

Employment & Skills Plan

2026 - 2029



Executive Summary Introduction



Since 2021, Wakefield's Employment & Skills Strategy has provided a strong framework for partnership working, helping to improve employment outcomes, skills development, and access to learning across the district. Through collaboration between the Council, employers, education and training providers, the strategy has supported residents to move closer to sustainable and meaningful employment.

While employment rates have improved, significant challenges remain. These include supporting residents to return to work, addressing persistent skills shortages, and ensuring access to progression routes that lead to well-paid, secure employment. A refreshed plan is therefore required to align local action with national and regional priorities, target investment effectively, and support the workforce needed for future economic growth.

Wakefield is committed to inclusive lifelong learning for all. This ambition was recognised in 2024 when Wakefield became a UNESCO Learning City, reflecting the district's progress and continued commitment to accessible, high-quality learning that improves prosperity, wellbeing, and social inclusion.

Building on this foundation, the **Wakefield Futures Report** has highlighted the need for a more ambitious and better-aligned approach to employment, skills, and economic development. This refreshed Employment & Skills Plan, will continue to respond to that challenge, setting out a collaborative and inclusive approach to developing a high-quality skills system that supports residents at every stage of life and enables Wakefield to thrive in a changing economy.

Policy and Local Context

Wakefield's Role within Regional and National Skills Policies

Wakefield is positioned as a key delivery partner within a rapidly evolving national skills system and a region that is increasingly empowered through devolution. Its role aligns strongly with both national ambitions set by Skills England and regional priorities defined by the West Yorkshire Mayoral Combined Authority.

National policy emphasises a skills system that is detailed, employer responsive and focused on economic growth. Wakefield directly supports this by shaping local interventions around employer need and labour market insight, the Employment and Skills Plan will directly respond to these through the framework.

National Alignment

- Skills England prioritises data-driven planning; Wakefield delivers this locally by mapping skills gaps, productivity challenges and employer need.
- National ambitions to simplify and coordinate the skills system are reflected in Wakefield's focus on creating a clear, joined-up local offer for residents and employers.
- Government reforms emphasise modernising technical education and expanding apprenticeships; Wakefield provides the local partnerships, FE networks and employer engagement needed to implement these reforms.
- Wakefield's Learning City vision, Futures Centre proposal and higher-level skills focus align with the national goal of raising productivity and strengthening domestic talent pipelines.

Regional Alignment (West Yorkshire Combined Authority)

- Wakefield plays a central role in delivering the West Yorkshire Local Skills Improvement Plan (LSIP).
- It contributes by identifying local shortages, shaping employer led provision and improving system responsiveness.
- Local employers, FE providers and training partners form a key part of the collaborative LSIP delivery model.

WYCA's emerging Region of Learning & Creativity framework focuses on lifelong learning and skills aligned to regional growth.

- Wakefield's UNESCO Learning City status and skills strategy align strongly with this direction, supporting inclusive growth and widening access to learning.
- Local programmes, particularly those aimed at disadvantaged residents, help address low qualification levels across West Yorkshire.

Policy and Local Context

Wakefield's Role within Regional and National Skills Policies

Leveraging Devolution Locally

With devolved powers, WYCA controls adult skills investment.

- Wakefield contributes evidence to shape the Adult Skills Plan, ensuring provision reflects local priorities such as digital, health and care, logistics, manufacturing and early years.
- The forthcoming Adult Skills Plan's emphasis on targeted, evidence based interventions mirrors Wakefield's approach through the Futures Commission.

Leading on Higher-Level Skills

Wakefield needs around 12,000 additional higher-skilled roles to meet regional averages.

- The proposed Wakefield Futures Centre aims to deliver employer designed higher-level technical training, supporting regional productivity and sector-led growth.

Wakefield's Current Position

- Implementing national priorities locally through employer led planning, data-driven interventions and the expansion of technical pathways.
- Delivering regional strategies, including the LSIP and Region of Learning & Creativity, through collaboration with WYCA, FE partners and employers.
- Driving innovation, particularly through the Learning City vision and the proposed Wakefield Futures Centre, which model the place based approach national and regional policies are pushing toward.
- Ensuring inclusive growth, aligning with government and WYCA goals to widen access, raise qualifications, and create fair opportunities for people of all ages.

Wakefield is not just aligned to national and regional skills policies, it is central to delivering them, shaping practical change that meets the needs of local demand and economy needs.

Recent national apprenticeship reforms, introducing major employer incentives, foundation apprenticeships, sector specific skills units and streamlined assessment. Create significant new opportunities for Wakefield to accelerate youth employment, meet sector specific skills units and streamlined assessment, create significant new opportunities for Wakefield to accelerate youth employment, meet sector skills shortages and strengthen delivery of the districts skills ambition.

Economic Context for Wakefield



Wakefield operates as a low-skilled, low-productivity economy, with only 28.8% of residents qualified above A-level, one of the lowest rates nationally. Productivity also lags behind the UK, with workers generating £55,750 annually versus £67,338 nationally, with most new jobs emerging in lower-skilled sectors. The district faces significant deprivation, with 17.2% of residents living in the most deprived 10% of neighbourhoods nationally. To reach the West Yorkshire average, Wakefield would need 12,000 more higher skilled jobs, reinforcing the need to shift the district's occupational structure. Through planned work to improve access to higher level skills and expand employer led training, Wakefield will begin to close this gap and support the growth of a more productive, higher skilled economy.

Despite this, Wakefield has clear strengths in advanced manufacturing, logistics, creative industries and the green economy, offering strong growth potential if supported with higher-level skills. Over the last ten years, Wakefield's economy has seen a 23.9% growth with key sectors driving this. This has ultimately seen a notable increase in employment rates, however there is still further work to be done across the local economy. The Wakefield Futures Centre is central to addressing future challenges by aligning skills provision with employer needs and supporting a shift towards a higher skilled, higher wage economy.

Wakefield's Economic Growth Plan sets out Wakefield's priority sectors and future growth opportunities, while the Wakefield Futures recommendations provides a clear ambition for a more skilled, innovative and higher value economy. Together they guide the Employment and Skills Plan to focus on the skills, pathways and workforce capabilities needed to raise this ambition. As the work on Economic Growth Plan stimulates business growth the Employment and Skills Plan ensures residents can access and benefit from the new opportunities created, aligning workforce development with economic transformation.

Economic Context for Wakefield

Green Skills for Wakefield

Wakefield's transition to a low carbon economy is creating rising demand for green skills across sectors including retrofit, low carbon construction, sustainable manufacturing, environmental management and transport electrification. Evidence from the Wakefield Green Curriculum Research Project, shows growing employer need for skills in areas such as energy efficiency, renewable technologies and resource management, alongside a current gap in local training provision. By embedding green skills into mainstream pathways, developing flexible employer led training, and improving access for residents, Wakefield can strengthen its future workforce and support higher skilled, better paid jobs aligned with Wakefield's wider ambition for skills led growth. Green skills can be built into the Wakefield Futures Centre by using LSIP employer intelligence to ensure training reflects real low carbon skills needs, aligning curriculum planning with the Green Curriculum findings on growing demand for retrofit and renewable technologies and with the Future's Commission's vision for industry led higher level provision.



AI & Digital Skills

Wakefield's shift towards a more innovative, high value economy depends on strengthening digital and AI capabilities across its workforce and business. Trends show rapid growth in demand for AI, data and digital skills with technology related roles expected to be among the fastest growing by 2030 as industries adopt automation, data driven processes and AI enabled systems. Wakefield's Economic Wellbeing and digital growth priorities, emphasis the need for improved digital adoption and skills within SMEs, where gaps in digital literacy, data capability and technical knowledge remain a key barrier to productivity and competitiveness. By expanding access to digital upskilling, embedding AI and data competencies into mainstream learning pathways and working with employers through initiatives such as emerging Wakefield Futures Centre to design short, flexible industry led training, Wakefield can equip residents for future jobs while supporting business transformation and economic resilience.

Vision & Principles

Wakefield strengths for future development

Wakefield is building from a strong foundation, the district has experienced robust jobs growth, demonstrating a resilient labour market even though many roles remain lower skilled. Emerging strengths in manufacturing, service industries and the creative sector, supported by major assets such as Production Park that highlight local innovation and ambition. Momentum for transformation is accelerating through the Wakefield Futures Commission, which sets out a clear employer led vision for higher level skills and better paid jobs, back by strong regional leadership. At the same time Wakefield's employment support offer including Step Up, which has embedded into the local skills system since 2019, continues to provide accessible pathways for residents to move into work and progress, complementing broader collaboration across education providers, WYCA and employers to improve skills and opportunity.

However, Wakefield still faces structural challenges. Productivity remains below the national average, indicating the need for higher value, innovation driven employment. There are too few higher skilled jobs, with only 8.2% in knowledge intensive industries, below the West Yorkshire average. A low proportion of residents qualified at Level 4+ limits access to better paid work and constrains economic progression, an issue highlighted by the Wakefield Futures Commission. Job growth continues to concentrate in lower skilled sectors, suppressing wage growth and long term resilience. Meanwhile, gaps in green and digital skills, such as retrofit, low carbon technologies and digital adoption, show the need for more responsive, employer aligned curriculum development. Together these issues highlight the need to expand higher level provision, strengthen technical pathways and support employers to innovate and grow.



Developing Local Employment Pathways for Young People

Despite significant strengths across the District, the current journey from education to employment can be fragmented. Young people often access careers education, employer engagement, training and employment through separate initiatives that are not always joined up, making progression pathway's difficult to navigate.

Ambition

Wakefield Council's ambition is to create a coordinated, end-to-end employment pathway that starts in school and supports young people through careers education, further education, training, work experience and employment. Through stronger collaboration between employers, education providers and employment support services, we will ensure that all young people including those at risk of becoming NEET, can access meaningful real life work experiences.

We will work with a selected few employers and partners to design and test a locally coordinated approach that:

- Creates structured pathways from school into employment.
- Strengthen employer involvement in shaping opportunities for young people.
- Align careers education, employer engagement and employment support activity.
- Supports young people to gain meaningful work experience that can lead to further opportunities.
- Complements and enhances existing careers advice and guidance provision within schools.
- Builds stronger connections between education providers, employers and employment support services.



Developing Local Employment Pathways for Young People

Employer Partnerships

Initially the Council will work with key employers to explore opportunities for work experience, industry placements and employment pathways for young people. Early discussions with major employers have identified a shared interest in supporting in this approach.

These partnerships will help shape the development of the model and demonstrate how employers can play a more active role in supporting local talent development and workforce growth.

Working alongside employers, schools, colleges and partner organisations we will develop a more localised and integrated skills and employment system that creates clear pathways for young people from education into employment and responds to local workforce needs.

Local Employment Pathways Pilot

An initial pilot model will be developed with schools across the District, aligned to employer locations and workforce opportunities, with learning used to inform future expansion.

The flagship will bring together employers, schools, employment support providers and the NEET partnership to create a coordinated pathway from education into employment. Initial delivery will focus on schools serving communities with higher levels of needs, with employer partners supporting work experience, placement and progression opportunities.

The flagship will test a new model for connecting young people with local careers and employment opportunities, providing a foundation for wider roll-out across the District.

This pilot represents the first step in establishing a long-term Local Employment Pathways model that connects young people to opportunity at every stage of their educational journey. Our ambition is to create a system where every young person can see a clear route into employment, training or further learning, regardless of their background or circumstances. Through sustained collaboration between partners, Local Employment Pathways will help build a skilled, resilient and inclusive workforce, ensuring that local talent is nurtured, retained and equipped to meet the current and future needs of the District's economy.

Wakefield's Employment & Skills Vision

Improve the skills of our existing future workforce, creating a District where learning is innovative, technologically advanced, and responsive to business needs. We will narrow skills gaps by developing highly skilled workforce aligned with future economic opportunities.

Create an inclusive jobs market that enables residents to find and sustain well-paid employment by ensuring access to learning skills development at all ages and levels, with increased participation from underrepresented and disadvantaged communities.

Promote all age careers and progression opportunities, fostering a culture of quality and aspiration that underpins the delivery of inclusive, continuous lifelong learning for all residents across the district.

Work to ensure that education and training provision meets the needs of residents and businesses by working in partnership to create a joined-up education and skills system that delivers local solutions to local challenges.

Priority Themes

Employment & Skills Priority	Outcome	What will be delivered through the partnership
Priority 1: Inclusive Employment & Pathways to Good Work	More residents, especially those facing barriers, move into sustainable, good quality employment	Targeted support for residents furthest from the labour market, informed by evidence of financial, transport and other barriers to accessing training highlighted in the Wakefield Futures Report. Stronger referral pathways through partners, community hubs and anchor employers Wraparound support that links skills, employability, wellbeing and progression Clearer access routes into higher level training, addressing low adult qualification levels identified in the Wakefield Futures evidence base
Priority 2: Employer Led Skills Development	Skills provision is shaped directly by employer's needs, improving productivity and growth	Through the Wakefield Futures Centre, Wakefield will expand employer led curriculum design and co-delivery Sector based training aligned with labour market demand Broaden engagement with SME's and major local employers Create feedback loops between employers, providers and Wakefield Council
Priority 3: Future Skills, Innovation & Higher-Level Training	Residents can access higher level skills that prepare them for emerging and high growth sectors. Employers will have access to skilled workforce coming through the skills system locally.	Expand access to level 3-6 pathways in Wakefield, reducing the District's status as a higher education cold spot Partner with colleges, universities and training providers to provide flexible short, modular learning Develop micro-credentials aligned with employer demand (digital, engineering, logistics) Support lifelong learning as part of Wakefield's UNESCO Learning City Commitment

Priority Themes

Employment & Skills Priority	Outcome	What will be delivered through the partnership
Priority 4: Skills for Growth Sectors & the Future Economy	Wakefield residents are skilled and ready for roles in sectors with strong growth potential	Targeted programmes for key growth sectors identified in the Wakefield Futures Report, such as: Advanced Manufacturing, Creative and digital. Logistics, Renewable energy, green construction and decarbonisation. Connect employers and providers to design accelerated pathways into these sectors. Engage with young people and adults to raise awareness of new career opportunities Harness innovation to anticipate future labour market trends
Priority 5: Systems Leadership, Partnerships & the Wakefield Futures Centre	A connected, high performance local skills system that delivers long term change	Establish and embed the Wakefield Futures Centre as the civic hub for skills, employer engagement and innovation, a core recommendation of the Futures report. Strengthen governance and data sharing across providers, employers and system partners Coordinate strategic investment in skills infrastructure. Build a district wide culture of collaboration supporting economic and social prosperity
Priority 6: Youth Employment, Progression and NEET Prevention	Young people in Wakefield are supported into education, employment or training, with strong pathways into future careers and reduced risk of becoming NEET	Strengthen transitions at ages 16 and 18, addressing the progression gaps identified in Wakefield's education and qualification trends. Expand employer engagement for young people, connecting them to high growth sectors. Improve access to higher level and flexible learning pathways, responding to Wakefield's status as a higher education cold spot and the district's lower than average, higher level qualification rates Strengthen NEET prevention and tracking across partners, ensuring coordinated early intervention and rapid reengagement for those who fall out of provision.

Priority Themes

Objectives	Headline action
Position Wakefield as a future ready, innovation driven economy by developing the Wakefield Futures Centre, strengthening the district's innovation assets, embedding high quality future skills guidance across the system. Ensuring all residents of all ages can access the skills, pathways and opportunities needed for emerging industries.	Develop and Launch the Wakefield Futures Centre • Establish the Wakefield Futures Centre as a hub for future focused skills, employer collaboration and innovation activity. • Working with FE and HE providers, develop specialist programmes for priority sectors identified. • Trial new delivery models, inclusive of modular, blended, employer led and community outreach from level • Ensure inclusive access through targeted engagement with underrepresented groups Strengthen Wakefield's Innovation Ecosystem • Map and evaluate the district's existing innovation assets, through research, facilities and networks • Prioritise investment in assets that support applied research, testing and innovation programmes • Support businesses to collaborate and co-design with the Wakefield Futures Centre on innovation led workforce development Embed Future Skills Guidance Across the Whole System • Integrate the Wakefield Futures Centre content into curriculum enrichment, careers programmes and community outreach • Promote clear, accessible pathways into innovation led careers for residents of all ages through Step Up, Pathfinder and other Career, Information and Education guidance platforms

Priority Themes

Objectives	Headline action
Position Wakefield as a future ready, innovation driven economy by developing the Wakefield Futures Centre, strengthening the district’s innovation assets, embedding high quality future skills guidance across the system. Ensuring all residents of all ages can access the skills, pathways and opportunities needed for emerging industries.	Build Strong Employer and Partner Collaboration • Establish an Employer & Innovation Advisory Group to steer the Centre’s priorities • Co-design training pathways and innovation pilots with education institutes and employers • Strengthen collaboration with regional and national innovation bodies to amplify Wakefield’s profile Data Driven Models • Develop shared evidence base on future sector demand, emerging occupations and skills pathways through participation and labour market information • Use data to monito participation, progression and impact across the system
Expand equitable access to high quality skills and employment pathways by developing funded, flexible provision and strengthening employer engagement, ensuring residents of all ages, including young people and those in cold spot communities, can progress into sustainable, well paid, future ready careers.	Expand Funded, Flexible Skills Provision in Priority Communities • Develop and commission funded programmes focused on cold spot areas particularly the South East, using flexible, community based and employer informed delivery models • Increase participation and progression into good jobs by expanding accessible training offers and targeted support for residents in underserved communities Strengthen Outreach and Support for Under Represented and hard to reach groups • Deliver targeted outreach, guidance and wrap around support, through Step and Adult Education, to improve digital access, confidence and progression for residents facing barriers • Ensure equitable access to education, training and sustainable employment by expanding tailored support for underrepresented and hard to reach communities.

Priority Themes

Objectives	Headline action
Expand equitable access to high quality skills and employment pathways by developing funded, flexible provision and strengthening employer engagement, ensuring residents of all ages, including young people and those in cold spot communities, can progress into sustainable, well paid, future ready careers.	Increase Employer Led Opportunities for Young People • Grow high quality work experience, employer encounters and industry linked projects for young people across Wakefield schools • Ensure clear progression into good quality, future ready pathways through consistent annual participation and strengthened employer engagement. Build Local Capacity in the South East to Tackle Skills Gaps • Working with adult education and Wakefield college, expand local delivery hubs, provision and pop-up training in the South Esat by working with employers, community partners and training providers. • Reduce travel barriers and increase access to high quality learning and employment opportunities for residents in skills cold spot communities.
Ensure residents of all ages can access high quality careers guidance, inclusive progression pathways and meaningful employer experiences, supporting young people and adults to build confidence, engage in lifelong learning and progress into sustained future focused education, training and employment opportunities.	Deliver High Quality, Age-Appropriate Careers Guidance • Work with Step Up and partners to provide consistent, future focused careers advice, promoting progression pathways, building aspiration and supporting lifelong learning. Support young people who are NEET into Sustained Pathways • Provide inclusive, high-quality programmes and tailored support to help young people who are NEET build confidence and progress into sustained employment or further learning.

Priority Themes

Objectives	Headline action
Ensure residents of all ages can access high quality careers guidance, inclusive progression pathways and meaningful employer experiences, supporting young people and adults to build confidence, engage in lifelong learning and progress into sustained future focused education, training and employment opportunities.	Ensure Every Young Person has a supported Progression Plan by age 16 • Work with schools, post 16 providers and employers to guarantee access to suitable, high-quality education, training or employment pathways for all young people. Strengthen Employer Collaboration to Expand Workplace Experiences • Secure strong annual employer participation to deliver meaningful encounters, work experience and high-quality placement opportunities for young people Promote Lifelong Learning Through UNESCO Learning City Status • Lead district wide campaigns that raise awareness of training, skills and personal development opportunities, increasing participation in learning at all ages

Priority Themes

Objectives	Headline action
Create a responsive collaborative skills system that aligns Wakefield’s curriculum and training provision with local economic priorities, develops inclusive pathways into higher level skills in key growth sectors, and mobilises partners to scale effective models from basic skills through to advanced education	Align Curriculum and Training Provision with Local Economic Priorities • Co-design training with employers and providers to ensure programmes reflect local economic trends and priority sector growth • Align Wakefield’s curriculum offers at all levels with the objectives of the Economic Growth Plan to strengthen relevance and employer demand. Develop Inclusive Pathways into higher Level Skills in Key Growth Sectors • Create and promote clear progression routes, including apprenticeships, modular learning and advanced technical pathways, that widen participation • Strengthen productivity, progression and workforce resilience by expanding access to higher level skills through flexible and inclusive pathways. Build a joined-up Education and Skills System Across Partners • Strengthen collaboration between providers, employers and education partners to share best practice and mobilise resources more effectively • Scale successful delivery models across the system, extending what works from basic skills through to advanced education.

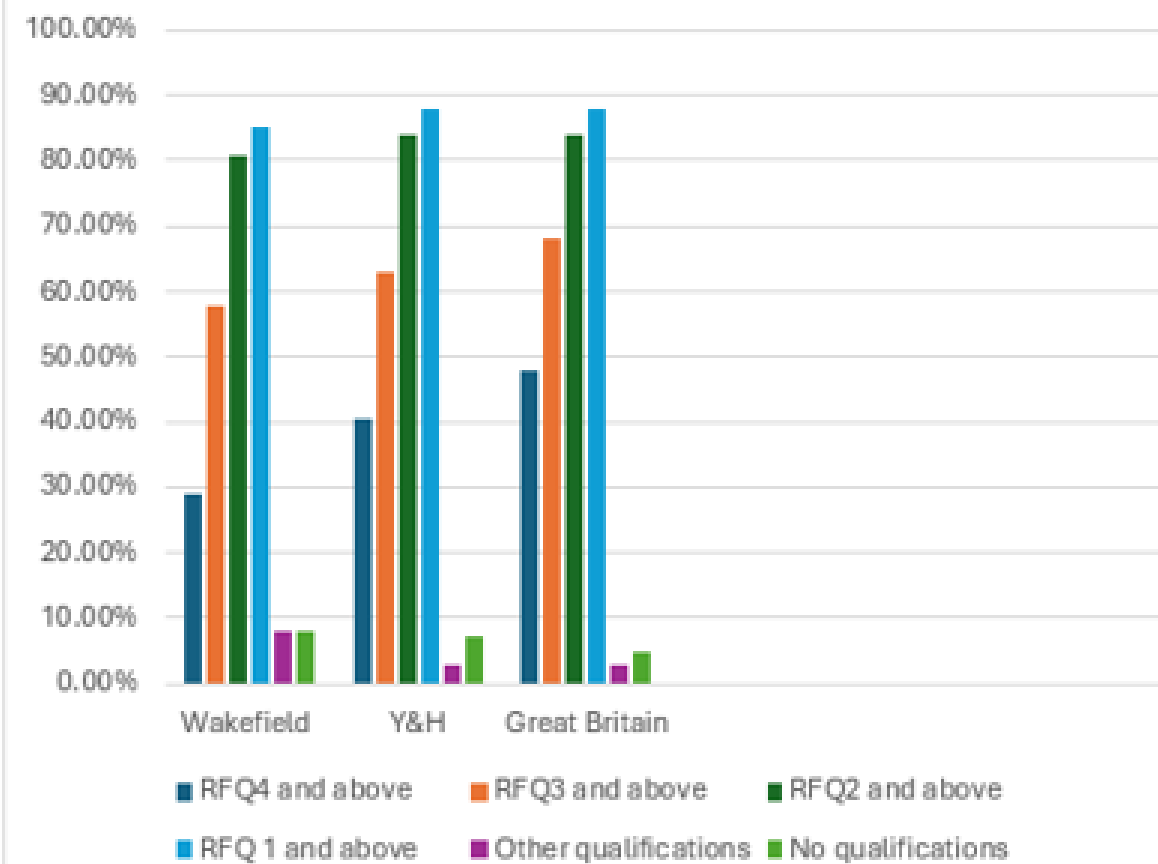
Monitoring, Evaluation and Metric

To ensure Wakefield is making progress against the objectives of the Employment and Skills Plan, we will monitor and evaluate performance across a set of priority areas. This framework ensures that activity remains data driven, outcome- focused, and aligned with national and regional requirements. Data will be collected and reported on an annual basis but will be evaluated on a quarterly basis where possible. Wakefield will measure and evaluate the following areas:

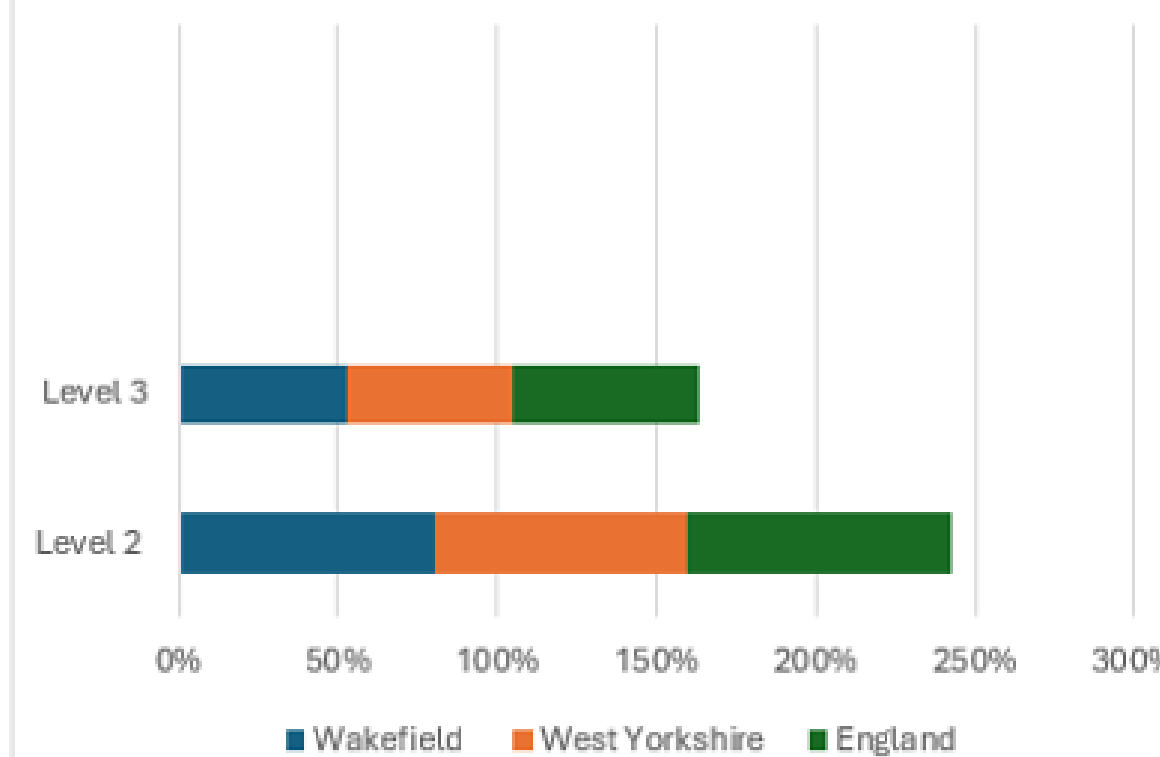
Participation & Progression	• % of 16–18 learners participating in education, employment or training (EET) • NEET rate and Not Known rate, plus combined NEET+NK • Mid-year dropout and re-engagement rates • Apprenticeship starts (16–18, 19+, and higher apprenticeships) • Adult participation in funded training (AEB, Multiply, digital, community learning)
Skills Achievement & Attainment	• Level 2 achievement at age 19 • Level 3 achievement at age 19 • Higher level technical skills participation (L4-L8) • Achievement gaps (FSM vs Non-FSM, SEND, looked after young people)
Employer Demand & Labour Market Responsiveness	• Employer reported skills shortages (via LSIP, employer surveys) • Number of employers designed or employer endorsed programmes • Job vacancies in priority sectors • Employer engagement volume (placements, WEX, internships)
Inclusive Growth & Priority Group Outcomes	• Progression outcomes for disadvantaged groups (FSM, SEND, care leavers, adults with low skills) • Progression into good work (sustained employment 6 and 12 months) • Participation in upskilling/reskilling among adults over 25
System Improvement	• Improved navigation and coordination across the local skills system • Provider responsiveness to labour market needs • Alignment with devolved Adult Skills Funding prioritie • Delivery of place-based initiatives such as Learning City and the Wakefield Futures Centre

Wakefield District, Employment & Skills Data

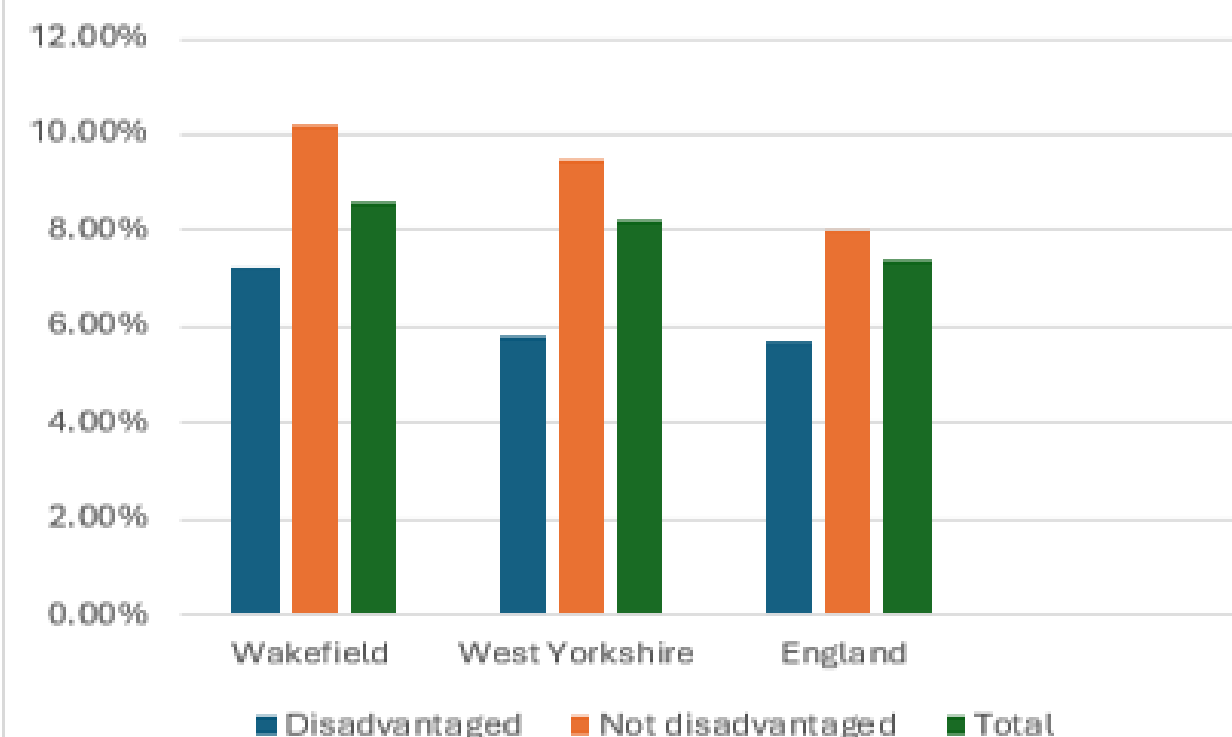
Qualification levels for working age population



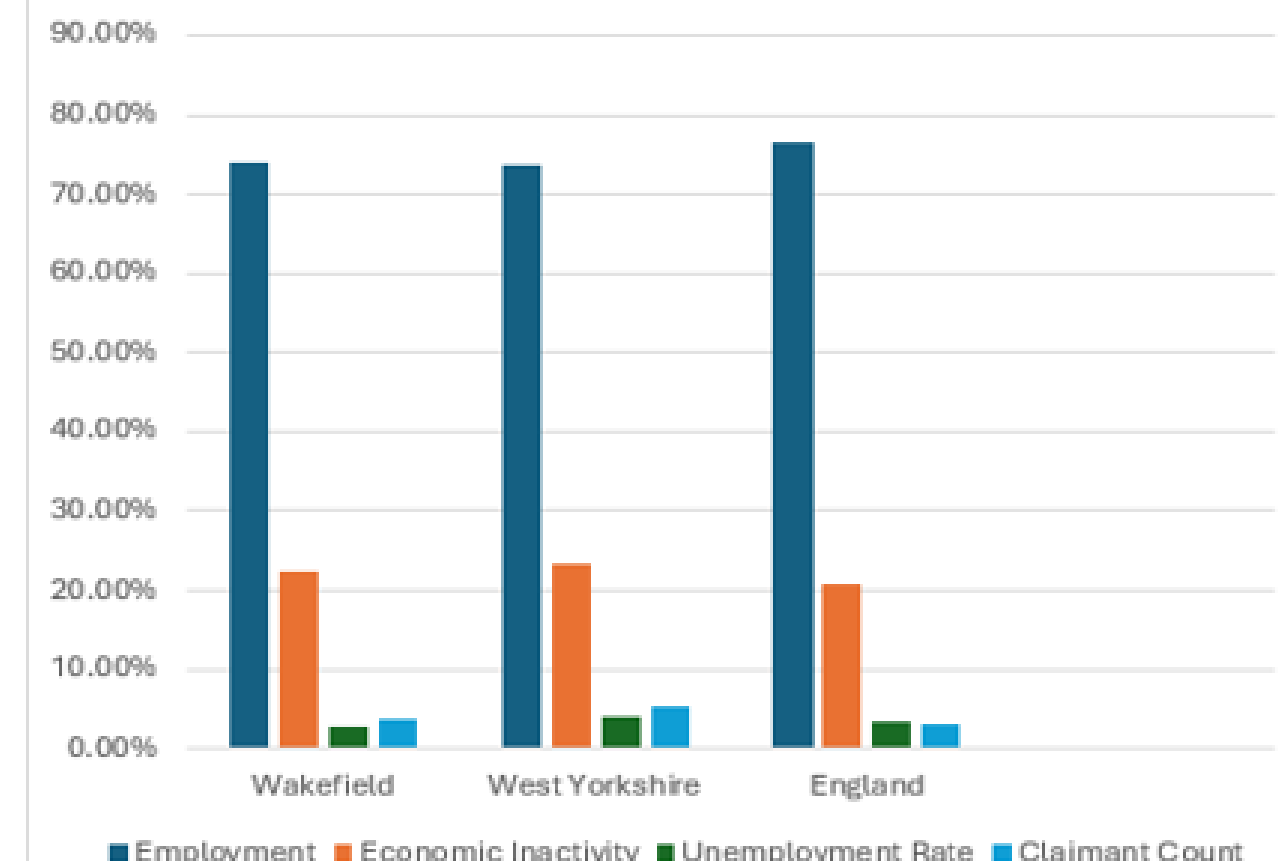
Young People achieving qualifications at level 2 and 3 by age 19 in 2023/24



Young People entering apprenticeships after 16-18 Study



Employment Rates



Wakefield District, Employment & Skills Data

Wakefield Data

The data highlights a mixed picture for Wakefield's skills and employment landscape. Young people's attainment at level 2 and 3 by age 19 remains below regional and national averages, signalling ongoing challenges in progression and readiness for higher-level learning. Apprenticeship uptake after 16-18 study is broadly in line with national patterns, though disadvantages young people in Wakefield continue to enter apprenticeships at lower rates than their peers, reinforcing the need for targeted support. Among the working age population, Wakefield has a smaller proportion of qualified at Level 3 and above compared with Yorkshire & Humber and Great Britain, and a higher share with no qualifications, which affects access to higher value employment. Despite these structural issues, overall employment rates in Wakefield are relatively strong and comparable to regional levels. However economic inactivity remains elevated, and unemployment and claimant rates indicate that some residents are not fully benefiting from available opportunities. Together, this underscores the importance of a coordinated approach focused on improving qualification levels, widening access to apprenticeships, and supporting residents into sustainable higher-skilled employment.

Although overall employment figures remain relatively high and proportionate, the data shows that many residents are concentrated in lower value roles with limited opportunities for progression, development and long-term economic wellbeing. This highlights a need to strengthen the quality of employment in the district and ensure residents can access careers with real prospects.

The proposed Wakefield Futures Centre will play a pivotal role in addressing this challenge. It will help shape and supply the skills required by sectors strong potential for future growth. Importantly, this will not be limited to post16 learners, the centre will also support working age adults who need to upskill or reskills for emerging roles, particularly those vulnerable to automation. All plans will be grounded in the needs of the local economy, ensuring that career pathways lead to meaningful, well-paid and sustainable employment opportunities.



Partnership and Governance of the Employment and Skills Plan



Employment & Skills Plan

2026 - 2029

Strategic Alignment (Local)

- [Economic Wellbeing Strategy](#)
- [Economic Growth Plan](#)
- [Wakefield District Plan](#)
- [Wakefield Futures Report](#)
- [Heart of Yorkshire Education Group](#)
- [Wakefield's Green Curriculum Research Project](#)

Strategic Alignment (Regional)

- [West Yorkshire Local Growth Plan](#)
- [Local Skills Improvement Plan](#)
- [Adult Skills Plan](#)
- [All-Age Career Blueprint](#)

Employment & Skills Plan

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Bibliography

- Adult Skills Plan (West Yorkshire Combined Authority, 2026)
- All Age Careers Blueprint (West Yorkshire Combined Authority, 2025)
- Get Britain Working White Paper (UK Government, 2025)
- Local Skills Improvement Plan (Chamber of Commerce, 2025)
- Post-16 Education and Skills White Paper (UK Government, 2025)
- The UK's Modern Industrial Strategy (UK Government, 2025)
- UNESCO Learning City Principles (UNESCO Institute for Lifelong Learning 2024)
- Wakefield District Plan (Wakefield Council, 2024)
- Wakefield Economic Growth Strategy (Metro Dynamics, 2026)
- Wakefield Futures Report (Independent Commission Report 2024)
- West Yorkshire Growth Plan (West Yorkshire Combined Authority, 2025)