



Get Leicester, Leicestershire & Rutland Working Plan

Get Britain Working

Local Get Britain Working plans will identify local labour market challenges and show how local areas are tackling these challenges.

Key Focus:

- Establishing the formal governance arrangements
- Agreeing ways of working with partners
- Analysing economic inactivity data and causes
- Mapping existing provision for inactive cohorts
- Identifying any duplication, gaps, and opportunities for future action

Aim

“Local Get Britain Working plans are central to the Government’s ambition for a thriving labour market where everyone has the opportunity for good work and to get on in work and where we achieve the ambition of an 80% employment rate.”

- ▶ LLR Employment Rate (2025) = 75.1%
- ▶ Achieving 80% employment rate is equivalent to an additional 35,000 people into employment.

Leicester, Leicestershire & Rutland Area Overview

Table 1: Local Authority employment overview

Local authority	Employment	Employment rate	Inactivity rate	Unemployment rate ¹³	Additional people required to reach 80% employment rate in 2035
Blaby	51,467	83.9%	14.7%	-	Over 80%
Charnwood	88,467	74.1%	24.2%	4.2%	7,507
Harborough	40,967	75.5%	22.6%	4.3%	2,498
Hinckley and Bosworth	56,267	80.5%	17.9%	-	Over 80%
Leicester	160,767	67.5%	26.0%	8.8%	30,841
Melton	22,100	75.3%	21.9%	-	1,310
<u>North West Leicestershire</u>	53,433	86.1%	13.9%	-	Over 80%
Oadby and Wigston	26,100	81.9%	13.5%	6.2%	Over 80%
Rutland	16,033	79.1%	16.9%	6.2%	181
LLR	515,600	75.1%	21.5%	4.5%	35,118
England	26,669,600	75.6%	21.3%	4.0%	1,550,347

*Totals do not add due to rounding Annual Population Survey (2025)

Get Britain Working Overview

Get Britain Working Vision: National drive to tackle the root causes of worklessness and support people back into employment through tailored individual support.

Local Leadership: Leicester City Council as lead accountable body but working in partnership to create the Local Plan.

Strategic & Systemic: Align local priorities with national goals, addressing root causes through cross-sector collaboration and joined-up services.

Iterative & Urgent: Developed as a living framework within a short development window, responsive to feedback and evolving needs.

Long-Term Outlook: Framed as a 10-year programme with sustained engagement, continuous refinement, and measurable progress over time.

Timelines

June 2025

- DWP required submission of Draft Outline by 27th June 2025

August 2025

- Completion of Draft

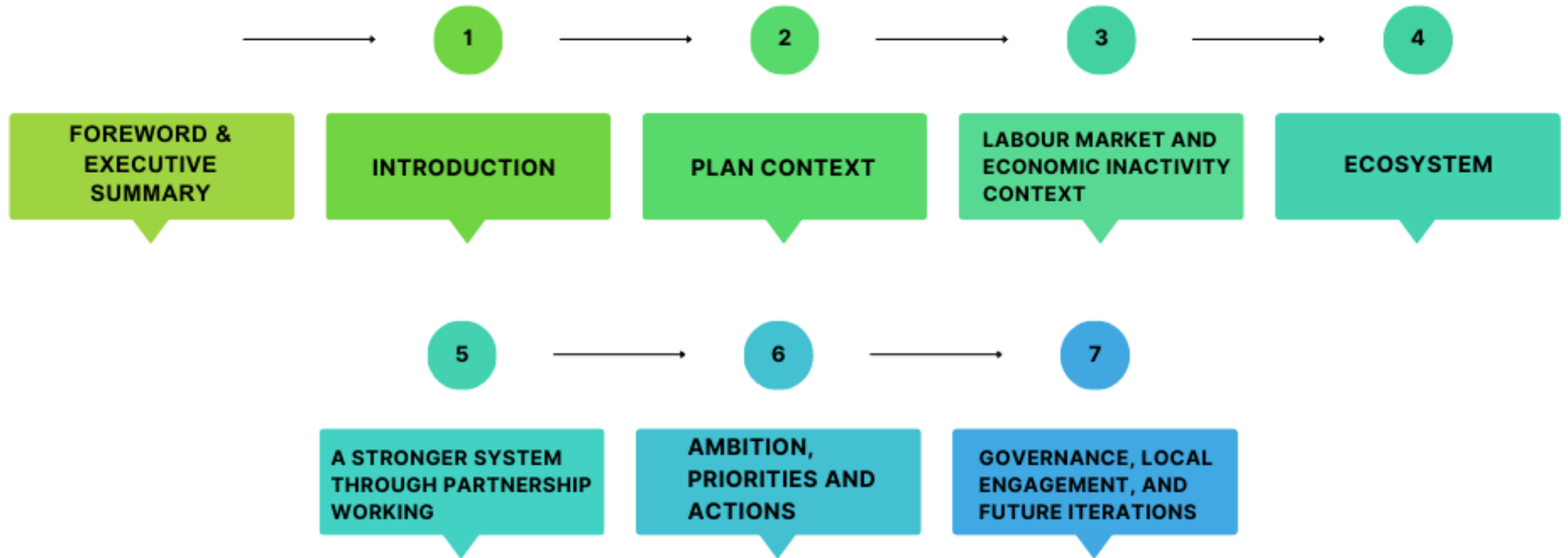
October 2025

- Sign off by partners.

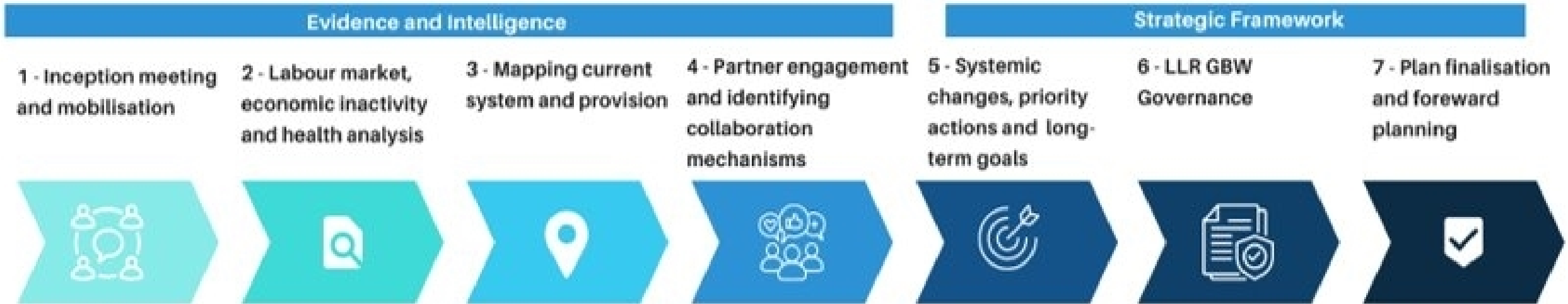
December 2025

- Publication

Structure Overview

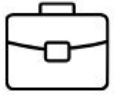


Methodology



Challenges & Opportunities

Labour Market Analysis 1



Employment rate gap

LLR employment is 75.1% vs 75.6% nationally. Reaching 80% means 35,000 more in work, with Leicester lowest at 67.5%.

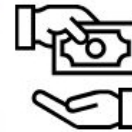
01



Local Variation in Outcomes

Employment rates range from 80%+ in Blaby & NW Leicestershire to just 67.5% in Leicester, showing sharp local inequalities.

02



Pay and Productivity Deficit

Weekly pay in Leicester (£518) and Leicestershire (£603) is below the national (£619). Productivity is also lower, at 85–87% of the UK average.

03



High Levels of Inactivity

Almost 147,000 residents are inactive, including 33,000 with long-term sickness and 23,500 carers (71% women), reducing labour supply.

04

Labour Market Analysis Contd..



Inequalities in Access to Work

Women's employment 69% vs 81% men; ethnic minority 66.2% vs 77.8% White; disabled people face a 22.8-point gap.

05



Young People at Risk

In 2024, 14.7% of 16-24-year-olds in the East Midlands region were not in education, employment or training (NEET), above the national rate of 13.6%.

06



Transport as a Structural Barrier

28.4% of residents face high risk of transport-related exclusion, especially in NW Leicestershire and Melton where poor links restrict access to jobs and training.

07



Entry-Level Barriers

Automation has reduced routine jobs, and where roles exist, employers often demand experience—creating barriers for young people, returners, and over-50s.

08

Partners and Ecosystem Provision



No clear central route for entry

The absence of a clear access route can result in overlapping effort and confusion.



Funding and duplication

Short-term funding leads to duplicated services and leaves key gaps.



Inconsistent data sharing

Inconsistent data sharing limits tailored support and learning from outcomes.



Strategic uncertainty

Uncertainty around devolution, NHS and local government changes risks disrupting partnerships and provision.



Fragmented system

Partnerships remain fragmented, with uneven engagement creating silos, duplication, and a complex system for residents and employers.

Partners and Ecosystem Provision 2



Aligning support with growth and investment

Ongoing economic growth and investment create opportunities to align employment support with future skills needs



Employer awareness growing

Growing employer recognition of the link between wellbeing, productivity and retention creates an opportunity to embed health and wellbeing in the workplace.



Building upon existing work

Community-led and health-integrated programmes like Connect to Work and WorkWell, show real impact and provide solid foundations.



VCSE strengths

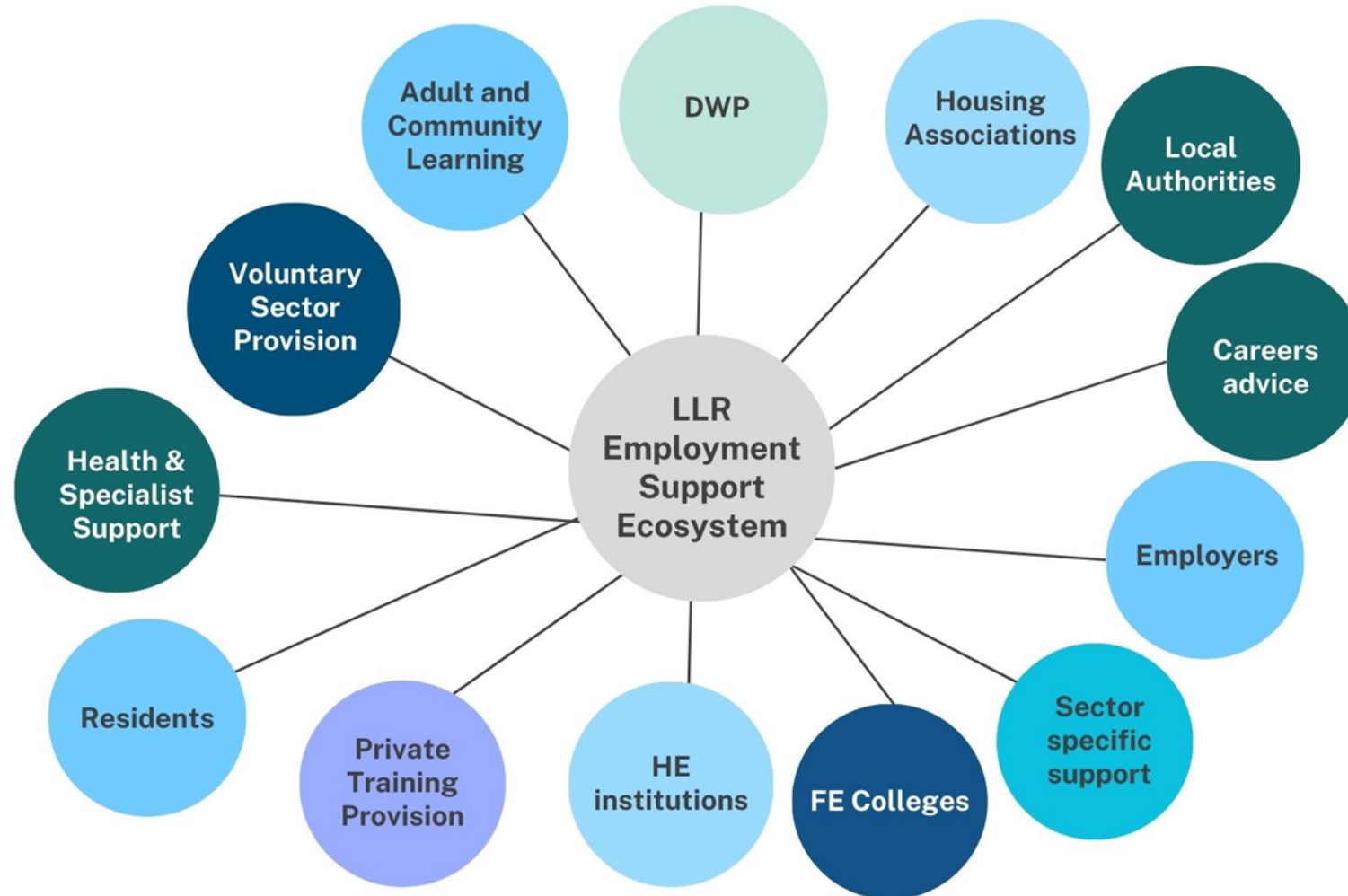
5,000+ community groups build trust and reach residents beyond mainstream services.



Digital access

Expanding online training and support can widen reach for rural and less mobile residents, creating fairer provision across LLR.

Partners and Ecosystem Provision 3



Priorities



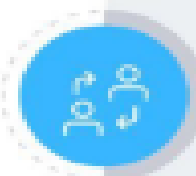
Partnership working

01



Evidence-led
delivery

02



Employer
engagement

03



Breaking down
barriers

04

Plan Launched

- ▶ 11th December 2025
- ▶ Online teams event
- ▶ <https://www.leicester.gov.uk/get-llr-working>

Next Steps



Working Group to be established with representatives from City, County, Rutland, LLBSP, Districts, ICB, DWP, VCSE, Employer Bodies and others to determine work on the delivery of the plan



Action Plan will be established to identify the top 3-5 Key Priorities for first review and action. Working groups or consultations may arise from these areas of work.



No additional funding identified so will need to maximise existing resources plus any additional funding identified