

Overview and Scrutiny Committee Agenda

Date: Thursday 30th November 2017 at 10.00am

Venue: Cavendish House, Teesdale Business Park, Stockton-On-Tees,
TS17 6QY

Membership:

Chair - Cllr Norma Stephenson OBE (Stockton-on-Tees Borough Council)
Vice-Chair - Cllr Ian Haszeldine (Darlington Borough Council)
Cllr Heather Scott – (Darlington Borough Council)
Cllr Sonia Kane (Darlington Borough Council)
Cllr Shane Moore (Hartlepool Borough Council)
Cllr Denise Rooney (Middlesbrough Council)
Cllr Jordan Blyth (Middlesbrough Council)
Cllr Jean Sharrocks (Middlesbrough Council)
Cllr Glyn Nightingale (Redcar and Cleveland Borough Council)
Cllr Neil O'Brien (Redcar and Cleveland Borough Council)
Cllr Philip Thomson (Redcar and Cleveland Borough Council)
Cllr Derrick Brown (Stockton-on-Tees Borough Council)
Cllr Matt Vickers (Stockton-on-Tees Borough Council)

AGENDA

- 1. Introductions**
- 2. Apologies for absence**
- 3. Declarations of interest**
- 4. Minutes**

The minutes of the meeting held on 17th October 2017 for confirmation and signature

- 5. Announcements from the Chair**
- 6. Announcements from the Managing Director**

Overview and Scrutiny Committee Agenda

7. Budget 2018/19 and Investment Plan

Attached

8. Education, Employment and Skills Strategy

Attached

9. Forward Plan

Attached

10. Date of the next Meeting

16th January 2018 at 10.00am – Cavendish House, Stockton-On-Tees,
TS17 6QY

Members of the Public - Rights to Attend Meeting

With the exception of any item identified above as containing exempt or confidential information under the Local Government Act 1972 Section 100A(4), members of the public are entitled to attend this meeting and/or have access to the agenda papers.

Persons wishing to obtain any further information on this meeting or for details of access to the meeting for disabled people please contact: Sharon Jones – 01642 524580 – sharon.jones@teesvalley-ca.gov.uk

Tees Valley Combined Authority Declaration of Interests Procedures

1. The purpose of this note is to provide advice and guidance to all members (the Mayor, elected and co-opted members, substitute members and associate members) of the Combined Authority Cabinet, Sub-Committees and Local Enterprise Partnership Board, on the procedure for declaring interests. The procedure is set out in full in the [Combined Authority's Constitution](#) under the "Code of Conduct for Members" (Appendix 8).

Personal Interests

2. The Code of Conduct sets out in full, the principles on the general conduct of members in their capacity at the Combined Authority. As a general principle, members should act impartially and should not use their position at the Combined Authority to further their personal or private interests.
3. There are two types of personal interests covered by the constitution:
 - a. "disclosable pecuniary interests". In general, a disclosable pecuniary interest will involve any financial interests, such as paid employment or membership of a body, interests in contracts, or ownership of land or shares. Members have a pecuniary interest in a matter where there is a reasonable likelihood or expectation that the business to be considered will affect your well-being or financial position, or the well-being or financial position of the following persons:
 - i. a member of your family;
 - ii. any person with whom you have a close association;
 - iii. in relation to a) and b) above, their employer, any firm in which they are a partner, or a company of which they are a director;
 - iv. any person or body in whom persons described in a) and b) above have a beneficial interest in a class of securities exceeding the nominal value of £25,000; or
 - v. any body as described in paragraph 3 b) i) and ii) below.
 - b. Any other personal interests. You have a personal interest in any business of the Combined Authority where it relates to or is likely to affect:
 - i. any body of which you are a member (or in a position of general control or management) and to which you are appointed or nominated by the Combined Authority;
 - ii. any body which:
 - exercises functions of a public nature;
 - is directed to charitable purposes;
 - one of whose principle purposes includes influencing public opinion or policy (including any political party or trade union) of which you are a member (or in a position of general control or management).

Declarations of interest relating to the Councils' commercial role

4. The constituent councils of the Combined Authority are closely integrated with its governance and financial arrangements, and financial relationships between the Combined Authority and Councils do not in themselves create a conflict of interest for Council Leaders who are also Combined Authority Cabinet members. Nor is it a conflict of interest if the Combined Authority supports activities within a particular council boundary. Nevertheless, there are specific circumstances where the Cabinet is considering entering into direct contractual arrangements with a council, for example in relation to a particular commercial investment project, or in which that council is a co-funder. In these circumstances a non-pecuniary declaration of interest should be made by the Council Leader or their substitute.

Procedures for Declaring Interests

5. In line with the Code of Conduct, members are required to adhere to the following procedures for declaring interests:

Register of Interests

6. Each member is required to complete a register of interests form with their personal interests, within 28 days of their appointment to the Combined Authority. Details of any personal interests registered will be published on the Combined Authority's website, with the full register available at the Combined Authority's offices for public inspection. The form will be updated on an annual basis but it is the responsibility of each member to notify the Monitoring Officer of any changes to the register throughout the year. Notification of a change must be made to the Monitoring Officer within 28 days of becoming aware of that change.

Declaration of Interests at Meetings

7. The Combined Authority will include a standing item at the start of each meeting for declaration of interests. Where members are aware that any of their personal interests are relevant to an item of business being considered at a meeting they are attending, they must declare that interest either during the standing item on the agenda, at the start of the consideration of the item of business, or when the interest becomes apparent, if later.
8. Where members consider that their interest could be considered by the public as so significant that it is likely to prejudice the members' judgement then they may not participate in any discussion and voting on the matter at the meeting, but may attend the meeting to make representations, answer questions or give evidence relating to the business, before it is discussed and voted upon.
9. If the interest is a disclosable pecuniary interest (as summarised in paragraph 3a) then the member must leave the meeting room during discussion and voting on the item of business, but may make representations, give evidence and answer questions before

leaving the meeting room. Failure to comply with the requirements in relation to disclosable pecuniary interests is a criminal offence.

Sensitive Information

10. Members can seek the advice of the monitoring officer if they consider that the disclosure of their personal interests contains sensitive information.

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TEES VALLEY COMBINED AUTHORITY OVERVIEW & SCRUTINY COMMITTEE

Leisure and Community Heart, Ridley Street, Redcar

Tuesday 17th October 2017 at 10.00am

MEETING

ATTENDEES

Members

Cllr Norma Stephenson OBE	Stockton On Tees Borough Council	SBC
Cllr Derrick Brown	Stockton on Tees Borough Council	SBC
Cllr Ian Haszeldine	Darlington Borough Council	DBC
Cllr Sonia Kane	Darlington Borough Council	DBC
Cllr Denise Rooney	Middlesbrough Borough Council	MBC
Cllr Jean Sharrocks	Middlesbrough Borough Council	MBC
Cllr Philip Thomson	Redcar & Cleveland Borough Council	R&CBC

In attendance (item 21/17)

Mayor David Budd	Middlesbrough Borough Council	MBC
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Apologies for absence

Cllr Rob Cook	Hartlepool Borough Council	HBC
Cllr Heather Scott	Darlington Borough Council	DBC
Cllr Jordan Blyth	Middlesbrough Borough Council	MBC

Officers

Sharon Jones	Governance & Scrutiny Officer	TVCA
Sarah Brackenborough	Governance Manager	TVCA
Linda Tuttiett	Head of Culture & Tourism	TVCA
Amanda Skelton	Chief Executive Redcar & Cleveland Borough Council	R&CBC

	There were an insufficient number of members at the meeting to reach quorum. It was agreed to continue the meeting on the understanding that no formal decisions could be made.	
OSC 17/17	DECLARATIONS OF INTEREST	
	There were no interests declared	
OSC 18/17	MINUTES	
	The minutes of the meeting on 7 th September 2017 will be brought to the next meeting of the Committee to be signed as a correct record.	
OSC 19/17	ANNOUNCEMENTS FROM THE CHAIR	
	<p>The Chair made the following announcements:</p> <ul style="list-style-type: none"> • Today's meeting is not quorate as only 6 members of the Committee are in attendance. The Chair informed the Committee she will be writing to leaders and The Mayor to express her disappointment with members' attendance at meetings. • The Chair suggested that all future meetings of the Committee are held at Cavendish House as the headquarters of the Combined Authority. No objections were received to this suggestion and other members were in agreement with the Chair. • The Committee is required to provide a report to Cabinet with regard to the proposed budget for 2018/19. It was suggested that a smaller focus group be created to allow the budget to be looked at in depth prior to the drafting of the report. The Chair asked for members to volunteer if they wish to be part of this group. • Call-in procedure. There is only a short window of time for decisions to be called in should the Committee wish to do so. The Chair suggested that it may be advisable to look at the procedure for call in so members are aware of what action they need to take if it is felt a decision needs to be called in. <p>RESOLVED that the Chair's update be noted.</p>	
OSC 20/17	ANNOUNCEMENTS FROM THE MANAGING DIRECTOR	
	<p>The Managing Director submitted his apologies for the meeting. Sarah Brackenborough, Governance Manager was in attendance to deliver the update on his behalf.</p> <ul style="list-style-type: none"> • The South Tees Development Corporation Masterplan launch takes place tomorrow. The launch signals the start of the 6 week consultation period. All Committee members have been invited to attend the launch should they wish to do so. There are also a number of follow up drop in sessions across the Tees Valley to allow for public consultation to take place. <p>The Committee requested that any relevant paperwork from the launch and the dates for the drop in sessions be circulated to them.</p>	

	<p>The Committee asked that if the Managing Director is unable to attend meetings in future that a Senior Officer attends in his absence.</p> <p>RESOLVED that the Managing Director's update be noted.</p>	
OSC 21/17	CULTURE & TOURISM OVERVIEW	
	<p>The Combined Authority's Head of Culture and Tourism and Mayor David Budd, as portfolio holder for Culture, gave a presentation to the Committee detailing the ambition and plans of the Combined Authority with regard to Culture and Tourism.</p> <p>Mayor Budd introduced the presentation and informed the Committee that Tees Valley Combined Authority is currently the only Combined Authority to include culture within its devolution deal. The Tees Valley is still falling behind other parts of the country with regard to cultural investment but the presentation will demonstrate the ambitious plans that we have for the future.</p> <p>Discussion took place around the following areas:</p> <ul style="list-style-type: none"> • Tourist information – currently leaflets and information highlighting tourist attractions in the area are not provided to hotels but this is something that we would like to do in future. We are also looking at developing an interactive map that will allow tourists to see what there is to see and do across the whole Tees Valley area. • Transport links – these need to be improved across the region to allow people to easily access a variety of areas of interest without the need to take the car. Transport is another area that the Combined Authority is working to improve. The Strategic Transport Plan is due to be launched early in 2018 • The importance of visitor data collection and shared information and its management and appropriate use was stressed as critical to making informed decisions going forward and promoting the region well. • Combined Authority Culture team – the team is only small with 3.5 members of staff and it was questioned whether this will be sufficient to deliver the task in hand. The Combined Authority team is not a replacement for those staff working in the local authorities and the teams will work together, alongside other cultural focus groups, to promote the Tees Valley and its heritage. <p>The Committee requested that the presentation be circulated</p> <p>RESOLVED that the presentation be noted</p>	
OSC 22/17	OVERVIEW AND SCRUTINY CABINET REPORT	
	<p>Cabinet have requested a report from Overview and Scrutiny Committee to highlight their work throughout the year.</p> <p>It was agreed that the report will be delivered by the Chair to Cabinet and will cover the work carried out by the Committee throughout the year. It will be delivered at the March Cabinet meeting and will therefore be on the agenda for February's Committee meeting for final</p>	

	agreement of members.	
OSC 23/17	FORWARD PLAN	
	<p>The next two Committee meetings are dedicated to the Budget process. At the November meeting the Committee will be consulted on the draft budget and January's meeting will be used to finalise the budget report to go to Cabinet on 31st January. The Mayor has been requested to attend the January Committee meeting.</p> <p>RESOLVED that the forward plan be noted.</p>	
OSC 24/17	DATE OF THE NEXT MEETING	
	30 th November 2017, 10.00am	

AGENDA ITEM 7**REPORT TO THE TEES VALLEY
COMBINED AUTHORITY OVERVIEW & SCRUTINY COMMITTEE****30TH NOVEMBER 2017****REPORT OF THE
MANAGING DIRECTOR****BUDGET 2018-19 AND INVESTMENT PLAN****SUMMARY**

The Combined Authority is required to set out its Budget on an annual basis, and to consult publicly before its submission to Cabinet. We are also committed to review the Investment Plan, previously agreed in March 2017, in the light of new developments including the election of the Tees Valley Mayor. Together the Budget and Investment Plan provide the financial framework within which the Combined Authority will operate in the forthcoming financial year (2018-19) and over the medium-term. This report seeks to consult with the Overview & Scrutiny Committee on the draft Budget and Investment Plan. The Budget and Investment Plan will go to Cabinet in February 2018 for approval on the terms set out in our constitution.

RECOMMENDATIONS

It is recommended that the Combined Authority Overview & Scrutiny Committee:

- i. Notes the draft Budget and refreshed Investment Plan (to be circulated Monday 27th November following consideration by Cabinet)
- ii. Establishes a “Task and Finish” Working Group to analyse the budget in more detail, and to report back to the Committee
- iii. Agrees appointments to the Group
- iv. Agrees to receive advice from the Group at its January meeting, and to then submit a report to Cabinet on the Committee’s consideration of the Budget.

DETAIL

1. The Combined Authority draft Budget and Investment Plan has been submitted to Cabinet in advance of their meeting on 23rd November. Cabinet will consider the draft document as the basis for further consultation. Amendments may also be required as a result of the Chancellor’s Budget announcement, which is due on Wednesday

22nd November. The final document will be circulated to Overview & Scrutiny Committee on Monday 27th November.

2. The Committee have agreed to establish a small task and finish group to focus on the budget in detail, and to report back to the main Committee.
3. Following discussions with the Chair of Overview and Scrutiny, it is proposed that the task and finish group should be chaired by Councillor Ian Haszeldine. The other members of the group are proposed as Councillor Denise Rooney, Councillor Heather Scott, Councillor Philip Thomson and Councillor Derrick Brown.
4. The task and finish group will meet on 7th December, after studying the draft documents in detail. At this meeting they will be able to question the Managing Director and Finance Director around the proposed budget and the detail of this. A further meeting is arranged for 14th December, should this be required.
5. Following these focus group meetings the group will feed back to the full Overview & Scrutiny Committee at its January meeting. The Committee will then be able to consider a report to be submitted to Cabinet at their February meeting, detailing the consultation feedback from the Committee.

FINANCIAL IMPLICATIONS

5. The final published report will set the budget for the Combined Authority.

LEGAL IMPLICATIONS

6. As a Mayoral Combined Authority we are legally required to set a budget for the coming financial year and a Medium Term Financial Plan covering the coming financial year and the three years thereafter. Under our constitution, we are also required to have an Investment Plan.

RISK ASSESSMENT

7. This Budget is categorised as low to medium risk. Existing management systems and daily routine activities are sufficient to control and reduce risk.

CONSULTATION

8. Consultation will be undertaken with the public and key stakeholders for a period from 24th November 2017 to 5 January 2018.

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AGENDA ITEM 8**REPORT TO THE TEES VALLEY COMBINED AUTHORITY
OVERVIEW & SCRUTINY COMMITTEE****30th NOVEMBER 2017****REPORT OF THE HEAD OF EDUCATION, EMPLOYMENT & SKILLS****EDUCATION, EMPLOYMENT AND SKILLS STRATEGY****SUMMARY**

This report presents the proposed Education, Employment and Skills Strategy for the period 2017-2021. This will be presented to Cabinet on 23rd November to be agreed for further consultation.

RECOMMENDATIONS

It is recommended that the Overview & Scrutiny Committee consider and comment on the strategy content and the consultation process.

DETAIL

1. The Education, Employment and Skills strategy; "Inspiring Our Future, the Tees Valley plan to build the skills we need for a modern economy" is attached as a separate document. It has been produced to provide a framework for future intervention and delivery by the Combined Authority and its partners. The development of this strategy has been informed by the Education, Employment and Skills Partnership Board and wider stakeholders. This includes the discussions held at the two strategic events hosted by the Board in June 2017. The strategy takes notice and builds upon the devolution deal, national and local policy direction and significant statistical analysis.
2. There are significant challenges in the Education, Employment and skills system in Tees Valley that include:
 - a. Skills shortages across most of our key sectors
 - b. Too low numbers of learners choosing and achieving good grades in Science, Technology, Engineering and Maths subjects
 - c. 69% of our secondary schools are graded Good or Outstanding compared to 79% nationally
 - d. Higher levels of unemployment compared to national averages-Tees Valley 4% compared to 1.9% nationally
 - e. Youth unemployment (18-24) is more than double the national average

- f. Under-employment remains high creating a mismatch between the skills that residents have and those that businesses require
- 3. The anticipated economic growth provides optimism that there will be significant job growth in Tees Valley both in terms of new jobs created and replacement demand for changes in the existing workforce. The strategy proposes six work streams that will provide a range of service improvements that will increase local people's awareness and access to these jobs.
- 4. There are also significant strengths that Tees Valley has that we can build upon which include:
 - a. School performance is improving
 - b. Employment levels are rising at a rate higher than the national average
 - c. More people are gaining higher level qualifications
 - d. There are strong partnerships between businesses, Local Authorities, stakeholders and the Combined Authority.
- 5. The creation of the Mayoral Combined Authority and the ongoing work with national government departments around devolution creates an opportunity to challenge and support national policy to benefit Tees Valley, including the planned skills funding devolution and delivering the Routes to Work pilot to support those most distant from the labour market to gain work.
- 6. There are 6 key strands of work within the strategy that include:
 - a. Supporting educational innovation and collaboration
 - b. Developing a skills system for business growth
 - c. Supporting people most distant from the labour market
 - d. Improving Careers Education for all
 - e. Business challenge and workforce planning
 - f. Enhancing the Higher Education role
- 7. A cross cutting theme will be Research, Evaluation and Analysis that will be integral to achieving success. This work will centre upon ensuring our work is evidence based, that we develop robust data to inform our current and future strategy, evidence improvement and outcomes achieved. An ambitious and objective programme of evaluation will be procured to objectively assess our progress against national and local benchmarks.
- 8. The Education, Employment and Skills Partnership Board will create relevant work streams to take the key strands of work forward and host regular partnership events to ensure wider engagement.

Finalising the Strategy

- 9. The development of the strategy has been informed by many partners. But in order to ensure that it remains relevant, ambitious and strategic it is planned to regularly review the document and update relevant data.
- 10. This initial strategy, subject to cabinet approval on 23rd November will be available for wider consultation on the Combined Authority's website until 5th January, and will be sent to key partners for comment, alongside the consultation period for the budget. Comments received will be considered, and a final document will be presented to Cabinet in February.

FINANCIAL IMPLICATIONS

11. The financial implications are incorporated into the wider Combined Authorities Investment Plan and are within the allocated budget. Additional opportunities for increasing access to national funding streams will be considered as they emerge.
12. The revenue and capital funding allocations are within the TVCA Medium Term Financial Plan.
13. The increased work to deliver the strategy will require further consideration of staffing requirements. These will be managed within the proposed Combined Authority budget.

LEGAL IMPLICATIONS

14. There are no immediate legal implications from approving this strategy.

RISK ASSESSMENT

15. Publication of the Education, Employment and Skills strategy is categorised as low to medium risk. Existing management systems and daily routine activities are sufficient to control and reduce risk.
16. Further development of the detailed delivery of the key strands of work will have risk assessments carried out as part of their ongoing implementation.

CONSULTATION

17. Consultation and engagement has been with Local Authority officers, Chief Executives and Leaders, the Education, Employment and Skills Partnership Board and will be available to stakeholders and the public until 5th January for further consultation.

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TEES VALLEY
COMBINED
AUTHORITY

TEES VALLEY MAYOR
BEN HOUCHEN



INSPIRING OUR FUTURE

Our 2018-21 plan to build the skills we
need for a modern economy

FOREWORD

Mayor Ben Houchen, Councillor Christopher Akers-Belcher, Paul Booth

The Tees Valley Combined Authority has been created to drive economic growth and job creation across the region. With a newly elected Mayor and an ambitious Strategic Economic Plan, we are in the best possible position to take forward a locally-led approach to deliver a step change in the Tees Valley economy.

Raising educational attainment and skill levels is essential for our future success. It will help to attract new businesses, as well as increase the quantity and quality of jobs available. It will also support local people to access these jobs, and achieve their full potential.

The number of people in work has risen significantly in recent years, and we have lots of great businesses creating new and exciting jobs. However too many of our residents still struggle to find sustainable employment. We will address this by providing more flexible and joined up support with our partners, to ensure everyone has a better chance to gain work and learn new skills.

With powers and resources devolved to us from central government, we have an exciting opportunity to deliver the change that our area needs. We will deliver more flexible training by securing devolved responsibility for training and education for adults, and supporting more long term unemployed people move towards and into work via our Routes to Work Programme.

We will work with our local schools and colleges to help young people achieve their very best, and to make a successful transition from education into good quality jobs.

We will overhaul and expand careers education by creating a Tees Valley Careers initiative, bringing together schools and colleges with local employers, to provide the best possible opportunities for young people entering the world of work. And we will ensure we have high quality infrastructure of modern training facilities that motivate and encourage lifelong learning.

We have a unique opportunity to work in partnership across our region, to design more joined up and co-ordinated opportunities, which can deliver our ambitions for growth and prosperity. The Devolution Deal that we have agreed with government has provided us with new decision making powers and more local control of resources. But we can go much further, and will continue to work with government to bring more funding, powers and responsibilities into the Tees Valley, so that we can design an education and skills system that fully meets the needs of our people and businesses.

This Strategy builds on the interventions and the strong partnership working relationships that exist across Tees Valley. By working even closer together we will create an education and skills system that delivers strong economic growth for the future and establishes Tees Valley as one of the best places in the country to learn and work.



Ben Houchen, Tees Valley Mayor.

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Cllr Christopher Akers-Belcher,
Tees Valley Cabinet Member for Education,
Employment & Skills.

A stylized, handwritten signature of Cllr Christopher Akers-Belcher in black ink.



Paul Booth, Chairman, Tees Valley LEP

A stylized, handwritten signature of Paul Booth in black ink.



INFLUENCING AND SHAPING THE DIRECTION OF EDUCATION, EMPLOYMENT AND SKILLS IN TEES VALLEY

This strategy reflects the new powers, funding and responsibilities secured by the Tees Valley Combined Authority. In total, the Combined Authority has identified investment of over £100 million for the period 2017-21, for investment in education, skills and employment. This is however only a small proportion of the £970m per year public expenditure devoted to education by schools, colleges and universities in the Tees Valley. It's therefore vital that the Combined Authority works in close partnership, to ensure that the Tees Valley's devolved funding adds value and spurs innovation and transformation, delivering high quality outcomes for local people and addressing long-standing barriers to opportunity.

The areas for intervention have been prioritised based upon consultation and analysis to identify the added value or gaps in the system that the

Combined Authority is best placed to address.

This strategy and delivery plan will be considered a working document, which is regularly reviewed and updated in consultation with our partners. It will also be published on the Combined Authority website; www.teesvalley-ca.gov.uk at regular intervals, for wider comment to be received and considered.

This strategy will be an integral part of the Combined Authority's wider budget and Investment Plan.

The Combined Authority will regularly host strategic workshops for partners to engage and inform future policy and delivery for Education, Employment and Skills in Tees Valley. These will be widely publicised and highlighted on our website.

The Combined Authority has established an Education, Employment and Skills Partnership Board to bring together the key institutions responsible for the delivery of this strategy. The Partnership Board will receive regular reports for each of the strands of work, to provide challenge and support, to monitor progress, celebrate success and plan future activity.

"We have a unique opportunity to work in partnership across our region, to design more joined up and co-ordinated opportunities, which can deliver our ambitions for growth and prosperity."

Mayor Ben Houchen
Tees Valley Mayor

THE CHALLENGE AND THE OPPORTUNITY

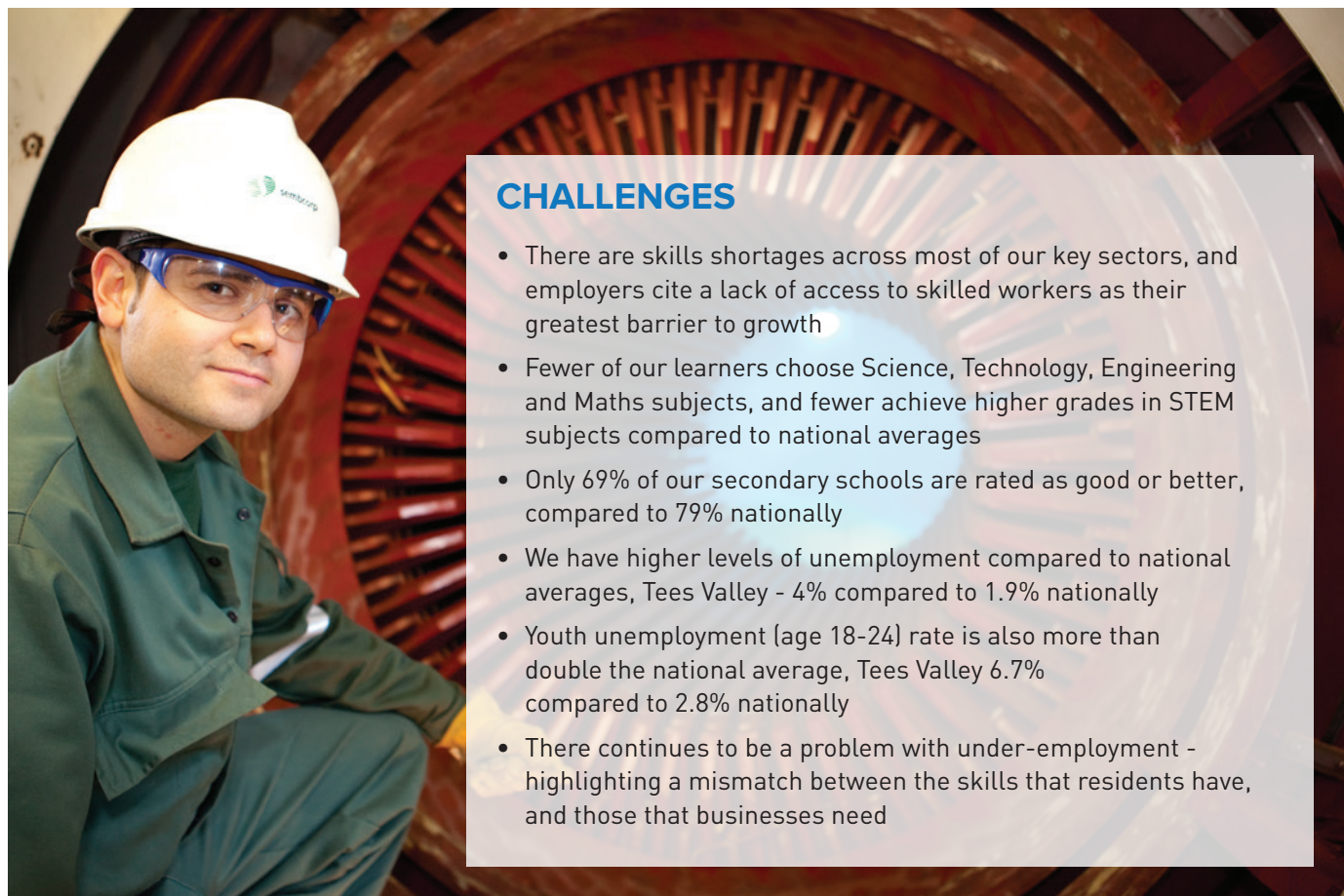
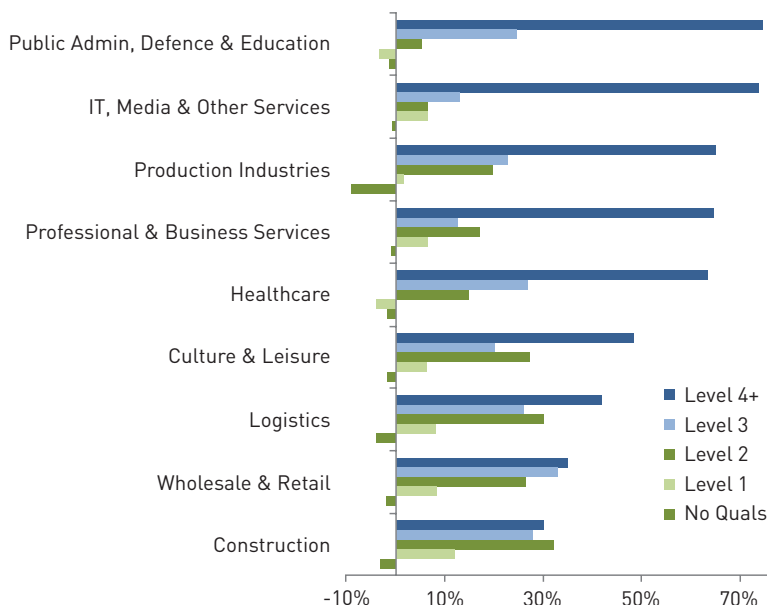
By 2024 -

133,000
jobs available
in Tees Valley

17,000
new jobs

116,000
replacement jobs

% Skills required 2014 - 2024 by sector



CHALLENGES

- There are skills shortages across most of our key sectors, and employers cite a lack of access to skilled workers as their greatest barrier to growth
- Fewer of our learners choose Science, Technology, Engineering and Maths subjects, and fewer achieve higher grades in STEM subjects compared to national averages
- Only 69% of our secondary schools are rated as good or better, compared to 79% nationally
- We have higher levels of unemployment compared to national averages, Tees Valley - 4% compared to 1.9% nationally
- Youth unemployment (age 18-24) rate is also more than double the national average, Tees Valley 6.7% compared to 2.8% nationally
- There continues to be a problem with under-employment - highlighting a mismatch between the skills that residents have, and those that businesses need



SECTORS FOR GROWTH

Over half of the new jobs created will require higher level technical, science and digital skills. 45% of these are considered to be in more senior and managerial roles. High growth is anticipated in:

- Advanced manufacturing
- Process, chemicals and energy
- Logistics
- Health and biologics
- Digital and creative
- Culture and leisure
- Business and professional services



HIGH VOLUME EMPLOYMENT

46% of replacement jobs will be across a range of levels, including entry level jobs offered as part-time opportunities and apprenticeships. High volume replacement is expected in:

- Public administration, defence and education
- IT, media and other service industries
- Production industries
- Professional and business services
- Healthcare



STRENGTHS AND OPPORTUNITIES

- School performance is improving – primary performance is consistently good and there has been a 15% improvement in secondary schools rated as good or above in the last four years
- Employment levels are rising at a rate higher than the national average
- More people are gaining higher level qualifications
- We have strong partnerships with business

WHAT WILL CHANGE?

The Tees Valley Combined Authority working with its partners and local businesses, will focus on:

- Creating clear pathways for young people and adults to access good quality jobs, and
- Creating a skills system that provides business with the skills they require to grow



TO ACHIEVE THIS WE WILL:

- Support innovation and collaboration between schools in addressing common challenges
- Reduce the skills gaps experienced by employers in high growth sectors
- Help businesses create more, higher level Apprenticeships, leading onto high quality jobs
- Expand the opportunity for young people to take up apprenticeships and access high quality technical education
- Create skill route ways to entry level and good, progressive jobs
- Support people most distant from the labour market to secure and retain work
- Improve and extend high quality Careers Education for all
- Work with businesses to identify and plan for their future skills demand
- Ensure local communities have access to high quality college and training facilities
- Enhance the role the Tees Valley's Higher Education institutions play in delivering economic growth



In delivering all of these priorities we will ensure:

- Business plays a leading role in setting priorities, identifying barriers, and delivering better outcomes
- High quality evaluation and research drives future improvements and helps the Tees Valley learn from experience

SUPPORTING EDUCATION INNOVATION AND COLLABORATION

High quality schools are the core requirement of a successful education and skills system. The Tees Valley has made significant improvements in delivering better outcomes from its educational institutions. In 2013, 54% of secondary schools were rated as good or outstanding, but by 2017 this has risen to 69%. This is still not good enough.

Tees Valley partners, working with the Regional Schools Commissioner, have now established a Tees Valley School Improvement Board.

The Board will undertake two roles:

1. The Department of Education's Sub Regional School Improvement Board (SRIB) that will identify need for support, oversee place based

school improvement and prioritise proposals for national School Improvement Funding.

2. Leadership of the Tees Valley approach and local collective action that will include all schools regardless of form to raise performance.

Responsibility for school improvement rests with schools and academies themselves. Local Authorities continue to have a statutory role to challenge and support schools to review performance.

The Combined Authority has no formal responsibilities for school improvement, but will welcome proposals to address the challenges

The School Improvement Board will work with schools to develop innovative and collaborative proposals between schools in addressing common challenges; including:

1. Meeting the education workforce challenge by recruiting and retaining high quality teachers into the Tees Valley
2. Improving high quality technical education routes for young people into high quality jobs
3. Supporting collaborative pilot schemes that improve outcomes for pupils



Subject to Cabinet approval, £2 million has been identified by the Combined Authority to initiate an Education Innovation and Collaboration Fund, to be invested through two rounds of funding in spring 2018 and spring 2019.

DEVELOPING A SKILLS SYSTEM FOR BUSINESS GROWTH

Why is this a priority?

Businesses continue to tell us that they are unable to fill vacancies, and many unemployed people struggle to access jobs on offer, due to a lack of appropriate skills and qualifications. We have identified that activity is required to:

- Increase business intelligence that assists Further Education Colleges, Sixth forms, Local Authorities and Independent Training Providers to develop training provision that addresses current and future business demand
- Prepare for the technical vocational reforms and the anticipated demand for increasing work experience
- Increase the number of apprenticeships and enable progression to higher level apprenticeships

- Provide re-training opportunities that supports local people to access the changing labour market and take more flexible career paths.

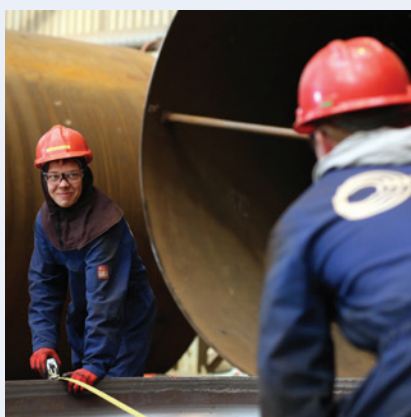
Skills provision has historically been complex and fragmented, however devolution presents an opportunity for Tees Valley. The Combined Authority will have the ability to align skills funding streams, for a more effective and joined up system that addresses local challenges and seizes opportunities to improve outcomes for residents and businesses across Tees Valley.

What do we plan to do?

Ensure skills provision is focused on meeting the skills gaps in the local economy by:

- a. Reducing the skills gaps experienced by employers in high growth sectors
- b. Helping businesses create more and higher level Apprenticeships, including degree level that lead to high quality jobs
- c. Expanding the opportunity for young people to take up apprenticeships and access high quality technical education
- d. Improving skill route ways to entry level and good, progressive jobs

We will:



- i. Develop a post 16 technical skills offer and curriculum
 - Prepare for T levels
 - Increase business influence of skills training



- ii. Deliver a devolved adult learning budget
 - Increase access to learning for adults
 - Align training to business needs
 - Reward progression
 - Enable second chance training offers



- iii. Support the creation of apprenticeship training
 - Increase the relevancy and quantity of apprenticeship training to economic growth
 - Create progressive apprenticeship routeways
 - Encourage the creation of degree apprenticeships



SUPPORTING PEOPLE MOST DISTANT FROM THE LABOUR MARKET TO SECURE AND RETAIN WORK

Why is this a priority?

Evidence shows us there are stark inequalities across Tees Valley for long term unemployed people and those facing multiple and complex barriers when accessing work.

This includes:

- Intergenerational cycles of under achievement
- High levels of unemployment and under employment compared to national averages
- Some of the highest 16-24 year olds unemployment rates in the country.

Removing barriers to work through targeted and multi-agency programmes will be a high priority to ensure we enable local people better access to existing jobs and those that will be created in the future.

Our approach will:

- Develop community-led solutions to engage those most distant from the labour market, with an ultimate goal of accessing work related activities
- Identify existing barriers and identify solutions for individuals - focused on targeted geographies and groups.

Whilst there is a plethora of good initiatives in Tees Valley, there is more we can do through joint working to better align support that achieves better and faster employment outcomes. There is also a need to develop a shared, robust evidence base that identifies what works and really makes a difference to the individual and which could contribute to long term sustainable economic change.

What do we plan to do?

Ensure economic growth is inclusive and progressive, by:

- a. Ensuring greater coordination in the range of programmes and activities already operating
- b. Recognising and developing further what works in increasing employment for our most vulnerable residents
- c. Increasing the collaboration of provision

We will:

- i. Support programmes for those furthest from the labour market
- ii. Deliver the Tees Valley Routes to Work pilot
- iii. Continue to support and improve our 18-24 year old programme of support

TEES VALLEY ROUTES TO WORK

EXAMPLE OF PROGRESS

A new and innovative approach will provide multi agency support to individuals that most need it to progress in their journey to a sustainable job. We will introduce a dynamic key worker to mentor the person and provide holistic, tailored support whilst challenging the support system. Alongside this we will challenge the support system to share information, provide progressive and joint approaches to removing barriers to work. We will also ensure more direct access to multi agency complementary services at the timescale required by the person.

“The Routes to Work initiative gives the Tees Valley a great opportunity to demonstrate our commitment to work together to find local solutions to address the most complex economic and social challenges. I am confident we will make a real difference to improve the life chances of people across the Tees Valley”.

Cllr Christopher Akers-Belcher
Tees Valley Cabinet Member for
Education Employment and Skills



Tees Valley Combined Authority secured £7.5m for 3 years to deliver our largest innovative pilot.



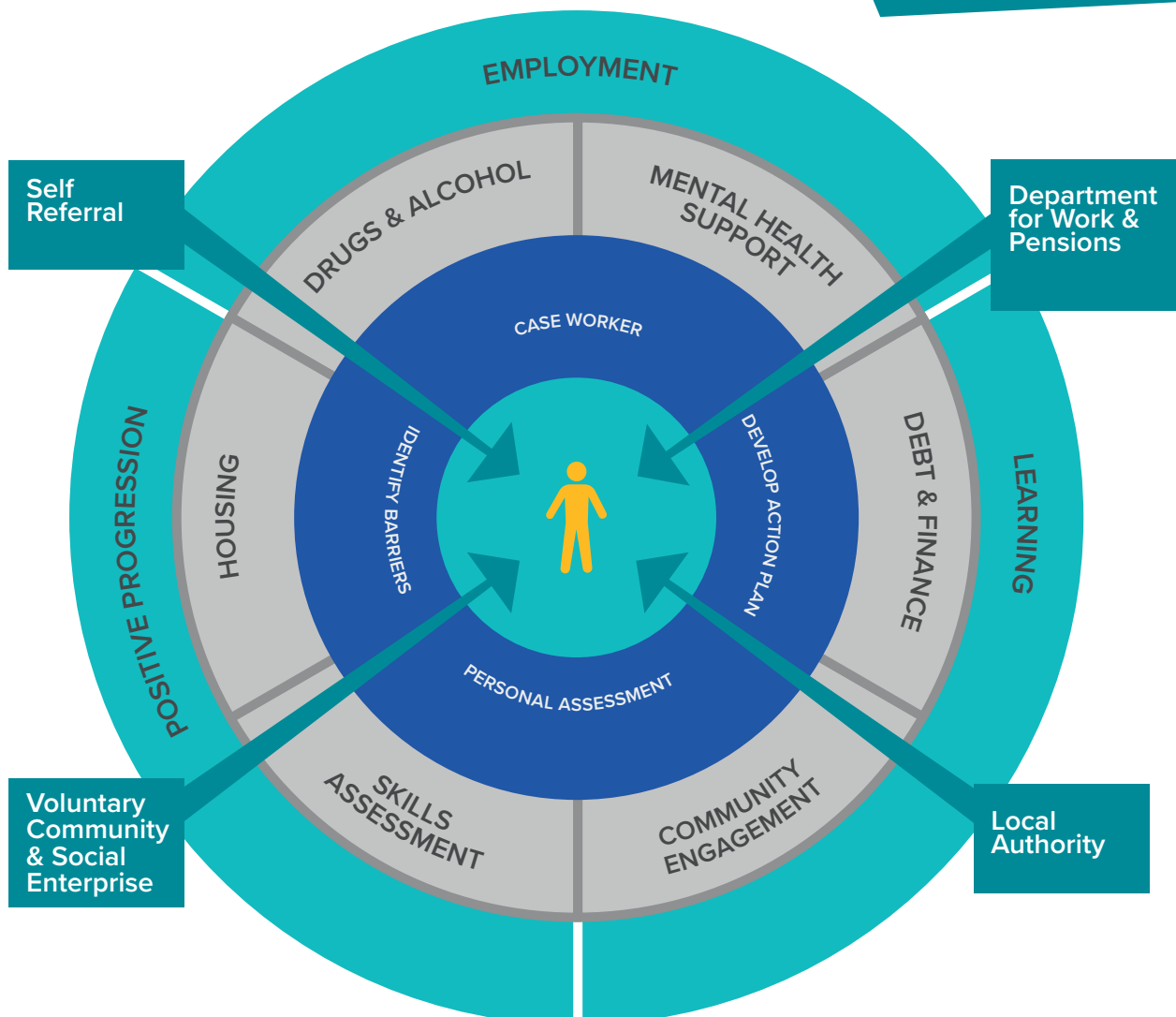


“Over the last four years, the unemployment rate in the Tees Valley has halved. Our economy is growing, and more people are in work providing for themselves and their families.

Things are getting better, but there remain stubborn barriers to work. This new investment from the government, secured because we have a Mayor, gives us a unique opportunity to address long-term unemployment.”

Mayor Ben Houchen
Tees Valley Mayor

ROUTES TO WORK DELIVERY MODEL



CREATING A TEES VALLEY CAREERS INITIATIVE - IMPROVE AND EXTEND HIGH QUALITY CAREERS EDUCATION FOR ALL

Why is this a priority?

Business leaders tell us that our available labour force is too often ill prepared for the world of work, particularly our young people.

Young people tell us that their career education can often be inadequate and does not sufficiently prepare them for the world of work. They have also requested more modern approaches to support their decision making, including the use of social media.

Tees Valley has some significant good practice in careers education, from which we can build:

- There are some pockets of excellence, particularly in our schools, which we can learn from to create a more consistent approach across the region
- The Combined Authority works closely with the national Careers and Enterprise Company to influence the local careers funding available in Tees Valley. It also delivers the Enterprise Advisor Network for careers which brings businesses and schools together to inform and enhance the school's careers programme.
- The Enterprise Adviser Network supports school's to implement a careers framework across all year groups



What do we plan to do?

Building on our experience and learning to date, we will seek to improve co-ordination, and convene a consistent, high quality all age careers system across Tees Valley.

We will ensure young people have access to high quality experiences of work and receive impartial careers advice so they are work ready by:

- a. Delivering a new all age careers service offer for Tees Valley
- b. Creating a single, quality Tees Valley Careers framework for all schools
- c. Supporting schools to deliver the new service

We will:

- i. Develop a careers pledge for all young people
 - ii. Implement a coordinated menu of quality assured careers activities for schools
 - iii. Develop a programme of activity that focuses on softer work ready skills, an enhanced experience of work and develops entrepreneurial skills
 - iv. Partner many more businesses with schools
 - v. Develop and implement a range of tools that enable young people to self-serve their careers research
 - vi. Interrogate the national adult careers provision to influence it's delivery in Tees Valley
- to shape and deliver careers education and become school governors





BUSINESS CHALLENGE AND WORKFORCE PLANNING

Why is this a priority?

Our future economic success requires an understanding of the new jobs and opportunities that will be created – so that our local labour force has the skills that businesses require. To achieve this we need to work much closer with businesses to identify and articulate their current workforce skills requirements and to plan for business growth in the future.

Businesses repeatedly tell us that they continue to have difficulty recruiting suitably skilled workers. This includes generic work skills and more technical and experienced people. Alongside this it can be challenging for businesses, especially smaller businesses, to identify their future skills needs.

The Combined Authority will work better with businesses to identify these skill requirements, including support to undertake workforce planning and create progressive

opportunities that could in turn release entry level roles for new recruits.

The future reform of Technical Education will include a demand for three month work placements. We want to ensure that our businesses are supported to engage with this to create a more readily available experienced and skilled local workforce.

What do we plan to do?

We will ensure we are better informed by gaining robust evidence from businesses, that enables us to:

- a. Better identify and plan for future workforce demand and predict future skills gaps
- b. Support businesses to create new experiences linked to the world of work.

We will:

- i. Provide business support to carry out workforce planning, to identify current and future skills needs
- ii. Engage more businesses, particularly from our priority and high demand sectors to inform and deliver clear route ways into employment
- iii. Support businesses to create more work experience opportunities
- iv. Support employers to maximise the potential of their apprenticeship levy



ENHANCE THE HIGHER EDUCATION ROLE IN DRIVING ECONOMIC GROWTH

Why is this a priority?

To achieve our ambitions for economic growth, we need to increase the number of workers with higher level skills. Of the 133 000 jobs we anticipate will be available by 2024, it is estimated that 56% will be at Level 4 (HNC) and above. These include high skill managerial, professional or associate professional and technical occupations.

In 2015/16, 15% of young people aged 17-30 from Tees Valley entered Higher Education, compared to 19% nationally. The majority of our residents chose to study at Teesside University, or another University in the North East. We know that our residents have strong roots, and this provides us with a great opportunity to develop a strong source of local talent that supports regional growth and increases prosperity. To achieve this, the skills system as a whole must effectively support and prepare young people to pursue their aspirations in the region whilst also attracting new talent to the Tees Valley. This provides an opportunity to provide appropriate qualified young people that reflect the needs and long-term ambitions of the local

economy (for example in Advanced Manufacturing, Digital, Culture and Leisure, Logistics and energy/low carbon sectors).

Whilst there is a local role for locally based Universities and other Higher Education institutions to drive economic growth, there is also opportunity to learn from institutions outside of Tees Valley-nationally and internationally. This includes creating links with business; by undertaking educational research and supporting excellence; innovation; leading infrastructure growth; developing opportunities for commercialisation; and as employers.

What do we plan to do?

Locally, we will work with Teesside University to maximise their role as an anchor institution. As part of this, we will assist the creation of more specific degree routeways that link to economic growth, including degree level apprenticeships.

We will also work closely with relevant Universities to develop their role in driving economic growth. This will increase support for innovation, research and development, as well as opportunities for commercialisation.



We will:

- i. Work collaboratively with Universities and research institutes that have links to the Tees Valley economy
- ii. Support greater engagement between local businesses and relevant Universities and research institutes
- iii. Support innovative research and development linked to economic growth, and opportunities for commercialisation
- iv. Support the creation of degree level apprenticeships

RESEARCH, ANALYSIS AND EVALUATION

The Refreshed Strategic Economic Plan: the Industrial Strategy for the Tees Valley and the Education, Employment and Skills Strategy sets the strategic ambition for the region for the next ten years and are both reflective of our existing best forecasts and are set sufficiently challenging so as to affect the necessary step change within the economy.

However, good policy making must be both adaptable and readily attributable: that is reflective of changing economic and political circumstances, focused on outcomes rather than stated outputs and ensuring that innovation tempers all considerations of deliverability.

Our ongoing investment in research, analysis and evaluation supports this need for attributable benefits and adaptability in policy design, through:

- The development of detailed logic models in support of appraisal and

evaluation, which not only provide clear metrics for measuring progress against a scorecard of targets but also a mechanism for assessing value for money;

- The use of longitudinal studies and randomised control groups, assess the impact of specific activities and not only correctly attribute outcomes in multi partner projects, but also enable more routine 'in programme' adjustment to delivery;
- The increasing use of open data sources in support of research and analysis, as a means of identifying and developing more applicable interventions sourced from both a wider evidence base and range of partners; and
- The use of 'bespoke research' based on local need, develop policy goals which influence national policy, rather than simply interpreting national policy locally.



PRIORITY WORK

Tees Valley now has devolved responsibility to deliver the Routes to Work programme, and will soon have local control of the Adult Education Budget in 2019. As part of our emerging research, analysis and evaluation framework we will utilise the logic model approach to develop interventions which are truly reflective of local need in Tees Valley and also demonstrate the added value of devolution to Government. Our approach will focus on the follow common research questions for both programmes:

1. Rationale for intervention:

- Justification of the proposed activities to the target groups
- Assess disconnect between providers, employers and potential workforce
- Identify what success will look like

2. Inputs:

- Assessment of timeliness
- Value for Money assessment

3. Outputs:

- Assess changes in delivery programmes
- Measure performance against targets

4. Outcomes:

- Measure changing behaviours
- Assess increase in sustainable employment, business productivity and satisfaction
- Influence future provision

In June 2017 we published a strategic analysis of Education Performance-0-19 and the Employment and Skills analysis. These are available at www.teesvalley-ca.gov.uk The Combined Authority will continue to publish twice a year a detailed data analysis of the Education, Employment and Skills in Tees Valley, this will be widely publicised and available on our website.

INVESTMENT PLAN

Capital funding for Skills - Ensuring local communities have access to high quality college and training facilities.

Revenue Funding - Sustaining delivery of education, employment and skills support

The Combined Authority's Investment Plan includes £118m revenue and capital funding for Education, Employment and Skills. Over £50m has been committed to a range of projects and programmes. There remains significant opportunity to continue this investment and to influence new funding opportunities.

In Tees Valley we are fortunate to have high quality Further Education facilities, following significant capital investment in recent times. Therefore in future the Skills Capital Investment will be directed towards

projects that support the aim to ensure high quality facilities are available in each of our major towns to provide easily accessible general further education. These facilities will support skills training that creates pathways for our local people to access work, particularly in our growth and high demand sectors. This capital investment could also support niche training provision and refurbishment for specialisation or development that supports sustainable adult skills provision.

FUNDED PROJECTS

To date we have invested capital in the following skills infrastructure projects:



Redcar and Cleveland Council -
Kirkleatham Catering Academy



Hartlepool College -
Electric vehicle and telecare



Cleveland College of Art -
New build facilities



Stockton Riverside's NETA Training
Group - High tech welding kit

Additional requests for funding that will contribute to the skills capital infrastructure in Tees Valley are in the Combined Authorities pipeline of potential projects.

INVESTMENT IN EDUCATION EMPLOYMENT AND SKILLS 2017-21*

SEP Priority	Overarching objective to be addressed	Activities	Budget				Outcomes/impact to be achieved
			Inv. Fund	AEB	ESF	Other	
1. Driving up standards in secondary schools	Education Innovation and Collaboration Fund	Education Workforce Challenge	£2m		£1m		Improving pupil outcomes
		14-16 Technical Route ways					
		Pilot Activity					
2. Age 16+ Skills for Business Growth	Improve post-19 learning linked to business growth	Adult Education Budget		£32m (tbc)	£8m	DfE (tbc)	Skills provision better aligned to business need
	Business led skills development	Develop post-16 technical business led route ways	£2m			DfE (tbc)	Young people and unemployed adults better able to progress towards work
							Businesses better able to recruit
3. Inclusive Growth – addressing unemployment	Reduce long-term unemployment	Deliver the Routes to Work programme	£1.5m			£6m	Decreased long-term unemployment for those most distant from the labour market
		25+ employability programmes			£4m		
	Reduce the number of 16-18 year olds that are Not in Education, Employment or Training (NEET)	Implement a targeted 15-18 programme of holistic support	£1m		£2.4m		Reduction in numbers of 16-18 year olds that are NEET
		Pilot a work experience programme for 16-18 year olds	£1m		£1m		
	Reduce 18-24 unemployment	Fully evaluate the impact of the current YEI programme to inform a future 18-24 programme			£4m		Reduction in 18-24 unemployment
4. Careers Initiative	To provide a quality careers service to all	Tees Valley careers education framework	£3m			CEC (tbc)	Improved destinations for young people once they leave statutory education
		Careers pledge to all pupils					Improved destination and progression once learners leave full-time learning
		CEC Enterprise Adviser Network – employer engagement					
		Experience of work					Adults access more sustainable jobs with progression possibilities
		Adult careers					
		Resources development, including self-serve social media solutions					
5. Workforce Development and Planning	To provide a readily available and skilled workforce	Priority and high demand sector workforce development programme			£15m	ESFA (tbc)	Reduction of the skills gap as reported by businesses
		Workforce planning support to businesses	£1.5m		£1.7m	ESFA (tbc)	
		Skills support for redundancy			£1m	ESFA (tbc)	
6. Apprenticeships	To increase the number of apprenticeships created	Provide activities to promote and increase access to Apprenticeship's	£3m				Improve employment and skills levels
		Pilot to provide brokerage and support to priority sector businesses to create higher and degree apprenticeship opportunities	£40k				Improve the quality, suitability and work readiness of young candidates via apprenticeship route ways
7. Improve and sustain 16+ training facilities	To provide a high quality post-16 education training facilities linked to demand	Investment requests that improve facilities	£3.5m				Improved facilities that link to creating a sustainable post-16 infrastructure

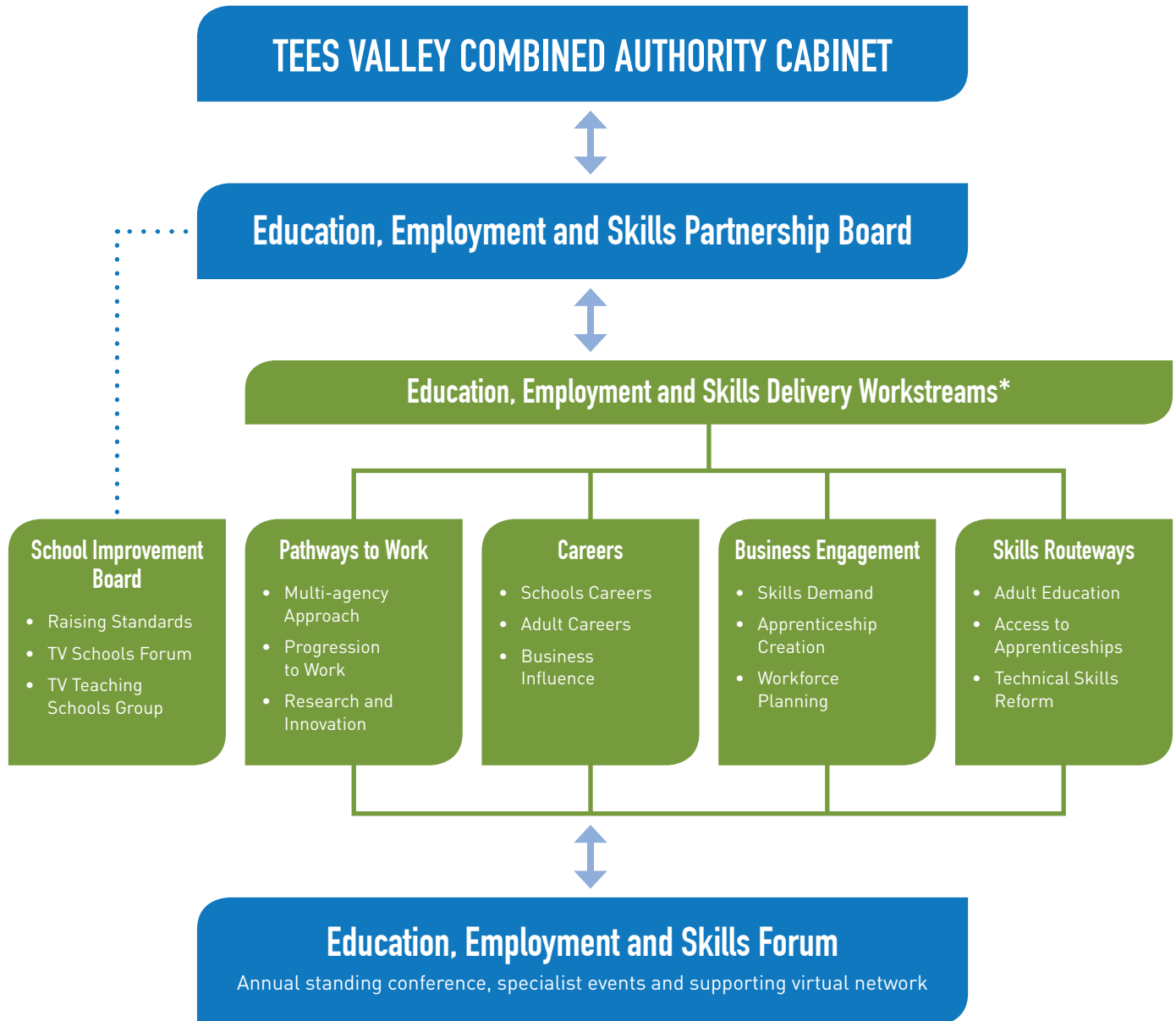
* The information presented is indicative, subject to processes for allocation and so may change.

STRATEGIC SUMMARY TABLE

The Tees Valley Strategy for Education, Employment and Skills is summarised within the framework below.

	Objectives (“why?”)	Properties (“what?”)	Routes to Delivery (“how?”)
Supporting innovation and collaboration in Education	To add value to the education of our young people to ensure they achieve the best they can and have good progression outcomes once they leave statutory education. This will contribute to the improving attainment levels of our pupils and school performance.	<ul style="list-style-type: none"> • Improve the recruitment and retention of good teachers • Develop technical route ways for 14-16 year olds • Pilot new activities that enhance educational outcomes for our pupils 	<ul style="list-style-type: none"> • Create an Education Innovation and Collaboration Fund • Support the Tees Valley Regional Schools Commissioner and Tees Valley School Improvement Board • Identify national funding gaps and provide investment where appropriate
Developing a skills system for Business Growth	To provide better training route ways directly linked to businesses skills needs	<ul style="list-style-type: none"> • Create technical training route ways • Prepare for technical education reform in 2020 • Improve adult training to provide inclusive access • Provide adult skills that enable progression and better outcomes 	<ul style="list-style-type: none"> • Devolve Adult Education Budget • Engage with DfE to implement T levels for technical education • Engage with businesses to inform skills provision • Increase apprenticeship offer
Supporting people most distant from the labour market to secure and retain work	To reduce long term unemployment and the numbers of young people that continue to be out of work. Businesses continue to tell us they find it difficult to recruit locally. Levels of disengagement within our most deprived communities is a concern that results in residents not fulfilling their potential and continuing to be reliant on the welfare state.	<ul style="list-style-type: none"> • Increase the support for long term unemployed residents, especially those most distant from the labour market • Increase access to jobs in priority and high demand sectors • Increase the alignment of support • Simplify the access to the varied skills and employment support 	<ul style="list-style-type: none"> • Implement the Routes to Work pilot • Develop 16-18 work experience pilot • Implement 16-18 holistic support • Develop and implement a new 18-24 support programme
Creating a Tees Valley Careers Initiative	To improve and simplify the career information and education available to residents of Tees Valley. The level of information available is confusing and lacks co-ordination. Businesses continue to feedback that too many applicants for jobs lack the basic knowledge of the work place and what skills are expected by employers.	<ul style="list-style-type: none"> • Better align school careers education to business needs • Provide better labour market information and detail regarding employment route ways • Increase the experience of work • Increase the quantity and quality of adults careers education linked to business demand 	<ul style="list-style-type: none"> • Engage and partner more businesses in schools to shape and deliver careers education and information • Produce better and more accessible publications and social media tools • Develop a progressive pledge of activity for all students that enhances their career decision making • Implement a programme of events and activities that schools can access on a call off basis • Influence the procurement of the new Adult Careers Service • Work with the provider of the Adult Careers Service to enhance this service in line with Tees Valley requirements
Business challenge and workforce planning	To challenge and support businesses to create more jobs and opportunities that residents can access.	<ul style="list-style-type: none"> • Increase business workforce planning to identify growth and skills needs. • Increase the knowledge of priority and high demand sectors skills needs 	<ul style="list-style-type: none"> • Provide business brokerage and support for workforce planning • Engage more businesses in shaping the skills offer • Provide incentives and support to businesses to create more opportunities including jobs, work experience and volunteering experiences • Support businesses to maximise access to the Apprenticeship levy
Enhance the Higher Education role in driving economic growth	To ensure the Tees Valley higher education institutions are fully integrated to influence and provide support to achieve economic growth	<ul style="list-style-type: none"> • Increase innovative research and development linked to support the growth of Tees Valley businesses • Increase engagement between higher education institutions and businesses • Increase the availability of degree level apprenticeships 	<ul style="list-style-type: none"> • Support Teesside University to be an anchor institution in Tees Valley • Work collaboratively with appropriate universities • Create degree apprenticeships • Host events that bring together business and higher education institutions

TEES VALLEY COMBINED AUTHORITY EDUCATION, EMPLOYMENT AND SKILLS INFRASTRUCTURE



*Workstreams will change to respond to key priorities and may need task and finish groups to meet as required for the duration of the activity.



CONTACT

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TEES VALLEY
COMBINED
AUTHORITY

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Tees Valley Combined Authority Overview & Scrutiny

Work Programme 2017/18

Standing Items

Minutes from the Previous Meeting
Announcements from the Chair
Announcements from the Managing Director
Forward Plan
Date and Venue of the Next Meeting

Date	Venue	Item / Responsible Officer
16 th January 2018 at 10am	Room 1 Cavendish House Teesdale Business Park Stockton On Tees TS17 6QY	2018/19 Budget Consultation Report for Cabinet.
27 th February 2018 at 10am	Room 1 Cavendish House Teesdale Business Park Stockton On Tees TS17 6QY	Alignment with the Northern Powerhouse – TBC

Items to be scheduled:

Transport – TBC
Durham Tees Valley Airport - TBC

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