DRAFT Inclusive Growth 'skeleton' Framework – A consultation document for internal and external partners

Inclusive Growth Vision for Leeds City Region:

Enabling everyone in LCR to contribute to and benefit from economic growth in a sustainable way, especially people and communities facing high barriers to high quality employment

I. Regional Inhibitors to Inclusive Growth *(impacting on all policy areas)*

People

DEPRIVATION

LCR is ranked as the 12 most deprived LEP nationally (out of 39), with great differences on a local level.

DISABILITY

The employment rate gap for disabled people is 27 percentage points across the City Region.

LOW SKILLS / ACCESS TO TRAINING

Considerably more residents in LCR have no formal qualification (10% compared to 8% nationally) and significantly fewer are educated to degree level (31% vs. 38% in England). Skills directly affect employment opportunities.

In spite of improvement over the last decade, 27% of LCR residents lack qualifications at Level 2 or above, ranking the LEP 33 out of 38.

SOCIO-ECONOMIC FACTORS

Groups that are particularly disadvantaged include older people, people with disabilities and people who lack formal qualifications. For instance, Pakistani / Bangladeshi women are around half as likely as white women to be in a job.

The employment rate gap for ethnic minorities is 15 points across the City Region.

LACK OF AWARENESS OF LOCAL OPPORTUNITIES

Business/Economy

LACK OF AVAILABILITY OF AND ACCESS TO 'GOOD' JOBS / PRECARIOUS WORK

23% of jobs in LCR paid below the real Living Wage, higher than the national average of 22%.

A large proportion of people in LCR are under-employed (e.g. looking for an additional or new job with longer hours or people looking to increase their hours in their current job. Estimates for LCR suggest that as many as 100,000 people could be affected.

SKILLS DEMAND

There are relatively fewer higher skilled jobs in LCR - 42% compared to 58% in London. In addition, higher skilled workers in the region are also paid less compared to national peers.

LACK OF BUSINESS INVESTMENT

Capital investment and investment in R&D

Place & Connectivity

SKILLS PROVISION

One of the biggest challenges facing the City Region and most of its districts is a weak skills supply side.

INSUFFICIENT TRANSPORT CONNECTIONS

Some of the most deprived communities in the City Region do not have access to sufficient and affordable transport

LACK OF (AFFORDABLE) DIGITAL INFRASTRUCTURE

POOR QUALITY AND UNAFFORDABLE HOUSING

CONGESTION

Clean Growth

LACK OF 'CLEAN' INFRASTRUCTURE

II. Consequences & Impacts of Inhibitors

People

UNEMPLOYMENT & ECONOMIC INACTIVITY

The proportion of people of working age in employment has increased from a low-point during the recession of 68% to its current rate of 73%, a position last seen in 2006 but still lower than national average of 74%. Combined, unemployment and economic inactivity adds up to 9% of the working age population.

DIGITAL EXCLUSION

About 6% of people in Yorkshire and Humber have zero digital skills, whilst 13% of the working population do not have basic digital skills. This is even more prevalent amongst benefit claimants, with 19% having low or no digital capability.

LOW PAY/LIVING STANDARDS

Child poverty – Yorkshire has some of the highest levels of child poverty in the UK, with about 40% of children affected in Bradford, 31% in Kirklees and 29% in Leeds.

Fuel poverty – affects over one in 10 households in Yorkshire and is at 12.1% higher than the national average.

HEALTH INEQUALITIES

Life expectancy across West Yorkshire and Harrogate is lower than the national average for both, men and women, at 1.1 years and 0.9 years respectively. The difference in healthy life expectancy is even starker, with the regional average for men being 2 years lower than in England and 1.8 years for women. Both, healthy and overall life expectancy are closely linked to deprivation, with a 7 year difference between those most and least deprived nationally.

Business/Economy

CONSTRAINED PRODUCTIVITY

Leeds City Region is now a £69.6bn economy, and saw growth of 3.2% between 2016 and 2017, lower than the England average. The York, North Yorkshire and East Riding (YNYER) LEP area economy, with GVA of £25.3bn, grew by 3%

LACK OF INNOVATION

EXCLUSION OF CERTAIN DEMOGRAPHICS ➔ LACK OF E&D ➔ LIMITED TALENT POOL

Place & Connectivity

SUB-STANDARD QUALITY OF HOUSING

Quality of housing and over-crowding

DISCONNECTED PLACES

LACK OF STRONG COMMUNITIES

Clean Growth

POOR AIR QUALITY ➔ POOR HEALTH OUTCOMES

Worse in most deprived communities

III. Enablers and Interventions with a focus on those cohorts and places most in need of those enablers

Inclusive Business/Economy

- **Inclusive labour market:** Which groups of people are more likely to face barriers to taking up work in the region and which sectors tend to be less inclusive?
- Employers offering **'Good Work':** Which groups are less likely to be in secure work that pays the living wage and which sectors/ employer offer 'good work'?
- **Educational attainment**: Groups of pupils who tend to achieve lower grades which significantly impacts on their future employment options. Which schools are particularly good at overcoming barriers for these cohorts?
- **Social mobility**: Where is social mobility less likely and which places tend to overcome the range of social mobility barriers more than others?
- **Progression pathways:** Who are those more likely 'stuck' in low pay and precarious work?
- **Learning and training:** Which residents are less likely to receive training from their employer?
- To what extent is **employer demand for low level skills** perpetuating low paid jobs in the region? Increasing skills demand is likely to contribute to increased wages and productivity if it is accompanied by training.
- To what extent are regional employers providing **healthy workplaces** to ensure inclusive and sustainable work.

Inclusive Place & Connectivity

- **Affordability of a place:** Are house prices excluding people from living in certain places?
- **Inclusive transport connections:** How well do current transport links enable more excluded communities to get to a place of work, training or learning?
- **Accessible culture:** How accessible are cultural offers to everyone?
- Etc.

Clean Growth

- **Low carbon emissions:** Which areas and groups of people are particularly affected by high levels of carbon emissions? Which industries have been leading in reducing their emissions?
- **Environmental sustainability**: What is best practice in protecting and enhancing our natural, built and historic environment by moving to a low carbon economy?
- Etc.

Culture/ Behavioural Change

- **Good work**
- **Responsible employers**
- **Progression pathways & training**
- **Increased skills demand**

LCR Example interventions:
TUC's Great Jobs Agenda
Equality and Diversity: New College's & West Midlands' E&D approach, expertise from the National Centre for Diversity
Grant Thornton – Recruitment practices to remove barriers
Procurement and Social Value

Physical Infrastructure

- **Affordable housing**
- **Improved transport connectivity**
- **Broadband connections (> 30 Mbits)**
- **Flood prevention**
- **Transport links**

LCR Example interventions:
Healthy Streets
Inclusive Growth Corridors

Integrated Investments and Interventions

- **Place based interventions to address complex barriers**
- **School attainment**

LCR Example interventions:
Kirklees Community Hubs to establish a place based children, family and community infrastructure to improve outcomes around children safeguarding, learning and skills, economic resilience and health)
Social enterprises (e.g. LS14 Project)

Social Infrastructure

- **Public health**
- **Early Years support**
- **Careers and enterprise advice in schools**
- **Skills and employment services**
- **Business support**

LCR Example interventions:
Interventions to reduce levels of physical inactivity (Yorkshire Sport Foundation and CA Partner work around active travel, 'Play Streets', etc.
Digital skills training for low income families and individuals.
Economic services, e.g. LCR Enterprise advisers, Growth Hub, etc.