

Greater Manchester Combined Authority

Date: 26th September 2025

Subject: Creation of Greater Manchester Regeneration Skills Academy

Report of: Councillor Bev Craig, Portfolio Lead for Economy, Business and Inclusive Growth and Tom Stannard, Portfolio Lead Chief Executive for Economy, Business and Inclusive Growth

Purpose of Report

This report seeks approval for the creation of the Greater Manchester Regeneration Skills Academy ("GMRSA").

Recommendations:

The GMCA is requested to:

1. Approve the creation of the Greater Manchester Regeneration Skills Academy ("GMRSA").

Contact Officers

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Equalities Impact, Carbon and Sustainability Assessment:

Recommendation - Key points for decision-makers

Insert text

Impacts Questionnaire

Impact Indicator	Result	Justification/Mitigation
Equality and Inclusion		
Health		
Resilience and Adaptation	G	Long term better planning for climate change Long term more climate resilient open space
Housing	G	This programme encourages improved housing stock and increase of affordable tenure units This programme encourages improved housing stock and increase of affordable tenure units
Economy	G	This programme aims to attract and retain regeneration talent within GM The main goal of the programme is to enhance the knowledge economy within GM This programme encourages improved financial planning and economically viable developments
Mobility and Connectivity		
Carbon, Nature and Environment	G	Participants will be encouraged to promote low carbon technologies in future developments
Consumption and Production		
Contribution to achieving the GM Carbon Neutral 2038 target		The programme will encourage participants to consider more sustainable design for developments within GM

Further Assessment(s):

N/A

G	Positive impacts overall, whether long or short term.	A	Mix of positive and negative impacts. Trade-offs to consider.	R	Mostly negative, with at least one positive aspect. Trade-offs to consider.	RR	Negative impacts overall.
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Carbon Assessment

Overall Score

Buildings		Result	Justification/Mitigation						
New Build residential		N/A							
Residential building(s) renovation/maintenance		N/A							
New build non-residential (including public) buildings		N/A							
Transport									
Active travel and public transport		N/A							
Roads, Parking and Vehicle Access		N/A							
Access to amenities		N/A							
Vehicle procurement		N/A							
Land Use									
Land use		N/A							
	No associated carbon impacts expected.		High standard in terms of practice and awareness on carbon.		Mostly best practice with a good level of awareness on carbon.		Partially meets best practice/ awareness, significant room to improve.		Not best practice and/ or insufficient awareness of carbon impacts.

Risk Management

The budget will cover all foreseen costs associated with GMRSA, and no other materials risk have been identified.

Legal Considerations

All legal risks will be managed through appropriate legal agreements being in place.

Financial Consequences – Capital

No capital requirements associated with this report

Financial Consequences – Revenue

The Combined Authority has budgeted for the full cost of delivering GMRSA.

Number of attachments to the report:

None

Comments/recommendations from Overview & Scrutiny Committee

N/A

Background Papers

N/A

Tracking/ Process

Does this report relate to a major strategic decision, as set out in the GMCA Constitution

No

Exemption from call in

Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?

No

Bee Network Committee

N/A

Overview and Scrutiny Committee

N/A

1. Introduction/Background

1.1. As part of the Integrated Settlement, the GMCA has developed a 10-year Integrated Pipeline of strategic projects. Delivery of projects within the Integrated Pipeline is critical for meeting the objectives set out in the GMS, in particular, building the right spaces for business to grow and supplying appropriate housing to meet GM's Housing First ambitions. It has been identified that, for the built-environment projects, GM does not currently have enough capacity or the right skillset across regeneration professionals in the private and public sector to deliver its ambitions on time. It is therefore proposed to establish the Greater Manchester Regeneration Skills Academy ("GMRSA") in response to these demands. GMRSA would directly contribute to GMCA's 10-year plan to deliver regeneration across all 10 boroughs, by ensuring the region has the skilled workforce needed to implement large-scale development projects.

1.2. Within GM, the development of regeneration skills is catered for by a number of initiatives. Organisations such as Regeneration Brainery inspire teenagers to choose regeneration as a career path; the GMCA's Place Graduate Programmes encourage talented individuals to commence and sustain a career in the industry; and organisations such as Future of GM foster regeneration leadership in professionals with established careers. The GMRSA is therefore directed towards the development of GM regeneration professionals in their early- to mid-career. By providing this regeneration career 'roadmap', it is hoped GMRSA would align with GMCA's inclusive growth goals to help reduce inequalities and improve access to high-quality employment, whilst simultaneously helping to attract and retain top talent in regeneration and development.

1.3. It is proposed that the GMRSA will be a 9-month programme where a mix of private sector and public sector participants will engage with a pathway designed to accelerate their experience, knowledge and collaboration. This will facilitate faster and more impactful delivery of the projects on the Integrated Pipeline.

- 1.4. Those who have participated in the programme will make better, and more impactful contributions towards the six targeted Growth Locations identified within GM. GMRSA would help ensure local talent is ready to deliver regeneration projects tailored to the unique needs of each area.
- 1.5. During the pathway, participants will be encouraged to examine innovative development models resulting in more developments delivering social and affordable units that are also net-zero housing utilising advanced materials and design. This training in sustainable development and construction would support GMCA's ambition to deliver 30,000 Truly Affordable Net Zero ("TANZ") homes by 2038.
- 1.6. The GMRSA is envisioned to work with private sector firms, academia, and the voluntary sector, fostering collaboration and innovation in workforce development, which complements GMCA's ambition to build an integrated education, skills, and employment system, helping residents progress in life and work.
- 1.7. To sustain the impact of GMRSA, it is also proposed to establish an alumni network; members of which will be encouraged to input into future cohorts of GMRSA.

2. Programme Specifics

- 2.1. The GMCA will oversee the creation and operation of GMRSA.
- 2.2. Each cohort will select from 16 applicants who have 2-8 years' experience in the Development industry – 5 from the public sector, and 11 from developers and consultants – all within GM.
- 2.3. The GMRSA will run as a series of monthly sessions where participants will engage with workshops, seminars, group learning, peer-to-peer learning, formal presentations, site visits etc covering a range of regeneration topics on 'live' sites within the Integrated Pipeline. These monthly sessions will be led by industry professionals from the public and private sectors.

- 2.4. The programme will emphasise peer-learning and independent-learning between the monthly sessions to further the accelerated learning and experiences to drive even greater outcomes for the participants, their employers, and the GM regeneration ecosystem.
- 2.5. It is envisioned that there will be future cohorts for GMRSA, and to promote a sustained impact in the industry, a GMRSA alumni network will be formed for participants after the end of their course. Those alumni will then be invited to input into the delivery of the future cohorts – sharing their learning and experiences to enhance the delivery.
- 2.6. The pilot cohort will commence October 2025. Each organisation will be limited to putting forward one participant per cohort. The GMRSA will then select 16 participants for each cohort.
- 2.7. As the GMCA will co-ordinate, facilitate and manage the pathway, the GMCA will appoint to a Programme Manager role.
- 2.8. The programme name – GM Regeneration Skills Academy – might be subject to a rebrand in the future, including after it goes ‘live’.

3. Funding

- 3.1. There will be a fee to private sector participants for GMRSA, the commercial arrangements are still to be arranged. The income from the fees will reduce the necessary budget for GMRSA.

4. Further scope

4.1. Whilst the initial focus will be on establishing a strong GMRSA programme, the GMCA, and in particular the Programme Manager, could act as a liaison across the regeneration ecosystem in GM. From inspiring teenagers into the profession, to providing professional and technical qualifications, there are many organisations and programmes in the regeneration ecosystem who work on encouraging and developing regeneration skills. The GMCA is uniquely placed to link-up and encourage greater collaboration across these organisations with the aim of a unified pathway of regeneration professionals from pre-career through to senior leadership roles.

5. Recommendations

5.1. Recommendations are set out at the front of this report.