

Hull and East Yorkshire LEP Board

Employment & Skills Report

Report to the Board, 19th January 2022

Paper G – 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 25th November 2021.

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 6th December 2021 the board received a detailed briefing on the outcomes of the Green Jobs and Skills Analysis. It also received briefings on the refresh of the Local Skills Report and Humber Local Digital Skills Partnership.
- 3.1.2. Local authority partners have now nominated representatives.
- 3.1.3. Full minutes of the meeting are attached at appendix 1.
- 3.1.4. Future meetings are scheduled to take place on:
 - Monday 21st February 2022
 - Monday 25th April 2022
 - Monday 27th July 2022

3.2. **Employment & Skills working groups**

- 3.2.1. The Employment & Skills team are working with the Chairs of the CEIAG, Apprenticeship & Technical Education working groups and the Skills Network on a schedule of meetings for 2022/23.

3.3. **Green Jobs and Skills Analysis**

- 3.3.1 The Green Jobs and Skills Analysis research, undertaken by Energy and Utility Skills, was presented at December's Employment and Skills Board. The analysis outlines the "green" jobs and skills requirements likely to emerge across the HEY LEP region and surrounding area over the coming years and identifies the skills and competencies required for the following industries: Agriculture/Agri-tech, Domestic low carbon technologies, Electric vehicles, Carbon capture, utilisation and storage, Hydrogen, Offshore wind and nuclear, Smart and resilient utilities networks, Waste

management, recycling and the circular economy, Information technology, artificial intelligence and data science.

- 3.3.2 The research looked at the available pathways into the green economy and has highlighted areas of focus for the Employment and Skills team to explore further with providers.
- 3.3.3 The recommendations in the report will inform the refreshed Local Skills Report and future Employment and Skills Strategy.
- 3.3.4 The full report is attached at appendix 2. Recommendations are listed on page 83.

3.4. Local Skills Report

- 3.4.1. A refresh of the Local Skills Report (LSR) is currently underway and will be published by 28th January 2022 as required by the Department for Education (DfE). The evidence and data in this new report will also be used in the new Employment and Skills Strategy.

3.5. Humber Freeport

- 3.5.1. The HEY LEP Executive Team is supporting the development of the Freeport Business Case specifically the skills and employment section.
- 3.5.2. Recruitment for the Freeport Skills Group is underway. Interested parties are required to submit an Expression of Interest via the Freeport website (<https://humberfreeport.org/skills/>)
- 3.5.3. The closing date for Expressions of Interest is Friday 21st January 2022.

3.6. Careers & Enterprise Company

- 3.6.1. During this term to date, there has been a lot of activity within the Careers Hub including
 - A successful meeting was held between all careers Leaders, Enterprise Advisers and Cornerstone employers which gave everyone the opportunity to look at how they can collectively support one another.
 - Twilight virtual sessions were delivered to parents around the topics of progressing to HE and apprenticeships. These were supported by employers and colleagues from HOP.

- An evening training session was delivered to school and college Careers Link governors. This proved to be very well received and another will be offered in the Spring Term.
- We now have 8 Cornerstone employers. These include; Copernus; Cranswick; Balfour Beatty; Engie; Smile Foundation; Wienerberger; Arco; Keepmoat Homes and BAE Systems. They will next meet on 12 January to look at how they can collectively support schools and colleges.

3.6.2. Local governance arrangements continue to be in place. The Steering Group met on 12 November and 21 December. It will meet again on 17 January. 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.

3.7. Quality in Careers Standard

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

3.8. The Humber Local Digital Skills Partnership

3.8.1. The intended DCMS Ministerial visit, that was due to take place on 13th December 2021, was postponed in agreement with DCMS, until early 2022, due to uncertainty around Covid-19. A revised event date will be circulated, once confirmed with DCMS.

3.8.2. At the December 2021 Humber LDSP steering group meeting, members agreed an action plan around three main digital skills themes: Provision, Careers and Engagement, which resulted in the production of a ten-point action plan of activity for 2021-22, including:

1. Digital skills provision heat map roll out.
2. Digital capability self-assessment tool for SMEs roll out.
3. Work in consultation to develop digital skills resources for primary school careers education, to aid pupils and teachers.
4. Publication of a portfolio of case study videos, focussing on digital careers.
5. Tech Talks Humber - develop and deliver a short series of digital and technology themed talks by industry experts. It is hoped that this output will help to raise the profile of digital and tech in the region and inspire more people to take up career opportunities in this sector.
6. The HEY LEP and Greater Lincolnshire LEP will work together to revise and update the Humber Digital Skills Analysis research, formerly published in March 2020. The updated research will also aim to include an assessment of digital eco systems infrastructure in the Humber which will inform future strategy.

7. Work with academic institutions to help increase the digital capability of individuals and organisations by undertaking a range of digital skills needs interventions including assessments and signposting to suitable and available provision.
8. Facilitate the take up of basic digital skills provision by encouraging businesses and employers, within the technology sector, to work with providers to highlight the opportunities of increased use of digital technologies in the Humber region.
9. Support businesses to adopt digital technology, by working closely with the HEY LEP's Growth Hub.
10. Undertake initial scoping on the development of a potential digital strategy for the HEY LEP area.

- 3.8.3. The Humber LDSP Manager is currently working with the HEY LEP's Senior Advisor on Employment & Skills on:

Green Jobs and Skills Analysis research – which incorporates digital as a major cross-cutting theme. The appointed Consultant currently undertaking this research, provided a work in progress update at the December Humber LDSP steering group meeting.

Digital Skills Research Analysis refresh - working in collaboration with Greater Lincolnshire LEP's Skills team to identify a consultant to deliver updated digital skills analysis in the Humber.

- 3.8.4 The HEY LEP, in conjunction with the Humber LDSP and Hull City Council, helped to secure the awarding of five new local Digital and Technology Skills Bootcamps from The Coder's Guild, Hull College and Connexin, which will be implemented and delivered between January and March 2022.
- 3.8.5 The HEY LEP is currently working up a business case to DCMS requesting the continuation of match funding to support the role of Humber Local Digital Skills Partnership Manger within the financial year 2022-23.

3.9. Workforce Development

- 3.9.1. The LEP has recruited to the vacant post of Workforce Development Business Advisor.
- 3.9.2. Progress to date has focussed on establishing links with training providers to understand existing employer relationships, provision offer and agreeing ways of working.
- 3.9.3. Links between employers and providers have already been made 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. This

is in addition, to promoting other opportunities such as Made Smarter, T-Levels, creating Traineeship, Work Experience and Internship placements to businesses to bring added value.

3.9.4. The Workforce Development Business Advisor is working with a member of the HEY LEP Board to develop a new apprenticeship standard to fill an identified gap in the modular building industry. As a result of a combined effort, eight companies have expressed an interest in taking this opportunity forward.

3.9.5. Working in collaboration with the HEY LEP Digital Skills Team another key focus has been to promote the (Made Smarter) Digital Technologies training offer. This programme is currently running as a pilot until March 2022 and can provide eligible businesses access to: Digital Road Mapping; Intensive Technical Support; Digital Internships and the specialist Made Smarter Leadership & Management Training. As a result this has generated interest from a range of training providers in advancing their own skills with their Leadership training programme which is designed to enhance their company.

3.10. Wider stakeholder engagement for the reporting period

3.10.1. Over this reporting period, 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 (LSIP)
- 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 (post-16 providers)
- Yorkshire & Humber Apprenticeship Ambassador Network
- Greater Lincolnshire LEP

3.11 Skills Bootcamps 22/23

3.11.1 DfE are in the process of launching plans for Wave 3 of the Digital and Technical Skills Bootcamps. The Autumn Spending Review confirmed significant investment and scaling up of the Skills Bootcamps programme with approximately £150m available from the National Skills Fund for the 2022-23 financial year.

3.11.2 DfE want to work in partnership with LEPs to scale up delivery and to achieve a balance between grant funding local areas and national / sectoral procurement. DfE are looking for non-MCA local authorities,

broadly in line with LEP geographies, to submit proposals of upwards of £1m, there is scope to work with other LEPs and Local authorities to submit a joint proposal where the geography and skills requirements make sense.

- 3.11.3 The HEY LEP Employment & Skills team are working with Hull City Council (as the Lead Accountable Body) and partners to develop proposals by 15th February 2022.