

SOUTH TEES
JSNA

Joint Strategic Needs Assessment

JUNE 2024

MISSION

We will reduce the proportion of our families who are living in poverty.

GOAL

We want to improve the levels of high-quality employment and increase skills in the employed population.

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1. Introduction

1.1 Mission led approach.

The South Tees Health & Wellbeing Boards have agreed to a “mission-led” approach, structured across the life course. Each mission is a response to a significant local challenge, one where innovation, working together and aligning resources has a big part to play in driving large-scale change. The Missions each have a set of ambitious goals that further articulate and explain the Mission.

The JSNA will provide the intelligence behind the Mission(s) – it will develop our collective understanding of the Mission(s); the issues behind and the broad contributing factors to the current outcomes experienced. We are working across the Tees Valley authorities to develop a process on that footprint that facilitates deeper engagement from the ICB.

The vision and aspirations under the life course framework already exist following previous development sessions of the LiveWell Board. The life course framework consists of three strategic aims – start well, live well and age well.

Vision	Empower the citizens of South Tees to live longer and healthier lives		
Aims	Start Well	Live Well	Age Well
Aspiration	<p>Children and Young People have the Best Start in Life We want children and young people to grow up in a community that promotes safety, aspiration, resilience, and healthy lifestyles</p>	<p>People live healthier and longer lives. We want to improve the quality of life by providing opportunities and support so more people can choose and sustain a healthier lifestyle.</p>	<p>More people lead safe, independent lives. We want more people leading independent lives through integrated and sustainable support.</p>

1.2 Live Well strategic aim

There are four missions within the Live Well strategic aim. The first mission relates to reducing the proportion of our families who are living in poverty, the second mission relates to creating places and systems that promote wellbeing, the third mission is to support people and communities to build better health and the fourth mission is to build an inclusive model of care for people suffering from multiple disadvantages across all partners.

There are eleven goals. The focus of this needs assessment is on the second goal within the first mission which looks at improving the levels of high-quality employment and increasing skills in the employed population. See table below for all other goals and missions.

Aims	Mission	Goal
Live Well	We will reduce the proportion of our families who are living in poverty.	We want to reduce levels of harmful debt in our communities
		We want to improve the levels of high-quality employment and increase skills in the employed population.
	We will create places and systems that promote wellbeing.	We want to create a housing stock that is of high quality, reflects the needs of the life course and is affordable to buy, rent and run.
		We want to create places with high quality green spaces that reflect community needs, provide space for nature, and are well connected.
		We want to create a transport system that promotes active and sustainable transport and has minimal impact on air quality.
		We will support the development of social capital to increase community cohesion, resilience, and engagement
	We will support people and communities to build better health.	We want to reduce the prevalence of the leading risk factors for ill health and premature mortality
		We want to find more diseases and ill health earlier and promote clinical prevention interventions and pathways across the system
	We will build an inclusive model of care for people suffering from multiple disadvantages across all partners.	We want to reduce the prevalence and impact of violence in South Tees
		We want to improve outcomes for inclusion health groups
		We want to understand and reduce the impact of parental substance misuse and trauma on children

2. What is our mission and why do we need to achieve it?

2.1 Mission: We will reduce the proportion of our residents who are living in poverty.

Poverty levels in the UK are rising, and South Tees is impacted significantly due to its existing levels of deprivation and poor health, which can be impacted further by financial insecurity. Tackling poverty is multi-faceted and needs a complex and co-ordinated approach by national and local government, service providers and anchor organisations. The Covid-19 pandemic caused widespread financial hardship and the increased cost of living is worsening the situation for many families.

Living “in poverty” is considered as living within a household with income of less than 60% of the average income.

‘Poverty affects millions of people in the UK. Poverty means not being able to heat your home, pay your rent, or buy the essentials for your children. It means waking up every day facing insecurity, uncertainty, and impossible decisions about money. It means facing marginalisation and even discrimination – because of your financial circumstances. The constant stress it causes can lead to problems that deprive people of the chance to play a full part in society.’¹

Poverty is no longer something from the industrial past or a problem in third world countries but is happening right here and right now in the UK. Child poverty rates in the UK are rising and are worse in South Tees. In March 2022 Middlesbrough’s child poverty levels were at 41.2% and Redcar & Cleveland’s were 39.3% compared to UK levels of 29%.²

2.2 What causes poverty?

People can fall into poverty for a wide range of reasons, which in most cases relates to events that cause negative impacts on household income. The main reasons are a fall in household earnings; changes to a lone parent household; a reduction in benefit income and a fall in the number of workers in the household. National issues (e.g., a cost of living crisis) can also have a strong impact. Negative changes in household income can result from specific life events or through structural reasons outside people’s control. Examples include:

Figure 1: Examples of life events that impact on poverty.

Life events	Structural reasons
Loss of an earner in the household due to illness, disability or death, thereby reducing household income.	High housing costs (especially for renters)
Becoming a carer, which limits your ability to work or work as many hours as you used to	Low earnings
Relationship breakdown which leads to lone person or lone parent household.	Benefits not keeping pace with inflation
Escaping domestic violence which leads to becoming a lone person or lone parent household	Wages not keeping pace with inflation
Redundancy from work leading to relying on lower income through benefits in the short or long term	Rises in the cost of living, especially on basics like heating, housing, and food

Source - ONS, 2019-2020³

¹ What is Poverty, Joseph Rowntree Foundation, 2023

² The Health Foundation, Map of Child Poverty, 2023

³ Source - ONS, 2019-2020

2.3 Groups most at risk of poverty

There are people within our communities that are more likely to be low-income earners and/or at risk of poverty, including:

- Families with children, especially lone parents, large families, and young families
- People with disabilities and their carers
- People who are unemployed or out of work
- People with lower educational attainment
- People born in a different country than the one they reside in and those from minority ethnic backgrounds.
- People living in rural areas.
- Pensioners, due to low income from state and private pensions, lack of awareness of benefits such as Pension Credit and effects of social isolation.
- Renters, who are affected by cuts in housing benefits, and rising rents due the increased costs for landlords.
- Low Paid workers because their earnings are not enough to cover basic needs and living costs, such as housing, food, energy, and childcare.

“In-work poverty” has become an increasing issue in recent years and much of the increase appears to be amongst families living in the private rented sector and social housing and is associated with high housing costs in the private rented sector and low-incomes amongst those in social housing. High mortgage rates have made it difficult for people to get on the private property ladder.⁴ In-work poverty occurs when a working person’s income, after housing costs, is less than 60% of the national average, and they don’t earn enough to meet the cost of living (calculated using data from the ONS households below average income statistics).

The Covid-19 pandemic increased the number of people falling into poverty and has caused increased financial challenges for those that were already in poverty due to redundancies, loss of income due to lockdown, furloughing on lower wages or shielding. The groups listed above were particularly impacted by the pandemic.

The UK is currently experiencing cost of living issues, which is further increasing hardship for many, on top of residual Covid-19 impacts. Although everyone is affected by these cost increases, the impact will be greatest for those who are already under financial pressure. An Institute for Fiscal Studies report estimated the impact of inflation on the poorest tenth of the population is 10.9% whilst it is 7.9% for the most affluent tenth, primarily because poorer households spend more of their budget on food, gas, and electricity. Increasingly, for some households in South Tees, there will be a stark trade-off between the cost of living (and getting core bills paid) and the quality of living.⁵

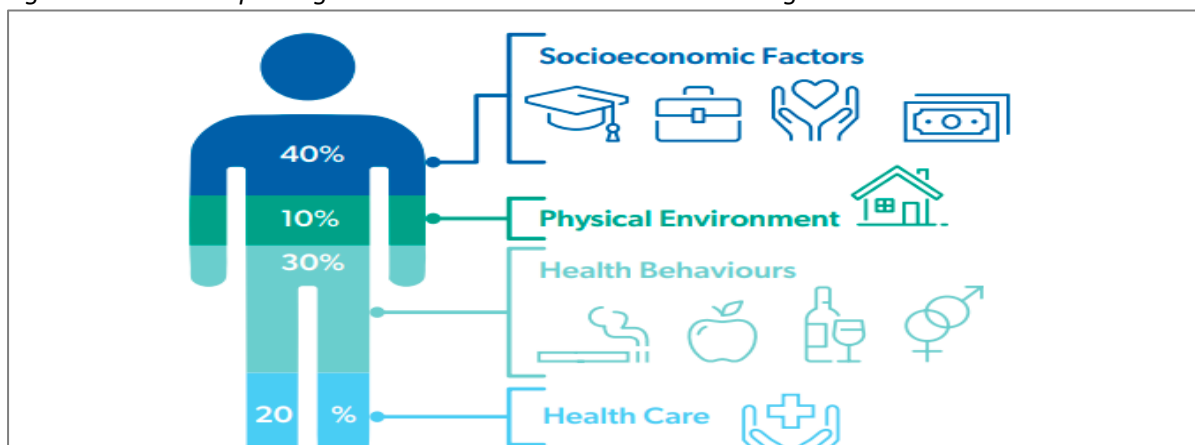
Living in poverty can have a wide range of negative impacts on people’s health, wellbeing, and life chances even from short periods of being in poverty. In addition, the longer people are in poverty, the more negative, significant, and prolonged the impact.

⁴ In Work Poverty Trends, The Health Foundation, December 2022

⁵ Institute for Fiscal Studies report Heidi Karjalainen Peter Levell, May 2022

Research shows that 40% of an individual's health and wellbeing is determined by socio-economic factors such as education, occupation, or income.

Figure 2: Factors impacting on an individual's health and wellbeing.



Source - Institute for Clinical Systems Improvement, *Going Beyond Clinical Walls: Solving Complex Problems, 2014*⁶

People living in the most deprived 10% of areas have a much lower life expectancy than those in the most affluent 10%. People living in poverty are at a higher risk of a wide range of negative health outcomes, including asthma, malnutrition, obesity, diabetes, COPD, arthritis, stomach cancer, respiratory-related diseases, and mental health conditions such as stress, anxiety, and depression. It is also harder to adopt and maintain healthy behaviours.

People living in poverty are more likely to live in poor housing, in over-crowded and damp conditions. Research by Shelter found that the health of 22% of renters in England are being harmed by poor housing. This includes impacts on physical health (e.g. mould, heating) and mental health (e.g. fear of eviction). For children, this can mean that there is no space for play or a quiet place to complete homework or to have the equipment to aid their learning, including IT, impacting on their education and life chances.⁷

Living in poverty also negatively affects children's life chances and social, emotional, and cognitive development (particularly language function, attention, and decision-making), academic achievement and health outcomes. It can also cause people to be socially isolated or experience barriers to taking part in what is normal in society.

Children living in poverty are more likely to die in their first year of life, be born small, become overweight, have asthma, and have tooth decay. In addition, the longer the duration of child poverty the more severe effect there is on children's outcomes.

In addition, children who live in poverty are more susceptible to bullying, facing exclusion, self-harm, lower education attainment and can be at higher risk of radicalisation, being involved with gangs, drug misuse and domestic abuse. Recent evidence also shows that an increase in the child poverty rate is associated with increased numbers of children entering care. Children from low-income families also lack opportunities and often miss out on events that most of us would take for granted such as school trips or socialising with friends.⁸

⁶ Institute for Clinical Systems Improvement, *Going Beyond Clinical Walls: Solving Complex Problems, 2014*

⁷ Shelter commissioned YouGov survey, 2021.

⁸ UK Poverty, the essential guide to understanding poverty in the UK, 2023

The Government’s Levelling Up strategy identifies tackling poverty and inequalities as a priority, highlighting the importance of giving everyone the opportunity to flourish so they can live longer, more fulfilling lives and have improved wellbeing⁹

Poverty is a complex problem which cannot be solved by measuring and changing one thing. Tackling poverty requires several interconnecting, multi layered approaches to work together to make sustainable improvements.

Three strands need to be tackled long-term to impact on poverty.

- Preventing people from falling into poverty
- Providing targeted support for people struggling in poverty
- Taking a systems approach to tackling the underlying issues including greater collaboration between partners and creating a common purpose around tackling poverty.

It is important to utilise lived experience to inform actions and ensure those with the greatest need are prioritised.

2.4 Index of Multiple Deprivation (IMD)

Deprivation is the consequence of a lack of income and other resources, which cumulatively can be seen as living in poverty. The relative deprivation approach to poverty examines the indicators of deprivation, which are then related back to income levels and resources.¹ The Department for Levelling Up, Housing & Communities produce the IMD with the latest data for 2019. The IMD is a measure of relative deprivation for small areas (Lower Super Output Areas (LSOAs)). It is a combined measure of deprivation based on a total of 37 separate indicators that have been grouped into seven weighted domains, each of which reflects a different aspect of deprivation experienced by individuals living in an area.²

Figure 3 below shows the overall IMD rank for Middlesbrough and Redcar & Cleveland and split by the seven domains. The Middlesbrough IMD score is ranked 5th most deprived out of 153 local authorities in England whilst Redcar & Cleveland is ranked 31st highest. Middlesbrough ranks the highest nationally for the income domain and 3rd highest for employment. Redcar & Cleveland ranks highest in the employment domain, whilst the other domains the ranks are lower compared to Middlesbrough.

Figure 3: IMD 2019 by domain

IMD 2019		Middlesbrough	Redcar & Cleveland
Domains	Weighting	Rank*	Rank*
Income	22.5%	1 st	26 th
Employment	22.5%	3 rd	8 th
Education, skills and training	13.5%	5 th	40 th
Health deprivation and disability	13.5%	5 th	23 rd
Crime	9.3%	13 th	75 th
Barriers to Housing & Services	9.3%	129 th	131 st
Living Environment	9.3%	128 th	141 st
Overall	100%	5 th	31 st

*Rank out of 153 local authorities in England

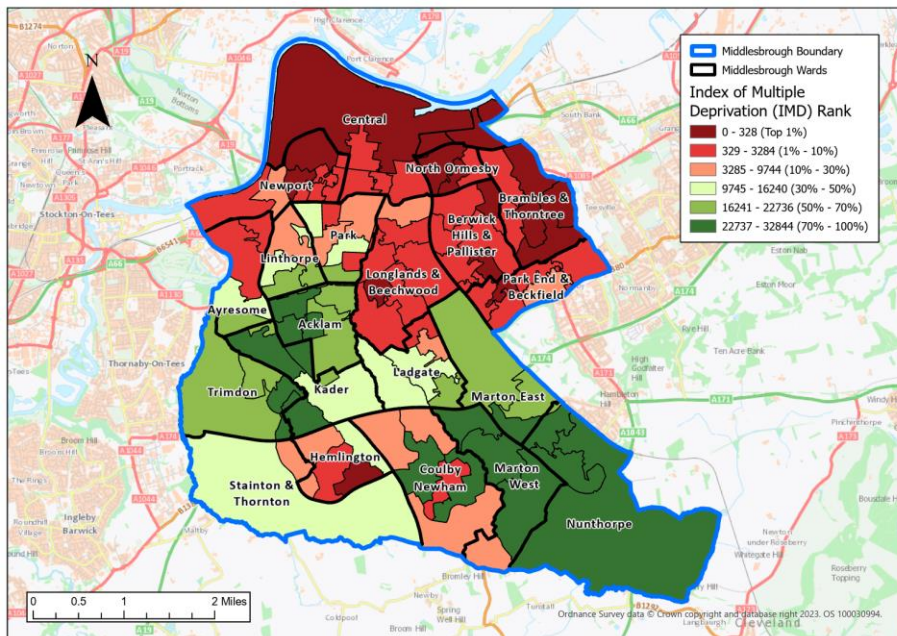
Source – Department for Levelling Up, Housing & Communities

⁹ UK Poverty, the essential guide to understanding poverty in the UK, 2023

In Middlesbrough, 48.8% of LSOAs are within the 10% most deprived LSOAs in England. In Redcar & Cleveland the proportion is 26.4% of LSOAs are within the most deprived 10% nationally. The Middlesbrough rate is the highest rate out of all 153 local authorities in England, whilst the Redcar & Cleveland rate is 23rd highest.

Figure 4 below shows the overall IMD ranking score for LSOAs in Middlesbrough. The wards with the most deprived LSOA's which are within the top 1% of England are in Central, Newport, North Ormesby, Berwick Hills & Pallister, Brambles & Thorntree, Longlands & Beechwood, Park End & Beckfield, and Hemlington wards. There are 5 LSOAs in the highest 0.5% most deprived in England, with an LSOA in Brambles & Thorntree ranked 46 out of 32,844 LSOAs in England.

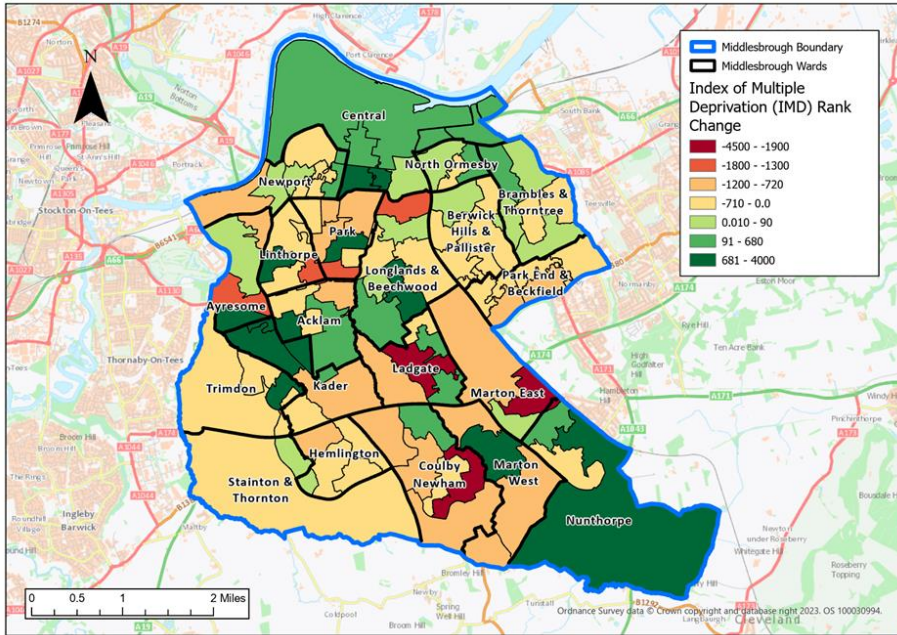
Figure 4: Map showing Middlesbrough IMD 2019 ranks by LSOA



Source – Department for Levelling Up, Housing & Communities

Figure 5 below shows the changes in IMD ranks from 2015 to 2019 in the LSOA's of Middlesbrough. There are some LSOAs within wards with very low ranks from 2015 such as Central and North Ormesby wards that have seen an improvement in ranks up to 680 places. While some wards with a relatively high IMD rank such as Coulby Newham, Marton East and Ladgate wards have seen a large drop in ranks up to -4500.

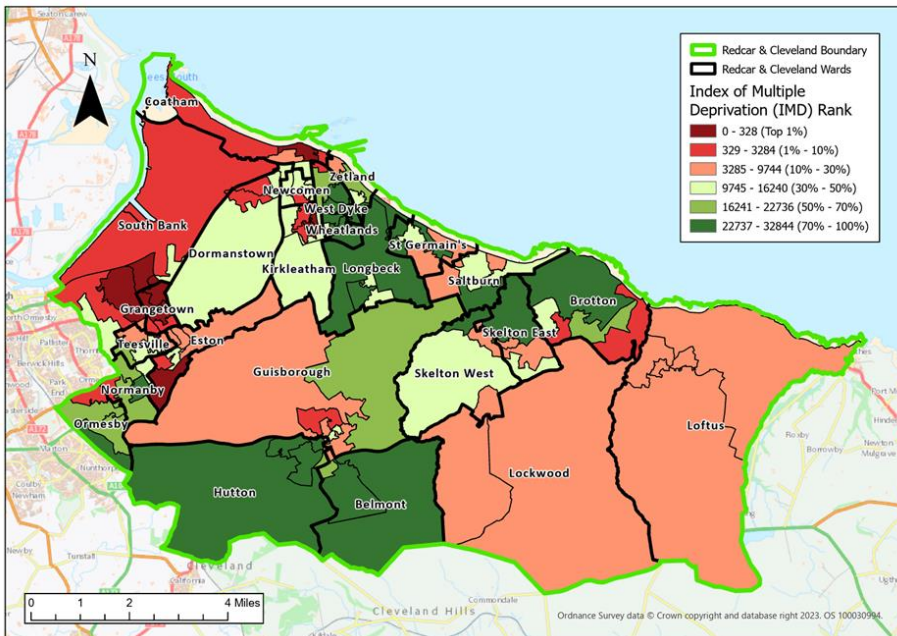
Figure 5: Map showing changes between Middlesbrough IMD in 2015 to 2019 by LSOA



Source – Department for Levelling Up, Housing & Communities

Figure 6 below shows the overall IMD ranking score for LSOAs in Redcar & Cleveland. The wards with the most deprived LSOA's which are within the top 10% of England are in South Bank and Grangetown wards. Off the LSOAs within the top 1% most deprived in England, a LSOA in Grangetown was ranked 62 out of 32,844 LSOAs in England.

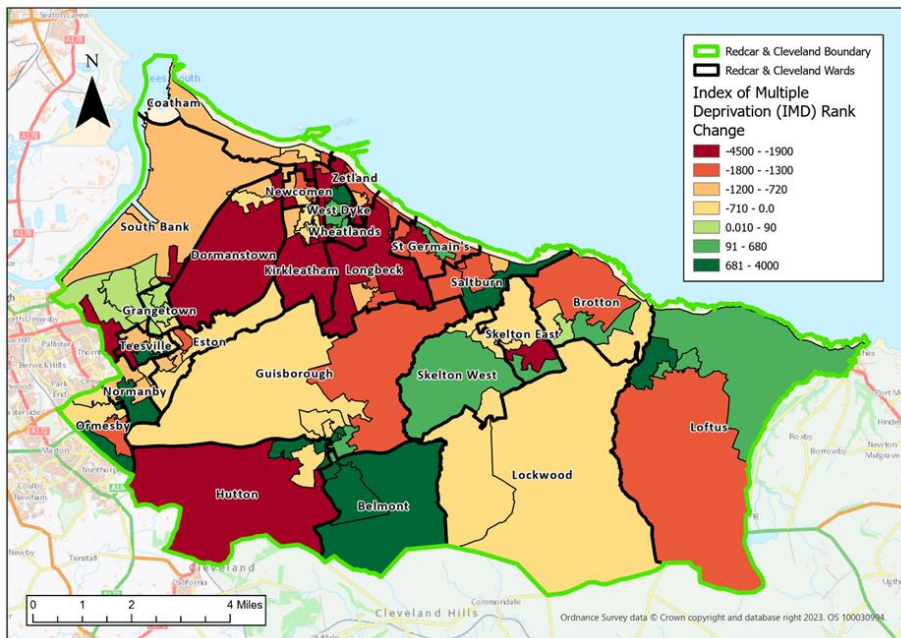
Figure 6: Map showing Redcar & Cleveland IMD 2019 ranks by LSOA



Source – Department for Levelling Up, Housing & Communities

Figure 7 below shows the changes in IMD ranks from 2015 to 2019 in the LSOA's of Redcar & Cleveland. The majority of the LSOA's have deteriorated since 2015 with some dropping up to -4500 ranks within wards such as Coatham, Zetland, South Bank, St Germain's, Newcomen, Kirkleatham, Dormanstown, Longbeck, Wheatlands, West Dyke, Grangetown, Teesville, Hutton and Skelton East wards. Some of those LSOAs in South Bank, Grangetown and Kirkleatham wards had high levels of deprivation in 2015 and have seen their ranks deteriorate.

Figure 7: Map showing changes between Redcar & Cleveland IMD in 2015 to 2019 by LSOA



Source – Department for Levelling Up, Housing & Communities

Both local authorities are therefore significantly more disadvantaged than England as a whole. However, there are also significant differences within each authority area between the most disadvantaged and the most affluent. This points to the need for a proportionate universalism approach in tackling poverty.

Middlesbrough has a rank of average score of 5 (an increase of one from 6 in 2015) Employment and Unemployment (July 2022 – June 2023). Data from the latest consensus (2022-23) revealed Ayresome, in Middlesbrough, as the most deprived area on Teesside, with 39% of households being classified as deprived in one dimension (education/employment/health/housing).

Redcar & Cleveland is one of the 20% most deprived districts/unitary authorities in England. Life expectancy for both men and women is lower than the national average. Life expectancy is 11.0 years lower for men and 7.3 years lower for women in the most deprived areas of Redcar and Cleveland than in the least deprived areas.

Grangetown is ranked as the eighth most deprived ward in the country. The situation with regards to health deprivation is particularly stark within the borough, with five of our wards appearing within the 10% most deprived wards in the country in terms of health deprivation and disability. Four in ten children in Redcar and Cleveland are growing up in poverty which directly impacts their education and life chances.

3. What is our goal and why do we need to achieve it?

3.1 Our Goal: We want to improve the levels of high-quality employment and increase skills in the employed population.

Work and skills both have a significant impact on our health and wellbeing.

The relationship between work and health is complex. Good work can maintain health, and poor work can be detrimental to health. To maintain health, work needs to be paid adequately, be safe and stable, offer opportunity for development, prevent social isolation, and offer a degree of control or decision making (this is what is referred to as high quality, health protective employment). Amongst all of this, we need to have the skills to be able to access high quality work.

The 2010 Fair Society Healthy Lives (Marmot Review) report identified that understanding the role of the 'social gradient' in health is key to reducing health inequalities. This refers to the profound difference in health outcomes between those who hold the highest and lowest social positions.

This relationship holds true for those in and out of work. When in work, those at the lower end of the social gradient are more likely to be in low-paid, poor quality jobs with few opportunities for advancement. They often have poor working conditions that are harmful to health, and many are trapped in a cycle of low-paid, poor-quality work and unemployment.

Amongst Marmot's recommendations for reducing the steepness of the social gradient was to "Improve quality of jobs across the social gradient"¹⁰

The characteristics of good work, for health are summarised below.

They include:

- a decent living wage.
- opportunities for in-work development.
- flexibility to enable people to balance work and family life.
- protection from adverse working conditions that can damage health.¹¹

Good quality work protects against social exclusion, which in turn leads to better health. Conversely no work, or poorer working conditions can pose a risk to an individual's health and wellbeing¹²

There are barriers for some members of our communities to access high quality employment and skill development, such as:

Finances, some people in receipt of benefits may be fearful about coping financially with the transition into work and do not necessarily recognise paid employment as a financially viable or realisable option. In addition, the financial implications of leaving paid work to retrain can be a barrier to some.

Affordable, accessible transport, while post pandemic several employers have moved towards hybrid working this is not always possible for many employers and/or the work requires delivery at a dedicated work setting. The cost of travel to such locations places a financial burden on many

¹⁰ Marmot, Michael, et al. Fair Society, Healthy Lives. London : The Marmot Review, 2010.

¹¹ The Health Foundation. Relationship between employment and health. London : The Health Foundation, 2021.

¹²Waddell, Gordon and Burton, A Kim. Is Work Good for Your Health and Well-being. London : The Stationery Office, 2006 and Public Health England. Health matters: health and work : Public Health England, 2019.

employees. The rising cost of fuel, and public transport costs and access can place some prospective employees at a disadvantage.

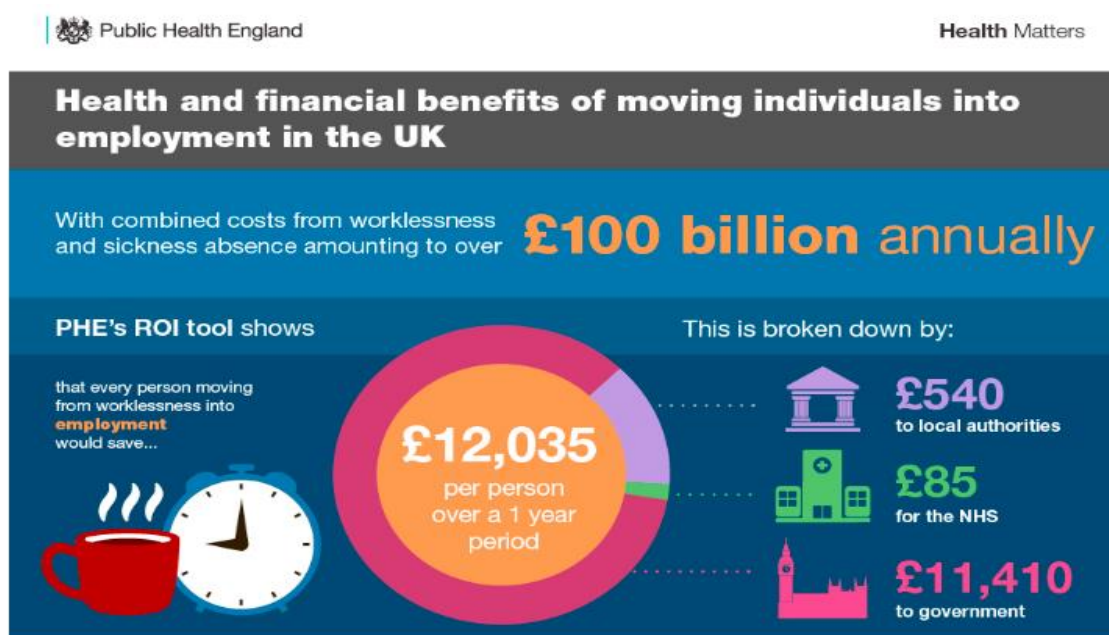
Caring responsibilities/Childcare needs, returning to the workplace after periods of absence, such as raising a family or while caring for sick family members can pose a particular challenge when the cost of childcare / carer support is prohibitive, and the employee is working to pay these charges with little salary left over.

Housing, those facing homelessness or without a permanent home, can be at a disadvantage as the location of their settled accommodation is important in an individual being able to travel to their place of employment during this period of uncertainty, if employed already or securing future employment once settled.

Other barriers include being an ex-offender, recovery from substance use, low level education, qualification and skills and mental health difficulties which can all place some prospective employees at a disadvantage.

Improving levels of high-quality employment and increasing skills in South Tees is critical for economic growth, health, social well-being, and long-term prosperity as demonstrated in **figure 8 below**.

Figure 8: Health and financial benefits of employment



Source – OHID

By investing in skills development, promoting job creation, and attracting industries that offer decent work, South Tees can foster a thriving workforce, reduce poverty, and establish a resilient economy. Additionally, the retention of local talent and the promotion of inclusive growth can then ensure that everyone has the opportunity to benefit from and contribute to the area's success. To achieve these factors, it depends on the importance of having or improving high-quality employment and increasing skills in general. A well-skilled workforce attracts investment and encourages the establishment of new businesses, leading to job creation and prosperity for South Tees.

By having such high-quality employment and skills within professions, or increasing levels of high-quality employment, this directly correlates to reducing unemployment rates and potentially poverty levels. By providing individuals with access to better job opportunities, it becomes possible to lift people out of poverty and increase their overall standard of living, whilst setting a positive example of work ethic to future generations.

A skilled workforce will always contribute to increased productivity and competitiveness within the region and with Government plans for 'Levelling up' and new departments and jobs coming to the Northeast, this is more prevalent than ever. By equipping individuals with the right skills and knowledge, this then enables them to perform their jobs more efficiently, thus leading to higher-quality outputs and better economic outcomes for businesses and South Tees as a whole. Whilst building the skilled workforce, improving levels of high-quality employment, and increasing skills helps promote local development and the retention of local talent. When individuals can find well-paying, fulfilling jobs within their communities, they are more likely to stay and contribute to the growth of the local area, rather than seeking opportunities elsewhere.

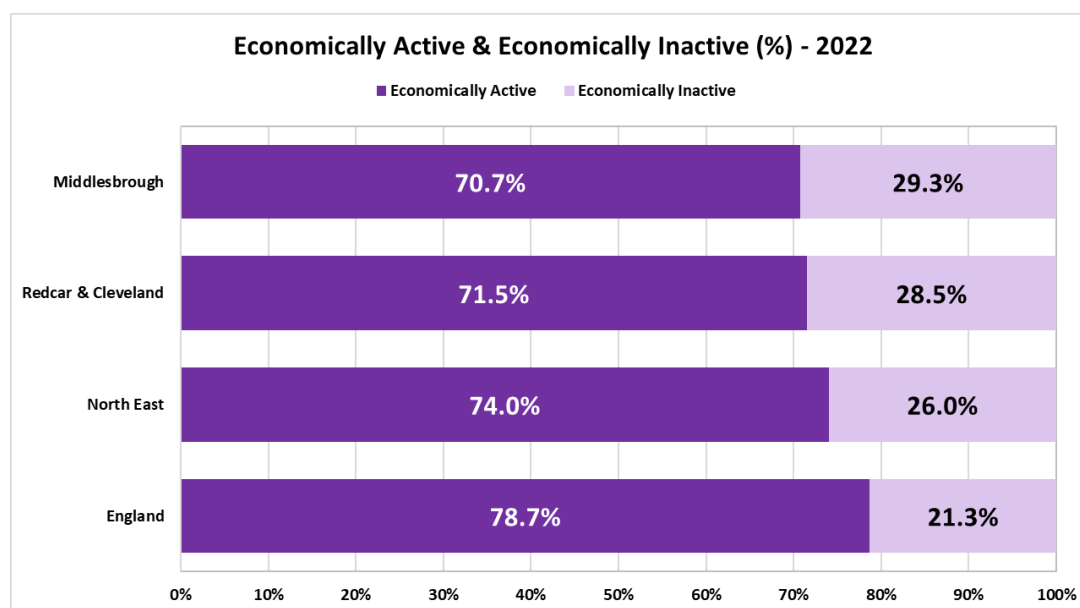
In addition to building our communities, good employment has a positive impact on social wellbeing and inclusion. High-quality employment opportunities provide individuals with financial stability, self-worth, and a sense of purpose, promoting overall social wellbeing and inclusion. It can then help to reduce the socio-economic disparities within the area, ensuring that everyone has access to decent work and fair wages.

4. Key data and drivers for change

4.1 Economically active/inactive

Data provided by ONS shows the proportion of the working age population who are economically active and are economically inactive. The working age population is 88,500 (62.3%) in Middlesbrough and 81,100 (58.9%) in Redcar and Cleveland. **Figure 9 below** shows that in 2022, both Middlesbrough and Redcar & Cleveland have a significantly **higher proportion of those who are economically inactive**, with 29.3% in Middlesbrough and 28.5% in Redcar & Cleveland compared to 26% in Northeast and 21.3% in England.

Figure 9: Economically active and inactive, 2022



Source – ONS

Females have a much higher proportion of economically inactive and this is greater locally. In England 24.9% of females are economically inactive compared to 17.6% for males. In Middlesbrough 35.2% of females are economically inactive compared to 22.8% for males and 31.6% of females in economically inactive in Redcar & Cleveland compared to 25.4% for males.

A breakdown of those economically inactive highlighted in **Figure 10 below** shows that Middlesbrough and more so Redcar & Cleveland has a **higher proportion of those economically active due to long-term sickness compared to England** as a proportion of those economically inactive. Both areas have a lower proportion of students and Middlesbrough has a higher proportion of those looking after family/ home and lower proportion of those retired.

Figure 10: Economically inactive by reason - 2022

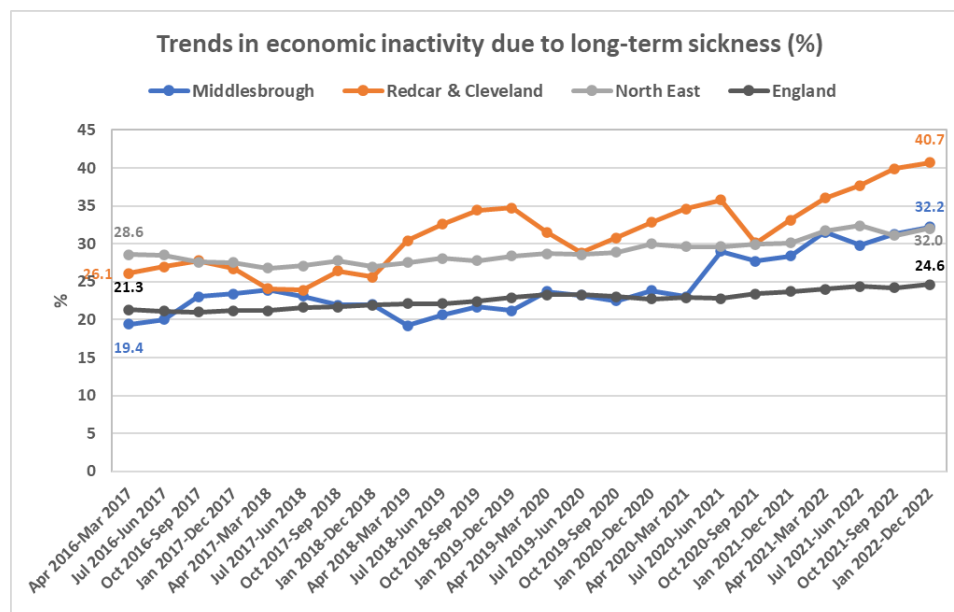
Inactive Reason	Middlesbrough		Redcar & Cleveland		North East	England
	No.	%	No.	%	%	%
Student	4,100	16.0%	3,900	17.1%	21.7%	23.8%
Looking after family/home	7,500	29.1%	3,800	16.6%	17.8%	20.3%
Temporary sick	900	3.5%	*	*	2.3%	2.1%
Long-term sick	8,200	32.2%	9,300	40.7%	32.0%	24.6%
Discouraged	*	*	*	*	*	0.3%
Retired	2,200	8.8%	3,200	14.2%	14.8%	13.8%
Other	2,700	10.4%	1,900	8.3%	11.2%	12.0%

* Sample size suppressed

Source – ONS

Figure 11 below shows the trends in economically inactive due to long term sickness as a proportion of those economically inactive. Although rates fluctuate, both local authority areas have seen significant increases over the previous 6 years, most notable in the previous 1-2 years. Middlesbrough has increased from an estimated low of 19.2% in March 2019 to 32.2% in December 2022 and Redcar & Cleveland increased from low of 23.9% in June 2018 to 40.7% in December 2022. Both the Northeast and England averages have also seen increases.

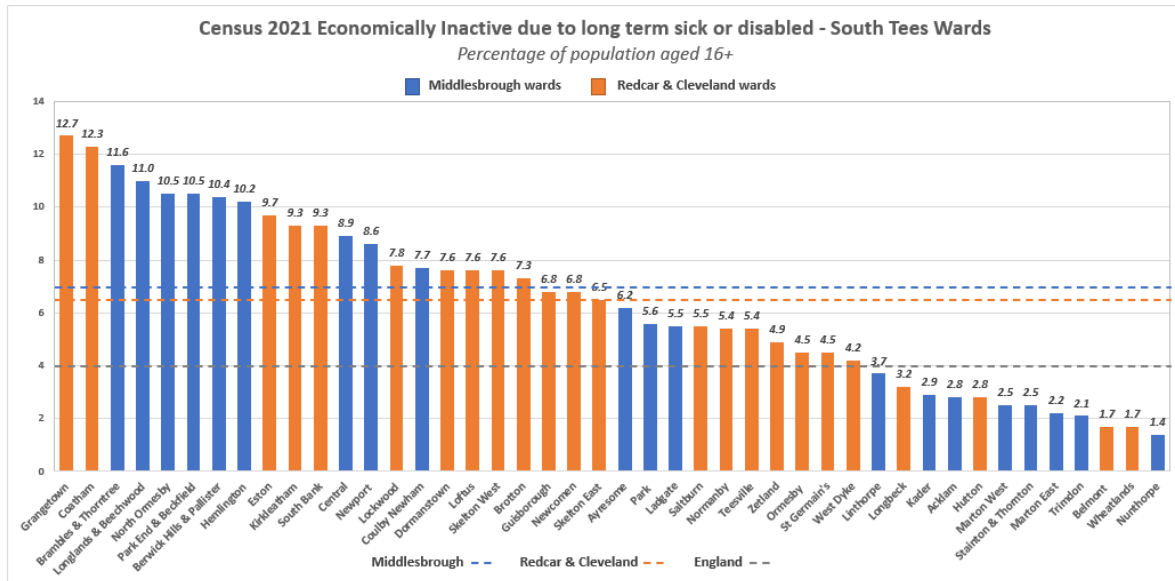
Figure 11: Trends in economically inactive due to long term sickness



Source – ONS

Data for economic inactivity is available at ward level in the Census 2021. Figures 12 below show the rate of population aged 16+ who are economically inactive due to long term sick or disability by ward in Middlesbrough and Redcar & Cleveland. Grangetown and Coatham in Redcar & Cleveland have the highest rates with 12.7% and 12.3% respectively. Of the forty-four wards in South Tees, thirty-two have a higher rate of economic inactivity due to long term sickness or disability than the England average.

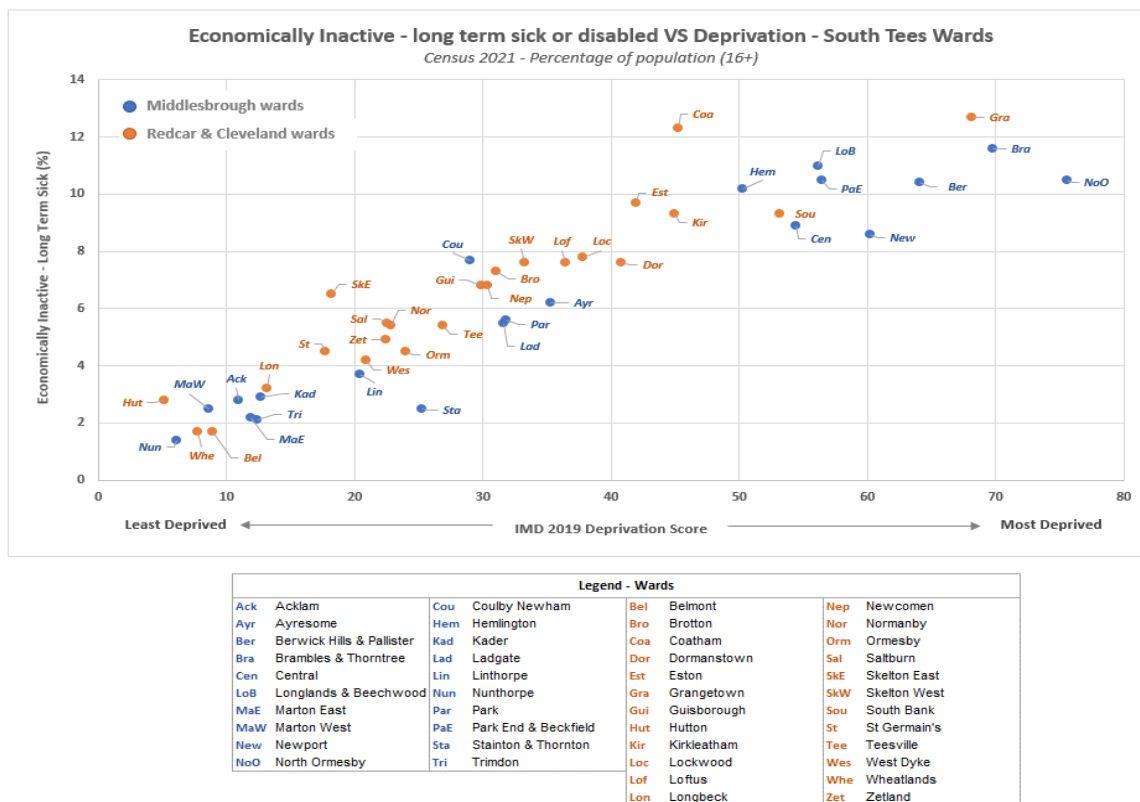
Figure 12: Economically inactive due to long term sickness by South Tees ward



Source – NOMIS Census 21

Plotting the percentage of economically inactive due to long term sick or disabled against level of deprivation from the Index of Multiple Deprivation 2019, **Figure 13 below** shows a clear correlation across both local authority areas, where the higher the level of deprivation the higher the rate of long-term sickness. Coatham ward in Redcar & Cleveland has the second highest rate of economically inactive due to long term sick but a lower rate of deprivation compared to other more deprived wards.

Figure 13: Economically inactive due to long term sickness by South Tees ward and deprivation



Source – NOMIS Census 21

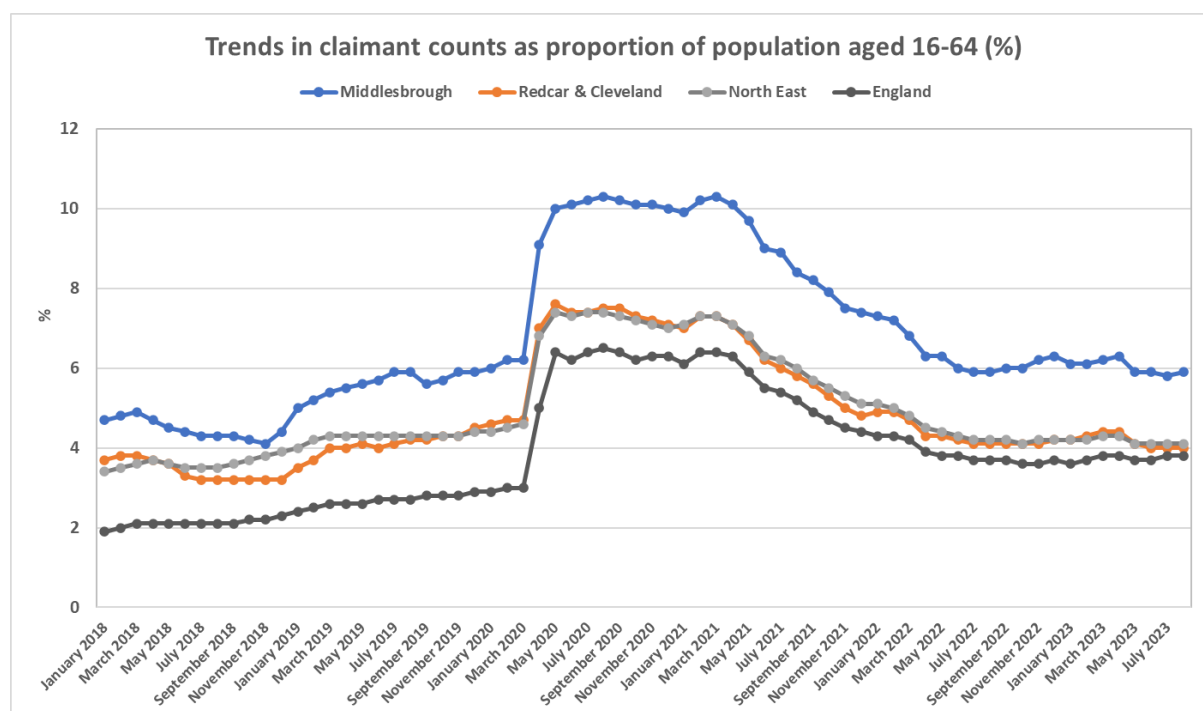
4.2 Out of work benefits/unemployment

The main benefit available for those who were unemployed but able and available for work was Job Seekers Allowance (JSA) up to November 2014. From this date Universal Credit started to replace a number of benefits. Under Universal Credit a broader span of claimants are required to look for work than under Job Seekers Allowance. As the Universal Credit full service is rolled out the number of people on the Claimant Count is expected to rise.

Figure 14 below shows trends in the proportion of JSA and unemployment-related Universal Credit as a proportion of population aged 16-64. The rate of unemployment-related claimants in Middlesbrough is higher than Redcar & Cleveland, the Northeast and England. Middlesbrough rate was rising more sharply than national and regional levels prior to the pandemic, the impact of Covid-19 can clearly be seen in claimant figures from March / April 2020 onwards. The rate of Middlesbrough claimants rose from 6.2% in March 2020 to 10.3% in August 2020 at the start of the first lockdown period. Falling slightly between September to December, claimant levels rose again around the second lockdown.

Since the easing of lockdown restrictions, unemployment-related claimant rates have fallen to the August 2023 rate of 5.9% in Middlesbrough and 4% in Redcar & Cleveland, an equivalent of approximated 8,400 people in South Tees. This is higher compared to 3.8% in England and still higher than pre-pandemic levels. Middlesbrough's rate is the 15th highest of local authorities in England.

Figure 14: Trends in claimant count for unemployment rate



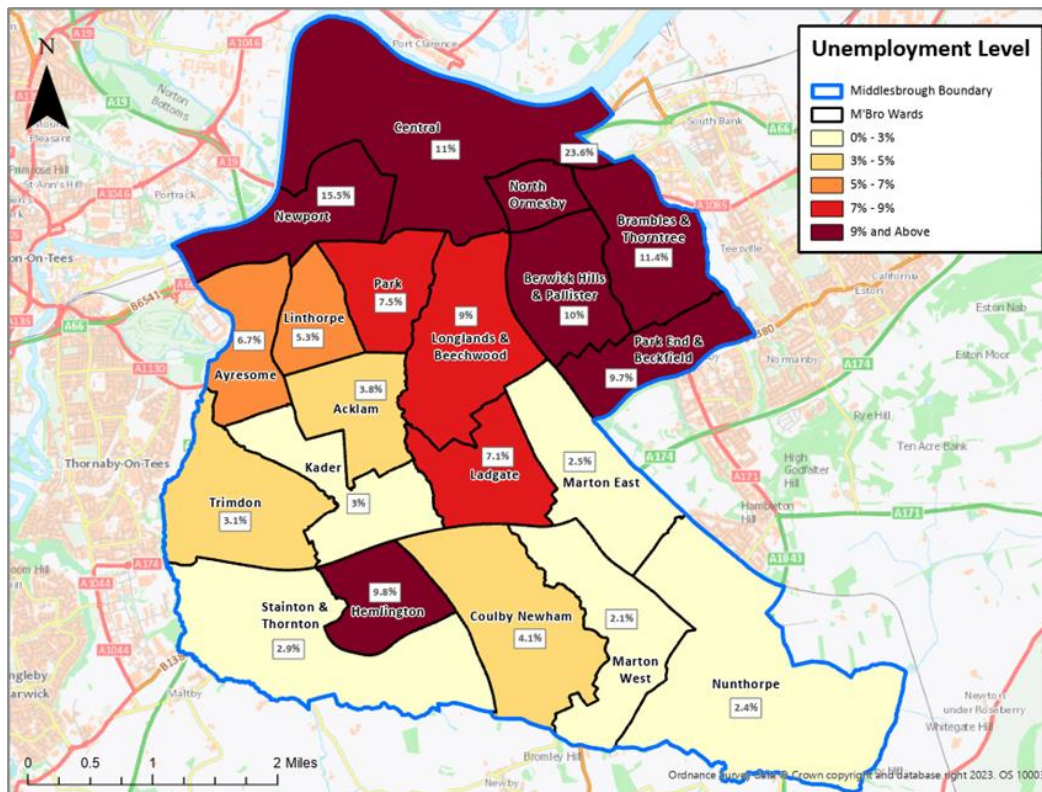
Source – NOMIS

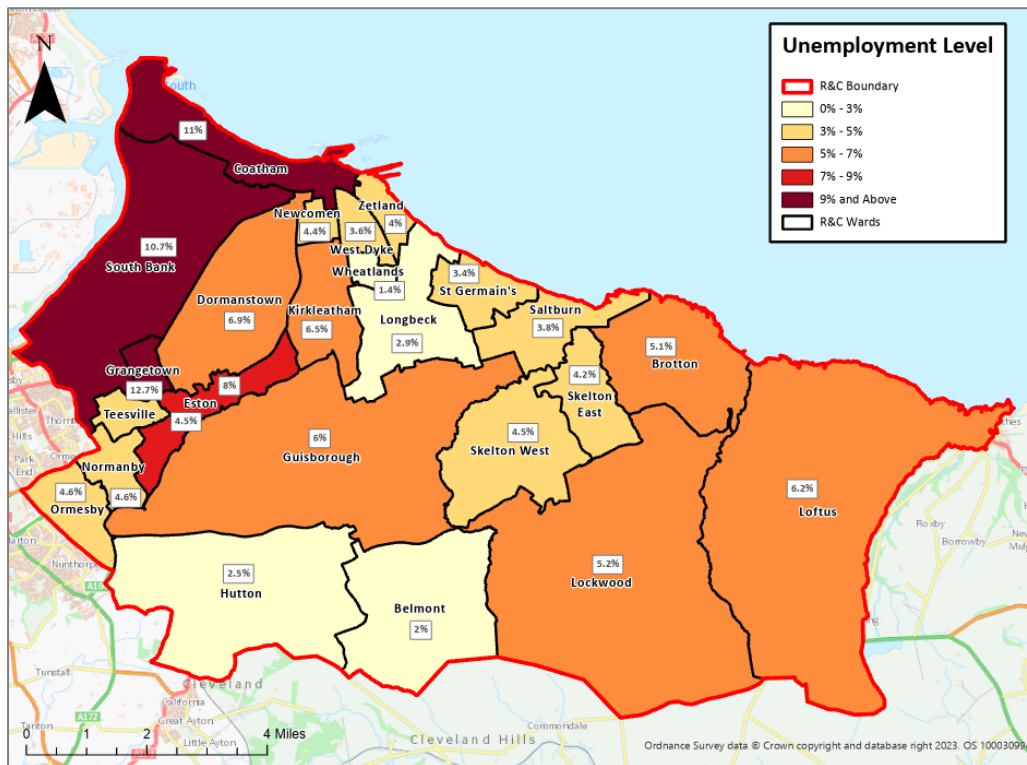
Data split by sex shows that males have a greater rate of claiming out of work benefits compared to females locally, particularly in Middlesbrough with a 7% rate for males and 4.6% for females. The rate of 4.8% for males in Redcar & Cleveland compared to 3.1% for females is higher than the England rate of 4.3% for males and 3.3% for females. Rates are highest in the 18–24-year-old group at 9% in Middlesbrough and 8.2% in Redcar & Cleveland compared to 4.9% in England.

Data showing the reasons for Employment and Support Allowance (ESA) claims at the start of 2023 show similar proportions for Middlesbrough, Redcar & Cleveland, and England. **The majority of claims for ESA fall into the International Classification for Disease category of mental and behavioural disorders with 50.7% in Middlesbrough and 49.1% in Redcar & Cleveland.** This is a very wide spectrum covering disorders such as schizophrenia and personality disorder but also drug use, dementia and learning difficulties. The second most frequent reason was diseases of the musculoskeletal system with 12.1% in Middlesbrough and 12.6% in Redcar & Cleveland. The third most common reason with approximately 9% locally is 'symptoms, signs and abnormal clinical findings' which generally refers to groups who have not yet received a diagnosis.

Data available at ward level for the claimant count unemployment rate for 2021/22 show significant variation across South Tees as shown in **Figure 15 below**. In Middlesbrough, nearly a quarter (23.4%) of the working age population in North Ormesby ward were claiming for unemployment, with the second highest rate in Newport ward at 15.5%. In Redcar & Cleveland, Grangetown ward has the highest rate at 12.7% followed by Coatham ward at 11%. In 2021/22 the rate in North Ormesby was the highest for any ward across England.

Figure 15: Maps showing claimant count rate for unemployment.





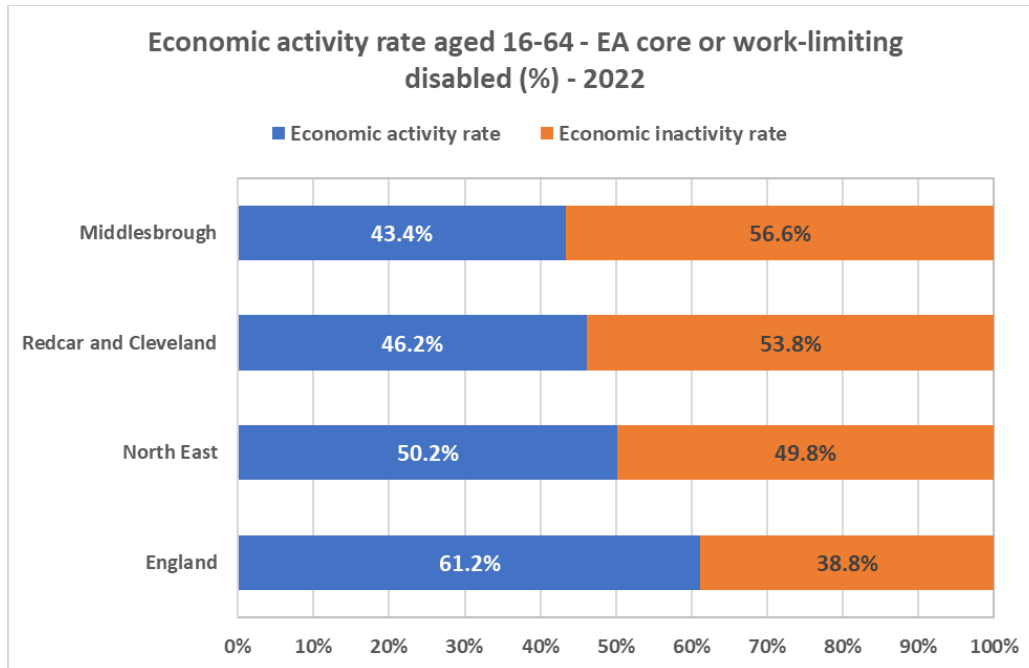
Source – Local Health, OHID

In 2022, out of 41,700 households in Middlesbrough, 10,100 households or 24.2% were classed as workless households. This is the third highest rate for local authorities in England. This consists of households where all are unemployed, a mixture of unemployed and inactive and all inactive. In Redcar & Cleveland out of 38,300 households, 8,100 or 21.1% were classed as workless households. Both local rates are significantly higher than the England rate of 13.4%.

4.3 Employment – disability/long term conditions

Data provided by ONS from the Annual Population Survey (APS) shows the economic activity and inactivity rate for the population who are Equality Act (EA) core or work-limiting disabled. In Middlesbrough 11,300 of the 26,000 or 43.4% EA core or work-limiting disabled population aged 16-64 are economically active in 2022. In Redcar & Cleveland 12,600 of the 27,200 or 46.2% EA core or work-limiting disabled population are economically active. Both local rates are significantly lower than the Northeast rate of 50.2% and the England rate of 61.2%. Within the economically active population, 14.8% are classed as unemployed in Middlesbrough, considerably higher than the Redcar & Cleveland rate of 6.4% which is similar to the England rate of 6.3%.

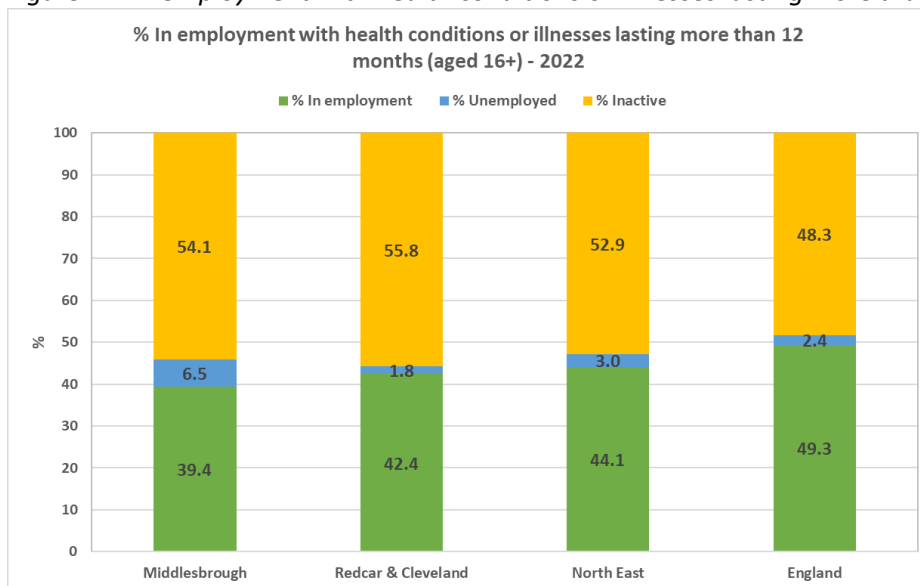
Figure 16: Economic activity rate for EA core or work-limiting disabled (%)



Source – APS, ONS

The employment rate for those aged 16+ who have health conditions or illnesses lasting more than 12 months in 2022 is lower in Middlesbrough at 39.4% and 42.4% in Redcar & Cleveland compared to 49.3% in England. The rate of unemployment is also much higher in Middlesbrough at 6.5% compared to 2.4% in England, whilst the Redcar & Cleveland rate is much less at 1.8%.

Figure 17: In employment with health conditions or illnesses lasting more than 12 months.

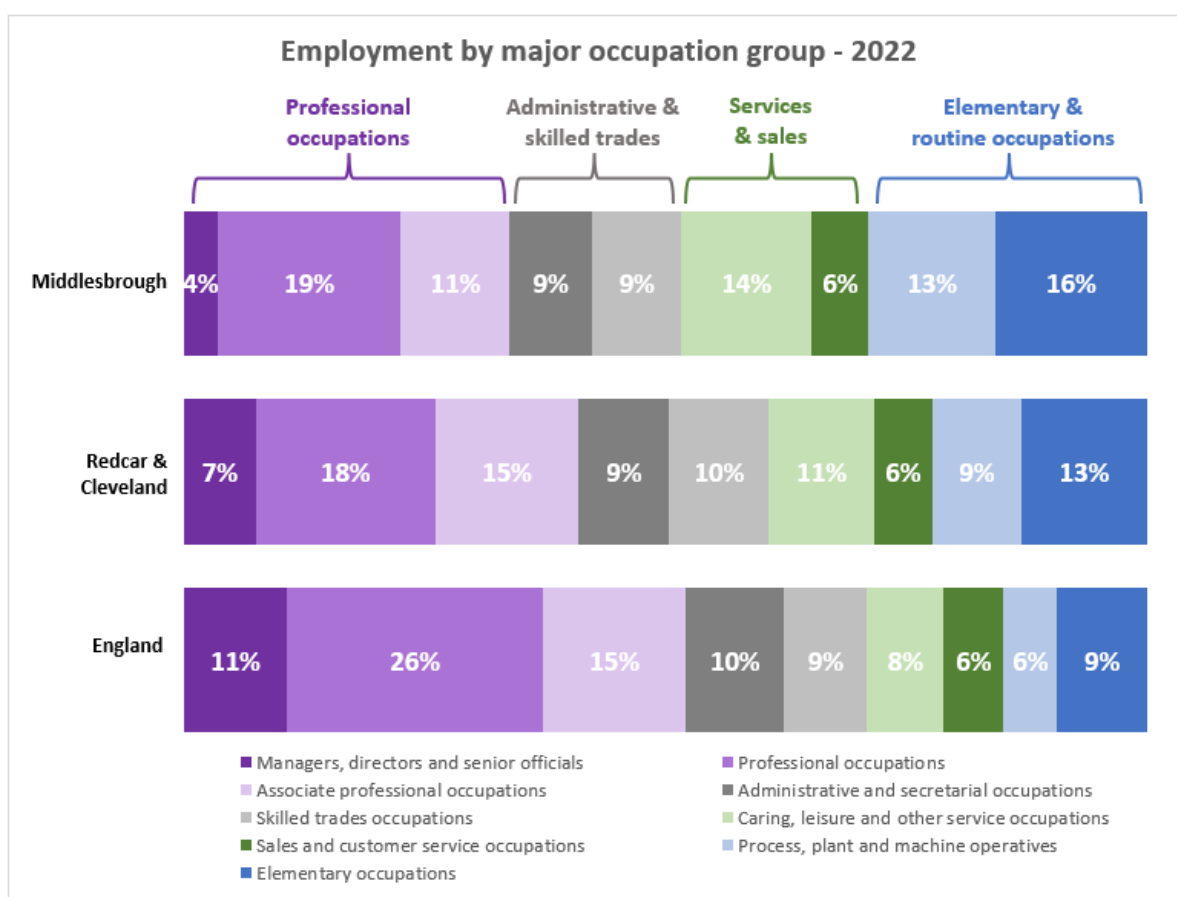


Source – APS, ONS

4.4 Employment by occupation & industry

Data provided by NOMIS using the ONS Annual Population Survey shows for those aged 16+ the proportion of employed who are within each occupation type and industry type. **Figure 18 below** shows for Middlesbrough, Redcar & Cleveland, and England the proportions that are within the four main occupation group and the subgroups within. There are significant differences between occupation groups locally and nationally. Locally there are far smaller proportion of those in professional occupations with 34% in Middlesbrough and 41% in Redcar & Cleveland compared to 52% in England. Proportions of those in administrative and skilled trades is relatively similar in South Tees compared to England. There are greater proportions of those in services and sales locally with 19% in Middlesbrough, 17% in Redcar & Cleveland and 14% in England. A large difference is seen in the elementary and routine occupation group where the Middlesbrough proportion is 29% and Redcar & Cleveland is 22% compared to only 15% in England.

Figure 18: Employment by major occupation group, 2022



Source – APS, ONS

Figure 19 below shows for Middlesbrough, Redcar & Cleveland, and England the proportions that are within each industry type. Middlesbrough has significantly higher proportions of people working in human health and social work activities at 27%, compared to Redcar & Cleveland at 13.2% and England at 13.3%. Redcar & Cleveland also has a much lower proportion of people working in the information and communication industry with 0.5% in comparison to England at 4.6%. Middlesbrough has a significantly lower proportion of people working in the manufacturing industry at 4% when compared to Redcar & Cleveland which is at 10.5%. and England at 7.5%.

Figure 19: Employment by industry type, 2022

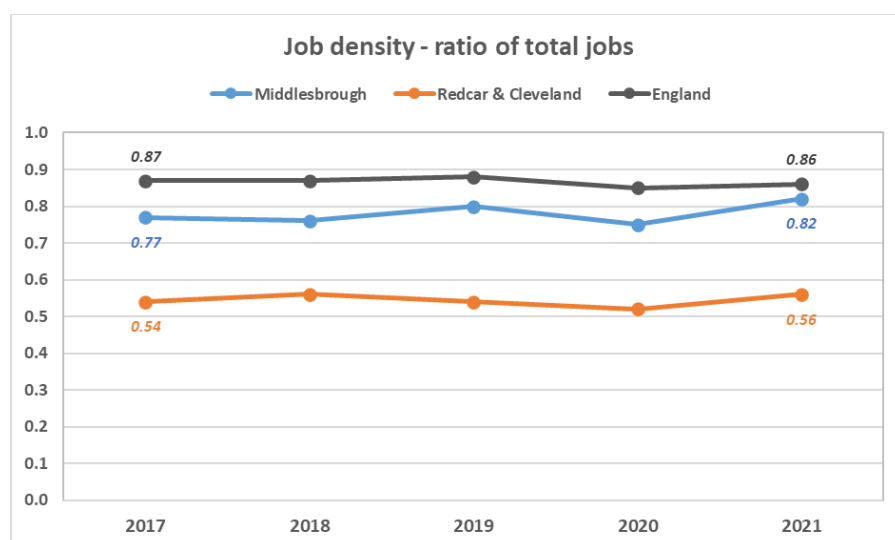
Industry	Middlesbrough	Redcar & Cleveland	England
Agriculture, forestry and fishing	0.0%	0.3%	0.6%
Mining and quarrying	0.0%	1.3%	0.1%
Manufacturing	4.0%	10.5%	7.5%
Electricity, gas, steam and air conditioning supply	0.5%	0.1%	0.4%
Sewerage, waste management and remediation activities	0.3%	1.6%	0.7%
Construction	4.0%	4.6%	4.8%
Wholesale and retail trade; repair of vehicles	14.3%	15.8%	14.4%
Transportation and storage	4.0%	7.9%	5.2%
Accommodation and food service activities	6.3%	9.2%	7.5%
Information and communication	2.4%	0.5%	4.6%
Financial and insurance activities	2.0%	0.4%	3.6%
Real estate activities	2.8%	2.6%	1.8%
Professional, scientific and technical activities	4.8%	9.2%	9.3%
Administrative and support service activities	7.9%	5.9%	9.0%
Public administration and defence	6.3%	4.6%	4.3%
Education	11.1%	9.2%	8.7%
Human health and social work activities	27.0%	13.2%	13.3%
Arts, entertainment and recreation	1.6%	2.6%	2.3%
Other service activities	1.3%	1.3%	1.9%

Source – APS, ONS

4.5 Job density and job vacancies

Data provided by Nomis from ONS shows the job density levels as a ratio of total jobs to population aged 16-64. **Figure 20 below** shows the in 2021 Middlesbrough at a job density ratio of 0.82 (73,000 jobs) which is similar to the England ratio of 0.86. Redcar & Cleveland has a much lower job density ratio at 0.56 (45,000 jobs). Rates have remained fairly similar over the previous 5 years for Redcar & Cleveland whilst Middlesbrough has seen a small rise.

Figure 20: Job density

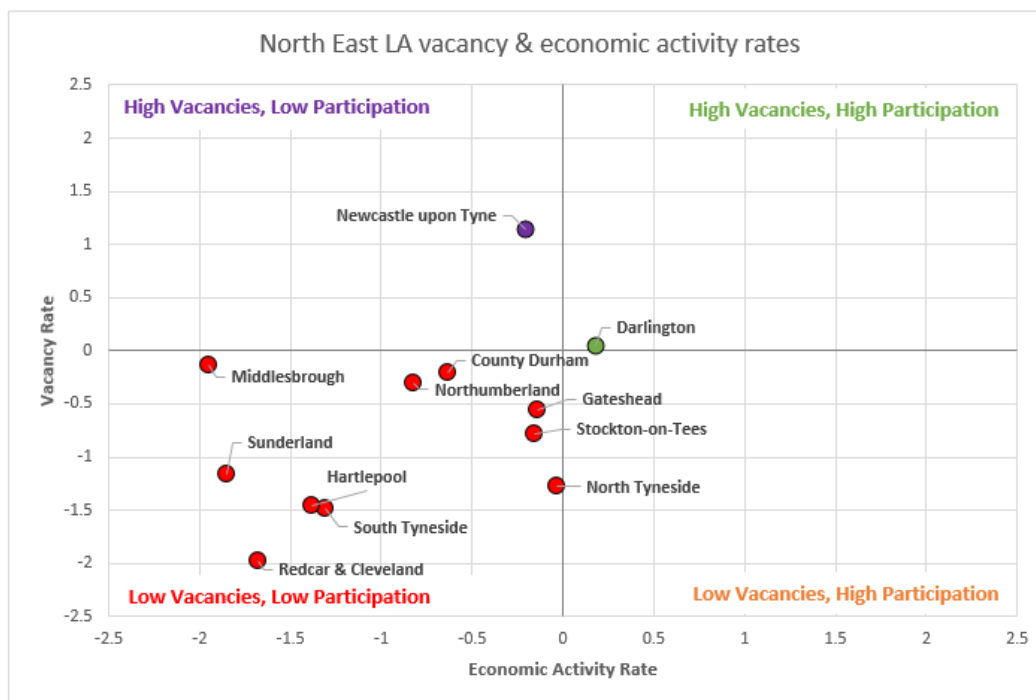


Source – ONS

The Local Government Association (LGA) provide data on the labour market in the form of labour force participation and job vacancy levels. **Figure 21 below** shows the link between economic activity rates and vacancy rates of jobs for local authorities in the Northeast. The majority of Northeast local authorities are within the low vacancy/low participation category which are typically disadvantaged

areas that are not as fully sharing in recovery post pandemic. These are typically coastal and ex-industrial areas and are potentially struggling to narrow the gap with other areas. Redcar & Cleveland has one of the lowest rates for combined participation/vacancy rates in England.

Figure 21: Participation and vacancy rates



Source – LGA

4.6 Business counts and demography

Data provided by the Inter Departmental Business Register within ONS shows count of businesses. **Figure 22 below** shows the count of businesses by size and whether they are public or private for Middlesbrough and Redcar & Cleveland. Nearly all businesses locally and nationally are private compared to public businesses. 88.4% of businesses in Middlesbrough and 89.4% in Redcar & Cleveland are micro businesses with between 1-9 employees.

Figure 22: Business counts – 2022

Business Size	Middlesbrough				Redcar & Cleveland				England
	Private	Public	Total	% of Private	Private	Public	Total	% of Private	% of Private
Micro (0 to 9)	3,020	5	3,025	99.8%	2,790	5	2,795	99.8%	99.7%
Small (10 to 49)	340	0	340	100.0%	290	0	290	100.0%	99.4%
Medium-sized (50 to 249)	45	10	55	81.8%	35	5	40	87.5%	94.4%
Large (250+)	10	0	10	100.0%	5	0	5	100.0%	83.5%
Total	3,415	15	3,430	99.6%	3,120	10	3,130	99.7%	99.5%

Source – ONS

Figure 23 below shows the private sector businesses by industry type and legal basis in 2022. Middlesbrough and England have similar proportions of private businesses by legal status with the majority registered as a company at 75.3% in Middlesbrough compared to 77% in England. Middlesbrough has a slightly higher proportion of sole proprietor businesses and England has a slightly

higher proportion of partnership businesses. Redcar & Cleveland has a higher proportion of sole proprietor businesses at 20.4% and a higher proportion of partnership businesses.

Private businesses by industry type shows that professional, administration and support services had the highest proportion at 18.2% in Middlesbrough, 17.2% in Redcar & Cleveland and 16.2% in England. Middlesbrough and Redcar & Cleveland have higher proportions of accommodation and food service businesses compared to England and lower proportions of information and communication businesses compared to England.

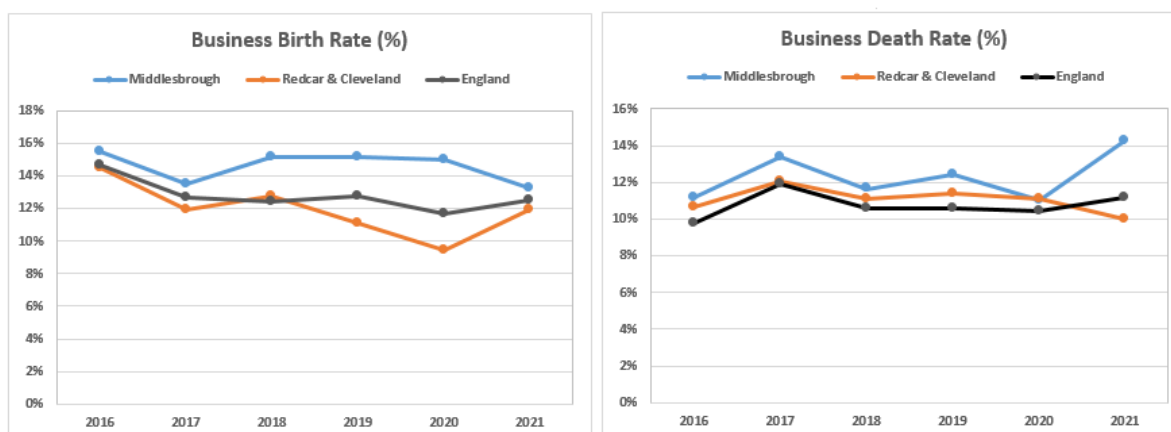
Figure 23: Private business by industry and legal basis - 2022

Industry	Middlesbrough					Redcar & Cleveland					England
	Company	Sole proprietor	Partnership	Non-profit body or mutual association	Total	Company	Sole proprietor	Partnership	Non-profit body or mutual association	Total	Total
	No.	No.	No.	No.	No. %	No.	No.	No.	No.	No. %	%
Agriculture, forestry & fishing	10	0	10	0	20 0.6%	20	45	60	0	125 4.0%	3.9%
Mining, quarrying & utilities	25	0	0	0	25 0.7%	20	0	0	0	20 0.6%	0.5%
Manufacturing	170	30	10	0	205 6.0%	190	30	0	0	225 7.2%	5.0%
Construction	395	65	10	0	470 13.7%	355	95	15	0	465 14.8%	13.7%
Motor trade	95	30	10	0	135 3.9%	100	30	10	0	140 4.5%	2.9%
Wholesale	105	15	0	0	120 3.5%	70	15	0	0	90 2.9%	4.0%
Retail	215	75	35	0	320 9.3%	140	95	40	0	270 8.6%	8.2%
Transport & storage (inc postal)	110	40	5	0	155 4.5%	75	35	10	0	115 3.7%	5.1%
Accommodation & food services	235	50	20	20	325 9.4%	185	70	30	20	305 9.7%	6.1%
Information & communication	145	0	0	0	150 4.4%	80	0	0	0	80 2.6%	7.6%
Financial & insurance	40	0	5	5	50 1.5%	25	0	0	5	30 1.0%	2.3%
Property	85	15	10	0	110 3.2%	50	5	5	5	70 2.2%	4.1%
Professional, scientific & technical	510	105	10	0	625 18.2%	485	45	10	5	540 17.2%	16.2%
Business administration & support services	220	45	10	5	275 8.0%	140	65	10	5	225 7.2%	8.5%
Public administration & defence	0	0	0	0	0 0.0%	0	0	0	0	0 0.0%	0.0%
Education	30	5	0	5	45 1.3%	40	5	5	5	55 1.8%	1.6%
Health	80	30	20	40	170 4.9%	60	30	20	30	140 4.5%	3.8%
Arts, entertainment, recreation & other services	120	60	20	30	230 6.7%	110	80	10	35	235 7.5%	6.5%
Total	2,590	565	170	115	3,440 100%	2,145	640	235	115	3,135 100%	100%

Source – ONS

Data provided by ONS shows business demography locally and nationally. **Figure 24 below** shows the birth and data rates as a proportion of active businesses both locally and nationally. In 2021 there were 535 new businesses in Middlesbrough or a rate of 13.3%. This was higher than England at 12.5%, whilst Redcar & Cleveland was lower at four hundred new businesses but a rate of 12%. There were 575 businesses that ceased in Middlesbrough or a rate of 14.3%. This is higher than the England rate of 11.2% and Redcar & Cleveland at 10%. Trends show that Middlesbrough has consistently had a higher birth rate until 2021 where this reduced. Redcar & Cleveland had a lower birth rate in 2019 and 2020 but this has since increased. Middlesbrough and Redcar & Cleveland had a higher death rate and in 2021 the rate reduced in Redcar & Cleveland but increased significantly in Middlesbrough.

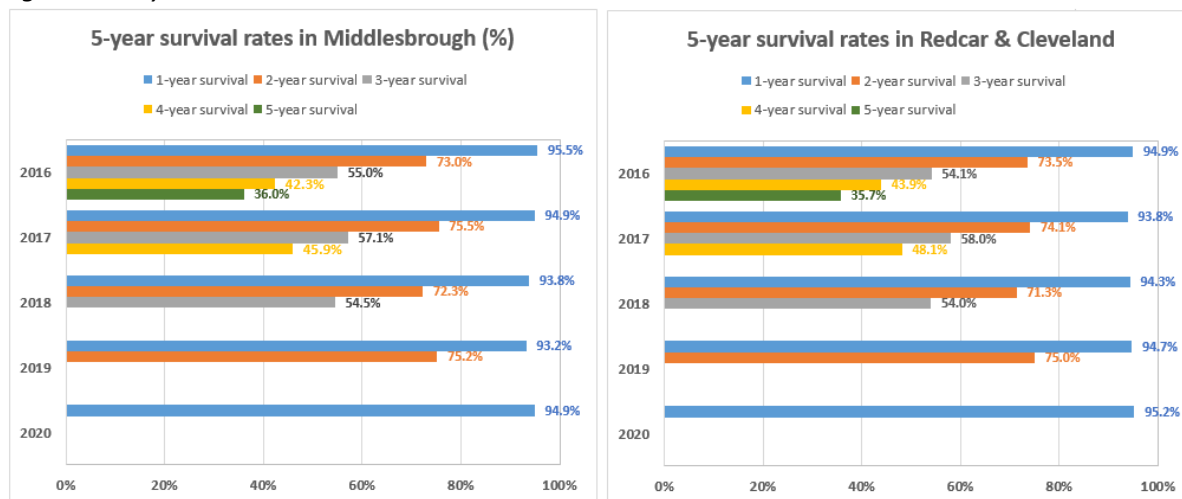
Figure 24: Business birth and death rates



Source – ONS

Figure 25 below shows the survival rates of businesses in Middlesbrough and Redcar & Cleveland by the year the business started. The 5-year survival rates were 36% in Middlesbrough and 35.7% in Redcar & Cleveland. This is lower than the national rate of 38.4%. The 1-year survival rates have been reducing between 2016 and 2019 whist the rates in 2020 were higher in both local areas.

Figure 25: 5-year survival rates

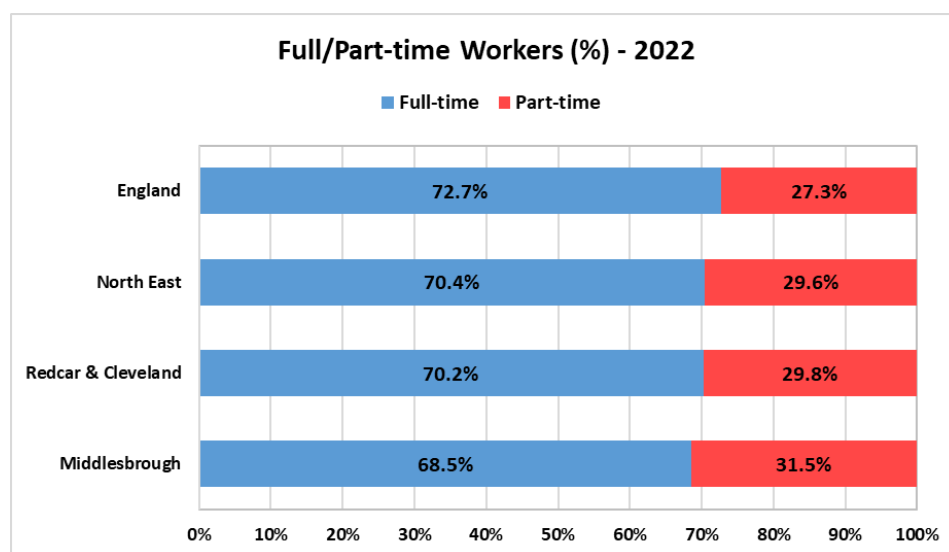


Source – ONS

4.7 Full/part time workers & self-employment

Data provided by ONS shows the proportion of workers who are full time or part time, as shown in **Figure 26 below**. The proportion of part time works is greater in both Middlesbrough and Redcar & Cleveland compared to the Northeast and England. In Middlesbrough 31.5% of workers are part time compared to 27.3% in England.

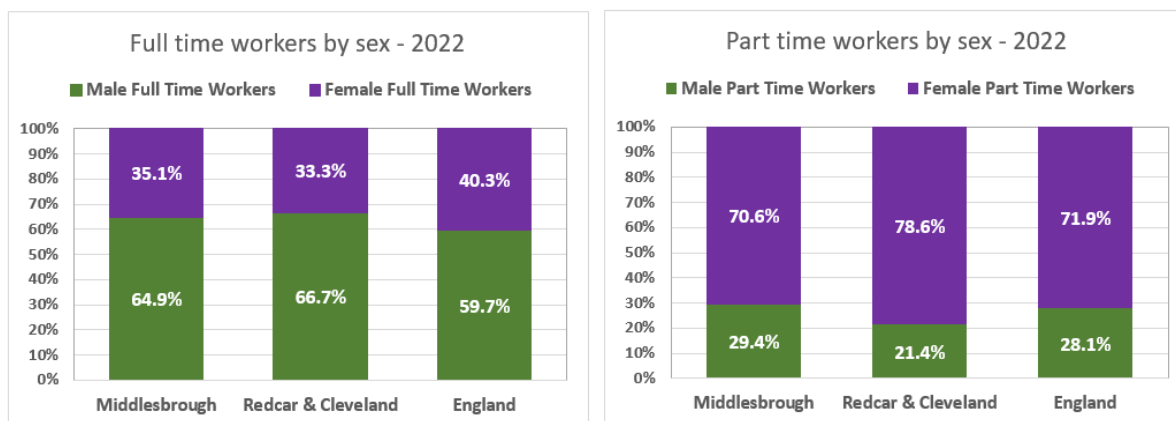
Figure 26: Full/part time workers



Source – ONS

Data also shows the proportion of full time and part time workers by sex. **Figure 27 below** shows that a greater proportion of males are working full time compared to females as a proportion of full-time workers. Middlesbrough has the larger proportion of male full-time workers at 64.9% compared to England at 59.7%. A much greater proportion of females are working part time compared to males and this proportion is largest in Redcar & Cleveland at 78.6% compared to 71.9% in England.

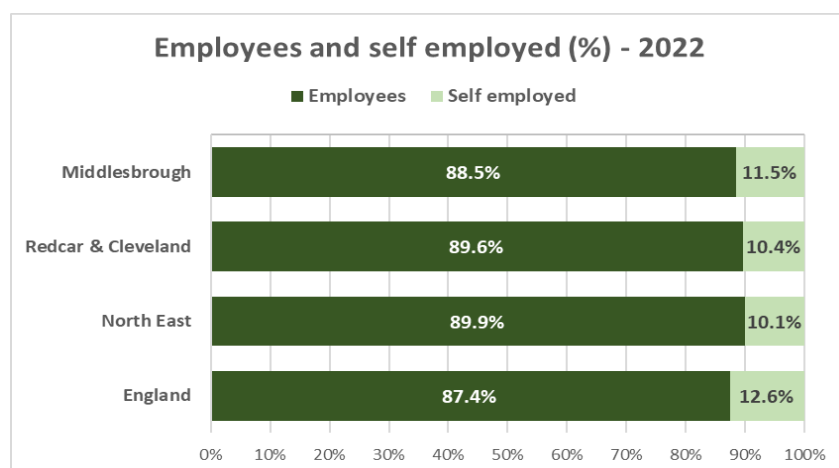
Figure 27: Full/part time workers by sex



Source – ONS

Figure 28 below shows the proportion of those aged 16-64 in employment who are either employees or self-employed. England has the largest proportion of self-employed with 12.6% and Middlesbrough is slightly lower at 11.5%. Redcar & Cleveland has a lower proportion of self employed at 10.4% whilst the Northeast figure is the lowest at 10.1%.

Figure 28: Employees/self-employed



Source – ONS

4.8 Zero-hour contracts

Data provided by ONS shows the proportion of the population who are in employment on a zero-hour contract. Data is only available regionally, but **Figure 29 below** shows that nationally that rate has been increasing from 2% at the end of 2013 to 3.6% in April-June 2023, the highest rate to date. The Northeast rate, although fluctuates has also been increasing, with a large rise during the Covid pandemic in 2020. The rate at the end of 2022 and into 2023 has shown a decrease to the latest figure of 2.6%.

Figure 29: Employment on zero-hour contracts

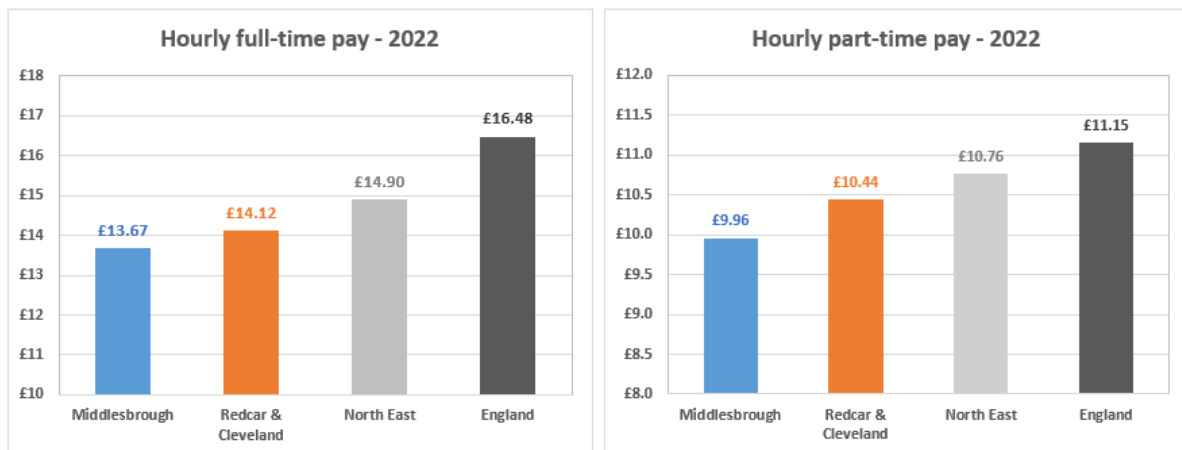


Source – ONS

4.9 Hourly pay rates

Data provided by ONS from the Annual Survey of Hours & Earnings (ASHE) **Figure 30 below** shows the make-up of earnings. Figure 34 below shows the hourly pay rate for both full time and part time work. Middlesbrough and Redcar & Cleveland have lower hourly pay rates compared to both the Northeast and England. Middlesbrough hourly pay is £13.67 compared to England’s value of £16.48. Pay is also less for those working part time when compared to the Northeast and England.

Figure 30: Hourly pay rates

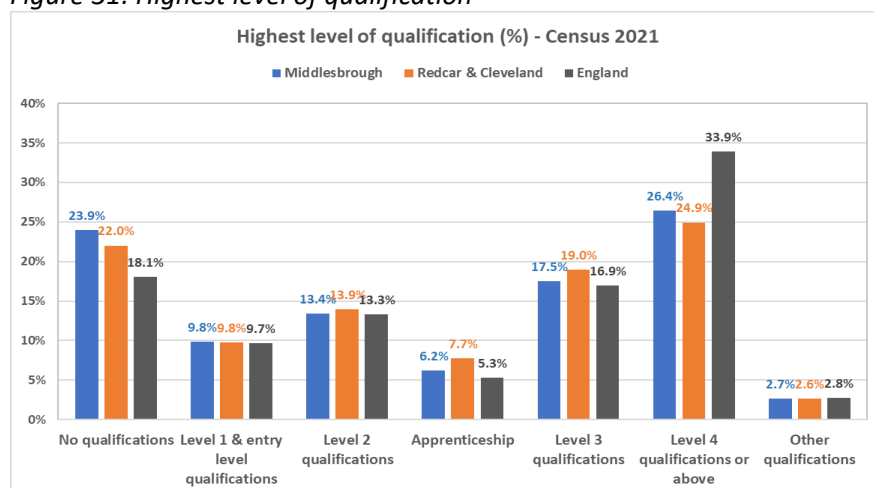


Source – ONS, ASHE

4.10 Highest levels of qualification

Data from the Census 2021, **Figure 31 below** shows the highest level of qualifications for those aged 16 years and over. Figure 35 shows the level of qualifications for Middlesbrough, Redcar & Cleveland, and England. Middlesbrough has a much higher proportion of the population who have no qualifications at 23.9% compared to 18.1% in England. Redcar & Cleveland is lower than Middlesbrough at 22% but still higher than the England rate. Rates of level 2 qualifications, apprenticeships and level 3 qualifications are similar or higher, mainly for Redcar & Cleveland when compared against England. England has a much greater proportion of the population who have a Level 4 qualification or above at 33.9% compared to 26.4% in Middlesbrough and 24.9% in Redcar & Cleveland.

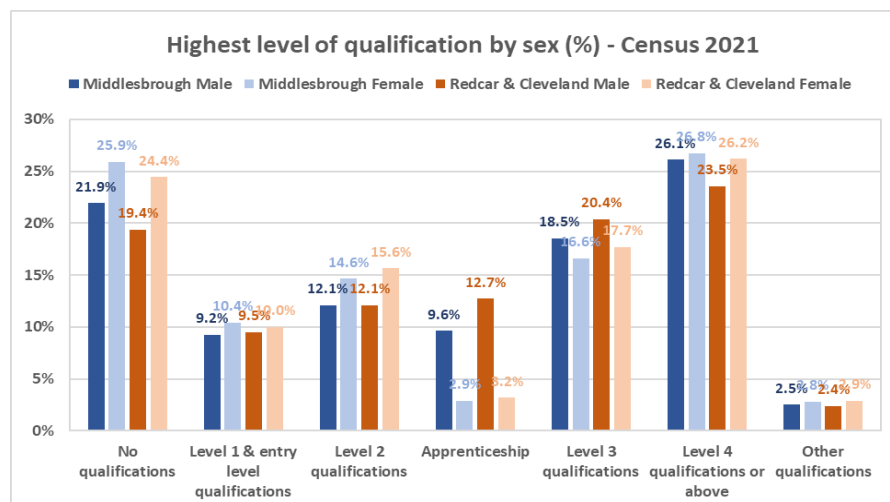
Figure 31: Highest level of qualification



Source – Census 21

Figure 32 below shows the highest level of qualification by sex locally. Both Middlesbrough and Redcar & Cleveland females have greater proportions of no qualifications compared to males. Males have much greater proportions of apprenticeships compared to females. Males in both areas have higher proportions of higher-level qualifications compared to females.

Figure 32: Highest level of qualification by sex



Source – Census 21

4.11 Average Salary (s)

The average salary in Middlesbrough is £35.6k and £34.7k in Redcar & Cleveland in 2023 as shown in **Figure 33 below**. This is significantly lower than the UK average income of £42.2k.

Figure 33: Cleveland average salary comparison 2023

Local authority	Average salary in 2023
Hartlepool	£32.7k
Redcar and Cleveland	£34.7k
Middlesbrough	£35.6k
Stockton-on-Tees	£38.0k
United Kingdom	£42.2k

Source – Plumplot

4.12 Digital

In terms of earnings and employability benefits, the Build Back Better, 2021 Industrial Strategy identified¹³ Artificial Intelligence and data as an important challenge and opportunity for creating good quality jobs and driving economic growth. In 2016 it was estimated that within the next 10 to 20 years, 90% of jobs will require some sort of digital skills and in the Lloyds Bank research, half of those online indicated that the internet had helped them find a job . This highlights that the digitally excluded will be increasingly at a disadvantage in the employment market unless they are specifically catered for.¹⁴ There are concerns that advances in automation and artificial intelligence could make many jobs redundant, disproportionately affecting those in unskilled or manual work, exacerbating health and social inequalities already affecting this group. However, there are huge potential benefits associated with new technologies and there is a move towards the use of new technologies to support health at work initiatives.¹⁵ In addition, the workforce needs to continue to develop skills to keep up with the pace of change within the digital world.

¹³HM Treasury Build Back Better: our plan for growth,2021

¹⁴ Exploring the UK's digital divide - Office for National Statistics (ons.gov.uk)

¹⁵ Wright MJ (2018) The Changing Nature of Work, *AJPH*, 108(3), 315-316. 68 Melzner J, Heinze J, Fritsch T (2014) Mobile health applications in workplace health promotion: an integrated conceptual adoption framework, *Procedia Technology*, 16, 1374-1382

5. What are we doing already in relation to this goal?

Tees Valley Local Enterprise Partnership (Tees Valley Strategic Economic Plan, 2016-2026)

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The overall aim of Tees Valley Combined Authority and the Tees Valley Local Enterprise Partnership is to maximise the amount of investment in Tees Valley.

To achieve this a Strategic Economic Plan (SEP) has been developed. It sets out the steps that are being taken to overcome the barriers to business growth within Tees Valley, placing small, medium enterprises, innovation, and individuals at the centre of our region's growth ambitions. Education, employment, and skills development is a key strategic priority of this plan.

Redcar and Cleveland Council's Corporate Plan, 2024-2027¹⁷

Redcar and Cleveland Council have identified the following priorities for residents to prosper and flourish within their 2024-2027 Corporate Plan with the following commitments that align to this JSNA goal.

- We will support the creation of good and well-paid jobs.
- We will help local people get the skills and training they need for quality jobs.
- We will spend money with local businesses.
- We will invest money to improve our towns and villages and lobby for better transport.

Redcar and Cleveland Council Adult Learning Service (RCALS) and Middlesbrough Community Learning Service (MCL)

RCALS and MCL deliver **funded training and skills to help people (19+) move into employment**. This funding is via the Adult Education Budget (AEB) which is devolved to Tees Valley Combined Authority (TVCA). RCALS deliver to approximately 1200 learners per year and MCL to 2000 learners. The budget is intended to **help more adults access English, Maths, Digital Skills and gain their first level 2 and 3 qualifications**. TVCAs aim is to ensure that their adult skills provision meets the skills needs of local employers and local need. This provision should **lead to employment or high paid more responsibility job roles**. RCALS and MCL also deliver bespoke employer led provision (BELP) within the AEB. This provision must have an employer who has vacancies but requires potential employee to have certain training to undertake the job role. Some examples of training delivered includes **HGV, Excavator Training, Street Scene, and Slinger Banksman Training to move residents into employment**.

Another funding stream from AEB is **Learning for Inclusion (LFI)** which is there to support South Tees residents who are at risk of social isolation, mental health, and poor health & well-being. For example, RCALS works with local community groups to offer bespoke packages such as confidence building, art therapy, mindfulness, Makaton, yoga etc with the hope that this provision will help residents integrate into the community and in the future look for and gain employment.

¹⁶ <https://teesvalley-ca.gov.uk/about/tees-valleys-strategic-economic-plan>

¹⁷ Redcar and Cleveland Council's Corporate Plan, 2024-2027

Redcar & Cleveland Council and Middlesbrough Council Training & Employment Hubs

Redcar & Cleveland and Middlesbrough Training and Employment Hubs are there to support residents into work. They provide a range of support, including 1:1 support, small group workshops, CV and job search, application support and access to DWP work coaches. A range of partners deliver drop-in sessions from the hub buildings including the National Careers Service and local training providers.

The Hubs also offer a range of support to local employers who are actively recruiting by hosting recruitment events and jobs fairs. Along with preparing the successful interviewees with interview techniques to help them gain employment within these companies.

In addition, the hubs support residents who have been unemployed and had a job offer with funding for training, PPE, Uniforms, travel costs and Site Safety Tickets if this is a barrier to them taking up employment.

UK Shared Prosperity Fund (UKSPF) for economically inactive residents-South Tees (Redcar and Cleveland Council and Middlesbrough Council)

Tees Valley Combined Authority has secured funding from UK Shared Prosperity Fund (UKSPF) for 2 years, (2023- 2025) to support residents in Redcar & Cleveland and Middlesbrough who are economically inactive. The project will support those residents who are:

- Temporarily Sick (less than 12 months)
- Retired
- Looking after a family/home
- The programme will provide a range of support to help residents engage with the benefit system, and or undertake training and support to help move them closer to the labour market.

Tees Valley Apprenticeship Support Grant

The grant supports Small Medium Enterprises who create Apprenticeships in sectors facing high demand and growth from employers as identified in the Tees Valley Strategic Economic Plan.

The Priority Sectors being supported by the Grant are:

- Advanced Manufacturing
- Logistics
- Digital and Creative
- Construction
- Culture and Leisure
- Process, Chemical and Energy
- Health & Biologics
- Business and Professional Services
- Health Care
- Education

Wheels2Work Scheme South Tees

The scheme is designed to provide an innovative way of overcoming transport barriers by hiring an electric motorbike or an e-cycle to working aged people in the Tees Valley for up to a six-month period, until a longer-term transport solution can be found. The scheme is funded by the Tees Valley Mayor and TVCA.

Employment Connections Service (Recovery Connections, substance use recovery organisation).

Office of Health Inequalities and Disparities commissioned service for South Tees connecting local people in recovery with meaningful work. The focus is on building relationships with the most progressive local employers, prioritising paid employment above all. Once a person is in work, both employee and employer are supported with regular meetings, progress reports and conversations.

Employment Connections Service (individual placement support) is embedded within clinical & treatment teams which means the people in work, and those they work for, are fully supported.

Department for Work and Pensions (Job Centres South Tees)

Job Centre Plus supports residents to access and maintain benefits alongside supporting residents to find employment.

Beyond Housing and Thirteen Employability Service

Beyond Housing and Thirteen Housing have an Employability Service providing one to one support for anyone looking to get back into work, education, or training. They also have lots of opportunities to volunteer and a fantastic apprenticeship programme.

The Integrated Care Partnerships (ICP)

The ICP operates as a statutory committee and is made up of partners from across the local area, including voluntary, community and social enterprise (VCSE) organisations and independent healthcare providers. One of the key roles of the partnership is to assess the health, public health and social care needs of the area it serves, and to produce a strategy to address them. The ICP Workforce group/Widening Participation Steering group aims to enable more local people to find careers in health and social care. There is a career marketing campaign that has activities targeted at the fifties and over to attract new people to the sector and to work with BME Communities.

The Northeast and North Cumbria Integrated Care Boards (NENC ICB)

NENC ICB is currently one of 10 national pathfinders developing a support programme for people under twenty-five with care experience to enter employment, education, or training. This is the 'NHS Universal Family programme. This is being piloted during 23/24 in Newcastle, Northumbria and North Tyneside however from April 2024 the expectation is that this will be offered in all places covered by the ICB including Middlesbrough and Redcar and Cleveland.

The South Tees NHS Trust offers volunteering initiatives.

The South Tees NHS Trust offers volunteering initiatives which are a great way to gain experience and potentially a start to a career. The Prospect Programme based in the Trust has a particularly good record of supporting people with multiple barriers to gain experience and enter the sector, (approximately 80% go into work or further education). They work closely with Job Centre Plus (JCP), the Education and Training Collective (ETC) and a range of other organisations. The Trust also works

with Outwood Academy Ormesby to focus on raising aspiration and address local challenges. Other NHS trusts which cover the South Tees area e.g., Northeast Ambulance Service and Tees Esk Wear Valley Trust also deliver volunteering initiatives and a range of community activities to raise interest in and understanding of the sector. There are other sector-based volunteering opportunities e.g., Local authority and Hospice.

South Tees NHS Foundation Trust- Work Placements Programme

South Tees NHS Foundation Trust runs a 12 week 'Prospect' programme that allows people to try work placement and receive supported employment without losing benefits. They have an 80% success rate with people moving into permanent employment with the Trust. They are also removing the need for Maths and English qualification from entry level roles focusing on values and anecdotally are reporting attracting a high calibre of candidates. They will support staff to gain basic Maths and English qualifications during the first 6 months of employment.

NHS England Choices College

NHS England Choices College is a specialist College providing tailored educational support and a supported internship course for young adults aged 16-24 with learning disabilities/difficulties and /or Autism. They partner with NHS healthcare settings, local organisations, and private businesses to create supported work environments that provide real work experience for learners, supports young people with learning disability or autism to enter the workplace through supported internships (though they are unpaid).

The Prince's Trust

The Prince's Trust have programmes running, working alongside the health and social care sector to help people under thirty get into employment. Several partners are working to develop a 'Get Into' programme offering people under the age of thirty placements in health and social care to try out jobs and to put them in a good place to apply for any vacancies at the end of the programme. Prince's Trust also offer support with expenses to travel to interviews and purchasing of work clothing, removing barriers to accessing employment.

Health and Social Care partners

Health and Social Care partners are current scoping the feasibility of a health and social care entry level role apprenticeship scheme that would target recruitment from communities in areas currently underrepresented in the workforce e.g., our deprived communities.

Access to work scheme

Access to Work is a government discretionary grant scheme that provides personalised support to disabled people who are: in paid employment, self-employed, apprentices, trainees, supported interns, doing self-directed work experience, on Jobcentre Plus promoted work trials, going to a job interview. This grant helps if people are disabled, have a mental health condition and/or have a long-term health condition that impacts their ability to work. Support covers a wide range of interventions beyond 'reasonable adjustments' associated with overcoming work-related barriers resulting from disability.

Better Health at Work Award

Local businesses across South Tees have access to the North East Better Health at Work Award which brings benefits to staff and employers, such as increased access to health information, decreased absenteeism and increased productivity. Middlesbrough Council have a dedicated part time staff member to recruit and support local businesses through the Better Health at Work Award process, however this resource is lacking in Redcar and Cleveland.

Working Together Partnership, Redcar and Cleveland

This is a local partnership which brings together Beyond Housing, Redcar and Cleveland Council, Middlesbrough Football Club Foundation, Princes Trust, Triage, Redcar and Cleveland Voluntary Development Agency (RCVDA) as a forum to share information around training and employment opportunities with the aim of helping residents of the borough to access sustainable training and employment opportunities.

Redcar and Cleveland Council Apprenticeships and Work Placements.

Redcar and Cleveland Council are keen to ensure that they provide a range of employment opportunities, offering apprenticeships, paid work experience, internships, and schoolwork experience, with an equally strong school offer. The service demonstrates a strong youth employment offer, providing support with apprenticeships and paid work experience to young people, with a particular focus on children in their care and care leavers support, with a pledge to continue to do this through the care leavers covenant.

The Junction Youth Employment Service

The Junction Youth Employment Service works with young people aged between 16 and 25 years old who are unemployed or not in education.

They aim to support young people in a way that works best for them for them to progress into Education, Employment, Training or Self-Employment.

Support includes:

- CV's, interview skills and job applications.
- Education and training options.
- Opportunities to take part in activities to build confidence and motivation.
- Housing and benefits advice and guidance or brokering support from other services.
- Emotional wellbeing support, mentoring and access to counselling.
- Funding may be available for training courses, interview clothes and travel expenses.
- NOCN Level 2 Award – Skills for Employment, Training and Personal Development.

Redcar and Cleveland Council Recruitment Drives Social Work

A Social Workers Academy was launched January 2023 to support newly qualified social workers with their integration as part of their first year of employment. There is a refer a friend scheme that provides an incentive for staff who successfully refer a social worker into a permanent role, the Social Work England professional registration fee and practice educator fees are paid upon completion of the qualification. Bi-monthly social worker recruitment and retention groups are in place where frontline colleagues can bring forward and suggestions for consideration.

Supported Internships are a structured, work-based study programme for 16 to 24-year-olds with Special Educational Needs and Disabilities who have an education, health, and care plan (EHCP). The internships provide a study programme, ran by an education provider, where the student spends most of their time on work placement. The aim of an internship is to provide a bridge between education and employment for students with special educational needs and disabilities.

Redpath Delman on Anglo American's pioneering Woodsmith Project

New employment and skills opportunities are growing for Redcar and Cleveland residents via developments such as Redpath Delman on Anglo American's pioneering Woodsmith Project. Sinking

three shafts at Anglo American's Woodsmith mine, constructing what will become one of Europe's largest, most innovative underground mines to produce polyhalite, a naturally occurring mineral that will be shipped across the world as a natural fertiliser, providing access to long term secure employment opportunities for residents.¹⁸ Recent recruitment events in partnership with Redcar and Cleveland Councils employment hubs attracted 300 attendees and 1000 CV applications.

This will make a positive difference in the lives of people in Redcar and the surrounding area by equipping them with the relevant skills needed now in jobs and in the future, especially in new technologies."

Teesworks

Teesworks is in development and is a diverse, multi-sector setting, bringing together industry leaders to power the UK's largest Freeport and Britain's carbon capture capital. The site itself offers immediate connectivity to Teesport, the North Sea, Europe and beyond, unlocking global markets for sustainable innovators and global pioneers. Alongside Teesport and Redcar Bulk Terminal, an all-new 1km quay is under construction at South Bank, specifically designed to focus on serving the offshore energy sector amongst other opportunities. Modern manufacturing combined with renewable activity and the clean energy sector will empower a resilient industrial cluster that's at the centre of a high value, low carbon circular economy. The site is already welcoming an anchor tenant in SeAH Wind Ltd.'s monopile manufacturing facility for the offshore sector along with others. In partnership with the Department of Work and Pensions and local Training and Employment Hubs, Teesworks offers recruitment services, access to training and specialist facilities, links to contractors and subcontractors, and provide college and university courses aligned to industry.

The Teesworks Skills Academy partners collectively offer more than 300 training courses which are aligned with the current Teesworks scope of works ranging from one day essential 'Licence to Operate' courses to degree level programmes, HNCs, HNDs, and apprenticeships ranging from Level 1 through to Level 4 and 5 higher apprenticeships. The Teesworks Skills Academy team works with employers to understand current and future skill set needs. The aim is to direct candidates to training that will be required by employers in the future to ensure that a skilled workforce is available when required.¹⁹

A highly skilled workforce specialising in manufacturing, engineering, and offshore industries, is complemented by Teesworks Academy. The new academy builds on the back of core skill sets and the region's history of innovation to enhance skills, showcase career opportunities and create a world-class workforce of the future.

Clean Energy Education Hub – Redcar and Cleveland College

The Clean Energy Education Hub specialises in clean and renewable industry training for school leavers, apprentices, and adult learners, including commercial courses, bespoke employer led programmes and higher education.

It incorporates an all-new carbon capture rig, designed, and built to help train and inspire the next generation of Net Zero engineers. Kitted out with all new specialist high tech equipment, it will support training in EV charging, solar PV installation, air source heat pump installation and maintenance, industrial mechanical, and electrical training. As the college is the Tees Valley's official Retrofit

¹⁸ <https://redpathukrecruitment.com/>

¹⁹ <https://www.teesworks.co.uk/why-teesworks/sustainability>

Academy CIC training partner, the new facility also offers retrofit courses, helping to meet the government's 2050 Net Zero targets.

Energy giant BP has provided £50,000 in funding for the development, with 20 paid engineering scholarships for school leavers starting at the college and a commitment to help the hub reach into primary and secondary schools to inspire young people across Teesside to pursue careers in clean energy.

In addition to this, with funding from the Department for Education's T Level Capital Funding grant, the college has been approved to deliver T Level courses with specialist routes in engineering, health science and early years.

This will play a key part in preparing local people for the industries of the future.

Fifty Futures Work Experience Programme-Middlesbrough

Middlesbrough Council offer a work experience programme which is designed to help individuals to develop the knowledge, skills and behaviours required in the workplace, enhancing CV content, improving interview prospects and develop a new network of contacts and supportive colleagues. The programme is specifically targeted at Middlesbrough residents, who find it difficult to gain employment. Fifty Futures focuses on those:

- Living in Middlesbrough
- 16 or over
- Not already accessing education, training, and employment.

The programme is targeted at those who are unemployed, those who are NEET (Not in Education, Employment or Training), long term health issues, registered SEND, Care leavers, ex – offenders, those suffering from substance misuse, mental or physical health issues or those for whom previous education hasn't worked.

6. What do local people say?

The NHS South Tees Foundation Trust Widening Participation group have engaged with 35+ community leads who support people seeking employment. For young people, the main challenge was that the biggest sector in the Tees Valley (health and social care) is not on their radar or consideration list and many had negative perceptions of this, so ruled out the sector as a whole. Some were also not aware of the range of non-direct care opportunities in the sector e.g., admin, IT. They wanted better access to information. Also linked in with BME community groups and conducted a survey in collaboration with DWP.

Redcar and Cleveland Council Curriculum and Apprenticeships team have reported that people cannot often afford to access learning to develop their skills to move into employment. To assist with this, they support with transport and sometimes childcare to help remove this barrier. They have also found that some industry specific licences are expensive so people cannot move into entry level roles that are coming up due to the expansion of Tees works. Redcar and Cleveland training is funded and can help support people with work placements, work trials and the appropriate licences to move people into work.

The team have also said that the lack of employment and quality employment causes huge issues within our borough. They see examples of young people who even when working are struggling to cover bills. The team try to ensure that people in our communities have more training, skills, and education so they can apply for higher level roles and bring in more income to the family homes. Again, financial support was raised – whilst the team often see people keen to start in apprenticeships, the low pay rate, alongside cost of living can be a barrier, even though a better apprenticeship rate of pay is made in Redcar and Cleveland compared to national rates. In some cases, people may feel there is no advantage to going into employment and moving from benefits, as they feel they will be worse off financially.

It was also noted that young people applying for apprenticeships do not have the minimum educational entry levels to apply, which means they are not able to be given the opportunity to apply (apprenticeship standards require minimum entry levels for most courses).

‘We are seeing a huge increase in applicants who are neurodiverse or experiencing anxiety. Recruitment practices have had to change to provide additional support for people to access interviews. More training is needed so organisations of all sizes can support people with these needs.’

Redcar and Cleveland Council Employment Hub Staff including Job Centre staff reported that financial barriers exist for some residents who may want to change career path and access new training opportunities however they don’t because of the temporary loss of earnings from leaving paid work leaves them struggling financially.

Although training may be funded/ loans may be available, the need to leave paid employment to re-train/develop new skills for future careers puts a financial burden on individuals/families which they simply can’t afford.

Those industries who pay above national living wage, value staff wellbeing, provide staff with training and development opportunities, offer a level of flexibility and consideration for those with caring roles for example are attractive to local people. This can be demonstrated through the high level of local interest in Redpath (Anglo America) opportunities and low level of interest in recent care/retail roles.

7. What are the key issues in relation to this goal?

The Northeast has to date been at somewhat of a disadvantage, however with recent governmental programmes such as Levelling up, Build Back Stronger and highlighting the Northeast (including South Tees) as a growing area of deprivation, there is no better time than now, to address employment and skills to boost the local area. Addressing inequality and promoting social mobility is crucial for ensuring that high-quality employment opportunities and skills development are accessible to all residents of South Tees, irrespective of socio-economic backgrounds or other demographic factors. Key issues have been recognised and should be addressed when trying to find a solution.

1. It has been recognised that there is a mismatch between the skills demanded by employers and the skills possessed by the workforce in South Tees. This skills gap hinders the area's ability to attract and retain high-quality jobs.
2. South Tees has experienced significant job losses due to factors such as changes in the industrial landscape, technological advancements, and economic fluctuations. Ensuring high-quality employment opportunities amid industry restructuring is a challenge and repurposing the skills of this employment sector had is still an issue that is being addressed.
3. Some employment opportunities in South Tees offer low wages, unstable contracts, and unattractive working conditions, which hinder social mobility and limit individuals' ability to improve their skills and career prospects.
4. There may be limited pathways for career advancement and professional development in certain industries within South Tees, which can result in a lack of motivation or incentives for individuals to enhance their skills. And with the existence of zero contract hours, instability causes worries, anxiety, and potential poverty.
5. There are barriers to accessing high quality employment and skills which have a greater impact on those residents living in areas of high deprivation (mental health, poverty, qualifications etc)
6. Some people applying for apprenticeships, do not have minimum educational entry level qualifications required, which means they are not able to access these opportunities (apprenticeship standards require minimum entry levels for most courses).
7. Funding for employment and skills programmes is mainly short term with limited opportunity to build on successful programmes.
8. Some local job opportunities are not attracting interests (for example those within lower paid sectors)
9. In the immediate future (1-5 years) there will be a significant shortage of health and social care staff nationally ²⁰
10. Advances in automation and artificial intelligence could make many jobs redundant, disproportionately affecting those in unskilled or manual work, exacerbating health and social inequalities already affecting this group.
11. Better Health at work award is not accessible for smaller businesses and lacks staffing capacity within Redcar and Cleveland to engage and support local businesses, potentially contributing to widening health inequalities across South Tees.

²⁰ NHS Digital. NHS Workforce Statistics - October 2021 (Including selected provisional statistics for November 2021). [Online] 2022. [Cited: 4 2 2022], The Kings Fund. Social care 360. London : The Kings Fund, 2021

8. What are the recommendations?

- Develop community wealth building in collaboration with local employers and anchor organisations, improving employment opportunities but also workers' rights. This may include promoting recruitment from lower income areas, inclusive employment practices, committing employers to pay the living wage and building progression routes for employees.
- Embed a 'Work Well' approach within Primary Care, providing an early help, personalised approach to employment and skills support for those patients accessing fit notes.
- Evaluate the impact of the North East Better Health at Work Award with participating South Tees businesses and use this to influence award developments and local provision.
- Share the learning gained from the evaluations of employability projects about 'what works best to support people into learning and work' to inform future employability programmes.
- Employment and skills funding is mainly short-term, so we need to influence funding bodies, including government, to provide long-term funding, rather than the current piecemeal approach.
- Ensure all employment and skills programmes have a focus on empowering people to address any underlying barriers to employment and skills development (mental ill health, transport, conviction etc)
- Embed a Making Every Contact Count (MECC) approach within all sectors (local employers, anchor organisations and services such as DWP) ²¹
- Increase engagement with communities affected by low pay and worklessness to further develop recommendations and coproduce employability solutions with communities and partners.
- With a growing number of employers turning to skills-first hiring, educational establishments to support their learners to meet the expectations of industry, embedding in-demand skills in curricula and focus on developing human skills.
- Universities to promote short training/education programmes to aid young people who are not in education/employment or training to build a CV and increase employability.
- Further research needed to understand the digital divide across South Tees so those who are digitally excluded have the same opportunities to access job and skills development opportunities and have the skills for jobs now and in the future.

²¹ The Association of Directors of Public Health Policy Position: Living and Working Well, 2018

9. On the Horizon

- From April 2024 the government will increase the National Living Wage by more than £1 an hour – from £10.42 an hour to £11.44. This is the biggest cash increase in the National Living Wage in more than a decade.
- Eligibility for the National Living Wage will also be extended by reducing the age threshold to 21-year-olds for the first time. It means 21-year-olds and 22-year-olds will get a 12.4% increase, from £10.18 an hour this year to £11.44 from next April.
- National Minimum wage rates for younger workers will also increase. It means 18-20-year-olds will get a wage boost to £8.60 an hour – a £1.11 hourly pay rise.
- There will be £50m over the next two years to boost the number of engineering apprenticeships. The minimum hourly wage for an apprentice will also increase to £6.40 an hour from next April.²²
- From 2025, delivering the Lifelong Loan Entitlement to make it easier for adults and young people to study more flexibly throughout their lifetime.²³
- Rapid advancement in Artificial Intelligence.

We must capitalise on opportunities and respond to emerging developments that will require skills sets for the future. It's important that we continue to monitor these future trends and ensure local people continue to develop the skills sets for these developments.²⁴

²² <https://www.thetimes.co.uk/money-mentor/income-budgeting/tax/what-to-expect-from-the-autumn-statement-2023>

²³ <https://www.gov.uk/government/publications/lifelong-learning-entitlement-lle-overview/lifelong-learning-entitlement-overview>

²⁴ PricewaterhouseCoopers International Limited analysis, 2023

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