



Agenda

Notice of a meeting of York and North Yorkshire Combined Authority

To: Mayor David Skaith
City of York Councillor Claire Douglas (Lead Member)
North Yorkshire Councillor Carl Les (Lead Member)
North Yorkshire Councillor Gareth Dadd
City of York Councillor Peter Kilbane

Date: Monday 22nd July 2024

Time: 3.00 pm

Venue: The Grand meeting room, County Hall, Northallerton

The meeting will be available to view once the meeting commences, via the following link - [York & North Yorkshire Combined Authority - YouTube](#) Recordings of previous live broadcast meetings are also available there.

Business

1. **Apologies for Absence**

2. **Minutes of the meeting held on 28 June 2024** (Pages 3 - 6)

3. **Declarations of Interest**

4. **Public Participation**

Members of the public may ask questions or make statements at this meeting if they have given notice and provided the text of questions to Elizabeth Jackson of Democratic Services, North Yorkshire Council (elizabeth.jackson@northyorks.gov.uk) no later than 12 noon on Thursday 18 July 2024. Each speaker should limit themselves to 3 minutes on any item. Members of the public who have given notice will be invited to speak:

- at this point in the meeting if their questions/statements relate to matters which are not otherwise on the Agenda (subject to an overall time limit of 30 minutes); or
- when the relevant Agenda item is being considered if they wish to speak on a matter which is on the Agenda for this meeting.

If you are exercising your right to speak at this meeting, but do not wish to be recorded, please inform the Mayor who will instruct anyone who may be taking a recording to cease while you speak.

5. **An Economic Framework for York and North Yorkshire Combined Authority** (Pages 7 - 62)

Report of the Head of Strategy

6. **York and North Yorkshire Skills Framework and Strategy** (Pages 63 -

Report of the Head of Strategy

- 7. Call for Projects** (Pages 113 - 138)
Report of the Head of Strategy
- 8. Approval of Brownfield Housing Fund Round 2 Projects (Phase 1)** (Pages 139 - 160)
Report of the Head of Delivery
- 9. Finance Update** (Pages 161 - 166)
Report of the Interim Director of Resources (s73 Officer)
- 10. Constitution Amendment - Adult Skills Fund Delegations** (Pages 167 - 172)
Report of the Deputy Interim Monitoring Officer
- 11. Pay Policy Statement** (Pages 173 - 176)
Report of the Head of Human Resources
- 12. Appointment of Head of Legal - Monitoring Officer** (Pages 177 - 180)
Report of the Head of Human Resources
- 13. Forward Plan** (Pages 181 - 186)
To approve the Combined Authority's Forward Plan
- 14. Urgent Business**
Any other items which the Chair agrees should be considered as a matter of urgency because of special circumstances

James Farrar
Chief Executive

Barry Khan
Interim Monitoring Officer

12 July 2024

Enquiries relating to this agenda please contact:

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York and North Yorkshire Combined Authority

**Minutes of the Meeting held at the Civic Centre, Harrogate
on Friday 28 June 2024 commencing at 3.00 pm**

Present: Mayor David Skaith in the Chair. City of York Councillor Claire Douglas, City of York Councillor Peter Kilbane, North Yorkshire Councillor Carl Les and North Yorkshire Councillor Annabel Wilkinson

Officers present:

YNYCA - James Farrar, Rachel Antonelli and Sara Jeffs

NYC – Richard Flinton, Barry Khan and Elizabeth Jackson

CA24-16 Apologies for Absence

An apology for absence had been received from Councillor Gareth Dadd and notification had been received that Councillor Annabel Wilkinson was to act as substitute for Councillor Dadd.

CA24-17 Minutes of the meeting of the Combined Authority held on 31 May 2024

The minutes of the Annual Meeting of the York and North Yorkshire Combined Authority held on 31 May 2024 were submitted.

Sara Jeffs, Head of Human Resources, reported that in relation to Minute CA24-12 paragraph 2 the word 'unanimous' should be replaced by the word 'majority' to reflect the decision of the interview panel. Barry Khan, Interim Monitoring Officer, confirmed that the clarification had been received following the meeting held on 31 May 2024.

Resolved (unanimously) –

That the minutes of the meeting of the Combined Authority held on 31 May 2024, as amended, be approved as a correct record.

CA24-18 Declarations of Interest

The Deputy Interim Monitoring Officer, reported that James Farrar had an interest in agenda item 5 and would leave the meeting room for consideration of the item.

CA24-19 Public Participation

There were no public questions.

CA24-20 Appointment of Head of Paid Service (Chief Executive)

Considered –

A report of the Head of Human Resources in which approval was sought for the final appointment to the role of Head of Paid Service, following the recent recruitment process.

Sara Jeffs presented the report and advised that under section 4 of the Local Government and Housing Act 1989 the Combined Authority was required to appoint an officer to discharge the functions of the Head of Paid Service. Following a recruitment process James Farrar had been appointed to the role of Chief executive and it was proposed that he now be appointed as the Head of Paid Service.

Resolved (unanimously) –

That the Combined Authority formally appoints James Farrar as the York and North Yorkshire Combined Authority's Chief Executive and Head of Paid Service.

(James Farrar left the meeting room for this item)

CA24-21 Committee Appointments and Representation on Outside Bodies

Considered –

A report of the Interim Deputy Monitoring Officer providing an update on the nomination of Members onto the Combined Authority's committees, the appointment of a Chair to the Audit and Governance Committee and making recommendations relating to the representation of the Combined Authority on Outside Bodies.

Rachel Antonelli, Interim Deputy Monitoring Officer, presented the report and advised that a paper intended for consideration at the May meeting of the Combined Authority had been deferred for further discussions. A nuance in the regulations for Combined Authorities meant proportionality related to political parties, not political groups, and the table at paragraph 3.2 set out the politically proportionate appointments for each political party. The political balance could be obtained through a number of scenarios and it was for the Combined Authority to determine its preferred option.

The two options for appointments to the Audit and Governance Committee and Overview and Scrutiny Committee were presented to the Combined Authority, and option 1 was set out in Appendix A to the report.

The Constitution of the Combined Authority provided for the Chair of the Audit and Governance Committee to be appointed by the Combined Authority. Councillor Claire Douglas proposed that City of York Councillor D Merrett be appointed Chair and this was seconded by Councillor Carl Les.

Resolved – that:

1. the following Members be appointed to the Audit and Governance Committee:

York and North Yorkshire Combined Authority Audit and Governance Committee

Member	Constituent Authority	Group
Councillor C Pearson	NYC	Conservative
Councillor C Lunn	NYC	Conservative
Councillor C Goodrick	NYC	Conservative
Councillor D Merrett	CYC	Labour
Councillor R Melly	CYC	Labour
Councillor P Broadbank	NYC	Liberal Democrat
TBC	CYC	Liberal Democrat
Councillor M Warters	CYC	Independent

(Unanimous decision)

2. the following Members be appointed to the Overview and Scrutiny Committee:

York and North Yorkshire Combined Authority Overview and Scrutiny Committee

Member	Constituent Authority	Group
Councillor R Foster	NYC	Conservative
Councillor S Watson	NYC	Conservative
Councillor A Williams	NYC	Conservative
Councillor M Rowley	CYC	Conservative
Councillor S Shaw-Wright	NYC	Labour
Councillor D Merrett	CYC	Labour
Councillor J Burton	CYC	Labour
Councillor E Pearson	CYC	Liberal Democrat
Councillor A Waller	CYC	Liberal Democrat
TBC	CYC	Liberal Democrat
Councillor L Burr	NYC	NY Independent
Councillor A Warneken	NYC	Green

(Unanimous decision)

3. Councillor D Merrett be appointed Chair of the Audit and Governance Committee

(Unanimous decision)

4. The following appointments be made to outside bodies for the municipal year 2024/25

York and North Yorkshire Combined Authority Skills and Employability Working Group

Member	Constituent Authority
Councillor Peter Kilbane	CYC
Councillor Robert Webb	CYC
Councillor Mark Crane	NYC
Councillor Annabel Wilkinson	NYC

Transport for the North

Committee	Member	Constituent Authority	Substitute	Constituent Authority
Transport for the North Board and Partnership Board	Mayor D Skaith	Y&NYCA	Councillor P Kilbane	CYC
General Purposes Committee	Mayor D Skaith	Y&NYCA	Councillor P Kilbane	CYC
Rail North Committee	Councillor P Kilbane	CYC	Mayor D Skaith	Y&NYCA
Overview and Scrutiny Committee	Councillor P Haslam	NYC	Councillor R Melly	CYC

(Unanimous decision)

The meeting concluded at 3.12 pm

COMBINED AUTHORITY MEETING

22 JULY 2024

An Economic Framework for York and North Yorkshire Combined Authority

Report of the Head of Strategy

1.0 Purpose of the Report

1.1 The report sets out a revised Economic Framework for the York and North Yorkshire Combined Authority, building on the previous Framework approved by the Combined Authority in March 2024 and incorporating the priorities of the newly elected Mayor. The Framework also sets out current activity, proposed delivery and investment to achieve the Framework's priorities.

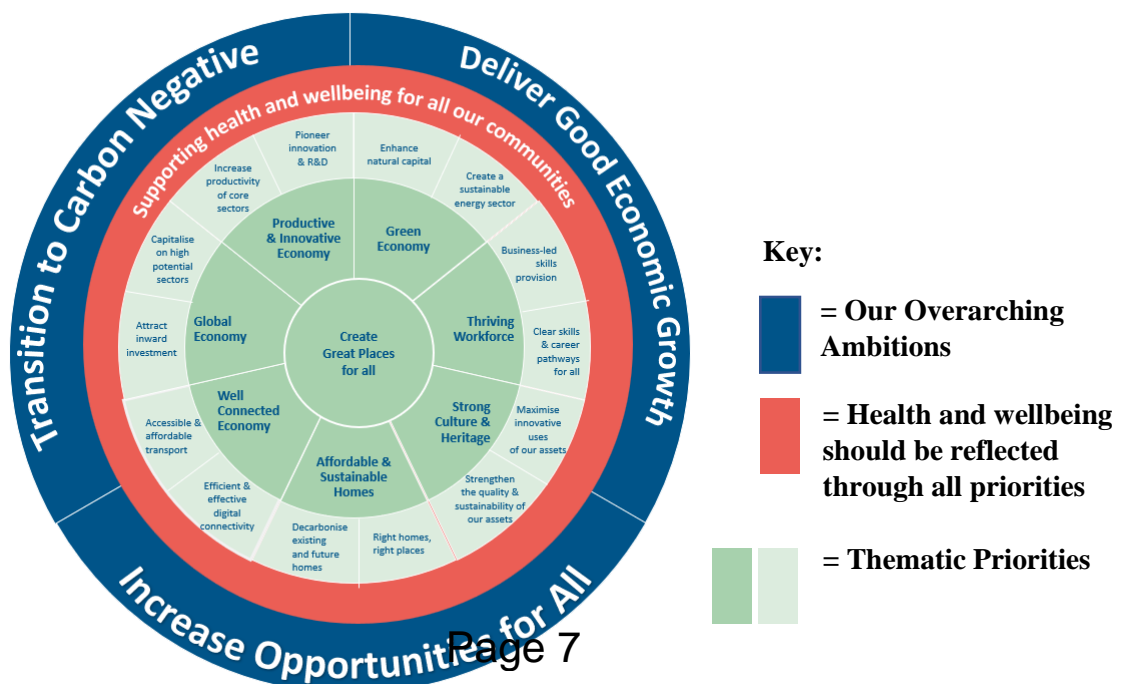
2.0 Recommendations

2.1 It is recommended that the Combined Authority approve the revised Economic Framework as a key strategic document.

3.0 Background

3.1 On 18 March 2024, the Combined Authority (CA) approved an Economic Framework. This document provided the initial priorities and direction for the CA, with the intention that it would aid decision-making and prioritisation around CA investment (such as the Mayoral Investment Fund). It was always intended as a Framework, not a full strategy, recognising that once a Mayor was elected, they would want to shape the focus and direction of the CA.

3.2 The below diagram sets out the original ambitions and priorities which were agreed by the Combined Authority:



3.3 The election for the Mayor of York and North Yorkshire took place on 2 May 2024. Following the election, the Mayor needed to be engaged on the Framework, particularly to ensure alignment with the Mayor's priorities. Some initial mapping was undertaken and a draft framework was created, which was included within the ['Mayoral priorities and budget update 2024/25' paper](#) submitted at the May 2024 Combined Authority Meeting. The paper noted that work would continue to develop these priorities over the months ahead and new, emerging priorities would be considered in a future report. Approval was not sought on this diagram in May as it was recognised that further work and consultations would be undertaken. However, this was included to support initial decision-making around the mayoral budget.

3.4 After engagement with the Mayor and CA members, alongside workshops with relevant Local Authority representatives, the diagram has been refined further and simplified. These consultations build on the work from the first approved Framework which was invaluable in finalising a final focus for the Combined Authority.

4.0 A Revised Framework

4.1 From the consultations, it was recognised that a number of amendments would need to be made to the Framework. These primarily included simplifying the Framework diagram and building on the previous work, rather than starting from scratch again.

4.2 A summary of the required changes is included below:

- There should be greater emphasis on communities with this sitting at the heart of the Framework and the focus on wider determinants of health will be incorporated into this theme. This would also provide a strong connection to Police, Fire and Crime colleagues that are now integrated within the CA.
- Given the scale of powers and investment devolved around transport, this should be an individual thematic priority. Digital is still a critical part of connectivity, but this is now reflected in a 'Place' theme as explained below.
- The 'Place' priority should now incorporate the 'Green Economy', 'Strong Culture and Heritage' and 'Digital Connectivity', as this is focussed on our key assets and infrastructure USPs (or challenges).
- The business and skills sections should be combined, reflecting their strong interconnectivity and the importance for skills to be business-led.
- Finally, housing remains the same as a separate thematic priority, given it's a major challenge for York and North Yorkshire.

4.3 The revised Framework diagram, for which approval is being sought, has been included below:



4.4 Although it is not identified as a thematic priority within the Framework diagram, reference is made to the need for the CA to champion York and North Yorkshire across all our thematic priorities. This activity will include, but is not limited to, the following:

- Joint working with other Combined Authorities and their Mayors;
- Ensuring York and North Yorkshire's voice is being heard when engaging with relevant government departments;
- Constantly pushing for the next best thing for York and North Yorkshire, including further investment from government and exploring a Devolution Deal 4.

4.5 Further detail on the thematic priorities can be found in the full Economic Framework document at 'Appendix A: York and North Yorkshire Combined Authority's Economic Framework', which also sets out some of the initial activity that the Combined Authority would like to undertake to support the thematic priorities.

4.6 This activity primarily includes:

- Delivery that has already been approved and is underway (e.g. Net Zero Fund, Brownfield Housing Fund);
- Strategy development to ensure the Combined Authority has a strong evidence base to help shape interventions that will be long-lasting and impactful, rather than quick, short-term fixes; and

- Proposed investment activity, including use of the Mayoral Investment Fund.

5.0 Next Steps

5.1 For the Economic Framework to be meaningful, it needs to be fully integrated into the Combined Authority, particularly around decision-making and prioritisation of activity. Therefore, there is a commitment to the following to deliver the requirements of the Economic Framework:

- **Strategy:** Build on the needs outlined in the Framework and ensure that the CA is strategic, evidence and plan led. The Framework provides the headlines, but further development work is needed to ensure investment is utilised for the most appropriate intervention.
- **Developing Opportunities:** Investment will be strategic led, so we will develop programmes and investment opportunities based on the needs in the Economic Framework and our findings from evidence.
- **Excellence in Delivery:** The CA will deliver programmes through our investment to ensure we make an impact and deliver on the ambitions of the Economic Framework.
- **Strong Strategic Partnerships:** Collaboration will be critical to deliver greater impacts for all our residents, so the CA will work closely with key local, regional and national stakeholders, particularly identifying opportunities to deliver shared ambitions.

6.0 Financial Implications

6.1 There are no direct financial implications from the approval of the Economic Framework. The financial implications will come when the Combined Authority starts investing in projects and programmes that deliver on the priorities of the Economic Framework.

6.2 However, it should be noted that the Framework will help prioritisation of investment for the Combined Authority.

7.0 Legal Implications

7.1 There are no direct legal implications arising from approval of the Framework. However, it will underpin future governance arrangements around how the CA will achieve these priorities. For example, Full Business Cases may be developed to incorporate the ambitions set out in the Framework.

8.0 Equalities Implications

8.1 It is not anticipated that the Framework will cause any negative impacts on equalities. An overarching ambition set-out within the Framework is ensuring 'Opportunities for All', which will be embedded in all activity undertaken by the Combined Authority. Communities also sits at the heart of the Framework.

9.0 Environmental Implications

9.1 It is not anticipated that the Framework will cause any negative impacts on the environment. An overarching ambition set-out within the Framework is a 'Transition to Carbon Negative', which will be considered in all activity undertaken by the Combined Authority. The Framework also recognises York and North Yorkshire's rural strengths and natural capital, which must be protected and enhanced, ensuring it does not deteriorate any further.

10.0 Combined Authority Areas Impacted (Council Areas/Wards/Divisions)

10.1 The Framework covers the whole of York and North Yorkshire.

11.0 Recommendations

11.1 It is recommended that the Combined Authority approve the revised Economic Framework as a key strategic document.

12.0 Reasons For Recommendations

12.1 The Framework will help the Combined Authority with prioritisation of future investment and activity.

13.0 Contact Details

For further information please contact the authors of this Report.

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Appendices

Appendix A: York and North Yorkshire Combined Authority's Economic Framework

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Page 13

Economic Framework

July 2024



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Version Control

Edit	Date
Draft submitted for Combined Authority Approval	22 nd July 2024

Page 14

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Contents

Foreword

- [Mayor of York and North Yorkshire](#)

Part 1: Introduction

- [Introduction](#)
- [Key Economic Headlines for York and North Yorkshire](#)
- [Economic Framework Summary](#)

Part 2: Three Overarching Ambitions

- [Transition to Carbon Negative](#)
- [Deliver Inclusive Economic Growth](#)
- [Opportunities for All](#)
- [Our 5 Thematic Priorities](#)

- [Prevention, Protection, Early Intervention](#)

Part 3: Thematic Priorities

- [Healthy & Thriving Communities](#)
- [Affordable & Sustainable Transport](#)
- [Vibrant & Sustainable Places](#)
- [Boosting Business & A Thriving Workforce](#)
- [Affordable & Sustainable Housing](#)

Part 4: Measures of Success

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Note: any data referenced within the Economic Framework is included within an Appendix 'Economic Framework References', which also includes the source and link to the data.

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Foreword

Page 16

Mayor of York and North Yorkshire

As the first Mayor for York and North Yorkshire, I am excited to take this role forward and start to make a positive impact for all our communities.

We are a trailblazer as the first Combined Authority spread across a large rural, coastal, and urban landscape. Our diversity of places is our greatest strength, and at the heart of my vision for York and North Yorkshire are healthy and thriving communities.

For York and North Yorkshire to work for everyone, and for us to reach our full economic potential, we need to tackle some of our biggest challenges. This means delivering more affordable housing and improving transport connectivity. We also need to ensure that every town, every high street is enabled to adapt to future needs as resilient and vibrant places. We want every business to thrive and be connected to the best talent to help them achieve their ambitions.

We also need to recognise the significant economic potential available to us when we connect our capacity for innovation with our land. York and North Yorkshire has a unique and powerful contribution to make to UK Growth and Net Zero targets. I want to ensure that as the economy grows, opportunities are made available for all; for every business to thrive, for every young person to achieve their greatest ambitions and for every community to reap the benefits.

We cannot achieve any of this alone and I am excited to lead change alongside our unitary council leaders in City of York and North Yorkshire. We are united in our ambition to achieve more for York and North Yorkshire.

The Economic Framework sets out the path forward for York and North Yorkshire as a vibrant place with opportunities for all. As we transition to a carbon negative economy, deliver inclusive, economic growth and ensure opportunities for all - our communities will remain at the core of our efforts.



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Part 1
Page 18
Introduction

Introduction

What is the Economic Framework?

The York and North Yorkshire Combined Authority approved and [published its first Economic Framework in March 2024](#), prior to the election of its first Mayor. The first Framework draft built on the strategic economic plans and policies of its two constituent local authorities, the [City of York Council](#) and [North Yorkshire Council](#).

With the election of the Mayor in May 2024, the Framework was revised, ensuring the Mayor's priorities were incorporated and putting communities at the heart of what the Combined Authority delivers. Strong collaboration with our constituent authorities and other stakeholders is integral to the Framework, recognising that working together will enable a greater impact for the residents of York and North Yorkshire.

The Economic Framework sets out the Mayor's and Combined Authority's ambitious plans for York and North Yorkshire.

Three overarching ambitions underpin the Framework and include:

- **Transition to Carbon Negative** - A carbon negative, circular and more resilient economy.
- **Deliver Inclusive Economic Growth** - A global, innovative, productive economy with strong and thriving businesses.
- **Ensure Opportunities for All** - A thriving and inclusive economy.

Why is the Economic Framework needed?

The Framework has been developed to provide the following:

- An outline of the key challenges and opportunities for the economy of York and North Yorkshire;
- An initial set of agreed priorities and direction for the York and North Yorkshire Combined Authority; and
- A basis for a set of key actions and headline delivery plans for the Combined Authority.

Who does the Economic Framework apply to?

The Framework's priority is to support the work of the York and North Yorkshire Combined Authority. However, it recognises that its ambitions will require collaboration and partnership working.

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Page 20

Key Economic Headlines

Productivity lags behind national levels - From 2004 to 2023, the average output was approx. 90.5% of the national average

Wage levels are below national levels, particularly along the coast and in rural pockets, and a proportion of residents commute out of the area for jobs that are better paid

~13% of people are still paid below the Real Living Wage

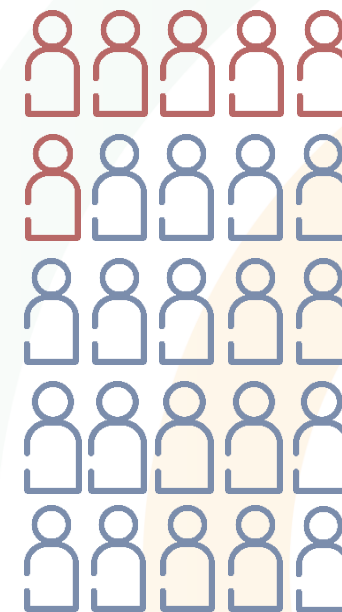
21% of people are employed in the 5 lowest paid occupations compared to 17% nationally

6% of neighbourhoods are in the 20% most deprived in England

For men, there is a 13-year gap for life expectancy between the healthiest and unhealthiest communities; and a 12-year gap for women

Decline in young people (aged 16 to 24) – from 2011 to 2022, there was a decrease of 6.3%

High levels of happiness – approx. 78% scored their happiness as good or very good in 2022-23



Ageing demographics - 24% of residents are aged 65 and over compared with a national average of 19%

A diverse economy with a strong business base that is predominantly made up of micro and small businesses

Signs of employment growth in higher skilled sectors

High Potential Sectors – Industrial Biotechnology, Manufacturing specialisms, Agritech, Creative and Digital, Healthy Ageing and Rail

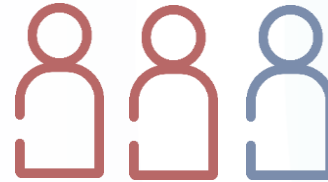
Core Sectors that significantly impact the economy – Food & Farming, Hospitality, Retail & Construction

Opportunity to pioneer the transition to carbon negative – through our natural asset base, our people and businesses

Higher than national average employment rates and low unemployment levels at 1.7% against a national rate of 3.8%



Some of the strongest qualification profiles in the North with 45.9% of residents qualified to RQF Level 4+

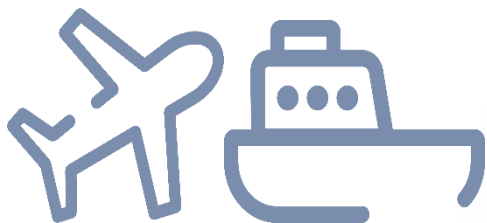


2/3 of employers have upskilling needs and 36% of employers have underutilised staff

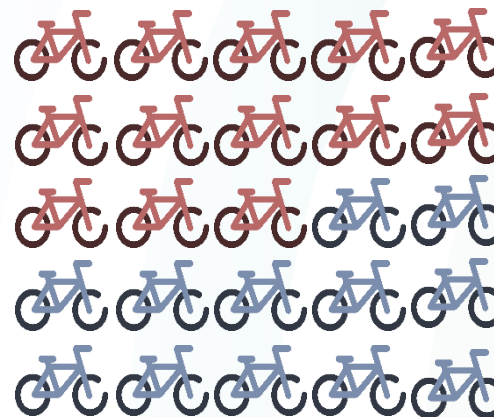
Shrinking labour market - increasing numbers of 'inactives', ageing demographics and a decline in young people



Strong rail connectivity -
York is also directly connected by rail to 150 cities, towns and villages across the UK



Strong access to ports, airports and key conurbations via neighbouring regions



Mixed use of active travel – in York, nearly 52% of adults walk or cycle for travel purposes at least once per week, whilst North Yorkshire drops to 31.5%

Transport is the biggest contributor to carbon emissions – 99% of vehicles have conventional fossil fuel engines

Significant number of journeys are taken by car compared to England's average – 85% in YNY compared to 78% in England

Connectivity varies greatly across York and North Yorkshire - There are some excellent connections, but many areas require significant improvement

YNY includes a **significant area of energy crops** and North Yorkshire is home to 27% of England's blanket bog

Renewable energy strengths, mostly based within Selby, which is the largest contributor to the UK's renewable electricity - ~8% in 2022

An abundance of heritage assets, ranging from prehistoric, Roman, Viking and medieval

 **2 National Parks & 3 National Landscapes**

Gaps within digital connectivity – some of our communities are in the 10% for worst 4G coverage within England

Unaffordable housing - York and North Yorkshire had an affordability ratio of approximately 8.8 in 2023, over 2.5x the amount considered affordable

York and North Yorkshire covers 6% of England and is **incredibly diverse, covering urban, rural and coastal communities**


Approximately 2/3 of building emissions are from domestic buildings

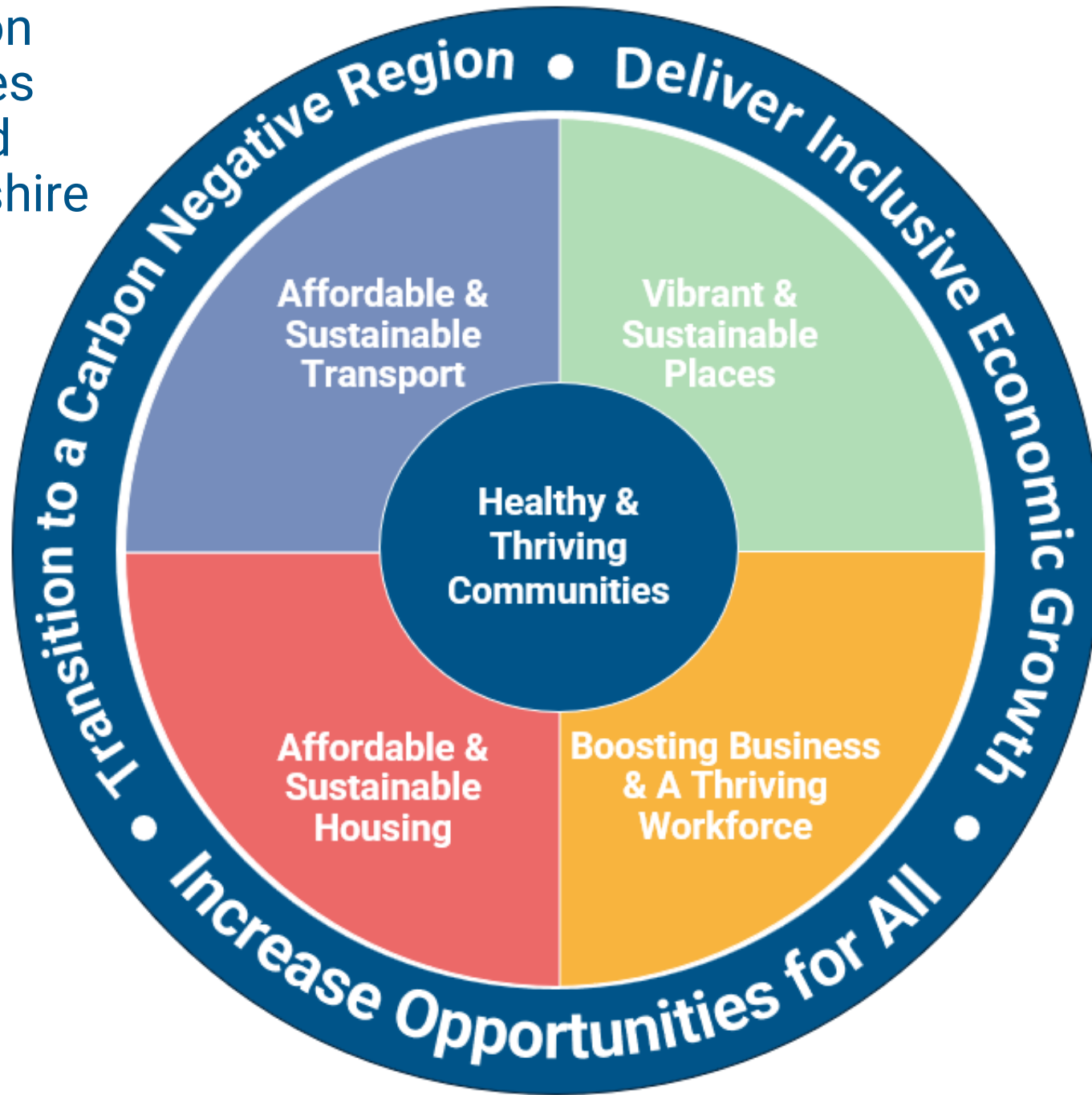
High private rents – in some areas, prices greater reflect the South than northern counterparts

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Economic Framework Summary

Page 25

Our Ambition and Priorities for York and North Yorkshire



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Champion York & North Yorkshire

Although it is not identified as a thematic priority within the Framework, **we commit to championing York and North Yorkshire across all our thematic priorities**. This is particularly important as economies don't stop at the York and North Yorkshire boundary so we need to look beyond this, which will include:

- Joint working with other Combined Authorities and their Mayors;
- Ensuring York and North Yorkshire's voice is being heard, amongst some of the larger, more established areas;
- Constantly pushing for the next best thing for York and North Yorkshire, including further investment from government and exploring a Devolution Deal 4.

Transition to a Carbon negative region

- Our ambition is to be England's first Carbon Negative region through a refreshed **Routemap to Carbon Negative**

Deliver Inclusive Economic Growth

- Our ambition is to deliver economic growth through a **10-year Inclusive Growth Plan**

Increase Opportunities for All

- Our ambition is to ensure that we create opportunities that benefit all our communities and businesses

Summary of Actions

Healthy and Thriving Communities

- **Develop a Cost of Living Recovery plan**
- **Deliver a community investment fund**
- **Strengthen our partnerships** with the Voluntary, Community and Social Enterprise Sector, Local and national Government, Health and Social Care Sector; and Police

Affordable and Sustainable Transport

- **Develop an ambitious Strategic Transport Plan** which will include: A Plan for Rail; A Bus Service Improvement Plan; An Active Travel Plan; An agreed Key Route Network
- **Deliver Investment in transport infrastructure**
- **Strengthen our strategic partnerships** with Local, Regional and National Transport bodies to enable us to deliver our transport ambitions for the region

Vibrant and Sustainable Places

- **Develop Strategic Plans for:** Coastal; Rural, Town, City and High Streets; Natural capital; Infrastructure; and Culture.
- **Deliver A Town Centre and High Streets Fund**
- **Deliver an investment programme to support our green economy**, including: Natural Capital; Energy; Circular Economy; Climate Adaptation
- **Strengthen our strategic partnerships** with York Central as an exemplar City redevelopment, Government bodies and the private sector

Boosting Business and A Thriving Workforce

- **Develop Strategic Plans** for Skills; Innovation; High Potential Sectors; Core Sectors; Business Infrastructure
- **Deliver a programmes to: boost business; attract new investment; and increase trade**
- **Deliver People and Skills Funding**, including: Adult skills Fund; Skills Bootcamps; and supporting people programmes
- **Strengthen our strategic partnerships** with Government Departments, private sector, Training and Learning Partners, Community and Social Enterprise Sector

Affordable and Sustainable Housing

- **Develop a 10 year Housing Investment Plan**
- **Develop & deliver housing investment programmes**, including the Brownfield Housing Fund
- **Develop a retrofit strategy and Investment Programme**
- **Strengthen our strategic partnerships** with Homes England, Local Housing Authorities, York and North Yorkshire Housing Partnership, Public Estates, Housing providers and other key housing agencies, Training providers

Our goal is to...

- **Raise living standards**
- **Reduce inequalities**
- **Create safer & sustainable communities**

- **Enable economic growth opportunities**
- **Unlock the potential of York and North Yorkshire**
- **Make our transport greener**

- **Maximise the potential of our places**
- **Stimulate local economic growth**
- **Make our places greener**

- **Boost business productivity & resilience**
- **Increase wages and higher-quality jobs**
- **Grow our skills base to meet economic needs**

- **Create the right homes in the right places**
- **Ensure that people have access to a good quality and safe home**
- **Make all our homes greener**

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Page 28

Part 2
Three Overarching
Ambitions

Transition to A Carbon Negative Region

A carbon negative, circular and more resilient economy

York and North Yorkshire is in a prime position to support national and global efforts to combat climate change, even going beyond net zero and becoming England's first carbon negative region. York and North Yorkshire can take advantage of the sustainability opportunities from both urban and rural settings. For example:

- Natural carbon capture and sequestration supported by the two National Parks and three National Landscapes and marine assets;
- Innovative pilot opportunities through our urban assets (including Retrofit One Stop Shop and Heat Network Zoning Pilots in York);
- Key sectors that support the agenda, e.g. electric bus manufacturers Alexander Dennis in Scarborough and Switch Mobility in Sherburn in Elmet, which are used on York's Park and Ride.

York and North Yorkshire is able to understand and pioneer the sustainability opportunities from both a rural and urban setting.

To date, significant progress has been made to reduce carbon emissions. However, there is still a long journey to achieve this ambition and tackle climate change. Without intervention or acceleration, there are massive economic risks, resulting from changes to our climate such as increased frequency and severity of flooding, increased temperatures, water shortages and rising

sea levels. Businesses could face disruptions on food production, damages to physical assets and destruction of ecosystems that underpin our key sectors (such as agriculture and tourism).

Pace and scale will be needed to reach our ambitious target of carbon negative, but the benefits will be massive for our communities, economy and our planet. York and North Yorkshire is ready to provide strong leadership on the climate agenda.

What is the economic opportunity?

The transition to carbon negative is not just good for the environment, but can also support our businesses, people and communities:

- New jobs (e.g. growth within the renewable energy sector)
- Increased public and private sector investment
- New skills (e.g. retrofitting requirements for the construction sector)
- Resilience for key sectors – agriculture, food and drink manufacturing, and tourism – all of which are extremely vulnerable to impacts of climate change
- Healthier people and communities (e.g. cleaner air, improved energy efficiency of homes)
- Cheaper, cleaner and more secure energy, a benefit for both businesses and residents

We will...

- **Refresh our Routemap to Carbon Negative, setting out the scale of ambition and the opportunities, actions, and investment required.**

Deliver Inclusive Economic Growth

A global, innovative, productive economy with strong and thriving businesses

Compared to many Northern counterparts, York and North Yorkshire has a strong economy, particularly driven by York's performance. But there is an opportunity to strengthen it further and tackle economic insecurity, attracting new investment and driving our businesses to be more productive, innovative and resilient.

The York and North Yorkshire economy is valued at £26bn in 2022. This is comparable to similar geographies and areas across the UK. However, productivity is behind national levels.

From 2004 (the earliest available data from ONS) to the latest in 2022, York and North Yorkshire's average productivity (as measured by GVA per hour worked) was 90.5% of the national average. In 2022, it reached 94.1%. The gap is primarily driven by North Yorkshire, which lags behind whilst York's productivity has historically been much closer, or above, national levels.

During this period, productivity for York and North Yorkshire remained on a positive trajectory, except a minor decrease in 2009 likely driven by the 2008 financial crash. Productivity has significantly grown over this period (49.6%), but the average annual growth was 2% with some years being somewhat stagnant.

York and North Yorkshire will not sit back and accept that stagnation, we're ready for an ambitious and

thriving future with York and North Yorkshire operating on a global stage. Our innovation, academic and sectoral assets will be the key drivers to deliver this – from our traditional, core businesses to our unique and growing sectors.

Our people, which makeup our highly skilled workforce, are also one of our biggest assets to achieve our ambitions, so we will continue to support and strengthen their continued development.

Food and farming is part of the DNA of York and North Yorkshire. From our significant agricultural sector across our rural geography to our major food manufacturing presence in York and along our major transport routes. Although the sector faces many barriers, it needs to be celebrated and supported. It could put York and North Yorkshire at the forefront of improving food security.

Retail and hospitality are also core sectors – these businesses make our high streets and towns vibrant and attractive places for our residents and visitors.

Our high growth potential sectors are varied, covering: Industrial Biotechnology, Manufacturing, Agritech, Creative and Digital specialisms, Healthy Ageing and Rail – each bringing an opportunity to attract new investment, create growth and also increase wages and support the transition to carbon negative.

Renewable energy is also a core sector to our decarbonisation ambitions. Most of the UK's renewable electricity is generated within York and North Yorkshire, but the market is still modest and could be massively

expanded.

The focus needs to be on long-term and sustained economic growth that supports all our residents.

What is the economic opportunity?

- New investment and growth in the economy
- Increased productivity levels
- Higher quality and higher wage job opportunities
- Increasing skill levels
- Better quality of life for residents
- Greater business resilience and productivity
- Shift towards a green economy

We will...

- **Develop an ambitious local growth plan that creates economic growth and opportunity for all.**

This will develop further the priorities set out in this economic framework establishing how we will increase innovation, productivity, resilience, and wealth creation with thriving businesses and a strong local economy playing its part in a growing the UK economy.

Opportunities for All

A thriving and inclusive economy

York and North Yorkshire has some of the most desirable places to live, work and visit. In 2023, Skipton, Harrogate and York were voted the top three happiest places to live in the region. However, this is not a consistent picture across the whole of York and North Yorkshire. The benefits of living and working within York and North Yorkshire are not felt equally across all of our residents.

Some of our communities are falling behind, and this is a result of varying factors.

For many, work doesn't pay enough, with wage levels in York and North Yorkshire lagging behind when compared to the national average. Underperformance is mostly concentrated along the coast and in rural pockets. Resident pay is stronger than workplace measures across all areas of North Yorkshire (although noting this trend is not reflected in York), indicating that a proportion of residents commute out of the area for jobs that are better paid.

There are people sitting within low-waged and low-skilled roles (around 13% of people are still paid below the Real Living Wage) with huge potential and transferable skills to move into our growing sectors. Our residents that sit at the lower end of the wage scale have limited resilience as a consequence and are most vulnerable to the Cost of Living crisis. The challenge of low wages needs to be addressed.

Even our well-paid workers are falling behind compared to national levels and there is a large

proportion of underemployed people. The highest paid jobs in the region are paid significantly less than the highest paid jobs nationally and this is the main source of the overall pay gap in York and North Yorkshire.

Low wages coupled with unaffordable housing could see many of our residents put at risk, as both house prices and private rents continue to increase. There has been a rise in homelessness nationally, which is also reflected here. The homelessness levels could even be greater with many people considered homeless going under the radar due to reliance on accommodation such as "sofa surfing", meaning they're not necessarily counted in statistics.

Unaffordable housing is exacerbated by high energy prices, so even our residents in social housing are facing the pressures of rising costs.

A lack of resilience within our communities will have detrimental impacts on the health and wellbeing of our residents, putting greater strain on NHS services, and leading to wider health inequalities. Tackling the social determinants of health, such as good jobs and good pay, will help close the gap between our richest and poorest areas.

We recognise that some of our inequalities exist between neighbouring communities and are not simply in our most isolated areas or concentrated along the coast.

Many inequalities often start early in life, particularly linked to education. York and North Yorkshire may

have some of the best qualification levels in the North, but 'Education, skills and training' is also the biggest contributor to the area's deprivation rating, particularly for children and young people. This is mostly concentrated in York and Scarborough.

All of our residents should have the opportunity to thrive – where they are born should not be a barrier. The scale of our ambitions are massive and we can't achieve this alone. Collaboration with key partners, such as Public Health and the Police (to name a few), will be critical.

What is the economic opportunity?

- Create a stronger, healthier and more resilient workforce
- Improve living standards and resilience for residents
- Encourage more people back into learning and the labour market and reduce labour shortages
- Higher quality, higher paid jobs

We will...

- **Ensure that people, communities and social value are central to the decisions, actions and investments we make as a Combined Authority.**

Our 5 Thematic Priorities

Healthy and Thriving Communities

Our communities sit at the heart of our ambitions. We want everyone to be able to thrive within York and North Yorkshire, but there are barriers for some of our residents across health, connectivity and low wages, to name a few. Our communities are key enablers to address these challenges, so we need to empower and strengthen them to drive solutions forward.

Our priority is to increase living standards, address inequalities and build **healthy and thriving communities**.

Vibrant and Sustainable Places

Our places make our region special. Expansive natural capital, coast, world-leading heritage and culture, distinctive towns and cities, offer great opportunities for growth and transitioning to carbon negative.

Our priority is to strengthen our places, support our high streets and town centres, and develop the green economy, creating **vibrant and sustainable places**.

Boosting Business and a Thriving Workforce

Our businesses and residents will be supported to reach their full potential. With a strong skills base, distinct core sectors and high potential sectors, there is an opportunity to position York and North Yorkshire as a global leader and increase investment, alongside higher wages and higher skilled job roles for all.

Our priority is to drive innovation and make York and North Yorkshire the ultimate trailblazer through **boosting business and a thriving workforce**.

Sustainable and Affordable Housing

Our homes are in high demand due to the attractiveness of York and North Yorkshire. But this has created a market of unaffordable and poor-quality homes, across all tenures, contributing to our carbon emissions.

Our priority is to build the right homes in the right places, improve the quality of properties and drive forward retrofit needs to create **sustainable and affordable housing**.

Sustainable and Affordable Transport

Our transport could unlock opportunities for residents, but for many it is a constraint and leaves York and North Yorkshire divided. Strong connectivity means access to education and training, employment and social inclusion, a major contribution to living standards and health and wellbeing.

Our priority is to improve connectivity for all, so residents from our city centres all the way to those in our most rural communities have equal access to **sustainable and affordable transport**.

Prevention, Protection and Early Intervention

Working closely with colleagues across Police, Fire and Crime and Public Health will be integral to the Framework

The Economic Framework primarily targets impacts for York and North Yorkshire's residents through economic drivers and investment. However, the thematic priorities of the Framework align with the wider determinants of health, wellbeing and safety.

Given the integration of the Office for Police, Fire and Crime Commissioner into the Combined Authority, there are even greater opportunities to work towards shared outcomes across economy, crime and health. This should also be aligned with the work of our Public Health colleagues and Local Authorities, alongside other key stakeholders working within health and social care.

A focus on prevention, protection and early intervention is just one mechanism to explore the overlaps between the economy, crime and health.

The success of an economy should not just be measured alone by how fast or how aggressively it grows, but also by how well wealth is created and shared. The CA's three overarching ambitions demonstrate the focus on businesses and productivity, but also the environment, our people and communities.

We will...

- **Build a close working relationship with our Police, Fire and Crime colleagues and explore opportunities for collaboration on shared outcomes, such as reducing social inequalities**
- **Engage with key stakeholders, such as Public Health, to address health and wellbeing outcomes through economic intervention**



City region
Rural powerhouse

Part 3
Page 34

Thematic Priorities

Page 35

Thematic Priority: Healthy & Thriving Communities



Healthy & Thriving Communities

York and North Yorkshire's opportunities and strengths are not shared equally across our communities

York and North Yorkshire is one of the most desirable places to live in the UK, and often excels compared to other northern counterparts. However, not all of our communities are in this position. Some neighbourhoods lag behind and are among the 20% most deprived in England.

Most of the deprivation is concentrated along the coast, but there are also neighbourhoods within York, Skipton, Harrogate and Selby, signifying deprivation is not simply coastal-based and can be in isolated pockets, often close to our most affluent areas. Although this only equates to 6% of neighbourhoods overall, we need to ensure that these people aren't left further behind.

The inequalities within York and North Yorkshire vary across multiple indicators, such as health, rural isolation, low wages and increasingly unaffordable housing, to name a few.

Good health is not evenly distributed across York and North Yorkshire. For men, there is a 13-year gap for life expectancy between the healthiest and unhealthiest communities; similarly there is a 12-year gap for women.

Our rural communities face challenges around isolation and accessibility to key services, whether that's employment, education or health services. Transport will be key enabler in addressing these inequalities.

Our older residents are likely to feel the impact of rural isolation to a higher degree and there is a significant number of older people in York and North Yorkshire.

24% of residents are aged 65 and over compared with national levels (19%). The only exceptions to this trend are York and Selby.

Those at the lower end of the income scale are also likely to suffer more from mobility issues and rurality. A lack of accessibility to opportunities risks driving away our young people.

Widening inequalities as a result of the 'Cost of Living' Crisis

There is a risk that any existing inequalities will worsen due to pressures from the 'Cost of Living' crisis. Inflation drastically increased across the UK during 2021 and 2022. The rate in October 2022 was the highest in over 40 years.

Rates are decreasing due to lower costs from gas and electricity. However, a slowing or falling inflation rate means that prices are rising more slowly than before; it does not mean that price levels are actually decreasing. So many of our residents may still be struggling with the impact of inflation.

The Bank of England increased interest rates to try and get the inflation rate back to its 2% target, but this has led to higher borrowing costs for households, particularly for mortgage interest rates. Within York and North Yorkshire, the impact from rising mortgages and rent has varied. There are high levels of households affected by mortgage increases within York (14%), Harrogate (14.5%) and Selby (17.9%).

Income is an important indicator to measure resilience against economic shocks such as inflation, with those at the lower levels of income typically hit the hardest.

Pay levels within York and North Yorkshire lag behind the national and regional average. This gap is felt more strongly within North Yorkshire, whilst York is much closer to the national level.

Evidence suggests that growing economic inequalities could also lead to poorer health outcomes and an increase in crime and anti-social behaviour.

Our communities and strong collaboration could be catalysts for change, leading to greater impacts across economy, safety and health

Collaboration will help us to ensure that we're meeting local needs, particularly addressing the unique and diverse requirements of our residents, but also collective efforts can amplify our impact. Whether that's working closely with our two constituent authorities, our Police, Fire and Crime colleagues, Public Health and the NHS, maximising voluntary and community sector organisations, or supporting our anchor institutions.

Community Wealth Building approaches have the potential to unlock and enable local expertise, knowledge, lived experience, assets and innovation to reduce inequalities, create opportunities and retain more wealth and opportunity for the benefit of local people.

We will empower our communities and provide them with the tools to implement change to create stronger, safer, more inclusive and more sustainable communities.

Healthy & Thriving Communities Activity

Our Goals are to:

- Raise living standards
- Reduce inequalities
- Create safer & sustainable communities

Our Actions	What does this include?
<p>Develop a plan to address the impacts of the 'Cost of Living' Crisis</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 37</p>	<p>An ambitious plan to reduce inequalities within our communities, which will address the challenges exacerbated by the 'Cost of Living' crisis. The scope of the plan is to be determined, but will likely include the following:</p> <ul style="list-style-type: none"> • Gap analysis of existing support to limit any duplication; • A strong evidence base to help shape interventions; • Identify and target our most vulnerable communities; • Identify the biggest impacts to our communities (e.g. deteriorating mental health, reduction in disposable household income, greater reliance on food banks etc.) and where the CA can best influence, recognising that some factors (e.g. inflation) are beyond our control; • Scope the role of the CA in supporting early prevention measures and partnership opportunities with Public Health and the Police; • Explore mechanisms to empower our communities to take ownership of solutions and opportunities, such as community wealth building approaches; • A project pipeline to help shape investment, in particular identifying projects that can become self-sustaining and don't require ongoing financial support. <p>The plan will be developed in collaboration with key stakeholders, covering the public and private sector (such as anchor institutions), to ensure a coordinated approach and avoid duplication.</p>
<p>Deliver a community investment fund</p>	<p>The priorities of the fund will be identified within the Cost of Living Recovery Plan, but the fund will seek to support the following:</p> <ul style="list-style-type: none"> • Voluntary, Community & Social Enterprise Sector • Community Wealth Building Initiatives • Encourage the growth and importance of volunteering • Early prevention measures <p>The fund will also explore additionality to existing investment, rather than duplication. For example, building on existing community funds.</p>
<p>Strengthen our partnerships</p>	<p>Engagement with key stakeholders operating within this agenda in order to work collectively and strengthen resources to address the cost of living crisis and achieve our ambition to increase opportunities for all. Stakeholders could include, but are not limited to:</p> <ul style="list-style-type: none"> • Voluntary, Community and Social Enterprise Sector • Health and Social Care Sector; and • Community Safety, Policing, Fire & Rescue and Criminal Justice Sector

Thematic Priority: Affordable & Sustainable Transport



Affordable & Sustainable Transport

Strong connectivity between our urban communities to pan regional, national and international markets

Transport is a key enabler for economic opportunities. Some of our residents commute outside of York and North Yorkshire to a range of areas, including Leeds in West Yorkshire and significant connections to the Humber for those in the South, whilst our Northern communities have strong links to Darlington and the Tessa Valley.

Many of our businesses are reliant on attracting employees outside the patch and the international connectivity through ports and airports in our neighbouring areas. We're close to 3 international airports at Manchester, Leeds/Bradford and Tees Valley. But it's not just our neighbours where connectivity is significant. York to London is less than 2 hours on the train.

There are excellent North-South connections by both road and rail and on the TransPennine route across to Leeds and Manchester. But it is in our built-up, urban communities, such as York, Harrogate and Northallerton, where connectivity is most effective.

Although Scarborough has a significant population, there are some constraints along the coast. There are high numbers of people travelling between Scarborough and York, but rail connectivity is limited, and road congestion is often a challenge, exacerbated

by tourism travel. Elsewhere, along the coast, transport options are even more restricted.

A lack of connectivity in our most rural areas could further drive inequalities within York and North Yorkshire

Connectivity varies greatly across York and North Yorkshire and can be very localised. There are some excellent connections, but many areas require significant improvement. The gaps in our connectivity are a big contributor to the inequalities between our communities, with many residents unable to reach services easily, from employment and training to social opportunities, all of which are important for health and wellbeing and the resilience of our residents.

Part of the challenge is the vastly rural geography of York and North Yorkshire. Many of our rural communities do not have easy access to trains or buses. Where public transport is available, it is often unreliable, includes longer journey times and is too expensive, making it unviable for many of our residents.

This pushes people to rely more on private car usage. But for some people, even this will not be an option, putting them further at a disadvantage.

Decarbonisation of our transport systems is critical to achieving the transition to carbon negative

Currently, transport is the largest emitting sector for York and North Yorkshire, particularly private vehicle use. More than 99% of vehicles have conventional fossil fuel engines with less than 0.5% of cars and vans plug-in hybrids or battery electric.

The transition to carbon negative will not be feasible without the decarbonisation of our transport systems. Alongside environmental benefits, it can also support the health and wellbeing of our residents through cleaner air and increasing active travel.

But changing our transport systems will not be easy. Alternative modes to traditional cars are not accessible to everyone. Electric vehicles are incredibly expensive and in some places the required infrastructure is lacking. Active travel can be difficult in rural communities and is often better placed for shorter journeys and flatter terrain. Similarly, public transport viability can be difficult in such a sparse and widespread geography.

Innovation with transport will be fundamental to unlocking our ambitions. We can no longer do things in the same old way.

Everyone within York and North Yorkshire should have the choice to go about their business in the most convenient and affordable way, wherever they are in York and North Yorkshire. Transport should help to unlock people's opportunities, not hold them back.

Affordable & Sustainable Transport Activity	
<p>Our Goals are to:</p> <ul style="list-style-type: none"> • Enable economic growth opportunities • Unlock the potential of York and North Yorkshire • Make our transport greener 	
Our Actions	What does this include?
<p>Develop an ambitious Strategic Plan for a more sustainable, affordable and accessible transport system.</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 40</p>	<p>An ambitious plan for transport in place by March 2025 which will:</p> <ul style="list-style-type: none"> • Significantly improve coast to country connectivity – developing a corridor approach connecting the coast to York and beyond and the coast to Tees Valley and beyond; • Address connectivity constraints West of York to Harrogate; • Connect YNY to neighbouring regions and beyond. <p>There will also be sub-plans developed by mode of transport, including:</p> <ul style="list-style-type: none"> • A Rail Plan to set out clearly how rail infrastructure and services will help to achieve our ambition for transport and ensure that railways are fit for future passenger growth; • Bus Service Improvement Plan will set out how we will work alongside bus operators to achieve the goals of the National Bus Strategy, which set out a plan to revolutionise bus services through simpler fares, new buses, improved routes and higher frequencies; • Active Travel Plan will identify how we can enable more routes to be taken via active travel, building on the strengths of our urban infrastructure and increasing accessibility within our rural communities; • Identification of the Key Route Network, which is a network of some of the most important roads in the combined authority area. <p>As part of strategic development, we will also explore the future powers and functions that we may need to achieve our ambitions, for example, bus franchising may be considered.</p>
<p>Deliver investment in transport infrastructure that supports our ambition for a better-connected York and North Yorkshire.</p>	<p>The priorities of the fund will be identified within the Transport Plan, which will ensure that transport infrastructure contributes to our three overarching ambitions. For example:</p> <ul style="list-style-type: none"> • Transition to Carbon Negative: investment that supports the decarbonisation of our transport systems, e.g. EV charging infrastructure, new or improved cycle paths and opportunities to increase active travel etc. • Deliver Inclusive Economic Growth: increased public transport services around key employment sites etc. • Opportunities for All: schemes that improve accessibility, particularly our most isolated communities, alongside schemes that will reduce costs. <p>We will work with key partners to identify key strategic projects and develop a strong pipeline.</p>

Our Actions	What does this include?
Strengthen our strategic partnerships to enable us to deliver our transport ambitions for the region.	Engagement with key stakeholders operating within this agenda, including: <ul style="list-style-type: none">• Local, Regional and National Transport bodies• Police, Fire & Crime colleagues to identify opportunities to create a safer whole transport system

Thematic Priority: Vibrant & Sustainable Places



Vibrant & Sustainable Places

York and North Yorkshire is a diverse geography, including urban, rural and coastal communities

York and North Yorkshire covers 6% of England and is incredibly diverse. At the centre is the city of York, the largest urban area within York and North Yorkshire, including 17% of our population.

Integrated closely with the York and West Yorkshire economies is Harrogate, the second largest population area (9%), a key economic centre that attracts significant residents, visitors and businesses.

York and North Yorkshire has an incredible coastline with a strong maritime history, a buoyant visitor economy, manufacturing base and emerging offshore renewables sector. Scarborough is one of our largest coastal communities and home to 7% of York and North Yorkshire's population.

Equally, the uniqueness of our places means not all of our settlements fit neatly into the classification of rural, urban or coastal.

The economy is also dominated by a number of distinctive market towns, such as Knaresborough, Selby, Skipton, Malton, Northallerton and Richmond, which play a significant role in community wellbeing and business growth. And many of our urban areas are surrounded by smaller, but still significant, settlements.

The diversity of York and North Yorkshire's geography makes it a highly attractive place to live, work and learn,

but our places also differ in terms of their success. Some areas are doing very well and have massively recovered since the Covid-19 pandemic, whilst others are grappling with significant challenges.

There are also a number of factors that could threaten many of our places, particularly our high streets. For example, the growth of online retail, the rise in home working since the Covid-19 pandemic, and the increased cost of living. We need to support our places to adapt so they can continue to be vibrant and sustainable.

Crime and safety is also a contributing factor to the attractiveness of our places with activity such as anti-social behaviour impacting our residents and our businesses. A whole systems approach should be taken to support our places.

Carbon storage and biodiversity improvement opportunities from our high potential natural capital assets

The natural beauty of York and North Yorkshire is one of our most distinct qualities. We have two national parks (North York Moors and the Yorkshire Dales) and three National Landscapes (Howardian Hills, Nidderdale and the Forest of Bowland), alongside marine opportunities from our coastline.

But the landscape is more than an attractive draw for tourists and residents. There are significant decarbonisation benefits from the natural capital

through sequestration and carbon capture. Restoring and protecting these assets could help us to decrease our greenhouse gas emissions, creating a healthier environment for our residents. Access to green space also provides health and wellbeing benefits.

Due to the rural nature of our region and our natural capital, we also have a significant presence of food and farming businesses.

Climate change is predicted to increase the frequency and severity of flooding, increase temperatures and cause water shortages, putting our land and these businesses at risk. We need to make changes now and protect our land, so that we can prevent and minimise the threat.

Local and national carbon emissions targets will drive growth in the renewable energy sector

York and North Yorkshire has renewable energy strengths, mostly based within Selby, which is the largest contributor to the UK's renewable electricity (~8% in 2022). Outside of Selby, the renewable capacity in York and North Yorkshire is modest.

Disproportionately low solar and onshore wind assets represent the lack of distributed generation in York and North Yorkshire. Despite having 3.4% of UK land and 1.24% of UK population, solar and onshore wind capacities are only ~0.8% and ~0.4% of the UK total, respectively.

We must expand our renewable energy capabilities rapidly to meet our carbon negative target.

Growth in this sector also provides employment opportunities for people that risk being displaced in some of our carbon-intensive, declining sectors. To enable this transition, training support for career changes and upskilling/reskilling will be critical. Growth and the transition to carbon negative will not be possible without the right people and skills.

Culture and heritage can be a catalyst for regeneration and economic growth

York and North Yorkshire has an abundance of heritage assets, ranging from the Prehistoric, Roman, Viking and Medieval. The diversity and distinctiveness that has developed over centuries combines to create an unmistakable sense of place and community identity.

Culture is also a major asset for York and North Yorkshire. Culture can mean many things to different people and is difficult to define, often interlinked with an area's heritage, creative industries and tourism. It can range vastly, covering art, music, film, literature, architecture, museums, theatre and sport.

These assets are integral to creating vibrant and sustainable places for a number of reasons.

They can provide recreational opportunities and the chance to socialise and connect, great for all ages of our communities, but particularly vital to help us to retain and attract young people. We need to give our

younger population an exciting reason to stay, otherwise we'll lose most to larger urban centres and this creates major challenges for our businesses and the future workforce.

There are major economic benefits from heritage and culture, particularly driving tourism. We're not short on hotspots for tourists, including UNESCO-recognised Studley Royal and Fountains Abbey, the York Minster and Whitby Abbey. These assets also employ a significant level of our residents.

Building sustainability of our heritage assets (buildings of historical construction (pre 1919) including homes and non-domestic buildings) is critical, both for the transition to carbon negative and to future proof these assets. Appropriate conservation will require specialist construction skills, such as stone masonry.

Limited digital connectivity, particularly within our rural communities

Digital connectivity is quickly evolving and improving, but some of our communities barely have access to basic services and are in the 10% for worst 4G coverage within England. Progress has been made, but there is much more to be done to close the gaps, particularly within our rural communities.

Digital solutions will only be possible if people have the capabilities to best utilise it. Many residents still face barriers to accessing services digitally and need support to improve their skills in order to access and use online services safely.

York and North Yorkshire's distinct geography is one of its biggest USPs, but it often means there isn't a "one size fits all" solution. We will take a place-based approach to ensure none of our communities are left behind, as we protect and enhance our key assets.

Vibrant & Sustainable Places Activity

Our Goals are to:

- Maximise the potential of our places
- Stimulate local economic growth
- Make our places greener

Our Actions	What does this include?
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 45</p>	<p>Strategies for each of the key geographical areas within York and North Yorkshire (including: Coastal, Rural, Town, City and High Streets), recognising the diversity of York and North Yorkshire and the need for tailored approaches. There will also be a focus on the long-term and lasting impacts rather than short-term solutions. Each strategy will include:</p> <ul style="list-style-type: none"> • Masterplans for key settlements • A vision for the area and identification of local priorities • Evidence base identifying the unique challenges and opportunities • Project pipeline / investment plan <p>We will work closely with our two local authorities, City of York Council and North Yorkshire Council, to undertake this action.</p>
	<p>Local Investment in Natural Capital Programme which will help us to:</p> <ul style="list-style-type: none"> • Understand how we can attract investment into natural capital that can restore and sustain the natural environment, whilst unlocking significant economic value; • Increase green finance for nature-based solutions such as tree planting and peatland restoration, and support farmers to access new private sector investments that increase resilience in the landscapes they manage. <p>We will be working together and with our key stakeholders with an ambition to deliver:</p> <ul style="list-style-type: none"> • a Land Use Assessment and Natural Capital Investment Plan (NCIP) • a pipeline of investible natural capital projects and piloting projects that test mechanisms for private investment • business cases for a self-sustaining Accelerator Programme and a local investment vehicle to reduce reliance on public funding
	<p>Explore the potential requirements of an Infrastructure Plan and whether this is a gap in achieving our ambitions. This could include infrastructure linked to energy, digital, business sites and transforming brownfield employment sites, for example. This would need to be scoped further before any commitments are made, particularly to avoid duplication with current plans (e.g. Local Area Energy Plans).</p>

Our Actions	What does this include?
Deliver A Town Centre and High Streets Fund	<p>This investment will be established to help drive growth and rejuvenate our towns so that our businesses can thrive. Recognising each area is unique and has different needs, the fund will explore opportunities for flexible approaches.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 46</p>	<p>The Net Zero Fund is a £7m investment, including capital and revenue, to support projects that can deliver significant carbon reductions and support carbon capture and sequestration, alongside</p> <ul style="list-style-type: none"> • create a pipeline of net zero projects that will drive economic growth • create jobs • reduce energy costs for businesses and communities • leverage further investment for the region
	<p>Natural Capital Investment which will support projects that will restore, enhance and protect our unique rural, marine and coastal environments, following these overarching principles:</p> <ul style="list-style-type: none"> • Ensure that food production is central to the approach • Support more resilient businesses (e.g., income diversification, “marketable products”) • A bottom-up, flexible approach that empowers farmers and other land managers to make their own decisions and ensures no one is left behind • Maintain and strengthen biodiversity for positive environmental impacts overall (e.g. avoid monocultures, support changes that benefit nature and landscapes) • Enhance coastal and marine management and develop connectivity with land-based initiatives.
	<p>Energy Investment will focus on creating a resilient power system that provides affordable energy to all with particular focus on the following:</p> <ul style="list-style-type: none"> • A mix of complementary technologies (e.g., co-locating renewables and storage); • Energy generation and storage is community-led and decentralised where possible to maximise benefits to local communities • Making the most of existing landscape and infrastructure – where possible, seeking multiple benefits (e.g., flood management, biodiversity) and avoiding land use conflicts • Creates high value and sustainable jobs
Strengthen our strategic partnership	<p>We will continue to develop close relationships with key stakeholders to support the following:</p> <ul style="list-style-type: none"> • the York Central development to be an exemplar of City redevelopment • support good place-making, particularly across key development sites, new developments and regeneration schemes • our ambition for a carbon negative region • our places are all fully digital enabled • The potential of our world class heritage and cultural offer

Thematic Priority: Boosting Business & Thriving Workforce



Boosting Business and a Thriving Workforce

Strengthen the resilience and productivity of our core sectors, particularly to adapt to climate change impacts

The York and North Yorkshire economy does not rely on one singular industry. All our businesses play an important role. But some sectors are more vulnerable and need to adapt to future trends, particularly due to pressures from the climate crisis, digital advancements and changes to our high streets. By acting now, we're ensuring our businesses are primed and able to overcome these challenges.

Food and farming are sectors traditionally associated with York and North Yorkshire. Although employment is low overall in farming, we have 4x the proportion of businesses here than England and nearly 80% of our land is being used for a variety of farming, covering a range of arable and livestock. With a distinct coastline, aquaculture also has a unique role within York and North Yorkshire, both as a business opportunity but also to support carbon capture.

Farming is clearly a significant asset, supporting our large food and drink manufacturing sector and it provides the **opportunity to strengthen food security** within the UK. We need to support the food and farming sector to manage the risks of climate change as one of the most exposed sectors to increased flooding, drought and heat waves. We could be the trailblazer area for new ideas and support national needs.

Every business has a part to play in delivering net zero and beyond to carbon negative. York and North Yorkshire's ambition will provide our businesses with distinct advantages, from accessing new markets and saving money, to improving public perception and attracting talent.

Tourism is also important to York and North Yorkshire. We have a significant employment base, particularly accommodation and food service activities which employs 12% of our labour market. The sector is extremely multifaceted and can offer a range of opportunities for young people to develop meaningful careers.

Viewing tourism at a York and North Yorkshire level provides an opportunity to bring the full subregion together and strengthen our offer, retaining people for longer and increasing their spend.

Alongside **food and farming and tourism, retail** is a large employment sector and plays an integral role in the quality and attractiveness of our high streets and towns.

The **Construction** sector could make massive contributions to our ambitions to be carbon negative, as retrofitting needs are massive across our building stock. But industry isn't maximising this opportunity right now. We need to bring more "green" skills into this sector by showing businesses a clear pipeline of demand.

Development of our high potential opportunity sectors could put York and North Yorkshire on the global stage.

Alongside our valuable core sectors, there are a number of USPs within York and North Yorkshire that, if developed, could be major assets, driving productivity, high wage jobs and supporting the transition to carbon negative.

The sectors include the following:

- **Agri-tech** includes any science-based, technology-based, or practice used to improve productivity and sustainability of agriculture, horticulture, aquaculture, and forestry.
- **Rail** subsector priorities include: digital rail/signaling; train operating companies; infrastructure maintenance; civil engineering consultancy; electrification; green rail technology.
- **Manufacturing specialisms** in food and drink, bus and transport innovation, engineering, future materials and processes.
- **Creative and Digital specialisms** within: creative innovation & research (e.g. heritage tech); digital transformation; and AI and safe autonomy.
- **Industrial Biotechnology** with subsector expertise and focus areas to include: high value bio-renewables/low value, high volume bio-renewables; biorefining, waste valorisation.
- **Healthy Ageing** is a focus due to our ageing population and the opportunity to be part of the whole Northern Life Science and Health cluster.

A key strength to these assets is our high-performing academic institutions, research and development facilities, innovation and sector specialisms. These assets can support our businesses to be more resilient, productive and innovative.

And supporting these sectors is a strong presence of Business and Professional Services in York and North Yorkshire, including notable organisations such as Aviva, TSYS, VocaLink and others. There's a large number of people employed in these sectors, undertaking high value work (particularly in York, Harrogate and Skipton).

Build on global recognition to increase investment and export capabilities of our businesses.

Inward investment, from foreign and indigenous businesses, can make a significant contribution to a local economy, from job creation and wages to productivity gains and encourage innovation and R&D. To increase this and build on the global brand recognition of our places and products, York and North Yorkshire needs to be promoted as a destination for people to invest, do business, live, work, study and visit. Place branding and recognition also plays an important role in developing export opportunities and trust in our products and services.

Major developments and the creation of high-quality workspace in York and North Yorkshire often bring new exciting businesses and sectors to the area. This is one of the main drivers for investments such as York Central and along the A1 corridor and in Selby.

Ensure all our residents have a clear and accessible career pathway, no matter their age or the stage they are at in their career

Finding the right career can be a challenge at any age. From those looking to enter the job market for the first time, including our graduates; or someone at a later stage looking to have a career change. Those experiencing social inequalities (e.g. excluded from school, victims of crime, unemployed, homeless, offenders etc.) may also find it challenging to understand their career pathways.

But this doesn't have to be a daunting prospect for people. Having the right, high-quality Careers Education Information Advice and Guidance (CEIAG) in place will help to remove this pressure.

Supporting people into jobs could also help combat our labour shortages. Over the last 5 years or so, York and North Yorkshire has had a consistently low unemployment rate, but York and North Yorkshire faces a tightening labour market. This has been partly a result of an ageing population and decline in young people (with exceptions for York and Selby), alongside increasing numbers of inactives.

Given our largely older workforce, they are critical to bridging employment gaps and we need to retain them for as long as possible. This could include a change in career, such as becoming a training instructor for people looking to enter the sector – something that is in high demand for the construction sector, but it is difficult to attract the professionals.

It's also important to help people to identify the different career pathways that exist and recognise that university is not the right route for everyone. Apprenticeships are an alternative option and provide employers the opportunity to invest and grow their own skills.

Create a skills system that is business-led, easy to access and navigate and responsive to emerging opportunities in core sectors, such as Green and Digital Skills

York and North Yorkshire performs strongly in terms of its qualification profile, with York having the highest skills levels of any city in the North of England. But these skills don't always address the needs of industry and changing trends mean upskilling and reskilling is needed.

The skills system needs to be able respond to a range of demands - from specialist and technical skills; to supporting residents to progress from basic level skills through to higher level skills.

Transferable skills will be increasingly important for those transitioning into emerging sectors or for those displaced from contracting sectors.

The transition to carbon negative offers the opportunity of new jobs (e.g. in renewable energy sector) and new skills (e.g. retrofitting requirements for the construction sector). New technologies and increasing digitalisation are transforming the world of work. Digital skills are very much a core skill, equivalent in importance to literacy and numeracy and needed for most jobs.

The skills system must support this range of provision if York and North Yorkshire is to develop and sustain a highly skilled workforce.

Flexibility in the system must also extend to the modes of delivery, particularly as inability to release staff for training is a key constraint for employers. Given the rurality of York and North Yorkshire and the challenges we face with transport and connectivity, there is a real place for online provision.

Create healthy workplaces

Absence from work due to sickness has grown since the beginning of the pandemic, particularly in those aged 50 and older. Across York and North Yorkshire more and more people are unable to work due to poor mental health and musculoskeletal problems.

Effective training and support for employers can help to safeguard the health and wellbeing of their staff, support them to make reasonable adjustments and retain employees. Inclusive workplaces can unlock the potential of staff who are neurodiverse, disabled or experiencing mental health challenges. Health and wellbeing at work has never been more important to recruitment and retention.

We will make York and North Yorkshire a trailblazer. Whether that's being at the forefront of our high potential sectors or boosting our core sectors and addressing national challenges such as food security. Alongside leading innovation within skills and training to address challenges and maximise the opportunities from new and developing sectors.

Boosting Business and Thriving Workforce Activity

Our Goals are to:

- Boost business productivity & resilience
- Increase wages and higher-quality jobs
- Grow our skills base to meet economic needs

Our Actions	What does this include?
<p>Develop Strategic Plans that drives up productivity, decarbonisation, skills and investment</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 51</p>	<p>Skills Strategy which will set out the following:</p> <ul style="list-style-type: none"> • Build on existing strategies and research including York Skills Strategy, North Yorkshire Plan for Economic Growth, Local Skills Improvement Plan (LSIP), UKSPF Investment plans for York & North Yorkshire as well as the suite of recent research reports produced by the former York and North Yorkshire Local Enterprise Partnership including the Routemap to Carbon Negative. • Reflect the opportunities and challenges facing York and North Yorkshire • Incorporate changes in the skills and funding landscape including devolution of Adult Skills Fund (ASF) • Align with wider provision: including DWP, National Careers Service, Apprenticeships, 16-19 provision, Technical and Vocational education and Higher Education
	<p>Innovation Strategy which will build the evidence base and recommendations around how to increase innovation and R&D activity within York and North Yorkshire. This activity will include business engagement and close collaboration with the Department for Science, Innovation and Technology, the Department for Business and Trade and UKRI/Innovate UK.</p>
	<p>High Potential Opportunity Sectors Plans will set out the assets and opportunities to drive forward sectors that will support our overarching ambitions. This will include the following sectors and help to build a trade and investment pipeline: Agritech, Industrial Biotech, Creative & Digital technologies, Manufacturing, Healthy Ageing and Rail.</p>
<p>Deliver a programme of activity to boost our core sectors</p>	<p>Growth Hub specialist support team: The Growth Hub team has an overarching objective to provide specialist support to businesses operating in any sector and of any size, from pre-start to well established across York and North Yorkshire. That support typically involves acting as a trusted advisor to business owners and senior leaders, providing them with specialist information about products & services plus introductions to third parties. Our ambition is to deliver positive impact in the businesses we support, collaborating with public and private sector partners across the region, and highlighting success stories to our business communities.</p>

Our Actions	What does this include?
<p>Deliver a Programme of activity to boost our core sectors</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 52</p>	<p>Deliver specialist Business Support Programmes including:</p> <ul style="list-style-type: none"> • Made Smarter: support to help manufacturing businesses adopt new technology, covering a range of bespoke advice on anything from skills and leadership to innovation strategies. The programme also runs roundtable events with leading industry figures to discuss key topics (e.g. skills, recruitment, government policy and support etc.) and works closely with the local universities to develop knowledge transfer partnerships. • Grow Yorkshire: support and resources to help farmers and food businesses across the region with a strategic remit across environment, innovation, skills and wellbeing. • Enterprise Centre: locally based business support services including at York St John University, the Enterprise Centre provides office space, practical support and expert advice. • Shared Prosperity Fund Programmes: The Growth Hub delivers a range of business support and development programmes funded through the UK Shared Prosperity Fund. • Specialist Programmes: including Skills and Workforce Development, Net Zero and Energy Cost Reduction, Digital and Tech Adoption, and Pre-start Enterprise Advice to meet the needs and challenges of local businesses. • International Trade and Exports: supporting our businesses with Department of Business and Trade, to reach opportunities for new overseas markets and realise growth.
<p>Deliver a Programme of activity to invest in our high potential opportunity sectors; and increase trade and investment</p>	<p>Deliver Trade and Investment support services to increase business investment from inside and outside the region. This includes 4 programmes:</p> <ol style="list-style-type: none"> 1. Inward Investment Service: Manages the regional relationship with DBT Investment and HM Government’s Office for Investment. Designed to unite and manage regional partners to deliver a client focused “one stop shop” concierge service to attract businesses to choose York and North Yorkshire for investment 2. High Potential Sector Programme: Defining, developing and marketing our high potential sectors and assets to attract and target future investment from around the world. 3. Key Account Management: Actively supporting the most influential business in the region to feel valued and encouraged to remain and grow. 4. Invest in York and North Yorkshire: Partnership & Marketing development to coordinate stakeholders and maximise regional resource to maximise inward investment

Our Actions	What does this include?
<p>Deliver People and Skills Funding</p>	<p>Investment will boost apprenticeships, simplify the skills system, address specific sector skills needs, and widen careers information and advice to all ages. Funding will include:</p> <ul style="list-style-type: none"> • Adult Skills Fund (ASF) which Government will fully devolve to York and North Yorkshire Combined Authority from academic year 2025/26. ASF supports the delivery of education and training to people aged 19 and over to provide the skills and learning needed to progress into, or within, work; or equip them for an apprenticeship or other learning. The devolved ASF will enable more place based flexible tailored programmes to help YNY residents to engage in learning, build confidence, and enhance their wellbeing. • York and North Yorkshire Careers Hub, which brings together schools, colleges, employers, and apprenticeship providers. The goal is to make it easier for schools and colleges to improve how they prepare young people for their next steps. • Skills Bootcamps offer a wide range of courses in areas such as digital marketing, construction, and green energy – reflecting the diverse needs of the modern economy. Skills Bootcamps are free, flexible courses of up to 16 weeks for adults aged 19 or over. They give people the opportunity to build up valuable sector-specific skills based on local employer demand and provide a direct path to a job on completion. • Shared Prosperity Fund Programmes: The Combined Authority delivers a range of people & skills support programmes currently funded through North Yorkshire Council’s Shared Prosperity Fund.
<p>Strengthen our strategic relationships</p> <p>Page 53</p>	<p>Develop our partnerships to achieve our ambition for economic growth with the following:</p> <ul style="list-style-type: none"> • Government Departments, such as the Department for Business & Trade and the Department for Education; • Individual businesses and business networks; • Training and learning providers; • Community and Social Enterprise Sector • Local Visitor Economy Partnership

Thematic Priority: Affordable & Sustainable Homes



Affordable & Sustainable Homes

Housing is a key enabler of everything – building the right homes in the right places will improve the health and wellbeing of our residents, it will support the next generation of workers, it will contribute to carbon negative targets and support the construction sector. But there are challenges to address and the picture of housing demand is complex

Our residents have a wide range of housing needs, and it will be a complex challenge to address all of these.

Recognising the high numbers of older people across York and North Yorkshire, it is important that new housing supply is both accessible and adaptable to enable people to stay living within their own homes at different life stages. Safer and accessible homes also means reduced pressures on health and social care services.

Housing also needs to be targeted at our younger households so that they can stay living in York and North Yorkshire, particularly in our rural communities where there is the biggest decline in young people. This is critical to develop the next generation of workers, which will address skills and labour shortages.

A variety of homes is needed to suit different needs – for example, it is not necessarily the ambition of all our residents to buy a house. There is high demand for rental accommodation, but this can lead to high rental values and poor-quality accommodation. There is a lack of security for renters.

The rise in homelessness has led to a marked increase in the need for temporary accommodation at a time when the supply of private rented accommodation is under pressure. The cost of temporary housing is massive and there are limited alternatives to social housing. In addition, there is a shortage of specialist housing provision to meet specific needs.

When addressing housing needs, we need to ensure all our residents are considered, including those experiencing potential social inequalities (e.g. excluded from school, victims of crime, unemployed, homeless, offenders, those experiencing mental health challenges etc.).

Creating more homes for people is one challenge to overcome, but these also need to be in the right places with access to services (employment, transport etc.).

The increasingly unaffordability of homes is driving young people and working age households elsewhere

There is an affordability challenge for many areas of York and North Yorkshire. Many of our workers can't afford to stay here and we're seeing a decline in the young people that live here.

The challenge isn't only for first time buyers, as average rents are also unaffordable in some places, particularly in the city centre of York, where prices much closer reflect the prices within the South-East. The mean monthly cost of rented accommodation in York in May

2024 was £1,103, nearly a 13% increase from the previous year.

High rental costs mixed with low wage levels means that rented accommodation is equally unaffordable for residents.

Affordability is heavily impacted by the number of second homes and holiday lets in our most popular tourist spots, together with the high cost of delivering new affordable rural homes means that ensuring a supply of new homes is vital to the sustainability of our rural communities.

Decarbonisation needs of our housing stock will support our people through improvements to comfort, cost and carbon reductions, whilst providing a pipeline of projects for the construction sector

There will be a large demand for retrofitting within York and North Yorkshire due to its current housing stock and this need applies to all tenures.

York and North Yorkshire contains a large proportion of homes that are very old (pre-1919); typically these are less well insulated and often more difficult to retrofit. As a result, York and North Yorkshire has a high proportion of homes with poor thermal efficiency – around 68% of homes have an EPC rating below C.

Improving the efficiency of our homes creates an opportunity for the construction sector from both a skills and employment perspective and means warmer homes and reduced costs for our residents. Skills opportunities could include the development of a Construction Skills Village, extending on the existing training within Scarborough and bringing this to York, but supporting further afield into North Yorkshire as well.

Alongside decarbonisation of our current housing stock, building sustainable homes for the future is also critical. Sustainable building methods should be prioritised, particularly given the scale of carbon emissions produced using concrete. Building more homes could be at odds with our carbon negative ambitions unless we ensure sustainability within

construction.

Housing underpins all our economic ambitions. All our residents should have equal access to affordable, high-quality and sustainable homes. We will be proactive about housing development and work with key private and public sector bodies to champion change in this sector.

Affordable & Sustainable Homes

Our Goals are to:

- Create the right homes in the right places
- Ensure that people have access to a good quality and safe home
- Make all our homes greener

Our Actions	What does this include?
Develop a 10 year Housing Investment Plan	<p>The Housing Investment Plan will identify the strategic housing needs of York and North Yorkshire to ensure that the right homes are built in the right places, enabling us to facilitate more affordable and sustainable homes. For example, exploring opportunities of homes built around train stations or the significant opportunities from MoD sites. We will also review how we can balance the challenges of sustainability and quality Vs affordability.</p> <p>Housing can't be viewed in isolation and is a key enabler of many of our ambitions, so placemaking will also be integral to the Housing Investment Plan, alongside quality and design.</p> <p>This will be developed in close collaboration with our two local authorities, housing associations and other stakeholders. This strategy will closely align with our Retrofit Strategy.</p>
Deliver housing investment programmes	<p>Investment will be made into projects that enable new affordable and sustainable homes. For example:</p> <p>Brownfield Housing Fund: a commitment of £12.7 million to support the building of up to 1,000 homes. Priority was given to projects that enable the following:</p> <ul style="list-style-type: none">• Unlock brownfield land• Support provision of affordable housing• Contribute to economic growth priorities• Enable high quality homes with great place making• Deliver sustainable and low carbon housing
Develop a Retrofit Strategy and Investment Programme	<p>A substantial level of homes need to be retrofitted, achieving a minimum of EPC C rating, in order to achieve our ambitions to be carbon negative. This strategy will outline a phased approach for delivering retrofit at pace and scale. The approach will be aligned with national strategies and funding landscape, with a particular focus on incorporating innovative financing mechanisms and leveraging market enablers throughout the supply chain. The plan will be based on a fabric-first approach to retrofit and will build upon archetypal retrofit plans to ensure that measures are suitable for proposed types of property, alongside maintaining local character (e.g., heritage, conservation areas). The strategy will relate to all of our housing stock, including tourist accommodation.</p>

Our Actions	What does this include?
Strengthen our strategic partnerships	<p>We will work closely with housing stakeholders to unlock the potential for more new homes. This will include:</p> <ul style="list-style-type: none">• York and North Yorkshire Housing Partnership• Homes England• National Parks Authorities• Local Housing Authorities• Public Estates;• Housing providers and other key agencies.

City region
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Part 4
Page 59
Measures of Success

Measures of Success

To support the Economic Framework, measures of success need to be identified as this will enable us to assess the progress being made against our ambitions. A number of provisional indicators have been identified, but these will need to be explored further to ensure we're measuring the most appropriate outcomes.

Thematic Priority	Proposed Measures of Success
Healthy & Thriving Communities	<ul style="list-style-type: none"> • Reduce the number of neighbourhoods in the 20% most deprived • Reduce rural isolation • Increase living standards • Reduce health inequalities
Affordable & Sustainable Transport	<ul style="list-style-type: none"> • Reduce transport emissions • Decrease the level of journeys using private car vehicles • Increase active travel usage • Increase public transport usage • Improve the quality and accessibility of our public transport • Reduce the number of residents at risk of transport-related social exclusion
Vibrant & Sustainable Places	<ul style="list-style-type: none"> • Reduced vacancies on the high street • Increased resilience of our high street businesses • Increase the vitality of our high streets • Enhanced attractiveness as a place to invest and live • Reduced 'digital divide' • Increased take-up of connectivity solutions • Increase in renewable energy production • Reduction in carbon emissions • Decarbonisation of buildings through retrofit • Increase energy efficiency of businesses • Increase material efficiency and circularity of businesses • Increases to woodland coverage and the number of hedgerows • Peatland restoration

Thematic Priority	Proposed Measures of Success
Boosting Business and Thriving Workforce	<ul style="list-style-type: none"> • Increase in business turnover and productivity • Increase in business survival rates / resilience • Increase in R&D spend • Decarbonisation of our businesses • New high-quality jobs created • Increases in export and inward investment • Increases in the level of people undertaking training • Reduction in skills gaps, underutilisation and labour shortages • Increases to apprenticeships • Increasing use of apprenticeship levy • Decrease underrepresentation in the labour market • Employment increases in high potential sectors • Narrow the skills and employment gap
Affordable & Sustainable Homes	<ul style="list-style-type: none"> • Increase the delivery of new homes • Increase the number of new affordable homes • Increase the number of homes retrofitted and achieving a minimum of EPC C rating • Improve the quality and design of new homes • Narrow the housing gap

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YORK AND NORTH YORKSHIRE COMBINED AUTHORITY MEETING

22 JULY 2024

York & North Yorkshire Skills Framework and Strategy

Report of the Head of Strategy

1.0 Purpose of the Report

1.1 This report sets out a revised Skills Strategy for the York and North Yorkshire Combined Authority (YNYCA), building on the previous York & North Yorkshire Local Enterprise Partnership (YNYLEP) Skills Strategy and incorporating changes in the skills funding landscape and the priorities of the newly elected Mayor. It also aligns to the revised Economic Framework being considered at this Combined Authority meeting under Economic Framework Item.

1.2 The strategy also sets out the proposed activities to deliver the priorities.

2.0 Recommendations

2.1 It is recommended that the Combined Authority approves the Skills Strategy as a key strategic document.

3.0 Background

3.1 The skills and funding landscape is changing at pace and this, set alongside the transition to a Mayoral Combined Authority, has created the opportunity to reposition the skills offer across the region.

3.2 Revision of the strategy has been overseen by the Combined Authority's Skills and Employability Working Group, established as an interim advisory group to support work on key skills priorities during the transition to a Mayoral Combined Authority including:

- Revision and updating of the Skills Strategy;
- Devolution of the Adult Skills Fund (ASF);
- Undertaking the role of the People and Skills thematic sub-group for North Yorkshire UKSPF.

3.3 The Skills and Employability Working Group agreed that the existing York and North Yorkshire Local Enterprise Partnership (YNYLEP) Skills Strategy would form the basis of this new CA Strategy, but be updated to:

- Provide a clear strategic skills direction to support our transition to a Combined Authority.

- Build on existing strategies and research including York Skills Strategy, North Yorkshire Plan for Economic Growth, Local Skills Improvement Plan (LSIP) UKSPF Investment plans for York & North Yorkshire as well as the suite of recent research reports produced by the LEP including the Routemap to Carbon Negative.
 - Reflect the opportunities and challenges facing York and North Yorkshire.
 - Incorporate changes in the skills and funding landscape including devolution of Adult Skills Fund (ASF) that will see the Combined Authority take on responsibility for commissioning of the ASF as of August 2025, including the requirement to produce an ASF Strategic Skills Plan (ASF SSP).
 - Ensure alignment with wider provision: including Department for Work and Pensions (DWP), National Careers Service, Apprenticeships, 16-19 provision, Technical and Vocational education and Higher Education.
 - Dovetail with the Combined Authority's Economic Framework.
- 3.4 The Strategy has been revised in collaboration with partners and stakeholders including a joint event with West & North Yorkshire Chamber of Commerce aligning the ambitions of Local Skills Improvement Plan (LSIP) and the York and North Yorkshire Skills Strategy. Around 60 delegates attended and feedback from the event has been fed into the development of the Strategy. The Strategy is also informed by detailed labour market analysis (2023) and research reports commissioned by the YNYLEP, to understand the supply and demand for skills.
- 3.5 The revised Skills Strategy needs to be read in conjunction with the Economic Framework as this sets the wider strategic context. Together these documents outline the region's strengths, opportunities and challenges and have enabled the key priorities for the ASF SSP to be clearly identified, including how the ASF can contribute to the overarching economic and skills ambitions for the region. The draft ASF SSP will be brought to the Combined Authority for consideration in September.
- 4.0 The Skills Strategy**
- 4.1 The YNY Skills Strategy has been developed to align primarily with the Boosting Business and a Thriving Workforce thematic priority of the Economic Framework, but can support in achieving priorities across the five thematic priorities identified in the Economic Framework: Healthy and Thriving Communities, Vibrant and Sustainable Places, Boosting Business and a Thriving Workforce, Sustainable and Affordable Housing and Sustainable and Affordable Transport. The table below sets out how the skills strategy aligns with the thematic priorities of the Economic Framework.

TABLE 1: How the Skills Strategy Aligns with the Economic Framework.

Economic Framework Thematic Priorities					
	Healthy and Thriving communities	Affordable and Sustainable Transport	Vibrant and Sustainable Places	Boosting Business and A Thriving Workforce	More Affordable and Sustainable Housing
Skills Ambitions	<p>An Integrated, Flexible and Responsive Skills System ensures residents can easily access and navigate the skills system</p> <p>Access to high quality Careers support provides pathways to higher skills and better paid jobs</p> <p>Employers can access support to build healthy workplaces</p> <p>A place based and ‘whole person’ approach to development and delivery of skills, careers and employment support including health and wellbeing</p> <p>Community wealth building approach to creating local opportunities for learning and employment enabling more wealth and opportunity to be retained for the benefit of local people.</p>	<p>Local transport supports residents to access learning and jobs and unlock local opportunities</p>	<p>Skills programmes are developed and delivered that meet the needs of the green economy</p> <p>Clear career pathways to training and jobs in the green economy</p> <p>Development and delivery of place-based careers, skills and employment support provision</p>	<p>An easy to access and navigate skills system shaped by employers needs</p> <p>Careers and skills support enables talent pipelines to assist with recruitment and retention e.g. graduates, apprenticeships, and skills programmes for reskilling and upskilling local people</p> <p>Businesses have the Leadership and management skills to recruit, retain and grow their workforce</p> <p>Community wealth building approach harnessing the power of local anchor institutions, including businesses, to create local opportunities for learning and employment</p>	<p>Development and delivery of retrofit and construction training to support local workforce development</p> <p>Clear career pathways to training and jobs in retrofit and construction</p>

4.2 It is proposed that the Skills Strategy has 4 overarching ambitions:

- **Accessible Careers Support for all ages**
- **Thriving Businesses**
- **Empowered Communities**
- **Integrated, Flexible and Responsive Skills System.** This priority sits at the centre of the strategy as this is ‘the engine’ that drives the other parts.



See appendix 1 for the full strategy document.

4.3 The Strategy includes sections on each of the four ambitions including proposed actions to deliver the ambitions and priorities in the Strategy. The key **strategic priorities for action** identified against the ambitions in the Strategy include:

- Develop an integrated and coordinated skills and employment offer,** including careers, apprenticeship and skills support (for individuals, businesses and skills providers).
- Develop an All-Age Careers Strategy for YNY** ensuring careers support is embedded across provision.

- c) **Enable and support community-based delivery models for skills and employment support** including exploring community wealth building approaches.
- d) **Encourage and support development and delivery of a range of flexible and bespoke provision**, including flexibility in when, where and how provision is delivered including: modular, bitesize, outreach, online and smart phone technology.
- e) **Support investment in skills capital infrastructure/equipment and CPD for tutors** alongside ensuring access to learning to address rurality and transport issues.

4.4 It is anticipated that working with the Mayor, a clear Investment Plan will be developed, building on the ambitions in the Skills Strategy. However, in the interim, work is currently underway, in partnership with the two Local Authorities, to scope the Combined Authority's approach to actions at (a) to (c) above in recognition of their strategic importance to the CA and the region as a whole. It is anticipated that requests for further investment for these three actions, from the Mayoral Investment Fund, will be presented to the Combined Authority once fully scoped and costed.

4.5 It is also proposed that a Skills Innovation Fund, for external partners, is developed to support activities relating to actions (d) and (e) above as detailed in a separate paper presented to the Combined Authority (see paper 'Call for Projects').

5.0 Financial Implications

5.1 There are no direct financial implications arising from this report. However, there may be specific financial requests to support programmes and projects. The initial request for this is within the Call for projects paper.

6.0 Legal Implications

6.1 There are no direct legal implications arising from this report. However, there is a requirement that a skills strategy is in place to deliver devolved Adult Skills Funding.

7.0 Equalities Implications

7.1 There are no direct equalities implications arising from this report.

8.0 Environmental Implications

8.1 There are no direct environmental implications arising from this report.

9.0 Combined Authority Areas Impacted (Council Areas/Wards/Divisions)

3.2 All areas within York and North Yorkshire.

10.0 Recommendations

10.1 It is recommended that the Combined Authority approves the Skills Strategy as a key strategic document.

11.0 Reasons For Recommendations

11.1 The Skills Strategy will help the Combined Authority with prioritisation of future investment and activity; as well as supporting the Combined Authority to build strategic relationships with partners and stakeholders.

9.0 Contact Details

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Appendices

Appendix 1: Draft YNYCA Skills Strategy

Skills Strategy

May 2024

DRAFT

City region
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Version Control

Edit	Date
First draft	10 th May 2024

Page 70

Contents

Foreword

YNY Strategic Context

Data, Impact and Evaluation

YNY Local Skills & Employment Landscape

YNY Skills Strategy

Page
71

Ambition 1 Integrated, Flexible and Responsive Skills System

Ambition 2 Accessible Careers Support for All Ages

Ambition 3: Thriving Businesses

Ambition 4: Empowered Communities

Appendix 1 : Plans for action

Appendix 2: Resources

City region
Rural powerhouse

Foreword by Peter Emery, Chair of the York & North Yorkshire Combined Authority Skills & Employability Working Group

At the York & North Yorkshire Combined Authority, we recognise that people are the most valuable resource we have and the skills they possess and develop are critical to the success of our businesses and communities

York & North Yorkshire has an incredibly diverse economy with one of the strongest qualification profiles in the North and relatively low unemployment levels. However, as a region we also have a local labour market characterised by low productivity and low pay. A key challenge for us is how we support people and businesses to unlock that underutilised talent throughout our working age population and support and encourage those pathways to higher skills and higher paid jobs. We want to ensure our people, businesses and partners have access to the right information and support at the right time to make informed decisions regarding skills and employment that will support them to thrive and progress in YNY.

We have a strong track record of partnership working and collaboration across our communities, businesses and stakeholders. This has been particularly visible and critical to our transition to a Mayoral Combined Authority, in our work across the two Local Authorities (North Yorkshire & City of York), Further Education Colleges, Independent Training Providers and VCSE sector as well as our work with the West & North Yorkshire Chamber of Commerce to align the Skills Strategy and the Local Skills Improvement Plan. This is a strong foundation for developing collaborative and impactful approaches to the skills and employment opportunities, and challenges, we face as a region.

This Skills Strategy has been revised in collaboration with our partners and stakeholders and in alignment with the Combined Authority's Economic Framework. These two key strategic documents will provide the overarching strategic framework for us to set the priorities for the devolved Adult Skills Fund that the Combined Authority will take responsibility for as of August 2025. Devolution offers a real opportunity to align skills programmes and funding to emerging opportunities and sectors and ensure investment is focused where it is most needed and will have greatest impact.

Building on a wealth of existing strategies and research, the Skills Strategy will provide a clear strategic direction for the region. This will enable the Combined Authority, in partnership with key stakeholders, to improve the skill base of our people, businesses and communities and in turn, encourage greater ambition. Alongside this we will also prioritise growing the capacity and delivery capability of our partners. This will ensure we can take advantage of the exciting employment opportunities across the region and help drive economic prosperity for all.

York and North Yorkshire
Strategic Context

Page 73

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Strategic Context

The York & North Yorkshire Combined Authority (YNYCA) was established in December 2023 with the election of its first Mayor in May 2024. This document is an update to the existing YNYLEP Skills Strategy 2021-26 to reflect these changes and it is intended that the revised Skills Strategy will:

- Provide a clear strategic skills direction whilst we transition to the Mayoral Combined Authority
- Build on existing strategies and research including York Skills Strategy, North Yorkshire Plan for Economic Growth, Local Skills Improvement Plan (LSIP) UKSPF Investment plans for York & North Yorkshire as well as the suite of recent research reports produced by the LEP including the Routemap to Carbon Negative.
- Reflect the opportunities and challenges facing York and North Yorkshire
- Incorporate changes in the skills and funding landscape including devolution of Adult Skills Fund (ASF)
- Align with wider provision: including DWP, National Careers Service, Apprenticeships, 16-19 provision, Technical and Vocational education and Higher Education
- Dovetail with Combined Authority Economic Framework

What is the Economic Framework?

The York and North Yorkshire Combined Authority approved and [published its first Economic Framework in March 2024](#), prior to the election of its first Mayor. The first Framework draft built on the strategic economic plans and policies of its two constituent local authorities, the [City of York Council](#) and [North Yorkshire Council](#).

With the election of the Mayor in May 2024, the Framework was revised, ensuring the Mayor's priorities were incorporated, whilst building on the strong collaboration from our constituent authorities.

The Economic Framework sets out the Mayor's and Combined Authority's ambitious plans for the subregion.

Three overarching ambitions underpin the Framework and include:

- **Transition to Carbon Negative** - A carbon negative, circular and more resilient economy.
- **Deliver Good Economic Growth** - A global, innovative, productive economy with strong and thriving businesses
- **Increase Opportunities for All** - A thriving and inclusive economy.

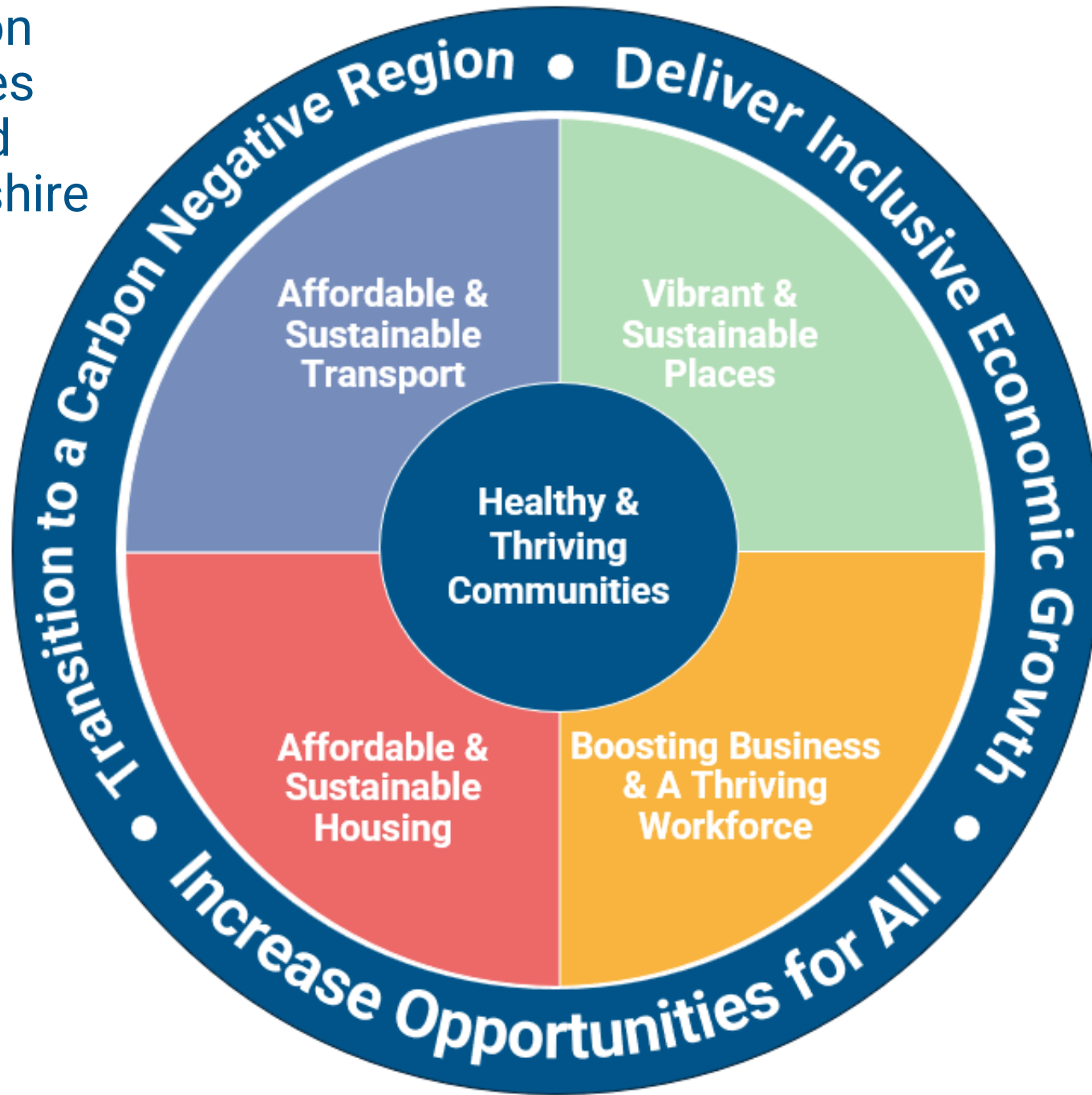
Why is the Economic Framework needed?

The Framework has been developed to provide the following:

- An outline of the key challenges and opportunities for the economy of York and North Yorkshire;
- An initial set of agreed priorities and direction for the York and North Yorkshire Combined Authority; and
- A basis for a set of key actions and headline delivery plans for the Combined Authority.

The full Economic Framework can be accessed on the Combined Authority's website [here](#)

Our Ambition and Priorities for York and North Yorkshire



Page 75

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Champion York & North Yorkshire

Although it is not identified as a thematic priority within the Framework, **we commit to championing York and North Yorkshire across all our thematic priorities**. This is particularly important as economies don't stop at the York and North Yorkshire boundary so we need to look beyond this, which will include:

- Joint working with other Combined Authorities and their Mayors;
- Ensuring York and North Yorkshire's voice is being heard, amongst some of the larger, more established areas;
- Constantly pushing for the next best thing for York and North Yorkshire, including further investment from government and exploring a Devolution Deal 4.

Our 5 Thematic Priorities

Healthy and Thriving Communities

Our communities sit at the heart of our ambitions. We want everyone to be able to thrive within York and North Yorkshire, but there are barriers for some of our residents across health, connectivity and low wages, to name a few. Our communities are key enablers to address these challenges, so we need to empower and strengthen them to drive solutions forward.

Our priority is to increase living standards, address inequalities and build **healthy and thriving communities**.

Vibrant and Sustainable Places

Our places make our region special. Expansive natural capital, coast, world-leading heritage and culture, distinctive towns and cities, offer great opportunities for growth and transitioning to carbon negative.

Our priority is to strengthen our places, support our high streets and town centres, and develop the green economy, creating **vibrant and sustainable places**.

Boosting Business and a Thriving Workforce

Our businesses and residents will be supported to reach their full potential. With a strong skills base, distinct core sectors and high potential sectors, there is an opportunity to position York and North Yorkshire as a global leader and increase investment, alongside higher wages and higher skilled job roles for all.

Our priority is to drive innovation and make York and North Yorkshire the ultimate trailblazer through **boosting business and a thriving workforce**.

Sustainable and Affordable Housing

Our homes are in high demand due to the attractiveness of York and North Yorkshire.

But this has created a market of unaffordable and poor-quality homes, across all tenures, contributing to our carbon emissions.

Our priority is to build the right homes in the right places, improve the quality of properties and drive forward retrofit needs to create **sustainable and affordable housing**.

Sustainable and Affordable Transport

Our transport could unlock opportunities for residents, but for many it is a constraint and leaves York and North Yorkshire divided.

Strong connectivity means access to education and training, employment and social inclusion, a major contribution to living standards and health and wellbeing.

Our priority is to improve connectivity for all, so residents from our city centres all the way to those in our most rural communities have equal access to **sustainable and affordable transport**.

How the Skills Strategy has been developed

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The Strategy has been revised in collaboration with partners and stakeholders including a joint event with West & North Yorkshire Chamber of Commerce aligning the ambitions of LSIP and the YNY Skills Strategy. The Strategy is also informed by detailed labour market analysis (2023) and research reports commissioned by the YNY LEP, to understand the supply and demand for skills as well as consideration of where there may be evidence of mismatch and market failure.

Revision of the strategy has been overseen by the Combined Authority's Skills and Employability Working Group that has been set up as an interim advisory group to support work on key skills priorities during the transition to a Mayoral Combined Authority including the revised Skills Strategy, ASF Strategic Skills Plan and the role of thematic sub group for People and Skills theme of North Yorkshire's UKSPF.

Engagement with the Mayor

Following the Mayoral election in May, the Skills Strategy has been reviewed in consultation with the Mayor. The strategy should be considered a living document to be reviewed in response to emerging opportunities and changes within the skills and employment landscape.

The Strategy has sections on each of the 4 ambitions including a plan of action to guide discussions and decisions in this transition phase. It is anticipated that working with the Mayor, a clear Investment Plan will be developed building on the ambitions in the Skills Strategy.

The Combined Authority is already delivering a number of activities, which can be clearly aligned to the overarching ambitions set out in the Strategy including:

- UK Shared Prosperity Fund (UKSPF)
- Skills Bootcamps
- Careers & Enterprise Company contract
- Devolution Adult Skills Fund (ASF) including the development of an Adult Skills Fund Strategic Skills Plan (ASF SSP)

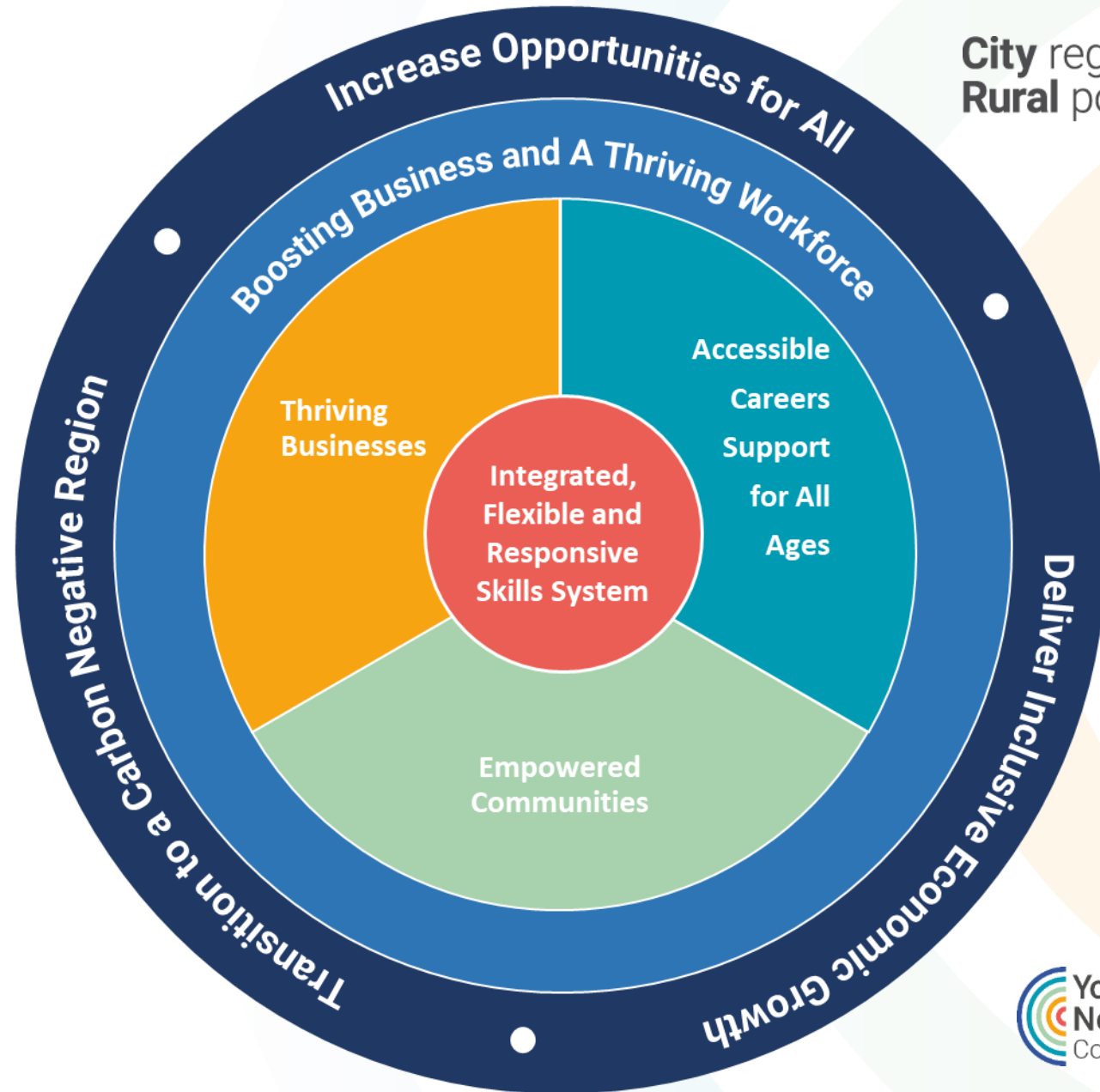
The Revised YNY Skills Strategy

The YNY Skills Strategy has been developed to align with the Boosting Business and A Thriving Workforce thematic priority of the Economic Framework and has 4 overarching ambitions :

- **Accessible Careers Support for all ages**
- **Thriving Businesses**
- **Empowered Communities**
- **Integrated, Flexible and Responsive Skills System.**
This sits at the centre of the strategy as this is the engine that drives the other parts

There are also 6 Core Values that underpin the strategy and are relevant for all stakeholders: individuals, businesses or providers:

- Accessibility
- Participation
- Capacity
- Capability
- Responsiveness
- Collaboration – whilst the system is made up of distinct parts and partners, they are all interdependent and to work effectively collaboration is essential.



How the Skills Strategy Aligns with the Economic Framework

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The YNY Skills Strategy has been developed to align primarily with the Boosting Business and a Thriving Workforce thematic priority, but can support in achieving priorities across the 5 thematic priorities identified in the Economic Framework.

Economic Framework Thematic Priorities					
	Healthy and Thriving communities	Affordable and Sustainable Transport	Vibrant and Sustainable Places	Boosting Business and A Thriving Workforce	More Affordable and Sustainable Housing
Skills Ambitions Page 79	<p>An Integrated, Flexible and Responsive Skills System ensures residents can easily access and navigate the skills system</p> <p>Access to high quality Careers support provides pathways to higher skills and better paid jobs</p> <p>Employers can access support to build healthy workplaces</p> <p>A place based and ‘whole person’ approach to development and delivery of skills, careers and employment support including health and wellbeing</p> <p>Community wealth building approach to creating local opportunities for learning and employment enabling more wealth and opportunity to be retained for the benefit of local people.</p>	<p>Local transport supports residents to access learning and jobs and unlock local opportunities</p>	<p>Skills programmes are developed and delivered that meet the needs of the green economy</p> <p>Clear career pathways to training and jobs in the green economy</p> <p>Development and delivery of place based careers, skills and employment support provision</p>	<p>An easy to access and navigate skills system shaped by employers needs</p> <p>Careers and skills support enables talent pipelines to assist with recruitment and retention eg graduates, apprenticeships, and skills programmes for reskilling and upskilling local people</p> <p>Businesses have the Leadership and management skills to recruit, retain and grow their workforce</p> <p>Community wealth building approach to harnessing the power of local anchor institutions, including businesses, to create local opportunities for learning and employment</p>	<p>Development and delivery of retrofit and construction training to support local workforce development</p> <p>Clear career pathways to training and jobs in retrofit and construction</p>

How the Adult Skills Fund Strategic Skills Plan Aligns with Skills Strategy

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Devolution will see the York and North Yorkshire Combined Authority taking responsibility for the commissioning of the Adult Skills Fund (ASF) in York and North Yorkshire from August 2025. In order to become devolved the Combined Authority has to meet certain 'readiness criteria' laid down by Department of Education (DfE). This includes an ASF Strategic Skills Plan. The Economic Framework and revised Skills Strategy provide the overarching strategic frameworks to enable the identification of the priorities for ASF to support the Combined Authority to maximise the impact of this funding and target provision where it is most needed and can be most effective; whilst aligning and adding value to other funding and programmes.

Skills Ambition	Adult Skills Fund
Integrated, flexible and responsive skills system	Ensuring collaboration and partnership working between providers, businesses and communities; enabling flexibility and supporting capacity building and capability across the provider base.
Accessible Careers Support for all ages	High quality CEIAG is embedded across all ASF delivery as a gateway to learning and progression to further learning and employment
Thriving Businesses	Unlocking progression pathways and underutilised talent as routes to higher skills and better paid jobs
Empowered Communities	Place based engagement and learning that supports a 'whole person' approach including well-being, helps to tackle poverty as well as supporting people to build confidence and skills, access further learning and move towards employment.



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Data, Impact and Evaluation

Developing and implementing the Skills Strategy will require a robust evidence base as well as the tools to measure and evaluate progress and impact.

Work is currently ongoing, as part of the development of the Economic Framework, to establish a range of economic indicators. It is intended that indicators for the Skills Strategy will align with those in the Economic Framework and therefore, cannot be confirmed until the indicators for the Economic Framework have been approved, but a list of potential indicators has been drawn up for consideration. As part of this process a number of key priority actions have been identified:

Priority	We will aim to	Potential Indicators
Robust Evidence Base	Increase data, labour market intelligence, capacity and capability to ensure a robust evidence base to enable strategic skills planning and programme development, testing and implementation	<ul style="list-style-type: none"> Local apprenticeship rates Number of NEETs in YNY compared to previous year Participation in FE/skills programmes
Measuring progress and impact	Work collaboratively to develop a 'distance travelled model' for measuring impact of employment and skills programmes on individuals to ensure breadth of impact can be captured, wider than just qualification and job outcomes.	<ul style="list-style-type: none"> Earnings data Employment rate in growth sectors Number of inactives that want to work/Inactive rates Skill Level Attainments in working age population
	Work collaboratively to identify and agree alternative indicators for improved productivity other than GVA that consider health and wellbeing	<ul style="list-style-type: none"> Businesses adopting high performance working practices Proportion of local schools achieving CEC targets against Gatsby Benchmarks
	Work Collaboratively to develop a Community Wealth Building model and associated indicators	<ul style="list-style-type: none"> Vacancies and skills shortage/gaps data GVA per hour worked

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The Skills Strategy is integral to the York and North Yorkshire Economic Framework and will be subject to ongoing monitoring and evaluation to ensure that the programmes and initiatives developed are achieving the desired outcomes and delivering a positive impact on the region's workforce and economic development.

York and North Yorkshire
Local Skills &
Employment Landscape

Page 83

City region
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The York and North Yorkshire Region

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York and North Yorkshire is an incredibly diverse area that is both highly connected and urban, but also deeply rural with many isolated communities.

It has a **population of nearly 830,000**, 60% of which are of working age. The population is primarily of an older demographic with **24% of residents aged 65 and over** compared with a national average of 19%.

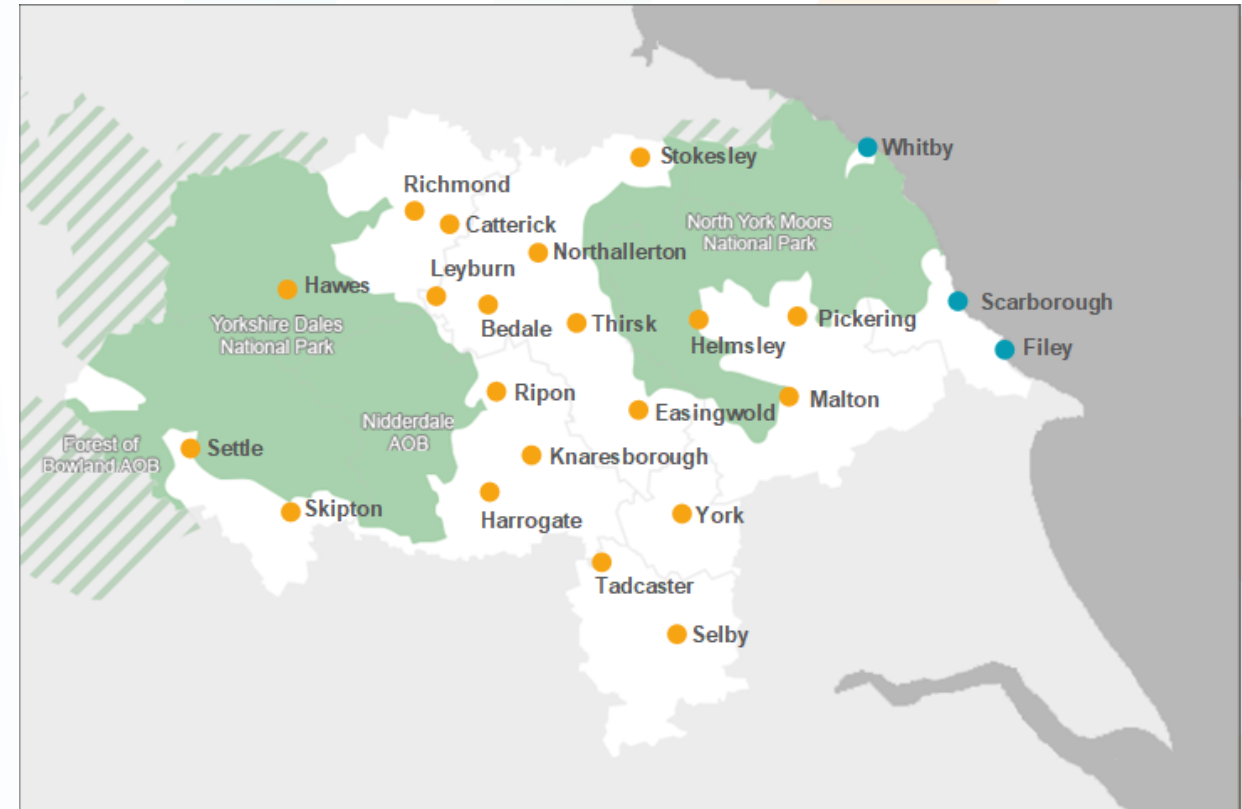
The City of York is the largest urban area within the region, with 17% of York and North Yorkshire's population based here. Harrogate is the second largest population area (9%), closely followed by Scarborough (7%) on the coast.

York and North Yorkshire has a **strong coastal economy**, with a maritime history, a buoyant visitor economy, manufacturing base and emerging offshore renewables sector. However, the economy is also dominated by a number of **distinctive market towns**, which play a significant role in community wellbeing and business growth within the region.

Some neighbourhoods within York and North Yorkshire are among the 20% most deprived in England. Most of the deprivation is concentrated along the coast, but there are also neighbourhoods within York, Skipton, Harrogate and Selby. Although this only equates to 6% of neighbourhoods overall, we need to ensure that these people aren't left further behind.

It is **home to significant research and innovation assets**, including high-performing academic institutions, with three universities based in the region, research and development, innovation and sector specialisms.

The area is **dominated by micro and small businesses**, however larger businesses still have a significant role to play in the economy, providing substantial employment and supply chain opportunities and acting as key anchor institutions.



Local Skills & Employment Landscape

Opportunities, Strengths & Challenges

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York & North Yorkshire has a diverse economy with a strong business base that is predominantly made up of micro and small businesses. The four biggest sectors in terms of the area's employment base are Wholesale and retail (15%), Health and social care (13%), Accommodation and food services (12%) and Manufacturing (10%). There is also **significant public sector employment** and 'Defence Activities' are significant to the northern area of the patch due to the presence of Catterick Garrison.

Research undertaken by the YNYLEP identified several **High Potential Sectors** that have scope to support further economic and employment growth across York and North Yorkshire: Industrial Bio economy, Creative & Digital, Manufacturing, Healthy Ageing and Rail.

As a region, there are also a number of **Core Sectors**, that significantly impact the regional economy, including Construction, Agriculture and the Visitor Economy.

As is common to most areas, there are also a number of **Foundational Sectors** that are key in terms of employment for local people and where the local labour market will see significant replacement demands including: Retail & Personal Services, Health & Social Care, Hospitality & Leisure, Education and Public Sector.

The **transition to carbon negative** also offers significant economic opportunities as the region looks to become England's first carbon negative region.

Whilst the region generally has under-representation of employment in higher level occupations (including digital and other STEM roles), resulting in a loss of higher skilled workers to jobs outside of the area; there are signs of **employment growth in higher skilled sectors** such as digital, as well as increasing automation, digitalisation and use of new technologies. However, with this comes a contraction in lower skilled sectors and the risk of displacement of workers if they are not 'reskilled' or 'upskilled'. This demonstrates the increasing importance of transferable skills to support career adaptability.

The region currently **has higher than national average employment rates and low unemployment levels** at 1.7% against a national rate of 3.8%. In addition, it has **one of the strongest qualification profiles in the North** with 45.9% of residents qualified to RQF Level 4+ (which replaces previous NVQ statistics).

In contrast to this, the local labour market is also characterised by **low productivity and low pay**. From 2004 (the earliest available data from ONS) to the latest in 2022, York and North Yorkshire's average productivity (as measured by GVA per hour worked)

was 90.5% of the national average. In 2022, it reached 94.1%. This gap is primarily from North Yorkshire, whilst York much closer reflects the national level.

Equally 21% of people are employed in the 5 lowest paid occupations compared to 17% nationally. Many businesses are still experiencing **recruitment and retention issues** as well as **skills gaps and skills shortages** from managerial to literacy, numeracy and digital, as well as specific sector needs in construction, manufacturing and primary utilities. In particular, these sector skill shortages could have implications for the development of the green economy.

Skills gaps in management proficiency are an issue for a significant proportion of organisations with major implications for wider workforce development and business performance, with 39% local employers acknowledging they under-invest in training relative to business needs. Moreover, around **two-thirds of YNY employers have upskilling needs and 36% of employers have staff who are underutilised**. This underutilisation demotivates workers and impacts on productivity.

Local Skills & Employment Landscape

Opportunities, Strengths & Challenges

City region
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A key question for York & North Yorkshire is:

How do we support individuals and businesses to unlock that underutilised talent throughout our working age population and support the emerging opportunities in the local economy?

As a region, there are a number of key challenges impacting on the supply of skills and labour:

- **Shrinking labour pool.** We have, **an ageing population** with 24% of residents aged 65 and over compared with a national average of 18% and a working age population projected to fall by 3% between 2018 and 2030, compared with growth of 3% nationally. As a region we have **increasing levels of people classed as 'inactive'**. These are people of working age classed as students, retired, looking after family/home or long term sick. Mental and physical health issues are having a significant impact on availability for work. In addition, **only 41% of graduates are retained in the area** one year after qualifying and **an increasing number of people are retiring early**, 19.2% in YNY compared with 12.7% nationally.
- **Declining engagement in learning.** The numbers participating in Adult Education are 29% below

2018/19 levels. Adult education is a key mechanism for upskilling and re-skilling adults to support them into work and to progress in work. Apprenticeship starts remain 5% below their pre pandemic levels. A comparison of the subject profile of education and training provision with the profile of labour market demand shows major disparities between the two for apprenticeships, adult education and higher education.

- **Rurality, connectivity and access to services** Remote locations and a lack of digital connectivity and transport options present a particular challenge to individuals seeking training and support and local employers in recruiting and retaining staff.
- **Modes of delivery not meeting business or learner needs.** There is a lack of flexibility in how provision is delivered. More modular and bitesize provision is required with flexibility in when, where and how delivered - this was particularly highlighted in the work of the LSIP.
- **Access to effective and timely Information, Advice and Guidance** getting the right information at the right time is crucial to support individuals to make informed decision about their next steps

- **Under investment in training by employers** Close to two-fifths of local employers acknowledge that they under-invest in training relative to business needs, mainly due to inability to release staff for training due to a lack of time and funds. Access to job-related training in the workplace is also unequal. Most notably workers who are less qualified are less likely to receive training than those qualified at a higher level.
- **Pockets of deprivation.** The Indices of Multiple Deprivation (IMD) 2019 show that whilst deprivation is not widespread, there are pockets of deprivation particularly in relation to skills, education and training. Some neighbourhoods in the subregion are among the 20% most deprived in England. Most of these are in Scarborough, but six are also within York, two in Craven with single neighbourhoods in Selby and Harrogate

Local Skills & Employment Landscape

Challenges, Opportunities & Strengths

Under representation in learning and employment.

Key groups include those from disadvantaged backgrounds, women, older workers, people from ethnic minorities and disabled people. In particular, the disabled and older workers still face marked employment rate gaps. The area also faces a significant gender pay gap and occupational “segregation” that means women are often concentrated in occupations with poorer prospects and in low-paid part-time work.

In addition, there are issues relating to the inclusiveness of apprenticeships with the proportion of pupils eligible for free school meals entering an apprenticeship much lower than for other pupils. Whilst gender segregation within apprenticeships remains a key challenge with 79% of starts on Health, public services and care apprenticeships were for females in 2021/22 but the proportion of female starts in Construction, planning and the built environment was only 6%. A range of national research shows that male-dominated apprenticeships such as construction and engineering offer better pay and prospects than those in which women are concentrated.

There are a wide range of factors at play, affecting the region’s economy and impacting on productivity, innovation and inclusion. **These factors are also impacting on how well we unlock the potential in our**

people, business and communities.

Devolution offers a real **opportunity to align skills programmes and funding to emerging opportunities and sectors** and ensure investment is focused where it is most needed and will have greatest impact. However, the ASF is only one stream of funding; aligning, integrating and coordinating wider funding and programmes across the local skills landscape will achieve greater impact for individuals, businesses and providers; as well the region as a whole.

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York and North Yorkshire Skills Strategy



City region
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Skills Strategy on a page

York and North Yorkshire is a place where local skills provision is accessible, integrated and responsive to the distinct and varied needs of our local economies and communities; enabling people and businesses to fully contribute to and benefit from a greener, fairer, stronger economy.

Economic Framework: Boosting Business and A Thriving Workforce Priority

Accessible Careers Support for all ages

Residents are equipped to make decisions about education, training and careers **providing pathways** to higher skills and better paid jobs

Empowered Communities

Communities are empowered by knowledge, confidence and skills to enable all residents to fully **participate** and **progress** in learning and work

Thriving Businesses

Local businesses are **shaping skills provision** to grow productive and inclusive workplaces that support our local economy and **emerging opportunities**.

An Integrated, Flexible and Responsive Skills System

A local skills system responsive to emerging economic opportunities and the needs of our rural, coastal and urban communities

People we want to support - Underutilised Talent

Career Starters, Career Changers, Retained Talent (50+), SEND young people, Returners to learning/labour market, Disabled/experiencing mental/physical health issues, Entrepreneurs, Self employed/business leaders, Migrants, Apprentices

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The strategy has been developed to enable businesses, individuals, communities and providers to unlock the underutilised talent across our working age population.

Career starters. Young people 14-24 starting out on careers including graduates,
Career changers. All ages looking to upskill and/or reskill.

Retained Talent. 50+ who need support to stay in work: skills/IAG, health, financial
SEND young people. Those with special educational needs or disabilities

Returners to learning/labour market e.g. those with caring responsibilities, 50+, criminal convictions, ex forces

Disabled/mental/physical health issues. Those needing support to overcome barriers to learning or work

Self employed/business leaders. Entrepreneurial and leadership & management skills to support start ups and workforce development.

Migrants. ESOL & employability skills
Apprentices. Support to access and complete apprenticeships, including support for employers

An Integrated, Flexible and Responsive Skills System

A Local skills system responsive to emerging economic opportunities and the needs of our rural, coastal and urban communities

1. An **easy to navigate** skills system **responsive** to key sectors, the transition to carbon negative and new technologies and **values basic, vocational, technical and transferable skills**
2. High quality **dynamic learning environments** supported by **sector specialist teaching** and tailored to the needs of our **distinct communities**
3. **A skills system that fosters entrepreneurialism**, encouraging and supporting new ideas, business development, growth and resilience.

Accessible Careers Support for all ages

Residents are equipped to make decisions about education, training and careers providing pathways to higher skills and better paid jobs

1. Residents can access **high quality Careers Education Information Advice and Guidance (CEIAG)** to support them to enter, progress and change career direction within the local labour market
2. High quality all age careers support linked to **local labour market intelligence** and local businesses
3. All age CEIAG that supports **career adaptability, transferable skills** and new and emerging skill sets

Thriving Businesses

Local businesses are shaping skills provision to grow productive, inclusive and healthy workplaces that support our local economy and emerging opportunities

1. Employers can identify their **current and future skills needs** linked to the local economy and emerging economic opportunities.
2. Employers have the leadership & management skills to **recruit, retain and grow** a productive, innovative and inclusive workforce where everyone can achieve their potential.
3. People can **thrive and progress in healthy workplaces**

Empowered Communities

Communities are empowered by knowledge, confidence and skills to enable residents to fully participate and progress in learning and work

1. Community based provision is developed and delivered that **provides a gateway and supported pathways** to learning and employment
2. Residents can access a range of support to **address barriers to learning and work** as well reduce isolation, improve health and wellbeing and enable **engagement and progression** in learning and work
3. A Community wealth building approach to supporting **good economic growth**, thriving, healthy communities and sustainable and inclusive economies

City region Rural powerhouse

The strategy has been developed to reflect changes in the funding landscape indicating where current and future Combined Authority funding and programmes can support each of the strategic ambitions, but also where wider funding and programmes can align to the strategic ambitions.

The Combined Authority has the opportunity to strategically align ASF and FCFJ, Bootcamps, UKSPF & Multiply, Careers and Enterprise Company and opportunities presented by the Mayoral investment fund to maximise opportunities and add value to skills and employment support provision across the region.

Further details can be found in the sections on each ambition

Combined Authority Funding: Adult Education Budget & Free Courses for Jobs, Careers & Enterprise Company, UK Shared Prosperity Fund & Multiply, Bootcamps, Mayoral Investment Fund

Wider Funding & Programmes

LSIF, IOT, 16-19 provision, DWP, NCS, HE, T Levels, Apprenticeships

Apprenticeships, T Levels, IOT, National Careers Service, 16-19 provision, HE

Apprenticeships, IOT, DWP, 16-19 provision, HE

DWP, Lottery/Charitable, NCS

Ambition 1:
An Integrated, Flexible
and Responsive Skills
System

Page 91

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Ambition 1: An Integrated, Flexible and Responsive Skills System

We need to invest in a local skills system that is responsive to the region's emerging economic opportunities and the needs of our rural, coastal and urban communities. This will require joined up thinking, planning and action as well as effective collaboration and partnership working.

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Easy to navigate and responsive system

The skills landscape is incredibly complex and difficult to navigate. We frequently hear from partners and stakeholders that a lack of provision is not always the problem – it is more a lack of awareness and understanding of what is available, how it can be accessed and the benefits for the individual or business. The more provision can be integrated and coordinated the simpler it will be for people and businesses to access and progress.

The skills system also needs to reflect the distinctiveness of place and support more localised approaches, enabling it to respond to emerging opportunities and needs of key sectors across our region. Developing a high quality, locally responsive skills system will require building capacity in the provider base to support a place based approach to skills provision.

The transition to carbon negative offers the opportunity of new jobs (eg in renewable energy sector) and new skills (e.g. retrofitting requirements for the construction sector). New technologies and increasing digitalisation are transforming the world of work. Digital skills are very much a core skill, equivalent in importance to literacy and numeracy and needed for most jobs.

A flexible system that values a range of skills and levels

The system needs to be able respond to a range of demands - from specialist and technical skills from high potential sectors (Agri tech & Bio economy, Creative & Digital, Manufacturing, Healthy Ageing and Rail) and the regions core sectors (Construction, Agriculture & Visitor Economy); to supporting residents to progress from basic level skills through to higher level skills. The system also has to be able to offer this range of provision to support our foundational sectors as replacement needs are outstripping net job growth by 11 to 1. Furthermore, transferable skills will be increasingly important for those transitioning into emerging sectors or for those displaced from contracting sectors. The skills system must support this range of provision if the region is to develop and sustain a highly skilled workforce.

Flexibility in the system must also extend to the modes of delivery, particularly as inability to release staff for training is a key constraint for employers. Extensive consultation as part of the LSIP process identified the need for more modular and bite size provision with flexibility in when, where and how provision is delivered including using online and smart phone technology. Given the rurality of our region and the challenges we face with transport, there is a real place for online provision as long as the provision is high quality, includes learner support and can demonstrate added value to local provision.

Integrating and coordinating the employment and skills offer across the region so it can be easily accessed by individuals, businesses, providers and stakeholders has the potential to provide a flexible and responsive package of support. This will also enable the alignment of funding and programmes, thereby achieving greater impact for individuals, businesses and providers; as well the region as a whole.

We will aim to...

- Develop an integrated and coordinated skills and employment offer, including careers, apprenticeship and skills support
- Improve coordination, collaboration and capacity in the Skills Provider base
- Encourage and support development and delivery of a range of flexible and bespoke provision

Ambition 1: Integrated, flexible and responsive skills system

We need to invest in a local skills system that is responsive to the region's emerging economic opportunities and the needs of our rural, coastal and urban communities. This will require joined up thinking, planning and action as well as effective collaboration and partnership working.

Accessible high quality learning environments and sector specialist teaching. Ensuring investment in our skills infrastructure to enable learners to access the very latest technology and teaching is vital to our region. We need to fully utilise facilities and equipment, alongside investing in flexible modes of delivery – including online, blended learning and the use of smart phone technology, particularly as travel to learn distances exceed the national average in our region. Teaching must be industry relevant – staying current and up to date is a constant challenge for providers as particularly identified in the LSIP consultation by local businesses. We need to ensure providers have access to industry/businesses to ensure they understand their needs and future skill demands. Recruitment to the sector is an issue of particular concern to colleges and providers across the region.

We will aim to...

- Support investment in capital infrastructure and equipment
- Ensure access to high quality dynamic learning environments and equipment
- Invest in CPD and 'industry exchanges' for tutors

A system that fosters entrepreneurialism

Entrepreneurialism can be the spark, if given the right support and nurturing, that develops into the businesses and business leaders of the future. It is important that entrepreneurialism is supported at a generic level in terms of supporting and encouraging the development of new ideas, opportunities, taking risks and raising individual aspiration; as well as specific to self employment and business start up pathways. Ensuring the skills system can provide the advice and training, particularly for those from under represented groups, for both new and existing entrepreneurs, can support new jobs, innovation and help to keep local talent in the region.

For further details on this ambition see plans for action in appendix 1

We will aim to...

- Ensure entrepreneurialism is embedded across the skills system

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Ambition 2:
Accessible careers
support for all ages

Page 94

City region
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Ambition 2: Accessible careers support for all ages

Careers are changing. To meet the ambitions of our region, we will need to harness the potential of our residents and ensure they are equipped to take advantage of the education, training and employment opportunities on offer.

High Quality Careers Education Information Advice and Guidance (CEIAG)

It is crucial that accessible and high quality CEIAG is embedded across the skills landscape and can provide tailored support at key transition points for those looking to take their first steps into the jobs market, including our graduates; as well those looking to progress or change career direction at any stage of their working lives.

A number of YNYLEP reports highlight the importance of effective and timely CEIAG. This needs to be delivered at times and places convenient for people, whether they are in work or not currently working; in order to ensure they can enter and progress within learning and work. For those in work, 36 % of employers have staff who are underutilised and without the right information, advice and guidance their potential will remain untapped.

In terms of our young people, we also know that pupils eligible for free schools are less likely to enter into higher education or apprenticeships than their peers; or stay connected with learning. Across the region there are high number of young people (16-17) that are classed as NEET (not in education, employment or training), the vast majority because their activity is 'unknown'; as well as increasing numbers identifying as 'pre neets' or at risk of becoming NEET. Ensuring these young people have access to tailored CEIAG is crucial to ensure they are getting the best start in life.

We will aim to...

- Develop an All Age Careers Strategy for YNY
- Ensure CEIAG resources and support are coordinated and easily accessible to all residents
- Ensure CEIAG is embedded across the skills system

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Ambition 2: Accessible careers support for all ages

Careers are changing. To meet the ambitions of our region, we will need to harness the potential of our residents and ensure they are equipped to take advantage of the education, training and employment opportunities on offer.

Linked to Local Labour market intelligence

CEIAG must be underpinned by up to date labour market information and shaped by strategic priorities in the LSIP as well as supported by access to high quality training for careers professionals. New and emerging technologies and jobs will demand new skill sets particularly in digital, technical, 'green' skills and STEM. All career professionals need access to resources and training that reflect the needs of the local market. This will ensure that the CEIAG provided can offer individuals lines of sight to training, education and jobs linked to the emerging opportunities in the local labour market and skill sets in demand by employers.

Ensuring career professionals have up to date training and resources to support our residents will be crucial to ensure they are equipped to take advantage of local opportunities.

We will aim to...

- Develop an online portal for careers resources
- Develop career professionals training and resources
- Further develop relationships with employers

Career Adaptability

Employers are also looking for more 'generic' or transferable skills such as communication and organisational skills, attention to detail, planning, teamwork, collaboration, creativity and problem solving. Transferable skills will be increasingly important for those transitioning into emerging sectors or for those displaced from contracting sectors; as well as those who have not worked before who need support to help identify what their transferable skills are, how to articulate them, and how to present them in CVs.

Effective and timely CEIAG and utilising transferable skills can support with addressing skills gaps and shortages in the York and North Yorkshire workforce.

We will aim to...

- Embed career adaptability/transferable skills across the skills system
- Develop training and resources for all Career professionals to support career adaptability

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We have an opportunity to develop a coordinated all age careers offer, integral to the local labour market and informed by research and data on future skills, as well as promoting career adaptability and transferable skills to ensure, as a region, we develop a versatile and flexible workforce.

For further details on this ambition see plans for action in appendix 1

Page 97
Ambition 3:
Thriving Businesses



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Ambition 3: Thriving Businesses

We want Employers in YNY to have the skills to recruit, retain and grow a productive, inclusive and healthy workforce. In order to do that they need to be able to identify their current and future skills needs. This includes understanding and knowing how to maximise the talent and productivity of their workforce and having access to support and skills programmes that can help them to do this.

Employers shaping skills provision

Many employers in YNY are experiencing issues relating to skills including upskilling and reskilling needs, underutilisation of staff and a lack of investment generally in training. If we want our employers to be able to identify their current and future skill needs and shape provision, they need to feel confident about accessing and navigating the local skills system.

We need to ensure they are aware of and understand what provision exists, how to access it and how it can benefit their workforce and their business. The alignment of this Skills Strategy and the work of the LSIP will support employers to shape provision to more closely meet their needs and support them to build talent pipelines and invest in their workforces to be able to meet the emerging opportunities in our economy.

Apprenticeships are a key means for employers to invest in and grow their own skills to address skills shortages and the needs of their business. However, the apprenticeship landscape is complex. There is evidence of misalignment between the subject profile and demand in the local labour market and adult apprentices (aged 25+) are still less well-represented than their younger counter parts.

The ESF funded Apprenticeship Hub, until recently, provided expert information to help employers recruit and upskill staff through apprenticeships. Whilst in the short term, funding from UKSPF has enabled the retention of an online resource, the region no longer has a dedicated apprenticeship support offer for local employers. More support is needed to raise awareness with employers of apprenticeships and the benefits to their business of building their talent pipelines. In particular, feedback from employers highlights the need for support to navigate the apprenticeship system, including advice/information on taking on and mentoring apprentices; as well as support for larger businesses to make effective use of the apprenticeship levy including support with levy transfer to help with the costs of apprenticeships for smaller businesses.

We will aim to...

- Promote the range and benefits of skills provision to employers
- Support the work of the LSIP
- Develop a comprehensive apprenticeship support offer for employers

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Ambition 3: Thriving Businesses

We want Employers in YNY to have the skills to recruit, retain and grow a productive, inclusive and healthy workforce. In order to do that they need to be able to identify their current and future skills needs. This includes understanding and knowing how to maximise the talent and productivity of their workforce and having access to support and skills programmes that can help them to do this.

Employers have the skills to recruit, retain and grow their workforce

Workforce planning, development and health and wellbeing need to be integral to employers strategic and operational business development. **High quality Leadership and Management** can be an effective tool that enables businesses to develop and embed inclusive recruitment, retention and workforce development practices. This can maximise productivity, innovation and support health and wellbeing, reducing the cost of staff turnover and unrealised potential. Flexible and bitesize skills support for leaders and managers that enables them to tailor and embed workforce planning and development in their business will ensure as a region we can unlock the potential in our working age population.

We will aim to...

- Ensure employers have access to workforce development information and support
- Encourage and support development and delivery of modular Leadership & Management provision

Healthy workplaces

Absence from work due to sickness has grown since the beginning of the pandemic, particularly in those aged 50 and older. Across York and North Yorkshire more and more people are unable to work due to poor mental health and musculoskeletal problems. Research by the Health Foundation shows an increasing national trend in the number of people between 16-45years who are now living with an illness that they class as “work limiting”. This number of people in the younger age group has risen over the last 4 years by 15%.

Effective training and support for employers can help to safeguard the health and wellbeing of their staff, support them to make reasonable adjustments and retain employees. Support to develop inclusive workplaces can unlock the potential of staff who are neurodiverse, disabled or experiencing mental health challenges. Health and wellbeing at work has never been more important to recruitment and retention – in particular building productive teams and reducing absences and staff turnover.

We will aim to...

- Ensure employers can access support to build healthy workplaces

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For further details on this ambition see plans for action in appendix 1

Ambition 4: Empowered Communities



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Ambition 4: Empowered Communities

Our ambition is that our economy grows in a way that impacts positively and creates opportunity for all communities. By harnessing the strength of our local voluntary and community sector as well as the economic and social potential of anchor institutions, we can improve access to opportunities, address barriers to unemployment and ensure everyone can gain the skills and support they need to participate fully in society.

Gateways to learning and work

The journey from inactivity and unemployment into work is not always straightforward, with many opportunities and challenges unique to each distinctive place and resident. By applying lessons learned and building on the community delivery models from successful locally developed programmes such as Community Grants, Community Led Local Development and Action Towards Inclusion Programme, we can develop projects for future investment. Devolution of the ASF will allow us set priorities that align more closely with local need and enable closer partnership working with providers to bring together planning of the wider skills and post 16 education system, ensuring provision is inclusive and accessible across our region.

We will aim to...

- Enable and support community based delivery models for skills and employment support
- Develop opportunities for collaboration and capacity building

Addressing barriers

This priority focusses on ensuring residents can access a range of localised information and support that helps them address barriers to engaging and participating in learning and work. This 'whole person' approach recognises that people face many and complex issues and it is the interplay of these issues that creates barriers to accessing, staying and progressing in learning and work

'Wrap around' support includes support for improving confidence, skills and employability as well as issues such as isolation, health and wellbeing and cost of living; enabling residents to fully participate and progress in learning and work.

As new funding and delivery opportunities arise such as DWP Universal Support, working collaboratively with partners and coordinating programmes for maximum impact, will be paramount.

We will aim to...

- Ensure a 'whole person' approach to skills and employment support
- Provide Strategic Coordination of wider employment support programmes:
- Support and encourage increased flexibility of provision

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Ambition 4: Empowered Communities

Our ambition is that our economy grows in a way that impacts positively and creates opportunity for all communities. By harnessing the strength of our local voluntary and community sector as well as the economic and social potential of anchor institutions, we can improve access to opportunities, address barriers to unemployment and ensure everyone can gain the skills and support they need to participate fully in society.

Locally focussed collaboration

York and North Yorkshire's voluntary and community sector organisations make a significant contribution to our local economy, both as employers and service providers, proactively empowering local communities through training, volunteering opportunities and support. Working strategically with the voluntary and community sector and recognising the substantial impact they have on local economies we will support local employment and learning, social enterprise, and help address local challenges.

Our larger organisations also play a significant role in community adhesion, creating substantial local employment opportunities and positively influencing workplace policy and practice. Building on this work we can strengthen the connections between key organisations and local communities, stimulating growth that is good for people and that leads to higher skills and better pay.

We will aim to...

- Develop a community wealth building approach to skills and employment support, working with businesses, Local Authorities and VCSE sector
- Establish an Anchor Organisations Network, working with colleagues and partners from both Local Authorities and VCSE sector

Community Wealth Building approaches have the potential to unlock and enable local expertise, knowledge, lived experience, assets and innovation to reduce inequalities, create opportunities and retain more wealth and opportunity for the benefit of local people.

For further details on this ambition see plans for action in appendix 1

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Appendix 1
Plans for Action

Page 103

Ambition 1

An Integrated, Flexible and Responsive Skills System
A Local skills system responsive to emerging economic opportunities and the needs of our rural, coastal and urban communities

Priority	We will aim to...	What we are already doing...	What success looks like
<p>An easy to navigate skills system responsive to key sectors and the transition to carbon negative; and values basic, vocational, technical and transferable skills</p>	<p>Develop an integrated and coordinated skills and employment offer across the region for individuals, businesses and providers, including skills, careers and apprenticeship support and working in partnership with the two Local Authorities and other key stakeholders.</p>	<p>Scoping the concept of a YNY Skills and Employment Interchange providing:</p> <ul style="list-style-type: none"> Both a virtual platform and ‘place based navigators’ to support integrating the skills and employment offer including: CEIAG, Apprenticeships, Skills & Employability Programmes and Skills for business support Labour Market Intelligence, data and research on skills, employment and economy including future skills needs to inform strategy and, development and delivery of provision 	<p>Improved coordination and integration of the local skills offer to residents, businesses and providers</p> <p>Improved access to and participation in skills provision</p> <p>More highly skilled, versatile and flexible workers utilising new technologies in existing and emerging sectors.</p>
	<p>Improve coordination, collaboration and capacity in the Skills Provider base across the region through the establishment of partnerships/forums and support for existing networks.</p>	<p>Working collaboratively with skills partners across the region including FE colleges, Yorkshire Learning providers Forum, NYC & CoYC and VCSE sector</p>	<p>Increase in skills levels in green technologies.</p>
	<p>Encourage and support development and delivery of a range of flexible and bespoke provision, ensuring investment aligns with high potential and core sectors, new technologies and transition to carbon negative</p>	<p>Delivery of UKSPFs Sector Skills and Green Skills Programmes as well as supporting Sector Specialist funded roles to support upskilling and reskilling of the workforce and ensuring lessons learned are informing future funding and programmes</p>	
		<p>Exploring ASF flexibilities to support more flexible modes of delivery with clear and supported progression routes from entry level to higher skills</p> <p>Developing the Skills bootcamps programmes to ensure flexibility and responsiveness to employer needs and tailored to specific emerging sectors driven by new technologies and underpinning the transition to carbon negative.</p>	

Ambition 1	An Integrated, Flexible and Responsive Skills System A Local skills system responsive to emerging economic opportunities and the needs of our rural, coastal and urban communities		
Priority	We will aim to...	What we are already doing...	What success looks like
<p>High quality dynamic learning environments supported by sector specialist teaching and tailored to the needs of our distinct communities</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 105</p>	<p>Support investment in capital infrastructure and equipment including to ensure high quality dynamic learning environments, working with FE colleges, LAs, ITPs and VCSE sector</p> <p>Ensure access to high quality dynamic learning environments and equipment to address rurality and transport issues</p> <p>Invest in CPD and ‘industry exchanges’ for tutors through development of bespoke provision</p>	Supporting and informing work of the LSIP and LSIF ensuring alignment	Colleges and training providers delivering high quality training
		Skills Bootcamp provision utilising new FE capital equipment and infrastructure to pilot provision in new technologies.	<p>Increase in range and quality of learning environments that support development of higher-level technical skills and future skills development.</p>
		Exploring the potential for the development of ‘skills villages’ to support key sectors	
		Developing Skills programmes that are flexible in design and delivery incorporating modular, online, distance learning, outreach eg Skills Bootcamps, ASF, UKSPF	
		Exploring ASF/FCFJs flexibilities to support CPD for tutors.	
Exploring UKSPF to upskill tutors in green skills to enable them to provide green/retrofit training for employers			
<p>A skills system that fosters entrepreneurialism, encouraging and supporting new ideas, business development, growth and resilience.</p>	<p>Ensure entrepreneurialism is embedded across the skills system: business support, careers support and skills programmes with a focus on provision that supports under represented groups</p>	Exploring opportunities for Skills Bootcamps to develop entrepreneurship and L&M skills within the context of specific sectors (e.g. creative and technical)	<p>Increase in confident entrepreneurs and managers with the skills to deliver transformational change.</p>
		Exploring ASF/FCFJs flexibilities to support entrepreneurialism in provision	
		CEC developing resources to support entrepreneurialism & self employment	
		Working with UKSPF funded Skills Business Relationship Manager to encourage businesses to develop their workforce through masterclasses, and consultancy.	
		Collaborative working with Growth Hub on pre start up and start up support.	
<p>Key partners</p>	<p>NYC, CoYC, LSIF & LSIP, IOT, FE Colleges, Yorkshire Learning Providers, ITPS, VCSE Sector, DWP, NCS, HE, DfE, Employers</p>		

Ambition 2	Accessible careers support for all ages: Residents are equipped to make decisions about education, training and careers providing pathways to higher skills and better paid jobs		
Priority	We will aim to...	What we are already doing...	What success looks like
Residents can access high quality Careers Education Information Advice and Guidance (CEIAG) to support them to enter, progress and change career direction within the local labour market	Develop an All Age Careers Strategy for YNY including developing a multi agency and coordinated approach to data collection, sharing and action planning	Exploring the strategic positioning CEC contract and wider careers support for all ages within the CA	CEIAG is embedded throughout the skills system
	Ensure CEIAG resources and support are coordinated and easily accessible to all residents: virtually, face to face, at times and places that work for them.	Delivering community based CEIAG training and provision in North Yorkshire to ensure wider access to CEIAG in communities funded by UKSPF.	Improved Progression in learning and work
		Exploring ASF flexibilities to enable more promotion, engagement and capacity to deliver CEIAG in communities	Increased number of adults engaged in learning and work
	Ensure CEIAG is embedded across the skills system	Delivering CEC contract supporting CEIAG for schools, colleges and careers leaders across the region	
Exploring ASF flexibilities to embed CEIAG across provision			
High quality all age careers support linked to local labour market intelligence and local businesses	Develop an online portal for careers resources based on LMI that can be embedded into school/college curriculums and in adult careers support	Exploring digital platforms to host a careers repository that can be integral to the scoping work on the overarching Skills and Employment Interchange	On line portal developed and implemented
	Develop career professionals training and resources based on LMI and emerging skill sets to support new sectors and local employers	CEC Careers Hub developing sector specific resources as part of Shape Your Future Resources and Green Skills for Careers Leaders programme funded by UKSPF	Careers professionals can access training and resources linked to LMI and local businesses
	Further develop relationships with employers to support workplace experiences for all ages	CEC Careers Hub driving high quality engagement with employers via Cornerstone Employers Group and implementation of employer standards and tool kit.	Good employer engagement across the region
All age CEIAG that supports career adaptability, transferable skills and new and emerging skill sets	Embed career adaptability/transferable skills across the skills system	Consider ASF flexibilities to enable more promotion, engagement and capacity to deliver CEIAG in communities	Targeted resources for Careers professionals and learners to support new sectors and transferable skills
		Ensuring importance of transferable skills built into new programme development: UKSPF, Bootcamps	
	Develop training and resources for all Career professionals in Career adaptability to support residents to identify transferable skills and develop career adaptability linked to new and emerging sectors	Careers Hub equipping career leaders and teachers with the right training and support.	
Key partners	NCS, DWP, NYBEP, NYC, CoYC Schools and colleges, University of York, York St Johns University, Coventry University, Uni Connect, ITPs/Provider Network, Employers		

Thriving Businesses

Local businesses are shaping skills provision to grow productive and inclusive workplaces that support our local economy and emerging opportunities

Priority	We will aim to...	What we are already doing	What success looks like
<p>Employers can identify their current and future skills needs to shape local provision and meet the needs of the local economy and emerging economic opportunities.</p> <p style="text-align: center;">Page 107</p>	<p>Promote the range and benefits of skills provision to employers and ensure they have access to information and support to meet the needs of the local economy and emerging economic opportunities.</p>	<p>Scoping the concept of a YNY Skills and Employment Interchange to provide both virtual and ‘physical support’ for employers to access and navigate the skills system to upskill and reskill their workforce addressing skills shortages and skill gaps including Apprenticeships, Skills Programmes and Skills for business.</p>	<p>Enhanced Employer awareness of link between skills development and business productivity</p> <p>Increased employer investment in training</p> <p>Increased access to and participation in skills provision</p> <p>Employer satisfaction levels of appropriateness and timing of training high.</p>
		<p>Consider ASF flexibilities to enable more promotion, engagement and capacity to deliver flexible and innovative provision aligned with priority sectors and ensuring clear and supported progression pathways as routes to higher skills and better paid jobs.</p>	
		<p>Ensure Skills Bootcamps Programme continues to work collaboratively with Employers, Providers Growth Hub, CEC, UKSPF and development is based on rigorous skills analysis and linked to wider business growth ambitions</p>	
		<p>Supporting the development and delivery of UKSPFs Skills programmes:</p> <ul style="list-style-type: none"> • Skills Business Relationship Manager to support employers to access appropriate skills support and exploring opportunities to grow this model • Monitor and evaluate Sector Skills and Green Skills programmes to support upskilling and reskilling in priority sectors. 	
	<p>Support the work of the LSIP and ensure this is fed into emerging programmes to ensure employers are shaping skills provision</p>	<p>Member of LSIP Board and feeding in research, data and programme delivery to inform the work of the LSIP. Joint Skills event with the LSIP in March .</p>	
	<p>Develop a comprehensive apprenticeship support offer for employers: raises awareness of apprenticeships, provide advice/information and provides a levy transfer service.</p>	<p>Secured funding from UKSPF to continue hosting of Apprenticeship resources online and exploring further funding for apprenticeship support for employers.</p>	

Ambition 3

Thriving Businesses

Local businesses are shaping skills provision to grow productive and inclusive workplaces that support our local economy and emerging opportunities

Priority	We will aim to...	What we are already doing	What success looks like
Employers have the leadership & management skills to recruit, retain and grow a productive, innovative and inclusive workforce where everyone can achieve their potential.	Ensure employers have access to information and support that helps them recruit, retain and grow a productive, innovative and inclusive workforce	Scoping the concept of a YNY Skills and Employment Interchange to provide both virtual and physical support to employers to build leadership & management skills, talent pipelines and skills of their workforce.	Enhanced Employer awareness of link between skills development and business productivity
		Supporting the development and delivery of UKSPFs Skills Business Relationship Manager to support employers to navigate the skills system and access appropriate skills support. Exploring opportunities to grow this model	Increased no of businesses with skills plans/appraisals systems
	Encourage and support development and delivery of modular Leadership & Management provision to support recruitment, retention and skills development of the workforce:	Supporting development of specialist Leadership & Management Skills Bootcamps to support businesses to recruit, retain and grow their workforce	Increase no of businesses engaged in apprenticeships
		Supporting the development and delivery of master classes and consultancy to support employers to operationalise and embed high performance working practices in their business as part of UKSPFs Skills Business Relationship Manager and Resource Pot.	More productive workplaces, perceived by both management and workers as talent nurturing environments
People can thrive and progress in healthy workplaces	Ensure employers can access support to build healthy workplaces and health and wellbeing is embedded in business support	Exploring how Universal Support Programmes can be developed in YNY to support employers.	Businesses adopting high performance working practices
		Supporting the development and delivery of UKSPFs Skills Business Relationship Manager and development of master classes to support health and wellbeing of workforce	More productive workplaces Reduced staff turnover, sickness and absenteeism

Key partners
CoYC & NYC locality BRMs, Growth Hub, LSIP, FSB, Public Health, West & North Yorkshire Chamber of Commerce, ITPs, FE colleges

Ambition 4	<h2 style="text-align: center;">Empowered Communities</h2> <p style="text-align: center;">Communities are empowered by knowledge, confidence and skills to enable residents to fully participate and progress in learning and work</p>		
Priority	We aim to...	What we are already doing...	What success looks like
Community based provision is developed and delivered that provides a gateway and supported pathways to learning and work	Enable and support community based delivery models for skills and employment support	Delivery of UKSPF Engaging and Progressing People programme supporting a delivery partnership of VCSE organisations delivering employability support and ensuring lessons learned are informing future funding and programmes ASF flexibilities explored as a means of enabling more community based provision for learners and developing innovative models of engagement, delivery and support for hard to reach learners.	Sustainable VCSE network of delivery organisations Increased number of VCSE orgs supported via UKSPF and ASF to develop training and learning
	Develop opportunities for collaboration and capacity building across the sector including VCSE and ITP FE sectors - encourage collaboration and partnership working through the establishment of partnerships/forums and support for existing networks.	Exploring potential for the establishment of provider partnerships/forums as a result of the ASF engagement process Support and feed into the Yorkshire Learning Providers, VCSE Strategic Leaders Forum, YNYER Principals Group	Increased access to and participation in learning Improved Progression in learning and work
Residents can access a range of support to reduce isolation, improve health and wellbeing and enable engagement and progression in learning and work	Ensure a 'whole person' approach to skills and employment support is embedded across provision. Continue to inform and develop range of provision that supports residents to access training and learning that leads to sustainable employment.	Exploring ASF flexibilities to enable wider wraparound support to learners and developing innovative support for hard to reach learners. Delivery of UKSPF People and skills programmes: <ul style="list-style-type: none"> • Engaging and Progressing People – support for inactives and those in work to move closer to employment or progress within employment • Digital inclusion – training for digital buddies to support residents to get on line and stay safe on line. • Younger and older Innovative Grant pot – support for older and younger groups to engage in learning and work • Community based IAG – training for VCSE workers and volunteers in IAG to act as first point of contact for IAG in communities 	Increased access to and participation in learning Improved Progression in learning and work 'Whole person' approach' to delivery and outcomes/impact embedded in skills and employment programmes across the region
	Provide Strategic Coordination of wider employment support programmes	Currently working in partnership with DWP on local delivery of Universal Support programme	
	Support and encourage increased flexibility of provision including: modular and bitesize, location, time, online and smart phone technology	Exploring options to embed flexible provision as part of ASF/FCFJs and Skills Bootcamps	

Ambition 4

Empowered Communities

Communities are empowered by knowledge, confidence and skills to enable residents to fully participate and progress in learning and work

Priority	We aim to...	What we are already doing...	What success looks like
A Community wealth building approach to supporting good economic growth , thriving, healthy communities and sustainable and inclusive economies	Develop a community wealth building approach to skills and employment support, working with businesses, LAs and VCSE sector	Working group established as part of UKSPF to explore community wealth building model that can be tested and then rolled out across further programmes.	Community Wealth Building Model implemented across all programmes
	Establish Anchor Organisations Network working with colleagues and partners from both LAs and VCSE sector to identify and disseminate good practice and support embedding of sustainable and inclusive economies	Delivery of UKSPF Green skills programme in partnership with NYC & CoYC, housing associations and supply chain businesses to support upskilling of workforce in retrofit skills to enabling retrofit of regions housing stock	Anchor Institutions Network established and working towards clear set of objectives

Key partners: DWP, NYC, CoYC, VCSE sector, YHICB, Yorkshire Learning Providers Forum, Businesses



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Appendix 2 Resources

Page 111

Resources referred to in document:

[York-North-Yorkshire-Labour-Market-Analysis-30-May-2023-Update.pdf \(yorknorthyorks-ca.gov.uk\)](#)

[English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

[Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#)

[LSIP York and North Yorkshire 2023.pdf \(wnychamber.co.uk\)](#)

Page 112 Health Foundation: What we know about the Uks working-age health challenge 2023

[York-and-North-Yorkshire-Priority-Sector-Research-Report-15-March-2022.pdf \(yorknorthyorks-ca.gov.uk\)](#)

YNYLEP Research reports:

[Transferable Skills Research – April 2022](#)

- [Progression Routes to Level 2 – Identifying Best Practice for the Future](#)
- [Upskilling and Reskilling across York and North Yorkshire](#)
- [Exploring the capacity of the Further Education System to Engage and Support 19 to 24 Year Old NEETs](#)
- [High Performance Working Practices Research Report – April 2022](#)
- [Community Learning Provision Report](#)
- [Digital Skills in York and North Yorkshire Assessment Report](#)

COMBINED AUTHORITY MEETING

22 JULY 2024

Call for Projects

Report of the Head of Strategy

1.0 Purpose of the Report

- 1.1 The report sets out proposed investment programmes, linked to the Economic Framework, which could be funded via the Mayoral Investment Fund.

2.0 Recommendations

- 2.1 It is recommended that the Combined Authority approve an indicative budget allocation of £27.5m over four years from the Mayoral Investment Fund, subject to further consultation with Members and full prospectus documents to be developed across the following programmes:

- Indicative £10m across 2024 to 2028 for the Carbon Negative Challenge Fund
- Indicative £10m across 2024 to 2028 for the Vibrant & Sustainable High Streets Fund
- Indicative £5m across 2024 to 2026 for the Business Innovation Fund
- Indicative £2.5m across 2024 to 2026 for the Skills Innovation Fund

- 2.2 It is recommended that the CA approves a maximum of 5% of the allocated £27.5m to be utilised towards management and administration fees, to ensure the programmes are fully resourced for successful delivery. Any required costs beyond this will need to seek further approval from the Combined Authority.

- 2.3 It is also recommended that the CA approve delegated authority for the Chief Executive, in consultation with the CA Members, to sign-off the full prospectuses and application packs of each fund. This will then enable the funds to formally launch.

3.0 Background

- 3.1 The revised Economic Framework, which has been presented to the Combined Authority in a separate paper (see paper 'Approval of the Combined Authority Economic Framework'), identifies five key thematic priorities, including:

- Healthy & Thriving Communities
- Affordable & Sustainable Transport
- Vibrant & Sustainable Places

- Boosting Business and a Thriving Workforce
- Affordable & Sustainable Housing

3.2 The Mayoral Investment Fund, as a flexible, fully devolved investment pot, provides an opportunity for the CA to contribute to these priorities and start delivering positive outcomes for York and North Yorkshire. This will also contribute significantly to the CA’s three overarching ambitions of: ‘Transition to Carbon Negative’, ‘Deliver Inclusive Economic Growth’, and ‘Create Opportunities for All’.

3.3 The proposed Funds, set out in this report, provides initial activity against delivering the thematic priorities of the Economic Framework. Further Funds and investment propositions will be developed further. The below table sets out under each of the thematic priorities the current position and how the proposed Funds, that require investment support from the Mayoral Investment Fund, compliment other activity:

Thematic Priority	Summary
Healthy & Thriving Communities	A Cost-of-Living Plan will be developed, which will help to scope the investment needs and priorities of York and North Yorkshire’s communities. This activity was agreed at the May 2024 CA meeting (details can be found here). Further scoping of existing community funds is underway to ensure that CA Funding provides added value and additionality. It is therefore not proposed to create a further Fund at this stage.
Affordable & Sustainable Transport	Funding from the Mayoral Investment Fund is not required for transport schemes at this stage. The CA is currently developing a Transport Strategy and preparing for transport funding from the Department for Transport. Investment may be required in the future, but these needs will be identified in the strategy and the Mayoral Investment Fund will only be utilised to fill gaps in the transport funding and ensure added value to current funding.
Vibrant & Sustainable Places	<p>There are two investment proposals for this thematic priority:</p> <ol style="list-style-type: none"> 1. Vibrant & Sustainable High Street Fund 2. Carbon Negative Challenge Fund <p>Further details on these proposals are in section 4 ‘Investment Proposals’.</p>
Boosting Business and a Thriving Workforce	<p>There are two investment proposals for this thematic priority:</p> <ol style="list-style-type: none"> 1. Business Innovation Fund 2. Skills Innovation Fund <p>Further details on these proposals are in section 4 ‘Investment Proposals’.</p>

Affordable & Sustainable Housing	Housing is a key enabler to the CA’s economic ambitions, so investment will be critical in the future. However, the CA must ensure that it’s truly addressing the housing needs of our residents. It is proposed in the Economic Framework that a housing strategy for York and North Yorkshire is completed first, which will begin to identify a pipeline of projects and how to address key challenges such as affordability. Current funding for housing through the CA is currently through the devolved Brownfield Housing Fund.
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4.0 Investment Proposals

4.1 For each investment request listed in the table in section 3, a proposal document has been developed (and included in the appendices) which outlines the following in more detail:

- Background / context of the fund;
- How the fund will meet local strategic priorities;
- Purpose of the fund and outcomes;
- The type of activity covered by the fund;
- Criteria on who can apply;
- The level of funding that can be applied for; and
- Indicative timelines.

4.2 Sections 4.3 ‘Carbon Negative Challenge Fund’, 4.4 ‘Vibrant & Sustainable High Streets Fund’, 4.5 ‘Business Innovation Fund’, and 4.6 ‘Skills Innovation Fund’ provide a summary of each funding proposal.

4.3 Carbon Negative Challenge Fund

4.3.1 An overarching ambition of the CA is for the subregion to transition to carbon negative, building on its strong sustainability asset base (such as natural carbon capture and sequestration opportunities supported by the two National Parks, three National Landscapes and marine assets). This ambition was agreed in May 2024 in the first approved Economic Framework for the CA (details [here](#)). A revised Economic Framework has been proposed to the CA, which continues to recognise the importance of this ambition.

4.3.2 To combat the climate crisis and reach the CA’s ambition, pace and scale will be needed. The CA has already made commitments to the agenda through its Net Zero Fund, which was a commitment from government of £7 million in the CA’s original Devolution Deal. Twenty-three schemes, covering capital projects such as natural capital restoration and retrofitting, and a number of revenue investments have been supported. To strengthen the impact of these projects, further investment is required, as the Net Zero Fund alone will not achieve our carbon negative ambitions.

4.3.3 Further investment in this agenda provides York and North Yorkshire the opportunity to be a strong leader on the climate agenda, it can also bring major benefits to our environment and our communities, particularly health-related outcomes (e.g. cleaner air, warm, energy efficient homes).

4.3.4 Consequently, it is recommended that an indicative allocation of £10m across 2024 to 2028 is made from the Mayoral Investment Fund to support the creation of a Carbon Negative Challenge Fund.

4.3.5 A proposal for the Carbon Negative Challenge Fund is included as Appendix A which sets out the scope of the investment.

4.4 Vibrant & Sustainable High Streets Fund

4.4.1 York and North Yorkshire is an incredibly diverse geography, covering urban, rural and coastal communities. The diversity of York and North Yorkshire's geography makes it a highly attractive place to live, work and learn, but our places also differ in terms of their success. Some areas are doing very well, whilst others are grappling with significant challenges, particularly within our high streets.

4.4.2 Factors such as the growth of online retail, the rise in home working since the Covid-19 pandemic, and the increased cost of living, have led to uncertainty about the future of high streets across the UK. Many services, such as banks and post offices, traditionally associated with the high street are likely to disappear over the next decade. It is essential to support high streets to adapt and rejuvenate to ensure people continue to have a reason to visit and our local businesses can thrive. If our high streets don't start adapting now, even those in a strong position, could become vulnerable.

4.4.3 Consequently, it is proposed that an indicative allocation of £10m from 2024 to 2028 from the Mayoral Investment Fund is committed to a Vibrant & Sustainable High Streets Fund (which also aligns with the Mayor's manifesto commitment to creating a High Street Fund).

4.4.4 A proposal for the Vibrant & Sustainable High Streets Fund is included as Appendix B which fully details the scope of the investment.

4.5 Business Innovation Fund

4.5.1 The York and North Yorkshire Combined Authority Economic Framework sets out the key assets that have the potential to support and deliver good economic growth:

- A highly qualified and educated workforce - over half of the working-age population qualified to NVQ 4+ level and there are very low rates of people with no qualifications (5.4%). Unemployment levels are also low at 1.7%;
- Home to significant research and innovation assets, including high-performing academic institutions (three universities are based here), research and development, innovation and sector specialisms (e.g. Stockbridge Technology Centre, York Biotech Campus, Network Rail's Training Centre, Green Chemistry Centre of Excellence). These assets can support our businesses to be more resilient, productive and innovative.
- Strong presence of foundational sectors: The key employment sectors for residents include: Wholesale and Retail (14.8%), Health and Social Care (12.8%) and Accommodation and Food Service Activities (12%). Although

a small employment sector overall, Agriculture is a specialism of the subregion with a much larger proportion of businesses than national levels.

- A diverse economy dominated by micro and small businesses: The York and North Yorkshire economy does not rely on one singular industry, primarily made up of micro businesses, reflecting a similar picture to national levels, alongside high levels of entrepreneurship and start-ups.
- High opportunity sector potential: Several sectors have been identified that have scope to develop now and into the future, which can help to generate innovative, technology focussed roles and make a significant contribution to productivity.

4.5.2 Whilst economic opportunity will be achieved as a result of these characteristics, there is potential to strengthen it further, and more quickly, by providing the right conditions to attract new investment and supporting our businesses to be more innovative, productive and resilient. The value of the York and North Yorkshire economy is comparable to other areas across the UK although productivity is lagging behind national levels. Wage levels are also lagging when compared to the national average. Low skilled and low wage roles remain a challenge, but there is huge potential for transferable skills to move into growing and higher value sectors of the economy.

4.5.3 There is currently a range of specialist business support available through the York and North Yorkshire Growth Hub Service, and complementary services provided to businesses in localities by North Yorkshire and City of York Councils. In addition, other Government and publicly funded support programmes are available for businesses to access, but the opportunity to develop specific bespoke programmes – harnessing the characteristics set out at 4.5.1 above and tailored to maximise the opportunities in our local economy - could be enabled through the Mayoral Investment Fund, to deliver the Boosting Business theme of the Economic Framework to support our businesses to be more innovative, productive and resilient.

4.5.4 The principles for a Business Innovation Fund are set out at Appendix C, with an initial indicative allocation proposed of £5m over the period 2024 to 2026.

4.6 Skills Innovation Fund

4.6.1 The Skills Strategy, which is included in the paper ‘York and North Yorkshire Skills Framework and Strategy’, sets out a number of challenges for the skills landscape, including:

- A decline in engagement in learning: The numbers participating in Adult Education are 29% below 2018/19 levels. Apprenticeship starts remain 5% below their pre pandemic levels. A comparison of the subject profile of education and training provision with the profile of labour market demand shows major disparities between the two for apprenticeships, adult education and higher education.
- Rurality, connectivity and access to services: Remote locations and a lack of digital connectivity and transport options present a particular challenge

to individuals seeking training and support and local employers in recruiting and retaining staff.

- Modes of delivery are not meeting business or learner needs: There is a lack of flexibility in how provision is delivered. More modular and bitesize provision is required with flexibility in when, where and how delivered - this was particularly highlighted in the work of the Local Skills Improvement Plan.

4.6.2 For skills and training to be effective, the above challenges need to be addressed. A Skills Innovation Fund would enable the CA to work with key partners, such as training providers, to explore new ways to engage people in skills and overcome the deep-rooted engagement and accessibility challenges. With greater people engaged in training, the CA would be able to better maximise the outcomes from the Adult Skills Fund, Skills Bootcamps and other skills provision.

4.6.3 It is recommended that an indicative allocation of £2.5m over 2024 to 2026 from the Mayoral Investment Fund is allocated to the Skills Innovation Fund. A full proposal is included at Appendix D.

5.0 Summary of Investment Proposals

5.1 The table below sets out the indicative levels of funding that is requested from the Mayoral Investment Fund:

Thematic Priority	Fund	Lead Officer	Total Funding Required	Timeframe
Sustainable & Vibrant Places	Carbon Negative Challenge Fund	Senior Strategy Manager for Low Carbon & Environment	£10,000,000	2024 - 2028
	High Street Fund	Policy Officer for Sustainable & Vibrant Places*	£10,000,000	2024 - 2028
Boosting Business and a Thriving Workforce	Business Innovation Fund	Head of Delivery	£5,000,000	2024-2026
	Skills Innovation Fund	Skills & Employability Manager	£2,500,000	2024 - 2026
Total			£27.5m	

*At the [May 2024 CA meeting](#), the following was approved: “To deliver great places to live and work across the region, a Policy Officer post will be created to scope and develop a High Street Investment Fund”. The other Lead Officers are posts that already exist within the Combined Authority.

6.0 Next Steps

6.1 If the Combined Authority approves the investment proposals in principle, the following activity will then need to be undertaken:

- full prospectus and application pack will be developed for each fund;
- the comprehensive process designed for each fund which aligns with the CA’s Assurance Framework;

- CA members will be consulted on the design of each fund;
- Approval will need to be given to the final prospectuses before any funds can formally launch.

6.2 To enable the funds to launch at pace, it is recommended that the CA approves delegated authority to the Chief Executive of the CA to sign off on the final prospectuses and application packs of each investment fund. However, the CA members will be engaged throughout the design process of each prospectus.

7.0 Financial Implications

7.1 Approval of the investment proposals would result in £27.5m incurred against the Mayoral Investment Fund budget across 2024 to 2028. Essential programme management and other associated support services costs will also be considered as part of the £27.5m, ensuring that there will be sufficient resource to ensure delivery of the approved funding.

7.2 At this stage, an allocation of the £27.5m for management and admin has not yet been determined, as this will be shaped by the prospectuses that need to be developed. It is recommended that an allowance of up to 5% is made for management and admin costs. Anything over 5% would require further formal approval from the Combined Authority with a clear rationale for the need. All costs will be closely monitored.

7.3 If the Combined Authority approve the £27.5m requested within this report, this would leave £30.1m within the Mayoral Investment Fund's budget for 2023/24 to 2027/28. The table below details the current commitments that have been made and the remaining balance:

Mayoral Investment Fund Commitments	Total (£m)
Amount available (2023/24 to 2027/28)	81
Less:	
Core operating costs, including contingency	12.4
Implementation Costs	2.1
Election	4
Previously agreed over allocation (net zero)	0.5
Adult Skills Fund (formerly named Adult Education Budget)	0.3
Allocation to CYC & NYC for pipeline of investible schemes	1
Mayoral Priorities	2.2
Balance	58.5
For approval July 2024	
Call for projects	27.5
Brownfield Housing	0.9
Balance remaining	30.1

8.0 Legal Implications

8.1 It is not anticipated that there will be any legal implications by approving the recommendations within this paper, but the following will need to be addressed if the funding programmes are launched:

- All of the proposed investment programmes will need to be HM Treasury's Green Book compliant and align with the CA's [Assurance Framework](#) processes, with clear decision-making stages mapped out. These processes will be identified as part of the prospectus and application development.
- Standard legal procedures will need to be approved for any project investment and this will be judged on a case-by-case basis, mitigating any potential risk through formal funding agreements.
- As these funds are seeking investment from the Mayoral Investment Fund, each one will be subject to the formal monitoring and evaluation requirements that government has set out as part of the National Evaluation Framework for the Mayoral Investment Fund. If the funds are approved, evaluation plans will need to be developed and this will form part of a Local Evaluation Framework, which the CA is formally required to develop for the Mayoral Investment Fund.

9.0 Equalities Implications

9.1 It is not anticipated that the proposed funding would have any negative impacts on equalities. The investment is seeking to address some of the inequalities between our communities and help to strengthen their resilience. As part of the assessment process, officers will ensure that there are no negative impacts on equalities.

10.0 Environmental Implications

10.1 It is not anticipated that the funding programmes will cause any negative impacts on the environment, with much of the investment focussed on supporting the transition to carbon negative. As part of the assessment process, officers will ensure that there are no negative impacts on the environment.

11.0 Combined Authority Areas Impacted (Council Areas/Wards/Divisions)

11.1 All of the proposed funds covered the entirety of York and North Yorkshire. There is no plan for the investment to target specific geographies.

12.0	Recommendations
12.1	<p>It is recommended that the Combined Authority approve an indicative budget allocation of £27.5m over four years from the Mayoral Investment Fund, subject to further consultation with Members and full prospectus documents to be developed across the following programmes:</p> <ul style="list-style-type: none">• Indicative £10m across 2024 to 2028 for the Carbon Negative Challenge Fund• Indicative £10m across 2024 to 2028 for the Vibrant & Sustainable High Streets Fund

- Indicative £5m across 2024 to 2026 for the Business Innovation Fund
- Indicative £2.5m across 2024 to 2026 for the Skills Innovation Fund

12.2

It is recommended that the CA approves a maximum of 5% of the allocated £27.5m to be utilised towards management and administration fees, to ensure the programmes are fully resourced for successful delivery. Any required costs beyond this will need to seek further approval from the Combined Authority.

12.3

It is also recommended that the CA approve delegated authority for the Chief Executive, in consultation with the CA Members, to sign-off the full prospectuses and application packs of each fund. This will then enable the funds to formally launch.

13.0 Reasons For Recommendations

13.1 The requested investment will help the Combined Authority to deliver on the priorities set out within the revised Economic Framework.

14.0 Contact Details

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Supporting Documents

22 July Combined Authority Paper: Approval of the Combined Authority Economic Framework

Appendices

Appendix A: Carbon Negative Challenge Fund Proposal

Appendix B: Vibrant & Sustainable High Streets Fund Proposal

Appendix C: Business Innovation Fund Proposal

Appendix D: Skills Innovation Fund Proposal

Carbon Negative Challenge Fund



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Introduction

Background

York and North Yorkshire have the ambition to be net zero by 2034, and carbon negative by 2040. The scale of our ambition is based on our unique innovation and industrial capabilities; our nationally significant business base in low carbon energy; and diverse and extensive landscapes, owing to the area's rural and coastal geography. As a leader in decarbonisation and world class innovation assets, we can harness the opportunities of the transition, strengthening our communities, creating jobs and attracting investment to the region.

At the start of 2023, we launched our Net Zero Fund which provided £7 million to support the development and delivery of net zero projects. Taking the learnings from the delivery of the previous Fund, the Carbon Negative Challenge Fund seeks to maximise the use of public funding to enable innovative projects to tackle some of the most challenging areas in the journey to a carbon negative York and North Yorkshire.

Meeting local Strategic Priorities

An overarching ambition of the CA is for the subregion to transition to carbon negative, building on its strong sustainability asset base (such as natural carbon capture and sequestration opportunities supported by the two National Parks, three National Landscapes and marine assets). This ambition was agreed in May 2024 in the first approved Economic Framework for the CA (details [here](#)). A revised Economic Framework has been proposed to the CA, which continues to recognise the importance of this ambition.

Purpose of the Fund

The Fund seeks to support the development and delivery of projects that can unlock carbon savings, increase carbon sequestration and support climate adaptation to accelerate progress towards York and North Yorkshire becoming England's first carbon negative region. Projects must be innovative in nature; for example, trialling new approaches or technology, serving as a "demonstrator" project that others can replicate, or projects that will enable systems change across the region.

Rounds of funding will focus on specific challenges that are holding back progress to reaching net zero by 2034 and carbon negative by 2040.

The first round of the Carbon Negative Challenge Fund, opening in Autumn 2024 will focus on:

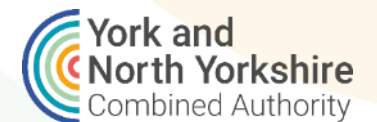
1. Financing retrofit
2. Community energy & circular economy demonstrators
3. Innovative, place-based solutions to decarbonise heat
4. Scaling-up regenerative agriculture
5. Innovative approaches to increase carbon sequestration in marine & coastal areas

Projects that do not fit these thematic areas, but still contribute to climate mitigation and/or adaptation are still able to apply.

The Fund is seeking to achieve the following outcomes:

- Reduced greenhouse gas (GHG) emissions & increased carbon sequestration
- Strengthened ability of communities to take climate action and receiving the benefits
- Improved climate adaptation
- Established pipeline of investible projects

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What is the Carbon Negative Challenge Fund?

What types of activity can be funded?

Activities will either support “project development” or “project delivery”.

Project development funding can fund a range of interventions that support project development up to, and including, business case stage and ensuring investor readiness.

Eligible expenditure includes:

- Project scoping
- Community engagement
- Feasibility study
- Business case development

Project Delivery funding can fund delivery of projects that otherwise would not happen. Eligible expenditure includes:

- Installation of renewable energy generation & other technologies
- Grid connection

Grants are available to public and private sector bodies operating within York

and North Yorkshire, including:

- Local Authorities and other public sector organisations
- Capacity to support delivery activity
- Community Groups
- Charities
- Businesses
- Collaborative applications (i.e. with more than one applicant) are welcomed.

How much can you apply for?

£10 million has been allocated to the Fund from 2024 – 2028. There will be up to £4 million available in the first round of funding.

Applicants can apply for a minimum of £20k funding and a maximum of £1.5million. Applicants can apply for revenue and capital funding.

For “project development”, applicants can apply for up to 80% grant funding. For “project delivery”, applicants can apply for up to 60% grant funding (i.e. requiring at least 40% match funding). All applicants must clearly evidence the need for funding and the rationale for the level of funding that is being requested.

We encourage co-funding of schemes where the opportunity exists. Investments through this fund should always add the maximum value and this should be clearly proven and evidenced by the applicant. Early discussion with other funding bodies is needed to ascertain compatibility.

Indicative Timeline

SEP 2024 – Full prospectus and application pack will be developed
OCT 2024 – Carbon Negative Challenge Fund (1st round) launches

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Vibrant and Sustainable High Streets Fund

Page 127



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Introduction

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Background

High Streets across the UK are facing significant challenges. Factors such as the growth of online retail, the rise in home working since the Covid-19 pandemic, and the increased cost of living, have led to uncertainty about the future of High Streets across the UK. Many services, such as banks and post offices, traditionally associated with the High Street are likely to disappear over the next decade. It is essential to support High Streets to adapt and rejuvenate, to ensure people continue to have a reason to visit and our local businesses can thrive.

In York and North Yorkshire, our town centres and high streets perform a number of vital roles for our businesses and communities. They provide a range of services and opportunities, including retail, hospitality, employment, leisure, training, and socialising. They also play an important role in fostering a sense of place and are a source of local pride, which is no surprise when many of our high streets are thriving. But not all of them are in this strong position and these places will be most vulnerable to changing trends. Equally our highest performing high streets could also struggle in the future if they don't start adapting now.

The aim of this programme is to make high streets across our region into vibrant and sustainable places. This will be achieved by supporting new and existing small businesses operating on high streets to thrive and investing in projects that will serve to future-proof the high street. This may involve adapting (empty) premises to enable high streets to provide a balanced mix of services to meet the needs of local people.

The ambition is for our high streets to be not only a focal point for local commerce, but a focal point for local communities.

Recognising that high streets across the region are varied and have different needs, this programme will be open to flexible approaches and innovative solutions led by the local businesses and community groups who know their high streets best.

Purpose of the Fund

The purpose of this programme is to support projects and initiatives aiming to rejuvenate and reanimate high streets across York and North Yorkshire. The key objectives are:

- To support high street businesses to improve their resilience
- To support high street businesses to expand their offer and introduce new goods and services
- To support high street businesses to increase their turnover
- To increase the number of workshops and classes providing tailored support and advice to high street businesses and stakeholders
- To increase the number of events and activities attracting residents and visitors to the high street
- To reduce the number of vacant units (where they are present)
- To repurpose and adapt empty spaces, creating mixed-use high streets that serve the needs of local communities
- To increase footfall (where it is low)
- To increase the number of businesses operating in town centres (where it is low)
- To increase the levels of community engagement and activity in high street locations
- To improve the perceptions of high streets amongst both residents and visitors

Meeting local Strategic Priorities

This investment delivers on multiple Priorities and Ambitions identified in the Economic Framework:

- Vibrant and Sustainable Places
- Boosting Business and a Thriving Workforce
- Healthy and Thriving Communities



What is the Vibrant and Sustainable High Streets Fund?

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What types of activity can be funded?

The activity that can be supported must be linked to one of the following themes:

1. Supporting the growth and resilience of **Small Businesses** on the high street
2. **Repurposing** the high street
3. Building **Leadership, Partnerships and Networking Opportunities** for high street stakeholders
4. Engaging in **Place Marketing and Promotion**
5. Improving the **Appearance and Experience** of the high street

Who can apply?

Credible collectives of local business and/or community organisations that represent the interests of the high street. Local businesses and/or community organisations are encouraged to form 'local partnerships' with a defined shared interest and goal. An accountable lead applicant will need to be identified. Eligible lead applicants may include:

- Business Improvement Districts; Local business or trade associations; Town Councils; Community Interest Companies (on behalf of an established local partnership); Individual businesses (on behalf of an established local partnership)

How much can you apply for?

- £10m has been allocated to the fund over a 4-year period
- There are no set limits on the amount applicants can apply for. However, consideration will be given to the type and scale of project being proposed.
- Both revenue and capital funding will be available for projects. There are currently no limits set on the amounts or proportions of each. This is to allow for flexibility in responding to the priorities and needs of local businesses and communities.
- There will be no requirement for match funding. However, the presence of match funding will be viewed favourably as evidence of 'added value' in the appraisal process.

Indicative Timeline

August 2024 – Full prospectus and application pack will be developed

September 2024 - Fund launches – invite businesses / organisations to provide contact details to register their interest

October 2024 – Open to pre-applications (remain open on a rolling basis)

Two-stage Application Process

Pre-application (Gateway check completed by CA officers)

Applicants must provide information about:

- The 'Local Partnership' – which businesses/organisations are involved?
- The Local Context – what are the specific needs/challenges facing the high street?
- An outline of the project

Full Application (Appraised by CA officers and a panel)

Applicants must provide more detailed information about:

- The need for the project and the impact it will have
- Delivery plans - project milestones and timescales, cost breakdown, cashflow management, etc.
- How progress will be measured

The Appraisal process will factor in:

- Strategic fit with the 'High Streets' objectives
- Alignment with overarching ambitions of the YNYCA Economic Framework
- Additionality and Impact
- Longevity
- Added Value
- Overall Distribution of the funding



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Business Innovation Fund

Page 131



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Introduction

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Background

The existing York and North Yorkshire economy has a range of strengths and presents high potential opportunities for significant growth, with the right targeted interventions that can be supported by the public sector. The value of the York and North Yorkshire economy is comparable to other areas across the UK although productivity is around 87% of national levels. Wage levels are also lagging when compared to the national average. Low skilled and low wage roles remain a challenge, but there is huge potential for transferable skills to move into growing and higher value sectors of the economy. This approach aims to support the economy to grow at a faster rate than would otherwise be possible and achieve greater impact as a result of the Business Innovation Fund interventions.

Meeting local Strategic Priorities

The Business Innovation Fund will deliver against the Boosting Business priority of the York and North Yorkshire Economic Framework and will be designed to support the York and North Yorkshire Innovation Plan, to be developed in partnership with UKRI/Innovate UK.

The Business Innovation Fund will support businesses to develop commercial strengths, focus on new innovation, and realise high growth potential. Priority will be the six sectors that are being developed to maximise the economic specialisms that are unique to York and North Yorkshire – Rail, Agri-tech, Industrial Bio-Economy, Advanced Manufacturing, Healthy Ageing and Life Sciences, Digital & Creative.

Purpose of the Fund

The fund will help to achieve greater progress, and at a faster rate, in delivering economic opportunity across York and North Yorkshire by providing the right conditions to attract new investment and support our businesses to be more innovative, productive and resilient.

The fund will be delivered through a phased approach :

- Short term Business Innovation Fund support - to ensure that there is equal access across York and North Yorkshire to local business support programmes, particularly aimed at expansion of business operations and/or innovation activity.
- In parallel, further work will be done to map the business base of York and North Yorkshire and quantify the potential for targeted business innovation programmes.

Having a good understanding of the existing business base and local economy is essential to maximising the effectiveness of business support programmes, and this stage of work will inform more detailed design of further support to be made available and how it should be directed.

Specific targets will be developed relating to the Business Innovation Fund to ensure that impacts can be tracked and evaluated.

What is the Business Innovation Fund?

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What types of activity can be funded?

The Business Innovation Fund will enable development of specialist business support programmes to help business realise growth and development opportunities to :

- increase productivity;
- enable innovation of new products, processes or services that are significantly ahead of others currently available;
- enable innovative use of existing products, processes or services;
- adopt new or innovative business models;
- develop improved business resilience.

Other opportunities could include :

- Investment in development of Research and Development collaborations, Industrial Research, Knowledge Transfer Partnerships and “Spin Out” enterprise, leading to high value commercialisation.
- Establishment of business development accelerator facilities linked to the York and North Yorkshire high opportunity potential sectors.
- Development of supply chain initiatives and collaborations in the core and high opportunity sectors.
- Support for mobilisation and formalised economic clusters relating to unique specialisms, which may be targeted on particular locations, and linked to development of relevant skills to support the potential growth and increase opportunities for employment of local residents.

Who can apply?

Details will be developed, but most activity is likely to be made available through commissioned programmes, to enable tailored business support approaches.

How much can you apply for?

£5million is proposed to be made available from September 2024 to March 2026, with potential for further extension up to a 4 year period

Individual programmes will be launched with specific details for support to be provided.

Individual programmes are expected to provide a combination of both business support and investment support, therefore likely to include both revenue and capital funding.

Indicative Timeline

Initial phase of expanded business support programmes to be launched by Autumn 2024.

Development of York and North Yorkshire Innovation Plan in partnership with UKRI/Innovate UK by early 2025.

Details of bespoke Business Innovation Fund programmes to be launched early 2025, following completion of scoping evidence base and programme design/prospectus.



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Skills Innovation Fund

Page 135



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Introduction

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Background

The YNY Skills Strategy has been revised in collaboration with partners and stakeholders, aligning the ambitions of the Local Skills Improvement Plan (LSIP) and the YNY LEP Skills Strategy. The Strategy is also informed by detailed labour market analysis commissioned by the YNY LEP in 2023 to understand the supply and demand for skills, as well as consideration of where there may be evidence of mismatch and market failure. Revision of the strategy has been overseen by the CA's Skills and Employability Working, an advisory group set up to support work on key skills priorities including the revised Skills Strategy, Adult Skills Fund (ASF) Strategic Skills Plan and as the thematic sub-group for the People and Skills theme of North Yorkshire's UKSPF.

A Skills Innovation Fund would support the 4 ambitions identified in the Skills Strategy: Integrated, Flexible and Responsive Skills System, Accessible Careers Support for All Ages, Thriving Businesses, and Empowered Communities.

This fund will aim to build on the success of skills development programmes eg the Strategic Development Fund (SDF) and the Local Skills Investment Fund, UKSPF, Skills Bootcamps and align to upcoming provision such as ASF, to demonstrate a commitment to continuity.

Meeting local Strategic Priorities

The projects that a Skills Innovation Fund would support will align directly to the 'Boosting Business and a Thriving Workforce' thematic priority of the Economic Framework, and support all 3 of its overarching ambitions, predominantly 'Increase Opportunities for All'.

Purpose of the Fund

The purpose of this fund is to build on previous skills programmes to ensure investment is maximised in terms of course development and delivery and take up by learners including disadvantaged/target groups (e.g. 50+, disengaged and hard to reach groups) by supporting investment in:

- skills capital and equipment
- Support for tutors/trainers – via CPD/industry exchanges
- Increased flexibility – through the development and delivery of more innovative modes of delivery, such as modular/bite size/outreach provision to meet employer and individual needs and address access/rural/transport issues.
- Building capacity in the local provider base to support the future delivery of ASF when the CA take responsibility of it from August 2024 – bring FE Colleges, Local Authority Skills Providers, Independent Training Providers, VCSE sector skills providers together to pilot new approaches to delivery.

The types of outcomes that the funding would be seeking to achieve would be:

- Increased tutors trained in industry related skills
- Increased adult learners trained in priority sectors
- New flexible courses developed (bize size/modular/outreach)

What is the Skills Innovation Fund?

City region
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What types of activity can be funded?

The Skills Innovation Fund could support projects to deliver:

- Capital investment in YNY high potential and core sectors:
 - upgrading equipment and facilities with cutting edge technology.
 - significantly innovate teaching and learning practices using Immersive Technology, Virtual Reality and Artificial Intelligence.
- CPD and staff development to upskill existing skills delivery staff to ensure that tutors/trainers have up to date industry knowledge.
- Programmes of activity to encourage those within industry to engage with teaching to increase capacity e.g. delivering teaching skills to armed forces service leavers.
- Development and delivery of bite-size, flexible and modular provision that meets employer needs, and targets individuals with barriers to accessing learning.
- Bridging provision to other skills programmes such as Adult Skills Fund, Skills Bootcamps and Apprenticeships – to enable pathways to progression.
- Innovative approaches to engaging target groups to ensure capital investment and new flexible provision and can be fully utilised.

Page 137

Who can apply?

Skills delivery providers, such as FE Colleges, Local Authority Skills Providers (such as York Learning and North Yorkshire Adult Learning and Skills Service), Independent Training Providers, and VCSE Skills Providers.

Collaboration will be encouraged to ensure successful engagement and delivery, to share best practice and to increase skills provider capacity and capability.

How much can you apply for?

How much money has been allocated to the fund?

£2.5million over 2 years (£3.5m including match) – Jan 2025 to Dec 2026.

Is there a limit on the amount applicants can apply for?

This will be determined by each individual call

Revenue or capital?

Mix of capital and revenue (£1m capital, £1.5m revenue)

Is it 100% or does it need to be match-funded?

Capital funding would be 50% match funded (£1m funding, £1m match)

Revenue funding will be 100% funded (£1.5m funding)

Compatibility with other funding?

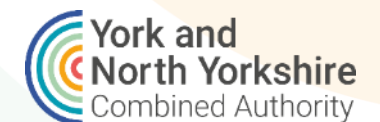
This funding will align to other provision available in the region managed by the CA, specifically the Adult Skills Fund that the CA take responsibility for from August 2025, and any future Skills Bootcamp or UKSPF People and Skills Funds. Wider provision available will also be considered as referral streams into, and out of this provision, to demonstrate a commitment to collaboration.

Indicative Timeline

September 2024 – Full prospectus and application pack will be developed

October 2024 - Fund launches

January 2025 – Activity commences



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COMBINED AUTHORITY MEETING

22 JULY 2024

APPROVAL OF BROWNFIELD HOUSING FUND ROUND 2 PROJECTS

Report of the Head of Delivery

1.0 Purpose of the Report

- 1.1 This report sets out details for the outcome of the second call for project applications to the York and North Yorkshire Brownfield Housing Fund Programme. The second call for projects was approved by the Combined Authority in February 2024, to utilise the remaining balance of approx. £3m from the York and North Yorkshire Brownfield Housing Fund (YNYBHF) after the first round of approvals in December 2023.
- 1.2 Recommendations are made in this report for the approval of grant contributions towards new projects that will help to remove the barriers to the building of new homes, including affordable homes, across York and North Yorkshire.
- 1.3 An allocation from the Mayor Investment Fund is also requested towards the YNYBHF to maximise delivery of brownfield housing sites, and new homes, including affordable homes. It will also enable programme over-commitment to ensure full utilisation of the existing funding from what was the Department of Levelling Up Housing and Communities (DLUHC), now called the Ministry of Housing, Communities and Local Government.

2.0 Recommendations

- | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none">2.1 To consider the response to the second call for projects to the York and North Yorkshire Brownfield Housing Fund;2.2 To consider a maximum additional allocation of £1.3million from the Mayoral Investment Fund towards the York and North Yorkshire Brownfield Housing Fund to enable the first three of the six applications to be supported, with the contribution towards the project at Blind Lane, Aiskew, to be the subject of further review;2.3 To approve three projects to be supported through the York and North Yorkshire Brownfield Housing Fund Programme :<ul style="list-style-type: none">• Blind Lane, Aiskew• Linton-on-Ouse |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- Cocoa Gardens (Phases 3 – 5) York

2.4 That the Director of Resources be delegated to approve the final contribution amount to the project at Blind Lane, Aiskew, subject to the outcome of the further review and recommended grant award;

2.5 To note that a further report will be presented to the Combined Authority in September seeking approval to allocate a further £3.36m from the Mayoral Investment Fund, to enable the remaining three project applications to be supported.

3.0 BACKGROUND

3.1 Within the York and North Yorkshire Devolution Deal, published in August 2022, it was agreed: “As a mayoral combined authority, the York and North Yorkshire Combined Authority will be awarded £12.7 million of devolved capital funding across 2023/24 and 2024/25 to support the building of new homes on brownfield land, subject to sufficient eligible projects for funding being identified.”

3.2 Allocation of the funding through what was the Department for Levelling Up, Housing and Communities was confirmed as a condition of the York and North Yorkshire Mayoral Combined Authority (YNYCA) being established.

3.3 An original call for projects was launched under the YNYBHF in January 2023, which, after due process, led to project funding allocations being approved at the Joint Devolution Committee on 15 December 2023. The initial approvals of project allocations and agreed programme management costs was a total of £9,681,071, of the total £12.7 million available. The existing project approvals will deliver :

- 700 new homes;
- Of which 252 will be affordable;
- The total investment will be £179,123,519;
- At an average cost per home of £13,110,

3.4 As the previous approvals left a balance of approx. £3million unallocated from the programme, it was agreed that a second call for projects would be issued in order to maximise the available funding.

3.5 The process for a second call for projects would directly target projects led by City of York Council, North Yorkshire Council and the Registered Housing Providers (RHPs) in York and North Yorkshire. Applications had to be submitted by 30 April 2024. The prospectus for the additional project call was consistent with that for the Round 1 process, except for :

- a change in eligible applicants (i.e. restricted to LAs and RHPs);
- requiring a Full Business Case (FBCs) only (rather than the previous two stage process); and
- with a revised Round 2 timeline.

3.6 Six new project applications were received by the closing date of 30 April 2024.

4.0 ROUND 2 PROJECTS

4.1 The six project applications are as shown below :

Scheme name	Applicant	BHF funding request	Match funding
Blind Lane, Aiskew	Broadacres Housing Association	£1,232,000*	£20,201,944
Linton on Ouse, York	Broadacres Housing Association	£266,000	£4,730,722
Cocoa Gardens Phases 3 - 5, York	Latimer Developments	£2,800,000	£63,418,234
Neville House, Gargrave	North Yorkshire County Council	£224,000	£2,831,533
Lowfield Phase 2, York	City of York Council	£1,092,000	£21,149,729
Ordnance Lane, York	City of York Council	£2,020,000	£45,219,152
TOTALS		£7,634,000	£157,551,314

* Refer to para. 5.4

4.2 Three of the projects are at a more advanced stage of readiness and therefore have been prioritised for detailed appraisal which has been completed, and which informs the recommendations set out in this report for recommendations on funding allocations. These three projects are currently considered to be deliverable within the required BHF timescales, i.e. for completion by March 2026 :

- Blind Lane, Aiskew
- Linton-on-Ouse
- Cocoa Gardens (Phases 3 – 5) York

5.0 PROJECT APPRAISAL PROCESS

5.1 External technical support was engaged to undertake the whole of the Round two review of projects including the initial gateway assessment of applications and the detailed project appraisal. The gateway assessment was undertaken to ensure the completeness of FBC submissions, and completeness of all relevant supporting documentation. This also gave the opportunity to seek any clarifications on initial queries.

5.2 The gateway assessment of projects identified two tranches of three projects (of the total six), the first tranche being more advanced, and able to progress

into the detailed appraisal process without delay. It was therefore agreed to report the projects to the respective Combined Authority Meetings on :

- 22 July 2024
- 6 September 2024

5.3 For the first tranche and to inform recommendations in this report, a detailed report with technical appraisal findings and recommendations has been completed for each project. Based on these findings, it is recommended that allocations of BHF be made as set out in the remainder of this report.

5.4 **Blind Lane, Aiskew (see project summary at Appendix B)**

- Application request was £1,232,000. The appraisal process has verified a lower BCR and highlighted that a lower grant award may be an appropriate reflection of that being the case.
- However, further review of the project is required to assess in detail the additionality provided by the BFH grant contribution.
- The BFH grant would support the applicant in achieving shorter delivery timescales than would otherwise be possible, and to improve financial sustainability across the continuing wider delivery of activity by the organisation.

5.5 **Linton-on-Ouse (see project summary at Appendix C)**

- The funding request was £266,000 and is considered an appropriate request in relation to the forecast BCR;
- Preparatory work is well advanced, with some minor permissions needed before work can commence;
- There is a pending decision on availability of match-funding from Homes England but this is expected to be confirmed without delaying the scheme.

5.6 **Cocoa Gardens, York (see project summary at Appendix D)**

- The funding request for £2,800,000 is considered an appropriate request in relation to the forecast BCR of over 3, and within the context of the overall value of the development at £66 million;
- The case for additionality is clear, with the likelihood that the development would stall without public funding to address viability;
- Preparatory work is well advanced, with some minor permissions needed before work can commence;
- There is a pending decision on availability of match-funding but this appears to be low risk as the applicant has a Strategic Partnership role with Homes England.

5.7 Therefore, the Round 2 (Phase 1) three priority recommendations would fully utilise the current unallocated programme balance of £3 million but would require a maximum of a further £1.3 million (subject to further review of Blind

Lane, Aiskew) to meet the full recommended contributions. These three projects will deliver significant outputs :

Brownfield land developed (ha)	Homes started by December 2025	Total homes unlocked	Of which affordable homes
6	277	311	181

5.8 In order to inform a decision on these three projects, the potential for a further request of £3,336,000 to meet the contributions requested for the other three projects should be considered. The other three projects will continue through the appraisal process and will be ready to report in detail to the next Combed Authority Meeting on 6 September 2024. As part of the work to date, it has been identified that the three Phase 2 projects have a greater level of delivery risk than the three Phase 1 projects, which may include risks to meeting the end date of March 2026. It will be possible to provide a more detailed account of projects risks as a result of more detailed work with the applicants in the report to the next meeting on 6 September 2024.

5.9 Therefore, the addition of a further £3,336,000 is requested to be considered from the Mayoral Investment Fund. The current commitments from the Mayoral Investment Fund are summarised at Section 7.3 to provide context.

5.10 If additional contribution to the programme is approved from the Mayoral Investment Fund, the time constraints towards the end of the programme can be managed more effectively, due to the flexibilities of the local funding. Local funding would be utilised after the DLUHC funding has been fully utilised, and therefore may run across 2025/2026 and 2026/2027 financial years. The existing DLUHC funds would be programmed to support projects in the first instance, and this approach reflects good programme management by enabling “over-commitment” to the planned DLUHC programme.

5.11 The proposal for an overall programme value of a maximum £17.36 million should be considered therefore, to inform the decision on the three projects recommended for approval in Round 2 Phase 1.

6.0 PROGRAMME MONITORING, EVALUATION AND FUTURE DEVELOPMENT

6.1 As one of the first funds for the York and North Yorkshire Combined Authority, it was previously agreed to ensure that formal programme Monitoring and Evaluation arrangements would be put in place. This will also help to develop a longer-term pipeline and inform future programme design. This work has now been commissioned, and monitoring and evaluation requirements will also align with the Combined Authority Assurance Framework.

6.2 The overall outputs that will be delivered by the programme, including the Round 1 projects and Round 2 applications are :

	New Homes	Of which "Affordable"	Total Investment £million
Round 1	700	252	179
Round 2 (Ph 1)	311	181	92.7
Round 2 (Ph 2)	181	181	72.5
Totals	1192	614	344.2

6.3 If the maximum investment of £17.36 million is approved now and in September, this represents investment leverage of almost 20 times the value of the public sector funding from the Brownfield Housing Fund and Mayoral Investment Funding.

6.4 It is proposed that further development work will be carried out for an onward programme of potential Brownfield Housing projects across York and North Yorkshire. Further reports will be submitted as the strategic approach to Brownfield Housing development for York and North Yorkshire is progressed.

7.0 FINANCIAL IMPLICATIONS

7.1 The total approved budget of funding from DLUHC for the YNYBHF is £12,694,644, of which some £9.6m has already been allocated in Round 1, leaving a balance of £3m available for investment in suitable projects. The recommendations in this report propose additional schemes totalling a maximum of £4.3m (depending on further review of Blind Land, Aiskew as referred in Section 5.4), requiring an allocation from the Mayoral Investment Fund of maximum £1.3m.

7.2 The report also outlines a further £3.36m of schemes that will potentially be considered for approval in September, to be funded from Mayoral Investment Fund. However, discussions will be held with the Ministry of Housing, Communities and Local Government to seek additional funding for developing brownfield housing wherever possible.

7.3 The table below outlines the position on the Mayoral Investment Fund should the recommendations in this report (and other reports elsewhere on this agenda) be approved.

York and North Yorkshire Mayoral Investment Fund	£m
Total Amount Available (2023/24 to 2027/28)	81
Current Commitments	22.5
Balance	58.5
Proposed Allocations for Approval 22 July 2024	27.5
Balance	31
Additional contribution to Brownfield Housing Fund :	
Round 2 Phase 1 (maximum based on application amounts)	1.3
Round 2 Phase 2	3.36
Balance	26.34

7.4 Management and administration costs were approved with the Round 1 projects, at a total of £504,071 (approx. 4% of the total BHF budget). No additional fee cost is required to deliver the additional Round 2 projects. The fee costs will cover :

- Legal and Assurance – There will be some significant resource implication in preparation, negotiation, and execution of funding agreements.
- Contracting and Programme Management – Managing all the grants and ensuring delivery.
- Pipeline development – continuing to develop a future pipeline of projects.

7.5 Any unused budget from the 4% fee will be available to allocate to the projects and offset the call on Mayoral Investment Fund.

8.0 Legal Implications

8.1 A formal funding agreement will be put in place for each project. The funding agreements will be developed to address any potential legal issues arising. All shortlisted projects will be required to submit a UK Subsidy Control Assessment before receiving funding to ensure compliance.

9.0 Equalities Implications

9.1 No equalities implications are anticipated.

10.0 Environmental Implications

10.1 There are not any environmental implications at this stage, but there may be an impact once projects have been approved and begin delivery. It is anticipated that some carbon emissions may occur through the building of the homes, but the prospectus has outlined that low carbon and sustainable homes will be prioritised.

11.0 Risks and Mitigations

11.1 The three projects recommended for approval in this report are rated “green”.

11.2 The proposed over-commitment will reduce risks for overall delivery of the programme and ensure that DLUHC funds are fully utilised.

11.3 The delivery timescales for the Round 2 projects were a critical part of the criteria for the call for applications, and capacity for delivery has formed part of the appraisal process.

11.4 Detailed risk registers are available for each project.

12.0 Recommendations

- 12.1 To consider the response to the second call for projects to the York and North Yorkshire Brownfield Housing Fund;
- 12.2 To consider a maximum additional allocation of £1.3million from the Mayoral Investment Fund towards the York and North Yorkshire Brownfield Housing Fund to enable the first three of the six applications to be supported, with the contribution towards the project at Blind Lane, Aiskew to be the subject of further review;
- 12.3 To approve three projects to be supported through the York and North Yorkshire Brownfield Housing Fund Programme :
- Blind Lane, Aiskew
 - Linton-on-Ouse
 - Cocoa Gardens (Phases 3 – 5) York
- 12.4 That the Director of Resources be delegated to approve the final contribution amount to the project at Blind Lane, Aiskew, subject to the outcome of the further review and recommended grant award;
- 12.5 To note that a further report will be presented to the Combined Authority in September seeking approval to allocate a further £3.36m from the Mayoral Investment Fund, to enable the remaining three project applications to be supported.

13.0 Contact Details

For further information please contact the author of this Report.

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Report approved:	James Farrar, Chief Executive
Date:	12 July 2024

Background papers - None

Appendices

Appendix A – Summary of (6 No) Round 2 Applications

Appendix B – Blind Lane, Aiskew

Appendix C – Linton on Ouse

Appendix D – Cocoa Gardens, York

York and North Yorkshire – Brownfield Housing Fund Round 2

Summary of Applications

Scheme name	Applicant	BHF funding request	Match funding	Total cost	Site work starts	Start on homes	Completion of homes	Outputs					
								Brownfield land developed (ha)	Homes started by December 2025	Total homes unlocked	Affordable homes	Proportion affordable	Unit cost per home
Blind Lane, Aiskew	Broadacres Housing Association	£1,232,000*	£20,201,944	£21,433,944	Nov-23	Mar-24	Aug-26	2.7	88	88	88	100%	£14,000
Linton on Ouse, York	Broadacres Housing Association	£266,000	£4,730,722	£4,996,722	Aug-24	Aug-24	Aug-26	0.9	19	19	19	100%	£14,000
Cocoa Gardens Phases 3 - 5, York	Latimer Developments	£2,800,000	£63,418,234	£66,218,234	Nov-24	Nov-24	Apr-27	2.4	170	204	74	36%	£13,725
Sub-Total Round 2 - Phase 1		£4,298,000**	£88,350,900	£92,648,900				6	277	311	181		
Neville House, Gargrave	North Yorkshire County Council	£224,000	£2,831,533	£3,055,533	Sep-25	Nov-25	Dec-26	0.4	16	16	16	100%	£14,000
Lowfield Phase 2, York	City of York Council	£1,092,000	£21,149,729	£22,241,729	May-25	Oct-25	Jun-27	0.7	14	64	64	100%	£17,063
Ordnance Lane, York	City of York Council	£2,020,000	£45,219,152	£47,239,152	Aug-25	Sep-25	Jun-27	1.38	29	101	101	100%	£20,000
Sub-Total Round 2 - Phase 2		£3,336,000	£69,200,414	£72,536,414				2.48	59	181	181		
PROGRAMME TOTALS		£7,262,000	£157,923,314	£165,185,314				8.48	336	492	362		

*See Section 5.4 of report in relation to BCR for Blind Lane

** Round 2 (Phase 1) total = subject to further review of Blind Lane

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Page 149

Blind Lane, Bedale (Broadacres)

Brownfield Housing Fund – Round 2 Projects

City region
Rural powerhouse

Project Overview

City region
Rural powerhouse

A project to deliver 88 affordable homes in Aiskew, near Bedale providing accommodation to a high design standard for social rent and low-cost home ownership. These homes will be heated via Air Source Heat Pumps and offer enhanced levels of energy efficiency, good accessibility within a sustainable location. High quality design and the quality of the setting enhance the offer, but the site has demolition and remediation costs which render them uneconomic without additional financial support.

Page 5

The site requires the demolition of agricultural and commercial building formerly used as a piggery and a hatchery. Part of the site was formerly used for storage and food processing but was vacant and semi derelict for many years.

North Yorkshire has some of the most unaffordable housing markets in the North of England. The lack of supply of affordable homes for local people is a significant factor in the sustainability of rural communities and the rural economy. Sites such as this one, with its complex history and constraints, require additional investment to bring to a developable condition. Construction costs for sites in rural areas are also significantly higher than for larger sites in urban settings.

Delivery partner:	Broadacres Housing Association
Project address:	Old Hatchery, Blind Lane, Aiskew, DL8 1BW
Total Project Costs:	£21,433,944
Brownfield Housing Fund requested:	£1,232,000
Number of homes unlocked a result of the development:	88
Affordable homes:	88 (100%)
Brownfield land redeveloped (Ha):	2.7 ha

Appraisal Results

	RAG	Summary
Strategic Dimension		<ul style="list-style-type: none"> The site has agricultural and commercial buildings formerly used as a piggery and a hatchery that needed demolishing. These additional costs, in addition to costs associated with making the new homes energy efficient and affordable results in a viability gap which requires public sector support. The business case articulates that North Yorkshire contains some of the most unaffordable housing markets in the North of England, and the lack of supply of affordable homes for local people is a significant factor in the sustainability of rural communities and the rural economy. There will be 49 homes for social rent, the most affordable type of rented accommodation offering rents at around 60% of market values, accessible to those on lower incomes. Supplementing these will be 39 homes for shared ownership, offering affordable home ownership opportunity to those on modest incomes, with initial equity shares of as little as 10% available. The business case clearly describes the viability gap associated with the development. The scheme contributes strongly to national priorities and regional policies. The business case confirms that Broadacres Housing Association has engaged locally including through the attendance of a community open day in Bedale and Aiskew in March 2024.
Economic Dimension		<ul style="list-style-type: none"> Without BHF, the scheme would still be delivered as planned, but at a lower quality. This may comprise using lower cost building materials and/or reduced energy efficiency technologies included on the units. The applicant provides little information as to why the Preferred Option is the best way forward. The preferred option nevertheless appears to have been arrived at through an iterative consultation process with the public and Hambleton Borough Council, and this process has at least helped to confirm the preferred ambition. The applicant offers reasonable evidence of housing need locally. The level of outputs appears realistic, given that construction appears to have commenced on site. The applicant provides reasonably good narrative on economic, environmental and social benefits and outcomes.
Financial Dimension		<ul style="list-style-type: none"> Given that a fixed price contract has been let it is a reasonable assumption to suggest the budget is adequate. A risk register is in use and is reviewed on a monthly basis. The business case included Subsidy Control Advice from Bevan Brittan analysing the scheme's fit with the seven Subsidy Control principles. The Advice does not appear to definitely state that the scheme is compliant but it offers clear guidance on how the Combined Authority could potentially demonstrate compliance. The funding request was £1,232,000 but the appraisers propose that it is reduced to £860,000. This reflects that the appraisers couldn't get the BCR to the minimum 1:1 at a funding request of £1,232,000. The appraisers think the proposed grant of £860,000 is also a fairer reflection given that additionality appears weak.

Commercial Dimension		<ul style="list-style-type: none"> • The scheme is well advanced and does not have any outstanding permissions or consents. • The business case confirms that Broadacres Housing Association has already procured a delivery partner. • Non-financial risks have been identified and mitigated. • It is the appraisers' views that the project is commercially viable.
Management Dimension		<ul style="list-style-type: none"> • The applicant has delivered multi-million pound housing schemes in North Yorkshire. • The business case clearly describes the management and governance structure, and a organisational structure diagram has been provided as an Annex. • The business case included a detailed milestone table which shows that procurement was completed in November 2023 and site development works began in the same month. • The scheme does not have any outstanding permissions and the Main Contractor has been procured and has commenced delivery. • Given the advanced status of the scheme the only milestone that could potentially slip is the completion of the proposed 88 affordable homes by August 2026. • The business case confirms that the scheme will be monitored and evaluated in accordance with Broadacres' policies but doesn't set out how this will be achieved in practice.

Page 152

OVERALL RAG RATING	
RECOMMENDATION	Approve, but it is recommended that the requested £1,232,000 from BHF is reduced to £860,000

Page 153

Linton on Ouse (Broadacres)

Brownfield Housing Fund – Round 2 Projects

City region
Rural powerhouse

Project Overview

City region
Rural powerhouse

A project to deliver 19 affordable homes in Linton on Ouse providing accommodation to a high design standard for social and affordable rent and low-cost home ownership. These homes will be heated via Air Source Heat Pumps and offer enhanced levels of energy efficiency, good accessibility within a sustainable location. High quality design and the quality of the setting enhance the offer, but the site has demolition and remediation costs which render them uneconomic without additional financial support.

Age 14

The site requires the demolition of outbuildings, sheds and garaging and the subdivision of the site. These additional costs – the requirement for remediation and demolition – together with costs associated with the new homes' provision as social housing, and the quality and energy efficiency of the products proposed, the levels of prevailing need and demand for affordable housing options for the local community and the suppressed revenues available from their occupation as affordable homes to rent or buy create the need for additional investment for their viable delivery.

North Yorkshire has some of the most un-affordable housing markets in the North of England, the lack of supply of affordable homes for local people is a significant factor in the sustainability of rural communities and the rural economy. Sites in rural villages such as this one, require additional investment to bring to a developable condition.

Delivery partner:	Broadacres Housing Association
Project address:	Land behind Manor House, Main Street, Linton on Ouse
Total Project Costs:	£4,996,723
Brownfield Housing Fund requested:	£266,000
Number of homes unlocked a result of the development:	19
Affordable homes:	19 (100%)
Brownfield land redeveloped (Ha):	0.94 Ha

Appraisal Results

	RAG	Summary
Strategic Dimension		<ul style="list-style-type: none"> • There is a strong rationale for public sector support to address the gap between the income Broadacres Housing Association can generate from the development and the significant costs involved. • This scheme will deliver 19 affordable homes in Linton on Ouse providing accommodation to a high design standard for social and affordable rent and low-cost home ownership. • The business case highlights that North Yorkshire has some of the most unaffordable housing markets in the North of England. • The scheme contributes strongly to national and regional priorities. • The high levels of energy efficiency and design quality of these homes, with enhanced levels of insulation, low carbon forms of heating and renewable technologies contribute to the North Yorkshire Net Zero routemap. • Overall the level of consultation undertaken to date appears modest, though the commitment to work alongside the Parish Council is encouraging. • There is a strong case that the scheme has a viability gap given the extensive costs and the restricted income resulting from offering affordable rents and low-cost home ownership.
Economic Dimension		<ul style="list-style-type: none"> • The Do Nothing and Do Minimum options are rejected by the applicant, as they fail to meet the strategic ambition for the site. This feels broadly reasonable, although additional evidence to confirm outputs and viability in the Do Minimum option would have made for a stronger options assessment. • For a scheme of this scale, the options assessment appears broadly reasonable, albeit accepting that there is a lack of evidence around the test options. • The applicant provides reasonably good evidence of need for the type of housing proposed, alongside highlighting the affordability challenges locally. • There is limited evidence on the projects contribution to wider place-making, although given the small size of the project, any impacts on wider place-shaping agendas are likely to be small/modest. • The applicant provides a reasonably good narrative on economic, environmental and social benefits and outcomes • Represents acceptable value for money.
Financial Dimension		<ul style="list-style-type: none"> • Whilst no detailed cost plan has been provided, the costs appear to be quite well developed with the enabling contract already let and the main build contract under negotiation. • The applicant has identified some key risks and mitigation efforts / strategy within the business case. To manage and mitigate risk the appraisers recommended a live risk register is implemented. • Subsidy control advice does not appear to definitely state that the scheme is compliant but it offers clear guidance on how the Combined Authority could potentially demonstrate compliance.

Commercial Dimension		<ul style="list-style-type: none"> • The scheme already has planning permission, and the notice was provided. • The business case confirms that the procurement of a contractor for the enabling and demolition works has been completed and enabling works began in April 2024. • The business case outlines 13 non-financial risks which are all mitigated. • Given the costs as presented, and a snapshot of the Registered Providers appraisal model, it appears that despite the assistance of brownfield regeneration funding the scheme gives a marginal return. • The fact the regeneration funding has been requested suggests that the project is not commercially viable. If the scheme were financially viable then additional funding would not be requested.
Management Dimension Page 156		<ul style="list-style-type: none"> • The applicant is Broadacres Housing Association and they have delivered over 800 new homes over the past 5 years. • The applicant has delivered multi-million pound housing schemes in North Yorkshire. • The business case clearly describes the management and governance structure, and a organisational structure diagram has been provided as an Annex. • The business case included a detailed milestone table which shows that procurement has been completed for a contractor for site demolition and enabling works and a contractor to build the homes. • The construction of homes is forecast to begin in August 2024 and be completed by August 2026. • The milestone table included within the business case confirms that the Association has secured all necessary consents and contracted with a procured contractor for the site demolition and enabling works. • This scheme is well advanced and there are very few major milestones that could slip. • The business case confirms that the scheme will be monitored and evaluated in accordance with Broadacres' policies but doesn't set out how this will be achieved in practice.

OVERALL RAG RATING	
RECOMMENDATION	Approve

Page 157

Cocoa Gardens, York (Latimer)

Brownfield Housing Fund – Round 2 Projects

City region
Rural powerhouse

Project Overview

City region
Rural powerhouse

Cocoa Gardens Phases 3-5 is part of the wider regeneration of the former Rowntree site, located approximately 1.5 miles north of York city centre. The scheme is proposed to be delivered by Latimer Developments Limited, part of Clarion Housing Group, the largest Registered Provider (RP) in the UK. In total, the entire scheme (including phases already underway) will deliver 586 homes across a range of housing typologies and tenures.

Page 1 of 5

Cocoa Works was the first phase of the wider site redevelopment, which comprised the repurposing of the heritage art deco factory buildings into 79 apartments, delivered by Henry Boot Construction and currently at handover stage. Phases 1-2 Cocoa Gardens, located within the factory grounds, are currently under construction with the Lovell Group and once completed will deliver 103 new homes.

This BHF application relates to Phases 3-5 Cocoa Gardens only (“the Phase 3-5 Scheme”), comprising the final three phases of development at the site. The Phase 3-5 scheme will deliver 204 new homes (mix of houses and apartments), of which 74 will be affordable tenures (36% of total provision for the phase 3-5 scheme), split between social rented and shared ownership homes. The homes will be environmentally sustainable, delivering above Part L Building Regulations requirements and will be accessible to all designed to M4(1) accessibility specification.

Delivery partner:	Latimer Developments Limited
Project address:	Wiggington Road, York, YO31 8JQ
Total Project Costs:	£66,218,234 (excluding profit)
Brownfield Housing Fund requested:	£2,800,000
Number of homes unlocked a result of the development:	204 homes
Affordable homes:	74 (36%)
Brownfield land redeveloped (Ha):	2.4 ha

Appraisal Results

	RAG	Summary
Strategic Dimension	Green	<ul style="list-style-type: none"> • There is a strong strategic rationale for the project, which is to provide 204 homes of which are third (74) are to be affordable, a major contribution to addressing housing supply in York. • The FBC provides considerable detail on the need for BHF for Phases 3-5 to make the scheme viable, particularly given that there was not a viability gap in earlier phases. • The market failure is clearly articulated in terms of negative externalities (associated with the negative effects of leaving the brownfield site undeveloped) and positive externalities, in terms of the project's contribution to public realm and the regeneration agenda. • Alignment with policy is very well articulated, both national, local and regional. • The FBC explains how the applicant has well exceeded minimum statutory consultation requirements, with extensive community consultation undertaken for Phases 3-5 and as part of the wider scheme development. • The FBC articulates how a lack of BHF investment would mean that Phases 3-5 would not proceed and that this part of the site would remain stalled
Economic Dimension	Green	<ul style="list-style-type: none"> • The business case presents a range of options which appear reasonable, including a Do Nothing (counterfactual), a Do Minimum and a Do More, alongside the Preferred Option. • The applicant has submitted supporting development appraisal evidence for the Preferred option with and without BHF funding. This shows an unviable scheme in the no BHF option. • The applicant provides good evidence of need for the housing locally, including outlining (a) slightly above average population growth locally; (b) a notable need for affordable housing provision within the city and (c) acute affordability issues with many households known to be currently excluded from the owner-occupier market. • The scheme appears at a reasonably advanced stage and the forecast outputs appear realistic and achievable. • The scheme delivers a good range of economic, environmental and social benefits and outcomes. • The BCR is 3.33 which represents very good Value for Money.
Financial Dimension	Green	<ul style="list-style-type: none"> • The evidence of the costs presented is thorough, with a detailed stage 4 cost plan for phase 3 and a stage 3 cost plan for phase 4 and 5. • Whilst the costs forecasts are in the pre-contract stage and not fixed contract prices, the suggested market engagement and live cost data indicates a reasonable level of confidence in the budget. • At this stage, the appraisers deem the level of cost certainty reasonable considering the data available to support the stages of cost plan in lieu of a fixed price. • The applicant has highlighted some key financial risks within the business case along with mitigation actions and plans. The responses are detailed which suggests a thorough approach to risk management is being taken. • UK Subsidy Control regime advice has not yet been provided but is not expected to be a significant risk.

Commercial Dimension		<ul style="list-style-type: none"> • Planning permission has been secured and the planning reference provided. However, preferred access to the site is via Wigginton Road but this land is owned by the Council. Latimer Developments are seeking a tripartite arrangement with the Council but this has not yet been agreed. • The applicant states that formal procurement would not commence until the decision on BHF grant award is made and this is reasonable. • Latimer is proposing to enter into two separate main works packages with Tier 1 contractors to enable the delivery of the Phase 3-5 scheme. Full due diligence on bidding parties will be undertaken as part of the contractor procurement process to ensure they meet Latimer’s minimum financial standing requirements. • The two medium risks are failure to enter into timely build contracts (impact low) and the issue of site access (medium risk and medium impact). • It is the appraisers view that the level of return for the project is deemed acceptable. • The project would be considered commercially viable given the gross margin metric, however the high cost of finance removes all profit indicating the need for funding assistance, therefore not viable. • When funding assistance is applied the level of profit remains low and not in line with the expected 15% - 20% margin, therefore would not be considered a commercially viable scheme for a private housebuilder.
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Management Dimension Page 160		<ul style="list-style-type: none"> • Latimer Developments is a wholly owned subsidiary of Clarion Housing Group. Latimer Developments has a considerable experience, capacity and expertise. • In addition to Latimer’s in-house experience in delivering residential development projects, they have procured an external team of professional consultants to support the design, feasibility and delivery phases. • The business case sets out Latimer Development’s robust project management approach. • In relation to milestones the business case confirms that all statutory approvals have been secured. The business case included a detailed programme and it provides confidence that Latimer Developments will manage the timescales very carefully. • Latimer Developments confirmed that they are willing to procure an independent evaluation of its success in meeting original objectives and progress on outcomes.
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OVERALL RAG RATING	
RECOMMENDATION	Approve

COMBINED AUTHORITY MEETING

22 JULY 2024

FINANCE UPDATE

Report of the Interim Director of Resources (S73 Officer)

1.0 Purpose of the Report

- 1.1 Note the allocation of Road Renewal Funding, and
- 1.2 Update the Quarter 1 budget monitoring position for the Combined Authority.

2.0 Recommendations

- 2.1 The Combined Authority is asked to:
 - 2.1.1 Approve that the additional Road Renewal Fund allocation totalling £5.064m is passported through to the constituent councils as outlined in paragraphs 4.1 to 4.4;
 - 2.1.2 Note the first quarter financial information as outlined in paragraphs 4.5 to 4.8.

3.0 Background

- 3.1 Previous reports to the Combined Authority have set the overall budget for the Combined Authority, including allocations from the Mayoral Investment Fund. This report provides an update on financial matters and funding streams.

4.0 Analysis

Transport Funding

- 4.1 As part of its Network North announcement in November 2023 on the reallocation of transport funding from the cancelled HS2b scheme the government confirmed additional funding allocations for Local Roads Maintenance to local highway authorities, including York and North Yorkshire. The 'Roads Renewal Funding' outlined allocations to both local authorities up to 2034.
- 4.2 This funding for highways maintenance on local roads in York and North Yorkshire has previously been allocated direct to each Council, however as a result of the establishment of the York and North Yorkshire Combined Authority (Y&NYCA), and as part of its role as the Transport Authority for York and North Yorkshire the Department for Transport (DfT) will now allocate future funding via the combined authority.

- 4.3 Some of the additional allocations are for 2024-25 and the two councils were asked by DfT to submit to Y&NY CA their indicative spending plans with a list of the road maintenance schemes to be undertaken. Before final confirmation of the additional allocations DfT required that these spending plans be published on the Y&NY CA website.
- 4.4 DfT will make the payment to the Y&NY CA for these additional allocations in early July and consequently there is the need for a clear and simple process to allow for the funding to then be reallocated to York and North Yorkshire in line with the allocations outlined in the funding offer letters from DfT. The additional funding totals £5.064m and is split £4.704m to North Yorkshire Council and £360k to City of York Council.

2024/25 Quarter 1 Update

- 4.5 The table below provides a summary of the first quarter financial activity for both the core budget and individual projects, comparing the quarter 1 budget to the quarter 1 actuals. However, work still needs to be done to create an accurate budget profile across the year, especially for programmes such as Net Zero and Brownfield Housing. Clearly, these key delivery programmes require work to plan and agree individual schemes before they enter the delivery phase. Therefore, it is to be expected that at this early stage in the programme only a small amount of non-staffing expenditure has been incurred.
- 4.6 This report therefore just provides a high level summary of the budget position. Future reports will develop to include more information on organisational performance and a forecast for the year. Future reports will also consider a Medium Term Financial Strategy for the Combined Authority.
- 4.7 Overall, at this early stage of the financial year, good progress is being made across all areas. An underspend is currently expected for the core budget, mainly due to staff vacancies from posts currently being recruited to and a budget expectation to repay the cost of the Mayoral election in Q1. It is pleasing to report that over £19m Core funding has been received including £234k LEP grant funding which will be added to the Combined Authority budget contingency.
- 4.8 Whilst grant income for programme grants far outweighs scheme expenditure further work will be undertaken to develop scheme profiling to align with budget reporting for such schemes as Brownfield housing and net zero. There are no significant issues to raise.

Budget Monitoring Quarter 1 (April - June)

Core	2024/25 Budget		2024/25 Budget		Apr-Jun Actual		Apr-Jun Variance Actual Vs Q1 Budget	
	Full Year £000		Q1 £000		Q1 £000		£000	
Core (including Capital Gainshare)								
Income								
Mayoral Investment Fund	-£	18,000	-£	18,000	-£	18,000	£	-
Mayoral Capacity Funding	-£	1,000	-£	1,000	-£	1,000	£	-
Other Government Grant (Dept for Business & Trade)	-£	240	£	-	-£	234	-£	234
Funding for Regional Transport officer & Regional Rail Officer	-£	118	£	-	£	-	£	-
Interest on cash investments	-£	500	-£	125	-£	0	£	125
Total Income	-£	19,858	-£	19,125	-£	19,234	-£	109
Expenditure								
Staffing Expenditure (incl Mileage)	£	2,224	£	515	£	284	-£	232
Non-Staffing Expenditure	£	4,372	£	2,928	£	147	-£	2,781
Total Expenditure	£	6,596	£	3,444	£	431	-£	3,013
Net (surplus)/deficit	-£	13,262	-£	15,681	-£	18,803	-£	3,122

Programmes	2024/25 Budget		2024/25 Budget		Apr-Jun Actual		Apr-Jun Variance Actual Vs Q1 Budget	
	Full Year £000		Q1 £000		Q1 £000		£000	
Revenue & Capital Programmes								
Total Programmes Income	-£	24,503	-£	14,660	-£	5,520	£	9,140
Expenditure								
Staffing Expenditure (incl Mileage)	£	2,360	£	590	£	434	-£	156
Non-Staffing Expenditure	£	22,935	£	5,820	£	73	-£	5,746
Total Expenditure	£	25,295	£	6,410	£	507	-£	5,903
Net (surplus)/deficit	£	792	-£	8,250	-£	5,013	£	3,237

Overall Position	2024/25 Budget		2024/25 Budget		Apr-Jun Actual		Apr-Jun Variance Actual Vs Q1 Budget	
	Full Year £000		Q1 £000		Q1 £000		£000	
Core and Programmes								
Total Income	-£	44,361	-£	33,785	-£	24,754	£	9,031
Total Expenditure	£	31,890	£	9,853	£	938	-£	8,915
Total Net (surplus)/deficit	-£	12,471	-£	23,932	-£	23,816	£	115

5.0 Financial Implications

5.1 The financial implications are set out in the body of the report.

6.0 Legal Implications

6.1 The CA is required to agree a balanced budget annually and to monitor that budget throughout the year. In addition, there is a fiduciary duty not to waste public resources, to secure value for money and ensure that good financial governance arrangements are in place.

7.0 Equalities Implications

7.1 It is not expected that the budget outlined in this report will have any adverse impacts on people with protected characteristics. Future investment decisions will be underpinned by an Equality Impact Assessment.

8.0 Environmental Implications

8.1 There are no environmental implications arising from the content of this report.

9.0 Combined Authority Areas Impacted (Council Areas/Wards/Divisions)

9.1 York and North Yorkshire.

10.0 Recommendations

10.1 The Combined Authority is asked to:

Approve that the additional Road Renewal Fund allocation totalling £5.064m is passported through to the constituent councils as outlined in paragraphs 4.1 to 4.4;

10.2 Note the first quarter financial information as outlined in paragraphs 4.5 to 4.8.

11.0 Reasons For Recommendations

11.1 To ensure that the Combined authority is updated with the latest financial position.

12.0 Contact Details

For further information please contact the authors of this Report.

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Background papers [If applicable) - None

Appendices – None

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COMBINED AUTHORITY MEETING

22 JULY 2024

CONSTITUTION AMENDMENT - ADULT SKILLS FUND DELEGATIONS

Report of the Interim Deputy Monitoring Officer

1.0 Purpose of the Report

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

2.0 Recommendations

- 2.1 The Combined Authority delegates the functions set out in Appendix A of the report to the Chief Executive.
- 2.2 The Combined Authority delegates authority to the Interim Monitoring Officer to make amendments to the draft Constitution to reflect these additional delegations.

3.0 Background

- 3.1 The Combined Authority will recall that at their January 2024 Meeting, they approved the setting up of a Skills and Employability Working Group and delegated responsibility for determination of the membership of the Working Group and drafting the Terms of Reference to the Interim Monitoring Officer, in consultation with the then Interim Head of Paid Service and Lead Members for each Constituent Authority.
- 3.2 The Working Group has now been set up, with the Terms of Reference being finalised in February 2024. A governance framework is in the process of being established, which will include an Officer led Operational Programme Board.
- 3.3 This report seeks the approval of the Combined Authority to make certain delegations to the Chief Executive including the approval or amendment of certain operational documents, including the Funding and Performance Management Rules and Commissioning and Procurement Plan, as well as giving a specific delegation to the Chief Executive to agree grant agreements in relation to Adult Skills Fund work. A full list of the proposed delegations can be found at Appendix A.

4.0 Financial Implications

- 4.1 There are no specific financial implications arising from this report.

5.0 Legal Implications

5.1 The legal implications of the additions to the constitution are contained in the body of this report.

6.0 Equalities Implications

6.1 None.

7.0 Environmental Implications

7.1 There are no environmental implications arising from this report.

7.2

8.0 Combined Authority Areas Impacted (Council Areas/Wards/Divisions)

8.1 York and North Yorkshire.

9.0 Recommendations

- 9.1 9.2 The Combined Authority delegates the functions set out in Appendix A of the report to the Chief Executive.
- 9.3 The Combined Authority delegates authority to the Interim Monitoring Officer to make amendments to the draft Constitution to reflect these additional delegations.

10.0 Reasons For Recommendations

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

11.0 Contact Details

For further information please contact the author of this Report.

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Report approved:	James Farrar
Date:	10 July 2024

Background papers - None

Appendices – Appendix A – Adult Skills Fund Delegations

Appendix A - Adult Skills Fund (ASF) Delegations

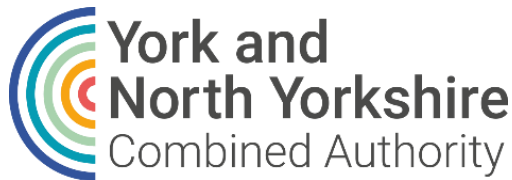
The Combined Authority will approve the ASF Strategic Skills Plan and will approve any changes to the Strategic Skills Plan following its 3-year review period. The table of delegation below allows the Chief Executive to approve or amend operational documentation in relation to the fund.

Decision	Decision maker	Rationale
To make interim changes to the YNYCA ASF Strategic Skills Plan in response to new emerging economic needs, crisis or responsiveness.	Delegated Authority from the Combined Authority members to the Chief Executive	<p>Decision on interim measures that affect operation, responding to economic needs, in line with sector intelligence.</p> <p>Required for quick decisions needed to minimise any impact of responsiveness on delivery.</p>
To approve the Funding and Performance Management Rules (annually)	Delegated Authority from the Combined Authority members to the Chief Executive	<p>The Funding and Performance Management Rules form part of the suite of contractual documents and are operational in function.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p>
To make interim minor technical or process driven amendments to the Funding and Performance Management Rules in line with strategic direction set by the Combined Authority.	Delegated Authority from the Combined Authority members to the Chief Executive	<p>Any amendments must remain in accordance with the YNYCA ASF Strategic Skills Plan, as approved by the Combined Authority.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p> <p>Required for quick decisions needed to minimise any impact of responsiveness on delivery – these decisions will be operational and process driven.</p>

<p>To approve the ASF Commissioning & Procurement Plan – inclusive of grant and procurement value methodology (annually)</p>	<p>Delegated Authority from the Combined Authority members to the Chief Executive</p>	<p>In accordance the with the methodology outlined in the YNYCA ASF Strategic Skills Plan, as approved by the Combined Authority members.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p>
<p>To approve mid year amendments to the ASF Commissioning & Procurement Plan.</p>	<p>Delegated Authority from the Combined Authority members to the Chief Executive</p>	<p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p>
<p>To agree Grant Agreements.</p>	<p>> £500K - The Combined Authority members</p> <p>< £500K - Delegated Authority from the Combined Authority members to the Chief Executive</p>	<p>Grant allocations will be determined in accordance the with the methodology outlined in the YNYCA ASF Strategic Skills Plan, as approved by the Combined Authority members.</p> <p>In accordance with the Funding and Performance Management Rules, Performance Management Framework, and Grant Agreement terms and conditions.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p>
<p>To agree Contracts for Services awarded through procurement.</p>	<p>> £500K – The Combined Authority members</p> <p>< £500K – Delegated Authority from the Combined Authority members to the Chief Executive</p>	<p>In accordance with the YNYCA ASF Strategic Skills Plan, Funding and Performance Management Rules, Performance Management Framework, and Contract for Services terms and conditions.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where</p>

		necessary, supported by the ASF Team.
To agree Delivery Plans for providers (annually)	Delegated Authority from the Combined Authority members to the Chief Executive	<p>Will align to the priorities set out in the YNYCA ASF Strategic Skills Plan.</p> <p>In accordance with criteria set out in the Performance Management Framework.</p> <p>In line with the process detailed in Grant Agreements and Contracts for Services.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p>
To agree variations to Delivery Plans with providers	Delegated Authority from the Combined Authority members to the Chief Executive	<p>Will align to the priorities set out in the YNYCA ASF Strategic Skills Plan.</p> <p>Variations will be approved based on performance.</p> <p>In accordance with criteria set out in the Performance Management Framework.</p> <p>In line with the process detailed in Grant Agreements and Contracts for Services.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p>
To approve subcontracting where not already approved under current ESFA regulations. ESFA guidance available here .	Delegated Authority from the Combined Authority members to the Chief Executive	<p>In accordance with the Funding and Performance Management Rules which outline strict requirements regarding subcontracting practice.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist</p>

		subject matter expert Officers where necessary, supported by the ASF Team.
To approve overperformance and requests for growth	Delegated Authority from the Combined Authority members to the Chief Executive	<p>In accordance with criteria set out in the Performance Management Framework.</p> <p>In line with the process detailed in Grant Agreements and Contracts for Services.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p>
To approve underperformance and contract reduction / termination	Delegated Authority from the Combined Authority members to the Chief Executive	<p>In accordance with criteria set out in Performance Management Framework.</p> <p>In line with the process detailed in Grant Agreements and Contracts for Services.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p>
To approve funding clawback	Delegated Authority from the Combined Authority members to the Chief Executive	<p>In accordance with criteria set out in Performance Management Framework.</p> <p>In line with the process detailed in Grant Agreements and Contracts for Services.</p> <p>Technical expertise and recommendation will be provided to the Chief Executive by specialist subject matter expert Officers where necessary, supported by the ASF Team.</p>



York and North Yorkshire Combined Authority

COMBINED AUTHORITY MEETING

22 July 2024

Pay Policy Statement

Report of the Head of HR (Sara Jeffs)

1.0 PURPOSE OF REPORT

- 1.1 This report sets out the Combined Authority's proposed Pay Policy Statement as required by the Localism Act 2011. This is an updated version of the annual Pay Policy, first published in April 2024. This updated version follows the TUPE transfer of the employees from OPFCC and Fire Service.

2.0 RECOMMENDATIONS

- 2.1 The Combined Authority is asked to agree the proposed Pay Policy Statement, as set out in Appendix A to enable publication on the Combined Authority's website.

3.0 BACKGROUND

- 3.1 The Localism Act 2011 requires local authorities to prepare a Pay Policy Statement each year. The Statement must articulate the Combined Authority's approach to the remuneration of Chief Officers on appointment, subsequent progression and any use of bonus or performance-related pay. In preparing Pay Policy Statements, the Combined Authority must have regard to any guidance issued or approved by the Secretary of State.
- 3.2 Appendix A sets out the Combined Authority's Pay Policy regarding the remuneration of its employees in accordance with section 38 of the Localism Act 2011.
- 3.3 The policy is subject to annual review which must be approved by the Combined Authority before 31 March each year.
- 3.4 Any amendments during the course of the year must also be considered and approved by the Combined Authority. This updated version follows the TUPE transfer of the employees from OPFCC and Fire Service.

3.5 The policy will be published on the Combined Authority’s website as soon as reasonably practicable after approval or amendment.

4.0 FINANCIAL IMPLICATIONS

4.1 The Pay Policy Statement must be prepared for each financial year. Once in place, it will provide the public with a clear rationale to explain the Combined Authority’s approach to pay.

5.0 LEGAL IMPLICATIONS

5.1 There is a statutory requirement for the Combined Authority to approve an annual pay policy statement, in accordance with the Localism Act 2011.

6.0 EQUALITIES IMPLICATIONS

6.1 The Pay Policy Statement will assist the Combined Authority to monitor remuneration and provide a fair system which avoids discrimination.

7.0 ENVIRONMENTAL IMPLICATIONS

7.1 There are no environmental implications arising from the adoption of the pay policy statement.

8.0 COMBINED AUTHORITY AREA IMPACTED

8.1 York and North Yorkshire.

9.0 RECOMMENDATIONS

9.1 The Combined Authority is asked to agree the proposed Pay Policy Statement, as set out in Appendix A to enable publication on the Combined Authority’s website.

10.0 REASONS FOR RECOMMENDATIONS

10.1 In order to comply with section 38 of the Localism Act 2011.

CONTACT DETAILS

For further information please contact the authors of this Report.

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Report Approved:	James Farrar, Head of Paid Service
Date:	10/07/2024

Background papers [If applicable] - None

Appendix A– Draft Pay Policy Statement



York and North Yorkshire Combined Authority Pay Policy Statement 2024/2025

This pay policy statement applies from 31st May 2024 having been updated following the TUPE transfer of the employees from OPFCC and Fire Service

Introduction

1. This document sets out the Combined Authority's Pay Policy in relation to the remuneration of its employees in accordance with section 38 of the Localism Act 2011. The policy is subject to annual review which must be approved by the Combined Authority before 31st March each year. Any amendments during the course of the year must also be considered and approved by the Combined Authority. The policy will be published on the Combined Authority's website as soon as reasonably practicable after approval or amendment.
2. The Combined Authority is committed to ensuring fairness, transparency and equality of pay in the remuneration of its employees.

Chief Officers and Senior Management Team

3. Posts within the Combined Authority defined as Chief Officers under the Localism Act, consist of the following:

Job title	Grade	Salary
Chief Executive (Head of Paid Service)	DIR 1	£124,656 (spot salary) commences 1 st July
Monitoring Officer *	TBC (Chief Officer)	TBC
Director of Resources (S73 Officer) *	AD2	£97,647 commences 22 nd July

*The Monitoring Officer function is currently being provided via a service level agreement from North Yorkshire Council. Details of grade and salary will be published in accordance with their respective pay policy statement.

Delegated financial duties in respect of Police, Fire and Crime are provided by the Chief Finance Officer employed by the Cleveland Police and Crime Commissioner by way of a collaboration agreement. Details of grade and salary will be published in accordance with their respective pay policy statement.

4. Other posts within the senior team of the Combined Authority consist of the following:

Job title	Grade	Salary
Director of Economy (vacant)	AD2	£95,050-£105,438
Corporate Director Policing, Fire and Crime	OPFCC LS lvi 4	£100,950
Director of Commissioning Partnerships	OPFCC LS lvi 3	£88,590
Director of Public Confidence	OPFCC LS lvi 1	£70,332
Director of Delivery Assurance	OPFCC LS lvi1	£70,332
Head of Communication and OD	SM1	£63,367
Head of Strategy	SM1	£63,367
Head of Delivery	SM1	£63,367
Head of Assurance	SM1	£63,367

5. Joint National Conditions of service (JNC for Chief Officers and PSC for OPFCC roles) are incorporated into all contracts of employment.

6. The salaries for Chief Officers have been determined through independent

analysis and benchmarking and reflect rates which are reasonably sufficient to recruit and retain senior officers, taking into account market conditions. The grades attributable to Chief Officer posts are subject to job evaluation and based on clear salary differentials which reflect the level of responsibility attached to any particular role.

7. Chief Officers do not receive bonus payments or performance related pay nor do they receive any benefits in kind paid for by the employer. Where a Chief Officer meets the criteria for entitlement to expenses these are paid in accordance with the Combined Authority's policies, aligned with those of North Yorkshire Council. Increases in pay for Chief Officers will occur only as a result of:

- Pay awards agreed by way of national/local collective pay bargaining arrangements.
- significant changes to a Chief Officer's role which result in a higher salary being appropriate as confirmed by the outcome of an appropriate job evaluation process; or
- recruitment and/or retention payments which, in all the given circumstances at the relevant time, are deemed necessary in the best interests of the Combined Authority and which are determined under the relevant policy relating to such payments.

8. It is expected that Chief Officers will perform to the highest level. Performance-related pay therefore does not form part of current remuneration arrangements. This position will be reviewed if legislation and/or guidance relating to Chief Officer posts changes.

9. Under the Combined Authority's constitution, appointment to the Chief Executive and senior statutory officer roles are a matter for the Combined Authority. All other posts are appointed under delegation to the Chief Executive.

Payments to Chief Officers upon termination of their employment

10. Chief Officers who cease to hold office or be employed by the Combined Authority will receive payments calculated using the same principles as any

other member of staff, based on entitlement within their contract of employment, their general terms and conditions, and existing policies. The Combined Authority adopts the policies of North Yorkshire Council, for application in these circumstances.

11. In the case of termination of employment by way of early retirement, redundancy (voluntary or otherwise) or on the grounds of efficiency of the service, the Local Government Pension Scheme Early Retirement Policy sets out provisions which apply to all staff regardless of their level of seniority. The Local Government Pension Scheme Early Retirement Policy also sets out the applicable provisions in respect of awarding additional pension entitlement by way of augmentation or otherwise.

Employment of Individuals Already in Receipt of a Local Government Pension

12. The administering authority will not reduce pension payments as a result of re-employment. However, where those in receipt of a pension have been awarded additional service as compensation by their former employer the extra pension from this service may be abated due to re-employment with a Scheme employer under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000 as amended.

Employment of Ex-Employees as Chief Officers under a Contract for Services

13. The Combined Authority does not generally support the employment of ex-employees as Chief Officers under a contract for services. However, there may be circumstances where the employment of an ex-employee under these terms is the most effective and efficient way of meeting the Combined Authority's needs. If this situation applies formal approval will be sought from the Chief Executive in their role as head of the paid service, in consultation with members, and any such arrangement would not progress without their support. In addition, the Government has introduced legislation to enable the recovery of exit payments for higher paid employees returning to the public sector.

Remuneration of Lowest Paid Employees

14. The Combined Authority have adopted the 'Single Status Framework' in line

with North Yorkshire Council. The lowest paid employees within the Combined Authority are appointed to jobs which have been evaluated using the NJC Job Evaluation Scheme and are remunerated accordingly.

15. The Combined Authority is committed to the annual review of the Voluntary Living Wage (currently £12 per hour).
16. The Combined Authority is committed to reviewing Apprentice pay for entry level apprentices with a future aim to increase rates to the National Living Wage.

Relationship between Chief Officer and Non-Chief Officer Remuneration

17. The 'pay multiple' for the Combined Authority is determined by comparing the pay of the highest paid employee (Chief Executive) against the median average pay, using hourly rates as 31st May 24, for employees within the scope of this statement.
18. The Combined Authority's current Median Hourly rate is £21.97 and the pay multiple (the ratio between the highest paid salary and the average salary of the whole of the Combined Authority's workforce) is 2.48:1.

General Principles Regarding the Remuneration of Staff

19. The Combined Authority has established pay and grading structures, founded on evaluation of job roles using job evaluation, which ensures a fair and transparent approach to pay and the same grading of jobs which are rated as equivalent.
20. The Combined Authority is committed to reducing the gender pay gap.

Publication of and access to Information Relating to Remuneration of Chief Officers

21. The Combined Authority will publish their Pay Policy Statement, following approval of the Combined Authority, on the organisations website. In addition,

remuneration related data associated with the Pay Policy Statement and Code of Recommended Practice for Local Authorities on Data Transparency will be published on the Combined Authority's website no later than 31st March and information related to the public sector equality duty no later than 31st March. The Authority is committed to ensuring that pay and staffing decisions are in line with the Authority's duties and legal obligations under all relevant employment legislation including the Equality Act 2010.

Appendix

Please see the link below for the Fire and Rescue Pay Policy Statement 2024-2025

[Pay Policy statement 2021_22 Final version \(2\) \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk)

COMBINED AUTHORITY MEETING

22 JULY 2024

APPOINTMENT OF HEAD OF LEGAL (MONITORING OFFICER)

Report of the Head of HR

1.0 Purpose of the Report

- 1.1 The purpose of this report is to request that the Combined Authority approve the recruitment process for the role of Head of Legal (Monitoring Officer)
- 1.2 Formal approval is sought to establish an Appointments Sub Committee and to delegate sufficient powers to that subcommittee to enable them to conduct the recruitment process and select and appoint a candidate, subject to the requirements of the Combined Authority's Constitution and the Local Government and Housing Act 1989 Standing Orders.

2.0 Recommendations

- 2.1 Consider and approve the recruitment process for the position of Head of Legal, including the proposal to set up an Appointments Sub Committee enabling them to conduct the recruitment process and select and appoint a candidate to the role, subject to the Standing Orders.
- 2.2 Agree which is the preferred date sequence for the recruitment campaign, shortlisting and assessment process (options A – C detailed at 3.5 of the report)
- 2.3 Nominate who will make up the appointment panel under separate cover after the Combined Authority Meeting.
- 2.4 Note that should the recruitment campaign and/or appointment process fail to appoint a suitable candidate, a further report will be presented to the Combined Authority with options for a way forward to resolve the particular circumstance.

3.0 Background

- 3.1 The Combined Authority Meeting on 22nd January 2024 approved Officer to progress the permanent recruitment of the key statutory posts that make up part of the senior leadership team of the Combined Authority structure. This included the roles of Chief Executive (as Head of Paid Services), Director of

Resources (as the designated Section 73 Officer) and Head of Legal (as the designated Monitoring Officer)

- 3.2 It was agreed that the Head of Legal (Monitoring Officer) role would be advertised at a later date and the agreed interim arrangements would remain in place for a period of at least four months following the TUPE transfer of the Office of the Police Fire and Crime Commissioner (OPFCC) and Fire and Rescue Service (FRS) staff in May 2024. It was also agreed that a further update would be provided to the Combined Authority later in the year regarding the recruitment campaign for this role.
- 3.3 The role has been benchmarked and graded at SM3 which covers a salary range of £73,755 - £82,065. It is envisaged that this salary will attract a suitably experienced and qualified field of applicants.
- 3.4 A nationwide recruitment campaign and executive search exercise will be undertaken by North Yorkshire Resourcing Solutions via their current service level agreement. This will look to attract and bring the role to the attention of suitably experienced professionals to ensure the widest possible field of applicants.
- 3.5 There are three proposed options available in terms of a recruitment timeline:
- a) Launch w/c 22 July with a 3-week campaign and attraction period; Close 11 August; Shortlist w/c 12 August; Assessment Events w/c 26 August
 - b) Launch 22 July with a 4-week campaign and attraction period; Close 18 August; Shortlist w/c 19 August; Assessment Events w/c 2 September
 - c) Launch 2 September with a 3-week campaign and attraction period; Close 22 September; Shortlist w/c 23 September; Assessment Events w/c 7 October

The above options are all highly reliant on diary availability of the agreed Appointment Sub Committee.

- 3.6 It is proposed that the appointments committee would be responsible for both the shortlisting of candidates and the interview panel. It is proposed that the committee would be made up as follows:

Mayor – Chair of panel

Leader/Deputy Leader – City of York Council

Leader/Deputy Leader – North Yorkshire Council

YNYCA Chief Executive

Supported by the Head of HR

- 3.7 A key part of the appointment process is stakeholder views and recommendations. This will form part of the assessment process for applicants and provide valuable feedback for the appointment committee. The stakeholder process will be conducted on the same day as the interviews.

- 3.8 Prior to a final appointment offer being made to the successful candidate, all members of the Combined Authority must be informed of the details of the intended appointee and have raised no objections within the specified period (5 clear days) Usual pre-employment checks will then commence in line with Human Resources and regulatory procedures and processes.
- 3.9 The Combined Authority will approve the appointment of the Monitoring Officer following the recommendation of such an appointment by the Appointment Sub Committee.
- 3.10 In the unfortunate event that there is not a suitably qualified and experienced applicant that can be appointed (or shortlisted at the shortlist stage) then a further report with options will be presented to the Combined Authority.

4.0 Financial Implications

- 4.1 The financial implications associated with this appointment can be covered from within the existing revenue budget for 2024/25. This statutory role is included in the budget on an ongoing basis. The estimated recruitment campaign costs are approximately £11k plus VAT.

5.0 Legal Implications

- 5.1 The process of appointing Chief Officers is regulated by the Local Authority (Standing Orders) (England) Regulations 2001 (as amended). Amongst other things, these regulations require that an appointment committee must include at least one member of the Executive and further, that no formal offer of appointment may be made until all members of the Executive have been informed of the details of the intended appointee, and have raised no objection within the specified period, (usually 5 clear days).

6.0 Equalities Implications

- 6.1 Recruitment will be carried out in a transparent and open recruitment process which will comply with the equality processes.

7.0 Environmental Implications

- 7.1 There are no additional environmental implications within this report.

8.0 Combined Authority Areas Impacted (Council Areas/Wards/Divisions)

- 8.1 York and North Yorkshire area.

9.0 Recommendations

- 9.1 Consider and approve the recruitment process for the position of Head of Legal, including the proposal to set up an Appointments Sub Committee enabling them to conduct the recruitment process and select and appoint a candidate to the role, subject to the Standing Orders.
- 9.2 Agree which is the preferred date sequence for the recruitment campaign, shortlisting and assessment process (options A – C detailed at 3.5 of the report)
- 9.3 Nominate who will make up the appointment panel under separate cover after the Combined Authority Meeting.
- 9.4 Note that should the recruitment campaign and/or appointment process fail to appoint a suitable candidate, a further report will be presented to the Combined Authority with options for a way forward to resolve the particular circumstance.

10.0 Reasons For Recommendations

- 10.1 To ensure that the appointment to the statutory post of Monitoring Officer meets Standing Order procedures and a timely appointment is made to a key post.

11.0 Contact Details

For further information please contact the author of this Report.

Author

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Date:	4/07/2024

Background papers - None

Appendices – None

Forward Plan

Publication Date:	Date Updated:	Period Covered Until:
9 July 2024	9 July 2024	31 May 2025

The decisions likely to be taken by York and North Yorkshire Combined Authority in the following 12 months are set out below:

PLEASE NOTE:-

- (a) In accordance with the Combined Authorities (Overview and Scrutiny Committees, Access to Information and Audit Committees) Order 2017, at least 28 clear days' notice, excluding the day of notification and the day of decision taking, must be published on the Forward Plan of any intended key decision.
- (b) Exempt information need not be included in the Forward Plan and confidential information cannot be included. There may be times when a decision has not been published in the forward plan 28 days in advance, this is usually because the matter is urgent, and a decision has had to be made quickly. These decisions can still be made but are subject to the regulations within 'the Order'.
- (c) New additions to the Forward Plan are highlighted in green text for ease of navigation.

Contact(s): Paul Clark, Governance and Assurance Manager (governance@yorknorthyorks-ca.gov.uk)

Decision to be made	Description	Planned Decision Date	Key Decision?	Decision maker's name & title	Lead Officer	Documentation for consideration & other relevant documents	Prohibitions Restrictions Exemptions
Statutory Officer Appointment - MO	Approval to commence recruitment of Combined Authority Monitoring Officer	22/7/2024	Yes	Combined Authority	Head of Human Resources	Officer report to Combined Authority	None
Pay Policy Statement		22/7/2024	Yes	Combined Authority	Head of Human Resources	Officer report to Combined Authority	None
Quarterly Budget Monitoring Report	Provide a quarterly budget monitoring update report.	22/7/2024	No	Combined Authority	Interim Director of Resources (s73)	Officer report to Combined Authority	None
Call for Projects	Seeking approval of funding prospectuses.	22/7/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Y&NY Skills Framework and Strategy		22/7/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Adult Skills Fund - Delegations	Seeking approval of delegations to initiate Adult Skills Fund.	22/7/2024	No	Combined Authority	Director of Economy	Officer report to Combined Authority	None

Brownfield Housing Fund	Approval of Brownfield Housing Fund Round 2 Projects (Phase 1)	22/7/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Economic Framework	Approval of the Combined Authority Economic Framework	22/7/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Skills Commissioning Framework	Seeking approval of a Skills Commissioning Framework	6/9/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Draft Bus Service Improvement Plan	Seeking approval of the draft Bus Service Improvement Plan	6/9/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Brownfield Housing Fund	Approval of Brownfield Housing Fund Round 2 Projects (Phase 2)	6/9/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Corporate Plan		6/9/2024	Yes	Combined Authority	Chief Executive	Officer report to Combined Authority	None

Approval of Draft Strategic Local Transport Plan	Seeking approval of the draft Strategic Local Transport Plan	6/9/2024	Yes	Combined Authority	Head of Strategy	Officer report to Combined Authority	None
Approval of Draft Key Route Network	Seeking approval of the Key Route Network	6/9/2024	Yes	Combined Authority	Head of Strategy	Officer report to Combined Authority	None
Adult Education Strategy Implementation programme		6/9/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Sustainable Energy Investment Strategy and Net Zero Investment Plan		8/11/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Y&NY Cultural Strategy		8/11/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Cultural, Heritage and Visitor Economy Investment Pipeline		8/11/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None

Home England Place Partnership		8/11/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Y&NY Housing Investment Plan joint with Homes England		8/11/2024	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Budget Planning		17/1/2025	Yes	Combined Authority	Director of Resources	Officer report to Combined Authority	None
Y&NY Housing Retrofit Strategy and One Stop Shop		7/3/2025	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Local Investment in Natural Capital	Natural Capital Investment Plan	7/3/2025	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None
Energy Partnership Feasibility Pilot	Approve Business Plan Submission	TBC	Yes	Combined Authority	Director of Economy	Officer report to Combined Authority	None

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