

CURRICULUM & SKILLS STRATEGY

2022»25



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A Commitment to Developing Advanced Level Skills for the Region

Our Vision, Mission and Values



Our Vision

Quite simply, our vision outlines what we are aiming for in the future, in terms of our long term goals:

“To be an outstanding, first-choice education group, passionately serving all of our communities.”



Our Mission

Our mission describes why we are here, our purpose and what we do, which is:

“Our staff positively transform our students’ lives and the communities we serve by putting them at the heart of everything we do.”



Our Values

Our values act as the moral compass for our organisation. They encapsulate the way we do things, how we behave and how we make our decisions:

**Collaboration
Ambition
Inclusion
Respect**

&

Our People
at the heart of everything we do

Strategic Objectives

We have been ambitious in our approach and in determining our vision, but we firmly believe that, together, we can achieve it through delivery of our five strategic objectives -



Introduction



As part of the Skills & Post 16 Education Act 2022 and the new section 52B of the Further and Higher Education Act, FE colleges have a duty to review their contribution to meeting skills needs – at a local level, but also at a regional and national level, with a view to ensuring individuals secure employment. This is at the core of our curriculum and skills provision planning.

Our intent is to offer the right skills for now and for the future through innovative, relevant courses and qualifications – right for the region, for jobs for our learners and employers. We are working with our local and regional partners to do this and to improve our economy.

In working with our key stakeholders and our employer partners, we aim to develop flexible, relevant programmes that, wherever possible, are bespoke to their needs and right for the workplace, including blended learning approaches.

This Curriculum & Skills Strategy 2022-25 will be key to us achieving this objective. It sets out our approach for the next three years and has three key drivers –

- 1. Developing Advanced Skills for the Region**
- 2. Having an Inclusive Curriculum to engage and progress**
- 3. Having a clear commitment to growing Sustainable and Green Skills**

Our annual curriculum plans will support the delivery of our strategy, and from May 2023 we will submit an Annual Accountability Statement to the Department For Education, which will provide an overview of our key priorities and objectives for the year ahead.

They will reflect the ambition we have, with clear progression pathways. We will build into our curriculum offer the skills and behaviours needed to access meaningful opportunities for employment and progression, weaving the development of digital skills and sustainability throughout our teaching and learning programmes.

At the same time, we want to deliver an outstanding experience for our students, apprentices, the employers we work with and our partners. To ensure this, we will implement exceptional teaching learning and assessment, tailored to individual starting points and needs. We will provide a superb, highly supportive student experience, both inside and outside the classroom, that prepares individuals for work and for life and supports mental health and wellbeing. We are focused not only on our students gaining qualifications, but on them acquiring new skills, experiences, values and attitudes and being able to apply them effectively and progress onto aspirational destinations.

With best wishes,

Sam Wright
Principal & Chief Executive

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A Commitment to Developing Advanced Level Skills for the Region

We recognise the significant skills challenges facing the areas we operate in. Whilst inclusion is at the core of what we do, within all of the priority skill sectors in the regions we serve, there is a deficit of higher-level skills. We are therefore focusing on developing clear progression pathways from L1 to L7 to engage and progress, with an offer that addresses skills gaps and provides a supply chain for the jobs of the future.

To meet the need for these Advanced Level Skills, our focus is on providing a comprehensive range of academic, vocational and technical skills programmes, including

- **A Levels**
- **T Levels**
- **Vocational Qualifications**
- **Apprenticeships**
- **Higher Technical Qualifications**
- **Other Higher Education routes**

for Young People and Adults across all of our priority skill sectors

Each of our priority skill sectors will be supported by strong employer engagement through established Employer Forums and networking with employer bodies.

Our approach to meeting Local, Regional and National Skills Priorities

With our Group of Colleges, we serve a wide area across Yorkshire. Castleford College and Wakefield College are based in the Wakefield District, within the Leeds City Region (LCR) Local Enterprise Partnership (LEP) and the West Yorkshire Combined Authority (WYCA) region. Selby College is based in the new North Yorkshire Council, and the York and North Yorkshire LEP. Selby College also does much work in the Humberside and East Yorkshire (HEY) LEP area, East Riding of Yorkshire, and also has some learners in the WYCA area.

At a regional and local level, several strategies and plans are integral to our future strategies and inform our planning.

For Wakefield and Castleford Colleges, this includes –

- WYCA Strategic Economic Framework (September 2020)
- WYCA and LCR LEP Employment and Skills Framework (June 2021)
- West Yorkshire Climate and Environment Plan 2021-24
- Wakefield District Economic Strategy 2018-23
- Wakefield Climate Change Action Plan (September 2020)

For Selby College, this includes –

- YNY LEP Plan to Reshape our Economy – Greener, Fairer, Stronger (October 2020)
- Local Industrial Strategy 2020
- Y&NY LEP Skills Strategy 2021-26
- Y&NY Low Carbon and the Circular Economy: An Assessment of Skills Supply and Demand (February 2021)
- York & North Yorkshire's Routemap to Carbon Negative – Priorities & Actions for 2022-27
- York & North Yorkshire Sector Study – Sector Profiles and Action Plan (March 2022)
- Selby District Council Plan 2020-30

- Selby District Council - Low Carbon Strategy 2021 – 2030
- The Selby District Economic Development Framework 2017-22 and beyond
- HEY LEP Economic Growth & Workforce Wellbeing Strategy 2021-2026
- East Riding Economic Strategy & Action Plan 2018-2022
- HEY LEP Green Jobs and Skills Analysis (December 2021)

Findings and further detail, including EMSI data to support the development of our Curriculum & Skills Strategy and our provision, is provided in Appendix A.

Although there are clear priorities within each of the policy documents and strategies, there are common themes throughout that will inform our curriculum planning, including –

- Responding to specific regional skills priorities
- Investing in workforce skills
- Developing higher level skills and technical education to drive innovation and productivity and facilitate progression
- Embedding digital skills
- Developing skills required for a green economy
- Supporting unemployed adults or those at risk of redundancy to gain skills and secure work;
- Growing traineeship and apprenticeship provision
- Lifelong learning
- Focusing on careers, employment, information, advice and guidance that reflects local labour market intelligence

All of these feature heavily in the Government’s Skills & Post-16 Education Act and the Levelling-Up White Paper and will be a clear focus for us over the course of our strategy.

Local Skills Improvement Plans

In addition, our provision will link clearly to the West Yorkshire and North Yorkshire LSIPs, led by our the West & North Yorkshire and Mid Yorkshire Chambers of Commerce and Industry as our employer representative body (ERB).

The LSIPs will set out the key priorities needed to make technical education and skills provision more responsive to the changing needs of employers and the local economy. The LSIP process and frameworks will enable us to work effectively with employers to understand their skills needs and how these could be addressed through existing provision and changes to provision locally.

Priority Skills Sectors identified by our Regions and Districts

West Yorkshire Combined Authority	
High-productivity sectors with skills deficits	<ul style="list-style-type: none"> • Engineering & Manufacturing • Infrastructure Skills • Digital Skills • Health & Social Care
Areas of strength for inward investors	<ul style="list-style-type: none"> • Manufacturing • Digital • Healthcare & Innovation
High employment sectors	<ul style="list-style-type: none"> • Hospitality • Retail • Social Care • Leisure

York & North Yorkshire Local Enterprise Partnership

Priority sectors

- Agriculture, Forestry and Fishing
- Manufacturing
- Accommodation & Food Service
- Bio-Economy & Agri-Tech

Sectors with emphasis on low carbon skills Agri-Food

- Manufacturing
- Construction
- Utilities
- Transport & Logistics
- Public Sector

Humber & East Yorkshire Local Enterprise Partnership

Priority sectors

- Health & Social Care
- Construction
- Digital & Technology
- Haulage, Ports & Logistics
- Manufacturing
- Low Carbon Technologies
- Tourism & the Visitor Economy
- Medicare
- Agri-Tech and Food

Wakefield District

Priority sectors

- Engineering & Manufacturing
- Infrastructure Skills
- Digital Skills
- Health & Social Care

High employment sectors

- Hospitality
- Retail
- Social Care
- Leisure

Selby District

Priority sectors

- Creative Industries
- Visitor Economy & Hospitality
- Energy
- Agri-tech
- Advanced Manufacturing
- Logistics
- Construction

East Riding of Yorkshire

Growth sectors

- Agri-Food & Bio-Renewables
- Ports & Logistics
- Energy
- Manufacturing & Engineering
- Creative & Digital

Having reviewed the priorities within economic and skills strategies and frameworks, we utilise labour market intelligence extensively to inform our thinking around the curriculum and will continue to do so.

Our Priority Sectors and Future Specialisms



Jane Breach

UK Community & Education Manager
Drax Power Station

We are delighted to have a strong and longstanding partnership with the Heart of Yorkshire Education Group, enabling us to work effectively with schools and the Group's colleges to engage with and inspire the next generation to pursue careers in Science, Technology, Engineering and Maths subjects.

By involving Drax in the shaping of its curriculum, the Heart of Yorkshire Education Group is helping to address our skills needs and business goals through the development and delivery of innovative training programmes, including in vital technologies such as Bioenergy with Carbon Capture and Storage. This not only ensures that we are able to futureproof our workforce but means we can position ourselves at the forefront of the green industrial revolution – creating and protecting thousands of jobs in our local community, whilst driving forward the UK's net zero target.

Engineering & Manufacturing

This is a priority sector for all the areas we serve due to their major contribution to productivity and development, whilst also suffering from skills deficits.

This sector has a larger percentage share of jobs in our region than the national average (West Yorkshire – 16% above national average; York and North Yorkshire – 19% above; East Riding – 62% above).

It is one of the most likely sectors to be affected by automation, which is likely to lead to productivity gains but also changes in skills and jobs.

It is a sector where the low carbon agenda is also likely to have a significant impact as companies seek to reduce their emissions, waste and overall environmental impact.

Supporting Facts & Figures

West Yorkshire:

- 114,000 employees (11%)
- 4th largest sector in region
- Average salary - £33K (22% higher than regional average)
- 75% male; 25% female
- Production Operative in top ten most advertised job titles of last 12 months

York and North Yorkshire:

- 43,000 employees (12%)
- 3rd largest sector in region
- Average salary - £32K (23% higher than regional average)
- 75% male; 25% female
- Production Operative in top ten most advertised job titles of last 12 months

East Riding:

- 19,000 employees (16%)
- Largest sector in the region
- Average salary - £32K (23% higher than regional average)
- 75% male; 25% female
- Production Operative in top ten most advertised job titles of last 12 months



Automotive

Whilst not one of the biggest sectors in our region, it is set for significant change in skills and jobs in the next ten years, including substantial growth in the number of jobs over the next five years.

By 2030 all new cars made in the UK will be electric – this represents a significant challenge for the industry in terms of upskilling the workforce to be able to work on EV. In addition, to meet UK net zero targets, all vehicles, including HGVs, will need to be fossil fuel free by 2050:

For passenger vehicles and vans, this will mean accelerating the uptake of EVs from around 400,000 today (including battery electric and plug-in hybrid models; 1% of all UK vehicles) to 23.2million by 2032 (55% of all vehicles), and by 2050 possibly up to 49.0 million (100%).

(Climate Change Committee (2020), The Sixth Carbon Budget – methodology report)

Hydrogen fuel cells could also be part of the solution (particularly for HGVs) and this represents another skills challenge for the industry.

Supporting Facts & Figures

West Yorkshire:

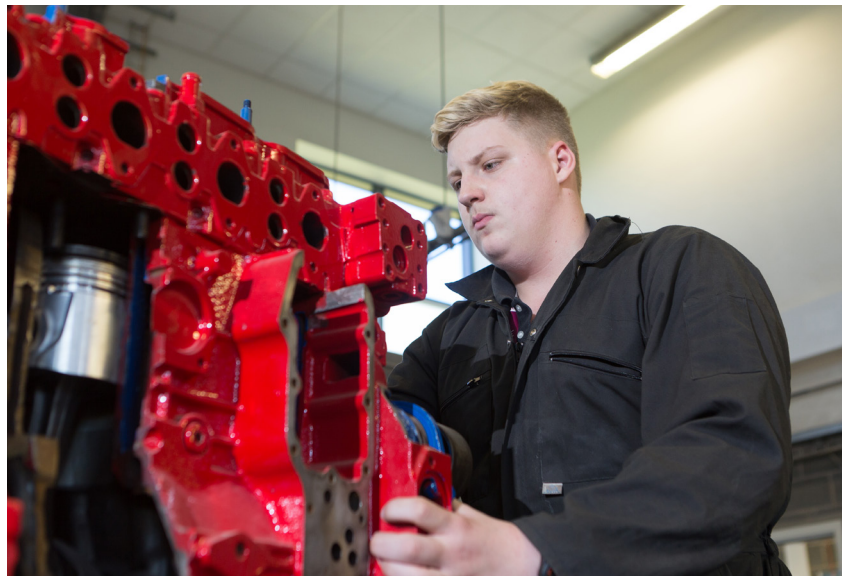
- 9,000 employees (1%)
- 16th largest sector in region
- Average salary £23K (below regional average)
- 86% male; 14% female
- Set for 3.8% growth in number of jobs in next 5 years

York and North Yorkshire:

- 3,000 employees (2.5%)
- 17th largest sector in region
- Average salary £24K (below regional average)
- 86% male; 14% female
- Set for 5.6% growth in number of jobs in next 5 years

East Riding:

- 1,600 employees (1.3%)
- 14th largest sector in region
- Average salary £23K (below higher than regional average)
- 86% male; 14% female
- Set for 11.6% growth in number of jobs in next 5 years





Debbie Watson

Social Value Manager (Yorkshire)
Caddick Construction Ltd

We have developed a strong relationship with the Heart of Yorkshire Education Group and its Colleges over the many years of working with them. Through regular planning meetings, we have engaged effectively with the construction students, bringing what they have learnt in the classroom to life:

- We trialled the new construction T-Level placement arrangement; Provided work placement opportunities for students on our sites;
- Hosted many site visits with the different construction disciplines on our sites;
- Provided professionals to give talks to the students and be a 'critical friend' in workshops;
- Took part in their 'Give Construction a Try' event;
- Utilised the College for apprenticeship recruitment.

The students have always been engaged, and tutors and staff all really supportive. The Group has also been really proactive in hosting forums and discussions on shaping curriculum, especially around green skills, as well as providing information to aid our recruitment of new talent and training for our existing workforce. We look forward to continuing this relationship going forward.

Construction & Infrastructure

A priority sector for all the areas we serve, it is in the top ten largest sectors in all areas and set to grow across the region in the next five years in terms of number of jobs.

The sector experiences skills shortages across the board, from labourers to quantity surveyors.

It will be key to UK achieving net zero ambitions both in terms of developers reducing their carbon footprint (throughout the supply chain) but also in terms of supporting homeowners to reduce their emissions through retrofit activities e.g. replacing gas boilers with heat pumps, improving thermal performance of houses, creating district heat networks, installing EV charging points.

This represents a significant challenge for the sector in terms of upskilling their employees and adapting existing roles as technology changes.

Supporting Facts & Figures

West Yorkshire

- 54,000 employees (5%)
- 8th largest sector in region
- Average salary £34K (26% higher than regional average)
- 82% male; 18% female
- Set for 2.1% growth in number of jobs in next 5 years

York and North Yorkshire

- 21,000 employees (6%)
- 8th largest sector in region
- Average salary £34K (30% higher than regional average)
- 82% male; 18% female
- Set for 1.5% growth in number of jobs in next 5 years

East Riding

- 8,000 employees (6.5%)
- 9th largest sector in region
- Average salary £33K (30% higher than regional average)
- 82% male; 18% female
- Set for 3.5% growth in number of jobs in next 5 years
- Labourer in top ten most advertised job titles of last 12 months



Digital & Creative

A priority sector in all the areas we serve (specifically Agri-tech in York & North Yorkshire). There is a reasonably large number of jobs in this sector in the region with higher-than-average wages and a young workforce. Significant skills deficits in programming and software development roles.

Research suggests that 60 percent of businesses believe that their reliance on advanced digital skills is set to increase over the next five years, while 88 percent of young people realise that their digital skills will be essential for their careers.

However, while employer demand for digital skills is set to continue to grow, participation in digital skills training has declined. The number of young people taking IT subjects at GCSE has fallen by 40% since 2015, with the number taking A Levels, further education courses and Apprenticeships all declining.

(World Skills UK, Learning and Work Institute, Enginuity (2021), Disconnected – Exploring the Digital Skills Gap).

Skills requirements in this sector rapidly change as technology develops. Digital skills, jobs, services and products touch every other sector and will be key to increasing productivity as the move to greater automation gains pace.

Supporting Facts & Figures

West Yorkshire:

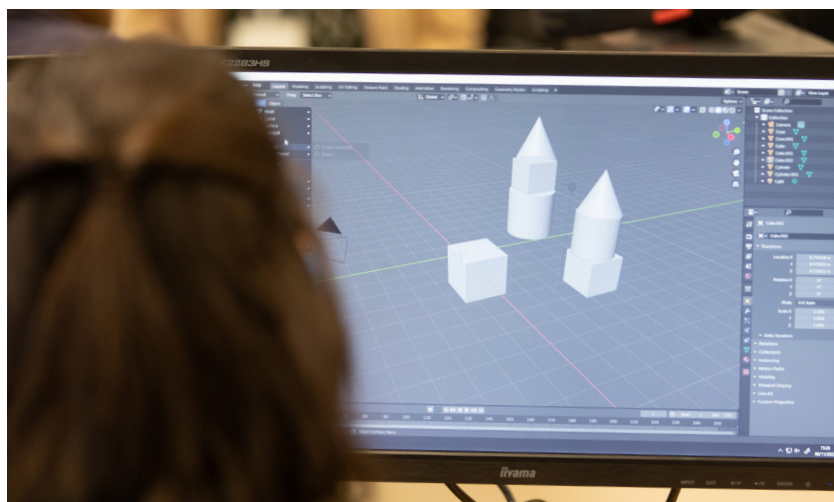
- 32,000 employees (1.9%)
- 15th largest sector in region
- Average salary £38K (40% higher than regional average)
- 70% male; 30% female
- 37% of employees under the age of 35 (as compared to 23% of working age regional population)

York and North Yorkshire:

- 7,000 employees (1.9%)
- 15th largest sector in region
- Average salary £38K (46% higher than regional average)
- 70% male; 30% female
- 37% of employees under the age of 35 (as compared to 21% of working age regional population)

East Riding:

- 1,900 employees (1.6%)
- 13th largest sector in region
- Average salary £37K (42% higher than regional average)
- 70% male; 30% female
- 37% of employees under the age of 35 (as compared to 17% of working age regional population)





Phillip Marshall

Director of Workforce and
Organisational Development

The Mid Yorkshire Hospitals NHS Trust

The Mid Yorkshire Hospitals NHS Trust employs almost 10,000 members of staff across Pinderfields Hospital, Dewsbury District Hospital, Pontefract Hospital, and adult community services in Wakefield.

The relationship between the Heart of Yorkshire Education Group and the Trust is strong. I was delighted to see Health and Wellbeing listed as one of the Group's priorities at the excellent event earlier this year to launch their new strategy.

I recently toured the Group's facilities on the Wakefield Campus and held a meeting with their inspirational senior leadership team.

The Heart of Yorkshire Education Group has been incredibly responsive to our workforce needs. I am sure their partnership with health and care providers will go from strength to strength at both an operational and strategic level for the benefit of the communities we all serve.

Health & Wellbeing

This is a priority sector for West Yorkshire and East Riding as well as the City of York. This is one of the largest sectors in the region in terms of number of jobs (2nd in West Yorkshire and York and North Yorkshire and 3rd in East Riding).

The sector is probably the most significantly affected by labour shortages – as of October 2022 there were 133,000 vacancies in the NHS (9.7%) and 165,000 vacancies in adult social care

(Eren Waitzman for House of Lords Library (2022), Staff shortages in the NHS and social care sectors)

These statistics are also reflected in LMI data which shows associated jobs heavily featured in the top ten most posted job titles (it is the number one most posted job title or occupation in all areas we serve).

Furthermore, skills such as 'mental health', 'nursing' and 'personal care' are in the top ten most in demand skills in our region.

Demand for labour in the sector is only set to increase due to the UK's ageing population. The demographic of workforce is majority female (by some margin).

Supporting Facts & Figures

West Yorkshire:

- 108,000 employees (10%)
- 2nd largest sector in region
- Average salary £26K (below regional average)
- 23% male; 77% female
- Support Workers (1), Care Assistants (5) and Healthcare Assistants (10) in top 10 most posted job titles in the last 12 months

York and North Yorkshire:

- 35,000 employees (10%)
- 2nd largest sector in region
- Average salary £25K (below regional average)
- 23% male; 77% female
- Support Workers (1), Care Assistants (2), Healthcare Assistants (6), Registered Nurses (10) in top 10 most posted job titles in the last 12 months

East Riding:

- 12,000 employees (10%)
- 3rd largest sector in region
- Average salary £24K (below regional average)
- 23% male; 77% female
- Care Workers and Nurses top 2 most posted occupations respectively in the last 12 months



Professional Programmes

Whilst not a sector in its own right, Professional Programmes deserves particular focus due to the large number of relevant jobs within the region.

Wages for these types of roles are higher than average and Professional Occupations are the most posted category of jobs posted in the region. Professional Programmes provide skills which are sought after by employers as demonstrated by data around the most in-demand specialised skills.

Yorkshire and Humber has low attainment levels – only 38% of the working age population have L4 or above qualifications (compared to 43.6% nationally) in West Yorkshire the figure is 38.3%, East Riding – 39.7%, York and North Yorkshire bucks the trend at 48.5% (better than the national average).

Increasing Professional Programmes and qualifications will increase the attainment level in our region and enhance the life chances of residents - skills and qualifications in this area enable employees to progress in their career.

Roles associated with this area are also some of the least likely to be affected by automation.

Supporting Facts & Figures

West Yorkshire:

- 250,000 jobs associated with these programmes in the region (24% of all jobs)
- Set for 1.4% growth in the next 5 years
- Average salary £33K (22% higher than regional average)
- Many skills associated with these professions top 10 most in demand (e.g. Accounting, Auditing, KPIs, Finance, Procurement, Business Development)

York and North Yorkshire:

- 89,000 jobs associated with these programmes in the region (24% of all jobs)
- Set for 2.4% growth in the next 5 years
- Average salary £33K (27% higher than regional average)
- Many skills associated with these professions top 10 most in demand (e.g. Accounting, Auditing, KPIs, Finance, Marketing)

East Riding:

- 28,000 jobs associated with these programmes in the region (23% of all jobs)
- Set for 1% growth in the next 5 years
- Average salary £33K (27% higher than regional average)
- Many skills associated with these professions top 10 most in demand (e.g. Accounting, Auditing, KPIs, Finance)





Chara Forrest

Resident Manager

The Devonshire Arms Hotel & Spa

The Devonshire Arms Hotel and Spa, and wider Devonshire Hotels and Restaurants Group, has worked with the Heart of Yorkshire Education Group to ensure that hospitality remains an attractive career to the next generation. There have been key relationships built and maintained that nurture a strong link between education and industry; a link which is increasingly important to ensuring not only the success of hospitality, but the success of the people entering this great industry.

We have collaborated in a number of ways but the most beneficial for the students has been the provision of work placements within the hotel and spa, allowing students the opportunity to experience their area of study within the working world. Some students have returned to us for full time work following the completion of their course, those individuals have joined with a great educational basis and have been valued as ambassadors for the next generation. They make us extremely proud of our partnership and we look forward to continuing to work together.

Hospitality & The Service Industry

This is a priority sector for all the areas we serve mainly due to the large number of people employed in these industries and the support they provide to the visitor economy.

This sector is particularly important in York and North Yorkshire where 40% more people are employed in associated industries than the national average. The sector has acute labour shortages with recent ONS figures showing 174,000 jobs available.

According to Hospitality UK, staff shortages in the hospitality industry are reaching critical levels, causing nearly half (45%) of operators to cut trading hours or capacity in order to cope, costing the industry £21bn in lost revenue and causing an estimated £5bn loss in tax for the Exchequer.

There is the challenge of supporting people with digital skills as technology is becoming increasingly common and important to this sector. Customer service skills which are commonly seen in the sector are transferable and in demand across all sectors – there is an opportunity to re-employ people displaced from this sector (e.g. because of COVID) in other industries.

Supporting Facts & Figures

West Yorkshire:

- 60,000 employees (6%)
- 7th largest sector in region
- Average salary £12K (below average for the region)
- 46% male; 54% female
- Food and Beverage Service Activities 10th for most jobs posted by industry in the region in the last 12 months

York and North Yorkshire:

- 40,000 employees (11%)
- 4th largest sector in region
- Average salary £13K (below average for the region)
- 46% male; 54% female
- Number of jobs in region is 40% higher than national average
- Kitchen and Catering Assistants 4th most posted occupation in the region in the last 12 months and Chefs 7th

East Riding:

- 9,000 employees (7%)
- 5th largest sector in region
- Average salary £13K (below average for the region)
- 46% male; 54% female
- Kitchen and Catering Assistants 8th most posted occupation in the region in the last 12 months



Energy & Low Carbon

Priority focus for all areas in our region as the UK transitions to a low carbon economy.

The Energy and Low Carbon sector does not currently employ large numbers of people, but many jobs in this space do not yet exist and it seems likely there will be significant employment opportunities in the future.

However, this is a significant sector in North Yorkshire now with 33% more people employed in energy production jobs than the national average. Furthermore, the sector supports a diverse supply chain particularly in engineering but also digital and construction trades.

Drax, in the Selby District, is a significant employer and the work being carried out there on Carbon Capture, Utilisation and Storage will be critical to achieving net zero carbon emissions.

Roles in this sector are highly paid and skilled and represent significant career opportunities for young people and career changers.

Supporting Facts & Figures

West Yorkshire:

- 4,000 employees in energy production jobs (0.3%)
- 17th largest sector in region
- Average salary £46K (70% higher than the average for the region)
- 75% male; 25% female
- Number of jobs in region is set to grow by 1.9% in the next 5 years

York and North Yorkshire:

- 2,000 employees in energy production jobs (0.5%)
- 17th largest sector in region
- Average salary £52K (twice the average for the region)
- 75% male; 25% female
- Number of jobs in region is 33% higher than national average
- Drax has greatest generation capacity of any power station in UK (provides 6% of UK's electricity supply)
-

East Riding:

- 264 employees in energy production jobs (0.5%)
- Average salary £51K (twice the average for the region)
- 75% male; 25% female
- Number of jobs in region is set to grow by 3.3% in the next 5 years



Having an Inclusive Curriculum to Engage and Progress

As well as developing advanced level skills, a key part of our curriculum strategy is to offer a wide ranging and inclusive education which is purposeful and meets the skills needs of all individuals within the communities we serve.

Inclusion is one of our core values and is at the heart of what we do.

We will further develop our curriculum offer to reach out to and meet the needs of all individuals in our local communities and will continue to develop targeted interventions to reach those farthest away from education, training and employment through full recognition of the barriers individuals face, an inclusive approach and an engaging curriculum offer with clear pathways from the lowest level to the highest. This will include alternative curriculum and supporting young people to remain and progress in education.

An Inclusive 16-18 Curriculum

All of our provision is reviewed each year to ensure programmes and content are updated and aligned to the skills needs of the employment market each college serves.

The provision benefits from many teachers still being part of the industry they are teaching in. Teaching is enhanced through a myriad of employer input, work, and industry placements. Employer forum activity ensures the content is fit for purpose through first hand employer input into curriculum through curriculum team contact.

The curriculum focuses on seamless progression from one level to another with the central aim of the young person exiting FE equipped to enter the workforce with meaningful skills, knowledge, and behaviours. This could be fulltime employment or into an apprenticeship, where they continue with their college education.

Alternatively, the curriculum is designed to also prepare young people to progress into Higher Education albeit internally with the group or fully prepared to confidently enter external HE institutions.

Embedded within each programme is the promotion and development of industry and commercial skills. Courses follow identified Employment Skills and Behaviour Ladders which are aligned to each level of a curriculum area.

Three main Study programmes offered are, and will continue to be:

- A Level Study programmes
- Core Vocational Study programmes at all levels
- T-Level Study Programmes

In addition, all students will benefit from a wider curriculum to develop cultural capital and employability skills, personal development and awareness, enabling them to positively contribute to society.

Maths and English

English & Maths is a key element of the Heart of Yorkshire Education Group Curriculum & Skills Strategy, for both Young People and Adult learners. We value the external passport to opportunity and success that English and maths offer.

Lower-level inclusive provision that facilitates progression for Young People –

14-16 - Early College Transfers

Early College Transfer work is already a successful provision which results in students progressing to mainstream college programmes.



We will continue to facilitate early transition into college life and work with neighbouring secondary schools and PRUs to provide an education to pre-16-year-olds. The aim is to engage students who have been previously disengaged. We will offer two-routes to education.

- Students can come to our colleges to study vocational curriculum across a wide range of subjects on a day release basis.
- Students can be transferred to one of our colleges on a full-time basis to study vocational qualifications.

Alternative Curriculum

The Group offers a specific type of curriculum to students who are struggling to adopt and adhere to college behaviours and expectations. These students are potentially at risk of becoming NEET and as such, we will continue to offer students who are challenged in this way an alternative route, with particular focus on developing this provision at Selby College.

Our Alternative Curriculum is focused on building confidence, resilience, communication skills and developing work and college place behaviours. The curriculum offer moves away from being vocational sector specific, whilst continuing to develop core essential skills for example, in English and maths and so offers progression back into our core curriculum following the students' time in alternative curriculum.

Alternative Curriculum boasts high achievement and high progression back into mainstream curriculum.

High Needs and Inclusion Provision

We have great ambition for our special and High Needs Learners, with most studying within a variety of core curriculum across the mainstream college provision.

Our High Needs learners are supported through thorough documentation of need which is translated into student profiles that are developed by specialist staff and teaching teams to ensure the best of care and teaching strategies are in place.

For our Inclusion students who need a tailored bespoke provision, we have established an ambitious estate offering dedicated life skills teaching and sensory development spaces.

The Group will continue to grow this provision to facilitate development and advancement and offer a progression route to students through each stage of their journey.

Our Inclusion provision is comprised of several pathways aimed at leading to independence and employment –

- **Pathway to Independence & Employment (PIE)**
- **Vocational Options and Tasters & Employability (VOTE) and Achieve Celebrate Excel (ACE) programmes at Levels Entry 1, Entry 2, Entry 3 and Level 1**
- **Get SET (Pre-internship/traineeship programme)**
- **Project SEARCH (Supported Internship)**
- **Traineeships**

The programmes focus on preparation for Adulthood, ranging from supporting independent living and social skills to work-base supported internships and employer partner traineeships.

Our Inclusive Provision for Adults

As well as meeting the advanced skills needs of adults and employers, we will focus on engaging those hard-to-reach adult learners by offering progression pathways to L3+ and beyond. The Wakefield District has a lower overall skills profile than nationally – many people have no formal qualifications or are only skilled to Level 1 or 2, linked to our industrial legacy.

We will continue to work with Community Learning partners to develop complementary provision and optimise progression routes from Entry Level into mainstream college.

Both Wakefield and Selby have relatively small but growing ethnic minority populations. In response to demographic changes within the area and language skills development, we will ensure our (English for Speakers of Other Languages (ESOL) provision meets the needs of our local populations and districts.

Ensuring our adult residents have access to high quality English & Maths programmes will remain a key priority for us, alongside our support and teaching of young people. Digital literacy is another priority for all of the areas we serve, and we are developing progression pathways and bite-sized programmes to support adult learners to develop, achieve and progress.

Through our work with DWP and key employers, we have a clear focus on the development of Employability Skills for Adults, and will continue working with these partners to further develop and grow our successful Sector-based Work Academy Programmes (SWAPs).

We have a wide range of Access programmes and we plan to grow our numbers of Access students further, with the development some new progression pathways into HE programmes. We will work with community learning partners to develop our pre-Access routes

Our Inclusive Provision for Apprenticeships

Apprenticeships are a key part of our strategy to meet current and future skills needs in our regions and local areas.

Although we currently offer a wide range of Apprenticeships across the vast majority of sector subject areas and from Level 2 to Level 5, we will further expand our provision pathways, particularly our Higher Level Apprenticeships, in partnership with key employers.

In addition, we are committed to building sustainability into our Apprenticeship programmes, in terms of behaviours and also in terms of bespoke programmes that are focused on green jobs for the future.

Our Inclusive Higher Education Provision

We are committed to maximising opportunities for growth of our HE provision arising from the Government's Skills agenda, in particular the focus on Higher Technical Skills at Levels 4 and 5 and the role for Further Education Colleges in delivering appropriate qualifications including the new Higher Technical Qualifications (HTQs), which will allow flexibility in modes of study and will be aligned to our T Levels.

A more strategic approach to new course development is required to take advantage of these opportunities and to address the demographic shortfall of residents with NVQ4, and that this should be driven by the future demand for Higher Level / Technical Skills in Selby and Wakefield, the Leeds City Region and West Yorkshire Combined Authority, York & North Yorkshire and Humberside & East Riding.

Our provision will be reviewed to ensure it is aligned to the future higher level skills priority sectors and to address the projected skills needs and gaps. Our approach will also purposefully

03.

Having a Clear Commitment to Growing Sustainable and Green Skills

Our Approach to Sustainability and Skills Development

Our aim is to place environmental sustainability at the heart of our activities, including our curriculum development. We fully recognise the role we need to play in supporting the region's aspirations and focus on sustainability measures, including reducing our carbon footprint and moving towards net zero, alongside developing sustainability skills in readiness for green jobs.

Our Sustainability Strategy is currently in development, due for approval by Governors in March 2023. It is the intention to focus on three core strands and each with a steering group that will drive forward our strategy on sustainability and achieve our vision through a clear plan and monitoring.

1. THE PLAN FOR NET ZERO

This steering group will focus on the plan to achieve Net Zero and our carbon management with short, medium and long term targets which includes:-

- Energy Usage and reducing Emissions
- Our Environment including biodiversity
- Resources, procurement and waste management

2. CURRICULUM, GREEN SKILLS AND PARTNERSHIPS

This strand will focus on the plan for sustainable development within our curriculum and the embedding of this in our offer. This will include the inclusion of sustainable development goals, the development of green skills for green jobs, our 'green curriculum' development and our projects and partnerships to support this agenda.

3. EDUCATION AND VISIBILITY

This strand will focus on the plan for increasing our 'handprint' and leading the journey as learning influencers on ensuring core sustainability skills and carbon literacy are accessible and developed in our stakeholders and provision both internally and externally provides access to sustainability education.

Developing Education in our staff, students and the wider college community as well as engaging them in our sustainability journey and supporting their roles as 'agents of change' will be a key priority for this group.

Of course, to do this effectively we will need to collaborate and engage with partners and specialist forums, and we are already well connected within local networks and partnerships. We will continue to review and build on this.

Developing Specialist Green Skills

As outlined in 'Our Priority Sectors and Future Specialisms' on pages 8-15, green skills are a feature in many of our sectors, as well as Low Carbon & Energy being a priority sector in its own right.

We have already developed and launched several green skills programmes, including –

- **Engineering** - Carbon Capture; Heat Storage & Recovery; Automation & Control
- **Construction** - Retrofit; EV Charging Points; BIM; Ground & Air Source Heat Pumps
- **Automotive** - Electric Vehicles

Our Strategies

This Curriculum & Skills Strategy 2022-25 will be supported by an Annual Curriculum Plan. In addition, there are a number of interconnecting strategies and documents that will support the delivery of the Curriculum & Skills Strategy, for scrutiny and approval by Governors –

Strategy	Date of Approval
People & Culture Strategy	Approved December 2022
Stakeholder & Employer Engagement Strategy	Approved March 2023
Annual Accountability Agreement	Approved May 2023

Glossary

ACE	Achieve Celebrate Excel (Programme)	JCP	Job Centre Plus
CCI	Chamber of Commerce & Industry	L1, L2, L3	Level 1, Level 2, Level 3
DFE	Department For Education	LCR	Leeds City Region
DWP	Department for Work and Pensions	LEP	Local Enterprise Partnership
ECT	Early College Transfers	LSIP	Local Skills Improvement Plan
EIF	Education Inspection Framework (Ofsted)	LMI	Labour Market Intelligence
ERB	Employer Representative Body	ONS	Office for National Statistics
ESOL	English for Speakers of Other Languages	PIE	Pathway to Independence & Employment
FE	Further Education	SWAP	Sector-based Work Academy Programme
HE	Higher Education	VOTE	Vocational Options and Tasters & Employability
HEY	Humber & East Yorkshire	WYCA	West Yorkshire Combined Authority
HLA	Higher Level Apprenticeship	WYCC	West Yorkshire Colleges Consortium
HTQ	Higher Technical Qualification	Y&NY	York , North Yorkshire and East Riding

Key References

Skills for jobs: lifelong learning for opportunity and growth – January 2021

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/957856/Skills_for_jobs_lifelong_learning_for_opportunity_and_growth_web_version_.pdf

Levelling Up the United Kingdom – February 2022

<https://www.gov.uk/government/publications/levelling-up-the-united-kingdom>

National Skills Fund: Free Courses For Jobs – Feb 2022

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1049909/National_Skills_Fund_free_courses_for_jobs.pdf

Skills and Post-16 Education Act – March 2022

<https://www.legislation.gov.uk/ukpga/2022/21/contents/enacted>

DFE Review how well the education or training provided meets local needs – July 2022

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1088890/Ministers_Skills_Act_duty_to_review_statutory_guidance_20220706.pdf

DFE Local Skills Improvement Plans Statutory Guidance for the Development of a Local Skills Improvement Plan – October 2022

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1111501/Local_skills_improvement_plans_-_statutory_guidance_Oct_2022.pdf

DFE Accountability agreements for 2023 to 2024 – December 2022

https://www.gov.uk/government/publications/esfa-college-and-local-authority-accountability-agreements?dm_i=26BG,85732,RGDW6F,XD2D5,1

WEST YORKSHIRE / LEEDS CITY REGION

WYCA - Strategic Economic Framework – Our Vision – 2 September 2020

<sef-our-vision.pdf> (westyorks-ca.gov.uk)

WYCA/LCR LEP - Employment and Skills Framework – June 2021

<employment-skills-framework-final.pdf> (westyorks-ca.gov.uk)

West Yorkshire Climate and Environment Plan 2021 – 2024

<west-yorkshire-climate-and-environment-plan.pdf> (westyorks-ca.gov.uk)

WAKEFIELD

Wakefield Council – Wakefield District Economic Strategy 2018-2023

<https://www.wakefield.gov.uk/Documents/policies-procedures/economic-strategy.pdf>

Wakefield Council Climate Change Action Plan

<https://www.wakefield.gov.uk/localplan2020/wakefield-climate-change-action-plan-ccap.pdf>

YORK & NORTH YORKSHIRE

Key policy documents (Y & NY LEP) – Covid-19 – A Plan to Reshape our Economy

<https://www.ynylep.com/Portals/0/adam/HtmlNewApp/20m6vyezecOG0oMknUhzZw/Body/Version-2.2-30-October-2020-1.pdf>

Y&NY LEP 2021-2022 Delivery Plan

https://www.ynylep.com/Portals/0/adam/Document%20Manager/tLu5Plm_NUejxRzBENqhlA/Doc_Link/210315-Item-7-LEP-Single-Delivery-Plan-LEP-Board-March-v2-002.pdf

Y&NY LEP - Local Industrial Strategy 2020

https://www.ynylep.com/Portals/0/adam/Document%20Manager/DXxHmBKUbU2PYOH2MdnOLA/Doc_Link/LIS-YNLY-BOARD-SIGN-OFF-13032020.pdf

North Yorkshire County Council - Plan for Economic Growth 2021-2024

<https://www.northyorks.gov.uk/sites/default/files/fileroot/Business%20and%20economy/A%20plan%20for%20Economic%20Growth%202021.accessible.pdf>

Y&NY LEP – Skills Strategy 2021-2026

https://www.ynylep.com/Portals/0/adam/Stories/ZQPAPUovwk6VFupP83waOQ/Body/83179-LEP-Skills-strategy-brochure-A4-2021-2026_LANDSCAPE_v3.pdf

Y&NY LEP – York and North Yorkshire Labour Market Analysis 2021

<https://www.ynylep.com/Portals/0/adam/Stories/OhqqpV3RgOaL68WCU08pNA/Body/83388%20LEP%20Labour%20Market%20Analysis%202021%20A4-single%20pages.pdf>



Y&NY LEP - Creating a Competitive, Carbon-neutral Circular Economy in York and North Yorkshire

https://www.ynylep.com/Portals/0/adam/Stories/ZoEAO4eABkGtDE6A3H5cjQ/Body/v2Creating-a-competitive-carbon-neutral-circular-economy_York-North-Yorkshire.pdf

North and West Yorkshire Emissions Reduction Pathways

<https://www.ynylep.com/Portals/0/adam/Stories/VqQDBytZGUuDihbMTz2ZZQ/Body/North-West-Yorkshire-Emissions-Reduction-Pathways.pdf>

SELBY

Selby District Council - Selby District Economic Development Framework 2017-2022... and beyond

<https://www.selby.gov.uk/sites/default/files/Documents/SMG%20event%20brochure%20v.10-res.pdf>

Selby District Council - Low Carbon Strategy 2021 - 2030

<https://www.selby.gov.uk/what-were-doing>

HUMBER & EAST RIDING

HEY LEP - Economic Growth & Workforce Wellbeing Strategy 2021-2026

<https://heylep.com/wp-content/uploads/2022/02/FINAL-HEY-LEP-Economic-Growth-Workforce-Wellbeing-Strategy-2021-2026.pdf>

East Riding Economic Strategy 2018-2022 Action Plan

<https://heylep.com/wp-content/uploads/2021/05/East-Riding-Economic-Strategy-Action-Plan.pdf>

HEY LEP (2021) 'Economic Growth and Workforce Wellbeing Strategy 2021-2026

<https://heylep.com/wp-content/uploads/2022/02/FINAL-HEY-LEP-Economic-Growth-Workforce-Wellbeing-Strategy-2021-2026.pdf>

HEY LEP - Hull & East Yorkshire Local Skills Report January 2022

<https://heylep.com/wp-content/uploads/2022/02/Hull-East-Yorkshire-Local-Skills-Report.pdf>

HEY LEP - Green Jobs and Skills Analysis

<https://heylep.com/wp-content/uploads/2022/01/HEY-LEP-Green-Jobs-and-Skills-Analysis.pdf>

A - West Yorkshire

ECONOMY IN WEST YORKSHIRE

Key policy document (WYCA)- Strategic Economic Framework – Our Vision – 2 September 2020

[sef-our-vision.pdf \(westyorks-ca.gov.uk\)](#)

PRIORITIES:

- Boosting Productivity – “Helping businesses to grow and invest in the region and their workforce, to drive economic growth, increase innovation and create jobs.”
- Enabling Inclusive Growth – “Enabling as many people as possible to contribute to, and benefit from, economic growth in our communities and towns.”
- Tackling the Climate Emergency – “Growing our economy while cutting emissions and caring for our environment.”
- Delivering 21st Century Transport – “Creating efficient transport infrastructure to connect our communities, making it easier to get to work, do business and connect with each other.”
- Securing Money and Powers – “Empowering the region by negotiating a devolution deal and successfully bidding for substantial additional funds.”

SKILLS OVERVIEW IN WEST YORKSHIRE

Key policy document (WYCA/LCR LEP) Employment and Skills Framework – June 2021

[employment-skills-framework-final.pdf \(westyorks-ca.gov.uk\)](#)



CROSS-CUTTING THEMES:

- Inclusive Growth
- Digital Skills
- Net Zero Carbon

PRIORITIES:

QUALITY TECHNICAL EDUCATION - OBJECTIVES:

- Support individuals to take up technical qualifications and access high quality work placements
- Work with employers to offer more technical work placements to support technical education routes
- Work with employers to maximise apprenticeship levy investment in West Yorkshire
- Work with providers to ensure a range of provision that meets employer needs and as a route to a rewarding career

GREAT EDUCATION CONNECTED TO BUSINESS - OBJECTIVES:

- Ensure careers information takes account of local labour market information to support informed decision making and lifelong learning
- Enable equal participation in the take up of careers education for people of all ages, backgrounds, and career stage to support personal ambitions
- Embed careers support and career management into key transition points in life
- Increase the number of employers providing experiences of the workplace and work placements

ACCESSING AND PROGRESSING IN GOOD WORK - OBJECTIVES:

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

CREATING A CULTURE OF INVESTMENT IN WORKFORCE SKILLS - OBJECTIVES:

- Investment in and development of technical training facilities to ensure future needs of employers, individuals and the wider economy are met
- Increase leadership and management skills to support skills utilisation in the workplace
- Encourage employers to invest and have a workforce skills plan in place to drive skills for staff at all levels
- Increase digital enterprise by helping small businesses and charities upskill their employees and increase their digital capabilities so they can take advantage of the productivity gains that technology provides
- Increase the number of people in work with basic skills, including digital
- Support employers to retain older workers in fulfilling work for longer

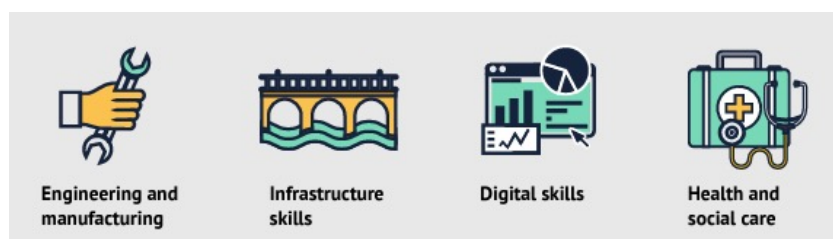
DRIVING INNOVATION AND PRODUCTIVITY THROUGH HIGH LEVEL SKILLS - OBJECTIVES:

- Attract talent to key areas of economic growth for West Yorkshire, including health tech, digital and the transition to a net zero carbon economy
- Increase take-up of STEM subjects at all levels to meet future demand, particularly on the clean growth agenda
- Remove barriers and ensure equality of access so that learners progress towards higher levels of learning
- Maximise collaboration between higher education institutions, further education colleges, training providers and employers to establish training needs and responsive provision that supports higher level skills in areas of strength for West Yorkshire and the North, supporting job creation and safeguarding
- Continue to make the case to government for a regionally accountable and driven post-16 skills system
- Develop innovation and enterprise skills in the workplace to boost productivity and economic growth

PRIORITY SECTORS IN WEST YORKSHIRE

[Key policy document - Employment and Skills Framework – June 2021](#)
[employment-skills-framework-final.pdf \(westyorks-ca.gov.uk\)](#)

SECTORAL APPROACH



West Yorkshire Combined Authority takes the following into account when identifying priority sectors:

- Sectors containing high-productivity activities that are severely constrained by skills deficits:
 - **Engineering and Manufacturing**
 - **Infrastructure Skills**
 - **Digital Skills**
 - **Health and Social Care**

These STEM-intensive segments were selected because they make a major contribution to productivity and will play a central role in the development of the regional economy, while at the same time being constrained by skills deficits.

Work undertaken to develop a local industrial strategy for the region identified the health sector, including associated activities in health technologies and innovation, as an economic priority. This segment of the economy also faces acute skill shortages.

Manufacturing, digital, and healthcare and innovation are also priorities within the region's investment strategy as areas of strength which offer distinctive opportunities for potential inward investors. Clearly, a comprehensive skills offer needs to be in place to support prospective investors.

These largely STEM-based skill areas are also distinctive in that education and training provision is technical in nature and tends to be relatively expensive, requiring specialist facilities and equipment and specialist teaching staff. (West Yorkshire Combined Authority (2021) 'Employment and Skills Framework'.

- Consideration is also be given to high employment sectors, which have limited potential for productivity growth but will be particularly important to the economic recovery:
 - **Hospitality**
 - **Retail**
 - **Social Care**
 - **Leisure**

These sectors will play an important role in the economic recovery from COVID-19, in some cases offering a destination for those displaced from employment and in others being the focus for support to help them to adapt to a changed economy. The recovery aside their importance as a source of employment means that they cannot be ignored as part of efforts to enhance job quality in the regional economy. (West Yorkshire Combined Authority (2021) 'Employment and Skills Framework'.

GREEN AGENDA IN WEST YORKSHIRE

Key policy document - West Yorkshire Climate and Environment Plan 2021 – 2024
west-yorkshire-climate-and-environment-plan.pdf (westyorks-ca.gov.uk)

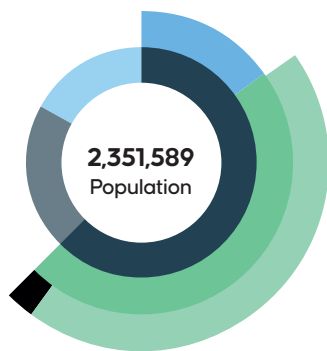
Full delivery is consistent with net zero by 2038. Eight themes:

- **Leadership** – CA-led activity
- **Cross-cutting** – skills, innovation, research, and development
- **Transport** – active travel and public transport use, decarbonise transport
- **Homes** – reduce emissions and the improve energy efficiency
- **Business and industry** – business support
- **Energy generation, supply, and flexibility** – accelerate the deployment of low carbon energy technologies
- **Natural environment** – reducing emissions through land-based action
- **Climate ready** – preparedness for the impacts of a changing climate

GREEN SKILLS AND TRAINING

- 1,000 well paid, skilled green jobs for young people.
- Establishing a Green Skills Partnership
- Identify skills shortages, gaps, and demand in workforce.
- Training programmes to address skills shortages and gaps and build the local skills base ready for the future.
- Careers and inspirational activities to ensure a future pipeline of talent.
- Commissioning of adult training and careers materials.
- Training aligns with labour market demand

EMSI Data



2021 LABOUR FORCE BREAKDOWN

EMSI (2022): Leeds City Region Labour Force Breakdown

	Population
● Total working age population (16-64)	1,470,112
● Not in Labour Force (16+)	357,733
● Labour Force	1,112,378
● Employed	1,056,915
● Unemployed	55,464
● Under 16	483,092
● Over 64	398,385

EDUCATIONAL ATTAINMENT

EMSI (2022): Leeds City Region Educational Attainment

Concerning educational attainment, 29.7% of the selected regions' residents possess a Degree or Equivalent and Above - SCQF L9 (3.8% below the national average), and 6.3% hold a Higher Education Below Degree Level - SCQF L7-8 (1.7% below the national average)

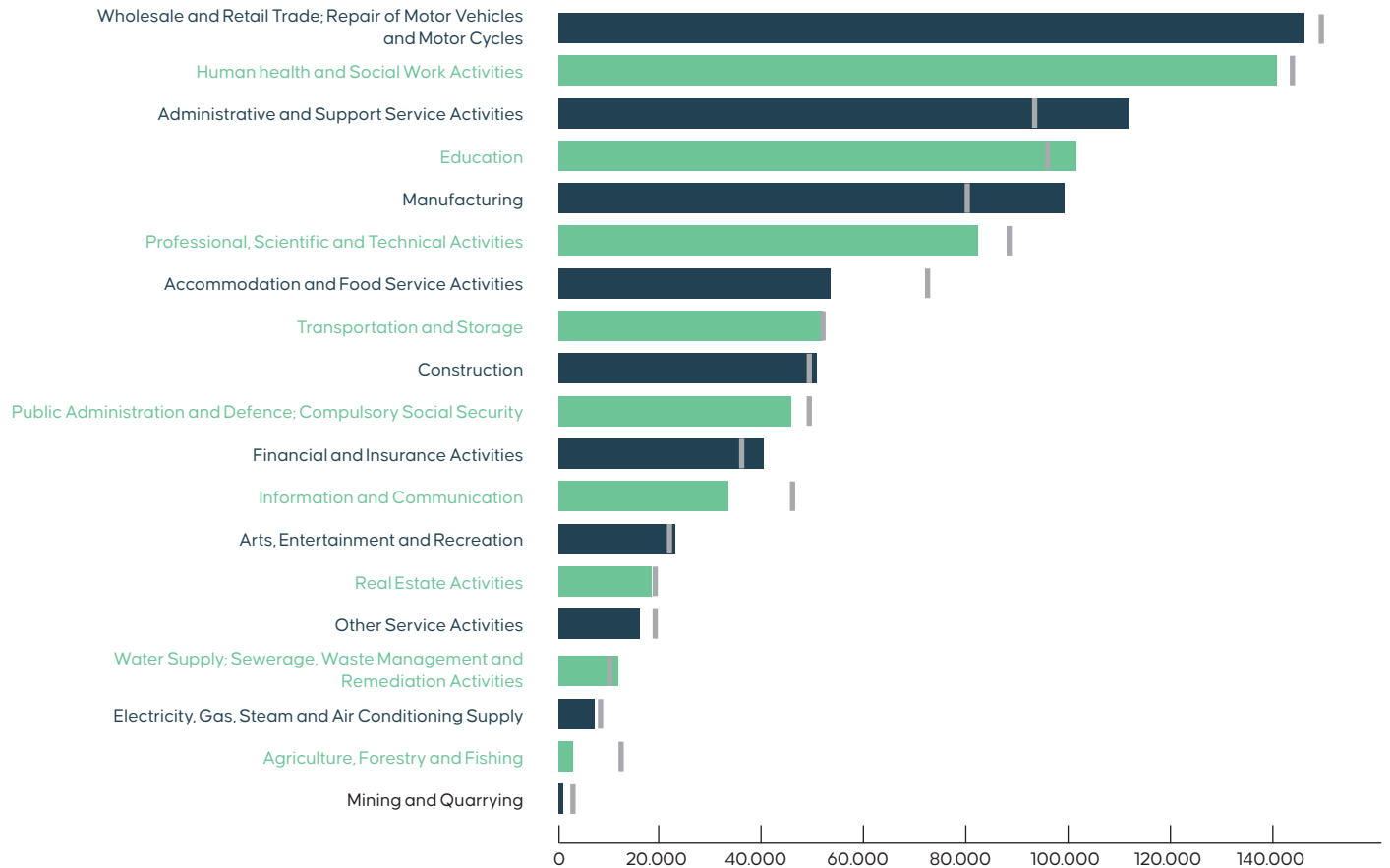


	% of Population	Population
● No Qualifications	8.8%	129,068
● Other Qualifications (NVQ)	7.3%	107,005
● NVQ 1 - SCQF L4	10.8%	158,851
● NVQ 2 - SCQF L5	16.2%	237,814
● Trade Apprenticeships	3.1%	44,846
● NVQ 3 - SCQF L6	17.9%	262,912
● Higher Education Below Degree Level - SCQF L7-8	6.3%	92,934
● Degree or Equivalent and Above - SCQF L9	29.7%	436,681

LARGEST INDUSTRIES

EMSI (2022) Leeds City Region Largest Industries

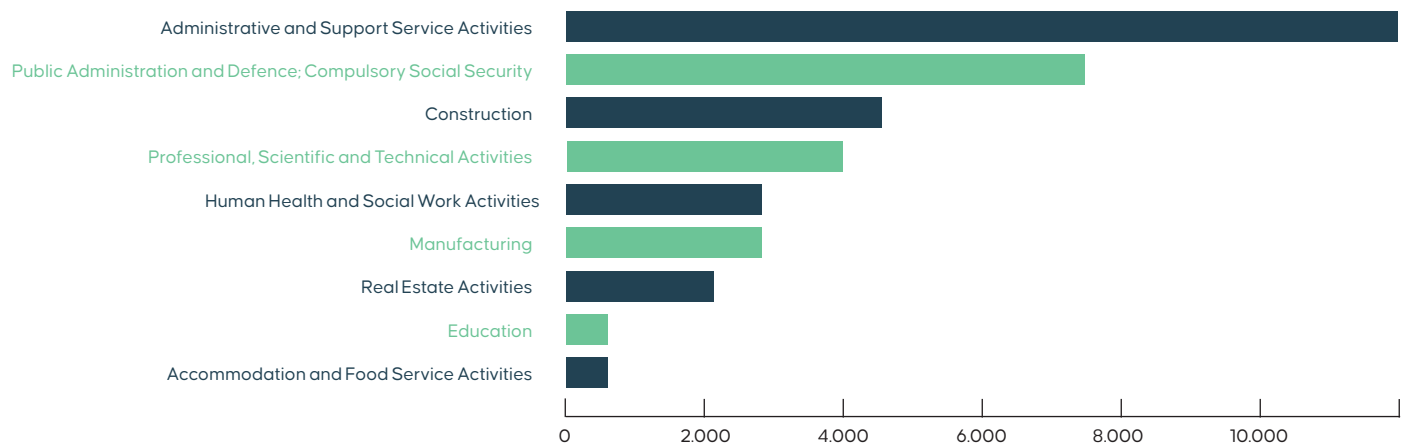
● National Average



TOP GROWING INDUSTRIES

EMSI (2022) Leeds City Region Industry Jobs Growth

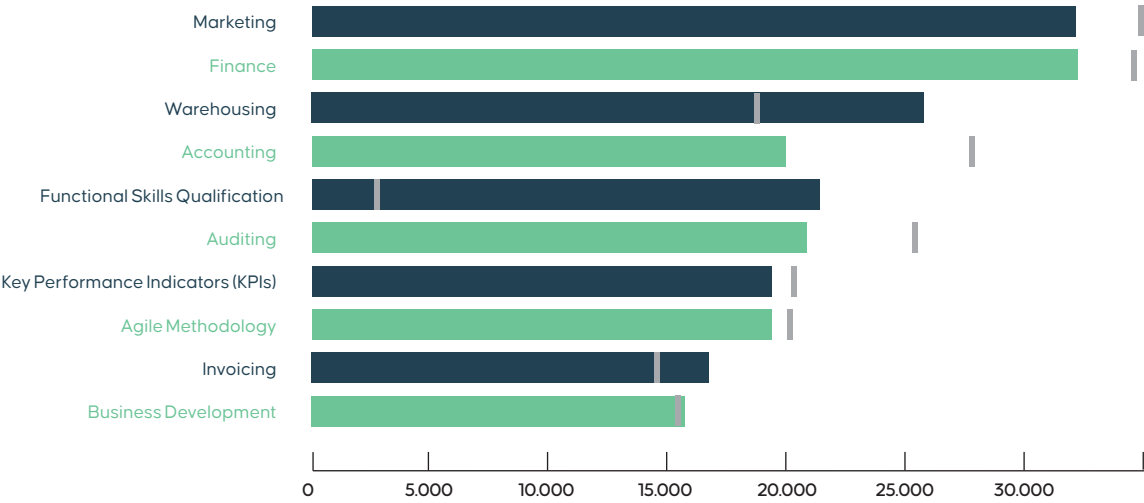
● Industry Jobs Growth



TOP GROWING INDUSTRIES

EMSI (2022) Leeds City Region In Demand Skills

● National Average



B - Wakefield

ECONOMY

Key policy document (Wakefield Council) – Wakefield District Economic Strategy 2018-2023

<https://www.wakefield.gov.uk/Documents/policies-procedures/economic-strategy.pdf>

PRIORITIES

This Plan is based on three themes-successful businesses, people and places
-supported by a set of cross cutting enabling actions

These will deliver the ambitious long term outcomes Wakefield seeks.

This Plan is based on three themes -
successful businesses, people and places
- supported by a set of cross cutting
enabling actions.

These will deliver the ambitious long term
outcomes Wakefield seeks.



- **Successful Businesses:**

- Integrated business support
- Accelerated Growth Programme
- People powered productivity in high employment sectors Successful Businesses
- Innovation Uplift
- Growth and Innovation in the Creative & Digital Sector
- Future Proofed Logistics Sector Innovation and growth in higher value sectors
- A diverse business space offer

- **Successful People:**

- Build the Wakefield Skills Pathway employment sectors
- Creative and Cultural Skills Pathway and investment
- Boost higher level skills Successful People
- In-work progression
- Quality apprenticeships
- Connecting people in all communities to economic opportunity
- Tackling poverty and building financial inclusion

- **Successful Places:**

- Housing Growth
- Housing quality and affordability Successful Places
- Sustainable communities and town centres
- Destination Wakefield High quality centres, sites and places
- Integrated transport connecting people to economic opportunity
- Upgraded and applied digital infrastructure
- Clean energy

SKILLS

Key policy document (Wakefield Council) – Wakefield District Economic Strategy 2018-2023

<https://www.wakefield.gov.uk/Documents/policies-procedures/economic-strategy.pdf>

PRIORITIES

We will support our people to get the skills they need to secure and progress in quality and sustainable employment. Promoting and raising aspirations and embedding a culture of lifelong learning. This includes working intensively in our communities and with those furthest away from work to set them on fulfilling career paths. We will work with a wide range of partners to provide a fit for purpose and future-proofed talent pool. In return our thriving businesses ambition will support businesses in creating better paid and higher skilled roles, making all jobs 'good' jobs, and where this is seen as the route to business competitiveness, productivity and inclusive growth.

Wakefield Council (2018) 'Wakefield District Economic Strategy 2018-2023'

<https://www.wakefield.gov.uk/Documents/policies-procedures/economic-strategy.pdf>

Priorities are set out in the 'Successful People' strand of the economic strategy (above). Wakefield Council has said that the following will be indicators of success:

- Increasing levels of qualifications at Level 3 and Level 4.
- Sustain a high employment rate and reduce the economic inactivity rate.
- Increase median earnings and achieve above average increases within the bottom 20%.
- Increase apprenticeship starts and completions, at higher levels and amongst specific cohorts. Reduce child poverty.

PRIORITY SECTORS

Key policy document (Wakefield Council) – Wakefield District Economic Strategy 2018-2023

<https://www.wakefield.gov.uk/Documents/policies-procedures/economic-strategy.pdf>

Priority sectors are set at City Region Level:

- Sectors containing high-productivity activities that are severely constrained by skills deficits:
 - **Engineering and Manufacturing**
 - **Infrastructure Skills**
 - **Digital Skills**
 - **Health and Social Care**
- Consideration is also be given to high employment sectors, which have limited potential for productivity growth but will be particularly important to the economic recovery:
 - **Hospitality**
 - **Retail**
 - **Social Care**
 - **Leisure**

Wakefield Council identifies the following as major employment sectors in the district and this is largely born out by EMSI data:

- Health and care
- Manufacturing
- Logistics

GREEN AGENDA

Key policy document (Wakefield Council) Climate Change Action Plan

<https://www.wakefield.gov.uk/localplan2020/wakefield-climate-change-action-plan-ccap.pdf>

Wakefield Council declared a climate emergency in Wakefield on the 23rd of May 2019.

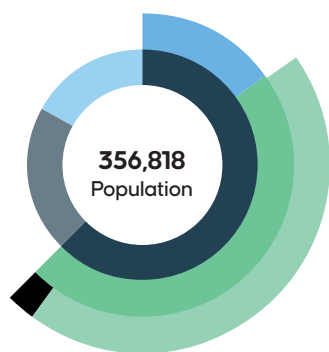
In response to the climate emergency declaration they have pledged to:

- Make Wakefield Council a carbon neutral organisation by 2030
- Support and work with all other relevant agencies and stakeholders to try to make the entire district net zero for carbon emissions within a similar timescale.

This will be achieved by:

- **Avoid:** We will be embarking on efforts to train staff in carbon literacy, with a view to improving comprehension of climate change and carbon and getting people to better understand how they can reduce energy use and business miles in the workplace. We will also look at the potential to rationalise our estate and/or modernise the way that some of our services are offered so as to reduce emissions at source by not using as much energy in the first place.
- **Reduce:** A range of opportunities to reduce our emissions have been considered, focusing on energy efficiency measures and deep retrofits to decarbonise the running of our organisational estate.
- **Substitute:** Proposals for self-generating and/ or buying our own renewable energy through power purchase agreements are currently being considered. This will allow us to displace the emissions associated with the grid mix for the electricity currently supplied to us, which includes power from non-renewable sources. Our 'substitution' work will be crucial as these emissions account for two thirds of our total baseline.
- **Compensate:** The council will make its best endeavours to deal with the majority of its emissions by first avoiding and reducing them and substituting when it comes to power specifically. However, there will be some gas and fleet-related emissions in particular that will be hard-to-treat. This means that we may have a degree of residual emissions, which we would have to compensate for to be able to reach a net zero position. In these cases, good quality offsetting projects will be used to cover the balance, with a focus on localising delivery of such schemes where possible, to provide value to communities in the district.

EMSI Data



2021 LABOUR FORCE BREAKDOWN

EMSI (2022) Wakefield Labour Force Breakdown

	Population
● Total working age population (16-64)	219,557
● Not in Labour Force (16+)	56,064
● Labour Force	163,493
● Employed	156,973
● Unemployed	6,520
● Under 16	68,719
● Over 64	68,542

EDUCATIONAL ATTAINMENT

EMSI (2022) Wakefield Educational Attainment

Concerning educational attainment, 20.2% of Wakefield residents possess a Degree or Equivalent and Above - SCQF L9 (13.4% below the national average), and 7.1% hold a Higher Education Below Degree Level - SCQF L7-8 (1.0% below the national average).

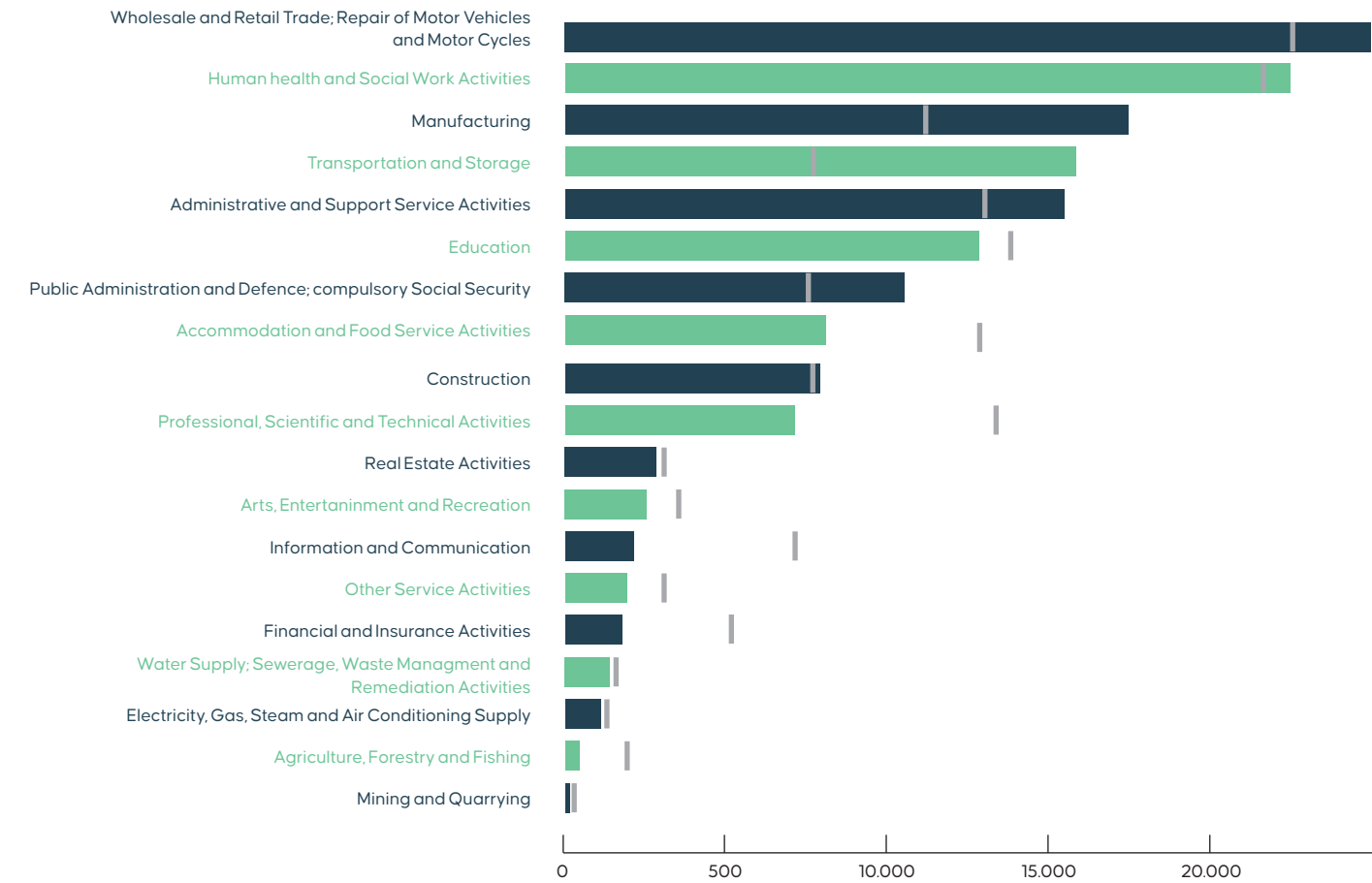


	% of Population	Population
● No Qualifications	7.5%	16,534
● Other Qualifications (NVQ)	9.0%	19,765
● NVQ 1 - SCQF L4	12.9%	28,307
● NVQ 2 - SCQF L5	19.0%	41,631
● Trade Apprenticeships	4.7%	10,230
● NVQ 3 - SCQF L6	19.7%	43,355
● Higher Education Below Degree Level - SCQF L7-8	7.1%	15,492
● Degree or Equivalent and Above - SCQF L9	20.2%	44,243

LARGEST INDUSTRIES

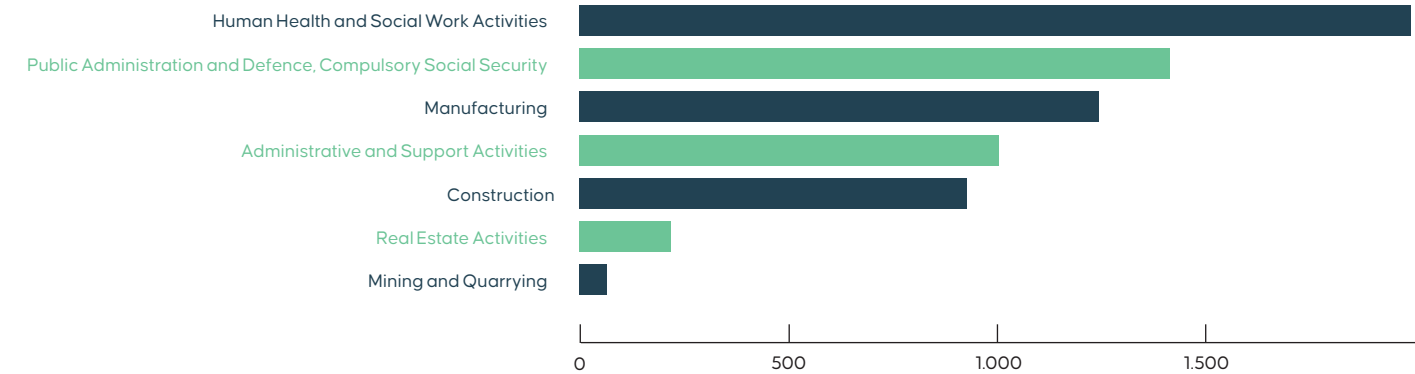
EMSI (2022) Wakefield Largest Industries

● National Average



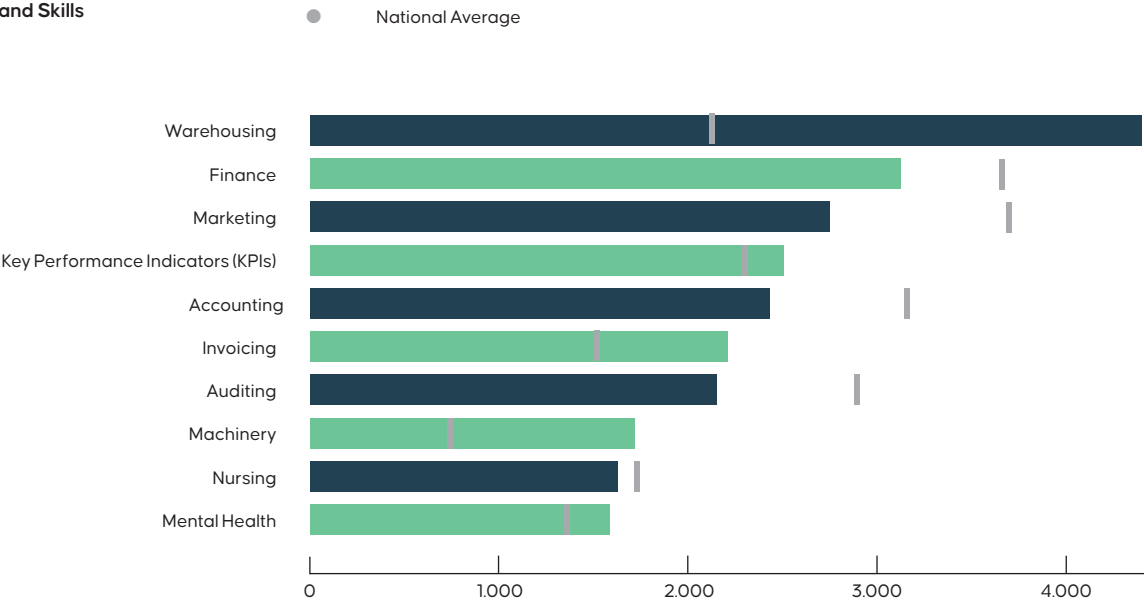
TOP GROWING INDUSTRIES

EMSI (2022) Wakefield Largest Industries



IN DEMAND SKILLS

EMSI (2022) Wakefield In Demand Skills



C - York and North Yorkshire

ECONOMY

Key policy documents (Y & NY LEP) – Covid-19 – A Plan to Reshape our Economy 2021-2022 Delivery Plan

https://www.ynylep.com/Portals/0/adam/Document%20Manager/tLu5Plm_NUejxRzBENqhlA/Doc_Link/210315-Item-7-LEP-Single-Delivery-Plan-LEP-Board-March-v2-002.pdf

Local Industrial Strategy 2020

https://www.ynylep.com/Portals/0/adam/Document%20Manager/DXxHmBKUbU2PYOH2MdnOLA/Doc_Link/LIS-YN-BOARD-SIGN-OFF-13032020.pdf

Key policy document (York City Council) – new economic strategy is in development – last strategy was for period 2016-2020.

Key policy document (North Yorkshire County Council) - Plan for Economic Growth 2021-2024

<https://www.northyorks.gov.uk/sites/default/files/fileroot/Business%20and%20economy/A%20plan%20for%20Economic%20Growth%202021.accessible.pdf>

PRIORITIES (Y & NY LEP):

The **LEPs' Local Industrial Strategy 2020** sets out that:

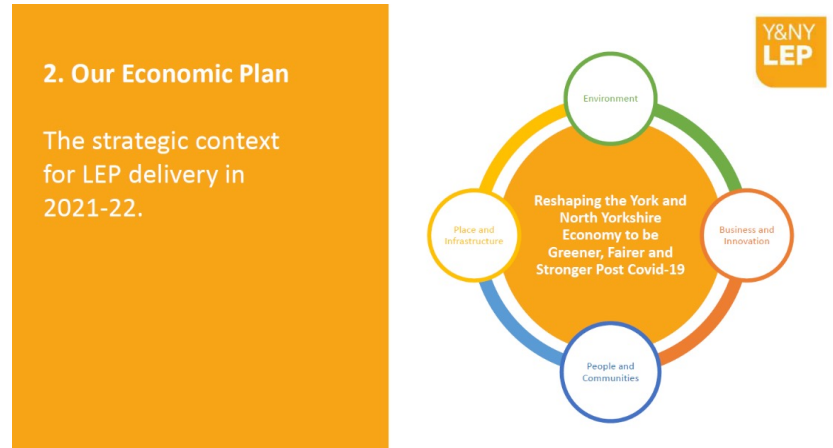
Our vision is for York and North Yorkshire to become England's first carbon negative economy, by better connecting the capability within and around our distinctive places. In doing so, we will harness the potential in our highly skilled resident base and provide productivity growth that levels up local wages.

We have the knowledge, expertise and capability to position York and North Yorkshire as a prime proving ground for climate solutions. Ours is an economy that is fit and ready to lead the nation's transition to a carbon neutral, global power. Our ambition is to leverage this opportunity as we deliver economic growth that is good – good for business, good for people and good for the planet. **(Y & NY LEP (2020) 'Local Industrial Strategy 2020'**. Available at: https://www.ynylep.com/Portals/0/adam/Document%20Manager/DXxHmBKUbU2PYOH2MdnOLA/Doc_Link/LIS-YN-BOARD-SIGN-OFF-13032020.pdf)

Four priorities support this vision:

- **Priority 1 - Connected and resilient places** - Our aim is to establish digitally enabled places that connect residents and businesses to opportunity. Settlements that are resilient to climate change and contribute to a carbon negative region.
- **Priority 2 - People reaching their full potential** - Our aim is to establish people with the skills and aspiration to reach their full potential, earning higher wages and living healthy lives in thriving communities.
- **Priority 3 - An economy powered by Good Businesses** - Our aim is to establish good businesses with great leadership that prosper from our distinct assets and contribute to a carbon negative region.
- **Priority 4 - World leading land management** - Our aim is to establish World leading land management that transforms the value of the rural economy in the transition to a carbon negative region.

The Local Industrial Plan is further developed in the 2021-2022 Delivery Plan:



Y & NY LEP (2021) '2021-2022 Delivery Plan'. Available at: https://www.ynylep.com/Portals/0/adam/Document%20Manager/tLu5Plm_NUejxRzBENqhlA/Doc_Link/210315-Item-7-LEP-Single-Delivery-Plan-LEP-Board-March-v2-002.pdf

Y & NY LEP focuses on four main areas – Environment, Place and Infrastructure, Business and Innovation and People and Communities.



(Y & NY LEP (2021) '2021-2022 Delivery Plan'. Available at: https://www.ynylep.com/Portals/0/adam/Document%20Manager/tLu5Plm_NUejxRzBENqhlA/Doc_Link/210315-Item-7-LEP-Single-Delivery-Plan-LEP-Board-March-v2-002.pdf

The plan is in four phases as illustrated above with the aim of becoming England's first carbon negative region post 2025.

Their first economic priority is to recover from the impact of Covid-19. In 'Covid-19 – A Plan to Reshape our Economy', The Y & NY LEP sets out ten pledges:

- **All our businesses get the support they need** to adapt to the challenges of Covid-19 and come back greener, fairer and stronger.
- **People at risk of redundancy or newly unemployed can access the advice and support they need** to get them back into employment.
- **Training and learning provision has the capacity to meet demand** for a greener, fairer and stronger recovery.
- **All our high streets, city and town centres are greener, fairer and stronger** in a post Covid-19 world.
- **Active travel and public transport usage increases** beyond pre Covid-19 levels contributing to greener, fairer and stronger places.
- **Digital connectivity becomes the catalyst for change** in a greener, fairer, stronger recovery.
- **New job opportunities are created** that are greener, fairer and stronger.
- **Young people and those furthest from the labour market are not left behind** in terms of access to support, learning, training and employment
- **New housing adapts to changing needs** in terms of design, affordability, energy efficiency, digital connectivity and space.
- **We enhance and maintain our landscapes** and provide more and accessible green spaces.

Overall, Y & NY LEP aims to make the local economy Greener, Fairer and Stronger, as set out in the 2021-2022 Delivery Plan.

PRIORITIES (NORTH YORKSHIRE COUNTY COUNCIL)

In the council's Plan for Economic Growth 2021-2024, they set out seven priorities which they call 'enablers':

- **Enabler 1.** Create high quality places, increased housing provision and delivering infrastructure
- **Enabler 2.** Deliver a modern integrated transport network
- **Enabler 3.** Increase skills levels and ensure that the workforce meets the needs of the County
- **Enabler 4.** Live well
- **Enabler 5.** Creating the right conditions for business growth and investment
- **Enabler 6.** Enhancing the environment, developing tourism and the green economy.
- **Enabler 7.** Deliver a modern communications network

SKILLS

Key policy document (Y & NY LEP) – Skills Strategy 2021-2026

https://www.nylep.com/Portals/0/adam/Stories/ZQPApUovwk6VFupP83waOQ/Body/83179-LEP-Skills-strategy-brochure-A4-2021-2026_LANDSCAPE_v3.pdf

PRIORITIES

Vision – *“York and North Yorkshire is a place where people are empowered to achieve their potential in a greener, fairer, stronger economy.”*

- Young people are equipped to make quality decisions about education, training and careers.
 - Every student is connected to local business which informs high quality careers advice and offers work experience
 - Every school has high quality careers leadership linked to local labour market intelligence
 - Young people are able to access high quality, higher technical skills provision locally

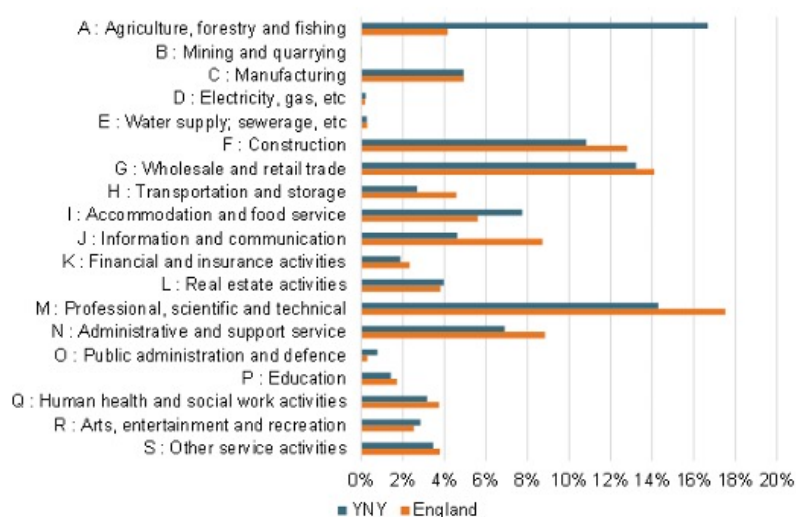
- Employers have the skills to grow inclusive and productive workplaces where everyone can achieve their potential.
 - Technical education is championed as a means to improve productivity and maximise talent
 - Higher level technical skills enable businesses to innovate and deliver higher value products and services
 - People can thrive and progress in good workplaces
- The local skills market meets the needs of local businesses in a dynamic economy.
 - The local skills market is able to meet the skills requirements of business
 - High quality dynamic learning environments support the needs of our local economy
 - Businesses increase their demand for skills to deliver higher value products and services
- Communities are empowered by learning and skills that enable everyone to participate fully in society.
 - Communities develop and deliver a range of provision that addresses barriers to employment, training and learning
 - Local organisations support good growth and thriving healthy communities
 - The economically excluded and isolated are empowered to succeed through quality support

PRIORITY SECTORS

Key policy document (Y & NY LEP) – York and North Yorkshire Labour Market Analysis 2021

https://www.ynylep.com/Portals/0/adam/Stories/OhqqpV3RgOaL68WCU08pNA/Body/83388%20LEP%20Labour%20Market%20Analysis%202021%20A4_single%20pages.pdf

Figure 2: Profile of local enterprises by industry section, 2019



Source: Office for National Statistics, UK Business Counts

(Y & NY LEP (2021) 'York and North Yorkshire Labour Market Analysis 2021'.

Available at:

<https://www.ynylep.com/Portals/0/adam/Stories/OhqqpV3RgOaL68WCU08pNA/Body/83388%20LEP%20Labour%20Market%20Analysis%202021%20A4-single%20pages.pdf>

Priority sectors are:

- Agriculture, forestry and fishing
- Manufacturing
- Accommodation and food service
- Emphasis on bio-economy and agri-tech
- Emphasis on low-carbon – aims to be England's first carbon negative region. This element of the LEP's economic strategy identified the following priority sectors:
 - Agri-Food • Manufacturing • Construction • Utilities – energy, water, waste management • Transport & Logistics • Public Sector

GREEN AGENDA

(Y & NY LEP) - Creating a Competitive, Carbon-neutral Circular Economy in York and North Yorkshire

https://www.ynylep.com/Portals/0/adam/Stories/ZoEAO4eABkGtDE6A3H5cjQ/Body/v2Creating-a-competitive-carbon-neutral-circular-economy_York-North-Yorkshire.pdf

North and West Yorkshire Emissions Reduction Pathways

<https://www.ynylep.com/Portals/0/adam/Stories/VqQDBytZGUUdihbMTz2ZZQ/Body/North-West-Yorkshire-Emissions-Reduction-Pathways.pdf>

The North and West Yorkshire Emissions Reduction Pathways report sets out 4 key recommendations for reducing emissions and achieving net zero:

- **Transport** - reduce car use through modal shift and demand reduction
- **Buildings** - reduce energy demand through energy efficiency
- **Land use and agriculture** - ensure local land use priorities are met by setting the strategy
- **Power and Industry** - support planning for CCUS & 2 hydrogen technologies and infrastructure

These recommendations are accompanied by detailed action plans and are overlaid with cross-cutting themes:

- **Coordination, Information, Facilitation:** run a major publicity and engagement campaign that targets all key stakeholders.
- **Coordination, information and facilitation:** create a working group to ensure that regional priorities are aligned between WY, YNY, neighbouring LAs (e.g. inc. those in the Humber region which will strongly contribute to H2 future of the region), DNOs and LEPs.
- **Regulatory & planning:** develop a spatial development strategy for the region, which considers and incorporates competing land use needs.
- **Planning & regulatory:** consider implementing a hydrogen zoning plan.
- **Infrastructure:** support development of CCS, hydrogen and electricity infrastructure, through coordinating necessary parties, ensuring planning permission and land are granted/available.
- **RD&D:** Explore speculative options to reach net zero including development of an offsetting strategy, supporting local trials of innovative technologies.

The other main 'green' initiative in York and North Yorkshire is to create a 'circular economy':

This means a thriving economy that creates business opportunities, a sustainable environment and social wellbeing, by keeping products and materials in use; eliminating waste and pollution; and regenerating natural systems. (Y & NY LEP (2019) 'Creating a Competitive, Carbon-neutral Circular Economy in York and North Yorkshire'. Available at: https://www.ynylep.com/Portals/0/adam/Stories/ZoEAO4eABkGtDE6A3H5cjQ/Body/v2Creating-a-competitive-carbon-neutral-circular-economy_York-North-Yorkshire.pdf)

The circular economy would focus on the following sectors:

- Agri-Food
- Manufacturing
- Construction
- Utilities – energy, water, waste management
- Transport & Logistics
- Public Sector

And implement via a 7-strand action plan:

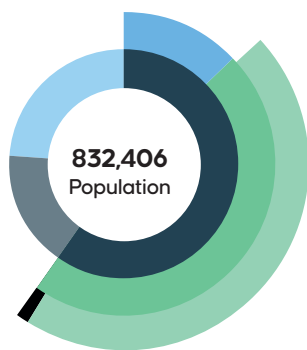
1. Understand systems & local CE opportunities
2. Ignite collaboration & leadership
3. Capture & share best practice
4. Educate, inspire & build skills
5. Deliver circular "beacons"
6. Accelerate change... and make CE business as usual

SKILLS AND THE CIRCULAR ECONOMY

From point 4 (skills) of the above plan, the following have been identified as specific actions to be carried out in York and North Yorkshire:

- Establish and deliver Circular Yorkshire Month: Convene partners to deliver a month of circular economy events and activities to raise awareness of the circular economy, increase adoption of principles among local organisations and build Yorkshire's international profile in the circular economy.
- Engage nurseries, schools and colleges to embed the circular economy in education: Develop an awareness of how students understand and engage with the circular economy concept. Identify opportunities to embed the circular economy in education and careers guidance and develop a 'flight-path' to inspire and build skills from nursery age for the circular economy.
- Engage local universities to embed the circular economy in academic course: Work with our local universities and industry partners to identify opportunities across academic courses to include relevant modules / lectures/ seminars on the circular economy to develop knowledge and skills.
- Identify skills shortages/gaps and co-develop interventions with partners: Identify existing and anticipate future skills shortages and gaps that will be needed for a circular economy. These will include technical skills (e.g., engineering, construction) and transferable skills (e.g., systems thinking, leadership). With key partners we will then collaboratively develop interventions to address these skills shortages and gaps.
- Inspire and support a network of change makers: Through the Circular Movers and Shakers of Yorkshire community, support individuals to implement circular economy initiatives within their organisations and scale their impact.
- Establish the foundations for a circular economy innovation ecosystem to grow: Work with key partners, including BioVale, University of York and Nestlé, to develop an ecosystem in York and North Yorkshire which enables and stimulates circular economy innovation.

EMSI Data



2021 LABOUR FORCE BREAKDOWN

EMSI (2022) York and North Yorkshire Labour Force Breakdown

	Population
● Total working age population (16-64)	498,152
● Not in Labour Force (16+)	107,440
● Labour Force	390,712
● Employed	381,146
● Unemployed	9,567
● Under 16	136,689
● Over 64	197,565

EDUCATIONAL ATTAINMENT

EMSI (2022) York and North Yorkshire Educational Attainment

Concerning educational attainment, 34.1% of the selected regions' residents possess a Degree or Equivalent and Above - SCQF L9 (0.6% above the national average), and 9.2% hold a Higher Education Below Degree Level - SCQF L7-8 (1.2% above the national average)

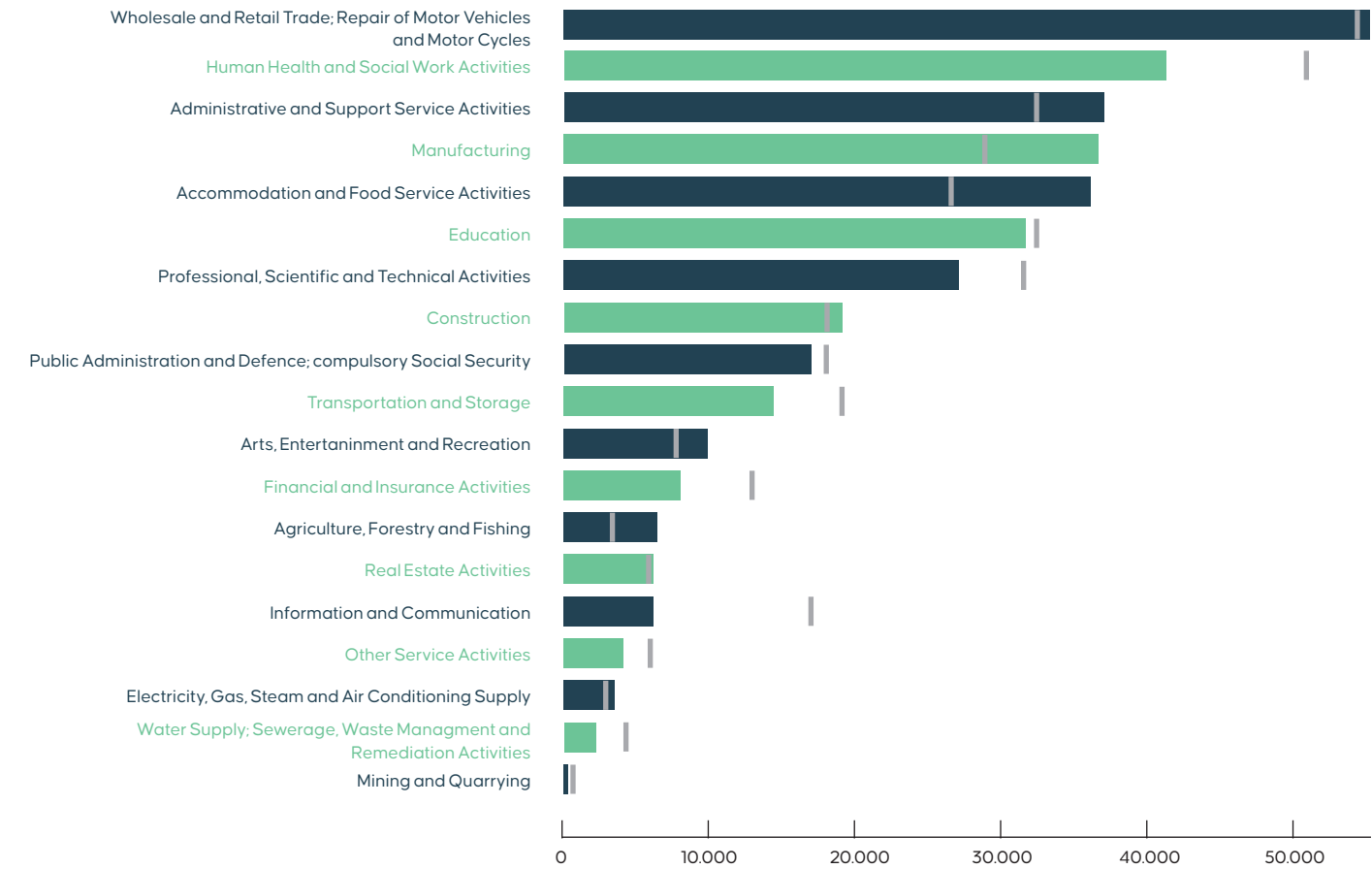


	% of Population	Population
● No Qualifications	4.9%	24,253
● Other Qualifications (NVQ)	4.6%	22,947
● NVQ 1 - SCQF L4	9.5%	47,192
● NVQ 2 - SCQF L5	16.3%	81,121
● Trade Apprenticeships	3.1%	15,288
● NVQ 3 - SCQF L6	18.4%	91,665
● Higher Education Below Degree Level - SCQF L7-8	9.2%	45,815
● Degree or Equivalent and Above - SCQF L9	34.1%	169,871

LARGEST INDUSTRIES

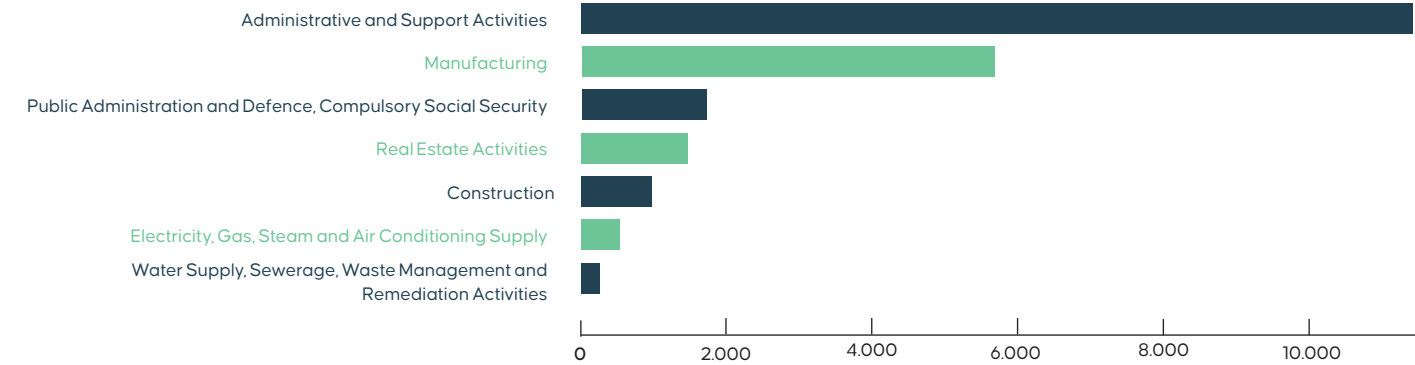
EMSI (2022) York and North Yorkshire Largest Industries

● National Average



TOP GROWING INDUSTRIES

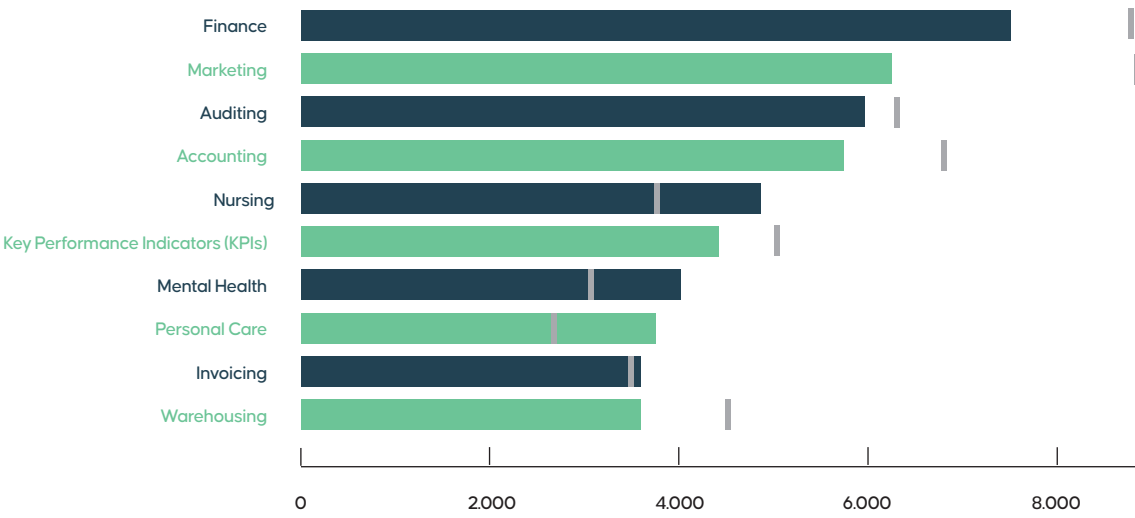
EMSI (2022) York and North Yorkshire Industry Jobs Growth



IN DEMAND SKILLS

EMSI (2022) York and North Yorkshire In Demand Skills

● National Average



D - Selby

Key policy document

(Selby District Council) - Selby District Economic Development Framework 2017-2022... and beyond

<https://www.selby.gov.uk/sites/default/files/Documents/SMG%20event%20brochure%20v.lo-res.pdf>

PRIORITIES

- Making Selby district a great place for enterprise & business growth:
 - Develop the necessary physical infrastructure to unlock economic growth
 - Attract new business investments to create employment opportunities in priority growth sectors
 - Engage with indigenous businesses to support growth and resilience

Indicator	Baseline	Target	What will we measure
Increased Productivity	£46,220	£50,000	Output per FTE
Higher wages for workers in Selby District	£500.10	£525.00	Weekly Wage
More Jobs	+400	+500	Jobs created per annum

(Selby District Council (2017) 'Selby District Economic Development Framework 2017-2022... and beyond' Available at: (<https://www.selby.gov.uk/sites/default/files/Documents/SMG%20event%20brochure%20v.lo-res.pdf>)

- Making Selby district a great place to live and work:
 - Develop a long-term programme of market town regeneration and rural diversification to boost the visitor, leisure and night-time economy
 - Protect and promote Green Infrastructure and align housing requirements to economic ambitions to create sustainable communities
 - Understand the ongoing impacts of climate change and sustainable development to foster business resilience and assurance.

Indicator	Baseline	Target	What will we measure
Decrease in unemployment rate	3.9%	3%	% of working age residents unemployed
Increase in higher level qualifications	34.8%	36%	% of working age population with NVQ 4 qualifications and above
Increase in trade apprenticeships	5.6%	15%	% of working age population with trade apprenticeships

SKILLS

Key policy document (Selby District Council) - Selby District Economic Development Framework 2017-2022... and beyond

<https://www.selby.gov.uk/sites/default/files/Documents/SMG%20event%20brochure%20v.lo-res.pdf>

Selby District Council sets out its skills priorities in priority 3 (Making Selby district a great place to achieve your potential) of its Economic Development Framework (see above):

The supply of a well-qualified local workforce is a key economic asset, helping to drive productivity and business growth. Residents in Selby District are, generally, highly qualified, meaning that their skills are in high demand. This has led to sizable levels of labour exchange with neighbouring areas on an inward (Wakefield, East Riding) and outward (Leeds, York) basis, resulting in Selby District having the lowest

self-containment rate in Yorkshire. This means that the proportion of Selby District's resident workforce that work within the District is lower than neighbouring areas. (Selby District Council (2017) '[Selby District Economic Development Framework 2017-2022... and beyond](https://www.selby.gov.uk/sites/default/files/Documents/SMG%20event%20brochure%20v.lo-res.pdf)'. Available at: <https://www.selby.gov.uk/sites/default/files/Documents/SMG%20event%20brochure%20v.lo-res.pdf>)

Specific interventions are listed for the 3 priority objectives:

- **Increase apprenticeship and vocational training opportunities to meet current and future workforce development needs.** Interventions:
 - Produce a skills needs assessment to benchmark current/future skills needs across our priority growth sectors, and develop appropriate training interventions to maximise strengths and address gaps;
 - Building on work with the former Kellingley Colliery redevelopment, use Section 106 agreements to increase employment and training opportunities for residents in the District on key development schemes.
 - Support unemployed adults to gain suitable skills and achieve sustainable work. Interventions:
 - Develop a promotional campaign to encourage local businesses to provide work experience/volunteering placements aimed at assisting unemployed and inactive adults to achieve sustainable work;
 - Work with local training providers to devise a bespoke training programme aimed at unemployed and inactive adults to improve basic employability and develop priority sector-specific skills.
 - Identify and seek to address existing health and transport barriers to learning and employment. Interventions:
 - Establish a 'Wheels to Work' scheme to provide accessible transport options to young people/adults wishing to access employment and/or learning opportunities;
 - Implement projects to better connect key employment sites to growth residential areas.

PRIORITY SECTORS

Key policy document (Selby District Council) - Selby District Economic Development Framework 2017-2022... and beyond

(<https://www.selby.gov.uk/sites/default/files/Documents/SMG%20event%20brochure%20v.lo-res.pdf>)

- Creative industries. New opportunities linked to investment at places such as the Yorkshire Studios at Church Fenton Airfield
- Visitor economy and hospitality. Creating vibrant market towns and celebrating the unique local identity of our District
- Energy. Investing in new and emerging technologies such as battery storage, making use of key sites along the M62 corridor
- Agri-tech. Capitalising on key assets such as Stockbridge Technology Centre and existing business parks along the A19 between Selby and York
- Advanced manufacturing. Building on the high manufacturing base in our District by supporting innovation and encouraging new technology
- Logistics. Making use of our excellent road and rail infrastructure
- Construction. Bringing forward new employment space in the District and supporting house building

GREEN AGENDA

Key policy document (Selby District Council) - Low Carbon Strategy 2021 – 2030

<https://www.selby.gov.uk/what-were-doing>

By 2030, the Council and its operations will be carbon neutral, positively helping Selby District and the North Yorkshire area move to a net zero carbon economy. We recognise that the creation of the new North Yorkshire Council in 2023 means that it will not be possible to implement all the measures necessary to achieve this in the lifetime of Selby District Council and that the mantle for achieving this will pass to the new local authority.

However, we now understand the Council's own Scope 1 and 2 emissions, and we are making a commitment to fully offsetting these up to 2023 whilst we also further develop a range of potential low carbon projects with a focus on the early wins that can be achieved by 2023 but also looking ahead to what is needed to achieve carbon neutral by 2030. (Selby District Council (2021) 'Low Carbon Strategy 2021 – 2030'

Available at: <https://www.selby.gov.uk/what-were-doing>)

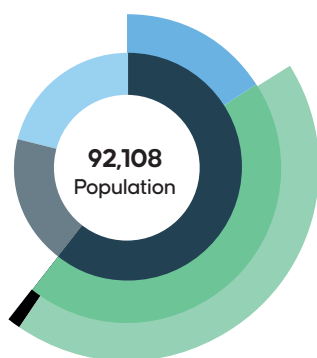
Priorities

- Monitor, calculate, and report our annual scope 1, 2 & 3 carbon emissions
- Reduce our scope 1 and 2 CO2 emissions to zero through improved energy efficiency of our built environment, divestment from fossil fuel energy sources, and offset of unavoidable emissions
- Reduce our scope 3 CO2 emissions through sustainable procurement
- Encourage sustainable modes of transport for employees, members and residents
- Protect and improve the quality of the natural environment and biodiversity across the district
- Work collaboratively across the public, private and third sectors at a local, regional, national and global level

6 Workstreams identified to achieve this:

- **Workstream 1: Carbon Monitoring** - Monitor, calculate, and report our annual scope 1, 2 & 3 carbon emissions.
- **Workstream 2: Travel** - Encourage sustainable modes of transport for employees, members and residents.
- **Workstream 3: Council Buildings and Energy Use** - Seek to reduce our scope 1 and 2 CO2 emissions to zero through improved energy efficiency of our built environment, divestment from fossil fuel energy sources, and offset of unavoidable emissions.
- **Workstream 4: Working Practices** - Seek to reduce our scope 3 CO2 emissions through sustainable procurement and offsetting.
- **Workstream 5: Natural Environment and Biodiversity** - Protect and improve the quality of the natural environment and biodiversity across the district including addressing flood risk and planning for sustainable development through the new Local Plan.
- **Workstream 6: Influencing Others in the District** - Work collaboratively across the public, private and third sectors at a local, regional, national and global level.

EMSI Data



2021 LABOUR FORCE BREAKDOWN

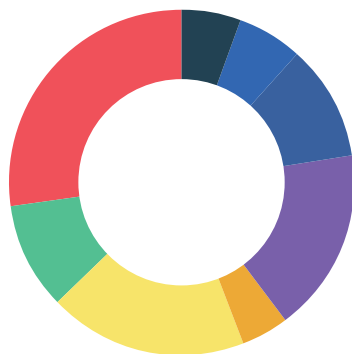
EMSI (2022) Selby Labour Force Breakdown

	Population
● Total working age population (16-64)	55,783
● Not in Labour Force (16+)	14,620
● Labour Force	41,163
● Employed	40,050
● Unemployed	1,113
● Under 16	17,066
● Over 64	19,259

EDUCATIONAL ATTAINMENT

EMSI (2022) Selby Educational Attainment

Concerning educational attainment, 27.0% of Selby residents possess a Degree or Equivalent and Above - SCQF L9 (6.5% below the national average), and 10.1% hold a Higher Education Below Degree Level - SCQF L7-8 (2.1% above the national average).



	% of Population	Population
● No Qualifications	5.8%	3,231
● Other Qualifications (NVQ)	6.1%	3,389
● NVQ 1 - SCQF L4	10.8%	6,048
● NVQ 2 - SCQF L5	17.1%	9,516
● Trade Apprenticeships	4.5%	2,482
● NVQ 3 - SCQF L6	18.6%	10,389
● Higher Education Below Degree Level - SCQF L7-8	10.1%	5,654
● Degree or Equivalent and Above - SCQF L9	27.0%	15,074

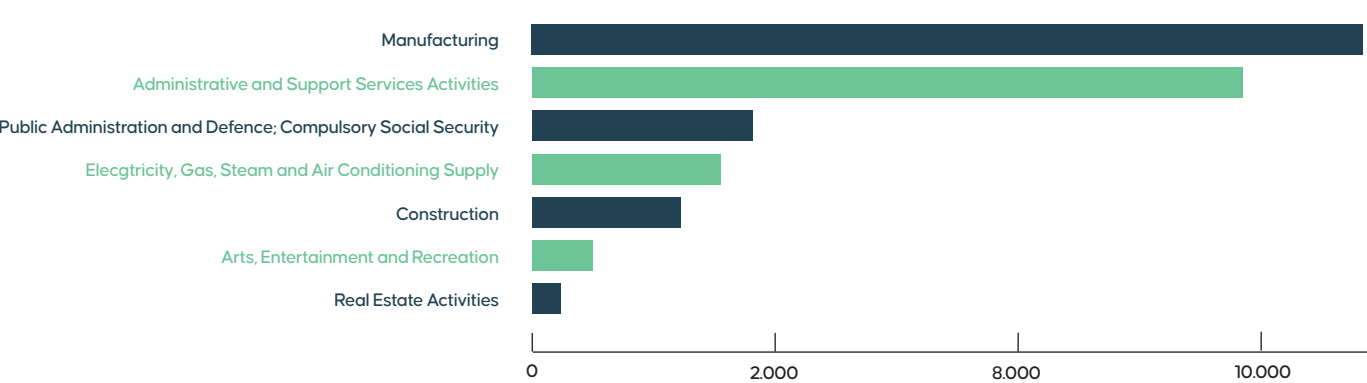
LARGEST INDUSTRIES

EMSI (2022) Selby Largest Industries



TOP GROWING INDUSTRIES

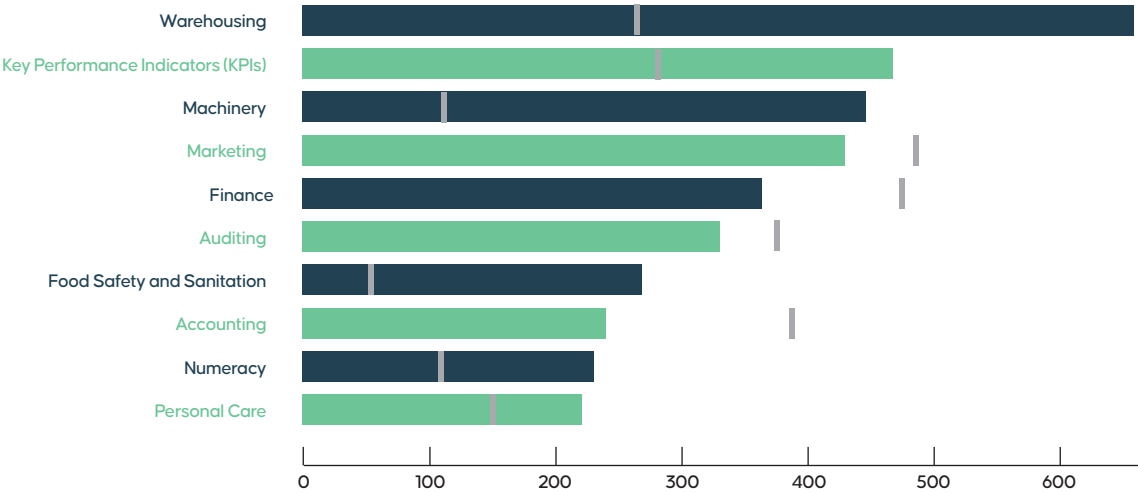
EMSI (2022) York and North Yorkshire Industry Jobs Growth



IN DEMAND SKILLS

EMSI (2022) York and North Yorkshire In Demand Skills

● National Average



E - Humber and East Riding

ECONOMY

Key policy document (HEY LEP) - Economic Growth & Workforce Wellbeing Strategy 2021-2026

(<https://heylep.com/wp-content/uploads/2022/02/FINAL-HEY-LEP-Economic-Growth-Workforce-Wellbeing-Strategy-2021-2026.pdf>)

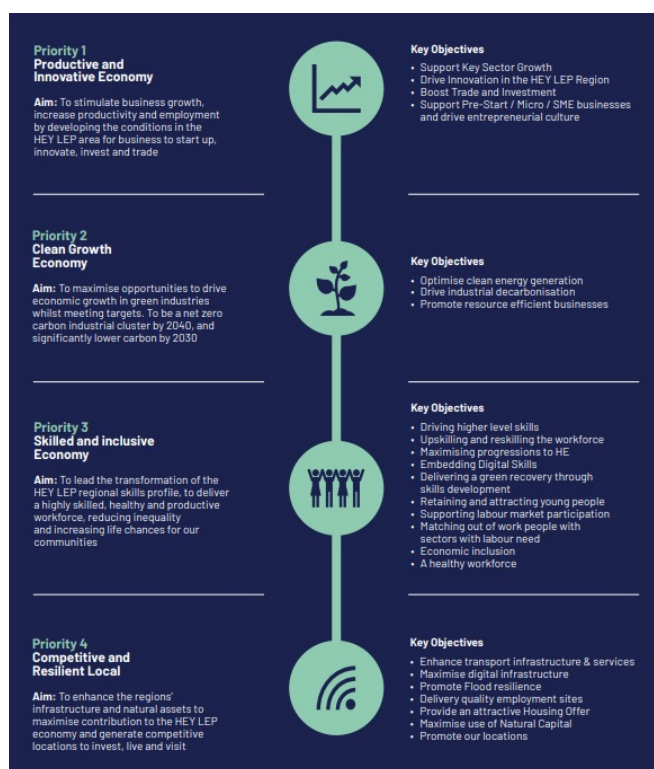
Key policy document (East Riding of Yorkshire Council) East Riding Economic Strategy 2018-2022

(<https://heylep.com/wp-content/uploads/2021/05/East-Riding-Economic-Strategy-2018-2022-min.pdf>)

Key policy document (East Riding of Yorkshire Council) East Riding Economic Strategy 2018-2022 Action Plan

<https://heylep.com/wp-content/uploads/2021/05/East-Riding-Economic-Strategy-Action-Plan.pdf>

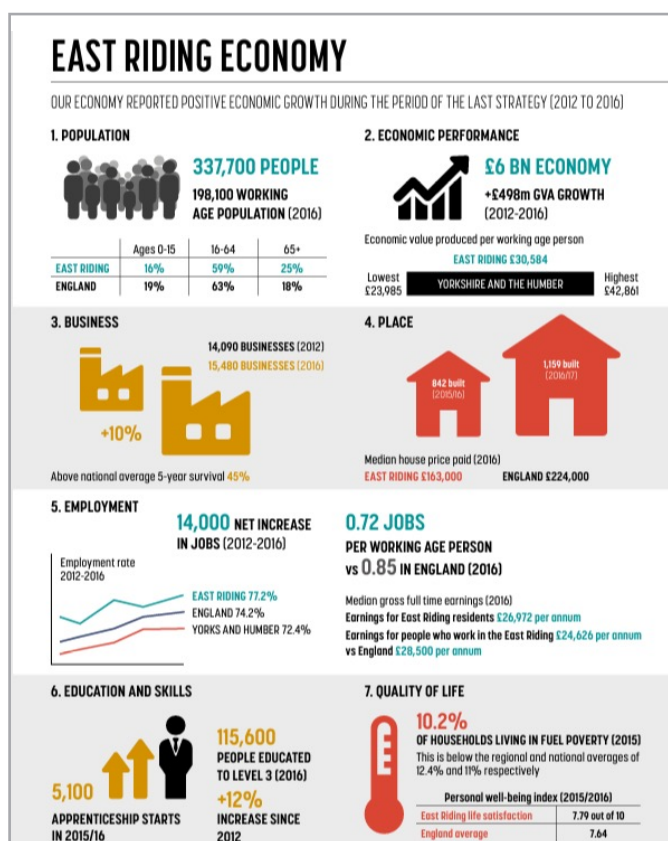
PRIORITIES (HEY LEP)



(HEY LEP (2021) 'Economic Growth and Workforce Wellbeing Strategy 2021-2026'

Available at: <https://heylep.com/wp-content/uploads/2022/02/FINAL-HEY-LEP-Economic-Growth-Workforce-Wellbeing-Strategy-2021-2026.pdf>)

- **Priority 1 – Productive & Innovative Economy** – To stimulate business growth, increase productivity and employment by developing the conditions in the HEY LEP area for business to start ups, innovation, investment and trade.
- **Priority 2 – Clean Growth Economy** – To maximise opportunities to drive economic growth in green industries, whilst meeting decarbonisation targets. To be significantly lower carbon industrial cluster by 2030 and net carbon zero by 2040.
- **Priority 3 – Skilled and Inclusive Economy** – To lead the transformation of the HEY LEP regional skills profile, to deliver a highly skilled, healthy and productive workforce, reducing inequality and increasing life chances for our communities.
- **Priority 4 – Competitive and Resilient Locations** – To enhance the region's infrastructure and natural assets so as to maximise the contribution to the HEY economy and generate competitive locations in which to invest, live and visit.



(East Riding of Yorkshire Council (2018) 'East Riding Economic Strategy 2018-2022'. Available at: (<https://heylep.com/wp-content/uploads/2021/05/East-Riding-Economic-Strategy-2018-2022-min.pdf>)

- Priority 1: Business Growth** - Identified strategic aims are aligned with the 'prime' and 'enabling' capabilities identified across the Northern Powerhouse in its Independent Economic Review. Attract and support investment in 'growth' sectors to drive productivity, business growth and higher-level skills. Maintain and promote a portfolio of Enterprise Zone (EZ) and other employment sites that continue to attract inward investment and better-quality jobs. Further develop links with Higher Education to promote innovation, particularly low carbon technologies and agri-food. Target support for start-ups and existing businesses through Growth Hubs. Maintain facilitated business networks such as the East Yorkshire Local Food Network
- Priority 2: Lifelong Learning** - Coordinate provision and access at all levels through the LEPs and promote local career opportunities within schools and colleges. Promote the area to attract higher skilled workers and address skills shortages. Support implementation of technical education reforms. Focus on employability issues, skills needs and workforce demand within specific sectors. Support employment growth through LEP sector deals. The Department for Work and Pensions (DWP) 'Work and Health Programme' to support ESA claimants into work. Community-Led Local Development (CLLD) Programme to target support for business growth and those furthest from the labour market in the 20% most deprived areas in Bridlington. Address transport costs for apprentices.
- Priority 3: Quality Locations** - Focus regeneration activity on key brownfield sites, heritage assets and opportunities arising from public sector rationalisation. Promote business collaborations to strengthen town centre offers and adapt to changing retail patterns. Local Transport Plan in place from 2015-2029. YNYER SEP Priority 5 targets improvements to east-west connectivity and rail infrastructure. Improve local sustainable transport connectivity and access to main employment sites. Phase 2 superfast broadband programme to target additional 4,500 homes in rural areas. Local Plan adopted in 2016 with provision for 1,400 homes per annum until 2029. Work with landowners and developers to address constraints to development.

- **Priority 4: Sustainable Economy** - Identify and deliver local energy networks and reduce costs to businesses. Continued investment and innovation in low-carbon technologies. Deliver flood alleviation and coastal protection schemes identified in Flood Risk Management Strategy.



PRIORITIES (HULL CITY COUNCIL)

(Hull City Council (2021) 'Hull's Economic Strategy 2021-2026'. Available at: https://www.hull.gov.uk/sites/hull/files/media/Economic%20Strategy%202021%20-2026_0.pdf)

- **People:** People will be supported to get the skills they need to secure and progress in quality and sustainable employment. Promoting participation, raising aspirations and embedding a culture of lifelong learning. This includes working intensively in our communities and with those furthest away from work to set them on fulfilling career paths.
 - Increase in the number of apprenticeships starts and completions achieving higher level awards (NVQ 3/4+)
 - Increase in employment rates across all demographics
 - Reduction in child, fuel and food poverty
 - Increase in gross disposable income and reduction in wage inequalities
 - Increase in the number of new business start-ups particularly across young people, women, and minority groups
 - Improvements to the healthy working life expectancy
- **Place:** Hull is proud of its rich and distinguished history as a great northern maritime city and is looking towards a prosperous future playing a key role in growth sectors such as renewable energy, as well as its fundamental role as a thriving city with a resilient cultural economy.
 - Increase in the number of visitors and tourists
 - Improve air quality
 - Reduce carbon emissions and consumption
 - Increasing the number of affordable and sustainable homes in the city
 - Increase in active travel numbers and the use of public transport within and out of the city
- **Productivity:** Hull's growth sectors punch above their weight across many performance metrics, including productivity and levels of innovation. In terms of GVA per worker, Hull is on a par with or higher than the England (excluding London) and North of England averages in the Energy, Transport and Storage, and Manufacturing sectors.
 - Increase the levels of spend procured from local businesses
 - Increase Hull's productivity (GVA per job) targeting support and improvements at low value industry sectors
 - Growth in high value, research, development and innovation sectors specifically medi-tech, creative and digital

- Increase and diversification of the business base in particular micro-businesses and young entrepreneurs (businesses per head, start up and survival rates)
- Increase in the number of cooperative and social enterprise companies
- Increase in the percentage of employees paid at, or above, the national average wage (proxy for higher quality and valued jobs)
- Increase in the percentage of working age population with higher level skills (NVQ4+)
- Reduction in average delays in journey times across the city

SKILLS

Key policy document (HEY LEP) - Hull & East Yorkshire Local Skills Report January 2022

(<https://heylep.com/wp-content/uploads/2022/02/Hull-East-Yorkshire-Local-Skills-Report.pdf>)

PRIORITIES

- **Ensuring a Productive and Innovative Economy:**
 - Support key sector growth
 - Drive innovation in the HEY LEP Region
 - Boost trade and investment
 - Support pre-start / micro / SME businesses and drive entrepreneurial culture
- **Achieving a Clean, Net Zero Growth Economy:**
 - Optimise clean energy generation
 - Drive industrial decarbonisation
 - Promote resource efficient businesses
- **Leading on a Skilled and Inclusive Economy:**
 - Driving higher level skills
 - Upskilling and reskilling the workforce
 - Maximising progression to HE
 - Embedding Digital Skills
 - Delivering a green recovery through skills development
 - Retaining and attracting young people
 - Supporting labour market participation
 - Matching out of work people with sectors with labour demand
 - Greater economic inclusion
 - A healthy workforce
- **Developing Productive and Resilient Locations:**
 - Enhance transport infrastructure and services
 - Maximise digital infrastructure
 - Promote flood resilience
 - Delivery quality employment sites
 - Provide an attractive Housing Offer
 - Maximise use of natural capital
 - Promote our locations

PRIORITY SECTORS

Key policy document (HEY LEP) - Hull & East Yorkshire Local Skills Report January 2022

(<https://heylep.com/wp-content/uploads/2022/02/Hull-East-Yorkshire-Local-Skills-Report.pdf>)

- Health & Social Care
- Construction
- Digital & Technology
- Haulage & Logistics
- Manufacturing
- Low carbon technologies
- Tourism & the Visitor Economy
- Medicare
- Agri-Tech and Food

Sector Priority	Sector Skills Priorities
Health & Social Care	<ul style="list-style-type: none"> Meeting forecast skills demand, including higher level occupations Attracting and retaining talent to meet increased demand and ageing workforce pressures Addressing skill shortage and gaps through training and recruitment strategies
Construction	<ul style="list-style-type: none"> Identify skill requirements to maximise the economic and social value of major investment in the HEY region Boosting skills provision in areas of high demand such as trades and engineers Responding to the requirement of new skills to support the labour market transition to net zero through scaling up local skills provision and incentivising reskilling
Digital & Technology	<ul style="list-style-type: none"> Supporting digital adoption through provision of sector specific skills Addressing skill shortage vacancies including technical roles such as web developers and programmers Facilitating provision of work placements and internships to support the acquisition of practical experience and progression pathways
Haulage & Logistics	<ul style="list-style-type: none"> Responding to anticipated growth in Humber ports, investment in offshore wind, the Humber Freeport, and Hull Cruise terminal through aligned skills investment Addressing identified skill shortages such as HGV drivers and logistics operatives and boosting skills provision in hard-to-recruit roles
Manufacturing	<ul style="list-style-type: none"> Meeting major employer needs including addressing skill shortages and higher level and technical skill requirements Responding to the skill requirements to support industrial digitalisation Attracting and retaining talent to meet replacement and expansion demand including technical, management and digital skills
Low carbon technologies	<ul style="list-style-type: none"> Supporting the ambition of the region to be at the forefront of the UK's Clean Energy Sector through the provision of aligned skills Facilitating a Just Transition to clean growth through reskilling and upskilling Ensuring residents of Hull & East Yorkshire can access jobs in new and emerging sectors such as low carbon technologies Inspiring careers from an early age
Tourism & the Visitor Economy	<ul style="list-style-type: none"> Supporting the recovery of tourism and the visitor economy from the pandemic Showcasing the breadth and opportunity of employment in the sector to raise profile and improve perceptions to help address skill shortage and mitigate against the impact of EU Exit on labour supply
Medicare	<ul style="list-style-type: none"> Respond to skills demand arising from growth in the sector through bespoke skills and workforce attraction programmes
Agri-Tech and Food	<ul style="list-style-type: none"> Upskilling the existing labour force to meet technological drivers of change including automation Mitigating the reduction in migrant labour through skills attraction and retention strategies

(HEY LEP (2022) 'Hull and East Yorkshire Local Skills Report January 2022'.

Available at:

<https://heylep.com/wp-content/uploads/2022/02/Hull-East-Yorkshire-Local-Skills-Report.pdf>

GREEN AGENDA

Key policy document (HEY LEP) – Economic Growth & Workforce Wellbeing Strategy 2021-2026

(<https://heylep.com/wp-content/uploads/2022/02/FINAL-HEY-LEP-Economic-Growth-Workforce-Wellbeing-Strategy-2021-2026.pdf>)

HEY LEP has stated that the aim for the region is to:

To maximise opportunities to drive economic growth in green industries whilst meeting ambitious targets to be a net zero carbon industrial cluster by 2040 and achieve significantly lower carbon outputs by 2030. (HEY LEP (2021) ‘Economic Growth and Workforce Wellbeing Strategy 2021-2026’. Available at: <https://heylep.com/wp-content/uploads/2022/02/FINAL-HEY-LEP-Economic-Growth-Workforce-Wellbeing-Strategy-2021-2026.pdf>)

Key objectives:

- **Optimise clean energy generation** – creating a net zero, clean net growth economy for the HEY LEP region is the most significant challenge and provides the greatest opportunity for economy of the region.
- **Drive industrial decarbonisation** – the Humber is the highest CO₂-emitting cluster in the UK (30% larger than the next highest), and therefore has the greatest potential to make a difference to the UK’s industrial Net Zero ambitions.
- **Promote decarbonisation and resource efficiency within businesses** – whilst some Micro and SME businesses in the HEY region are actively engaging in ways to increase their energy and resource efficiency, many are not.
- **Developing conditions in HEY LEP to achieve a Net Zero and Clean Growth Economy** – activity with business, public sector organisations and education and training providers locally can drive innovation in elements such as workforce practices, consumer behaviour change and understanding wider environmental impacts to assist development of clean growth technologies essential for successful transition to Net Zero.

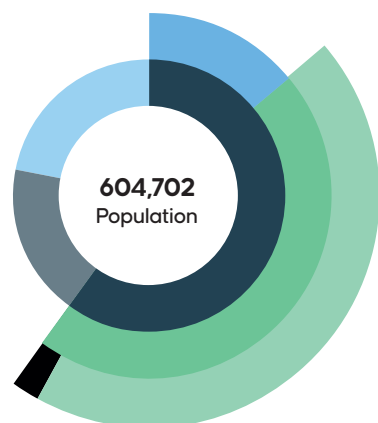
GREEN SKILLS PRIORITIES

Key policy document (HEY LEP) – Green Jobs and Skills Analysis

(<https://heylep.com/wp-content/uploads/2022/01/HEY-LEP-Green-Jobs-and-Skills-Analysis.pdf>)

- **Focus on critical skills:**
 - Construction trades, particularly Electricians.
 - Craft roles – e.g., Welders, Steel Fixers, Cable Jointers, Fitters, Drivers, etc.
 - Engineers and specialist – e.g., Electrical, Mechanical and Civil Technicians/Engineers, and Quantity Surveyors.
 - Technology-specific – e.g., hydrogen, EV Mechanics & Charging Point Installers, Heat Pump Installers, etc.
 - “New” technologies – e.g., data, cyber, artificial intelligence, etc. (these are cross sector skills which may benefit from collaborations with organisations who sit outside of the green industries).
- **Continued drive towards equity, diversity and inclusion:**
 - A crucial aspect of avoiding and alleviating possible skills shortages is to maximise the potential pool of labour available to the green economy. To achieve this, individual employers and the industry more generally will have to make itself more attractive to females, those from an ethnic minority background and to those with lower academic achievements, i.e., from all sections of the HEY LEP community.

- **Promote the need to invest in the future talent pipeline.** Coupled with recommendation 9.2 above is the need to encourage industry to invest more in the future talent pipeline:
 - Too many job postings have high entry requirements which rule out a substantial proportion of the population – whether they relate to academic qualifications or previous industry experience
 - Drax has recognised this issue, and are looking at the potential for leveraging other credentials such as teacher references or the submission of evidence demonstrating mechanical or electrical engineering aptitude
- **Develop and promote clear career pathways**
 - The CBI report a lack of awareness of the green economy amongst the general public, and the path to net-zero. Without a stronger “brand”, individuals will be less likely to consider career opportunities in the green industries⁸⁹.
 - Many people spoken to as part of this research report that more work needs to be done to develop and promote clear career pathways, linked to appropriate training and development.
- **Ensure the local availability of Apprenticeship and T Level training**
 - There are more than 80 different Apprenticeship Standards currently available and relevant, to varying degrees, to the green industries. However, the extent to which they are available within the vicinity of HEY and the surrounding area varies considerably.
 - Of the 80+ different Standards, 41 of them are not currently delivered within the immediate vicinity of Hull (based on information provided by the Institute for Apprenticeships website).
 - Only around a dozen of the Standards have more than two training providers operating locally to Hull (although there a number of nationwide providers who deliver at the apprentice’s workplace).
- **Promote supply chain collaboration**
 - Encourage closer working on identifying and addressing common skills issues down through the supply chain
 - Leverage the influence of the big players to support the supply chain
- **Clearly articulate demand from industry to education and training providers**
 - HEY LEP and its partners should consider how best to collect, aggregate and communicate employer demand for skills to the training provider community
 - Timing is crucial – such activities would need to tie in with the planning cycles of all institutions
 - This could bring about economies of scale in low-volume / high-cost training



2021 LABOUR FORCE BREAKDOWN

EMSI (2022) Hull and East Riding Labour Force Breakdown

	Population
● Total working age population (16-64)	354,375
● Not in Labour Force (16+)	84,571
● Labour Force	279,803
● Employed	267,527
● Unemployed	12,277
● Under 16	108,168
● Over 64	132,159

EDUCATIONAL ATTAINMENT

EMSI (2022) Hull and East Riding Educational Attainment

Concerning educational attainment, 25.0% of the selected regions' residents possess a Degree or Equivalent and Above - SCQF L9 (8.6% below the national average), and 7.9% hold a higher Education Below Degree Level - SCQF L7-8 (0.2% below the national average)



	% of Population	Population
● No Qualifications	8.3%	30,357
● Other Qualifications (NVQ)	7.1%	25,912
● NVQ 1 - SCQF L4	11.3%	41,102
● NVQ 2 - SCQF L5	17.4%	63,516
● Trade Apprenticeships	3.8%	13,948
● NVQ 3 - SCQF L6	19.2%	69,866
● Higher Education Below Degree Level - SCQF L7-8	7.9%	28,654
● Degree or Equivalent and Above - SCQF L9	25.0%	91,021

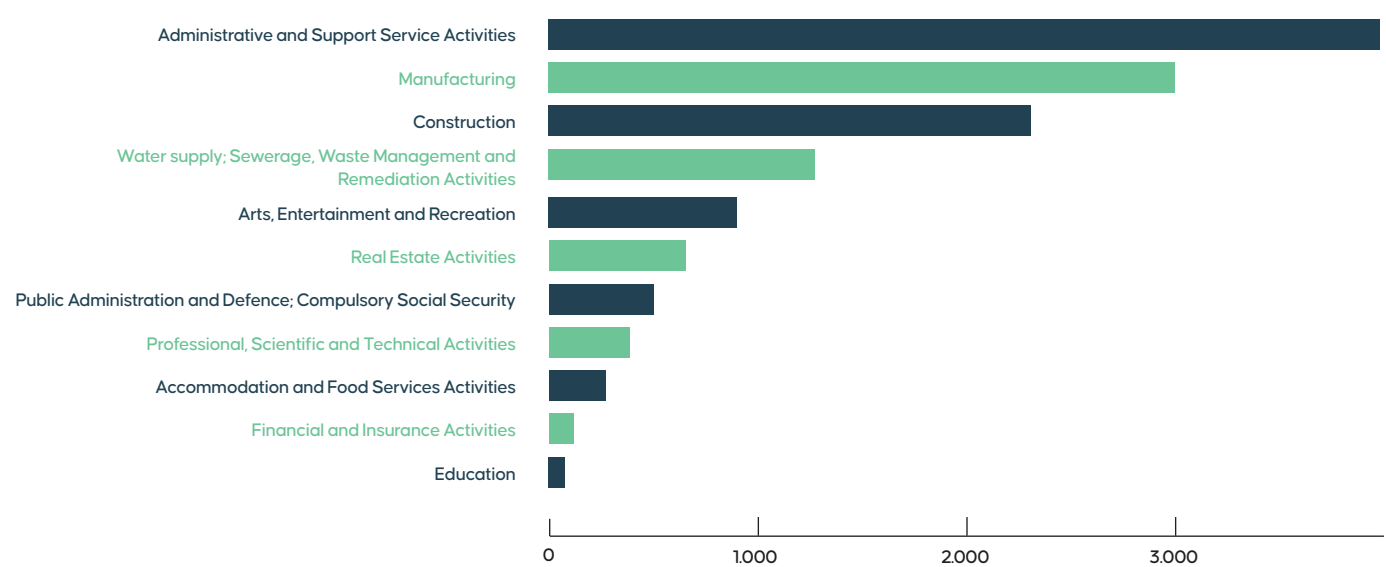
LARGEST INDUSTRIES

EMSI (2022) Selby Largest Industries



TOP GROWING INDUSTRIES

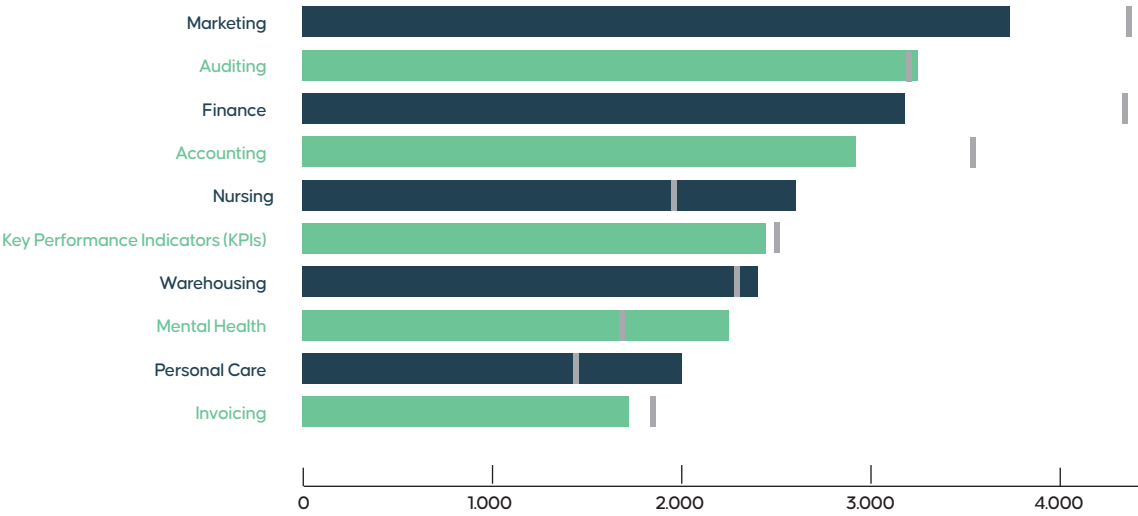
EMSI (2022) Hull and East Riding Industry Jobs Growth



IN DEMAND SKILLS

EMSI (2022) Hull and East Riding In Demand Skills

● National Average

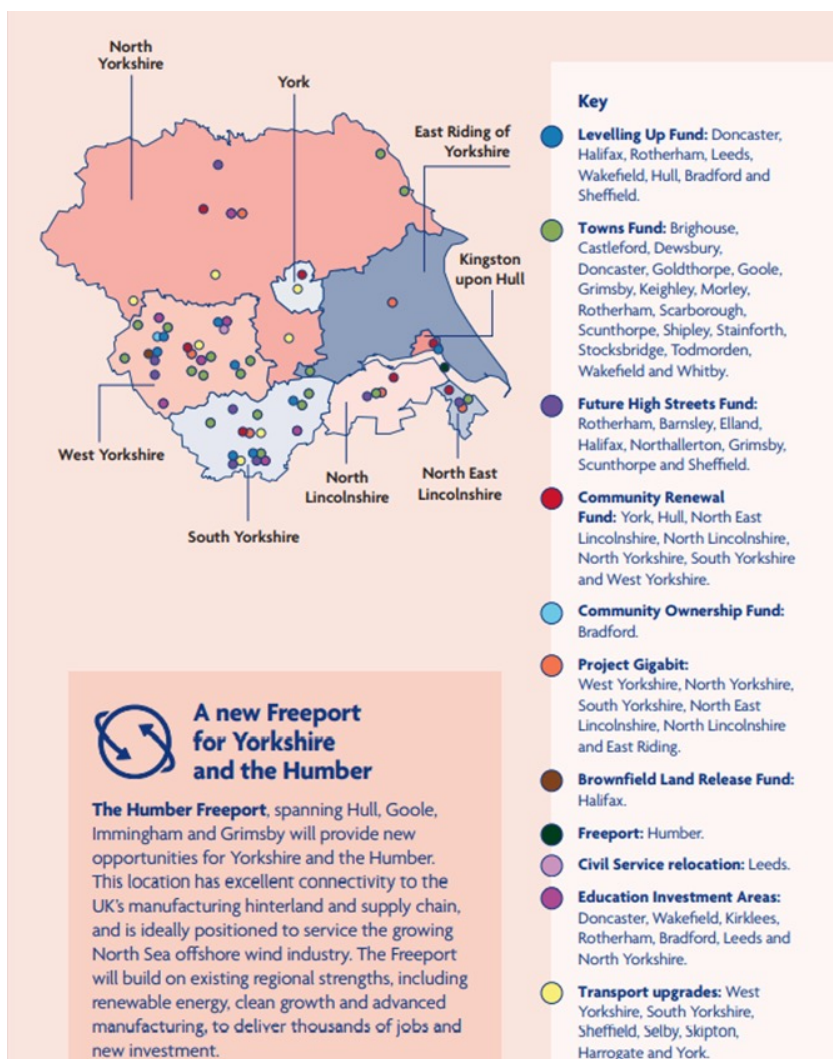


An initial £187m of investment through Round 1 of the Levelling Up Fund is backing ten projects across Yorkshire and the Humber:
Culture and leisure spaces will be transformed with the creation of a new swimming pool in Halifax

- Completion of the culture and leisure quarter in Rotherham,
- A new museum and gallery for Wakefield
- A new Wellbeing and Enterprise Centre in Bradford
- New hospitality and visitor centres at Wentworth Woodhouse.
- Regeneration of Castlegate Quarter in Sheffield
- Regeneration of Whitefriargate and Albion Square in Hull
- Regeneration of the waterfront in Doncaster.
- West Leeds will see transport connectivity improvements
- A new Centre for Child Health Technology will be established at the Sheffield Olympic Legacy Park in Attercliffe.

The Towns Fund is investing over £422m in 18 towns across Yorkshire and the Humber including Brighouse, Doncaster and Scarborough:

- Through improved connectivity, a revitalised marketplace and enhancements to the canal frontage and high street, Brighouse town centre will be reinvigorated as a destination offering a distinctive and inclusive leisure, retail and cultural experience.
- The area around Doncaster railway station will be further regenerated to provide new commercial and enterprise space, an extension to the railway forecourt and improved connectivity to the town.
- Scarborough will see transformation of its station area and regeneration of its harbour to create new public space.



THE UK GOVERNMENT HAS BEEN TAKING ACTION TO LEVEL UP THE YORKSHIRE AND THE HUMBER

 <h3>Empowering local leaders and communities</h3> <p>£1.1bn over 30 years through the West Yorkshire Devolution Deal agreed in March 2020 with the first Mayor of West Yorkshire, Tracy Brabin, elected in May 2021.</p> <p>£900m over 30 years for the South Yorkshire Devolution Deal, which saw funding released in September 2020 and the elected Mayor handed powers over transport, strategic regeneration and planning, housing and skills provision across the region.</p> <p>Devolution deal negotiations to begin with York and North Yorkshire and Hull and East Yorkshire to ensure that all of Yorkshire is covered by a devolution deal.</p> <p>£30m of gainshare investment continued annually as part of the Leeds City Region Deal.</p> <p>£96m investment through the Future High Streets Fund, including in Barnsley, Halifax, Northallerton and Scunthorpe to renew and reshape town centres.</p> <p>£187m from the Levelling Up Fund for ten projects across Yorkshire and the Humber.</p> <p>Over £422m of investment through the Towns Fund in 18 towns across Yorkshire and the Humber to boost local economies, create jobs and new homes, transform public spaces, and revamp cultural attractions.</p>	 <h3>Boosting productivity, pay, jobs and living standards</h3> <p>£33m UK Government funding for the Humber's Zero Carbon Initiative, alongside support for the East Coast Cluster, a collaboration between the Humber and Teesside to capture emissions and store them safely, which has the potential to remove around 50% of total UK industrial emissions.</p> <p>£75m UK Government investment to develop an offshore wind port facility at the Able Marine Energy Park in North Lincolnshire.</p> <p>Over £1.3bn through Local Growth Deals (Local Growth Fund) since 2015, delivering major growth opportunities and infrastructure projects across the region.</p> <p>Major transport investment, with £830m to West Yorkshire and £570m to South Yorkshire Mayoral Combined Authorities in City Region Sustainable Transport Settlements over five years to transform local transport networks, for schemes such as A61 improvements for buses, cyclists and pedestrians between Leeds and Wakefield and the</p> <p>renewal of the Sheffield Supertram.</p> <p>Over £489m investment through the Transforming Cities Fund for public and sustainable transport infrastructure across West Yorkshire, South Yorkshire and in Selby, Skipton, Harrogate and York.</p> <p>£194m for local roads maintenance between 2022-23 and 2024-25, and £33m for transport improvements across Yorkshire and the Humber.</p> <p>Gigabit broadband coverage in Yorkshire and the Humber increased from 16% in November 2019 to 69% in January 2022, and is forecast to reach 80-90% by 2025.</p> <p>97,710 new businesses created in Yorkshire and the Humber between 2010 and 2020.</p> <p>398,300 jobs were furloughed and protected across Yorkshire and the Humber through the Coronavirus Job Retention Scheme.</p>
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(UK Government (2022) 'Levelling Up the United Kingdom'. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1052706/Levelling_Up_WP_HRES.pdf)

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