

Public Document Pack

Sheffield
City Region

COMBINED
AUTHORITY

SKILLS EXECUTIVE BOARD

Date: Thursday 25 February 2016

Venue: AMP Technology Centre, Brunel Way, Rotherham

Time: 8.30 am

AGENDA

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	<u>Introduction</u>			
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2	Minutes & Actions of the Previous Meeting	Paper	Chair	1 - 8
3	Declarations of Interest	Verbal	All	
4	Urgent Items/Announcements	Verbal	All	
	<u>Business Items/Discussion Items</u>			
5	SCR Devolution Deal - Apprenticeship Grant for Employers (AGE)	Paper	R Bentley	9 - 10
6	SCR Capital - Rotherham Centre for Higher Level Skills	Paper	R Bentley	11 - 18
7	SCR Capital - National College for High Speed Rail	Paper	R Bentley	19 - 20
8	Gainshare Principles	Verbal	N Brewster	
9.1	Devolution Employment Programme	Paper	C Bowie	21 - 24
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10	Area Based Review	Verbal	C Bowie	

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11	Skills Executive Board Business Plan 2016/17	Paper	R Adams	35 - 44
<u>Actions & Forward Planning</u>				
12	Agree Actions	Verbal	Chair	
13	Agree Items for Combined Authority Meeting 14th March 2016	Verbal	Chair	
14	Any Other Business	Verbal	All	

SCR SKILLS EXECUTIVE BOARD

14 JANUARY 2015

AMP, WAVERLEY, ROTHERHAM

No.	Item	Action
1	<p><u>Welcome and Apologies</u></p> <p>Present:</p> <p><u>Board Members</u> Nigel Brewster, Brewster Pratap, CHAIR Cllr Chris Read, RMBC Jo Miller, DMBC Julie Kenny, Pyronix / LEP</p> <p>Apologies were received from Board Members Cllr Ann Syrett (BoDC) and Dorcas Bunton (DDDC)</p> <p><u>In Attendance / Advisory Members</u> Tony Tweedy, Sheffield CC Conor Moss, SHU Simon Perryman Dan Fell, Doncaster CoC Paul Jagger, TRC Claire Bowie, SCR Executive Team Ruth Adams, SCR Executive Team Tom Smith, BMBC Stuart Cutforth, Chesterfield College Craig Tyler, Joint Authorities Governance Unit</p> <p>For item 6: Eleanor Dearle, BMBC</p>	
2	<p><u>Minutes of the Previous Meeting</u></p> <p>The minutes of the previous meeting held on 19th November were agreed to be an accurate record.</p> <p>The following matter was noted as arising:</p> <p>4. <u>TATA Update</u> It was noted that £1.5m has been received to assist individuals affected by redundancy. A working group will be convened to oversee the spending of this sum.</p>	

	All actions were noted as complete.	
3	<p><u>Declarations of Interest</u></p> <p>Stuart and Paul noted interests in respect of their positions as college principles.</p> <p>As SCR LEP representative, Jo noted an interest in the High Speed College.</p>	
4	<p><u>Urgent Items / Announcements</u></p> <p>The Board was informed that Nigel was imminently due to be announced as the new Vice Chair of the SCR LEP. Members duly noted their congratulations and wished Nigel well in his new role.</p>	
5	<p><u>Gainshare</u></p> <p>A presentation was provided introducing the Board to the concept of Gainshare, this being the £30m x 30 year additional funding allocation which is being negotiated with Government.</p> <p>It was noted that Gainshare is a substantive element of what is now termed 'the single pot' that being the aggregation of Gainshare, previously agreed local growth deals and a 'share of national programmes (totalling c. £1.25bn for the SCR).</p> <p>Members were informed that each Board is being invited to assess its priorities and consider how it wants to work up its own proposals for what schemes might be funded from Gainshare. This is in addition to a number of other stakeholder exercises which will inform the investment programme. It was noted that overarching conditions of eligibility have been determined to be:</p> <ul style="list-style-type: none"> • Overall fit with the ambition and objectives of the SEP • Deliverability • Scalability <p>Workshops are to be arranged for February / March to bring these workstreams together. Dates are to be confirmed in due course.</p> <p>It was noted that the size of the 'share of national funding streams' is still to be quantified but is expected to be significant subject to the ratification of the deal and further discussions with government departments. Ruth confirmed meetings are scheduled with HMT to discuss this matter.</p> <p>It was agreed that the key objective for each Board is therefore to secure its share of the devolution deal for programmes to deliver key thematic objectives through the development of a deliverable, scalable, realistic programme of investments that can start delivering from 1st April 2016.</p> <p>It was noted that the Devolution Deal capital / revenue split is 60/40.</p>	

	<p>However, it was also suggested that in recognition of the detail of subsequent deals for other regions, there may be scope to vary this split and potentially increase the revenue percentage.</p> <p>The group considered whether a 'UCAS style' apprenticeship hub clearing house initiative might qualify for Gainshare funding.</p> <p>Consideration was given to 'new' employment sectors that might be targeted.</p> <p>It was agreed that all bids for Gainshare funding will need to be based on labour market intelligence, particular if there are intentions to try and assist people who would otherwise not be able to access training.</p> <p>It was agreed that the SEB programme would also need to be appropriately mindful of other factors that may influence delivery, including the outcomes of the ABR.</p> <p>It was agreed that the SEB working groups will be important sources of ideas for bids for funding. Consideration should also be given to whether any important stakeholders who are not represented on the working groups need to be engaged in determining ideas i.e. representatives of KS2 deliverers. However, it was also suggested that officers need to be realistic regarding how many people can be engaged before 1st April.</p> <p>The board noted the potential benefits of progressing just a small number of 'big ticket' transformational projects.</p> <p>Action: Ruth / Claire to commission the working groups to undertake this work and present a draft proposal to the next meeting.</p> <p>Action: Ruth to engage officers working on the Business Growth theme to assess areas of overlap</p> <p>It was noted that new funding allocations will be referenced in the 2016/17 SEB Business Plan, the draft of which is due to be presented to the next meeting.</p> <p>Action: Ruth to present the draft Business Plan to the next meeting.</p> <p>Action: ALL to submit project ideas for consideration</p>	<p>RA / CB</p> <p>RA</p> <p>RA</p>
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		ALL
6	<p><u>Social Inclusion</u></p> <p>The group was introduced to work being led by the Social Inclusion and Equalities Board to devise a Social Inclusion Framework for the SCR and the SEP.</p> <p>It was noted that this work has commenced in respect of the CA's intention to not lose sight of the underpinning need to increase social inclusion whilst progressing ambitions for economic growth.</p> <p>It was noted that Executive Boards are currently being asked to comment on the proposed key objectives:</p> <ul style="list-style-type: none"> • More people in employment and paid a living wage, • More people in work taking up training opportunities and progressing in work • More people living in affordable and decent quality homes <p>It was noted that the SCR Overview and Scrutiny Committee will also be looking at the draft objectives prior to their recommendation to the CA / LEP.</p> <p>From a skills perspective, the Board considered whether an additional objective around access to education should be proposed.</p> <p>Members discussed how social inclusion issues can be mitigated by the 'right kind' or economic uplift, including more people earning a decent wage in jobs with development potential. It was therefore suggested that the 1st objective might need further consideration, potentially linked to recognising employers who genuinely invest in their employees.</p> <p>The Board noted a preference for seeing social inclusion being at the heart of every Executive Boards' activities rather than having this responsibility vested in a standalone Social Inclusion Board.</p> <p>Conor advised the Board of the work of the Centre for Education and Inclusion Research, and the Centre for Regional Economic and Social Research, suggested these organisations might be engaged to assist with the development and implementation of objectives.</p> <p>Action: Ruth / Conor to consider proposals</p>	
7	<u>Devolution</u>	RA / CM

	<p>A paper was presented to highlight to the board progress made in the devolution working groups including implications of the spending review and emerging resource requirements</p> <p>It was reported that four of the five devolution working groups are underway with varying levels of progress made, as outlined within this paper.</p> <p>Each group has begun to analyse the impact of the Spending Review in their respective areas including initial meetings with Government officials from BIS, DWP and Cities and Local Growth Team.</p> <p>RESOLVED, that the Board Members:</p> <ul style="list-style-type: none"> • Note the progress made in each working group • Approve a review of ESF allocations in line with the Work & Health Programme and wider SCR CA plans to secure Intermediate Body status • Approve the secondees identified to support the co-design of the Work & Health programme • Approve the SCR executive team in seeking revised wording to the devolution deal to become co-commissioners with DWP Summary • Endorse the development of a proposal for an SCR apprenticeship growth service funded through the SCR “Gainshare pot” 	
8	<p><u>ABR Update</u></p> <p>A paper was presented to highlight progress made in the review process and to provide a summary of discussions held at the last steering group meeting and actions/next steps, including a number of specific points for consideration.</p> <p>It was noted that a Governors meeting is being held tomorrow and at which the emerging ABR outcomes will be presented for consideration. It was agreed that following this, an update should be drafted for the SCR Leaders.</p> <p>Action: Ruth / Claire to draft, sharing with SEB Board Members for initial comment prior to presenting to CA / LEP.</p> <p>The Board discussed ideas for Institute of Technology ‘cross cutting STEM subjects’ from CDI to Infrastructure and Manufacturing/Engineering. Conor indicated he might be willing to take a lead on this strand.</p> <p>Action: Conor / ALL to discuss CDI ideas at the next meeting</p> <p>RESOLVED, that the Board Members:</p> <ul style="list-style-type: none"> • Note the type of requests SCR would expect from Government restructuring funds ahead of any final 	<p>RA / CB</p> <p>CM / ALL</p>

	<p>recommendations being made through the ABR process</p> <ul style="list-style-type: none"> • Note the requirement to consider priorities in the development of an SCR Institute of Technology • Instruct the Apprenticeship Working Group to finalise a strategy in line with ABR findings and timescales 	
9	<p><u>Skills Capital / Glass Academy</u></p> <p>It was reported that discussions are underway with colleagues working on the Business Growth theme regarding the potential reclassification of the Glass Academy initiative if a decision is made to continue to support the project</p>	
10	<p><u>Performance Dashboard</u></p> <p>A paper was presented to highlight the performance dashboard for Skills Employment and Education activity in the city region.</p> <p>Consideration was given to appropriate reporting frequencies.</p> <p>It was noted that post code data is being collated for all schemes to enable GIS mapping.</p> <p>Additional reporting requirements back to government were noted.</p> <p>The Board agreed that the working groups should all be able to access the performance dashboard information.</p> <p>RESOLVED, that the Board Members will receive a performance dashboard update at every other SEB meeting.</p>	
11	<p><u>Any Other Business</u></p> <p>i. <u>LEP Skills Summit</u> The Board was advised of provisional plans for a summit to be convened on 11th March. However, members suggested this is too soon to organise a worthwhile programme and should ideally be postponed until after the outcome of the ABR is known.</p> <p>It was agreed to rebrand this event as a launch of the Skills Bank.</p> <p>Action: Ruth / Claire to amend and progress arrangements</p> <p>ii. <u>All Parliamentary Yorkshire, Humber and North Links Group</u> The Board was advised of the above group's plans for a dinner on 8th March at which links between education and the business sector will be discussed.</p> <p>Action: Jo to circulate further details</p>	RA / DB

	<p>iii. <u>SCR Overview and Scrutiny Committee</u> The Board was advised of the Committee's intention to 'call in' the work of the post 19 working group for scrutiny.</p>	JM
12	<p><u>Date of Next Meeting</u></p> <p>25th February, 8.30am at AMP, Waverley Rotherham.</p>	

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FOR RECOMMENDATION

**Sheffield
City Region**

COMBINED
AUTHORITY

SCR COMBINED AUTHORITY SKILLS EXECUTIVE BOARD

25th February 2016

SCR Devolution Deal – Apprenticeship Grant for Employers (AGE)

Summary/Purpose

BIS have allocated SCR continuation of funding for the Apprenticeship Grant for Employers (AGE) 2016/17. The grant offer letter is for £2.93m additional grant.

1. Issue

1.1. In 2015/16 the SCR was responsible for £2.4m of AGE grant for the South Yorkshire districts. Due to the success of the administration of this the SFA are proposing to continue this arrangement into 2016/17 with a £2.93m grant plus any rollover of 2015/16 underspend (rollover figure to be confirmed). Whilst we are concerned that BIS / SFA are restricting the use of this funding which is not in the spirit of devolution, this paper is to ask the Executive Board to endorse this proposal with a view to formally accepting the grant at the Combined Authority Board Meeting on the 14th March 2016.

2. Recommendations

- 2.1. Endorse the acceptance of the grant offer letter subject to Section 151 officer approval.
- 2.2. Endorse the Monitoring Officer delegating grant award powers in relation to this activity to the Head of Skills & Employment to allow for efficient grant processing.

3. Background Information

3.1. In April 2015 SCR accepted the devolution of the 2015/16 AGE grant and entered into a contract with Sheffield City Council to deliver the programme. To the end of December 2015 SCC have paid 356 grants and have a further 717 completed applications in the pipeline. The SCR have already commenced a review of eligibility criteria with SCC with a view to continuing existing arrangements into 2016/17 and in preparation for apprenticeship reforms where more emphasis will be on employers to take a leading role in the recruitment of apprentices.

4. Implications

i. Financial

To continue with the AGE activity the CA will be required to sign a grant determination letter that will allow it to access £2.93m of funding.

Acceptance of this grant is a matter reserved to the statutory finance officer.

Administration of the activity will be resource intensive, and it is anticipated that Sheffield City Council will deliver the scheme on an agency basis for the CA.

To enable this, it is expected that the CA will enter into a contract for services with SCC. The cost of this contract will be resourced from a top-slice of the £2.93m grant. The grant will also be top-sliced to cover the costs associated with grant and contract management at the SCR Executive.

Accordingly, it is not expected that acceptance of this grant, and the associated capacity pressures its management will bring, will have an adverse effect on the CA's revenue budget.

ii. Legal

There are no legal implications arising directly from acceptance of the grant other than it must be accepted on behalf of the CA by the s151 officer. Unless there are other conditions imposed upon the CA by the granting body, the future administration and operationalisation of the grant must be in accordance with the CA's constitutional processes – all of which are established.

iii. Diversity

There are no diversity implications of this report however work continues with SCC to monitor learners from disadvantaged backgrounds.

iv. Equality

There are no equality implications of this report.

REPORT AUTHOR: Roz Bentley
Economic Policy and Delivery Officer

Officer responsible: Ruth Adams
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Background papers used in the preparation of this report are available for inspection at

Other sources and references:

Previous approving Board Name, Minute Number & Date: **Combined Authority Board, Item 17 – 30th March 2015 ([Printed minutes 30032015 1600 Sheffield City Region Combined Authority.pdf](#))**

FOR DISCUSSION

SCR COMBINED AUTHORITY SKILLS EXECUTIVE BOARD

25th February 2016

SCR Capital – Rotherham Centre for Higher Level Skills

Summary/Purpose

This paper provides an update to the Executive Board on the current status of the proposal submitted and provides a summary of the Moderation Panels feedback following appraisal of the Outline Business Case (OBC).

The Moderation Panel in appraising the OBC identified a number of significant weaknesses in the evidence provided in support of the strategic, economic and commercial cases and that further clarity is requested regarding scheme costs and finances.

The Executive Board are asked to consider whether (a) the Scheme Promotor addresses the concerns regarding the strategic, economic and commercial case and submit a second iteration of the outline business case (OBC) or (b) whether the scheme progresses to full business case (FBC) but with caveats detailed and requesting that a clear action plan is put in place to address the urgent gaps in information, prior to the assessment of the FBC.

The Moderation Panels opinion is that the development of the evidence of this scheme would strongly benefit from the input of the LA economic and educational leads in addressing the gaps in evidence and development of the FBC.

1. Issue

1.1. A moderation Panel meeting was held on the 8th February to appraise and review the proposal. This included 2 officers of the SCR Executive, the national SFA finance and property lead and a senior colleague from Barnsley Metropolitan Borough Council.

1.2. The moderation panel assessment is that the outline business case in its current format demonstrated considerable and significant weaknesses and are seeking the views of the Executive Board regarding an agreement on next steps.

2. Recommendations

2.1. That the Exec Board considers the feedback of the Moderation Panel and agrees next steps for this scheme based upon the two potential courses of action detailed in the Moderation Panels assessment (annex 1), namely:

- a. whether a revised outline business case (OBC) is re-submitted prior to a formal recommendation being made to the SCR Combined Authority to take the submission to a full Business case stage (FBC), or
 - b. whether a timeline is developed for the Scheme Promotor to address the areas requiring urgent clarity and for this to be undertaken in tandem with development of the FBC, on the understanding the final FBC will not be appraised until all additional information required to properly evaluate the strategic, economic and commercial case is submitted .
- 2.2. In the Moderation Panel opinion the Scheme Promotor's case did not provide evidence as to why this scheme considered funding above the 33% intervention rate. Additionally the SFA test of affordability concluded the Scheme Promotor could deliver this project with a 33% LGF contribution and still maintain good financial health. The recommendation is therefore, should the FBC be approved, that the CA offers a grant of 33% of the scheme value with the potential to offer the remaining 7% as a repayable loan.

3. **Background Information**

- 3.1. Following the production of a Commissioning Prospectus for skills capital schemes, Rotherham College submitted a Strategic Mandate outlining their proposal for the development of a centre for higher level skills in Rotherham. The SCR Skills, Employment and Education Executive Board recommended to the SCR CA that this mandate to progress to Outline Business Case at their meeting on 08.10.2015. This decision was ratified by the SCR CA at their Board Meeting 26.10.2015.
- 3.2. Rotherham College have submitted a capital grant proposal at Outline Business Case (OBC). The amount of grant requested is £4,386,274 which equates to 40.1% of the total project costs of £10,965,685.
- 3.3. In accordance with the requirements of the SCRs agreed process for skills capital scheme appraisal (SCR Assurance and Accountability Framework March 2015) this scheme has been jointly appraised by the SCR Executive and SFA national Property and Finance Teams. In addition a peer appraiser from a neighbouring Local Authority was on the appraisal panel.
- 3.4. A detailed assessment from the Moderation Panel is provided at annex 1. In addition a detailed financial and property assessment report has been provided as additional assurance to the SCR CA by the SFA.

4. **Implications**

i. Financial

This paper is seeking to agree whether the scheme progresses to FBC at this stage there is no request for budget. The SCR s151 officer is asked to recommend to the CA, in light of the appraisal of the scheme whether the request for funding over 33% is offered as a loan.

ii. Legal

There are no legal implications of this report.

iii. Diversity

The evidence provided in the OBC to support this scheme did not address any diversity issues. Clarity will be sought from the Scheme Promotor to address

diversity issues as national and local evidence of diverse communities participating in higher levels of learning and accessing higher level skills / jobs would point to diversity being a strong consideration in a scheme of this nature and for Rotherham.

iv. Equality

The evidence provided in the OBC to support this scheme did not address any equality issues. Clarity will be sought from the Scheme Promotor to address equality issues as national and local evidence regarding participating in higher levels of learning and accessing higher level skills / jobs would point to this being a strong consideration in a scheme of this nature and for Rotherham.

**REPORT AUTHOR
POST**

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Background papers used in the preparation of this report are available for inspection at –
[N:\PROGRAMMES\SKILLS\SKILLS CAPITAL\RCAT](#)

Other sources and references:

- SCR Skills Capital Prospectus
- SCR Assurance and Accountability Framework
- SCR CA Meeting 08.10.15

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Annex 1

Scheme Promotor	Rotherham College of Arts and Technology
Project Title	Centre for Higher Level Skills
Project Cost	£10,965,685
Grant Requested	£4,400,000 (40.1%)
Date of moderation meeting	8 th February 2016

Recommendation of the SCR Skills Capital Moderation Panel

The opinion of the moderation panel to the SCR combined authority and LEP board is that post submission discussions are required to clarify a significant number of points, and that a number of these areas should be addressed prior to commencement of the Full Business Case (FBC). The CA are being asked to consider:

- a. whether a revised outline business case (OBC) is re-submitted prior to a formal recommendation being made to the SCR Combined Authority to take the submission to a full Business case stage (FBC) or
- b. whether a timeline is developed for the Scheme Promotor to address the areas requiring urgent clarity and for this to be undertaken in tandem with development of the FBC, on the understanding the final FBC will not be appraised until all additional information required to properly evaluate the strategic, economic and commercial case is submitted

Explanation of the moderation process

The SCR Skills, Employment and Education Executive Board, on behalf of the SCR CA and LEP board issued the SCR Skills Capital Fund Prospectus. As part of the assurance process of the SCR CA and LEP Boards, a Skills Capital Moderation Board, comprising SCR officers, national SFA finance and property expert and a peer LA Director was constituted to appraise schemes submitted for funding.

Local officers assessed the application elements relating to:

- Impact on the economy, and
- Outcomes for businesses and learners

The Skills Funding Agency assessed the property, financial and affordability elements, assessing 5 key estates elements relating to:

- Eligibility of overall project costs, including project tenure/ acquisition arrangements
- Ability to meet project delivery timescales,
- Addressing poor quality estates condition
- Estates rationalisation
- Alignment to estates strategy

A review of the net present value, affordability, value for money/ efficiency savings and project risk has also been undertaken where applicable.

Assessment of the application has been undertaken by Agency finance and property colleagues. The Agency's assessment criteria were endorsed by the national association of colleges (AoC) capital reference group in 2013. Internal moderation and peer review work has been undertaken to ensure a consistency of approach in the assessment and scoring process.

Feedback

Public/Private Collaboration – The scheme has made reference to employers Rotherham College has contacted re commitment to the scheme, evidence of the outcome of this consultation in respect of demand, collaboration on curriculum, potential leverage was not evidenced.

Economic Impact – More work is needed to clarify the economic case of this project. Links have been made to some of the economic priorities of the SCR but there is no clear attempt to relate the scheme to the economic growth ambitions of the SCR or indeed to Rotherham. There is a fact about the job growth aspirations of the SCR and Rotherham but there is no linkage as to how this the curriculum this scheme will deliver supports the Rotherham Economic Vision or job aspirations.

There is evidence that a number of the targeted sectors linked to the Economic Plan, however there are others e.g. music, theatre and hair and beauty where the employer links are not clear in the documents provided. Additionally the evidence of need cites national data sources for level 3 and 4 but does not utilise local labour market information or local intelligence to support the case that the proposed blend of provision meets the requirements of the Rotherham and SCR economy .

The Commissioning Prospectus made clear that *schemes must demonstrate (with evidence) that they are responding to a growth opportunity or a lack of provision across the SCR – this evidence case must include an assessment of growth and also an assessment of the current SCR offer and provision in order to make the case for investment. Where a scheme is seeking funding to provide specialist facilities the Scheme Promotor will be required to detail how their proposal will interact with other provision, how it will complement existing SCR provision, why it is required. SCR will not make investment decisions if there is (i) no evidence that there is an investment need and (ii) investment would lead to displacement and excess capacity elsewhere.* (page10)

In this context further information on the research and impact specifically in terms of local jobs and upskilling as a result of this investment is required.

Outputs, outcomes and results – The Moderation Panel felt that the OBC proposal does not make it how outcomes for learners will be achieved. Whilst the OBC made reference to a focus on progression, full cost programmes, higher level apprenticeships, securing job outcomes, increased work experience / internships there was scant information provided as to what the plans were to secure these outcomes.

For example, if the rationale for the need for this centre is that there is evidence that young people / adults in Rotherham cease learning / training at level 3 and do not progress to higher levels of skills which limits their future earning potential this local evidence was not made clear in the submission. Therefore it was difficult to understand, in the context of Rotherham, how the proposed curriculum offer addressed (a) the challenge of people in Rotherham not progressing, (b) how the centre and curriculum / programme areas would be a solution to this and (c) due to the alignment of curriculum and destination / job opportunities why this investment is the solution for Rotherham and the SCR, businesses who have skills gaps, is aligned with future investment plans and provides a solution for residents who would not engage with higher skills and therefore were missing out on higher paid employment. The gap in this evidence raises the potential that the Centre could displace provision and draw in learners from elsewhere whilst not addressing the challenges specific to Rotherham.

More background information is also required so that the panel can understand the stages undertaken by the scheme promotor resulting in the learner number projections over the next 4 year period.

The OBC highlighted a focus for this scheme would be full cost provision, or business income via apprenticeships. The Commissioning Prospectus made clear that schemes addressing business issues must identify the commercial investment model supporting revenue funding. There is little information on the approach or plan to securing commercial income nor apprenticeship revenues, especially in the context of the levy.

Evidence of the plans of the College to secure this and deliver the levels of private sector leverage and apprenticeship growth is required to support the revenue projections.

Estate Gateway – Passed. Letter of support included from RMBC but this does not include any reference to the granting of a 125 year lease and no heads or terms of valuation provided. Confirmation from RMBC supported by a current land valuation is essential at FBC stage.

Financial Assessment – Passed. Project generates net savings due to the construction of a more efficient site. Note that the financial information provided infers that the proposal enables the college to save £109k p.a. in respect of existing estate running costs which suggests there is some accommodation that is being vacated but no information has been provided within section 6 of the proposal. This is essential at the FBC stage to understand the savings being made in the current estate and the quality of any estate being decommissioned.

LGF Grant – The Commissioning Prospectus made clear that *for exceptional bids with strong economic impact, applications will be considered which are seeking a greater percentage contribution from the LGF. Applicants should be aware however that bids seeking more than 33% from the LGF will need to demonstrate a more compelling case and additional funding may be offered as a loan and not a grant. Where a Scheme Promotor demonstrates a compelling commitment to the local supply chain (including agreement of local labour and training clauses) in procurement of works this will be considered as part of the assessment of local impact.* Based upon the evaluation of the scheme at OBC and the financial assessment of the financial affordability of the scheme, the scheme does not meet the exceptional case criteria and the SCR CA will be asked to loan the amount above the 33% intervention and not grant this element.

Summary

The panel concluded that there are a number of areas which will require further clarification and detail as a matter of urgency before any recommendation to consider the move to a Full Business Case (FBC) can be submitted to the Skills board and CA.

These are –

1. Local emphasis is missing throughout the case, why is this a key initiative?
2. What is the colleges' employer/business engagement strategy? Please submit the most recent version of this.
3. An updated Estates strategy must be submitted as the one included does not include any reference to this proposal, is in draft format and refers to 2013. It is important that the revised strategy outlines other options that have been considered and gives a clear rationale as to why this particular project has been selected as the preferred option in the context of the existing estate
4. No references made to any LMI undertaken within Rotherham. Is this correct, if not then please confirm the detail of the work undertaken and how this resulted in the learner numbers predicted to 2019/20.
5. Lack of information provided in relation to higher level vocational study and degree level apprenticeships.

6. More detail required on the progression pathways described within the proposal to understand how and why those have been selected and how they complement and interact with existing provision in the LA area.
7. Estates need/condition (section 6) of the submission has not been completed, please complete.
8. Please clarify what the 'new employment opportunities being developed within Rotherham' are and make this clear in the proposal how these have been considered in the curriculum development.

Further recommendations/areas of clarification

- The risk assessment requires further work – mitigations are based on statement with no reference or acknowledgement of research or evidence.
- Costs per sqm are very high at £3,200. Full supporting information will need to be included at FBC stage so the SFA can ascertain whether costs demonstrate value for money.
- Has the loan finance been secured?
- Have RMBC confirmed in writing that they have granted a 125 lease of the land?

Next Steps

Subject to the preferred recommendation of the Exec Board, detailed at the top of page one. The Scheme Promotor will be asked to respond to the list of feedback actions 1 – 8, providing further detailed information or will be asked to progress to FBC but with an agreed timeline for submission of the information requested. The SCR responsible Officer is Roz Bentley for further information. Roz.bentley@sheffieldcityregion.org.uk.

FOR RECOMMENDATION

SCR COMBINED AUTHORITY SKILLS EXECUTIVE BOARD

25th February 2016

Sheffield City Region Capital – National College for High Speed Rail

Summary/Purpose

This paper provides an update to the Executive Board on the approval of national funding for the Doncaster Campus of the National College for High Speed Rail following due diligence and appraisal scrutiny of the detailed business case. SCR CA had approved a position to align its assurance and appraisal process for the £6m Local Growth Fund contribution with the national assurance process and therefore the Exec Board are asked to recommend to the SCR CA agreement to release the £6m funding commitment/contribution from the Local Growth Fund.

1. Issue

1.1. This paper is seeking the endorsement of the Executive Board to submit to the SCR CA a recommendation to release of the £6m Local Growth Fund commitment for the scheme. This is following confirmation from the SFA national property and finance team that the scheme has been approved at the Detailed Application (full business plan stage). Noting that in accordance with the approved SCR LEP and CA Assurance and Accountability Framework, the national SFA capital team conduct due diligence on behalf of the SCR CA regarding skills capital investment.

2. Recommendations

2.1. Recommend to the SCR CA that, following the confirmation from the SFA of a successful bid, approval for the £6m funding commitment from the LGF is secured and the scheme progresses to contract award.

3. Background Information

3.1. Following an initial expression of interest (EoI) assessment process undertaken by BIS in Spring 2015, the college submitted a detailed business case application to government in July 2015. The funding strategy for the Doncaster development included a contribution of £6m (23.9% of total costs) from the SCR LEPs growth deal allocation.

3.2. Doncaster MBC received confirmation that ministerial approval of the funding was given on the 14th January 2016. Birmingham City Council will be the accountable body for both projects.

3.3. In accordance with the approved SCR LEP and CA Assurance and Accountability Framework the SFA have undertaken due diligence on the projects and have made some recommendations which will be taken forward as part of the contract clarification process.

- 3.4. Sheffield City Region Executive team met with finance and project colleagues at Doncaster Metropolitan Borough Council on the 12th February 2016 where an update was given on the position of the capital project. Planning consent is in place for the Doncaster build and the signing of the contract with the builder (Wilmott Dixon) is planned for the 2nd March 2016. The spend profile for this project will fall within the 2016/17 financial year.
- 3.5. A detailed profile of milestones, spend and outputs will be presented to the Executive Board and will form part of its 16/17 monitoring functions.

4. Implications

i. Financial

Provision has been made within the proposed 2016/17 capital programme to fund this activity. SCR CA finance colleagues will be involved in contract negotiations

ii. Legal

The SCR CA Legal team will be responsible for the development and negotiation of the funding agreement with Birmingham City Council for the delivery of the Doncaster Campus.

iii. Diversity

There are no diversity implications of this report however SCR CA contracts are fully compliant with all legislation regarding equalities and diversity considerations. Additionally as part of the monitoring process the SCR will be asking for a breakdown of students applying to and attending the college from disadvantaged backgrounds.

iv. Equality

SCR CA contracts are fully compliant with all legislation regarding equalities. Policies relating to equality of opportunity for students applying to and attending the college will form part of the monitoring process.

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Background papers used in the preparation of this report are available for inspection at –
N:\PROGRAMMES\SKILLS\SKILLS CAPITAL\NATIONAL HIGH SPEED RAIL COLLEGE\Budget sign-off\SCR_HSR_LEP_Final_Assessment_Report.pdf

N:\PROGRAMMES\SKILLS\SKILLS CAPITAL\NATIONAL HIGH SPEED RAIL COLLEGE\Budget sign-off\Annex 1 NCHSR_SCRLEP.pdf

Other sources and references:

<http://www.doncaster.gov.uk/services/business-investment/national-college-for-high-speed-rail>

FOR RECOMMENDATION

SCR COMBINED AUTHORITY SKILLS EMPLOYMENT AND EDUCATION EXECUTIVE BOARD

25th FEBRUARY 2016

DEVOLUTION – EMPLOYMENT PROGRAMMES

Summary

The Skills Executive Board have received regular updates regarding negotiations with DWP regarding SCR influence and leverage over employment programmes. This paper provides an update on this and asks for an endorsement to allocate the current ESF allocations, previously approved by the SCR CA, for allocation in the Progress to Work service into the Work and Health Programme and the SCR devolution pilot for the harder-to-help, noting procurement / commissioning arrangements are still being discussed with DWP (programme and Managing Authority Teams).

1. Issue

1.1 This paper is seeking the endorsement of the Executive Board to reassign the original allocation of SCR ESF funds for Progress to Work, to the devolution strands of our work with the aim of meeting a timetable for the delivery of the Work and Health Programme by October 2017 and an SCR pilot for the harder to help from autumn 2016. This recommendation is based on the conclusions of the SCR Employment Working Group.

2. Recommendations

2.1 The Skills, Employment and Education Executive Board endorse the recommendation to withdraw £3.589 million ESF funding previously allocated to Progress to Work in favour of co-investment in the Work and Health Programme and SCR pilot proposal for the harder-to-help. Noting discussions are continuing with DWP regarding procurement and commissioning of services.

3. Background Information

Progress to Work: progress update / DWP procurement

3.1 “Progress to Work” is a key employability programme for the SCR and £3.589 million of SCR ESIF allocation was allocated to funding this programme via the DWP “Opt-In” arrangement to secure an early start on this activity. Subsequently delays from DWP and objections to contracting our specification in the five Local Authority districts overlapping with D2N2 have led to a position whereby we would need to make compromises in geography or service offer in order to proceed with the current programme.

3.2 Through devolution discussions new opportunities have arisen including i) development of an SCR pilot proposal for the harder-to-help (based on the principles of Progress to Work) and ii) co-commissioning of the Work and Health Programme with DWP.

- 3.3 In March 2015 the SCR Combined Authority agreed to progress the service specification for Progress to Work via an opt-in with DWP, allocating £3.589m of ESF funding for a 2 year service designed to provide employability support to unemployed claimants identified at risk of long-term unemployment.
- 3.4 The initial specification was sent to DWP in April 2015 and developmental work took place over the summer. SCR's Progress to Work service was not issued by DWP in September and the SCR Executive were subsequently informed that it had been scheduled for procurement in Q1 2016/17, meaning the service would go live in Spring 2017 at the earliest.
- 3.5 However, DWP recently advised that they will not tender our original specification across the whole city region due to "perceived conflicts" between SCR and D2N2 specifications, making contracts unviable in the five overlapping districts. To address this issue, DWP has proposed the following options:
- D2N2 transfers a proportion of its ESF allocation for the overlap area to SCR to allow one single contract to be let in the five districts
 - SCR transfers a proportion of its ESF allocation for the overlap area to D2N2 to allow one single contract to be let in the five districts
 - The five districts are split and allocated to either the SCR or D2N2 service
 - Specifications are re-designed to remove any conflict. In this case it would mean removing ESA claimants from the SCR activity in the five overlapping areas, undermining both the principles of support matching need and of equality of access across the whole of Sheffield City Region
- 3.6 As these options are unlikely to be accepted by either SCR or D2N2 we have reached a stalemate in progressing Progress to Work via the opt-in approach to procurement.

Devolution: progress update

- 3.7 Since securing the devolution deal in October 2015 progress has been made in the following areas:
- 3.8 Firstly, SCR submitted a proposal to Government in October 2015 for an SCR pilot to support the harder-to-help, securing strong support and backing from CLG and HMT. In light of the Spending Review this proposal has been refined and SCR officers are currently working with CLG, HMT and DWP (who are now engaged on this project) to develop a detailed business case with the aim of securing devolved funding for the pilot. The pilot builds on the principles of Progress to Work and has been designed to:
- Target and support 'harder-to-help' claimants at risk of long term unemployment through early intervention
 - Develop and test the use of a multi-dimensional tool for early profiling and segmentation of claimants
 - Develop an integrated city-region infrastructure of wrap around support services.
- 3.9 At the same time SCR officers have begun discussions with DWP in the co-commissioning of the Work & Health Programme, which has a national annual budget of £130m. Key points emerging from these discussions include:
- Confirmation that the programme will be designed to support people with health conditions and disabilities at any point of their benefit claim, as well as any other individual that reaches two years unemployment.
 - Challenging timescales to design the service and begin procurement from summer 2016. Whilst we are sighted on DWP's proposed timescales and are beginning discussions to influence and shape service design, there is a clear need to move at significant pace and a risk that the degree of localism within the design phase could be compromised as a result.

- The current budget is significantly less than previous programmes. As such DWP is looking for ESF co-investment from city region's with a devolution deal.

3.10 The new policy environment means, therefore, that the original Progress to Work model via the opt-in arrangement is no longer the best option for SCR as greater influence and traction over core DWP budgets can be secured by aligning the ESF to the Work and Health programme and Harder to Help Pilot.

4. The Proposal

4.1 It is proposed that the £3.589 million of ESF funding currently allocated to the Progress to Work service is withdrawn and aligned for investment in the Work and Health Programme and SCR pilot for the harder-to-help.

4.2 However, any investment made in the Work & Health Programme needs to be commensurate with the SCR contract value for the programme, as determined by DWP. Whilst the SCR contract value is still be determined, we anticipate it to be £3-4m per annum.

4.3 It is also proposed that a condition of the SCR investment is made only on the basis of DWP honouring its commitment to the principles of co-design and co-commissioning, with the interpretation of these principles being agreed in writing in advance of the SCR investment.

4.4 Key benefits of this proposal are:-

- A better negotiating position with DWP in shaping the Work & Health Programme as an SCR investment of ESF that could significantly improve the scale of the programme would only be offered on the basis that a number of red lines were agreed such as guaranteeing alignment of contract package areas with SCR geography
- Greater credibility with DWP and HMT as co-investors with "skin in the game", opening potential future discussions around shared risk and reward models. Whilst our investment would be made on the conditions of a number of red lines being met, the value of securing a longer term and more strategic relationship with DWP should be noted
- Investing ESF funding across both the pilot and Work & Health Programme spreads the risk of underspend, which is a critical issue given the current delays incurred into the 2014-20 ESIF programme overall
- By securing funding for a devolved pilot and re-investing ESF accordingly, we will increase the availability of support to more residents in SCR.

4.5 **Timescales** - SCR officers will continue to work with CLG, DWP and HMT to secure devolved funding to deliver an SCR designed pilot for the harder-to-help. It is anticipated a full business case will be submitted in April 2016.

4.6 A recommendation to withdraw the approved Progress to Work specification is required for presentation at the next ESIF Committee (March 2016) whilst negotiations with DWP regarding any investment in the Work & Health Programme must begin with immediate effect.

5. Implications

i. Financial

There will be no change to the ESIF financial allocation for employability support. ESIF is not in the direct management of the SCR CA and therefore Executive Boards and indeed the LEP and CA are advising the ESIF Committee on preferred policy.

ii. Legal

No contracts or memorandum of understanding have been signed with DWP to confirm commitment to the opt-in. Agreement in principle was made on the basis of conditions which subsequently were broken by DWP.

iii. Diversity

SCR proposals employ the principle of identifying individual barriers and addressing these holistically. This provides appropriate wrap-around support for people with multiple protected characteristics.

iv. Equality

Opting out of the DWP opt-in would enable SCR to commission support with equal and equitable access across the entire city region.

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Background papers used in the preparation of this report are available for inspection at:

- Sheffield City Region Executive Team, Advanced Manufacturing Park, Brunel Way, Rotherham, S60 5WG

Other sources and references:

- SCR proposal on devolution to government
- Progress to Work - Report to SCR Skills Board

FOR RECOMMENDATION

**SCR COMBINED AUTHORITY SKILLS EMPLOYMENT AND EDUCATION EXECUTIVE
BOARD**

25th FEBRUARY 2016

DEVOLUTION – ADULT EDUCATION BUDGET

Summary

The Executive Board is asked to discuss and endorse the final Skills Outcomes Agreement developed for the SCR Adult Education Budget in academic year 2016/17.

1. Issue

- 1.1. Since November 2015 the SCR Post 19 Working Group, consisting of BIS, SFA, Local Authorities and FE Principals, has been working towards the development of a Skills Outcomes Agreement; designed to influence and shape and the mix and balance of provision delivered under the Adult Education Budget by SCR Colleges.
- 1.2. The paper presents to the board the final Skills Outcomes Agreement developed for the SCR Adult Education Budget in academic year 2016/17.

2. Recommendations

- 2.1. To endorse the SCR Skills Outcomes Agreement in order to progress this work onto the next phase in developing more detailed delivery agreements with individual colleges.

3. Background Information

- 3.1. Sheffield City Region secured devolution of the Adult Education Budget in October 2015. Whilst full devolution of the Adult Education Budget will not be in place until 2018/19, the city region will have the ability to influence the mix and balance of provision in 2016/17 with the ability to influence allocations made in 2017/18.
- 3.2. The SCR Post 19 working group established by the Skills Employment and Education Board has been tasked with delivering a Skills Outcome Agreement for academic year 2016/17 (see Annex A), which is the first phase of this process. This has included analysis of economic demand and consultation with key stakeholders to identify a number of overarching skills priorities for the city region.
- 3.3. Once endorsed, SCR will work with each College to develop individual delivery agreements which will outline how that institution intends to respond to SCR skills priorities set. This in turn will be used to create a baseline which will be used to inform future funding allocations when the Adult Education Budget is devolved to SCR in 2018/19.

4. **Implications**

i. Financial

4.1. There are no financial implications of this report as the SCR will not secure full devolution of the Adult Education Budget until 2018/19

ii. Legal

4.2. There are no legal implications of this report as the SCR will not secure full devolution of the Adult Education Budget until 2018/19

iii. Diversity

4.3. There are no diversity implications of this report.

iv. Equality

4.4. There are no equality implications of this report.

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Background papers used in the preparation of this report are available for inspection at

Other sources and references:

Annex A

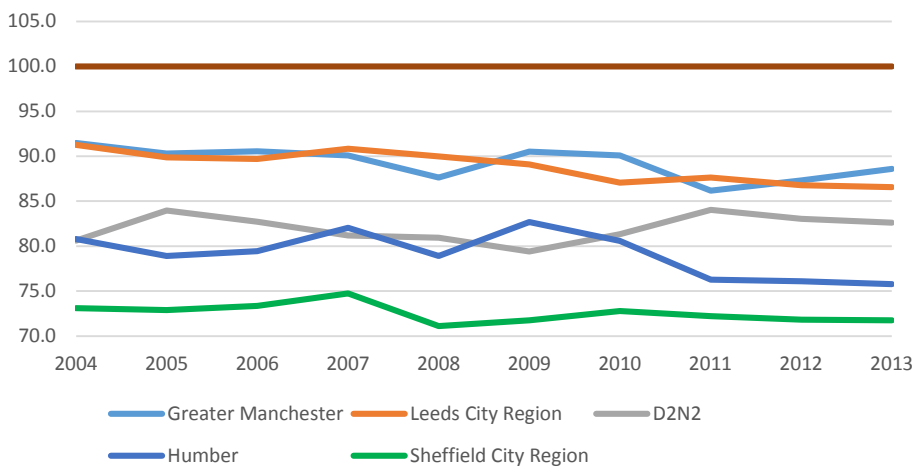
Sheffield City Region Skills Outcomes Agreement, 2016-17

1. Introduction

Located at the heart of the UK, the Sheffield City Region (SCR) has faced major economic restructuring in recent decades but remains home to an economy of national significance. With a population of 1.8 million and a labour market comprising over 700,000 jobs, Sheffield City Region has scale and – supported via recent devolution deals – the levers to accelerate growth, increase prosperity and contribute to the rebalancing of the national economy.

Sheffield City Region’s private and public sector leaders are committed to an ambitious programme of investment and development designed to create 6000 new businesses and 70,000 new jobs by 2020. The city region’s Strategic Economic Plan (also known as the Growth Plan) was published in 2014. It focuses on the need to develop a larger, more successful private sector by creating more businesses and allowing existing businesses to grow faster. The scale of the challenge for Sheffield City Region is demonstrated in recent productivity data. While total Gross Value Added (GVA) is a significant (£28 billion annually), SCR’s GVA per head is the lowest of any LEP apart from Cornwall and the Isles of Scilly. Chart 1.1 shows has GVA per head in SCR compares to neighbouring LEPs:

Chart 1.1: Indexed GVA per head in SCR and neighbouring LEPs, 2004-2013 (UK = 100)



Source: ONS, Regional Economic Analysis, GVA for Local Enterprise Partnerships, released 19 Feb 2015

The Government’s framework for raising productivity highlights skills as one of a handful of key productivity drivers. BIS research indicates that around 20% of the UK’s productivity gap to France and Germany is attributable to low skill levels. While average UK productivity is below all other G7 nations (except Japan), urban areas in the North of England lag even further behind (see chart 1.1). In these city regions, low labour market participation and weak productivity amongst employed residents combine to push GVA lower.

To help address this, Sheffield City Region is putting in place a package of reforms to stimulate the demand for, and supply of, skilled labour that will enable the area’s economy to grow. This is a collective endeavour that brings together employers, learners, providers of training and education and key civic and business leaders to develop better ways of matching local people with opportunities and equipping employers with the skills required to thrive in a global marketplace.

2. Context

Sheffield City Region’s economic strategy is clear – to create a stronger, larger private sector by increasing the number of start-ups, growing indigenous firms and attracting new companies to locate in the area. The city region has a diverse economy that reflects its geography as an area that spans major urban centres, market towns and large rural areas. Within this, sector specialisms such as advanced manufacturing and engineering, materials and digital provide the foundation for an ambition to

restructure the local economy around technology and knowledge-based industries competing in higher value product markets.

This drive comes at a time of unprecedented opportunity and change for the city region. Successive devolution deals have equipped the area with much greater influence over the key 'levers' of the economy – such as infrastructure investments, business growth programmes and public skills funding. In skills, recent years have seen a rapid accrual of resources and influence at the level of the city region. The latest SCR devolution deal (October 2015) includes commitments from Government and the city region to:

- Become the first LEP in the country to start work on preparing for full local commissioning of 19+ adult skills budgets (excluding apprenticeships) by 2018-19
- Undertake an Area Based Review of post-16 education and training provision in the city region, with recommendations focused on General FE and Sixth Form Colleges

These latest agreements build on other powers already resting at the level of the city region including the prioritisation of FE skills capital and European Structural and Investment Funds (ESIF), as well as existing statutory duties sitting with local authorities and the Combined Authority in relation to the 16-19 curriculum offer, via the Education Act 1996.

Devolution comes at a time of significant change in the skills market. Faced with weak productivity data and falling investment in training by employers, government has embarked a major shake-up of the skills system. In addition to the devolution of 19+ skills budgets (as described above), over the next few years planned changes announced in the last 12 months include:

- Expansion of advanced learner loans to learners aged 19+, in addition to those aged 24+
- Introduction of an employer apprenticeship levy from spring 2017, which will raise £3 billion annually by 2020. The levy will be collected from employers with annual payrolls exceeding £3m
- Roll out of further apprenticeship reform, changing the way apprenticeships are delivered and (via trailblazers) providing new advanced, higher and degree-level vocational skills pathways

Government's aim is that these changes will enable it to deliver three million apprenticeships in the lifetime of this parliament. Total investment in skills will grow despite static levels of public investment – all growth is being delivered via the employer-funded levy and learner-funded loans.

3. Purpose

The purpose of this outcomes agreement is to set out the skills priorities for the Sheffield City Region, responding to the priorities of the SCR Growth Plan, informed by labour market intelligence and feedback from local stakeholders.

Refreshed annually to respond to new and emerging challenges and opportunities presented by the economy, labour market and regulatory environment, the SCR Skills Outcomes Agreement sets out the priorities that the whole skills system must deliver if the aims of the city region's Growth Plan by 2024 – growing GVA by £3.1 billion, creating 70,000 new jobs including 30,000 in higher skilled occupations - are to be achieved. Underpinned by a broad-based commitment across all key stakeholder groups (employers, providers, learners and key civic and business leaders), the agreement provides a measurable set of priorities against which progress can be monitored and subsequent action can be taken.

A set of skills outcome measures will be used which enable the city region to monitor and improve the impact of the skills system¹. However owing to the two year time lag in reporting these outcomes, provider output and input measures will be required to ensure that partners in SCR are able to access timely information that shows the performance of the skills system in addressing the priorities contained in the outcomes agreement.

¹ Our ambition is that current impact measures such as sustained employment and job entry for learners on benefits (collected via BIS, DWP and HMRC data matching) can be enhanced with information on salary progression

In summary, the outcomes agreement provides the strategic priorities for all activity relating to skills in the Sheffield City Region – for young people, for those out of work, for those in work, for employers, skills providers and local authorities. It creates a unifying set of outcomes that, if delivered, will ensure that skills plays its part in delivering the LEP's vision for a restructured, more productive, more prosperous city region.

4. Governance and scope

Providers have, to varying degrees, been accountable to Whitehall via BIS, DfE, funding agencies and Ofsted. Recent years have also seen emerging mechanisms for local economic and civic governance (eg LEPs and Combined Authorities) come to the fore as the key tier of sub-national skills system leadership.

With the principle of devolution and the importance of strong local civic and economic leadership firmly established in Government policy, the outcomes agreement provides a foundation for the development of good quality mechanisms for ensuring that the contribution of the skills system to growth in the Sheffield City Region is maximised. Within SCR, the employer-led Education, Skills and Employment Governance Board provides leadership for all skills-related activity within the city region, reporting to the LEP Board and the SCR Combined Authority.

The Education, Skills and Employment Governance Board provides the key route via which the city region's performance in delivering the outcome agreement will be overseen. This will be primarily undertaken via a review of the outcome agreement towards the end of each calendar year, shaping priorities for the next academic year. This process will be informed by an annual labour market assessment each autumn, enabling the Board to review the performance of the city region in addressing the priorities set out in the outcome agreement and consider what steps are required in subsequent years to address areas of concern.

Actions to respond to the outcomes agreement will be led on behalf of the Board by five SCR task groups which are already established, built around key labour market challenges and opportunities SCR faces in delivering its Growth Deal. Each task group features representatives from skills providers, local authorities and other key stakeholders. The task groups are arranged as follows:

- Apprenticeships
- Employment
- Careers advice
- 16-18 strategy
- 19+ skills funding

While the task groups (in addition to other stakeholders) have a role in shaping priorities, their primary function is to lead and manage activity that responds to the outcomes agreement, ensuring that all SCR's skills priorities – not just those relating to the skills funding that is, or will be, devolved to SCR - are delivered.

5. Labour market intelligence

Two recent and overarching pieces of work on the SCR labour market and skills issues have been reviewed to inform the conclusions of this outcome agreement:

- The April 2015 SCR Labour Market bulletin, produced by Ekosgen
- The SCR Labour Market Review 2015, produced by REIU

These are discussed below. In future years an annual SCR labour market assessment will be undertaken to understand progress in delivering outcome agreement priorities and to identify emerging trends, challenges and opportunities in relation to skills.

5.1 SCR Labour Market Bulletin, April 2015, Ekosgen

The key Ekosgen conclusions are:

That the economic downturn, both nationally and in SCR, has been characterised by labour market adjustment which has seen a rise in self-employment, increasing use of zero hours contracts and a squeeze on real earnings as wages have failed to keep pace with inflation

These trends meant that unemployment rose less than in the previous recession, and the number in employment has now reached record highs, but are persisting into the recovery period, with low levels of productivity growth meaning there are questions over the country's ability to generate economic growth given the quality of the jobs created post-recession.

The SCR output gap, and that of other northern and midland economies, is not only affected by the volume of available jobs but by in-work factors including a lower number of hours worked and lower wages. Raising GVA levels in SCR is not just about creating more jobs but about providing opportunities for those already in the labour market to grow their incomes.

Over 100,000 SCR residents commute to jobs outside the city region. On average, the earnings of SCR residents are higher than those of people working in the city region, suggesting that people are commuting out of the city region to well-paid jobs elsewhere. This suggests that there is untapped potential in the labour market to fill high productivity positions in SCR, if they are created, while also serving to highlight the demand-side challenges in the city region.

The January 2015 SCR bulletin stated that the economic priorities established in the Strategic Economic Plan – more jobs, more businesses, more highly skilled occupations, higher productivity – remain the right ones and the analysis presented in this bulletin would reiterate this message.

However it also highlights: i) the need to prepare for an older workforce, with changes to the retirement age likely to increase the need for older people to continue working (this may already be reflected in the growth of self-employment); ii) the importance of ensuring that growth translates to higher wages and more hours worked (indicating that there is scope for businesses to increase sales and output without necessarily creating more jobs); and iii) that new jobs in particular should be attractive to residents, to address the imbalance in commuter flows and capture more value from city region's labour market talent and business base.

Current earnings levels in SCR reflect the structure of employment. The LEP's growth aspirations, focussed on higher value added sectors, will help to adjust this profile, and generate higher level of earnings for local people.

Ekosgen's presentation of this work proposes that five priorities for the LEP are suggested by this analysis, namely:

- Support people to progress within the labour market
- Prepare for an older workforce
- Reduce unemployment
- Ensure that growth translates to higher wages and more hours worked
- Balance commuter flows

The first three of these, when suitably recast, are actionable as Skills Priorities, specifically it is suggested that they could be expressed as follows:-

- In-work recipients of Universal Credit should receive workplace training to help them progress in employment
- Older workers should be supported to update and extend their skills
- The unemployed should be provided with skills support to access vacancies
- Learning should be used to support the economically inactive become more active in the labour market, such as ESOL learners and those with disabilities

5.2 SCR Labour Market Review, Regional Economic Intelligence Unit, autumn 2015

Two key issues emerge from a review of the REIU work. They relate to:-

- The skills profile of the workforce in SCR; and,
- The nature of apprenticeship growth in SCR

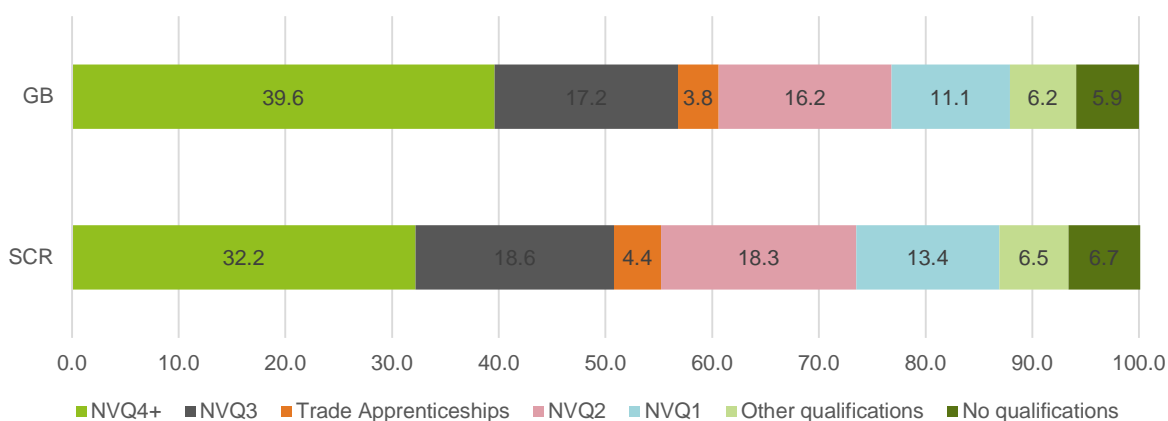
Skills Profile Gap

REIU report that the proportion of higher skilled residents has risen steadily over the last decade. However, the gap between SCR (32.2%) and the national average (39.6%) continues to grow. REIU argue “SCR must close this gap to remain competitive at the higher skills end of the economy if it is to increase the GVA growth rate and productivity significantly”

This requirement to close the skills gap is underpinned by the fact that the latest forecasts show the qualification profile for the workforce in SCR will need to shift towards the higher end with the proportion of residents with Qualifications and Credit Framework (QCF) level 6 or higher set to increase and those with QCF3 or lower falling as a share of the total. In occupational terms, low skill occupations like elementary and process and plant operatives are projected to shrink as a share of total employment while managers, directors and associate professionals are projected to increase.

REIU sectoral analysis reinforces this message of the need for higher-level skills and highlights the current mismatch between supply and demand especially in priority sectors. In manufacturing, for example, the sector employs over 81,000 people in SCR and projected total requirement for new workers between 2012 and 2022 is almost 17,000. Of this requirement, only 1,800 are expected to be in elementary occupations below the skilled trades and only 800 are projected to require qualifications below QCF 2. However 83% of all starts were at Level 2 or lower in this sector subject area.

Chart 5.1: Skills profile of the SCR working age population compared to GB average (NVQ equivalents)



All other things being equal (i.e. qualification profile of the 16 year old inflow is about the same as national – which it isn't; and qualification profile of those leaving the workforce is the same as national – which it isn't) would mean that in order to close the gap with the national, about 20% of those at level 1 would need to secure level 2; 25% of those at level 2 would need to achieve level 3, and 40% of those at level 3 would need to achieve level 4+.

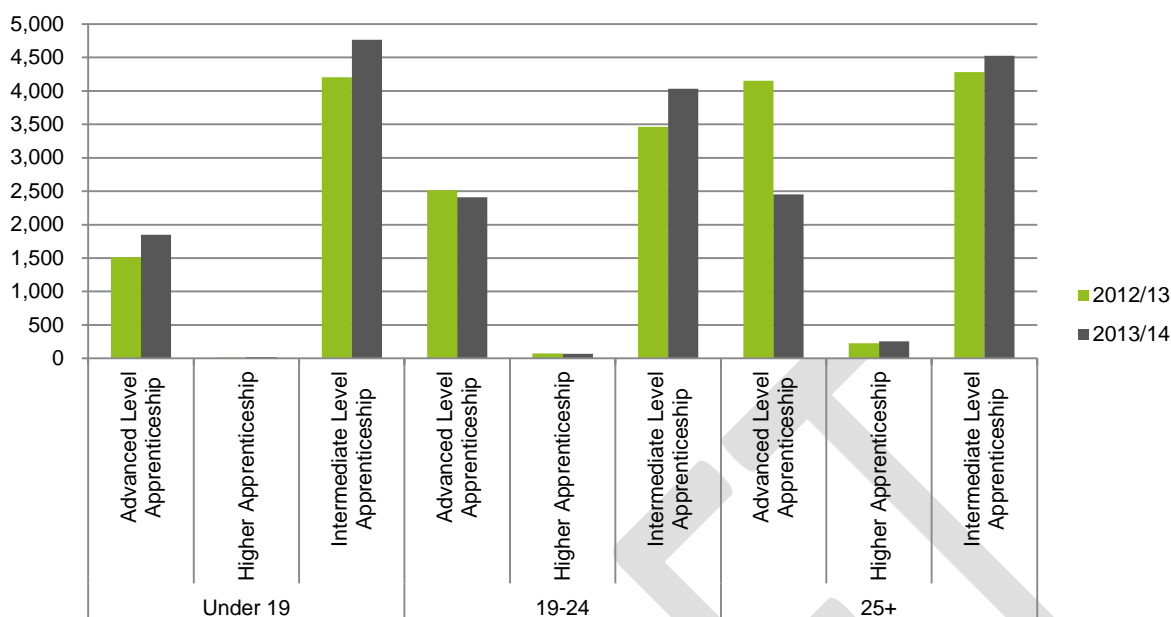
This suggests the following types of priority:-

- A target for level 3 achievement at 19
- Promoting Access to HE – particularly in the priority sectors
- Higher level apprenticeships – particularly in priority sectors
- First level 3

Apprenticeships

The chart below appears in the REIU report. It is clear from this that whilst apprenticeships are growing in SCR, there is too much growth at intermediate compared to advanced/higher levels.

Chart 5.2: Apprenticeship starts by age and level in SCR, 2012-2014



This suggests that the priority should be for apprenticeship growth at level 3 and above.

5.3 Conclusion

In summary, a review of the Ekosgen and REIU reports suggest the following skills priorities for SCR:-

- In-work recipients of Universal Credit and Working Tax Credits should receive workplace training to progress in employment
- Older workers should be supported to update and extend their skills
- The unemployed should be provided with skills support to access vacancies.
- Learning should be used to support the economically inactive become more active in the labour market
- The percentage of 19 year olds achieving full L3 should increase
- The number of adults progressing to HE from Access programs should increase – particularly in the priority sectors
- Growth in apprenticeships should be driven by growth in Higher level and Advanced apprenticeships – particularly in priority sectors
- It should be a priority to support adults to secure a full first level 3 qualification with attainment in English and maths to underpin that.

6. Consultation and feedback

A draft of the SCR Outcomes Agreement was shared for comment in early January with employers, colleges, local authorities and community learning providers. Feedback received is summarised as follows:

- Broad agreement with the priorities identified in the draft outcomes agreement
- Recognition that timescales will allow a fuller labour market assessment to be undertaken in summer 2016 to inform the outcomes agreement for 2017-18
- That the outcomes agreement and subsequent provider agreements should note the role of entry level, level 1 and level 2 provision in enabling progression for learners and those returning to the labour market
- Agreement that specificity – such as confirming which learner groups / types of curriculum are top priorities – should be reflected in individual agreements with providers, rather than at the level of the city-region outcomes agreement, thus enabling local flexibility

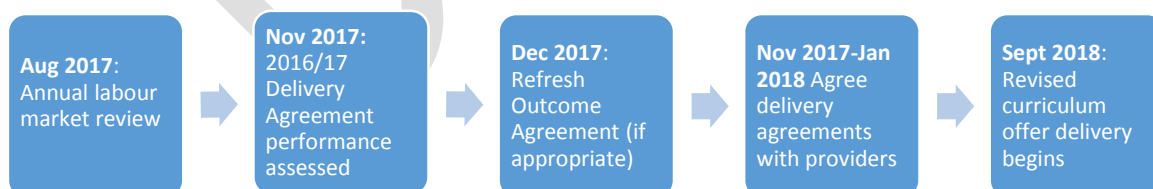
- Priorities can focus upon the provision SCR wants to stop, protect or grow. Decisions about this are difficult until the scale of the available Adult Education Budget is known and existing delivery in relation to learner entitlements better understood
- Careful consideration should be given to the management information requirements of the Outcomes Agreement. This includes practical considerations about the processes used by providers and colleges to collect data on learner enrolment. There is a need to engage college MIS staff in the development of delivery agreements, to ensure common definitions of any metrics and that mechanisms are in place to collect the required data
- That while the annual labour market review and refresh of the SCR Outcomes Agreement will allow labour market opportunities and issues to be pick up each year, relative stability in the outcome agreement's priorities from year to year will better allow providers to manage curriculum change and investment plans over the medium to long term

7. Next steps

The outcomes agreement will be refreshed annually, enabling priorities to reflect emerging opportunities and challenges in the local labour market. Delivery agreements will be developed to understand how individual colleges and providers plan to respond to the priorities contained in this outcomes agreement, for review in the autumn once the curriculum offer for the next academic year is implemented. Early discussions with college MIS leads are required to ensure that data provided via the delivery agreements can be collected and reported on a consistent basis across organisations. Delivery agreements will need to contain metrics that can be reported on a timely basis to enable a reliable assessment to be undertaken each autumn of the college/provider response to outcome agreement priorities (such as via the SFA's R04 data return).

The result of this assessment of delivery agreement performance will inform the subsequent refresh of the outcome agreement for the next academic year, as well as local funding policy in relation to skills resources influenced or managed by SCR. This includes Adult Education Budget, which will be devolved from 2018-19. The current intention is that, in addition to directly influencing delivery of AEB-funded provision in SCR, devolved AEB can also be used to incentivise desirable behaviour by colleges and providers for delivery of priorities that are not directly funded by AEB. As an example, this could include allowing a college or provider's AEB allocation to grow only if they achieve significant expansion in advanced and higher apprenticeship volumes (not funded by AEB) over a defined timescale.

This annual timetable for reviewing labour market performance, refreshing the outcomes agreement and facilitating a curriculum planning response from providers is summarised in the simplified diagram below (using academic year 2018-19 as the example):



8. Summary – SCR skills priorities

Priority	Rationale	Indicator	Baseline and year	2020 target and milestones
In-work recipients of Universal Credit and Working Tax Credits should receive workplace training to progress in employment	Low wages and low skills a key cause of SCR's low productivity. In-work benefits are being scaled back and conditionality extended under UC to in-work recipients who will be required to seek to increase their income			
Older workers should be supported to update and extend their skills	Sheffield's population is ageing. Updating and extending skills will help ensure more older people can contribute to, and access the benefits of economic growth, securing financial wellbeing in later life			
The unemployed should be provided with skills support to access vacancies	Despite significant reductions over recent years, significant areas of SCR are affected by high unemployment, where residents are not equipped with the skills and experience that employers seek			
Learning should be used to support the economically inactive become more active in the labour market	Levels of worklessness and economic inactivity are falling however levels remain high in large areas of SCR. Changes to welfare mean that more claimants are required to undertake work-related activity			
The percentage of 19 year olds achieving full L3 should increase	Attainment at age 19 remains below national averages, while demand for labour at level 3 and above is set to grow faster than below L3			
Support more adults to secure a full first level 3 qualification with attainment in English and maths to underpin that	Improving attainment among young people alone will be insufficient for SCR's attainment gap to be closed. More adults need to gain level 3+ skills and deficiencies in English and maths need to be addressed			
The number of adults progressing to HE from Access programmes should increase – particularly in priority sectors	Level 4 attainment by SCR residents continues to slip further behind the national average, risking skills shortages and gaps, hampering efforts to enable SCR employers to enter higher value product markets			
Growth in apprenticeships should be driven by growth in Higher level and Advanced apprenticeships – particularly in priority sectors	Volumes and growth are dominated by level 2 provision. The Apprenticeship levy, combined with new trailblazer frameworks (many at level 4 and above) open up exciting opportunities for learners and employers to secure the skills they require for growth via a vocational route			

FOR DISCUSSION

SCR COMBINED AUTHORITY SKILLS EMPLOYMENT AND EDUCATION EXECUTIVE BOARD

25th FEBRUARY 2016

Skills Executive Board Business Plan 2016/17

Summary/Purpose

This paper introduces the Skills, Employment and Education Business Plan for 2016/17. The Board are asked to comment on the narrative table of the plan and recommend this to the SCR CA for inclusion in the composite SCR Delivery Plan 16/17 which is currently under development based on each of the Executive Boards programme of activity. Noting that information to populate definite outputs and costs profiles is still progressing

The business plan incorporates the key objectives for the city region as set out in the Strategic Economic Plan and the programme of activity in place as developed throughout 2015/16 and that which is in the pipeline for 16/17.

The Board is asked to note a draft of the composite Delivery Plan, incorporating the Skills Annex, will be circulated, when approved in draft form and each of the annexes included delivery plan will be revisited subject to devolution ratification as this will significantly influence the direction of the 16/17 activity and priorities.

1. Issue – Topic & Timescale

- 1.1. This paper is presenting the summary draft of the Skills, Employment and Education Business Plan 16/17 for discussion and recommendation for inclusion in the composite SCR CA / LEP 16/17 Delivery Plan. Noting, subject to devolution ratification this will need to be amended and edited to reflect changes.

2. Recommendations

The Board are asked to:

- 2.1. Note the summary Business Plan for 16/17 presented at Appendix A and provide comments in order for that this plan can be recommended to the CA and incorporated into a composite SCR CA / LEP Delivery Plan for 16/17.

3. Background Information

- 3.1. The Business Plan has been developed based on the key strategic outcomes that are well established within the city region's Strategic Economic Plan and the programme of activity that the Board have been developing over 15/16.
- 3.2. The Business Plan incorporates the development work currently underway across the skills, employment and education theme to develop a set of new products to support business growth as well as all projects approved and in delivery stage.
- 3.3. The plan includes a set of outputs and outcomes that the Executive Board will be held accountable to for delivery. These outputs and outcomes are drawn from the set of commissioned projects/programmes in place.
- 3.4. This plan will form an annex to the SCR Delivery Plan which will be presented to the Combined Authority in May 2016. Approval of the key elements of the plan will be used to inform the production of the SCR CA/LEP budget for 2016/17.
- 3.5. The Business Plan will enable the Board to develop a forward plan of activity as well as to be clear about the outputs and outcomes that we expect to achieve.

4. **Implications**

i. Financial

The Business Plan includes a programme of funded and unfunded asks. This is made clear in the tables presented in the business plan with appropriate CA approvals noted. Where new funding proposals are brought forward the SCR Assurance Framework outlining the programme management and due diligence required will be adhered to.

ii. Legal

No requirements at this stage

iii. Diversity

A consideration in the blend and design of programmes

iv. Equality

A consideration in the blend and design of programmes

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Appendix A: Skills, Employment and Education Executive Board Business Plan 2016/17

Background papers used in the preparation of this report are available for inspection at

Other sources and references:

Annex 2: Skills, Employment and Education

Our Ambition: what are we trying to achieve?

SCRs ambition is to secure greater economic prosperity for its residents and businesses. To achieve this we recognise the imperative for SCR to accelerate both the rate and pace of change, namely the priority to increase labour market participation, grow employment, grow high value vocational skills, inspire enthusiasm and a desire for lifelong learning and progression and create a dynamic and responsive support infrastructure, with shared ownership across stakeholders, to deliver the change required.

Operationalising this vision is summarised through two key aims which will underpin the skills, employment and education business plan of the SCR CA and LEP between 2015 and 2018:

1. To develop the strategic vision and policy for SCR through the development of an SCR Skills and Employment Strategy that will take the shape of a 5 year plan and programme in which we will be held accountable to Government and which will be the responsibility of the SCR to deploy.
2. To operationalise and implement a range of strategic programme and project investments to secure better outcomes from public funded programmes and increase the rate of return for every £1 of public money invested.

Our Strategic and Operational Objectives 2016/17

See table

Aim	Objectives
<p>1. To develop the strategic vision and policy for SCR through the development of a five year SCR Skills and Employment Strategy (2016-2021) and programme in which we will be held accountable to Government and which will be the responsibility of the SCR to deploy.</p>	<p>1. Finalise the negotiations and development of the detailed business cases for all areas of the SCR devolution submission, identifying the contribution to outcomes and benefits of localisation of programmes. Specifically:</p> <ul style="list-style-type: none"> a. Implement the first annual cycle of local outcome based commissioning for the Unified Adult Education Budget; measuring impact of delivery against SCR skills priorities in academic year 2016/17, alongside an annual timetable of labour market and College performance reviews in order to inform curriculum planning and College allocations for academic year 2017/18 b. Co-commissioning of the Work and Health Programme with DWP, influencing all elements of the process from service design to performance management by Summer 2016 with on-going participation in procurement and implementation throughout 2016/17, and to secure Ministerial approval by autumn 2016 for an SCR pilot to support the harder-to-help c. To agree and implement an SCR Apprenticeship plan by summer 2016 in order to manage the transition in proposed national reforms and maximise Apprenticeship growth in SCR, including development of a SCR business case, seeking funding subject to resource availability. d. To agree and implement an SCR Careers strategy by summer 2016 in order to create a more coherent offer of careers activity across the city region in order to create an evidence base for future devolution asks in this field, including development of a strategic programme mandate if accepted into the programme by SCR LEP / CA and subject to available resource.
	<p>2. Working with key stakeholders and partners to conclude the Area Based Review in the timescales established (Sept 2015-April 2016) including development and submission of a proposal to Government to secure re-structuring funds in support of ABR recommendations across the city region.</p> <p>3. To develop and oversee the implementation of ABR recommendations through agreed SCR governance established by summer 2016. This will include holding key stakeholders accountable to recommendations made by the review including educational institutions e.g. Colleges, Regional Schools Commissioner, Ofsted and Local Authorities.</p> <p>4. The SCR CA also proposes to include an ABR recommendation for a full review of all 16-18 and 19+ curriculum to be commissioned by summer 2016 alongside the implementation of wider ABR recommendations. This will be used to inform a 16-18 FE education and skills plan developed by autumn 2016, Local Authority plans for school sixth forms, on-going devolution of the Unified Adult Education Budget and to influence specialisation investments made in the city region e.g. skills capital.</p>
	<p>5. Lead the development of the SCR baseline of indicators, and following the development of the devolution business cases and the Area Based Review, commence the development, consultation and production of a collaborative SCR Skills and Employment Strategy (2016-2021) by autumn 2016.</p>
	<p>6. Utilising data and evidence from existing programmes, strategic business cases and our 2016-2021 strategy we will put forward a further case to Government by December 2016 for greater powers and devolution, with a focus on asks in careers, 16-18 education and employment programmes.</p> <p>7. In support of this objective we will facilitate a collaboration across the northern powerhouse in order to harness the collective power of city regions in achieving this goal.</p>
	<p>8. To develop an ESIF commissioning strategy by autumn 2016 for programmes commencing in 2017/18 and 2018/19.</p>

<p>2. To operationalise and implement a range of strategic programme and project investments to secure better outcomes from public funded programmes and increase the rate of return for every £1 of public money invested.</p>	<p>9. To deliver jobs growth in the SCR through:</p> <ul style="list-style-type: none"> a. Continuing to grow new apprenticeship growth through the Skills Made Easy programme (600 Apprentices) and through a newly designed SCR Apprenticeship programme, seeking future investment. b. Incentivising new employers to establish apprenticeship job vacancies through the deployment of financial incentives, including the Grant for Apprenticeships, seeking to deploy £2.9m grants in 2016/17.
	<p>10. To support SCR residents into employment through development of a range of employment support projects, including:</p> <ul style="list-style-type: none"> a. Continued delivery of Ambition SCR, seeking to support 327 young people into work during 2016/17; b. Launch of the Skills for Jobs Growth service by summer 2016, a programme ensuring SCR residents recently unemployed are linked with a recruiting employer and supported back into employment. c. Supporting RMBC in the deployment of £1.5m of funds to support the re-training of staff affected by TATA redundancies, including affected staff within local supply chains throughout 2016/17 d. Launch of the Progress to Work service (via the Big Lottery) for the hardest to help, a programme ensuring SCR residents are supported through key worker and training to access employment opportunities. THIS MAY GET PULLED IF BOARD DECIDES TO WITHDRAW FROM THE OPT-IN? e. Launch of Big Lottery Progress to Work service, Community Innovation Grants and Self Employment programmes by DATE, which will collectively support 140 on their journey into work and self –employment
	<p>11. To support businesses within the SCR to develop the skills they require in their workforce, and to increase co-investment in training through an SCR programme supporting skills which respond to business needs:</p> <ul style="list-style-type: none"> a. Continued delivery of accredited training to businesses responding to the Skills Made Easy offer, including delivery of training and Apprenticeships to 2,400 individuals and leveraging private sector investment; b. Operationalisation of the SCR Skills Bank, as a centre of excellence for the wider SCR Growth Hub Service, to assist 4,260 support employees with the skills they need to progress in the workplace, leveraging c £2M private investment in skills development across the City Region.
	<p>12. To ensure SCR has the training infrastructure required to support the immediate needs of business and learners in line with SEP priorities in addition to development of the future infrastructure required to realise SEP growth objectives:</p> <ul style="list-style-type: none"> a. Operationalise skills capital programme, commencing delivery of a range of schemes including North Nottingham College and the National Rail College – Doncaster Campus. b. Bringing forward a range of schemes for approval in 2016 including (subject to assurance and appraisal) Rotherham Higher Skills Centre c. Develop a Skills Capital Commissioning Strategy by summer 2016, taking into account ABR recommendations and potential development of one or more Institutes of Technology.

Delivering our objectives in 2016/17

To contribute to realising these objectives we propose to:

- Continue to operate the stakeholder Working Groups reporting into the Skills Employment and Education Executive Board to continue to develop detailed business cases for all aspects of the current devolution deal
- Put in place an SCR Strategic Advisory Panel, of national skills and employment experts, to challenge and shape the development of our 5 year Skills and Employment Strategy and collaborate more effectively with other operational teams across the Northern Powerhouse area.
- Continue to work with DWP, CLOG and HMT in the co-commissioning of the Work and Health Programme, including alignment of ESF and pilot programmes supporting the harder to help, drawing in experts to work with us to shape our programme.
- Continue to develop strategic partnerships with key organisations such as Gatsby Foundation , Centre for Cities and the What Works Centre to support SCR detailed strategic analysis
- ARE there any more principles / ways of working eg next development in SCR / FE secondee
- We will explore the option of the SCR CA becoming a co-financing organisation for the second part of the ESF programme.

Output Summary		Q1 Apr-Jun 2016	Q2 Jul-Sept 2016	Q3 Oct-Dec 2016	Q4 Jan-Mar 2017	Logas Net Outputs <i>Or new indicators</i>	Value
Delivering jobs programme	SME Apprentices	300 Apprenticeship starts	300 Apprenticeship starts	N/A	N/A	Apprenticeships	600
	GAP	TBC	TBC	TBC	TBC		
	Social Enterprise support	N/A	N/A	5 Enterprises supported 0 New enterprises 0 Jobs created*	5 Enterprises supported 0 New enterprises 0 Jobs created*	Number of Businesses Supported	10
Supporting employment programme	Ambition SCR	98 job outcomes 72 sustained job outcomes	113 job outcomes 72 sustained job outcomes	79 job outcomes 91 sustained job outcomes	37 job outcomes 78 sustained job outcomes	Jobs connected to the Intervention Collection method for jobs data Unemployed sustained employment	327 <i>Provided directly by employers / Constructed indirectly from a model/multiplier</i> 313
	Skills for Job Growth	Contract Awarded	Target TBC number of unemployed, including long term unemployed, and in active (not in education and training) participants. Activity is at least 50% adult and vocational training				
	Progress to Work ESF	N/A	N/A	N/A	N/A		

	Progress to Work (Big Lottery) ESF	N/A	N/A	50 participants recruited	100 participants recruited 5 into work 5 into education/training 10 progressed inactive to active	Jobs connected to the Intervention Collection method for jobs data Unemployed supported	5 <i>Provided directly by employers / Constructed indirectly from a model/multiplier</i> 10 (progressed inactive to active)
	Community Innovation Grants	N/A	20 participants recruited	20 participants recruited	20 participants recruited 6 into work 6 into education/training 12 progressed inactive to active	Jobs connected to the Intervention Collection method for jobs data Unemployed supported	6 <i>Provided directly by employers / Constructed indirectly from a model/multiplier</i> 12 (progressed inactive to active)
	Socially Inclusive Self Employment	N/A	20 participants recruited	20 participants recruited	20 participants recruited 6 into work 6 into education/training 12 progressed inactive to active	Jobs connected to the Intervention Collection method for jobs data Unemployed supported	6 <i>Provided directly by employers / Constructed indirectly from a model/multiplier</i> 12 (progressed inactive to active)
Supporting Skills	SME: Training*	1200 assisted with skills	1200 assisted with skills	N/A	N/A	<i>People Assisted with Skills</i>	2,400

	Skills Bank		N/A		4260 people assisted with skills	<i>People Assisted with Skills</i>	4,260
	Tata	TBC	TBC	TBC	TBC		
Developing Infrastructure programme	Skills Capital – Glass*						
	Skills Capital – Rail*						
	Skills Cap Nth Notts	545 sqm refurbished training/learning facilities				sqm refurbished training/learning facilities <i>People Assisted with Skills</i>	545 ?
	Skills Cap Rotherham						
	Skills Cap Compet'ive Fund*						
	Enterprise Advisor Pilot			80 new enterprise advisers matched to schools/post 16 providers by the 31 st July 2016		<i>80 new enterprise advisers matched to schools/post 16 providers</i>	80

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