



Healthy Ageing Challenge
Social, Behavioural and
Design Research

UNIVERSITY of
STIRLING



Impact Report

Work

Social Behavioural and Design Research Programme

Work

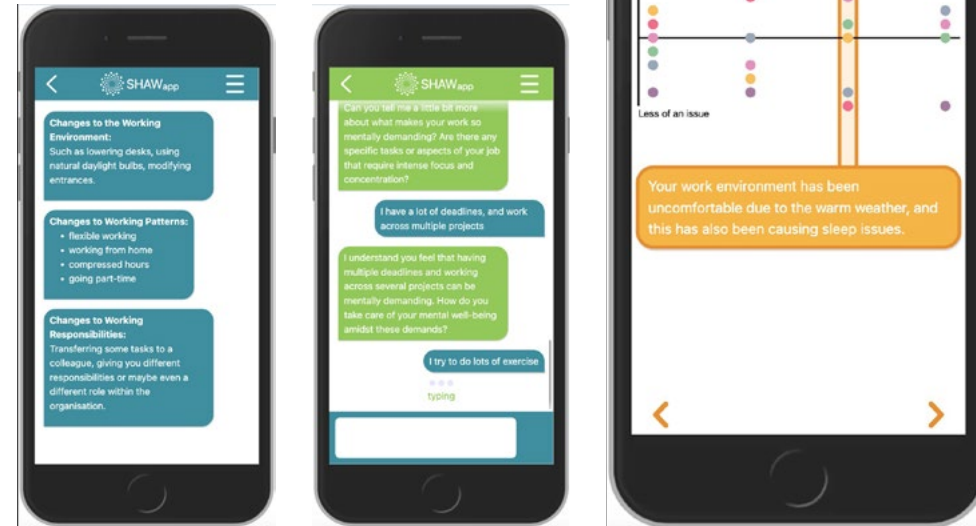
Supporting Health at Work (SHAW)

Supporting Healthy Ageing at Work (SHAW) was a 3-year, large scale interdisciplinary project funded by UKRI Social, Behavioural and Design Research Programme. The project aims and outcomes addressed an increasingly urgent need to find ways to support work in mid-to-later life in response to significant demographic shifts in the UK and globally.

One of the key outcomes of the project is SHAW App, a bespoke web-based service which uses a combination of self-assessed questions drawn from validated scales and AI (LLM) technology to help individuals:

- Reflect on and
- Review their health and work, and then
- take Action to get the support they need.

The App is designed to be applicable for a range of use contexts such as intense work periods, preventative health management, annual reviews and career reviews. The Reflect and Review aspects of the App have been developed in a proof-of-concept prototype, and tested during the project. The development of the App will continue



beyond the project SHAW, with more user testing with employees and employers, and the development of the Action aspect. The App is also central to Caring for Carers: Innovating for Workplace Health and Wellbeing Support project supported by the Healthy Ageing Catalyst Award (Sept 2023-Aug 2024). The aim of this sister project to SHAW is to expand the understanding of how health impacts workers in the social care sector, and to further innovate in the area of generic pattern analysis of data gathered within SHAW App to inform employers on key health trends reported by their workforce without infringing on individual privacy.

SHAW is feeding into policy around work and ageing in two key ways:

1. The learning from the SHAW App will be shared with the Department of Work & Pensions who are looking for ways to enhance their current Mid-Life MoT provision.
2. Findings around the importance of supporting health in mid-later life working have been shared with the UK Parliament's Women and Equalities Committee Enquiry into Work and Ageing.

Age Innovators:
Supporting Healthy
Ageing At Work

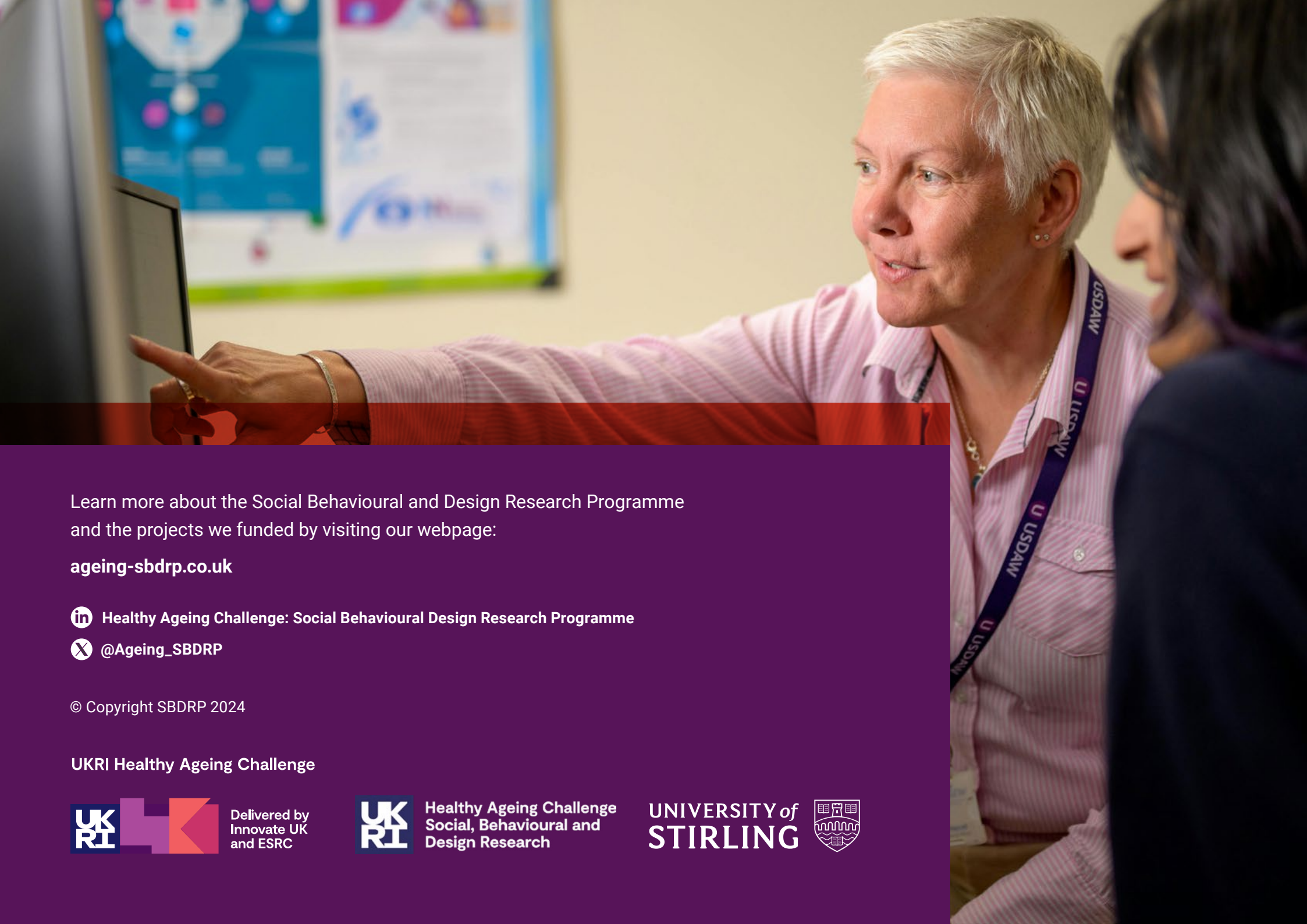


Healthier Working Lives

The Healthier Working Lives (HWL) journey started with a question: how can we improve the working lives of the adult social care workforce? The project was centred around the strong belief that care workers themselves should help to inform, shape and guide development in the sector, and share their ideas to improve their industry. HWL aimed to tackle the big challenges facing the care sector including employee retention, workplace effectiveness, staff wellbeing and workforce recruitment.


HWL identified three Problem Statement areas:

- **How to apply data for better care?** – this is about applying technology to improve the collection of Care Home residents' information to both improve efficiency within the Care Home setting and improve the personalisation of residents' care.
- **How to recruit to retain?** – this is about understanding and applying the learnings from a successful Care Home group to significantly improve both the recruitment and retention of residential care home staff.
- **How to ensure consistent professional practice?** This focuses on developing a more consistent, sector-wide approach to training, learning and development (possibly using a QR code system) to give the sector a more professional, transferable set of skills.



Learn more about the Social Behavioural and Design Research Programme and the projects we funded by visiting our webpage:

ageing-sbdrp.co.uk

 **Healthy Ageing Challenge: Social Behavioural Design Research Programme**

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UKRI Healthy Ageing Challenge

