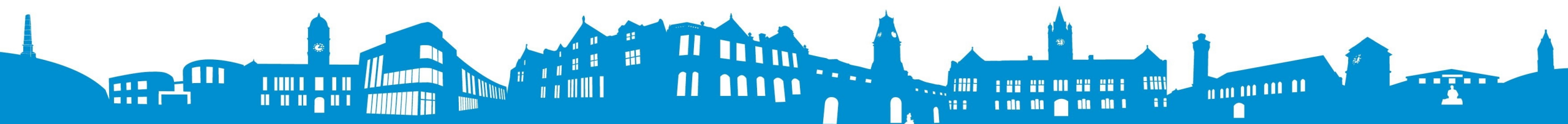


HEALTH & WELLBEING BOARD

HWB Priority: WORK & SKILLS Introduction



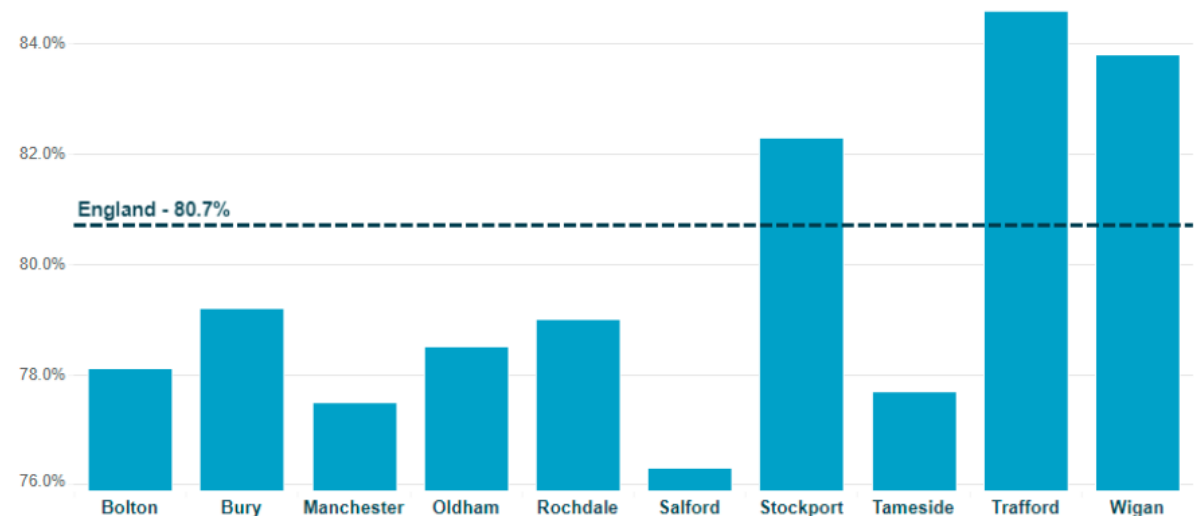
Work & Skills - Pen Portrait

- Being in good employment protects health, while unemployment (particularly long-term) contributes to poor health, and vice-versa
- Key areas of focus:
 - Sectoral mix
 - Equality/Equity of opportunity
 - Education & Skills
 - Pay
- Tameside has the lowest level of attainment of NVQ Level 4 (or equivalent) in GM
- But the highest proportion of young people going into trade apprenticeships

Region	Proportion of below LW jobs	Number of below LW jobs
Bolton	22.40%	24,000
Bury	22.90%	12,000
Manchester	14.60%	43,000
Oldham	23.10%	16,000
Rochdale	19.40%	12,000
Salford	16.30%	16,000
Stockport	17.80%	17,000
Tameside	28.50%	13,000
Trafford	19.30%	21,000
Wigan	23.50%	21,000

Destinations post 16 - 18 study

The plot below displays the percentage of pupils with sustained education, apprenticeship or employment destinations or non sustained destinations in the year after completing 16 - 18 study.



Educational Inequalities/NEET

- At KS4...
 - Pupils eligible for free school meals and SEN students have lower average Attainment 8 scores than their respective counterparts.
 - White pupils have lower average Attainment 8 scores than other racial groups.
 - Cared for children, CINO, and children on child protection plans have lower average attainment 8 scores than the overall average

- NEET

Bolton	4.7
Bury	3.6
Manchester	5.6
Oldham	6.9
Rochdale	6.8
Salford	6.9
Stockport	2.8
Tameside	8.1
Trafford	4.1
Wigan	4.2

Proportion of NEET or 'Not Known' 16-17 Yos

Tameside is currently 7th worst in the country at 8.1%, care leaver NEET figures currently stand at 50% and are a key focus

Work & Skills – Recap from Task & Finish Group

- Job applications being more accessible is a key issue
- Discussion about a call out to the organisations on the HWB – could they provide staff / volunteers/ senior management time to support this agenda
- More real living wage employers in the borough needed
- Hospital have worked to get people from diverse backgrounds into employment
- Need to continue developing relationships with businesses – approach from a social value perspective / sell it as a way to get a good profile and reputation
- Need to leverage more social value & get more out of the STAR procurement
- Discussion about schools and children living in poverty being a barrier to education
- Discussion around disabilities – Routes To Work programme – is a small team with low capacity but fantastic outcomes. Given economic pressures, employers are now less likely to have neurodiverse workforces due to the extra time and support needed

Opportunities – The role of the HWB in delivering Work & Skills

- Work and strategies already in place:
 - Inclusive Growth Strategy
 - Business Resilience Hub
 - Tameside In Work- in work progression proof of concept project
 - Support for Care Leavers
 - Routes to Work Supported Employment Service
- Focus on post-16 and factors such as pay and job design
- Poverty is a separate priority – but is relevant as it cuts across everything. Tackling poverty and improving cost of living support will help to deliver good work and skills



Links to Tackling Poverty Strategy

The following actions appear in the Tackling Poverty Strategy:

- Influence employers in the borough to become both Living Wage and Living Hours employers
- Expand the capacity of the Routes to Work programme to meet demand.
- Reform Social Value to increase the weighting applied to “real living wage” and “real living hours” provider
- Continue to identify skills gaps in the local economy and drive education and training opportunities to match
- Further develop the Tameside-in-work progression programme
- Promote awareness of skillsets that disabled and neuro-diverse people can offer to drive employment and reduce barriers
- Improve access to employment opportunities and address in-work poverty for people in housing need or those at risk of becoming homeless
- Continue to drive supply of Further Education opportunities in the borough and increase demand through improved communication and celebrating success.

Survey Results

Recently commissioned survey of 1200 residents on employment provided following insights:

- One-quarter of respondents say they find difficult to access employment in their local area
- A lack of jobs and jobs that match their skills are the main reasons why people feel accessing employment is difficult
- Salaries of advertised jobs that wouldn't cover expenses is also seen as a barrier to employment
- Disabled respondents, those earning less than £30,000 per year and those who are unemployed are more likely to feel there are barriers to accessing higher paying employment opportunities.
- The majority of those lacking the skills to access better employment have not accessed any related support services
- 60% of respondents are doubtful they will be able to access a role that offers a higher salary within 12 months

Next Steps

- Future session to explore what more we can do
- Look at how we can respond to the survey results, for example how can we help residents engage with the support available for them to move into or progress their current employment
- Consider who we employ and our recruitment pathways
 - Do we have an understanding of whether our vacancies are accessed by young people, especially care leavers?

