



Hull and
East Yorkshire
Local Enterprise
Partnership

Hull & East Yorkshire Local Skills Report Annexes – Core Indicators and Additional Data

January 2022



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Annex A - Core Indicators

Local Landscape

- The HEY LEP Economic Growth and Workforce Wellbeing Strategy has been developed to provide a set of priorities and objectives which highlight the needs of the private sector in the HEY LEP region whilst aligning with the individual economic strategies set out by the two regional local authorities. Priorities address productivity & innovation, clean growth energy, upskilling, and actions to enhance HEY LEP's location. These will be achieved through business-led initiatives and partnerships targeted towards HEY LEP's 8 key sectors (see Annex B), with the LEP acting as a convener to provide access to services resources and support.
- The Humber Estuary Plan (see Annex B for more information), overseen by the Humber Leadership Board, sets out how the Humber Region will accelerate clean growth in the Energy Estuary, develop the Humber Ports and Manufacturing Clusters, manage the Humber Estuary and attract and deliver new investment. Following the closure of the Humber LEP, the Humber Leadership Board (HLB) was reorganised as a joint committee with membership comprising of the Leader and one executive member from each of the four local authorities. The plan includes a clear map of progression towards key priorities such as achieving a net zero carbon industrial cluster by 2040 and developing the skills that support these industries. HEY LEP will support activities associated in achieving the priorities of the Humber Estuary Plan.

Challenges include:

- High Income, Employment and Education deprivation in the City of Kingston upon Hull
- An increasingly ageing population which will reduce the pool of labour in the HEY region
- A higher proportion of lower skill occupations in the HEY LEP region
- Lower wages in the HEY LEP region compared to the national average
- A productivity gap between HEY and England

Opportunities include:

- A large manufacturing base which is well positioned to capitalise on HEY LEP's key sectors and high value opportunities
- High employment levels in priority sectors such as health and social care which are important within the context of COVID-19 and an ageing population
- Sector specialisms in engineering, manufacturing, logistics, construction, and professional services have high-value growth potential and will be critical to COVID-19 recovery in the HEY LEP region.
- Growing optimism in the 12- month outlook of the Yorkshire and Humber in the recovery of COVID-19

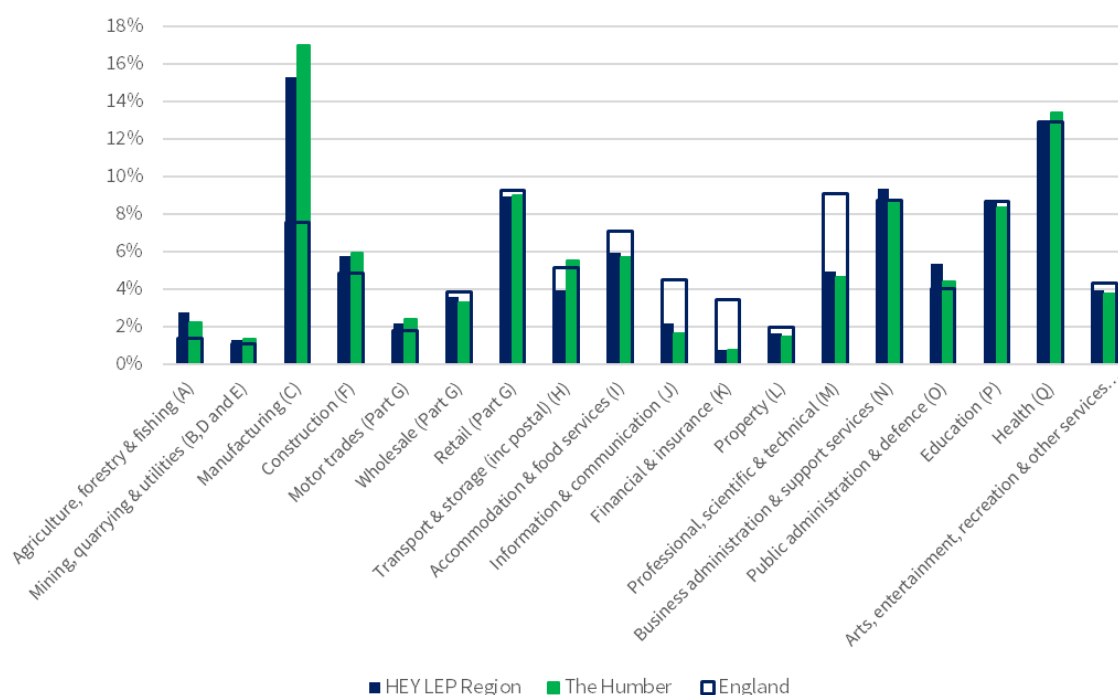
- A.1 The annex presents the HEY LEP geography as the focus for analysis. Consideration is given to local authorities within the HEY LEP (Kingston upon Hull and East Riding of Yorkshire), and benchmarks include the wider Yorkshire and Humber region and England. Where HEY LEP data isn't available, the historic Humber LEP geography is used. The Humber LEP geography is also used in relation to sectoral analysis in recognition of functional economic geography in relation to travel to work patterns.

Employment by sector

- A.2 There are around 250,000 jobs in Hull & East Yorkshire which account for 10% of the 2.4 million total jobs in Yorkshire and Humber.

- A.3 The main sectors of employment in Hull & East Yorkshire include manufacturing (15% or 38,500 jobs) and health (13% or 32,500 jobs). Together these sectors account for 28% of total employment in the HEY region. These sectors align with the main employment sectors seen in the Yorkshire and Humber region, in which manufacturing and health account for a slightly lower share at 24% of total jobs.
- A.4 The share of employment within these three sectors in the HEY LEP region is higher than at the national level (28% vs 20% nationally). Hull & East Yorkshire's strong manufacturing employment base aligns with the strategic priority sectors including Haulage & Logistics and manufacturing.

Figure A.1 Employment by Sector, 2020

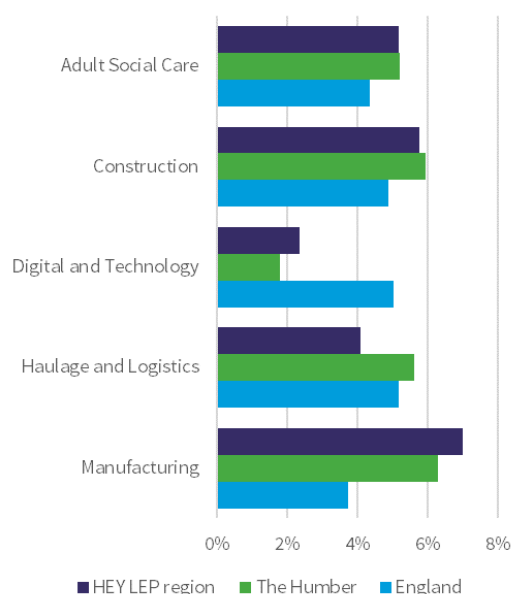


Source: Business Register and Employment Survey, 2020 (published 2021), 2021 SAP boundaries

- A.5 The most exposed sectors to the impact of COVID-19 (accommodation & food, manufacturing, retail & sales, and transport & logistics) account for 34% of Hull & East Yorkshire's employment base (and 37% across Yorkshire & Humber) which is higher than the national average (29%). This results from the large manufacturing presence in both areas. The HEY LEP COVID-19 Impact Assessment states that Hull & East Yorkshire and Yorkshire & Humber were less exposed to the impacts of COVID-19 on employment than at a national level when the manufacturing sector is not taken into account.

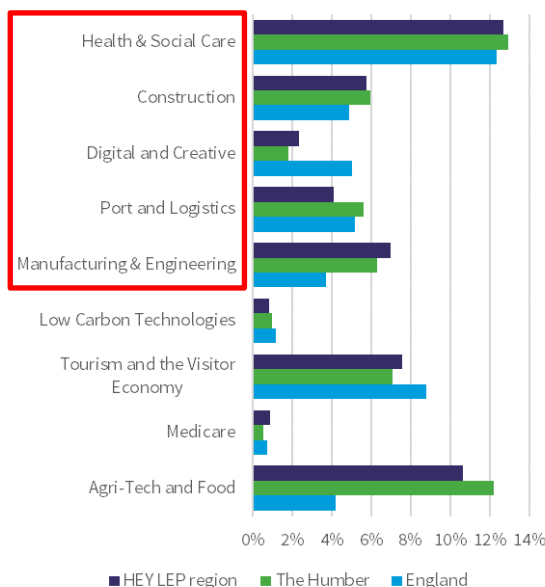
- A.6 The Location Quotient (LQ) is a measure of the concentration of employment within a given sector relative to the level seen nationally. A LQ value above 1.0 is considered specialised, and sectors that are represented highly in the HEY LEP area include agriculture, forestry and fishing (LQ 2.0), manufacturing (LQ 2.0), public administration and defence (LQ 1.3) and motor trades (LQ 1.2).
- A.7 Local authority analysis shows that the agriculture, forestry, and fishing (LQ 3.6) sector is most specialised in the East Riding of Yorkshire, whilst manufacturing is highly specialised in North Lincolnshire (LQ 3.0). Regional findings show that only the Manufacturing sector is specialised in Yorkshire and Humber compared to the national average (LQ 1.5).
- A.8 Figure A.2 and Figure A.3 provide a tailored insight into employment within the HEY LEP region. These display employment by government priority sector (as defined by the supplementary guidance note) and employment by key sectors detailed in the HEY LEP Economic Growth and Workforce Wellbeing Strategy (See Annex B). The red box shows that an overlap exists between HEY LEP's key sectors and government priority sectors. Note that Ports & Logistics and Haulage & Logistics use the same SIC code definitions and only differ by terminology. Full sector SIC code definitions can be found within the Additional Indicator workbook in Annex B.

Figure A.2 Employment by Government Priority Sector, 2020



Source: ONS Business Register and Employment Survey, 2020 (published 2021), 2021 SAP boundaries.

Figure A.3 Employment by HEY LEP Economic Growth and Wellbeing Strategy, 2021 Key Sectors, 2020



Source: Business Register and Employment Survey, 2020 (published 2021), 2021 SAP boundaries

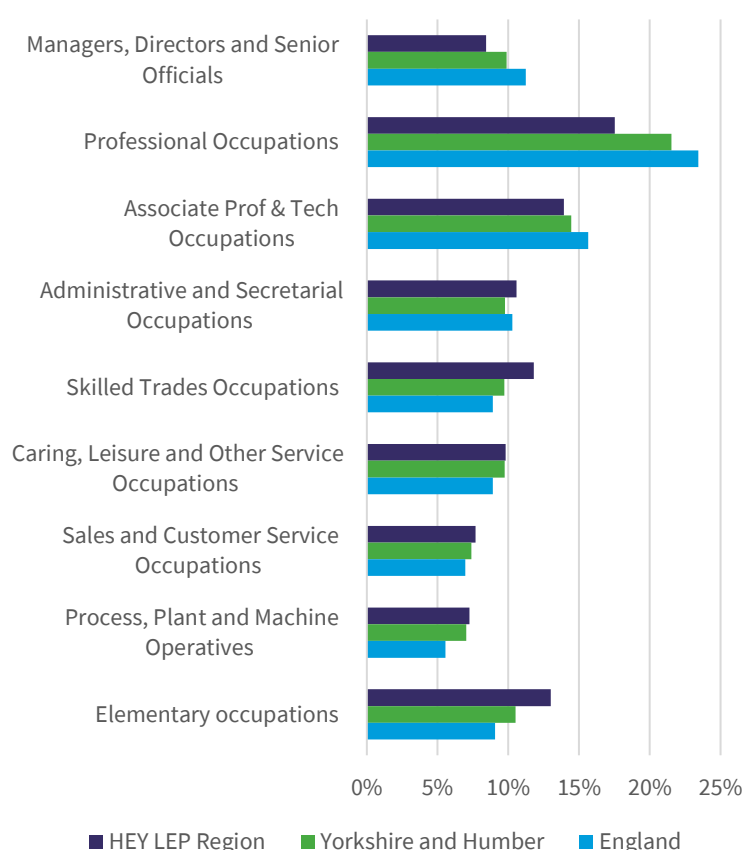
- A.9 Health and Social care (13%), Agri-Tech and Food (11%), and Tourism and the Visitor Economy (8%) are the largest sectors of employment within the HEY LEP's key sectors. The Health & Social Care sector and the Tourism and the Visitor Economy sector present similar proportions of employment to the Humber and England, whereas the Agri-Tech and food sector has significantly higher levels of employment in the HEY region (11%) than at a national level (4%).
- A.10 Employment by government priority sector highlights manufacturing as an important sector for the HEY LEP region (7% employment compared to 4% nationally). However, employment within the digital and technology sector is under-represented compared to national levels (2% in the HEY LEP region vs 5% nationally).

- A.11 Hull and East Yorkshire's employment profile and geography, including clustering of engineering, manufacturing, logistics, construction, and professional services around the Energy Estuary, means that the area is well-positioned within the context of a green COVID recovery that prioritises green infrastructure and growth.
- A.12 The HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021, (see Annex B) highlights Green Growth as a priority and states that Hull and East Yorkshire aims to be a net zero carbon industrial cluster by 2040. This aligns with the current strengths and capabilities on the Humber Estuary.

Employment by occupation

- A.13 The main occupations of employment in the HEY LEP region are professional occupations (18%) followed by associate professional & tech occupations skilled trades occupations (14%), elementary occupations (13%) and skilled trade occupations (12%).
- A.14 The occupational profile of the HEY LEP region suggests a broad base of employment within low and medium skill occupations, with higher skill occupations accounting for a smaller share of jobs locally than is seen nationally. Managerial, professional, and associate professional jobs account for only 40% of total jobs in Hull & East Yorkshire compared to 50% nationally.

Figure A.4 Occupations by area, 2021



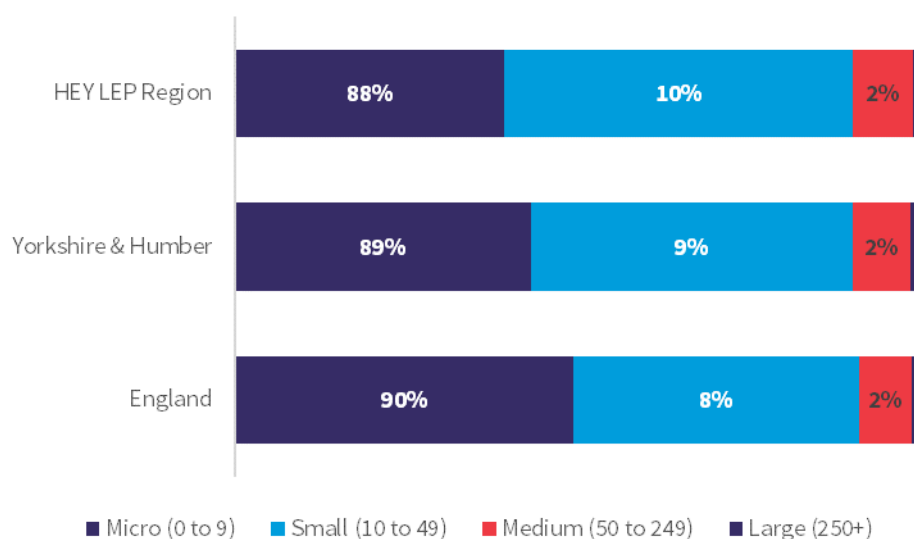
Source: Annual Population Survey, July 2020 – June 2021, 2021 SAP boundaries

- A.15 When the local geography of Hull & East Yorkshire is examined, higher level occupations account for 46% in the East Riding of Yorkshire but only 32% in the City of Kingston upon Hull.

Enterprises by employment size band

- A.16 Hull & East Yorkshire is home to around 20,300 businesses which accounts for around 11% of enterprises within Yorkshire and Humber. The business profile of the HEY LEP region is dominated by micro businesses (88% of all businesses locally), similar to the share in Yorkshire and Humber (89%) and nationally (90%). Hull & East Yorkshire also has a slightly larger share of small-sized businesses (10%) than the regional (9%) and national share (8%) whilst the proportion of medium-sized and large businesses in the immediate area reflect levels across Yorkshire and Humber and those seen nationally. This implies that the HEY LEP region has a smaller-than-average size of businesses which is more pronounced than in Yorkshire and Humber and national levels.
- A.17 Within the local geography, notable deviations from national trends include a significantly larger proportion of small-sized businesses (13%) in the City of Kingston upon Hull, and lower shares of micro businesses (84%) than at the national level. The City of Kingston upon Hull also has a larger share of large businesses (0.7% vs 0.4% nationally).
- A.18 Hull & East Yorkshire's larger proportion of Micro and Small businesses means that the area may be impacted by some of the impacts of COVID-19, as smaller businesses are associated with a higher risk of insolvency.

Figure A.5 Enterprises by employment size band, 2021



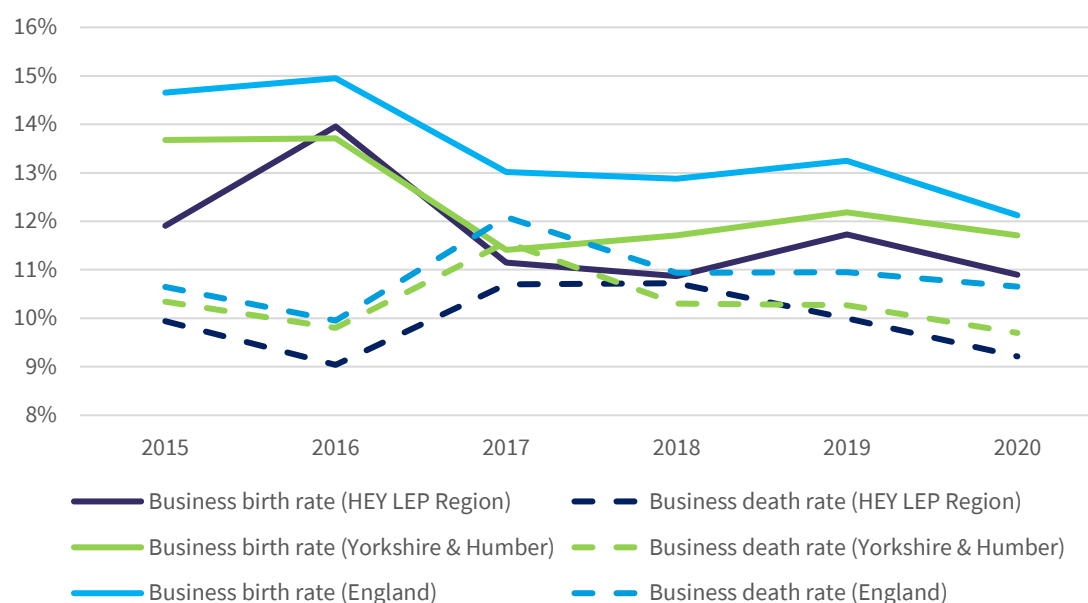
Source: UK Business Counts, 2021, 2021 SAP boundaries and LA boundaries: Note Large enterprises round to 0% of overall enterprises in Hull & East Yorkshire, Yorkshire & Humber and England.

Business demography

- A.19 Business births as a percentage of the business base in the HEY LEP region stand at 11% which is in line with the Yorkshire and Humber (12%) and the national average (12%). Business birth rates in the HEY LEP region and Yorkshire and Humber have remained fairly constant between 2015 and 2020, with small annual fluctuations of 1-2% in line with business birth rate change seen nationally.
- A.20 Business death rates in the HEY LEP region have remained relatively consistent between 2015 and 2020, with small variation of around 1% annually in line with annual changes seen nationally. Yorkshire and Humber have seen business death rates remain at 10% across the period with a 2017 fluctuation to 12%.

- A.21 Net business births provide a measurement of the difference between business births and business deaths as a proportion of the total business base. Hull & East Yorkshire had a positive business rate of 2% in 2020 which higher than England (1%). Additionally, the net business birth rate in the immediate area has remained stable at 2% from 2015. Over the same period, business rates declined nationally by 3%. The City of Kingston upon Hull (2%) and East Riding of Yorkshire (1%) have similar net birth rates to the national average (2%).
- A.22 At the onset of the first national lockdown in March 2020, there was a peak in corporate insolvencies in the HEY LEP region (23 insolvencies). This level was not sustained, likely as a result of unprecedented government business support programmes, such as furloughing employment, small business grants, business rates holidays etc. Gazette insolvency data for September 2021 shows 12 corporate insolvencies in the HEY LEP region.
- A.23 Between January and September 2021, Insolvencies of businesses within Hull & East Yorkshire were higher in East Riding of Yorkshire (56%) than Kingston upon Hull (44%). The sectors hardest hit include Accommodation and food service activities (11%) and Professional, Scientific and Technical activities (11%). The wholesale and retail sector also had a relatively high number of insolvencies registered (10%) as the impacts of COVID-19 on the high street and town centres, including closure of national retail chains caused business disruption within these sectors. Supply chain issues resulting from the EU Exit as well as the reduced supply of labour may be further contributing reasons to these insolvencies.
- A.24 Local intelligence and Purchasing Managers Index (PMI) data suggest that new orders placed within Yorkshire & the Humber experienced a fall in early 2021, likely due to the national lockdown. However, recovery is underway as of Q3 2021, with the region showing a positive index of 55 (above 50 indicating growth). The Future Activity Index suggests there is growing optimism in the 12- month outlook of the Yorkshire and Humber with sentiment and positive expectation of future business activity in the year higher than the national average in Yorkshire and Humber and higher than most other regions of UK. Sentiment in the Yorkshire and Humber region was the second strongest across all 12 regions as of September 2021.
- A.25 Underlying data points to the manufacturing sector having high-value growth in the region, and optimistic sentiment may reflect the region's unique sectoral mix of green energy and high technology companies that are positioned to thrive in the short-term.

Figure A.6 Business birth and death rates, 2015-2020

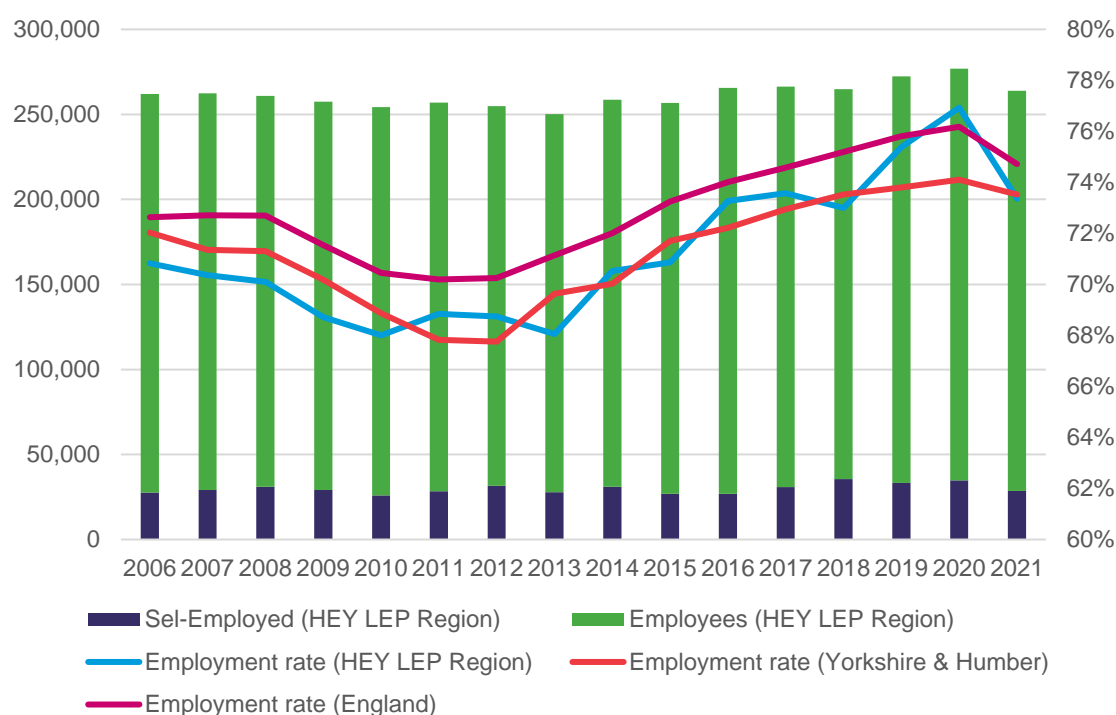


Source: ONS Business Demography, 2015 - 2020 (published 2021), 2021 SAP boundaries

Employment rate and level

- A.26 Employment in the HEY LEP region reached its lowest level since 2006 in 2010 and 2013 when employment fell to 68% following the recession. From this point, employment levels increased to 77% in 2020, before falling to 73% following COVID-19 in 2021. This is broadly in line with trend of the national average but the employment rate in the HEY LEP region has been consistently lower than England's over this period.
- A.27 Within the HEY LEP region, there is significant variance in the employment rate, with employment levels in East Riding of Yorkshire being consistently higher than Kingston upon Hull (~+10%) and the national average (+2/3%) until 2020. Despite lower employment rates, between 2006 and 2021, Kingston upon Hull experienced the largest increase in its employment rate at a 6-percentage point increase compared to a 1-point decrease in the East Riding of Yorkshire, and 2-point national increase.
- A.28 The HEY LEP region has a slightly lower proportion of self-employed people than England (8% vs 10%). At a local authority level, the East Riding of Yorkshire has the highest proportion of self-employment at 10% of all those in employment. The proportion of those self-employed in the City of Kingston upon Hull stands at 6% in 2021.
- A.29 COVID-19 has had an unprecedented impact on employment on a national and regional scale. High levels of staff across the country were furloughed using the Government's Coronavirus Job Retention Scheme with 30% of staff in Hull & East Yorkshire furloughed in BICS Wave 16 (October 2020) compared to 32% nationally. Latest furlough data for the month of August 2021 (released November 2021) shows that the rate of furlough in Hull & East Yorkshire was low, ahead of the schemes termination at the end of September 2021. The HEY LEP ([Hatch/HEY LEP, 2021, Hull & East Yorkshire LEP COVID-19 Impact Assessment](#)) has conducted research into the impact of COVID-19 which shows deep impacts on employment across the HEY LEP region (see Annex B) during the pandemic.

Figure A.7 Employment rate (right axis) and employment level (left axis), 2006-2021



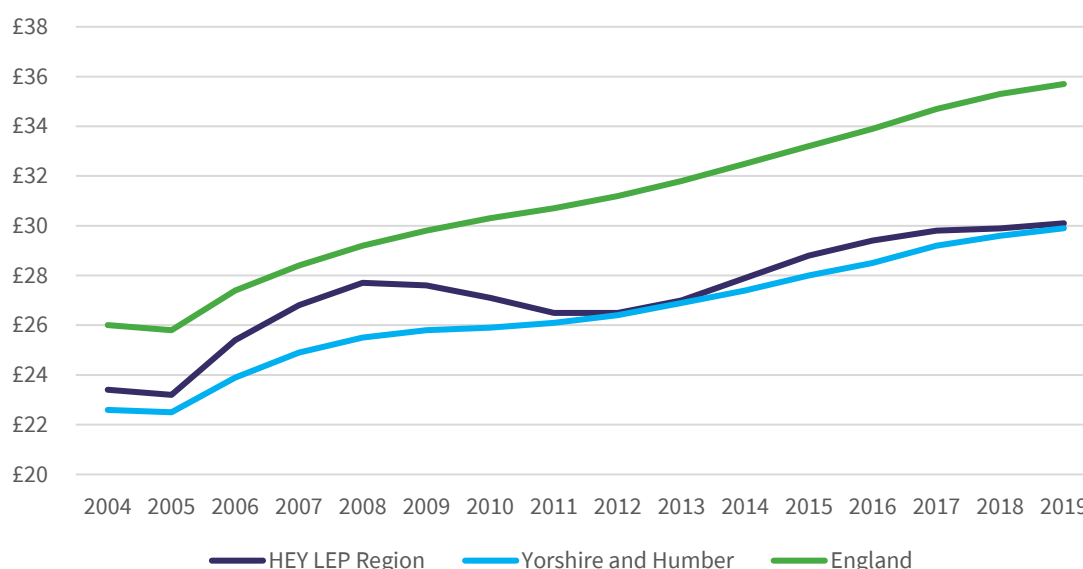
Source: Annual Population Survey, 2006 - 2021, 2021 SAP boundaries

Nominal GVA per hour worked

- A.30 Productivity in the HEY LEP region stands at £30 per hour worked in 2019 which compares to £36 per hour worked across England. Productivity growth in the HEY LEP region has lagged behind England with +29% growth in Hull & East Riding compared to +37% in England since 2004. More recently, GVA per growth between 2014 and 2019 has been +8% across the HEY LEP area and +10% nationally.
- A.31 Amongst HEY LEP's local authorities, productivity is higher in the East riding of Yorkshire (£31 per hour worked) compared to Kingston upon Hull (£29 per hour worked). Long-term productivity growth (since 2004) has been highest in the City of Kingston upon Hull (+45%) with particularly slow growth in the East Riding of Yorkshire (+15%). However, more recent productivity growth between 2014 and 2019 shows a plateau in productivity growth rates (+8% in both the City of Kingston upon Hull and in East Riding of Yorkshire).
- A.32 Hull & East Riding's total GVA in 2019 was £13.4bn. The single largest contributor to total GVA in the HEY LEP area is manufacturing, which was worth £2.8bn (or 21% of total GVA) in 2019. Other important sectors include real estate activities and wholesale and retail trade, contributing £3.1bn (or 23%).
- A.33 Analysis by Hatch ([Hatch/HEY LEP, 2021, Hull & East Yorkshire LEP COVID-19 Impact Assessment](#)) for HEY LEP (see Annex B) shows Covid recovery scenarios modelled using OBR growth forecasts. These indicated GVA growth to be 6% in 2022, 2.1% in 2023 and between 1.3%-1.7% thereafter. However, growth rates are required to be well above historic rates (~0.7%) to get back to the pre-COVID trajectory in the short to medium term (~2030).

- A.34 A priority of the HEY LEP Economic Growth and Workforce wellbeing Strategy, 2021 (see Annex B) is to ensure a productive and innovative economy. Targeted strategy focused on key sectors aim to increase GVA by 10.7% based on pre-covid 19 levels (+£1.2bn) by 2026.
- A.35 Productivity trends link to wider trends in earnings. The East Riding of Yorkshire's strong productivity performance is reflected in the area having the highest workplace earnings in the HEY LEP region.

Figure A.8 GVA per hour worked, 2004-2019

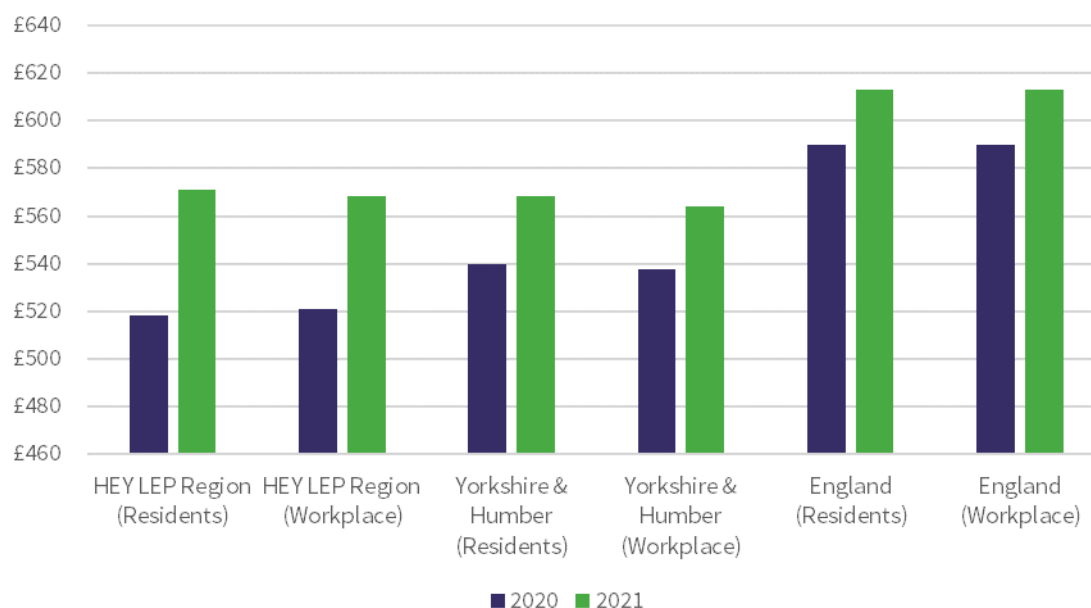


Source: ONS Subregional Productivity, 2004 - 2019 (published 2021), 2021 LEP boundaries

Median gross weekly wage for full-time workers

- A.36 The Annual Survey of Hours and Earnings provides data at the local authority level for median gross weekly wages. This data demonstrates a stark difference in resident earnings within Hull & East Yorkshire, with resident wages in East Riding of Yorkshire (at £609 per week) being higher than the Yorkshire & Humber average (£569), and significantly higher than resident wages in the City Kingston upon Hull (£510). Conversely, there is much more similarity in workplace earnings between East Riding of Yorkshire and Kingston upon Hull, with workplace earnings of £570 and £567 per week respectively. However, workplace earnings in both local authorities within Hull & East Yorkshire are notably lower than the national average (£613). This suggests that the jobs available within Hull & East Yorkshire are relatively similar in terms of workplace wage prospects but fall short of national wages. Significant differences in the earnings of residents suggests that not all residents may not be accessing higher wage levels within Hull & East Yorkshire.
- A.37 Resident wages in the HEY LEP region in 2021 are £571 per week compared to workplace earnings of £568 per week. This demonstrates that workplace earnings in the Humber are approximately £3 (or 1%) lower than resident earnings in the Humber, suggesting that jobs within the LEP area are slightly lower paid than those outside of the LEP boundary. Resident and workplace wages have increased by 10% and 9% respectively between 2020 and 2021 in the HEY LEP area, compared to a 4% in England over this same period. However, wages in Hull & East Yorkshire have grown from a lower base than England and continue to remain below the national average.
- A.38 There is a strong crossover of people travelling between the HEY local authority areas for employment opportunities. There is a net outflow of commuters from East Riding of Yorkshire (-14,600) to Kingston upon Hull.

Figure A.9 Median gross weekly wages (resident and workplace), HEY LEP region, Yorkshire & Humber, and England



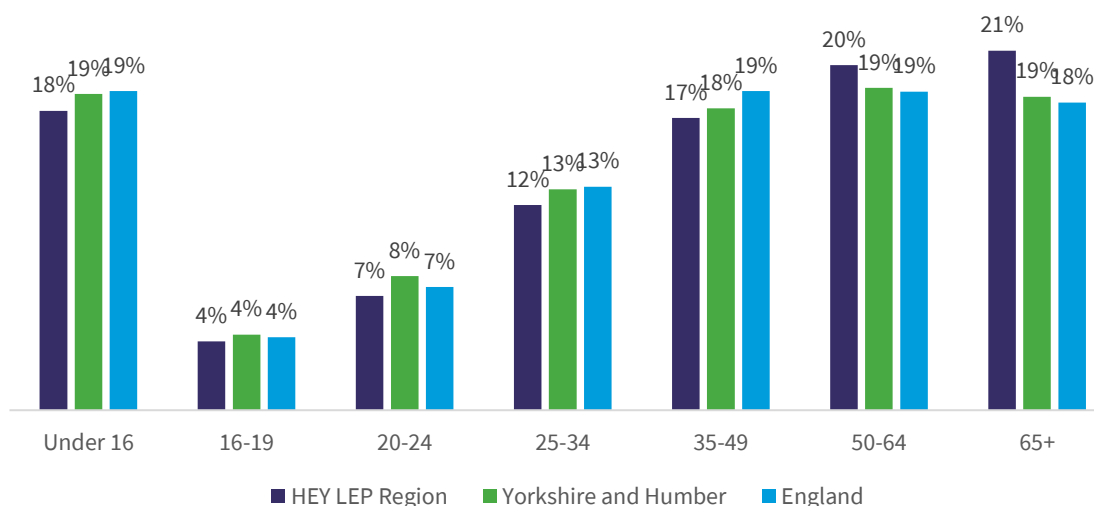
Source: Annual Survey of Hours and Earnings, 2020 - 2021

Population by age group

- A.39 The total population of the HEY LEP region is 609,500 people in 2020 (11% of the total population of Yorkshire & Humber). This reflects 346,000 people (or 57% of the total population in HEY LEP) in East Riding of Yorkshire, and 263,000 people (or 43%) in the City of Kingston upon Hull.
- A.40 The age profile of the HEY LEP region is that of an older population than at the level seen nationally, with higher proportions of people aged 50-64 and 65+ (41% aged 50 and over) than England (37% aged 50 and over). The working age population base (aged 16-64) is 61% of the total population of the HEY LEP region, which is broadly in line with the Yorkshire & Humber region and England (Both 63%).
- A.41 The East Riding of Yorkshire has a significantly older population with 49% of people in the area aged 50 and over, whilst only 33% of residents in the City of Kingston upon Hull are aged 50 and over. This has implications for the size of the local workforce, with the working age (aged 16-64) population accounting for only 58% of the population of East Riding of Yorkshire, whilst the City of Kingston Upon Hull having a relatively younger population means its working age workforce accounts for 65% of the total population. In comparison, England's working age population accounts for 63%.
- A.42 Hull & East Yorkshire have experienced slower population growth than has been seen nationally, with its 20-year population growth since 2000 only 7% (vs 15% nationally) and 10-year growth since 2010 only 2% (vs 7% nationally). Highest population growth has been seen in East Riding at 10% over the last 20 years or 3% since 2009, compared to Kingston upon Hull at 3% since 2000 and 1% since 2010.

- A.43 Population projections from ONS suggest that the population aged 65+ in the HEY LEP region will increase by 36% between 2018 and 2040, which will represent approximately 45,000 additional residents aged 65+ in Hull & East Yorkshire and reduce the working age workforce share to 56%. Whilst growth of the population aged 65+ is slightly higher nationally (43%) the implications on the share of the population of working age is more pronounced in the HEY LEP region than nationally. Population projections mean that the working age workforce share in 2030 in Yorkshire & Humber will be 59% matching the national average.
- A.44 Hull & East Yorkshire have a higher proportion of its population over the age of 50 which will translate to an increasingly ageing population over the coming years. This represents a constraint on labour supply as the local workforce continues to decline, and a shrinking pool of labour for employers to draw on. Conversely, an increasingly ageing population in the HEY LEP region reflects a need to support growth in employment within the health and social care sector to support increasing pressure on services.

Figure A.10 Population by age, 2020



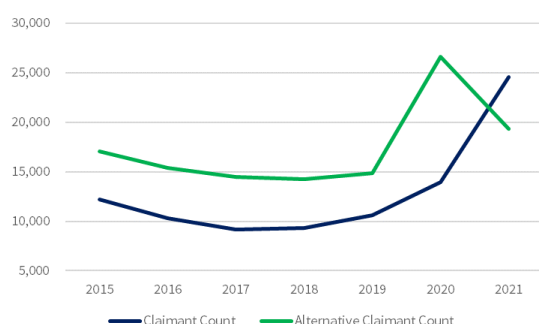
Source: ONS Mid-Year Population Estimates, Mid-2020 (Published 2021), 2021 SAP boundaries

Claimant Count

- A.45 The number of claimants within Hull & East Yorkshire steadily declined from approximately 22,500 in 2013 to approximately 9,300 in January 2019 at which point claimant count started to increase. Claimant count reached almost 25,000 people by January 2021. Expressed as a percentage of the working age population, the claimant count in Hull & East Yorkshire has historically been consistently higher than in England. The claimant count averaged a percentage point higher than seen nationally between 2013 and 2021.
- A.46 Claimant count as a percentage of working age resident stood at 5.2% in Hull & East Yorkshire and 4.9% in Yorkshire & Humber in November 2021 compared to 4.7% in England. At the local geography, claimant count as a percentage of working age residents ranged from 3% in the East Riding of Yorkshire to 7.7% in the City of Kingston upon Hull.
- A.47 The local areas of the HEY LEP region have broadly followed the trend in the decline of claimant counts seen at the Humber and national level since 2013, with rates of claimants consistently lower than the national level in only the East Riding of Yorkshire. Meanwhile, the claimant count rates in the City of Kingston upon Hull have been consistently higher than the national level over this period.

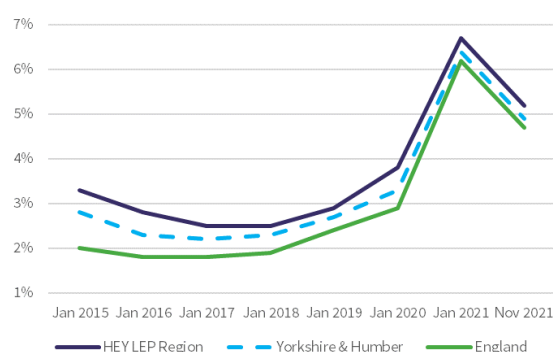
- A.48 The impact of the COVID-19 pandemic in 2020 caused a significant increase in claimant counts on a national scale. By January 2021, the claimant count as a proportion of working age residents reached 6.2% in England and 6.7% in Hull & East Yorkshire, representing a three-percentage point increase since January 2020. For Hull & East Yorkshire, the increase from 3.8% to 6.7% between January 2020 and January 2021 represents an additional 11,600 claimants, taking the total claimant count to 25,500 people. In Yorkshire and Humber, there was an increase from 3.3% to 6.4% between January 2020 and January 2021, equivalent to an additional 105,665 claimants, taking the total claimant count to 218,205 people. Trends suggest that employment in Yorkshire & Humber overall was more affected by COVID-19 than the national average.
- A.49 With notably higher claimant count levels in the City of Kingston upon Hull before COVID-19, the claimant rate in January 2021 reached 9.5% of the working age population and represented the highest rate of claimants and largest increase (four-percentage points) of local areas within the HEY region. Claimant levels increased from 2.3% (January 2020) to 4.4% (January 2021) in the East Riding of Yorkshire, only representing a 2-percentage point increase in claimants.
- A.50 The heavy impact of COVID-19 on increasing claimant count can be further explored through analysis of the occupations sought by jobseekers within Hull & East Yorkshire. In November 2021, 42% of all jobseekers in the Hull & East Yorkshire sought jobs within sales and customer service occupations, followed by 35% seeking elementary roles and 7% managers and senior officials. This reveals that a high proportion of claimants within the HEY LEP region sought low skill jobs and reveals a potential mismatch between the occupations that jobseekers are targeting and the vacancies on offer. This also raises questions as to whether low skilled workers have been disproportionately displaced by the impact of COVID-19.

Figure A.11 Humber Claimant Count and Alternative Claimant Count, 2015-2021



Source: ONS claimant count & DWP Stat Xplore, January 2015 – August 2021, 2021 SAP boundaries

Figure A.12 Claimant count as a proportion of the working age (16-64) population, 2015-2021



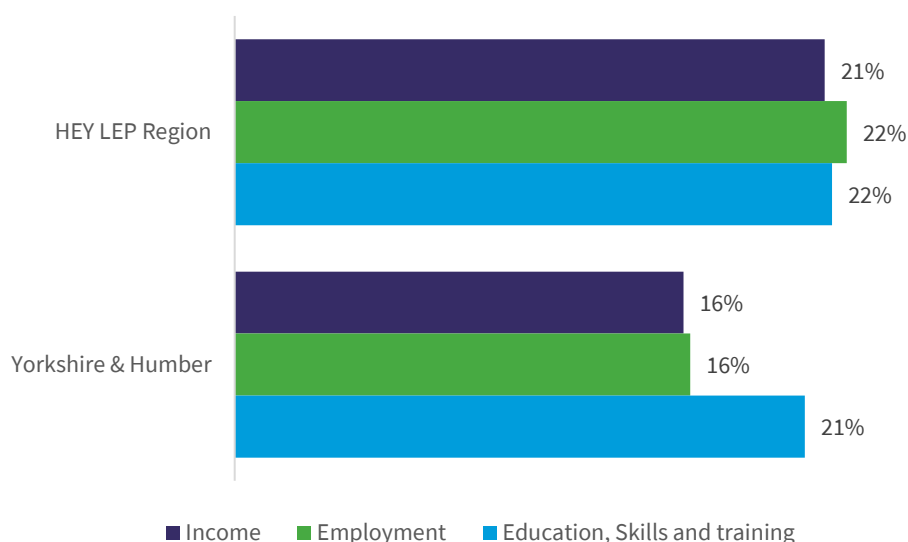
Source: ONS Claimant Count, January 2013 – November 2021, 2021 SAP boundaries

Income, employment and education deprivation

- A.51 Approximately 20% of neighbourhoods (LSOAs) in Hull & East Yorkshire fell in the top 10% most deprived nationally for the income deprivation (21%), employment deprivation (22%) and education, skills, and training (22%) domain. Although this matched the Yorkshire and Humber rate for education, skills and training (22%), a greater proportion of neighbourhoods in the HEY LEP were more deprived in regards to income and employment than in Yorkshire & Humber (16% respectively).

- A.52 At the local level there is a general separation between high levels of deprivation in the City of Kingston upon Hull and the East Riding of Yorkshire across all domains. The proportion of neighbourhoods (LSOAs) falling in the top 10% most deprived nationally is approximately 35% higher in the City of Kingston upon Hull than in the East riding of Yorkshire across all domains.

Figure A.13 Proportion of neighbourhoods in the top 10% most deprived nationally, 2019



Source: Index of Multiple Deprivation, MHCLG, 2019, 2017 LEP boundaries, 2021 SAP Boundaries

- A.53 The Hull's Children, Young People and Families Plan (see Annex B) aims to raise young people out of the cycle of deprivation. One way the plan aims to do this is by enabling young people to be ready for work and life.

Skills supply

- In the most recent academic year 2019/20, Hull and East Yorkshire had 22,617 Further Education achievements, 3,840 apprenticeship achievements and 5,010 Higher Education qualifiers. This demonstrates that Further Education is the predominant basis of provision of skills within the HEY LEP region, followed by Higher Education.

The main challenges in the skills pipeline for Hull & East Yorkshire are:

- Fewer residents with degree-level qualifications in Hull & East Yorkshire than England
- A concentration of FE and apprenticeship achievements in preparation for life and work; health, public services and social care, and retail and commercial enterprise and the extent to which these align with priority sectors for the HEY LEP region
- Fewer apprenticeships occur at higher levels of qualification, in the face of increased demand for higher level technical skills
- Students leaving Key Stage 5 after 16-18 education are less likely to enter sustained education than at the national level

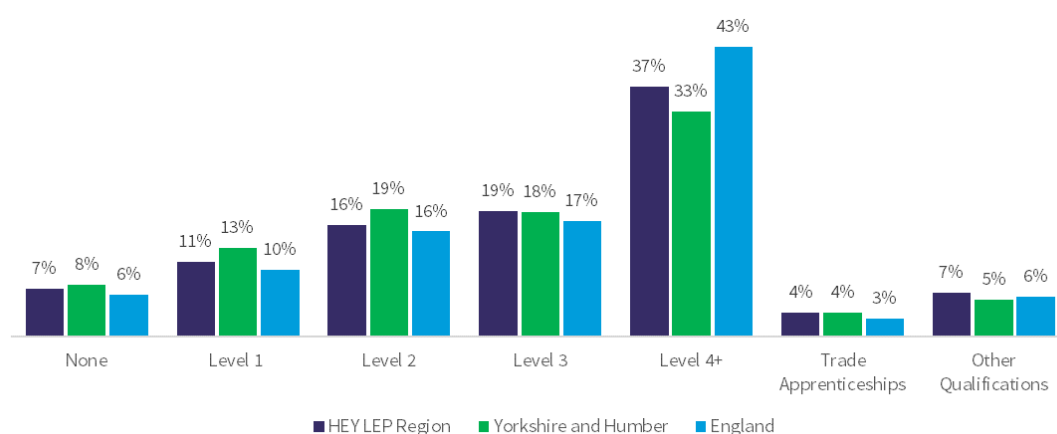
The main opportunities in the skills pipeline for Hull & East Yorkshire are:

- Increasing uptake of Advanced level apprenticeships in Hull & East Yorkshire
- A high rate of graduate retention within Yorkshire & the Humber

Qualification levels

- A.54 Hull & East Yorkshire has a smaller proportion (37%) of people with degree-level or equivalent (NVQ4+) qualifications than England (43%) but level NVQ4+ remains the most common qualification within Hull & East Yorkshire. This compares to a slightly lower 33% of people in the Yorkshire & Humber region with NVQ4+ qualifications. Excluding 'other qualifications', Hull & East Yorkshire and Yorkshire & Humber have a higher proportion of people with all other levels of qualification, including a higher proportion of people with no qualifications in Hull & East Yorkshire (7%) and Yorkshire & Humber (8%) than nationally (6%).
- A.55 The qualifications profile at the local authority level demonstrates significant variation in the skills levels across the HEY LEP region. The proportion of the population with Level NVQ4+ ranges from 41% in East Riding of Yorkshire to only 24% in the City of Kingston upon Hull. The East Riding of Yorkshire skills profile most closely resembles the national picture, whilst the City of Kingston upon Hull have greater proportions of their population with qualifications at Levels 1 to 3.

Figure A.14 Qualifications in Hull & East Yorkshire, Yorkshire & Humber and England, 2020



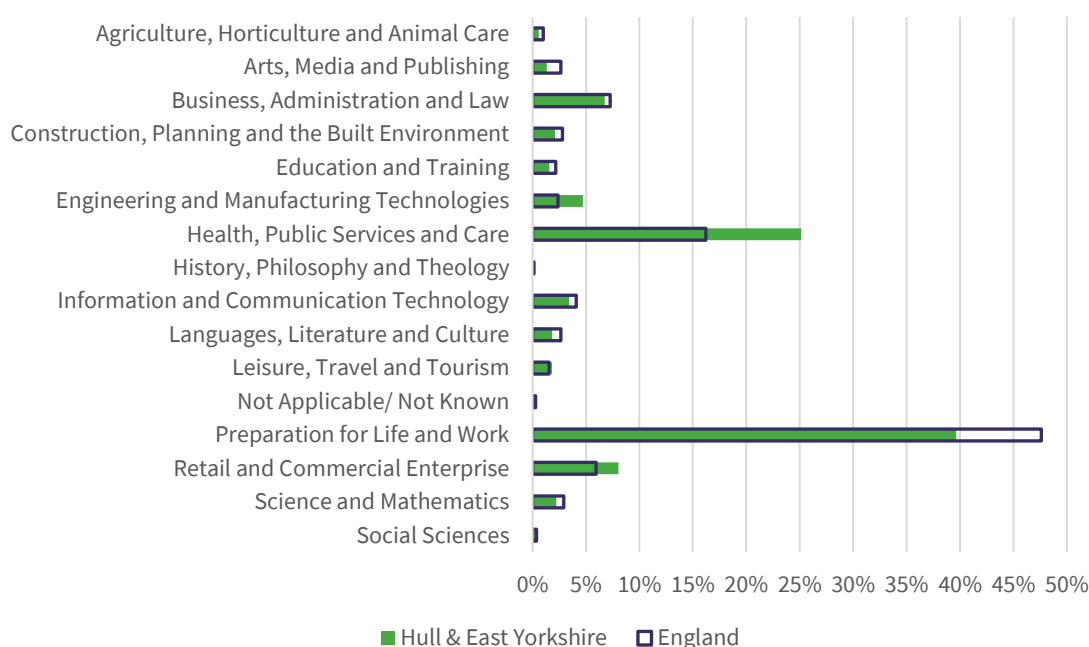
Source: Annual Population Survey, January 2020– December 2020, 2021 SAP boundaries

FE education and training achievements

- A.56 The FE achievements profile in Hull & East Yorkshire demonstrates a concentration in achievements in preparation for life and work (40% of all achievements) and health, public services and care (24%). Subject areas which are particularly specialised compared to the levels seen nationally include health, public services and care (25% vs 16% nationally), retail and commercial enterprise (8% vs 6% nationally) and business, administration and law (7% vs 7% nationally).
- A.57 Within the HEY LEP region, specialisms in subject areas such as engineering, and manufacturing technologies are concentrated in the City of Kingston upon Hull (5% vs 2% nationally) and thus reflected in achievements in this subject at the Hull & East Yorkshire level (5%). Similarly, health, public services and care achievements are further concentrated in East Riding of Yorkshire (30% vs 16% nationally) and account for 25% of all FE achievements for Hull & East Yorkshire. Annex B contains more detailed information on the specialisms of colleges across the HEY LEP Region.

- A.58 A rapidly growing sector in the UK, jobs in health and social care are projected to continue to grow as the nation grapples with an ageing population and shocks such as the COVID-19 pandemic. Health represents the third largest employment sector within the HEY region and accounts for around 35,000 jobs in the area. High levels of achievement in health, public services and care reflect the high proportion of jobs within this sector in the HEY LEP region. Similarly, high levels of FE achievements in retail and commercial enterprise strongly aligns with the employment profile of Hull & East Yorkshire, with 41,000 jobs in the retail sector within the HEY LEP region.
- A.59 Whilst the share of FE achievements in the engineering and manufacturing technologies is relatively low compared to health and retail, achievements within this sector account for 5% of all FE achievements (the national rate is 2%). This strongly aligns to the priority sectors of manufacturing and low carbon technologies, in addition to the strength Hull & East Yorkshire's existing manufacturing base which employs around 38,000 people within the immediate area.

Figure A.15 FE achievements by subject sector area in Hull & East Yorkshire and England, 2019/20



Source: Further Education & Skills data, DfE, (published 2020), 2021 SAP boundaries

Apprenticeship achievements

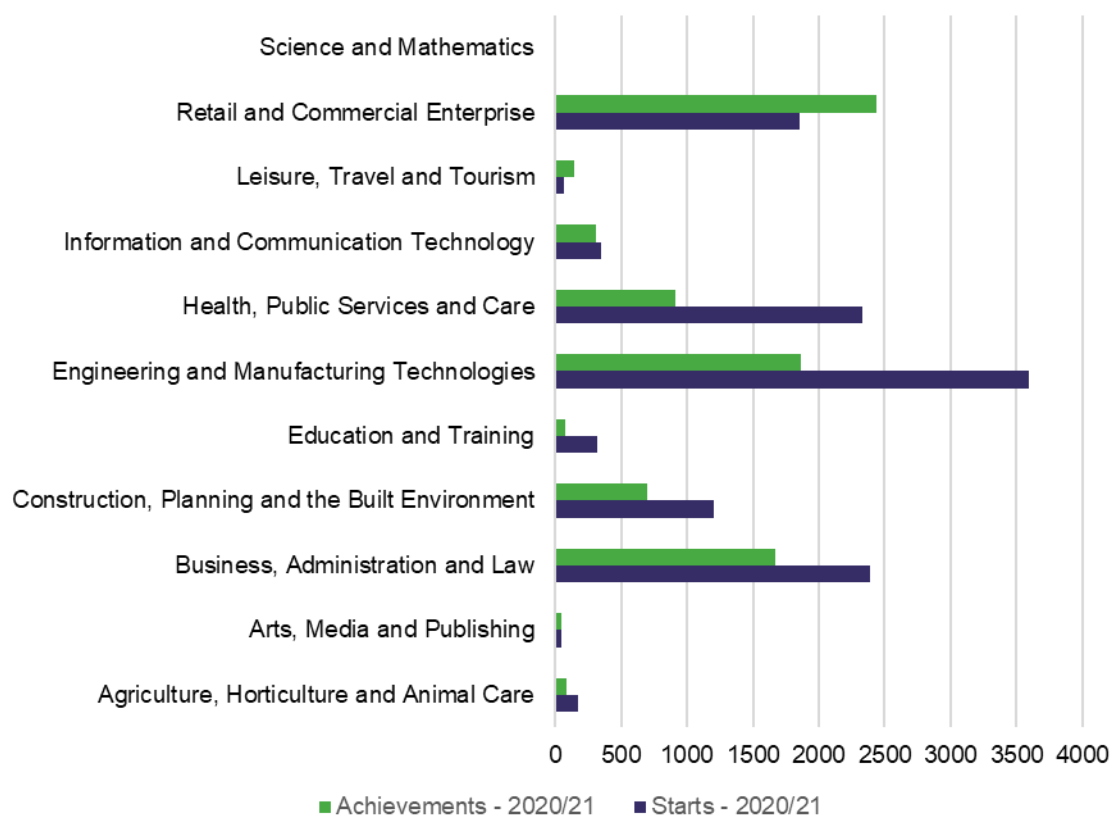
- A.60 For the latest academic year available of 2020/21, apprenticeship achievements in Hull & East Yorkshire are concentrated in retail and commercial enterprise (30% of all achievements), engineering and manufacturing technologies (23%) and business, administration, and law (20%) subject areas.
- A.61 For the purposes of this updated report, national level apprenticeship achievements data was not made available. But for the previous iteration of this study, covering academic year 2019/20, the sectors in which apprenticeship achievements are more specialised in Hull & East Yorkshire than at the national level include retail and commercial enterprise (38% vs 11% nationally) and construction, planning and the built environment (7% vs 6% nationally).

- A.62 Within the HEY LEP region, apprenticeship achievements in retail and commercial enterprise are heavily concentrated in the East Riding of Yorkshire (53% of all in the district) and accounts for 28% of all apprenticeship achievements in Hull & East Yorkshire. Engineering and manufacturing technologies has a high concentration in the City of Kingston upon Hull (38%).

For the academic year 2019/20, apprenticeship achievements in some sectors account for a smaller share than is seen at the national level, including in health, public services and care (11% vs 23% nationally), business, administration and law (21% vs 29% nationally) and engineering and manufacturing technologies (15% vs 18% nationally). Given that there are high proportions of FE achievements in these sectors and the fact that these sectors are important for the Hull & East Yorkshire economy in terms of number of jobs and strategic priorities, take-up of apprenticeships within these sectors was lower in 2019/20 than is seen nationally and could suggest a skills supply gap if demand is proven.

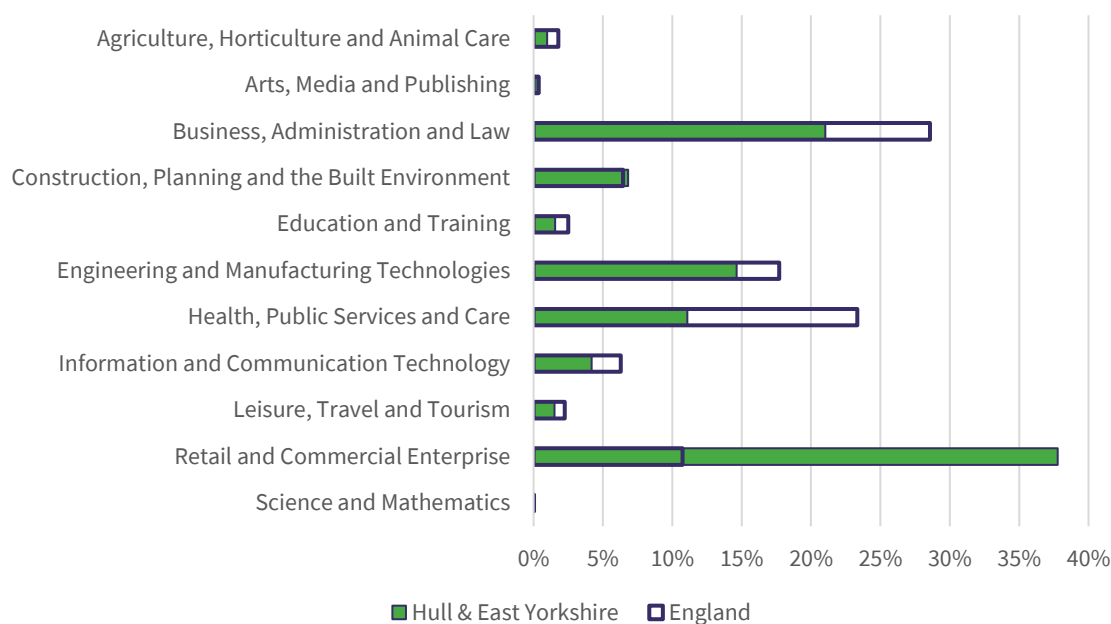
- A.63 The impact of COVID-19 on apprenticeship starts and its implication for skills supply is a national and local challenge. Nationally, many large businesses have announced their intention to temporarily suspend their apprenticeship programmes. In the HEY LEP region, there were fewer apprenticeships undertaken to the academic year ending 2021 than the previous two years, however the most recent year has seen a shift towards advanced level apprenticeships being undertaken (approximately +5%) at the expense of higher level (-42%) and intermediate level (-34%) apprenticeships.
- A.64 Within the HEY LEP region, apprenticeship starts for the 2020/21 academic year has seen lower numbers across the board, with 40% fewer apprenticeship starts overall compared to 2018/19. The decline has been particularly sharp in Hull (-44%) compared to East Riding of Yorkshire (-36%) over this same period. Apprenticeship starts by subject area in 2017/18 compared to 2019/20 demonstrates notable decline in apprenticeships in leisure, travel and tourism (-45%), information and communication technology (-43%) and retail and commercial enterprise (-32%) across the HEY LEP area. Meanwhile, there has been an uptake in apprenticeship starts in science and mathematics (175%), education and training (65%) and arts, media and publishing (17%) over this same period.

Figure A.16a Apprenticeship achievements and starts by sector subject area in Hull & East Yorkshire, 2020/21



Source: DfE, Delivery Datacube, Academic Year 2020/21

Figure A.16 Apprenticeship achievements by sector subject area in Hull & East Yorkshire and England, 2019/20

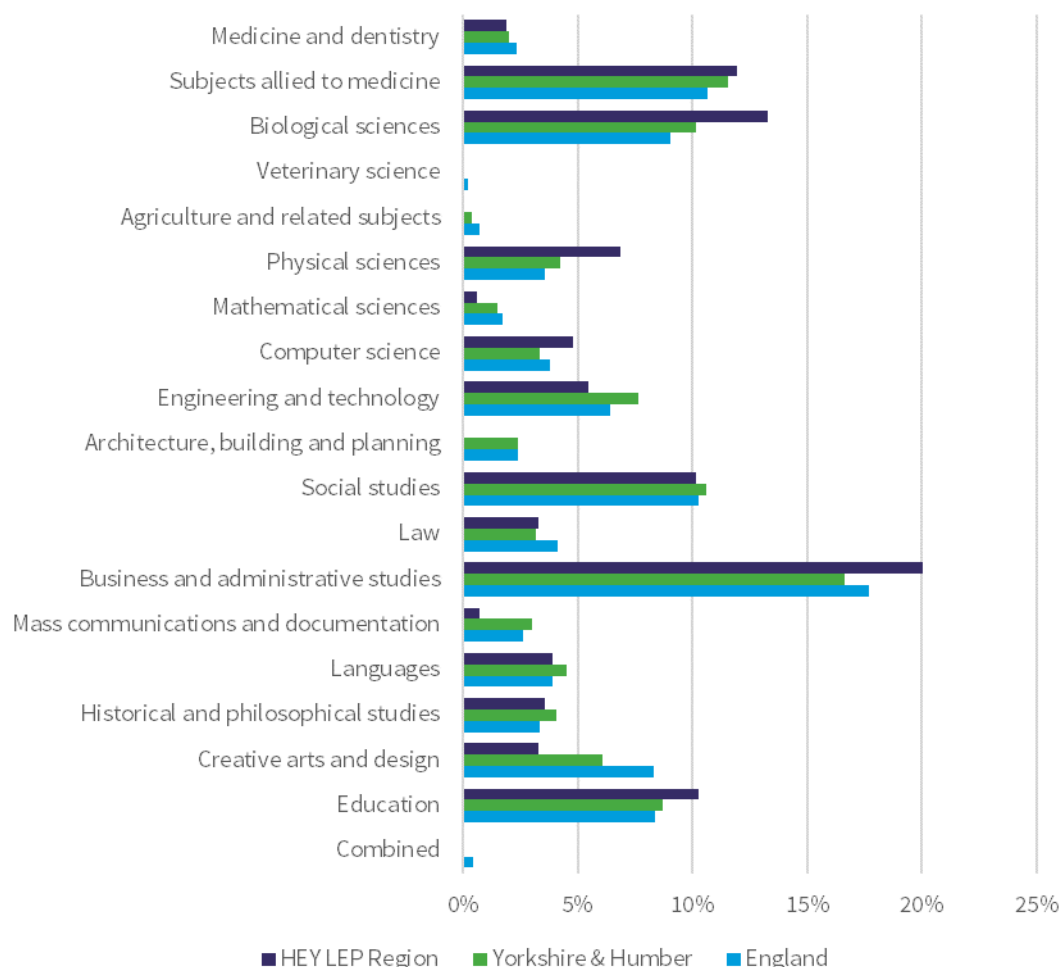


Source: Apprenticeships data, DfE, (published 2020), 2021 SAP boundaries

HE qualifiers

- A.65 HE qualifiers in the HEY LEP region are concentrated in business and administrative studies (20% of all achievements), biological sciences (13%), subjects allied to medicine (12%) and social studies (10%). Sector subject areas that are more specialised in terms of proportion of HE qualifiers in Hull & East Yorkshire compared to the level seen nationally include biological sciences (13% vs 9% nationally), physical sciences (7% vs 4%), business and administrative services (20% vs 18% nationally) and education (10% vs 8% nationally).

Figure A.17 HE qualifiers by sector subject area in the HEY LEP region, Yorkshire & Humber and England, 2018/19

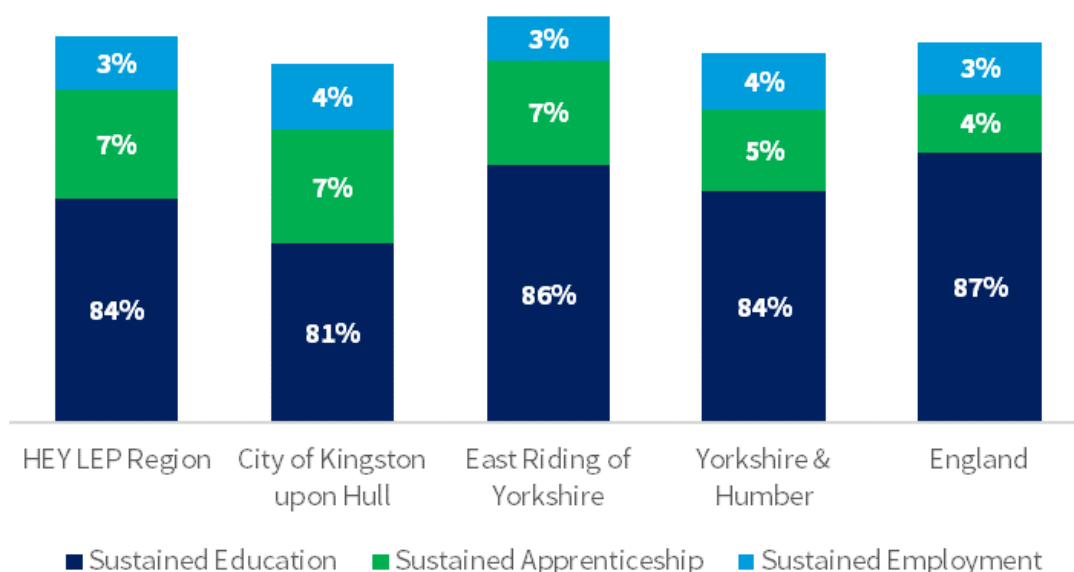


Source: Source: HESA, 2018/2019 qualifiers (published 2020), 2021 SAP boundaries

KS4 destinations

- A.66 The majority of Key Stage 4 students leaving state-funded mainstreams schools in the HEY LEP region enter sustained employment (84%) whilst some take-up an apprenticeship (7%) and a small proportion enter sustained employment (3%). KS4 student destinations in the HEY LEP region reflect a higher level of apprenticeship take-up compared to the level seen nationally at three percentage points higher than the average for England (4%).
- A.67 Lower levels of KS4 students within HEY LEP local authorities enter sustained education than at the national level, with as low as 81% of students in the City of Kingston upon Hull entering education after KS4. Local authorities within HEY exhibit similar levels of KS4 leavers entering employment as at the national level but greater rates of apprenticeship take-up (East Riding of Yorkshire (7%) and City of Kingston upon Hull (7%)).

Figure A.18 Destinations of KS4 pupils from state-funded mainstream schools, 2019/20

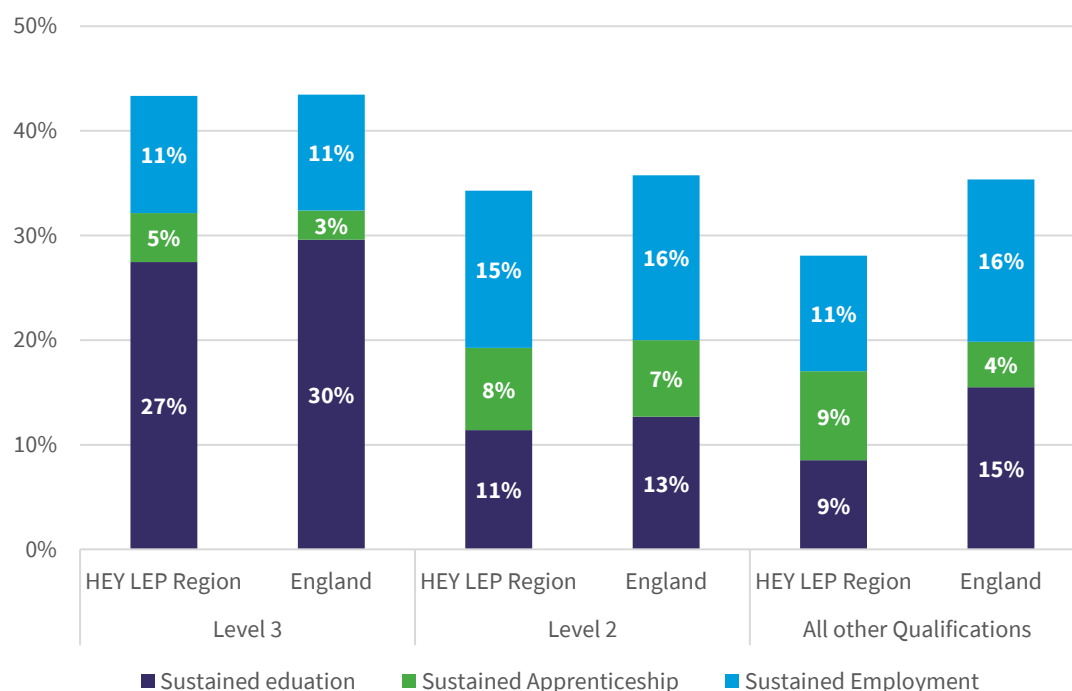


Source: KS4 Destination Measures, DfE, 2019/20 (published 2021), 2021 SAP boundaries

KS5 destinations

- A.68 Overall, the most common destination of KS5 students in the HEY LEP region is sustained education (21%), although at a lower rate than is seen nationally (24%). A greater proportion of KS5 students in Hull and East Yorkshire undertake apprenticeships (6%) compared to national levels (4%), whilst 12% of KS5 students in the Humber enter employment, which is in line with national levels.
- A.69 Sustained education is the most popular destination for KS5 students who have achieved Level 3 qualifications in Hull & East Yorkshire (27% vs 30% nationally). At this level, employment is the second most common destination (11% vs 11% nationally) followed by apprenticeships (5% vs 3% nationally). At Level 2, the most common destination in Hull & East Yorkshire is employment (15% vs 16% nationally), with a lower proportion of Level 2 students continuing to education (11% vs 13% nationally) and apprenticeships (8% vs 7% nationally). KS5 students who had studied 'other qualifications' in Hull & East Yorkshire most commonly entered employment (11% vs 16% nationally), with a greater proportion entering apprenticeships in Hull and East Yorkshire than at the national level (9% vs 4% nationally) and fewer entering education than at the national level (9% vs 15% nationally).
- A.70 When looking at the local authorities of HEY LEP, the City of Kingston upon Hull and the East Riding of Yorkshire display replicable findings to that of the HEY LEP region.

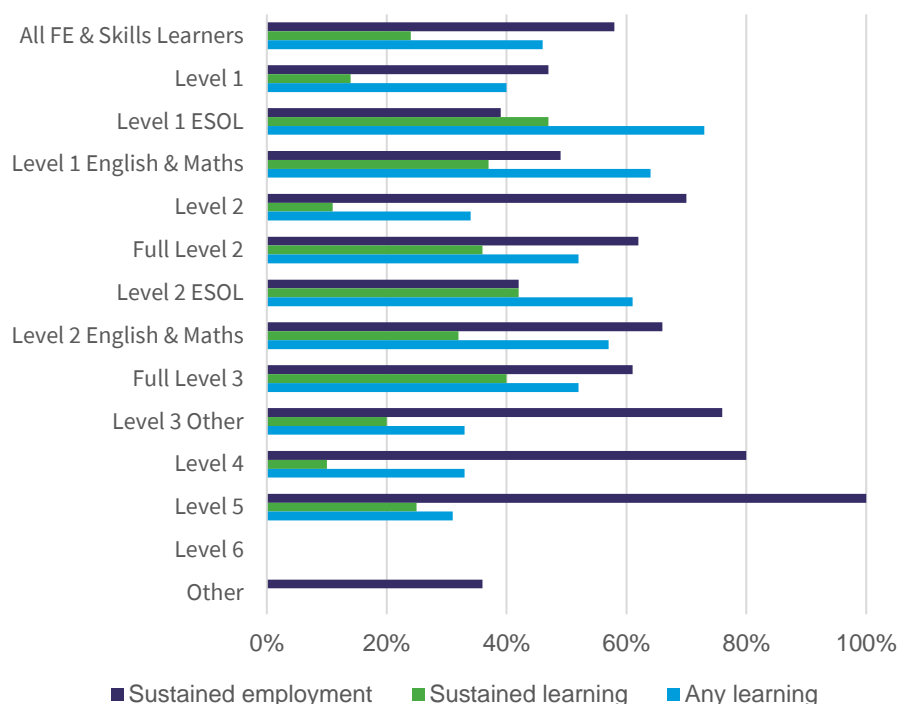
Figure A.19 Destinations after 16-18 by main level studied (state-funded mainstream schools & colleges), 2019/20



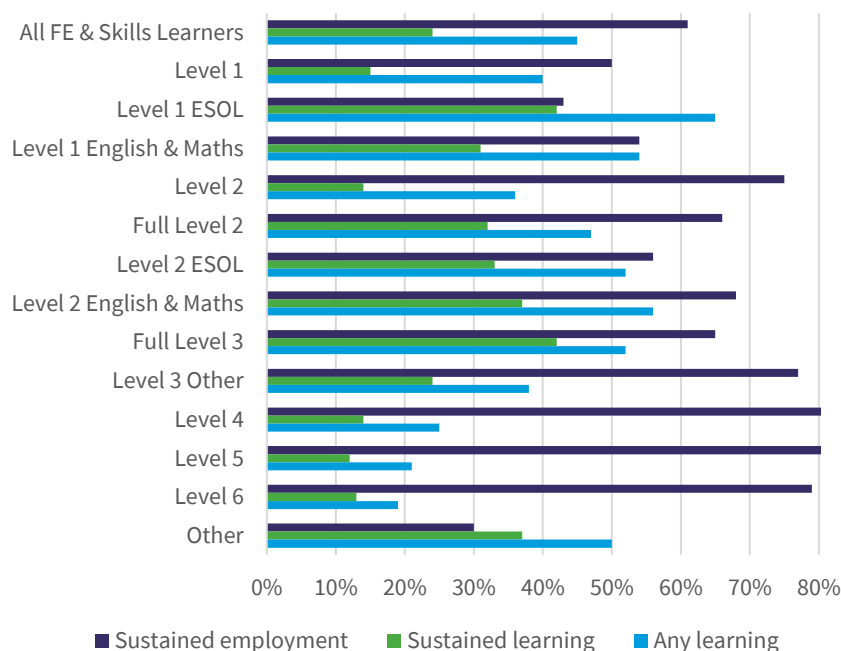
Source: 16-18 Destination Measures, DfE, 2019/20 (published 2021), 2021 SAP boundaries

FE and skills destinations

- A.71 Latest data from the FE Outcome-Based success measures looks at LEP areas prior to 2021, hence only Humber LEP data is available.
- A.72 For the Humber, sustained employment is the primary destination for Further Education and Skills Learners (58% of learners), with any learning (46%) and sustained learning (24%) accounting for other destinations. Similar proportions of learners in the Humber continue with any learning (46% vs 45% nationally) and sustained learning (24% vs 24% nationally), whilst a slightly smaller proportion of learners enter sustained employment than at the national level (58% vs 61% nationally).
- A.73 For the Humber, the percentage of learners continuing with sustained employment generally increases with the level of qualification, similar to England.

Figure A.20 Destinations for adult FE & skills learners, Humber 2018/19


Source: FE outcome based success measures, 2018/19 destinations, DfE, (published 2020), 2018 LEP boundaries

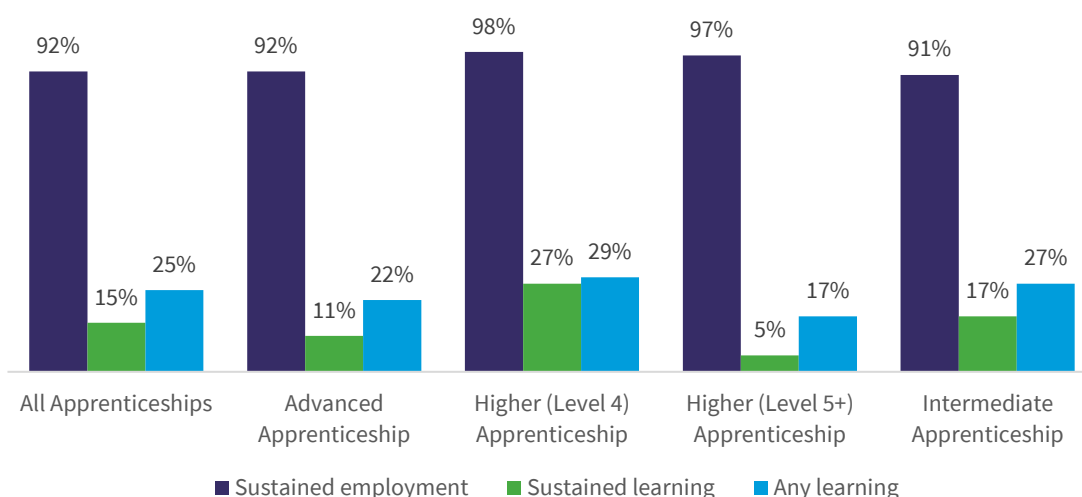
Figure A.21 Destinations for adult FE & skills learners, England 2018/19


Source: FE outcome based success measures, 2018/19 destinations, DfE, (published 2020), 2018 LEP boundaries

Apprenticeship destinations

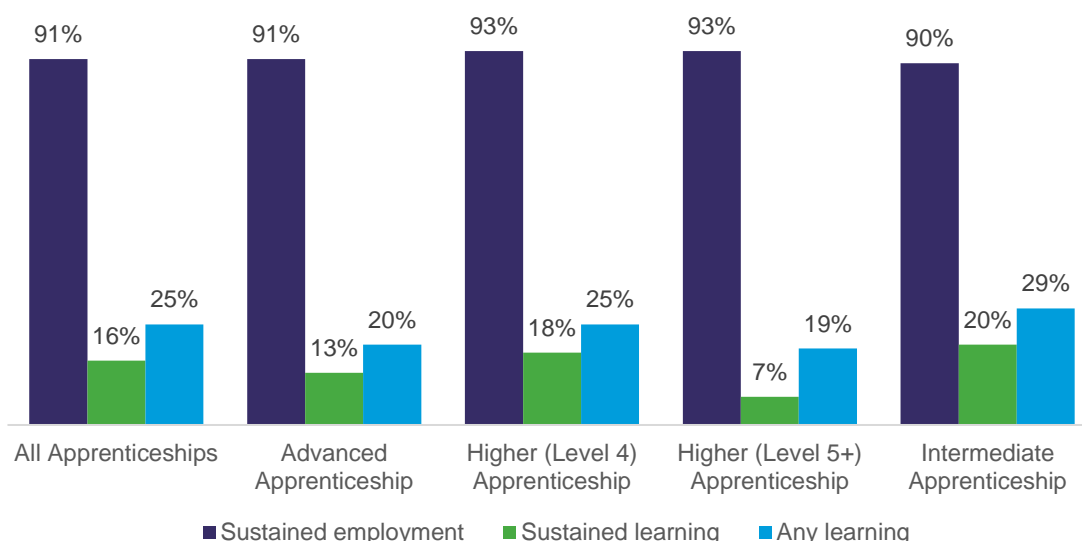
- A.74 Latest data from the FE Outcome-Based success measures looks at LEP areas prior to 2021, hence only Humber LEP data is available.
- A.75 Apprenticeship destinations are broadly similar in the Humber and England, with 92% of all apprenticeships leading to sustained employment (vs 91% nationally), 25% of all apprenticeships continuing any learning (vs 25% nationally) and 15% continuing with sustained learning (vs 16% nationally).

Figure A.22 Apprenticeship destinations in 2018/19 of learners from the 2017/18 academic year, Humber



Source: FE outcome-based success measures, 2018/19 destinations, DfE, (published 2020), 2018 LEP boundaries

Figure A.23 Apprenticeship destinations in 2018/19 of learners from the 2017/18 academic year, England

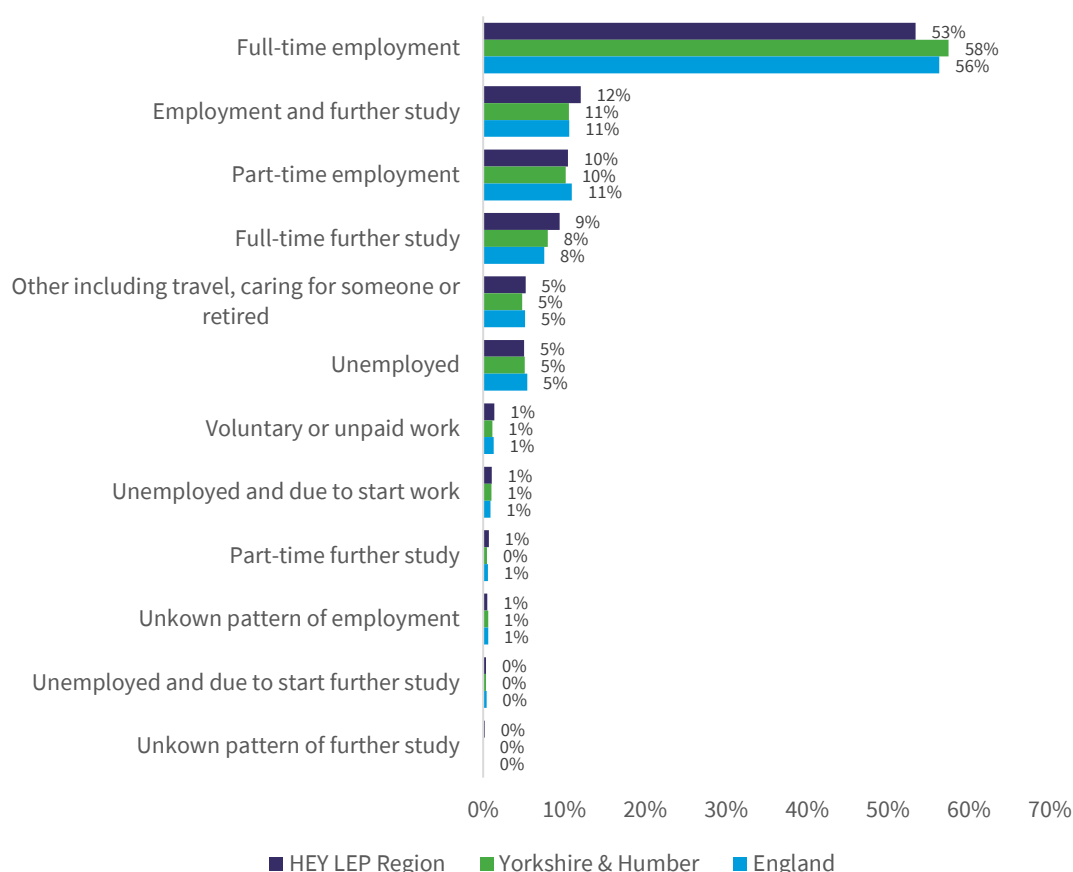


Source: FE outcome based success measures, 2018/19 destinations, DfE, (published 2020), 2018 LEP boundaries

HE Graduate destinations

- A.76 Graduates from Higher Education in Hull and East Yorkshire enter full-time and part-time employment at a lower rate than in England (Full time: 53% vs 56% nationally, Part-time: 10% vs 11% nationally). Regarding further study, a higher percentage of HE graduates from Hull & East Yorkshire enter full-time further study (9% vs 8% nationally) and employment and further study (12% vs 11% nationally).

Figure A.24 Graduate destinations in the HEY LEP area, Yorkshire & Humber, and England, 2018/19

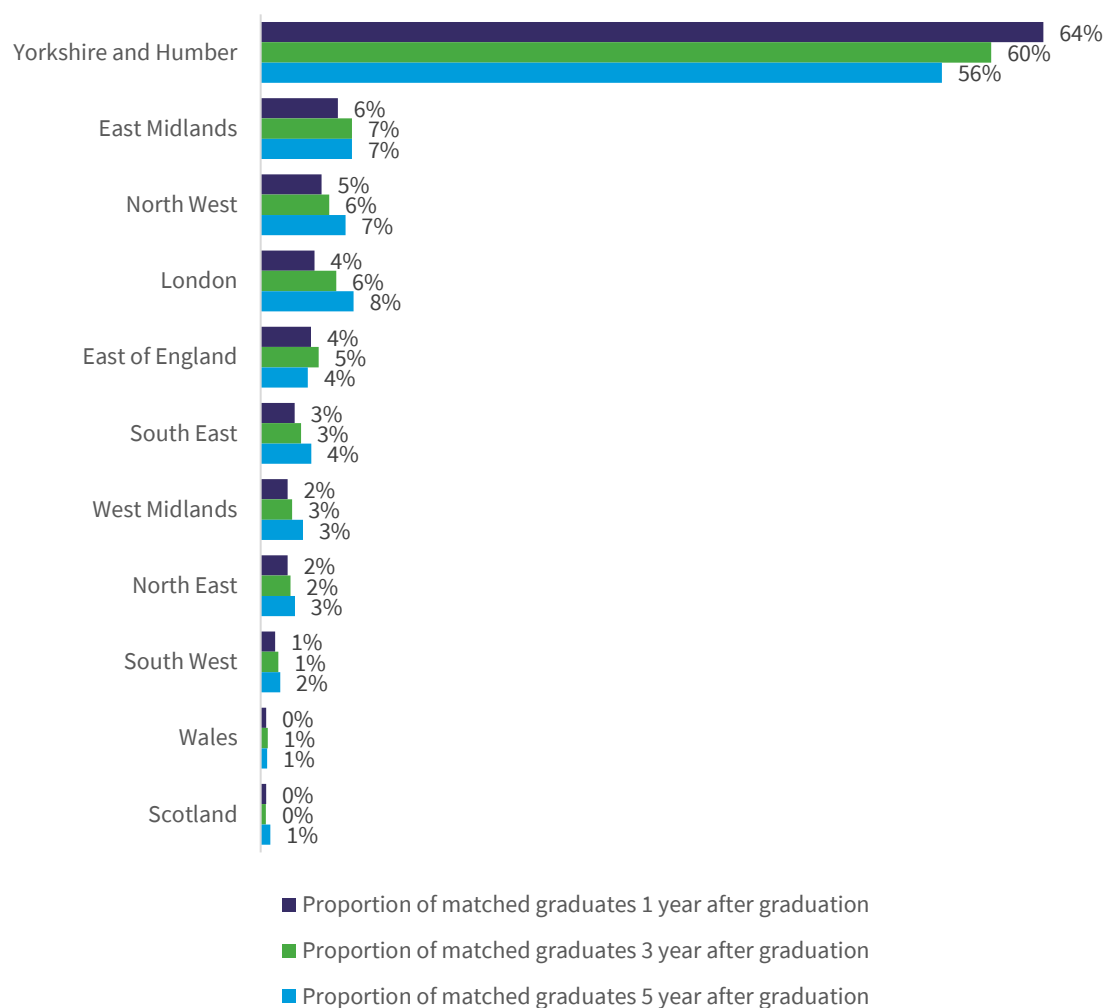


Source: HESA, 2018/19 graduates (published 2021), 2021 SAP boundaries

Graduate retention

- A.77 The predominant location of graduates from the HEY LEP region higher education institutions 1 to 5 years after graduation is Yorkshire and the Humber. One year after graduation, 64% of graduates remain in Yorkshire and the Humber, with retention falling slightly to 60% three years after graduation, and 56% five years after graduation. Outside of Yorkshire and the Humber, graduates tended to move to the East Midlands, the North West, the East of England or London one year after graduation, with proportions of graduates living in these regions increasing slightly after three years and five years. Five years after graduation, the most common destination for Humber graduates outside of Yorkshire and the Humber were London (8%), North West (7%), and the East Midlands (7%).

Figure A.25 Current residence of graduates from HEY LEP region HEIs, 2018/19

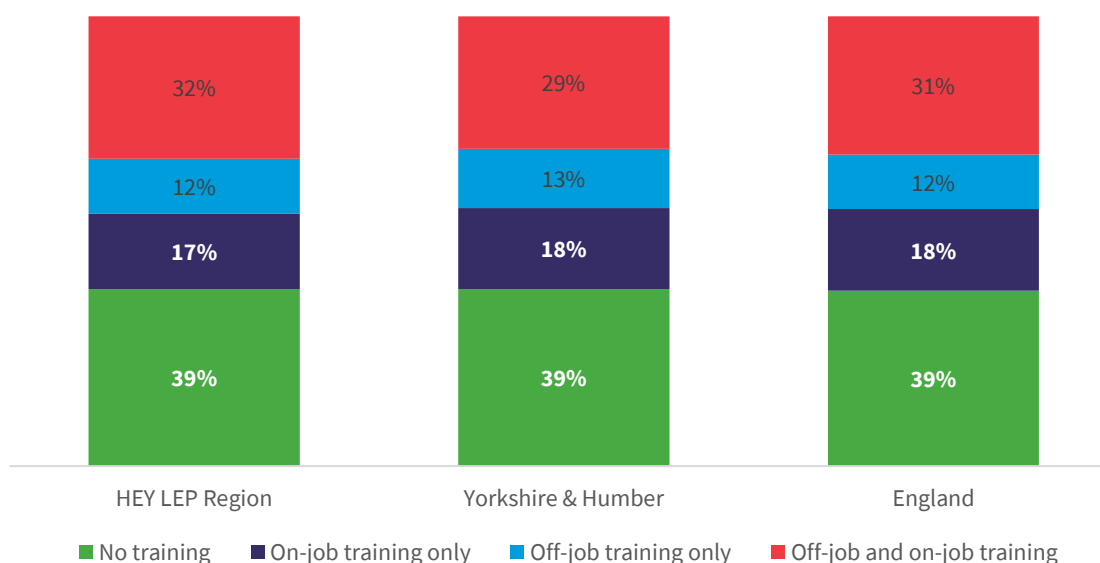


Source: Graduate Outcomes in 2018/19, DfE, (published 2021), 2021 SAP boundaries

Employer-provided training

- A.78 Approximately 61% of employers in the HEY LEP region provide training which is in line with the national average. This primarily consists of on and off-job training (32% of providers) with smaller proportions of providers providing on job training (17%) and off-job training only (12%).

Figure A.26 Employers providing training over the past 12 months



Source: Employer Skills Survey, 2019 (published 2020), 2021 SAP boundaries

Skills demand

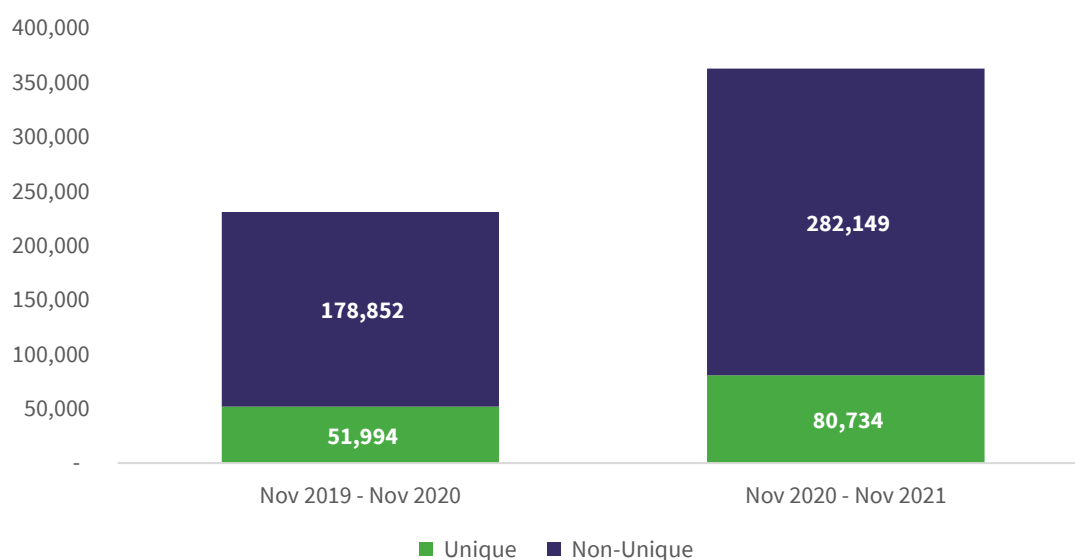
- Only Humber data is available for Working Futures forecasts. Occupational forecasts for the Humber suggest high growth in health and care sectors. Occupations related to these sectors, such as health and social care associate professionals and health professionals are expected to experience high growth.
- Food, drink and tobacco, the rest of manufacturing and agriculture are forecasted to experience low growth in the Humber. Occupations related to these sectors, such as process, plant, and machine operatives, are also expected to experience low growth.
- Local intelligence demonstrates that job vacancies have increased during COVID-19, reflecting Hull & East Yorkshire's strong sectoral mix of industries that are less exposed to stark declining demand associated with tourism and hospitality
- Skills in the workforce are expected to need development particularly to include adaptation to new equipment and materials, and knowledge of products and services. Local intelligence suggests that hard skills such as auditing, financing and warehousing, were most in demand in the HEY LEP region in 2021.

Online vacancies

- A.79 There were 362,883 total job postings in Hull & East Yorkshire from November 2020 to November 2021, of which 90,734 were unique. These numbers give us a Posting Intensity of 4-to-1, meaning that for every 4 postings there is 1 unique job posting. This compares to 230,846 total job postings in Hull & East Yorkshire from November 2019 to November 2020, which also gave a Posting Intensity of 4-to-1. This data reflects increased effort to recruit for jobs vacancies within Hull & East Yorkshire.

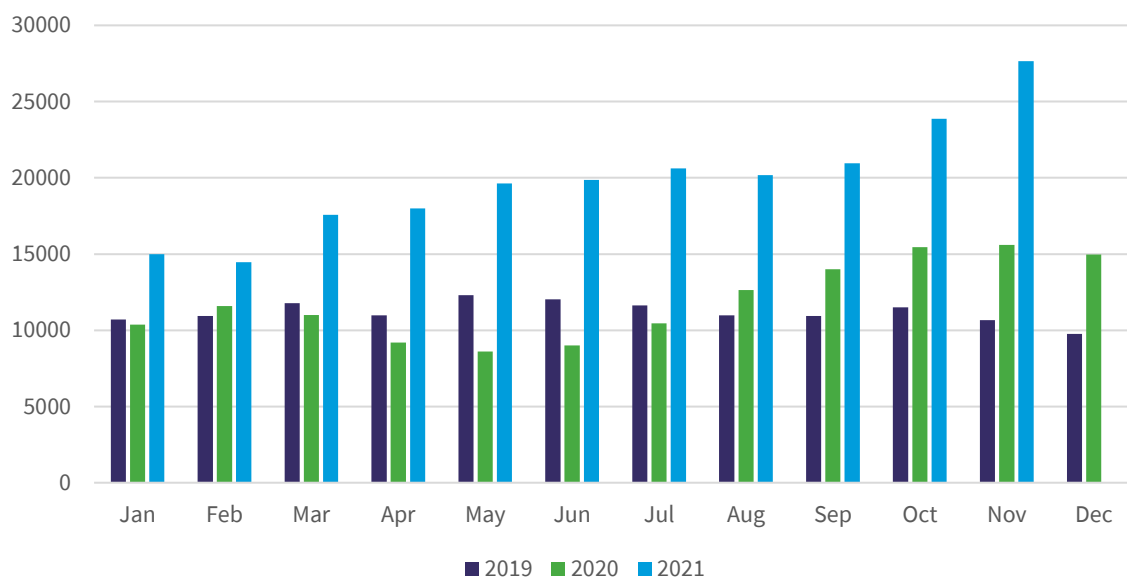
- A.80 Job postings data per month suggests a decline in total job postings from the onset of the COVID-19 pandemic in March 2020 through to August 2020 relative to the same month in 2019. Monthly total job postings from January 2021 onwards demonstrates a rebound in demand and stronger recruiting effort, with every month exceeding 2019 and 2020 levels considerably.
- A.81 Broken down by occupation, from November 2020 to November 2021 the occupations with the highest number of job postings include nurses, care workers and home carers and primary and nursery education teaching professionals. Of the top 10 occupations by number of postings, all occupations experienced an increase in postings compared to the same period the previous year.
- A.82 Online vacancies data for the HEY LEP region in November 2021 suggests high demand for jobs within the health and services sectors, teaching, haulage & logistics, and administrative roles. The majority of these roles have experienced significant growth relative to December 2019, reflecting contextual changes including the COVID-19 pandemic but also continued demand within the health sector.
- A.83 The HEY LEP region had one of the lowest levels of vacancies pre-COVID, ranking third lowest of all LEP areas in terms of vacancies. However, in line with national trends, vacancies fell by 32% in May 2020. Since then, vacancies have increased each month and reflect Hull & East Yorkshire's generally resilient sectoral mix with industries less exposed to such stark declining demand than sectors such as tourism and hospitality. EMSI data shows that accommodation and food and retail sectors, which were two sectors heavily impacted by the pandemic, are recruiting in larger volumes compared to last year. This implies recovery and supports findings of the Business Growth Hub that businesses in these sectors have been highly adaptable and have found innovative ways to trade as the pandemic progressed.

Figure A.27 Total job postings in the HEY LEP Region



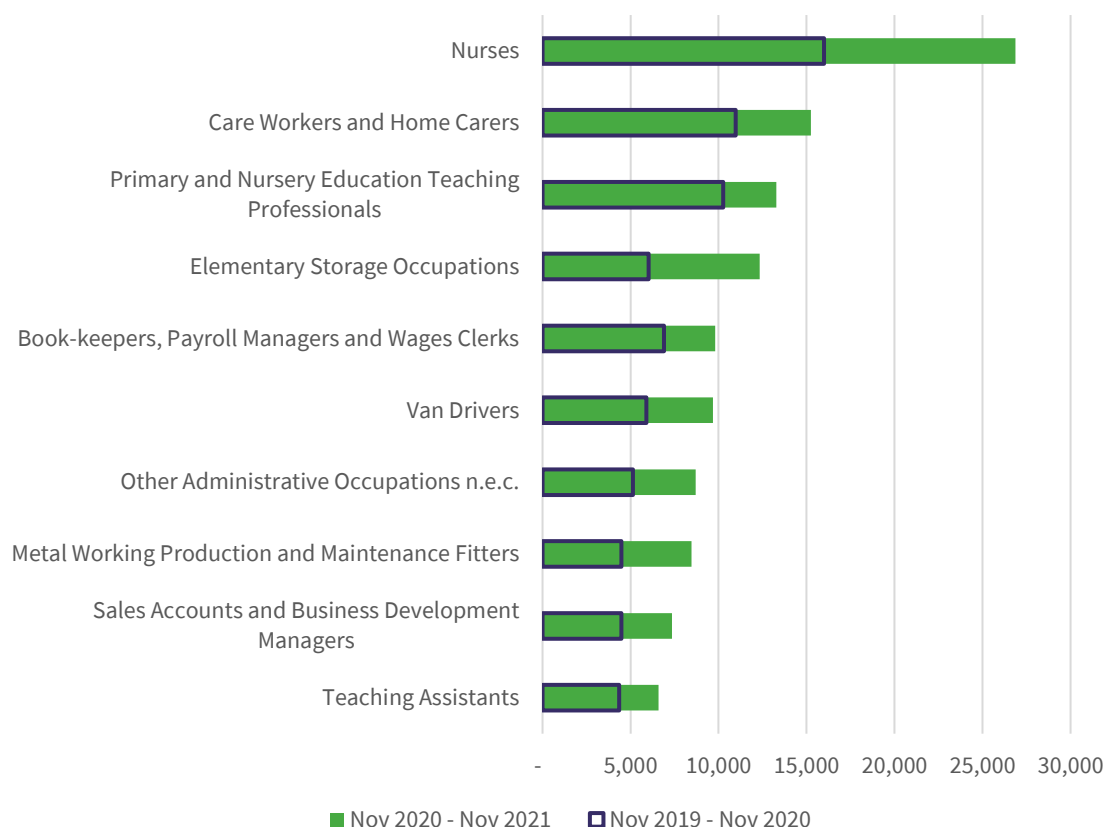
Source: Job Posting Analytics EMSI Q2 2021 Data Set, published December 2021

Figure A.28 Monthly total job postings in the HEY LEP Region, Jan 2019 to Nov 2021



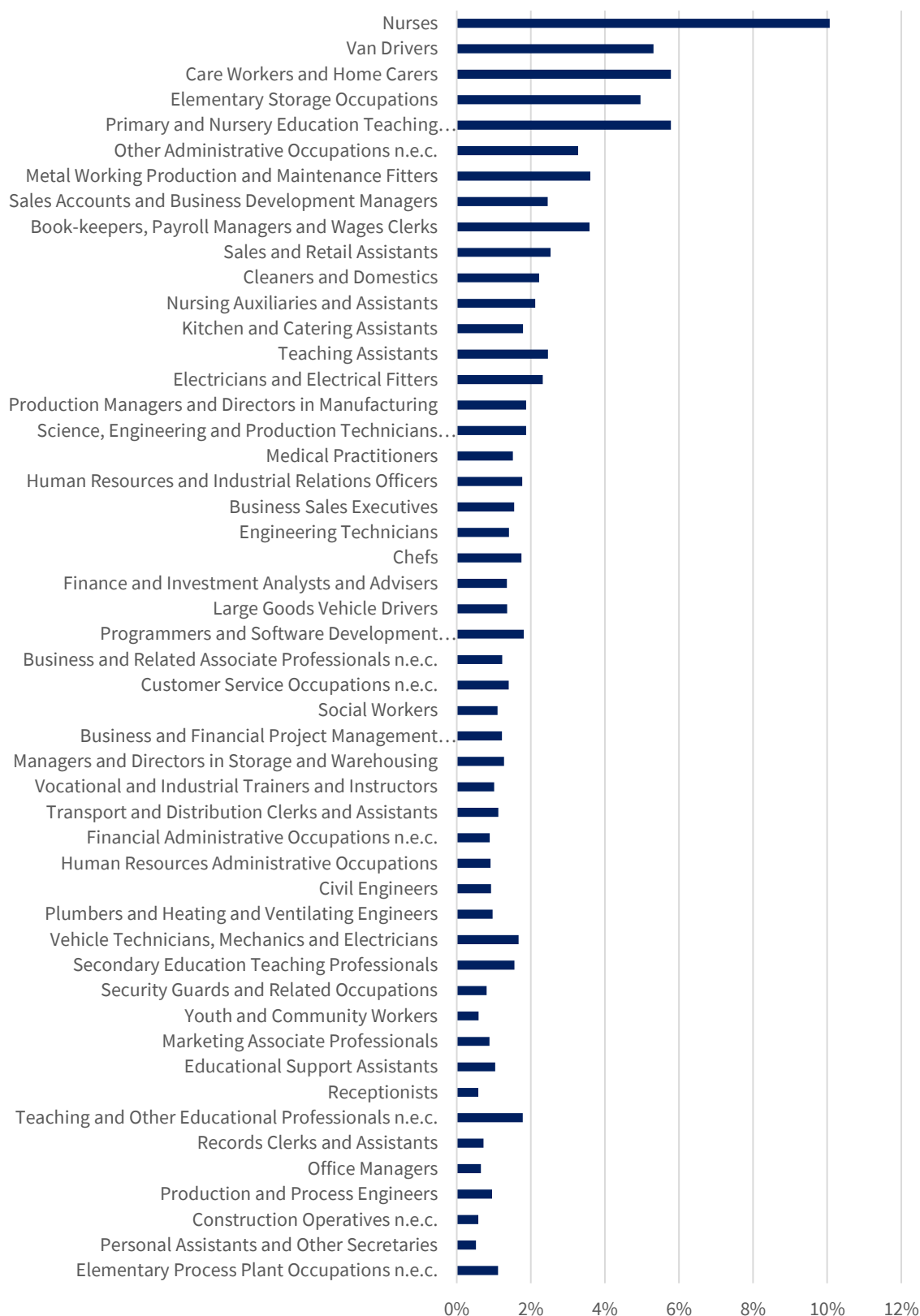
Source: Job Posting Analytics EMSI Q2 2021 Data Set, published December 2021

Figure A.29 Total job postings by occupation 2019 and 2020 in the HEY LEP Region, Nov 2019-Nov 2021



Source: Job Posting Analytics EMSI Q2 2021 Data Set, published December 2021

Figure A.30 Proportion of job postings by occupation in the Humber, November 2021



Source: Job Posting Analytics EMSI Q2 2021 Data Set, published December 2021, November 2020 to November 2021, 2021 SAP Boundaries

Sector growth forecasts

- A.84 Forecast in 2017, Working Futures provides labour market size and shape projections indicative of general sector and occupational trends. Whilst the data pre-dates the onset of COVID-19, the broader projections are likely to be indicative of the longer-term trends of the future labour market. Latest data looks at 2017 LEP areas, hence data is only available at the Humber LEP level.
- A.85 Sector growth forecasts for the Humber project highest growth in health and social work, arts and entertainment and professional services. This is consistent with local data with regard to online vacancies particularly in the health and social care sector, in addition to long-term trends such as the increasing employment within professional, scientific and technical sector, which has experienced a 40% growth in employment between 2014 to 2019 in Hull & East Yorkshire (compared to 16% growth nationally).
- A.86 Sectors forecasted to experience the lowest growth include food, drink and tobacco, the rest of manufacturing and agriculture. Other sectors with low forecast growth for Humber include both accommodation and food and education sectors within the Humber have not experienced any employment growth within Hull & East Yorkshire between 2014 and 2019.
- A.87 COVID-19 presents a sustained demand for jobs within health and social work, and transport and storage in particular, as health and logistics are at least a short and medium-term priority nationally. Meanwhile, forecast growth in arts and entertainment is likely to be hindered by the impacts of COVID-19 in the short-term, as this sector has been particularly impacted by closures throughout lockdowns.

Table A.1 Sectors with the highest and lowest forecast growth, Humber LEP area 2017-2027

	Sectors with highest forecast growth (2017-2027)	Sectors with lowest forecast growth (2017-2027)
1.	Health and social work	Food drink and tobacco
2.	Arts and entertainment	Rest of manufacturing
3.	Professional services	Agriculture
4.	Support services	Accommodation and food
5.	Transport and storage	Education

Source: Working Futures, 2017-2027 (published 2020), 2017 LEP boundaries

Occupation growth forecasts

- A.88 Sectors in the Humber forecasted to experience the most growth up to 2027 are caring and professional service occupations and health and social care associate professionals, with all of the top 5 occupations with the highest forecast growth falling within services. The growth in health and social care is expected given recent shocks such as the COVID-19 pandemic and aligns strongly with high shares of achievements in the health and social care sector within the Humber.
- A.89 Conversely, occupations with the lowest forecast growth include secretarial occupations, process, plant and machine operatives and textiles, printing, and other skilled trades. 8% of the workforce in Hull & East Yorkshire are employed within process, plant and machine operatives' occupations, which is above the national average (6%) and therefore an important consideration for future challenges facing the region. Low occupational growth forecasts within some of these occupations, including skilled metal, electrical and electronic trades, are to be considered within local contextual changes since 2017 such as the development of priority sectors in manufacturing, low carbon technologies, med tech, and port and logistics.

Table A.2 Occupations with the highest and lowest forecast growth, Humber 2017-2027

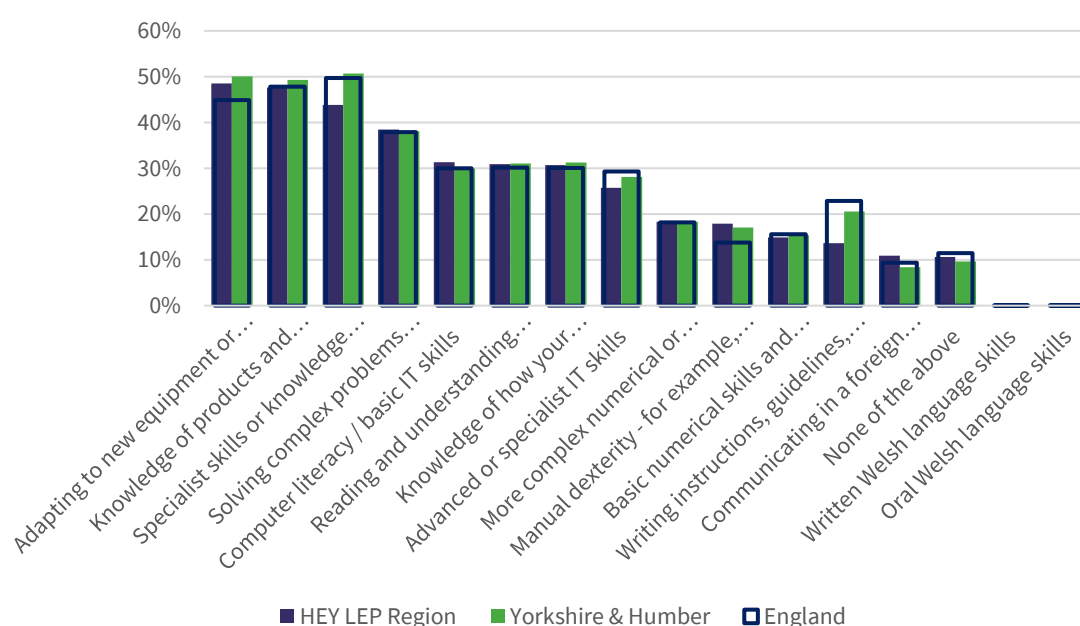
	Sectors with highest forecast growth (2017-2027)	Sectors with lowest forecast growth (2017-2027)
1.	Caring and professional service occupations	Secretarial and related occupations
2.	Health and social care associate professionals	Process, plant and machine operatives
3.	Health professionals	Textiles, printing and other skilled trades
4.	Customer service occupations	Skilled metal, electrical and electronic trades
5.	Business, media and public service professionals	Sales occupations

Source: Working Futures, 2017-2027 (published 2020), 2017 LEP boundaries

Skills that need developing

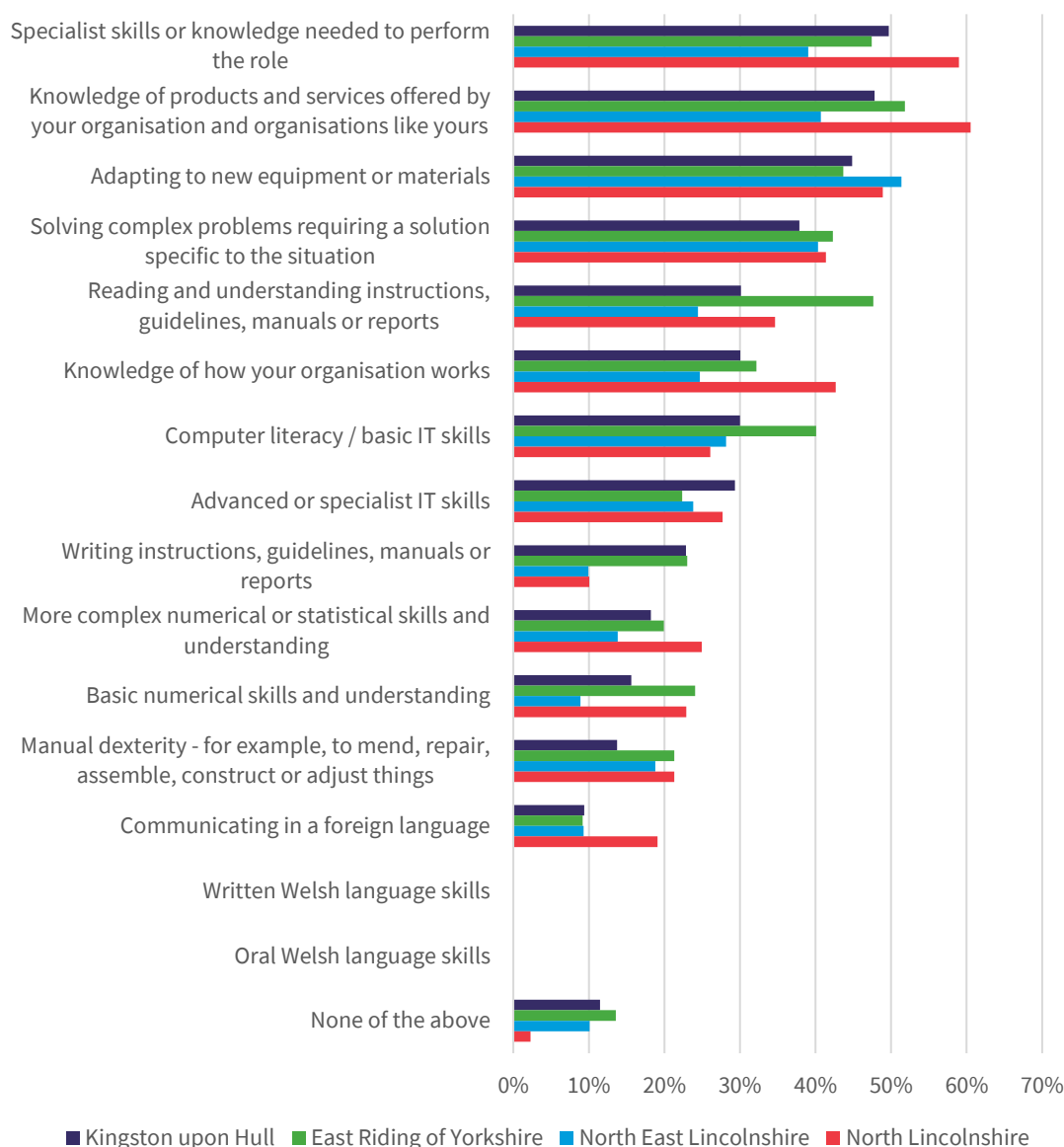
- A.90 Employers within the HEY LEP region were most likely to report the need to adapt to new equipment or materials (49% vs 45% nationally) followed by knowledge of products and services (48% vs 48% nationally) and specialist skills or knowledge (44% vs 50% nationally). Skills which were reported more frequently in HEY than at the national level include the adaptation to new equipment and materials (48% vs 45% nationally) and manual dexterity (18% vs 14% nationally) which reflect the impacts of automation and digitalisation across priority sectors in the HEY LEP region.
- A.91 The five most significant hard skills in demand within the HEY LEP region in 2021 from Emsi job data demonstrates that the most significant hard skill (defined as skills that a person has either been taught and learnt and measured by consideration of the relative concentrations of hard skills in the Humber compared to nationally) was Auditing with 3,109 unique job postings with reference to this skill. Other in demand hard skills within the HEY LEP region were Finance, Warehousing, Key Performance Indicators, and Mental Health.

Figure A.31 Skills that need developing in the workforce in the HEY LEP region, Yorkshire & Humber and England, 2019



Source: Employer Skills Survey, 2019 (published 2020), 2021 SAP boundaries

Figure A.32 Skills that need developing in the workforce in the Humber, 2019



Source: Employer Skills Survey, 2019 (published 2020), 2021 SAP boundaries

Mapping skills supply and demand

- Levels of staff not fully proficient in their roles in the HEY LEP region are in line with national trends, with East Riding reporting lower than national levels of skills gaps.
- Low levels of under-utilisation within employment in the HEY LEP region compared to nationally which indicates a good alignment between jobs available and the skills of the existing workforce.
- A lack of under-utilisation may also pose a risk in that the skills of those employed within the HEY LEP region may not be able to adapt to new technologies and changing types of jobs within the context of automation and digitalisation.

Proficiency of workforce

- A.92 The proportion of staff not fully proficient in the HEY LEP region is broadly in line with the national average (4.3% vs 4.6% nationally), whilst the proportion of staff under-utilised is lower than the national average (27% vs 34% nationally). A lower proportion of establishments with under-utilised staff in the HEY LEP region suggests that the skills supply of the local population is aligned with demand, although a skills gap in terms of proficiency exists locally at the same magnitude as nationally.
- A.93 Within the HEY LEP region, there is little variation in the proportion of staff not fully proficient compared to Humber and national levels. Similarly, little variation exists in the proportion of establishments reporting overqualified staff, with 28% of establishments reporting under-utilisation in Kingston upon Hull and 27% of establishments reporting under-utilisation in the East Riding of Yorkshire.

Table A.3 Proficiency of the workforce in HEY LEP region and England, 2019

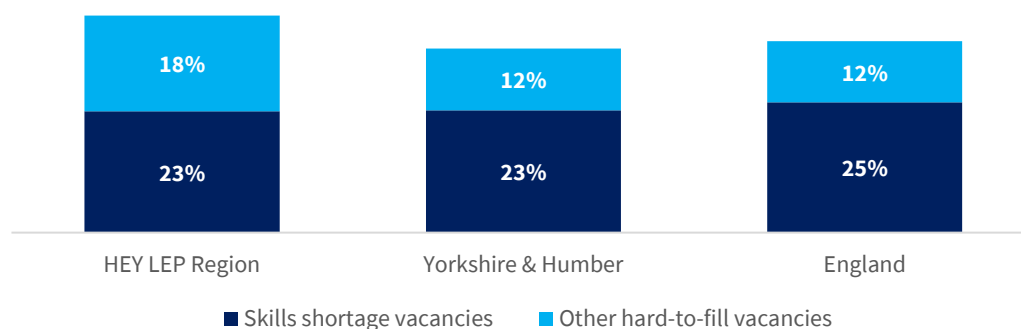
	Proportion of staff not fully proficient	Proportion of establishments with any under-utilised staff
HEY LEP area	4.3%	27.1%
England	4.6%	34.0%

Source: Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries

Hard-to-fill and skills shortage vacancies

- A.94 Hard-to-fill vacancies account for 41% of all vacancies in the HEY LEP region which is higher than the national average (36%). Of these, 23% of vacancies are skills shortage vacancies (vs 25% nationally) and 18% are other hard-to-fill vacancies (vs 12% nationally). A higher proportion of hard-to-fill vacancies that are for reasons other than a lack of skilled or qualified people in Hull & East Yorkshire suggests difficulties that are not related to skills supply.
- A.95 Within Hull & East Yorkshire, the number of hard-to-fill vacancies as a proportion of total vacancies is highest in the East riding of Yorkshire (45% of all vacancies) compared to 40% in Kingston upon Hull. Skills shortage vacancies are highest in Kingston upon Hull (33% vs 25% nationally) compared to East Riding of Yorkshire (19%).

Figure A.33 Proportion of all vacancies that are hard-to-fill due to skills shortages or other reasons, 2019



Source: Employer Skills Survey, 2019 (published 2020), 2021 SAP boundaries

Labour Market Transition to Net Zero

A.96 The below table assesses the impacts from the Labour Market Transition to Net Zero as per the recommendations within the supplementary guidance note. These have been mapped to the themes of automotive, offshore wind and electricity networks, forestry and CCUS/hydrogen as well as considering overall impact.

Table A.4 Document Review – Labour Market Transition to Net Zero

Theme	Labour Market Impact	Evidence	Reference
Labour market transition to Net Zero	The UK government's plan for growth (Build Back Better 2021) highlights the transition to Net Zero as a key pillar of the plan.	The UK Government build back better plan seeks to tackle long-term problems to deliver growth that creates high-quality jobs across the UK. Supporting the transition to net zero is one of three priorities of the plan.	Build Back Better, HM Treasury, 2021
Offshore wind and electricity networks	Offshore wind and electricity jobs will be supported by the Build Back Better Plan.	<p>The Build Back Better Plan seeks to support up to 60,000 jobs in the offshore wind sector.</p> <p>The plan highlights £12 billion of funding is to be made available for infrastructure projects through the Ten Point Plan for a Green Industrial Revolution.</p>	Build Back Better, HM Treasury, 2021
CCUS/hydrogen	CCUS and Hydrogen sector jobs will be supported by the Build Back Better Plan.	<p>The Build Back Better Plan seeks to support up to 50,000 jobs in carbon capture, usage and storage (CCUS) and up to 8,000 in hydrogen.</p> <p>The Build Back Better plan aims to grow current net zero industries and encourage new ones to emerge. This includes working with industry, aiming to generate 5GW of low carbon hydrogen production capacity and capture 10Mt CO₂/year using CCUS by 2030.</p>	Build Back Better, HM Treasury, 2021
Automotive (electric vehicles)	Green automotive sector jobs will be supported by the Build Back Better Plan.	The Build Back Better plans to grow current net zero industries and encourage new ones to emerge, include ending the sale of new petrol and diesel cars and vans in 2030.	Build Back Better, HM Treasury, 2021
Labour market transition to Net Zero	The UK government is committed to a transition to Net Zero carbon emissions. This will have significant implications for regional labour markets.	The UK transition to net zero to be one of the dominant labour market trends in the next 30 years: approximately 6.3 million jobs in the UK, about one in five, are likely to be affected by the transition to a green economy, with workers experiencing either an increase or decrease in the demand for their skills.	Green Jobs Task Force report, 2021

Labour market transition to Net Zero	As part of the UK government Net Zero strategy, there will be significant public sector activity in supporting the transition towards green skills.	<p>The Green Jobs Task Force commits to support up to 440,000 jobs across net zero industries in 2030, and 2 million jobs in green sectors or by greening existing sectors.</p> <p>Skills supply, demand and matching will be important to this transition.</p> <p>The Green Jobs Task Force outlines plans to:</p> <ul style="list-style-type: none"> • Work with business to grow green skills in the UK • Use net zero policy and funding to promote the growth of green skills and the green economy. • Reform the skills system to make it more responsive to the needs of employers, so that training providers, employers, and workers are incentivised and equipped to support the transition to net zero • Ramp up support for workers in the high carbon economy to transition to green jobs • Work with business to ensure people from all backgrounds can access the opportunities in the green economy, including through career advice • Provide children and young people with the high-quality education and training they need to work in a future green career, through improving teacher training and development in STEM and other key subjects, and expanding post-16 training programmes in line with the needs of the green economy. 	Green Jobs Task Force report, 2021
Labour market transition to net zero	Jobs of lower skilled workers are more likely to be at risk as industries decarbonise.	<p>Average carbon per worker by education and occupation data highlights that people with low and middle levels of education, and those in process or elementary occupations, work in jobs with a higher carbon intensity (20% more than highly educated).</p> <p>As industries are required to decarbonise, this may reduce job opportunities in certain sectors which may disproportionately affect lower skilled and qualified employees.</p>	UK Govt, Net Zero Review, October 2021
Labour market transition to net zero/Renewable Energy	New jobs are expected to outnumber job losses resulting from the Paris Agreement, with particular job in renewable energy sector jobs.	<p>The International Labour Organisation expects 24m new jobs and 6m job losses by 2030 as a result of the Paris Agreement.</p> <p>Jobs growth will be primarily driven by the renewable energy sector.</p> <p>Growth in this sector will lead to higher job creation than expanding other energy sources and will reduce emissions.</p>	UK Govt, Net Zero Review, October 2021
Labour market transition to Net Zero	Green jobs will be supported by green finance and innovation support.	The UK government Ten Point Plan for a Green Industrial Revolution will support green jobs. For example:	The Ten Point Plan for a Green Industrial Revolution, 2020

		<ul style="list-style-type: none"> Point 7 seeks to support for around 50,000 jobs in 2030 in relation to green building. Point 10 supports Green Finance and Innovation with the potential to support hundreds of thousands of jobs by 2030. 	
Offshore wind and electricity networks	Offshore wind and electricity jobs will be supported by the Ten Point Plan for a Green Industrial Revolution.	Point 1 of the Ten Point Plan is to advance offshore wind. This could deliver support for up to 60,000 jobs in 2030.	The Ten Point Plan for a Green Industrial Revolution, 2020
CCUS/hydrogen	CCUS and Hydrogen jobs will be supported by the Ten Point Plan for a Green Industrial Revolution.	<p>Point 2 of the Ten Point Plan is to drive the growth of low carbon hydrogen. This could deliver support of up to 8,000 jobs by 2030, potentially unlocking up to 100,000 jobs by 2050 in a high hydrogen net zero scenario.</p> <p>Point 3 is to deliver new and advanced nuclear power. This will support a peak of around 100,000 jobs during construction.</p> <p>Point 8 is to invest in carbon capture, usage and storage. This will support for around 50,000 jobs in 2030.</p>	The Ten Point Plan for a Green Industrial Revolution, 2020
Automotive (electric vehicles)	Green Automotive jobs will be supported by the Ten Point Plan for a Green Industrial Revolution.	<p>Point 4 of the Ten Point Plan is to accelerate the shift to zero emission vehicles. This will support 40,000 new jobs in 2030.</p> <p>Point 5 of the Ten Point Plan is to boost green public transport, cycling and walking. This will support up to 3,000 jobs by 2025.</p> <p>Point 6 of the plan support jet zero and green ships with up to 5,200 jobs supported by a domestic SAF industry.</p>	The Ten Point Plan for a Green Industrial Revolution, 2020
Forestry	A number of forestry jobs will be supported by the Ten Point Plan for a Green Industrial Revolution.	Point 9 of the Ten Point Plan to is protect the natural environment. Up to 20,000 jobs are to be supported from improving flood defences by 2027.	The Ten Point Plan for a Green Industrial Revolution, 2020
Labour market transition to net zero	The labour market transition is expected to disproportionately impact workers who are medium-skilled, younger adults or women.	The Net Zero Review provides a profile of workers in 'categories of eco-transformation' from those which will flourish and grow (leaders) to those which will struggle and decline (laggards). Those in the latter are disproportionately comprised of medium-skilled (52%), younger adults (52%), women (42%).	Future Fit & Nesta, 2020
Labour market transition to net zero	Lower skilled employees are less likely to learn new skills.	Employees in sectors expected to flourish under the labour market transition to Net Zero have a participation rate in adult learning of 21% compared to 11% in workers in sectors expected to struggle.	Future Fit & Nesta, 2020

		Current participation is a strong indicator of future learning and training is more often available to staff who are highly skilled in leader industries. Employees displaced from sectors which are not green may face difficulties re-entering the labour market. Learning new skills is required.	
Automotive (electric vehicles)	The increase in production of electric vehicles will likely see increased jobs throughout the West Midlands.	The sector is expected to preserve jobs across all NVQ levels as existing, large automotive capacity in UK switches to ULEV technology. However, ongoing R&I activities demands highly skilled researchers NVQ Level 4+.	Local Green Jobs – Accelerating a Sustainable Economic Recovery, 2020
CCUS/ Hydrogen Offshore wind and electricity networks	Significant growth in low carbon jobs is expected by 2050 across England including the West Midlands.	Nearly half (46%) of the total low-carbon jobs by 2030 will be in clean electricity generation and providing low-carbon heat for homes and businesses. Over one-fifth (21%) of jobs by 2030 will be involved in installing energy efficiency products ranging from insulation, lighting and control systems. Around 19% of jobs in 2030 will be involved in providing low-carbon services (financial, legal and IT) and producing alternative fuels such as bioenergy and hydrogen.	Local Green Jobs – Accelerating a Sustainable Economic Recovery, 2020
CCUS/ Hydrogen	The UK hydrogen fuel cell sub-sector is expected to require high skilled workers.	Hydrogen demand is broadly expected to increase (globally) towards 2050 and this will impact fuel cell manufacturers are critically aware of this. Job demand is highly localised in areas where primary operations are, this includes manufacturing, research, design, sales and marketing. It is possible that manufacturing could be moved abroad to meet major demand markets internationally, whilst key research and innovation jobs would likely remain in the UK. This sub-sector could capitalise on existing expertise from automotive manufacturing workers in localities where current automotive operations are downsizing.	Local Green Jobs – Accelerating a Sustainable Economic Recovery, 2020
Electric Vehicles	Table 13 within the Local green jobs – accelerating a sustainable economic recovery report sets out 4 sections: high level outlook; Regional demand for jobs; skills and key considerations for local authorities for electric vehicles sector.	It is expected there will be significant scale-up of the electric vehicles sector in the near-term due to the 2035 phase out of Internal Combustion Engine (ICE) vehicles, future demand towards 2050 is uncertain due to considerations around autonomous vehicles, integrated public transport and the competition with Hydrogen Fuel Cell Vehicles. Demand for jobs will likely be focussed in regional hubs where existing manufacturing capacity lies; this could include the West Midlands where automotive manufacturing supply chains are already well developed. Primarily there will be job preservation for lower-skilled workers in the short to medium term as there is a structural change in the automotive	Local Green Jobs – Accelerating a Sustainable Economic Recovery, 2020

		sector from ICE to electric motors. There will be ongoing requirements for those high-skilled workers involved in research and innovation.	
Labour market transition to Net Zero	A widespread programme of upskilling and reskilling will be needed to improve the industry capabilities in areas such as project management, system design and digitalisation.	The construction sector's transition to net zero will soon lead to significant further demand for new skills – to be found through a mix of new skilled jobs and upskilling existing roles. Upskilling/Reskilling will be required in the following pathways: Hydrogen deployment through the grid, fabric first retrofit, heat pumps, heat networks and onsite energy.	CITB: Building Skills for Net Zero report
Labour market transition to Net Zero	Creating a net zero clean growth economy for the HEY LEP region is a significant challenge and provides the greatest opportunity for the economy of the region.	Low carbon technologies have been identified as an emerging innovation and growth potential sector within the HEY LEP Economic Growth and Workforce Wellbeing strategy, 2021. The low carbon technologies sector has seen 74.8% growth in employment numbers in the past 8 years.	HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021
Labour market transition to Net Zero	Green jobs and skills requirements are likely to emerge across the HEY LEP region and surrounding area over the coming years.	Within the UK's National Construction and Infrastructure Pipeline, there are projects worth more than £11.8billion planned for the Yorkshire & Humber region (this excludes any national investments which may be delivered in the region). Two-thirds of which (c£8billion) will be in the green economy.	HEY LEP Green Jobs and Skills Analysis, 2021
Offshore wind and electricity	Working towards a low carbon economy will create a range of projects with demand for skills in Offshore wind and electricity	The region's percentage of UK offshore wind capacity is set to increase from 15% to 21%, by 2026 the total UK workforce is predicted to rise to nearly 70,000, with Yorkshire & Humber's workforce rising to 10,500 (+8,000). Demanded green skills will relate to: Agriculture/Agri-tech, low carbon technologies, electric vehicles, carbon capture, utilisation and storage, hydrogen, offshore wind and nuclear, smart utilities networks, waste management, recycling and the circular economy, IT, artificial intelligence and data science, and Core/Meta skills.	HEY LEP Green Jobs and Skills Analysis, 2021
Hydrogen	Working towards a low carbon economy will create a range of projects with demand for skills relating to Hydrogen	Creating a successful hydrogen sector could support 9,000 direct jobs across the UK by 2030, with up to 100,000 supported directly by 2050. Mutual recognition of professional qualifications to enable people to transition to new sectors such as hydrogen without re-certification will be a crucial element for success.	HEY LEP Green Jobs and Skills Analysis, 2021

Labour market transition to Net Zero	Several priorities within the Humber Estuary Plan will have important demand implications for the skills needs of those in Hull & East Yorkshire.	<p>Humber Estuary Plan priorities include:</p> <ul style="list-style-type: none"> • Being a net zero carbon industrial cluster by 2040, and significantly lower carbon by 2030. • Supporting long-term sustainability of existing industries through decarbonization, diversification and reinvestment, • Leveraging the development of low-carbon infrastructure to attract new investment and develop local supply chains, and innovation. • To continue developing the region as a trailblazer for clean energy generation, growing the Humber energy cluster and establishing the region as a global leader in smart offshore wind operations and maintenance by 2030. 	Humber Estuary Plan, 2021 (Locally held)
Labour market transition to Net Zero	A comprehensive plan for decarbonisation in the Humber to achieve net zero carbon emissions by 2040 will increase demand for low-carbon skills & Knowledge.	<p>The Humber Industrial Cluster Plan is a £2.6M project to decarbonise the Humber's energy-intensive industry by 2040, whilst maximising the economic benefit and future opportunities for the region.</p> <p>The project is led by the HEY LEP, supported by CATCH, with contributions from 8 private sector business and support from a further 5 key energy users across the region. The Humber is the largest UK industrial cluster, and this UKRI-funded project is part of the UK Government's Industrial Decarbonisation Challenge Fund, designed to facilitate and accelerate clean growth.</p>	Humber Industrial Cluster Plan
Labour market transition to Net Zero	As a large producer of carbon, the Humber has an opportunity (via HEY LEP, GLLEP and the four local authorities of Hull, East Riding, North Lincolnshire and North-East Lincolnshire) to set an example for de-carbonising the economy as well as build on the area's status as an exciting place for growth in green energy. This will support green jobs in respective Humber areas.	<p>The Humber Freeport will act a catalyst to accelerate growth in of the green economy by:</p> <ul style="list-style-type: none"> • containing customs zone sites all across the Humber including the four main ports • having three new tax sites on both banks of the Humber that will incentivise growth in new manufacturing, research and development and green energy jobs (East of the Port of Hull, development land in Goole and Able Marine Development Park in Killingholme) • Including an agreement to complement tax sites by targeting significant seed capital resources to ensure the benefits of Freeport status is felt across all four Humber local authority areas, including at the South Humber Industrial Investment site near Stallingborough in North-East Lincolnshire. 	Humber Freeport

		<ul style="list-style-type: none"> Securing significant inward investment from blue-chip multinationals with the potential to attract and drive both supply chain and innovation eco structures. 	
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- B.1 Analysis contained within the Local Skills Report draws on a number of other evidence bases and sources, in addition to the LEP-Level Core Indicators provided in Annex A.

Supporting Charts for Annex A including local authority data

- B.2 The attached workbook contains analysis of DfE core indicators at district, LEP and regional level, and additional indicators pertaining to the narrative and analysis in Annex A and Chapter 3, with contextual indicators across local landscape, skills supply, and demand: [Additional Indicator Workbook January 2022.xlsx](#)

Local Context

- B.3 The 'local context' section of Annex B presents an overview of the information on strategic priorities, challenges and opportunities, COVID-19 impact, policies, skills performance and local employers in Hull and East Yorkshire as well as the wider Humber area (in relation to Clean Growth and Freeport).

Source Theme	Title	Summary	Skills Implications
Strategy	HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021	<p>Sets out four key priorities: ensuring a productive and innovative economy, clean growth energy, skilled inclusive economy and attractive, competitive and resilient locations. Priorities align with the economic strategies set out by both Hull City Council and East Riding of Yorkshire Council and will be achieved through business-led initiatives and partnership working.</p> <p>The strategy details HEY LEP's 8 key sectors to be: Ports & Logistics; Engineering, manufacturing and assembly; Agriculture, Horticulture, Food Manufacture and Agri-Tech; Construction; Health Technologies, Pharmaceuticals and Health and Social Care; Tourism & Culture; Digital, and Low Carbon Technologies.</p>	<ul style="list-style-type: none"> Drive higher level skills Upskill/reskill the workforce Maximize progressions to HE Embed digital skills Retain and attracting young people Deliver a green recovery through skills development Support labour market transition Match out of work people with sectors with labour need Economic inclusion

Source Theme	Title	Summary	Skills Implications
Strategy	Humber Estuary Plan, 2021	<p>Details how the Humber will accelerate clean growth in the Energy Estuary, develop the Humber Ports and Manufacturing clusters, manage the Humber Estuary and attract and deliver new investment as well as presenting wider priorities for growth and productivity.</p> <p>Following the close of the Humber LEP, the delivery of the Humber Estuary Plan became the responsibility of the Humber Leadership Board. The Humber Leadership Board (HLB) was reorganised as a joint committee comprising of the Leader and one executive member from each of the four local authorities (Hull, East Riding, North and North-East Lincolnshire). As a member of this Board, the HEY LEP (and GLLEP) will support relevant activities to ensure that agreed outcomes are achieved, such as supporting the Humber Freeport and Humber Industrial Cluster Plan.</p>	<ul style="list-style-type: none"> • Leverage low-carbon infrastructure to attract new investment and develop local supply chains, skills and innovation. • Work in partnership with industry and academic partners to maximize the opportunity presented by the development of the Siemens Mobility rail manufacturing facility • Ensure business and innovation support, careers advice and education and training provision is responsive to these opportunities. • Create and increase the demand of jobs in Haulage & Logistics, and Low Carbon (See Figure B.32/B.33 in the additional indicator workbook for current Humber Estuary case studies).
Strategy	East Riding Economic Strategy 2018-2022 & Mid-Term Review, January 2021 (Locally Held Document)	<p>The East Riding Economic Strategy sets out a strategic framework to achieve a competitive and resilient low-carbon economy that supports sustainable and inclusive growth and meets the ambitions set out in the Government's Industrial Strategy. Four priorities were identified in the strategy: Business Growth; Lifelong Learning; Quality Locations; and Sustainable Economy. The mid-term review provides highlights against these actions and maps priorities to secure by 2022/2023.</p>	<ul style="list-style-type: none"> • Deliver the Yorkshire Coast Community Led Local Development Programme to help those furthest from the labour market improve their employment opportunities • Deliver an adult learning service that is response to economic recovery and local challenges. • Support learners to follow relevant progression routes further learning or employment. • Broaden range of SEND and high needs provision and enhance engagement with local employers to increase number of local opportunities. • Deliver Technical Level (T Level) qualification pilots. • Maintain financial viability of Kickstart (formerly Wheels to Work) to overcome geographical barriers to employment and learning. • Support employment growth through LEP sector deals. • Continue the Skills Support for the Workforce programme (extended to March 2023 with additional funding allocated for the East Riding to support SMEs with fully funded workplace training).

Source Theme	Title	Summary	Skills Implications
Strategy	East Riding's Children and young people's strategic plan	<p>The Children and Young People's strategic plan outlines overarching ambitions and priorities for children and young people in the area, centered on feedback received from extensive engagement and consultation with children and young people in the development of the Plan. Ambitions are woven into priorities, and partnerships will be utilised to remove barriers to achievement and narrow the gap so that everyone can reach their potential.</p> <p>Aims include delivering an excellent educational experience for all (with attainment and achievement gaps narrowed); providing support to parents and carers need, when they need it; and promoting good health and wellbeing for children and young people, recognising the importance of emotional and mental health.</p>	<ul style="list-style-type: none"> • Priority to deliver an excellent educational experience for all, with attainment and achievement gaps narrowed. • Key actions will be to raise the attainment of disadvantaged pupils in line with the Aspire Charter 2016-2019 and to continue challenging and supporting all schools and childcare settings to get to Good or Outstanding as judged by Ofsted.
Strategy	East Riding SEND Development and Improvement Plan, May 2021	The SEND 10-point Development and Improvement Plan provides an ongoing commitment from East Riding's Children and Young People's Specialist Services to improve services and provision for all young children and young people, but particularly for East Riding's most vulnerable children.	<ul style="list-style-type: none"> • Two areas of development and improvement relevant to skills include sufficiency (Point 06) and journey (Point 08). • Sufficiency of places across the SEND system – making sure there is a clear offer for young people with additional needs within education that ensures that there is the right support from a child's earliest years into adulthood. • Journey/Transition arrangements – Making sure that as children and their families move through the SEND system from birth into adulthood, they can do this in a clear and supportive way as possible without retelling their story. Services are joined up and easy to navigate.
Strategy	East Riding's strategy for people with	11 Leading organisations within East Riding formed a partnership with the aim to improve the lives of residents in the East Riding through wellbeing, health and care. As part of this, a strategy for people with autism was created. The strategy aims to ensure that East Riding has autism-friendly communities where people with	<ul style="list-style-type: none"> • Many people with Autism find it difficult to identify, apply for and retain employment. Adults with autism in the East Riding are significantly underrepresented in the labour market. • The strategy aims to ensure that whichever education route children go down, they are able to receive the support they require to enjoy

Source Theme	Title	Summary	Skills Implications
	Autism, 2019-2024	autism are able to live fulfilling and rewarding lives and their families and carers get the right levels of support and respite at times when they need them.	and reach their potential in education, wherever possible this should prepare them for employment or other meaningful activities they can participate in when they get older.
Strategy	Hull's Economic Strategy, 2021-2026	<p>Kingston upon Hull's city council strategy provides a five-year framework for Hull to respond to the immediate economic impacts of the pandemic, support continued growth and investment, and focus resources on key challenges of climate change, city centre renewal and address fairness and inequality.</p> <p>The strategy aims to Improve levels of employment and access to learning and skills, Increase Hull's vibrant culture, enterprise and create new opportunities, and develop a high skills economy to continue to reduce the proportion of Hull's working age population with no qualifications.</p>	<ul style="list-style-type: none"> • Utilise local and regional partnerships and networks: HEY LEP, Hull and East Yorkshire's Business Engagement Board, Health and Well-Being Board, and the Hull Place Strategy Board amongst others. • Build on the 'Employment Hub' to provide further opportunities to those unemployed • Sustainable active travel to connect people with education, training and employment • Promote entry-level skills to progress individuals into employment or further education • Scope and develop skills specialisms across key sectors • Develop understanding of future building industry requirements for low and zero carbon construction and maintenance of buildings within a circular economy • To make more of the Hull Pound, encourage businesses and communities to recirculate the Hull Pound. • Increase the quality, scope and take-up of vocational pathways. • Develop a high skills workforce through the skills accelerator and strategic development programmes. • Work with growth sectors to match skills provision.
Strategy	Kingston upon Hull's Children, Young People and Families Plan, 2019-2023	The vision of the plan is to make Hull an inspiring City – safe and healthy to learn, play, work and live in. Where all children, young people and their families are health and safe from harm and have the confidence to be ambitious and achieve their aspirations.	<ul style="list-style-type: none"> • Hull has lower than average performance at key stage 4, lower proportions of young people achieving level 3 qualifications by the age of 19, higher numbers of NEETs (Not in Education, Employment Training/not known) and an occupation structure skewed towards lower skilled occupations. • Need to understand why Hull has a high number of young people who are NEET and enhance the labour market intelligence they have around this area of data.

Source Theme	Title	Summary	Skills Implications
			<ul style="list-style-type: none"> Maximise funding opportunities, utilise social clauses within procurement contacts and engage with local employers to support people into the labour market.

Local Context

Source Theme	Title	Summary
Investment/Funding	Humber Industrial Cluster Plan	<p>The Humber Industrial Cluster Plan will provide an evidence-based framework for identifying, and delivering measures that will enable the Humber industrial cluster to significantly reduce emissions by 2030 and achieve net zero by 2040, while maximizing strategic opportunities to drive green recovery.</p> <p>The joint bid by the HEY LEP and CATCH also involves eight private sector partner organisations (British Steel, Centrica, Drax, Equinor, National Grid Ventures, Phillips 66, SSE Thermal and VPI Immingham) and was submitted to UKRI as part of the Government's Industrial Decarbonisation Challenge Fund scheme, part of the £350m green recovery package announced by the Prime Minister in July.</p> <p>The project, totalling £2.6m, will move the Humber closer to achieving large-scale decarbonisation, with businesses across the Humber working to find effective and lasting solutions for the region. The HEY LEP took over from the Humber LEP as the lead partner in the project (see additional indicator workbook Figure B.31 for the phased approach taken).</p>
Investment/Funding	Humber Freeport	The Humber Freeport was chosen as one of the Government's preferred sites which were announced in the Chancellor's budget in March 2021. Submitted by ABP, backed by the four local authorities, and the two local LEPs, the

		<p>Freeport will bring benefits to the region such as improved infrastructure, customs protocols and favorable duties and taxes. The secured Freeport status for the Humber will act as a catalyst to accelerate growth of the green economy and will create new jobs for local residents. The Freeport includes allocated tax sites to attract and enable tenants to deliver additional commodities and services, seed corn sites to promote infrastructure development and custom zones to promote export activity.</p> <p>In addition, the Humber Freeport Company will establish a dedicated 'Freeport Skills Group' from March 2022 and will support the Freeport to provide employment opportunities through directives, including such things as:</p> <ul style="list-style-type: none"> • Supporting existing government schemes • Encouraging employers to invest in training their workforce, and • Working with the Universities on research and development, and to support higher technical skills • Provide a dedicated website to promote Freeport jobs, opportunities, and support <p>Working on a joined-up recruitment offer for inward investment, new business start-ups and company expansions</p>
Investment/Funding	The Goole Town Deal	<p>In 2019 the Ministry of Housing Communities and Local Government, launched a prospectus for a £3.6billion Towns Fund. This was established to address growth constraints and provide the core public investment that builds on a series of government-led growth agreements with local areas, aimed at rebalancing the economy. The fund is designed to propose a range of interventions (town deals) that drive the renewal of towns to generate long-term economic and productivity growth.</p> <p>Goole submitted its Town Investment Plan (TIP) in January 2021 and was successfully allocated a £25 million Towns Fund deal in November 2021. Driven by the Goole Town Deal Board, the TIP developed a series of goals for Goole to target reinventing the town centre and level up the significant private sector led investments on Goole 36. Goole Town Deal now has until</p>

		<p>June 2022 to bring forward Treasury Green Book Business Cases for each individual intervention and the Town Deal will be delivered until 2026.</p> <p>The ten shortlisted interventions focus on: Urban regeneration, planning and land use; Skills and enterprise infrastructure; and connectivity. These include: the Goole Market Hall reinvention, Town centre public realm programme, property activation fund to support town centre buildings reanimation, Goole leisure Centre, Victoria Pleasure Ground, Dutch River Cycleway and improved Flood Banks, Goole Station Transport Hub, One stop skills and information shop (with skills fund), Full fibre broadband in Old Goole, Faster direct rail services between Goole and Leeds.</p> <p>The Market Hall, Victoria Pleasure Ground and Leisure Centre are flagship anchor destination projects for the town centre, whilst the Station Hub is a strategic arrival point for Goole's two-way connectivity aspirations. The Public Realm programme will aim to improve the overall sense of place and highlight the town's distinct identity as a working port and a community of 20,000+ residents. The Property Activation Fund is a means to bring back into use multiple properties and engage with private sector owners to stimulate new economic enterprises.</p> <p>Goole Town Deal Board firmly believe there is a need to establish a high-profile premise on the high street, to promote the vast and varied opportunities in Goole to both residents and businesses. The venue could serve as triage facility and offer welcoming touch down space for engagement and interaction. Provision has also been made for a flexi skills fund (subject to demonstrating it meets an unmet and unfunded need).</p>
Investment/Funding	Yorkshire Energy Park	<p>The Yorkshire Energy Park is a development located in the East Riding of Yorkshire. It appeals to businesses looking for power and data resilience, links to research and development, reinforced by a strong transport infrastructure and access to a skilled workforce. The Yorkshire Energy Park has the potential</p>

		<p>to create approximately 4,480 gross jobs, with 80% of these job positions are to be filled by local labour.</p> <p>The site will incorporate: an energy centre and primary substation, providing up to 9.9MW of on-site energy and up to 39MW of off-site energy for export, A tier 3 data centre and disaster recovery suite, an incubator space for start-up businesses and SME growth, a national centre of excellence for education, training and research facilities, and 45 hectares of green space, protected for 80+ years as an ecologically enhanced area for protected species.</p>
Investment/Funding	Humber International Enterprise Park	A planning application for a near 400,000 sq m industrial park to the east of Hull, named Humber International Enterprise Park, has been approved by East Riding Council's Planning Committee. More than 6,000 jobs have been suggested for the site, which will join Able Marine Energy Park on the South Bank in catering for the huge, anticipated uplift in offshore wind manufacturing.
Investment/Funding	Six new offshore wind farm sites (Round four results released by The Crown Estate)	In February 2021 six new offshore wind farm sites were revealed by the Crown Estate which will be located off the coasts of the North East and North West of England. Three of these sites are located of the North East Coast, with Hull and Grimsby the major ports serving the sector. The sites have a combined capacity of 4.5GW (1.5GW each). Each site eclipses the capacity of the current largest operational wind farm, Hornsea 1 (1.2GW).
Investment/Funding	Skills East Riding	Labour market research from Skills East Riding maps out some of the key investments in the East Riding district. The East riding continues to attract major investment to shape the future economic base and create skilled employment opportunities.
Investment/Funding	Skills Accelerator- Strategic Development Fund	The Humber was successful in securing a Strategic Development Fund pilot (Skills Accelerator programme) focused on skills for the Energy Estuary. The Humber, as the country's most carbon intensive industrial region, contributing over a quarter of the UK's energy, presents a unique opportunity to decarbonise at scale and pace. 23% of the Humber's economy and 1 in 10

		<p>jobs depend on energy intensive industries, making it imperative that the Humber leads the green industrial revolution.</p> <p>As a partnership including FE colleges, sixth form colleges, training providers and the University of Hull, the project is trialing new and innovative green skills related provision to upskill and re-skill those either in or about to enter the workforce. The £5 million programme aims to support over 1300 individuals by the end of March 2022, and 8,000 places in the subsequent 4 years. It is one of 18 national pilots, and the future ambitions include explore the extension of this short term funding, and the establishment of Local Skills Improvement Plans (LSIPs), involving local Employer Regional Bodies to further develop employer and provider links to transform technical education, to meet the needs of industry.</p>
Covid-19 Impact	Hatch/HEY LEP, 2021, Hull & East Yorkshire LEP COVID-19 Impact Assessment	<p>In 2021 Hatch conducted an assessment of COVID-19 on the HEY LEP region. This provided evidence of the deep-felt impacts of Covid-19 on a range of economic indicators. The HEY LEP Board and Sub-Board will pick up relevant actions taken from the assessment and share these with the Local Authorities within the area as well as the Local resilience Forum.</p>
Skills Support	Humber Local Digital Skills Partnership	<p>The Humber Digital Skills Partnership (DSP) brings together public, private and education organisations to help increase the digital capability of individuals and organisations in the Humber. Its aim is to raise the digital skill level in the Humber area by raising the level of ambition of employers, employees, residents and training providers to engage with digital skills.</p> <p>The partnership was adopted into the Department for Culture, Media and Sport's (DCMS) LDSP pilot network in 2021 in recognition of the work it had done advancing the local digital skills agenda. As a result, the Humber LDSP currently holds a direct contract with DCMS for the continuation of this work.</p>

		<p>The Humber LDSP is currently central to strategic conversations about digital skills and the wider digital economy working with both the DCMS and the NP11.</p> <p>Automation and digitalisation are identified as key drivers in improving productivity and transformation in the HEY LEP Economic Growth & Workplace Wellbeing strategy and Local Skills Report. Supporting this agenda is a key objective of the partnership.</p>
Skills Support	Hull & East Yorkshire Careers Hub	<p>Encourages businesses (through the Enterprise Adviser Network) to support schools in achieving their outcomes in careers and inspiring young people to address the skills gap and develop employability skills. Cornerstone Employers are experienced in engaging with education and give strategic support to clusters of secondary schools and colleges to empower careers provision in an area. Cornerstone employers in the HEY Careers Hub are: Copernus, Cranswick Country Foods, Wienerberger, Keepmoat Homes, Smile Foundation, BAE Systems and Arco.</p>
Skills Support	Log on Move on	<p>A local independent website that supports and inspires young people to succeed on their education/training journey. Support consists of improving CV writing skills, providing information and inspiration, detailing common application processes and providing access to e-learning.</p>
Skills Support	Hull and East Yorkshire Skills Dashboard	<p>The LEP commissioned the development of a dashboard and a Data Analysis report to support the requirements outlined for the development of Skills Advisory Panels (SAPs) Skills advisory panels analytical toolkits. This presents key information on the supply of skills in the HEY LEP region.</p>

Skills Supply

B.4 The 'skills supply' section of Annex B contains information that is relevant to the HEY LEP Region's supply of skills that has been drawn from a variety of research sources.

Theme	Summary	Source
Digital Skills	<ul style="list-style-type: none"> Apprenticeship starts and completions in the ICT sector have fallen by 28% and 20% respectively over 2016-2019 in the Humber (in line with the UK). Shifts in apprenticeship delivery from public to private sector. Greater representation of providers in Hull and East Riding. Growing supply of higher-skilled labour with digital skills concentrated in Hull The University of Hull and Hull College deliver digital courses aligned with the Digital and Creative sector. This accounts for approximately 7% of total education and training providers in the Humber. The Y&H Institute of Technology is expected to offer more opportunities to secure higher-level digital skills at qualifications level four and above. Humber Skills Partnership to bring regional stakeholders together to design, develop and deliver innovative digital skills programmes that advance digital inclusion and upskill the current workforce. Humber Digital Skills Hub to offer businesses support services with access to diagnostic assessments, access to and mapping of available training, access to consultancy services, case studies as well as events and conferences. The Institutes of Technology initiative provided £1.7 million to Bishop Burton College and £1.1 million for East Riding College. 	Humber Digital Skills Analysis , Humber Digital Skills Partnership , East Riding College , HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021 , University of Hull – Institute of Technology , East Riding Economic Strategy Mid Term Review, January 2021 (locally held)
Education provision	<ul style="list-style-type: none"> Bishop Burton College: specialist land-based further Education College, recruits regionally and nationally and has 430 residential places. The College is a member of the Landex group of land-based colleges. The college works with several partner universities including Hull, Lincoln, Huddersfield and the Royal Agricultural University near Lincoln. East Riding College: Part of the TEC Partnership with over 6,000 students each year. Approximately 500 apprenticeships at any one time and a growing higher education offer which sees over 250 students studying for degrees, HNDs and teacher training qualifications each year. The College works with over 450 employers, and employs nearly 400 staff, making it one of the largest employers in the East Riding of Yorkshire. It has high achievement and progression rates, putting it in the top 20 general further education colleges nationally for achievement, and ensuring 94% of all learner's progress to positive destinations. Hull College Group: One of the largest educational institutes of its kind in the country. A range of Foundation Degrees are offered that bring higher education closer to industry and commerce. This provision split into two faculties; the Faculty of 	Bishop Burton College , East Riding College , Hull College Group , Venn Group , East Riding Economic Strategy Mid Term Review, January 2021 (locally held), Humber group prospectus (locally held).

	<p>Arts and Creative Industry and the Faculty of Management, Health and Technology. The college is actively involved in the local business community, with organisations such as Jewson, Hobson and Porter, NHS, Microsoft and Rooted in Hull, and has links with more than 500 businesses in a wide variety of different industries.</p> <ul style="list-style-type: none"> • Venn Group: Two Hull colleges (Wilberforce and Wyke) exist within the Venn group. The Venn group collectively work with over three hundred employers, such as Siemens, ABP, Philips 66, BP, Wilkin Chapman, Bridge McFarland, Ørsted, KCom and Transpennine Express. The group are the largest source of undergraduates to a number of partner universities including Hull and Lincoln. Each member college is a significant employer within their local area. • Providers undertaking annual matching comparisons to map their curriculum to the LEP's priority sector areas. • Approximately half of students stay in the HEY LEP region. • East Riding of Yorkshire Council and schools are making progress in utilising the Apprenticeship Levy to meet targets with £1.4 million invested since September 2020. 	
Low carbon	<ul style="list-style-type: none"> • Key employers associated with the renewable energy sector opt to use the East Riding college engineering programmes to up-skill employees. • Aspirations to lead on the decarbonisation and energy agenda have been reflected in recent curriculum with specialist engineering and practical skills being provided at the Ron Dearing University Technical college and within many post 16 training providers. • Bishop Burton College is a founder member of the Humber Energy Campus administered by the Humber LEP, which seeks to bring together leaders from education and business to develop the region's ability to lead on the low carbon agenda. • Aura (a consortium of senior representatives from industry, local government and NGOs, based in HEY LEP) aims to drive collaboration, pioneer ideas and further innovation of the offshore wind sector. Activities also support the Humber region through the development of the Advanced offshore wind cluster. • The £12m funded Aura Innovation Centre provides an innovative space enabling collaboration between industry, SMEs and academic expertise to reduce carbon through innovation and supporting economic growth. Over 250 SMEs have been engaged through the centre, and the centre currently has over 40 low carbon projects in the pipeline. • Apprentice numbers have reduced. • Investment in skills from the SME community is primarily in regulative training. • Across HEY and the surrounding area, 7,375 people are employed in industries central to the green economy, and a further 22,140 are employed in adjacent/supporting industries. • Labour market entrants of 2030 are in Year 5 now, highlighting the need to engage with young people well before post-16 options are considered. • Approximately 50% of green industry apprenticeships are not currently delivered within the HEY LEP region and the surrounding area. • No discrete T level programme for the energy and utilities sector exists. 	East Riding College , Bishop Burton College , Aura Innovation Centre , HEY LEP Green Jobs and Skills Analysis, 2021 Renewable Technology, Green Energy & Chemicals Skills Gaps Report (locally held)

	<ul style="list-style-type: none"> Only 65 of the 4,920 graduates from 2018/19 with a pass in STEM-relevant first-degree course from a HE provider in Yorkshire and Humber entered employment/self-employment in the core SIC codes of green industries. 	
Agriculture and Agri-Tech	<ul style="list-style-type: none"> Bishop Burton College is part of the Yorkshire and Humber Institute of Technology (IoT) providing higher level skills training for the agriculture sector. Recent investment includes new premises and specialist precision farming equipment for the IoT. They also own a 360-hectare mixed farm to support skills training and to act as a 'green laboratory' for research into a wide range of agricultural and environmental subjects. The farm aims to become net carbon zero by 2030. 	Bishop Burton College
Haulage & Logistics	<ul style="list-style-type: none"> Progress has been made in recent years with Modal Training in Immingham, 16+ Maritime apprenticeships and courses at Hull with other FE colleges delivering some logistic provision. The University of Hull's Logistics Institute is a centre for research, education and expertise in logistics and supply chain management of international excellence. The supply of both deck and engine officers are projected to fall by more than 30% nationally 	LMI Humber Ports and Logistics Factsheet
Health & Social Care & Medicare	<ul style="list-style-type: none"> 25% of adult social care workers are employed on zero -hour contracts 14% of employment in the Humber is in Health & Social Care The £28m Allam Medical Building is at the heart of the University of Hull's Health Campus, with a simulated hospital environment and state of the art facilities and a new Institute for Clinical and Applied Health Research, which will bring health professionals together to collaborate on a range of research methods and fields including trials, epidemiology, and health economics. The region also has a strong further education offering in this sector. In addition to a significant health and social care post-16 curriculum offer, the NHS has forged strong partnerships with local further education colleges and school sixth forms which align young people's education to openings in the health and care workforce. The University of Hull and Smith & Nephew's Global Wound Healing Unit agreed a five-year framework in July 2016, with a predicted co-investment of £3 million. As part of this investment, seven multi-disciplinary PhD studentships are progressing, and there have already been 20 individual research projects on wound healing. 	HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021, LMI Humber Health & Social Care Factsheet
Construction	<ul style="list-style-type: none"> In 2021, the engineering and construction industry workforce nationally decreased by 15.25% compared to 2019. It is expected to recover to 102.40% of the 2019 figure by 2023. With the ageing workforce and the difficulty in hiring new workers, this is an area that requires immediate attention and is replicated at the regional level. The construction sector lacks a life-long learning culture with the exception of mandatory training linked to cards schemes (i.e. Health and Safety Testing for CSCS cards), some regulatory occupational competence schemes (i.e. Gas Safe, NICEIC 	CITB: Building Skills for Net Zero report , Construction Industry Training Board (CITB)- Labour Market Analysis (locally held)

	<p>or NAPIT), and CPD linked to professional institutions on the building professional services side (i.e. Architects, surveyors, civil engineers).</p> <ul style="list-style-type: none"> The ability to access learning and training opportunities is one of the principal reasons for low up-take of training in the construction sector. Access issues can relate to the time available for learning and training, the physical location of training facilities, and/or the mode of training (i.e. on-the-job, off-the-job, face-to-face, remote learning). There are also practical considerations adult re-skillers working in other sectors will be limited in when they can train in terms of balancing training with work. Training might need to happen out-of-hours, which could limit the ability to gain practical experience. The further devolution of the Adult Education Budget (AEB) and National Skills Fund (NSF) potentially offers significant opportunities for engaging adult re-skillers in the construction industry. 	
Visitor Economy	<ul style="list-style-type: none"> The majority of the tourism workforce are aged 20-29 years old. 8% of employment in the Humber is in the Visitor economy. The tourism sector supports 1,895 jobs in the HEY LEP area, representing 16.6% of total business stock. 23,290 people are employed in the sector in the area, clustered around the centre of Hull, the East Riding coast and the element of York's rural hinterland which sits in East Riding. 	LMI Humber Visitor Economy Factsheet, HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021

Skills Demand

B.5 The 'skills demand' section of Annex B contains information that is relevant to the HEY LEP Region's supply of skills that has been drawn from a variety of research sources.

Theme	Summary	Source
Digital & Technology	<ul style="list-style-type: none"> Five-year growth in enrolments of STEM subjects, driven mainly by engineering and technology (+52%) and computer science (+24%); these subjects have strong overlap with employer demand for website developers and programmers. Fewer job postings for digital roles compared to non-digital roles, however demand for digital roles has grown over the last four years particularly for website developers and programmers. By 2024, Employment in the IT sector is forecast to increase by at least 10%, indicating a strong increase in the demand for digital skills. Key digital subsectors expected to grow are computer programming and wired telecommunications activities. 	Humber Digital Skills Analysis, Humber Digital Skills Partnership, 2020,
Construction	<ul style="list-style-type: none"> Investments announced by Siemens Mobility and Croda PLC in 2020 are anticipated to create over 1,000 jobs with further employment to be created in construction phases and respective supply chains. Yorkshire and Humber will need an extra 19,000 construction workers by 2025 to meet industry demand. The challenge of retrofitting millions of domestic properties and meeting net zero targets will not only require significantly more workers entering the industry (including people seeking new careers), but also requires greater 	Skills East Riding, CITB: Building Skills for Net Zero report, Construction Industry

	<p>knowledge of building products and technologies, how the fabric of buildings works, and customer-service skills in terms of dealing with homeowners. The skills mix will have to include technical/occupational knowledge and competencies with digital skills and meta-skills to create a much more flexible and adaptable skill set.</p> <ul style="list-style-type: none"> • The CITB estimates that the Yorkshire and Humber construction industry needs to increase current recruitment by 3,800 new workers each year to deliver the expected work between the end periods of 2020 and 2025 • Demand is sensitive to policy drivers, which could lead to surges in demand very quickly 	Training Board (CITB)- Labour Market Analysis (locally held)
Low Carbon Technologies	<ul style="list-style-type: none"> • Offshore wind industry is expected to create 21,000 full-time jobs by 2032, with 37,000 created indirectly. • Specific skills that are lacking include welding and electrical / instrumentation technicians. • Contractors find it difficult to take on the already reduced apprenticeships due to a lack of guaranteed work. • There will be a total labour demand of 8.7 million jobs by 2024 in the Energy sector. • Within the UK's National Construction and Infrastructure Pipeline, there are projects worth more than £11.8billion planned for the Yorkshire & Humber region (this excludes any national investments which may be delivered in the region). Two-thirds of which (c£8billion) will be in the green economy. • In terms of investment per capita across the nine English regions, the Yorkshire & Humber region receives the highest, at £712 	Hull and East Yorkshire Skills Dashboard , LMI Humber Energy Factsheet , HEY LEP Green Jobs and Skills Analysis, 2021 , Local Labour Market Outlook (Locally Held) , Renewable Technology, Green Energy & Chemicals Skills Gaps Report (Locally Held)
Health & Social Care	<ul style="list-style-type: none"> • A rapidly growing sector in the UK, driven by the ageing population. • Number of jobs expected to grow from 155,000 to 200,000 by 2030. • Skills needed include dementia awareness, care for the vulnerable and the elderly and safeguarding knowledge. • The number of jobs is predicted to grow to around 2.6 million by 2025 nationally. • The NHS remains the biggest employer in the UK and the 5th largest employer in the world employing over 1.7 million people • 323 CQC establishments in the HEY region • 63% of adult social care workers have a relevant qualification in Kingston upon Hull, compared to 51% in the East riding of Yorkshire. • There is a projected increase of 29% aged 16-64 and 57% aged over 64 requiring care by 2038 compared to 2018. • The number of jobs in the Healthcare and Social Care Sectors is projected to grow, driven by Hull and East Yorkshire's ageing population which is above the national average and the increasing pressures on health and social care because of the pandemic. 	Skills for Care, The value of adult social care in England, October 2021 , Health & Social Care Skills Gaps Report (Locally Held) .

Haulage & Logistics	<ul style="list-style-type: none"> The Humber region is home to the UK's busiest port complex including the four major ports of Hull, Goole, Immingham and Grimsby which combined handle around 17% of the nation's trade. The Humber Ports play a vital role as strategic assets, handling the materials that supply 10% of the nation's energy, 25% of the UK's fuel for vehicles, almost a third of the national timber supply and supporting the farming, food, retail, construction, automotive and pharmaceutical sectors across the UK but especially the Midlands and the North of England. The sector is set to continue to grow in the Humber as a result of the investment in the energy sector and Humber Freeport The skills profile of the maritime sector will change significantly over the next 30 years, with the importance of STEM subjects increasing in demand in response to new technology. The industry is set to double by 2030, in the UK, maritime is bigger than rail and aviation combined. Over half of vacancies are for entry-level positions and the occupation with the highest demand by volume is HGV drivers. 	Humber Freeport, LMI Humber Ports and Logistics Factsheet
Visitor Economy	<ul style="list-style-type: none"> The sector is predicted to grow after Covid-19 adversely affected the sector and its workforce. Visit Britain forecast for 2021 showed a recovery to £51.4bn in the domestic tourism spending in Britain in 2021, this is up 51% compared to 2020, but only 56% of the level of spending seen in 2019. £110m of investment into Hull for its hotels and venues. The 2018 Cambridge Model report, shows the combined value and volume of the visitor economy in Hull & East Yorkshire at £866 million, combining 4.3 million visitor night and 17.4-million-day trips. 	LMI Humber Visitor Economy Factsheet, HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021.

Mapping Skills Demand & Supply

B.6 The below table brings together evidence on skills supply and demand and local context to map skills demand and supply against themes. Themes correlate to the sectors of Government priority and the HEY LEP priority sectors described in the HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021. COVID-19 Impact has been included as a standalone theme.

Theme	Summary	Sources
Health & Social Care & Medicare	<ul style="list-style-type: none"> There is a need to challenge the perception that these jobs are roles and not careers, as they in fact have good routes of progression. Staff feel undervalued, and therefore underpaid and seek out the highest paid roles. High staff turnover impacts employers' level of investment in training. 26% of the workforce is over 55 years old – there is a need to overcome the perception that they are not worth upskilling. An additional 174,000 social care workers will be needed across Yorkshire & Humber by 2035 to meet predicted demand. Hull York Medical School will train an extra 90 doctors per year from 2019 to meet the demands of the NHS 	LMI Humber Health and Social Care factsheet, Skills for Care, Skills for Care, The value of adult social care in England, October 2021, HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021, Health & Social

	<ul style="list-style-type: none"> 16% of Adult Health & Social Care workers in the Humber are male and 84% female, more males are needed in the sector The vacancy rate within adult social care in the East Riding of Yorkshire is 5%, and 3% in Kingston upon Hull. 2% of adult social care workers in the East riding of Yorkshire are of a BAME ethnicity, compared to 6% in Kingston upon Hull. GVA of the adult social care sector has increased each year since 2016/2017, especially during the pandemic. 	Care Skills Gaps Report (Saved locally).
Construction	<ul style="list-style-type: none"> The priority construction jobs required are a range of office-based staff, plasterers, bricklayers and civil engineering operatives. Yorkshire & Humber is forecasted to exceed the UK annual average growth rate, at 4.5%. Local skills provision will need to scaleup to meet this demand. Training should necessarily increasingly include cross-cutting knowledge and skills alongside technical/occupational competencies. This should include knowledge on net zero, mental health and wellbeing, employment practices (including self-employment), business skills, digital competencies, and meta-skills (i.e. teamwork, communication, conflict resolution and problem-solving abilities). The competition between sectors for skills is intense and will continue to intensify because of a more restrictive migration policy. The construction industry cannot rely on, and hope to meet its skills needs from using only the traditional routes of entry (i.e. Apprenticeships and FE). The industry will need to consider how to attract, train, and retain entrants from other sectors and under-represented and hard-to-reach groups, including adult re-skillers, BAME, NEETS, long-term unemployed, and economically inactive. There is also a need to become less reliant on word-of-mouth recruitment practices. Recent challenges that are taking a toll on the construction industry are: Rising materials prices/ materials shortages, labour shortages and competition for workers, Covid-19 developments and net zero works. HEY LEP support: Work with education and training providers to ensure suitable curriculum pathways are available to meet local skills requirements in the construction and engineering construction sectors and future skills to drive low carbon construction in the region. HEY LEP support: Work with employer representative bodies such as the CITB and ECITB to maximise employment opportunities, raise awareness of careers and create access points to the labour market through initiatives such as Skills Bootcamps. HEY LEP support: Work with the Supply Chain Network to offer opportunities such as 'Meet the Buyer' events for construction related industries and explore opportunities to work with housebuilders through the wider Growth Hub. Further skills to modernise and become more productive to meet government homebuilding and procurement targets, including digitalisation of the industry. Several barriers exist that constrain career progression in construction. Progression into management and professional roles is mainly limited to larger contractors whilst physical and manual roles are provided by smaller sub contractors. This 	Hull & East Yorkshire Skills Advisory Panel Toolkit , CITB: Building Skills for Net Zero report , Construction Industry Training Board (CITB)- Labour Market Analysis (Locally Held)

	<p>is an issue for construction as there are a significant number of smaller firms and self-employed workers which offer limited scope for progression. This inherent ‘flatness’ of construction occupations results in a lack of opportunity, once fully-skilled status is achieved there is no clear direction or route for progression.</p>	
Digital & Technology	<ul style="list-style-type: none"> • High concentration of Hard-to-fill vacancies. • Approximately 1 in 4 jobs in Hull is at risk from automation. • Digital skills were found to be in less need of developing in the workforce compared to complex analytical skills and operational skills. • Elementary, caring and personal service, and administrative occupations have the highest probability of automation, and together accounts for a quarter (25%) of the LEP’s workforce. • Sector specific approach needed to improve digital skills which should respond to different employer needs for digital skills. • Need to review how business support interventions can help address lack of business confidence in adopting new technologies and improve their knowledge of new technologies to raise productivity. • More STEM graduates could be retrained to ensure that the education and training system aligns with sector and technological developments • The National Skills Fund through free Level 3 Qualifications and Skills Bootcamps will help adults to train and gain the valuable skills they need to improve their job prospects. 	Hull and East Yorkshire Skills Dashboard, Humber Digital Skills Analysis, Humber Digital Skills Partnership, 2020.
Haulage & Logistics	<ul style="list-style-type: none"> • Sector growth driven by investment in offshore wind sector from Siemens, Ørsted and Able and the proposed Hull Cruise Terminal. • Shortages of skills include deckhands, marine engineers, workboats crew and offshore logistics operations. • Roles difficult to recruit include: Masters, experienced seafarers and proposals engineers. • Future skills demands have not identified new roles, although Brexit may change this. • Liverpool – Humber optimization of freight Transport (LHOFT) (See Additional Indicators B.39): Collaboration of two key port operators, Unilever and experts of the rail industry to develop an end-to-end journey optimized freight journey. • To support the Humber Freeport HEY LEP and GLEP will advocate and seek funding for infrastructure improvements that will support the competitiveness of the Humber ports and manufacturing clusters. • To support the Humber freeport, HEY LEP and GLLEP will work in partnership with industry and academic partners to maximize the opportunity presented by Siemens Mobility rail manufacturing facility, seeking to establish the Humber as a key location for rail sector innovation and supply chain growth. Government (Department for Trade) should provide commitment to improving trans-pennine freight links, particularly by rail and water that will support decarbonization of the logistics sector. 	LMI Humber Haulage & Logistics Factsheet, Humber Estuary Plan, 2021 , Engineering, Manufacturing & Food Manufacturing (Skills Gaps Report) (Locally held), Ports & Logistics Skills Gaps Report (Locally Held).
Manufacturing	<ul style="list-style-type: none"> • Hard-to-fill vacancies are highest in manufacturing (11%). • Strong Employment growth 	LMI Humber Manufacturing Factsheet, Humber Estuary

	<ul style="list-style-type: none"> Nationally, 186,000 engineers and 79,000 other skilled workers need to be recruited every year until 2024. There is a shortage of staff with higher level skills, both technical and managerial. Industry image of shift work and lower wages proves a challenge for recruitment. Even when qualifications were met, the skill set is not always suitable. Barrier to training is the price of such specialist courses. Employers were not yet aware of T Levels (post-GCSE qualification) being introduced in 2020 to develop technical knowledge. The Humber Freeport should support the expansion of manufacturing in the region. 	Plan, 2021 , Engineering, Manufacturing & Food Manufacturing (Skills Gaps Report) (Locally held).
Low Carbon Technologies	<ul style="list-style-type: none"> Offshore wind has created significant employment The Humber Estuary Plan includes priorities for accelerating clean growth in the Energy Estuary Investment in skills from the SME community is primarily in regulative training. The Humber is the largest hub for the operations and maintenance of offshore wind in the World and hosts the offshore wind catapult in the Port of Grimsby and the manufacture of offshore wind blades in the Siemens Gamesa plant in Green Port Hull, all across the Humber there are projects for boosting green energy and decarbonization (Humber Freeport). The availability of relevant Apprenticeship and T level training provider in HEY and the surrounding areas could be a barrier. Strong upskilling requirement, as well as the need for new entrants. HEY LEP's involvement in developing the Humber Cluster Plan will include outlining the skills and supply chain opportunities for industrial decarbonization and establishing what arrangements will be required to deliver the plan. HEY LEP will explore opportunities for cross-economy decarbonization and local energy developments that are complementary to the Humber Cluster plan and associated with low carbon infrastructure. In-Demand Roles include builders and insulation specialists, civils and reinstatement work, Energy assessors, Heat pump installers, Insulation installers, Plumbers, Project Managers, Retrofit Co-ordinators, Roofers, carpenters and electricians, and Surveyors and Advisors. 	Hull and East Yorkshire Skills Dashboard, Humber Freeport, HEY LEP Green Jobs and Skills Analysis, 2021, HEY LEP Green Jobs and Skills Analysis, 2021, Humber Estuary Plan, 2021 , Renewable Technology, Green Energy & Chemicals Skills Gaps Report (Locally held).
Tourism & The Visitor Economy	<ul style="list-style-type: none"> Estimated national cumulative shortfall of 60,000 workers year-on-year from 2019. A gap of up to 1 million vacancies could arise nationally due to Brexit. The Covid 19 Pandemic caused job losses and the placement of staff on long term furlough. Visit Hull and East Yorkshire (VHEY) will lead on the recovery of the visitor economy and establish a clear vision and a set of priorities that the councils and their partners will work towards. Despite the number of potential job opportunities, the sector is not attractive to job seekers; there is a misconception that the jobs are low-skilled, low paid and not a career. 	LMI Humber Visitor Economy, HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021, Hatch/HEY LEP, 2021, Hull & East Yorkshire LEP COVID-19 Impact Assessment , Visitor

	<ul style="list-style-type: none"> Staff retention issues due to low wages, unsociable hours, zero hour and seasonal contracts. Seasonal contracts arise from the area's Tourist Coastal towns Staff role shortages include chefs, bar staff, cleaners, social media staff. The sector is predicted to grow at an annual rate of 3.8% over the next 6 years. 	Economy (Skills Gaps Report) (Locally held).
Agri-Tech & Food	<ul style="list-style-type: none"> Innovative and automated technologies to meet future challenges will drive demand for engineers, scientists and mathematicians. Around 133,000 new jobs will be needed in Food Manufacturing between 2014 and 2024 across the UK, more than any other manufacturing sector. Yorkshire and Humber is the country's largest food producing region. Automation in the sector is an opportunity to attract more young people in to the agricultural industry as it engages those with technology and data skills in an industry that has not traditionally done so. The region has a proud fishing heritage and whilst in employment terms the fisheries sector is now relatively small, the area is home to one of the largest shell fishing fleets in the UK, which exports most of its catch. The food sector in the area adds significant value to the wider economy, with research by Defra indicating that for every £1 of GVA in agriculture, there is a further £4 in food processing and a further £5 in food retail and catering. This sector is highly contained within the Humber region, with over half of supply chain spend by the food sector captured within the sector itself. Opportunities to support supply chain diversification will drive resilience in the sector. 	LMI Humber Food & Agriculture Factsheet, HEY LEP Economic Growth and Workforce Wellbeing Strategy, 2021, HEY LEP Green Jobs and Skills Analysis, 2021
Covid-19	<ul style="list-style-type: none"> Estimated 8% of Hull & East Riding's 2019 GVA (£13.4bn) was lost in 2020 due to COVID-19 (compared with 9.8% nationally). Recovery scenarios indicate GVA growth to be 6% in 2022, 2.1% in 2023 and between 1.3%-1.7% thereafter. Growth rates are required to be well above historic rates (~0.7%) to get back to the pre-COVID trajectory in the short to medium term (~2030). HEY economy has absolute and relative sector specialisms that have high-value growth potential. These include the cluster around the estuary which incorporates engineering, manufacturing, logistics, construction and professional services. These sectors will be critical to recovery, especially as the Government prioritises green infrastructure and growth. The region's strengths in logistics and port-related transport means there is a higher proportion of wholesale-related businesses based in the area. Those that are dependent on exports may see a dip due to Covid-19 and Brexit, however latest estimates suggest the Yorkshire and Humber region has shown a degree of resilience post-Brexit and throughout the pandemic regarding exports at this stage and optimism for future export growth is present. Covid-19 has been a key disruptor which has illustrated how digital infrastructure, access to digital hardware and digital skills are required. It has helped drive innovation but has also highlighted where there are gaps in the support system. People have accelerated their digital skills in response to Covid-19. We have seen greater adoption of digital technology than before, and business confidence in using technology has increased. 	Humber Digital Skills Analysis, Hatch/HEY LEP, 2021, Hull & East Yorkshire LEP COVID-19 Impact Assessment

	<ul style="list-style-type: none"> • Training providers have seen increased demand from businesses seeking basic digital skills provision for their staff. Covid-19 has demonstrated the importance of basic digital skills and where gaps in the workforce exist • Covid-19 has changed the way training is being delivered through virtual rather than face-to-face means. This has driven innovation amongst training providers and an appetite from learners to embrace new ways of learning. Digital skills delivery is likely to be an ongoing feature in the future • Covid-19 has also illustrated how education can be delivered more effectively, for example to meet the skills needs of rural areas • Covid-19 has highlighted digital poverty which is limiting access to learning or other services. This gap will widen if it isn't addressed 	
Overall Skills Gap	<ul style="list-style-type: none"> • 6% of the Humber's employers have at least one hard-to-fill vacancy. • A quarter of all vacancies posted in the Humber are skill shortage vacancies, exceeding both regional (19%) and national (22%) averages. Skill shortage vacancies are highest in skilled trades (28%), professional services (15%) and machine operatives (14%). This indicates that skill shortages also exist across the low-high skill continuum. • A third of the Humber's employers have underutilised staff, which is in line with regional and national averages. • 66% of UK businesses are not confident there will be enough people available in the future with the skills required to fill their high skilled jobs. • In general, many of the courses offered within the Humber are helping meet the needs of local employers. The skills gaps identified locally are primarily the result of employees still being trained for their role, with only 24% reporting that staff have not received the appropriate training (a similar proportion to nationally). A lack of motivation is cited as being a more prominent issue in the Humber compared to nationally. • The cost of specialist subject areas can be expensive. SMEs are unsure where to access training or whether the courses will offer good value for money which can deter participation. • 14% of Businesses within the Humber exhibit some form of skills gap (matching the national rate). The main causes of skills gaps in the Humber are that workers are new to the role or that their training is not complete. • The main skills that need developing in the Humber are adapting to new equipment and materials and improving the knowledge of products and services offered. • There will be an estimated 25,000 job opportunities for local people to fill in the next five years (CITB, 2018). • In general, employers in the Humber are not heavily dependent on workers from outside the local area except in some of the most highly skilled and technical occupations where specialist skills are required (such as some of the most technical jobs in the offshore wind sector). 	Hull and East Yorkshire Skills Dashboard , Evidence from the 2018 report by Edge (Skill shortages in the UK economy) , Humber construction hub , EMSI Job postings data (Locally Held)

	<ul style="list-style-type: none"> Most significant hard skills (skills that a person has either been taught or learnt) in the HEY LEP region between November 2020 and November 2021 (in order) were Auditing, Finance, Warehousing, Key performance Indicators (KPIs), and mental health. 	
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