



Funded by
UK Government

Pathways to Work

Made in South Yorkshire, for South Yorkshire

Pathways@barnsley.gov.uk



South Yorkshire
Integrated Care Board





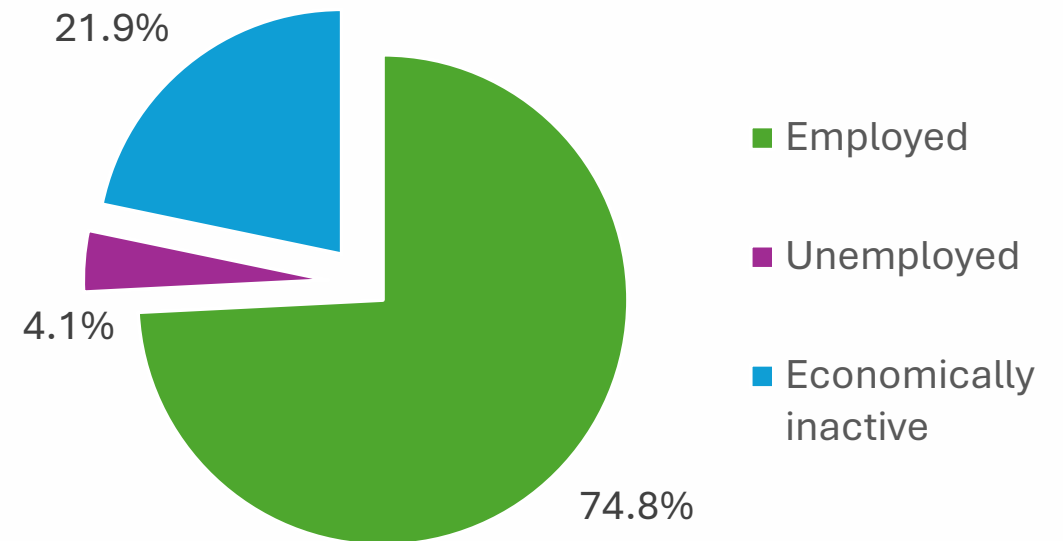
The labour market

The UK's population is ageing, and businesses are already experiencing high levels of job vacancies.

About 1 in 4 people in the UK aren't working. Of that group, only about 1 in 5 are officially ***unemployed***.

The rest are “***economically inactive***”, which means they're not actively job-seeking.

National labour market, September 2024





What is economic inactivity?

To understand economic inactivity, it's helpful to think in terms of:

- People who **don't need to work**
- People who are **unable to work**
- People who **need help to work**
- People who **don't want to work**

This challenge varies regionally. Our post-pandemic recovery in the UK was worse than elsewhere, and far more people are falling out of work due to sickness (which impacts on caring responsibilities too).



Funded by
UK Government

The Commission

How does Barnsley enable all our working age population, particularly those currently outside the labour market, to achieve pathways to employment?

750

South Yorkshire residents engaged through a telephone survey

57

In-depth interviews with Barnsley residents

4

Focus groups to discuss solutions with Barnsley residents

70+

Reports reviewed and analysed to support the Commission

100+

Partners and experts providing evidence to the Commission

8

Commission sessions to consider evidence and identify solutions

**Pathways
to Work**
Made in South Yorkshire, for South Yorkshire

July –
Sept 2023

COMMISSION LAUNCH

UNDERSTANDING **WHO** IS OUT OF WORK

→ Refining our scope & focus

Sept –
Feb 2024

UNDERSTANDING **WHO NEEDS HELP** TO WORK

→ Research programme

UNDERSTANDING **WHAT HELPS** PEOPLE TO WORK

→ Evidence base

March –
April 2024

UNDERSTANDING **HOW** TO BUILD BETTER PATHWAYS TO WORK

→ Policy & practice solutions

May –
June 2024

→ Proof of Concept design and development

→ Report development

July
2024

REPORT LAUNCH AND GOVERNANCE

- Barnsley: 23/07/2024
- Westminster: 24/07/2024

NHS
South Yorkshire
Integrated Care Board

SOUTH YORKSHIRE
SYMCA
MAYORAL
COMBINED
AUTHORITY

BARNSELEY
Metropolitan Borough Council



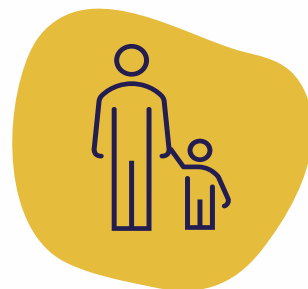
Funded by
UK Government

**Pathways
to Work**
Made in South Yorkshire, for South Yorkshire

Who needs the most help to work in Barnsley?



Those currently
economically inactive
due to **ill-health or
disability**



Those currently
economically inactive
due to **caring
responsibilities**



Young adults at
risk of not entering
the labour market



Funded by
UK Government

SY's Proof of Concept

The model will:

- 1. Sort the system:** building capacity through a system steward at the regional level and a system manager at the local level to fix the fragmentation issues.
- 2. Prepare the jobs:** innovating with businesses to build training and roles for people who've been out of work for some time.
- 3. Journey with people:** recruiting system navigators to journey with people one-to-one through their pathway to work, accessing the help they need and finding good employment.
- 4. Work upstream:** investing in prevention by getting partners on board with a youth guarantee and a good employer charter.
- 5. Invest in data:** Collecting, integrating and using data better across the system to monitor the quality of support and identify those who need help to work at the right time.

**Pathways
to Work**
Made in South Yorkshire, for South Yorkshire

SYMCA:

System Steward

Leading on governance and outcomes

In each LA:

System Manager

Leading on developing and aligning local support

For individuals:

Personalised Support

Offering a co-developed pathway into work

For businesses:

Business Engagement

Incentivising and trialling work placement schemes

NHS
South Yorkshire
Integrated Care Board

SOUTH YORKSHIRE
SYMCA
MAYORAL
COMBINED
AUTHORITY


BARNSELEY
Metropolitan Borough Council



Funded by
UK Government

**Pathways
to Work**
Made in South Yorkshire, for South Yorkshire

Funding for the Proof of Concept

Throughout South Yorkshire, the Proof-of-Concept aims to place **10,000 economically inactive individuals into work** and **prevent 3,800 residents from falling out of work** over four years.

This means getting 2,000 Barnsley residents in work.

Autumn 2024

- South Yorkshire received funding as one of the eight economic inactivity trailblazers for 12 months.
- South Yorkshire ICB received funding as a Health and Growth Accelerator for 12 months. Prevention focus to limit work exits.

Spring 2025

- Funding for year two of the economic inactivity trailblazer confirmed.

NHS
South Yorkshire
Integrated Care Board

SOUTH YORKSHIRE
SYMCA
MAYORAL
COMBINED
AUTHORITY

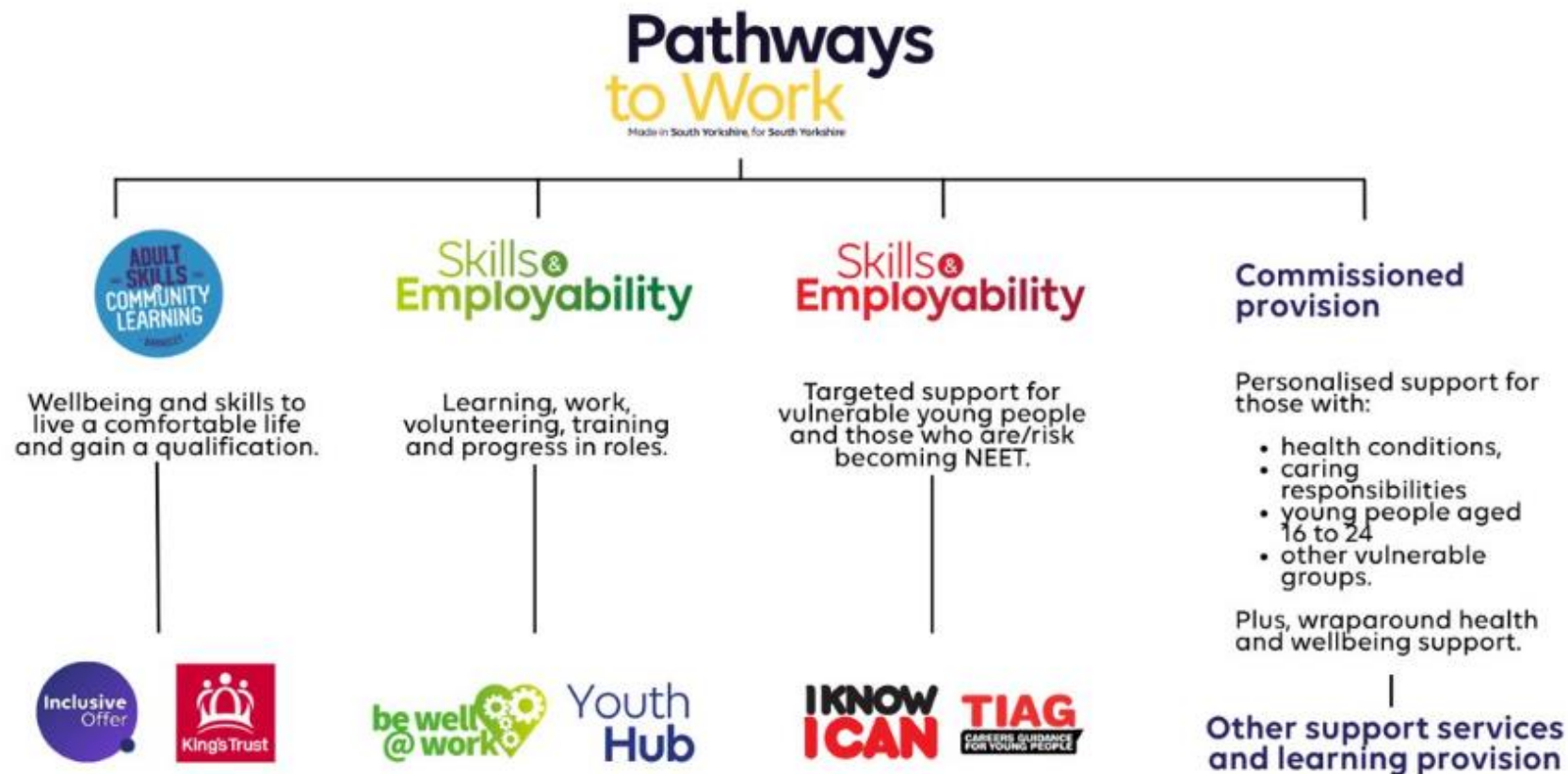

BARNSELEY
Metropolitan Borough Council



Funded by
UK Government

**Pathways
to Work**
Made in South Yorkshire, for South Yorkshire

What sits behind Pathways to Work?



NHS
South Yorkshire
Integrated Care Board

SOUTH YORKSHIRE
SYMCA
MAYORAL
COMBINED
AUTHORITY

BARNSELEY
Metropolitan Borough Council



Funded by
UK Government

**Pathways
to Work**
Made in South Yorkshire, for South Yorkshire

Who we support



Economically inactive

People aged 16 and over who are not in work, not actively seeking work, and not available to start work within the next two weeks.



Unemployed

People who are not currently in work, but are actively looking for a job and are available to start.



In work

Those in low paid, insecure or low skilled employment who are looking to advance their career.

Customer journey





Funded by
UK Government

**Pathways
to Work**
Made in South Yorkshire, for South Yorkshire

Employment and skills support



Health and wellbeing

All participants can access physiotherapy and solution-focused therapy.

We also offer wellbeing courses to help build resilience, confidence, and a positive mindset to support progress into learning or work.



Skills

People can start learning in a safe, supportive space to help build the skills, behaviours and attitudes that Barnsley employers look for.

From English and digital skills to entry level qualifications and workplace safety training.



Employment

We offer learning, volunteering and training to move into work. This includes career advice, CV support and job search assistance.

We also help with interview preparation from interview clothes to a bus pass.

**Finding the right
job for me**

