

Appendix 1: Emerging Themes from the Integrated Care System Stakeholder Workshop in April 2024

- Differing Sector Needs: workforce requirements vary across industry sectors in terms of the types of roles, work patterns, locations and management structures that correspond to business operational needs.
- Information for Employers: the potential to provide high quality support, information and practical tools to small/medium businesses efficiently.
- New Work Dynamics: Pros and cons of remote work for employers and employees, emerging legal rights for flexible arrangements, and new opportunities post-Covid. While it boosts productivity, it blurs boundaries, risking burnout.
- Work vs. Benefits: People with health issues might weigh working against welfare benefits, but face disincentives such as the 16-hour 'cut off' for benefits (now 18 hours).
- Perceptions and Stigma Misconception: It is not always true that those with disabilities/long-term health conditions often stay off work for long periods. Stigma exists around medical conditions like mental health, leading to concerns from employers about reliability.
- The need to consider wider factors that may affect workforce availability / reliability including childcare, transportation, and reduced public transport options.
- Differentiate between disability and health conditions, considering varying permanency.
- Revamp recruitment processes to be inclusive, moving beyond traditional interviews.
- Simplify access to support services for people with health conditions, enhancing awareness and navigability.