

Hull and East Yorkshire LEP Board

Employment & Skills Report
Report to the Board, 31st March 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 19th January 2022.

2. Recommendations

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

3. Report

3.1. **Employment & Skills Board**

- 3.1.1. At its most recent meeting on 21st February 2022 the board received a detailed briefing on the new Local Skills Report for 2022/23, a briefing on the recently published Levelling Up White Paper and the LEP's proposals for the expansion of the HEY Careers Hub.
- 3.1.2. Full minutes of the meeting are attached at appendix 1.
- 3.1.3. Future meetings are scheduled to take place on:
 - Monday 25th April 2022
 - Monday 27th July 2022

3.2. **Employment & Skills working groups**

- 3.2.1. 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.
- 3.2.2. 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.
- 3.2.3. 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.

3.2.4. Arrangements are also underway for the first meeting of the reinstated HEY LEP Skills Network on 10th May.

3.3. Local Skills Report

3.3.1 The LEP is required to refresh the Local Skills Report (LSR) annually and publish the updated document by the end of January to enable local education, learning and skills providers to use the content to inform curriculum planning. The LSR for 2022 was discussed at the ESB and is published [HERE](#). The Employment and Skills team will promote the report to providers and the evidence will inform other skills funding opportunities such as the Strategic Development Fund 2022-2023 which is due to be launched in April 2022.

3.4. Humber Freeport

3.4.1. The HEY LEP Executive Team continues to support the development of the Freeport.

3.5. Careers & Enterprise Company

3.5.1. During this term to date, the HEY Careers hub has undertaken the following activity:

- A virtual parents/carers event held in conjunction with our Digital Skills Partnership regarding careers in the digital sector.
- A week of employer encounters delivered virtually to schools and colleges through the Festival of Skills. Twenty sessions were available for schools/colleges to log into. This was delivered in partnership with the Humber Outreach Programme.
- Mark Burley from Keepmoat Homes will act as the Chair for the Cornerstone Employers group and represent the group nationally.

3.5.2. Local governance arrangements continue to be in place. The Steering Group met most recently on 10th February. It will meet again on 30th March. The group have approved the strategic delivery plan for the academic year and have the opportunity at each meeting to add items to forthcoming agendas.

3.6. Quality in Careers Standard

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

3.7. The Humber Local Digital Skills Partnership

- 3.7.1. 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.
- 3.7.2. 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.
- 3.7.3 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.
- 3.7.4 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
- 3.7.5 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 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.

3.8. Workforce Development

- 3.8.1. Since our last report update the Workforce Development Business Advisor has continued develop and progress this new role. Focussing on establishing support links with large and SME business, 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 Hun and HEY Workforce offer.
- 3.8.2. The Workforce Development Business Advisor has successfully established links with 34 employers, facilitating both face to face and

virtual networking opportunities across the Hull and the East Riding to communicate the apprenticeship offer with view growing the number of businesses taking on apprentices.

- 3.8.3. Links have been established with several local levy paying employers in respect of negotiating accessing their unspent levy funds. This levy gifting would be specifically utilised to support the growth and development of local SME business across the Hull and East Riding. I am pleased to report that the impact of this work has resulted in several companies pledging financial support to be considered on an individual basis.
- 3.8.4. One company in particular have pledged £25k which is a significant amount of levy fund reinvestment into the local economy to support future SME and Training provider requests for levy transfer support. The HEY Workforce Employment and Skills Team have agreed to act as gateway coordinator, monitoring all third party enquiries and triaging them according to the company's specifications.
- 3.8.5. The Workforce Development Business Advisor continues to work closely with a member of the HEY LEP Board to develop a new apprenticeship standard to fill an identified gap in the modular build and Caravan industry. As a result significant progress been made in moving this occupational standard forward. A trailblazer group has been established and is being supported by an Institute for Apprenticeships and Technical Education (IFA&TE), Product Manager to help with its development.
- 3.8.6. In preparation for the pending arrival of Ukrainian refugees to the UK, The Workforce Development Business Advisor has been working with Hull City Council's Employment Hub, East Riding Council's Vulnerable Person's Resettlement Scheme and Path Finders. The purpose of this has been to set up a 'Consortium of Employers' that would be willing to offer a sponsorship and/or a pledge of support to help ease the resettlement process within Hull and the East Riding brought about as a result of the sudden transitional changes experienced. This is in its early stages but already have secured a significant sponsorship pledge 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. Moving forward we would like to promote this on a wider scale to appeal to wider employers to generate more sponsorship pledges.

3.9 Skills Bootcamps 22/23

3.9.1 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 Good Work / Health & Wellbeing

3.10.1 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.

3.10.2 Considerable progress has been made on this project. 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 April 2022.

3.11 Wider stakeholder engagement for the reporting period

3.11.1 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