

Classification	Item No.
Open / Closed	

Meeting:	Bury Health and Wellbeing Board
Meeting date:	14 th April 2021
Title of report:	Wider Determinants of Health: Work, Employment and Skills
Report by:	Cllr. Andrea Simpson, Cabinet Member for Health and Wellbeing
Decision Type:	For Information
Ward(s) to which report relates	All Wards

1.0 Executive Summary:

1.1 A healthy population is one of any nation's greatest assets. A healthy population reduces the demand for costly interventions. These public interventions are wider than health related activity in a medical setting. An unhealthy population can be a drag on the economy with the associated costs of the benefits system, loss of productivity, and the impact on families and communities.

Health and Economic Development professionals recognise that there is a co-dependent relationship between health and work: good quality work is good for health, and economic growth relies on a healthy, productive workforce.

1.2 Residents with a long-term health condition are less likely to be employed in GM than elsewhere in the country. Therefore, the Greater Manchester Work and Skills Strategy identifies integration of health commissioning with work and skills support as an objective, and the GM Population Health Plan has made employment a key priority within the 'Living Well' theme.

1.3 The evidence base for work as a health outcome is very strong. There is clear evidence that unemployment is generally harmful to health, and leads to:

- Higher mortality;
- Poorer general health, long-standing illness, limiting longstanding illness;

- Poorer mental health, psychological distress, minor psychological/psychiatric morbidity;
- Increased alcohol and tobacco consumption, decreased physical activity;
- Higher rates of medical consultation, medication consumption and hospital admission; and
- Increased risk of fatal or non-fatal cardiovascular disease and events, and all-cause mortality, by between 1.5 and 2.5 times.

2.0 Recommendation(s)

2.1 That the Bury Health and Wellbeing Board continue to support the integration of Health with regeneration, employment, work and skills activity.

3.0 Key considerations:

3.1 Introduction/ Background: Work and Skills – high level ambition

3.1.1 The GMCA, with the support of the 10 GM districts, continue to create an integrated employment and skills eco-system which has the individual and employer at its heart. This responds better to the needs of residents and businesses and contributes to the growth and productivity of the Greater Manchester economy.

The ambition is to realise a health, employment and skills system across GM where:


- Young people leave the education system with the knowledge, skills, and attributes they need to succeed;
- Working-age adults, who are out of work or who have low levels of skills, will have access to the support they need to enter and sustain employment; and
- All adults have the chance to up-skill and progress in their careers.

3.2 Established activity across GM

To support these priorities the following activity has been commissioned across the City region including Bury.

3.2.1 Working Well

[Working Well](#) is a family of services that embody Greater Manchester's devolved employment and health offer. They have been commissioned to support people experiencing or at risk of long-term unemployment.

Greater Manchester Working Well System				
A whole population approach to Health, Skills and Employment 				
Care & Support: Specialist Employment Service	Working Well: Work & Health Programme	Working Well: Early Help	Self-Employment Programme: EnterprisingYou	In Work & Welfare
Lead: Anna Twelves	Lead: Tom Britton	Lead: Lloyd Orr	Lead: Anne Finlay	Lead: Hannah Scriven
<ul style="list-style-type: none"> Supported employment for people with a learning disability and/or autism Individual Placement and Support (IPS) for people with a severe mental illness 	<ul style="list-style-type: none"> Individualised support programme for long-term unemployed with health conditions or disability to find and sustain work Operating since Jan 2018, it will support 22,500 individuals across GM until 2024 Since the original pilot in 2014, the various Working Well programmes have (to July 2019) generated over 30,000 referrals, supported more than 23,000 GM residents and assisted 5,000 of those residents to secure employment 	<ul style="list-style-type: none"> Early intervention system for those at risk of falling out of work (including self-employed), or who are newly-unemployed due to health issues / disability Co-commissioned by GMCA & GM Health & Social Care Partnership Will support up to 11,000 individuals between Mar 2019 & Mar 2022 	<ul style="list-style-type: none"> Pilot programme to support 2,500 of GM's more vulnerable self-employed residents and those working in the gig economy Will actively engage with priority groups including people with health conditions or disabilities, women, older people, part-time workers, carers and UC claimants 	<ul style="list-style-type: none"> Managing the GM response to welfare reform and Universal Credit (UC) Improving in-work progression Supporting employment for the over-50s
Programme in place	Programme in place	Programme in place	Programme in place	Ongoing

3.2.2 Adult Education Budget (AEB)

The AEB was devolved to the Greater Manchester Combined Authority (GMCA) in August 2019. Devolved control over adult skills enables Greater Manchester to introduce new flexibilities to make it easier for people to access the skills training they need, including access to certain courses free of charge for adults earning less than the national living wage.

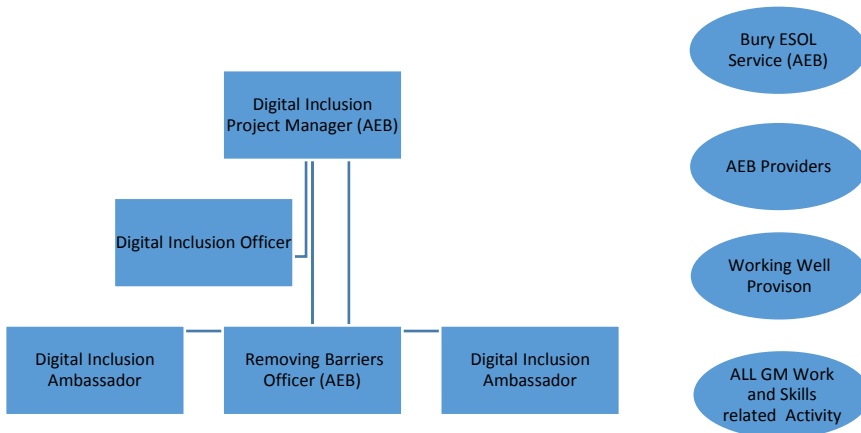
This enables all 10 districts to influence what skills are delivered, scrutinize outcomes and mold the provider market to deliver skills training that is relevant to employment and progression opportunities for residents.

AEB is worth approximately £92 million a year, so it is imperative that GM can demonstrate devolved budgets will work for the whole city regions.

Bury Council have received 250k to support the following:

- Reduce digital exclusion through bespoke projects;
- Purchase of kit to support communities and groups that do not have access to digital kit; and
- Provide integrated ESOL provision (English as a second language).

To do this an operational Digital Inclusion team will be established:



3.2.3 Apprenticeships

Greater Manchester Combined Authority's work to improve the quality and grow the number of apprenticeships focuses on these 7 key areas, including:

- **Removing Barriers** - Key to providing high-quality apprenticeship opportunities for all is to remove barriers to apprenticeships;
- **Supporting SMEs** – Established Greater Manchester small-to-medium enterprise apprenticeship package, which includes grants for non-levy paying employers, support with workforce planning and a levy matchmaking service;
- **Maximizing the levy impact** – Working with levy-paying employers to better support apprenticeship programmes, maximize levy investment back into businesses and the wider Greater Manchester community, and ensure there are opportunities to develop future talent;
- **Public sector apprenticeship approach** – Established Public Sector Working group with membership across local authorities, NHS, police, fire and transport services to ensure apprenticeships are at the heart of the public sector; and
- **Improving quality** – Providers and employers working together will create the highest quality apprenticeship programs tailored to directly meet business needs. Understanding labour market information and translating this into an apprenticeship context, brokering conversations between the two.

3.3 Bury Council

Bury Council contributes to all regional and national health, employment and skills activity. This is achieved through the Council's Economic Development Team who facilitate the Bury Health, Employment and Skills Task Group. The group comprises of multiple partners from within the Council and external to the Council. The group is chaired by Bury's Jobcentre Plus Partnership Manager.

The Economic Development Team are the Council's lead for:

- Integration of health as a key consideration in all workstreams
- Employment and Skills (ages 18+)
- Business Engagement
- Inward Investment
- Digital Inclusion
- Roll out of Digital Infrastructure
- Local Industrial Strategy/Economic Development Strategy

The team works across directorates supporting colleagues where there are complimentary cross cutting work streams, including:

- Healthy Workplaces (working with the Health and Wellbeing Team).
- Supporting the Council's Regulatory and Environmental Team (Trading Standards and Clean Air Team).
- Collaborating with several teams to maximise opportunities linked to the digital inclusion agenda and to promote best practice across Bury Council.
- Collaborative work with Bury Adult Education and other AEB providers.
- Collaborating with numerous departments, acting on their behalf in the dissemination of key information to and engagement with local businesses.

3.4 New Programmes and Activity supporting COVID Recovery

3.4.1 Skills and Employment Support:

- A new £2.9bn programme is being launched called 'Restart', supporting a million unemployed people over the next three years.
- £375m will be released from the National Skills Fund to support technical skills development and build on measures announced in the Plan for Jobs.
- Work and Health Programme - Job Entry: Targeted Support (JETS) has been designed to help people secure employment within six months. Participants will gain help with CV writing, interview skills and job searches.
- Young People and Labour Market Recovery work stream.

Bury Works – An online portal to support young people to navigate the regional a local employment and skills eco-system (ages 16 to 30). The Bury Works brand, which has been trademarked, is below:



4.0 Key Issues for the Board to consider:

4.1 The Economic Development Team have focused on delivering grants to Bury businesses impacted by Covid since the start of the pandemic. This is of key importance to stabilise the local economy, protect jobs and plan for recovery.

This has meant that a light touch approach to Health, Employment and Skills has been undertaken over the period. However, the Board will note that as recovery activity becomes crucial the team will return to their substantive workstreams to put health, employment and skills firmly back on the agenda.

4.2 The Board is asked to consider a strengthening of collaborative working, across directorates, across districts and government bodies to maximise capacity within the Council and deliver on our emerging Local Industrial Strategy, overarching Bury LETS Strategy 2030 and the Population Health Strategy.

4.3 The Board is asked to recognise and support the linkages between employment and skills with:

- Inward investment
- Business engagement
- Labour market intelligence
- Physical place regeneration

Community impact/links with Community Strategy

Fully links with Lets 2030

Equality Impact and considerations:

Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*

- (c) *foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of services.

Equality Analysis	<i>Please provide a written explanation of the outcome(s) of either conducting an initial or full EA.</i>

**Please note: Approval of a cabinet report is paused when the 'Equality/Diversity implications' section is left blank and approval will only be considered when this section is completed.*

Legal Implications:

To be completed by the Council's Monitoring Officer

Financial Implications:

To be completed by the Council's Section 151 Officer

Report Author and Contact Details:

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Background papers:

[Working Well Annual Report 2020](#)

Please include a glossary of terms, abbreviations and acronyms used in this report.

Term	Meaning
AEB	Adult Education Budget
ESOL	English to Speakers of Other Languages
GM	Greater Manchester
GMCA	Greater Manchester Combined Authority
SME	Small and Medium Enterprises