



Adult Skills Fund Strategic Skills Plan

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Hull and East Yorkshire Combined Authority

1 Introduction

This document sets out Hull and East Yorkshire's devolved Adult Skills Fund (ASF) Strategic Skills Plan (SSP).

The SSP sets out our strategy for the delivery of ASF in Hull and East Yorkshire and highlights the skills challenges and opportunities across the region.

This document serves as a guiding framework for leveraging ASF funding to ensure that the region's residents have access to the learning and development opportunities they need to thrive in the economy and align to sector growth opportunities. It presents a comprehensive place-based approach to addressing the region's skills challenges and positioning it for long-term economic success.

By investing in targeted learning programmes, building on existing strong stakeholder

partnerships, and implementing a robust system of monitoring and evaluation, the SSP will ensure that local adult skills provision is of the highest quality, supports residents to achieve their learning and employment goals and supports local employers to develop their workforce. With the commitment and collaboration of all partners and stakeholders, the plan will serve as a catalyst for the region's continued growth and prosperity.

The SSP is an integral part of HEYCA's place-based economic development planning. It expands upon HEYCA's emerging Local Growth Plan and Work and Skills Plan themes and takes account of the economic plans, policies and research undertaken by the combined authority's constituent local authorities, Humber Economic Plan, and the HEY Local Skills Improvement Plan (LSIP) and the area's former Local Enterprise Partnership. It aligns with existing successful delivery including Skills Bootcamps, UKSPF, and the HEY Careers Hub.



2 Devolution

Hull and East Yorkshire Combined Authority (HEYCA) represents a bold new chapter in the region's history. Formed through the UK Government's devolution agenda¹, HEYCA is a Mayoral Strategic Authority with significant powers and funding to drive transformation across Hull and East Yorkshire. HEYCA brings together Hull City Council and East Riding of Yorkshire Council in a formal partnership, building on years of collaboration and shared ambition.

Devolution ensures that decisions are made closer to the local people, communities and businesses they affect. HEYCA will assume responsibility for the commissioning and management of the ASF from August 2026. This fund will be worth circa £16m and will enable the region to direct funds to the most required provision. Management responsibility for the fund includes:

- ▶ defining local priorities which build on local strategic plans
- ▶ developing and publishing funding and performance management rules and guidance
- ▶ allocation of grants and/or using procurement processes that follow legal regulation
- ▶ developing and publishing contracts and conditions of funding arrangements
- ▶ setting funding rates and payment arrangements
- ▶ managing all contracted providers

The ASF supports the delivery of learning and skills to people aged 19 and over and enables adults to gain the skills needed for both life and work. This includes entering and sustaining work, participating in an apprenticeship opportunities and/or learning that supports second chance learning, widening participation and social mobility, all of which plays a part in reducing reliance on the welfare or health care system.

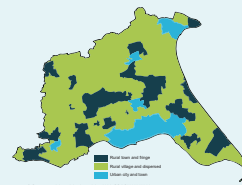
The ASF's purpose is to engage and support adult learners to gain skills which will either lead them to meaningful, sustained, and relevant employment, or enable them to improve essential everyday skills, increase confidence, improve physical and/or mental health, develop stronger communities, improve independent living skills, increase their understanding of democratic values, improve their ability to support a child's learning and/or progress to further learning.

1. English Devolution White Paper: Power and partnership: Foundations for growth - GOV.UK

3 Hull and East Yorkshire Region

Hull and East Yorkshire is home to over 610,000 people, with a diverse and dynamic economy. The area has a lower working age population (60.6%), compared to any other existing combined authority, except for York and North Yorkshire, which is driven by an older demographic in the East Riding².

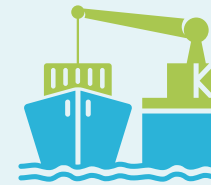
Hull connects with the suburban villages within the East Riding's administrative area including Hessle, Anlaby, Kirk Ella, Willerby, Cottingham to the west and Bilton to the east, forming a continuous built-up area. Other key settlements include Bridlington, Beverley, Driffield and Goole.



A distinct region, with an urban and rural mix



610,000 people of working age (60% of total population).



strategic location with ports providing a direct gateway to Europe.



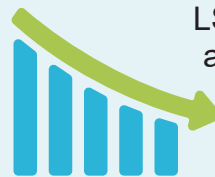
Rapid employment growth in the tech-led sectors, such as **green energy production and Medi-Tech.**



Health, education, hospitality & manufacturing are the largest employment sectors.



Manufacturing accounts for 22% of the region's GVA, more than double the UK average of 9%



28% of the LSOAs in HEY are within the 20% most deprived nationally.

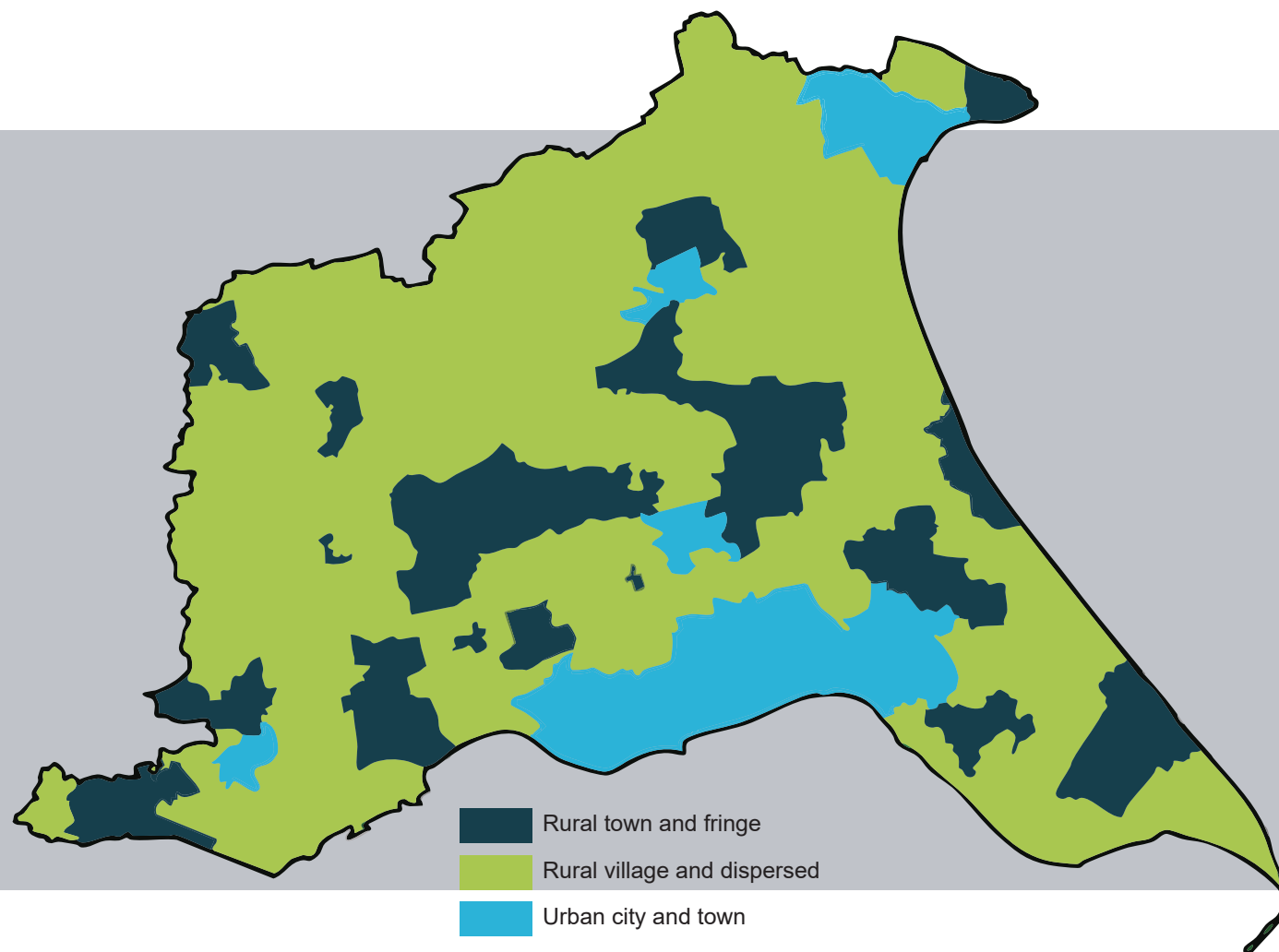


Only **26%** of the HEY population hold a degree or equivalent compared to 37% nationally.



Median annual salary is amongst the **lowest** of all MCA areas & around **90%** of the national average..

Hull and East Yorkshire are tightly connected through employment, trade and culture; 87.9% of people in employment live and work in the area.³ There are variations across Hull and East Yorkshire, with 91% of the East Riding geography classed as rural, but 69% of the population living in areas classified as urban.³



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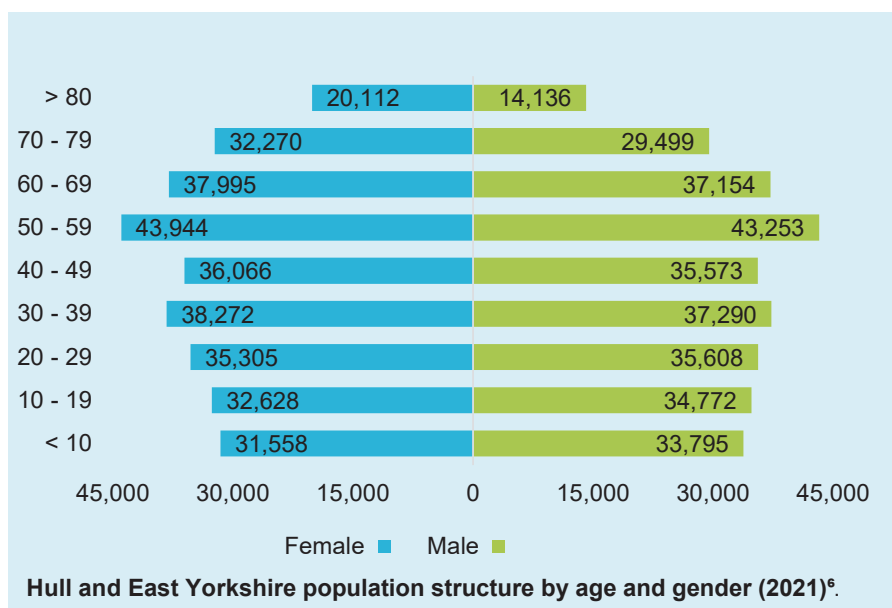
3. Census, 2021

4. Department for the Environment, Food and Rural Affairs (DEFRA), 2011
Hull and East Yorkshire Rural-Urban Classification⁴

Population

Age and gender

In 2021, the total population was 609,230 people, 51% of which were female and 49% were male. Around 61% of the total population are of working age (aged between 16 – 64), which is just shy of the average proportion of the population in England that is working age (63%)⁵.



^{5,6,8,9,10,11} Census, 2021

HEY LEP Employment and Skills Strategy, 2023

Population growth

There has been low population growth over the past two decades across Hull and East Yorkshire at 11% compared to 15% nationally. This alongside a shrinking working age population, which is expected to account for only 56% of the total population by 2040⁷, presents a challenge through a tightening of labour supply.

Ethnicity

The majority of the population in Hull and East Yorkshire are of white ethnicity (94.9%) with only 1.8% being Asian, 1.3% mixed ethnicity and 1% being black. White ethnicity is more prevalent than in England as a whole, where the white population makes up 81% of the total population. 94.4% of the population report English as their main language, with 5.6% of the population non-native English speakers⁸.

Health

Almost 80% of the Hull and East Yorkshire population report good health, this is just below the figure for England (82%)⁹. Disability prevalence is slightly above the national average.

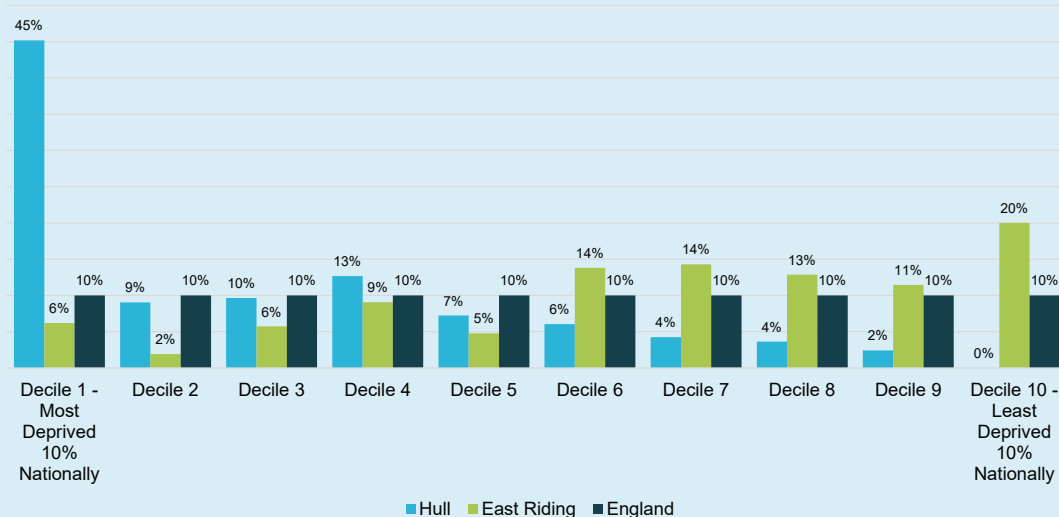
Almost a fifth of the population in (19.2%) are classed as disabled under the Equality Act, compared to 17.3% in England¹⁰. The majority of ill health is concentrated in Hull where the average healthy life expectancy of residents is 55.8¹¹ years, significantly below the current state pension age (66 years). With the average total life expectancy in Hull at 77.7 years, residents experience around 22 years of ill health with poor health likely driven by variations in lifestyle behaviours (e.g. obesity, low levels of physical activity and smoking and resulting lifestyle-related illnesses).

Deprivation

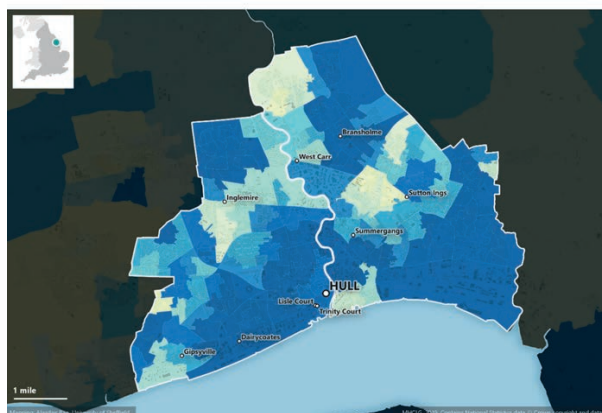
The proportion of Lower-layer Super Output Areas (LSOAs) within each Lower Tier Local Authority within the Hull and East Yorkshire boundary which fall in the different deprivation deciles nationally. Nearly a third (28%) of LSOAs are within the 20% most deprived nationally under the Index of Multiple Deprivation (2019). It is clear that the majority of deprivation is concentrated within Hull, with 45% of the LSOAs in Hull classed in the top 10% most deprived households nationally. This is compared to only 6.2% of LSOAs in East Riding of Yorkshire being in the top 10% most deprived areas¹².

Almost half (42%) of LSOAs in Hull are in the top 10% most deprived nationally in terms of employment deprivation, this is the 6th highest of all LSOAs in the country. In comparison, just 5.7% of LSOAs in East Riding are in the top 10% most deprived in this deprivation domain nationally. Hull is also heavily deprived in terms of education, skills and training with 41.6% of its LSOAs in the top 10% most deprived in the country, meaning it is the second most deprived Local Authority nationally in terms of skills and training¹³.

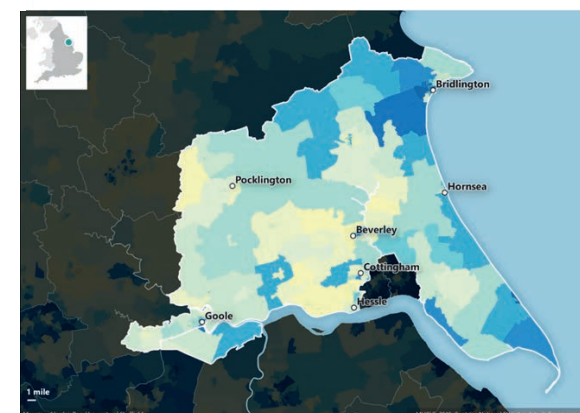
% of LSOA Within Each Deprivation Decile IMD 2019



HULL



EAST RIDING OF YORKSHIRE



More deprived

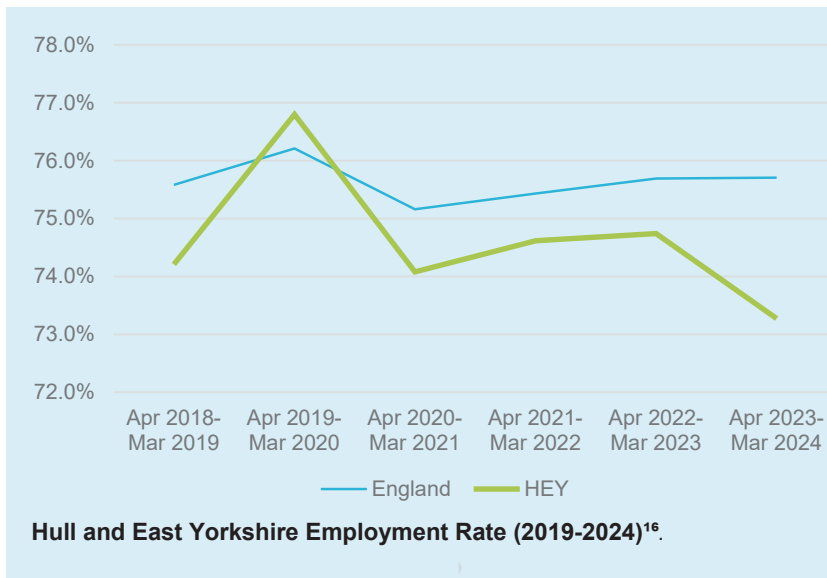
Less deprived

Relative level of deprivation

Local Employment

Employment rate

Over the last six years, the employment rate across Hull and East Yorkshire has decreased whilst nationally it has increased (2019-2024). In March 2024, the employment rate was 73.3% which was 2.4% below the national rate. Rates of employment dipped following the pandemic in March 2020 but whilst nationally rates recovered fairly quickly, they continued to fall and are now worse than the pre-pandemic employment levels experienced¹⁵.



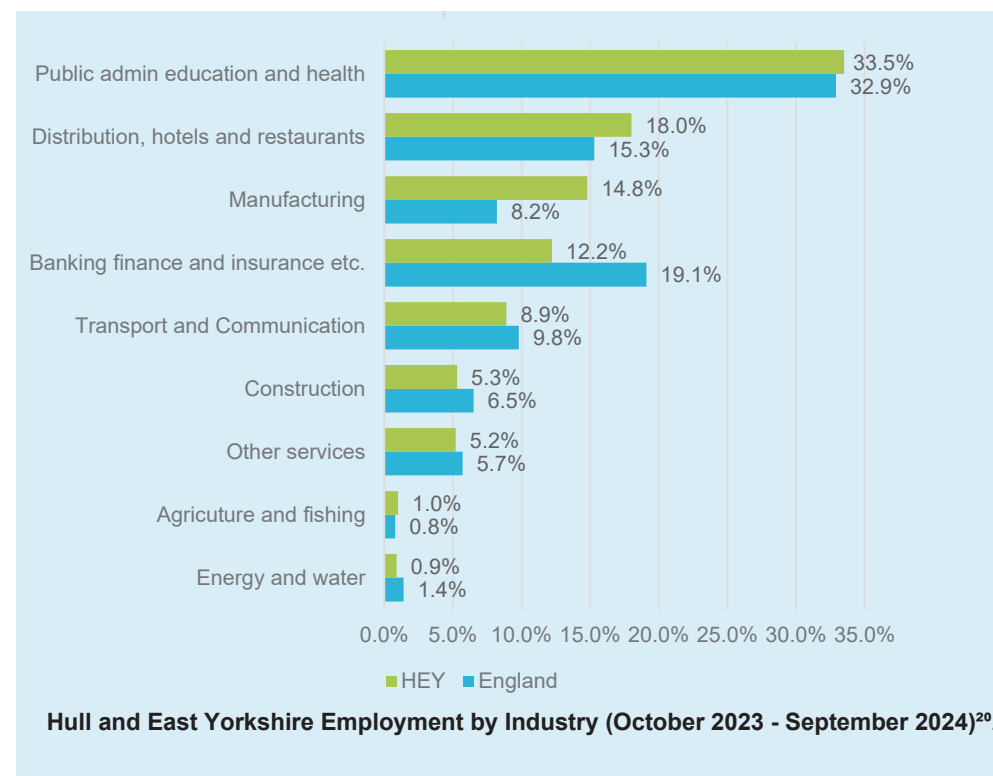
Key employment sectors

The 3 largest employment sectors in HEY are:

1. Public admin, education and health (33.5%)
2. Distribution, hotels and restaurants (18.0%)
3. Manufacturing (14.8%)

The predominance of employment in public administration, education and health in Hull and East Yorkshire is similar to many regions nationally but highlights the continued need to focus on the skills needs in these sectors. The continued prominence of manufacturing (14.8% of employment compared to 8.2% nationally) makes the Hull and East Yorkshire economy distinctive¹⁷. The significant concentration of manufacturing, accounts for 21.7% of GVA in Hull and East Yorkshire, which is more than double the UK average (9.4%) illustrating the value of the sector in the region¹⁸. Clearly, the visitor economy is an important contributor to the local economy also, with a higher proportion of employment in the hospitality sector than nationally. It is noteworthy that jobs in this sector are often low-wage and low-skilled labour, with a high turnover.

Whilst these industries represent current employment, the region is experiencing rapid growth from the digital sector, which is derived from a base of smaller companies, exploiting the area's digital capability. Alongside this, low carbon technologies have seen a 75% growth in employment in the past 8 years, in response to an under-representation in the sector ¹⁹.



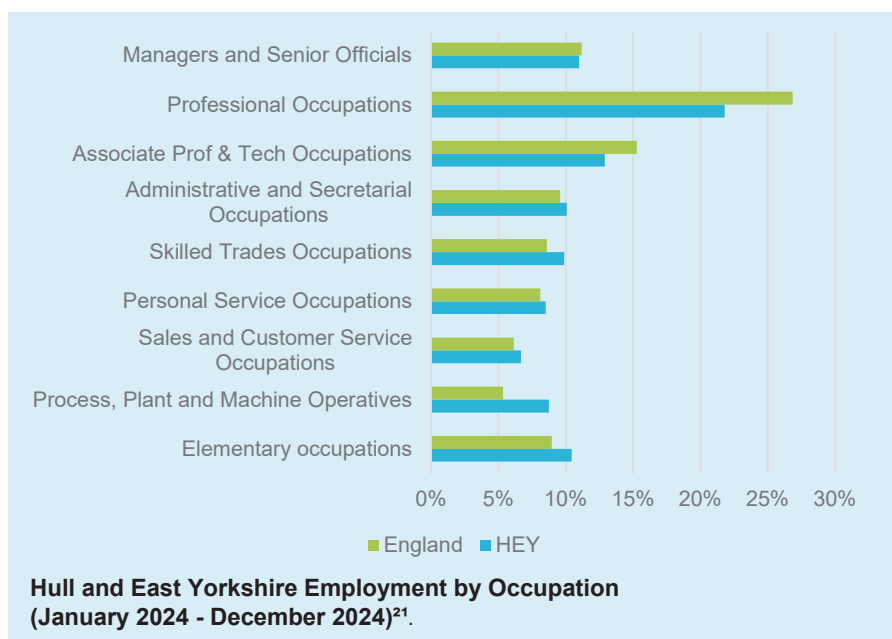
17. Office for National Statistics (ONS), 2022

18. HEY Employment and Skills Strategy, 2023

19,20 Office for National Statistics (ONS) Annual Population Survey, 2023-2024

Employment by occupation

There is a lower proportion of people employed in highly skilled occupations in Hull and East Yorkshire than nationally²¹. Much of the employment is concentrated in relatively lower skilled occupations, particularly when compared to national averages. The relative lack of higher paid job opportunities likely limits the ability of the region to retain and attract highly-skilled workers.



Average earnings

Earnings in the Hull and East Yorkshire region are lower than national averages. Gross median weekly pay in Hull is £533 compared to £602 in East Riding, whilst the average in England is £619 illustrating the scale of difference. The same is true for gross disposable household income where it is significantly lower in Hull (£15,038) than East Riding (£20,430) and both are lower than the English average (£22,213)²². The median annual salary for jobs in the region is amongst the lowest of all MCA areas (comparable to the North East), and around 90% of the national average.

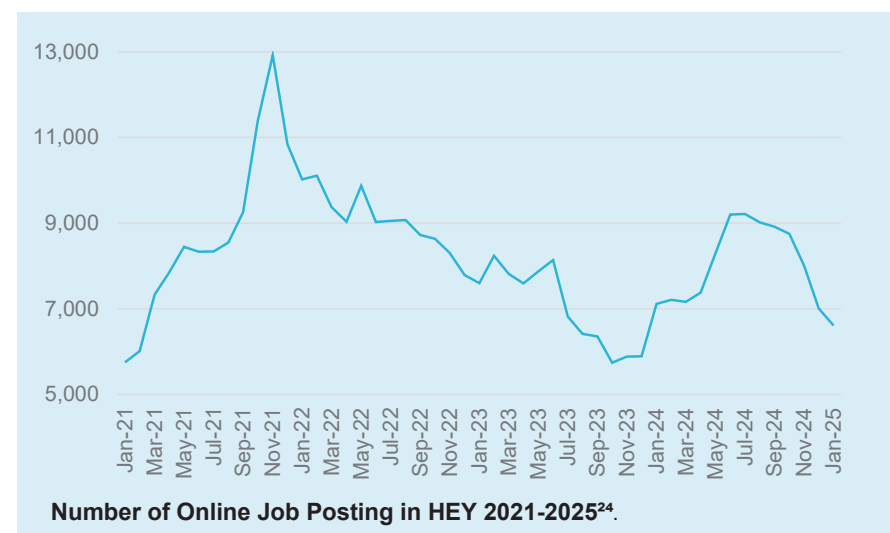
Travel to work

Of those in employment in the Hull and East Yorkshire region, 51% of people live within 10 kilometres of their place of work whilst 8% of those in employment travel over 30 kilometres to their place of work. Meanwhile, 23% work mainly from home. This is in comparison to national averages, where only 41% of the population live within 10 kilometres of their workplace, 5% travel over 30 kilometres but 37% of the national population mainly work from home²³.

Job vacancies and postings

The willingness to work of those economically inactive points to a lack of opportunity in the area. Online job adverts have seen a downward trend since the end of 2022. Despite an uptick at the beginning of 2024, job adverts declined sharply towards the end of the year.

The number of online job adverts in Hull and East Yorkshire is the lowest of all established Mayoral Combined Authorities, highlighting the limited opportunities. Jobs densities, which represent the ratio of total jobs to the working age population, is 0.77 compared to 0.86 for Great Britain, further highlighting this challenge²⁵.



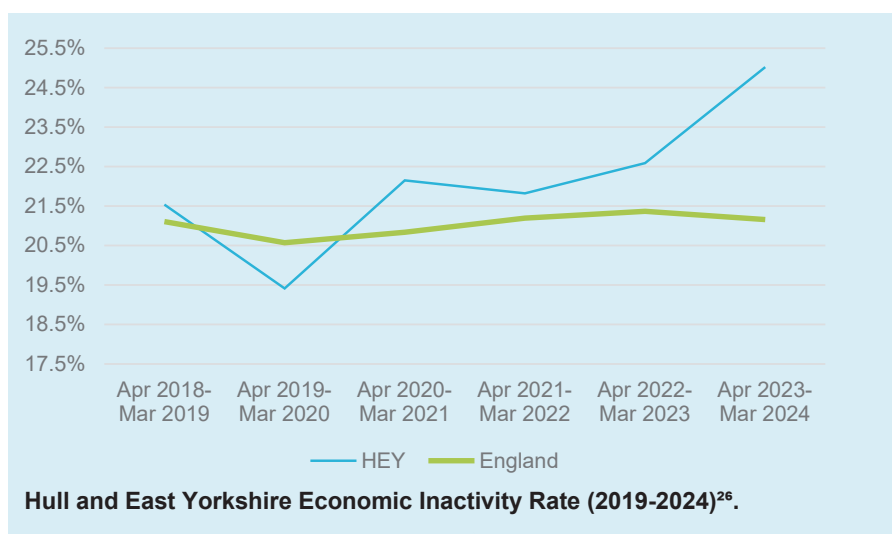
²¹ ²² Office for National Statistics (ONS) Local Indicators, 2025

²³ Note that this is based on 2021 census data, hence results may be skewed by working from home patterns induced by the Covid-19 pandemic.

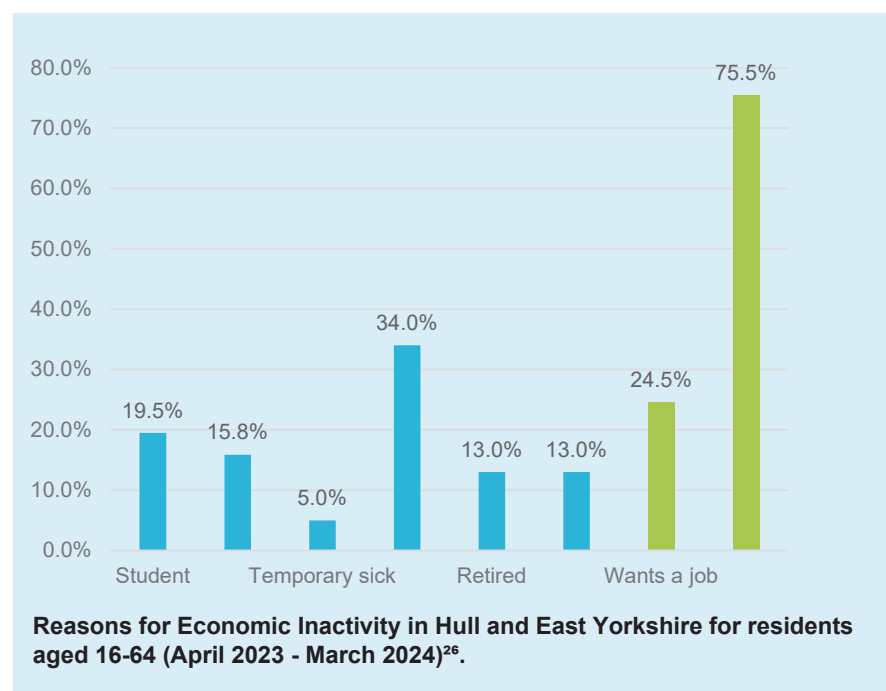
²⁴ ²⁵ ONS Job Density

Economic inactivity

The percentage of people who are economically inactive (25.0%) in Hull and East Yorkshire is considerably higher than the national average (21.2%)²⁶. In addition to this, the inactivity rate has increased at a much faster rate than the national average in the last five years. Since the pandemic, there has been a steepening gap between national inactivity rates and those in Hull and East Yorkshire. Higher economic inactivity is compounded by a higher than average claimant count, equating to 4.4% in the region compared to 4.2% in Great Britain²⁷.



The majority of inactivity is derived from large proportions of the population being classed as long-term sick, meaning they stay out of the labour market due to their illness. Of those economically inactive 24.5% state that they 'want a job', this is significantly higher than the proportion in England of 17.5%.



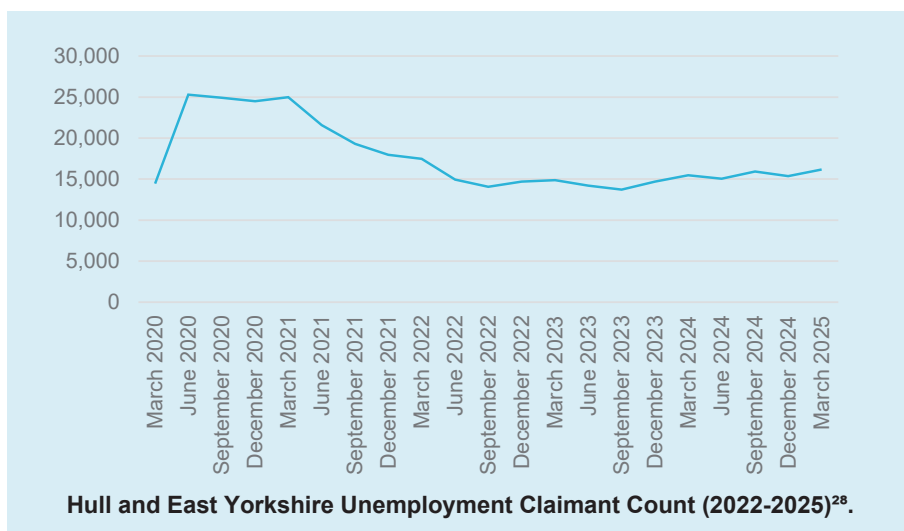
²⁶ Office for National Statistics (ONS) Annual Population Survey, 2023-2024

²⁷ Office for National Statistics (ONS) Labour Market Profile, 2025

Claimant Count

The claimant count is a measure of the number of people claiming unemployment related benefits and includes people claiming jobseeker's allowance or universal credit. Following the Covid-19 period the claimant count began to decrease but still remains higher than pre-Covid levels with a steady increase June 2024.

The claimant count for March 2025 as a proportion of economically active residents aged 16+ is far higher in Kingston Upon Hull at 8.4% (10,955 claimants) than the East Riding of Yorkshire at 3.2% (5,230 claimants) compared to 5.4% for England.



Youth unemployment

The level of youth unemployment and those 'not in education, employment or training' (NEET) is significantly higher in Hull (7.6%) than in East Riding (2.8%) and also than the national average (3.2%)²⁹. This presents a problem as young people lose out on crucial opportunities for skills development and career advancement.

²⁸ONS NOMIS Claimant Count

²⁹Department for Education (DfE) Participation in education, training and NEET age 16 to 17 by local authority, 2025

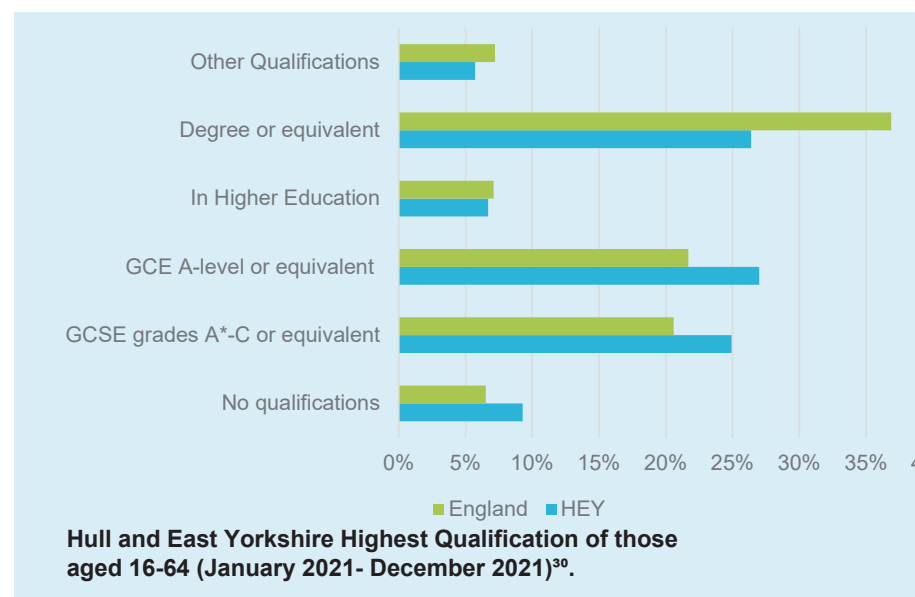
³⁰ONS Census, 2021

³¹These percentages include those that hold vocational qualifications at level 4 and level 5, unlike in the figures mentioned beforehand that only include degrees or equivalent.

Population skills

Qualifications

The proportion of those aged 16 – 64 with no qualifications is around 1 in 10 and almost 3 percentage points higher than the English average. The proportion of the working age population with a degree is significantly lower than the national average, being around 10 percentage points lower with only 26.4% of the Hull and East Yorkshire population holding a degree or equivalent compared to 36.9% nationally³⁰. Alongside these nationally recognised qualifications, it is also recognised that only 36.7% of the Hull and East Yorkshire population is qualified to RQF4+, compared to 47.1% in England and that figure reduces to only 33% in Hull³¹.



Business and Productivity

The Hull and East Yorkshire economy is home to 20,610³² businesses and represents 10.5% of Yorkshire and the Humber region's GVA and 3.7% of the North's output, with an annual GVA output of £15.865bn³³. The key sectors in the region punch above their weight across many performance metrics, including their productivity and employment contribution. For example, production industries, which are critical to the UK's overall export competitiveness, account for 26.5% of Hull and East Yorkshire's GVA, the largest share of any MCA economy and almost two times the UK average (13.3%). Transport and logistics represent another key sector, reflecting locational advantages and the importance of the ports of Hull and Goole, which processed 9.91 million tonnes of freight in 2022 (79% inward freight and 21% outward freight). However, critical challenges remain.

Overall productivity in Hull and East Yorkshire is below the national average, at 87.3% and 87.6%³⁴ respectively, with rankings of 319th and 213th (out of 362 localities) respectively in the 2023 UK Competitiveness Index. However, research from the Northern Powerhouse Partnership, has revealed that the East Riding of Yorkshire has the highest rate of economic growth (3.5%) of any individual council area in Yorkshire³⁵.

Opportunities & Strengths

- ▶ **Production industries**, which include the **agriculture, food manufacturing, energy, mining, and advanced manufacturing sectors**, are critical to the UK's overall export competitiveness. These sectors account for 26.5% of our GVA, the largest share of any Mayoral Combined Authority economy and almost double the UK average (13.3%).
- ▶ The area also has a nationally **significant concentration of manufacturing, accounting** for 21.7% our GVA, which is more than double the UK average (9.4%)¹. **Transport and logistics** represent another key sector, reflecting our locational advantages and the importance of the ports of Hull and Goole, which processed 9.91 million tonnes of freight in 2022 (79% inward freight and 21% outward freight).
- ▶ Sector specialisms in engineering, manufacturing, logistics, construction, and professional services which have high-value growth potential.
- ▶ A wide range of **innovative agricultural, agri-tech food processing and food manufacturing businesses** which are closely linked to the global food system. In productivity terms, the sector is 2.5 times more productive than the UK average (2021). Some of the country's largest food manufacturing and processing businesses are located here, supported by a long and deep supply chain. Agricultural operations vary in size with almost one third of farms being over 100 hectares. Fisheries operations are small but collectively provide one of the largest shellfish catches in the UK. The **tourism and cultural sectors** are similarly diverse and are of vital importance to coastal and rural areas.
- ▶ The **digital sector** is growing rapidly from a base of smaller companies, exploiting the area's digital capability.
- ▶ The area has seen employment growth in **technology-led sectors, such as green energy production and Medi-Tech**, and is home to global names such as Siemens Gamesa, Smith and Nephew and Reckitt. These sectors significantly contribute to the area's productivity and are critical to the UK economy.
- ▶ Our area has a stable population and workforce, with an employment rate at 75.4%, the fourth highest compared to all other MCA areas.
- ▶ High levels of employment in priority sectors, such as health & social care, which are important within the context of an ageing population.

³² Inter-Departmental Business Register (IDBR), 2023

³³ Office for National Statistics (ONS) 2022

³⁴ Office for National Statistics (ONS) 2022

³⁵ Invest East Yorkshire: £1 billion of Investment since 2020 | Invest East Yorkshire

Challenges

- ▶ The **median annual salary for jobs in our area is amongst the lowest of all Mayoral Combined Authority areas** (comparable to the North East), and around 90% of the national average. The relative **lack of higher paid job opportunities** also limits our ability to retain and attract highly skilled workers.
- ▶ We face the structural challenges of a **persistent low-skill, low-wage economy** in some areas, which are limiting the economic prosperity of our communities.
- ▶ Overall **qualification levels throughout the Hull and East Yorkshire area remain below the national average**. Only 37.7% of our population is qualified to RQF4+, compared to 46.7% in England and that figure reduces to only 33% in Hull.
- ▶ Nearly a third (28%) of lower layer super output areas (LSOAs) in Hull and East Yorkshire are within the 20% **most deprived** nationally under the Index of Multiple Deprivation.
- ▶ Hull and East Yorkshire also faces particularly **high patterns of deprivation and benefits dependency** specifically in Hull and Goole and along our coastline. This is highlighted in Hull, where the average healthy life expectancy of residents is 55.89 years, which is significantly below the current state pension age (66 years). With the average life expectancy in Hull at 77.7 residents experience around 22 years of ill health, with poor health driven by lifestyle behaviours (e.g. obesity, low levels of physical activity and smoking), and resulting in lifestyle-related illnesses.
- ▶ An increasingly ageing population, which will reduce the pool of labour in the region.

Summary

The Hull and East Yorkshire region has a diverse economy with key sector specialisms and a growing innovative and high value business base.

However, to address the structural challenges of a persistent low-skill, low-wage economy in some areas, which are limiting the economic prosperity of some communities, there is a need for targeted intervention aimed at addressing the cycle of poverty, ill-health and worklessness and to upskilling local people and aligning their skills with economic needs in priority growth sectors.

The ASF programme will contribute towards this and has a role to play in addressing some of these local challenges in Hull and East Yorkshire around skills and employment.



4 Strategic Context

The vision for skills in Hull and East Yorkshire:

To invest in people, learning providers and employers to narrow our local productivity gap and enable people to live meaningful lives. This will help to grow our local economy, enable more residents to deploy skills in higher paying jobs, support a healthy and well population and help our area to fully contribute to the UK economy.

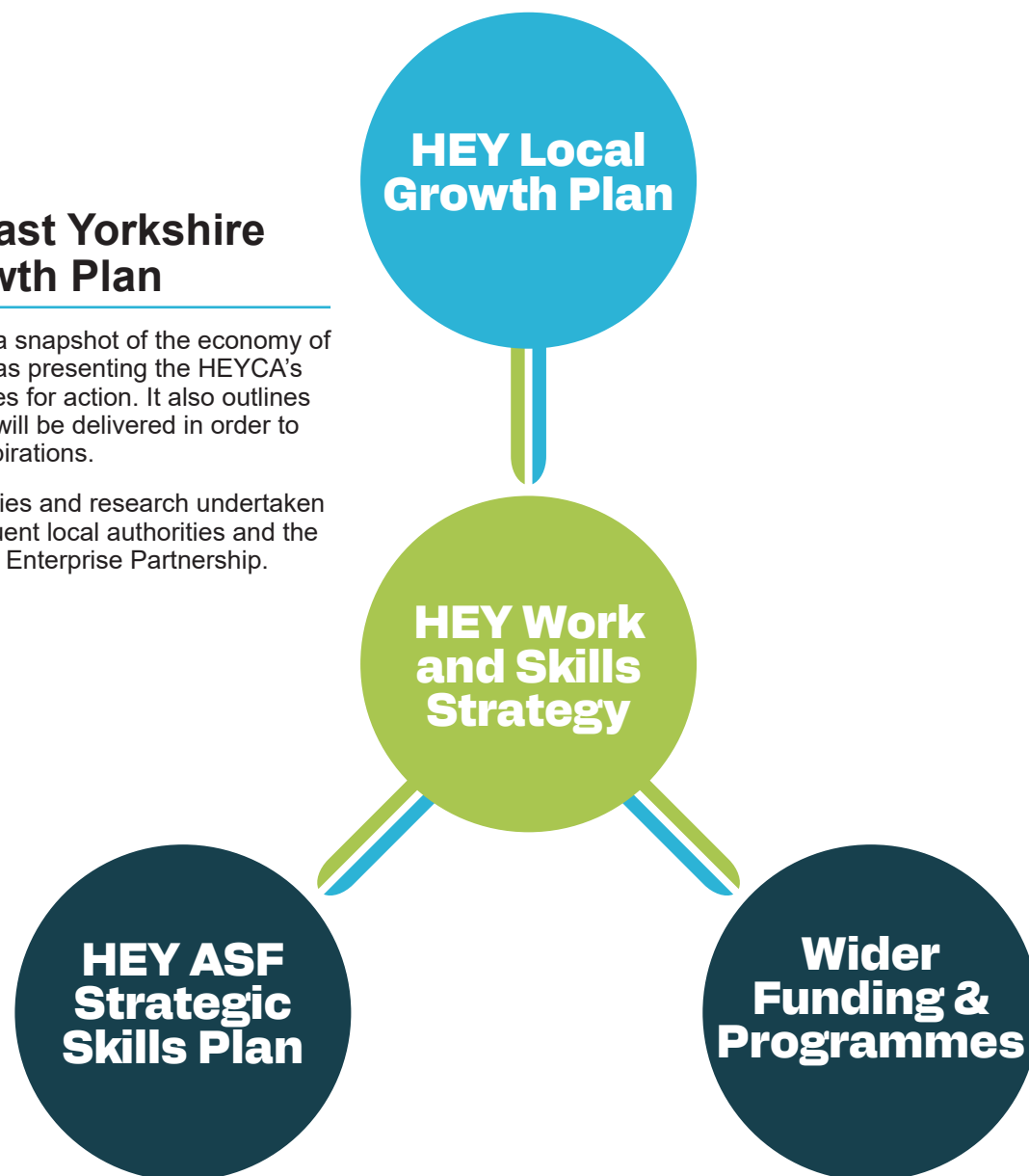
We will achieve this through ensuring that people have the skills, confidence, motivation and information to increase their access to both economic and social opportunities, in turn reducing levels of unemployment and under-employment, matching local talent to jobs and to ensuring that communities can readily engage with learning that supports them to lead active, resilient and fulfilling lives.

The emphasis on social mobility and community well-being through education is crucial. Our vision will ensure that communities can engage with learning opportunities that supports them in leading healthy, active, resilient, and fulfilling lives. This holistic approach not only boosts economic growth but also fosters a stronger, more connected communities.

Hull and East Yorkshire Local Growth Plan

The draft provides a snapshot of the economy of the region, as well as presenting the HEYCA's four strategic themes for action. It also outlines the objectives that will be delivered in order to meet the area's aspirations.

It builds upon, policies and research undertaken by the CA's constituent local authorities and the area's former Local Enterprise Partnership.



Hull and East Yorkshire Work and Skills Plan

The Hull and East Yorkshire Work and Skills Plan sets out the key strategic actions required to ensure the residents of Hull and East Yorkshire have the skills and support required to provide a workforce which will drive the economy of the region and in turn allow local people to fully benefit from the opportunities that economic growth provides.

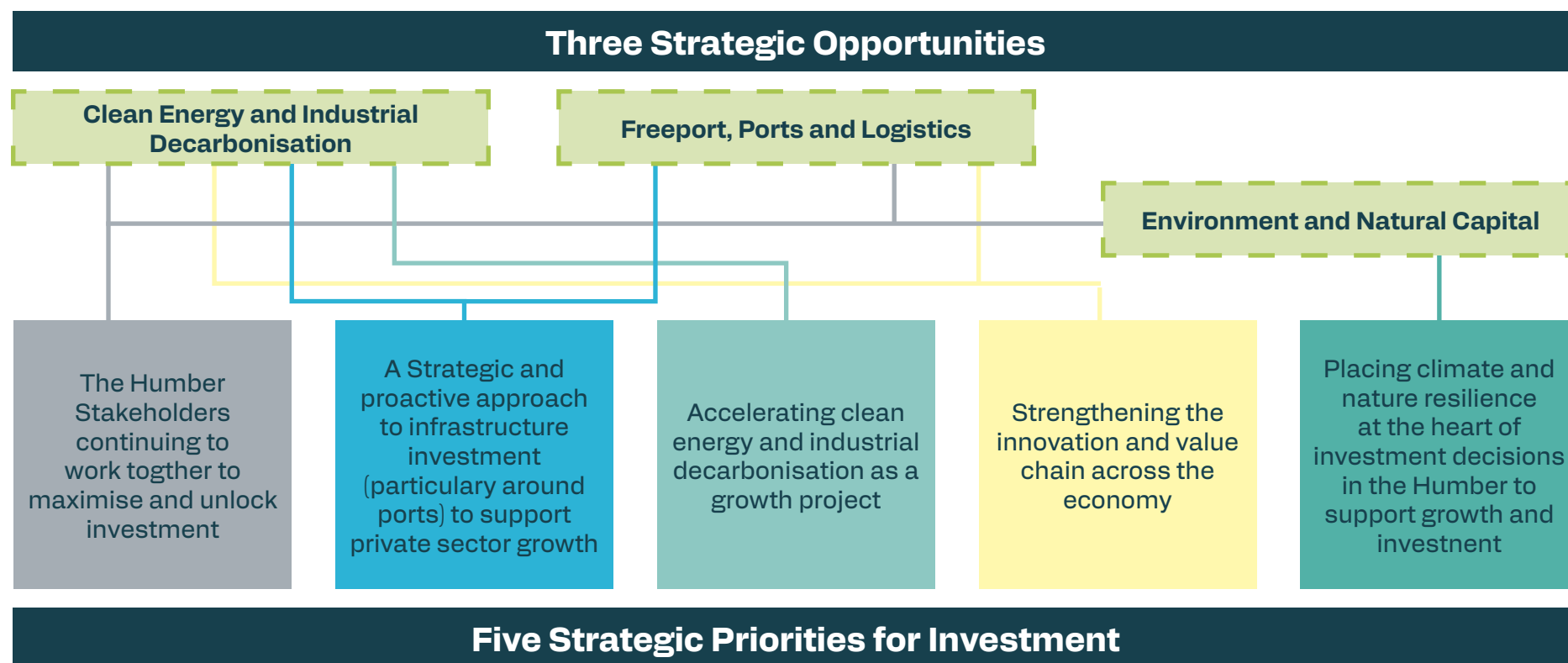
The Hull and East Yorkshire Work and Skills Plan will deliver a more inclusive and responsive skills system that recognises our local assets and opportunities, provides solutions to our challenges, and invests in our people.

Emerging Work and Skills Plan priorities

- ▶ Raising productivity and resilience of our high employment sectors
- ▶ Strengthening our competitive advantage in sectors of existing high productivity
- ▶ Nurturing and growing employment and innovation
- ▶ Creating a dynamic climate for the creation and development of microbusinesses
- ▶ Supporting everyone into employment or self-employment
- ▶ We will raise young people's aspirations and ensure they are prepared for adulthood through access to employment and training initiatives
- ▶ We will support those furthest from the labour market, providing them with the skills they need to take up jobs in our emerging higher value sectors and ensure that the widest possible breadth of the community can reach their economic potential

Humber Economic Strategy

The Humber Economic Strategy articulates the distinctive economic opportunities for the region, the national significance of these and where a pan-Humber strategic approach is necessary. There are three clear priorities that require a pan-Humber approach to activity in The Humber Estuary Industrial Growth Corridor. These are:



The Humber Investment Plan will set out how and where further developments could be implemented in support of Humber strategic opportunities. Where appropriate, the Humber Investment Plan will set out the programme of strategic interventions around skills development required to:

- Drive up skills and educational opportunities and help to lift the region's significantly below average performance against key socio-demographic indices.
- Build on partnership work to date to develop skills strategies to match future industry needs around clean energy to ensure investors can access the skills they require.

ASF will contribute towards the labour force being equipped with the skills required to support these industries through aligned provider curricula informed by the HEY LSIP.

National Industrial Strategy and Local Growth Plan

The "Invest 2035" Industrial strategy is a 10-year plan aimed at fostering long-term, inclusive, and sustainable economic growth in the UK. It focuses on creating a stable and predictable environment for businesses to invest in high-growth sectors. The Government's Growth Mission will be supported by the Industrial Strategy which will implement targeted policy interventions to drive growth where the UK has, or could develop, a comparative advantage, or to unlock barriers essential for delivering long-term, sustainable, inclusive, and resilient growth.

The key objectives relate to:

Net Zero	▶ Capture the growth opportunities of the Clean Energy Mission and Net Zero transition. ▶ Identify and support Clean Energy industrial sectors with the greatest growth potential. ▶ Align sector plans with Net Zero and environmental objectives.
Regional Growth	▶ Unleash the potential of UK cities and regions, taking into account regional growth when considering growth-driving sectors. ▶ Consider where sectors and relevant capabilities are located to identify clusters that can drive growth.
Economic Security & Resilience	▶ Promote key sectors in the economy which drive growth and strengthen economic security. ▶ Reduce supply chain and other vulnerabilities in growth-driving sectors which could harm their long-term growth or ability to deliver critical outputs. ▶ Ensure national security risks inform the approach to driving growth in these sectors.

Alongside these key objectives, the strategy aims to create a pro-business environment by encouraging Government partnerships with businesses, trade unions, mayors, devolved governments, experts, and other stakeholders to help address the biggest challenges to unlock business investment. Another core objective of the strategy is to unleash the full potential of UK cities and regions by attracting investment and creating the best environment for businesses in them to thrive. Hull and East Yorkshire could capitalise on the opportunities by building a skills offer that attracts investment and skills into the region.

To maximise the impact on growth, the Industrial Strategy will focus on stimulating investment and activity in sectors with the highest growth potential. These include:

- ▶ Advanced Manufacturing
- ▶ Clean Energy Industries
- ▶ Creative Industries
- ▶ Defence
- ▶ Digital and Technologies
- ▶ Financial Services
- ▶ Life Sciences
- ▶ Professional and Business Services

The focus industries in the Industrial Strategy align well with the high growth and established industries in Hull and East Yorkshire outlined in this plan, in particular with regards to digital and clean energy industries as well as manufacturing.

The ASF SSP will align with the priorities of the HEY Local Growth Plan once it is completed. The HEY Local Growth Plan will also look to capitalise on the key sectors outlined in the industrial strategy, particularly those high growth sectors in Hull and East Yorkshire stated above.





5 Adult Skills Fund Strategic Priorities

The HEYCA understands that the ASF plays a crucial role within the broader educational framework. As a Combined Authority, our goal is to align funding streams to achieve optimal outcomes for our residents, communities, and businesses. By devolving the ASF and leveraging connections with other funding sources such as Free Courses for Jobs (FCFJ), Connect to Work and Skills Bootcamps, we can more effectively target provisions and minimise duplication.

To deliver our SSP, we have created a set of priorities, which will guide our approach to delivering Adult Skills. These priorities are based on:

1. Enhancing Economic Growth: By fostering innovation and supporting local businesses, we aim to boost productivity and create high-quality jobs for our residents
2. Promote Inclusivity: We will work to ensure that opportunities are accessible to all, reducing inequalities and fostering a more inclusive community.

The five strategic priorities are:

	Priority	Action	Outcome/impact	Measures
1	Align skills with economic needs, priority sectors and key strategic plans e.g. LSIP to boost productivity and wellbeing of both residents and employers 	- Ensure curricula meet local employment demand. - High quality CEIAG is embedded across all ASF delivery as both a gateway to learning and progression to further learning and/or employment.	- Ensure curricula meet local employment demand. - High quality CEIAG is embedded across all ASF delivery as both a gateway to learning and progression to further learning and/or employment.	- Prevalence of skills gaps and shortages - Number of qualifications by level and subject - Sustained positive destinations - Progression to apprenticeships - Progression to further learning - Take-up of digital entitlement
2	Empower businesses to generate more and higher-paid sustainable jobs, creating better opportunities for individuals and sector growth 	- Ensuring that employers can access both accredited and unaccredited training to meet their productivity needs. - Through Skills Bootcamp funding, develop and expand training programmes focused on e.g. sustainable practices, green technologies, digital, construction etc. - Equip the workforce with the necessary skills so that businesses can ensure a steady supply of qualified employees for sustainable jobs.	Employers in Hull & East Yorkshire are supported to develop their workforce creating new and better employment opportunities making them more productive.	- Take-up of provision linked to key sectors - Progression to apprenticeships - Progression to further learning - Evidence of career progression among people in low-paid employment
3	Minimise inequality and promote social mobility 	- Use the ASF to provide the skills and learning residents need to progress into, or within, work, or equip them for an apprenticeship or other learning. - Commission flexible tailored programmes of learning which may or may not require a qualification, to enable eligible adult learners engage in learning, build confidence, and/or enhance their wellbeing. - Prioritise those who are facing additional barriers to enter or progress into employment. - Undertake outreach into disadvantaged communities and breaking down the barriers adults can face in accessing 'traditional' modes of provision. - Ensure appropriate progressions are in place for young people as they transfer to adult learning. - Continue to invest in tailored learning through our grant funded and procured providers, protecting the funding proportion allocated (subject to affordability).	All residents of Hull & East Yorkshire regardless of their circumstances can access learning in a way that meets their needs and moves them closer to the labour market.	- Participation in learning by disadvantaged groups - Participation in Tailored Learning - Sustained positive outcomes for unemployed learners and those on Universal Credit - Progression to further learning and/or employment

	Priority	Action	Outcome/impact	Measures
4	Enhance wellbeing through education, personal development and/or employment improving healthy life expectancy and reducing inequalities, particularly in disadvantaged communities 	- Work with our commissioned partners to understand the barriers faced by residents in accessing work. - Work with stakeholders, including prisons in the Combined Authority region to ensure that where appropriate, ASF enhances outcomes for residents facing barriers to accessing work e.g. residents who are NEET or who have offended. - Create an effective “learning in the community” offer which encourages and supports learners onto appropriate learning pathways.	Residents of Hull & East Yorkshire experiencing barriers to learning and employment are supported to engage with learning and provided with the support they need to make the next positive step towards further learning and/or employment.	- Learner perceptions of the impact of learning on their confidence, capability or ability to participate in the labour market. - Sustained positive outcomes for unemployed learners and those on Universal Credit - Progression to further learning and/or employment
5	Ensure an agile commissioning approach that adapts to changing local circumstances. This will align skills provision to business needs within job markets and emerging sectors 	- Integrate agile methodologies into the commissioning approach to ensure that partners can respond quickly to changing business needs and sector developments. - Collaborate with HEY-based employers to identify emerging skills requirements and tailor educational curricula accordingly. - Implement continuous learning and development initiatives that focus on adaptability and resilience in dynamic job markets and emerging sectors. - Ensure our delivery approach secures value for money and social return on investment.	Employers and residents have access to the learning provision they need to capitalise on new opportunities and mitigate against shocks to the local labour market.	- Take-up of provision linked to key sectors - Evidence of career progression into new and emerging sectors - Evidence of upskilling and/or reskilling into new and emerging sectors - Prevalence of skills gaps and shortages - Number of qualifications by level and subject - Sustained positive destinations

6 Alignment of ASF with other funded programmes

	Programme Overview / Objectives related to skills	Link to ASF Priority
Plan for Change	Identifies more people in good jobs, improved employment prospects, skills and productivity as a key theme in the growth mission.	1,2,3,4,5
UK's Modern Industrial Strategy	A 10-year plan to increase business investment and grow the industries of the future in the UK backing eight sectors with the highest growth potential. This will be interpreted locally through the Hull and East Yorkshire Local Growth Plan. Also utilising evidence from Skills England's reports to align local future employment opportunities and skills needs across the critical sectors with the ASF Strategic Skills Plan where appropriate.	1,2,3,5
Hull & East Yorkshire Prosperity Plan	The overarching plan which will communicate the mayor's priorities, providing the strategy and policy framework for the Combined Authority's activities. This document is currently being developed with the first draft expected to be available autumn 2025.	1,2,3,4,5
Hull and East Yorkshire Local Growth Plan	Sets out the strategic growth priorities, key sectors and growth opportunities for the Hull and East Yorkshire area and will directly inform the HEY Get Britain Working Plan. This document is currently being drafted and is expected to be completed in early 2026.	1,2,3,4,5
Hull and East Yorkshire Work and Skills Strategy	Aligns regional efforts with national and local priorities, ensuring that the labour market meets the needs of businesses and communities, supports economic growth, productivity and addresses key challenges such as skills shortages, health integration, and inclusivity. The ASF priorities for Hull and East Yorkshire are aligned to this strategy and will support the achievement of its objectives. This strategy is currently being developed and is expected to be completed by March 2026.	1,2,3,4,5

	Programme Overview / Objectives related to skills	Link to ASF Priority
Get Britain Working White Paper	Aims to reduce economic inactivity by addressing barriers to employment, ensuring that those who can work, do work. It includes investment to support local plans, health interventions, and targeted employment support, particularly for young people and those with long-term sickness.	1,3,4,5
Get Hull & East Yorkshire Working Local Plan	The Get Hull & East Yorkshire Working Local Plan will conceptualise 'health' in the context of economic activity. There are three conceptions: Health as an industrial sector; as prerequisite for optimising the local workforce potential; and as an institution (including the social care sector) which delivers vital services, and which requires a workforce with specialised skills to deliver effectively.	1,2,3,4,5
Connect to Work	Connect to Work is the first major element of the Get Britain Working Strategy. It aims to support people by providing targeted employment support, particularly for those facing health-related barriers.	1,3,4,5
Local Connect to Work Plan	The Local Connect to Work Plan will set out the Hull & East Yorkshire approach and will be a key reference document for the Get Hull & East Yorkshire Working Local Plan.	1,3,4,5
NHS 10 Year Plan	The plan sets out how the government will tackle inequalities in people's health through fundamental reforms to the health system. It relates to the work and skills agenda by joining work, health and skills systems to help people find and stay in work through programmes such as Connect to Work.	1,3,4
UK Shared Prosperity Fund (UKSPF)	This fund aims to boost core skills and support adults to progress into work, reduce levels of economic inactivity and support people furthest from the labour market to overcome barriers to work.	1,2,3
Skills Bootcamps	Part of the Government's Lifetime Skills Guarantee, this programme helps people gain skills for life through bespoke training solutions to bridging existing skills gaps within high demand sectors. From 2026/27 onwards, DfE will combine and remove ringfences from the Adult Skills Fund for Skills Bootcamps and Free Courses for Jobs, providing more flexibility for devolved areas.	1,2,3,5
Free Courses for Jobs	Aims to help people gain new skills to access better job opportunities by offering free level 3 qualifications (level 2 for construction, engineering or manufacturing) for eligible adults aged 19 and over who do not yet have A levels or equivalent qualifications. From 2026/27 onwards, DfE will combine and remove ringfences from the Adult Skills Fund for Free Courses for Jobs and Skills Bootcamps, providing more flexibility for devolved areas.	2,3

7 Stakeholder engagement

Stakeholder engagement methodology

Methodology

HEYCA employed a multi-channel approach to engage stakeholders between December 2024 and March 2025 which included events, webinars, focus groups, and information-sharing sessions with stakeholders including FE colleges, universities, local authorities, independent training providers, VCSE organisations, residents, employer bodies and the Local Skills Improvement Plan. An online survey was run in parallel and direction secured from the HEYCA Skills Board.

Key findings

Principles for Effective Provision

- ▶ Co-production: Emphasis on parity among providers and inclusion of lived experiences from vulnerable groups.
- ▶ Accessibility: Address barriers to learning, support outreach, and reconsider the £25k earnings threshold.
- ▶ Digital Inclusion: Strategy needed to support learners lacking digital skills or access.

- ▶ Learner Support: Investment in CEIAG and simplified processes for claiming adult learner support.

Employer & Sector Needs

- ▶ Provision should reflect all sectors, not just those in the LSIP.
- ▶ Standardisation of provision to build learner “currency.”
- ▶ Strengthen partnerships between providers and employers.

Collaboration & Quality

- ▶ Stakeholders emphasised consultation, collaboration, and partnership.
- ▶ Funding and qualification benchmarks should reflect learner progress and cohort disadvantage.
- ▶ Minimise procurement cycles to reduce the burden on independent training providers.

Flexibility in Provision

- ▶ Include unaccredited, bespoke training, English, maths, and digital skills.
- ▶ Support for rapidly evolving sectors and non-standard courses.
- ▶ Creating the conditions for success.
- ▶ Commit to developing excellent stakeholder relationships through structured engagement, quality external communications and provider account management.
- ▶ Create forums for collaboration, innovation, and peer learning.
- ▶ Establish a local course directory, learner panel, and workforce development fund.
- ▶ Guarantee core funding for colleges to support collaboration.

Priority Groups Identified

- ▶ NEETs aged 19–24
- ▶ People with disabilities
- ▶ Migrants, refugees, asylum seekers (ESOL)
- ▶ Learners needing English and maths support
- ▶ Learners from deprived areas and rural or coastal areas
- ▶ Long-term unemployed
- ▶ Adults over the age of 50
- ▶ Carers
- ▶ Single parents
- ▶ SME employees

Innovation Fund

- ▶ Stakeholders expressed broad support for an Innovation Fund, with caution to avoid impacting provider funding and learner outcomes.

Tailored Learning

- ▶ Recognized as valuable but underfunded and siloed.
- ▶ Needs better alignment with job outcomes and broader personal/social gains.
- ▶ Procurement & Dynamic Purchasing System.
- ▶ Should allow rapid adjustments and include smaller providers.
- ▶ Enable collective approaches and consider varied contract durations.

Delivery Plans

- ▶ Mixed views on necessity but most see them as essential for accountability.
- ▶ Should be demand-led, flexible, and support learner progression and community impact.

Devolution Impacts

- ▶ Opportunities: Integrated programmes, simplified processes, regional flexibility.
- ▶ Risks: Budget insecurity, loss of support for disadvantaged groups, lack of transparency.

Ongoing Stakeholder Engagement

- ▶ Continued Consultation: HEYCA will maintain active engagement with key stakeholders to refine and enhance the Adult Skills Fund (ASF) programme.
- ▶ Strategic Alignment: Future developments will be guided by the emerging HEYCA strategic employment and skills themes and HEY LSIP priorities, ensuring that local provision supports people in gaining skills for good jobs and improved prospects.
- ▶ Engagement Mechanisms: The HEY Skills Network which includes representatives from schools, providers, employers, learners, and other stakeholders will be used as a key tool for ongoing engagement, building on the successful model used in earlier consultations.



8 Profile of provision in 2023/24

Evidence base

The HEYCAASF SSP has been developed using analysis of previous years ASF, Tailored Learning and Free Courses for Jobs (FCfJ) provision taken from the most recently available DfE Individualised Learner Record (ILR) data (2023/24) and published allocations. This analysis has been used to inform strategic and operational planning.

ASF funding supported approximately 13,000 learners across Hull and East Yorkshire in 2023/24. 10,700 learners participated on courses funded through the Adult Skills strand with 2,310 participating in Tailored Learning.

Hull and East Yorkshire learners attracted £9,176,481 of Notional Adult Skills formula funding during the 2023/24 academic year, and £560,036 of FCfJ funding.

Funding for Tailored Learning can only be roughly estimated as it is block funded at provider level. Providers based in the HEYCA received a total ASF grant allocation of circa £6.2m in 2023/24 and an allocation of circa £2.9m for Tailored Learning.

A full detailed analysis of the ASF provision in the HEYCA for the 2023/24 academic year will inform the commissioning approach for 2026/27.

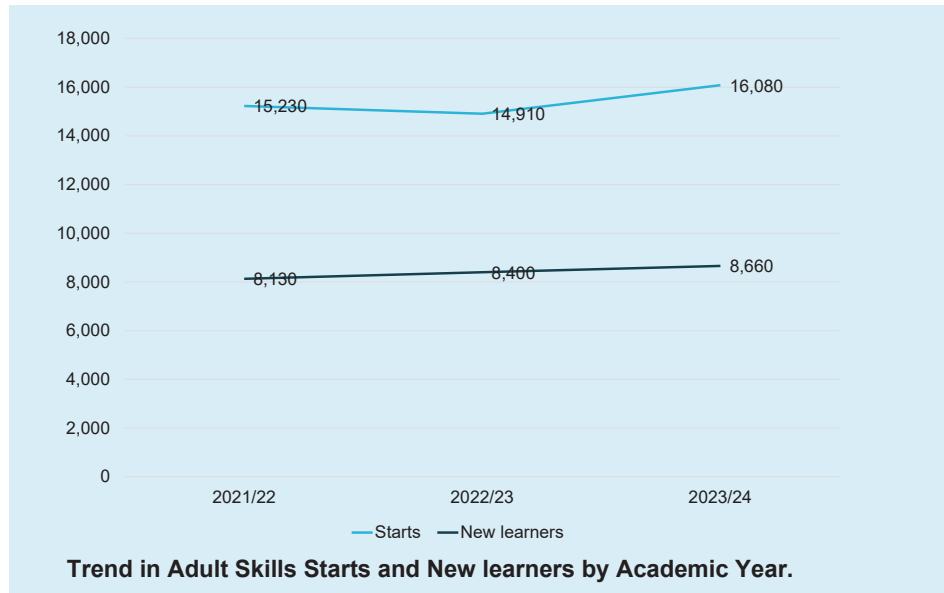
[The DfE does not accept responsibility for any inferences or conclusions derived from the DfE Data Extracts and/or the Matched Dataset by third parties.]

	Adult Skills	Tailored Learning	Free Courses for Jobs
Funding (£)	£6.2m	£2.9m	£560k
Participation (unique learners)	13,000	2,300	250
Enrolments	8,600	4,900	250
New Learners	16,000	2,300	250

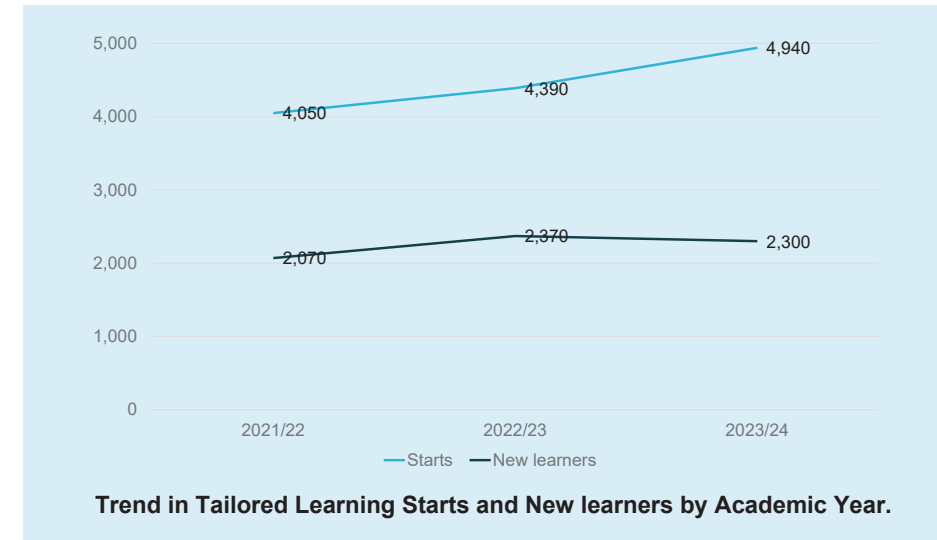


Trends in provision (2023/24)

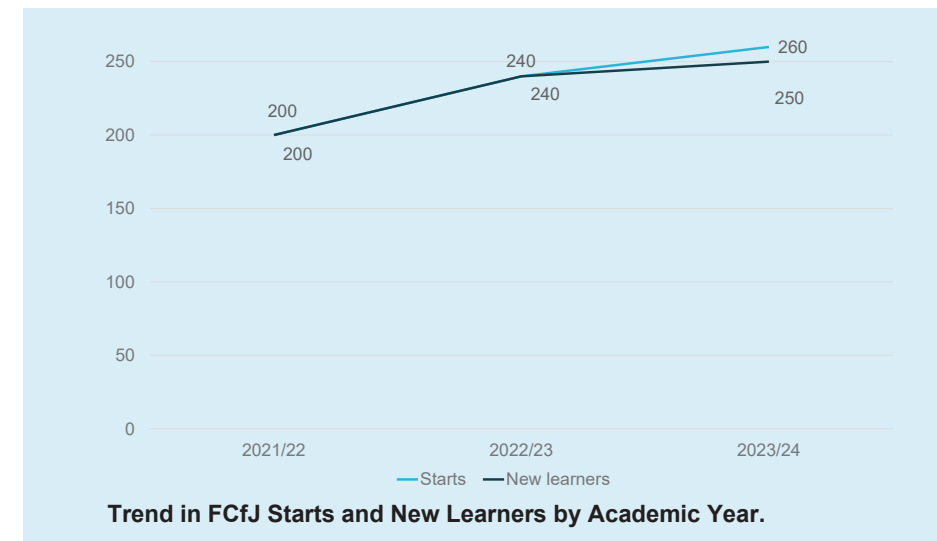
There has been a consistent increase in the number of new ASF learners since the 2021/22 academic year resulting in circa 8,600 new learners starting just over 16,000 learning aims in 2023/24. Compared with the previous year, this is a slight increase of 3% in the number of new learners and a 12% increase in new learning aim starts.



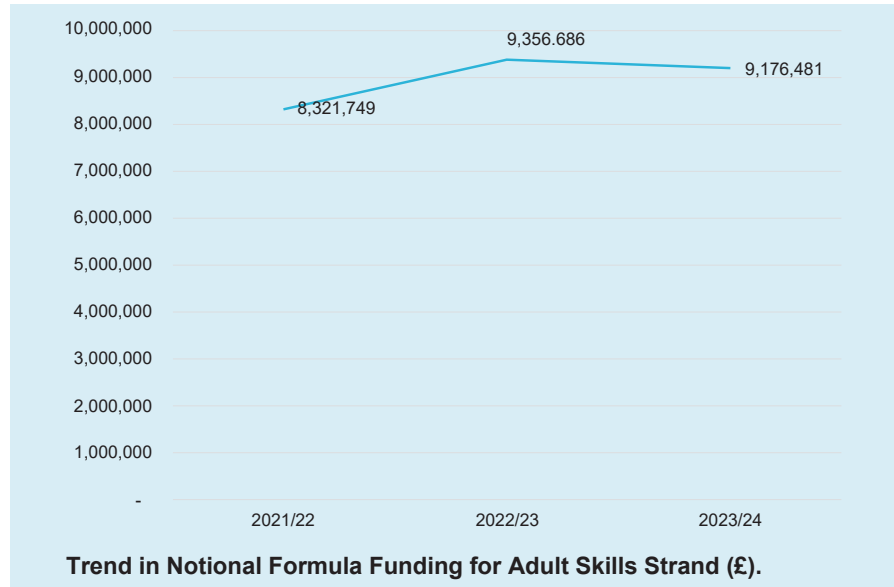
The number of Tailored Learning starts increased consistently over the 2021/22 to 2023/24 period but the learner count remained flat. Circa 2,300 individual learners started a Tailored Learning programme with around 5,000 new learning aim starts. For both Adult Skills and Tailored Learning, the ratio of learning aim starts per learner appears high and has increased since 2022/23.



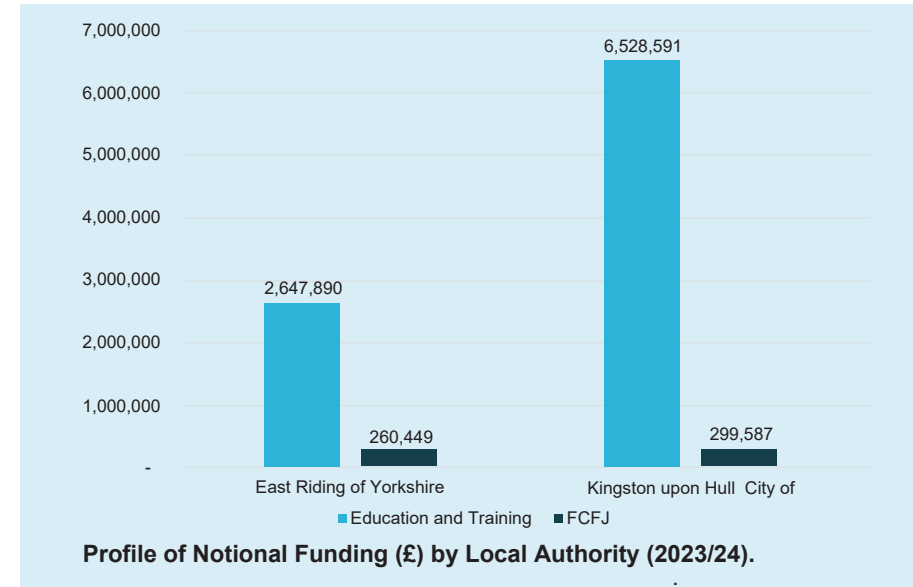
The number of new FCfJ learners has increased year on year since 2021/22 albeit from a low base with new learning aim starts showing an almost identical trend.



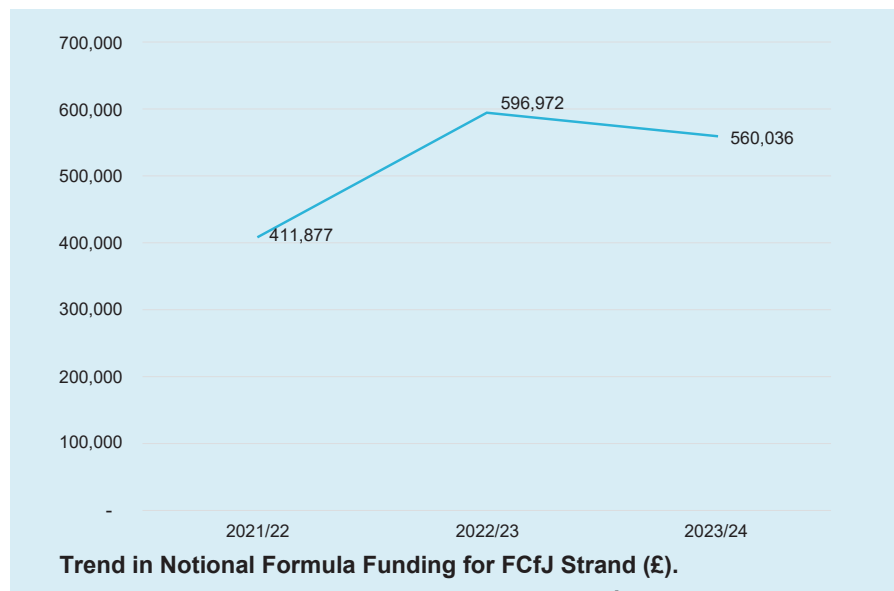
Notional Adult Skills funding increased from 2021/22 to 2022/23 but fell slightly between 2022/23 and 2023/24.



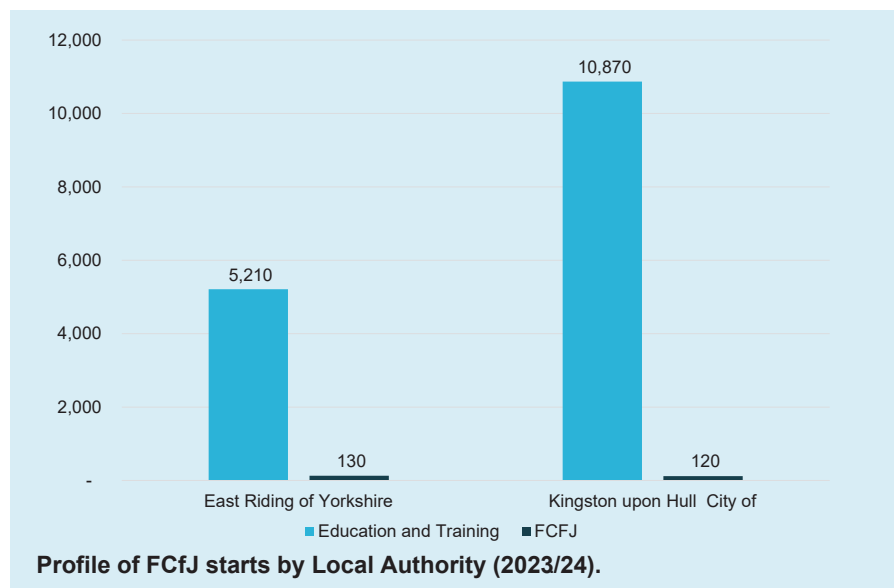
Hull accounts for 71% of Adult Skills notional funding and 53% of FCfJ funding).



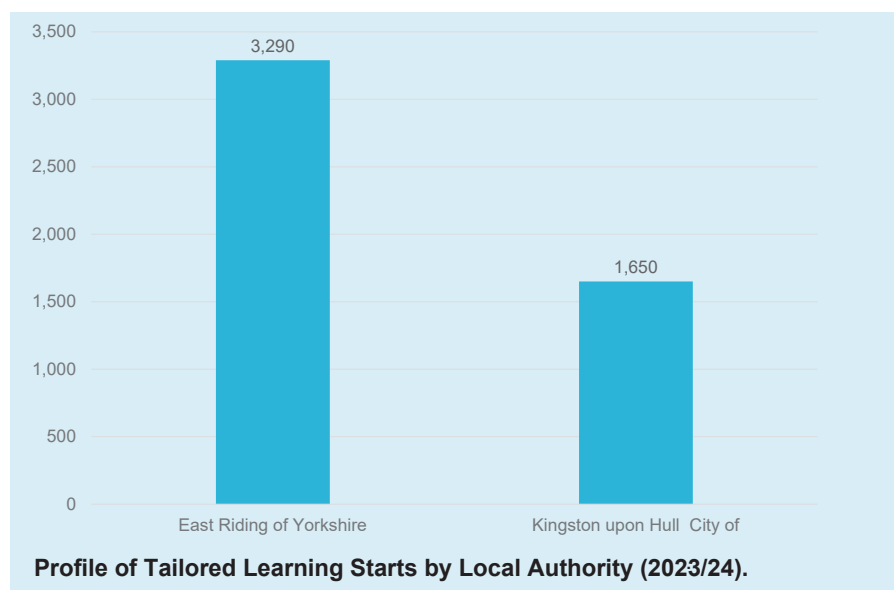
Notional formula funding for FCfJ is higher than in 2021/22 but fell slightly between 2022/23 and 2023/24. The vast majority (more than 95% in each case) of Tailored Learning starts for Hull City Council and East Riding of Yorkshire Council related to learners resident in HEY.



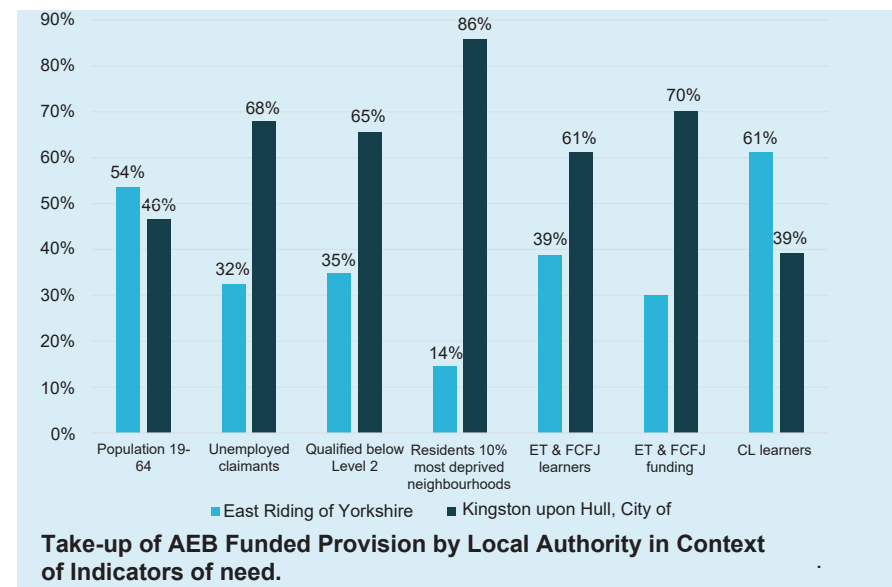
Hull accounts for two-thirds (68%) of Adult Skills starts but only 49% of FCfJ starts.



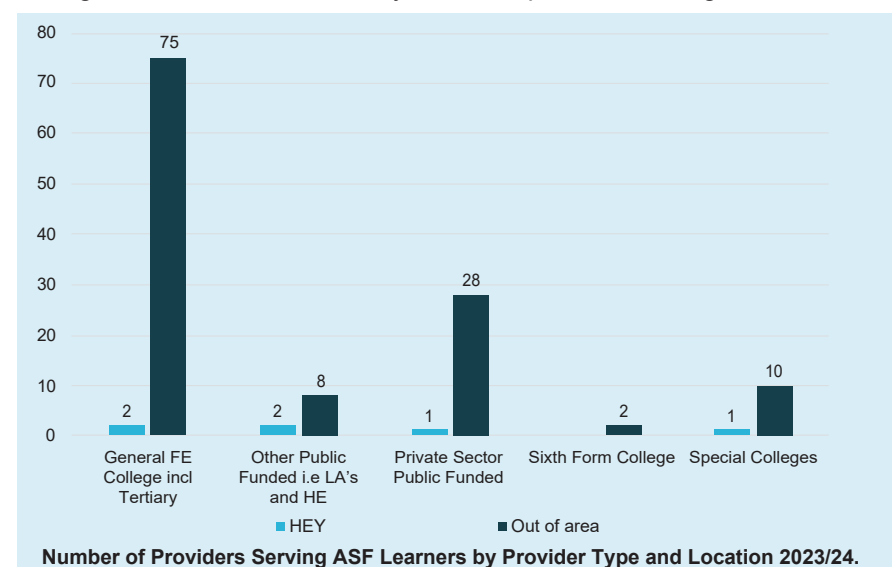
Two-thirds of Tailored Learning starts were for residents of the East Riding.



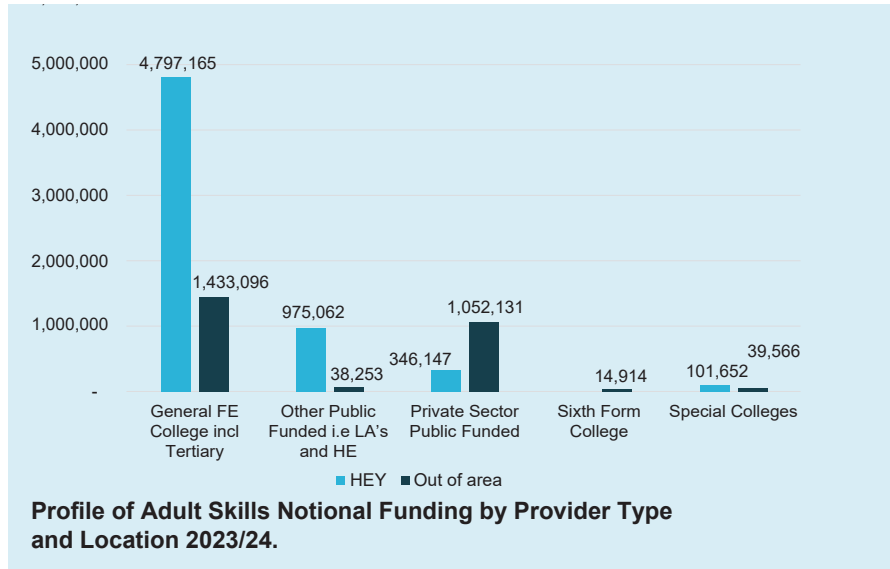
East Riding's share of provision is low relative to its population (except for Tailored Learning) but is in line with its share of unemployed claimants and low qualified people.



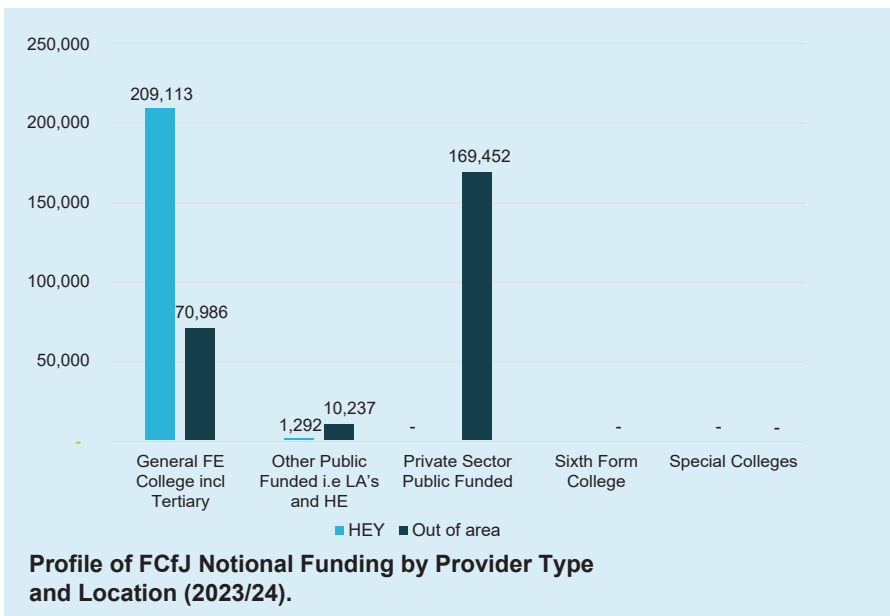
Only six locally based providers were engaged in delivery to Hull and East Riding learners in 2023/24. Only one local provider is not grant-funded..



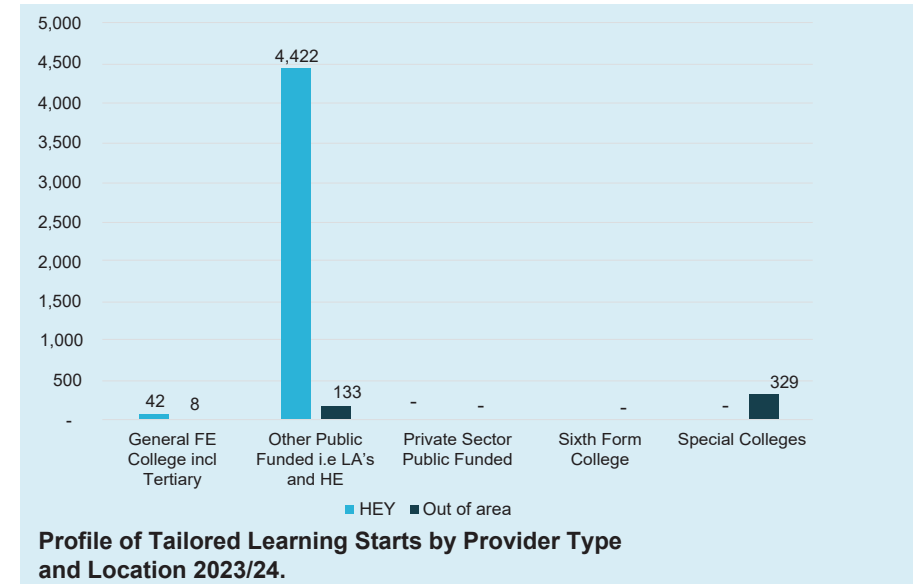
Local providers account for 71% of Adult Skills notional funding with local colleges accounting for 55% of the total.



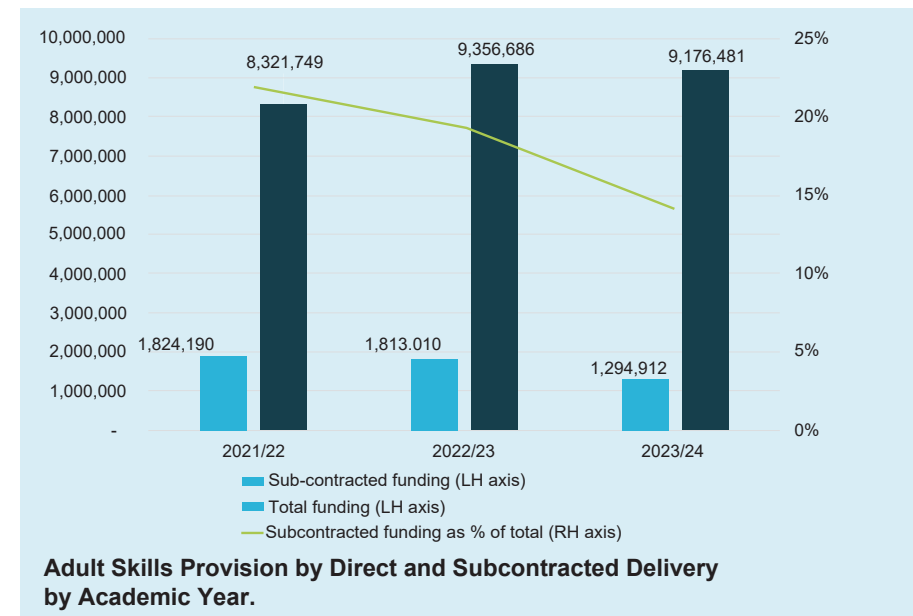
Local providers (primarily colleges) account for 46% of FCfJ notional funding but out of area private providers account for 37%).



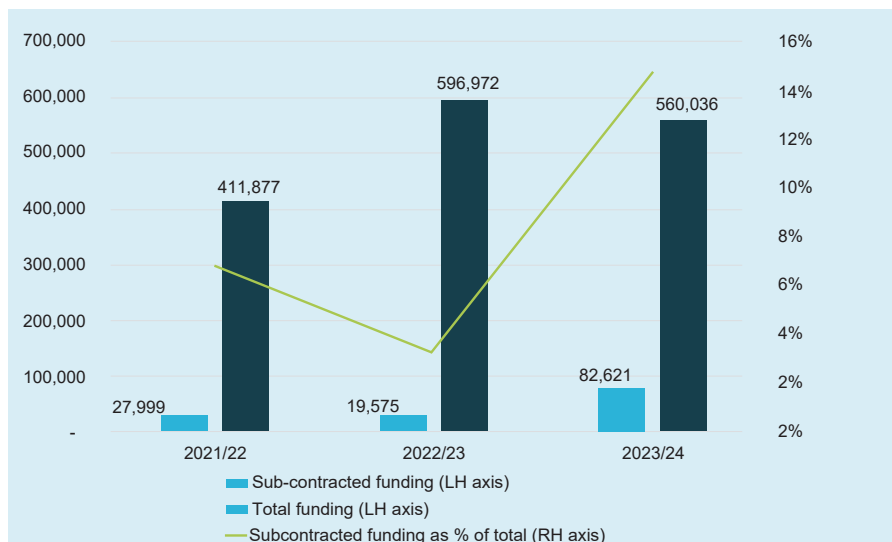
90% of Tailored Learning starts are delivered by local providers, mainly local authorities).



The value of subcontracted Adult Skills provision has declined in both absolute terms and as a proportion of total funding, falling from 22% in 2021/22 to 14% in 2023/24.

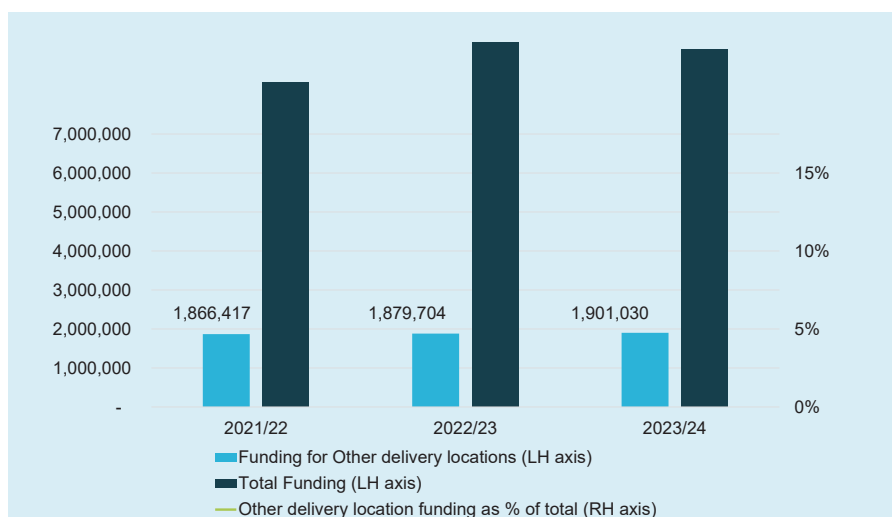


The value of FCfJ subcontracted provision grew sharply in 2023/24, albeit from a low base. .



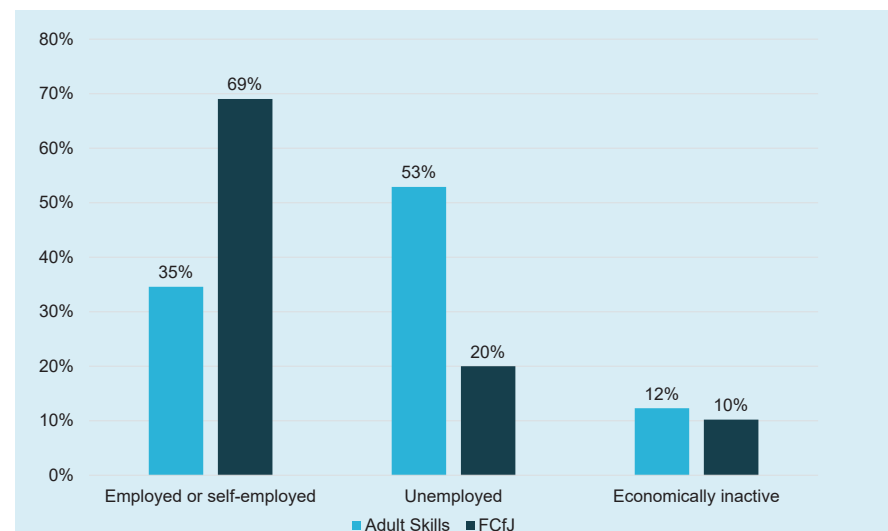
FCFJ provision by Direct and Subcontracted Delivery

Funding for “distance” learning has remained flat at around 20% of the Adult Skills Fund during the period. East Riding Council is the biggest user of distance learning in funding terms.



Notional Funding (£) Adult Skills Starts with “Other” Delivery Location. .

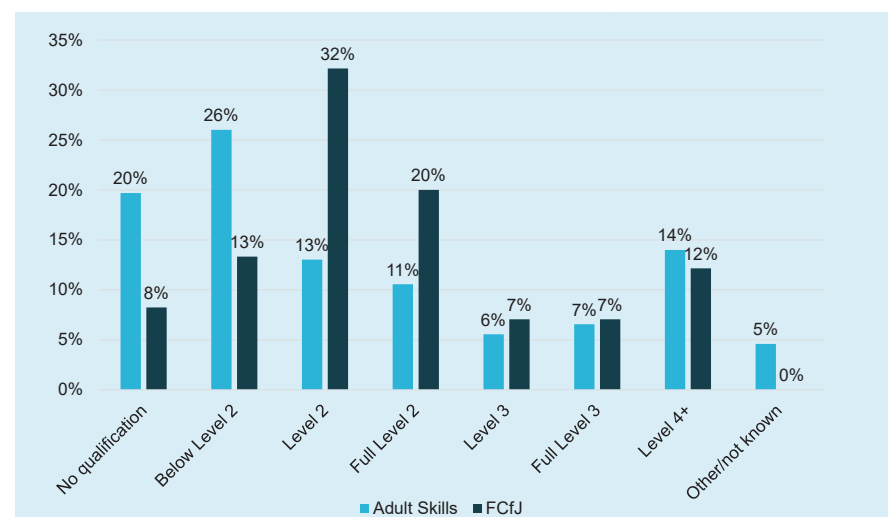
The majority (53%) of Adult Skills starts were for unemployed learners.



Profile of Starts by Employment Status of Learner (2023/24).

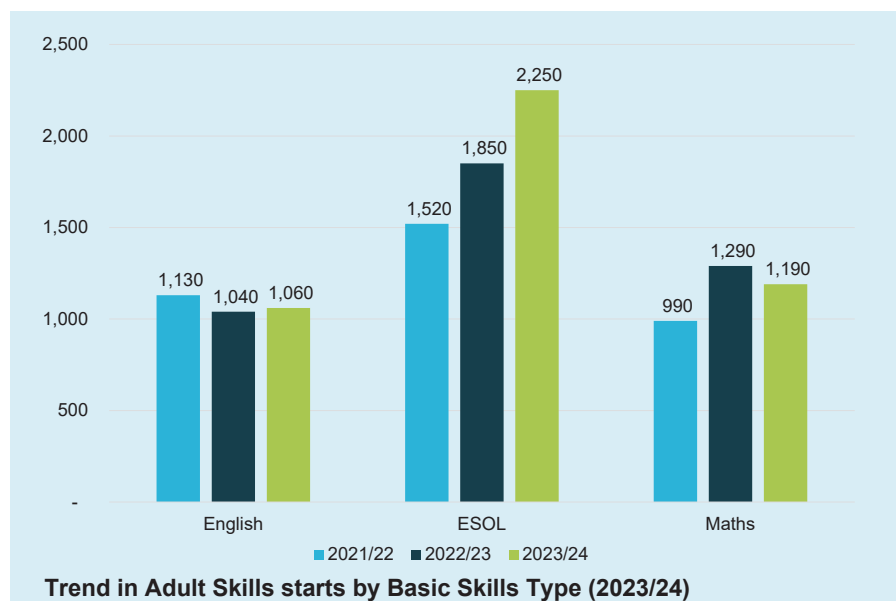
59% of Adult Skills starts were for learners who lacked a full Level 2 and 81% of FCFJ starts were for learners who lacked a full level 3.

English for Speakers of Other Languages (ESOL) starts have grown

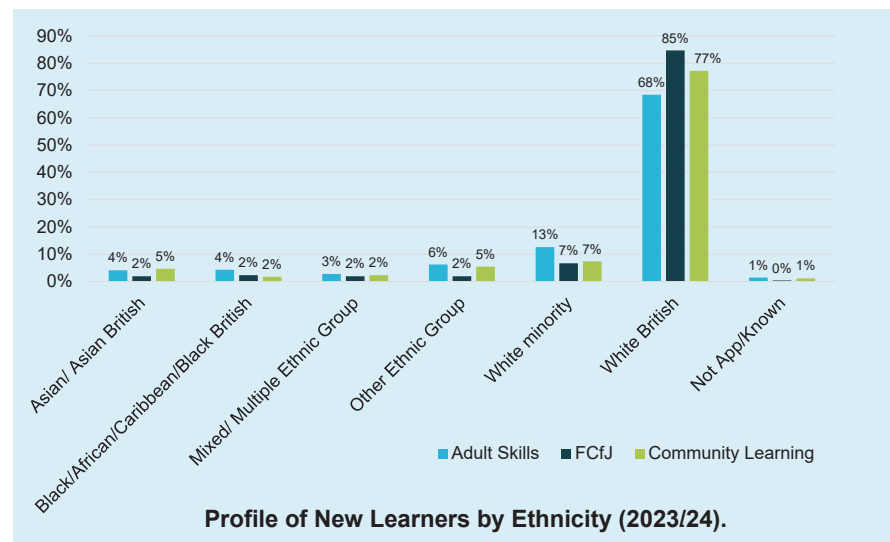


Profile of Starts by Prior Attainment of Learner (2023/24)

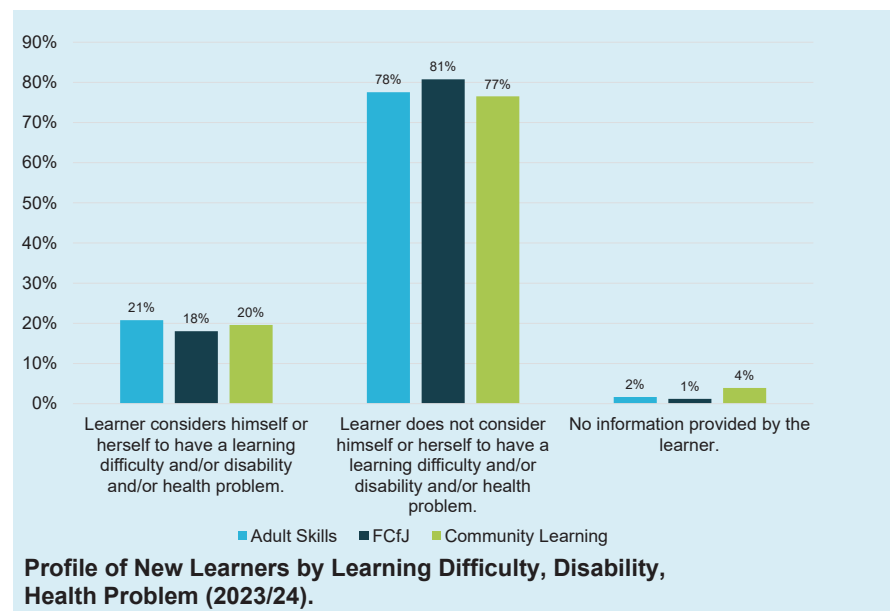
strongly over time. Basic skills starts grew by 24% over the period 2021/22 to 2023/24 with ESOL starts growing by 48% and maths starts by 20%. ESOL take-up was most strongly concentrated among learners with an “other White” ethnic background.



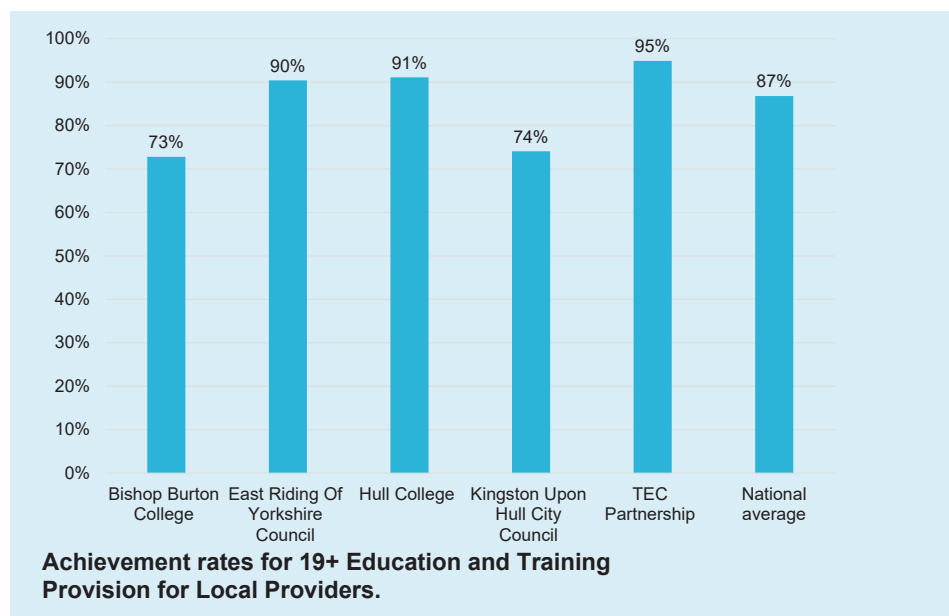
Nearly a third of Adult Skills learners were from an ethnic minority, reflecting take-up of ESOL in this programme strand, including among white minorities.



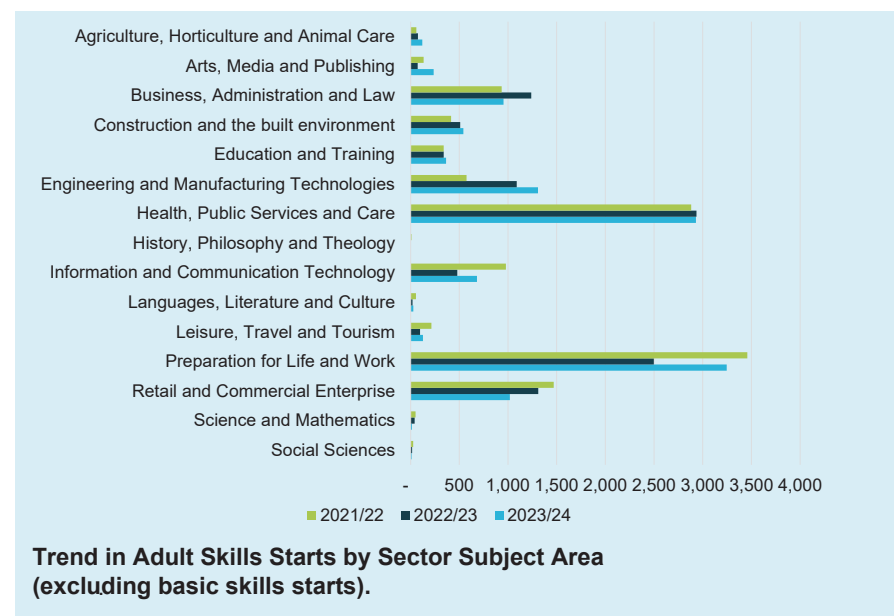
Around a fifth of new learners in each programme strand declared learning difficulty, disability, health problem.



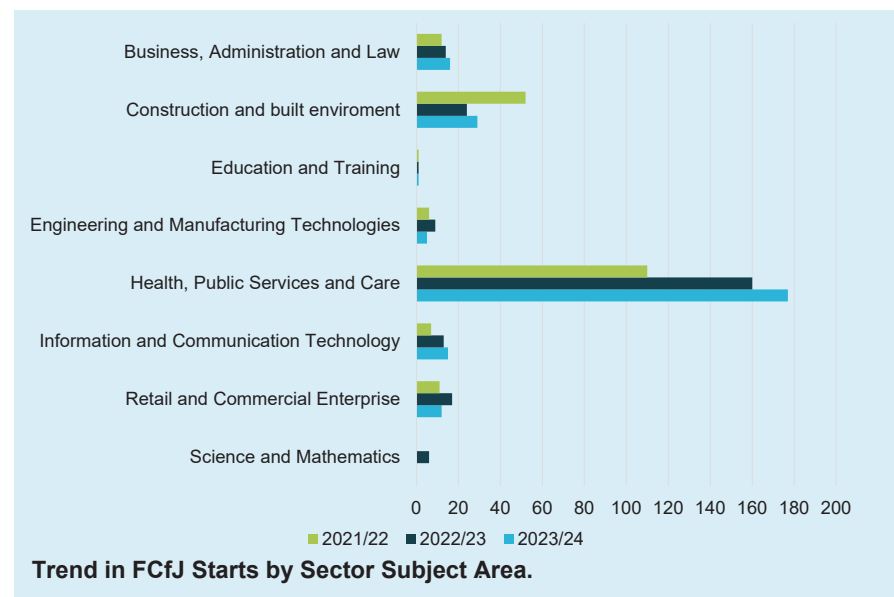
Several local providers have average achievement rates above the national average but differences may be partly due to the composition of provision.



Engineering/manufacturing starts have grown over the period. Engineering and Manufacturing Technologies starts more than doubled over the 3 year period, growing from 580 to 1,310. Health, public service and care starts remained stable and ICT starts fell by 300, a reduction of 30%.



69% of FCfJ starts were for Health, Public Services and Care aims in 2023/24.





9 Adult Skills Fund Commissioning

Commissioning Principles

For our first academic year of 2026/27, HEYCA's strategic approach will be informed by analysis of the most recent full academic year (2023/24), stakeholder and learning partner engagement and the broader skills landscape.

We will also recognise the current grant funded provision in Hull and East Yorkshire and ensure stability is in place for year one with consideration of future change. We recognise that each provider will need time to plan effectively for any changes in curriculum requirements and/or funding.

In addition to the funding guidance and rules we recognise that many of our providers have in place, strategies and support mechanisms that have been developed with input from employers, sector data and the Local Skills Improvement Plan, therefore these too will be reviewed when any future changes are being considered.

Routes to market:

1. Grant Allocations

In the first year of implementation HEYCA will continue to allocate Grant to providers who hold an existing Grant Agreement with the DfE and meet all the following criteria:

- ▶ Can demonstrate they have an established place-based approach that supports Hull and East Yorkshire's strategic priorities
- ▶ Deliver significant volumes of activity within Hull and East Yorkshire

We will allocate grant to eligible providers by applying the proportion of their 2023/2024 allocation that was spent on Hull and East Yorkshire learners to their 2026/2027 allocation.

Grant Agreements will be issued for one year (August 2026 to July 2027) with the option to extend for a further year (to July 2028), subject to provider performance and funding availability.

HEYCA will assess the role of Specialist Designated Institutions who currently hold ASF Grant Agreements.

HEYCA will develop a regular process with local Further Education Colleges and Local Authorities to determine the scale and balance of provision that will continue to deliver the legal entitlements whilst offering a range of learning opportunities that take account of local priorities and links with other initiatives.

Grant agreements will include delivery targets over the course of the agreement and performance will be monitored against regular performance points as part of the provider management and audit arrangements.

HEYCA will pay providers operating under grant agreement a standard national DfE profile.

HEYCA will continually engage with providers during each academic year on the appropriateness of this profile and will consider alternative arrangements should they be proposed or needed.

HEYCA will hold performance management meetings (frequency and format to be determined as set out in the provider management arrangements). It is envisaged such meetings will focus on strategic plans and whether providers are progressing in achieving the activity set out in their delivery plan, and funding returns. At these points, significant under/over delivery, redeployment and re-profiling of funding will be discussed

2. Contracts for Services

The remaining ASF will be allocated via open and competitive tendering processes.

There will be a round of procurement that will take place early 2026, which will target the priorities identified in the HEY ASF Strategic Skills Plan focusing on:

- ▶ Delivery of legal entitlements.
- ▶ Supporting unemployed and economically inactive to progress into good jobs.
- ▶ Supporting in-work progression of those on low wages.
- ▶ Enabling employed adults to progress in the workplace.
- ▶ Testing and/or piloting innovative ways of addressing skills gaps or trialling new learning methods.

Dependant on the provision being commissioned; Contracts for Services will be issued for one year (August 2026 to July 2027) with the option to extend for further years. The extension will be subject to learning organisation performance, skills policy and funding availability.

Routes to market:

3. Innovation Fund

In future years HEYCA has the option to create an Innovation Fund (subject to funding availability) which will be reserved for the commissioning of specific initiatives.

The "Innovation Fund" will ensure that skills delivery in Hull and East Yorkshire remains flexible and can ensure the ASF can be:

- ▶ responsive to any changes to the local economy and any new and emerging skills or needs that may arise
- ▶ utilised to test new ways of working that could be mainstreamed in future years
- ▶ respond to economic shocks and opportunities as they arise

For all provision – irrespective of route to market

HEYCA will follow the current DfE funding rules and will review annually and develop these rules to meet the needs of its residents.

Learning organisations will be expected to complete an Annual Delivery Plan and an Accountability Statement.

The Annual Delivery Plan must include:

- ▶ Curriculum offer
- ▶ How it will align to the HEY ASF Strategic Skills Plan and consider HEY LSIP priorities
- ▶ anticipated volumes of learners by sector subject area
- ▶ level and type of provision and local authority area
- ▶ profile of delivery across each year
- ▶ outcomes
- ▶ identify all planned subcontracting arrangements (1st tier subcontracting arrangements.)
- ▶ HEYCA will develop the template for this Delivery Plan.

HEYCA will utilise the Annual Accountability Statements produced by learning organisations for the DfE to assess their contributions to the strategic aims of the HEYCAASF Strategic Skills Plan objectives.

We will introduce a performance management framework to ensure funding is spent in line with delivery plans, performance/reconciliation points, and will enable HEYCA to monitor under and over-performance.

HEYCA has yet to agree its approach to under-performance, but at the very minimum it is expected that it will reserve the right to rebase providers' allocations in future years. Where providers have identified and worked with HEYCA to manage any underperformance, the HEYCA may discuss the requirement for re-basing, where providers do not declare underperformance HEYCA may rebase allocations automatically.

For providers with **under-delivery** between 97% and 100% of their allocation at the end of the funding year, HEYCA will reduce the providers baseline to actual delivery in line with DfE guidance for 2025/26.



10 Strategic Approach

Sub-contracting

HEYCA recognises that subcontracting can play a vital role in the delivery of the ASF and ensuring high quality outcomes for learners. It supports the building of capacity and capability within providers and acts as a catalyst for effective collaboration, something which stakeholders identified as a priority.

Subcontracting also allows access to niche and specialist provision and can enable effective community engagement. They also often have established networks within their communities which can enhance learner engagement and improve recruitment.

It can enable providers to expand their designated geographical reach allowing provision to be delivered across a wider area, including geographical “cold spots” e.g. rural or coastal areas ensuring better access for learners.

By strategically subcontracting elements of their ASF provision, providers can harness these benefits to improve the overall quality, accessibility, and efficiency of adult skills delivery.

However, providers should ensure that subcontracted provision meets HEYCA's strategic aims and enhances the quality of their learner offer. It must not be used to meet short-term funding objectives. Providers will be required identify any subcontracting arrangements in Annual Delivery Plans, supported by a rationale. The addition of new subcontracting arrangements in year must be approved by HEYCA.

HEYCA will closely monitor the quality of subcontracted provision to ensure that it aligns with the strategic priorities set out in this Plan and is delivered in a way that continues to benefit learners.

Distance and Blended learning

HEYCA recognises that distance and blended learning aids the access and participation of learners, particularly those who are experiencing barriers to engaging with learning. Distance and blended learning play an important role in creating flexible learning opportunities and can accommodate diverse schedules and personal commitments, making skills attainment more inclusive, and removing barriers to learning, particularly for those individuals facing health issues. It can also provide a solution to communities in geographical “cold spots” e.g. coastal and rural areas.

Providers will be required to identify where they plan to deliver provision through distance or blended learning in their Delivery Plans. HEYCA will closely monitor the quality of this to ensure that it aligns with the strategic priorities set out in this Plan and is delivered in a way that continues to benefit learners.

Cross border arrangements

HEYCA recognises that there may be several reasons why a Hull or East Yorkshire resident may need to access learning outside of HEYCA area, such as:

- ▶ **Residential Location** – a learner may live in a location close to HEYCA border, meaning that the nearest provider is in a neighbouring Combined Authority area.
- ▶ Has a fixed delivery site that belongs to a Combined Authority that shares a border with the Hull and East Yorkshire Combined Authority.

This approach should also help to provide some stability within the provider base during the initial implementation of the devolved Hull and East Yorkshire ASF.

HEYCA is only responsible for supporting Hull and East Yorkshire residents. Any learner travelling into Hull or East Yorkshire from other regions will require the provider to have an ASF allocation with either the DfE or devolved Combined Authority, depending on their residential location. Where required, HEYCA will look to establish cross border arrangements with neighbouring devolved areas.

HEYCA will closely monitor these cross-border arrangements to ensure that they continue to align with the strategic priorities set out in this SSP, that provision continues to be accessible for its residents, and is in the interest of maximising the ASF.

- ▶ **Location of Employer** – learners may need to travel to neighbouring towns/cities for work, rather than the area in which they reside, meaning that their most convenient location for learning, particularly if the learning is employer led, may be in the neighbouring Combined Authority in which they work.
- ▶ **Niche Provision** – some niche or specialist provision may only be available through providers based outside of the HEYCA area.
- ▶ **Accessibility Needs** – learners with physical disabilities or SEND learners may have accessibility needs which require travel to learning available in a neighbouring Combined Authority area.

To accommodate these scenarios, HEYCA may allocate funding to providers who are based outside of the Hull and East Yorkshire region who either:

- ▶ Are part of a group who have a member that has a fixed delivery site within Hull and East Yorkshire.
- ▶ Has a fixed delivery site that shares a border with Hull and East Yorkshire.

11 Governance

The HEYCA Constitution and Single Assurance Framework sets out the governance framework and standards to which the ASF will be administered.

All investment decisions made in relation to the ASF are undertaken having given full consideration to:

- ▶ Statutory duties relating to adult education and training which have been transferred to the Combined Authority under Statutory Instruments.
- ▶ Statutory entitlements to education and training of adults living in devolved areas, and policy entitlements where relevant.
- ▶ Statutory and non-statutory guidance.

Decision Makers

The HEYCA Executive is the principal decision maker and provides leadership of the Combined Authority. The Executive comprises:

- ▶ The Mayor.
- ▶ Two elected members from each constituent council, one of whom will act as the lead member for their constituent council.
- ▶ Up to four non-constituent members, who will be nominated by the following bodies:
 - Humberside Police and Crime Panel.
 - Skills Board.
 - Business Board.
 - Another nominated body to ensure the representative nature of the authority (as identified by the Combined Authority).
- ▶ Decisions will be made by the Mayor (in relation to Mayoral functions) or the Mayor and Executive (in relation to non-Mayoral functions) in accordance with the HEYCA constitution.
- ▶ The Constituent Council Members represent the views of their local authorities at the Combined Authority Executive whilst also ensuring that they put the needs and opportunities of the Hull and East Yorkshire combined area at the forefront of all decisions. The Combined Authority, through its Executive, has clear roles and responsibilities within its governance framework when it comes to decision making in regard to strategy and budgets.

Technical and subject matter expertise, advice, guidance and recommendations will be provided by the HEYCA ASF Team and HEYCA Skills Board.

Skills Board

The HEYCA Skills Board will support the Mayor, the Combined Authority Executive and officers. The Skills Board's remit is to help facilitate an efficient and fair local labour market where business can access a suitably skilled workforce, all local people can secure good quality, well paid employment regardless of their background and achieve their full potential. The membership of this board is drawn from the local business community and wider stakeholder groups. The Board's nominated person attends

the Combined Authority Executive as a non-voting non constituent member.

HEYCA ASF team responsibilities

- ▶ Managing the ASF commissioning, grant allocation and procurement process.
- ▶ Appraising the ASF programme, carrying out due diligence and reporting the outcomes to the HEYCA Executive and the HEYCA Skills Board.
- ▶ Analysing programme delivery and providing reports to the HEYCA Executive and the HEYCA Skills Board making recommendations relating to variations and future ASF priorities.
- ▶ Issuing ASF Grant Agreements and Contracts for Services.
- ▶ Undertaking ASF provider performance monitoring, evaluation and risk management.
- ▶ Reviewing and updating the Hull & East Yorkshire ASF SSP.



12 Monitoring, Review and Evaluation

The ASF SSP is an integral part of the wider economic development aims and objectives set out in the draft Hull and East Yorkshire Economic Framework and draft Hull and East Yorkshire Skills Framework. The SSP will be subject to ongoing monitoring and evaluation to ensure that the provision, programmes and initiatives achieve the desired outcomes and deliver a positive impact on learners, employers, the regions workforce and wider economic development.

The HEYCA's Monitoring and Evaluation Framework will be used for the ASF activity. It will meet the national requirements together with locally determined requirements so that it effectively informs and shapes the criteria for future funding awards. This formal evaluation is undertaken on an annual basis.

HEYCA will produce an Annual Assurance Report on the delivery of its ASF functions in line with wider monitoring and evaluation

requirements and the English Devolution Accountability Framework. This will be reported to the Department for Education (DfE) annually. HEYCA will also submit its Annual Assurance Statement to the DfE following consideration by the HEYCA Executive Board and Skills Board.



Adult Skills Fund Strategic Skills Plan