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Date: Wednesday, 09 July 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 **Thursday, 17 July 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,

A handwritten signature in black ink, appearing to be "Dorinda Guy", written in a cursive style.

Democratic Services Officer



Town Clerk Services, Hull City Council,
The Guildhall, Alfred Gelder Street, Hull, HU1 2AA

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 Thursday, 17 July 2025

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

A G E N D A

PROCEDURAL ITEMS

1 Apologies

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

2 Declarations of Interest

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 21st May 2025

5 - 8

To approve the minutes as a true and correct record.

4 Mayor Introduction

To provide an update on the Mayors ambitions and advise whether the Skill Board remains as is.

NON-EXEMPT ITEMS

5 HEY Work and Skills Strategy Development

9 - 22

To update the Board on the HEY Work and Skills Strategy Development.

6 Local Skills Improvement Plan (LSIP)

To provide a verbal update on LSIP.

7 Horizon Scanning Update

23 - 28

To update Board Members on current policy and issues relating to skills and to advise on future developments.

8 Work Programme

29 - 32

To update Board Members on the Work Programme and provide further opportunity for Members to suggest future agenda items for discussion.

EXEMPT ITEMS

9 No Exempt Items

THERE ARE NO EXEMPT ITEMS ON THIS AGENDA



HEY Skills Board
2.00pm on 21st May 2025
Guildhall, Hull

Present

Jayne Adamson, Councillor Aitken, Paul Britton, Mark Burley, Andy Crossland, David Gent, Becki Hamnett, David Inness, Lizann Lowson, Rob MacNaught, Danny Metters, Michelle Peacock, Richard Stockton, Councillor Tock, Susan Weeks and Adrian West.

In attendance

Teresa Chalmers, Chris Howell, Ben Odams and Claire Watts.

Dorinda Guy (Democratic Services Officer).

Apologies

Laura Botham, Luke Campbell, Alex Codd, Iain Elliott, Andrew Hewitt, Mark Rogers and Steve Skelton.

Minute No	Item	Action By/Deadline
18	DECLARATIONS OF INTEREST No declarations of interest were made in respect of the items that followed below.	
19	ELECTION OF DEPUTY CHAIR Moved by Jayne Adamson and seconded by Susan Weeks that David Gent be elected as Deputy Chair of the Board. Motion carried.	Dorinda Guy
20	MINUTES OF THE MEETING HELD ON FRIDAY 24TH JANUARY 2025 The Democratic Services Officer submitted, for approval, the minutes of the meeting held on 24 th January 2025. Agreed – That the minutes of the meeting held on 24 th January 2025 be approved as a true and correct record.	Dorinda Guy
21	ADULT SKILLS READINESS UPDATE	

The Chief Executive provided a report which set out HEYCA's proposed response to the Department for Education (DfE) Adult Skills Funds (ASF) devolution Readiness Criteria.

The Board was informed that –

- a. The submission was required to evidence to the DfE that HEYCA had made sufficient progress putting in place the processes, systems and resources required to effectively take on the role of administering the ASF from the DfE for the HEYCA region beginning in September 2026;
- b. In order to meet the Readiness Criteria (appendix 1), HEYCA must submit the following to the DfE by 30th May 2025:
 - A letter from HEYCA CEO (or equivalent) which confirms:
 1. How delivery of adult education functions in the HEYCA area and associated outcomes for residents would be improved;
 2. How the HEYCA will effectively deliver the operational processes and functions to support this, and
 3. That HEYCA is content the CA will be ready to deliver the function to its residents from the academic year 2026/27;
 - HEYCA's Strategic Skills Plan (appendix 2) which supports statement a, and
 - Evidence to support statements a, b and c, the specifics of which the DfE have set out in the "Adult Skills Fund devolution readiness: self-assessment evidence checklist" and which has been completed for the HEYCA (appendix 3)
- c. Decisions relating to the recommendations set out in Section 2 of the report were required at this meeting in order to meet the DfE's submissions deadline of 30th May 2025. This deadline must be met to ensure associated milestone linked to securing Ministerial approval were also met. Missing the submission deadline of 30th May could result in the devolution of the ASF being delays until the 2027/28 academic year.

Chris Howell, Employment and Skills Manager, HEY Business Growth and Skills Hub highlighted the following from the report:

- a. 4.11 – The themes required to be covered in the Readiness test submission;
- b. 5.1 – The Adult Skills Fund Strategic Skills Plant – strategic priorities;
- c. 5.2 – Commissioning Principles;
- d. 5.3 – Sub-contracting Arrangement, and
- e. 5.4 Distance Learning

	<p>The Board discussed the following matters –</p> <ol style="list-style-type: none"> They reiterated their concerns how rurality impacted on post-16 participation and how public transport could be addressed using SA freedoms and flexibilities, for example East Midlands MCA had adopted a free transport service for students under 19yrs olds; Challenges for SEN and NEETS, in which this sat within Priority 3 of the Skills Fund Strategic Priorities; That going forward it was around not creating more plans and strategies, the idea was for continuity to remain and bringing those already in existence into alignment, alongside the Mayors priorities, How skills was not always around attending courses it included helping filling in forms, emails, etc to help alleviate barriers. This was being looked into under the Connect To Work funding stream which was being developed on Personal Advisors model. 	
22	<p>SCHEDULE OF DATES FOR HEY SKILLS BOARD MUNICIPAL YEAR 2025-2026</p> <p>The Democratic Services Officer submitted the schedule of dates for future HEY Skills Board meetings for approval.</p> <p>The Board approved the meeting dates and requested that the meeting venue rotate between Hull and East Yorkshire.</p> <p>Agreed – That Jayne Adamson and Claire Watts discuss future venues off agenda for consideration.</p>	Dorinda Guy, Jayne Adamson and Claire Watts
16	<p>FUTURE WORK PROGRAMME</p> <p>The Democratic Services Officer submitted the Work Programme to update the Board on future agenda items.</p> <p>Several agenda items were suggested which included the following:</p> <ul style="list-style-type: none"> • UK Shared Prosperity Fund • LSIP and Arising Development • Work Experience Changes and Opportunities • Local Growth Plan Development • Local Transport • Connect To Work • Institute of Technology Update • MCA Emerging Strategies and how they Align • Entrepreneurship and Young People • AI • 10 Year Health Plan followed by Workforce Plan 	

	<ul style="list-style-type: none">• Get Britain Working Plan <p>Agreed –</p> <ol style="list-style-type: none">a. That suggested items to be added to the Future Work Programme for discussion at the next Draft Agenda Meeting in May 2025, andb. that once the Future Work Programme is finalised, this be shared off agenda with all Board Members for information.	a-b. Dorinda Guy
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HEY Work & Skills Strategy Development

HEY Skills Board 17th July 2025

Decision to be taken

- The Skills Board is asked to comment on the report and the development of a Work & Skills Strategy by the Combined Authority.

Executive Summary

This report outlines the current context, priorities, and proposed development process for a comprehensive Work & Skills Strategy for Hull & East Yorkshire (HEY). It would be one of the first strategies developed by the Hull & East Yorkshire Combined Authority.

The strategy would aim to align regional efforts with national and local priorities, ensuring that the labour market meets the needs of businesses and communities, supports economic growth, and addresses key challenges such as skills shortages, health integration, and inclusivity. Key highlights include:

- **Alignment with national and local priorities:** The strategy will focus on selected key sectors identified in the National Industrial Strategy and local growth plans, rather than attempting to cover every possible area.
- **Mayoral priorities:** Emphasis on aspiration, health, and inclusivity, with specific aims to increase the number of people in better jobs, provide more opportunities for skills development, and create more well-paid jobs.
- **Governance and partnership:** Review and consolidation of governance structures to streamline system leadership and ensure effective collaboration across stakeholders.
- **Strategy development process:** A phased approach involving evidence gathering, stakeholder engagement, and co-production, with a final strategy and implementation plan due by March 2026.
- **Measurement and accountability:** A robust set of performance indicators, including skills attainment, employment rates, income levels, and health integration metrics, to ensure progress is measurable and outcomes are delivered.

Introduction

This report provides an overview of the development of a proposed Work & Skills Strategy for Hull and East Yorkshire. It outlines the context, current developments, and proposed approach to ensuring the region's workforce and skills system support long-term economic growth and community prosperity.

Mayoral Priorities

Following the Mayoral Election, we have been working closely with Mayor Campbell to develop his priorities and ambitions into initial positions that will be finalised shortly and form the basis of our various strategies outlined above.

One key position for the mayor is developing and supporting aspiration within the region and linking the MCA's activity with a broader desire to support the creation of healthier communities in the region. In terms of skills, a key area for the mayor is the desire to improve the quality of work and number of jobs in the region, which are linked to the following initial Aims and Outcomes:

- More people in better jobs
- More chances to get the right skills
- More well-paid jobs

These initial aims and outcomes are linked to the following positions:

1. Set a regional skills strategy and announce Adult Skills Fund investment plans
2. Set a Social Value Policy for HEYCA to increase local spending
3. Ask the Government to confirm the Growth and Skills Levy
4. Secure DWP Trailblazer Status
5. Create an inward investment partnership with local businesses and central government.

Both the aims and outcomes, as well as the positions, are still in development and will form the basis of the upcoming Prosperity Plan. Crucially, the development of a Work and Skills Strategy is key to the overall delivery of the Mayor's aims and outcomes.

Prosperity Plan and the development of a Local Growth Plan

HEYCA is in a period of significant organisational development and capacity building. From a practical perspective, there is a need to develop multiple documents and strategies simultaneously.

This 'multi-track' development will mean that the development of a Work & Skills Strategy for Hull and East Yorkshire would occur alongside the development of other key strategic documents at a Combined Authority Level:

- The HEYCA Prosperity Strategy will articulate the region's mayoral priorities and outline the overall approach of the combined authority in delivering these priorities.
- HEY Local Growth Plan, the English Devolution Bill requires all MCAs to develop a Local Growth Plan. These are intended to be ten-year strategic frameworks to drive productivity, address regional economic needs, and act as a 'guiding star' for other plans and strategies to align with and achieve their goals.
- Other MCA strategies are also in development, including the Local Transport Plan, as well as discussions on spatial development.
- HEY Get Britain Working Local Plan

These documents will all have to be produced in tandem over the next six to twelve months. Additionally, the development of the next Local Skills Improvement Plan will be a shared responsibility between the MCA and the Hull & Humber Chamber of Commerce. At a regional level, there are also the Economic and Skill Frameworks developed before the Mayoral Elections in 2025. In addition to the Pan-Humber Economic Strategy. These provide a starting point for developing the MCA's strategy and associated strategies.

From the Economic Framework, we have the following four strategic themes:

- enhance connectivity to create an integrated low-carbon transport network, ensure the continued success of our ports and Freeport, and develop our world-leading digital capabilities to support collaboration and new ways of working;
- increase productivity by providing our workforce with the skills and job opportunities needed for the future as we transition to a zero-carbon economy and supporting business innovation and competitiveness;
- promote inclusivity which creates economic opportunities for our most deprived communities and provides decent homes for all, addressing the persistent cycle of poverty, poor health, and low aspiration;
- deliver a sustainable future through clean energy generation, sustainable development, climate adaptation, and resilience, and a strategic approach to harnessing our natural capital assets.

Building on this is the current 'draft' Skills Framework, which highlights the need to address increased productivity and inclusivity as priority themes for delivery.

Part of developing a Work and Skills Strategy will be taking the key elements from these documents to form the basis of activities that align with the suite of strategies in development. In addition, the Mayor is also keen to promote the importance of aspiration, especially among the region's young people, and to link the development of such aspiration with the creation of healthier communities.

National Industrial Strategy and wider National Policy

Recent developments, including the new Industrial Strategy and the National Investment Plan, have fundamentally reshaped the policy environment. The recent announcement of the Industrial Strategy has introduced a supplementary set of key subsectors and policy priorities. Concurrently, a new National Investment Plan has been established. Locally, the region has formulated an economic and skills framework, and progress continues on the pan-Humber Economic Strategy.

Overall, the Industrial Strategy aims to enhance two primary areas: the conditions for supporting businesses within the UK and the development of investment in city regions and clusters. Business environment factors encompass energy costs, trade, innovation, access to finance, data utilisation, skills development, regulatory reform, and taxation.

A key consideration for HEY is that the National Industrial Strategy mandates local regions to demonstrate alignment with national priorities and industrial clusters. Contrasting with prior policies, this approach emphasises the development of a precise, evidence-based strategy for selecting a limited number of key sectors aligned both nationally and locally, rather than attempting to encompass every sector and cluster.

Initial Mapping of NIS Sectors

A critical pathway towards ensuring that each part of the Work and Skills system can support the priorities in the Prosperity Plan and the Local Growth Plan, will be clarity around the sectors of the economy which are in scope.

An initial mapping exercise has tried to align the forty-five frontier industries within the IS-8 sectors with the Hull and East Yorkshire economy. The following table summarises this with three columns:

- HMG: This is a column of frontier industries that reflect the government's priorities and observations about our sectors. This represents eight of the forty-five frontier industries.
- Humber: reflects a 'pan-regional' lens reflecting the developing pan-Humber economic strategy. This is six frontier industries or 13% of the total.
- HEY CA: is about our regional sector alignment. We have found that fifteen out of forty-five sectors align with our industries. This is about 33%.

NIS Sector (IS-8)	Frontier Industry	HMG	Humber	HEY CA
Clean Energy Industries	CCUS/GGR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Heat pumps			<input type="checkbox"/>
	Hydrogen			<input type="checkbox"/>
	Offshore/onshore wind	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advanced Manufacturing	Agri tech			<input type="checkbox"/>
	Automotive manufacturing			<input type="checkbox"/>
Defence	Combat air			<input type="checkbox"/>
	Maritime capabilities	<input type="checkbox"/>	<input type="checkbox"/>	
Digital and Technology	Artificial intelligence	<input type="checkbox"/>		<input type="checkbox"/>
Life Sciences	MedTech	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial Services	Insurance/reinsurance			<input type="checkbox"/>
Professional and Business Services	Accounting/audit/tax			<input type="checkbox"/>
Foundation	Chemicals	<input type="checkbox"/>		<input type="checkbox"/>
	Composites			<input type="checkbox"/>
	Construction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ports	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

It should be noted that this exercise is purely about mapping the alignment of HEY's current sectors to the frontier industries identified through the National Industrial Strategy. The task is not to aim for 100% alignment, but to identify strengths, associated investment opportunities, and barriers to growth through the Local Growth Plan, which the region can address.

Appendix A provides a summary of the sectors and subsectors with an initial review of the impacts on HEY, while **Appendix B** contains a table summarising these sectors and subsectors with corresponding government-identified SIC codes.

The role of Work & Skills

Regarding skills, the focus within the National Industrial Strategy has been on leveraging the flexibilities introduced by the Growth and Skills Levy and on establishing short courses in digital technologies, Artificial Intelligence, and Engineering.

In conjunction with the broader investment narrative, there is an emphasis on access to skills and research facilities, as well as the roles played by local growth plans, local skills improvement plans, and the wider devolved system.

From a skills perspective, ensuring that we can support the development of the labour market across our key sectors, create progression routes from school into work, and support our working-age population in securing better skills are all key elements that will help deliver this economic development agenda.

More broadly, as seen with Get Britain Working, we need to ensure that Health Integration is fully reflected in our approaches to support the development of healthy workplaces and improve workforce health. This highlights the need to develop a Work & Skills Strategy for the region, which can align our efforts within Hull and East Yorkshire to provide the labour market that our economy requires while also supporting our people and communities in acquiring the skills and assistance they need to access that labour market.

Governance and System Leadership

One opportunity that we have is to review and update our approach to system leadership and Governance in the region. This should begin with the Skills Board and the opportunity to review its membership to ensure that it reflects the approach outlined in a Work & Skills strategy, and can serve as a clear point of access for partners across Work and Skills to contribute to the MCA.

A need to agree to build from our current array of partnerships and boards is linked to this. As system leaders, we should look to reduce the number of partnerships and boards so that already established and resourced forums can be utilised rather than establishing new boards. This will be especially important as we move towards developing and implementing the Work and Skills Strategy.

Proposed Work & Skills Strategy Development

The development of a regional work and skills strategy requires co-production with strategic and operational partners, which is central to delivering priorities, objectives, and outcomes. However, the Combined Authority should set priorities, identify key sectors, and outline how the strategy aligns with the Prosperity Plan, Local Growth Plan, Humber Economic Strategy, and partner strategies.

Strategy Development Process

The strategy will be developed in phases:

- Evidence gathering: July–August 2025
- Draft strategy: Early September 2025
- Stakeholder engagement: September–October 2025
- Performance measures and implementation plan: October 2025–February 2026
- Final strategy and implementation plan: March 2026

It is proposed that partners be invited to share thoughts, evidence, and case studies through the skills board that could be used to develop a draft strategy. At this stage, we will focus on collating the partners' information and developing the draft. This is for two reasons: one, it simplifies the development process, and second, it reflects the multi-track development of other strategies that will also have partner involvement.

HEYCA will produce an initial draft for September. This will include identifying key sectors that will need to be agreed upon for joint work with the ERB for the LSIPs in 2026. Once a draft has been completed, it will be shared prior to the September meeting to get the feedback from partners ahead of the meeting and at the meeting.

Finalisation of the strategy, performance measures, and the development of an implementation plan (which will align current and planned activities) will then be undertaken ahead of a further update to the Skill Board prior to the Strategy going live in April 2026.

Strategy Outline & Performance Measures

The strategy will include the following sections:

- **Purpose:** Setting priorities for commissioning and partner delivery
- **Priorities and Key Sectors:** Aligning with Mayoral, Prosperity, and Local Growth Plan priorities
- **Policy Context and Evidence Base:** National, regional, and local labour market trends and policy frameworks
- **Objectives:** Preparing for work, growing at work, and supporting work through housing, transport, and business development
- **Operational Levers:** Growth & Skills Levy, LSIPs, Adult Skills Fund, health integration, and UKSPF
- **Performance Measures:** Skills attainment, employment rates, income, health integration, and more

The strategy will use a robust set of indicators to track progress and ensure accountability, including:

- Skills attainment (NVQ Level 3+)
- Employment rates
- Income levels
- Economic inactivity and NEETs
- Health integration and support for healthy workplaces

Appendix C provides a more detailed structure breakdown for reference, including the long-list of performance measures.

Conclusion

The development of a Work & Skills Strategy for Hull & East Yorkshire is a critical step in aligning regional efforts with national and local priorities. By focusing on key sectors, streamlining governance, and ensuring robust measurement, the strategy will support long-term economic growth, community prosperity, and the health and well-being of the region's residents.

Appendix A – Sector Plan summaries and insights

Advanced manufacturing

This plan aims to nearly double business investment in six “advanced manufacturing” subsectors (advanced materials, aerospace, agri-tech, automotive, batteries, and space) leveraging AI, automation, and decarbonisation to stimulate growth and commercialisation. It builds on existing UK strengths to modernise supply chains and respond to the demands of the green transition.

Opportunities for HEY:

- Agri-tech: Boost adoption in East Riding’s farming sector using robotics and precision tech.
- Advanced materials & batteries: Local manufacturing can integrate new industries in Freeport zones.
- Automation in Logistics: Enhancing Humber Ports’ Competitiveness through Smart Warehousing.

Potential Threats:

- Competition for government R&D funding could favour larger clusters, leaving HEY SMEs behind.

Clean Energy Industries

To become a global clean-energy leader by 2035, the UK will double annual investment to £30 billion+, focusing on offshore wind, hydrogen, and CCUS, and create quality jobs nationwide.

Opportunities for HEY:

- Offshore wind & hydrogen: Hull’s port is central to these emerging sectors (e.g., Siemens Gamesa).
- Green jobs: Local training programmes feeding behaviour into HEY’s Work & Skills Strategy.
- Energy innovation: Use AI for grid and planning optimisation, aligning with Saltend energy plans.

Potential Threats:

- Rising energy infrastructure costs, possibly passed on to local firms, despite national levy reforms.

Digital and technologies

This plan aims to secure the UK’s position among the top three global tech hubs by scaling R&D, enhancing regulation, upskilling, and driving frontier fields such as AI, cybersecurity, quantum, and semiconductors.

Opportunities for HEY:

- AI deployment: Pilot AI systems in manufacturing and public-sector organisations.

- Cyber and digital skill growth: Build on low HEY qualifications, addressing digital exclusion.
- Tech cluster development: Expand digital and creative industries in Hull city.

Potential Threats:

- Risk of regional brain drain if professionals move to stronger tech hubs such as Manchester or Cambridge.

Creative Industries

Aiming to make the UK the top global destination for creative investment by 2035, this plan supports screen, music and games with new technologies, and backs resilience, diversity, and digital infrastructure.

Opportunities for HEY:

- Funding injections: Access to the £150 m growth fund to support Hull's gaming, media and digital arts.
- Creative AI: Develop local hybrid "create-smarter" programmes using ML in media production.
- Workforce diversity: Build entry routes for underrepresented coastal youth in creative sectors.

Potential Threats:

- Creative investment may cluster in larger cities.

Professional and business services

The UK aims for global dominance in professional and business services (PBS) by 2035—focusing on AI integration, expanding international qualification recognition, and establishing new export hubs.

Opportunities for HEY:

- AI in PBS: Encourage local accountancy, legal and consultancy firms to adopt AI via digital navigator initiatives.
- Export services: Position HEY-based PBS firms to support Humber port trade and logistics exports.
- New hubs: Explore potential for regional PBS hubs that exploit Hull's logistics links to Europe.

Appendix B - Major sectors, Sub-sectors and SIC Code

Sector	Frontier Industry	SIC Codes (where available)
Advanced Manufacturing	Advanced materials	Not easily represented
	Aerospace manufacturing	303 (Manufacture of air/spacecraft) & 3316 Repair and maintenance of aircraft and spacecraft
	Agritech	283 (Agricultural machinery)
	Automotive manufacturing	29 (Motor vehicles/trailers)
	Batteries	272 (Batteries/accumulators)
	Space	Part of 303 (limited capture)
Clean Energy Industries	CCUS/GGR	Not easily represented
	Heat pumps	Not easily represented
	Hydrogen	Not easily represented
	Nuclear fission	Not easily represented
	Nuclear fusion	Not easily represented
	Offshore/onshore wind	Not easily represented
Creative Industries	Advertising/marketing	7021 (PR/communications) 731 advertising
	Film/TV	591 (Motion picture/TV) 602 tv programming and broadcasting activities
	Music/performing/visual arts	592 (Sound recording), 8552 Cultural Ed, 90 Creative, arts and entertainment activities
	Video games	5821 (Game publishing) 62011 read-make interactive leisure and entertainment software development
Defence	Combat air	Part of 303 (limited capture)
	Complex weapons	Not easily represented
	Directed energy weapons	Not easily represented
	Drones/autonomous systems	Not easily represented
	Maritime capabilities	Not easily represented

Digital and Technology	Advanced connectivity	Not easily represented
	Artificial intelligence	Not easily represented
	Cybersecurity	Not easily represented
	Engineering biology	Not easily represented
	Quantum technologies	Not easily represented
	Semiconductors	Part of 2611 (limited capture)
Financial Services	Asset management/who lesale	663 (Fund management)
	Capital markets/retail investment	64191 (Banks) 6612 (Brokerage)
	Fintech	Not easily represented
	Insurance/reinsurance	6512 (Non-life insurance)
	Sustainable finance	Not easily represented
Life Sciences	BioPharma	Office for Life Sciences classification (non-SIC)
	MedTech	Office for Life Sciences classification (non-SIC)
Professional and Business Services	Accounting/audit/tax	692 (Accounting/auditing/tax consultancy)
	Legal services	691 (Legal activities)
	Management consultancy	702 (Management consultancy)
Foundation	Chemicals	20 (Chemical Products)
	Critical Materials	Broad
	Composites	Part of 2319/2399
	Construction	41 (Buildings), 42, (civil Engineering), 43 (specialised Construction)
	Energy Networks	3512 (Electricity Transmission), 3513 Distribution

	Material	2311-236 (Glass/ceramics/cement/concrete
	Ports	52101 (warehousing, 5222 (water transport) 52241 cargo handling
	Steel	241(iron/steel), 242 (steel tubes/pipes), 243 (steel processing)

Appendices C Work & Skills Strategy Outline and Performance Framework (Draft)

Draft Outline

The following provides an outline of the strategy – it is a basic structure:

Purpose: The strategy is for the setting of priorities to shape commissioning by the MCA and for partners to deliver against through their own strategies

Priorities & Key Sectors

- **Mayoral Priorities e.g** More people in rewarding work, More opportunities to have the right skills & More high value jobs
- **Strategic Priorities**
 - Prosperity/Local Growth Plan
 - Work & Skills Priorities e.g. Improving Productivity, ageing workforce, reducing Inactivity, NEETs and time out of work. Including Health Integration and GBW
- Key Sectors – identified in Local Growth Plan

Policy Context & Evidence Base

- This section will provide an outline of the main contextual information required for the strategy
 - National context: Labour market trends, ageing population, technology impacts
 - Policy Context: National Industrial Strategy, Skills England & Devolution, NHS 10-year Plan
 - Regional & Local Context: using the Skills Framework and other sources for the overall regional picture

Objectives

- Preparing for work - Post 16, reskilling & Employment Support
 - Post-16 - Increasing number of post-16 year olds working in key regional sectors through the following CEIAG, Apprenticeships, T-Levels and NEETs prevention/Reduction
 - Reskilling - Post-19 Level 3 and FCFJ to increase the overall number of level 3 qualifications to national averages.
 - Healthy Communities & Employment Support - providing routes to work for those who want it and increasing the support for those with health conditions to work. GBBW, Connect to Work and other support packages
- Growing at work - upskilling and work-based training
 - Technical & Vocational Skills: Needs to increase level 3, 4, and x5 technical skills in the region with a focus on key sectors alongside Health & Social Care
 - Supporting Competencies and Skills enabling all workers to operate in the modern workplace
- Supporting work - Interconnections, dependencies and conditionalities
 - Housing,
 - Transport,
 - Business Development
- Operational Levers
 - Growth & Skills Levy

- LSIPs
- ASF
- Health Integration & GBBW - employment support packages and support for healthy workplaces.
- UKSPF (or whatever comes next) - experimentation and community impact

Draft Measures

- These measures have been taken from the HEYCA Economic Strategy Framework as a basis for the measures of success which the strategy will work towards.
 - Intermediate and higher levels skills (% working-age population qualified at NVQ Level 3 and above and higher apprenticeship starts/achievements) (ONS, Department for Education DfE)
 - Total number of graduates/enrolments in higher education (Higher Education Statistics Agency (HESA)), Investment & Growth in R&D
 - Employment rate (ONS)
 - % in Full-time/part-time employment (BRES)
 - % economically inactive and reason for inactivity (ONS)
 - Average resident income (ONS)
 - Average income for advertised jobs in HEY (Lightcast)
 - Average gender pay gap (ONS)
 - Gross Disposable Household Income (ONS)
 - % of residents claiming out of work benefits (ONS)
 - % of households in fuel poverty (Department for Energy Security and Net Zero (DESNZ))
 - % achieving GCSE results 9-5 (DfE)
 - % of residents with no qualifications (ONS)
 - Number of NEETs (DfE)
- Operational strategies are expected to clearly articulate which of these measures they are addressing and how the funding will be used to meet those needs.

These measures will need to be discussed further. For example we will need to consider measures linked to health integration and the GBW LP requirements to avoid duplication and ensure alignment.



**Business,
Growth and
Skills Hub**



EAST RIDING
OF YORKSHIRE COUNCIL



Hull
City Council

Briefing Paper to the HEY Skills Board

Wards: All

17th July 2025

Horizon Scanning

1. 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.	Industrial Strategy	Skills	'The UK's Modern Industrial Strategy' is a 10-year plan to increase business investment and grow the industries of the future in the UK. The Industrial Strategy sets out how the Government are backing eight sectors with the highest growth potential.
2.	Skills England's analysis of priority sectors	Skills	Findings of Skills England's analysis and engagement with sectors on the growth and skills offer, and skills needs assessments for ten priority sectors.
3.	LSIP progress report	Skills	Annual progress report for the LSIP
4.	Public Sector Contracts	Skills	The proposals in this consultation aim to build on the changes introduced in the Procurement Act 2023 to ensure that public procurement plays its full role in delivering the Government's industrial strategy.
5.	Getting Britain Working - Construction	Skills	Industry commitment to recruit 100,000 more construction workers by the end of the Parliament. Partnership between Jobcentres and the industry to give more people the skills they need to start careers.
6.	Skills Bootcamps	Skills	Details of the grant funding awarded for Skills Bootcamps for 25/26.
7.	Free courses for jobs - Construction	Skills-	Additional funding allocated by DfE for 25/26 to deliver construction training places

8.	Jobs and careers service Pathfinder	Getting Britain Working	Launch of a new, locally led approach to jobseeker support in Wakefield, West Yorkshire. Further Pathfinders to be rolled out across the country this year.
9.	National digital skills and AI learning for secondary school students	Skills - AI	Launch of national "TechFirst" skills programme to unlock opportunities for young people in tech. Pupils across the country will be given the skills and tools needed to get the AI-powered jobs of the future.
10.	Skills in the Age of AI report	Skills - AI	A report which sets out a vision for equipping the UK with the digital and AI skills.
11.	Amazon Investment	Job creation	£40 billion investment, includes the new fulfilment centre in Melton.
12.	Carbon capture project Funding	Job creation	Carbon capture project in the Humber has received funding to progress.
13.	IT Reuse for Good Charter	Digital Inclusion	The Charter encourages organisations to change how they manage and dispose of IT assets, with the aim of increasing device donations to the 1.5 million people in the United Kingdom who lack access to a basic laptop, tablet and smartphone.
14.	10 Year Health Plan	Health	10 Year Health Plan for England
15.	Employment Rights Bill	Work	Roadmap of the Employments Rights Bill.

Policy Summary

1. Industrial Strategy and sector plans

[‘The UK’s Modern Industrial Strategy’](#), is a 10-year plan to increase business investment and grow the industries of the future in the UK. The Strategy will make it quicker and easier for business to invest and will provide the certainty and stability needed for long-term investment decisions.

The Industrial Strategy sets out how the government is backing eight sectors with the highest growth potential: Advanced Manufacturing, Professional and Business Services, Clean Energy, Creative Industries, Digital and Technologies, Defence, Financial Services and Life Sciences. [The Sector Plans for the first five of these sectors have been published alongside the Industrial Strategy](#), with others to follow.

2. Skills England

Skills England produced a report in September 2024, [Driving growth and widening opportunities](#), which outlined how skills can drive UK growth, along with an initial assessment of skills needs in the economy. Skills England has now developed this by providing an assessment of skills needs across a range of priority sectors. This [analysis](#) brings together a wealth of evidence, including economy- wide central projections, data from across government, and comprehensive bottom-up insights from employers. It summarises key insights from Skills England’s engagement and analysis on the new growth and skills offer and identifies key gaps in the current apprenticeship skills system, along with potential ways to address them.

Author:

Status:

Date: 09/07/2025

[Skills England priorities 2025 to 2026](#)

- Understanding future skills needs and improving the skills offer.
- Simplifying access to skills
- Mobilise and co-create solutions with partners – nationally, in key sectors, and across regions.

3. Local skills improvement plans annual progress report.

[Annual progress reports](#) for Local skills improvement plans (LSIPs) in each area of the country were produced in June 2025, the reports set out:

- which of the actions or changes in the LSIP had been achieved
- the impact and benefits of those actions or changes
- what still needed to be achieved in their area

Hull and East Yorkshire's LSIP Annual Progress Report can be found [here](#).

4. Public Sector Contracts Consultation

Creating high quality [British jobs and boosting skills](#) in local communities will be key requirements for companies to win contracts for major infrastructure projects, under proposals to be consulted on.

- Road, rail, hospital and school building contracts to create high quality British jobs and boost skills in local communities as part of Plan for Change.
- Plans under consultation will mean companies will need to show they can create opportunity and growth locally when bidding for public sector contracts.
- Overhaul will maximise benefits for working people a spart of the Infrastructure Strategy and Industrial Strategy.

The closing date for the [consultation](#) is **5 September 2025**.

5. Construction

An [Agreement](#) has been signed between the Construction Industry Training Board (CITB) and the Department for Work and Pensions to recruit 100,000 more construction workers per year by the end of the Parliament.

This is a major step in the government's drive to get Britain building and get Britain working as part of its Plan for Change commitment to build 1.5 million new homes, which is underpinned by £39 billion for affordable and social housing over ten years announced at Spending Review. More than 40,000 industry placements will be funded through a further £100 million from the government, alongside a £32 million contribution from the CITB.

6. Skills Bootcamp Funding

Skills Bootcamps have previously been funded through local grants or contracts managed by the Department for Education. From the financial year 2025 to 2026, DfE will directly fund [Mayoral Strategic Authorities](#) and other local areas.

Hull and East Yorkshire Combined Authority has been awarded £11,387,096. Details of the Hull and East Yorkshire Skills Bootcamps can be found [here](#). New Skills Bootcamps have recently been tendered and will be available from August 2025. Further opportunities will be procured in the Autumn and the Skills Bootcamp team are keen to engage with businesses across Hull and East Yorkshire to develop bespoke courses to upskill their staff.

7. Free courses for jobs expansion - Construction

DfE have expanded the [free courses for jobs \(FCFJ\)](#) offer to support providers to deliver more construction training. All providers with a non-devolved funded free course for jobs allocation 2025 to 2026, will receive a 20% uplift to their funding allocation.

This additional funding is to deliver construction training places, there is no ringfence in place for this funding, therefore providers who do not specialise in construction are free to put on other high-value courses found on the [national list](#). DfE have expanded the national list of qualifications eligible for this funding that providers can offer from 1 August 2025.

- [13 new reformed construction qualifications at level 2](#)
- 10 new reformed engineering qualifications at level 2
- 1 new reformed manufacturing technologies qualification at level 2

8. Jobs and Careers Service Pathfinder

A new, locally-led approach to jobseeker support [pathfinder](#) was launched in June in Wakefield, West Yorkshire. This is part of developing a new single and universal service to reform Jobcentre Plus and provide a stronger focus on skills and careers. This new service will involve bringing together Jobcentre plus and the National Careers Service as outlined in the [Get Britain Working White Paper](#)

The Jobcentre will test ideas to better work with employers, deliver services and get people into work. The reforms are aimed at involving local areas in the design of services and bring to an end a Whitehall-led, one-size-fits-all approach.

Following the launch of the jobs and careers service Pathfinder in Wakefield, further Pathfinders will be rolled out across the country this year as the Government drives forward with its plan to Get Britain Working.

9. AI Skills programmes

A new £187 million government “TechFirst” programme to bring digital skills and AI learning into classrooms and communities and train up people of all ages and backgrounds for the tech careers of the future.

The flagship strand of this programme “TechYouth” – backed by £24 million of government funding - will give 1 million students over three years across every secondary school in the UK the chance to learn about technology and gain access to new skills training and career opportunities. In each of the UK’s regions and nations, a local delivery partner will be selected by DSIT to run the programme and deliver activities to schools and colleges in local areas.

7.5 million UK workers are to gain essential AI skills by 2030 through industry partnership as major tech players including NVIDIA, Google and Microsoft back the Government’s skills drive.

Author:

Status:

Date: 09/07/2025

This package underpins the industrial strategy and also delivers on the government's manifesto commitment to create higher-quality training and employment paths.

10. Skills in the Age of AI' Report

A new report, '[Skills in the Age of AI](#)' from Policy Connect sets out a bold vision for equipping the UK with the digital and AI skills needed to thrive in our rapidly changing world. With AI transforming every sector, their recommendations span education, workforce development, and essential safeguards to ensure no one is left behind.

11. Amazon Investment

£40bn [Investment Plan](#) by Amazon over the next three years in show of confidence following Industrial Strategy launch.

- Amazon confirms £40bn investment plan for the UK over the next three years in vote of confidence following the Industrial Strategy
- Investment goes towards four new fulfilment centres in Melton, Northampton and East Midlands creating over 4,000 jobs across the sites.

12. Carbon Capture Project

Government has funded major [Carbon Capture projects](#) Acorn in Aberdeenshire and the Viking project in the Humber. Industry expects at their peak construction that Viking will support 20,000 jobs, including 1,000 apprenticeships.

13. IT Reuse for Good charter

The government has launched an [IT Reuse for Good charter](#) to address digital exclusion in the UK. The charter encourages organisations to donate pre-loved tech to individuals lacking access to IT devices like laptops and smartphones.

The charter aims to increase device donations to the estimated 1.5 million people in the UK who are digitally excluded. It sets out principles for organisations to follow, including ensuring devices are securely wiped, professionally refurbished and fit for purpose. The donated devices will be free of charge to those in need.

Organisations are encouraged to sign up and donate their first device within six months, with progress monitored through self-reporting.

14. Health

The Department for Health and Social Care announced on 25/06/25 [the 10 Year Health Plan](#) setting out how the government plans to tackle inequalities in people's health through fundamental reforms to the health system.

The government will take the NHS's founding principles – universal care, free at the point of delivery, based on need and funded through general taxation – and from those foundations, entirely reimagine how the NHS does care so patients have real choice and control over their health and care. Science and technology will be key to that reinvention.

Author:

Status:

Date: 09/07/2025

This plan relates to the work and skills agenda by:

- Joining up support from across work, health and skills systems to help people find and stay in work. Working with all ICBs to establish Health and Growth Accelerators models.
- Expanding mental health support teams in schools and colleges – and provide additional support for children and young people’s mental health through Young Futures Hub.

15. Employment Rights

The [Employment Rights Bill Implementation Roadmap](#) sets out timelines for measures in the Bill. Key measures in the will come into effect in 2026 and 2027, whilst further consultations are planned from this year into next.

The reforms are a key part of the Government’s Plan for Change - the mission to make the country fit for the future by kick-starting economic growth and boosting productivity.

Contact Officer: Chris Howell, Employment & Skills Manager, HEY Business Growth & Skills Hub.

Officer Interests: None.

Background Documents: None.



**Business,
Growth and
Skills Hub**



EAST RIDING
OF YORKSHIRE COUNCIL



Hull
City Council

Briefing Paper to the HEY Skills Board

Wards: All

17th July 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
			S	Apologies	Dorinda Guy	Verbal	To receive apologies from those Board members who are unable to attend the meeting.
			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.
			S	Minutes of Previous Meeting	Dorinda Guy	Minutes	To approve the minutes as a true and correct record.
			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.
			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.
			S	HEY Skills Strategy Update	OFFICIAL 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. To also include an update about the commissioning and procurements in the Sept agenda paper.
			S	Employability Skills Framework (Need to check with Alex Codd and Claire Watts)	Chris Howell and Andy Crossland	Discussion Item	To provide an update on the ESF as and when required.
(To be on Sept agenda)			S	Contractual Obligations	Chris Howell	Briefing Paper	To provide the Board with Contractual Obligation Items as and when required.
18.09.25	09.09.25	RON DEARING	N	Local Growth Plan Development	Ben Odams	Briefing Paper	To provide an update on the Local Growth Plan Development.
			N	Local Transport	Claire Hoskins (ERYC)	Briefing Paper	Rural Element of Transport.
			N	HEY Employability Skills Passport (Employment Passport Framework)	Chris Howell	Briefing Paper	To provide the Board with an update on the HEY Employability Skills Passport.
			N	Terms Of Reference	Ben Odams, Lisa Dixon and Mark Rogers	Briefing Paper	To provide the Board with the Terms of Reference.
			N	Skills Bootcamps	Chris Howell and Sharon Gamble	Briefing Paper	To provide the Board with information around the Skills Bootcamps.

			N	Work Experience Changes and Opportunities	OFFICIAL Chris Howell, Cllr Tock and Cllr Aitken	Briefing Paper	To provide the Board with Work Experience starting for Year 7 through to Year 12 and how as a region is this looked at.
Other Suggested items for addition							
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	
TBC			N	AI		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	
TBC			N	Adult Skills Fund (ASF) Readiness Submission including Draft Skills Framework	OFFICIAL	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	