

Hull and East Yorkshire Local Enterprise Partnership
Business Support Board
8th February 2023
Paper B – Employment & Skills Board update

1. Summary

- 1.1 This paper provides the Board with an update on the work of the HEY LEP Employment & Skills team, specifically on the Employer Skills Survey work currently being undertaken and Local Skills Improvement Plan developments.

2. Recommendations

- 2.1 The Board notes the content of the report.
- 2.2 Board members are asked to contribute to the work by ensuring their respective organisations have completed the Employer Skills Survey. Board members are also asked to share the survey with their professional networks to maximise the quality and quantity of information collected.

3 Report

3.1 **Employment and Skills Board Skills Advisory Panel Funding 2022-23**

- 3.1.1 The HEY LEP Employment & Skills Board currently fulfils a statutory function on behalf of the Department for Education for all regional strategic skills planning for the Hull and East Yorkshire area until 31st March 2023.
- 3.1.2 The DfE provides a grant to the HEY LEP to support some aspects of this work. The HEY LEP Employment & Skills team, with endorsement from the Employment & Skills Board has utilised the funding to externally commission the following:
- An update of the Local Skills Report Core Indicators which provide the data and intelligence that underpins the Local Skills Report (Hull & East Yorkshire's strategic skills planning document) and an update of the HEY LEP "Skills Dashboard" hosted on the HEY LEP website: <https://heylep.com/our-priorities/employment-skills/local-skills-report/>.
 - Research into the use of the Adult Education Budget and a report to inform future plans for devolved skills funding.
 - Research into apprenticeships to help inform the work of the Apprenticeships and Technical Education group.
 - Updated research into digital skills to help inform the work of the Humber Local Digital Skills Partnership.

- Updated research into local economic indicators and the strength of the economy (a development on previous post-COVID economic recovery research)
 - An Employer Skills Survey to gather greater insight into the local labour market, specifically skills gaps and shortages (working in partnership with the Chamber of Commerce to support the development of the Local Skills Improvement Plan).
- 3.1.3 The Employer Skills Survey went live before Christmas with the HEY LEP and Hull and Humber Chamber of Commerce distributing the survey across their networks.
- 3.1.4 175 completed surveys have been received so far. In addition, the contractor commissioned for the work will be undertaking 100 telephone surveys with specific employers spanning all industrial sectors and size of business.
- 3.1.5 Consultation events focussed on specific sectors are also being undertaken w/c 30th January 2023. Categories include:
- Ports, logistics and warehousing
 - Manufacturing, engineering and construction
 - Rural economy and tourism
 - Services sector
 - Health, social care and medicare
- 3.1.6 The survey is still live and Board members are asked to support the joint work of the HEY LEP and Chamber of Commerce by completing the survey and also promoting it to their employer contacts to maximise the quality and quantity of returns.
- 3.1.7 The on-line survey can be accessed here:
<https://wh1.snapsurveys.com/s.asp?k=166938476946>
- 3.1.8 The findings of the survey will help inform the ongoing strategic skills planning work of the HEY LEP and will also be used to inform the development of the Hull and East Yorkshire Local Skills Improvement Plan.

3.2 Local Skills Improvement Plans

- 3.2.1 The Skills For Jobs White Paper published in January 2021 introduced the concept of Local Skills Improvement Plans (LSIPs). These plans, funded directly by the Department for Education and led by employers will focus on skills improvements in local areas.
- 3.2.2 An LSIP must be led by an employer representative body (ERB). LEPs were precluded from bidding for this status but the HEY LEP has worked closely with the Hull and Humber Chamber of Commerce and supported them with their successful bid to become the ERB for Hull & East Yorkshire.
- 3.2.3 The role of LEPs in regard of skills will continue but will differ depending on local circumstances and the status of devolution locally. Guidance from the Department for Levelling Up, Housing and Communities and Business, Energy and Industrial Strategy issued in March 2022, cite the following skills elements as being expected future roles of LEPs or the local democratic institution (devolved entity) after LEP functions have been integrated:
- Local Digital Skills Partnerships, on behalf of the Department for Digital, Culture, Media and Sport
 - Careers Hubs, on behalf of the Department for Education
 - Local skills analysis via Skills Advisory Panels, on behalf of the Department for Education
- 3.2.4 The Hull & Humber Chamber is the Employer Representative Body with responsibility for developing the LSIP for Hull and East Yorkshire.
- 3.2.5 This effectively means that the LEP and Chamber will work together on the strategic skills needs of the region, working in close partnership with providers and employers to focus on evidenced skills needs. The LEP retains responsibility for other areas of skills work, such as the HEY Careers Hub, aspects of employer engagement, regional strategy etc.
- 3.2.6 Hannah Crookes, Chamber LSIP & SDF Manager submitted and presented a paper at the 19th December 2023 meeting of the HEY LEP Employment & Skills Board giving a summary of the progress being made in the development of a Local Skills Improvement Plan (LSIP) for Hull and East Yorkshire.
- 3.2.7 The paper detailed the stages involved in the process for developing the plan, brief information about the content of the delivery plan, priorities and governance, a summary of how skills priorities will be arrived at and an overview of the governance supporting the LSIP's delivery including the role and function of the LSIP Board.

3.2.8 The paper provided the following information:

LSIP Delivery Plan Outline

The LSIP Delivery Plan is broken down into three key stages:

- Stage A – Articulating Employer Skills Needs
- Stage B – Translating Employer Demands into Provision
- Stage C – Addressing Learner Demand & Employer Engagement

After completion of these stages, the LSIP report will be compiled.

Stage A – Articulating Employer Skills Needs

To be completed between the present time and March 2023.

This stage is expected to develop a set of clear, simple, high-level outcomes reflecting the priority skills needs of employers that can drive and focus meaningful dialogue with providers and others around the best ways of meeting them.

Activities will include, but not limited to: an employer engagement survey in partnership with the Hull & East Yorkshire LEP; one-to-one meetings with employers; attendance at sector specific and employer networking events hosted by external organisations; telephone interviews (linked with the employer engagement survey); focus groups (linked with the employer engagement survey); social media engagement; organisation of specific events to support the development of the LSIP; collation and comparison of readily available research and statistics; engagement with other employer representative bodies; and partnership working with the Greater Lincolnshire LSIP to ensure shared priorities of the Humber are considered.

Stage B – Translating Employer Demands into Provision

To be completed between January 2023 and May 2023.

To co-create with providers a set of clear, specific and actionable priorities for change (and indeed what needs to be retained) that will improve the labour market relevance of provision and deliver better outcomes for learners.

The key sector priorities will need to be determined by March 2023, to ensure they are incorporated into Accountability Agreements that are set to be signed by May 2023.

Activities will include, but are not limited to: summary and analysis of current local training provision (both post 16 educational and non-accredited); establishment of sector specific focus groups (as well as utilising existing networks) with education and

training providers to discuss employer feedback and agree potential ways forward to address employer needs; determining cases for change; determining what needs to be retained; maintaining and evolving platforms to encourage provider and employer engagement; and continued employer engagement ensuring the untapped potential of disadvantaged under represented and special needs groups are incorporated.

Stage C – Addressing Learner Demand & Employer Engagement

To embed greater employer engagement in local skills systems in a way that will bring the demand and supply sides more closely together and enables a more coherent 'whole system' approach to skills planning.

Activities will include continuation of some activities stated in Stage B such as maintaining and evolving platforms to encourage provider and employer engagement; establishing ways for more effective promotion of opportunities to support upskilling and investment in training; encouraging work placement activities; gaining more employer input into the provision of CEIAG; and promote means for employers to adopt new and emerging technologies.

Although not directly referred to in the statutory guidance there is a need to consider and support engagement with both young and adult learners, to support increasing knowledge of opportunities and local skills needs.

Delivery Plan outline Vs Statutory Guidance

The key stages have been stipulated by the Department for Education and will lead to the development of the LSIP Report.

Stakeholders, employers, training and education providers, Department for Education and the Chamber of Commerce (as the designate employer representative body) all have a part to play in ensuring the successful roll out of the LSIP.

A comprehensive delivery plan, which includes the finer operational details, has been approved by the Department for Education in November 2022. It must be noted that this is a working document, but sections 3 to 6 as already detailed give an outline as to what activities will be carried out to support the delivery of the LSIP Report.

LSIP Priorities

Although all post-16 technical education or training is in scope, an LSIP is not intended to be a comprehensive anthology of all skills gaps in the area. It will be for employers through the designated ERB to identify the most pressing skills issues informed by local economic strategies and employment and skills plans.

There is a need to be clear about where most value can be added. For example, drawing on existing data and analysis, building on and joining up with specific sectoral skills initiatives and filling gaps by amplifying the voice of those employers or sectors that most struggle to be heard.

Priority sectors are expected to be highlighted in January 2023, but there is already indication that the cross-cutting themes of Net Zero, Digital and 'soft' skills need to be included amongst the LSIP priorities. Net Zero and Digital are also referred to in the Statutory Guidance. 'Soft skills' have been indicated due to initial feedback with employers.

Governance

The LSIP Project team will be overseen and supported by the LSIP Board that consists of representation from the private sector (which is to be expanded), both Local Authorities, the HEY LEP, Further Education, Higher Education and Independent Training Providers.

The LSIP Board does not have any direct financial decision-making responsibilities, but it does have influence on the LSIP report, project activities and recommendations.

As with all LSIPs, the financial obligations and management all lie with the designated ERB (The Hull and Humber Chamber of Commerce for Hull & East Yorkshire).

The role of the Employment & Skills Board in the LSIP

The Hull & Humber Chamber of Commerce, as the designated ERB for the LSIP, is keen to ensure the Employment and Skills Board feeds into the development of the LSIP, along with its sub-groups. Hannah Crookes has been co-opted onto the ESB to ensure alignment.