INCLUSIVE GROWTH AND PUBLIC POLICY PANEL

MEETING TO BE HELD AT 2.00 PM ON MONDAY, 8 MARCH 2021
DUE TO COVID-19, THIS MEETING WILL BE HELD REMOTELY AND WILL BE LIVESTREAMED HERE: HTTPS://WWW.YOUTUBE.COM/CHANNEL/UCAZJNSGPQZZT41VIBN2ZK9A/LIVE (COPY AND PASTE THE LINK IN YOUR BROWSER)

A G E N D A

1. **APOLOGIES FOR ABSENCE**

2. **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS**

3. **POSSIBLE EXCLUSION OF THE PRESS AND PUBLIC**

4. **MINUTES OF THE MEETING HELD ON 4 DECEMBER 2020**
   (Pages 1 - 4)

5. **CHAIR'S UPDATE**

6. **COVID-19: UPDATE ON DATA AND IMPACTS**
   (Pages 5 - 24)

7. **IMPACT HUBS**
   (Pages 25 - 28)

8. **ECONOMIC RESPONSE - ENTREPRENEURSHIP PROPOSAL**
   (Pages 29 - 34)

9. **EMPLOYMENT AND SKILLS FRAMEWORK**
   (Pages 35 - 88)

Signed:

Managing Director
West Yorkshire Combined Authority

MINUTES OF THE MEETING OF THE INCLUSIVE GROWTH AND PUBLIC POLICY PANEL HELD ON FRIDAY, 4 DECEMBER 2020

Present:

Councillor Shabir Pandor (Chair)	Kirklees Council
Councillor Debra Coupar	Leeds City Council
Councillor Alex Ross-Shaw	Bradford Council
Councillor Jane Scullion	Calderdale Council
Councillor Andrew Waller	City of York Council
Kate Hainsworth	Leeds Community Foundation
Karl Oxford	African and Caribbean Business Ventures Ltd
Sam Keighley	Yorkshire Sport Foundation
Rob Webster	West Yorkshire and Harrogate Sustainability and Transformation Partnership (STP)
Rob Norreys	University of Huddersfield

In attendance:

James Flanagan	West Yorkshire Combined Authority
Rebecca Greenwood	West Yorkshire Combined Authority
Ian Smyth	West Yorkshire Combined Authority
Ben Kearns	West Yorkshire Combined Authority

31. Apologies for absence

Apologies for absence had been received from Jacqui Gedman, Mike Hawking, Peter O'Brien and Liz Town-Andrews.

32. Declarations of Disclosable Pecuniary Interests

There were no declarations of pecuniary interests at the meeting.

33. Possible exclusion of the press and public

There were no items that required the exclusion of the press and public.

34. Minutes of the meeting held on 16 September 2020

Resolved: That the minutes of the meeting held on the 16 September be approved.

35. Inclusive Growth Framework

The Committee considered a report which provided an update on the development of an approach on Inclusive Growth.

The Panel welcomed the refreshed draft framework and made the following comments:

- That the indicative pipeline was a welcome starting point for putting the framework into practice, and that there was a case for rebalancing the suggested activities to further increase the regional support proposed for the third sector.
- That clearer links should be made to specific opportunities for inclusive growth. Members discussed access to good jobs and skills in the health and social care sector and delivering on the ambition of a green net zero economy.
- To note the importance of the third sector to delivering an inclusive economic recovery as well as ensuring the success of the healthcare system.
- That it was vital that the framework informed the work of the other Panels and Committees beyond the Inclusive Growth Panel, including through the work of proposed Inclusive Growth Champions.

Resolved:

(i) That the report be noted.

(ii) That the Panel's feedback be noted.

36. Support for third sector

The Panel considered a report which set out the importance of the third sector and its role in delivering an inclusive economic recovery.

A task and finish group had been convened by the Panel Chair to consider the position of the third sector.

The main findings of the group, which were endorsed by the Panel, included the following:

- There was a working understanding of the third sector, but more research and data was necessary to fully make the case for supporting and investing in the sector.
- It was proposed to commission further focused and proportionate work on filling the key evidence gaps in our understanding.
- That significant financial and operational pressures facing the third sector and the need to 'pivot' and re-write its business plans to remain viable.

- That there was a strong case for the LEP and Combined Authority to adopt principles for supporting the third sector.

Resolved: That the work of the task and finish group be noted.

37. Good Work Standard

The Panel considered a report which set out the work underway to develop the concept of a good work standard.

Panel members considered several options for progressing a Good Work standard and made the following comments:

- Members felt that adapting an existing Good Work model, such as that of Greater Manchester, could strike a balance between the desire to deliver at pace while adapting if necessary, to the West Yorkshire context. It could also ensure strong alignment with other standards across the north and secure local buy-in.
- Members discussed the need to centre values of diversity and equity up front in the good work standard.
- Members also discussed whether the real living wage should be included in the good work standard or whether, in light of the pandemic, it may curtail business take-up with the good work standard.

Resolved:

(i) That the regional proposal to develop and deliver a fit for purpose approach to encouraging better employment behaviours and practices across all sectors of the economy to deliver an inclusive economic recovery be noted.

(ii) That an engagement exercise be undertaken with third, private and public sector employers to test views on how the GM model could be built on.

38. Housing Affordability & Needs Study

The Panel considered a report which provided an update on of the key findings from the Leeds City Region Housing Affordability and Need Study.

Resolved: That the report be noted.

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Report to:	Inclusive Growth and Public Policy Panel
Date:	8 March 2021
Subject:	**COVID-19: Update on data and impacts**
Director:	Alan Reiss, Director Policy Strategy and Communications
Author:	Andrew Fitzpatrick, Research & Spatial Intelligence Manager

1. Purpose of this report

1.1 To provide an update to the Panel on the current impacts of Covid-19.

2. Information

2.1 A presentation of the latest data (predominantly as at 17 February) on the COVID-19 pandemic is included in Appendix 1. The following are some of the main messages:

- The 7-day moving average West Yorkshire COVID-19 rate is 179.4 cases per 100k, down from 194.4 per 100k the week before (-8%).
- There are 4,185 new cases in the 7 days to the 17 February, down from 4,535 the week before.
- West Yorkshire rate remains above the Yorkshire and the Humber (Y&H) rate and England rates (151.3 and 125.5 per 100k respectively).
- Importantly, rate changes in the previous week (-8%) are in line with Y&H average (-9%), but falling much slower than England overall (-21%).
- Within West Yorkshire, rates are lowest in Leeds (163 per 100k) and highest in Bradford (199.3 per 100k).
- Within Yorkshire and the Humber rates are highest in Doncaster and Bradford (around 200 per 100k) with rates lowest in Scarborough (57 per 100k).
- Most Y&H districts saw a fall in COVID-19 rates over the previous week.
- The regional picture continues to show that the South West of England is generally performing best in terms of COVID-19; it has the lowest rates overall (76 per 100k) in the over 60's, the lowest positivity % and the highest testing rate. In contrast, the highest rates are in the East Midlands,

West Midlands, North East and Yorkshire and the Humber (around 150-180 per 100k).

- The updated Upper Tier Local Authority (ULTA) chart (which ranks case rates from high to low) highlights that although almost all areas have continued to see a decline in COVID-19 case rates, the rate of decline has slowed. Importantly, COVID-19 rates in West Yorkshire districts are now relatively high compared to other UTLAs. Their position continues to move up the curve as rates have not fallen as much as other areas.
- Looking at the relative fall in COVID-19 rates from the 3rd wave peak to now, all 5 West Yorkshire districts are amongst the areas with the lowest proportionate fall out of all UTLA's (i.e. their relative % case rate fall is less than a lot of other areas).
- COVID-19 rates amongst over 80s in West Yorkshire and other MCAs appears to be falling faster than for the other age bands, a potential sign of the vaccination rollout working.
- As of the 16 February, 523k people living in CCG's covering West Yorkshire had been vaccinated with the first dose.
- **Within West Yorkshire, the most deprived areas have had a greater proportionate share of COVID-19 cases; since June, 40% of all COVID-19 cases have occurred in people who live in areas in the most deprived 20% in England. Importantly, within West Yorkshire, the most deprived areas have seen the slowest changes in COVID-19 rates; rates from the January peak to 13 February have fallen by 36%, however the least deprived areas have seen falls of around 68%.**
- Analysis of current COVID-19 rates in relation to deprivation across England reveals a strong relationship. COVID-19 rates are higher in UTLAs where a greater proportion of the population lives in deprived areas.
- In England, new COVID-19 related hospital admissions (in a 24-hour period) continue to fall and are currently at similar levels to mid-late Oct. In relative terms, the weekly rate of decline in the North East & Yorkshire is around 20% compared to 25.7% nationally. Locally, West Yorkshire new admissions fell by 20% in the last week.
- In England on the 22 February there were just over 14,000 occupied COVID-19 beds in England. This is now fewer than the November peak. In West Yorkshire, the number of hospital beds occupied by confirmed COVID-19 patients in reduced by 19% in week to 16 February (slower than England average, 22%), however the number of people with COVID-19 requiring mechanical ventilation increased.

3. Tackling the Climate Emergency Implications

3.1 There are no Climate Emergency implications arising directly as a result from this report.

4. Inclusive Growth Implications

4.1 The report identifies our most deprived areas have had a greater proportionate share of COVID-19 cases and therefore impacts on personal wellbeing.

5. Financial Implications

5.1 There are no financial implications directly arising from this report.

6. Legal Implications

6.1 There are no legal implications directly arising from this report.

7. Staffing Implications

7.1 There are no staffing implications directly arising from this report.

8. External Consultees

8.1 No external consultations have been undertaken.

9. Recommendations

9.1 The Panel is requested to note and discuss the findings of the latest data on Covid-19

10. Background Documents

None.

11. Appendices

11.1 Appendix 1 – Covid-19 update

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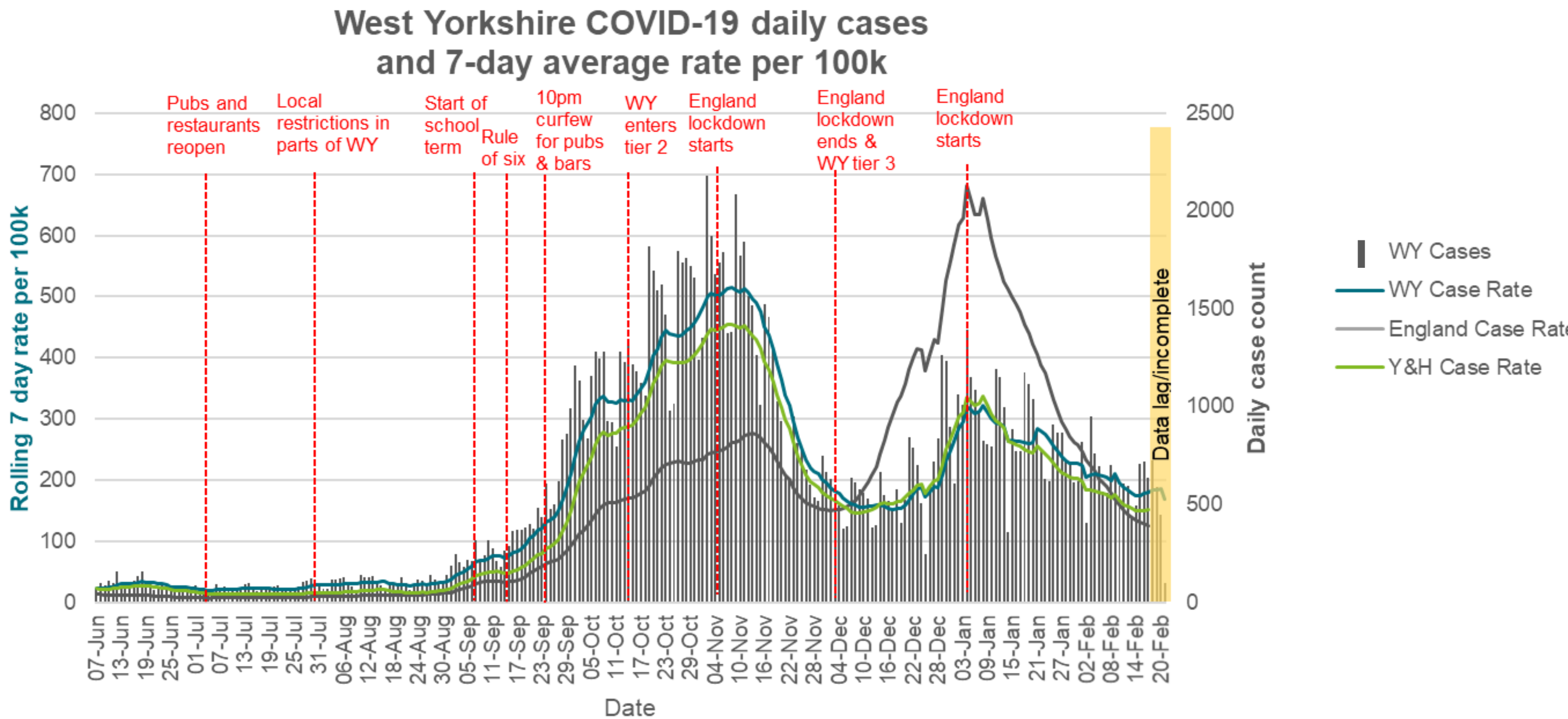
COVID-19 Update

Research & Intelligence
24th February 2021

Agenda Item 6
Appendix 1

Virus prevalence – West Yorkshire trend



The chart above reveals the trend in the number of daily COVID-19 cases in West Yorkshire and the 7-day rolling rate per 100k population. As of the 17th Feb 2021, the 7-day moving average **West Yorkshire COVD-19 rate was 179.4 cases per 100k (4,185 new cases), down from 194.4 per 100k the week before (4,535 new cases).** West Yorkshire rate is above the Yorkshire and the Humber rate and England rates (151.3 and 125.1 per 100k respectively). For the latest data please see the West Yorkshire COVID-19 dashboard.

Source: Secure COVID-19 PHE data portal. Note there is a lag in the very latest data PHE COVID-19 data to account for all test results to be processed and recorded.

Virus prevalence – West Yorkshire

Table shows the most recent COVID-19 case data from Public Health England's (PHE) secure data portal. Note due to reporting delays for comparison between Local Authorities the most recent 4 days are excluded from the calculations of rates and moving averages.

Area	Total cases per 100k people (11 – 17 Feb) Most recent data week	Total cases per 100k people (4 – 10 Feb) Previous week	Absolute Difference
Bradford	199.3	222.3	-23
Calderdale	178.3	208.1	-29.8
Kirklees	179.9	188.7	-8.9
Leeds	163.8	177.4	-13.6
Wakefield	184.3	188.9	-4.6
West Yorkshire	179.4	194.4	-15
Yorkshire & the Humber	151.3	166.1	-14.8
England	125.5	158.4	-32.9

Source: Secure COVID-19 PHE data portal

Virus prevalence – Regional

Testing rate, positivity, incidence rate (with age breakdowns) confirmed cases and proportion of new variant in 7-day period 11 - 17 Feb 2021, in comparison to previous 7-day period.

Highest Lowest

	Individuals tested per day per 100,000 population		Percentage individuals test positive		Case rate per 100,000 population		Case rate per 100,000 population aged 60 years and over		Case rate per 100,000 population aged 17-21 year olds		Confirmed cases in previous 7 days	% with new variant
Area	7-day moving average	7-day change. %	7-day moving average	7-day change. %	7-day moving average	7-day change. %	7-day moving average	7-day change. %	7-day moving average	7-day change. %	number of cases in last 7 days	in last 7 days
East Midlands	385.6	-1%	7.3%	-10%	180.0	-10%	116.5	-20%	187.8	-8%	8,707	97.4
East of England	383.8	-4%	4.6%	-22%	106.0	-25%	76.8	-32%	125.8	-16%	6,897	98
London	301.2	-9%	5.3%	-28%	90.6	-35%	82.2	-33%	94.7	-35%	8,123	98.3
North East	402.7	1%	6.2%	-11%	157.1	-13%	103.3	-20%	156.6	-6%	4,194	97.1
North West	392.0	-7%	6.8%	-11%	164.1	-17%	114.1	-22%	171.3	-21%	12,044	97.7
South East	382.6	-9%	3.7%	-21%	84.8	-28%	67.1	-32%	89.6	-28%	7,555	98.2
South West	462.5	-3%	2.7%	-25%	76.9	-27%	51.4	-34%	89.4	-27%	4,327	97.7
West Midlands	391.5	-11%	6.8%	-12%	164.9	-21%	124.3	-20%	178.5	-18%	9,788	97.8
Yorkshire and Humber	361.2	-4%	6.7%	-4%	151.3	-9%	102.9	-9%	152.8	-11%	8,328	96.6
England	**389.1**	-6%	**5.3%**	-16%	**125.1**	-21%	**90.8**	-25%	**135.1**	-20%	**70,422**	**97.5**

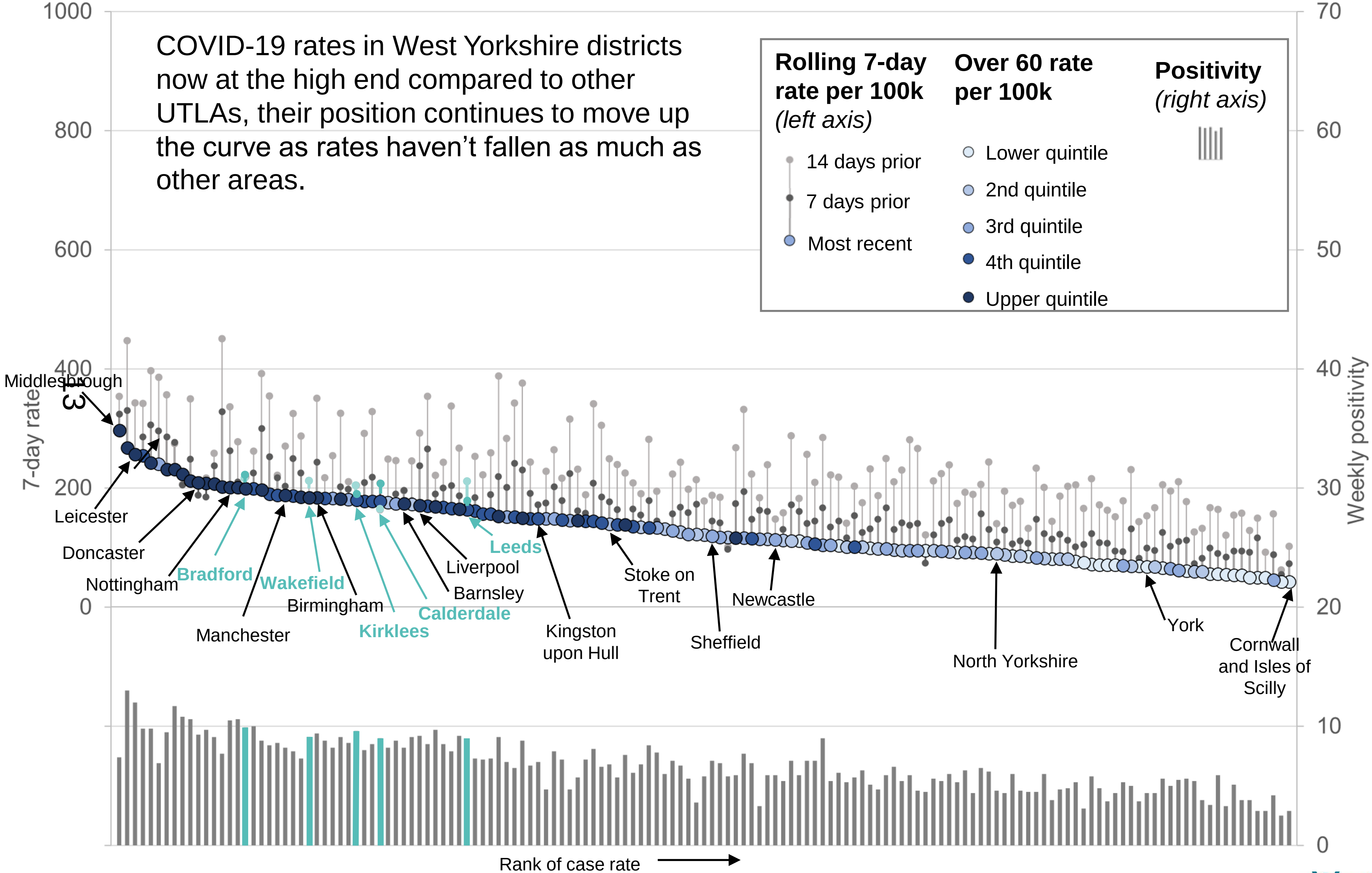
COVID-19 rates are continuing to fall, but the rate of decline is slower in Yorkshire and the Humber compared to other regions (-9% in the last week compared to -21% in England).

Source: Secure COVID-19 PHE data portal.

West Yorkshire Combined Authority

COVID-19 Rates for Upper Tier Local Authorities

7-day average COVID-19 rate per 100k population, change compared to the previous week, over 60 rate & positivity



Blue points show latest COVID-19 case rate per 100k across UTLAs as of the 17th February (left Y-axis). Vertical bars connected to these points denote rate last week (dark grey) and the week before (light grey). Point colour denotes the COVID-19 rate per 100k in the over 60s. Grey bars at the bottom denote positivity (%) up to the 17th Feb (right Y-axis).

COVID-19 Rate falls from peak (UTLAs with peak over 646)

7-day average COVID-19 rate per 100k population 17th Feb 2021 with wave 3 peak.

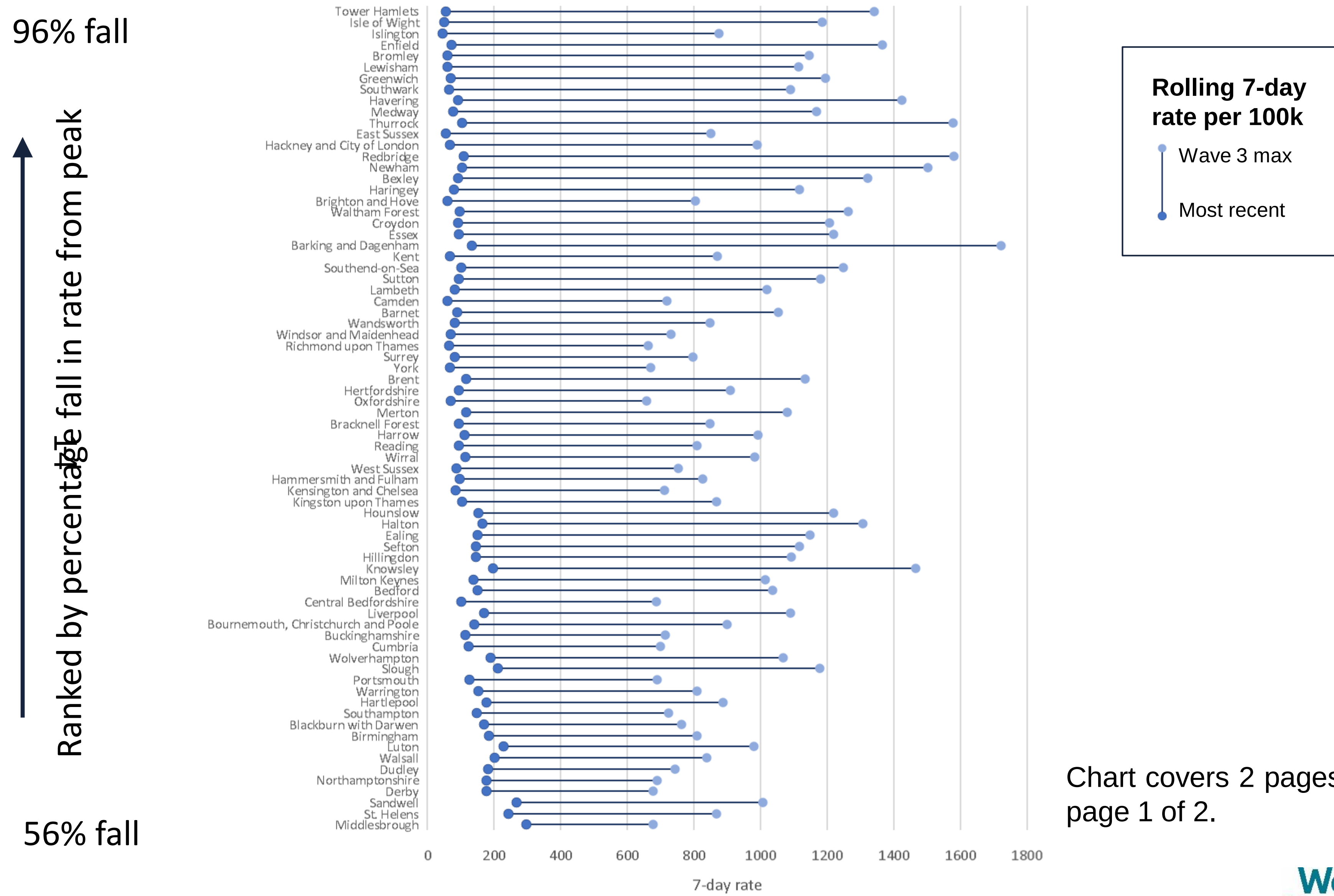


Chart covers 2 pages, page 1 of 2.

Dark blue points show the COVID-19 case rate per 100k across UTLAs as of the 17th February 2021. Horizontal bars with light blue points connected to these points denote maximum rate from wave 3.

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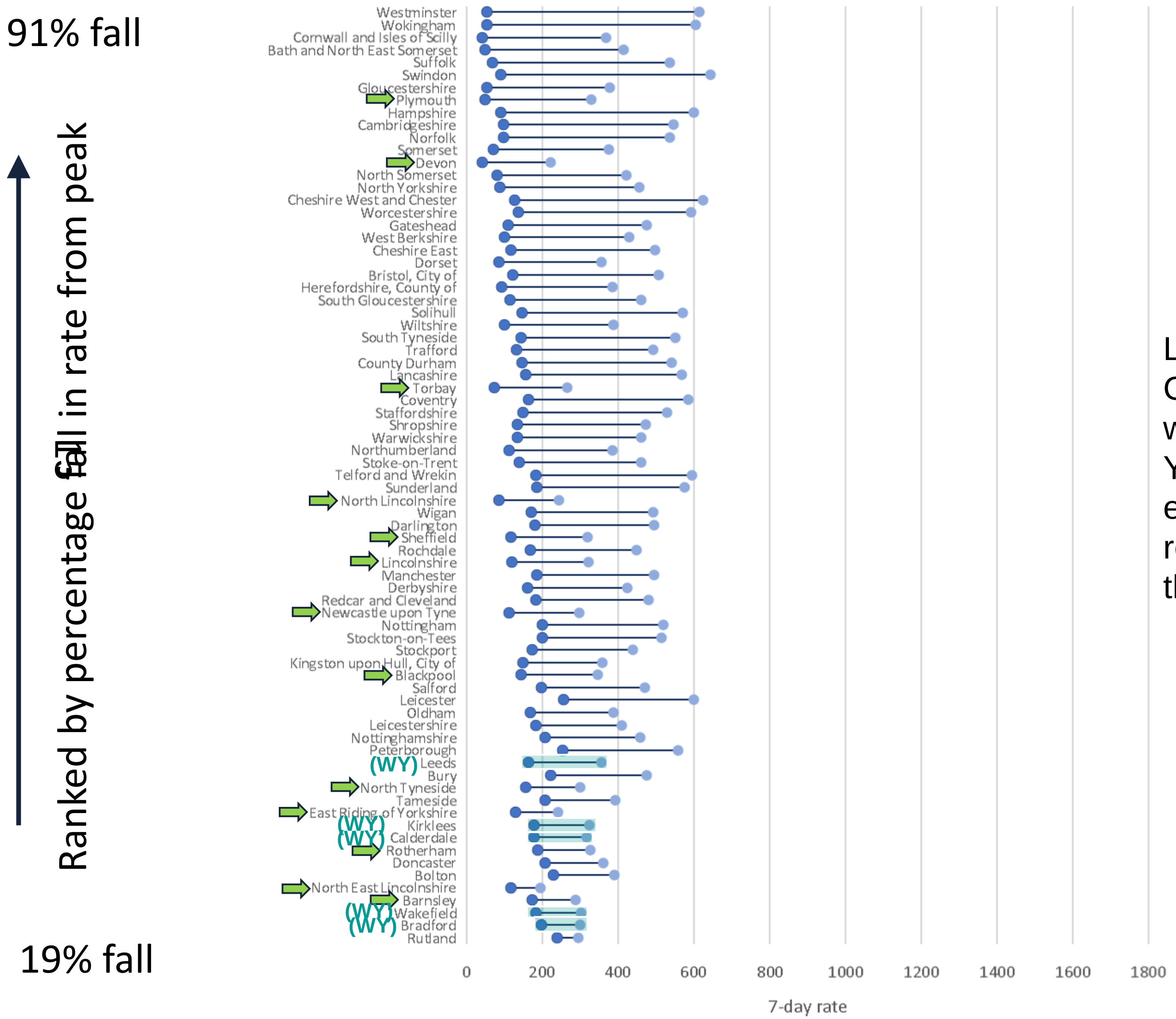
COVID-19 Rate falls from peak (UTLAs with peak below 646)

7-day average COVID-19 rate per 100k population 17th Feb 2021 with wave 3 peak.



Looking at the relative fall in COVID-19 rates from the 3rd wave peak to now, all West Yorkshire districts are at the low end of the scale (i.e. their relative % case rate fall is less than a lot of other areas).

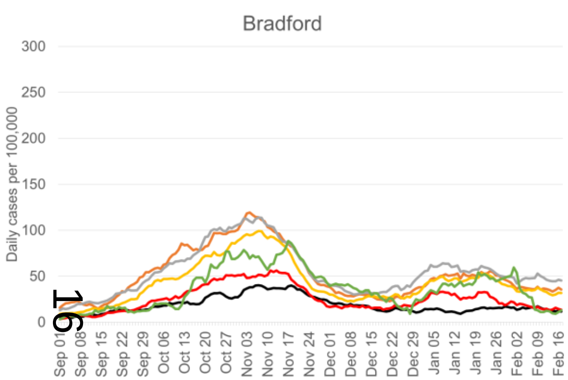
Chart covers 2 pages, page 2 of 2.

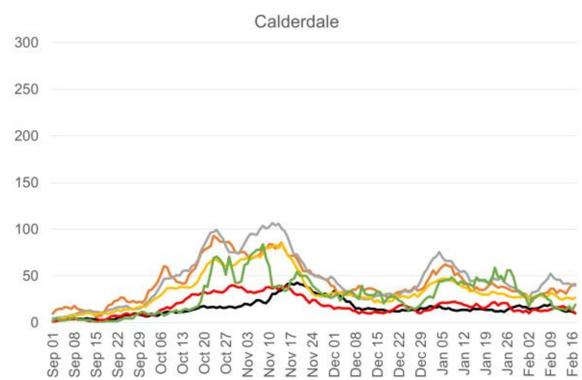
Dark blue points show the COVID-19 case rate per 100k across UTLAs as of the 17th February 2021. Horizontal bars with light blue points connected to these points denote maximum rate from wave 3. WY districts highlighted in teal. Green arrows highlight areas which had a lower or similar peak to WY, but have fallen further.

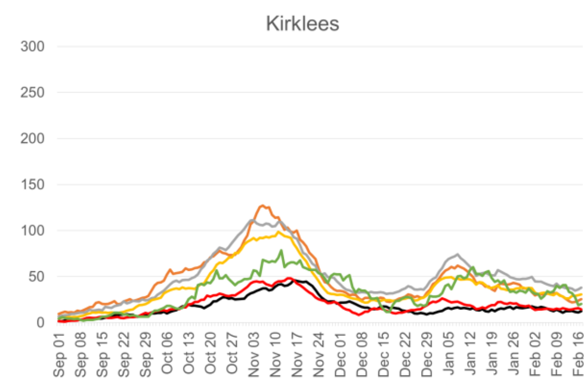
West Yorkshire Combined Authority

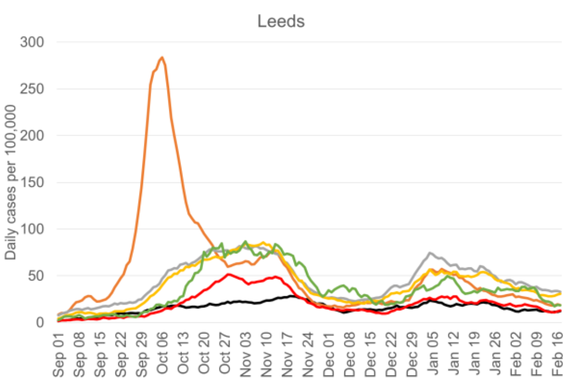
Infection rates by age groups – WY districts

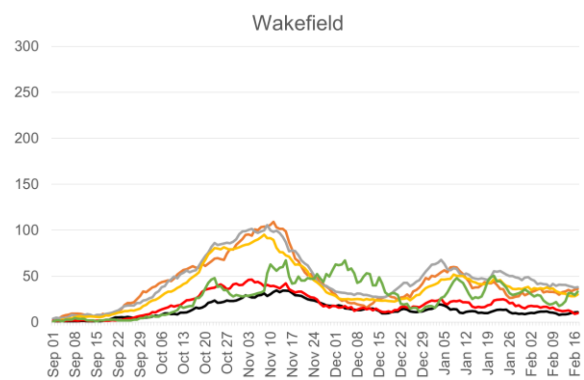
The charts below illustrate temporal trends in the COVID-19 rate for different age cohorts for districts within West Yorkshire. There is still a mixed picture in all the West Yorkshire districts with rates for some age groups falling and others rising. The over 80s rate has declined faster than the other age groups in some districts which may be a sign of the vaccination rollout working, however, the over 80s rate has risen in Wakefield in the last week.









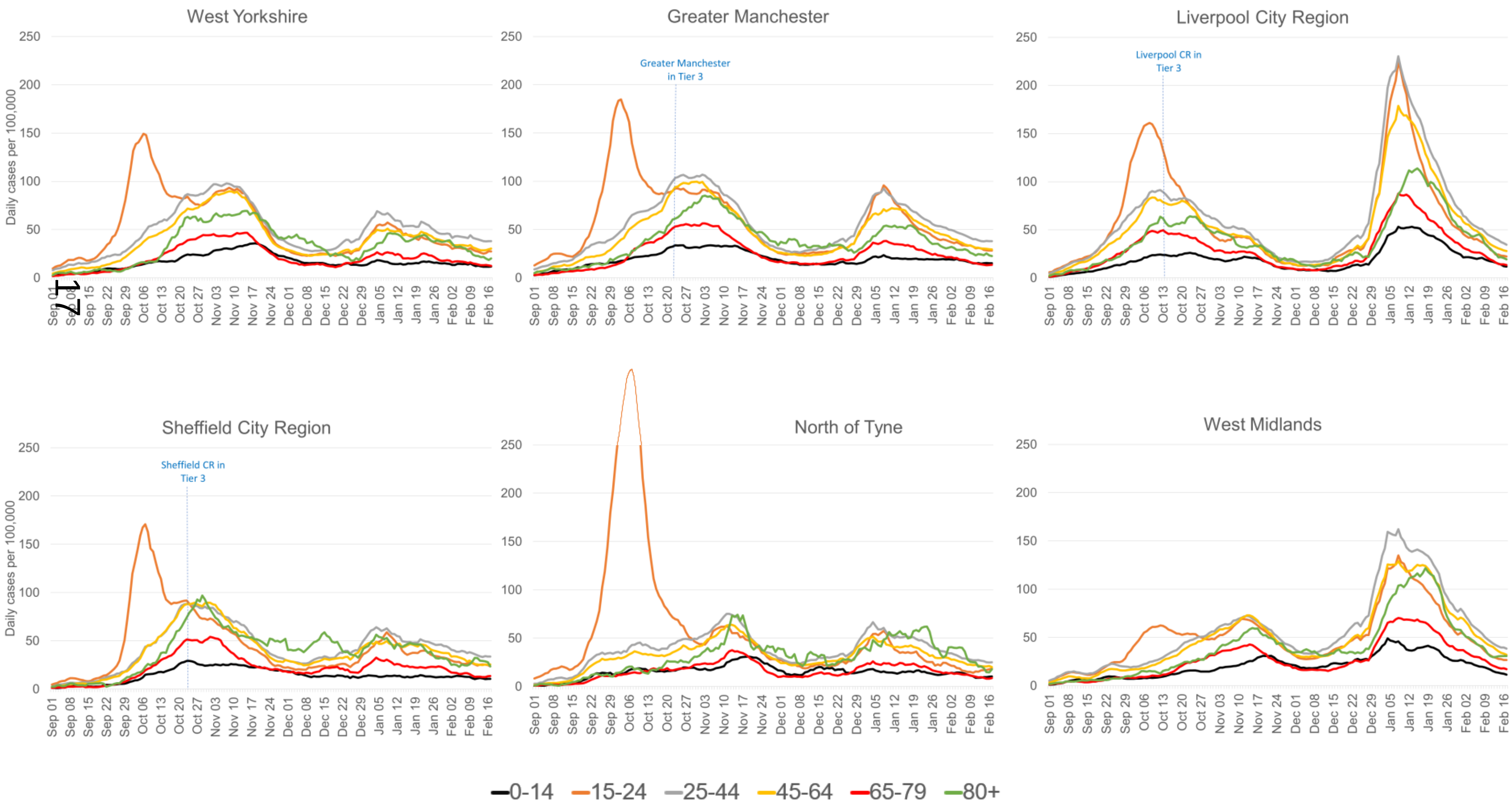


Publicly available HMG/PHE data. Rolling 7-day average daily cases between 1st Sep and 17th Feb. Note there is a lag in the very latest COVID-19 data to account for all test results to be processed and recorded.

—0-14 —15-24 —25-44 —45-64 —65-79 —80+

Infection rates by age groups – MCA comparison

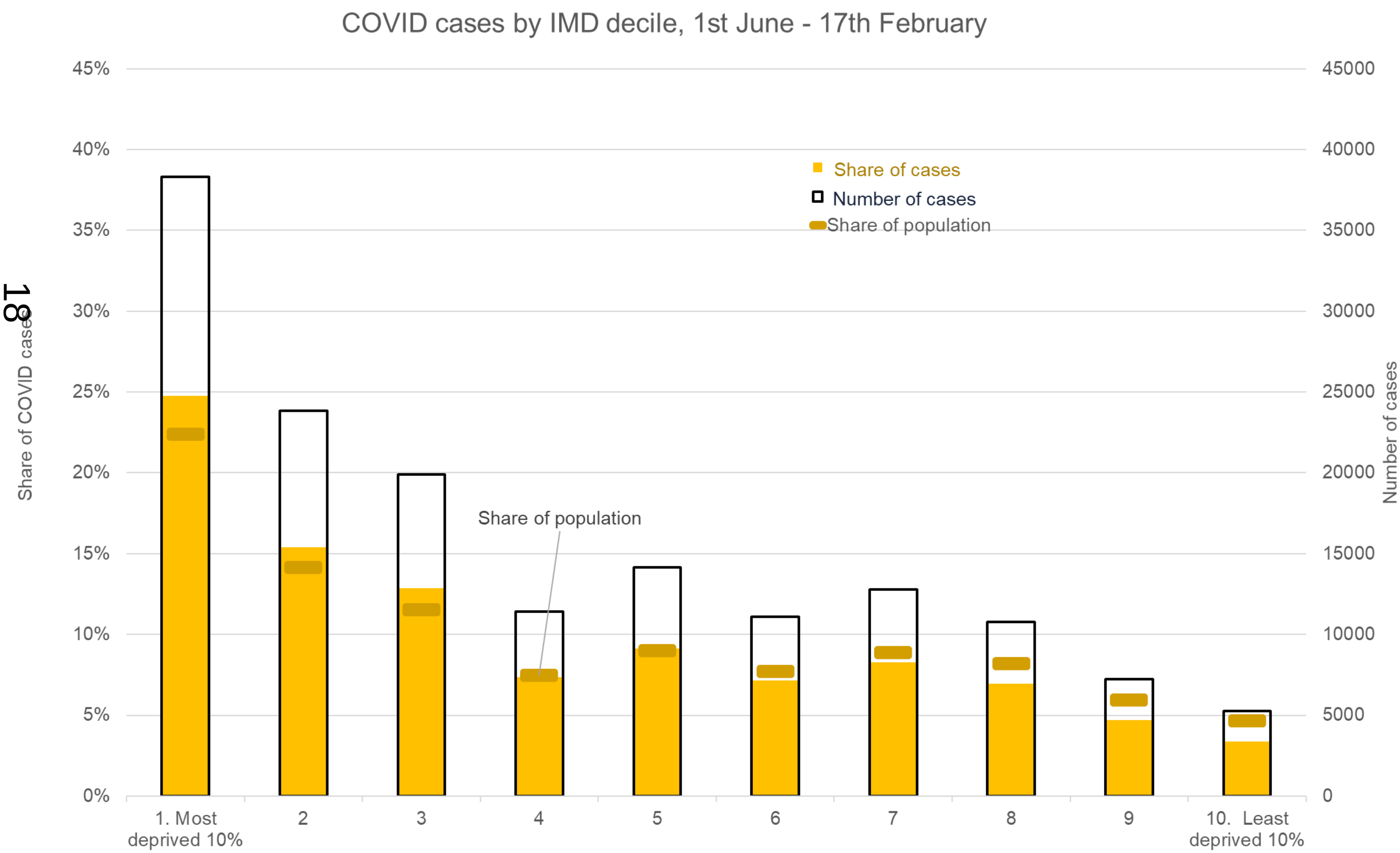
The charts below illustrate temporal trends in the COVID-19 rate for different age cohorts for other MCAs. Cases are falling in most age groups across all the comparator MCAs. The differences between rates for the various age bands are similar across the MCAs, however, the rate amongst over 80s in West Yorkshire and North of Tyne appears to be falling faster than for the other age bands.



Publicly available HMG/PHE data. Rolling 7-day average daily cases between 1st Sep and 17th Feb. Note there is a lag in the very latest COVID-19 data to account for all test results to be processed and recorded.

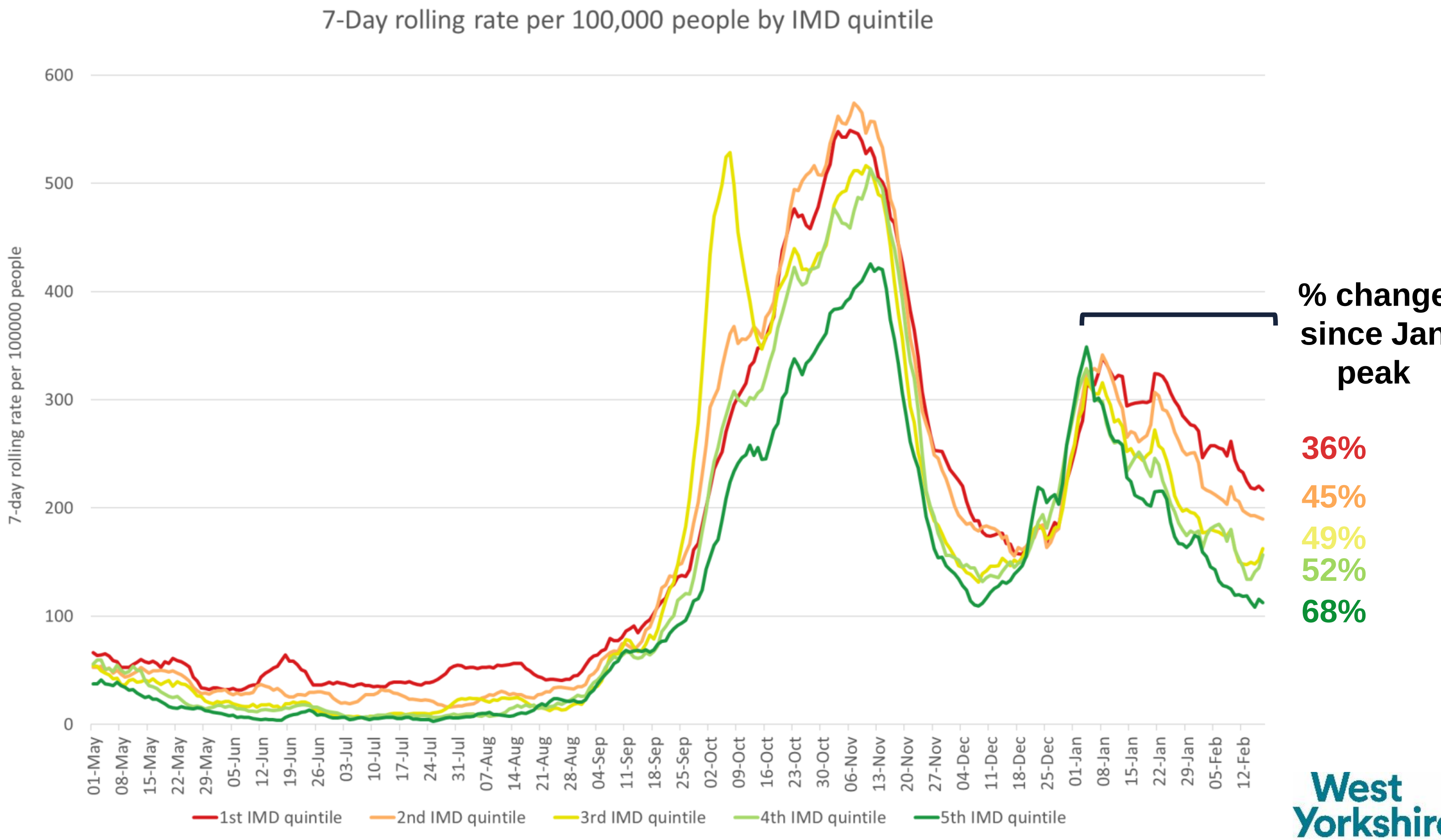
West Yorkshire virus prevalence – Deprivation time series trend

Within West Yorkshire, the most deprived areas have had a greater proportionate share of COVID-19 cases; since June, 40% of all COVID-19 cases have occurred in people who live in live in areas in the most deprived 20% in England.



West Yorkshire virus prevalence – Rates falling more slowly in most deprived areas

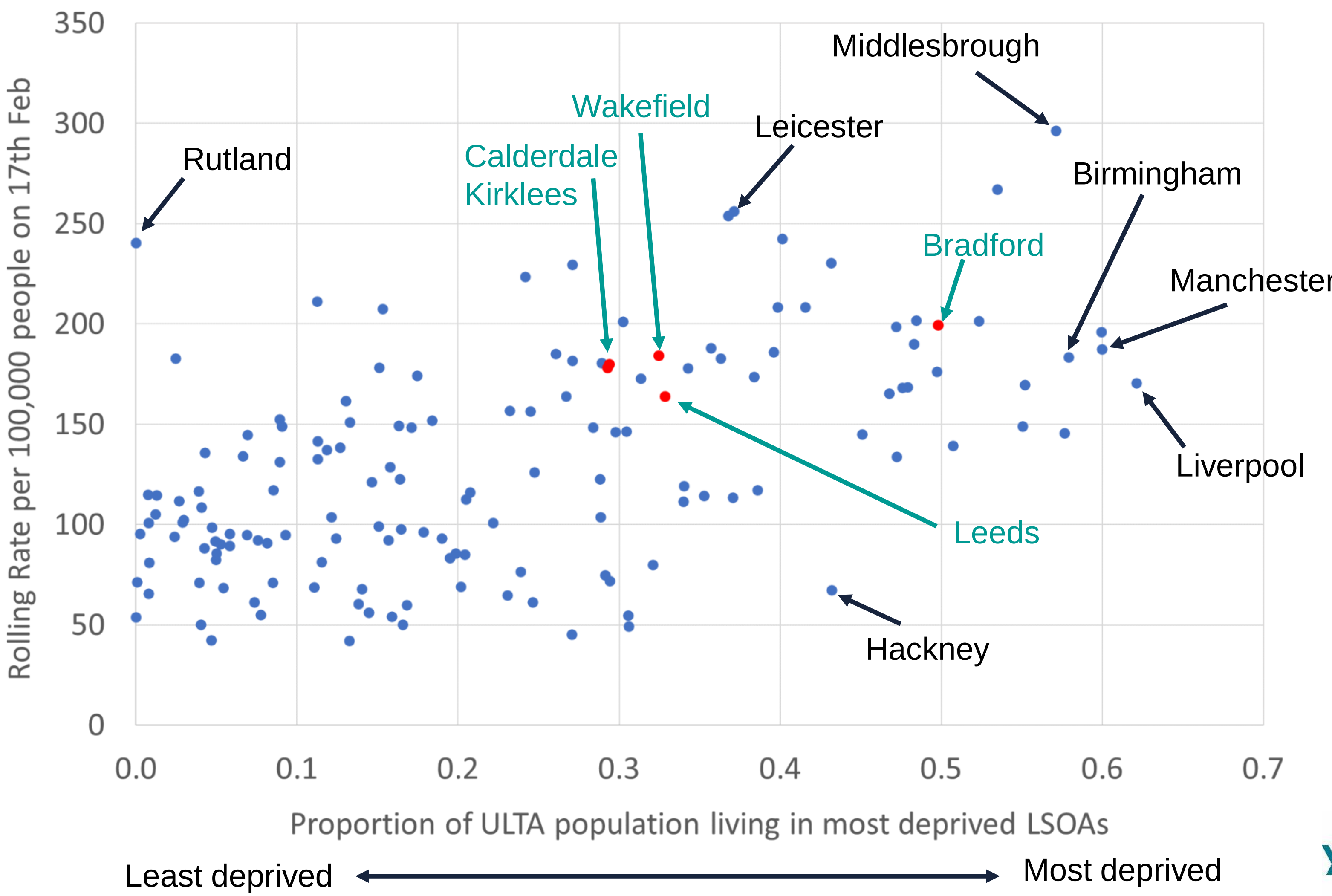
Within West Yorkshire, the most deprived areas have almost consistently had the highest case rates. This chart shows the rolling rate per 100k people and reveals that by deprivation quintile, the pace of recovery from the January peak is different compared to the November peak.



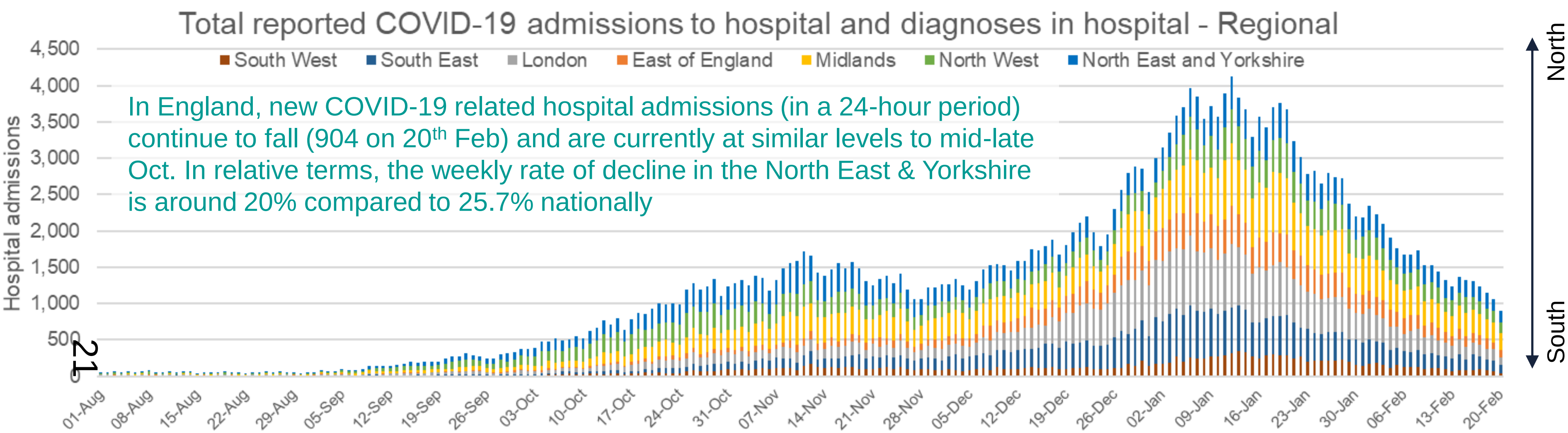
Most deprived ⟷ Least deprived

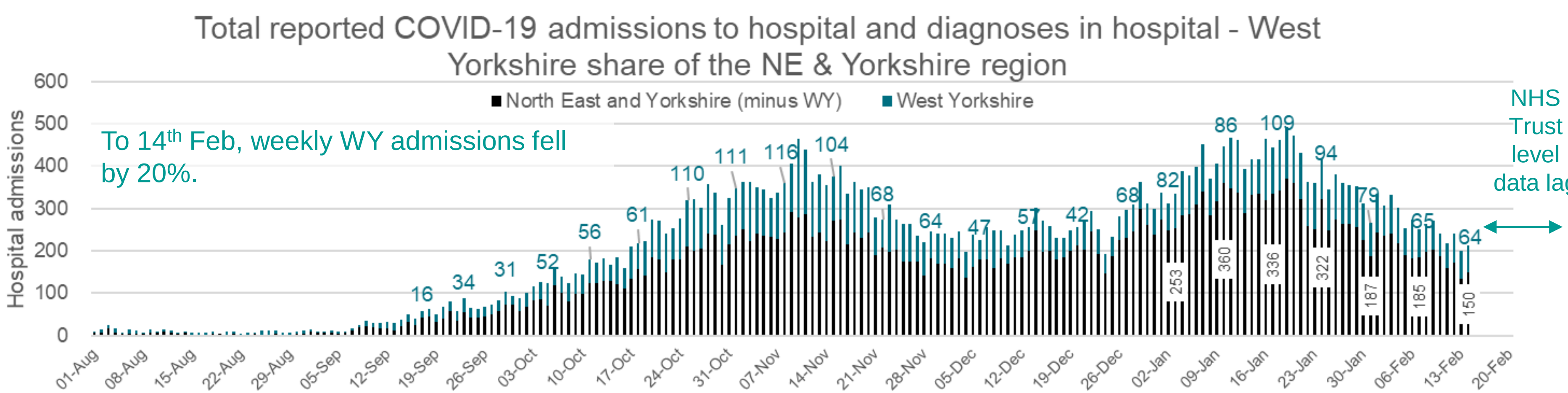
Current UTLA COVID-19 Rates vs IMD

The residual rates of COVID-19 following the latest peak show a clear relationship to levels of deprivation within UTLAs with those areas with more of their population living in deprived areas showing higher current rates of infection.



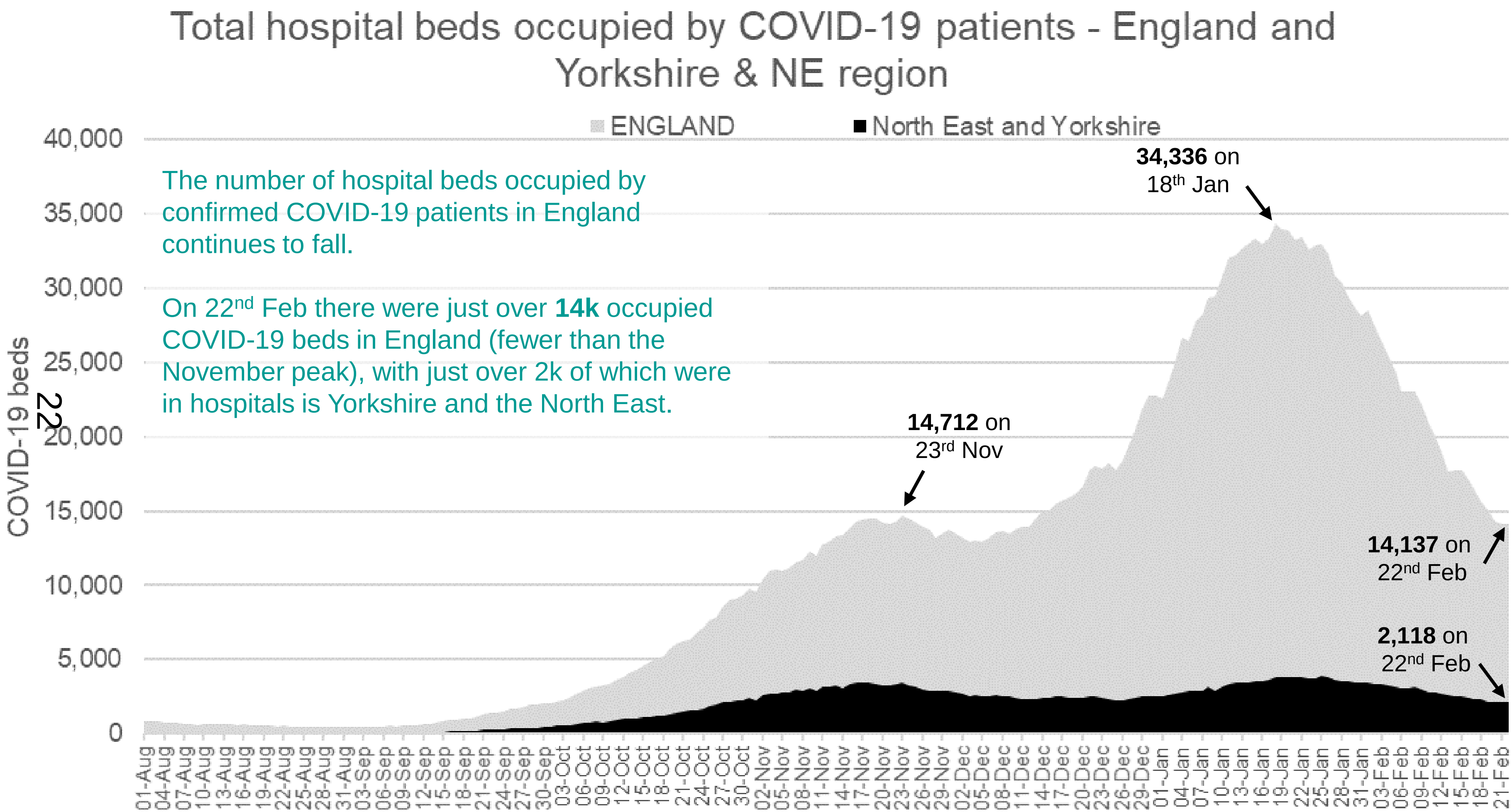
COVID-19 Daily Hospital Admissions – Regional & WY





Source: NHS England -The number of patients admitted in previous 24 hours where patient known to have COVID-19 plus patients diagnosed in hospital with COVID-19 in previous 24 hours. Note NHS Trust level data is updated weekly and regional data is updated daily, hence the WY data lag. Note NHS trusts overlap areas outside of WY. They include Bradford Teaching Hospitals, Airedale, Leeds and York Partnership, Leeds Teaching Hospitals, Calderdale and Huddersfield, Mid Yorkshire and South West Yorkshire Partnership.

COVID-19 Hospital beds – England



The number of hospital beds occupied by confirmed COVID-19 patients in England continues to fall.

On 22nd Feb there were just over **14k** occupied COVID-19 beds in England (fewer than the November peak), with just over 2k of which were in hospitals is Yorkshire and the North East.

Source: NHS England -The number of hospital beds containing confirmed COVID-19 patients

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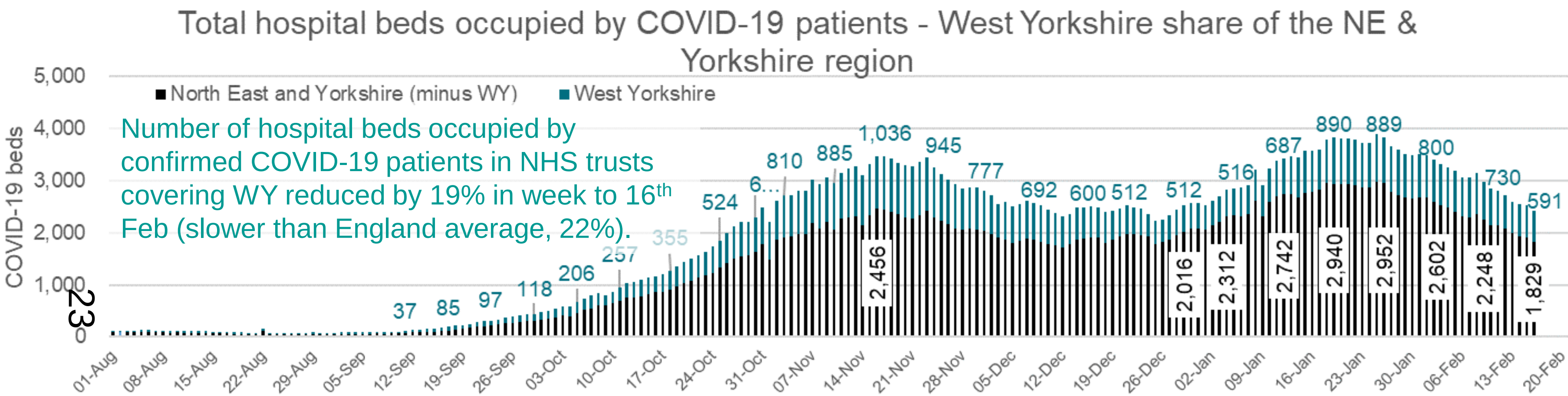
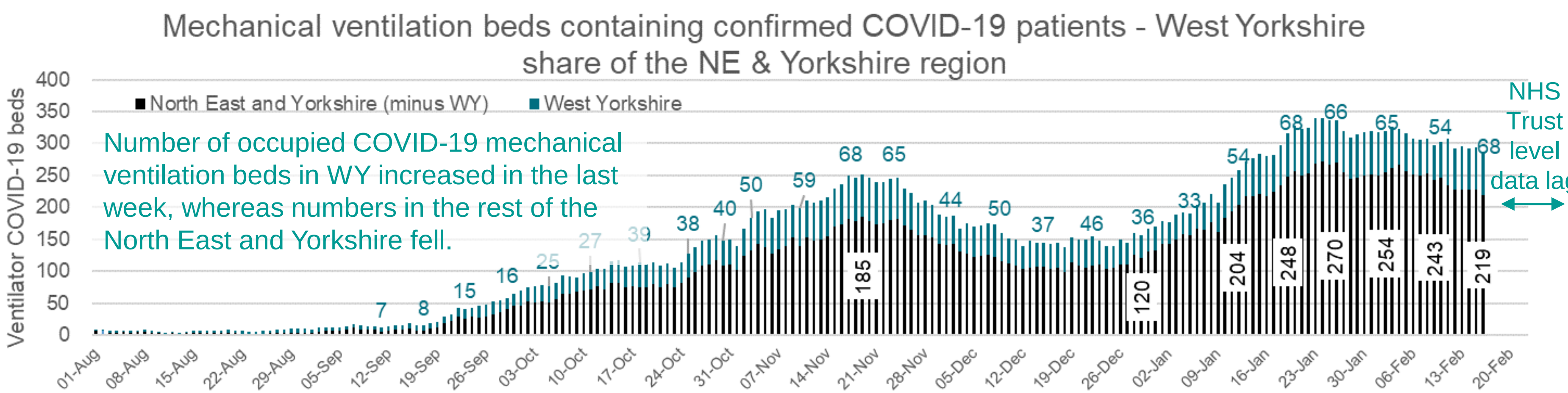
COVID-19 Hospital beds – Regional & WY





Source: NHS England -The number of hospital beds and mechanical ventilation beds containing confirmed COVID-19 patients. Note NHS Trust level data is updated weekly and regional data is updated daily, hence the WY data lag. Note NHS trusts overlap areas outside of WY. They include Bradford Teaching Hospitals, Airedale, Leeds and York Partnership, Leeds Teaching Hospitals, Calderdale and Huddersfield, Mid Yorkshire and South West Yorkshire Partnership.

West Yorkshire Combined Authority

COVID-19 Vaccinations

As of the 21st Feb, 2.3 million people in the North East and Yorkshire been vaccinated with the first dose.

Region of Residence	1st dose	2nd dose	Cumulative Total Doses to Date
Total	14,958,074	513,435	15,471,509
East Of England	1,781,374	63,311	1,844,685
London	1,743,070	66,732	1,809,802
Midlands	2,881,310	77,777	2,959,087
North East And Yorkshire	2,348,997	86,728	2,435,725
North West	1,964,011	70,856	2,034,867
South East	2,437,369	88,452	2,525,821
South West	1,727,972	59,194	1,787,166

As of the 16th Feb, 523k people covering CCG's in West Yorkshire had been vaccinated with the first dose.

CCG of Residence	1st dose		2nd dose		Cumulative Total Doses to Date
	Under 70	70+	Under 70	70+	
NHS Bradford District and Craven CCG	58,383	63,231	2,239	3,567	127,420
NHS Calderdale CCG	19,268	25,872	506	922	46,568
NHS Greater Huddersfield CCG	27,027	30,829	706	954	59,516
NHS Leeds CCG	85,521	88,185	3,859	8,835	186,400
NHS North Kirklees CCG	18,295	21,176	328	893	40,692
NHS Wakefield CCG	39,714	46,096	399	898	87,107
Total	**248,208**	**275,389**	**8,037**	**16,069**	**547,703**

Source: National Immunisation Management Service (NIMS).

West Yorkshire Combined Authority

Report to:	Inclusive Growth and Public Policy Panel
Date:	8 March 2021
Subject:	**Impact Hubs**
Director:	Alan Reiss, Director Policy Strategy and Communications
Author:	James Flanagan, Head of Public Service Reform

1. Purpose of this report

1.1 To provide members with an overview of the potential of Voluntary Community and Social Enterprise Sector hubs, in particular the international 'Impact Hubs' model and the one established recently in Bradford.

2. Information

2.1 Regional investment in the creation of third sector (community) hubs and support for the sector, including social enterprise start-ups and spin-outs, are key propositions contained within the pipeline of inclusive growth interventions discussed at the December 2020 meeting. These have been identified by the LEP Board as one of many interventions that have potential to help deliver the ambition of the region's Inclusive Growth Framework.

2.2 The February 2020 meeting of the Panel was convened at the Old Fire Station, Gipton, which is an exemplar of a sustainable community hub which provides high quality refurbished accommodation and workspace for a number of third sector organisations serving a disadvantaged community.

2.3 This report provides members with an introduction to the Impact Hubs model. Impact Hub Bradford, established in August 2020, is part of a global network of 101 impact hubs across 50 countries. Bradford is the third UK city with Impact Hub status, joining London, where there are hubs in Islington and Kings Cross, and Inverness.

2.4 The Impact Hub global community is one of the world's largest networks with the shared objective of building entrepreneurial communities for impact and at scale who are creating tangible solutions to the world's most pressing social, economic and environmental issues.

2.5 This shared objective is delivered through three offers to Impact Hub members:

- Community and workspace to create meaningful connections by attending or hosting local events, programmes, or becoming a full member of a local hub;
- Startup support to turn ideas into impactful social enterprises with access to a global network of similar entrepreneurs; and
- Programmes and events that promote innovation and local and global networking between social entrepreneurs.

2.6 In terms of impacts, the global network of Impact Hubs have delivered the following:

- 17,000 members
- 11,000 events (in 2016)
- 60% of members prioritise social and environmental return over financial return
- 67% of members founded their own ventures
- 6,400 startups founded between 2012-2016

2.5 Impact Hub Bradford offers co-working spaces, meeting rooms, and event spaces and hosts a programme of events and services to social enterprises, microbusinesses, artists, performers, designers and makers who want to make a positive social impact. The support provided includes helping to secure investment for social entrepreneurs and the chance for collaborations and innovation across sectors including arts, healthcare and technology.

2.6 A presentation on the development and ambition of the hub going forward, including the challenges of launching and operating during the pandemic, will be provided at the meeting.

3. Tackling the Climate Emergency Implications

3.1 None arising as a direct result of the report.

4. Inclusive Growth Implications

4.1 The focus of the impact hubs model is to address socio-economic inequalities and therefore promote inclusive growth.

5. Financial Implications

5.1 There are no financial implications directly arising from this report.

6. Legal Implications

6.1 There are no legal implications directly arising from this report.

7. Staffing Implications

7.1 There are no staffing implications directly arising from this report.

8. External Consultees

8.1 No external consultations have been undertaken.

9. Recommendations

9.1 Members are asked to note and discuss the Impact Hubs model and its potential in promoting regional inclusive growth.

10. Background Documents

None.

11. Appendices

None.

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Report to:	Inclusive Growth and Public Policy Panel
Date:	8 March 2021
Subject:	**COVID-19 Economic Recovery: Entrepreneurship Proposal**
Director:	Alan Reiss, Director Policy Strategy and Communications
Author:	Sarah Bowes, Policy Manager, Innovation and Digital

1. Purpose of this report

1.1 To inform a discussion on how to ensure our Economic Recovery Plan ambitions around Entrepreneurship deliver an inclusive economic recovery.

2. Information

2.1 Central to the West Yorkshire Economic Recovery Plan is the priority for good jobs and resilient businesses. As the impact of COVID-19 on the economy has developed, Government programmes such as the Coronavirus Job Retention Scheme and local authority administered grants have been critical in ensuring the survival of jobs and businesses, but nonetheless we will enter recovery with higher levels of unemployment and with a difficult environment for businesses to offer new job opportunities.

2.2 It is therefore important that our regional economic recovery plan includes ambitious proposals to grow businesses and create jobs. One of the distinct propositions within the Economic Recovery Plan focuses on Entrepreneurship[1], seeking to encourage individuals from all our diverse communities to explore establishing their own enterprise, and providing support if they decide to do so. From experience of previous programmes and interventions, for this to be successful there needs to be a ‘ladder of support’, available for all potential entrepreneurs, even those who may have never considered it, and no matter where they are on their journey or what type of new venture they plan to start.

[1] The full proposition document is available here: https://www.westyorks-ca.gov.uk/media/4419/recovery-proposition-innovation-driven-entrepreneurship-20200826.pdf

An Entrepreneurship Proposal

2.3 The LEP's Entrepreneurship proposition sets out our ambition and proposed approach, which is balanced between the need to support individuals in immediate economic recovery, and the opportunities through re-imagining and resilience to strengthen a lasting culture of entrepreneurship that helps to drive the regional economy and deliver inclusive growth:

- We are focussed on increasing the diversity of entrepreneurship in the region (building for example on the estimated one in nine (11%) West Yorkshire business owners/directors from an ethnic minority background). This is however in the broader context of an employment rate gap for ethnic minorities in West Yorks of 18 points compared with 11 points nationally.
- And in terms of gender, activity rates for women in West Yorkshire are 10 points lower than for men, and the disability employment rate gap is 22 percentage points and is 33 points in Wakefield.
- We are also looking to increase the number of entrepreneurs supporting survival beyond year one as a key measure (the business birth rate of 12.3% is a little lower than the UK rate, meaning there is further potential)
- We want entrepreneurs who will tackle some of the key post-Covid challenges identified for the City Region (building on the 69% of businesses in the 2020 Leeds City Region Business Survey who said they had undertaken some form of innovation in the past three years)
- Building on existing business support infrastructure, particularly as they extend into particular communities, and to focus on where additional coordination or capacity can add real value.

2.4 The Entrepreneurship proposition in the Economic Recovery Plan asks Government for £340m over the next five years. In the absence of this full funding, the Combined Authority and LEP have been working on what can be done with initial local investment that still focusses on ensuring a full 'ladder of enterprise support'. To develop these proposals, a workshop was held in January with key stakeholders in the ecosystem for support, chaired by the Chair of the Business Innovation and Growth Panel, drawing on learning from past programmes and current best practice. Contributors included Local Authority officers, and members of the BIG Panel, ES Panel, IGPP Panel and LEP Board.

2.5 The following three areas were proposed as elements of the support offer that would benefit from further investment now:

Community based entrepreneur development

- A regional campaign to raise awareness of enterprise opportunities, particularly targeting groups and communities that are less likely to consider starting their own business or seeking external support to do so
- A free "exploring enterprise" course

- A series of free workshops on key entrepreneurship topics
- A young people's enterprise awareness programme

New business start-up programme

- Outreach at community level with Local Authorities to engage underrepresented groups
- Complement the already well-established 'Ad:Venture' programme (supporting new-starts and early-years firms up to three years of trading), and local community based interventions
- A rolling workshop / webinar programme to provide practical advice and guidance sessions to people setting up businesses
- Development fund to support innovative pilot projects targeting specific groups and/or business models
- One-to-one coaching and mentoring

High growth innovation driven start-ups programme

- A pre start accelerator-type model (with or without a sector focus), based on low volume, high intensity, with maximum impact
- Linked to, but not at this stage providing, seed funding opportunities and investment readiness
- Focussed on supporting entrepreneurs to tackle some of the key post-Covid challenges identified for our city region – including especially health inequalities and the climate emergency
- There is the potential for this programme to be aligned to the 'BUILD' pilot accelerator programme being run currently through an external provider.

2.6 Building on the successful workshop (referred to above at 2.4) the Panel's further input to the development of this entrepreneurship programme is welcomed and members are asked to consider the following questions:

- **To what extent does the Panel agree in principle with the three areas proposed for intervention (described at 2.5) and the guiding principle of building a 'ladder of enterprise support'?**
- **Are there any additional areas of activity the Panel feels would drive a more inclusive economic recovery, such as a specialist support package for the third sector, including social enterprise spin outs/ start-ups, as currently proposed within the Inclusive Growth Framework?**
- **How do we ensure that enterprise support reaches into all of our communities, including the most disadvantaged, so that we develop a pipeline of entrepreneurs that reflects the diversity of our city region?** The Panel's views, knowledge and experience are sought on best practice around consultation, community out-reach and engagement, including leveraging the role of the third sector working acting as natural connectors and intermediaries in partnership with the public and private sector.

- **To what extent should monitoring and evaluation feature as a key element of the proposed entrepreneurship programme, and what are they key indicators that should be tracked?** Subject to the views of the Panel, monitoring could include tracking the take-up of business support provision within our most disadvantaged groups and communities and the outcomes could be more fully reflected in the Inclusive Growth Framework Dashboard, eg by adding indicators for business start-up and survival rates for those in our most disadvantaged groups.

3. Tackling the Climate Emergency Implications

3.1 There are no direct implications as a result of this report. However, in the development of support for Entrepreneurs, especially those with high growth potential, there will be particular emphasis on supporting businesses that can make a positive contribution to climate related challenges.

4. Inclusive Growth Implications

4.1 Central to the Entrepreneurship proposition is the emphasis on encouraging individuals from all our diverse communities to explore and progress establishing their own enterprise. Because we know that some communities are less represented in business ownership and economic activity generally, in designing and delivering interventions there will be a strong focus on adopting best practice to reach those disadvantaged communities and ensure support is made accessible to them.

5. Financial Implications

5.1 New recovery products will require either increased flexibility on the use of current funding streams (e.g., grants awarded for capital investment to be used for working capital, or the procurement of professional advice with recovery/contingency planning), or new funding altogether.

6. Legal Implications

6.1 None arising as a direct result of this report.

7. Staffing Implications

7.1 None arising as a direct result of this report.

8. External Consultees

8.1 No specific or official external consultations have been undertaken in relation to this report.

9. Recommendations

9.1 That the Panel provides views on the questions raised at 2.6 as to how best to progress with the development of an Entrepreneurship support package to help deliver the West Yorkshire Economic Recovery Plan and Inclusive Growth Framework shared aim of driving an inclusive economic recovery.

10. Background Documents

There are no background documents referenced in this report.

11. Appendices

None

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Report to:	Inclusive Growth and Public Policy Panel
Date:	8 March 2021
Subject:	**Employment and Skills Framework**
Director:	Alan Reiss, Director of Policy, Strategy and Communications
Author:	Sonya Midgley, Policy Manager

1. Purpose of this report

1.1 To seek the views of the Inclusive Growth and Public Policy Panel on the region's refreshed Employment and Skills Framework.

2. Information

2.1 This report provides members with an update on refreshing the region's skills and employment plan, which was last considered by the Panel in September 2020. At its meeting on 24 February 2020, the LEP Board endorsed an approach of using a flexible framework to promote the region's approach to promoting Employment and Skills, including high level priorities, indicative actions and a sectoral focus, whilst allowing more detailed plans to be formed in response to events and opportunities, including emerging from the COVID-19 pandemic.

Review of existing policy

2.2 The review of the existing Employment and Skill Plan has included:

- Discussions with key partners and LEP panels, and a comprehensive analysis of progress against the existing priorities.
- An extensive consultation and engagement phase on the strengths, challenges and refreshed priorities with over 200 key stakeholders and partners including employers, business intermediaries, Local Authorities, universities, colleges, students, headteachers and VCSE organisations.
- An online Your Voice survey ran for four weeks in August and September, receiving 113 responses.

Vision

2.3 West Yorkshire is the largest labour market in the Northern Powerhouse, with strengths in manufacturing, financial and professional services, and the rapidly developing fields of digital and healthcare technology. Our diversity, rich cultural heritage and geography makes West Yorkshire one of the country's best places to live, study and work.

2.4 The Framework vision is for West Yorkshire to be a world-leading region where investment in skills, training and education, and support from employers go hand in hand to create a diverse, inclusive, and highly skilled workforce with good jobs, leading to sustained improvements in the quality of life for all.

2.5 We want West Yorkshire to be a place where:

- There are no barriers to people taking up, progressing and succeeding in learning and work, and where they are supported into good employment.
- Employers recognise the value of a diverse workforce and invest in their talent to develop the skills that will improve productivity and support progression in the workplace.
- Individuals value lifelong learning and are able to make decisions about their development, informed by quality, relevant careers information based on the reality on the ground.
- World class teaching and training provides flexible learning opportunities that align to the strategic needs of the local economy

Refreshed Priorities

2.6 Following the review, consultation and engagement phases, the Employment and Skills Panel agreed that the five main priorities remained broadly correct, subject to being refreshed to capture some of the main changes in landscape and to ensure they are future-proof. The priorities have been refreshed as follows:

CURRENT	PROPOSED
More and better apprenticeships	Quality technical education
Great education connected to business	Great education connected to business
Employability, accessing jobs and realising potential	Progression towards, and adaptability and resilience in good work
Building workforce skills and attracting talent	Creating a culture of investment in workforce skills
Raising the bar on high level skills	Driving innovation and productivity through high level skills

2.7 In addition to these priorities, the Framework has three cross cutting themes:

- Inclusive growth;
- Digital skills; and
- Working towards net zero.

Figure: Overview of the draft Framework

2.8 The Framework also aims to address the key skills and employment barriers in each of our main standard industrial sectors, rather than identifying key sectors as in the previous plan. This will allow a broader engagement with employers as well as the City Region being better able to respond to the changing needs of sectors, particularly in the economic climate created by COVID-19 and EU Exit.

2.9 The proposed Framework, including relevant Labour Market Information, is set out for information in Appendix 1.

2.10 Several of the current LEP existing skills and employment related programmes support Inclusive Growth:

Careers and retraining

- **[re]boot** offers over 18-year-olds the chance to upskill, gain new skills/qualifications and enter employment within shortage sectors
- **#futuregoals** is an all-age careers platform and campaign that showcases jobs and careers in a range of sectors, created with employers.

Education offer

- **Enterprise Adviser Network (EAN)** works with 185 secondary schools and colleges to improve the destinations of young people.
- **Careers Hubs** enhance and target activity in Bradford and Kirklees as well as institutions across West Yorkshire with high SEND pupils.

- The pilot **Raising Aspiration Fund** has created employer co-designed provision targeted at students from disadvantaged backgrounds.
- **Skills for Growth** programme enables SMEs to access education providers in a simple one stop approach with localised delivery.

Employment Offer

- **Employment Hubs** deliver in partnership with Local Authorities to support young people aged 15-24 to access additional learning, apprenticeships and/or employment. They also engage businesses to support their workforce development including talent matching to job and apprenticeship vacancies. This programme has been extended in response to the COVID-19 crisis.
- The **Apprenticeship Levy Support service** helps businesses to either use their levy funds to recruit their own apprentices or transfer their unspent levy to other businesses seeking apprenticeship funding.

2.11 The Panel is requested to consider the opportunities for the Framework to maximise inclusive growth, including how best to:

- Address any gaps in the current provision of skills and employment support described at 2.10;
- Coordinate and provide access to training, work placements, transitional work, and job matching for disadvantaged unemployed people with eg SMEs;
- Remove barriers and ensure equality of access so that more disadvantaged learners can progress to higher levels of learning;
- Enable equal participation in the take-up of careers education for people of all ages, backgrounds, and career stage to support personal ambitions;
- Undertake outreach and engagement with disadvantaged groups, including through employer engagement in schools;
- Track the destinations of our young people, including those leaving care and at risk of becoming 'NEET'; and
- Target skills measures, eg for specific sectors, and young people with special educational needs.

Next Steps

2.12 The Combined Authority will consider the Framework for endorsement at the meeting on 9 March. Subsequent publication of the Framework will follow, subject to purdah restrictions.

3. Tackling the Climate Emergency Implications

3.1 The Employment and Skills Framework is designed to ensure that all skills programme development considers contributions to tackling the climate emergency and our ambitious target to be carbon neutral by 2038, and working towards net zero is a cross cutting theme in the Framework.

4. Inclusive Growth Implications

4.1 The Framework identifies Inclusive Growth as one of three cross-cutting themes, and is designed to align and support the delivery of the Inclusive Growth Framework.

5. Financial Implications

5.1 There are no financial implications directly arising from this report.

6. Legal Implications

6.1 There are no legal implications arising directly from this report.

7. Staffing Implications

7.1 There are no staffing implications directly arising from this report.

8. External Consultees

8.1 Over 300 stakeholders were consulted as part of the plan's development, including a Your Voice survey. The consultation and the results of the survey are published at www.yourvoice.westyorks-ca.gov.uk/esp

9. Recommendations

9.1 The Panel is asked to discuss the Employment and Skills Framework and its potential to drive inclusive growth, to inform the future development of the actions and interventions that will deliver the vision and priorities identified.

10. Background Documents

None.

11. Appendices

Appendix 1 – Employment and Skills Framework

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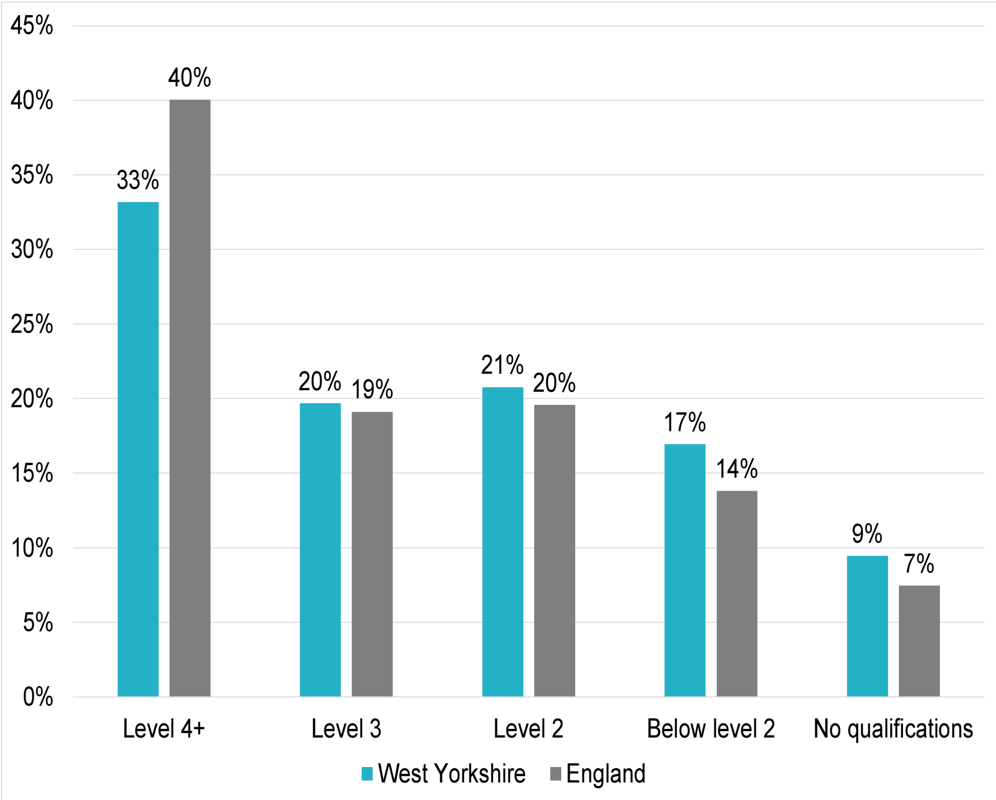
West Yorkshire Combined Authority

Review of priorities

West Yorkshire has a weak qualification profile

Figure: Profile of highest qualification held by working age (16-64) population



West Yorkshire is seven points below the national average with regard to the proportion of its working age population qualified to a higher level – Level 4 and above. Instead, its qualification profile is skewed towards people with no qualifications or who are qualified at the lowest level (below Level 2).

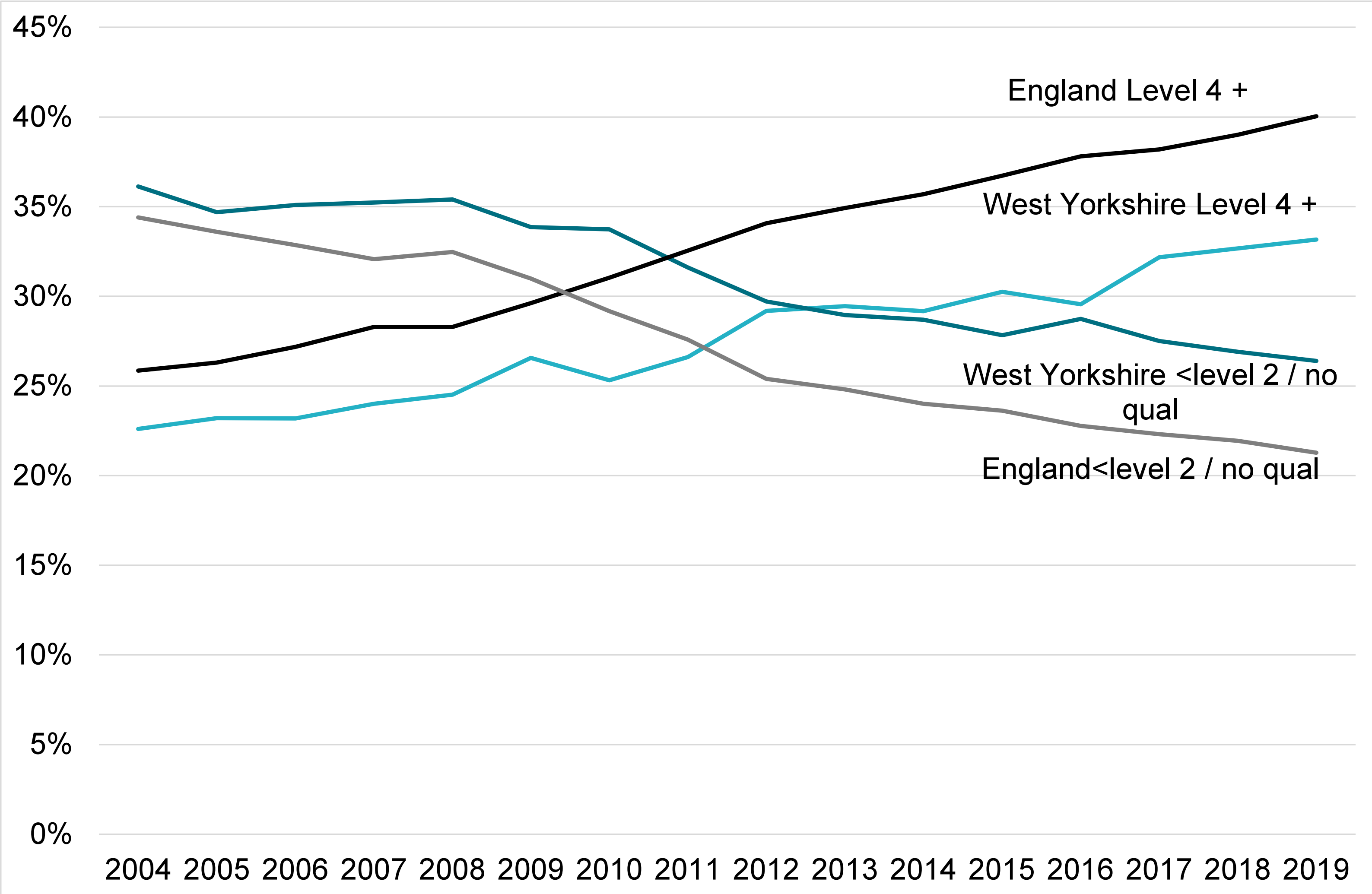
West Yorkshire is relatively strong in terms of the proportion of people who hold their highest qualification at an intermediate level i.e. at level 3 and level 2.

Source: Annual Population Survey, Jan – Dec 2019

West Yorkshire Combined Authority

There is no sign that the gap is narrowing on qualification performance

Figure: Trend in in proportion of working age population qualified at Level 4+ versus proportion with no qualifications / qualified below Level 2

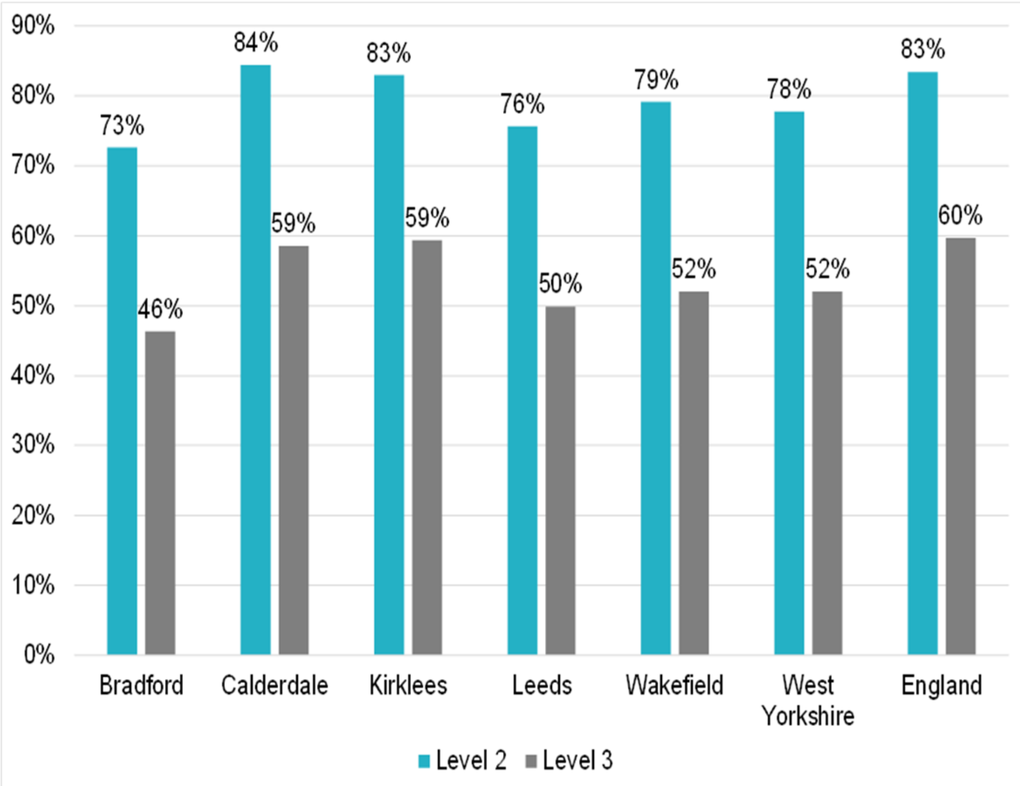


Source: Annual Population Survey, Jan – Dec 2019

West Yorkshire Combined Authority

Attainment of young people contributes to West Yorkshire's qualification deficit

Figure: Proportion of young people achieving qualifications at level 2 and level 3 equivalent by age 19 in 2019



Young people in West Yorkshire are less likely to have achieved a level 2 qualification by the age of 19 than their national counterparts. The proportion is 78%, 5 points lower than the England average.

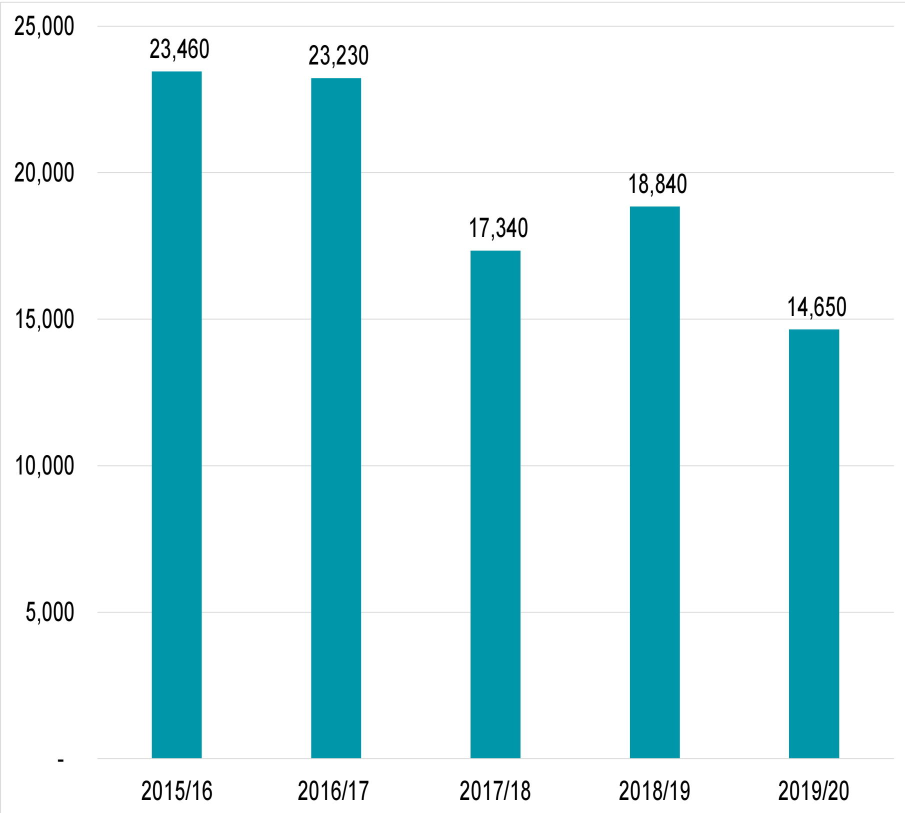
This underperformance at level 2 feeds through into a wider gap at level 3. Only 52% of young people have achieved level 3 by the age of 19, 8 points below the national average of 60%.

Source: Department for Education

West Yorkshire Combined Authority

Apprenticeship starts fell by 22% in in 2019/20, and are 38% lower than in 2015/16

Figure: Trend in apprenticeship starts by age, West Yorkshire



Apprenticeships are a **key means** for employers to grow their own skills and to address their specific needs, particularly in areas of shortage.

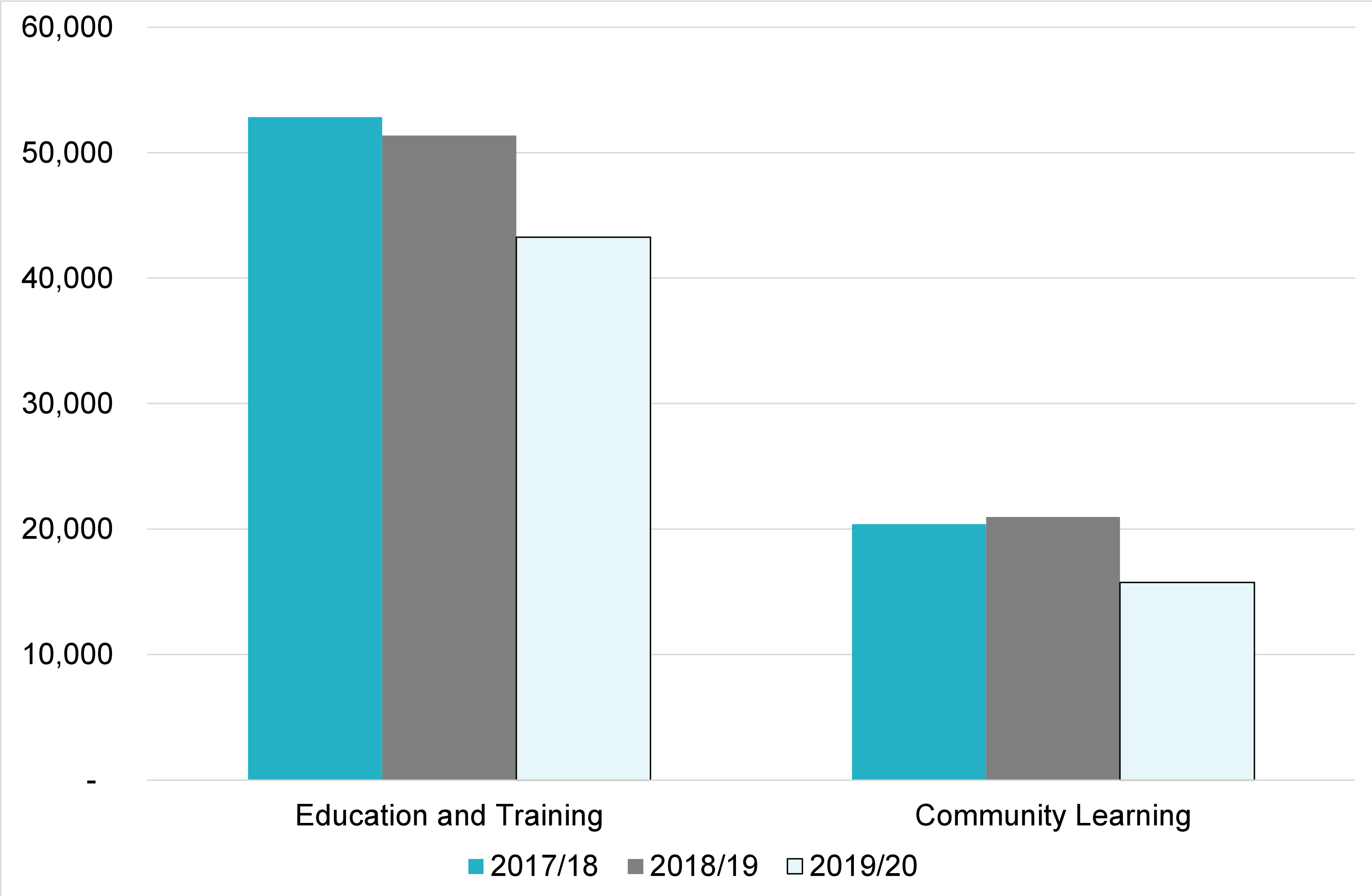
In the most recent year, the decline was most pronounced for individuals aged 19-24s - 27% down (-140).

The numbers of starts for under-19s was down by 20% and adults down by 18%.

Source: Education and Skills Funding Agency

Participation in adult education fell by around a fifth overall in 2019/20 as a result of Covid-19

Figure: Participation on FE and Skills programmes (learners aged 19+), West Yorkshire

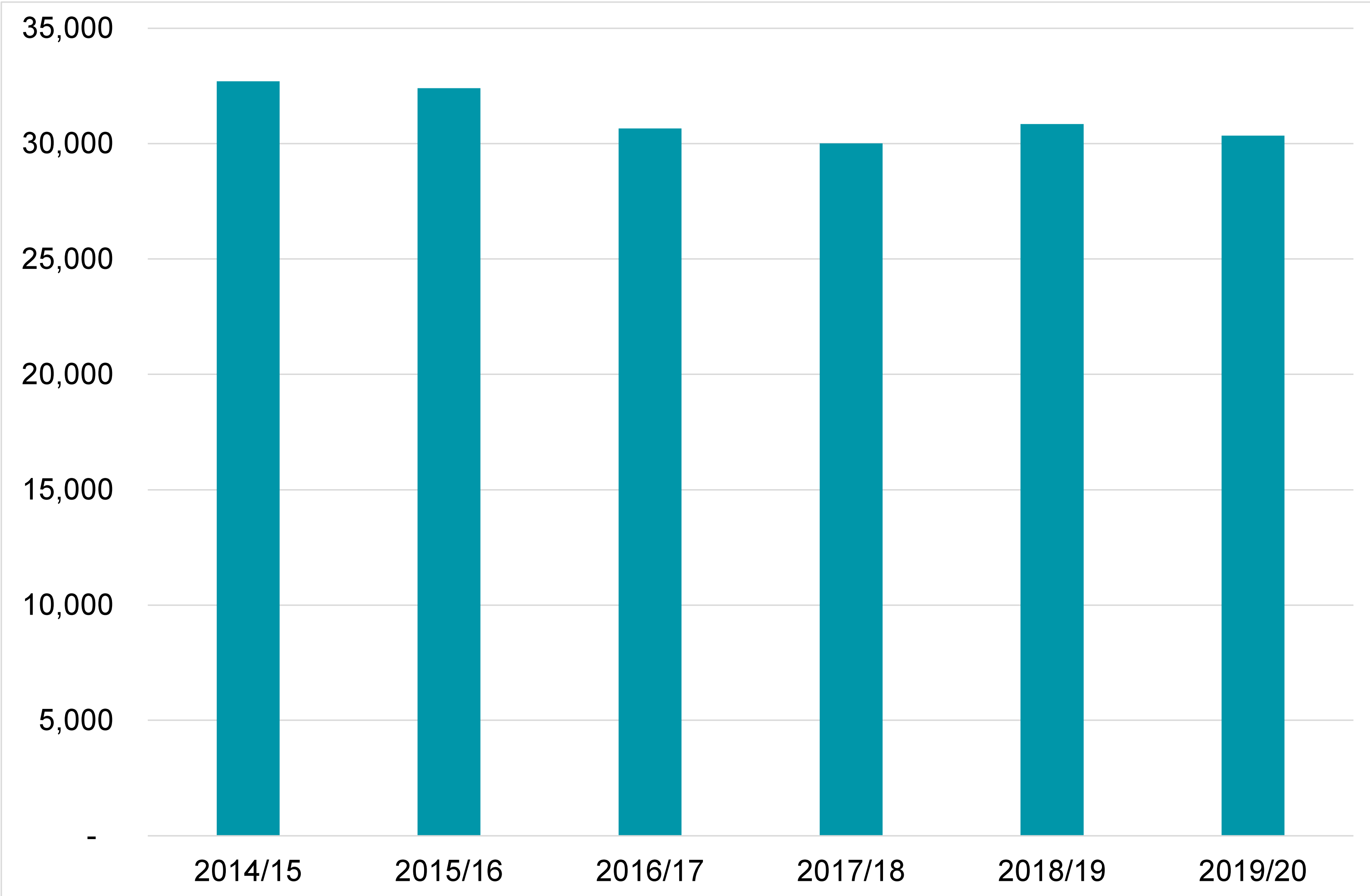


Source: Education and Skills Funding Agency

West Yorkshire Combined Authority

Number of entrants into Higher Education has remained stable in recent years

Figure: Trend in number of entrants to West Yorkshire HEIs

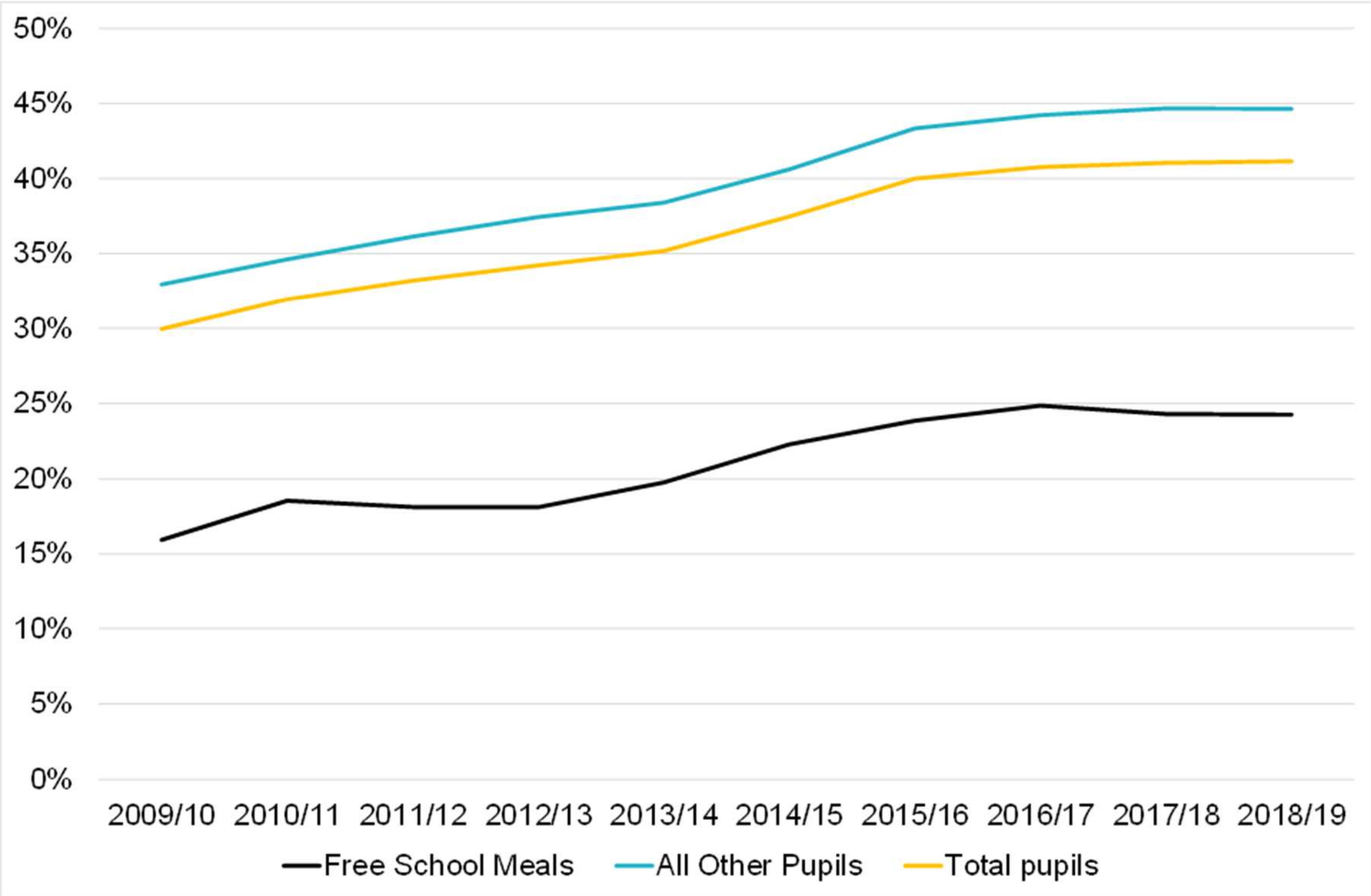


Note: UK domiciled entrants into WY institutions
Source: HESA

West Yorkshire Combined Authority

HE entry rates have plateaued

Figure: Trend in proportion of pupils entering higher education by free school meal status, West Yorkshire

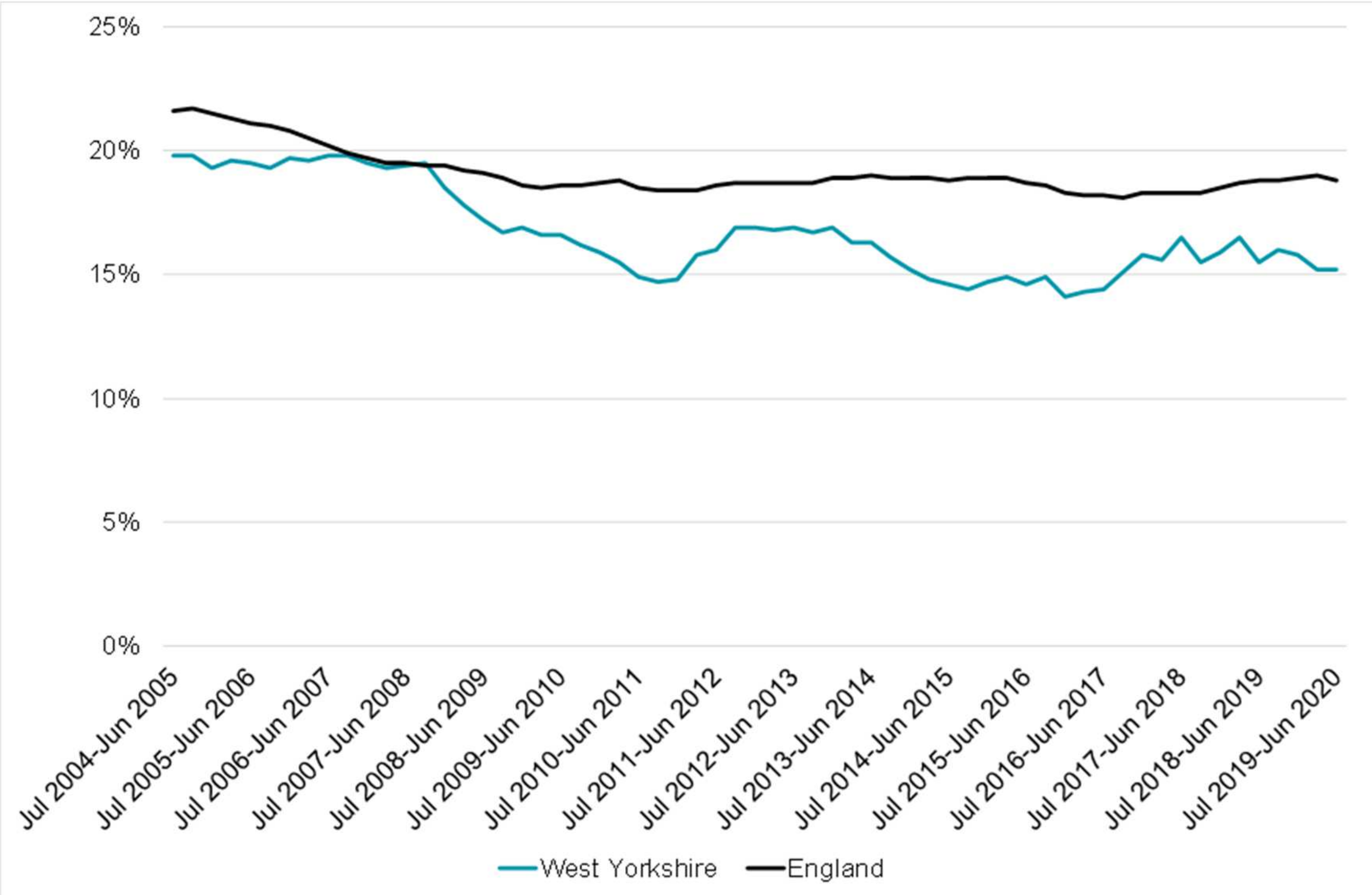


Source: Department for Education

West Yorkshire Combined Authority

Job-related training has stagnated

Figure: Proportion of people receiving job-related training in previous 13 weeks



Source: Annual Population Survey

West Yorkshire Combined Authority

Where are we now?

Labour market strengths:

- Higher skilled jobs have been the main driver of recent employment growth and this is expected to continue into future.
- Prior to the COVID crisis, employment growth had been broad-based in terms of sectors, with manufacturing and services sharing in the growth
- Role of Leeds city as an economic hub and as one of the most vibrant labour markets in the north.
- Good availability of intermediate level skills (levels 2 and 3) which are a key requirement for some inward investors

Where are we now?

Labour market strengths:

- Diverse local economy with key strengths in sectors like manufacturing and finance. Strong growth in previously under-developed areas like culture, media and sport.
- Digital employment is growing rapidly and presents a key opportunity to boost the performance of the local economy and provide opportunities for individuals.
- Future infrastructure investment, including HS2 and mass transit, presents an opportunity to connect local people to jobs related to the construction and operation of such schemes.

Where are we now?

Partnership strengths:

- West Yorkshire has a high performing further education sector offering diverse range of provision, strong community engagement and good level of quality.
- Large and diverse HE sector attracting significant net inflow of students each year.
- Joint venture with West Yorkshire Colleges Consortium working with Leeds City Region LEP to address region's skills priorities
- Devolution deal, including Adult Education

Where are we now?

Partnership strengths:

- Investment through skills capital funding into 10 major infrastructure projects to world class training facilities to deliver skills needed in the region including:
    - •Process manufacturing centre, Kirklees
    - •Quarry Hill, healthcare and life sciences, Leeds
    - •Advance Skills and Innovation Centre, Wakefield
- Strong strategic relationships with employers
- Established Skills Advisory Panel / Employment and Skills Panel
- Future-ready Skills Commission

Where are we now?

Delivery strengths

Young People

FUTUREGOALS for young people
Campaign to inspire and inform young people about careers

Employment Hub
Linking 15 – 24 year olds with employment and apprenticeship opportunities

Adults

FUTUREGOALS for adults
Campaign to inspire and inform adults about careers and support them to upskill or change career. (Includes Discover Digital and EarnIt)

[re]boot
Courses for individuals to retrain and upskill in the digital, construction, manufacturing and engineering and production sectors

Businesses

Apprenticeship Levy Transfer
Support to help businesses and training providers get the most out of the apprenticeship levy

Employment Hub
Provides businesses with access to employment/ recruitment support (including apprenticeships) and a talent matching service

Skills Service
Signposting to appropriate training and funding for SMEs (delivered by West Yorkshire Consortium of Colleges)

Business/education engagement
Promoting links between industry and education. (Give an hour, Enterprise Adviser Network, Skills for Growth, Cornerstone Employers)

Policy

Future Ready Skills Commission
Designing a blueprint for a national skills commission in a devolved UK

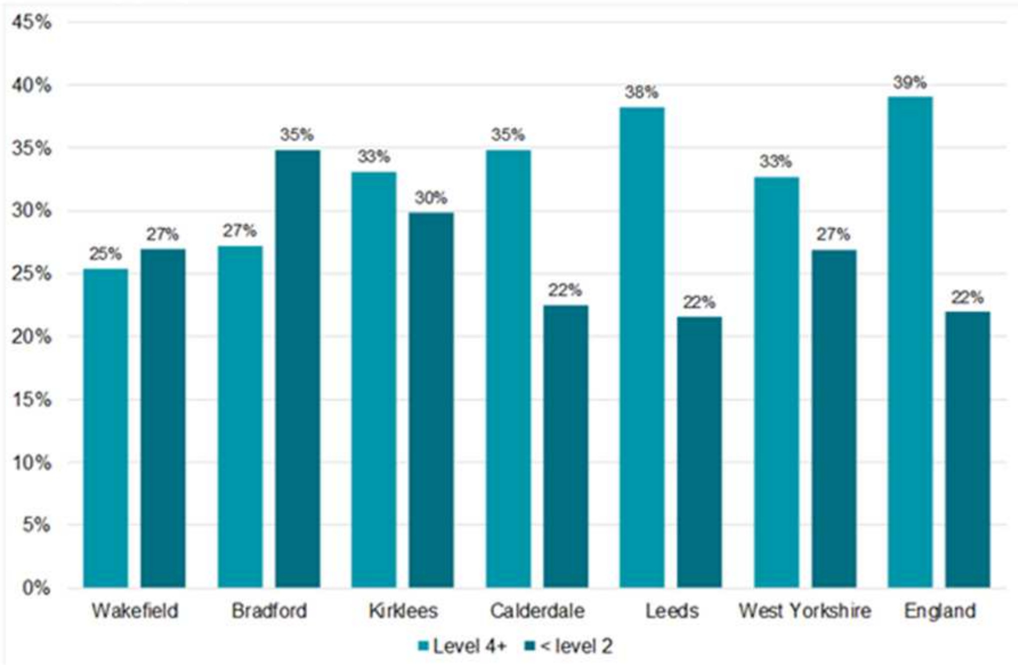
Delivery agreements
Influencing provision through published agreements with 7 West Yorkshire Colleges

Where are we now?

Labour market challenges

Skills levels at level 4+ are below the national average, there is significant over-representation of people with low / no qualifications in West Yorkshire and large numbers basic literacy and numeracy.

Figure: Profile of highest qualification held by working age (16-64) population in 2018



Source: Annual Population Survey, Jan to Dec 2018

Where are we now?

Labour market challenges

- Around two-thirds of employers expect future upskilling needs. Many report they are unable to find the skills they need, yet the majority of employers under-invest in skills.   Yet only 9% of employers demonstrate high performing workplace practices.
- West Yorkshire has more than twice its “fair share” of neighbourhoods that are among the most acutely deprived in terms of adult skills.
- West Yorkshire’s unemployment rate is above the national average. The claimant count has been on an upward trend for some time, with around 100,000 claiming jobless benefits in West Yorkshire.

Where are we now?

Labour market challenges

- Around two-fifths of employers would like to invest more in training – but face barriers in terms of cost and time.
- Minority of local businesses have a skills plan:
  - Only 36% have training plan and 29% a training budget and few have a structured approach to managing their talent.
- A significant proportion of workers lack the full proficiency to do their jobs. Among the skills that need improving are management skills, basic digital skills and “soft” / interpersonal skills.
  - 22% of adults do not have essential digital skills for life, with only 42% having essential digital skills for the workplace.

Where are we now?

Labour market challenges related to COVID-19

- There is uncertainty about future growth patterns in the economy and sectors / occupations that will offer the greatest opportunity for reskilling etc. Some areas like health and digital have been resilient to the crisis in terms of job openings but others like clerical and hospitality have seen a reduction in demand.
- Lockdown has had a negative impact on Leeds city centre, hampering its key role as a source of job creation.
- West Yorkshire's unemployment was already at elevated levels before the COVID-19 crisis hit. Risk of further rise in unemployment as furlough scheme expires. Added threat of large numbers of people feeding through to long-term unemployed from summer 2021 onwards.

Where are we now?

Labour market challenges related to COVID-19

- Likely that COVID-19 will exacerbate existing disadvantage, impacting most severely on prospects for low-paid, young people, workers on atypical contracts etc. Risk that those already excluded from the labour market will face increased competition and will be pushed to back of queue for jobs.
- Increase in young people stopping on in school and further education but overall sharp reduction in apprenticeship take-up and enrolments on adult education programmes. Could limit opportunities for individuals into medium term and constrain supply of skills required by economy.

Where are we now?

Labour market challenges related to COVID-19

- COVID along with Brexit is likely to accelerate investment in automation as supply of foreign workers is squeezed, impacting on demand for routine skills and increasing the need for reskilling.
- Many providers have made a rapid shift to online modes of delivery but challenges remain in terms of digital poverty, difficulty of developing hands-on skills etc
- Difficulty of co-ordinating coherent local response in context of rapid introduction of large-scale national programmes

Where are we now?

Labour market challenges related to COVID-19

- Increase in young people stopping on in school and further education but overall sharp reduction in apprenticeship take-up and enrolments on adult education programmes. Could limit opportunities for individuals into medium term and constrain supply of skills required by economy.
- Risk that recovery in hiring will falter in coming months with new job starts lower than in summer 2020.

Vision

Where do we want to be?

West Yorkshire is the largest labour market in the Northern Powerhouse, with strengths in manufacturing, financial and professional services, and the rapidly developing fields of digital and healthcare technology. Our diversity, rich cultural heritage and geography makes West Yorkshire one of the country's best places to live, study and work.

Vision

Our Vision is for West Yorkshire to be a world-leading region where investment in skills, training and education, and support from employers go hand in hand to create a diverse, inclusive, and highly skilled workforce with good jobs, leading to sustained improvements in the quality of life for all.

What does success look like?

We want West Yorkshire to be a place where:

- There are no barriers to people taking up, progressing and succeeding in learning and work, and where they are supported into good employment
- Employers recognise the value of a diverse workforce and invest in their talent to develop the skills that will improve productivity and support progression in the workplace
- Individuals value lifelong learning and are able to make decisions about their development, informed by quality, relevant careers information based on the reality on the ground
- World class teaching and training provides flexible learning opportunities that align to the strategic needs of the local economy.

The Framework

Our vision

West Yorkshire is the largest labour market in the Northern Powerhouse, with strengths in manufacturing, financial and professional services, and the rapidly developing fields of digital and healthcare technology. Our diversity, rich cultural heritage and geography makes West Yorkshire one of the country's best places to live, study and work.

Our Vision is for West Yorkshire to be a **world-leading region** where investment in skills, training and education, and support for employers go hand in hand to create a **diverse, inclusive, and highly skilled workforce with good jobs**, leading to sustained improvements in the **quality of life for all**

Leeds City Region Enterprise Partnership

West Yorkshire Combined Authority

We want West Yorkshire to be a place where:

There are no barriers to people taking up, progressing and succeeding in learning and work, and where they are supported into good employment

Employers recognise the value of a diverse workforce and invest in their talent to develop the skills that will improve productivity and support progression in the workplace

Individuals value lifelong learning and are able to make decisions about their development, informed by quality, relevant careers information based on the reality on the ground

World class teaching and training provides flexible learning opportunities that align to the strategic needs of the local economy

Plan on a Page

Leeds City Region Enterprise Partnership

West Yorkshire Combined Authority

The refreshed priorities:

Priority	Ambition
QUALITY TECHNICAL EDUCATION	Technical education is a choice with clearly developed pathways that meet the needs of employers
GREAT EDUCATION CONNECTED TO BUSINESS	Learning supports preparation for and progression in work, it is informed by employers. Locally rooted careers information inspires and enables informed choices to support personal ambitions
ACCESSING AND PROGRESSING IN GOOD WORK	Everyone has the skills to be able to access good work and is equally supported to take up training in the workplace that enables progression and development of transferable skills.
CREATING A CULTURE OF INVESTMENT IN WORKFORCE SKILLS	Every employer has a skills plan and invests in the workforce at all levels leading to reduction in skills gaps reported and increased productivity at firm level
DRIVING INNOVATION AND PRODUCTIVITY THROUGH HIGH LEVEL SKILLS	To increase the qualification levels, particularly in STEM, of working age adults, foster a culture of enterprise and innovation and widen the talent pool for employers

Leeds City Region Enterprise Partnership

West Yorkshire Combined Authority

West Yorkshire Combined Authority

Objectives and actions

Quality technical education

Evidence

- Apprenticeships / technical education key to addressing employer skills needs and providing sustainable careers
- Those completing an apprenticeship at level 4 or above earn £150,000 more on average over their lifetime
- Disadvantaged less likely to access apprenticeships
- 10% of pupils go into an apprenticeship after KS5 but only 8% of FSM pupils
- Technical education take-up disrupted by COVID-19
- Apprenticeship starts down by 21% in 2019/20 but down by 50% in final quarter of academic year
- Levy is key source of apprenticeship funding
- 60% of starts in 2019/20 were levy funded and proportion is growing

Quality technical education

Objectives

- Support individuals to take up technical qualifications and access high quality work placements

- Increase the number of learning opportunities to take up technical education as a route to a rewarding career

- Work with employers to maximise apprenticeship levy investment in West Yorkshire

Great education connected to business

Evidence

- Work experience / inspiration opportunities still limited
- A minority of local employers offer work experience and work inspiration opportunities – 36% and 11% respectively; 18% offer placements to school pupils, 14% to college students.
- Access to workplace constrained by COVID-19
- Major challenge in connecting students with workplace
- Attainment of young people is low in West Yorkshire
- 78% of young people in WY achieve level 2 by age of 19 compared with 83% nationally; for level 3, figures are 52% and 60%.
- Deprivation / disadvantage impacts on career outcomes.
- Disadvantaged pupils less likely to achieve academically and they have poorer career outcomes in terms of entering a sustained positive destination when leaving education

West Yorkshire Combined Authority

Great education connected to busines

Objectives

- Ensure careers information takes account of local labour market information to supported informed decision making and supports lifelong learning

- Enable equal participation in the take up of careers educations for people of all ages, backgrounds, and career stage to support personal ambitions

- Embed careers support and career management into key transition points in life

- Increase the number of employers providing experiences of the workplace and work placements

West Yorkshire Combined Authority

Accessing and progressing in good work

Evidence

- Sharp increase in unemployment as a result of COVID-19
- Claimant unemployment has doubled locally – more than 100,000 claiming jobless benefits in West Yorks with potential for this figure to grow further.
- Many people locked into low-paid work - low skills hamper career prospects
- A fifth of jobs in city region pay less than the Real Living Wage
- Evidence of demand from individuals for re-skilling as a result of COVID-19
- According to You Gov polling, 26% are likely to retrain in another sector in the near future
- Significant national resources are being targeted on reskilling.
- £375m investment in National Skills Fund, including Skills Bootcamps and Lifetime Skills Guarantee

West Yorkshire Combined Authority

Accessing and progressing in good work

Objectives

- Support the unemployed to gain and sustain employment
- Unlock progression opportunities and career adaptability through skills, particularly for those on low wages and with insecure work
- Support people from all backgrounds to access self-employment opportunities and explore opportunities for new business start-ups
- Coordinate and provide access to training, work placements and job matching for unemployed with SMEs
- Improve West Yorkshire’s resilience by identifying and delivering the skills needed for the future

West Yorkshire Combined Authority

Creating a culture of investment in workforce skills

Evidence

- Employers acknowledge that they under-invest in skills
  - Around two-fifths of employers would like to invest more in training – but face barriers in terms of cost and time.
- Widespread skills gaps among managers
  - A fifth of employers with skills gaps say management staff are affected.
- Minority of local businesses have a skills plan
  - Only 36% have training plan and 29% a training budget
- Digital skills gaps a key issue for business
  - Around a third of medium-sized businesses say they need to improve basic digital skills to meet business objectives.
- Access to training is unequal.
  - Workers who are already qualified to a high level (level 4+) are almost twice as likely to receive training than their less qualified colleagues.

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Creating a culture of investment in workforce skills

Objectives

- Focus investment in and development of technical training facilities to ensure future needs of employers, individuals and the wider economy are met

- Increase leadership and management skills for improved skills utilisation in the workplace

- Encourage employers to invest and have a workforce skills plan in place to drive productivity and innovation for staff at all levels

Creating a culture of investment in workforce skills

Objectives

- Develop innovation and enterprise skills in the workplace to boost productivity and economic growth

- Increase digital enterprise by helping small businesses and charities upskill their employees and increase their digital capabilities so they can take advantage of the productivity gains that technology provides

- Increase the number of people in work with basic skills, including digital

West Yorkshire Combined Authority

Driving innovation and productivity through high level skills

Evidence

- Weak local performance on innovation and productivity
  - Output per hour worked only 85% of national average, R&D spend in Yorkshire and Humber lowest in country
- Local deficit of higher-level skills / qualifications
  - 33% of labour force of West Yorks are qualified to level 4+ compared with national average of 40% - this equates to 100,000 people in real terms.
- Disadvantaged less likely to access higher level skills
  - 41% of all pupils go into HE in West Yorks but for FSM pupils it's only 24%.
- Deficit of higher-level jobs – especially STEM
  - 47% of people in employment in WY in higher skilled roles compared with 50% nationally

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Driving innovation and productivity through high level skills

Objectives

- Attract talent to key areas of economic growth for WY, including health tech and transition to net zero economy and digital
- Increase take up of STEM subjects at all levels to meet future demand, particularly on the clean growth agenda
- Remove barriers and ensure equality of access so that learners progress towards higher levels learning
- Maximise collaboration with HEIs, FECs, training providers and employers to establish training needs and provision that supports higher level skills in areas of strength for WY and the North that supports job creation and safeguarding
- Continue to make the case to government for a regionally accountable and driven post-16 skills system

Sectoral engagement around defined issues

Broad sector	Illustrative examples of priority issues
Energy and utilities	Apprenticeships Higher level technical skills
Engineering and manufacturing	Apprenticeships Learning facilities Higher level technical skills
Construction	Apprenticeships Learning facilities Higher level technical skills Recruitment
Retail	Upskilling / reskilling Digital
Hospitality	Upskilling / reskilling
Professional / financial services	Digital (incl. bootcamps)
Financial services	Attracting / retaining talent Digital (incl. bootcamps)
Transport and logistics	Recruitment Digital
Health	Workforce planning Higher level technical skills (e.g. degree apprenticeships)
Care	Recruitment Higher / degree apprenticeships
Arts and entertainment	Upskilling / reskilling

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Strategic Economic Framework Indicators

Indicator title	Description
% qualified at level 4 and above	% of population aged 16-64 with highest qualification at Level 4 and above
% qualified below level 2	% of population aged 16-64 with highest qualification below level 2 or no formal qualifications
Unemployment rate	Proportion of labour force who are unemployed and actively seeking and available for work
% of employees in quality work	% of employees who have good hours, a desired contract type, and are not in low pay
Apprenticeship starts	Number of people starting an apprenticeship each academic year
Jobs paying below Real Living Wage	% of local jobs that pay below the Living Wage Foundation's Real Living Wage threshold
Employment rate gap for disadvantaged groups	Proportion of people in employment in disadvantaged groups (disabled, BAME, aged over-50) versus overall employment rate
NEETs	Percentage of 16-17 year olds NEET or activity not known

Economic Recovery Plan Indicators

	Economic indicators	Social indicators	Environmental indicators
Skills			
Relevant & transferable skills	• Employment and pay gap for disadvantaged groups • Working age without qualifications • Skills shortages and gaps • Economic activity rate • Claimant unemployment count for deprived neighbourhoods	• Access to skills development for disadvantaged groups • Social mobility (attainment at KS4 by FSM eligibility and access to HE by social status) • Employers engaging with schools • Levels of digital exclusion	• Access to net zero skills development for disadvantaged groups: apprenticeships, HE • Jobs in the clean growth sector • Attendance at green skills training
Prevention of NEETs	• Number of NEETs / post-education destinations • 16-24 / 50+ unemployment	• NEETs in disadvantaged groups • 16-24 / 50+ unemployed in disadvantaged groups	
Equal access to learning	• Participation in employment and skills programmes	• Participation in disadvantaged groups	
Strengthened skills offer	• Vacancies (online job postings) – level and occupational profile	• Programme participation in demand / growth sectors	• % with access to net zero / clean growth sector opportunities
Skills utilisation	• Prevalence of "flexible" employment modes • % qualified at L4+ or degree level employed in non-graduate roles	• Variation across disadvantaged groups	

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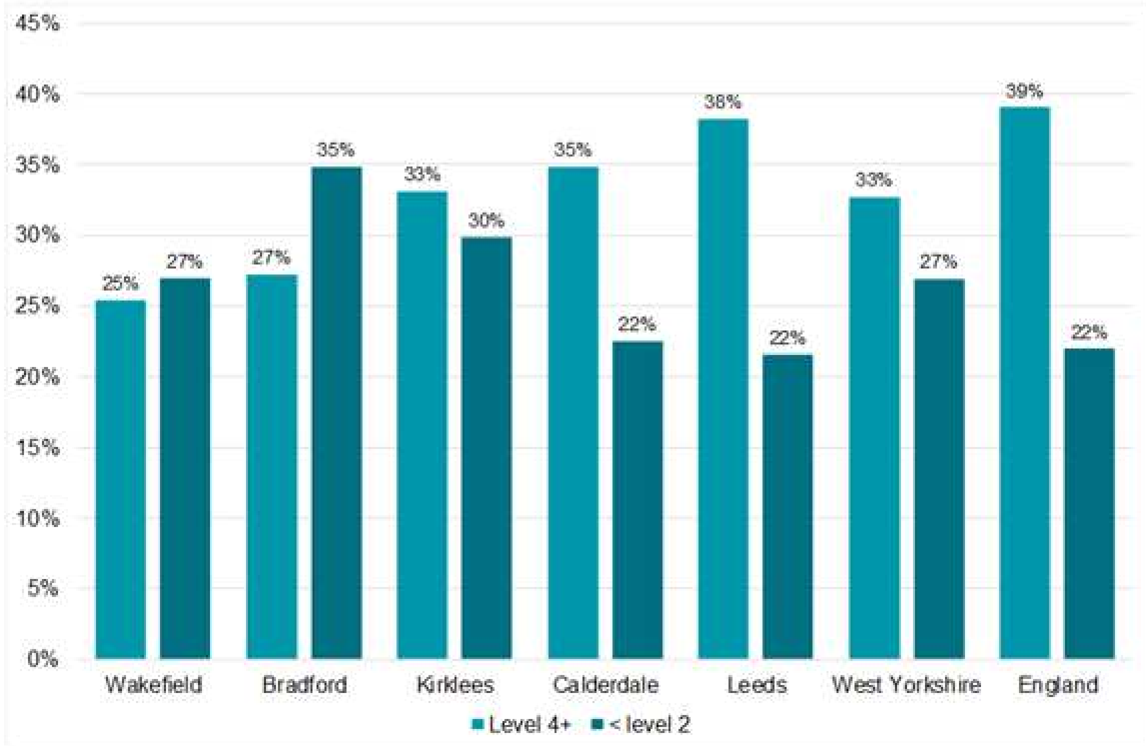
Inclusive Growth as a Cross-Cutting Theme

Inclusive growth

Why is this important for West Yorkshire?

The City Region is below average in both basic and higher-level skills, and a quarter of jobs across the City Region pay less than the Real Living Wage. Under-investment in training and development over the years has affected living standards and makes it hard for many people to find a route to higher-quality work.

Figure: Profile of highest qualification held by working age (16-64) population in 2018



Source: Annual Population Survey, Jan to Dec 2018

Inclusive growth

Who is this important for?

All, including:

- The 950,000 people live in areas considered to be the most deprived in the UK
- Individuals working in 24% of local jobs which pay less than the Living Wage Foundation's Living Wage rate
- Black, Asian and minority ethnicities, for whom the employment rate lags behind the national average
- People without essential digital skills
- Individuals aged 16-64 whose highest qualification is below level 2, or who have no formal qualifications

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