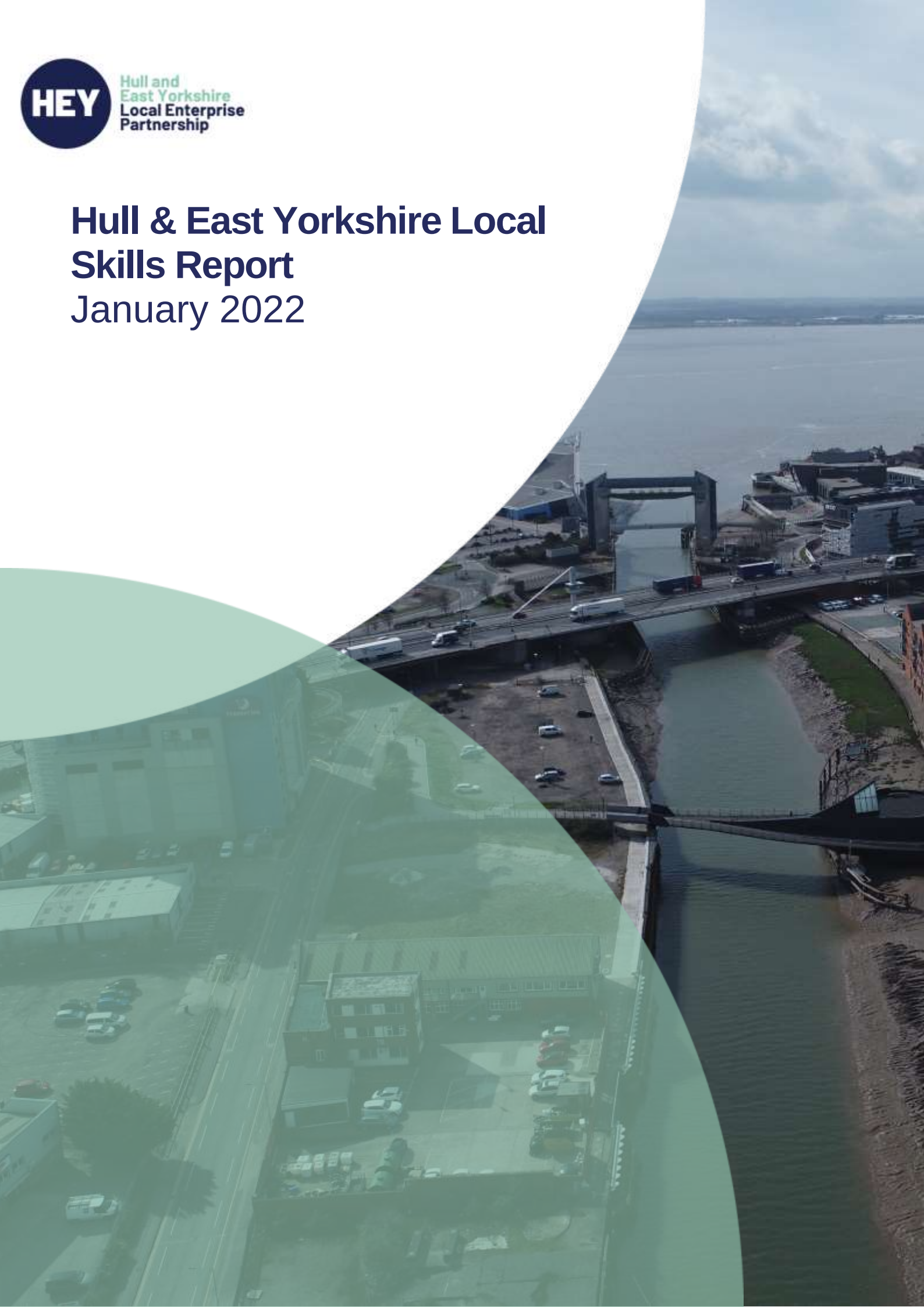




Hull and
East Yorkshire
Local Enterprise
Partnership

Hull & East Yorkshire Local Skills Report January 2022



Contents

Foreword.....	i
Executive Summary	iii
Skills Advisory Panels – Introduction.....	1
Skills Strengths and Needs	5
Skills Strategy	17
Skills Action Plan	24
Assessment of Progress.....	30
Positive Impact Stories	32
Looking forward	49

Foreword



I am delighted to be writing this foreword as the new Chair of the Hull & East Yorkshire Local Enterprise Partnership (HEY LEP) Employment & Skills Board.

Productivity is a key driver of economic growth and prosperity. To be productive an organisation must have a workforce that is fully engaged, adequately skilled, healthy and most importantly, available.

Facilitating a fully functioning local labour market and mitigating against skills gaps and shortages is the mandate of the HEY LEP Employment and Skills Board which also fulfils the function of the Hull and East Yorkshire Skills Advisory Panel. It is responsible for the oversight and delivery of this, the Local Skills Report, which seeks to establish the current skills priorities for the local economy. In addition to identifying priority industrial sectors and cross cutting themes which support skills development in its broadest sense, the Employment and Skills Board will champion inclusion and diversity, ensuring equality of opportunity for all Hull and East Yorkshire residents ensuring everyone is supported to fulfil their potential.

Joint working between the HEY LEP and Greater Lincolnshire LEP is essential and both LEPs continue to recognise the shared travel to work/travel to learn geography on both sides of the Humber and beyond, with many of our residents, employers and providers having joint interest and activity on both banks of the Humber.

The LEPs will continue to work in close partnership on the employment and skills and wider pan Humber economic agendas, sharing information, developing activities, and supporting actions to ensure that our residents are able to maximise local opportunities.

The Humber Leadership Board, led by all four local authority leaders has been recognised by government as the structure to manage pan Humber related areas of interest such as decarbonisation, freeports, marketing and flood protection, and both LEP Chairs have a place on this board, thus providing a private sector voice in agreed areas of focus. In addition, the LEP's are developing a joint private sector board to ensure a private sector voice for the Humber is maintained.

I look forward to continuing to build on the impressive foundations and legacy of the Humber LEP with the new Board and thank them for their commitment and contributions to this critical agenda.

Jayne Adamson,



Chair of the HEY LEP ESB

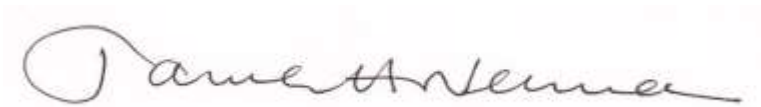


On behalf of the Hull and East Yorkshire LEP I would like to pass on my thanks to Stephen and all the members of the former Employment and Skills Board. The new HEY LEP will indeed rise to the challenges of the economic recovery and ensure that the people agenda is the core of LEP activity as we move into the new economic arrangements.

The new geography affords us the opportunity to work much closer with those communities that are vital to the region and our recently appointed Board demonstrates the knowledge, expertise, and experience that we recognise is vital to stability and growth. The HEY LEP's ambitions are clear, to ensure that the private sector voice resonates throughout any local, regional, and national agenda and that public/ private sector partnerships are the essential elements of innovation and economic growth.

I look forward to working with many of you in this exciting time for Hull and the East Yorkshire region.

James Newman

A handwritten signature in black ink that reads 'James Newman'. The signature is written in a cursive, flowing style.

Chair Hull and East Yorkshire LEP

Welcome to the HEY LEP Local Skills Report

The Local Skills Report for the Hull and East Yorkshire Local Enterprise Partnership (HEY LEP) seeks to establish the current skills priorities for the local economy. It highlights the importance of partnership working across the HEY LEP geography and with neighbouring LEP areas acknowledging the shared travel-to-work/travel-to-learn patterns that exist. The report is informed by the aligned policies, strategies and interventions, analysis of data on local labour markets and engagement with local employers and skills providers. The structure of the report is as detailed below:

- **Chapter 1** introduces the HEY LEP which was established in April 2021. The LEP's new Employment & Skills Board (ESB) met for the first time in October 2021 and undertakes the roles and functions of the Skills Advisory Panel, including having responsibility for delivering the aims and objectives of the Local Skills Report.
- **Chapter 2** summarises skills strengths and needs based on the findings detailed in Annex A and B. The economic context of the Local Skills Report will be reviewed over time to better reflect the challenges faced by the COVID-19 pandemic and EU Exit which is shaping need and opportunity.
- **Chapter 3** responds to the case for intervention by providing a strategic framework for skills which directly aligns with the HEY LEP Economic Growth & Workforce Wellbeing Strategy 2021-2026, specifically Priority 3 targeting 'A Skilled and Inclusive Economy'. The rationale for sector specific focus and recovery from the COVID-19 pandemic is established.
- **Chapter 4** outlines ongoing and new skills actions in response to the strategic priorities and how the LEP/ESB and local partners can support delivery. The chapter also outlines how the actions align with existing local activity and national skills priorities and how they could be funded.
- **Chapter 5** reflects on the progress of the HEY LEP ESB's leadership role. The role of the ESB in enhancing local knowledge through commissioning and directing research to inform strategic and investment decisions is outlined with examples shared on how the ESB impacted on local skills provision, shaped COVID-19 recovery and renewal plans
- **Chapter 6** provides case studies of positive impact, drawing on a range of skills interventions and sources including skills providers, businesses and the ESB.
- **Chapter 7** reflects on the findings of the Local Skills Report and calls for employers and education, learning and skills providers to continue to work together to progress the action plan to drive productivity and growth by matching labour market supply and demand for skills in Hull and East Yorkshire.

Skills Advisory Panels –Introduction



1. Skills Advisory Panels – Introduction

Skills Advisory Panels: the national context

Since 2018, Skills Advisory Panels (SAPs) have been bringing together employers, skills providers and key local stakeholders to better understand and resolve skills mismatches at a local level. SAPs are part of Mayoral Combined Authorities and Local Enterprise Partnerships and there are 36 in total across England. The Department for Education (DfE) has supported SAPs with grant funding primarily to produce high-quality analysis of local labour markets and publish Local Skills Reports, which set out the local skills strengths and needs and how the SAP proposes its area addresses its key priorities.

This second iteration of SAPs' Local Skills Reports comes at a time when DfE is Trailblazing new Local Skills Improvement Plans (LSIPs), in eight areas of the country. Developed by Employer Representative Bodies, LSIPs are part of a suite of reforms launched in DfE's "[Skills for Jobs](#)" White Paper that aim to put employers more firmly at the heart of the skills system. An evaluation of the eight Trailblazers will inform the national roll out of the programme. In the meantime, and before LSIPs are rolled out across the country, it is DfE's intention that Skills Advisory Panels and this Local Skills Report should continue to influence the behaviour of local partners and feed intelligence to central government, including to sectoral focused skills teams and the national-level Skills and Productivity Board (SPB).

The Hull and East Yorkshire Local Enterprise Partnership Employment and Skills Board

The [Hull and East Yorkshire Local Enterprise Partnership Employment and Skills Board](#) (ESB) was established in summer 2021 following the creation of the new HEY LEP. It met for the first time in October 2021 and fulfils the role of Skills Advisory Panel for the HEY LEP area.

Hull and East Yorkshire Employment and Skills Board membership		
Name	Job title	Organisation
Jayne Adamson - Chair	People Director	Humber Coast and Vale Integrated Care System
Sue Balthazar	General Manager	Probe (Hull) Ltd
Kirsty Bark	Global Talent Manager	Sonoco Trident
Paul Bell	Head of Economic Development and Communications	East Riding of Yorkshire Council
Catherine Bishop	Chief Executive	Tigers Sport and Community Trust
Sarah Bone	Head Teacher	Headlands School
Laura Botham	HR Partner	Siemens Gamesa

Hull and East Yorkshire Employment and Skills Board membership		
Name	Job title	Organisation
Danny Brett	Vice Principal	Bishop Burton College
Mark Burley	Corporate & Social Responsibility Manager	Keepmoat Homes Limited
Alex Codd	Assistant Director Economic Development & Regeneration	Hull City Council
Pat Coyle	Director of Marketing and Client Relations.	Rollits LLP
Andy Crossland	Chief Executive	Humber Learning Consortium
Nikki Davies	Talent Acquisition & People Manager	Victoria Plum
Victoria Dixon	Employer Relations Manager	ESFA
Iain Elliott	Chief Executive	HETA
David Gent	Chief Executive Officer	Active Humber
Liz Hutchinson	Senior Operations Manager	Department for Work and Pensions
Becky Huxley-Binns	Pro-Vice-Chancellor	University of Hull
James McIntosh	Chief Operating Officer	CATCH
Michelle Peacock	Area Manager	Education Development Trust
Mike Welsh	Principal	East Riding College

The Employment and Skills Board meets on a bi-monthly basis. Due to COVID-19 safe systems of working meetings are currently held virtually. The agendas, papers and minutes of all meetings are available on the [HEY LEP website](#) and are published in accordance with the LEP's Assurance Framework.

HEY LEP geography and context

The Hull and East Yorkshire (HEY) LEP, established on the 1st April 2021, consists of two local authority areas north of the Humber estuary – Kingston Upon Hull and the East Riding of Yorkshire.

The region covers an area of 247,900 hectares (957 square miles) and has a population of 601,000 inhabitants. The economy of the area is shaped in many ways by the geography. The region contains the north bank of the Humber Estuary encompassing the city of Hull and the Port of Goole with their associated major transport, industrial and employment land assets. This M62/ A63 corridor has been the primary location for economic growth in the region over the past 20 years.

Traveling north through the HEY LEP region takes you into a rural landscape of fertile arable land in low lying plains and the rolling chalk hills of the Yorkshire Wolds. The region also contains on its eastern boundary an 85km long coastline with significant visitor economy assets.

Overall, the HEY LEP region has an annual GVA of £13bn and encompasses 24,240 businesses supporting circa 261,000 jobs. The region's economy represents 10.5% of Yorkshire and the Humber region's GVA and 3.6% of the output for the North of England.

The geography of the HEY LEP area



Source: Hatch

Both HEY LEP and Greater Lincolnshire LEP continue to recognise the shared travel to work/travel to learn geography on both sides of the Humber, with many residents, employers and providers having joint interest and activity on both banks of the river. As such this report reflects some pan Humber issues.

Following the closure of the Humber LEP, the majority of work was taken forward by the HEY LEP with some areas of work transferred to the Greater Lincolnshire LEP.

This Local Skills Report focuses on the HEY geography but recognises the importance of partnership working across the functional geography of the Humber.

In addition to Humber specific issues, the HEY LEP will continue to work closely with all neighbouring LEPs to ensure alignment of provision and to add value wherever possible.

Skills Strengths and Needs



2. Skills Strengths and Needs

Key strengths:

- **Growing and strategically important sectors** including Health & Social Care, Construction, Digital & Technology, Haulage & Logistics, Manufacturing, Low Carbon Technologies, Tourism & the Visitor Economy, Medicare and Agri-Tech and Food.
- **A strong sector base for COVID recovery** due to the cluster of engineering, manufacturing, logistics, construction and professional services around the Humber and a series of major investments planned and under development.
- **A broad range of education and training provisions** from the University of Hull, Further Education and Sixth Form Colleges, Independent Training Providers, University Technical Colleges and the Yorkshire and Humber IoT.
- **Education and training strengths in important sectors** such as Health, Public Services and Care; and Manufacturing, where the number of learning achievements are higher than levels seen nationally.
- **Investment and local strategies support decarbonisation and green skills development** including the Humber Estuary Plan, the Humber Industrial Cluster Plan, Humber Freeport, the HEY LEP Economic Growth and Workforce Wellbeing Strategy and respective economic strategies of Local Authorities within HEY LEP.

Key needs:

- **Responding to higher level skill needs.** The proportion of the population with Level NVQ4+ stands at 37% in the HEY LEP region, compared to 33% in Yorkshire & Humber and 43% in England. This proportion is particularly low in Hull, at 24%. Working Futures data predicts that 46% of jobs in the wider Humber region will require Level 4+ qualifications by 2030.
- **Delivering digital upskilling across all sectors and cohorts;** there is a need for basic digital upskilling across all sectors to meet employer needs. Greater overall adoption of digital technology from COVID-19 has increased demand for digital training and increased business confidence in digital technology. The transition to Industry 5.0¹ has further supported digitalisation and automated processes becoming more prevalent across sectors in the HEY LEP region.
- **Improving physical and digital infrastructure in rural areas;** the rural nature of the East Riding of Yorkshire means that physical access to skills providers by public transport can be a barrier. Digital infrastructure, especially wi-fi

¹ [Industry 5.0 | European Commission \(europa.eu\)](https://ec.europa.eu/economy_finance/industry-5-0_en)

connectivity, can also be a large-scale issue across the region, creating further barriers to learning.

- **Removing participation barriers;** while there are a range of skills courses available across Hull and East Yorkshire, there are also many barriers to access further education and upskilling. Across Hull & East Yorkshire, with the exception of small pockets in the East Riding, deprivation is largely concentrated in and around Hull. Approximately 20% of all neighbourhoods within the HEY geography fall into the top 10% most deprived nationally for the education, skills, and training measure. Furthermore, the cost of provision especially in 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.
- **Responding to changes in migrant labour;** the rural nature of the East Riding of Yorkshire makes it susceptible to changes in migrant labour. Agricultural labourers are not included as a category in the proposed UK-wide shortage occupation list released by the Migration Advisory Committee in March 2020. Therefore, it will be more difficult to bring in seasonal labour from outside the UK.

The Impacts of COVID-19

COVID-19 has disrupted learning at all levels and across many sectors, with apprenticeships and work placements being particularly hard-hit.

In the HEY LEP region 37% of all apprenticeships are in retail and commercial enterprise compared to 11% nationally. As such, national lockdown impacts of furlough and business insolvencies in this sector were greater felt in the HEY LEP region than at a national level. Further, many large businesses announced their intention to temporarily suspend their apprenticeship programmes. This resulted in fewer apprenticeships undertaken to the academic year ending 2021 than the previous two years. Catch up support will be required to enable learners to qualify.

Analysis by Hatch for HEY LEP implies that an estimated 8% of Hull & East Riding's 2019 GVA (£13.4bn) was lost in 2020 due to COVID-19 (compared with 9.8% nationally). Economic growth rates are required to be well above historic rates (~0.7%) to get back to the pre-COVID GVA trajectory in the short to medium term (~2030).

The key sectors most significantly exposed to the COVID-19 pandemic (including hospitality, tourism, food manufacturing and construction) need to be supported to recover and pivot their offer to meet changing demands through reskilling and upskilling support. This will be critical in enabling economic recovery and productivity growth.

Skills Strengths and Opportunities

Skills provision shaped by the needs of businesses

There is a large range of skills provision across Hull and East Yorkshire. Providers in the area have a strong track record of collaborating to deliver skills to meet major employer needs across the region. To illustrate the breadth of Further Education Colleges and portfolios in the region, providers have created a range of prospectuses that are circulated to major employers and potential investors.

The HEY LEP region has strong vocational routes, with 6% of Key Stage 5 students aged 16 – 18 undertaking apprenticeships compared to 4% nationally in 2019/20. Over 92% of apprenticeships in the Humber region in 2018/19 led to sustained employment, compared to 91% nationally, and this increases by level, with 97% of Higher (Level 5+) apprenticeships and 98% of Higher (Level 4) apprenticeships leading to sustained employment.

Key developments such as the Yorkshire and Humber Institute of Technology (IoT) further strengthens skills provision in Hull and East Yorkshire. The Yorkshire and Humber Institute of Technology² is a consortium of seven FE Colleges, two Universities and five employer partners and is led by York College. The IoT has resulted in investment of circa £10 million of capital funding into the region for partners to invest in industry standard equipment and provide higher level technical training. Industry partners include CATCH, ENGIE Fabricom and ViSR.

Local assets and investments support green recovery and the labour market transition to net zero

The Humber Energy Estuary houses the largest single enterprise zone in the country (at 1,238 ha)³ and has the potential to be a global leader in clean energy generation and a globally competitive hub for sustainable shipping, energy, and logistics. As such, government funding matched with private sector investment has been secured to support delivery of the Humber Industrial Cluster Plan. This will help the Humber's Industrial Cluster (the largest by emissions in the UK), achieve net zero carbon emissions by 2040⁴. The plan (led by HEY LEP in partnership with CATCH) will identify the gaps in skills required to deliver necessary interventions and the strategic steps needed to close these in the region.

Businesses from the Humber area as well as HEY LEP, Greater Lincolnshire LEP and the four regional local authorities submitted a bid for Freeport status of the Humber. This was announced as successful by the UK Government in the 2021 budget. The Freeport tax sites (detailed in the 2021 Autumn budget) came into effect on the 19 November 2021 and will contribute to accelerating growth of the green economy and provision of green skills.

Future funding opportunities include the government's £40m Clean Growth Fund which aims to drive innovation in new green technology start-ups⁵. With this funding, HEY LEP can support the delivery of local authority driven net-zero pathways and roll-out of housing retrofit programmes in the Humber where additional skills capacity is required.

Local energy strategies also incorporate the need for green skills– for example in housing retrofit, installing heat networks and electric vehicle charging infrastructure roll-out. HEY LEP will offer decarbonisation and energy efficiency support to businesses through their business Growth Hub funded by Innovate UK. The Growth Hub also has a Workforce Development Business Adviser to advise businesses on how to access the skills they need.

² Yorkshire and Humber Institute of Technology: [Home \(yhivot.ac.uk\)](http://yhivot.ac.uk)

³ Humber Energy Estuary ([Humber Renewable Energy Super Cluster Enterprise Zone \(communities.gov.uk\)](https://communities.gov.uk/humber-renewable-energy-super-cluster-enterprise-zone))

⁴ Industrial Decarbonisation Challenge Fund (<https://www.humberlep.org/humber-cluster-plan-is-successful-in-1-7m-decarbonisation-funding-bid>)

⁵ Clean Growth Fund (<https://www.gov.uk/government/news/government-launches-new-40-million-clean-growth-fund-to-supercharge-green-start-ups>)

The Hull and East Yorkshire skills strategy must support the improvement and growth of the offshore wind sector and the needs of the growing biomass, biofuels, and low carbon hydrogen sectors. It is essential to work in partnership with adjacent LEP areas to realise the potential of these sectors.

Strong sector base to facilitate economic recovery

One of the great strengths of the Hull and East Yorkshire economy is that it has absolute and relative sector specialisms that have high-value growth potential. These include the clusters around the estuary which incorporates engineering, manufacturing, logistics, construction and professional services. These sectors will be critical to economic 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 have seen a dip due to COVID-19 and Brexit, however 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.

Skills Needs

Drive Higher Level skills

There is a higher-level skills gap as shown by the current occupation and qualification profile. For example, managerial, professional, and associate professional jobs account for only 40% of total jobs in the HEY LEP region compared to 50% nationally (46% in Yorkshire & Humber). In the HEY LEP region, 37% of people are qualified to degree-level or equivalent (NVQ 4+), compared to 43% nationally (33% in Yorkshire & Humber).

Working Futures data predicts that 46% of jobs in the wider Humber region will require Level 4+ qualifications by 2030. This indicates a mismatch between the current qualification profile and future demands. There are several national developments aimed at addressing skill needs in specific sectors such as University Technical Colleges, apprenticeships at degree level, Institutes of Technology, T-Levels and supporting access to funding such as Advanced Learner Loans.

Retain and attract young people

Investing in the current workforce to attract and retain talent in Hull & East Yorkshire is needed to ensure the region has a skilled labour supply to fuel growth.

Historic population growth over the past two decades has been slow in the HEY LEP region, at 7% compared to 15% nationally (11% in Yorkshire and Humber) and the working age population is shrinking and is expected to account for 58% of the current population by 2030. The ageing of the population also contributes to increased demand for skills such as within the health and social care sector. 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.

Graduates within HEY LEP are underutilised and are less likely to enter full-time employment after graduation (53% vs 56% nationally). Graduate retention within the region is strong in the first year after graduation with 64% of graduates from Yorkshire & Humber higher education institutions remaining in the Yorkshire and Humber area. However, retention deteriorates over time with 56% remaining in Yorkshire and Humber five years after graduation. Boosting higher value employment opportunities in Hull and East Yorkshire will support graduate retention.

There is a need to continue to effectively communicate local career opportunities to young people to attract them to stay and work in HEY LEP region after completion of education and training. This includes a need to widely advise on the lifelong learning opportunities available. The LMI Humber website contains a section on skills for employment and explains how people (especially young people) can acquire the skills needed by employers.

Upskill and reskill the workforce

Hard-to-fill vacancies account for 41% of all vacancies in the HEY LEP region which is higher than the national average (36%). Almost a quarter of these vacancies are skills shortage vacancies, similar to the national level (25%) 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 may imply the existence of difficulties that are not related to skills supply, such as pay or alternative incentives. However, skills shortage vacancies are still prevalent in the HEY LEP region and are currently being exacerbated by rapidly growing and evolving sectors such as low carbon technologies and manufacturing, requiring higher level skills to suit automation, digitalisation, and the transition to net carbon zero.

The proportion of staff that are underutilised in the HEY LEP region is lower than the national average (27% vs 34% nationally). This indicates a good alignment between jobs available and the skills of the existing workforce. However, over-utilisation may limit the time available for staff to learn new skills, adapt to new technologies and changing types of jobs within the context of automation and digitisation.

Promote economic inclusion

There are high levels of deprivation in the HEY LEP region, particularly concentrated in Hull. Overall, 22% of neighbourhoods in the HEY LEP region fall into the 10% most deprived neighbourhoods nationally on the education, skills, and training domain. Barriers facing learners and employers from investing in training include lack of funds, lack of physical and/or digital infrastructure- particularly in the rural areas of East Yorkshire, lack of time to organise training, and availability of staff time.

Embed digital skills

The increasing level of technological advancements taking place in the production process are making methods of production more capital-intensive and shifting the types of skills demanded by employers. Jobs at high risk of automation and digitalisation nationally include 56% in transportation and storage, 46% in manufacturing and 44% in wholesale and retail.

The Humber Digital Skills Analysis identified key needs including those that have been highlighted by the COVID-19 pandemic:

- COVID-19 has been a key disruptor which has illustrated how vital digital infrastructure, access to digital hardware and digital skills are to economic and social inclusion. The pandemic 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. There has been greater adoption of digital technology than before, and business confidence in using technology has increased.
- Training providers have experienced 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 highlighted digital poverty which is limiting access to learning or other services. The DfE's digital device scheme provided support to pupils, students and families to access remote education. Beyond the education sector challenges still remain most notably around issues such as access to high quality broadband, particularly in rural and coastal communities, as well as appropriate software and skills levels. These disparities will increase if not addressed.

Key employment sectors

The following employment sectors have been defined through an alignment of Government Priority Sectors and HEY LEP Priority Sectors. These sectors have the greatest potential to drive productivity, innovation and generate higher-skilled employment. Sector forecasts (available for the wider Humber region) and current evidence provides an indication of the skill strengths and needs within each sector. Select examples of how skills supply is responding to identified needs are provided.

Health & Social Care is an expanding sector driven by Hull and East Yorkshire's ageing population (which is above the national average rate), the increasing pressures on mental health as a result of the pandemic, and the rapid development of health-related technologies. The number of health & social care jobs in the Humber are expected to grow from 155,000 to 200,000 by 2030. A perception exists that these jobs are roles as opposed to careers and there is high staff turnover as staff feel undervalued and underpaid and seek out the highest paid roles.

Strengths	Needs
• Strong partnerships: between the NHS and local further education colleges and school sixth forms which align young people's education to job openings in Health & Social Care and Medicare.	• Address barriers to upskilling after the pandemic, as 26% of the workforce are over 55 years old and there is expected depletion of the workforce. • Alter job perceptions to reduce staff turnover which creates a barrier to training investment. • In-Demand Skills: Dementia awareness, mental health, care for the vulnerable and the elderly and safeguarding knowledge.

Construction: The wider Yorkshire and Humber region is expected to need an additional 19,000 construction workers by 2025 to meet industry demand, with GVA forecasted to exceed the UK annual average growth rate of 4.5%. Major investments are driving growth in the sector.

Strengths	Needs
• The Humber Construction Hub: (completed in 2019 in Hull) is designed to address the skills gap in the construction and built environment sector by providing 'real life' construction training and experience and opportunities. It will act as a training centre of excellence from which further smaller training hubs could be developed within the Humber region in collaboration with construction industry partners to support localised labour needs in those areas, such as Goole and Grimsby. The project received £231,842 LGF funding and the equivalent in matched funding and is estimated to create 316 jobs and provide 812 Level 1 qualification, 207 Level 2 qualification and support 1,416 other learners.	• In-Demand Roles: office-based staff, plasterers, bricklayers and civil engineering operatives. • Required training: Net-zero, mental health & wellbeing, employment practice (including self-employment), business skills, digital skills, digital competencies and meta-skills (i.e. teamwork, communication, conflict resolution and problem solving abilities). • Scale-up of local skills provision and reskilling incentives: to address the ageing workforce, difficulty in hiring new workers from competition between sectors, and the requirement of new skills for the labour market transition to net zero.

Digital Technology: There has been a five-year growth in university enrolments of science, technology, engineering and maths subjects, driven mainly by engineering and technology (+52%) and computer science (+24%) in the Humber. These subjects have strong overlap with employer demand for website developers and programmers. By 2024, employment in the IT sector is forecast to increase by at least 10% indicating a strong demand for digital skills. Many sectors are experiencing a transition to new technologies, with approximately 1 in 4 jobs in Hull at risk from automation.

Strengths	Needs
• Increasing digital skill offering from local HEY LEP region providers: The Yorkshire and Humber Institute of Technology plans to provide more opportunities to secure higher-level digital skills at Level 4 and above. The Humber Digital Skills Partnership and Humber Digital Skills Hub further supports regional stakeholders and businesses in providing digital skills programmes. • The Goole Town Deal includes a proposal to improve digital connectivity which will help to advance digital inclusion within the HEY LEP region. This will mitigate impacts of digital exclusion in less represented areas to ensure that all benefit from digital skills. • Digital Skills Bootcamps will be available in the HEY region from February 2022	• In-Demand Roles: website developers and programmers. • Support newly qualified trainees to acquire practical experience as formal training is less desirable than previous experience. • Review business support interventions and sector specific approaches to address lack of business confidence in adopting new technologies.

Haulage, Ports and Logistics: The haulage and logistics industry is set to double by 2030, with maritime in the UK being a larger sector than rail and aviation combined. The industry accounts for 4% of employment within the HEY LEP region and approximately 6% of employment in the Humber.

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. Activities here make up 10% of the UK's energy need.

In March 2021, the Humber was awarded Freeport status in the Chancellor Budget announcement. Humber is one of eight Freeports being created in England which will provide a range of tax reliefs, customs benefits, and wider government support, bringing investment, trade, and jobs to support regeneration activity.

Strengths	Needs
• Transport connections in the HEY region and Freeport status • Progress has been made in recent years to support skills development in Hull and East Yorkshire with Modal training in Immingham and the University of Hull's Logistics Institute, which is a centre for research, education and expertise in logistics and supply chain management. • Key assets supporting skills development in the sector include the University of Hull's Logistics Institute, a centre for research, education and expertise in logistics and supply chain management of international excellence. The Driver Skills Bootcamp announced by the UK government in October 2021 will also help to mitigate the HGV driver shortage as the bootcamp includes delivery in Hull and East Yorkshire.	• In-Demand Roles: Deckhands, marine engineers, workboats crew, HGV drivers, offshore logistics operations. Half of vacancies are for entry-level positions, and the highest demanded position by volume is HGV drivers. • Difficult to recruit roles: Masters, experienced seafarers, and proposal engineers.

Manufacturing: Nationally, 186,000 engineers and 79,000 other skilled workers need to be recruited every year until 2024 to meet the needs of this sector.

Strengths	Needs
• Major Local Manufacturing Employers: include Siemens Mobility, Siemens Gamesa Blade Factory, Reckitt, Smith & Nephew and Croda. Recent and proposed investments in the Humber port also seek to attract new and expanded manufacturing operations. • Changes to the apprenticeship levy and the introduction of T Levels in 2020 should help to meet demand for junior skills levels.	• Difficult to recruit roles: Higher Managerial & Technical. • Address implications of the ageing workforce • Address cost barriers from specialist training courses that make it difficult for SMEs to upskill existing employees to a higher technical and managerial level. • Address barriers: for SMEs in accessing traditional apprenticeship levy schemes which causes them to tend to invest in regulative training.

The following employment sectors are central to the economic fortunes of the HEY LEP region:

Low Carbon Technologies: Within the UK's National Construction and Infrastructure Pipeline, there are projects worth more than £11.8 billion planned for the Yorkshire and Humber region; two-thirds of which will be in the green economy. In Hull and East Yorkshire and in the wider Humber area, the offshore wind industry alone is expected to create 21,000 full time jobs by 2032 with 37,000 created indirectly. Investment from Siemens, Ørsted, and Able in the Humber's offshore wind sector supports this. Other investments that support low carbon technologies include:

- The Humber Cluster Plan: a comprehensive plan to decarbonise the Humber's Industrial Cluster, demonstrating how the cluster can achieve net zero carbon emissions by 2040. The Humber Cluster Plan will also demonstrate how to maximise local socio-economic value from investment, including local skills and supply chain development, and will seek to foster innovation by working with industry and local universities to encourage research and project development and develop inward investment propositions.
- The Yorkshire Energy Park: a new development located in the East Riding of Yorkshire with the potential to create 4,480 gross jobs. The site will include a National Centre of Excellence for education, training and research facilities and associated on site, short stay accommodation, an energy centre and primary substation.
- The Northern Endurance Partnership (NEP): a UK Research & Innovation (UKRI) funded deployment project on the North Bank. The NEP will accelerate the development of an offshore pipeline network and geological storage in the UK Southern North Sea. Captured carbon dioxide (CO₂) emissions from both the Net Zero Teesside (NZE) and Zero Carbon Humber (ZCH) projects will be transported and permanently stored deep underground in Endurance, the UK's largest appraised saline aquifer for carbon storage. Zero Carbon Humber is a consortium of leading energy and industrial companies and academic institutions with a shared vision to transform the Humber region into the UK's first net-zero carbon cluster by 2040 and are working together to deliver carbon hydrogen production facilities and essential carbon capture usage and storage (CCUS).

Strengths	Needs
• A plethora of investment into the Low Carbon sector (see above). • Aspirations to deliver the decarbonisation and energy agenda have been reflected in updates to education, learning and skills providers curriculum within the region. • The Aura Innovation Centre is a £12m development delivered by the University of Hull (partly funded by European Union funding) that will bring 250 SMEs together to engage and support a pipeline of low carbon projects.	• Increased education provision: Approximately 50% of green industry apprenticeships are not currently delivered within the HEY LEP region and the surrounding area. No discrete T Level programme exists for the energy and utilities sector. Apprentice numbers have also reduced as contractors are finding it difficult to take apprentices on due to a lack of guaranteed work. • Attract new entrants: With the labour market entrants of 2030⁶ currently only being in Year 5, there is a need to engage with young people well before 16+ options are considered.

⁶ Green Jobs and Skills Analysis (heylep.com).

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- **In-Demand Skills:** welding and electrical/instrumentation technicians.
 - **In-Demand Roles:** 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.
-

Tourism and the Visitor Economy: Latest available data from the 2018 Cambridge Model report estimates that the combined value and volume of the visitor economy in Hull and East Yorkshire is £866 million. According to Visit Britain, the sector is predicted to grow after COVID-19 adversely affected the sector and its workforce.

Strengths	Needs
• Visit Hull and East Yorkshire (VHEY) will lead the recovery of the visitor economy from COVID -19 and establish a clear vision and a set of priorities that the councils and their partners will work towards. • The East Yorkshire Coast is an established visitor destination with opportunities to build on the UK 'Staycation' market. • Investment in Tourism and the Visitor Economy of Local Authorities: Within the East Riding of Yorkshire, the Goole Town Deal has recently received accelerated Town Deal funding for repair and maintenance of the Victorian Market Hall. Proposals for the building include creating event space for community-led pop ups, enterprises, and festivals, which will contribute to the visitor economy. Hull has also previously received £110m of investment for its hotels and venues.	• Altering sector perceptions: Despite the number of potential job opportunities, the sector is not attractive to job seekers as there is a misconception that the jobs are low-skilled, low paid and not a career. • Continued response to COVID-19 Impact: In the HEY LEP region, job losses and long-term furloughs were seen during the COVID-19 pandemic. Staff shortages and seasonal contracts continue to be a prevalent issue, particularly due to the area's tourist coastal towns. • Continued response to EU Exit Impact: A gap of up to one million vacancies could arise nationally due to Brexit with a projected net cumulative shortfall of 60,000 workers year-on-year from 2019. Changes in migrant labour also implies greater difficulty in bring in seasonal labour from outside the UK. • In-Demand roles: chefs, bar staff, cleaners, and social media staff. • Increase staff retention: staff retention issues arise due to low wages, unsociable hours, zero-hour contracts and seasonal contracts.

Medicare: Although Medicare makes up a small proportion of the HEY LEP Region's employment (1%), this is in line with the national average. Increasing pressures on the health and social care sector as a result of COVID-19 will stimulate job growth in the Medicare sector in tandem.

Strengths	Needs
• The £28m Allam Medical Building was opened by the University of Hull in 2017. This not only provides a simulated hospital environment, but 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.	• Attract new entrants: COVID-19 coupled with growth of the health and social care sector will continue to require research and development and innovation of the manufacturing of pharmaceutical goods and medical care equipment.

Agri-Tech and Food: The Agri-Tech and Food sector accounts for a significantly higher level of employment in the HEY LEP region (11%) than at a national level (4%). Employment is high in this sector as Yorkshire & Humber is the country's largest food producing region. Innovation and automated technologies will be required to meet future challenges of climate change and the growing population.

Strengths	Needs
• Bishop Burton College (part of the Yorkshire and Humber Institute of Technology) provides higher level skills training for the agriculture sector. Recent investment includes new premises and specialist precision farming equipment. Their 360-hectare mixed farm supports skills training and acts as a 'green laboratory' for research into a wide range of agricultural and environmental subjects.	• In-Demand Roles: engineers, scientists and mathematicians. • Attracting new entrants: Automation in this sector requires a need to attract those with the technology and data skills to an industry that has not traditionally done so.

A construction site at sunset. A large crane arm is visible on the right, extending over a structure covered in scaffolding. The sky is filled with vibrant orange and red clouds. In the foreground, a construction worker wearing a yellow hard hat and a high-visibility vest stands near a concrete pump truck. Another worker is partially visible on the far right. The overall scene is bathed in the warm, golden light of the setting sun.

Skills Strategy

3. Skills Strategy

In response to the skills needs and opportunities identified in Chapter 2, this chapter sets out a series of strategic priorities for the Hull and East Yorkshire Local Skills Report and our general approach to improving workforce development and productivity.

The Local Skills Report will inform the development of an aligned HEY LEP Employment & Skills Strategy in Spring 2022.

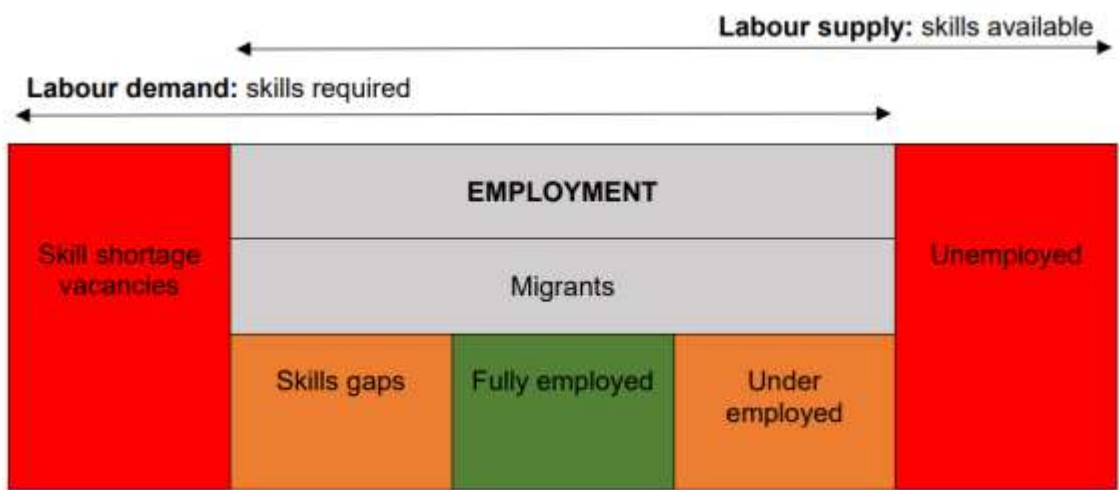
Our aim

To lead the transformation of the HEY LEP regional skills profile, to deliver a highly skilled, healthy and productive workforce, reducing inequality and increasing life chances for our communities.

Our approach

Good people with the right skills are at the heart of any successful organisation. For the HEY LEP region to maximise productivity and economic growth, the organisations within it require a workforce that is fully engaged, adequately skilled and qualified, healthy and one that is serviced by a fully functioning labour market.

Equally important as meeting the labour market demands of the local economy is ensuring that all HEY residents, young and old are aware of the employment opportunities offered by employers. Doing so will help ensure local labour supply meets demand but also, by sharing labour market intelligence and through good careers education, information, advice and guidance in both young people and adults, help raise the aspirations of our communities and encourage them to fulfil their potential.



The HEY LEP is committed to ensuring that all residents of the region and members of the workforce can benefit from and contribute to the growth and prosperity of the area. In order to do this, the skills levels and health of the area's workforce must be optimised to drive social mobility and ensure the productivity goals within this strategy are realised. This includes addressing the existing higher skills gap, facilitating upskilling, reskilling, attracting, and retaining a skilled workforce in the region.

In achieving its objectives, the HEY LEP is also committed to greater economic and social inclusion. Access to opportunities for all residents including those furthest from the labour market is an important aspect of this strategy. A core ambition of the HEY LEP is that all residents can secure good quality, meaningful and well-paid employment regardless of their socio-economic background or whether they have any barriers preventing to them doing so.

Ensuring the HEY area maximises access to external funding opportunities made available through programmes such as the UK Shared Prosperity Fund, Levelling Up Fund and other funding streams will be essential in delivering this agenda and enabling equality of access for all.

Our strategic priorities

The approach to productivity and workforce development above aligns with Priority 3: Leading on a Skilled and Inclusive Economy of the HEY LEP Economic Growth & Workforce Wellbeing Strategy 2021-2026.

Priority	Aim	Objectives
1: Ensuring a Productive and Innovative Economy	To stimulate business growth, increase productivity and employment by developing the conditions in the HEY LEP area for business to start up, innovate, invest and trade.	• Support key sector growth • Drive innovation in the HEY LEP Region • Boost trade and investment • Support pre-start / micro / SME businesses and drive entrepreneurial culture
2: Achieving a Clean, Net Zero Growth Economy	Maximise opportunities to drive economic growth in green industries whilst meeting targets. To be a net zero carbon industrial cluster by 2040, and significantly lower carbon by 2030.	• Optimise clean energy generation • Drive industrial decarbonisation • Promote resource efficient businesses
3: Leading on a Skilled and Inclusive Economy	To lead the transformation of the HEY LEP regional skills profile, to deliver a highly skilled, healthy and productive workforce, reducing inequality and increasing life chances for our communities.	• Driving higher level skills • Upskilling and reskilling the workforce • Maximising progression to HE • Embedding Digital Skills • Delivering a green recovery through skills development • Retaining and attracting young people • Supporting labour market participation • Matching out of work people with sectors with labour demand • Greater economic inclusion • A healthy workforce
4: Developing Productive and Resilient Locations	To enhance the regions' infrastructure and natural assets to maximise contribution to the HEY LEP economy and generate competitive locations to invest, live and visit.	• Enhance transport infrastructure and services • Maximise digital infrastructure • Promote flood resilience • Delivery quality employment sites • Provide an attractive Housing Offer • Maximise use of natural capital • Promote our locations

Our objectives

1. Driving Higher Level Skills

Interventions are required to help close the higher-level skills gap to enable HEY residents to capitalise on higher wage employment opportunities and meet business needs.

COVID-19 recovery and renewal skills priorities:

- Supporting business resilience and growth through investing in higher level skills, particularly in those sectors most exposed to the impact of COVID
- Promoting HEY quality of life offer to embrace new live/work patterns and attract and retain talent to live, study and work in the region

2. Upskilling and Reskilling the Workforce

Upskilling and reskilling the existing workforce, particularly those who have been displaced from other occupations, industries and sectors, provides a partial solution to resolving skill shortages and maximising labour market participation. Lifelong learning opportunities need to be widely promoted to support upskilling and reskilling.

COVID-19 recovery and renewal skills priorities:

- Supporting displaced workers such as those unemployed, or at risk of redundancy to upskill and reskill to access occupations with identified skill gaps or shortages
- Supporting resilience and diversification in the most affected sectors through skills development

3. Maximising Progression to Higher Education

Access to good quality careers, education, information, advice and guidance is key to inspiring young people, shaping their career aspirations and how to realise their goals. This needs to be accompanied by high quality skills infrastructure to attract and retain young people to participate and progress, and clear progression pathways in the curriculum to support upskilling and social mobility.

COVID-19 recovery and renewal skills priorities:

- Combating the effects of disrupted learning through the pandemic through targeted CEIAG and catch-up learner support
- Raising awareness of local higher education opportunities to take advantage of the increased trend to study closer to home

4. Embedding Digital Skills

The increasing level of digital and technological advancements requires a commensurate investment in digital skills provision in all subjects and at all levels to meet employer needs, facilitate greater adoption of digital technology, and support digital inclusion of HEY residents. This will raise the ambition of employers, employees and residents to fully participate in the modern economy and drive productivity growth.

COVID-19 recovery and renewal skills priorities:

- Responding to the increased demand for digital training as COVID-19 has accelerated adoption of digital technology through appropriate digital skills provision

- Addressing digital poverty through access to appropriate hardware, broadband connections, and learning infrastructure
- Maximise appropriate use of virtual, distance and online learning to provide resilience against future disruptions to learning

5. Delivering a Green Recovery through Skills Development

The region's education, learning and skills providers must continue to collaboratively plan future provision around major investments and identified growth in the Green Economy. This must include addressing the recommendations of the HEY LEP's "Green Jobs and Skills Analysis" research. Further investment in capital infrastructure to support growth in new and emerging technologies is also required.

COVID-19 recovery and renewal skills priorities:

- Identifying the skills required and investing in skills provision to maximise the growth potential of the Green Economy and accelerate economic recovery
- Support businesses to embrace a green recovery by accessing the skills they need

6. Retaining and Attracting Young People

Education, learning and skills providers and employers must continue to work together to drive young people's aspirations and convey the breadth of career opportunities available to young people. The skill requirements of important sectors in the region's economy need to be effectively communicated to encourage young people to stay and work in the area after the completion of education and training, whilst also attracting new people to the region. Employers also need to be supported to provide work placements, work in partnership with schools and post-16 providers and contribute to careers related activity.

COVID-19 recovery and renewal skills priorities:

- Targeting young people with enhanced skills and employability support in recognition that this cohort has been disproportionately affected by the pandemic

7. Supporting Labour Market Participation

Learning and skills providers, the voluntary and community sector and employers need to work collaboratively to develop a holistic partnership approach to match need with opportunity and ensure local people are able to secure the employment opportunities created by labour market replacement and expansion demand.

COVID recovery and renewal skills priorities:

- Focusing support on cohorts which have been most exposed to the impact of the pandemic including young people, older workers, low skill workers, and disadvantaged groups to support labour market participation

8. Matching Out-of-work People with Sectors with Labour Demand

Residents of Hull & East Yorkshire need to be supported to secure good employment and realise their career aspirations. Targeted interventions to help people into sectors and occupations where there are skill shortages will benefit employers by securing the talent they need to maximise productivity. This can be achieved through collaborative brokerage interventions to link people looking for work with opportunities.

COVID recovery and renewal skills priorities:

- Brokering links between displaced workers and skill shortage areas through upskill, reskill and employability support.

9. Greater Economic Inclusion

A key objective of the LSR is to facilitate an efficient and fair labour market where business can access a suitably skilled workforce, residents can secure good quality, well paid employment regardless of their background and our young people can realise their potential. This requires a shared understanding of the multiple barriers faced by some HEY residents and sections of our community who experience difficulties participating in the labour market. Whilst there are a significant range of high-quality learning courses and employment support schemes available across the region, there are also many barriers to accessing these services.

Championing greater economic inclusion will ensure that everyone in our community is given the potential to achieve their potential. Through collaboration and the pooling of collective resources we can improve outcomes for members of our community that need extra help to succeed.

COVID recovery and renewal skills priorities:

- Focusing on the most vulnerable groups whose challenges have been amplified by the pandemic to target appropriate support.

Sectoral response

The objectives set out above will be delivered through a lens of sectorial priorities. There are nine key sectors identified by both central government and by the HEY LEP Economic Growth and Wellbeing Strategy. These are:

Sector Priority	Sector Skills Priorities
Health & Social Care	- Meeting forecast skills demand, including higher level occupations - Attracting and retaining talent to meet increased demand and ageing workforce pressures - Addressing skill shortage and gaps through training and recruitment strategies
Construction	- Identifying skill requirements to maximise the economic and social value of major investment in the HEY region - Boosting skills provision in areas of high demand such as trades and engineers - Responding to the requirement for new skills to support the labour market transition to net zero through scaling up local skills provision and incentivising reskilling
Digital & Technology	- Supporting digital adoption through provision of sector specific skills - Addressing skill shortage vacancies including technical roles such as web developers and programmers - Facilitating provision of work placements and internships to support the acquisition of practical experience and progression pathways
Haulage & Logistics	- Responding to anticipated growth in Humber ports, investment in offshore wind, the Humber Freeport, and Hull Cruise terminal through aligned skills investment - Addressing identified skill shortages such as HGV drivers and logistics operatives and boosting skills provision in hard-to-recruit roles
Manufacturing	- Meeting major employer needs including addressing skill shortages and higher level and technical skill requirements - Responding to the skill requirements to support industrial digitalisation - Attracting and retaining talent to meet replacement and expansion demand including technical, management and digital skills
Low carbon technologies	- Supporting the ambition of the region to be at the forefront of the UK's Clean Energy Sector through the provision of aligned skills - Facilitating a Just Transition to clean growth through reskilling and upskilling - Ensuring residents of Hull & East Yorkshire can access jobs in new and emerging sectors such as low carbon technologies - Inspiring careers from an early age
Tourism & the Visitor Economy	- Supporting the recovery of tourism and the visitor economy from the pandemic - Showcasing the breadth and opportunity of employment in the sector to raise profile and improve perceptions to help address skill shortage and mitigate against the impact of EU Exit on labour supply
Medicare	Respond to skills demand arising from growth in the sector through bespoke skills and workforce attraction programmes
Agri-Tech and Food	- Upskilling the existing labour force to meet technological drivers of change including automation - Mitigating the reduction in migrant labour through skills attraction and retention strategies

A large blue crane stands on a concrete barge in a canal. In the background, there is a tall brick chimney, a large white cylindrical water tower with arched windows, and a grey industrial building with a sign that says '22'. The sky is blue with scattered white clouds. The water in the canal reflects the scene.

Skills Action Plan

4. Skills Action Plan

The following skills objectives and activities are aligned to the HEY LEP's Economic Growth and Workforce Wellbeing Strategy which, following extensive consultation and reflecting on the implications for LEPs announced in the Levelling Up White Paper⁷, will be published in February 2022.

These activities will be reviewed by the HEY LEP's Employment and Skills Board and will be further developed with partners and stakeholders for the HEY Employment and Skills Strategy which will be published in Spring 2022.

Objectives	Activity
Driving Higher Level Skills	• Collaborate with stakeholders to support education progression pathways into areas such as degree level apprenticeships, T-Levels, and higher-level professional skills • Raise the aspirations of the region's young people by working with partners such as the Humber Outreach Programme on widening participation, ensuring equality of access to further and higher education for all • Maximise use of funding such as encouraging uptake of Advanced Learner Loans and the Apprenticeship Levy • Work with employers and education and training providers to increase the number of residents with degree-level qualifications and support the creation of jobs requiring higher level skills • Support more residents to progress to higher and technical level apprenticeships and degrees, particularly in high growth sectors • Support diversity of choice for students to enable access to a range of institutions and study routes such as the University Technical College, progression to the Institute of Technology, further and higher education institutions, independent post-16 providers and universities.
Upskilling and reskilling the workforce	• Develop strategies and interventions to support displaced workers such as those unemployed, or at risk of redundancy, working closely with Jobcentre Plus and other partners • Work with stakeholders on initiatives which actively facilitate the movement of displaced or unemployed workers into occupations with identified skills gaps or shortages • Promote apprenticeships as a vehicle to upskill and a route to alternative careers • Capitalise on existing programmes and emerging funding opportunities e.g. the National Skills Fund to support people to train, retrain and upskill throughout their lives in response to changing skills needs and employment patterns

⁷ Levelling Up the United Kingdom - GOV.UK (www.gov.uk)

Objectives	Activity
	• Work with provider partners to ensure good provision and progression opportunities from Level 2 upwards, providing a ladder of opportunity for all to progress • Ensure that those working in sectors that may experience productivity improvements resulting from automation and digitalisation have access to skills development to enable them to adapt and access other opportunities.
Maximising progressions to higher education	• Support the provision of a high-quality skills infrastructure to attract and retain young people to participate and progress • Maximise and build upon the offer of the University Technical College, Yorkshire & Humber Institute of Technology and higher education provision in partnership with further and higher education institutions and independent post-16 providers • Work with post-16 providers to ensure that the curriculum aligns with the requirements of higher education and gives learners the qualifications they need to progress • Support schools, training providers and colleges with the skills, access to information and knowledge they need to ensure young people make well informed choices at 16 and 18 • Work in partnership with organisations such as the Humber Outreach Programme to promote higher education opportunities to all young people including those from less advantaged backgrounds • Through the HEY LEP Careers Hub, ensure careers leaders in schools and colleges have due focus on Gatsby Benchmark 7 8, ensuring learners have exposure to further and higher education and the opportunities it offers • Facilitate, enhance, and promote the local apprenticeship offer particularly higher and degree level apprenticeships • Work with local employers to facilitate upskilling of their workforce by maximising apprenticeship grants and levy particularly for higher and degree level apprenticeships • Work with local employers and skills providers to ensure apprenticeship standards are available that meet the need of the local labour market and allow employers to maximise the use of grants and Apprenticeship Levy • Work with levy paying employers who do not fully utilise their Apprenticeship Levy to support the transfer of this to other employers, including SMEs.
Embedding digital skills	• Develop a digital strategy for the HEY region • Work with partners and the Humber Local Digital Skills Partnership to raise digital skills levels across the region and raise the ambition of employers, employees, and residents • Collaborate with education, learning and skills providers to enhance the existing digital curriculum, embed digital skills throughout the wider curriculum at all levels and develop new content with support from the Humber Local Digital Skills Partnership • Ensure HEY residents have appropriate digital skills to maximise use of virtual, distance and online learning which provides greater choice and access to a range of learning

⁸ <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

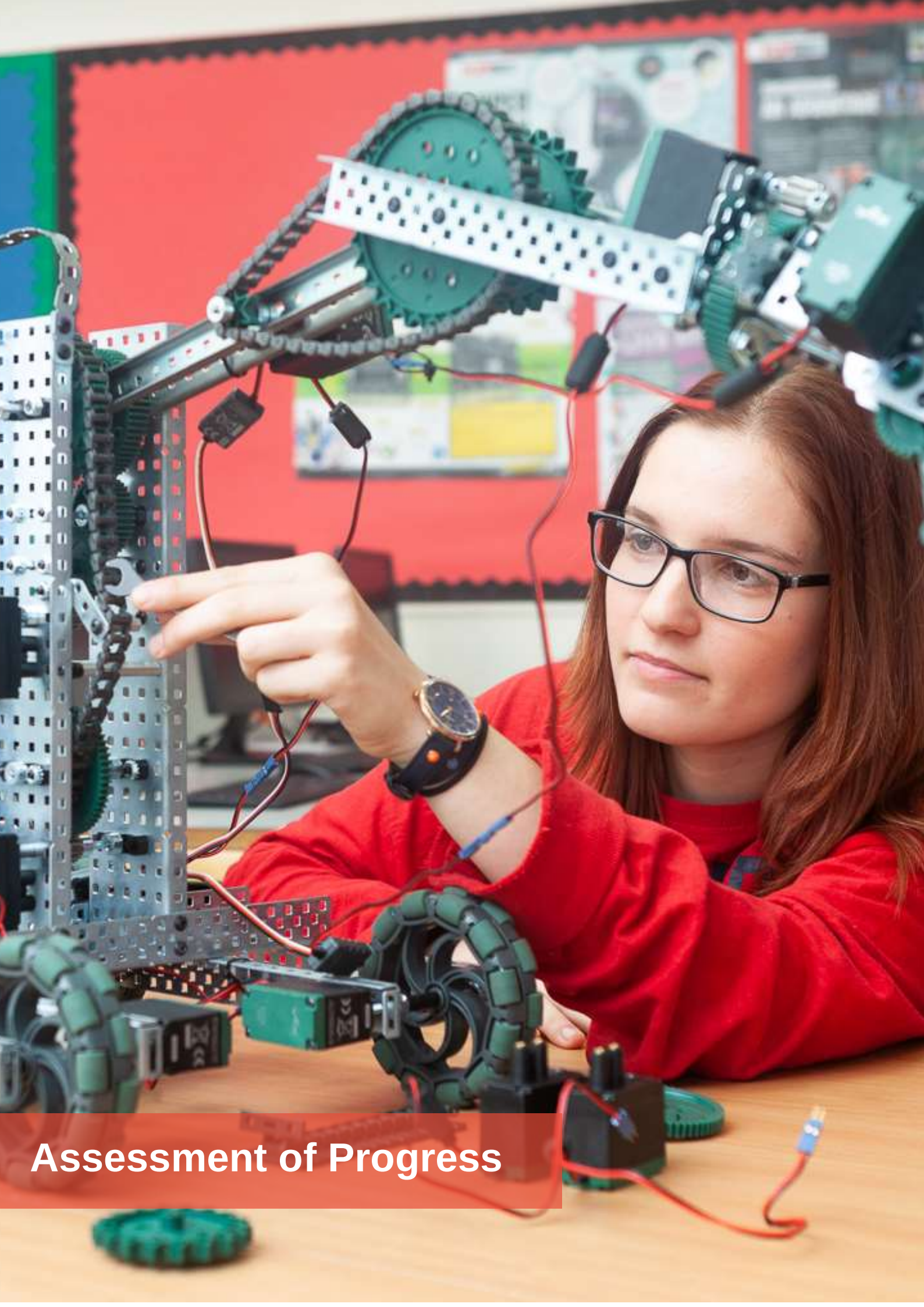
Objectives	Activity
	• Work with partners, government, and the Local Digital Skills Partnership to address digital poverty and mitigate against economic and social inclusion impacts of lack of access to digital infrastructure, hardware, and digital skills • Support businesses to adopt digital technologies and invest in upskilling employees to maximise efficiency and productivity.
Delivering a “Green Recovery” through skills development	• Maximise investment in skills provision to drive growth in the Green Economy • Support the development and delivery of the Humber Freeport and Humber Industrial Cluster Plan. • Develop the HEY Employment and Skills Strategy to support the improvement and growth of the Offshore Wind Sector and the needs of growing biomass, biofuels, and low carbon hydrogen developments • Working in partnership with Local Authorities, the LEP will continue to support WiME activities through the Careers Hub and Local Digital Skills partnership • Identify the skills needed to support delivery of the local and regional energy strategies e.g. housing retrofit, installing heat networks and EV charging infrastructure roll-out. • Offer decarbonisation and energy efficiency support to businesses through the LEP Growth Hub, advising businesses on how to access the skills they need • For the Humber Industrial Cluster Plan and the Humber Freeport, the HEY LEP will work with Greater Lincolnshire LEP, Local Authorities, employers, and stakeholders to identify the gaps in skills required to deliver necessary interventions and the strategic steps needed to close these in the wider region. • Support the development of skills and jobs that provide nature-based solutions to issues such as flood and coastal resilience, sustainable drainage schemes, carbon sequestration, regenerative farming and improved green spaces for health and wellbeing and active travel.”
Retaining and attracting young people	• Work with partners to continue to improve Careers, Education, Information, Advice and Guidance (CEIAG) provision ensuring parents & carers, teachers and professionals understand the range of education, training, and employment opportunities available in Hull and East Yorkshire. This includes the career pathways associated with them and managing expectations relating to salary and progression opportunities • Further increase collaboration and partnership working with schools and post-16 education learning and skills providers to develop a talent pipeline which facilitates economic growth • Ensure clear education and progression routes to support pathways into priority sectors by working with schools and employers through the HEY LEP Careers Hub and with adult careers services with a particular emphasis on Science, Technology, Engineering and Maths (STEM). This work will include raising aspirations and awareness of opportunities for rewarding careers in this area • Maximise and build upon existing programmes such as Kickstart and support mechanisms such as Employment Hubs • Work with local employers to facilitate graduate progression into higher level jobs including the use of graduate internships e.g. via the Humber Internship Programme • Support place making activities as outlined in Priority 4 to attract ambitious and highly skilled young people to live and work in the area.

Objectives	Activity
Supporting labour market participation	• Advocate for, and support employers to create inclusive employment opportunities, improving outcomes for members of the community experiencing barriers to employment • Work with partners and stakeholders to boost the employability and skills of unemployed and economically inactive residents and support their journey into the workplace including the wider benefits to employment • Work with the variety of Adult Education Providers to ensure that local provision meets the needs of communities and that national government initiatives are available locally • Support and maximise existing mechanisms such as the Plan for Jobs Initiatives and the Youth and Employment Hubs • Make specific provision for disadvantaged people and those with special educational needs • Provide high quality labour market intelligence to local careers leaders to enable young people at an early stage to make informed choices and ultimately access good quality employment in the region • Work with young people in school who are at risk of becoming NEET and support those who are already NEET to participate in the labour market • Through the Careers Hub, further develop and enhance the activity of the Special Educational Needs and Disabilities (SEND) Community of Practice to support schools and colleges to increase their ability to guide young people with additional needs to make well informed choices • Ensuring appropriate foundation learning pathways for all, particularly those with SEND • Ensure careers leaders in schools and colleges work to progress against Gatsby Benchmark 39 and address the needs of all learners in their Careers Programmes • Deliver the outcomes of the HEY LEP Careers Hub by supporting schools and colleges at a strategic level to raise young people's aspirations and awareness of key employment sectors and occupations • Encourage and support entrepreneurship activity to promote business ownership and self-employment as viable options for people of all ages • Ensure the opportunities arising as a result of Clean Growth impact positively on HEY LEP communities, including those furthest away from the labour market • Work with partners delivering the 50+ and the Women in the Workforce ESF provision to ensure that current and future employer practices and skills support are adequate in helping over 50s and women retain and progress in employment.
Matching Out-of-work People with Sectors with Labour Demand	• The LEP will work with Jobcentre Plus and voluntary and community organisations to link people looking for work with those opportunities. Further use of mechanisms developed in partnership with the LEP and the National Careers Service, such as the work undertaken by the Education Development Trust on the Humber Jobs Fuse, can help match talent seekers with the right people • Ensure that labour market information and careers support is accessible to those of all ages seeking work

⁹ <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

Objectives	Activity
	• Work with partners to maximise skills funding opportunities e.g. Skills Bootcamps¹⁰ • Maximise existing programmes and services that provide wrap around support for these residents • Work with partners to promote traineeships and all age apprenticeships as a route into sectors with high employment demand.
Greater economic inclusion	• Stimulate demand and build capacity for vocational and work-based learning opportunities including Apprenticeships, Traineeships, and T-Levels, as well as recognising the value of informal skills development and volunteering as a route to employment and greater health and wellbeing • Work with post-16 education and training providers, utilising the Adult Skills Budget to provide Pre-Apprenticeships and functional skills for those who have been distanced from employment or training to support social mobility • Support employers to adopt inclusive approaches to management and recruitment including equality and diversity policies, Supported Internships, and in adopting quality standards such as Mindful Employer and Disability Confident • Actively support further and higher education institutions' widening participation agendas • Work with HE providers to ensure equality of access for all communities • Maximise social value opportunities for the benefit of Hull and East Yorkshire residents by working with businesses to enhance social value by setting ambitious targets, creating jobs and opportunities such as Apprenticeships and Traineeships • Maximise access to digital funding as previously provided by the DfE to support digital inclusion and promote equality of access • Support providers and partners to promote lifelong learning opportunities for all • Ensure that external funding opportunities are maximised in order to support our most disadvantaged communities and groups, building on the success of previous European funded initiatives • Stimulate demand and build capacity for vocational and work-based learning opportunities including Apprenticeships, Traineeships, and T-Levels, as well as recognising the value of informal skills development and volunteering as a route to employment and greater health and wellbeing • Ensure that external funding opportunities are maximised in order to support our most disadvantaged communities and groups, building on the success of previous European funded initiatives

¹⁰ National Skills Fund



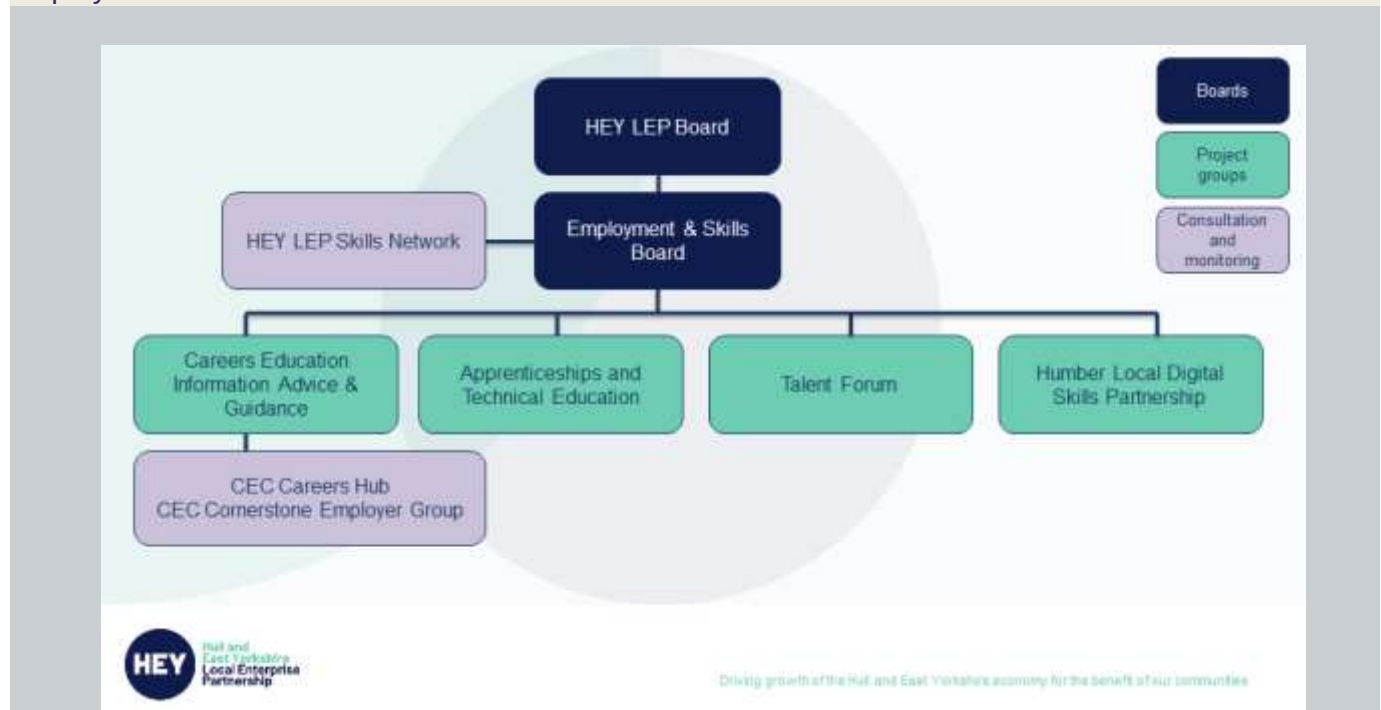
Assessment of Progress

5. Assessment of Progress

Taking a local leadership role

The Hull and East Yorkshire LEP Employment and Skills Board (ESB) is responsible for overseeing the development and delivery of the Local Skills Report and ensuring that local people have the skills required to meet the needs of key sectors that are critical to the growth of the economy. Members of the ESB include representatives from colleges, universities, local authorities, and businesses from the major sectors in the region. The ESB brings together local employers, skill providers and the voluntary sector to pool knowledge on skills and labour market needs, and to work together to understand and address key local challenges. Reports from the ESB feed into the main LEP Board to support a full understanding of the skills agenda in the region.

Employment and Skills Board Structure



Source: Hull and East Yorkshire LEP

A key objective of the ESB is to generate analysis of local skills and labour market needs to understand the local position, and to use the analysis to inform action and funding decisions. The ESB commissions or delegates actions to the most appropriate sub-group to execute.

The ESB is underpinned by project groups which provide a mechanism for the delivery for the ESB's aims and objectives. The chair of each project group attends the ESB and provides relevant feedback. The project groups are tailored to the specific skills needs and priorities identified by the ESB.

Progress

The establishment of the new HEY LEP organisation has required the creation of new governance and supporting strategy. A considerable amount of work has been done over the past year ensuring that the LEP meets all of the requirements set out in the national Assurance Framework.

Over and above this, the HEY LEP and its ESB partners have made significant progress in the following areas:

- The establishment of a new LEP Board
- The creation of sub-boards supporting the delivery of the LEP agenda including the ESB
- Reinstating themed project groups to support the delivery of the aims and objectives of the sub-boards
- The creation of a new HEY LEP Economic Growth and Workforce Wellbeing Strategy which provides the overall strategic direction for the organisation
- Strengthening of the Humber Local Digital Skills Partnership as a result of its incorporation into DCMS' network of Digital Skills Partnerships
- The transitioning of Hull and East Yorkshire Schools into a new HEY Careers Hub
- The commissioning of an independent research report into green jobs and skills needed to underpin the green economy
- Supported the production of the Humber Freeport Business Case with a lead role in the development of the skills theme
- Led on the convening of key stakeholders culminating in the successful award of five Digital Skills Bootcamps
- Supported the development of a successful bid to the Skills Accelerator Strategic Development Fund pilot focused on skills for the Energy Estuary resulting in the award of £5m
- Appointment of a Growth Hub Workforce Business Development Adviser in November 2021 to work with SMEs to understand and respond to their identified skills needs
- Commissioned COVID Economic Impact Reports to inform recovery plans and for use by wider stakeholders including the Local Resilience Forum and local authorities
- Securing £6m of additional ESF funds from the ESIF National Reserve Fund for programmes such as Youth Employment Support, Employability Wellbeing Service, Women in the Workforce and Lifelong Skills for Growth for older workers

COVID-19 recovery and renewal plans

The latest HEY COVID-19 Impact Report¹¹ was published in Autumn 2021. The findings of the study were shared with the ESB and through the sub-groups' actions were formed. This update augments the former Humber LEP Coronavirus Delivery Plan¹² which continues to guide the work of the ESB.

¹¹ [HEYLEP COVID 19 Economic Impact Update Autumn 2021](#)

¹² www.humberlep.org/coronavirus/coronavirus-phase-two-delivery-plan, February 2021



Positive Impact Stories

6. Positive Impact Stories

This chapter highlights a number of case studies that prove the positive impact of the skills interventions across Hull and East Yorkshire. Examples are included from employers or providers working together to respond to local skills needs, including in creative and/or new ways.

Careers Hub

Case Study - HEY LEP Careers Hub – Bridlington School

Developing our practices with the HEY Careers Hub, we as a school at Headlands have recognised that it is vital to think about destinations and LMI as part of curriculum planning to ensure students are learning the content and skills that will actually be useful in their future career. In turn helping to develop the region and contribute to local employers.

Issues Targeted

Ensuring that courses offered give students the adequate skills to enter their chosen career path. Ensure that employers receive candidates with skills that can close their current skills gaps.

Activity

Tracking student destinations to identify trends in chosen courses as well as types of establishment. It was clear that we needed to offer courses suitable to the students who traditionally wouldn't have been the top in terms of their academic grades but do have a lot to offer the local and regional economy. For example, there is a huge need for employment in the health sector so we now offer courses such as Health and Social. This allows the students who would have gone to college to take purely Health and Social the chance to get a wider range of qualifications and therefore open up a wider range of career choices in the industry.

When we choose the specific courses and exam boards we also use destination and LMI data to ensure we choose what is best for our students. We recently changed our PE course to include sections relating to physiotherapy because there is a wish and need locally for this.

Impact

- Students are able to access a wider curriculum and employers are able to get dedicated skills.
- When subject leaders develop their schemes of learning they are expected to enrich the link to future careers and develop relevant practical skills.



Source: Headlands School Website

Case Study -Shape your future in the Humber – HEY LEP

HEY LEP developed a booklet to outline choices students, young people and those looking to develop their career have in the region.

Issues Targeted

Ensuring that those seeking work have access to adequate information in a digestible format.

Activity

The booklet outlines qualifications and pathways, changes in the labour market and what future jobs might look like. The booklet looks in detail at several sectors from business / retail, creative / digital, energy, engineering, food / agriculture, health / social care, manufacturing, ports / logistics, public sector and the visitor economy.

The booklet includes sections on making successful applications and advice for parents / careers.

Impact

All job seekers and those looking to develop their career can have an improved understanding of what is on offer and the pathways to access those roles.



Case Studies - Balfour Beatty HEY LEP Careers Hub

Our passion and commitment to ensuring we not only engage but create real tangible opportunities for local residents and the wider community is only successful if we work with the key stakeholders and our relationship with Humber and East Yorkshire Careers Hub has been critical. From the very early days, their knowledge of the educational needs and priorities has been crucial and their advice and guidance has been extremely helpful to ensure our employment and skills interventions have been focused and aligned to the Careers Hub needs.

This approach has certainly been evident in the fact that even during a challenging time and a relatively new Careers Hub, we have delivered STEM activities to over 200 students, held 17 careers events, delivered a full day of STEM activities to 45 students from Northcott SEND school and had 9 site visits, in addition, our own team has delivered 64 number of volunteering hours and generated over £13,000 in charitable donations. We are rightly proud of our collective achievements and look forward to September 2022, when we hope to be employing 3 new apprentices and graduates onto the scheme.

We were also delighted to be asked to be a Cornerstone employer for Humber and East Yorkshire Careers Hub, this is important as we do want to share and collaborate and being with other like-minded employers with an equal commitment to Hull is really important. We are passionate and totally committed to making a real impression, we really do want to make a significant impression on young people, our sector is booming, we have a pipeline of work stretching into decades and we need a future workforce and we want as many young people as possible to be able to experience our scheme to inspire them to be the best they can be.

Our ambitions for 2022 is simply to do more, more engaging, listening and responding, we want to excite and how great would it be if in 10 years' time, a young engineer working on a future project in Hull had their first every experience of civil engineering through a primary school visit to the A63 in 2022, now that would be a real result.



Source: Balfour Beatty

Balfour Beatty

Informing Skills Provision

Case Studies – Individual Driver Humber Learning Consortium

WN had a full work history until March 2020, when he left his employment to spend time with his young son who was terminally ill in Scunthorpe General Hospital. Sadly, his son died in the Spring. He met with a Key Worker from North Lincs Council in the Autumn who enrolled him onto the Building Better Opportunities Project. During his initial IAG, he discussed his future aspiration to train and become an LGV Driver. He had previous experience of this type of driving during his time working at the Steel Works, but not driving on public roads, neither did he have a licence. Becoming an LGV Driver was something he had always dreamt of, but due to the cost of training he had never been able to do anything about it .

Key Issues to overcome

- Finance for the training
- Poor mental health due to the loss of his child and break down of relationship
- Lack of confidence and anxiety
- Support job searching

Activity

- Mind referral for mental health support including coping strategies to enable WN to move forward
- Weekly 1:1 walk with Keyworker for mindfulness & mental health
- Support with CV and job searching
- Driver theory test and hazard perception
- Modules 2 and 4 of CPC (Certificate of Professional Competence)
- C Licence (rigid) driver training and test
- C + E Licence (articulated) driver training and test

After numerous delays due to Covid, on the 31st of July 2021 he passed his C licence test.

Key Impacts

After passing this C licence test he was immediately offered a full-time job with a local company, DHL Logistics, as a C licence Driver, starting on the 25/10/21 – he was “over the moon”

This has allowed him to become financially independent and has impacted positively on his mental health.

Case Study - Humber Digital Skills Partnership

The Local Digital Skills Partnerships (LDSPs) are cross-sector collaborations, initiated by the LEP to tackle local digital skills gaps. They bring key regional stakeholders together to design, develop and deliver innovative digital skills programmes that advance digital inclusion and upskill the current workforce. The Humber LDSP has worked consistently to bring together regional public, private and third sector organisations to help increase the digital capability of individuals and organisations in the Humber. The partnership also acts to sign post to digital skills learning and training provision and can also highlight opportunities arising within the digital sector.

Issues

In response to the digital skills research carried out in 2020, the Humber LDSP has focused its work on the impact of digital skills gaps in sectors at risk of automation such as advanced manufacturing, engineering, logistics, green and sustainable energy and decarbonisation industries.

Activity

- Brings together representatives from local key organisations; KCOM, BT GROUP, the Y&H IoT, Women into Manufacturing and Engineering (WiME), Ideal (Groupe Atlantic) and the East Yorkshire and the Humber Federation of Small Businesses (FSB).
- Participate with GL LEP in the joint revision of the original digital skills analysis.
- Create resources for Primary School Careers Education - pupils and teachers
- Engage with partners to deliver a series of digital careers themed events, talks, and videos.
- Initiate research for a potential HEY digital strategy.
- Comply with DCMS MOU requirements.
- Humber LDSP put forward an EoI to DCMS to become a digital eco systems tech pilot area within Y&H region.

Impact

- Developed a “heat map” of digital training provision
- Developed and imminent implementation of a digital capacity online assessment tool for SMEs
- Ongoing creation of a portfolio of inspirational SME digital adoption [case studies](#)
- Achieved approval for delivery of several DfE “Digital & Technical Skills Bootcamp” courses in 2022
- Supporting the wave1 “Made Smarter” pilot programme for implementation by end March 2022.
- Humber LDSP formally recognised by DCMS and inducted into the national pilot programme.

Case Study - Skills Support for the Workforce (SSW), Hull College

"The programme has operated in the Humber-region for the past eight years, successfully supporting and encouraging the growth of not only SMEs and micro businesses within the Humber LEP's priority sectors, but communities too."

What

Skills Support for the Workforce offers support to businesses and individuals across the region by recognising and addressing immediate and future skills gaps. Our training schemes are designed to develop a highly-skilled workforce and help improve business performance through enhancing staff satisfaction and motivation, reducing staff turnover and giving businesses the opportunity to access fully-funded training. It is also designed to upskill staff within Humber SMEs to support business growth, enabling sustainability and competition in the marketplace. We can also offer support for staff facing redundancy to provide support from advice and retraining to CV building and interview support.

Activity

- Fully-funded workplace training
- Offering Free Training Analysis to SMEs
- Redundancy support
- Developing online courses to offer a blended learning-experience.
- Offering bespoke courses in Continuing Professional Development
- Supporting new employment strategies such as the Kickstart Scheme.
- On-the-job vocational training
- Free, accredited qualifications

Impact

£20.4m ESF has been invested to deliver SSW across the Humber. Almost 4,500 businesses have engaged with the project and over 15,000 individuals have benefitted from training. Training is targeted at priority sectors including Ports & Logistics, Manufacturing, Engineering and Clean Energy to provide the skilled workforce needed to support economic growth. Led by Hull College since 2013, SSW consists of 12 delivery partners, including local colleges as well as specialist training providers such as Portull and Solvo Vir. The scheme has funded additional SME support projects including Disability Confident awareness, remote learning opportunities and Mental Health First Aid in the workplace.



Source: Hull College

Case Study - HETA Engineering Training Provider

To devise a process for identifying the unique individual learning opportunities for an apprentice entering the workplace to ensure that the skills, knowledge, and behaviours are acquired, assimilated, and applied to achieve their respective Apprenticeship Standard.

Issues Targeted

- Ensure professional behaviours are applied in the workplace.
- Deliver clarity to the employer of the on-the-job training required and who is responsible.
- Improved retention during transition from training centre to workplace.
- Timely progression towards the application of skills, knowledge, behaviours and ultimately competency in the role.

Activity

- Meet with the employer/apprentice line manager to identify the scope of work, skills required and how progress and performance will be managed.
- Rank the plant and equipment and their related maintenance in order of complexity from lowest to highest.
- Identify the skills and related knowledge required to undertake planned preventative maintenance and reactive maintenance on each piece of plant and equipment.
- Identify how each of the skills and knowledge will be developed on the job and who has responsibility for the delivery of learning.
- Detail the in-company mentor responsible for ensuring the apprentice has the support to develop identified skills and knowledge.
- Identify the in-company individual responsible for ensuring that the apprentice is applying the skills and knowledge to the required standard.
- Detail the arrangements for summative assessment to confirm competence against each piece of identified plant and equipment.

Impact

- Structured two years on the job training and assessment programme.
- Increased retention of apprentices between years two & three. Increased retention during transition from training centre to workplace.
- Ultimately increased completion rates. Timely and successful achievement of end of point assessment.
- Measurable KPIs to ensure achievement of apprenticeship standard.



Source: HETA Consultants

Case Study - Humber Energy Skills Training Academy

Training academy based in Hull (Airco) and the lead provider is North Lindsey College, part of DN College Group.

Issues Targeted

Skills – to increase the energy efficiency of residential, commercial and industrial buildings and support the decarbonisation of the Humber by engaging young people in green careers, developing a gateway to employment for green apprenticeships and providing opportunities for existing engineers to gain in-demand green technology skills.

Activity

Investment in the development of a new training centre in partnership with DN Colleges Group, Airco Refrigeration and Airconditioning Ltd (Airco), Baxi and Ideal Standard. Targeting recruitment of 90 FE learners, 57 apprentices and 225 full cost learners.

Impact

The successful partnership has led to HESTA training site developed and opened and despite COVID-19 has already had 25 FE achievers, 20 current FE learners, 43 current apprentices.



Source: Humber Energy Skills Training Academy

Supporting businesses and increasing local jobs

Case Study – Bishop Burton College, Centre for Precision Agriculture

Bishop Burton college opened a £1.7m state of the art “Centre for Precision Agriculture” site in 2021, in conjunction with the Yorkshire and Humber Institute of Technology (Y&H IoT).

Aim

The aim of the IoT is to specialise in delivering higher-level technical skills along with a mission to improve productivity, reduce skills gaps and support industry growth, which have all been reflected within the launch of the Centre for Precision Agriculture project.

Issue

Agriculture currently contributes around 10% of total UK greenhouse gas emissions. The NFU have set a target for the industry to achieve net zero carbon by 2040. There are 3 main ways to achieve this goal; improving productive efficiency, improving land management to capture more carbon and increasing the production of renewable energy

Activity

The new centre's facilities and learning environments which is dedicated to advanced agricultural technologies, will enable students to achieve high level technical qualifications, focus on precision farming (to transform food production) and reduce emissions, pollution, waste and soil erosion.

A series of short courses on precision agriculture and robotics have been developed in collaboration with employers under the DfE's “In-work Skills Pilot”. The courses on offer are designed for flexible delivery in the workplace, using digital learning technologies.

Knowledge Transfer events are being held to demonstrate the latest precision farming technologies and the use of robotics to local farmers and other stakeholders. The first event was held at Bishop Burton College on 15th December 2021, on the topic of Precision Agriculture, and included working demonstrations on commercial precision farming, GPS Guidance Systems and robotics. The event was well supported by employers and the feedback was very positive. The 49 delegates attending included 3 large employers, 21 SMEs, 20 micro businesses and 5 students. A film summary of this initiative is available to watch [here](#).

Key Impacts

The baseline against which decarbonisation will be measured on the college farm has been established and advances have been made in reducing emissions and improving carbon sequestration. An employer advisory group has been formed to assist with curriculum development. A BSc in Precision Agriculture programme is now underway and the first knowledge transfer event resulted in 36 enrolments to the new short courses which will begin in February. The college also offers a degree course in Agriculture - Precision Crop Technology.



Source: Bishop Burton College

Case Studies - Integra Building Apprenticeship Programme with East

“Apprenticeships have always played an important part in our growth plans. Some of those we took on when we started the company in the 1990s are still with us now. We’re delighted to continue our strong partnership with East Riding College”

Gary Parker, MD of Integra Buildings

Integra, is an award-winning designer and manufacturer of bespoke modular buildings, has grown its apprenticeship programme with East Riding College. The scheme forms part of Integra’s ambitious growth plan, which includes a major expansion of its East Yorkshire base and the creation of at least 20 new jobs. They employ apprentice welders, joiners, health and safety personnel, and designers.

Aim of the project is to grow the workforce and develop skilled technicians through a long-term commitment to an apprenticeship scheme. Activity included development of joinery, welding, design and health and safety apprenticeships. East Riding College supports Integra with their growth strategy by supporting a comprehensive apprenticeships scheme.



Case Studies -Neo Training-Food Hygiene SSW Scheme, East Riding

Since 2016 the East Riding College business development team have helped numerous businesses access training and development through the SSW scheme. The team identify employers' training needs and source funded training to help employers upskill their employees. One such project was working with Neo Training-Food Hygiene, a consultant working with the Bengal community locally and across the UK. They liaised with the College to ensure eligible restaurants in their network could take advantage of the funding. The Neo Training-Food Hygiene consultancy worked with the Indian based food industry train on food hygiene and allergen awareness to comply with the law.

"As a whole the industry has had bad press regarding allergen incidents, so I felt we needed to build back the customers' confidence. What made this journey great was that the tutor and the College understood and respected our beliefs as a Muslim community, respecting and valuing the different cultural backgrounds."

Latif Mirah, Neo-Training Food Hygiene

Activity

The tutor devised an in-house 'train the trainer' course that was embedded with allergen awareness training and progression to gain a level 2 food safety. This allowed all the managers to learn how to teach their staff from day one and put in the correct procedures needed to ensure the safety of the customers.

Impact

Each restaurant now has its own allergen files and induction presentations that the tutor helped them design. The Environmental Health Officers have been delighted with the training and Latif reports that the impact on the staff has been positive - they fully understand the importance of the legislation because it's coming straight from their managers.



Case Studies – Siemens Gamesa

Siemens Gamesa are based in Hull. Their focus over the next five years is to deliver increased skills to renewable energy, manufacturing technicians and engineers.

‘Working in partnership with the education sectors and SAP allows us to influence renewable energy as a career of choice, influences STEM subjects and provides a solid pipeline of talent in local areas.’

Key Issues

- Diversity in our talent pipeline for manufacturing opportunities and apprenticeships.
- Demand for engineering skills (Electrical and Mechanical)

Activity

- Created a network of likeminded businesses to discuss skills opportunities and identify cross pollination
- Work alongside and partner initiatives such as WiME to address our diversity and inclusion agenda in the workplace
- Seek out qualification opportunities for existing colleagues to upskill
- UTC links as founding partner with dedicated wind turbine projects for STEM subjects shaping education to hit with the skills required
- School open apprenticeship events, mock interviews and summer work experience opportunities

Key Impacts

- Becoming an employer of choice from an early age
- Supporting addressing the specialist skills requirements through NVQ and on the job training opportunities
- This approach has contributed to the LEP’s skills ambition and longer-term skills strategy
- Best practice relationships with partner initiatives

Case Studies – Siemens Mobility Ltd

Goole will become the UK's centre of excellence for Rail manufacturing, supply chain, distribution and research & development.

"Goole is going to be one of the great European centres of train-making"

Prime Minister Boris Johnson, July 6th, 2020

Key Objectives

- To create & sustain the manufacture of world class rolling stock
- To create a working environment & culture that is fully inclusive
- To collaborate with academia & supply chains to lead the world on robotics, data analytics & artificial intelligence
- Ensure our activities are carbon net zero and bio-diversity net gain
- Focus our CSR activities on inspiring the next generation of engineers locally

Activity

- Construction activity running from 2020 thru to 2023
- Recruit & train up to 700 new colleagues
- Transfer existing processes from Vienna to Goole
- Complete business cases for Innovation Centre (RaisE) with University of Birmingham
- Delivery of carbon & bio-diversity plans
- Engagement with Selby College + 10 local primary schools to deliver STEM training

Key Deliverables

- Start producing the 1st Piccadilly Line Tube Train from the Goole Plant in August 2023
- Open the new Components factory in March 2023
- Open the RaisE buildings with partners
- Phase 1 with ERYC February 2022
- Phase 2 with UoB October 2022
- A minimum of 12 new entry level talents per year, from 2023 (incl. apprentices)
- Win new contracts to manufacture additional rolling stock contracts



Case Studies – Connexin Academy

Connexin focuses on supporting cities across the UK to implement SMART technology. In 2019, Connexin delivered the UK's first purpose built Smart City Operating System for Hull City Council.

Key Issue

Company originally worked with local high schools and training providers, but found students were not learning the skills they needed.

Activity

Developed Connexin Academy and worked to bring students in via the government Kickstart programme. Students were enrolled across the business from the Customer Service team, engineering department and even here at the Academy itself. This year they are enrolling some of our existing staff onto nationally recognised training programmes using the apprenticeship route.

Programme includes:

- Telecoms Field Operatives
- Artificial Intelligence Algorithm Developers
- Data Analysts
- Cyber Security Officers
- Developers
- Customer Service Operators
- Web Designers/Developers

Key Impacts

The academy is now so successful that they are now offering courses to companies in and around the Hull area.



Source: Connexin Academy

Case Study - Willerby Homes, HEY LEP Springboard Programme

Willerby is a leading holiday homes manufacturer offering unemployed young people who have faced challenges in their lives sought-after career and training opportunities.

Since December 2017, Willerby has employed four young people through the scheme, in a range of production roles, including Liam Marshall and James Lewis (as shown in photographs with Aaron Cambridge, Head of Manufacturing at Willerby and Jo Narborough from the Springboard Programme), who are now into their fourth year with the company. Alongside Liam and James, two more young people have recently joined Willerby in production roles and the company also offers work experience to other young people supported by the project.

“It’s fantastic to be able to offer these opportunities to young people and watch their knowledge, skills and confidence grow. We train them on the job and offer courses or additional training to help them progress even further. Young people are our future and the background work that Springboard does sets them up for the world of work. We’re really proud of Liam and James and we’re looking forward to seeing our recent starters progress in the same way.”

Aaron Cambridge, Head of Manufacturing at Willerby



Source: Willerby Holiday Homes

The image is a vertical composition. The bottom half shows a close-up, low-angle view of several solar panels, their dark surfaces and white grid lines clearly visible. The top half shows three wind turbines against a dramatic sky at sunset or sunrise. The sun is a bright, glowing orb in the center, partially obscured by large, billowing clouds that are lit with warm orange and yellow light. The sky transitions from a deep blue at the top to a lighter blue near the horizon. A semi-transparent red rectangular box is positioned in the upper left quadrant, containing the text "Looking Forward" in white.

Looking Forward

7. Looking forward

Hull and East Yorkshire has significant skills assets and capabilities, including a broad range of high-quality education and training provision and distinct strengths and opportunities in growing and strategically important sectors such as manufacturing, low carbon technologies, and haulage and logistics. In contrast, there are also deep-rooted skills challenges which require long term intervention, driving up higher level skills being a case-in-point. The number of jobs requiring higher level skills is increasing and we must maximise this opportunity. The ability of Hull and East Yorkshire to capitalise on the assets and opportunities ahead requires employers and providers to work closely together to respond to higher level and technical skill needs, tackle disadvantage and remove participation barriers to enable individuals and businesses to realise their potential, all of which are clearly identified in this year's action plan.

Pressing employment and skills challenges remain around the HEY LEP's key economic sectors, COVID-19 economic recovery, EU Exit and Net Zero transition.

The LEP has made significant progress over the past year establishing itself as a new organisation and putting in place the supporting governance and delivery boards. This has included a new Employment & Skills board which fulfils the SAP role. Work is underway to reinstate the supporting project groups detailed in section 5. This work is ongoing and will form a significant part of the Employment & Skills board's work for this year, particularly focusing on the delivery of the new action plan and its associated performance management.

The LEP recognises the direction of travel for future strategic skills improvement set out in the "Levelling Up" White Paper released by government in February 2022 which states that Local Skills Improvements Plans are to be rolled out nationally. The LEP welcomes productive discussions with local stakeholders about how this will be done and looks forward to supporting its establishment.

This report clearly outlines the opportunities that are currently available and where future investment will deliver economic success. This Local Skills Report will be used as a basis to build the HEY Employment and Skills Strategy for the new Hull and East Yorkshire (HEY) LEP in Spring 2022. Employer and stakeholder support in taking joint responsibility for the delivery of interventions is essential.

Other priorities for this LSR period include capitalising on a series of significant strategic opportunities such as:

- Humber Freeport
- Goole Town Deal
- Skills Bootcamps

Strong partnerships will ensure that the region benefits through opportunities such as the Humber Freeports and Goole Town Deal. Maximising Skills Bootcamp and other skills funding opportunities will help to address the needs of employers and the wider economy and will bring individuals closer to better jobs and improve skills levels. To date, the HEY LEP Employment & Skills team has taken a leading role in the development of the Humber Freeport, specifically skills aspects and this role will continue for the duration of the project. The team has also taken a lead role in the convening and coordinating of Skills Bootcamp proposals for the region. This work will also continue over this LSR period as we work closely with local authorities who have the responsibility for submitting the proposals and acting as the accountable body.

Delivering this ambitious agenda requires contributions from all of the LEP's stakeholders (public, private and voluntary and community). The Employment & Skills board has cross sector representation and through the work of the LEP much work is done on employer engagement. Related specifically to the employment and skills agenda the following requests are made to stakeholders:

Employers are asked to consider:

- Engaging with the HEY LEP to share workforce planning intelligence, highlighting skills gaps and opportunities to represent their sector and/or organisation.
- Increasing their investment in employee training, driving productivity and innovation to grow business success.
- More engagement with education and training providers, at a strategic and operational level to inform curriculum and ensure that future skills needs are met.
- Offering opportunities for industrial placements to people of all ages (including those experiencing barriers to learning or employment due to disability), maximising programmes such as Traineeships and Skills Bootcamps to encourage individuals to begin or continue with their education and training and/or employment progression.
- Invest in higher level and technical skills which are vital to this region and will enable residents to maximise their potential.
- Increase their workforce capacity and capability by employing apprentices at all levels, fully utilising the apprenticeship levy either within their own organisation or by gifting unspent funds to the supply chain SMEs.
- Supporting the work of the LEP's Employment & Skills project groups

Education and Training Providers are asked to consider:

- Further collaboration on curriculum planning and delivery, building on an excellent base of shared skills, knowledge, and experience such as that demonstrated in the Yorkshire and Humber IOT
- Continuing to proactively respond to investment opportunities where these arise, working with the HEY LEP and Local Authorities to maximise outcomes
- Ensuring clear progression pathways are accessible to all residents from entry to advanced levels
- Developing specialisms that align with new HEY LEP sector priorities

- Contributing to the LEP Board, the ESB and the various project groups where there is mutual appetite to do so and evidenced need
- Supporting the LEP to address issues identified in commissioned research e.g. the Green Jobs and Skills Analysis
- Continuing to support the Careers Agenda, working with the LEP and the Careers and Enterprise Company to drive aspiration linked to labour market intelligence and future career opportunities.

To find out more about the work of the current HEY Employment and Skills Board, the Local Skills Report contents or to get involved in the local skills agenda, please contact:

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