East Midlands Outcomes Framework

1. What is the Outcomes Framework?

The East Midlands Inclusive Growth Framework sets out the East Midlands Combined County Authority (EMCCA)'s core mission and six long-term ambitions[1]. It outlines how EMCCA, working with local authorities and "system" partners (e.g. NHS, businesses, universities), will tackle interconnected challenges and maximise opportunities across growth, housing, health, skills, transport, and energy and climate. This will help us to drive system-wide changes that no single organisation can solve alone.

To translate these ambitions into measurable change, the East Midlands Outcomes Framework sets outcomes for each of our six long-term ambitions. The Outcomes Framework sets how we define success across each ambition, and how we will measure it.

Definitions

Ambitions Our shared long-term goals for what EMCCA and partners want to achieve for the region. Our Inclusive Growth Framework sets out six thematic ambitions to deliver our core mission of inclusive growth. For example, *Ambition 1: Growth and Opportunity. By 2040, the East Midlands will be one of the fastest growing regional economies in the UK. People across the region will be in good, secure and rewarding work, enabled by innovation rooted in our strengths in making, producing and movement, establishing the East Midlands as a leading destination for business investment.*
Outcomes For each ambition, this Outcomes Framework sets out three outcomes on "what good looks like". For example, for "*Ambition 3: Skills for Good Work*", one of the outcomes is "*Residents access secure, fair paid work with opportunities to progress*". Outcomes are region-wide changes shaped by multiple actors across the system rather than by EMCCA-led activity alone. Outcomes describe the real-world impact of collaborative effort rather than any individual programme or policy commitment alone.
Metrics For each outcome, the Outcomes Framework sets out corresponding metrics. Metrics are quantitative measures used to track progress against each outcome, for example higher healthy life expectancy, increased real wages, or improved air quality. These metrics form the basis of monitoring and are taken from precedented data sources (e.g. Office for National Statistics).
Output Individual programmes (e.g. on home retrofit) must explicitly define programme outputs (not included in this Framework) that support one or more defined outcomes. For example, an output of "number of homes retrofitted" contributes to outcome of *"everyone has access to a decent, secure and affordable home".* Outputs are measurable products, services or activities delivered by EMCCA and/or our partners.

Figure 1: Definition of key terms associated with the Outcomes Framework.

[1] Growth and Opportunity, Green growth and a better environment, Skills for good work, Connected communities, Homes and places that enable a good life and Health, wellbeing and belonging.

The East Midlands Outcomes Framework is deliberately ambitious in setting outcomes that go beyond EMCCA's current areas of responsibility, to help drive collective action with our partners at a regional and national level.

The East Midlands Outcomes Framework will support a future Integrated Settlement, which is a long-term, flexible funding settlement agreed with the Government based around defined outcomes. Based on the precedent of other Mayoral Strategic Authorities, we anticipate that (in comparison to this *East Midlands* Outcomes Framework) an *EMCCA* outcomes framework for a future Integrated Settlement would be more narrowly defined around outcomes and outputs tied to specific Government funding.

In developing this Framework, we have drawn on relevant outcomes and metrics from the Local Outcomes Framework (February 2026), while maintaining a regional focus that reflects the East Midlands' specific context and ambitions.

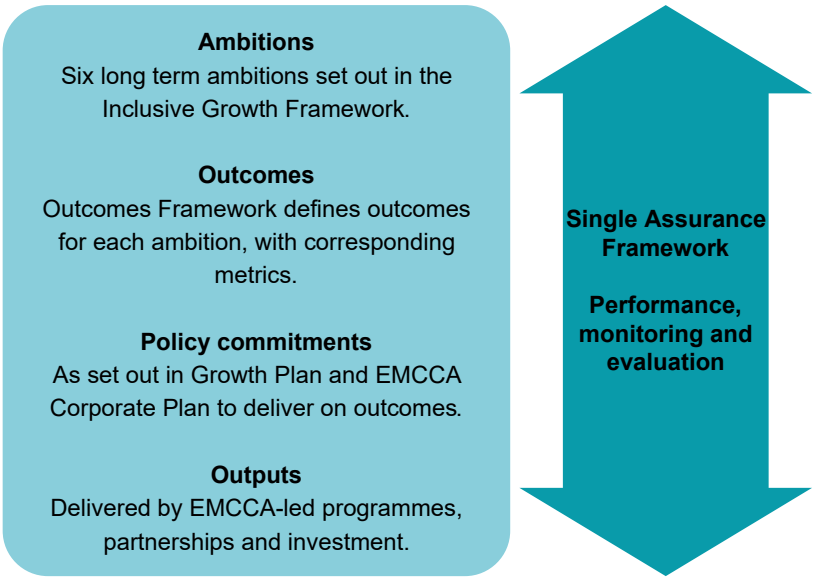
2. How will the Outcomes Framework be used?

The Outcomes Framework has complementary roles throughout the lifecycle of a project or programme, and more broadly to support EMCCA-led regional partnership working. In short, our goals for devolution, and a means of assessing delivery. These roles are to:

- Support strategic decision-making and prioritisation of activities and resources
- Strengthen accountability
- Facilitate system-wide collaboration
- Support performance management and measuring impact

The diagram below illustrates how the Outcomes Framework sits within EMCCA's wider performance reporting and governance structure. It shows the relationship between strategic ambitions, programme delivery, and assurance processes, highlighting how outcomes inform decisions at multiple levels, from concept initiation through to portfolio review and formal governance.

Figure 2: How the Outcomes Framework sits within EMCCA's wider performance reporting and governance structure.



This approach ensures that EMCCA's activities are consistently aligned with long-term priorities, while enabling EMCCA to monitor progress with our partners. This structure will underpin performance reporting, creating a single thread between outcomes, programmes (with outputs) and measuring performance and impact.

a. Supporting strategic decision-making

This Outcomes Framework supports strategic decision-making on policy and investment by providing a consistent set of outcomes aligned to the six long-term ambitions set out in the Inclusive Growth Framework. EMCCA's Corporate Plan 2026-29 codifies actions we will take to help deliver long-term outcomes, with further detail set out in our 10-year East Midlands Growth Plan, alongside other plans and strategies (e.g. the upcoming Mayor's Transport Plan and Spatial Development Strategy).

EMCCA will ensure that prioritisation of investment and resources carefully considers how programmes and activities will contribute towards these long-term outcomes. Prioritisation around defined outcomes should consider the *opportunity cost* of alternative courses of action that would also support long-term outcomes.

The Outcomes Framework is designed so that EMCCA and our partners can take a holistic approach to outcomes at the outset of projects and programmes. For example, how public health interventions could help to reduce economic inactivity, or how transport investment could help to improve public health. This is designed to support an integrated approach to pursuing outcomes, whilst not expecting individual programmes to contribute towards all outcomes in the Framework.

b. Strengthening accountability

For EMCCA-led projects and programmes, the Outcomes Framework provides a single set of outcomes, with measurable indicators, to be considered and used throughout the end-to-end project lifecycle in line with EMCCA's Single Assurance Framework (SAF).

The SAF governs the full lifecycle of programmes and projects, from concept initiation to evaluation. During development, business cases are shaped around Outcomes Framework outcomes (with proportionate detail depending on scale and complexity). Proposals must demonstrate how they will deliver against specific outcomes, with increasing levels of assurance and scrutiny depending on financial value.

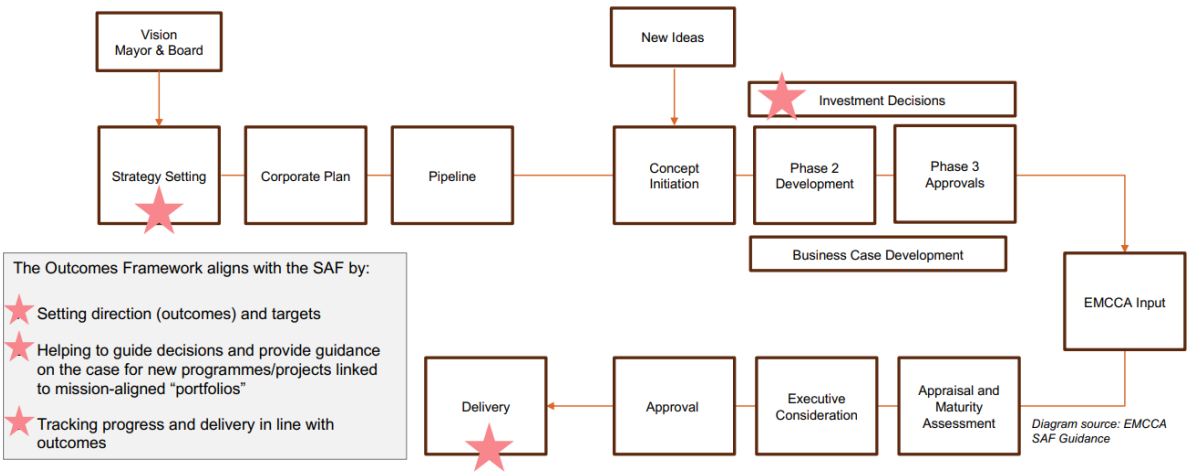


Figure 3: Role of the Outcomes Framework within EMCCA's Single Assurance Framework (SAF). Source: EMCCA's Single Assurance Framework.

c. Facilitating system-wide collaboration

The Outcomes Framework provides shared outcomes for EMCCA, local authorities, and system partners - such as the NHS, businesses, education institutions, and the voluntary sector - to work collectively toward regional ambitions. By using a common set of outcomes, partners can align programmes, avoid siloed delivery, and prioritise actions that deliver the greatest long-term impact. This includes considering trade-offs on how to maximise the impact of finite resources and enable integration and join-up across programmes and investment (e.g. so that skills programmes are tailored to support the future job opportunities in the region).

By demonstrating alignment with regional outcomes, EMCCA and our partners can make a stronger case for investment and joined-up collective action. Practical applications with system partners could include alignment across programme design and join up, supporting cross-sector bids or policy efforts, and coordinated investment planning.

There will be instances where outcomes may be in tension, such as housing growth versus environmental protection; these trade-offs should be explicitly recognised in plans and presented to decision makers with a clear rationale explaining the recommended approach.

d. Performance and impact

The Outcomes Framework provides a consistent set of outcomes aligned to EMCCA's inclusive growth ambitions. It applies to EMCCA's direct delivery, commissioning and investment activity, as well as our role as a strategic convenor. It enables projects and programmes to align with shared regional goals and supports performance reporting across portfolios.

Individual projects and programmes will define which *outcomes* they are supporting through programme level *outputs.* For example, a skills programme would contribute towards the *outcome* of *'people gain the skills and qualifications they need to thrive',* with *outputs* such as course completions. Over time, EMCCA aims to assess impact collectively across programmes for each of the six ambitions, rather than in isolation (subject to requirements from central Government).

Monitoring and Evaluation

Regular and consistent monitoring and evaluation of projects and programmes ensures that EMCCA is accountable, transparent and delivers value for money.

Monitoring enables us to quickly detect, control and mitigate any risks and take corrective action. It also assists us in identifying successes and good practice that can be used in other projects and programmes.

Evaluation allows us to understand the impact that a project or programme has had by analysing the level of change that has occurred during and after delivery. It also gathers feedback from our stakeholders and customers on what has been delivered to inform future policy and project design.

Our monitoring and evaluation processes follow Government guidelines, including any guidance issued for managing specific funding streams. EMCCA funded projects and programmes are monitored and evaluated against each of the following documents:

- **The latest approved business case or funding application** – to examine the extent to which the scope, aim, objectives and milestones of the project or programme are being delivered as intended. Also to ascertain how the baseline data in the business case has changed due to delivery activity

- **The funding agreement** – to check actual performance against the agreed expenditure, output and outcome profiles
- **Corporate Plan 2026-29** – to assess the extent to which the project or programme is delivering on the delivery priorities set out in the Corporate Plan
- **Relevant Delivery Plan (e.g. workplan for a specific funding programme, directorate delivery plan)** – to review the extent to which the project or programme is delivering the strategic priorities, objectives, outputs and milestones in the Delivery Plan and identify any gaps in delivery
- **Outcomes Framework** – to validate which of the outcomes the project or programme supports

All project leads should provide regular updates on project and programme delivery so that performance reports can be compiled for EMCCA Boards and government departments (as required). Contractors are typically required to submit quarterly monitoring reports on financial and delivery performance to EMCCA to evidence claims for grant payments. The monitoring reports contain narrative information on activities that have been delivered, progress made towards the milestones, and any issues and risks that have arisen. Monitoring reports also include quantitative data on expenditure, income from other funders and confirm which outputs and outcomes have been delivered. The data submitted is verified through sample checks.

Monthly performance reports are compiled on all EMCCA funded projects and programmes for the Corporate Leadership Team and the Mayor. The monthly reports track performance against profile, notify any risks or changes that require action, and highlight successes and achievements. They also report progress made in delivering the outcomes and metrics in the Outcomes Framework.

The evidence and data gathered through monitoring forms the basis for the evaluation. The type and frequency of evaluation is determined before a project or programme receives funding approval. The business case or funding application defines the baseline data for the project or programme, sets targets for what improvements will be achieved and outlines the plan for monitoring and evaluation activity. Projects or programmes should set a budget to cover the cost of the evaluation.

Evaluation is typically conducted by external evaluation consultants to ensure that it is independent, objective and robust. Evaluation analyses the design, process, management, outcome and impact. It examines how well projects and programmes have performed against the forecast spend, outputs and outcomes. Stakeholders, customers and service users are consulted on their views on whether the intended economic, social and environmental impacts and benefits have been achieved. Where projects or programmes target specific groups or communities, evaluations will seek to gather feedback directly from those participants. The evaluation concludes with the contribution that projects and programmes have made to the delivery of strategic priorities and outcomes.

Evaluation findings are presented in a written report with recommendations on how future policy or activity should be designed or delivered. Evaluation reports are published to show how public funding has been invested, what has been delivered and what difference has been made.

3. Equalities, socioeconomic and geographic considerations

In line with the Public Sector Equality Duty, EMCCA will consider the implications of policies and investment on people and communities with protected characteristics such as age, disability, race and sex. In addition, we will consider socioeconomic and geographic disparities, including with regards to poverty and deprivation. These considerations should be made throughout the lifecycle of a project or programme, and as part of measuring outcomes and the impact of our work.

Our monitoring and reporting will take account of equalities, socioeconomic and geographic considerations, where it is feasible to draw on available datasets. This may include indicators for areas such as economic output, employment, skills, health and deprivation. In response to feedback from the Overview and Scrutiny Committee, EMCCA will consider outcomes at sub-regional geographies, where it is practical and feasible to do so.

4. Review and Updates to the Outcomes Framework

EMCCA will embed the Outcomes Framework as part of our Strategic Assurance Framework and will keep the Framework under review in line with feedback on its application and use from local authorities and system partners. EMCCA will consider updates to align with any changes to the Government's Local Outcomes Framework (February 2026), and any other Government frameworks.

5. Engagement on the Framework

EMCCA has engaged extensively with local authorities and wider partners to develop this Outcomes Framework. We welcome continued feedback on how we implement the Framework, including any refinements to maximise its impact

The Outcomes Framework will be a key tool for EMCCA's Overview and Scrutiny Committee. It supports the Committee's role in performance monitoring, strategic review and holding the Mayor and Board to account. In February 2026, EMCCA presented the draft Outcomes Framework to the Overview and Scrutiny Committee and Business Advisory Board, with constructive feedback that has helped to develop the Framework.

5. Outcomes

Ambition 1: Growth and Opportunity

Outcome	Metrics
Inclusive economic growth across the region, with more good jobs	*Economic output* • Regional GVA (ONS) • Regional GVA for the "high impact" sectors: clean energy, advanced manufacturing, life sciences, digital, creative and cultural and visitor economy (ONS) • Knowledge intensive business services (Centre for Cities; ONS BRES) *Jobs* • Overall jobs (ONS) • Higher skilled and higher paid jobs (ONS) • Job density (ONS) • Jobs in "high impact" sectors: clean energy, advanced manufacturing, life sciences, digital, creative and cultural and visitor economy (ONS)
More businesses across the region to grow, innovate and scale	*Business growth* • Births of new enterprises (ONS) • Deaths of enterprises (ONS) • Number of high growth enterprises (ONS) ***Growth plan target:*** *boost the number of fast-growing SMEs in the region by 25% to over 1200* • Business survival rate (ONS) *Business activity* • Business density (ONS) • Number of active businesses (ONS; Beauhurst) *Innovation* • Number and proportion of innovation-active businesses ***Growth plan target:*** *enabling 2,700 more businesses to engage in innovation* (Beauhurst)
More investment, to accelerate exports and increase productivity	*Productivity* • Gross value added per hour worked (ONS) *Exports* • Exports and export value (ONS; HMRC) ***Growth plan target:*** *increasing exports from £26.5bn to £63bn, representing a 9% annual growth rate* *Investment* • Investment (ONS) • Foreign Direct Investment (ONS) *Employment in high-impact sectors*

	• Jobs in "high impact" sectors: clean energy, advanced manufacturing, life sciences, digital, creative and cultural and visitor economy (ONS) *Visitor economy* • Overnight stays (Visit Britain; ONS) • Visitor spend (in-bound and domestic) (Visit Britain)

Ambition 2: Green Growth and a Better Environment

Outcome	Metrics
Green growth, with more clean energy generation and increased energy efficiency	*Clean energy generation capacity* • Total clean energy capacity through generation and storage (DESNZ) • Community and public sector energy generation ***Growth plan target:*** *1GW additional clean energy generation* (DESNZ; Digest of UK Energy Statistics) *Energy efficiency and demand reduction* • Energy efficiency in the built environment (DESNZ) • Total final energy consumption per capita (DESNZ) *Carbon capture and storage* • Progress and capacity ($MtCO_2$/year) of carbon capture projects (Carbon Capture and Storage Association) *Heat networks and low-carbon heat infrastructure* • Public estate readiness for connection to heat networks and other low carbon heat sources (DESNZ; TBC) • Percentage of total heat consumption that is met by heat supplied through heat networks (DESNZ)
A better, healthier and more resilient environment	*Natural environment, biodiversity and access to nature* • Access and use of blue, green and active spaces for residents and develop new ones to meet current and future need (Natural England; Defra) • Biodiversity and the natural environment in alignment with Local Nature Recovery Strategy priorities (Natural England; Defra) • Percentage of local sites in positive conservation management (Defra) [LGOF] *Environmental quality and emissions* • Air quality, including in relation transport emissions (Defra; DfT) • Greenhouse gas emissions, including transport emissions (National Audit Office; DfT) *Climate adaptation, water and environmental resilience* • Flood resilience (EA)

	• Water resilience (Defra; EA; Ofwat) • Environmental resilience (EA; Defra; Met Office) • Climate change mitigation (placeholder) [LGOF]

Ambition 3: Skills for Good Work

Outcome	Metrics
People gain the skills and qualifications they need to thrive	*Foundational skills and attainment* • Basic skills, including maths, English and digital skills (DfE; ILR; LEO) • Attainment for school leavers (16+) (ONS; DfE) *Adult skills and higher-level qualifications* • Proportion of working age residents with higher level qualifications and qualifications at all levels ***Growth plan target:*** *210,000 more people with skilled qualification - level 3 and level 4* (ONS) *Skills supply, employer demand and labour-market readiness* • Skill gaps and shortages, including high impact sectors (DfE/Lightcast) *Apprenticeships* • Apprenticeship starts that result in completion (DfE)
Address barriers to employment, and reduce economic inactivity and unemployment	*Youth participation and transition into work* • Employment for 16–19-year-olds (ONS) [LGOF] • Percentage of 16–24-year-olds Not in Education, Employment or Training (NEET)(DfE) [LGOF] *Overall employment participation* • Employment rate 16–64-year-olds (ONS) ***Get East Midlands Working Plan target****: 80% employment rate* [LGOF] *Economic inactivity, unemployment and access to support* • Number and proportion of working age economically inactive people (ONS) [LGOF] • Proportion of economically inactive people who want a job (ONS) • Health-related economic inactivity rate (ONS) • Disability employment rate gap (ONS) • Employment support usage (DWP) [LGOF] • Workless households (ONS)
Residents access secure, fair paid work with opportunities to progress	*Fair pay, earnings and income security* • Gross median weekly pay (ONS) [LGOF] • Overall real resident earnings, and for lower-income groups (ONS) • Gross disposable household income (ONS) [LGOF]

	Inclusive labour-market equality • Employment and earnings gap for people with protected characteristics, in particular disability, gender and ethnicity (ONS) • Percentage of workers on temporary, agency or zero-hours contracts (ONS) *Career progression, skills-to-work transitions and long-term mobility* • Graduate retention (ONS) • Job progression and mobility so that people can advance in their careers (Social Mobility Commission) • Employed residents receiving in-work benefits (DWP) • Access to work experience and careers advice (Careers & Enterprise Company (CEC); DfE; TBC)

Ambition 4: Connected Communities

Outcome	Metrics
Strengthened and extended public transport that is reliable, easy to use and affordable for people and communities	*Connectivity and accessibility* • Public transport connectivity score to employment (DfT) • Public transport connectivity score to key services (DfT) • Public transport connectivity score in areas of high deprivation (DfT) *Transport connectivity should take account of rural, semi-rural and urban connectivity across different parts of the region* *Usage and modal shift* • Bus patronage (DfT) • % mode share of trips made by public transport (DfT) *Passenger experience* • Bus satisfaction (DfT) • Passenger satisfaction with personal security on buses (DfT)
Greener, healthier and more resilient transport networks	*Active travel* • % mode share of trips made by walking, wheeling, cycling (DfT) *Network resilience* • % of key route network with carriageway classified as red or amber (Source: TBC) *Congestion* • Congestion indicators (Source: TBC) *Road safety* • People killed or seriously injured per year (DfT)

	Electric vehicles • Number of government-subsidised Electric Vehicle Supply Equipment and charging devices, including pavement channels (DfT)
Everyone can access fast and reliable digital infrastructure	*Coverage and performance* • Percentage of premises with gigabit-capable broadband coverage (ONS; Ofcom) • Percentage of area with outdoor 5G coverage from at least one provider (Ofcom) [LGOF] ***BDUK target*** *of gigabit-capable coverage, meaning download speeds of at least 1 Gbps and upload speeds of at least 200 Mbps* *Inclusion and equitable access* • Digital inclusion, measured by access for residents on low incomes, in rural areas, or with additional support needs (Ofcom; ONS; MHCLG)

Ambition 5: Homes and Place

Outcome	Metrics
Everyone has access to a decent, secure and affordable home	*Quality, safety and condition of homes* • Proportion of rental housing in LA area deemed decent (MHCLG) [LGOF] • Energy efficiency: Proportion of homes rated EPC C and above (ONS) [LGOF] • Fuel poverty (DESNZ)[LGOF] *Housing supply and land for development* • Net additional dwellings (MHCLG) ***Growth plan target:*** *100,000 new homes over 10 years* [LGOF] • Hectares of brownfield land reclaimed for development (Homes England)[Homes England KPI 1] *Affordability* • House price to workplace-based earnings ratio (ONS) [LGOF] • Monthly rent as a proportion of monthly workplace earnings (ONS) *Social housing* • Demand for general needs social housing (MHCLG) [LGOF]
Prevent and reduce homelessness and rough sleeping	*Homelessness prevention* • Percentage of duties owed where homelessness was prevented (MHCLG) [LGOF] • Percentage of duties owed where homelessness was prevented or relieved for households experiencing multiple disadvantage (placeholder) [LGOF] *Temporary accommodation and housing stability*

	• Rate of households with children in temporary accommodation per 1,000 households (MHCLG) [LGOF] • Number of families in B&B over 6 weeks (MHCLG) [LGOF] *Rough sleeping prevalence and persistence* • Number of people sleeping rough on a single night (MHCLG) [LGOF] • Number of people sleeping rough over the month who are long term (MHCLG) [LGOF]

Vibrant places that connect people and communities to work and opportunity	*Community satisfaction and the quality of local places*
	• People are satisfied with community / cultural facilities [placeholder] (DCMS) [LGOF]
	• People are satisfied with their local area as a place to live (DCMS) [LGOF]
	• Percentage of adults participating in cultural activities at least once in the past year (DCMS)
	• Percentage of people who have engaged in volunteering recently (DCMS) [LGOF]
	• Percentage of adults meeting recommended physical activity levels / participating in sport at least twice in 28 days (Sport England)
	
	Access to amenities, high streets and public services
	• Access to, high streets, amenities and public services (ONS)
	• Percentage of residents satisfied with their local high street / town centre (DCMS)
	
	Regeneration, economic infrastructure and business premises
	• Social and community benefits of regeneration and spatial development
	  ○ Social value per pound of investment (Homes England) [Homes England KPI 5]
	  ○ Number of local authority capacity-building interventions completed (Homes England) [Homes England KPI 4]
	• Availability and use of quality business premises
	  ○ Employment floorspace created (Homes England) [Homes England KPI 2]

Ambition 6: Health, Wellbeing and Belonging

Outcomes	Metrics
People live healthier lives, with reduced health inequalities between people and communities	*Health outcomes and inequalities* • Healthy life expectancy at birth (Fingertips) [LGOF] • Slope Index of Inequality in life expectancy at birth (Fingertips) [LGOF] • Under-75 premature mortality rate (ONS, Fingertips)

	• Mental ill-health (placeholder) [LGOF] *Health behaviours and wider public health determinants* • Percentage of adults who are physically inactive (Fingertips) [LGOF] • Percentage of people who report their health as "good" or "very good" (ONS) • Index of multiple health-related environmental indicators for local areas (OHID) *Access to and use of health and prevention services* • Number of people requiring acute care (Fingertips) [LGOF] • Access to and uptake of health and prevention services (Fingertips)
Safe and inclusive places to live and work, that support everyone's wellbeing	*Community cohesion, trust and social capital* • Percentage agree adults in their communities can be trusted (DCMS) [LGOF] • Percentage of people who agree that people from different backgrounds get on well together in their local area (DCMS) [LGOF] • People feel they can influence local decisions (DCMS) • Social capital indicators (ONS) *Safety and community wellbeing* • Safer and more cohesive communities (DCMS) [LGOF] • Anti-social behaviour (LGA) [LGOF] • Crime in your neighbourhood (placeholder) [LGOF] • Wellbeing indicators (ONS – measures of personal and community wellbeing) • Percentage of people experiencing loneliness (DCMS) [LGOF] • Prevalence of domestic abuse among adults aged 16+ (ONS)
Tackle poverty and inequality between people and communities, including by reforming public services.	*Poverty, deprivation and early life outcomes* • Number of households and number of children in poverty (DWP) • Indices of Multiple Deprivation (IMD) average score (MHCLG) • Gap in deprivation levels between the most and least deprived neighbourhoods using the IMD (MHCLG) • Percentage of children with a good level of development up to 5 years old (DfE) [LGOF] • Percentage point difference between the proportion of children eligible or not eligible for Free School Meals achieving a Good Level of Development (DfE) [LGOF] • Take-up rate of 2-year-old disadvantage childcare offer (DfE) [LGOF] • Percentage achieving good level of development at 2-2.5 year review (DfE) [LGOF]

	Access to, and quality of, public services • Access to, use of and satisfaction with public services (LGA) *Public service integration and system reform* • Better integrated, efficient and person-centred public services (placeholder)