

Hull and East Yorkshire LEP Board

Employment & Skills Board Report

26th May 2022

Paper F – Report from Jayne Adamson, Chair, Employment & Skills Board

1. Summary

- 1.1. This paper summarises the progress made by the HEY LEP Employment & Skills Board and Employment & Skills team since the LEP Board meeting held on 31st March 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 Employment & Skills Board has ratified the Terms of Reference for the Apprenticeship & Technical Education working group. The purpose of this group is to ensure that local apprenticeship, technical and vocational education, learning and skills provision meets local economic need. The group will focus on the following areas:

- Research and influencing – identifying gaps in apprenticeship and end point provision; acting as the LEP’s voice in response to apprenticeship and technical education consultation; respond to local, regional and national apprenticeship and technical education developments reporting to the HEY LEP E&SB as appropriate.
- Promoting apprenticeships and T-Levels – working in partnership with stakeholders to improve opportunities for growth of apprenticeships at all levels; secure and promote additional funding resources to promote apprenticeships across the HEY area; to deliver activity that supports levy transfer by employers
- Collaborative use of data and shared intelligence – sharing intelligence on local employer demand identifying gaps and opportunities; understanding whether local provision adequately meets the needs of local employers; understanding whether there is suitable “End Point Assessment” resource; analysing apprenticeship trend data and observe labour market changes, risks and opportunities; understand progression routes for key economic sectors; fully understand learner journeys and collectively work to address unfilled vacancies
- Quality and peer group support – act as a peer group support network to collectively improve quality across all HEY providers.

3.1.2. The Employment & Skills Board has also ratified the Terms of Reference for the Career Aspirations working group. The overarching aim of this group is to ensure that residents of all ages in Hull & East Yorkshire are aware of available and emerging job opportunities and are given the information they need to access them. Doing so helps to ensure workforce availability and mitigate against loss of productivity resulting from skills shortage occupations and skills gaps. The group will focus on the following areas:

- Labour Market Intelligence (LMI)
- Collaborate with stakeholders to promote occupations linked to local key economic sectors, particularly those identified as skills shortage occupations
- Careers Quality Standards
- CPD for careers advisers & employability professionals
- Skills Pledge
- Employability Skills passport

3.1.3. Initial discussions have been held regarding reinstating The Talent Forum. Nikki Davies, the previous Chair of the group and E&SB member has agreed to continue to chair this group. Arrangements are being made for the initial meeting.

3.1.4. Arrangements are also underway for the first meeting of the reinstated HEY LEP Skills Network.

3.2. HEY LEP Employment & Skills Strategy

3.2.1. The Employment & Skills team has started work on producing a high-level Employment & Skills strategy.

3.2.2. The strategy will run concurrently with the HEY LEP's Economic Growth and Workforce Wellbeing strategy and will reflect the aims and objectives set out within it.

3.2.3. It will also reflect the priorities identified within the current Local Skills Report.

3.2.4. Looking ahead, it will provide the foundation for future strategic skills planning and will support the development of the Local Skills Improvement Plan (LSIP).

3.2.5. The Employment & Skills team has approached the local authorities for their input to ensure that the strategy also aligns with devolution aspirations and supports emerging Combined Authority structures and objectives.

3.3. Skills Advisory Panel Funding 2022-23

3.3.1. For the coming financial year of 2022-23, the DfE has 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 (LSIPs) beyond 2023. The DfE have placed restrictions on the amount of funding the LEP can spend prior to the LSIP designated ERB being appointed in autumn 2022 which has implications for what strategic skills planning research the LEP can commission in 2022/23. LEP's have been asked to submit a memorandum of understanding by 20th May 2022 outlining the focus of activities to produce and share local-level skills and labour market analysis. Once the ERB has been designated (early autumn 2022).

3.4. Local Skills Improvement Plans

3.4.1. Local Skills Improvement Plans are the successor to Local Skills Reports and will become the key strategic skills planning documents from 2023 onwards. They will align with the geographies of devolution in the long-term. They are to be delivered on behalf of government by a local designated ERB. Interested ERBs are required to submit an Expression of Interest by 6th June 2022 to the Department of Education to be considered for this role.

3.4.2. Eligible bodies to become designated LSIP ERBs 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.

3.4.3. 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.

3.4.4. 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.

3.5. Humber Freeport

3.5.1. 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. Recruitment to the proposed Freeport Skills Group is currently on hold until further developments have taken place.

3.6. Careers & Enterprise Company

3.6.1. During this term to date, the HEY Careers Hub has Supported 35 out of the 36 Careers Hub schools and colleges with their Compass self-evaluations. The data obtained from these assessments will be available shortly to share with schools.

3.6.2. A Grant Offer letter has been received by the LEP from the Careers and Enterprise Company to confirm funding for the academic year 22/23. This letter offers the financial contribution from the CEC to expand the Careers Hub to include all 51 schools in the HEY region.

3.6.3. The HEY LEP has secured match funding from a combination of local authorities and the Humber Outreach Programme to continue the current HEY Careers Hub model for the 2023/24 academic year which includes 36 schools. In order to maximise the CEC funding offer and expand the Careers Hub to include all 51 schools in the region, an additional match funding contribution of circa £26k is required. The LEP's Employment & Skills Team is in discussion with local stakeholders and is exploring options.

3.6.4. Local governance arrangements continue to be in place. The Careers Hub Steering Group met most recently on 30th March. It will meet again on 24th May with key partners to undertake a strategic planning and partnership development session.

3.7. Quality in Careers Standard

3.7.1. The LEP has successfully passed the annual review process for awarding bodies and gained positive comments about our engagement with schools.

3.7.2. Schools and colleges continue to work towards the Quality in Careers Standard.

3.8. The Humber Local Digital Skills Partnership

- 3.8.1. 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.
- 3.8.2. Good progress is being made with the Local Government Association funded Digital Skills tool. The LGA awarded the LDSP and Hull City Council £25k to develop this project which expands on the concept of the recently launched digital maturity tool for SMEs. It will create an online self-assessment tool which members of the public can use to understand the strengths and weaknesses of their digital skills. The tool will include information about relevant support, projects (national and local) and signposting to help people further develop their digital skills. The Humber LDSP and Hull City Council are joint leads for this project which will be rolled out nationally on completion.

3.9. Workforce Development

- 3.9.1. 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.
- 3.9.2. 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.
- 3.9.3. 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.

- 3.9.4. 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, and 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.
- 3.9.5. 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.

3.10. Skills Bootcamps 22/23

- 3.10.1. 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.
- 3.10.2. The Department for Education reviewed the proposals put forward and as the total value submitted exceeded the funds available at this time, they asked for revised proposals of 50% of the original application. Performance and further funding of the Bootcamps will be reviewed mid-year.
- 3.10.3. The local revised proposal was approved by DfE and up to £1,642,763 has been awarded for delivery in the 22/23 financial year. Hull City Council are currently procuring the delivery of the Bootcamps to start in the summer.

3.11 Good Work / Health & Wellbeing

- 3.11.1 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. An accompanying marketing campaign is also planned with the aim for the new website and resources to be available from June 2022. The site will be launched on 7th June at the "HEY Workforce" event which is being held as part of Business Week.

3.12 Wider stakeholder engagement for the reporting period

3.12.1 Since the previous meeting of the HEY LEP 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 & LSIP ERB)
- Department for Culture, Media & Sport (DCMS)
- CIPD Regional team
- Active Humber
- Humber Industrial Cluster Plan
- National LEP Network
- NP11
- Humber Principals Group
- Yorkshire & Humber Apprenticeship Ambassador Network
- Greater Lincolnshire LEP
- York & North Yorkshire LEP
- Humber Offshore Wind Cluster
- Careers & Enterprise Company
- BAE Systems