

EMPLOYMENT AND SKILLS COMMITTEE

**MEETING TO BE HELD AT 2.00 PM ON MONDAY, 23 JANUARY 2023
IN WELLINGTON HOUSE. WELLINGTON STREET, LEEDS LS1 2DE**

A G E N D A

Please note that this meeting will be filmed for live or subsequent broadcast via the Combined Authority's internet site. At the start of the meeting the Chair will confirm if all or part of the meeting is being filmed. Generally, the public seating areas will not be filmed; however, by entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting. If you have any queries regarding this, please contact Governance Services on 0113 251 7220.

- 1. APOLOGIES FOR ABSENCE**
- 2. DECLARATION OF DISCLOSABLE PECUNIARY INTERESTS**
- 3. EXEMPT INFORMATION - POSSIBLE EXCLUSION OF THE PRESS AND PUBLIC**
 1. To highlight Appendix 2 of Item 6, and Appendix 1 of Item 10 which officers have identified as containing exempt information within the meaning of Schedule 12A to the Local Government Act 1972, and where officers consider that the public interest in maintaining the exemption outweighs the public interest in disclosing the information, for the reasons outlined in the report.
 2. To consider whether or not to accept the officers' recommendation in respect of the above information as set out Appendix 2 of Item 6, and Appendix 1 of Item 10.
 3. If the recommendation is accepted, to formally pass the following resolution:-

RESOLVED – That in accordance with paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972, the public be excluded from the meeting during consideration of Appendix 2 of Item 6, and Appendix 1 of Item 10 on the grounds that it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if

members of the press and public were present there would be disclosure to them of exempt information and for the reasons set out in the report that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

- 4. MINUTES OF THE MEETING HELD ON 20 OCTOBER 2022**
(Pages 1 - 6)
- 5. EVIDENCE REPORT**
(Pages 7 - 30)
- 6. ADULT EDUCATION BUDGET**
(Pages 31 - 50)
- 7. UPDATE ON CURRENT PROGRAMMES**
(Pages 51 - 64)
- 8. WEST YORKSHIRE PLAN**
(Pages 65 - 78)
- 9. EMPLOYMENT AND SKILLS DEVELOPMENT AND FUTURE DELIVERY'**
(Pages 79 - 124)
- 10. FE CAPITAL FUNDING**
(Pages 125 - 130)

Signed:



**Chief Executive
West Yorkshire Combined Authority**



**MINUTES OF THE MEETING OF THE
EMPLOYMENT AND SKILLS COMMITTEE
HELD ON THURSDAY, 20 OCTOBER 2022 AT WELLINGTON HOUSE,
WELLINGTON STREET, LEEDS LS1 2DE**

Present:

Councillor James Lewis (Chair)
Councillor Silvia Dacre
Councillor Jessica Lennox
Councillor Lynn Masterman
Milton Brown
Bill Adams
Nav Chohan
Mike Curtis
Alex Miles
Sharon Riding
Tim Thornton

Leeds City Council
Calderdale Council
Leeds City Council
Wakefield Council
Private Sector Representative
Advisory Representative
Advisory Representative
Advisory Representative
Advisory Representative
Advisory Representative
Advisory Representative

In attendance:

Brian Archer
Michelle Burton
Peter Glover
Marianne Hewitt
Sonya Midgley
Philip Witcherley
Janette Woodcock

West Yorkshire Combined Authority
West Yorkshire Combined Authority
West Yorkshire Combined Authority
West Yorkshire Combined Authority
West Yorkshire Combined Authority
West Yorkshire Combined Authority
West Yorkshire Combined Authority

12. Apologies for Absence

Apologies for absence received from Shirley Congdon, Deputy Chair, Cllr Imran Khan, Cllr Graham Turner, Martin Booth, Michelle Chappell-Dixon, Tim Craven, Orlagh Hunt, Phil Lautman, Richard Mason, Liz Needleman, Claire Paxman.

13. Declaration of Disclosable Pecuniary Interests

The Committee was asked to make recommendations related to the Adult Education Budget for decision by the Combined Authority and by the Chief Executive of the Combined Authority under his delegations by the Combined Authority Board. In the interests of transparency, all members of the Committee with an interest (including Local Authorities and Colleges) were asked to declare.

The following members declared an interest: -

Cllr James Lewis, Leeds City Council
Cllr Jessica Lennox, Leeds City Council
Cllr Silvia Dacre, Calderdale Council
Cllr Lynn Masterman, Wakefield Council
Nav Chohan

14. Exempt Information - Possible Exclusion of the Press and Public

Resolved:

That in accordance with paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972, the public be excluded from the meeting during consideration of Appendix A of Agenda item 7 on the grounds that they are likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the press and public were present there would be disclosure to them of exempt information and for the reasons set out in the report that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

15. Minutes of the Meeting Held on 6 July 2022

At the last meeting the Committee asked the West Yorkshire Skills Partnership (WYSP) how it would ensure that the providers they put forward for membership on the Committee will be representative and diverse. The Chair of WYSP was not in attendance at the last meeting and was, therefore invited to give a verbal update to members of the Committee at the meeting held on 20 October 2022.

Nav Chohan (Chair of WYSP) informed the Committee that the West Yorkshire, West and North Yorkshire Chamber of Commerce, and the Mid-Yorkshire Chamber have been chosen to lead the Local Skills Improvement Plan and it is welcomed that they intend to work closely with West Yorkshire Combined Authority. At the last meeting, the Committee agreed to invite a representative of the LSIP to join. It was proposed, therefore, that the Chair writes to both Chambers with that offer. It may be that they are content for Tim Craven (TransUnion) do fulfil this role

Resolved: That the minutes of the meeting held on 6 July 2022 be approved.

16. Evidence Report

The Committee considered a report and verbal update to present the latest position on the State of the Region monitoring indicators relating to employment and skills, together with an analysis of more timely labour market indicators and the analysis provided context for discussion

Members discussed the analysis and Officers responded to questions and noted the feedback from the Committee.

Resolved:

- (i) That the contents of the report be noted.
- (ii) That the comments of the Committee relating to the latest intelligence to employment and skills in West Yorkshire and the current performance of West Yorkshire against the State of the Region indicators be noted.

17. Update on Current Programmes

The Committee considered a report and verbal update on the progress of delivery of Combined Authority-led employment and skills programmes overseen by the Committee.

The main area of focus was the new fully funded courses for adults to re-train and upskill currently being promoted under the Skills Connect brand.

Since the papers were cleared, a grant agreement has been signed with the TUC Yorkshire and Humber for a pilot to test the effectiveness of the Union Learning model in stimulating demand for adult training in West Yorkshire. The model involves utilising trusted colleagues in the workplace to encourage upskilling particularly among people with low skill levels and in low paid work. This will be measured via referrals to AEB, L3 “free courses for jobs”, Skills Connect, Multiply, apprenticeships and other provision. The TUC will recruit a Skills Development Officer to deliver this work.

The Committee discussed and provided their comments on the progress of delivery.

Resolved:

- (i) That the contents of the report be noted.
- (ii) That comments on the progress of delivery of employment and skills programmes in the Leeds City Region be noted.

18. Adult Education Budget

The Committee considered a report on progress with the Devolved Adult Education Budget (AEB). was provided with an update on the 2022/23 Responsiveness pot and the intended activity and was asked to discuss a request from providers for increased funding rates.

The Committee discussed a request from providers for an increase to the AEB funding rate and officers noted key concerns. The request centred around two main propositions and the Committee were provided with the following: -

1. The rate paid per qualification through AEB has not increased in 10 years
2. The rising costs of living crisis - affecting running costs, impeding recruitment, and increasing the need for learner support

Analysis of Further Education College accounts showed that West Yorkshire colleges vary from 7% to 21% dependency on AEB funding.

Officers thanked members for their feedback and will come back to the Committee with firm proposals based on discussion by members at the meeting including the impact on colleges

Resolved:

- (i) That the contents of the report be noted.
- (ii) That comments on the progress of the Devolved Education Budget be noted.
- (iii) That comments on the request for an increase to funding rates be noted.
- (iv) That Officers will come back to the Committee with firm proposals based on discussion by members at the meeting.

19. Multiply

The Committee considered a report and a verbal update on the progress with Multiply and was asked to appraise the next steps. Officers updated the Committee including governance arrangements.

Members discussed and provided officers with their concerns. Officers provided answers to questions and noted feedback from the Committee.

Resolved:

- (i) That the contents of the report be noted.
- (ii) That the progress with Multiply be noted.

20. Employment and Skills Future Investment and Delivery

The Committee considered a report on the development work for future employment and skills interventions in West Yorkshire and the progress on the Mayoral pledges. Over the course of the last 12 months, officers have been working with the Employment and Skills Committee, Local Authorities and wider partners to develop the future programme of delivery and skills.

On the Agenda for approval at the Combined Authority, due to meet following the Employment and Skills Committee meeting is the Employment West Yorkshire programme which this Committee endorsed at the meeting held on 1 September 2022.

Employment West Yorkshire will be delivered by Local Authorities and support 7,700 individuals towards, into and within work. This has been a huge piece of work with local authority and combined authority officers working together to provide a much-needed service in West Yorkshire to support with labour

shortages and good work.

The next steps were presented by officers to the Committee for this work and in particular green jobs task force and interventions from the climate and environment action plan, digital skills interventions and a SME graduate programme.

The Committee discussed and was in support of the principles outlined in the papers for investment in Further Education.

The Committee was thanked by officers for their guidance and feedback received at the July meeting of the Employment and Skills Committee and a workshop is planned for December which will show what each intervention will look like.

Resolved:

- (i) That the contents of the report be noted.
- (ii) That input from the Committee on the green jobs and skills interventions being developed through the Climate and Environment action plan be noted.
- (iii) That business cases for the interventions prioritised in the digital skills plan be endorsed.
- (iv) That work up of the business case for the Mayoral SME Graduate Scheme be endorsed.

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Report to: Employment and Skills Committee

Date: 23 January 2023

Subject: Evidence Report

Director: Alan Reiss, Director of Strategy, Communications and Policing

Author: Peter Glover, Economic Evidence Manager

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

1. Purpose of this Report

- 1.1 To present the latest position on the State of the Region monitoring indicators relating to employment and skills, together with an analysis of more timely labour market indicators.

2. Information

Monitoring Arrangements

- 2.1 At its meeting on the 29 October 2021, the Employment and Skills Committee agreed a new approach to monitoring and reporting. The Committee approved a set of indicators relevant to its remit and agreed to receive regular reporting against these indicators, with this topic becoming a standard item on the Committee's agenda. These are the key regional indicators that measure the outcomes that the work of the committee is seeking to improve. Indicators will be reported on by exception i.e. when fresh data becomes available for each indicator, allowing the analysis to be updated.
- 2.2 The indicators have been incorporated into State of the Region 2022 report, the Combined Authority's annual stock-take of West Yorkshire's socio-economic performance. This was published on December 16, 2022. The State of the Region indicators are intended to provide a high level, strategic picture of performance against this priority rather than a detailed examination of operational performance of specific projects.

- 2.3 In addition to the State of the Region indicators, analysis of a range of more timely indicators is also included to provide the most up to date picture of labour market conditions in West Yorkshire. Alongside this an overview of the national picture provides important context.

The Indicators

- 2.4 The core State of the Region indicators agreed by the Committee are set out below. A headline overview of performance against these indicators is provided in **Appendix 1**:

- Employment rate;
- Jobs paying below the real living wage;
- Employment rate gap for disadvantaged groups;
- Unemployment;
- People with no / low qualifications (qualified below level 2);
- Apprenticeship take-up;
- Basic digital skills;
- NEETs;
- People qualified at Level 4 and above (higher level qualifications).

- 2.5 Since the last meeting the following indicators have been updated:

- Jobs paying below the real living wage;
- Apprenticeship take-up.

- 2.6 Appendix 1 also includes a summary of the national context. This is helpful because national data is in some cases more timely and granular than that available at West Yorkshire level and provides additional insight into current labour market issues that are also likely to be present locally.

- 2.7 The appendix presents the latest data for West Yorkshire drawn from HMRC's real-time count of employees, the claimant count (which relates to the number of people claiming out of work benefits) and also an analysis of vacancies (online job postings).

3. Tackling the Climate Emergency Implications

- 3.1 There are no implications for tackling the climate emergency directly arising from this report. However, work is currently underway to assess the employment and skills needs of the green economy in West Yorkshire, which will be reported to the Committee at its next meeting.

4. Inclusive Growth Implications

- 4.1 A number of the State of the Region indicators have direct relevance to an inclusive economy, including unemployment, NEETs and jobs paying below the real living wage. The evidence shows that improving inclusiveness, in terms of access to jobs and the education and training system, is key to

supporting growth and achieving the wider economic agenda for West Yorkshire.

5. Equality and Diversity Implications

- 5.1 Some of the indicators provide direct measures of equality and diversity, most notably the comparison of employment rates for disadvantaged groups. A dedicated equality and diversity report will be published as part of State of the Region. The general picture provided is one of a continuing need to promote equality and diversity in respect of both employment and in terms of access to education and training opportunities.

6. Financial Implications

- 6.1 There are no financial implications directly arising from this report.

7. Legal Implications

- 7.1 There are no legal implications directly arising from this report.

8. Staffing Implications

- 8.1 There are no staffing implications directly arising from this report.

9. External Consultees

- 9.1 No external consultations have been undertaken.

10. Recommendations

- 10.1 The Committee is asked to note the latest intelligence relating to employment and skills in West Yorkshire and the current performance of West Yorkshire against the State of the Region indicators

11. Background Documents

There are no background documents referenced in this report.

12. Appendices

Appendix 1: Indicator report

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Appendix 1: Performance against State of the Region indicators

Employment and Skills Committee, January 2023

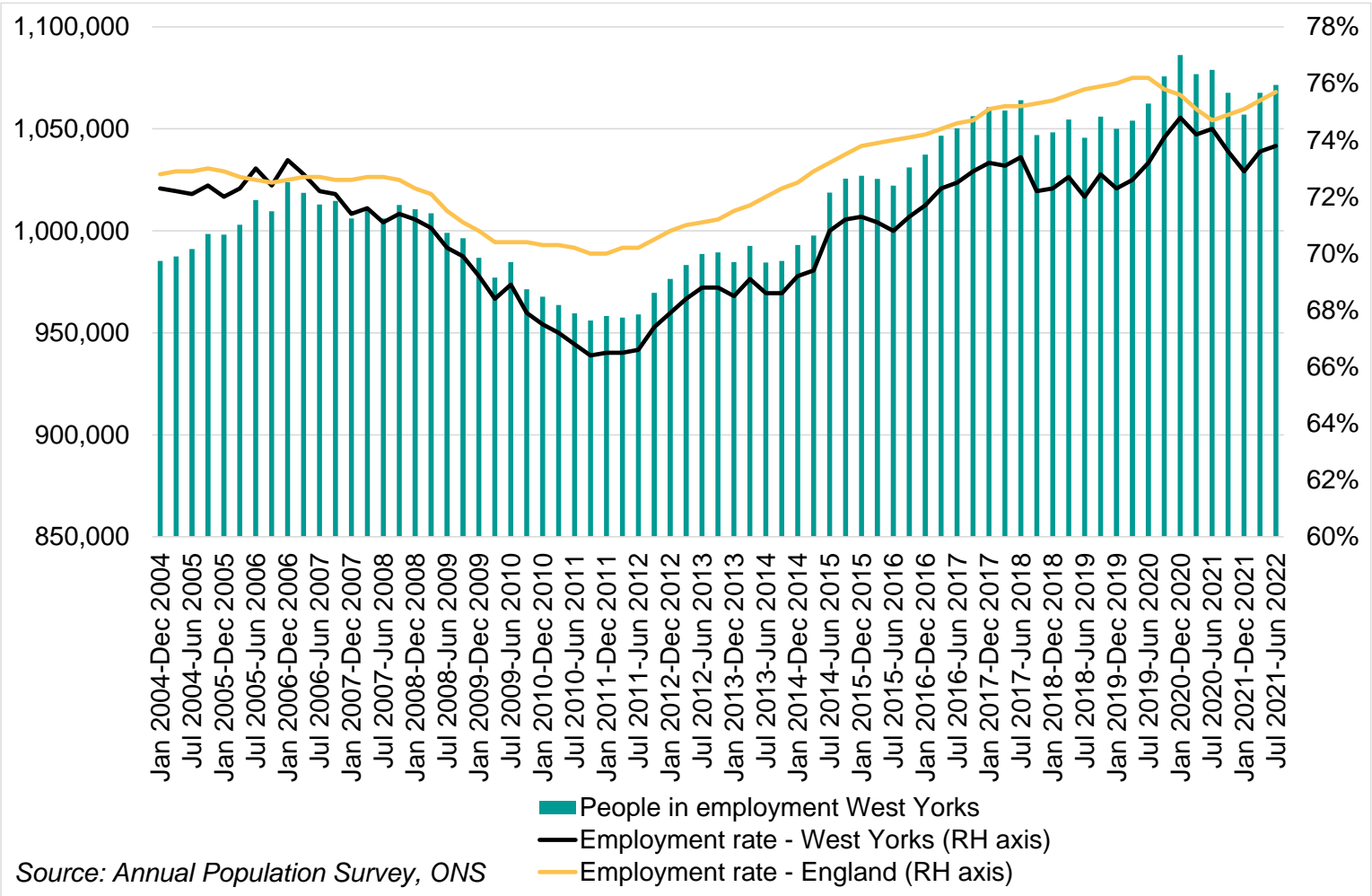
Introduction

- The following slides provide an overview of West Yorkshire's performance and progress against the headline indicators for State of the Region
- A subset of indicators has been presented, reflecting those most directly relevant to the Employment and Skills agenda.
- For some indicators there has been no change in the available data but the latest figures are contained in the pack for consistency.
- The pack also contains an update based on more timely labour market indicators, including payrolled employees, claimant count and vacancies (online job postings).

State of the Region indicators

The latest figures point to a modest recovery in West Yorkshire's employment level and rate

Figure: Trend in employment rate and number of people in employment (people aged 16-64)

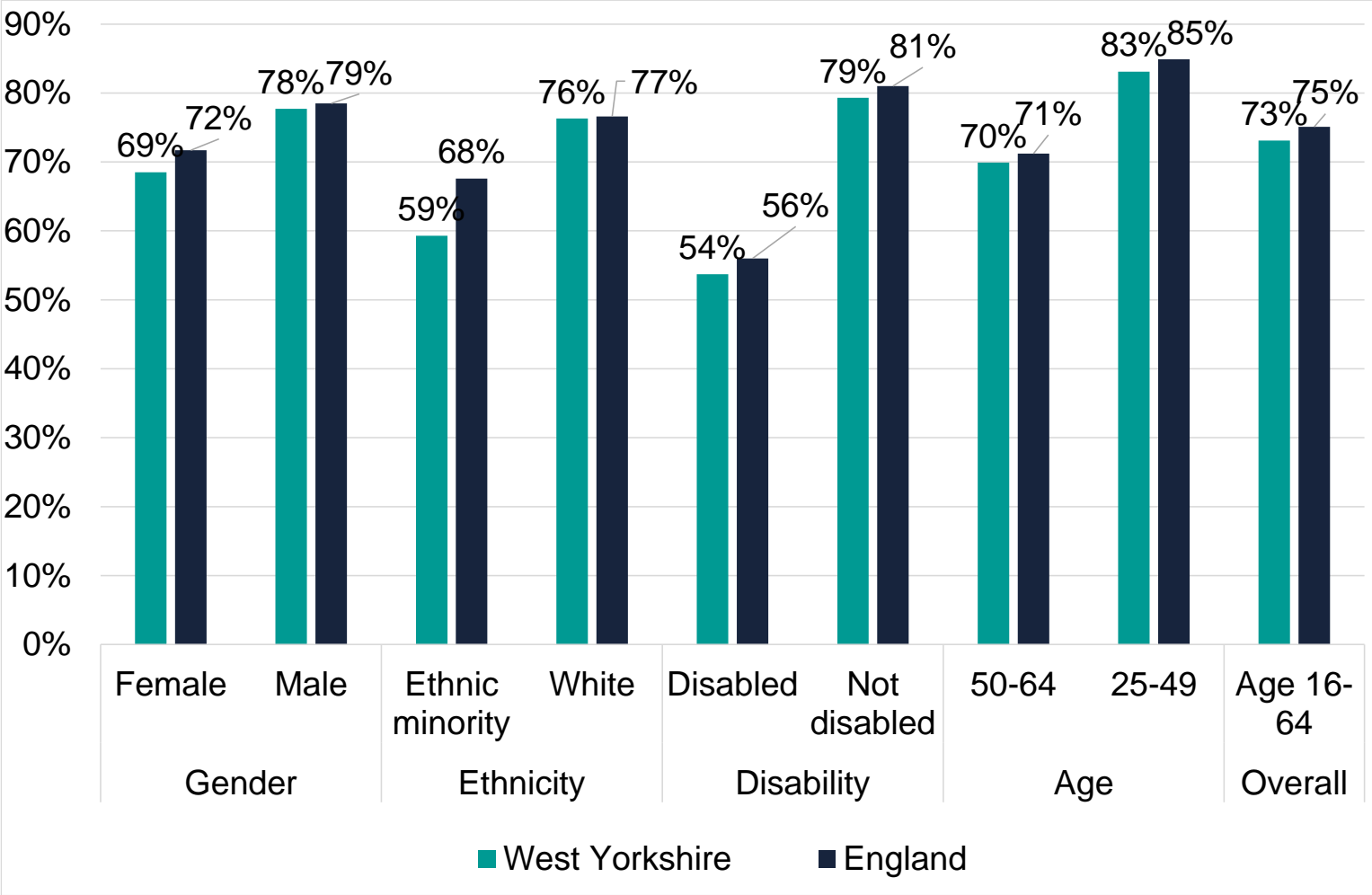


Driving economic growth and innovation to enable good jobs

Source: Annual Population Survey, ONS

Some groups face substantial employment rate gaps

Figure: Employment rate by group



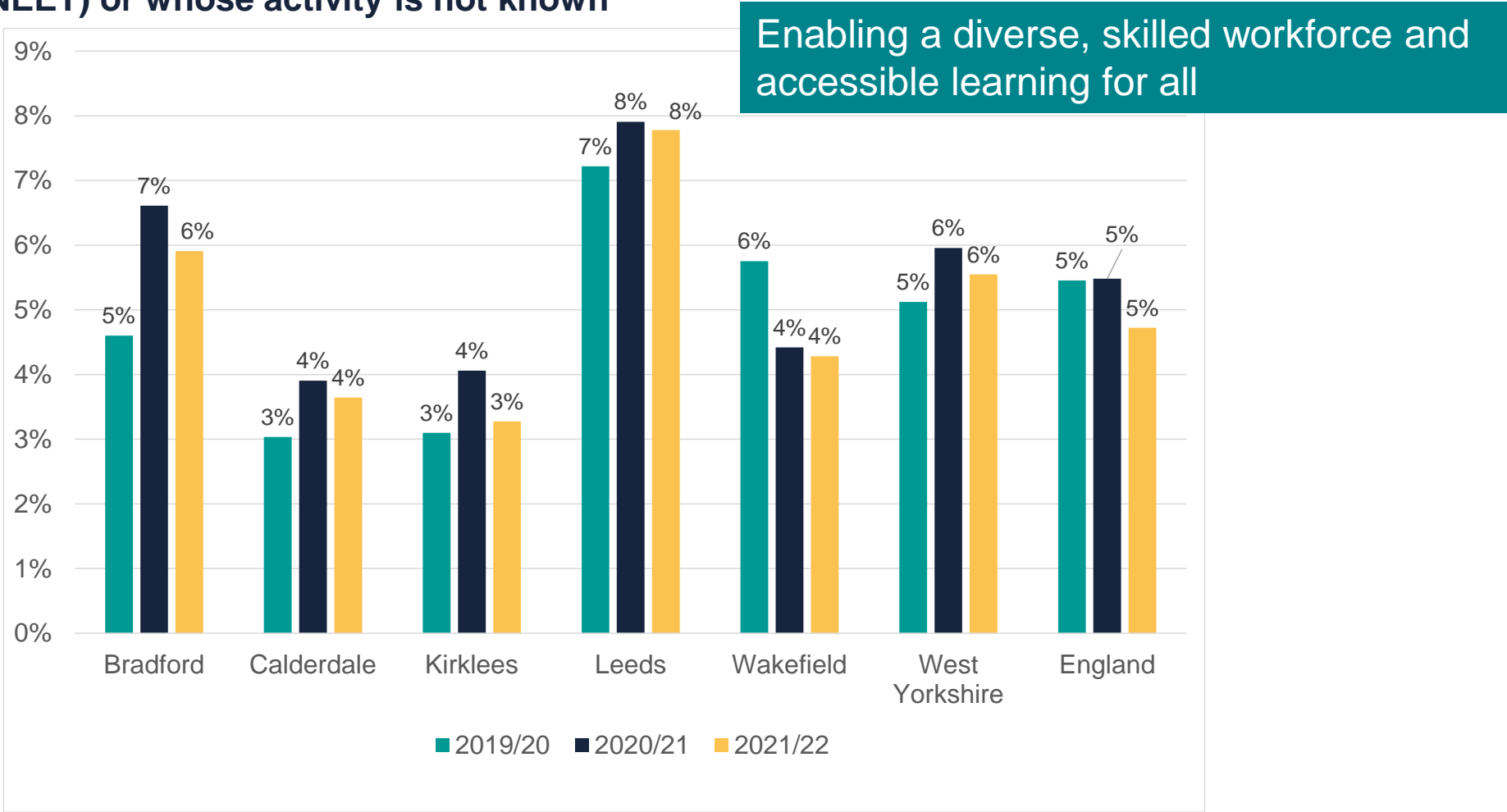
Enabling a diverse, skilled workforce and accessible learning for all

Source: Annual Population Survey

NEETs fell in West Yorkshire in 2022 but remain above national average

Figure: Trend in proportion of 16- and 17-year-olds not in education, employment or training (NEET) or whose activity is not known

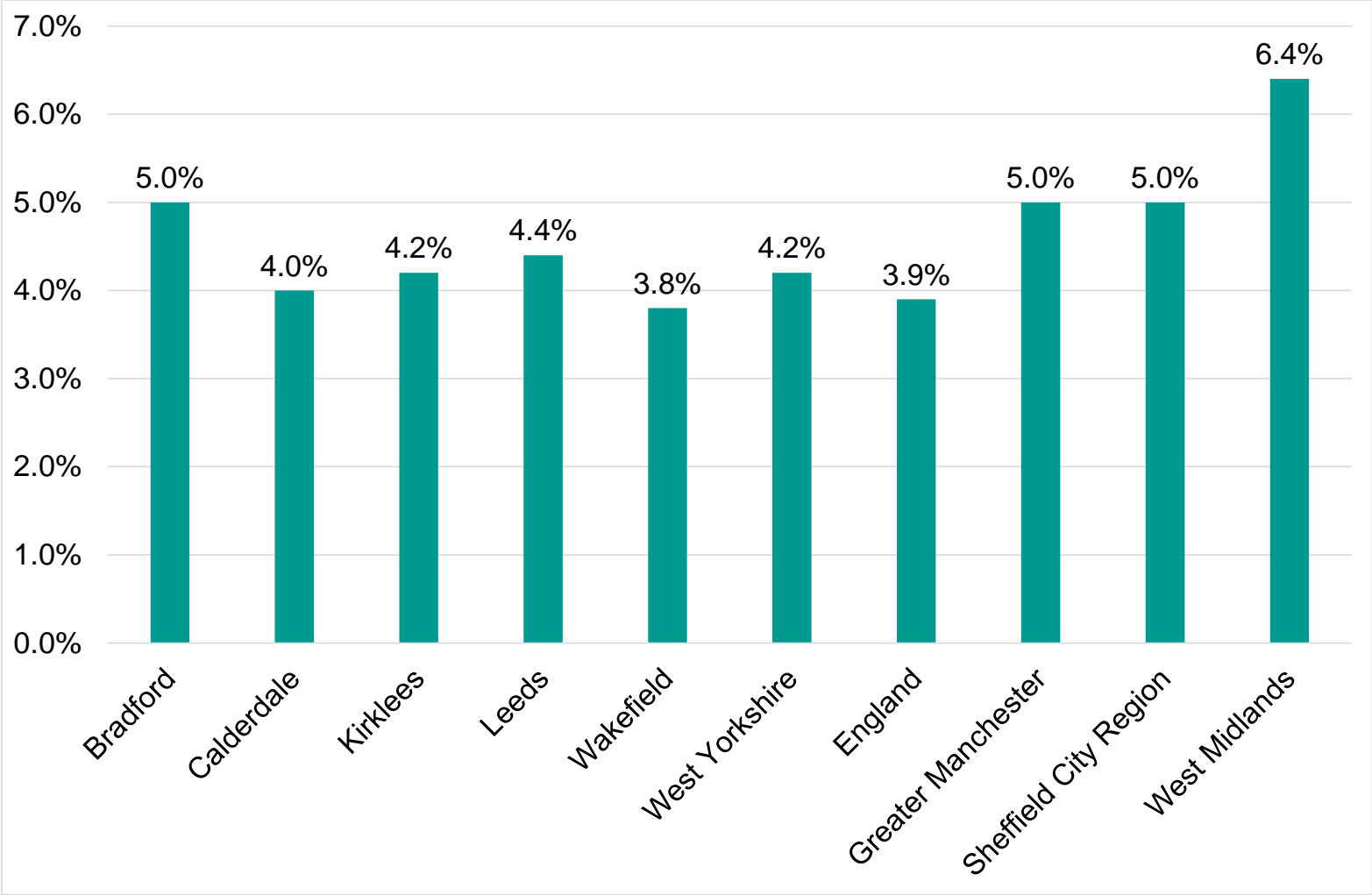
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Source: NEET and participation: local authority figures, Department for Education

West Yorkshire's unemployment rate remains similar to the national average but below comparator areas

Figure: Unemployment rate - % of economically active population aged 16+

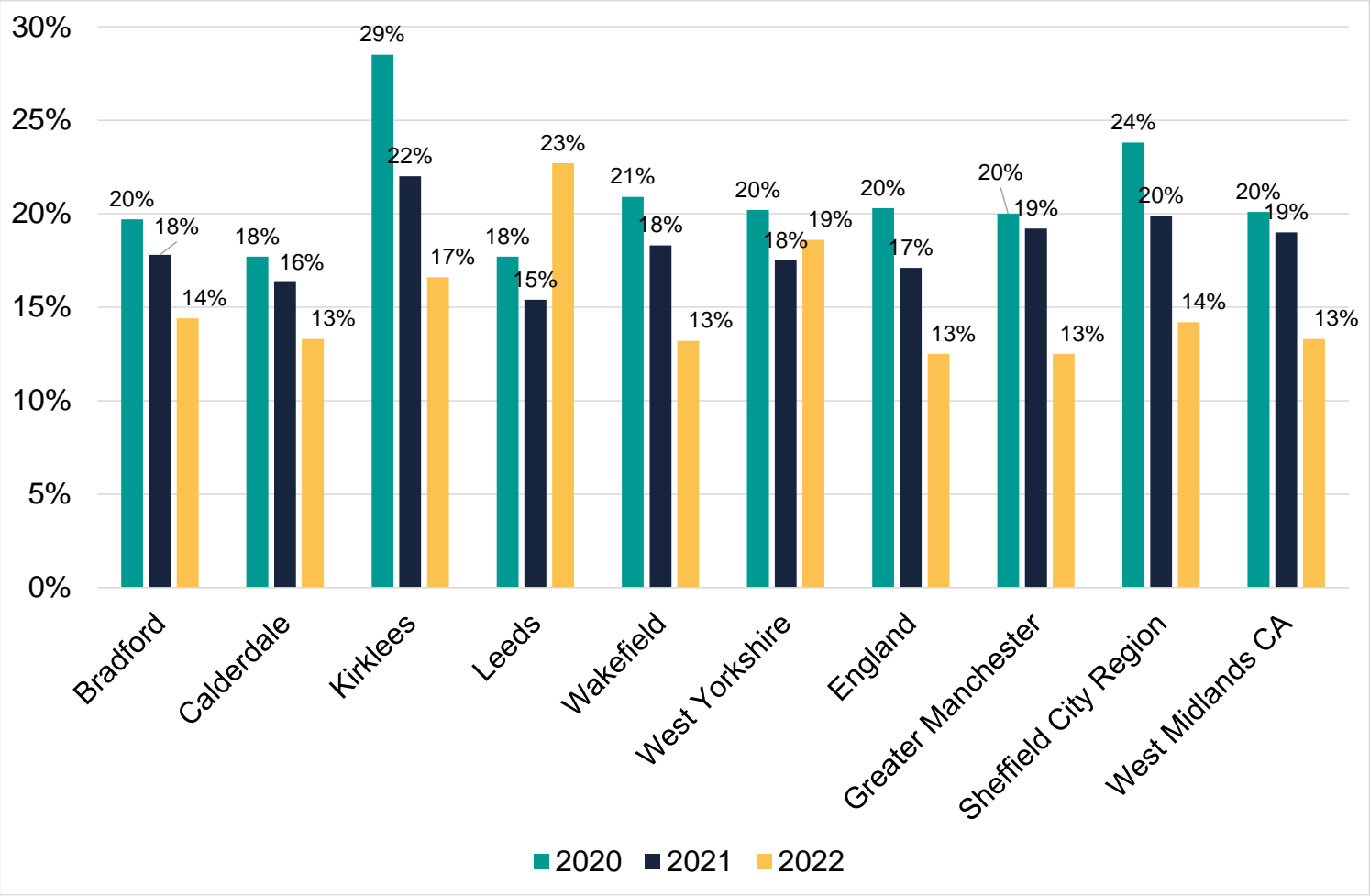


Enabling a diverse, skilled workforce and accessible learning for all

Source: Annual Population Survey, July 2021 to June 2022

The % of jobs paying below Real Living Wage fell in most parts of WY in 2022 but this is expected to be “lull before storm”

Figure: Proportion of all employee jobs paying below the Real Living Wage rate



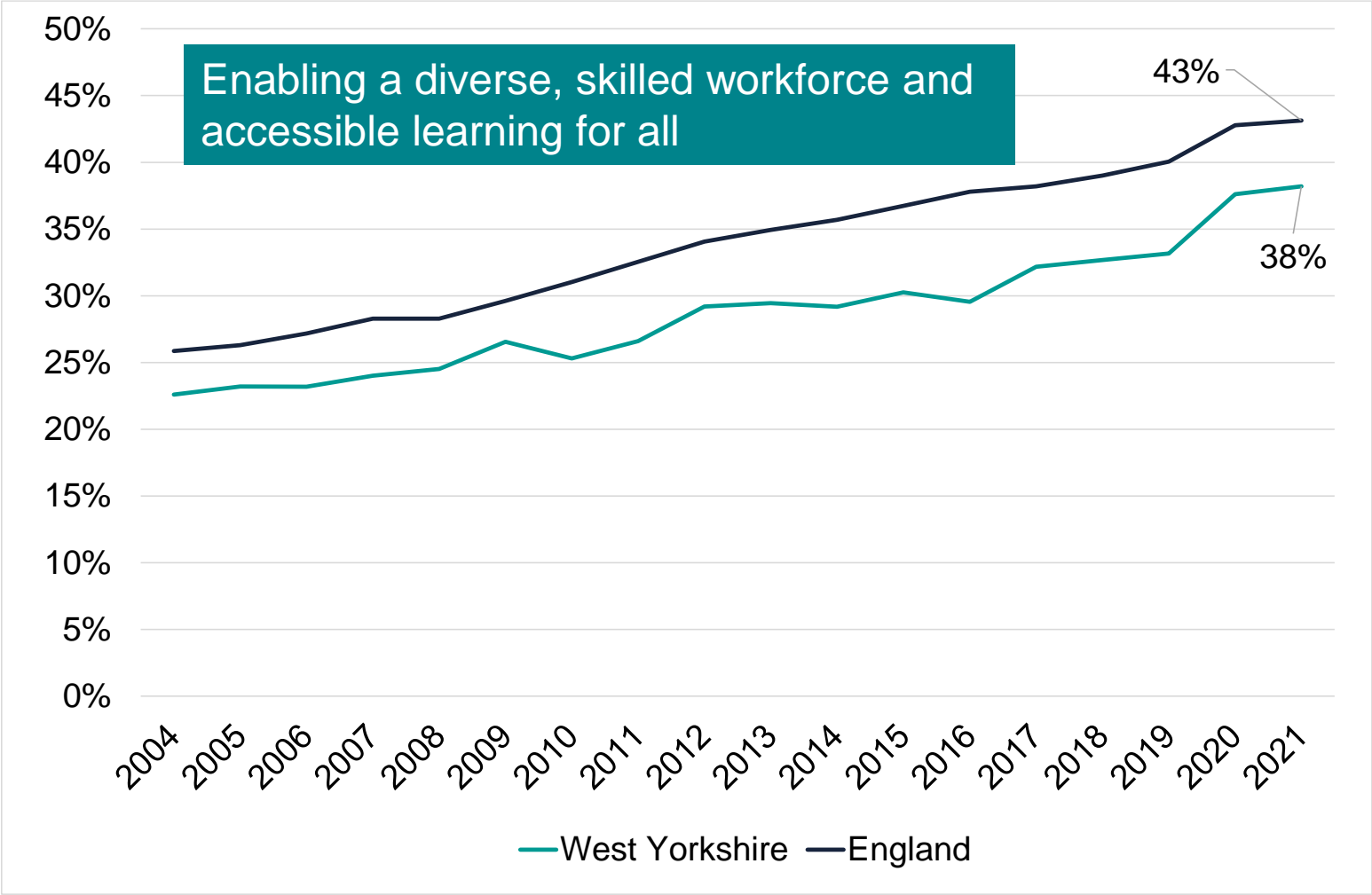
Driving economic growth and innovation to enable good jobs

The data presented relate to Real Living Wage rate of £9.90 in early 2022 but this has since increased to £10.90. As wages lag behind inflation the number of jobs paying below RLW threshold is expected to increase

Source: Annual Survey of Hours and Earnings, ONS

The proportion of people with a higher level qualification is growing but a gap remains with the national average

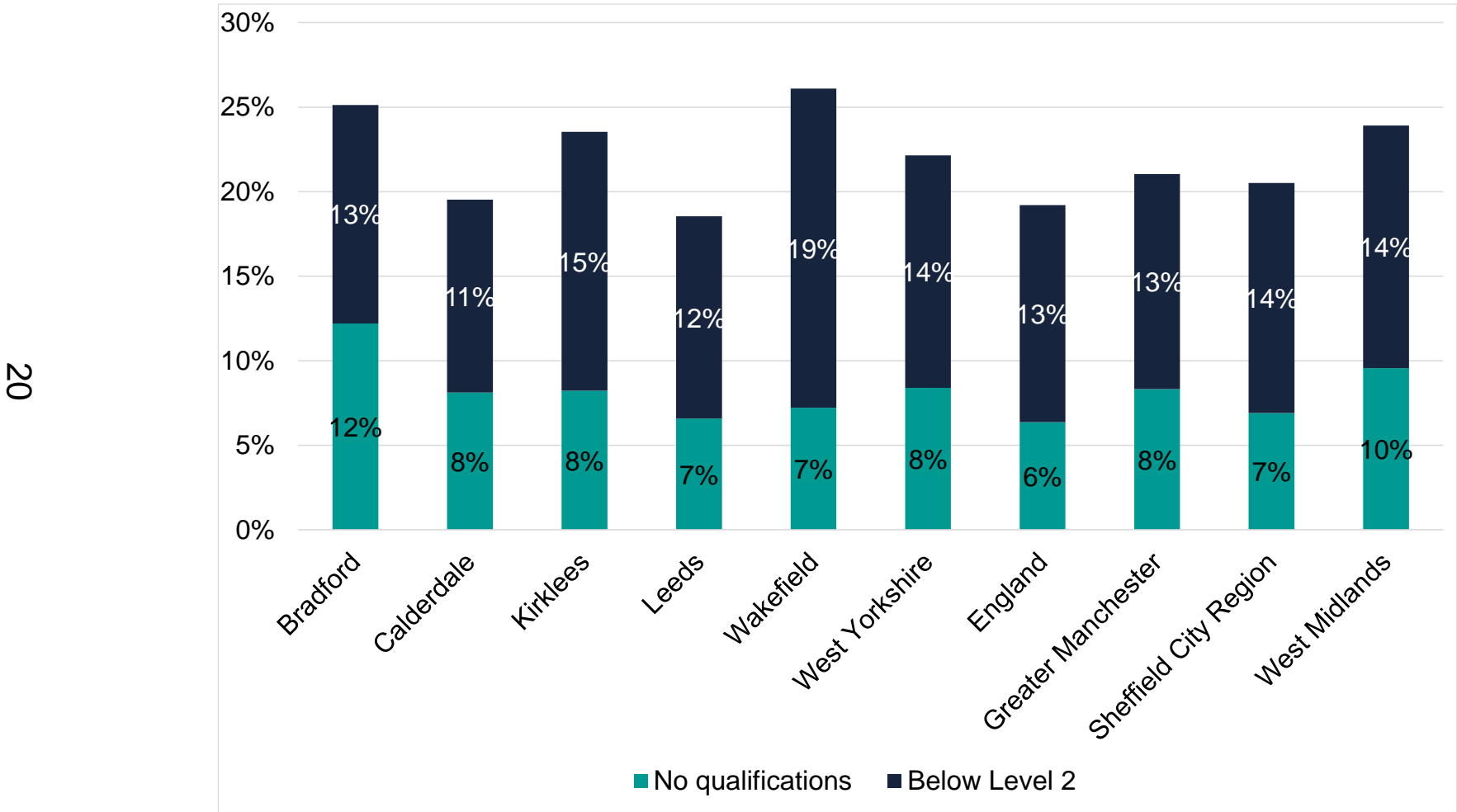
Figure: Trend in proportion of working age population qualified at Level 4+



Source: Annual Population Survey, Jan – Dec periods

More than one-in-five (22%) of people in West Yorkshire have no qualifications or are qualified to a low level, with little change in 2021

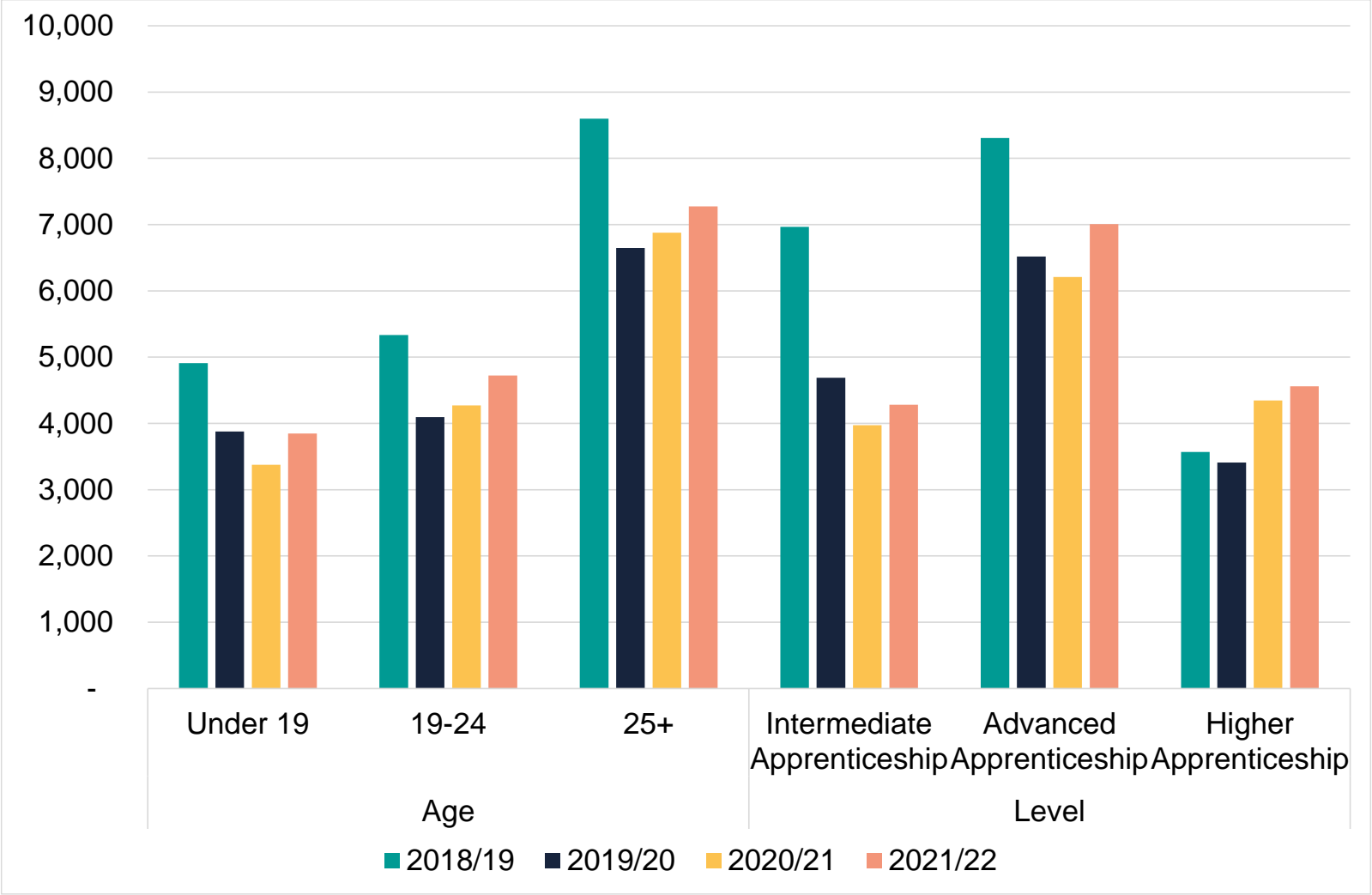
Figure: Proportion of working age population with no qualifications / qualified below Level 2



Source: Annual Population Survey, Jan – Dec 2021

Apprenticeship starts grew by 9% in 21/22 but remain 16% below pre-pandemic (18/19)

Figure: Trend in apprenticeship starts by age and level, West Yorkshire



Enabling a diverse, skilled workforce and accessible learning for all

Source: Department for Education

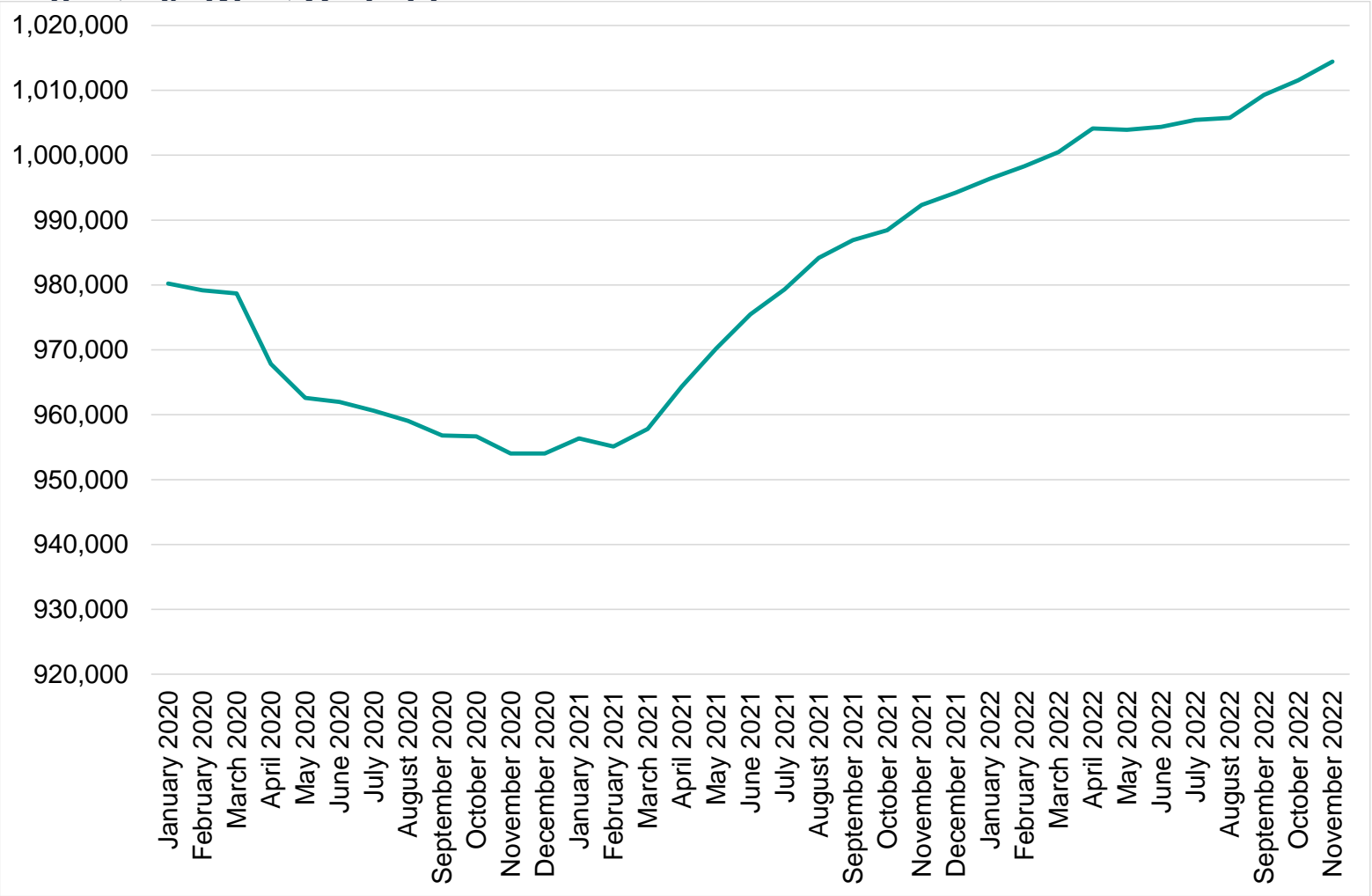
Labour market reporting, January 2023

National context

- Increase in employment rate in latest quarter (Aug-Oct 22) – but remains below pre-pandemic value
- Number of employees increased during quarter but fall in self-employed, reversing last quarter's position
- Unemployment rate increased slightly (to 3.7%) but still close to record lows
- Sectoral pattern of employment has not returned to pre-crisis picture
- ²³ Number of vacancies is now falling due to uncertainty about economic prospects among employers but level remains high in historic terms – meaning that labour market remains tight
- Average pay growth at record levels in nominal terms but falling in real terms due to inflation. Gap between private and public sector pay is widening
- Economic inactivity fell slightly in quarter, mainly due to retired people aged 50-64 returning to labour market

The count of payrolled employees continues to grow

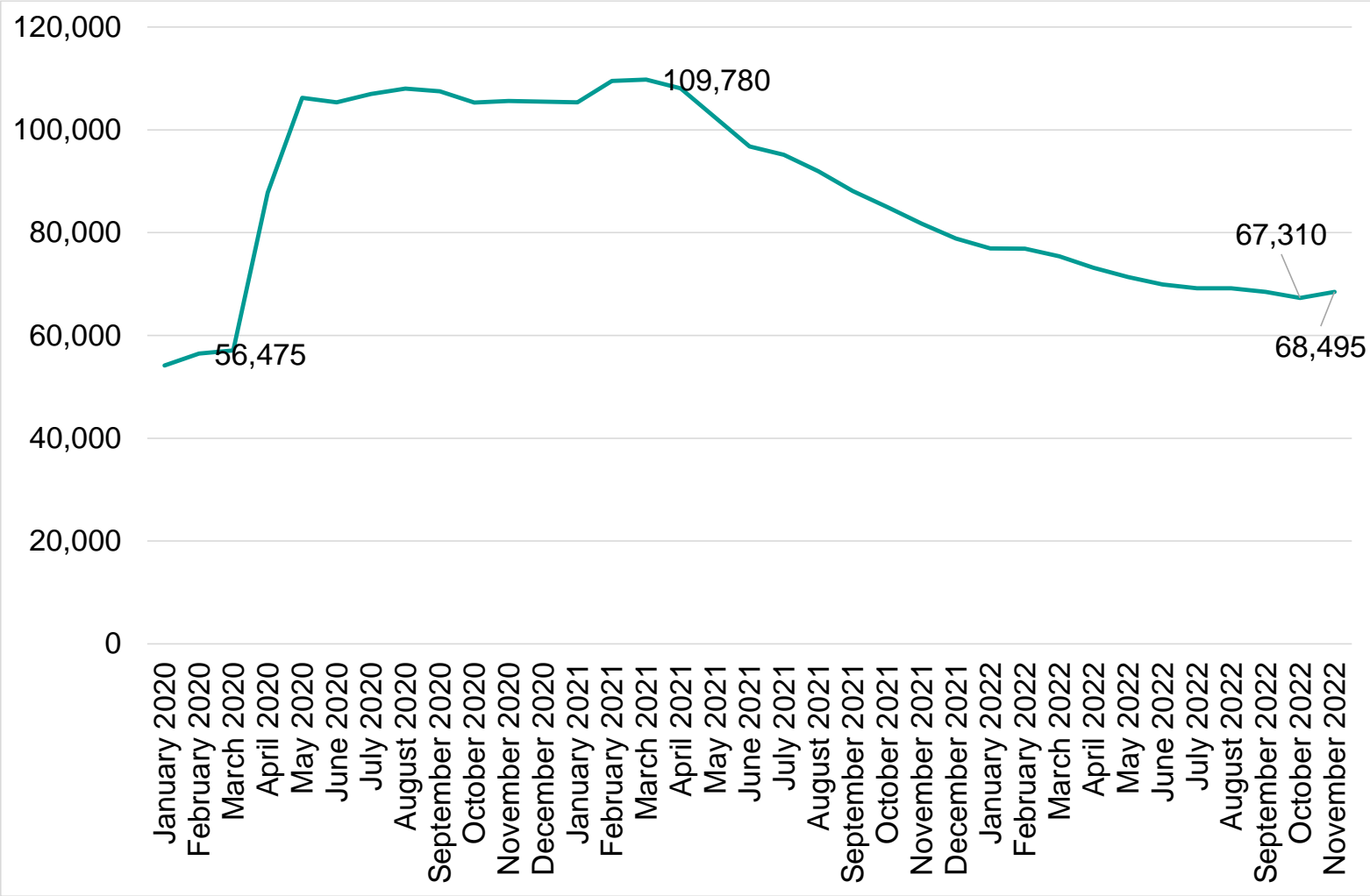
Figure: Count of payroll employees from PAYE Real-time information (seasonally)



Source: HMRC

2% increase in WY claimants in November following long downward trend

Figure: Trend in Claimant Count, West Yorkshire

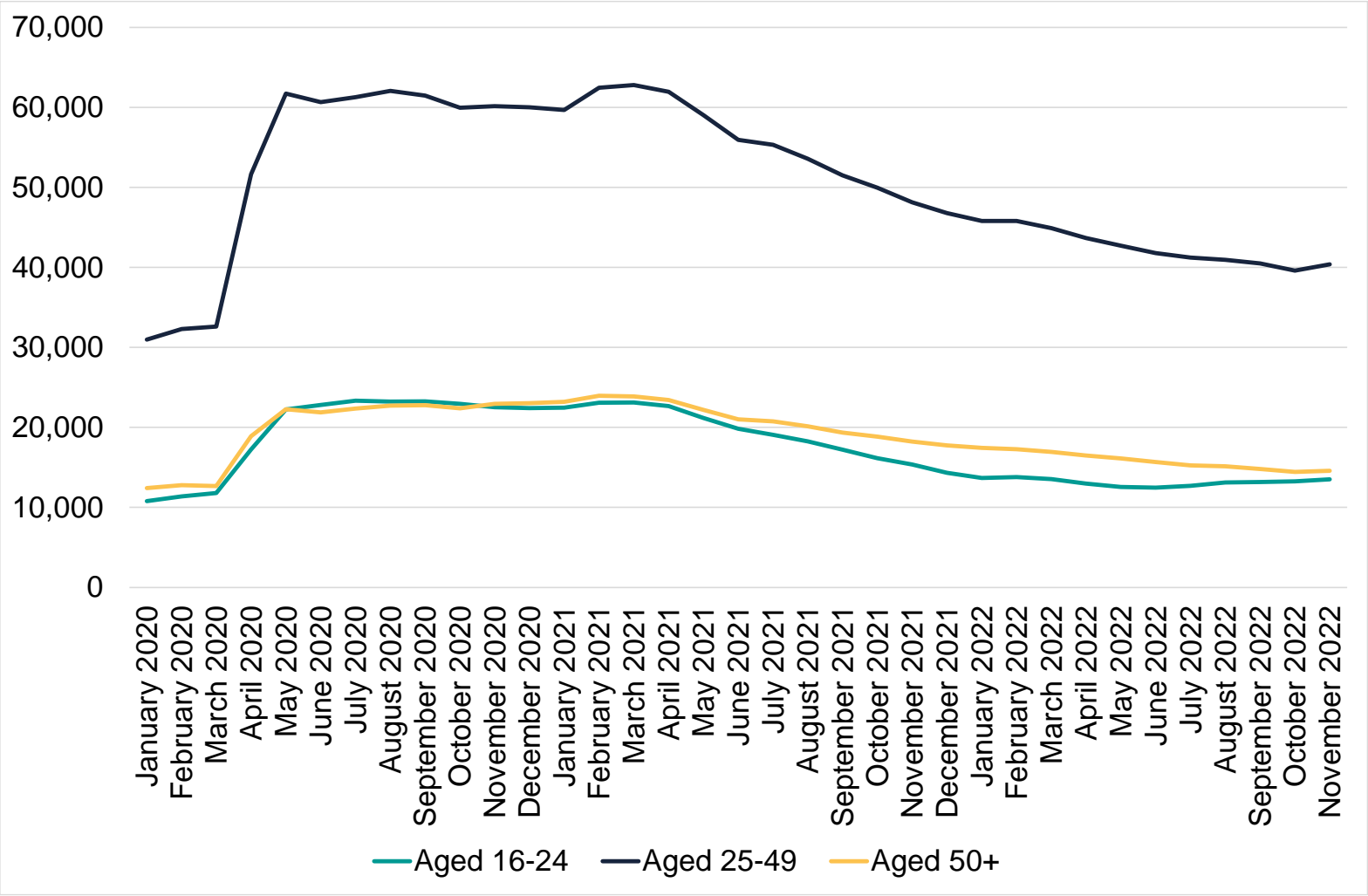


The Claimant Count is a measure of people claiming benefits primarily because they are out of work

Source: Claimant Count, ONS

Gradual increase in young claimants continues but claimants now growing in other age bands

Figure: Trend in Claimant Count by age, West Yorkshire

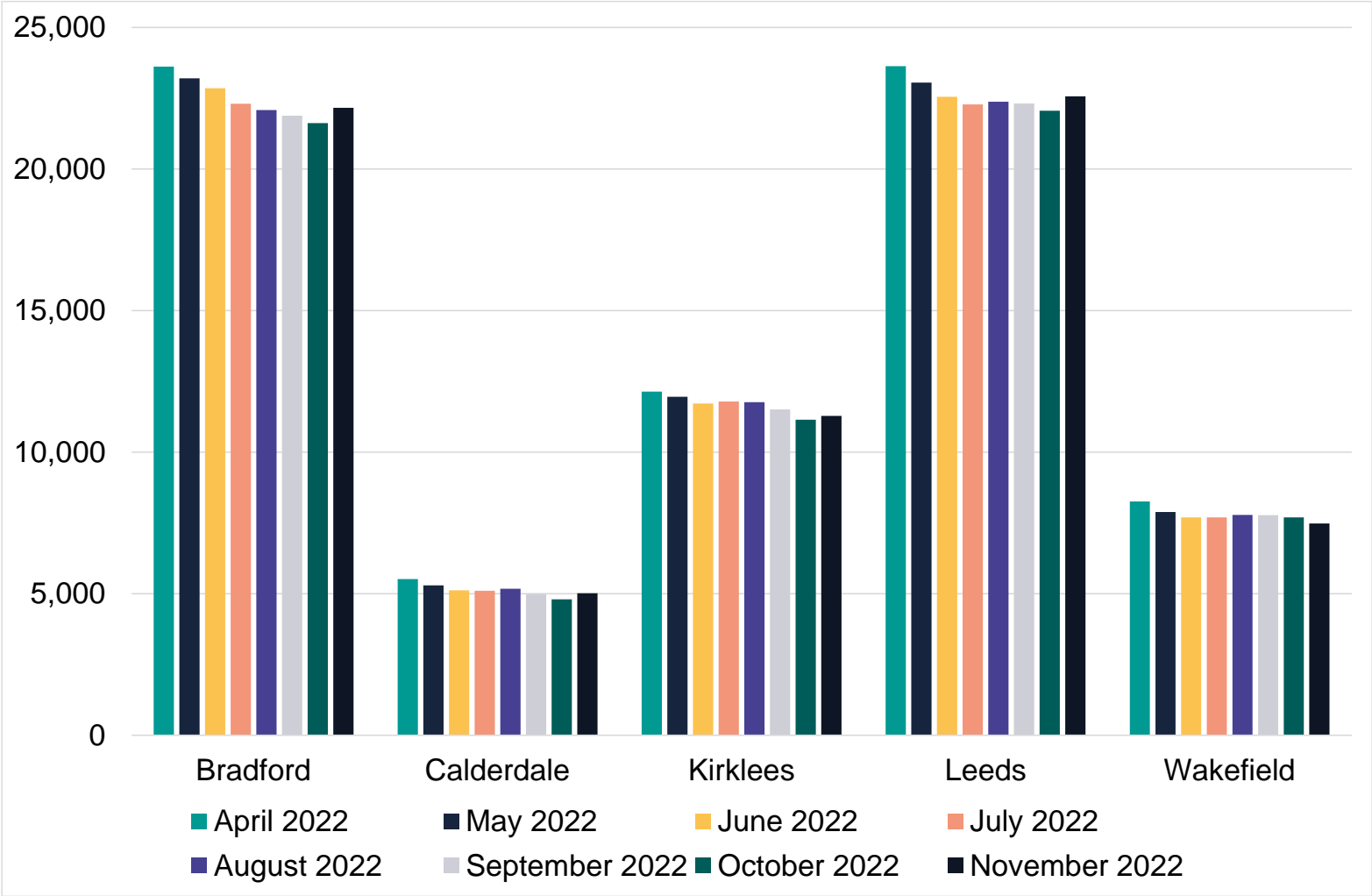


The Claimant Count is a measure of people claiming benefits primarily because they are out of work

Source: Claimant Count, ONS

Claimant Count increased in all LAs in November except Wakefield

Figure: Trend in Claimant Count by local authority



Source: Claimant Count, ONS

Little sign of a decline in recruitment activity in West Yorkshire

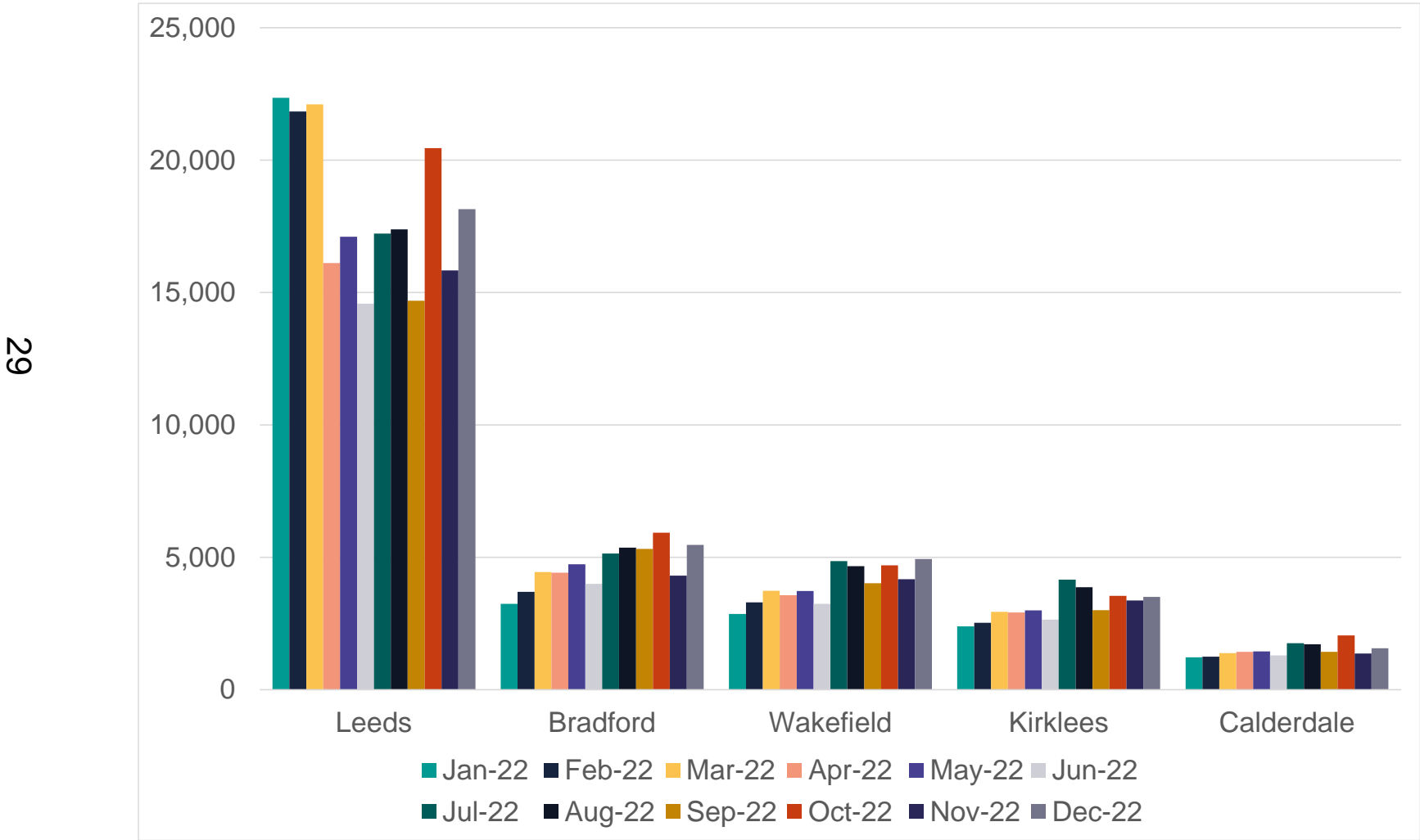
Figure: Trend in monthly count of online job postings - West Yorkshire



Source: Lightcast

Aside from Leeds, postings have been on an upward trend at LA level during 2022

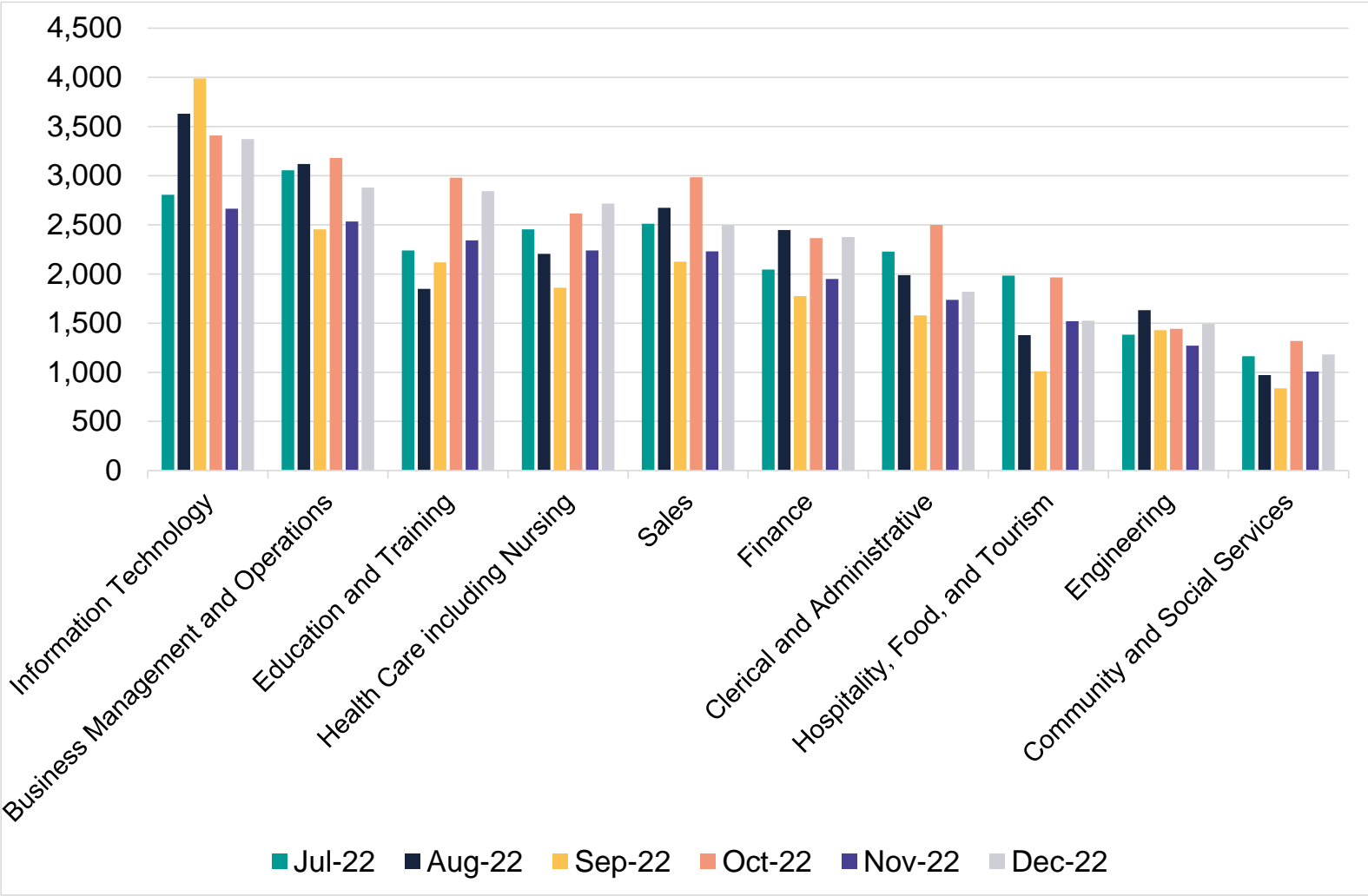
Figure: Trend in monthly count of unique online job postings by local authority



Source: Lightcast

Majority of biggest occupational groups saw growth in postings in December 2022

Figure: Monthly count of unique online job postings by top 10 occupational groups, West Yorkshire



Source: Lightcast



Report to: Employment & Skills Committee

Date: 23 January 2023

Subject: **Adult Education Budget**

Director: Philip Witcherley, Interim Director of Inclusive Economy, Skills and Culture

Author: Lindsey Daniels, AEB Manager

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

1. Purpose of this Report

- 1.1 To update the Committee on progress with devolved Adult Education Budget (AEB).
- 1.2 To provide an update on the AEB end of year report, including key facts and stats from the first year of delivery, based on provisional figures.
- 1.3 To provide an update on DfE's announcement regarding Traineeship funding.
- 1.4 To seek a recommendation for approval for an increase to the AEB Funding Rate at the Combined Authority on the 3 February 2023.

2. Information

- 2.1 The devolved Adult Education Budget (AEB) is targeted towards individuals who have low level skills and/or are unemployed or on a low wage. The fund is £66.4 million for academic year 2022/23. It supports learners through a range of programmes and access points, supporting them to increase their skills, and connecting them to further learning and employment opportunities.
- 2.2 The delegated Free Courses for Jobs funding (£5.5 million in academic year 2022/23) is managed alongside AEB, given the significant alignment. This

funding supports level 3 (A level equivalent) courses only, with courses approved centrally by the Department for Education.

Impact of WY AEB in 2021/2022

- 2.3 Through the devolution of funds, the Combined Authority aims to continuously improve the impact of the investment of funding. This includes focussing the funds on disadvantaged areas and individuals most in need of support, i.e., with low or no qualifications, unemployed, on low wages. The aim is to make incremental improvements to the impact that the fund has on West Yorkshire residents and the economy.
- 2.4 The West Yorkshire devolved AEB programme supported 46,000 learners (43,000 individual residents) during the academic year. This is an increase in the number of individual residents engaged of 7% on the previous year.
- 2.5 The number of providers delivering AEB in West Yorkshire was reduced from 260 to 38 allowing for a closer and more strategic relationship.
- 2.6 West Yorkshire's learner profile was more diverse than nationally – 52% of learners were from a non-white ethnic minority in West Yorkshire compared with 34% nationally for the same period.
- 2.7 West Yorkshire's learner profile was also more diverse compared with the previous year: the proportion of non-white ethnic minority learners increased from 43% to 52%. The proportion of learners with a learning difficulty / disability /health problem also increased slightly from 16% to 17%.
- 2.8 There was a stronger focus on digital skills – the number of enrolments on digital courses grew by 79% in 2021/22 compared with the previous academic year, to almost 4,000.
- 2.9 There was a strong focus on disadvantage:
 - 6,600 enrolments funded through AEB (12% of the total) were for people on a low wage
 - the proportion of learners who were out of work increased from 59% to 64%
 - The proportion of learners from the most acutely deprived neighbourhoods increased from 37% to 41%.
- 2.10 There was an increased targeting of people with no qualifications or existing skills and qualifications at the lowest level and also focus on promoting progression:
 - Enrolments on basic skills courses increased by 33% year on year with a 57% increase for ESOL enrolments

- The proportion of learners with no qualifications or qualified at Entry level only increased from 47% to 55%
 - For 44% of learners their course offered progression i.e. they undertook a course with a level higher than their prior attainment.
 - 11% of Community Learning learners progressed to an Adult Skills course during the academic year.
- 2.11 A success rate of 86% was achieved for formal Adult Skills courses.
- 2.12 Destination data is not as plentiful as participation data, however the available information show positive progression:
- 1,662 learners who were unemployed at the start of learning had a destination of paid employment
 - 3,577 unemployed learners had a destination of part-time FE
 - 264 inactive learners had a paid employment destination whilst 1,867 had an education destination
- 2.13 A full End of Year report and reflection on the impact of the first year of devolution will be published in the Spring. A workshop will be held for Committee members to present the data and facilitate challenge.
- 2.14 As part of the analysis of year 1, a provider survey was undertaken. Responses were overall positive about the changes and initial impact seen through devolution, albeit noting that we are at an early stage of the journey. Helpful feedback was provided on ways in which management of AEB could be improved. Details of the feedback can be found in [Appendix 1](#).

Delivery update 2022/2023

- 2.15 We have seen a positive uptake in delivery at the start of 2022/23. The impact of the pandemic on learner confidence and enrolments seems to be reducing, with most providers ahead of their delivery profiles. Appendix 2 outlines the current performance data.
- 2.16 The Employment and Skills Committee report in October signalled that Growth in 2022/23 would be more targeted and linked to WY AEB flexibilities and strategic priorities. The December (R04) growth opportunity will therefore support increases to the following provision:
- Digital entitlement
 - Maths (up to L2)
 - English (up to L2)
 - First Full Level 2 (all ages)
 - People on low wages
 - ESOL
 - Bridging programmes

- 2.17 Eighteen providers qualified for Growth based on the published criteria as per the [Performance Management Framework 22-23](#).
- 2.18 CA officers are working with providers to improve the visibility and accessibility of AEB provision, and information available to residents. An interactive map is under development, which will be hosted on the FutureGoals site to be used by front line staff to help potential learners understand and navigate the offer available to them.
- 2.19 In the first instance, the map will include all locations that AEB funded courses take place in 22/23, both those that are planned and those that have started and completed. Data collected shows that AEB can currently be accessed at 460 different delivery locations across West Yorkshire. Future developments of the map aim to provide the ability to filter by subject, geography and provider.
- 2.20 Feedback from providers on the initial impact and uptake on the new flexibilities is positive, although more will be seen as they 'bed in'. Early signs of positive intervention can be seen in the data, e.g. the digital entitlement was accessed by 716 people in the whole of 2021/22, however 500 learners have already enrolled in the only the first quarter of 2022/23. We will continue to monitor and analyse the impact of the range flexibilities.
- 2.21 The Free Courses for Jobs delegated fund remains challenging to deliver, and additional procurement is likely in the new year to maximise utilisation. There has, however, been an increase in uptake. Current activity is already forecast to exceed the funding value utilised in 2021/22, taking into account the enrolment from only the first 4 months of 2022/23.
- 2.22 The Community Learning Review is now complete and aims to provide a report in Spring 2023. The findings of the report will be brought to the next Employment and Skills Committee.

Traineeships

- 2.23 On 12 December 2022 DfE announced the decision that Traineeship provision will be 'integrated into the Departments general post-16 provision from 1 August 2023. The announcement was made simultaneously to the sector and MCAs with devolved budgets.
- 2.24 This means that from the 1 August 2023 learners who may previously have undertaken a Traineeship will access provision that is funded through either 16-19 study programmes or the AEB.
- 2.25 This change will mean that when the national programme ends, the ringfenced funding for 19+ Traineeships will be un-ringfenced and returned back into the AEB with effect from 1 August 2023. The funding will be included as part of our West Yorkshire devolved AEB budget for the 2023/24 academic year.

- 2.26 As part of ongoing strategic dialogue with the sector and broader stakeholders, the Combined Authority is keen to understand the gaps in the offer for 19-24 year olds and/or for pre-apprenticeship provision.

AEB Funding Rate Increase

- 2.27 Devolution of AEB allows the region to set its own priorities for funding and allows WYCA to align spending on skills to the opportunities and needs in the local economy. While much national reporting focuses on learner numbers and participation, devolution presents an opportunity to focus more on the impact that learning interventions have, and how they support residents to maximise their potential and move forward in life. This is a clear ambition of the WY AEB Strategy, and the Combined Authority will need to work with providers to improve data collection in order to support this.
- 2.28 As seen in the impact stated in 2.11 to 2.22, the Combined Authority has been proactive in targeting funding on residents most in need, and in prioritising funding on our economic priorities (digital skills, increasing level 3 skills, tackling acute skills shortages).
- 2.29 In the October Employment and Skills Committee Meeting, a request to increase the AEB funding rate was discussed. Representatives of the education and training sector pressed the concerns that the low funding rates were impacting on the quality of provision that learners received. Organisations are struggling to recruit suitably qualified staff to deliver programmes, given the stagnation in funding rates over many years. Cost of delivery increases will exacerbate this if the lack of investment is not addressed. Officers were tasked with modelling impact and proposing a way forward.
- 2.30 Rationale for rate increase:
- That the AEB funding rate has not increased in ten years, and the budget overall has fallen
 - That the current economic situation is dramatically increasing operating costs, and this is affecting quality.
- This is impacting on the quality of learning that providers are able to deliver.
- 2.31 Similar approaches and considerations have been made by other MCAs. To date, the following positions are being considered:
- Greater London Authority has approved a 13.5% increase to all learning at GCSE level and below, linked to quality improvement
 - Greater Manchester is considering a one-off payment for cost of delivery increases
 - West Midlands had agreed a 5% uplift to all aims, and recently announced an increase to 10%
 - Cambridge and Peterborough MCA is considering a 10% increase to priority aims only

- 2.32 A range of options have been explored and considered:
- A. Continue only with national lobbying
 - B. Provide a 5% overall rate increase with higher weighting for strategic priorities
 - C. Provide a 10% increase
 - D. Provide growth alongside a rate increase to combat any pause in learners
- 2.33 Several considerations have been taken into account throughout consultation on these options:
- a. The WY AEB pot is finite. A rate increase for providers means that the same value of funding spreads across fewer learners. We cannot afford to increase provider allocation in line with the rate increase. Decisions need to be taken in the full knowledge that the WY AEB is unlikely to see an increase in the immediate future – although this is a national lobbying issue for the mayor, particularly as chair of the M10 group.
 - b. A considerable concern regarding the rate increase centres around the potential to impact on residents' ability to access courses. As above, any increase in the funding rate will reduce the number of learners who can be supported through the fund. Currently AEB supports around 46,000 people per annum, this is in the context of iro 70,000 West Yorkshire residents per annum who receive skills and employment support through Combined Authority led programmes.
 - c. It is difficult to forecast the exact impact on learner numbers a rate increase would have. A crude estimation is that a 10% increase would reduce learners by 10%, therefore iro 4,600 per annum. This does not, however, recognise that Community Learning numbers will be unaltered, given the different funding methodology. Learner numbers are also affected just as easily by the length of the programmes undertaken (and therefore higher in value), or the number of programmes a single learner undertakes. It is therefore sensible to focus less on participation itself, and more on the impact of learning on residents, alongside the opportunities available for residents to access learning.
 - d. The Combined Authority has already taken demonstrable steps to target and increase funding available for learners on priority aims (e.g., all age level 2 entitlement, digital entitlement, full funding for refugees, increasing the low wage threshold). These changes have, in effect, doubled the funding per learner to undertake these qualifications.
 - e. In West Yorkshire we have been clear on the need to focus the funds on the most disadvantaged residents. Providers have responded to this, as can be seen in paragraphs 2.11 - 2.22. In addition to this, the introduction of a range of DWP programmes in recent years has changed the make-up of the Adult Education Budget cohort. Providers

are supporting more individuals with complex needs, and many who are further from the job market.

- f. Given the timing, and the fact providers are already ahead of their delivery plans, any decision to increase the funding rate is likely to result in providers 'running out' of AEB towards the end of Spring, unless they pause/reduce recruitment throughout the year.
- g. Applying a rate increase at the point of decision-making (as opposed to back-dating it to cover the full academic year 2022/23), may impact unfavourably on providers that are providing longer, substantial programmes (e.g. vocational programmes that build career pathways). A substantial proportion of AEB enrolments have already been undertaken for the year.
- h. We are becoming increasingly aware of cost-cutting measure being undertaken by some providers, e.g. to considerably reduce teaching hours relating to qualifications (e.g. in the most severe cases delivering content in 10% of recommended hours). It is imperative we address this trend and support quality learning opportunities for our residents.
- i. Providing an increase to Level 3 programmes provides a complexity and disparity in the market, as the Combined Authority does not have the autonomy to change the rate of the Free Courses for Jobs funding.

2.34 Option A recognises that AEB is a finite pot, and this is a national issue, not a West Yorkshire specific one. However, it is considered that where we can take local action, we should make full use of the levers that we have due to the devolution of adult skills funding.

2.35 Option B is considered to not to fully address the concerns regarding affordability of quality of provision for all learners. The Combined Authority has already taken measures to prioritise strategic aims (e.g. digital training, first level 2s, sector specific training), and continues to do so through the Responsiveness fund. A rate increase should address the 10 year stagnation of funding rates and disinvestment in the adult skills system. A rate increase should therefore ensure sufficient wrap around support for **all** learners, supporting their retention on programme, achievement of their course and ultimately, an impact on their life prospects.

2.36 The recommendation is to combine Options A, C and D:

- a. Provide a rate increase of 10% applied retrospectively to all enrolments at level 2 and below for 2022/23 (formula funded only)
- b. Provide an increase to all providers who are performing, which aims to reduce the impact on their recruitment plans, as stated in paragraph 2.33f.
- c. Continue to lobby nationally for an increase in devolved adult skills funding
- d. Strengthen the AEB funding rules to address 'cost-cutting' tactics employed by some providers and ensure that the rate increase is

aligned to improved impact for learners, including wrap around support and achievement rate increases.

- 2.37 The rate increase outlined in 2.36a should be reviewed in the event of any future changes that the DfE may make to AEB funding rates, in line with their Skills Fund consultation.
- 2.38 As noted in 2.36b, there is an opportunity to provide an increase to providers who are performing, which aims to reduce the impact on their recruitment plans. A 5% allocation growth to all providers would utilise an estimated £3 million of the available responsiveness and growth pot. This would significantly limit any growth process planned for R07 (outlined in the Performance Management rules), but would mitigate the concern that provision may cease and be closed to residents. Funding will be retained for responsiveness to tackle upcoming economic challenges.
- 2.39 Ultimately the Combined Authority must continue to improve data collection and analysis in order to change the measure of funding performance to the impact on residents, and not simply participation. The team will work with the provider base to mitigate the change that the any funding rate increase makes on course availability and ensure that opportunities remain open for residents to access high quality, impactful training throughout the year.
- 2.40 The Employment and Skills Committee is asked to review the proposal and rationale, recommending the way forward to be approved at the next Combined Authority meeting on the 3rd February.

3. Tackling the Climate Emergency Implications

- 3.1 There are no climate emergency implications directly arising from this report. However, in the plans to support “green skills” through the responsiveness pot, there is an opportunity to grow the skills base required in order to tackle the climate emergency.

4. Inclusive Growth Implications

- 4.1 The overall aim of AEB funded provision is to support those citizens who have a skills deficit and need to access learning opportunities to progress them towards further learning, employment or a better way of life.

5. Equality and Diversity Implications

- 5.1 AEB is targeted towards individuals with low skills and who are unemployed. The funds frequently support underrepresented groups through training provision.
- 5.2 An Equality Impact Assessment is being undertaken on the proposal to increase the AEB rate. The rate increase itself should not disproportionately affect protected or underrepresented groups, and is designed to ensure each

individual has adequate support and resource afforded to them when undertaking their programme.

- 5.3 The impact of reduced places through AEB, and limitation of service however, does have the potential to affect particular providers and communities. Proportionate uptake amongst demographics will be monitored closely if this is implemented, and responsiveness funds will be targetted to address any imbalance, should this be seen.

6. Financial Implications

- 6.1 The proposed rate increase does not affect the overall expenditure of the AEB funding, it will be afforded from the existing budget.
- 6.2 Any recommendation regarding a funding increase could affect the impact that the AEB funds are able to make on WY Residents. The devolved WY AEB fund is a finite pot and increase to rates made locally would result in a reduced number of residents supported.

7. Legal Implications

- 7.1 There are no legal implications directly arising from this report.

8. Staffing Implications

- 8.1 There are no staffing implications directly arising from this report.

9. External Consultees

- 9.1 No external consultations have been undertaken.

10. Recommendations

- 10.1 The Committee is asked to note and comment on the progress of the devolved Adult Education Budget.
- 10.2 The committee is asked to provide comment on any gaps in the Adult Skills offer in terms of pre-apprenticeship training and support for 19-24 year olds.
- 10.3 The Committee is asked to review and comment on the proposal for an AEB rate increase, and recommend approval at the Combined Authority on 3 February 2023.

11. Background Documents

[Employment & Skills Committee Paper October 2022](#)

12. Appendices

Appendix 1 – Provider Feedback Survey

Appendix 2 – AEB delivery data report - December 2022 (EXEMPT)

Appendices

Appendix 1

Provider Survey Results

Providers were overall positive regarding the experience of devolution and impact made:

- 93% of providers found Key Account Manager relationship extremely or very helpful. ('KAM is approachable, always available, will get back to you with an answer, supportive and professional')
- 73% of providers reported that they had already seen an impact of the funding rule flexibilities on their ability to engage WY residents.
- 70% of providers said they had already seen an impact in their ability to support refugees from the recent funding flexibility ('Funding is now more targeted for the region')
- 70% of providers have found Partnership meetings/conference extremely or very helpful ('Working together has made a difference in the last year and we feel that the relationships are sound and supportive')

Providers were also asked for areas in which the Combined Authority could improve support, a number of which will be focusses for delivery improvement in year 2 – including:

- Increase marketing and communication support: ('a proportion of residents don't know they can access an offer'; 'Strong messaging about value of adult education')
- Comments on how out of area providers with small allocations (mostly travel to learn provision) interact with WYCA e.g., frequency of review meetings, contract arrangements, partnership meetings.
- Comments on a potential for a mutual arrangement with South Yorkshire CA for SY learners on the border to access WY providers.
- Consistent and regular way of communicating e.g., monthly updates, webinars, newsletter.

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Report to: Employment and Skills Committee

Date: 23 January 2023

Subject: **Update on Current Programmes**

Director: Phil Witcherley, Interim Director Inclusive Economy, Skills and Culture

Author: Michelle Burton, Head of Employment and Skills

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

1. Purpose of this Report

- 1.1 The purpose of this report is to update the Committee on the progress of delivery of Combined Authority-led employment and skills programmes.

2. Information

2022/23 Performance to Date

- 2.1 The latest data shows that so far in 2022/23:

- At the end of December, 139 schools have made progress towards the Gatsby benchmarks in the delivery of quality careers education. The Gatsby Benchmarks are the framework for best practice careers service provision ([Good Career Guidance | Education | Gatsby](#)). Progress is reviewed on a termly basis and the aim is for all 181 schools in the network to make progress this year. Pupil referral units and special schools will need particular support to achieve this.
- By the end of November, 1m people have been reached through careers campaigns and engagement with the Futuregoals website (which is our main regional careers online platform) against an annual target of 2.5m.

- 235 businesses have been supported to engage with employment and skills programmes against an annual target of 266. This includes support to recruit graduates, to engage with schools and colleges, access apprenticeship funding and to develop a talent pipeline.
- 36,085 people of an annual target of 62,300 have so far been supported to upskill, re-train or access employment/self-employment. This support for re-training, technical training in high-demand areas, and the basic qualifications that adults need to be employable. This includes fully funded support for Maths and English qualifications which will enable people to progress into careers in nursing and policing (for which this is a requirement).

2.2 The infographic at **Appendix 1** summarises the WY employment and skills offer and some key achievements.

Apprenticeships and Employment

2.3 The **Employment Hub programme** is delivered by our local authorities and delivery partners, supporting people into work, training/retraining, progression support whilst in work and self-employment.

2.4 The service is accessible remotely or face to face in local communities, job centres, and events across the region and has been developing positive relationships with partners and providers. The all-age programme aims to support 5,500 people by March 2023.

2.5 To date the employment hubs have engaged 5,445 participants with support, and the target of 5,500 is projected to be achieved ahead of contract end (March 2023). Hubs are concentrating on converting these starts into more positive outcomes.

2.6 Performance to date (August 2021 – November 2022):

OUTPUTS	TARGET	ACHIEVED	%
Total number of starts	5,500	5445	99%
Active		3103	57%
Inactive		1184	22%
Employed		1158	21%
Participants aged 15 -24		2877	53%
Participants aged 25 -49		1981	36%
Participants aged 50+		563	10%
Participants from an ethnic minority		2794	51%
Participants with disabilities		1201	22%
Participants from a Single Adult Household with dependent children		633	12%
Participants with a Basic Skills Need		2098	39%
Positive Outcomes (80% of 5,500)	4,403	3667	67%

Progression into work		825	
Reskilling and upskilling		2600	
Improved labour market status		242	

- 2.7 The programme is supporting communities and individuals who need this support the most, including targeted local events to support SEND, young people including schools, and apprenticeship/T-Level information sessions.
- 2.8 The hubs have also been actively involved in contributing to recruitment drives with employers across the region, including West Yorkshire Police for their contact centre, PCSO, Special constables and PC roles where the priority is to attract more females and ethnic minorities into the Force.
- 2.9 The DWP Job Entry Targeted Support (JETS) scheme, launched in 2021 to support individuals who lost jobs in the pandemic finished in September 2022. Our local DWP/Jobcentre were looking for alternative support to refer clients into. We engaged with DWP in a mapping exercise to compare the JETS and the hub offer and found that the hub offer was very similar. As a result from October 2021 DWP are now referring new claimants to the employment hubs for support.
- 2.10 To date, the **apprenticeship levy transfer service** (LTS) has supported 440 apprentices in 112 businesses across West Yorkshire and York. Twenty apprenticeship levy paying businesses have pledged a total of £3,729,993.
- 2.11 The breakdown by level and sector of the 440 apprentices supported is shown below. Apprenticeships are a more established pathway into some sectors than others and that is reflected in this data. We are working with key growth sectors, eg digital, to encourage apprenticeship take-up. Pledging organisations are encouraged to support priority sectors as well as being driven by their corporate social responsibility (CSR) priorities.

Level of Apprenticeship	Number of Apprentices (Funding Agreed)
Level 2	145
Level 3	173
Level 4	67
Level 5	43
Level 6	11
Level 7	1
Total	440

Sector of Apprenticeship	Number of Apprentices (Funding Agreed)
Care Services	277
Health & Science	2
Education & Childcare	49
Business & Administration	36
Digital	24
Construction	10
Sales, Marketing & Procurement	27
Legal, Finance & Accounting	3
Transport & Logistics	1
Creative & design	2
Engineering & manufacturing	2
Agriculture, environmental and animal care	7
Total	440

School Partnerships

- 2.12 All schools and colleges in the Combined Authority are now part of **West Yorkshire Careers Hub**. The Hub provides support through our Enterprise Co-ordinators and Business Advisors to develop a modern 21st century, gold-standard careers system, rooted in local information and careers support. The Regional “Buddy programme” has now been established, providing an opportunity for practitioners to share learnings from across the region. We have several “Benchmark Champion” schools that have been recruited from each local authority area.
- 2.13 **SEND virtual work experience** has been developed in collaboration with schools and Cornerstone employers. It will act as a stepping-stone towards in person experiences for the less confident SEND and SEMH (Social, Emotional, and Mental Health) learners. This aims to inspire its target audience through hearing the experiences of people already in work with SEND. This resource is being launched in January 2023 with a devoted social media campaign.
- 2.14 In the last quarter positive progress has been made towards the target to support 181 schools and colleges to make progress in the delivery of quality careers education (measured by the Gatsby Benchmarks – the framework for best practice careers service provision)
- 2.15 Additional funding for 2023 has been secured for two pilot projects; one focusing on post 16 pathways and the other teacher Continuous Professional Development. The Apprenticeship and technical education pathway element will be delivered with Amazing Apprenticeship and the Teacher Encounters is in development delivered with “We are IVE”.

- 2.16 The final round of **Raising Aspirations** grant funding will be launched in January 2023 where we hope to see around 10-15 schools and colleges directly supporting pupils who need it most. This support will enable young people to raise their aspirations and will contribute to their individual motivation, resilience, employability, destinations and social capital.

Careers

- 2.17 The FutureGoals platform provides careers information, advice and guidance for adults, young people and careers leaders across West Yorkshire. The site details our latest offers in adult training, contains resources for school staff and up to date, live West Yorkshire employment opportunities through FutureGoals Jobs. Continued improvements are in development to the **FutureGoals** platform, which commenced June 2022 including conducting a 'heat spot' analysis to identify the pages with limited traffic and those where individuals are spending more time. The organic views and returning visitors to the site remain high, despite a small number of social media campaigns, with external visitors in November 2022 totalling 9,331, the second highest number of total website users in 2022. The overall traffic to the FutureGoals website for November has increased by 23.22% compared to October 2022 and 37% based on the same period in 2021. High profile Skills Connect campaigns could be a factor in this increase.
- 2.18 Several resources are in development for the site including the launch of an Adult Inspiration page, targeted at different audiences to provide information about the different offers for participants, targeting career changers, individuals who are unemployed and graduates. The Employer page is currently under development which is to be updated to reflect the different employment and skills offers for employers.
- 2.19 Officers of the CA are working with partners including National Careers Service to ensure that labour market information on the site is as robust as possible, also utilising the Combined Authority's Labour Market Information report. Resources are in the process of being created to support careers leaders and educators to interpret Labour Market Information and use this appropriately within their subject areas.

Adult Training

Skills Connect

- 2.20 In September 2022, the **Skills Connect** programme was relaunched with 30 courses available online either for individuals to sign up to, or to register their interest. The courses are across a number of sectors including health and care sector, digital and construction. There are currently 12 Skills Connect courses live and including Environmental Sustainability and Lean Management, Site Managers Safety Training and Step up to Management in the Health Care sector. To date, the programme has had 332 participants starting courses, 130 individuals completing courses and 75 individuals who

have had progressed into new employment opportunities or have increased employment responsibilities following the end of the course.

Digital Bootcamps

- 2.21 The Combined Authority is currently delivering a £3.6m programme of **Skills Bootcamps**, funded by the Department for Education, with participants due to start on courses by the end of March 2023. Several providers have been procured through a newly created Digital Skills framework to deliver specialist digital provision, with a clear line of sight to new employment opportunities. The DfE has set out core areas for 90% of the funding, to cover specifically digital and technical provision. The Skills Bootcamps will continue to align to Skills Connect and provide a complementary offer to residents.
- 2.22 In collaboration with LA officers to identify areas of in-demand skills, the Combined Authority has submitted a proposal to deliver the latest round of national funding for **Skills Bootcamps**, to be delivered from April 2023 to March 2024. Award confirmation is anticipated in January 2023. The DfE has confirmed increased flexibility in this latest round, increasing the course areas outside of technical and digital to 30% from 10% under the previous round. This will allow the Combined Authority and partners to respond to the needs of the region, include an offer for the creative and cultural sector and to address skills needs such as project management and leadership across a number of sectors.
- 2.23 The DfE has introduced the ability for employers to co-fund bootcamp provision, supporting workforce development and the ability for employers to create training courses to meet the needs of their specific organisation. The Combined Authority's submission has a significant focus on supporting employers across several sectors. A campaign to promote the co-funded option for West Yorkshire employers is planned for the end of January 2023. Large employers would be required to contribute 30% of course costs and SME's (up to 250 employees) would be required to contribute 10% of course costs.

Multiply

- 2.24 Multiply is an adult numeracy programme, led by the Department for Education (DfE) as part of the £2.6bn UK Shared Prosperity Fund (UKSPF). West Yorkshire Combined Authority has been given an allocation of £12.4m for Multiply across 3 financial years. The funding is to engage more adults with numeracy levels below level 2 (GCSE C/4 pass) in informal learning to boost their maths skills for life and work.

2.25 The Investment Plan was approved in June 2022 and has been accepted by the Department for Education. The Investment Plan outlines 3 key streams of activity:

Individual Focussed	<ul style="list-style-type: none"> Flexible activity and courses delivered through community organisations which provide money management and budgeting support to tackle numeracy and cost of living concerns. Flexible activity and courses delivered to families to support children with numeracy: aspiration raising and myth-busting. To include 'barrier breaker' funding targeted to overcome participation issues Additional numeracy modules to be embedded into vocational programmes 	4,700,000
Business Focussed	<ul style="list-style-type: none"> Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace. Numeracy champions embedded within workplaces to identify and support staff needs: triage skills needs, signpost to (new &) existing programmes, provide mentoring/buddy support. To include training package and coordination of mentors 	3,000,000
Capacity Building	<ul style="list-style-type: none"> Training subject specialists in maths to embed numeracy into vocational curriculum and community provision (supporting Individuals focussed provision in stream 1) Sector training for front line staff (e.g. employment hub advisors, student services, PAs for Care leavers, careers teams, community tutors) to be numeracy ambassadors and/or numeracy mentors 	3,600,000

2.26 The UKSPF Local Partnership Group has reviewed all work packages prior to commissioning, providing advice and recommendations regarding the route to market, strategic fit and value for money. Progress on the commissioning of the programmes is outlined below.

- Local Authorities are leading on the **Community Focused** strand (£3.7 million). Grant agreements have been issued to the five local authorities, the majority of whom have commissioned and commenced delivery in communities.
- FE booster** (£1 million) delivery plans have been agreed, with grant agreements finalised. Many colleges have begun implementation already, ahead of agreement.
- Following consultation, the **Numeracy Champions** (£1 million) work package will be procured with the **Business Training** (£2 million) delivery, as an integral part of the programme. This will provide a more cohesive offer to businesses and ensure that delivery is complementary. A tender specification has now been published for this workstream, closing on 23rd January 2023.
- Capacity building for vocational and community tutors** (£1.8 million) has been determined and agreed with Local Authorities and Colleges to support the delivery of the Community Focussed and FE Booster programmes. Capacity building programmes are planned for rollout from January 2023.
- Capacity Building for front line staff** (£1.8 million) is the final work package still under consultation with stakeholders. Detail on the proposal will be taken to a future UKSPF Local Partnership Group for advice and endorsement.

- 2.27 Department for Education, as lead Government department for Multiply, has provided information on the investment plan update process for year 2, and supplied some detail on reporting requirements. Delivery in year one is extremely challenging across the country due to the short timescales allowed to design and implement this programme from scratch. While every effort is being made implement and deliver the programme to schedule, underspend in year 1 is likely. The team hope to mitigate this through strong delivery in Year 2, in the knowledge that DfE are discussing the possibility of in-year growth for successful providers.

Skills for Businesses

- 2.28 Part-funded through European Social Fund, the [Skills for Growth](#) programme started in September 2020 and has supported over 950 businesses to access skills support through connecting with education providers or through referrals to other business support programmes.
- 2.29 The programme has exceeded targets for business engagement and number of participants engaged. The number of projects created between businesses and education providers has increased due to several school events at the end of term and internships over the summer. Businesses across all sectors identify graduate recruitment as a challenge. SMEs report a lack of understanding of the opportunities they offer and the range of roles and career opportunities they offer. In response to overwhelming feedback from SME's, the team hosted a 'Big Futures in Small Businesses' event in December 2022. This gave the opportunity for 28 SME's in key sectors to showcase roles within local businesses and to participate in panel discussions regarding sector skills. Students from across the region attended the event with support from all of the region's universities. Persis Duaik from Snave UK, in Huddersfield gave feedback following the event, "Thank you and your team for the event. It was mind-blowing, and I have already invited one student for an interview. Let's hope it works."
- 2.30 Performance up to the end of Q2, as reported to DWP as part of the funding requirements:
- Number of supported micro, small and medium sized enterprises: 309 (against a target of 304) 102%.
 - Number of small and medium sized enterprises successfully completing projects (which increase employer engagement; and/or the number of people progressing into or within skills provision): 193 (against a target of 193) 100%.
 - Total number of participants: 2424 (against a target of 1297) 187%.
- 2.31 The Skills for Growth offer provides the first point of contact for businesses who want to support the mayor's 1,000 Well Paid, Green Skills Jobs Pledge.

To date, 62 businesses have signed up and 1007 green jobs have been pledged.

Enterprise West Yorkshire

- 2.32 The £6m Enterprise WY programme has been in delivery since late 2021 and provides a package of enterprise support.
- 2.33 The digital marketing campaign for the **Exploring Enterprise** element of the programme has been running from January 2022. The campaign is called 'people like me' and a suite of marketing collateral has been developed around role models to demonstrate that 'real people' across West Yorkshire are creating and running successful businesses. The campaign has been delivered across Facebook and LinkedIn and has generated over 50,000 impressions to date.
- 2.34 A new agency has recently been appointed to lead on marketing and comms activity across the whole programme. A key focus of the activity is realigning the customer journey to ensure that the programme is accessible to underrepresented groups (such as women, ethnic minorities and people who identify as having a disability). The agency will also focus on developing customer persona's from market research and a partner toolkit for the programme's delivery partners. A new marketing campaign to support this activity will launch in February 2023.
- 2.35 Exploring Enterprise workshops have been running for just under 12 months, with over 263 learners engaged across the 18 cohorts delivered to date. Learners are being supported from some of the region's most disadvantaged areas, 37% of learners coming from the 20% most deprived deciles. The support is reaching participants from across the region and beyond the cities; indeed, Bradford and Leeds are slightly under-represented (see appendix 1).
- 2.36 In October the programme sponsored a Parents of Small Biz event which aimed to provide child-friendly networking to parents of small children, to help them overcome the barriers which prevent parents from engaging in networking opportunities. At the event Stephanie discussed how she had benefitted from the Exploring Enterprise course in January 2021, as she wanted to explore the idea of setting up a business to help manage working around childcare. Since then, Stephanie has successfully launched her business and progressed with the other support available as part of Enterprise West Yorkshire. She has completed the Start Up West Yorkshire programme and is now working with the Leeds Start Up Manager.

Delivery Agreements

- 2.37 Meetings have been arranged with all seven FE colleges in West Yorkshire for early in 2023. The intention is to build on the success of West Yorkshire's ground-breaking Delivery Agreements by developing a framework for a strategic relationship with the region's college's which reflects the changed nature of the relationship with the CA in a devolved context.

3. Tackling the Climate Emergency Implications

3.1 There are no climate emergency implications directly arising from this report.

4. Inclusive Growth Implications

4.1 There are no direct inclusive growth implications arising from this report.

5. Equality and Diversity Implications

5.1 There are no direct equality and diversity implications arising from this report. However, a number of programmes presented in this report have made a positive impact on certain groups including individuals with SEND and people from ethnic minority communities.

6. Financial Implications

6.1 There are no direct financial implications arising from this report.

7. Legal Implications

7.1 There are no legal implications arising from this report.

8. Staffing Implications

8.1 There are no staffing implications arising from this report.

9. External Consultees

9.1 No external consultations have been undertaken on this report.

10. Recommendations

10.1 The Panel is asked to note and comment on the progress of delivery of employment and skills programmes in the West Yorkshire Combined Authority area.

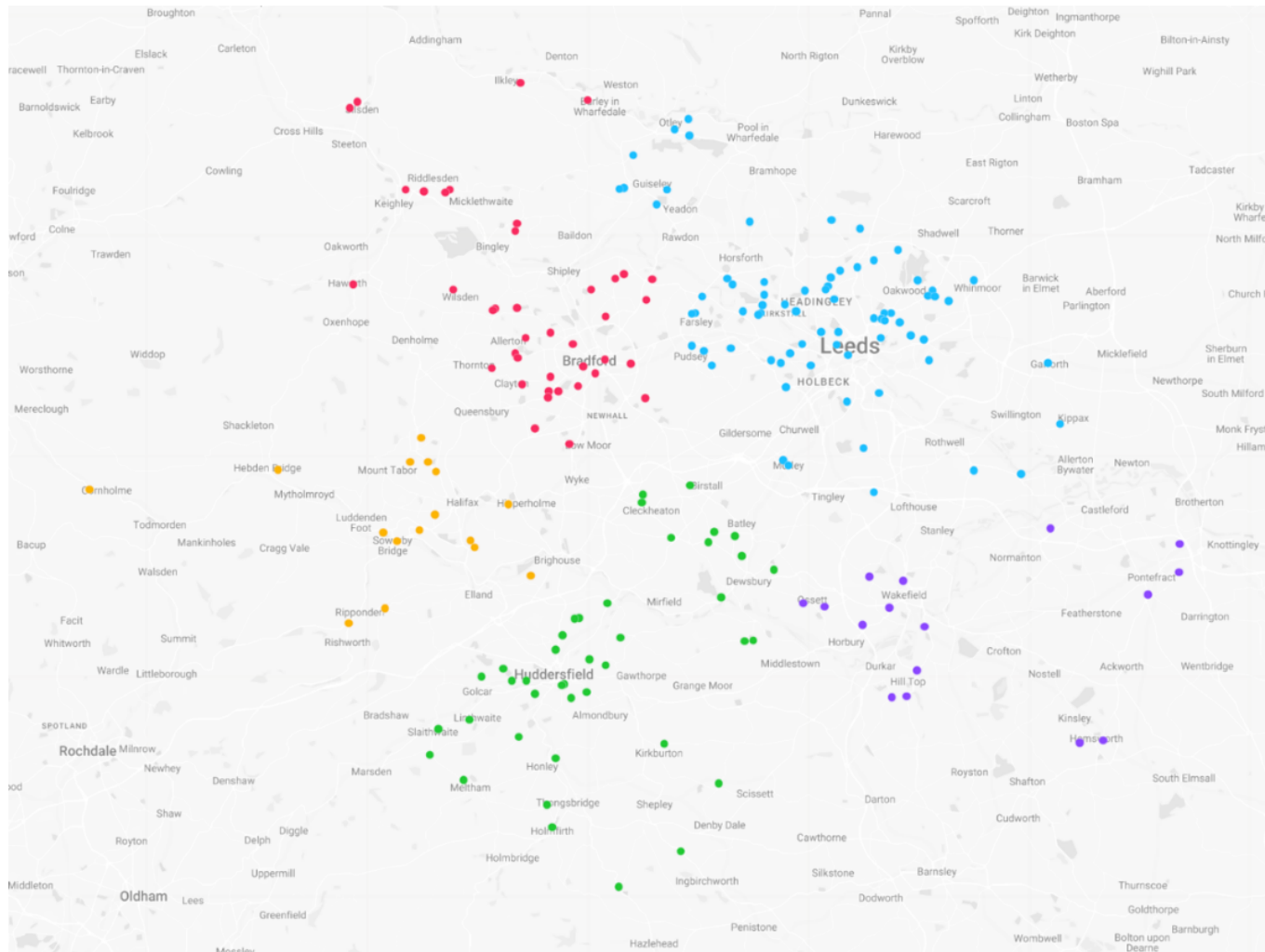
11. Background Documents

[Delivery Agreement Report 2019;](#)
[Delivery Agreement Report 2021](#)

12. Appendices

Appendix 1 – map of individuals supported through Enterprise West Yorkshire
Appendix 2 – summary of WY employment and skills offer.

Item 7 Appendix 1 – Participant's supported through Enterprise West Yorkshire



Key:
*(each dot represents the home
 postcode of the individuals
 supported)*
 red Bradford
 blue Leeds
 yellow Calderdale
 green Kirklees
 purple Wakefield

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Employment and Skills

Employers

Support
with apprenticeships,
addressing
skills shortages
and creating
a talent pipeline

£3.4million
Apprenticeship levy
transfer pledged



Supporting
employers to
invest in their
workforce

Engaged with over

1,000

businesses

in 2 years to create
a pipeline of talent

All-age Careers

Supporting people
from all backgrounds
to understand the
career opportunities
in West Yorkshire
and how to
access them

FUTUREGOALS

In 21/22 a reach of

3.2million

through futuregoals.co.uk
all-age careers platform



Poet laureate
and eco-schools
pilots in
primary schools



Supporting
184
schools and colleges
to improve careers standards
and young people's destinations

Influencing the system

Provide leadership
of the regional
employment and skills
landscape through
devolution, and influence
national approach



Working with
Chambers of Commerce
to ensure that businesses' role is
reflected in commissioning via new
Local Skills Improvement Plans

Award-nominated
labour market
intelligence
informing
design
of courses



Strong partnership
and ground-breaking
delivery agreements with

7 Further
Education
colleges

Employment Support

Targeted
and intensive
employment support,
delivered through
Local Authority
partners

over
10,000
people supported since 2019

41%

Ethnic Minority

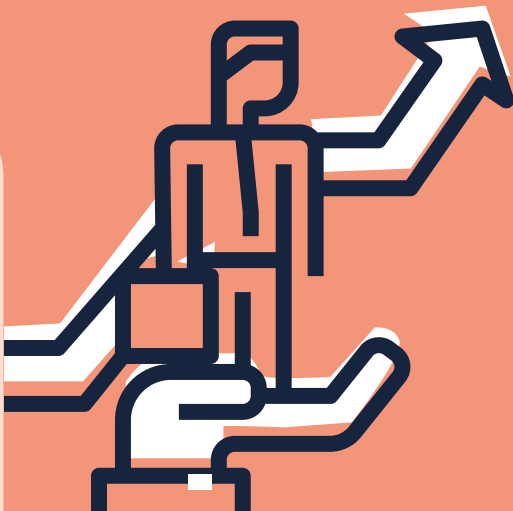
21%

Disability

1,000

people

from diverse backgrounds to
explore setting up a business



Targeted supported for
disadvantaged and
marginalised groups
including prison-leavers

Adult skills

Re-training and
upskilling support.
Access to the basic skills
and qualifications
that people need
for work



Innovative pilots
including with TUC Y&H
to encourage adults to
take up skills provision

Support
50,000

people per year
to upskill and re-train,
including in our most acute
skills shortage areas

£70million
strategic commissioning of annual
devolved adult skilled funding

Prioritising funding on the
most disadvantaged residents,
while also tackling key job
shortages such as bus drivers
and telecoms engineers



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Report to: Employment and Skills Committee

Date: 23 January 2023

Subject: West Yorkshire Plan and Economic Strategy

Director: Alan Reiss, Director of Strategy, Communications and Intelligence

Author: Emma Longbottom, Head of Policy and Strategy Coordination

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

1. Purpose of this Report

- 1.1 To provide members of the Employment and Skills Committee with an overview of progress on the development of a West Yorkshire Plan and its fit with the wider policy framework of the Combined Authority, in particular development of the Economic Strategy.

2. Information

Background to the Plan

- 2.1 Work has been ongoing on the development of a West Yorkshire Plan to provide an overarching narrative for the region. The West Yorkshire Plan will provide a new framework to reflect major changes including, the devolution deal and election of the first Mayor of West Yorkshire, ongoing impact of cost of living and doing business crisis, and the new government's priorities for growth and proposals for spending cuts. The primary audience for the plan is government and regional partners, residents are a secondary audience. The purpose of the West Yorkshire Plan is to:

- Explain who West Yorkshire is and what we want to do.
- Set the trajectory for the longer-term up to 2040.

- Ensure that government and wider local and national stakeholders are clear on the priorities and ambitions of the region and how these align with the new government's plans for economic growth.
 - Ensure that all regional partners speak with one strong voice.
 - Continue to develop shared endeavour between the Combined Authority and the local authorities.
- 2.2 The first stage of this work has been to draft a vision and narrative. Research was undertaken to look at what other places, who have historically been better at telling their collective story than West Yorkshire, have produced. Initial ideas for the content were generated during in-depth strategic planning sessions. Building on this work a draft of the plan's narrative was completed. The draft has had input from nominated representatives from each local authority and has been shared with Chief Executives, leaders and the mayor who have provided comments. Wider engagement with key stakeholders and partners is now being undertaken with Combined Authority committees. The first draft of the vision and narrative is included in **Appendix 1**.
- 2.3 The intention of the Plan is to set targets that are aspirational and represent an ultimate ambition for the region, the plan includes draft targets currently, but these will be updated once the narrative has been agreed. State of the Region reporting will continue to provide the monitoring framework underpinning the West Yorkshire Plan and wider policies and strategies of the Combined Authority.
- 2.4 The West Yorkshire Plan will strengthen the existing policy framework of the Combined Authority. At present, the Strategic Economic Framework (SEF) provides an overarching vision for the region and is supported by a suite of policies and strategies, this includes the Economic Strategy currently in development (see below). The vision and narrative will ultimately sit at the top of a revised and refreshed SEF with newly agreed regional priorities and targets with the collective suite of documents known as the West Yorkshire Plan.

Economic Strategy

- 2.5 The Economic Strategy will provide a vision for the future of the West Yorkshire Economy to support the development of investment priorities to meet these aims and objectives. The Economic Strategy will be developed in partnership with businesses, the private sector, and Local Authority partners.
- 2.6 The economic strategy is situated in the context of the current recession and will utilise a method of scenario planning to project potential future scenarios and use these to assess our current policies and interventions to ensure that we can mitigate against any economic risks and also take advantage of economic opportunities for the region.
- 2.7 Culture, heritage, and sport are a key component of our identity as a region and the vision and economic strategy and underpinned by our cultural framework. The economic opportunities linked to inclusive culture and diversity are considerable and the economic strategy aims to capitalise upon this.

2.8 A gap that the Economic Strategy is seeking to fill is our approach to sectors. We have conducted research to analyse different approaches to sectors and have developed a model to facilitate future economic growth. The model plays to the regions strengths but also provides the opportunity to work with a wider spectrum of businesses and link our interventions directly to the Mayors pledges. We want to ensure that this approach positions West Yorkshire in the best possible way to act upon economic opportunity.

2.9 Through the economic plan we intend to align the trajectory for the region discussed in the vision to economic outcomes.

3. Tackling the Climate Emergency Implications

3.1 Tackling the climate emergency is one of the proposed regional priorities and will be a key driver of activity arising from this work. The economic strategy and our approach to sectors is underpinned by three driving forces 1) our commitment to Carbon Net Zero, 2) using technology (including digital) to enable innovation and productivity 3) creating a social foundation so that we protect the people of West Yorkshire. The sectoral approach also acts as a facilitator to encourage adoption of green technologies and the development of green jobs. Links will be made to ongoing workstreams on the circular economy.

4. Inclusive Growth Implications

4.1 Growing an Inclusive Economy is one of the proposed regional priorities and will be a key driver of activity arising from this work. It has been a driver for our sectoral approach which looks to facilitate the best economic outcomes for everyone in the region both in the short and longer term. The economic plan and West Yorkshire vision provide an opportunity for us to place inclusive growth at the heart of everything we do. The two documents act as a golden thread for this theme tying it in to all of the policies which sit beneath.

5. Equality and Diversity Implications

5.1 Enabling Equality, Diversity and Inclusion is one of the proposed regional priorities and will be a key driver of activity arising from this work. The economic strategy celebrates diversity as a regional strength and looks to facilitate opportunities which arise from creating the foundations of a diverse and inclusive economy.

6. Financial Implications

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

7. Legal Implications

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

8. Staffing Implications

- 8.1 There are no staffing implications directly arising from this report.

9. External Consultees

- 9.1 The draft vision and narrative have been produced in partnership with a grouping of local authority colleagues and has been discussed by chief executives, political leaders and the mayor. Consultation is now underway with colleagues across the Combined Authority including attendance at all senior management meetings and directorate sessions. All committees will receive a presentation with request for comments along with members of the LEP Board, and the Business Communications Group. Following feedback, a further draft of the narrative will be produced for sign-off by the Combined Authority in March.
- 9.2 The concept for the economic strategy has been developed in conjunction with the BEIC Committee, LEP Board and the CA. We are now working in partnership with a task and finish group which includes private members and local authority colleagues to develop a draft. We will take this back to BEIC and the LEP board for further comments and inputs. Following feedback, a final draft will be produced for sign off by the BEIC Committee in March.

10. Recommendations

- 10.1 That the Employment and Skills Committee consider the draft of the vision and narrative of the plan and agree the proposed next steps, with a particular focus on:
- Content
 - What we call the collective suite of documents
 - Language used
 - Anything missing / needs to be removed
- 10.2 That the Employment and Skills Committee consider the draft economic strategy and agree the proposed next steps with particular focus on;
- Content
 - Language used
 - Anything missing / needs to be removed

11. Background Documents

There are no background documents referenced in this report.

12. Appendices

Appendix 1 – Draft West Yorkshire Vision and Narrative

DRAFT WEST YORKSHIRE: CREATING A FUTURE THAT WORKS FOR ALL OUR PLAN FOR CHANGE

Purpose (section may not be required in final version)

The West Yorkshire Plan sets out an overarching vision for the region. The narrative brings together the shared objectives that we as a region must deliver.

The purpose of the document is to:

- Set the trajectory for the longer term.
- Ensure that government and wider local, national and international stakeholders are clear on the priorities and ambitions of the region.
- Ensure that all regional partners speak with one strong voice to government.
- Develop shared endeavour between the Combined Authority and the local authorities and clarify priorities building on the ongoing partnership work.

The primary audience is regional and national partners including government. Residents are a secondary audience. A separate narrative linked to investment has been developed.

The document is designed to be modular, with different elements used for different purposes, but enabling consistent messages to be used and heard by a range of partners.

West Yorkshire 2040 Vision

To be finalised once narrative has been agreed.

West Yorkshire, the heart of the North, an engine room of ideas and creativity.

Together, we will grow a resilient, inclusive, sustainable West Yorkshire, that works for all. A place anyone can make home.

Our vision for the future is rooted in our region's extraordinary story.....

West Yorkshire Story

Understanding who we are, and the pathway forward is the key to our future success.

We're already achieving so much; at this historic moment for our region we now, finally, have powers and money to implement the things we know will make a difference. Now is our chance to continue to work together to tell our story and make our vision a reality.

Here in West Yorkshire, we are pioneers, we're determined, full of ideas and not afraid to take on challenges. Traits that put us at the forefront of the Industrial Revolution making us the manufacturing powerhouse of the world.

We embrace our industrial heritage to innovate and collaborate, paving the way for the emergence of new industries at the cutting edge of health and technology, ideas and innovations that will tackle the climate emergency and help people live fulfilled lives.

Our brilliant universities mean our region has attracted talent from around the world and international businesses have flocked to our region to pioneer methods in transportation, health, and manufacturing to answer the challenges facing the world today.

Add Infographic/map

West Yorkshire is made up of five local authority areas: Bradford, Calderdale, Kirklees, Leeds, and Wakefield.

Add Infographic

Our region is home to over 2.3 million people, a workforce of 1.1 million, around 95,000 businesses, and an economic output larger than nine European Union countries.

We're proud to be one of the most diverse parts of the UK with people representing many ethnicities, backgrounds, and lifestyles, connecting us to communities across the world.

The diversity of our region extends to our places. The globally competitive city of Leeds, the economic centre of the Pennines sits alongside lively towns and stunning countryside. West Yorkshire boasts an array of attractions from areas of Outstanding Natural Beauty in Kirklees, and

world class cultural assets such as the Hepworth Gallery in Wakefield, to vibrant market towns in Calderdale, and a World Heritage site in Bradford. Our countryside provides an asset for climate adaption as we tackle the Climate Emergency.

As a dynamic place to live, at the heart of the North, we attract highly skilled, knowledge-intensive businesses and workers. We celebrate our collection of cities, towns and villages, each community with its own story to tell, unique and magical.

This interconnected network of separate urban centres makes West Yorkshire genuinely distinctive. Our success is dependent on all places being supported to thrive, be recognised, championed, and celebrated.

And we're building on solid foundations. West Yorkshire has a long history of innovation and industry delivering economic success alongside social progress. Industrialists such as Sir Titus Salt had the vision and drive to support the people of our region out of poverty and into a skilled workforce. Benjamin Gott revolutionised the production of woollen cloth, investing large amounts in the cultural and civic life of Leeds, founding the City's Philosophical and Literary Society. We need to ensure that a new generation of diverse entrepreneurs continues that legacy with their ideas benefitting all communities creating a legacy of prosperity and business success.

Today, we gain strength from our success not being aligned to one or two sectors. We are blessed to have many and varied industries and businesses. This diversity means our resilient economy has weathered the economic crosswinds of the past and can drive prosperity for the future.

As a perfect representative of the UK's economy, we are poised to be a test bed of innovation and new ways of working. An idea can spark here, develop then cascaded to the rest of the country. We are perfectly positioned to be the key driver of economic growth not just in the North of England but for the whole of the UK.

Add Infographic

Key features of our economy include:

- Being a global leader in healthcare technology with six government health headquarters (including NHS Digital) and high levels of employment in the health-tech sector
- Advanced manufacturing - specialisms in textiles, furniture, and wearing apparel
- A fast-growing digital sector
- The UK's largest regional finance centre.

We have a history of ground-breaking discoveries and transformative practices. From firsts in the world of film and transportation, to the production of world-renowned video games and pioneering medical technologies such as Paxman Coolers work on cancer treatment. It was in our region that the invention of Cat's Eye technology transformed road safety across the world.

As innovators and makers, we also know culture and creativity is not just a nice to have, but a powerful driver of job creation, regeneration, skills and better wellbeing. And while we are admired across the UK and globally for our creativity, we know there's always more we can do. Towering figures across the arts have been inspired by our places, from the Brontë sisters, the Poet Laureate Simon Armitage, to David Hockney and Barbara Hepworth, from the countercultural post-punk movement to the biggest pop groups in the world. Sporting success runs through our region, from unsung pioneers such as Beryl Burton, to world-beating Olympians like Nicola Adams, the Brownlee brothers, and Kadeena Cox achieving sporting firsts. These inspirational figures show the grit and determination of folk from West Yorkshire. With their eyes on the prize, they just don't give up. We know that the world can be our stage through the festivals and sporting successes showcased here. The region will rise to the occasion again when Bradford becomes the UK's national city of culture with opportunities spanning across all our communities.

Add Infographic – our top culture and creative strengths

Add Infographic – our top innovation strengths

Ideas and innovation are our bread and butter, powering the region's success. Pioneering textile technologies during the Industrial Revolution have developed to become cutting-edge techniques using recycled and recovered plastics. Weaving technology has been adapted to make super-strength jet engine parts. Our knowledge-based clusters and expertise in medical technologies and medical equipment manufacturers are some of the best in the world

The diversity of education assets in the region attracts international talent. It was at the University of Leeds that William Bragg's revolutionary research on X-ray crystallography changed the face of modern science. Today, the Centre for Precision Technologies, Nexus and the 3M Buckley Innovation Centre build on that legacy, innovating and collaborating in energy, transport, health tech, medicines, medical devices, diagnostics, data and manufacturing.

Add infographic

West Yorkshire is home to a cluster of seven higher education institutions hosting around 91,000 students and 30,000 graduates each year.

Along with excellent Further Education Colleges.

But we won't deepen our understanding about what we're doing well or where we could improve without the data.

Luckily, our region is home to a vast array of internationally recognised research such as Born in Bradford bringing new insights into childhood health while empowering young people to control their own data. The Space Hub is a respected new initiative driving new satellite and geospatial data markets, bringing new collaborations for industry opportunities.

Over time, industries have evolved, and new ways of working have developed; the challenges we've faced have been tough, but we have weathered these storms and emerged stronger. When a global pandemic hit, our businesses had the strength and resilience to adapt, bringing new approaches and innovation to weather a uniquely challenging time.

Our region continues to grow and adapt. Our historic past is woven into our present. The Piece Hall in Halifax played a pivotal role as a centre of trade for the textile mills of West Yorkshire, today it attracts new visitors to the area with its mix of independent bars, restaurants, shops, music acts and cafés. When the Grade Two listed Majestic building in the centre of Leeds was almost destroyed by a fire, it wasn't left to decay, it was rebuilt and now hosts the national headquarters of C4. The decaying mills next to the Hepworth Gallery in Wakefield will now be home to one of the best recording studios and music engineer training facilities in Europe and the stunning but abandoned Templeworks building in Leeds is soon to be home to the British Library North.

As a region, working together as the West Yorkshire family, we have built new infrastructure, connected our towns and cities, attracted investment, developed land,

supported businesses to start-up, innovate and grow, brokered skills and training to power us through the tough times, ready for the exciting opportunities ahead.

Now is our opportunity to use all that knowledge to move to establish us as the go-to place for business, entrepreneurs, investors, developers and creative. To seize the opportunities to tackle the challenges we face, from the climate emergency to deprivation, fuel poverty and poor health outcomes that blight parts of our region.

As a partnership, we will lead the way, learning lessons from our industrial past to build an inclusive, fair, sustainable future. We have the knowledge, the expertise, and the will to build on these achievements, backed up by our evidence-based policy development that helped us ensure we have the right strategies in place for a brighter future.

We build on our past and celebrate our diversity to create a better future. We are home to the best and the brightest, in lockstep across the region to deliver a future-focussed West Yorkshire. The best place to live, raise a family, start a business and grow old.

A place to do well and be well.

FOLLOWING SECTIONS TO BE FINALISED ONCE NARRATIVE HAS BEEN AGREED

Regional Priorities

West Yorkshire is key to growing and re-balancing the national economy and enabling the north of England to contribute fully to, and benefit from, national economic growth and prosperity.

In West Yorkshire we are a family with a long history of collaboration borne out of our shared priorities and strong partnerships. We recognise the value of working together and the benefits this brings. We know that we can't realise our vision in isolation and will continue to work in partnership to bring our ambitious proposals to life.

Working together to deliver our vision, we share **three regional priorities** that will inform all our work:

- Growing an inclusive economy
- Enabling equality, diversity, and inclusion
- Tackling the climate emergency

These priorities represent a regional consensus on what is needed to realise the vision across key areas of public policy where collectively we have the ability, powers, and funding to act. They are core to everything we do.

Using the powers and funding at our disposal we will work collaboratively to deliver projects to support these priorities.

Our Aims

We will ensure that all people make the most of the opportunities our region has to offer. We will reflect the rich diversity of our region with equality at the forefront of our work. We will create an environment where people in deprived communities can access the skills they need to secure good work and lead healthy lives. We will ensure that housing needs are met in an affordable and sustainable way making the most of clean technologies of the future.

Productivity is above the national average

We will create the right conditions to boost the economy in our region so we can see highly skilled people working in well paid jobs, able to access opportunities in a sustainable, carbon-free future and a great quality of life. An environment where entrepreneurial activity can flourish, where it is easy for businesses to start-up, grow, innovate, trade and invest. Where integrated infrastructure attracts the investment to create jobs in well-connected places with affordable homes.

A strong transport system founded on active travel and public modes

We will develop an integrated, sustainable, transport system that connects all parts of our region, so everyone can access the places they need to live fulfilled lives. We will promote sustainable travel so that walking, cycling, and public transport are the easiest choice, where everyone can enjoy the benefits of good health, protecting the environment for future generations.

A zero-net Carbon economy by 2038

We will deliver a net-zero economy where people have the skills and opportunities to access green jobs. Where transport is sustainable, and energy efficient homes ensure fuel poverty is abolished. Where businesses and industry use the resources they need to operate efficiently reducing energy consumption and boosting regional productivity.

Culture will be available to all We will put culture at the heart of our economy where creative businesses start-up and thrive. We will make sure that whatever your background, entry to the creative sector relies on your talent alone. We will ensure everyone in West Yorkshire can make the most of our world class cultural assets and enjoy the benefits of cultural engagement.

We will continue to be happy place to live where the wellbeing of our citizens is a priority. We will ensure that where you live helps to promote good health and wellbeing, that life expectancy in West Yorkshire aligns with the national average. We want to be at the heart of global health innovation with the significant health assets and the strength of the health technology sector of our region renowned.

Our region will be one of the safest places to live and work in the UK. We will do everything in our power to make West Yorkshire the safest place to be, ensure that our

streets are safe so our communities can thrive making the most of the opportunities our region has to offer. This involves responding to a range of complex needs and supporting victims of crime.

FOLLOWING SECTIONS TO BE FINALISED ONCE NARRATIVE HAS BEEN AGREED

Draft Ambitions

Add graphs/infographics to this section

To measure success, a series of ambitions have been developed these ambitions are aspirational, representing the ultimate vision for our region:

- No child grows up in poverty
- A net-zero Carbon economy by 2038
- Productivity is highest in the north
- A strong transport system founded on active travel and public modes
- All jobs paying at least the real living wage
- Skills levels exceed the national average
- Healthy life expectancy equalling the national average
- West Yorkshire's employment rate will be the highest in the north
- Neighbourhood crime is sustainably below the national average.
- Place inc culture, heritage, tourism
- Investment in Research and Development

The annual State of the Region report, provides a suite of indicators that map to the ambitions setting out progress against our vision for 2040.

What we need to achieve our vision

Local Authorities play a significant role in driving economic growth and levelling up, yet core services continue to be under significant and increasing pressure, having lost nearly £15 billion of core government funding over the last decade. **Government must recognise the crucial role of councils play in growth and provide sufficient funding and certainty for councils in the long term.** This should include a long-term solution for funding adult social care and support for SEND. To ensure we can all work effectively to deliver our vision we require **greater certainty of secure, stable, and fair local government funding and public sector resourcing**, that enables confidence, long term planning, flexibility, and innovation.

The scale of the opportunities for our region, and the challenges we must seek to overcome will require additional funding and powers. Significant fiscal devolution would give our region greater freedom, certainty, and surety, with responsibility to ourselves and our partners to ensure our vision becomes a reality. This will empower our region to enact tailored solutions to boost productivity, tackle inequalities and drive inclusive growth. Levelling up will require systemic change, radical intervention, and significant investment to address poverty and inequality. It should aim to improve opportunities for all. This means we must:

- Have much greater cross-government engagement with West Yorkshire to shape understanding of local needs.
- Be able to deliver over the long-term and base our actions on robust evidence and clear accountability with sustained funding.

To level up West Yorkshire we need to:

- Enable disadvantaged groups and communities within the region to reach their potential and access opportunity; and
- For the region overall to increase its economic contribution (in terms of higher income, employment, and productivity) and close the gap with more prosperous regions.

Greater cross-government engagement with our region is needed to shape understanding of local needs. Further powers to delivery our vision include:

- **New powers and multi-year sustainable funding and incentives for achieving net zero and nature recovery at regional and local levels.** Without these freedoms and flexibilities local areas will find it increasingly difficult to deliver against their locally defined targets and to contribute to Government's own ambitions.
- We want government to **support an Innovation Deal** for our region that will enable us to prioritise investment in innovation that aligns to our regional challenges.
- Securing continued commitment to a West Yorkshire Mass Transit System.
- **100% Business Rate Retention** to reinvest in our town and city centres, strengthen our relationships with employers and businesses in all sectors.
- **Full devolution of all adult skills and careers funding** so people can gain the right skills needed for good quality work. We want a devolved system that can support local labour markets and accelerate inclusive growth with our local leadership accountable for ensuring investment provides for our communities.
- Greater investment in **transport** and **devolution of control of our rail stations** in partnership with Great British Railways.
- **Increase powers and funding to give greater regional control over rail** that facilitates the electrification of existing routes and progression of new rail schemes.

Our region has much to offer with abundant opportunities for growth. Through our strong partnerships we will harness our assets to realise these opportunities for the people and the places of West Yorkshire, the heart of the North and the best of all worlds.

DRAFT

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Report to: Employment and Skills Committee

Date: 23 January 2023

Subject: **Employment and Skills Programme Development and Future Delivery**

Director: Phil Witcherley, Interim Director of Inclusive Economy, Skills and Culture

Author: Sonya Midgley, Policy Manager (Skills)

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

1. Purpose of this Report

1.1 To provide the Committee with an update on the development of future funding priorities and programmes. This includes an update to the committee on:

- Future employment and skills programme pipeline
- The Mayor's Green Jobs Taskforce including the outcomes of its commissioned research on green jobs for West Yorkshire. The views of the Committee are welcomed. Particularly with respect to commenting on the draft recommendations in the Taskforce's final report.
- Local Skills Improvement Plans (LSIPs) and its development in West Yorkshire.
- The launch of the Digital Skills Plan and the next steps towards the formation of the Local Digital Partnership.

2. Information

Future Investment of Employment and Skills Programmes

2.1 In line with the priorities in the West Yorkshire Investment Strategy, Investment Priority 2; People and Skills current and future skills programmes are being developed to allow flexibility to respond to a changing labour market and funding sources. Thematic skills packages are in development and to enable delivery to happen at pace, a phased business case will be taken

through the Combined Authority's Assurance process that will combine skills packages and interventions.

2.2 Areas to be supported through future funding include:

- Support for **employers**, particularly addressing high growth areas, digitalisation, graduate recruitment and retention, workforce development and upskilling.
- Locally delivered support for **digital inclusion**, targeting diverse and disadvantaged groups, increasing the proportion of residents with digital skills for life and work.
- Developing the **workforce for the future** through upskilling educators, building education and training capacity and helping people of all ages and from all backgrounds to understand the career opportunities of the future.

Green Jobs Taskforce

2.3 The Green Jobs Taskforce was established to position West Yorkshire as a leader and set out recommendations, underpinned by evidence, to deliver the skills and jobs needed to address the climate emergency and achieve the mayoral pledge to create 1,000 well-paid (real living wage), green jobs for young people (aged 18-30).

2.4 The Green Jobs Taskforce has met over the course of the last twelve months to understand and reflect on the evidence and propose workable solutions. The taskforce has been set up to hear the voices and experiences of learners, employers and skills providers in this area.

2.5 The final meeting of the taskforce will take place early in 2023, the taskforce will be asked to provide final remarks on the recommendations, the launch and action plan. Once finalised by the Taskforce, the final recommendations will form high-level objectives which will inform an action plan.

2.6 The emerging recommendations have been informed by multiple stakeholders, including employers, public sector colleagues, educators and young people and a range of evidence including:

- Commissioned research from WPI Economics
- West Yorkshire Green Skills Youth Programme
- Skills Connect Bootcamps
- Community Renewal Funded projects, including 'Go Green Curriculum' in Wakefield and Retrofit Hub.

2.7 The draft recommendations have been mapped across different strategies and policies across the organisation, such as the Employment and Skills Framework and the Climate and Environment Action Plan.

2.8 Draft recommendations have been split into themes:

- Individuals - easy access to 'green' career advice, training options and jobs

- Educators - support education sector to respond to the green skills demand
 - Businesses - support for businesses to decarbonise via upskilling and reskilling
- 2.9 Interventions are being worked up to aid the progress of the recommendations, these will be outlined as part of the action plan and next steps, they will prepare the economy, education and labour market to become a net-zero carbon economy by 2038. These will include support for employers, curriculum development and careers and inspiration.
- 2.10 A presentation to include an overview of the research findings, emerging recommendations and to facilitate a discussion on the draft recommendations will be given at the Committee meeting.

Local Skills Improvement Plans

- 2.11 The aim of Local Skills Improvement Plans (LSIPs) is to increase employer voice in the post-16 skills system. They are led by Employer Representative Bodies. In West Yorkshire, the Department for Education selected York and North Yorkshire Chamber and mid Yorkshire Chamber to develop a plan.
- 2.12 Whilst delivery plans have been endorsed by government the LSIP for West Yorkshire is emerging with a number of stakeholder events planned in the early part of the year.
- 2.13 The Mayoral Combined Authority will be asked to provide a statement of support to be submitted alongside the plan which will as a set of priorities and how these will be delivered.
- 2.14 The Committee Chair has written to James Mason, Chief Executive of the Chambers of Commerce to invite a senior representative to join the Committee to facilitate constructive engagement with the process and key stakeholders.

The Digital Skills Plan

- 2.15 The Local Digital Skills Partnership (LDSP), with funding from DCMS, has created the region's first Digital Skills Plan after wide consultation. The Plan was launched on the 28th November, online, with a press release and link to the publication. The Plan has been received with enthusiasm across private, public, and third sector partners across the region.
- 2.16 To support the launch - led by the Employment and Skills Committee - 7 officials from DCMS visited West Yorkshire. Cllr Lewis, Chair of the Employment and Skills Committee, and Mark Roberts, LEP Chair, chaired a series of meetings with DCMS, WYCA officers, and diverse stakeholders across the region.
- 2.17 The sessions included a roundtable on Social Digital Inclusion. This included representatives from Local Authorities, 100% Digital, DWP, Born in Bradford, Good Things Foundation, Age UK, the libraries.

- 2.18 A further session took place with high-profile tech businesses in the region, hosted at Cognizant's new offices. Attendees included Mphasis, Production Park, EXA, Panintelligence, Sky, SkyBet, Kirklees Local TV, Amazon Web Services, IBM, Leeds Digital Festival. This meeting considered the strengths of the tech sector in the region, and how a Local Digital Partnership might add value to existing activity. The conclusion was that a Local Digital Partnership should try not to duplicate, but instead to simplify, connect and amplify.
- 2.19 Throughout the day, DCMS officials commented that they were inspired by what our region has to offer, particularly noting our extraordinary stakeholders. It was clear throughout the day that we are a proactive and collaborative region, keen to build on the successful relationship to date with DCMS, and a fantastic place for digital.
- 2.20 One of the results of the DCMS visit was an agreement between DCMS, Cognizant, WYCA and Lloyds, to host a 'female tech leaders dinner' to coincide with International Women's Day. The aim of this is to convene role models, to open discussions on barriers and opportunities for women in tech, and to promote the session to align with the aims of the Local Digital Partnership.

The refreshed Digital Framework (Digital Blueprint)

- 2.21 At the October LEP Board, members discussed the importance of a renewed focus on digital tech to support the region's ambitions.
- 2.22 Digital is a cross-cutting issue and has the potential to support every person and every business in the region. The wider digital agenda spans social inclusion, place making, business support, skills, and inward investment. This, therefore, does not fall under the remit of just one committee. We need to consider how we develop all our digital work using the expertise, knowledge and connections of all committee members.
- 2.23 The region's Digital Framework was published in 2019. Since then, the LEP's geographic remit has altered (in April 2021), moving to the five West Yorkshire districts. With the change in geography coinciding with increased digital adoption by residents and businesses during COVID, it is timely to refresh the Digital Framework and create an updated Digital Blueprint.
- 2.24 A refreshed Digital Framework will update on how lives are transformed by digital technologies and will include a coherent strategy for delivery and partnership working, which may be framed into three strands:
- **Place** – infrastructure, data and connectivity
 - **People** – inclusion, skills and confidence, entrepreneurs, and advanced skills (much of which can be informed by the Digital Skills Plan)
 - **Businesses** – clusters, transformation, inward investment, education providers (in partnership with businesses), capital.

- 2.25 To support this refresh, mapping of the digital tech sector in WY has been commissioned. The Clusters research will be used so that we can better understand and therefore support our digital tech ecosystem. This, in tandem with the outcomes of the LEP Deep Dive will inform the refreshed Digital Framework.

Local Digital Partnership

- 2.26 The Local Digital Skills Partnership is in its third and final year of DCMS funding. In creating the Digital Skills Plan, the LDSP has accomplished its core targets.
- 2.27 There is an opportunity, therefore, to explore how to build on the success of the LDSP including broadening the LDSP into a 'Local Digital Partnership (LDP)'. This Partnership would act as an engagement and consultancy panel to support any activity of a refreshed Digital Framework. DCMS is supportive of this.

3. Tackling the Climate Emergency Implications

- 3.1 The report outlines proposed interventions that will develop the skills and employment needs of individuals and businesses in West Yorkshire to tackle the climate emergency.
- 3.2 Recommendations will support the mayoral pledge to create 1,000 well paid, green jobs in West Yorkshire that will support the ambition to achieve net zero by 2038.
- 3.3 The crosscutting work on digital, covering people, places and business, will support work tackling the climate emergency. The Digital Skills Plan will support growth of digital skills and therefore movement into "better jobs" and more productive jobs within the region. This will include growth of skills across the region to enhance innovation across green sector to support climate challenges. Greater adoption of digital technologies by businesses will facilitate efficiency and waste by reduction. For example: customers will be enabled to make first contact online, reducing the need to travel; paperless offices and cloud storage use less resource and energy; delivery mapping technology optimises route plans to reduce carbon emissions. Digitally enabled infrastructure will accelerate progress towards clean, low-carbon, and resilient energy systems, as innovative urban planning, public services, and access are optimised. Examples may include smart streetlamps to self-cooling buildings to smart electric car chargers. The data captured by digitally enabled devices will provide diverse datasets on a wide range of topics, such as energy consumption, air quality, and traffic patterns.¹

¹ <https://www.iea.org/news/empowering-smart-cities-toward-net-zero-emissions>

4. Inclusive Growth Implications

- 4.1 Skills programmes outlined in this report will work directly with those disproportionately affected in the labour market.
- 4.2 The work of the Green Jobs Taskforce and the recommendations are directly linked to inclusive growth in that they contribute to readying West Yorkshire's business base and workforce for a transition towards a net zero economy and delivering on the Mayor's pledge to create 1,000 good, green jobs. Prioritising future ready skills and supporting businesses to decarbonise and benefit from the opportunities the green economy brings are vital to achieving a fair and just transition for the region.
- 4.3 Supporting West Yorkshire's digital/tech ecosystem will positively contribute to recovery from the impact of the pandemic and to mitigate the effects of the crisis in cost of living and doing business. It is proposed that the original strapline of 'lives transformed by digital tech' is adopted in the revised version to ensure the focus remain on the positive benefits to the region's citizens. Delivery of the regional Digital Skills Plan will support inclusive growth across West Yorkshire. We expect to demonstrate progress, and measure take-up by underrepresented groups, through each Digital Skills intervention. Digitally enabled places will accelerate progress towards accessible and inclusive spaces and transport in our region. An exemplar focus may include residents in rural areas without access to fast broadband; as of 2021, 4% of people in Yorkshire and Humber remain offline, despite the fact that West Yorkshire's full fibre and gigabit coverage are both above the national average.

5. Equality and Diversity Implications

- 5.1 Our skills and workforce pipeline work will consider the impacts of people in everything it does. By its nature, we are seeking to ensure that the skills offer in the region will enable everyone in the region, regardless of their background to have a thriving future. As we develop programmes for delivery, we will work to be explicit in targeting equality and diversity.
- 5.2 The research conducted by WPI Economics did find that green jobs are much more male dominated than the economy as a whole. In addition, 98,275 jobs in West Yorkshire are in sectors at risk of decarbonisation, that's 9.2% of total employment in 2020 (compared to 10.5% nationally). 13% of people in employment in those sectors highly exposed to transition are non-White versus 11% nationally. While the green economy presents significant economic opportunities, some sectors and jobs will undergo significant change and may be at risk due to the transition towards net zero. This is why, the final report by the Green Jobs Task Force will have a specific recommendation and actions addressing specific challenges around EDI.
- 5.3 To support businesses in the face of the cost-of-living crisis, the recommendations and actions will consider support that enables organisations that are struggling to up/reskill staff, introduce ways of working that are greener and save money.

- 5.4 The Digital Skills Plan seeks to directly address socio-economic inequalities facing our population. Digital Inclusion is a central tenet of the plan, to be achieved through the growth/provision of digital skills and supporting the resolution of data poverty and the ongoing challenge of accessibility and connectivity. Digital exclusion is a key barrier to participation in social and economic activity. A refreshed Digital Framework will help us to maximise the opportunity that integrated digital policy, people and technology can offer to improve inclusivity.

6. Financial Implications

- 6.1 There are no financial implications directly arising from this report.

7. Legal Implications

- 7.1 There are no legal implications directly arising from this report.

8. Staffing Implications

- 8.1 There are no current staffing implications at business case development stage.

9. External Consultees

- 9.1 Employment and Skills Senior Officers and employers have been consulted on the content of this report.
- 9.2 Employers have been consulted on the content of this report.
- 9.3 Small, medium and large business organisations, Local Authority senior officers, independent training providers, colleges and universities and young people have been consulted on the recommendations of the Green Jobs Taskforce.
- 9.4 A range of stakeholders including Local Authority Skills Officers, universities, college, training providers, employers and third sector have been consulted on the Digital Skills Plan's development.

10. Recommendations

- 10.1 The Committee is asked to note the next steps on employment and skills programme pipeline
- 10.2 The Committee is invited to share their views and comment on the research findings and proposed recommendations of the Mayor's Green Jobs Taskforce
- 10.3 The Committee notes the update on LSIPs

- 10.4 The Committee is asked to note the next steps proposed on the Local Digital Partnership.

11. Background Documents

There are no background documents referenced in this report.

12. Appendices

Appendix 1 – Green Jobs Taskforce Presentation

⁸⁷**Green Jobs Taskforce Update**

23 January 2023

Agenda



1. Recap
2. Research Findings
3. Emerging Recommendations
4. Next Steps

Green Jobs Taskforce Recap

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Green Jobs Taskforce Overview

What: Create a Green Jobs Taskforce, chaired by the Mayor

Why: Position WY as a leader and set out deliverable actions, underpinned by evidence, to deliver the skills and jobs needed to address the climate emergency and create 1,000 good, well-paid jobs for young people.

Who: Diverse representation of businesses, education & training providers, third and public sector as well as including young people's voices.

When: Last meeting took place on 4th October, the fourth and final one is planned to take place on 31 January.

Definition

In line with the national Green Jobs Taskforce, West Yorkshire Combined Authority uses the governments definition of green employment:

⁹¹ ‘employment in an activity that directly contributes to - or indirectly supports - the achievement of West Yorkshire’s net zero emissions target and other environmental goals, such as nature restoration and mitigation against climate risks’.

Green Skills Task Force Progress Update

Key Activity	Objective	Progress
Taskforce commissioned WPI to undertake research	Gain clear picture of WY's green economy. Develop recommendations for green economy activity.	Complete
Deliver Youth Engagement Programme	Introduce green jobs & employers to 50 young people from across WY and engage in meaningful debate about green skills.	Complete
Deliver Task & Finish Groups on green skills and workforce & demand	Deep dive discussions around green skills and employment provision to shape emerging recommendations in these areas.	Complete
Recommendation workshops	To narrow down recommendations of the taskforce ahead of the final meeting.	Complete

Research Findings from WPI Economics

- There were an estimated 73,400 green jobs in West Yorkshire in 2021. Currently, the policy areas with the largest number of green jobs are power, homes & buildings and green professional & research services.
- West Yorkshire has 98,275 jobs in carbon intensive sectors (9.2% of WY employment) that will need to change substantially due to the transition.
- Equality, diversity and inclusion:
 - 13% of people in employment in West Yorkshire in the sectors highly exposed to transition are non-White versus 11% nationally.
 - National data suggests that the carbon intensive industries have relatively more male employees, with female workers accounting for only 23% of the employees and the ratio is similar for West Yorkshire.
- Under a central scenario, total employment in the green economy is expected to double between 2020 and 2030, with net growth across all the sectoral categories.
- See slide 15ff for the complete WPI Economics slide pack.

Research Findings from the Green Skills Youth Programme

- 174 young people from across Leeds, Bradford, Wakefield, Kirklees and Calderdale, aged 4-17 years old were involved in the programme.
- The number of students that rated their understanding of the range of green jobs available across the region as excellent increased more than ten times between the start and end of the programme.
- 82% more students stated they are interested in pursuing a green job after the event.
- 94 • The students involved perceived green jobs as low paying, hard jobs and acknowledged that a lack of knowledge around the range of green jobs available would be a barrier for applying to one.
- The most popular methods of getting career information out to young people are: lessons, events, talks within schools, advertisements across websites, social media and TV.
- According to the students, the positive environmental and social impact they could have in green jobs would be key to inspire and attract young people to green jobs, other than monetary incentives.

Policy in Development: Taskforce and research feedback themes

Individuals = Inspire the future workforce

- There is a requirement around career inspiration and information around opportunities in and pathways for the green economy.
- There is also a requirement for the existing workforce to learn about upskilling / reskilling opportunities while businesses transition towards net-zero.

Educators = Train the future workforce

- Education and training providers require support to review and update their course offer and curricula to respond to the needs of the growing green economy, especially where demand is slow to build up.
- Support recruitment and retention of expert staff.

Businesses = Decarbonise by upskilling/reskilling the workforce

- Businesses require support to develop and upskill their workforce to support decarbonisation of the business, mitigate risk from a transitioning economy and maximise future opportunities.
- Some sectors, such as retrofit, manufacturing and green finance may require / warrant specific support to realise opportunities, reflect strengths or counter risk.

Policy in Development: Draft High-Level Recommendations

1. Inspire and inform young people, from key stage 1 & 2 onwards, about opportunities and career pathways within the green economy.
2. Facilitate easy access to green skills and job information, career pathways and job opportunities for young people and adults to make informed decisions.
3. Embed engagement of the target group when designing initiatives (e.g. young people for development of CEIAG, workforce for reskilling/upskilling initiatives to support decarbonisation).
4. Support education and training providers to build a curriculum that responds effectively to the needs of businesses in, and transitioning to a net-zero carbon economy; including building capacity to attract, develop and retain expert staff.
5. Enable businesses to access support to decarbonise and attract, develop and retain talent to enable a just transition.
6. Strengthen current and potential West Yorkshire specialisms to stimulate demand and create green jobs, exploring opportunities in manufacturing, green finance and retrofit in the first instance.
7. EDI: Any interventions put forward must have ambitious targets addressing concerns around Equality, Diversity and Inclusion; in particular around attracting more women and people from BAME backgrounds towards careers within the green economy and the workforce most exposed by a transition to net-zero.

Delivery

- A tangible action plan will sit underneath the high-level objectives.
- This will take account of existing and planned activity within the Combined Authority and across our partners.
- Interventions are being worked up to aid the progress of the recommendations, these will be outlined as part of the action plan and next steps, they will prepare the economy, education and labour market to become a net-zero carbon economy by 2038. These include:
 - Employer Support interventions
 - Curriculum Development interventions
 - Careers and Inspiration interventions
- Interventions will be developed as part of skills packages and taken through the Combined Authority assurance process at pace. The first intervention will be employer support for businesses and curriculum development.

Additional Feedback from the Workshops

- As well as having a standalone recommendation around the specific EDI challenges highlighted by the research, it should be a key feature across all recommendations and activities derived from them.
- The need for an ambitious delivery plan, taking account of existing or planned activity, needs to sit underneath the high-level recommendations.
- Further research, as required, to develop understanding of cluster of green jobs activities and demand for skills.

What next?

- 06.02.2022 Last Green Jobs Task Force Meeting
- Early 2023 Green Jobs Taskforce report launch

WPI Economics Research Findings Presentation

Please note, the following slides from WPI Economics present the research findings of the consultants and are not necessarily reflective of the Combined Authority's position.



Green Jobs and Skills in West Yorkshire

23rd November 2022

Joe Ahern – Head of Policy Consulting - joe.ahern@wpieconomics.com

James Edgar – Chief Economist – james.edgar@wpieconomics.com

Prepared by WPI Economics: The following slides present the research findings of the consultants and are not necessarily reflective of the Combined Authority's position.

Green Jobs and Skills in West Yorkshire

Research questions

1. What is a green job?
2. How many green jobs are there in West Yorkshire now and will there be in the future?
3. What skills are in demand for these jobs, and what related further education / apprenticeship qualifications are being achieved in West Yorkshire?
4. What jobs are at most at risk from decarbonisation?
5. Implications / recommendations for employment and skills provision and wider green economy strategy

Green jobs in West Yorkshire now

What is the green economy / green jobs

- Range of definitions of the **environmental** or **low-carbon** sectors available; what definition should be used depends on the purpose:
 - i. Environmental Goods and Services Sector (EGSS)
 - ii. Low Carbon and Renewable Energy Economy (LCREE)
 - iii. Low Carbon and Environmental Goods and Services (LCEGS) Sector
 - iv. Task-based approaches.
 - v. International Labor Organisation definition.
 - vi. “Mission-based” definition following Green Jobs Taskforce
- The terms **green jobs** and **green economy** are directly linked to policy goals
- We therefore recommended a practical “mission-based” definition:

Green jobs are those jobs that facilitate meeting net zero and broader environmental goals
- For analytical purposes we split this into policy areas such as “Homes and Buildings” and “Green Professional and Research services”

Quantifying green jobs



We calculate the number of green jobs using the Low Carbon Environmental Goods and Services (LCEGS) sector dataset produced by kMatrix and commissioned regularly for London by the Greater London Authority. This dataset:

- includes a broader set of activities than official definitions and includes the supply chain for green activities
 - e.g. wind sector includes those companies which develop and install the systems integration software enabling the power generated though turbines to be integrated into the National Grid)
- includes all green jobs, including in firms that are not wholly part of the green economy
 - e.g. activity within large companies seeking to identify ways to reduce environmental impact, even where the company's activity itself is not part of the green economy)

We identify the top occupations in the green economy by combining a green economy taxonomy developed by WPI and The Data City with the Lightcast staffing matrix, based on official ONS data sources

Estimated green jobs in West Yorkshire, 2021

Green policy area	Number of jobs in West Yorkshire (2021)	Proportion of green jobs in West Yorkshire	Proportion of all jobs in West Yorkshire	Proportion of all jobs in England
Climate adaptation	2,300	3%	0.2%	0.2%
Green professional and research services	9,500	13%	0.9%	0.8%
Homes and buildings	20,800	28%	1.9%	1.7%
Industrial decarbonisation	8,500	12%	0.8%	0.7%
Low carbon transport	5,200	7%	0.5%	0.4%
Natural environment	700	1%	0.1%	0.1%
Power	21,100	29%	2.0%	1.8%
Reduce, reuse, recycle and repair	5,300	7%	0.5%	0.4%
Total	73,400	100%	6.9%	6.1%

Source: WPI Economics calculations based on data supplied by kMatrix on their Low Carbon Environmental Goods and Services methodology, and ONS Business Register and Employment Survey for total employment local authority area

Green occupations and skills – key findings

- Our occupational analysis suggests a broad spectrum of occupations are represented in the green economy in West Yorkshire. Many jobs are greening as the economy transitions – the trend is not solely focused on particular sectors.

Occupations with highest shares of green jobs within the West Yorkshire green economy – top 10

	Occupation	Proportion of jobs that are green in each occupation	Number of green jobs in West Yorkshire
1	Conservation professionals	100%	426
2	Environment professionals	100%	1285
3	Conservation and environmental associate professionals	100%	410
4	Waste disposal and environmental services managers	62%	175
5	Refuse and salvage occupations	44%	874
6	Quality assurance technicians	15%	146
7	Scaffolders, staggers and riggers	12%	124
8	Chemical scientists	10%	69
9	Other skilled trades not elsewhere classified	8%	90
10	Printers	7%	107

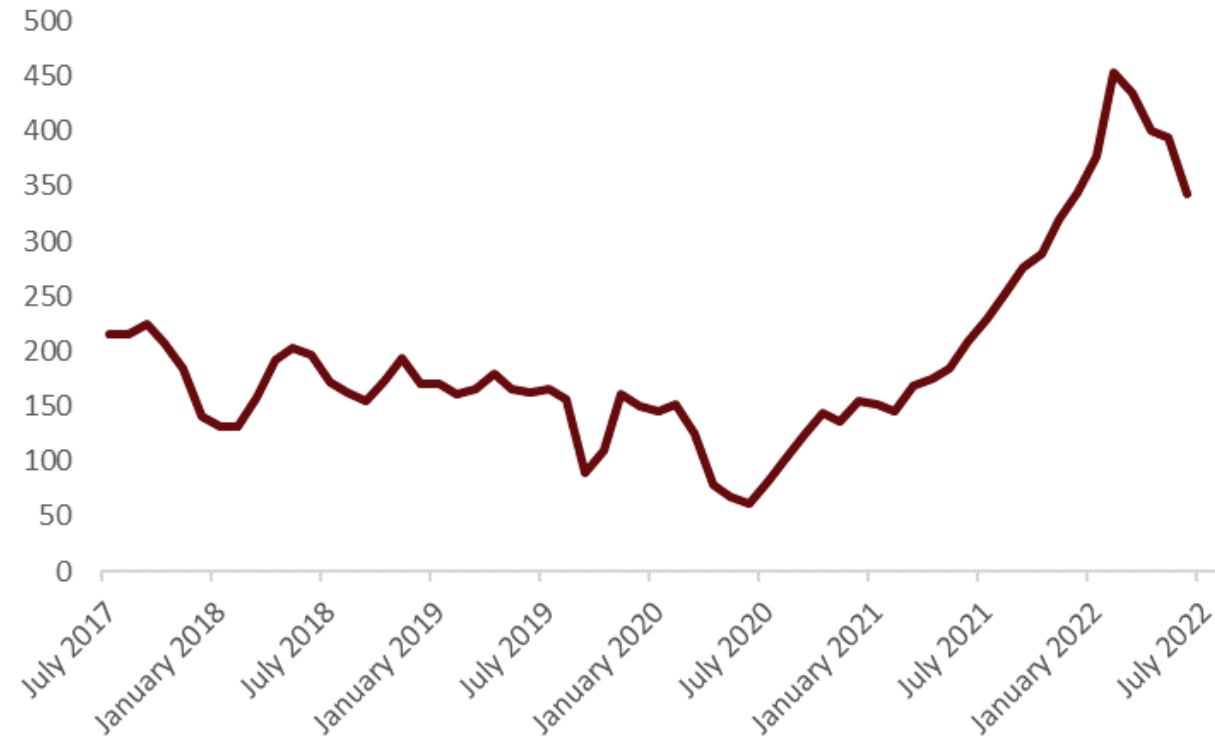
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Substantial growth in green job postings through pandemic

Total green job postings per month in West Yorkshire (based on Lightcast green job titles)

Unique job postings in month

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Green occupations and skills – key findings

- Our occupational analysis suggests a broad spectrum of occupations are represented in the green economy in West Yorkshire. Many jobs are greening as the economy transitions – the trend is not solely focused on particular sectors.
- These green occupations tend to have a lower proportion of workers from BAME groups relative to other occupations – 7% versus 14% (although data only available at UK level)
- Our analysis of specialised, technical skills reveals that green jobs require a wide range of skills that go beyond and complement green skills, reflecting the broad nature of the green economy:
 - We find that environmental engineering and consulting are some of the most prominent “green skills” required in green jobs.
 - However, a wide range of other specialised skills feature prominently among green jobs, such as civil engineering, marketing and procurement.
- 5% of further education achievements in 2021 in West Yorkshire were directly related to the top 20 green occupations, with the majority of achievements in a range of construction, engineering, electrical and science-based courses.
- We identified a list of 147 apprenticeship courses registered in the UK that fall within our definition of the green economy, of which there was least one achievement in West Yorkshire for 22 of those courses last year.

Green jobs in West Yorkshire in the future

Projections for growth in jobs

Wide range of sources for anticipated growth rates. Key sources:

- **CCC (2017):** UK business opportunities of moving to a low carbon economy
- **LGA / Ecuity (2020):** Local green jobs - accelerating a sustainable economic recovery (Modelling based on National Grid Future Energy Scenarios)
- **National Grid (2020):** Building the net zero energy workforce

Three scenarios – central scenario and a low and high representing issues such as:

- **Low:** Skills shortages, lower uptake rates, less effective policy
- **High:** West Yorkshire capturing greater shares of domestic market for all sectors and international market for exportable green services

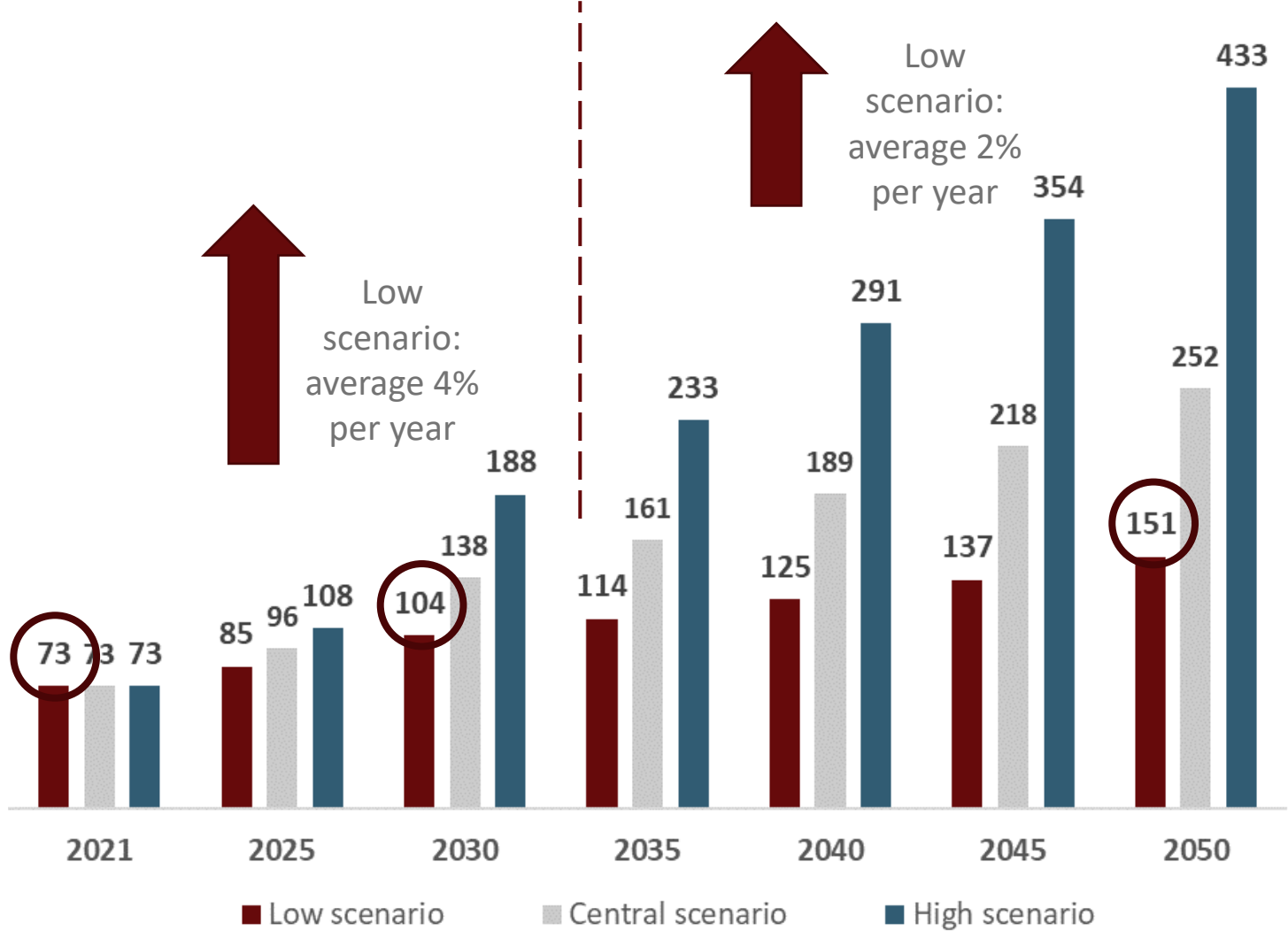
Scenarios for projections of total green jobs in West Yorkshire (thousands)

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Scenarios for projections of total green jobs in West Yorkshire (thousands)

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Impact on net jobs / jobs at risk from decarbonisation

Estimated impact of net zero policies on net employment in West Yorkshire

As well as additional jobs, non green jobs will become green jobs, while others will cease to exist; how will overall employment be affected?

Total employments, 2020		Estimated jobs in West Yorkshire, 2030		
Area	Latest data	<i>Based on current policies</i>	<i>With net zero policies</i>	<i>Change due to net zero policies</i>
West Yorkshire	1,067,000	1,090,770	1,100,040	+9,270

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Jobs in carbon intensive sectors, West Yorkshire

- We find that West Yorkshire has **98,275 jobs in carbon intensive sectors** that will need to change substantially due to the transition. NB/ we define carbon intensive sectors as ones that either have emissions over 100tCO₂e per job or which contribute more than 2% of annual total UK emissions.
- This represents **9.2% of employment** in West Yorkshire, and is lower than the national average of 10.5%
- **Construction, land transport and carbon intensive manufacturing** account for over 8 in 10 of these jobs.
- 13% of people in employment in West Yorkshire in the sectors highly exposed to transition are non-White versus 11% nationally.
- National data suggests that the carbon intensive industries have relatively more male employees, with female workers accounting for only 23% of the employees and the ratio is similar for West Yorkshire

Conclusions

Conclusions / Recommendations

In order to realise the potential of the green economy in West Yorkshire, we worked with a range of stakeholders to develop a series of practical recommendations designed to deliver positive labour market outcomes for West Yorkshire residents through the transition.

These recommendations fall under three key areas:

- **Strengthening current and potential West Yorkshire specialisms** – particularly around low carbon manufacturing, retrofit/construction and green finance.
- **Delivering a just transition** – supporting those currently in high carbon industries to prosper through the transition.
- **Supporting skills development and career promotion** – for both those leaving education as well as the current workforce.

Strengthening current and potential West Yorkshire specialisms

A thriving green workforce means we need ***demand***, as well as *supply*, of green skills. Achieving this means **growing green industries in West Yorks**. This includes:

- **Manufacturing** – the Combined Authority should look to support a thriving green manufacturing sector in West Yorkshire through its business support services, driving greater innovation and adoption of technologies to reduce emissions.
- **Green finance** - the Combined Authority could leverage its existing strength here to bring more financial flows into other transition activities locally, particularly retrofit.
- **Retrofit** – local and sub national government have an important delivery and convening role to support retrofit at scale, if adequately funded by Government.

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Developing the skills supply side

In addition to getting demand signals right, our stakeholder engagement also highlighted **the need for policy to help develop the skills supply side**, in order to **boost the supply of qualified individuals** across the sectors identified.

- **Adult Education Budget (AEB)** - Ensure green skills are addressed through commissioning of AEB and Free Courses for Jobs and are treated as a priority for responsiveness funds.
- **Better flexibility around capital and revenue spending** – to allow FE institutions to invest in the equipment they feel they require.
- **Local Skills Improvement Plans** – these need to adequately consider the importance of green skills.
- **Be flexible in face of fluid situation regarding national skills policy** - and lobby for greater stability and commitment to green skills at national level
- **Support integration and retention of required higher level skills in local businesses** - e.g. Yorkshire Universities, Mayoral SME Graduate Programme pilot

Just Transition

Supporting those currently in high carbon industries to prosper through the transition requires an increased level of **social partnership** and joining up of **local government, business, training providers and trade unions** and other civil society groups. We recommend the Combined Authority:

- **Support the establishment of local alliance groups within each of West Yorkshire's local areas** - to report and develop action on place-specific challenges.
- **Consider the establishment of a Just Transition Fund** – managed by the Green Jobs Taskforce – that would provide funding and standardisation for transitional training.
- **Coordinate with the Yorkshire & Humber Climate Commission** – an advisory body that supports regional climate action funded through the ESRC's Place-Based Climate Action Network

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Report to: Employment and Skills Committee

Date: 23 January 2023

Subject: FE Capital Funding

Director: Angela Taylor, Director, Finance and Commercial Services

Author: Faye Barker, Head of Commercial

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	Paragraph 3
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

1. Purpose of this Report

- 1.1 The Committee is asked to endorse the proposal set out in exempt appendix 1.

2. Information

- 2.1 Members are asked to consider the information in exempt appendix 1 with regard to changes to an FE college investment and endorsement is sought to option 3 as set out.

3. Tackling the Climate Emergency Implications

- 3.1 There are no implications arising directly from this proposal.

4. Inclusive Growth Implications

- 4.1 As set out in the exempt appendix.

5. Equality and Diversity Implications

- 5.1 As set out in the exempt appendix.

6. Financial Implications

6.1 As set out in the exempt appendix.

7. Legal Implications

7.1 The information contained in the appendix to this report, is exempt under paragraph 3 of Part 1 to Schedule 12A of the Local Government Act 1972 as it contains information relating to the financial or business affairs of any particular person (including the authority holding that information). It is considered that the public interest in maintaining the content of this report as exempt outweighs the public interest in disclosing the information as publication could prejudice current and future decision making.

7.2 Further legal implications are set out in the exempt appendix.

8. Staffing Implications

8.1 There are no staffing implications arising directly from this proposal.

9. External Consultees

9.1 No external consultation has been carried out.

10. Recommendations

10.1 The Committee is asked to endorse the proposal – Option 3 - set out in the exempt appendix.

11. Background Documents

There are no background documents referenced in this report.

12. Appendices

Exempt Appendix 1 - Further information

Document is Restricted

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