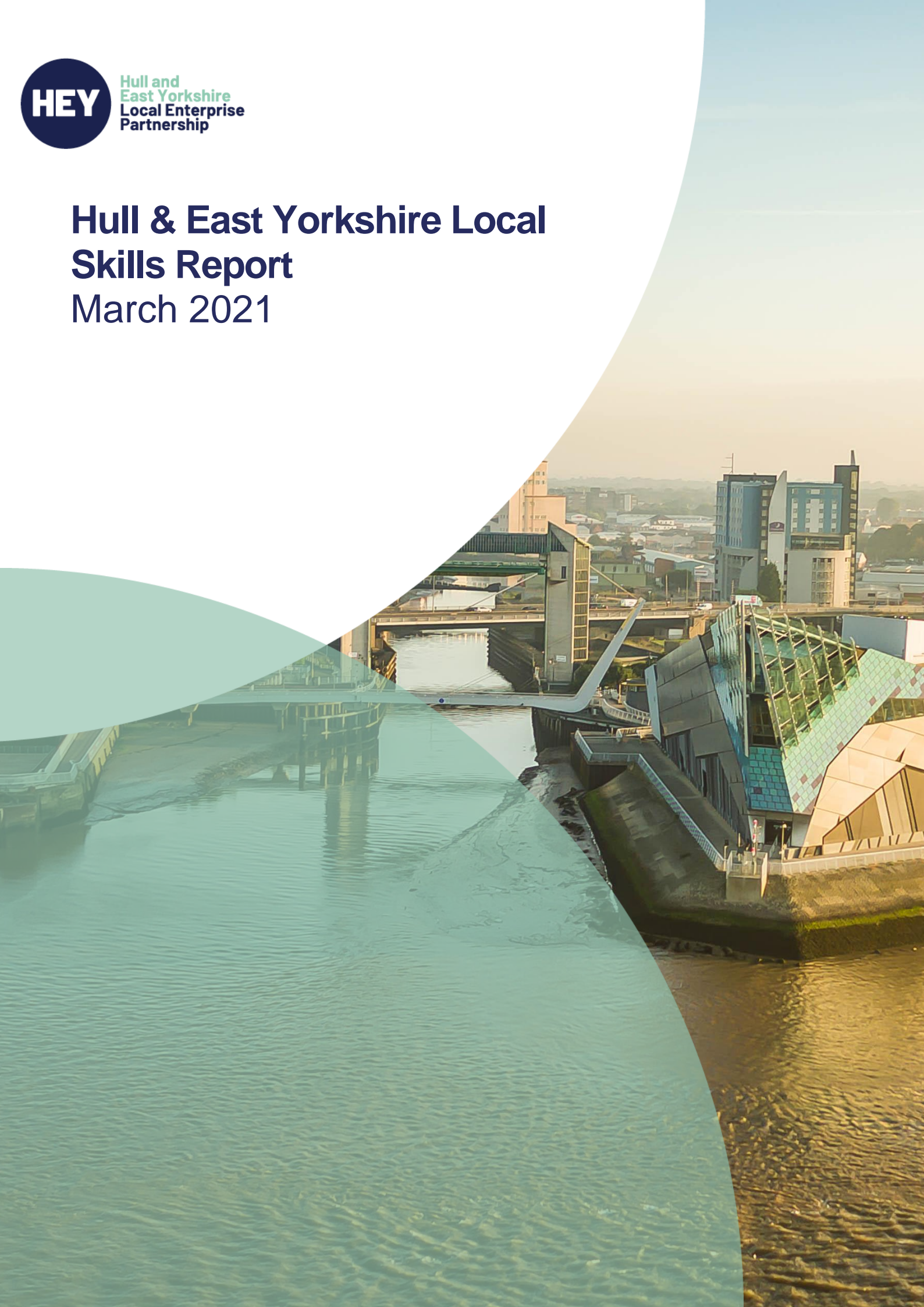




Hull and
East Yorkshire
Local Enterprise
Partnership

Hull & East Yorkshire Local Skills Report

March 2021



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Foreword



As the new Hull and East Yorkshire LEP (HEY LEP) is launched from 1st April 2021 the employment and skills agenda for the region has never been so important, recognising skills and people as the drivers of recovery of the Covid 19 Pandemic and the new and emerging opportunities for residents in our area.

Investment in the region remains buoyant, the Humber Covid Economic Impact Assessment Report¹ indicates that whilst every region in the country has been impacted, the Humber has coped with the situation better than others due to the strong sector base of manufacturing with many green shoots on the horizon. Recent announcements of further investment such as the Humber Freeport, Pensana Rare Earth, Vivergo Fuels, PX Group and Amazon Delivery Centre demonstrate that there is good growth and new jobs that will help our economy gain momentum.

This report is designed to provide analytical information to inform and influence individuals, employers, stakeholders and education and training providers to recognise the opportunities and challenges of the Hull and East Yorkshire area. We have a good story to tell, a compelling case for further investment, the right culture, natural assets, and access to a current and future workforce coupled with the best of urban, rural, city and coastal communities that are equally diverse and innovative.

The new HEY LEP will build on the impressive foundations and legacy of the Humber LEP with a new Board and delivery arrangements that will maximise the characteristics of the region. Working together with our partners will ensure that this potential is fully realised.

Both the new HEY LEP and the Greater Lincolnshire LEP continue to recognise the shared travel to work/travel to learn geography on both sides of the Humber and beyond, with many of our residents, employers and providers having joint interest and activity on both banks of the Humber. The LEPs will continue to work in close partnership on the employment and skills and wider pan Humber economic agendas, sharing information, developing activities, and supporting actions to ensure that our residents are able to maximise local opportunities. The Humber Leadership Board, led by all four local authority leaders has been recognised by government as the structure to manage pan Humber related areas of interest such as decarbonisation, freeports, marketing and flood protection, and both LEP Chairs have a place on this board, thus providing a private sector voice in agreed areas of focus. In addition, the LEP's are developing a joint private sector board to ensure a private sector voice for the Humber is maintained.

¹ <https://www.humberlep.org/skills/skills-resources/skills-advisory-panel-analysis-report-and-dashboard/>

I would like to thank the Humber LEP Employment and Skills Board for their tremendous efforts to date and wish every success to James and Teresa in their new roles and to the new HEY LEP Employment and Skills Board going forward. I know that with their leadership and the support of partners the region is in safe hands.

Stephen Savage



Chair of the Humber LEP ESB



On behalf of the Hull and East Yorkshire LEP I would like to pass on my thanks to Stephen and all the members of the former Employment and Skills Board. The new HEY LEP will indeed rise to the challenges of the economic recovery and ensure that the people agenda is the core of LEP activity as we move into the new economic arrangements.

The new geography affords us the opportunity to work much closer with those communities that are vital to the region and our recently appointed Board demonstrates the knowledge, expertise, and experience that we recognise is vital to stability and growth. The HEY LEP's ambitions are clear, to ensure that the private sector voice resonates throughout any local, regional, and national agenda and that public/ private sector partnerships are the essential elements of innovation and economic growth.

I look forward to working with many of you in this exciting time for Hull and the East Yorkshire region.

James Newman



Chair Hull and East Yorkshire LEP

Executive Summary

- i. The Local Skills Report for the new Hull and East Yorkshire Local Enterprise Partnership (HEY LEP) seeks to set out the current skills priorities for the local economy and highlights the importance of partnership working across the new HEY geography and with neighbouring LEP areas reflecting the shared travel-to-work/travel-to-learn patterns that exist. The report is informed by the aligned policies, strategies and interventions, analysis of data on local labour markets and engagement with local employers and skills providers. The structure of the report is as follows.
- ii. **Chapter 1** introduces the former Humber Employment and Skills Board (ESB) which performed the role and functions of the Skills Advisory Panel. The ESB reported to the Humber LEP Board and worked across the four local authorities of East Riding of Yorkshire, Hull, North Lincolnshire, and North East Lincolnshire. The ESB was underpinned by the Skills Network and Skills Implementation Group, in addition to a series of project sub-groups. The Humber ESB had a Chair and 23 members drawn from public, private and Third Sector.
- iii. **Chapter 2** summarises skills strengths and needs based on the findings detailed in Annex A and B. It is important to note that this report has been published during a period of unprecedented uncertainty and volatility and the lag in labour market intelligence means that the impact of these events is yet to be fully understood. The economic context of the Local Skills Report will need to be reviewed over time to better reflect the challenges faced by the COVID-19 pandemic and EU Exit which is shaping need and opportunity.
- iv. **Chapter 3** responds to the case for intervention by providing a strategic framework for skills. Cross-cutting, COVID-recovery and sector specific priorities and their rationale are set out. The emerging cross-cutting priorities are:
 - **Upskilling and Reskilling the Workforce:** Hull & East Yorkshire needs to better utilise workforce potential, respond to employer demands and drive productivity growth
 - **Embedding Digital Skills:** Hull & East Yorkshire needs to embed digital skills in all subjects and at all levels
 - **Delivering a Green Recovery through Skills Development:** Hull & East Yorkshire needs additional capacity to realise the potential of the Green Economy
 - **Retaining and Attracting Young People:** Hull & East Yorkshire needs to inspire young people to progress their careers within the region to fuel economic growth
 - **Supporting labour market participation:** Hull & East Yorkshire needs to provide supported pathways to sustainable destinations
- v. **Chapter 4** outlines ongoing and new skills actions in response to the strategic priorities and how the LEP/ESB and local partners can support delivery. The chapter also outlines how the actions align with existing local activity and national skills priorities and how they could be funded.

- vi. **Chapter 5** reflects on the progress of the ESB in taking a local leadership role, providing case study examples to illustrate activity and impact. The role of the ESB in enhancing local knowledge through commissioning and directing research to inform strategic and investment decisions is outlined with examples shared on how the ESB impacted on local skills provision, shaped COVID-19 recovery, and renewal plans, and delivered on the skills action plan.
- vii. **Chapter 6** provides examples of positive impact, drawing on a range of skills interventions and sources including skills providers, businesses and the ESB.
- viii. **Chapter 7** reflects on the findings of the Local Skills Report and calls for employers and skills providers to continue to work together to progress the action plan to drive productivity and growth through matching supply and demand for skills in Hull and East Yorkshire.

Skills Advisory Panels –Introduction

Simulator - Modal Training Centre, Immingham



1. Skills Advisory Panels – Introduction

Skills Advisory Panels: the national context

Nationally, Skills Advisory Panels (SAPs) bring together employers, skills providers, and key local stakeholders to better understand and resolve skills mismatches at a local level. There are 36 SAPs across England as part of Mayoral Combined Authorities and Local Enterprise Partnerships. The Humber LEP’s Employment and Skills Board carried out the duties of the SAP and wider economic interventions to support the local economy.

The Department for Education (DfE) supports SAPs with grant funding primarily to produce high quality analysis of local labour markets and Local Skills Reports. This report sets out the local strengths and skills needs and how the Employment and Skills Board considers how to address its key priorities. The report is designed to influence local stakeholders and providers partners and feed intelligence to central government, including the national-level Skills and Productivity Board (SPB).

In January 2021, DfE published its White Paper ‘Skills for Jobs: Lifelong Learning for Opportunity and Growth’ which set out a number of reforms aimed at putting employers more firmly at the heart of the skills system. The White Paper outlined plans to test “Local Skills Improvement Plans” created by business representative organisations in 2021/22 and committed to build on the work of SAPs.

The Humber Employment and Skills Board

The Humber Employment and Skills Board (ESB) was established in May 2013 to develop and oversee the Humber Employment and Skills Strategy.

The Employment and Skills Board is chaired by Stephen Savage and has 23 members. Stephen is also Vice Chair of the Humber LEP Board and the Investment Panel. The table below lists the Humber ESB members and organisations they represent.

Humber Employment and Skills Board	
Name	Job Title and Organisation
Stephen Savage (Chair)	Partner, Private Sector
Kirsty Bark	Global Talent Manager, Sonocco Trident
Catherine Bishop	Chief Executive, Tigers Trust
Laura Botham	HR Business Partner, Siemens Gamesa
Danny Brett	Chair of the Skills Network
Alan Brooke	Private sector
Andy Crossland	Chief Executive, Humber Learning Consortium, Third sector
Cassandra Flanagan	Training and Capability Manager, British Steel
David Clugston	Director, Clugstons Ltd
Nikki Davies	Talent Acquisition & People Manager, Victoria Plum
Chris Haskins	Private sector – retired
Mick Heatlie	ActNow
Margaret Hicks-Clark	Private sector - retired

Humber Employment and Skills Board	
Name	Job Title and Organisation
Liz Hutchinson	Senior Operations Manager, DWP
Philip Jackson	Council Leader, North East Lincs Council
Becky Huxley-Binns	Pro-Vice-Chancellor, University of Hull
James McIntosh	Director of Skills, private sector
Leon Riley	Principal, John Leggott College
Jen Vincent	Director of Business Development, UTC North Lincs
Steve Tomlinson	Employability and Participation Lead, Hull City Council
Mike Welsh	Principal, East Riding College
Jo Woodhouse	Assistant Principal, Havelock Academy

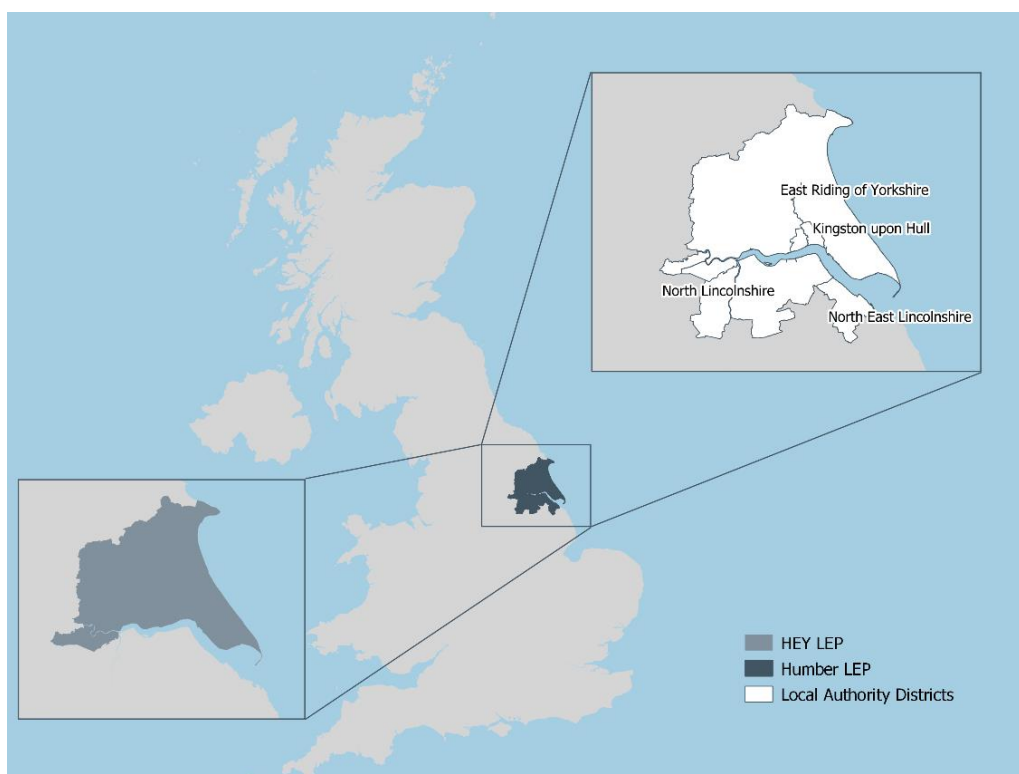
Source: Humber Skills Advisory Panel

The Employment and Skills Board meets on a bi-monthly basis. Due to COVID-19 all meetings are currently held virtually. The agendas, papers and minutes of all meetings are available to view here² and are published in accordance with the LEP's Assurance Framework.

Introducing the Hull and East Yorkshire LEP

From 1st April 2021 the new Hull and East Yorkshire Local Enterprise Partnership (HEY LEP) will drive economic prosperity in Hull and the East Riding of Yorkshire, whilst North Lincolnshire and North East Lincolnshire will only be part of Greater Lincolnshire LEP (GLLEP), reducing existing geographic overlaps.

Figure 1.1: The Geography of the Local Skills Report



Source: Hatch

² www.humberlep.org/board-page/employment-and-skills-board

Both the new HEY LEP and the GLLEP continue to recognise the shared travel to work/travel to learn geography on both sides of the Humber, with many of our residents, employers and providers having joint interest and activity on both banks. As such this report reflects some of those pan Humber issues and data in Annex B evidence this. The LEPs will continue to work in close partnership on the employment and skills and wider pan Humber economic agendas, sharing information, developing activities, and supporting actions to ensure that our residents are able to maximise local opportunities.

The Humber Leadership Board, led by all four local authority leaders has been recognised by government as the structure to manage pan Humber related areas of interest and both LEP Chairs have a place on this board, thus providing a private sector voice in agreed areas of focus. In addition, private sector members will be involved in advising the Leadership Board in a supportive and proactive manner.

As such, this Local Skills Report has a focus on the HEY geography but recognises the importance of partnership working across the functional geography of the Humber. The new HEY LEP will continue to work closely with all neighbouring LEPs to ensure alignment of provision and to add value wherever possible.

Skills Strengths and Needs



2. Skills Strengths and Needs

Key strengths:

- **Growing and strategically important sectors** including Clean Energy, Energy Intensive and Continuous Processing, Engineering and Assembly, and Health and Social Care which have evolving skills requirements.
- **Well positioned for a green COVID recovery** due to the cluster of engineering, manufacturing, logistics, construction and professional services around the Humber Energy Estuary and a series of major investments planned and under development.
- **A broad range of high-quality education and training provision** including the University of Hull, Further Education and Sixth Form Colleges, Independent Training Providers, University Technical Colleges and two Institutes of Technology (IoT) in the wider Humber region including the Yorkshire and Humber IoT and the Lincolnshire IoT.
- **Key strengths in education and training**, including health, public services and care, manufacturing, retail, and commercial enterprise, where the number of achievements are higher than levels seen nationally.

Key needs:

- **Responding to higher level skill needs**; the proportion of the population with Level NVQ4+ stands at 32% in Hull and East Yorkshire LEP (HEY LEP), compared to 30% in Humber and 40% in England. This proportion is particularly low in Hull, at 27%.
- **Delivering digital upskilling across all sectors and cohorts**; there is a need for basic digital upskilling across all sectors to meet employer needs. COVID-19 has increased demand for digital training, there has been an overall greater adoption of digital technology and business confidence in digital technology has increased. COVID-19 has also highlighted digital poverty which limited access to learning and basic services. Whilst the DfE's digital device scheme provided much needed help to pupils, students and families to access remote education, other disadvantaged groups/communities still require support.
- **Removing participation barriers**; while there are a range of skills courses available across Hull and East Yorkshire, there are also many barriers to access further education and upskilling. At the local level there is concentration of high deprivation in the Hull across all domains in the HEY LEP geography. 22% of all neighbourhoods within the HEY geography fall into the top 10% most deprived nationally for the education, skills, and training. Furthermore, the cost of provision especially in specialist subject areas can be expensive (see Annex A, A.52). SMEs are unsure where to access training or whether the courses will offer good value for money which can deter participation.

- **Responding to changes in Migrant Labour;** the rural nature of East Riding and Yorkshire makes it susceptible to changes in migrant labour. Agricultural labourers are not included as a category in the proposed UK-wide shortage occupation list released by the Migration Advisory Committee in March 2020. Therefore, it will be more difficult to bring in seasonal labour from outside the UK.
- **Physical and digital access in rural areas;** the rural nature of East Riding of Yorkshire means that physical access to skills providers by public transport can be a barrier. Digital access, especially Wi-Fi connectivity, can be a large-scale issue across the region, creating further barriers to learning.

The analysis in this report focuses where possible on the new HEY LEP geography, benchmarking against the wider Humber region in recognition of travel-to-learn and travel-to-work patterns and historic partner relationships. Where data is only provided at LEP level this refers to the historic Humber LEP geography as LEP level data for the new HEY area is not yet available but will be published in due course.

Skills Strengths and Opportunities

Cross-cutting themes

Green Skills

The Humber Energy Estuary houses the largest single enterprise zone in the country (at 1,238 ha)³ and has the potential to be a global leader in clean energy generation and a globally competitive hub for sustainable shipping, energy, and logistics. Green Skills are also needed to support delivery of local energy strategies too – for example in housing retrofit, installing heat networks and EV charging infrastructure roll-out. The Hull & East Yorkshire skills strategy must support the improvement and growth of the offshore wind sector and the needs of the growing biomass, biofuels, and low carbon hydrogen sectors. It is essential to work in partnership with adjacent LEP areas to realise the potential of these sectors (Annex B, B.25).

The HEY LEP will offer decarbonisation and energy efficiency support to businesses through the LEP business Growth Hub (Annex B, B.27) funded by Innovate UK. The Growth Hub has a Workforce Development Adviser to advise businesses on how to access the skills they need. Government funding, matched with private sector investment, has been secured to support delivery of the Humber Cluster Plan to help the Humber's Industrial Cluster, the largest by emissions in the UK, achieve net zero carbon emissions by 2040⁴. As part of this, the Humber Cluster Plan will identify the gaps in skills required to deliver necessary interventions and the strategic steps needed to close these in the region. Other future funding opportunities for the Humber include Government's £40m Clean Growth Fund which aims to drive innovation in new green technology start-ups⁵. The HEY LEP will be supporting the delivery of Local Authority driven net-zero pathways and roll-out of housing retro-fit programmes where additional skills capacity is required.

Investment in skills provision is required to drive growth in the Green Economy

³ Humber Energy Estuary ([Humber Renewable Energy Super Cluster Enterprise Zone \(communities.gov.uk\)](https://www.communities.gov.uk/humber-renewable-energy-super-cluster-enterprise-zone))

⁴ Industrial Decarbonisation Challenge Fund (<https://www.humberlep.org/humber-cluster-plan-is-successful-in-1-7m-decarbonisation-funding-bid>)

⁵ Clean Growth Fund (<https://www.gov.uk/government/news/government-launches-new-40-million-clean-growth-fund-to-supercharge-green-start-ups>)

Provision shaped by the needs of businesses

The Humber Employment and Skills Board works to bridge the gap between employer needs and the skills base in the region. A recent skills demand study by the Humber ESB found that although at a high level many of Humber's businesses are able to access the skills they need to grow their business, specialist technical jobs exhibit the highest skills gaps (Annex B, B.138).

Key developments including the two Institutes of Technology will strengthen provision in Hull and East Yorkshire: The Yorkshire and Humber Institute of Technology⁶ is a consortium of seven FE Colleges, two Universities and five employer partners and is led by York College. The IoT has resulted in investment of circa £10 million of capital funding into the region for partners to invest in industry standard equipment and provide higher level technical training. Industry partners include CATCH, ENGIE Fabricom and ViSR. In the adjacent GLLEP area, the Lincolnshire Institute of Technology⁷ which has six FE colleges and a UTC, focuses on engineering, energy, digital, food manufacturing and agri-tech is being led by University of Lincoln and four other higher education providers. Industry partners include Olympus Automation Ltd, Siemens Energy and CATCH.

The Humber region has strong vocational routes, with 13% of Key Stage 5 students aged 16 – 18 undertaking apprenticeships compared to 9% nationally (Annex A, A.70). Over 92% of apprenticeships in the Humber region led to sustained employment, compared to 91% nationally, and this increases by level, with 97% of Higher (Level 5+) apprenticeships and 98% of Higher (Level 4) apprenticeships leading to sustained employment (Annex A, A.74).

Clear progression routes are required to support pathways into priority sectors

Joined up skills provision

There is a large range of skills provision across Hull, East Yorkshire, and the wider Humber. Providers in the area have a strong track record collaborating to deliver skills to meet major employer needs across the Humber region. For example, creating a range of prospectuses to illustrate Further Education Colleges breadth and portfolios in the Humber Region that is used to circulate to major employers and potential investors.

Collaboration and partnership working will deliver the best outcomes for creating a talent pipeline to facilitate economic growth

⁶ Yorkshire and Humber Institute of Technology (<https://www.yorkcollege.ac.uk/in-the-news/469-2019-autumn-term/4063-launching-the-yorkshire-humber-institute-of-technology.html>)

⁷ Lincolnshire Institute of technology (<https://www.lincolnutc.co.uk/institute-of-technology>)

Important Sectors

Sector forecasts provide insight into future opportunities:

- **Manufacturing and process industries:** nationally, 186,000 engineers and 79,000 other skilled workers need to be recruited every year until 2024 to meet the needs of this sector. There is a shortage of staff with higher level skills, both technical and managerial. Major local manufacturing employers include Siemens Rail, Siemens Blade Factory, British Steel Scunthorpe, RB (Reckitt Benckiser) and Croda⁸. Furthermore, recent, and proposed investments in the competitiveness of Humber ports (including the recent Humber Freeport announcement) seek to attract new and expanded manufacturing operations (Annex B, B.158 – LMI Humber Manufacturing factsheet).
- **Construction:** This sector has experienced historic growth via investment generated through the Hull City of Culture 2017 and large construction projects such as Green Port Hull. Growth is forecast to continue into 2023 with major proposals including A63 improvements and flood defence work. The wider Yorkshire and Humber region are expected to need an additional 2,010 new workers each year, equivalent to 1% of the 2018 workforce, with areas of high demand including painters & decorators, labourers, wood trades, building envelope specialists, bricklayers, plumbers, and specialist building operatives (Annex B, B.158 – Construction Skills Gap Report / LMI Construction Factsheet).

The Humber Construction Hub was completed in 2019 in Hull. The project received £231,842 from the Humber's Local Growth Fund allocation 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 learners. The Humber Construction Hub is now delivering training in a realistic working environment (Annex B, B.30)⁹.

- **Green Technologies:** The Humber Energy Estuary is one of the largest Enterprise Zone in the country and includes the delivery of two new Siemens factories. Siemens and British Ports are investing £310 million and are creating 1,000 direct jobs in Hull¹⁰. The Local Government Association reports that 6,000 new jobs will be needed to support the Energy Estuary over the next ten years¹¹.

⁸ Invest Humber (<https://investhumber.com/growth-sectors/manufacturing-engineering-1>)

⁹ Lincolnshire Institute of technology (<https://www.lincolnutc.co.uk/institute-of-technology>)

¹⁰ Enterprise Zones National Government (<https://enterprisezonesdev.communities.gov.uk/enterprise-zone-finder/humber-enterprise-zone/>)

¹¹ Local Government Association (LGA) Local green jobs report. Thousands of green jobs to be created in Hull over next decade (<https://www.hullccnews.co.uk/12/06/2020/thousands-of-green-jobs-to-be-created-in-hull-over-next-decade/>)

A total of £1.7m government and £0.9m private-sector funding has been secured to develop the Humber Cluster Plan – a comprehensive plan to decarbonise the Humber’s Industrial Cluster. The plan will demonstrate how the Humber Cluster can achieve net zero carbon emissions by 2040, potentially making it the first in the world to do so (Annex B, B.55). The bid led by the Humber LEP working with 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 Strategy Challenge Fund (ISCF) decarbonisation of industrial clusters: Cluster Plan competition; part of the £350m green recovery package announced by the Prime Minister in July (Annex B, B.56). The Cluster modelling work will also take account of development land/zones across the Humber area, such that favourable “Net Zero” inward investment locations could be identified. The Cluster Plan will also demonstrate how to maximise local socio-economic value from investment, including local skills and supply chain development, and will seek to foster innovation by working with industry and local universities to encourage research and project development and develop inward investment propositions.

The Yorkshire Energy Park is a new development located in the East Riding of Yorkshire and has the potential to create approximately 4,480 gross jobs. The site will include a National Centre of Excellence for education, training and research facilities and associated on site, short stay accommodation, an energy centre and primary substation. The latter providing up to 9.9MW of on-site energy and up to 39Mw of off-site energy for export, a disaster recovery suite, and a mixture of space for businesses, including incubator space for start-up businesses and SME growth (Annex B, B.44).

Further projects also include the Northern Endurance Partnership¹² (NEP) an ISCF funded deployment project on the North Bank. NEP will accelerate the development of an offshore pipeline network and geological storage in the UK Southern North Sea. Captured carbon dioxide (CO₂) emissions from both the Net Zero Teesside (NZT) and Zero Carbon Humber (ZCH) projects will be transported and permanently stored deep underground in Endurance, the UK’s largest appraised saline aquifer for carbon storage. Zero Carbon Humber¹³ is a consortium of leading energy and industrial companies and academic institutions with a shared vision to transform the Humber region into the UK’s first net-zero carbon cluster by 2040 and are working together to deliver carbon hydrogen production facilities and essential carbon capture usage and storage (CCUS).

- **Health and Social Care:** One of the fastest growing sectors, driven by Hull and East Yorkshire’s ageing population that is above the national average, the increasing pressures on mental health as a result of the pandemic, and rapid development of health-related technologies. The number of jobs in the Humber is expected to grow from 155,000 to 200,000 by 2030, however job growth will be further exacerbated by COVID-19 (Annex B, B.158 - Health & Social Care Skills Gaps Report). World-leading healthcare companies such as RB (Reckitt Benckiser) and Smith & Nephew were established in Hull and are supporting growth in the sector facilitated by investment in R&D assets such as The Hull and York Medical School which opened in 2003. Currently 85% of their research is rated as world-leading or internationally excellent¹⁴.

- **Arts and Entertainment:** Growth in tech start-ups, music and arts has been driven by Hull's status as City of Culture in 2017. Absolutely Cultured continues to lead the legacy projects from the City of Culture. There has been an increase of 23% in number of creative & digital businesses 2010-2017, supported by nurturing business support infrastructure such as Centre for Digital Innovation (C4DI) (Annex B, B.158 - Creative and Digital Skills Gaps Report).

In the 2021 Tech Nation Report Hull is ranked 5th in the UK as measured by the size of investment by the tech cluster in 2020¹⁵. Hull previously scored 14th in 2017.

¹² Northern Endurance Partnership (<https://www.netzeroteesside.co.uk/northern-endurance-partnership/>)

¹³ Zero Carbon Humber (<https://www.zerocarbonhumber.co.uk/who-we-are/>)

¹⁴ Hull and York medical School (<https://www.hyms.ac.uk/>)

¹⁵ Tech Nation 2021 (<https://technation.io/report2021/#uk-tech-investment>)

- **Logistics and Ports:** 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. There are currently 27,000 employed in the logistics sector in the Humber Region. The Humber is the UK's busiest trading estuary and the 5th busiest in Europe¹⁶. Growth in the Humber is being driven by investment in offshore wind sector including Siemens, Ørsted and Able and the proposed Hull Cruise Terminal (Annex B, B.158 - Ports & Logistics Skills Gaps Report).

In March 2021, the Humber was awarded Freeport status in the Chancellor Budget announcement. Humber is one of eight Freeports being created in England which will provide a range of tax reliefs, customs benefits, and wider government support, bringing investment, trade, and jobs to support regeneration activity.

Skills Needs

Cross-cutting themes

Higher level skills gap

There is a higher-level skills gap as shown by the current occupation and qualification profile. For example, managerial, professional, and associate professional jobs account for only 42% of total jobs in HEY compared to 50% nationally (40% in Humber). In HEY, 32% of people are qualified to degree-level or equivalent (NVQ 4+), compared to 40% nationally (30% in Humber). Working Futures data predicts that 46% of jobs in the wider Humber region will require Level 4+ qualifications by 2030. This indicates a mismatch between the current qualification profile and future demands. There are several national developments aimed at addressing skill needs in specific sectors such as University Technical Colleges, apprenticeships at degree level, Institutes of Technology, T-Levels and supporting access to funding such as Advanced Learner Loans.

Humber graduates are underutilised and are less likely to enter full-time employment after graduation (54% vs 59% nationally) (Annex A, A.76). Graduate retention within the region is strong the first year after graduation, with 60% of graduates from Humber higher education institutions remaining in the Yorkshire and Humber area. However, retention deteriorates over time with 54% remaining in Yorkshire and Humber five years after graduation. Boosting higher value employment opportunities in Hull and East Yorkshire will support graduate retention (Annex A, A.77).

Interventions are required to help close the higher-level skills gap and retain and attract highly skilled talent.

¹⁶ LMI Humber Ports and Logistics (<https://lmihumber.co.uk/ports-and-logistics/>)

Attracting and Retaining Talent

Investing in the current workforce and attracting talent to Hull & East Yorkshire is needed to ensure the region has a skilled labour supply to fuel growth. Historic population growth over the past two decades has been slow in HEY, at 6% compared to 15% nationally (7% in the Humber) and the working age population is shrinking and is expected to account for 58% of the current population by 2030 (Annex A, A.44). 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. The ageing of the population is also contributing to increased demand for skills such as within the health and social care sector. There is a need to continue to effectively communicate local career opportunities to young people (19-24) to attract them to stay and work in HEY after completion of education and training. There is a further need to widely advise the lifelong learning opportunities available. The Humber LMI website contains a section on skills for employment and explains how people (especially young people) can acquire the skills needed by employers (Annex B, B.144).

Place promotion and career inspiration activity will showcase the breadth of opportunity to progress careers within HEY

Facilitating upskilling and reskilling

Hard-to-fill vacancies are highest in manufacturing (11%) and creative and other services (11%) in the Humber. A quarter of all vacancies posted in the Humber are skill shortage vacancies (compared to 22% in England). Skills shortages are exacerbated by rapidly growing and evolving sectors such as Green Technology, Manufacturing and Engineering (Annex B, B.144).

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. However, the number of employees in the Humber receiving 7 or more training days is lower than the national average (Annex B, B.153).

Employers need to be supported to identify their skill needs and invest time and money to yield returns.

Addressing barriers to participation

There are high levels of deprivation in HEY, particularly concentrated in Hull. Overall, 22% of neighbourhoods in HEY fall into the 10% most deprived neighbourhoods nationally on the education, skills, and training domain (Annex A, A.52). Barriers facing learners and employers from investing in training include lack of funds, lack of time to organise training, and availability of staff time.

Learners and employers need to be encouraged and supported to invest in skills development

Automation and Digitalisation

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. Jobs at high risk of automation and digitalisation nationally include 56% in transportation and storage, 46% in Manufacturing and 44% in wholesale and retail (Annex B, B.150).

The Humber Digital Skills Analysis (Annex B, B.91) identified key needs including those that have been highlighted by the COVID-19 pandemic:

- Covid-19 has been a key disruptor which has illustrated how vital digital infrastructure, access to digital hardware and digital skills are to economic and social inclusion. The pandemic 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. There has been greater adoption of digital technology than before, and business confidence in using technology has increased.
- Training providers have experienced 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 highlighted digital poverty which is limiting access to learning or other services. The DfE's digital device scheme provided support to pupils, students and families to access remote education. Beyond the education sector challenges still remain most notably around issues such as access to high quality broadband, particularly in rural and coastal communities, as well as appropriate software and skills levels. These disparities will increase if not addressed.

Businesses in Hull and East Yorkshire require access to digital skills to maintain competitiveness

Supporting Economic Recovery

The key sectors most significantly exposed to the COVID-19 pandemic (including hospitality, tourism, food manufacturing and construction) need to be supported to recover and pivot their offer to meet changing demands through reskilling and upskilling support.

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 to recover lost ground by 2030 (Annex B, B.59). Investment in skills is a critical enabler of economic recovery and productivity growth.

COVID-19 has disrupted learning at all levels. Apprenticeships and work placements have been particularly hard-hit, for example 31% of all apprenticeships in the Humber are in retail and commercial enterprise, compared to 11% of apprenticeships nationally (Annex A, A.61), with businesses forced to close and furlough staff. Catch up support will be required to enable learners to qualify.

Mitigation actions are required to enable learners to fulfil their potential

Important Sectors

There are a range of identified sector skill requirements which need to be met to address skill shortage and gaps:

- **Manufacturing:** There is an ageing workforce, and it is difficult to recruit, especially at higher technical and managerial. Specialist training courses needed in this sector creates a cost barrier for upskilling in SMEs.

Changes to the apprenticeship levy and the introduction of T Levels in 2020 should help to meet demand for junior skills levels (Annex B, B80).

- **Renewable and Green Technologies:** 21% of Humber's industrial workforce in renewable technology, green energy and chemicals sector are over the age of 55, so succession planning is critical. Specific skills that are lacking include welding and electrical/ instrumentation technicians. Apprentice numbers have reduced, contractors find it difficult to take apprentices on due to a lack of guaranteed work. Smaller SMEs report difficulties in accessing the traditional apprentice levy scheme (Annex B, B.158 - Renewable Technology, Green Energy & Chemicals Skills Gaps Report).

The Aura Innovation Centre is a £12m development partly funded by European Union funding. The project is delivered by the University of Hull and brings 250 SMEs together to engage and support pipeline low carbon projects¹⁷. The Aura Innovation Centre is helping to power a strong, talented and diverse future workforce.

The Humber Cluster Plan is supporting decarbonisation and low carbon activity. The Plan will identify supply chain and skill requirements to assist deployment and other projects to maximise local benefit, and training and support organisations to respond.

- **Construction:** The Humber Construction Skills Gap Report demonstrates high demand occupations that are at high risk of a future shortfall. These include painters & decorators, wood trades, bricklayers, electricians, plumbers, and heating & ventilation engineers are in demand. 190,000 members of the workforce are set to retire in the next five years, meanwhile 1 in 3 employers are struggling to fill vacancies (Annex B, B.158 – Construction Skills Gap Report / Skills Gap Analysis for the Humber). Approximately 25 million homes are set to decarbonise by 2050, this works out at 833,000 homes per year or roughly 5 homes per minute. However, many roles needed such as heating systems and control diagnostics engineers, or property assessment and modelling are yet to develop adequate training pathways.
- **Health and Social Care:** 20% of the workforce in this sector are over 55 years old which may act as a barrier to upskilling following the pandemic there is expected to be a depletion of the workforce. There is also a perception that these jobs are roles as opposed to careers and there is high staff turnover as staff feel undervalued and underpaid and seek out the highest paid roles. High staff turnover creates a barrier to training investment by employers. Skills needed include dementia awareness, care for the vulnerable and the elderly and safeguarding knowledge (Annex B, B.158 - Health & Social Care Skills Gaps Report).
- **Creative Arts and Technology:** Employers facing challenges filling vacancies, particularly for technical roles, such as web developers. Formal training is less desirable than previous experience creating difficulties for newly qualified trainees or graduates (Annex B, B.158 – Creative and Digital Skills Gaps Report).

¹⁷Aura Report <https://www.hull.ac.uk/work-with-us/research/case-studies/aura>

- **Ports and Logistics:** Shortages of skills include deckhands, marine engineers, workboats crew and offshore logistics operations. Roles that are difficult to recruit to include: masters, experienced seafarers, and proposals engineers.

Key assets supporting skills development in the sector include the University of Hull's Logistics Institute, a centre for research, education and expertise in logistics and supply chain management of international excellence. Further progress has been made in recent years with Modal Training in Immingham which has trained over 6,000 people in ports and logistics since opening three years ago and is the first new Maritime College to be approved in the last 25 years. Over 70 maritime cadets will be in training in 2021 on. In addition, there are courses at the University of Hull (Annex B, B.158 - LMI Humber Ports & Logistics factsheet).

Skills Strategy



3. Skills Strategy

In response to the skills needs and opportunities identified in Chapter 2 and the wider research underpinning this as outlined in Annex A and B, this chapter sets out a series of crosscutting, COVID recovery, and sector priorities for the Hull and East Yorkshire Local Skills Report. The cross-cutting priorities are the key priorities underpinning the action plan in Chapter 4 and COVID and sector priorities form a subset of these.

Cross-cutting Priorities

Priority	Sub-priorities	Rationale
1: Upskilling and Reskilling the Workforce: Hull & East Yorkshire needs to better utilise workforce potential, respond to employer demands and drive productivity growth	<ul style="list-style-type: none"> A: Hull & East Yorkshire providers need more structured engagement with SMEs and priority growth sectors to identify and respond to their skill needs with flexible, affordable, and tailored support B: More Hull & East Yorkshire businesses need to increase their training investment in skills at all levels C: Impartial careers advice and guidance support for all ages is needed to raise awareness of how people can transfer their skills into new industries 	<ul style="list-style-type: none"> Humber employers do not invest as highly in training as other UK employers and skill shortage vacancies are holding back business growth The labour force needs to be equipped with information advice and guidance to enable them to be more responsive to skill requirements and embrace new opportunities.
2: Embedding Digital Skills: Hull & East Yorkshire needs to embed digital skills in all subjects and at all levels	<ul style="list-style-type: none"> A: Providers need to be responsive to the rapidly changing demands and opportunities created by digital technology through appropriate provision B: Digital skills need to be embedded throughout the curriculum at all levels C: Businesses need to adopt digital technology and invest in upskilling employees to maximise efficiency and productivity 	<ul style="list-style-type: none"> Basic and advanced digital skills is required to facilitate adoption of new technologies Digital skills provision needs to respond to these requirements and continually adapt to technological change.
3: Delivering a Green Recovery through Skills Development: Hull & East Yorkshire needs additional capacity to realise the potential of the Green Economy	<ul style="list-style-type: none"> A: Hull & East Yorkshire providers need to collaboratively plan future provision around major investments and identified growth in the Green Economy B: Hull & East Yorkshire providers need further investment in capital infrastructure to support growth in new and emerging technologies 	<ul style="list-style-type: none"> Skills and employability providers need to understand future skills demand associated with the Green Economy and ensure they have the capacity and provision in place to meet this demand.

Priority	Sub-priorities	Rationale
4: Retaining and Attracting Young People: Hull & East Yorkshire needs to inspire young people to progress their careers within the region to fuel economic growth	<ul style="list-style-type: none"> A: Hull & East Yorkshire needs to inspire young people through a comprehensive careers advice and guidance offer which supports preparedness for work, facilitates aspirations to gain higher level skills, and informs individuals of the breadth of opportunity locally B: More Hull & East Yorkshire employers need to offer meaningful work placements, support T levels, and invest in apprenticeships in growing sectors to support progression pathways from intermediate levels to level 3 and above C: Higher Education providers need to work closely with employers to facilitate graduate progression into higher level jobs in Hull & East Yorkshire including graduate internships D: Maximise and build on programmes such as Kickstart and the Humber ESF Graduate Internship to support graduate retention 	<ul style="list-style-type: none"> Providers and employers need to inspire and convey the breadth of career opportunities available to young people to attract and retain talent. Employers need to be supported to provide work placements.
5: Supporting labour market participation: Hull & East Yorkshire needs to provide supported pathways to sustainable destinations	<ul style="list-style-type: none"> A: Hull & East Yorkshire needs to target areas of supply and demand and match individuals to opportunities through a partnership approach to labour market brokerage and skills development B: Enhanced employability support will facilitate work readiness and progression pathways 	<ul style="list-style-type: none"> Providers, voluntary and community sector (VCS) and employers need to work collaboratively to develop a holistic partnership approach to match need to opportunity and maximise opportunities for local people to benefit from economic growth.

In addition to these cross-cutting priorities, there are several COVID-19 recovery and renewal skill priorities that need to be addressed:

COVID-19 recovery and renewal skills priorities

COVID Recovery Priority	Rationale
6: Supporting resilience and diversification in most affected sectors	<ul style="list-style-type: none"> Accommodation and food, arts and entertainment, other services, administration and support, and transport and storage account for 23% of the Hull & East Yorkshire employment base, on par with the Humber average. These sectors have been most exposed to the impact of COVID-19.
7: Supporting displaced workers such as those unemployed, furloughed or at risk of redundancy	<ul style="list-style-type: none"> The claimant count in Hull & East Yorkshire has risen significantly as a result of the pandemic, rising from 4% to 7% by August 2020, an increase of 11,600 claimants compared to March 2020. The Humber COVID Impact Study identified 105,000 people furloughed, including 24% of people aged 18-24, and 35% of the working population receiving support

<p>8: Enabling digital infrastructure to ensure participation in remote learning</p>	<ul style="list-style-type: none"> • 22% of neighbourhoods in Hull & East Yorkshire are in the 10% most deprived nationally for education, skills, and training. Digital poverty includes access to appropriate hardware and broadband connections particularly those in rural and coastal communities. • The Employer Skills Survey identifies demands for basic, advanced and specialist IT skills.
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There are a number of important sectors in the wider Humber region that the Hull and East Yorkshire Local Skills Report needs to recognise.

Important Sectors

Sector Priority	Rationale
<p>9: The Health and Social Care sector needs additional training capacity to support increased demand</p>	<ul style="list-style-type: none"> • The ageing of the population and the impact of the pandemic is driving skills demand in the Health and Social Care sector. Significant growth is forecast in this sector and in key occupations including caring and professional service, health and social care associate professionals and health professionals highlighting a need for higher level skills. • Issues such as attraction of talent, skill gaps, ageing workforce and staff retention are impacting on the ability of the Health and Social Care sector to meet demands.
<p>10: Reinforcing the Humber's Energy Estuary as the national centre of excellence for Clean Energy and equipping local residents with the required skills to access these opportunities</p>	<ul style="list-style-type: none"> • The Humber Energy Estuary is at the forefront of the UK's Clean Energy sector including wind, carbon capture, utilisation, and storage (CCUS), hydrogen, natural gas, biomass, biogas, and energy from waste. The Humber seeks to be a global leader in smart offshore wind operations and maintenance by 2030. • Major investments such as the Yorkshire Energy Park, Humber International Business Park ('Greenport 2') and Round 4 offshore wind leasing have the potential to create significant jobs in the sector
<p>11: Supporting the decarbonisation of Energy Intensive and Continuous Process industries through identifying and responding to skill needs</p>	<ul style="list-style-type: none"> • The Humber has the largest concentration of energy intensive industries in the UK and produces up to 25% of the UK's energy. • The Energy Intensive and Continuous Process industry needs to decarbonise, diversify, and reinvest to support the target of being a net zero carbon industrial cluster by 2040 and secure long-term competitiveness
<p>12: Developing the competitiveness of the Ports and Manufacturing clusters through meeting changing skill demands as a result of automation and digitalisation</p>	<ul style="list-style-type: none"> • Building on the momentum of the Freeport Bid, investment in the assets and capabilities of the Humber ports will require new skills to construct, maintain and operate. • The Engineering and Assembly sector includes key strengths in modular buildings, construction, vehicle assembly and fabrication. The ageing workforce, the impact of Brexit, and changing shape of skills demand requires replacement and new skills to support growth with a greater emphasis on technical and digital skills • Major investments such as expansion of Siemen's Mobility Goole rail manufacturing facility will create jobs

<p>13: Enabling services such as Digital Tech, Professional Services, Culture and Leisure require a talent pipeline to fuel growth</p>	<ul style="list-style-type: none"> • There has been a 23% increase in the number of Creative and Digital businesses and key skills such as enterprise, technical and creative skills are hard to find • The Culture and Leisure sector plays a key role in supporting quality of life but has been hard hit by COVID. Supporting this sector to diversify and innovate to survive will require leadership and management skills. Staff will require training to adapt to strict hygiene and distancing practices.
<p>14: Agriculture and Rural Sectors</p>	<ul style="list-style-type: none"> • Between 2015 and 2019 total income from Farming increased by 26% to £452 million in East Riding and Yorkshire¹⁸. • Land coverage in the East Riding of Yorkshire is 79% arable and according to the 2016 Agricultural Census represents 18.1% of total farmed land in Yorkshire and The Humber, growing approximately 30% of the cereal and arable crop and almost 60% of the fruit & vegetable output in the region. Overall, food production and manufacture accounted for over 10,000 jobs in the East Riding in 2019 and also form a significant part of the local supply chain for major food producers in the city of Hull¹⁹. • The agriculture sector is expected to be heavily impacted by the reduction in migrant labour following Brexit and attracting workers into the sector is a priority. • The ONS 2011 Rural-Urban Classification of Local Authority Districts and Similar Geographic Units in England classifies East Riding of Yorkshire as largely rural²⁰.

¹⁸ DEFRA England Regional Statistics, East Riding and Yorkshire 21-26

¹⁹ ERYC Economic Strategy midterm review
(<https://www.eastriding.gov.uk/EasySiteWeb/GatewayLink.aspx?allId=803359>)

²⁰ Rural Urban Classification DEFRA



Skills Action Plan

Skills Action Plan

The following set of actions have been developed to respond to the skills strategy outlined in Chapter 3 and developed in line with local and national skills priorities. For actions that are already underway the status column is highlighted in green, where the actions are in the pipeline the status column is highlighted amber. We have also included aspirational actions in red, which are not yet in the pipeline, but which are important and being developed by delivery organisations to address local and national skills priorities. Short term relates to 2021/22, medium term refers to 2023/24, and longer term relates to 2025 onwards.

These are recommended actions which will be reviewed by the HEY LEP Employment and Skills Board and will be considered when taking forward the HEY Employment and Skills Strategy.

Action	Status - Underway, Pipeline, Aspirational	Timeframe	Building on Existing Activity	National Skills Priority Alignment	Group Targeted	Delivery Organisation	Role of the ESB / LEP	Funding & Resources
P1: Upskilling & Reskilling the Workforce								
Raising awareness of training and employment support programmes with employers and learners	Underway	Short term	Develop and promote schemes and projects such Skills Support for the Workforce, Mid-Life MOT pilot, ESF programmes and Growth Hub Workforce Development Adviser, Sector Based Work Academy Programmes, Traineeships, and the Kickstart schemes.	Skills for Jobs White Paper Plan for Jobs	SMEs / learners	LEP / ESB	Facilitate	ESFA, BEIS, ESF, ERDF, DWP
Extend and enhance business-led networks of employers and skills providers to ensure responsive training provision and sector skill strategies	Underway	Short term	Further develop and support the Humber LEP Talent Forum	Skills for Jobs White Paper	Businesses and learners / key sectors	LEP / ESB	Facilitate	Local partnership of HR professionals, LEP
Establish workforce development plans and upskilling programmes through business support for SMEs and strategic employers	Underway	Medium term	The Growth Hub Workforce Development Adviser to continue to develop and promote the role and increase offer of support.	Skills for Jobs White Paper Plan for Jobs	SMEs	LEP / Growth Hub via ERDF and ESF projects	Delivery	Growth Hub funding- BEIS, ERDF

Action	Status - Underway, Pipeline, Aspirational	Timeframe	Building on Existing Activity	National Skills Priority Alignment	Group Targeted	Delivery Organisation	Role of the ESB / LEP	Funding & Resources
Improve and extend CEIAG provision to empower people to make informed choices	Underway	Short term	Develop and promote the Humber Opportunities Portal to increase its impact, maximise the National Careers Service and promote the LOMO portal.	Skills for Jobs White Paper	Labour force	NCS	Champion	NCS, LAs subject to funding
Extend HE provision to facilitate higher level skills and progression pathways to meet identified need	Underway	Short term	University of Hull, FE Colleges, UCNL and IoT provision to develop and reflect the need for higher level skills and clear progression pathways to employment. Monitor emerging policy to offer Higher Technical Qualifications in a modular, bite sized format to help industry access updating more easily and more tailored to their demands.	Skills for Jobs White Paper	Young people and labour force	HE providers	Champion	DfE
Enhance leadership and management skills to drive productivity growth and provide progression pathways	Pipeline	Short term	Maximise the impact of the new Leadership and Management project	Skills for Jobs White paper	SMEs	To be awarded	Facilitate	ESF
Equip towns with learning infrastructure matching labour demand and supply and join up activity across travel to learn areas	Pipeline	Short term	Further support and promote collaborative working with FE / HE/ training providers. Ensure an awareness of the development of Town Deal skills infrastructure projects in Grimsby, Goole, Grimsby, and Scunthorpe. Build linkages to provision in adjacent areas i.e. Selby to mitigate closure of Goole College.	Skills for Jobs White Paper	Young people / Labour force / Town Deal areas	Town Deal Boards and Education and Training providers	Champion	Towns Fund DfE and HEFCE funding
Implementation of technical education reforms to support flexible pathways to higher level and technical skills and align provision with employer demand	Pipeline	Short term	Use networks to inform stakeholders and learners about the continued roll out and development of T-Levels and to increase the take up of higher technical qualifications (with digital, construction and care to be launched in 2021), traineeships and apprenticeships.	Skills for Jobs White Paper T Level Action Plan	Post 16 learners	Post 16 providers/Careers Leaders	Champion	ESFA/CEC/DfE
Pool underspent resources using a local Levy Fund to support opportunities in priority sectors	Pipeline	Short term	Retain underspend of Apprenticeship Levy funding and develop a plan to maximise its impact in key priority sector areas.	Build Back Better – Plan for Growth	SMEs /	Levy paying Employers/ LEP's Workforce development	Champion	Apprenticeship Levy

Action	Status - Underway, Pipeline, Aspirational	Timeframe	Building on Existing Activity	National Skills Priority Alignment	Group Targeted	Delivery Organisation	Role of the ESB / LEP	Funding & Resources
						Adviser, Post 16 providers		
Target 50+ workforce to upskill, retrain and progress in work	Pipeline	Short term	Further promotion of the Mid-Life MOT pilot and information to support the 50+ workforce such as Advance Learner Loans.	Skills for Jobs White Paper	SMEs / older workers	LEP / Providers	Facilitate	DWP Mid-Life MOT pilot funding, ESF, Apprenticeship Funding, Advanced Learner Loans
Promote and facilitate community wealth building to strengthen local employment and supply chain opportunities from investment through the provision of a procurement toolkit	Aspirational	Medium term	Maximise major investments to benefit the local economy through local procurement and training commitments such as that facilitated by Green Port Hull	Build Back Better – Plan for Growth	SMEs / local residents	LAs	Promote /Champion/ Influence	Dependent on funding being secured
Encourage employers to upskill and reskill the workforce by providing capacity support to provide placements	Aspirational	Short term	Skills Support for the Workforce; creation of a Local Apprenticeship Levy pot; extend Mid-Life MOT pilot and 50+ support.	Skills for Jobs White Paper	SMEs and labour force / key sectors	LEP / ESB / DWP and LAs	Facilitate	Dependent on funding being secured
Secure capital investment to develop excellent learning environments and facilities	Aspirational	Short term	Facilitate the vision for the Humber Energy Estuary by ensuring training provision is responsive.	Build Back Better – Plan for Growth	Broad	Providers / ESB/ LAs	Champion/ Influence	Dependent on funding being secured
Secure revenue funding to strengthen the skills and employability offer of the region and facilitate competitiveness	Aspirational	Short term	Develop bids for the Community Renewal Fund, National Skills Fund and in due course the UK Shared Prosperity Fund	Skills for Jobs White Paper	Broad	LAs / LEP / ESB / LA / Providers	Delivery	Dependent on funding being secured
Place promotion to attract higher skilled workers and address skill shortages	Aspirational	Medium term	Promote breadth of opportunity in the region including the Humber Estuary Plan building on major investments and quality of life	Build Back Better – Plan for Growth	Labour force	Marketing Humber	Champion	Dependent on funding being secured
P2: Embedding Digital Skills								
Increase the digital capability of individuals and organisations in the Humber through identifying demand and supply and providing support	Underway	Short term	Local Digital Skills Partnership pilot to work with stakeholders to act on data and provision information.	Education Technology Strategy	SMEs / Labour force / residents	LDSP/ FE and Training Providers	Facilitate	Dependent on continued funding being secured

Action	Status - Underway, Pipeline, Aspirational	Timeframe	Building on Existing Activity	National Skills Priority Alignment	Group Targeted	Delivery Organisation	Role of the ESB / LEP	Funding & Resources
Facilitate take up of basic digital skills provision through promotion and CEIAG to support digital literacy	Underway	Short term	Coordinate and promote existing provision such as The Skills Toolkit, CLLD programme	Education Technology Strategy	Working age residents	Providers /VCS / ESB/ LAs	Champion	ESFA
Support sourcing of digital devices including laptops, tablets and 4G routers to disadvantaged households to overcome the digital divide	Underway	Short term	The Local Digital Skills Partnership considers digital poverty and mitigation strategies	Education Technology Strategy	Disadvantaged households	Providers / VCS/ LAs	Champion	DfE/ESF
Roll out Digital and Technical Skills Bootcamps to tackle skill shortages and support adults to retrain and upskill through flexible L3-5 provision	Pipeline	Short term	Continue to develop and sustain Humber wide delivery for wave 2 roll-out.	Skills for Jobs Build Back Better	19+ adults	FE/HE and training providers / /employers	Facilitate	National Skills Fund
Support businesses to adopt digital technology to increase productivity and create quality jobs	Pipeline	Short term	Roll out of the Made Smarter programme to support adoption of digital technology such as robotics and automation; build on the Digital Catalyst programme; Digital Skills ESF project	Skills for Jobs White Paper	SMEs	LEP / Growth Hub	Facilitate	ERDF ESF BEIS
Meeting the digital skill needs of SMEs through brokering education-business links	Aspirational	Short term	Scale up support such as C4DI to match digital skills supply to demand	UK Digital Strategy	SMEs	LEP / Growth Hub, University of Hull, and other post 16 providers/LAs	Delivery	Dependent on funding being secured
Support the development of digital skills corridors , connecting major investment in digital skills provision with employers	Aspirational	Medium term	Linking major centres and employers with investment in the Institutes of Technology and Digital Bootcamps	Skills for Jobs White Paper	16+ adults	Providers / ESB /LAs	Champion	Dependent on funding being secured
P3: Delivering a Green Recovery through Skills Development								
Delivering Labour Market Intelligence to support net zero aspirations	Underway	Short term	Aligns the vision for Humber Estuary Plan and facilitate collaboration to match demand and supply for skills e.g., CITB / LEP Skills Gap analysis, Humber Cluster Plan supply chain and skill capacity analysis	Ten Point Plan for a Green Industrial Revolution	Key sectors	LEP / ESB / Employers / other partnerships	Delivery	SAP funding from DfE
Developing a centre of excellence for energy skills through the Humber Energy Skills Campus offering a virtual platform to meet current and future skills demand	Underway	Short term	Align the vision for the Humber Estuary Plan and facilitate collaboration to match demand and supply for skills regionally and nationally	Ten Point Plan for a Green Industrial Revolution	Employers / Learners	LEP / Aura/ providers / employers	Facilitate	Skills Capital Funding

Action	Status - Underway, Pipeline, Aspirational	Timeframe	Building on Existing Activity	National Skills Priority Alignment	Group Targeted	Delivery Organisation	Role of the ESB / LEP	Funding & Resources
Deepen specialisms in Agri-Tech through investing in higher level technical skills provision to utilise technology and big data such as investment in precision farming technologies at Bishop Burton College	Underway	Short term	Raise awareness of the importance of the Humber's natural capital	Industrial Decarbonisation Strategy	Key sectors (Agri-Tech)	Bishop Burton College/IOT	Champion	DfE
Secure investment in skills infrastructure to build capacity linked to net zero and major investment to attract the brightest and best talent	Pipeline	Short term	Build on proposals such as Goole Rail Accelerator and Innovation Solutions Hub for Enterprise (RaisE), Yorkshire Energy Park's Centre of Excellence for education, training, and research	Skills for Jobs Ten Point Plan for a Green Industrial Revolution	SMEs, Working age residents	Employers, providers / local authorities	Champion	Private sector / MHCLG / DfE / Aura/ LAs
Undertake collaborative foresight research to better identify the future skill requirements in key sectors	Aspirational	Medium term	Align the vision for the Humber Estuary Plan and facilitate collaboration to match demand and supply for skills. Draw on Humber Cluster Plan research into skills and supply chain requirements.	Ten Point Plan for a Green Industrial Revolution	Key sectors (clean energy, energy intensive, engineering & assembly, construction)	LEP / ESB / Employers / Providers / Aura	Delivery	SAP funding from DfE Innovate UK funding
P4: Retaining and Attracting Young People								
Providing high quality skills infrastructure to attract and retain young people to participate and progress	Underway	Short term	Investment secured in the UTCs, IoTs and HE provision	Skills for Jobs	Young people	Employers and Post 16 providers	Champion	ESFA / Office for Students
Strengthen careers pathways in key sectors with skill shortages	Underway	Short term	Continued development of CEC Careers Hub, including recruitment of Enterprise Advisers and Cornerstone Employers. Further development of the Humber Opportunities portal; Continue development of ICSs Health and Care Partnership work; Encourage employers to provide high quality and meaningful work placements	Skills for Jobs Build Back Better	Young people	Careers Hub / LEP	Delivery/ champion	CEC (for careers Hub) DfE via NCS
Enhance enterprise education to support young people with skills, competencies, and inspiration to embrace life opportunities and consider start up in business	Underway	Short term	Continued development of CEC Careers Hub, support initiatives such as The Princes Trust; Making Changes for Careers Programme	Skills for Jobs	School pupils / Young people	HLC / YEI (MC4C) / VCS/ Princes Trust / LAs	Facilitate	HLC. MC4C (LA) via ESF funding, Princes Trust FEO, others

Action	Status - Underway, Pipeline, Aspirational	Timeframe	Building on Existing Activity	National Skills Priority Alignment	Group Targeted	Delivery Organisation	Role of the ESB / LEP	Funding & Resources
Place marketing to retain talented young people to education and career opportunities on offer	Underway	Short term	Support and disseminate resources such as The Waterline Student E-Book; Your View; Young Talent Network and LMI Humber	Skills for Jobs	Young people / key sectors	Marketing Humber, Employers and LAs	Champion	Marketing Humber, Employers and LAs, HLB
Roll out of the Quality in Careers Standard to schools to drive quality in CEIAG	Pipeline	Short-Medium term	Promote the opportunity to undertake the Quality in Careers Standard	Skills for Jobs	Schools and colleges	LEP with C&K Careers, Quality and Careers Consortium	Delivery	LEP and schools/ colleges
Encourage learning whilst you earn in skill shortage areas	Pipeline	Short term	Promote pilots such as the CITB Construction Traineeship and Apprenticeships	Skills for Jobs	Young People	CITB and providers	Champion	ESFA, DfE, CITB, ECITB
Increase graduate placements opportunities in local businesses through connecting SMEs to graduates	Pipeline	Medium term	The Hull Graduate Internship ESF Programme; Growth Hub advisers	Skills for Jobs	Graduates/ SMEs	HEI providers / Growth Hub	Facilitate	ESF, ERDF
Showcase inspirational careers to local people to facilitate progression into key sectors	Aspirational	Short term	Utilise employers and case studies to demonstrate the broad range of careers in the region. Support schools and college to develop strategic careers plans, utilise the Enterprise Adviser network, increase both employer encounters and experiences of the workplaces for young people	Skills for Jobs	Young people / working age residents / key sectors	Careers Hub / LEP / Local authorities	Facilitate	CEC, Employers LAs
Undertake a Rural and Visitor Economy Growth Plan to gain a greater understanding of the needs of the rural economy, including the retention and attraction of young talent.	Aspirational	Short Term	Build on the work undertaken in this report and previously undertaken by East Riding Council.	Skills for Jobs	Working age residents / young people	LEP / Local Authorities	Facilitate	LEP, DfE and Local Authority
P5: Supporting Labour Market Participation								
Joining up youth service provision to better support young people	Underway	Short term	Youth Hub provision bringing JCP work coaches, partners, and providers together; YEI; This-Ability, Expanded Youth Offer	Skills for Jobs	Young people	DWP / JCP /Humber Learning Consortium/ VCS / LAs	Champion	DWP (FSF), ESF, National Lottery, LAs
Developing a work ready talent pool of young people through improving employability skills	Underway	Short term	Work with schools and colleges to access key information and resources from groups such as the Log on Move On, Talent Forum; Skills Network; Humber	Skills for Jobs	School pupils / young people	Careers hub, LEP / ESB / LAs	Facilitate	CEC, FE and ITPs, HEFCE, HOP, LAs

Action	Status - Underway, Pipeline, Aspirational	Timeframe	Building on Existing Activity	National Skills Priority Alignment	Group Targeted	Delivery Organisation	Role of the ESB / LEP	Funding & Resources
			Principals group and LEP working groups e.g., Apprenticeships					
Raise awareness of career opportunities in growth sectors to under-represented groups	Underway	Short term	Showcase the impact of initiatives such as Women into Manufacturing and Engineering (WiME) and work with other sectors to engage with underrepresented groups.	Skills for Jobs White Paper	Women / key sectors	LAS/ key employers	Champion	LAs, CEC, DfE via NCS
Targeting those Not in Education, Employment or Training (NEET) or at risk of becoming NEET with support	Underway	Short term	Promote existing ESF initiatives e.g., Accelerate and YEI	Skills for Jobs	15–24-year-olds	Aspire-Igen / HLC/ LEP / LAs	Facilitate	ESF, DfE, LAs
Supporting employers and individuals affected by the coronavirus pandemic with recruitment or redundancy advice, access to training and skills assessments	Underway	Short term	Maximise support available e.g., JCP programmes, Humber Jobs Fuse; Humber Opportunities Portal and other neighbouring LEP portals within the travel to work area	Skills for Jobs Plan for Jobs	Labour force / employers	NCS / LEP / JCP / providers / LAs	Facilitate	DWP, LAs and wider partnership working
Support residents to progress into employment, enterprise and learning	Underway	Short term	Through the delivery of existing programmes e.g., Community Led Local Development (CLLD); Building Better Opportunities; YEI, Community Grants; Skills Support for the Unemployed; Humber Opportunities Portal; DWP Programmes	Skills for Jobs Plan for Jobs	Working age residents / economic excluded	Humber Learning Consortium /LAs / providers	Champion	ESIF / DWP/DfE
Simulation and promotion of government initiatives to provide work placements and support young people	Underway	Short term	Utilise the LEP's Workforce Development Adviser to increase engagement in Plan for Jobs initiatives e.g., Kickstart Scheme; Apprenticeships, Traineeships, Youth Hubs; Humber Jobs Fuse, Sector Based Work Academies	Plan for Jobs	Employers	DfE / DWP / Providers / LEP	Facilitate	DfE/DWP/ESF
Encourage and support individuals with mental health issues to engage or reengage with the labour market	Pipeline	Short term	Through the delivery of the ESF Mental Health programme	Skills for Jobs	SMEs	Providers / LEP / DWP	Facilitate	ESF reserve fund

Action	Status - Underway, Pipeline, Aspirational	Timeframe	Building on Existing Activity	National Skills Priority Alignment	Group Targeted	Delivery Organisation	Role of the ESB / LEP	Funding & Resources
Broaden range of SEND and high needs provision to support awareness of progression pathways, work placements and jobs	Aspirational	Medium term	Increased engagement with CEC Careers Hub SEND Community of Practice and Supported Internship programmes	Skills for Jobs	SEND / Colleges / LAs /Employers	Providers / Careers Hub	Champion	Dependant on funding being secured



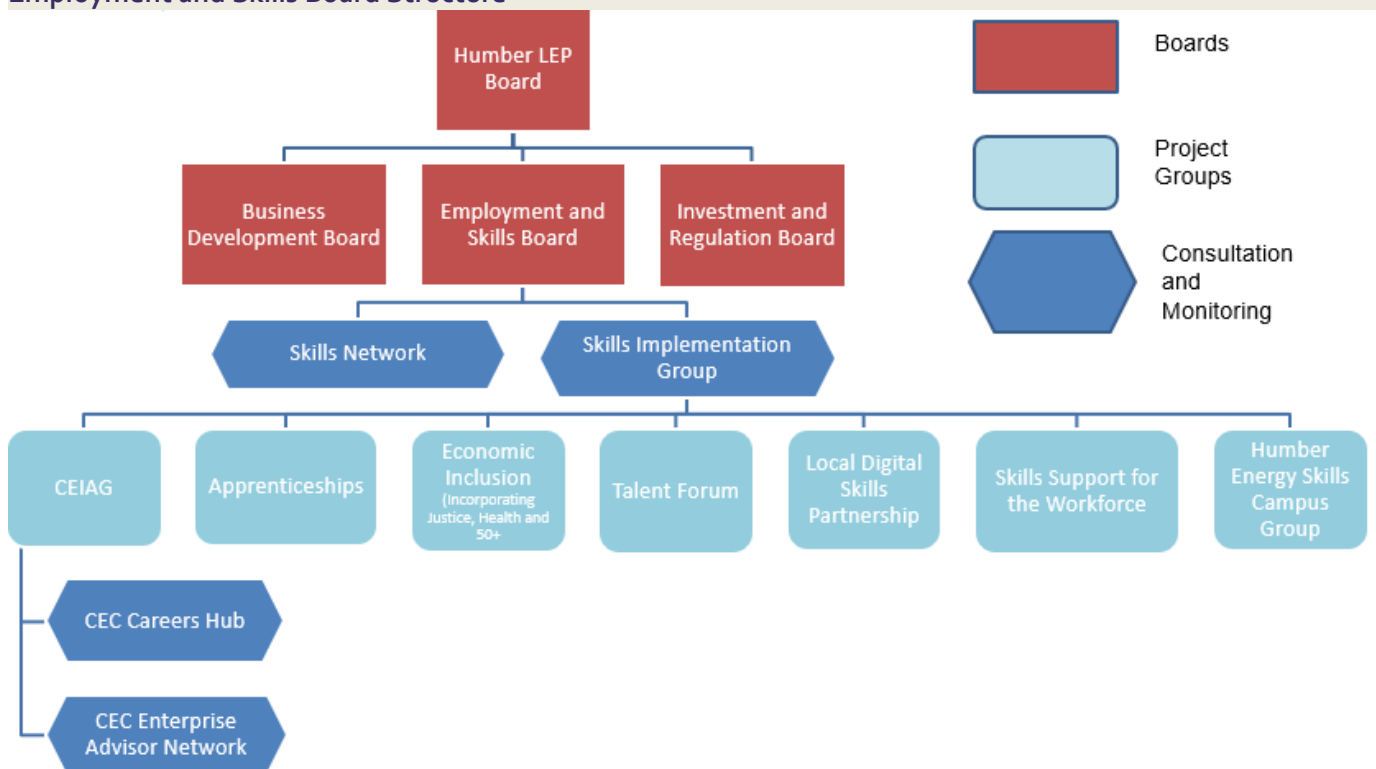
Assessment of Progress

5. Assessment of Progress

Taking a local leadership role

The Humber Employment and Skills Board (ESB) is responsible for overseeing the development and delivery of the Employment and Skills Strategy for the region and ensuring that local people have the skills required to meet the needs of key sectors that are critical to the growth of the economy. Members of the ESB include representatives from colleges, universities, local authorities, and businesses from the major sectors in the Humber. The ESB brings together local employers and skills providers to pool knowledge on skills and labour market needs, and to work together to understand and address key local challenges. Reports from the ESB feed into the main LEP Board to support a full understanding of the skills agenda in the region.

Employment and Skills Board Structure



Source: Humber LEP

The ESB is underpinned by the Skills Network and the Skills Implementation Group which provide a mechanism for engagement and oversight. The Skills Network brings together key agencies, stakeholders and delivery partners that will provide leadership to the employment and skills agenda in the Humber. The Network is used to cascade information about the skills plan, consult on its contents and involve providers in its delivery. The Network provides an open forum for agencies and providers to share information and good practice. It influences employment and skills provision to ensure it responds to economic needs.

A key objective of the ESB is to generate analysis of local skills and labour market needs to understand the local position, and to use the analysis to inform action and funding decisions. The ESB commissions or delegates actions to the most appropriate sub-group to execute. The sub-groups have the most appropriate stakeholders for the group's purpose for example the Humber Energy Skills Hub sub-group includes representatives from Siemens Mobility, Siemens Gamesa, CiTB, ECITB, Local Authorities, University of Hull and FE and Sixth Form colleges and Independent Training providers.

The chair of each implementation group attends the ESB and provides relevant feedback. The sub-groups are tailored to the specific skills needs and opportunities presented by the Humber. New sub-groups have been created over time in response to specific issues or opportunities.

Case Study - The Talent Forum

The Talent Forum is a working -group set up by the Humber LEP in 2014 to provide improved real time information from recruiters on job roles that are hard to fill in the Humber region. The Talent Forum provides an informed and consistent message on the main recruitment and skills gaps in the region. The Forum works with the LEP to identify solutions to meet those gaps and has proven so successful it has been recognised as good practice and implemented by other LEPs in England.

The Talent Forum is attended by Senior HR and Internal Recruitment Managers. Attendees share information on their recruitment issues, investment plans and implications arising for recruitment.

Findings are fed back to the ESB who can inform solutions to meet identified gaps and develop mechanisms to support local people into local jobs.

Without the Talent Forum it would be harder for ESB to gather real world insight to guide strategic decisions.

"As Chair, I am keen that the Forum share experiences of accessing the skills and talents in the region to support and sustain business growth. During the last year we have worked together to focus on a range of issues including staff well-being and mental health, subjects which are important to the region and therefore the Employment and Skills Board itself. The recent ESF call for Mental Health demonstrated the LEP's response and recognition of these issues and therefore the Forum partnership of employers and the LEP works."

Nikki Davies, Victoria Plum

Case Study - The Humber Energy Skills Campus

The Humber Energy Skills Campus was set up by the ESB as a focused group to ensure the region's workforce is equipped to meet the skills needs of the growing Humber Energy Estuary. The mission of the Campus is to promote Humber as the UK's region for excellence in energy skills by creating a virtual campus that brings together the best knowledge, experience, and facilities to develop a skilled workforce and talent pipeline driven by the needs of business.

Humber LEP requested that the partners who deliver a substantial percentage of the energy related curriculum come together to achieve the following outcomes.

- Collaborative approach to skills supplies to support inward investment
- Work closely to reduce competition and duplication
- Share best practice case studies
- Use one voice to represent the Humber at various energy events

The impact of this project has seen the Humber Energy Skills Campus present at various European and UK conferences; helped develop a shared understanding of the supply and demands of current and future employers and created positive working relationships across the Humber.

"This work is important to both employers and training providers alike who have the ability to respond to evidenced need and reduce numerous enquiries by potential investors. Group members' work well together in providing 'one voice' which is vital when international investors are making decisions on where to locate new activity. We are currently working with the Energy Catapult to focus on decarbonisation of the housing sector which will create new job opportunities and new skills for residents"

Ian Rook, Chair of the Campus



Ian Rook, presenting at the Offshore Energy Conference in 2019

Case Study - CEIAG

The Careers Education, Information, Advice and Guidance Group has been nationally recognised for their work. The Humber Careers Hub is one of 40 Careers Hubs nationally; funded through the Careers and Enterprise Company through a competitive process. Over 50 employers are engaged and matched directly with schools. The LEP has also been granted licensed awarding body status to award the Quality in Careers Standard, one of only 10 licenced awarding bodies nationally. The LEP provides help and guidance to local schools, colleges, and training organisations to meet the Quality in Careers Standard. A public register available on the LEP and QiCS website indicates which organisations meet the standard to inform parental and learner choice. There are currently 35 organisations in the Humber who have achieved the standard.

'South Hunsley School undertook a root and branch review of the school's career provision and resources as a result of engagement with QiCS. This has led to an improved career offer, meeting the needs of all students and a robust, moderated approach to self-assessment.' **Barry Gray, Deputy Head at South Hunsley School.**

'The quality in careers standard framework was extremely helpful to develop the careers provision in the school.' **Lisa Jacklin, South Axholme Academy**

An independent **Skills Capital Panel** consisting of ESB members free from conflicts of interest such as DWP, business representatives and DfE review expressions of interest and inform funding decisions.

The ESB has been proactive in developing local solutions aligned to national good practice. Commissioned research into the digital skill needs of the Humber informed the development of a Humber **Local Digital Skills Partnership (LDSP)** pilot which mirrors the national model but is locally funded. The LDSP brings together the public, private and education organisations to help increase the digital capability of individuals and organisations in the Humber. The LDSP shares case studies of local organisations who have used digital technology to improve their businesses; provides a signpost to digital skills resources and digital employment opportunities, and commissions research to inform investment decisions.

The ESB has been effective in encouraging collaboration between providers. For example, the bid for Institute of Technology (IoT) status required LEP support to proceed. The LEP played a key role in encouraging providers to collaborate and overcome competition to secure a positive outcome in the bid for Institute of Technology (IoT) status in wave 1 through a collective '**Yorkshire & Humber Institute of Technology**'. "*Providers in the Humber are now a more cohesive and collaborative network than they have ever been*" (LEP officer).

The COVID pandemic has created a new set of challenges which the ESB has had to respond to. The LEP has been proactive in developing solutions in partnership with the appropriate sub-groups and consulting with the ESB. A Humber COVID Impact Study was commissioned in July and in response the LEP drafted a **COVID Recovery Plan** and shared with the ESB for review.

The LEP sits on the **Humber Local Resilience Forum** (Humber LRF), a multi-agency partnership consisting of representatives from local public services, the emergency services, local authorities, the NHS, the Environment Agency, and others. Information shared with the ESB, the Skills Network and working groups has enabled members to respond at pace. For example, the shortage of PPE to NHS and frontline workers was raised as an issue in the forum and partners responded with solutions, such as Ron Dearing UTC developing visors, and providers and businesses shared s PPE, responding at pace.

Enhancing local knowledge

To ensure the LEP has a clear understanding of current and future skills needs the ESB works with intermediaries such as CITB, ECITB, DWP and local providers, businesses, and agents to gather insight and best practice case studies. The Talent Forum provides businesses with the opportunity to raise skills gap issues, whilst the Skills Network enables providers to showcase approaches that are working well.

The ESB has commissioned and been party to research such as the Humber SAP Analytical Report, the Humber Digital Skills Analysis, and the Humber COVID Impact Report which have informed strategic and investment decisions such as:

- Careers products such the Quality in Careers Standard and Employability Framework Passport LEP Accreditation
- Economic and social inclusion interventions such as the 50 Plus programme, youth support unemployment programme and Mental Health Support Programme
- Appointment of a Growth Hub Workforce Development Adviser to work with SMES to understand and respond to their identified skills needs.
- Recognition of the importance of health as an economic driver and barrier to participation, and the impact that workforce constraints are having on the sector. Through close work between the LEP and the Humber, Coast and Vale Health and Care Partnership online resources have been developed on the Humber Opportunities portal to provide information on health and social care career pathways including current vacancies.

Looking ahead, the new HEY ESB will need to consider the need for further research to reflect the rapidly changing economic climate. This could include foresight research and sector deep dives post COVID and Brexit for example.

Impact on local skills provision

The ESB brings together local employers and skills providers to pool knowledge on skills and labour market needs to ensure they create the most appropriate offer.

The ESB has oversight of the Humber Skills Capital programme and informed the development of calls for projects to support identified needs. Approximately £8m was ring-fenced within the Humber's Local Growth Fund allocation for the Skills Capital programme which has been invested in 10 projects, of which at the time of publication, 7 are physically complete and 4 of these have also delivered all of their outputs.

Case Study: Local Growth Fund Round 1 Skills Capital

Three employment and skills projects were awarded funding in Round 1 including:

- £1.8m of Growth Deal funding contributed towards the £7m CATCH facility to enable specialist offshore wind training including facilities for working at height and marine transfer/offshore survival training
- £2.1m of Growth Deal funding contributed to the £7.8m logistics centre at the Grimsby Institute providing courses linked to the logistics and maritime sectors to develop career pathways
- £0.8m of Growth Deal funding contributed to a £1m expansion project at Goole College's vocational skills workshop to provide engineering and renewable technologies training

The three projects together are estimated to deliver 13,522 qualifications, 661 apprenticeships and support 2,030 additional learners.

The LEP, as part of its role on the Humber ESIF Committee, has overseen the strategic direction and delivery of the Humber ESIF Strategy 2014-2020 and its £99.48m funding allocation. The ESIF Strategy was developed with a range of partners, including input from members of the ESB who gave their time to help shape the strategy and were consulted on the final version before publication. The Strategy set out how the funding would be used across a range of thematic objectives, including a specific Skills Programme. Progress on key ESIF employment and skills projects is shared with the ESB and sub-groups as required.

The ESB works to promote collaboration between skills providers to overcome competition and maximise the opportunity for investment.

Case Study – Yorkshire Energy Park Provider Prospectus

The £200 million Energy Park will create 4,480 jobs and will contain an energy centre, data centre, business incubator space for start-ups and SMEs, including 1 million sq. ft. primarily for high energy industries. An Education and training campus focusing on renewables, technology and agricultural sectors will be provided on site.

The LEP encouraged providers to collaborate on a prospectus to the Yorkshire Energy Park to support understanding of the breadth and specialist offer of assets and capabilities of the provider base in the region to facilitate clear messaging and overcome confusion and competition. The prospectus was well received, and the Yorkshire Energy Park has confirmed 80% of construction labour will be sourced locally and is working with local colleges to develop apprenticeships. The ESB and the wider LEP team are now developing a similar strategy for the public health sector.

The Energy Hub is within the Hull East free tax site as part of the Humber Freeport which will facilitate investment.

"I am delighted to hear that the Government has given the Yorkshire Energy Park the go-ahead. Schemes such as this...will play a significant role in the region's recovery post COVID-19. Furthermore, this project aligns with the Humber's vision of establishing itself as the UK Energy Estuary and will be a significant contributor in achieving the ambitions set out within the Humber LEP's Industrial Strategy." **Stephen Parnaby OBE, Interim Chair of the Humber Local Enterprise Partnership**

Case Study – Humber Opportunities Portal and Mid-Life MOT Pilot

The Humber Opportunities Portal is a one-stop-shop for skills and employment support in the Humber. Funded by the NP 11 Group as part of the SignedUp Skills initiative, the site provides information on redundancy help, retraining or upskilling workers and growth industries in the area. The Humber LEP worked with PDMS and the Humber Coast and Vale Health and Care Partnership to enhance the portal to include specialised information about the wide range of careers in health and social care. The site outlines the broad career paths on offer and the transferable skills needed to take the first steps.

The Humber LEP were one of ten LEPs chosen by DWP to develop and trial a local response for the mid-life MOT. Working in partnership with the Money and Pensions Service (MAPs), the National Careers Service (NCS) and Public Health England (PHE), the Humber Opportunities Portal was developed to provide an extensive range of support to both individuals and employers with mid-life planning.

Case Study – Employability Skills Passports

The Humber is the only LEP nationally currently offering a framework of accreditation for the region’s Employability Skills Passports that reflects the seven CBI Skills. The ESB has taken a lead role in developing this initiative, which is now used best practice case study at a National Level. All employability passport providers must be validated against the LEP framework to ensure courses implement the 7 CBI employability skills these include:

- Self-Management
- Teamwork
- Business and Customer Awareness
- Problem Solving
- Communication & Literacy
- Application of Numeracy
- Application of ICT

Covid-19 recovery and renewal plans

A **Humber COVID Impact Study** was commissioned by the LEP in summer 2020 and updated in December 2020. The findings of the study were shared with the ESB and through the sub-groups’ actions were formed.

The LEP provided a **Coronavirus Delivery Plan** in response which has been recently updated²¹. This has been guided by the input of sub-boards such as the ESB. The Coronavirus Delivery Plan sets out actions under the theme of ‘Support for People’ including support for people in work, people seeking work, and people in education. This identifies the issues to address, existing delivery which respond to these issues, new delivery which is in the pipeline and future options for consideration.

Case Study: Careers in Health and Social Care

The focused ‘Health & Care Careers’ section on the Humber Opportunities Portal was created as a response to the pandemic. Health and Social Care is one of the largest sectors in the Humber and continues to grow, however pre-pandemic the sector faced mounting workforce shortages. There were 1,100 vacant social care posts in the Humber in 2019 and 800 vacancies for direct care workers. More recently, there has been a greater uptake in retirement planning workshops in different trusts across the Humber, with many employees feeling they have done their bit or are suffering exhaustion. The portal seeks to inspire people to consider a career in the health and social care sector, providing information, advice, and guidance on career pathways.

“Working with the LEP to develop the Health and Social Care ‘hub’ within the Humber Opportunities website has enabled the variety of careers and job roles in the Health and Social Care sector and available in our local area to be shared with job seekers, widening the reach of our work”

Lynne MacDonald, Humber Coast and Vale Health and Social Care Workforce Consortium

²¹ www.humberlep.org/coronavirus/coronavirus-phase-two-delivery-plan, February 2021



Healthcare Students at East Riding College

Case Study: Humber Jobs Fuse

The Humber Job Fuse programme was set up at the start of the COVID 19 pandemic to help those made jobless to get back into employment and support key regional employers to address gaps in their staffing due to the pandemic. Humber Jobs Fuse is a joint service created by the LEP, The Education Development Trust, DWP, local authorities and Skills Support for the Workforce. The ESB played an important role in helping to disseminate the message to providers and businesses to encourage take up and support for the initiative.

Skills action plan

The 2014 Employment and Skills Strategy 2014 highlighted 11 interventions to tackle Employment, Skills and Economic Development. Since 2014 the LEP and Employment and Skills Board has made strong progress against the actions set out, even superseded initial goals in many areas. Select examples include:

Intervention 1 – Careers Education, Information, Advice and Guidance (CEIAG).

The **Humber Careers Hub, funded and supported by the Careers and Enterprise Partnership**, was established, and has a dedicated team supporting schools to deliver good careers provision, inspire young people, and engage businesses in the Enterprise Adviser Network. The updated Humber Opportunities Portal includes information on a number of different sectors, potential career pathways, transferable skills and training available. The LEP and ESB continues to engage with employers and providers and the opportunities portal will be updated as a result. The original strategy was to enable schools and providers to achieve the Humber Gold Standard for the provision of impartial and effective CEIAG. This has been further developed to meet national benchmarks and extended with the award of the Quality in Careers Standard.

Intervention 2 – The Springboard Programme

The Springboard programme built on the Humber LEP's Skills Pledge and is delivered by Humber Learning Consortium and 7 delivery partners, through ESF and Youth Employment Initiative (YEI) funds. The programme supports those aged 16-29 years in Hull, providing specialist support and training to access work and learning. The personalised approach has been effective in delivering interventions include mental health support, work experience, enterprise support, and wage subsidy in cultural and creative industries as well as mentoring, personal development, and training.

Intervention 5 - Functional Skills

The aim of the functional skills programme was to address low skills levels and the capacity of the training infrastructure to respond. The Humber Local Digital Skills Partnership (LDSP) is an excellent example of such an intervention. The LDSP has developed as an innovative model to improve digital skills across the region and boost the local economy. The Humber Digital Skills Hub offers businesses of all sizes support such as access to diagnostics, mapping of available training and access to consultancy services. Best practice from the scheme has been shared and is recognised by the National Digital Skills Programme.

The Humber LEP closed on the 31st of March 2021 and a new organisation, the HEY LEP was formed on the 1st of April 2021. The HEY LEP will build on the initial progress of the Humber LEP. The first meeting of the new LEP Board is in April 2021. It is important to recognise that the new LEP may want to undertake a new approach to the structure of the ESB or its sub-groups. However, as with the Humber LEP, strategies will continue to react to the needs of local businesses.



Positive Impact Stories

6. Positive Impact Stories

This chapter highlights a number of case studies that prove the positive impact of the skills interventions across the Humber. Examples are included from a large range of sources including providers, businesses and ESB interventions.

Humber LEP / ESB Interventions

Humber Careers Hub

Case Study Topics 'Enhancing Local Knowledge', 'Impact on Local Skills Provision' 'Covid-19 Recovery and Renewal Plans' & 'Skills Action Plan'

Provider: Humber Careers Hub

Market: Humber wide until 31 August 2021. Anticipated funding agreement for HEY LEP for 1 year from 1 September

Sector/Cross-cutting skills priority: Meets the Humber LEP Employment and Skills Strategy intervention 1 – Careers education, information, advice and guidance (CEIAG). Meets the Humber LEP Skills vision statement to deliver a appropriately skilled, motivated and productive workforce to drive growth in the Humber.

Timescale of approach: commenced September 2018 – until 31st August 2021.

'The Humber Careers Hub has had a hugely positive impact on Headlands School. The Hub Lead and Enterprise Coordinator are very knowledgeable and supportive, and we have worked together to really drive 'careers' in the school and help give students a wide range of excellent opportunities to develop the knowledge and skills for a successful and lifelong career. The Hub is very positive to be part of and is a great resource due to the effective sharing of ideas between the schools. I look forward to continuing to be part of the Hub as we work together to drive 'careers' and give all young people the best possible life chances.' Headlands School, Bridlington.

Issue(s) targeted: The overall aim of the Humber Careers Hub is to improve strategic careers education in schools and colleges. Ensure that young people leave education with the knowledge and skills to contribute positively to the economy.

The eight Gatsby Benchmarks were brought into schools / colleges to provide guidance for careers advice.

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Activity:

- 68 schools in the Enterprise Adviser Network
- 62 Enterprise Advisers matched to schools
- Regular school meetings have been maintained
- Regular best practice meetings have been held (weekly in Summer term)
- Intense focus and support on Benchmark 1 and statutory duty in lockdown
- Support to engage employers remotely
- Regular sharing of best practice
- Partnership working at operational and strategic levels with Uni Connect partner - HOP

Impact:

On average the Humber is performing highly with a score of 4.9, compared to a national average benchmark score of 4.7. In the last year all 26 schools have been matched to an advisor. 19 careers leaders have completed a careers leader training course this year. 10 additional Enterprise Advisers have been recruited between Dec 2020 and February 2021.

Source: Humber LEP

Local Digital Skills Partnership

Case Study Topic 'Enhancing Local Knowledge', 'Impact on Local Skills Provision' 'Covid-19 Recovery and Renewal Plans' & 'Skills Action Plan'

Provider: Humber Local Digital Skills Partnership

Location: Humber-wide

Sector / Cross-cutting skills priority: Intervention 4 – skills support for the workforce, intervention 5 – functional skills and intervention 6 – influencing provision

Timescale of approach: From March 2020 and funding for a Digital Skills Partnership Manager is in place until 30th September 2021

'The Humber independent LDSP pilot ended its first successful year in March 2021. However, there remains much more yet to be done in the region in terms of supporting future digital adoption. 2020 saw an unprecedented and sudden reliance on digital platforms due to the global pandemic and the Humber LDSP is now currently engaged in discussions about the future role of the partnership and how it can further address local digital skills issues.' **Tracy Pallett, Local Digital Skills Partnership**

Issues(s) targeted:

There is a need to improve digital skills in the Humber as there continues to be a growing demand for digital skills across all levels.

Activity:

- The Humber LDSP includes representatives from local key organisations such as KCOM, BT Group, the Y&H IoT, Women into Manufacturing and Engineering (WiME), Ideal (Groupe Atlantic) and the East Yorkshire and The Humber Federation of Small Businesses (FSB).
- Following the release of the 2019 Humber Digital Skills Analysis report, the Humber LDSP identified a set of key priorities and outcomes which included actions to build on capacity, competence, confidence and capability around digital adoption.

Impact:

- Undertake digital skills gap research and analysis and create a "heat-map"
- Develop and implement a digital capacity online assessment tool for SMEs (expected to go live by end of March 2021).
- Create of a portfolio of inspirational SME digital adoption case studies:
<https://www.humberlep.org/humber-digital-skills-partnership>
- Produce a first year Humber LDSP summary report for DCMS
- Support the implementation of DfE's "Digital & Technical Skills Bootcamps" programme
- Offer joint regional support for the roll out of BEIS's "Made Smarter" programme which involves £1.5m funding allocated across Y&H area.

Source: Local Digital Skills Partnership

Informing Skills Provision

Bishop Burton College Precision Farming System

Case Study Topic 'Enhancing Local Knowledge', 'Impact on Local Skills Provision' & 'Skills Action Plan'

Provider: Bishop Burton College

Location: Humber-wide

Sector/Cross-cutting skills priority: Developing the skills required to achieve net zero carbon within UK Agriculture

Timescale of approach: Long term

"One of the key priorities identified by the Humber LEP Skills Analysis Report was to strengthen technical skills provision, encouraging education providers and employers to work together on curriculum design" **Bill Meredith, Principal**

Issue(s) targeted:

Agriculture currently contributes around 10% of total UK greenhouse gas emissions. The NFU have set a target for the industry to achieve net zero carbon by 2040. There are 3 main ways to achieve this goal:

- Improving productive efficiency
- Improving land management to capture more carbon
- Increasing the production of renewable energy

As part of the Yorkshire & Humber Institute of Technology, the College is developing the skills for the industry to meet the net zero challenge.

Activity:

Working with employers, a precision farming system has been developed for the college farm which is being used to deliver technical skills training. The latest GPS technology is harnessed to ensure that the requirements of arable crops are precisely met, thereby reducing emissions and the impact on the environment. The vast amounts of data created by the system are analysed to inform management decisions and improve the efficiency of production. Bishop Burton is part of the Yorkshire and Humber Institute of Technology. Working with university of Hull, York college and key employers such as Trimble Agriculture.

Impact:

The baseline against which decarbonisation will be measured on the college farm has been established and advances have been made in reducing emissions and improving carbon sequestration. An employer advisory group has been formed to assist with curriculum development. A BSc in Precision Agriculture and short technical courses are now underway.

Source: Bishop Burton College

The Yorkshire and Humber Institute of Technology (IoT) at East Riding College

Case Study Topic 'Enhancing Local Knowledge', 'Impact on Local Skills Provision' & 'Skills Action Plan'

Provider: The Yorkshire and Humber Institute of Technology (IoT) at East Riding College

Location: Humber-wide

Sector/Cross-cutting skills priority: Engineering and Higher Level Technical Professions

Timescale of approach: 2019 onwards

"The Yorkshire and Humber Institute of Technology at East Riding College exists to help close the technical skills gaps in key STEM areas and help employers in the engineering and technology sectors recruit and train a skilled workforce locally." Neil Waterhouse, Vice Principle: Commercial and Corporate Services

Issue(s) targeted:

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. There is also a need for more technical and industry-specific skills in sectors such as manufacturing.

Activity:

The Yorkshire and Humber IoT was established as part of a regional IoT formed by a consortium of Colleges and is itself one of only twelve Institutes of Technology across the country. The IoT at East Riding College has invested in industry standard equipment and facilities to provide higher level technical training. The IoT at East Riding College has also been supported with £469,000 from the Humber's Local Growth Fund Allocation.

Impact:

Students are being trained in Level 3, 4 and 5 engineering, including higher apprenticeships; Level 4 and 5 computing and Level 4 and 5 civil engineering skills. Employers will benefit from having a workforce training in higher level skills which can particularly benefit manufacturing and infrastructure developments.

Source: Yorkshire and Humber Institute of Technology

Supporting businesses and increasing local jobs

Pensana Rare Earths Plc

Case Study Topic 'Enhancing Local Knowledge', 'Impact on Local Skills Provision' & 'Skills Action Plan'

Pensana Plc

Pensana is a British company listed on the main Board of the London Stock Exchange (PRE.L). The Company is setting out to provide Europe with an independent and sustainable source of the critical rare earth metals vital to electric vehicle (EV), wind turbine and other strategic industries. It has proposed to build the world's first sustainable rare earth processing facility at the Saltend Chemical Park Humber, UK with first production 24 months after final investment decision, supported by supply from state of the art operations in Angola. The Saltend plant will be a £125m investment, generating around 100 jobs in operation.

"The Saltend facility has the potential to become a world-class rare earths producer and to help establish a sustainable supply chain for powerful permanent magnets critical to the offshore wind and electric vehicle industries in the UK and Europe. Support from Humber LEP was an important factor in selecting this location."

Issue(s) targeted:

- Pensana believes it is not acceptable for the UK and Europe to source critical magnet making rare earths unsustainably,
- The Company needed the ideal location to build a world-class facility, with ready access to skilled people – especially women in STEM - for its operations and future ambitions along with options for business and academic collaborations.

Activity:

- Humber LEP was receptive to Pensana's vision, understood quickly why the proposed facility would be a high employer of national significance and helped the Company to engage local stakeholders,
- Humber LEP engaged with Pensana to support the Company's skills and development requirements essential to the inward investment it plans at Saltend.
- Humber LEP also introduced a wide range of collaborative opportunities/ Women in STEM initiatives which both parties continue to explore as partners.

Impact:

- Through Humber LEP's timely assistance, Pensana has engaged with the LEP members, University of Hull, local councils and other companies and related entities operating in the region.
- The rapid response and support the Company received reinforced its decision to apply for planning approval for its landmark facility. This will generate local industrial and employment diversification along with the potential for a (European/ regional) critical rare earth metal processing hub with associated downstream enterprises.

Source: Pensana

Siemens Gamesa

Case Study Topic 'Enhancing Local Knowledge', 'Impact on Local Skills Provision' '& 'Skills Action Plan'

Employer/Provider: Siemens Gamesa

Location: Hull

Sector/Cross-cutting skills priority: Renewable Energy, manufacturing technicians and engineering

Timescale of approach: e.g. Immediately and over next five years

"Working in partnership with the education sectors and SAP allows us to influence renewable energy as a career of choice, influences STEM subjects and provide a solid pipeline of talent in the local area"

Issue(s) targeted:

- Diversity in our talent pipeline for manufacturing opportunities and apprenticeships.
- Demand for engineering skills (Electrical and mechanical)

Activity:

- Created a network of likeminded businesses to discuss skills opportunities and identify cross pollination
- Work alongside and partner initiatives such as WiME to address our diversity and inclusion agenda in the workplace
- Seek out qualification opportunities for existing colleagues to upskill
- UTC links as founding partner with dedicated wind turbine projects for STEM subjects shaping education to hit with the skills required
- School open apprenticeship events, mock interviews and summer work experience opportunities

Impact:

- Becoming an employer of choice from an early age
- Supporting addressing the specialist skills requirements through NVQ and on the job training opportunities
- This approach has contributed to the LEP's skills ambition and longer-term skills strategy
- Best practice relationships with partner initiatives

Source: Siemens Gamesa

Siemens Mobility

Case Study Topic 'Enhancing Local Knowledge', 'Impact on Local Skills Provision' '& 'Skills Action Plan'

Employer/Provider: Siemens Mobility Ltd

Location: Goole, East Yorkshire

Sector/Cross-cutting skills priority: engineering and assembly

Timescale: 2022-2072

'Goole will become the UK's centre of excellence for Rail manufacturing, supply chain, distribution and research & development'

Issue(s) targeted:

- To create & sustain the manufacture of world class rolling stock
- To create a working environment & culture that is fully inclusive
- To collaborate with academia & supply chains to lead the world on robotics, data analytics & artificial intelligence
- Ensure activities are carbon net zero and bio-diversity net gain
- Focus CSR activities on inspiring the next generation of engineers locally

Activity:

- Construction activity running from 2020 to 2023
- Recruit & train up to 700 new colleagues
- Transfer existing processes from Vienna to Goole
- Complete business cases for Innovation Centre (RaisE) with University of Birmingham
- Delivery of carbon & bio-diversity plans
- Engagement with Selby College + 10 local primary schools to deliver STEM training

Impact:

- Start producing the 1st Piccadilly Line Tube Train from the Goole Plant in August 2023
- Open the new Components factory in March 2023
- Open the RaisE buildings with partners
 - Phase 1 with ERYC February 2022
 - Phase 2 with UoB October 2022
- A minimum of 12 new entry level talents per year, from 2023 (incl. apprentices)
- Win new contracts to manufacture additional rolling stock contracts

Source: Siemens Mobility



Simulator - Modal Training Centre, Immingham

Looking Forward

7. Looking forward

From 1st April 2021 the new Hull and East Yorkshire Local Enterprise Partnership will champion employment and skills activity in the Hull and East Riding through the formation of a new main LEP Board and an Employment and Skills Board (ESB) which will fulfil the function of the Skills Advisory Panel, working closely with neighbouring LEPs to ensure alignment of provision and added value. It is a critical time for Hull and East Yorkshire given pressing employment and skills challenges presented by the COVID-19 pandemic, EU Exit and Net Zero transition, alongside transformational investment opportunities requiring new and enhanced skills to realise potential. This Local Skills Report sets out a way forward for the ESB to meet skills demand and supply and drive economic prosperity and growth in Hull and East Yorkshire.

Hull and East Yorkshire has significant skills assets and capabilities, including a broad range of high-quality education and training provision and distinct strengths and opportunities in growing and strategically important sectors such as Clean Energy and Engineering and Assembly. The ability of Hull and East Yorkshire to capitalise on the assets and opportunities ahead requires employers and providers to work closely together to respond to higher level and technical skill needs, tackle disadvantage and remove participation barriers to enable individuals and businesses to realise their potential.

Under the leadership of the Humber LEP ESB partners have delivered significant success in matching need and opportunity to secure a good balance between demand and supply for skills, as illustrated in Chapter 6. Looking ahead, the success of Hull and East Yorkshire in increasing its skill base to maintain healthy employment levels and boost productivity will depend in part on the ability of the new ESB and its partners to continue to work together.

This Local Skills Report provides a way forward for how the HEY ESB can do this. Chapter 2 summarises the key skills strengths and needs of the region as highlighted by the data and consultation as areas for particular focus. Chapter 3 translates this case for intervention into a set of strategic priorities which will address the issues raised in Chapter 2. Chapter 4 provides more detail on how the Humber ESB and partners are currently addressing these issues, which can inform the activity of the new HEY ESB and partners, including areas for future activity. The chapter also prioritises actions and describes the delivery organisation, the responsibility of the ESB or LEP and the funding source needed to take the actions forward. These actions align with national policy which seeks to improve people's life chances by giving them the skills to succeed, thereby supporting productivity growth. Government support in transforming Further Education, reforming technical education to align with employer demand, improving the quality of apprenticeships and take up, and encouraging lifelong learning will facilitate investment and participation in Hull and East Yorkshire.

Chapter 5 reflects on how the Humber ESB operated and the progress made with regards to the current Employment and Skills Strategy which provides good practice and lessons learnt to inform activity of the new Hull and East Yorkshire ESB. Chapter 6 provides positive impact stories that illustrate the breadth of activity facilitated by the ESB to support employers, investors, and skills providers.

The new HEY LEP, ESB and partners are asked to reflect on the action plan in Chapter 4 and work with others to progress the actions relevant to their organisation. The LEP and ESB will have a role to play in delivering, facilitating, and championing these actions as set out in the action plan table.

This report clearly outlines the opportunities that are currently available and where future investment will deliver economic success. This Local Skills Report will be used as a basis to build the Employment and Skills Strategy for the new Hull and East Yorkshire (HEY) LEP later in 2021. A series of other reports may be developed to support the Employment and Skills Strategy, for example a Rural and Visitor Economy Growth Plan. Employer and stakeholder support in taking joint responsibility for the delivery of interventions is essential. Only by working together will the unique characteristics of the Hull and East Yorkshire region be realised.

Employers are asked to consider:

- Increasing their investment in employee training, driving productivity and innovation to grow business success.
- More engagement with education and training providers, at a strategic and operational level to inform curriculum and ensure that future skills needs are met.
- Offering opportunities for industrial placement to people of all ages, maximising government bursaries such as Kickstart and Traineeships to encourage individuals to begin or continue with their education and training and/or employment progression.
- Invest in higher level and technical skills which are vital to this region and will enable residents to maximise their potential.
- Increase their workforce capacity and capability by employing apprentices at all levels, fully utilising the apprenticeship levy either within their own organisation or by gifting unspent funds to the supply chain SMEs.
- Engage with the HEY LEP to share workforce planning intelligence, highlighting skills gaps and opportunities to represent their sector and/or organisation.
- Continuing to support the Careers Agenda, working with the LEP and the Careers and Enterprise Company to drive aspiration linked to labour market intelligence and future career opportunities.

Education and Training Providers are asked to consider:

- Further collaboration on curriculum planning and delivery, building on an excellent base of shared skills, knowledge, and experience such as that demonstrated in the Yorkshire and Humber IOT.
- Continuing in proactively responding to investment opportunities where these arise, working with the HEY LEP and Local Authorities to maximise outcomes.
- Ensuring clear progression pathways are accessible to all residents from entry to advanced levels.
- Developing specialisms that align with new HEY LEP sector priorities.
- Contributing to the Board, the ESB, the various working groups and/or panels where there is mutual appetite to do so and evidenced need.

To find out more about the work of the current HEY Employment and Skills Board, the Local Skills Report contents or to get involved in the local skills agenda, please contact:

Gill Dillon, Senior Adviser on Employment and Skills

Email: employmentandskills@heylep.com

Appendix A - Consultee List

Lynne Allison, CiTB	Martin Hewitson, DWP
Gill Alton, TEC Partnership	Liz Hutchinson, DWP
Kirsty Bark, Sonoco Trident	Professor Becky Huxley-Binns, University of Hull
Paul Bell, ERYC	Lisa Jacklin, South Axholme Academy
Catherine Bishop, Tigers Trust	Philip Jackson, North East Lincolnshire Council
Laura Botham, Siemens Gamesa	Kishor Tailor, Humber LEP
Daniel Brett, Bishop Burton	Mick Lochran, DN College Group
Teresa Chalmers, Humber LEP	Karen Linton, North East Lincolnshire Council
Kirsty Clode, WiME	Lynne MacDonald, Humber Coast and Vale Health and Care Workforce Consortium
David Clugston, Clugston Ltd	Tracy Pallett, Local Digital Skills Partnership
Andy Crossland, HLC	Joanne Woodhouse, Havelock Academy
Nikki Davies, Victoria Plum	James McIntosh, Catch UK
Victoria Dixon, Department for Education	Bill Meredith, Bishop Burton College
Finbarr Dowling, Siemens Mobility	Lesley Potts, North Lincs Council
Iain Elliott, HETA	Leon Riley, John Leggot Sixth Form
Cassandra Flanagan, British Steel	Ian Rook, Chair of Humber Energy Skills Campus
Amy Gadd, Y&H IoT	
Nuala Gallagher, Pensana Ltd	Stephen Savage, Chair of ESB
Sharon Gamble, Hull County Council	Peter Thorpe, North Lincs Council
Barry Gray, Deputy Head at South Hunsley School	Steve Tomlinson, Hull City Council
Adam Greenwood, University of Hull	Jennifer Vincent, Engineering UTC North Lincolnshire
Claire Harrison, SEWELL Group (Yorkshire Energy	Neil Waterhouse, East Riding College
Fiona Headridge, Humber LEP	Mike Welsh, East Riding College
Mick Heatlie, Act Now	Lowell Williams, Hull College
Chris Herring, Wyke College	