluntary specialist employment support and participants are entitled to be on provision for 15 months.

What do we mean by Economically Inactive?

This means the participant is not in work or training and will be in one of the following groups:

- Universal Credit – Work Preparation
- Universal Credit – Work Focused Interview Only
- Universal Credit – No Work-Related Requirements
- Universal Credit – Light Touch Out of Work
- Universal Credit – Conditionality Unknown
- Employment and Support Allowance (ESA)
- Employment and Support Allowance Contributory (ESAC)
- Incapacity Benefit (IB)
- Income Support (IS)
- Passport Incapacity Benefit (PIB)
- Severe Disablement Allowance (SDA)
- Training Allowance (TA)
- Not in receipt of any "out of work" benefit.