

Report to:	Cabinet	Date: 16 April 2025
Subject:	All-Age Work and Skills Strategy	
Report of	Cabinet Member for Culture, Economy and Skills	

1. Summary

- 1.1 Bury is at the forefront of delivering unprecedented job opportunities for our residents over the next 20 years. The borough will see new employment sites, new transport infrastructure, a brand-new secondary school, and housing development. This comes at a time when Greater Manchester has agreed to the seventh devolution deal with the government, a groundbreaking deal that will give the city region greater autonomy to realise an integrated employment and skills eco-system which has the individual and employer at its heart. Bury has been an integral partner to ongoing policy development in this area and continues to integrate our own local work, health and skills eco-system. The All-Age Work and Skills Strategy will drive forward this work across directorates.
- 1.2 A skilled workforce and high levels of employment are a good indicator of the health of a local economy. The overarching Let's Strategy and the Economic Strategy have a strong emphasis on supporting residents to ensure they have the skills they need to access good employment and safeguard their economic independence.
- 1.3 Developed jointly across Place, CYP & Corporate Core Directorates, the strategy captures priorities for delivery in educational attainment, skills for work and adult learning, ensuring all residents have the skills they need to access good employment and safeguard their economic independence.

2. Recommendation(s)

- 2.1 That Cabinet:
 - Note the progress made with the All-Age Work and Skills Strategy.
 - Approve the adoption of the strategy subject to any final amendments, design and formatting.
 - Approve the launch of the Strategy at the Bury Means Business 'Business Networking Event' on the 18th June 2025. The Networking event will be a platform for business from Bury and beyond to showcase their products and services and make connections.

3. Reasons for recommendation(s)

- 3.1 To enable the All-Age Work and Skills Strategy to move to the final phase, sign off content and format, complete the supporting delivery action plans, produce a formatted, publishable version and prepare for launch.

4. Alternative options considered and rejected

- 4.1 No other options were considered/were applicable.

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5. Background

3. The Bury Economic Strategy was launched in February 2024. The All-age Work and Skills Strategy is the delivery vehicle for achieving inclusive economic growth by ensuring residents of all ages have the careers advice, skills and qualifications they need to thrive in the labour market.

The strategy articulates the belief in the economic and social benefits of lifelong learning from childhood to adulthood. This strategy will set out how we will support our residents to secure good employment, advancing their careers, increasing their earning potential, and switching careers when necessary.

- 4.1 The All-Age Work and Skills Strategy crosscuts and contributes to multiple workstreams including:

Public Service Reform Board and Anti-Poverty Strategy - Reducing Poverty and inequalities

Health and Wellbeing Board/Bury Health, Employment and Skills Strategy (BHEAST) - Reducing health related economic inactivity

Children's Improvement Board, Corporate Parenting Board, Youth Offending Board - Effective Transitions for Young People, Reducing NEET rates, Information, Advice and Guidance for schools and colleges, Supporting Looked After Children and Care Leavers –

Atom Valley & Northern Gateway – Supporting residents and businesses to benefit from opportunities/increase in business rates

Bury Employment, Health and Skills Task Group – reducing economic inactivity and increasing employment rates, improving health and wellbeing through good work

4. Progress to Date

- 5.1 The development of the Work and Skills Strategy was initially led by colleagues within the Children & Young People Directorate under the newly established Skills Forum. This inadvertently caused a disconnect with stakeholders and delivery partners within the adult work and skills arena.
- 5.2 Adult Learning and Skills for Work are two of the key policy areas where the Combined Authority has greater control through devolution, enabling us to shape what and how we deliver support to residents across the city region. To this end the Work and Skills Strategy has been developed across the directorate of Place (formally Business, Growth and Infrastructure), Children & Young People and Bury Adult Learning Service.
- 5.3 The recent Get Britain Working White Paper and the devolved DWP Economically Inactive Trailblazer funding has reinforced the necessity for Bury Council and partners to collectively integrate work, health and skills provision that is economically driven to further support business growth, higher employment levels and reduced demand of services through economic independence and resilience.
- 5.4 The draft strategy and delivery has been through a consultation process during January and February 2025.
- 5.5 The following organisations have reviewed the document:
- Team Bury
 - Work and Skills Team GMCA
 - Bury Health, Employment and Skills Task Group (BHEAST)
 - Bury Business Leadership Group
 - GM Chamber of Commerce

Links with the Corporate Priorities:

5. **Local** – a comprehensive and joined up approach to supporting residents to access skills support and create pathways to good employment.

Enterprise – Supporting and preparing Bury residents and businesses for opportunities connected to current and future growth and regeneration opportunities.

Together – Facilitating cross directorate and delivery partnerships to get results that are measurable for Bury residents (all age) and businesses.

Strengths – Building upon and celebrating what we are good at in Bury – working together and pooling resources to make a real difference.

Equality Impact and Considerations:

Please provide an explanation of the outcome(s) of an initial or full EIA and make **specific reference regarding the protected characteristic of Looked After Children**. Intranet link to EIA documents is [here](#).

6. A full EIA has been completed. The strategy provides a direction which will involve individual and independent activities which will be independently equality assessed. Overall the strategy has no expected negative impacts with positive and neutral impacts identified for all characteristics impacted.

Environmental Impact and Considerations:

Please provide an explanation of the Environmental impact of this decision. Please include the impact on both **Carbon emissions** (contact climate@bury.gov.uk for advice) and **Biodiversity** (contact c.m.wilkinson@bury.gov.uk for advice)

7. There is no tangible direct impact on the environments or carbon emissions.

Assessment and Mitigation of Risk:

Risk / opportunity	Mitigation
Risk - Adequate Officer resources are not available to progress to the delivery of the W&SS and sufficient governance does not drive the plan forward.	The Council is committed to monitor progress against the W&SS through Team Bury and Bury Health, Employment and Skills Task Group.
Risk - Adequate resources are not available within the Place Directorate to manage the delivery of the proposals outlined in this report, alongside the remaining proposals contained within the delivery plan.	The Council will continue to be a pro-active partner with the Combined Authority to contribute to policy and design of devolved funding to create additional capacity to deliver against the W&SS and its delivery plan.
Opportunity – To continue to support GMCA Work and Skills Team and the GMCA Public Service Reform Team to devolve funding to localities.	

Legal Implications:

To be completed by the Council's Monitoring Officer.

7. The Council must follow corporate parenting principles set out in section 1 of the Children and Social Work Act 2017 and the associated statutory guidance 'Applying Corporate

Parenting Principles to looked-after children and care leavers' (February 2018) when discharging its wider functions.

8. The Council as a public authority must promote the interests of those with a protected characteristic under the Equality Act 2010.

Financial Implications:

To be completed by the Council's Section 151 Officer.

8. There are no immediate financial implications resulting from adoption of the strategy.

Appendices:

[EIA](#)

Background papers:

[Let's Do it Strategy](#)

[Bury Economic Development Strategy](#)

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

Term	Meaning