

WHU Challenge Fund: Guidance for Applicants



Department
for Work &
Pensions



Department
of Health &
Social Care

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Overview

In November 2017, the Department for Work and Pensions (DWP) and Department of Health and Social Care (DHSC) jointly published ‘Improving Lives: the future of work, health and disability’¹ outlining the Government’s commitment to supporting people with long-term health conditions and disabilities to move into, remain in and progress in work, as well as supporting employers. The Government’s clear goal is to see 1 million more disabled people in employment by 2027.

The Work and Health Unit (WHU), funded by the DWP and the DHSC, recognises that central Government cannot provide all of the innovative solutions required to tackle the complex issues and meet the targets set out in ‘Improving Lives’. Ultimately, the WHU wants to inform and enable the development of new policies, which achieve reduced rates of health-related job losses or flows onto out-of-work benefits.

Before this can take place, the WHU needs to gather evidence about what works for whom, why, and at what cost. The WHU has some knowledge of what works,

¹<https://www.gov.uk/government/publications/improving-lives-the-future-of-work-health-and-disability>

including evidence generated through Government schemes. There are, however, many outstanding gaps.

The WHU has identified a particular need to gather evidence on what works in helping people with mental health and/or musculoskeletal (MSK) conditions who are in work, at risk of falling out of work, or who are off work sick. It is hoped that gathering evidence in these areas will enable the WHU to develop and deliver policies which reduce the incidence and average durations of long-term sickness absence from work.

The Challenge Fund: Aims and Objectives

The WHU has set up a Challenge Fund that invites applicants to take novel approaches and provide innovative solutions to helping people with mental health and/or MSK conditions address the challenges they face in relation to retaining employment. The key objective of the Challenge Fund is to find evidence of what works by testing approaches and ideas that have the potential to be scaled up and inform future policies.

To generate sufficient breadth of evidence, the WHU is looking to fund a number of small-to-medium scale grant-funded Initiatives. A total grant fund of approximately £4.2m is available, and we expect to support around twenty different Initiatives (though the precise number will depend on the number and quality of proposals we receive). Given its potential, we would be especially interested in seeing proposals which also exploit and use new technology and assistive technology in particular. Initiatives which receive funding will contribute evidence for the production of a final Challenge Fund Learning Report in March 2020.

Funding will be available for organisations to carry out their Initiatives in the period **from early October 2018 until February 2020**, although we expect that individual start and end dates will vary.

The Fund aims to attract applications from local authorities, organisations in the private sector (such as employers and private health providers) as well as from the third sector, including voluntary organisations and charities, across England, Scotland and Wales. The following guidance provides details of the application and assessment process and signposts potential applicants to sources of further information and support.

Scope of the Challenge Fund

The Fund's primary focus is on helping those with mental health and/or MSK conditions with the challenges they face in relation to retaining employment. Applicants may choose to focus exclusively on either one or both of these target

beneficiary groups. We are also interested, however, in pan-disability Initiatives which include a strong focus on Mental Health and MSK conditions.

Within this primary focus, to help guide applicants in the development of their Initiatives, we have proposed four broad areas of focus for the Challenge Fund. Applicants must be able to demonstrate that their proposed Initiative relates to one or more of these four broad areas.

We have given some examples of prospective Initiatives under each area, but the Fund is not limited to these types of proposal. Initiatives may take any form as long as the applicant can demonstrate that their proposed Initiative has the potential to generate sufficiently robust evidence.

The four broad areas of focus are:

- **Self-management support:**
Providing advice to individuals on how they can self-manage their mental health and/or MSK conditions to enable the individual to retain employment. Initiatives in this area could, for example, include the development of tools or techniques to connect people with appropriate support or assistance on managing the impacts of their condition and on pursuing a healthy lifestyle in the workplace.
- **Work capacity advice and support:**
Providing advice and support to individuals about what kind of work they are capable of doing. Initiatives in this area could identify and exploit opportunities to give people with mental health and/or MSK conditions high-quality, actionable advice about their ability to do differing types of work, considering their wider needs and barriers to work.
- **Adjustments to working environments:**
Developing new approaches to help individuals and employers identify appropriate workplace solutions, or alternative ways of working that facilitate work participation among people with mental health and/or MSK conditions.
- **Joining up services:**
Strengthening communication, liaison, or joint action between those involved in achieving better work-related outcomes for those with mental health and/or MSK conditions. Initiatives could help to strengthen communication between the individual, employers, health and care professionals, employment advisers and other local third-party support, including local councils.

Standards of Evidence

The WHU is not expecting the Challenge Fund to resource large-scale, academic research including the use of control groups, rather, the grants are intended to support a range of “test and learn” Initiatives which explore what works in supporting people who are employed but possibly at risk of falling out of work.

The WHU does, however, expect Challenge Fund Initiatives to demonstrate an appropriate standard or level of evidence gathering, one which stands up to scrutiny and aims to demonstrate proof of concept, that could be subject to a more rigorous, formal evaluation approach. Prospective applicants are asked to outline their approach to using evidence when measuring the impact of their work, including any experience of using agreed Standards of Evidence to validate the effect or outcome of their services.² The form of evidence the WHU hopes to receive is not fixed; evidence could be qualitative and/or quantitative. However, it *must not* include the sharing of personal or sensitive personal data.

It is critical that Initiatives are genuinely innovative so they can contribute new evidence to the WHU’s evidence base. As such, Initiatives that are duplicative of current activity will not be selected for funding. We have prepared a limited summary of some of the existing activity to aid applicants in ascertaining whether their ideas are genuinely new (see Annex 1).

Our framework for assessing your evidence and learning is broken down under four questions. In your application, you are asked to set out your plans for capturing evidence from your Initiative linked directly to the following research questions:

Research Question	Evidence required
Why is the Initiative needed? (Required from all Initiatives)	<ul style="list-style-type: none">• Understanding and appreciation of the needs of people with mental health and/or MSK conditions who are in work and how their employers and support organisations can help them remain in work.• Clear rationale for why the Initiative will help improve self-support, advice, workplace adjustments or joined-up services and how this will address the needs of people with mental health and/or MSK conditions remain in work.
What works and equally what does not?	<ul style="list-style-type: none">• How effective is the Initiative in engaging and supporting people with mental health and/or MSK

² There are numerous “levels” or “standards” of evidence that have been developed to help structure how evidence is gathered, interpreted and assessed. For example, see:

https://media.nesta.org.uk/documents/standards_of_evidence.pdf

<p>(Required from all Initiatives)</p>	<p>conditions to address their needs and remain in work?</p> <ul style="list-style-type: none"> • How effective is the Initiative in working with employers to support their employees with mental health and/or MSK conditions to remain in work? • What resources are needed to deliver the Initiative and have these been deployed in the most efficient way? • How much does it cost to deliver the Initiative and is this the best use of investment to meet the needs of both people with mental health and MSK conditions and employers?
<p>What has changed? (Optional)</p>	<p>In some elements of the Initiative it may be possible to measure change. We expect this is likely to include, but is not limited to:</p> <ul style="list-style-type: none"> • Extent to which people with mental health and/or MSK conditions are better able to manage their health to remain in work • Extent to which employers are improving their attitudes and practice towards supporting employees with mental health and/or MSK conditions to remain in work • Extent to which services and support are better able to meet need as a result of having delivered the Initiative <p>We are also interested in hearing about other elements of change that could be evidenced through the Initiative.</p>
<p>What next? (Required from all Initiatives)</p>	<ul style="list-style-type: none"> • What evidence from the Initiative could be used to: <ul style="list-style-type: none"> ○ Understand how people with mental health and/or MSK conditions are engaged and supported in the future? ○ Understand how employers are engaged and supported to help employees with mental health and/or MSK conditions remain in work? ○ Determine the potential for the Initiative to scale up or be replicated? ○ Shape how new funds, such as the Challenge Fund could be designed in the future, reflecting on the learning from the delivery of the Initiative and support from the Fund managers.

Eligibility Criteria

1. The WHU is keen to fund a portfolio of Initiatives that provide evidence across the four areas outlined above. Applicants can choose to focus their Initiative on one or more (indeed on all four) of the areas; our priority is to select Initiatives which offer the greatest potential to generate and report valuable evidence.
2. Applications are invited from local authorities, the private sector and the third sector and must be in England, Scotland or Wales (or any combination of the three).
3. The WHU welcomes partnership or consortia bids, but we require all applications to have a clearly identified lead organisation; one to which we can issue a Grant Agreement, and which will be accountable for the delivery of the Initiative. We can only accept one application per lead organisation.³
4. Initiatives can be delivered at a local or national level as long as they provide new evidence to the WHU, are potentially scalable, and can demonstrate that the Initiative will deliver evidence within the 17-month timescale (i.e. October 2018 - February 2020).
5. Applicants must confirm that they own or have unrestricted access to the IPR to any of the proposed products and/or services tested through this Initiative.
6. The Challenge Fund can be used for Initiatives which:
 - are in development, but require funding to be completed;
 - have completed their development, but are yet to be implemented or tested;
 - require investment to be scaled up, or
 - are being set up from scratch, providing they can be fully set up and evaluated within the specified timescale;
 - are not considered to be current business (i.e. the Fund must *not* be used as a means to apply for funding for the delivery of an existing business or service).
7. Your Challenge Fund grant application must describe an Initiative which:
 - identifies and demonstrates a gap in current knowledge, and is clear that it does not duplicate any testing which is already being carried out (See Annex 1);

³ This includes organisations/charities which operate on a federated model. In these circumstances, WHU would welcome a partnership or joint application.

- can be delivered within the 17-month timescale (October 2018 – February 2020) as set out above;
- has, or can have, in place the requisite evidence and learning-gathering procedures and can provide reports to the WHU, via the Fund's managing agent (Rocket Science), on a monthly basis;
- is equally committed to identifying, sharing and learning from what doesn't work, as what does;
- requires a minimum of £50k in grant funding, and
- is led by an accountable body/organisation which can pass the required due diligence and financial checks which will be carried out by the Fund's managing agent on behalf of the WHU.

Conditions of Grant Funding

If your application is successful, you will be asked to sign a [Grant Agreement](#) which details the conditions of your funding. These include:

- The requirement to demonstrate, on a monthly basis to the Fund's managing agent, that your Initiative is reaching your agreed milestones in order to receive payments.
- The stipulation that payments will, other than in exceptional circumstances, be paid monthly in arrears.
- That you will be asked to work with an Evidence and Learning Adviser who will be assigned to your Initiative by the Fund's managing agent. Your Adviser will ask you to complete the [Inspiring Impact Measuring Up](#) self-assessment tool within the first month of your signing your Grant Agreement.
- A notice that, if you fail to meet your milestones, or to deliver agreed outcomes, the WHU may cease the provision of your Challenge Fund grant.
- The requirement to produce both a monthly and final Initiative Learning Report on the evidence and learning (including numerical data, if available) gathered throughout the Initiative's duration. The Final Initiative Learning Report must be produced within a month of the end of the Initiative.
- A requirement to take appropriate steps to ensure compliance with the GDPR (if applicable).
- A requirement to have in place, or be willing to take out, the appropriate level of insurance cover (i.e. including professional indemnity, employer's liability and public liability insurance) for the duration of the Initiative.

Assessment of Challenge Fund Applications

Sections 1 and 2 of the application form comprise an “Eligibility Checklist” and a series of questions “About your Organisation” and your proposed Initiative. The remaining sections (3-6) are made up of a series of questions which will be assessed and scored out of 100. These sections are differently weighted to reflect the focus of the WHU’s Challenge Fund.

Whilst all applications will be scored using this assessment framework, we reserve the right to select Initiatives which will form a portfolio that is both high quality and will provide sufficient variety of evidence.

Criteria	Evidence Sought	Weighting
1. Eligibility	<ul style="list-style-type: none"> • Checklist questions 	Pass/Fail
2. About Your Organisation Due diligence (governance and financial assurance)	<ul style="list-style-type: none"> • Latest annual accounts covering the last 2 years • Governing documents • Charity Commission compliance (for registered charities) • Companies House compliance (for registered companies) • Assurance of sufficient cash flow – a minimum of 3 months’ operating costs held in reserve 	Pass/Fail
3. Concept and Rationale	<ul style="list-style-type: none"> • Clarity of understanding of the Fund and its objectives • Strong links to one or more of the 4 areas of focus • Strong case made that the Initiative offers innovation and addresses a gap(s) in current knowledge • Strong case made to support the innovation of the proposed Initiative • Understanding of the beneficiary cohort and what support is required • Commitment and ideas to engage target groups (including employers) in the design and delivery of the Initiative 	20%
4. Planning and Implementation	<ul style="list-style-type: none"> • Coherence and comprehensiveness of the delivery elements of the Initiative 	25%

	<ul style="list-style-type: none"> • Realistic mobilisation plans, providing assurance that the delivery of the key milestones is achievable • Appropriate partners are identified with a clear rationale for their involvement, their anticipated roles and responsibilities along with assurance of their commitment to support the project • The proposed resourcing and implementation of the Initiative is comprehensive and S.M.A.R.T. 	
5. Evidence and Learning	<ul style="list-style-type: none"> • The Initiative has a strong and convincing focus on the gathering and reporting of evidence and learning • An appropriate level of resource is dedicated to the gathering of evidence and monthly reporting of the Initiative’s learning • The applicant provides strong examples of the lead organisation’s experience of delivering learning and innovation projects, showing an appropriate appetite for and understanding of risk in this context • The applicant demonstrates a clear and comprehensive appreciation of the ethical issues associated with the Initiative’s proposed research methods and evidence gathering • There is a practical understanding of the potential of the Initiative failing and how this would be managed to ensure WHU could still learn from this • The applicant demonstrates a thorough and practical understanding of the responsibilities of a Data Controller, under the terms of the GDPR • There is a clear and realistic appreciation of the risks associated with the evidence gathering and learning under the Initiative • 	35%
6. Budgeting and Finance	<ul style="list-style-type: none"> • The proposed Initiative is supported by a detailed, accurate and realistic budget • The budget and proposed costs are transparent and offer the WHU value for money given the Initiative’s context and targets 	20%

	<ul style="list-style-type: none"> The application identifies and has plans in place to mitigate possible financial risks to the Initiative 	
TOTAL		100%

How to Apply

You first need to register your organisation at ChallengeFund.flexigrant.com in order to access the Challenge Fund application form and be able to complete this on line. Applicants can access the Challenge Fund portal [here](#).

Further guidance in relation to specific questions is provided within the online application form. We will also be issuing and regularly updating answers to Frequently Asked Questions (FAQs) on the portal throughout the application period.

If you need any support in completing your application, please email the Challenge Fund grants team at: challengefund@rocketsciencelab.co.uk. Alternatively, you can ring: **020 3291 1031** during office hours (Monday to Friday, 09.00 to 17.00) and a member of the team will assist you. We will endeavour to answer your query at the time, or to provide a response within one working day.

The closing date for receipt of online applications is: **17.00 Friday 17th August 2018**

We will provide generic feedback to all applicants to the Challenge Fund in the form of a summary of the strengths and weaknesses of the applications we receive. Those shortlisted and reviewed by the WHU's grants panel will also be able to request individual written feedback on their submissions.

Indicative Timetable

Stage	Date
Challenge Fund open for applications	16 th July 2018
Market warming event – Birmingham	26 th July 2018
Market warming event – London	27 th July 2018
Market warming event – Glasgow	1 st August 2018
Market warming event – Cardiff	3 rd August 2018

Deadline for return of full applications	17 th August 2018 (17.00)
Applicants notified of outcome	w/c 1 st October 2018
Initiative delivery and production of monthly learning reports	October 2018 – February 2020
Initiative delivery period ends (maximum 17 months)	28 th February 2020
Challenge Fund closedown; final Learning Report published	March 2020

Annex 1:

Guidance for Applicants to the Work and Health Challenge Fund – Existing Areas of Activity

Background

It is crucial for the WHU that we use the available funding in the optimum way to receive new ideas and evidence. As such, the strongest applications that we receive will be those which can effectively demonstrate that they are unique, and genuinely add something to the work and health landscape and evidence base. It is expected that Applicants to the fund will have undertaken a considerable amount of their own research to ensure they can demonstrate this.

Potential Applicants should be aware of the wider political context; the Government has set out a clear goal to see 1 million more disabled people in employment over the next 10 years and this goal is being supported by a great deal of policy development. For example, as announced in *Improving Lives: the Future of Work, Health and Disability*, we want to see a reformed Statutory Sick Pay(SSP) system which supports more flexible working, for example to support phased returns to work from sickness absence. On Universal Credit (UC), there are Innovation Pilots which specifically address the issue of progression in work for UC claimants. A knowledge of this wider policy work is helpful, but the fact that there is work going on should not impinge on ideas – we are looking for Initiatives which help to build upon this landscape of work.

We want – as far as possible – to help potential Applicants in their work to generate ideas which are genuinely unique and innovative.

To do so, we have created a table (see below) which aims to assist potential Applicants to the Challenge Fund in determining whether their proposed Initiative is demonstrably different from (or builds upon) existing activity. It aims to give a view of some of the specific activities which are being undertaken to work with people who have mental health and/or MSK conditions and/or work with individuals who are in work.

Potential Applicants should use this table to enhance their awareness of the context that their proposed Initiative may operate within, and to ensure that any suggested Initiatives do not directly duplicate any work which is currently going on.

The table is, however, non-exhaustive, and is intended to offer a starting point for potential Applicants to begin their own research into activity already underway. For example, we know that there is localised activity going on which is funded either

locally or by external sources such as the European Social Fund – applicants should try to find out about this and demonstrate that their proposed Initiative is different.

Potential Applicants are also encouraged to refer to Annex B of the 2017 WHU publication, *Improving Lives: The Future of Work, Health and Disability* for a comprehensive list of activity and commitments made in *Improving Lives: the Work, Health, Disability Green Paper*.

Potential Applicants who require further information to help inform their application may contact the Challenge Fund grants team at 0203 291 1031 or challengefund@rocketsciencelab.co.uk.

Existing Areas of Activity

Area of Activity	Description
Cambridgeshire & Peterborough Career & Pay Progression Pilot	<p>The pilot is testing a new intervention through a Health and Care Sector Work Progression Academy which consists of a single intervention that is in two parts:</p> <p>From outside the sector it will train those that are trapped in low paid jobs with no career or pay prospects, which often can be seasonal work and insecure, and the unemployed; and Inside the sector it will develop those working in the health and care sector to progress further, giving a robust and clear career pathways for all and developing a pipeline of employees.</p> <p>The pilot is targeting those in low paid jobs with no career prospects or who need to change roles due to their personal situation, and those who are unemployed. The pilot will engage with 2858 people over a 3 year period. The expectation is that two thirds of people who engage on training will come from outside the sector and 50% of them will gain employment in the Health and Care Sector. Similarly the expectation is that 50% of participants from within the sector will gain promotion as a result of their participation.</p>
EAs in IAPT	<p>This project increases the provision of integrated employment support and talking treatments delivered by NHS IAPT (Improving Access to Psychological Therapies) services by more than doubling the number of Employment Advisors working alongside therapists in the IAPT services. The trial will support more people with depression and anxiety to receive integrated psychological therapy and employment support. The EAs in IAPT pilot will provide skills based interventions, information and practical support to help people receiving IAPT services to: remain in, return to, and find work. The WHU is working with CCGs and IAPT services across England, and the trial is running until March 2020.</p>

<p>Embedding Work as a Health Outcome</p>	<p>This is a project led by Public Health England which aims to embed knowledge of the benefits of work as a part of the training and professional approach of the health and social care workforce.</p> <p>Work in 2017-18 has been focussed on establishing a baseline in our understanding of the attitudes and beliefs of health professionals relating to work as a health outcome. Work in 2018-19 will continue to gain understanding of attitudes/knowledge of Health Care Practitioners (HCPs) and expand HCP training. Further detail is included at no. 50 of Annex B of <i>Improving Lives: the Future of Work, Health and Disability</i>.</p>
<p>Employer Information Hub</p>	<p>The <i>Work, health and disability green paper: improving lives</i> consultation illustrated that employers lack confidence and understanding of how to increase employment of disabled people.</p> <p>In recognition of this we are currently engaged in a range of activities to research and identify how we can most effectively bring together information for employers to meet their needs both at a national and local level, making sure it works for employers of all sizes, in particular for SMEs, and for their employees;</p> <p>For example, we are working with Cornwall and Isles of Scilly Local Enterprise Partnership to co-design the most appropriate help & advice solutions with local businesses; and we are working with the charity Mind to develop guidance around a mental health at work website.</p>
<p>Greater Manchester Working Well – Early Help service</p>	<p>Greater Manchester Leaders (GM Combined Authority and NHS in GM) are developing a ‘Working Well’ programme to support working age adults at all stages of health and employment via instituting an integrated health and employment system.</p> <p>The WHU are working with GM on the ‘Early Help’ component of the Working Well programme. The programme will deliver early intervention support (starting from March 2019) to GM residents</p>

	<p>who, owing to illness, are in work and at risk of falling out of the labour market or are newly unemployed.</p> <p>Providers will support people to access an appropriate range of services and provide bespoke packages of support to ensure that their personal barriers to employment and progression are tackled comprehensively. Health focused support will include rapid access to MSK and mental health treatments.</p>
IPS Grow	<p>IPS Grow is a 3-year initiative to drive consistent delivery of high-quality Individual Placement and Support (IPS) services among existing and new services. It is as a response to the key implementation challenges and opportunities presented by NHS England's plan to double access to IPS for people with severe mental illness. It aims to learn how to support the scale-up of an evidence-based health-led employment model and to build capability and capacity within the NHS system to support IPS and other health-based employment models on a sustainable basis.</p>
IPS Substance Dependency Trials	<p>This project is aimed at improving the evidence base around the effectiveness and cost-effectiveness of the Individual Placement and Support (IPS) approach in helping people with drug or alcohol addictions (substance dependency) to return to, and remain, in work. In the IPS trial, the intention is for Public Health England (PHE) to design, conduct, deliver (either itself or through agents PHE appoints) and evaluate a randomised controlled trial of an IPS model, focusing on those with substance dependency and aiming to move participants into employment and support them to sustain that employment.</p>
Group Work	<p>This is a trial to test the Jobs II model (UK version, 2015) in the UK labour market, which is due to end in 2019. JOBS II is a group based intervention delivered in five half-day sessions, averaging 4 hours a day over the period of a working week, for 10–20 participants. The trial was available to JSA, ESA, IS lone parents with children aged 3+ not participating in the Work Programme, and also some UC Live Service customers. Courses were delivered via a procured supplier to just under</p>

	3,000 participants in 5 Jobcentre Districts: Mercia, Midlands, Avon, Severn and Thames, Merseyside, Durham and Tees Valley.
Health-Led Trials (Sheffield City Region)	<p>This is a WHU Health-led Trial led by the Sheffield City Region Combined Authority, carried out in five local authority areas within the Sheffield City Region; Barnsley, Bassetlaw, Doncaster, Rotherham and Sheffield.</p> <p>The trials aim to test on a large scale whether individual placement and support (IPS) provides effective employment support for people with physical conditions and mild to moderate mental health conditions, who are in or out of work, where their health condition is an obstacle to finding or staying in work. The trial includes those with mental health and/or MSK conditions, who are in work, off sick from work, or are at risk of falling out of work, with the exception that the trial does not include those with severe and enduring mental health conditions. Referrals come from GPs, primary and community health care, and via self-referral.</p>
Mental Health: Supported computerised Cognitive Behavioural Therapy (c-CBT) Proof of Concept (PoC)	This is a proof of concept testing whether early access to supported c-CBT can support employment outcomes alongside recovery. It explores the process of voluntary referrals, from job centres into mental health services (IAPT). Work began in July 2017, with results due to be ready in 2018, with the aim of informing a decision on whether to progress to a larger-scale trial.
MHCLG Delivered Mental Health Trailblazers	This is a MHCLG led initiative which is testing whether a mental health and employment support programme proven for severe and enduring conditions (based on IPS) improves mental health and employment outcomes for those with common mental health conditions. Trials are running in three regions - West London, Blackpool and the North East. The evaluation period for the trial is due to end October 2018.

MSK Design of new care models for First Contact MSK Physiotherapist	To support capability building within the healthcare system, NHS England is supporting the design and delivery of new care models for First Contact MSK Physiotherapist to ensure better access to care and treatments for people with MSK conditions.
MSK Developing Skills and the Competency Framework, Publication of NHS Right Care Commissioning for value CCG packs, Development of a National MSK Knowledge hub	<p>To support ongoing capability within the healthcare system:</p> <ul style="list-style-type: none"> - NHS England, PHE and Arthritis and Musculoskeletal Alliance (ARMA) are developing skills and competency framework in partnership with Health Education England and Skills for Health to improve the competency of healthcare professionals dealing with MSK health - NHS England is developing 'commissioning for value packs' and pathway solutions to improve the quality of care for people with MSK conditions - NHS England, PHE and ARMA have developed a National MSK Knowledge hub. This is now on ARMA's website.
Reasonable Adjustments Guidance	This is a project which aims to develop guidance, including a suite of five products based on the five most common medical conditions, to improve healthcare practitioners' ability to have effective health and work conversations, enabling the identification of practicable reasonable adjustments. The guidance will include mental health and MSK conditions. This project is currently in a developmental phase.
Scottish Government Single Gateway	The Scottish Government (SG) have been working on a proposal which focuses on how to improve employment outcomes for those at risk of falling out of work due to health/disability and those who are recently unemployed/inactive due to health/disability. It takes innovative approaches to IPS, in particular delivering a modified and slimmed down version of IPS to a greater range of clients. It seeks to use predictive analytics (the combining and analysis of data from a number of sources) to predict who is in the greatest danger of falling out of work or being unable to regain unemployment.

Welsh Government	This is a trial seeking to test IPS in Wales as a tool for vocational rehabilitation. IPS will be piloted for individuals with mild to moderate health conditions who are recently unemployed, economically inactive, or at risk of unemployment. This project is currently in a developmental phase.
West of England Employment Support Innovation Pilot	<p>The pilot is focusing on the local 60,000 households (within Bath & North East Somerset and Bristol & South Gloucestershire) in work who are entrenched in low-income insecure employment and at risk of homelessness. Over the duration of the pilot 3000 customers will be primarily identified through Social Housing Landlords, Local Authority and Community Organisations and self-referrals. The expectation is that 1200 customers will take up support and applications will be made via an online portal. Career Progression Coaches will support participants through tailored interventions such as training, finding alternative jobs, diagnostic assessments and action planning and personalised solutions.</p> <p>The pilot is targeted at residents of the West of England Combined Authority who are in employment, claiming in-work benefits and are social housing tenants. It will include social housing tenants on low incomes; those eligible for social housing that are in temporary accommodation; single parents / carers and others with caring responsibilities; and individuals at risk of unemployment through health conditions, including mental health issues.</p>