

# Hull and East Yorkshire LEP Board

Employment & Skills Report

Report to the Board, 21<sup>st</sup> July 2021

Paper I – Report from Chris Howell, Employment & Skills Manager

## **1. Summary**

1.1. This paper summarises the progress made by the HEY LEP Employment & Skills team since the LEP Board meeting held on 16<sup>th</sup> June 2021.

## **2. Recommendations**

2.1. The board notes the progress made by the Employment & Skills team.

## **3. Report**

### **3.1. Employment & Skills Board**

3.1.1. Recruitment to the new Employment & Skills Board is nearing completion.

3.1.2. A Revised Terms of Reference has been drafted and is awaiting approval.

3.1.3. Meeting schedules and wider governance arrangements are being worked on (these must be synchronised with wider LEP governance and board meetings).

### **3.2. Employment & Skills working groups**

3.2.1. The previous Humber LEP has a series of Employment & Skills related working groups which helped deliver its agenda. The majority of these groups will have a crucial role to play in delivering the new HEY LEP aims and objectives and the Chair and LEP team are considering how these will be taken forward under the new governance arrangements.

### **3.3. Skills Advisory Panel Programme**

3.3.1. The Department for Education (DfE) have confirmed that they will grant fund Skills Advisory Panels (SAPs) £75k in the Financial Year 2021-22. (HEY LEP's Employment and Skills Board will fulfil the function of the SAP). The focus of the grant is on continuing to produce high quality skills analysis, to maintain relationships with relevant partners, and to refresh Local Skills Reports later in the financial year. A Memorandum of Understanding (MOU) has been agreed between DfE and the LEP and funding for this year has been released.

3.3.2. HEY LEP's MOU includes:

- A salary contribution for the LEP SAP activity
- Refresh of existing Humber Microsoft Power BI dashboard of skills data (labour market intelligence)
- A licence for Emsi - an economic modelling data tool
- Development of Skills Strategy and Local Skills Report refresh
- Analysis e.g. Covid Economic Impact, Green Skills, EU Migrant impact, Rural/Visitor economy, digital skills
- Review of Adult Education Budget/ community learning to inform devolution skills planning

3.3.3 With the confirmation of funding, the LEP Employment and Skills team is now in a position to commission the research. Funding is flexible and the DfE will consider changes to the MOU if the economic picture changes and different research is required.

#### 3.4. **Careers & Enterprise Company**

3.4.1. In Spring 2021, the New HEY LEP submitted an Expression of Interest (Eol) Form, to create a new HEY LEP Careers Hub with effect from 1 September 2021. This Eol was granted and the HEY LEP can now form a new Careers Hub within the HEY LEP geography. Fourteen schools will continue to be in a Hub with twenty one more being added to form a Hub of thirty five schools and colleges. This direction came from consultation with relevant stakeholders and the Humber LEP Employment & Skills Board.

3.4.2. A requirement of a Careers Hub is for a LEP to source match funding to pay for the Enterprise Coordinators needed to facilitate the schools and colleges joining. Match funding for the existing contract has come from Hull City Council and East Riding of Yorkshire Council and the Humber Outreach programme for the academic year 2020/21. Agreements are in place for this to continue in the forthcoming academic year.

3.4.3. With the relevant match fund being in place and schools having been consulted on new plans, the new HEY LEP Careers Hub is ready for delivery in the academic year 2021/22. All schools are required to complete a Memorandum of Understanding and an Expression of Interest form. Key Performance Indicators have been agreed with the Careers and Enterprise Company which the Team will work towards delivering and routine monitoring will take place with representatives from the Careers and Enterprise Company. Local governance arrangements will continue to be in place and are currently being reviewed to ensure they are fit for purpose to deliver for the 2021/22 academic year. This will include a refresh of the Steering Group.

#### 3.5. **Quality in Careers Standard**

- 3.5.1. Schools and colleges continue to work towards the Quality in Careers Standard. The Humber LEP went through a reaccreditation process in February to be able to continue awarding the Quality in Careers Standard which has now transferred to the HEY LEP. Previously, the Humber LEP has been able to fund schools to gain the standard and to go through the review process however at present all funds we have to support this are committed. Future schools and colleges may be required to pay the full cost.

### **3.6. Festival of Skills**

- 3.6.1. Held w/c 14<sup>th</sup> June, The Festival of Skills provided a week of virtual employer encounters for students in schools.
- 3.6.2. The event comprised of 16 employer led sessions featuring 16 industries from across the region. Sessions included a live question & answer with the employer, an industry insight video that provided students an opportunity to see the workplace in action and hear about pathways into the industry. Students then had an opportunity to take part in a challenge/task planned by the employer typically reflecting the role. Initially the project was developed for year 10 students however schools have utilised the materials and resources with other year groups where appropriate. Student and Teacher resources including fun facts and follow on materials were shared in advance to help schools prepare and identify links to curriculum learning. In addition, two separate CPD sessions with Careers Leaders were held in advance of the sessions to help them prepare and understand the resources. Many Careers Leaders plan to use the platform and associated website throughout the next academic year in addition to the week itself, with a number of schools asking for a live repeat of the event in 2021-2022. Feedback from schools and employers has been positive and more employers hoping to be involved in the future.

### **3.7. Apprenticeship showcase**

- 3.7.1. Employers took part in an apprenticeship showcase event, which featured live question & answer sessions around opportunities within different sectors. The event also included case studies from young people who had either completed an apprenticeship or were undertaking one. Employers included Cranswick Foods, Orsted, Languages for Good, East Riding Council and Hull City Council amongst others. The event was very well received by schools and colleges and can still be accessed post event.

### **3.8. Online careers showcase event**

- 3.8.1. A virtual celebration of careers education across our region. Included a live question & answer panel with a headline film to showcase and celebrate careers education. The event gave an opportunity to recognise individual and collective achievements and experiences gained through the Humber Careers Hub journey over the last 3 years.

### **3.9. Parent/student session around Year 10 transition**

- 3.9.1. Delivered by Pathway CTM, the session was an opportunity for parents and students to hear from employers around transition, choices and access to their respective workforces.

### **3.10. The Humber Local Digital Skills Partnership**

- 3.10.1. The HEY LEP has submitted a business case to the government department of Digital, Culture, Media and Sport (DCMS) seeking financial support for the Humber Local Digital Skills Partnership independent pilot. Decision pending.
- 3.10.2. Digital maturity self-assessment tool - beta testing: The Humber Local Digital Skills Partnership commissioned the development of an online diagnostic programme which could assess the digital capability of employees of local businesses. Following a period of internal beta-testing, the tool is now nearing completion and is due for imminent public launch. Those businesses that chose to take the assessment, will receive bespoke wrap around support in the form of advice and guidance offered by ICT advisors based within the LEP's Growth Hub.
- 3.10.3. Supply task and finish working group: Having developed an online digital skills local training provision "heat map" and dashboard, the group is now working to develop an online "e-prospectus" (using the six core competencies which form the basis of the online digital maturity self-assessment tool. The "e-prospectus" will include signposting to various providers that offer digital skills training at different levels and in a variety of formats. The anticipated deadline for completion of the "e-prospectus" is 31/12/21.
- 3.10.4. Demand task and finish working group: Will examine the outputs of the online digital maturity self-assessment tool and work with local businesses (including the FSB) to define employer digital skills needs. This group will also feed into the preparation of a Humber-wide digital skills careers event which is due to take place in November 2021.
- 3.10.5. Horizon Scanning task and finish working group: Research work is continuing apace regarding the development of future digital skills

requirements and how this might shape current and future primary, secondary and tertiary academic curricula, ensuring the LEP area has a digitally skilled workforce able to meet the demands of increasing automation within key sectors.

### **3.11. Staffing update**

3.11.1. The Employment & Skills team is currently recruiting for a “Workforce Development Business Advisor”. This post was vacated in April and works across both the Employment and Skills team and Growth Hub. The role aims to increase local apprenticeship opportunities by assisting local businesses to access apprenticeship grant funding, facilitating unspent levy transfer across local supply chains, creating work placement capacity for traineeships and vocational learning and promoting T-Levels.

### **3.12. Wider stakeholder engagement for the reporting period**

3.12.1. Over this reporting period, the Employment & Skills team have met with a number of key stakeholders to introduce the work of the HEY LEP and explore areas of potential collaboration around employment and skills related aims and objectives. These include:

- Hull University – Business Breakfast event
- Humber Offshore Wind Cluster working group
- All Energy Technician Apprenticeship working group
- NHS Humber Coast & Vale Workforce Development Board
- National LEP Network
- Humber Principals Group (post-16 providers)
- ESIF Leads (ESIF operational working group)

### **3.13. Horizon Scanning**

3.13.1. Humber Freeport: Offers opportunities to maximise social value through coordinated economic development and employment & skills projects. The HEY LEP team are currently working with the Freeport Steering Group to develop their plans.