

E&S
2025

EMPLOYMENT AND SKILLS CONVENTION

L&W LEARNING AND
WORK INSTITUTE

Tuesday 1 July 2025

Leonardo Royal London St Paul's



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Useful information

Registration

Registration will be open 8am–4.20pm. Delegates are requested to wear their name badges at all times during the convention. If you lose your badge, please visit registration where a new one can be provided.

Catering

If you have informed us of your dietary requirements, please make yourself known to the catering staff. We have provided vegetarian options, but any other special diets will have been pre-prepared and individually named.

Lunch will be served in the Exhibition Area between 12.30 and 1.30pm.

There will be a rolling tea/coffee/snacks service provided in the Exhibition Area throughout the day.

Exhibition

Please make sure you take the time to meet with our fantastic exhibitors, especially during the scheduled refreshment and lunch breaks throughout the day. You will find a guide to our exhibition on pages 9-11 of this programme.

Toilets and cloakroom

There are toilets located in the lobby on the main conference floor, adjacent to the breakout rooms. A complementary serviced cloakroom is also located in the lobby. Please refer to the floor plan on page 3 for details.

TIP: Check for amendments to the programme. Should changes occur, we will announce these during the convention.

Emergency procedure

In the event of an emergency, delegates should make their way quickly and calmly to the nearest exit without collecting their belongings. Delegates should follow the guidance and instructions of the venue staff, and subsequently, the emergency services (if applicable).

TIP: Be vigilant to ensure the safety of your property. Neither Learning and Work Institute nor venue staff can accept any personal belongings for safekeeping.



Network: Leonardo Hotel Guest Wi-Fi
No password required



@learnworkuk.bsky.social
#EmpSkills25

TIP: Speaker presentations and blogs will be available on Learning and Work Institute's website, along with video recordings of the day's keynote speeches and panel discussions. Attendees will be notified when the content is live.

Smoking and e-cigarettes

The venue is a non-smoking venue. You may smoke in the designated areas outside of the venue. Using e-cigarettes or vaping is not permitted inside the venue.

Programme sponsor

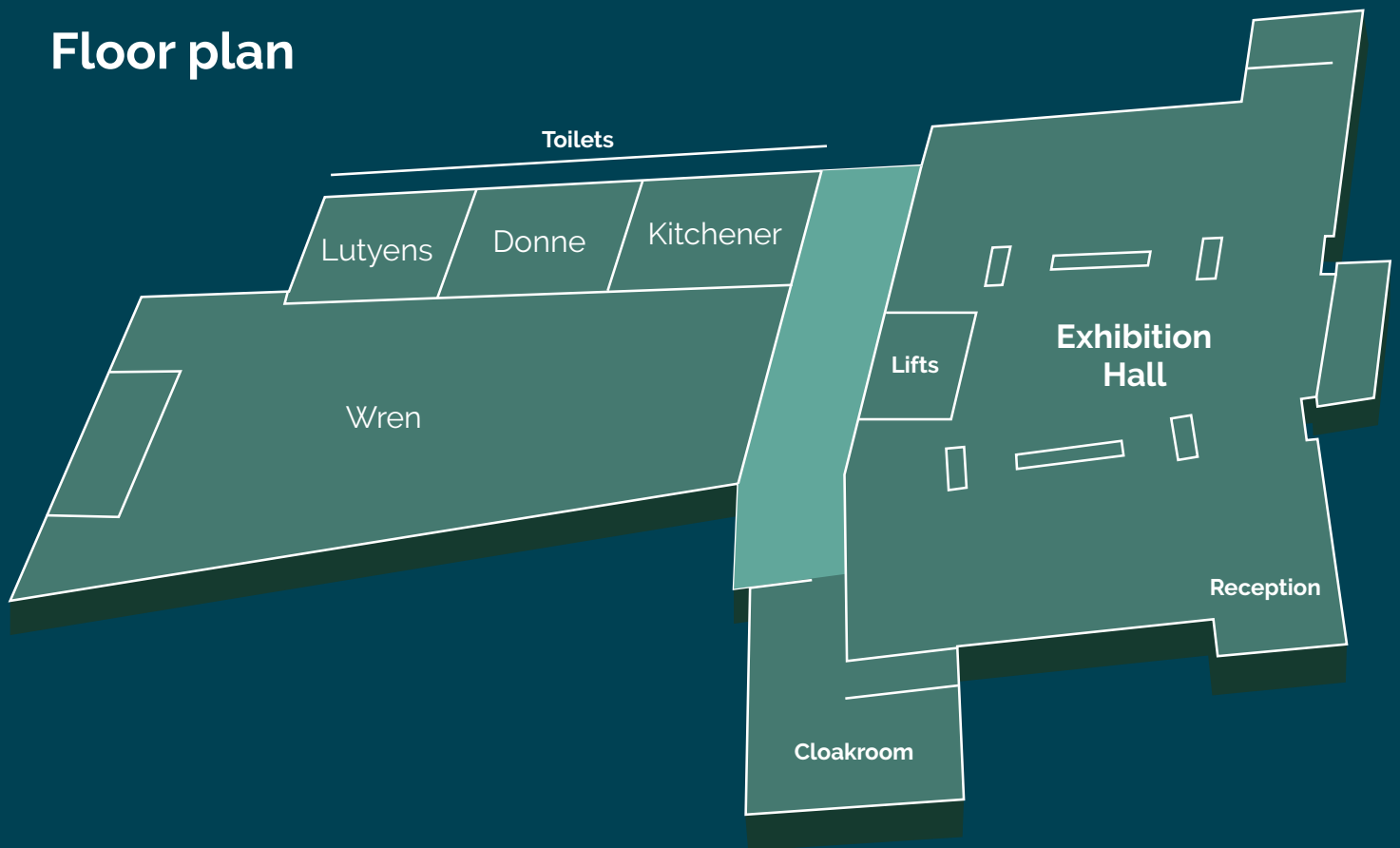
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Floor plan



Registration is in the Exhibition Hall next to the lifts.

Welcome to the Employment and Skills Convention 2025

A lot has changed since last year's convention. We have a new government which has set a high ambition of an 80% employment rate. That's an ambition we've long called for. Achieving it would benefit people and employers, boost the economy by more than £20 billion, and save the taxpayer money.

Getting there won't be easy and would mean another two million people in work. The Government has announced substantial extra investment in employment support, changes to benefits, and a push for greater local leadership of employment and skills support. We're delighted to be working with housing associations to test some of these approaches in ten pilot sites through our JobsPlus programme, funded by UK Government and Youth Futures Foundation.

But while some things have changed, others stay the same. The economy is still growing more slowly than before the global financial crisis. The result is that average earnings are £12,000 per year below pre-crisis trends and many public services are creaking at the seams.

That brings the risk of big ambitions not being matched by reality. But I'm optimistic. The drive to build more homes and grow clean energy will create jobs. The push to a greater role for devolved administrations and local authorities gives a chance to better join up support. Employers looking for growth will need new workers, new skills, and new talent.

The challenge is for us all to grab these opportunities. The convention aims to help with that by tackling some big questions. How can we help more disabled people into work that suits them? How can we promote good work with chances to progress? How can we help employers to invest more in skills for growth?

Everyone you help into work or to improve their skills is a life transformed. Today is a chance to celebrate that and think about how, together, we can do even more. Together we can make a difference for people, communities and the economy.

S Evans



Stephen Evans
Chief Executive,
Learning and Work Institute

Programme at a glance

8.00	Arrival, registration and exhibition		Exhibition Hall
8.30-9.30am	Breakfast session: Drive to Revive – tackling skills shortages in motorsport, delivered by The Edge Foundation		Wren Main Hall
9.45-10.15am	Welcome and introduction Stephen Evans, Chief Executive, Learning and Work Institute		Wren Main Hall
10.15-10.40am	Work and Health Programme Q&A, brought to you by Maximus		Wren Main Hall
10.40-11.20am	Panel discussion: Closing the disability employment gap: how can we make a step change in opportunity?		Wren Main Hall
11.20-11.50am	Break and exhibition		Exhibition Hall
11.50-12.30pm	Keynote: Heather Stewart, Economics Editor of the Guardian in conversation with Howard Dawber, Deputy Mayor of London		Wren Main Hall
12.30-1.30pm	Lunch and exhibition		Exhibition Hall
1.30-2.30pm	Workshops	1. A Youth Guarantee for England	Lutyens Room
		2. Top tips for local approaches to employment support	Donne Room
		3. Opening up opportunities through devolution	Wren Main Hall
		4. More workforce training for more of the workforce: How do we ramp up employer investment in skills?	Kitchener Room
2.30-3.00pm	Break and exhibition		Exhibition Hall
3.00-3.40pm	Panel discussion: Better work: moving on from 'employers vs workers'		Wren Main Hall
3.40-4.10pm	Top of the Policies		Wren Main Hall
4.10-4.20pm	Closing remarks		Wren Main Hall

Maximus is delighted to be the lead sponsor of the Employment and Skills Convention for the second year running.

Last year's convention took place just a few days after the General Election, setting a new course for employment and skills policy around the country. Since then, we've seen a slew of policy announcements covering employment, skills and health, with new programmes and trailblazers to test approaches and tackle entrenched issues around economic inactivity and poor health at work.

While much has changed since then, many of the challenges we discussed in 2024 remain.

Economic inactivity due to ill health is at record levels, access to effective, specialist employability programmes continues to be limited, and progress joining up support at a local level is encouraging but patchy.

The role for effective, locally-integrated employment and skills support, delivered by fantastic organisations across our sector, has never been more important.

maximus

Today we have the opportunity to take stock of progress to date, share best practice and discuss new ways to meet the needs of citizens across the country, particularly people with significant barriers to employment.

We're delighted to be in London – a city where our services on behalf of DWP, Local London and the GLA are helping thousands of people access funded training, secure sustainable work and prioritise their wellbeing.

As a business, we are committed to partnering with commissioners, employers and community partners to deliver life-changing services that help people find, and stay in, long-term work. This year we're excited to celebrate 50 years of transforming lives.

Please stop by our stand to say hello – and let's discuss how we can work together to transform more lives together.

Gareth Parry

Managing Director at Maximus

-  maximusuk.co.uk
-  @MaxUKnews
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Exhibition floor plan



maximus

Leaders in health and employment support

For over 50 years, we have supported people across the UK through **community-based health** and **employability services**. Our specialist, localised programmes include tailored support for people with disabilities and health conditions, the long-term unemployed, refugees and rehabilitating offenders, empowering individuals with complex barriers to find meaningful work.

1800+

clinicians in our nationwide team

10,000

employees supported with their mental health each year

500+

local and national employer partners

30,000

disabled people helped into employment annually



Youth Futures Foundation is the national What Works Centre for Youth Employment, with a specific focus on marginalised young people.

Explore our resources and insights for policy makers and employers to help drive change for young people.

Visit our website:

youth
futures
FOUNDATION



Exhibitor listings

Lead sponsor

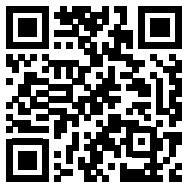
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Maximus operates employment, skills and disability support programmes across England, Scotland and Wales, employing more than 1,000 advisors and working with over 400 community partners. We deliver services on behalf of national, devolved and local government – and have transformed the lives of over 350,000 people through sustainable employment

Contact: Joel Williams, Principal BD Lead

 jwilliams4@maximusuk.co.uk



Learning and Work Institute has launched a new campaign to get the nation learning. Why? Because when adults learn, our society and economy thrive. Help us turn the tide on over a decade of decline in lifelong learning. Join the movement today.

 getthenationlearning.org.uk

 [@learnworkuk.bsky.social](https://twitter.com/learnworkuk.bsky.social)

 [learning-and-work-institute](https://www.linkedin.com/company/learning-and-work-institute)

Contact: Aaron Revel, Head of Lifelong Learning

 getthenationlearning@learningandwork.org.uk



PeoplePlus is one of the leading organisations in social value creation. We deliver employability, skills and justice services nationwide, working with hundreds of employers to unlock overlooked talent, reduce economic inactivity, and build inclusive workplaces. Our frameworks help employers hire differently, create measurable social impact, and grow sustainably.

 peopleplus.co.uk

    [@peopleplusuk](https://www.instagram.com/peopleplusuk)

 [@PeoplePlusUK1](https://www.youtube.com/channel/UC...)

Contact: Jenna Jack,
Head of Marketing & Engagement

 engagement@peopleplus.co.uk



Serco Employment, Skills and Training (EST) has over 20 years' experience in providing integrated and effective solutions that make a difference in society including fully funded recruitment support via the DWP Restart Scheme to advancing careers with apprenticeships, skills bootcamps, and commercial courses.

 serco.com/uk/sector-expertise/citizen-services/employment-skills-training

 [@serco](https://www.linkedin.com/company/serco)

 Skills & Training Services: [@serco-ssts](https://www.linkedin.com/company/serco-ssts)

 **Contact Restart Scheme:**

EEWales@serco.com

EEWestCentral@serco.com

 **Contact Skills & Training Services:**

learnerrecruitment@serco.com



The Institute of Employability Professionals (IEP) is the global professional body for employability practitioners. We are dedicated to advancing the standards, quality and professionalisation of employability practice. Our vision is: Employability Professionals Everywhere Are The Best They Can Be.

myiep.uk

[in](#) [X](#) @iepinfo

Contact: Carly Parker MIEP,
IEP Partnerships Manager
[@ enquiries@iemployability.org](mailto:enquiries@iemployability.org)



With 100+ accredited courses, The Digital College supports learners worldwide, including those in custody under MOJ contracts, to gain job-ready skills. Our platform is accessible with multilingual subtitles, helping people improve career prospects and build confidence through flexible, high-quality online education.

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Contact: Erika Suba
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Communities that Work is the national body in England focused on social housing and employment. Led by our members, we link housing, employment, and government together to drive more and better job and earnings outcomes for working-age tenants and residents across our communities.

communitiesthatwork.co.uk

[in](#) @communitiesthatwork

[X](#) @CsthatWork

Contact: Will Currie
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Clarion Futures is the charitable foundation of Clarion Housing Group, the largest housing association in the UK. Through Clarion Futures we work with thousands of people each year, providing a tailored and holistic package of support to help them into employment or training. This includes support for people with multiple needs to help them become job-ready by overcoming barriers to work such as lack of digital literacy and functional skills, financial, mental health and wellbeing issues, and physical disabilities as part of our commitment to offering a truly personalised experience.

clarionhg.com/charitable-foundation

Contact: Victoria Whittle, Head of Jobs & Training
[@ victoria.whittle@clarionhg.com](mailto:victoria.whittle@clarionhg.com)



Game Academy helps video game players turn in-game skills into real-world careers. We deliver online training, industry insights and career support to NEET and at-risk 16–24-year-olds seeking jobs in tech, creative and digital industries. We unlock the hidden talent of a gaming generation.

gameacademy.co

Contact: David Barrie, Founder/CEO
[@ david@gameacademy.co](mailto:david@gameacademy.co)



Policy in Practice helps organisations boost employment, target support and improve outcomes using data. Our award-winning Better Off platform identifies people missing out on support, helps tackle barriers to work and increases income.

policyinpractice.co.uk

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[YouTube](#) @PolicyinPracticeUK

Contact:
[@ hello@policyinpractice.co.uk](mailto:hello@policyinpractice.co.uk)



Genius Within enhances employability for neurodivergent individuals through tailored coaching and the Genius Finder™ platform. Our innovative solutions support job seekers in identifying strengths, overcoming challenges, and securing meaningful employment. Visit our stand to discover strategies for workforce neuroinclusion and success.

 geniuswithin.org/employability-programmes/

 @GeniusWithinCIC

 @geniuswithinuk

Contact:

Kate Pearson, Head of Business Development

 employabilityservices@geniuswithin.org



The Retrofit Academy is the UK's leading retrofit training provider, working with government, industry, and education partners to build the skills and knowledge needed for a competent retrofit workforce. We're shaping the national supply chain to meet the demands of decarbonising homes and creating a greener, more sustainable future.

 retrofitacademy.org

 @the-retrofit-academy-cic

   @retrofitacademy

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ENGLISH & MATHS ESOL CONFERENCE

Partner with us on our
conference in spring 2026.

Running for over 20 years, the English, Maths and ESOL Conference is **highly regarded in the sector as unique in its focus on policy and practice.**

Reach an audience of senior managers, curriculum leads and practitioners in adult English, maths and ESOL in further education colleges and adult community education providers, alongside national and regional policymakers.



Get in touch at events@learningandwork.org.uk.

L&W LEARNING AND
WORK INSTITUTE

Serco Employment, Skills and Training

serco

Serco are a global leader in providing public services to governments, offering essential services in defence, health, space, justice, migration, transport, and citizen services.

Through our Employment, Skills and Training (EST) division, we have over 20 years' experience in providing integrated and effective solutions which make a positive impact on society.

EST consists of 2 areas – Employability and Skills & Training Services.

Employability

The Restart Scheme is a Department for Work and Pension (DWP) initiative designed to help long-term unemployed individuals find sustainable work in their local area.

We deliver the Restart Scheme in West Central England and Wales and since 2021, have supported over 22,000 people into long-term employment.

Skills & Training Services

Serco Skills & Training Services offers a range of courses including **Apprenticeships, Skills Bootcamps, and Commercial courses**. Businesses can enrol employees to help with upskilling, whilst individuals can advance their careers. Our courses focus on 3 areas and start from just £80;

- Education
- Business, Management and Leadership
- Environmental/Sustainability

To work with us or find out more about our courses contact:

Restart Scheme: EEWales@serco.com or EEWestCentral@Serco.com

Skills & Training Services: learnerrecruitment@serco.com

SCAN HERE

To visit our
website



Ofsted
Good
Provider

Clarion Futures – Jobs and Training

£

Making a difference to transform
lives and communities by:

- Helping our customers achieve their aspirations
- Supporting them to become more financially resilient
- Harnessing the potential of our stakeholders and partners for the benefit of our customers and communities.

Find out more about Clarion Futures
by visiting:

clarionhg.com/charitable-foundation


CLARION
FUTURES

Full programme

Tuesday 1 July 2025 | Morning

8.00 – 8.30am	Arrival, networking and exhibitions	Exhibition Hall
8.30 – 9.30am	Breakfast Session: Drive to Revive – tackling skills shortages in motorsport, delivered by The Edge Foundation Join us for a dynamic opening session led by The Edge Foundation, with a sharp focus on the skills needed for careers in STEM—explored through the high-performance world of Motorsport and Formula One. This session brings together insights from Edge's Skills Shortage Bulletins, which highlight the latest research into labour market challenges across the UK. We'll hear directly from experts featured in recent editions, as they discuss what's working, where the gaps are, and how education and industry can collaborate to drive real change. Speakers ▪ Olly Newton, Executive Director, Edge Foundation (Chair) ▪ Anna Clarke, Group Director Employer Engagement and Partnerships, Milton Keynes College Group ▪ Beatrice Barleon, Head of Policy and Public Affairs, Engineering UK ▪ Owen Carless, Head of Mechanical Simulation, Red Bull Ford Powertrains and Oracle Red Bull Racing ▪ Ann Watson, CEO, Enginuity	Wren Main Hall
9.45 – 10.15am	Welcome and introduction from L&W	Wren Main Hall
10.15 – 10.40am	Work and Health Programme Q&A with an employment coach and beneficiary, brought to you by Maximus	Wren Main Hall
10.40 – 11.20am	Plenary: Closing the disability employment gap: how can we make a step change in opportunity? The Government has laid out its ambition for an 80% employment rate – something L&W has called for since 2022. But this ambition is held back by large and persistent inequalities between groups. Disabled people are much less likely to be employed, with just half in work, compared to more than four in five non-disabled people. Closing the UK's disability employment rate gap would mean around 2 million extra people in work. Yet only one in ten out-of-work disabled people currently gets help to find work each year. In this session, we'll consider the way forward for a more inclusive system that focuses on what people can do, rather than what they can't. Reflecting on the Government's Pathways to Work Green Paper, we'll explore: ▪ What we know, and what we don't, about health, disability and work ▪ Progress so far of new initiatives like Connect to Work ▪ The role of job design in supporting the needs of disabled workers ▪ What further change is needed to build a fully inclusive system Speakers ▪ Chris Smyth, The Times (chair) ▪ Gareth Parry, Managing Director, Maximus ▪ Fazilet Hadi MBE, Head of Policy, Disability Rights UK ▪ Dr Nancy Doyle, Founder and Chief Science Officer, Genius Within ▪ Tony Wilson, Expert Adviser, Department for Work and Pensions ▪ Deven Ghelani, Founder and Director, Policy in Practice	Wren Main Hall
11.20 – 11.50am	Break and exhibition	Exhibition Hall
11.50 – 12.30pm	Keynote: Heather Stewart, Economics Editor of the Guardian in conversation with Howard Dawber, Deputy Mayor of London	Wren Main Hall
12.30 – 1.30pm	Lunch and exhibition	Exhibition Hall

1.30 – 2.30pm **Workshop #1: A Youth Guarantee for England**

Lutyens
Room

This interactive session will explore latest analysis on young people who are not in education, employment or training. It will focus on how a Youth Guarantee can help the UK to reduce its NEET rate, and support young people to bridge the gap to education and employment. We will discuss how a Youth Guarantee can be successfully implemented, focusing on the West Midlands Combined Authorities' Youth Guarantee trailblazer.

Speakers

- Barry Fletcher, CEO, Youth Futures Foundation
- Nicola Aylward, Head of Learning for Young People, Learning and Work Institute
- Helene Dearn OBE, Interim Executive Director for Employment, Skills, Health and Communities, West Midlands Combined Authority
- Farzana, Zoya and Jayden, young people

1.30 – 2.30pm **Workshop #2: Top tips for local approaches to employment support**

Donne Room

This session will provide perspectives from a range of organisations, about the challenges and opportunities presented by delivering local employment support. The discussion will identify common challenges, the diversity of needs within and across communities, and panel will share top tips that can be applied to other locally delivered programmes.

Speakers

- Elizabeth Gerard, Deputy Director, Learning and Work Institute
- Iona McArdle, JobsPlus Programme Manager, Learning and Work Institute
- Victoria Whittle, Head of Jobs and Training, Clarion Futures
- Richard Clifton, Chief Commercial Officer, Shaw Trust
- Tracy Fishwick OBE, Transform Lives Company

1.30 – 2.30pm **Workshop #3: Opening up opportunities through devolution**

Wren
Main Hall

This interactive session will explore how providers can best work with strategic authorities commissioning employment support and adult learning and skills programmes. We'll take a deep dive into the impact of devolution on the commissioning landscape, how to engage with strategic authorities of differing levels of maturity, and what the sector can do to support high-quality delivery that responds to place-based employment and skills needs of businesses and communities.

Speakers

- Alex Stevenson, Deputy Director, Learning and Work Institute (chair)
- Megan Cooper, Sales Director for Employment and Skills, Serco
- Emma Grigson, Partnerships & Social Value Solutions Director, PeoplePlus
- Adam Swersky, Interim Director of Skills and Employment, East Midlands Combined County Authority
- Lindsey Daniels, Inclusive Economy Lead – Adult Skills, West Yorkshire Combined Authority
- Nic Witton-Dowd, Assistant Director, Greater Manchester Combined Authority



1.30 – 2.30pm	Workshop #4: More workforce training for more of the workforce: How do we ramp up employer investment in skills? This workshop will explore how the UK can reverse long-term decline in employer skills investment, and narrow inequalities in access to workplace training. Employers investing in upskilling and retraining can expect productivity gains of 6 to 12 percent, and for investments to pay off in 75% of cases. However, if levels of investment continue to languish at 26% less per employee than in 2005, people, firms and the UK economy are at risk of being left behind. Speakers - Dr Emily Tanner, Programme Head, Nuffield Foundation (chair) - Ginny Page, Director of Programmes, Gatsby Charitable Foundation - Sara Levy, Senior Insights Manager, Google - Sara Whybrew, Director of Skills and Workforce Development, British Film Institute - Phoebe Sarjant, Policy Adviser, Federation of Small Businesses - Cathryn Moses-Stone, Head of Policy, Chartered Management Institute	Kitchener Room
2.30 – 3.00pm	Break and exhibition	Exhibition Hall
3.00 – 3.40pm	Plenary: Better work: moving on from 'employers vs workers' The UK's diversity of employment arrangements has been hailed as a strength, increasing the chances people can find a job that suits them. But where flexibility is a one-way street in favour of the employer, this can create insecurity for workers and hold the economy back. The Government's plan to Make Work Pay aims to tackle low pay, poor working conditions and poor job security: despite rises in the minimum wage, many people still find themselves stuck in low-paid work, unable to progress or make ends meet. And with poor work linked to poor health policymakers are faced with social as well as economic imperatives to promote better work for all. Yet the Employment Rights Bill has been challenged by some employers who argue this makes it more difficult to hire people. Can there be a way forward that works for both employers and employees? In this session, we'll explore: - The key characteristics of 'better work' - Flexible working and how it can be done well (and badly) for different groups - Productivity, and what works in aiding progression at work - Best practice from organisations and initiatives promoting good work Speakers - Dr Jo Bibby, Director of Health, The Health Foundation (chair) - Katia Bazar-Rosen, Deputy Director for Strategy and International in the Employment Rights Directorate - Kate Nicholls, CEO, UKHospitality - Kirsty Watt, Director of Strategy and External Affairs, Acas - Shaun Lowthian, Principal Policy Officer, Greater London Authority - Dr Emily Andrews, Deputy Director for Work, Centre for Ageing Better and incoming Director for Policy and Research, Learning and Work Institute	Wren Main Hall
3.40 – 4.10pm	Top of the Policies Speakers - Ben Rowland, CEO, AELP - David Pierpoint, CEO, The Retrofit Academy - Lynsey Sweeney, Managing Director, Communities that Work - Elizabeth Taylor, CEO, ERSA	Wren Main Hall
4.10 – 4.20pm	Closing remarks	Wren Main Hall



Learning and Work Institute has launched a new campaign to make and win the case for lifelong learning. Because when adults learn, our society and economy thrive. Government, employers, and community organisations all have a role to play.

Sign the charter

Join the movement and commit to building a future where everyone can learn throughout life.



Nominate for our awards

Nominate people and organisations leading by example. The award ceremony will be the biggest celebration of lifelong learning in England.



Become a partner

L&W has developed a range of partnership options that put you at the forefront of the campaign.



Stay in the loop

Visit our website at getthenationlearning.org.uk.



Building on firm foundations: Evidence of what works in employment support

Dr Andy Holroyde, Policy and Research Manager, Maximus

The last year has brought in a new Labour Government committed to delivering fundamental reforms to employment support as part of its wider welfare strategy.

Building on announcements in the Get Britain Working White Paper, we have seen the development of plans to reform Jobcentre Plus to create a national Jobs and Careers Service, the initial deployment of the highly-localised Connect to Work programme, additional capacity to support disabled people to find work through Jobcentre work coaches, and an increased focus on how employers can improve workplace wellbeing.

The recent Pathways to Work Green Paper outlined further measures, including a guaranteed offer of tailored employment, health, and skills support for disabled people and those with long-term health conditions, backed by an additional £1.9 billion investment in employability over the next five years.

The overall aim of these reforms is to support more people into work, tackling the pressing challenge of 2.8 million people in Great Britain who are economically inactive due to ill-health, and thereby achieve the ambition of an 80% employment rate.

Discussions now turn to the practicalities of delivering upon this aim in the most effective and time efficient way. For employment support, there is already a rich eco-system in local communities across the country, delivered by specialist charities, and public and private sector organisations. It is vital that implementation of new services builds upon this existing landscape and is guided by the evidence of what works – drawing upon the success, and learning from the lessons, of what has gone before.

So, what works?

Experienced employment support providers have a proven track record of helping those furthest from the labour market progress into sustainable work. Services such as the Work and Health Programme and the Restart Scheme, for example, have been effective at delivering more personalised support for those who need it – and at significant scale. Others, such as the Home Office's Refugee Employability Programme, have successfully tailored support for very specific groups, developing consistent yet highly bespoke provision around the country.

This success has been further evidenced in the recently published Work Choice impact evaluation. Work Choice was a voluntary contracted employment programme for disabled people, which ran across Great Britain from 2010 to 2019. The evaluation determined that the programme successfully helped participants enter and stay in employment, while also delivering value for money – with each £1 spent delivering a £1.67 return to the Treasury and £2.98 to wider society. Evaluations of other programmes such as Fair Start Scotland and the Work and Health Programme have also illustrated the benefits and positive outcomes delivered through these services, with a significant economic and social return on investment.

Working in partnership to address barriers to employment

Maximus has decades of experience in delivering employment support across Great Britain, and has done significant work over the last year to understand what works in these services and how the Government's ambitions can be achieved.



A key factor in successful delivery has come from bringing together diverse organisations through partnership working to address multiple barriers for jobseekers. Understanding why this approach is so beneficial is crucial to tackling economic inactivity. While attention here has understandably focused on health-related needs, we know that people can often experience multiple interconnected, and overlapping, challenges which are preventing them from securing and sustaining work.

Through collaborative research with Learning and Work Institute we have been able to understand what kinds of further barriers are likely to be important. Additional caring responsibilities are one such example, as across the total population of those classed as economically inactive due to ill-health, more than 20% have dependent children, and over 10% provide some form of unpaid care. Skills are a further potential barrier, with almost 40% of this cohort having no formal qualifications. To these brief examples, we could add further challenges often faced by those accessing employment support such as debt, housing issues, mental health conditions, and extended periods away from the labour market.

It is through partnerships, working alongside local organisations who specialise in helping

people overcome these barriers, that holistic support can be provided for each individual. Moving away from the false dichotomy of either local or national programmes, we have seen how harnessing the strengths of both through partnership networks within local communities has benefitted jobseekers as well as the organisations delivering these vital services.

If the Government's ambition is to bring about meaningful and rapid change, reaching groups beyond the welfare system and providing tailored support to help people address complex barriers to employment, there is an infrastructure already in place and with a proven track record able to respond effectively and swiftly.

As we enter a new era of employment support it is crucial that this builds on the foundations already laid, incorporating the evidence of what works and harnessing the existing capacity and deep experience of those organisations who specialise in providing support for jobseekers with additional needs.

If you would like to learn more about our delivery of national and devolved employment programmes, or discuss our research, visit maximusuk.co.uk or email research@maximusuk.co.uk

Transforming lives locally

We help people find good work. We help local authorities save money. And we help communities thrive.



We're Shaw Trust, the UK's largest employability charity. We believe everyone has potential and can find a job they love. We're here to help them do that, whether they are struggling with their health, looking to build skills and experience or ex-offenders looking to rebuild their lives.

We're doing it by joining up work, health and skills to help people not only find – but also keep – the job that's right for them.

Across the country our people are working in the communities they live in to help people access the support they need. We design our services in partnership with local authorities, regional bodies, government departments and the NHS to break down barriers to work and wellbeing. From GP surgeries to the high street, our teams are part of local life, working side-by-side with employers, voluntary groups and community leaders.

Our results are clear; people are finding and keeping work, and improving their wellbeing. And it's boosting local growth, streamlining services and saving the taxpayer money too.



Want to know more?
Contact partnerships@shaw-trust.org.uk

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