



**Business,
Growth and
Skills Hub**



EAST RIDING
OF YORKSHIRE COUNCIL



Hull and East Riding Skills Board

Agenda

2pm on 13 November 2024

Ergo Business Centre, Bridgehead Business Park

	Item	Reporting Officer	Time
1.	Welcome and Introductions		2pm
2.	Apologies		2.30pm
3.	Election of Chair and Deputy To discuss the process for the election of a Chair and Deputy to be appointed at the next meeting of the Board.		2.30pm
4.	Review of Skills Board Terms of Reference To discuss and agree the Business Board Terms of Reference.		2.45pm
5.	HEY Skills Framework To review the draft Skills Framework.		3pm
6.	Skills Horizon To update Board members on current policy and issues relating to skills and to advise on future developments.		3.30pm
7.	Future Meeting Dates To agree future meetings of the Board suggested as 15 th January, 12 th March and 14 th May 2025.		3.45pm
8.	Work Programme To discuss the future work programme.		3.50pm



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Draft Hull and East Yorkshire Skills Board Terms of Reference

Board Aims and Introduction

To facilitate an efficient and fair local labour market where business can access a suitably skilled workforce, all local people can secure good quality, well paid employment regardless of their background and achieve their full potential.

To provide input and advice to the Hull and East Yorkshire Unitary Leaders Board and proposed Combined Authority in terms of skills and employment opportunities, options and issues.

Objectives

The aim will be achieved by:

1. Providing a strong, multi-stakeholder (public, private and third sector) strategic leadership role on skills in the Hull and East Yorkshire (HEY) area.
2. Facilitate a place-based approach to skills planning pooling labour market supply and demand intelligence from across the employment and skills system.
3. Oversee the readiness requirements and the development of associated strategies and commissioning processes for the devolution of the Adult Skills Fund.
4. Oversee the development and delivery of the HEY Combined Authority's Skills Strategy (pending approval of the Mayor), ensuring that local people have the skills to compete for jobs by supporting skills development in key sectors that are critical to the growth of the economy.
5. Where needed, convene and oversee the activity of task & finish groups and/or partnerships needed to address specific issues within the employment and skills system.



Roles and Responsibilities

1. To take an all-age, whole systems approach to education, employment and skills in the HEY area including wider dependencies such as health, transport, deprivation and other barriers to successful engagement in, and progress towards, engaging positively in the labour market and our communities.
2. To develop an ambitious Skills Strategy for the HEY CA area, including the plans for delivery, review, reporting and monitoring of the strategy's outcomes.
3. To work closely with business leaders and employers to understand local skills and labour market needs/drivers and to:
 - a. share this with local education, learning and skills providers to support curriculum planning
 - b. use the skills supply and demand intelligence to agree local skills needs priorities in the short, medium and long term
4. To increase collaboration between employers and training providers to ensure that the skills offer meets the current and future needs of employers in HEY's key sectors and that local training providers can develop their curriculum offer and estate.
5. Raise the profile of apprenticeships and technical education across the HEY area.
6. The Board will ensure that all statutory responsibilities are met and reflected in any recommendations for action.
7. To ensure that there is a co-ordinated approach in response to the Government's policy and legislation regarding employment and skills across the HEY area and use this to inform funding and investment decisions for local skills and employment provision.
8. To ensure that there is suitable access, effective pathways and progression that meets sectoral needs and ensures that people experiencing disadvantage are able to participate in the labour market.
9. To work with employers and organisations to develop labour market information and to ensure this is reflected in better information and careers guidance and curriculum delivery.



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10. Through the Board's membership, ensure links are in place to other partnerships active in the employment and skills system and support pan-Humber skills activity where appropriate.

Membership

Membership of the Board is governed by the requirements of the future proposed Mayoral Combined Authority and various statutory authorities at national and local level. Representation is likely to consist of:

- Chair of the HEY Skills Board - to be elected from the board itself
- Ex-officio and co-opted members (DWP, DfE, NCS etc.)
- Representation from each of the HEY local authorities
- Representation from HEY employers (varied sizes and sectors relevant to Hull and East Yorkshire)
- Community and Voluntary Sector representation
- The University of Hull
- Representation from the Humber Principal's Group (will also represent the Institute of Technology)
- School/Academy or UTC representation at senior level
- Independent training provider representation
- NHS Humber and North Yorkshire Health and Care Partnership
- Cities and Local Growth Unit representation (or most appropriate central government department) – observer status only

All members will be expected to attend meetings. If a member fails to attend for three consecutive meetings without reasonable justification, they will be asked to consider whether their place may be taken by someone who is able to commit fully. The final decision rests with the Chair.

Membership will be reviewed by the proposed Mayor once elected in 2025. After that on a bi-annual basis and in addition when any major factors or government directives indicate a necessary change such as changes to the



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main MCA Board. Requests for additional membership will be considered by the Chair and agreed with the Hull and East Riding Unitary Leaders and eventually main MCA Board.

Frequency of meetings

1. The Board will meet bi-monthly, initially in October 2024. Frequency will be reviewed after the first year.
2. The meetings may take place physically or virtually as circumstances determine.

Quorum for meetings

A quorum for meetings will be at least 50% of the current membership but must include the Chair. If the Chair is unable to attend the meeting a deputy will be appointed from the existing members for that meeting.

Note - These will be revisited at the first Board meeting and as the Mayoral Combined Authority evolves.

Hull and East Yorkshire MCA Skills Framework

September 2024



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Introduction

What is the Hull & East Yorkshire Skills Framework?

This Hull and East Yorkshire Skills Framework sets out the key strategic actions required to ensure the residents of the Hull and East Yorkshire area have the skills and support required to provide a workforce which will drive the economy of the region and in turn allow local people to fully benefit from the opportunities that economic growth provides.

This document reflects the strategic priorities in the Hull and East Yorkshire Economic Framework, and specifically the Skills Framework will use a refreshed evidence base to prioritise key areas of action. The four strategic themes laid out in the Hull and East Yorkshire Economic Framework are:

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

This skills strategy will deliver against two of these devolution key themes; Increase Productivity and Promote Inclusivity

This Skills Framework builds upon economic plans, policies and research undertaken by the combined authority's constituent local authorities and the areas former Local Enterprise Partnership and aligns with existing successful delivery including Skills Bootcamps, UKSPF delivery outcomes, Multiply, the CEC Careers Hub, the Local Skills Improvement Plan and the future Adult Skills Fund delivery plan and commissioning framework.

This document is designed to be a dynamic proposal that will further develop over the coming months to reflect any changes in government policy that may arise following the election of a new government in summer 2024.

Several key areas of delivery including future use of the Adult Skills Fund and the replacement for the proposed Universal Support will enable the aims and priorities of the framework to be achieved. The framework also recognises the mayoral investment funds and their potential use for enabling skills delivery to drive the local economy.

Key Data for Hull and East Yorkshire

**Infographics showing key economic and skills data for Hull & East Yorkshire are currently in preparation. **

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A Vision for Skills in Hull and East Yorkshire

The Hull and East Yorkshire Skills Framework presents the following vision for skills in the area:

Vision: To invest in people and enable talent to increase access to economic opportunity in order to reduce local levels of under-employment and narrow our local productivity gap. This will help to grow our local economy by enabling more residents to deploy skills in higher paying jobs and help our area to fully contribute to the UK economy.

The Hull and East Yorkshire Skills Framework will deliver a more inclusive and responsive skills system that recognises our local assets and opportunities, provides solutions to our challenges, and invests in our people. This will be delivered by enabling local talent to increase access to economic opportunity, and in turn reduce local levels of under-employment and narrow our productivity gap. Successful outcomes will help to grow our local economy by enabling more residents to deploy skills in higher paying jobs and help our area to fully contribute to levelling up the UK.

We will use tailored learning to focus on developing stronger and more proactive communities and enhanced cultural cohesion linking with community planning strategies. The focus on developing personal growth and transforming individuals' life choices will ensure more self-sufficient, connected, and proactive citizenship.

Priority Theme – Increased Productivity

The skills strategy framework will focus delivery on two of the key themes in the Hull and East Yorkshire Strategic Framework. The first of these is increasing productivity. We aim to boost productivity by providing our workforce with the skills and job opportunities needed for the future as we transition to a zero-carbon economy as well as supporting business innovation and competitiveness.

The key skills priorities to deliver this:

- Raising productivity and resilience of our high employment sectors
- Strengthening our competitive advantage in sectors of existing high productivity
- Nurturing and growing employment and innovation
- Creating a dynamic climate for the creation and development of microbusinesses
- Supporting everyone into employment or self-employment

Actions we will undertake to deliver this priority:

- With local control over our Adult Skills Fund budget (ASF) we will build a sustainable and inclusive framework for all our skills related activity.
- Building on the legacy of the Hull and East Yorkshire Local Enterprise Partnership (HEY LEP) by establishing a strategic skills hub, we will have more power to equip and upskill our people for the future economy through comprehensive post-16 provision that is tailored to the needs of our area and enhancing study programmes, traineeships, bootcamps, Multiply, apprenticeship-based training and the delivery of the careers hub.
- We will ensure the Humber Freeport provides employment opportunities and pathways to employment for the local community through an expansion of the Employment Hub.
- We will raise young people's aspirations and ensure they are prepared for adulthood through access to employment and training initiatives for young people and those furthest from the labour market, providing them the skills they need to take-up jobs in our emerging higher-value sectors and ensure that the widest possible breadth of the community can reach their economic potential.
- We will partner with employers to help increase productivity by providing our workforce with the skills and job opportunities needed for the future as we transition to a zero-carbon economy. We will support business innovation and competitiveness by providing responsive business support services and access to employee training, including best use of the apprenticeship levy and other funding opportunities.

- We will ensure the Humber Freeport provides employment opportunities and pathways to employment for the local community through an expansion of the Employment Hub, providing support, advice and where possible, access to funding for our people. The Freeport will draw on our existing wider Humber strengths, our good and excellent training and education provision and bring further employer engagement in decisions relating to skills training.
- We will develop future investment plan proposals that will include recognition of our geographical assets and challenges, our rural and coastal communities, and barriers to participation in employment and training.
- We will ensure that we deliver a comprehensive curriculum that is localised, relevant and capable of meeting the skills needs of today and tomorrow.
- The cross-cutting themes of digital and green skills will be embedded throughout the skills offer to improve awareness, knowledge, and skills; providing a positive impact and preparing people for both work and to make positive contributions to their local community and the region as a whole.

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Priority Theme: Promote Inclusivity

The second key theme that the Hull & East Yorkshire Skill Framework will focus activity on is promoting inclusivity. The framework aims to contribute to creating economic opportunities for our most deprived communities and provides decent homes for all, addressing the persistent cycle of poverty, poor health, and low aspiration.

The key skills priorities to deliver this:

- Raising young people's aspirations and ensuring that they are prepared for adulthood through access to employment and training initiatives.
- Support those furthest from the labour market, providing them the skills they need to take up jobs in our emerging higher value sectors and ensure that the widest possible breadth of the community can reach their economic potential.

Actions we will undertake to deliver this priority:

- We will use local control over the ASF to help provide the skills businesses need, including upskilling and employability programmes to overcome barriers to learning and work, especially for people with protected characteristics, from deprived communities or other target groups (e.g., care leavers).
- We will align the ASF with current funding eligibilities in line with national funding policies and continue to deliver statutory entitlements in line with national funding arrangements and requirements.
- Closer working with DWP will help us to deliver a long-term transformational employment programme for some of our most deprived communities which brings together different funding streams to deliver in a more sustained and holistic way. This will be focused on delivering change over a generational timeframe rather than through a short term 3–5-year project window.
- We will recognise our responsibility to consider the health and wellbeing of our communities, ensuring that the health of the population will be a strategic consideration in decision making, reducing inequalities, and linking wealth with health. We will work with our health and social care partners ensure a skilled workforce to improve the delivery of key services that have measurable impact on people's quality of life and their ability to contribute to our region. We will collaborate with partners to remove barriers to inclusion and improve access to flexible working for those who require additional support.
- We will work with our education and training providers and employers to develop improved and new provision where needed, using freedoms and flexibilities to meet evidenced need. We will measure outcomes of education and training, including employment destinations and progression in work, to consider impact of activity. This will provide the determinants of success, and influence future investment delivery plans.
- We will ensure access to high quality, holistic, learning opportunities that builds confidence, equips parents and carers to support their children's learning, promotes health and well-being, develops stronger communities. Improves essential skills in English, ESOL, Maths and Digital and prepares participants for further learning, study, or employment.

- We will continue to collaborate across the region to further widen participation by breaking down barriers such as rurality, low income, lack of motivation, low confidence, or low skills.
- We will ensure that we have robust policies and procedures in place to manage the commissioning function.
- We will collaborate with our community and VCSE partners, enabling them to build resilience as specialist training and service providers, recognising their ability to reach areas of our communities that are less likely to engage with standard services.
- We will measure the impact of our delivery, embed evaluation utilising both economic and social measures, and use this evaluation to ensure that there is a cycle of continuous improvement in our commissioned delivery for the benefit of HEY residents, employers, and employees.
- We will provide a talent pipeline which ensures young people have access to education and training provision which meets their academic needs and is underpinned by inspiring workplace experiences and business mentors.

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Case Studies

The following case studies illustrate both the type of activity which can be delivered by the Hull and East Yorkshire Combined Authority but also the areas track record in providing positive skills interventions.

Boot Camps

The Skills Bootcamps in Hull and East Yorkshire received a £5 million funding boost from the government to support 1,603 individuals in Hull and East Riding across various sectors. Hull Training and Adult Education (HTAE) is leading and managing this programme, collaborating with employers, and training providers to help local residents advance into better jobs within rapidly growing industries such as digital, transport, and green skills. This funding, designated for the 2024/25 fiscal year, is part of the government's broader Skills for Life initiative.

The government's investment enables the continuation of the successful Skills Bootcamps programme, which plays a crucial role in equipping individuals with the skills needed for future challenges. It also aligns with the council's focus on in-work progression by enhancing skills and career opportunities. Moreover, this initiative supports the Hull and East Riding Economic Growth Workforce Wellbeing Strategy, contributing to economic growth and workforce development in the region.

Further Case Studies to be added including:

Adult Education/ SPF/ MALC Delivery Achievements

Regional Careers Hub

Timescales for delivery

Based on current advice we anticipate that the Skills Framework will be developed on the following basis:

Unitary Leaders initial discussion – Sept 2024

Review of feedback and further development – Sept/Oct 2024

First round consultation with partners – Nov/Dec 2024

Unitary Leaders Report – Dec 2024

Updated document – Jan 2025

First draft published – Feb 2025

Readiness check?

Mayoral elections May 2025

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Briefing Paper to the HEY Skills Board

Wards: All

Wednesday 13th November 2024

HEY Skills Board – Horizon Scanning Paper

1. Purpose of the Paper and Summary

This paper provides members with the details of new or emerging policy, strategic research or thought pieces relevant to the work of the Skills Board.

2. Background

The current national policy agenda is dynamic and applies to the employment and skills agenda. The new government indicated several areas of change prior to the budget with new announcements then being made on 30th October 2024.

There are indications of further announcements and these will need to be analysed to ensure that Hull and East Yorkshire is able to respond to maximise local opportunities.

The paper is designed as an information briefing for members to suggest further deep dives when helpful.

The paper is factual and drawn from public information with additional briefing information from relevant organisations.

3. Issues for Consideration

Board members are encouraged to use the information contained within the report to inform their decision making. Full details of relevant emerging policy, research or thought pieces are provided in **appendix 1**.

4. Next steps

This briefing note is for information only.

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Author:
Status:
Date: 07/11/2024

Officer Interests: None

Background Documents: Appendix 1

HEY Skills Board - Skills Horizon Scanning Paper

Appendix 1

Policy Developments

1. **‘Get Britain Working’** – a proposed new White Paper to be set out in the Autumn with proposals to overhaul jobcentres, deliver a new Youth Guarantee, and devolve powers to Mayors and local areas to deliver work, health, and skills plans. The White Paper will set out its £240m investment to trial new ways of getting people back into work. The Government will test new approaches and collect robust evidence on how to tackle the root causes of ill-health-related inactivity, support young people who are ‘not in education, employment, or training’ (NEET), and help people to develop their careers. Source: [Getting Britain Working - GOV.UK](#)
2. **Labour Market Advisory Board** – A new national board has been created to shape government work on economic inactivity and tackling the root causes for people remaining out of work such as poor physical and mental health. It will help the government reach its ambition of an 80 per cent employment rate.
3. **Skills England** - A new arms-length body that will bring together key partners to meet the skills needs on a national level. It’s first report has been published: [Skills England: Driving growth and widening opportunities](#) and provides an initial assessment of the nation’s working skills as well as future skills needs and gaps. It outlines how they plan to boost growth and spread opportunity.

Proposed next steps include:

- A series of roundtables and webinars in the autumn to test and refine the initial assessment of skills needs provided in this report
 - Working with government departments and relevant stakeholders to expand on the initial assessments of skills needs within sectors
 - Consulting with employers and other key organisations to provide initial views on what high-value training should be accessible through the Growth and Skills Levy
 - Collaborating with regional partners, the Ministry for Housing, Communities and Local Government, and the Department for Education so that it operates in line with devolution agreements and the Government’s commitment to simplify and devolve adult skills funding to Combined Authorities
 - Supporting the outcomes of the forthcoming white paper, Get Britain Working.
4. **The Education and Skills Funding Agency (ESFA) is set to close** – functions to be transferred to the Department for Education by March 2025.

5. **Apprenticeship Reforms** - the Prime Minister and Education Secretary Bridget Phillipson have announced a new Growth and Skills levy which will replace the existing apprenticeship levy and include new foundation apprenticeships. The new levy will give young people a route into careers in 'critical' sectors and provide funding for shorter apprenticeships. The training eligible for funding will be informed by Skills England's assessment of priority skills needs. In order to fund this, employers are being asked to 'rebalance' their funding for apprenticeships by funding more of their level 7 training requirements.
6. **The Industrial Strategy** - the Chancellor has announced that the Industrial Strategy will be at the heart of the government's mission to grow the economy, unlock investment and make every part of the country better off. It will focus on delivering long-term change to the economy by making Britain a clean energy superpower and accelerating to net zero, breaking down barriers to regional growth, and building a secure and resilient economy.

Linked to this, a Green paper [Invest 2035: the UK's modern industrial strategy - GOV.UK](#) to kickstart delivery of the Government's modern Industrial Strategy has been published. The strategy will drive long-term growth in key sectors that is sustainable, resilient, and distributed across the country.

Announcing the eight growth sectors the government will focus its modern Industrial Strategy on - advanced manufacturing; clean energy industries, creative industries; defence; digital and technologies; financial services; life sciences; and professional and business services. Businesses will have until 24 November 2024 to respond.

The Institute for Government have written a comment piece 'Invest 2035: a promising launch for the industrial strategy'. It states that organising the strategy by sectors is a good, pragmatic decision with a host of relevant policy areas. It however notes that there will need to be another phase of prioritisation once the consultation responses are in.

7. **The Autumn Budget 2024**

The Budget was delivered on Wednesday 30th October 2024 – all budget related documents are [available here](#).

DODs have published a sectoral breakdown of the budget and a cross industry analysis of comment [available here](#).

Skills related announcements included:

- **Get Britain Working Trailblazers.** The Government will establish eight trailblazer areas across England and Wales that bring together health, employment, and skills services to improve the support available to those who are inactive due to ill health and help them return to work. This will

include NHS England Health and Growth Accelerators in at least three Integrated Care Systems to develop evidence of the impact of targeted action on the top health conditions driving economic inactivity. It will also establish a further eight Youth Guarantee Trailblazer areas to test new ways of supporting young people into employment or training, by bringing together and enhancing existing programmes in partnership with local areas.

- **The UK Shared Prosperity Fund** will continue at a reduced level for a further year providing £900 million; this transitional arrangement will allow local authorities to invest in local growth, in advance of wider funding reforms to cover existing skills and business support schemes reliant on the fund in advance of “wider funding reforms”.
- **£40 million for shorter and foundation apprenticeships** to help deliver new foundation and shorter apprenticeships in key sectors as part of initial steps towards a reformed growth and skills levy, set to replace the apprenticeship levy.
- **National Minimum Wage increase.** From April 2025 the NMW will increase to £12.21 per hour for all eligible employees, and the National Minimum Wage for 18–20-year-olds will increase to £10.00 per hour for all eligible workers. The Government is also increasing the minimum wages for Under 18s and Apprentices to £7.55 per hour.

Items of interest

8. The National Home Decarbonisation Group and Innovate UK, in association with Futurebuild are running the ‘Big Retrofit Challenge.’ This will be an opportunity to present innovations in building decarbonisation. Up to 6 organisations will be shortlisted as ‘winners’ and invited to present their innovations at [Futurebuild 2025](#) from the 4th – 6th March 2025 as part of the National Retrofit Conference and Expo. Priority will be given to less established organisations. [Applications](#) close at 11am on the 28th November 2024.
9. The Department for Business and Trade is running [a consultation](#) seeking information about the investment landscape in the advanced manufacturing sector. It will inform the Industrial Strategy and sector plans for the growth-driving sectors, which will be published in spring 2025 – Stakeholders say advanced manufacturing scale-ups often struggle to find the investment that they need to take them from technological development to commercial success. The consultation closes at 11:59pm on 26 November 2024 and is looking for views and evidence on:
 - The number of UK advanced manufacturing scale-ups operating across different subsectors
 - Potential barriers to the provision and accessibility of long-term growth capital
 - The effectiveness of existing government support

10. [A report](#) from the British Chambers of Commerce says that strong industry-Government partnerships are key to ensuring the UK's visitor economy continues to thrive - to help grow the tourism, hospitality, events and attractions industries, the report calls on Government to:
 - Reform apprenticeship funding in England to support more training opportunities by firms in the visitor economy
 - Reform business rates by reducing the multiplier for both small and standard rates
 - Reconsider the evidence around tax free shopping for visitors and the benefits it could have on local economies
 - Prioritise road connectivity to ports and rail terminals to help boost the visitor economy
11. The Institute for Government has published a report – [Local Growth Plans: How government should support a place-based approach to its national growth mission](#) – which states that Local Growth Plans will fail to have an impact without clarity, powers and funding from central government. The report concludes that little information has yet been provided on the policy and little is said of non-MCA areas. It says LGPs should focus on 'how local levers will drive growth' and be accompanied by additional powers and funding flexibility in the forthcoming devolution framework, with timelines aligned with the publication of the framework and the national industrial strategy, with different timetable for places yet to secure devolution deals.
12. The Department for Business and Trade published an [impact assessment on the Employment Rights Bill](#) which says that the overhaul of workers' rights could cost employers £5bn a year. According to the assessment, the shake-up will result in businesses raising prices, cutting back on salaries or reducing investment as they shoulder a £4.5bn bill.
13. FE Week have [reported](#) that the upturn in school absenteeism has increased the pressure on colleges to provide more lower-level post-16 qualifications. 12.2% of 16 to 24 year olds were NEET according to the April to June 2024 data, up 0.9% on the same period last year. For many colleges, demand is outstripping provision. Many stakeholders are predicting that the challenges will get worse.
14. The Higher Education Policy Institute have released a [study](#) on 'Student Demand to 2035', focussing on domestic young undergraduate demand in England. It looks at changing participation rates and the potential reasons behind these, the gender differences plus the impact changing tariffs have had on traditional high tariff universities.