

Priority 2: Improve skills, good work and employment

1. Sign off from Sponsor

Theme	Lead officers	Sponsor	Progress reviewed and exceptions have been reported?
2	Claire Lynch	Sophie Broadfield	Yes

2. Open 'Amber' and 'Red' actions from previous exception reports - NONE

3. New exception reports

LEAD OFFICER: Claire Lynch Priority TWO - Improve skills, good work and employment						
Strategy Objective 2.1. Work with education providers and other partners to provide robust and inclusive pathways into work and including for disadvantaged young people						
Strategy objective Action	Risk level – RAG	Reason for escalation	Actions to control risk	Success measures	Timescales	Any requests to Health and Wellbeing Board?
2.1.1 Map future skills requirements, including in major projects and emerging sectors,	GREEN	www.skillsconnect.org.uk/directory				

and work with skills providers on relevant course provision such as Adult Education Budget (AEB) and the FWD project		www.achieveinbathnes.co.uk The achieve in bathnes website has been updated and now show's qtrly interactions				
2.1.2 Prioritise projects to address barriers to employment for young people, including care leavers and those with SEND, vulnerable learners	GREEN	Secured an additional 2 years for We Work For Everyone – supporting 18+ with Neurodiverse https://weworkforeveryone.org/ Progressive Routes supports our NEETS https://www.achieveinbathnes.co.uk/support-and-				

		guidance/progressive-routes Secured additional 6 months of funding				
2.1.3	Improve access to support by providing clarity to the extensive and complex employment and skills ecosystem through high quality and impartial IAG	GREEN	Future Bright https://www.westofengland-ca.gov.uk/what-we-do/employment-skills/future-bright/ Secured an additional 2 years of funding starting in April 25			
Strategy Objective 2.2 Work with local employers to encourage, incentivise and promote good quality work						
Strategy objective Action	Risk level level – RAG	Reason for escalation	Actions to control risk	Success measures	Timescales	Any requests to Health and

						Wellbeing Board?
2.2.1	Encourage partners and local businesses to sign up to WECA Good Employment Charter	AMBER		We have a number of business events coming up this year where we will look to support the CA in their promotion		
2.2.2	B&NEs council to lead by example and support partners and local businesses to transition into an Employer of choice.	AMBER				To be developed further within Council for 2025
Strategy Objective 2.3 Support the development of and access to an inclusive labour market, focusing on engaging our populations most at risk of inequalities in accessing and maintaining good work						
Strategy objective Action	Risk level RAG	Reason for escalation	Actions to control risk	Success measures	Timescales	Any requests to Health and Wellbeing Board?

2.3.1	Create and deliver an inclusive employment and skills plan for Bath and North East Somerset, ensuring UKSPF supports B&NES requirements	GREEN					
2.3.2	Promote the Disability Confident Employer scheme and increase our own levels and be an employer who can encourage local employers to enhance the recruitment, retain and develop residents with disabilities	GREEN	Following the success of our 1 st event in Nov 24 we will look to organise another for 2025				
2.3.3	Through the FWD programme, offer an alternative and inclusive structure to training that addresses barriers to training not addressed through existing provision, and has embedded routes to employment	GREEN	Completed - The programme's pilot and funding came to an end. We are reviewing lessons learnt with partners.				

Strategy Objective 2.4 Prioritise inclusiveness and social value as employers, purchasers and investors in the local economy						
Strategy objective Action	Risk level RAG	Reason for escalation	Actions to control risk	Success measures	Timescales	Any requests to Health and Wellbeing Board?
2.4.1 Collaborate as B&NES anchor institutions (and major employers) to review and adopt good work practices	GREEN	https://civicuniversitynetwork.co.uk/				
2.4.2 Use social value to promote apprenticeships for vulnerable groups	GREEN					

4. Annual Priority Indicator Set Summary

Priority Indicator	Timescales	Summary Points	Comments
Gap in the employment rate between those with a long term health condition and the overall employment rate		<i>We are reviewing and collecting data on employment outcomes for B&NES residents with a long-term health condition. The latest employment rate for residents is 76% (ONS Annual Population Survey). Figures from the Department for Work and Pensions show</i>	

		<p><i>there were 23,533 disabled people living in Bath and North East Somerset as of March, with 64% of them in employment (significantly lower than the overall employment rate). At the same time, only 17% of economically inactive B&NES residents give long-term sickness as the primary reason for not being in work, compared with 27% in the South West and 28% nationally, so more analysis is needed to understand the scale of the issue and whether B&NES is truly underperforming on health-based employment outcomes</i></p>	
<p><i>Additional measures will be reported here when strategic measures from the Economic Strategy are identified</i></p>			