



TEES VALLEY
COMBINED
AUTHORITY

TEES VALLEY MAYOR

TEES VALLEY EMPLOYMENT AND SKILLS

STRATEGY

2022 AND BEYOND





Foreword

We are making significant progress to deliver our ambition for Tees Valley to be a global leader in Clean Energy, low carbon and Hydrogen - to achieve a Net Zero carbon industrial cluster by 2040, providing good jobs with long-term prospects that local people can access.

This ambition reflects our unique selling points as a region and sits at the heart of our framework for growth.

We are an area of significant opportunity, with a platform to support national recovery from Covid-19 and deliver future growth. We have economic assets of national significance, including the UK's largest chemical complex, England's largest port for outward tonnage and one of the UK's leading higher education institutions for working with business, Teesside University.

As we spearhead the path to net zero, work is currently under way to get the land investor-ready and turn Teesworks into a hotbed of clean energy, offshore and advanced manufacturing activity to create thousands of good-quality, skilled jobs of tomorrow.

And thanks to the Darlington Economic Campus, our region will be closer to the heart of Westminster than ever before, helping government departments to understand the challenges and opportunities in regions like ours so we can set the agenda, not just follow it.

Not only that, but all these opportunities will also show that local people, including our future school leavers that they don't need to leave the region to develop skills, gain work and succeed in excellent careers in a variety of sectors - they can have their career of choice right here in Tees Valley.

Despite these strengths, our area faces some entrenched economic challenges, many worsened by the impacts of Covid-19. High rates of economic inactivity and low levels of employment have a significant effect on productivity. Our economic output sits at just 72.4% of the UK rate, with GDP per capita £23,815 compared with £32,876 nationally.

Our business density is also well below the national average (325 enterprises per 10,000, compared to 509 nationally) and skills levels lag national averages.

But ours is a region which has faced adversity before, and whilst challenging, these are extremely exciting times

for Tees Valley. The significant economic developments happening across the whole of the Tees Valley, mean we are confident and optimistic about the future. A future where we continue to shape the region's workforce and help secure future employment, ensuring local people have the skills they need to take advantage of the new and replacement demand jobs, including clean green jobs, being created.

This strategy sets out how we will work with our partners and stakeholders to ensure businesses and people here in Tees Valley are able to seize every opportunity.



Ben Houchen,
Tees Valley Mayor



Cllr Bob Cook,
Leader of Stockton-on-Tees
Borough



Siobhan Mcardle,
LEP Chair

Introduction



Tees Valley is an area of significant economic opportunity, increasingly recognised as an exemplar region in Clean Energy and the Hydrogen economy. Alongside continuing and new local regeneration programmes across the whole region, exciting developments, including those taking place at the Teesworks site, establishing the largest Freeport in the UK and relocation of key Government Departments to the region, are driving economic growth and creating jobs.

Central to our growth plans is our ambition to become the national capital of clean growth and green energy, delivering a net zero industrial cluster by 2040, providing good jobs with long term prospects that local people can access.

This supports Government’s ambition for two million green jobs in the UK by 2030. The recently published Green Jobs Taskforce ‘Report to Government, Industry and the Skills Sector’ states: “Achieving net zero by 2050 will require a system-wide transformation of the economy; most occupations, to varying extents, will become green.”

Delivering this will depend on businesses having access to the skills they need to grow, as well as residents having the opportunity to develop and acquire the required skills and experience, at the required levels, to secure these roles. A key focus of this strategy will be to ensure that capital investment decisions create opportunities for all our residents through new jobs that will become available and to support the retraining and upskilling of workers.

We are also seeing continued investment in the attractiveness and vibrancy of Tees Valley as a place to live, work and do business, including the revitalisation of Teesside International Airport, upgrading our key railway stations and an extensive growth programme for the creative and visitor economies.

Our sector strengths and assets provide a solid platform for growth, and there is increasing confidence in the Tees Valley.

This includes:

- Being home to the UK’s largest Freeport– with the potential to create more than 41,000 jobs
- Leading the development of hydrogen transport solutions as the National Hydrogen Transport Hub
- Playing host to the UK’s largest Carbon Capture, Utilisation and Storage (CCUS) project. Net Zero Teesside is a collection of industrial, power and hydrogen businesses which plan to make Teesside the UK’s first decarbonised industrial cluster through the deployment of CCUS
- Attracting significant private sector investment, bp will create the UK’s largest “blue” hydrogen production facility in the region and GE Renewable Energy will open a new offshore wind turbine blade manufacturing plant. This is alongside SeAH Wind Ltd’s plans for a mammoth £300million offshore wind factory and Circular Fuels Ltd plans to open a renewable waste to gas facility, creating hundreds of jobs.

- FUJIFILM Diosynth Biotechnologies being selected to manufacture the Covid-19 Novavax vaccine in Billingham
- The relocation of major Government departments to Darlington

However, we are also experiencing some major economic challenges, many worsened by the impacts of Covid-19. High rates of economic inactivity and low levels of employment have a significant effect on productivity, with our economic output sitting at just 72.4% of the UK rate.

Youth unemployment remains high, and many younger residents are unable to secure good, progressive jobs. For those in work and those seeking work, many need to reskill or retrain due to changes to the jobs market. Our long-term unemployed, many with health issues, have been further displaced from the labour market. Linking our economic vision and employment needs with our skills provision will be critical to ensure the recovery, resilience and growth of our economy.

In developing this strategy, it has been important to recognise that every job of the future will be directly or indirectly shaped by the transition to net zero as all sectors will go through a transformation on the journey to net zero. Furthermore, rapid digitalisation of the economy and domestic supply needs is also providing growth opportunities for some of our priority sectors including Digital and areas of Manufacturing.

The Employment and Skills Strategy – 2022 and beyond, sets out our future skills priorities and is aligned to the significant economic opportunities across the whole of the Tees Valley over the coming years.

Alongside this we will continue to prepare Tees Valley to maximise the benefit of post-16 skills reform and changes to national funding for this area. We are already starting to see some of the significant changes in the employment and skills policy and funding landscape. These have come with the publication of the Levelling Up the UK White Paper in February 2022, the launch of the UK Shared Prosperity Fund and the Multiply prospectus, the national numeracy programme for adults in April 2022; and through the Skills and Post-16 Education Act 2022. From these key documents, we will see provisions about local skills improvement plans (LSIPs); further education; functions of the Institute for Apprenticeships and Technical Education and relating to technical education qualifications; student finance and fees; assessments by the Office for Students; and the funding of certain post-16 education or training providers.

Following the Skills Accelerator programme, including LSIP Trailblazers, the aim is that the majority of areas will have an LSIP developed and in place by summer 2023.

Our Vision

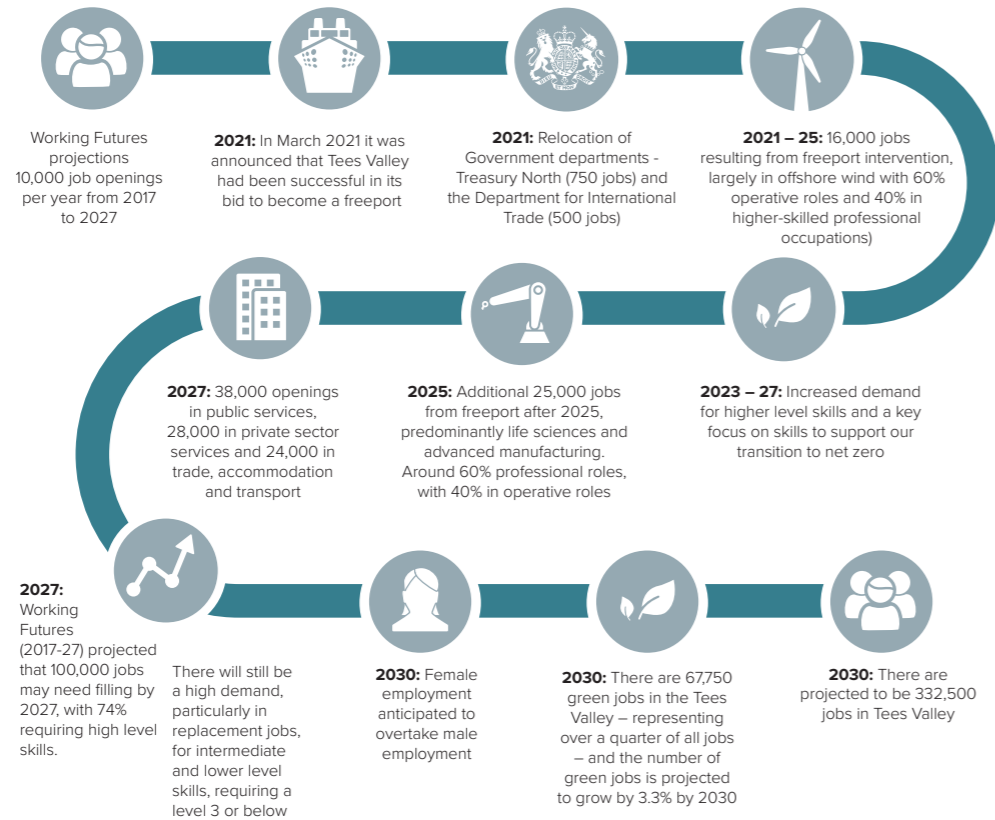
Our vision for employment and skills in Tees Valley is that:

- Every business has access to a readily available skilled workforce and know where to go to find the workforce they need
- Every business has access to workforce development and skills support, to sustain and grow their business
- There are clear, accessible and appropriate training routes for priority and growth sectors
- Every Tees Valley resident can access a good and progressive job
- Every resident has access to the support needed to make informed decisions that will help them achieve their career and employment ambitions
- Every young person and adult are aware of the career opportunities and the route to achieve them

Our opportunity to achieve our vision

During the lifetime of this strategy, there are projected to be 10,000 job openings per year to 2027 in Tees Valley with three quarters of those jobs requiring higher level skills. In addition, a further 41,000 jobs are expected by 2030 because of the Freeport proposition.

The diagram below sets out the anticipated pipeline and timeline of economic opportunities and projected jobs (new and replacement demand) to 2030 in Tees Valley and demonstrates that if we succeed and fulfil these opportunities, we have the potential to increase the employment rate in Tees Valley to 78.5%, a 9.1% increase over the lifetime of this strategy.



Our core assets to achieve our vision

The employment and skills system has three core assets: **individuals; businesses; and, resources and infrastructure.** We want to facilitate and influence the better integration of them to strengthen the overall employment and skills and careers education system.

Devolution provides us with the opportunity to engage with government departments and secure investment in new ways that enable us to better align and maximise our employment and skills programmes and funding streams. This will enable a more effective and joined-up system that addresses local challenges and seizes opportunities to improve outcomes for our businesses, young people and adults.

Therefore, to successfully deliver this strategy we will:

- Work closely with both employers and employees to identify their current and future workforce skills requirements, to effectively plan for future business growth;
- Communicate the skills and experience required by businesses to ensure our young people and adults are fully informed as to the employment opportunities available now and in the future;
- Work collaboratively across our stakeholders, partners and providers for support services to achieve the vision and success required;
- Work more closely with providers to ensure that employment and skills provision is strategically and economically significant and aligned to meet the needs of both the employer and the learner; and
- Create an employment, skills and careers education system that delivers a readily available, experienced and skilled local workforce for Tees Valley now and in the future.



Our strategic approach for 2022–2029

Our overarching strategic approach for the lifetime of this strategy is to **connect, simplify** and **promote** the multiple national and local employment, training, skills, and economic growth initiatives so they are greater than the sum of their parts and reach more businesses and residents.

For this strategy to deliver significant impact in meeting the needs of young people, adults and employers, the process for both employers and learners to engage, and remain engaged, must be **simpler, more responsive** and **easier to navigate**.

Central to this strategy is a focus on **maximising impact of national, mainstream provision and resources**, with the priority for any new investment being to enhance and add value. We will identify a suite of interventions, funded both nationally and locally, which can deliver significant benefits for the Tees Valley economy and its residents.

There is more to do to better understand the medium to longer-term impacts of the 2020/21 pandemic on our region's productivity and economic development. We are at the start of a progressive transition period as we move from economic recovery to rebalance and then resurgence.

This strategy sets out what we intend to address and overcome in the immediate and short-term in response to the employment and skills challenges we face as a direct result of the impact of the pandemic, it also sets out how we will harness and maximise the significant economic opportunities in the medium to longer-term.

The previous, first Education, Employment and Skills Strategy for Tees Valley, 'Inspiring Our Future' (2018-2021), enabled a strong response to our local challenges. This strategy will further develop this approach by bringing forward successful elements from the programmes and activities it delivered and proposes new activity in response to economic and policy changes.

Through the Education, Employment and Skills Strategy, 'Inspiring Our Future' (2018-21) – we achieved...

- Supported 34,000 adult learners across academic years 2019/20 and 2020/21 through the devolution of Adult Education Budget
- Implemented a Routes to Work pilot to support residents most distant from the labour market into or closer to sustainable employment. More than 3,490 people have already been engaged and more than 760 assisted into employment
- Offered targeted grants allowing the creation of more than 1,600 apprenticeships. 
- Established the TeesValleyCareers initiative - delivered in all Tees Valley schools and colleges for 11-18 year olds, supported by over 1,000 businesses. 
- Successfully secured all three waves of the Careers & Enterprise Company Career Hub of which all Tees Valley schools and colleges are part of. 
- Delivered high quality careers education to 100,000 children and young people

- Launched the Tees Valley Primary school careers education programme
- Secured Government relocation of the Treasury's new Darlington Economic Campus, seeing 750 senior civil servants from the Treasury, along with other economic based departments, relocate to our region
- Acted as a gateway organisation for the DWP Kickstart scheme, facilitating more than 688 placements at more than 180 businesses
- Established the £3m ESF Collaborative Skills Project to assist businesses to undertake Training Needs Analysis to develop their future workforce



During the lifetime of this strategy, we must expect and be prepared for further economic and policy changes as we rebound from the impacts of the Covid-19 pandemic. We must realise the ambitious growth plans for our economy and address the distributional imbalances that exist across our region, particularly in our deprived communities and for those people furthest from the labour market.

Our pillars of support

Our strategic approach is underpinned by three pillars of support - **Retention, Preparation, and Intervention**.

Retention – support for those in employment and accessing work; (our new and existing workforce and their employers)

Enhancing the skillset of those in employment and ensuring that employers are able to clearly articulate their existing and future skills gaps whilst achieving change in the skills offer to address these gaps.

Preparation – support for those still in education and training (our pipeline future workforce)

Ensuring that those still in education and training are equipped to make the right education and career decisions, and that education and training providers and employers regularly engage to ensure emerging training opportunities address current and future businesses skills demands.

Intervention – support for those seeking work (our potential future workforce)

Enhancing the employability of those who are close to employment and addressing the constraints faced by those more distant from the labour market as well as fulfilling that the training and support system meets the needs of local businesses.



Tees Valley – our local strategic context

Covering over 300 square miles, Tees Valley connects five distinct boroughs, Darlington, Hartlepool, Middlesbrough, Redcar and Cleveland, and Stockton-on-Tees, with the river Tees running through each, forming a functioning economic geography.



Local economic opportunities and sectoral strengths

The Tees Valley is home to several sectors with national and international significance, and those forming a critical part of the local ecosystem. Tees Valley has significant sectoral strength and relatively high employment in higher productivity sectors such as Chemical & Process, Clean Energy, Low Carbon & Hydrogen. Construction sub-sectors including civil engineering and specialised

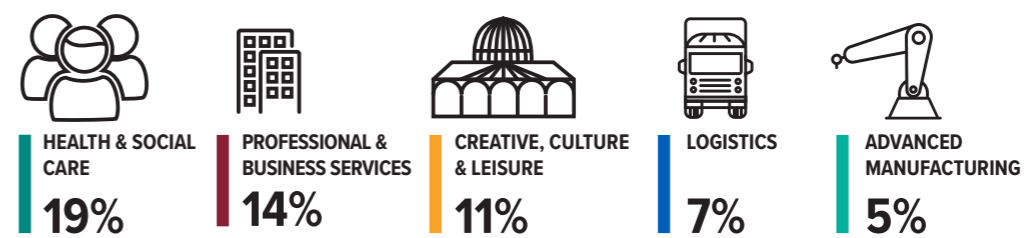
construction together with Logistics sub-sectors such as road freight transport are also well represented in the region. Health and Social Care is one of the largest sectors for employment in Tees Valley, and there are emerging strengths in Digital and Business & Professional Services.

High Productivity



From February 2020 to March 2022, the number of payrolled employees in Tees Valley has risen by 9,078 from **274,762** to **283,840**, which equates to a 3.3% rise. (Source is HMRC Earnings and Employment from PAYE Real Time Information, UK: April 2022)

Percentage of jobs in Tees Valley's key sectors:



Source: ONS, BRES 2020

The Challenge

While the Tees Valley economy provides a strong platform for growth, a number of economic challenges remain. These include low levels of participation in the jobs market and education and skills underperformance, impacting on economic performance.

The impact of Covid-19 was deep and immediate, with our region recording more than 11,000 extra unemployment-related claimants in February 2021 than February 2020, and at its peak one in three jobs were furloughed.

The pandemic has compounded long-standing employment issues faced, such as:

- Tees Valley's output gap has been growing steady over the past decade with the difference in GDP per head rates between Tees Valley and the UK being 8.2% greater in 2019 than in 2009.
- A Tees Valley employment rate of 69.4% in the year to December 2021, which is 5.3% below the UK average.
- At March 2022 youth unemployment rates were significantly higher than the national average, with 18.3% of 16–24-year-olds claiming Universal Credit compared to 11.1% in Great Britain as a whole.

Despite the challenges these are exciting times and the need for new and higher-level skills has never been more critical. To capitalise on this, we must ensure that young people and adults, no matter where they live in the Tees Valley, can access job opportunities, so they can fulfil their potential, make an economic contribution to their communities and to ensure the availability of a local, skilled workforce that meets the needs of businesses today and in the future.

The mid-2019 Tees Valley working age population (people aged 16-64) was 413,140 (61.1% of the total population compared to 62.4% nationally). Despite the increase in the State Retirement Age the Tees Valley working age population is projected to decline by around 14,300 or 3.3% between 2019 and 2039. This is in stark contrast to the projected national increase of 5.1% over the same time. However, the Tees Valley 16 to 18 population is projected to grow by nearly a quarter (almost 5,300) between 2019 and 2029, in line with national projections. An ageing workforce is contributing towards potential skills shortages, and gaps that employers cannot fill, particularly in key sectors.

The Tees Valley employment rate was 69.4% for the 12-month period January to December 2021. This was 0.7% down on January to December 2020, representing a fall of 4,100 in employment. However, within this self-employment in Tees Valley rose by 1,200 to reach 33,800 in January to December 2021. Full-time workers continued to make up around 73% of employees. In total there were 296,000 jobs in Tees Valley in 2020.

In Tees Valley there is less than one job for every resident aged 16-64 and a higher-than-average number of residents are unemployed and economically inactive, in particular those who are long-term sick. The Tees Valley has some of the country's highest economic inactivity rates – closely correlated with relatively low levels of health and well-being and high unemployment rates when compared to other areas.

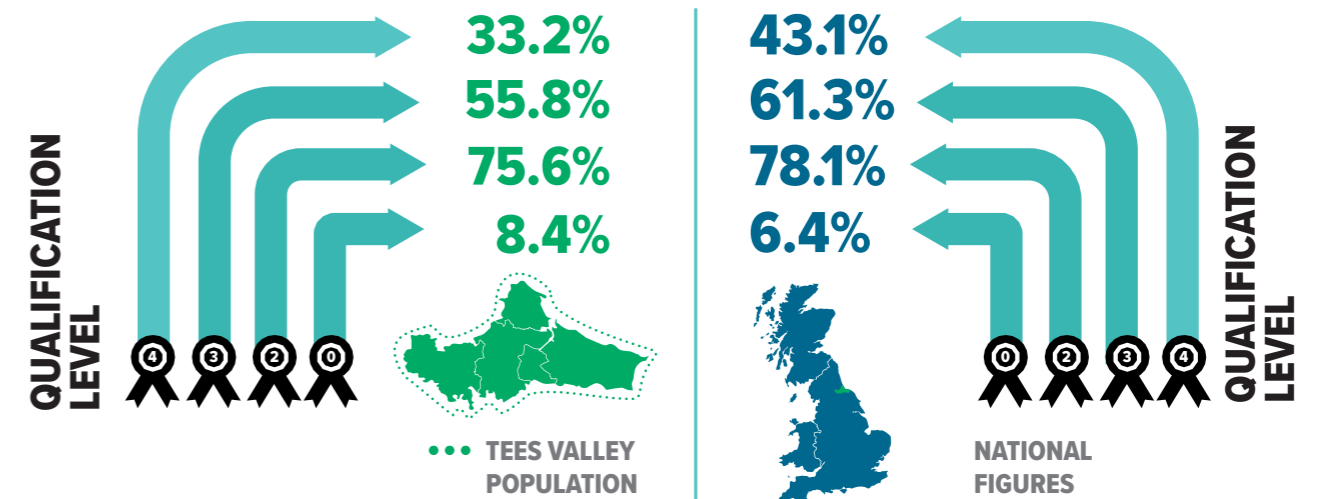
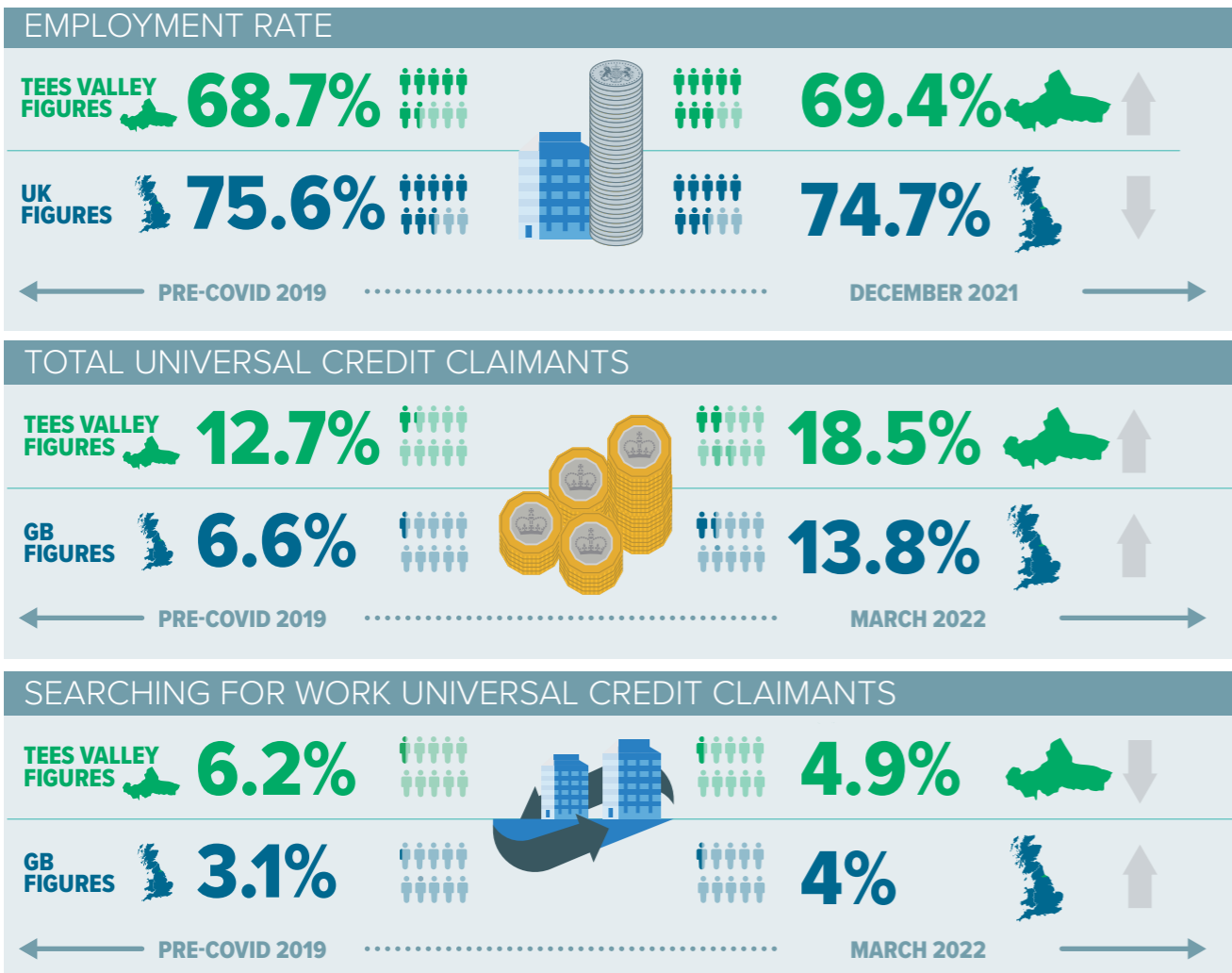
Lower employment contributes to high levels of local deprivation, with Tees Valley ranking 2nd out of 38 English LEP areas for the 2019 Index of Multiple Deprivation with all five Tees Valley districts ranking in the most deprived 15% of local authorities nationally.



However, there are marked differences between the different boroughs of the Tees Valley. At the local authority level and out of 317 districts nationally, Middlesbrough has the highest proportion of Lower Layer Super Output Areas (LSOAs) within the most deprived 10% nationwide, with Hartlepool 10th, Redcar & Cleveland 29th Stockton-on-Tees 39th and Darlington 47th.

Productivity and competitiveness are dependent upon the skills of the workforce and the challenges facing many of the Tees Valley priority sectors should not be under-estimated. Analysis of long-term trends in employment and skills in the Tees Valley shows that high qualification and/or high skill occupations are likely to make up an increasing share of total employment in the coming years.

In 2020, Working Futures predicted that 100,000 jobs may need filling by 2027, with 74% requiring high level skills. However, there will still be a high demand for intermediate and lower-level skills, requiring a level 3 or below qualification, particularly in replacement jobs.



How will the strategy be delivered

The Tees Valley Combined Authority is a Mayoral Combined Authority driving economic growth and job creation across Tees Valley. We are a partnership of Darlington, Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton-on-Tees local authorities, working with the Local Enterprise Partnership, wider business community and other partners to make local decisions that support the growth of our economy.

Whilst the Combined Authority secured a significant devolution deal with Government, we recognise that the employment and skills system and funding landscape is complex and there are many agencies, organisations and providers that are essential to achieving the ambitions of this strategy. Each key stakeholder has a unique role in its successful delivery. The Combined Authority will create a central resource to work collaboratively with these stakeholders to achieve the success required.

During the period of this strategy the Department for Education's Post-16 Skills reform will continue to be developed and implemented. The Combined Authority will work closely with the Department to influence the outcome of these changes for the benefit of Tees Valley. Consultation and dialogue with our key stakeholders will be essential to ensure the policy and funding changes are best utilised to continue to build a sustainable and aligned skills and employment infrastructure that supports our businesses and residents.

Announcements in 2021 included the Department for Education's Skills Accelerator programme and launched the Local Skills Improvement Plan Trailblazers and Strategic Development Fund pilots. These products are core to delivering the Government's vision, which includes putting employers at the heart of influencing post-16 skills.

Resourcing

During the period 2022-29 there will be significant resourcing challenges in the Skills and Employment arena. This includes the ending of the European Structural Investment Funds that have provided over £120m of skills and employability support in the Tees Valley.

The UK Shared Prosperity Fund (UK SPF), including the Multiply Fund, or similar national funding will replace an element of this funding. Tees Valley Combined Authority

In July 2021, Tees Valley was announced as one of the eight Local Skills Improvement Plan Trailblazer areas where the first Local Skills Improvement Plans (LSIPs) would be developed. In April 2022, Government published the first Local Skills Improvement Plans. Aligned to this opportunity, Tees Valley was also announced as one of the pilot areas to receive funding from the Strategic Development Fund to develop more employer led training.

A key function of the Combined Authority and our stakeholders will be to continue to influence and identify new opportunities emerging from these reforms. Critical elements of this strategy will be for the us to:

1. **Identify and better articulate the specific skills needs of Tees Valley**
2. **Stimulate job growth and business sustainability**
3. **Identify the gaps in the employment and skills support system and prioritise activities that remove them**
4. **Identify and secure the resources to deliver points 1, 2 and 3**

will develop an Investment Plan for UK SPF and Multiply, the Employment and Skills Programme that will articulate the requirement to address this significant resource gap and assist in delivering this strategy. The Investment Plan will provide critical economic and strategic evidence to assist in identifying areas where we will need to secure further and additional national public funding. The Combined Authority will undertake a range of functions that may change during the strategy delivery period, according to need. **These functions could include:**

- **Influencing and maximising the allocation of appropriate financial resources to Tees Valley necessary to deliver the strategy**
- **Influencing national delivery programmes to prioritise delivery that directly contributes or aligns to this strategy**
- **Directly securing and investing the investment required to deliver elements of this strategy, particularly identified gaps in provision**
- **Supporting stakeholders to direct and/or secure resources to implement and sustain the support required**

Careers Education, Employment and Skills will be fundamental to achieving our ambitious economic growth and job creation objective and to the continuing pursuit of our long-standing aim to create highly skilled, well-paid jobs in the industries of the future. Our strategic approach for the successful delivery of this strategy is integrated into three pillars of support – Retention, Preparation, and Intervention.

These pillars of support will be underpinned by our key principles:

- **Defining the skills demand in Tees Valley**
- **Maximising national provision and public investment to enhance local investment**
- **Simplifying the support available by facilitating greater collaboration between projects and providers**
- **Identifying gaps in available skills and support to create a system that offers a safety net for those wanting to engage – this includes businesses and individuals**
- **Providing careers education and skills provision that aligns to employment opportunities**

These principles will drive and inform delivery activity, which includes but is not limited to:

- **Delivering skills and training that meets business needs**
- **Continuing to support Tees Valley businesses to create employment with training, including Apprenticeships**
- **Supporting the creation and development of accessible support for both businesses and residents**
- **Delivering a careers education programme that underpins our current and future employment opportunities**

Governance

The governance for the Education, Employment and Skills portfolio affords an opportunity for a wide range of stakeholders to help inform the actions of the Combined Authority and its partners. The TVCA Constitution will continue to determine the formal decision-making processes. This includes the role of the TVCA Cabinet as the operational and financial decision-making body, in line with the Constitution.

The Education, Employment & Skills Advisory Group will provide the advisory role to the TVCA Cabinet Portfolio Holder, LEP skills lead and TVCA officers. The Advisory Group has a wide membership and currently undertake the role and function of the Skills Advisory Panel for Tees Valley, as directed by the Department for Education.

The development of the delivery plan associated to this strategy will be led by the Advisory Group and all members will be engaged, consulted, and receive regular performance reports on progress. This function will also include supporting and encouraging all

stakeholders to actively contribute to the implementation of the delivery plan.

As regular review and formal evaluation will be an integral part to this strategy and associated delivery the Advisory Group will support TVCA officers to undertake and report on this activity and contribute to any recommendations for change and improvements to be implemented.

EES Advisory Group meetings will take place quarterly and the Chair will be the Portfolio Cabinet Member. The Group will invite contributions from members and external advisors to provide information and evidence on challenges, opportunities, and success in this portfolio area.

To maximise the valuable contributions of all key partners and stakeholders, the Advisory Group will also request for appropriate pieces of work to be developed by focused task and finish groups. Alongside these, thematic stakeholder events will be hosted regularly as agreed by the Advisory Group.

Strategic approach

1

STRATEGIC AMBITION

To have a clear support network and function for those seeking work or accessing training (including those most distanced from the labour market); and those retraining for future employment opportunities.

OBJECTIVE (WHY)

To ensure young people and adults in Tees Valley access the support available to assist them to gain employment.

To maximise existing national and local initiatives and investment.

To remove barriers that stop those most distant from the labour market entering it.

To identify and fill gaps in the support network for local investment or new programmes of investment, e.g. Strategic Development Funding and UK Shared Prosperity Funding.

INDICATIVE ACTIVITY (WHAT)

Develop innovative approaches to reducing learning barriers to increase the number of young people and adults with core skills (Maths, English, Digital) and employability skills.



Provide intensive, 'wraparound employability support' to address barriers to employment, supplemented by additional services.



Raise the potential and integration of self-employment as a possible and positive outcome.



Articulate and promote career and learning routeways that support higher skills achievement, including access to Higher Education.



Increase the enterprise and creativity skillsets of the local population as key skills for employment.



Pillar of support

- Preparation
- Intervention
- Retention

2

STRATEGIC AMBITION

Every business in Tees Valley has access to a readily available and skilled workforce - and know where to go to find the workforce they need.

OBJECTIVE (WHY)

Increase productivity by providing a skilled and experienced working population.

Improve sustainability of indigenous businesses.

Attract more businesses to create more jobs by locating and growing in Tees Valley.

Create products and services that assist businesses to recruit, retain a suitable workforce.

INDICATIVE ACTIVITY (WHAT)

Produce a comprehensive technical Local Skills Improvement Plan for the Tees Valley.



Develop/deliver Adult Skills programmes - including but not limited to:



- Bespoke Employer Led Skills Programmes
- Skills Bootcamps
- L3 training Adult Offer



Growing apprenticeships - support businesses to maximise the use of the Apprenticeship Levy (both levy-paying employers and non-levy paying employers) to create more apprenticeships that young people and adults in Tees Valley can access.



Enhance the 'in-work' progression opportunities of those who are in work or wish to retrain for new industries.



Provide academic, vocational and technical education for 16–19 year-olds that prepares them for their next step in their chosen career, including T levels.



Develop new programmes and methods of study that increase business ability to support their workforce to participate and residents to access learning/work experience.



Pillar of support

- Preparation
- Intervention
- Retention

Strategic approach

3

STRATEGIC AMBITION

Create a locally skilled and experienced workforce for new industries, e.g. Clean Growth and Inward Investors.

OBJECTIVE (WHY)

To ensure local people have access to new jobs being created in emerging sectors and new businesses locating in Tees Valley.

To attract new inward investment and businesses to Tees Valley ensuring economic sustainability, diversity, and economic growth.

To retain and 'future-proof' indigenous businesses workforces to support those businesses to benefit and grow as a result of securing supply chain opportunities.

INDICATIVE ACTIVITY (WHAT)

Develop a skills system in Tees Valley that is informed by businesses and delivering the skills and experience that employer's need.



Work more closely with businesses in Tees Valley to better understand and respond to their current and future business needs, including identifying and address challenges of potential workforce movement to larger employers (inward investors).



Better defining the new future jobs and their skills needs, alongside identifying and supporting transferable skill routeways and specialist skills provision.



Pillar of support

- Preparation
- Intervention
- Retention

4

STRATEGIC AMBITION

Every young person and adult in Tees Valley is aware of their career options, job opportunities and the route to achieve them.

OBJECTIVE (WHY)

To reduce levels of economic inactivity.

To reduce the number of 16-18 year-olds classed as Not in Education, Employment or Training (NEET).

Ensure that all young people and adults are equipped to make well-informed career decisions throughout their lives that will help them achieve their career and employment ambitions.

Ensure that all young people and adults are informed of the local career opportunities and how to access them.

INDICATIVE ACTIVITY (WHAT)

Provide high-quality all-age careers education to young people and adults in Tees Valley – promoting the career opportunities available and the routeways to achieve them.



Further develop Tees Valley Careers for young people in full time education and training.



Engage all education and training providers to work effectively with businesses on a regular basis to ensure the relevancy of education and training opportunities.



Provide self-help online access to careers and employment support, including further developing TeesValley.Jobs website, online careers resources and skills routeways; particularly for new industries.



Pillar of support

- Preparation
- Intervention
- Retention



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