



# Healthy Working Life plan

Get West Yorkshire Working



West  
Yorkshire  
Combined  
Authority

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# Healthy Working Life plan – Get West Yorkshire Working

## Contents

<u>Purpose of the Plan</u> .....	3
<u>Introducing West Yorkshire</u> .....	4
<u>Key reforms</u> .....	5
<u>Scale of the challenge</u> .....	7
<u>Priority actions</u> .....	12
<u>Our outcome indicators</u> .....	16
<u>An iterative approach</u> .....	16
<u>Key Partners</u> .....	17

## Purpose of the Plan

The Healthy Working Life Plan supports the ambitious shared vision for West Yorkshire *to have the healthiest residents and workforce in England by 2040*, whilst also supporting the Government's long-term ambition for an 80% employment rate ([Get Britain Working White Paper](#)).

The Plan outlines a set of priority actions which will enable progress towards these ambitions over the next five years, through coordinated investment and joined up programmes focused on ensuring that residents have access to good work - including a fair wage, opportunities for progression, work-life-balance and work that supports good health.

The Healthy Working Life Plan sets out the shared challenges – supply-side and demand-side – that can only be addressed through partnership. Reflecting the need for action, the Plan also establishes the practical steps that key partners within the region can take together to reduce economic inactivity, address other labour market challenges and improve health outcomes.

This document builds on and is informed by existing strategic documents, including:

1. [West Yorkshire Local Growth Plan](#), that outlines the region's ambition to unlock growth and prosperity in West Yorkshire.
2. Region of Learning and Creativity Strategy (forthcoming) that describes the vision stated in the Local Growth Plan, for West Yorkshire to be a Region of Learning and Creativity, and how this is underpinned by the region's Employment and Skills priorities.
3. [West Yorkshire Work and Health Plan](#), that sets out how West Yorkshire Combined Authority will work together with other system leaders to address key labour market challenges in the context of further devolution.
4. [All-Age Careers Blueprint](#), that establishes a set of key principles that inform the work of partners across West Yorkshire to establish a high-quality career system and provide seamless, locally accessible support for the benefit of all residents.
5. Adult Skills Plan (forthcoming) that articulates how adult skills funding will be prioritised to meet the ambitions in the Local Growth Plan.

## Introducing West Yorkshire

### Place

- The Combined Authority brings together the local authorities of Bradford, Calderdale, Kirklees, Leeds and Wakefield. Each of the 5 LAs have dedicated public health, social care and employment and skills teams.
- Jobcentre Plus delivers tailored support across 18 job centres and over 100 outreach locations in West Yorkshire.
- The West Yorkshire Integrated Care Board is responsible for planning and funding health services across West Yorkshire, ensuring join up across the care system with the five local place-based partnerships.
- The Voluntary Community and Social Enterprise sector in West Yorkshire consists of 5,700 registered organisations and 7,400 unregistered informal groups. 33% of VSCE organisations in West Yorkshire define themselves as working to 'improve health and wellbeing, and 8.3% work to 'increase employability'.
- Education in West Yorkshire, from school to higher education, plays a role in bridging health and employment gaps by equipping residents with essential skills, confidence and access to important information and guidance.

### Economy

- West Yorkshire has a £74 billion economy (GVA).
- There are around 94,000 businesses in the region.
- West Yorkshire has a diversified economy, with high numbers of jobs in the manufacturing, financial services and digital sectors.

### Demographics

- 2.4 million people live in West Yorkshire, 1.3 million of those make up the region's workforce.
- West Yorkshire is a truly polycentric, interconnected and self-contained labour market, with 90% of workers living in the region.
- The region has a highly diverse population, with 23% of its population from ethnic minority backgrounds (compared to 18% nationally).

## Key reforms

The integral relationship between work and health is clear, with work being one of the key social determinants of health. Good work has a positive influence on an individual's health, and good health is good for work; working can be therefore considered a health outcome ([2025 Healthcare Professionals' Consensus Statement for action on health and work](#)).

The reforms outlined within the Government's Get Britain Working White Paper reflect a long-term ambition for an 80% employment rate. The White Paper highlights economic inactivity as a key labour market challenge that needs to be addressed to realise this ambition, with health identified as the primary factor behind these rising rates.

The reforms were followed by investment, including within West Yorkshire's Healthy Working Life programme, through three Government-funded programmes; the Economic Inactivity Trailblazer, the NHS Health and Growth Accelerator and Connect to Work. Alongside this, the DWP committed to deploying 1000 work coaches to focus on economic inactivity from July 2025, including 43 work coaches within the region.

Alongside this, investment is being made in a systems approach to creative health; the Mayor convened the West Yorkshire Creative Health Board in 2023, which seeks to enable good health outcomes for West Yorkshire residents through engagement with creative approaches.

West Yorkshire has also been selected as the first Jobs and Careers Service Pathfinder location in the country to test Jobcentre Plus reforms, with the work having started in Wakefield in June 2025.

The Pathfinder is led by the DWP and part of the wider Get Britain Working reforms, and has set out to design, test and scale up a new personalised Jobs and Careers Service. The Pathfinder is underpinned by five pillars:

1. A new enhanced relationship with, and service for, employers
2. A revised focus on supporting progression and good work through aligning employment support and careers advice
3. A locally responsive, embedded and engaged organisation
4. A digital, universal, and fully inclusive service
5. A provider of high-quality personalised support to help people into work, support training, and to get on in work

The Jobcentre Plus reforms demonstrate an intent to bring about a systemic shift away from a national 'one-size-fits-all' approach to a more tailored and place-based employment support offer.

The NHS' Fit For The Future 10-year Plan for England sets out a vision for improving health and care, with a strong focus on prevention, integration, and reducing inequalities.

The plan's emphasis on more personalised and community-based care links directly to neighbourhood health models, where integrated teams work with local partners - including employers, job support services, and the voluntary sector - to address the wider determinants of health.

This approach recognises the critical role that good work plays in improving wellbeing and creates opportunities to build healthier, fairer, and more economically resilient communities.

The Government's English Devolution and Community Empowerment Bill set out to 'widen and deepen devolution across England, providing Mayors with unprecedented powers to deliver growth.' This represents a significant opportunity to reflect on the key challenges across West Yorkshire and design an approach in response.

The Mayor is committed to working with local leaders to ensure services are designed and delivered at the most appropriate geographical level.

West Yorkshire's current employment support offer (see appendix 1) is extensive but fragmented and duplicative. Through the Healthy Working Life programme, there is an opportunity to respond to the reforms set out above, and for system partners to work together deliver employment support that is simple, accessible and effective.

Healthy Working Life sets out a shared ambition and partnership approach, which stands ready to respond to future system change to guarantee a healthy working life to all in West Yorkshire.

Led by the Combined Authority and delivered locally by each of the five Local Authority partners, Employment West Yorkshire evidences the strength of locally delivered, place-based employment support. Designed with the context of place in mind, Employment West Yorkshire services have shown agility and flexibility in responding to changing needs and challenges of their local residents and employers.

As national reforms to the new Job and Careers Service are delivered, Employment West Yorkshire services within communities across the region remain uniquely well-placed to continue to deliver accessible, relational and joined up support and infrastructure.

## Scale of the challenge

Access to good work can, alongside other factors, contribute to improved health outcomes for residents, and create the conditions for the healthiest residents and workforce in England.

Addressing the high rate of economic inactivity and increasing the employment rate can support efforts to increase business growth and productivity, in line with the aims of the Local Growth Plan.

West Yorkshire, however, faces substantial labour market challenges which has a direct impact on the size of the region's economy, and risks constraining future growth.

The Work and Health Plan focuses on addressing health related economic inactivity, presenting data and information about the health barriers and challenges people face when engaging with the labour market.

The challenges highlighted below are **in addition** to those already outlined in the Work and Health Plan, providing a wider focus on unemployment and economic inactivity in West Yorkshire in line with the Get Britain Working outcomes.

### Place

The unemployment rate varies across each of the five Local Authority areas across West Yorkshire:



West Yorkshire is a relatively self-contained region for travel to work, with 91% of residents working within the area. Because of this, the labour market challenges faced independently by the local authorities impact the whole region.

While West Yorkshire's local areas perform differently in terms of key labour market indicators and face distinct challenges, there are also concentrations of unemployment and inactivity at neighbourhood level. For example, there are high claimant rates for some wards, including in local authorities and travel-to-work areas that have low overall rates. The worst-affected areas tend to be concentrated in and around the main urban centres.

To fully understand the challenges and opportunities, it is useful to look at trends locally. For example. Bradford has the highest unemployment rate in the region. The case study below highlights some of the key labour market challenges the area faces:

- Long-term sickness accounts for 23.4% of total inactivity in Bradford, lower than the UK average of 28.2% and the Yorkshire & Humber average of 29.5%.
- The largest commuting flow in West Yorkshire is from Bradford to Leeds with 28,000 commuters (Leeds to Bradford is just 17,000 commuters), and yet, except for Leeds, Bradford has the lowest proportion of residents who commute outside of their district.
- Bradford has the highest underemployment rate in West Yorkshire, with an estimated 20,869 underemployed individuals, representing 10.1% of the workforce (the next closest is Wakefield at 6.2%)
- Compared to a national job density of 0.87, in Bradford there are 0.69 jobs for every working-age resident (Leeds has 1.01 per resident).
- 4.4% of 16 to 18-year-olds in Bradford are not in education, employment, or training (NEET). Bradford's NEET rate is lower than the national average, with particular success with vulnerable groups, including those with Special Educational Needs (SEN).
- Bradford's claimant rate is 8.2%, significantly higher than the UK average of 4.1% and the Yorkshire & Humber rate of 4.5%

## People and workforce

Evidence demonstrates a range of challenges felt by West Yorkshire residents and workforce. The key challenges below highlight the scale of the challenge in addressing inactivity and raising the employment rate. Data and information about health-related challenges can be found in the Work and Health Plan.

- A low employment rate (72% versus national average of 75%) – 115,000 people would need to secure employment to achieve the 80% employment rate target set out in the Get Britain Working White Paper.
- A high rate of economic inactivity in the region: 18% of the working age population when students are excluded versus an England average of 15% - equates to 35,000 more inactive people than the region would have if it matched the England average inactive rate.
- 6% of people in employment in the region (or 56,000 in absolute terms) are underemployed (i.e. looking for an additional job, looking for a job with longer hours or want longer hours in their current job).
- High unemployed claimant rates - 80,000 claimants in the region, equivalent to 5.2% of the working age population compared with an England average of 4.2% (as of April 2025).
- Around 107,000 people in West Yorkshire are on Universal Credit but also in employment. This equates to one-third of all Universal Credit claimants and 7% of working age people in the region and highlights the significant issue of low earnings.

- A disability employment rate gap that is wider than the national average; at 28 percentage points it is three points higher than nationally. (West Yorkshire's employment rate for disabled people is 52%, compared with an England average of 58%).
- Varied NEET rates across the region, with an average of 5.57% in 2024/25 (in line with national figures) but a high of 8.75% in Leeds.
- Workers experience lower pay compared to national levels: amongst those who are in work, weekly pay for workers across West Yorkshire is lower than the national average (£574.90). It is lowest in Bradford (£512.40) and highest in Leeds (£572.30).
- The per capita level of household income is only 80% of the national average, having a significant impact on living conditions for West Yorkshire residents.

## Supply-side and demand-side challenges

The West Yorkshire [Labour Market Report 2024](#) provides a comprehensive analysis of the region's labour market, highlighting the region's supply-side and demand-side challenges. Key challenges have been highlighted below:

### A. Supply challenges

**Skills and Qualification Gaps:** A significant portion of the working-age population lacks formal qualifications, with 26% having low or no qualifications. There are also distinct variations in qualification attainment across the local authority areas. For instance, Wakefield has the lowest proportion of its population with qualifications at Level 4 and above (28.8%) limiting access to skilled employment opportunities, although Leeds outperforms the national average.

Young people in West Yorkshire are less likely to have achieved a level 2 qualification by the age of 19 than their national counterparts (77% v/s 82%), and the problem is both more acute in Maths qualifications regionally and a further 10% below regional average in Bradford. These attainment gaps are further pronounced in disadvantaged groups, and the attainment gap is widening, resulting in poor rates of social mobility, rising levels of NEET (Not in Education, Employment or Training) young people and less diversity in the future workforce.

Across Yorkshire and Humber 14% of adults lack foundation level digital skills, and fewer than 10% of pupils take a KS4 Computing qualification in West Yorkshire. The close association between digital exclusion and other dimensions of inequality underpins an urgent social and economic need to act.

**Demographic Challenges:** West Yorkshire is one of the regions in England where youth NEET rates are notably high. Leeds has a particularly high proportion of 16–17-year-olds not in education, employment or training (NEET) or whose activity is 'not known' – 8.3% of the cohort, compared to 5.4% in England (DfE (2025), Participation in education, training and NEET age 16 to 17 by local authority, academic year 2023/24).

The Learning and Work Institute report highlighted the scarring effect of NEET status is underscored by its persistent nature; nearly half (48%) remain disengaged from education, training, or work a full year later (Learning and Work Institute, April 2025, [Young people who are NEET – what does the data tell us?](#)). Furthermore, just over half of young people in England who are NEET do not claim any form of benefits (57%) (Youth Futures Foundation, September 2025, [The Youth Guarantee and the benefits system](#)).

Whilst some young people may be ineligible to claim or not feel they need to; others are likely missing out on broader types of support offered through the benefits system such as referrals to support for physical or mental health issues. More needs to be done to understand the local data around NEET claimants and ensure everyone in need of support has access to it.

The Work and Health Plan highlights the increasing rates of mental health for young people and the impact that this has on employment prospects, being one of the risk factors strongly associated with becoming NEET ([Work and Health Plan](#)).

An ageing population is leading to increased retirement rates, creating gaps in the workforce, particularly in sectors like healthcare and education. A lack of employer investment in fast-paced digital and technical skills is restricting the agility of older workers and preventing a talent pipeline.

Despite higher qualification attainment among women, a 16% gender pay gap persists. Barriers such as caregiving responsibilities and childcare costs contribute to reduced labour market participation among women ([UOL-YPERN The Early Years Education and Childcare System in West Yorkshire](#)).

Severely insecure work is more prevalent among women, people from ethnic minorities, disabled workers, and younger people. Some groups (including disabled young people and ethnic minority women) face a double penalty in terms of job insecurity and access to quality work.

**Transport and Accessibility:** Regional transport networks are under increasing pressure and investment has not kept pace with demand. Poor connectivity, particularly between rural areas and urban bases, is limiting opportunities for residents to access work and for businesses to connect with customers. Considering that 91% of West Yorkshire's residents work within the area, ensuring good connectivity across the region is imperative.

The availability and costs of transport can be a significant barrier to work for residents in low-income neighbourhoods. Travelling by public transport can be especially difficult for those who have disabilities yet is crucial to so many people's independence and ability to work.

## **B. Demand challenges**

**Sectoral Employment Shifts:** The biggest sectors in West Yorkshire's employment base are health and social care, wholesale and retail, manufacturing, and administrative and support services. The local employment base has several distinct sectoral specialisms but overall West Yorkshire has a deficit of high skilled employment (47% compared to 51% nationally).

This deficit of workers in higher skilled occupations extends to employment in most industry sectors in the local area, reflecting relatively low value business activities, low productivity, and an associated weak demand for skills locally.

The health and social care sector struggles with recruitment and retention due to low wage levels and the high levels of women in the workforce who are disproportionately impacted by caregiving responsibilities.

In the Health and Life Sciences sector, lifelong learning and continued professional development (CPD) will be essential to keep pace with the evolving demand for new skills and knowledge. And in the Digital sector, rapid technological change requires ongoing reskilling and upskilling to remain competitive.

Across all growth sectors, the region is facing challenges with regards to diversity and inclusion within the workplace. For example, the Advanced Manufacturing sector in West Yorkshire is worth £7.7 billion - the largest manufacturing workforce in the North of England – but diversity in the sector is poor for women, ethnic minorities, and people with disabilities.

The push towards a net-zero economy is creating new job opportunities in areas like retrofitting and renewable energy. However, there is a current shortage of workers with the necessary green skills to meet this demand.

**Job quality and availability:** There is a prevalence of part-time, temporary, or zero-hours contracts, especially in care, warehousing, and retail contributing to low household income and continuing job insecurity. Low wages disproportionately affect some sectors and exacerbate recruitment challenges (e.g. early years, social care, and further education).

Challenges in such sectors have knock on effects to supply in other parts of the system from workers needing support with caring responsibilities or upskilling. On average, 18% of employers (in 2024) pay below the Real Living Wage, contributing to the issue of low pay and wage stagnation.

Current external pressures present a significant challenge for employers around recruitment. The current economic climate and rising costs of doing business is having a direct impact on available vacancies. Increased labour market pressures are contributing to job cuts and reduced hiring, presenting a real risk for the ambition to raise the employment rate.

The impact of this has already been seen across a range of employment support interventions as a reduced number of employers are engaging with schemes. There is a need to directly address barriers to hiring – without doing so there will not be a reduction in economic inactivity and unemployment.

## Priority actions

The factors driving increasing rates of economic inactivity and other labour market challenges are complex and interconnected, with different groups of people facing - or at risk of experiencing - various and overlapping challenges. The response to these challenges will need to draw on the expertise and strengths of partners across West Yorkshire, and require meaningful place-based, person-centred transformation.

It is important to identify a set of priority actions that region's partners can mobilise around to achieve the outcomes necessary to realise the ambition for West Yorkshire to have the healthiest residents and workforce in England by 2040.

The Healthy Working Life Plan priority actions are developed around three key themes:

- System leadership
- Person-centred support
- Employers

The priority actions have been developed through consultation with the Healthy Working Life Board, the Healthy Working Life Programme Board and the West Yorkshire Work and Health Partnership.

These actions have been grouped into three themed areas that align with the [Get Britain Working outcomes](#), and wider Healthy Working Life outcomes, and support making progress as defined above.

Progression against the priority actions detailed within the Healthy Working Life Plan will be overseen by the Healthy Working Life Board. Co-chaired by the Mayor of West Yorkshire and the Chief Executive of the West Yorkshire Integrated Care Board, the Healthy Working Life Board is responsible for providing strategic direction, challenge, and oversight of this priority agenda, with a sharp focus on reducing economic inactivity.

### System leadership

#### Challenge in brief:

The challenges outlined within this plan cannot be addressed by one organisation alone. The Healthy Working Life Plan sets out a shared approach to the next phase of collaboration between the Combined Authority, the Integrated Care Board, Jobcentre Plus and Local Authority partners (also including a diverse range of other partners and stakeholders across the region) building on progress made through the Work and Health Plan.

#### Through the Healthy Working Life programme, the Combined Authority and system partners will:

Establish a stable system infrastructure, ensure join up across services and work collaboratively to create a place-based, person-centred offer, with solutions co-designed at a local-level to ensure they work for individuals, communities and employers. In West Yorkshire, this system of support will be designed around the following principles:

- An **accountable and joined up system** infrastructure that is stable, and an offer that is **simple and adaptive / responsive to need** (rather than demand).

- A regional labour market system that is **self-learning, resilient and accountable** for outcomes, which takes into account the voices of those with **lived experiences**.
- The **removal (or minimising) of duplication** for residents and employers, an offer that is both **universally accessible and responsive** where it needs to be (to ensure equity of support), with learning taken from across the work, health and skills system to ensure **support is delivered by those best placed to**.
- Support that is **easily accessible and seamless** for residents to navigate – whether that is through one service or more.

**This will be achieved through the following sub-actions:**

- Mobilise partners around a shared understanding of the challenges, the different roles that stakeholders can play, and a shared commitment to the action needed to make progress towards the vision.
- Co-design inclusive, locally designed and placed support that prioritises residents in disadvantaged groups and draws in support ‘around the person,’ enabled through stronger joint working across the system.
- Embed a commitment to data sharing across system partners to remove duplication and improve delivery.
- Maximise opportunities for joint working and the testing of innovative approaches in partnership – including through the Jobs and Careers Service Pathfinder, and Healthy Working Life Programme.
- Build on the Healthy Working Life governance to embed accountability, responsibility, and collaboration across the system to design and deliver the accessible, joined up support needed.
- Develop shared communications and marketing that reflects the progress towards system integration to clearly communicate our challenges and progress across the region.
- Pioneer innovative approaches, share what has succeeded and failed but maintain a sharp eye on performance and impact.
- Align with Tailored Learning first steps engagement, recognising the contribution it makes to supporting people towards and into employment.
- Build capacity within the system to prepare for the Integrated Settlement and respond to the opportunities for reform that devolution presents.

The Combined Authority and its partners have developed the relationships and shared governance required to enable collaboration around shared labour market challenges and opportunities. This governance convenes and integrates a diverse range of partners and provides the spaces needed for collaboration on a range of key themes, ranging from data sharing, programme development and commissioning. Together, those partners are working to reduce barriers to work for economically inactive and unemployed residents and supporting employers to develop inclusive workplace practices.

## Person-centred support

### Challenge in brief:

Employment support should be person-centred; accessible, relational, and designed around the needs and aspirations of the person seeking support. Where residents have poor experiences of employment support, it is often due to factors such as confusing eligibility criteria, service fragmentation and a lack of coordination between services.

Research undertaken by the Combined Authority with partners has highlighted key challenges within the region's system of employment support. This research highlighted the need to:

- Ensure that careers support is accessible to all, whilst being person-centred and responsive to an individual's needs and wider circumstances.
- Further integrate services that can influence a person's ability to find good work, including services focused on skills, transport, and housing.
- Raise awareness of the various pathways to good work, to ensure that people have the support they need to take the pathway that best suits them to the sector that they are seeking to build a career in.
- Design support in a way that prioritises the expertise of those with lived experience.

The evidence provided in this Plan supports this; the challenges and barriers people face are complex, varied and interconnected. It is important that this strategic Plan informs the design of joined up approaches to service delivery.

### Through the Healthy Working Life programme, the Combined Authority and system partners will:

Learn from people with lived experience and system partners to co-design an approach to employment support that responds to an individual's needs and circumstances, including being locally designed and appropriately located to ensure support is both meaningful and accessible for individuals and communities.

This will be realised through the following sub-actions:

- Embed a data-led approach to target action based on need. Use local data and insight to design, test and commission support that responds and adapts to the needs of specific communities and groups.
- Prioritise prevention across the system of support, including health-focused support that enables people to maintain employment or that proactively supports people recently made redundant.
- Support health care professionals, employment support professionals and related colleagues to understand the significance of work and health as interrelated, and to be better equipped to support an individual in addressing multifactorial circumstances.
- Align Healthy Working Life approaches and services with the development of Neighbourhood Health plans across the region.
- Take a test-and-learn approach to enabling shared goals/actions for residents across services to help them move towards and into work.

## **Employer collaboration**

### **Challenge in brief:**

Employers must be at the heart of a strengthened work, health, and skills system. They are the source of good quality employment in West Yorkshire but face significant challenges and pressures due to the cost of doing business, market instability, and pressures on employment and training budgets. Some employers face additional challenges due to ill-health within the existing workforce or in finding the new recruits and appropriate skills they need for their business to thrive and grow. Collaborating with employers to understand and overcome barriers, and retain and recruit workers, has the potential to benefit individuals, businesses, and the West Yorkshire economy.

### **Through the Healthy Working Life programme, the Combined Authority and system partners will:**

Collaborate with employers to co-design an offer that ensures employers received the support they need to offer good work citizens needs and supports an increased prevalence of good work.

This will be realised through the following sub-actions:

- Collaborate with employers to build a demonstrable commitment to inclusive recruitment and retention practises through aligning initiatives to the Fair Work Charter and Disability Confident schemes.
- Collaborate with employers to co-design solutions, given the significant role of employers in mitigating and addressing the challenges outlined.
- Work with employers to understand and utilise practical areas of opportunity to improve employment support, this may include support with workforce planning, in-work progression and skills utilisation, or supporting employers to retain staff and create vacancies during the challenging current economic climate.
- Test new ways to engage with and support employers in the employment support system in a joined-up way through the Pathfinder.
- Work with the Local Skills Improvement Plan (LSIP) to strengthen the employer voice in skills planning and ensure alignment between employment support, cluster priorities, and wider economic strategies. This includes using LSIP evidence and engagement activity to inform delivery, avoid duplication, and create a single, coherent conversation with employers about skills, growth, and good work.

## Our outcome indicators

The priority actions above build on the longer-term strategic ambitions outlined in the Work and Health Plan, and (alongside the Work and Health Plan) will inform Healthy Working Life programme activity for the next five years. A review of the Healthy Working Life Plan will be conducted annually to iterate and take forward actions, and monitoring of the Plan and actions will be enabled as part of the Healthy Working Life programme.

To enable this, a set of outcomes has been produced in collaboration with the Healthy Working Life Board. Those outcomes are outlined below:

### System leadership

- Increased integration between partners to deliver joined up services 'on the ground'
- Increased data sharing to support service integration and delivery
- Increased strategic integration of key partners across the region
- Residents can easily access the support that they need - whether through one service or more
- More resilient and secure VCSE sector
- Increased integration of VCSE into wider system

### Person-centred

- Increased employment rate
- Reduced economic inactivity rate
- Reduced employment rate gap
- More people with long term health conditions or disabilities - particularly from ethnically diverse communities or communities experiencing socioeconomic inequalities in good work
- Improved health and wellbeing
- Improved financial wellbeing
- Increased confidence and aspiration around careers and their skills

### Employer collaboration

- Employers are aware of and can easily access the support that they need - whether through one service or more
- More employers offering accessible and supportive workplaces

## An iterative approach

A review of the Healthy Working Life Plan will be conducted annually to understand progress towards achieving the priority actions. The review will also provide an opportunity to refresh and update our shared understanding of the labour market and wider economic context with a view

to ensuring that the Plan is prioritising the most significant challenges and opportunities to improve work and health outcomes for residents and employers.

Appendix 1 – [West Yorkshire Employment Support Current Provision](#)

## Key Partners

- West Yorkshire Combined Authority
- West Yorkshire's local authorities
- Jobcentre Plus
- West Yorkshire Integrated Care Board



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