

Pathways to Work

OSMB November 2026

Pathways to Work



The Economic Inactivity Trailblazer and Connect to Work are DWP funded programmes, managed in South Yorkshire by the Mayoral Combined Authority (SYMCA) and form part of the Pathways to Work programme. Funding is passed on to each of the local authorities, who have responsibility for delivery of the programme within their area.

Funding for the Economic Inactivity Trailblazer is currently agreed only until March 31st, 2027, and Connect to Work under the integrated settlement, is due to run until March 31st, 2030.

Significant progress has been made since the last report to the Overview and Scrutiny Management Board in September last year, where mobilisation and implementation were still in progress.

The system provides a cohesive support system to all elements of local employment delivery.

RMBC Economic Inactivity Trailblazer and Advance (In-Work Support)

- 956 residents engaged and supported through the Trailblazer and Advance since launch, including 790 economically inactive residents, of these 281 were NEET. 166 of the engaged were residents in work wanting assistance.
- 210 evidenced job outcomes achieved, with a further 20 awaiting evidence and 24 residents holding confirmed job offers yet to start.
- 196 residents progressed into skills training, supporting employment readiness and career development.
- 82 participants achieving 13-week employment sustainment and 40 achieving 26-week sustainment.
- In September, the service was visited by the National Evaluator for the DWP the National Centre for Social Research who heard from staff, participants and local partners regarding the support the project is providing. We are looking forward to receiving the findings of the visit in the coming months.

Data is accurate as of 26/10/2026,
Please note that these figures do not include participants supported through the Employment Solutions (Elevate) delivery model



One of our Economic Inactive Trailblazer Employment Officers who provides 1 to 1 support to residents.

Connect To Work



Connect to Work participant L during his successful work trial

Connect to Work is separated into two strands focusing on support for specific cohorts of disadvantaged residents

SEQF

- Delivered internally through Supported Employment
- 161 neurodivergent residents engaged, 55 participants entered employment, with 48 sustaining for 3 months and 20 sustaining for 6 months, all ahead of expected DWP performance.
- Supported Employment Fidelity Accreditation achieved through the British Association for Supported Employment in October 2026.

Data is accurate as of 26/10/2026

IPS

- 3 target cohorts with 2 commissioned partners
- The Growth Company are delivering to residents with experience of the criminal justice system.
- South Yorkshire Housing delivering to survivors of domestic abuse and those at risk of homelessness.
- So far, IPS delivery has engaged 37 residents, resulting in 8 job outcomes and 4 three-month sustainment's despite a delayed programme start in July 2026.

Programme Development

- Introduced a Course to Job model, co-designed with employers to improve recruitment, preparation and retention outcomes, it includes the employers' systems, values and tasks undertaken in the roles that they have vacant.
- Partnership with Concentrix delivered a 79% positive progression rate, with 15 of 19 participants progressing into employment or education.
- Internal CSCS provision launched, supporting 19 residents to gain construction qualifications, work experience and industry exposure through ESH Construction.
- Youth employability programme successfully tested, with wider rollout planned following positive pilot outcomes.
- Two other large employers already in development for course to job provision for the close of this year.

DETECTRONIC
An Adler and Allan company

concentrix

Detectronic and Concentrix were the first course to job employers



ESH CONSTRUCTION

Residents on the CSCS course completing work experience with ESH

Employer Activation



Working with local businesses Magna and ACORN to deliver the first Bridges to Work expo in 2026



Attending the unLTD business expo promoting services to other businesses

Employer Activation has focused on internal and external key developments

- Established a coordinated employer engagement model internally, to improve service offered to local employers and reduce duplication and market fatigue.
- Introduced a single point of contact approach and strengthened cross-service intelligence sharing and single capture of employer vacancy and skills development.
- Raising awareness of the offer through closer partnerships such as the Barnsley and Rotherham Chamber as well as maintaining consistent presence at business events throughout the region.
- Supported local organisations to achieve social value TOMS and delivery of some of these to participants across the Pathways to Work programmes.

Voluntary and Community Sector Delivery and Development

BENCHMARK

LifeSKILLS CENTRES

PIVOTAL HEALTH & WELLBEING

FITNESS - MENTAL HEALTH - SOCIAL - EDUCATION

RUSH

EMPOWERING ALL TO BE HAPPY, HEALTHY AND SAFE

- 9 VCSE organisations currently commissioned to deliver employment support, with additional partners providing specialist wraparound services.
- Residents can access wraparound support including mental health provision, solution-focused therapy and physical wellbeing services.
- Performance has strengthened significantly this year, with job outcomes increasing by more than 240% since Q1. VCSE partners have supported 192 residents, delivering 31 job outcomes, including 13 sustained employment outcomes.
- Course to job activity has also developed within the VCSE, with a dedicated course to the employer Detechtronic, who have a contract to Yorkshire Water developing into paid employment opportunities for residents on the Trailblazer programme.

Data is accurate as of 26/10/2026

Triage Service

Provides an impartial single front door for employment support, ensuring residents access the most appropriate service quickly and without the need for self navigation.

- Conducted outreach through schools, colleges, Jobcentre events, DWP activities and local job fairs.
- Since April 2026, the service has received 1,392 referrals from residents seeking support.
- Successfully triaged 928 residents towards employment support services, creating a strong pipeline into provision, with others receiving signposting to non-employment related services when more suitable.



Triage team representing the service and meeting residents at the LEAF jobs and careers fair

System Cohesion

Overall, the Pathways to Work system has strengthened cohesion amongst the employment support in Rotherham, including working and linking with alternative providers to enhance the offers of all, for residents of Rotherham.

The single front door to a co-ordinated employment support pathway, reduces fragmentation, removes confusion and creates clear routes to support.

Linked up employer activity and programme development is leading to innovative new ways of working and engaging, stretching the boundaries of the previous employment support available to our residents.

Pathways to Work

Made in South Yorkshire, for South Yorkshire