

**WORKING
WELL**

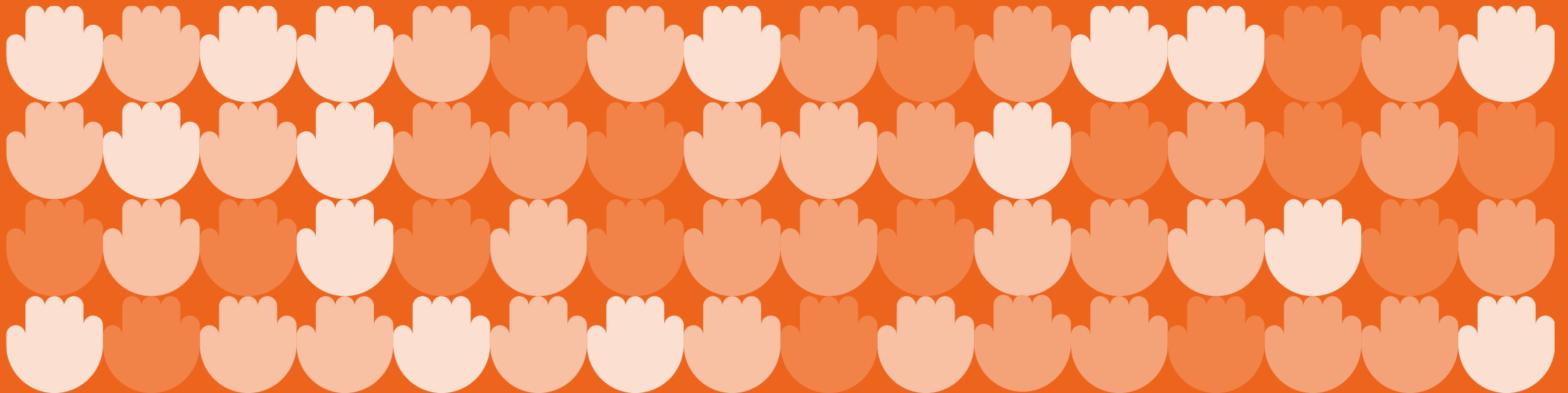
DOING THINGS DIFFERENTLY
FOR GREATER MANCHESTER

**GREATER
MANCHESTER**

DOING THINGS DIFFERENTLY FOR OUR WORKFORCE

Get GM Working Plan

Data Pack September 2025- DRAFT



About this Data Pack

This data pack includes research, national statistics, and insights from the GM Labour Market Insights Unit, expanding on the evidence presented in the Get GM Working Plan. The pack draws on a range of different sources which refer to different time periods and timescales. For example, some data is only available through the 2021 census (a fixed point measured every ten years) whilst other data is available more regularly. Where possible, we have provided as many years as available to provide full context, but for some charts and data we have used the most recent data available.

The data in this pack will be updated regularly when new data is available. For most metrics this will be quarterly with the release of Annual Population Survey data, though some will be monthly (e.g., claimant count) and some will be annual (e.g., pay and earnings data).

Labour market data at local authority level is presented sparingly throughout the data pack, with most of the analysis covering GM as a whole city region. Primarily, this is due to confidence issues with the UK's primary labour market data sources: the Labour Force Survey (LFS) and its local area equivalent the Annual Population Survey (APS). The APS provides data across a host of important labour market measures for local and combined authorities. However, falling response rates to the LFS have meant that the data is increasingly less reliable, and in some cases unusable. For example, some data is missing for certain age groups and ethnicities within local authorities. All local authority data using the APS in the data pack should therefore be treated with caution.

There is considerable volatility with ethnic minority labour market data so it should be treated with caution.

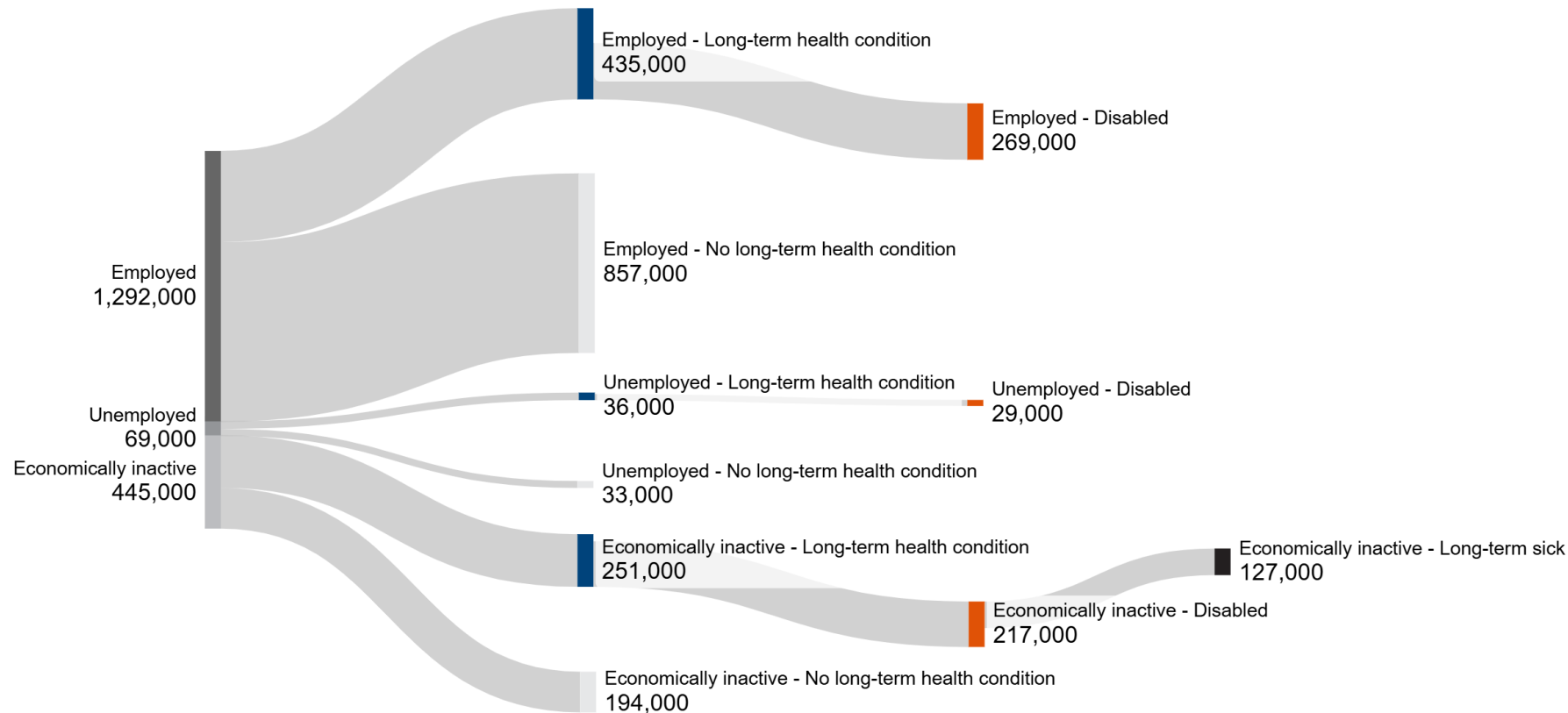
Data Dashboards

To support an evidence-led approach, GMCA has created several dashboards:

- [**Mapping Work and Health Dashboard**](#) to identify the geographies and demographics of “economically inactive” residents in GM. It allows local authorities to examine data at ward and lower super output area (LSOA) levels, filtered by characteristics such as gender, ethnicity, and reasons for “inactivity.” Note that this largely uses data from 2021 census due to the limited nature of data made available from the Annual Population Survey (APS).
- [**Work and Health Dashboard**](#) which covers key statistics relating to work and health at both local authority and GM levels. It provides comparisons with other Combined Authorities across England using APS data.
- [**Labour Market and Skills \(LMS\) Dashboard**](#) to bring together data and analysis from the wider labour market and skills system in GM. It includes detailed analysis of unemployment, benefit claimants, pay, and the skills system (further, technical, and higher education), providing comparisons to regional and national data.

Get GM Working: Labour Market Groups

Data refers to point in time and not flows. Intended to show different labour market groups and respective sizes. Reflects most recent available data as of October 2025.



Made at SankeyMATIC.com

In GM, there are approximately 251,000 people with a long-term health condition who are out of work and economically inactive. Of these, 127,000 give long-term sickness as the main reason for being inactive.

Figures are rounded for illustrative purposes. Information may include data from slightly different time periods and using different methodologies and draws on a variety of sources.

Get GM Working: Labour Market Overview

	Population (total)	Employment rate (16-64)	Unemployment rate (16+)	Economic inactivity (16- 64)	Average hourly wage	Claimant Count
England	58,620,101	75.8%	4.1%	20.9%	£17.20	4.1%
Greater Manchester	3,009,664	71.8%	4.8%	24.5%	£16.78	5.0%
Bolton	310,085	68.5%	3.1%	29.3%	£15.32	5.4%
Bury	198,921	71.2%	4.8%	25.1%	£15.80	4.4%
Manchester	589,670	70.5%	8.6%	22.9%	£19.09	6.2%
Oldham	251,560	67.4%	3.3%	30.2%	£16.11	6.8%
Rochdale	235,561	67.9%	5.0%	28.7%	£15.17	6.2%
Salford	294,348	72.3%	3.8%	24.7%	£17.69	5.1%
Stockport	303,929	75.2%	4.1%	21.5%	£15.28	3.1%
Tameside	239,643	74.3%	3.3%	23.1%	£15.37	4.8%
Trafford	241,025	81.5%	3.3%	15.6%	£15.57	3.0%
Wigan	344,922	71.0%	3.9%	26.2%	£14.79	3.6%

Source: NOMIS – Annual Population Survey – Updated quarterly. Population number – ONS Population Estimates – Updated annually.
Wage data – Annual Survey of Hours and Earnings – Updated annually.

Get GM Working: GM's Labour Market Types

The 10 LAs in GM have been grouped into the following labour market types by DWP:

Labour Market Type	Local Authority	Pen Portrait
Urban industrial legacy	Bolton, Oldham, Rochdale	This cluster is characterised by weak labour markets with low labour demand and low skilled supply. They have higher rates of residents experiencing mental health conditions. They tend to be large urban areas with diverse populations
Traditional affluent	Stockport, Trafford	These areas have a highly skilled workforce, with low rates of health conditions, unemployment is low. These areas tend to be semi-rural or towns on the fringes of urban centres with strong economies.
Towns in transition	Tameside, Wigan	Areas in this cluster have adverse indicators on most measures and tend to be towns that had been reliant on industry in the post war period, they tend to be areas with ageing population.
London and diverse inner city	Salford, Manchester	These areas tend to have higher than average unemployment combined with high levels of skills in the workforce and a health profile that is consistent with a young population (i.e. low rates of disability and MSK, but high rates of mental health conditions). These areas are defined by high levels of inequality.
Trades towns	Bury	Areas in this cluster have lower levels of skills in the workforce, with average levels of unemployment, MSK and mental health conditions with low rates of disability. These areas tend to be towns or areas on the periphery of big cities with medium skill economies.

Source: [Get Britain Working White Paper: Analytical Annex - GOV.UK](#)

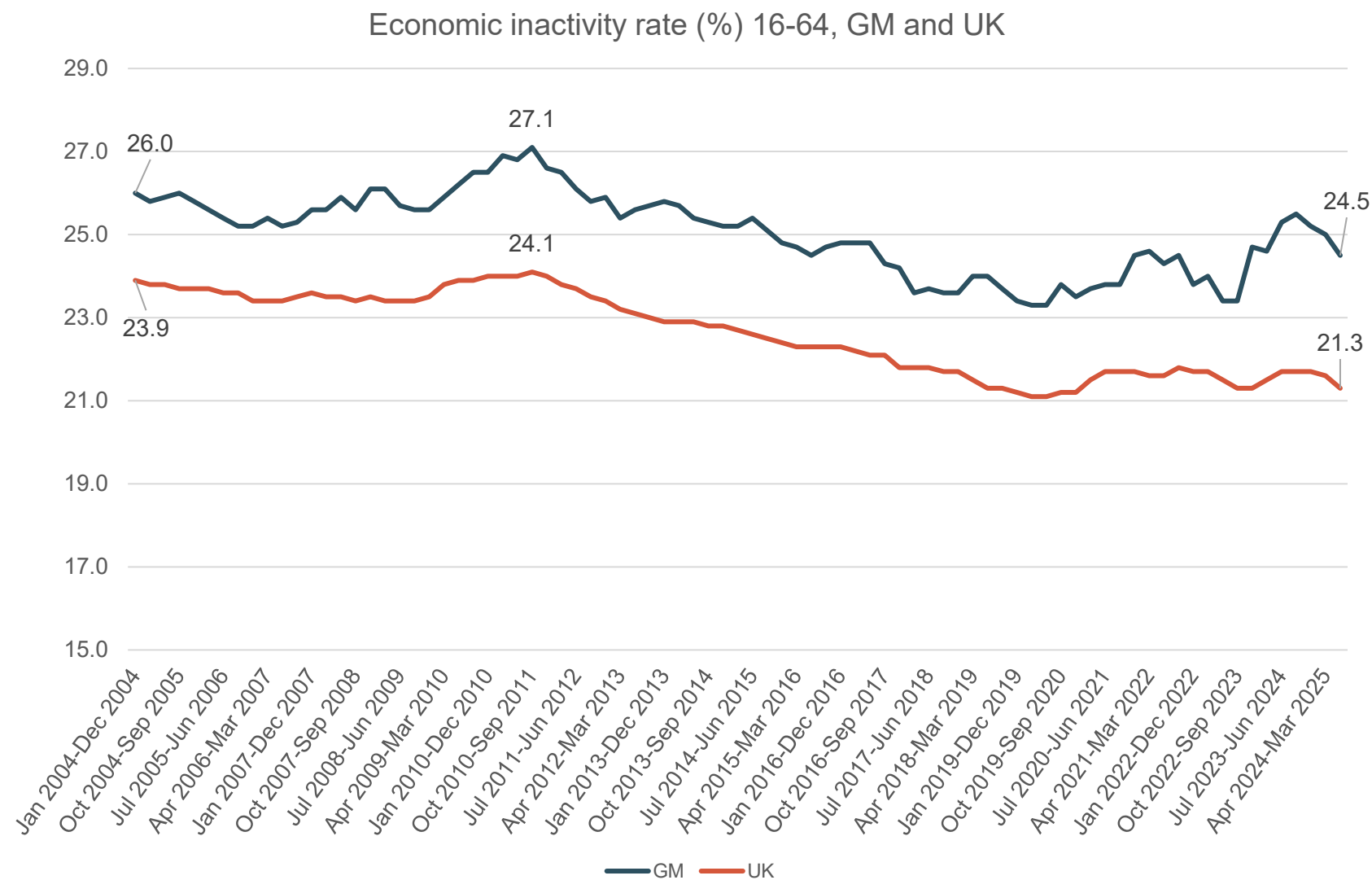
Economic Inactivity Across Greater Manchester

Language of “Economic Inactivity”

Engagement with our residents and our GM Disabled People’s Panel has told us that our residents think the terminology of “economic inactivity” is inaccurate, discriminatory and perpetuates false stereotypes. We are in ongoing consultation with our residents on alternative language to be used within the GM system which aligns with a social model of disability. In the current iteration of GMCA’s Get GM Working plan, there are instances where the use of this term has been unavoidable where directly referencing DWP guidance or national statistics. The remainder of this data pack uses the term "economic inactivity" as it relates to statistical data, but it is worth noting the above considerations around the term.

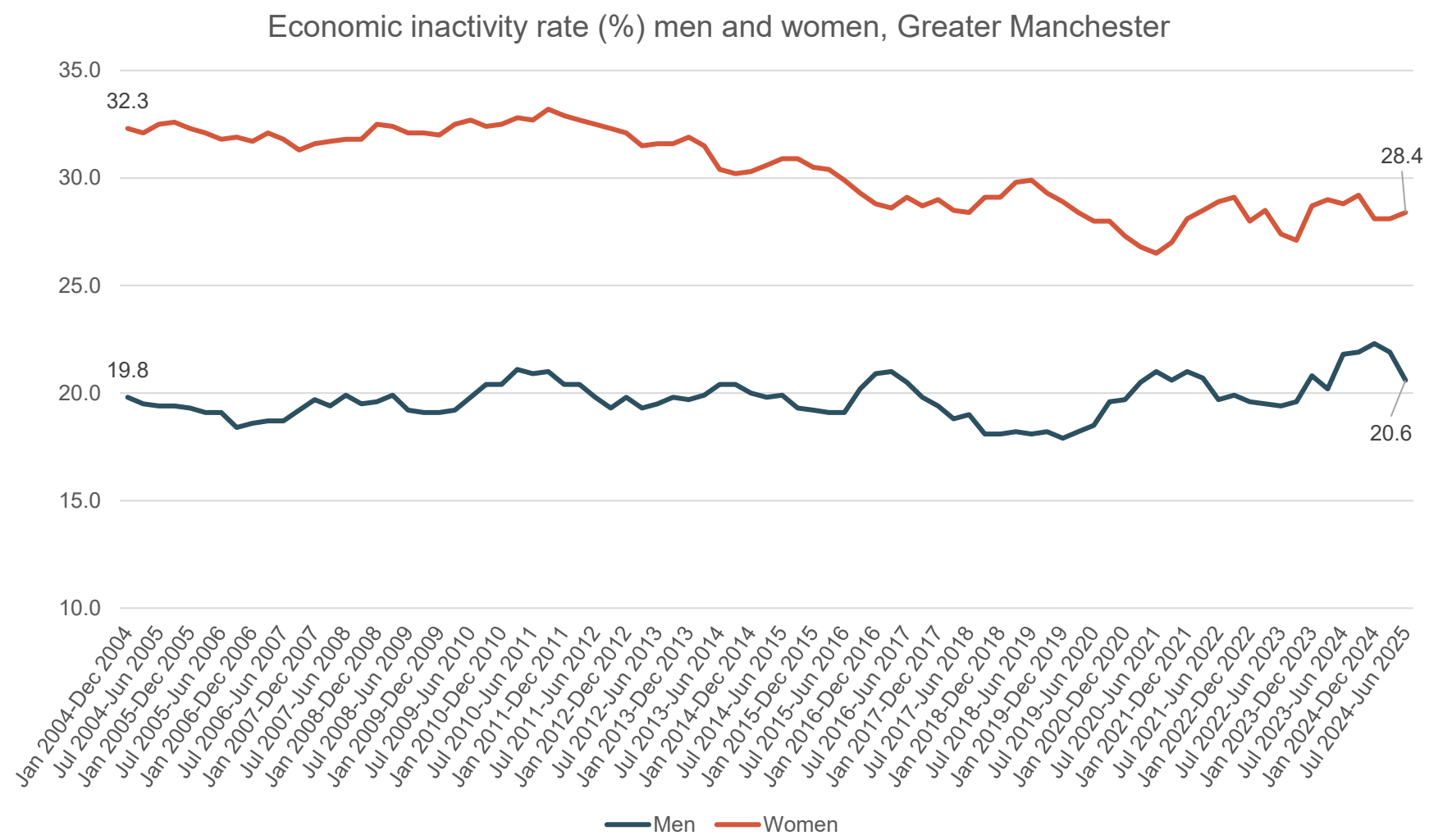
For clarity the government define this as: People 16+ who are not in employment who have not been seeking work within the last 4 weeks and/or are unable to start work within the next 2 weeks.

Economic inactivity in Greater Manchester vs. UK (16-64)



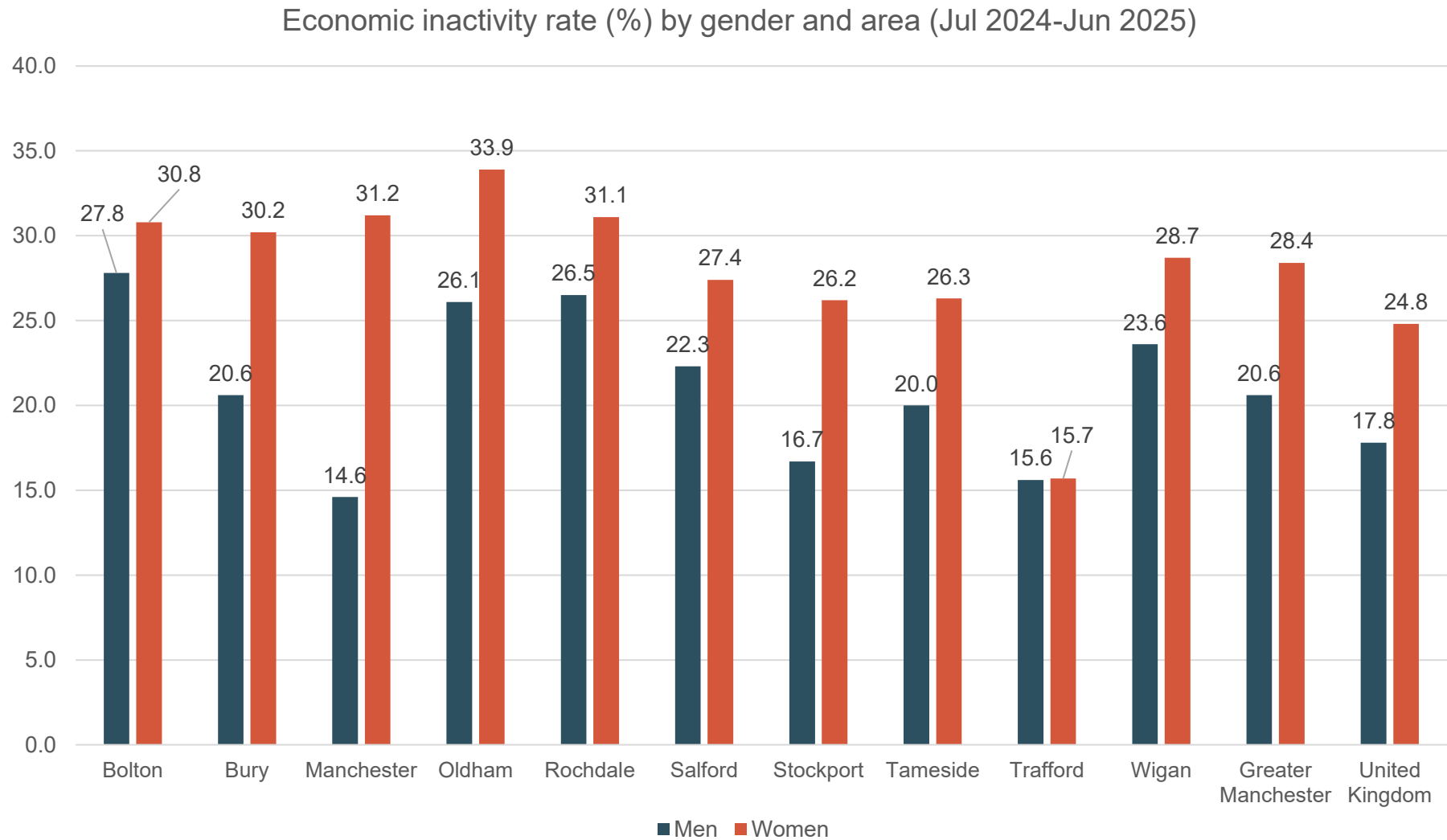
- Rising economic inactivity is not a new trend. In historic terms, economic inactivity rates are below those seen in the early 2000s, and lower still than the early 2010s where inactivity rose in the aftermath of the 2008 financial crisis (see chart).
- GM has typically had higher levels of economic inactivity than the national figure but has tended to follow the same trends as the UK in terms of rises and falls. However, the previous two years have shown a more substantial rise in inactivity in GM that has been less pronounced in the UK.

Economic inactivity higher amongst women in GM, but the gap is narrowing



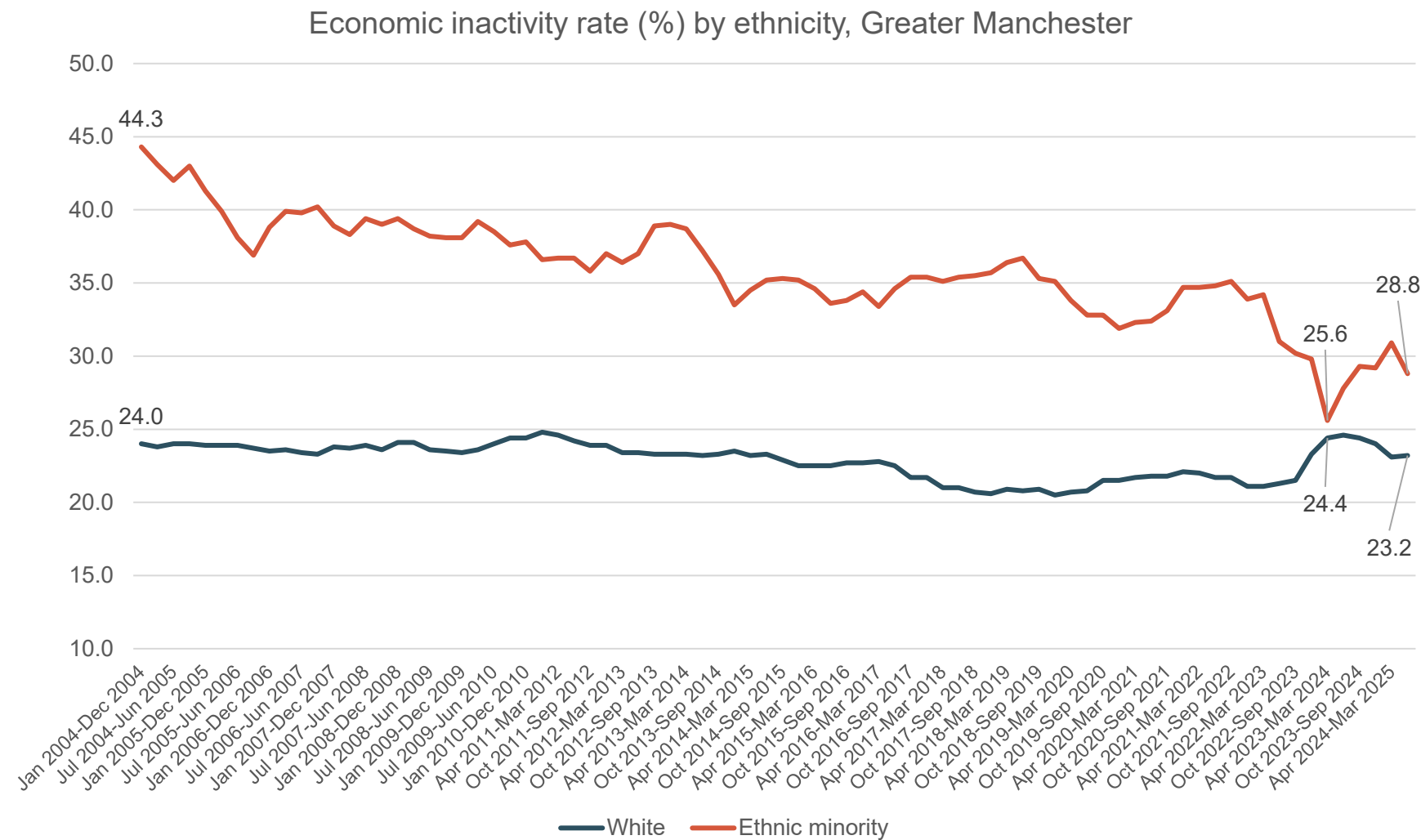
- In GM, women are more likely to be economically inactive compared to men. This is likely due to a variety of reasons other than economic. For example, cultural and social trends such as caring responsibilities (see later slides for breakdown of economic inactivity by reason).
- However, the inactivity gap between men and women has narrowed considerably over the last two decades, reducing from 13.5 percentage points in 2006, to 5.8 percentage points in 2024.

Economic inactivity by gender and LA



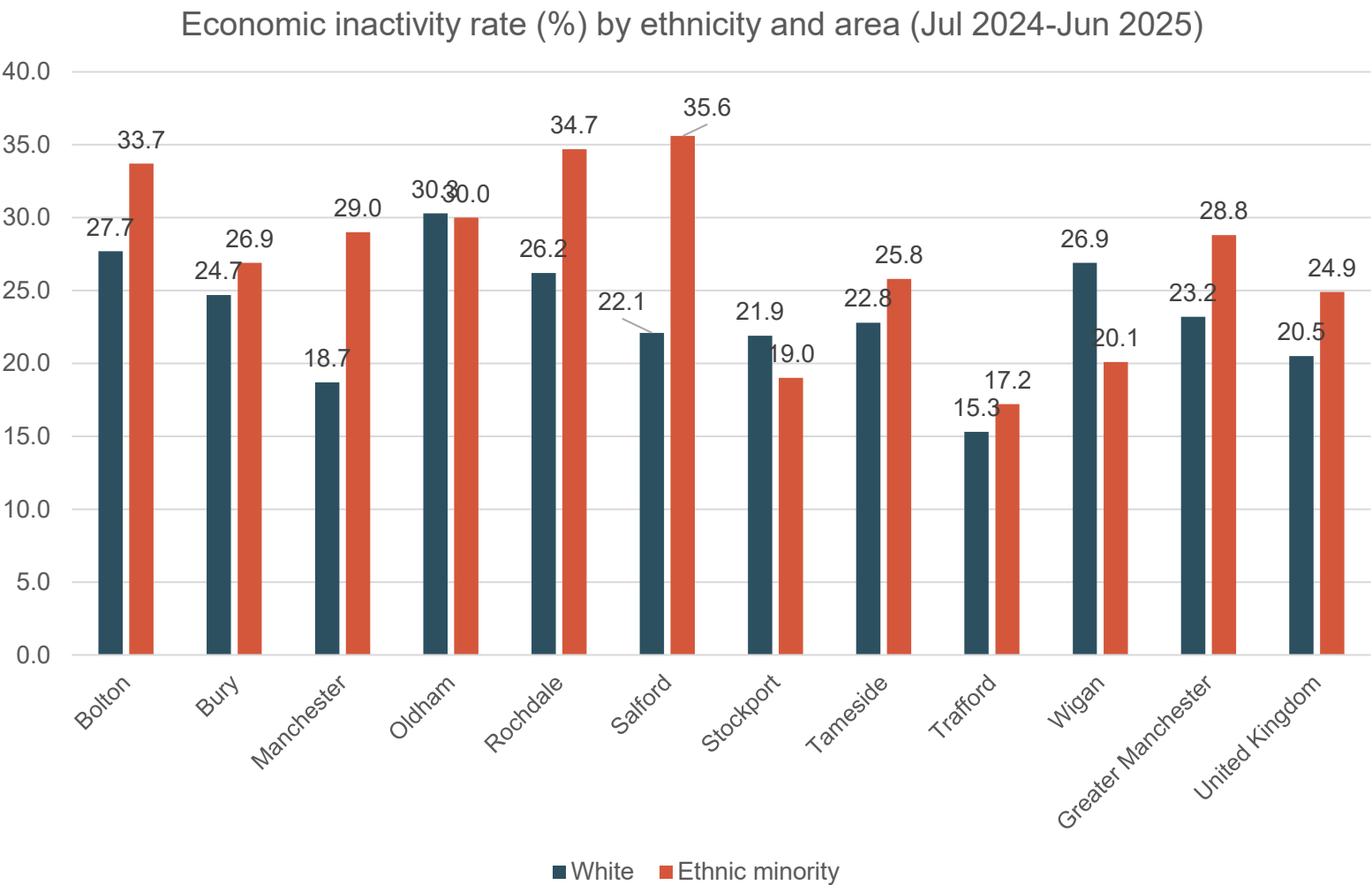
- Across all areas, women are more likely to be economically inactive than men, but rates vary considerably by area.
- The male-female gap is smallest in Trafford (0.1pp) and largest in Manchester (16.6pp). Bolton has the highest rate of economic inactivity amongst men and Oldham the highest amongst women.
- Manchester has the lowest rates of male and Trafford the lowest rates of female economic inactivity at 14.6% and 15.7%, respectively.

Economic inactivity has fallen considerably amongst GM's ethnic minority residents



- In GM, ethnic minority residents have seen a substantial fall in economic inactivity, from nearly half of all 16-64 residents in 2004, to under a third in 2025 and a historic low in March 2024 where economic inactivity fell to 25.6%
- The gap in economic inactivity amongst white and ethnic minority residents had been historically very large. In 2004, the gap was over 20 percentage points. In March 2024, this had fallen to 1.2pp.

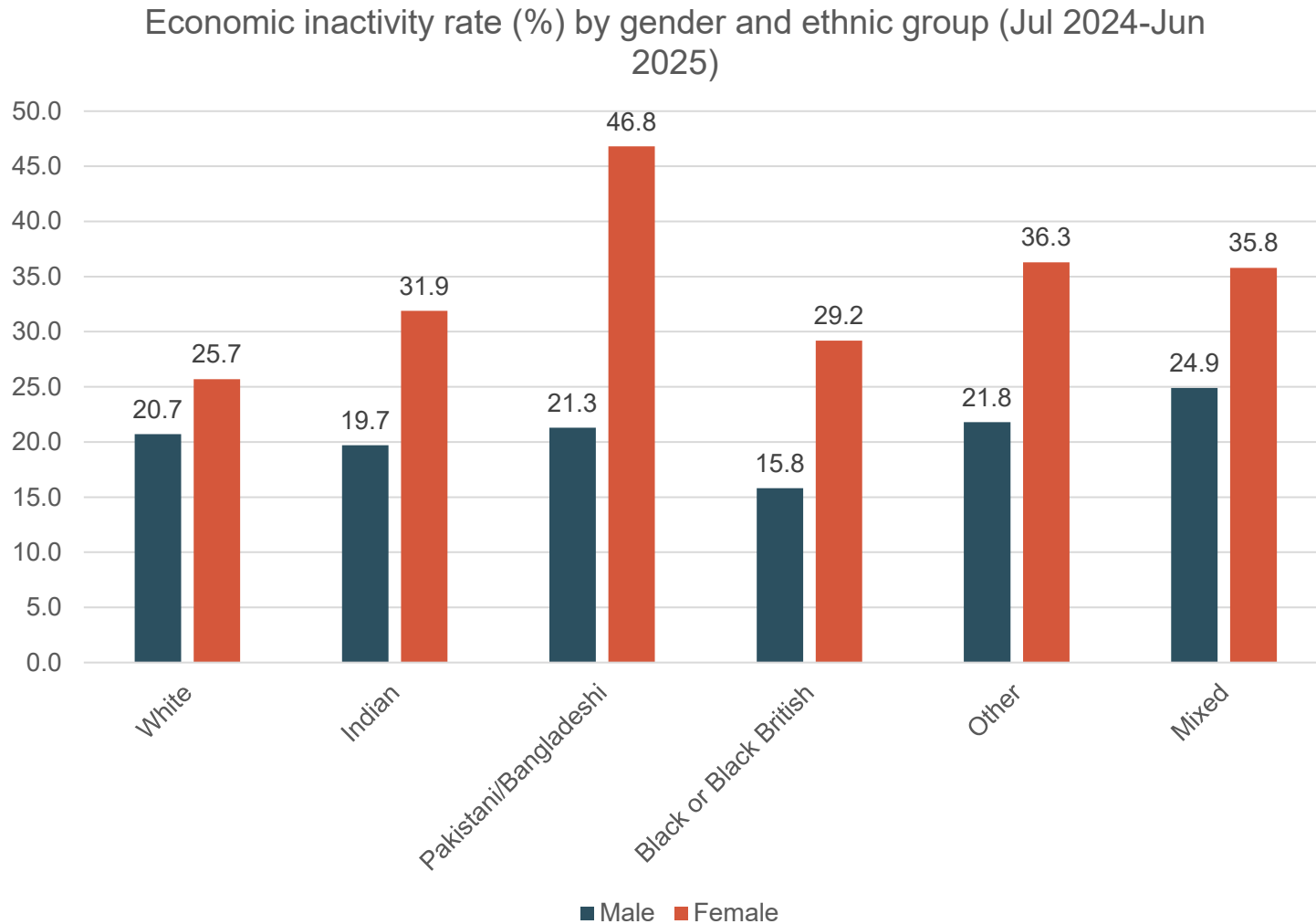
Economic inactivity by ethnicity and area



Source: NOMIS – Annual Population Survey – Updated quarterly

- Across most areas, except for Oldham, Stockport and Wigan, ethnic minority residents are more likely to be economically inactive than white residents, but rates vary considerably by area.
- As with gendered breakdowns of economic inactivity, differences across ethnicities should **not** be viewed through economic explanations alone; higher economic inactivity for certain communities must be contextualised.
- For example, inactivity is highest amongst Pakistani/Bangladeshi residents (see next slide) where cultural norms and caring responsibilities are more prevalent in relation to employment. Manchester, Oldham and Rochdale have particularly high numbers of Pakistani/Bangladeshi residents which may impact on overall ethnic minority economic inactivity as shown to the left.

Economic inactivity across different ethnic groups by gender in GM

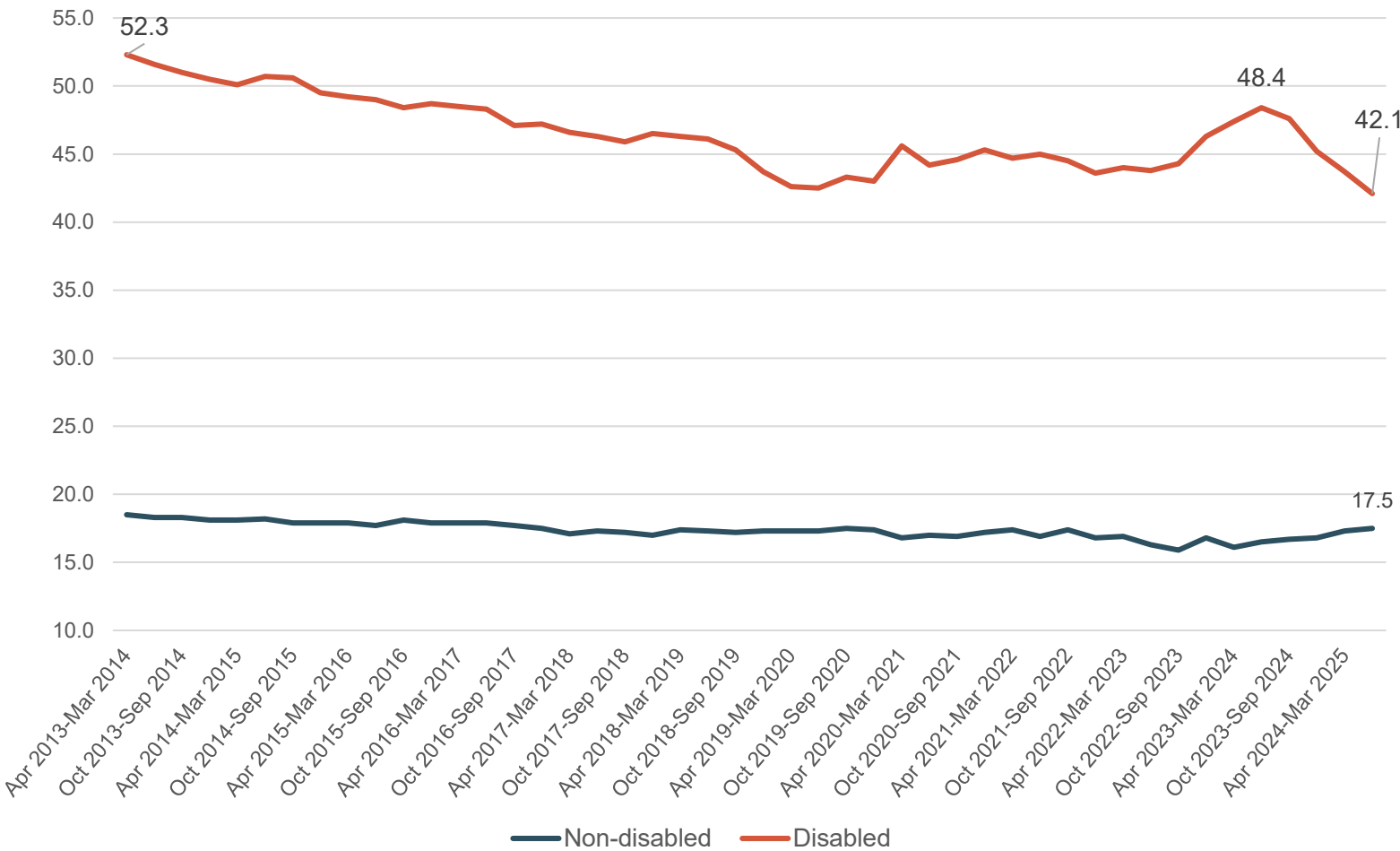


Source: NOMIS – Annual Population Survey – Updated quarterly

- The chart to the left details economic inactivity by gender and ethnic group.
- As detailed in the previous slide, economic inactivity can be related to a wide range of cultural and economic reasons that should be contextualised within communities.
- Economic inactivity is lowest amongst Black men and low across most other male ethnic groups more broadly.
- It is when comparing between men and women in certain ethnic groups that more substantial gaps emerge. For example, amongst Pakistani/Bangladeshi men and women there is a 25.5pp gap in economic inactivity. This compares with 5.0pp between white men and women.
- Ultimately, there are cultural nuances that should be taken into account when comparing across ethnic groups, particularly in relation to economic inactivity amongst women.

Economic inactivity amongst disabled people is falling over time

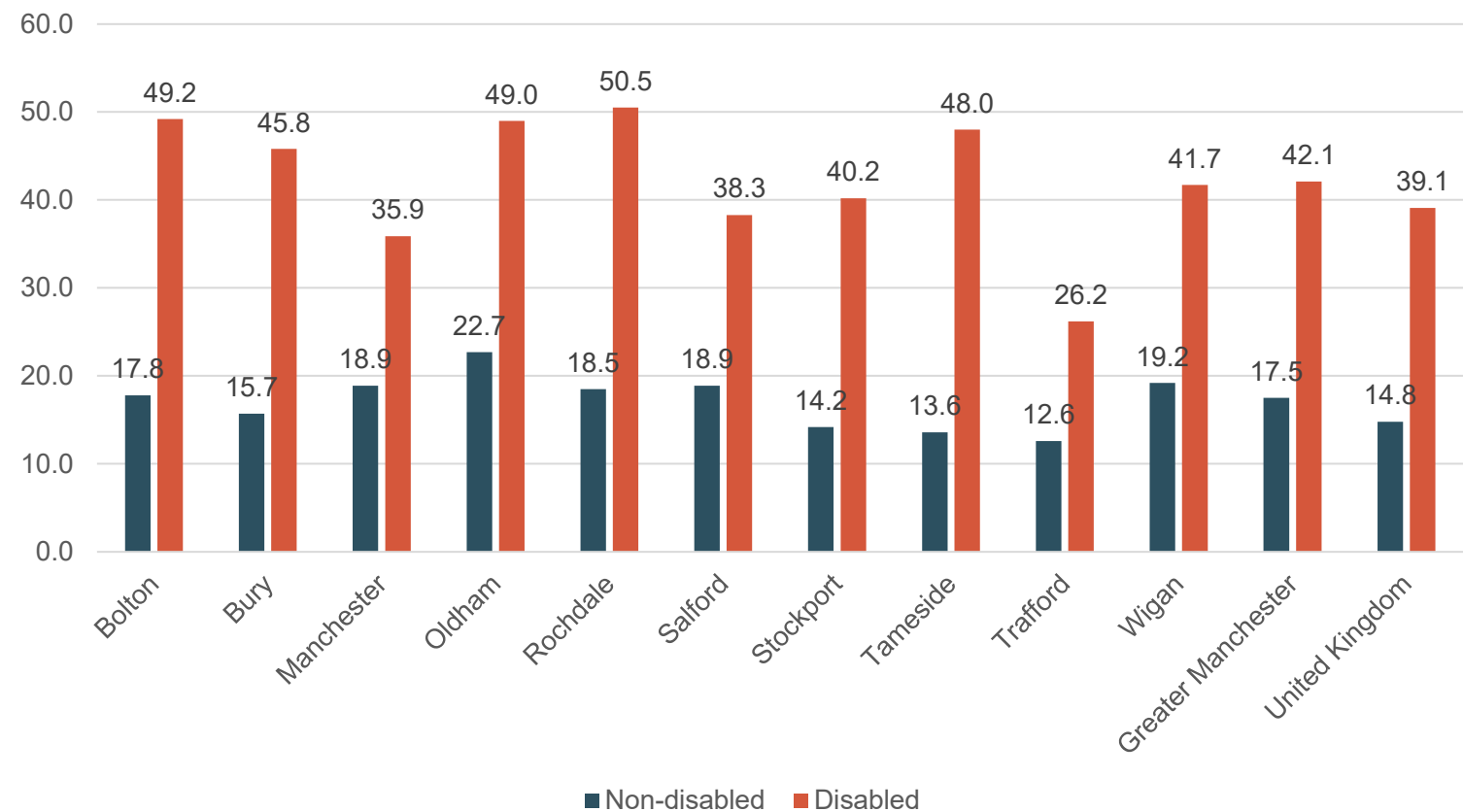
Economic inactivity rate (%) by disabled status, Greater Manchester



- The chart to the left details economic inactivity by disabled status over time.
- Economic inactivity amongst disabled people has fallen over the previous decade and has even fallen sharply in the previous few years from the post-pandemic peak of 48.4% in the period to June 2024, contrary to many other cohorts.
- As with other groups detailed in these slides, inactivity is low by historic standards and the gap is narrowing with non-disabled people.
- Note: economic inactivity data for disabled people defined as EA core or work-limiting disabled is only available from period April 2013-March 2014.

Economic inactivity by disability in GM

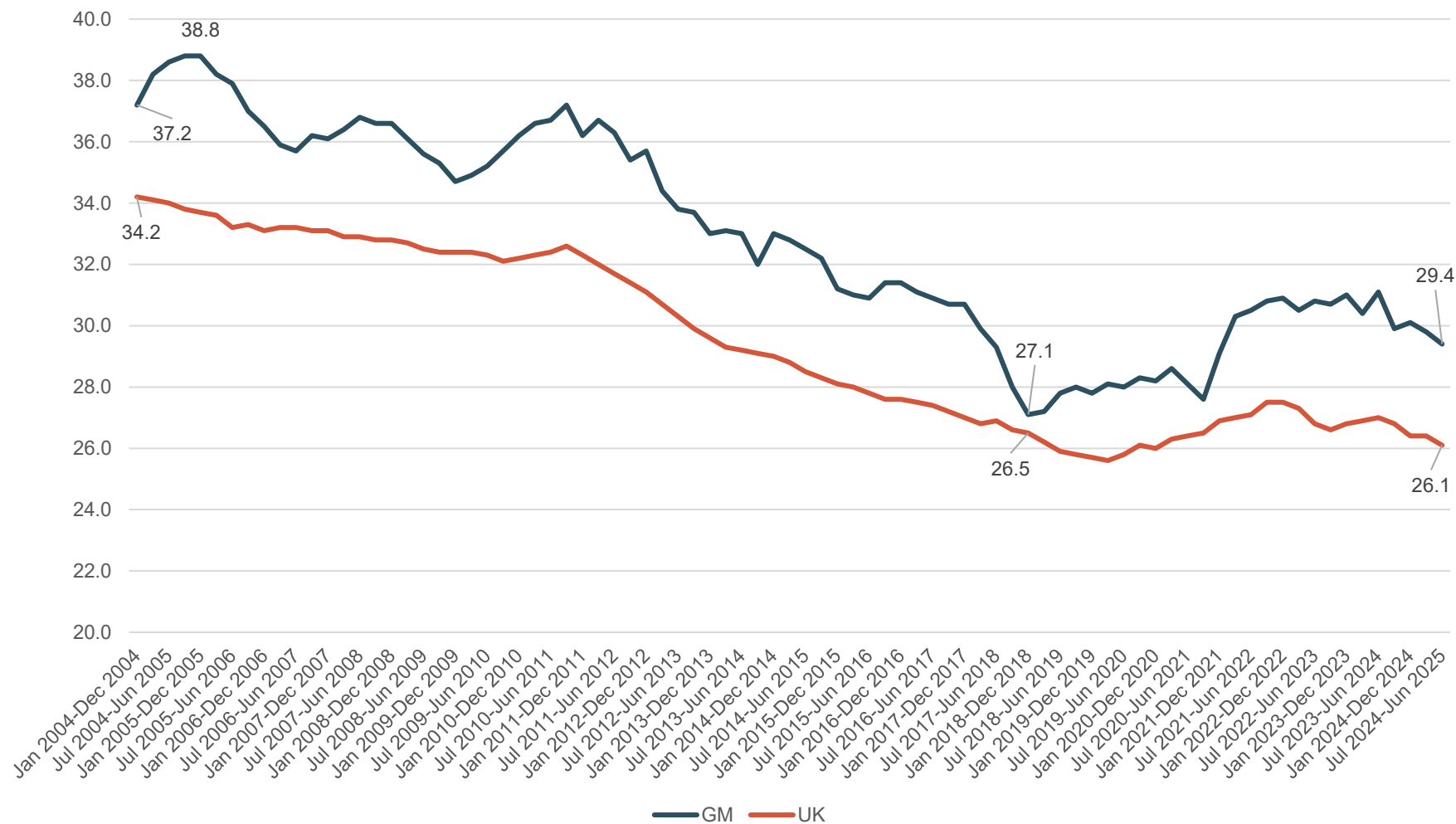
Economic inactivity rate (%) by disabled status and area (Jul 2024-Jun 2025)



- The chart to the left details disabled status and economic inactivity by area.
- All areas in GM have a disabled inactivity rate of 35% and above, with the exception of Trafford where economic inactivity is considerably lower at 26.2%
- Context is important when interpreting economic inactivity status amongst disabled people. There are known challenges for disabled people accessing suitable employment, which is reflected in the fact that nearly half of people who are economically inactive are disabled (216,900 people out of 444,800 total economically inactive).

Economic inactivity amongst over 50s in GM

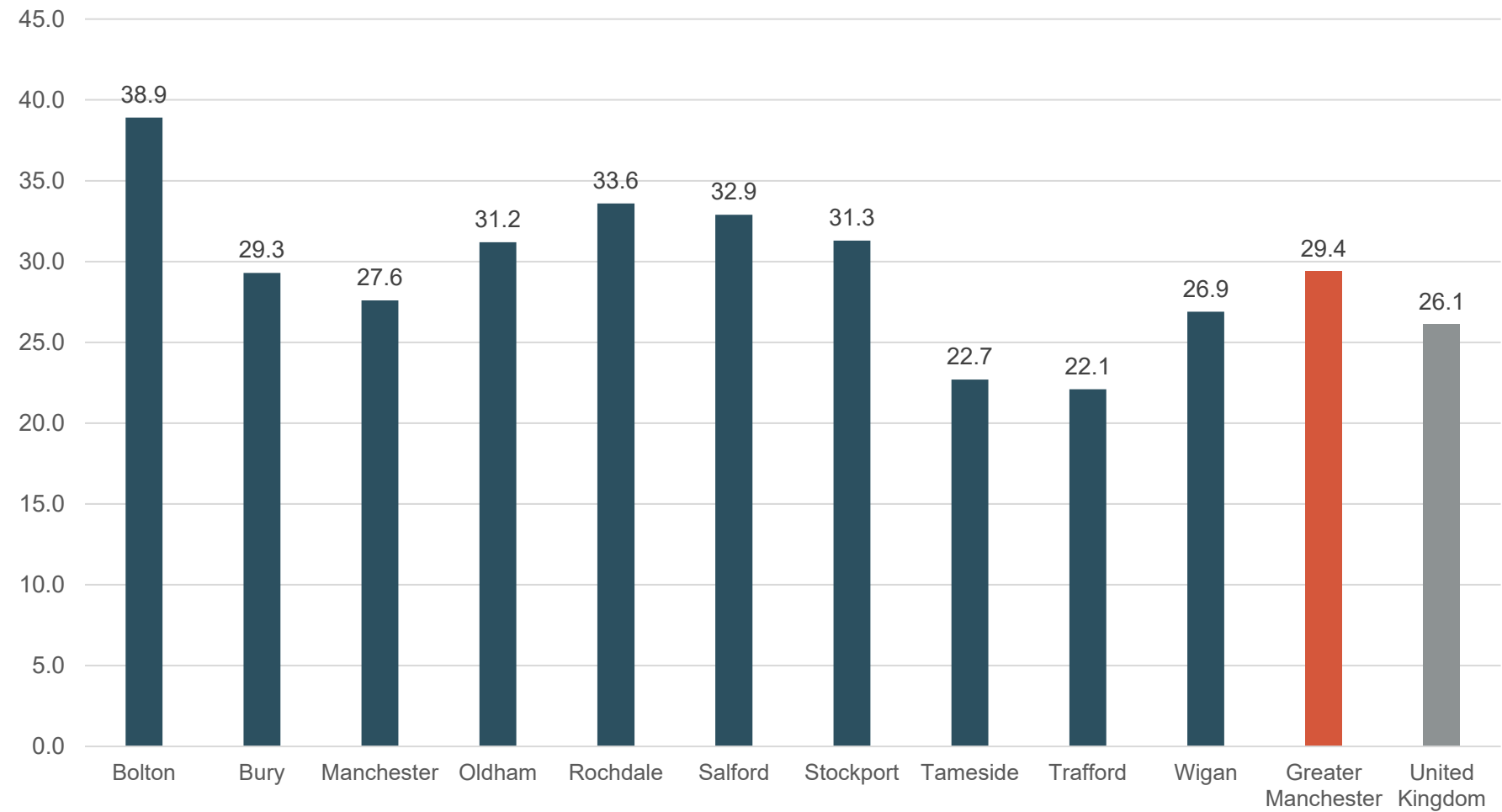
Economic inactivity amongst 50-64-year-olds, Greater Manchester and UK



- Although economic inactivity amongst older workers (those aged 50-64) has risen over recent years, this inactivity should be placed in context as historically low compared to two decades ago where economic inactivity was as high 38.8%.
- The long-term fall can likely be explained through people retiring later (the stage pension age [66] has notably moved beyond the cut off-point for ONS' "working-age" definition at 64).
- Economic inactivity for those aged 50-64 in GM is higher than the national average with the gap widening compared to previous years.

Economic inactivity amongst over 50s by LA

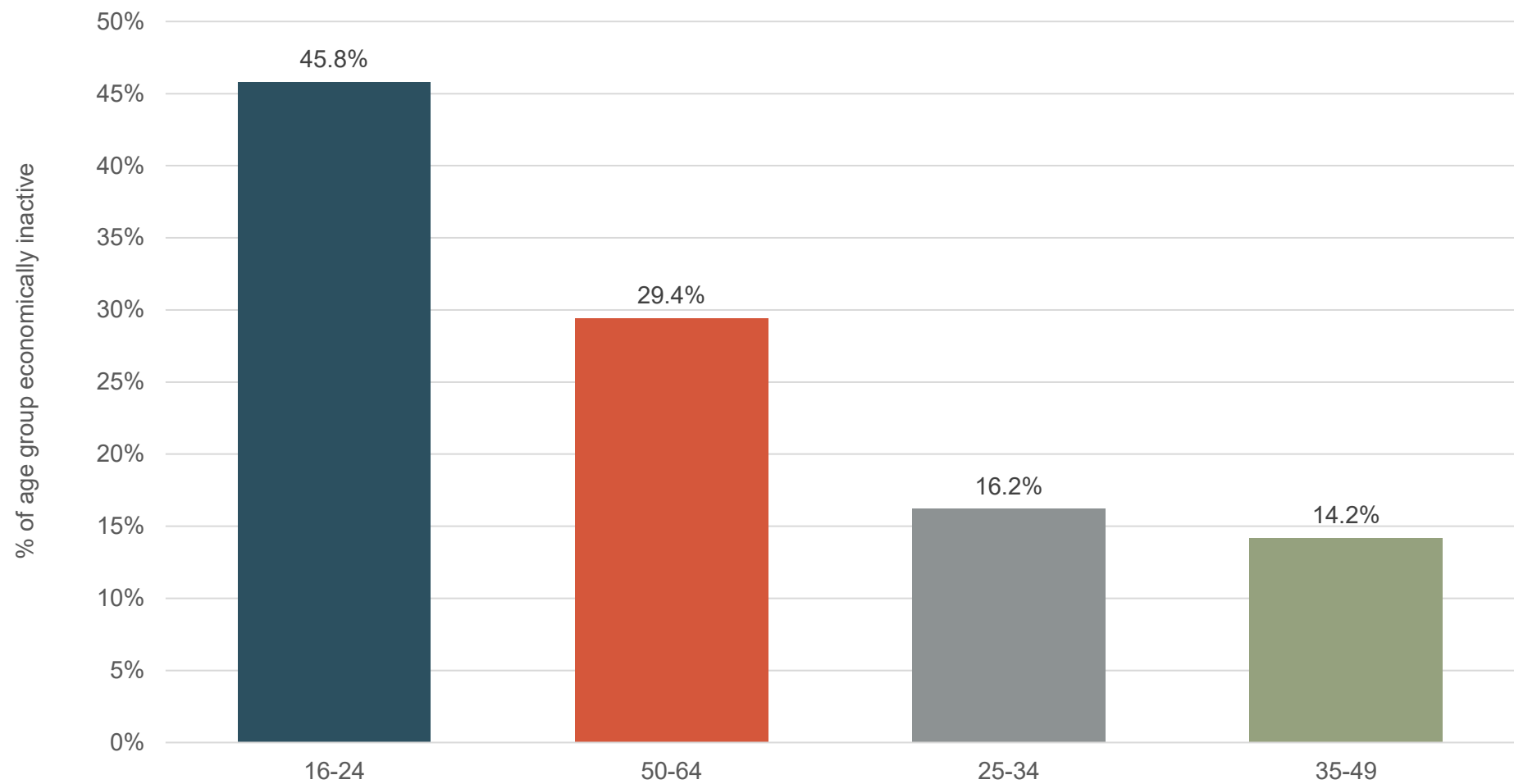
Economic inactivity amongst 50-64-year-olds by area (Jul 2024-Jun 2025)



- Economic inactivity amongst 50-64-year-olds is highest in Bolton, Rochdale and Salford, and lowest in Tameside and Trafford.
- Only 2 GM LAs have 50-64 inactivity below the national average – Tameside and Trafford.

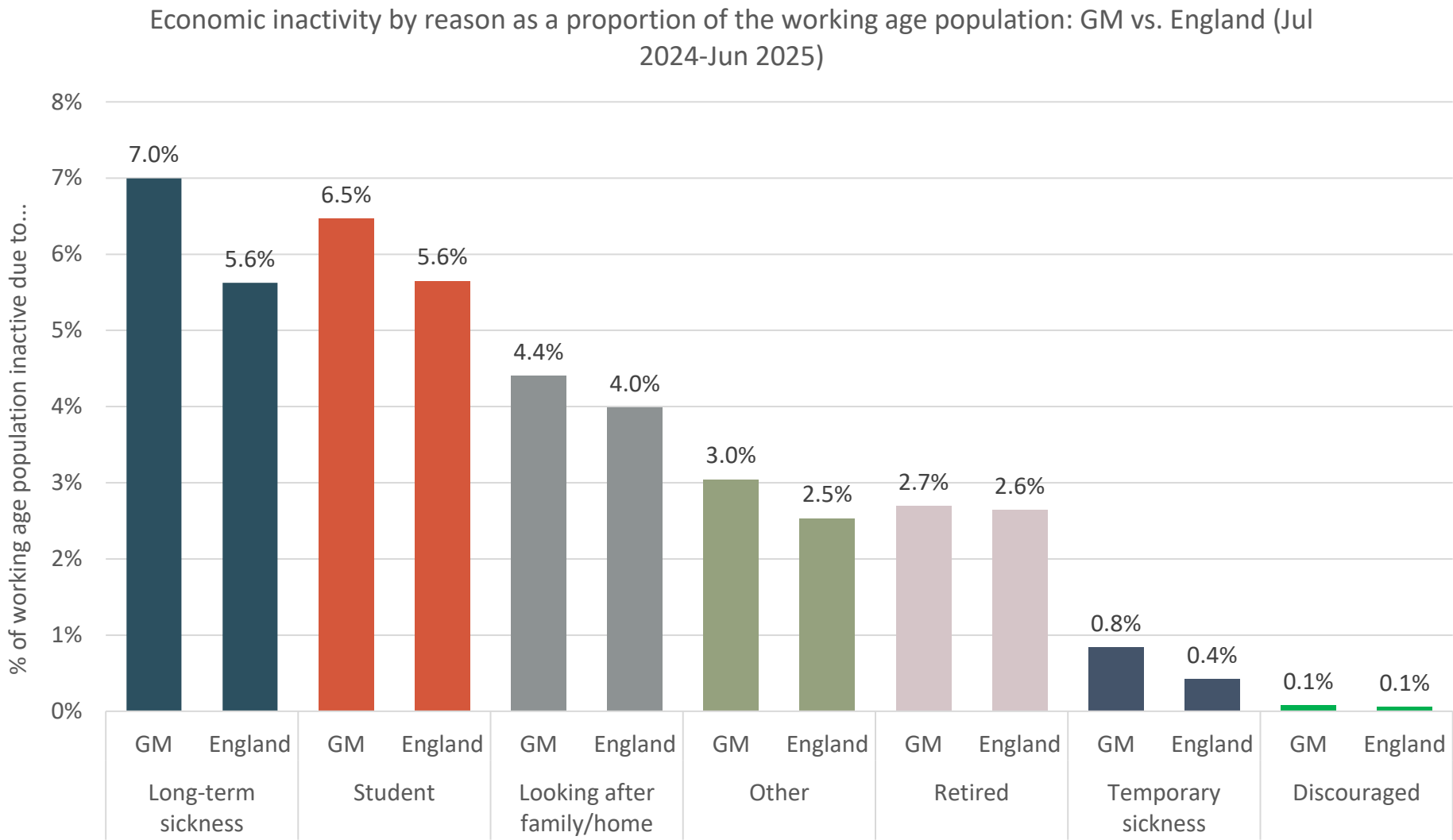
Economic inactivity by age group in Greater Manchester

Economic inactivity rate (%) by age group in Greater Manchester (Jul 2024-Jun 2025)



- This chart looks at the economic inactivity rate for age groups in Greater Manchester in the most recent period available.
- As seen, 16-24-year-olds are the age group with by far the highest rate of economic inactivity at 45.8%, followed by 50-64-year-olds at 29.4%. The middle age bands, as expected, have the lowest rates of economic inactivity as these are when people are most likely to be working.

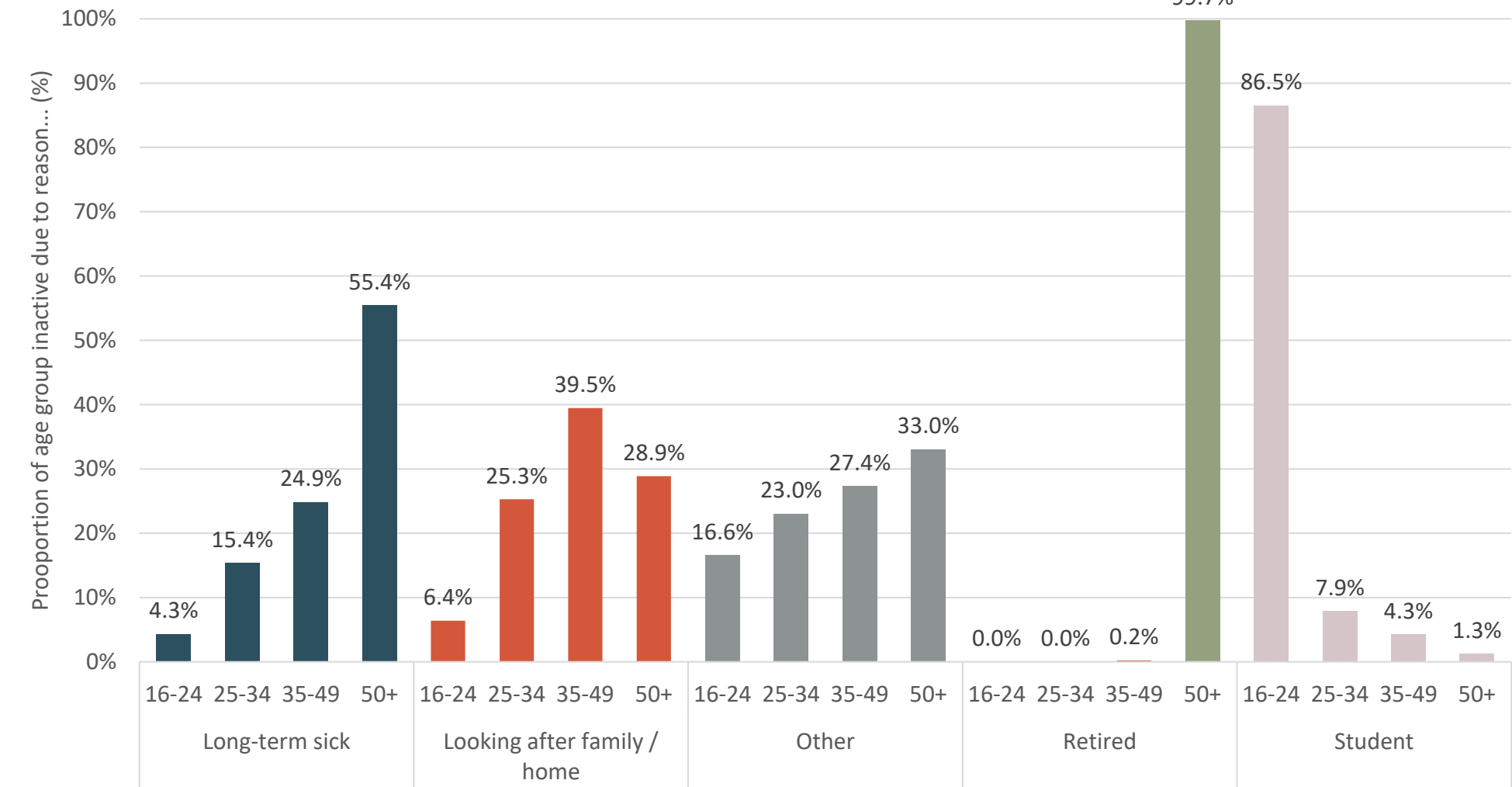
Economic inactivity by reason: Greater Manchester vs. England



- This chart depicts the proportion of the working age population who are economically inactive split by their reason for inactivity and shows how GM figures compare with figures for England. As seen, those who are inactive due to long-term sickness account for 7.0% of the working age population in Greater Manchester, but only 5.6% of the working age population in England – suggesting inactivity due to long-term health conditions is more common in GM than England.
- Students also make up a large proportion of the working age population in GM (6.5%) but a smaller proportion of the working age population in England (5.6%). Finally, in GM 4.4% of the working age population are inactive due to 'looking after family / home' compared to 4.0% in England.

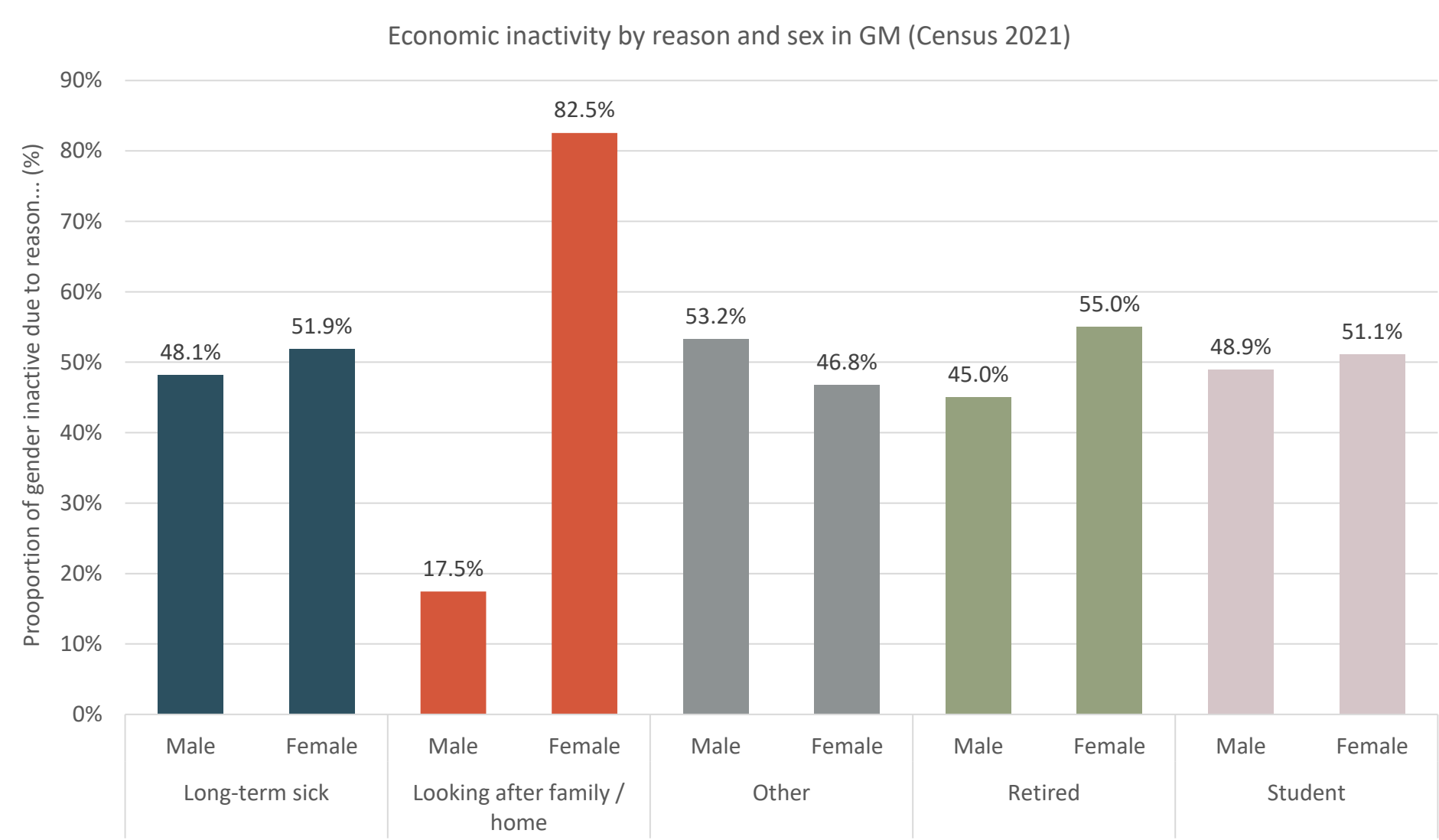
Economic inactivity by reason and age in Greater Manchester

Economic inactivity by reason by age in GM (2021 Census)



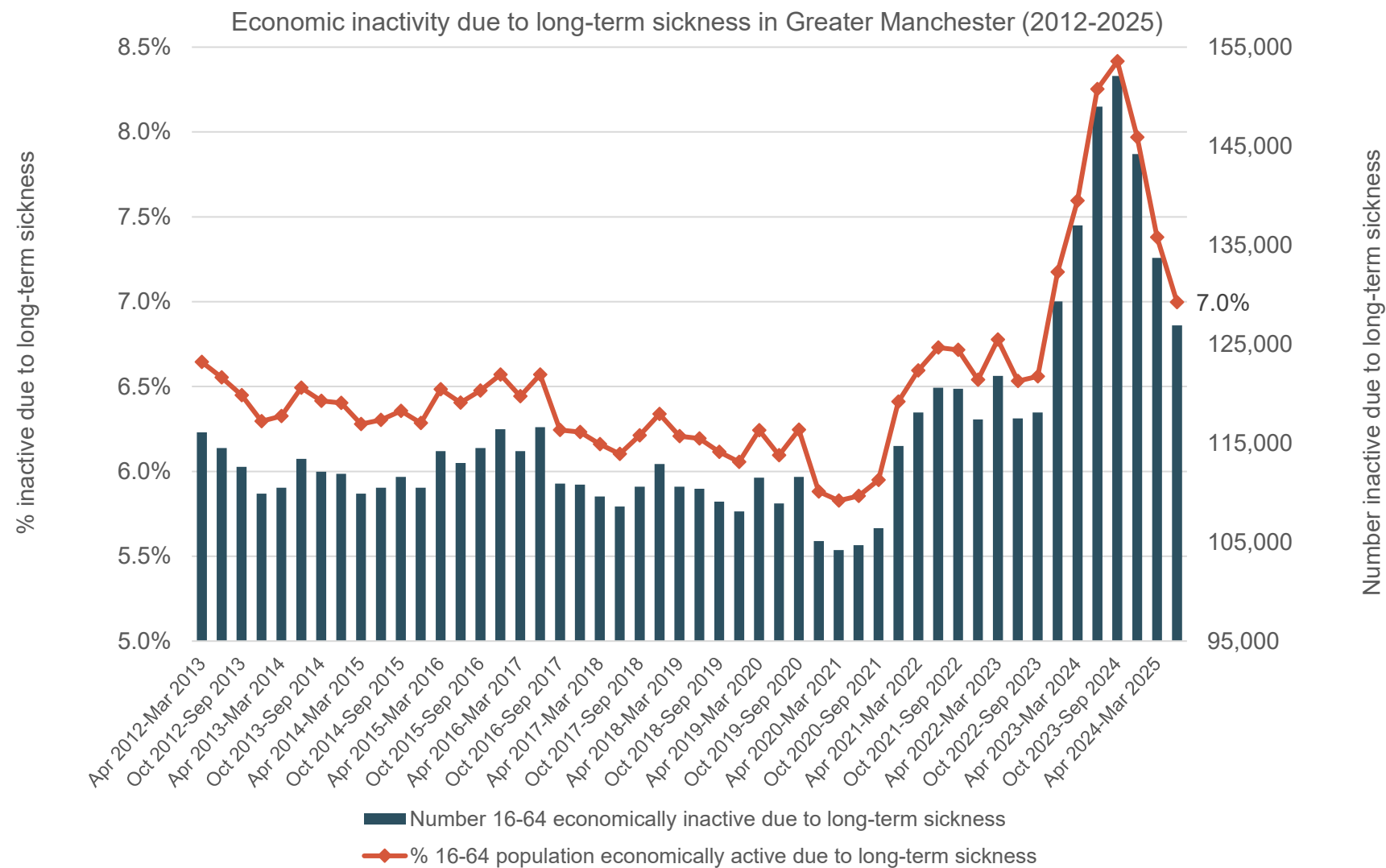
- This chart depicts the proportional split by age group for each reason for economic inactivity to get a better sense of how age groups vary by reason for inactivity.
- As seen, age group proportions vary significantly by reason. For example, 55.4% of all those inactive due to long-term sickness were aged 50+; however, only 28.9% of all those inactive due to looking after family / home were aged 50+. This suggests older age groups are more affected by long-term sickness and that middle age groups are more likely to have the responsibility of looking after the home / family (39.5% of all those inactive due to care responsibilities were 35-49).

Economic inactivity by reason and gender in Greater Manchester



- Similar to the previous chart, this chart looks at the proportional split of reasons for inactivity by gender to assess whether certain reasons may be more weighted towards a particular gender.
- As seen, the largest disparity in proportional split is seen in those looking after family / home where 82.5% of all those inactive for this reason were female compared to 17.5% male.
- Gender disparities are less obvious among other reasons for inactivity; however, it would appear females (55%) also make up a larger proportion of those inactive due to retirement when compared to males (45%).
- Other reasons are more evenly split and present limited gender bias.

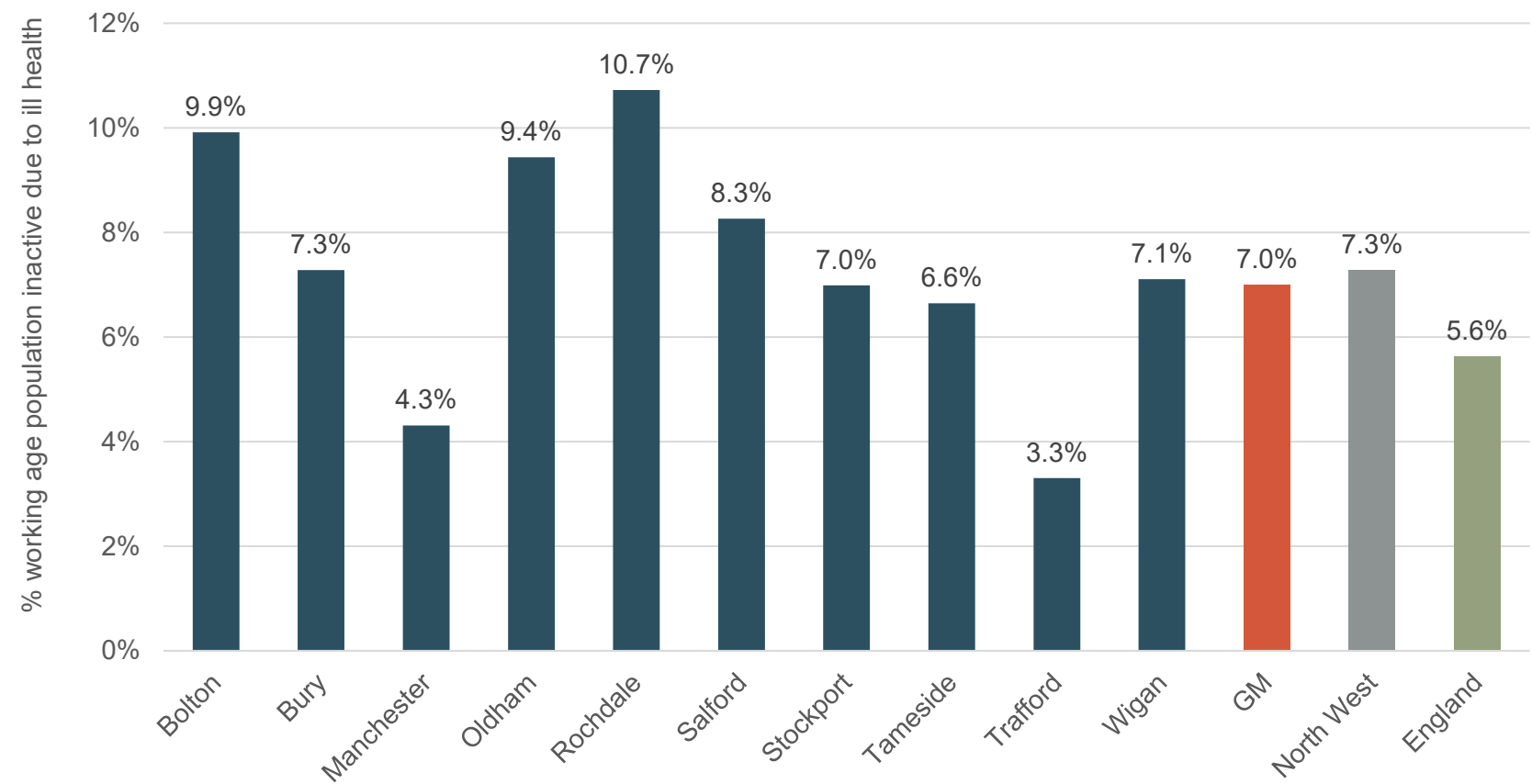
Economic inactivity due to long-term sickness over-time



- GM's inactive long-term sick has grown significantly in the previous few years (see chart).
- As shown, the number and proportion of GM residents who reported they were inactive due to long-term sickness is above pre-pandemic levels, and rose sharply between September 2023 and September 2024, peaking around 8.3% of the working age population.
- However, the proportion (and overall number) has declined substantially over the previous few reporting periods, though the numbers and proportion remain high by historic standards.

Economic inactivity due to long-term sickness by LA

Economic inactivity due to long-term illness, period Jul 2024-Jun 2025



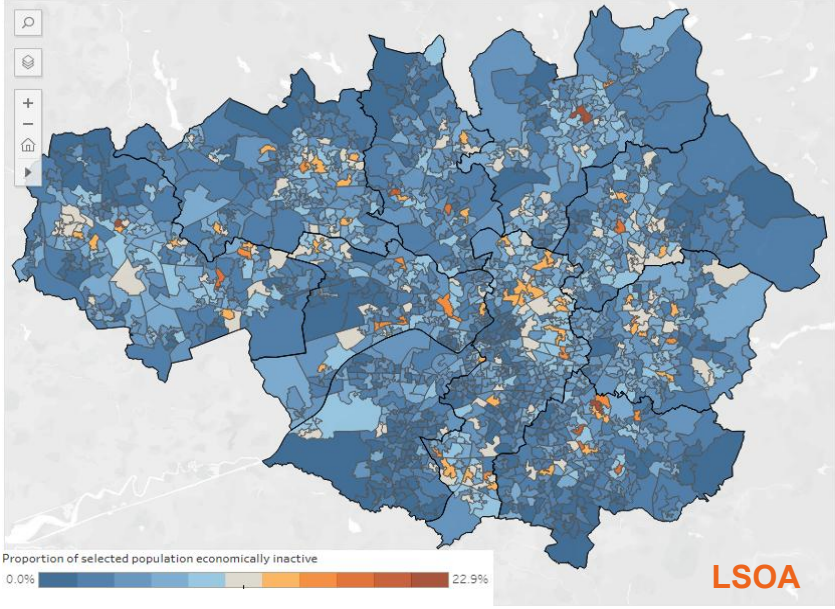
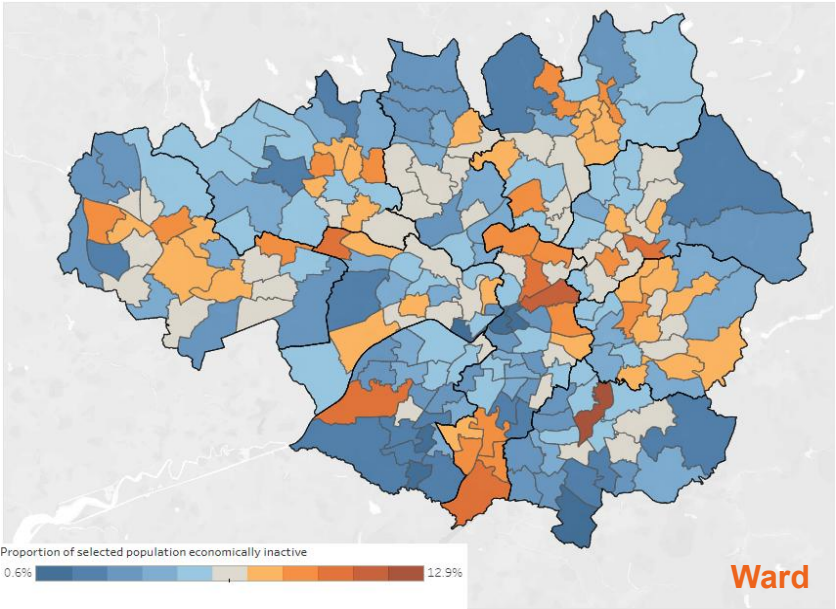
Source: NOMIS – Annual Population Survey – Updated quarterly

- Viewing by inactivity due to long-term illness shows a mixed picture across the city region (see chart to the left).
- As with overall economic inactivity, Trafford has the lowest proportion of working-age population who are economically inactive due to long-term illness at 3.3%. This compares with the significantly higher rates seen in Bolton (9.9%), Oldham (9.4%) and Rochdale (10.7%).
- Trafford and Manchester (4.3%) are the only two GM LAs with long-term illness inactivity rates below the England figure.

To identify where residents who are economically inactive due to ill health or a disability reside, GMCA has created a dashboard bringing together data from a range of sources.

The dashboard can be accessed [here](#).

Working age residents who are economically inactive due to long-term sickness or disability (LTSD)



Economic inactivity exists in every borough, ward, and LSOA of GM. However, each geography differs in prevalence (as a proportion – see map on the left). ‘Hotspots’ reside in all boroughs but differ in severity and frequency – this provides an opportunity to identify and target locations with outreach activity.

Manchester has the highest proportion of GM wide economic inactivity due to LTSD at 21.3%, whilst Trafford has the lowest at 5.7%. Manchester has the most hotspots concentrated in the South and East including wards such as Woodhouse Park and Miles Platting. The most prominent hotspot is Brinnington, Stockport (12.9% of the population are economically inactive due to LTSD). Other high prevalence areas include LSOA 016c in Bury, 010c in Rochdale, and 009c in Wigan. Brinnington in Stockport, Harpurhey in Manchester, and Hollinwood in Oldham also have relatively high numbers of Universal Credit claimants on account of health. Funding could be directed to areas with higher levels of economic inactivity due to LTSD.

Source: Census 2021

Local Authority	% All GM inactive: Long-term sick or disabled
Bolton	10.50%
Bury	6.00%
Manchester	21.30%
Oldham	8.80%
Rochdale	8.60%
Salford	10.10%
Stockport	8.20%
Tameside	8.70%
Trafford	5.70%
Wigan	12.10%
Greater Manchester	100.00%

Economic inactivity due to LTSD – gender, age, ethnicity, and length of time out-of-work

Length of time out-of-work is intimately linked to the ability to re-enter work. **Young people and women are overrepresented among those who have never worked**, with 13.6% of women compared to 10.3% of men. Manchester is a hotspot for women who have never worked (18.4%). Long-term economic inactivity hotspots include Manchester’s northeastern ring, Rochdale, Oldham, and Brinnington in Stockport. **High proportions of young people who have never worked are found in Oldham and Rochdale**, while over 50s are less affected, except in Manchester (13.5%).

Ethnicity: economic inactivity varies significantly across ethnic groups and localities. The GM white and mixed populations are most likely to be economically inactive due to LTSD. Rochdale has high inactivity for ‘White’ groups (7%), Oldham for ‘mixed’ (7%) and ‘Asian’ or ‘Asian British’ groups (4.7%), and Trafford for ‘Black British’ (4.1%).

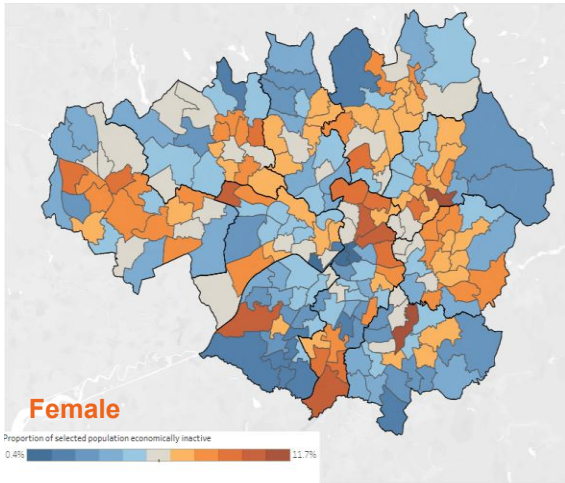
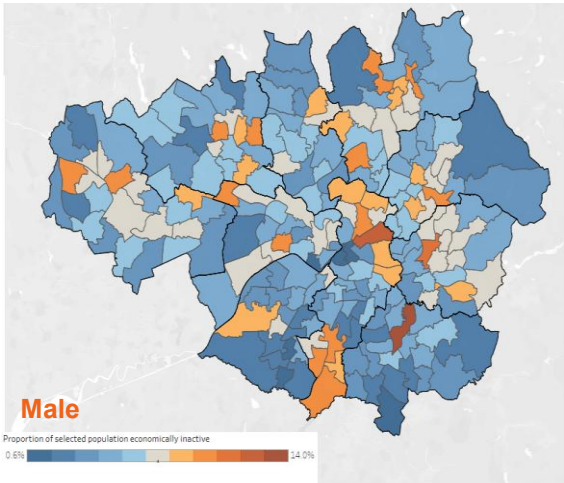
Source: Census 2021

Never worked (16-24-year-olds)

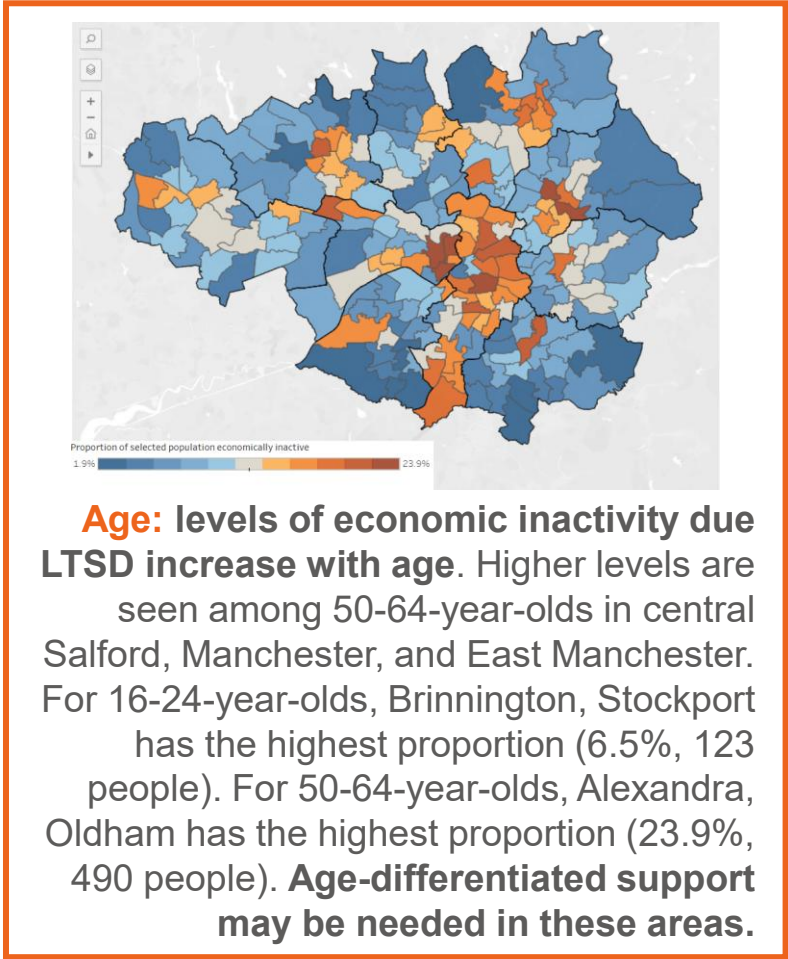
Oldham	35.0%
Rochdale	34.4%
Manchester	33.2%
Bury	32.4%
Bolton	32.2%
Trafford	31.9%
Tameside	30.2%
Stockport	28.8%
Salford	25.6%
Wigan	25.5%

Never worked (50-64-year-olds)

Manchester	13.5%
Oldham	9.9%
Rochdale	9.7%
Salford	9.2%
Bolton	8.5%
Tameside	6.5%
Bury	6.0%
Wigan	5.6%
Trafford	5.3%
Stockport	4.4%

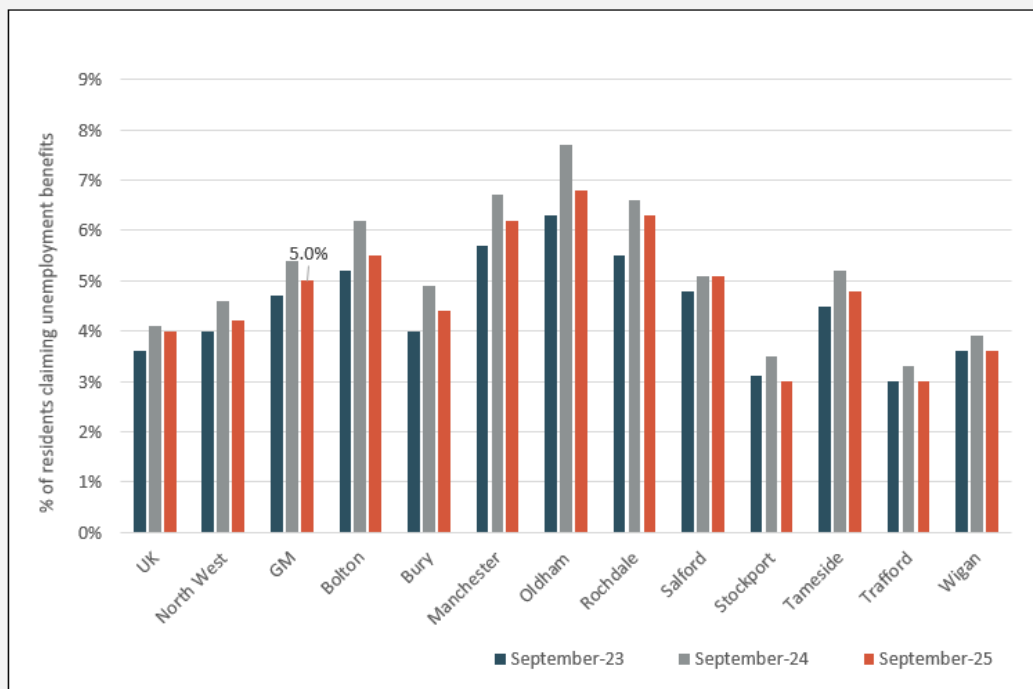


Gender: men and women demonstrate similar likelihood to be economically inactive due to LTSD (51% female vs. 49% male). Men are more geographically dispersed, while women are concentrated in hotspot areas. There is also a significant difference between men and women who have never worked. **Targeted support could focus on women’s hotspots whilst accounting for the dispersed nature of male residents.**



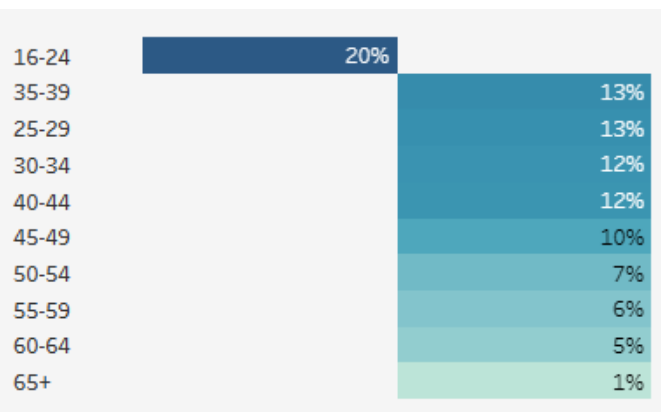
Unemployment across Greater Manchester

Unemployment benefit claimants as a proportion of resident population, 2023-2025



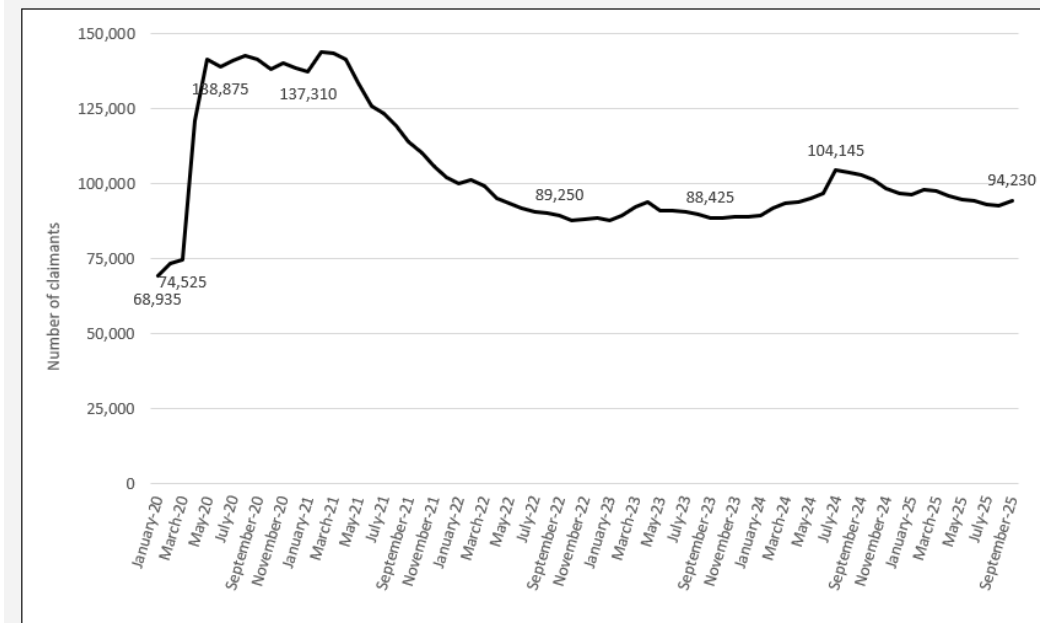
The areas of GM with the highest prevalence of unemployment benefit claimants are shown in the chart above. In **Oldham, 6.8% of residents were in receipt of unemployment related benefits in September 2025.**

Age as a proportion of total claims



Unemployed - Claimant Count

Claimant count, Greater Manchester, January 2020 – September 2025



In September 2025, 5.0% of working-age people in GM were unemployed, with 20% of these aged 16-24. The Claimant Count spiked during the pandemic and has remained high, with recent data showing a small rise again. In September 2025, 94,230 residents were counted, 57% of whom were men.

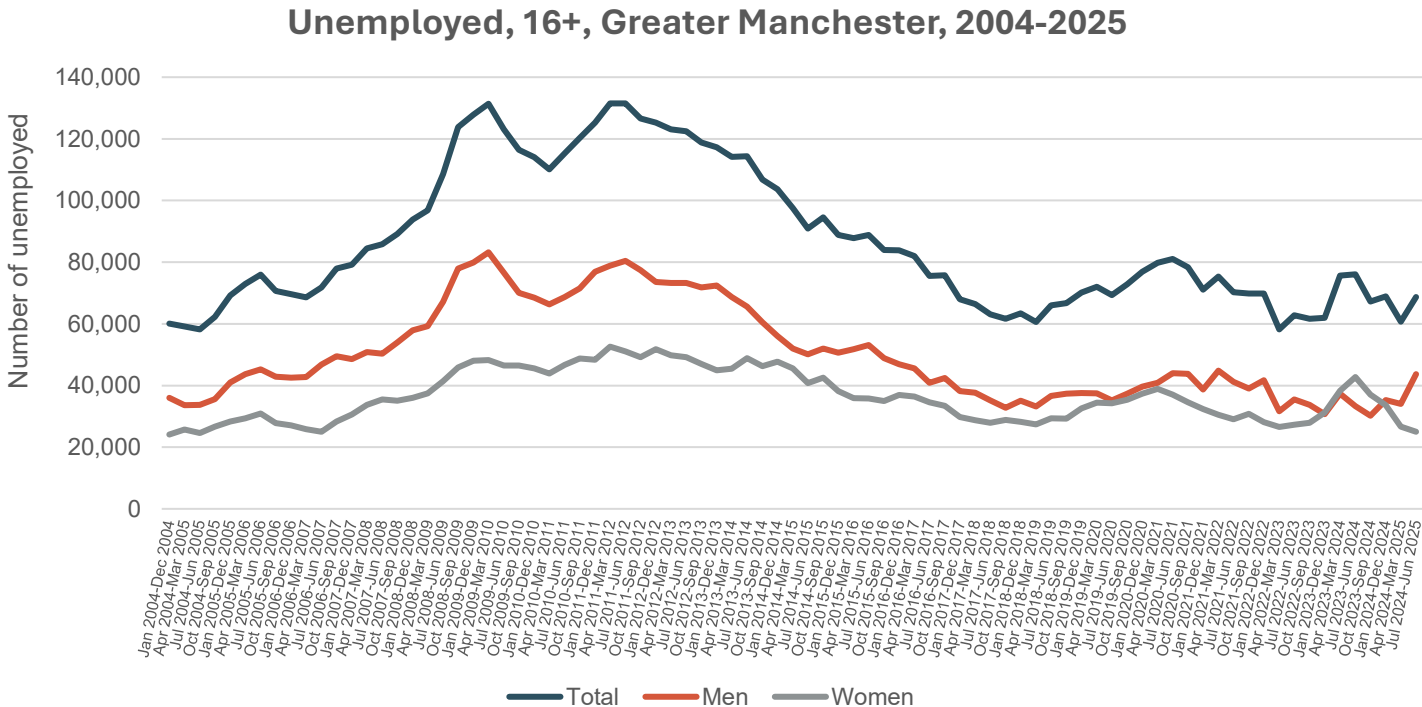
Claimant count rises in all ten local authorities in GM

Claimant count, UK, NW, GM and LAs, August 2025 – September 2025

Area	Aug-25	Sep-25	% change
UK	1,663,580	1,698,395	2.1%
North West	195,875	199,430	1.8%
GM	92,660	94,230	1.7%
Bolton	9,990	10,025	0.4%
Bury	5,135	5,265	2.5%
Manchester	24,915	25,320	1.6%
Oldham	10,050	10,240	1.9%
Rochdale	8,680	8,815	1.6%
Salford	9,595	9,780	1.9%
Stockport	5,450	5,620	3.1%
Tameside	7,030	7,110	1.1%
Trafford	4,265	4,410	3.4%
Wigan	7,550	7,650	1.3%

- The claimant count in Greater Manchester rose by 1.7% between August and September 2025 - to 94,230 claimants. The rise in GM was smaller than both the North West (1.8%) and the UK (2.1%).
- The claimant count rose in every LA, though these rises were uneven across GM. Stockport and Trafford saw the largest proportional increases at 3.1% and 3.4%, respectively. Bolton saw the smallest rise at 0.4%.
- Note: The latest month's data is typically revised downwards slightly in the following month.

Unemployed – Labour Force/Annual Population Survey



The survey measure of unemployment shows about 36,000 fewer unemployed people than the Claimant Count. Unlike the Claimant Count, it doesn't reflect the sharp rise in 2020 or the recent slow increase. **In the twelve months to June 2025 the unemployment rate was 4.3%.**

The unemployment rate has been well above 10% in several districts at various points (such as after the financial crisis), but more recently has been comparatively subdued compared to inactivity. **Minority ethnic residents typically have higher unemployment rates.** In the twelve months to June 2025, the unemployment rate for minority ethnic residents was 9.0%, compared to 4.8% overall. Please note that there is considerable volatility with ethnic minority unemployment data so should be treated with caution.

Area	% unemployed (16+)
England	4.1%
Greater Manchester	4.8%
Bolton	3.1%
Bury	4.8%
Manchester	8.6%
Oldham	3.3%
Rochdale	5.0%
Salford	3.8%
Stockport	4.1%
Tameside	3.3%
Trafford	3.3%
Wigan	3.9%

Multiple Disadvantage Across Greater Manchester

People experiencing multiple disadvantage

Veterans: according to the 2021 census, there are **over 50,000 ex-service personnel in GM** that served in the UK regular armed forces, and just under 15,000 who served in the reserve forces. Wigan is home to 7,818 ex-regular armed forces personnel, by far the highest (and much larger than Wigan's proportionate population in GM). Wigan falls to second place when it comes to ex-reserve armed forces.

LA	Previously served in UK regular armed forces	Previously served in UK reserve armed forces	Previously served in both regular and reserve UK armed forces
Bolton	5566	1523	262
Bury	3756	1115	213
Manchester	5111	2298	315
Oldham	4500	1213	225
Rochdale	4408	1077	248
Salford	4391	1400	241
Stockport	5900	1759	350
Tameside	5091	1330	278
Trafford	3798	1351	195
Wigan	7818	1914	402
GM	50339	14980	2729

Substance abuse: there are **70,000 people in GM who are drug dependent**. 21,000 are in treatment and of these, 2,500 have a chronic housing need, 1,500 have a housing problem, and 1,200 have a criminal justice referral.

Carers: according to 2021 census data, there are **76,078 carers providing over 50 hours of unpaid care a week in GM**. Over 55,000 provide between 20 to 49 hours a week. Manchester and Wigan have the highest number of carers providing 50+ hours a week of unpaid care, with the fewest in Bury and Trafford.

LA	Provides 19 hours or less unpaid care a week	Provides 20 to 49 hours unpaid care a week	Provides 50 or more hours unpaid care a week
Bolton	11474	5899	8600
Bury	8134	3643	5094
Manchester	15630	10398	12190
Oldham	8737	5080	6871
Rochdale	8214	4702	6492
Salford	8893	4946	7052
Stockport	13757	4968	7474
Tameside	9283	4666	6720
Trafford	10057	3680	5087
Wigan	13929	7055	10498
GM	108108	55037	76078

Homelessness: over **6,500 households in GM owed a prevention duty, relief duty, or main duty across the quarter ending December 2023**. Nearly 5,000 households were in temporary accommodation at the end of December 2023. Across the month of May, 337 people were experiencing rough sleeping in GM.

Offenders/ex-offenders: GM Police recorded **36,202 arrests between 2020-2021** – some of the most prevalent issues/needs amongst these people include alcohol and drug dependencies and accommodation issues.

Domestic abuse: **92,000 people in GM have experienced domestic abuse**, with 78,000 experiencing it in the previous 12 months (March 2018). 20,000 had used alcohol problematically, with over 20,000 experiencing homelessness at some point.

LA	All	EET	NEET	No Info
Bolton	366	163	122	71
Bury	267	82	87	98
Manchester	1396	812	309	275
Oldham	374	141	128	105
Rochdale	384	168	109	107
Salford	487	303	148	36
Stockport	319	150	113	56
Tameside	499	220	204	75
Trafford	315	119	90	106
Wigan	363	123	111	129
GM	4770	2281	1421	1058

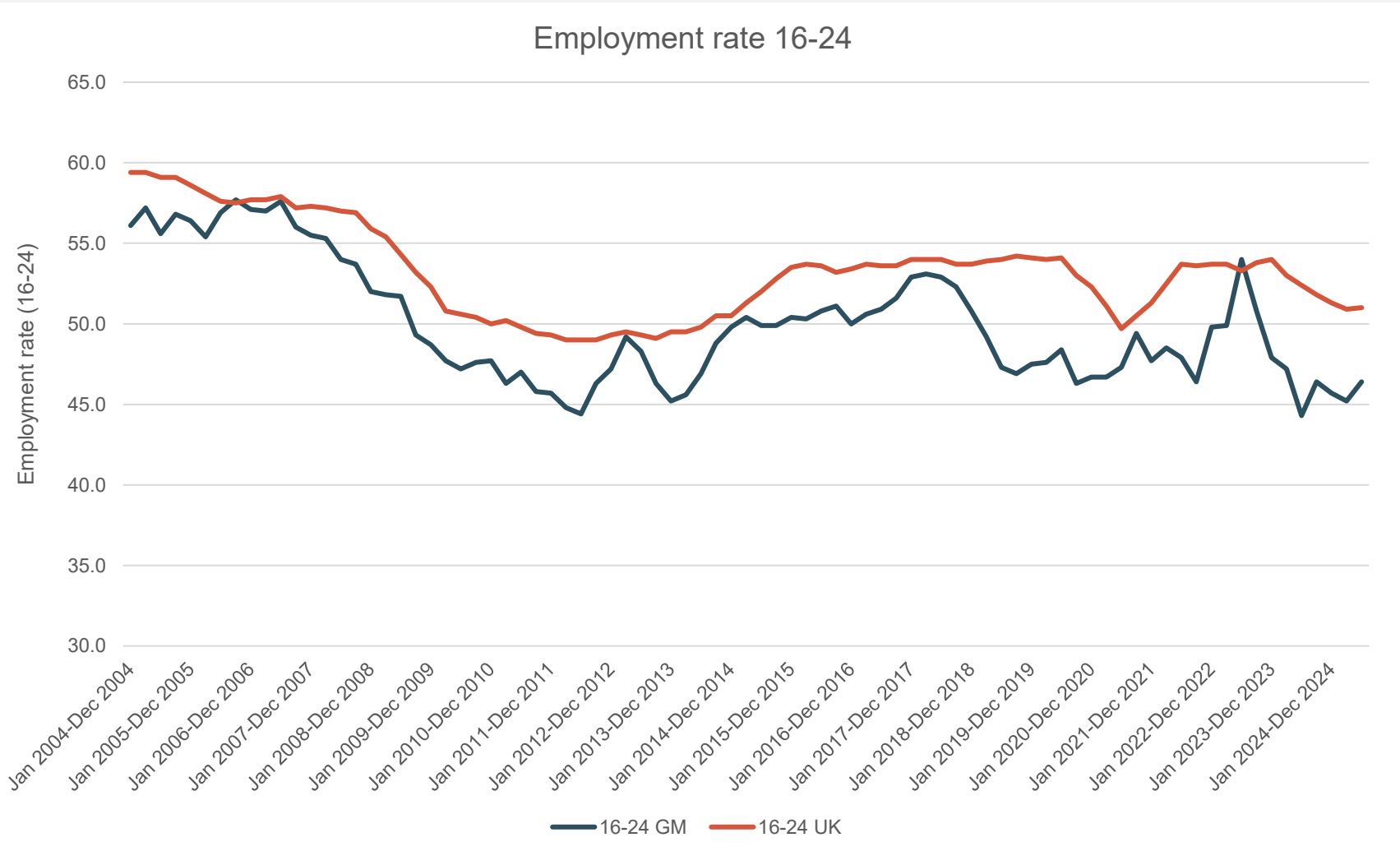
Care leavers – aged 17-24: in GM, there are **4,770 care leavers** (i.e. those with care experience) between the ages of 17-24, of which 1,421 are NEET (not in employment, education or training). Manchester has by far the highest number of care leavers at 1,396, accounting for nearly 30% of 17-24-year-old care leavers.

16-24 NEETs in Greater Manchester

16-24 NEETs

- The concept of NEETS – not in employment, education or training – theoretically runs to the age of 24. However, owing to better data, NEETs are typically discussed *only* at the ages of 16 and 17 because of local authority statutory responsibilities.
- The government does publish information on NEETs for the wider age range with detailed sub-national geographical breakdowns. In the UK, 11.9% of 16–24-year-olds were NEET in 2023. No regional or sub-regional data breakdowns were provided. The data is available [here](#).
- Research into NEET young people has suggested NEET rates in that vary. Research from Impetus in 2019 suggested NEET young people constituted 16% of 18–24-year-olds in GM (see [here](#)). GMCA research into 16–24-year-olds found a rate of 13.1% in the conurbation in 2019 (available on request). The key point is that disadvantage and poverty profoundly shape the rates of NEET; neighbouring areas can have widely varying NEET rates.
- Key issues identified in the research include sickness and caring responsibilities accounting for large proportions of NEET. Also, largescale monthly churn.
- However, arguably the concept of NEET overlaps greatly with unemployment and inactivity – standard labour market categories among all ages. After all, most of this age cohort are technically adults. There is a case therefore for monitoring age specific cohorts of inactive and unemployed.

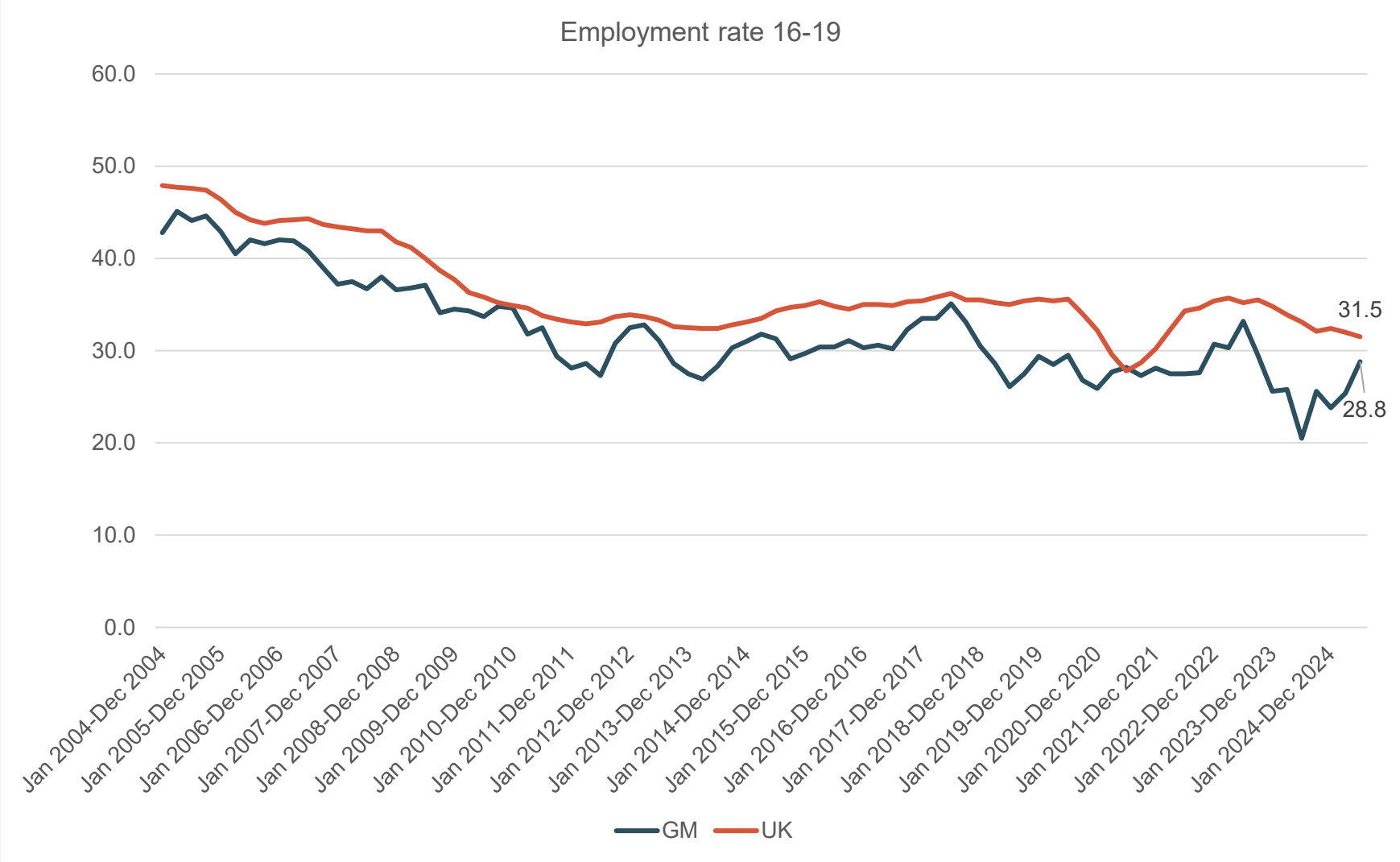
Employment rate among young people edged lower over recent decades



- GM 16-24 employed slightly below national patterns – as with employment rate 16-64. Learning for longer is likely part of the explanation.

Source: Annual Population Survey

Employment rate amongst 16-19-year-olds has seen a long decline since 2004



- The employment rate amongst 16-19-year-olds has been in general decline since 2004, falling both in GM and nationally
- As above, learning for longer is likely part of the explanation.

Source: Annual Population Survey

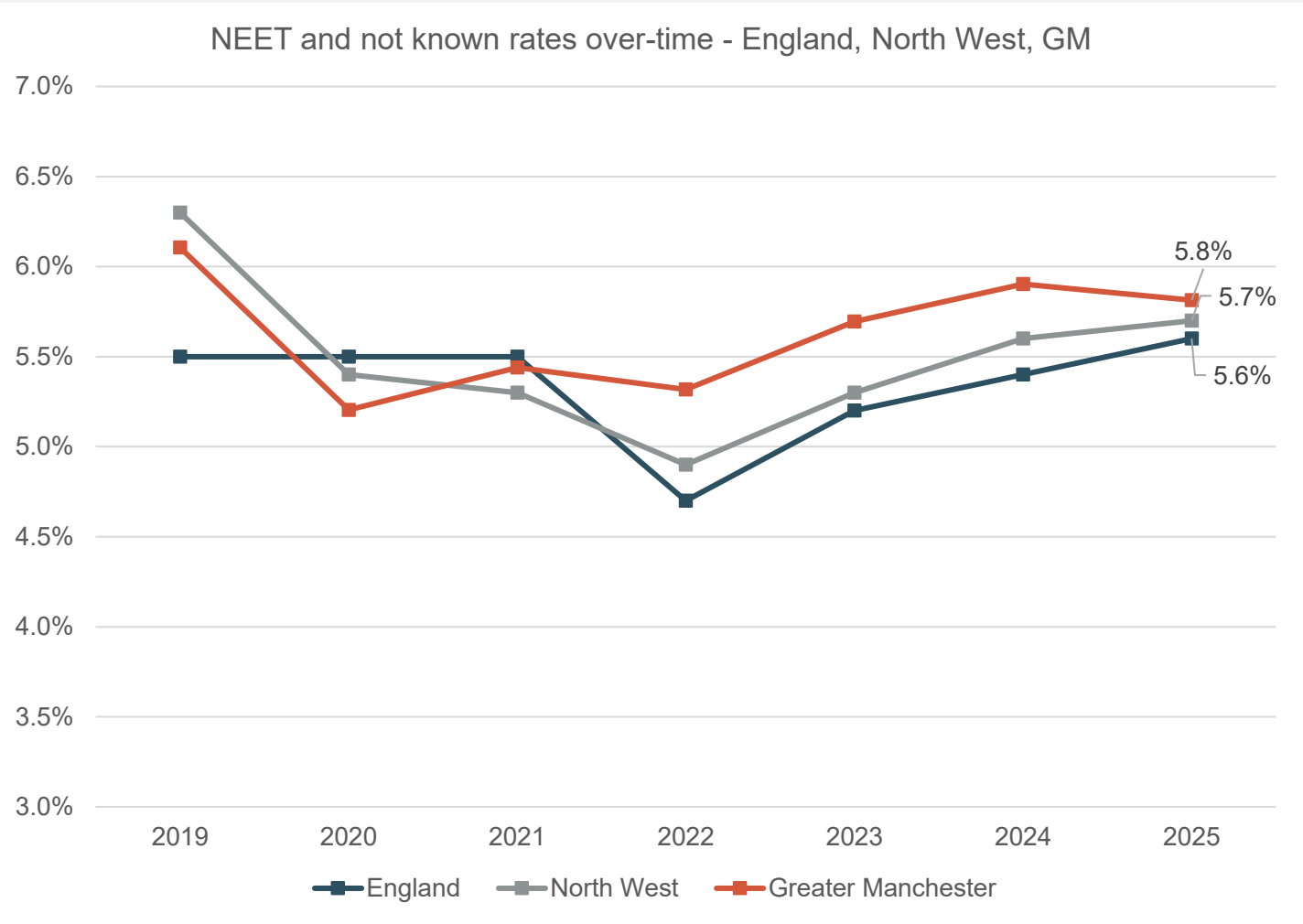
Employment rate amongst 20-24-year-olds at its lowest point since 2013



- The employment rate amongst 20-24-year-olds has been more erratic, reflective of general economic trends. The lowest point in the last two decades was in the years following the 2008 financial crash
- GM saw its highest employment rate amongst 20-24-year-olds in fifteen years for the period July 2022-June 2023 (68.6%). This has subsequently fallen to 59.3% for the period July 2024-June 2025
- Please note the confidence issues with LFS/APS data detailed above.

Source: Annual Population Survey

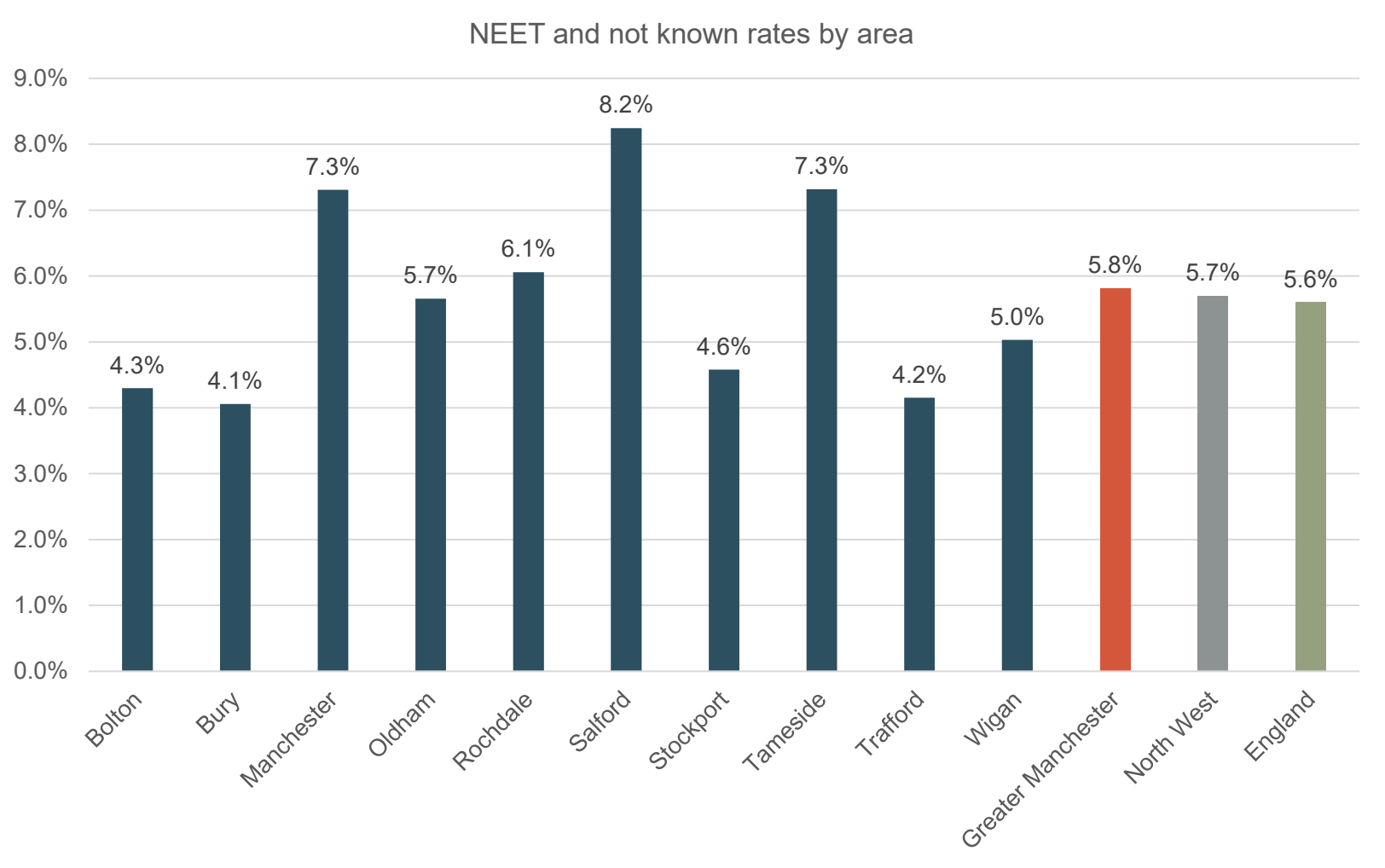
GM's 16-17 NEET rate is above the national and regional figure – but the gap is narrowing



- The chart to the left shows the NEET and not known rate for 16-17-year-olds in England, the North West and Greater Manchester. This data is reported by LAs to the DfE
- As detailed, GM has seen higher rates of NEET/NK compared to the North West and England since 2022. However, the gap has narrowed to its smallest since 2022, with 0.1pp separating GM from the North West and 0.2pp from England.
- Note: caution should be taken when using these figures due to the estimates being based on management information data. There is considerable variation at local authority level in how well 16- and 17-year-olds are tracked, and hence 'activity not known' proportions can impact on the estimates of the proportion NEET.

Source: [Participation in education, training and NEET age 16 to 17 by local authority, Academic year 2024/5](#)

Considerable variation of NEET/NK rates for 16-17-year-olds across GM



- The chart to the left shows the NEET and not known rate for 16-17-year-olds across GM and other areas
- There is substantial variation across LAs that may in part be explained by differences in reporting (see previous slide)
- Salford has the highest NEET/NK rate at 8.2%, followed by Manchester and Tameside (7.3%).

Source: [Participation in education, training and NEET age 16 to 17 by local authority, Academic year 2024/5](#)

Pay in Greater Manchester (2025 data)

Key messages

- **Real pay rises, but in context remains limited:** After a decade of lost growth in ‘real’ (inflation-adjusted) pay between 2009-2020, median hourly pay in GM in 2025 was above 2008-levels for employees working in GM and the UK. This is no small achievement given how limited growth in real pay had been up until recent years. GM’s real pay growth has been higher than the national average, with latest data suggesting 2025 pay in GM was 8.9% higher than in 2008, compared to 6.0% nationally. However, these increases are still *very small in reality* when compared to wages in 2008. In 2008, the median worker in GM earned £16.14 an hour (adjusted for today’s inflation); in 2025 this was £17.57. After seventeen years, the median worker in GM is only seeing £1.43 more per hour in their pay – or 8p pay rise for every year since 2008.
- **Pay growth looks to be slowing in Greater Manchester, especially for residents:** Following a period of relatively robust real terms growth in pay, data for 2025 suggests that growth is slowing, with a flattening of real pay for the median resident of GM. When viewing by *annual* pay, residents actually saw a *fall* in real pay in 2025 – this contrasts with workplace-based pay which has continued to rise above inflation. This has significant implications for the gap between earnings of those who live and those who work in GM (see below). GM’s real pay growth had been comparatively strong compared to other city regions in London, Liverpool and the West Midlands. However, latest data suggests GM’s rate of growth has fallen behind these areas, though GM’s pay growth overall remains strong.
- **The importance of place; residents do not always reap the rewards:** There are two ways of measuring earnings: *residence* or *workplace-based* pay. Resident pay measures the median pay of those who *live* in an area, whilst workplace pay measures the pay of those who *work* in an area. For most places in GM, those who live in an area tend to earn more than those who work in an area. Two very notable exceptions to the rule are Manchester and Salford, where the typical worker in Manchester and Salford earns substantially more than residents. Commuter patterns are very likely to explain these trends, where residents of ‘wealthier’ areas of GM (such as Trafford and Stockport), or areas outside of GM, travel into the city centre for high-paying jobs. Meanwhile, residents of these areas see lower pay than the GM and national averages. Economic opportunities are growing, but these are not always enjoyed by the local population. Latest data suggests that these trends are being exacerbated, with important repercussions for *who* is enjoying GM’s economic growth and opportunities.

Key messages

- **Median pay by gender and hours widens slightly, with men earning more:** The gap between male and female hourly pay has remained fairly stable since 2008 with minor fluctuations. Annual pay, on the other hand, has seen some significant variation. Dips in the median male annual salary were observed around 2010, 2014 and most significantly in 2021, whilst no such dips occurred with median female annual salaries apart from a slight flatline in 2021. The gap between genders for workplace annual salary was £8,559 in 2025, up from £8,112 in 2024 after a slight divergence since 2021 and higher than observed in 2008 at £8,288. Some of the difference in median hourly pay may be explained by differing working patterns. When it comes to part-time work, women tend to be paid more than their male counterparts, with the exception of Salford and Stockport.
- **As a result, the gender pay gap is widening in GM:** The gender pay gap has increased from 2024 to 2025, for both residence and workplace-based pay across both GM. This goes against the national trend where the gender pay gap has fallen by 0.3ppts. The workplace-based gender pay gap is highest amongst Bury (14.3%), Stockport (20.0%) and Trafford (16.3%) – incidentally, these are the areas with the highest resident-based pay. Oldham and Rochdale both have the lowest workplace gender pay gaps in GM with women in Rochdale actually earning slightly more than men.
- **Decreased prevalence of low pay:** 2025 data showed that the proportion (and number) of employees paid below the real living wage (RLW) had decreased to 14.4% following a rise in 2024 (16.0%). Approximately 186,000 employees in Greater Manchester were in low-paid work in 2025. For the first time since 2020, GM had a lower proportion of employees paid below the RLW compared to the UK. Nationally, 14.6% of employees were paid below the RLW – 0.2ppts higher than in GM.

Summary: Median pay in Greater Manchester, 2025

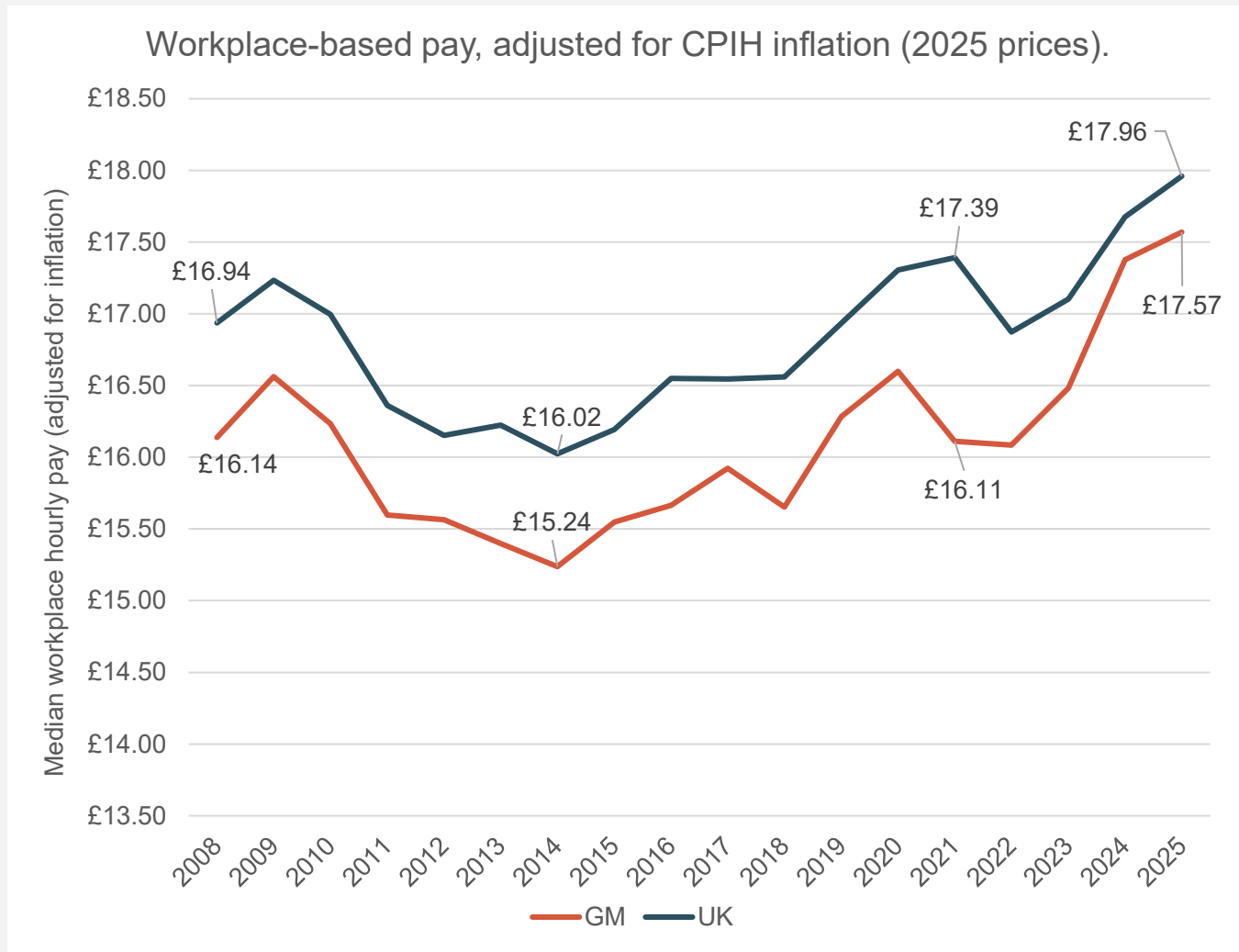
- Median pay for employees who live in Greater Manchester was £17.21 per hour in 2025
- Median pay for employees who work in Greater Manchester was £17. per hour in 2025.
- Pay tends to be slightly higher for people who work in GM (some of whom commute in) than for residents. The workplace-resident pay gap is especially prominent in areas containing the regional centre such as Manchester and Salford.
- Pay is generally lower than the national average in the GM city region. For example, for each hour they work, employees who work in GM earned on average 39p less per hour than the average nationally in 2025. This is a larger difference than in 2024 (a 29p average hourly gap).

Residence-based pay - median				
Greater Manchester			UK	
Per...	2024	2025	2024	2025
Hour	£16.59	£17.21	£17.09	£17.96
Week	£593.80	£608.30	£613.50	£642.50
Year	£29,995.00	£30,962.00	£31,600.00	£32,890.00

Workplace-based pay - median				
Greater Manchester			UK	
Per...	2024	2025	2024	2025
Hour	£16.80	£17.57	£17.09	£17.96
Week	£607.80	£625.70	£613.50	£642.50
Year	£30,465.00	£31,706.00	£31,600.00	£32,890.00

Note: All data referring to 2025 are provisional in this presentation. 2024 is revised data. New ASHE data was released by the ONS on 23rd October 2025.

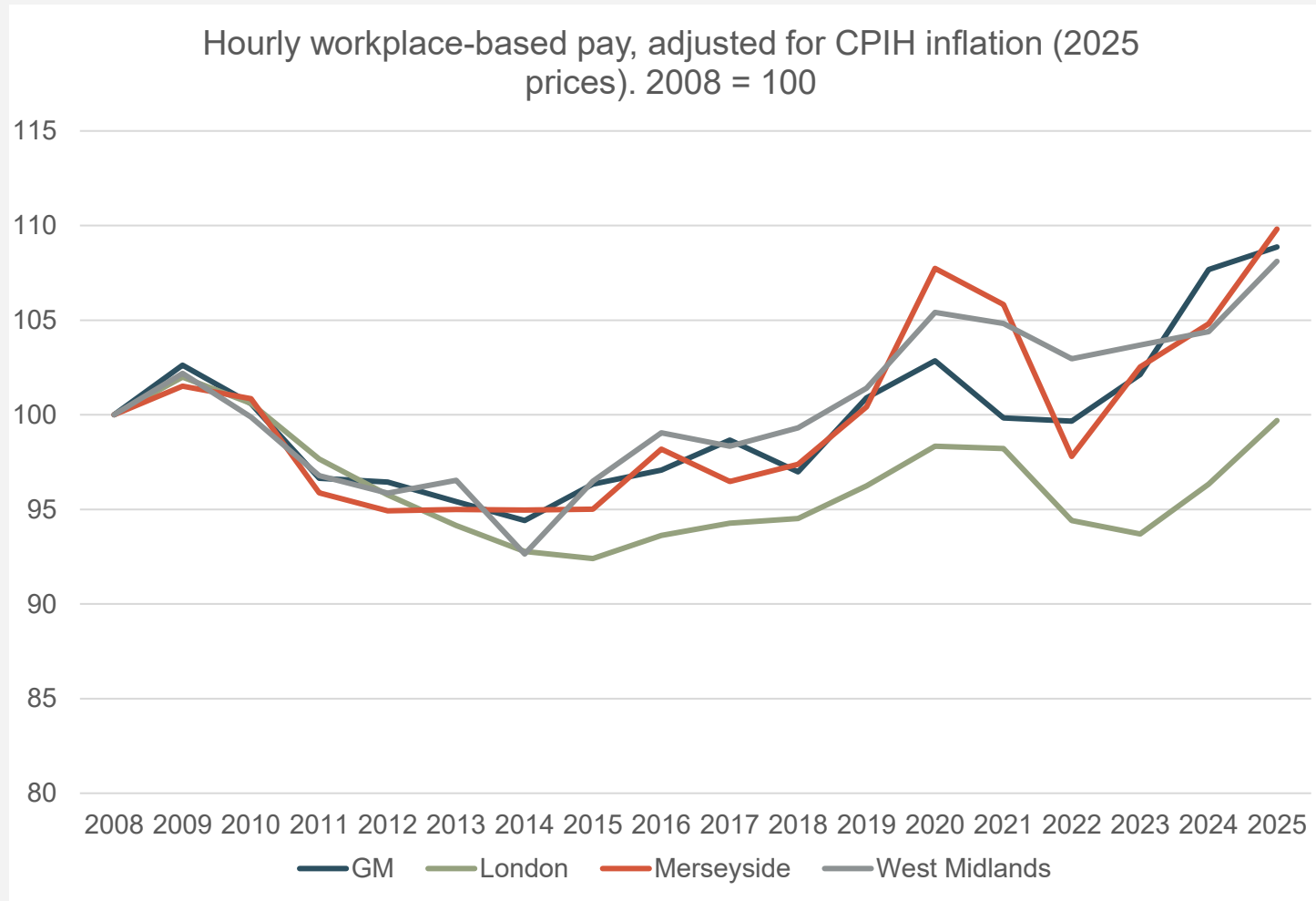
Hourly median pay in GM's workplaces continues to grow



Note: 2025 pay data is provisional.

- After a decade of limited growth in 'real' (i.e., adjusted for CPIH inflation) pay between 2009-2020, median hourly pay has shown a steady increase since 2022, both for GM and the UK.
- GM's median real pay growth has been higher than the national average with latest data suggesting 2025 pay in GM was 8.9% higher than in 2008, compared to 6.0% nationally.
- GM's median hourly pay rose from £17.38 in 2024 to £17.57 in 2025, a 1.1% real terms increase. Despite recent substantial increases in real pay, the gap between GM and the UK has widened for the first time since 2021.
- However, the pay gap with the UK remains significantly smaller than in 2021 where the gap was £1.28. In 2025, hourly median pay was £0.39 lower in GM compared to the UK.

GM leads other areas in workplace-based real-pay growth



- When viewing by workplace-based pay, GM's strong performance over the previous years is made plainer – in 2024, the city region had seen the highest real-terms growth since 2008 compared to Liverpool, West Midlands and London. The dip in growth in 2025 means GM places second behind Liverpool
- GM has seen the most consistent growth since 2020. The West Midlands and London remained broadly flat compared to 2020, whilst Liverpool saw considerable falls in real hourly pay.
- 2025 pay data suggests GM is no longer rising as quickly as its city region counterparts.

Note: 2025 pay data is provisional.

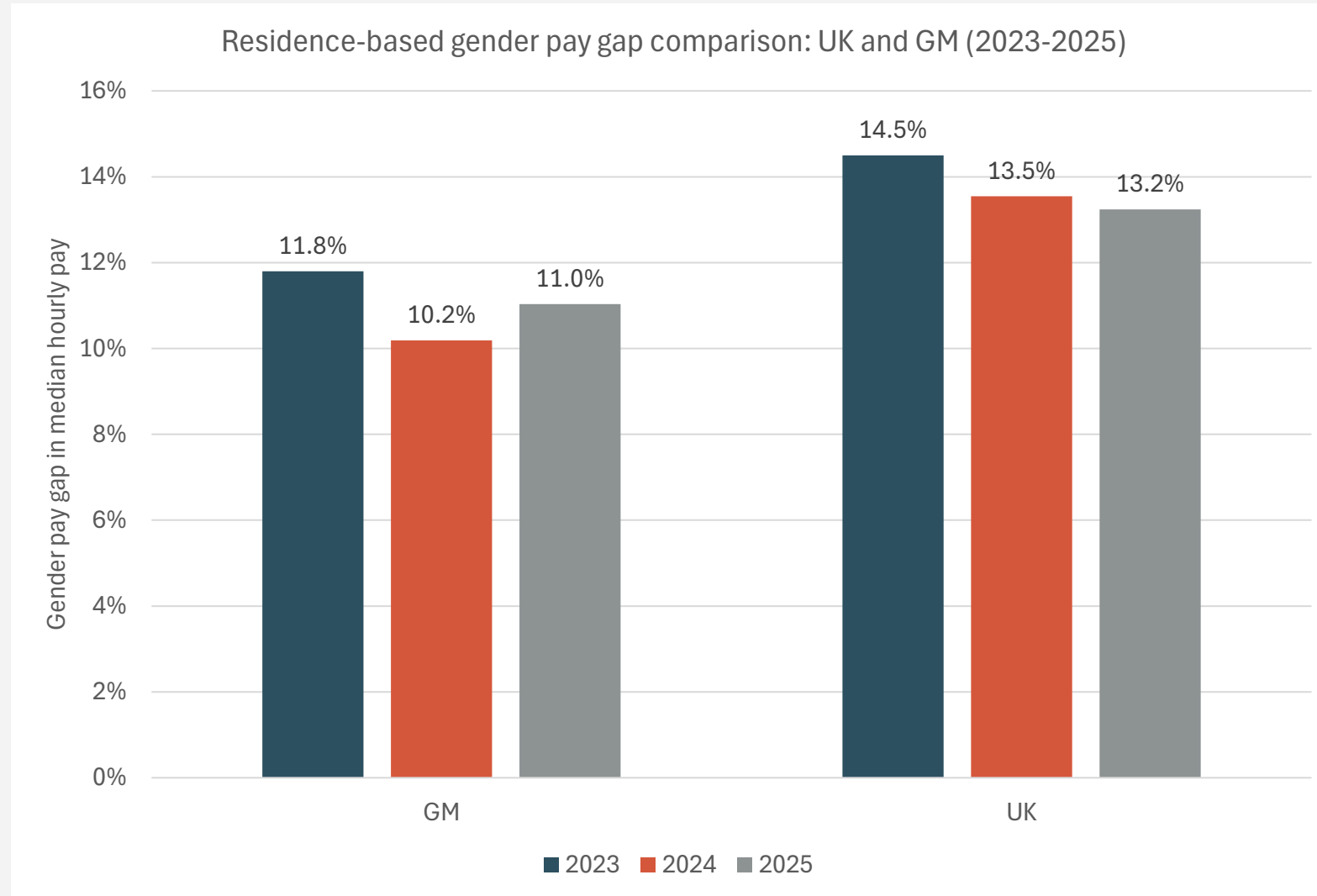
Residents in Manchester and Salford earn significantly less than those who work in these areas



- As shown on the chart to the left-hand side, residents in most districts earn more than those who work in the area, with Trafford being the stand-out example. Trafford residents, on average, earn £4.01 more an hour compared to those who work in the area.
- At the opposite end of the spectrum is Manchester, where the earnings difference between residents and employees is pronounced in an inverse way. Residents in the city earn £3.58 less per hour than those who work in the city. In Salford, the difference is slightly lower, though still notable – on average, residents are paid £1.91 less than those who work in the city.

Note: 2025 pay data is provisional.

Resident gender pay gap in GM rises again after decline in previous release

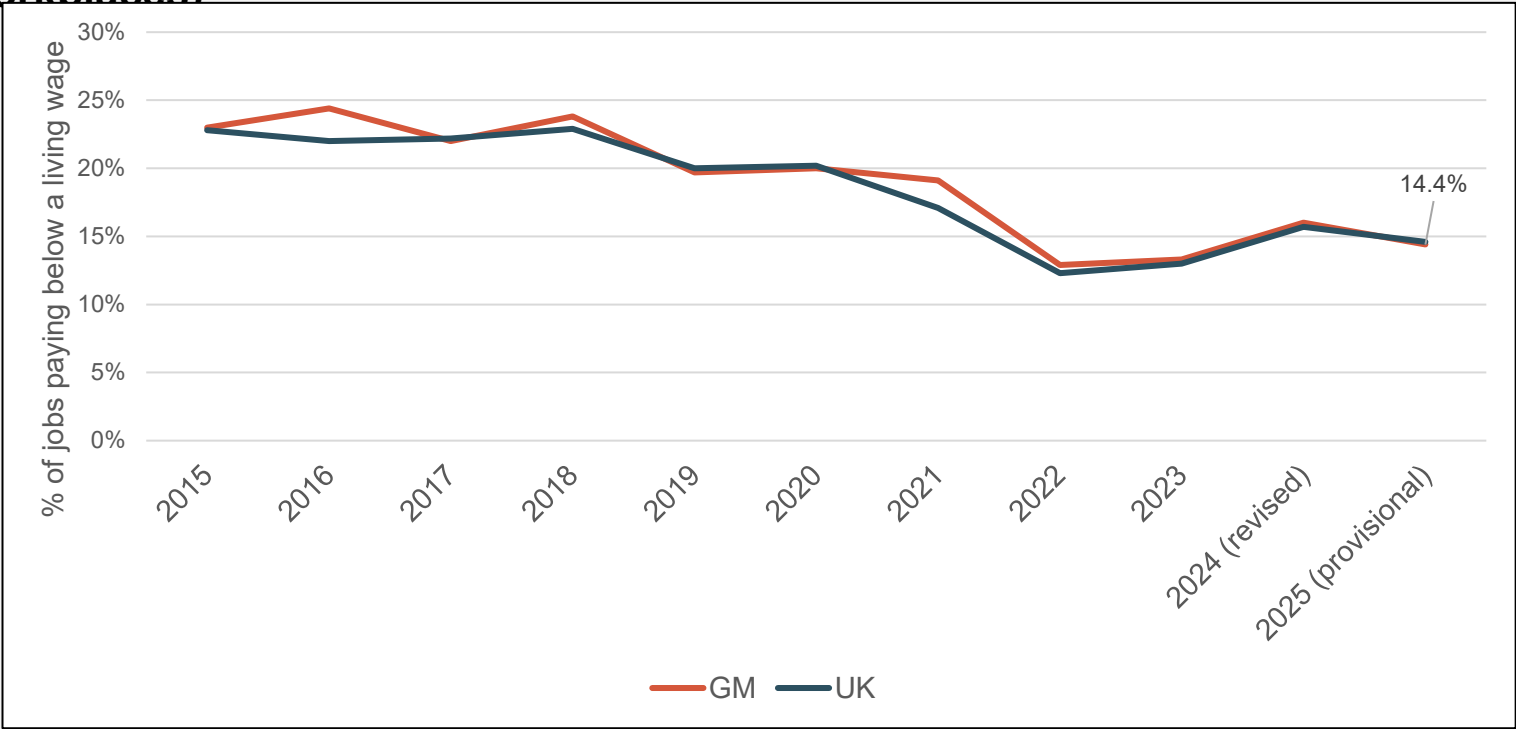


- The resident gender pay gap has increased in GM and continued to decline in the UK from 2024 to 2025 after a decline for both GM and UK in the previous update.
- In GM, the resident gender pay gap has risen from 10.2% in 2024 to 11.0% in 2025, a rise of 0.8ppts. This follows a decline in the previous update where it fell from 11.8% to 10.2%.
- In the UK, the gender pay gap has fallen again from 13.5% in 2024 to 13.2% in 2025, a fall of 0.3ppts.
- However, GM still has a resident gender pay gap which is 2.2ppts lower than the UK in 2025, though this gap has narrowed from a 3.3ppts gap in the previous release.

Note: 2025 pay data is provisional.

14.4% of jobs paid less than a living wage in GM in 2025

Proportion of jobs below level of Real Living Wage (RLW) 2015-2025, Greater Manchester and UK (workplaces)



- 14.4% of jobs in GM workplaces earned below the RLW (as set by the Living Wage Foundation) in 2025, provisional data shows. The proportion was 14.6% nationally.
- In GM there were approximately 186,000 jobs which paid below a RLW. In the UK, approximately 4.4m jobs paid less. The number of jobs paying less than a living wage has fallen since 2024. In 2024, 16% of jobs in GM paid less or 193,000 jobs.
- The table shows the value of the RLW in each year. The data in the chart estimates against the RLW rate applying in April of each year.

Hourly rates per year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2025-2026 rate
Living Wage Rate (ex. London)	£ 7.45	£ 7.65	£ 7.85	£ 8.25	£ 8.45	£ 8.75	£ 9.00	£ 9.30	£ 9.50	£ 9.90	£10.90	£ 12.00	£ 12.60	£ 13.45
Living Wage Rate (London)	£ 8.55	£ 8.80	£ 9.15	£ 9.40	£ 9.75	£ 10.20	£ 10.55	£ 10.75	£ 10.85	£ 11.05	£11.95	£ 13.15	£ 13.85	£ 14.80

Source: Annual Survey of Hours and Earnings (ASHE)/ONS.
Note: 2025 data are provisional. The chart shows revised data for 2024. This has been revised upwards (ie. the provisional 2024 data was an underestimate)

Vacancy rate and employment demand

Workforce Headlines

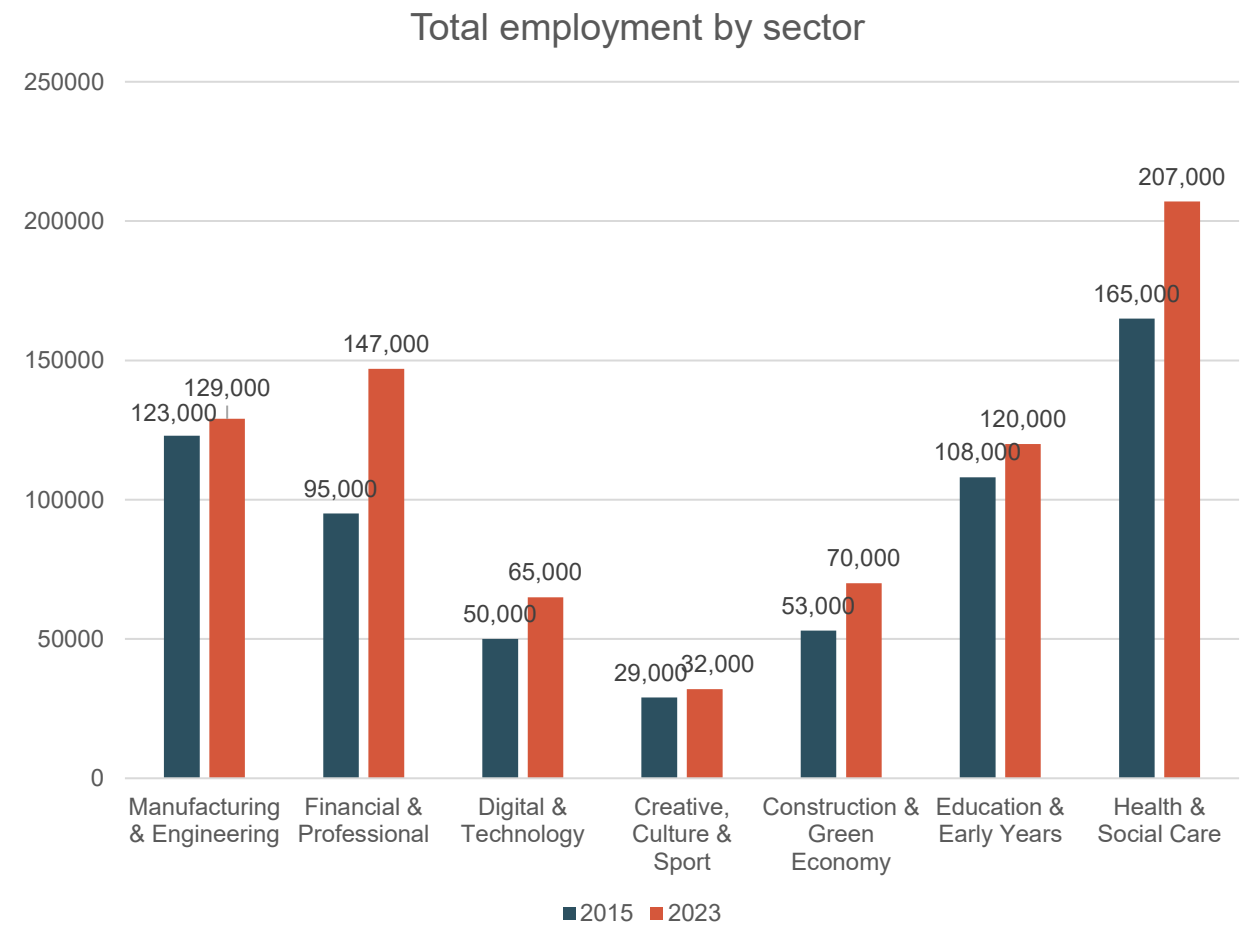
- Greater Manchester’s **workforce is deep and broad**, and shares similarities with many other city regions – it shrank slightly in the latest survey in June 2024.
- While many city regions have similar workforce profiles, **GM has a particularly high concentration of Financial & Professional Services** workers (19.3% vs. 16.5% in West Midlands, 16.6% in Liverpool).
- The Public Sector **employs around 1 in 3 workers in GM**, across health, education, emergency services, and local government. This is slightly above average when compared with other regions.
- Since the start of the pandemic in March 2020, the **number of the working age population claiming unemployment related benefits is up by around 38%** (to approx. 96,000 people).
- Around **1 in 5 workers in GM are employed on a part-time** basis – but this varies hugely by sector, locality, age, and gender.
- In recent years there has been a trend towards more secure employment.** This is reflected in the proportion of self-employed workers – which in GM has dropped from 13.6% to 10.4% in the past 10 years.

GM Workforce Overview

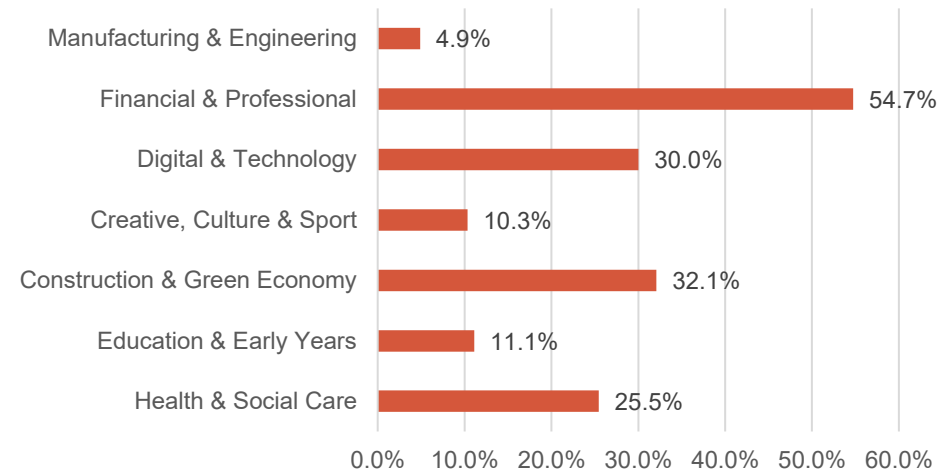
Industry (SIC)	Approx. Number of Jobs	Proportion (%) of jobs
A: Agriculture & fishing	2,200	0.2%
B,D,E: Energy & water	14,700	1.2%
C: Manufacturing	92,600	7.3%
F: Construction	75,200	5.9%
G-I: Wholesale, retail, hotels & restaurants	203,500	16.1%
H-J: Transport, Digital & Communication	136,800	10.8%
K-N: Banking, finance & insurance etc.	244,200	19.3%
O-Q: Public admin, education & health	418,200	33.0%
R-U: Arts, entertainment, recreation & other services	79,900	6.3%
Total	1,267,300	100.0%

Source: Annual Population Survey, ONS, June 2024

Employment by gateway sector



Change in employment 2023 vs 2015

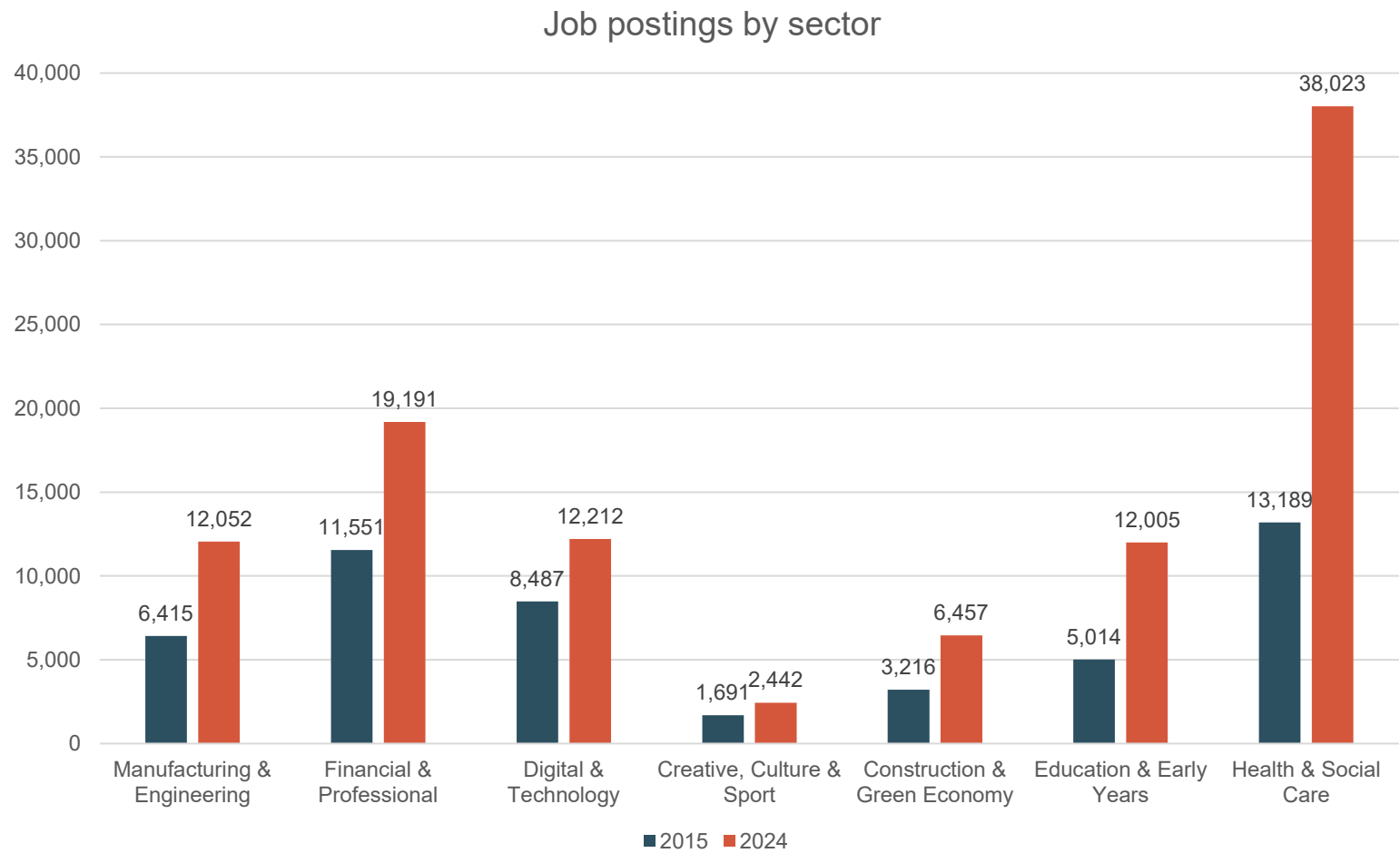


Across GM’s 7 MBacc gateway sectors, Health and Social Care makes up the largest number in terms of workforce – 207,000 in GM in 2023. Financial and Professional places second at 147,000.

Employment in the Financial and Professional sector grew by nearly 55%, representing the largest proportional rise since 2015. The number working in the sector even rose more in numerical terms than Health and Social Care (52,000 vs 42,000). Manufacturing and Engineering saw the smallest rise in employment at 4.9%.

Source: ONS, Business Register and Employment Survey

Employment demand by gateway sector



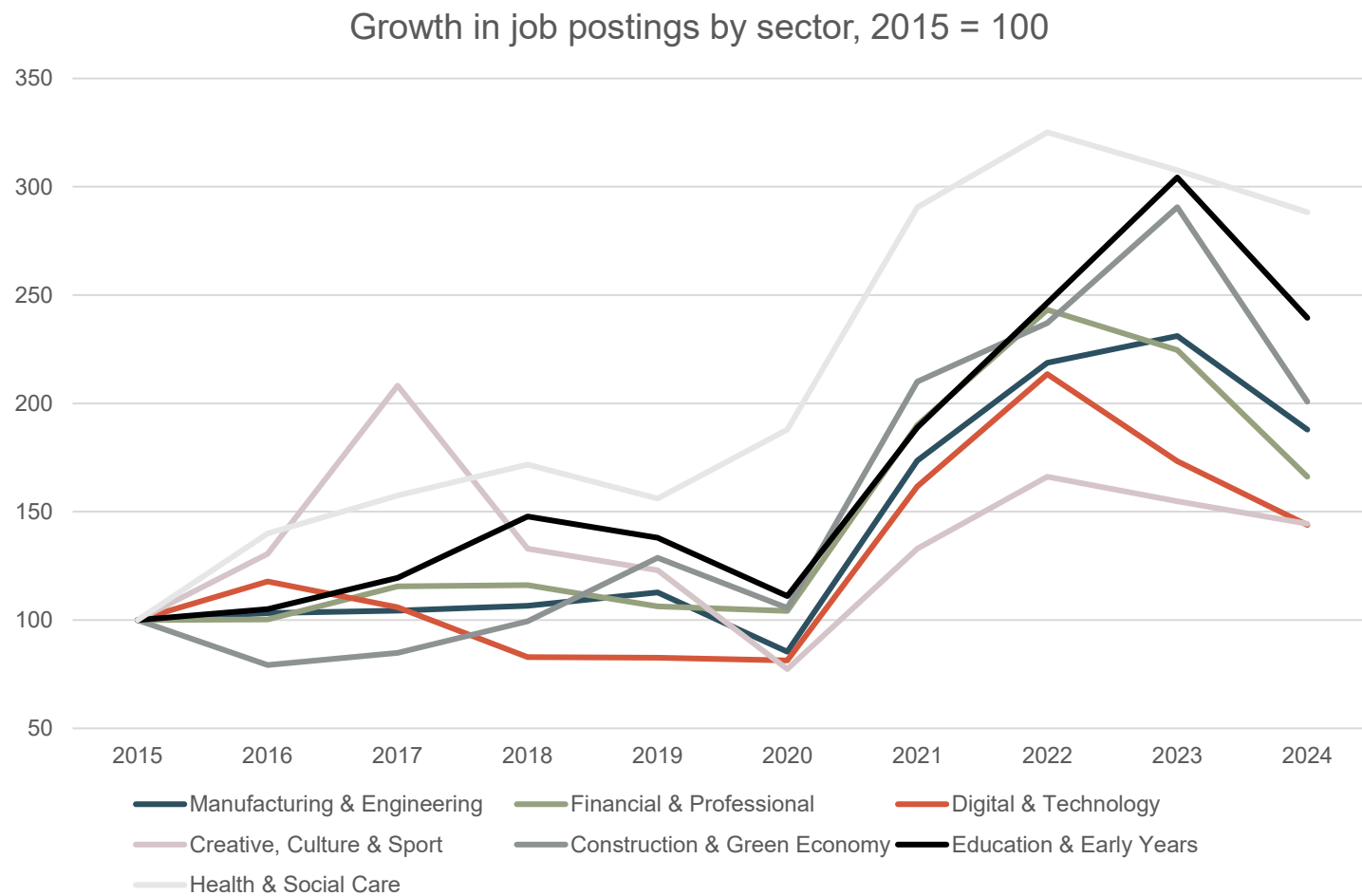
The chart to the left shows job postings by gateway sector. Health & Social Care accounts for by far the largest number of job vacancies, suggesting a very high demand for staff in the sector.

After Health & Social Care, job vacancies were highest in the Financial & Professional sector, at just over 19,000 across 2024.

The number of annual job postings has nearly tripled since 2015, demonstrating the unique recruitment challenges facing the sector.

Source: *Lightcast*

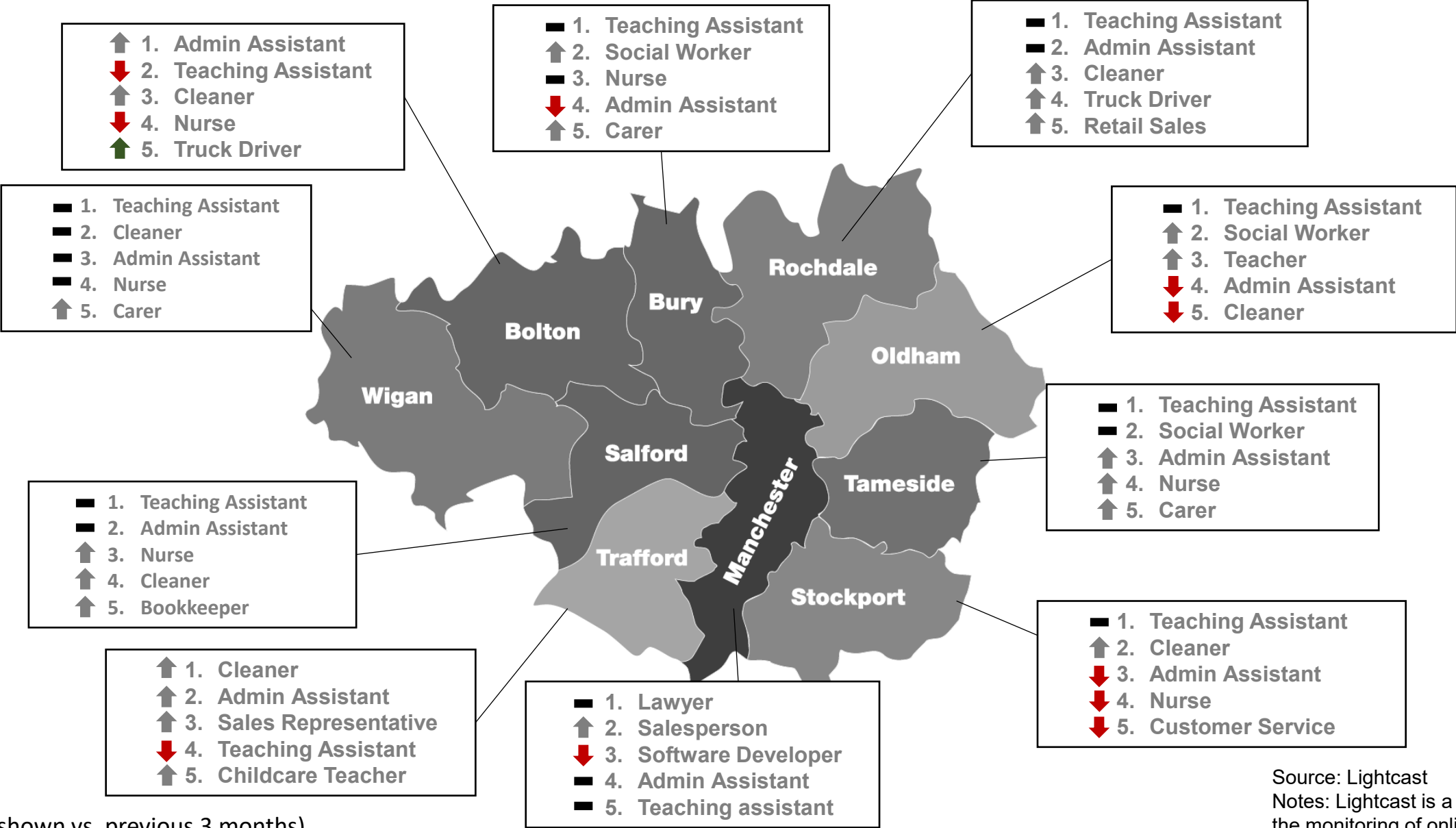
Employment demand by gateway sector



The chart to the left shows the growth in job postings over time. Vacancies have grown most significantly in sectors typically associated with the public sector; namely, Health & Social Care and Education & Early Years.

All sectors have been seen a decline in job postings from 2023, though some have seen falls from earlier in 2022.

GM in-demand occupations (Jun 2024 – Aug 2024)

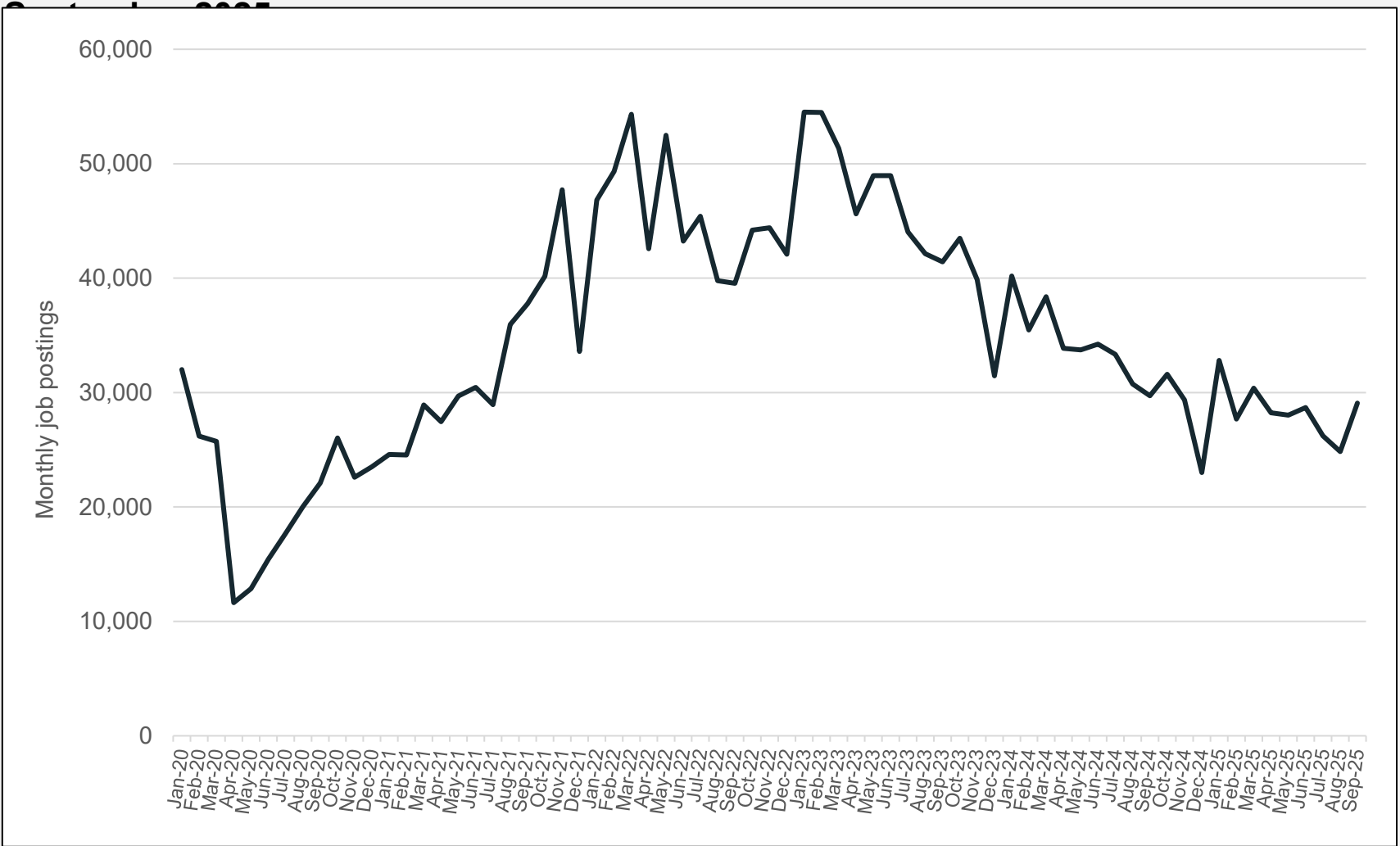


(Changes shown vs. previous 3 months)

Source: Lightcast
Notes: Lightcast is a system enabling the monitoring of online job vacancies.

Job postings see uptick in September 2025

Monthly job vacancy postings, Greater Manchester, January 2020 to September 2025



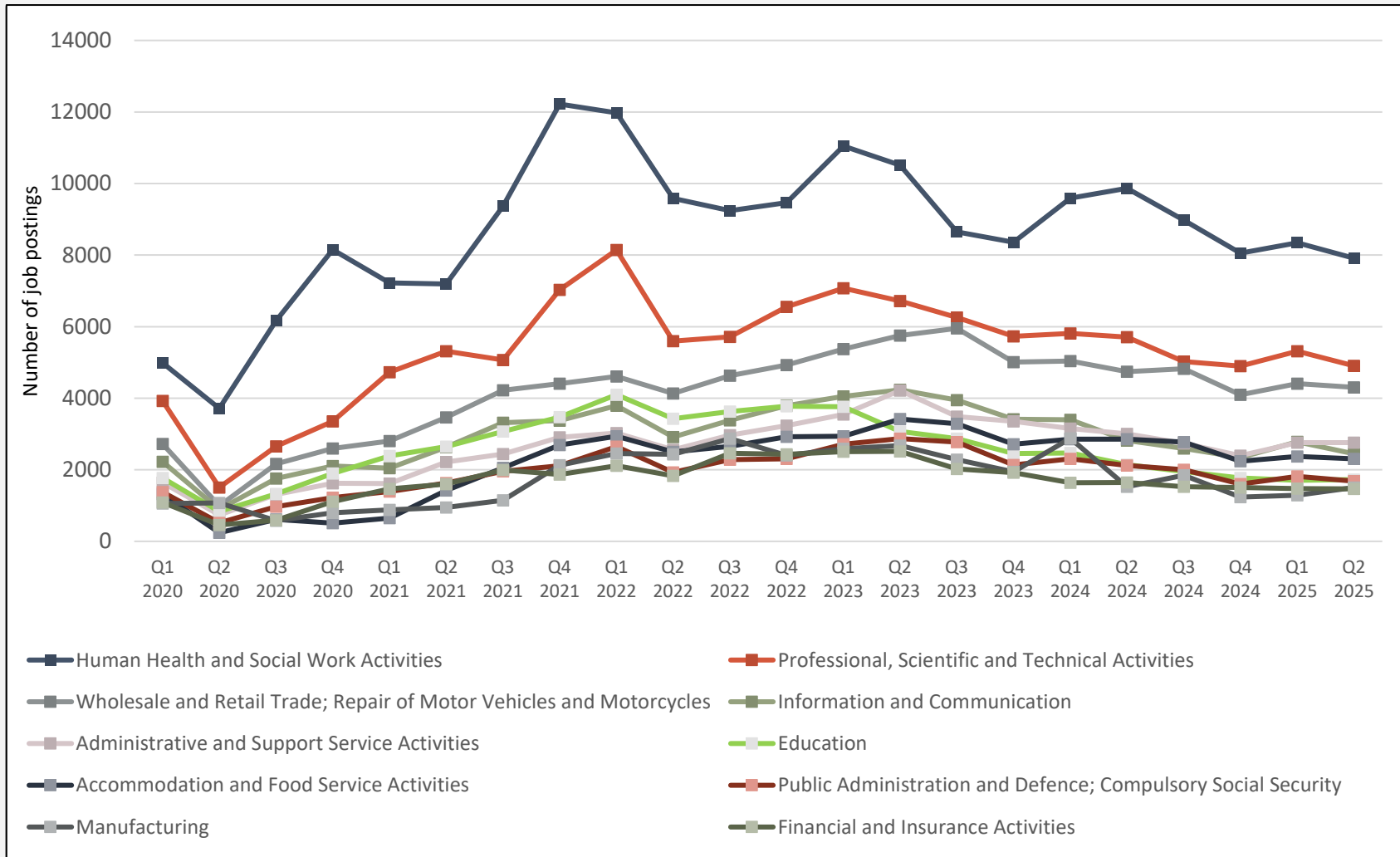
- The latest job posting figures from *Lightcast* for September 2025 showed an uptick from August. More broadly, however, job vacancies have fallen since their peak in early 2023.
- Despite seeing an increase this month, job postings in the month of September have not been this low since 2020, suggesting that demand for staff has significantly reduced compared with recent years.
- Note: The latest month's data is typically revised slightly in the following month.

Source: Lightcast

Notes: Lightcast is a system enabling the monitoring of online job vacancies.

‘Human health and social work’ is leading sector for job vacancies

Quarterly job postings by industry (top 10 by number of vacancies), Greater Manchester, January 2020 to July 2025

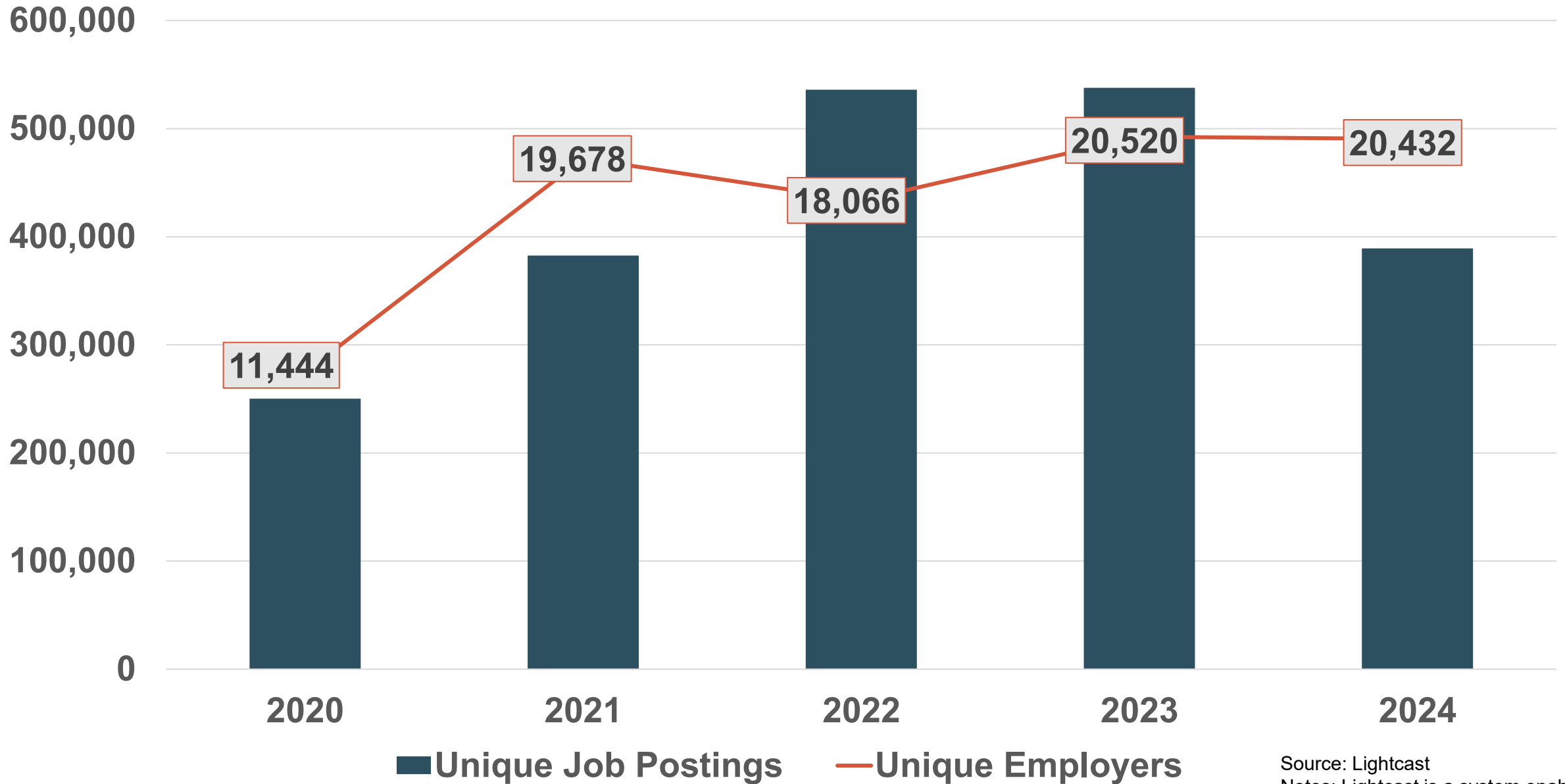


- The chart uses data from *Lightcast* to show the trends in job postings broken down by sector. The chart displays data for the ten sectors with the highest volumes of job postings.
- Human Health & Social work was the sector with most job postings overall.
- These sectors accounted for just over 60% of all job postings. There were 19 sectors in total.

Source: Lightcast

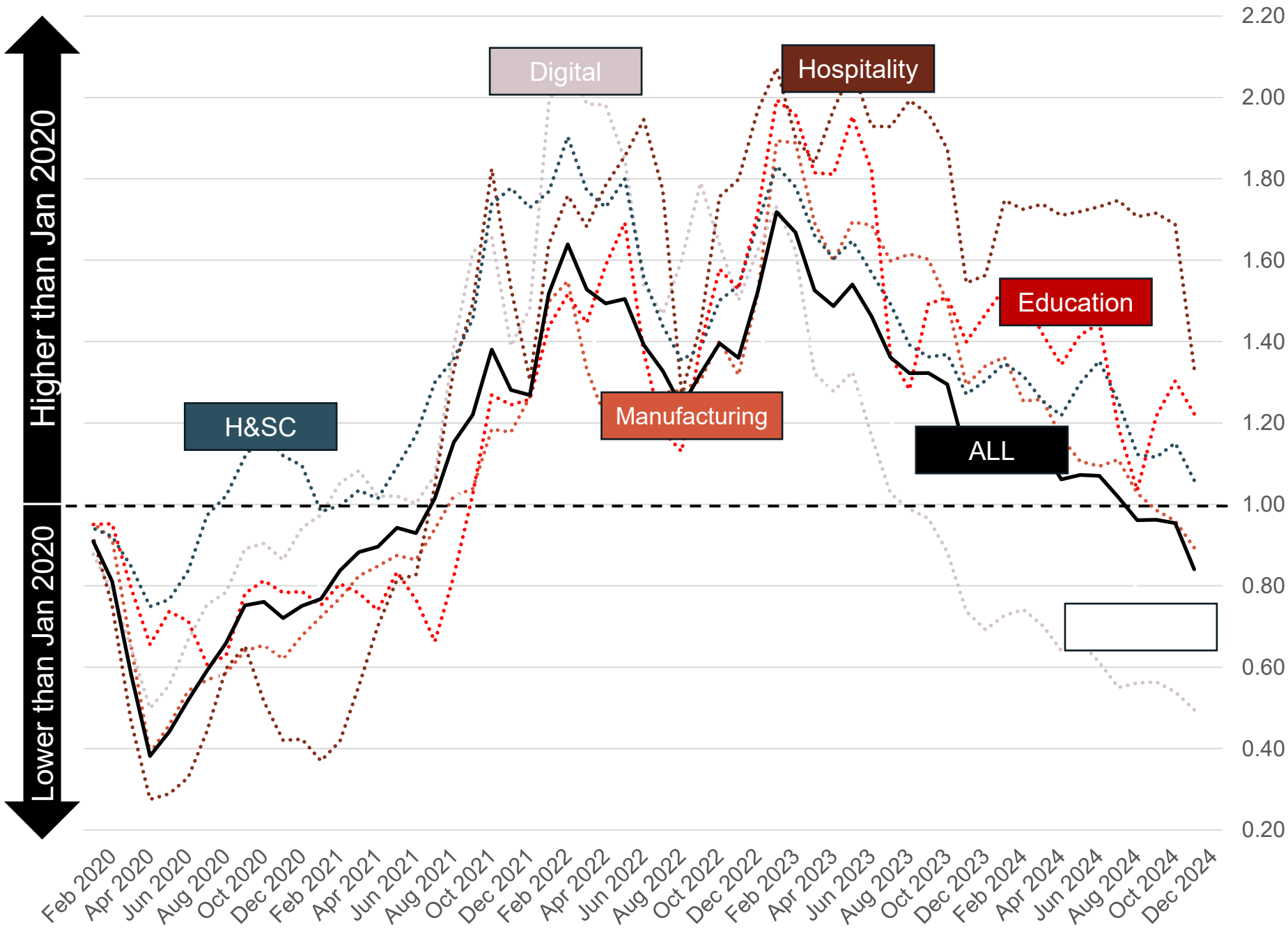
Note: Lightcast is a system enabling the monitoring of online job vacancies.

5 Year - Job Postings in GM



Source: Lightcast
Notes: Lightcast is a system enabling the monitoring of online job vacancies.

GM Job Vacancies - Sector Index



Overall vacancy levels are now below pre-pandemic levels – 2024 consistent decline.

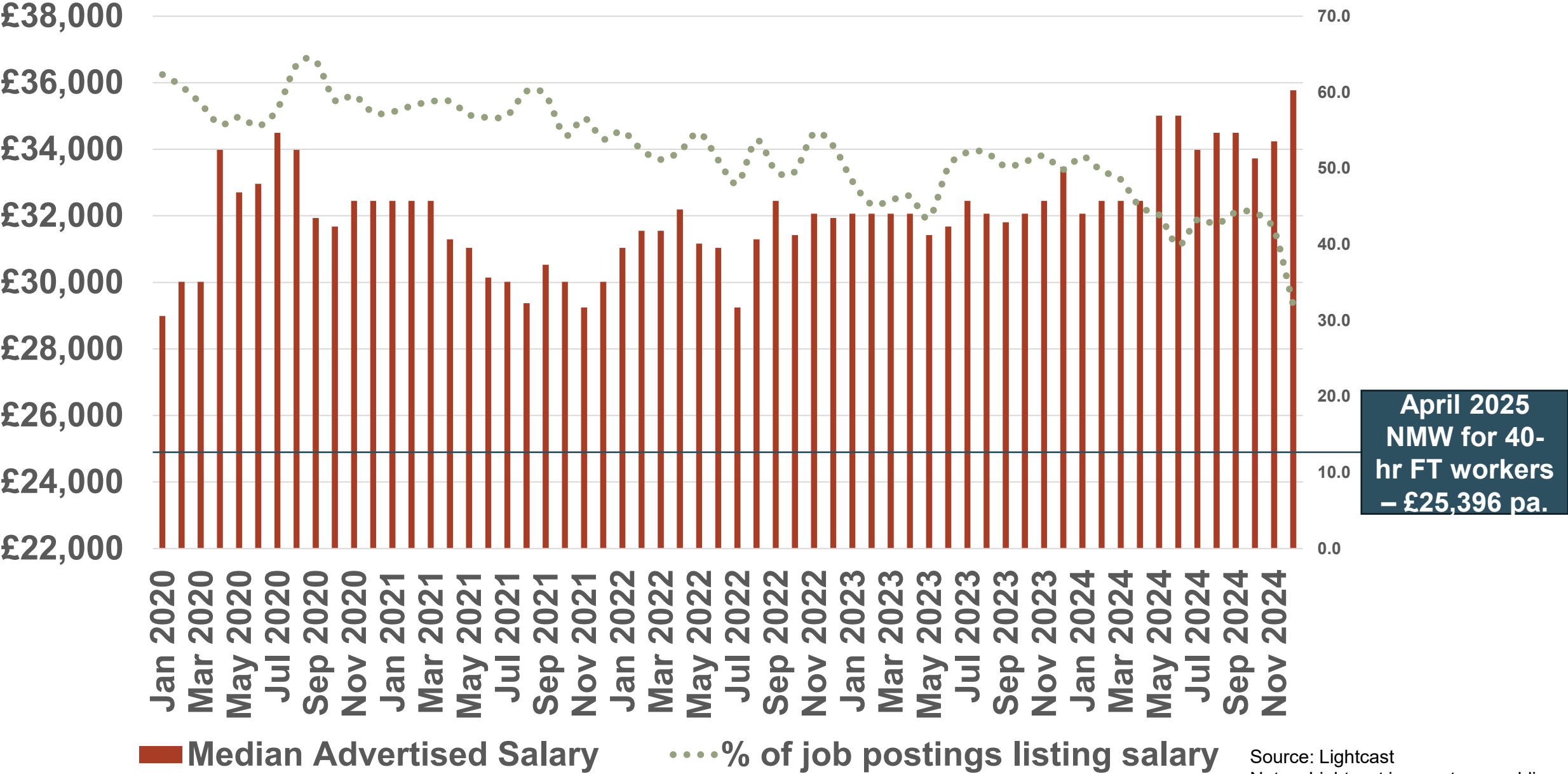
Hospitality - volatile job postings but remain high.

Public sector – Education, H&SC still fairly high vacancy levels.

High-pay high-skill sectors – FBPS, Digital both well below Jan 2020 levels.

Source: Lightcast
Notes: Lightcast is a system enabling the monitoring of online job vacancies.

Advertised Salaries in GM



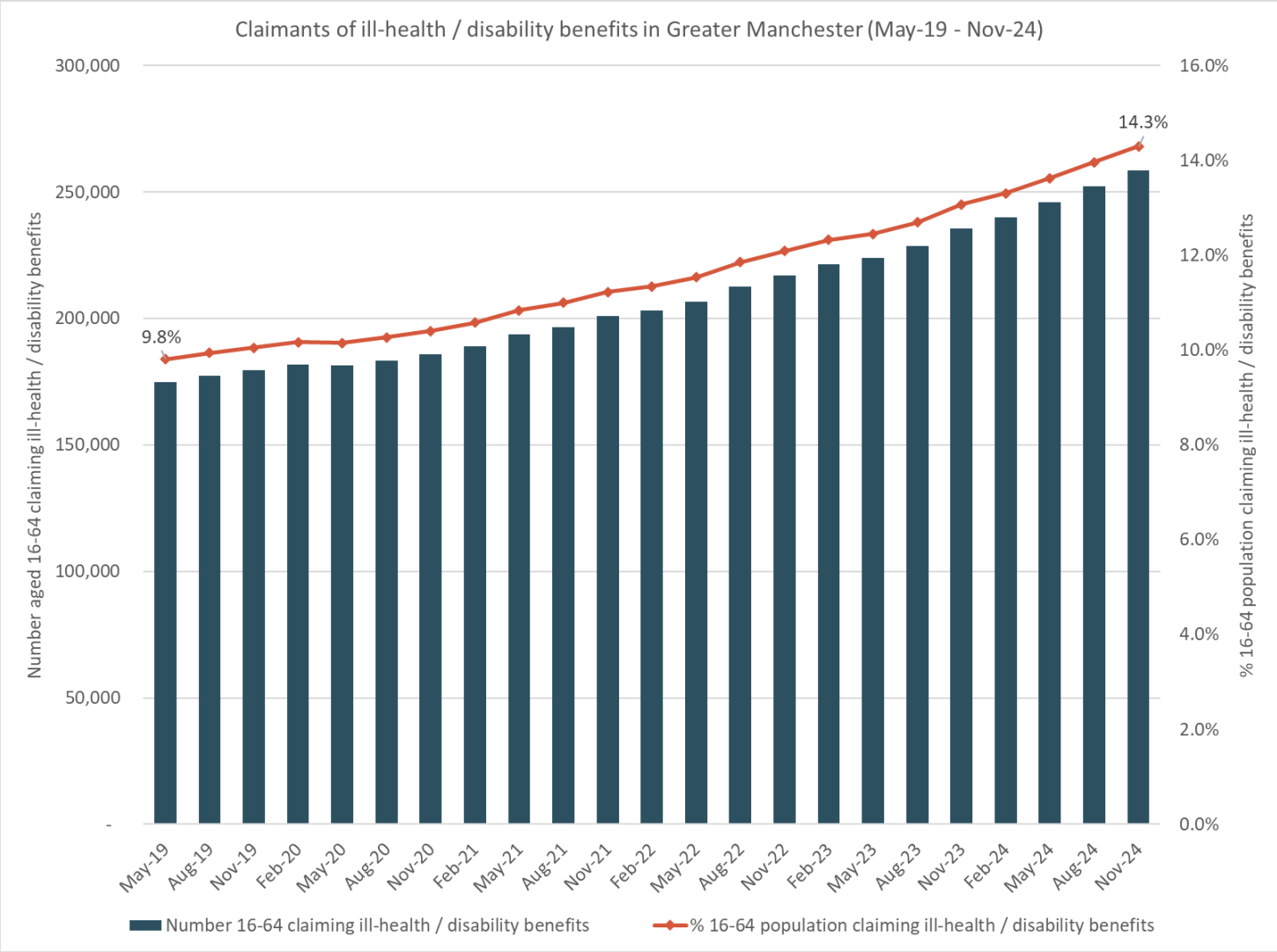
April 2025
NMW for 40-
hr FT workers
– £25,396 pa.

Median Advertised Salary % of job postings listing salary

Source: Lightcast
Notes: Lightcast is a system enabling the monitoring of online job vacancies.

What are the needs and what support is required?

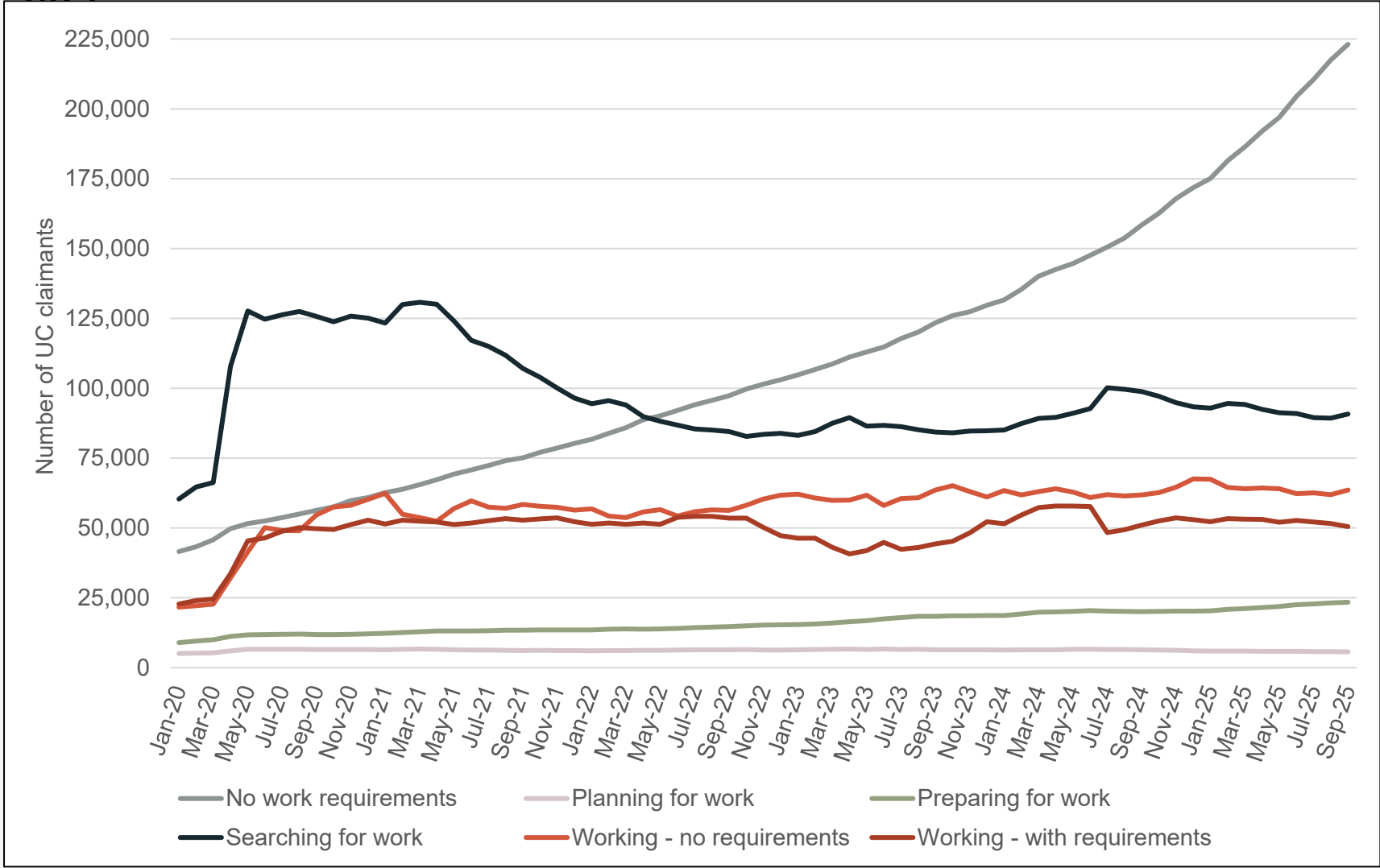
Greater Manchester ill-health and disability claimants: All ages



- Trends in Greater Manchester health and disability claimants based on estimates suggest that we are seeing record highs in health claimants, increasing at a sharp rate.
- Health claimants are now estimated to have peaked in Nov-24 at over 250,000 claimants.
- Currently, health claimants make up just under **14%** of the total working age population in GM.
- **Note:** it is important to be aware that this figure excludes claimants of UC NWR, making this figure at an least and not a maximum.

UC claimants with no work requirements reaches 223,000

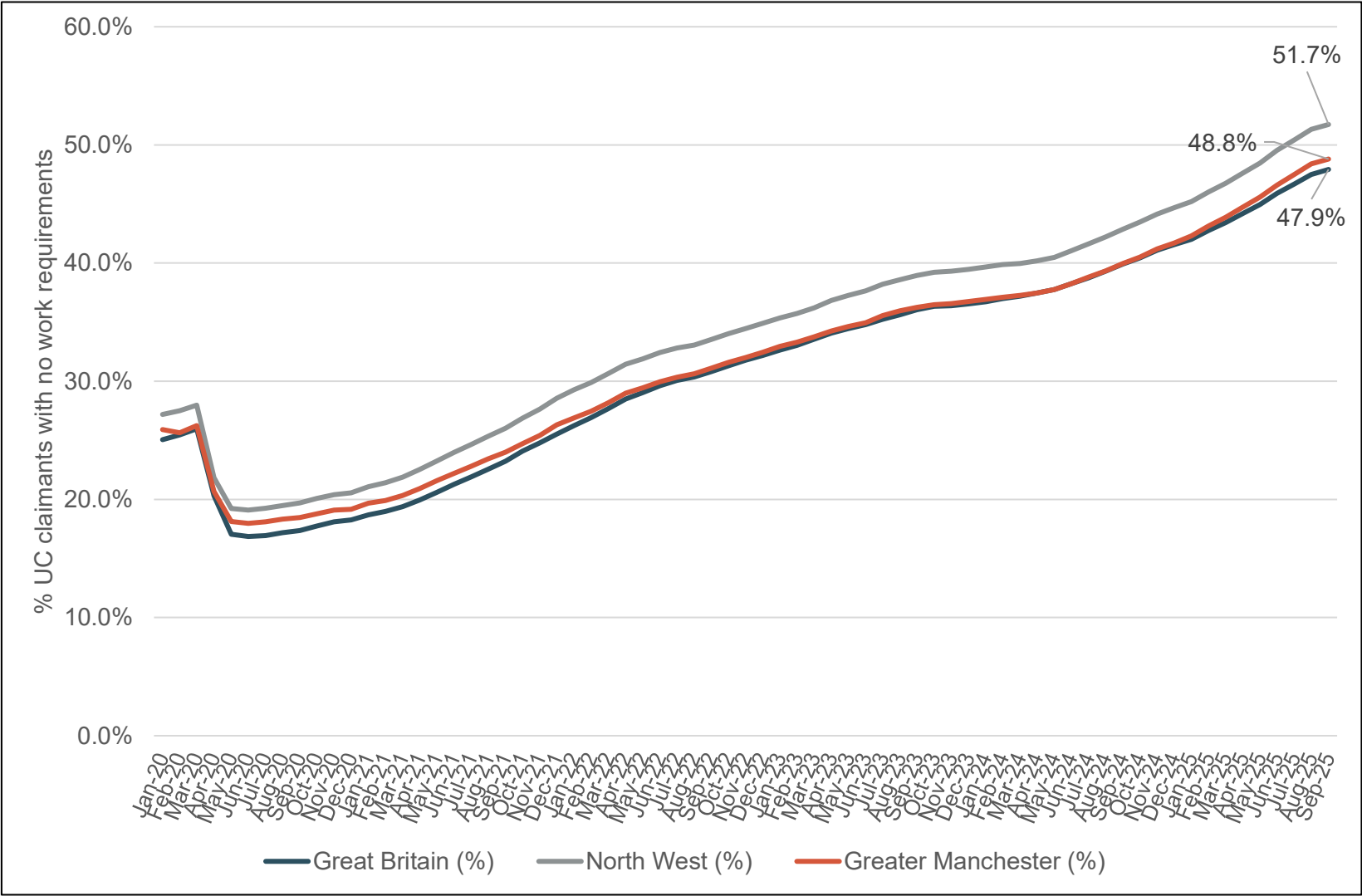
Conditionality regime of UC claimants, Greater Manchester, January 2020- September 2025



- The 'conditionality regime' for UC claimants refers to the requirements placed upon people in order to receive benefits.
- In September 2025, the number of claimants with no work requirements surpassed 223,000 for the first time. 223,099 claimants in GM had no requirement to find work (48.8% of the total). This was higher than the number of claimants searching for work (90,817).
- The continued growth of UC claimants without any working requirements is the main trend over the pandemic and beyond – shown by the grey line on the chart.

GM remains below North West for ‘UC no work requirements’

Proportion of UC claimants with no work requirements, GM, GB & NW, Jan 2020-Sep 2025



- Since the pandemic, GM has broadly tracked the national figure in terms of proportion of UC claimants with no work requirements, but has typically been lower than the North West
- In September 2025, GM’s ‘no work requirements’ cohort was around three percentage points smaller than the North West, meaning there were proportionally fewer UC claimants with no work requirements
- A slightly larger gap between GM and GB has emerged in the previous few months after a long period of GM tracking the national figure.

Needs analysis – what do people experience?

Working Well: Work & Health Programme barriers to work

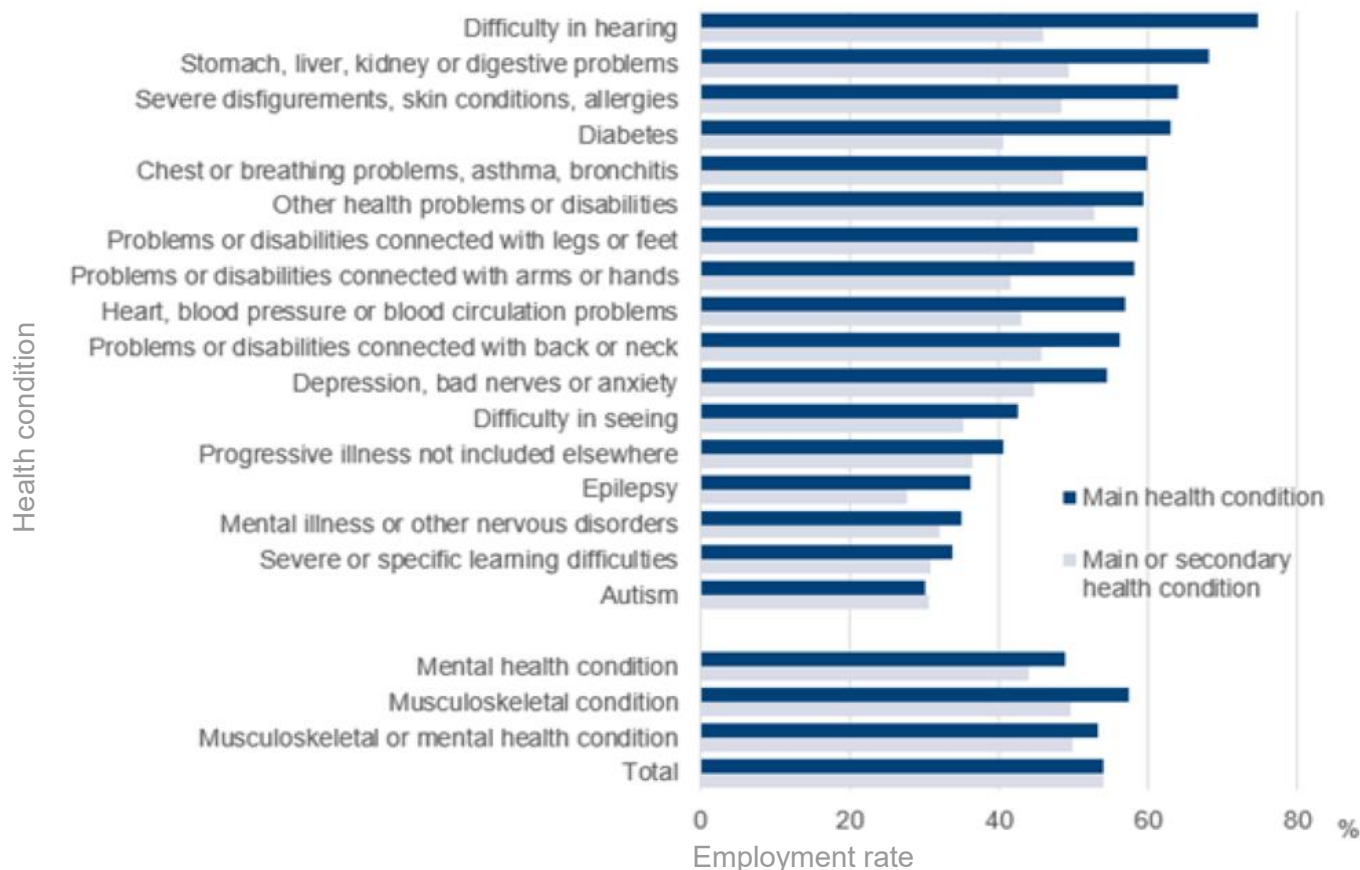
Note: EE = multiple disadvantage group, H&D = health & disability, and LTU = long-term unemployed

Barrier	EE	H&D	LTU	Total
My Life				
Housing - Any support you would like with your living situation?	17%	10%	10%	10%
Finance - Is debt a problem?	18%	17%	14%	17%
Finance - Do you need any help to budget and manage your money?	13%	10%	8%	10%
Childcare - Do childcare responsibilities impact on ability to search for or take up work?	6%	5%	7%	5%
Conviction - Ever been convicted of a criminal offence?	31%	15%	17%	16%
Family - Any challenges in family life that you would like support with?	8%	7%	5%	7%
Confidence - Do you consider yourself to be a confident person?	23%	30%	23%	28%
My Work				
Attitude - Do you believe you can find and obtain work?	4%	5%	6%	6%
Confidence - How confident are you that you would be successful in a job if you took one today? (% saying 1-3 out of 6)	34%	42%	37%	41%
My Skills				
Skills - Would you like any support to develop skills?	64%	67%	62%	66%
Skills - Do you need any help with your English to find work or remain in work?	3%	3%	7%	4%
Skills - Do you need help with reading?	12%	12%	14%	12%
Skills - Do you need help with writing?	16%	15%	17%	16%
Skills - Do you need help with maths?	19%	17%	15%	17%
Skills - How confident are you with using a computer? (% saying 1-3 out of 6)	40%	38%	44%	40%
My Health				
Health - Do you have a health condition or disability that could affect your ability to get a job?	46%	64%	45%	59%
Health - Do you have a health condition or disability that could affect your ability to stay in a job?	38%	51%	35%	46%
If you moved into work, would you need 'reasonable adjustments'?	24%	36%	24%	33%
Physical health - Do you do any exercise?	21%	24%	22%	24%
Physical health - Do you feel you eat a healthy diet?	23%	27%	25%	26%
Mental Health - Have you suffered a recent bereavement?	25%	23%	21%	23%
Addiction - If you were to start work tomorrow would you need to reduce your drug or alcohol use?	5%	4%	3%	4%
Learning Disability - Do you have a learning disability?	6%	7%	5%	7%

Participants on Working Well programmes face diverse barriers and needs, requiring varied support:

- **Long-term unemployed participants are much less likely to move into work**, so may require more intensive support. Working Well: **Pioneer participants (economically inactive) are more qualified and confident in their ability to start work** than the long-term unemployed. This may be due to the outreach element of the programme and its impact on motivation to work.
- **Common barriers** experienced across all programmes are health, skills, and confidence. **Additional health support and a specific skills offer through AEB may be beneficial.**
- **Wider issues** including (but not limited to) housing, finance, previous convictions, bereavement, and caring are also prevalent, and more likely to be experienced by priority groups (those experiencing multiple disadvantages).
- Participants on current programmes (IPSPC, Pioneer and current WHP [post-September 23]) are much more likely to be short-term unemployed than previously seen on WHP/other programmes, suggesting they are closer to the labour market.
- Those who **are in-work tend to have greater health issues and issues around family life whilst out-of-work cohorts still have high levels of health issues but are more likely to experience issues relating to work experience, skills, transport, and wider barriers.**
- For those in-work, experiences of their work are often a contributing factor to poor health in terms of overwork, bullying/harassment, working conditions, and job quality/security.
- **Oral health is an issue across all programmes**, suggesting the need for the continuation of Working Well: Roots to Dental.

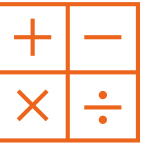
Type of health condition



Type of health condition can affect the likelihood of employment. For example, those with hearing loss are twice as likely to be employed compared to those with Autism. Disabled people with musculoskeletal issues are more likely than those with a mental health condition to be in employment. **Autism, severe learning difficulties, or severe mental illness, are least likely to be in employment.** Therefore, provision will require employing specialist staff with knowledge of supporting people with certain health conditions with individualised approaches: **more intensive support may be more suitable for neurodivergent individuals, whereas moderate intensive support may be more suitable for people with musculoskeletal issues or less complex mental health needs.**

Integrated or directly delivered health interventions specific to people's needs are essential.

Data held by Working Well programmes highlight that the **most prevalent health conditions or disabilities** for GM residents accessing the services are **psychiatric disorders**, such as depression, low mood, or anxiety, with **musculoskeletal problems the second most prevalent condition.** This information correlates with a national picture where research has found the main reasons for economic inactivity due to LTSD are mental ill health and musculoskeletal issues.



Econometric profiling

Working Well annual report (2021) included econometric (complex regression) analysis of WW participant data, identifying **key factors that determine ‘job start likelihood’**.

Attributes with greatest affect are:

Age	Length of unemployment	Confidence	Engagement
Job start likelihood decreases with age , from nearly 40% for 20-year-olds to around 20% for 60-year-olds.	Those unemployed for 0-6 months are most likely to start a job (49.7%), with likelihood decreasing the longer they are out of work , down to 13.6% for over 10 years.	Highly confident clients (score of 6/6) are more likely to start a job (36.7%) compared to the least confident (14.7%).	Higher engagement with the service increases job start likelihood , from around 35% for fully engaged clients to a few percentage points for those barely engaged.

Other attributes that contribute include:

Low qualifications	Low digital skills	Caring responsibilities	Poor health
Number of health conditions	Debt	Whether you exercise	No driving license