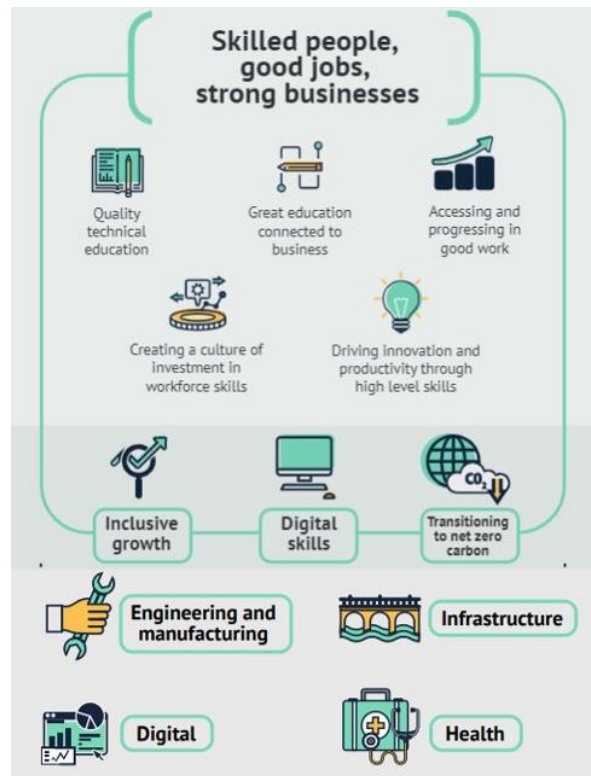


Annex 1 – Employment and Skills Framework

Employment and Skills Framework plan on a page



How the Employment and Skills Framework supports the Mayoral pledges and commitments

Create 1,000 well paid, skilled jobs for young people.

‘Accessing and progressing in good work’ is one of the five priorities for the Employment and Skills Framework, with the ambition: Everyone has the skills to be able to access good work and is supported to take up training in the workplace that enables progression and development of transferable skills.

Creating 1,000 for young people will contribute to the following objectives for this priority by ensuring that young people, who have been disproportionately affected by rising unemployment rates during the pandemic, have access to well-paid, skilled work:

- Ensure employment opportunities are widely available and accessible for all to apply.
- Support the unemployed to gain and sustain employment.
- Improve West Yorkshire’s resilience by identifying and delivering the skills needed for the future.

Under this priority, there is also an action to support young people into well-paid, skilled work as an action to support economic recovery.

Prioritise skills and training to ensure everyone in West Yorkshire has the skills they need to secure work.

The Employment and Skills Framework prioritises investment in and access to skills and training as a means to '*skilled people, good jobs and strong businesses*' through each of the five priorities (see figure 3).

The existing ESF Employment Hub programme, delivered in partnership with the five West Yorkshire Local Authorities is already working closely with DWP and Jobcentre Plus locally to cohere and align employment support services for young people through a single point of contact. Continued delivery of this programme has been included as an action under the 'Accessing and progressing in good work' priority, to continue to provide access to training, work placements and job matching for young people who are unemployed.

A number of objectives and actions reflect the significance of the devolved Adult Education Budget and delegated level 3 budget in ensuring that West Yorkshire residents have the skills needed to secure good work. For example, the Quality Technical Education Priority outlines an indicative action to:

- Use traineeships and AEB to equip individuals with the confidence and basic skills, such as English, maths and essential digital skills, needed to progress onto an apprenticeship.

Lead a Creative New Deal to ensure our creative industries are part of the broader recovery strategy.

The Economic Recovery Plan has been revised to include the addition of a fifth West Yorkshire distinct proposition on Culture and Creative Industries, which recognises the important contribution they make to our places, quality of life and the economy.

FutureGoals, the Leeds City Region's all-age careers inspiration and information platform, has resources dedicated to encouraging 'career starters' and 'career changers' of all ages to consider a career in the creative industries. Developed in collaboration with the Burberry Foundation, a series of 'Spotlight' resources and a Creative Toolkit seek to strengthen the knowledge of both young people and educators about the scale of careers in the creative sector in the Leeds City Region. The resources also support young people from all backgrounds to recognise their creative talents and interests.

Creativity has been identified as one of the top ten 'baseline' skills in greatest demand from employers in West Yorkshire. The Employment and Skills Framework prioritises 'Great education connected to business', which outlines the importance of individuals understanding more about the skills, behaviours and qualities that employers value and that are needed to be successful in the workplace, including the growing demand for fusion skills.

A skills audit will be undertaken as part of this work to provide an evidence base to inform the design of interventions.

West Yorkshire has an above average number of graduates from Higher Education Institutions from creative arts and design subjects (just over 10% in the 2018/19 academic year) than the England average (around 8.5% in the same year). The proportion of graduates is high compared to the proportion of job openings in the same subject area in West Yorkshire. The Employment and Skills Framework suggests the action under the priority 'Creating a culture of investment in workforce skills':

- Support the retention of graduates in the Region, and the take-up of employing graduates in SMEs.

Increased retention of graduates from creative arts and design subjects would support the imbalance of available jobs to graduates and the pledge to 'build a skilled craft workforce' in the region.

Spearhead a Digital Academy, establish a West Yorkshire Digital Skills Partnership and widen the Leeds Digital Festival

Digital skills is a cross-cutting theme in the Employment and Skills Framework, reflecting its significance across all sectors and all five priorities (see figure 3). There are two key dimensions to digital skills:

- developing the basic ICT skills needed to undertake the majority of job roles across the regional economy.
- skills for specialist digital occupations, such as developers and programmers, and roles that increasingly depend on higher level digital skills, such as in digital marketing, data analysis and design.

Under this theme, the Framework outlines 'what more could be done' in tackling digital skills challenges, including:

- Raise awareness of the importance of digital skills in education settings and within careers campaigns, particularly to encourage the engagement of underrepresented groups, such as girls.
- Increase the number of activities available for young people to engage in technical digital skills, such as coding clubs.

The existing West Yorkshire Digital Skills Partnership works with key partners across all sectors to coordinate provision, tackle digital exclusion and maximise the potential of the region through supporting the growth of digital skills. A Digital Skills action plan is currently being developed and will outline the next steps to be taken in the Region to increase digital skills.

The Framework also recognises the need to:

- Encourage employer collaboration with each other and with providers to create solutions to skills and training needs.

This action sits under the 'Creating a culture of investment in workforce skills' priority, supporting collaborative solutions such as a Digital academy.

Spearhead a campaign to make West Yorkshire a **Living Wage Region**, boosting the number of businesses paying the real living wage.

Inclusive Growth is a cross-cutting theme in the Employment and Skills Framework, recognising its importance in reducing inequalities across the region and ensuring all can both benefit from and contribute to economic growth in our towns and communities.

Almost a quarter of jobs across the Leeds City Region pay less than the Real Living Wage. Under-investment in training and development over the years has affected living standards and makes it hard for many people to find a route to higher-quality work. The Employment and Skills Framework recognises the need to invest in skills for the benefit of West Yorkshire residents and businesses through two priorities:

- Creating a culture of investment in workforce skills
- Driving innovation and productivity through high level skills

Each of these priorities encourages employers to see the benefits of a diverse, well-paid, skilled workforce with good standards of work in ensuring their business' growth.

The Mayor launched her 'Fair Work Charter' during her first 100 days in office. The Charter is dedicated to genuine levelling-up across West Yorkshire – encouraging good pay, fair and flexible working conditions, and promoting diversity and social mobility within the workforce. The Charter is being developed by a working group and will be launched in 2022.

Ensure there are the relevant **Green Courses** on offer for young people to get the skills to support the delivery of net zero carbon by 2038, with particular emphasis on construction and engineering skills.

Support projects to develop a **hydrogen economy which could provide zero carbon solutions for heavy vehicles and heating**. These programmes can create thousands of jobs.

Net zero carbon is identified as a cross-cutting theme in the Employment and Skills Framework, reflecting the significance of the impact of the transition across all sectors and all five priorities. The theme outlines an action to ensure that relevant green courses are on offer for young people, as well as actions to

- Strengthen collaboration and engagement between employers and training providers to improve and expand their training programmes
- Undertake skills audits with SMEs and training providers to establish need and opportunity for behaviour change.

The Mayor launched her Green Jobs Taskforce as part of her first 100 days in office. The Taskforce has membership from a wide range of organisations representative of different sectors and types and will be supported by task and finish groups. The Employment and Skills Committee will have oversight of the development of the '1000 well paid, skilled jobs for young people' pledge that this taskforce will address in detail.

The Mayor has also invited employers to pledge their support to create 1,000 new jobs via [1000 Green Jobs in West Yorkshire - Combined Authority | Unlocking potential, accelerating growth \(westyorks-ca.gov.uk\)](https://www.westyorks-ca.gov.uk/1000-green-jobs)

Establish a **Manufacturing Task Force**, taking West Yorkshire's manufacturing sector forward with a plan to boost exports, and ensure young people have the skills to become the engineers and designers of the future.

The Framework recognises the need for investment in skills and training under the priority 'Creating a culture of investment in workforce skills', including actions to:

- Encourage employer collaboration with each other and with providers to create solutions to skills and training needs.

Collaboration between employers and with providers of education and training ensures that the breadth and diversity of the local pattern of skills needs is captured in the design of skills and training solutions, such as through a Manufacturing Task Force. Engineering and Manufacturing is identified as a key priority sector for employment and skills.

The Manufacturing Taskforce has been created and will be Chaired by Andrew Wright, Deputy Chair of the Business, Economy and Innovation Committee with invitations and the date of the first meeting to follow.