

PAPER A –SKILLS ADVISORY PANELS & LOCAL SKILLS REPORT

1. Summary

- 1.1. This paper provides an overview of the role of Skills Advisory Panels and the Local Skills Report.
- 1.2. It also provides an update on plans to refresh the HEY Local Skills Report by 28th January 2022.

2. Background

Skills Advisory Panels

- 2.1. Skills Advisory Panels (SAPs) were introduced by the Department for Education (DfE) in 2018/19 as part of their wider reform programme to transform technical education, raise the level of skills whilst also recognising the need for local areas to determine which skills are really needed. SAPs bring 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. This will help colleges, universities and other providers deliver the skills required by employers, now and into the future.
- 2.2. HEY LEP's Employment and Skills Board (ESB) will fulfil the responsibilities of the Skills Advisory Panel function.
- 2.3. SAPs operate within the DfE guidance and governance¹ and LEPs and Mayoral Combined Authorities (MCA) have been funded by £75k each year since April 2019 to undertake skills analysis and deliver on the expected outcomes set out by the DfE's SAP Programme team.

3. Local Skills Reports

- 3.1. Local Skills Reports (LSR) were a requirement of the 20/21 funding. The LSRs build on each LEP/MCA's existing skills analysis evidence base² to influence and engage with local partners.
- 3.2. The LSR sets out each areas' unique skills landscape, progress on skills-related activities, successes, challenges faced and future local skills plans. The DfE set out the expected format of the LSR and provided the data sets for each LEP/MCA. This consistency of approach was required as the LSRs also feed intelligence into central

¹ [Skills Advisory Panels](#)

² [Humber Skills Analysis Report 2019](#)

government and the national Skills and Productivity Board³ (SPB) to enable cross-area comparison.

3.3. LSRs are intended to help grow the influence of SAPs by:

- **Acting as an engagement tool** - a vehicle through which the SAP can directly engage, influence employers and providers to support the local skills agenda.
- **Being a 'go-to' document for everything local-skills related** - bringing together existing and new skills information into one consistent document common to all SAPs.
- **Clearly setting out key skills needs** – ensuring local skills needs are visible to partners.
- **Feeding intelligence to the national SPB and central government** – to enable the SPB to understand the needs and priorities of local areas and build a national picture of the supply and demand for skills.
- **Offering valuable insight and evaluation** – detail the progress made on local skills initiatives and outline future skills plans to plug key skills gaps.

3.4. DfE required the first LSR to be produced by March 2021. DfE provided data sets for the Humber region and to support the transition to the HEY LEP we included additional data specific to the HEY LEP area.

3.5. Key strengths, needs, cross cutting and sector priorities identified in the HEY LSR⁴ are summarised below:

Strengths

- Growing and strategically important sectors such as Clean Energy, Energy Intensive, Continuous Processing, Engineering and Assembly and Health & Pharmaceuticals.
- Well positioned for a green Covid recovery due to the cluster of engineering, manufacturing, logistics and construction activity.
- A broad range of high-quality education and training provision.

Needs

- Responding to higher level skill needs; the proportion of the population with Level NVQ4+ stands at 32% in Hull and East Yorkshire compared to 40% in England.
- Delivering digital upskilling across all sectors and cohorts to meet employer needs.

³ [Skills and Productivity Board](#)

⁴ [HEY LEP Local Skills Report](#)

- Removing participation barriers; 22% of all neighbourhoods within the HEY geography fall into the top 10% most deprived nationally for the education, skills, and training.

Cross-cutting Priorities:

- Upskilling and reskilling the workforce.
- Embedding digital skills.
- Delivering a green recovery through skills development.
- Retaining and attracting young people.
- Supporting labour market participation.

Sector Priorities:

- The Health and Social Care sector needs additional training capacity to support increased demand.
- 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.
- Developing the competitiveness of the Ports and Manufacturing clusters through meeting changing skill demands as a result of automation and digitalisation.
- Enabling services such as Digital Tech, Professional Services, Culture and Leisure require a talent pipeline to fuel growth.

3.6.A Skills Action Plan within the LSR was developed to respond to the strategic framework and in line with local and national skills priorities. The action plan applies to the new geography and will be reviewed as part of the work to develop the HEY Employment and Skills Strategy.

3.7. DfE have provided grant funding to LEPs/MCAs to refresh and publish their LSRs between 29th November 2021 and 28th January 2022 to align the reports with curriculum planning and have provided guidance outlining their expectations for this refresh.

3.8. Although this is expected to be a light touch refresh rather than a rewrite, for the HEY LEP we will need to remove some of the wider Humber references and provide more HEY specific data. We will also need to take account of the new HEY Economic Growth and Wellbeing Strategy which is currently under consultation with the final strategy expected by December 2021.

- 3.9. We will commission work to start on the refresh of our LSR with the aim of publishing this by 28th January 2022, this will allow the new LSR to incorporate the agreed priorities for HEY LEP and enable wider consultation on the skills element of the strategy. The updated LSR will provide a strong evidence base for the new HEY Employment and Skills Strategy.
- 3.10 To provide additional evidence to inform the new HEY LSR, we have commissioned research into green jobs and skills which will be presented at the December ESB meeting.
- 3.11 We have recently completed work to refresh our Skills Dashboard⁵ which includes most of the data sets required by DfE in the LSR. The dashboard has been published on our website and shared via our Skills Network newsletter.

4. Recommendations

- 4.1. The Board endorses the timeline to publish the HEY LSR by 28th January 2022 to enable the report to fully reflect skills priorities set out in the HEY Economic Growth and Wellbeing Strategy.

⁵ [HEY Skills Dashboard](#)