

# Hull and East Yorkshire LEP

Employment & Skills Board

27<sup>th</sup> July 2022

Paper A – Employment & Skills Manager's Update

## 1. Summary

- 1.1. This paper summarises the progress made by the HEY LEP Employment & Skills team since the last meeting held on 25<sup>th</sup> April.

## 2. Recommendations

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

## 3. Report

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

- 3.1.1. The first meeting of the reinstated Skills Network is taking place on Wednesday 13<sup>th</sup> July at the Aura Innovation Centre. The session will cover UKSPF, Multiply, Bootcamps, Devolution, launch the HEY Workforce website and hear from partners involved in health and wellbeing.
- 3.1.2. The Employment & Skills Board ratified the Terms of Reference for the Apprenticeship & Technical Education working group at its last meeting. The purpose of this group is to ensure that local apprenticeship, technical and vocational education, learning and skills provision meets local economic need. The group will focus on the following areas:
  - Research and influencing – identifying gaps in apprenticeship and end point provision; acting as the LEP's voice in response to apprenticeship and technical education consultation; respond to local, regional and national apprenticeship and technical education developments reporting to the HEY LEP E&SB as appropriate.
  - Promoting apprenticeships and T-Levels – working in partnership with stakeholders to improve opportunities for growth of apprenticeships at all levels; secure and promote additional funding resources to promote apprenticeships across the HEY area; to deliver activity that supports levy transfer by employers
  - Collaborative use of data and shared intelligence – sharing intelligence on local employer demand identifying gaps and opportunities; understanding whether local provision adequately meets the needs of local employers; understanding whether there is suitable "End Point Assessment" resource; analysing apprenticeship trend data and observe labour market changes, risks and opportunities; understand progression routes for key

economic sectors; fully understand learner journeys and collectively work to address unfilled vacancies

- Quality and peer group support – act as a peer group support network to collectively improve quality across all HEY providers.

3.1.3. The Employment & Skills Board also ratified the Terms of Reference for the Career Aspirations working group. The overarching aim of this group is to ensure that residents of all ages in Hull & East Yorkshire are aware of available and emerging job opportunities and are given the information they need to access them. Doing so helps to ensure workforce availability and mitigate against loss of productivity resulting from skills shortage occupations and skills gaps. The group will focus on the following areas:

- Labour Market Intelligence (LMI)
- Collaborate with stakeholders to promote occupations linked to local key economic sectors, particularly those identified as skills shortage occupations
- Careers Quality Standards
- CPD for careers advisers & employability professionals
- Skills Pledge
- Employability Skills passport

3.1.4. Arrangements are being made to reinstate the Talent Forum. Nikki Davies, the previous Chair of the group and E&SB member has agreed to continue to chair this group.

## **3.2. HEY LEP Employment & Skills Strategy**

3.2.1. The Employment & Skills team has started work on producing a high-level Employment & Skills strategy.

3.2.2. The strategy will run concurrently with the HEY LEP's Economic Growth and Workforce Wellbeing strategy and will reflect the aims and objectives set out within it.

3.2.3. It will also reflect the priorities identified within the current Local Skills Report.

3.2.4. Looking ahead, it will provide the foundation for future strategic skills planning and will support the development of the Local Skills Improvement Plan (LSIP).

3.2.5. The Employment & Skills team has approached the local authorities for their input to ensure that the strategy also aligns with devolution aspirations and supports emerging Combined Authority structures and objectives.

### **3.3. Skills Advisory Panel Funding 2022-23**

3.3.1. The DfE confirmed a final award for 2022-23 of £55,000 to develop and provide the robust analysis of the local labour market and skills, to support Employer Representative Bodies (ERB) with the development of the Local Skills Improvement Plans (LSIPs) beyond 2023. The DfE have restricted the amount of funding the LEP can spend prior to the LSIP designated ERB being appointed in autumn 2022, this has implications for what strategic skills planning research the LEP can commission in 2022/23. The LEP has submitted proposals for the final memorandum of understanding, outlining the focus of activities to produce and share local-level skills and labour market analysis. This includes:

- Updating of the Local Skills report Core Indicators
- Deep dives on the Adult Education Budget and apprenticeships
- Refresh of Digital Skills Analysis and Employer survey
- Refresh of Economic Impact Analysis

3.3.2. The use of the remaining funding and identified skills analysis needs will be agreed with the designated ERB (anticipated autumn 2022).

### **3.4. Local Skills Improvement Plans**

3.4.1. Local Skills Improvement Plans are the successor to Local Skills Reports and will become the key strategic skills planning documents from 2023 onwards. They will align with the geographies of devolution in the long-term. They are to be delivered on behalf of government by a local designated ERB. Interested ERBs were required to submit an Expression of Interest by 6th June 2022 to the Department of Education to be considered for this role.

3.4.2. Eligible bodies to become designated LSIP ERBs are defined as “a body corporate that is independent of government”. This precludes a public authority and for this reason LEPs are not considered eligible to be an ERB.

3.4.3. LEPs will continue to fulfil the strategic skills analysis function for 2022/23 to support the development of the LSIP but funding for SAPs will not run beyond March 2023. In 2023-24, government intends to establish a new

“Local Skills Improvement Fund” to support providers to collaborate and collectively respond to LSIP priorities.

- 3.4.4. Although the function of LSIPs is defined, their form is not yet decided. It is likely that demand will remain for the supporting structure that currently supports the LEPs strategic skills planning work. To that end, the Terms of Reference of the HEY LEP Employment & Skills Board may evolve along with the associated governance and supporting partnership structure and support the chosen ERB’s development of the Local Skills Improvement Plan.

### **3.5. Careers & Enterprise Company**

- 3.5.1. During this term, the HEY Careers Hub will support 36 Careers Hub schools and colleges with their Compass self-evaluations. The data obtained from these assessments will be available shortly to share with schools.
- 3.5.2. A Grant Offer letter has been received by the LEP from the Careers and Enterprise Company to confirm funding for the academic year 22/23. This letter offers the financial contribution from the CEC to expand the Careers Hub to include all 51 schools in the HEY region.
- 3.5.3. The HEY LEP has secured match funding from a combination of local authorities and the Humber Outreach Programme to continue the current HEY Careers Hub model for the 2023/24 academic year which includes 36 schools. In order to maximise the CEC funding offer and expand the Careers Hub to include all 51 schools in the region, an additional match funding contribution of circa £26k is still required. We have been unable to secure this to date and it is likely there will now not be expansion in the forthcoming academic year.
- 3.5.4. Local governance arrangements continue to be in place. The Careers Hub Steering Group met most recently on 24<sup>th</sup> May. It will meet again on 13<sup>th</sup> July with key partners to undertake a strategic planning and partnership development session.
- 3.5.5. The HEY LEP Careers Hub team are holding a schools and college summer conference on 29<sup>th</sup> June at the MKM Stadium. The event brings together all Careers Hub stakeholders including schools, employers and public sector partners.

### **3.6. Quality in Careers Standard**

- 3.6.1. Schools and colleges continue to work towards the Quality in Careers Standard. The panel meets regularly to review assessments.

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

- 3.7.1. The Employment & Skills Team have submitted a business case to the DCMS requesting further funding to support the continuation of the LDSP Regional Coordinator post. The request has been approved by DCMS supporting the LEP to continue the work of the LDSP until September 2023.
- 3.7.2. Good progress is being made with the Local Government Association funded Digital Skills tool. The LGA awarded the LDSP and Hull City Council £25k to develop this project which expands on the concept of the recently launched digital maturity tool for SMEs. It will create an online self-assessment tool which members of the public can use to understand the strengths and weaknesses of their digital skills. The tool will include information about relevant support, projects (national and local) and signposting to help people further develop their digital skills. The Humber LDSP and Hull City Council are joint leads for this project which will be rolled out nationally on completion.

### **3.8. Workforce Development**

- 3.8.1. The Workforce Development Business Advisor (WDBA) continues to establish links with large businesses and SMEs, training providers and a wide variety of partnering organisations throughout the Hull and East Yorkshire region. This comprises of 20 businesses, 7 of which are receiving ongoing support and 13 SME new business engagements that have been established since the start of the new financial year 2022/23.
- 3.8.2. Based on intelligence acquired through the work of the WDBA, the main areas of SME business support that employers require is help with funding to support the upskilling and reskilling of existing staff. There is also a lack knowledge across the board of the funding and support networks that are available to support the growth and development of SMEs. The WDBA works closely with the HEY LEP Growth Hub and signposts to their services.
- 3.8.3. The WDBA continues to work closely with a member of the HEY LEP Board to develop a new apprenticeship standard. Discussions have been held with the Institute for Apprenticeships and Technical Education and a local FE college. Flexibilities have been identified in existing standards which may meet the businesses requirements. Discussions are ongoing.
- 3.8.4. The WDBA is in talks with a national employer regarding accessing their unspent levy funds. Some of this unspent levy fund will be used to run a pilot investment programme to upskill their existing staff using local training providers and to provide new locally based apprenticeship opportunities to support the hard to reach and disadvantaged young

people in the Hull area. In addition, the employer is keen to become an employer provider.

### **3.9. Skills Bootcamps 22/23**

- 3.9.1. The HEY LEP Employment and Skills Team and Hull City Council have worked with partners to develop Skills Bootcamp proposals for delivery from June 2022. The proposals included the LEP's priority sectors where skills needs have been identified including: Digital, Fibre Engineering and a wide range of skills needed for green jobs e.g. Agri-tech, Green Energy/Carbon Reduction Solutions, Heat Pump Engineers and Electric Vehicles /charge point installation.
- 3.9.2. The DfE has approved funding of £1,642,763 for delivery in the 22/23 financial year. Hull City Council are currently procuring the delivery of the Bootcamps to start in the summer.

### **3.10 UK Shared Prosperity Fund & Multiply**

- 3.10.1 The UK Government has committed that the first priority of the UK Shared Prosperity Fund, will be Multiply.
- 3.10.2 The Multiply programme aims to reach adults across the United Kingdom over the next three years to improve functional numeracy skills for those without a Level 2 qualification or equivalent in Maths.
- 3.10.3 Hull has been allocated £1,533,465.61 and East Riding £1,523,637.49 to deliver programmes that will boost people's ability to use maths in their daily life, at home and work and enable adults to achieve formal qualification that can open doors for them (such as into a job, progression in a job, or progression to further study). Adults who need to improve their numeracy (up to, and including, Level 2 or equivalent) will be able to access free flexible courses that fit around their lives.
- 3.10.4 In addition to providing funding to local areas to deliver innovative solutions to increase adult numeracy levels, the Department for Education will also be launching a national digital numeracy platform later in 2022 which will give people the ability to learn at their own place (including at work, or at home), and pace. Through the platform, they hope to see people sign up for personalised free online tutorials, to help them build their confidence and move towards a maths qualification.
- 3.10.5 Both Local Authorities have held webinars and sought expressions of interest to inform the Multiply Investment Plan for submission to DfE by 30<sup>th</sup> June. The LEP has supported this by engaging with partners to help inform Investment Plans.

### 3.11 Good Work / Health & Wellbeing

3.11.1 The [HEY Workforce website](#) is now live.

3.11.2 The product is being promoted via partners, the HEY Growth Hub, social media and at the upcoming regional CIPD event in July.

### 3.12 Wider stakeholder engagement for the reporting period

3.12.1 Since the previous meeting of the Employment & Skills Board, the Employment & Skills team have met with a number of key stakeholders to introduce the work of the HEY LEP and explore areas of potential collaboration around employment and skills related aims and objectives. These include:

- Hull & Humber Chamber of Commerce (SDF employer engagement & LSIP ERB)
- Department for Culture, Media & Sport (DCMS)
- CIPD Regional team
- Humber Industrial Cluster Plan
- National LEP Network
- Yorkshire & Humber Apprenticeship Ambassador Network
- Greater Lincolnshire LEP
- York & North Yorkshire LEP
- Humber Offshore Wind Cluster
- Careers & Enterprise Company
- BAE Systems