

EMPLOYMENT AND SKILLS COMMITTEE

**MEETING TO BE HELD AT 2.00 PM ON THURSDAY, 23 MARCH 2023
IN WELLINGTON HOUSE, 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**
- 4. MINUTES OF THE MEETING HELD ON 23 JANUARY 2023**
- 5. CHAIR'S UPDATE**
- 6. GREEN JOBS TASKFORCE**
- 7. ADULT SKILLS AND APPROVAL OF BOOTCAMP FUNDING**
- 8. FUTURE FUNDING PRIORITIES**
- FOR INFORMATION**
- 9. MONITORING INDICATORS**

Signed:



**Chief Executive
West Yorkshire Combined Authority**



**MINUTES OF THE MEETING OF THE
EMPLOYMENT AND SKILLS COMMITTEE
HELD ON MONDAY, 23 JANUARY 2023 AT WELLINGTON HOUSE.
WELLINGTON STREET, LEEDS LS1 2DE**

Present:

Prof Shirley Congdon
Councillor Graham Turner
Councillor Lynn Masterman
Milton Brown
Tim Craven
Michelle Chappell Dixon
Nav Chohan
Alex Miles
Dr Peter O'Brien
Sharon Riding
Tim Thornton

Deputy Chair
Kirklees Council
Wakefield Council
Private Sector Representative
Private Sector Representative
Private Sector Representative
Advisory Representative
Advisory Representative
Advisory Representative
Advisory Representative
Advisory Representative

In attendance:

Jo Barham
Faye Barker
Michelle Burton
Lindsey Daniels
Peter Glover
Michelle Hunter
Jennifer Robson
Philip Witcherley
Janette Woodcock

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21. Apologies for Absence

Apologies for absence received from Cllr James Lewis (Chair) Cllr Silvia Dacre, Cllr Jessica Lennox, Phil Lautman, Colin Booth and Bill Adams.

22. Declaration of Disclosable Pecuniary Interests

Cllr Lynn Masterman declared an interest in agenda item 6 and agenda item 10.

23. 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 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.

24. Minutes of the Meeting Held on 20 October 2022

Resolved: That the minutes of the meeting held on 20 October 2022 be approved.

25. Chair's Update

The Chair gave the following updates to the Committee.

In his first speech of 2023, the PM announced an ambition for all young people to study some form of Maths until the age of 18.

As part of the CA's spring budget allocation, it has been asked for full devolution of all adult employment, skills and careers funding so people can be given the right skills needed for good quality work and greater devolution of employment services.

Whilst overall there was a disappointing lack of support for Levelling Up Fund bids in our region, the Combined Authority has received £41 million of funding to develop the bus network which is welcomed.

26. Evidence Report

The Committee considered a report and presentation on 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.

The Committee discussed and noted 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.

Resolved:

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

27. Adult Education Budget

The Committee considered a report to update on progress with the devolved Adult Education Budget (AEB) and the AEB Manager summarised the report which included a detailed update on year one of the devolved Adult Education Budget.

Key achievements as a result of devolution highlighted in the paper included: -

- A closer and more strategic relationship with providers.
- Around £1 million less spent on management fees through subcontracting.
- More diverse and disadvantaged people supported.
- Reacted quickly to issues like a shortage of bus drivers through commissioning.

The Immediate priorities are improving the understanding of the impact of community learning and addressing “cold spots” in take up.

The report also provided an update on delivery so far in the academic year 2022/23 and updated the Committee on the “de-ringfencing” of traineeship funding.

As requested by the Committee at the last meeting in October, officers have explored options that could be considered for addressing the stagnation of Adult Education Budget funding rates over 10 years and details were included in the paper. The recommendations being put forward to the Committee are below.

- To provide a rate increase of 10% applied respectively to all enrolments at level 2 and below for 2022/23 (formula funded only).
- To provide an increase to all providers who are performing, which aims to reduce the impact on their recruitment plans.

Resolved:

- (i) That the contents of the report be noted.
- (ii) That comments provided by the Committee on the progress of the devolved Adult Education Budget be noted.
- (iii) That the comments provided by the Committee on any gaps in the Adult Skills offer in terms of pre-apprenticeship training and support for 19-24 year olds be noted.
- (iv) That the recommendation of the Committee to provide a rate increase of 10% applied respectively to all enrolments of Level 2 and below for 2022/23 (formula funded only) be taken to the Combined Authority on 3 February 2022 for decision be endorsed.

- (v) That the recommendation to provide an increase to all providers who are performing, which aims to reduce the impact on their recruitment plans be taken to the Combined Authority on 3 February 2023 for decision be endorsed.

28. Update on Current Programmes

The Committee considered a report on the delivery of Combined Authority-led employment and skills programmes overseen by the Committee. The Head of Employment and Skills summarised the key areas from the paper and the Committee discussed and provided comment and feedback.

Resolved:

- (i) That the contents of the report be noted.
- (ii) That the comments of the Committee on the progress of delivery of employment and skills in the West Yorkshire Combined Authority area be noted.

29. West Yorkshire Plan

The Committee considered a report and presentation to provide 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 the development of the Economic Strategy.

The Committee discussed the draft of the vision and narrative of the plan and draft economic strategy and agreed the proposed next steps,

Resolved:

- (i) That the contents of the report be noted.
- (ii) That the Committee discussed the draft and narrative of the plan and agreed the proposed next steps.
- (iii) That the Committee discussed and considered the draft economic strategy and agreed the proposed next steps.

30. Employment and Skills Development and Future Delivery'

The Committee considered a report to update on the development of future funding priorities and programmes. Officers provided a presentation on the work of the Mayor's Green Jobs Taskforce and its emerging recommendations.

The Committee discussed and provided feedback on the research findings and draft recommendations to support the shaping of the final recommendations from the Taskforce,

The Taskforce will make its final recommendations and calls to actions following its meeting in February. These will be brought to a future meeting for the Committee to consider how it might respond.

Resolved:

- (i) That the contents of the report be noted.
- (ii) That the contents of the presentation be noted.
- (iii) That the next steps on the Employment and Skills programme Pipeline be noted
- (iv) That the views and comments on the research findings and proposed recommendations of the Mayor's Green Jobs Taskforce be noted.
- (v) That the update on Local Skills Improvement Plans be noted.

31. FE Capital Funding

The Committee considered the report on FE Capital Funding and was asked to approve the recommendation in Exempt Agenda item 1.

Resolved: That the recommendation in Exempt Agenda item 1 be approved.

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Report to: Employment and Skills Committee

Date: 23 March 2023

Subject: **Green Jobs Taskforce Update**

Director: Phillip Witcherley, Interim Director of Inclusive Economy, Skills and Culture Directorate

Author: Michelle Hunter, Development Lead, 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 To provide the Committee with an update on the progress and next steps of the Mayor's Green Jobs Taskforce.

2. Background

- 2.1 West Yorkshire Green Jobs Taskforce brought together experts from business, education and training, the third and public sector and young people to identify what actions we can take as a region to deliver the skills and jobs needed to transition to a net zero carbon economy/region.
- 2.2 The Taskforce met four times, over a period of 18 months between October 2021 and February 2023. In addition, a number of online task and finish group meetings were held to deep dive into emerging key themes to support the development of deliverable actions in the form of recommendations.
- 2.3 At the final Green Jobs Taskforce, members agreed seven high level recommendations, they felt these were ambitious enough to achieve the objectives to meet net zero targets. Recommendations will position West Yorkshire as a leader and set out deliverable actions, underpinned by research and evidence, to deliver the skills and jobs needed to address the climate emergency.

- 2.4 Although the formal role of the Taskforce had concluded, the recommendations create bold ambitions that will transform the local economy. The recommendations will be underpinned by actions that will lead the way for the delivery of green jobs and more importantly, the development of skills needed to support individuals, educators and businesses embed the changes we need to create a lasting impact and achieve our regional objectives.

The current position in West Yorkshire

- 2.5 The work of the Taskforce gives West Yorkshire the opportunity to position itself as a leader in green skills and employment, enabling stakeholders to identify their role, helping to fulfil the Mayoral pledge to support green employment in the region.
- 2.6 Through a Green Jobs Pledge Campaign aimed at businesses to deliver the green jobs pledge. 1007 total job pledges have been received from 63 employers from across West Yorkshire. From those jobs pledged by businesses, 256 green jobs are currently 'in place' within the region.
- 2.7 As we develop our actions linked to the Taskforce recommendations to support our business community and the residents in West Yorkshire, this figure will undoubtedly rise. The mayor is in the process of writing to businesses who have pledged to create green jobs to see how our business support offer can contribute to making their pledge a reality.
- 2.8 There are currently a wide range of forecasts predicting the current and future demand for green skills. Although varied, each forecast shares the view that there will be tens of thousands of opportunities in West Yorkshire in the next decade. It is important we ensure that these opportunities are seized with the right policy interventions to support learners, employers, and skills providers.

Predictions for West Yorkshire's green economy:

- Meeting the UK Government's net zero target by 2050 could result in over 71,000 jobs in the low carbon and renewable energy economy in West Yorkshire by 2050 (LGA).
- Across West Yorkshire, 235,000 jobs could be affected by the transition to a net zero carbon economy, with around 119,000 workers in high demand because of their skills and experience, and 116,000 workers requiring upskilling and support.
- Modelling estimates that 680,000 homes will need retrofitting in order to achieve our net zero targets, domestic buildings are responsible for 26% of West Yorkshire's carbon emissions.

Taskforce progress to date

- 2.9 The Taskforce commissioned research with employers and young people to ensure that recommendations were based on evidence.

WPI Economics undertook research with employers and Ahead Partnership were commissioned to develop a 'Green Skills Youth Programme' to engage young people.

2.10 WPI economics, a data insight and public policy consultancy, were commissioned to undertake research to gain a clear picture of West Yorkshire's green economy, including its jobs, skills requirements, and relevant supply chains, with a forward look to future needs in these areas.:

2.11 Findings show:

- In 2020, 2% of online job postings were green, in 2022, that has increased to 6.9% and estimated jobs in West Yorkshire are expected to grow by 9,270 by 2030.
- Currently, the largest green policy areas are climate adaptation, green and professional research services and homes and buildings.
- 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.

2.12 The Taskforce commissioned Ahead Partnership to deliver a 'Green Skills Youth Programme' engaging with young people on green skills to gain insight into their understanding and inspire them about the opportunities within the green economy.

Findings show:

- West Yorkshire Green Skills Youth Programme engaged with 174 young people from across Leeds, Bradford, Wakefield, Kirklees and Calderdale, aged 4-17 years old.
- Overall, the young people participating in this programme improved their understanding of the range of green jobs available across the region. The number of students that rated their understanding as excellent increased more than ten times between the start and end of the programme.

- The young participants also showed an increase in interest of pursuing a green job after the events with 82% more students stating they are interested in a green job.
- The students involved in this programme perceived green jobs as low paying, hard jobs. As well as this perception, the young people participating also acknowledged that a lack of understanding around the range of green jobs available would be a barrier for applying to one.
- The most popular methods of getting this information out to young people are via lessons, events, and talks within schools, as well as advertisements across a range of platforms including websites, social media and TV.
- According to the participating students, the positive environmental and social impact they could have in these roles would be a key focus to inspire and attract young people to green jobs, other than monetary incentives.

Development of recommendations

2.13 Members used their time to develop recommendations around key themes:

- Reviewing relevant labour market intelligence.
- Commissioning and reviewing research on the employment and skills needs for the green economy.
- Consulting with additional businesses and stakeholders on the recommendations and their delivery.
- Discussing how activity can be aligned to existing initiatives across the region.
- Developing partnerships that would make progress against the ambitions.
- Supporting the mayoral pledge to create 1,000 well paid green jobs.

2.14 Recommendations revolve around individuals, education and training providers and businesses. Creating a high skilled, future ready workforce requires policy interaction for all of them:

- Individuals – to access green careers advice and training options and job information and opportunities.
- Educators - support for the Further Education sector to build capacity respond to the green skills demand.
- Businesses - support for businesses to decarbonise via upskilling and reskilling.

2.15 At the last Employment and Skills Committee meeting in January, committee members endorsed the 7 recommendations:

Inspire and inform young people, from key stages 1 & 2, (age 4-19) onwards, about opportunities and career pathways within the green economy.

Facilitate easy access to green skills and job information, career pathways and job opportunities for young people and adults to make informed decisions.

Embed engagement of the target group when designing initiatives e.g. young people for the development of careers, education, information advice and guidance (CEIAG); workforce for reskilling/upskilling initiatives to support decarbonisation.

Support education and training providers to build a curriculum that responds effectively to the needs of businesses transitioning to a net-zero carbon economy; including building capacity to attract, develop and retain expert staff.

Enable businesses to access support to decarbonise and innovate as well as to attract, develop and retain talent to enable a just transition.

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.

Next Steps

- 2.16 The Taskforce has paved the way and galvanised experts from across West Yorkshire. The recommendations and actions set out will mean that green skills are central to the delivery of all existing and future skills and employment interventions in West Yorkshire.
- 2.17 The Taskforce recommendations will be published in Summer 2023 along with a report and action plan setting out how the region will achieve the ambitions in the recommendations.
- 2.18 Taskforce members, committee members and stakeholders from across the region will be invited to develop a robust action plan that sets out the actions to deliver the recommendations.
- 2.19 To accelerate and influence the work of the Taskforce work across the region, we need greater devolved powers across the wider skills system and multi-year sustainable funding and incentives for achieving net zero and nature recovery at regional and local levels. Giving local leaders the powers and funding, we need to invest in technology, including co-investment with the private sector and FE Capital funding to help us achieve net zero, and position the UK as a global leader with huge economic and environmental benefits.
- 2.20 In order to deliver recommendations at pace current thinking directs us to consider flexibility of existing programmes. For example, through the delivery of existing programmes and expertise, there is a genuine opportunity to create a regional and ambitious Green Skills Academy that would enhance and combine the Combined Authority's proven track record in delivering devolved skills programmes including Adult Education Budget, Free Courses for Jobs, and Skills Bootcamps. This would bring together existing provision and create

an umbrella for green skills simplifying the process for individuals to access green skills programmes.

- 2.21 A regional Green Skills Academy would support our ambitious net zero carbon economy target by creating a regional centre of excellence in environmental and sustainability training. This would include expertise around Retrofit, increasing the energy efficiency of our ageing housing stock and commercial buildings. Centres of expertise would support business transition giving employers access to green skills training for senior leaders and their staff.
- 2.22 The recommendations provide us with the opportunity to influence and progress, ensuring West Yorkshire is the best place to learn, work and live by developing opportunities to support business to thrive, enabling everyone to access quality training and support, and be prepared for and progress in work. Our ambitions also make a real contribution to the government's commitment to reaching net zero greenhouse gas emissions by 2050, but only if we put the right skills provision in place now.
- 2.23 Committee members are invited to be part of the task and finish groups and to share their thoughts on the proposed next steps.

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.

4. Inclusive Growth Implications

- 4.1 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.
- 4.2 Any specific activity considered in response to the high-level recommendations will take inclusive growth implications into account.
- 4.3 The Green Skills Youth Programme worked with a diverse range of over 170 young people. Participating schools were chosen to form a representative sample from across West Yorkshire and to provide insight from students from different backgrounds, both socio-economic and ethnic, and age groups.

4.4 A further workshop to engage young people on the final recommendations will engage young people from communities representative of the population of West Yorkshire.

5. Equality and Diversity Implications

5.1 Generally, the 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 the region has 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 For green skills and jobs there is not currently a definite demographic picture for West Yorkshire. However, the research conducted by WPI Economics did find that green jobs are much more male dominated than the economy as a whole. The six occupations that have the greatest demand for green skills (construction project manager, civil engineer, electrician, electrical engineer, mechanical engineer & maintenance technician), 10% are female and 8% are ethnic minorities (compared to 13% of employment across all occupations).

5.3 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. The ratio is the highest in Bradford (19%) and lowest in Wakefield (6%). 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.

5.4 The final report by the Green Jobs Task Force will have a specific recommendation and actions addressing specific challenges around EDI.

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 Small, medium and large business organisations, Local Authority senior officers, independent training providers, colleges and universities and young people.

10. Recommendations

- 10.1 That the Committee note the update on the work of the Green Jobs Taskforce and comment on the considerations and next steps.

11. Background Documents

There are no background documents referenced in this report.

12. Appendices

There are no appendices to this report.



Report to: Employment & Skills Committee

Date: 23 January 2023

Subject: **Adult Skills and Approval of Bootcamp Funding**

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:

- the latest data on the challenges West Yorkshire faces in Adult Skills,
- provide an overview of Combined Authority led provision which tackles these issues,
- and outline future activity on adult skills in the region.

1.2 To provide the Committee with the AEB End of Year report, outlining the progress made in year 1 of devolution.

1.3 To seek approval to extend the delivery period for the Department for Education funded Skills Bootcamps from September 2023 to September 2024 and to accept and spend an additional £3,649,369 for the next wave of delivery (see Appendix 3).

2. Information

Adult Skills context

2.1 West Yorkshire faces a range of adult skills challenges that require substantial investment to address. These skills deficits impact on business performance, individual career prospects and hold back overall productivity growth in West Yorkshire.

Basic Skills and Employability

- 2.2 The main focus of the Adult Education Budget (AEB) programme is on enabling individuals to develop skills up to and including GCSE level qualifications (or Level 2). This is often equated with the basic level of attainment required for employability.
- 2.3 In West Yorkshire, 14% of the working age population hold their highest qualification at below Level 2, whilst 8% hold no formal qualifications at all. This is above the national average figures of 13% and 6% respectively. In total, 320,000 people in West Yorkshire hold no qualifications or are qualified below Level 2 but this figure would be 43,000 fewer if West Yorkshire could match national average performance (source: Annual Population Survey, January to December 2021, Office for National Statistics).
- 2.4 In addition, the proportion of young people reaching the age of 19 having achieved qualifications equivalent to Level 2 is also below the national average. This perpetuates West Yorkshire's attainment deficit. In 2021 (the latest figures available), 78% of 19-year olds in West Yorkshire had achieved Level 2 compared with the national average of 82%. Calderdale and Kirklees match the national average on this measure, but the remaining local authorities are well below, with figures of 74% for Bradford and 77% for both Leeds and Wakefield (source: Department for Education).
- 2.5 AEB also supports the legal entitlement for 19-23 year olds to study towards a first full Level 3 qualification (A-Level equivalent) and Free Courses for Jobs provides a similar entitlement to Level 3 study that includes people aged 24 and above. Again, this is particularly relevant to West Yorkshire because a relatively high proportion of young people reach the age of 19 without reaching this level. In 2021, 54% of 19-year olds in West Yorkshire had achieved a Level 3, six percentage points below the national average of 60%. In the case of both Bradford and Wakefield the proportion was only 51% (source: Department for Education).
- 2.6 West Yorkshire faces a basic skills challenge on a significant scale. According to small area estimates based on the Skills for Life Survey:
- 237,000 adults (aged 16-64) in West Yorkshire (16% of all adults) have Entry Level and below skills in literacy
 - 746,000 (52%) are at Entry Level and below in respect of numeracy
 - 78,000 (5%) have requirements around ESOL.
- 2.7 English language proficiency is a significant issue in West Yorkshire. Around 54,000 people, 2.4% of the population, cannot speak English or cannot speak English well, according to the 2021 Census. This rises to 4.2% in Bradford, more than double the national average of 1.9%.
- 2.8 The adult skills deficit is concentrated in West Yorkshire's deprived neighbourhoods. Around 30% of people qualified below Level 2 are residents of neighbourhoods which fall within the 10% most deprived nationally based

on the Index of Multiple Deprivation. Nearly one third (31%) of adults living within these deprived communities hold no formal qualifications with a further 14% qualified below Level 2 (source: Census 2021).

- 2.9 People who are jobless – a priority focus for adult skills provision - are much more likely to either hold no qualifications or to be qualified below Level 2. Around a third (34%) of unemployed and economically inactive people fall into this category in West Yorkshire, compared with 22% of the adult population as a whole.
- 2.10 Although the number of unemployed claimants in West Yorkshire and nationally started to fall in early 2021, following a huge increase associated with the pandemic, the downward trend flattened out in mid-2022 and there have been small increases in the count in recent months. West Yorkshire's claimant unemployment rate of 4.6% is well above the national average (3.7%) and Bradford has one of the highest rates in the country at 6.5%.
- 2.11 There are currently 68,200 claimants in West Yorkshire, still 21% higher than before the pandemic in February 2020 (source: NOMIS, Office for National Statistics). If unemployment increases significantly in the coming months, as forecast by the OBR and others, then supporting unemployed people into jobs will become an even bigger priority for AEB than currently, although it alignment will be needed around the range of skills and employment support programmes directly commissioned through the Department of Work and Pensions.
- 2.12 At the same time the labour market remains tight with high vacancy levels relative to the number of jobless people, reflected in ongoing labour shortages. This shows the importance of maintaining a balance between basic skills and vocational provision.
- 2.13 The number of vacancies for occupational areas that are served by AEB provision has grown significantly compared with pre-pandemic. There were around 70,000 vacancies in West Yorkshire in 2022 that were potentially accessible with Level 2 qualifications, an increase of 113% on the figure for 2019 (source: Lightcast). For example:
- Vacancies for Administrative roles in West Yorkshire were 15,200 or 102% higher in 2022 than in 2019 (pre-pandemic).
 - Vacancies for Caring personal service roles in West Yorkshire were 14,800 or 157% higher in 2022 than in 2019.
 - Vacancies for retail occupations (retail assistants etc) grew by 9,700 or 99% between 2019 and 2022.

Technical and sector specific skills

- 2.14 Occupations that require skills equivalent to Level 3 (A Level) and above are the main focus for skill shortage vacancies, where employers experience difficulty in filling vacancies due to a lack of candidates with the required skills. At Level 3 equivalent, there is a high prevalence of skill shortages for skilled

trades occupations, including electrical trades, vehicle trades and metal machining / fitting trades. There are also acute shortages at professional level, most notably for nurses, health professionals, engineering professionals and digital professionals.

- 2.15 Technical and higher skilled roles are also in strong demand. The occupational category of Science, Research, Engineering and Technology Professionals has seen the biggest growth in online job postings in absolute terms, not only since pre-pandemic but also year-on-year. The net volume of postings in West Yorkshire saw a net increase of 28,000 between 2019 and 2022 and of 16,000 between 2021 and 2022.
- 2.16 This growth has been driven primarily by demand for digital professionals (which includes programmers / software developers, IT business analysts and IT project managers) but also for engineering professionals, most notably civil engineers and mechanical engineers.
- 2.17 But strong growth in vacancies at higher level has not been confined to these STEM occupations; there has been substantial growth in vacancies for business-related roles at professional and associate professional levels, most notably:
- Business, Media and Public Service Professionals – with particularly strong demand for business analysts, accountants, business project managers, quantity surveyors
 - Business and Public Service Associate Professionals – particularly, human resources officers, marketing officers, finance analysts and advisers, sales managers and procurement officers
- 2.18 Many of the occupations that show strong employer demand and are most susceptible to skill shortages are those that are pivotal to the emerging green economy and to tackling the challenge of net zero. It is projected that employment in West Yorkshire's green economy will need to double by 2030 in order to meet the requirements of net zero. Much of the growth will be driven by policy areas like Power, Homes and Buildings and Industrial Decarbonisation, which rely on employment in engineering professional roles and a wide range of skilled trades including electricians, heating engineers etc. This presents a major potential skills bottle-neck.

Upskilling the existing workforce

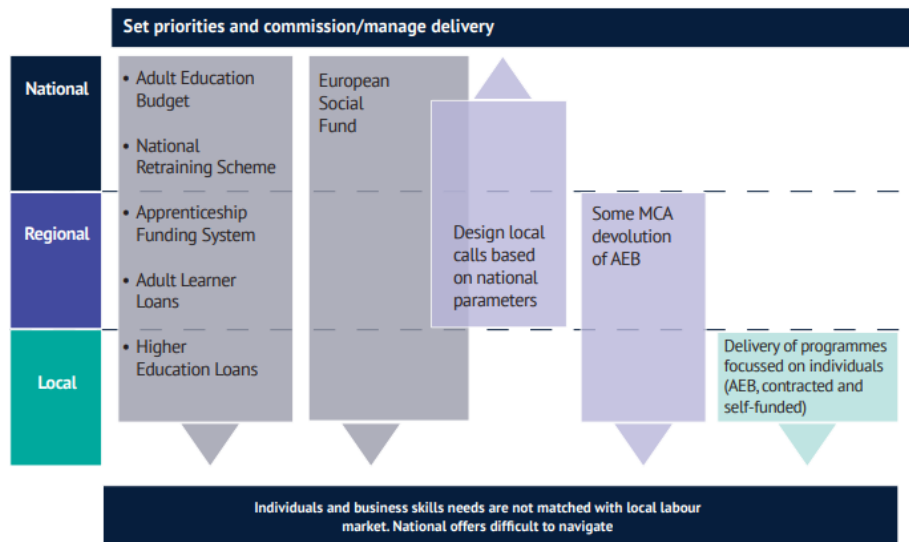
- 2.19 There is also a requirement to develop the skills of people already in employment. Based on the Employer Skills Survey, almost two-thirds (64%) of employers in West Yorkshire expect that at least some of their staff will need to acquire new skills or knowledge in the coming 12 months. The main drivers of this need are the introduction of new working practices, the development of new products and services, the introduction of new technologies or equipment and new legislative or regulatory requirements.

- 2.20 The development of the green economy will also present a need for the development of supplementary skills. For example, plumbers / heating engineers will need additional training and certification in order to fit heat pumps.
- 2.21 Relatedly, 15% of workers in West Yorkshire lack full proficiency in their role (skills gaps). Key areas in which skills need to be improved include basic literacy and numeracy, basic computing skills and problem solving as well as core technical skills (source: Employer Skills Survey).
- 2.22 Under-utilisation of skills is a significant challenge in West Yorkshire and arises in situations where individuals' skills and qualifications are not aligned with the requirements of the labour market. This creates a need for re-skilling or the development of supplementary skills. According to data from the Employer Skills Survey, close to a third (30%) of employers in West Yorkshire say that they have workers whose skills / qualifications are in advance of those needed for the job. Labour Force Survey data for West Yorkshire indicate that 128,000 people working in non-graduate roles (as their main job) hold qualifications at Level 4 and above. This is equivalent to 22% of all people working in non-graduate roles. Only 16,000 (12%) of these potentially underutilised workers are aged under 25. Workers with under-utilised skills are most likely to be employed in administrative, caring, retail and elementary roles (including storage and hospitality occupations).

Addressing the Challenges:

The adult skills system

- 2.23 The skills and training system is made up of many sources of funding, with responsibility led by different government departments and shared between various bodies. For West Yorkshire, the Combined Authority's role in the adult skills landscape has significantly increased with devolution, however considerable direction and fund management remains at a national level, and outside the scope of the CA's influence.
- 2.24 The diagram below featured in the 'Future Ready Skills Commission' published by the West Yorkshire Combined Authority in September 2020, and is still broadly representative of the range of funds and the levels of control which exist within the skills system nationally.



2.25 The Combined Authority has varying roles from strategically supporting to directly managing delegated funds that are centrally directed by DfE, but has much more flexibility through devolved funds, where it seeks to ‘fill the gaps’ in nationally planned provision, and focus investment on the local challenges outlined in 2.1-2.11.

Increasing basic skills and employability

2.26 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.

2.27 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.

2.28 The AEB End of Year Report (provided as **Appendix 1**) reviews the performance of the fund in the first year of devolution. In the main the report shows an overwhelming positive picture in the support that AEB delivers for West Yorkshires residents, and a similarly encouraging depiction of the changes and prioritisation of the funding in year 1, such as the increasing the proportion of learners from the most acutely deprived neighbourhoods from 37% to 41%, increasing the amount of enrolments on basic skills courses by 33%, and supporting 2,000 more people on low wages to upskill.

2.29 The paper also discusses how findings will be used to make systematic changes for year 2, for example focussing on ‘cold spots’ in disadvantaged areas where participation is low.

- 2.30 The report will be published online, embedded within an interactive web landing page with shorthand animations of key messages and headline progress. The report provides a range of case studies and examples of how the funds have supported West Yorkshire residents.
- 2.31 The review of Community Learning funded through AEB is now complete. The review has found considerable good practice amongst West Yorkshire providers, supported by skilled practitioners with expertise in learner support and empowerment. There is a strong foundation of quality to delivery upon which to build. A key ambition for WYCA should be to support the partnership to understand its strengths and achieve a consistency of provision across West Yorkshire.
- 2.32 While there is clear evidence of good practice, there is inconsistency of application of the funding guidance, in part, due to its lack of clarity and the ability to interpret against organisational priorities. More clarity on how Community Learning funds should be spent in West Yorkshire would improve the impact of investment, with Local Authority voices forming a key strategic role in this. Data collection should also be strengthened to provide a greater understanding of the focus and impact of funds.
- 2.33 The report will be published in March, with recommendations for action brought to the next committee – following consultation with Stakeholders.
- 2.34 The gainshare funded **Employment hubs** are led by Local Authorities, individually branded and aligning to each area's need. The hubs provide wrap around support to help individuals progress into work, and in many cases signpost and refer directly to the skills programmes referenced in this paper.
- 2.35 **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.
- 2.36 Following consultation, the West Yorkshire Investment Plan was approved in June 2022 and accepted by the Department for Education in August. The Investment Plan outlines 3 key streams of activity:
- Strand 1 - Individual engagement - £4.7 million
 - Strand 2 - Business focussed activity - £3 million
 - Strand 3 - Capacity building for the sector - £3.6 million
- 2.37 Strand 1 is now fully commissioned with much of strand 3 also in delivery. Strand 2 was open for tender in December-January without a successful outcome, and has therefore been revised and re-published, with much more engagement from the market.

- 2.38 The timescales for implementation and spend of the year 1 funds for this programme have presented significant challenges nationally. West Yorkshire is no exception, with an underspend of iro £816,000 identified. To help address this, the Combined Authority has encouraged existing commissioned providers to bring forward delivery and overperformance in year 1 where possible, committing to pay for overperformance.
- 2.39 West Yorkshire providers are confident that programmes will meet need and engage residents in years 2 and 3 now the programmes are established. The Combined Authority has formally requested for DfE to rollover unspent funds from year 1 to year 2, committing to deliver carried funds within the 2022/23 academic year.
- 2.40 A data report on year 1's activity, including participation and financial utilisation will be available at the next Committee meeting.

Addressing technical and sector specific skills gaps

- 2.41 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 that lead to specific vocations only, with courses approved centrally by the Department for Education. Uptake was low in the first year of the fund's implementation in West Yorkshire. Following a range of actions taken, including widening the provider base through procurement and relaxation of subcontracting, the introduction of bridging programmes and supportive provider roundtables, usage in 2022/23 to date has already surpassed the number of residents supported in 2021/22 with over 800 enrolments to date.
- 2.42 The Gainshare-funded **Skills Connect** programme focuses on sector specific skills deficits which are affecting the West Yorkshire economy. The programme supports individuals to upskill and change career by accessing fully funded unaccredited, employer endorsed, technical training, with content aimed at Level 3 equivalent and above. The funding is £6million with the programme due to be delivered by March 2025. Current provision spans a number of areas including Technical, Digital, Health and Care and support for graduates.
- 2.43 All Skills Connect training is endorsed by employers with the ambition to reduce skills needs across the region across the key sectors detailed. Training is developed with a clear line of sight to new employment opportunities or to better work as a result of training. The programme has a target to upskill 4,500 individuals, with clear milestones and impact measurements built in, e.g course completions and progression within a 6 month period.
- 2.44 To date, over 500 participants have enrolled on various Skills Connect courses, including Requirements for Electrical Installations, Hybrid Electric Vehicle Repair and Organisational Sustainability Champion, courses which have been developed to support our ambitious net zero ambitions..

2.45 Examples of developed programmes include:

- An innovative pilot to support individuals currently volunteering in care settings, or with lived experience, to develop their valuable skills and move into paid employment. Participants on the pilot cohort all reported increased confidence, with one participant who is over 50 re-entering the workforce as a direct result.
- Addressing a need identified within the construction sector to support individuals to upskill and ensure competence and compliance within Health and Safety and Site Management Safety training. The scheme has supported individuals to step into management roles and to gain increased responsibilities within their existing employment. 114 individuals have completed the training, supporting their individual progression opportunities within the sector whilst improving the safety standards across the industry as a whole.
- Supplementing other construction related training, a holistic programme supported by local employers offering real site skills and a range of qualifications to improve employability prospects. The first cohort has already resulted in two new job outcomes with a number still to be reported.

2.46 **Skills Bootcamps** are funded by the Department for Education (DfE) to support adults to fulfil their potential by accessing high quality, unaccredited training at Level 3 equivalent and above. Skills Bootcamps are developed in partnership with local employers, training providers and Local Authorities to help fill local skills gaps and vacancies. Training received through the bootcamps, equips adults with technical skills that enable them to access in-demand jobs, apprenticeships, and new opportunities (including for the self-employed) leading to increased income and productivity. The Combined Authority has been delivering the Skills Bootcamps programme since January 2021 and to date has successfully enrolled 1,056 participants in the programme, with 751 successful completions. Of those that have completed the Skills Bootcamps, 56.3% have confirmed career progressions as a result.

2.47 A significant amount of employer engagement and employer endorsement has been prevalent in the delivery of Skills Bootcamps. We have worked with businesses across West Yorkshire in the co-design and co-delivery of Skills Bootcamps including Dedalus, The Food Portal, YB Communications and Studio 116. Employers have supported by delivering sessions, including Cyber Skills and Cyber Security Skills Bootcamps.

2.48 A number of high profile business have recruited graduates of previous Skills Bootcamps courses including SkyBet, Accenture and Pragmatic Digital. Courses delivered have included Digital Marketing, Software Testing and Software Development.

2.49 Previous waves of Skills Bootcamps have been predominantly in the Digital and Technical sector due to funding stipulations, however flexibilities permitted

with the next wave of funding will allow for 30% of the funding to be spent outside of these areas and in key priority skills needs for West Yorkshire.

- 2.50 The existing programme, Wave 3, is due to end in April 2023. A change request has been submitted seeking approval to accept and spend an additional £3,649,369 of funding under Wave 4, to deliver Skills Bootcamps for another year up to March 2024. The additional funding will enable training to be delivered to a further 950 participants.
- 2.51 The Combined Authority received the DfE grant offer letter for Wave 4 funding, on 1 March 2023, confirming the award of the full amount of £3,649,369. The change request has been considered, in line with the Combined Authority's assurance process and the approval requested from the Employment and Skills Committee is set out below. For more information, please refer to Appendix 2.
- 2.52 The Employment and Skills Committee is requested to approve:
- i. The change request to the Skills Bootcamps programme to accept and spend up to £3,649,369 from the Department for Education, increasing the total programme value to £7,338,369 and to extend the delivery timeframes from September 2023 to September 2024.
 - ii. Future approvals are made in accordance with the assurance pathway set out in Appendix 2 of this report. This will be subject to the scheme remaining within the tolerances outlined in this report.
- 2.53 The Department for Education has introduced a number of increased flexibilities under Wave 4 which will ensure that the training offer is relevant specifically to the skills needs of West Yorkshire residents and businesses.
- 2.54 The first flexibility introduced is the ability to deliver Skills Bootcamps outside of the Department for Education's key core areas, Digital and Technical. In previous waves, it was permissible to spend 10% of the funding outside of core areas. This has increased to 30% in Wave 4, providing a more flexible and responsive training programme to adults looking to upskill.
- 2.55 An additional flexibility introduced by the Department for Education includes the ability for businesses to upskill their existing staff using Skills Bootcamp funding. Businesses can access highly subsidised training by paying either 10% or 30% of the training costs, depending on the size of the business. This flexibility would allow Skills Bootcamps to be positioned as a subsidised training package for businesses, addressing an identified gap in support. Officers are exploring the ability to grant funding to Local Authorities to meet specific skills needs within their local areas.
- 2.56 **Skills for growth** is a fully funded service connecting small and medium-sized business owners to local schools, colleges and universities and skills training courses to upskill their staff. The programme works with businesses to build talent pipelines, increase productivity and close skills gaps by providing effective referrals to the range of skills and wider support programmes and

opportunities, helping businesses to navigate the national, regional and local funding landscape.

- 2.57 Over 60% of SMEs engaged with the programme are looking for training in the next 12 months, leading to referral to LA-delivered Employment Hubs, and other provision, e.g.: Calderdale and Huddersfield NHS Foundation Trust identified significant basic maths and English skills needs in their workforce. They have been linked to AEB providers who have to date supported 80 staff to upskill through functional skills courses.

Future Planned activity

- 2.58 Future activity and the next phase of support for Investment Priority 2: Skills and training for people will focus on digital and green skills and employer support. Key outcomes achieved will be: reducing levels of digital exclusion, supporting people with digital skills, supporting employers with talent acquisition, and supporting people of all ages with a greater understanding of employment opportunities. A paper providing a full update for Committee members is included under agenda item 8.

3. Tackling the Climate Emergency Implications

- 3.1 Skills development is a critical component in tackling the climate emergency implications. Each adult skills programme provided by the Combined Authority, and the majority commissioned nationally provide a level of support in increasing green skills. Locally, the Green Jobs Taskforce will inform programme development.

4. Inclusive Growth Implications

- 4.1 All adult skills programmes aim to support those residents who have a skills deficit and need to access learning opportunities to progress them towards further learning, employment or a better way of life. Through delegated and devolved funding, we specifically target investment of funds towards disadvantaged areas and underrepresented groups where the skills deficit is most pronounced.

5. Equality and Diversity Implications

- 5.1 As per 4.1, all adult skills programmes aim to support those residents who have a skills deficit and/or tackle economic challenges. The range of programmes frequently support underrepresented groups through training provision.
- 5.2 All programmes have an Equality and Diversity Impact Assessment with relevant actions identified. Proportionate uptake amongst demographics is closely monitored, with targeted action taken to address any identified imbalance. The AEB End of Year report provides clear examples of the Combined Authority focussing fund investment to support underrepresented groups.

6. Financial Implications

- 6.1 The proposal to accept and spend the 'Wave 4' funding for Skills Bootcamps will attract an additional £3,649,369 of funding to West Yorkshire, extending delivery up to March 2024. The additional funding will enable training to be delivered to a further 950 participants.

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 AEB End of Year report.
- 10.2 The Employment and Skills Committee is requested to approve:
- i. The change request to the Skills Bootcamps programme to accept and spend up to £3,649,369 from the Department for Education, increasing the total programme value to £7,338,369 and to extend the delivery timeframes from September 2023 to September 2024.
 - ii. Future approvals are made in accordance with the assurance pathway set out in Appendix 2 of this report. This will be subject to the scheme remaining within the tolerances outlined in this report.
- 10.3 The Committee is asked to approve the request to accept and spend 'Wave 4' funding for Skills Bootcamps and to extend the delivery timeframes from September 2023 to September 2024.

11. Background Documents

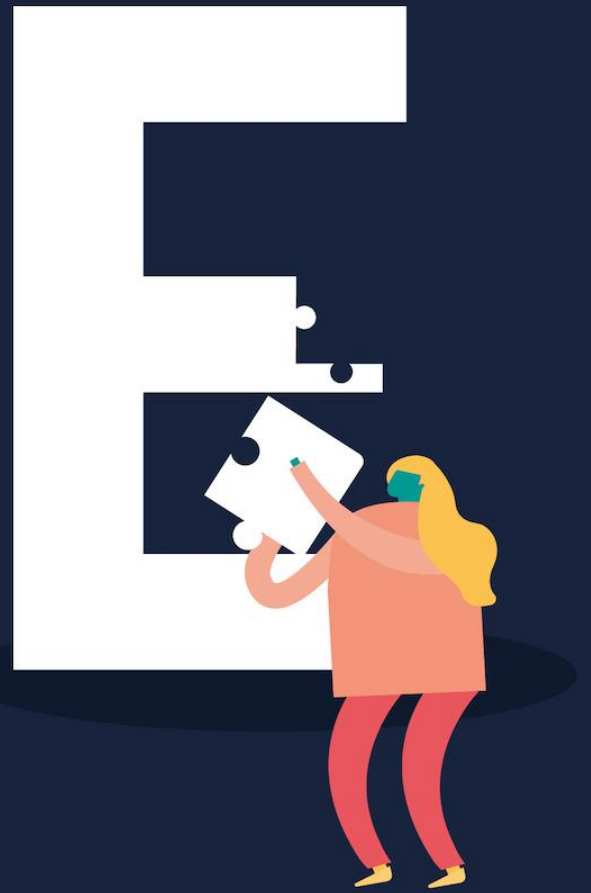
None.

12. Appendices

Appendix 1 – AEB End of Year Report
Appendix 2 – Project approval – Skills bootcamps



Improving adult skills



West Yorkshire Adult Education Budget 2021 – 2022

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Foreword

Tracy Brabin, Mayor of West Yorkshire

“I want everyone in West Yorkshire to have the skills and knowledge they need to secure a good quality job. Since becoming mayor, I’m pleased that we’re turning this commitment into reality.

I take great pride in supporting the people of West Yorkshire to access life-changing opportunities through our skills programmes. Our devolved Adult Education Budget (AEB) is one of the many examples of the huge and positive impact we can have when we can target funding to those who need it the most. In just one year, AEB has supported 43,000 residents learn new skills on over 56,000 courses, helping them to access better jobs and increase their income. I am especially proud of the impact AEB has had in helping those in our most disadvantaged communities to access a wider jobs market.

With the current cost of living crisis, there has never been a more important time to ensure that those out of work or those on low wages can progress into better paid jobs. Over the last academic year, 16,000 of our AEB learners were unemployed and 6,600 enrolments were for people on a low wage - that’s 2,000 more people than the previous year.



In the last academic year, 8,700 West Yorkshire residents took the first step and got their first ever qualification through an AEB course. And people of all ages are benefiting, proving it really is never too late to learn new skills and break down barriers to employment. I’m beyond delighted that we have been able to fund such an important start for people who can now embark on their journey to employment or progress into more senior roles, boosting their earning potential and improving lives.

I will continue to make the skills system more responsive and accessible to the people and businesses of West Yorkshire.”

Cllr James Lewis, Chair of the Employment and Skills Committee

“Providing all residents of West Yorkshire with the opportunity to develop their skills is a crucial part to building our economy and expanding the job market for the future.

Following West Yorkshire’s devolution deal, we were able to take control of the annual £65 million Adult Education Budget (AEB) for West Yorkshire and the direct management of training providers. This has allowed us to make many efficiencies such as cutting back on subcontracting and saving £1.4 million on management fees which has instead been invested directly into our learners.

With an agile approach, and the powers to do so, we have quickly identified skills shortages and prioritised sectors where there is a high demand. Our very first project responded to the urgent local need for more bus drivers. Over 120 learners undertook training, and many have already progressed to secure employment with



Arriva, First, and several transport organisations across the region.

We will continue to utilise the strength of regional partnerships to drive delivery and respond to the skills needs of West Yorkshire through the excellent Higher Education Institutions, Further Education Providers and Independent Training Providers.”

Summary and purpose

This report summarises the position of Adult Education Budget in West Yorkshire: the priorities for investment and the possibilities available through devolution.

The review is dual purpose:

- To state specifically what has been delivered in the first year of devolved AEB, in terms of impact on West Yorkshire residents
- To consider the change of this impact in comparison to pre-devolution data.

In the main, the report shows an overwhelming positive picture in the support that AEB delivers for West Yorkshires residents: 43,000 residents have been supported to upskill in over 77,000 courses. The partnership of providers has been rationalised to improve strategic planning and relationships, while learning programmes have been accessible in over 450 locations across West Yorkshire, ensuring residents have local access to reduce barriers to participation.



43,000 residents have been supported to upskill in over 77,000 courses

There is a similarly encouraging depiction of the changes and prioritisation of the funding in year 1. There is increased funding investment in priority areas: more residents supported from acutely disadvantaged areas, a more diverse demographics engaged in learning, more people on a low wage supported to upskill, increased learning in key sectors such as digital and construction.

The report also highlights areas for improvement and/or further investigation – such as ‘cold spots’ in disadvantaged areas where participation is low, the predominance of a younger demographic participating in AEB, and, while there’s an improvement in supporting individuals with a learning difficulty or disability, it is still reported as below the West Yorkshire demographic average.

The report provides detailed analysis across a range of key themes and summarises some of the key progress made against the five West Yorkshire AEB priorities.

Devolution and the Adult Education Budget

Devolution of the annual Adult Education Budget (AEB) was included as part of the March 2020 devolution deal agreed between West Yorkshire Combined Authority (the Combined Authority) and Government.

Devolution of AEB includes taking control of the annual £65million budget for West Yorkshire residents and direct management of the training providers in West Yorkshire who deliver the funding provision. It also allows the region to set its own priorities for funding and allows THE COMBINED AUTHORITY to align spending on skills to the opportunities and needs in the local economy.

More than 50% of AEB across the country is now controlled by devolved areas. Education and Skills Funding Agency (ESFA) continues to contract non-devolved areas.

What is AEB?

The principal purpose of AEB is to engage adults and provide them with the skills needed for entering and sustaining work, an apprenticeship or other further learning and to achieve the equivalent of GCSE and A Level qualifications. The funding pays specifically for learning programmes (predominantly qualifications) and provides an element of learner support funding for those with learning difficulties and disabilities.

AEB supports the following legal entitlements to full funding for eligible learners:

- First Full Level 2
- First Full Level 3
- English and Maths
- Digital

In the national system, there are age restrictions regarding these entitlements, however as part of devolution we have removed these barriers and simplified access for West Yorkshire residents.

Any adult over the age of 19 is eligible for support through AEB. In particular, the following people are entitled to access free training if they are:

- Unemployed and seeking work
- Wanting to achieve Level 2 in Maths or English for the first time
- Earning a low wage (currently less than £21,255)
- Wanting to achieve basic digital skills
- Wanting to achieve their first GCSE or A Level equivalent qualification

AEB funding lines

AEB funding is made up of 4 components:

1. **Formula funding** – funding per learner, per qualification delivered. The funding rate achieved is based on the size/type of qualification and is weighted depending on a learner's status (eg unemployed) and based on areas of disadvantage. This constituted around £50.5 million of the West Yorkshire AEB pot in 2021/22, and funds sector specific vocational programmes, along with English, Maths, ESOL, digital skills and employability programmes.
2. **Community learning** is a sub-set of the Adult Education Budget. It is exceptionally flexible and operates on an open book accounting basis, with providers able to set their own fee policy, based on a set of funding principles. The purpose of Community learning is to develop the skills, confidence, motivation, and resilience of adults of different ages and backgrounds. Only LAs and FE Colleges hold this funding. Community Learning allocations in 2021/22 accounted for £8.44 million of the allocated AEB funds in West Yorkshire, which was 13% of the total AEB pot.
3. **Learner support** is available to provide financial support for residents with a specific financial hardship preventing them from taking part/ continuing in learning (i.e., travel, equipment, fee waivers).
4. **Learning support** meets the cost of putting in place a reasonable adjustment, as set out in the Equality Act 2010, for learners who have an identified learning difficulty and/ or disability, to achieve their learning goal.

Our AEB strategy

As part of preparation for devolution, we developed and consulted upon our AEB Strategy to determine the priorities and principles for the devolved fund.

The 5 priorities for funding are:

- Support the unemployed to gain and sustain employment
- Unlock progression opportunities and career adaptability through skills, particularly for those on low wages and with insecure work
- Make learning more inclusive to support disadvantaged residents
- Increase the supply of skills to support key sectors in our region
- Improve West Yorkshire's resilience by identifying and delivering the skills needed for the future

The ambition for devolution was to:

- Make the skills system more responsive and accessible through stronger local influence with all training providers
- Focus on our 'place', and ensure the right training and support offers are made to fill the skills gaps which are most prevalent locally
- Deliver a more efficient system by focussing on quality of provision and the impact it has on learners
- Make sure learning opportunities are joined up to local progression opportunities in life and work
- Work closely in partnership with providers to bring together planning of the wider skills and post-16 education system

To deliver this, the following key values and behaviours were agreed for both the MCA and prospective providers to uphold:



Place-based

Develop a place-based curriculum offer and wrap-around support with a clear focus on learner progression



Outstanding

Strive to deliver outstanding provision that puts the needs of learners and employees at the centre of delivery



Partnership

Work with partners and stakeholders in a positive and effective way, sharing best practice and improving the impact of skills system across West Yorkshire



Openness

Communicate openly and transparently with stakeholders, learners and partners



Progression

Develop approaches and partnerships which support adults to progress and prosper within their communities and employment



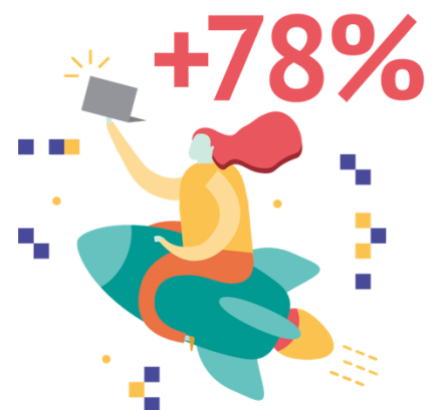
Subcontracting

Subcontract with integrity and ensure that positive outcomes for learners and employers is at the heart of all arrangements

This report provides data and examples of the progress made in these areas in year 1, and the alignment to the funding priorities.

Headlines on progress (2021-22)

- Devolved AEB programme supported **43,000** learners during the academic year, an **increase of 6%** on the previous year.
 - **8,700** West Yorkshire residents have attained their first ever qualification
 - **6,000** achieved their first level 2 qualification
 - **700** residents obtained their first level 3 qualification
- The number of providers delivering AEB in West Yorkshire was rationalised from **260 to 38**.
- Subcontracting was **reduced from £9m to £2.25m** in 2021/22, potentially saving around **£1.4m to directly support learners** rather than be taken in management fees
- West Yorkshire’s learner profile for Adult Skills provision 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.
- West Yorkshire’s learner profile was also **more diverse** compared with the previous year: the proportion of non-white ethnic minority Adult Skills learners increased from 43% to 52%.
- The proportion of learners with a learning difficulty / disability /health problem also **increased slightly from 16% to 17%**.
- There was a stronger focus on digital skills – **digital was the fastest growing subject area** with the number of enrolments on digital courses growing by **1,700 (78%)** year on year in 2021/22, to almost **4,000**.



- There was a **strong focus on disadvantage**:
 - **6,600 enrolments** funded through AEB (12% of the total) were for people on a low wage (**2,000 more** than in previous years)
 - the proportion of Adult Skills 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%**.
- 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 or Level 1 **only increased from 47% to 55%**
 - For **43% 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.
- A **success rate of 86%** was achieved for formal Adult Skills courses.



Data review

Introduction

This section examines the learning provision delivered in West Yorkshire through the devolved Adult Education Budget in 2021/22, the first year of devolved arrangements. It provides an analysis of the content of the learning delivered, in terms of subject, level and purpose and also examines the characteristics of the learners who were engaged through the programme, with a particular focus on equality, diversity and inclusion.

There is a strong focus on change over time, comparing aspects of the devolved programme in its first year with the position in 2020/21, the last year in which AEB in West Yorkshire was delivered through the national programme.

A key caveat to note is that restrictions relating to Covid-19 were in place throughout much of these two years. The pandemic had a significant impact on propensity to engage in adult education, particularly within the classroom setting.

Key points

- The number of AEB providers serving West Yorkshire learners has been rationalised during 2021/22, with a reduction from 260 to 38.
- The proportion of providers from outside the area and the proportion with very small numbers of learners has also been reduced.
- There was a year on year increase of 6% in the count of AEB-funded learners in 2021/22, driven by strong growth in Community Learning participants.
- The subject areas seeing the strongest growth in Adult Skills enrolments in 2021/22 were Information and communication technology and Construction. This growth was offset by declines in Health, public services and care and Business, administration, finance and law.
- People from an ethnic minority account for 52% of Adult Skills learners and 44% of Community Learning participants. Both proportions are above respective national averages. The number of ethnic minority learners increased by 25% in the first year of devolution.
- The proportion of learners with a learning difficulty, disability or health problems increased slightly in 2021/22 compared with the previous year from 16% to 17%. The proportion of West Yorkshire Adult Skills learners in this category is lower than the national average, although it is higher than average for Community Learning.

- Adult Skills learners are relatively young, with an average age below that of the West Yorkshire adult population.
- There has been an increased focus on getting people into employment within the devolved AEB programme. The proportion of Adult Skills learners who were out of work (either unemployed or inactive) has increased from 59% to 64%.
- Nonetheless, more than a third of Adult Skills learners were in employment, two-thirds of them fully funded, reflecting the commitment to enable learners to progress in employment. Around 40% of literacy learners and 41% of numeracy learners were in employment.
- During 2021/22 there were 6,600 enrolments under the low wage pilot in West Yorkshire, accounting for 12% of total Adult Skills enrolments.
- A total of 13,200 West Yorkshire learners undertook a basic skills course during 2021/22 academic year, equivalent to 41% of all learners on the Adult Skills programme.
- Almost three-quarters of basic skills learners are from an ethnic minority group.
- The number of basic skills enrolments saw year on year growth of 5,200 or 33% whilst the number of learners grew by 25%, a net increase of 2,600. This was driven primarily by an increase of 58% in the number of Language learners, although there was growth across all basic skills categories.
- During the 2021/22 academic year around 17,600 learners (or 41% of the total) were resident in the most deprived neighbourhoods (IMD decile 1). The proportion increases to around one half for both Bradford and Leeds. Year-on-year the proportion of learners from the most deprived neighbourhoods grew by 9% in volume terms, with the share of total learners increasing from 37% to 41%.
- The number of enrolments under each of the legal entitlements grew during 2021/22, with the exception of the entitlement relating to a first Level 2 qualification for 19-23 year olds.
- Overall, 43% of Adult Skills learners, or 14,100 in absolute terms, undertook learning that represented progression during 2021/22. Around 8,700 learners, or 27% of the total, undertook their first qualification through Adult Skills in 2021/22. Just over 6,000 learners achieved their first Level 2 through the Adult Skills programme in 2021/22, whilst 700 learners achieved their first Level 3.
- The overall success rate for the Adult Skills programme for 2021/22 academic year was 86%, broadly similar to the national average. ESOL aims had the highest success rate of all provision types during 2021/22, followed by vocational aims at Level 1, Entry Level and Level 2.

Provider base

Maintaining stability in the system was an important requirement from Department for Education in securing the devolution deal. Previously the AEB budget was split between 200+ providers: including 'grant holders' (Local Authorities and Colleges), and independent training providers

The implementation of the devolved AEB programme in West Yorkshire involved a rationalisation of the provider base, providing the potential for economies of scale and reduced management costs.

Commissioning of the AEB budget was divided in to three routes:

1. **West Yorkshire Grant Providers:** Local Authorities and the West Yorkshire Colleges – these are our local place shapers and have a strategic delivery role in supporting WY adults.
2. **Leeds City Region Grant Providers:** these neighbouring providers support learner choice and travel to learn/work patterns, thus reduced the need for cross-border agreements.
3. **Procured Training Providers:** The remaining allocations were procured through an open competitive tendering process to bring in specialist and targeted training provision for our residents and sectors of need.

The number of providers delivering AEB provision in West Yorkshire was reduced from 260 in 2020/21 to 38 in 2021/22.

Number of providers delivering AEB provision in West Yorkshire, 2020/21 to 2021/22

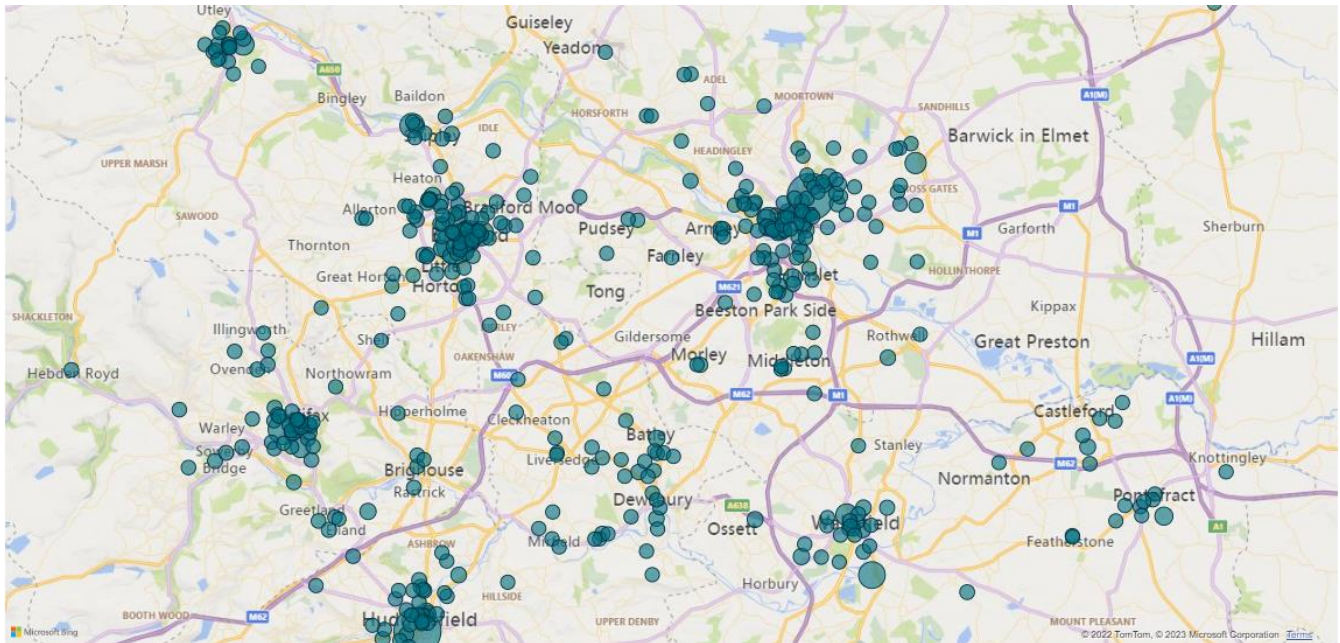
Number of learners supported	2020/21		2021/22	
	Count of providers	% of total providers	Count of providers	% of total providers
Fewer than 20	145	56%	1	3%
20 to 49 learners	34	13%	0	0%
50 to 99 learners	25	10%	3	8%
100 to 999	44	17%	14	37%
1,000+ learners	12	5%	20	53%
	260		38	

In 2020/21 more than half of providers active in West Yorkshire supported fewer than 20 learners, with only 22% supporting 100 or more learners. In 2021/22 only one provider had fewer than 20 learners and 4 out of 5 providers supported 100 or more learners.

In 2020/21, four-fifths of providers active in West Yorkshire were based outside the area. This proportion fell to less than a third (29%) under devolved management in 2021/22.

While the number of providers was reduced to 38, providers maintained a significant number of delivery centres across West Yorkshire which supported local access to learning, outlined in the diagram below.

Delivery centres in 2021-22



Overall number of learners and learning aims

Devolved AEB in West Yorkshire is a substantial programme. During the 2021/22 academic year there was a total of 32,000 learners supported through the Adult Skills element of AEB and a further 13,000 through the Community Learning strand, giving a total of 43,000 learners for the programme as a whole¹.

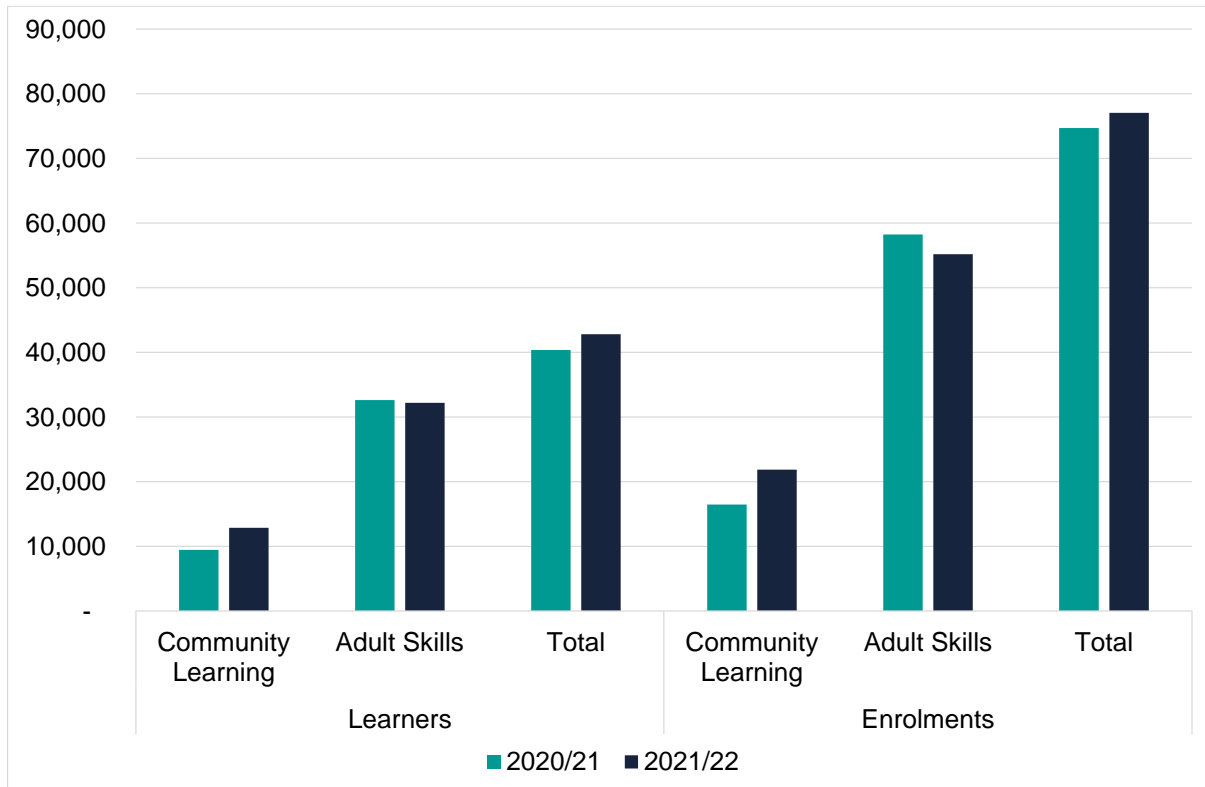
With regard to the number of enrolments on learning aims, there were 55,000 enrolments on Adult Skills courses and 22,000 on Community Learning, a total of 77,000 enrolments. On average, each learner enrolled for 1.8 aims – this same ratio applies to Adult Skills, Community Learning and the overall AEB programme.

Almost four-fifths (79%) of Adult Skills enrolments were fully-funded in 2021/22. This is an increase on the previous year when the proportion was 76%. This reflects an increased focus on provision that is more likely to attract fully-funded learners, such as basic skills courses and provision targeted on the unemployed. This shift has been achieved through provider management and changes to funding eligibility introduced by the Combined Authority.

¹ The figures do not appear to sum because a significant proportion of learners participated in both Community Learning and Adult Skills.

The number of learners supported through devolved AEB in West Yorkshire in 2021/22 saw a year-on-year increase of 6%, driven by growth of 36% in the number of Community Learning participants. Providers have supported more residents with the allocation provided, possibly due to increasing resident confidence following the pandemic. The volume of Adult Skills learners remained flat.

Change in number of learners and enrolments for AEB-funded learning aims in West Yorkshire

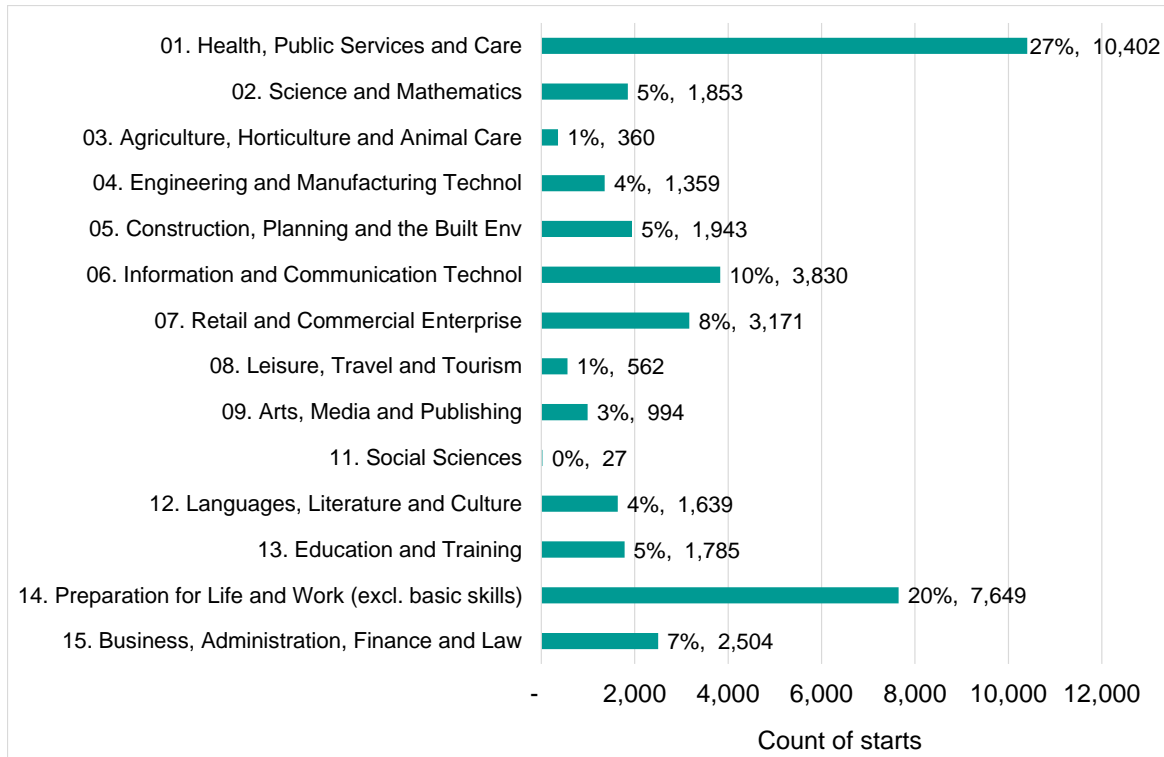


The total number of AEB-funded enrolments grew by 4% as Community Learning enrolments increased by around one third whilst Adult Skills enrolments declined by 5%.

Adult skills provision

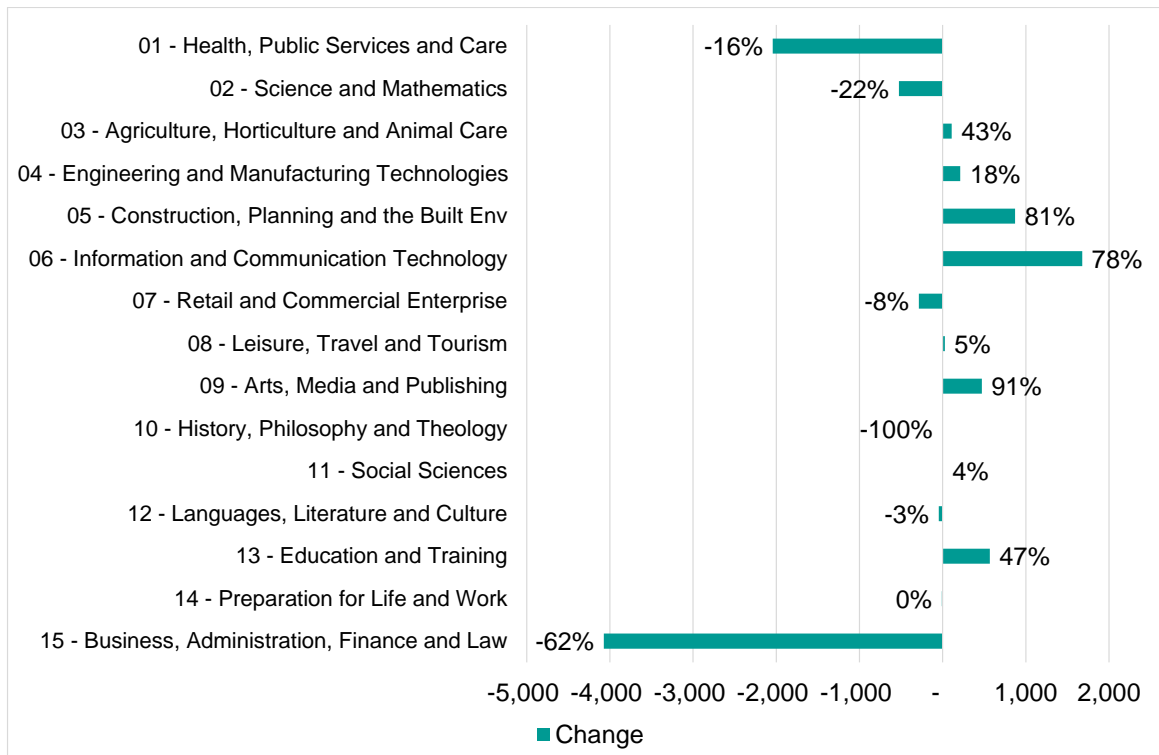
When basic skills aims are excluded, the subject areas with the highest take-up in terms of starts during the 2021/22 academic year were Health, public services and care (27% of total starts), Preparation for life and work (excluding enrolments for basic skills aims) (20% of total starts) and Information and communication technology (10% of starts).

Number of Adult Skills enrolments by subject area, West Yorkshire, 2021/22 academic year



The total number of Adults Skills enrolments declined by 5% year on year but performance at subject level was highly variable. The subjects with the biggest net growth in enrolments were *Information and communication technology, Construction, Education and training and Arts, media and publishing.*

Net change in number of Adult Skills enrolments by subject area – 2021/22 vs 2020/21, West Yorkshire (% net change in brackets)



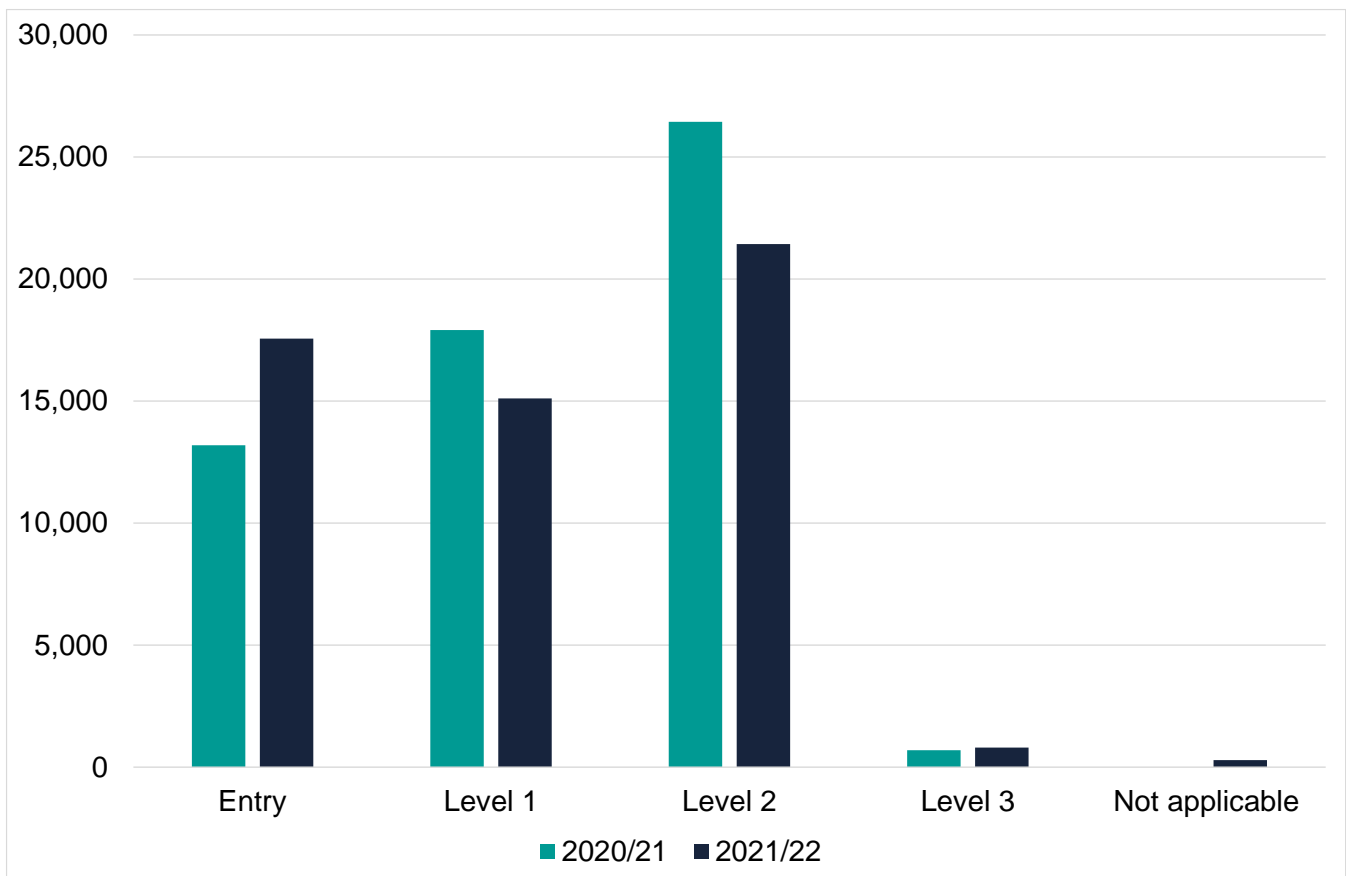
Two subject areas saw very large declines in enrolments in absolute terms: *Business, administration, finance and law*, with a reduction of around 4,100, and *Health, public services and care*, with a net decline of around 2,000. There were also significant falls for *Science and mathematics* and *Retail and commercial enterprise*.

Level

The main focus of Adult Skills provision is on qualifications up to and including Level 2. Level 2 is equivalent to GCSE and is typically equated with the qualification level required for basic employability. In addition, some Level 3 provision is fully-funded for 19-23 year olds in line with the relevant legal entitlement.

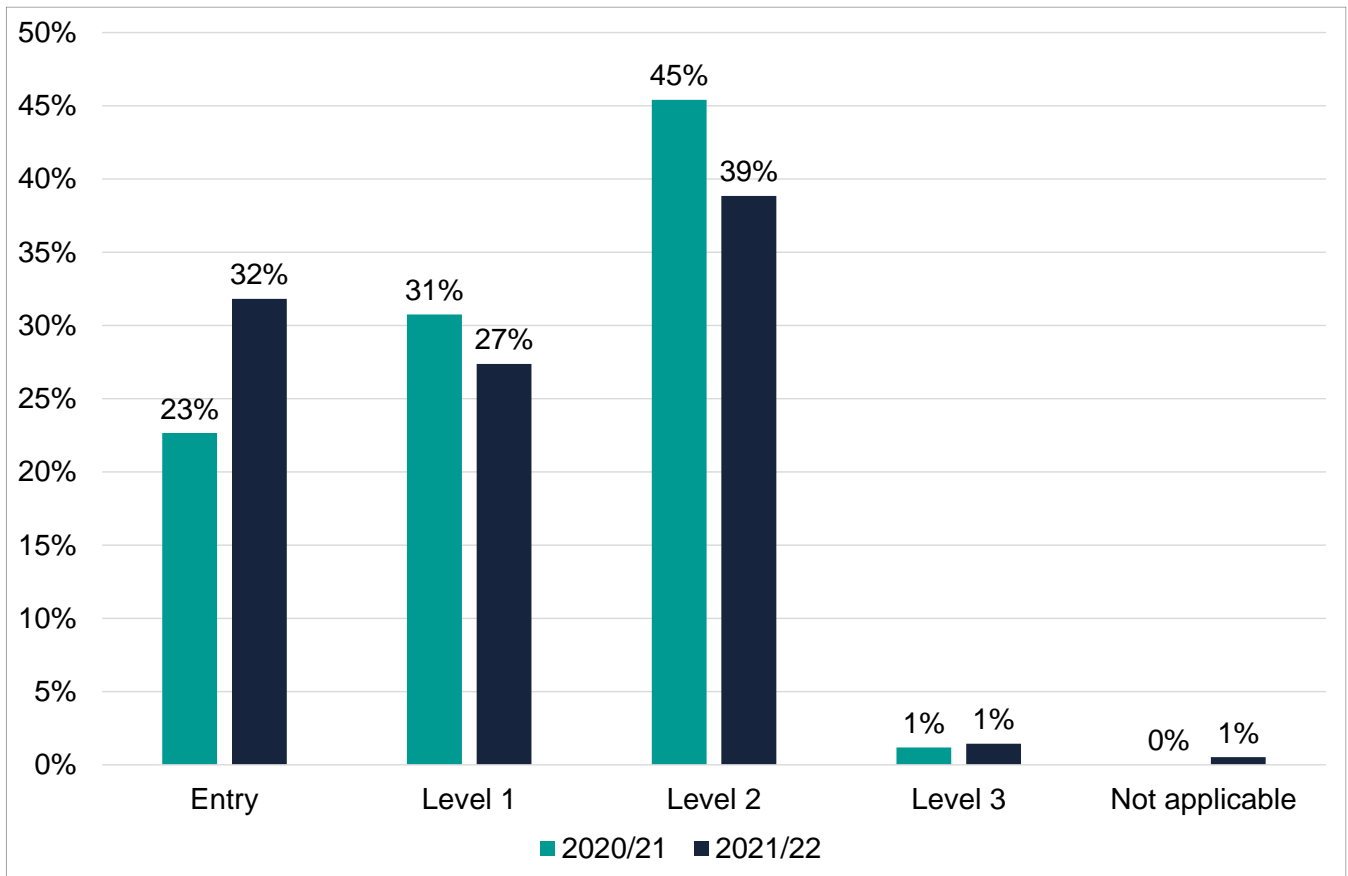
Alongside the overall decline in total Adult Skills enrolments, there was a fall in the volume of enrolments at Level 1 (-16%) and Level 2 (-19%) during 2021/22, offset by growth of 33% at Entry level (an increase of around 4,400 in absolute terms). There was also an increase of 15% (around 100 in absolute terms) at Level 3.

Net change in number of Adult Skills enrolments by notional NVQ level – 2021/22 vs 2020/21, West Yorkshire



The net increase in the number of enrolments at entry level reflects an increase in the share of provision that was at entry level in 2021/22. This grew from less than a quarter to nearly one third.

Change in the profile of Adult Skills enrolments by notional NVQ level – 2021/22 vs 2020/21, West Yorkshire (% of total enrolments)



There was a fall in the share of enrolments at both Level 1 and Level 2, whilst the proportion at Level 3 saw little change.

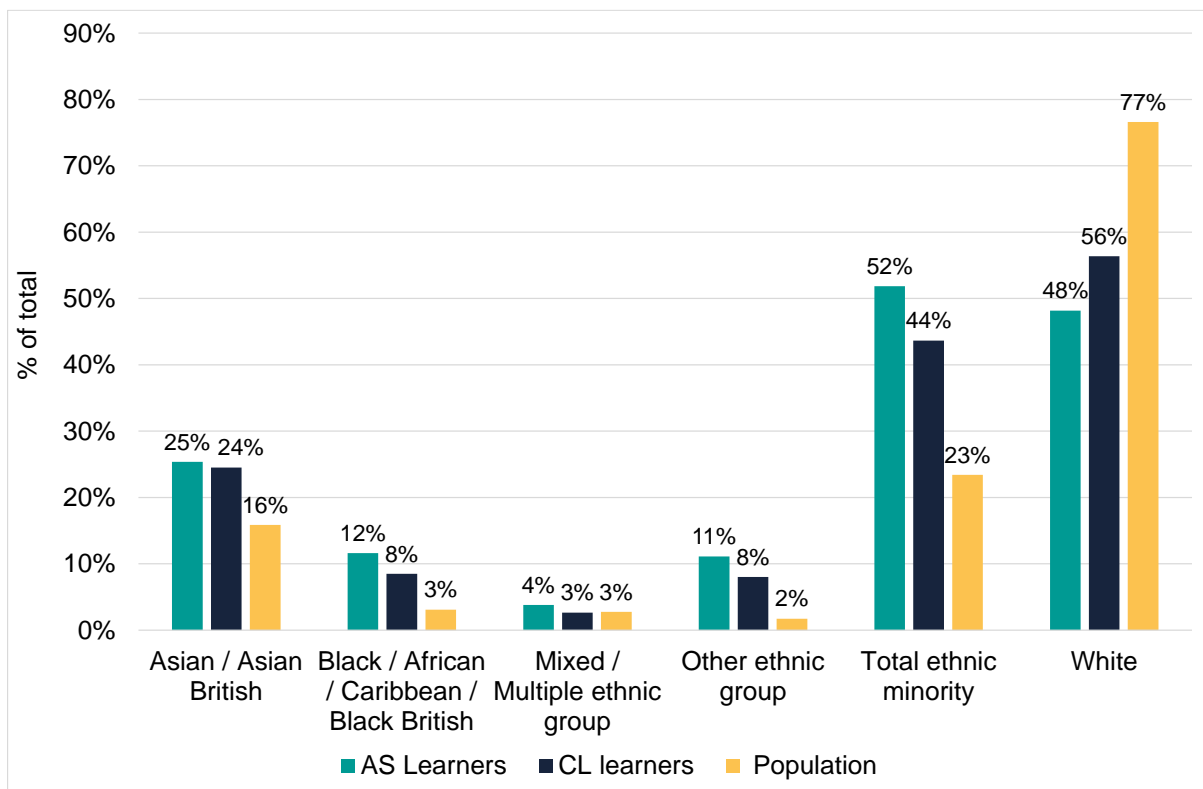
Equality, diversity and inclusion

One of the key objectives of West Yorkshire’s devolved AEB programme is to make learning more inclusive. This section examines the profile of learners according to their ethnicity, disability status and sex, focusing on the picture in 2021/22 and comparing it with the pre-devolution situation in 2020/21.

Ethnicity

People from ethnic minority groups are strongly represented among learners undertaking AEB-funded courses in West Yorkshire. For Adult Skills provision they are more than twice as strongly represented as might be expected based on their representation in the wider population² of the area.

Profile of learners starting AEB-funded learning aims in West Yorkshire by broad ethnic group versus ethnicity profile of West Yorkshire population



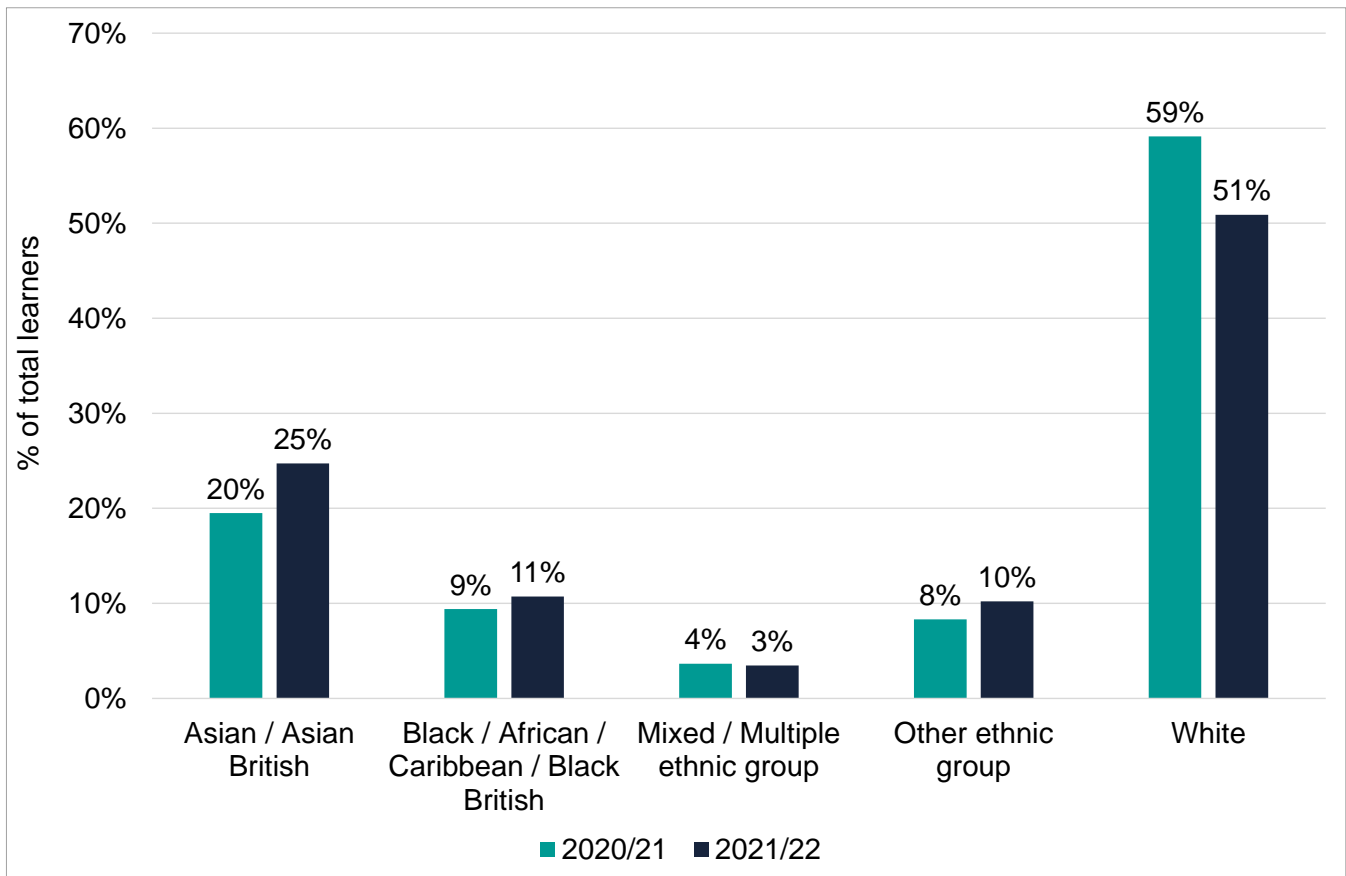
For both Adult Skills (AS) and Community Learning (CL) all broad ethnic minority groups account for a higher proportion of AEB-funded learners relative to their representation in the population. The single exception is the proportion of Community Learning participants who are

² At the time of writing population figures broken down by age and ethnic group were not yet available from Census 2021. It is therefore not possible to compare the AEB learner profile by ethnic group with the population profile of people aged 19+. Since a relatively high proportion of under-19 population is known to be from an ethnic minority it is expected that

from a Mixed ethnic group, which is smaller than the proportion of the total population who fall within this ethnic group.

The proportion of West Yorkshire learners who are from an ethnic minority is higher than the national average for both Adult Skills (national figure is 34%³) and Community Learning (national figure is 27%).

Change in profile of learners starting AEB-funded learning aims in West Yorkshire by broad ethnic group



There was an increase in the proportion of learners from a non-white ethnic minority group in 2021/22 compared with 2020/21 (pre-devolution), rising from 41% to 49% of total learners. Each broad ethnic minority group also saw an increase in learner share except for the Mixed / Multiple ethnic group. The number of ethnic minority learners participating in learning grew by 27% in 2021/22 compared with the previous year.

Learners from a non-white ethnic minority group were less likely to be in employment and more likely to be unemployed or inactive than white learners. Only 24% of ethnic minority learners were in employment (compared with a figure of 48% for white learners), whilst 60% were unemployed (white:39%) and 16% inactive (white: 12%).

³ National average figure is for 19+ Education and Training provision the closest available comparator for West Yorkshire Adult Skills provision.

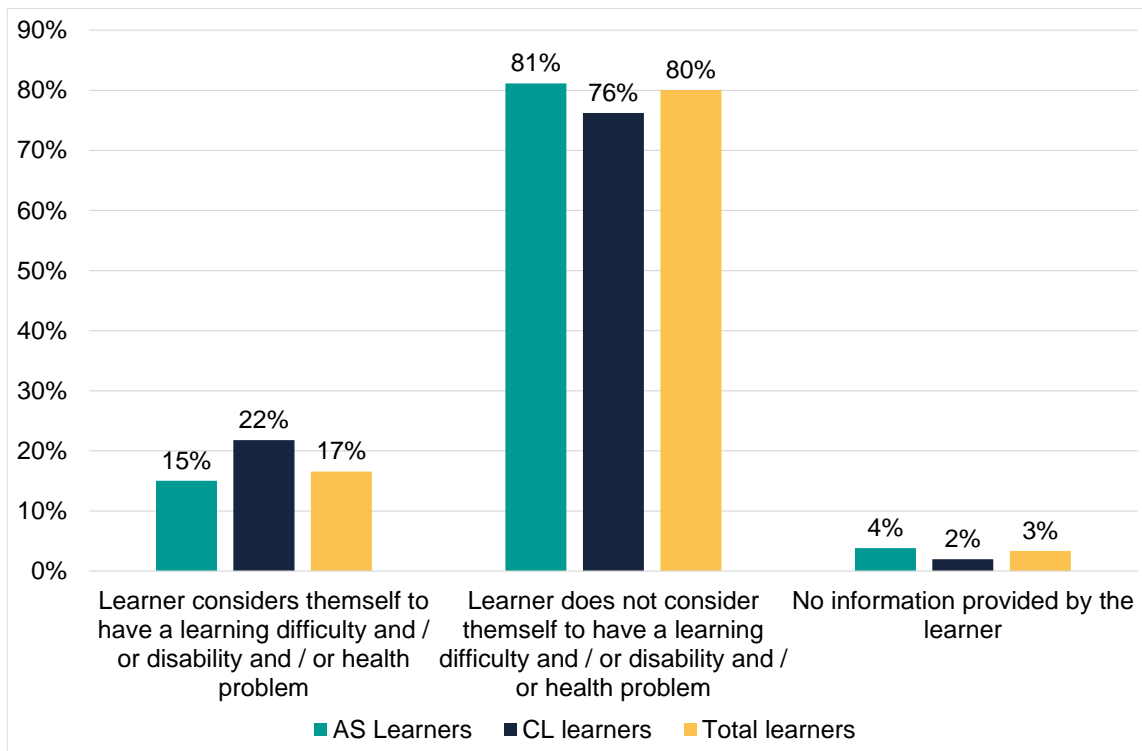
However, non-white ethnic minority learners were less likely to benefit from the low wage pilot. Only 12% of total learners in this group were part of the pilot, compared with 18% of white learners.

The proportion of ethnic minority learners participating in Adult Skills increased from 43% to 52%, whilst for Community Learning the proportion increased from 37% to 44%.

Disability

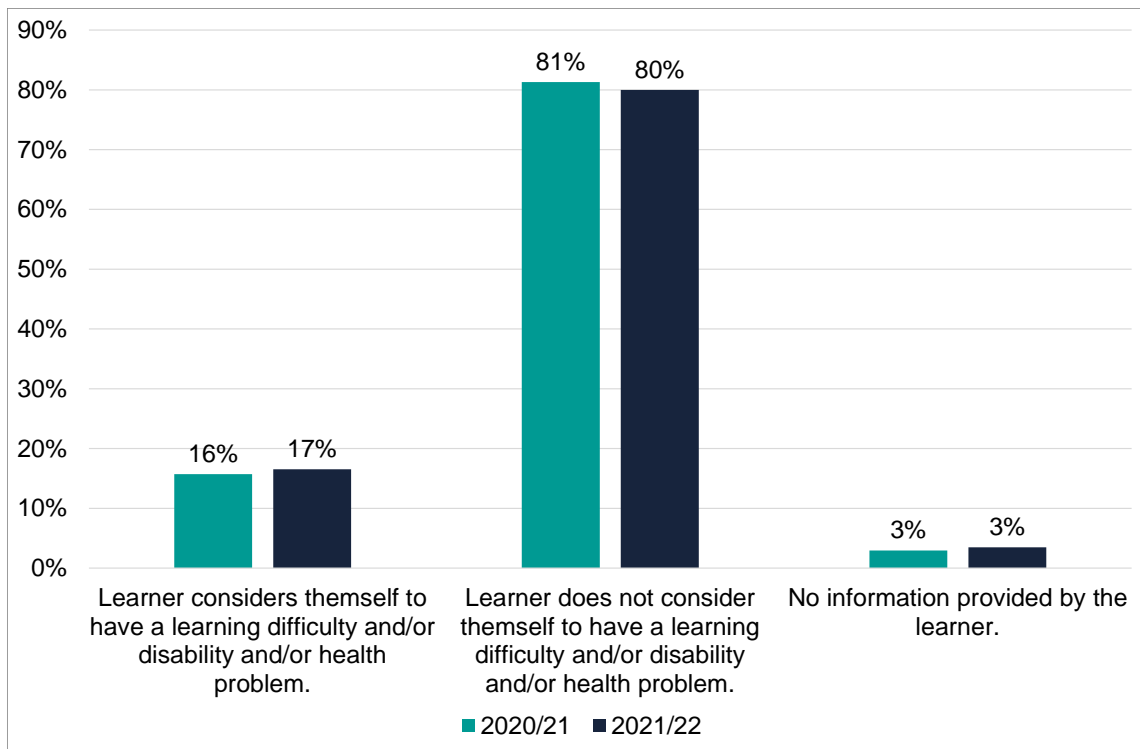
Around 17% of AEB learners in West Yorkshire indicate that they have a learning difficulty and / or disability and / or health problem. This is lower than the proportion of the wider working age population of West Yorkshire who are Equality Act core or work-limiting disabled in West Yorkshire, which stands at 24%.

Profile of learners starting AEB-funded learning aims in West Yorkshire by disability status



The proportion of Community Learning participants in West Yorkshire who say they have a learning difficulty / disability / health problem is somewhat higher, at 22%, than the figure for Adult Skills of 15%. It is also higher than the national average figure for Community Learning of 19%. The national average figure for 19+ Education and Training is 20% - 5 points higher than the West Yorkshire Adult Skills figure.

Change in profile of learners starting AEB-funded learning aims in West Yorkshire by disability status

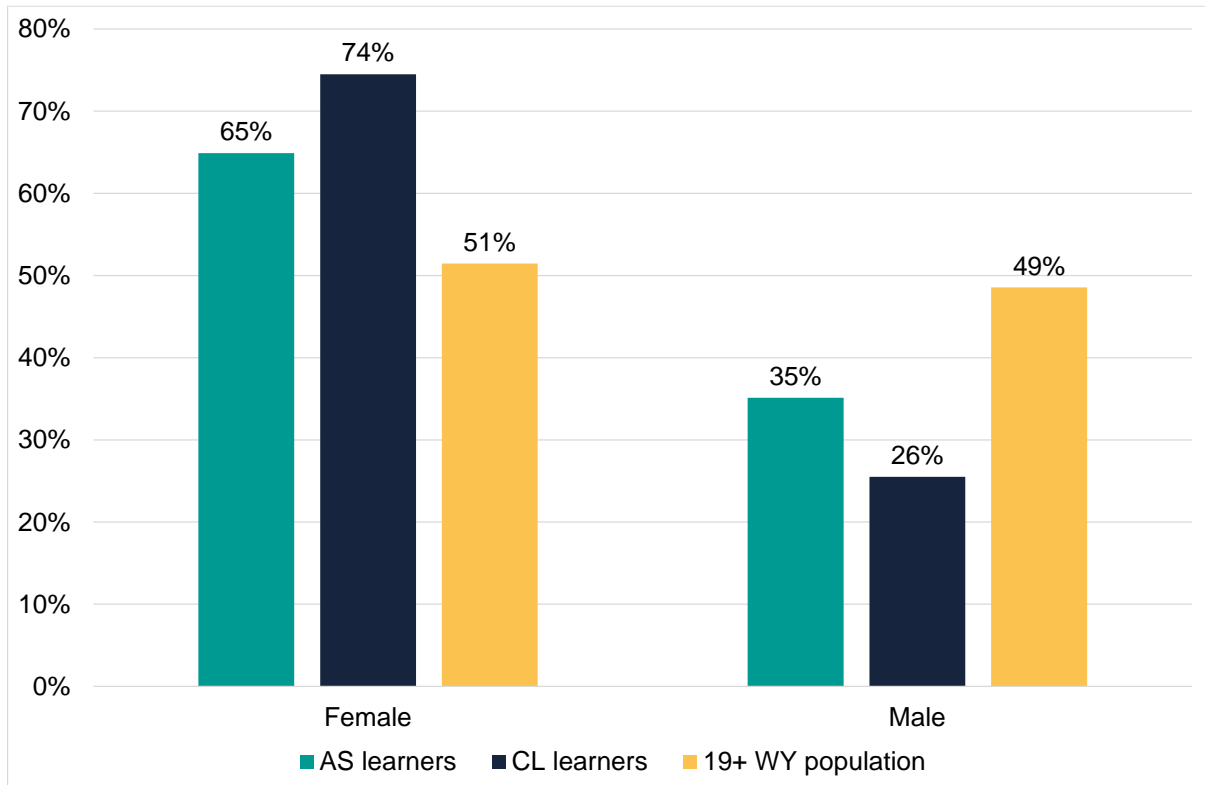


The proportion of learners with a learning difficulty, disability or health problem increased slightly in 2021/22 compared with the previous year, from 16% to 17%. This was due an increase of two percentage points for Community Learning from 20% to 22%; the Adult Skills proportion remained the same.

Gender

Women and girls are in the majority among West Yorkshire’s AEB learners, accounting for two-thirds 67% of total learners, 65% of Adult Skills learners and three-quarters (74%) of Community Learning participants. Both proportions are much higher than female representation in West Yorkshire’s population aged 19 and above.

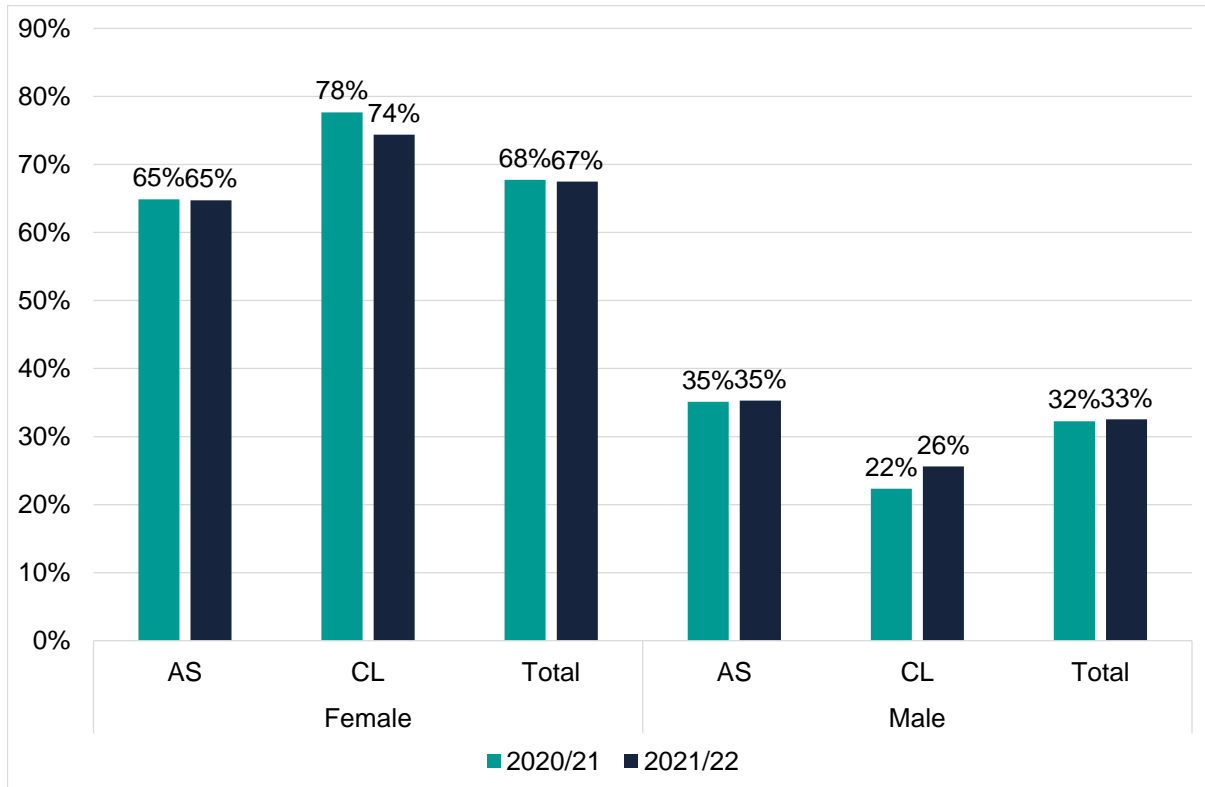
Profile of learners starting AEB-funded learning aims in West Yorkshire by sex



This picture is in line with the national profile. The national average proportions of female learners are 64% and 74% for 19+ Education and Training and Community Learning respectively.

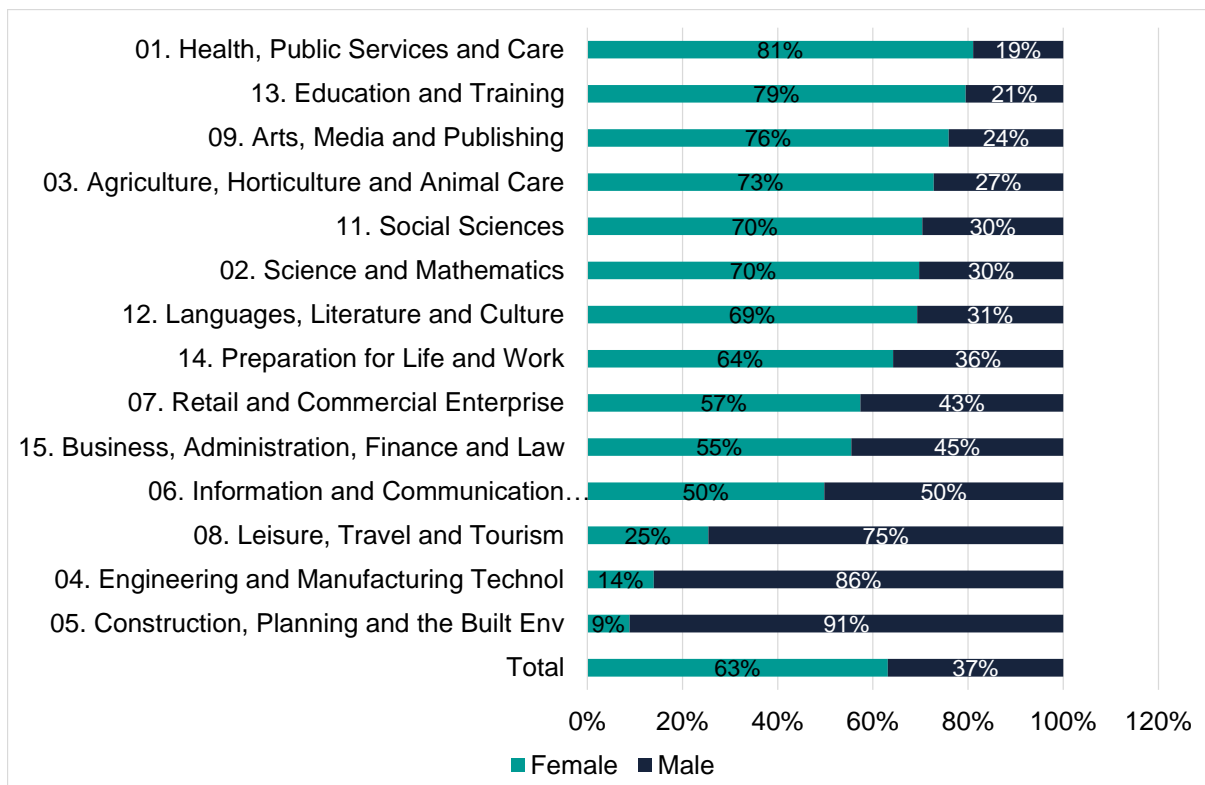
The proportion of female learners fell slightly between 2020/21 and 2021/22 (with a corresponding increase in the share of male learners) from 68% to 67%, driven by a 4 percentage point fall in the female proportion of Community Learning participants.

Change in profile of learners starting AEB-funded learning aims in West Yorkshire by strand and sex



The Adult Skills programme in West Yorkshire faces a similar challenge of gender segregation that is present in other forms of education and training and in the wider employment market.

Profile of Adult Skills enrolments by subject area and sex of learner, West Yorkshire, 2021/22 academic year

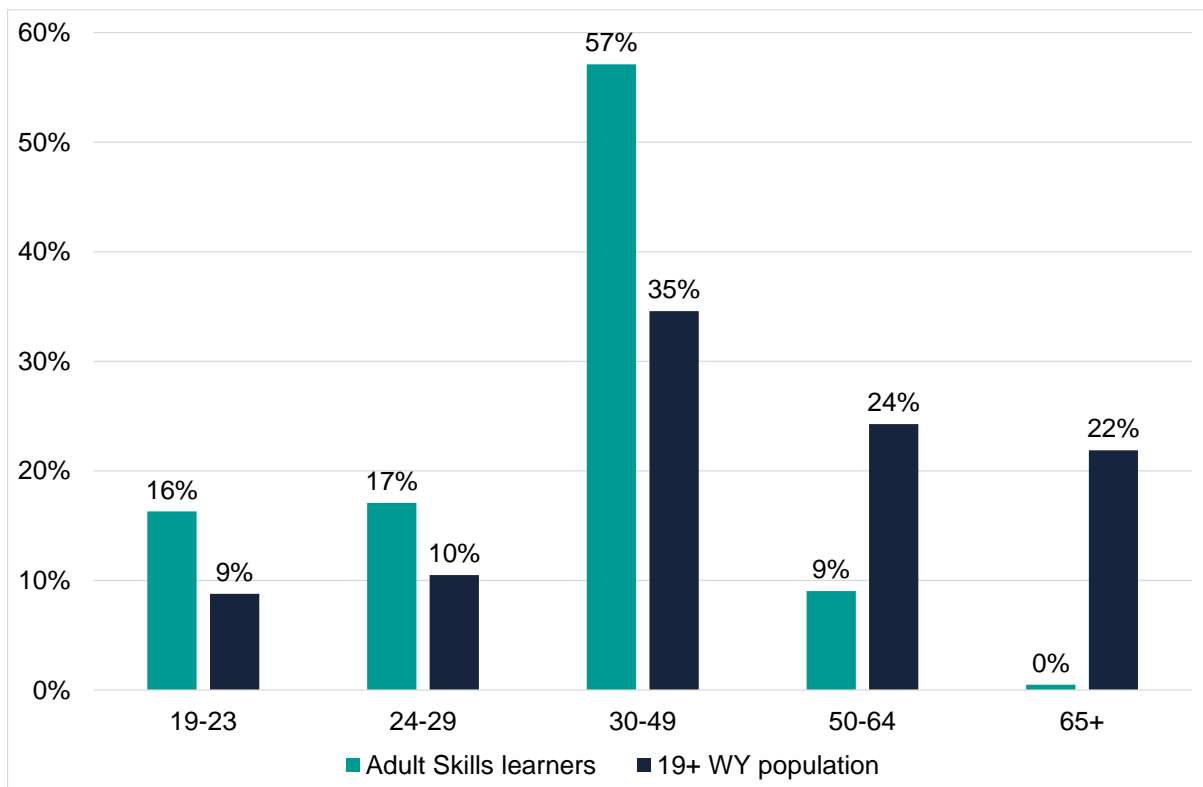


Women account for the vast majority of enrolments in some subjects, most notably Health, public services and care (81% of the total) and Education and training (79% of the total). But although women contribute almost two-thirds of total enrolments they represent a small minority in “traditionally male” subjects such as Construction (9% of enrolments) and Engineering and manufacturing (14%). This is a concern because these subjects offer good prospects for pay and progression.

Age

Adult Skills learners in West Yorkshire are relatively young, with an average age of 36 years compared to an average age for the wider West Yorkshire population (aged 19+) of 48 years.

Profile of learners starting Adult Skills learning aims in West Yorkshire by age, 2021/22



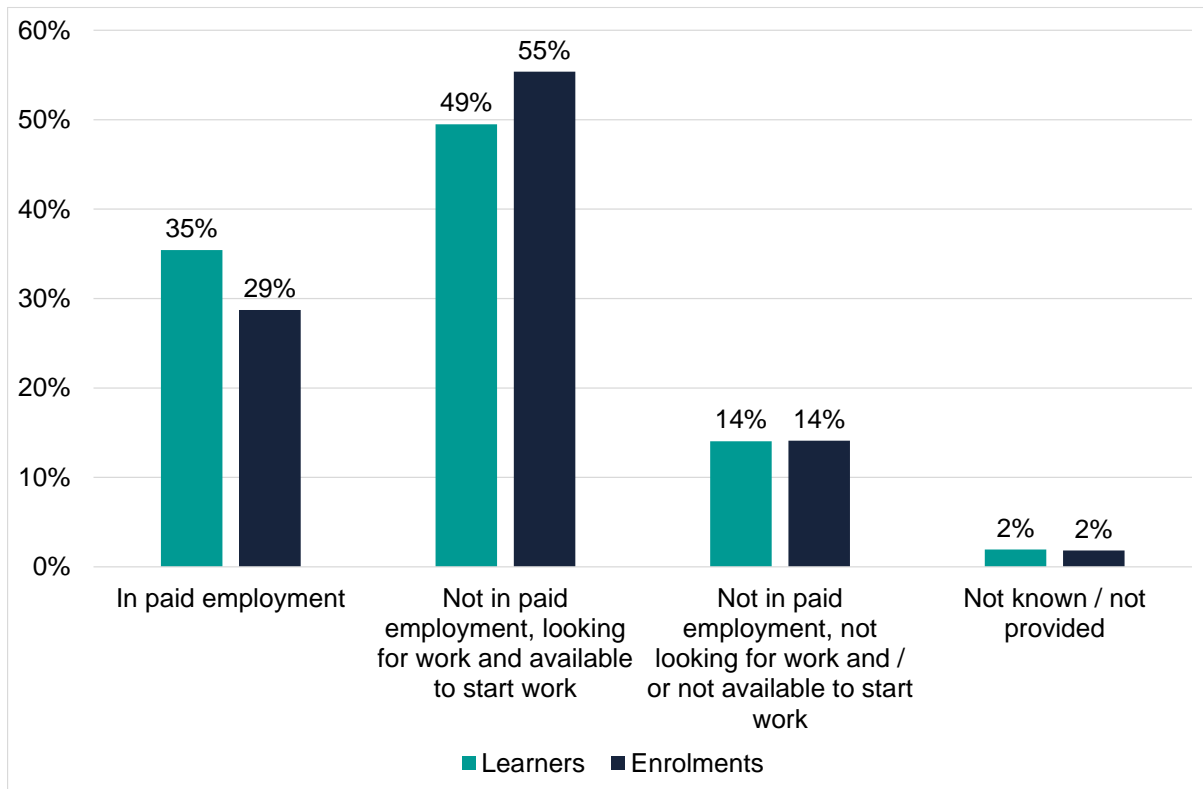
Sixteen per cent of Adult Skills learners fall into the 19-23 age category, almost twice the proportion of the wider 19+ population who are aged 19-23. This partly reflects the policy focus on this age group, including the presence of legal entitlements for 19-23 year olds. Adult Skills learners are also disproportionately represented in the 24-29 and 30-49 groups but are under-represented in the older 50-64 and 65+ groups.

The proportion of Adult Skills learners aged 19-23 fell slightly in 2021/22 compared with the previous year, from 18% of total learners to 16%.

Supporting the unemployed

The Combined Authority’s AEB Strategy prioritises supporting the unemployed to gain and sustain employment through the development of economically valuable skills.

Profile of Adult Skills learners and enrolments by learner employment status, West Yorkshire, 2021/22 academic year

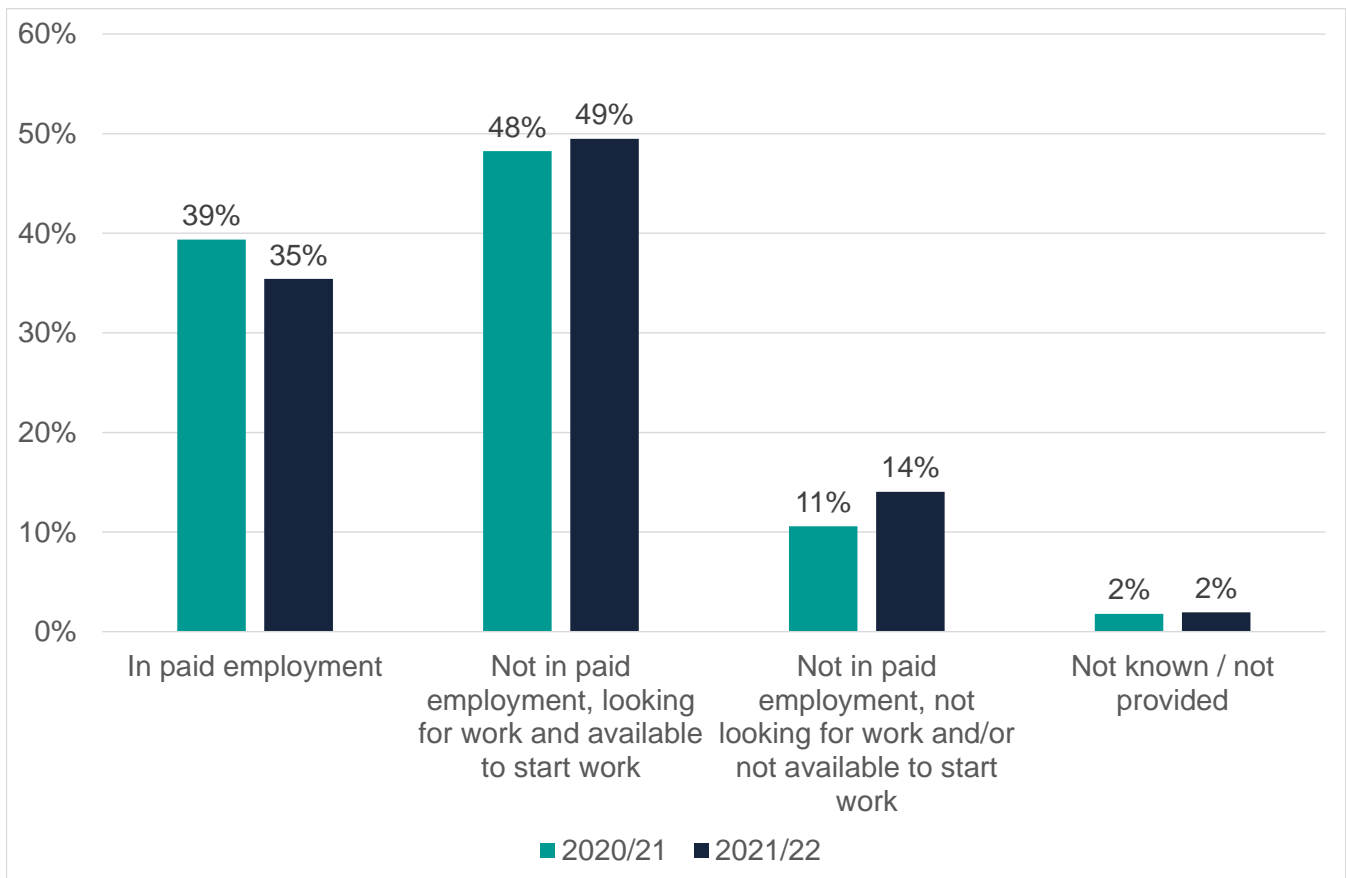


During the first year of devolved AEB in West Yorkshire, around 16,000 unemployed⁴ learners were supported through the Adult Skills strand of the programme, representing 49% of all learners and 55% of total enrolments.

In addition, 14% of learners were not in paid employment but were not looking for work and / or not available for work (i.e. economically inactive). Many of these inactive individuals will be making their first steps towards engagement with the labour market.

⁴ Defined here as “Not in paid employment, looking for work and available to start work”.

Change in profile of learners starting Adult Skills learning aims in West Yorkshire by employment status



The proportion of Adult Skills learners in paid employment fell by 4 percentage points between 2020/21 and 2021/22, with a corresponding increase in unemployed and inactive learners. The proportion of learners who were out of work grew from 59% of the total to 64% over the same period.

The sector-based work academy programme (SWAP) is designed to help Job Centre Plus claimants build confidence to improve their job prospects and enhance their CV, whilst helping employers in sectors with current local vacancies to fill them. SWAP consists of three elements: pre-employment training; work experience placement; and a guaranteed job interview.

Formal ‘SWAP’ provision formed a small part of the AEB programme in 2021/22, with 217 enrolments for 128 learners, equivalent to less than 1% of total Adult Skills enrolments. It should be noted that a range of similarly packaged programmes were delivered, but were not formally recorded as they do not fit the DWP criteria in terms of course length.

Enrolments were principally concentrated in Preparation for Work aims focusing on employability skills plus aims for the Rail Engineering sector, together with aims focusing on Construction and Horticulture.

Supporting progression in employment

A priority within the Combined Authority's AEB strategy is to unlock progression opportunities and career adaptability through skills, particularly for those on low wages and with insecure work.

Around a third (35%) of learners supported through the Adult Skills strand of AEB during 2021/22 were in employment. Employed learners accounted for 29% of total Adult Skills enrolments. Two-thirds of enrolments for employed learners were fully funded (compared with 79% of total enrolments).

Under the Combined Authority's funding rules for its low wage pilot providers may fully fund provision up to and including level 2 if the learner is employed but paid at a rate below the low wage threshold. The Combined Authority's threshold is pegged to the Real Living Wage and is higher than the national rate that is applied to non-devolved provision.

During 2021/22 there were 6,600 enrolments under the low wage pilot in West Yorkshire, accounting for 12% of total Adult Skills enrolments, with 4,900 learners benefiting from the pilot.

An additional 2,100 enrolments for low wage learners were supported in 2021/22 compared with the previous year, an increase of 46%.

Three quarters of enrolments under the low wage pilot in 2021/22 were in the *Health, public services and care* and *Preparation for life and work* subject areas. The latter category includes basic skills provision and 30% of enrolments for low wage learners were for basic skills aims, with 25% specifically for basic literacy aims.

Destinations

From the available data in the ILR it is difficult to assess the added value of the AEB in terms of supporting learners into positive destinations. For example, the proportion of learners in employment following their participation in AEB is of limited interest because a significant proportion of learners are already in employment at the start of their studies.

Looking specifically at the destinations of learners who were unemployed or inactive at the outset:

- 1,662 learners who were unemployed at the start of learning had a destination of paid employment (11% of total unemployed learners)
- 3,577 (23%) unemployed learners had a destination of part-time FE
- 264 (5%) inactive learners had a paid employment destination whilst 1,867 (35%) had an education destination.

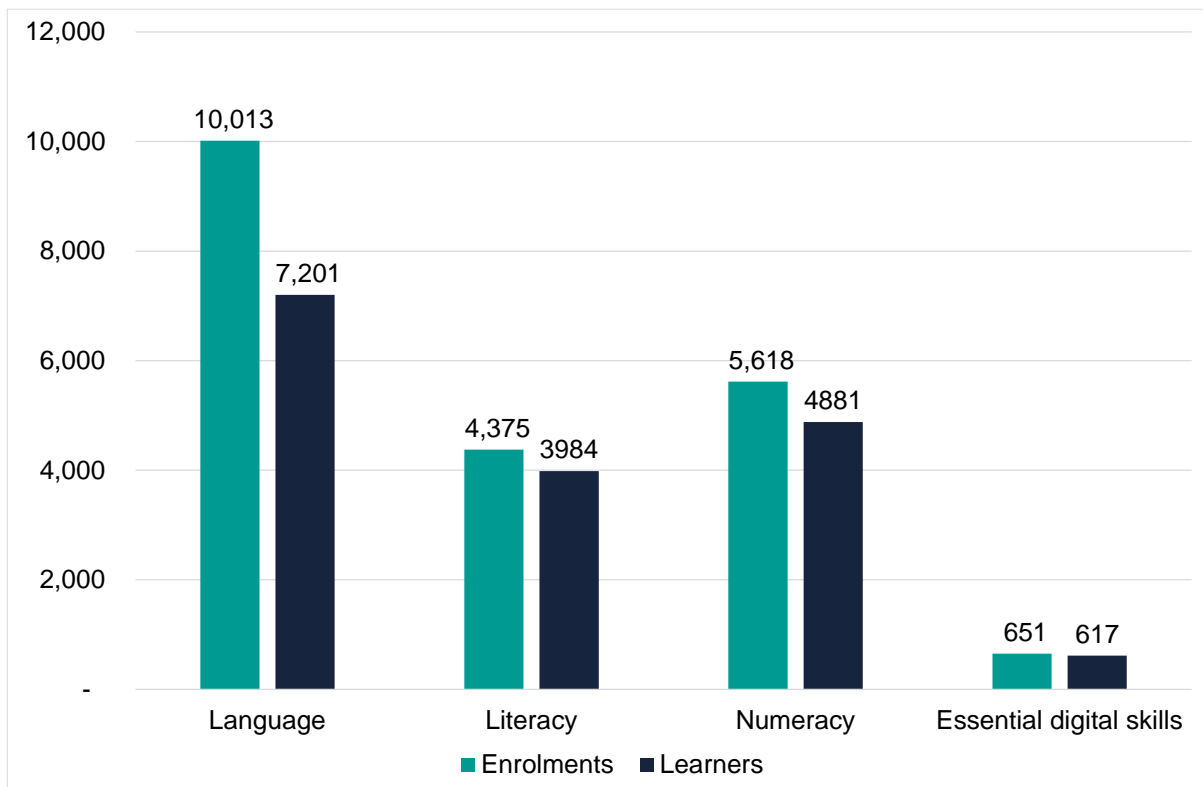
In addition, 1,748 learners who were in paid employment at the start of learning took up part-time FE.

Basic skills

Basic skills provision is a substantial element of the AEB programme, supported by a legal entitlement to full funding for English and maths, up to and including level 2 for adults who have not previously attained a GCSE grade 4 (C) plus full funding for essential digital skills qualifications, up to and including level 1, for adults who have digital skills assessed at below level 1.

A total of 13,200 West Yorkshire learners undertook a basic skills course during 2021/22 academic year, equivalent to 41% of all learners on the Adult Skills programme. Many of these learners undertook multiple courses with the total number of basic skills enrolments standing at 20,700 (37% of all Adult Skills enrolments).

Number of basic skills enrolments and learners by subject, West Yorkshire, 2021/22 academic year



The biggest basic skills category, in terms of both learners and enrolments, was Language, which primarily consists of English for Speakers of Other Languages (ESOL) provision. Around 7,200 learners took part in a Language course (18% of all Adult Skills learners), with a total of 10,000 enrolments (22% of the total).

Numeracy was the second largest category with 4,900 learners (15% of the Adult Skills total) and 5,600 enrolments (10% of the total).

Around 4,000 learners started a Literacy course during 2021/22 (12% of the total) with 4,400 enrolments (8% of total Adult Skills enrolments).

The fourth basic skills category – Essential Digital Skills – had much smaller volumes of learners (around 620 or 2% of the total) and enrolments (650 or 1% of the Adult Skills total).

In line with the legal entitlements, the vast majority of basic skills enrolments were fully funded, including 99% of literacy starts, virtually 100% of numeracy starts and 96% of essential digital skills starts.

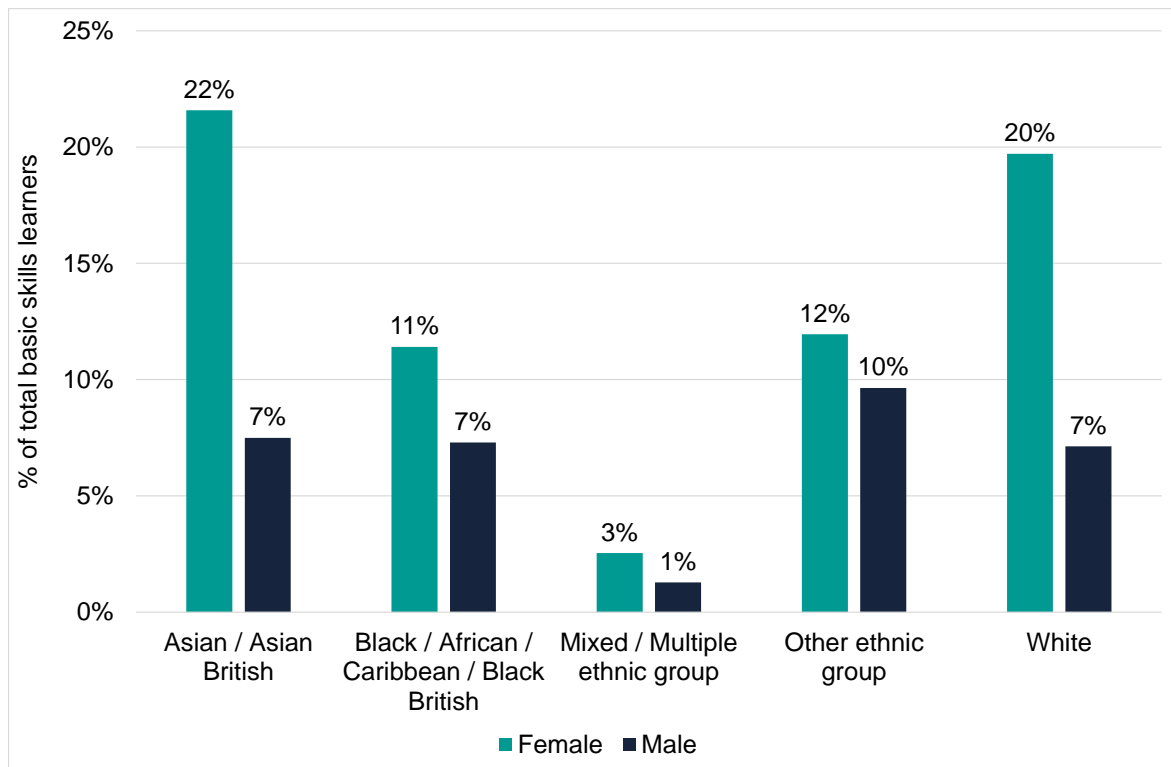
ESOL learners are entitled to full funding only when unemployed or when classed as being on a low wage. Accordingly, a smaller proportion (79%) of ESOL enrolments were fully funded.

The demographics of basic skills learners are distinctive:

- Basic skills learners are more likely to be from an ethnic minority. Seventy-three per cent of basic skills learners are from a non-white ethnic minority compared with an average for Adult Skills of 52%. The proportion of Language learners from a non-white ethnic minority is 87%⁵; but the proportions for Literacy (63%) and Numeracy (62%) are also above average. Language learners are most likely to be from the African (18%) and Pakistani (14%) groups plus the residual groups of Any other White background (12%) and Any other ethnic group (20%). It is notable that the representation of Pakistani learners in Language provision is lower than it is across the wider Adult Skills programme, for which 17% of learners are Pakistani.
- Basic skills learners are slightly less likely to be in employment, with 30% in paid work versus an average for Adult Skills of 35%. However, this is due to the small proportion of Language learners who are in work (20%), whereas Literacy and Numeracy learners have an above average likelihood of being in a job (41% and 40% respectively). Sixty-two per cent of Language learners are unemployed and 17% are inactive, well above the Adult Skills averages of 49% and 14% respectively.
- A majority of basic skills learners are female (67%), broadly reflecting the overall average for Adult Skills of 65%. Literacy (70%) and numeracy (73%) learners are more likely to be female than Language learners (63%). Basic skills learners who are Asian / Asian British (74%) or White (73%) are also more likely to be female.

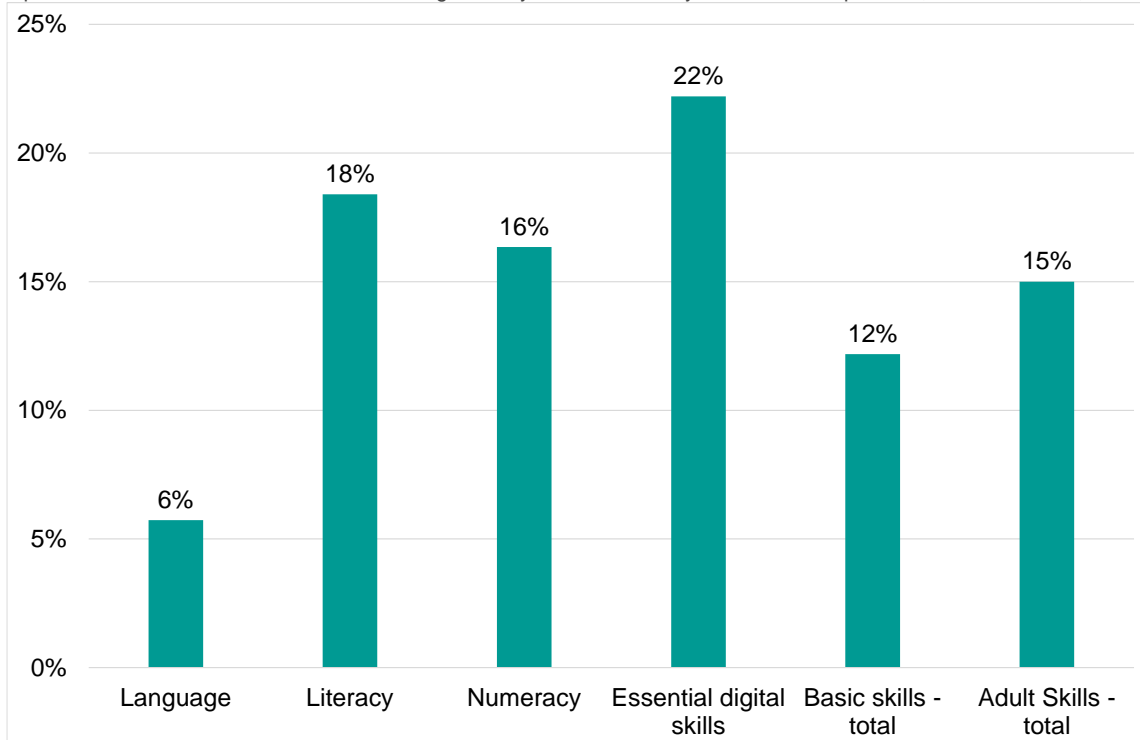
⁵ When White minority groups are included this proportion rises to 93%.

Profile of basic skills learners by ethnicity and sex, West Yorkshire, 2021/22



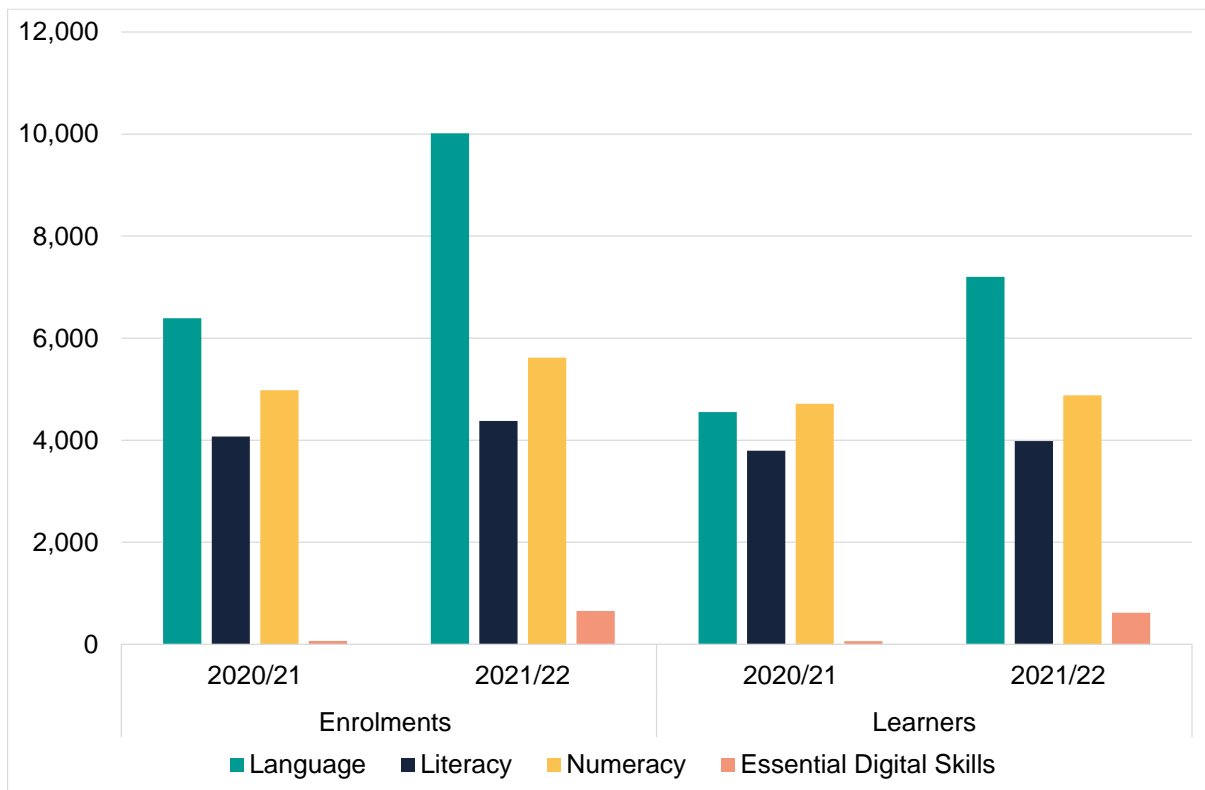
Basic skills learners in West Yorkshire are less likely to have a learning difficulty and / or disability and / or health problem – at 12% compared with 15% of learners for the wider Adult Skills programme. This is because only 6% of Language learners fall into this category, whilst Literacy (18%), Numeracy (16%) and Essential Digital skills (22%) learners are more likely to report a learning difficulty, disability or health problem.

Proportion of basic skills learners with a learning difficulty and / or disability and / or health problem, West Yorkshire, 2021/22



There was substantial growth in the number of basic skills enrolments and learners between 2020/21 and 2021/22. The number of enrolments increased by 5,200 or 33% year on year, at the same time as the overall number of Adult Skills enrolments fell by 5%. Consequently, basic skills provision increased its share of total Adult Skills enrolments by 10 points, from 27% to 37%. A key driver of this growth was an increase of 3,600 (+57%) in Language enrolments; although Literacy and Numeracy each saw a net increase in enrolments of 7% and 13% respectively.

Change in number of basic skills enrolments and learners by subject, West Yorkshire



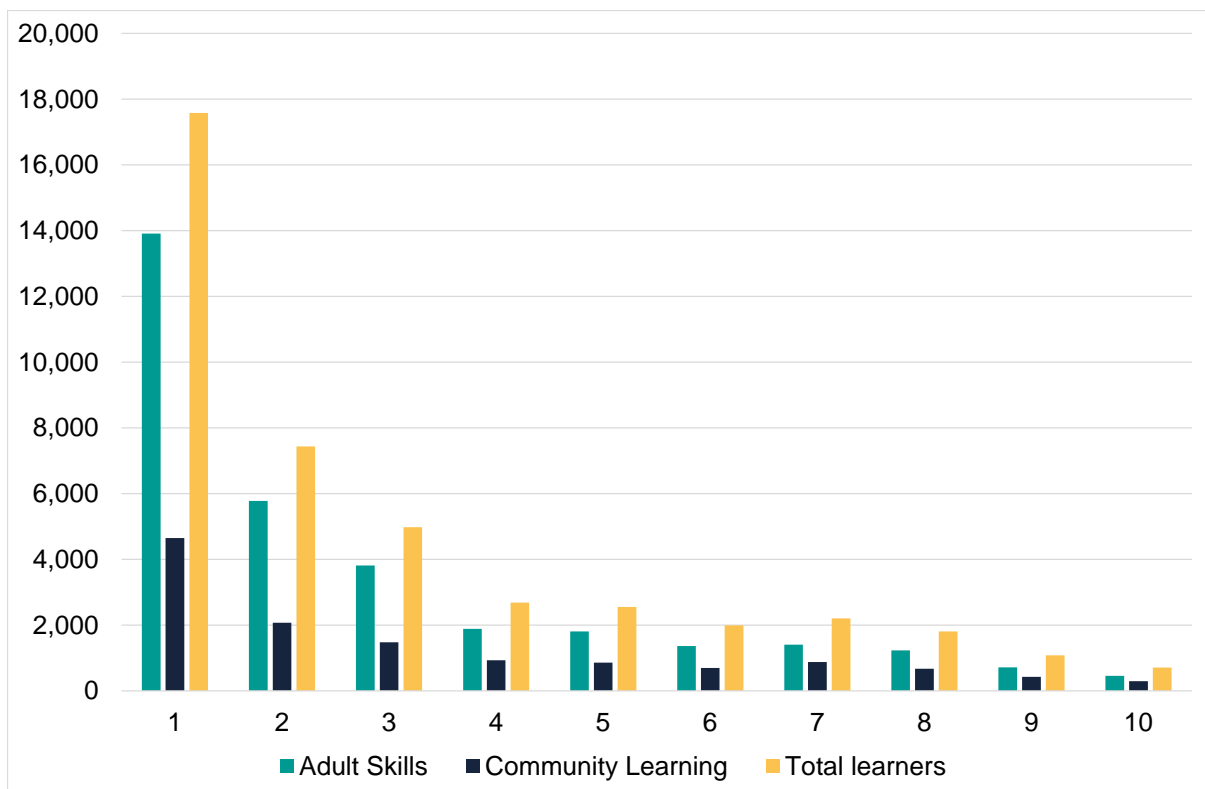
The number of basic skills learners saw year on year growth of 25%, a net increase of 2,600, driven primarily by an increase of 58% in the number of language learners.

Deprivation

Residents of deprived neighbourhoods are a priority audience for the Adult Education Budget and attract a disadvantage uplift in the Adult Skills funding that providers receive, recognising that they are sometimes more costly to recruit and retain.

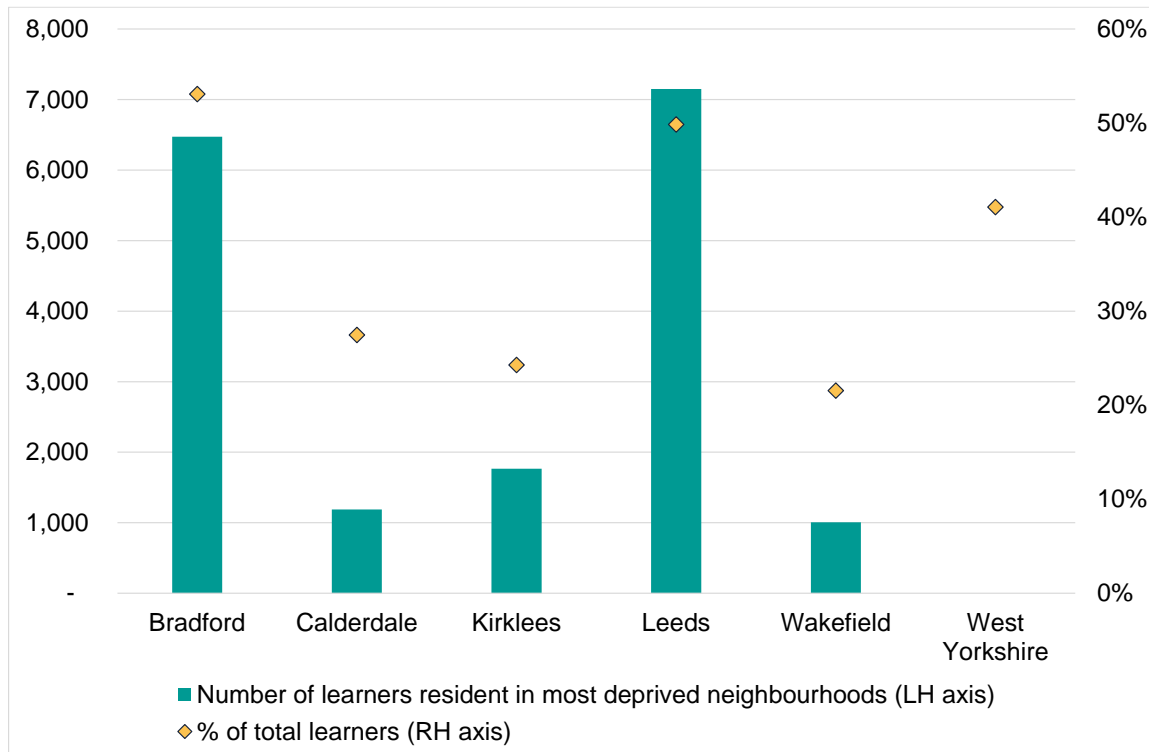
During the 2021/22 academic year around 17,600 learners (or 41% of the total) were resident in the 10% most deprived neighbourhoods nationally based on the Index of Multiple Deprivation (IMD decile 1).

West Yorkshire AEB learners by Index of Multiple Deprivation decile, 2021/22
(decile 1 = most deprived; decile 10 = least deprived)



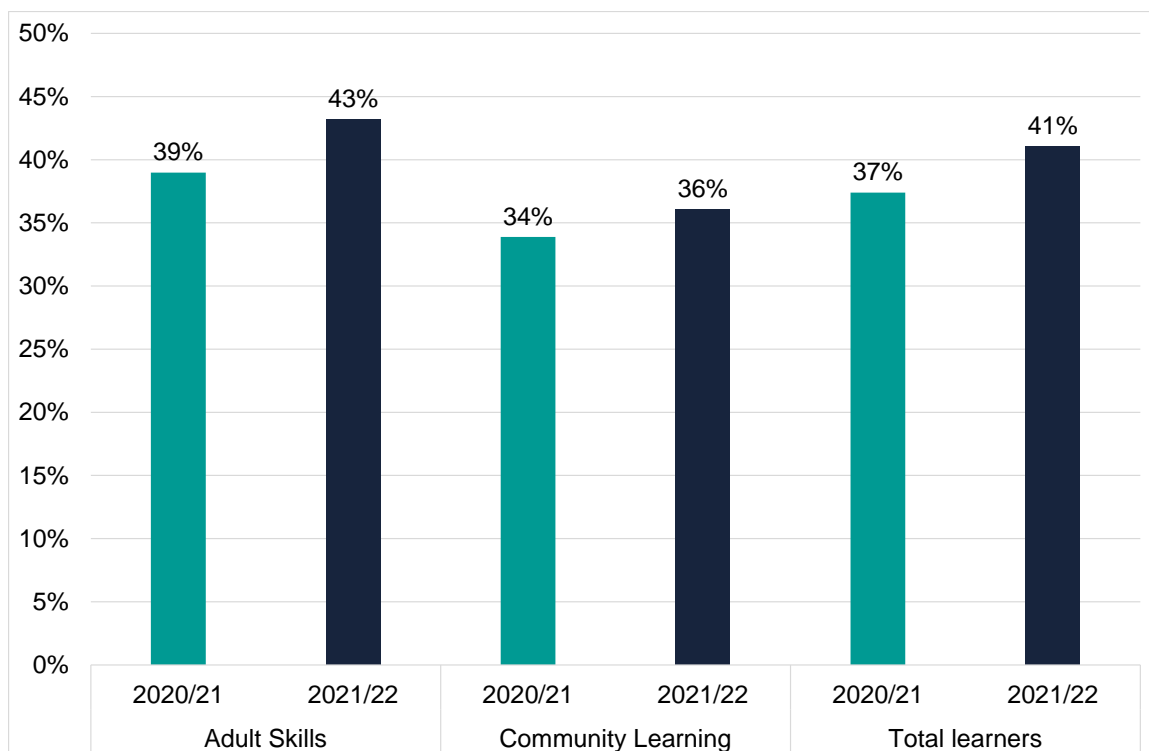
Just under 14,000 Adult Skills learners were residents of the 10% most deprived neighbourhoods, 43% of total learners in this strand and somewhat higher than the proportion for Community Learning of 36% (around 4,600 in absolute terms).

Figure: Number and proportion of West Yorkshire AEB learners who live in the most acutely deprived neighbourhoods nationally (IMD decile 1) by local authority



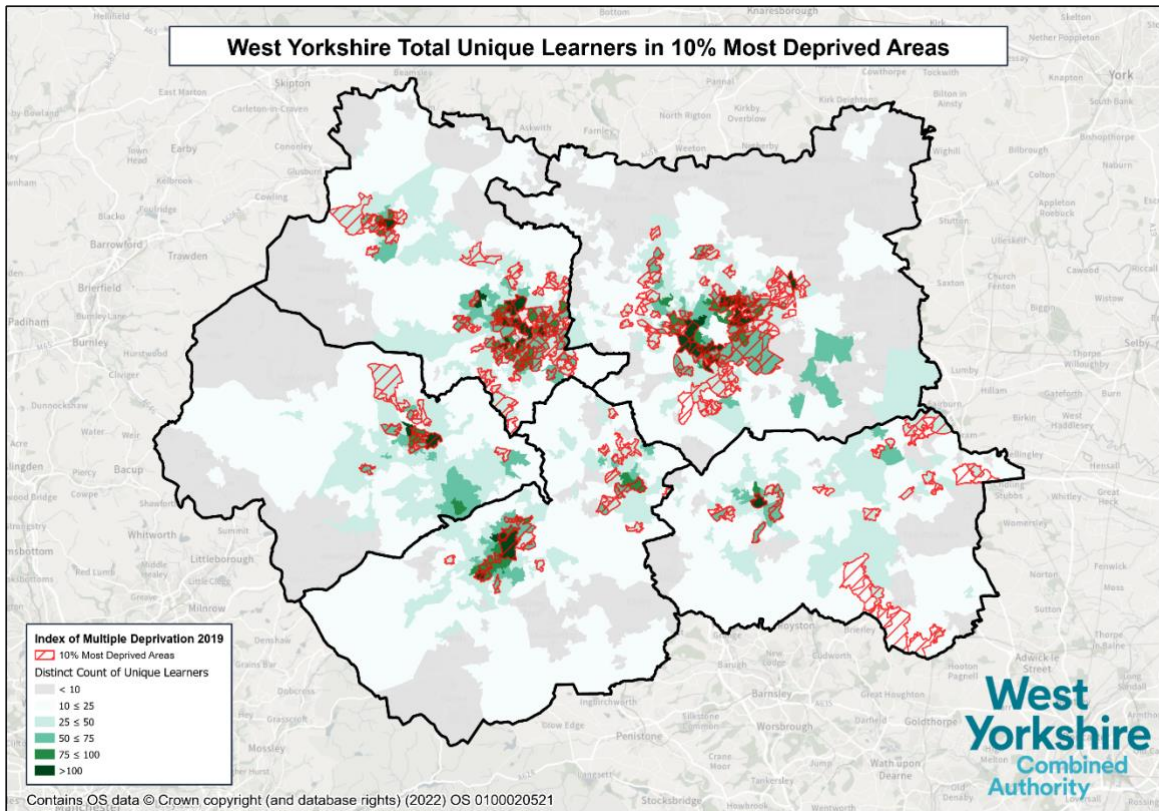
More than three quarters (78%) of learners from the most deprived neighbourhoods live in Bradford and Leeds, as compared with 62% of total learners. In Bradford, these learners represent 53% of total learners and in Leeds they account for 50% of the total.

Figure: Change in the proportion of West Yorkshire AEB learners who live in the most acutely deprived neighbourhoods nationally (IMD decile 1)



The proportion of learners from the most acutely disadvantaged neighbourhoods (which fall into top decile of the Index of Multiple Deprivation) has increased in West Yorkshire during the first year of devolution, from 37% to 41% across the programme as a whole. The proportion grew by around 4 points for Adult Skills and by two points for Community Learning.

Looking at this from the perspective of learner volumes, the number of learners from the most deprived neighbourhoods increased by nearly 2,500 or 9%. The overall growth in learner numbers in Community Learning drove a 45% increase in learners from the most deprived neighbourhoods (an increase of 1,400 in absolute terms).



Although the devolved programme has been successful in attracting large numbers of learners from deprived neighbourhoods there are still geographic cold spots – deprived neighbourhoods with relatively low volumes of AEB provision. As the above map shows, a key example is south east Wakefield, but the general pattern is that deprived neighbourhoods outside the main urban centres are more likely to have low levels of provision.

Legal entitlements

The AEB programme includes support for 4 legal entitlements to full funding for eligible adult learners. These entitlements apply nationwide and devolved areas are required to honour them.

These entitlements enable eligible learners to be fully funded for the following qualifications:

- English and maths, up to and including level 2, for individuals aged 19 and over, who have not previously attained a GCSE grade 4 (C), or higher, and/or
- first full qualification at level 2 for individuals aged 19 to 23, and/or
- first full qualification at level 3 for individuals aged 19 to 23

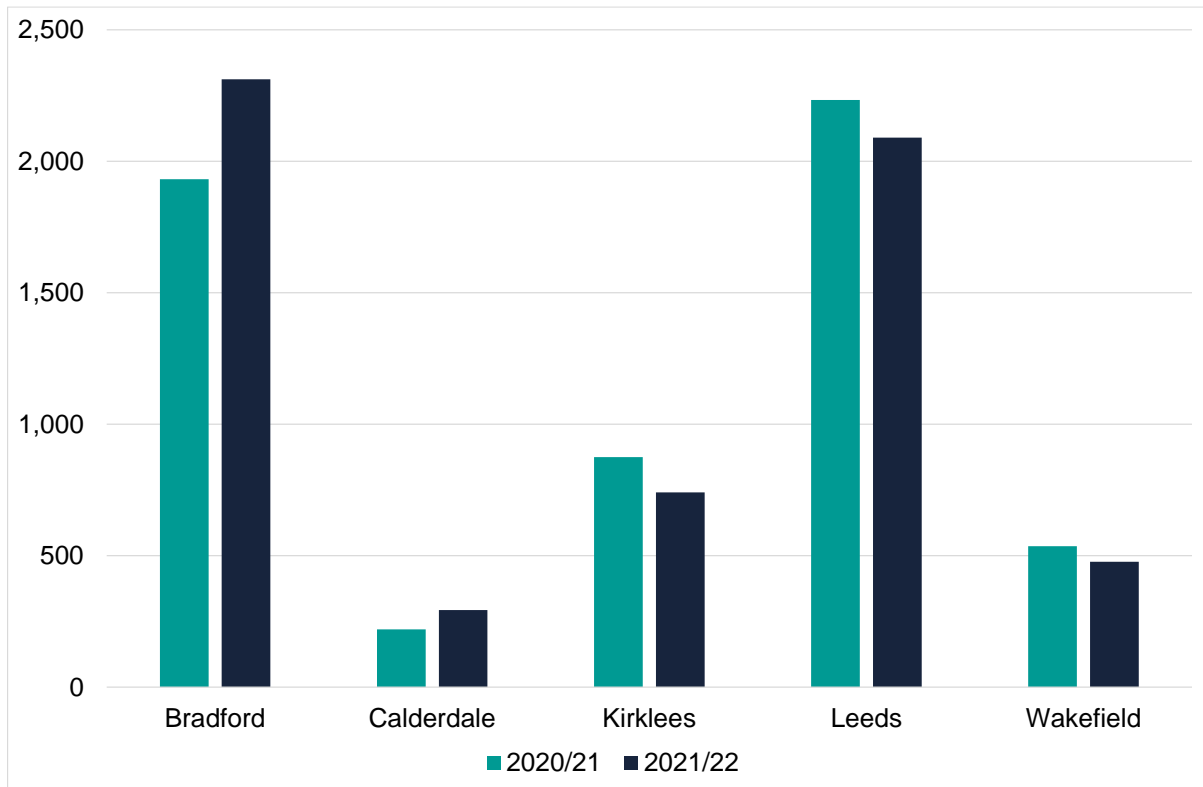
- essential digital skills qualifications, up to and including level 1, for individuals aged 19 and over, who have digital skills assessed at below level 1.

The following section examines the take-up of each entitlement in terms of enrolments during the 2021/22 academic year (starts) and highlights any changes with the previous year.

English and maths, up to and including level 2, for individuals aged 19 and over, who have not previously attained a GCSE grade 4 (C), or higher⁶

There were around 5,900 starts under this entitlement in West Yorkshire in 2021/22, with just over 4,000 learners taking up the entitlement.

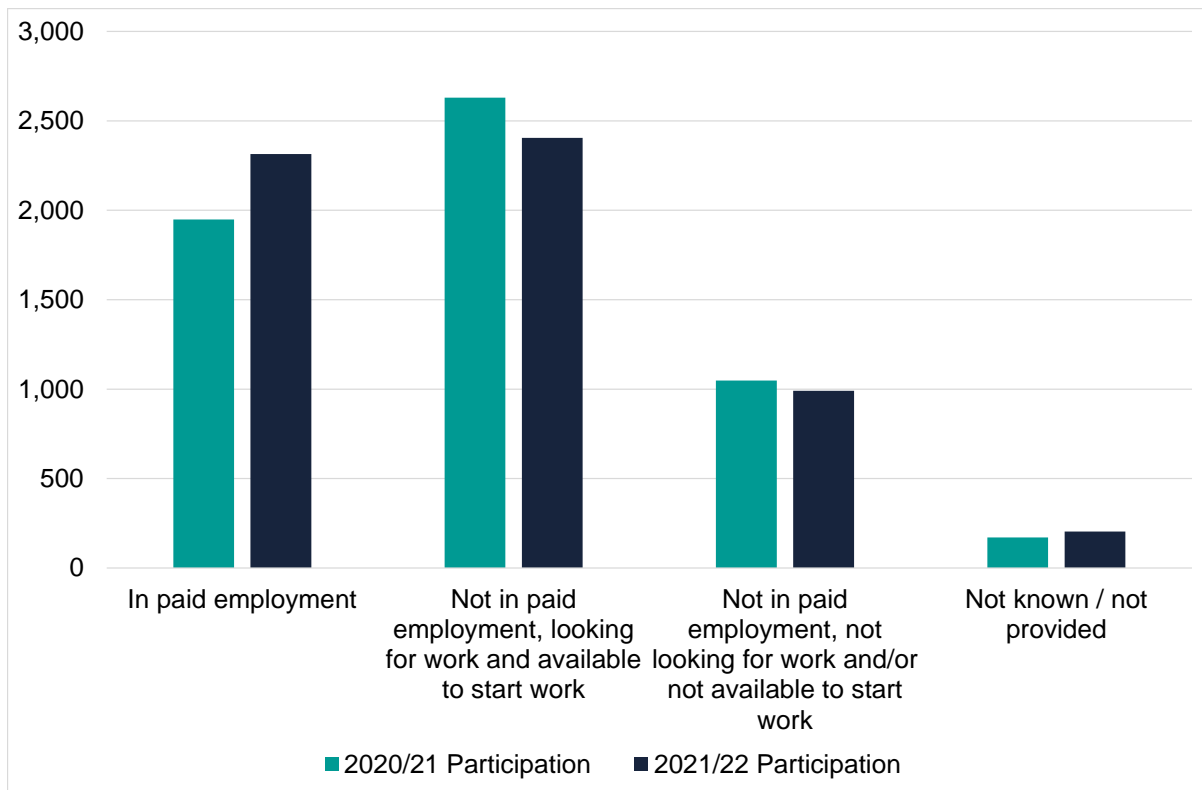
Figure: Adult Skills starts qualifying under English and Maths entitlement by local authority



There was a small increase in starts under this entitlement of 2% between 2020/21 and 2021/22. This increase was due to growth in Bradford (+20%) and Calderdale (+33%), whereas the remaining local authorities in West Yorkshire all saw reductions.

⁶ Definition used: Age = 19+; Prior attainment <Level 2 (codes 1, 2, 99); FFI = 1; Aim category code = 39

Figure: Adult Skills starts qualifying under English and Maths entitlement by employment status of learner



Turning to the employment status of learners who took up the entitlement, 39% of starts were for people in employment, with a similar proportion for the unemployed (41%) and 17% for learners who were inactive. Year on year growth was concentrated among people in employment – the number of starts for this group increased by 19%, whereas it fell for the unemployed (-9%) and for the inactive (-5%).

First full qualification at Level 2 for individuals aged 19 to 23⁷

This is one of two entitlements for learners aged 19-23. These entitlements are particularly important for West Yorkshire because relatively small proportions of young people in the region achieve a qualification at Level 2 and Level 3 by the age of 19 – 77% and 52% respectively, compared with national averages of 81% and 57%.

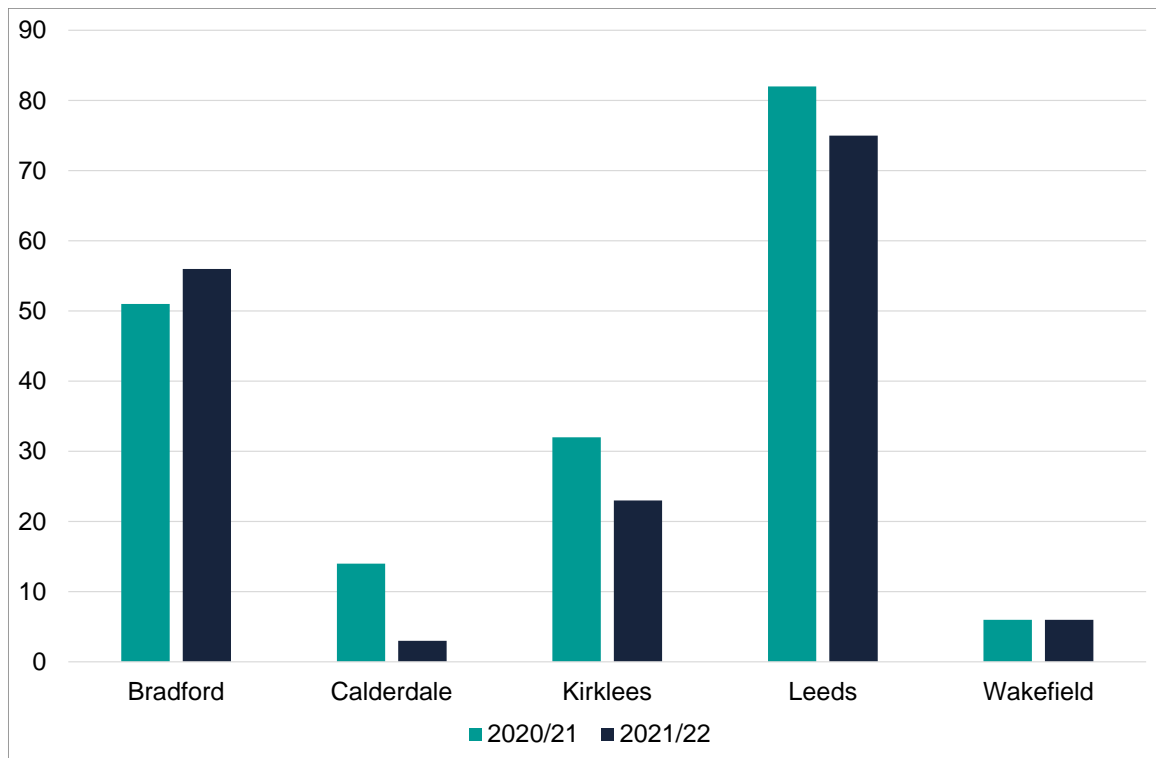
There were around 160 starts (undertaken by 130 learners) under this entitlement during 2021/22, less than 1% of total starts on the Adult Skills programme.

This makes it a very small element of total Adult Skills provision, accounting for less than 1% of total starts.

The number of starts falling within this entitlement also fell during 2021/22, by 12%. The decline was small in absolute terms because of the small size of this area of provision.

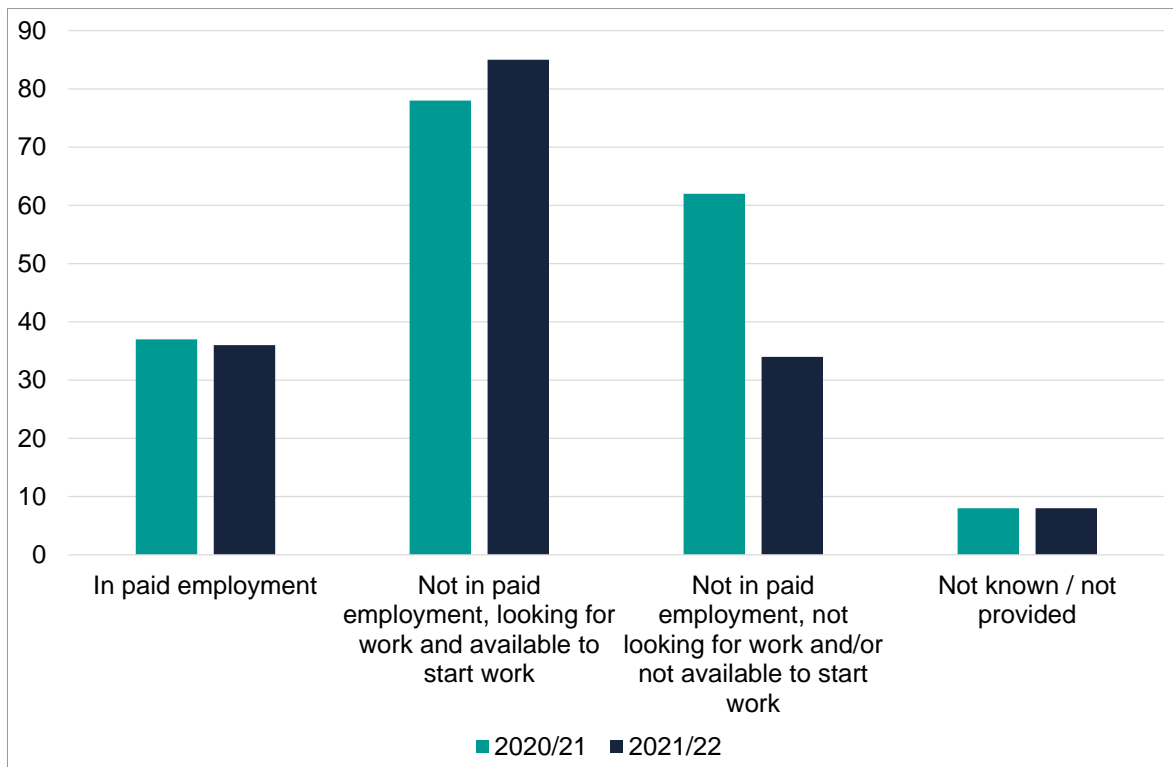
⁷ Definition used: Age = 19-23; Prior attainment <Full Level 3 (codes 1, 2, 3, 4, 5, 99); FFI = 1; Aim category code = 38

Figure: Adult Skills starts qualifying under First Level 2 entitlement by local authority



Only in Bradford did the number of starts within this entitlement increase during 2021/22. Wakefield’s position was flat and there were declines in the remaining local authorities.

Figure: Adult Skills starts qualifying under First Level 2 entitlement by employment status of learner

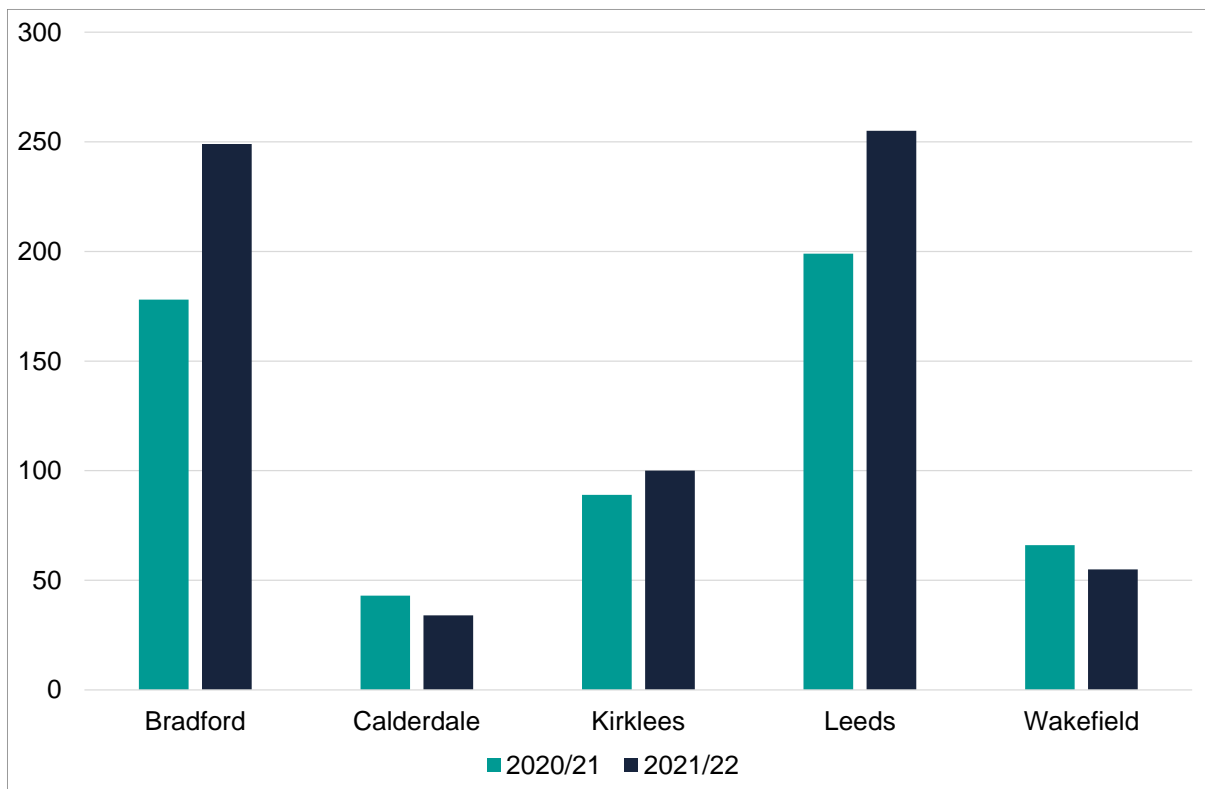


Among the small number of starts for this entitlement the number relating to employed learners remained flat, whilst it increased for unemployed learners and fell markedly for inactive learners. In 2021/22 unemployed learners accounted for around a half of starts, with the remainder evenly split between employed and inactive learners.

First full qualification at Level 3 for individuals aged 19 to 23⁸

There were around 690 starts under this entitlement during the 2021/22 academic year, relating to 650 learners. This makes it another small element of total Adult Skills provision, accounting for only 1% of total starts. However, the number of starts in 2021/22 represented an increase of 21% on the previous year.

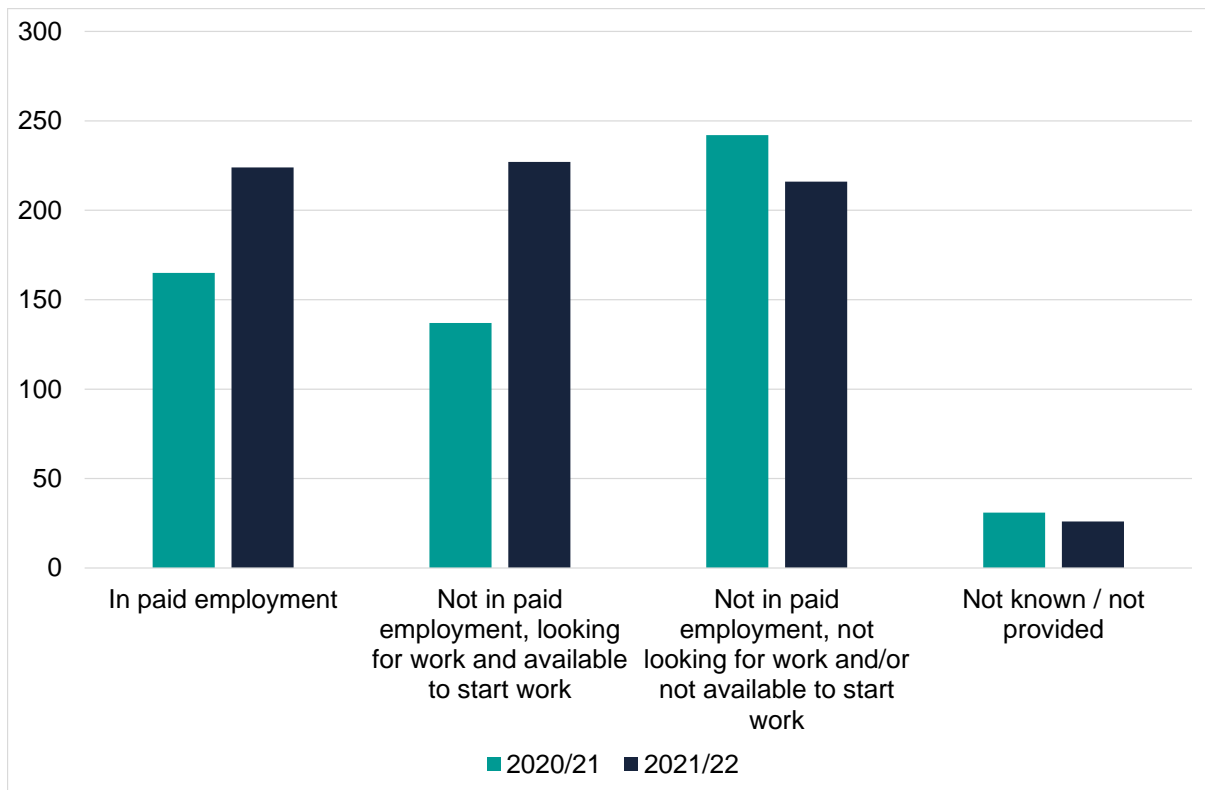
Figure: Adult Skills starts qualifying under First Level 3 entitlement by local authority



There was an increase in starts across three-out-of-five local authorities. Growth was strong in Bradford (+40%) and Leeds (+28%) with more moderate growth of 12% in Kirklees; but this was partly offset by declines in Calderdale and Wakefield.

⁸ Definition used: Age = 19-23; Prior attainment <Full Level 3 (codes 1, 2, 3, 4, 5, 99); FFI = 1; Aim category code = 38

Figure: Adult Skills starts qualifying under Level 3 entitlement by employment status of learner



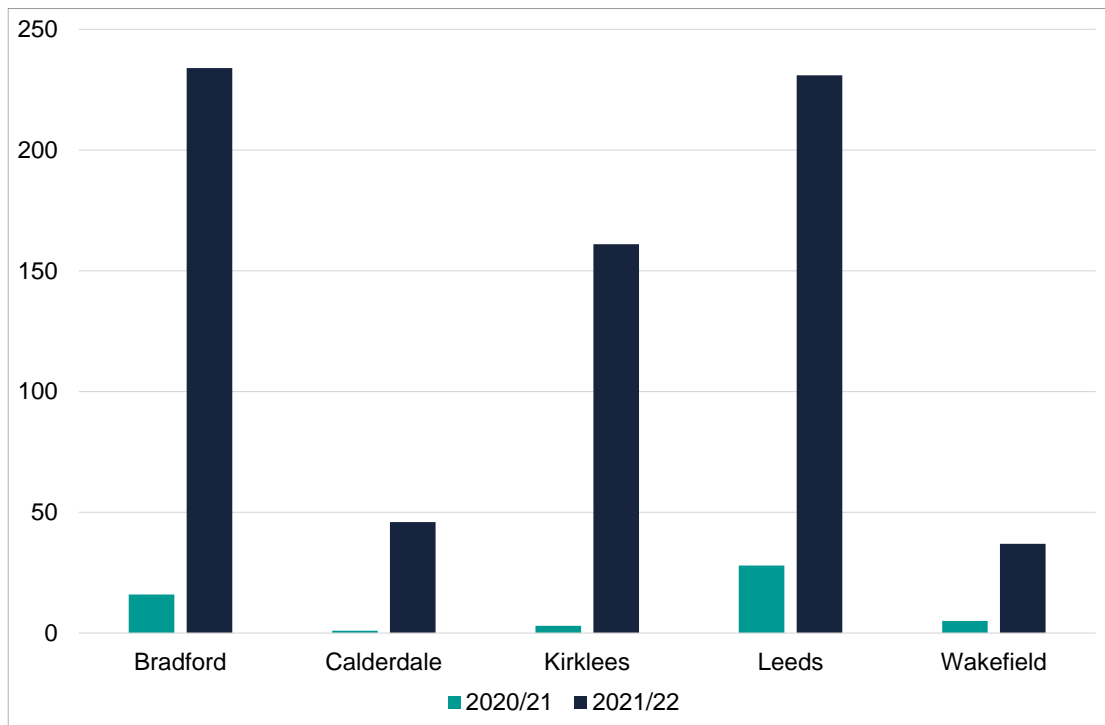
In 2021/22, starts under this entitlement were almost evenly split between employed, unemployed and inactive learners. The number of starts that were associated with employed and unemployed learners increased during 2021/22 but the figure fell for those undertaken by inactive learners.

Essential Digital Skills qualifications, up to and including level 1, for individuals aged 19 and over, who have digital skills assessed at below level 1

During 2021/22 there were just over 700 starts under the Essential Digital Skills entitlement⁹. This represents a large net increase on the barely 50 starts recorded in the 2020/21 academic year, when the digital entitlement was first introduced.

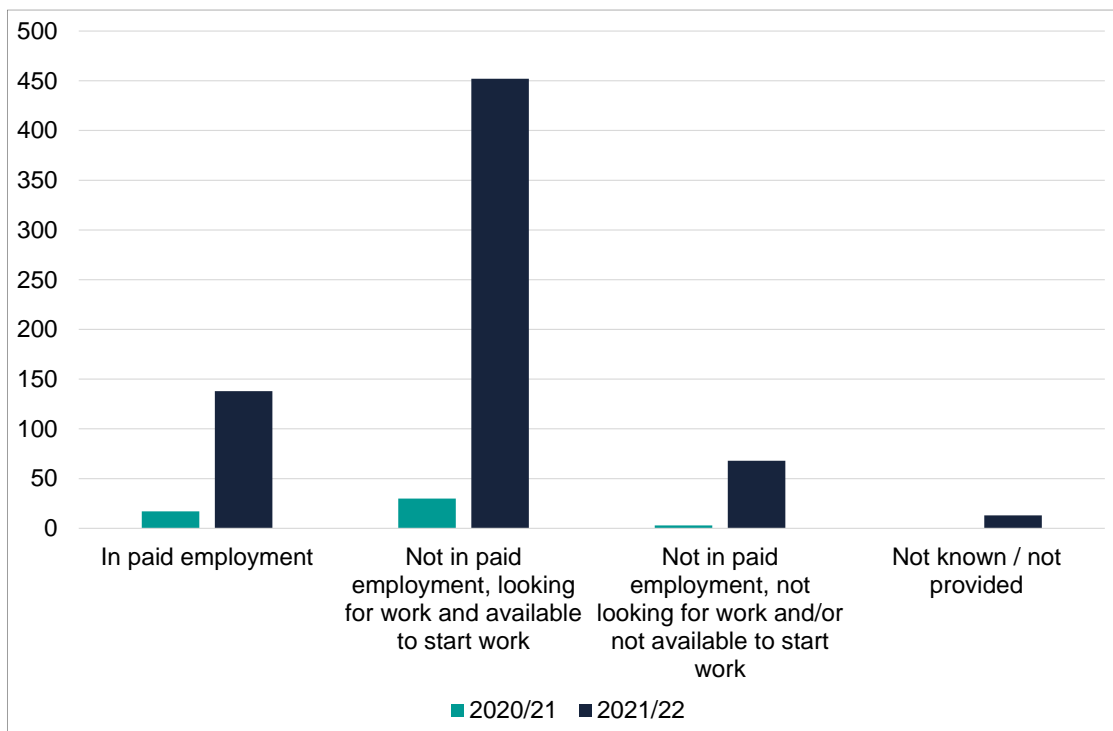
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Figure: Adult Skills starts qualifying under Essential Digital Skills entitlement by local authority



Although the level of starts was highest in Bradford and Leeds, take-up of the digital entitlement was particularly strong in Kirklees as a proportion of total Adult Skills starts.

Figure: Adult Skills starts qualifying under Essential Digital Skills entitlement by employment status of learner

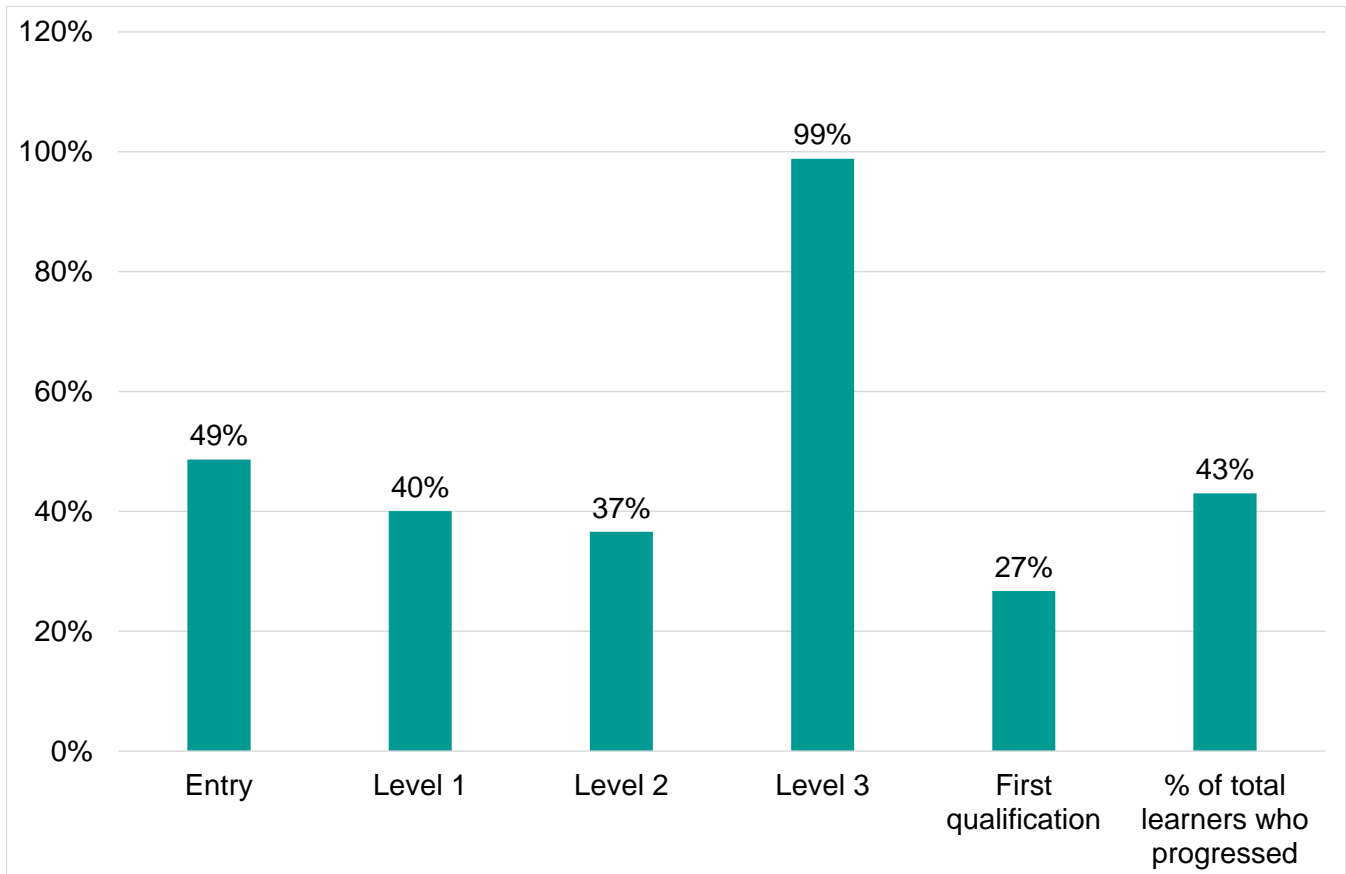


Two-thirds of starts under the Essential Digital Skills entitlement were for learners who were unemployed in 2021/22.

Progression

A key measure of the added value of AEB is the extent to which learners are progressing. The following analysis focuses on the number and proportion of learners who undertook a course at a higher level than their existing level of attainment or achieved their first qualification.

Proportion of Adult Skills learners progressing by Level
(% undertaking a course at a higher level than their prior attainment)

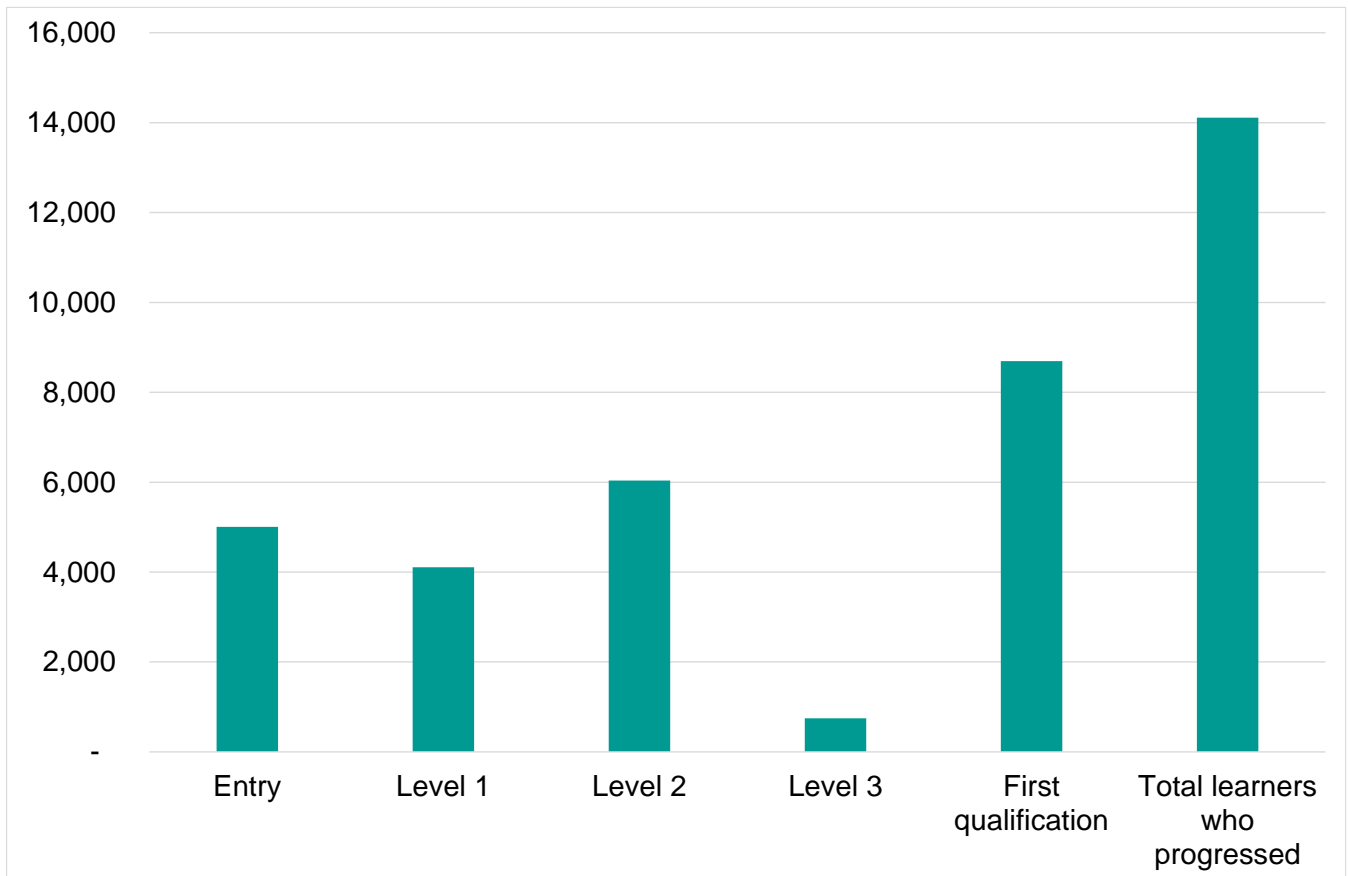


Overall, 43% of Adult Skills learners, or 14,100 in absolute terms, undertook learning that represented progression during 2021/22. Around 8,700 learners, or 27% of the total, undertook their first qualification through Adult Skills in 2021/22.

Virtually 100% of learners studying at Level 3 achieved progression, reflecting the funding eligibility for Level 3 study within Adult Skills. Around a half of those studying at Entry level experienced progression but the proportion for those undertaking a course at Level 2 was smaller at 37%.

Nonetheless, 6,000 learners achieved their first Level 2 through the Adult Skills programme in 2021/22, whilst 700 learners achieved their first Level 3.

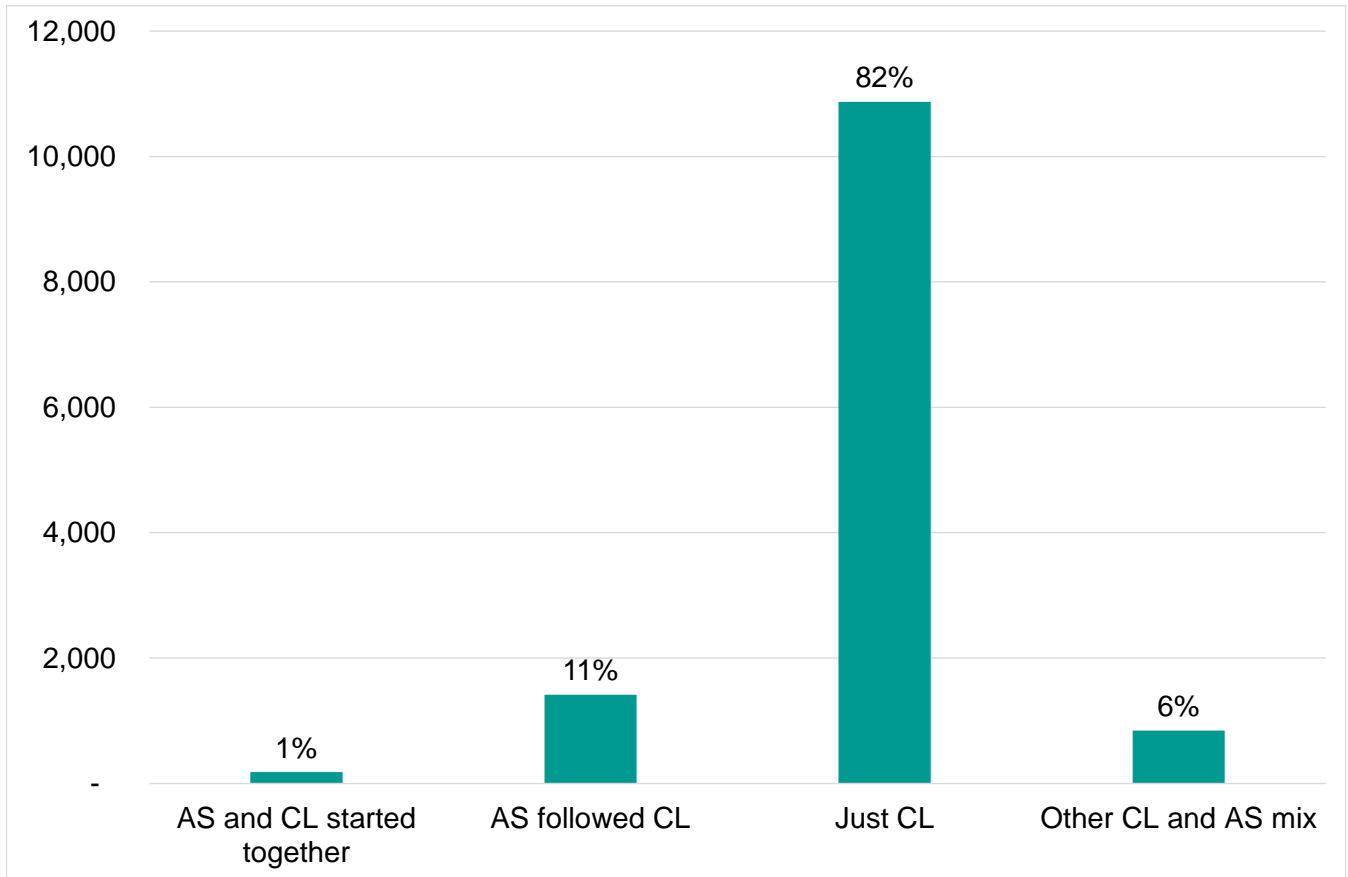
Number of Adult Skills learners progressing by Level
 (% undertaking a course at a higher level than their prior attainment)



Although the numbers studying their first qualification or experiencing progression through their learning is high in absolute terms there is clear scope to increase the proportions, for example through improved targeting of Level 2 provision on individuals who are not already qualified to this level.

Another measure of progression is the extent to which learners are progressing from Community Learning provision to more formal learning delivered through the Adult Skills programme.

Figure: Profile of mixed mode learning for Community Learning learners



During 2021/22, 11% of learners who enrolled for a Community Learning course subsequently enrolled on an Adult Skills course; this is equivalent to 1,400 learners in absolute terms. The progression rate for some individual providers is much higher, as supporting this kind of progression is central to their strategy for learners.

Success rates

The extent to which enrolments on courses linked to formal qualifications result in achievement of those qualifications is a key measure of the added value of the Adult Skills programme. The publication of official qualification achievement rates for providers and local areas has been suspended in recent years due to the impact of the pandemic. The following analysis is based on calculations undertaken by the Combined Authority.

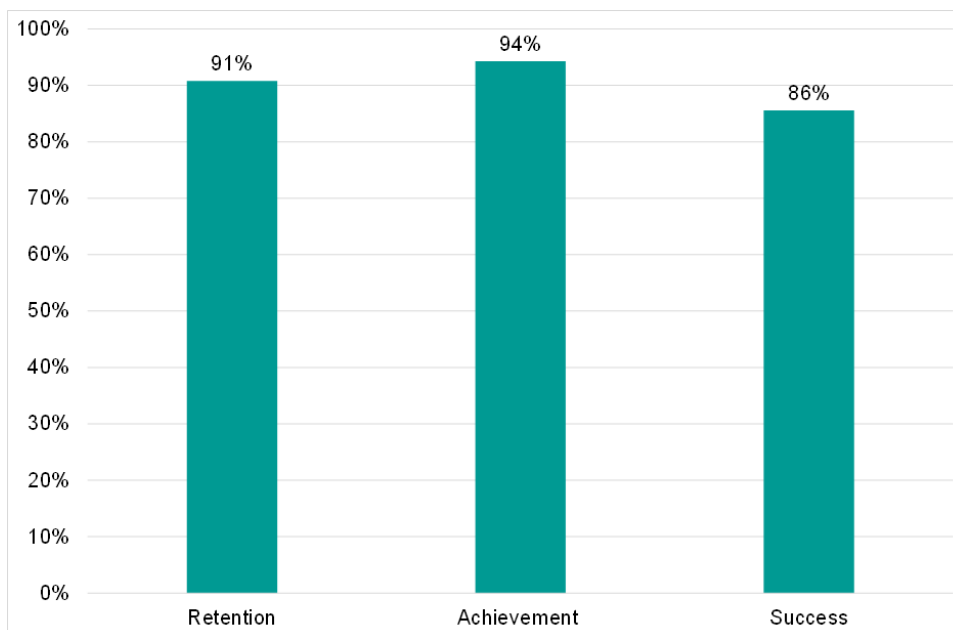
The method used to calculate success rates for Adult Skills is detailed in the box below.

Calculation method for success rate

1. Success Rate = Learners x Retention x Achievement
2. Retention = Completion status of 2: The learner has completed the learning activities leading to the learning aim (expressed as % of total leavers)
3. Achievement = Achievement Status of 1: Achieved (expressed as % of retained).

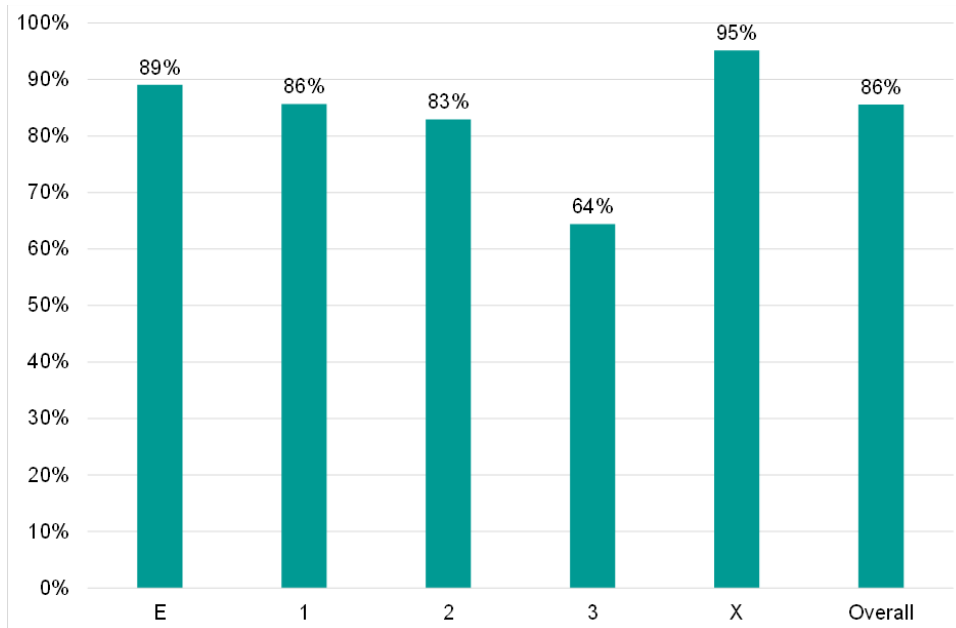
The overall success rate for the Adult Skills programme for 2021/22 academic year was 86%. This means that for 91% of starts on a learning aim the learner was retained; of these retained starts, 94% of learning aims were achieved. When multiplied together these two figures give the overall success rate of 86%.

Figure: Overall retention, achievement and success rates for Adult Skills, 2021/22



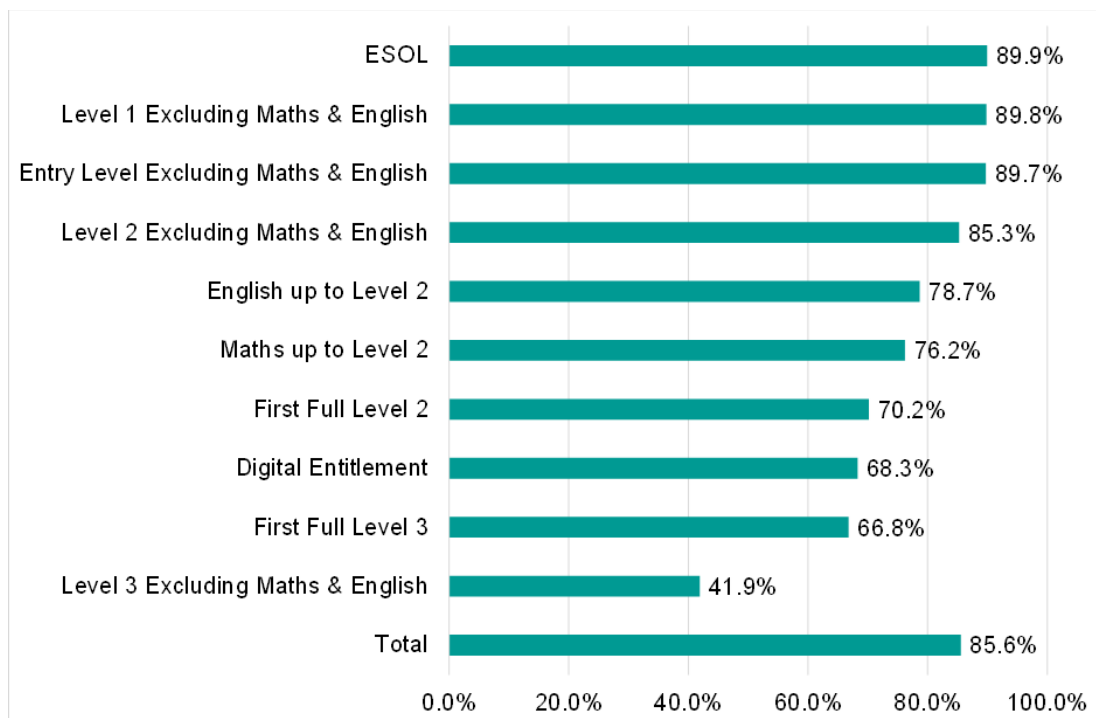
Success rates differ by the notional level of the learning aim. Entry level courses have the highest success rate and Level 3 courses have the lowest. This is to be expected since Level 3 courses are generally longer and more demanding.

Figure: Retention, achievement and success rates for Adult Skills learning aims by level, 2021/22



As the figure (below) shows, ESOL aims had the highest success rate of all provision types during 2021/22, followed by vocational aims at Level 1, Entry Level and Level 2. The success rates of literacy and numeracy aims plus digital entitlement aims was somewhat below the average for all aims. Success rates for First Full Level 2 aims and aims at Level 3 were the lowest of any of the categories.

Figure: Success rates for Adult Skills learning aims by provision type, 2021/22



Success rates are fairly consistent across other dimensions, including residence of learner (at local authority level) and sector subject area.

National figures are available for Education and Training provision for learners aged 19 and above for 2020/21. The scope of this provision is wider than the Adult Education Budget and therefore the national figures are not directly comparable with our local figures. However, they do show, on an indicative basis, that West Yorkshire's performance was similar to the national average during the period. Key figures are as follows:

- The national retention rate was 91.5% in 2020/21.
- The national achievement rate (referred to as pass rate in national reporting) was 93.4%.
- The national success rate, based on our definition was 85.5%.

The pattern of success rates by qualification level is broadly similar at national level to the West Yorkshire position in that the lower qualification levels have better rates than higher level qualifications.

Systemic changes made in year 1

Local partnership management

Prior to devolution the Combined Authority did not have visibility of delivery occurring in West Yorkshire until months after the year had ended. Through devolution we now obtain up front delivery plans from our providers, we have access to monthly data, and we meet regularly to discuss progress and challenges.

Regular meetings are held with Local Authorities, given their role as key place shapers in West Yorkshire. Data is analysed and shared regularly on a provider and area basis to help inform provision and steer partnership discussions, improving the targeting of the funding towards priority areas and groups.

Partnership meetings bring providers together to focus on a place-based approach. The team facilitates links to key providers in order to ensure AEB funds meet needs – this includes linking providers to NHS trusts to provide basic English and maths skills, linking providers to the WY Police service to provide recruitment training programmes.

Increasing the focus of funding on the most disadvantaged

In March 2022 the Combined Authority increased the low wage threshold from national living wage to real living wage. This means that anyone currently earning less than £21,255 has access to free training that can support in-work progression.

The Combined Authority approved the following flexibilities to adopt in Year 2. The flexibilities open up access to the funding, reducing complex eligibility criteria and investing funding in residents who most need support to upskill.

- Expanding the age of entitlement for a 'first full level 2' from 19-23 to 19+
- Providing full funding for eligible asylum seekers
- Increasing the number of courses 19-23s are entitled to
- Waiving the '3 Year UK Residency' status for full funding

Trialling new programmes

A £4 million fund was retained for year 1 to respond to emerging economic problems. Through this funding we were able to offer contract growth to providers who were successful in engaging with residents and meeting their needs.

For 2022/23 the Combined Authority also approved the following flexibilities to trial new programmes:

- Expanding the digital entitlement – making more qualifications available for free to residents looking to increase their digital skills
- Bridging Programmes - supporting residents to engage with and enrol on a level 3 programme: this may include refreshing skills, undertaking a taster to level 3, understanding the study skills required to succeed at level 3.

Two procurements were undertaken in year 1:

- To develop a Bus Driver Training scheme in collaboration with West Yorkshire bus operators.
- To increase the delivery of Level 3 in WY, including 'bridging programmes' that support learners in taking up this higher-level qualification. Successful providers are delivering training programmes in e.g., Telecoms engineering, Health and Social Care, Coding and Cyber Security.

Future planned developments

The year 2 responsiveness pot has been planned to focus on:

- Targeting 'cold spots' where participation is low in deprived areas
- Respond to the needs of the Green Jobs Task Force
- Respond to the needs of the digital skills plan
- Skilled sector ('good jobs') with vacancies
- Supporting ex-offenders
- Supporting care leavers
- Emerging economic needs

In light of this report and data analysis there will also be consideration of any actions needed to increase the take up and participation for learners with learning difficulties and disabilities, and also whether there should be provision targetted to support over 50s, and potential returners to the labour market.

An external review of the Community Learning provision began in 2021-22, and will report in Spring 2023. This is focussing on the impact of the funds which are invested in West Yorkshire, the effectiveness of progression and value for money the service brings. A report will be returned to the Employment and Skills Committee for discussion regarding the recommendations.

A review of subcontracting practices will begin in 2023. While the Combined Authority recognises a real positive in subcontracting allowing funds to flow to grassroot organisations who are key to engaging the most disadvantaged, we can see undesirable practice in the system which is losing unnecessary funds to management fees.

Provider feedback

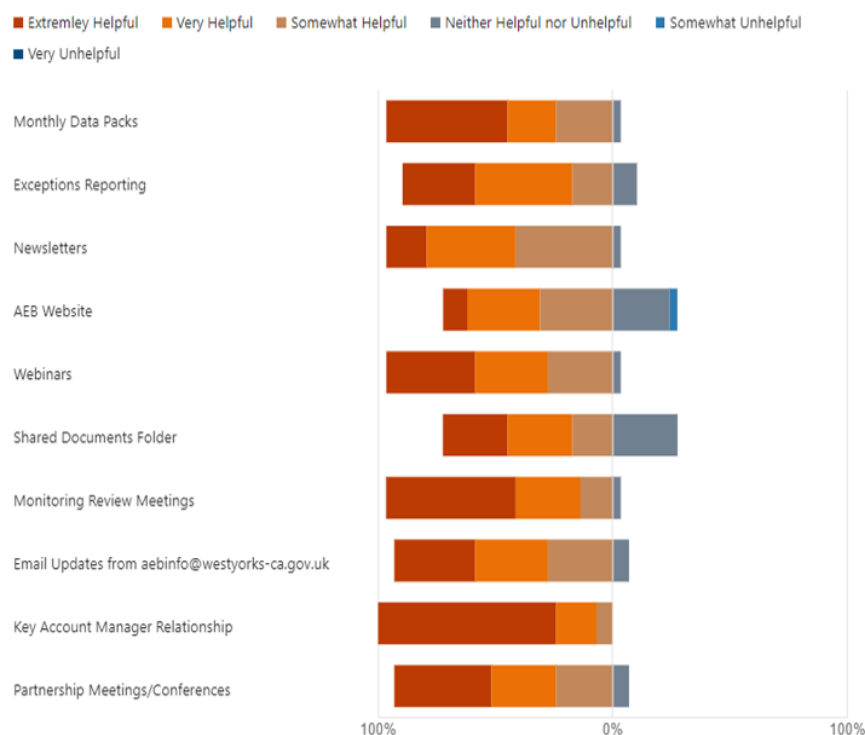
As noted above, maintaining stability in the system and supporting the provider base were important factors in year 1, as was working in partnership with providers to improve the impact of the Funding for West Yorkshire residents.

At the end of the first year of the Combined Authority’s management of the devolved AEB fund, a provider survey was undertaken to gather feedback on progress made and understand where to focus improvements for future years.

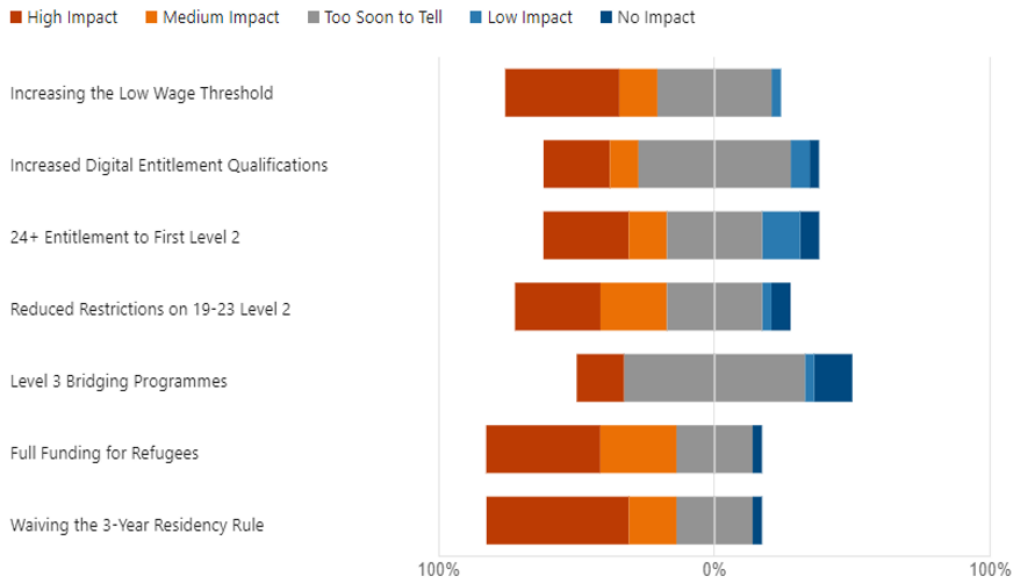
Providers were overall positive regarding the experience of devolution and impact made:

- 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 West Yorkshire 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 largely positive about the impact that devolution has made on residents.

How helpful have you found the management information and communication provided by WYCA?

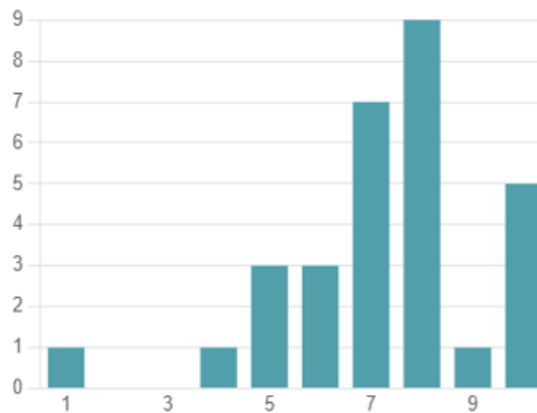


How much impact has the funding rule flexibilities had on the ability to engage West Yorkshire residents?



How much impact do you think the devolution of AEB has had on West Yorkshire Residents? (1 = low, 10 = high)

7.27
Average Rating



Providers were also asked for areas in which the Combined Authority could improve support 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 the Combined Authority 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.

These will be focusses for improvement in Year 2 of devolution.

AEB success stories

Kristina

Kristina moved to Halifax with her husband in 2016. At first, Kristina struggled with having no family in the country and the different culture. Her biggest obstacle was speaking a new and different language – the English language. Kristina began learning basic grammar rules, but realised she wanted to try something new. She visited Calderdale College to find out what was on offer, “I came to an Open Event and found out that there are different courses available.” She decided to prepare herself properly for the course by immersing herself in English culture, including watching English television and visiting museums. “In my first lesson, the teacher gave me an initial test, and this showed a higher result than I was expecting – she moved me straight away to GCSE level.” Kristina’s initial experience of adult learning was a positive one, “My GCSE teacher created this amazing environment, and she evoked this sense of belonging in the classroom.” She went on to achieve a distinction and left the course feeling inspired and became an English Teacher for a large online company. “After a couple of years, I decided to return to the place which gave me this amazing opportunity to be the person I was always meant to be. I returned to Calderdale College.”



“Be yourself, be curious and be inspired.” – Kristina

Tazeem

In February 2021, Tazeem was told that her job was at risk of redundancy. Initially she felt she would struggle to find another career path, “I’ve got experience but haven’t got my GCSEs behind me. I thought there was no chance of getting my maths and English, no chance of getting a better job.” However, Tazeem’s sister saw an online advert offering Functional Skills courses, which is where she discovered Total Training Provision, delivered by the West Yorkshire devolution deal, “I thought, if it works, it works. Let’s give it a shot.” Tazeem had always struggled the most with English and, despite the support from TTP, failed the reading part of the course twice. “I thought I was probably going to give up after the second time because it’s not going to happen. My advisor convinced me to give it a third shot – she stood by me every step of the way. I did sit it again, and I did pass it.” After her hard work, Tazeem was able to proudly say that she had her maths and English qualifications and managed to secure a job within the same company.



“I’m very thankful to all of Total Training Provision for actually giving me this opportunity.” – Tazeem

Learner testimonials

“The relaxed and friendly environment in the classroom enabled me to develop my language skills in an enjoyable yet challenging way.”

“Undertaking this course permitted me to apply for a job, and once achieved I progressed to a more substantive post. I realised that I am no longer afraid of maths, in fact as a subject I have learned to really enjoy it.”

“Since completing this course, I feel more confident, and I use my skills I have developed from this course in my everyday work life as I am Additional Learning Support which I use this qualification in all subjects around the college.”

“Since completing the Access to HE Computing course at Wakefield College, many of the skills I learnt have provided good knowledge of basic ideas such as programming and web development. Without these skills I would not have been able to progress onto the BSc in Computing Course at College.”

“As well as progressing my career, my language skills enable me to engage in everyday tasks and social activities fully and independently.”

“I enjoyed the course a great deal and I really appreciated my teacher too. At 62 I found I was able to not only understand maths but learn this subject and then achieve a good pass.”

“If I did not complete this course then I would not be able to apply for a higher position within this sector. This would make my life harder because the main point of choosing this course was so that I could work from home with a good career.”

“Not only can I apply maths to my role, but I can apply it to all other aspects of my life too.”



Performance against priorities

Priority	Objectives	Delivered in year 1
<p>Increase the supply of skills to support key sectors in West Yorkshire</p>	<ul style="list-style-type: none"> • Increase number of people with basic employability skills (L2 &3) • Increase number of people with higher level skills • Provide skills for key sector – decrease skills shortages 	<ul style="list-style-type: none"> • 43,000 learners supported (increase of 7% on the previous year) • 8,700 West Yorkshire residents have attained their first ever qualification • 6,000 achieved their first level 2 qualification • 700 residents obtained their first level 3 qualification • Targeted commissioning of Bus Driver Training • In addition to Digital (see below), number of starts in known shortage areas also grew, including Construction (+900; +81%), Engineering and manufacturing (+200; +18%)
<p>08 Improve West Yorkshire’s resilience by developing skills for the future</p>	<ul style="list-style-type: none"> • Skills for climate emergency and changing economy • Boost basic and intermediate Digital Skills to support inclusion and workplace progression • Increase flexible methods of delivery 	<ul style="list-style-type: none"> • Digital was the fastest growing subject area with the number of enrolments on digital courses growing by 1,700 (78%) year on year in 2021/22, to almost 4,000 • Digital entitlement expanded to include more qualifications • Bridging programmes approved to provide flexible ‘steppingstone’ before a level 3 course.
<p>Make learning more inclusive to support disadvantaged residents</p>	<ul style="list-style-type: none"> • Increase participation and skills levels from disadvantaged communities and groups • Extend the reach of learning opportunities to a broader range of underrepresented groups 	<ul style="list-style-type: none"> • The proportion of learners from the most acutely deprived neighbourhoods increased from 37% to 41% • the proportion of Adult Skills learners who were out of work increased from 59% to 64%

	<ul style="list-style-type: none"> • Build confidence of lower skilled learners to engage and progress in learning 	<ul style="list-style-type: none"> • the proportion of non-white ethnic minority Adult Skills learners increased from 43% to 52% and from 37% to 44% for Community Learning. • the proportion of learners with a learning difficulty/disability /health problem increased slightly from 16% to 17%. • 11% of Community Learning learners progressed to an Adult Skills course during the academic year
<p>Support the unemployed to gain and sustain employment</p> <p>81</p>	<ul style="list-style-type: none"> • Increase participation of people in 'good work' • Connect unemployment support with skills development, working with Jobcentres 	<ul style="list-style-type: none"> • 16,000 unemployed learners were supported, 49% of all Adult Skills learners. • 14% of learners were not in paid employment but were not looking for work and / or not available for work (i.e. economically inactive). Many of these inactive individuals will be making their first steps towards engagement with the labour market. • 1,602 unemployed learners were recorded as progressing directly to employment after their course
<p>Unlock progression opportunities and career adaptability through skills, particularly for those on low wages and with insecure work</p>	<ul style="list-style-type: none"> • Improve career prospects of residents • Connect people to new job opportunities through increased skills 	<ul style="list-style-type: none"> • 6,600 enrolments funded through AEB (12% of the total) were for people on a low wage (2,000 more than in previous years)

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Appendix 3 – Project Approvals - Skills Bootcamps

<p>Skills Bootcamps</p> <p>West Yorkshire Region</p>	<p><u>Scheme description</u></p> <p>Skills Bootcamps are funded by the Department for Education (DfE) to support adults to fulfil their potential by accessing high quality, unaccredited training at Level 3 and above. Training courses are commissioned to cover key sectors with skills shortages, including digital, construction, and the green economy, supporting individuals to access higher-skilled, higher paid employment.</p> <p>The Combined Authority has been delivering Skills Bootcamps since January 2021, with funding awarded annually, in waves, by DfE.</p> <p>Approval is now sought through this change request to accept and spend an additional £3,649,369 of funding as part of Wave 4, to deliver Skills Bootcamps for another year, up to March 2024. This takes the total programme costs to £7,338,369. The additional funding will enable training to be delivered to a further 950 participants.</p> <p>The Combined Authority received the DfE grant offer letter for Wave 4 funding, on 1 March 2023, confirming the award of the full amount of £3,649,369.</p> <p><u>Impact</u></p> <p>The additional year of the programme will deliver training to a further 950 participants, with 712 participants entering new employment following course completion. The programme will be accessible to all, and will target disadvantaged groups and those that have been disproportionately impacted by the pandemic; this includes the following targets:</p> <ul style="list-style-type: none"> • 100 participants will be aged over 50 • 80 participants will have reported having a disability. • 300 participants will be individuals from minority ethnic groups • All 950 participants will have access to careers advice as part of the wrap around employability support. <p>The programme represents acceptable value for money when comparing the cost per Skills Bootcamp participant, £3,841, to the average cost of £3,400 provided by the DfE. The cost being above average because of programme management and delivery costs.</p> <p><u>Decision Sought</u></p> <p>Approval to the change request to the Skills Bootcamps programme to accept and spend up to £3,649,369 from the Department for Education, increasing the total programme cost to £7,338,369 and to extend the delivery timeframes from September 2023 to September 2024.</p> <p>Total value of the scheme - £7,338,369</p> <p>Total value of Combined Authority funding - £7,338,369</p> <p>Funding recommendation sought - £3,649,369</p> <p>A decision by the Employment and Skills Committee using the delegated authority from the Combined Authority is sought as part of this report</p>
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Project Title	Skills Bootcamps
Stage	3 (delivery and evaluation)
Decision Point	Change request (activity 5)

Background

- 1.1 Skills Bootcamps are funded by the Department for Education (DfE) to support adults to fulfil their potential by accessing high quality, unaccredited training at Level 3 and above. The Combined Authority has been delivering Skills Bootcamps since January 2021, with funding awarded annually in waves by DfE.
- 1.2 The Skills Bootcamps address a number of Investment Priorities including Priority 1, Good Jobs and Resilient Businesses, and Priority 2, Employment and Skills. In addition, the programme will continue to support the Mayoral Pledges to create 1,000 well paid, green skills jobs for young people; prioritise skills and training to ensure everyone in West Yorkshire has the skills they need to secure work; to support local businesses and be a champion for our regional economy.
- 1.3 Skills Bootcamps are developed in partnership with local employers, training providers and local authorities to help fill local skills gaps and vacancies. Training received through the bootcamps, equips adults with technical skills that enable them to access in-demand jobs, apprenticeships, and new opportunities (including for the self-employed) leading to increased income and productivity.
- 1.4 The existing programme, Wave 3, is due to end in April 2023. The Employment and Skills agenda is more crucial than ever as a result of the ongoing challenge of working towards an economic recovery. The continuation of the programme will enable West Yorkshire residents to access bespoke training and widen employment opportunities.
- 1.5 Approval is now sought through this change request to accept and spend an additional £3,649,369 of funding under Wave 4, to deliver Skills Bootcamps for another year up to March 2024. This takes the total programme costs to £7,338,369.
- 1.6 The Combined Authority received the DfE grant offer letter for Wave 4 on 1 March 2023, confirming the award of the full amount of £3,649,369.
- 1.7 The additional funding will enable training to be delivered to a further 950 participants. The Wave 4 funding also allows for 30% of bootcamps to be tailored to local needs, an increase on previous waves, giving the Combined Authority more flexibility to target training where it is needed.
- 1.8 Lessons learned through earlier waves of the programme have informed the Wave 4 proposal approved by DfE. For example, the impact on delivery

timeframes for Wave 3, as a result of not having appropriate and robust procurement strategies in place in advance, have been addressed for Wave 4, with the implementation of a new procurement framework focusing on the digital sector. Further engagement is also taking place to access the Combined Authority's Adult Education Team's procurement strategies to maximise the use of funding through partnership working.

- 1.9 Teams within the Combined Authority who already work with businesses, will also support programme delivery, using their knowledge and experience of working with business to optimise demand for Skills Bootcamps from employers.

Tackling the Climate Emergency Implications

- 1.10 The programme will tackle climate emergency implications by delivering Skills Bootcamps in the green skills sector, ensuring that individuals have a clear introduction into the sector and the right education to contribute towards the enabling of an estimated 40,000 good, new, high skilled jobs in the green economy that West Yorkshire is estimated to be able to achieve by 2030.
- 1.11 The Combined Authority has an ambitious target to be net zero carbon by 2038 and to achieve this the region will need a pipeline of talent with new green skills. Short, responsive courses funded through the Skills Bootcamps programme will be invaluable to making this happen.
- 1.12 In addition, the programme will support the transitioning for those individuals that hold legacy skills, particularly in high carbon roles, that will gradually be phased out as we move towards a net zero carbon economy.

Outputs and Benefits

- 1.13 The Wave 4 programme outputs and benefits include:
 - Delivery of Skills Bootcamps to support 950 new participants
 - 712 participants successfully progressing into an employment opportunity following participation in a Skills Bootcamp.
 - 100 participants that enrol in Skills Bootcamps to be aged over 50.
 - 80 participants to report having a disability.
 - 300 participants to be from minority ethnic groups.
 - All 950 participants to have access to careers advice as part of the programme's wrap around employability support.
- 1.14 Wave 4 funding will enable the programme to continue to support the reduction in skills gaps and shortages across key sectors that have been set out by the DfE as well as those that are identified regionally and will reduce unemployment by allowing individuals to access new opportunities following course completion.

- 1.15 The programme represents acceptable value for money when comparing the cost per Skills Bootcamp participant, £3,841, to the average cost of £3,400 provided by the DfE. The cost being above average because of programme management and delivery costs.

Inclusive Growth Implications

- 1.16 The programme inclusive growth implications include:
- All providers of Skills Bootcamps will be required to demonstrate a commitment to implementing social value objectives.
 - Supporting underrepresented groups through equality of access and the removal of barriers, for example, supporting women to enter the digital sector.
 - Creating the opportunity to access adult skills training, for those who are employed, facing redundancy, career changers, or those looking to upskill to enter sectors likely to see growth or to report skills gaps in the future.

Equality and Diversity Implications

- 1.17 An Equality Impact Assessment (EqIA) has been undertaken for the programme at the previous decision point, and equality and diversity impacts taken account of as part of the development of the scheme.
- 1.18 The unemployment rate for disadvantaged groups across West Yorkshire is higher than the general population, and progress for improving the employment rate for disabled people and people from ethnic minorities has been affected by the pandemic.
- 1.19 All Skills Bootcamps training providers will be targeted to work with individuals who are disadvantaged and will actively target women, individuals from minority ethnic communities and individuals who have been disproportionately affected by the pandemic. To date, the Skills Bootcamps graduates have been 33.2% female and 36.7% from minority ethnic communities.
- 1.20 Key performance targets have been set for reaching over 50s, individuals who report having a disability, and individuals from minority ethnic groups.

Risks

- 1.21 The programme risks include:
- A breakdown in the supply chain for training being delivered by providers which will be mitigated by close working with the Combined Authority's procurement services team to ensure there are sufficient options for procuring additional delivery partners.
 - Delivery of the existing Wave 3 funded bootcamps interferes with Wave 4 delivery, mitigated by designing Wave 4 Skills Bootcamps to align with

existing adult training provision, so that any duplication of courses is minimal.

- Underperformance of training providers, mitigated by weekly performance monitoring, so corrective action can be taken quickly and monthly project and contract review meetings.

Costs

- 1.22 The total programme costs are £7,338,369 funded solely by the Combined Authority from the Department for Education’s Skills Bootcamps funding.
- 1.23 Wave 3 of Skills Bootcamps secured approval from Combined Authority on 17 March 2022 to accept and spend DfE funding of £3,689,000 and progress to delivery.
- 1.24 Approval is now sought through this change request to accept a further £3,649,369 from DfE to fund the Skills Bootcamps for another year, extending the delivery timeframe up to March 2024 and taking the total programme costs to £7,338,369.
- 1.25 The Combined Authority received the DfE grant offer letter for Wave 4 funding on 1 March 2023, confirming the award of the full amount of £3,649,369.

Assurance Pathway and Approval Route

Assurance pathway	Approval route	Forecast approval date
Change request (activity 5)	Recommendation: Combined Authority's Programme Appraisal Team Decision: Employment and Skills Committee	23/03/2023
5 (delivery)	Recommendation: Combined Authority's Programme Appraisal Team Decision: Combined Authority's Chief Operating Officer	31/10/2024

Other Key Timescales

- All Skills Bootcamps will end by March 2024.
- There will be a six-month tracking period of participants to monitor the successes of the programme.

Assurance Tolerances

Assurance tolerances
Combined Authority costs remain within those outlined in this report.
Delivery (DP5) timescales remain within +3 months of those outlined in this report.
Outputs to be delivered within -10% of those outlined in this report.

Appraisal Summary

- 1.26 The change being requested is to extend the Skills Bootcamps programme delivery timeframe by one year, and to seek approval to accept and begin spending additional funding from the DfE.
- 1.27 The additional year of the programme, Wave 4, will upskill a further 950 participants. DfE has already approved the full programme proposal and a grant offer letter for the total funding of £3,649,369 to deliver Wave 4, has been received.
- 1.28 Wave 4 will target businesses as well as individuals, allowing employers to access training for existing employees to improve productivity and business innovation, and to support employees through career progression.
- 1.29 The Combined Authority has been delivering the Skills Bootcamps programme since January 2021 and to date has successfully enrolled 1,056 participants in the programme, with 751 successful completions.
- 1.30 The programme will continue to support the Mayoral Pledges of creating 1,000 well paid, skilled, green jobs for young people, of prioritising skills and training to ensure everyone has the skills they need to secure work, and of supporting local businesses and be a champion of our local economy.
- 1.31 A monitoring plan has been developed for the programme however requires further work to ensure that all targets and outputs that have been realised to date through previous waves of the programme are included.



Report to: Employment and Skills Committee

Date: 23 March 2023

Subject: **Future Employment and Skills Delivery**

Director: Phillip Witcherley, Interim Director of Inclusive Economy, Skills and Culture Directorate

Author: Michelle Hunter, Development Lead, Employment and Skills.

Is this a key decision?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input 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 type="checkbox"/> No

1. Purpose of this report

- 1.1 To seek endorsement to proceed with the development of employment and skills packages for future funding.
- 1.2 To provide an update on UKSPF Pillar 3 – People and Skills

2. Information

Background

- 2.1 In January the Combined Authority endorsed proposals for the next phase of the development of programmes to support the West Yorkshire Investment Priorities, building on the initial development of gainshare and other funds.
- 2.2 The next phase of support for Investment Priority 2: Skills and training for people will focus on digital and green skills and employer support. Key outcomes achieved will be reducing levels of digital exclusion, supporting people with digital skills, supporting employers with talent acquisition, and supporting people of all ages with a greater understanding of employment opportunities.
- 2.3 Data from January 2023 shows the unemployment rate is close to record lows, yet the number of vacancies in West Yorkshire remains high in historic terms,

signalling a tight labour market. The number of NEETs (those not in employment, education, training) in West Yorkshire is above the national average. The percentage of jobs paying below Real Living Wage fell in most parts of West Yorkshire in 2022, indicating a potential backslide for 'Good Jobs'. More than one-in-five (22%) people in West Yorkshire have a maximum qualification level of Level 2 and 24% of working age adults in the region are economically inactive, again indicating a further barrier for 'good' employment for many.

- 2.4 The Information Technology occupational sector has the highest number of unique online job postings in West Yorkshire, evidencing a demand for digital talent in the region. 99% of private sector businesses in WY are SMEs, and so access to talent must be focussed on this community to drive economic growth, productivity, and economic resilience.
- 2.5 Recommendations from the Green Jobs Taskforce (Appendix 1) explain the need to inspire and attract people to green jobs, working in tandem with a range of educators to weave green skills throughout their curriculum, bridging the gap between education and employment. Meeting the UK's net-zero target by 2050 could result in over 71,000 jobs in the low carbon and renewable energy economy in West Yorkshire; however, this is dependent on having a workforce (and business base) that is prepared for change.
- 2.6 To build a talent pipeline of skilled labour, based on the needs of key sectors and addressing skill shortages is crucial; Career Information activities are essential across all age groups. Digital Skills, Green Skills, and Career Inspiration activities all help remove barriers that stop people from accessing well-paid, skilled, stable employment. Careers activities – based on local labour market information - are key in 'moving people into longer-term career progression pathways, offering support to access growing employment opportunities in digital and net zero roles' (WYIS).
- 2.7 Ensuring a skilled workforce and clarity around the existing skills landscape also helps to attract and retain investment from employers that can strengthen our regional economy. Employers must be supported to retrain, retain, and attract talent for in-demand skills, ensuring businesses can implement digital and green solutions and transition to net zero. As such, a robust skills support package is an essential intervention aligned to our investment strategy.

3. Skills Packages

- 3.1 The intention is to develop two strands of complementary skills packages, within which a number of interventions will respond to and meet the needs of individuals and businesses in West Yorkshire.
- 3.2 Across all interventions, there will be a focus on providing and enhancing support for underrepresented groups, and a strong alignment to tenets of Equality, Diversity, and Inclusion.

- 3.3 The interventions will align to - and work collaboratively across a number of other programmes being developed and delivered by the Combined Authority, as well as other regionally and locally funded programmes.
- 3.4 Skills packages must be flexible, and responsive to the skills needs of businesses and individuals within the region, to support the creation and acquisition of 'good jobs' within key sectors. As such, support must consider and respond to employer demand for skills, with built-in flexibility to respond to changes in the labour market. Flexibility must also consider changes to funding sources where appropriate.
- 3.5 Skills packages will be developed under 2 key themes:
- **Workforce development and growth**
 - **Workforce for the future**

This 'dual approach' allows the CA to thematically identify interventions aimed at the current labour market as it stands and interventions aimed at the future labour supply, thus allowing for a more directed targeted approach.

3.6 **Workforce Development and Growth**

Workforce development and growth Package includes:

- **Digital and green skills offers for businesses** - including support for job creation, aligned to the mayoral pledge to create 1,000 green jobs for young people.
 - **Mayor's SME graduate pilot programme** – a programme designed to increase the uptake of employment within SME employers by graduates in West Yorkshire.
 - **Regional skills support for employers** – including a funding offer.
- 3.7 This proposed package would build on the success of previous programmes in supporting employers to create meaningful talent pipelines and workforce skills plans. The programme would seek to continue to facilitate relationships across the skills landscape within West Yorkshire (LA-delivered Employment Hubs, HE, FE, Schools and others), brokering opportunities to upskill, reskill and retrain existing employees, alongside methods for developing and acquiring future talent.
- 3.8 The package will focus on specialisms around key priority skills areas, such as Graduate employment, Digital skills and skills for Net Zero, as well as funding to support employers to address their current and future skills needs.
- 3.9 Proposed outcomes for the Workforce Development and Growth Package:
- Better access to local talent pipelines for SME employers, particularly in areas of future economic need (digital, green skills), allowing for the creation of well-paid, skilled employment opportunities.

- Lower incidences of skills gaps/skills related vacancies, particularly with regards to higher level skills and Digital capability within Leadership and Management.
- Supporting SMEs at increasing diverse talent pipelines and addressing gaps in sectors where there is a need to attract talent.
- A resilient local workforce, with transferable skills, strengthening businesses productivity and the labour market.
- Alignment to the skills needs outlined in the Climate and Environment Plan with a focus on supporting the region to respond to the objectives of the Better Homes Hub and skills required for retrofitting homes.
- Alignment with the Green Jobs Taskforces recommendations in supporting, enabling, inspiring and embedding change to support the region's goal of become a net-zero carbon economy by 2038.
- Alignment with the West Yorkshire Business Sustainability programme to undertake skills plans and address skills needs with businesses signposting to existing or new training, supporting employers to create well-paid jobs.

3.10 Workforce for the Future

Workforce for the future Package includes:

- **Digital inclusion** – ensuring all those across the region are supported in the acquisition of digital skills.
- **Regional careers campaigns** – aimed at key areas like Digital & Green
- **Green skills engagement with young people from primary age** – in order to encourage the development of understanding and aspirations around green careers.
- **A further education development fund** - including test and learn pilots for green skills.
- **Digital Workforce for the Future** - employer led inspiration activity aimed at young people to promote the take up of digital skills with a focus on engaging underrepresented groups.

3.11 The proposed Workforce for the Future package creates opportunities to develop inclusive and inspirational programmes, inspiring learners of all ages to acquire digital skills, whilst promoting a good understanding of the local labour market and careers opportunities within the region.

3.12 Digital Inclusion initiatives will build upon the capacity of community organisations to deliver digital skills interventions to those who are digitally excluded, in local settings, across the region.

3.13 This will involve facilitation of digital inclusion signposting for community organisations; networks for peer support for VCSE sectors; coordination of regional digital inclusion funding bids; evaluation and data sourcing activity. The Department for Work and Pension endorses this approach as complimentary to its own and is exploring financial support for this initiative.

3.14 **Proposed outcomes for the Workforce for the Future Package:**

- Digital and green employers engaged with education to develop young people and their influencers (teachers, parents/carers) an understanding of career opportunities within digital and green sectors.
- Alignment with and enhancement of existing skills provision across the region in Local Authority areas, schools, colleges, universities, independent training providers, and Skills Connect and Adult Education Budget provision.
- An engagement programme for primary aged children to develop aspirations around the green sector.
- A Further Education development fund including test and learn pilots aligning to employers' needs in the current and future green sector.
- Digital employers engaged in curriculum development supporting young people to feel inspired and engaged in digital learning.

4. Regional context

4.1 The above-mentioned initiatives will also be coordinated alongside other initiatives to ensure thematic cohesion across key areas of the Combined Authority. These include:

- Interventions outlined in the Digital Skills Plan, including a Digital Skills marketing campaign; Digital Clusters research to identify key clusters of economic activity with regards to digital employers; the Digital Blueprint being developed by the Local Digital Partnership (Spring 2023).
- The recommendations put forward by the Green Jobs Taskforce.

4.2 These initiatives will also be coordinated alongside other initiatives from the Digital Skills Plan (Nov 2022) such as a Digital Skills campaign, Digital Clusters research, and they will be monitored by the Local Digital Partnership when creating the Digital Blueprint. The launch of the Green Jobs Taskforce report and recommendations will ultimately support and signpost to these interventions.

5. Timelines

- Combined Authority assurance process, sign off from Combined Authority in June
- Consultation with Local Authorities, internal and external stakeholders on design throughout March and April
- Delivery in place September 2023

6. Next Steps

- Committee members are invited to endorse the approach to develop skills packages and the proposed timelines.

7. UK Shared Prosperity Fund – Pillar 3 People and Skills

- 7.1 Funding for Pillar 3, People and Skills is currently in place for the financial year 2024-2025 with a single year of £14m funding available for delivery of projects.
- 7.2 The role of the Employment and Skills Committee is to endorse the approach to UKSPF projects and programmes as part of the future pipeline of employment and skills programmes. The pipeline of programmes is aligned to investment and labour market priorities – utilising the appropriate funding stream.
- 7.3 A Local Partnership Group (LPG) has been established, made up of members from Mayoral committees and representatives of different stakeholders from across West Yorkshire. For West Yorkshire, the representatives from this Committee are Bill Adams, TUC, Colin Booth, Luminate Education Group, Alex Miles, West Yorkshire Learning Providers along with Shirley Congdon as a LEP Board representative. The group endorses the development of investment plans, recommends projects to the Combined Authority and Finance, Resources and Corporate Committee and reviews the use of the funding.
- 7.4 The main aims of the Fund for pillar 3 - People and Skills are:
- Boosting core skills and support adults to progress in work.
 - Supporting disadvantaged people to access the skills they need.
 - Funding local skills needs and supplementing local adult skills provision.
 - Reducing levels of economic inactivity and supporting those furthest from the labour market.
- 7.5 The key outcomes that have been agreed in the West Yorkshire Local Investment Plan for UKSPF include:
- Supporting economically inactive people to overcome barriers to work by providing cohesive, locally tailored support including access to basic skills
 - Supporting people furthest from the labour market through access to basic skills
 - Skills to progress in work and to fund local skills needs
- 7.6 The approved Local Investment Plan for UKPSPF included the following areas for pipeline development:
- Employment West Yorkshire; funded through gainshare, with potential to use SPF where programme level outputs align with UKSPF.
 - Improve employment support for key groups
 - Skills for workforce
 - Community grants
- 7.7 In order to prepare for the delivery of funding from April 2024, consultation, engagement via sounding groups and with key stakeholders will start taking

place over summer and in order to make the best use of the short delivery time and public funding.

- 7.8 Detailed proposals will be brought to future meetings in line with the approvals for projects taken by LPG.

8. Tackling the Climate Emergency Implications

- 8.1 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.

9. Inclusive Growth Implications

- 9.1 Skills programmes outlined in this report will work directly with those disproportionately affected in the labour market.
- 8.2 Future skills programmes are aligned to the West Yorkshire Investment Strategy and Inclusive Growth implications and outcomes will be developed when programmes are designed.

10. Equality and Diversity Implications

- 10.1 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.

11. Financial Implications

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

12. Legal Implications

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

13. Staffing Implications

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

14. External Consultees

- 14.1 No external consultations have been undertaken.

15. Recommendations

- 15.1 That the Committee endorses the development of employment and skills packages for future funding.

15.2 That the Committee notes the update on UKSPF Pillar 3 – People and Skills

16. Background Documents

There are no background documents referenced in this report.

17. Appendices

None.



Report to: Employment and Skills Committee

Date: 21 March 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 with new data:

- Employment rate
- Employment rate gap for disadvantaged groups
- Unemployment.

- 2.6 For all three indicators the changes since the last report have been small and the key messages remain unchanged.

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 has been 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 ¹⁰¹State of the Region indicators

Employment and Skills Committee, March 2023

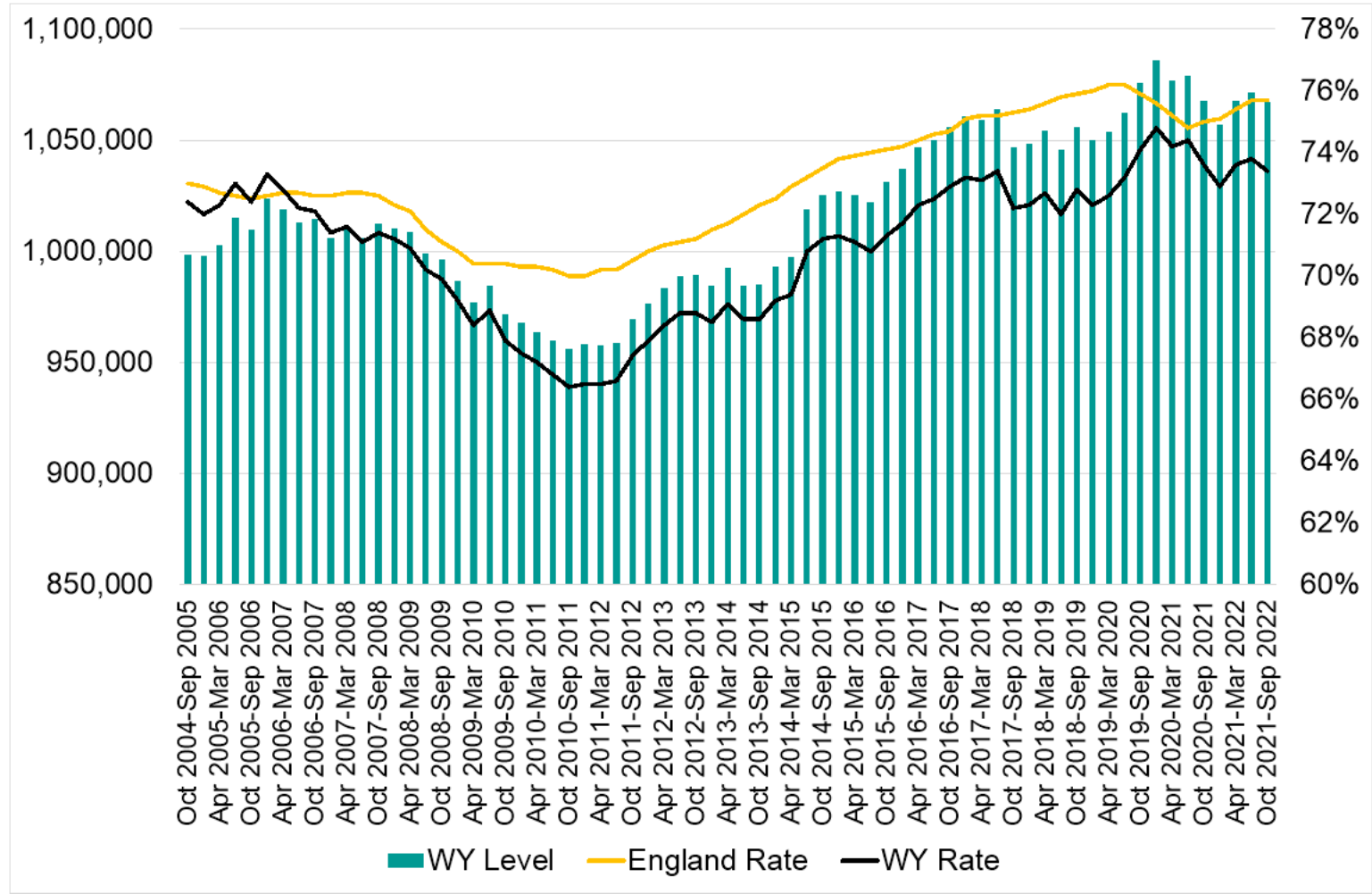
Introduction

- 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 little change in West Yorkshire's employment level and rate

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



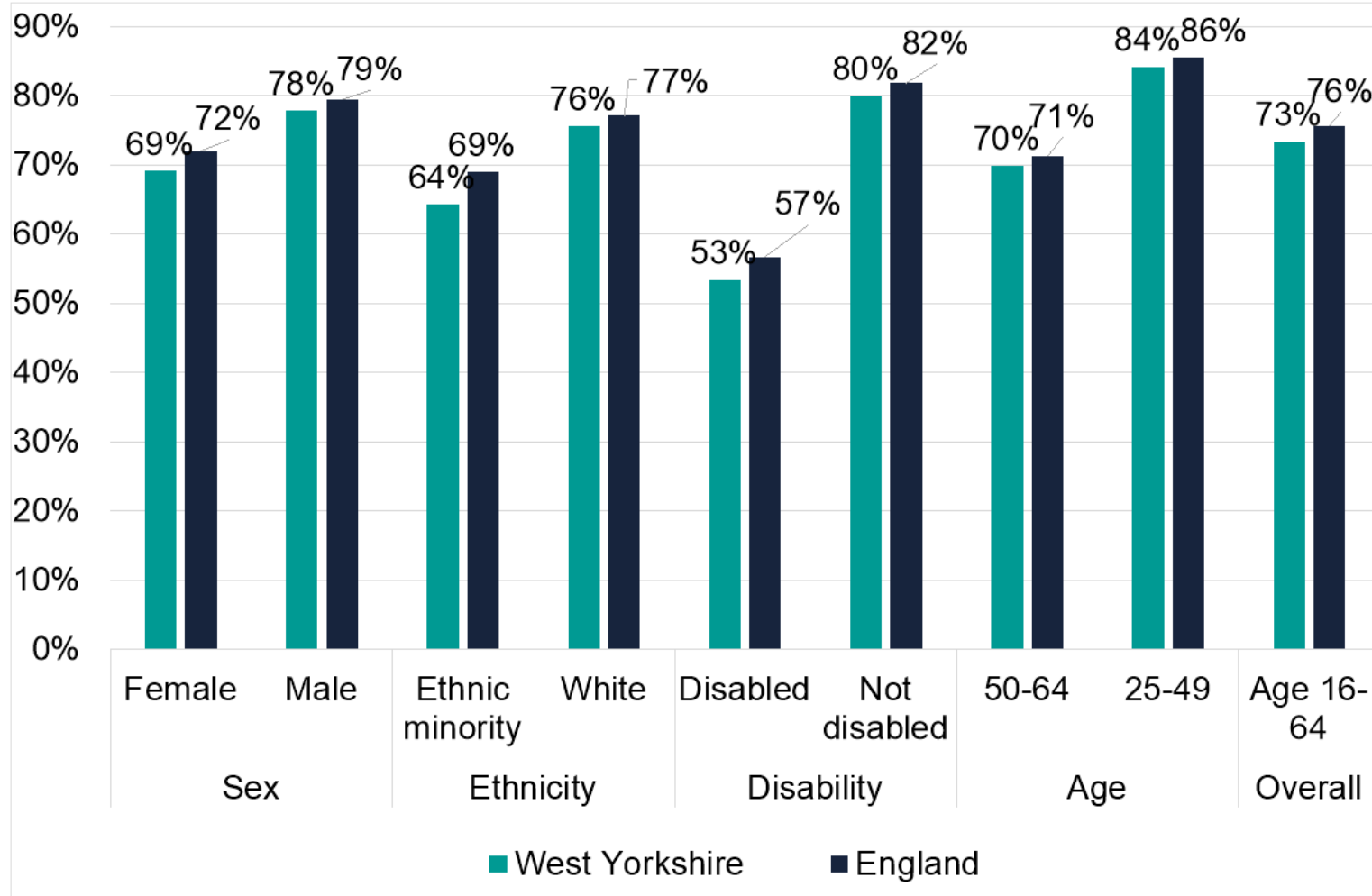
Driving economic growth and innovation to enable good jobs

104

Source: Annual Population Survey, ONS

Some disadvantaged groups face substantial employment rate gaps

Figure: Employment rate by group



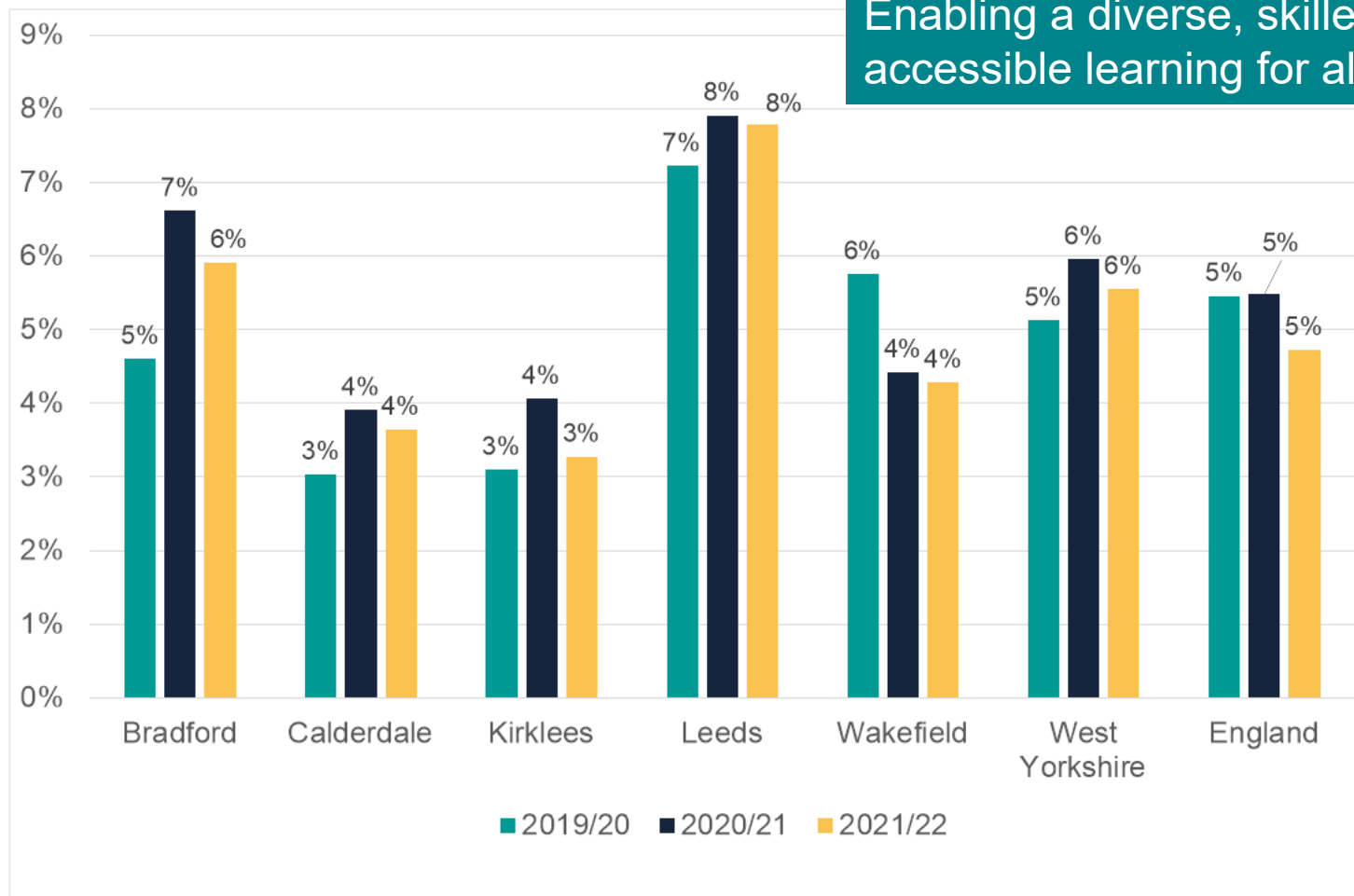
Enabling a diverse, skilled workforce and accessible learning for all

105

Source: Annual Population Survey, October 2021 to September 22

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



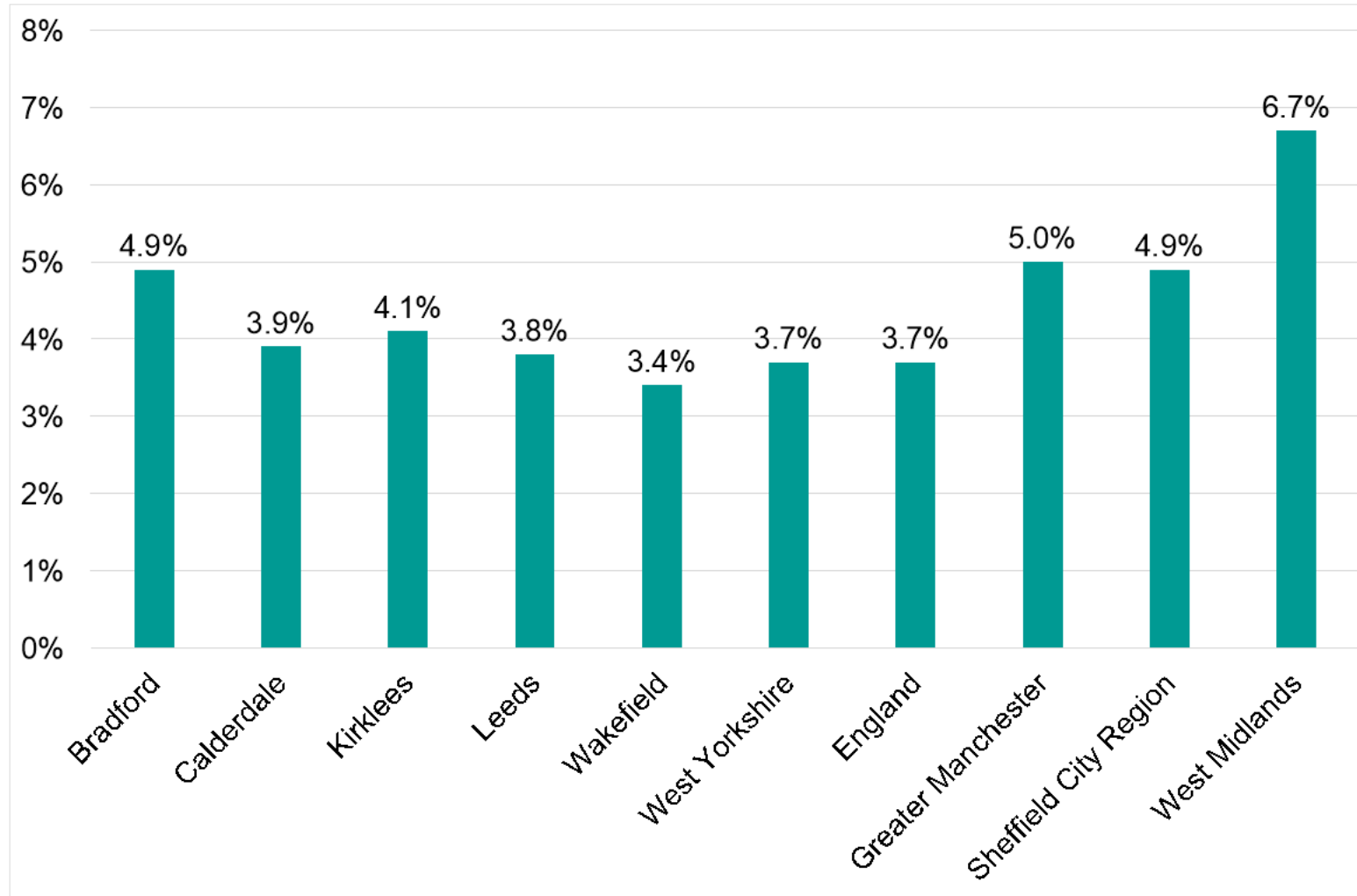
Enabling a diverse, skilled workforce and accessible learning for all

106

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+



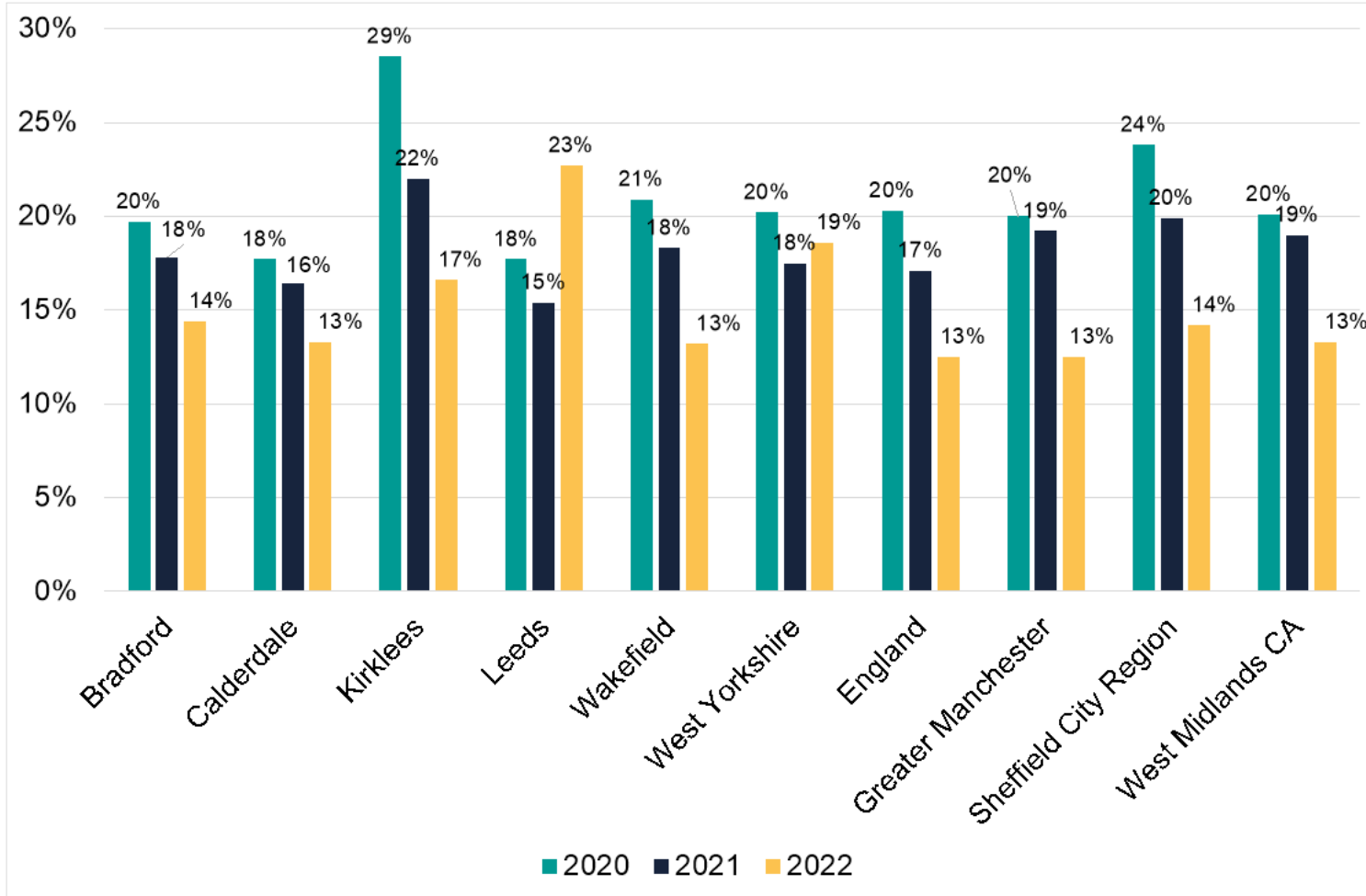
Enabling a diverse, skilled workforce and accessible learning for all

107

Source: Annual Population Survey, October 2021 to September 22

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



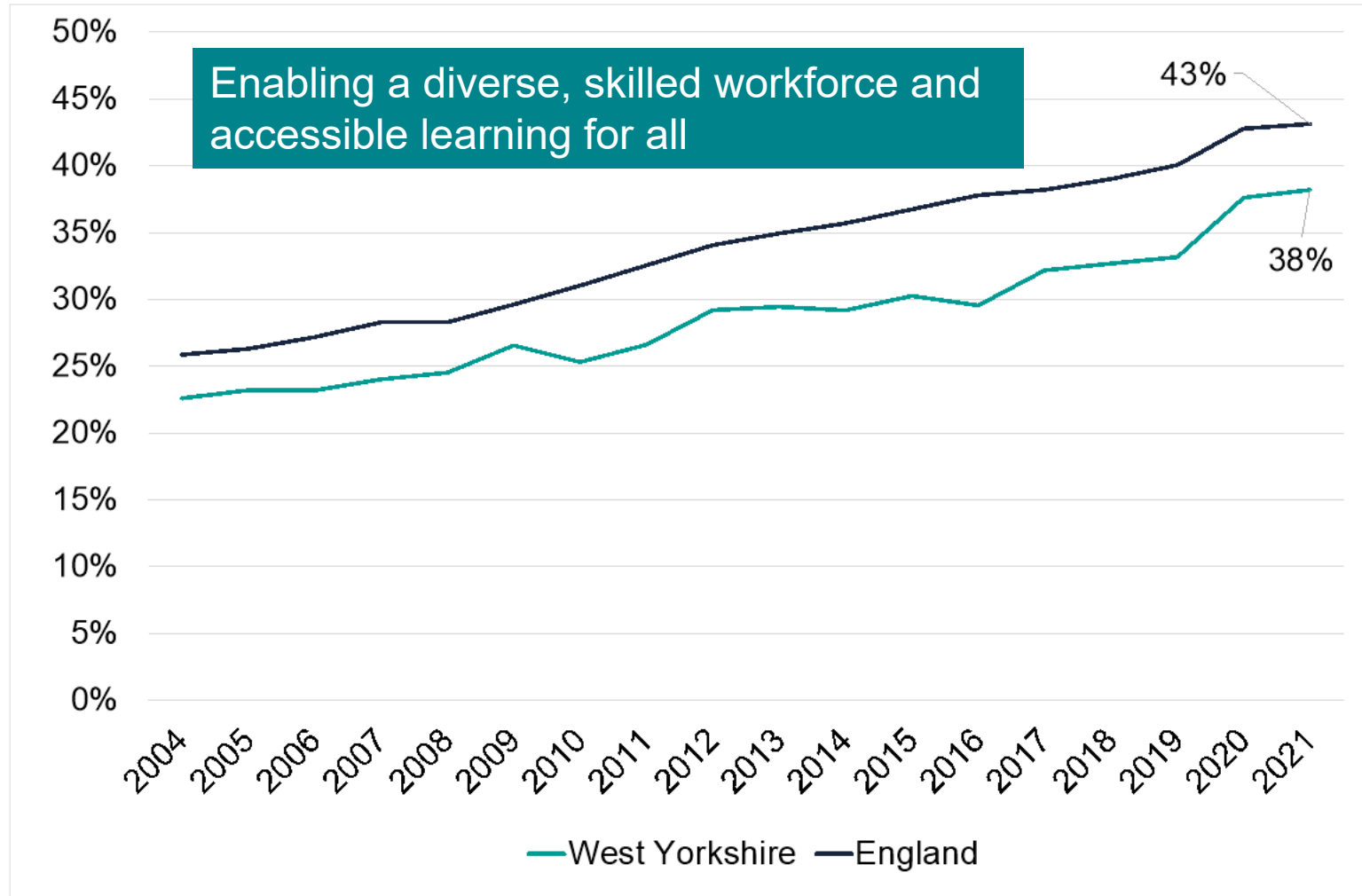
Driving economic growth and innovation to enable good jobs

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+

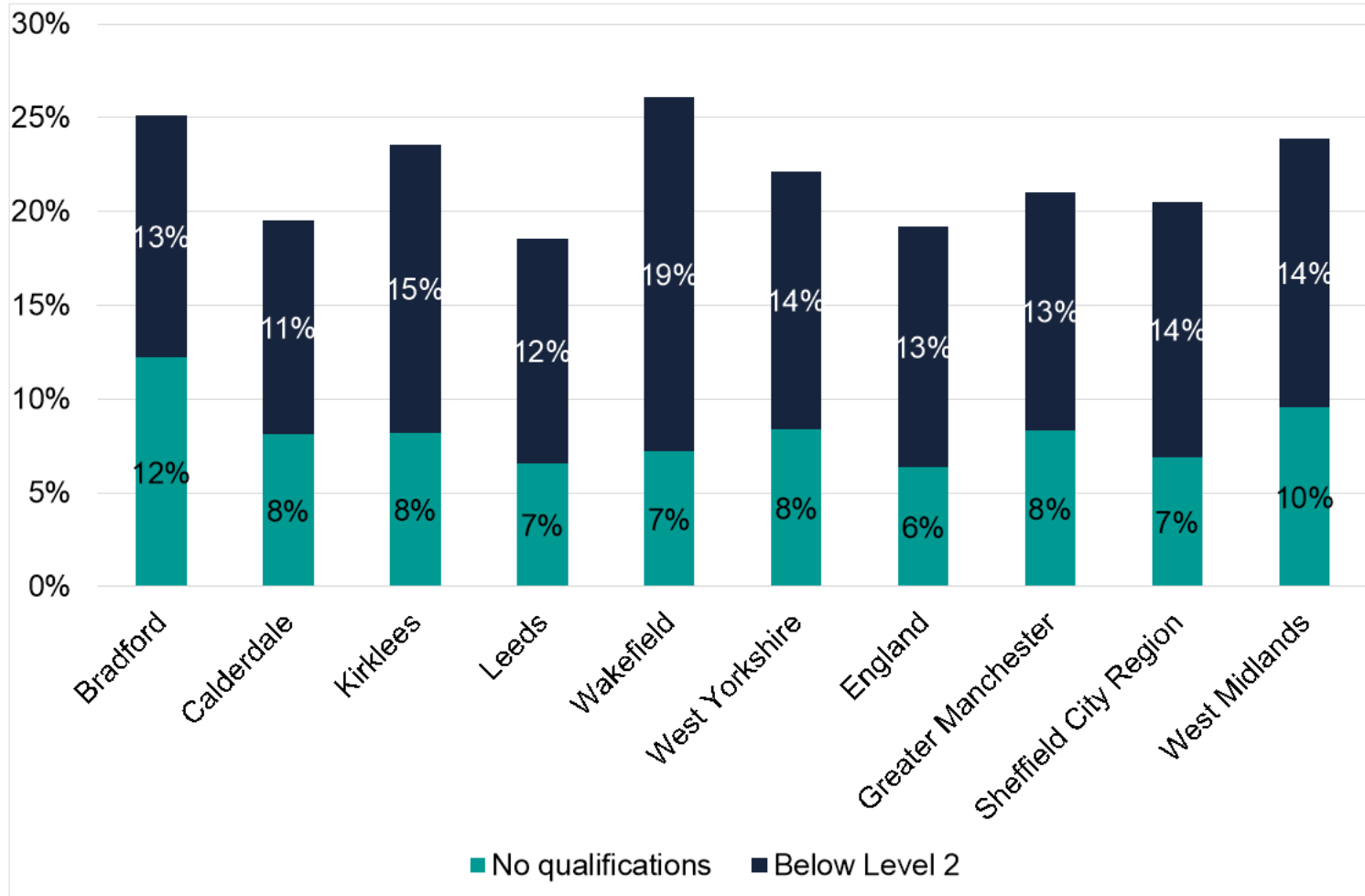


Source: Annual Population Survey, Jan – Dec periods

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

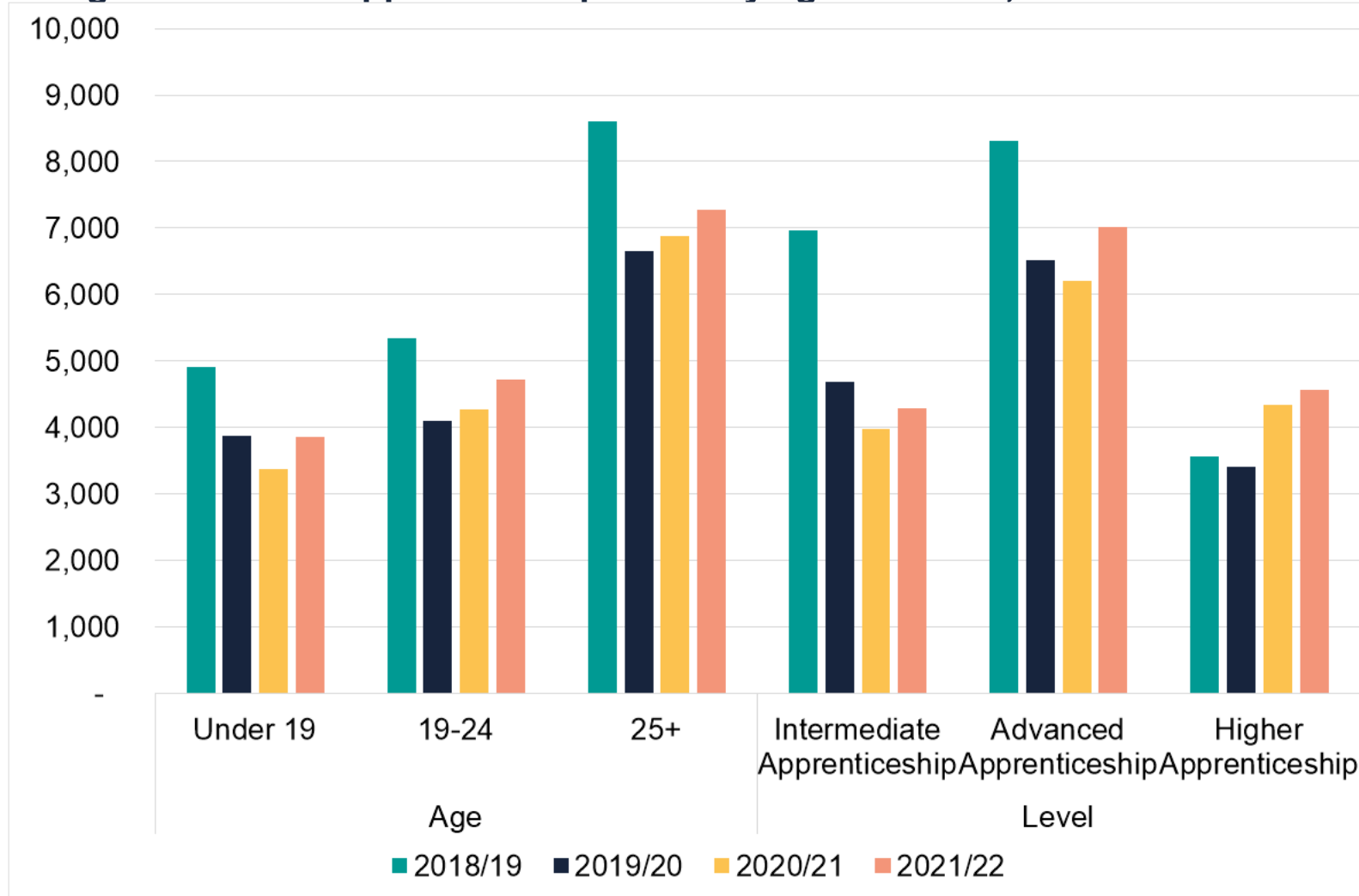
110



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

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