


Revolutionising the Workforce: Impact of Get Britain Working White Paper

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The UK Government has announced the most significant employment reforms in decades through the "Get Britain Working" white paper, which aims to achieve an 80% employment rate.

Backed by a £240 million investment, the plan seeks to overhaul employment support by addressing the root causes of unemployment and inactivity, especially focusing on long-term ill health.

Key reforms include:

- Transforming Jobcentres into a national jobs and careers service
- Expanding mental health support
- Introducing a new Youth Guarantee.

The White Paper highlights the challenges faced by the UK's employment sector and outlines a comprehensive approach to tackle these issues, including fixing the NHS, deploying extra staff to cut waiting lists, and focusing on prevention to reduce illness.

The government's plan represents a shift towards a more integrated and localised approach to employment support, aiming to provide more personalised and effective assistance to jobseekers and those out of work due to health issues. It also emphasises the importance of giving young people the opportunities and skills necessary to succeed in the workforce, with the ultimate goal of driving up employment and improving living standards.

The plan has significant implications for employers across various sectors and could mean the following changes:

1. **Enhanced support for hiring:** The transformation of Jobcentres into a national jobs and careers service aims to make the recruitment process more efficient and tailored to the needs of businesses.
2. **Focus on skills and training:** The introduction of the Youth Guarantee and the transformation of the Apprenticeship Levy into a more flexible Growth and Skills Levy will provide employers with access to a wider pool of young talent who are better prepared and trained.
3. **Improved health and wellbeing support:** With a significant investment in health services, including mental health support and measures to reduce NHS waiting lists, employers can expect a healthier workforce.
4. **Incentives for inclusive employment:** The independent review into employer support for hiring people with disabilities and health conditions could lead to new incentives and support mechanisms.
5. **Localised support and collaboration:** The empowerment of local leaders and the investment in trailblazer areas for integrated work, health, and skills support present an opportunity for employers to engage directly with local initiatives, facilitating collaboration between businesses and local authorities.
6. **Increased responsibility and expectations:** With the government's clear stance that those who can work will be expected to, employers might see a more motivated and engaged workforce. However, this also places a greater responsibility on employers to provide meaningful and secure employment opportunities, as well as to engage with government programs and support offers.
7. **Potential for regulatory changes:** The White Paper hints at future measures to overhaul health and disability benefits systems, which could introduce new regulations and requirements for employers. Coupled with the Employment Rights Bill, this represents a significant change to the employment landscape.

Whilst very much in the early stages, the White Paper signifies the government's intention to make big changes to the employment landscape. Employers will need to stay informed and consider how the changes may influence their organisation especially in relation to the Growth and Skills Levy and Incentives for Inclusive Employment.

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