

**Get
Britain
Working**



Government's long-term ambition = 80% employment rate

Three strands to achieve this ambition:

Industrial Strategy

Published 10 October 24

To create more good jobs in every part of the country

Employment Rights Bill

Published 10 October 24

To improve the quality and security of work

Get Britain Working

Published 26 November 24

“To bring together skills and health to get more people into work and to get on in work”

The current UK outlook

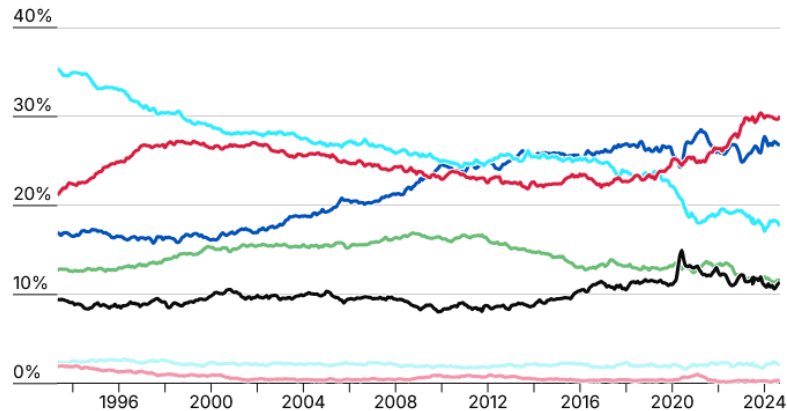
Total economic inactivity in the UK, 1971-2024



Source: ONS | Economic inactivity data • UK • Monthly: 1971 - 2024 (seasonally adjusted)

Economic inactivity is being fuelled by rising long-term sickness

Reason for economic inactivity ■ Long-term sick ■ Student ■ Looking after family/home ■ Temporary sick ■ Discouraged workers ■ Retired ■ Other



Source: ONS | Economic inactivity by reason • UK • Quarterly: 1993 to 2024 (seasonally adjusted)



- UK only major economy to see employment rate fall over last 5 years.
- This has been driven predominantly by a rise in the number of people out of work due to long-term ill health
- Economic Inactivity Rate of 21.8% in Q2 of 2024.
- 2.8 million people locked out of work due to long-term sickness.
- 1 in 8 young people are NEET (not in education, employment or training).
- Young people who are NEET & sick has risen – from 1 in 10 in 2012 to 1 in 4 in 2023 citing sickness as barrier to participation.
- 9 million adults lack the basic skills they need.



White paper to tackle six key issues:

This White Paper sets out fundamental reforms to tackle six key issues:

Too many people are **excluded from the labour market** – especially those with **health conditions, caring responsibilities** or **lower skill levels**.



Too many **young people** leave school **without essential skills** or access to high-quality further learning, an apprenticeship or support to work.



Too many people are stuck in **insecure, poor quality and low-paying work**, which contributes to a weaker economy and affects their health and wellbeing.



Too many **women who care for their families** still experience challenges staying in and progressing in work.



Too many **employers cannot fill their vacancies due to labour and skills shortages**, holding back economic growth and undermining living standards.



There is too great a **disparity in labour market outcomes** between different places and for different groups of people.



Plans for reform – Strand One

Scale up and deepen the contribution of the NHS and wider health system to improve employment outcomes.



- Support the NHS to provide **40,000 extra elective appointments** each week.
- Deliver an additional **8,500 new mental health staff**.
- Deploy “*Getting it right first time further faster teams*” to reduce waiting lists in **20 NHS Trusts with the highest levels** of health-related economic inactivity.
- Address key **public health** issues that contribute to worklessness, through an expansion of **Talking Therapies**, our landmark **Tobacco and Vapes Bill** and a range of steps to tackle **obesity** (including trial of tirzepatide).
- Expand access to **expert employment advisers** as part of treatment and care pathways, in particular mental health and musculoskeletal services.
- Expand access to **Individual Placement and Support (IPS)** for severe mental illness, reaching 140,000 more people by 2028/29.

NHS

Plans for reform – Strand Two

Back local areas to shape an effective work, health and skills offer for local people, with mayoral authorities leading the way.



MAYORAL
COMBINED AUTHORITY

Connect to Work

- Mobilise **8 place-based trailblazers in MCA areas** to reduce economic inactivity, with £125 million of funding in 2025/26. Trailblazers will trial new interventions and increase enhanced engagement with local people who are outside the workforce. **3 of these 8 trailblazers** will also receive a share of £45 million funding for Integrated Care Systems to test ambitious reforms in how the NHS operates with local partners to address the health drivers of economic inactivity.
- Support **all areas** to develop **local Get Britain Working Plans** and to convene local partners to work together to deliver these. The Plans will set out an analysis of the economic inactivity challenge in each local area and the actions that will be taken to improve outcomes for the local population.
- Kick-start local plans with £115 million in funding next year to enable local areas to deliver new back-to-work support for people who are economically inactive. **Connect to Work**, a new supported employment programme, will support up to 100,000 people a year at full rollout, as the first tranche of money from a new Get Britain Working Fund.
- Incorporate devolved funding for **Connect to Work** into the new Integrated Settlements for Mayoral Combined Authorities from 2025/26.

Plans for reform – Strand Three

Deliver a Youth Guarantee so that all 18 to 21-year-olds in England have access to education, training or help to find a job or an apprenticeship.



- Mobilise **8 place-based Youth Guarantee trailblazers in MCA areas** with £45 million of funding in 2025/26. Trailblazers will design and test how different elements of the Guarantee can be brought together into a coherent offer for young people.
- Expand opportunities for young people by transforming the Apprenticeship Levy into a more flexible **Growth and Skills Levy**. As a first step, we will create new foundation and shorter apprenticeship opportunities for young people in key sectors.
- Establish a **new national partnership** (starting with national and local sports, arts and culture organisations) to generate a range of exciting opportunities that engage young people and set them on the path to success, beginning with The Premier League, Channel 4 and the Royal Shakespeare Company.
- Explore a **new approach to benefit rules for young people**, to make sure they can develop skills alongside searching for work.
- Act to prevent young people losing touch with education or employment before the age of 18, with a **guaranteed place in education and training for all 16 and 17-year-olds**, an **expansion of work experience and careers advice**, **action to tackle school attendance**, and **steps to improve access to mental health services for young people**.

Plans for reform – Strand Four

Create a new jobs and careers service to help people get into work and get on at work.



- Create a **new single and universal jobs and careers service** by transforming Jobcentre Plus into a genuine public employment service, bringing it together with the National Careers Service.
- The new service will:
 - Be **digital**, universal and fully inclusive.
 - Be based around **personalised support** to help people get into work, build skills and get on in their career, underpinned by a clear expectation that jobseekers do all they can to look for work.
 - Build new and enhanced **relationships with employers** that better meet their recruitment needs and help to reduce reliance on foreign workers.
 - Have a clear focus on **supporting progression** and good work by bringing together employment support and careers advice.
 - Be **locally responsive, embedded and engaged**, as a strong local partner with other local services and local organisations.

The new jobs and careers service will be focused around three core objectives of improving:

- **Employment:** It will support a reduction in unemployment at a national level and reduce regional disparities in unemployment rates.
- **Earnings:** It will enable individuals to make informed choices about their careers, including helping them to boost their skills.
- **Engagement:** This will be a universal service which all people – not just benefit recipients – will be able to engage with.

Plans for reform – Strand Five

Launch an independent review into the role of UK employers in promoting healthy and inclusive workplaces.

- The review will consider what more can be done to enable employers to:
 - Increase the **recruitment and retention** of disabled people and those with a health condition, including via the new jobs and careers service.
 - **Prevent people becoming unwell at work** and promote good, healthy workplaces.
 - Undertake **early intervention for sickness absence** and increase returns to work.
- The review will run until **next summer** and involve wide-ranging engagement with employers, employees, trade unions, health experts, and disabled people and those with health conditions.

Reforms supported by Skills England

- These reforms will be enabled by wider changes to the skills system in England
- The skills landscape can be difficult and overwhelming to navigate, which is why the Government is setting up **Skills England**.
- Skills England will help bring different aspects of the skills system together. It will work with combined and local authorities, businesses, trade unions, and education providers to understand national and local skills needs and ensure that there is a **comprehensive suite of apprenticeships, training and technical qualifications for individuals and employers to access**, which are aligned with skills gaps and what employers need.
- Skills England will draw on local and regional vacancy data and **Local Skills Improvement Plans** (LSIPs) to inform its skills needs assessments, identifying and then acting on key differences and commonalities in the skills required in different parts of the country. LSIPs will complement Get Britain Working Plans as well as local work, health, and skills plans.
- Skills England will work with the **Industrial Strategy Council** to identify skills needs in priority high-growth sectors and delivery against industry needs.

Next steps by Government

- The Government will bring forward a **Green Paper in spring 2025**.
- The Government will develop a comprehensive strategy for **post-16** education and skills.
- The Government believes there is a strong case to **change the system of health and disability benefits** so that it better enables people to enter and remain, and to respond to the complex and fluctuating nature of the health conditions many people live with today. (Details expected in green paper).