Hull and East Yorkshire Local Enterprise Partnership

Hull & East Yorkshire Local Skills Report Annexes – Core Indicators and Additional Data

May 2021

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Annex A - Core Indicators

Local Landscape

- The Humber Estuary Plan (see Annex B for more information) sets out how the Humber Region will accelerate clean growth in the Energy Estuary, develop the Humber Ports and Manufacturing Clusters, manage the Humber Estuary and attract and deliver new investment. It will also present wider priorities for growth and productivity. There will be a clear map of progression towards key priorities such as achieving a net zero carbon industrial cluster by 2040 and the skills that support these industries.

Challenges include:

- Deprivation which is especially high in education, skills and training, income, and employment
- An increasingly ageing population which will reduce the pool of labour in the Humber
- A higher proportion of employment within the Humber of occupations with lower skill
- Lower wages than England
- Productivity gap with the UK
- Low business net birth rates

Opportunities include:

- A large manufacturing base which is well positioned to capitalise on HEY's strategic sectors and high value opportunities
- High employment levels in high growth sectors such as health and social care which are increasingly important within the context of COVID-19
- COVID-19 has had a lower impact on claimant counts and a lower take-up of furlough (30% vs 32% nationally) in Hull and East Yorkshire and the Humber compared to England.
- Lower business insolvency rates than at the national level since the onset of COVID-19
- The Humber has experienced the 3rd highest business growth of all LEP areas since May 2020. Business optimism suggests local resilience to some of the impacts of COVID-19.

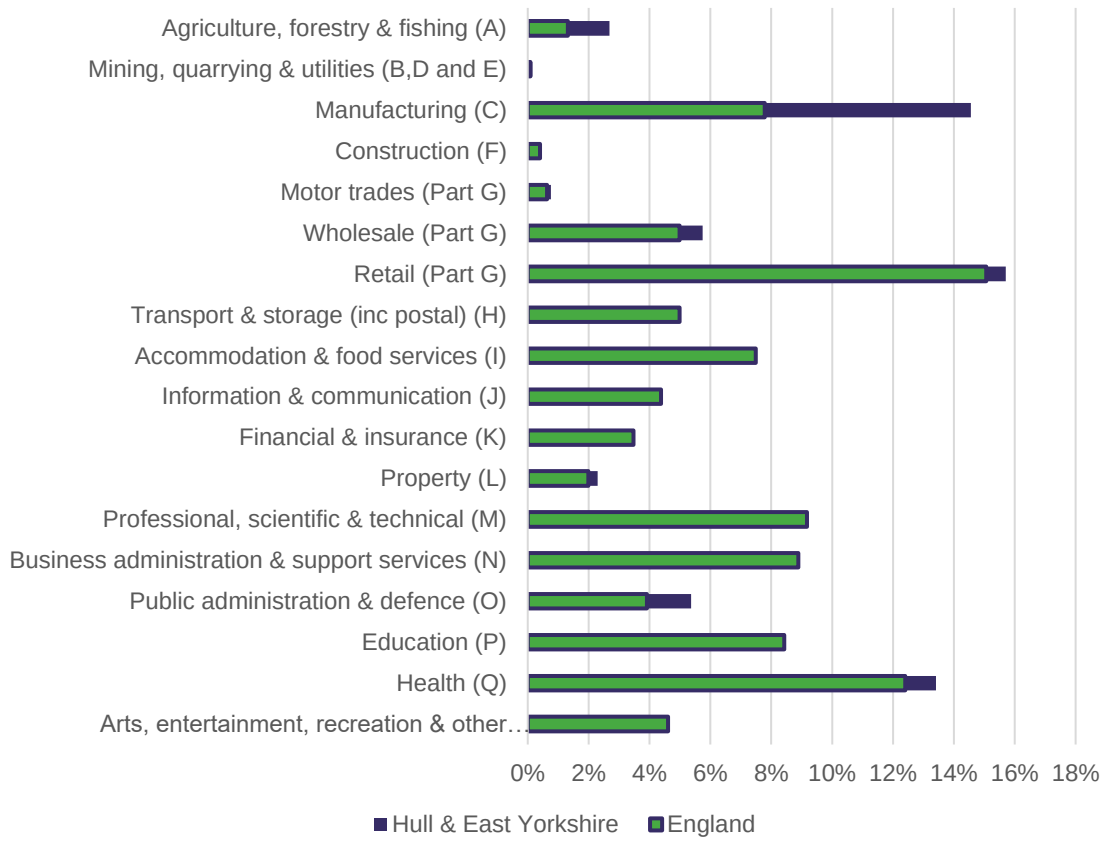
Employment by sector

A.1 There are around 261,000 jobs in Hull & East Yorkshire which account for around 64% of the 406,000 total jobs in the Humber.

A.2 The main sectors of employment in Hull & East Yorkshire include retail (16% or 41,000 jobs), manufacturing (15% or 38,000 jobs) and health and social care (13% or 35,000 jobs) and together these sectors account for 44% of total employment in the HEY LEP area. These sectors align with the main employment sectors in the Humber, in which manufacturing, retail and health account for a slightly higher share at 46% of total jobs within the Humber.

A.3 The share of employment within these three sectors in Hull & East Yorkshire is higher than at the national level (44% vs 35% nationally) and Hull & East Yorkshire's strong manufacturing employment base aligns with strategic priority sectors in ports, logistics and manufacturing within the Humber.

Figure A.1 Employment by Sector, 2020



Source: Business Register and Employment Survey, 2019 (published 2020), 2020 SAP boundaries

A.4 The top five most exposed sectors to the impact of COVID-19 (accommodation & food, arts & entertainment, other services, administration & support and transport & storage) account for 23% of Hull & East Yorkshire's employment base (and 23% across the Humber) which is slightly lower than the national average (26%). This means that the employment in Hull & East Yorkshire and the Humber is slightly less exposed to the impacts of COVID-19 on employment than is seen nationally, when taking into account sectors other than retail.

A.5 The Location Quotient (LQ) is a measure of the concentration of employment within a given sector relative to the level seen nationally. An LQ value above 1.2 is considered specialised, and sectors that are represented highly in the HEY LEP area include agriculture, forestry and fishing (LQ 2.0), manufacturing (LQ 1.9), mining, quarrying and utilities (LQ 1.8) and public administration and defence (LQ 1.4). Motor trades, wholesale and property also all have Location Quotients of 1.2 or above.

A.6 Within the geographic area of the Humber, some employment sectors are particularly specialised compared to the national average. Agriculture, forestry and fishing (LQ 3.4) are most specialised in East Riding of Yorkshire, whilst manufacturing is highly specialised in North Lincolnshire (LQ 2.8).

A.7 The Humber's employment profile and geography, including clustering of engineering, manufacturing, logistics, construction and professional services around the energy estuary, means that the area is well-positioned within the context of a green COVID recovery that prioritises green infrastructure and growth.

A.8 The Humber Estuary Plan, 2021, (see Annex B) highlights green growth in manufacturing as a key priority sector. This aligns with the current strengths and capabilities on the Humber Estuary.

Employment by occupation

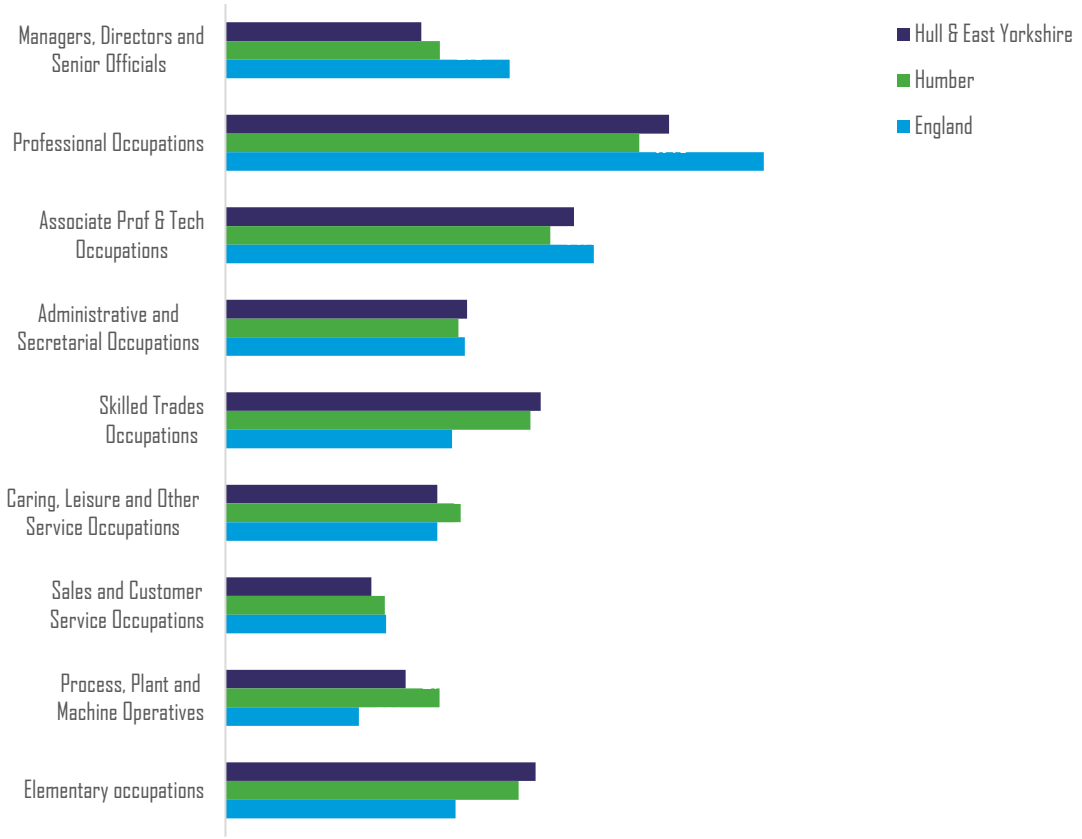
A.9 The main occupations of employment in Hull & East Yorkshire are professional occupations (19%) followed by associate professional & technical occupations (15%), skilled trades occupations (13%), elementary occupations (13%) and caring, leisure and other service occupations (10%).

A.10 Professional occupations account (17%) for a slightly smaller share in the Humber than they do in Hull & East Yorkshire (19%), whilst associate professional & technical occupations (14%) are also a slightly smaller share than in Hull & East Yorkshire (15%). Other shares of occupations within the Humber align with levels seen in Hull & East Yorkshire, with other key occupational groups including skilled trades occupations (13%) and caring, leisure and other service occupations (10%).

A.11 The occupational profile of Hull & East Yorkshire suggests a broad base of employment within low and medium skill occupations, with higher skill occupations accounting for a smaller share of jobs locally than is seen nationally. Managerial, professional and associate professional jobs account for only 42% of total jobs in Hull & East Yorkshire compared to 50% nationally.

A.12 This share falls even further when examined at the local geography of the Humber, with higher level occupations accounting for only 31% in the City of Kingston upon Hull and 33% in North East Lincolnshire.

Figure A.2 Occupations by area, 2020



Source: Annual Population Survey, October 2019 – September 2020, 2020 SAP boundaries

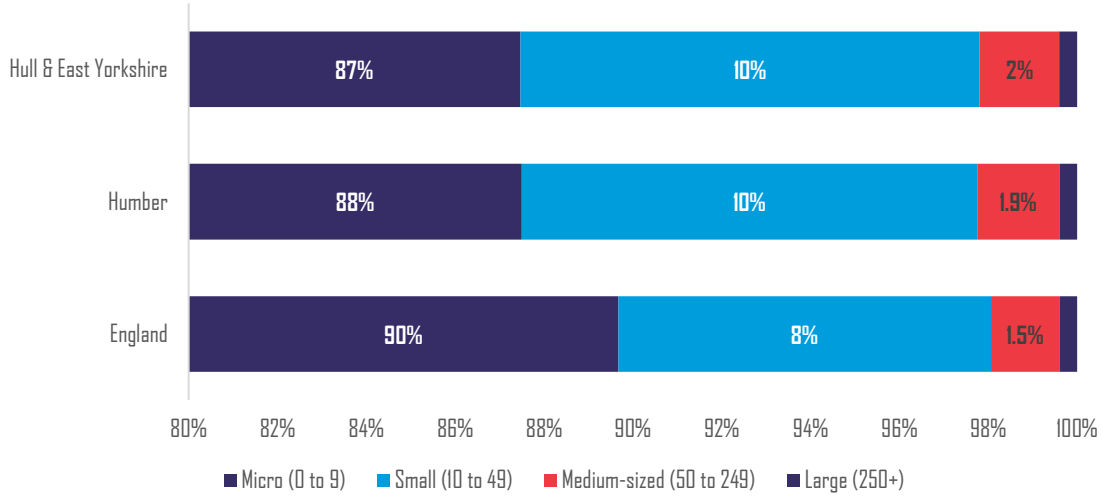
Enterprises by employment size band

A.13 Hull & East Yorkshire is home to around 20,100 businesses which accounts for around 66% of enterprises within the Humber. The business profile of Hull & East Yorkshire is dominated by micro businesses which whilst they account for 87% of all businesses locally, is a lower share than in the Humber (88%) and nationally (90%). Hull & East Yorkshire has a slightly larger share of small-sized businesses (10%) in line with the Humber (10%) but is larger than the share nationally (8%). Meanwhile, the proportion of medium-sized and large businesses in the immediate area reflect levels across the Humber and those seen nationally. Overall, this means that Hull & East Yorkshire has a higher-than-average size of businesses which is more pronounced than in the Humber and is above national levels.

A.14 Within the local geography, notable deviations from national trends include a significantly larger proportion of small-sized businesses (14%) in the City of Kingston upon Hull, and the resultant lower share of micro businesses than at the national level. The City of Kingston upon Hull also has a larger share of large businesses (0.8% *vs* 0.4% nationally).

A.15 Hull & East Yorkshire's Micro and Small businesses means that the area is may be impacted by some of the impacts of COVID-19, as smaller businesses are associated with a higher risk of insolvency.

Figure A.3 Enterprises by employment size band, 2020



Source: UK Business Counts, 2020, 2020 SAP boundaries and LA boundaries

Business demography

A.16 Business births as a percentage of the business base in Hull & East Yorkshire stand at 12% which is in line with the Humber (12%) but is slightly lower than the national average (13%). Business birth rates in Hull & East Yorkshire and the Humber have remained fairly constant between 2014 and 2019, with small annual fluctuations of 1-2% in line with business birth rate change seen nationally.

A.17 Business birth rates as a percentage of the business base in Hull & East Riding stand at 10% which is in line with the Humber (10%) and is slightly lower than the national average (11%). Business death rates in the Hull & East Yorkshire and Humber have remained relatively consistent between 2014 and 2019, with small variation of around 1% annually in line with annual changes seen nationally.

A.18 Net business births provide a measurement of the difference between business births and business deaths as a proportion of the total business base. Hull & East Yorkshire had a positive business rate of 1% in 2019 which is lower than both the Humber (2%) and England (2%). Additionally, the net business birth rate in the immediate area has declined from 3% in 2014, representing a two-percentage point decline that is proportional to the decline seen nationally over this period. Within the Humber, the City of Kingston upon Hull has the highest net business births at 3% in 2019 and is the only area to have a net birth rate greater than the national average (2%). East Riding of Yorkshire performs poorest for net business birth rate at 1% in 2019. Net business births have been historically most challenging for North East Lincolnshire, with growth from 0% in 2014 to 2% in 2019.

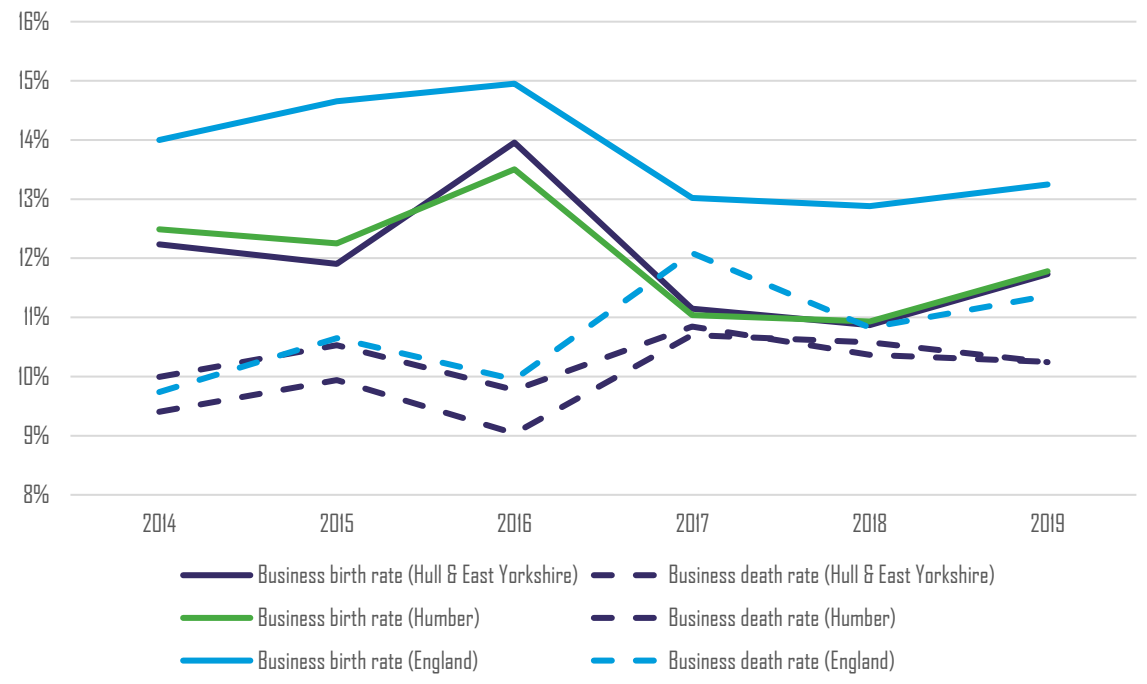
A.19 Corporate insolvencies in the Humber have increased from around 4-5 businesses per month pre-COVID to 21 businesses in May 2020 and 24 business in July, with Gazette data suggesting corporate insolvencies and liquidations have remained at higher levels compared to before COVID-19. Despite this, the rate of increase in insolvencies in the Humber has been slightly below the national average, which reflects the Humber's diversified sectoral mix. It should be noted that HMG's supports programmes including furlough and grants are helping businesses ride out the COVID impacts but there is a risk that businesses may close on termination of these schemes in 2021.

A.20 Insolvencies of businesses within Hull & East Yorkshire have accounted for 62% of all insolvencies across the Humber between May and October 2020, with insolvencies highest in East Riding of Yorkshire (35%) followed by Kingston upon Hull (27%), North East Lincolnshire (22%) and North Lincolnshire (16%).

A.21 Of the insolvent companies in the Humber between May and October 2020, the sectors hardest hit include manufacturing (22%) followed by construction (19%) and hospitality, leisure and recreation (15%) most likely due to heavily reduced demand, enforced closures and disruptions to the supply chain. Conversely, the wholesale and retail sector has had a relatively small number of insolvencies registered in the Humber, although emerging impacts of COVID-19 on the high street and town centres, including closure of national retail chains may cause further business disruption within these sectors.

A.22 Local intelligence and Purchasing Managers Index (PMI) data suggest that Humber businesses are more optimistic than the rest of the UK, with new orders places within Yorkshire & the Humber experiencing month on month growth since a poor May 2020, and the region ranking third of all regions for growth in the UK. Underlying data points to the manufacturing sector leading growth in the region, and optimistic sentiment may reflect the region's unique sectoral mix of green energy and high technology companies that are positioned to thrive in the short-term.

Figure A.4 Business birth and death rates, 2014-2019



Source: ONS Business Demography, 2014 - 2019 (published 2020), 2020 SAP boundaries

Employment rate and level

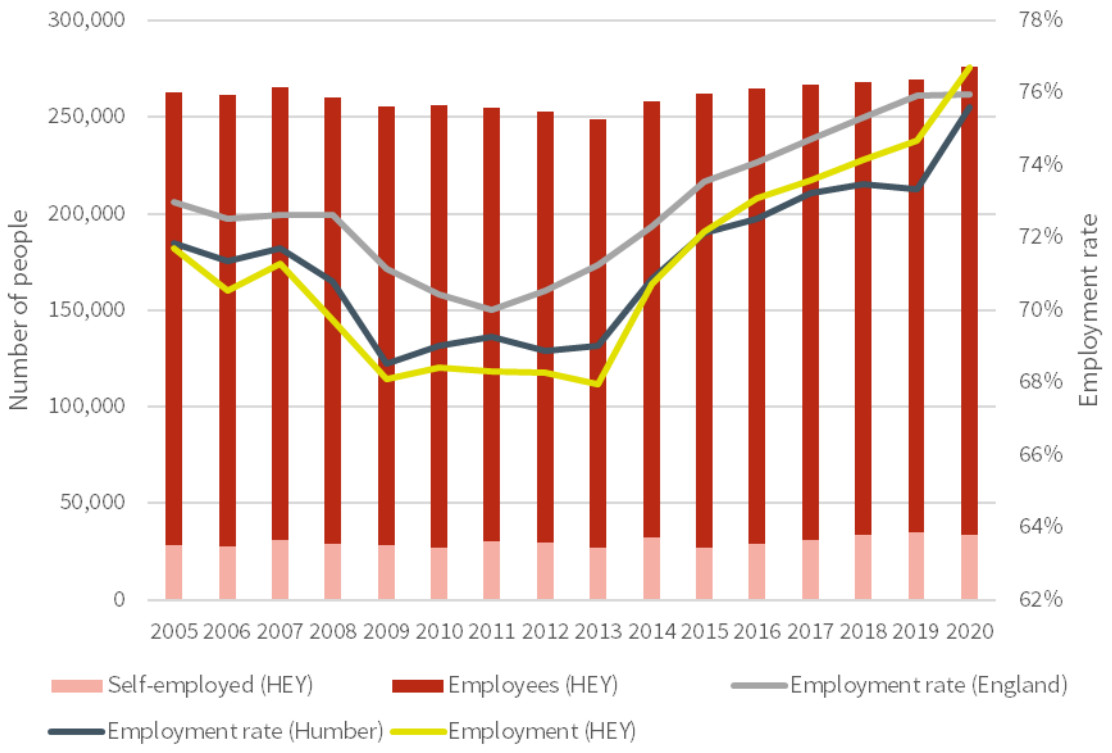
A.23 Employment in the Humber reached its lowest level since 2005 in 2009 when employment fell to 69% following the recession. From this point, employment levels consistently increased to reach 76% in 2020 which is broadly in line with the national average. Despite this, the employment rate in the Humber has been consistently lower than England's over this period.

A.24 Within the Humber, there is significant variance in the employment rate, with highest employment levels in East Riding of Yorkshire (78%) and lowest in North Lincolnshire (72%). The East Riding of Yorkshire is the only area in the Humber where employment rates have been consistently higher the national average. Between 2013 and 2020, the City of Kingston upon Hull experienced the largest increase in its employment rate at a 13-percentage point increase, compared to a 5-point increase across the Humber and 7 point increase nationally.

A.25 The Humber has a slightly lower proportion of self-employed people than England (12% *vs* 14%). Within the Humber, the new LEP area of Hull & East Yorkshire is in line with the Humber figure at 12%. At a local authority level, the East Riding of Yorkshire and North Lincolnshire have the highest proportion of self-employment at 14% of all those in employment, followed by North East Lincolnshire (11%) and the City of Kingston upon Hull (9%).

A.26 COVID-19 has had an unprecedented impact on employment on a national and regional scale. High levels of staff across the country have been furloughed using the Government's Coronavirus Job Retention Scheme, with 30% of staff in the Humber furloughed in BICS Wave 16 compared to 32% nationally. Uptake of CJRS has been highest in Kingston upon Hull with 32% of employees on furlough. Sectoral breakdown of the CJRS in Yorkshire & the Humber shows highest rates of take-up in accommodation and food services (79%), arts and entertainment (70%) and construction (59%). The Humber LEP (Hatch / Humber LEP, 2020, Humber COVID-19 Impact Assessment) has conducted research into the impact of COVID-19 which shows deepfelt impacts on employment across the Humber (see Annex B).

Figure A.5 Employment rate (right axis) and employment level (left axis), 2005-2020



Source: Annual Population Survey, 2005 - 2020, 2020 SAP boundaries

Nominal GVA per hour worked

A.27 Productivity in the Humber stands at £30 per hour worked in 2018 which compares to £35 per hour worked across the UK. Productivity growth in the Humber has lagged behind the UK with +32% growth in the Humber compared to +42% in the UK since 2004. More recently, GVA per growth between 2013 and 2018 has been +9% across the Humber and +12% nationally.

A.28 Amongst the Humber local authorities, all four Humber local authorities are less productive than the levels seen nationally, with highest productivity seen in North Lincolnshire (£32 per hour worked) and lowest productivity in North East Lincolnshire (£27 per hour worked). Long-term productivity growth (since 2004)

has been highest in the City of Kingston upon Hull (+39%) and North East Lincolnshire (+38%) with particularly slow growth in the East Riding of Yorkshire (+22%). This compares more recent productivity growth between 2013 and 2018 of +10% in the City of Kingston upon Hull, +9% in both North East Lincolnshire and North Lincolnshire, and only +7% growth in East Riding of Yorkshire.

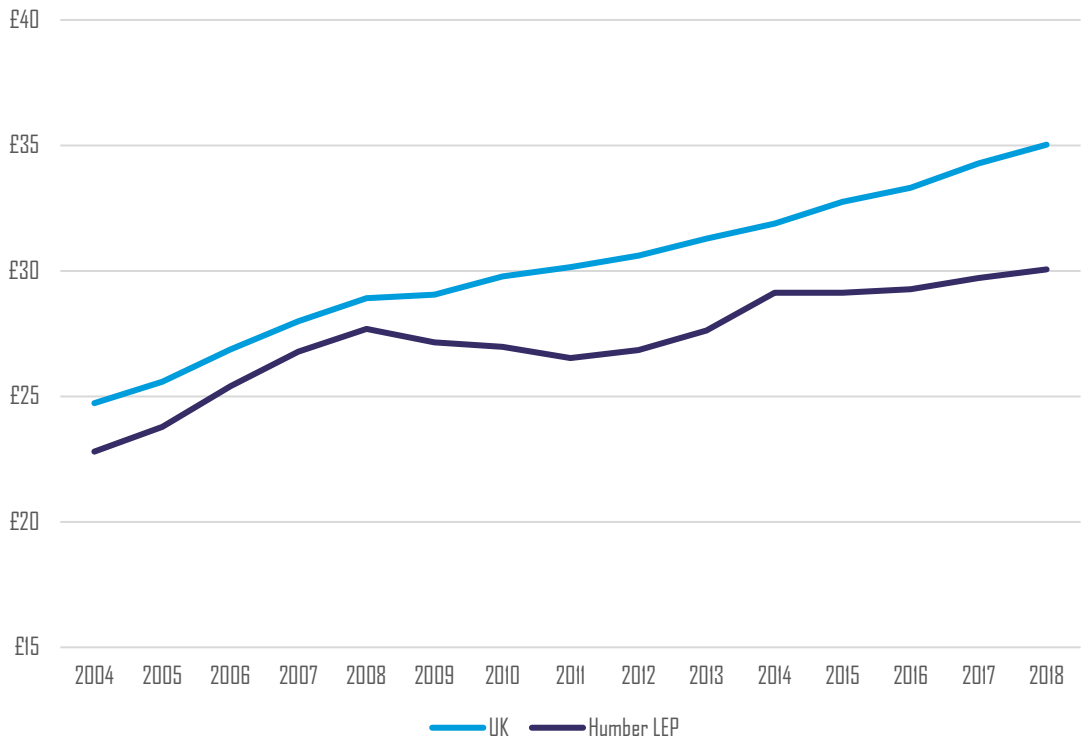
A.29 The Humber's total GVA in 2018 was £18.4bn. The single largest contributor to total GVA in the Humber is manufacturing, which was worth £4.5bn (or 24% of total GVA) in 2018. Other important sectors include public administration, education and health contributing £3.6bn (or 20%) and wholesale and retail, motor trades, transportation and storage and accommodation and food services accounting for a further £3.5bn (or 19%).

A.30 Analysis by Hatch (Hatch / Humber LEP, 2020, Humber COVID-19 Impact Assessment) for the Humber LEP (see Annex B) shows that, based on an estimated 14.4% loss of Gross Value Added (GVA) in 2020 due to COVID-19 (compared with 11.3% nationally), the region would need to treble its historic growth rate of 1% over the last nine years in order to recover lost ground by 2030.

A.31 A priority of the Humber Estuary Plan, 2021 (see Annex B) is to increase the amount of value-added activity associated with the Humber ports, including through establishing a Humber Freeport to support the expansion of manufacturing in the region. This will help raise productivity within the geographic area.

A.32 This links to wider trends in earnings, with local areas with the highest productivity such as North Lincolnshire also have the highest workplace earnings of all local authorities within the Humber. Similarly, North East Lincolnshire's weak performance in terms of productivity is reflected in the area having the lowest workplace earnings of all local authorities in 2020.

Figure A.6 GVA per hour worked, 2004-2018



Source: ONS Sub regional Productivity, 2004 - 2018 (published 2020), 2018 LEP/LA boundaries

Median gross weekly wage for full-time workers

A.33 The Annual Survey of Hours and Earnings provides data at the local authority level for median gross weekly wages. This data demonstrates a stark difference in resident earnings within Hull & East Yorkshire, with

resident wages in East Riding of Yorkshire (at £555 per week) slightly higher than the Humber average (£527) and significantly higher than resident wages in the City Kingston upon Hull (£484). Conversely, there is much more similarity in workplace earnings between East Riding of Yorkshire and Kingston upon Hull, with workplace earnings of £523 and £528 per week respectively. However, workplace earnings in both local authorities within Hull & East Yorkshire are on average lower than those in the Humber (£537) and notably lower than the national average (£590). This suggests that the jobs available within Hull & East Yorkshire are relatively similar in terms of workplace wage prospects but fall short of Humber and national wages, whilst significant differences in the earnings of residents suggests that not all residents may not be accessing higher wage levels within Hull & East Yorkshire.

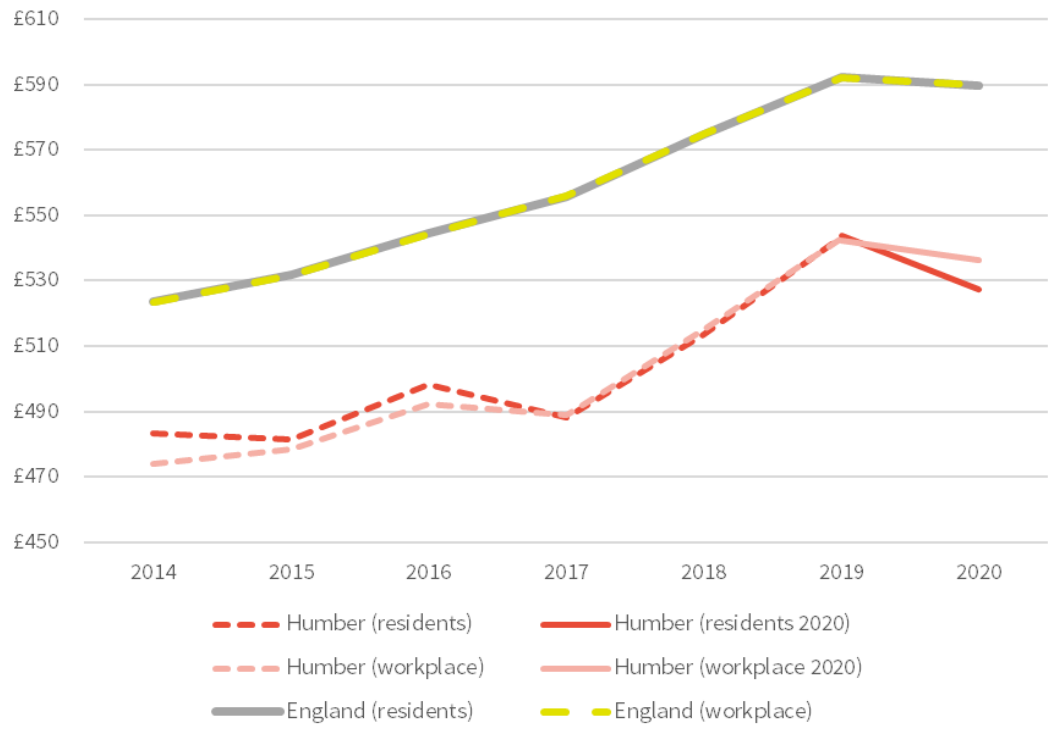
A.34 Resident wages in the Humber in 2020 are £527 per week compared to workplace earnings of £537 per week. This demonstrates that workplace earnings in the Humber are approximately £9 (or 2%) higher than resident earnings in the Humber, equivalent to suggesting that jobs within the LEP area are slightly higher paid than those outside of the LEP boundary. Resident and workplace wages have increased 9% and 13% respectively between 2014 and 2019 in the Humber, compared to a 13% wage growth in England over this same period. However, wages in the Humber have grown from a lower base than England and continue to remain below the national average (£590 per week).

A.35 Whilst workplace earnings are overall £9 higher than resident earnings in the Humber, this varies across the geography of the Humber. In North Lincolnshire, workplace earnings are £61 (or 12%) higher than resident earnings and in the City of Kingston upon Hull, workplace earnings are £44 (or 9%) higher than resident earnings. Conversely, resident earnings are higher than workplace earnings in North East Lincolnshire and East Riding of Yorkshire, at £39 (or 7%) and £32 (or 6%) higher in these areas.

A.36 East Riding of Yorkshire and North East Lincolnshire have the highest resident earnings of all areas of the SAP (£555) whilst the City of Kingston upon Hull has the lowest (£484). Conversely, North Lincolnshire (£586) has the highest workplace earnings and North East Lincolnshire (£517) has the lowest. Growth has been between 7 and 18% for most areas of the Humber, with the exception of resident wages growth of -1% in North Lincolnshire over this same period.

A.37 There is a strong crossover of people travelling within the Humber for employment opportunities, the strongest of which is movement between East Riding of Yorkshire and the City of Kingston upon Hull. Over 4,000 people a year moved between Hull and the East Riding in 2018.

Figure A.7 Median gross weekly wages (resident and workplace), Humber LEP area and England



Source: Annual Survey of Hours and Earnings, 2014 - 2020

A.38 Humber SAP analysis (Hatch / Humber LEP, 2019, Humber LEP Skills Advisory Panel Report) (see Annex B) found that the largest wage growth within the Humber occurred in Finance & Insurance, Wholesale & Retail, Arts & Recreation, Information & Communication and Education.

Population by age group

A.39 The total population of the Humber is 932,800 people in 2019. This reflects 341,000 people (or 37% of the total population) in East Riding of Yorkshire, 260,000 people (or 28%) in the City of Kingston upon Hull, 172,300 in North Lincolnshire (18%) and 159,600 in North East Lincolnshire (17%). Hull & East Yorkshire is home to 601,000 people which is equivalent to 64% of the total population of the Humber.

A.40 The age profile of the Humber is that of an older population than at the level seen nationally, with higher proportions of people aged 50-64 and 65+ (42% aged 50 and over) than England (37% aged 50 and over). The working age population base (aged 16-64) is 60% of the total population of the Humber, which is slightly smaller than in England (62%). The working age population accounts for 61% of the population in Hull & East Yorkshire.

A.41 Whilst North Lincolnshire and North East Lincolnshire have similar proportions of older populations seen at the Humber level at 42% and 41% of people aged 50 and over, the East Riding of Yorkshire & the City of Kingston upon Hull diverge from the LEP level. The East Riding of Yorkshire has a significantly older population with 49% of people in the area aged 50 and over, whilst only 33% of residents in the City of Kingston upon Hull are aged 50 and over.

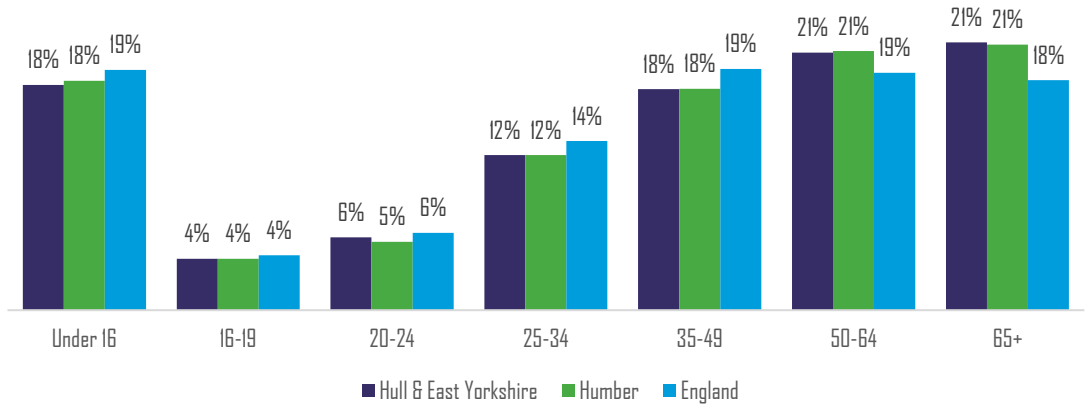
A.42 This has implications for the size of the local workforce, with the working age (aged 16-64) population accounting for only 57% of the population of East Riding of Yorkshire, whilst the City of Kingston Upon Hull having a relatively younger population means its working age workforce accounts for 65% of the total population. Meanwhile, the geography of Hull & East Yorkshire has a combined working age population equivalent to 61% of its total population, broadly in line with that seen nationally (62%).

A.43 The Humber has experienced slower population growth than has been seen nationally, with its 20-year population growth since 1999 only 7% (vs 15% nationally) and 10-year growth since 2009 only 2% (vs 8% nationally). Within the Humber, Hull & East Yorkshire has also experienced slower population growth than has been seen nationally, with its 20-year population growth since 1999 only 6% (vs 15% nationally) and 10-year growth since 2009 only 2% (vs 8% nationally). Highest population growth has been seen in North Lincolnshire at 13% over the last 20 years or 4% since 2009, and East Riding of Yorkshire at 10% since 1999 and 3% since 2009.

A.44 Population projections suggest that the population aged 65+ in the Humber will increase by 24% between 2018 and 2030, which will represent approximately 46,000 additional residents aged 65+ in the Humber and reduce the working age workforce share to 58%. Whilst growth of the population aged 65+ is slightly higher nationally (25%) the implications on the share of the population of working age is more pronounced in the Humber than nationally. Population projections mean that the working age workforce share in 2030 in the Humber will be 58% (vs 61% nationally). In Hull & East Yorkshire, the working age workforce share will also represent 58% of the total population.

A.45 The Humber has a higher proportion of its population over 50 which will translate to an increasingly ageing population over the coming years. This represents a constraint on labour supply as the local workforce continues to decline, and a shrinking pool of labour for employers to draw on. Conversely, an increasingly ageing population in the Humber reflects an opportunity for further employment within health and social care to support increasing pressure on services.

Figure A.8 Population by age, 2019



Source: ONS Mid-Year Population Estimates, 2019, 2020 SAP boundaries

Claimant Count

A.46 The number of claimants within Hull & East Yorkshire declined from 2013 and stabilised at around 9,200 claimants in 2016 until early January 2019 at which point claimant count started to increase. Claimant count reached almost 14,000 people by January 2020. Expressed as a percentage of the working age population, the claimant count in Hull & East Yorkshire has historically been consistently higher than in England. The claimant

count averaged half a percentage point higher than seen nationally between 2013 and 2019, rising to one percentage point higher from January 2020 and during the COVID-19 pandemic.

A.47 Claimant count as a percentage of working age resident stood at 3.8% in Hull & East Yorkshire and the Humber in January 2020 compared to 2.9% in England. At the local geography, claimant count as a percentage of working age residents ranged from 5.6% in the City of Kingston upon Hull to 2.3% in the East Riding of Yorkshire, averaging at 3.8% across Hull & East Yorkshire. Claimant rates in North East Lincolnshire and North Lincolnshire stood at 4.3% and 3.3% respectively.

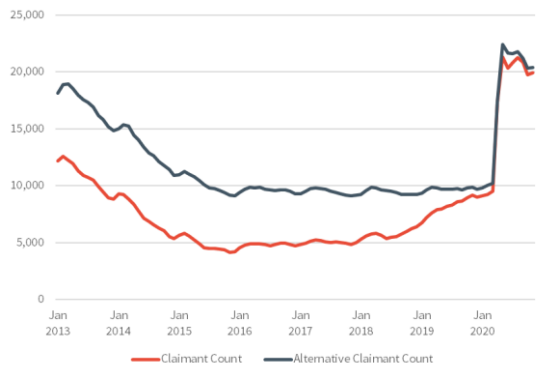
A.48 The local areas of the Humber have broadly followed the trend in the decline of claimant counts seen at the Humber and national level since 2013, with rates of claimants consistently lower than the national level in only the East Riding of Yorkshire. Meanwhile, the claimant count rates in the City of Kingston upon Hull have been consistently higher than all other local areas over this period, with the exception of a period in 2018 in which North East Lincolnshire rates exceeded Kingston upon Hull.

A.49 The impact of the COVID-19 pandemic in 2020 caused a significant increase in claimant counts on a national scale. By August 2020, the claimant count as a proportion of working age residents reached 6.5% in England and 7.0% in Hull & East Yorkshire, representing a four and three percentage point increase since January 2020. For Hull & East Yorkshire, the increase from 3.8% to 7.0% between January and August 2020 represents an additional 11,600 claimants, taking the total claimant count to 25,500 people. In the Humber, an increase from 3.8% to 6.9% between January and August 2020 is equivalent to an additional 17,500 claimants, taking the total claimant count to 39,000 people. Whilst still demonstrating a significant impact of COVID-19 on claimant count, these trends suggest that employment in the Humber overall was less affected by COVID-19 than the national average.

A.50 With notably higher claimant count levels in the City of Kingston upon Hull before COVID-19, the claimant rate in August 2020 reached 9.7% of the working age population and represented the highest rate of claimants and largest increase (four-percentage points) of all local areas in the Humber. Claimant levels increased to 6.1% in North Lincolnshire and 7.5% in North East Lincolnshire, equivalent to a three-percentage point increase, whilst the claimant count increase to 4.7% in East Riding of Yorkshire only represented a 2-percentage point increase in claimants.

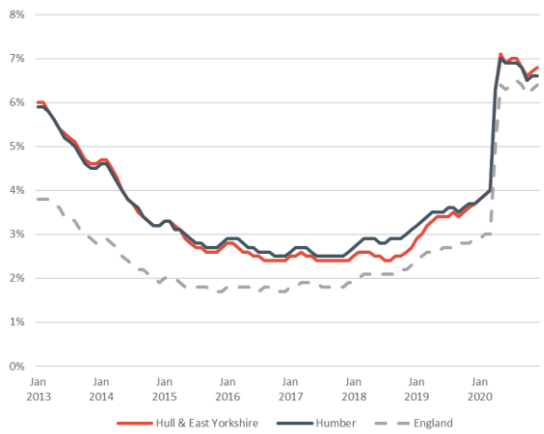
A.51 The heavy impact of COVID-19 on increasing claimant count can be further explored through analysis of the occupations sought by jobseekers within the Humber. In October 2020, 45% of all jobseekers in the Humber sought jobs within elementary occupations, followed by 37% seeking sales and customer services roles and 7% managers and senior officials. This reveals that a high proportion of claimants within the Humber sought low skill jobs and reveals a potential mismatch between the occupations that jobseekers are targeting and the vacancies on offer. This also raises questions as to whether additional jobseekers due to impacts of COVID-19 only have the qualifications for low skill jobs.

Figure A.9 Humber Claimant Count and Alternative Claimant Count, 2013-2020



Source: ONS claimant count & DWP Stat Xplore, January 2013 – November 2020, 2020 SAP boundaries

Figure A.10 Claimant count as a proportion of the working age (16-64) population, 2013-2020



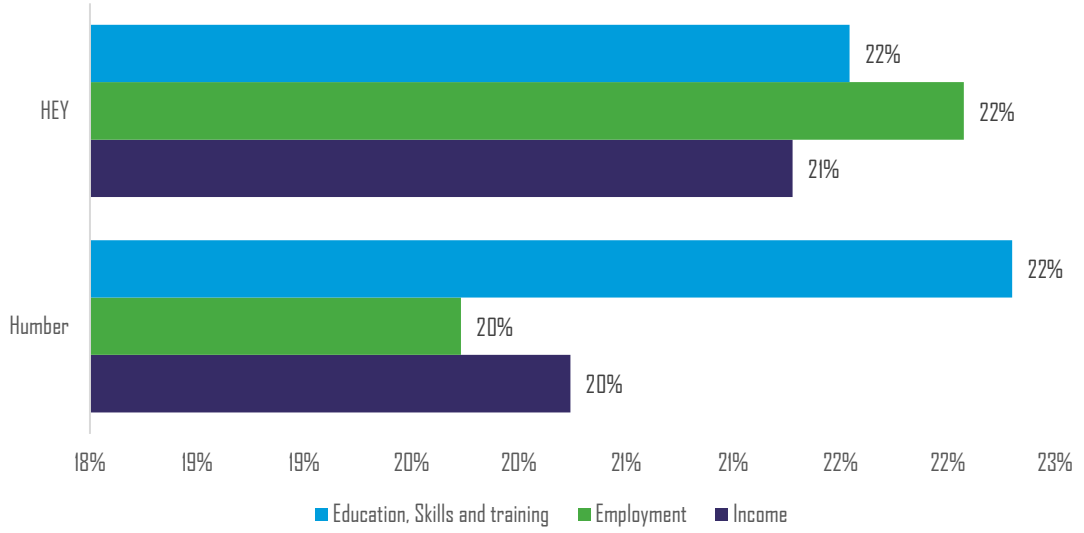
Source: ONS Claimant Count, January 2013 – November 2020, 2020 SAP boundaries

Income, employment and education deprivation

A.52 22% of neighbourhoods (LSOAs) in Hull & East Yorkshire fell in the top 10% most deprived nationally for the education, skills and training domain compared to 22% in the Humber. In addition, 22% of neighbourhoods in Hull & East Yorkshire fell within the top 10% of neighbourhoods nationally for employment deprivation which is slightly higher than the Humber average (20%). Similarly, 21% of neighbourhoods fell in the top 10% most deprived nationally for income deprivation which is slightly higher than in the Humber (20%).

A.53 At the local level there is a general separation between high levels of deprivation in the City of Kingston upon Hull and North East Lincolnshire across all domains, and lower levels of deprivation in the East Riding of Yorkshire and to a lesser extent North Lincolnshire. Despite this, all local areas demonstrate relatively higher levels of deprivation within the education, skills and training domain, ranging from 6% in the East Riding of Yorkshire to 42% in the City of Kingston upon Hull. North Lincolnshire displays significant education, skills and training deprivation compared to other indicators, with 18% of all neighbourhoods falling within the top 10% compared to 6% and 8% for income and employment.

Figure A.11 Proportion of neighbourhoods in the top 10% most deprived nationally, 2019



Source: Index of Multiple Deprivation, MHCLG, 2019, 2017 LEP boundaries

A.54 The Hull's Children, Young People and Families Plan (see Annex B) aims to raise young people out of the cycle of deprivation, one way the plan aims to do this is by enabling young people to be ready for work and life.

Skills supply

- In the most recent academic year 2019/20, the Humber had 22,617 Further Education achievements, 3,840 apprenticeship achievements and 5,010 Higher Education qualifiers. This demonstrates that Further Education is the predominant basis of provision of skills within the Humber, followed by Higher Education.

The main challenges in the skills pipeline for Hull & East Yorkshire are:

- Fewer residents with degree-level qualifications in Hull & East Yorkshire than England
- A concentration of FE and apprenticeship achievements in health, public services and social care, retail and commercial enterprise and business, administration, and law
- Fewer apprenticeships occur at higher levels of qualification
- Students leaving Key Stage 5 after 16-18 education are less likely to enter sustained education than at the national level

The main opportunities in the skills pipeline for Hull & East Yorkshire are:

- Apprenticeship uptake in Hull & East Yorkshire aligns with key employment sectors such as health and retail
- A high rate of graduate retention within Yorkshire & the Humber

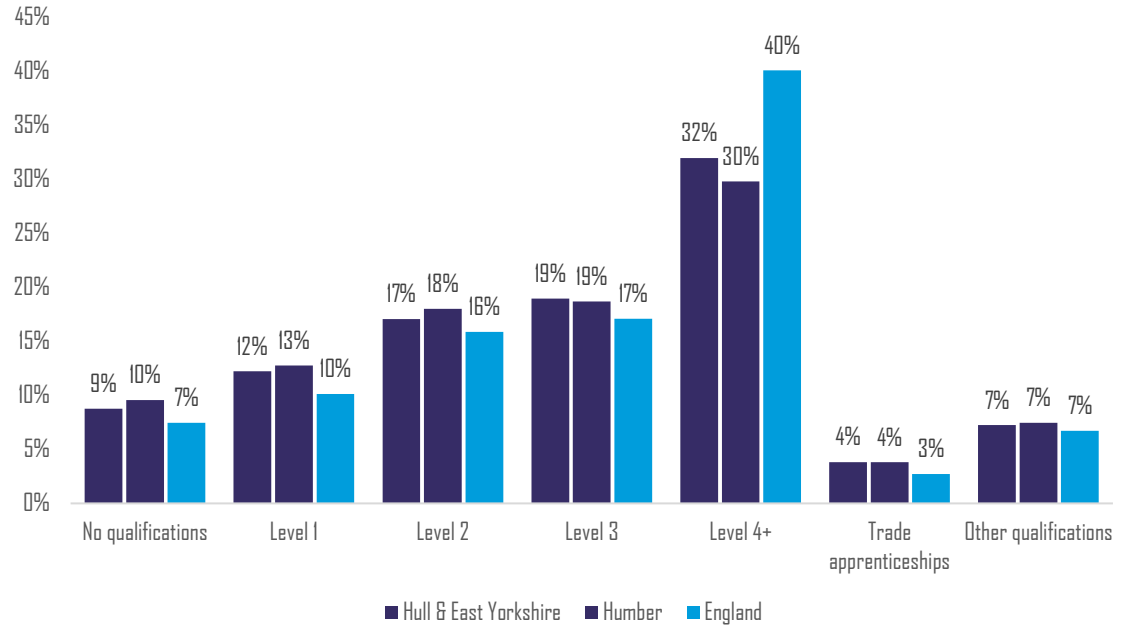
Qualification levels

A.55 Hull & East Yorkshire has a smaller proportion (32%) of people with degree-level or equivalent (NVQ4+) qualifications than England (40%) but level NVQ4+ remains the most common qualification within Hull & East Yorkshire. This compares to a slightly lower 30% of people in the Humber with NVQ4+ qualifications. Both Hull & East Yorkshire and the Humber has a higher proportion of people with all other levels of qualification,

including a higher proportion of people with no qualifications in Hull & East Yorkshire (9%) and the Humber (10%) than nationally (7%).

A.56 The qualifications profile at the local authority level demonstrates significant variation in the skills levels across the Humber. The proportion of the population with Level NVQ4+ ranges from 36% in East Riding of Yorkshire to only 23% in North East Lincolnshire. The East Riding of Yorkshire skills profile most closely resembles the national picture, whilst North Lincolnshire, North East Lincolnshire and the City of Kingston upon Hull have greater proportions of their population with qualifications at Levels 1 to 3, in addition to higher levels of other qualifications than is seen nationally.

Figure A.12 Qualifications in Hull & East Yorkshire, the Humber and England, 2019



Source: Annual Population Survey, January 2019 – December 2020, 2020 SAP boundaries

FE education and training achievements

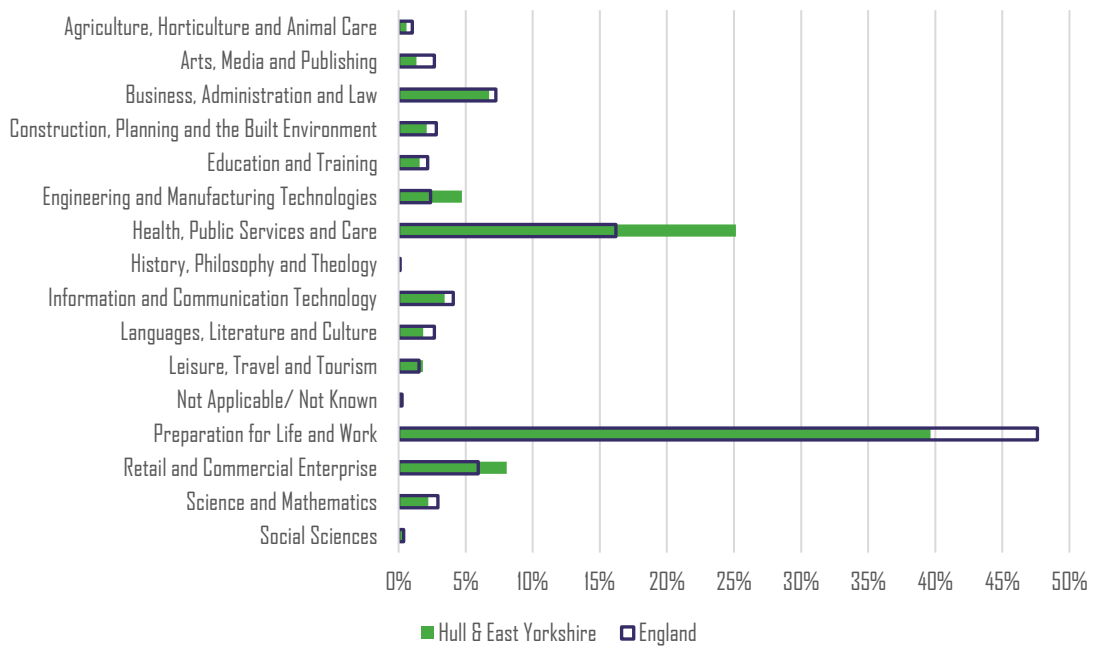
A.57 The FE achievements profile in Hull & East Yorkshire demonstrates a concentration in achievements in preparation for life and work (40% of all achievements) and health, public services and care (24%). Subject areas which are particularly specialised compared to the levels seen nationally include health, public services and care (25% vs 16% nationally), retail and commercial enterprise (8% vs 6% nationally) and business, administration and law (7% *vs* 7% nationally).

A.58 Within the Humber, specialisms in subject areas such as engineering and manufacturing technologies are concentrated in the City of Kingston upon Hull (5% *vs* 2% nationally) and thus reflected in achievements in this subject at the Hull & East Yorkshire level (5%). Similarly, health, public services and care achievements are further concentrated in East Riding of Yorkshire (30% *vs* 16% nationally) and account for 25% of all FE achievements for Hull & East Yorkshire. Some subject areas are also more concentrated in North Lincolnshire than at the Humber and national level, including business, administration and law (10% vs 7% nationally) and construction, planning and the built environment (5% *vs* 3% nationally). The Humber colleges brochure (Humber Principals' Group, FE Colleges in the Humber Brochure (see annex B) contains more detailed information on the specialisms of colleges across the Humber.

A.59 As one of the fastest growing sectors in the UK, jobs in health and social care are projected to continue to grow as the nation grapples with an ageing population and shocks such as the COVID-19 pandemic. Health represents the third largest employment sector within Hull & East Yorkshire and accounts for around 35,000 jobs in the area. High levels of achievement in health, public services and care reflect the high proportion of jobs within this sector in Hull & East Yorkshire. Similarly, high levels of FE achievements in retail and commercial enterprise strongly aligns with the employment profile of Hull & East Yorkshire, with 41,000 jobs in the retail sector within Hull & East Yorkshire.

A.60 Whilst the share of FE achievements in the engineering and manufacturing technologies is relatively low compared to health and retail, achievements within this sector account for 5% of all FE achievements compared to only 2% nationally. This strongly aligns to the Humber's strategic sectors in energy and engineering and assembly, in addition to the strength Hull & East Yorkshire's existing manufacturing base which employs around 38,000 people within the immediate area.

Figure A.13 FE achievements by subject sector area in the Humber and England, 2019/20



Source: Further Education & Skills data, DfE, (published 2020), 2020 SAP boundaries

Apprenticeship achievements

A.61 Apprenticeship achievements in Hull & East Yorkshire are concentrated in retail and commercial enterprise (38% of all achievements), business, administration and law (21%) and engineering and manufacturing technologies (15%) subject areas. Sectors in which apprenticeship achievements are more specialised in Hull & East Yorkshire than at the national level include retail and commercial enterprise (38% vs 11% nationally) and construction, planning and the built environment (7% vs 6% nationally).

A.62 Within the Humber, apprenticeship achievements in retail and commercial enterprise are heavily concentrated in the East Riding of Yorkshire (50% vs 11% nationally) and accounts for 38% of all apprenticeship achievements in Hull & East Yorkshire. Business, administration and law is concentrated in North East Lincolnshire (37%), North Lincolnshire (34%) and the City of Kingston upon Hull (32%).

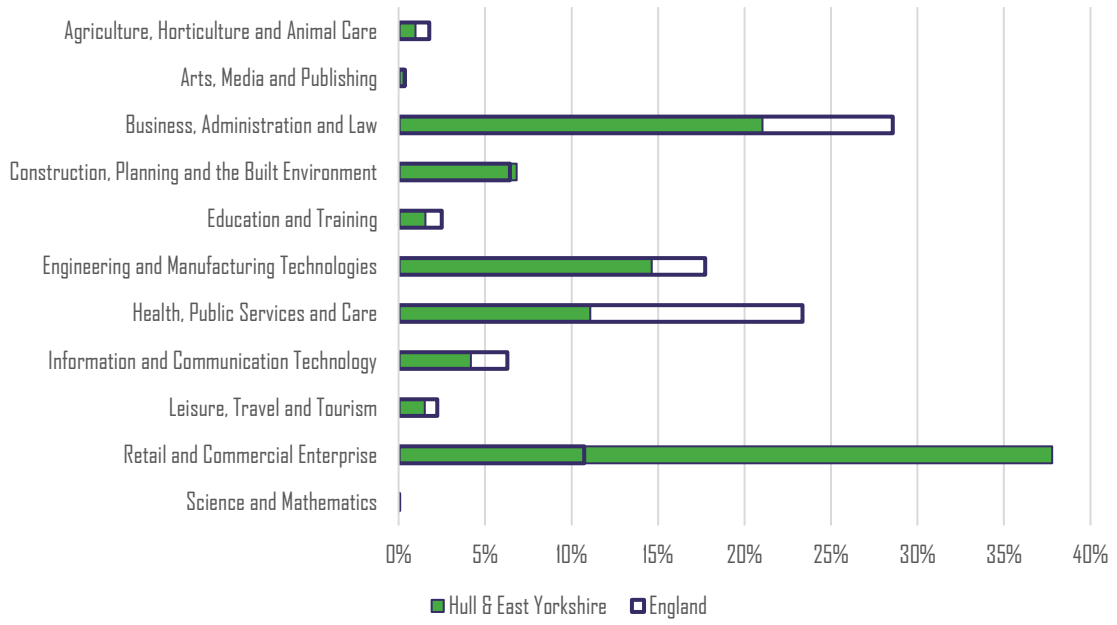
A.63 Apprenticeship achievements in some sectors account for a smaller share than is seen at the national level, including in health, public services and care (11% vs 23% nationally), business, administration and law (21% vs 29% nationally) and engineering and manufacturing technologies (15% vs 18% nationally). Despite high

proportions of FE achievements in these sectors and the fact that these sectors are important for the Hull & East Yorkshire economy in terms of number of jobs and strategic priorities, take-up of apprenticeships within these sectors is lower than is seen nationally and could suggest a skills supply gap if demand is proven.

A.64 The impact of COVID-19 on apprenticeship starts and its implication for skills supply is a national and local challenge. Nationally, many large businesses have already announced their intention to temporarily suspend their apprenticeship programmes. At the Humber level, there were slightly fewer apprenticeships undertaken to the academic year ending 2020 than the previous year, however the most recent year has seen a shift towards higher level apprenticeships being undertaken (approximately +33%) at the expense of intermediate level (-6%) and advanced level (-8%).

A.65 At the HEY LEP area level, apprenticeship starts for the 2019/20 academic year has seen lower numbers across the board, with 26% fewer apprenticeship starts overall compared to 2017/18. The decline has been particularly sharp in Hull (-30%) compared to East Riding of Yorkshire (-21%) over this same period. Apprenticeship starts by subject area in 2017/18 compared to 2019/20 demonstrates notable decline in apprenticeships in leisure, travel and tourism (-45%), information and communication technology (-43%) and retail and commercial enterprise (-32%) across the HEY LEP area. Meanwhile, there has been an uptake in apprenticeship starts in science and mathematics (175%), education and training (65%) and arts, media and publishing (17%) over this same period.

Figure A.14 Apprenticeship achievements by sector subject area in Hull & East Yorkshire and England, 2019/20

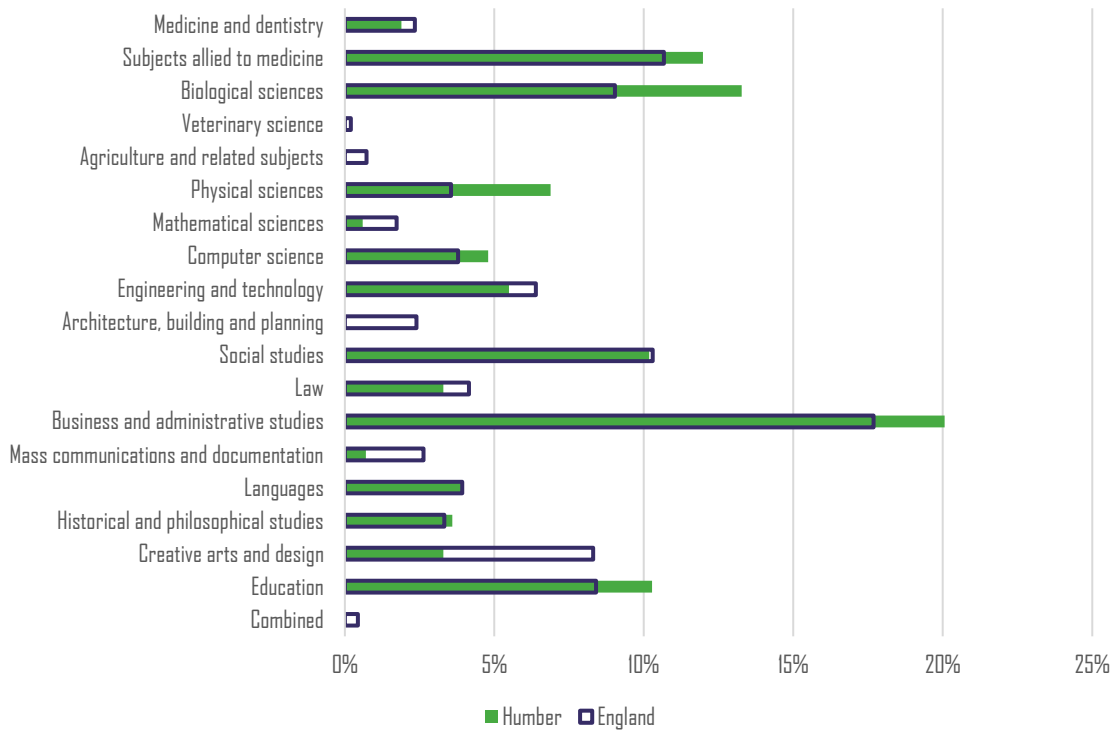


Source: Apprenticeships data, DfE, (published 2020), 2020 SAP boundaries

HE qualifiers

A.66 HE qualifiers in the Humber are concentrated in business and administrative studies (20% of all achievements), biological sciences (13%), subjects allied to medicine (12%) and social studies (10%). Sector subject areas that are more specialised in terms of proportion of HE qualifiers in the Humber compared to the level seen nationally include biological sciences (13% *vs* 9% nationally), business and administrative services (20% *vs* 18% nationally) and education (10% *vs* 8% nationally).

Figure A.15 HE qualifiers by sector subject area in the Humber and England, 2018/19



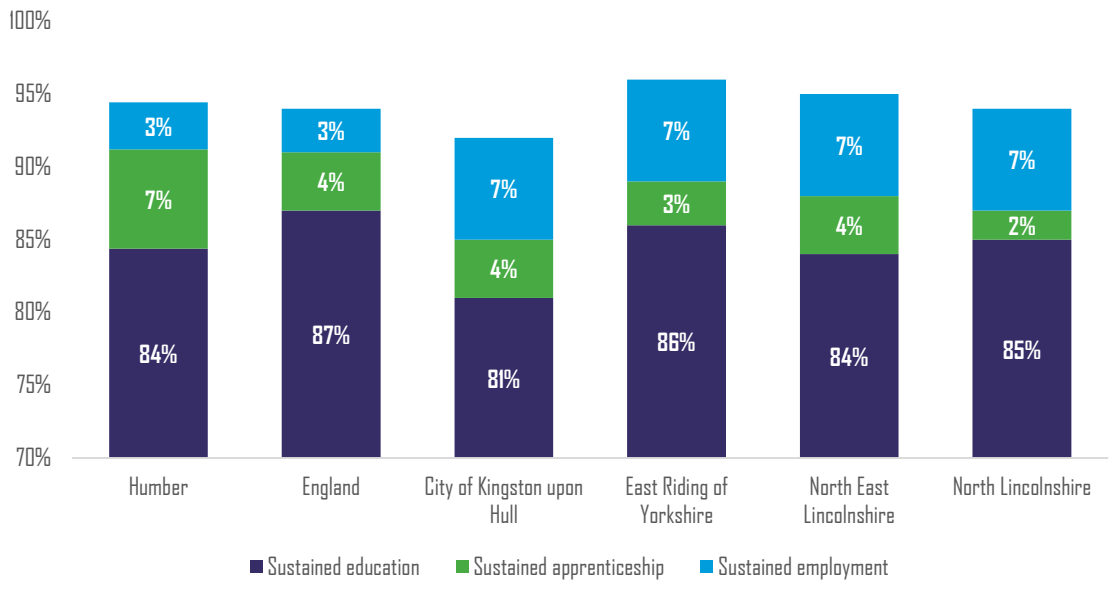
Source: Source: HESA, 2018/2019 qualifiers (published 2020), 2020 SAP boundaries)

KS4 destinations

A.67 The majority of Key Stage 4 students leaving state-funded mainstreams schools in the Humber enter sustained employment (84%) whilst some take-up an apprenticeship (7%) and a small proportion enter sustained employment (3%). KS4 student destinations in the Humber reflect a higher level of apprenticeship take-up compared to the level seen nationally at three percentage points higher than the average for England (4%).

A.68 Lower levels of KS4 students within the Humber local authorities enter sustained education than at the national level, with as low as 81% of students in the City of Kingston upon Hull entering education after KS4. Local authorities within the Humber exhibit similar levels of KS4 leavers entering employment as at the national level, there are lower rates of apprenticeship take-up in North Lincolnshire (2%) and the East Riding of Yorkshire (3%).

Figure A.16 Destinations of KS4 pupils from state-funded mainstream schools, 2018/19



Source: KS4 Destination Measures, DfE, 2018/19 (published 2020), 2020 SAP boundaries

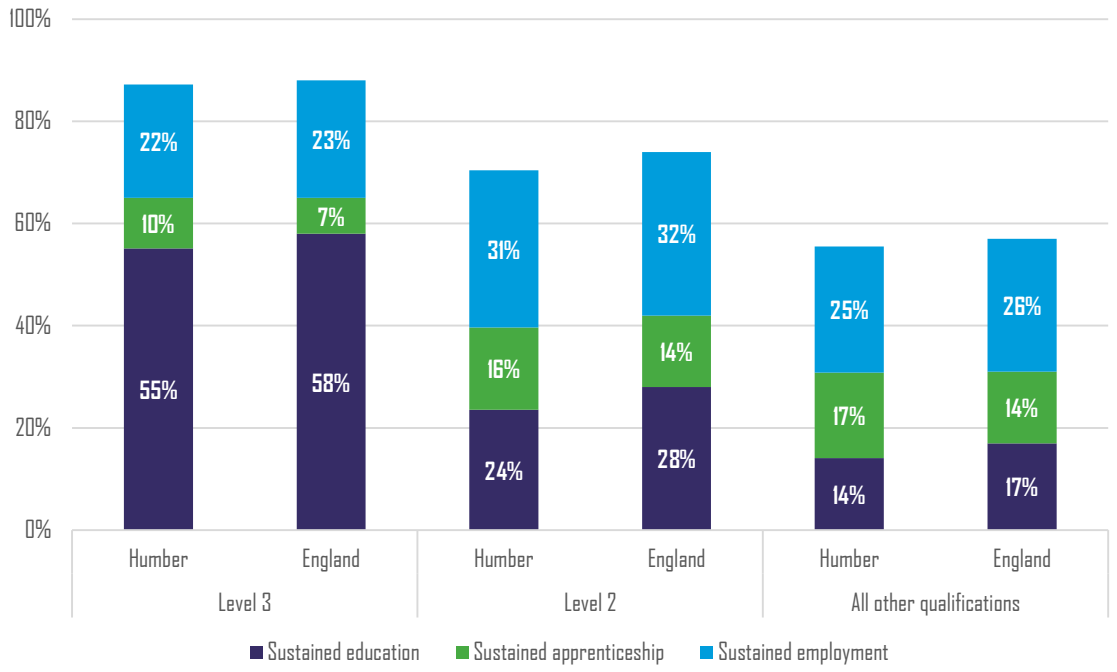
KS5 destinations

A.69 Overall, the most common destination of KS5 students in the Humber is sustained education (41%), although at a lower rate than is seen nationally (47%). A greater proportion of KS5 students in the Humber undertake apprenticeships (13%) compared to national levels (9%), whilst 25% of KS5 students in the Humber enter employment, which is in line with national levels. KS5 students in the Humber are most likely to enter if they have studied higher levels of qualifications (e.g. Level 3) whilst apprenticeship is more common as a destination at lower levels of qualification.

A.70 Sustained education is the most popular destination for KS5 students who have achieved Level 3 qualifications in the Humber (55% vs 58% nationally). At this level, employment is the second most common destination in the Humber (22% vs 23% nationally) followed by apprenticeships (10% vs 7% nationally). At Level 2, the most common destination in the Humber is employment (31% vs 32% nationally), with a lower proportion of Level 2 students continuing to education (24% vs 28% nationally) and apprenticeships (16% vs 14% nationally). KS5 students who had studied all other qualifications in the Humber most commonly entered employment (25% vs 26% nationally), with a greater proportion entering apprenticeships in the Humber than at the national level (17% vs 14% nationally) and fewer entering education than at the national level (14% vs 17% nationally).

A.71 East Riding of Yorkshire is the only area within the Humber in which KS5 students achieving Level 3 qualifications are as equally likely to progress onto education as at the national level (58% vs 58% nationally). However, KS5 students achieving Level 2 qualifications within the Humber are most likely to progress into sustained education in North East Lincolnshire than any other area in the Humber and nationally (34% vs 28% nationally).

Figure A.17 Destinations after 16-18 by main level studied (state-funded mainstream schools & colleges), 2018/19



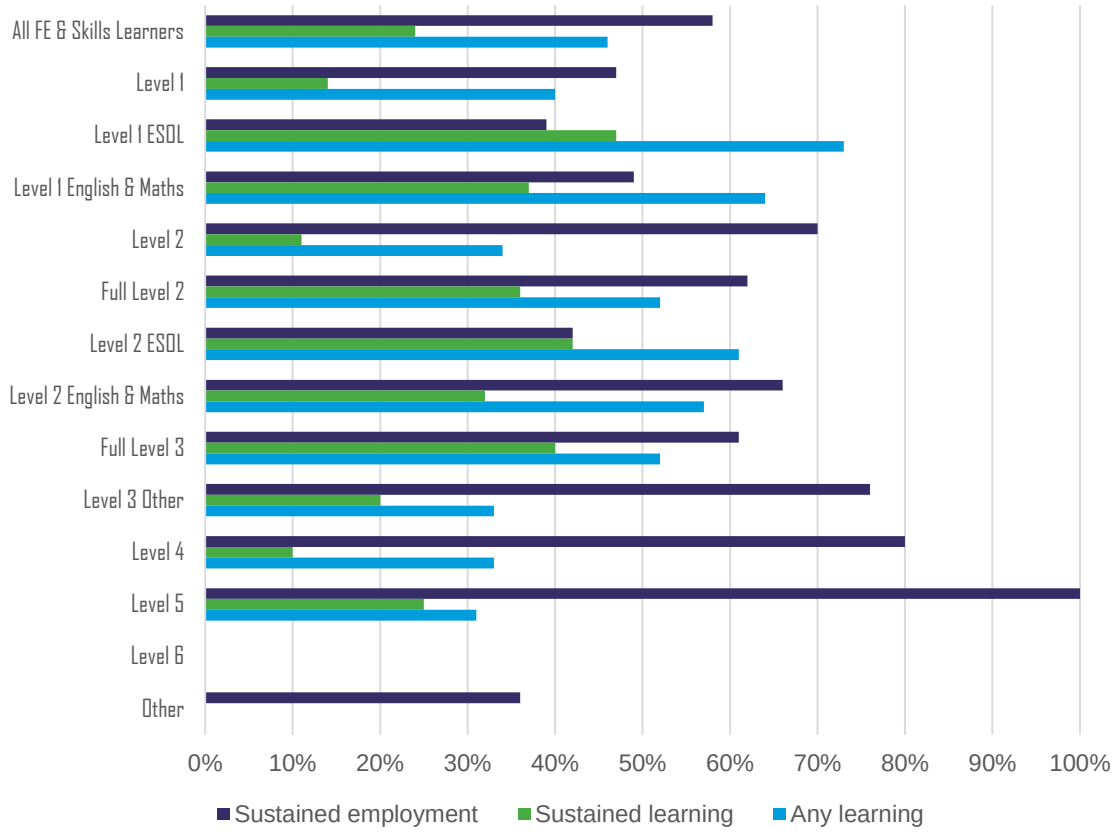
Source: 16-18 Destination Measures, DfE, 2018/19 (published 2020), 2020 SAP boundaries

FE and skills destinations

A.72 For the Humber, sustained employment is the primary destination for Further Education and Skills Learners (58% of learners), with any learning (46%) and sustained learning (24%) accounting for other destinations. Similar proportions of learners in the Humber continue with any learning (46% *vs* 45% nationally) and sustained learning (24% *vs* 24% nationally), whilst a slightly smaller proportion of learners enter sustained employment than at the national level (58% *vs* 61% nationally).

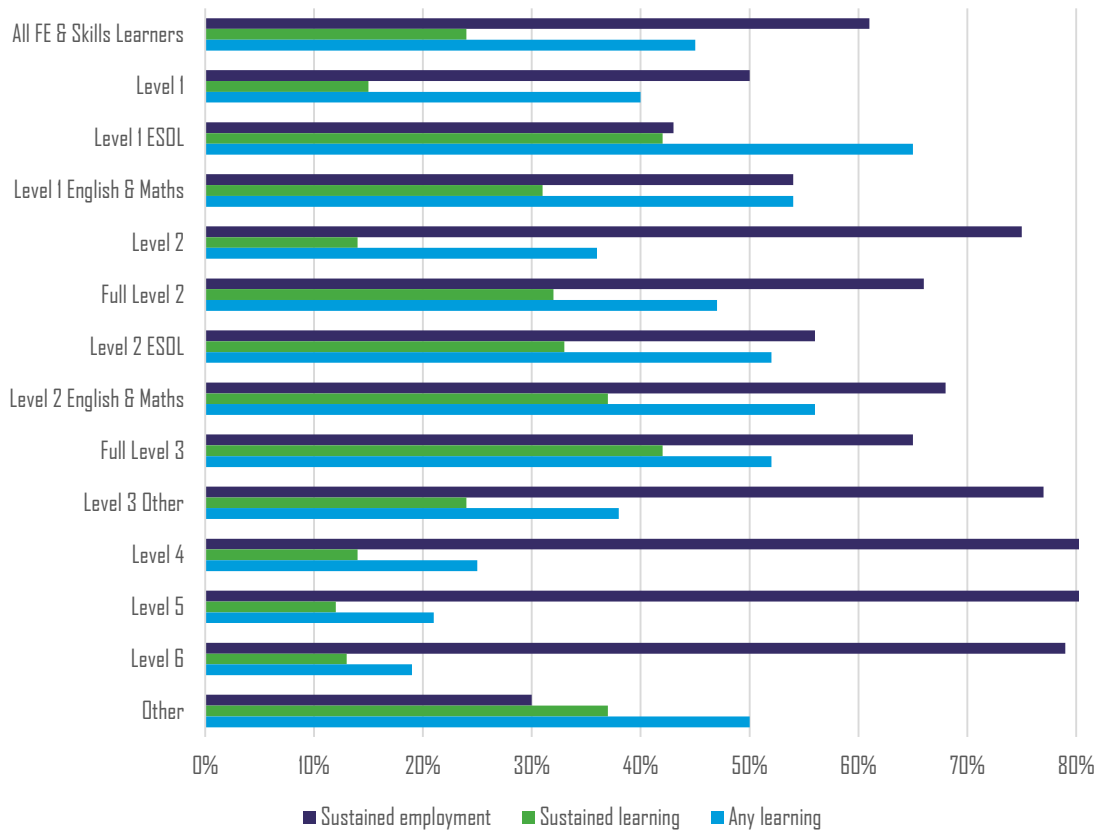
A.73 For the Humber, the percentage of learners continuing with sustained employment generally increases with the level of qualification, similar to England.

Figure A.18 Destinations for adult FE & skills learners, Humber 2018/19



Source: FE outcome based success measures, 2018/19 destinations, DfE, (published 2020), 2018 LEP boundaries

Figure A.19 Destinations for adult FE & skills learners, England 2018/19

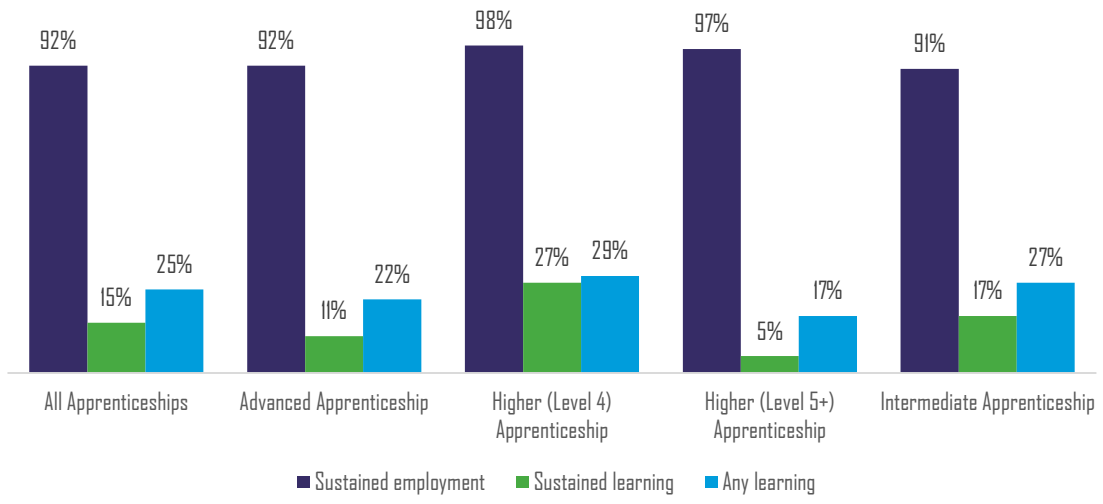


Source: FE outcome based success measures, 2018/19 destinations, DfE, (published 2020), 2018 LEP boundaries

Apprenticeship destinations

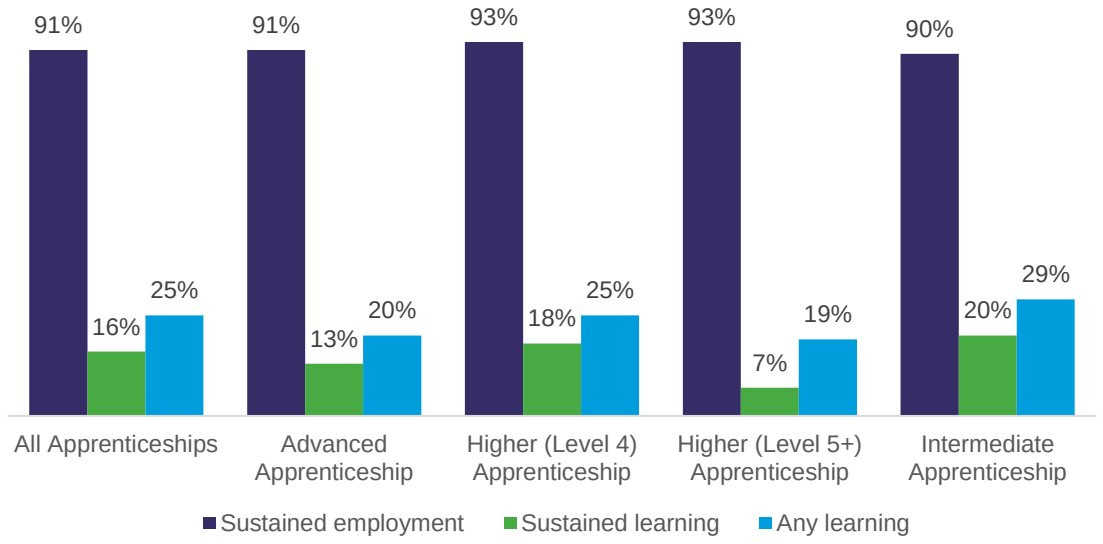
A.74 Apprenticeship destinations are broadly similar in the Humber and England, with 92% of all apprenticeships leading to sustained employment (*vs* 91% nationally), 25% of all apprenticeships continuing any learning (*vs* 25% nationally) and 15% continuing with sustained learning (*vs* 16% nationally).

Figure A.20 Apprenticeship destinations in 2018/19 of learners from the 2017/18 academic year, Humber



Source: FE outcome-based success measures, 2018/19 destinations, DfE, (published 2020), 2018 LEP boundaries

Figure A.21 Apprenticeship destinations in 2018/19 of learners from the 2017/18 academic year, England

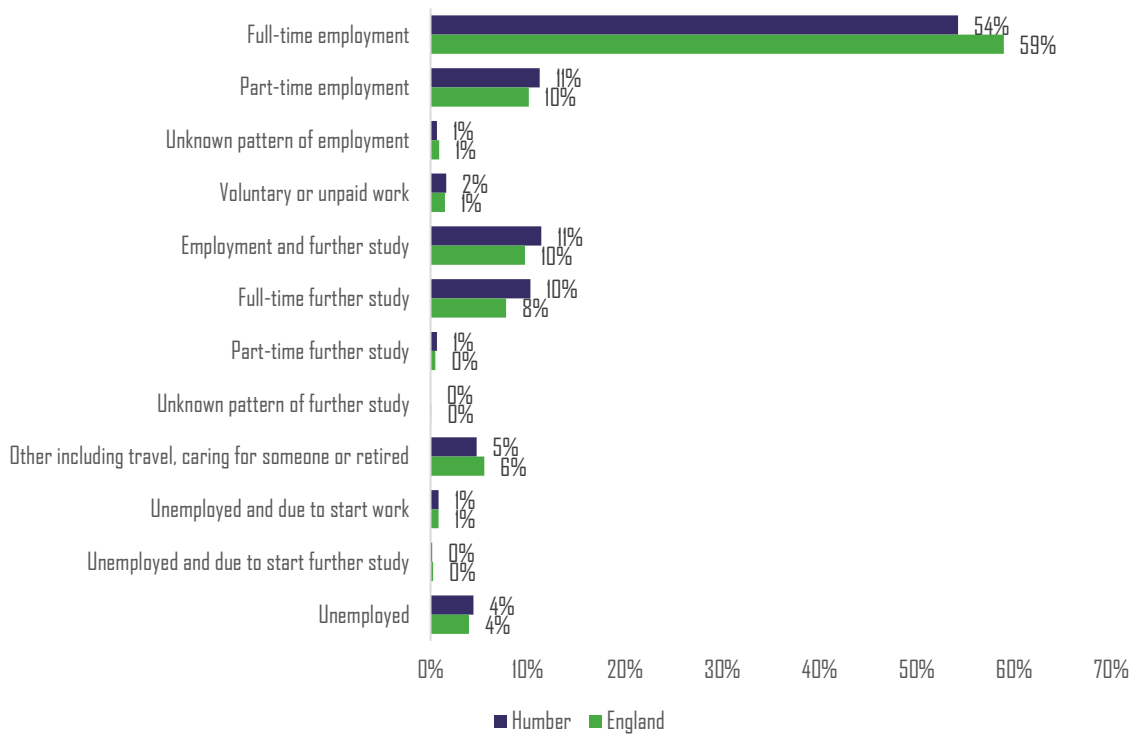


Source: FE outcome based success measures, 2018/19 destinations, DfE, (published 2020), 2018 LEP boundaries

HE Graduate destinations

A.75 Graduates from Higher Education in the Humber enter full-time employment at a lower rate than in England (54% *vs* 59% nationally) whilst a slightly higher proportion enter part-time employment (11% *vs* 10% nationally) and voluntary or unpaid work (2% *vs* 1% nationally). Regarding further study, a higher percentage of HE graduates from the Humber enter full-time further study (10% *vs* 8% nationally) and employment and further study (11% *vs* 10% nationally).

Figure A.22 Graduate destinations in the Humber and England, 2017/18

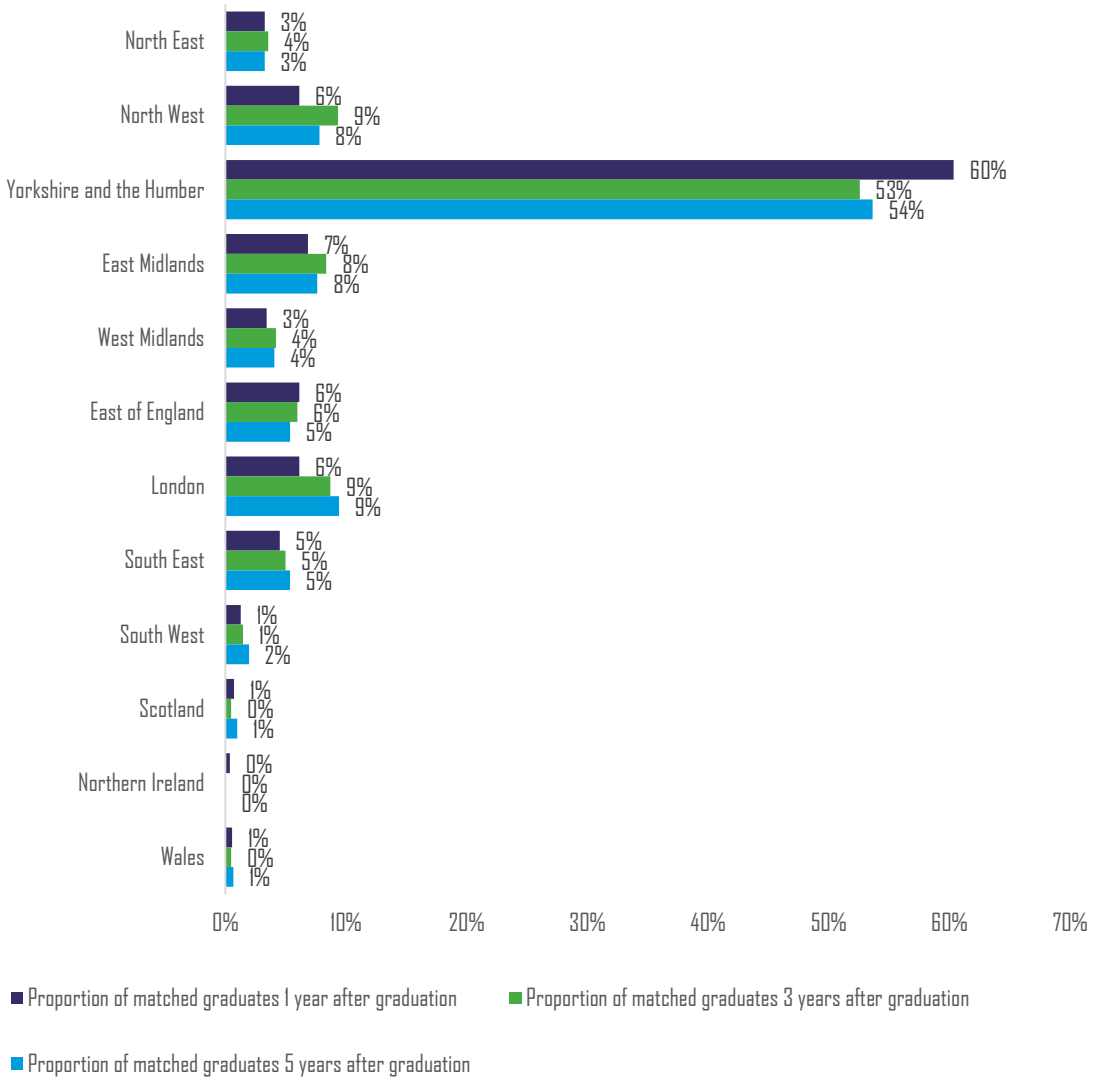


Source: HESA, 2017/18 graduates (published 2020), 2020 SAP boundaries

Graduate retention

A.76 The predominant location of graduates from Humber higher education institutions 1 to 5 years after graduation is Yorkshire and the Humber. One year after graduation, 60% of graduates remain in Yorkshire and the Humber, with retention falling slightly to 53% three years after graduation, and 54% five years after graduation. Outside of Yorkshire and the Humber, around 6% of graduates from the Humber moved to the North West, East Midlands, East of England and London one year after graduation, with proportions of graduates living in these regions increasing slightly after three years and five years. Five years after graduation, the most common destination for Humber graduates outside of Yorkshire and the Humber were London (9%), North West (8%), East Midlands (8%) and the South East (5%).

Figure A.23 Current residence of graduates from Humber HEIs, 2017/18

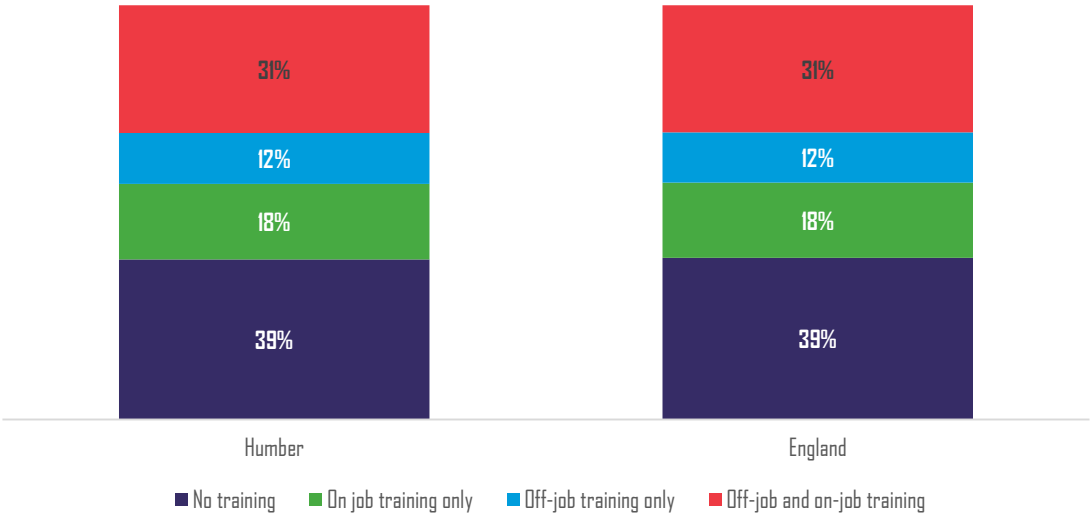


Source: Graduate Outcomes in 2017/18, DfE, (published 2020), 2020 SAP boundaries

Employer-provided training

A.77 Approximately 61% of employers in the Humber provide training which is in line with the national average. This primarily consists of on and off-job training (31% of providers) with smaller proportions of providers providing on job training (18%) and off-job training only (12%).

Figure A.24 Employers providing training over the past 12 months



Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries

Skills demand

- Long-term occupational forecasts suggest high growth in health and care sectors, which is also seen in the most recent online vacancies data for the Humber. Occupations related to these sectors, such as health and social care associate professionals and health professionals are expected to experience high growth.
- Food, drink and tobacco, the rest of manufacturing and agriculture are forecasted to experience low growth in the Humber. Occupations related to these sectors, such as process, plant and machine operatives, are also expected to experience low growth.
- Local intelligence demonstrates that job vacancies have increased during COVID-19, reflecting the Humber's strong sectoral mix of industries that are less exposed to stark declining demand associated with tourism and hospitality
- Skills in the workforce expected to need development include adaptation to new equipment and materials, and knowledge of products and services. Local intelligence suggests that hard skills such as modular building, food manufacturing and the production line were most in demand in the Humber in 2020.

Online vacancies

A.78 There were 243,701 total job postings in Hull & East Yorkshire from February 2020 to February 2021, of which 52,654 were unique. These numbers give us a Posting Intensity of 5-to-1, meaning that for every 5 postings there is 1 unique job posting. This compares to 220,534 total job postings in Hull & East Yorkshire from February 2019 to February 2020, which gave a Posting Intensity of 4-to-1. Job postings data provided by EMSI suggests a higher number of total job postings in the year from February 2020 to February 2021 (243,701 postings) compared to February 2019 to February 2020 (220,534). Of these job postings for the year Feb 2020-Feb 2021, 52,654 postings were unique which suggests a job posting intensity of 5-to-1. This data therefore suggests a higher year-on-year job Postings Intensity, reflecting increased effort to recruit for jobs vacancies within Hull & East Yorkshire.

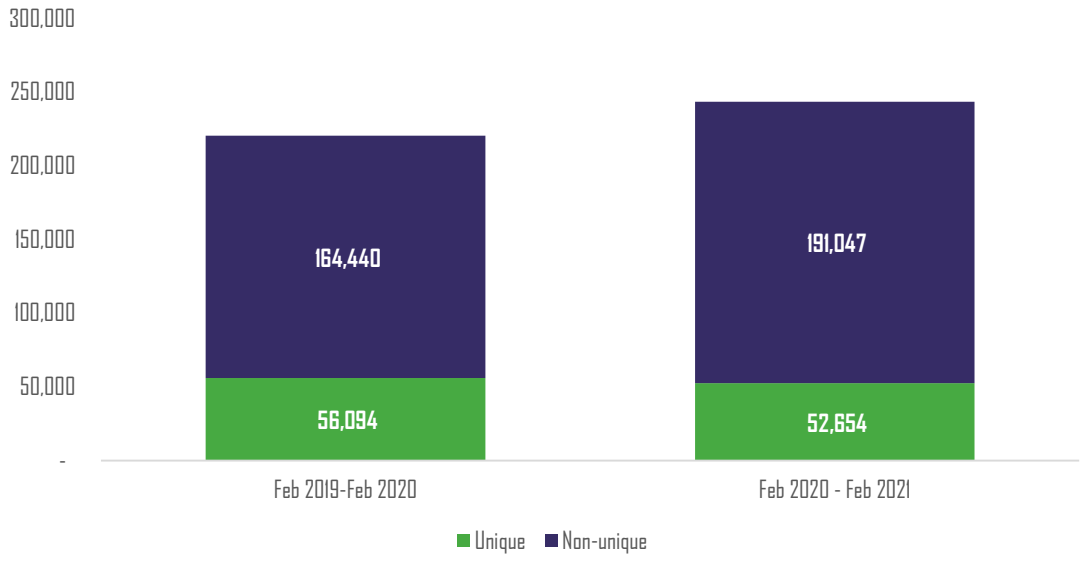
A.79 Job postings data per month suggests a decline in total job postings from the onset of the COVID-19 pandemic in March 2020 through to August 2020 relative to the same month in 2019. Monthly total job posting from September 2020 onwards demonstrates a rebound in demand and stronger recruiting effort, with every month from until the end of 2020 exceeding 2019 levels.

A.80 Broken down by occupation, from February 2020 to February 2021 the occupations with the highest number of job postings include nurses, care workers and home carers and primary and nursery education teaching professionals. Of the top 10 occupations by number of postings, only bookkeepers, payroll managers and wage clerks has experienced a fall in postings compared to the same period the previous year.

A.81 Online vacancies data for the Humber in October 2020 suggests high demand for jobs within the health and services sectors, teaching and managerial and administrative roles in sales and offices. The majority of these roles have experienced significant growth relative to December 2019, reflecting contextual changes including the COVID-19 pandemic but also continued demand within the health sector.

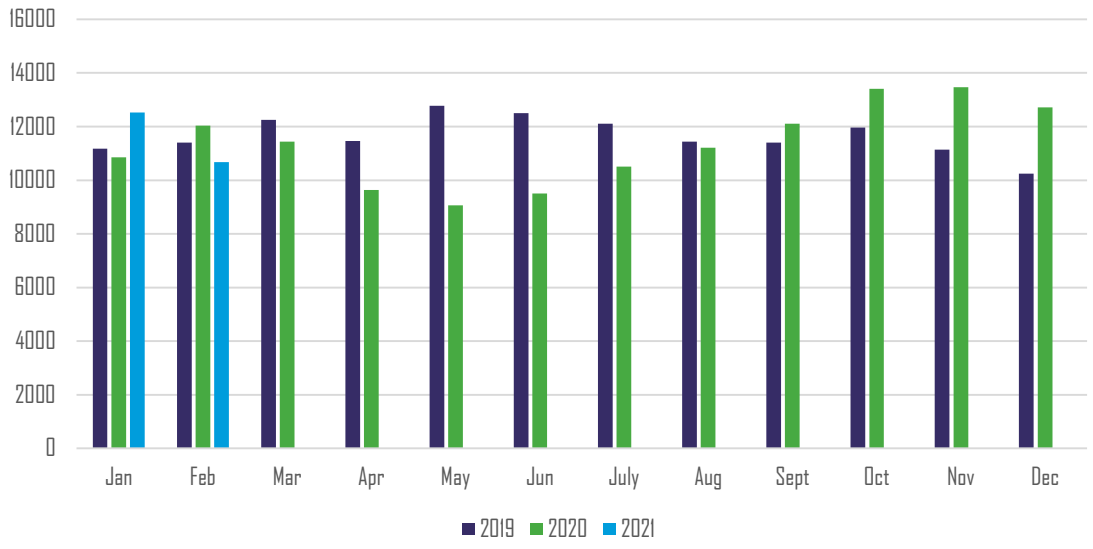
A.82 The Humber had one of the lowest levels of vacancies pre-COVID, ranking third lowest of all LEP areas in terms of vacancies. However, as occurred across the country due to COVID-19, vacancies fell by 32% in May 2020. Since then, vacancies have increased each month and reflect the Humber's generally resilient sectoral mix with industries less exposed to such stark declining demand than sectors such as tourism and hospitality. EMSI data shows that for both accommodation and food and retail which were two sectors heavily impacted by the pandemic, these sectors are recruiting in similar volumes to last year and supports findings of the Humber Growth Hub that businesses in these sectors have been highly adaptable and have found innovative ways to trade as the pandemic progressed.

Figure A.25 Total job postings in Hull & East Yorkshire



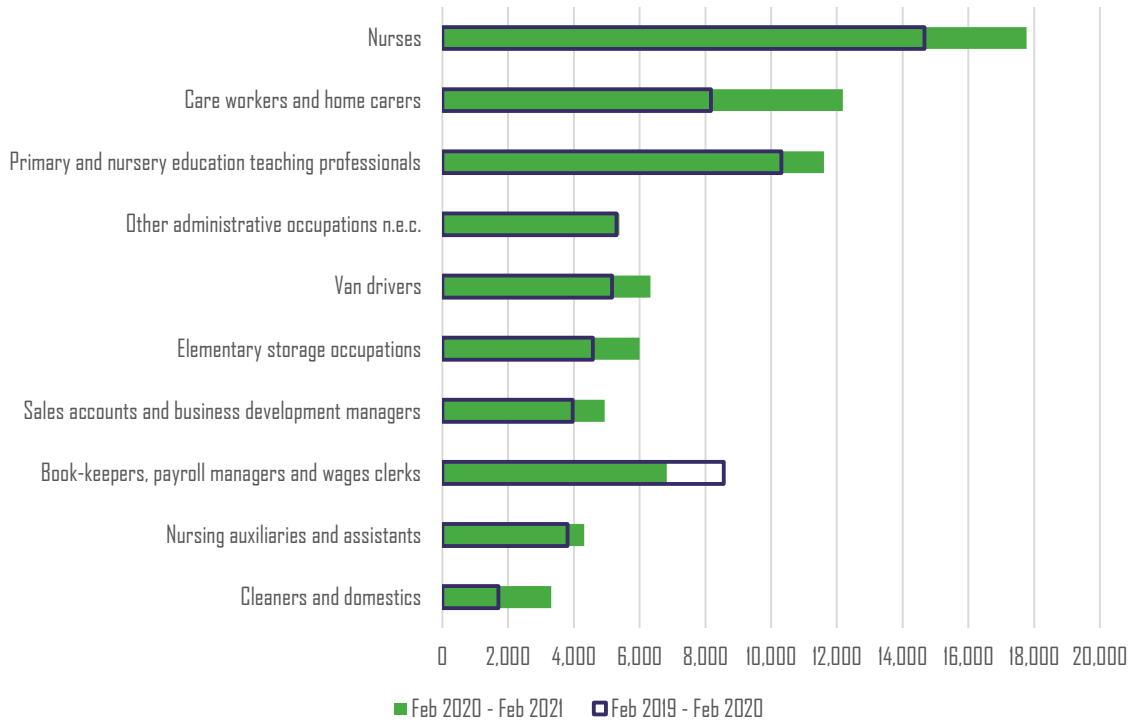
Source: Job Posting Analytics EMSI Q1 2021 Data Set, published March 2021

Figure A.26 Monthly total job postings in Hull & East Yorkshire, Jan 2019 to Feb 2021



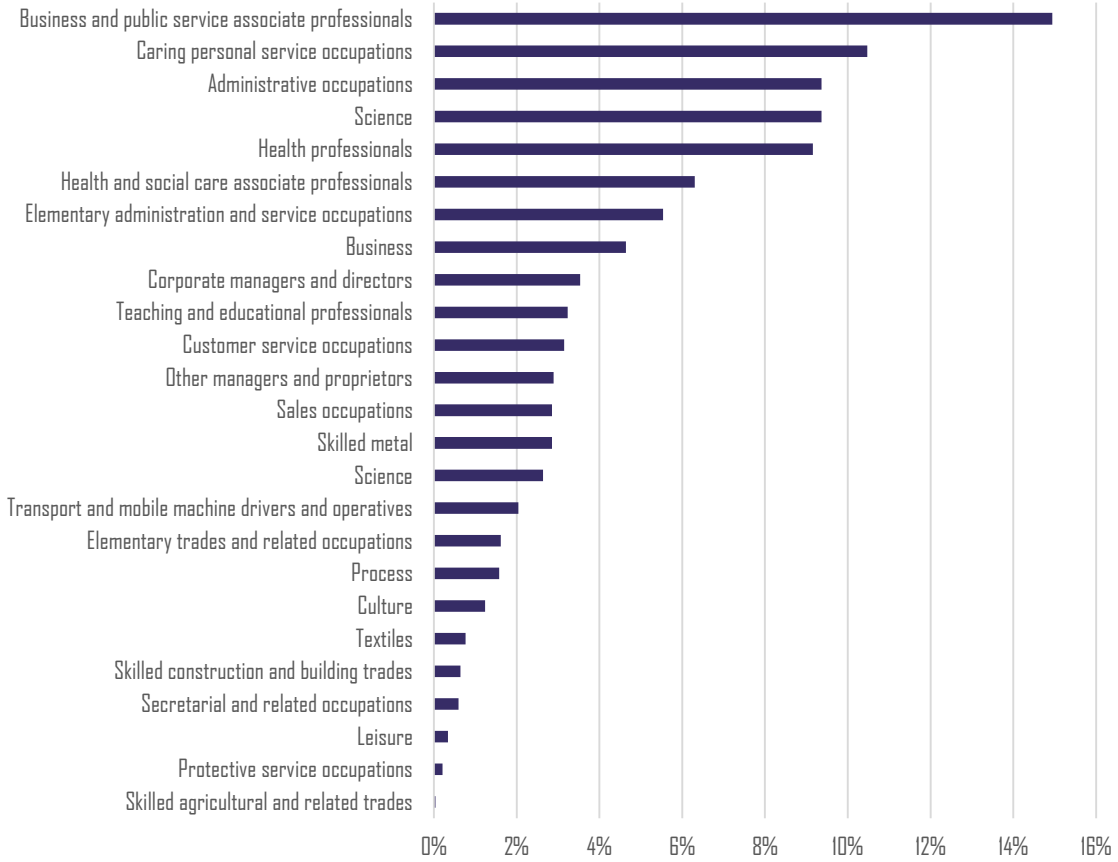
Source: Job Posting Analytics EMSI Q1 2021 Data Set, published March 2021

Figure A.27 Total job postings by occupation 2019 and 2020 in Hull & East Yorkshire, Feb 2019-Feb 2021



Source: Job Posting Analytics EMSI Q1 2021 Data Set, published March 2021

Figure A.28 Proportion of job postings by occupation in the Humber, 2020



Source: LMI for All vacancy analysis, January to December 2020, Humber LEP

Sector growth forecasts

A.83 Forecast in 2017, Working Futures provides labour market size and shape projections indicative of general sector and occupational trends. Whilst the data pre-dates the onset of COVID-19, the broader projections are likely to be indicative of the longer-term trends of the future labour market.

A.84 Sector growth forecasts for the Humber project highest growth in health and social work, arts and entertainment and professional services. This is consistent with local data with regard to online vacancies particularly in the health and social care sector, in addition to long-term trends such as the increasing employment within professional, scientific and technical sector, which has experienced a 40% growth in employment between 2014 to 2019 in Hull & East Yorkshire (compared to 16% growth nationally).

A.85 Sectors forecasted to experience the lowest growth include food, drink and tobacco, the rest of manufacturing and agriculture. Other sectors with low forecast growth for Humber include both accommodation and food and education sectors within the Humber have not experienced any employment growth within Hull & East Yorkshire between 2014 and 2019.

A.86 COVID-19 is likely to further increase demand for jobs within health and social work and transport and storage in particular, as health and logistics are at least a short and medium-term priority nationally. Meanwhile, forecast growth in arts and entertainment is likely to be hindered by the impacts of COVID-19 in the short-term, as this sector has been particularly impacted by closures throughout lockdowns.

Table A.1 Sectors with the highest and lowest forecast growth, Humber LEP area 2017-2027		
	Sectors with highest forecast growth (2017-2027)	**Sectors with lowest forecast growth (2017-2027)**
1.	Health and social work	Food drink and tobacco
2.	Arts and entertainment	Rest of manufacturing
3.	Professional services	Agriculture
4.	Support services	Accommodation and food
5.	Transport and storage	Education

Source: Working Futures, 2017-2027 (published 2020), 2017 LEP boundaries

Occupation growth forecasts

A.87 Sectors in the Humber forecasted to experience the most growth up to 2027 are caring and professional service occupations and health and social care associate professionals, with all of the top 5 occupations with the highest forecast growth falling within services. The growth in health and social care is expected given recent shocks such as the COVID-19 pandemic, and aligns strongly with high shares of achievements in the health and social care sector within the Humber.

A.88 Conversely, occupations with the lowest forecast growth include secretarial occupations, process, plant and machine operatives and textiles, printing and other skilled trades. 8% of the workforce in Hull & East Yorkshire are employed within process, plant and machine operatives occupations, which is above the national average (6%) and therefore an important consideration for future challenges facing the region. Low occupational growth forecasts within some of these occupations, including skilled metal, electrical and electronic trades, are to be considered within local contextual changes since 2017 such as the development of priority sectors in Clean Energy and Green Growth.

Table A.2 Occupations with the highest and lowest forecast growth, Humber 2017-2027		
	Sectors with highest forecast growth (2017-2027)	**Sectors with lowest forecast growth (2017-2027)**
1.	Caring and professional service occupations	Secretarial and related occupations
2.	Health and social care associate professionals	Process, plant and machine operatives
3.	Health professionals	Textiles, printing and other skilled trades
4.	Customer service occupations	Skilled metal, electrical and electronic trades
5.	Business, media and public service professionals	Sales occupations

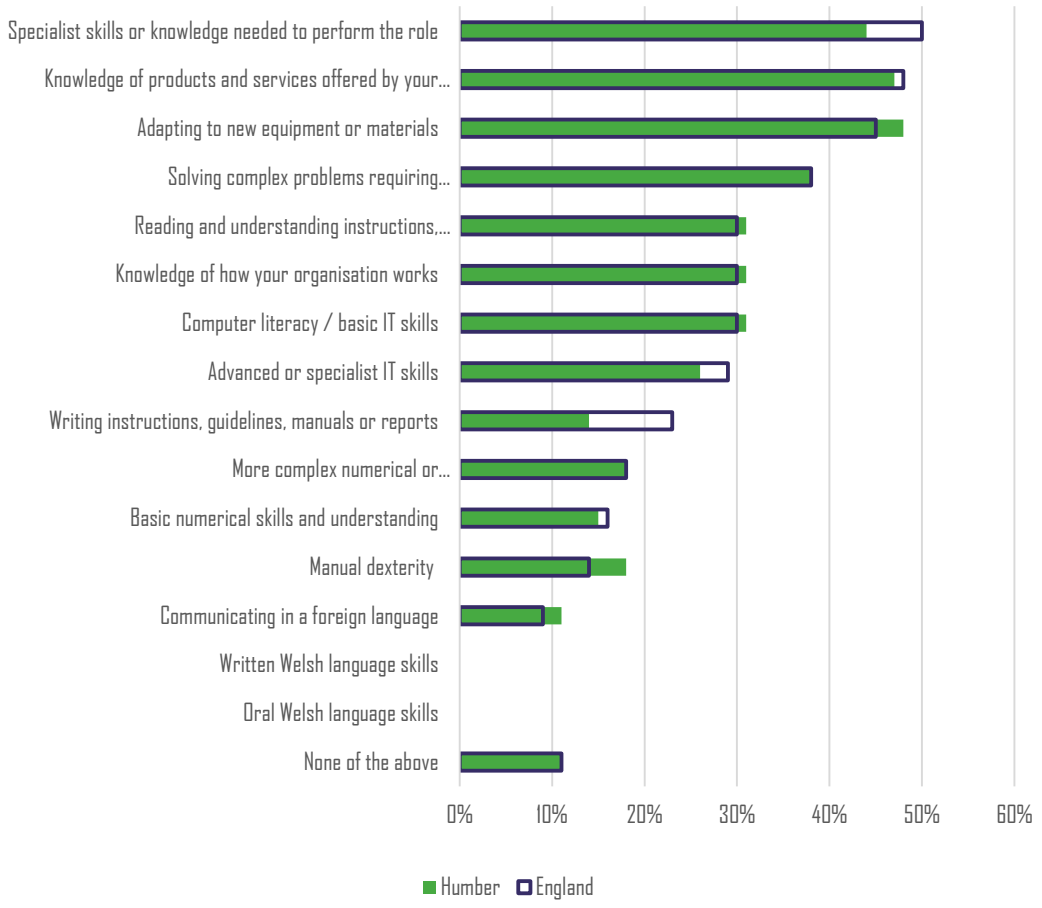
Source: Working Futures, 2017-2027 (published 2020), 2017 LEP boundaries

Skills that need developing

A.89 Establishments within the Humber were most likely to report the need to adapt to new equipment or materials (48% vs 45% nationally) followed by knowledge of products and services (47% vs 48% nationally) and specialist skills or knowledge (44% vs 50% nationally). Skills which were reported more frequently in the Humber than at the national level include the adaptation to new equipment and materials (48% vs 45% nationally) and manual dexterity (18% vs 14% nationally) which reflect changes in key employment sectors within the Humber, including the impacts of automation and digitalisation in manufacturing and retail.

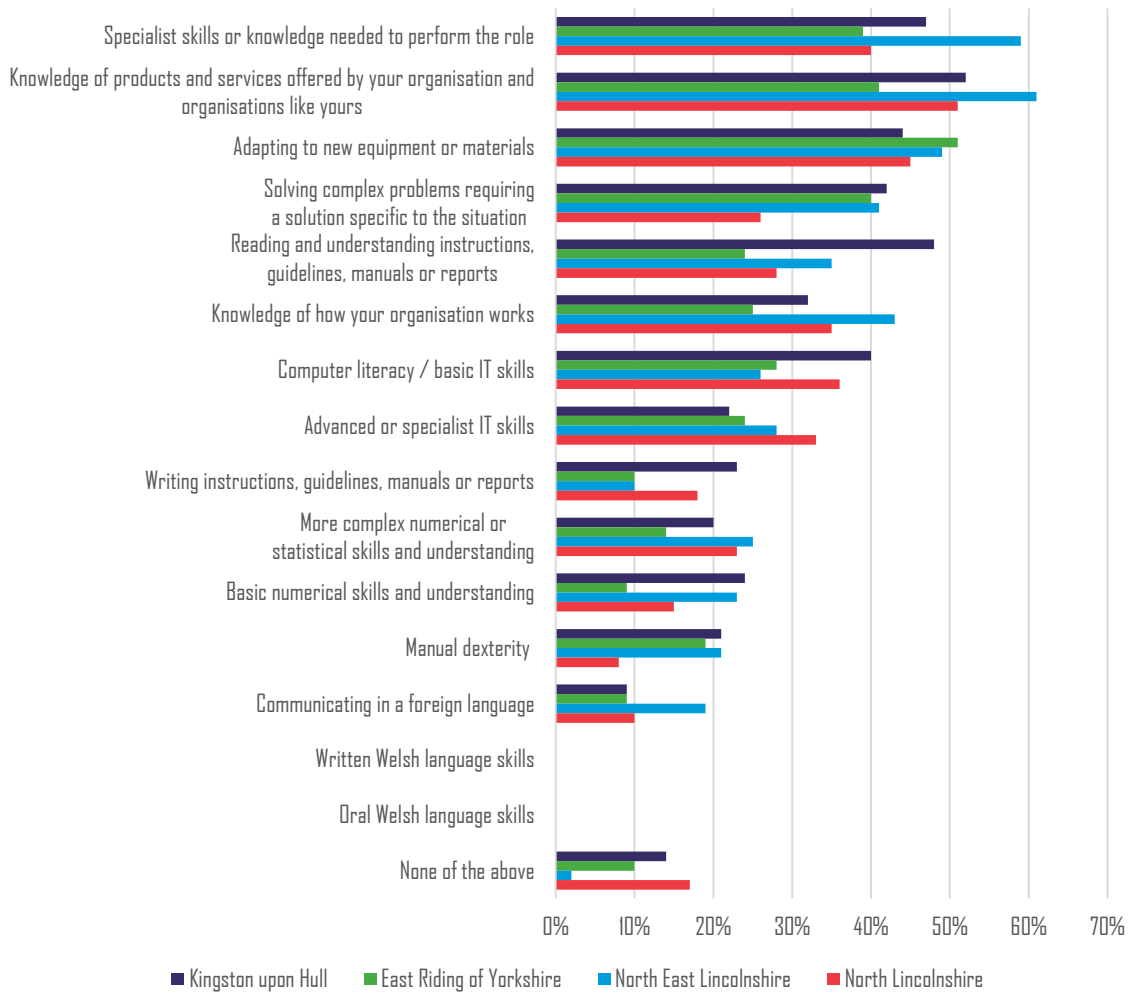
A.90 The five most significant hard skills in demand within the Humber in 2020 from Emsi job data demonstrates that the most significant hard skill (defined as skills that a person has either been taught and learnt and measured by consideration of the relative concentrations of hard-skills in the Humber compared to nationally) was modular building with 222 unique job postings with reference to this skill. Other in demand hard skills within the Humber region were food manufacturing, primary care, production line and food safety.

Figure A.29 Skills that need developing in the workforce in the Humber and England, 2019



Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries

Figure A.30 Skills that need developing in the workforce in the Humber, 2019



Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries

Mapping skills supply and demand

- Levels of staff not fully proficient in their roles in the Humber are in line with national trends, with East Riding reporting even lower levels of skills gaps.
- Low levels of under-utilisation within employment in the Humber compared to nationally which indicates a good alignment between jobs available and the skills of the existing workforce.
- A lack of under-utilisation may also pose a risk in that the skills of those employed within the Humber may not be able to adapt to new technologies and changing types of jobs within the context of automation and digitalisation.

Proficiency of workforce

A.91 The proportion of staff not fully proficient in the Humber is in line with the national average (5% *vs* 5% nationally), whilst the proportion of staff under-utilised is lower than the national average (27% *vs* 35% nationally). A lower proportion of establishments with under-utilised staff in the Humber suggests that the skills supply of the local population is aligned with demand, although a skills gap in terms of proficiency exists locally at the same magnitude as nationally.

A.92 Within the Humber, there is little variation in the proportion of staff not fully proficient compared to Humber and national levels, whilst there is slightly greater variation in the proportion of establishments reporting overqualified staff, ranging from 24% of establishments reporting under-utilisation in North East Lincolnshire, to 29% of establishments in North Lincolnshire.

Table A.3 Proficiency of the workforce in the Humber and England, 2019

	Proportion of staff not fully proficient	Proportion of establishments with any under-utilised staff
Humber LEP	4.5%	27.0%
England	4.6%	34.0%

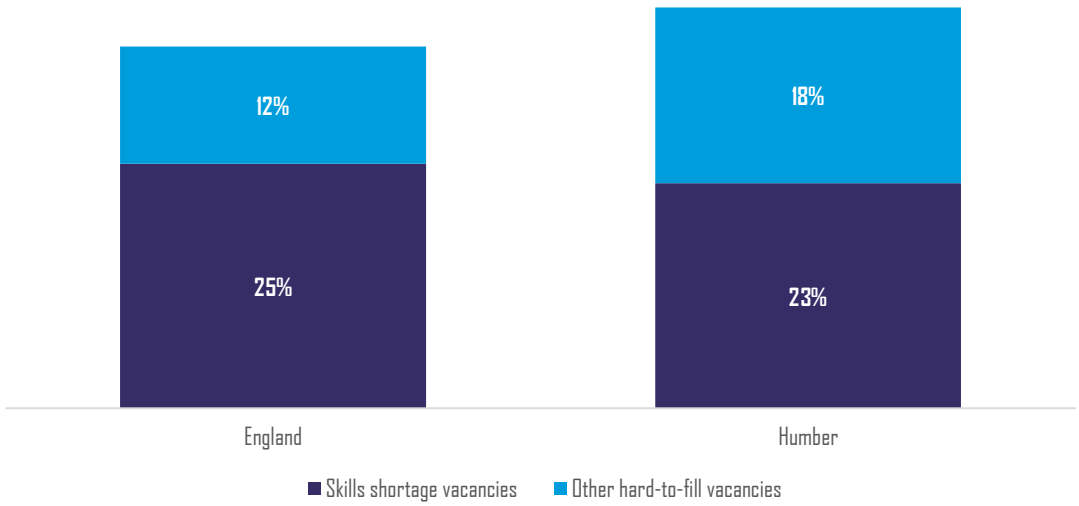
Source: Employer Skills Survey, 2019 *(published 2020)*, 2019 LEP boundaries

Hard-to-fill and skills shortage vacancies

A.93 Hard-to-fill vacancies account for 40% of all vacancies in the Humber which is higher than the national average (36%). Of these, 23% of vacancies are skills shortage vacancies (*vs* 25% nationally) and 18% are other hard-to-fill vacancies (*vs* 12% nationally). A higher proportion of hard-to-fill vacancies that are for reasons other than a lack of skilled or qualified people in the Humber suggests difficulties that are not related to skills supply.

A.94 Within the Humber, the number of hard-to-fill vacancies as a proportion of total vacancies is highest in the East riding of Yorkshire (45% of all vacancies) and lowest in North East Lincolnshire and North Lincolnshire (both 38% *vs* 36% nationally). Skills shortage vacancies are highest in Kingston upon Hull (33% *vs* 25% nationally) and lowest in East Riding of Yorkshire (19%) and North Lincolnshire (18%).

Figure A.31 Proportion of all vacancies that are hard-to-fill due to skills shortages or other reasons, 2019



Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries

Appendix B – Additional Data

Local Context

B.1 The 'local context' section of Annex B presents an overview of the information on strategic priorities, challenges and opportunities, COVID-19 impact, policies, skills performance and local employers in Hull and East Yorkshire as well as the wider Humber area.

Local Policy Context

Humber Estuary Plan, 2021 (locally held document)

B.2 The Humber Estuary Plan sets out how the Humber will accelerate clean growth in the Energy Estuary, develop the Humber Ports and Manufacturing clusters, manage the Humber Estuary and attract and deliver new investment as well as presenting wider priorities for growth and productivity. Development of the Humber Estuary will have important implications for the skills needs of the Humber. There are several priorities within the plan that are particularly relevant to skills in the Humber going forwards, these priorities are presented in further detail below.

B.3 Priorities for accelerating clean growth in the Energy Estuary:

- To be a net zero carbon industrial cluster by 2040, and significantly lower carbon by 2030, whilst protecting strategically important industries and maximising benefits for local communities and businesses.
- To support the long-term sustainability of existing industries through decarbonisation, diversification, and reinvestment.
- To leverage the development of low-carbon infrastructure to attract new investment and develop local supply chains, skills, and innovation.
- To continue to develop the region as a trailblazer for clean energy generation, growing the Humber energy cluster and establishing the region as a global leader in smart offshore wind operations and maintenance by 2030.

B.4 The next steps towards achieving the priorities for clean growth are:

- To work in partnership with industry to develop an ambitious and deliverable Humber Cluster Plan by March 2023 and support the delivery of associated investments. This will include outlining the skills and supply chain opportunities for industrial decarbonisation and establishing what arrangements will be required to deliver the plan.
- To develop a shared proposition for further inward investment from energy and clean growth sectors and consider how this will be marketed.

B.5 Hull & East Yorkshire LEP and Greater Lincolnshire LEP will work with local authorities and other partners to support this by:

- Supporting the successful development of the Humber Cluster Plan (the Hull & East Yorkshire LEP will take over from the Humber LEP as the lead partner in the project).
- Ensuring business and innovation support (including via Growth Hubs), careers advice (via Careers Hubs) and education and training provision is responsive to these opportunities.

- Exploring opportunities for cross-economy decarbonisation and local energy developments (including through their Energy Hubs) that are complementary to the Humber Cluster Plan and associated low carbon infrastructure.

B.6 The LEP are seeking support from Government:

- To engage in the development of the Humber Cluster Plan and explore what further interventions may be required to expedite its delivery.
- To progress the pipeline of projects that will be required to deliver the Humber Cluster Plan by 2040 and consider how opportunities for local residents and businesses can be maximised.
- To support the development and marketing of the Humber proposition for inward investment in clean growth, via the Department for International Trade.

Figure B.1 Humber Cluster Plan

Humber Cluster Plan

The Humber Cluster Plan will provide an evidence-based framework for identifying, understanding, prioritising and delivering the measures that will enable the Humber industrial cluster to significantly reduce emissions by 2030 and achieve net zero by 2040, while maximising strategic opportunities to drive the green recovery.

The Plan will enable a phased approach to be taken to decarbonisation – prioritising the implementation of near-term deliverable investments and mapping out how CCS and hydrogen infrastructure can be scaled up over time. It will consider how this can support cross-economy decarbonisation and local skills and supply chains.

Phase 1 of the Plan was led by the Humber LEP and CATCH. In Phase 2, eight leading industrial partners (British Steel, Centrica, Drax, Equinor, National Grid Ventures, Phillips 66, SSE and VPI Immingham) have joined the consortium. Extensive industry engagement will ensure wider stakeholders across the region are also involved.

The development of the Plan is part-funded by UKRI through the Industrial Strategy Challenge Fund. The Phase 2 project totals £2.6m and is expected to run from January 2021 to March 2023.

Source: Humber Estuary Plan, 2021

B.7 The priorities for developing the Humber Ports and Manufacturing Clusters are:

- To increase the amount of value-added activity associated with the Humber ports, including through establishing a Humber Freeport to support the expansion of manufacturing in the region.
- To establish the Humber as a clean maritime cluster, building on the region's contribution to decarbonising energy and industry.
- To improve port connectivity and infrastructure, including rail and road access and enabling investment on port-related sites.

- To enhance the Humber's competitiveness for logistics activity and support a greater share of UK trade, including through innovation in smart logistics and encouraging the implementation of efficient border arrangements following EU exit.

- To support the productivity and competitiveness of port-related manufacturers, including by offering business, innovation and skills support that meets their needs.

B.8 The next steps towards achieving the priorities for ports and manufacturing was to submit an ambitious bid for a Humber Freeport to Government in early 2021. It has since been announced that this bid was successful.

B.9 Hull & East Yorkshire LEP and Greater Lincolnshire LEP will work with local authorities and other partners to support the priorities for ports and manufacturing by:

- Advocating and seeking funding for infrastructure improvements that will support the competitiveness of the Humber ports and manufacturing clusters.

- Working in partnership with industry and academic partners to maximise the opportunity presented by the development of the Siemens Mobility rail manufacturing facility, seeking to establish the Humber as a key location for rail sector innovation and supply chain growth.

- Ensuring business support (including via Growth Hubs), careers advice (via Careers Hubs) and training provision is responsive to these opportunities.

B.10 The LEP are seeking support from Government:

- To back the proposal for a Humber Freeport and work with us to implement it.

- To provide commitment to improving trans-Pennine freight links, particularly by rail and water that will support the decarbonisation of the logistics sector.

- To support the development and marketing of the Humber proposition for inward investment in port-related manufacturing and the more efficient use of northern port assets, via the Department for International Trade.

Figure B.2 Humber Ports and Manufacturing Clusters Case Studies

Delivering Low Carbon Homes through Energy Saving Retrofit

The Humber is also addressing carbon reduction through development of retrofitting programmes that will ensure homes are able to support the carbon neutrality goals of the Humber Estuary Plan. In Hull, external solid wall programmes are helping to reduce fuel poverty, increase thermal efficiency and improve quality of life.

Over 800 homes so far have been provided with a range of energy saving works including full central heating systems, boiler replacements, roof improvements and external wall insulation that will save over 36,000 tonnes of carbon.

Council, social and privately owned homes ranged from traditional single skin brick construction, Victorian terraces to those that have previously been earmarked for demolition because of structural defects. Projects also addressed structural stability of previously unmortgageable homes and defective houses to allow mortgages to be raised on the properties.

Case study: Liverpool - Humber Optimisation of Freight Transport (LHOFT)

This unique project brings together the combined strength of a major cargo owner (Unilever), two key port operators at each end of the M62 corridor (ABP on the Humber and Peel Ports on the Mersey) to collaborate with experts from the rail industry in a study (led by the University of Hull's Logistics Institute) to develop an end-to-end journey model that promotes the diversion of trade from long distance North-South road routes to ports on the East and West of the country. These freight journeys could be further optimised using rail and offers the potential for a huge reduction in the number of freight miles on the UK road system. Technology to be developed by the University will enable multiple cargo owners to pool volumes to de-risk new sea and rail services through northern ports.

Delivery of associated projects such as the A63 Castle Street Improvement Scheme will unblock highway constraints between the Port of Hull and the National Strategic Road Network, supporting the long-term competitiveness of the Port of Hull and the East Hull and Paull Enterprise Zone sites that are needed to support the offshore wind industry and associated renewable energy manufacturing.

Source: Humber Estuary Plan, 2021

East Riding Economic Strategy 2018-2022

B.11 The East Riding Economic Strategy sets out a long-term vision and strategic framework to achieve a competitive and resilient low-carbon economy that supports sustainable and inclusive growth and meets the ambitions set out in the Government's Industrial Strategy. Four priorities were identified in the strategy: Business Growth; Lifelong Learning; Quality Locations; and Sustainable Economy.

The strategy identifies two key skills issues and proposes two responses:

- Skill shortages in some sectors - coordinate provision and access at all levels through the LEPs and promote local career opportunities within schools and colleges. Promote the area to attract higher skilled workers and address skills shortages. Support implementation of technical education reforms.
- Creating high-quality employment and tackling long-term unemployment - Focus on employability issues, skills needs and workforce demand within specific sectors. Support employment growth through LEP sector deals. The Department for Work and Pensions (DWP) 'Work and Health Programme' to support ESA claimants into work. Community-Led Local Development (CLLD) Programme to target support for business growth and those furthest from the labour market in the 20% most deprived areas in Bridlington. Address transport costs for apprentices.

East Riding Economic Strategy 2018-2022, Mid Term Review January 2021 (locally held document)

B.12 The economic strategy was reviewed in 2021 and this review included the following skills highlights:

- The Institutes of Technology initiative provided £1.7 million to Bishop Burton College and £1.1 million for East Riding College.
- East Riding College opened its 'Clinical Skills Centre' in Bridlington in 2019.
- Bishop Burton College is one of 50 educational institutions that will be trialling T-Levels in 2020.
- The Skills Support for the Workforce programme has been extended to March 2023 with additional funding allocated for the East Riding to support SMEs with fully funded workplace training.
- East Riding of Yorkshire Council and schools are making progress in utilising the Apprenticeship Levy to meet targets with £1.4 million invested since September 2020.

B.13 The council has registered for the Kickstart Scheme, which is a £2 billion launched in September 2020 to create high quality 6-month work placements aimed at those aged 16 to 24 who are on Universal Credit and are deemed to be at risk of long-term unemployment.

B.14 Bishop Burton will offer a childcare T-Level, one of 15 courses in 2020, with the hope to launch further T-Levels in the next academic year. The qualification will support students to spend 80% of their time on classroom-based learning and 20% of time on work-based training, which is approximately 315 hours per year of placement.

B.15 The review identifies 10 strategic priorities to secure by 2022/23:

- Funding to support economic transition in response to COVID-19
- An ambitious Hull & East Yorkshire devolution deal
- A Local Enterprise Partnership collaboration agreement
- A Humber Freeport
- Opportunities arising from Enterprise Zone investment

- A Goole Town Deal
- Support to enter, reskill and progress in the labour market
- Strategic approach to tourism
- A coastal communities prospectus
- Decarbonisation plans for the Humber

B.16 The lifelong learning priority includes 3 strategic aims which seek to:

- Raise awareness of employment opportunities locally to meet current and future skills demands
- Ensure residents of all ages have access to learning and promote employment opportunities to those either furthest from the labour market or experiencing underemployment
- Meet the existing and emerging skills needs of the local economy

B.17 The midterm review identified several priority actions until 2022/23:

- Facilitate education and skills partners (ages 14-19) to collaborate on the development, planning and delivery of quality Careers, Education, Information, Advice and Guidance (CEIAG) that meets the needs of both young people and the local economy.
- Deliver the Yorkshire Coast Community Led Local Development Programme to help those furthest from the labour market improve their employment opportunities by supporting them to improve skills and experience.
- Deliver an adult learning service that is responsive to economic recovery, local challenges and opportunities to enable adults to reskill, upskill, develop employability skills or essential digital skills.
- Improve skills by providing a range of nationally recognised qualifications from Entry Level to Level 2; supporting learners to follow relevant progression routes further learning or employment.
- Broaden range of SEND and high needs provision and enhance engagement with local employers to increase number of local opportunities.
- Deliver Technical Level (T Level) qualification pilots.
- Deliver the Skills Support for the Workforce programme to support eligible businesses with training needs and restructuring plans in response to COVID-19.
- Maintain financial viability of, and where possible expand, Kickstart (formerly Wheels to Work) to ensure that adults requiring the scheme have access to transport and are supported to overcome geographical barriers to employment and learning.

Kingston upon Hull's Children, Young People and Families Plan

B.18 Kingston upon Hull City Council prepared the Hull Children, Young People and Families Plan which covers the period of time from 2019 to 2023. The vision of the plan is to make Hull an inspiring City – safe and healthy to learn, play, work and live in. Where all children, young people and their families are health and safe from harm and have the confidence to be ambitious and achieve their aspirations.

B.19 The plan identifies that Hull has lower than average performance at key stage 4, lower proportions of young people achieving level 3 qualifications by the age of 19, higher numbers of NEETs (Not in Education, Employment Training/not known) and an occupation structure skewed towards lower skilled occupations.

B.20 The key themes of the plan include learning and young people being ready for work and life. This involves ambitions to improve the indicators related to young people and preparing them for life and work. The plan states to make this happen the council will need to work with education intuitions to develop a robust strategy to drive improvement in education and training. The plan recognises that there is a need to understand why Hull has a high number of young people who are NEET and understand and enhance the labour market intelligence they have around this area of data. There is also a need to maximise funding opportunities, utilise social clauses within procurement contacts and engage with local employers to support people into the labour market.

Employment and Skills Implementation Plan, Feb 2021, (locally held document)

B.21 The Employment and Skills Implementation plan is the delivery part of the LEP's Employment and Skills strategy, it includes all the current programmes and initiatives, working groups and funding which support the delivery of the strategy.

Employment and Skills Strategy, 2014-20

B.22 In 2014 the Humber LEP published an employment and skills strategy that sought to better align the skills system with the future needs of the Humber economy. The vision for the strategy was:

'To deliver an appropriately skilled, motivated and productive workforce to drive economic growth and sustainability for the Humber region and recognising our unique potential in the Estuary and its ability to act as a catalyst in regeneration and innovation.'

B.23 The objectives of the strategy covered the following points:

- Raising employer commitment and investment in skills at all levels.
- Fostering an inclusive, LEP-wide approach with all key stakeholders.
- Influencing provision to better meet local economic needs.
- Improving the quality, accessibility and dissemination of labour market information and careers education, information, advice and guidance (CEIAG), empowering employers and local people to make informed choices.
- Supporting people in finding and sustaining employment, in progressing their own enterprises.
- Maximising the use of funding, including capital, to develop excellent learning environments and facilities, leading to a more highly skilled current and future workforce.
- Extending residents aspirations to gain higher level academic and vocational skills, including progression to Higher Education.

B.24 The Humber LEP had planned to update the strategy, but COVID-19 then the decision to form a Hull and East Yorkshire LEP prevented the update going forward. The LEP actively monitors its employment and skills priorities and the many programmes and activities which aid in achieving the priorities. Home Decarbonisation Academy (locally held)

B.25 The Energy Systems Catapult Home Decarbonisation Academy Report maps out 9 catapults across the UK. The Offshore Renewable Energy Catapult is one of these, located in the Humber and also in Scotland. Over 80 stakeholders were interviews in a market study to understand skills for the net-zero study. The skills for net zero challenge presents a triple challenge. The following elements are key to the challenge:

- Quantity (Approx. 25 m homes to decarbonise by 2050)
- Quality
- Complexity

B.26 The report maps out a smart local energy system local authority toolkit that maps out how local authorities can work towards decarbonisation.

Humber LEP Local Growth Fund 2020/21 – Skills (locally held)

Humber Construction Hub

B.27 The Humber Construction Hub was completed in 2019. It is located in Hull (HU7 5YY). The project received £231,842 LGF funding and the equivalent in matched funding. The project is estimated to create 316 jobs and provide 804 Level 1 qualification, 198 Level 2 qualification and support 1,438 other leaners. The Humber Construction Hub is now up and running, delivering training in a realistic working environment. The Humber Construction Hub will also act as a training centre of excellence from which further smaller training hubs could be developed within the Humber region in collaboration with construction industry partners to support localised labour needs in those areas, such as Goole and Grimsby.

B.28 The Humber Construction Hub (HCH) is designed to address the skills gap in the construction and built environment sector by providing 'real life' construction training and experience and opportunities. The 'Hub' is a unique facility that provides 'real life' construction training experiences for Hull and Humber-wide residents, in order to address the skills deficit in the Construction and Built environment sector.

B.29 There will be an estimated 25,000 job opportunities for local people to fill in the next five years (CITB, 2018), and training centres such as the Humber Construction Hub can help people prepare for those roles. The project received £231,842 LGF funding and £287,411 matched funding.

National Skills Centre for Process & Renewable Industries (CATCH)

B.30 The CATCH National Skills Centre was completed in December 2020. It is located in Stallingborough. The project is estimated to create 158 jobs and provide 120 Level 3 qualification, 50 Level 4 qualification, 25 Level 5+ qualification, 166 Advanced apprenticeships and support 220 other leaners.

B.31 The project is home to the National Process and Manufacturing Centre that offers contemporary bulk storage or processing facility, mirroring operational and maintenance standards around the world. Including classrooms and dining facilities, the site offers a real-world learning experience.

Town Deals

B.32 In 2019 the Ministry of Housing Communities and Local Government, launched a prospectus for a £3.6billion Towns Fund. This was established to address growth constraints and provide the core public investment that

builds on a series of government-led growth agreements with local areas, aimed at rebalancing the economy. The fund is designed to propose a range of interventions that drive the renewal of towns to generate long-term economic and productivity growth.

B.33 Funding from Town Deals opens up investment opportunities in the Humber which may directly or indirectly benefit the supply and demand for skills in the Humber. The Humber has seen three Town Deals submitted to the government for Goole, Scunthorpe and Grimsby. Each town could bid up to £25m from Towns Fund and up to £50m if the plan could demonstrate regional or national significance.

The Goole Town Deal

B.34 Goole submitted its Town Investment Plan in January 2021. Projects included within the proposals are:

- Physical regeneration of both property and the urban environment within the town centre
- The use of 'anchor' destinations in the town centre for leisure and enterprise opportunities
- Improvement of physical connectivity through an enhanced rail connection and digitally through gigabit broadband

B.35 Goole's Victorian Market Hall, which is of local historic significance but currently remains vacant, has recently received accelerated Town Deal Funding for repairs and maintenance. Future proposals for the building include creating event space for community-led pop-ups, enterprises and festivals.

The Scunthorpe Town Deal

B.36 In December 2020 North Lincolnshire Council submitted its plans for a £27m investment across Scunthorpe through the Town Deal programme. Investments will be focused on creating an advanced manufacturing park with 4m sq ft of space to attract more world-class engineering firms to the area, further development of the town's cultural quarter in and around Church Square and progressing work on a health and emergency services hub.

B.37 It was also reported that Scunthorpe secured £10.7 million to help transform town centre through Future High Street funding. North Lincolnshire Council submitted a bid for the future of Scunthorpe's High Street, revealing a redevelopment plan for the former market in August. The cash will be used to transform the heart of the town centre. The development will be spread across the southern half of the former market site, fronting directly on to the High Street, with initial proposals including a 1,350sqm enterprise and innovation hub complete with business space, workshops, meeting rooms, breakout spaces, business development and networking areas.

The Grimsby Town Deal

B.38 The Greater Grimsby Town Deal secured £20.9 million announced in the 2021 March budget. In December 2020 Grimsby secured £17 million Future High Street Funding.

B.39 The projects presented to Government are:

- The development of a new public square at Riverhead Square (phase 1 of this work is already being planned thanks to an early award of £1m of Government funding);
- Better pedestrian and cycle loops to connect the town centre and Alexandra Dockside;
- The next phase of development of Garth Lane towards the creation of a major new waterfront residential community;

- Refurbishment of the Central Library to accommodate new uses, including the potential for a new learning and innovation facility;
- Development of a Victoria Mill Quarter including enhancement to the waterfront, to attract new uses to this heritage part of the town;
- Further regeneration of St James' Quarter to complement the regeneration works currently being carried out;
- A local grant programme for community and local business-based initiatives, which supports activity in the town centre.

Future opportunities & inward investments

Yorkshire Energy Park

B.40 The Yorkshire Energy Park is a new development located in the East Riding of Yorkshire. It appeals to businesses looking for **power and data resilience**, links to **research and development**, reinforced by a strong transport infrastructure and access to a skilled workforce.

B.41 The Yorkshire Energy Park has the potential to create approximately **4,480 gross jobs**.

B.42 The site will incorporate:

- An energy centre and primary substation, providing up to 9.9MW of on-site energy and up to 39Mw of off-site energy for export,
- 600 rack data centre (tier 3) and disaster recovery suite,
- A mixture of space for businesses, including incubator space for start-up businesses and SME growth,
- A National Centre of Excellence for education, training and research facilities and associated on site, short stay accommodation,
- An outdoor building materials and testing facility,
- New sports facilities for the community and
- 45 hectares of green space, protected for 150 years as an ecologically enhanced area for protected species.

B.43 The strategic development has potential to help drive innovation in the Humber across the data, energy and education sectors.

Humber International Enterprise Park

B.44 A planning application for a near 400,000 sq m industrial park to the east of Hull, named Humber International Enterprise Park, has been deferred.

B.45 More than **6,000 jobs** have been suggested for the site, which will join Able Marine Energy Park on the South Bank in catering for the huge, anticipated uplift in **offshore wind manufacturing**.

Six new offshore wind farm sites revealed as Round Four results released by The Crown Estate

B.46 In February 2021 six new offshore wind farm sites were revealed by the Crown Estate which will be located off the coasts of the North East and North West of England. Three of these sites are located of the North East Coast, with Hull and Grimsby the major ports serving the sector. The sites have a combined capacity of 4.5GW (1.5GW each). Each site eclipses the capacity of the current largest operational wind farm, Hornsea 1 (1.2GW).

Humber Freeport

B.47 The two Local Enterprise Partnerships of Greater Lincolnshire and the Humber, along with the four local authorities of Hull, East Riding, North Lincolnshire and North East Lincolnshire have formed a partnership with businesses from across the region to assemble a bid for Freeport Status that UK Government will consider. The bid was announced as successful in the 2021 budget.

B.48 The Humber region is home to the UK's busiest port complex including the four major ports of Hull, Goole, Immingham and Grimsby which combined handle around 17% of the nation's trade. The Humber Ports play a vital role as strategic assets, handling the materials that supply 10% of the nation's energy, 25% of the UK's fuel for vehicles, almost a third of the national timber supply and supporting the farming, food, retail, construction, automotive and pharmaceutical sectors across the UK but especially the Midlands and the North of England.

B.49 As a large producer of carbon, the Humber has an opportunity to set an example for de-carbonising the economy as well as build on the area's status as an exciting place for growth in **green energy**. The Humber is the largest hub for the operations and maintenance of offshore wind in the World and hosts the offshore wind catapult in the Port of Grimsby and the manufacture of offshore wind blades in the Siemens Gamesa plant in Green Port Hull, all across the Humber there are projects for boosting green energy and decarbonisation.

B.50 The secured Freeport status for the Humber will act a catalyst to accelerate growth in of the green economy. It is proposed that the new Humber Freeport will:

- Contain customs zone sites all across the Humber including the four main ports,
- Have three new tax sites on both banks of the Humber that will incentivise growth in new manufacturing, research and development and green energy jobs. One site is located to the East of the Port of Hull, one site is located on development land in Goole and the third on the Able Marine Development Park in Killingholme.
- Include an agreement to complement tax sites by targeting significant seed capital resources to ensure the benefits of Freeport status is felt across all four Humber local authority areas, including at the South Humber Industrial Investment site near Stallingborough in North East Lincolnshire.
- Secure significant inward investment from blue-chip multinationals with the potential to attract and drive both supply chain and innovation eco structures.
- Utilise local labour to help tackle the issues of deprivation not just in the Humber but beyond into surrounding areas in Doncaster, Wakefield and Leeds.

Humber Cluster Plan is successful in £1.7m decarbonisation funding bid

B.51 A total of £1.7m government funding has been secured for the Humber Cluster Plan – a comprehensive plan for decarbonisation in the Humber, the plan will show how the Humber cluster can achieve net zero carbon emissions by 2040, potentially making it the first in the world to do so.

B.52 The joint bid by the Humber LEP and CATCH also involves eight private sector partner organisations (British Steel, Centrica, Drax, Equinor, National Grid Ventures, Phillips 66, SSE Thermal and VPI Immingham) and was submitted to Innovate UK as part of the Government's Industrial Decarbonisation Challenge Fund scheme, part of the £350m green recovery package announced by the Prime Minister in July.

B.53 The project, totalling £2.6m, will move the Humber closer to achieving large-scale decarbonisation, with businesses across the Humber working to find effective and lasting solutions for the region.

COVID-19 Impact

Hatch, 2020, Humber COVID-19 Impact Assessment

B.54 In 2020 Hatch conducted an assessment of COVID-19 on the Humber region. This provided evidence of the deep-felt impacts of Covid-19 on a range of economic indicators. The LEPs Coronavirus delivery plan drew on this data analysis to formulate the planned response to Covid-19.

B.55 Analysis by Hatch for the Humber LEP shows that, based on an estimated 14.4% loss of Gross Value Added (GVA) in 2020 due to COVID-19 (compared with 11.3% nationally), the region would need to treble its historic growth rate of 1% over the last nine years in order to recover lost ground by 2030 – an enormous challenge even without maintaining social distancing and other restrictions.

Humber LEP, 2021, Coronavirus delivery plan, February 2021

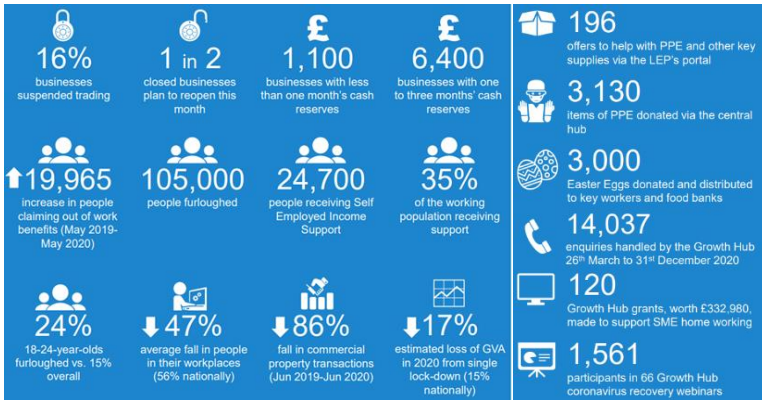
B.56 In February 2021 the Humber LEP updated its COVID-19 delivery Plan.

B.57 The Coronavirus Delivery Plan states that the strategic vision the region set out in the draft Humber Local Industrial Strategy – for more **clean growth** and **new manufacturing** linked to the **Humber's ports** – is still the right one.

B.58 The diagram to the right shows the impact of COVID-19 on a range of economic measures. This illustrates a deep-felt impact in the Humber which will have important implications on the short-, medium- and long-term development within the Humber. The diagram also illustrates some of the key responses that have happened in the Humber LEP.

B.59 The Coronavirus delivery plan sets out how the LEP can help businesses adapt to the difficulties imposed on them by the pandemic.

Figure B.3 COVID-19 Impact and Response



Source: Humber LEP, 2021, Coronavirus delivery plan, February 2021

Figure B.4 COVID-19 Adaption

Covid-19 adaptation — Support for businesses 6

Objective: To ensure businesses can access the guidance and support required to enable them to trade where possible, and to make necessary adjustments to ensure their longer term viability

Issues to address	How the LEP will add value		
	Existing delivery	New delivery	Future options
• Social distancing impact • Lower & uncertain demand • Liquidity • Supply chain disruption • Redundancies **Partner delivery** • Business intelligence and comms led by HERG • Range of Government-backed financial support • Range of membership organisation services • Local authority grants, advisors and city/town centre reopening plans	• Comms to raise awareness of guidance and support • 1:1 Growth Hub advice • Growth Hub #GrowMySME webinar programme • Growth Hub #GrowMySME grants for consultancy • Humber Jobs Fuse – recruitment/redundancy support • Supply Chain Network (part-funded by Growth Hub) • Regulator engagement through BBfA Humber	Starting in 2020/21 • £1-3k consultancy / minor equipment grants for SMEs via Growth Hub (£143k visitor economy + £358k general) • Modification of Humber High Street Challenge Fund to support city/town centre adaptation • Growing Hull & East Yorkshire capital grant scheme (£1.5m over 18 months) HEY 2021+ • Growth Hub support package for Visitor Economy SMEs (specialist advisors and workshop/events series)	• Some sectors may take longer to recover – advocate extended/bespoke support • Ongoing exploration of supply chain development and innovation opportunities • Many SMEs are fully leveraged and will need targeted support to maintain cashflow whilst honouring their loan covenants

Source: Humber LEP, 2021, Coronavirus delivery plan, February 2021

Local Employers

Pensana Rare Earths

B.60 Pensana plans to establish world-class **rare earth production** at the Saltend Chemicals Park in the Humber. With a nameplate capacity of 4,500 tonnes Saltend would become one of only two major producers outside China.

B.61 Pensana reported high grade finds at second rare earths exploration site as it works up Saltend plant. The company looking to bring further advanced **chemical engineering** processes to the Humber has revealed strong results from explorations for the future plant's feedstocks. A £100 million investment could create 100 jobs as mining comes inline in Angola.

Siemens Mobility chief welcomes Prime Minister's backing for emerging £200m Goole train plant

B.62 In addition to the rail manufacturing facility, Siemen's Goole development will encompass a research and development and digital innovation cluster serving the UK rail sector with key industry suppliers also co-located on site.

B.63 As part of its commitment to creating a pipeline of new talent for the UK rail sector, Siemens Mobility has engaged Selby College as local training provider and is providing 12 apprenticeships throughout 2020/21.

B.64 Set to open with a first phase in 2023, new Piccadilly line trains for London Underground will be the initial focus, with the company also in the bidding for HS2 contracts.

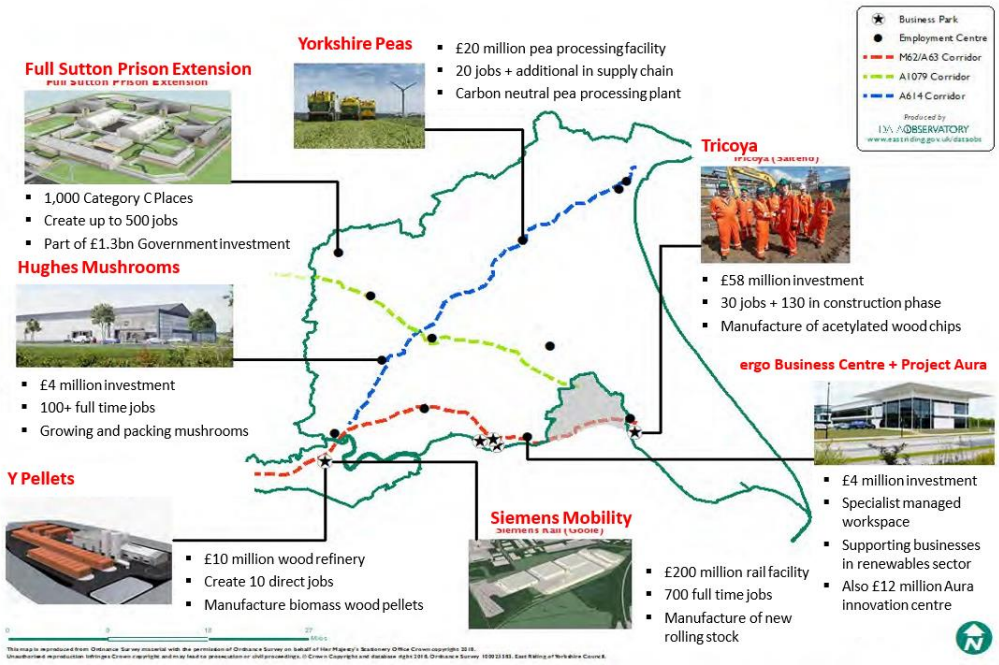
Plans submitted to double size of Hull wind turbine factory

B.65 A wind turbine factory in Hull could be set for major expansion after plans were lodged for new manufacturing and office space. Proposals submitted by the Spanish-German company would see its plan at Alexandra Dock extended from 36,000 sq m to 77,600 sq m. The new facility could see blades in excess of 100 metres being developed in Hull.

East Riding LMI, 2020

B.66 The LMI research maps out some of the key investments in the East Riding district. The new skills East Riding website highlights opportunities. The map below shows information about key investments and the businesses they are associated with.

Figure B.5 East Riding LMI Map



Source: East Riding LMI

HCV Workforce Priorities, November 2018 (locally held research)

B.67 Humber, Coast and Vale Health and Care Partnership covers 6 clinical commissioning group including East Riding of Yorkshire and Hull Clinical commissioning groups. The ambition of the partnership is:

"We want everyone in our area to start well, live well and age well. To achieve this we are working hard to create a health and care system that supports everyone's health and wellbeing and that is there to help when people need it. We want to become a health improving system rather than an ill-health treating system."

B.68 The priorities of the partnership are:

- Supporting self-care and helping people to stay well
- Integrating and improving 'out of hospital' care
- Creating the best hospital care
- Improving services in priority areas including cancer and mental health
- Deploying resources effectively – workforce, IT, buildings and equipment
- Making the most of every penny to deliver good quality local services within the funding available

B.69 The workforce objectives are:

- Proactively invest in nurturing, training and educating the current and new health and care workforce to provide flexibility and adaptability
- Securing the supply of the health and care workforce needed to deliver high quality care now and in the future
- Ensuring a vibrant employment environment that makes Humber, Coast and Vale a great place to work for existing health and care workforce and those considering a career
- Ensuring that in future service, financial and workforce planning are joined up.

B.70 The workforce priorities include developing the current workforce by concentrating on retention and development of skills and increasing the future workforce supply by developing new roles linking with and increasing training places, developing apprenticeships and maximising recruitment.

B.71 Key priority actions of the plan include:

- Continue and increase roll out of Advanced Clinical Practice, Physician Associates and Training Nursing Associates Roles
- Create new entry apprenticeships roles (e.g. Radiology, ODPs, Care)
- Develop a Partnership-wider approach to maximising Apprenticeship Levy between organisations and sectors
- Collaborate on recruitment exercises including Careers fairs, campaigns for hard to recruit, specialist disciplines and professions, and overseas recruitment.

Skills Supply

B.72 The 'skills supply' section of Annex B contains information that is relevant to the Humber's supply of skills that has been drawn from a variety of research sources.

B.73 The following sources provide insights into skills supply in the Humber and are presented in more detail further below:

- Employment and Skills Board - The Humber LEP commissioned the development of a dashboard and a Data Analysis report to support the requirements outlined for the development of Skills Advisory Panels (SAPs) Skills Advisory Panels Analytical Toolkits. This presents key information on the supply of skills in the Humber.
- Coronavirus delivery plan - In February 2021 Humber LEP updated its Coronavirus delivery plan which sets out how the LEP will support businesses, people and infrastructure investment through the pandemic as well as setting out actions related to the wider priority aims outlined in the draft industrial strategy.
- Humber Digital Skills Analysis – The Digital Skills Analysis study aimed to support the Employment and Skills Board, local providers and employers to respond effectively to Humber's digital skill priorities.

Hatch / Humber LEP, 2019, Humber LEP Skills Advisory Panel Report

B.74 The headlines from the LEP's Skills Advisory Panel Report were:

- There is a diverse range of education providers including five FE colleges (all who deliver higher level courses), four Sixth Form Colleges, two University Technical Colleges and university education provision delivered by the University of Hull plus over 300 private training providers.

- Skill levels across the Humber region are lower than those experienced nationally and regionally.

- The Humber has higher proportion of economically inactive residents, with these having relatively low qualifications.

- Brexit poses a long-term challenge to workforce supply in the future, particularly given the area's dependency on migrant workers.

B.75 The research suggested implications for the skills advisory panel:

- The Humber has an extensive range of education and training provision with more in the pipeline including the development of two Institutes of Technology, the University Campus in North Lincolnshire and the planned development of a new University Campus with the University of Lincoln and Grimsby Institute. There are a range of skills and employability interventions being delivered providing the labour force with the opportunity to participate, upskill and reskill.

- Barriers to take up of training provision by businesses include availability of staff time, lack of funds, and lack of time to organise the training. Addressing these barriers through a flexible and affordable skills system is key to encouraging employers to invest.

- The Humber has experienced low levels of population growth (only 2% in the last 10 years) and a reduction in the working age population which has fallen by nearly 3% since 2011. The population in the Humber is ageing, and the dependency ratio is increasing. This has implications for the size of the labour force to service employer demands, and places pressure on services catering for an increasingly older population.

- In mitigation, employers are sourcing workers from further afield. Travel to work analysis indicates those with NVQ Level 4 + qualifications travel further to work. Attracting and retaining graduates in the Humber also provides a mechanism of boosting the higher skilled labour supply. Upskilling / reskilling the current workforce is also an important consideration, particularly as the retirement age extends and people are working for longer. A further risk to the supply of labour in the Humber is Brexit. There is a relatively high dependency in some sectors in the Humber on EU workers, particularly manufacturing where 10% of workers come from the EU.

- The Humber has a relatively low qualified workforce, with just over 26% of the working age population qualified to NVQ Level 4+ compared to 35% nationally. The economically inactive in the Humber tend to have a lower qualification profile (66% have NVQ Level 2 or lower skills). This presents additional barriers to accessing employment opportunities which place increasing value on higher level skills. Looking ahead, Working Futures data predicts that 46% of jobs in the Humber will require Level 4+ qualifications. This indicates a mismatch between the current qualification profile and future demands. There are a number of projects aimed at addressing skill needs in particular sectors such UTCs, Institutes of Technology, and enhanced provision in existing HE and FE providers. Policy interventions such as the Apprenticeship Levy, Advanced Learner Loans, the introduction of T Levels and the Work Programme also have a role to play in boosting labour market participation and meeting employer demands but there are barriers to uptake which need to be resolved.

Humber LEP, 2021, Coronavirus delivery plan, February 2021

B.76 COVID-19 has had significant impacts on learning delivery in the Humber. The Humber LEP sets out measures to tackle the issues caused by COVID-19 as well as the wider issues that have impacted the Humber for longer.

Figure B.6 Coronavirus Delivery Plan – Impact People in Education

People in education — Support for people 13

Objective: To maximise the education and skills levels of people in education or training to support people into good jobs with positive career prospects

Issues to address	How the LEP will add value		
	Existing delivery	New delivery (Starting in 2020/21)	Future options
• Covid disruption to learning delivery will require significant support interventions • GCSE English and Maths achievement levels low • No of people qualified to Level 4+ • Employer understanding/use of Apprenticeship Levy **Partner delivery** • Institute of Technology • Range of higher and degree level apprenticeships • A 'Plan for Jobs' - employer subsidies for apprenticeships and traineeships and Lifetime Skills Guarantee • Health and wellbeing sector action to address barriers to education and training	• Apprenticeship Working Group seeking Government policy flexibilities • CEC work to raise awareness of Humber sectoral opportunities (to 2021) • Partnership work with the Humber Outreach programme • Growth Deal Skills Capital Programme	• New Growth Hub workforce development advisor (apprenticeships, traineeships and T levels) • Work Experience – increasing capacity of SMEs to provide placements for schools and colleges (approved – starting imminently) • Graduate Internship ESF Programme – Hull University commencing delivery 20/21	• Apprenticeship Hub / matching service • UKSPF to fund specific English and Maths support within existing providers • Relaunch of Skills Pledge • National Skills Fund – right to retrain/apprenticeships

Source: Humber LEP, 2021, Coronavirus delivery plan, February 2021

Hatch / Humber LEP, 2020, Humber Digital Skills Analysis

B.77 In the Humber, in 2019, there were 686 apprenticeship starts and 414 completions in the ICT sector which have fallen by 28% and 20% respectively since 2016. This was in line with the national trend of declining apprenticeship starts.

B.78 The location of apprenticeship achievements suggested that there was greater representation of providers based in East Riding and Hull that deliver apprenticeships compared to elsewhere in the Humber. Over time, there has also been a shift in apprenticeship delivery away from the public sector towards the private sector, which indicates the need to explore how to bridge the gap in digital apprenticeship provision.

B.79 The Humber currently provides higher education (HE) digital provision at the University of Hull and a number of further education (FE) colleges including Grimsby Institute of Further and Higher Education and Hull College.

B.80 At the University, the largest number of HE enrolments are in medical subjects, business and administrative studies and biological sciences; which all require strong technical expertise.

B.81 Over the last five years, science technology engineering and maths (STEM) subjects have seen large growth in enrolments, driven mainly by engineering and technology (+52%) and computer science (+24%). Likewise, North Lindsey College had 40% of its HE enrolments in STEM subjects, largely in engineering and technology and computer science. These subjects have strong overlap with employer demand for website developers and programmers.

B.82 The data indicates a growing supply of higher-skilled labour with digital skills, although this appears to be most concentrated in Hull compared to other local authorities. The Humber has an extensive range of education provision. Over a third (36%) of all providers deliver digital courses linked to the digital and creative sector. The ESFA Datacube findings show that there is less provision available at Level 4 and above compared to Level 3 and below. By contrast, the desk-based review findings suggest that the higher-level digital skills provision is under-represented in the Datacube, where a number of additional providers were identified as providing these qualifications.

B.83 The development of two Institutes of Technology, the recently opened University Campus North Lincolnshire (UCNL) and planned university centre in Grimsby are expected to offer more opportunities to secure higher-level digital skills.

B.84 There are approximately ten education and training providers which deliver digital courses aligned with the Digital and Creative sector. This accounts for just over a third (36%) of total providers in the Humber. The identified providers are: DN Colleges Group, East Riding College, Franklin College, Grimsby Institute of Further and Higher Education, Hull College, John Leggott Sixth Form College, University of Hull, Wilberforce College, Wyke Sixth Form College and YH Training Services Limited.

Figure B.7 Top Providers of Apprenticeships – information and communication broad sector, Humber (2018/19)

Provider	No. Starts	No. Achievements
Hull Business Training Centre Limited	138	69
British Army	130	115
Baltic Training Services Limited	94	36
DN Colleges Group	38	28
Kingston Upon Hull City Council	37	41

Source: Hatch, 2020, Humber Digital Skills Analysis

B.85 The digital skills research suggested the following implications:

- The need to explore how to bridge the gap in digital apprenticeship provision.
- Growing the supply of higher-skilled labour with digital skills, this appears to be most concentrated in Hull
- The development of two Institutes of Technology, the recently opened University Campus North Lincolnshire (UCNL) and planned university centre in Grimsby are expected to offer more opportunities to secure higher-level digital skills

B.86 The research also explored the impact of COVID-19:

- Covid-19 has been a key disruptor which has illustrated how digital infrastructure, access to digital hardware and digital skills are required. It has helped drive innovation but has also highlighted where there are gaps in the support system.
- People have accelerated their digital skills in response to Covid-19. We have seen greater adoption of digital technology than before, and business confidence in using technology has increased.
- Training providers have seen increased demand from businesses seeking basic digital skills provision for their staff. Covid-19 has demonstrated the importance of basic digital skills and where gaps in the workforce exist
- Covid-19 has changed the way training is being delivered through virtual rather than face-to-face means. This has driven innovation amongst training providers and an appetite from learners to embrace new ways of learning. Digital skills delivery is likely to be an ongoing feature in the future

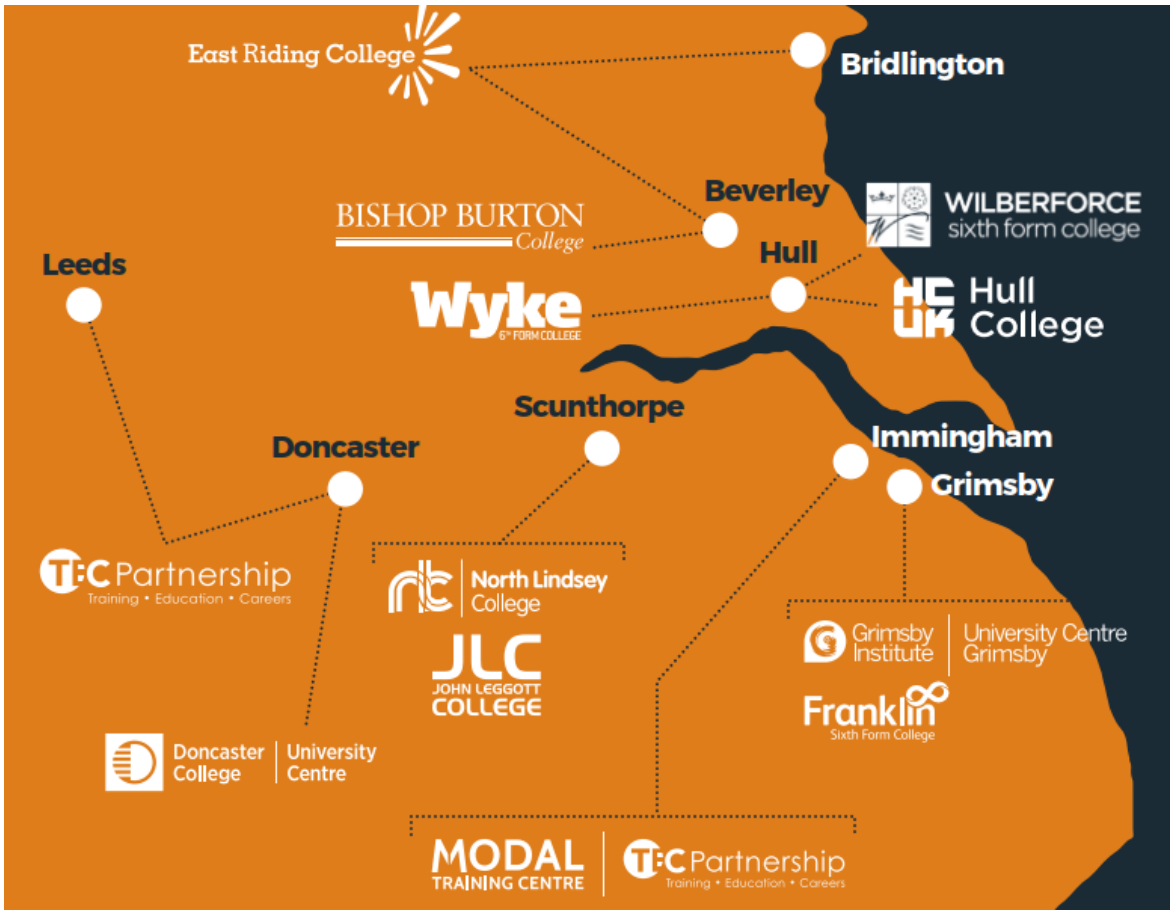
- Covid-19 has also illustrated how education can be delivered more effectively, for example to meet the skills needs of rural areas

- Covid-19 has highlighted digital poverty which is limiting access to learning or other services. This gap will widen if it isn't addressed

FE Colleges in the Humber

B.87 The brochure of FE colleges in the Humber summarises each college's provision, strengths and employer links. The map below shows the geographical distribution of colleges in the Humber.

Figure B.8 Map of Colleges in the Humber



Source: FE Colleges in the Humber Brochure

Bishop Burton College

B.88 Bishop Burton College is a specialist land-based Further Education College with a substantial university centre. The College recruits regionally and nationally and has 430 residential places. The main campus is at Bishop Burton near Beverley and there are two further campuses both based at Riseholme.

Figure B.9 Size of Provision – Bishop Burton College

Number of Students 2018/19	**3,460**
Number of 16-18 Study Programme Students	**1,610**
Number of Adult Education Budget Students	**1,513**
Total Number of Apprentices including 16-18 2018/19	**477**
Number of Employers supported with workforce training	**448**
Number of HE Students	**600**
Number of Students on Degree Level Programmes 2018/19	**596**
Number of Adults on Employability Programmes 2018/19	**68**

Source: FE Colleges in the Humber Brochure

B.89 The College is a member of the Landex group of land-based colleges. The college work with several partner universities including Hull, Lincoln, Huddersfield and the Royal Agricultural University near Lincoln.

B.90 The college is part of both the Yorkshire and Humber Institute of Technology and the Lincolnshire Institute of Technology providing higher level skills training for the agriculture sector.

B.91 The College is also a founder member of the Humber Energy Campus administered by the Humber LEP, which seeks to bring together leaders from education and business to develop the region's ability to lead on the low carbon agenda.

B.92 Recent investment includes new premises and specialist precision farming equipment for the Institute of Technology.

B.93 Bishop Burton has its own 360 hectare mixed farm to support skills training and to act as a 'green laboratory' for research into a wide range of agricultural and environmental subjects.

B.94 The college have is involved in a wide range of applied research in the natural sciences using the college farm and other specialist resources including industry standard Animal Management, Equine and Sports facilities.

B.95 The college works in partnership with employers to meet their training needs and to engage them in technology transfer activities and set a target for the farm to become net carbon zero by 2030.

DN Colleges Group (Doncaster and North Lindsey Colleges)

B.96 DN Colleges Group is the 5th largest college provider of apprenticeships nationally with the majority of these apprenticeships being in engineering and construction including major contracts with British Steel, Siemens Gamesa and the Humber Bank Chemical cluster.

Figure B.10 Size of Provision – DN Colleges Group

Number of Students 2018/19	**15,984**
Number of 16-18 Study Programme Students	**3,946**
Number of Adult Education Budget Students	**5,158**
Total Number of Apprentices including 16-18 2018/19	**2,709**
Number of Employers supported with workforce training	**1,019**
Number of HE Students	**2,316**
Number of Students on Degree Level Programmes 2018/19	**1,148**

Source: FE Colleges in the Humber Brochure

B.97 The College has outstanding partnership arrangements with employers who help develop and deliver programmes either from the engineering hubs at Doncaster and Scunthorpe or in employer training centres which the College operates at British Steel, CATCH, Jack Tighe and Airco. DN Colleges Group also offers a range of Higher Education courses including Higher Level apprenticeships, being the 2nd largest provider of HE in FE in the country.

B.98 The College has recently invested £10m in the University Campus North Lincolnshire which is home to a Lincolnshire Institute of Technology campus specialising in higher level technical skills including Industry 4.0. The colleges work with Pearson, as the awarding body for HNC and HND courses, alongside being an approved Chartered Management Institute (CMI) Centre.

B.99 DN Colleges Group provides apprenticeship training to a range of companies including Siemens Gamesa, British Steel, Rolls Royce and Tronox.

B.100 Employment Partnerships:

- Agrii - The College hosts Agrii's northern crop science centre which includes extensive field trials on the college's 360-hectare farm. The trials provide applied research opportunities for students and a platform for knowledge transfer activities with the farming community.
- Materra Limited - Manterra is one of the Yorkshire and Humber Institute of Technology employer partners which is supporting the integration of precision farming systems at the college and the development of the Agriculture curriculum.
- Cranswick - Bishop Burton College is Cranswick's training partner for the delivery of Butchery Apprenticeships nationwide. Cranswick are also supporting the development of the College's commercial pig unit as a training centre for pig husbandry.
- Child Dynamix - The College has partnered with community nursery, Child Dynamix, to deliver the new T-Level in Education and Childcare. Students on the course will gain industry experience at Child Dynamix as part of their studies and, upon completion, will be guaranteed a job interview.
- Bishop Burton College is providing the skills training for the British Egg Academy which operates in partnership with Chippindale Foods, Morrisons' integrated egg operation, as well as numerous companies who are specialists within the egg industry.

B.101 Employment Partnerships:

- British Steel
- Tighe
- Scunthorpe United F.C.
- Jacobs
- NHS

East Riding College

B.102 East Riding College, part of the TEC Partnership, welcomes over 6,000 students each year, with approximately 500 apprenticeships at any one time and a growing higher education offer which sees over 250 students studying for degrees, HNDs and teacher training qualifications each year.

Figure B.11 Size of provision - East Riding College

Number of Students 2018/19	**4,500**
Number of 16-18 Study Programme Students	**1,130**
Number of Adult Education Budget Students	**1,770**
Total Number of Apprentices including 16-18 2018/19	**450**
Number of Employers supported with workforce training	**480**
Number of HE Students	**270**
Number of Students on Degree Level Programmes 2018/19	**300**
Number of Adults on Employability Programmes 2018/19	**196**

Source: FE Colleges in the Humber Brochure

B.103 The main campuses are in Beverley and Bridlington in the East Riding of Yorkshire, with a smaller site in Hull.

B.104 The College works with over 450 employers, locally, regionally and nationally and employs nearly 400 staff, making it one of the largest employers in the East Riding of Yorkshire.

B.105 The College has high achievement and progression rates, putting it in the top 20 general further education colleges nationally for achievement, and ensuring 94% of all learners progress to positive destinations.

B.106 East Riding College's high level Engineering curriculum for their Institute of Technology new building, currently under construction, is due to open in September 2021. A number of key employers associated with the renewable energy sector opt to use the colleges engineering programmes to train or up-skill their employees. East Riding College recently achieved Gold Award status under the Defence Employer Recognition Scheme. The College promotes itself as an armed forces friendly organisation, having signed up to the Armed Forces Covenant pledge several years ago.

B.107 Employer Partnerships:

- Associated British Ports - AB Ports and East Riding College have developed a specialist engineering programme tailored to the Ports sector, to develop and deliver the broad range of skills needed for their new staff to be able to support the organisation's needs.

- Network Rail - East Riding College is the chosen provider of Network Rail for their Health and Safety apprenticeships, delivering to apprentices across the UK.

- ABG International - AB Graphics are a long-standing partner of East Riding College and have been a major supporter in the development of engineering provision in the Bridlington region. They were instrumental in the design of the Bridlington Mechatronics Centre, which encompasses industry-standard engineering and mechatronics equipment within workshop facilities used by full time, part time and apprenticeship programmes.

- East Riding College work with BAE Systems to support their UK-wide Higher Apprenticeship Programme. The software apprentices are recruited into three centres of excellence, based in Brough, Lancashire and Somerset. The Brough centre has an academic partnership with East Riding College and the University of Hull. It was developed to help train the company's aerospace software development engineers.

- Ideal, Itergra Buildings, Portakabin & ABI - East Riding College is the main supplier of specialist construction training to the region's modular building industry. Modular building as a sector is critical to the long term environmental impact and sustainability of the construction sector as a whole.

- Hull City Council - Hull City Council and East Riding College work together on a number of apprenticeship solutions. Including being their main provider for the Civil Engineering Apprenticeship for their highways recruits.

Grimsby Institute and University Centre Grimsby

B.108 The Grimsby Institute and University Centre Grimsby is a large further and higher education college and part of the TEC Partnership. The College holds an Ofsted Outstanding grade for further education and TEF Silver for its higher education activity. It is also a multi-award-winning organisation, having won numerous Beacon and technology awards over the last five years.

Figure B.12 Size of Provision - Grimsby Institute and University Centre Grimsby

Number of Students 2018/19	**19,188**
Number of 16-18 Study Programme Students	**2,742**
Number of Adult Education Budget Students	**7,162**
Total Number of Apprentices including 16-18 2018/19	**1,219**
Number of Employers supported with workforce training	**850**
Number of Adults on Employability Programmes 2018/19	**4,257**
Number of HE Students	**1,286**

Source: FE Colleges in the Humber Brochure

B.109 The Grimsby Institute will soon be opening its new Institute of Technology Building (IoT) which will provide a range of 21st century technology solutions for courses including 3D visualisation technology, robotics and automation, advanced technology solutions for construction.

B.110 A strong core of the Grimsby Institute is to focus on developing its curriculum to create skills needed locally and nationally for Industry 4.0. Forthcoming developments include a specialist energy programme to support the Energy Estuary.

B.111 The Grimsby campus is also home to the multi-million-pound University Centre Grimsby which offers over 40 higher education programmes to more than 1,100 students. The College also has foundation degree awarding powers which enables it to develop higher education programmes with a strong commitment to fulfilling regional needs.

B.112 MODAL Training is a sister organisation to the Grimsby Institute, and part of the TEC Partnership. MODAL supports the development of professional competency in offshore, maritime and logistics sectors from its £7m centre in Immingham. MODAL's facilities include a range of full-mission simulators that support development of skills. MODAL Training is also home to the Humber Maritime College (HMC) and Transafe Training. Humber Maritime College offers a range of training programmes in the maritime and offshore industry and is recognised as a leading maritime college which brings new ideas and innovation to the training. Transafe Training is the region's leading provider of driver and logistics training offering accredited qualifications in a wide range of areas using state-of-the-art simulators of Engineering and Navigation Cadets.

B.113 The diagram to the left shows Grimsby Institute and University Centre Grimsby's range of Employer Links.

Figure B.13 Employer Links - Grimsby Institute and University Centre Grimsby

Source: FE Colleges in the Humber Brochure

Hull College Group

B.114 As one of the largest educational institutes of its kind in the country, Hull College has one focus - to create careers, not courses. The college are committed to ensuring our learners acquire the relevant skills, knowledge, attitudes and experience to progress in life, whether that is to seek employment in the industry of their choice or continue their education at university.

Figure B.14 Size of Provision – Hull College

Number of Students 2018/19	**14,143**
Number of 16-18 Study Programme Students	**1,779**
Number of Adult Education Budget Students	**4,582**
Total Number of Apprentices including 16-18 2018/19	**2,616**
Number of Employers supported with workforce training	**1,250**
Number of HE Students	**653**
Number of Adults on Employability Programmes 2018/19	**1,470**

Source: FE Colleges in the Humber Brochure

B.115 Facilities include Salon QG, HU1 Riverside and dedicated sites at the Steve Prescott Centre (Sports Academy) and Cannon Street (Motor Vehicle & Welding).

B.116 Hull College offers an ever-increasing range of Foundation Degrees that bring higher education closer to industry and commerce. This provision split into two faculties; the Faculty of Arts and Creative Industry and the Faculty of Management, Health and Technology.

B.117 The college is actively involved in the local business community, with organisations such as Jewson, Hobson and Porter, NHS, Microsoft and Rooted in Hull, and has links with more than 500 businesses in a wide variety of different industries. This allows the college to provide opportunities for learners to gain work experience placements, Apprenticeships and job opportunities.

B.118 Employer Partnerships:

- NHS
- Hull College Craven Park
- Hull Kingston Rovers
- Hobson Port
- SGS
- Rooted in Hull

The Venn Group

B.119 In the Humber region, the Venn Group sixth form colleges (Franklin, John Leggott, Wilberforce and Wyke) account for 6,500 16-19 students - around 35-40% of the total local school leaver population.

Figure B.15 Size of provision – Sixth Form Colleges

Total Students 16-19	**6,452**
Level 3 A Level only	**1,695**
Level 3 Mixed A Level and Vocational	**2,028**
Level 3 Vocational only	**2,190**
Level 2	**506**
GCSE English	**671**
GCSE Maths	**709**
Total Leavers (Level 3)	**2,567**
Total Leavers (Level 2)	**317**
HE Destinations	**1,576**

Source: FE Colleges in the Humber Brochure

Figure B.16 Employer Links – The Venn Group

as

Source: FE Colleges in the Humber Brochure

B.120 The four Humber colleges within the Venn Group collectively work with over three hundred employers, the largest in their respective sectors, such Siemens, ABP, Philips 66, BP, Wilkin Chapman, Bridge McFarland, Ørsted, KCom and Transpennine Express. Equally, we work proactively with many SMEs and micro-businesses.

B.121 The group are the largest source of undergraduates to a number of partner universities including Hull and Lincoln. Each member college is a significant employer within their local area.

B.122 In the 2019/20 around 1600 young people progressed from four Humber sixth form colleges to Higher Education (including degree apprenticeships), 300 directly into employment and 250 in higher apprenticeships.

B.123 The diagram to the left shows the Venn Group's range of employer links.

Humber Opportunities

B.124 Humber Opportunities helps people identify what their skills are, and what opportunities are right for them. It provides a job search tool and advertises the industries with the highest number of vacancies in the Humber (currently manufacturing, healthcare & nursing, Logistics & Warehouse and Engineering). It also helps people think about how they can transfer their skills into new industries.

Energy Skills Campus

B.125 The Humber Energy Skills Campus has been formed through partnership between Greenport Hull and the Humber Energy Campus. This partnership brings together the expertise, knowledge and collaborative working practices that maximise education and training opportunities for our local communities, employers and investors.

B.126 The Aura Innovation Centre will provide an innovative space enabling collaboration between industry, SMEs and academic expertise to reduce carbon through innovation and supporting economic growth. The Aura Innovation Centre is about providing practical support to SMEs to develop their products and services to meet the low-carbon agenda and to provide a collaborative space to facilitate the involvement of academia and large business in one space.

Figure B.17 Aura Innovation Centre

Source: Humber Energy Skills Campus.

HCV Workforce Priorities, November 2018 (locally held research)

B.127 Providers within the Humber include:

- Northern Lincolnshire & Goole NHS FT
- Hull & East Yorkshire Hospitals NHS Trust
- York Teaching Hospitals NHS FT
- Humber Teaching NHS FT
- Navigo Health and Social Care CIC
- Care Plus Group
- Yorkshire Ambulance Service NHS Trust

B.128 The partnership faces challenges around attraction, gaps in skills, and ageing workforce retention and the lack of supply of workers.

B.129 Specific identified shortages within of a number of areas/staff groups:

- Appropriately qualified care staff
- Experienced social workers
- Diagnostic staff (Radiography, Endoscopy and Sonography)
- Medical staff (doctors) in ED, Acute Assessment and surgical specialities
- Medical staff in primary care (GPs)
- Paramedics
- Registered nurses (across all settings including social care

Health Care Opportunities Portal

B.130 The Health and Social Care 'hub' within the website provides an in-depth resource for those who are searching for their first job or a new career in health and social care. The information from our career pathways is replicated here to enable job seekers to select career areas of interest and find out further information

including, training requirements, routes to and from specific roles and importantly, links to current vacancies where they are available. The web pages also highlight the recruitment campaigns currently in place in Social Care and provide direct links to NHS jobs and NHS careers amongst others.

Humber Careers Hub Report – locally held information

- Cornerstone Employers are experienced in engaging with education and give strategic support to clusters of secondary schools and colleges to empower careers provision in an area. 5 Cornerstone employers in the Humber Careers Hub are:
- EDS HV Group,
- Engie
- RB Healthcare
- Keepmoat Homes & Hill City Homes
- Hull Youth Support Trust

Skills Demand

B.131 The 'skills demand' section of Annex B contains information that is relevant to the Humber's supply of skills that has been drawn from a variety of research sources.

Humber LEP Skills Advisory Panel – Skills Demand

B.132 The following headlines were presented in the skills demand section of the skills advisory panel report:

- At a high level, many of the Humber's businesses are able to access the skills they need to grow their business.
- Specialist and technical jobs exhibit the highest skills gaps.
- The Humber has experienced strong growth in recent years, particularly in tourism, property, professional services and transportation sectors. The development of the offshore wind sector has also created significant employment
- Recent growth is expected to continue into the future, with a range of major projects taking place across the area.

B.133 The following implications were suggested for the Humber LEP's Employment and Skills Board:

- In general, many businesses across the Humber report they can access the skills they need for their business to grow and expand. However, 13% of businesses report a substantial skills gap. Hard to fill vacancies are also a feature in the Humber, particularly in skilled trades, professionals / associate professionals and machine operatives occupations. Tackling identified skill gaps and shortages is key to enhancing business competitiveness and productivity.
- Sectors which have experienced strong employment growth in recent years include tourism, property, professional services, business administration and transport and storage. The occupational profile of the Humber workforce has also shifted, with growth experienced in higher value occupations such as managers, professionals and associate professionals. There are a number of major projects in the pipeline

in the Humber which will need to be serviced by additional labour. The skills system needs to be responsive to these changing demands.

- Barriers to investment in training by employers do exist. Whilst many of Humber's employers are investing in upskilling their workforce, the amount of training days that the Humber's workers receive lags behind national averages.

B.134 Forecasts of labour demand points to high demand within sectors such as wholesale and retail, health and social work, education and construction. Whilst employment in the manufacturing sector is expected to decrease in net terms, there is a high degree of replacement demand required to address the outflow of workers due to retirement, relocation etc. There is also expected to be strong demand for higher skilled workers, with over 60,000 more workers qualified to Level 4+ needed by 2024 within the Humber.

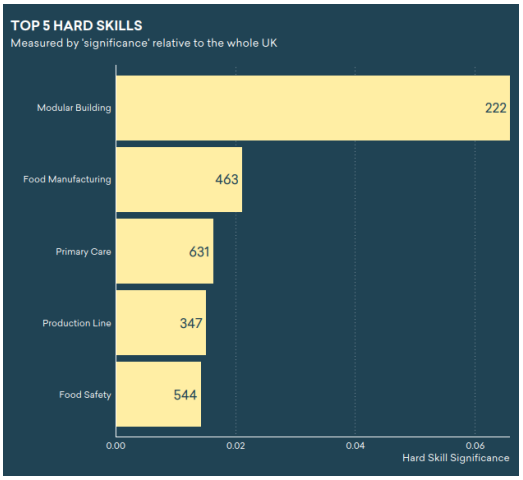
Local Labour Market Outlook, 2021 (locally held)

B.135 As part of understanding the demand for skills in the Humber the Local Labour Market Outlook looked at what the five most significant hard-skills (skills that a person has either been taught or learnt) within the Humber region were during the period between January and October 2020 using Emsi job postings data. Significance was measured by considering the relative concentrations of hard-skills in the Humber LEP region compared to other areas of the UK.

B.136 Emsi job postings data analytics incorporates the capability to analyse the significance of hard skills in terms of their relative concentration in an area, compared to other areas of the country, thereby, helping to identify the potential skill niches of an area.

B.137 In the Humber region, the most significant hard skill between January and October 2020 was modular building, with 222 unique postings including a reference to the hard skill. The other hard skills within the top five most significant in the Humber LEP/CA region were food manufacturing, primary care, production line and food safety.

Figure B.18 Top 5 Hard Skills in the Humber



Source: Local Labour Market Outlook, 2021

Humber LMI

B.138 The LMI website shows the information for on whether opportunities will be available in the following key sectors:

Figure B.19 Energy

Figure B.20 Ports and logistics

Figure B.21 Construction

Will there be opportunities available?

120,000
new apprentices will be needed nationally in the coming years

The region has an estimated average Annual Recruitment RATE (ARR) for
2,010
new workers each year, which is equivalent to 1.0% of the 2018 workforce

Output for the construction industry is expected to increase by
2%
over the next 5 years locally

Employer skills survey showed that 1 in 3 employers are struggling to fill vacancies

Electricians, Plumber and Heating & Ventilation engineers are in demand

The fastest growing occupations are forecast to be in Project Management, Technical Staff, Labourers, Plan Operatives, Bricklayers, Floorers and Specialist Building Operatives

Employment trends for the Humber show that this is a declining sector in terms of numbers employed, this is due skills shortages with employers struggling to recruit to vacancies

Figure B.22 Engineering

Will there be opportunities available?

There is an annual shortfall of up to 59,000 engineering graduates & technicians to fill core engineering roles nationally

Engineering companies are projected to need 186,000 people nationally with engineering skills over the next 5 years

Employment trends for the Humber show that this is an increasing sector for employment

Figure B.23 Food & Agriculture

Will there be opportunities available?

In the next ten years Lantra estimate that the agriculture sector will need a minimum of
194,000
more people nationally

For the Humber, the manufacturing and production of food and beverage products plays a large part in this sector; Yorkshire and the Humber is the country's largest food producing region.

Figure B.24 Manufacturing

Will there be opportunities available?

66%
of manufacturers plan to recruit an engineering apprentice in the next 12 months.

Manufacturing is creating high-skilled jobs; the sector needs
750,000
science, technology and engineering professionals to replace those leaving the industry IN COMING YEARS

Manufacturing workers often work shifts 24 hrs a day 365 days a year

Employment trends for the Humber show that this is an increasing sector for employment

Figure B.25 Public Sector

Will there be opportunities available?

A new prison expected to be built in East Yorkshire could create over
250
new public sector jobs in addition to the construction and manufacturing jobs required to build the facility

The government's push to reform the public sector means jobs and industry within the sector are in an uncertain position. Predictions are that further job cuts will be made. However, opportunities will be available with the natural turnover of staff and an ageing workforce.

Employment trends for the Humber show that this is a declining sector for employment Local Authorities are reporting they are struggling to recruit to a variety of roles including; Social Workers, Care Workers , Engineers, Construction professionals at all levels, Drivers and Lifeguards

Figure B.26 Visitor Economy

Will there be opportunities available?

Britain will have a tourism industry worth over £257 billion by 2025

Just under
10.0%
of UK GDP and supporting almost 3.8 million jobs

Which is around
11.0%
Of the total UK number

The sector is predicted to grow at an annual rate of
3.8%
over the next 6 years

The hospitality and tourism industry needs to recruit an average of
135,000
to meet the demand of predicated visitor numbers

Employment trends for the Humber show that this is a growing sector for employment and looks set to continue increase over the coming years due to increased vitisto numbers and investment

Mapping Skills Demand & Supply

B.139 The Humber SAP Report brings together the evidence on skills supply demand and local context to map skills demand and supply.

B.140 The headlines from the report where:

- In general, the Humber has many of the skills needed to support businesses within the area. There are still a number of hard-to-fill vacancies, these are particularly concentrated in manufacturing and the digital sectors.
- The most prominent skills which employees lack within businesses includes digital and specialist skills (specific to a particular industry).
- Whilst supporting new jobs, automation and digitalisation will increasingly put jobs at risk, particularly given the Humber's dependency on the transportation, manufacturing and wholesale & retail sectors. Approximately 1 in 4 jobs in Hull is at risk from automation.

Skills & Labour Supply

B.141 There are a number of indicators suggesting there are skills mismatches between what employers need and what is available:

- 6% of the Humber's employers have at least one hard-to-fill vacancy. Hard-to-fill vacancies are highest in manufacturing (11%) and creative and other Services (11%).
- A quarter of all vacancies posted in the Humber are skill shortage vacancies, exceeding both regional (19%) and national (22%) averages. Skill shortage vacancies are highest in skilled trades (28%), professional services (15%) and machine operatives (14%). This indicates that skill shortages also exist across the low-high skill continuum.
- A third (34%) of the Humber's employers have underutilised staff, which is in line with regional and national averages.
- Evidence from the 2018 report by Edge (Skill shortages in the UK economy), suggests that 66% of UK businesses are not confident there will be enough people available in the future with the skills required to fill their high skilled jobs.

B.142 The tables on the right show the most common 'hard' skills and 'common' skills posted on the web in the Humber.

B.143 In general, many of the courses offered within the Humber are helping meet the needs of local employers. The skills gaps identified locally are primarily the result of employees still being trained for their role, with only 24% reporting that staff have not received the appropriate training (a similar proportion to nationally). A lack of motivation is cited as being a more prominent issue in the Humber compared to nationally.

Web Job Postings Data

Top 10 'hard' skills required in Humber Web Job Postings, 2016-19

'Hard' Skill	Postings with Skill
Management	32,157
Recruitment	21,376
Communications	20,594
Training	19,995
Sales	19,556
Customer Service	14,657
Driving	11,605
Manufacturing	10,749
Administration	10,434
Engineering	10,410

Top 10 'common' skills required in Humber Web Job Postings, 2016-19

'Common' Skill	Postings with Skill
Learning	9,788
Leadership	7,400
Literacy	6,766
Leading	6,006
Scheduling (Project Management)	3,647
Mental Health	2,926
Listening	2,890
Ethics	1,992
Coordinating	1,468
Cleanliness	1,310

'Hard' skills relates to more technical and industry-specific skills and 'common' skills refers to softer and more personable skills).

Source: Hatch, Humber SAP Report

Automation & Digitisation

B.144 The increasing level of technological advancements taking place in the production process are making methods of production more capital-intensive and shifting the types of skills demanded by employers. The following data illustrates the impact of automation & digitisation:

- Jobs at risk of automation and digitation nationally is 56% in transportation and storage, 46% in Manufacturing and 44% in wholesale and retail.

B.145 The Humber has a high dependency on these sectors.

Shift to larger sectors

B.146 The Humber has experienced shifts in employment towards both lower-value and higher-value industries:

- The largest employment sector in the Humber is in Manufacturing, which has seen a 15% increase since 2012. This is equivalent to c. 10,000 new jobs.
- The Accommodation and Food sector saw the largest growth in employment over the last five years (30%) and the Professional Services sector (54%) over the last ten years.
- The employment sectors which have seen no change or decreases in the Humber are Health and Social Work (-2%), Education (0%) and Arts and Recreation (0%). This indicates there is a lesser reliance on the public sector for employment.
- The Wholesale and Retail and Construction sectors have seen higher employment growth since 2012 compared to 2007.

Employer Investment

B.147 Over half of the Humber's employers have trained at least 80% of their staff over the last 12 months, with over two-thirds of employees in the Humber have received between one and six training days over the last 12 months.

B.148 However, the Humber does lag behind national levels when it comes to training, with the number of employees receiving 7 or more training days being much higher nationally compared to in the Humber.

Labour Market Participation

B.149 Across the Humber area, participation in the labour market is relatively strong compared to regionally, with 78% of the working age population participating in the labour market.

Wage Growth

B.150 The Yorkshire and Humber region has median earnings of £26,309 per annum, which is 10% below the national average (£29,083).

B.151 Over the last five years, the largest wage growth has occurred across a mixture of lower paid and higher paid industries:

- Financial and Insurance (+19%)
- Wholesale and Retail (+17%)
- Arts and Recreation (+12%)
- Information and Communication (+12%)
- Education (+12%)

Employment Demand

B.152 As part of the Humber SAP report Hatch conducted a review of skill gap reports to help answer whether there is enough demand for skills for the supply that exists.

Construction Skills Gaps Report

- Growth in the sector has been supported through investment generated through Hull City of Culture 2017 and other large construction projects including Green Port Hull, Hull New Theatre, and the Hull Bonus Arena.

- Strong growth is expected to continue to 2022, particularly in the industrial construction sector. Major proposals include £390m A63 improvements and flood barrier defence work.

- 2,010 more construction workers will be needed across Yorkshire and Humber to 2022.

- Future risks to the sector include Brexit and falling business / consumer confidence

- Several construction occupations have been identified as being at high risk of shortfall within the Humber given current demand stemming from the pipeline of planned projects: architects; wood trades; decorators; logistics labourers; specialist builders; bricklayers; plant operatives

- Construction training (full time) uptake has fallen by 13% in the Humber over the five years from 2012/13 to 2016/17; however, construction apprenticeship starts in the LEP has increased 61% in the same period (especially in plumbing and heating/ventilation trades) – this reflects increased preference on the part of employers for training on the job

Construction Skills Gap Analysis for the Humber

- Identifies the skills gaps within the Humber's construction sector, with more than £900 million new construction projects expected per year for the immediate future.
- The report identifies several occupations for which there is high demand and a high risk of a shortfall in the future. This includes painters & decorators, labourers, wood trades, building envelope specialists, bricklayers, plumbers and specialist building operatives

Creative and Digital Skills Gaps Report

- Growth in tech start-ups, music and arts driven by Hull's status as City of Culture in 2017.
- Increase of 23% in number of creative & digital businesses 2010-2017, supported by incubators such as Centre for Digital Innovation (C4DI).
- Employers facing challenges filling vacancies, particularly for technical roles, such as web developers.
- Employers increasingly seeking a 'fusion' of entrepreneurial, technical and creative skills
- Experience considered more important than formal education. (Many degree graduates have none.)
- Training reported as costly and time-consuming for SMEs.

Engineering, Manufacturing & Food Manufacturing Skills Gaps Report

- Nationally, 186,000 engineers and 79,000 other skilled workers need to be recruited every year until 2024.
- There is a shortage of staff with higher level skills, both technical and managerial
- Industry image of shift work and lower wages proves a challenge for recruitment.
- Even when qualifications were met, the skill set is not always suitable.
- Barrier to training is the price of such specialist courses.
- Employers were not yet aware of T Levels (post-GCSE qualification) being introduced in 2020 to develop technical knowledge.

Health & Social Care Skills Gaps Report

- One of the fastest growing sectors in the UK, driven by the ageing population.
- Number of jobs expected to grow from 155,000 to 200,000 by 2030.
- There is a need to challenge the perception that these jobs are roles and not careers, as they in fact have good routes of progression.
- Staff feel undervalued, and therefore underpaid and seek out the highest paid roles.
- High staff turnover impacts employers' level of investment in training.

- 20% of the workforce is over 55 years old – there is a need to overcome the perception that they are not worth upskilling.
- Skills needed include dementia awareness, care for the vulnerable and the elderly and safeguarding knowledge.

Ports & Logistics Skills Gaps Report

- Growth driven by investment in offshore wind sector from Siemens, Ørsted and Able and the proposed Hull Cruise Terminal.
- Shortages of skills include deckhands, marine engineers, workboats crew and offshore logistics operations.
- Roles difficult to recruit include: Masters, experienced seafarers and proposals engineers.
- Future skills demands have not identified new roles, although Brexit may change this.
- Progress has been made in recent years with Modal Training in Immingham, 16+ Maritime apprenticeships and courses at Hull.
- Other FE colleges deliver some logistic provision.
- Trinity House Academy.
- The University of Hull's Logistics Institute – is a centre for research, education and expertise in logistics and supply chain management of international excellence.

Renewable Technology, Green Energy & Chemicals Skills Gaps Report

- 21% of Humber's industrial workforce is over the age of 55, so succession planning is critical.
- Offshore wind industry is expected to create 21,000 full-time jobs by 2032, with 37,000 created indirectly.
- Investment in skills from the SME community is primarily in regulative training.
- Specific skills that are lacking include welding and electrical / instrumentation technicians.
- Apprentice numbers have reduced and contractors find it difficult to take them on due to a lack of guaranteed work.

Visitor Economy Skills Gaps Report

- Hull's status as 2017 City of Culture has had a major impact on employment; expected that the workforce will increase from 18,000 to 20,000.
- Estimated national cumulative shortfall of 60,000 workers year-on-year from 2019.
- A gap of up to 1 million vacancies could arise nationally due to Brexit.
- Despite the number of potential job opportunities, the sector is not attractive to job seekers; there is a misconception that the jobs are low-skilled, low paid and not a career.
- Staff retention issues due to low wages, unsociable hours, zero hour and seasonal contracts.

- Staff role shortages include chefs, bar staff, cleaners, social media staff.

LMI Humber Business and Retail factsheet

- Predicted there will be 15% more jobs in this sector by 2020
- 1.2 million jobs nationally will need to be filled because of people leaving the sector in the coming years
- Finance and business services have an ageing workforce and employers are keen to encourage young people into the industry.
- There will be an increasing demand for higher level skills to fill management and professional roles.

LMI Humber Construction factsheet

- The Yorkshire and Humber region is expected to need an additional 2,010 new workers each year, equivalent to 1% of the 2018 workforce.
- 120,000 new apprentices will be needed nationally in the next 2 years.
- 190,000 of the workforce nationally is set to retire in the next 5 years.
- 1 in 3 employers are struggling to fill vacancies.
- Electricians, Plumber and Heating & Ventilation engineers are in demand.

LMI Humber Creative & Digital factsheet

- 57% increase in new business start-ups in Humber over the past 5 years.
- Skills shortages are in multi-platform skills – the ability to produce content across all potential platforms, such as the web, mobile, iPad or TV and transfer skills from one sector to another.
- Skills required in the future are IT and digital skills, creative design skills, and business skills for growth and expansion into new global markets

LMI Humber Energy factsheet

- By 2020 Yorkshire and the Humber will have circa 11,500 offshore wind jobs, 750 onshore wind jobs and 250 wave & tidal power jobs.
- The renewable energy sector will be the single biggest influence on the local economy for generations
- Engineering companies are projected to need 186,000 people nationally with engineering skills each year to 2024
- The Engineering industry requires more qualified people; the number of graduates and apprentices need to double
- Every time a job is created in engineering 1.7 new jobs are created elsewhere.

LMI Humber Food & Agriculture factsheet

- The food & agriculture sector accounts for 5% of the region's workforce, with the Humber processing 70% of the UK's chilled and frozen seafood. The manufacturing and production of food and beverage products plays a large role in the sector's composition.
- Jobs in the sector are requiring higher level skills, mainly due to increased use of technology.
- In the next ten years a minimum of 194,000 more people will be needed nationally.

LMI Humber Manufacturing factsheet

- The manufacturing sector accounts for 22% of the Humber's workforce, with the manufacturing of chemicals and petroleum being particularly prominent in the area.
- Manufacturing is creating high-skilled jobs; the sector needs 750,000 science, technology and engineering professionals to replace those leaving the industry by 2020.
- Manufacturing pays higher wages that the national average, with the average weekly wage being 17% above the whole economy average.

LMI Humber Ports & Logistics factsheet

- The sector accounts for 7% of employment, with the Humber ports making up the biggest port complex in the UK – activities here make up 10% of the UK's energy need.
- Employment in the logistics sector is expected to grow by 16% by 2020 nationally, with the Humber
- The supply of both deck and engine officers is projected to fall by more than 30% nationally.
- The University of Hull's Logistics Institute is providing cutting edge research into the sector.
- The government's push to reform the public sector means jobs and industry within the sector are in an uncertain position.
- Predictions that job cuts will be made, although new jobs will become available due to an aging workforce.
- A new prison to be built in East Yorkshire will create over 250 new public sector jobs in addition to the construction and manufacturing jobs required to build the facility.

LMI Humber Visitor Economy factsheet

- Possible to build a career with very few qualifications.
- Roles are required in housekeeping, entertainment, and management as well as finance, IT, HR Customer Service & Marketing
- The hospitality and tourism industry needs to recruit an average of 135,000 people every year between now and 2020 nationally.

Careers Support

B.153 The Humber has several career support schemes active in the region. These are shown in the figure below:

Figure B.27 Career Support

Scheme	Careers Support in the Humber LEP Region
National Careers Service	Provides information, advice and guidance nationally, with a phone helpline and online messaging service to support people's careers.
Careers Yorkshire and Humber	Provides impartial careers advice and guidance; supports employers and their workforce; brokers relationships to create a more joined up careers landscape Also works with schools and colleges to ensure they have an effective careers offer for students and provides up to date job market information and resources. Works in partnership with JCP, local authorities, LEPs and statutory bodies to facilitate the people and communities of Yorkshire and the Humber to progress in learning and work
Humber Careers Hub	Comprises 26 schools and colleges from the four Local Authorities, working to achieve the 8 Gatsby benchmarks by 2020
Bridging the Gap	Online careers gateway with information and links to employment and further education opportunities. Includes Lincs 2 (North-East Lincolnshire) Lincs4u (North Lincolnshire) and LogOn MoveOn (Hull and the East Riding)
Connexions	Based in Hull, helps young people in aged 13 to 19 to make informed choices about education, training and employment and help people find appropriate opportunities. Support is available for young people with learning difficulties or those who have disabilities up to the age of 25. Other local authorities have their local offer.
Aspire-igen	Run a number of programmes across the Humber providing career support for adults. Currently offering 'Accelerate' programme to young people in education at risk of NEET and post-16 NEET, where each participant is allocated a support worker to help form a pathway leading to a traineeship, apprenticeship, work or education.
Careers & Enterprise Company	A national organisation working with the Humber LEP supporting three Enterprise Coordinators to work with schools and colleges and local businesses to ensure they have the resources available to provide careers improved advice.
Employability Passport	The Humber LEP has offered an accreditation of individual employability passports to help improve the level of employability skills across the Humber. These are a framework of expectations based on CBI's 7 employability skills which young people work through.

Source: Hatch, Humber SAP Report

Dependency on Commuting?

B.154 In general, employers in the Humber are not heavily dependent on workers from outside the local area except in some of the most highly skilled and technical occupations where specialist skills are required (such as some of the most technical jobs in the offshore wind sector).

Graduate Destinations

B.155 It is estimated around half of students stay in the Humber LEP area.

Funding

B.156 There is a need to ensure that all of Humber's residents can access learning and training opportunities. Key groups of people who experience barriers in accessing education include older people; people on lower incomes; those from more deprived areas; those with lower qualification levels; those whose parents had low education levels; and those with health problems. Targeting provision at these individuals will help support those unable to access opportunities themselves.

Promotion of Relevant Courses

B.157 Education providers across the Humber have been working proactively to meet the changing skills demands for the Humber. The Humber's aspirations to lead on the Decarbonisation and energy agenda have been reflected in recent curriculum, e.g., with specialist engineering and practical skills being provided at two University Technical Colleges (Ron Dearing and Engineering Northern Lincolnshire) and within many of the post 16 training providers.

B.158 Providers are also undertaking annual matching comparisons, helping map their curriculum to the LEP's priority sector areas.

B.159 The wider need for STEM skills to support the development of the Humber's key sector areas as defined in its Industrial Strategy Prospectus (clean energy, engineering & assembly, energy intensive & continuous process and enabling services) is also being proactively delivered by local education/training providers, with all offering STEM-related subjects for further and higher education study.

Employer Engagement

B.160 The LEP in partnership with the Careers & Enterprise Company have actively been working to improve relationships between schools, training providers and businesses. The Humber LEP has two Enterprise Coordinators helping to build these relationships, with schools and providers currently working with the development of two new University Technical Colleges in the Humber has also provided an opportunity for employers to ensure the right skills are provided.

Employee Relations

B.161 Many of the Humber's employers support the training and development of their workforce. The Skills Support for the Workforce programme is an example of successful upskilling programmes in the Humber. This has engaged with employed learners and within key employment sectors to ensure employers are able to upskill their workforce and meet the current demands of the sector. This training has been delivered either in the workplace or at a readily accessible nearby location

Upskilling

B.162 There is no evidence available to show that workers are undertaking lesser paid jobs in return for a greater quality of life, although (as shown on page 65) Humber has a higher proportion of under-utilised staff.

Working with Industry & Independent Providers

B.163 The table below shows several examples of initiatives where local areas and organisations are working with industry and informal / private sector providers to design and deliver new programmes in response to emerging skills demand.

Figure B.28 Working with Industry & Informal/Private Providers

Initiatives	Partners	Description
Yorkshire and Humber IoT	Grimsby Institute of Further and Higher Education, Askham Bryan College, Bishop Burton College, Craven College, East Riding College, Selby College, University of Hull, University of York St John, ENGIE Fabricom, Skipton Building Society, GB Recruitment.	Institutes of Technologies are new collaborations between further education (FE) providers, universities and employers. The IoT will be provided in collaboration with FE colleges in the area, and will have links to local employers. Amongst its academic specialisms will be: agri-tech, food manufacturing, energy, digital, engineering.
University of Lincoln IoT	Grimsby Institute of Further and Higher Education, DN Colleges Group, Lincoln College, Boston College, Grantham College, Riseholme College, Lincoln UTC, Siemens, Bakkavor Ltd, Olympus Automation Limited.	Same as above, but with academic specialisms in agri-tech, engineering, manufacturing, digital.
Catch	Partners drawn from across the process engineering, chemical, energy, engineering and renewable sectors, their associated supply chains, regional and national government agencies and local authorities, including all four of the Humber's local authorities.	Industry training to support the Humber's chemical and wider energy sectors. Training facility in North East Lincolnshire that offers industry authentic training and assessment without the risks associated with processing hazardous materials.
Bridging the Gap	Humber LEP, North Lincolnshire, North East Lincolnshire, Hull, East Riding local authorities; employers and education providers.	Careers and training portal, providing a place for the Humber's residents to access information about training and employment opportunities.
Humber Energy Skills Campus	The Humber Energy Skills Campus.	Collaborative effort led by the LEP bringing together the expertise, knowledge and working practices. Offers education, training and guidance opportunities to local communities, employers and investors.
Careers & Enterprise Company	The LEP, local authorities, schools, colleges and employers.	Careers support delivered through the established Enterprise Coordinator – Enterprise Adviser model. The project helps motivate young people; assisting them to more informed choices regarding career progression.

Source: Hatch, Humber SAP Report

Implications for the Humber LEP's Employment and Skills Board incorporating the responsibilities of the Skills Advisory Panel

- Skill shortage vacancies account for a quarter of all vacancies posted in the Humber. These are particularly high in skilled trades, professional services and machine operatives. As well as a need for more technical and industry-specific skills in sectors such as manufacturing and in occupations such as management, recruitment, communications, training and sales, there is also a demand for softer skills such as leadership. The LEP's employability passport accreditation is helping providers to demonstrate their focus on the softer skills needed by local businesses. The top skills sought nationally include digital skills, knowledge of products/services, and specialist/knowledge skills.

- Sectors at risk of automation in the Humber include transportation and storage, manufacturing and wholesale and retail. The rise in automation will change the nature of skills demand, with a greater demand for technical and digital skills to support the use of automated machines. A high proportion of the Humber's employers (46%) report that there is a need to improve digital skills in their workforce over the next 12 months

- Sector skills gaps reports identifies the specific challenges faced by businesses in the Humber which providers need to respond to. Within construction this includes difficulties recruiting architects; wood trades; decorators; logistics labourers; specialist builders; bricklayers; plant operatives. In the digital sector, there are challenges filling technical roles, such as web developers. In engineering and manufacturing, there is a shortage of those with higher levels skills. In the health & social care sector, there is a need for carers and practitioners, and skills relating to this. Within the ports and logistics sector, there are shortages of deckhands, marine engineers, workboats crew and offshore logistics operations. In the renewable energy and chemicals sector, specific skills lacking includes welding and electrical / instrumentation technicians. Finally, in the visitor economy sector, staff role shortages include chefs, bar staff, cleaners, social media staff

- Nationally, employers invest less in training now than they have in the past and the Humber's employees are less likely to receive 7 or more training days than their national counterparts. This represents a barrier to meeting evolving skill requirements.

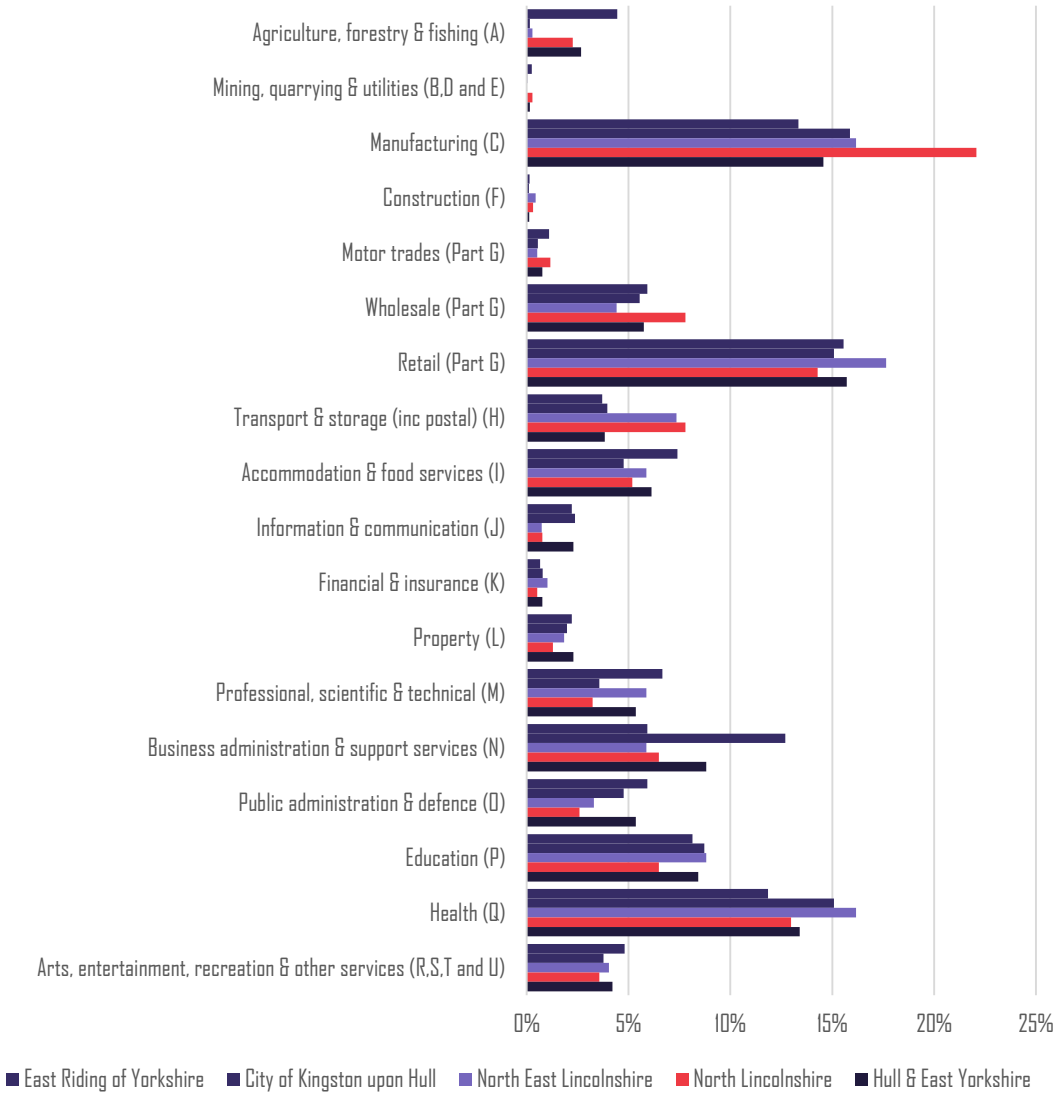
- Wage growth has lagged growth experienced nationally, showing lower productivity and performance from businesses in the Humber area. Increasing skill levels will be an important mechanism in helping to address this.

- There exists a range of careers advice services across the Humber, supporting people in making the right career choices for them. It will be important to ensure these co-ordinate their approaches to provide easier access to their services.

Supporting Charts for Annex A including local authority data

Employment by sector

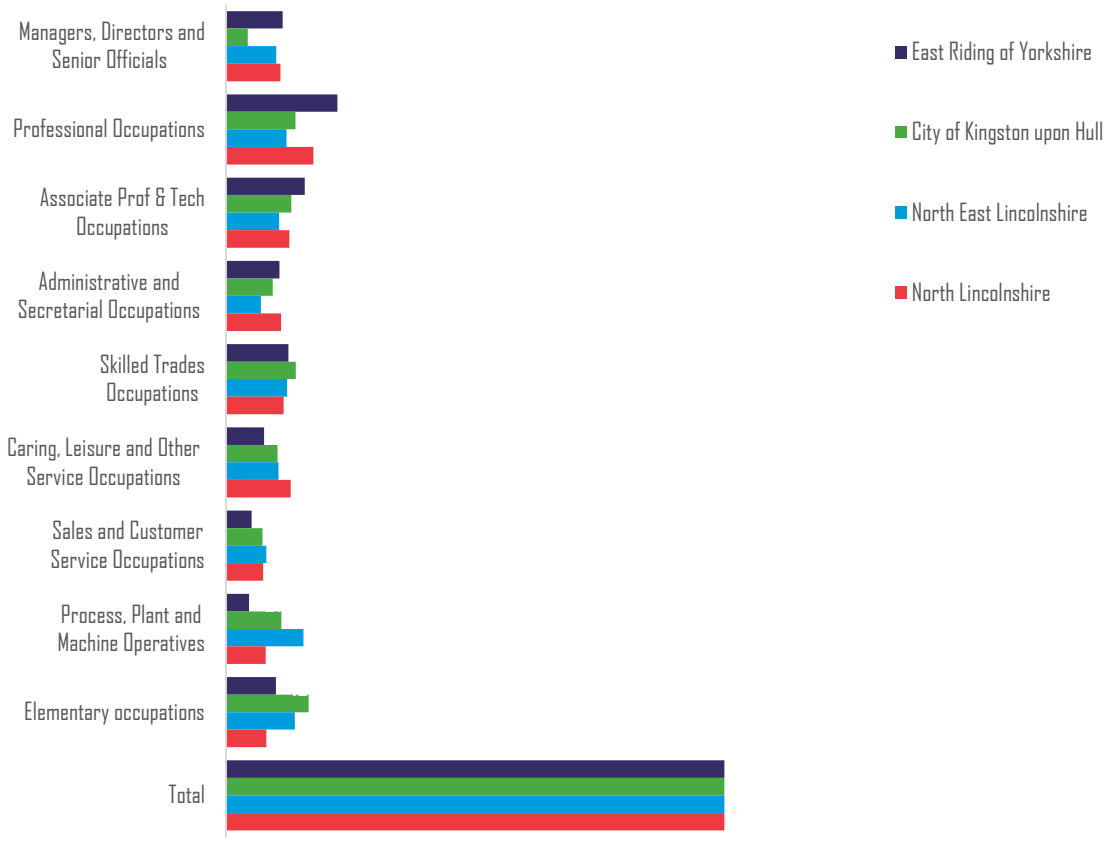
Figure B.29 Employment by Sector within the Humber local authorities and new HEY LEP, 2020



Source: Business Register and Employment Survey, 2019 (published 2020), 2020 LA boundaries

Occupational profile

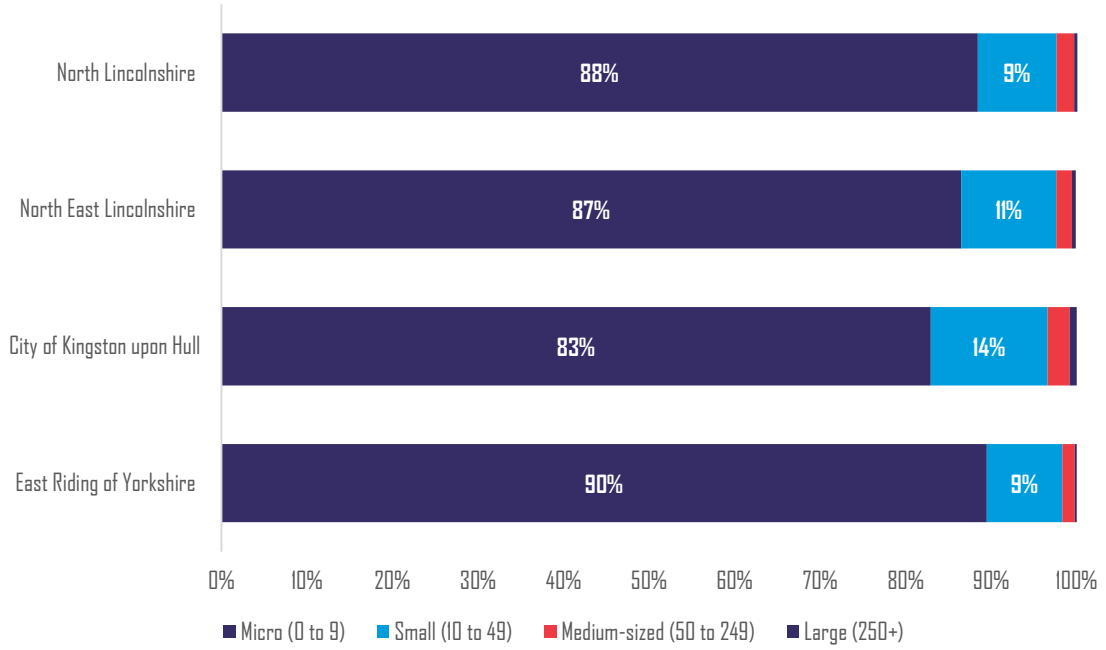
Figure B.30 Occupations by area, 2020



Source: Annual Population Survey, October 2019 – September 2020, 2020 SAP boundaries

Enterprises by employment size band

Figure B.31 Enterprises by employment size band, 2020



Source: UK Business Counts, 2020, 2020 SAP boundaries and LA boundaries

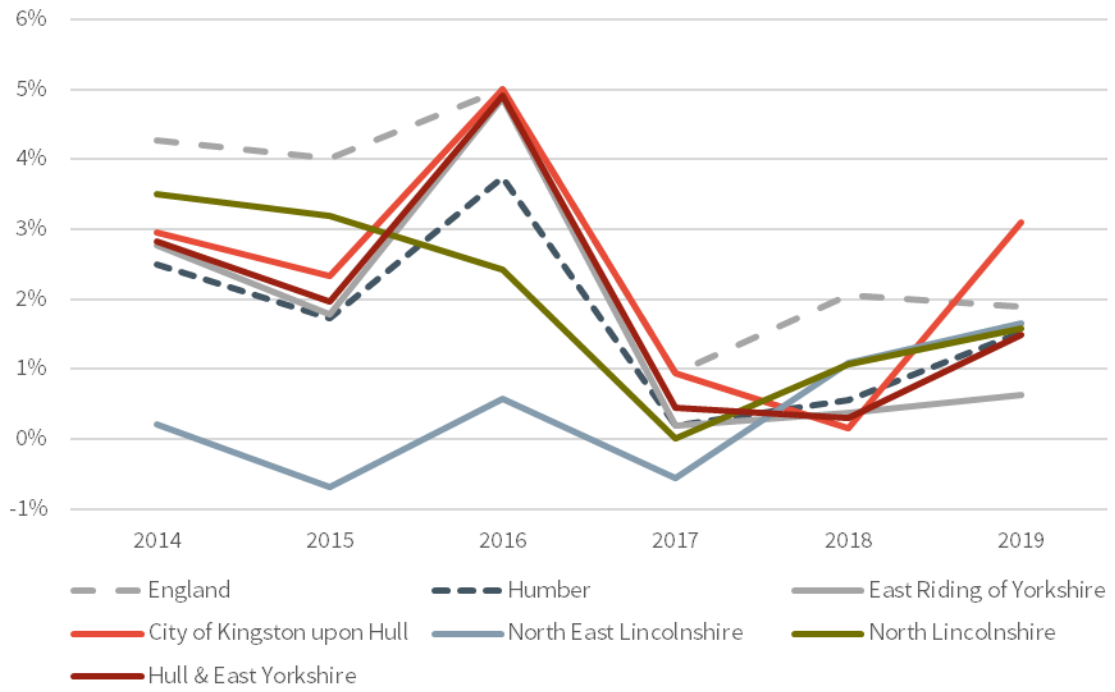
Table B.1 Migration Data between the Humber's Local Authorities, 2018

		Local Authority Moving From			
		City of Kingston upon Hull	East Riding of Yorkshire	North Lincolnshire	North East Lincolnshire
Local Authority Moving To	City of Kingston upon Hull	-	4,128	254	302
	East Riding of Yorkshire	4,739	-	151	330
	North Lincolnshire	181	96	-	476
	North East Lincolnshire	395	425	620	-

Source: Local Area Migration Data, ONS (2018)

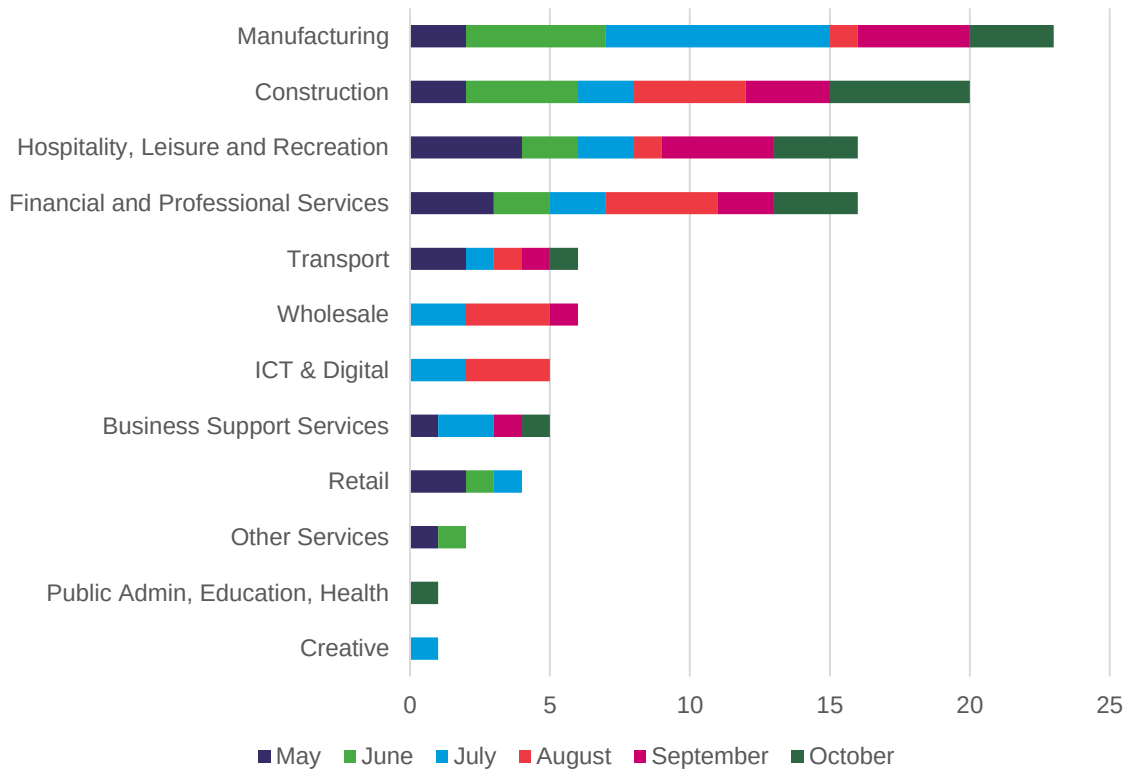
Business demography

Figure B.1 Net business birth rate, 2014-2019



Source: ONS Business Demography, 2014 - 2019 (published 2020), 2020 SAP boundaries

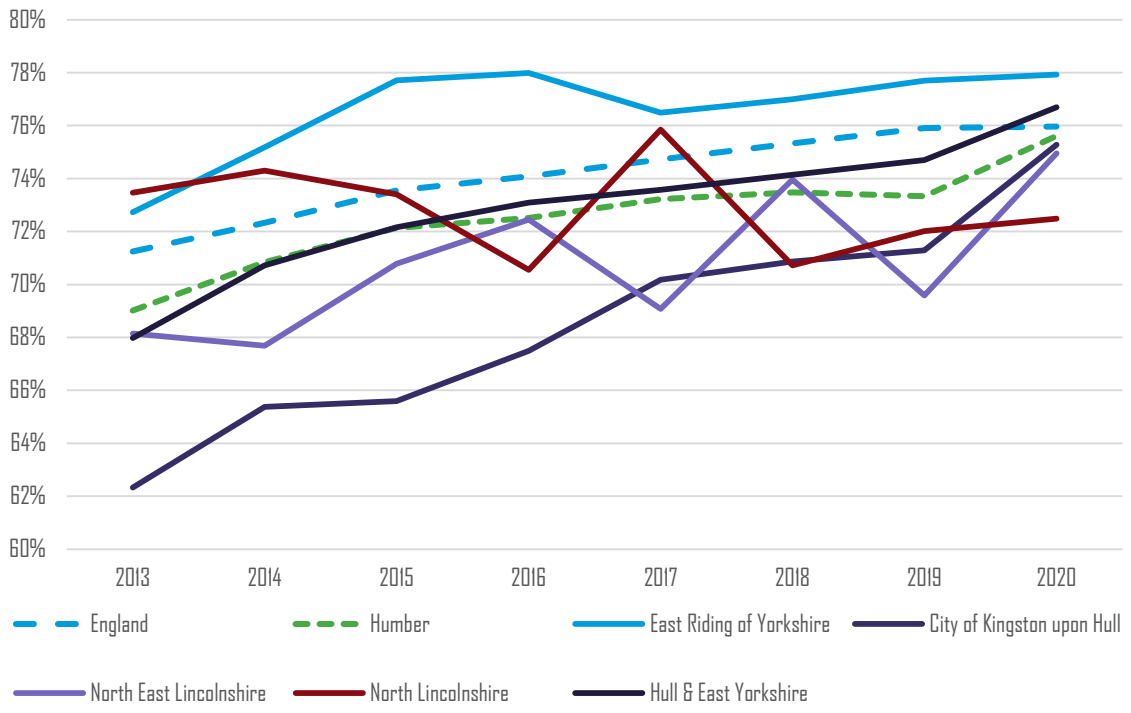
Figure B.2 Corporate insolvencies and liquidations by sector in the Humber, 2020



Source: The Gazette, 2020.

Employment rate and level

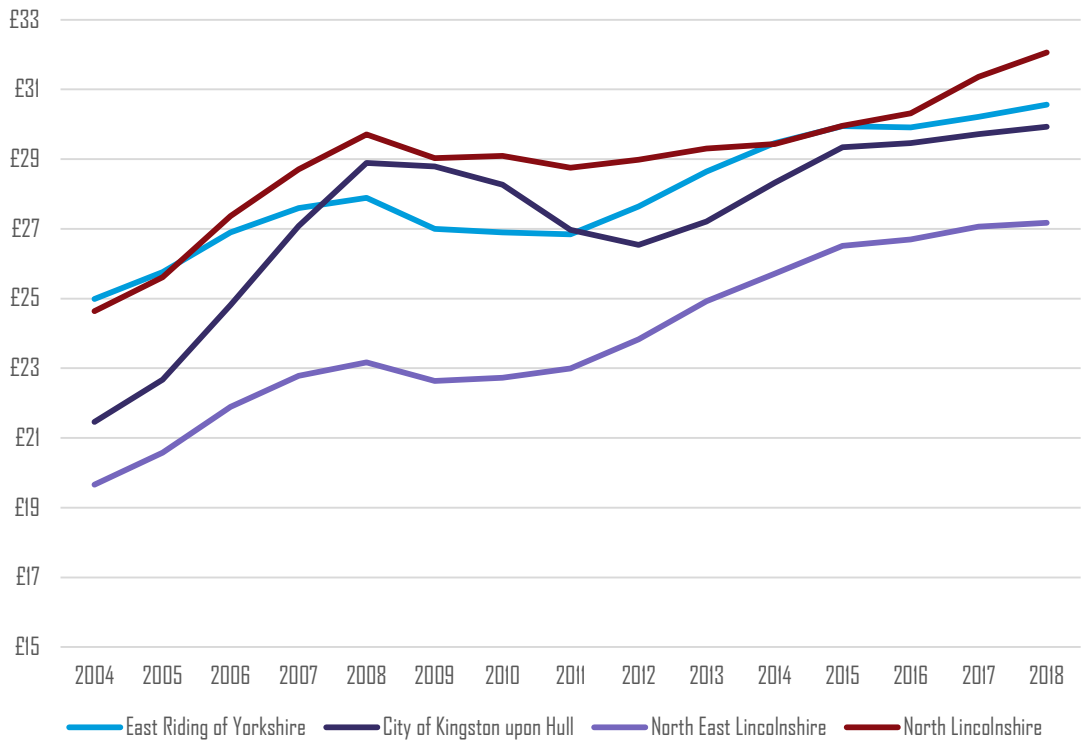
Figure B.3 Employment rate, 2013-2020



Source: Annual Population Survey, 2005 - 2020, 2020 SAP boundaries

Nominal GVA per hour worked

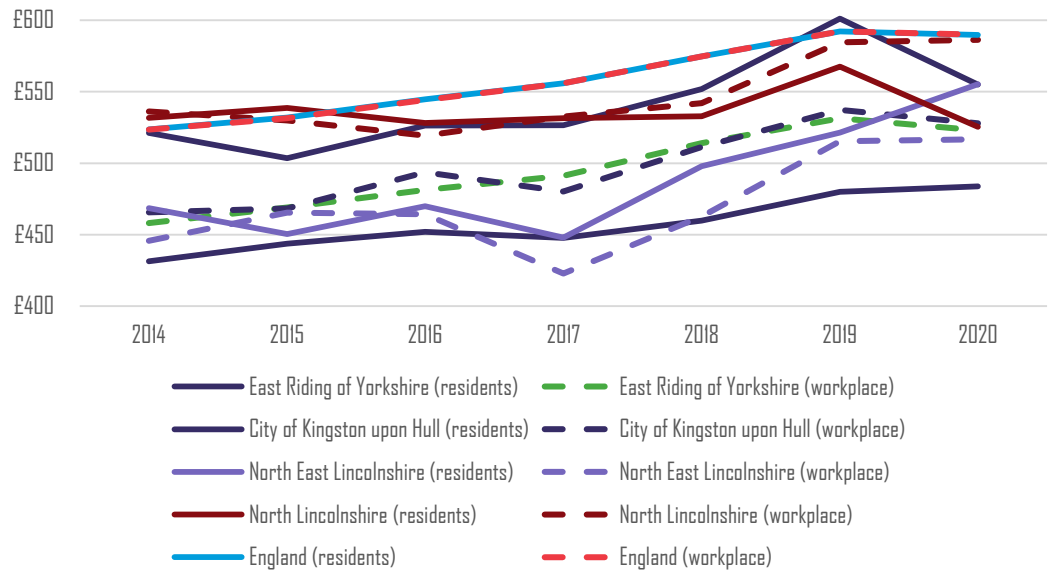
Figure B.4 GVA per hour worked, 2004-2018



Source: ONS Sub regional Productivity, 2004 - 2018 (published 2020), 2018 LEP/LA boundaries

Median gross weekly wage for full-time workers

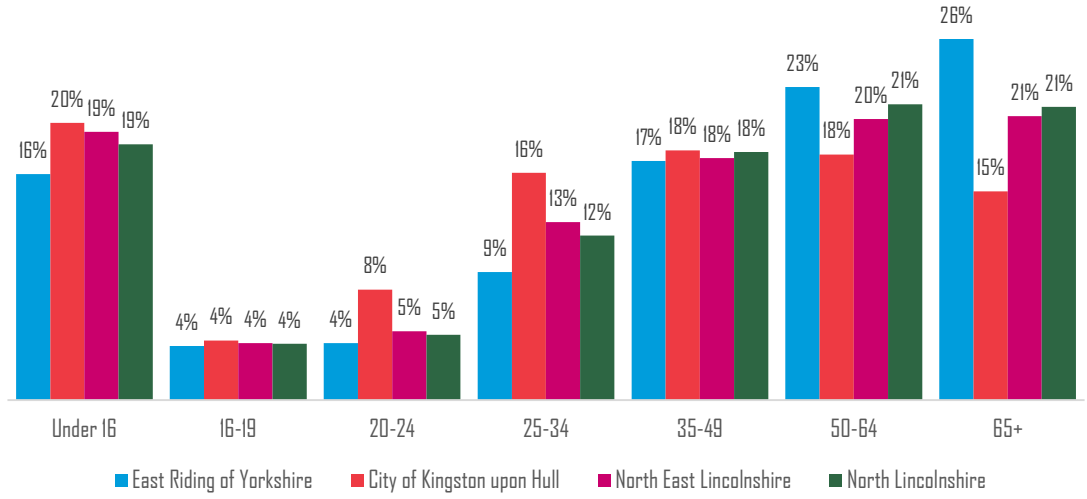
Figure B.5 Median gross weekly wage for full-time workers in the Humber, 2014-2020



Source: Annual Survey of Hours and Earnings, 2014 - 2020

Population by age group

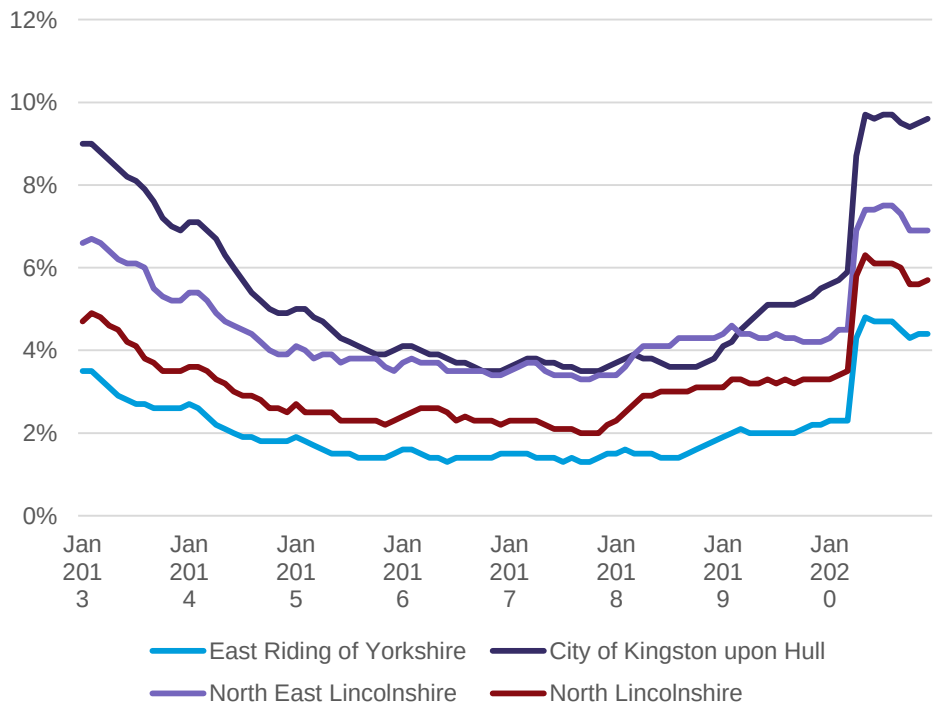
Figure B.6 Population by age, 2019



Source: ONS Mid-Year Population Estimates, 2019, 2020 SAP boundaries

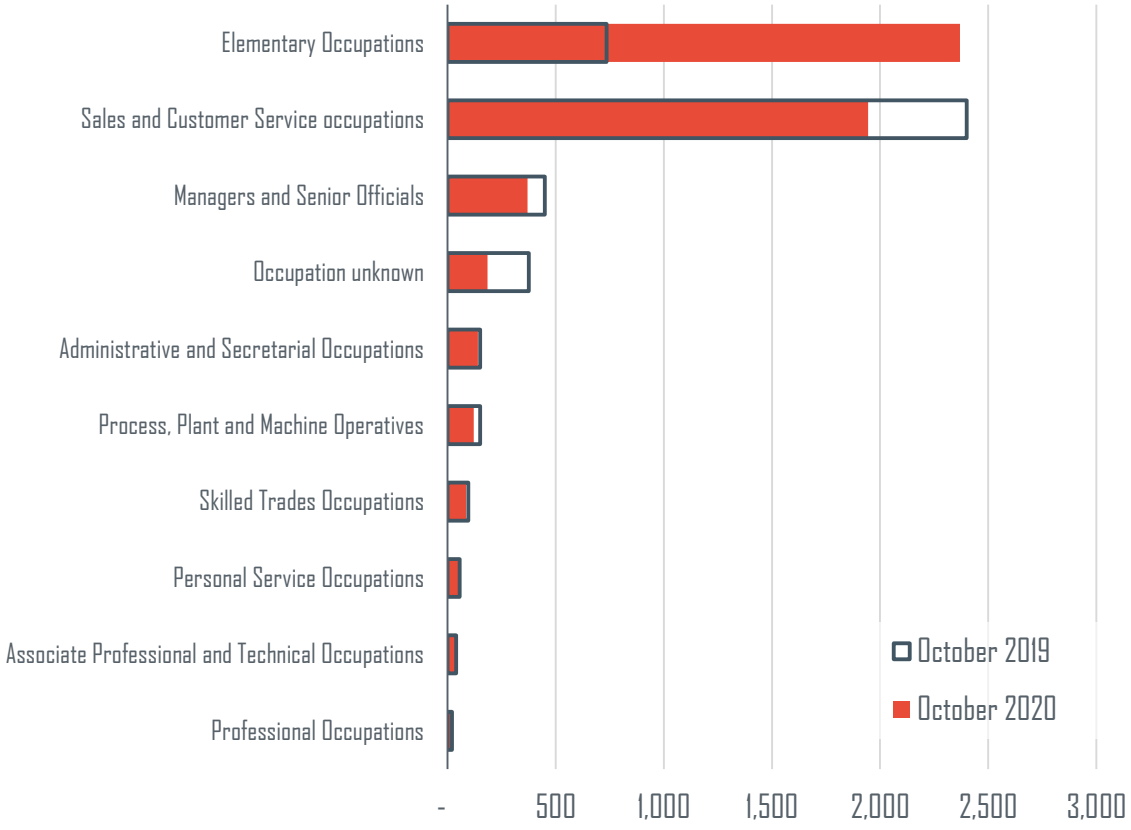
Claimant count

Figure B.7 Claimant count as a proportion of the working age (16-64) population, 2013-2020



Source: ONS Claimant Count, January 2013 – November 2020, 2020 SAP boundaries

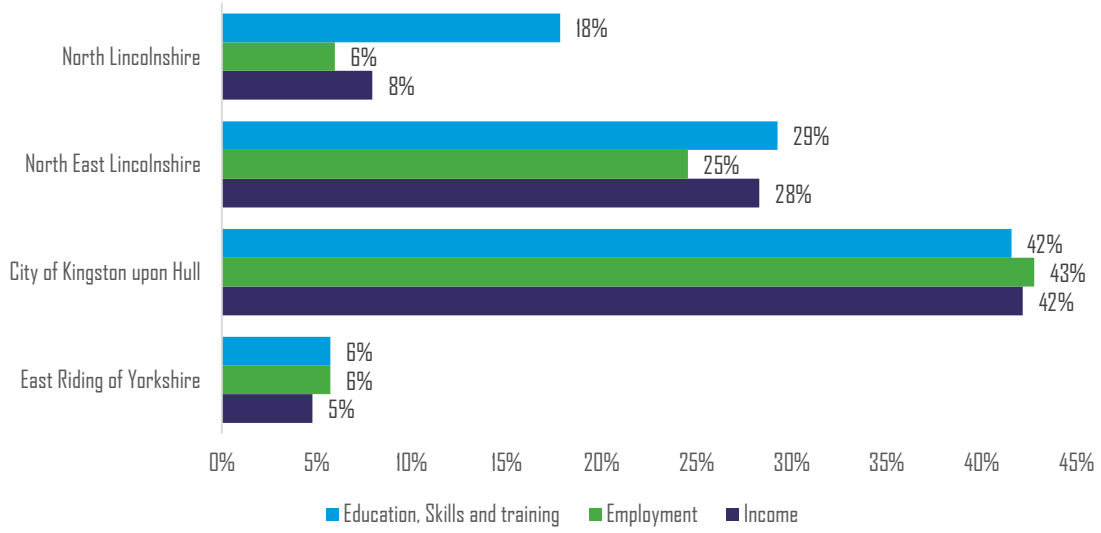
Figure B.8 Occupations sought by Humber jobseekers, October 2020



Source: ONS, *Jobseeker's Allowance by occupation*, 2020.

Income, employment and education deprivation

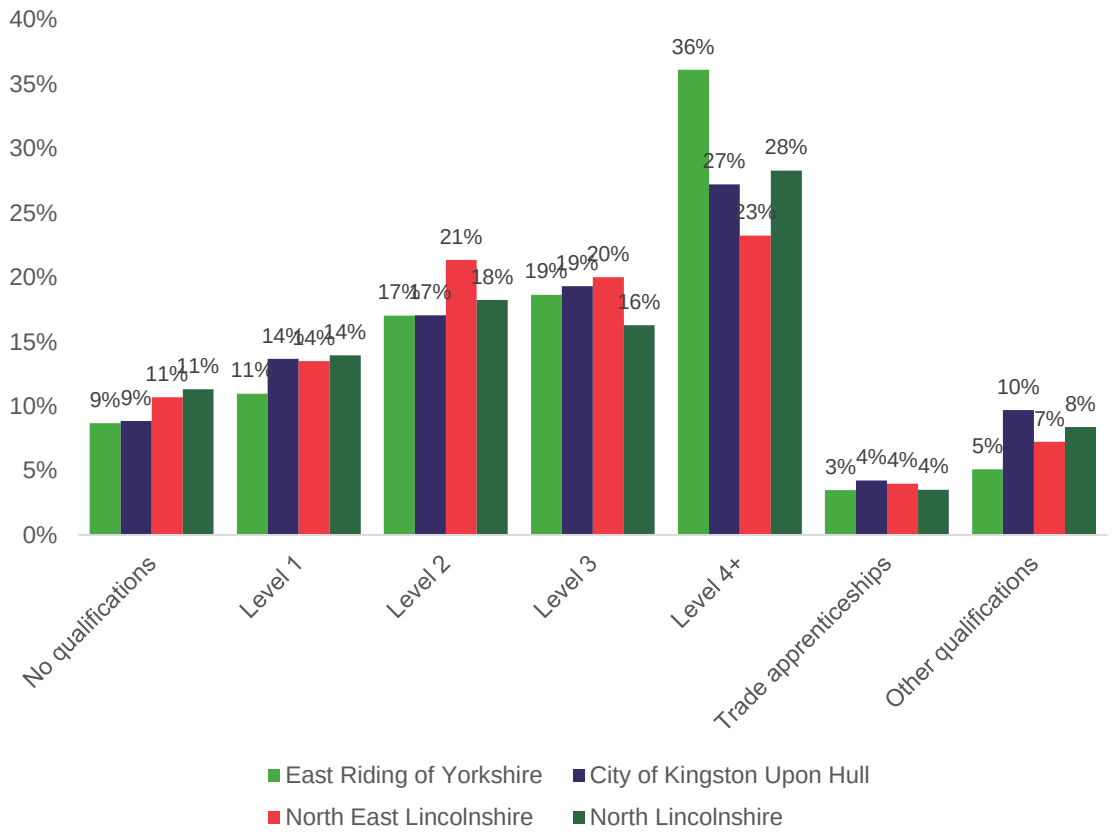
Figure B.9 Proportion of neighbourhoods in the top 10% most deprived nationally, 2019



Source: Index of Multiple Deprivation, MHCLG, 2019, 2017 LEP boundaries

Qualification levels

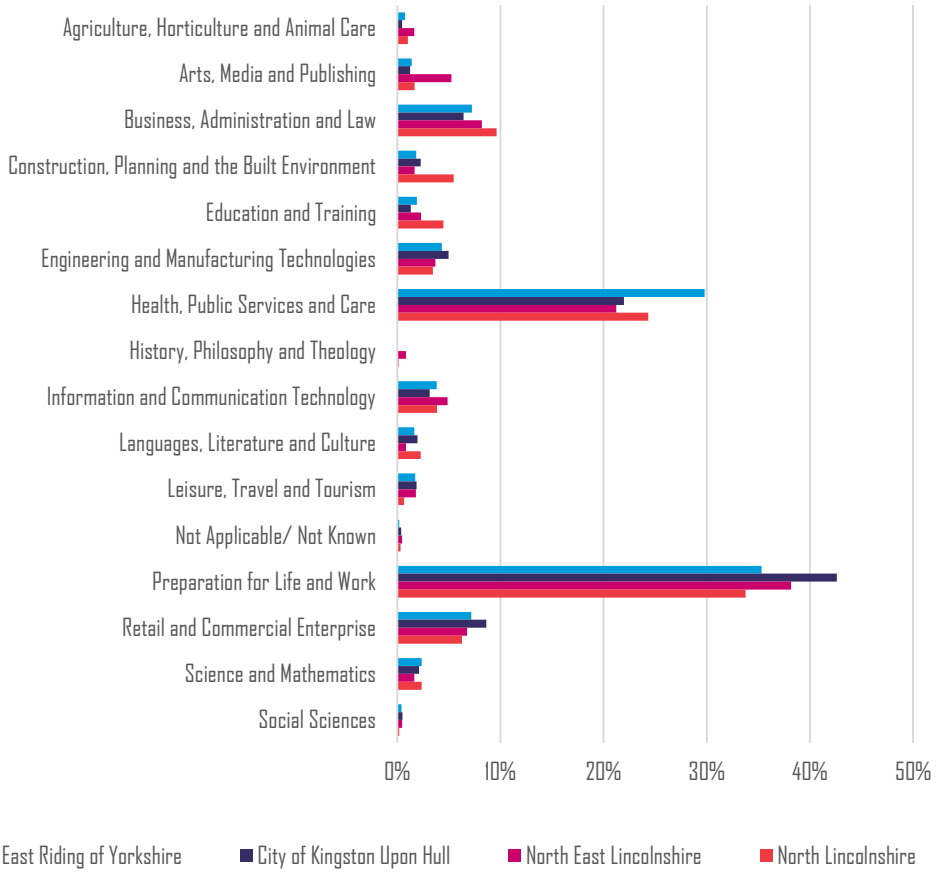
Figure B.10 Qualifications in the Humber local authorities, 2019



Source: Annual Population Survey, January 2019 – December 2020, 2020 SAP boundaries

FE education and training achievements

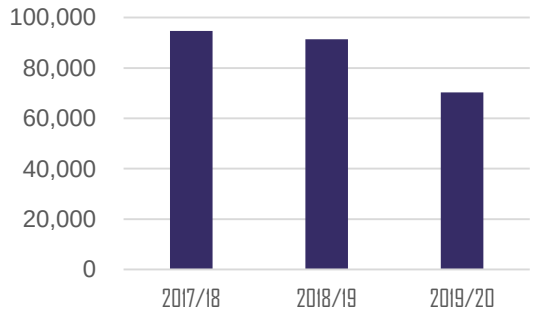
Figure B.11 FE achievements by sector subject area in the Humber, 2019/20



Source: Further Education & Skills data, DfE, (published 2020), 2020 SAP boundaries

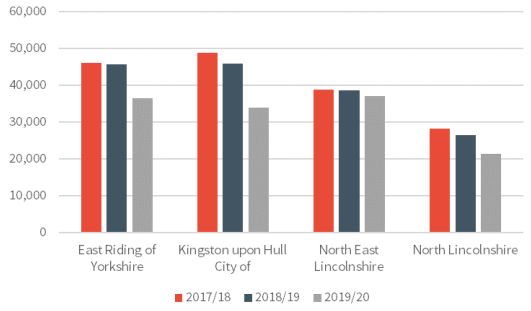
Apprenticeship achievements

Figure B.12 Humber apprenticeship starts 2017/18 to 2019/20



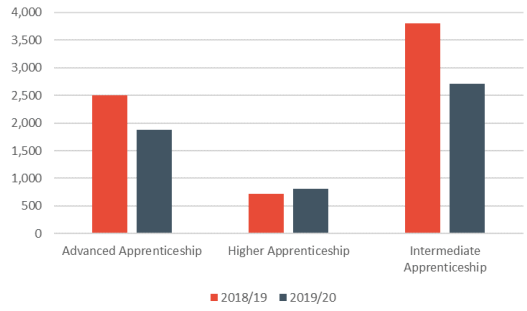
Source: Humber DataCube

Figure B.13 Humber apprenticeship counts by local authority 2017/18 to 2019/20



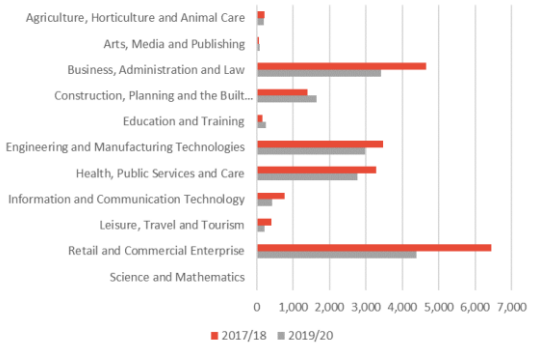
Source: Humber DataCube

Figure B.14 HEY LEP area apprenticeship levels in 2018/19 and 2019/20



Source: Humber DataCube

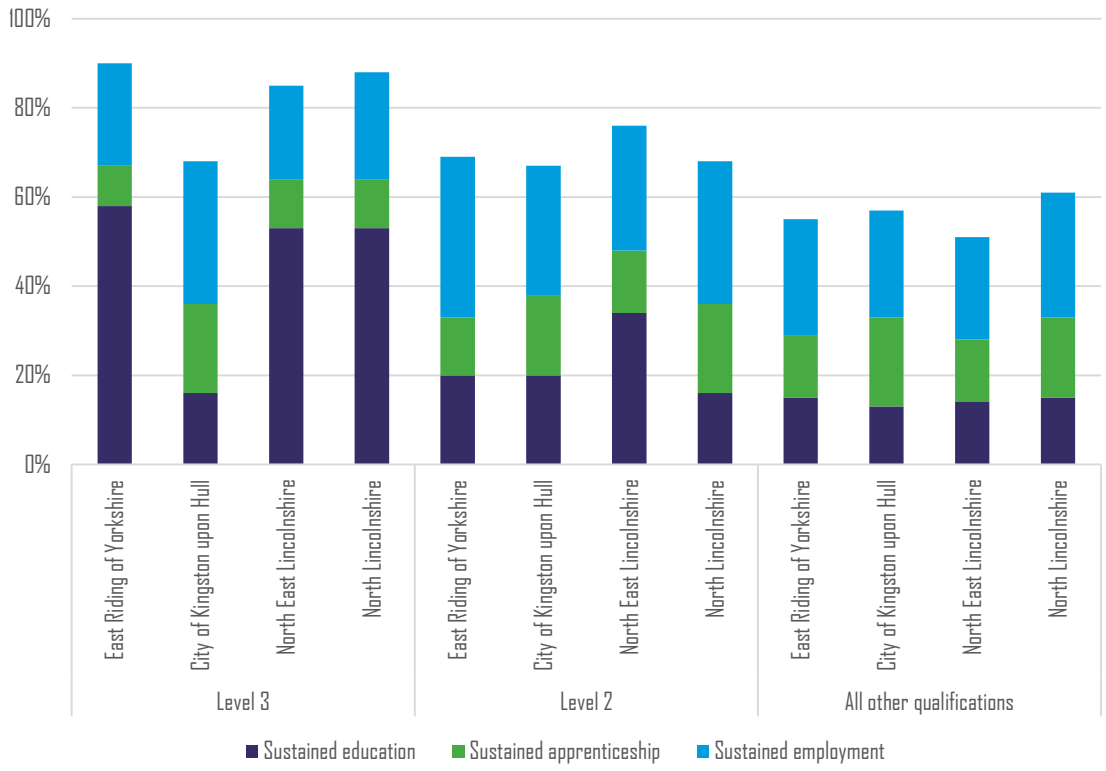
Figure B.15 Humber apprenticeships by sector in HEY 2017/18 and 2018/19



Source: Humber DataCube

KS5 destinations

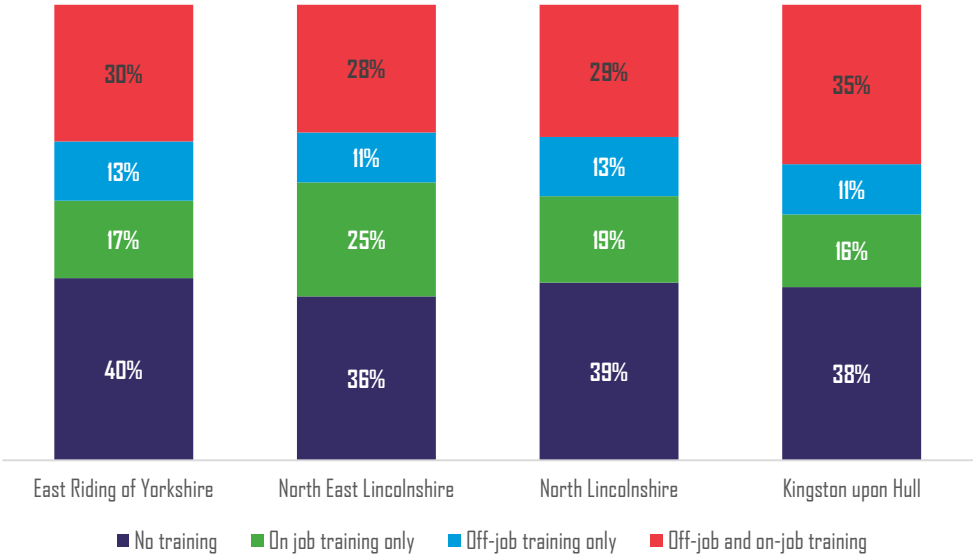
Figure B.16 Destinations after 16-18 by main level studied (state-funded mainstream schools & colleges), 2018/19



Source: 16-18 Destination Measures, DfE, 2018/19 (published 2020), 2020 SAP boundaries

Employer-provided training

Figure B.17 Employers providing training over the past 12 months

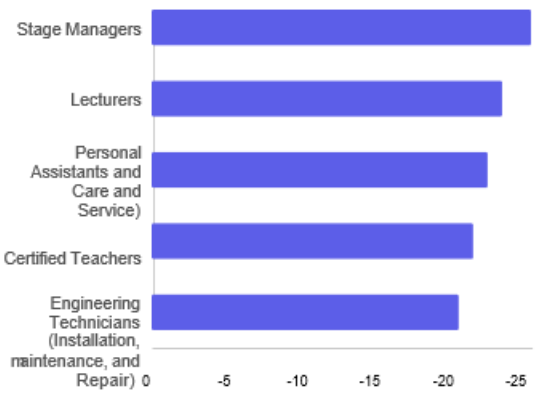


Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries

Skills demand

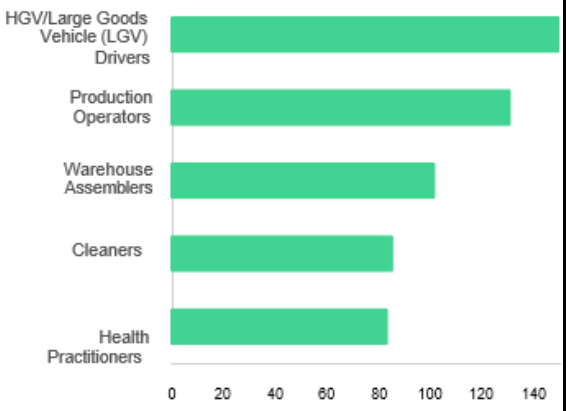
Online vacancies

Figure B.18 Humber jobs with the largest decrease in job postings, December 2019-October 2020



Source: EMSI Data, 2020.

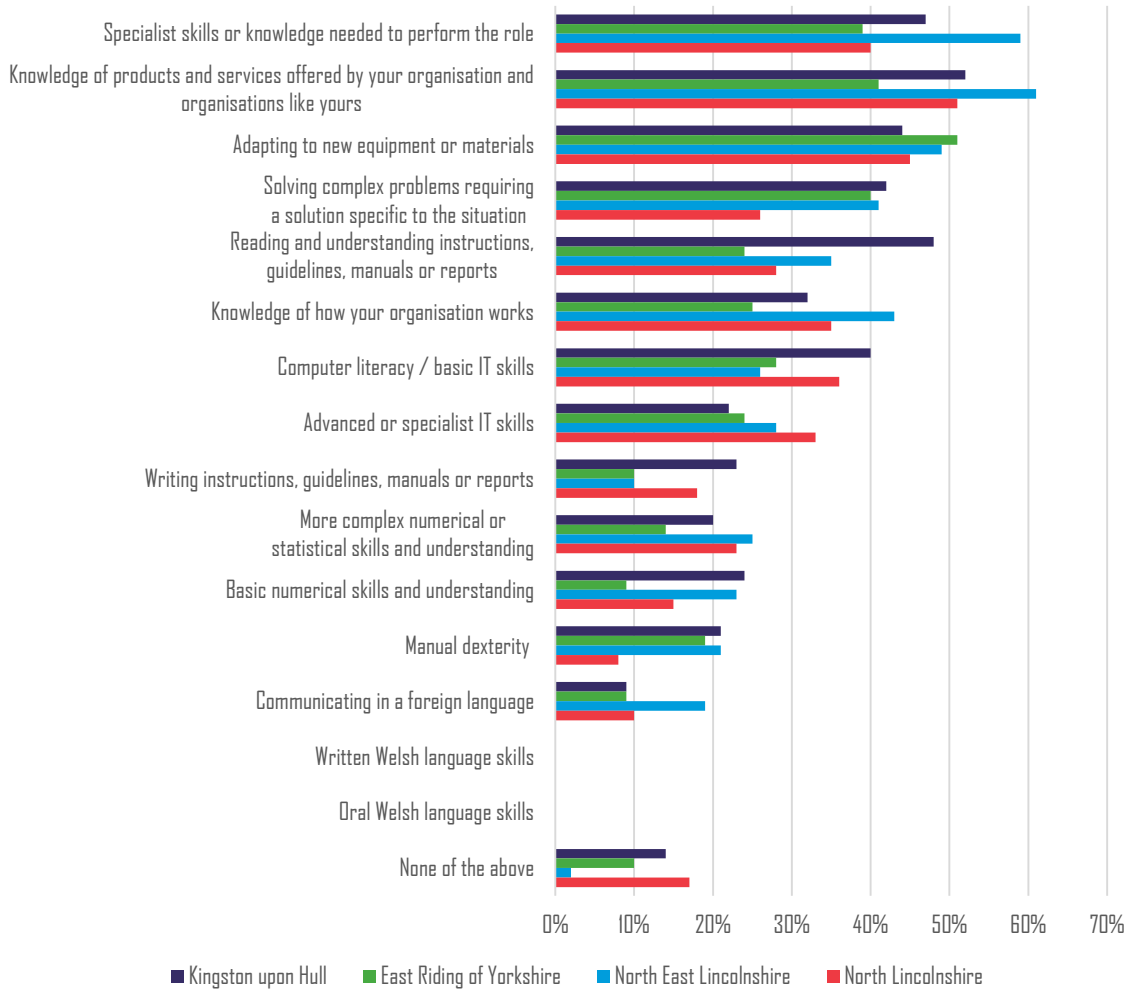
Figure B.19 Humber jobs with the largest increase in job postings, December 2019-October 2020



Source: EMSI Data, 2020.

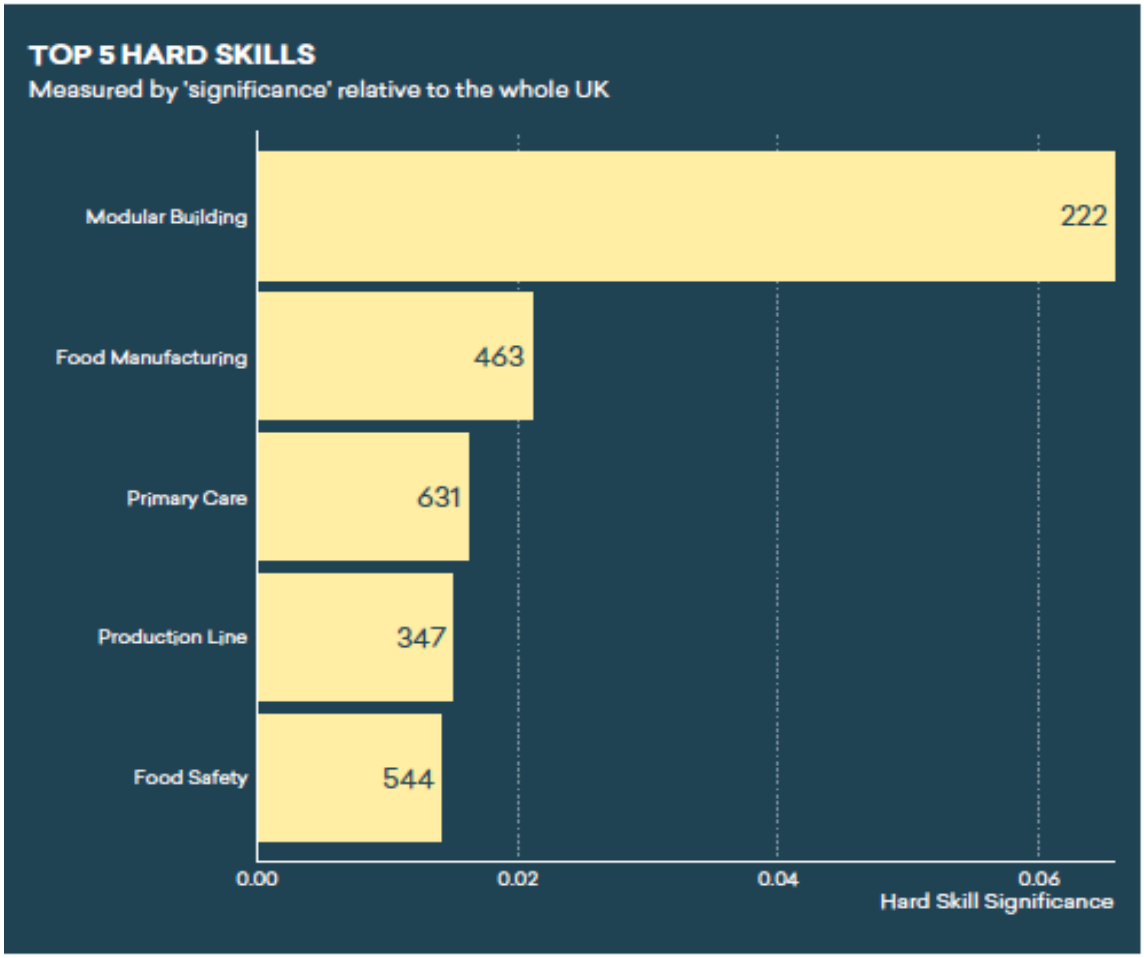
Skills that need developing

Figure B.20 Skills that need developing in the workforce in the Humber, 2019



Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries

Figure B.21 Hard skills demand by frequency of occurrence in job vacancies in the Humber, 2020



Source: Emsi Data, 2021.

Annex B References and Links

Associated British Ports, 2021, Humber Freeport Bid Launched

Associated British Ports, 2021, Humber Freeport – saved locally

Business Live, 2020, Siemens Mobility chief welcomes Prime Minister's backing for emerging £200m Goole train plant

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Business Live, 2021, Pensana reports high grade finds at second rare earths exploration site as it works up Saltend plant

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Business Live, 2021, Plans submitted to double size of Hull wind turbine factory

East Riding LMI, 2020 - saved locally

East Riding of Yorkshire Council, 2018, East Riding Economic Strategy 2018-2022

East Riding of Yorkshire Council, 2021, East Riding Economic Strategy 2018-2022 Mid Term Review – saved locally

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Goole Town Deal Board, Goole Town Deal

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Hatch / Humber LEP, 2019, Humber LEP Skills Advisory Panel Report

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Hatch / Humber LEP, 2020, Humber Digital Skills Analysis

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University of Hull Strength in Places Fund Bid

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