

Priority TWO: 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	Jackie Clayton	Yes

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

3 New exception reports – Priority Two

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	Requests to Health and Wellbeing Board?
2.1.1 Map future skills requirements, including in major projects and emerging sectors, and work with skills providers on relevant course provision such		GREEN	www.skillsconnect.org.uk/directory www.achieveinbathnes.co.uk					

as Adult Skills Fund (ASF) Skill Bootcamps							
2.1.2 Prioritise projects to address barriers to employment for young people, including care leavers and those with SEND, vulnerable learners		GREEN	https://weworkforeveryone.org https://www.skillsconnect.org.uk/youth-guarantee/				
2.1.3 Improve access to support by providing clarity to the extensive and complex employment and skills ecosystem through high quality and impartial Information Advice and Guidance (IAG)		GREEN	www.skillsconnect.org.uk/directory https://www.achieveinbathnes.co.uk/success-stories				

Strategy Objective

2.2 Work with local employers to encourage, incentivise and promote good quality work

Strategy objective Action <i>Add hyperlink to detailed update on progress on this indicator where available</i>	Risk level RAG	Reason for escalation (<i>leave blank if green unless exceptional progress</i>)	Actions to control risk	Success measures	Timescales	Requests to Health and Wellbeing Board?
2.2.1 Encourage partners and local businesses to sign up to WECA Good Employment Charter (GEC)	GREEN	https://www.goodemploymentcharter.co.uk/	This was followed up via	HR confirmed this will be in		

				Sponsor and confirmed actioned		the People Strategy and it will be on the service plan for 2026.	
2.2.2	B&NEs council to lead by example and support partners and local businesses to transition into an Employer of choice.	GREEN	We held our 2 nd Disability event last year along with our Midlife MOT and Business conference – all supporting businesses and partners with update legislation and feedback from residents, employees and government. We are starting to develop this further within the Business and Skills team and we have set up the Resilient Business working group which is an adoption of the Economic Strategy				
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 <i>Add hyperlink to detailed update on progress on this indicator where available</i>	Risk level RAG	Reason for escalation (<i>leave blank if green unless exceptional progress</i>)		Actions to control risk	Success measures	Timescales	Requests to Health and Wellbeing Board?
2.3.1 Create and deliver an inclusive employment and skills plan for Bath and North East	GREEN	https://www.bathnes.gov.uk/sites/default/files/Business-Skills-Plan.pdf					

Somerset, ensuring UK Shared Prosperity Fund (UKSPF) or similar scheme 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					
2.3.3 Through the FWD (and future successor) 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	We are currently pulling plans together on a centre of excellence for Skills which will build on the FWD pilot				
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	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	We are achieving helpful and healthy conversations and actions through the GOOD WORK pillar				
2.4.2 Use social value to promote apprenticeships for vulnerable groups		GREEN	<p>https://www.achieveinbathnes.co.uk/support-and-guidance/constructing-bnes</p> <p>We have also included Social Value into our Digital open access agreements</p>				
2.4.3 HWB members commit to support individuals from vulnerable groups with apprenticeships, jobs and work placements		GREEN	We are working closely with Curo on the next phase of Youth Trailblazer.				

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		<p><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 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>							
Economic activity rate (16-64 year olds	June 2025	<p>Economically active 79.5%</p> <p>Breakdown</p> <table> <tr> <td><i>In employment</i></td> <td>76.5</td> </tr> <tr> <td><i>Employees</i></td> <td>65.9</td> </tr> <tr> <td><i>Self employed</i></td> <td>10.5</td> </tr> </table>	<i>In employment</i>	76.5	<i>Employees</i>	65.9	<i>Self employed</i>	10.5	
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		Unemployed 3.7	
% NEET (inc not known) (16-17 year olds)	Dec 2024	4.6%	
Apprenticeship participation rate per 100,000 population	2024-25	2,876 per 100,000 population	People aged 19 and above participating in further education and skills learning (including apprenticeships), per 100,000 people
% who are economically inactive (aged 16-64)	June 2025	<p>Total 20.5%</p> <p>Breakdown</p> <p>Student 42.4</p> <p>looking after family/home 13.8</p> <p>temporary sick unknown</p> <p>long-term sick 17.5</p> <p>discouraged ! unknown</p> <p>retired 11.8</p> <p>other 11.6</p> <p>wants a job 15.0</p> <p>does not want a job 85.0</p>	<p>A new element to the dataset “discouraged” this information is only national at the moment</p> <p>For information “someone of working age (16-64) who isn't working or looking for work because they believe no suitable jobs are available, having given up searching due to prolonged unemployment or lack of opportunities, therefore falling outside official unemployment statistics but contributing to economic inactivity”</p>
% with no qualifications or Level 1 qualifications (aged 16-64)	Dec 2024	No qualifications 4.1% Level 1 0.7% (Level 1 and above = 94.4%)	

