



# Pathways to Work

**OSMB – September 2025**

“To accelerate a more locally led and joined-up approach to tackling economic inactivity”

# Pathways to Work – a drive for system change

Pathways to Work will bring new and existing employment support services together to make services easier for residents to access and navigate.

It will introduce a new front door and triage function to ensure residents access the most appropriate service to meet their needs and maximise opportunity for success.

Get Britain Working White Paper –  
November 2024

Reform employment & health support, working  
with local authorities & employers to tackle  
economic inactivity and boost employment  
rates

## Pathways to Work Commission

### Economic Inactivity Trail Blazer

Government funded initiative  
piloted in nine regions across  
England to test and learn new  
approaches to reducing  
economic inactivity

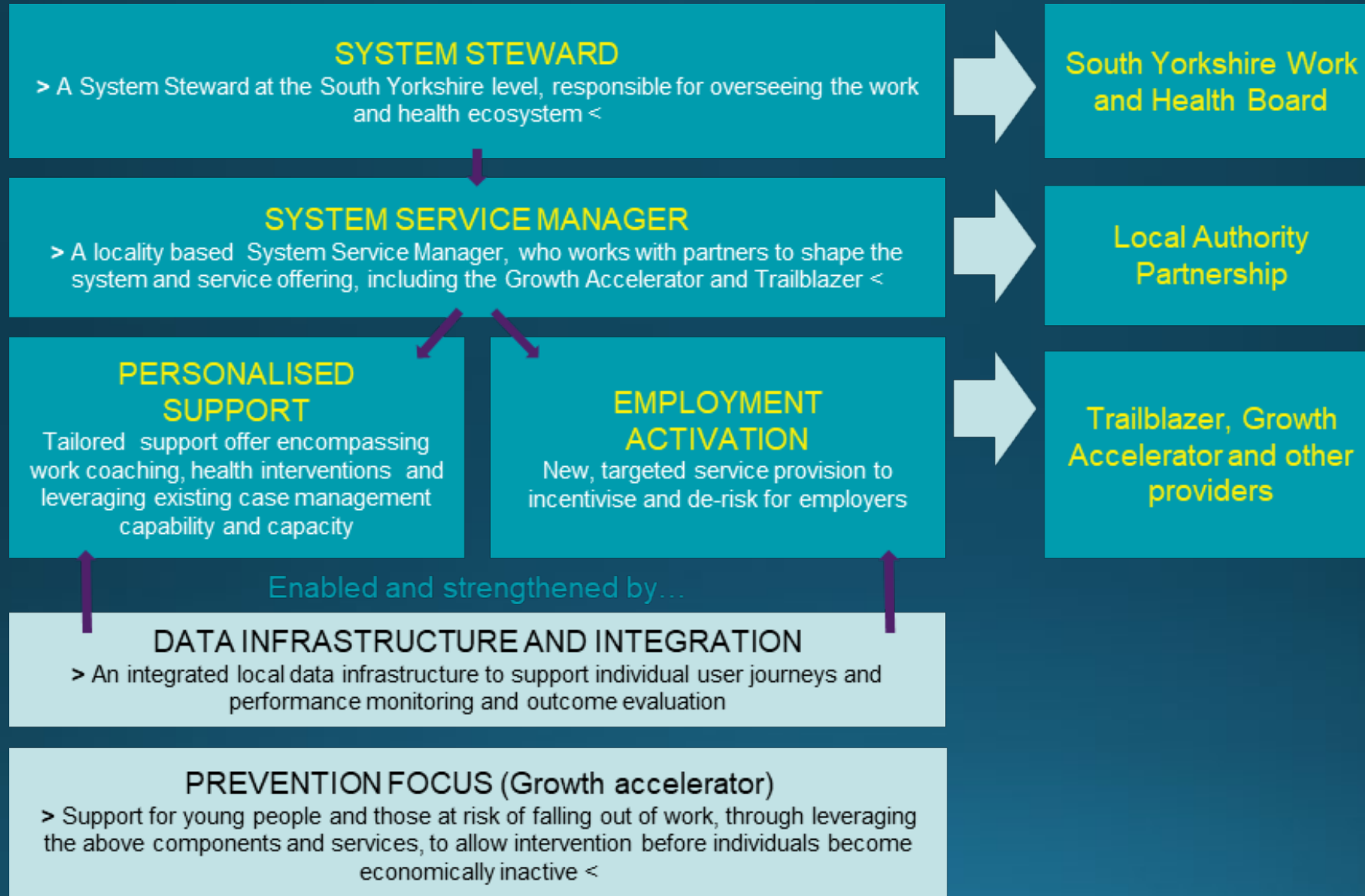
### Connect to Work

Government funded  
voluntary employment  
programme that supports  
disabled people, those with  
health conditions, and  
individuals with complex  
barriers find and maintain  
employment

### Health & Growth Accelerator

Government funded initiative  
supporting people in work, and  
young people with health  
conditions to stay in, return to or  
get into work through health & well  
being interventions, as well as  
support for employers to provide  
enhanced occupational health  
support





# Understanding the challenge – key data



Unemployment rate –  
3.3%



Claimant count – 4.3%



Economic inactivity –  
28.7%



- A third of Rotherham residents are not in employment
- Around 45,800 residents are Economically Inactive – Hidden unemployment
- 15,000 residents are facing barriers to employment relating to long term sickness

Develop community engagement and  
provision awareness

RMBC  
Pathways  
Management

RMBC  
P2W Provision –  
Employment Solutions  
Team



VCS Community  
Provision

Youth Services

Health, Housing  
and Support  
Services

Probation and  
Criminal  
Rehabilitation

RMBC  
Internal wider  
services

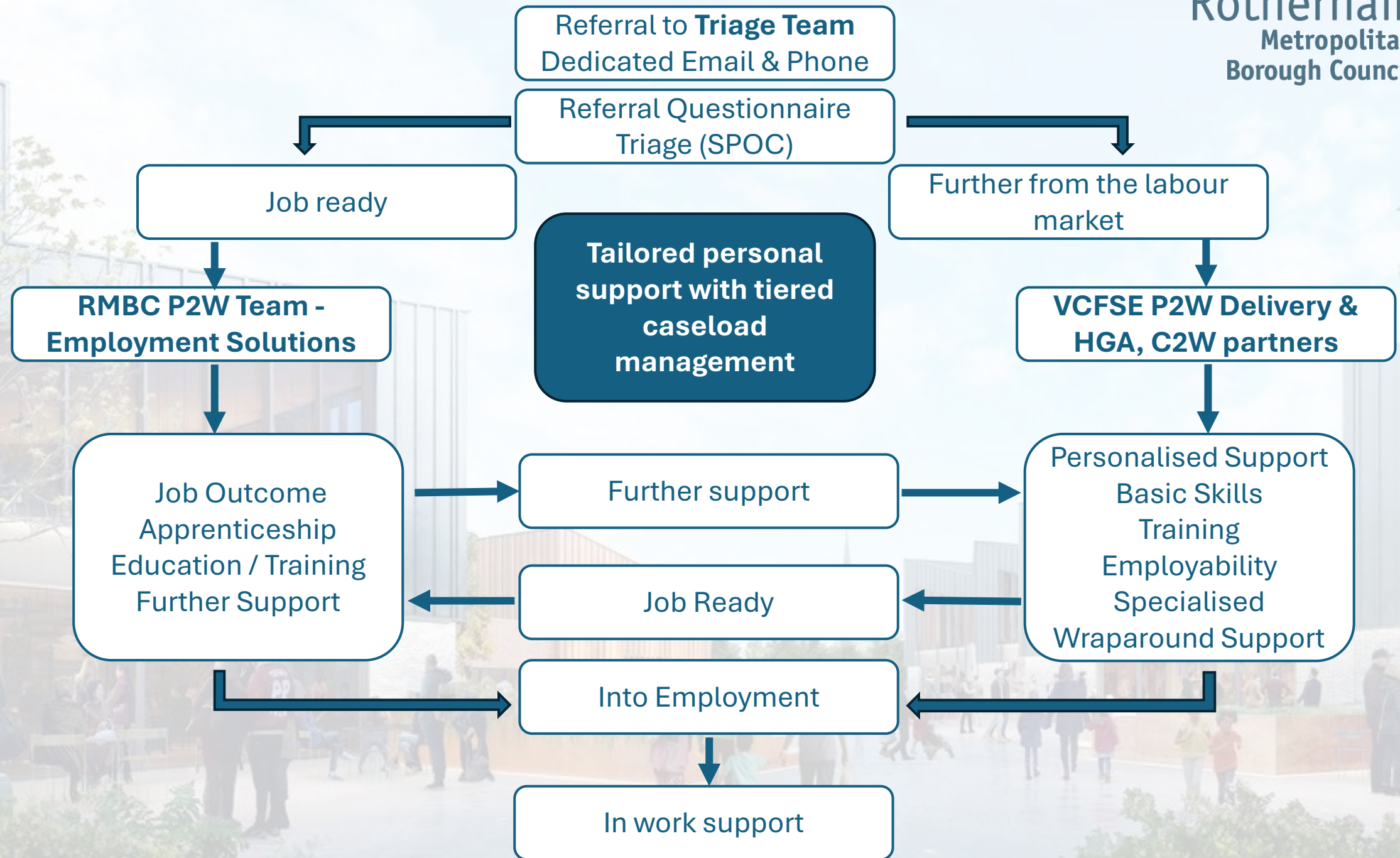
Community  
Spaces

Voluntary Sector

Local Employers

RMBC Advertising  
Opportunities

Independent  
Training Providers  
& Local Colleges





# Employer Activation – Essential partnerships

Incentivising and de-risking inclusive recruitment

Sector Routeway, employer led, tailored provision

Building skills & employability of future workforce

Supporting 'good' & sustained employment

Creating tailored roles & job carving

Workforce development & retention

Single point of contact for the employer

Capital Fund for Employers

Filling vacancies effectively, sustainably & efficiently





# Where are we now – capacity & planning?

**Systems Service Manager in post**

**P2W Team leaders in post leading a team of P2W Employment Advisors working alongside the Employment Solutions Team**

**Triage function established; recruitment process started**

**9 VCFSE organisations undertaking engagement activity on the Economically Inactive Trailblazer**

**Personalised Support commissioning activity underway with VCFSE**

**Planning for employer led, sector focused training underway**

**Plans for bespoke targeted support for people who are NEET, on probation, experiencing health related barriers etc underway**

# Where are we now – participants?



102 pipeline participants now registered on the Enspirio platform, meeting with dedicated P2W Employment Advisors to complete the onboarding process, identify appropriate support services and move into work



Personalised Support grant awards will see a further increase in capacity with regard to participant activation and onward progression



Wrap around support services being identified to provide specific support for barriers such as MH and pain management

# Where are we now – partnerships?



## **Working in partnership with the Health Growth Accelerator**

Referring relevant queries coming into Triage

2 way referrals for young people looking to move into work



## **Close working partnership with DWP**

Referrals into P2W from JCP where appropriate

Regular meetings to establish efficient working practices

JCP upskilling on principles of P2W and collaborative working



## **Employer activation**

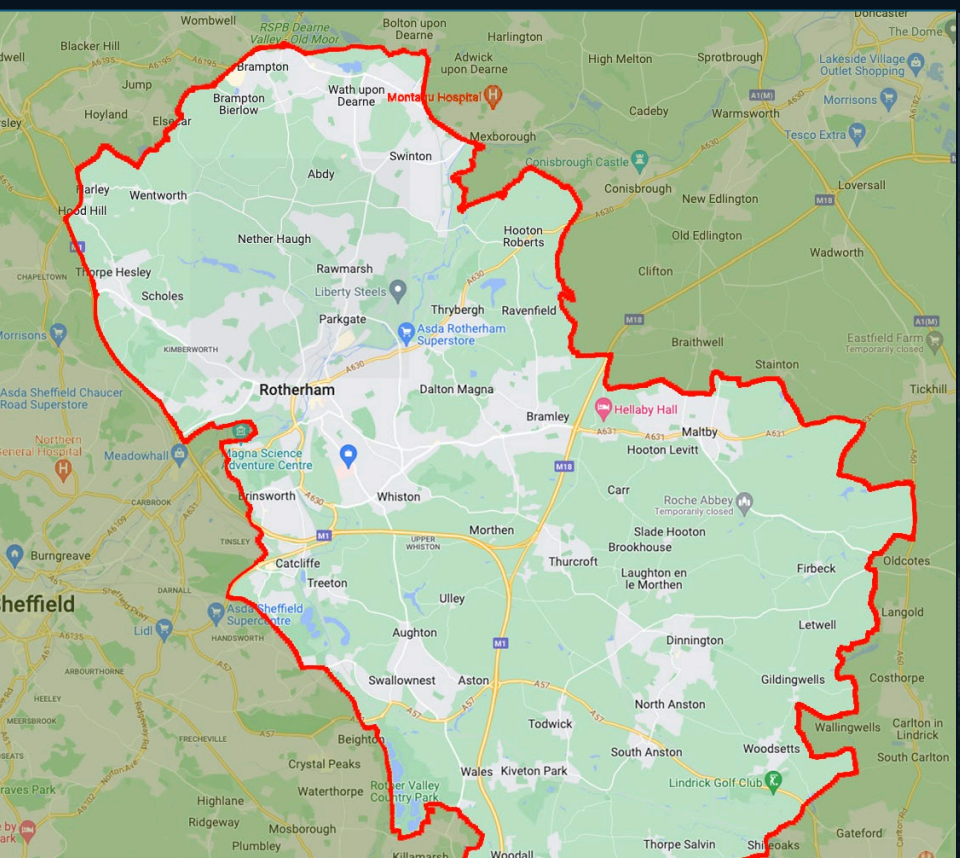
Collaborative working with Chamber of Commerce leads

Active establishment of key employer relationships

Engagement with existing employer networks allowing reach and driving awareness



# Connecting the landscape to the SY trailblazer principles



- Joined up support
- Local partnerships
- Accessible and streamlined routes
- Focus on health and employment
- Addressing inequality and barriers





## Pathways to Work addresses the fundamental issue that:

“The current employment support system is set up to deal with the problems of the past, not the challenges of today or the opportunities of the future”

