

Work Learning & Wellbeing

Dave Watson
Employment Systems & Institutions
Norwich Business School
UEA

&

Work & Learning Programme
What Works Wellbeing Centre
@whatworksWB
@WorkLearnWell



The
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Sheffield.



University of
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Outline



- **Brief Background**
- **Unemployment and well-being**
- **Job Quality and well-being**
- **Adult learning and employability**
- **Conclusions**
- **Questions?**



what works wellbeing

- **Established in 2014 following the commission on wellbeing and policy by the legatum institute.**
- **It is dedicated to understanding what national and local governments, along with voluntary and business partners, can do to increase wellbeing.**
- **Currently undertaking a series of evidence reviews and secondary data analysis in three key thematic areas**
 1. Work and Adult Learning
 2. Community Wellbeing
 3. Culture and Sport



Stakeholder views on work, wellbeing & productivity



Views from over 400 people across UK
 – consultations, interviews, events
 – experts, learners and workers

Stakeholder concern

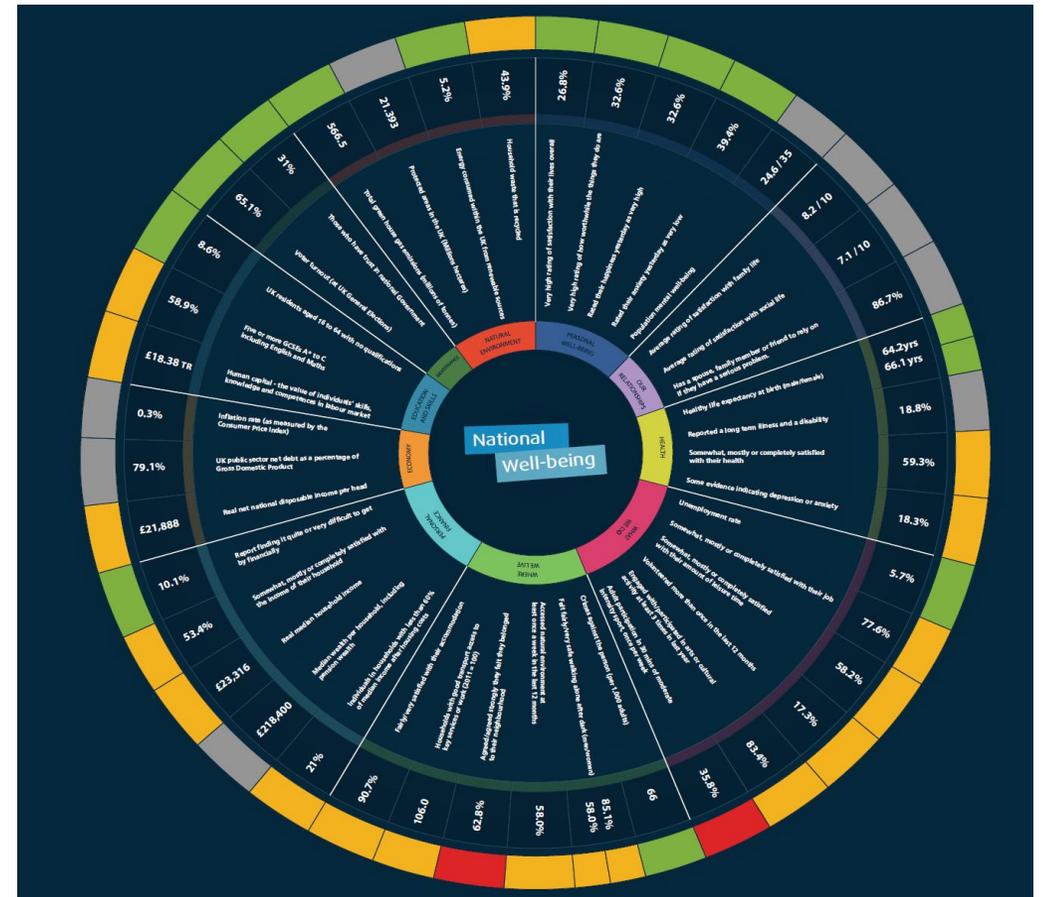
Life satisfaction/ happiness

Mental health

Competence & self-determination

Productive economic activity

Belonging to a (workplace) community



What is Well-being?



ONS 4 questions

Overall, how satisfied are you with your life nowadays?

Overall, to what extent do you feel that the things you do in your life are worthwhile?

Overall, how happy did you feel yesterday?

Overall, how anxious did you feel yesterday?

Key study measures include:

-life satisfaction

-happiness

-anxiety

-depression

-self-efficacy

-self-esteem

-other generic mental health measures

Transitions into and out of work

- **Review included 99 relevant studies in 4 groups:**
 1. Unemployment (49 studies)
 2. Re-entry to employment or job-job transitions (9 studies)
 3. School to work transitions (9 studies)
 4. Retirement (32 studies)
- **2 and 3 are highly policy relevant but there appears to be limited evidence...**



Evidence found – the good, the bad and the in between



- **Unemployment is damaging to wellbeing regardless of age, gender, level of education, ethnicity or part of the country** 😞😞😞
 - People do not adapt to unemployment – scarring effect 😞😞😞
 - Wellbeing may decline further for younger people 😞😞
 - Men's wellbeing is more affected 😞😞
- **Re-employment leads to higher wellbeing** 😊😊😊
 - But depends on job quality and type of contract 😊😊
 - Especially for younger workers 😊
- The effect of unemployment is mitigated by social support 😊😊; living in area of unemployment 😊😊; personality 😊 and employability 😊
- Transitions can have spillover effects on the wellbeing in the household 😊😊

Job quality, well-being and performance

Review identified 33 intervention studies to improve job quality, in 4 groups:

- Training workers to improve their own jobs (9 studies)
- Training coupled with job redesign (6 studies)
- Training managers in job redesign (3 studies)
- Participative approaches to improving job quality (8 studies)
- System wide approaches to enhance job quality (4 studies).



Job Quality: Autonomy, skill use, WLB, security, income, clarity, support, etc.

Evidence found – Impacts, cost-effectiveness and process



- **Training → job quality** **wb = 😊😊 pf = 😞 £**
- **Job quality + training** **wb = 😊😊 pf = 😞 £££**
-Training best for high quality jobs
- **Leader training** **wb & pf = 😞 £ - ££ No firm conclusions**
- **Participatory approaches** **wb & pf = 😞 Some adverse effects**
- **System wide change** **wb & pf = 😊😊 £££ but £££ ROI**

Process Factors

Commitment - necessary but insufficient

Interventions should be integrated with other systems

Engagement important and context matters

Adult Learning and Employability



- **Soft learning outcomes are likely to be as important as accreditation**
 - e.g. self-confidence, purpose alongside qualifications
- **Engagement in learning opportunities has important social benefits.**
 - Social capital can impact on employment opportunities
- **Learning which is not employment focussed has benefits for well-being**
 - Skill progression is not a key motivation or benefit for some
- Inequalities in wellbeing and learning are likely to be key considerations for employability; wellbeing skills or personal resources are also a key aspect

Some broader conclusions



Unemployment is bad for wellbeing and can have spillover effects

A job is good, but having a high quality job is better for wellbeing

➤ Important for younger workers to have access to 'career' jobs

Work-based & community based learning can have benefits for well-being.

Learning is a key aspect of both high quality jobs and transitions into employment

Resources

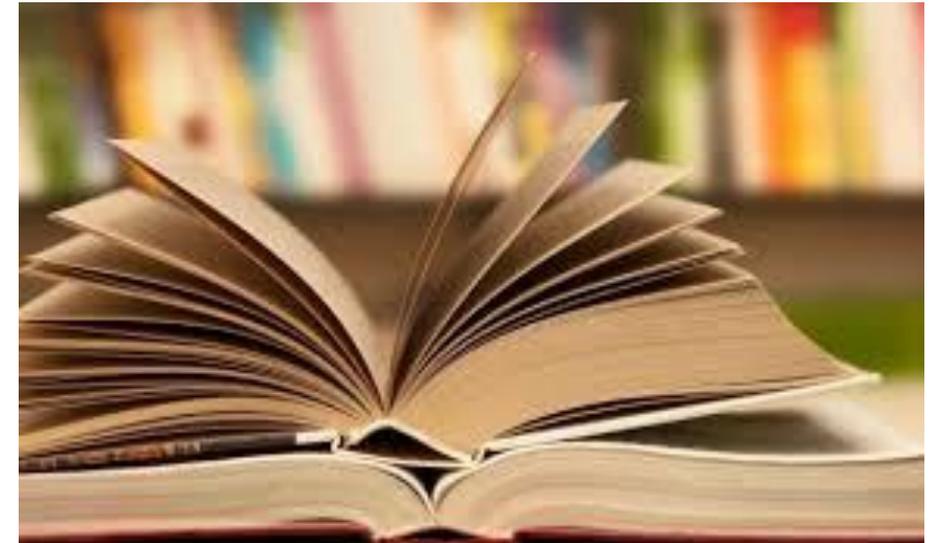
Already available:

- Retirement Briefing
- Unemployment Briefing
- Job quality Briefing
- Work based learning Briefing

Forthcoming

- Workplace as community (summer 2017)
- Community based adult learning (summer 2017)

Job quality systematic review: Daniels et al. (2017) Ergonomics
<http://www.tandfonline.com/doi/full/10.1080/00140139.2017.1303085>



THANK YOU!

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www.uea.ac.uk/esi/home

@WorkLearnWell

LinkedIn: email work.learning.wellbeing@uea.ac.uk



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