

## **1. Summary**

- 1.1. This paper summarises the progress made by the HEY LEP Employment & Skills team since the LEP Board meeting held on 21<sup>st</sup> July 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. Recruitment to the new Employment & Skills Board is now complete. Details of board members are provided at appendix 1.
- 3.1.2. Draft Terms of Reference are complete and will be ratified at the inaugural Employment & Skills Board meeting.
- 3.1.3. Meeting schedule has been set:
- Thursday 21<sup>st</sup> October 2021
  - Monday 6<sup>th</sup> December 2021
  - Monday 21<sup>st</sup> February 2022
  - Monday 25<sup>th</sup> April 2022
  - Monday 27<sup>th</sup> July 2022

### **3.2. Employment & Skills working groups**

- 3.2.1. The previous Humber LEP has a series of Employment & Skills related working groups which helped deliver its agenda. The majority of these groups will have a crucial role to play in delivering the new HEY LEP aims and objectives and the Chair and LEP team are considering how these will be taken forward under the new governance arrangements.
- 3.2.2. This will be an agenda item for the inaugural Employment & Skills Board meeting.
- 3.2.3. The HEY LEP team has held initial discussions with colleagues from the Greater Lincolnshire LEP about how to progress the working groups that still retain a Humber-wide operational footprint.

### **3.3. Skills Advisory Panel Programme**

- 3.3.1. The Employment & Skills Team is in the process of commissioning a “Green Skills Analysis” to deepen our understanding of the current green skills landscape across the Hull and East Yorkshire area. The research will use existing published reports, analysis to forecast the skills needed to enable the region to reach its ambition Net Zero targets and will inform the refreshed Local Skills Report and future Employment and Skills Strategy.
- 3.3.2. A refresh of the Local Skills Report will be undertaken and published by January 2022 as required by the Department for Education. Aligned with this is a review of the supporting labour market intelligence (LMI). Updated LMI will include data sets disaggregated from Humber level to Hull & East Riding level where available. The data in this new report will also be used in the new Employment and Skills Strategy. External support to deliver these will be commissioned in October 2021.

### **3.4. Careers & Enterprise Company**

- 3.4.1. In Spring 2021, the New HEY LEP submitted an Expression of Interest (Eol) Form, to create a new HEY LEP Careers Hub with effect from 1 September 2021. This Eol was granted and the HEY LEP has now formed a new Careers Hub within the HEY LEP geography comprising of thirty-five schools and colleges. Fourteen of these schools were already in the former Humber Careers Hub. The additional twenty-one whilst not in the former Careers Hub, were members of the Enterprise Adviser Network (a network of schools). There remain fifteen schools in the HEY LEP region that are not currently part of the Careers Hub. This is due to the capacity of the current staffing structure. All schools have completed a Memorandum of Understanding (MoU) and an Expression of Interest form. Enterprise Advisers will also complete a new Memorandum of Understanding. The ultimate plan and aspiration will be to include all HEY schools in the Careers Hub (by Sept 2022).
- 3.4.2. Local governance arrangements will continue to be in place. The Steering Group is being refreshed and both Local Authorities have had the opportunity to be central in these discussions. New Terms of Reference are being written for consultation at the first meeting on 13 October.
- 3.4.3. As part of the new HEY LEP Careers Hub we have recruited new and existing employers to form a new Cornerstone group, they will work together strategically across the region to develop activities & resources for schools & careers leaders. We have looked at key industry sectors to influence this group and it is anticipated this group will grow over time.

- 3.4.4. A Strategic plan (accompanied by an operational work plan) has been developed by members of the team. This plan is a national template which all Careers Hubs will use for planning, monitoring termly. The plan locally will be used as a working document to help support an even work flow and alignment to local HEY LEP priorities as it draws on actions from the LSR. The plan developed in HEY LEP has been used to demonstrate good practice in other areas and referred to at recent national training.

### **3.5. Quality in Careers Standard**

- 3.5.1. Schools and colleges continue to work towards the Quality in Careers Standard. The Humber LEP went through a reaccreditation process in February to be able to continue awarding the Quality in Careers Standard which has now transferred to the HEY LEP. Previously, the Humber LEP has been able to fund schools to gain the standard and to go through the review process however at present all funds we have to support this are committed. Future schools and colleges may be required to pay the full cost.

### **3.6. The Humber Local Digital Skills Partnership**

- 3.6.1. The HEY LEP's business case, recently submitted to the government department of Digital, Culture, Media and Sport (DCMS) seeking match funded financial support to extend the Humber Local Digital Skills Partnership independent pilot and the associated manager post, was successful and will enable the partnership to continue for another 12 months beyond September 2021. A soft re-launch of the LDSP will take place later in the autumn which will see the Humber LDSP officially incorporated into the national pilot programme.
- 3.6.2. The LEP's Employment & Skills team are currently making arrangements to welcome a representative from the DCMS to Hull and East Yorkshire on Monday 8<sup>th</sup> November. Whilst here, they will attend the LDSP meeting scheduled for the same day.
- 3.6.3. A condition of DCMS funding is an agreement by the HEY LEP to comply with DCMS's statutory reporting requirements which include the submission of a detailed monthly activity report and attendance by the Digital Skills Manager at monthly Regional Coordinators meetings (virtually or in person) along with other representatives from the seven other Local Digital Skills Partnerships.
- 3.6.4. At the next meeting of the Humber LDSP steering group on 27<sup>th</sup> September, a discussion with members will take place which will provide an overview of the new DCMS reporting requirements, future expectations and scope. A further board update will follow in due course.

### 3.6.5. Outputs achieved in the first year of activity include:

- Digital skills training Heat Map
- Digital Skills maturity and capacity self-assessment diagnostic tool
- Inspirational digital adoption case studies
- Dedicated Humber Local Digital Skills Partnership website
- LDSP recognised as leading on the local digital strategy resulting in additional members joining the steering group including Ron Dearing UTC, West Yorkshire Combined Authority's LDSP, East Riding of Yorkshire Council and Arco.
- Involvement of high-profile partners to inform strategic development including C.B.I. and Ada. National College for Digital Skills.

### 3.7. Staffing update

- 3.7.1. The Employment & Skills team recently recruited for a “Workforce Development Business Advisor”. The role aims to increase local apprenticeship opportunities by assisting local businesses to access apprenticeship grant funding, facilitating unspent levy transfer across local supply chains, creating work placement capacity for traineeships and vocational learning and promoting T-Levels. The vacancy was not recruited to and has been re-advertised. Secondments for the position would be considered.

### 3.8. Wider stakeholder engagement for the reporting period

- 3.8.1. 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
- Engineering Construction Industry Training Board
- CIPD Regional team
- Public Health England Regional team
- Humber Offshore Wind Cluster working group
- All Energy Technician Apprenticeship working group
- NHS Humber Coast & Vale Workforce Development Board
- National LEP Network
- Humber Principals Group (post-16 providers)
- ESIF Leads (ESIF operational working group)
- Yorkshire & Humber Apprenticeship Ambassador Network
- West Yorkshire Combined Authority Employment & Skills Team
- ESFA steering group meetings

### 3.9. Horizon Scanning

- 3.9.1. Humber Freeport: Offers opportunities to maximise social value through coordinated economic development and employment & skills projects. The HEY LEP team are currently working with the Freeport Steering Group to develop their plans.
- 3.9.2. Youth Futures Foundation – systems review initiative aiming to improve outcomes for disadvantaged young people.
- 3.9.3. Pipeline items relating to careers:
- Careers private members bill – Careers will be debated at length in the House of Commons and at committee stage with legislative changes on the table
  - Skills Bill – Careers has featured in the course of debates and committee stages in the Lords so far.
  - Baker consultation – Increased “noise” on strengthening the Baker clause and debate on the issue of young people knowing enough about apprenticeships
  - Publication of Lords Youth Unemployment enquiry report – Careers has been a significant focus of this enquiry. Publications will be widely read and reported on.

## **APPENDIX 1 – Employment & Skills Board membership**

- Jayne Adamson – CHAIR – Humber Coast & Vale Integrated Care System
- Andy Crossland – Humber Learning Consortium
- Prof. Becky Huxley-Binns – University of Hull
- Catherine Bishop – Tigers Trust
- Danny Brett – Bishop Burton College
- David Gent - Active Humber
- Iain Elliott - HETA
- Kirsty Bark - Sonoco Trident
- James McIntosh - CATCH
- Laura Botham - Siemens
- Liz Hutchinson - DWP
- Mark Burley - Keepmoat
- Michelle Peacock - National Careers Service
- Mike Welsh – East Riding College and Chair of the Humber Principals Group
- Nikki Davies - Victoria Plumb
- Pat Coyle - IoD
- Sarah Bone - Headlands School
- Sue Balthazaar – Probe
- Local authority representation – to be confirmed
- Chris Howell – HEY LEP Employment & Skills Manager
- HEY LEP secretariat support