

Greater Manchester Combined Authority

Date: 28th November 2025

Subject: Get GM Working Plan

Report of: Councillor Eamonn O'Brien, Portfolio Lead for Education, Work and Skills
and Sara Todd, Portfolio Lead Chief Executive for Education, Work and Skills

Purpose of Report

To provide an overview of the Get GM Working Plan, which builds out from the Greater Manchester Strategy (GMS) workstreams of: Clear Line of Sight to High Quality Jobs, Everyday Support in Every Neighbourhood and Great Place to do Business.

The plan was developed with system partners and residents, and sets out a ten-year vision for our whole system approach to narrowing the gap between the Greater Manchester employment rate and the national rate; moving closer to achieving an 80% employment rate (GM 71.8%) - one of the key ambitions of the GMS delivery plan.

This will be achieved by tackling labour market participation (employment, unemployment and “economic inactivity”) and progression at work (earnings and job quality), as well as embedding a Live Well approach to employment in line with our Prevention Demonstrator ambitions.

It focuses on enabling inclusive growth in line with the ambitions in our Local Growth Plan (LGP) and Local Skills Improvement Plan (LSIP), greater integration with health aligned to Population Health priorities and maximising our unique GM system conditions as outlined in the GMS guiding principles.

Recommendations:

The GMCA is requested to: approve the Get GM Working Plan for publication in December 2025 and support the CA to continue work with system partners to drive this work forward.

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Equalities Impact, Carbon and Sustainability Assessment:

Recommendation - Key points for decision-makers

To approve the Get GM Working Plan for publication by 1st September 2025 which sets out a ten-year vision for our whole system approach to tackling labour market participation (employment, unemployment and “economic inactivity”) and progression at work (earnings and job quality) to achieve an 80% employment rate and grow the economy (GM 70.9%).

Impacts Questionnaire

Impact Indicator	Result	Justification/Mitigation
Equality and Inclusion	G	Aims to address individual barriers to work including those related to protected characteristics through tackling inequalities Aims to address individual barriers to work including those related to socio-economic status Supports our Live Well vision of providing everyday support, including employment support in neighbourhoods An action within the plan is to develop a long term plan for resident voice n/a
Health	G	Aims to address health related barriers to work to achieve an 80% employment rate, including physical health. Aims to address health related barriers to work to achieve an 80% employment rate, including mental health. n/a Supports our Live Well vision of providing everyday support, including employment support in neighbourhoods Supports our Live Well vision of providing everyday support, including employment support in neighbourhoods n/a
Resilience and Adaptation		
Housing		
Economy	G	The plan sets out how our growth ambitions will support an 80% employment rate through inclusive growth The plan sets out how our growth ambitions will support an 80% employment rate, including increasing the number of good jobs available The plan sets out how our growth ambitions will support an 80% employment rate, including increasing the number of good jobs available n/a n/a n/a The plan sets out the fundamental role of skills within achieving an 80% employment rate n/a
Mobility and Connectivity		
Carbon, Nature and Environment		
Consumption and Production		
Contribution to achieving the GM Carbon Neutral 2038 target		n/a

Further Assessment(s):

Equalities Impact Assessment

G

Positive impacts overall, whether long or short term.

A

Mix of positive and negative impacts. Trade-offs to consider.

R

Mostly negative, with at least one positive aspect. Trade-offs to consider.

RR

Negative impacts overall.

Carbon Assessment					
Overall Score		#DIV/0!			
Buildings		Result		Justification/Mitigation	
New Build residential		N/A	n/a	n/a	
Residential building(s) renovation/maintenance		N/A			
New build non-residential (including public) buildings		N/A			
Transport					
Active travel and public transport		N/A			
Roads, Parking and Vehicle Access		N/A			
Access to amenities		N/A			
Vehicle procurement		N/A			
Land Use					
Land use		N/A			
No associated carbon impacts expected.		High standard in terms of practice and awareness on carbon.	Mostly best practice with a good level of awareness on carbon.	Partially meets best practice/ awareness, significant room to improve.	Not best practice and/ or insufficient awareness of carbon impacts.

Risk Management

The plan details a wide range of activities that will be delivered by GMCA or wider stakeholders. All risks will be managed in line with the lead organisation’s processes.

Legal Considerations

The plan details a wide range of activities that will be delivered by GMCA or wider stakeholders. All legal considerations will be managed in line with the lead organisation’s processes.

Financial Consequences – Revenue

There is no designated funding attached to the plan; however, the plan sets out a clear vision for how future investment should be directed.

Financial Consequences – Capital

Not applicable

Number of attachments to the report: 3

- Get GM Working Plan- for approval

- Get GM Working Plan Data Pack- for information
- Get GM Working Plan Equality Impact Assessment- for information

Comments/recommendations from Overview & Scrutiny Committee

Not applicable

Background Papers

See attachments

Tracking/ Process

Does this report relate to a major strategic decision, as set out in the GMCA Constitution

Yes

Exemption from call in

Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?

No

Bee Network Committee

Not applicable

Overview and Scrutiny Committee

Not applicable

1. Introduction/Background

The Get GM Working Plan builds out from the Greater Manchester Strategy (GMS) and is a system-led priority setting piece to coalesce activity around narrowing the gap between the GM and UK employment rate.

The plan builds out from key GMS workstreams in the following ways:

1. **Everyday support in every neighbourhood:** through embedding a Live Well journey to employment which supports our Prevention Demonstrator ambitions to address “economic inactivity” and includes integration of Job Centre Plus services and further integration of work and health building on Population Health priorities.
2. **Clear line of sight to high quality jobs:** through delivering employment, skills and health support that moves residents closer and into work, and supports them to remain or progress within work, and ensuring the skills system aligns with labour market demands and stimulates inclusive growth, aligned to the LGP and the LSIP.

3. **Great place to do business:** through ensuring employers have the labour market supply they need and are able to co-create the design and shape of skills and employment activities.
4. **Digitally connected places and people:** through maximising our data and digital capabilities to enable greater integration of employment, skills and health support.
5. **Healthy homes, global transport system and safe and strong communities:** through addressing wider barriers to employment and skills.
6. **Guiding Principles:** through harnessing our unique system conditions including collaboration, place, data and evidence to drive forward change including providing a names not numbers approach to employment, skills and health support.

Sat alongside the Plan and informing its development is a full data pack and Equalities Impact Assessment.

The plan is not:

- A **duplication of existing plans and strategies**.
- An **overarching strategy** for all education, work and skills activity.
- A **higher skills strategy** - the plan dovetails with LGP and LSIP but higher skills for growth will require dedicated policy focus.
- **Static**- the plan will respond to the evolving evidence base and policy landscape as we work with partners to deliver the actions outlined.

2. Content of the plan

What Makes GM Unique?

- **Trailblazer in Devolution:** GM leads the UK in devolved powers, pioneering integrated approaches across transport, regeneration, health, and skills. The GMCA, NHS GM, and a network of partners deliver joined-up solutions at scale.
- **Diverse, Young, and Growing:** GM's population is younger and more diverse than the national average, with rapid growth in key sectors like digital, green economy, and life sciences.
- **Systemic Partnership:** Deep-rooted collaboration across public services including the NHS, employers, education, training and employment support providers, the VCFSE sector, and communities enables GM to tackle complex challenges with agility and shared purpose.

The Challenge

Despite its strengths, GM faces persistent barriers:

- **Employment Gap:** GM's employment rate (71.8%) lags behind the national average, with 24.5% of working-age residents “economically inactive”—a figure driven by health, disability, and long-term disadvantage.
- **Health and Inequality:** Poor health is both a cause and consequence of unemployment. 126,900 residents are inactive due to long-term health conditions, and inequalities persist across age, ethnicity, gender, and geography. 120,000 people experience multiple disadvantages, from homelessness to substance misuse.
- **Skills and Opportunity:** While qualification levels are rising, 9.1% of working-age residents have no qualifications, and too many young people are not achieving Level 2 by age 19.

The GM Solution: A Whole-System, Evidence-Led Approach

Narrowing the gap between the Greater Manchester employment rate and the national rate and moving closer to achieving an 80% employment rate is fundamental to achieving our GMS ambitions of growing our economy and making sure all our people can live well. The Get GM Working Plan sets out our collaborative approach to recognising this ambition and is built on four pillars:

1. **Prevention:** embedding a **Live Well** approach to employment in line with our **Prevention Demonstrator** ambition so residents experience an integrated system delivered at neighbourhood level.
2. **Growth:** working with employers to enable **inclusive growth** in line with the ambitions in our Local Growth Plan (LGP) and Local Skills Improvement Plan (LSIP) so residents can connect to the economy and achieve meaningful employment through employer-led skills and employment support
3. **Health:** greater **integration of work, skills and health** aligned to Population Health priorities creating the conditions for people to move closer towards, move into, and remain within work where poor health is no longer a barrier.
4. **System Conditions:** Maximising our **unique GM conditions** as outlined in the GMS guiding principles and building even stronger partnerships with shared ownership and accountability which deliver better outcomes.

3. Attachments

Please find attached:

- Get GM Working Plan- for approval

- [Get GM Working Plan Data Pack- for information](#)
- [Get GM Working Plan Equality Impact Assessment- for information](#)