

Practical approach toolkit: Reaching the future workforce

Who is the toolkit for?

It's for people who work in:

- local authorities
- combined authorities
- ICSs
- wider system partners responsible for shaping local employment pathways and workforce strategies.

What the toolkit offers

It provides a practical, place-based model for building a co-ordinated employment offer that strengthens access, speeds progression and connects residents to opportunities. The toolkit:

- targets neighbourhoods with low engagement using local data and community insight
- increases visibility by delivering support in trusted community settings
- creates consistent pathways through structured programmes and shared tools
- demonstrates how a central hub, supported by outreach, can strengthen workforce pipelines across a whole area.

Why this approach matters

Local systems face growing workforce pressures, with adult social care vacancies impacting service delivery and long-term sustainability. Many residents remain disconnected from central support because of confidence barriers, transport limitations or digital inequality. A place-based model helps overcome these challenges by widening access, improving visibility of opportunities and enabling systems to build stronger, more reliable local labour pools.

Key features include:

- community-rooted outreach that reaches residents who may not access central services
- immediate, light-touch enrolment to help people progress from first contact
- digital inclusion support through devices, simple processes and supported online tasks
- employer-aligned preparation, shaped by real workforce need and co-ordinated recruitment activity
- structured workforce preparation using sector-specific training and confidence-building support.

Overarching lessons

- Effective workforce planning depends on place-based insight and neighbourhood-level reach.
- Delivering support in familiar community venues creates a more equitable and accessible system.
- Consistent pathways and shared standards improve resident experience and strengthen system performance.
- Digital inclusion is essential for modern employment journeys.
- Data must guide decisions, ensuring support targets areas with the greatest need.

Key takeaways

- A combined central Hub and outreach model strengthens workforce pipelines across a whole place.
- Low-pressure, community-led engagement increases participation among residents furthest from employment.
- Employer-informed, structured preparation builds realistic expectations and improves retention.
- Fast, co-ordinated recruitment approaches reduce delays and align with employer needs.
- The toolkit offers operational guidance, building blocks and checklists to support local adaptation.

You can find the full toolkit including the building blocks that shaped the approach and practical recommendations to help you adapt the model, alongside a recorded presentation on [our website](#). Together, these insights provide a clear pathway for strengthening place-based recruitment, widening access through community-rooted outreach, and building a more connected, inclusive and resilient future workforce.