

Gleadless Valley: Growing Skills, Strength and Opportunity

A 10-year Employment, Skills, Enterprise and Wellbeing Strategy and Delivery Plan (2026–2036)

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Introduction

The 10-year Employment, Skills, Enterprise and Wellbeing Strategy and Delivery Plan sets out the vision, strategic direction, and priorities for Gleadless Valley from 2026 to 2036. It has been developed in alignment with the area's wider regeneration and physical transformation, and co-produced with residents, partner organisations, and stakeholders to ensure it reflects the needs, aspirations and strengths of the local community. It is also informed by a dedicated Baseline Report (2024), which draws on local data to identify key challenges and opportunities in the area's employment, skills and wellbeing landscape.

This strategy adopts a *Health in All Policies* approach, recognising that health is shaped by a wide range of social, economic and environmental factors. By placing community wellbeing at the centre of employment, skills, and enterprise activity, the plan aims to reduce inequality, improve life chances, and support sustainable, long-term change.

This 10-year strategy sets out the first phase of delivery toward a long-term vision for a fairer, healthier, and more inclusive Gleadless Valley.

The strategy builds directly on the foundations laid by the Gleadless Valley Employment and Skills Strategy (2022), which formed a core part of the Gleadless Valley Masterplan. Rather than moving away from that work, this plan deepens and expands on it, strengthening the original commitments and widening the focus to include community wellbeing and long-term delivery. It also complements Sheffield's citywide Employment and Skills Strategy and Public Health priorities by translating those broader ambitions into locally tailored actions.

Vision and Purpose

Gleadless Valley will be a healthy, thriving, and inclusive community. Barriers to learning, progression, and good work will be reduced, enabling more people to achieve their potential, feel connected and supported, and contribute to a growing, fair, and sustainable local economy.

By strengthening community wellbeing alongside employment and skills opportunities, Gleadless Valley will build individual and collective resilience, reduce inequalities, and support long-term prosperity for everyone who lives and works here.

We recognise that learning and employment pathways are not linear. This strategy supports personalised journeys that reflect residents' starting points, goals, and lived experiences.

Strategic Context

Alignment with Citywide Strategies

The Gleadless Valley Employment, Skills, Enterprise and Wellbeing Strategy and Delivery Plan has been developed to align with Sheffield's wider strategic ambitions. It both reinforces and localises the city's long-term goals by focusing on targeted, community-led delivery in one of its most disadvantaged neighbourhoods.

City Goals (2023–2035)

Developed through a citywide process, the City Goals set out Sheffield's shared ambitions — including becoming a *creative and entrepreneurial city* and a *city of thriving communities*. This strategy directly supports both, by nurturing local enterprise, investing in talent, and building strong, inclusive neighbourhoods in Gleadless Valley. It also supports Sheffield's commitment to racial equity, following the Race Equality Commission (2020), by removing systemic barriers, empowering underrepresented communities, and encouraging diverse leadership.

Sheffield Growth Plan (2025–2035)

The city's first Growth Plan in over a decade sets out Sheffield's shared ambitions for a stronger, fairer and greener economy. Developed through extensive engagement and evidence gathering, it brings together partners across the city to unlock investment, support innovation, grow local businesses, and create opportunities in every neighbourhood. It also connects with wider regional and national ambitions, making the case for long-term change through collaboration.

Employment and Skills Strategy (2025–2035)

The city's new strategy sets out a vision for Sheffield where everyone can prosper and live healthy, fulfilling lives. One of its key priorities, providing tailored, hyper-local support to reduce labour market disparities, is delivered in practice through this Gleadless Valley strategy and delivery plan. By focusing on those furthest from opportunity, it strengthens access to quality jobs, enterprise support, and skills provision at a neighbourhood level.

Public Health Strategy – the Fair and Healthy Sheffield Plan - The Eight Building Blocks

Sheffield's Health and wellbeing Board is committed to reducing unfair gaps in health and life expectancy. Its Eight Building Blocks include tackling discrimination, supporting early years, raising living standards, increasing empowerment, promoting quality work, improving access to services, and creating healthier, greener places. This Gleadless Valley strategy and delivery plan contributes by:

- Creating pathways into quality employment and enterprise
- Expanding access to learning and skills that build individual resilience
- Supporting local spaces and networks that foster belonging and wellbeing
- Supporting people to achieve their potential and develop a sense of community, collective power and ownership and sense of agency
- Encouraging sustainable, local economic activity that responds to environmental priorities

Regional and National Context

South Yorkshire Mayoral Combined Authority (SYMCA)

While this is a local strategy, its delivery will rely on collaboration and alignment with regional priorities. SYMCA plays a key role in funding and coordinating employment, skills, and economic development across South Yorkshire. The Gleadless Valley plan supports SYMCA's wider goal of inclusive growth by tackling local barriers to work, supporting enterprise, and connecting residents to SYMCA-funded programmes and opportunities.

Ministry of Housing, Communities and Local Government (MHCLG)

This strategy also supports national priorities set out by MHCLG, including reducing regional inequality, investing in left-behind communities, and expanding access to opportunity. By focusing on economic inclusion, local skills development, and stronger community infrastructure, the Gleadless Valley plan reflects MHCLG's aims for regeneration, empowerment, and long-term resilience.

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Strategic Objectives

Our strategic objectives have been shaped by a combination of:

- Local data and trends
- Citywide and national performance comparisons
- Community engagement and partner input

This includes insights drawn from the Gleadless Valley Baseline Report (2024), internal service data, and resident feedback gathered through housing visits, a resident survey undertaken by the South Sheffield Local Area Committee, mapping exercises, and steering groups with key stakeholders. Further engagement is ongoing, led by our community engagement partner, Heeley Trust.

A separate data appendix is being prepared that will be published alongside the final strategy.

Strategic Objective 1: Improve Community Wellbeing and Participation

We will support residents to overcome the health, confidence, and structural barriers that prevent them from engaging in community activities, learning, work or enterprise. Wellbeing and inclusion will be embedded across all support. We will prioritise those facing the greatest disadvantage, including people from minoritised ethnic backgrounds, disabled people, lone parents, care leavers and others identified in the Priority Groups section across all objectives.

Why this matters:

Nearly half of working-age residents in Gleadless Valley are economically inactive, and significantly more report fair or poor health than the city average (Baseline Report, 2024). Almost 30 percent of local residents have no qualifications, compared to 19.4 percent citywide. Combined with digital exclusion and limited access to transport, this creates real barriers to training, services and employment. As of June 2025, 8.2 percent of 16- and 17-year-olds in Gleadless Valley were not in education, employment or training (NEET), compared to a citywide average of 6.9 percent. This data was provided by the Council's 14–19 Service (Performance Analysis, June 2025) and highlights the need for targeted support for young people in the area.

We know that health and wellbeing are closely linked to participation in meaningful work (paid or unpaid), learning, or community activity. Poor health is an increasingly cited reason for not being able to work, and the numbers are rising. In December 2019, before the pandemic, 15,200 Sheffield residents were economically inactive due to long-term sickness or a health condition. By December 2024, that figure had increased by 56% to 23,700 (Office for National Statistics, 2024). Tackling these interconnected barriers, particularly those experienced by the most disadvantaged groups, is key to improving both wellbeing and economic activity. Programmes such as social prescribing and community-based health initiatives can also act as gateways into participation, offering fewer formal routes toward confidence, learning, and employment.

We will build on existing programmes such as People Keeping Well, strengthening their links to pathways into volunteering, learning and work. This includes supporting joined-up referral networks and wraparound offers that connect health and wellbeing activity with progression routes. We will also align with national and regional funding programmes targeting economic inactivity, which will be delivered in Gleadless Valley through Opportunity Sheffield and other partners.

Key Outcomes:

- Reduction in health-related barriers to participation (mental health, chronic illness, social isolation) increasing support and access to services for people experiencing poor health, increasing understanding and support offered by employers
- Reduction in the proportion of young people not in education, employment or training (NEET)
- Reduction in long-term unemployment, particularly among residents facing multiple barriers
- More residents reporting improved confidence, motivation and wellbeing
- More residents engaged in community activities and volunteering
- More residents accessing basic skills, digital literacy and personal development activities
- Increased participation from priority groups (such as BAME residents, lone parents, care leavers, and disabled people)
- Increased referrals between employment and skills services and health and wellbeing support
- Holistic services (for example, job clubs with wellbeing support) delivered in trusted local spaces
- Tailored health-integrated plans for young people, working-age adults and new arrivals
- Youth-led and community-led programmes that build voice, confidence and peer mentoring

Strategic Objective 2: Grow Local Enterprise and Economic Activity

We will support inclusive economic growth by nurturing local enterprise, entrepreneurship and good jobs, strengthening the local economy while creating meaningful opportunities for residents. We will capture the economic benefits for local residents on the planned investment in housing and infrastructure.

Why this matters:

High economic inactivity and low household income levels in Gleadless Valley point to a need for hyper-local, affordable economic activity. Gleadless Valley's physical separation from other centres makes community enterprise and microbusiness development even more essential.

Business activity in the area covers sectors such as construction, retail, hospitality, and the creative industries, but remains modest in scale. Almost all business are micro-sized (fewer than 10 employees) and there are no medium or large employers based in the valley.

This evidence highlights the importance of supporting enterprise and economic inclusion at a neighbourhood level, ensuring that regeneration unlocks opportunities through training, employment, and local entrepreneurship.

Source: ONS Business Register and Employment Survey (2023), ONS UK Business Counts (2024), ONS Business Demography (2023).

Key Outcomes:

- Growth in community enterprise, social business, and resident-led ventures
- Increased uptake of self-employment and microbusiness support
- Local retail and services strengthened through targeted support and investment and increased spending power through population growth
- More business space in the valley
- Construction apprenticeships with contractors delivering the regeneration programme
- Local employers and anchor institutions increase recruitment from Gleadless Valley

Strategic Objective 3: Build Skills and Clear Pathways for Progression

We will create joined-up routes into learning, training and personal development that help residents of all ages build skills, progress in life and work, and respond to a changing economy.

Why this matters:

Nearly one in three residents in Gleadless Valley has no qualifications, and just 18.7% are qualified to Level 4 and above (vs. 33.4% citywide). At the same time, apprenticeship uptake is slightly higher than average, showing appetite for vocational pathways that could be expanded (Baseline Report, 2024). (

Key Outcomes:

- Increase in residents completing accredited training, apprenticeships or sector-based
- Increased community-based support that complements school learning and encourages attainment, especially for young people from priority groups
- Expansion of local learning offer across green, digital, care and foundational sectors
- Clear progression frameworks from basic to advanced skills and into employment
- More young people supported into post-16 education, work experience and jobs
- Adult learners returning to education or retraining after time out of work
- Residents feel more confident accessing learning and training
- Local training offers are better linked to real employment pathways
- Wraparound support, such as childcare, transport assistance, and tailored coaching, will be prioritised to ensure equitable access to training and progression opportunities
- Local role models and “community champions” are involved in motivating and mentoring residents, particularly those facing multiple barriers to learning and work

Strategic Objective 4: Strengthen Local Delivery and Partnership Infrastructure

We will deepen collaboration between local partners, services and citywide institutions to ensure joined-up, coordinated delivery that meets residents where they are.

Why this matters:

Access to services is uneven across Gleadless Valley, and transport challenges limit mobility for many. The estate's geography and local identity mean engagement must be rooted in trusted local community infrastructure. However, the aim is not to deliver everything locally, rather, to support residents to participate in citywide and city-centre provision, including through targeted help to overcome practical and confidence-related barriers. (Baseline Report, 2024)

Key Outcomes:

- Multi-agency hubs or outreach combining health, skills and employment support
- Stronger referral pathways and reduced duplication across the system
- Gleadless Valley residents accessing citywide programmes and opportunities
- Employers involved in co-designing training, offering placements and recruiting locally
- Schools, GPs and community organisations engaged as part of the delivery network

Priority Groups

To ensure the Employment, Skills, Enterprise and Wellbeing Strategy tackles entrenched inequalities, activity will be targeted toward those residents most affected by economic, health and social exclusion. These inequalities are deep-rooted and overlapping, often shaped by structural barriers, discrimination, and generational disadvantage.

The priority groups below have been identified through analysis of the Gleadless Valley Baseline Report (2024), alongside insight gathered from local residents, partner organisations and front-line workers. These groups may experience multiple and compounding challenges, and require tailored, inclusive approaches to engagement and support:

- **Young people and NEETs:** Those aged 16–25 who are not in education, employment or training, including school leavers, care-experienced young people and others facing barriers to progression.
- **Long-term unemployed and economically inactive residents:** Individuals who have been out of work for an extended period and require tailored support, confidence building or training to move closer to the labour market.
- **People with health and disability barriers:** Residents with physical or mental health conditions that impact their ability to access work, training or enterprise opportunities.
- **Low-income families and lone parents:** Households experiencing financial hardship, with childcare or caring responsibilities that limit access to employment, education or support services.
- **Ethnically diverse communities:** Individuals and groups who experience systemic barriers, underrepresentation or discrimination in the labour market or in access to services.
- **Older residents seeking retraining or new opportunities:** People affected by economic or technological change, in need of support to reskill, retrain or transition to new careers.
- **Refugees, asylum seekers and new arrivals:** Individuals who face unique barriers related to language, trauma, recognition of qualifications and limited access to employment networks.
- **Residents living in areas of concentrated deprivation within Gleadless Valley:** Individuals facing overlapping challenges in health, education and employment, particularly in neighbourhoods with persistently high rates of disadvantage.

Delivery Plan – Achievements to Date

Before setting out next steps, it's important to recognise the progress already made. Over the past year, partners have laid the foundations for delivery by building relationships, mapping services, testing approaches, and establishing new structures to support change.

The following achievements mark key milestones so far:

Steering Group and Delivery Framework Established

A collaborative steering group of internal and external partners has been created to drive delivery, monitor progress, and align this work with wider city priorities. This group provides a space for accountability and shared problem-solving.

Mapping Existing Provision

A comprehensive service directory and gap analysis has been completed, capturing facilities, activities, and services in and around Gleadless Valley. The mapping exercise has helped identify where there is duplication, where services are missing, and where better coordination is needed.

Strengthening Community Infrastructure

Initial findings highlight that physical spaces for delivering employment and wellbeing support are limited. This insight is shaping conversations across the regeneration programme, with work underway to identify opportunities for more joined-up delivery within trusted community settings.

Community Development and Health Course

Nine residents have successfully completed a 12-week accredited Community Development and Health course. This has helped build capacity and strengthen community partnerships. A further six participants are now engaging in follow-on volunteering opportunities.

Understanding Resident Needs

We've established strong, positive relationships with both the community and key stakeholders. Heeley Trust, our local engagement partner, is continuing this work, gathering insight from residents to build a richer picture of needs, priorities, and aspirations, aligned with existing data.

Employment Support in Gleadless Valley

Specialist employment support is being re-established in Gleadless Valley, with new staff currently in post and focused on building relationships, mapping the area, and engaging with residents. The delivery team is working closely with the Regeneration Team and local stakeholders to ensure support is relevant, visible, and embedded in the community. Full delivery is expected to scale up by autumn 2025.

Delivery Plan - Next Steps

Areas that are still in development will now move into a dedicated delivery plan (see below), providing a live framework to track progress, respond to emerging needs, and maintain momentum across the next phase of work. A task and finish group will be established to monitor implementation, coordinate delivery across partners, and ensure accountability as the plan evolves.

This delivery plan is a working draft, developed to align with the four strategic objectives set out in the Gleadless Valley Strategy. It outlines early priorities for delivery and highlights the types of activity needed to improve outcomes across wellbeing, skills, enterprise and local partnership infrastructure.

Further work is required to shape and finalise the plan in partnership with residents and delivery partners. This includes:

- Engaging the community to understand what services are most needed and how they should be delivered, including through trained Community Researchers where appropriate
- Identifying lead partners for specific actions, especially where delivery responsibilities are still marked as TBC
- Clarifying funding and timelines for key activities, and sequencing delivery realistically

This draft provides a foundation for collaboration and shared delivery and will continue to evolve in response to local insight, service capacity and wider system change.

Successful delivery will rely on strong, inclusive partnerships. Employers, education and training providers, voluntary, community, faith and social enterprise organisations (VCFSE), public sector services, anchor institutions and the residents of Gleadless Valley all have important roles to play in achieving these shared goals.

Tailored Delivery Through Community Engagement

Our approach to delivery across Gleadless Valley, including Newfield Green, Herdings, Hemsworth, and Gaunt must reflect the distinct characteristics and priorities of each area. These neighbourhoods vary significantly in terms of unemployment rates, educational attainment, the number of young people not in education, employment or training (NEET), and their age and ethnic makeup.

Recent analysis at Lower Super Output Area (LSOA) level highlights how these differences play out on the ground from NEET rates to health outcomes and access to services helping to pinpoint where targeted action is most needed.

To ensure that the strategy and delivery plan creates meaningful and lasting change, it must be shaped not only by data but by ongoing, honest engagement with local people. The data gives us a starting point. But it's through dialogue, co-design and shared ownership that we build trust, relevance and real impact.

Many languages are spoken across Gleadless Valley, reflecting its rich cultural diversity. To ensure all residents can engage fully with services and opportunities, communication will be designed to be inclusive, accessible and, where possible, available in people's preferred languages.

Delivery Plan – Table of Actions

| Strategic Objective | Action | Output | Funding Required | Lead Partner(s) | Timeframe (year to be delivered) |
|---|--|---|------------------|---|----------------------------------|
| Strategic Objective 1: Improve Community Wellbeing and Participation | Deliver Community Development and Health (CDH) courses tailored for local needs, with progression into a paid Community Researcher role for interested residents | Increased resident confidence and wellbeing; stronger local insight through a trained pool of Community Researchers. At least 2 courses delivered annually and 6 researchers recruited by Year 2 | Yes | TBC | Year 1 and 2 |
| Strategic Objective 1: Improve Community Wellbeing and Participation | Build on the People Keeping Well programme to create clear links into volunteering, learning and work; align with national and regional programmes targeting economic inactivity | Integrated support offer connecting health and wellbeing activities to progression pathways; improved access to funded skills and employment support | Yes | TBC | Year 1 and 2 |
| Strategic Objective 1: Improve Community Wellbeing and Participation | Deliver UKSPF-funded support for residents with mental health needs, learning disabilities or neurodivergence | Tailored support packages delivered; 150 participants engaged or referred to employment or skills activity | Yes | Opportunity Sheffield | Year 1 |
| Strategic Objective 1: Improve Community Wellbeing and Participation | Deliver NHS-funded pilot of local mental health hub, with integrated employment and skills support | Mental health hub operational; approximately 90 local residents supported through employment-focused mental health services (inc Talking Therapies and Individual Placement & Support); referrals made into employment and skills pathways* | Yes | Sheffield Health and Social Care and Heeley Trust | Year 1 and 2 |

* These figures are estimates based on local population share and may be refined as more data becomes available.

| Strategic Objective | Action | Output | Funding Required | Lead Partner(s) | Timeframe (year to be delivered) |
|---|--|---|-------------------------|--|---|
| Strategic Objective 1: Improve Community Wellbeing and Participation | Address barriers like transport and childcare for training and jobs. | Wraparound support offers in place; monitored uptake. | Yes | TBC | Year 1 and 2 |
| Strategic Objective 2: Grow Local Enterprise and Economic Activity | Work with developers to embed apprenticeships into regeneration projects. | Number of apprenticeships linked to live sites. | No | TBC | Years 2 to 5 |
| Strategic Objective 2: Grow Local Enterprise and Economic Activity | Secure social value commitments (training, in-kind contributions). | Signed agreements with measurable benefits. | No | TBC | Year 2 to 5 |
| Strategic Objective 2: Grow Local Enterprise and Economic Activity | Coordinate targeted outreach to underrepresented groups to increase uptake of existing education, skills and employment programmes | Number of targeted engagement sessions delivered; number of new referrals into training or employment programmes | Yes | TBC | Year 1 and 2 |
| Strategic Objective 2: Grow Local Enterprise and Economic Activity | Bring two commercial units into use via 189 Project to support local employment, enterprise and skills activity | Units in active use; number of residents accessing opportunities through the space (e.g. training, enterprise support, or trading) | Yes | SCC (Assets), 189 Project, Opportunity Sheffield | Year 1 and 2 |
| Strategic Objective 2: Grow Local Enterprise and Economic Activity | Support the launch and sustainability of 20+ new community or resident-led enterprises | 20 or more resident- or community-led enterprises launched and trading; targeted support offer in place for social enterprises and small businesses | Yes | TBC | Year 5 onwards |
| Strategic Objective 2: Grow Local Enterprise and Economic Activity | Provide tailored support to local retail businesses and scope options for affordable business space | Business space options mapped; existing traders offered access to advice, training or small grants | Yes | TBC | Year 1 to 3 |

| Strategic Objective | Action | Output | Funding Required | Lead Partner(s) | Timeframe (year to be delivered) |
|--|--|---|------------------|-----------------------|----------------------------------|
| | across Gleadless Valley | | | | |
| Strategic Objective 3: Build Skills and Clear Pathways for Progression | Partner with schools and colleges to strengthen training and post-16 pathways. | Post-16 education and employment destinations supported through partnerships with schools and colleges. | No | TBC | Years 3 to 5 |
| Strategic Objective 3: Build Skills and Clear Pathways for Progression | Develop local area education and employment plans shaped by resident feedback. Co-produce local education and employment plans with residents | At least two plans developed and adopted, shaped by resident input | No | TBC | Years 2 to 5 |
| Strategic Objective 3: Build Skills and Clear Pathways for Progression | Support peer research and learning around local employment needs, including Community Researcher training and the use of behavioural insight methods | Peer research published and used to inform services | Yes | TBC | Years 1 to 5 |
| Strategic Objective 3: Build Skills and Clear Pathways for Progression | Deliver targeted employment and skills support in Gleadless Valley through Opportunity Sheffield programmes | 250 residents engaged in SCC-funded training or employment support | Yes | Opportunity Sheffield | Years 1 to 3 |
| Strategic Objective 4: Strengthen Local Delivery and Partnership Infrastructure | Establish and support a Youth Voices Panel to inform delivery and governance | Youth panel created and contributing to delivery board decisions | Yes | TBC | Year 1 |
| Strategic Objective 4: Strengthen Local Delivery and | Create neighbourhood-specific delivery | Multi-agency hubs piloted in at least two locations, combining | Yes | TBC | Years 3 to 5 |

| Strategic Objective | Action | Output | Funding Required | Lead Partner(s) | Timeframe (year to be delivered) |
|--|--|---|------------------|--|----------------------------------|
| Partnership Infrastructure | hubs or integrated outreach models. | employment, skills, and health support. | | | |
| Strategic Objective 4: Strengthen Local Delivery and Partnership Infrastructure | Conduct regular partnership forums and stakeholder mapping updates. | Quarterly forums and updated partnership map. | No | TBC | Year 1 |
| Strategic Objective 4: Strengthen Local Delivery and Partnership Infrastructure | Support strategic coordination and workstream governance through SCC and Opportunity Sheffield | Governance framework maintained and aligned with delivery across strategic objectives | No | SCC (Regeneration Team), Opportunity Sheffield | |

Resources and Funding

As this is a live, evolving programme, we acknowledge that priorities, resources and opportunities will change over time. Our commitment is to actively seek and secure funding to enable the delivery of this strategy and, based on ongoing feedback and learning, to move towards longer term, sustainable funding models.

Achieving these ambitions will require strong collaboration and input from a wide range of stakeholders. This includes employers, education and training providers, voluntary, community, faith and social enterprise organisations (VCFSE), public sector services, anchor institutions and, most critically, Gleadless Valley residents themselves. Together, we can ensure that this programme continues to evolve and deliver long-term benefits for the community.

Current Resource Commitments

- Sheffield City Council is supporting workstream coordination and governance across the regeneration of Gleadless Valley. This includes targeted employment and skills delivery through its Opportunity Sheffield service.
- Opportunity Sheffield is also leading on UK Shared Prosperity Fund (UKSPF) projects that include support for mental health, learning disabilities and neurodivergent jobseekers.
- NHS partners are funding a two-year pilot of a local mental health hub, which includes a focus on employment and skills as part of its remit.
- Two commercial units in the valley are being brought back into use through a peppercorn lease agreement with the 189 Project, supporting enterprise, employment and skills activity in the heart of the community.

Potential Future Funding Sources

To deliver long-term impact and respond flexibly to emerging needs, we will continue to explore a range of additional funding opportunities. These may include:

- MHCLG programmes, including those related to community regeneration, levelling up and economic inclusion
- Section 106[†] planning contributions, aligned with new housing and development in the area
- Adult Education Budget, Employment Support Grants and Lottery funding
- Academic partnerships, particularly those that can support youth engagement, evaluation or pilot delivery
- Further rounds of the UKSPF or other regional and national investment programmes

[†] Section 106 contributions are financial or in-kind agreements made by developers to support local infrastructure, services or community needs as part of the planning process

Delivery Timeline and Milestones

EMPLOYMENT, SKILLS, ENTERPRISE AND WELL-BEING: KEY MILESTONES

A snapshot of our delivery milestones over the next 10 years, supporting skills, jobs and community well-being in Gleadless Valley



YEAR 1

Launch youth voice and governance programmes. Begin linking wellbeing to community activities, learning and early work pathways



YEARS 2-5

Secure employer and service commitments. Begin opening up inclusive skills and employment opportunities with wraparound support



YEARS 3-5

Pilot and expand neighbourhood hubs that integrate health, skills and employment support. Support resident-led services and local enterprises



YEARS 5-7

Strengthen delivery partnerships and embed progression pathways that combine wellbeing, learning and work.



YEARS 8-10

Review with residents. Embed long-term community-led models that support wellbeing, resilience and economic inclusion

Monitoring and Evaluation

A robust monitoring and evaluation framework will underpin the strategy, ensuring progress is tracked and delivery remains responsive to community needs. Both quantitative and qualitative data will be used to assess outcomes, understand impact, and inform continuous improvement.

Progress will be measured through indicators such as increased resident participation, improved health and employment outcomes, strengthened local partnerships, and feedback from residents and stakeholders. Where appropriate, data will be broken down by neighbourhood and priority groups to ensure fair and targeted impact.

A dedicated task and finish group will oversee implementation, review milestones, and make recommendations for adjustments. Annual progress reports will provide transparency and support ongoing alignment with strategic objectives they will ensure the plan adapts to evolving needs and remains responsive.

Design of Strategy & Plan

Once this Strategy & Plan has been approved by the Gleadless Valley Regeneration Board, it will be formalised in a designed document. An example of how the artwork could look can be found below:

