

HEY LEP Employment & Skills Board

25th April 2022

Paper A – Employment & Skills Manager’s Update Report

1. Summary

- 1.1. This paper summarises the progress made by the HEY LEP Employment & Skills team since the LEP Employment & Skills board meeting held on 21st February 2022.

2. Recommendations

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

3. Report

3.1. Employment & Skills working groups

- 3.1.1. The HEY LEP Apprenticeship & Technical Education working group met for the first time on 27th January. The group is being chaired initially by Richard Sellick, Director of Business Programmes, East Riding College. The group reviewed and agreed its Terms of Reference, membership, scope and workplan. The group’s draft Terms of Reference are included on the agenda for today’s meeting for ratification by the board.
- 3.1.2. The HEY LEP Careers, Education, Information, Advice and Guidance group met for the first time on 9th March. The group is being chaired initially by Andy Crossland, CEO of the Humber Learning Consortium. It is proposed the group is renamed to “Career Aspirations” to reflect a broader remit that includes adult careers and lifelong learning and the lifelong employment journey. The group’s Terms of Reference are included on the agenda for today’s meeting for ratification by the board.
- 3.1.3. Initial discussions have been held regarding reinstating The Talent Forum. Nikki Davies, Victoria Plumb and E&SB member has agreed to chair this group. Arrangements for the first meeting are in progress.
- 3.1.4. Arrangements are also underway for the first meeting of the reinstated HEY LEP Skills Network.

3.2. Skills Advisory Panel Funding 2022-23

- 3.2.1. For the coming financial year of 2022-23, DfE have recently confirmed a final award of £55,000 to develop and provide the robust analysis of the local labour market and skills, to support Employer Representative Bodies (ERB) with the development of the Local Skills Improvement Plans. Details of exactly what is required will be shared via a memorandum of understanding by the end of April.

- 3.2.2. Local Skills Improvement Plans will align with the geographies of devolution in the long-term. They are to be delivered on behalf of government by a local ERB. Interested ERBs are required to submit an Expression of Interest to government to be considered for this role.
- 3.2.3. Eligible bodies to become LSIPs are defined as “a body corporate that is independent of government”. This precludes a public authority and for this reason LEPs are not considered eligible to be an ERB.
- 3.2.4. LEPs will continue to fulfil the strategic skills analysis function for 2022/23 to support the development of the LSIP but funding for SAPs will not run beyond March 2023. In 2023-24, government intends to establish a new “Local Skills Improvement Fund” to support providers to collaborate and collectively respond to LSIP priorities.
- 3.2.5. Although the function of LSIPs is defined, their form is not yet decided. It is likely that demand will remain for the supporting structure that currently supports the LEPs strategic skills planning work. To that end, the Terms of Reference of the HEY LEP Employment & Skills Board may evolve along with the associated governance and supporting partnership structure and support the chosen ERB’s development of the Local Skills Improvement Plan.

3.3. Humber Freeport

- 3.3.1. The HEY LEP Executive Team continues to support the development of the Freeport. The Freeport Steering Group are continuing working with government on responses on clarifications that arose from the final business case.

3.4. Careers & Enterprise Company

- 3.4.1. During this term to date, the HEY Careers Hub has undertaken the following activity:
- Supported 35 out of 36 Careers Hub schools and colleges with their Compass self-evaluations. The data obtained from these assessments will be available in late April for sharing with schools.
 - £10k awarded to support a digital exploration project with the Humber Outreach Programme (Higher Education Widening Participation initiative) to explore the benefits of more intelligent use of data including improved data sharing, collection, avoiding duplication of activity and with a view to delivering better shared outcomes.

- 3.4.2. A letter of comfort has been received from Careers & Enterprise Company outlining their resource commitment for the forthcoming year ahead of a formal grant offer letter.
- 3.4.3. Local governance arrangements continue to be in place. The Steering Group met most recently on 30th March. It will meet again on 5th May. The Group is looking ahead to start strategic planning for the next academic year and is holding a development session with key partners.

3.5. Quality in Careers Standard

- 3.5.1. The LEP has successfully passed the annual review process for awarding bodies and gained positive comments about our engagement with schools.
- 3.5.2. Schools and colleges continue to work towards the Quality in Careers Standard.

3.6. The Humber Local Digital Skills Partnership

- 3.6.1. The Employment & Skills Team have submitted a business case to the DCMS requesting further funding to support the continuation of the LDSP Regional Coordinator post. The request has been approved by DCMS supporting the LEP to continue the work of the LDSP until September 2023.
- 3.6.2. The official launch of the Humber LDSP took place on 3rd March at the Guildhall in Hull. The event included a keynote speech from Chris Philp, Parliamentary Under Secretary of State at the Department for Digital, Culture, Media and Sport. Feedback from stakeholders has been positive and the event received good media coverage further promoting the Humber's digital economy.
- 3.6.3. The event also launched the Humber LDSP's Digital Maturity Tool for SMEs. The tool allows SMEs to self-assess themselves against a series of digital categories, produces an analysis of strengths and weaknesses and signposts participants to digital support programmes that help to fill any identified gaps to enhance business productivity. The tool can be found [HERE](#) and Board members are asked to actively promote this with local businesses.
- 3.6.4. The LDSP's work plan is focussing on three key areas:
 - Promoting careers in the digital and tech economy
 - Digital Skills provision
 - Engagement and raising the profile of the local digital and tech economy

- 3.6.5 As part of the profile-raising work, with the help of the University of Hull, the LDSP is producing a series of inspirational bite-size videos. The purpose of these videos is to showcase any aspect of the local digital and tech economy including local businesses, existing or emerging digital occupations or digital or tech projects. The LDSP is actively seeking interested parties to participate in the exercise. Videos would be co-branded with the Humber LDSP and actively promoted both locally and nationally.

3.7. Workforce Development

- 3.7.1. The Workforce Development Business Advisor (WDBA) has continued to establish links with large businesses and SMEs, training providers and a wide variety of partnering organisations throughout the Hull and East Riding region. This has resulted in the development of new and existing relationships, bringing added value to the wider HEY Growth Hub and HEY Workforce offer.
- 3.7.2. The WDBA continues to work closely with a member of the HEY LEP Board to develop a new apprenticeship standard. This is to fill an identified gap in the modular build and caravan industry. A trailblazer group has been established and is being supported by an Institute for Apprenticeships and Technical Education Board, Product Manager.
- 3.7.3. Links have been established with four local levy paying organisations in respect of accessing unspent levy fund and transfer agreements to support the growth and development of local SME business across the Hull and East Riding. In addition to this WDBA is also in negotiations with a national company in respect to their interest in investing a large proportion of their unspent levy funds in the HEY region to support local young people. The company has also identified that currently there is not a suitable IFA&TE Apprenticeship Standard Qualification Framework to support their core business. Based on this, they are extremely keen to look to explore and progress plans to form a trailblazer group to create a new specialist occupational apprenticeship standard for this industry.
- 3.7.4. In preparation for the pending arrival of Ukrainian refugees to the UK. The WDBA continues to work in partnership with employers, Hull City Council's Employment Hub, East Riding of Yorkshire Council's Vulnerable Person's Resettlement Scheme and Path Finders with the aim of setting up a 'Consortium of Employers' willing to offer a sponsorship and/or a pledge of support to help ease the resettlement process of Ukrainian refugees within Hull and the East Riding. So far sponsorship pledges offering 7 fully furnished homes in the HU5, HU3 and HU9 locations, up to 200 employment opportunities and travel support for those with right to work access and a food voucher scheme have been secured.

3.8 Skills Bootcamps 22/23

- 3.8.1 The HEY LEP Employment and Skills Team and Hull City Council worked with partners to develop Skills Bootcamp proposals for delivery from June 2022. The proposals included some of the LEP's priority sectors where skills needs have been identified including: Digital, Fibre Engineering and a wide range of skills needed for green jobs e.g. Agri-tech, Green Energy/Carbon Reduction Solutions, Heat Pump Engineers and Electric Vehicles /charge point installation.
- 3.8.2 DfE have reviewed the proposals put forward by LEPs and as the total value submitted exceeds the funds available at this time, they have asked the partnerships in LEP areas to submit revised proposals of 50% of the original application. Performance and further funding of the Bootcamps will be reviewed mid-year.
- 3.8.3 We are now in the process of reviewing the Bootcamps to identify those to put forward to meet skills priorities and employment opportunities and to meet DfE's expectations around the number of starts required by September 2022. Once the funding has been confirmed, Hull City Council will procure the delivery of the Bootcamps to start summer 2022.

3.9 Good Work / Health & Wellbeing

- 3.9.1 At the inaugural meeting of the HEY LEP Employment & Skills board, it mandated the HEY LEP Employment & Skills team to develop a workplace health & wellbeing / Good Work initiative.
- 3.9.2 Considerable progress has been made on this project in partnership with the HEY Growth Hub. The development of the HEY Workforce website has been commissioned, content has been developed and new HEY Workforce branding has been designed. A marketing campaign will be planned with the aim for the new website and resources to be available from May 2022.

3.10 United for Ukraine

- 3.10.1 United For Ukraine is a coalition brought together at the request of leaders from across the North, including the Northern Powerhouse Partnership 11 and LEPs. The initiative is focused around a digital platform www.unitedforukraine.org.uk which connects employers with Ukrainian evacuees.
- 3.10.2 For Ukrainian nationals, and other eligible refugees, the United For Ukraine website provides a searchable list of job vacancies with employers who have committed to providing good job opportunities in a supportive environment.

3.10.3 For employers, the free-to-use site provides an easy and direct way to communicate job opportunities and access the right support, to employ those coming here who wish to, and are able to, work. Vacancies listed on the site will adhere to criteria such as the offer at least a real living wage, and disclosable salaries, to ensure the opportunities on offer are quality jobs.

3.10.4 The site, which is accessible in both English and Ukrainian, also provides signposting to support services and referral agencies for Ukrainian refugees, such as free English language courses and how to open a bank account, as well as services providing advice on issues including housing, work permits and childcare.

3.10.5 The HEY LEP Employment and Skills Team have worked with NP11 to ensure details of local ESOL provision is included and have shared details with our partners to promote the site alongside existing services to support Ukrainian refugees.

3.11 HEY LEP Economic Growth & Workforce Wellbeing Strategy Delivery Planning

3.11.1 Having launched the strategy the next step to undertake is develop delivery plans for the four key priorities outlined in the strategy (P1 – Productive & Innovative Economy; P2- Clean Growth Economy; P3- Skilled and Inclusive Economy; P4 – Competitive & Resilient Locations) for the period up to 2026. These delivery plans will outline the strategic actions which the LEP and other partner agencies will undertake to deliver the vision and ambitions outlined within the strategy.

3.11.2 In order to complete this activity accurately there is a requirement to engage all LEP Sub-boards as well as Local Authorities and other stakeholders.

3.11.3 In 2019/2020, the Department for Business, Energy and Industrial Strategy (BEIS) introduced the requirement for all Local Enterprise Partnerships to produce a Delivery Plan to outline key targets for the forthcoming year. Plans must be created on an annual basis and the LEP produced a delivery plan for 2021/22 which was approved the board at the June 2021 meeting. The deadline for completion of this delivery plan for 2022/23 is May 2022.

3.11.4 The LEP Delivery Plan is a key part of the Assurance Framework which provides assurance to Government and Parliament (as well as the residents, businesses and other stakeholders) that there are robust systems and processes in place locally to ensure resources are spent with regularity, propriety and value for money.

3.11.5 Due to the limited time available to produce the 22/23 delivery plan the proposal is that HEY LEP undertake a twin track delivery planning process to complete a 22/23 LEP delivery plan focused upon items

wholly within the delivery remit of HEY LEP. At the same time consultation commences with LEP Sub-groups, Local Authorities and other stakeholders to produced delivery plans for the four strategic priorities outlined in the strategy for the period up to 2026, which captures a wider range of project and service delivery, including taking into account the guidance included in the Shared Prosperity Fund, once this has been announced.

3.12 Wider stakeholder engagement for the reporting period

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

- Hull & Humber Chamber of Commerce (SDF employer engagement)
- Department for Culture, Media & Sport (DCMS)
- CIPD Regional team
- Public Health England Regional team
- Engineering Construction Industry Training Board
- National LEP Network
- NP11
- Humber Principals Group
- Yorkshire & Humber Apprenticeship Ambassador Network
- Greater Lincolnshire LEP
- Humber Wind Cluster
- Careers & Enterprise Company