

Hull and East Yorkshire Business Support Board Meeting

Thursday 23rd March 2023

Paper G - Employment & Skills Board Update

Chris Howell on behalf of Jayne Adamson, Chair, HEY LEP Employment & Skills Board

1. Summary

- 1.1. This paper summarises the progress made by the HEY LEP Employment & Skills Board since the last meeting of the HEY LEP Board on Wednesday 18th January 2023.

2. Recommendations

- 2.1. The Board notes the progress made by the Employment & Skills Board.

3. Report

3.1. The HEY LEP Skills Network

- 3.1.1. On Tuesday 7th February the Employment & Skills team hosted the HEY LEP Skills Network at Bishop Burton College. Members took part in a consultation around digital skills, the outcome of which will be used to inform the development of a “local digital framework”. In celebration of National Apprenticeship Week, members heard from speakers on an assortment of apprenticeship related themes, speakers included Ofsted, the Construction Industry Training Board (CITB) and the Yorkshire and Humber Apprenticeship Ambassador Network.

3.2. The HEY LEP Career Aspirations Group

- 3.2.1. The Career Aspirations Group hosted its first continuing personal development event for employability professionals on Wednesday 8th February. The theme was “professional services” and participants heard presentations from local employers Rollits (legal) and the Smailes Goldie Group (accountancy) about the skills needed, employment opportunities and routes into these occupations. The event was well attended (c.60 delegates) and feedback from delegates was overwhelmingly positive. Career Aspirations group partners also produced summary LMI material on the two sectors which is publicly available to use.
- 3.2.2. The group is engaging with colleagues in the NHS Integrated Care System around holding a similar event for the health and social care sector and also considering an event on logistics and transport following a positive exploratory discussion with the Chartered Institute for Logistics and Transport.

3.3. The HEY LEP Apprenticeship & Technical Education Group

- 3.3.1. The Apprenticeship & Technical Education group met on 2nd February 2023. The Employment & Skills team shared the annual Workforce Development Business Advisor report and the board received updates from partners on work researching the barriers to apprenticeship uptake, 'Log On Move On', the online careers platform, and East Riding Council's SEND Strategy group.

3.4. The HEY LEP Talent Forum

- 3.4.1. The next meeting is scheduled for Wednesday 18th April. The agenda will focus on recruitment, retention and employee engagement in a hybrid working environment, employment law considerations for hybrid working and employment of ex-offenders.

3.5. The Humber Local Digital Skills Partnership

- 3.5.1. The former Humber Local Digital Skills Partnership Manager has recently left the LEP. The LEP is currently considering how best to ensure business continuity of the partnership and has identified a series of options.
- 3.5.2. The Employment & Skills Team has recently commissioned an update of the "Digital Skills Analysis" report which formed the basis for setting up the original Humber Local Digital Skills Partnership. This is part of the Skills Advisory Panel (SAP) programme detailed in paragraph 3.6.
- 3.5.3. In addition to the "Digital Skills Analysis", the Employment & Skills team is also in the process of commissioning two additional pieces of work to support the LDSP. These pieces of work are funded from Strategic Development Fund 2 (SDF2) administered by the TEC Partnership on behalf of HEY region and its stakeholders. These two items are:
- The development of a digital framework for Hull & East Yorkshire and;
 - The development of a digital prospectus and curriculum planning intelligence
- 3.5.4. The Humber Local Digital Skills Partnership (LDSP) Steering Group met most recently on 20th February 2023. The invited guest speaker was JJ Tatten, CEO of The Warren, a successful youth project, in Hull. The presentation included an overview of some of the services, projects and activities available to young people (aged 14-25) including information on how the centre is supporting digital inclusion across the city. The presentation also highlighted "[The Curve](#)" - the organisation's digital media hub which was recently featured on BBC Click. Steering group members agreed to invite JJ Tatten to join the group on behalf of The Warren and to keep the group updated on progress on regarding various

digital projects and programmes. The steering group also received an update from the Hull and Humber Chamber of Commerce on the development of the LSIP. The recent employer survey included a request for feedback from local employers, regarding digital skills needs in the region. The Chamber has been invited to return to the March meeting of the Humber LDSP to update again once all the consultations are complete.

3.6. Skills Advisory Panel Funding 2022-23

3.6.1. The Employment and Skills team continue to manage the programme of commissioned DfE Skills Advisory Panel funded research previously reported. The following progress has been made since the last meeting of the HEY LEP Board:

- Updating of the Local Skills Report Core Indicators and refresh of the [Skills Dashboard](#) - this work has now been completed.
- An Employer Skills Survey to gather greater insight into in-demand skills (working in partnership with the Chamber of Commerce in to support the development of the LSIP): the survey has now closed The draft report is available and will be shared with the Board.
- The Adult Education Budget research informing future plans for devolved skills funding: work is continuing. The work is now expected to be completed by June (previously end March) due to some technical issues relating to the data needed for the report.
- Apprenticeship and Technical Education research: work is underway and will be completed by 31st March 2023.
- An update of the “Digital Skills Analysis” report which formed the basis for setting up the original Humber Local Digital Skills Partnership. This work is in the process of being commissioned and is expected to be completed by April 2023.
- State of the Economy Report – an updated economic impact analysis (originally post-COVID research). The draft report has been complete and is currently being reviewed by the Employment & Skills Team.
- Employment & Skills Strategy Summary – the Employment & Skills Team have commissioned a summary document of the people section of the HEY LEP Economic Growth and Workforce Wellbeing Strategy. The work is expected to be completed by April 2023.

3.6.2. In addition to the above, the Employment & Skills Team is working with the TEC Partnership in its capacity as the programme management

organisation for the Hull & East Yorkshire (SDF2) to commission support for the following:

- An update of the HEY LEP Green Jobs and Skills Analysis – a refresh of the 2021 report and the inclusion of SDF2 requirements.
- The creation of a Digital Prospectus to aid curriculum planning intelligence. This work will include the production of a prospectus listing all local publicly funded digital skills provision in a document that can be accessed easily by employers and used by local education, learning and skills providers to promote their capacity and capabilities. The information gathered will also be used to inform providers curriculum planning activity, identifying gaps and opportunities for development.

3.7. The Local Skills Improvement Plan

- 3.7.1. The HEY LEP Employment & Skills team continue to engage with the Hull and Humber Chamber of Commerce in supporting the development of the Local Skills Improvement Plan (LSIP). The HEY LEP continues to be represented on the HEY LSIP Board and vice-versa the Chamber of Commerce represented on the HEY LEP Employment & Skills Board. In addition, the HEY LEP Employment & Skills team continues to support the Chamber's LSIP team with operational matters including the employer skills survey, employer engagement and communications.
- 3.7.2. LSIP updates are now a standing agenda item for the Employment & Skills Board therefore future Employment and Skills Manager's reports will not contain reference to the LSIP unless there is a specific issue the Board is required to consider.

3.8 The Careers & Enterprise Company (CEC) and the HEY Careers Hub

- 3.8.1. Fourteen new schools have been invited to join the HEY Careers Hub resulting in the Hub now offering support to all eligible schools, special schools and colleges in Hull and East Yorkshire. The HEY Careers Hub team has engaged with all 14 to date and progress towards inclusion into the Hub is being made.
- 3.8.2. The Cornerstone Employer group continues to meet and remains committed to supporting the missions of the Careers Hub. Two new local employers, Swift and the William Jackson Food Group have both expressed an interest in becoming members which the HEY Careers Hub team is progressing.
- 3.8.3. The CEC is currently undertaking a national survey of Enterprise Advisors (EAs) to gauge their views and opinions of Careers Hubs. The

HEY Careers Hub is supporting this and encouraging local EAs to submit their feedback.

3.9 The Quality in Careers Standard

- 3.9.1 Schools and colleges continue to work towards the Quality in Careers Standard. Schools and colleges are now self-funding these assessments.
- 3.9.2 The HEY LEP remains the only LEP in the country that has accrediting awarding authority for the Standard.
- 3.9.3 Two additional schools have recently undertaken assessments, and the panel is due to meet in March to consider these.

3.10 Workforce Development

- 3.10.1 The Workforce Development Business Advisor (WDBA) continues to engage with SMEs and training providers throughout the Hull and East Yorkshire region.
- 3.10.2 Following attendance at the Hull College Curriculum Planning Day where the WDBA provided an update on the wider LEP and Workforce Development activities, four new employer connections have since resulted in the generation of new Apprenticeship, Traineeship and T-Level opportunities. In addition, one employer has also offered to facilitate an open day at their company to provide young people with the opportunity to find out more about the many types of careers and job roles available within the within the domestic and commercial heating and plumbing sector industry. The opportunities are specifically for young trainee electricians, plumbers and heating installation engineers. The WDBA has circulated the opportunities across local provider networks and employability providers. Since circulating the opportunities, the employer has been in touch the WDBA with view to offering initial employment and also traineeships opportunities as an initial trail period with the company prior to progressing these new employees on to an apprenticeship in September 2023.
- 3.10.3 As outlined in previous board reports the WDBA has been supporting a company with the development of new apprenticeship standards for the go-karting industry. This has resulted in positive discussions with the National Karting Association who want to develop a new Apprenticeship Standard to certify and regulate the industry training requirements in the following areas:
 - Leadership and Management
 - Customer Service
 - Track Design and Management

- Track Health and Safety / Safety Marshal
- Maintenance Technicians for both Combustion and Electric Karts

The National Karting Association has confirmed that enough interest has been generated across the local and wider regional Karting industry to be able to progress setting up a Trailblazer Group for developing a new apprenticeship industry standard. If successful, the new apprenticeship standard will be trialled in the HEY region.

- 3.10.4 The WDBA recently met with the CITB and a Scotland-based construction company to discuss a partnership approach to a social value opportunity with Kier Construction. The construction company has experience of establishing Retrofit Skills Academies in partnership with Scottish colleges as an alternative means of addressing the wider construction and retrofit skills shortages. The WDBA has actively promoted the above model with Kier Construction and has convened a local partnership with a view to developing a similar project locally.

Interested partners currently involved in discussions include:

- HMP Hull
- Hull College
- East Riding College
- Bishop Burton College
- Calderdale College
- The Apprenticeship Hub (YNY)
- National Careers Service
- Hull Training and Adult Education
- EN:Able Futures Community Interest Company
- EN:Able Communities Charitable Incorporated Organisation

At a meeting in January, each stakeholder agreed to submit initial proposals to the WDBA who will work with partners to develop a partnership proposal.

- 3.10.5 The WDBA is currently seeking to reallocate £25k unspent levy funding from a local levy paying employer. This funding has originally been earmarked but has become available again due to the company intended to receive the unspent levy funding going into liquidation.

3.11 The Unit For Future Skills

- 3.11.1 The Employment & Skills Team continues to support the DfE's Unit for Future Skills national consultation group, helping to inform the development of the service and associated products.

3.12 Equality & Diversity

- 3.12.1 The Employment & Skills Manager continues to develop the LEP's approach to equality, diversity and inclusion with internal colleagues and Employment & Skills Board member and LEP Equality & Diversity Champion, Catherine Bishop.

3.13 Provider Curriculum Planning Support

- 3.13.1 The Employment & Skills team recently contributed to a curriculum planning session for Bishop Burton College.
- 3.13.2 This is in addition to previous sessions delivered for Hull College and East Riding College.
- 3.13.3 The offer of support is open to all FE Colleges with a travel to learn pattern in Hull & East Yorkshire plus all post-16 providers in Hull and East Yorkshire with a prime ESFA contract. For other independent training providers, the Employment & Skills team will be sharing the updated LSR indicator sets and data through the Skills Network in 2023.

3.14 NHS Integrated Care System – Inclusive Careers Partnership

- 3.14.1 The Employment & Skills Team are exploring a potential partnership with the NHS Humber & North Yorkshire Health & Care Partnership.
- 3.14.2 The proposal seeks to utilise non-recurrent NHS funding to support partnership activity around “Inclusive Careers”.
- 3.14.3 Should the proposal and request for funding be successful, the HEY LEP will develop a scheme of innovative pilot projects focussed on increasing the number of young people entering the health and social care workforce. The pilot projects will be developed with the involvement of the Greater Lincolnshire and York and North Yorkshire LEPs and other stakeholders with an interest in careers.
- 3.14.4 The initial proposal, which will be further refined with the stakeholders listed above includes dedicated health and care careers advice, work experience, enhanced careers information for people of all ages and also careers support for people experiencing barriers to employment such as those with special educational needs and disabilities.

3.15 Wider stakeholder engagement for the reporting period

3.15.1. Since the previous meeting of the Employment & Skills Board, the Employment & Skills Team have met with several key stakeholders to either introduce the work of the HEY LEP or to continue to explore areas of potential collaboration on employment and skills related aims and objectives. These include:

- CIPD Regional & National Team
- Careers & Enterprise Company
- Department for Culture, Media & Sport (DCMS)
- Department for Education (DfE)
- Federation of Small Businesses
- HMP Hull
- Hull Post-16 Education Partnership
- Humber Offshore Wind Cluster Network
- Hull & Humber Chamber of Commerce (SDF Employer Engagement & LSIP ERB)
- Humber Industrial Cluster Plan Team
- National LEP Network
- Humber Coast and Vale Integrated Care System
- Hull City Council Economic Development & Regeneration Senior Leadership Team
- NP11 Digital Policy Group
- Unit for Future Skills
- Yorkshire & Humber Policy Engagement & Research Network
- Youth Futures Steering Group