Hull and East Yorkshire Combined Authority

Please ask for: Dorinda Guy
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Date: Wednesday, 12 November 2025

Dear Members,

Hull and East Yorkshire Skills Board

The next meeting of the **Hull and East Yorkshire Skills Board** will be held at **14:00** on **Monday, 24 November 2025 in Ergo Business Centre, Bridgehead Business Park, Meadow Road, Hessle HU13 0GD**.

The Agenda for the meeting is attached and reports are enclosed where relevant.

Please Note: It is likely that the public, (including the Press) will be excluded from the meeting during discussions of exempt items since they involve the possible disclosure of exempt information as describe in Schedule 12A of the Local Government Act 1972.

Yours faithfully,

Democratic Services Officer

Hull and East Riding Skills Board

To: **Membership:**
Councillor Aitken, East Riding of Yorkshire Council
Laura Botham, Head of People, Boston Energy
Paul Britton, CEO at Wyke Sixth Form College
Mark Burley, Keepmoat
Andy Crossland, Humber Learning Consortium
Iain Elliott, HETA
David Gent, CEO at Active Humber
Jayne Adamson, Executive Director of People, Humber and North Yorkshire Partnership
Beckie Hamnett, Associate Pro Vice Chancellor for Educational Partnerships and Skills
David Inness
Glenn Jenson, Ron Dearing
Lizann Lowson, CEO of The Consortium Academy Trust
Rob MacNaught, Reckitt
Danny Metters, Bishop Burton College
Michelle Peacock, Education Development Trust
Richard Stockton
Councillor Tock, Hull City Council
Susan Weeks, Virtuality Works
Adrian West, Associate, Company of Mind

Officers:

Hull City Council
Teresa Chalmers, Chief Operating Officer
Alex Codd, Assistant Director Economic Development & Regeneration
Andrew Hewett
Chris Howell, Employment and Skills Manager
Claire Watts, East Riding
Dorinda Guy, Democratic Services Officer, Hull City Council (x3)

For Information:
Reference Library (public set)

Hull and East Yorkshire Skills Board

14:00 on Monday, 24 November 2025

Ergo Business Centre, Bridgehead Business Park, Meadow Road, Hessle HU13 0GD

A G E N D A

PROCEDURAL ITEMS

1 Apologies

Speaker: Dorinda Guy / Time: 5 minutes

To receive apologies for those Members who are unable to attend the meeting.

2 Declarations of Interest

Speaker: Jayne Adamson / Time: 3 minutes

To remind Members of the need to record the existence and nature of any Personal and Discloseable Pecuniary interest in items on the agenda, in accordance with the Member Code of Conduct.

(Members Code of Conduct - Part D1 of the Constitution)

3 Minutes of the Meeting held on 18th September 2025 **7 - 12**

Speaker: Jayne Adamson / Time: 5 minutes

To approve the minutes as a true and correct record.

NON-EXEMPT ITEMS

EXEMPT ITEMS

Agenda Item 3

HEY Skills Board
2.00pm on 18th September 2025
Ron Dearing University Technical College, Hull

Present

Jayne Adamson (Chair), Councillor Aitken, Paul Britton, Mark Burley, Iain Elliott, David Gent, Beckie Hamnett, Glenn Jenson, Danny Metters, Councillor Tock, and Adrien West.

In attendance

Luke Campbell, Teresa Chalmers, Rod Chambers, Andrew Hewett, Chris Howell, Ben Odams and Jayne Wilcox (substitute).

Poppy Young (Democratic Services Officer).

Apologies

Laura Botham, Alex Codd, Andy Crossland, David Inness, Lizann Lowson, Rob MacNaught, Michelle Peacock, Mark Rogers, Steve Skelton, Richard Stockton, Susan Weeks, and Claire Watts.

Minute No	Item	Action By/Deadline
31	**DECLARATIONS OF INTEREST** No declarations of interest were made in respect of the items that followed below.	
32	**MINUTES OF THE MEETING HELD ON THURSDAY 17TH JULY 2025** The Democratic Services Officer submitted, for approval, the minutes of the meeting held on 17th July 2025. **Agreed** – That the minutes of the meeting held on 17th July 2025 be approved as a true and correct record.	Dorinda Guy
33	**HEYCA SKILLS BOARD UPDATE** The Strategic Lead for Skills submitted a report which provided a summary of updates from HEYCA to the Skills Advisory Board. The Board was informed –	

	i. That the development of the Work and Skills Strategy would see a draft developed and shared by the next meeting of the Board in November; ii. that Councillor Ross expressed an interest to attend a future Board meeting as HEYCA Portfolio Holder for Skills, and iii. that there had been no further updates in regard to UK Shared Prosperity Fund (UKSPF) since the last Board meeting, however a report would be brought to the next Board meeting to discuss the potential impact UKSPF could have on the delivery of education and skills support in the region. **Agreed** – a. That, the Board note the contents of the report, and b. that Councillor Ross be invited to the next meeting of the Hull and East Yorkshire Skills Board.	
34	**HORIZON SCANNING** The Employment and Skills Manager submitted a briefing paper which provided the Board with details of new and emerging policy, strategy, research or though pieces relevant to the work of the HEY Skills Board. The Board was informed – i. That following recent changes to ministerial appointments, the Secretary of State for Work and Pensions would take over an enlarged Department for Work and Pensions (DWP) which would receive the Department for Education (DfE) skills brief; ii. that Skills England's assessment of priority skills examined the future direct employment demand across ten key sectors critical to the government's Industrial Strategy and Plan for Change and identified the education pathways associated with priority occupations in those sectors. The initial assessment provided valuable information to help prioritise where training could most effectively support employment in jobs that were delivering on government and industry priorities, and iii. that Hull City Council and East Riding of Yorkshire Council had worked together to develop proposals to be submitted for the Digital Inclusion Innovation Fund. The Board discussed the following matters –	

	i. The different pieces of work taking place across the Skills Board needed to connect across the Skills Portfolio for the Combined Authority, and ii. The Mayor would continue to work closely with the Board to ensure collaborative working across the Skills Board. **Agreed** – That the Board note the contents of the briefing paper.	
35	**LOCAL GROWTH PLAN DEVELOPMENT** The Strategic Lead for Skills submitted a report to the Board which outlined the overall approach and current activity to developing a Local Growth Plan for Hull and East Yorkshire Combined Authority. The Board was informed – i. That the Local Growth Plan (LGP) for Hull and East Yorkshire was a ten year strategy that aligned with both the National Industrial Strategy and local ambitions and approaches. The LGP would be tailored to local needs but remain responsive to national policy direction. This included a process whereby the Board would agree a set of shared priorities with Government, as well as a set of Investment Priorities to cover the ten year period of the strategy, and ii. that the first draft of the LGP would be submitted to the Board by the end of October, with consultation and engagement with partners scheduled to take place between October to December. The second draft of the LGP would be presented to the Board in January 2026 and final approval would take place in March 2026. The Board discussed the following matters – i. The promotion of wage growth would support high-value industries and tackle low pay challenges, however, a wage rise could affect small businesses, particularly those in rural and coastal areas; ii. that research for the draft LGP should be undertaken by those with local knowledge to understand local employment needs, and iii. the LGP needs to be attractive to both employers and students to achieve positive outcomes. **Agreed** – That the Board note the contents of the report.	
36	**HULL AND EAST YORKSHIRE LOCAL GET BRITAIN WORKING PLAN – UPDATE**	

	The Strategic Programme Lead for Employability and Health submitted a report to the Board with a synopsis of the published Local Get Britain Working Plan guidance and expectations from the Department of Work and Pensions, alongside information on how Hull and East Yorkshire Combined Authority and partners are planning to structure the local plan, proposed governance and timelines for completion of the document. The Board was informed – i. That a three-pillar approach to complete The Get Hull and East Yorkshire Working Local Plan had been designed and structured to best deliver the requirements of the plan and to meet the needs of the Department of Work and Pensions (DWP); ii. that the plan would boost local learning and support young people to get into employment, and iii. that the initial draft The Get Hull and East Yorkshire Working Local Plan would be published by the end of October 2025 and the second draft would be published early in the next financial year. The draft plans would continue to be submitted to the Board for feedback and approval from members. The Board discussed the following matters – i. How businesses would benefit from The Get Hull and East Yorkshire Working Local Plan. Ron Dearing University Technical College offered to support the development of the draft plans and suggested that a breakdown of social inclusion and local benefits to employers be provided to the businesses involved on an annual basis; ii. the number of young people Not in Education, Employment, or Training (NEET) had increased, and sixth form colleges across the region were holding workshop sessions to improve attendance in education settings, and iii. the physical and mental health of young people should be addressed in the plan. **Agreed** – That the Board note the contents of the report.	
37	**FUTURE WORK PROGRAMME** The Democratic Services Officer submitted the Work Programme to update the Board on future agenda items. The Board was informed to contact the Strategic Lead for Skills if they wished to have an item added to the Work Programme.	

	Agreed – That the Work Programme be noted.	Dorinda Guy
38	**ANY OTHER BUSINESS** Discussion took place around the schedule of dates and clashes with Board meetings and Full Council at Hull City Council and East Riding of Yorkshire Council. The Chair advised they would liaise with Democratic Services to review the schedule of dates. **Agreed** – That the schedule of dates be reviewed to avoid Board meeting clashes with Full Council at Hull City Council and East Riding of Yorkshire Council.	 Dorinda Guy

Agenda Item 4

Briefing Paper to the HEY Skills Board **Wards: All**

24 November 2025

Horizon Scanning

Purpose of the Paper and Summary

1.1. This paper gives details of new or emerging policy, strategy, research or thought pieces relevant to the work of the HEY Skills Board.

	Item	Theme	Overview
1.	Post-16 education and skills white paper	Education and Skills	This document outlines reforms to the post-16 education and skills system in England to: • meet the needs of the economy • close skills gaps • support growth
2.	Skills England Priorities 2025-26	Skills	A letter from The Rt Hon Pat McFadden, Secretary of State for Work and Pensions to the joint chief executives of Skills England.
3.	Clean Energy Jobs Plan	Work and Skills	This plan sets out how a new generation of good jobs to deliver energy security will be created.
4.	Post-16 Level 3 Review	Skills	DfE are seeking views on the design and implementation of a third, vocational pathway at level 3 and two new pathways at level 2 in post-16 education.
5.	Local Innovation Partnerships	Jobs and innovation	Up to £20 million each available for local areas across the country to grow innovation.
6.	Cyber security skills in the UK labour market 2025	Skills	Research detailing skills needs and job vacancies across the UK cyber security sector.

7.	AI skills for the UK workforce	Skills	This report analyses AI upskilling needs, barriers and opportunities across 10 growth sectors, and introduces tools to support employers and training providers.
8.	Youth Guarantee	Work and Skills	Every eligible young person who has been on Universal Credit for 18 months without earning or learning will be offered guaranteed paid work through a new Youth Guarantee. This new initiative will build upon existing employment support and sector-based work academies currently being delivered by the Department for Work and Pensions.
9.	Keep Britain Working	Work and Health	An independent review of the role of employers in tackling health based economic inactivity and promoting healthy and inclusive workplaces.
10.	Yorkshire & Humber vision for work, health, and skills framework	Work, Health and Skills	The role sport and physical activity can play to boost work, health and skills in Yorkshire and Humber.

Policy Summary

1. Post-16 education and skills white paper

This Post-16 education and skills white paper sets out the government's commitment to building a world-class skills system – one that breaks down the barriers to opportunity, meets the needs of students and employers, drives economic growth and improves lives across the country.

The reforms will deliver:

A skills and employment system shaped by employer needs

- Sector-specific skills packages, short courses and foundation apprenticeships funded through the Growth and Skills Levy and designed to support people to get into and get on at work. These reforms are underpinned by data-driven planning from Skills England and stronger public-private partnerships.

- Technical Excellence Colleges will be expanded with an additional 14 across digital, clean energy and advanced manufacturing, building on the 10 launched in construction and 5 in defence. Strategic Authorities will play a central role in driving regional growth, supported by integrated local plans and improved labour market intelligence.

- Employers will be incentivised to invest in training through levy flexibility, co-financing opportunities and clearer pathways into work, including for young people who are NEET or at risk of becoming NEET.

A specialist and prestigious further education system

- offering high-quality study pathways at all levels and a simplified qualifications landscape.
- The introduction V Levels as the new vocational route alongside A levels and T Levels, simplifying the qualifications choices for 16-19 year olds to A, T and V levels.
- Two clear pathways to be developed at level 2 for 16-19 year olds, to support progression into work or further study.
- FE teachers and leaders will benefit from a national, evidence-based professional development offer, including industry exchange programmes and targeted support in priority subjects.
- These reforms will be backed by significant investment in college capacity, governance and accountability, ensuring every young person has access to a place and the support to succeed.
- Nearly £800 million extra to be invested into 16–19 funding in 2026–2027, supporting an additional 20,000 students.

A world-leading, integrated higher education system

- aligned with national economic priorities and offering flexible, modular learning through the Lifelong Learning Entitlement.
- Targeted maintenance grants to be introduced for disadvantaged students studying courses that support the Government's missions and Industrial Strategy, funded by a levy on international student fees.
- Providers will be encouraged to specialise and collaborate, supported by increases to the maximum tuition fee cap in line with forecast inflation for good quality provision, research funding reform and regulation.
- Incentives will be strengthened for universities to deliver growth-driving skills and innovation, improve access and participation, and expand high-quality provision, including at levels 4 and 5.

A comprehensive NEET prevention package

- A stronger role for schools in supporting transition into post-16 education.
- A new 'enrolment by default' backstop for any young person without a post-16 study plan, and improved data tracking led by local authorities and Strategic Authorities.
- These measures aim to reduce the current NEET rate of 14.5% at age 18, and ensure every young person has access to a place in post-16 education and the support to succeed.
- Working to co-develop plans for implementing proposals, including the role that Strategic Authorities will play in bringing down NEET rates.

- Devolved additional funding has already been provided for Free Courses for Jobs and Skills Bootcamps through the Construction Skills Package with plans to devolve additional elements of this package, and of the Engineering Skills Package in future years.

2. Skills England Priorities 2025-26

Following the recent ministerial changes and responsibility for Skills moving to the Department of Work and Pensions (DWP), the new Secretary of State Pat McFadden has set out the priorities for Skills England for the remainder of 2025-26.

To support the Government's ambition to increase employment rate to 80% by:

- Responding to employers' skills needs.
- Tackling NEET rates.
- Reducing reliance on migration to meet skills shortages.
- Ensure two-thirds of young people achieve Level 4+ education/training by age 25.
- Target 10% participation in Level 4 or 5 qualifications (including apprenticeships) by 2040.

Skills England Role

- Act as the authoritative voice on skills needs.
- Provide data-driven insights to inform policy.
- Simplify access to technical education and apprenticeships.
- Maintain occupational standards and improve lifelong learning advice.

Priority Actions

- Research & Evidence: Expand labour market analysis and training pathways.
- System Coherence: Make skills provision easier for employers and learners.
- Employer Engagement: Drive investment and co-create training solutions.
- Local Delivery: Ensure regional access to skilled workforce.

Strategic Focus

- Support major infrastructure projects.
- Deliver sector-specific skills packages.
- Reduce reliance on migration by strengthening domestic talent pipelines.

Collaboration

- Build public-private partnerships to boost skills investment.
- Work with employers and local partners to align training with economic needs.

3. Clean Energy Jobs Plan

The government's first Clean energy jobs plan has been published, setting out how it hopes to supply the clean energy sector with over 400,000 extra jobs in the next five years.

Backed by record government and private sector investment in clean energy such as renewables and nuclear, the clean energy economy is sparking a boom in demand for good industrial jobs in all regions and nations of the UK – with 31 priority occupations such as plumbers, electricians, and welders particularly in demand.

Five new clean energy Technical Excellence Colleges will help train young people into essential roles, as part of government's drive for two-thirds of young people to be in higher-level learning. Skills pilots in Cheshire, Lincolnshire and Pembrokeshire will be backed by a total of £2.5 million – which could go towards new training centres, courses or career advisers.

4. Post-16 Level 3 Review

The Department for Education (DfE) is seeking feedback on the planned design and implementation of the new pathways for 16 to 19-year-olds announced in the Post-16 education and skills white paper, including:

- A third, vocational pathway at level 3: creating V-Level qualifications. V-Levels will sit alongside A-Levels and T-Levels and will offer a vocational alternative to these academic and technical routes.
- Two new pathways at level 2: simplifying the current offer and providing a clear line of sight to both further study at level 3 and skilled employment through the Further Study pathway and Occupational pathway.

The consultation can be found HERE and closes 12 Jan 2026.

5. Local Innovation Partnerships

Local leaders across the country can now bid for support of up to £20 million each in a new competition to grow existing regional science and tech expertise, as the government backs regional experience to deliver cutting-edge research that could save lives and create jobs.

Research funding body UK Research and Innovation (UKRI) is inviting a broad range of local and regional partnerships to bid for government funding to support research and innovation projects in their area through the Local Innovation Partnerships Fund. The competition will back partnerships that can turn existing research breakthroughs into practical solutions that create jobs and improve people's lives, supporting the government's Plan for Change.

The fund is designed to help regions across the UK build on their existing strengths – whether that is developing technology that helps doctors diagnose diseases faster, creating cleaner transport solutions, or discovering innovations that spawn entirely new industries.

Local leaders, working alongside universities and businesses, are best placed to identify these regional opportunities and turn research breakthroughs into real-world solutions that benefit their communities.

6. Cyber security skills in the UK labour market 2025

The Department for Science, Innovation and Technology (DSIT) has recently commissioned a piece of research and analysis into Cyber security skills in the UK labour market, This is the latest in an annual series of studies (since 2018) to improve its understanding of the UK cyber security labour market and skills needs. The research covers UK private sector businesses – both those that form the UK's cyber sector, providing cyber security products and services, as well as wider private sector businesses (with 1 or more employees) managing their own cyber security – as well as charities and public sector organisations. It also collected data from cyber security training providers and recruitment agents.

A summary of the emerging Issues and policy implications are listed below:

AI Skills
- 53% of businesses use AI; 65% expect AI skills demand to rise
- Lack of AI training and certifications is a growing concern

Entry-Level Barriers
- Employers cite high salary expectations and lack of job-ready skills

Diversity Challenges
- Workforce remains 17% female and 8% disabled.
- Senior roles less diverse; progress in postgraduate gender balance (27% female).

Persistent Skills Gaps
- 49% of businesses have basic cyber skills gaps; 30% advanced gaps.
- Technical gaps rising in cryptography, forensics, and assurance.

Outsourcing Risks
- 23% of businesses outsourcing lack confidence in assessing value for money.
- Marketplace described as fragmented; need for clearer guidance.

Policy Implications
- Focus on AI upskilling and advanced technical skills.
- Strengthen entry-level pathways and employer-education collaboration.
- Promote diversity initiatives and inclusive recruitment.

7. AI skills for the UK workforce

This report explores artificial intelligence (AI) skills in the UK. It aims to guide AI upskilling, workforce planning, productivity, and economic participation.

Based on six national workshops, a senior policy roundtable, and focused research, the report:

- Analyses AI adoption patterns, areas of AI skills gaps and barriers in ten key growth sectors. (These sectors were identified by Skills England and the 'UK's Modern Industrial Strategy').
- Identifies common barriers to AI skills development that impact organisations of all sizes.
- Points out issues for small and medium-sized businesses (SMEs), marginalised groups, and areas with little AI training and use.
- Introduces an AI skills tools package.

The tools are designed to help employers and training providers. They can be used to assess skills needs, plan inclusive training, and promote responsible AI practices.

The report has introduced 3 brand new tools to support wider and more responsible AI adoption:

- The AI Skills Framework identifies relevant technical, responsible, and non-technical skills needed for different job roles and at different levels.
- The AI Skills Adoption Pathway Model shows how organisations typically progress through stages of AI adoption, from initial awareness to strategic scaling.
- The Employer AI Adoption Checklist provides structured prompts to help employers assess their AI skills readiness, identify workforce gaps, and upskill. It supports adoption of tools. such as ChatGPT, image generation systems, and document summarisation platforms.

Further information about the help for UK businesses to fill the AI skills gap is available here.

8. Youth Guarantee

Every eligible young person who has been on Universal Credit for 18 months without earning or learning will be offered guaranteed paid work through a new Youth Guarantee. Participants of the scheme will receive support to take advantage of available opportunities, with the aim of helping them transition into regular employment. This new initiative will build upon existing employment support and sector-based work academies currently being delivered by the Department for Work and Pensions. The scheme forms part of the government's aim to provide targeted support for young people at risk of long-term unemployment.

Further details, including eligibility criteria and the structure of placements, will be confirmed at the Autumn Budget.

9. Keep Britain Working

Sir Charles Mayfield's Keep Britain Working Report was published 5 November 2025. The review identifies:

- One in five working-age adults are now out of the labour force – 800,000 more than in 2019 due to health reasons.
- The cost of ill-health that prevents work equals 7% of GDP – nearly 70% of all income-tax receipts.
- UK employment among disabled people stands at 53%, below leading Organisation for Economic Co-operation and Development (OECD) nations.
- Employers lose 85 billion a year from sickness, turnover, and lost productivity.

In response, the government will partner with employers to reshape how health issues and disabilities are managed in the workplace with the launch of employer-led Vanguards. The Vanguards are early adopters who will develop and refine workplace health approaches over the next three years to build the evidence base for what works.

This activity will focus on the creation of a "healthy working lifecycle" which aims to reduce sickness absence, improve return-to-work rates, and increase disability employment rates. The government will work towards developing this into a voluntary certified standard by 2029.

All of this will build on the government's Plan for Change.

10. Yorkshire & Humber vision for work, health, and skills framework

Active Humber, North Yorkshire Sport, and Yorkshire Sport Foundation have created a vision for Work, Health and Skills on the role that sport, and physical activity can play in helping everyone to be more active. The vision advocates for the importance of skills development in the sport and physical activity sector, as a driver for positive change and how sport and physical activity should be embedded within the local and regional work, health and skills priorities and commitments.

Contact Officer: Chris Howell, Employment & Skills Manager, Hull & East Yorkshire Business Growth & Skills Hub.

Officer Interests: None.

Background Documents: None.

Agenda Item 5

Hull and East Yorkshire Combined Authority

Report to the HEYCA Skills Board

24 November 2025

Hull & East Yorkshire Local Get Britain Working Plan – Edition 1

Report of the Strategic Programme Lead - Employability & Health

Report Status:

This item is not exempt

Therefore exempt reasons are not applicable

Guidance:

The public may be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that exempt information would be disclosed.

You must specify the reasons why the public interest in disclosing the contents.

~

A Committee can determine to open your report to the public if it believes that the public interest test is not met.

This is a non-key decision.

Insert the Forward Plan reference number (delete this section if not applicable)

1. **Purpose of the Report and Summary**

1.1 The purpose of this report is for HEYCA Skills Board to be informed on the development of the Get Hull & East Yorkshire Working Plan.

2. **Recommendations**

2.1 It is recommended that the HEYCA Skills Board:

a) Notes the contents of this report

3. Reasons for Recommendations

3.1 HEYCA are required by government to produce a LGBWP by the end of September 2025. Due to the circumstances and timing pertaining the setting up and staffing of the Hull and East Yorkshire Combined Authority an extension has been provided to HEYCA until mid-November 2025 to publish its Get Hull and East Yorkshire Working Plan.

4. Background

4.1 National Policy Context: Local Get Britain Working Plans

As part of the Government's commitment to increase national prosperity and deliver inclusive growth, all areas of England are required to produce a Local Get Britain Working Plan. These local plans form a core element of the Get Britain Working White Paper, which sets out the Government's ambition to achieve an 80 per cent employment rate across the United Kingdom. HEYCA's current employment rate is 74.4% (+/- 2.9% pts) Oct 2024 – Sept 2024.

The purpose of each Local Plan is to develop a comprehensive, whole-system approach to addressing both the supply and demand side challenges within local labour markets. This includes identifying the key barriers that prevent people from accessing, remaining in, or progressing within work, and setting out clear, evidence-based actions to overcome them. Local areas are expected to focus on improving participation, progression, earnings and job quality, while placing particular emphasis on reducing economic inactivity. Over time, the scope of each plan will broaden to reflect evolving labour market needs and emerging local priorities.

Local Get Britain Working Plans are designed to bring together a wide range of stakeholders across public, private and voluntary sectors, ensuring a shared understanding of local challenges and priorities. The planning process should align existing services, identify duplication or gaps, and establish a joint framework for delivery and accountability. Partners are expected to agree how progress will be measured against key outcome indicators, including employment rates, wage growth and participation levels.

In Mayoral Combined Authority areas, Local Get Britain Working Plans should be guided by, and aligned with, the strategic aims of the Local Growth Plan. Across all areas, plans must articulate both a ten-year vision and a set of immediate priorities and actions to be delivered within the next 12 to 24 months. Local areas are encouraged to review and refresh their plans on a regular basis to ensure ongoing relevance and responsiveness to changing labour market conditions.

Each Local Get Britain Working Plan should include:

- A detailed analysis of key local labour market challenges, supported by evidence and data, and agreed collectively by local partners.

- An overview of the existing system of support, setting out the roles and responsibilities of organisations supporting individuals and employers.

- A clear and measurable plan of action, outlining how partners will collaborate to enhance provision, address local priorities, and deliver improved outcomes for residents and businesses.

This national framework ensures that all parts of England are working towards shared objectives while maintaining flexibility for local areas to design solutions that reflect their specific economic, social and demographic circumstances.

LGBWP and Connect to Work - Connect to Work is the first funding pillar received through the national Get Britain Working Strategy. In Hull and East Yorkshire Connect to Work aims to support 3,500 with a health condition, disability of significant barrier to gaining and retaining employment. The region will be in receipt of a c£13m investment over 4 years to achieve this. The programme currently sits with Hull City Council as accountable body, and working with East Riding of Yorkshire Council this programme is at Delivery Planning stage. Close working between Connect to Work and the Local Get Britain Working Plan will be vital to the success of both.

5. **Issues for Consideration**

5.1 *Get Hull and East Yorkshire Working Plan Edition 1 –*

The Get Hull and East Yorkshire Working Plan is the new Combined Authority's employment and health strategy. It is closely aligned with, and references, the Skills and Work Plan, which is currently in preparation.

This first edition for Hull and East Yorkshire, developed by the new Combined Authority in partnership with the Integrated Care Board, local councils, Jobcentre Plus, employers and the voluntary, community and social enterprise (VCSE) sector, is structured around three pillars: Pillar 1 – Evidence Base and Concept Model; Pillar 2 – Current System Model; and Pillar 3 – Indicative Priorities and Actions.

Evidence highlights a region of around 631,000 residents with nationally significant strengths in ports, logistics, advanced manufacturing and green energy. However, the area experiences lower productivity and pay than England as a whole, a shrinking working-age population, rising youth NEET rates, skills gaps at Level 4, and high levels of health-related inactivity, particularly long-term sickness. Employment currently stands at 74.4 per cent overall, although this masks variation between areas and a persistent gender gap.

The existing system combines Jobcentre Plus support, council employment hubs, UK Shared Prosperity Fund and Adult Skills Fund provision, Skills Bootcamps and Sector-based Work Academy Programmes (SWAPs), together with targeted initiatives such as Ready to Work and Opportunity Goole. From autumn 2025, the Connect to Work programme will provide supported employment until 2030 for approximately 3,400 residents, using a ‘place, train and maintain’ model. Priority groups will include care leavers, veterans, refugees and people with health conditions.

Delivery challenges remain. Provision appears fragmented to both residents and employers. Funding streams are time-limited and uncertain beyond 2025/26. Employer conversion from training to sustained job starts is uneven, particularly among small and medium-sized enterprises. Health-to-work pathways are not yet fully integrated with NHS services, and youth transitions lack a coherent ladder from supported internships to apprenticeships and entry-level Bootcamps. Performance reporting also varies across funding bodies, hindering effective evaluation.

This document sets out a practical response. First, **to integrate work and health**: establish joint governance under the Combined Authority, align commissioning across the Integrated Care Board, councils, the Department for Work and Pensions and providers, and develop shared data systems and triage so that individuals experience a single point of access. Second, **to increase participation and earnings**: align employability programmes across both authorities, target devolved skills budgets towards priority sectors, and prepare a Youth Guarantee pilot to reverse the rise in NEET levels. Third, **to engage employers**: co-design a Good Work Charter, define healthy workplace standards, develop an all-age careers pathway with guaranteed interviews where feasible, and build a unified employer engagement offer to support growth in Freeport, health and care, logistics and advanced manufacturing sectors.

These priorities will be implemented through a long-term plan and 12-month programme of action. Immediate priorities set out in the document include completion of the Local Growth Plan and Skills and Work Strategy; delivery of system-wide roundtables in autumn 2025; publication of a shared health and employment dashboard; and establishment of common referral and sustainment standards. A second edition of this plan will be produced in April 2026 to embed the finalised strategies and funding framework.

Governance of LGBWP - HEYCA will be the accountable body for its LGBWP. A partnership structure for the LGBWP is currently in development which will provides an overarching board to oversee the development and delivery of this strategy. As such this board will be integrated into the emerging committee structure of HEYCA and link closely to the Connect to Work programme which is a key delivery plank of the LGBWP. Indicative membership of this LGBW Board includes LAs, DWP/ Jobcentre Plus, ICB, Public Health Lead, VCSE sector, Local Business rep, Skills rep and HEYCA. DWP require sign off of the LGBWP from the Integrated Care Board and Jobcentre Plus representatives. and any constituent upper-tier or unitary authorities prior to publication.

Next Steps – Upon the adoption of the first edition of the Get Hull and East Riding Working Plan by HEYCA, the ICB and DWP this document will be published on the HEYCA Website. Following this it is recommended that preparation of Edition 2 is commenced which will include the strategic links to Local Growth Plan, Work and Skills Plan and HEYCA Gameplan, once these are finalised alongside a detailed action plan which will be developed over the autumn/winter 2025 with key partners.

6. <u>Equalities Impact Information</u>

6.1 Equality, diversity and inclusion are embedded throughout the Get Hull and East Yorkshire Working Plan. The Plan prioritises support for groups who face the greatest barriers to work, including residents with long-term health conditions, unpaid carers, older workers, care-experienced young people, and those with special educational needs or disabilities. Targeted interventions are designed to address participation gaps — for example, integrated employment and health support for those with chronic conditions.

7. **Options and Risk Assessment**

7.1 The primary risk associated with this strategy is one of meeting the DWP deadlines. HEYCA have secured full time member of staff on a seconded basis in an attempt to mitigate this risk.

8. **Legal Implications and Statutory Officer Comments**

8.1 The Get Hull and East Yorkshire Working Plan has been developed in line with national guidance and within the existing statutory powers of the Combined County Authority.

The proposed English Devolution and Community Empowerment Bill introduces a new statutory basis for Strategic Authorities, including Combined County Authorities, with defined powers over skills and employment support. As these provisions progress, further legal consideration may be required to reflect any new responsibilities or commissioning powers transferred to the area.

9. **Financial Implications and Statutory Officer comments**

9.1 The requirement to produce this Plan does not come with additional funding. However, there is an expectation that existing national funding will align to deliver the objectives and ambitions within the Plan, and that the Plan will guide future conversations with DWP and other Government departments on additional resources, including devolved funds and powers to the area.

The initial delivery of the Get Hull and East Yorkshire Working Plan will be funded through existing resources, including the devolved Adult Skills Fund (ASF), the Connect to Work Programme, and Department for Work and Pensions (DWP) provision delivered through Jobcentre Plus and related employment programmes. Contributions from the UK Shared Prosperity Fund (UKSPF) and other sources will also support delivery this year. The Integrated Care Board (ICB) has identified opportunities to align its workforce and prevention priorities, where it is already investing in integrated health and employment pathways.

These resources provide a strong foundation for early implementation. The Plan will actively align external investment with the HEYCA's priorities, moving funding towards integrated health, skills, and employment models that promote economic inclusion, support young people, and strengthen city, rural and coastal communities. Over time, joint commissioning will enable resources to be pooled around shared priorities rather than fragmented programmes. Ministers have also confirmed that local Get Britain Working Plans will inform future commissioning and the devolution of adult skills and employment budgets. Successful delivery of this Plan is therefore expected to strengthen the case for more sustainable, multi-year settlements and to align funding with Strategic Plan ambitions, including positive futures for young people, economic inclusion, stronger communities, and local prosperity.

Report of Andrew Hewitt Strategic Programme Lead - Employability & Health

Contact Officers:

Anita Hallbrook – Programme Director – Employability, Health and Communities

Andrew Hewitt - Strategic Programme Lead - Employability & Health

Officer Interests:

None

Appendices: none

Background Documents:

Department for work and Pensions (DWP) published guidance on:

- The development of LGBWP (Guidance for Developing local Get Britain Working plans (England) - GOV.UK).
- Get Britain Working outcomes (Get Britain Working outcomes - GOV.UK).

Agenda Item 6

Briefing Paper to the HEY Skills Board **Wards: All**

24th November 2025

Workforce Development Business Advisor Bi-Annual Report
Carl Southcoat, Workforce Development Business Advisor

1. Purpose of the Paper and Summary

1.1 This paper summarises cumulative business engagement activity and intelligence data gathered by the HEY Business, Growth and Skills Hub (HEY BGSH) on the workforce development requirements of local businesses from 1st April 2025 to 30th September 2025.

1.2 Details of business engagement funding and support programmes referred to in this report are provided in appendix A.

1.3 Full anonymised details of the Workforce Development Business Advisor's (WDBA) business engagement activity are provided in appendix B.

2. Background

2.1 This report summarises the work undertaken by (WDBA) and reflects the outcomes achieved through the provision of support services to help businesses to overcome growth barriers to accessing finance, recruitment and workforce skills development training support. It also helps with raising awareness of the latest government funding initiatives that can help the regional economy to become more productive, competitive, outward-looking and innovation focused.

3. Issues for Consideration

3.1 The workforce development intelligence identifies the following key points and considerations:

3.1.1 Businesses located in the Hull City Council and the East Riding of Yorkshire Council geographies have been supported to access a range of business growth and development support via their respective UKSPF funded programmes.

3.1.2 There has been a reduction in the amount of local authority funding allocation available to support Hull based businesses in respect of their business growth, training and skills demands. As of quarter two, business located in the Hull post code area were no longer able to apply for UKSPF matched funding for business growth and skills support. Whereas businesses within the East Riding of Yorkshire post code area have been able to apply to the respective UKSPF funding programmes for business growth, training and skills support.

3.1.3 There has been significant increase from SME's requiring Skills for Life, Skills Bootcamp training support. In particular, requests for specialist and bespoke training opportunities have increased as businesses struggle to source available funding that fits with their skills and workforce development demands.

3.1.4 There has been an increase in requests from SME's for generic recruitment support. Based on intelligence received, this is due to the poor quality of applications and the unreliable nature of candidates at interview stage. As a result, some SME's are becoming reluctant to use traditional online recruitment methods to advertise vacancies and seek alternative methods.

3.1.5 There continues to be demand for apprenticeships from local employers leading to ongoing demand for advice and support on the basics of how to recruit and employ an apprentice, particularly from employers seeking to recruit an apprentice for the first time.

3.1.6 The importance of growth in apprenticeship recruitment created through new business engagement opportunities. Engaging with businesses that have yet to employ apprentices is vital to unlocking untapped demand and also with expanding the range of apprenticeship pathways available. Supporting businesses in developing new apprenticeship opportunities is an integral part of the (WDBA) role and a key objective for Hull and the East Riding of Yorkshire, as part of the wider ambition to grow the number of apprenticeships across the region.

In order to progress this, the HEY BGSH Employment and Skills team with the HEY Apprenticeship & Technical Education Group and LSIP, are working on activity that will specifically target those businesses that don't currently offer apprenticeship opportunities with their business. In particular, we will target the micro and small business community that have not previously recruited an apprentice and those businesses that have considered recruiting an apprentice, but unsure how to proceed.

3.1.7. Throughout this reporting period there continues to be a demand for levy transfer support, reasons for this have been varied. Business are presented with information on the available apprenticeship funding options. This allows businesses to make an informed decision on which funding option would be best for them based on their financial position. For micro and small businesses, the 5% co-investment requirement as part of the governments grant funding opportunity can often prove to be a more expensive option over the levy transfer option.

3.1.8 Employers remain reluctant to offer T-Level placement opportunities. More work needs to be done to by T-Level providers and stakeholders to raise awareness on how T-Level opportunities can aid businesses particularly through relating to how the qualification aligns to their skills needs and the access points to their workforce.

This remains consistent with previous WDBA reports. Employers quote the following reasons for this:

- SMEs do not see the value of T-Levels for their business.
- Employers are unable and/or unwilling to provide training places for 45 days.
- Not having the time and resources required logistically to support accredited training placements.
- Health and Safety reasons, including operating in hazardous working environments, SMEs report they do not want to put staff and students at potential risk of harm.

4 Engagement Data

4.1 Figure 1 below shows the total number of employer engagements and support opportunities generated since the beginning for the 2025 financial year (1st April 2025 to 30th September 2025). During this period, the HEY BGSH Workforce Development Business Advisor (WDBA) has engaged with a total of 52 businesses which yielded a total of 170 workforce development support opportunities.

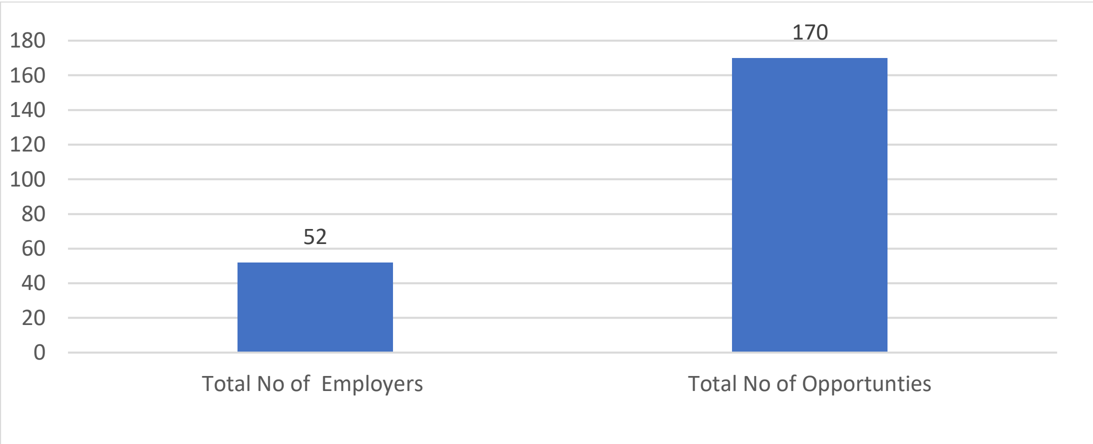

Figure 1: Total number of businesses engaged, and total number of opportunities generated for the period 1st April – 30th September 2025.

4.2 Figure 2 below illustrates the range and number of workforce development opportunities SMEs were offering and needed support with. Of the 52 business engagements, a total of 170 business support opportunities were generated that comprised of the following:

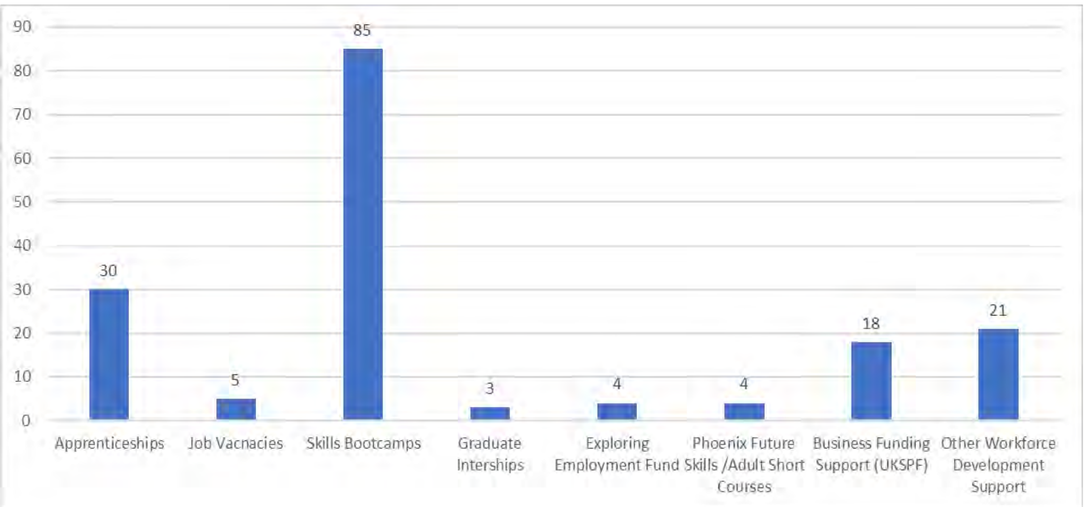

Figure 2: Range and type of business support engagements opportunities generated for the period 1st April – 30th September 2025.

4.2 Figure 3 below illustrates the range of business engagements by sector and Standard Industrial Classification (SIC) Code. Of the 52 businesses that have been engaged, the top five sectors requesting business support were:

Top 5 Sectors	Engagements
Manufacturing	11
Enginerring	7
ICT Digital	6
Construction	5
Digital Marketing	4

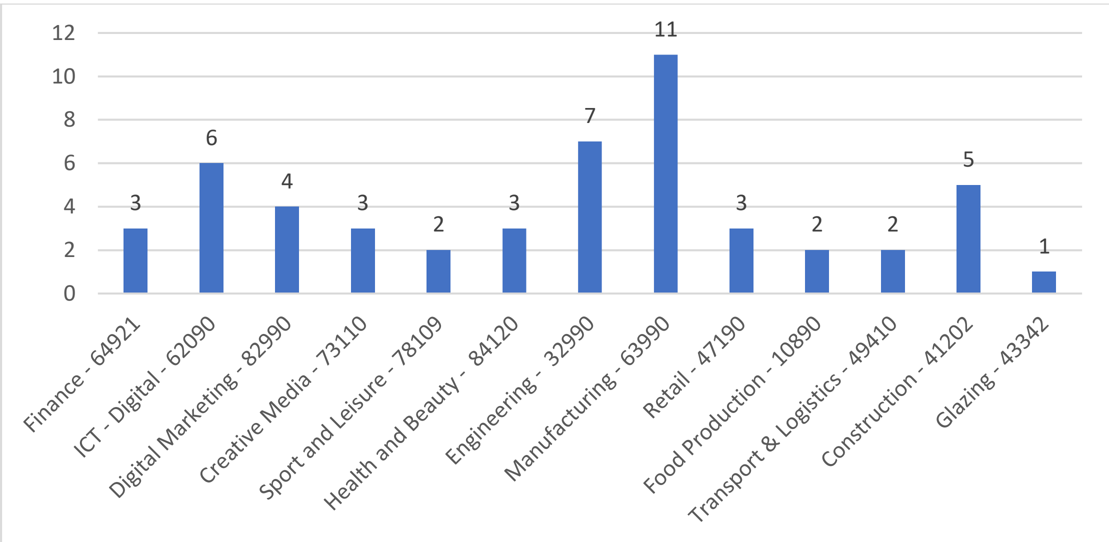

Figure 3: Business engagement type by sector and SIC code for the period 1st April – 30th September 2025.

4.4 Figure 4 below gives details of the demand for apprenticeships by level for this reporting period. Of the 30 apprenticeship opportunities in total, 5 were at intermediate level (L2), 16 were at advanced level (L3), 7 were at higher level (L4/5) and 3 were at degree level (L6/7).

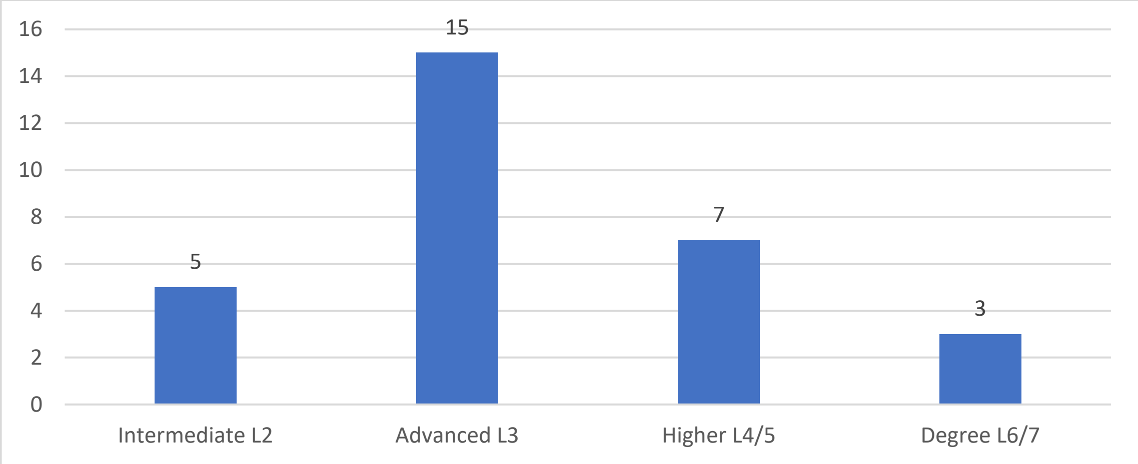

Figure 4: Total number of apprenticeship opportunities by level for the period 1st April – 30th September 2025.

4.5 Figure 5 below illustrates the range of support being requested by businesses. This is in relation to becoming an apprenticeship employer and requiring assistance with navigating the process. This demand stems from businesses wanting to take on an apprenticeship for the first time but being unclear about how to proceed.

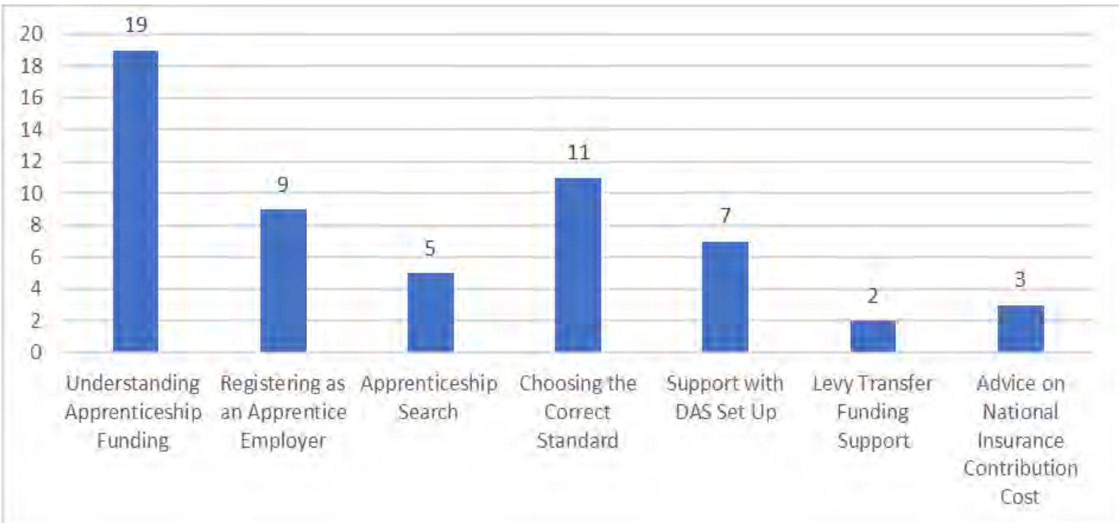

Figure 5: Type of support given to SMEs in support of them becoming an apprentice employer for the period 1st April – 30th September 2025.

Of the above 30 apprenticeship support requests, businesses have received information, advice and guidance support in connection to the following: 11 with Understanding Apprenticeship Funding Rules, 9 with Registering as an Apprentice Employer, 5 with Apprenticeship Search, 11 with Choosing the Correct Standard, 7 with Support with DAS Set Up, 2 with Levy Transfer Funding Support and 3 sought advice on the National Insurance Contribution Cost.

The (WDBA) continues to engage with local levy paying companies to negotiate opportunities to reinvest unspent levy funds through the transfer pledge scheme. Through the levy transfer pledge scheme large companies are able to support the growth and development of local SMEs through pledging to fund the full cost of their apprentice training.

In total, £47,000 of unspent levy funding has been reinvested in the Hull and East Yorkshire region during this reporting period and is comprised of the following:

- 1 x Multi-Channel Marketer Apprenticeship Level 3 opportunity at a cost £11,000.
- x Operational Departmental Manager Level 5 opportunities at a cost of £9000 each. In total £36,000.

4.6 Figure 6 below shows the total number of accredited and non-accredited training and development opportunities supported during this reporting period. Business have sought a range of training and development support. Some which requires specific accreditation, where businesses do not require accreditation, they have chosen the more flexible non-accredited option in respect of their skills training requirements.

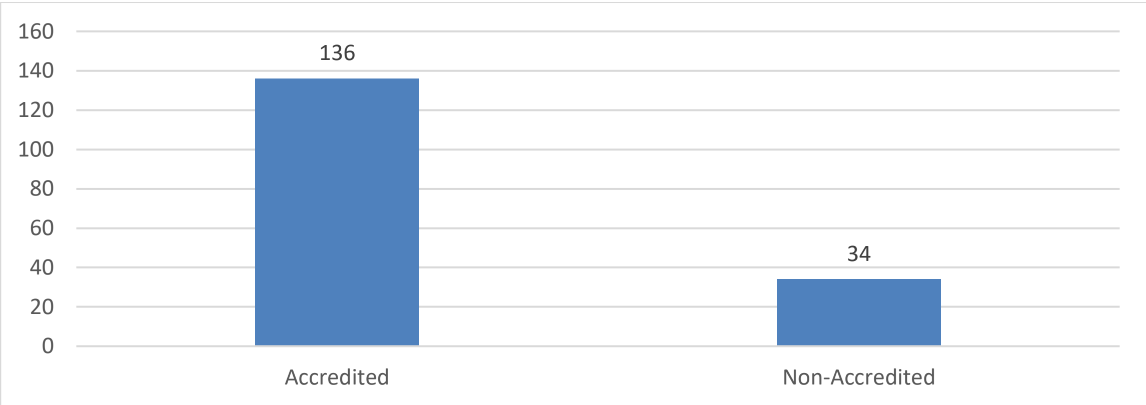

Figure 6: Total number of accredited and non-accredited opportunities for the period 1st April – 30th September 2025.

4.7 Figure 7 below illustrates the range of business funding support programmes accessed by employers as a result of the Workforce Development Business Advisers activity for the period 1st April – 30th September 2025.

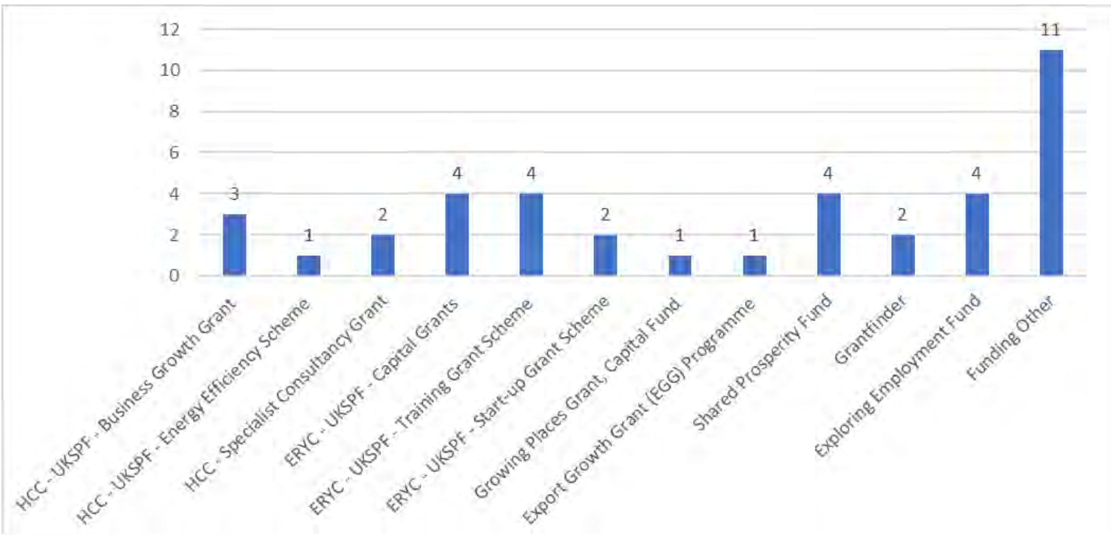

Figure 7: Business funding support and programmes accessed by employers for the period 1st April – 30th September 2025.

4.8 The classification for 'Funding Other' includes business support provided for accessing a range of fully funded training courses. Examples include Health and Safety, CSCS, SIA and other similar types of short courses.

4.9 Figure 8 below illustrates the total number of workforce development business engagement support by geographical location. Of the 52 business engagements, 23 businesses were identified as having a Kingston Upon Hull postal address and 29 businesses were identified as having an East Riding of Yorkshire postal address.

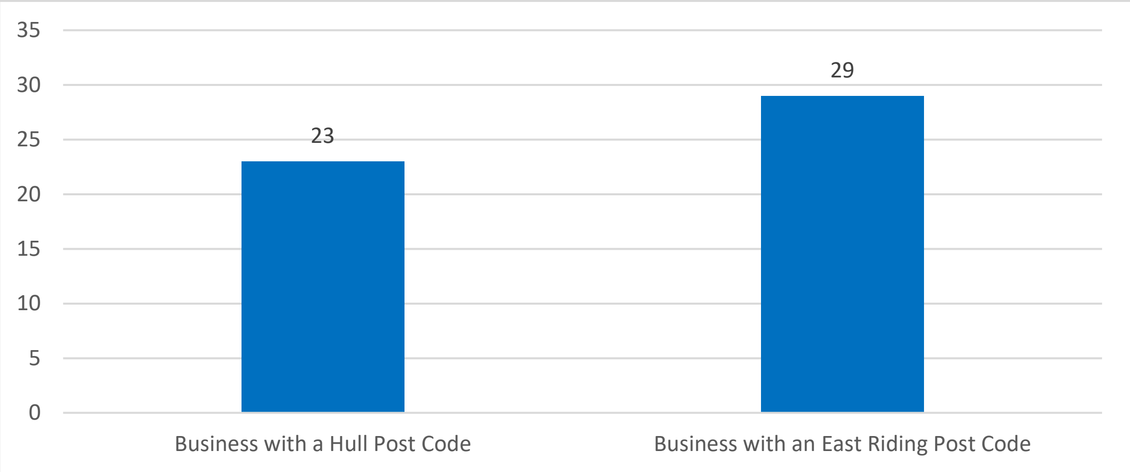

Figure 8: Total workforce development businesses engagements by geographical location for the period 1st April – 30th September 2025.

5. <u>Next Steps</u>

5.1 The (WDBA) will continue to engage with businesses and across the Hull and East Riding of Yorkshire in relation to their business growth and workforce development interests.

5.2 The HEY BGSH Employment and Skills team will develop an apprenticeship event in partnership with Apprenticeship & Technical Education Group that will specifically target those businesses that don't currently offer apprenticeship opportunities with their business.

5.3 To help mitigate against the loss of UKSPF business support. The HEY Growth Hub has in partnership with both local authorities developed and submitted a joint funding bid to the HEYCA investment pipeline. The joint bid includes proposals that would continue to help fund a continuation of current UKSPF delivery.

Contact Officer: Chris Howell, Employment & Skills Manager, Hull & East Yorkshire Business Growth & Skills Hub.

<u>Officer Interests</u>: None.

<u>Background Documents</u>: None.

APPENDIX A

Details of the types of business funding support programmes accessed.

Hull City Council - UKSPF - Business Growth Grant:
This is a £1000 - £10,000 grant to act as 50% of an eligible project that will support business growth. For capital expenditure use e.g. purchase of new equipment and machinery. Specialist ICT hardware and software will be eligible. Businesses will need to identify the economic impact of the grant e.g. jobs created, improved profitability, new markets entered etc.

Hull City Council - UKSPF - Hull Business Energy Efficiency Scheme:
Businesses can benefit from an energy efficiency audit providing them with a bespoke decarbonisation report. Based on the findings of the report, grants of between £1000 and £10,000 are available to implement identified carbon reduction measures. Grant is available at £1000 per tonne of CO2 emissions saved per annum subject to a maximum intervention of 50%. Grants of up to 50% are available based on actual carbon saving. Project could include new heating and lighting systems, implementation of low carbon technologies such as Solar PV and other specialist equipment.

Hull City Council - Specialist Consultancy Grant:
Grants are available to cover up to 100% of the overall project costs, up to a maximum of £1,000. If the total project costs exceed £1,000 the business must fund the additional expenditure. The funding is available for consultancy projects only. Covering topics such as: ICT and digital - Manufacturing performance reviews - Social enterprise support - Bid writing and Human resources.

East Riding of Yorkshire Council - UKSPF - Capital Grants:
Grants of Up to 50% of project cost available to a maximum grant of £50,000. Capital grants are primarily available for small scale capital expenditure with maximum grants of £5,000 for moveable assets and £10,000 for fixed assets. Where there is significant economic impact associated with the project, larger grants of up to £50,000 can be considered.

East Riding of Yorkshire Council - UKSPF - Training Grant Scheme:
Training Grants – Up to 50% of project costs available to a maximum of £1,000 per business. Grants of up to a maximum of £1,000 (minimum £250) per business are available to support training costs. Grants can be applied to support the costs of training as identified through a training needs analysis (TNA). Employees receiving the training must be in a permanent position (or undertaking the training to secure a permanent position) in the business and must be a resident of the Yorkshire and Humber region. Training could include support for the development or promotion of a new product or service or ways to improve process.

East Riding of Yorkshire Council - UKSPF – Carbon Reduction Grant Scheme:
Grants up to 50% of project costs to a maximum grant of £20,000. Grants are available with the amount being linked to CO2 reductions identified through an

independent energy audit. Grant is available at £1500 per tonne of CO2 emissions saved per annum subject to a maximum intervention of 50%.

East Riding of Yorkshire Council - UKSPF - Start-up Grant Scheme:
For those that are considering starting up their first business. May be eligible for a start-up grant of up to £750 to help towards your start-up costs. Start-up support can be for things such as rent, equipment, training and more. The team of business advisers will work with you to develop that all important business plan and help you make a grant application.

Growing Places Grant, Capital Fund:
Funds are available subject to availability through the Growing Places Capital Investment Programme, business investment scheme. It aims to provide capital grants/loans to SMEs in Hull and East Yorkshire region. Grants are for between £5,000 up to £250,000 and loans from £75,000 up to typically £250,000 are available to eligible organisations that are able to demonstrate viability. A key principle is that a business must be able to demonstrate business growth. This differs from business to business and can be flexible when considering this. The ultimate goal of the programme is to improve productivity within the region, (It is expected that for every £15,000 worth of grant awarded that a minimum of 1 new job is created).

Export Growth Grant (EGG) Programme:
supporting Hull based businesses with an Export Growth Grant (EGG) Funding Programme. The Programme aims to provide revenue grants to Hull-based companies to support business growth through exporting to new markets. Grants to a maximum of £5,400 are available to SMEs trading in a Hull Postcode (HU1 – HU9). Companies applying will be expected to evidence the availability of 40% match funds of their overall project cost. The overall objective of the EGG Programme is to assist businesses looking to exhibit at UK, European and International Trade Shows, to engage with new markets and grow products and/or service exports.

Shared Prosperity Fund / Pheonix Training Courses:
Free Adult Courses for Employees/ers – Funded through the governments Shared Prosperity Fund. All the courses listed are fully funded and free to all participants. This is a great opportunity for employees to learn new skills or to build on those you already have. If you are an employer, you can upskill your entire workforce at no cost to yourself. Courses can be held in the workplace or at Hull College (easy walking distance from the city centre). To be eligible for the course, all learners must be 19+ and be employed within the East Riding Of Yorkshire. Businesses must be a Small to Medium Enterprise (SME) located with the East Riding of Yorkshire boundary.

Grantfinder:
GrantFinder is the leading funding database in the UK covering local, national, and international sources of funding. An up-to-the-minute database that is supported by a dedicated team of expert researchers who monitor thousands of funding sources including charitable trusts, societies, research councils, national government, and corporate sponsors. Funding administrators and policy managers across all of

these organisations can gain advanced knowledge of new funding policies and opportunities.

Exploring Employment Fund:
The Exploring Employment' programme is a publicly funded scheme that allows employers to 'try before you buy'. Open to individuals living within the HU1-HU9 postcode areas. This scheme helps employers to ensure that they can recruit the right person. It offers 221 hours of paid employment to be paid at minimum wage. To be eligible the employer must have a real employment opportunity available for the individual to enter in to on the successful completion of the paid work trail. This could also be an apprenticeship opportunity.

The scheme can run up to a maximum of 10 weeks depending on whether the vacancy is a full or part-time position. Generally, if full time this would run for a five/six-week period totalling 221 hours. (21 hours of this would be classed accumulated annual leave entitlement). This would make the actual work trial hours spent with the employer to be 200 hours.

Throughout the length of the paid work trial all HR and payroll responsibilities would be managed by the organisation delivering programme. Specifically designed to help employers with their recruiting needs and to ensure that employers can recruit the right person into the company with no addition cost incurred.

APPENDIX B

Full anonymised details of the Workforce Development Business Advisor's business engagement activity.

The below table provides a cumulative data summary of the Workforce Development Business Adviser business engagement and support activity from 1st April – 30th September 2025.

April 25/26					
Support / Funding Type	**Opportunity Type**	**Quantity**	**Training Requirement**	**Level**	**Accredited (Y) / (N)**
Apprenticeship	New Opportunity	1	Finance / Estimator Apprenticeship	3	Yes
Apprenticeship	New Opportunity	1	Business Administration	3	Yes
Pheonix Training Course	Upskilling / Reskilling	3	H&S / IOSH Training	2	Yes
Skills Bootcamp	Upskilling / Reskilling	2	Leadership / Problem Solving	3	Yes
Apprenticeship	New Opportunity	2	Beauty and Aesthetics	2	Yes
Funded Support Type / Levy Transfer Funding for £11K	Apprenticeship	1	Multi-Channel Marketer	3	Yes

May 25/26					
Support / Funding Type	**Opportunity Type**	**Quantity**	**Training Requirement**	**Level**	**Accredited (Y) / (N)**
ERYC UKSPF Funding Support	Business Accreditation	N/A	Microgeneration Certification Scheme' Solar Panel Install (MCS) Accreditation.	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	1	Electrical Safety Training	TBC	Yes
Apprenticeship	New Opportunity	1	Business Admin	3	Yes
Apprenticeship	New Opportunity	2	Construction / Ground Works	2	Yes

June 25/26					
Support / Funding Type	**Opportunity Type**	**Quantity**	**Training Requirement**	**Level**	**Accredited (Y) / (N)**
Green Skills Bootcamp	Upskilling / Reskilling	1	GWO - Non-Destructive Testing Health and Safety	3	Yes
Green Skills Bootcamp	Upskilling / Reskilling	1	GWO - GWO Basic Technical Training	3	Yes
Green Skills Bootcamp	Upskilling / Reskilling	2	GWO - Enhanced First Aid	3	Yes
Green Skills Bootcamp	Upskilling / Reskilling	1	GWO -Enhanced First Aid	3	Yes
Pheonix Training Course	Upskilling / Reskilling	2	ISOH / H&S Training	3	Yes
ERYC - UKSPF - Business Funding Support	Business Accreditation Training	N/A	BM Trada Fire Door Installation	N/A	N/A
Skills Bootcamp	Upskilling / Reskilling	4	HGV Driver Training	2	Yes
Pheonix Training Course	Upskilling / Reskilling	3	Forklift Truck Fresher Training	2	Yes
Exploring Employment Funding	Business Recruitment Support	1	Paid Work-Trial / Recruitment Funding Support	N/A	N/A
Skills Bootcamp	Upskilling / Reskilling	1	Scaffolding H&S / Erection	3	Yes
Apprenticeship	New Opportunity	1	Hospitality	2	Yes
Apprenticeship	New Opportunity	1	Food preparation - Catering	3	Yes
ERYC - UKSPF Training Grant Fund	Training Course	N/A	Senior Leadership and Management	5	Yes
Apprenticeship	Upskilling / Reskilling	2	Staff Management	3	Yes

July 25/26					
Support / Funding Type	**Opportunity Type**	**Quantity**	**Training Requirement**	**Level**	**Accredited (Y) / (N)**
HCC UKSPF - Business Growth Grant Fund	Business Funding Support	N/A	N/A	N/A	N/A
Apprenticeship	New Opportunity	1	Joinery / Carpentry	3	Yes
Skills Bootcamp	Upskilling / Reskilling	3	Scissor Lift Licence	N/A	Yes
ERYC UKSPF - Business Growth Grant Fund	Business Funding Support	N/A	ICT Software / New Website Development	N/A	N/A
ERYC UKSPF - Start-up Support	Business Start-up Support	N/A	Start-up Support and Guidance	N/A	N/A
Skills Bootcamp	Upskilling / Reskilling	4	Welding	N/A	Yes
ERYC UKSPF - Business Growth Grant Fund	New FLT Lifting Equipment	N/A	BNA / Business Diagnostic Referral	N/A	N/A
Apprenticeship	Upskilling / Reskilling	1	Engineering / Welding	3	Yes
ERYC UKSPF - Start-up Support	Upskilling Support	N/A	Finance / VAT Training Support	N/A	N/A
Grantfinder Funding	Charity / Project Funding	N/A	Business Growth & Development	N/A	N/A
ERYC UKSPF - Business Growth Grant Fund	Full Business Training Support	N/A	BNA - Business Diagnostic Referral	N/A	N/A
Apprenticeship	New Opportunity	1	Lean/Modular Build	2	Yes
Employer Connection / Network Support	MOD Service Leavers Support	N/A	Employer Networking Links and Introductions	N/A	N/A
HCC UKSPF - Business Growth Grant Fund	Business Funding Support	N/A	Capital Equipment / Software	N/A	N/A
Apprenticeship	New Opportunity	1	Electrical Engineering	4	Yes
Exploring Employment Funding	Business Recruitment Support	1	Paid Work-Trial / Recruitment Funding Support	N/A	N/A
Skills Bootcamp	Upskilling / Reskilling	2	CAD Training	N/A	Yes
HCC UKSPF - Business Growth Grant Fund	Business Funding Support	N/A	ISO 9001 Accreditation	N/A	

Apprenticeship	Upskilling	1	CAD / CNC Design	3	Yes
Apprenticeship	New Opportunity	1	Professional Accounting	3	Yes

Aug 25/26					
Support / Funding Type	**Opportunity Type**	**Quantity**	**Training Requirement**	**Level**	**Accredited (Y) / (N)**
Apprenticeship	Upskilling / Reskilling	1	Leadership and Management	5	Yes
Funding Support Type / Levy Transfer Funding for £36k	Apprenticeship - Upskilling	5	Operations Management	5	Yes
HEY Growing Places Capital Fund	Business Funding Support	N/A	Business Growth and Development	N/A	N/A
UK Export Fund	Business Funding Support	N/A	Business Growth and Development	N/A	N/A
HCC UKSPF - Energy Efficiency Fund	Full Business Training Support	N/A	BNA / Business Diagnostic Referral	N/A	N/A
Apprenticeship	New Opportunity	1	Mental Health	3	Yes
HCC UKSPF - Business Growth Grant	Business Funding Support	N/A	Develop Advertising Campaign	N/A	N/A
Apprenticeship	Upskilling / Reskilling	1	MSc Building Services Engineer	6	Yes
Pheonix Training Course	Upskilling / Reskilling	6	FLT refresher Training	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	10	IOSH Training	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	4	CompEx Foundation	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	4	CompEx EX1 to EX4 –	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	4	CompEx EX12	N/A	Yes

Skills Bootcamp	Upskilling / Reskilling	4	Electrical Design	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	1	Electrical Inspection	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	4	IECEx – Electrical Inspection	N/A	Yes
Pheonix Training Course	Upskilling / Reskilling	10	First Aid	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	6	CAD Design	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	6	Exploring AI Solutions	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	3	Digital Marketing	N/A	Yes
Skills Bootcamp	Upskilling / Reskilling	3	Leadership and Management	N/A	Yes
ERYC - UKSPF - Business Funding Support	Business Funding Support	N/A	IT Hard/Software Equipment	N/A	N/A
HCC - UKSPF - Consultancy Grant	Business Funding Support	N/A	Cinematography Training	L5	Yes
Skills Bootcamp	Upskilling / Reskilling	2	Screen Skills Training	L5	Yes
Skills Bootcamp	Upskilling / Reskilling	3	Media Production	L5	Yes
Apprenticeship	Reskilling / Upskilling	1	Building Services and Engineering	L7	Yes
Pheonix Training Course	Upskilling / Reskilling	3	Forklift Truck Fresher Training	N/A	Yes
Exploring Employment Funding	Business Recruitment Support	1	Paid Work-Trial / Recruitment Funding Support	N/A	N/A

Sept 25/26					
Support / Funding Type	**Opportunity Type**	**Quantity**	**Training Requirement**	**Level**	**Accredited (Y) / (N)**
HCC - Business Growth and Development Interest	N/A - Failed to Engage	N/A	N/A - Failed to Engage	N/A	N/A - Failed to Engage
Apprenticeship	Reskilling / Upskilling	1	Marine Environment Operative	L6	Yes
New 16 - 19 STEM / Opportunity	Work Experience	12	Ambassador Programme	N/A	No
Apprenticeship	Reskilling / Upskilling	2	CAD / CNC Design	L3	Yes
Skills Bootcamp	Reskilling / Upskilling	1	Offshore Wind Turbine Operative	N/A	Yes
Skills Bootcamp	Reskilling / Upskilling	2	Mechanical Electrical	N/A	Yes
Apprenticeship	Reskilling / Upskilling	2	Electrical Technician	L3	Yes
Skills Bootcamp	Reskilling / Upskilling	1	CAD Training	N/A	Yes
Skills Bootcamp	Reskilling / Upskilling	2	CAD Training	N/A	Yes
Exploring Employment Funding	Business Recruitment Support	1	Paid Work-Trial / Recruitment Funding Support	N/A	N/A
Apprenticeship	Reskilling / Upskilling	1	CNC Operative	L3	Yes
Recruitment Support	Employment Opportunity	1	Kitchen Assistant	L3	Yes
Apprenticeship	New Opportunity	1	Ground Worker	L3	Yes
Apprenticeship Funding	CITB NEST Apprenticeship Incentive	1	N/A	L3	Yes
Apprenticeship	New Opportunity	1	Media Production / Radio Presenter	L3	N/A
Grantfinder Funding	CIC Funding	N/A	Business Growth & Development	N/A	N/A

Agenda Item 7

Briefing Paper to the HEY Skills Board **Wards: All**

Monday 24 November, 2025

Hull and East Yorkshire Careers Hub

1. Purpose of the Paper and Summary

This paper, in line with the contract arrangements for the HEY Careers Hub with the Careers and Enterprise Company (CEC), gives an update to the HEY Skills Board on the progress and activity of the Hull and East Yorkshire Careers Hub.

This paper summarises the grant offer arrangements and priorities for the period 1 September 2025 – 31 August 2026 (academic year) to support the Board's oversight of the Careers Hub.

2. Background

The Hull and East Yorkshire Careers Hub

The HEY Careers Hub is core funded by the Careers and Enterprise Company (CEC) on behalf of the Department for Education (DfE), with the aim of bringing together schools, colleges, employers, and apprenticeship providers in local areas across England. The aim is to strategically support schools and colleges to improve how they prepare young people for their next steps.

Careers Hubs drive progress in careers education by enabling schools and colleges and their Careers Leaders to access free training and support, and to collaborate in a focused way, bringing together best practice and using local labour market intelligence (LMI) to drive well informed career choices and positive transitions.

Hubs offer schools and colleges dedicated support from the local Hub team and facilitate partnerships with key employers committed to improving careers across an area.
The HEY Careers Hub works with all 50 State funded secondary schools and colleges in the region and more recently is offering support to independent schools and specialist special educational needs and disabilities (SEND) schools where appropriate.

In April 2025, the CEC was given an eighteen-month settlement agreement from the Department for Education. This currently ensures continuity of the Careers Hub until 31 August 2026.

The Department for Education in their contract for 2025/26 have asked the Careers and Enterprise Company to focus on three areas with Careers Hubs nationally. The areas are as below:

The Careers and Enterprise Company– Strategic priorities 2025/26

- Continuous improvement (careers education in schools and colleges)
- Increasing high quality work experience
- Boosting skills pathways (apprenticeships and technical routes)

Hubs have been asked to use the three priorities to plan their activity for the forthcoming year using data from school performance to identify individual institutional needs and support them to make improvements.

A minimum of seventy five percent of the activity in this year is to be targeted at the second priority of increasing the amount of high-quality work experience up to 10 days by the end of Year 11 for all pupils. Work is underway with both schools and employers to understand what needs to be done to meet this expectation over the next three years. Further details of the new Work Experience Guarantee is expected in Spring 2026.

The Hub will also support schools and colleges to look at distributed leadership of careers across institutions to increase impact and ensuring senior leaders understand what a high quality careers programme looks like.

This academic year will see some of the largest changes to careers education in the last forty years. The new Gatsby Benchmarks are currently being used by schools and colleges and will see new baselines being established given they are more challenging to meet. This will be positive for young people and the experiences they have.

Funding

The funding for this year comprises of:

Funding allocated for staffing – this is based on the number of schools engaged in a Careers Hub. The funding is claimed retrospectively quarterly. A local partnership contribution is required to meet full salary costs for the Enterprise Coordinators/Project Manager and Project Officer positions. The Strategic Hub Lead is fully funded by CEC. In 2025/6 the funding allocation is £177,897.40.

Local Hub Fund – an amount of money to enable activity to address the five CEC priorities. The amount is calculated on the number of schools in a Careers Hub. For the HEY Careers Hub in 2025/6 this is £50,000.

The necessary Local Partnership Contribution needed to access CEC funding for 2025/26 has been secured from HEY BGSH funding reserves and private investment.

Progress in the previous year

Progress in the previous academic year was positive, schools and colleges made collective progress in the year, most notably progress was seen with schools and colleges using Labour Market Information with students and parents and also with embedding careers within key curriculum areas.

The biggest challenges that face the Hull and East Yorkshire Careers Hub are:

- Only 65% of young people are currently accessing work experience.
- Less than 80% of schools/colleges are providing young people with impartial and qualified careers guidance (1 interview by the end of Year 11 and an additional 1 interview by the end of Year 13).
- Young people are not being well informed about apprenticeships especially in Key Stage 3.
- Careers Leaders reporting they do not have the time they need to carry out their role.

Each of these challenges are being addressed within this academic year through each of the priorities mentioned above.

Boosting Skills Pathway project

In August 2025, The Careers Hub was given an additional £46,700 for the Careers Hub to work with relevant partners to boost the number of apprenticeship opportunities for young people in a key local priority sector. From feedback at the Apprenticeship and Technical Education working group, we identified Construction as the sector to focus on.

The funding is for the academic year (September 2025 – August 2026) with a target of working with 500 young people from a minimum of 5 different schools. The schools who responded to take part in the project were: Headlands School, Wolfreton School, Withernsea High School, The Market Weighton School, Bridlington School and Cottingham High School.

Currently employers are co designing activity which includes, in school information sessions, site visits, meeting local construction apprentices and support for making apprenticeship applications and mentoring. All activity is being designed to be sustainable and deliverable without funding in the future.

Each school will also deliver an information session to parents around construction apprenticeships within the academic year.

3. Issues for Consideration
The HEY MCA Skills Board notes the progress of the Careers Hub in 2024/25 and provides governance oversight for the Careers Hub to satisfy contractual arrangements.

4. Next steps
Careers Hub Lead will continue to meet the contractual arrangements for the Careers Hub and ensure progress against the areas of weakness identified and priorities in the grant offer from CEC.

Contact Officer : Fiona Headridge, Careers Hub Lead

Officer Interests: None

Background Documents:

Appendix 1

Glossary

- AP – Alternative provision is education for children that cannot attend a mainstream school.
- CEC – Careers and Enterprise Company
- FE Community of Practice (CoP) – Further education (FE) community of practice group brings together 5 local FE colleges to collaborate and share best practice on careers services.
- CL – Careers Leader - the lead individual for careers services in an institution.
- Compass – Online self-evaluation tool for quality of careers services in schools and colleges.
- Compass+ - Online self-evaluation tool with enhanced functionality for quality of careers services in schools (not available to colleges).
- Cornerstone group – Flagship employers who collectively champion the work of the Careers Hub and the value of engaging on careers activity.
- DfE – Department for Education
- EA – Enterprise Advisor - Volunteers who partner with a local secondary school or college and use their skills, business experience and networks to help them develop a strong careers programme that supports all students.
- EC – Enterprise Coordinator – Employed by the Careers Hub to facilitate Hub activity and deliver contracted outcomes.
- Future Skills Questionnaire (FSQ) - measures the career readiness of students at points of transition in their secondary education. The FSQ to sits as a feature within the Compass+ careers management tool. It includes the functionality to select students and send out questionnaires, as well as colourful and engaging digital questionnaires for students. The FSQ has been piloted and is now being rolled out as something schools are expected to engage with.
- HIPs – Hub Incubation Project – Funding made available from the CEC nationally to pilot innovative new practices.
- HOP – Humber Outreach Programme - Part of the Uni Connect programme funded by the government to deliver impartial advice and guidance about higher and further education in schools and colleges across the Humber.
- ITP – Independent Training Provider
- LA – Local Authority
- LMI – Labour Market Intelligence
- OfS – Office for Students – Regulatory body for all English higher education.
- Project Manager - the Careers Hub Project Manager is funded through CEC (45%) and private investment (55%). This post provides the Careers hub Lead with operational support to deliver

projects outlined in the Grant Offer letter and where additional private investment has been secured.

- Project Officer – the Careers Hub Project Officer is funded through CEC (25%) and private investment (75%). The Project officer works closely with the project manager and other team members to coordinate specific projects. The post provides administrative support to the project.

- Provider Access Legislation (PAL) – Aims to develop and strengthen existing legislation (the Baker Clause) from 2023. This policy statement sets out the school's arrangements for managing the access of providers to the students at the school for the purposes of giving them information about the providers education or training offer with regards to technical education or apprenticeships.

- Teacher Encounter - A teacher encounter provides an opportunity for teachers to engage directly with employers to see and learn about the different career pathways relevant to their subjects, and to observe how their subject is applied practically in business.

- Uni Connect – Brings together 29 partnerships of universities, colleges and other local partners to offer activities advice and information on the benefits and realities of going to university or college. Funded by the DfE.

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Appendix 2

HEY Careers Hub Local Hub Fund activity for 2024 25
PRIORITY 1 - Raise the quality of careers provision in schools and colleges against the Gatsby Benchmarks through training for the education workforce, targeted support and quality assurance
Drive Benchmark improvement and promote the Careers Impact System Internal Leadership Review • Increase the average number of Benchmarks being achieved across the Careers Hub to 6 • Further improve levels of Senior Leadership Team (SLT) engagement in schools and colleges by promoting the use of the Careers Impact System Internal Leadership Review
Undertake the Hub Quality Standard review process Understand and improve the effectiveness of the HEY Careers Hub and maximise future impact.
Careers Impact System (CIS) - Peer to Peer Review Working in partnership with York and North Yorkshire Careers Hub to utilise resources to facilitate the onboarding of the Peer to Peer element of CIS using this joint approach to engage Senior Leadership Teams with careers.
Introduce Independent Special schools in HEY to the HEY Careers Hub Invite Independent Special Schools that are not Section 41 approved to community of practice meetings and include them in the sharing of resources
PRIORITY 2 - Provide more high-quality experiences with employers for students and teachers - with a focus on current areas of need
Workplace Experiences Deliver shorter, more focussed experiences of the workplace and support more employers to consider a different model for workplace experiences.
Volunteer Management Increase number of EA's to minimum of 42. Develop a structured programme of induction and support to ensure EAs feel well supported in the role and have the knowledge of local and national developments/policy.
Teacher Encounters Develop a comprehensive Teacher Encounter programme to increase the quality of LMI available to young people and improve careers in the curriculum. Through meaningful interactions between teachers and employers we will develop sustainable relationships between employers and teachers.
Cornerstone parental engagement event Building on the success of a sector information event hosted by the cornerstone employers, in June 2024, to engage parents in careers conversations - deliver a larger scale event where parents receive information about priority sectors in the HEY region and have the opportunity to speak to employers about routes and pathways within their companies.
Improve communication between education and business Provide a fortnightly communication for schools and business to share opportunities for them to engage with one another and share opportunities and events.

Provide Careers Advisers with sector careers information and opportunities to engage with employers Working with the HEY Business Growth and Skills Hub Careers Aspiration Group, deliver a series of three sector CPD sessions for Careers Advisers delivered by employers Work with the National Careers Service to offer this to all careers advisers in the region.
Collaboration with Uni Connect on reimagining work experience Work with Uni Connect to inform wider HE stakeholders about the ways in which schools are starting to look at experiences of the workplace instead of work experience
PRIORITY 3 - Amplify apprenticeships, technical and vocational routes - including by supporting Provider Access Legislation (Using detail of the success factors requiring focus as defined against the ATE Framework)
Promote Apprenticeships and Technical Education (ATE) routes Using the agreed priorities from the 2024 ATE Framework exercise, develop a programme which can be used by employers and schools to increase the conversion rate of young people interested in undertaking apprenticeships to undertaking apprenticeships.
Increase compliance with the Provider Access Legislation (PAL) Working with the HEY Business Growth and Skills Hub's Apprenticeship and Technical Education Group report PAL data termly to the providers and seek support for those schools struggling to meet the requirements of PAL.
National Apprenticeship Week big assembly Following on the success of the 2024 HEY Big Apprenticeship Assembly, deliver a virtual assembly which all schools can access during National Apprenticeship Week 2025. Cornerstone employers to support the session by highlighting apprenticeship roles
National Apprenticeship Week parent webinar Following on the success of the 2024 HEY apprenticeship webinar for parents, deliver another webinar for parents which all schools can promote to parents during National Apprenticeship Week 2025. Cornerstone employers to support the session by highlighting apprenticeship roles
Small/Medium business (SME) apprenticeship information session Working with the HEY Growth Hub, deliver a session to better inform HEY SMEs about apprenticeships and how both the Growth Hub and the Careers Hub can support those employers who have not previously recruited apprentices.
Apprenticeship and Technical Education (ATE) framework exercise Ensure that the HEY Business Growth and Skills Hub's Apprenticeship and Technical Education Group understand the interventions put in place by the Careers Hub to address findings of the 2024 exercise
PRIORITY 4 - Target interventions for economically disadvantaged young people (Free School Meals) and those who face barriers
Student Voice Build on the success of the 23/24 student voice project deliver another student voice group for 24/25. Provide a regional student voice relating to the delivery and success of careers education
Support the transitions for vulnerable young people Work to support the aims of the HEY LSIP and the Hull and East Yorkshire Business Growth and Skills Hub Careers Aspirations group to pilot a local employability passport for young people with SEND

Careers CPD for SENCOs in mainstream settings Taking feedback from Careers Leaders that Special Educational Needs Coordinators (SENCOs) would like more training around careers deliver a CPD session for SENCOs in mainstream settings relating to how they can support careers education
PRIORITY 5 – Connect careers provision to local economies
Health and Care inclusive careers project Using private investment deliver a programme of activity to the 26 schools with highest Free School Meal numbers in collaboration with the Humber and North Yorkshire Integrated Care Board.
Net Zero careers package Working with Greater Lincolnshire Careers Hub and STEM Learning UK scope and plan a Net Zero focussed careers package supported by employers to demonstrate how careers education can be delivered regionally to target sectors with the highest talent pipeline demands.
HEY LSIP Quarterly Forum - Careers Guidance Contribute to the HEY LSIP thematic forum on CEIAG. Work with the HEY LSIP to engage employers in checking, informing and helping shape plans for the LSIP to take forward.
CAG group Engage with the HEY Business Growth and Skills Hub Careers Aspirations Group and lead on activity to age 19 on behalf of the HEY Business Growth and Skills Hub
Royal Society round table Work with The Royal Society to convene a roundtable with a view to them producing a case study on the Hull and East Yorkshire region, drawing out the links between technical education and jobs in the renewable energy sector.
National Careers Service regular meetings Regular meetings with the regional National Careers Service Manager to share progress and activity and opportunities for engagement.

Agenda Item 8

Briefing Paper to the HEY Skills Board **Wards: All**

Insert date

Local Growth Plan Development: Stage 1 Consultation

1. **Purpose of the Report and Summary**

1.1 The paper outlines the overall approach and current activity to developing a Local Growth I for Hull & East Yorkshire Combined Authority through an initial stage 1 consultation

2. **Recommendations**

2.1 It is recommended that the Board note the contents of the report, approve the approach outlined and provide any additional comments and views.

3. **Reasons for Recommendations**

3.1 All Mayoral Combined Authorities are required to produce a Local Growth Plan. The Bo requested to approve the approach including the suggested stage 1 consultation in order tha work can progress to necessary timescales.

4. **Background**

4.1 The Local Growth Plan (LGP) for Hull & East Yorkshire is a ten-year strategy that aligns witl the National Industrial Strategy and local ambitions and approaches.

Its purpose is to drive sustainable economic development through an integrated appr combining broad support for the business environment with targeted focus on key sector workforce skills, supported by a regional approach to investment.

The LGP will help cultivate a thriving, innovative, and resilient business environment acros & East Yorkshire. It will also support delivery of the HEYCA Gameplan.

To support growth across all sectors, the plan will be structured around:

Where We Start From – an analysis of the region's economy, assets and challenges, incluc a summary of the evidence base.

Our Plan and Priorities – the core of the document, including:

A target growth scenario

A small number of shared 'big plays' – the shifts we need to make to realise our economic potential

A sectoral framework and strategies, clearing indicating what we believe are our growth rea sectors and most important enabling and foundational sectors

Shared priorities for action with government

Investment and Delivery Plan – the actions, investments and partnerships needed to delive Plan and measure impact.

Within the Plan there will also be a set of ten-year priorities and three-year deliverables iden and these will include the development and utilisation of key strategic enablers such as bus support services, expansion of entrepreneurship and start-up networks, access to growth ca and alignment with skills and employment strategies.

The LGP is grounded in national guidance, which emphasises evidence-based prioritis integration with spatial and skills planning, robust partnership arrangements, and ada implementation. This ensures the plan is tailored to local needs while remaining respons national policy direction.

This includes a process whereby we will agree a set of shared priorities with Government, a as a set of Investment Priorities to cover the ten-year period of the strategy.

5. Issues for Consideration

5.1 Engagement

To develop an effective Local Growth Plan, there is need to ensure that we can test our thinking and approach with key stakeholders and the wider community. This includes sharin new Regional Economic Assessment which forms a key part of our evidence base and will i future delivery planning.

To do this we are proposing that consultation around the Local Growth Plan takes place ove stages:

- Stage 1 Open Consultation which is intended to share our initial thinking around the Growth Plan, our research and evidence with stakeholders and allow the re communities to respond to our overall approach.
- Stage 2 Targeted Consultation focused on working with Stakeholders to refine the Local Growth Plan and prioritise resources through the development of the Delivery

The Stage 1 Consultation document is included as Annex A and provides an overall outline initial thinking in terms of the development of the Local Growth Plan.

The plan distinguishes between different sectors within the region. This is intended to serv purposes, the first is to be clear about our priorities and approach as a Combined Authorit a region to those sectors which will have significant impact, and the second is (in line with

guidance) to ensure that we remain aligned with, and able to benefit from, government prio
including those identified in the National Industrial Strategy.

In addition, the plan will also identify foundational and enabling sectors (such as constru
which are important to the regional economy.

It is worth highlighting that the 'Big Plays' are strategic issues (e.g. Health, S
Innovation/Investment and Energy/Production) identified in the Gameplan and more br
(such as through the Humber Industrial Cluster work) which need to be addressed to unloc
economic potential as a region and would have significant benefits across the entire reg
economy.

Developing the Local Growth Plan

To progress the development of the Local Growth Plan we will need to work closely wit
colleagues in the region, and particularly the constituent authorities. This will include engage
of local authority colleagues through the Inclusive Growth Working Group convened and l
colleagues at Hull City Council.

The expectation is that the Inclusive Growth Working Group will be asked to support the de
of specific tasks linked to the development of the plan including the drafting of initial S
Challenges, and the drafting of sections of the plan.

There will also be ongoing discussions with the Chamber of Commerce to ensure linkages
to the development of the next Local Skills Improvement Plan. The next LSIP will be jointly o
between HEYCA and the Hull & Humber Chamber of Commerce, and although we are still w
for final guidance and legislative updates, there is an expectation that the Local Growth
priorities will be reflected in the LSIP, and the Combined Authority will work closely wit
Chamber to share its evidence and insights around sector priorities.

Timeline

The indicative timeline for the development of the Local Growth Plan and the timings a
consultation is as follows:

Date/Period	**Event/Action**	**Details**
Oct	Stage 1 Consultation Opens	Consultation published on HEYCA Website with a copy of Phase 1 Regional Economic Assessment
Nov/Dec	Stage 1 Consultation undertaken	Phase 2 Regional Economic Analysis Undertaken Investment Pipeline analysis
Jan/Feb 2026	Stage 2 Consultation	Draft LGP published Phase 2 Regional Economic Assessment Published

March/April 2026	Final LGP Published for approval by CA Board	Strategic Investment pipeline Delivery Plan

6. **Equalities Impact Information**

6.1 An initial Equalities Analysis is enclosed at Annex B. This will be updated, based on feed ahead for the Draft LGP being presented to the Board.

7. **Options and Risk Assessment**

7.1 All Mayoral Combined Authorities are required to produce a Local Growth Plan. An consultation is an appropriate step to mitigate the risk that the subsequent Plan lacks legiti and local insight.

8. **Legal Implications and Statutory Officer Comments**

8.1 None at this stage

9. **Financial Implications and Statutory Officer comments**

9.1 No financial implications for the HEYCA MCA at this time.

Contact Officers:

Steve Skelton
Ben Odams

Officer Interests:

None

Appendices:

Annex A – Local Growth Plan Stage 1 Consultation Document (Draft)

Annex B – Regional Economic Assessment Phase 1 - Executive Summary

Background Documents: None

Hull and East Yorkshire
Combined Authority

Local Growth Plan

Stage 1 consultation paper

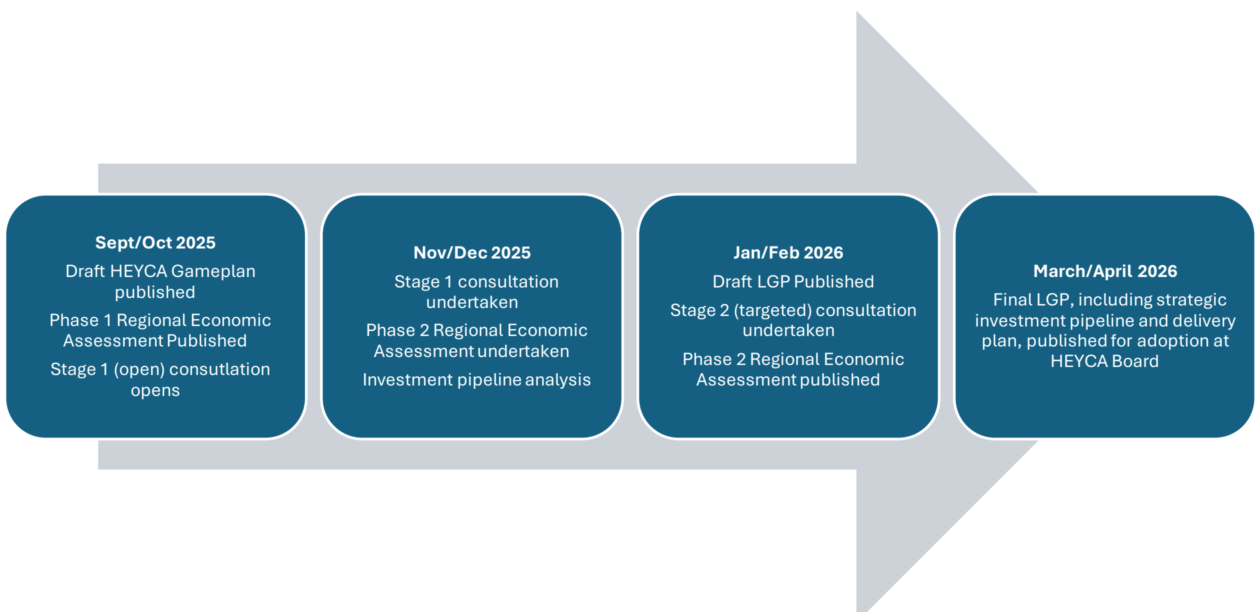
Contents

Hull and East Yorkshire Combined Authority

1. Introduction

This consultation paper presents the current context and emerging thinking on the Local Growth Plan (LGP) for Hull and East Yorkshire. It invites residents, businesses, public services, colleges and universities, and the voluntary and community sector to share their views on priorities and proposals. It is being published alongside a summary of the first phase of a new Regional Economic Assessment for Hull and East Yorkshire[1].

The Local Growth Plan will set a shared direction for investment and economic development in the region. It will help the Combined Authority and its partners make clear choices about where to focus, how to remove barriers to growth, and how to align transport, skills, innovation and place-based investment so that effort adds up to more than the sum of its parts. The process for developing the LGP is set out in the diagram below.



At this stage, this paper proposes a structure and framework for the Local Growth Plan; summarises what the evidence says about the economy today, including setting out proposed leading sectors for growth alongside the role of foundational and enabling sectors; explains the main constraints to tackle; and asks for your views on the best choices we could make together.

We have posed six key questions (question four has three sub parts) that we are keen to hear thoughts on over the coming months. To have your say as part of this consultation please complete the survey at [insert link to MS form] **before Wednesday 17 December**.

[1] The full data and analysis pack will also be published at www.hullandeastyorkshire.gov.uk

2. Hull and East Yorkshire today

Hull and East Yorkshire is home to just over 630,000 people and more than 20,000 businesses. The economy generates more than £15 billion in output each year. Manufacturing contributes a large share of local output, around one fifth of total GVA, which is more than double the national average. The ports of Hull and Goole form part of the wider Humber complex, handling significant volumes of UK trade and linking production in the region to markets at home and abroad.

The area's sector mix reflects real strengths in production and trade. There are strong bases in energy, including offshore wind supply chains and clean energy infrastructure, in advanced and specialist manufacturing, in agri-food and food processing, and in logistics and port-related services. Life sciences has a smaller footprint but is high value and aligned with local research and manufacturing assets.

Challenging indicators remain. Productivity per hour is below the national average. Only around two in five residents hold a higher-level qualification at Level 4 or above compared with nearly one in two nationally. Economic inactivity is elevated and long-term sickness accounts for more than a third of the inactive population. Public transport accessibility is uneven, with many rural and coastal communities falling outside a 45 to 60 minute reach of main employment and learning centres by public transport. The working-age population is projected to decline gradually over the next two decades.

Earnings and occupational structure underline the need to raise job quality and progression. The area has a smaller share of residents in professional and managerial roles and a higher share in elementary and process, plant and machine operative roles. Pay levels are below the national average for both workplace and resident earnings, with differences between Hull and the East Riding reflecting commuting patterns[2].

This is the context in which we have published the draft HEYCA Gameplan, an overarching strategy to deliver on the Mayor's key priorities: to create good jobs, ensure better connectivity, support communities to be fit and healthy, and build affordable homes.

[2] These issues and the associated data are explored in the accompanying evidence pack.

3. Our Local Growth Plan

The evidence points to a region with strong assets but lower than expected performance on productivity and wages. The case for change rests on unlocking the value in the production and trade base, supporting innovation and export intensity, widening access to opportunity, and enabling investment in places and infrastructure. Our new Combined Authority will be central to this – providing clearer leadership and the ability to align transport, skills, land use planning and economic investment.

A Local Growth Plan that can realise this potential could lift productivity, help retain and attract talent, and create good jobs in communities across the subregion. To do that, we need a framework that help ensure we prioritise the actions with the biggest payback, that partners work to a single strategy, and that can provide a basis for partnership with Government and investors; this requires accurate, up to date evidence and analysis and clear shared priorities

At this stage we are anticipating a three-part structure to achieve this:

- Where We Start From – an analysis of the region's economy, assets and challenges, including a summary of the evidence base.
- Our Plan and Priorities – the core of the document, including:
    - A target growth scenario
    - A small number of shared 'big plays' – the shifts we need to make to realise our economic potential
    - A sectoral framework and strategies, clearing indicating what we believe are our growth ready sectors and most important enabling and foundational sectors
    - Shared priorities for action with government
- Investment and Delivery Plan – the actions, investments and partnerships needed to deliver the Plan and measure impact.

4. Potential big plays

The local economy is diverse, but its underlying challenges are consistent and well-evidenced. The area performs below national averages on productivity, pay and qualification levels. Long-term sickness constrains participation, and some communities remain disconnected from opportunity. The industrial base is strong but faces transition pressures as technology and energy systems change. These are structural issues that will not be resolved through a long list of fragmented actions.

We recognise that our challenges are systemic, and that we need an integrated approach that strengthens the foundations of the economy while positioning the region to seize national and global opportunities. Phase 2 of our Regional Economic Assessment will dig deeper into the details of this context.

But at the same time, it's important to set out a concise strategy, because a clear focus helps create traction and align activity. To achieve this, we're considering centring our Local Growth Plan on the following three big plays, each of which represents an area where Hull and East Yorkshire already has genuine comparative advantage, where market and institutional failures are holding back growth, and where the Combined Authority and its partners have the levers to act.

Big Play 1: Powering the Energy and Production Transition

Hull and East Yorkshire sits at the centre of the UK's energy and manufacturing economy. The Humber is home to major offshore wind operations, emerging hydrogen and carbon-capture projects, and a deep base of energy-intensive industries. Manufacturing accounts for roughly one-fifth of local output - more than twice the national share - and the ports of Hull and Goole handle a significant proportion of UK trade.

The opportunity is to link these strengths more deliberately. By aligning clean energy generation, industrial decarbonisation and port modernisation, the region could become the national hub for the energy transition and for advanced, low-carbon production. This would anchor thousands of high-value jobs and attract long-term investment into local supply chains.

The case for this Big Play rests on three observations from the evidence base:

- Concentration of assets: HEY holds one of the densest clusters of clean-energy and manufacturing assets in the UK.
- Bottlenecks to investment: grid capacity, site readiness and flood risk all constrain delivery.

- Potential for spillovers: improvements in these areas would lift productivity and confidence across the economy.

Big Play 2: Skills, health and connectivity for growth

A strong economy depends on a healthy, skilled and mobile workforce. The local evidence shows that Hull and East Yorkshire's labour market is smaller and less qualified than the national average. Only around two in five residents hold a higher-level qualification (RQF 4+), compared with nearly one in two nationally. Economic inactivity is high, with long-term sickness the main cause. Many rural and coastal settlements lie beyond a 45–60-minute public-transport reach of major employment and learning centres.

These conditions reinforce one another: health problems reduce participation; limited access to jobs weakens incentive to train or travel; and small labour markets deter investment. Breaking that cycle is essential if growth is to be both inclusive and sustainable.

The case for this Big Play is therefore rooted in people and connections. Devolution provides the tools to coordinate transport, skills and health interventions locally. A joined-up approach could enlarge the effective labour market, improve participation and productivity, and ensure that the benefits of growth are shared across all communities.

Big Play 3: Innovation, investment and enterprise

The third Big Play focuses on the conditions that determine how quickly firms can adapt, innovate and grow. Hull and East Yorkshire's business base is resilient but under-capitalised. Fewer local firms report being innovation-active compared with national averages, and the area attracts relatively low volumes of private equity and growth finance. Management and leadership capability varies, and digital adoption remains uneven, particularly among smaller enterprises.

The region's universities, NHS institutions and research assets are important but under-connected to industry. A stronger innovation and finance ecosystem would increase productivity, support diversification, and attract and retain skilled workers.

The three Big Plays are mutually reinforcing. Energy and Production create demand for skills, infrastructure and innovation. Skills, Health and Connectivity expand the capacity of the workforce and ensure that growth benefits people and places across the region. Innovation and Enterprise raise productivity and competitiveness, amplifying the impact of investment in the other two plays.

<u>Question 1</u>

Do you agree that this structure and approach will provide the right framework for Hull and East Yorkshire's Local Growth Plan?

Please tell us whether you think this proposed three part structure and the use of a small number of 'Big Plays' provides the right balance between detailed evidence and describing a clear plan, or if other elements should be included or emphasised.

5. Sectoral framework

5.1 Why sector focus matters

The Local Growth Plan aims to identify the parts of Hull and East Yorkshire's economy that have both the greatest potential to grow and the strongest capacity to drive wider benefits - raising productivity, creating good jobs, and stimulating innovation across supply chains.

The Combined Authority will therefore adopt a sectoral framework that recognises the different roles that sectors play in the local economy:

- **Growth-ready sectors** – Sectors that are already performing well, with clear strengths, investor demand and innovation potential. These will be prioritised for immediate focus and partnership with Government and industry.

- **Growth-potential sectors** – Sectors that show promise but face constraints, for example in skills, infrastructure or market development. These will be supported to strengthen capabilities and move toward growth readiness.

- **Foundational and enabling sectors** – Sectors that underpin economic resilience and social value, including health, care, construction, education, utilities, logistics and retail. These will be prioritised for place-making, employment, and workforce development.

This framework ensures the Plan is both selective and comprehensive: selective in focusing effort where it will make the greatest impact, and comprehensive in recognising the interdependence between sectors and the significance of all parts of the economy.

5.2 Growth-Ready Sectors

The evidence identifies six sectors that together account for a large share of output and jobs, and are positioned to deliver higher productivity, export growth and innovation, and are closely aligned with national industrial strategy priorities.

Agri-food and Agri-tech

Hull and East Yorkshire hosts a complete agri-food supply chain – from primary production and food manufacturing to logistics and retail. The sector supports around 14,000 jobs and contributes strongly to exports. Productivity is below the national average but improving, with innovation opportunities in precision farming, low-carbon food processing and waste-reduction technologies. Agri-tech adoption and local R&D partnerships could unlock major gains in value and sustainability.

Energy

Hull and East Yorkshire play a vital role in offshore wind, hydrogen and carbon-capture industries, hosting globally significant firms and supply chains. The sector's employment growth and investment potential is unmatched in our region, and its success underpins both manufacturing and port growth. However, growth is constrained by grid capacity, land availability and skilled-labour shortages – issues that will require national partnership to resolve.

Manufacturing

Manufacturing represents around one-fifth of local GVA – roughly twice the national share. It spans advanced materials, fabricated metals, engineering, chemicals and digital production, forming the backbone of the region's industrial economy. The sector is diverse but united by its dependence on innovation, supply-chain modernisation and skills.

Evidence shows that productivity per worker is above the regional average but below the national level, with high export intensity, particularly in chemicals and engineered products. Significant potential exists to decarbonise and adopt digital manufacturing technologies that could raise output and global competitiveness.

Within the broader manufacturing sector, we also recognise two key industries with particular potential that could benefit from additional focus:

Defence

Defence is a high-value, highly specialised component of the manufacturing base. It contributes strongly to productivity growth and draws on the region's engineering, materials and systems-integration strengths. The sector's skills profile overlaps with advanced manufacturing and logistics, offering opportunities to transfer innovation, workforce and supplier capabilities into civilian industries. With rising national defence expenditure, the outlook for further investment and export diversification is positive.

Life Sciences

Life sciences in Hull and East Yorkshire combine pharmaceutical manufacturing, medical technology and health innovation. The sector benefits from proximity to universities, NHS partners and established manufacturing infrastructure, allowing applied research and product development at commercial scale. While small in employment terms, it generates high output per worker and significant spillovers into health and wellbeing outcomes. Growth will depend on nurturing R&D partnerships and access to skilled technical staff.

Ports and Logistics

Hull and Goole are national gateways handling a significant share of UK trade and energy flows. The sector's strength lies not only in freight movement but in the industrial ecosystems it enables. Modernisation of port estates, improved road and rail access, and digitalisation of logistics operations will be critical to maintaining competitiveness. This sector also provides high volumes of employment in both growth-ready and foundational roles.

5.3 A Plan for the Whole Economy

Prosperity in Hull and East Yorkshire also depends on sectors that may not show high productivity growth but are essential for resilience, employment, place-making and quality of life.

Our local growth plan needs to support sectors with clear growth potential, such as digital and creative industries, professional and technical services, and tourism, to overcome barriers in skills, infrastructure and investment readiness. These sectors provide diversification, attract young talent and reinforce the region's attractiveness as a place to live and work.

It will also recognise the role played by foundational and enabling sectors, including health and social care, education, construction, utilities, logistics and retail. These sectors employ the majority of local residents, underpin community wellbeing and provide the workforce, infrastructure and services that enable other industries to grow. Improving job quality, workforce progression and technology adoption in these sectors can raise overall productivity and participation, contributing directly to the Gameplan outcomes of Good Jobs, Better Connected, Fit and Healthy and Affordable Homes.

Question 2

The evidence identifies six sectors with the strongest potential to drive growth in Hull and East Yorkshire: Agri food and Agri tech, Energy, Manufacturing (including Defence and Life Sciences), and Ports and Logistics. These sectors show the most positive combination of scale, specialisation and growth momentum, and are closely aligned with national industrial strategy priorities.

Do you agree that these should form the growth ready sectors for Hull and East Yorkshire? Are there other sectors or sub sectors you believe are important to include, or aspects of these sectors that deserve more emphasis?

Question 3

Prosperity and growth depend on the strength of the whole economy. The evidence highlights that sectors such as digital and creative, professional and business services, and tourism, show growth potential; and that others, such as health and social care, education, construction, utilities, retail and logistics provide the foundations of our prosperity, employing most local residents and supporting economic resilience.

Which foundational or enabling sectors do you think matter most for Hull and East Yorkshire's long term success? Where are the biggest risks or opportunities, and how could the Local Growth Plan help improve job quality, productivity or workforce resilience?

6. Understanding the constraints to growth

The evidence shows that the barriers to growth in Hull and East Yorkshire are systemic and inter-related. Infrastructure constraints, skills shortages, health inequalities, low business investment and access to finance do not exist in isolation – they reinforce one another. A lack of reliable transport, for example, limits access to training and employment; low participation reduces the labour supply available to growing firms; and low productivity constrains the ability to invest in innovation and better jobs.

For the purposes of consultation and analysis, however, these interconnected issues have been grouped into three broad lenses: place, people and business. This structure helps to distinguish between the physical and environmental conditions that enable growth (*place*), the skills, health and inclusion factors that shape participation (*people*), and the investment, innovation and enterprise capabilities that drive productivity (*business*). We have used this approach for the consultation document as it provides a practical framework for identifying priorities and understanding where coordinated action will have the greatest impact, but it won't necessarily translate to the draft LGP.

While many of these challenges can be addressed locally through better coordination of skills, transport, planning and investment, others sit at different levels of responsibility and influence. Some depend on local collaboration across councils and anchor institutions; others require regional scale or national intervention.

We're particularly interested in identifying which barriers to growth will need partnership with Government to make real progress, as the Local Growth Plan codify a small number of shared priorities with key national department. These might be issues where action on regulation, infrastructure funding, or national policy alignment is essential to unlock local potential.

Place focused constraints

The evidence shows:

- Sites and premises: a shortage of modern, high-quality floorspace in some locations, and older estates under-perform. Some high-potential sites face limitations such as flood risk, utilities and power capacity or access constraints.

- Transport connectivity: many rural and coastal settlements fall outside a 45 to 60 minute public transport reach of major jobs and learning centres. This reduces the effective size of the labour market and makes recruitment harder for employers. Improved frequencies, timed connections and better interchanges on key corridors could expand access to opportunity.

- Flood and climate resilience: parts of the area face significant flood risk and coastal change. Adaptation and strategic defences are essential to unlock investment and protect communities.

- Energy capacity and utilities: grid capacity and connection times affect the readiness of sites for energy-intensive investment. Coordinated upgrades could accelerate growth in manufacturing and clean energy.

Question 4a

We would like your views on which place focused constraints most limit growth, where investment should focus, and which of these issues are most likely to require partnership with Government.

People focused constraints

The evidence shows:

- Skills: a smaller share of residents hold higher-level qualifications than nationally. Employers report persistent shortages in technical and professional roles, including engineering, construction, logistics and health technologies.

- Health and participation: long-term sickness accounts for more than a third of those who are economically inactive. Practical support to help people start, stay and progress in work could have the largest single impact on productivity and inclusion.

- Demography: the working-age population is projected to decline gradually, with differences between Hull and the East Riding. This reinforces the case for higher participation and retention of graduates.

Question 4b

We would like your views on which people focused constraints most limit growth, where investment should focus, and which of these issues are most likely to require partnership with Government.

Business focused constraints

The evidence shows:

- Leadership, innovation and finance: a lower share of firms are innovation-active compared with UK averages. Access to equity and growth finance is thinner than in comparator areas. There is scope to deepen leadership capability, digital adoption and management practice, especially for SMEs and family businesses.

- Premises: many firms report difficulties accessing suitable premises. Availability is often constrained by ageing stock, limited options for modern flexible space, and infrastructure requirements such as grid capacity and transport access. Addressing these issues will be essential to attract investment, enable business expansion, and retain growing firms within the region.

- Export readiness: the value of exports relative to total output is lower than in some nearby economies. Targeted support could help firms move into higher-value markets.

Question 4c

We would like your views on which business focused constraints most limit growth, where investment should focus, and which of these issues are most likely to require partnership with Government.

7. Working beyond our region

Economic geography does not stop at administrative boundaries. Hull and East Yorkshire's prosperity is closely linked to neighbouring places across the Humber and the wider North.

The region shares critical economic assets with its neighbours, including energy generation and transmission networks, ports and logistics corridors, manufacturing and supply chains, and research and innovation ecosystems. The labour market is also fluid, with people commuting across local authority borders for work, training and leisure, and businesses drawing on suppliers and customers from a wider area.

Working across areas can deliver better outcomes on programmes that rely on shared infrastructure or where scale is essential to attract investment. Examples include energy networks, digital and transport connectivity, housing growth corridors, and innovation assets such as university and NHS research partnerships. Collaboration will be most effective where there is:

The HEYCA Gameplan recognises that many of the region's strengths and challenges are shared across boundaries. Achieving good jobs, better connectivity, fit and healthy communities and building affordable homes, depends on collaboration on infrastructure, investment and workforce planning at a scale larger than any single authority.

The Combined Authority therefore aims to be both a strong voice for Hull and East Yorkshire and a constructive partner within the Humber, the wider Yorkshire and Lincolnshire economies, and the North as a whole.

Question 5

Where do you think joint working across boundaries could add the greatest value for Hull and East Yorkshire? Which issues or opportunities are most likely to require close collaboration with neighbouring regions or with Government to make real progress?

8. Linking growth to the Gameplan outcomes

The draft HEYCA Gameplan defines prosperity in broad terms – not just as higher output or income, but as the ability for people and places across Hull and East Yorkshire to thrive. Prosperity means communities that are economically secure, well connected, healthy, and able to shape their own futures.

The Gameplan sets four long-term outcomes that describe what prosperity looks like locally:

- Good Jobs – an economy that provides secure, rewarding work and career progression, underpinned by rising productivity and skills.
- Better Connected – places linked by reliable, accessible transport and digital infrastructure, where all communities can access opportunity.
- Fit and Healthy – people supported to live well, be active and participate in work and their local community.
- Affordable Homes – sufficient, quality housing aligned with economic opportunity, helping to retain and attract talent.

The Local Growth Plan will need to align investment and economic strategy with these wider priorities. But to deliver genuine prosperity the Plan must have both the analytical credibility to inform firm decision making that is grounded in sound evidence and robust economic reasoning, and the broad local legitimacy that comes from reflecting the views, ambitions and values of people, businesses and partners across the region.

This balance matters. A plan that is purely evidence-led may fail to engage those whose participation is essential to deliver it. A plan that is built only on consensus risks losing focus or impact. We need to build and maintain a link between rigorous analysis and shared ownership – using evidence to guide decisions, but also investing in the relationships and communication needed to build a common purpose for growth.

Question 6

Developing and delivering a Local Growth Plan requires both credible evidence and broad local ownership.

How should Hull and East Yorkshire best balance evidence based decision making with the need to build and sustain a wide local coalition for growth? What approaches, forums or ways of working could help ensure that decisions remain both analytically robust and widely supported over time?

9. Next steps and how to get involved

This consultation marks an important moment for Hull and East Yorkshire.

For the first time, through devolution and the creation of our new Combined Authority, we have the opportunity to take control of our own economic future – to set a plan that reflects our strengths, ambitions and potential, rather than relying on decisions made elsewhere.

The Local Growth Plan (LGP) will be the central, shared economic strategy for the region. It will turn the ambition set out in the HEYCA Gameplan into a practical plan of action, defining how we will attract investment, support innovation, and ensure that the benefits of growth reach every community. It represents a key opportunity to align local leadership, business and government around a single, long-term vision for prosperity.

Our vision as a Combined Authority is simple and ambitious: **Hull and East Yorkshire will be recognised as a region where confidence, connections and creativity bring prosperity and opportunity for all.**

The LGP provides the main route to driving the growth we need to achieve this.

The Combined Authority is seeking feedback from residents, businesses, public services, colleges and universities, and community partners to help refine the priorities, challenges and opportunities identified in this consultation. Your insights will help shape how we deliver on the promise of devolution – using our new powers and partnerships to make a measurable difference in people's lives.

Over the coming months, we will:

- Review consultation responses and evidence to test and refine our priorities and "Big Plays".
- Develop the first draft of the Hull and East Yorkshire Local Growth Plan, setting out clear actions, priorities and delivery responsibilities
- Publish the second phase of the Regional Economic Assessment, and
- Continue to work with Government, investors and local partners to identify flagship projects and programmes that can demonstrate early impact.

You can share your views by completing the online consultation survey at [insert link] before Wednesday 17 December 2025.

If you would like to discuss the evidence or submit additional material, please contact deb.gray@hullandeastyorkshire.gov.uk.

This is more than just a technical exercise. Together, we can create a plan that delivers growth that works for everyone and lasting confidence in our ability to deliver it.

Your insights will help ensure the Local Growth Plan is both grounded in evidence and shaped by the voices of those who will deliver and benefit from it – providing a strong foundation for Hull and East Yorkshire's shared prosperity over the decade ahead.

Metro——Dynamics

Economic Evidence Base: Hull and East Yorkshire

Draft

October 2025

Introduction

This emerging economic evidence base sets out the findings from the first phase of the regional economic assessment being carried out to support the development of the Local Growth Plan and to provide the combined authority and partners with a robust understanding of the regional economy.

This document brings together the initial findings from two strands of work focused on understanding the overall Hull and East Yorkshire economy and the sector composition and performance. It includes:

- A shortlist of headline metrics providing an overview of the economy as a whole
- Analysis of 7 conditions for growth to begin to understand the constraints on growth in Hull and East Yorkshire
- Analysis of the sectoral composition of the economy and the performance of sectors on different dimensions, as well as a focus on the eight Industrial Strategy sectors in Hull and East Yorkshire
- Initial summaries of the make up and spatial distribution of 5 suggested Local Growth Plan priority sectors

This is the first phase of a longer process to develop a comprehensive regional economic assessment. The next stage of work will focus in greater depth on the priority sectors to understand what the opportunities for growth are in Hull and East Yorkshire and the barriers to achieving growth in key sectors to inform the local growth plan and set the CA on a path to deliver opportunities and prosperity to people across the region.

Economy Headlines

This section brings together a small subset of metrics intended to give a sense of the overall economy, its size its performance and the structure. It provides overall context for the more focused sections of this work which follow and will provide the starting point to build on through the next stage of developing evidence.

A small economy

The smallest of the MCAs in England in population terms Hull and East Yorkshire is a small economy, around one tenth of the regional total.

While low in national terms productivity performance is broadly in line with the regional average.

However median wages are lower and GVA per capita, a broad measure of the overall prosperity of a place is significantly lower than the regional average.

The economic activity rate is higher than the regional average (and the national average of 75.4), which is due to a combination of a higher percentage in employment, and a higher unemployment rate.

Among those who are inactive there is a higher share inactive due to long term illness (over one third), with fewer students as a share of this cohort.

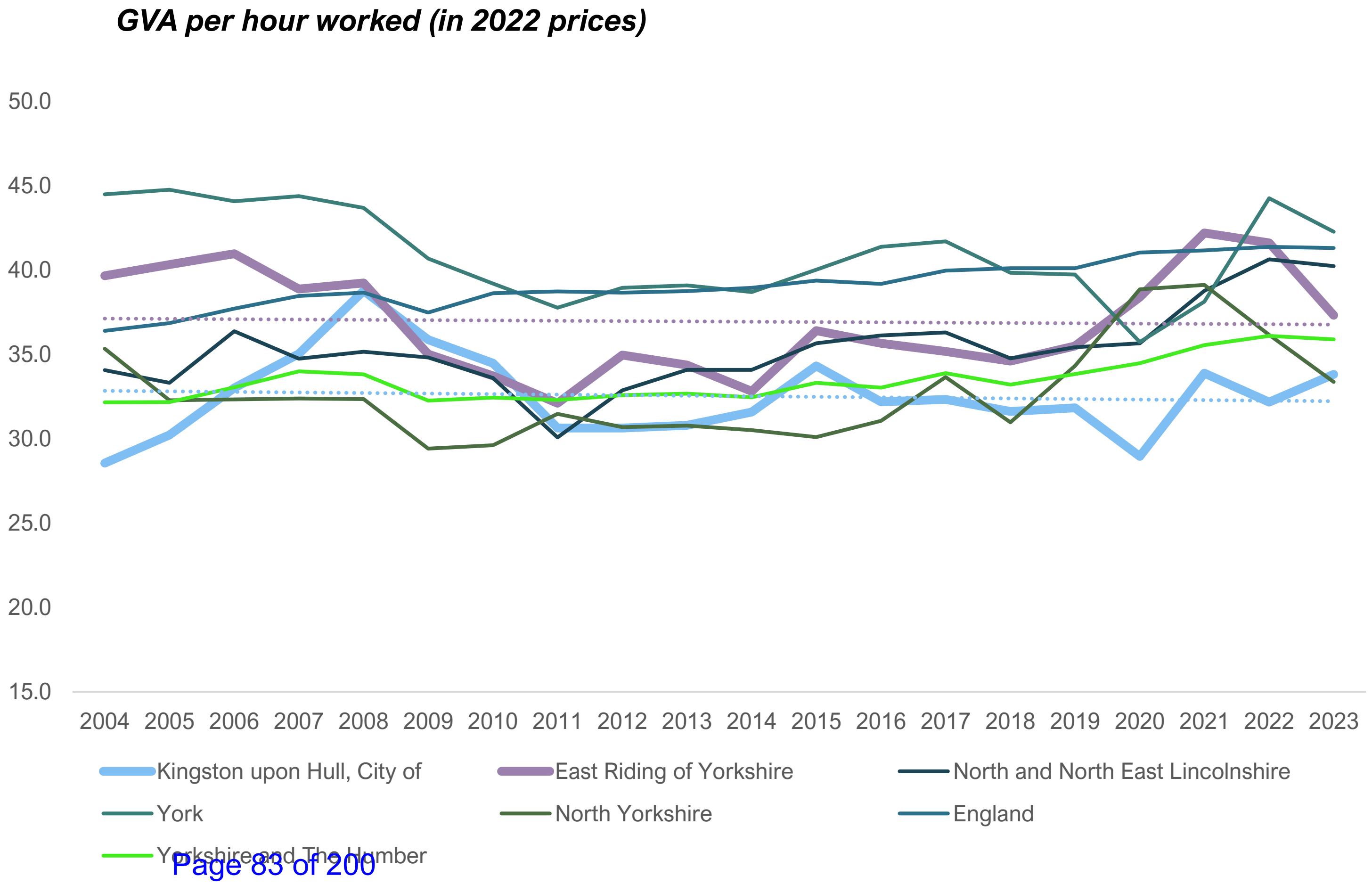
	Hull and East Yorkshire	Greater Lincolnshire	York and North Yorkshire	Tees Valley	Yorkshire and the Humber
Total GVA	£15,446	£26,937	£26,104	£15,486	£150,896
Population	631,285	1,120,749	844,571	712,858	5,672,962
GVA per Capita	£24,468	£24,035	£30,908	£21,724	£26,599
GVA per hour worked	£35.7	£35.5	£35.6	£34.8	£35.9
Median Earnings (workplace)	£580.5	£579.1	£575.0	£584.5	£588.1
Economic Activity rate	80.2%	75.2%	80.0%	75.1%	76.0%
Unemployment Rate	4.8%	3.4%	1.7%	4.3%	3.3%

Source: Regional GVA and productivity estimates, Population Estimates, Annual Survey of Hours and Earnings, Annual Population Survey, ONS

Productivity growth performance has been poor

Measured by GVA per hour worked, productivity in Hull has been broadly stagnant since 2010, while East Riding has seen a moderate positive increase over this period, likely exacerbating inequalities within the region.

Over most of the last 20 years productivity has been higher in East Riding than Hull, a reversal of the typical trend across MCAs where urban centres drive higher value activity.



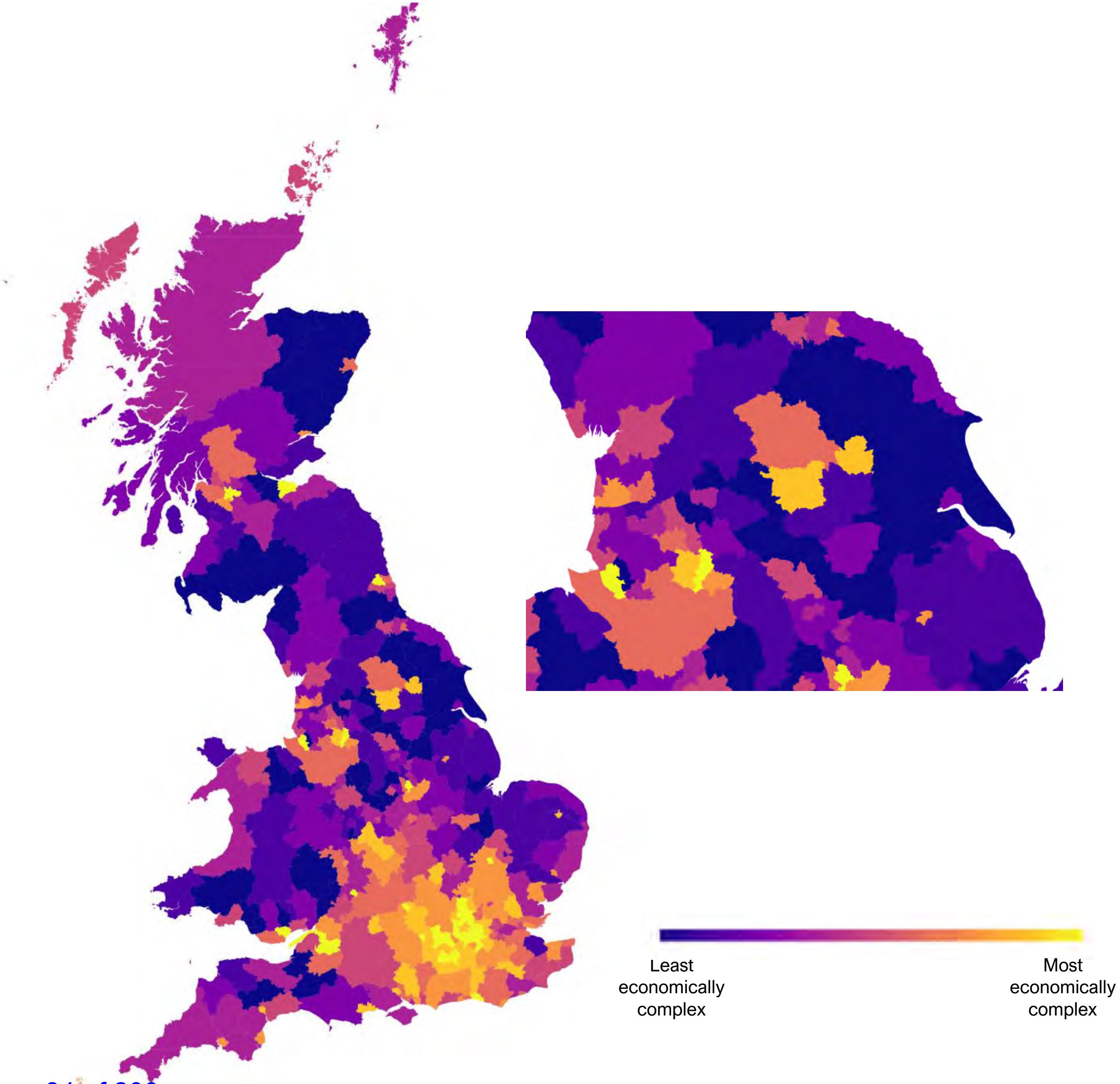
Source: ONS Regional GVA

The economy is much less diverse than other parts of the country

Part of the productivity challenge may be due to the mix of goods and services being produced in the region.

Economic complexity measures the productive capabilities of an economy, with a higher ranking on the index meaning that a place is producing a wider range of products and services. The economic complexity of a place is a way to understand the knowledge embedded in a place tends to be highly correlated with other measures of economic success including productivity, growth and shows a strong negative correlation with income inequality (meaning places with a higher economic complexity ranking tend to have lower income inequality)

Hull and Riding both rank very low among GB local authorities, indicating that there is less capacity in the economy to produce a wide range of products and services compared to other places, and that their specialisms are in sectors which are less specialised or niche on the whole.



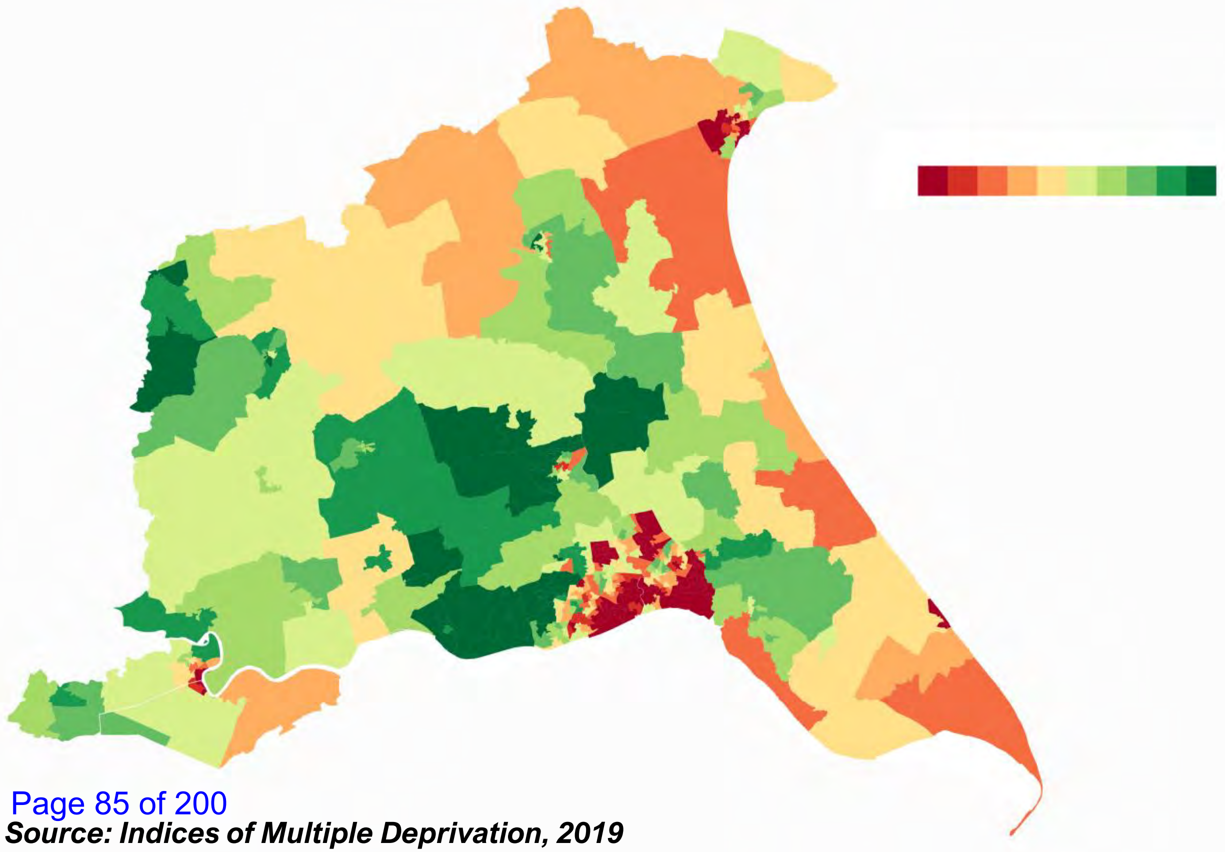
Source: Metro Dynamics analysis of BRES (2023)

Deprivation data highlights pronounced inequalities

Along with differences in productivity performance deprivation data shows marked inequalities within the region.

In the 2019 Indices of Multiple Deprivation Hull was ranked as the 4th most deprived local authority in England with 54% of LSOAs in Hull aong the most deprived 20% in England (and 45% are in the most deprived 10%).

East Riding is the 189th most deprived local authority, with 6% of LSOAs in the most deprived 10% nationally. Within the authority deprivation is greatest along the coast, to the North and around the larger urban centres, while there are also areas of very low deprivation, with a fifth of the LSOA in the least deprived 10% nationally.



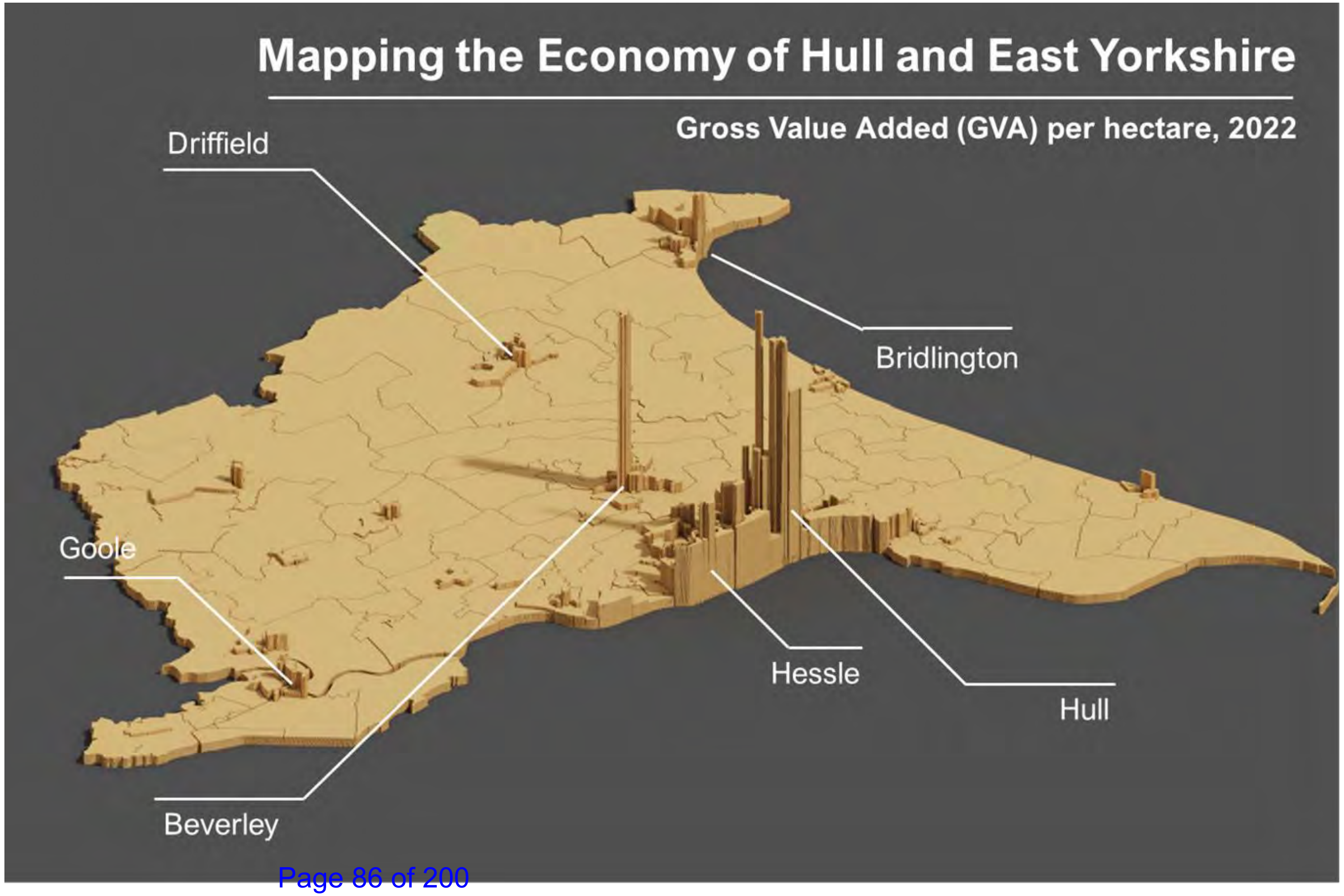
Source: Indices of Multiple Deprivation, 2019

Hull has the most intensive areas of activity

While it is lower in productivity and faces major challenges with deprivation Hull is the economic centre of the region.

The map on the right shows the regions economic geography. The hight of the polygons visualised the GVA per hectare, showing the small areas where the most economic output was produced in 2022.

We can see the dominance of the city in terms of the volume of GVA produced clearly, both in the city centre and along the riverfront as well as strong centres of activity in Beverley and Bridlington.



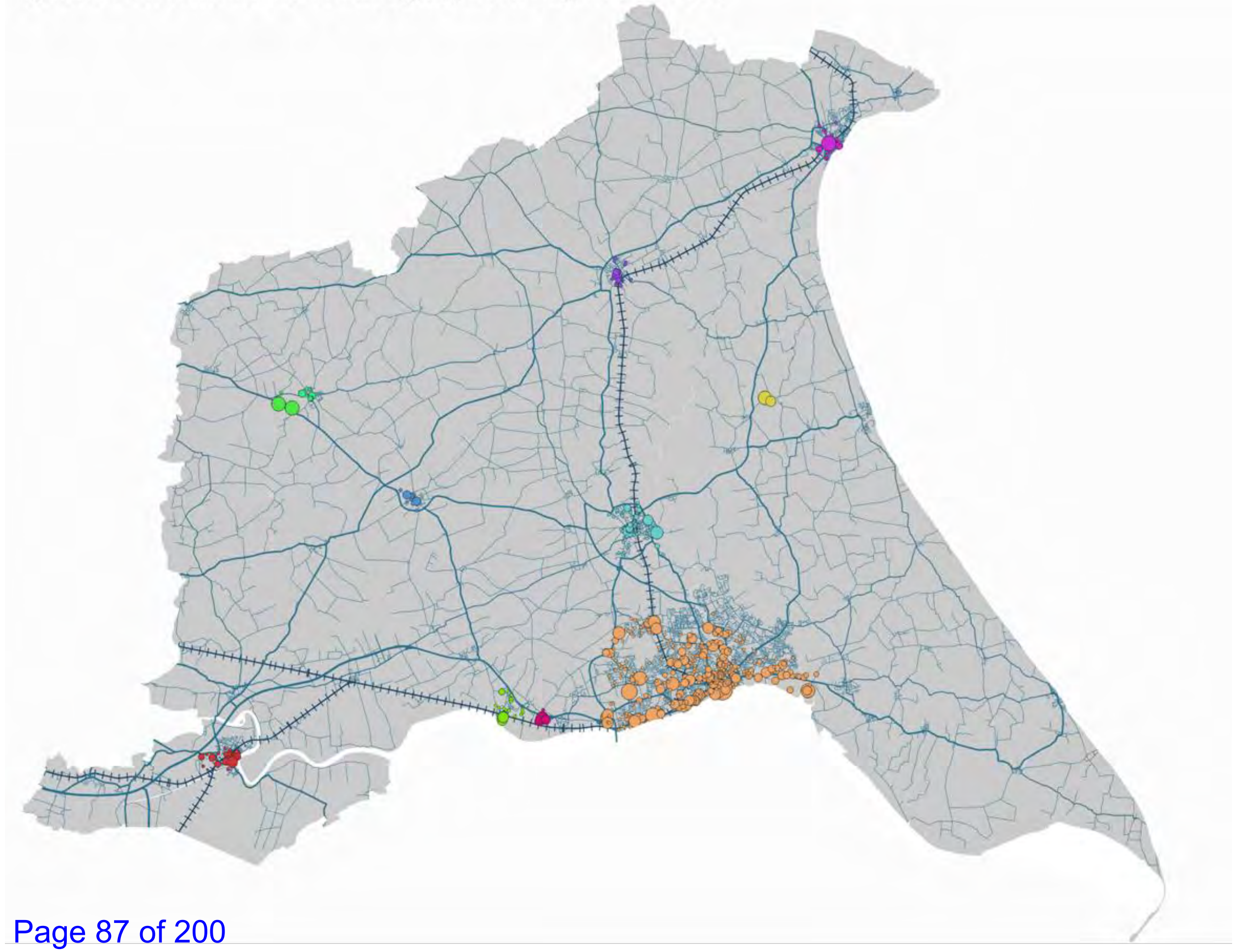
Source: Metro Dynamics analysis of ONS Small area gross value added estimates

Emerging economy businesses are concentrated in town centres

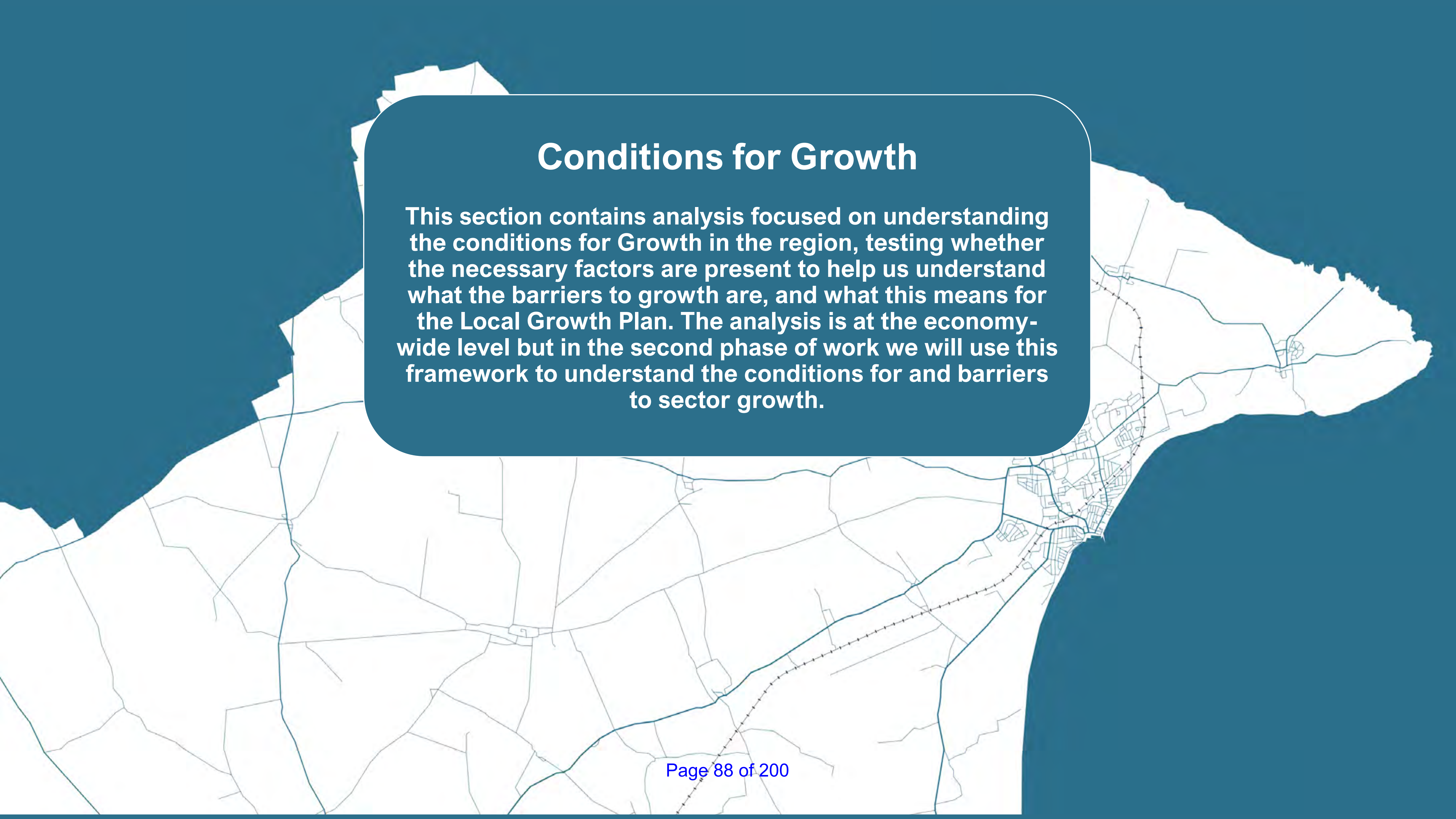
This map shows the spatial clusters of businesses which have been assigned a Real Time Industrial Classification by Data City, indicating that their activities place them in new or emerging parts of the economy not well captured by Standard Industrial Classification codes developed in 2007.

These businesses follow, as you would expect, these businesses follow a very similar spatial pattern to the small area GVA.

Spatial Concentrations of Emerging Economy businesses



Metro Dynamics analysis of Data City data



Conditions for Growth

This section contains analysis focused on understanding the conditions for Growth in the region, testing whether the necessary factors are present to help us understand what the barriers to growth are, and what this means for the Local Growth Plan. The analysis is at the economy-wide level but in the second phase of work we will use this framework to understand the conditions for and barriers to sector growth.

Introduction

To assess the performance and resilience of the Hull and East Yorkshire economy, analysis is framed around seven key growth constraints. The constraints to growth are critical conditions that underpin economic competitiveness, inclusivity, and long-term productivity, which help to identify strengths and barriers to growth.

- **Commercial space:** Adequate and modern commercial space is essential to attract and retain businesses, enable expansion, and support inward investment. This examines the availability, quality, and resilience of employment land and premises.
- **Labour market:** A strong labour market underpins productivity, while mismatches in skills or low participation limit growth and opportunity. This examines the size, skills, and participation of the working-age population.
- **Export:** Exporting businesses tend to be more innovative, competitive, and growth-oriented, making this a key driver of economic strength. This understand exporting, this assesses the proportion of firms engaged in exporting and the value of exports.
- **Investment:** Investment fuels growth by enabling firms to innovate, scale, and modernise. This considers capital investment, including business investment and equity finance.
- **Transport:** Connectivity shapes how people access opportunities and how businesses engage with markets and supply chains. This evaluates access to employment and services via transport networks.
- **Digital connectivity:** Strong digital networks are essential for competitiveness, innovation, and inclusion in a modern economy. This reviews access to high-speed broadband and digital infrastructure.
- **Innovation:** Innovation underpins long-term productivity growth and resilience, enabling economies to adapt to changing technologies and markets.

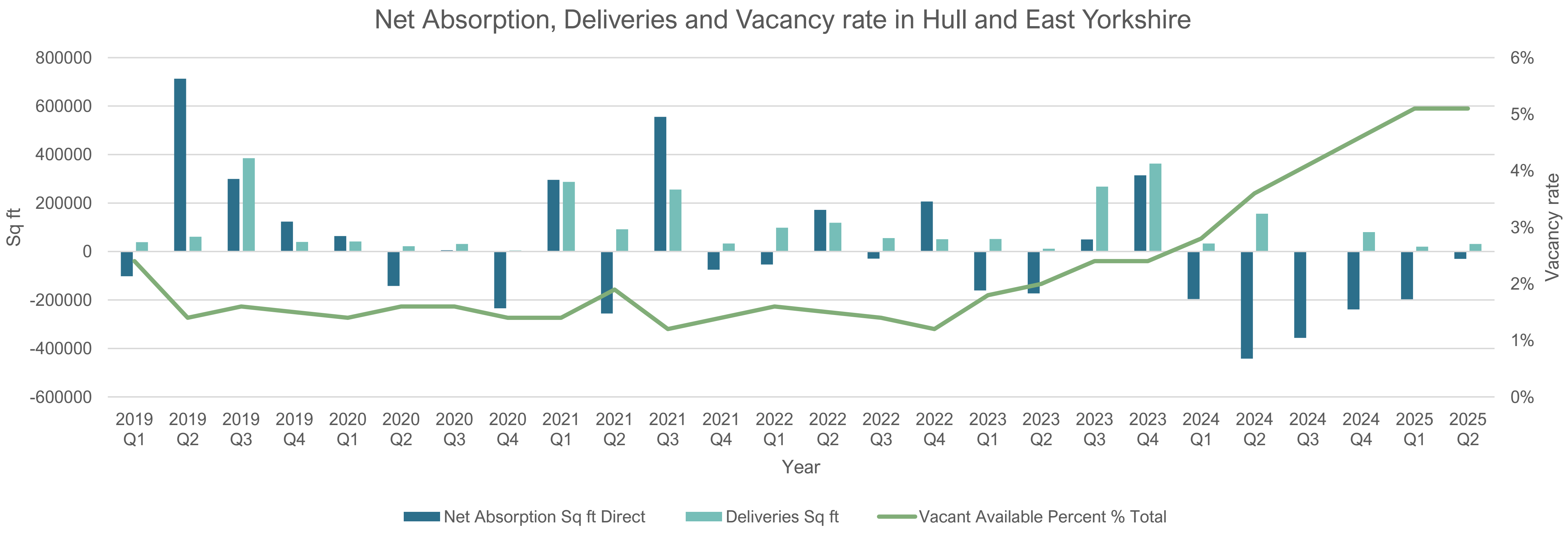
Summary findings

Commercial space	Labour market	Export	Investment	Transport	Digital Connectivity	Innovation
HEY faces increasing vacancy rates, driven by limited growth in commercial floorspace, low availability of good quality space and consistent negative absorption since 2024. Flood risk adds pressure on the existing stock, highlighting vulnerabilities in resilience.	Hull and East Yorkshire has a smaller working-age population, but relatively high employment utilisation and growth. Skills gaps and low levels of high-value job creation limit productivity and lead to lower average earnings compared nationally	Export participation is slightly above the national average, but overall export value remains modest. This indicates strength in engagement but limited scale in high-value export activity.	GCFC is above national benchmarks, yet firms secure fewer equity rounds and lower average funding values with a business base dominated by established businesses.	Hull has strong public transport links to key employment centres, but much of East Riding faces poor connectivity. This restricts access to opportunities, particularly for rural coastal communities	HEY outperforms national and regional averages for gigabit broadband, with coverage above 90% and close to universal in Hull. However, Bridlington shows risks of digital exclusion	Innovation activity lags regional and national levels, with fewer businesses identified as innovation active, and internal R&D and product innovation notably lower, with fewer Innovate UK grants and limited spinout activity compared to peers.

Commercial Space

Net Absorption, Deliveries and Vacancy rate

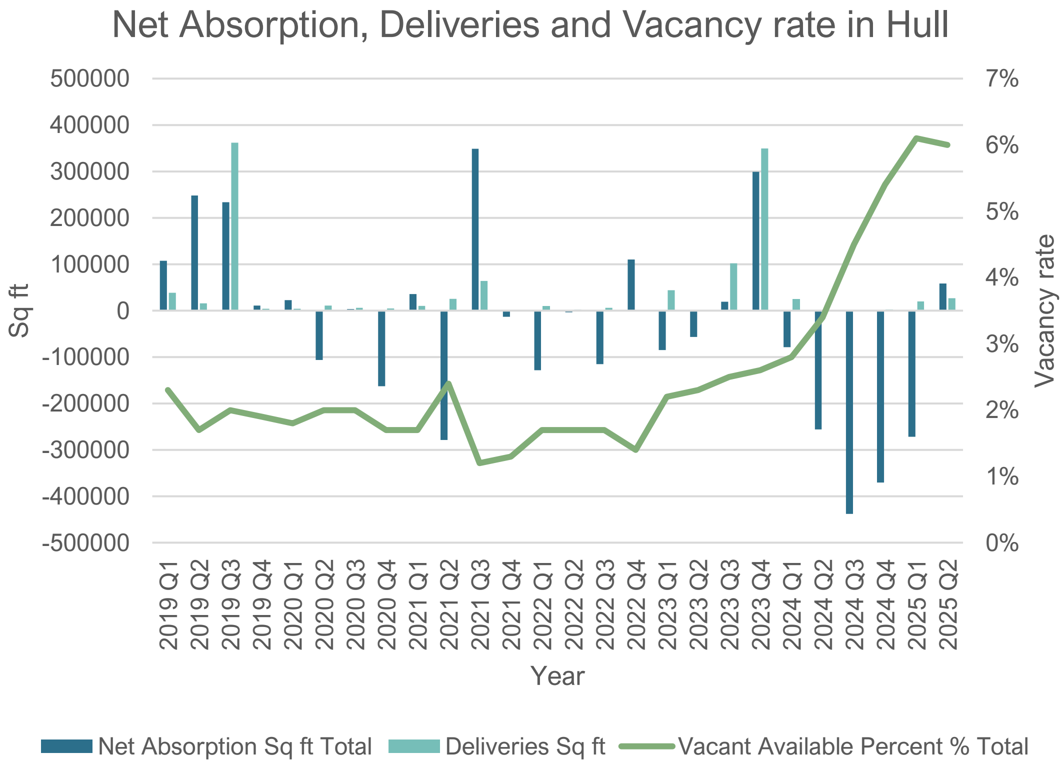
The graph looks at net absorption, deliveries and vacancy rate to understand commercial property market in Hull and East Yorkshire. Despite intermittent new deliveries of floorspace, vacancy rates have risen steadily from below 2% in 2022 to over 5% by 2024, the highest level in the past five years. This indicates a softening of demand relative to supply, suggesting that while space has been delivered to the market, occupier uptake has not kept pace.

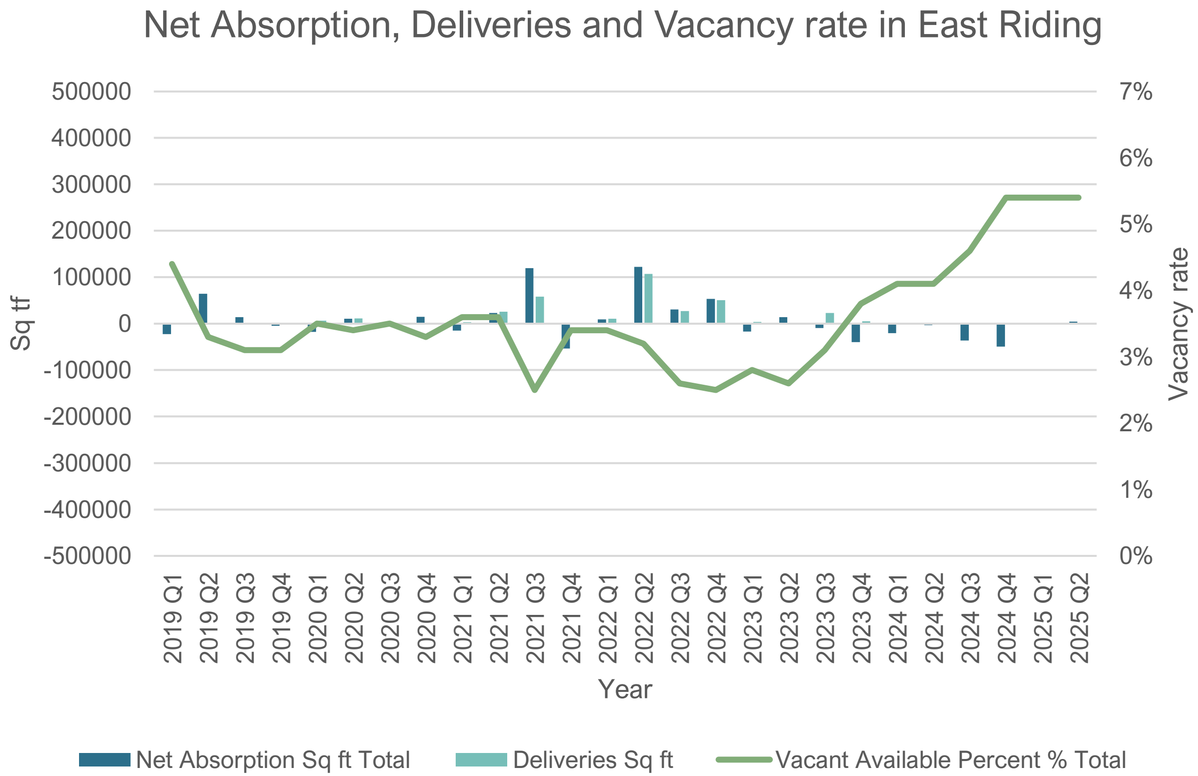


Source: Metro Dynamics analysis of CoStar data (October 2025)

Net Absorption, Deliveries and Vacancy rate

In both Hull and East Riding, vacancy rates have risen sharply since 2022, climbing to over 6% in Hull and more than 5% in East Riding by mid-2025. Hull has seen prolonged negative net absorption through 2023-24, and East Riding shows a similar pattern with spikes in deliveries around 2021-22 but absorption trailing off and vacancy rates rising steadily.





Source: Metro Dynamics analysis of CoStar data (October 2025)

Demand for commercial space

Hull and East Yorkshire is demonstrating positive market dynamics, with strong levels of activity and clear signs of healthy demand compared with regional and national benchmarks.

The overall vacancy rate in Hull and East Yorkshire stands at 5.49%, which is lower than both the regional average of 6.6% and the national average of 8.9%. This indicates that demand is relatively strong across the market. Looking more closely, office vacancy in the subregion is 5.23%, again below the regional average of 6.56% and significantly below the national figure of 8.83%. By contrast, industrial vacancy is slightly higher at 6.10%, above both the regional (4.83%) and national (5.53%) averages.

Leasing activity is performing strongly, with properties taking on average just 9.3 months to secure a lease. This is a much faster turnaround than seen at the regional level, where properties typically take 14.4 months to let, or nationally, where the figure stands at 12.4 months. Furthermore, the probability of leasing within six months is 42.5%, significantly above the regional benchmark of 30.3% and the national figure of 32.8%.

Indicator	Hull and East Yorkshire	Yorkshire and Humber	UK
Vacancy rate	5.49%	6.6%	8.9%
Vacancy rate - Industrial space	6.10%	4.83%	5.53%
Vacancy rate - office space	5.23%	6.56%	8.83%
Months on market	9.3	14.4	12.4
Probability of leasing in 6 months	42.5%	30.3%	32.8%

Source: Metro Dynamics analysis of CoStar data (October 2025)

Supply of commercial space

The supply of commercial space in Hull and East Yorkshire is characterised by lower costs but also limited provision of high-quality stock compared with regional and national benchmarks.

Market asking rent stands at £11.68 per square foot, well below the regional average of £15.65 and the national average of £30.23. Sales prices follow a similar pattern, at £90 per square foot compared with £127 regionally and £342 nationally. Annual rent growth has declined slightly by -0.6%, in contrast to growth of 2% regionally and nationally.

The share of high-quality space (rated 4–5 star) is just 1.9% of stock, compared with 2.3% across Yorkshire and Humber and 2.4% nationally. Vacancy rates for high-quality space are lower at 6.7% than the regional (10.5%) and national (11.2%) averages, but the vast majority of space (99.1%) is rated below 3 stars. Vacancy among this lower-grade stock is 5%, above the regional figure of 3.9%, although growth in this segment remains relatively strong at 3.2%.

Indicator	Hull and East Yorkshire	Yorkshire and Humber	UK
Market asking rent per sq ft	£11.68	£15.65	£30.23
Market sales price per Sq ft	£90	£127	£342
Annual market asking rent growth	-0.6%	2%	2%
Proportion of high-quality space (4-5 star)	1.9%	2.3%	
Vacancy rate of high-quality space (4-5 star)	6.7%	10.5%	11.2%
Growth in vacancy rate of high-quality space	4%	5.7%	3.9%
Proportion of space at lower quality space (less than 3 star)	99.1%	98.7%	
Vacancy rate of lower quality space (less than 3 star)	5%	3.9%	
Growth rate of lower quality space (less than 3 star)	3.2%	1.6%	

Source: Metro Dynamics analysis of CoStar data (October 2025)

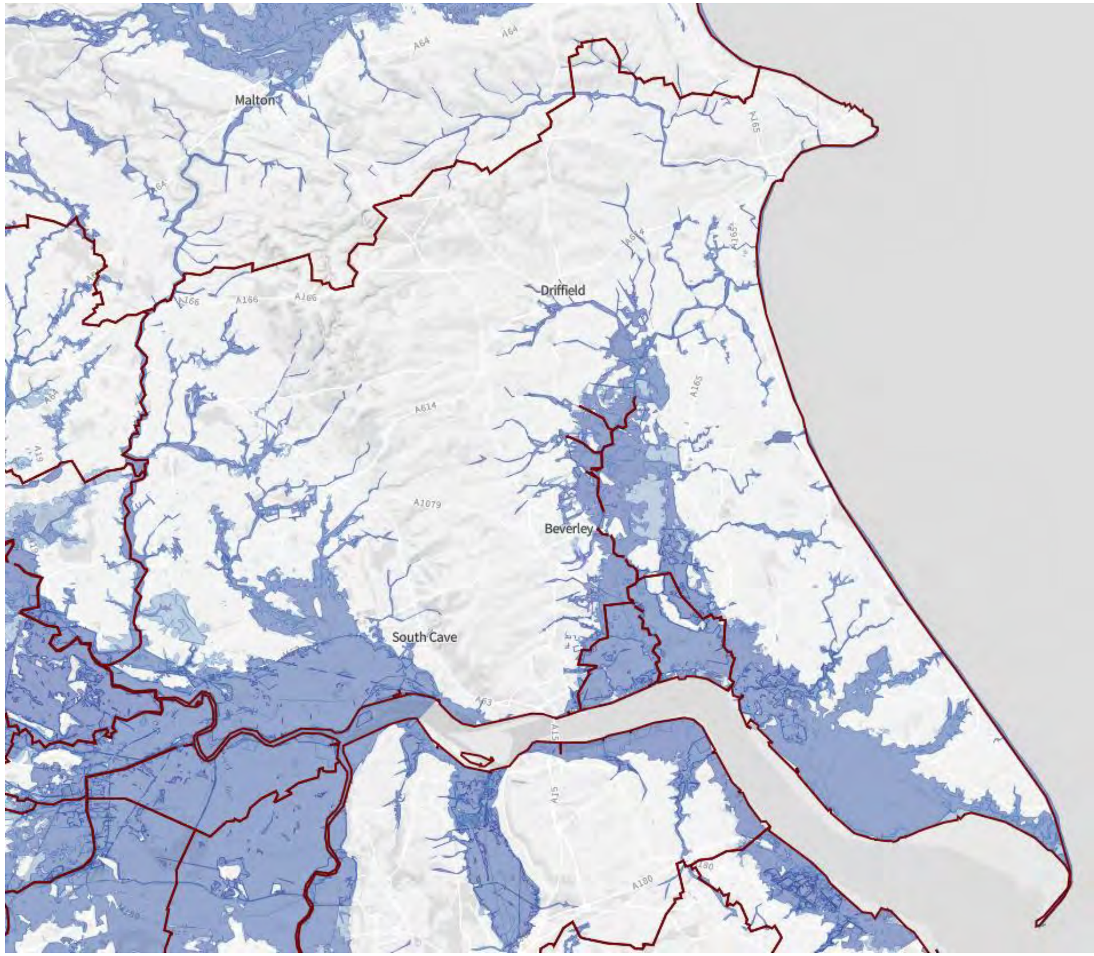
Flood and Coastal Risk

Hull and East Yorkshire face significant environmental risks, particularly from flooding and coastal erosion

Commercial space in Hull and East Yorkshire is heavily constrained by environmental risk. Hull is one of only seven global cities at severe risk of flooding, with just 2% of land outside flood zones and around 90% of the city lies below sea level at high tide. In 2007, the UK's wettest summer on record affected more than 55,000 homes and businesses across the country, with one-fifth of the homes based in Hull.

Coastal erosion adds further pressure, with up to 12 metres of land lost between Holmpton and Easington in 2023–24 compared with the long-term average of 1.4 metres per year. Forecasts indicate 102 homes could be lost by 2105, before accounting for future acceleration due to climate change.

Flood Risk



	Less than 0.1% chance of flooding in any given year
	Between a 0.1% and 1% chance of flooding in any given year
	Greater than 1% chance of flooding in any given year

Source: Carbon and Place, Land use and planning explorer (2025). The Hull Story, Coastal erosion: Land loss eight times greater than annual average (October 2024)

Labour market: Supply

Population

The population of Hull and East Yorkshire is just over 631,000 in 2024, with a structure that shows both a relatively young profile in Hull and an older population in the East Riding.

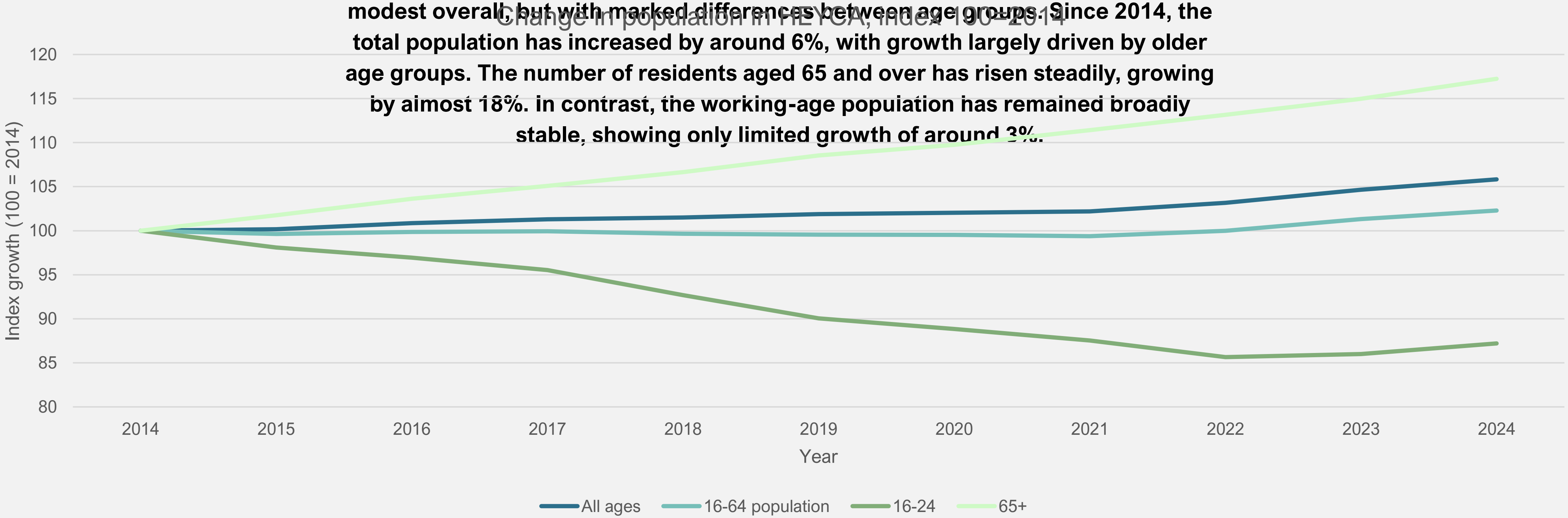
Across Hull and East Yorkshire, 18% of residents are aged 0–15, 9% are aged 16–24, 60% fall within the working-age group, and 22% are over 65. Hull has a younger profile, with 20% aged 0–15, compared to 16% in the wider region, and a higher proportion of working-age residents at 64% compared to 60% in York and North Yorkshire. In contrast, the East Riding has an older population, with 27% aged 65 and over compared with 16% in Hull.

		0 15	16 24	16 64 population	65+	All ages
HEYCA	2024	110,746	59,272	381,436	139,103	631,285
	Proportion of population	18%	9%	60%	22%	
Hull	2024	55,396	31,541	177,306	42,699	275,401
	Proportion of population	20%	11%	64%	16%	
East Riding	2024	55,350	27,731	204,130	96,404	355,884
	Proportion of population	16%	8%	57%	27%	
York and North Yorkshire	2024	130,982	90,866	508,168	205,421	844,571
	Proportion of population	16%	11%	60%	24%	

Source: ONS, Population estimates- local authority based by single year of age (2024 estimates)

Population growth in HEYCA

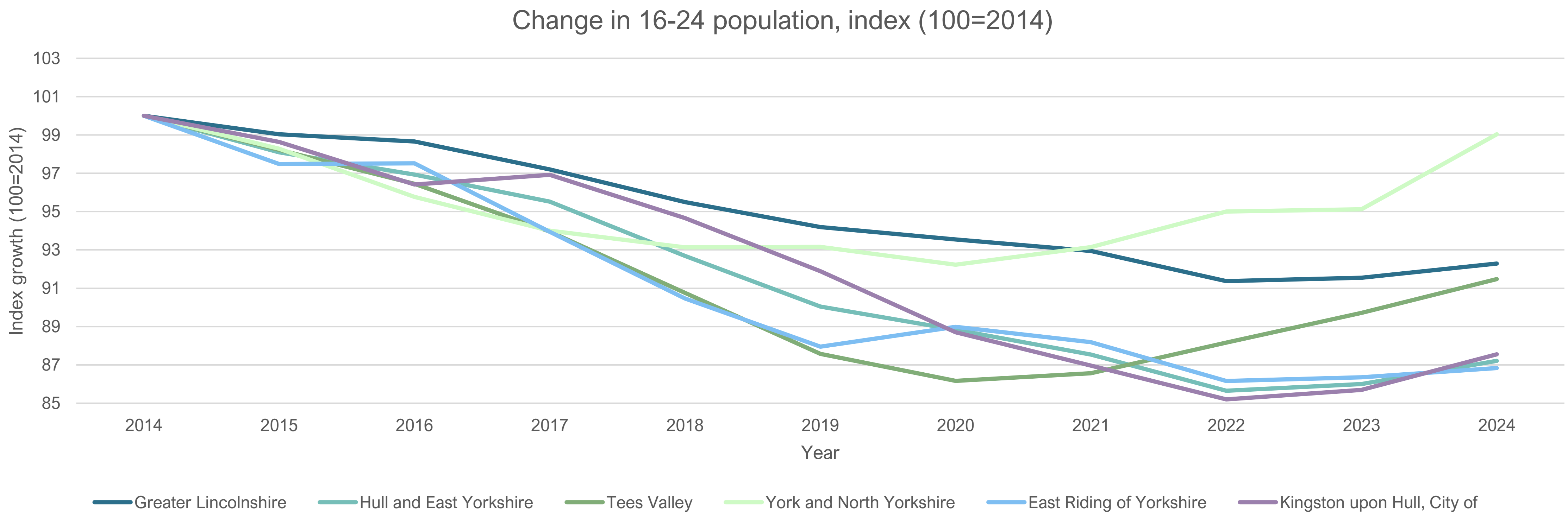
Population growth in Hull and East Yorkshire over the past decade has been modest overall, but with marked differences between age groups. Since 2014, the total population has increased by around 6%, with growth largely driven by older age groups. The number of residents aged 65 and over has risen steadily, growing by almost 18%. In contrast, the working-age population has remained broadly stable, showing only limited growth of around 3%.



Source: ONS, Population estimates- local authority based by single year of age (2024 estimates)

Growth in 16-24 population

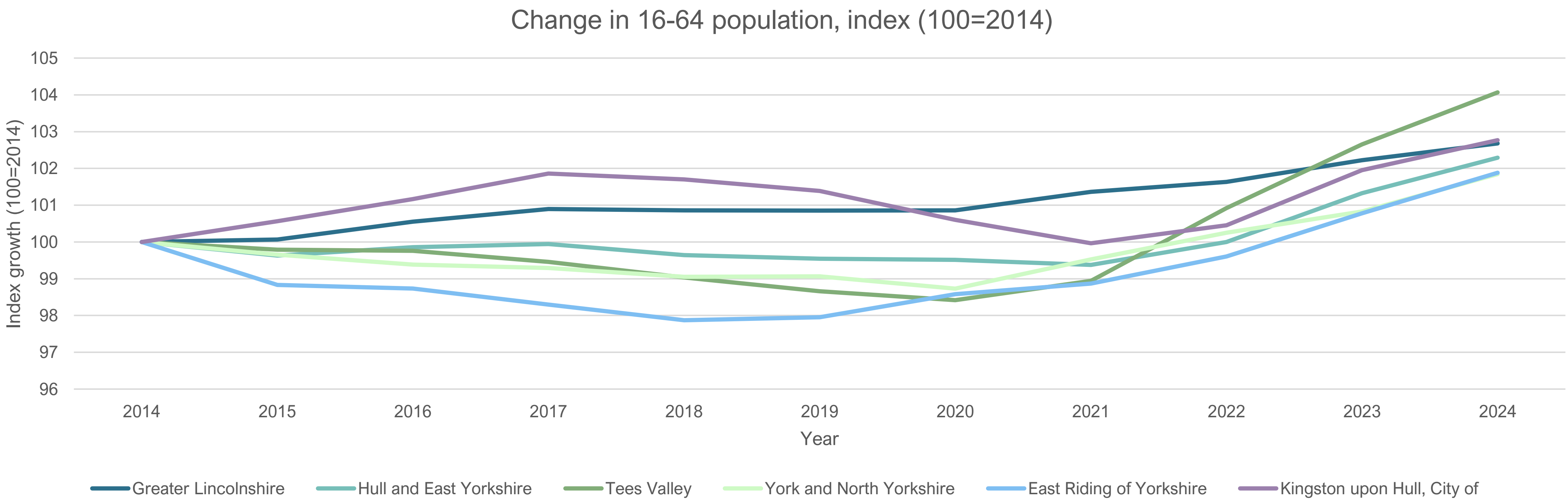
The 16–24 population has declined significantly across Hull and East Yorkshire over the past decade, reflecting a wider regional challenge in retaining young people. Between 2014 and 2024, the number of residents in this age group fell by more than 10% in Hull and East Yorkshire, with similar patterns seen in East Riding, Tees Valley and York and North Yorkshire. Hull itself has experienced one of the sharpest declines, with the trend persisting over the period.



Source: ONS, Population estimates- local authority based by single year of age (2024 estimates)

Growth in 16-64 population

The working-age population (16–64) in Hull and East Yorkshire has shown steady growth over the past decade, with recent increases bringing it closer to the trends seen across comparator areas. Since 2014, the working-age population in the Hull and East Yorkshire has grown by around 3%, broadly in line with Greater Lincolnshire and York and North Yorkshire. Hull itself has seen some fluctuations but has ended the period on an upward trajectory.



Source: ONS, Population estimates- local authority based by single year of age (2024 estimates)

Economic inactivity

Hull and East Yorkshire has high levels of economic inactivity, with a particular concentration among those recorded as long-term sick, which is significantly above the national average.

In total, 26,300 people in the subregion are economically inactive due to long-term sickness. This group accounts for 37% of the inactive population, compared with 28% nationally, and has increased by 26% since 2018, broadly in line with national trends. This represents a major constraint on labour supply.

Other categories of inactivity are less significant in scale. Students account for 18% of the inactive population, well below the national share of 27%, while retirees represent 18% compared with 13% nationally. The proportion looking after family or home is 15%, close to the UK average.

Type of economic inactivity	Number in HEYCA	Proportion of economic inactive in HEYCA	Proportion in UK	Annual Growth	UK	Long term growth (2018 2025)	UK
Students	12,900	18%	27%	-27%	2%	-27%	3%
Looking after family/home	11,100	15%	18%	-23%	-3%	-38%	-20%
Temporary sick	1,100	2%	2%	-76%	21%	-39%	19%
Long-term sick	26,300	37%	28%	-15%	4%	26%	26%
Retired	12,900	18%	13%	9%	-5%	11%	0%
Other	7,500	10%	11%	-36%	2%	-5%	3%

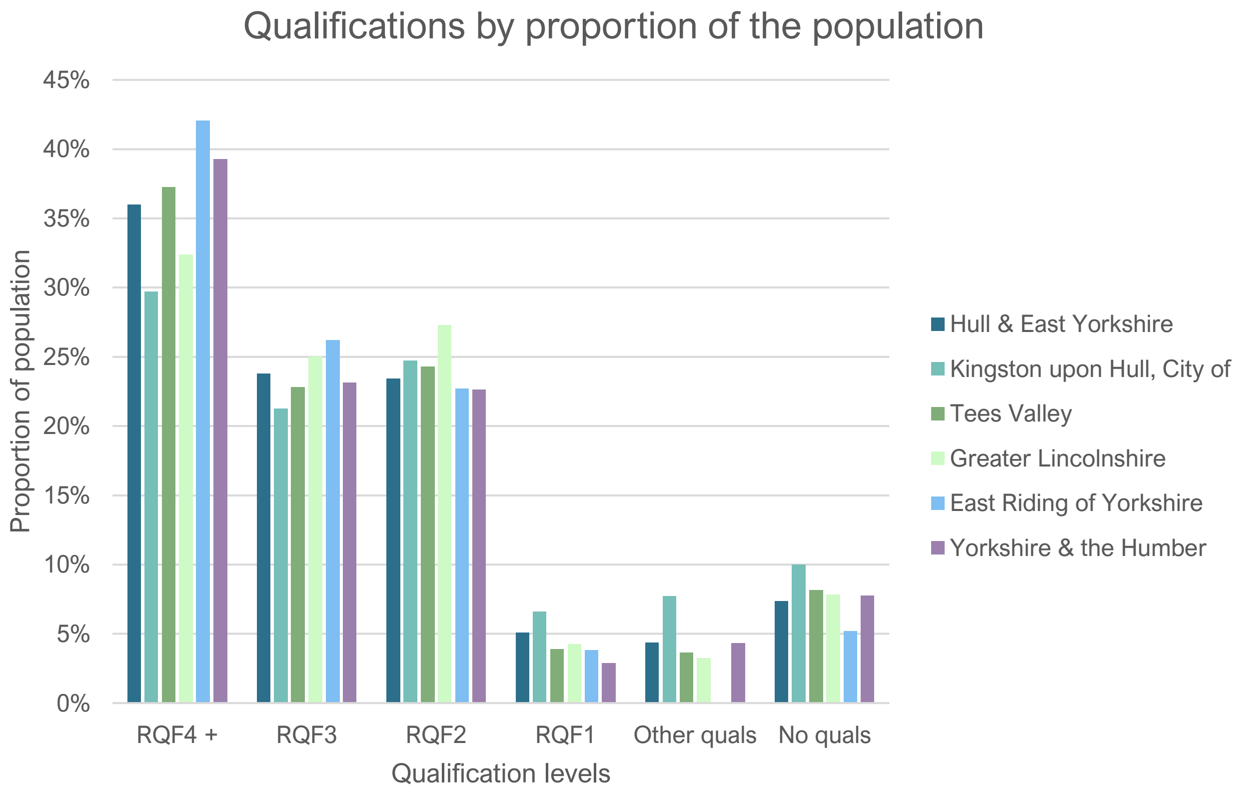
Source: ONS, Annual Population Survey (April 2024-March 2025)

Qualifications

Patterns of qualifications across Hull and East Yorkshire show marked differences between Hull and the East Riding, with implications for skills supply and labour market performance.

Hull and East Yorkshire shows a mixed picture of qualification levels compared with other nearby economies. Hull and East Yorkshire performs broadly in line with Tees Valley and Greater Lincolnshire, with a relatively high share of residents holding lower-level or no qualifications and a smaller proportion educated to higher levels

Hull has a lower proportion of residents with higher-level qualifications (RQF4+) and a larger share with no or low qualifications, reflecting lower educational attainment compared with both the East Riding and regional averages. In contrast, the East Riding has a stronger skills base, with higher proportions of residents holding RQF4+ qualifications and fewer with no qualifications.



Source: ONS annual population survey

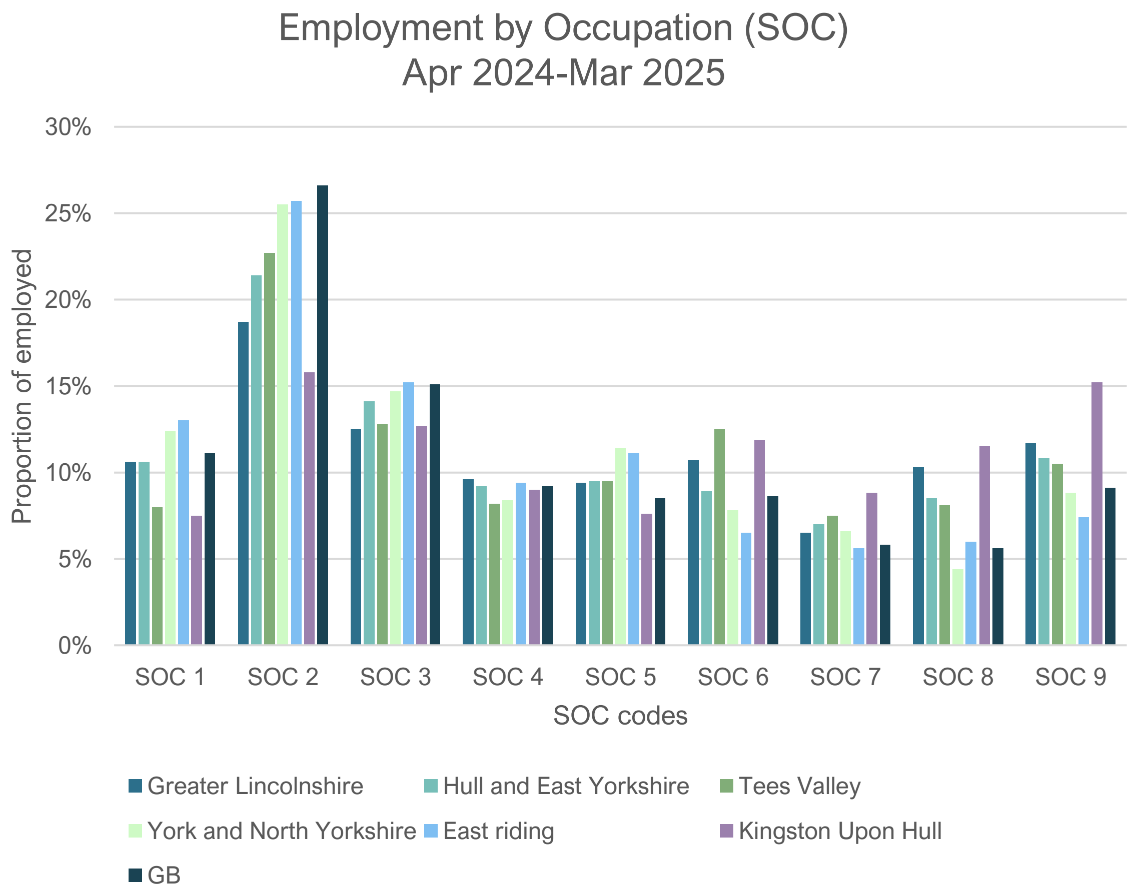
Source: ONS, Annual Population Survey (April 2024-March 2025)

Occupations

The occupational profile of Hull and East Yorkshire highlights a workforce concentrated in lower and mid-level occupations, with fewer residents in higher-skilled roles compared with national averages.

Employment in professional and managerial roles (SOC1–3) is lower than the national benchmark, particularly in Hull where the share of residents in these higher-skilled occupations is notably smaller. By contrast, employment in elementary and process, plant and machine operative roles (SOC8–9) is higher, reflecting the area's industrial and logistics base.

East Riding display stronger representation in professional and associate professional occupations, closer to the national and regional picture.

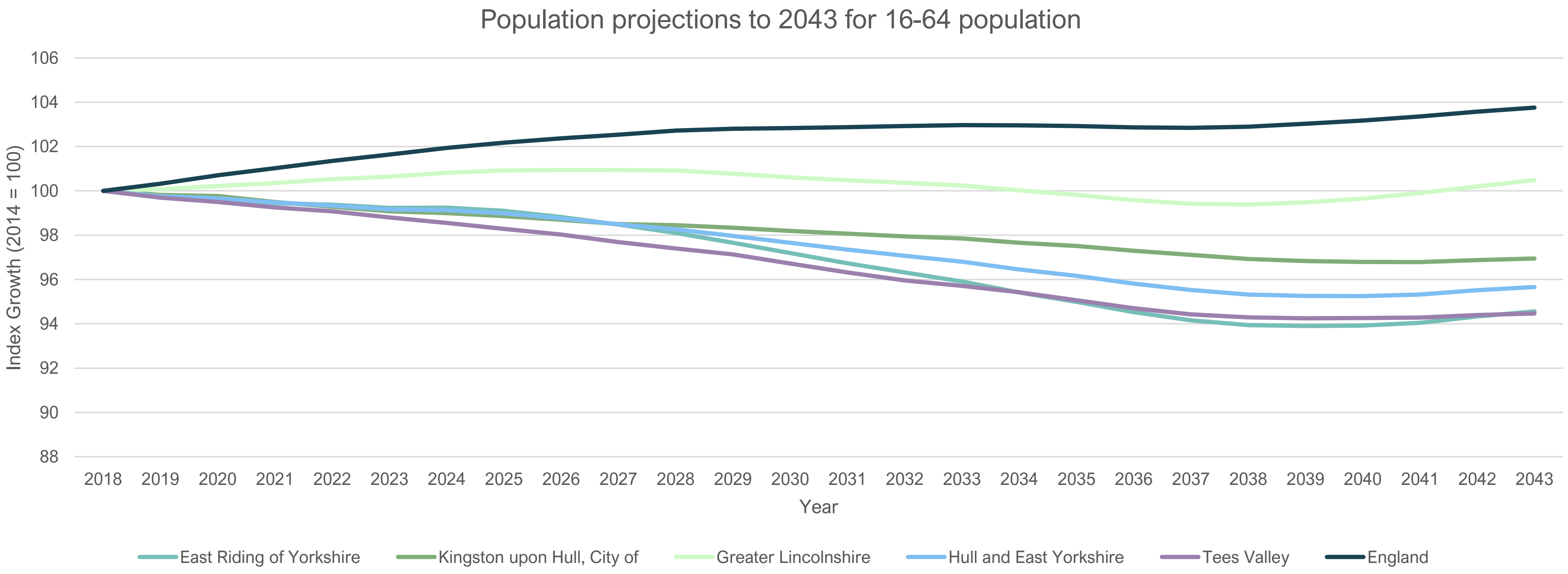


Major SOC2020 Key
1 Managers, directors and senior officials
2 Professional occupations
3 Associate professional occupations
4 Administrative and secretarial occupations
5 Skilled trades occupations
6 Caring, leisure and other service occupations
7 Sales and customer service occupations
8 Process, plant and machine operatives
9 Elementary occupations

Source: ONS, Annual Population Survey (April 2024-March 2025)

16-64 population projections

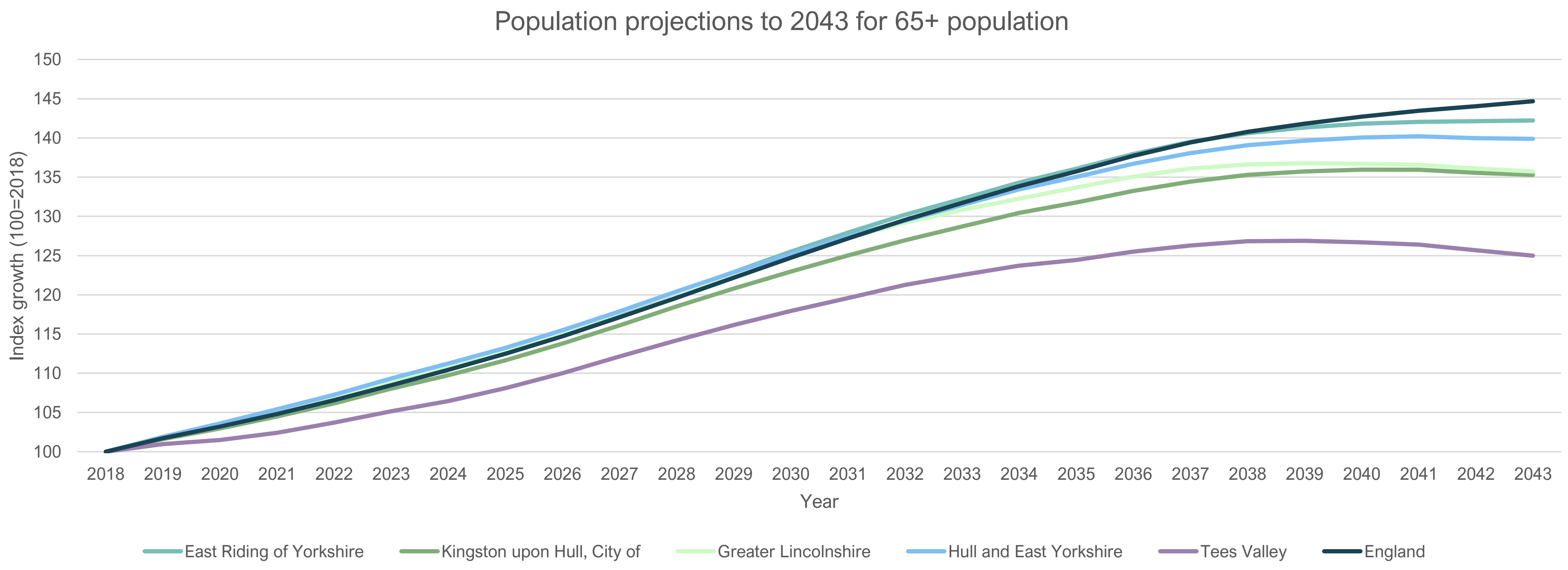
Hull and East Yorkshire's working-age population is projected to decline over the next two decades, falling by around 4% by 2043.



Source: ONS, Population projections for local authorities by single year of age and sex (June 2025)

65+ population projections

Comparatively, the 65+ population in HEYCA is expected to grow by 40% to 2043, faster than comparator combined authorities, but slower than national average. This increase is driven by East Riding, expected to increase by 42% compared to 36% in Hull.



Source: ONS, Population projections for local authorities by single year of age and sex (June 2025)

Labour Market: Demand

Employment

Employment outcomes in Hull and East Yorkshire are broadly in line with national averages, but with differences between Hull and the East Riding that highlight underlying labour market challenges.

Hull and East Yorkshire has an overall economic activity rate of 79.1% slightly higher than the Great Britain average of 78.4%, though below the stronger performance of York and North Yorkshire (80.6%) and the East Riding (80.9%).

Within Hull and East Yorklshire, Hull performs relatively strongly at 72.8% employment rate, but higher in East Riding at 79.2%, indicating a stronger labour market. Unemployment in Hull is 5.4%, significantly above the UK rate of 3.9% and more than double that of York and North Yorkshire (1.8%).

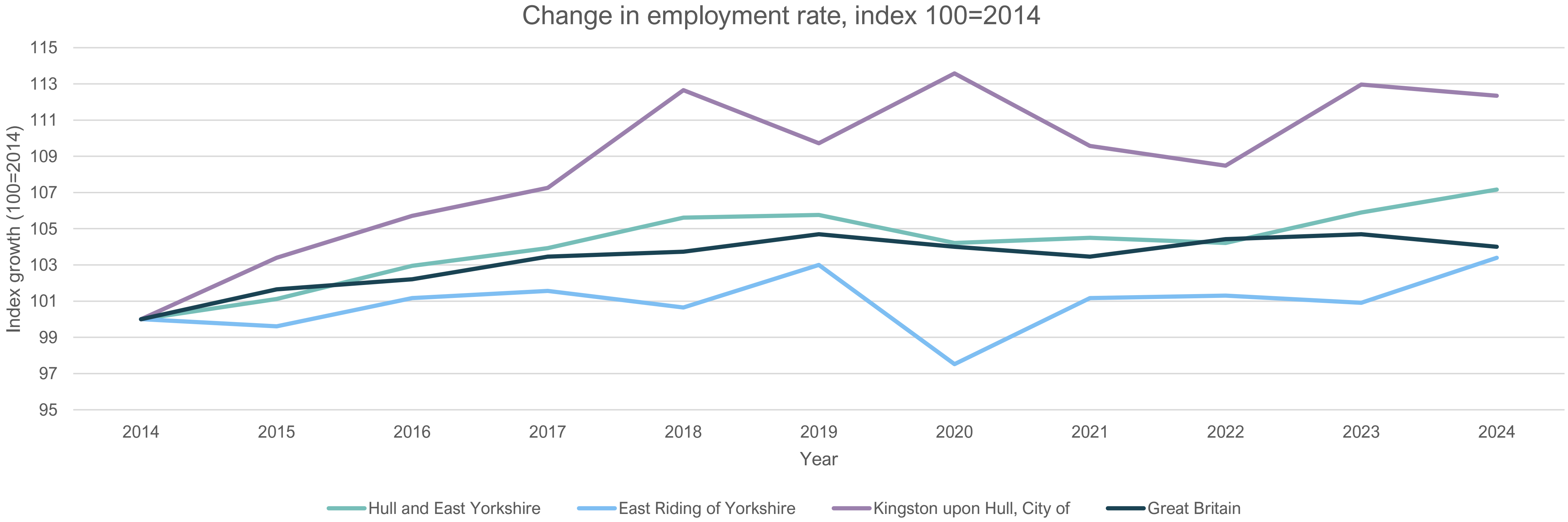
Economic inactivity across Hull and East Yorkshire is 20.9%, close to the UK figure of 21.6%. Hull records a higher rate of 23%, while inactivity is lowest in the East Riding at 19.1%

	HEYCA	Hull	East Riding	GB	Tees Valley	York and North Yorkshire	Greater Lincolnshire
Economic activity rate	79.1%	77.0%	80.9%	78.4%	74.7%	80.6%	74.1%
Employment rate	71.1%	72.8%	79.2%	75.3%	71.0%	79.2%	71.1%
Unemployment rate	3.5%	5.4%	2.0%	3.9%	4.8%	1.8%	3.9%
Economic inactivity	20.9%	23.0%	19.1%	21.6%	25.3%	19.4%	25.9%

Source: ONS, Annual Population Survey (April 2024-March 2025)

Growth in employment rate

Employment rates in Hull and East Yorkshire have grown steadily since 2014, broadly keeping pace with the national trend but with notable differences between Hull and the East Riding. Hull has experienced the strongest relative growth, with its employment rate rising more sharply than the subregional and national averages, despite some volatility in recent years. This contrasts with the East Riding, where growth has been more subdued and relatively flat over much of the past decade



Source: ONS, Annual Population Survey (April 2024-March 2025)

Earnings

Earnings patterns across Hull and East Yorkshire highlight contrasting roles of Hull as an employment hub and the East Riding as a commuter economy.

Despite both the East Riding and Hull being below the national average for both workforce and residential median weekly gross pay, they both paint a very different picture in each category. This can be seen as in the East Riding, residential weekly earnings are £70.70 higher than workforce weekly earnings and is £39.40 above the regional weekly pay.

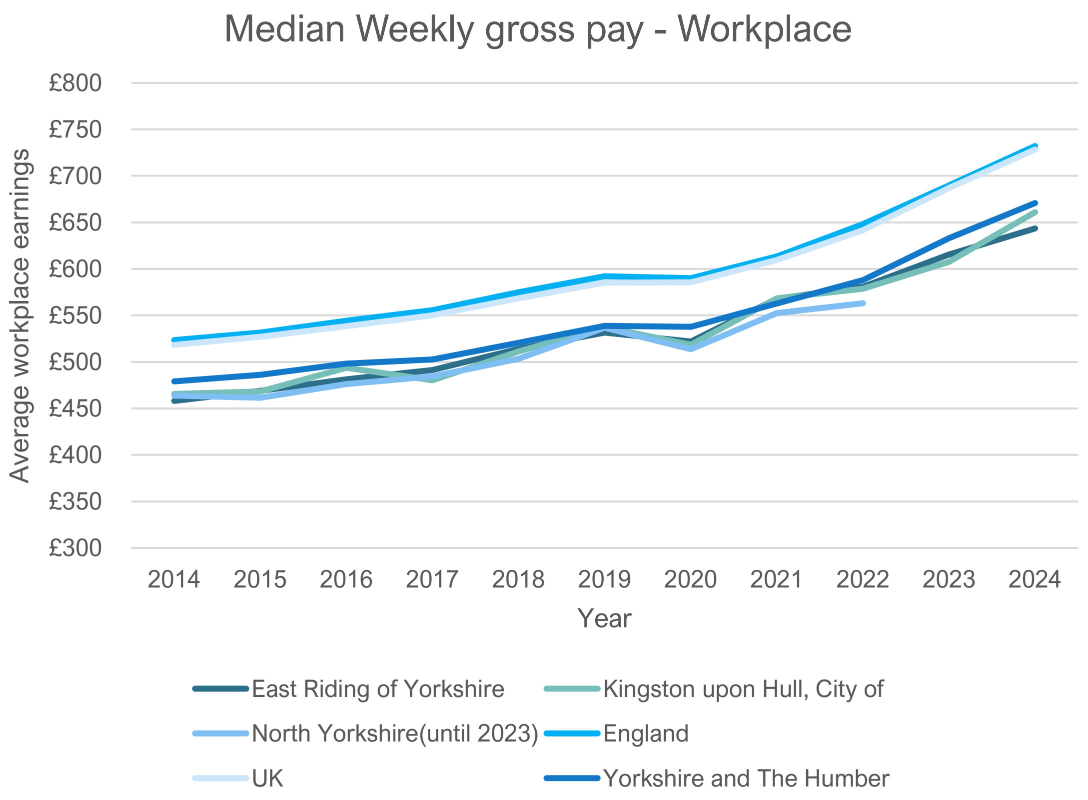
Conversely, in Hull, the workforce median weekly pay is £62.90 higher than residential earnings and is slightly below the regional pay of Yorkshire and The Humber at £9.80.

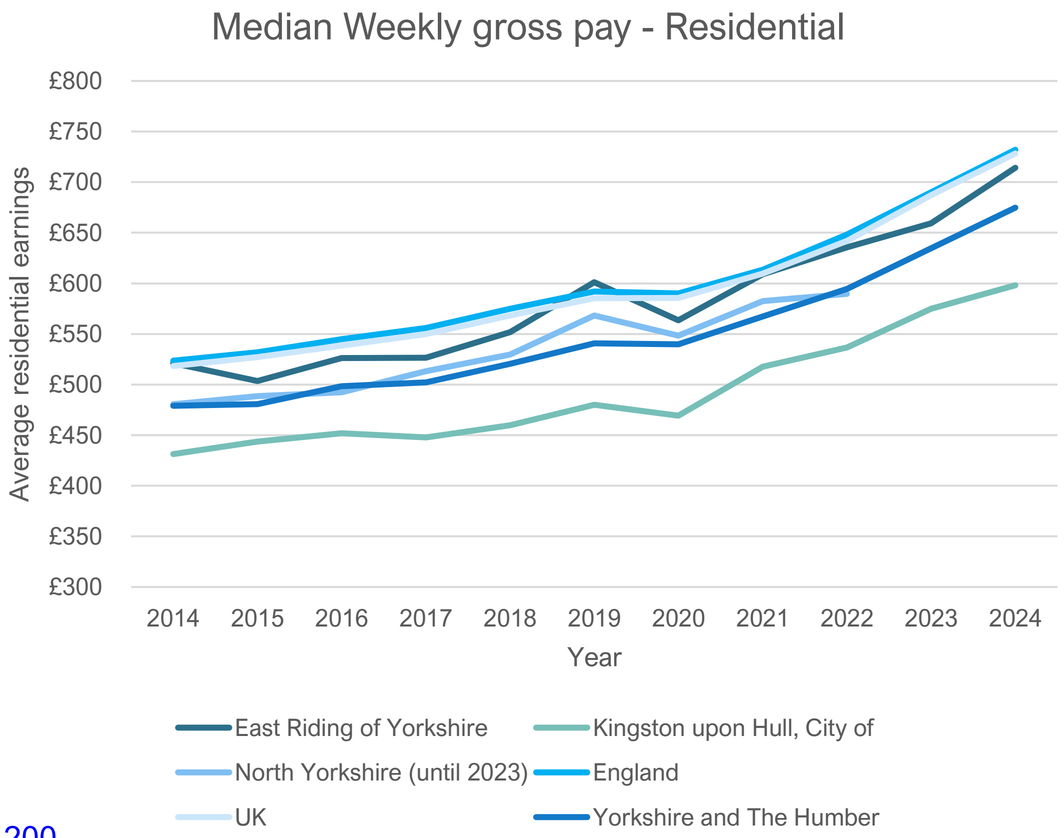
What this implies is that while the East Riding is more of a commuter area with outward commuting to higher-paid jobs, Hull is more of an employment hub, drawing in better-paid workers from elsewhere, but with a resident population that doesn't benefit as much from these higher wages. It can also be seen that Hull's residential weekly pay has been lower in comparison over the last ten years, but the gap has widened more recently.

Source: ONS, Annual survey of hours and earnings – resident and workplace analysis (2024)

Earnings

Earnings growth trends in Hull and East Yorkshire reveal a divergence between workplace and residential pay compared with regional and national patterns. Both Hull and the East Riding fall below the national average for workforce and residential median weekly pay.





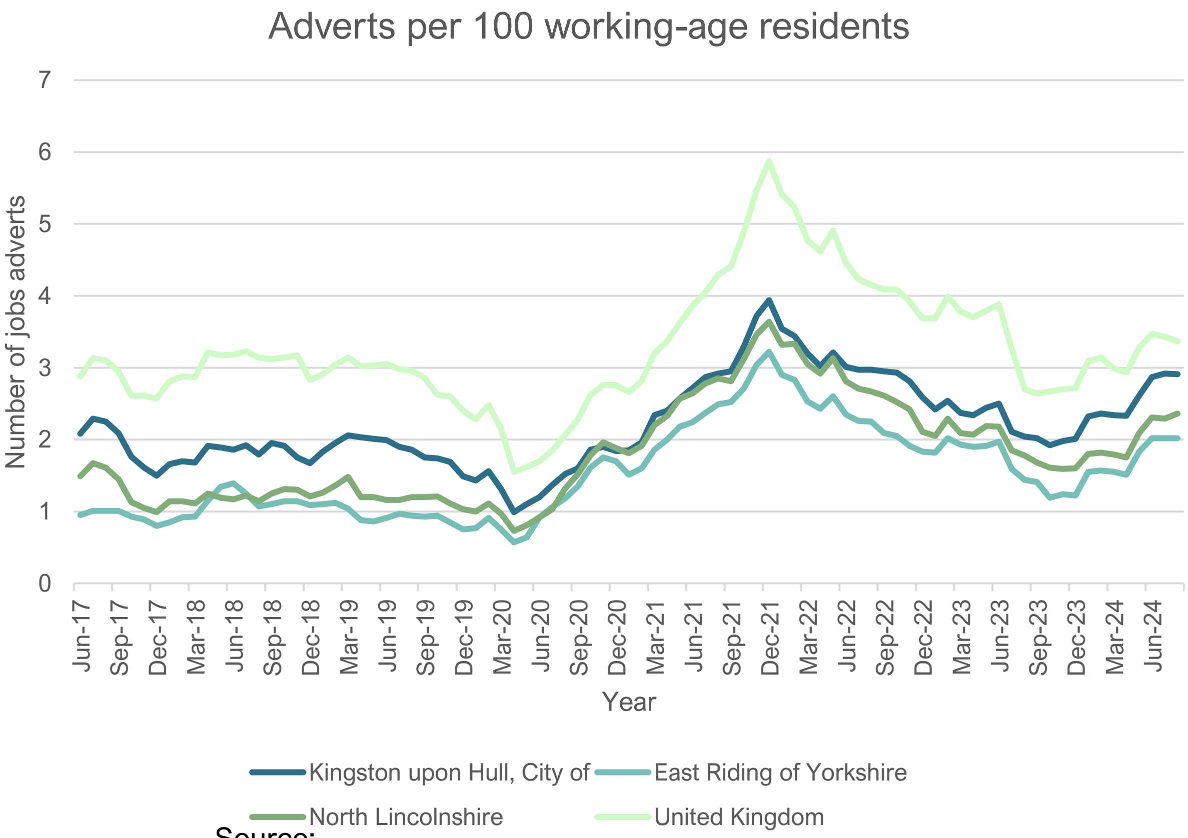
Source: ONS, Annual survey of hours and earnings – resident and workplace analysis

Job adverts and demand for workers

Job adverts provide insight into the strength of labour demand, highlighting how Hull and East Yorkshire compare with neighbouring and national trends.

Prior to 2020, job advert volumes in the area were relatively stable. They declined sharply during the early stages of the pandemic but rebounded quickly in 2021, peaking in late 2021 and early 2022. While the scale of growth was lower than the national peak, both Hull and East Yorkshire broadly followed the UK trend.

Since then, vacancies have declined through 2022–23 and partially recovered by mid-2024. Hull consistently recorded higher levels of job adverts than the East Riding, although both remain well below the UK average. North Lincolnshire sits close to Hull, showing a similar trajectory.



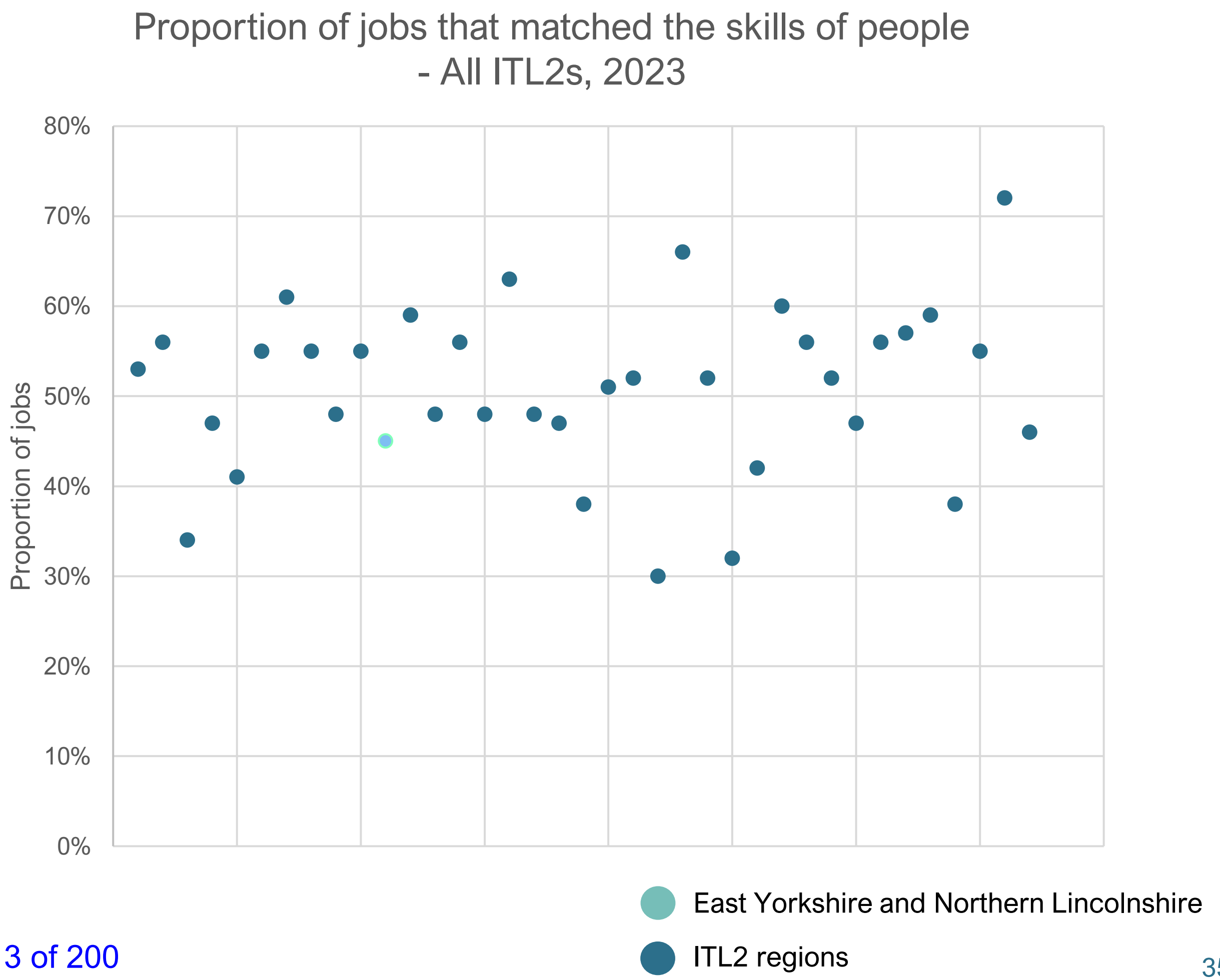
Source:

Source: ONS, Measuring labour demand volumes across the UK using Textkernel data (2024)

Skill demand and mismatch

Hull and East Yorkshire underperform on skill matching compared to many ITL2 areas.

At just 45%, the proportion of jobs in East Yorkshire and Northern Lincolnshire that align with resident skills is below the average for ITL2 areas across England. This lower rate of alignment reflects differences within the region, as East Riding has a relatively high qualification profile while Hull lags behind. The combined figure therefore masks these internal contrasts.



Source: ONS, Measuring labour demand volumes across the UK using Textkernel data (2024)

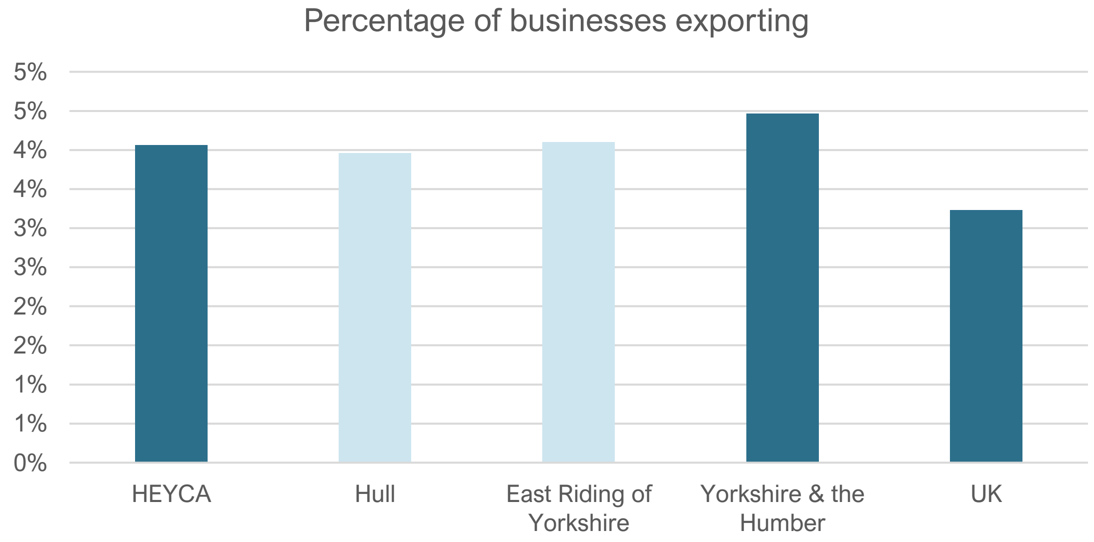
Exporting

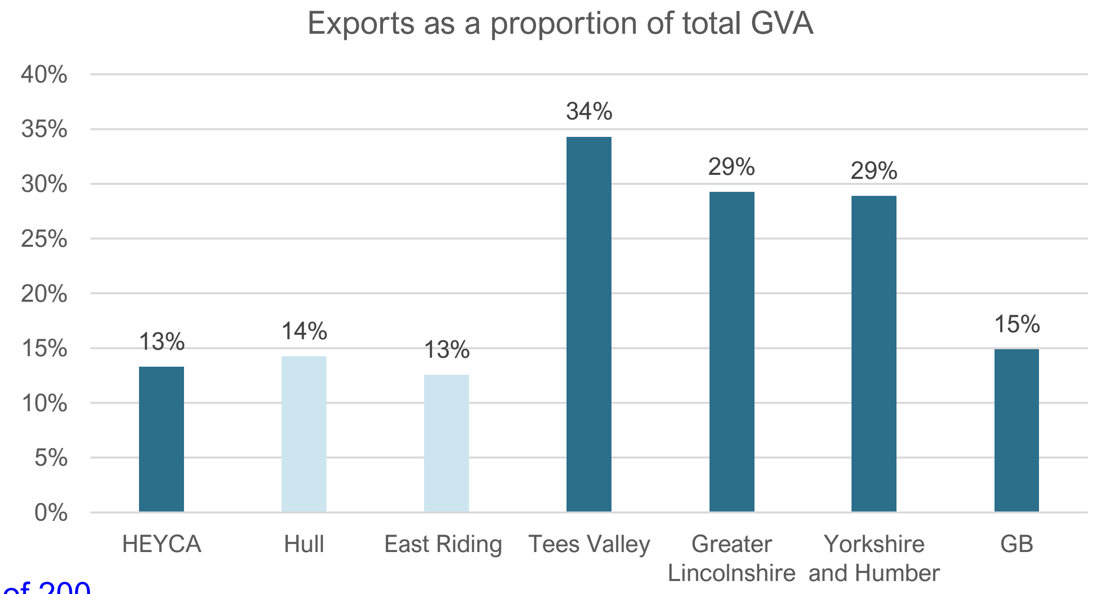
Exporting

Exporting activity in Hull and East Yorkshire is modest compared to neighbouring economies, with similar number of businesses exporting but at a lower value

Across HEYCA, around 4% of businesses are exporters, broadly in line with the regional and national averages. However, exports as a share of total GVA are relatively low at 13%, with both Hull and the East Riding recording the same figure or slightly above, compared to much higher levels in nearby economies such as Tees Valley (34%) and Greater Lincolnshire (29%).

This indicates that while the number of exporting firms is similar to other parts of the country, the value of exports relative to overall economic output is weaker. The implication is that Hull and East Yorkshire's export base is narrower and less embedded in higher-value international markets than comparator economies.





Source: ONS, Subnational trade time series (2025)

Investment

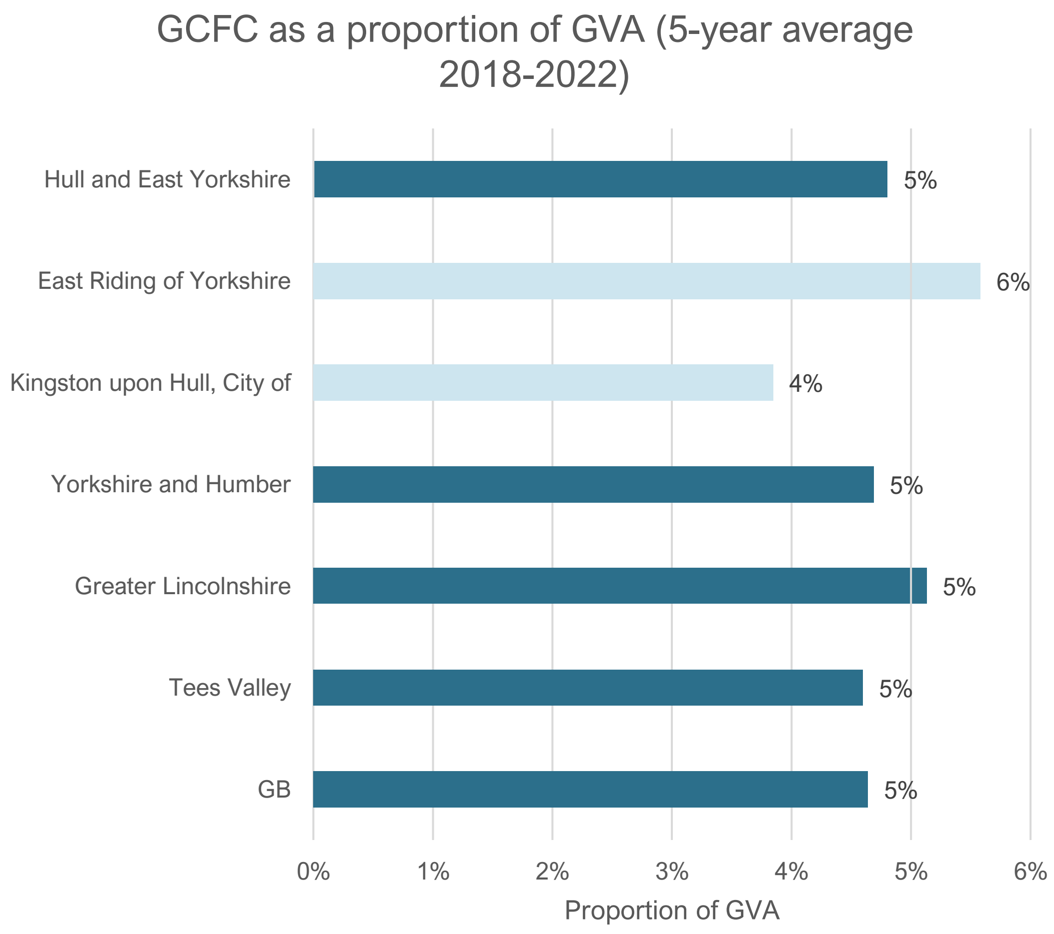
Investment

HEYCA notes similar levels of GFCF to comparator combined authorities, and regional/national averages

Gross Fixed Capital Formation (GFCF) measures the value of investment in fixed assets such as buildings, infrastructure, machinery, and equipment made by businesses, government, and other organisations. It is a key indicator of investment in an economy, representing the total value of fixed assets acquired by businesses, governments, and other institutions.

GFCF accounts for around 5% of GVA in HEYCA on average between 2018-2022, similar to the GB benchmark of 5%. Within this, East Riding performs particularly strongly, with investment equivalent to just over 6% of GVA, higher than regional and national averages.

In contrast, Hull records a lower level at around 4%, highlighting weaker capital formation in the city compared with both regional and national benchmarks.



Source: ONS, Regional perpetual inventory method (PIM) inputs (2022)

Business investment

Business investment in HEYCA is comparatively constrained when set against national and regional benchmarks, with lower levels of equity funding activity reducing the pipeline of innovation-driven growth.

Access to finance for businesses in HEYCA is weaker than nationally, with just 135 equity funding rounds recorded, equivalent to 4.25 per 1,000 businesses. This is significantly below the UK rate of 7.29 per 1,000, highlighting the challenge of accessing early-stage and growth capital across the region. While the total value of equity funding rounds reached £432m, the overall volume of deals remains low, limiting opportunities for businesses to secure the finance required to scale and innovate.

At the same time, the average deal size in HEYCA, at £3.2m, and the median deal size of £350,000 are broadly in line with national norms, albeit slightly below regional averages.

	Indicator	HEYCA	Compared to the region	Compared to UK
Business Investment	Equity funding rounds	135	1661	35481
	Equity funding rounds per 1000 businesses	4.25	5.14	7.29
	Equity funding amount (£m)	£432	£5,580	£128,861
	Equity funding amount per funding round (£m)	£3.2	£3.7	£3.6
	Median deal size	£350,000	£330,000	£358,000

Source: Metro Dynamics analysis of Beauhurst

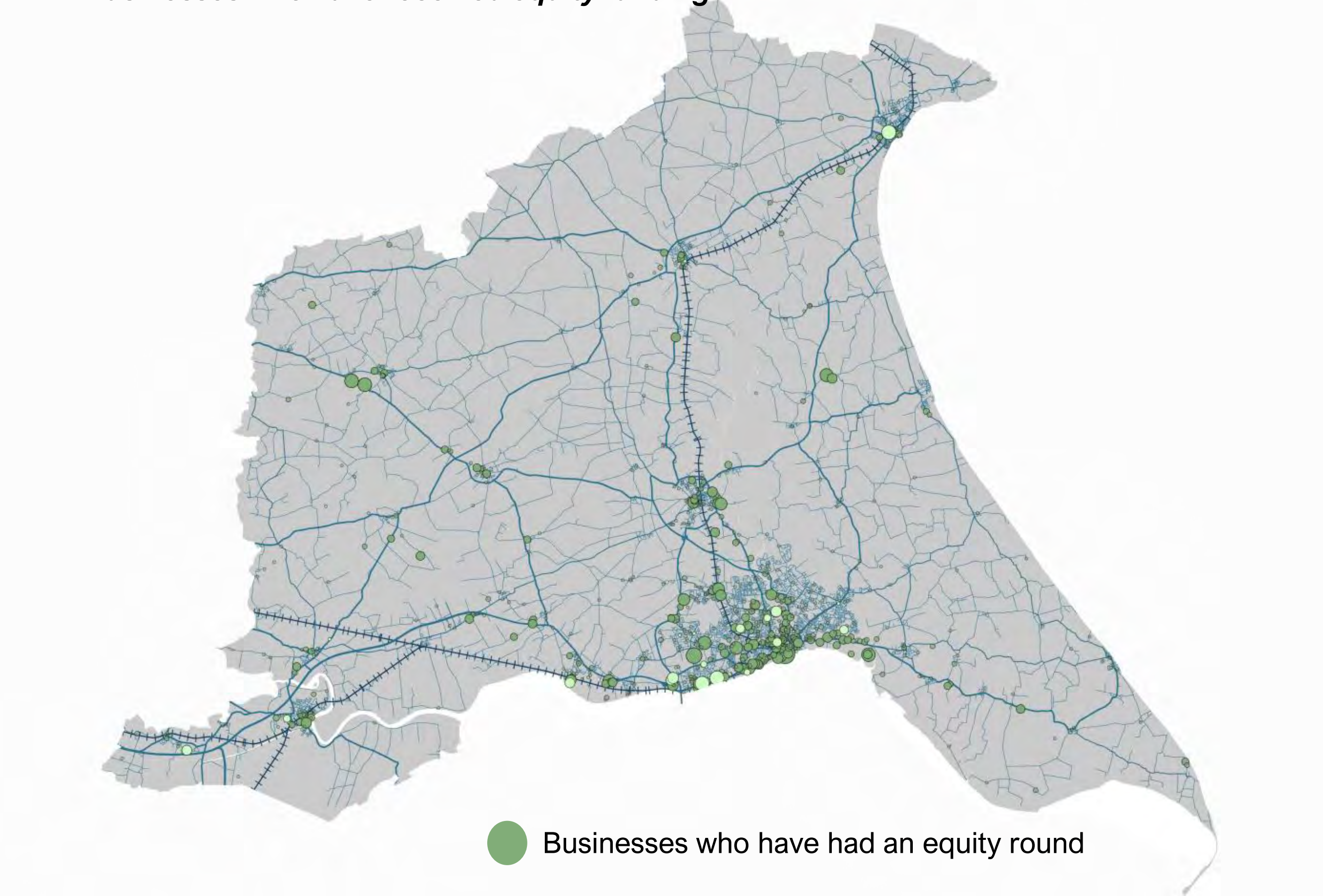
Equity funding

Equity funding in Hull and East Yorkshire is spatially concentrated, with most activity centred in and around Hull, reflecting the city's role as the main hub for investment.

The distribution of businesses that have secured equity funding rounds shows a heavy concentration in the urban core of Hull, particularly around the city centre and close to the port.

Smaller clusters of equity-funded firms are also evident along key transport corridors, including towards York and Leeds, as well as in market towns across East Yorkshire. However, the density of equity-backed businesses declines sharply outside Hull, highlighting a spatial imbalance in access to finance.

Businesses who have received equity funding



Source: Metro Dynamics analysis of Data City (2025)

Business demography

HEYCA's business demography highlights structural weaknesses, with lower start-up rates, higher business deaths, and weaker survival compared to national benchmarks, alongside a business base more dependent on established firms and external ownership.

The business birth rate in HEYCA is 10.4, below the UK average, while the death rate is higher at 11.4. This creates a negative churn balance and contributes to a five-year survival rate of just 40.6%, weaker than both regional and national averages. Although the share of high-growth businesses stands at 53.1 per 10,000, this remains below comparator areas, reflecting challenges in generating a dynamic and resilient enterprise base.

Nearly 90% of businesses are headquartered in the region, with 82% solely based in HEYCA. However, there are relatively high levels of businesses with UK-based or international parent companies, suggesting that larger firms from outside the region play a significant role in shaping the business landscape. Business stage data further illustrates this structure, with only 1.6% of businesses classed as scale-ups and 14.2% in early seed or venture stages.

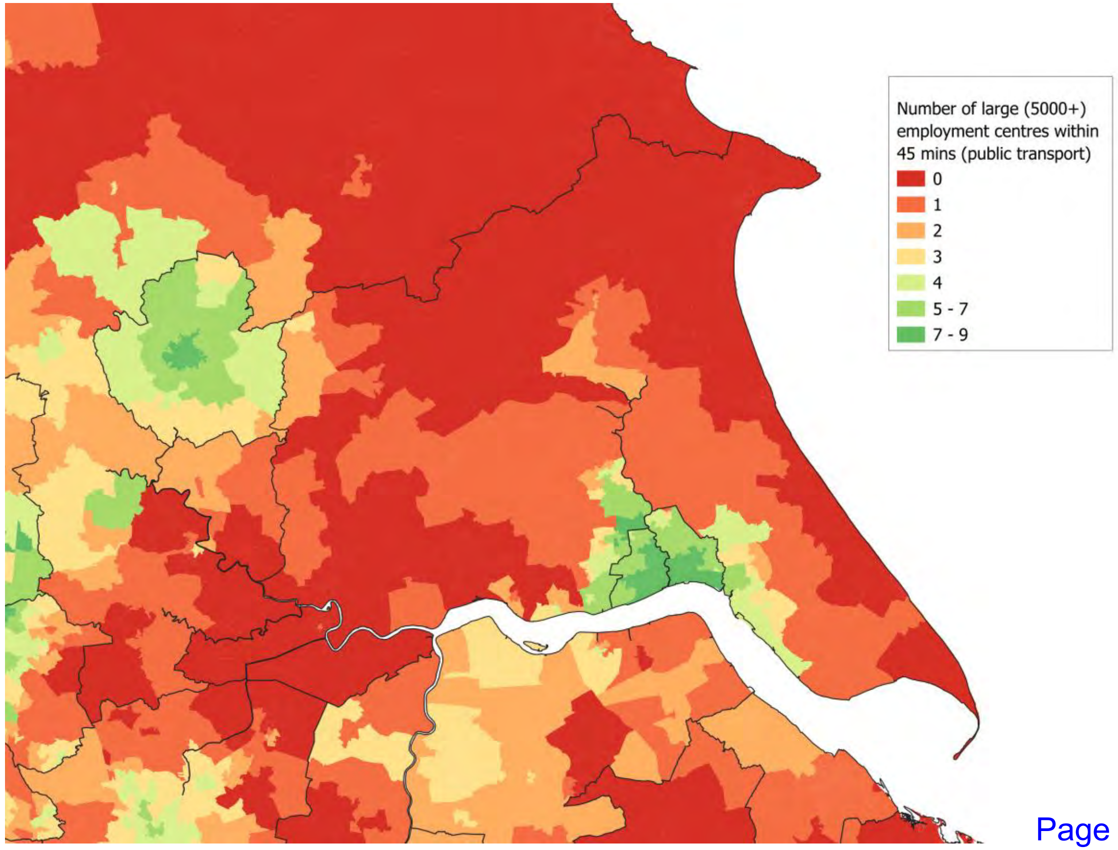
	Indicator	HEYCA	Yorkshire & Humber	UK
Business Environment	Business birth rate	10.4	*11*	*11*
	Business death rate	11.4	*11.5*	*10.8*
	5-year survival rate	40.6	*41*	*39.4*
	Business Churn	21.8	*22.5*	*21.8*
	High growth businesses (per 10,000)	53.1	*48.1*	*47.9*
	Business density	335	*343.79*	*409.41*
Business Structures	% of businesses that are HQ/reg	89.87%	*91.75%*	-
	% solely based in region	81.55%	*84.97%*	-
	% with International Parent Company	3.08%	*2.42%*	*2.62%*
	% with UK based parent company	8.91%	*7.08%*	*6.03%*
	% Private Limited: share capital	96.20%	*95.51%*	*93.26%*
	% Private Limited: no share capital	2.67%	*2.95%*	*3.09%*
	% Public Limited: share capital	0.18%	*0.12%*	*0.08%*
Business Stage	% est in last 5 years	44.79%	*48.34%*	*51%*
	% est over 20 years ago	15.67%	*12.16%*	*11%*
	% with evolution stage tracked	2.17%	*1.67%*	*1.21%*
	% of tracked at seed/venture stage	14.20%	*22.97%*	*40.33%*
	% of tracked at growth stage	9.86%	*9.64%*	*10.53%*
	% of tracked established	68.84%	*51.09%*	*38.32%*
	% scale ups	1.60%	*1.03%*	*0.56%*

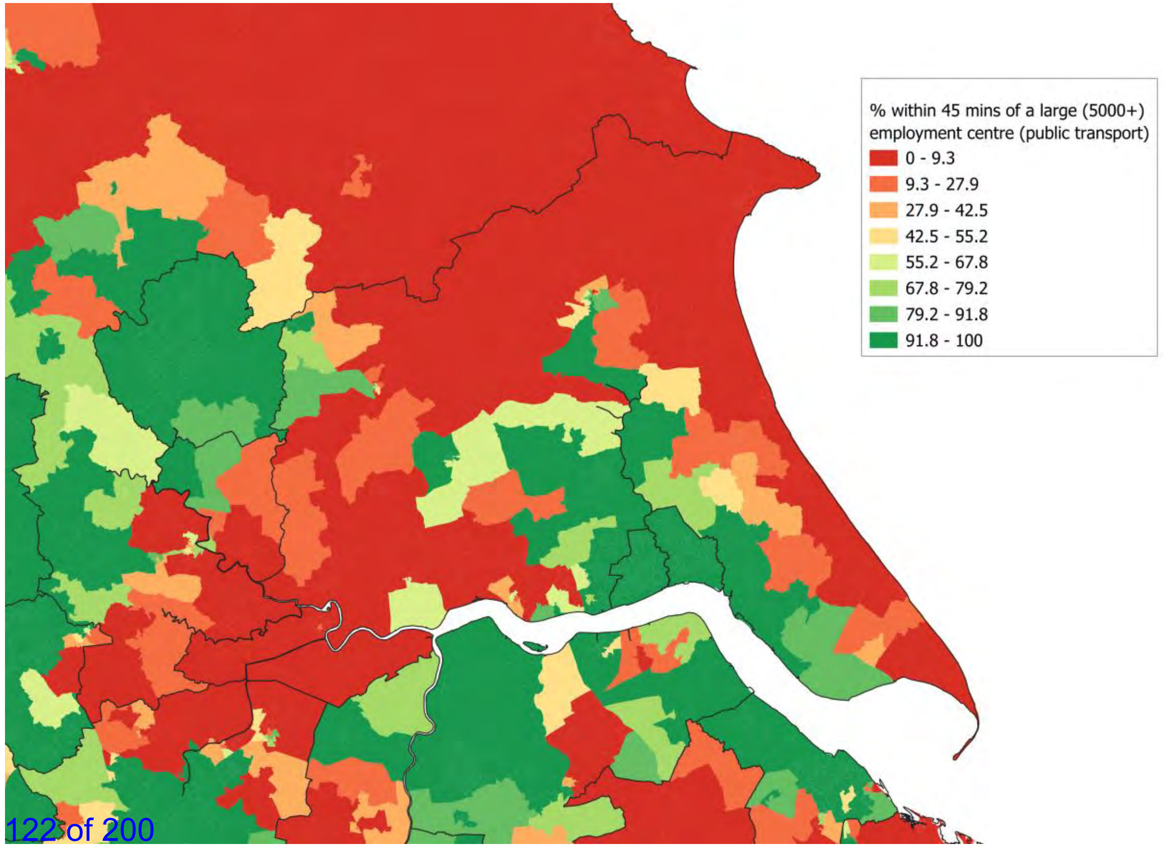
Source: Metro Dynamics analysis of Beauhurst, DBT, UK Innovation Survey (2023), ONS, Business demography UK (2024)

Transport

Transport

Access to large employment centres by public transport is highly uneven across Hull and East Yorkshire. Whilst Hull has strong accessibility to large employment centres in 45 minutes, the maps shows that only limited parts of East Riding achieve high levels of accessibility within 45 minutes of a centre with 5,000 or more jobs.





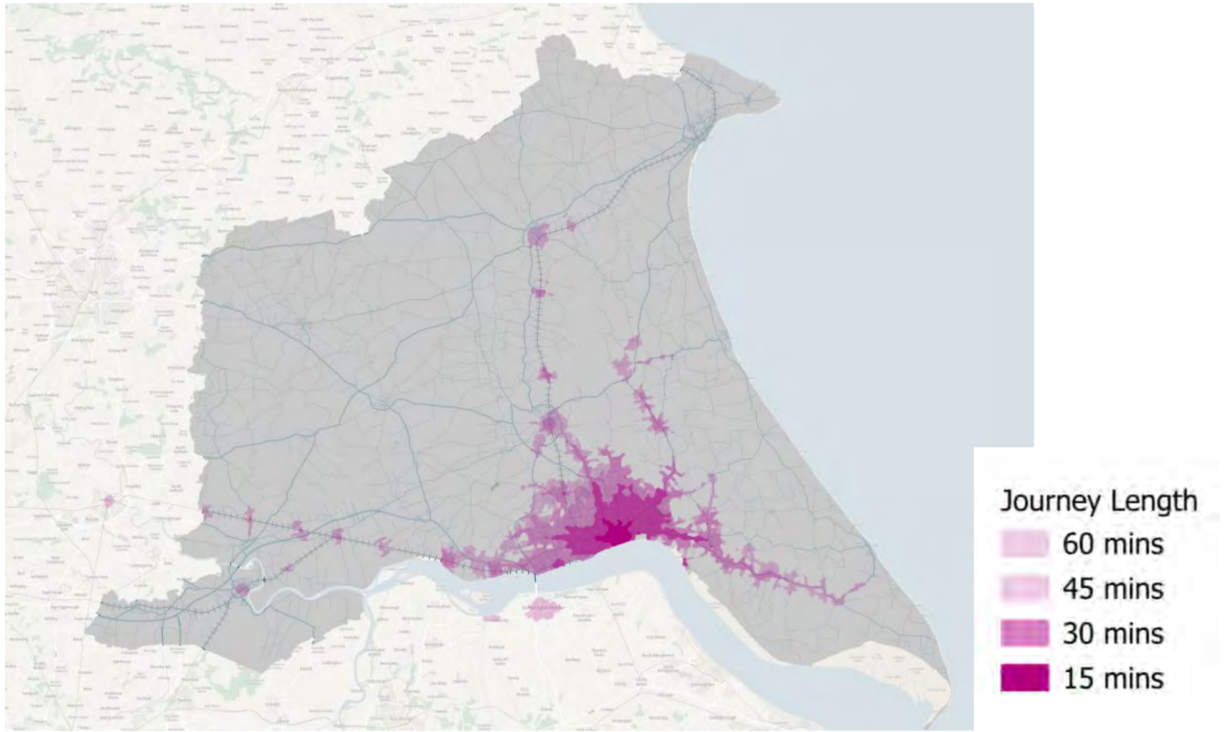
Source: XX

Transport Connectivity

The maps below show public transport connectivity from two key employment areas in Hull and East Yorkshire, Beverly and Hull City Centre. Hull City Centre is accessible in 60 minutes for all areas of Hull, but only accessible to places with train stations in East Riding. Beverley displays a similar pattern, with access largely confined to the local area and main transport corridors.

Public Transport connectivity from Beverly

Public Transport connectivity from Hull City Centre

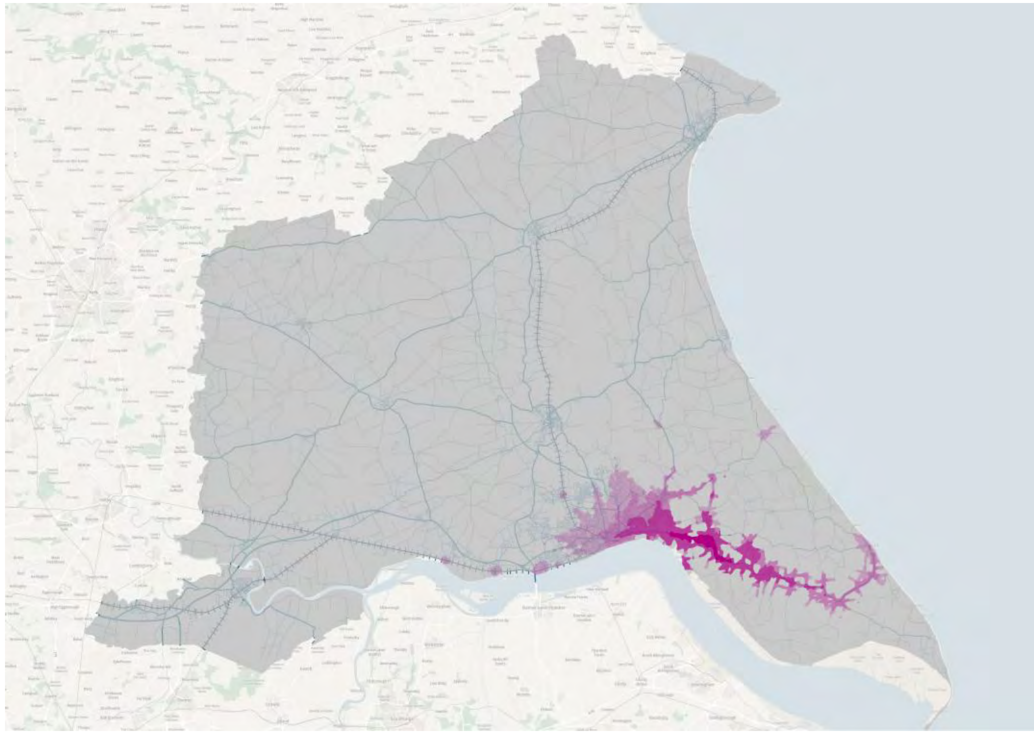


Source: XX

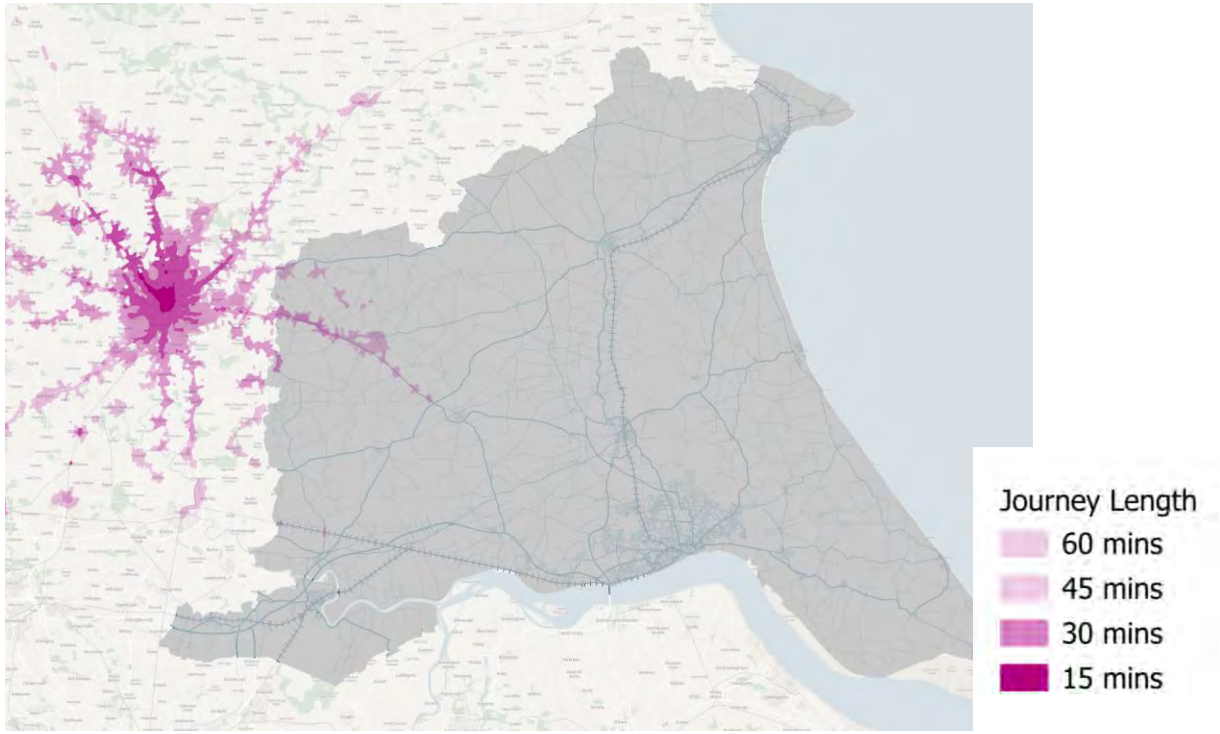
Transport Connectivity

The maps below show public transport connectivity from two key employment areas in Hull and East Yorkshire, Hull Waterside and York. From Hull Waterside, public transport reach is covered east-west but leaving large areas of East Yorkshire outside effective commuting range. By contrast, connectivity from York demonstrates a far wider reach for residents in Hull, with limited connectivity in 60 minutes to some areas of East Riding

Public Transport connectivity from Hull Waterside



Public Transport connectivity from York



Source: XX

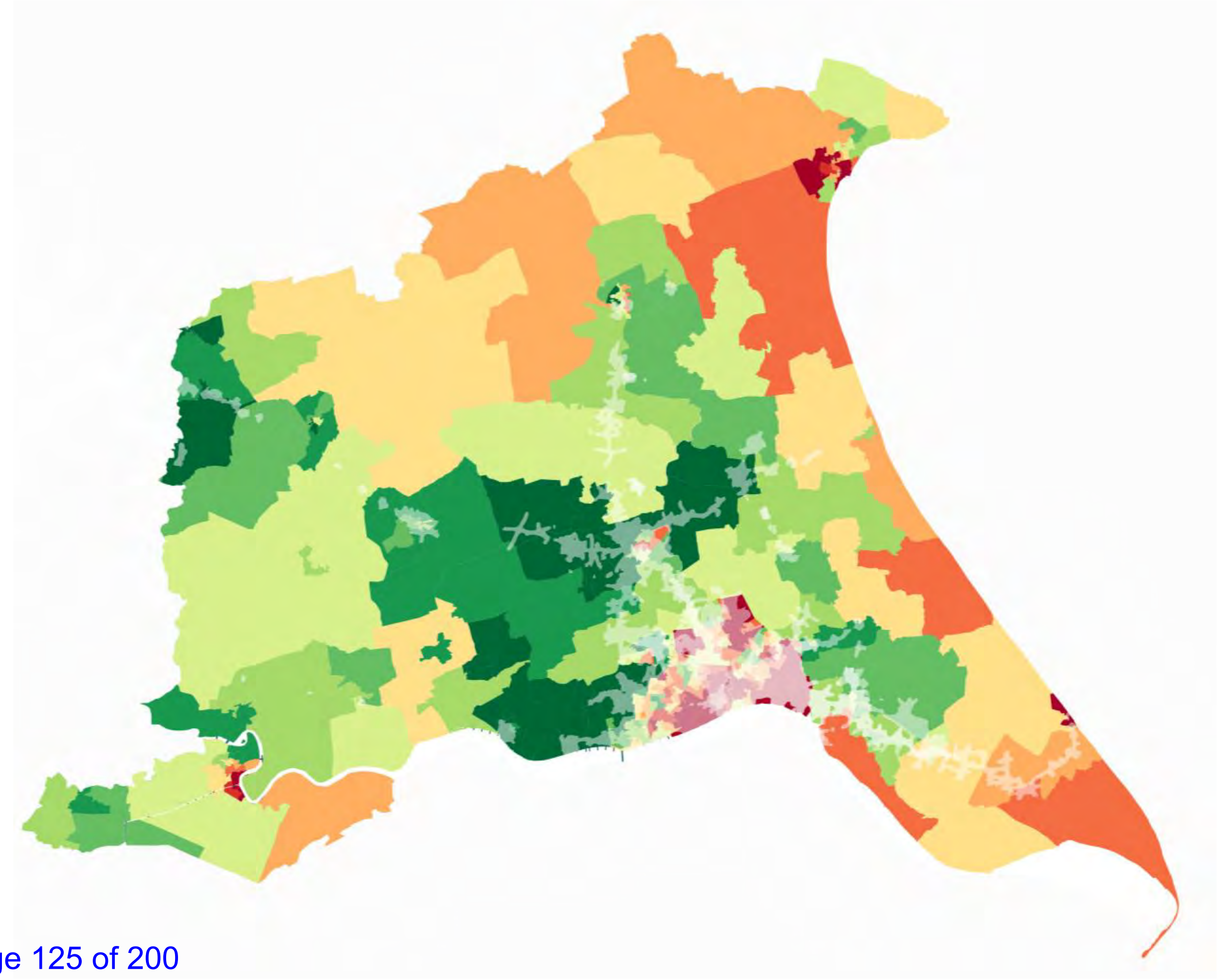
Transport and employment

Transport and employment patterns highlight the importance of connectivity in addressing deprivation and improving access to opportunity.

To understand public transport access to areas in relation to their relative level of deprivation, we have overlayed the travel time isochrones for a 45-minute public transport journey to the 3 areas in Hull and East Yorkshire with highest level of employment and York, with the 2019 IMD map.

The analysis shows that while areas in central Hull benefit from relatively strong access to employment opportunities, some peripheral and rural communities, especially costal communities, face more limited public transport connectivity. These same locations often coincide with higher levels of deprivation, reinforcing spatial inequalities and creating barriers to labour market participation.

Transport connectivity to highest activity areas, and deprivation



Source: XX

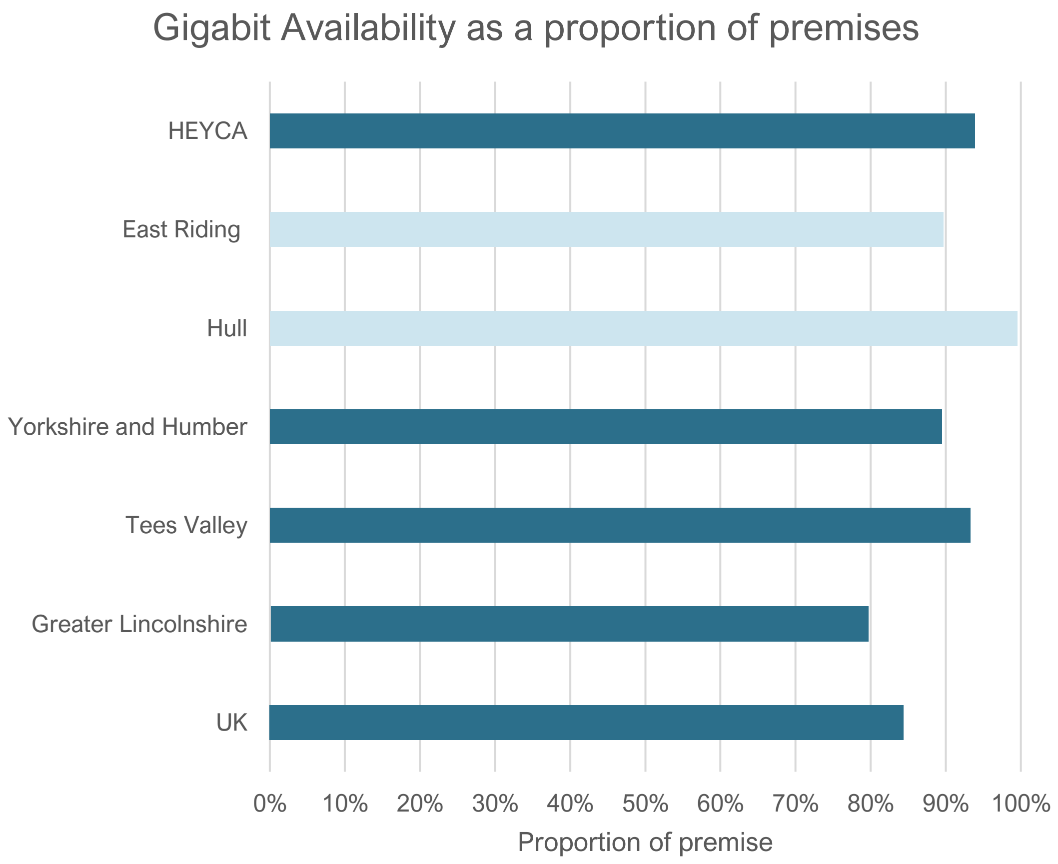
Digital Connectivity

Digital Connectivity

Digital connectivity is a relative strength for HEYCA, with levels of gigabit broadband availability significantly exceeding the UK average and supporting both business competitiveness and household access.

Gigabit broadband refers to high-speed internet connectivity capable of delivering speeds of at least 1 gigabit per second (Gbps). This enables faster downloads, seamless streaming, and improved digital connectivity for businesses and households. Access to gigabit broadband is increasingly seen as essential infrastructure, underpinning productivity, innovation, and quality of life.

Across HEYCA, coverage exceeds 90% of premises, with Hull itself close to universal availability. This is well above the UK average of just over 80% and places the region ahead of many comparator areas. For example, availability in Greater Lincolnshire is closer to the national figure, while Tees Valley also falls below Hull's near-complete coverage. East Riding also performs strongly, with levels broadly in line with HEYCA overall.



Source: Ofcom, Gigabit capable broadband (2025)

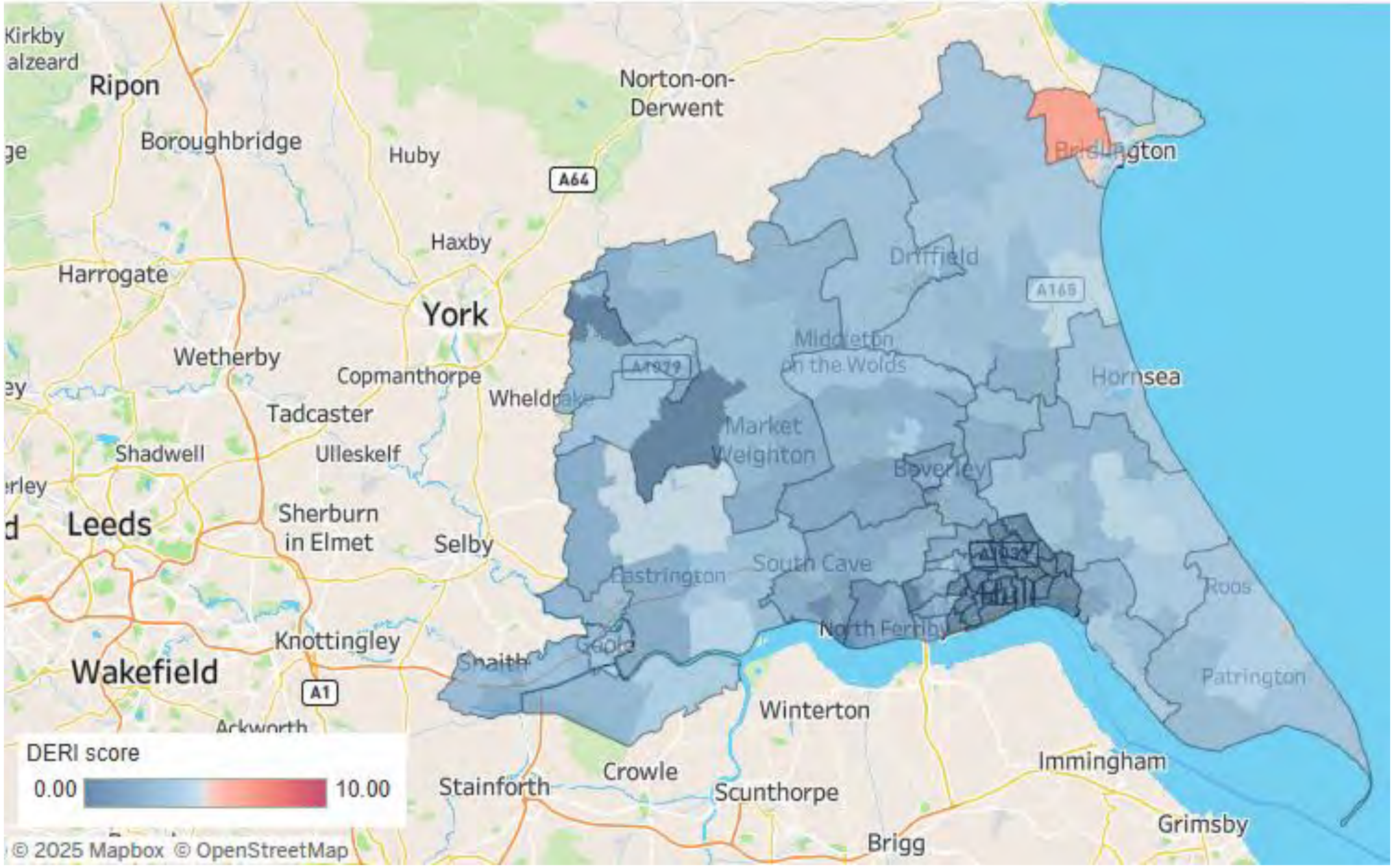
Digital exclusion risk

Digital Exclusion is a limited risk in Hull and East Yorkshire, with only Bridlington highlighted as high risk

The Digital Exclusion Risk Index highlights that the risk of digital exclusion across Hull and East Yorkshire is generally low. Most of the geography records strong digital inclusion, reflecting widespread gigabit availability and adoption.

The main exception is Bridlington, which stands out as the only area with a high risk of digital exclusion, reflective of low average earnings and high levels of deprivation.

Digital Exclusion Risk Index for Hull and East Yorkshire



Source: GMCA, Digital Exclusion Risk Index (DERI) (2022).

Innovation

Innovation

Less businesses in Hull and East Yorkshire are innovation active, with fewer businesses receiving funding compared to region and nation

Only 26.8% of businesses in Hull and East Yorkshire are classed as innovation active, significantly below Yorkshire and the Humber (35.4%) and the UK average (36.3%). This underlines a structural challenge in embedding innovation across the local business base. The proportion of firms engaged in product innovation is particularly low at 13%, compared to almost one in five nationally.

Internal research and development activity is also limited, with just 7.8% of businesses conducting in-house R&D, well below the national benchmark of 13.8%. This suggests a weaker pipeline of innovation-led growth and fewer firms investing directly in knowledge creation. While 0.4% of businesses report spending on R&D, marginally above the UK average, this represents a narrow base of activity rather than broad engagement across the economy.

Access to external innovation finance is another constraint. Only 0.02% of businesses have received an R&D grant, in line with national levels but far too small a proportion to drive significant regional transformation.

Indicators	Hull and East Yorkshire	Compared to region	Compared to UK
% Innovation Active	26.8%	35.4%	36.3%
% product innovators	13%	19.6%	19.4%
% performing internal R&D	7.8%	13.7%	13.8%
% reporting spending on R&D	0.4%	0.3%	0.2%
% receiving R&D grant	0.02%	0.02%	0.02%

Source: DBT, UK Innovation Survey (2023)

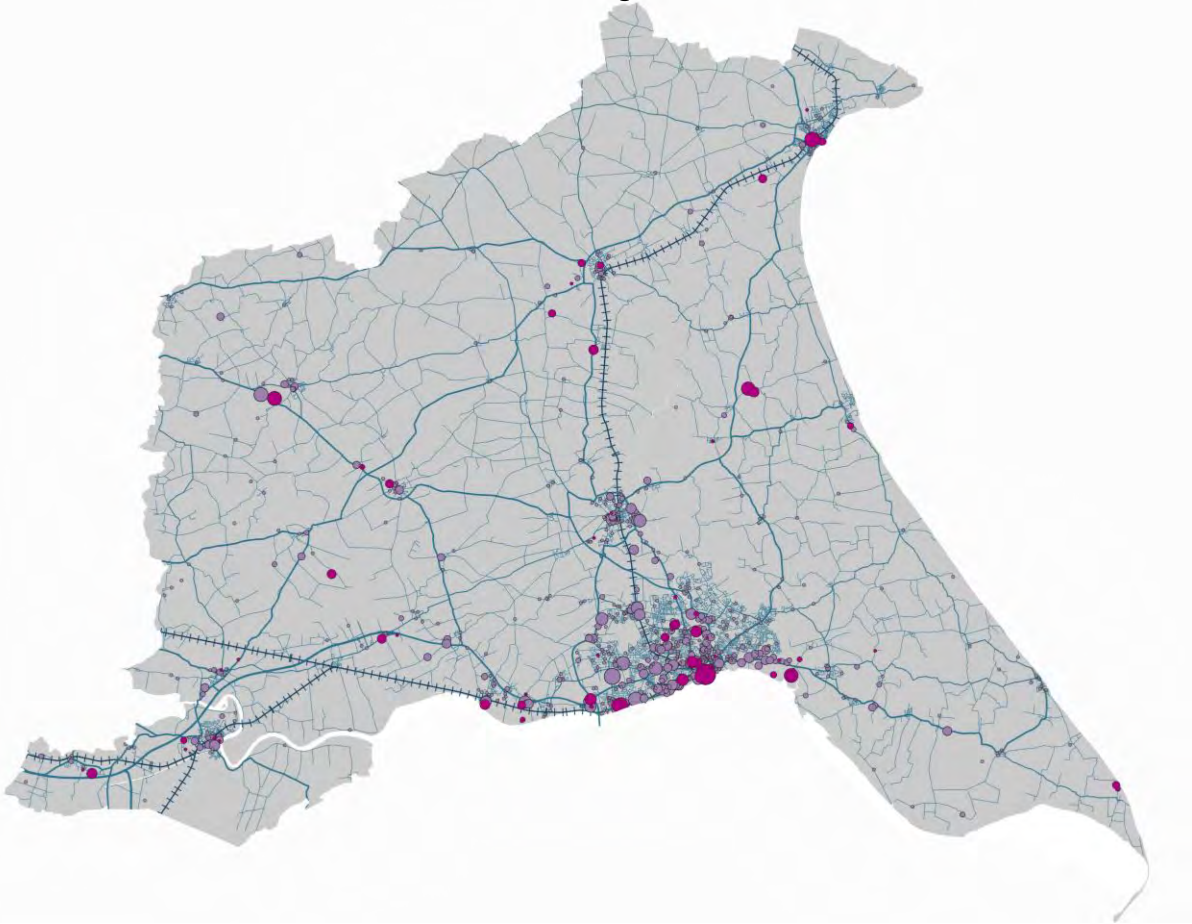
Where are innovative businesses located?

Innovative businesses in Hull and East Yorkshire demonstrate a strong urban concentration with distinct clusters emerging across the region.

The map highlights the location of businesses in receipt of Innovate UK grants, providing a proxy for innovation activity. Most grant recipients are concentrated in and around Hull, reflecting the city's role as the primary hub for research, development, and innovation. This aligns with Hull's wider economic profile as a centre for higher-value services, advanced manufacturing, and digital activity.

Smaller but notable concentrations are visible in Beverley, Goole, and Bridlington, as well as in locations with connectivity to larger regional centres such as York and Leeds. These emerging nodes suggest a wider innovation ecosystem beyond Hull, though at a much smaller scale.

Businesses who have received Innovate UK grants



Source: Metro Dynamics analysis of Data City data (2024)

Sector Analysis

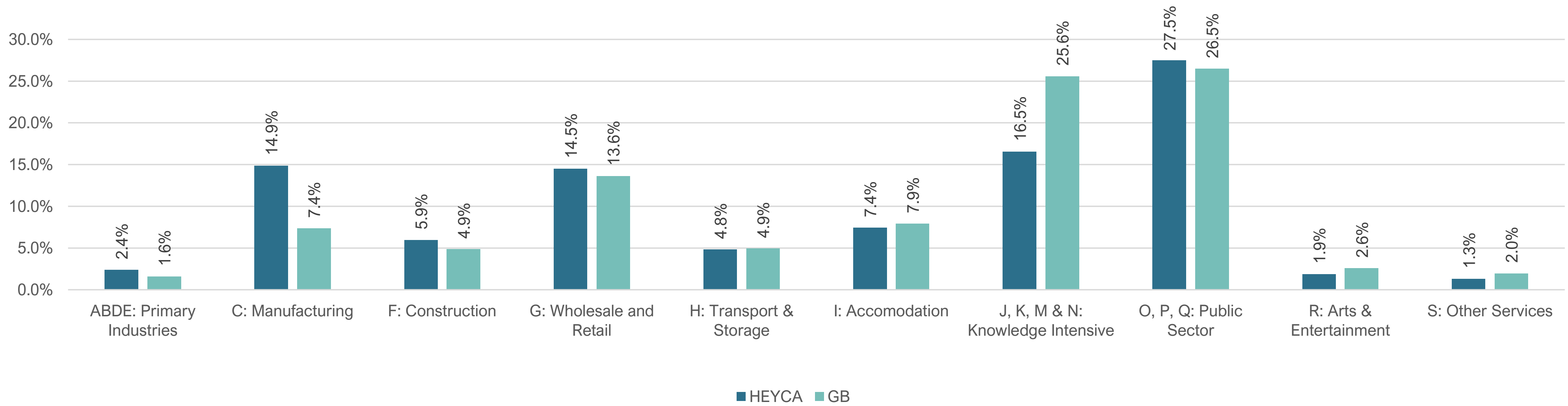
This section covers analysis of the overall sector composition of the economy, performance across sectors and a focus on the size and performance of the eight industrial strategy sectors, as defined by the Government. In addition, it includes initial analysis of emerging economy strengths and data on equity investment rounds.

Sectoral make-up of the economy: Employment

This chart shows the share of total employment in each broad industrial group in Hull and East Yorkshire compared with the national average. The local economy is characterised by above-average employment in the Public Sector, Manufacturing, and Retail, with manufacturing standing out as a particular strength. In contrast, knowledge-intensive industries employ a smaller share locally than nationally, highlighting a structural gap in higher-value roles.

Other sectors such as Construction, Accommodation, and Transport & Storage are broadly aligned with national levels, while Primary Industries remain slightly more significant in the local area.

% of Total Employment by Sector to Total, 2023



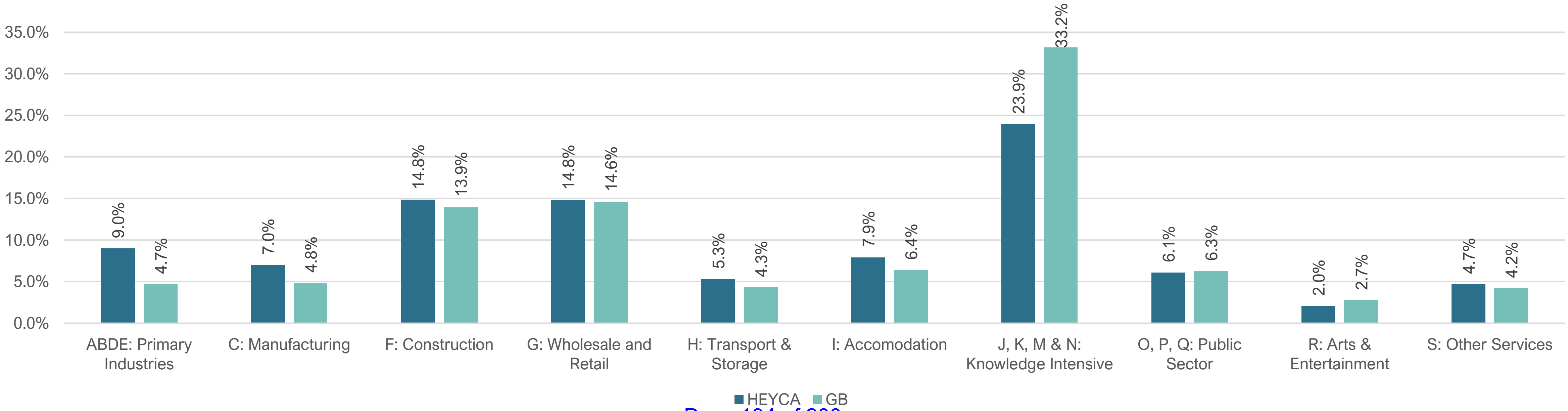
Source: BRES

Sectoral make-up of the economy: Firms

This chart shows the share of the total business base in each broad industrial group in Hull and East Yorkshire compared with the national average.

We see similar patterns to the employment data with Primary industries accounting for a much larger share of the business base (9% vs 4.7% nationally), reflecting the rural and agricultural base of the area. Knowledge-Intensive sectors continue to be under-represented locally (24% vs 33% nationally), highlighting a structural gap in higher-value business activity compared to GB.

% of Total Firms by Sector to Total, 2024



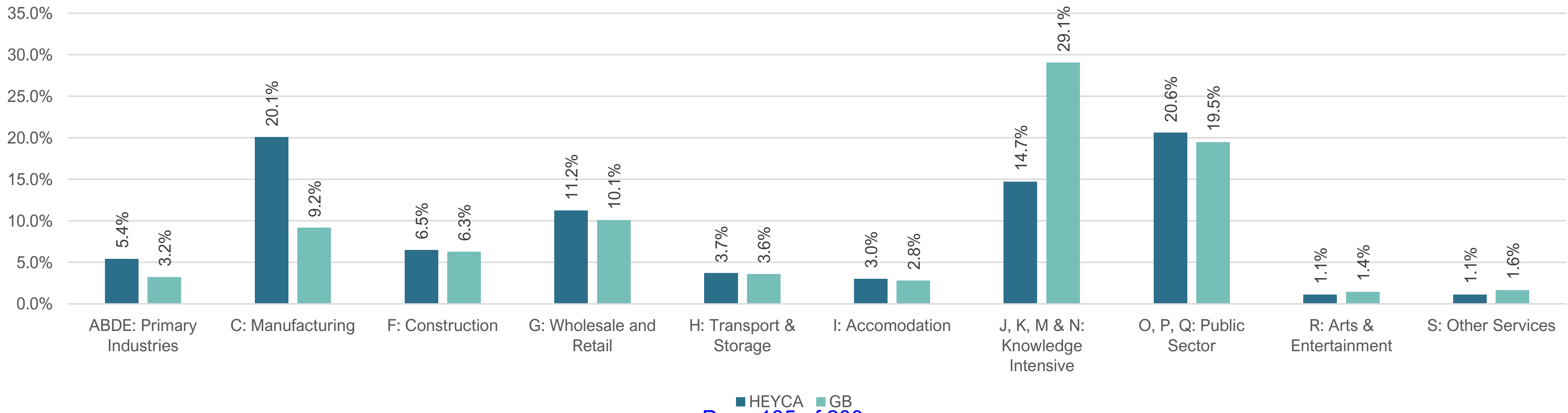
Source: UK Business Counts

Sectoral make-up of the economy: GVA

This chart shows the share of the total GVA in each broad industrial group in Hull and East Yorkshire compared with the national average. Manufacturing is the largest contributor to local GVA (20.1% vs 9.2% nationally), confirming its core importance to the local economy.

As with employment and firms, knowledge-intensive sectors, typically high value and major contributors in cities in particular, are under-represented in value terms. The larger difference in value versus the previous metrics suggests that the activity that does take place is lower value on average (14.7% vs 29.1% nationally), highlighting a structural weakness in higher-value activity.

% of Gross Value Added by Sector (£m) to Total, 2023



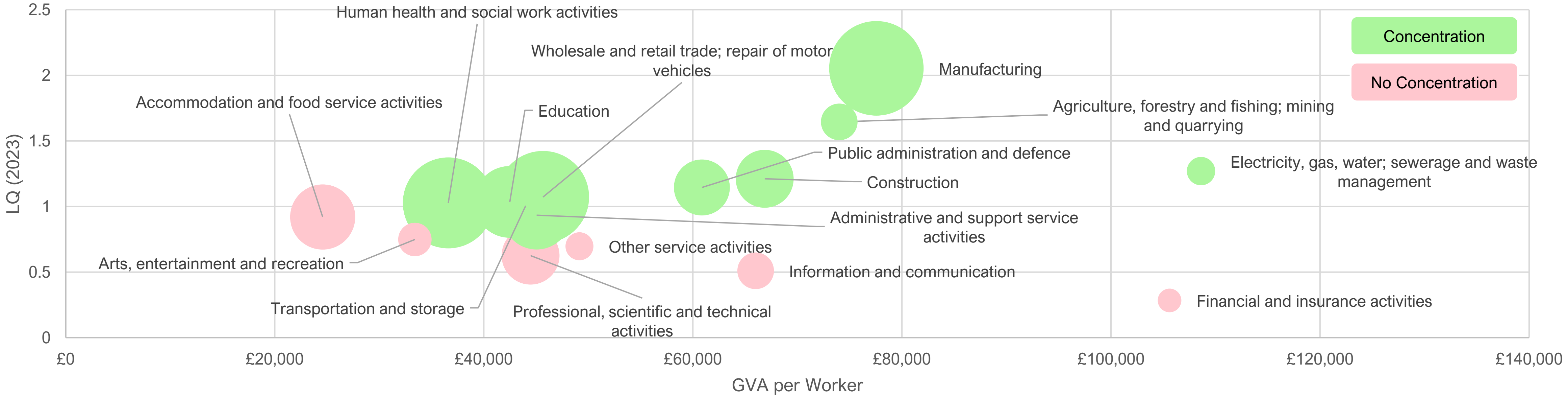
Source: Subregional Accounts

Sectoral make-up of the economy: Productivity

The local economy is weighted towards traditionally productive industries, but structurally weaker in knowledge-intensive or high value sectors

The below chart shows estimated productivity and level of concentration on the axis, with the size of the bubbles showing employment in the sector. We can see that the region's economy is anchored by manufacturing, agriculture, and utilities, which are both productive and regionally specialised while the largest employers (health, education, and retail) are less productive, meaning they drive volume of jobs more than economic value and high-value service sectors (finance, ICT, professional services) are weakly represented.

LQ Score against GVA per Worker (Bubble size indicates total number of jobs)



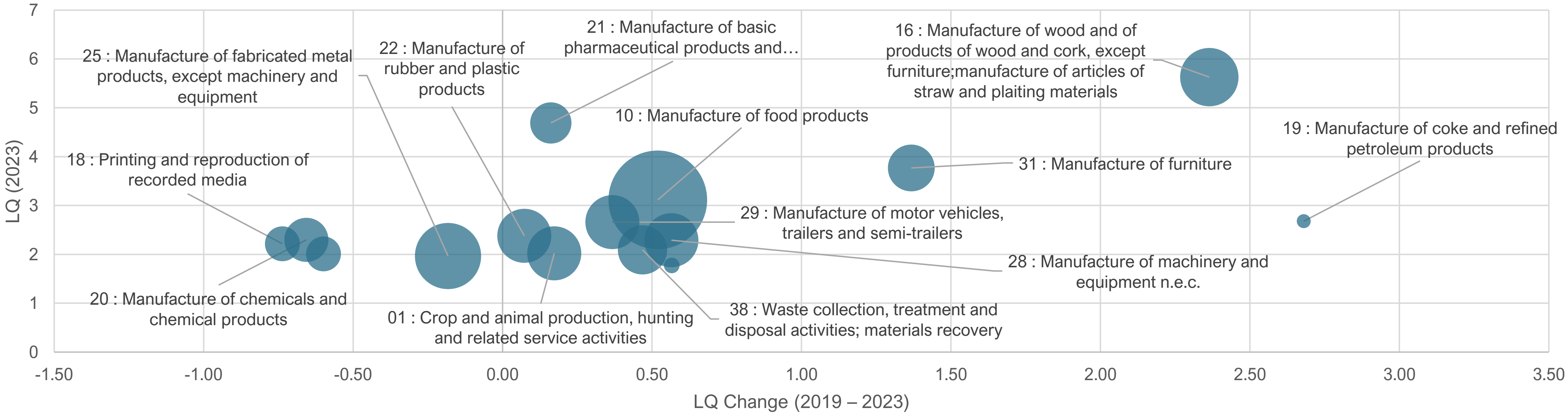
Source: BRES, UK Business Count, UK Subregional Accounts

Sectoral make-up of the economy: Zoomed In

This chart shows the 15 sectors where Hull and East Yorkshire have the highest LQ, visualising how the degree of specialism in these sectors changed between 2019 and 2023, as well as employment in these specialisms. Hull & East Yorkshire has clear specialisms in wood products, coke & refined petroleum, furniture, and food products, with strong concentrations and in many cases growth. Sectors like as motor vehicles and waste collection/recycling also combine above-average concentration with positive recent expansion.

However, declining employment (and concentration) in specialised sectors including chemicals, printing, and non-metallic minerals highlights structural challenges in parts of traditional manufacturing.

Employment LQ Score and Change – Top 15 Sectors by LQ



Source: BRES

Sectoral Trends

Growth sectors: Construction, Transport & Storage, Accommodation, and Knowledge-Intensive industries are driving expansion - with strong job creation and/or long-term GVA growth.

Restructuring sectors: Wholesale & Retail and Manufacturing show falling employment but rising GVA, pointing to potential productivity gains rather than job growth.

Declining sectors: Primary Industries and Arts & Entertainment face sustained contraction in jobs, firms, and value, while the Public Sector remains large but flat.

% Key Metrics Change by Sector

Performed better than GB average | Performed worse than GB average

	Employment (2023)	1 Year Change	5 Year Change	8 Year Change	Firm Count (2024)	1 Year Change	5 Year Change	8 Year Change	Gross Value Added (2023) (£m)	1 Year Change	5 Year Change	8 Year Change
ABDE: Primary Industries	6,450	-11.6%	-13.4%	-0.8%	1,830	-1.1%	-8.5%	-9.0%	£835	10.4%	4.8%	-7.2%
C: Manufacturing	40,000	-9.1%	0.0%	8.1%	1,420	-4.1%	0.0%	0.4%	£3,102	-4.7%	1.2%	6.3%
F: Construction	16,000	6.7%	45.5%	33.3%	3,020	-0.3%	13.1%	12.1%	£1,003	0.0%	33.0%	25.5%
G: Wholesale and Retail	39,000	-4.9%	0.0%	0.0%	3,010	-3.4%	-5.8%	-1.1%	£1,735	1.8%	6.2%	18.1%
H: Transport & Storage	13,000	18.2%	8.3%	18.2%	1,080	-7.3%	21.3%	2.4%	£572	2.3%	-9.4%	-11.0%
I: Accomodation	20,000	5.3%	11.1%	25.0%	1,610	-2.7%	6.6%	8.4%	£467	-3.5%	14.2%	33.0%
J, K, M & N: Knowledge Intensive	44,500	7.2%	-3.8%	11.3%	4,875	0.7%	-2.9%	-1.6%	£2,273	5.0%	12.6%	38.6%
O, P, Q: Public Sector	74,000	1.4%	4.2%	0.0%	1,240	1.2%	4.2%	-1.6%	£3,183	2.7%	1.8%	-3.7%
R: Arts & Entertainment	5,000	0.0%	-16.7%	-16.7%	415	1.2%	7.8%	13.7%	£167	-1.8%	13.6%	10.6%
S: Other Services	3,500	0.0%	0.0%	0.0%	955	1.1%	1.1%	3.8%	£172	-5.0%	-5.0%	-5.5%

Source: BRES, UK Business Count, UK Subregional Accounts

Sectoral Trends: Zoomed In

Across the largest sectors by employment concentrations several trends in employment. Several of these sub-sectors are growing strongly (e.g. wood products +75%, furniture +29%, food +25%) and outperforming national averages while other sub-sectors, such as chemicals, printing, and non-metallic minerals, are in decline, aging reflecting wider structural challenges in parts of the region's established manufacturing base

Top 15 SIC2 sub-sectors by Employment LQ in HEYCA (2019 - 2024)

SIC 2 Sub Sector	LQ	Total (2023)	Volume Change (2019 2023)	HEYCA % Change	Tees Valley CA % Change	Greater Lincolnshire % Change	GB % Change
Manufacture of wood and of products of wood and cork, except furniture;manufacture of articles of straw and plaiting materials	5.6	3,500	1,500	75.00%	-55.60%	12.50%	1.40%
Manufacture of basic pharmaceutical products and pharmaceutical preparations	4.7	1,750	250	16.70%	0.00%	33.30%	12.50%
Manufacture of furniture	3.8	2,250	500	28.60%	0.00%	28.60%	-18.20%
Manufacture of food products	3.1	10,000	2,000	25.00%	0.00%	-4.20%	4.00%
Manufacture of coke and refined petroleum products	2.7	200	200	200%	-25.00%	-16.70%	0.00%
Manufacture of motor vehicles, trailers and semi-trailers	2.7	3,000	0	0.00%	75.00%	0.00%	-13.90%
Manufacture of rubber and plastic products	2.4	3,000	0	0.00%	-33.30%	12.50%	-3.20%
Manufacture of chemicals and chemical products	2.3	2,000	-250	-11.10%	-25.00%	-12.50%	14.10%
Manufacture of machinery and equipment n.e.c.	2.3	3,000	500	20.00%	-42.90%	-14.30%	-9.70%
Printing and reproduction of recorded media	2.2	1,250	-1,000	-44.40%	0.00%	0.00%	-26.10%
Waste collection, treatment and disposal activities; materials recovery	2.1	2,500	750	42.90%	150.00%	-16.70%	10.80%
Crop and animal production, hunting and related service activities	2	3,000	0	0.00%	-11.10%	-10.00%	-8.70%
Manufacture of other non-metallic mineral products	2	1,250	-500	-28.60%	0.00%	-14.30%	-7.40%
Manufacture of fabricated metal products, except machinery and equipment	2	4,500	-500	-10.00%	0.00%	0.00%	-1.80%
Other mining and quarrying	1.8	250	50	25.00%	20.00%	11.10%	-15.00%

Source: BRES

Sector Growth Index

Sector Growth Index introduction

The sector growth index aggregates five-year changes to employment, business counts, GVA, productivity and concentration (Location Quotients for employment and businesses) to assess how Hull and East Yorkshire's sectors have changed since 2018.

- If a sector is seeing significant growth (>2% CAGR) in either employment, business counts, GVA and productivity (GVA per job)), it adds a score of 1.
  - The index also takes into account whether each sector is growing nationally. If the sector is growing significantly faster than the GB average, it adds an additional 0.5 points.
- Average concentration is found by calculating the mean employment and business count Location Quotient (LQ). If average concentration has grown by more than 5% in the period, this adds a further 1 point to the overall score, as this already considers national trends, no additional points are added.
- The maximum score possible is 7, meaning that a sector has seen growth across all measures, each of which is also growing faster than nationally. -7 is the lowest possible score, reflecting a decline across all measures.
- Bespoke sector definitions have been constructed by classifying 5-digit SIC codes into 26 sector groups, reflecting the full economic picture in HEYCA. The selection of sectors includes foundational sectors and some specific sectors relevant to Hull and East Yorkshire's economy. All sectors analysed are mutually exclusive, meaning there is no crossover, and add up to total employment in the region. For example, manufacturing activities within agri-food, clean energy and defence are excluded from the manufacturing definition, despite still being in the same broad industry group previously analysed.

For each growth measure:

Condition	Score
Growing and faster than GB	1.5
Growing and equivalent to GB	1.0
Growing but slower than GB; or Static but GB declining	0.5
Static	0.0
Static but GB growing; or Declining but slower than GB	-0.5
Declining equivalent to GB	-1.0
Declining and faster than GB	-1.5

Productive sectors tend to have a higher concentration

Sector grouping	Employment	Businesses	GVA (millions)	Productivity	Average concentration
Retail & Wholesale	37,935	3,045	£1,660	£43,755	1.06
Health and Social Care	36,985	775	£1,354	£36,609	0.98
Professional Business Services	25,450	2,505	£1,276	£50,129	0.78
Leisure & Hospitality	24,585	1,975	£638	£25,950	1.03
Education	23,325	295	£975	£41,779	0.95
Manufacturing	16,825	885	£1,513	£89,918	1.81
Agri-Food	16,790	1,935	£903	£53,761	2.04
Construction	15,515	3,010	£1,003	£64,647	1.12
Public Administration	13,910	125	£852	£61,251	1.64
Other Services	10,360	1,360	£352	£33,995	0.90
Digital and Technologies	7,825	1,160	£443	£56,657	0.61
Advanced Manufacturing	7,720	195	£632	£81,909	2.13
Ports and Logistics	6,610	725	£300	£45,349	1.48
Other Transport activities	6,455	430	£279	£43,298	0.83
Real Estate	3,485	745	£1,914	£549,211	0.75
Utilities	2,930	130	£326	£111,301	1.47
Financial Services	2,565	315	£264	£102,924	0.51
Life Sciences	1,930	20	£291	£150,587	1.27
Creative Industries	1,855	380	£89	£48,095	0.49
Digital and Creative	1,845	195	£105	£57,035	0.58
Clean Energy	1,535	60	£117	£76,310	1.25
Fossil Fuels	1,135	15	£73	£64,439	1.03
Digital Manufacturing	525	20	£35	£66,294	0.53
Mining	250	5	£16	£63,948	1.54
Defence	185	5	£13	£70,352	16.62
Total	**268,530**	**20,305**	**£15,400**	**£57,400**	**1**

Hull and East Yorkshire's most productive sectors are more concentrated in the region than nationally.

This table summarises the data produced for each sector at a static level in 2023. The sectors are colour-coded from most (green) to least (red).

As expected, the top employing sectors are more likely to have higher business counts and GVA. However, disparities exist, such as public administration, health, and education, which have high employment but low business counts, likely due to large employers such as the NHS. The largest employing sectors in Hull and East Yorkshire have some of the lowest productivity levels, bringing down the average.

Some correlation can be identified between the relative indicators. Though smaller in size, some of the most productive sectors in Hull and East Yorkshire also have a high business and employment concentration. The most productive sector is life sciences, with a GVA per job of £150,000, but it also has around 27% greater concentration of businesses and employment than Great Britain. Six of the seven most productive sectors have an average concentration of 1.25 or more.

Source: ONS, Business Register and Employment Survey (BRES), 2023; ONS, UK Business Counts, 2023; ONS, Regional gross value added (balanced) by industry: all ITL regions, 2023. *Real Estate has been greyed out due to the imputed rental driving total GVA.

The sectors growth story is mixed

Sector grouping	Employment growth	Business growth	GVA growth	Productivity growth	Concentration change
Retail & Wholesale	0.0%	0.7%	0.9%	0.9%	2.3%
Health and Social Care	1.5%	-0.6%	-1.9%	-3.4%	-2.4%
Professional Business Services	-1.4%	-1.0%	0.2%	1.6%	-5.5%
Leisure & Hospitality	0.9%	1.9%	3.0%	2.0%	-3.7%
Education	0.8%	-0.7%	3.3%	2.4%	-3.0%
Manufacturing	-2.2%	1.0%	1.1%	3.4%	1.0%
Agri-Food	2.8%	-1.7%	3.3%	0.5%	4.7%
Construction	6.9%	2.2%	5.9%	-1.0%	14.3%
Public Administration	0.1%	0.0%	1.2%	1.1%	-8.6%
Other Services	1.2%	1.7%	4.9%	3.6%	0.7%
Digital and Technologies	-1.3%	-2.3%	7.5%	8.9%	0.7%
Advanced Manufacturing	-0.5%	4.0%	-1.7%	-1.2%	13.7%
Ports and Logistics	1.1%	1.3%	-0.8%	-1.9%	-2.3%
Other Transport activities	1.2%	2.5%	-2.8%	-3.9%	-6.5%
Real Estate	-1.7%	2.1%	1.2%	3.0%	-11.0%
Utilities	0.6%	6.5%	-4.4%	-5.0%	5.8%
Financial Services	2.3%	0.6%	-0.3%	-2.6%	3.5%
Life Sciences	-0.7%	-10.6%	-0.2%	0.5%	-32.8%
Creative Industries	-2.0%	1.7%	1.1%	3.2%	-4.4%
Digital and Creative	-6.3%	-1.0%	-7.9%	-1.7%	-25.1%
Clean Energy	5.0%	3.7%	5.2%	0.2%	20.4%
Fossil Fuels	2.4%	-5.6%	5.5%	3.0%	9.6%
Digital Manufacturing	3.6%	-4.4%	1.0%	-2.5%	-0.6%
Mining	0.8%	-12.9%	7.0%	6.2%	-39.0%
Defence	2.9%	0.0%	4.9%	1.9%	23.1%
Total	**0.60%**	**0.50%**	**1.09%**	**0.49%**	**0%**

In Hull and East Yorkshire, very few sectors are showing strong growth across all metrics.

This table shows the compound annual growth rates for each metric over five years (2018-2023). The five-year total change in average concentration calculates the growth in average concentration.

The sectors experiencing the strongest growth in terms of size are construction, utilities, and clean energy, with construction showing a strong annualised growth in employment, and utilities in businesses. In contrast, clean energy has a strong annualised growth in both. In terms of value, mining and digital technologies see a substantial productivity growth in five years, despite declining size.

Only a few sectors see growth in most indicators. The only sectors that have seen significant growth in three or more indicators are construction, defence and both clean and fossil fuel energy.

Due to varying growth rates across Hull and East Yorkshire's sectors when applying different measures, the following slide shows the growth index, aggregating all growth rates into a single score.

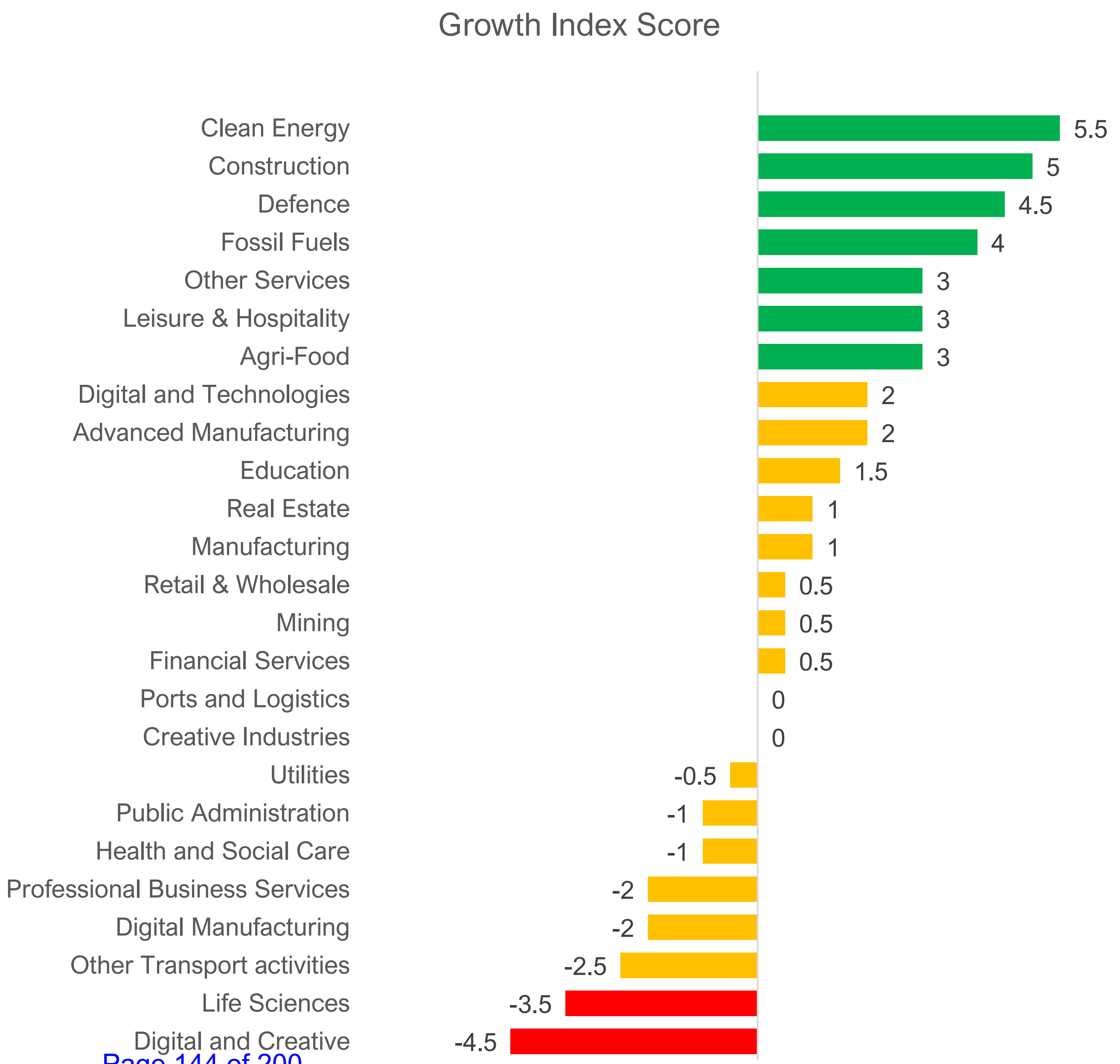
Source: ONS, Business Register and Employment Survey (BRES), 2023; ONS, UK Business Counts, 2023; ONS, Regional gross value added (balanced) by industry: all ITL regions, 2023. *Real Estate has been greyed out due to the imputed rental driving total GVA.

Growth in energy and defence

Growth is occurring across a broad range of sectors, but declines in life sciences and digital and creative.

When aggregating the different growth measures, the clean energy supply chain is shown to have the most significant growth in Hull and East Yorkshire, driven by electricity production and the manufacture of engines and turbines in the supply chain. Seven of the sectors assessed are experiencing significant growth, including both smaller, more concentrated sectors, such as defence and energy, as well as several larger, foundational economy sectors, like construction, hospitality, and agri-food.

On the other end of the scale, there have been declines to life sciences and digital and creative industries. Life sciences has seen a decline in manufacturing businesses, whilst digital and creative industries have sees decline in both employment and GVA within press and media services.



Source: ONS, Business Register and Employment Survey (BRES), 2023; ONS, UK Business Counts, 2023; ONS, Regional gross value added (balanced) by industry: all ITL regions, 2023.

Specialisms in manufacturing SICs

A high share of specialised sub-sectors are in manufacturing activities, emphasising regional strength.

This table shows the 20 most specialised 5-digit SICs in Hull and East Yorkshire employing 500 people or more, as well as the LQ change over the past five years.

The most specialised sector is the manufacture of caravans, part of the DBT definition for advanced manufacturing; over 50% of total GB employment in this sub-sector is employed in Hull and East Yorkshire. The table highlights that manufacturing, advanced manufacturing and agri-food have strong specialisms in Hull and East Yorkshire, each with several sub-sectors amongst the most specialised. There are also specialisms in some smaller sector groupings such as life sciences, marine and the clean energy supply chain. Only a few of the top specialised sectors have seen a decline to specialism.

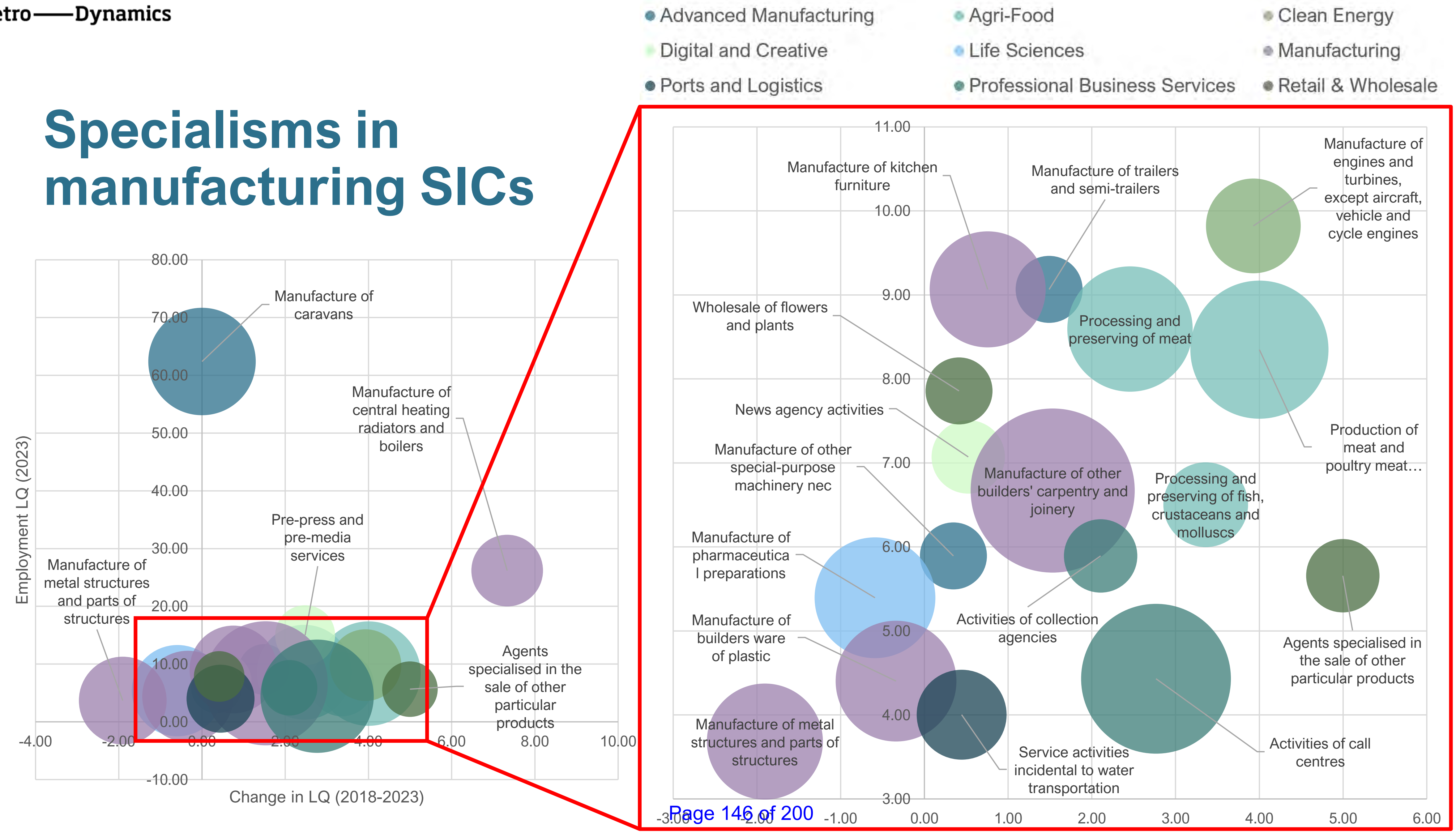
The following slide visualises these specialisms in a bubble chart, with LQ on the x axis, change in LQ on the y axis, and employment as bubble size.

SIC code	Definition	Employment (2023)	Location Quotient (2023)	LQ Change (2018 2023)
Manufacture of caravans	Advanced Manufacturing	2,250	62.40	0.00
Manufacture of central heating radiators and boilers	Manufacturing	1,000	26.19	7.33
Pre-press and pre-media services	Digital and Creative	700	15.00	2.48
Manufacture of engines and turbines, except aircraft, vehicle and cycle engines	Clean Energy	1,000	9.82	3.93
Manufacture of trailers and semi-trailers	Advanced Manufacturing	500	9.07	1.49
Manufacture of kitchen furniture	Manufacturing	1,500	9.07	0.76
Processing and preserving of meat	Agri-Food	1,750	8.59	2.46
Production of meat and poultry meat products	Agri-Food	2,125	8.35	4.00
Wholesale of flowers and plants	Retail & Wholesale	500	7.86	0.41
News agency activities	Digital and Creative	600	7.07	0.52
Manufacture of other builders' carpentry and joinery	Manufacturing	3,000	6.67	1.53
Processing and preserving of fish, crustaceans and molluscs	Agri-Food	800	6.50	3.36
Manufacture of other special-purpose machinery nec	Advanced Manufacturing	500	5.89	0.35
Activities of collection agencies	Professional Business Services	600	5.89	2.10
Agents specialised in the sale of other particular products	Retail & Wholesale	600	5.66	5.00
Manufacture of pharmaceutical preparations	Life Sciences	1,625	5.40	-0.59
Activities of call centres	Professional Business Services	2,500	4.43	2.77
Manufacture of builders ware of plastic	Manufacturing	1,625	4.40	-0.34
Service activities incidental to water transportation	Ports and Logistics	900	4.00	0.44
Manufacture of metal structures and parts of structures	Manufacturing	1,500	3.68	-1.91

Source: ONS, Business Register and Employment Survey (BRES), 2023.

Metro——Dynamics

Specialisms in manufacturing SICs



Source: ONS, Business Register and Employment Survey (BRES), 2023.

Industrial Strategy Sector (IS-8) Performance

The Industrial Strategy sectors

Hull and East Yorkshire's Industrial Strategy sectors are high-value but under-represented, with employment declining despite strong productivity

This section considers the eight Industrial Strategy sectors (IS-8), defined by the Department for Business and Trade, except for clean energy industries where we have applied our own definition. These sectors are important because they capture areas of the economy that are seen as nationally significant for productivity, innovation, and long-term growth potential.

In Hull and East Yorkshire, the IS-8 collectively employ around 52,900 people, accounting for just under a fifth of total employment. Over the past five years, employment in these sectors has declined slightly (-0.7% CAGR), contrasting with modest growth in other industries. Business counts have also contracted slightly, while GVA has grown only slowly.

Concentration levels tell a more mixed story: the IS-8 sectors overall show an average concentration index of 0.73, below parity with the national economy, and this has been falling in recent years (-1.9% concentration growth). This indicates that Hull and East Yorkshire are currently under-represented in these nationally strategic industries relative to other parts of the UK.

Industrial Strategy sector	Employment 2023	Employment CAGR	Businesses 2023	Businesses CAGR	GVA 2023 (millions)	GVA CAGR	Productivity 2023	Productivity CAGR	Average concentration 2023	Average concentration growth
IS8 Total	52,885	-0.72 %	4,865	-0.8%	£3,528	0.44 %	£66,705	1.2%	0.73	-1.9%
Other Industries	215,645	0.94 %	15,440	0.9%	£11,918	1.29 %	£55,268	0.3%	1.12	-1.2%
Total	**268,530**	**0.60 %**	**20,305**	**0.5%**	**£15,446**	**1.09 %**	**£57,521**	**0.5%**	**1.00**	**0.0%**

Source: ONS, Business Register and Employment Survey (BRES), 2023; ONS, UK Business Counts, 2023; ONS, Regional gross value added (balanced) by industry: all ITL regions, 2023. *Real Estate has been greyed out due to the imputed rental driving total GVA.

A strong concentration in four IS-8 sectors

Hull and East Yorkshire shows above-average concentrations in **four of the eight Industrial Strategy sectors.** These sectors are smaller in overall employment terms, but they are areas where the region has a distinctive competitive strength compared to the national economy. Advanced Manufacturing and Clean Energy are the standout sectors, combining high concentration with strong productivity, while Defence, though very small in employment, shows an exceptional degree of local specialisation.

By contrast, large employing sectors such as Professional Business Services and Digital & Technologies remain under-represented locally, despite their national significance. **Hull and East Yorkshire's IS-8 strengths lie in smaller, more specialised industries, while some of the larger, knowledge-intensive sectors are less well-developed.**

Industrial Strategy sector	Employment 2023	Employment CAGR	Businesses 2023	Businesses CAGR	GVA 2023 (millions)	GVA CAGR	Productivity 2023	Productivity CAGR	Average concentration 2023	Average concentration growth
Advanced Manufacturing	9,450	0.04 %	230	2.8%	£746	-0.98 %	£78,944	-1.0%	1.68	11.5%
Clean Energy Industries	4,040	4.00 %	165	4.9%	£401	-0.30 %	£99,231	-4.1%	1.44	16.6%
Creative Industries	4,555	-5.25 %	980	-0.7%	£274	0.43 %	£60,077	6.0%	0.42	-13.5%
Defence	185	2.95 %	5	0.0%	£13	4.85 %	£70,352	1.8%	16.62	23.1%
Digital and Technologies	9,245	-1.47 %	1,330	-2.0%	£546	5.24 %	£59,055	6.8%	0.56	-2.8%
Financial Services	2,565	2.34 %	315	0.6%	£264	-0.30 %	£102,924	-2.6%	0.51	3.5%
Life Sciences	1,930	-0.66 %	20	-10.6%	£291	-0.15 %	£150,587	0.5%	1.27	-32.8%
Professional Business Services	28,735	-1.81 %	3,280	-1.3%	£1,395	0.06 %	£48,532	1.9%	0.75	-6.0%

Source: ONS, Business Register and Employment Survey (BRES), 2023; ONS, UK Business Counts, 2023; ONS, Regional gross value added (balanced) by industry: all ITL regions, 2023.

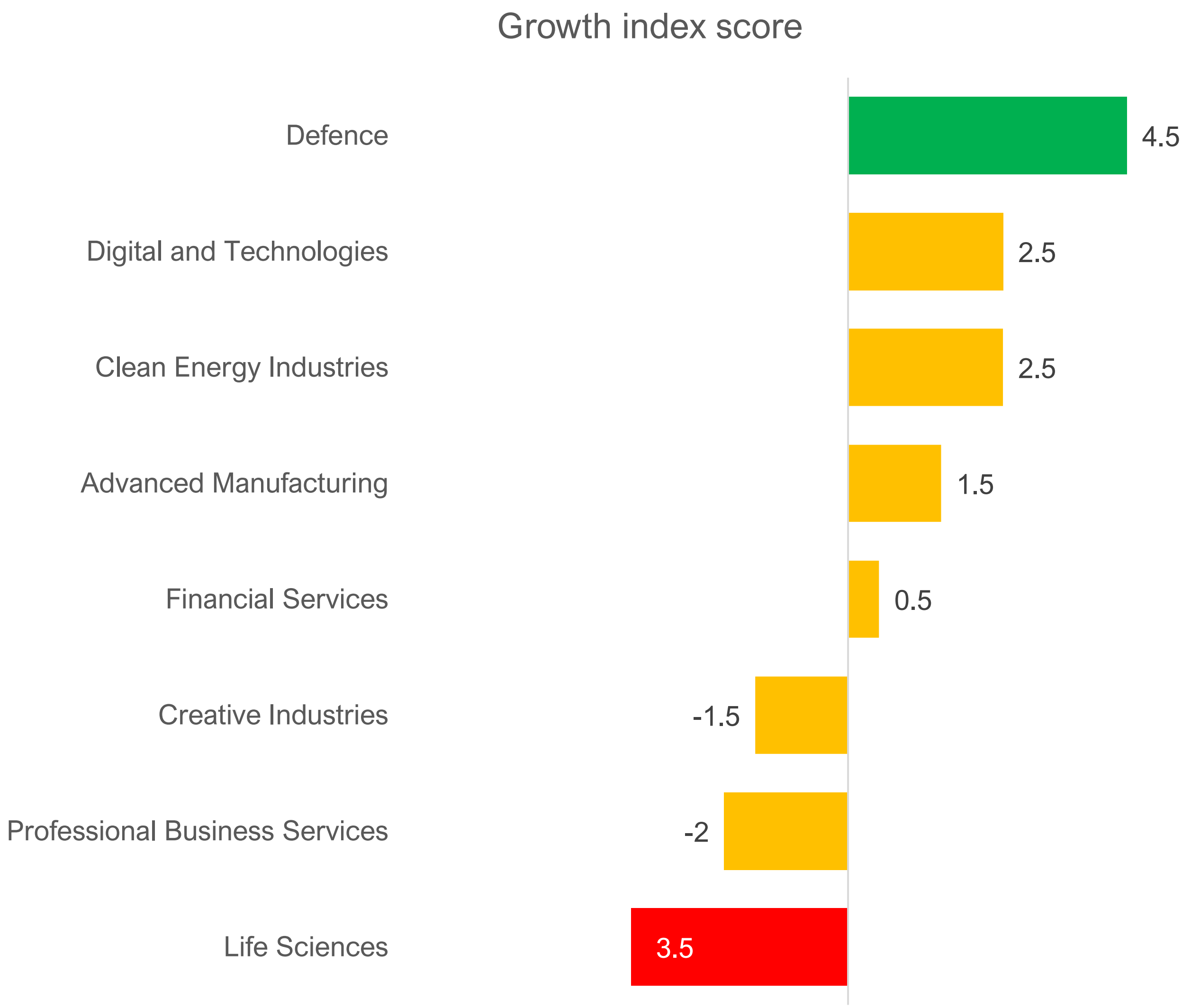
Defence has seen a large growth

Defence has seen the strongest growth among IS-8 sectors

This page shows the growth index for each of the IS-8 industries.

This chart presents the growth index for each of the Industrial Strategy sectors. It highlights significant variation in performance across the IS-8 in Hull and East Yorkshire. **Defence has grown strongly**, reflecting rapid expansion from a small base. **Digital and Technologies, Clean Energy, and Advanced Manufacturing** have also recorded positive growth, indicating areas of emerging strength.

In contrast, **Life Sciences, Professional Business Services, and Creative Industries** have all contracted, with Life Sciences showing the sharpest decline. This suggests challenges in retaining competitiveness in some nationally significant industries.



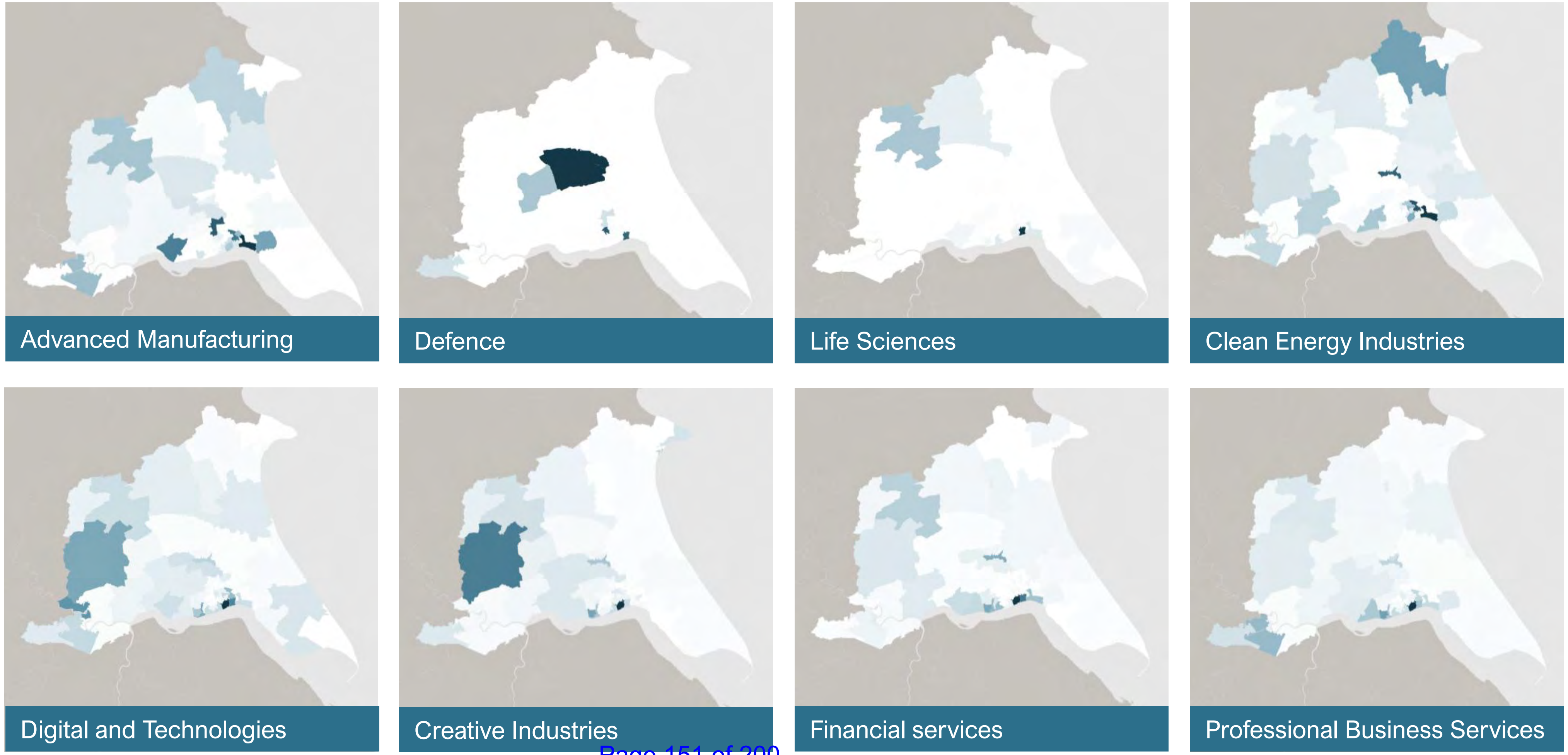
Note: For Clean Energy, this analysis applies a slightly different definition than national DBT guidance, including activities such as remediation services that are often categorised as clean energy in DataCity

Source: ONS, Business Register and Employment Survey (BRES), 2023; ONS, UK Business Counts, 2023; ONS, Regional gross value added (balanced) by industry: all ITL regions, 2023. *Real Estate has been greyed out due to the imputed rental driving total GVA.

Spatial distribution varies across the IS-8 sectors

These maps show the spatial distribution of each IS-8 sector in Hull and East Yorkshire.

The maps show that while Advanced Manufacturing and Clean Energy industries are spread across multiple areas, while Defence is highly concentrated in a single location. Knowledge-intensive sectors such as Digital, Financial, and Professional Services.



Source: ONS, Business Register and Employment Survey (BRES), 2023.

Strong concentrations in clean energy industries

Specialisation is clearest in clean energy and advanced manufacturing, while service-based industrial strategy sectors are under-represented as a share of the total.

IS-8 performance – all locations

Industrial strategy sector	Count	Location quotient
Clean Energy Industries	267	1.55
Advanced Manufacturing	647	1.48
Life Sciences	266	1.19
Professional and Business Service	3758	1.1
Financial Services	448	0.82
Creative Industries	1886	0.78
Digital and Technologies	230	0.78
Defence	24	0.75

IS-8 performance – registered address

Industrial strategy sector	Count	Location quotient
Advanced Manufacturing	464	1.58
Clean Energy Industries	163	1.41
Professional and Business Service	2467	1.08
Creative Industries	1436	0.89
Life Sciences	133	0.89
Digital and Technologies	154	0.78
Defence	13	0.61
Financial Services	211	0.58

IS-8 performance – operating locations

Industrial strategy sector	Count	Location quotient
Clean Energy Industries	136	1.7
Life Sciences	156	1.5
Advanced Manufacturing	258	1.27
Professional and Business Service	1814	1.14
Financial Services	270	1.06
Digital and Technologies	111	0.81
Defence	12	0.81
Creative Industries	745	0.67

Source: The DataCity, 2025.

Innovation and Trade

Innovation Economy Strengths

The tables below show Hull & East Yorkshire's RTICs (Real Time Industrial Classification), with sectors colour-coded by their Location Quotient (LQ) rank as measured by TheDataCity. Green highlights comparative advantages (LQ > 1.25), yellow marks emerging specialisms (LQ 0.8–1.25), and red indicates areas currently under-specialised (LQ < 0.8).

Hull & East Yorkshire hold comparative advantages in sectors such as Modular Construction, AgriTech, and Marine & Maritime. Alongside these strengths, there is a broad range of emerging specialisms, including Advanced Manufacturing, Energy Storage, and B2B Services. By contrast, many frontier and digital industries such as AI, AdTech, E-Commerce, and Life Sciences currently show no local concentration.

HEYCA's RTICs Colour Coded by LQ Rank

Modular Construction	1
AgriTech	2
Marine and Maritime	3
Land Remediation	4
Quantum Technology	5
FoodTech	6
Neurotechnology	7
Battery Supply Chain	8
Energy Management	9
Supply Chain Logistics	10
Advanced Materials	11
Energy Generation	12
CleanTech	13
Net Zero	14
Telecommunications	15
Defence	16
Robotics and Autonomous systems	17
Design and Modelling Technologies	18
MedTech	19
Life Sciences	20
FinTech	21
Cloud Computing	22
Electronics Manufacturing	23
Media and Publishing	24
Rehabilitation	25

Advanced Manufacturing	25
Research and Consulting - Physical Sciences and Engineering	26
Energy Storage	27
B2B Services	28
Sports And Physical Activities	29
Wearables and Quantified Self	30
Sensors	31
Software Development	32
Internet of Things	33
Data Infrastructure	34
Geospatial Economy	35
Digital Creative Industries	36

Under specialised (LQ 0 – 0.8)

No significant specialism (LQ 0.8 – 1.25)

Comparative Advantage (LQ > 1.25)

Agency Market	36
AdTech	37
Streaming Economy	38
E-Commerce	39
Quantum Economy	40
Artificial Intelligence Ecosystem	41
EdTech	42
Pharma	43
Advanced Screens	44
Immersive Technologies	45
Software as a Service (SaaS)	46
ESG	47
Gaming	48
Space Economy	49
Semiconductors	50
Omics	51
Computer Hardware	52
Artificial Intelligence Technologies and Applications	53
Cryptocurrency Economy	54
Biopharmaceutical	55
Engineering Biology Application	56

Source: The DataCity, 2025, Based on operating addresses

Innovation Economy Strengths: Zoomed In

The table below presents the 20 most specialised sub-RTICs in Hull & East Yorkshire, ranked by Location Quotient (LQ) using Data City analysis. This highlights which sectors and sub-sectors show the strongest concentration locally.

High Ranking: Modular Construction dominates as a leading innovation strength, with multiple ranked sub-specialisms.

Other strong areas: Robotics & Autonomous Systems, Advanced Materials, MedTech, FinTech, AgriTech, and Marine & Maritime also demonstrate strong specialisms.

Energy-linked specialisms: Offshore Wind, Energy Storage, and FoodTech emerge as further areas of opportunity.

20 top specialised sub-RTICs

Rank	Sector	Sub Sector
1	Modular Construction	Off site construction
2	Modular Construction	Permanent Modular Buildings
3	Robotics and Autonomous systems	Vertical Farming
4	Modular Construction	Supply Chain
5	Advanced Materials	Polymers
6	MedTech	Photonics
7	Marine and Maritime	Port Ecosystem
8	FinTech	Digital Capital Raising
9	AgriTech	Vertical Farming
10	Marine and Maritime	Shipping - Container, bulk, RoRo, tanker

Rank	Sector	Sub Sector
11	AgriTech	Precision Farming
12	AgriTech	AgSciences
13	Energy Generation	Offshore Wind
14	FoodTech	Food Processing
15	CleanTech	Adapted Goods
16	Electronics Manufacturing	Electromedical technologies
17	Marine and Maritime	Shipping - Workboats
18	FoodTech	Agri Tech
19	Energy Storage	Thermal
20	AgriTech	Drone Technology

Source: The DataCity, 2025.

Sectoral Trends: Trade

Hull Port recorded £1,489m of exports in 2025, and imports valued at £10,237m. While this data does not tell us where goods have been produced in the UK looking at the top commodities we see strong alignment with local sector strengths, with high levels of exports across Agri-Food exports are a key strength, with large volumes of products such as milling goods, oils & fats, and edible preparations exported. Manufacturing exports are also central to the port, including machinery, vehicles, plastics, iron & steel, and a range of chemical products while emerging sectors like clean energy and digital also feature.

Top 20 commodities by Value in Hull in July 2025

	Related sector	Total Value Exported in July 2025
84 Nuclear reactors, boilers, machinery and mechanical appliances; parts thereof	Adv man	£30,056,467
29 Organic chemicals	Clean energy	£25,501,642
39 Plastics and plastic products	Manufacturing	£14,977,014
87 Vehicles other than railway or tramway rolling-stock…..	Manufacturing	£13,718,779
22 Beverages, spirits and vinegar	Agri-food	£12,717,226
38 Miscellaneous chemical products	Manufacturing	£11,592,247
72 Iron and steel	Manufacturing	£9,011,330
33 Essential oils and resinoids; perfumery, cosmetic or toilet preparations	Adv man	£8,258,374
88 Aircraft, spacecraft, and parts thereof	Adv man	£7,097,150
21 Miscellaneous edible preparations	Agri-food	£6,493,556
85 Electrical machinery and equipment and parts thereof…	Adv man	£6,204,548
15 Animal or vegetable fats and oils and their cleavage products…	Agri-food	£5,740,298
11 Products of the milling industry; malt; starches; inulin; wheat gluten	Agri-food	£5,156,210
34 Soaps, organic surface-active agents, washing preparations………	Adv man	£4,259,854
73 Articles of iron or steel	Manufacturing	£3,400,836
90 Optical, photographic, cinematographic, measuring, checking….	Digital / creative	£3,235,868
83 Miscellaneous articles of base metal	Manufacturing	£3,172,989
30 Pharmaceutical products	Life sciences	£3,132,101
57 Carpets and other textile floor coverings	Manufacturing	£2,343,164
74 Copper and articles thereof	Manufacturing	£2,044,247

- Advanced Manufacturing
- Agri-Food
- Clean Energy
- Digital and Creative
- Life Sciences
- Manufacturing
- Ports and Logistics
- Professional Business Services
- Retail & Wholesale

Source: HMRC, Overseas trade data, 2025.

Sectoral Trends: Trade

Taking the top commodities by the concertation (the share they make up of the port's exports) we can see the goods where Hull exports a higher share are commodities linked to agri-food and manufacturing, important regional sectors in both size and concentration.

Top 20 commodities by LQ in Hull in July 2025

	Related Sector	Total value exported in July 2025
11 Products of the milling industry; malt; starches; inulin; wheat gluten	Agri-Food	£5,156,210
57 Carpets and other textile floor coverings	Manufacturing	£2,343,164
15 Animal or vegetable fats and oils and their cleavage products….	Agri-Food	£5,740,298
29 Organic chemicals	Manufacturing	£25,501,642
06 Live trees and other plants; bulbs, roots and the like…	Agri-Food	£159,609
83 Miscellaneous articles of base metal	Manufacturing	£3,172,989
21 Miscellaneous edible preparations	Manufacturing	£6,493,556
38 Miscellaneous chemical products	Manufacturing	£11,592,247
34 Soaps, organic surface-active agents, washing preparations…	Manufacturing	£4,259,854
20 Preparations of vegetables, fruit, nuts or other parts of plants	Agri-Food	£877,625
72 Iron and steel	Manufacturing	£9,011,330
70 Glass and glassware	Manufacturing	£1,690,121
33 Essential oils and resinoids; perfumery, cosmetic or toilet preparations	Manufacturing	£8,258,374
39 Plastics and plastic products	Manufacturing	£14,977,014
22 Beverages, spirits and vinegar	Agri-Food	£12,717,226
13 Lacs; gums, resins and other vegetable saps and extracts	Manufacturing	£133,649
54 Man-made filaments	Manufacturing	£485,839
47 Pulp of wood or of other fibrous cellulosic material…	Manufacturing	£564,363
74 Copper and articles thereof	Manufacturing	£2,044,247
18 Cocoa and cocoa preparations	Agri-Food	£1,178,540

- Advanced Manufacturing
- Agri-Food
- Clean Energy
- Digital and Creative
- Life Sciences
- Manufacturing
- Ports and Logistics
- Professional Business Services
- Retail & Wholesale

Source: HMRC, Overseas trade data, 2025.

Businesses receiving investment

The tables show the number of equity fundraisings by businesses in Hull and East Yorkshire by sectors.

Investment is flowing into a diverse range of sectors, with Professional Business Services and Digital & Technologies leading in overall business count.

Life Sciences and Digital Manufacturing stand out with the highest share of sector businesses receiving funding, while Financial Services and Clean Energy also attract notable investment.

Emerging trends highlight strong activity in digital technologies, SaaS, mobile apps, and artificial intelligence, alongside growing interest in areas such as CleanTech, eHealth, and blockchain.

This mix reflects both the strength of established industries and the rise of innovative, future-focused businesses.

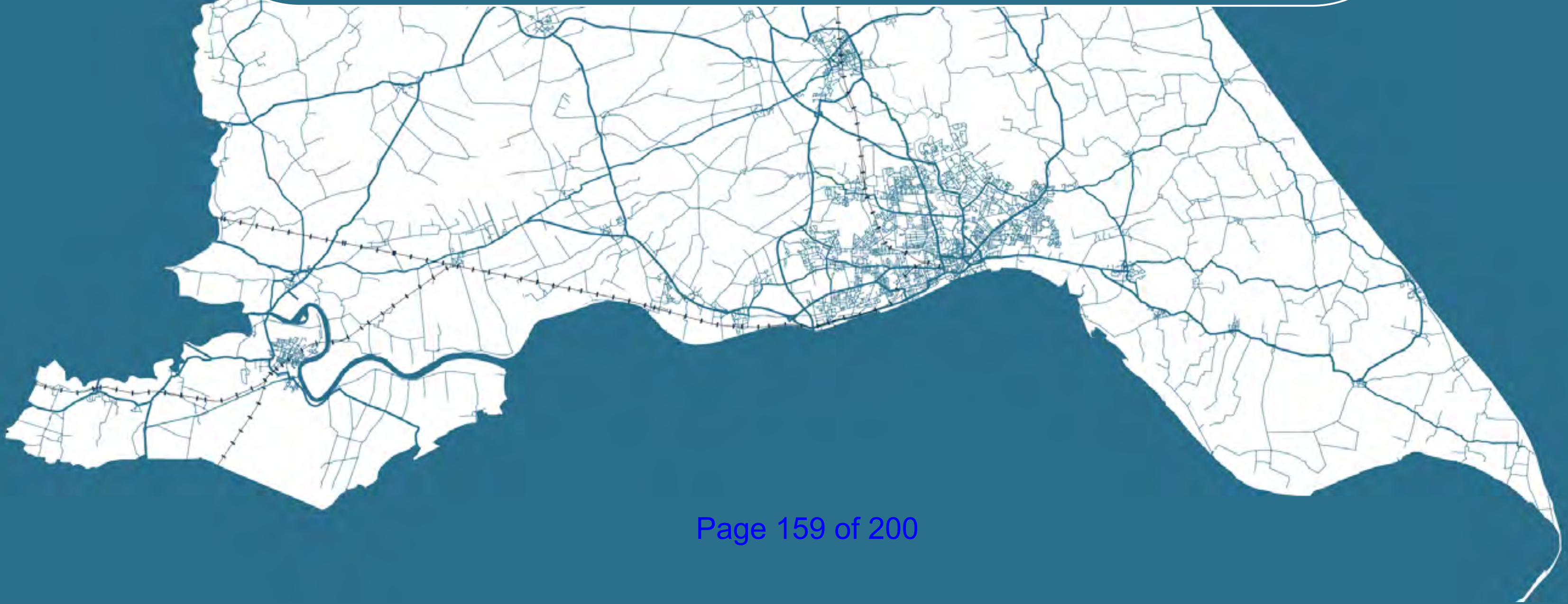
Sector	Business count	Share of businesses
Professional Business Services	26	1.0%
Digital and Technologies	20	1.7%
Retail & Wholesale	12	0.4%
Financial Services	11	3.5%
Leisure & Hospitality	8	0.4%
Life Sciences	5	25.0%
Other Services	4	0.3%
Agri-Food	4	0.2%
Health and Social Care	3	0.4%
Utilities	3	2.3%
Digital and Creative	2	1.0%
Clean Energy	2	3.3%
Digital Manufacturing	2	10.0%
Advanced Manufacturing	1	0.5%
Education	1	0.3%
Public Administration	1	0.8%
Construction	1	0.0%

Beauhurst Buzzword	Number of headquarters receiving funding
Digital and technologies	26
Professional and business services	23
Creative industries	9
Software-as-a-Service (SaaS)	9
Mobile apps	8
Subscription	8
Financial services	5
Artificial Intelligence	5
CleanTech	5
Clean energy	4
Life sciences	3
Electric and hybrid vehicles	3
eHealth	3
Internet of Things	2
Virtual reality	2
Cloud computing	2
HRTech	2
RegTech	2
Omni-channel retailing	1
3D printing	1
Regenerative medicine	1
Blockchain	1
Crypto-currencies	1
Gamification	1
Sharing economy	1
Advanced manufacturing	1
The quantified self	1
Wearables	1
ConTech	1
PropTech	1
Ethical shopping	1
AgriTech	1
Vegan/vegetarian	1
Chatbots	1
CollabTech	1

Source: Beauhurst (2025), ONS, UK Business Counts (2023).

Suggested Priority Sectors

The following section sets out our suggested priority sectors for the Local Growth Plan, and the rationale for including this. For each of the five sectors we have included a map showing both the distribution of businesses and the businesses among these which are engaged in emerging economy activity.



Methodology for sector selection

This report sets out a headline analysis of all sectors across Hull and East Yorkshire. In order to determine key growth opportunities in the region we have assessed a variety of indicators, including size, value, specialism, growth trends, and any additional factors such as equity investment or commodities trade out of the port in Hull.

Size: We considered the employment size of each sector, as larger sectors account for a significant portion of the local economy and workforce. This helps identify where interventions could have the greatest impact.

Value: We assessed the contribution of each sector to Gross Value Added (GVA), which highlights the sectors generating the highest levels of economic output and productivity. Both national datasets (ONS) and emerging economy activities (DataCity) were used to provide a comprehensive picture.

Specialism: We analysed Hull and East Yorkshire’s sectoral specialisms using location quotient analysis, which compares the concentration of employment in a sector locally with the national average. This highlights the unique strengths of the local economy and the industries in which it is particularly competitive.

Growth trends: We examined historic growth across a variety of measures over the last five years, aggregated using our bespoke growth index tool. This enables us to identify both fast-growing emerging sectors and more mature sectors with stable long-term growth trajectories. employment, business counts, GVA and GVA per worker to understand the trajectory of sectors, and what they mean for the opportunities in Hull and East Yorkshire (or indeed the imperatives to try to intervene and reverse negative trends)

Additional factors: Finally, we considered a range of qualitative and strategic factors, including trade flows through the port, levels of business fundraising and equity investment, innovation activity, geography, and heritage assets. Together these provide context for how different sectors are positioned for future development.

Hull and East Yorkshire's LGP sector opportunities

	Agri-food & Agri-tech	Energy	Life Sciences	Manufacturing	Port and Logistics
Employment	16,800	2,700	2,000	25,000	6,600
Business	1,900	75	15	1,100	725
Value	£53,800	£76,300	£150,000	£87,000	£45,300
	Large employer, with high business counts. This also translates to a high concentration, with more than twice the concentration of employment and businesses than nationally. Significant concentrations exist across the full supply chain, especially manufacturing. The sector's productivity is equivalent to national averages, but growth has been strong, particularly to employment and GVA. The sector also benefits from geography and access to global markets through the port.	Though not a high-employing sector, the sector is highly productive, contributing more to GVA per worker than other sectors. The sector also has a high concentration in the region, being home to key infrastructures driving cluster formation such as at Saltend Chemicals Park. Strength in clean energy places the region as nationally significant and can lead to investment. It is also showing strong growth trends, seeing positive growth trends across multiple measures.	The life sciences sector is a small but highly valuable sector in Hull and East Yorkshire, contributing 150,000 to GVA per worker. The region has a strong specialism in the manufacture of pharmaceutical products. However, the life sciences sector has seen the number of businesses decrease significantly, dominated by fewer large firms. As one of eight key sectors outlined in the industrial strategy, the region's specialism can bring investment, with some evidence of businesses receiving funding in the last five years.	Manufacturing is a core driver of Hull and East Yorkshire's economy, accounting for a high share of total employment, businesses and GVA compared to nationally. The sector is also more valuable in Hull and East Yorkshire than other regions, with a high GVA per job. Activity is not centred around one or two sub-sectors, with a broad range of activities showing specialisms and varying growth trends. As defence and advanced manufacturing are a national priority, there are strong investment opportunities in the sector.	Hull and East Yorkshire have a strong comparative advantage in ports and logistics. The geographical advantage of the Humber and regional specialisms in production provides a strong opportunity to grow this sector. Though less productive than other sectors, it is nationally significant, with billions of pounds worth of exports and imports passing through Hull's port annually, demonstrating the national significance. Growth has been stagnant in recent years, so there is a need to support the sector.
	Size / Val / LQ / Growth	Size / Val / LQ / Growth	Size / Val / LQ / Growth	Size / Val / LQ / Growth	Size / Val / LQ / Growth

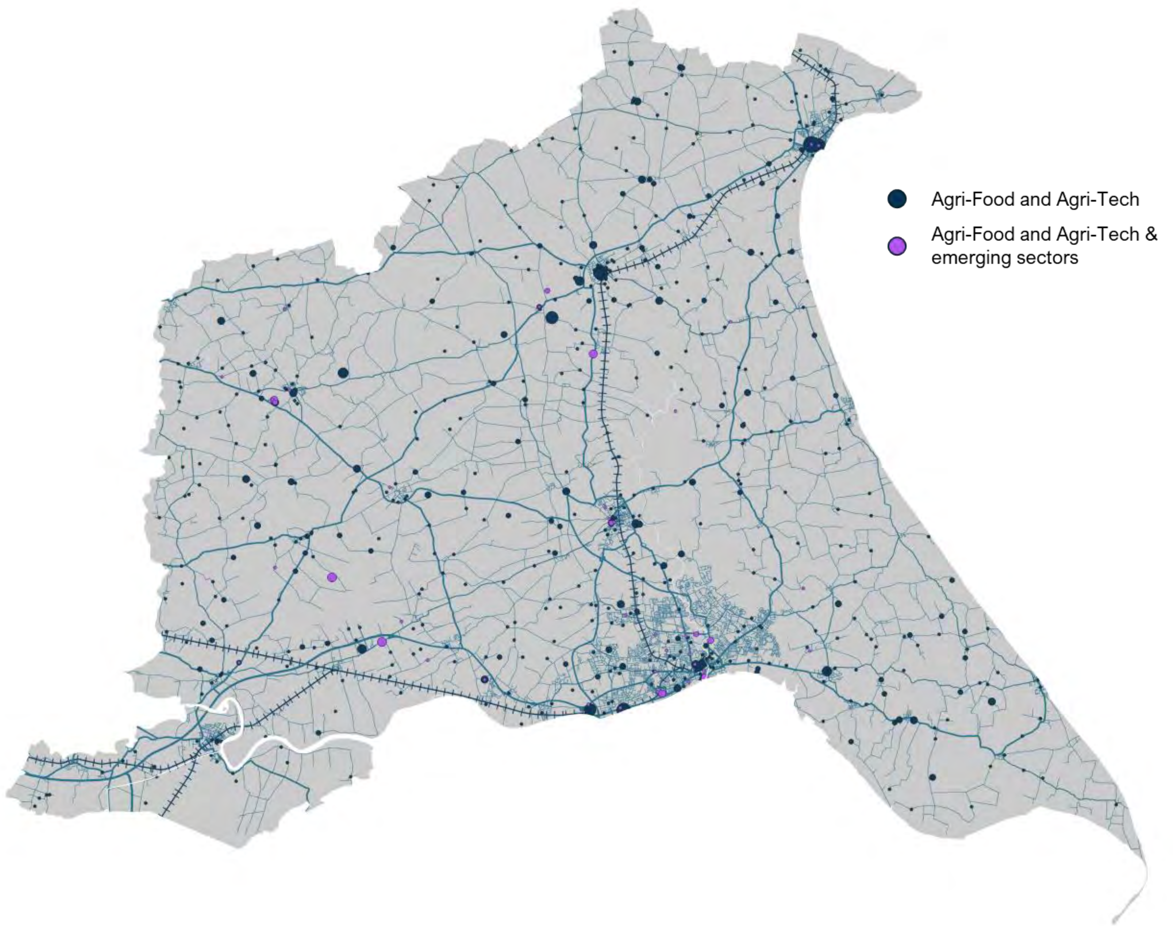
Agri-food and Agri-Tech

The agri-food sector is a large sector in Hull and East Yorkshire, accounting for a high share of the regions employment and businesses.

This sector encompasses the entire food supply chain, from agricultural activities, including farming and fishing, to food manufacturing and the production of agri-food related machinery. The sector also includes food- and agri-tech in the emerging economy, providing innovative technologies to support crop and food production.

Many large companies are headquartered in Hull and East Yorkshire, including **Cranswick** and **William Jackson Food Group**. Headquartered in Pocklington, Yara is a leader in Agri-tech, specialising in creating effective fertilisers.

This map shows that the sector operates throughout Hull and East Yorkshire, with emerging economy activities more concentrated around Hull and to the west of the East Riding.



Source: Metro Dynamics analysis of Data City data

Agri-tech and Agri-food performance in HEYCA

This report finds that agri-food and agri-tech is a distinctive strength in Hull and East Yorkshire with clear growth opportunities.

Size: Agri-food is a large employer in Hull and East Yorkshire with high business counts across the full supply chain. Employment is particularly high in food production and manufacturing, whilst many businesses are in agriculture.

Value: The large size of the sector also translates to a higher share of GVA of the total economy. Whilst productivity in Hull and East Yorkshire is generally lower across sectors, agri-food matches the national average

Specialism: The agri-food sector has more than double the concentration of employment and businesses in Hull and East Yorkshire than nationally. The bubble chart shows particularly high employment specialisms in food production. Both emerging economy sectors of agri-tech and food-tech also have a high concentration of businesses in the region.

Growth trends: The sector shows signs of strong growth, particularly in employment and GVA, as shown by manufacturing in the bubble chart.

Additional factors: Geographical factors, including a lower population density and a long coastline, allow for this sector to grow. A high proportion of goods exported out of Hull port are often products of the agri-food sector.

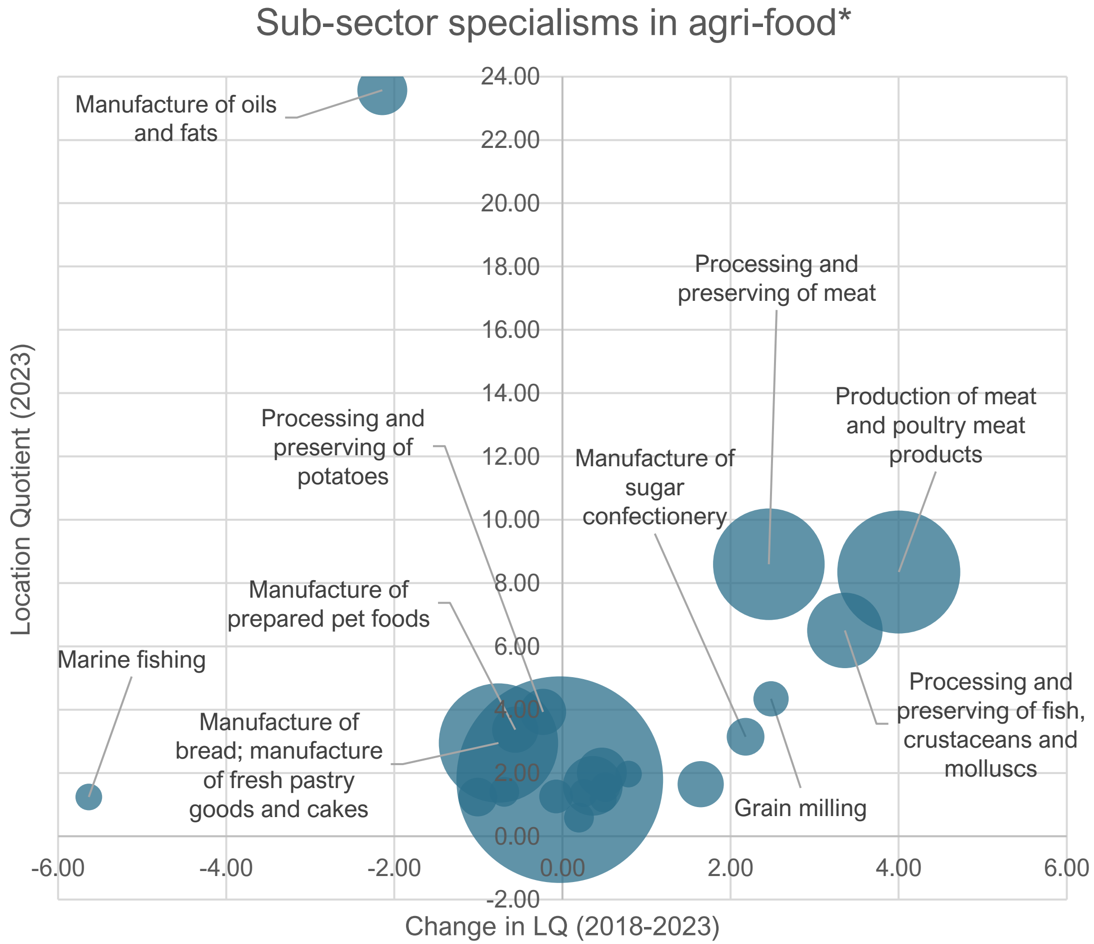


Chart Source: Business Register and Employment Survey (BRES), ONS 2023. *Bubble chart only shows sub-sectors employing 100 or more.

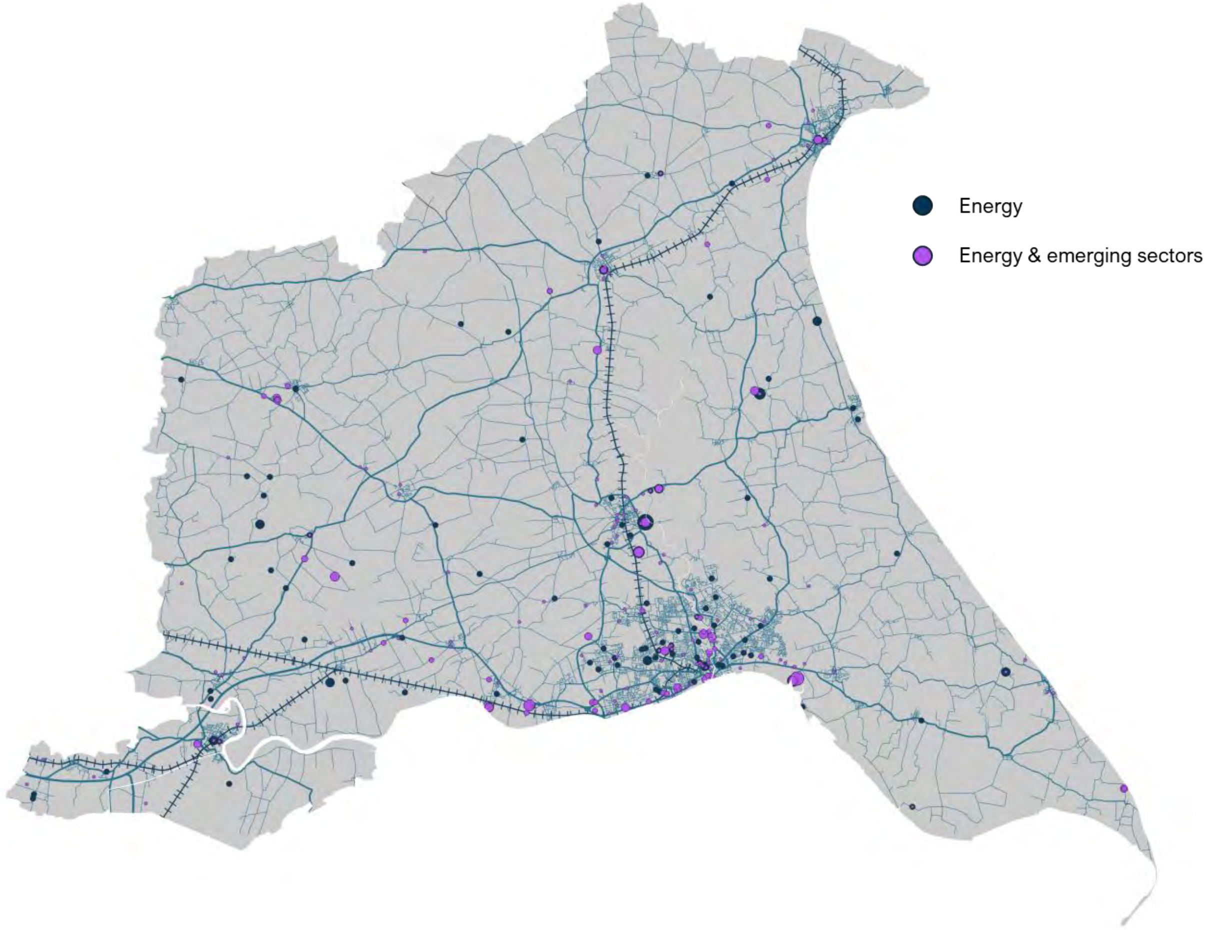
Energy

The energy sector in Hull and East Yorkshire is a valuable and growing sector in the region, with clean energy activities aligning with national objectives.

The Humber itself is known as the ‘Energy Estuary’ due to its existing pool of energy businesses, including in Hull and East Yorkshire.This sector relates to all activities in the energy generation supply chain, from the extraction and manufacturing of fuels to the production and transmission of electricity.

Many large players in this industry operate in the energy sector, including the global headquarters for **Croda** in Goole or **Siemens Gamesa** in Alexandra Dock at Hull. **Saltend Chemicals Park**, owner **by PX Group**, is also located just off the Humber to the East of Hull. It is home to some of the world’s leading blue chip manufacturing, chemicals and renewable energy businesses.

The map shows that clean energy activities occurs across Hull and East Yorkshire, but clusters along the Humber and by Beverley.



Note:

Source: Metro Dynamics analysis of Data City data

Energy sector performance in HEYCA

The high-value energy sector has a comparative advantage in Hull and East Yorkshire, with strong growth prospects.

Size: The energy sector alone is relatively small in comparison to others with fewer, larger businesses than the typical sector in Hull and East Yorkshire. DataCity finds many businesses operating in clean energy industries.

Value: Electricity production is a high-value sector in Hull and East Yorkshire. Sectors related to clean energy industries often have a GVA per job exceeding £100,000 in Hull and East Yorkshire.

Specialism: Hull and East Yorkshire have a strong concentration of employment and businesses in the Clean Energy Industries IS-8 sector. The bubble chart indicates a strength in engine and turbine manufacturing in the supply chain. DataCity also identifies strong concentrations in energy RTICs, CleanTech and Batteries.

Growth trends: The clean energy sector is one of the fastest-growing sectors in Hull and East Yorkshire. However, growth can be observed across various activities, as well as in size, value, and specialisation metrics.

Additional factors: Low population density and access to the North Sea provides a firm grounding to grow the energy sector. Alignment with the industrial strategy can encourage investment, with some evidence suggesting businesses in this sector have already starting to receive funding in the last five years.

Energy sub-sector specialisms

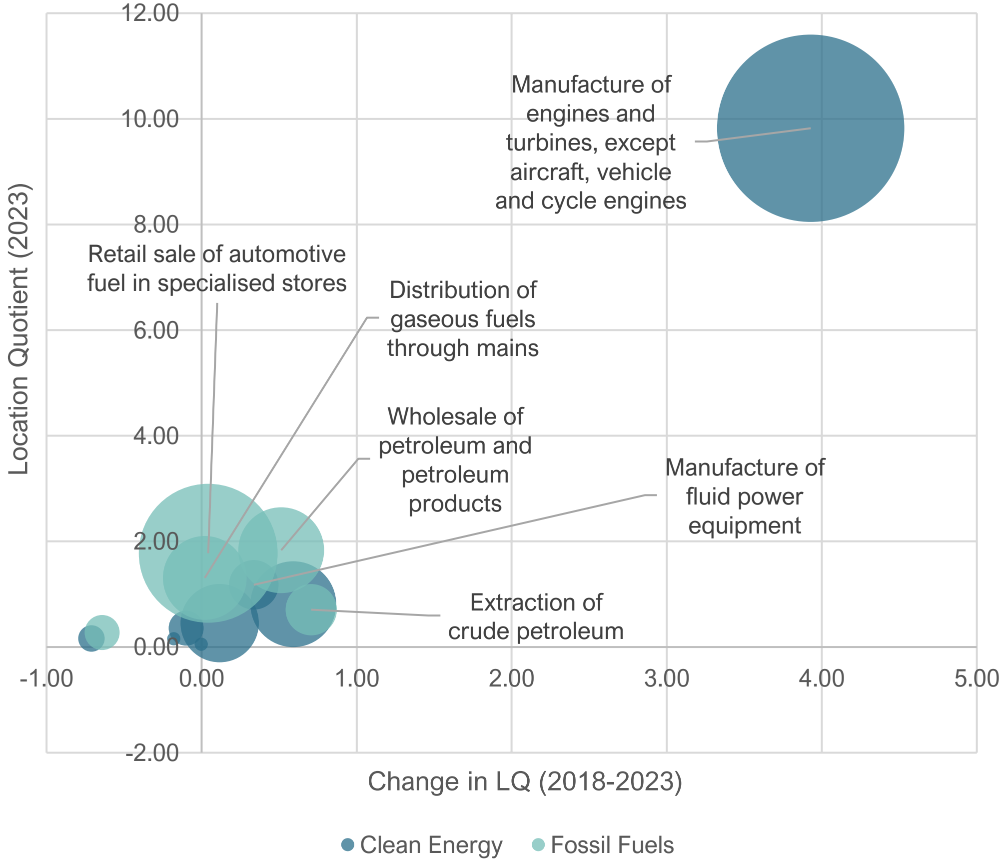


Chart Source: Business Register and Employment Survey (BRES), ONS 2023.

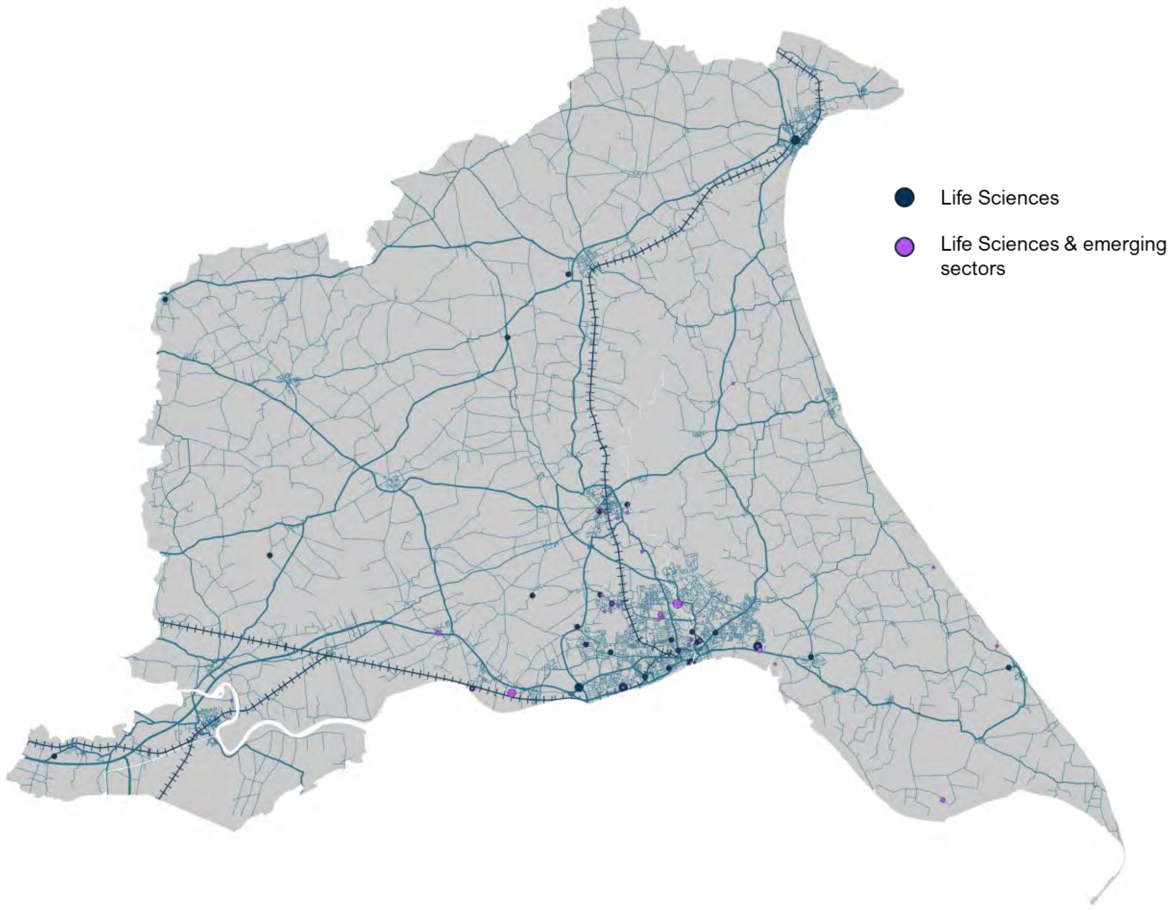
Life Sciences

Life Sciences is one of the most productive sectors in Hull and East Yorkshire, and accounts for a large part of equity investment coming into the region.

The sector includes companies and organisations involved in research, manufacturing, human health, biology, biotechnology and chemistry. In Hull and East Yorkshire, a significant amount of activity stems from life sciences manufacturing, including pharmaceuticals and MedTech.

Large life sciences companies headquartered in Hull and East Yorkshire such as GMP manufacturing who specialise in contract manufacturing, filling and packaging solutions for Biocides, Pharmaceuticals, Cosmetics and Healthcare products. Another is Indivoir who manufacture medicines to support treatment of opioid use disorder or Smith and Nephew a large supplier in MedTech.

Life Science activities occur across the region, with significant clustering around Hull, with some manufacturing activity around East Riding of Yorkshire.



Source: Metro Dynamics analysis of Data City data

Life Sciences sector performance in HEYCA

The life sciences sector is a high value sector, with strong investment opportunities, but growth trends are concerning.

Size: Life Sciences is a relatively small sector in terms of employment and business counts, with just under 2,000 workers and 20 businesses using the DBT Industrial Strategy sector definition. However, the wider health and social care sector is one of the largest in the region, employing 37,000 people.

Value: Life Sciences has an especially high GVA per job at £150,000.

Specialism: The life sciences sector has a high concentration of employment in Hull and East Yorkshire, in particular, pharmaceutical manufacturing have high employment LQs, as shown in the bubble chart. DataCity also shows a high share of businesses in Neurotechnology, MedTech and Life Sciences.

Growth trends: Growth trends in life sciences are a concern. In particular, the number of businesses fell from 35 to 20 across five years. Employment has only seen a slight decline, suggesting that it is SMEs decreasing. However, with the sector growing nationally, specialism has fallen, as shown by each sub-sector showing a decrease to the employment LQ in the bubble chart.

Additional factors: Alignment with the industrial strategy sectors can encourage investment to Hull and East Yorkshire. Businesses in life sciences have also received some of the most investment in the last five years.

Life sciences sub-sector employment LQs

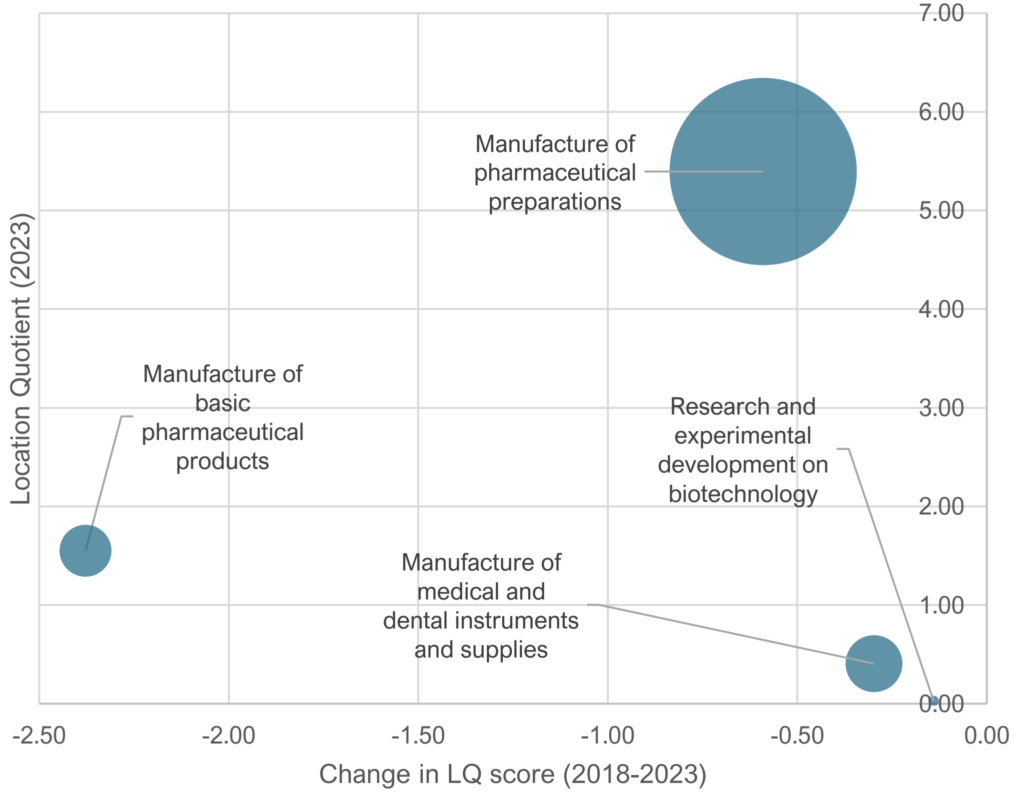


Chart Source: Business Register and Employment Survey (BRES), ONS 2023.

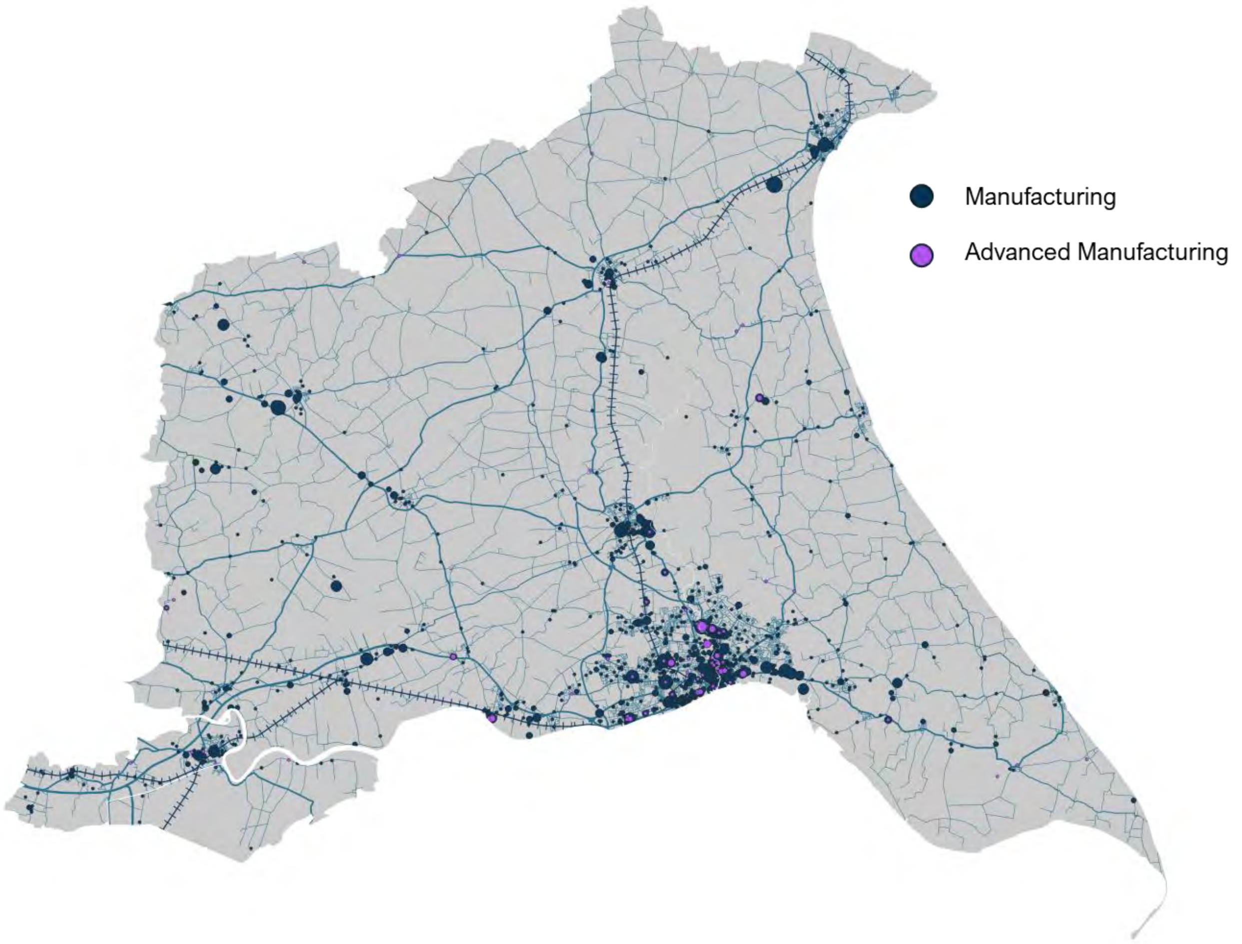
Manufacturing

Manufacturing is central to Hull and East Yorkshire's economy and identity. The region has significant specialisms across many different activities within manufacturing and engineering.

The sector includes all types of manufacturing activity. Including simpler manufacturing such as textiles and basic metals through to advanced products like machinery, vehicles, chemicals, and electrical equipment. A key focus for this sector is to transition towards more advanced manufacturing in terms of using more innovative processes in production such as the use of digital infrastructure and automation.

Some of the largest manufacturing companies are in the manufacture of caravans such as Swift Group or ABI. Another strength is in manufacturing for defence with companies like Gamebore cartridges based in the region. Advanced Plastics is another company within the advanced manufacturing definition.

Due to the size and specialism of the sector, the map shows that manufacturing activity happens all across Hull and East Yorkshire.



Source: Metro Dynamics analysis of Data City data

Manufacturing performance in HEYCA

Manufacturing reflects a large portion of the region's economy, with specialisms across a variety of activities.

Size: A large employer in Hull and East Yorkshire, accounting for 15% of employment, double the share in Great Britain. Excluding food production, there are around 17,000 workers employed in manufacturing and an additional 8,000 workers manufacturing more advanced products, though businesses are generally larger in this sector.

Value: Manufacturing has an average GVA per job in Hull and East Yorkshire of £87,000, slightly higher than the Great Britain average, despite the region being less productive in most other sectors against GB.

Specialism: There is around double the concentration of activities in both advanced and basic manufacturing in Hull and East Yorkshire. Some very specialised activities include defence and caravan manufacturing, but the bubble chart shows many large sub-sectors with high employment LQs.

Growth trends: The sector has not seen any significant growth or decline in five years. However, some sub-sectors like defence have seen large growth to employment and GVA.

Additional factors: A lot of commodities exported out of Hull port align with some of the manufacturing activities in the region.

Top specialised manufacturing sub-sectors*

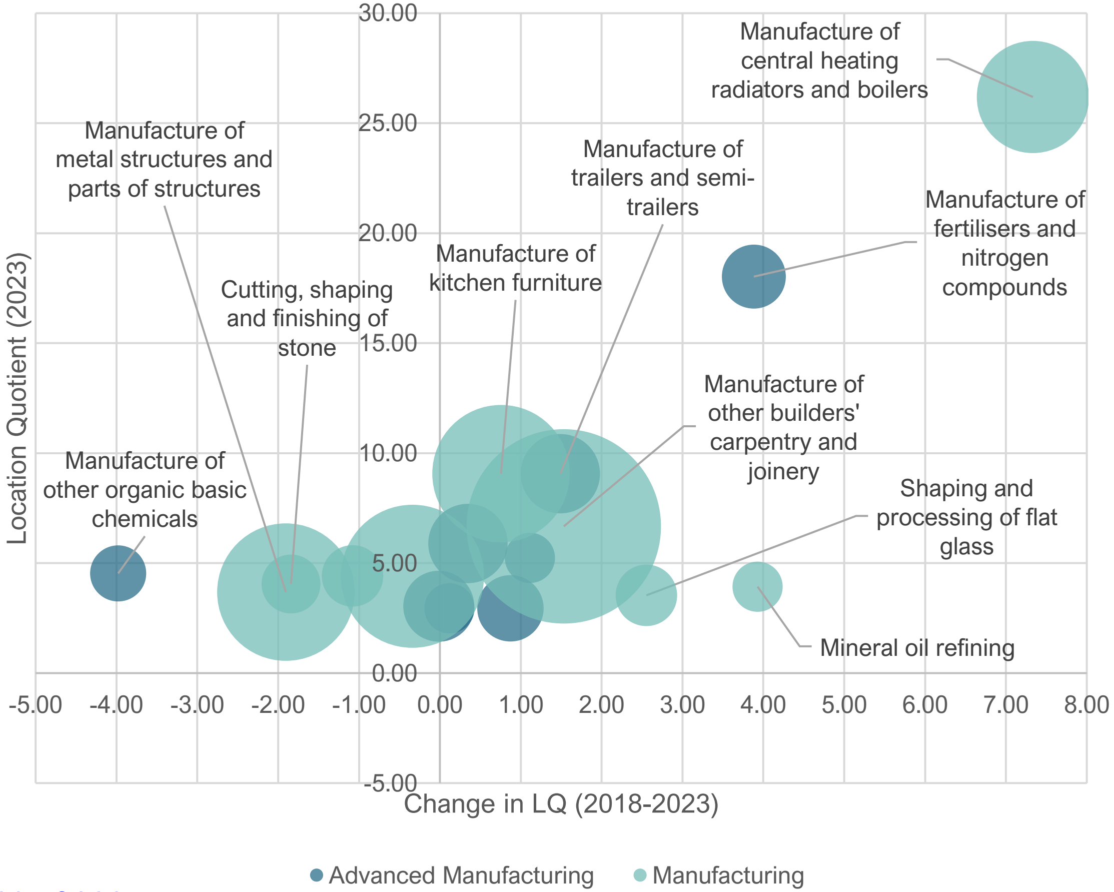


Chart Source: Business Register and Employment Survey (BRES), ONS 2023. *Bubble chart shows the top 20 specialised sub-sectors employing at least 200. A few sectors are filtered out to remove clutter due to having large LQs.

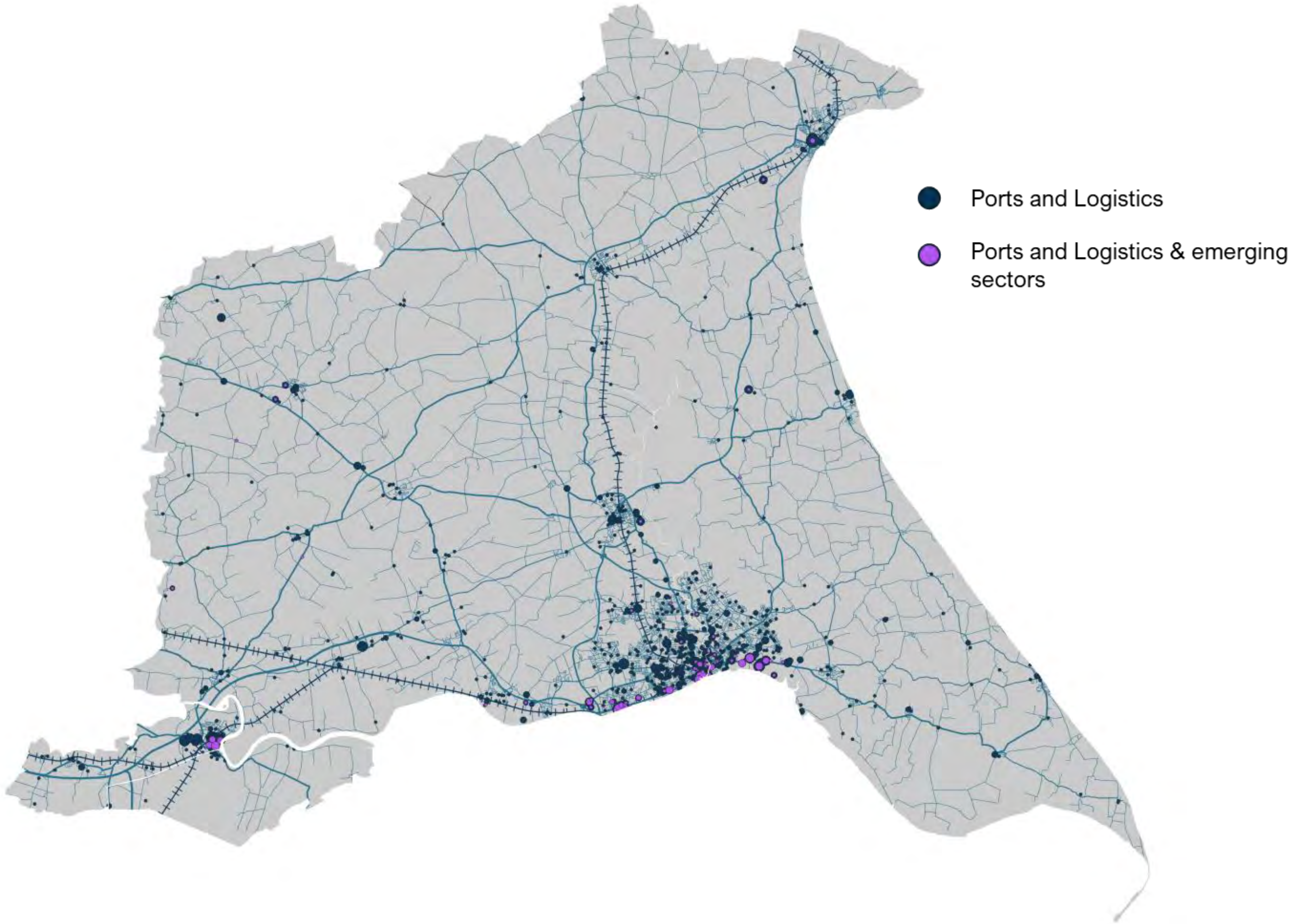
Ports and Logistics

Through the natural endowment of its geography Hull and East Yorkshire has a comparative advantage in marine and maritime sectors, especially for ports and logistics.

The ports and logistics sector includes all activities related to maritime logistics. It also includes additional activities complimentary to the maritime sector such as the construction and maintenance of ships and other floating structures.

As expected, there are several maritime logistics companies that are based in Hull and East Yorkshire, especially by the port. This includes companies such as Global Shipping Services or Boluda Towage. Den Hartogh Dry Bulk Logistics specialises in handling chemical, gas, dry bulk and liquid food. Ship repair companies are also headquartered in Hull, such as MMS or Dunstons.

This sector does have activity across the full region, but most activity happens along the Humber, particularly by the port in Hull.



Source: Metro Dynamics analysis of Data City data

Ports and Logistics performance in HEYCA

Size: Ports and Logistics accounts for a reasonable share of employment in Hull and East Yorkshire of over 6,600 workers and 725 businesses.

Value: The value of the ports and logistics sector in Hull and East Yorkshire is weaker compared to other sectors. Its GVA per job is £45,300 on average. However, the industry is valuable nationally and is important to support trade in the region. In 2024, the total value of exports out of Hull was £3.2bn, and a total import value of £18.1bn.

Specialism: Hull and East Yorkshire has a strong specialism in ports and logistics, with a concentration of employment and businesses nearly 50% higher than the national average.

Growth trends: There has not been any significant growth trends to the ports and logistics sector. There has been slight inclines to size, but a slight decline to GVA and productivity. However, the wider transport and logistics sector, unrelated to maritime have seen significant declines to GVA and productivity.

Additional factors: Hull and East Yorkshire's geography and industrial heritage provides a strong opportunity to grow the ports and logistics sector.

Ports and Logistics sub-sector employment LQs

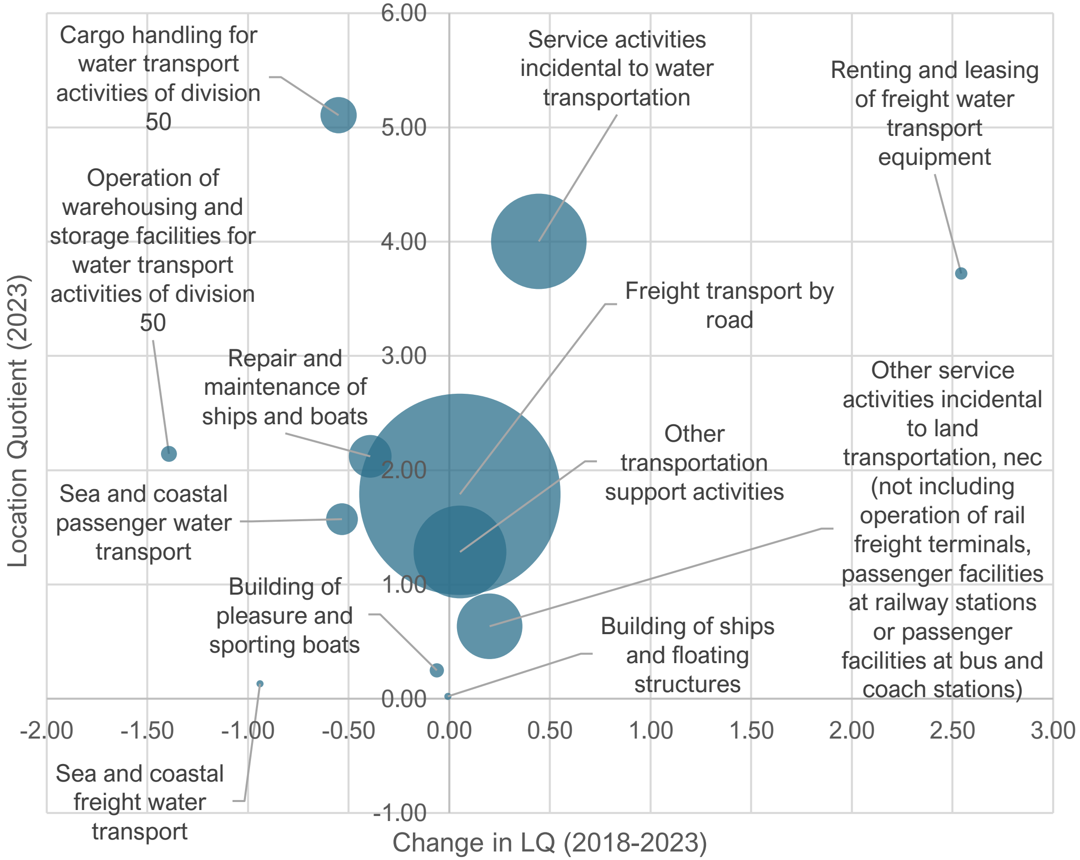
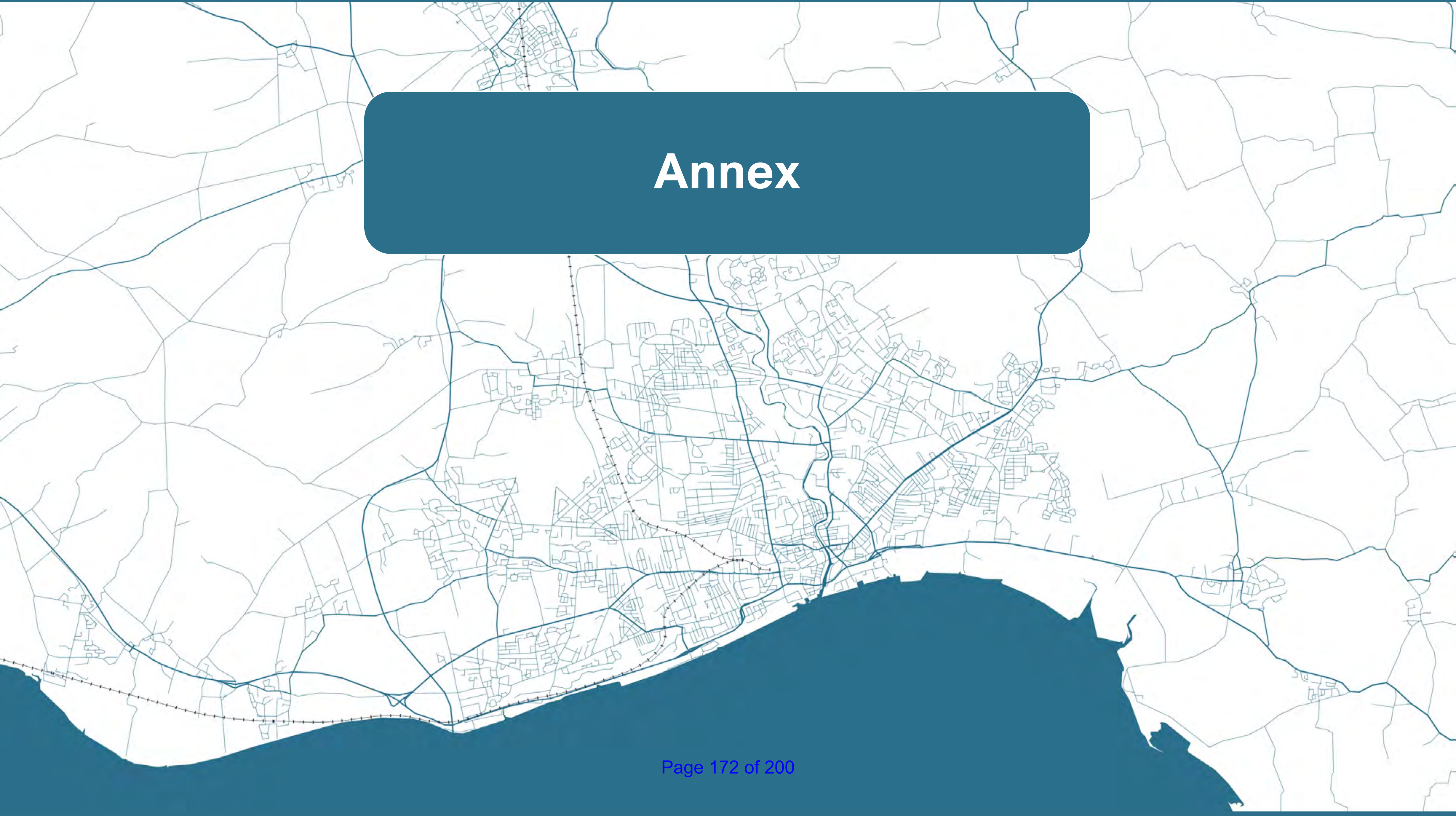


Chart Source: Business Register and Employment Survey (BRES), ONS 2023.

Annex



Explaining the Data City

We have used Data City data to understand Hull and East Yorkshire's strengths in the emerging economy and within sectors that may not be well-represented by SIC codes.

Much of the analysis completed has used data from the ONS to determine activity in each sector. The ONS uses the Standard Industrial Classification of Economic Activities (SIC) codes to define sectors. The sectors analysed were grouped by 5-digit SIC codes, the most granular sector level. However, the traditional SIC codes used by national statistics are often considered outdated and do not accurately reflect sectors developing new and emerging technologies, as they were last updated in 2007.

Data City is an online platform used to gather broader insights into business activity, focusing on emerging and innovative sectors. The platform uses an alternative to SIC-codes called 'Real Time Industrial Classifications' (or RTICs). These new-tech sector groupings are identified via web scraping and machine learning technology, through analysing text on businesses' websites to understand the activity and sectors they are involved in based on keywords and business demography. The platform only analyses the companies listed on Companies House that also have a website. This means that sole proprietors or micro companies with no website are often not reflected. In total, over 4.5 million companies and nearly 500 sectors (RTICs) and sub-sectors (sub-RTICs) are analysed in the UK.

However, insights deriving from the Data City do come with some caveats. As the platform utilises machine learning technology, some additional businesses may be selected while others may be overlooked. This is particularly the case when analysing some firms in the 'Net Zero' RTIC, as some companies may claim to use sustainable practices, but not necessarily in the Net Zero sector. Therefore, analysis should be conducted by examining relative strengths, rather than relying solely on absolute figures. The Data City is also best used to analyse business counts, as employee and turnover figures are estimated based on a sample of businesses.

This analysis uses the Data City to look beyond traditional sector classifications and understand where there are strong concentrations in emerging economy activities.

The Data City also produce their own definitions for the eight Industrial Strategy Sectors, using both a combination of traditional SIC codes and their own RTICs to capture more innovative sectors like clean energy industries, defence, digital and technologies, and life sciences.

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Agenda Item 9

Hull and East Yorkshire Combined Authority

Briefing Paper to the HEY Skills Board **Wards: All**

24th November 2025

Development of Local Skills Improvement Plan

1. Purpose of the Paper and Summary

The following provides an overview of the development of the Local Skills Improvement Plan reflecting the current draft guidance. The following four key points are worth highlighting:

1. The process for developing the second Local Skills Improvement Plan (LSIP) has started led by the Hull & Humber Chamber of Commerce as the regions Employee Representative Body (ERB).
2. There has been a change in guidance that gives MCA's a partnership role in supporting the development of the plan.
3. However, the legislation which covers the development of LSIPs has not been updated and therefore the responsibility for developing and approving the LSIP remains a Chamber responsibility.
4. Accordingly, this note provides an overview of our role and responsibilities as an MCA to provide strategic insight, evidence and guidance into the process as part of the wider development of the Plan.
5. It also provides an overview of the timelines being worked to in terms of development of LSIP 2.0

2. Background

The policy intent in the English Devolution White Paper focuses on the joint ownership of the LSIP model between ERBs and Strategic Authorities, in areas with devolution. However, as the legislation has not been finalised or approved there is a grey area between the role which the MCA plays in the development of the LSIP and its future joint ownership.

The overall approach is that the ERB works closely with the SA within a joint model: combining evidence, agreeing actions together (with providers and stakeholders), and jointly tracking/monitoring progress and impact.

Linked to this the draft guidance (still in development) which provides an outline of the expected role of the MCA. The following summarises the most recent draft guidance and as such it may well change.

3. Issues for Consideration

The following section sets out the key areas around the development of the next LSIP and outlines the role played by the MCA and the current situation in terms of the Chambers activities.

Setting the sector skills priorities and share data in devolved areas
In devolved areas, LSIP development begins with the MCA setting out its sector priorities and sharing relevant data with the designated ERB. These priorities, together with Local Growth Plans, the Industrial Strategy and Skills England's assessment, provide the framework for the LSIP.

Under the Skills and Post-16 Education Act 2022, the designated ERB has overall responsibility for leading the development of the LSIP for its specified area, through a locally owned, collaborative process with all key partners. Broadly speaking the ERB LSIP process consists of three stages which are:

- Stage 1: evidence-led articulation of skills needs drawing on SA priorities/Local Growth Plans, employer engagement, local LMI and Skills England insight.
- Stage 2: agreement of clear actions and measurable outcomes (with granular activities stored in a live annex).
- Stage 3: drafting the LSIP

Because HEYCA is midway through setting out the broader strategic approach and developing its Local Growth Plan, the setting of a set of strategic priorities will have to be undertaken incrementally. So far, stage 1 of the Regional Economic Assessment has been shared with the Chamber of Commerce, and ongoing discussions are taking place around the MCAs priorities.

It should be noted that the MCA's priorities are not the only ones which will be developed into the LSIP. The preference is for HEYCA's priorities to form a substantial part of the overall approach but as the expectation remains that LSIPs will reflect business needs and employer views there will be additional sources of information that will impact on the LSIP development process. However, the development of insights such as the recent DESNEZ Clean Energy Jobs Plan, as well as the evolution of Skills England dashboards are important sources of information for HEYCA as well as the Chamber and therefore alignment is expected to be close.

Appendix A includes the current timelines shared by the Chamber of Commerce. HEYCA will need to ensure that, due to the challenging timescales of submitting a draft, that LSIP drafts are shared and circulated in advance of formal meetings. Furthermore, the submitting of a draft to the Government in March should be seen as only part of the overall process towards the development of the detail required to deliver the LSIP and a post-March 2026 process will need to be agreed and developed between HEYCA and Hull & Humber Chamber.

Operate a joint-ownership, collaborative model with ERBs
The guidance expects close joint working across all LSIP stages: combining analytics and employer/provider insight; avoiding duplication; agreeing actions with providers and stakeholders; and putting joint arrangements in place to track progress and keep the LSIP under review.

Because of the ongoing establishment of HEYCA, the process undertaken so far has been based on close communication and engagement between the HEYCA Skills Lead/Strategic Consultant and the

Chamber. However, moving forward a more established process is recommended, especially once the LSIP draft plan has been developed and approved.

Link LSIPs to the wider economic and funding system
SAs should ensure LSIP activity is connected to broader social and economic infrastructure, aligning with funding such as the Adult Skills Fund, Growth and Skills Levy, and Industrial Strategy Sector Jobs Plans.

HEYCA will need to ensure that LSIP 2.0 is reflected in the development of strategic direction and overall approach to the delivery of the related skills elements

Employer-focused engagement and mobilisation
SAs are expected to help drive coordinated, comprehensive employer engagement, including with wider business/sector bodies, and to champion routes for employers' co-design of provision and investment in skills.

From a HEYCA perspective this will likely become part of the ongoing engagement and overall approach taken in future. For the immediate development of the LSIP, the engagement process already undertaken by Hull & Humber Chamber is to be supported.

Governance and oversight contributions
In devolved areas, SAs and ERBs should agree governance arrangements that bring the employer voice strongly into decision-making, link into local economic plans, and enable timely submission of the LSIP. Existing boards may be reshaped or repositioned within wider local growth governance.
ERBs determine suitable governance structures, ensuring a strong employer voice, provider involvement, and alignment with local economic oversight—acting transparently and impartially in line with designation terms and conditions, maintaining a conflict-of-interest policy and register publicly.

The Chamber is already undertaking a process of reviewing and updating its Board, the involvement of HEYCA needs to be reviewed to ensure that the right people are present, including the Mayoral Portfolio Lead.

Role in approval and designation processes
ERBs submit LSIPs to the Secretary of State (via Skills England): substantive draft by 31 March 2026; final by May 2026; expected publication June 2026 (subject to approval). In devolved areas, ERB and SA are expected to confirm joint contentment before submission; unresolved issues may be escalated, and the SoS can still approve an ERB-submitted plan. After approval, the ERB must publish the plan on its website.

For LSIP approval, the Secretary of State will look for evidence that SA sector priorities have provided the context for and are reflected in the LSIP. However, until the English Devolution Bill becomes law, the process and approval of the LSIP plan regionally will be undertaken by the Chamber. Involvement of HEYCA governance will need to be based on the noting rather than formal approval of the LSIP. This reflects the current situation but based on the close collaboration between the MCA and the Chamber there should not be a major issue.

Publication and ongoing delivery
MCAs may publish the LSIP (or a link) on their website, and in devolved areas should agree with the ERB who leads which implementation and monitoring activities.

ERBs are expected to drive and oversee delivery of the LSIP actions and report annually on progress (agreeing joint arrangements with SAs in devolved areas), including ongoing employer engagement, provider liaison, and impact tracking. Skills England undertakes light-touch, risk-based monitoring, with escalation possible if progress is insufficient.

4. Next Steps

1. Alongside the finalisation of the Local Growth Plan and the development of both stages of the Regional Economic Assessments as the associated evidence base, HEYCA will continue to liaise with the Chamber around the evidence base for the LSIP.
2. HEYCA will receive draft versions of the LSIP 2.0 for consideration and drafts will be shared with the Skills Board, CA Board for noting at future meetings.

Ben Odams

Contact Officer: Ben Odams Telephone Number: 07885640353

Officer Interests: None

Background Documents:

Appendix A – LSIP 2.0 Timelines Supplied by Hull & Humber Chamber of Commerce

Date	Activity
w/c 03 November 25	• Survey Finalisation ahead of its launch 17/11/25. • Engagement with Humber Principals Groups. • Board applications deadline 07/11/25. • Cross-LSIP Project Managers engagement.
w/c 11 November 25	• Board papers to be circulated. • Skills Board preparation. • Sector Working Groups.
w/c 17 November 25	• HEY LSIP Forum 17/11/25. • HEY LSIP Survey Launch 17/11/25. • HEY LSIP Board 17/11/25.
w/c 24th November	• Survey & Employer engagement activity. • Research Activity.
w/c 1st December 25	• Survey & Employer engagement activity. • Research Activity.
w/c 8th December 25	• Survey & Employer engagement activity. • Research Activity. • Construction Supply Chain Workshop. • Engagement event with Skills For Care.
w/c 15th December 25	• Survey close. • East Riding Rural Partnership – engagement for Agri Skills sector • Employer engagement activity. • Research Activity.
w/c 22nd December 25	• NB. Chamber offices closed 23/12/25 – 05/01/26.

w/c 5th January 26	• Board papers to be circulated. • Initial analysis of survey feedback expected. • LSIP 1.0 Review for inclusion within LSIP 2.0.
w/c 12th January 26	• HEY LSIP Board focusing on initial consultation feedback and HEY LSIP report outline, as well as introduction of new HEY LSIP Board members. • Humber Principals engagement. • Employer engagement activity. • Research Activity.
w/c 19th January 26	• Update for Skills Board ready for their scheduled meeting on 26th January 26. • Employer engagement activity. • Potential Working Group meetings.
w/c 26th January 26	• Deeper dive roundtables. • Evidence gathering cut off 31st January 26.
w/c 2nd February 26	• Board papers to be circulated. • LSIP 2.0 Report drafting.
w/c 9th February 26	• HEY LSIP Board focusing on the findings and report content. • HEY LSIP Forum 09/02/26. • Initial LSIP 2.0 Report draft to HEYCA.
Date	**Activity**
w/c 16th February 26	• Engagement activity. • Report feedback deadline from HEY LSIP Board members.
w/c 23rd February 26	• LSIP 2.0 Report amends. • Engagement activity. • Initial Feedback deadline from HEYCA.
w/c 2nd March 26	• Revised LSIP 2.0 following feedback to be circulated to HEY LSIP Board and HEYCA.
w/c 9th March 26	• Engagement activity. • Any additional feedback for LSIP 2.0 to be received.
w/c 16th March 26	• Board papers to be circulated. • Final draft of LSIP 2.0 to be circulated to HEY LSIP Board and HEYCA. This will be the substantive draft to be submitted to Skills England.
w/c 23rd March 26	• HEY LSIP Board (LSIP 2.0 substantive draft final sign-off) 23/03/26. • HEY LSIP Forum – presentation of LSIP 2.0 findings and outline of LSIP 2.0 content (input required from delivery partners including HEYCA).
Friday 27th March 26	• LSIP 2.0 to be submitted to Skills England.

Agenda Item 10

Hull and East Yorkshire Combined Authority

Report to the HEYCA Skills Board

24 November 2025

Adult Skills Fund: Delegation of Decision Making

Report of the (insert title of officer)

Report Status:

This item is not exempt

Click here to select grounds for exemption

Guidance:

The public may be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that exempt information would be disclosed.

You must specify the reasons why the public interest in disclosing the contents outweighs the public interest in the contents remaining exempt.

A Committee can determine to open your report to the public if it believes that the public interest test is not met.

Click here to enter details relating to the Forward Plan

Insert the Forward Plan reference number (delete this section if not applicable)

1. **Purpose of the Report and Summary**

1.1 This reports seeks the approval of the Combined Authority to include delegations in relation to the Adult Skills Fund and governance arrangements.

2. **Recommendations**

2.1 The Combined Authority delegates the functions set out in appendix A of the report to the Chief Executive.

2.2 The Combined Authority delegates authority to the Monitoring Officer to make amendments to the draft Constitution to reflect these delegations.

3. Reasons for Recommendations

3.1 To ensure that the governance framework for the Combined Authority in particular in relation to the Adults Skills Fund remains in accordance with all legal requirements.

3.2 To ensure that the necessary decision-making powers are in place to allow the processes, systems and functioning of the ASF programme management to operate in a timely and efficient way.

4. Background

4.1 At the Combined Authority's Executive Board meeting held on 28th May 2025, it considered and approved the Adult Skills Fund (ASF) Readiness submission to the Department for Education (DfE).

This submission set out the Combined Authority's strategic approach to the management and delivery of ASF for the HEY region. This included details of governance arrangements and decision-making processes.

4.2 This report seeks the approval of the Combined Authority to make certain delegations to the Chief Executive including the approval or amendment of certain operational documents, including the Funding and Performance Management Rules and Commissioning and Procurement Plan as well as giving a specific delegation to the Chief Executive to agree grant agreements in relation to Adult Skills Fund work.

4.3 A full list of the proposed delegations can be found at appendix A.

5. Issues for Consideration

5.1 The Board is asked to consider the list of delegations found at appendix A.

5.2 The delegations listed at appendix A include standard actions required as part of normal ASF programme management and delivery and also some scenario-based actions allowing flexibility and timely responses to be made in response to external factors.

6. **Equalities Impact Information**

6.1 There are no equalities impact implications arising from the report.

7. **Options and Risk Assessment**

7.1 Option 1: Do not put delegations in place.

7.2 Option 2: Put in place delegations as set out in this paper. **Preferred option.**

7.3 Option 3: A variation of the delegations set out in appendix A.

8. **Legal Implications and Statutory Officer Comments**

8.1 Amendments to the HEYCA Constitution may be required.

9. **Financial Implications and Statutory Officer comments**

9.1 None.

Contact Officers:

Chris Howell, Employment & Skills Manager, Hull & East Yorkshire Business Growth and Skills Hub.

Officer Interests:

None.

Appendices: Appendix A – Adult Skills Fund (ASF) List of Delegations

Background Documents: None.

APPENDIX A – Adult Skills Fund (ASF) List of Delegations

Decision	Decision Maker	Rationale
To make interim changes to the HEYCA ASF Strategic Skills Plan (SSP) in response to new emerging HEYCA strategies, economic needs, crisis or responsiveness.	Delegated authority from the Combined Authority to the Chief Executive and the ASF Team.	HEYCA strategies are under development and all must reflect the collective aims and objectives of the Combined Authority. The SSP is the key document that informs ASF delivery and must therefore accurately reflect the current economic landscape in order to capitalise on opportunities or mitigate against risks and shocks. Delegations are required for timely decision making to ensure continuity and responsiveness of delivery.
To approve the Funding and Performance Management rules (annually).	Delegated authority from the Combined Authority to the Chief Executive and ASF Team.	The funding and Performance Management Rules form part of the suite of contractual documents and are operational in function. Technical expertise and recommendations will be provided to the Chief Executive by the ASF Team and specialist subject matter experts where required.
To make minor technical or process driven amendments to the Funding and Performance Management Rules in line with strategic direction set	Delegated authority from the Combined Authority to the Chief Executive and ASF Team.	Any amendments must remain in accordance with the HEYCA ASF SSP as approved by the Combined Authority in May 2025.

by the Combined Authority.		Technical expertise and recommendations will be provided to the Chief Executive by the ASF Team and specialist subject matter experts where required. Delegations are required for timely decision making to ensure continuity and responsiveness of delivery.
To approve the ASF Commissioning and Procurement Plan, inclusive of grant and procurement value methodology (annually)	Delegated authority from the Combined Authority to the Chief Executive and ASF Team.	In accordance with the methodology outlined in the HEYCA ASF Strategic Plan, Readiness submission and as approved by the Combined Authority in May 2025. Technical expertise and recommendations will be provided to the Chief Executive by the ASF Team and specialist subject matter experts where required.
To approve mid-year amendments to the ASF Commissioning and Procurement plan.	Delegated authority from the Combined Authority to the Chief Executive and ASF Team.	Technical expertise and recommendations will be provided to the Chief Executive by the ASF Team and specialist subject matter experts where required.
To agree Grant Agreements	Over £500k – The Combined Authority. Under £500k – Delegated Authority from the Combined Authority to the Chief Executive and ASF Team.	Grant allocations will be determined in accordance with the methodology outlined in the HEYCA ASF SSP and as approved by the Combined Authority in May 2025.

		In accordance with the Funding and Performance Management Rules, Performance Management Framework and Grant Agreement terms and conditions. Technical expertise and recommendations will be provided to the Chief Executive by the ASF Team and specialist subject matter experts where required.
To agree Contracts for Services awarded through procurement.	Over £500k – The Combined Authority. Under £500k – Delegated Authority from the Combined Authority to the Chief Executive and ASF team.	In accordance with the HEYCA ASF Strategic Skills Plan, Funding and Performance Management rules, Performance management framework and Contract for Services terms and conditions. Technical expertise and recommendations will be provided to the Chief Executive by the ASF Team and specialist subject matter experts where required.
To agree Delivery Plans for providers (annually).	Delegated authority from the Combined Authority to the Chief Executive and ASF Team.	Provider delivery plans must align to the priorities set out in the HEYCA ASF SSP. In accordance with criteria set out in the Performance Management Framework. In line with the process detailed in Grant Agreements and Contracts for Services.

		Technical expertise and recommendations will be provided to the Chief Executive by specialist subject matter experts Officers where necessary supported by the ASF team.
To agree variations to Delivery Plans with providers.	Delegated Authority from the Combined Authority to the Chief Executive and ASF Team.	Must align to the priorities set out in the HEYCA ASF SSP. Variations will be approved: • Based on performance • In accordance with criteria set out in the Performance Management Framework. • In line with the process detailed in Grant Agreements and Contracts for Services. Technical expertise and recommendations will be provided to the Chief Executive by specialist subject matter experts Officers where necessary supported by the ASF team.
To approve sub-contracting where not already approved under current DfE regulations.	Delegated Authority from the Combined Authority to the Chief Executive and ASF Team.	In accordance with the Funding and Performance Management Rules which outline strict requirements regarding sub-contracting practice. Technical expertise and recommendations will be provided to the Chief Executive by specialist subject matter experts

		Officers where necessary supported by the ASF team.
To approve rebasing of funding, contract reduction and contract termination as a result of underperformance.	Delegated Authority from the Combined Authority to the Chief Executive and ASF Team.	In accordance with criteria set out in the Performance Management Framework. In line with the process detailed in Grant Agreements and Contracts for Services. Technical expertise and recommendations will be provided to the Chief Executive by specialist subject matter experts Officers where necessary supported by the ASF team.
To approve funding clawback.	Delegated Authority from the Combined Authority to the Chief Executive and ASF Team.	In accordance with criteria set out in the Performance Management Framework. In line with the process detailed in Grant Agreements and Contracts for Services. Technical expertise and recommendations will be provided to the Chief Executive by specialist subject matter experts Officers where necessary supported by the ASF team.
To approve growth funding.	Delegated Authority from the Combined Authority to the Chief Executive and ASF Team.	In accordance with criteria set out in the Performance Management Framework. In line with the process detailed in Grant

		Agreements and Contracts for Services. Technical expertise and recommendations will be provided to the Chief Executive by specialist subject matter experts Officers where necessary supported by the ASF team.

Agenda Item 11

Briefing Paper to the HEY Skills Board

Wards: All

Insert date

16- 18 Transport

1. Purpose of the Paper and Summary

To provide an update briefing on current HEYCA thinking and approaches around 16-18 transport, share information supplied by HEY Colleges and to note comments from HEYCA Skills Board.

2. Background

Previously there has been a request made on behalf of the regions colleges to look at the issue of 16-18 transport and its funding.

Following initial discussions over the summer an undertaking was given to bring an update to the Skills Board for further discussion of the key issues and provide an overview of HEYCA's current position.

In prior discussions there was mention made of the potential resources being allocated through an investment approach and this will also be addressed.

3. Issues for Consideration

16-18 transport is the support provided for the regions young people to access learning and training, primarily through the delivery of public transport, or specific commissioned transport, for students to access learning facilities.

Local Authorities are the statutory body with responsibility for School Transport However they are not required to provide free or subsidised post-16 travel support but are expected to provide an annual policy statement that specifies the provision available. Both Hull City Council and the East Riding of Yorkshire Council provide support to young people with disabilities and/or special education needs. They have specific policies and requirements that forms the basis of the provision provided.

Alongside this, some of the colleges in the region commission their own transport to support their students to attend. Appendix A includes information supplied by HEY Colleges on the topic which is summarised as follows:

Colleges in Hull and the East Riding of Yorkshire currently cover the costs of transport for 16-18-year-old students, as public funding for this is unavailable. This support ensures that travel does not become a barrier to education, especially given the rural and dispersed nature of the area.

- **Transport funding and bursaries**: The Department for Education provides bursary funds to colleges to support students with direct costs based on financial need, but these funds are limited and often largely used for transport, reducing support available for other student expenses.
- **Transport provision methods**: Colleges reimburse travel costs or negotiate with local transport providers where public transport is accessible; in rural areas, colleges often operate their own transport services or contracts due to limited public options.
- **Student impact and equity**: Nearly 2,000 students annually benefit from free or subsidised transport, facilitating access to diverse qualifications essential for local and national skills needs. Transport support particularly aids vulnerable groups such as those with SEND, rural students, care-experienced youth, young carers, previously home-educated students, and those not in education or training.
- **Financial burden on colleges**: The five colleges spent over £2.1 million on student transport in 2024/25, with costs rising yearly. Although some costs are recovered from bursaries, the majority, about £1.3 million in 2024/25, must be met by the colleges themselves, limiting funds available for other student resources. Only one college requires student contributions towards transport costs.

For HEYCA, our responsibilities concern a strategic role around both transport and skills. The development of our regional transport approach, including the development of a transport plan for the region is an opportunity to establish the principles and priorities around 16-18 transport as well as the possibility of any additional public investment.

HEYCA's policy aims are as follows:

1. Improve affordable access to post-16 education, training, and apprenticeships.
2. Provide reliable, safe, and convenient travel options for young people in both urban and rural areas.
3. Support inclusion and opportunity, so that rural, coastal, and low-income households are not disadvantaged.

To support the delivery of these aims the following policy options are under consideration:

- Provide a universal travel support for 16-18 (potentially similar to the 'free' transport schemes offered in other MCA areas)
- Provide a targeted offer to support specific groups such as those at highest risk of NEET supporting HCC and ERYC's own schemes of support.
- Provide a subsidy to the Colleges to reduce the cost of 16-18 transport provision
- Look to provide a collective purchasing arrangement building on a previous arrangement between colleges.

At present no determination has been made around these options and additional information, including potential costs, cost/benefit and impact will need to be understood in detail before a full options appraisal can take place. It is recognised that the provision of 16-18 transport could support the delivery of wider policy objectives such as elements of the Get Hull & East Yorkshire Working Plan, the Local Growth Plan and the wider Gameplan for HEYCA.

4. Next Steps

As HEYCA develops its transport approach it will determine its position regarding 16-18 transport. Further reports will be provided to support that decision.

Ben Odams

Contact Officer: Will Dunnett Telephone Number:

Officer Interests: None

Background Documents:

Appendix A – Information Supplied by HEY Colleges to HEYCA Nov. 2025

Overview

Currently, the costs associated with 16-18 student transport are not publicly funded. Due to the limited public transport infrastructure and rurally dispersed nature of the East Riding of Yorkshire, colleges pay for (or heavily subsidise) the cost on behalf of students, so that this is not a barrier to education.

This report summarises the existing arrangements for providing transport support to students aged 16-18 accessing their education at the 5 Further Education colleges (including Sixth Form Colleges) with campuses in Hull and the East Riding: Bishop Burton College; East Riding College; Hull College; Wilberforce College and Wyke College.

Current arrangements

The Department for Education (DfE) provides colleges with bursary funds which must be used to provide financial support to all students where they are incurring direct costs, and there is specific evidence of financial need, in accordance with the local college policy. In most cases, colleges are able to recover a proportion of their student transport costs to the bursary fund based on eligible students accessing college transport. Bursary funds are limited and are allocated annually based on a formula. This means that where a high proportion of the college's bursary allocation is used to pay for student transport, there are limited funds left to support students with other costs such as kit, equipment, uniforms etc. are very limited.

Where public transport is accessible to students, colleges reimburse students for the costs of travel or negotiate directly with the local transport providers (e.g. East Yorkshire buses) to pay for bus passes on behalf of students. Where public transport options are more limited (e.g. in rural and coastal areas), many colleges provide their own dedicated transport, either through their own fleet or through contracts with local transport providers.

Impact on students in Hull and East Riding

Across the 5 colleges in Hull and the East Riding, almost 2,000 students access free or subsidised transport each year which allows them to complete their post-16 education. These students undertake a diverse range of qualifications at levels 1 to 3 across all subject areas including general and land-based further education, incorporating A levels, T levels and vocational qualifications. This includes many courses which reflect the sector priorities identified locally, regionally and nationally which are vital to meeting the future skills needs of employers including health, construction, engineering, digital, defence and clean energy. Although many apprentices will access their off-the-job training at one of the colleges, transport for apprenticeships is not generally subsidised unless there are specific cases of financial hardship.

Impact on specific groups of students

Currently, transport costs are fully covered by the colleges in Hull and the East Riding, with only one college receiving contributions from students, in recognition that this is a key financial and logistical barrier to participating in education. By removing the stress and costs associated with travel, students are more likely to attend regularly and engage fully with their studies. Improved attendance directly correlates with higher retention, achievement and progression outcomes.

Reliable access to high quality education also supports students' sense of stability and routine, which can enhance wellbeing and motivation. Groups who are disproportionately impacted by transport challenges include:

- Young people with Special Educational Needs or Disabilities (SEND), who may rely on specialist or supported transport and face additional anxiety or practical difficulties navigating public transport.
- Students living in rural or isolated areas where public transport is limited or unavailable at key times.
- Care-experienced young people and those living independently, who may lack familial or financial support to access reliable travel options.
- Young carers, whose responsibilities and time pressures can be compounded by long or unreliable commutes. Free or subsidised transport therefore plays a vital role in promoting equity, enabling all students to participate and succeed, regardless of their personal circumstances.
- The growing cohort of young people who were previously home-educated who often have anxieties linked to social isolation and challenges with life skills.
- Young people who are not in education, employment or training (NEET) who often feature in one or more of the other groups outlined above and who need additional support and motivation to engage.

Costs to FE Colleges

The financial costs to the colleges in providing subsidised transport are substantial and the expenditure represents one of the highest non-pay budget lines. This means that funds must be prioritised to provide essential access to post-16 education and cannot be used to invest in other important student resources.

In 2024/25, the five colleges spent over £2.1million on student transport. This expenditure has increased year-on-year due to growing student numbers and rising costs. Over the past three years, the cost was a total of over £5.6million for colleges in the sub-region. Whilst colleges have been able to recover some of the costs from the DfE bursary, the majority of this has to be met directly by the College. In total, the cost not covered by the DfE bursary was £1.3million in 2024/25 (£3.6million over the past three years). Students at one of the colleges were required to make a financial contribution which totalled £290k in 2024/25 and £798k over three years. This is summarised in the table below.

Summary of financial cost and student numbers relating to college transport over last three years

Amount Spent			
2022/23	2023/24	2024/25	3yr Total
£1,672,317	£1,847,268	£2,153,244	**£5,672,829**

Amount recovered from bursary (2024/25)	**Cost not covered by bursary (2024/25)**	**Amount recovered from bursary (last 3 years)**	**Cost not covered by bursary (last 3 years)**	**Total students supported each year**
£851,787	**£1,301,457**	£2,019,063	**£3,653,766**	1,949

Agenda Item 12

Briefing Paper to the HEY Skills Board **Wards: All**

24th November 2025

Work Programme

1. Purpose of the Paper and Summary

The purpose of this briefing paper is to update the HEY Skills Board on the Work Programme.

2. Background

The appendix attached provides an update on the Work Programme and provides further opportunity for Board Members to suggest future agenda items for discussion.

3. Issues for Consideration

The Work Programme is noted and suggestions made for future agenda items for discussion by the HEY Skills Board.

4. Next steps

The Democratic Services Officer maintains the Work Programme for future meetings.

Briefing Paper of Alex Holgate, Head of Governance

Contact Officer : Dorinda Guy Tel: 01482 613416

Officer Interests: None

Background Documents: Work Programme

HEY Skills Board Work Programme 2025/26

Chair: Jayne Adamson
Deputy Chair: David Gent

Democratic Services Officer : Dorinda Guy Ext 3416

Meeting Date	Upload Date of Papers	Venue (to alternate between Hull and ER)	New Items / Standard Items (N/S)	Agenda Items	Responsible Officer	Type of Report	Reason for submission	Agenda
			S	Apologies	Dorinda Guy	Verbal	To receive apologies from those Board members who are unable to attend the meeting.	A
			S	Declarations of Interest	Dorinda Guy	Verbal	To remind Board Members of the need to record the existence and nature of any personal and pecuniary interest in items on the agenda, in accordance with the Member Code of Conduct.	A
			S	Minutes of Previous Meeting	Dorinda Guy	Minutes	To approve the minutes as a true and correct record.	A
			S	Work Programme	Dorinda Guy	Briefing Paper	To update Board members on the Work Programme and provide further opportunity for Members to suggest future agenda items for discussion.	A
			S	Horizon Scanning	Chris Howell	Briefing Paper	To update Board members on current policy and issues relating to skills and to advise on future developments.	A
			S as and when required	HEY Skills Strategy Update	Ben Odams, Alex Codd and Claire Watts	Briefing Paper	To include an update on the Framework, Progression and Governance and AGM Paper regarding Membership, etc.	A
			S	Employability Skills Framework	Chris Howell and Andy Crossland	Discussion Item	To provide an update on the ESF as and when reauired.	A
			S	Contractual Obligations	Chris Howell	Briefing Paper	To provide the Board with Contractual Obligation Items as and when required. (HEY Careers Hub Bi-annual Performance Report)	A
Jan '26			N	HEY Employability Skills Framework (Employment Passport Framework)	Chris Howell	Briefing Paper	To provide the Board with an update on the HEY Employability Skills Passport.	
Jan '26			N	Terms of Reference	Ben Odams, Lisa Dixon and Allen Menzies	Briefing Paper	To provide the Board with the Terms of Reference.	
Other Suggested items for addition								
TBC	**same paper (1)**		N	Skills Bootcamps	Chris Howell and Sharon Gamble	Briefing Paper	To provide the Board with information around the Skills Bootcamps.	
TBC	**same paper (2)**		N	Connect To Work	Pauline Mitchell	Briefing Paper	To prpvide the Board with informataion around Connect To Work	
TBC	**same paper (3)**		N	UK Shared Prosperity Fund Outcomes (UKSPF)		Briefing Paper	To provide an updae on the UKSPF Outcome	
TBC			N	MCA Emerging Strategies	Ben Odams	Discussion Item	To provide the Board with a Spider Diagram showing how MCA Strategies align with the Skills Board.	

TBC			N	Institute of Technology Update	Becki Hamnett	Briefing Paper	To provide the Board with information on what is being done and opportunities provided.	
TBC			N	Entrepreneurship and Young People		Briefing Paper	To provide the Board with information around Entrepreneurship and Young People.	
TBC			N	AI (Artificial Inteligence)		Briefing Paper	To provide the Board with how AI fits within Educational and Workplace settings.	
TBC			N	10 year Health Plan followed by Workforce Plan		Briefing Paper	To provide the Board with a 10 year Health Plan followed by Workforce Plan.	
TBC			N	Workforce Development Business Advisor Bi-annual Report		Briefing Paper	To provide the WDBA Bi-monthly report.	
TBC			N	Inclusive Careers Project Summary and Evaluation		Briefing Paper	To provide the Board with information around Inclusive Careers Project Summary and Evaluation.	
TBC			N	Adult Skills Fund (ASF) Readiness Submission including Draft Skills Framework		Briefing Paper	To provide an update on ASF including Draft Skills Framework	
TBC			N	ASF Commissioning Decisions e.g. allocation of ASF / Bootcamp / Free Courses for Jobs / ASF Commissioning Strategy		Briefing Paper		
TBC			N	Integrated Care Board (ICB) / OHID “Good Work” Strategy and Integration with Economic Framework / Skills Framework		Briefing Paper		
TBC			N	Work Experience Changes and Opportunities	OFFICIAL	Briefing Paper	Raised by Cllr Aitken	