

# Hull and East Yorkshire LEP

Employment & Skills Board

12<sup>th</sup> September 2022

Paper A – Workforce Development Business Advisor update

## 1. Summary

This paper summarises cumulative intelligence gathered by the HEY LEP on the workforce development requirements of local employers since January 2022 and provides insight for local education, learning and skills providers on opportunities to shape their provision.

Full anonymised details of the Workforce Development Business Advisor's business engagement activity are provided in appendix B.

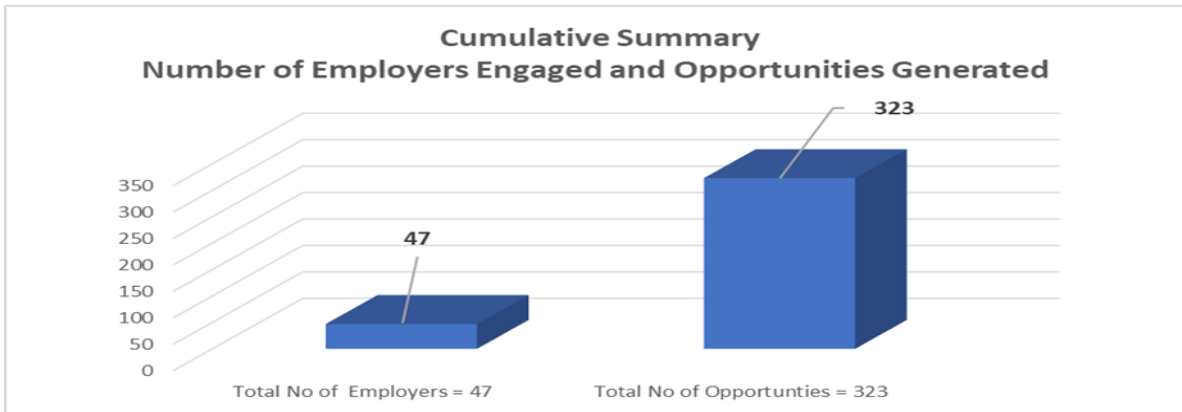
## 2. Recommendations

2.1 The board notes the workforce development intelligence which includes:

- The need to raise awareness of the value and importance of business working more closely with training providers
- Traineeship opportunities are limited and will likely be further reduced in light of the Government's retraction of the incentive payment scheme and fewer providers offering these to learners
- Evidence from the workforce development business engagement data highlights the need for more work to make more employers aware of T-Levels, particularly relating how the qualification aligns to their workforce and the access points.
- The significant contributions to supporting local business through the European Funded Skills Support for the Workforce programme.

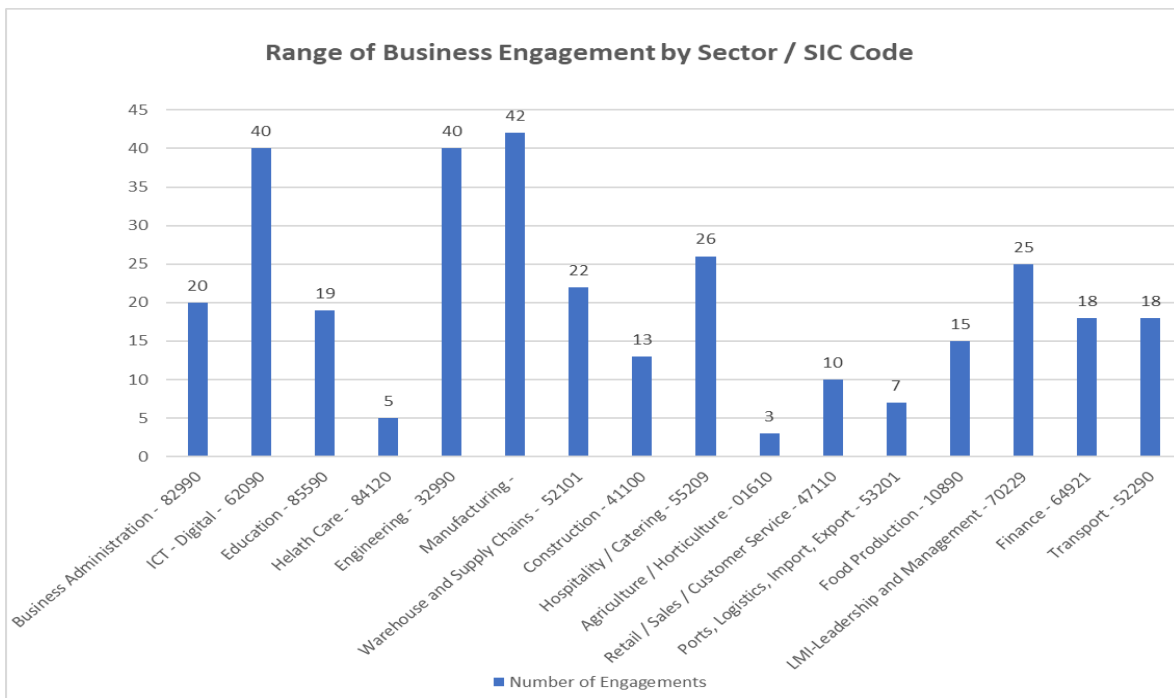
## 3. Report

3.1 Figure 1 below illustrates the 'cumulative total' of employer engagements and opportunities generated since January 2022. During this period the LEP has engaged with a total of 47 employers which has yielded a total of 323 workforce development opportunities.



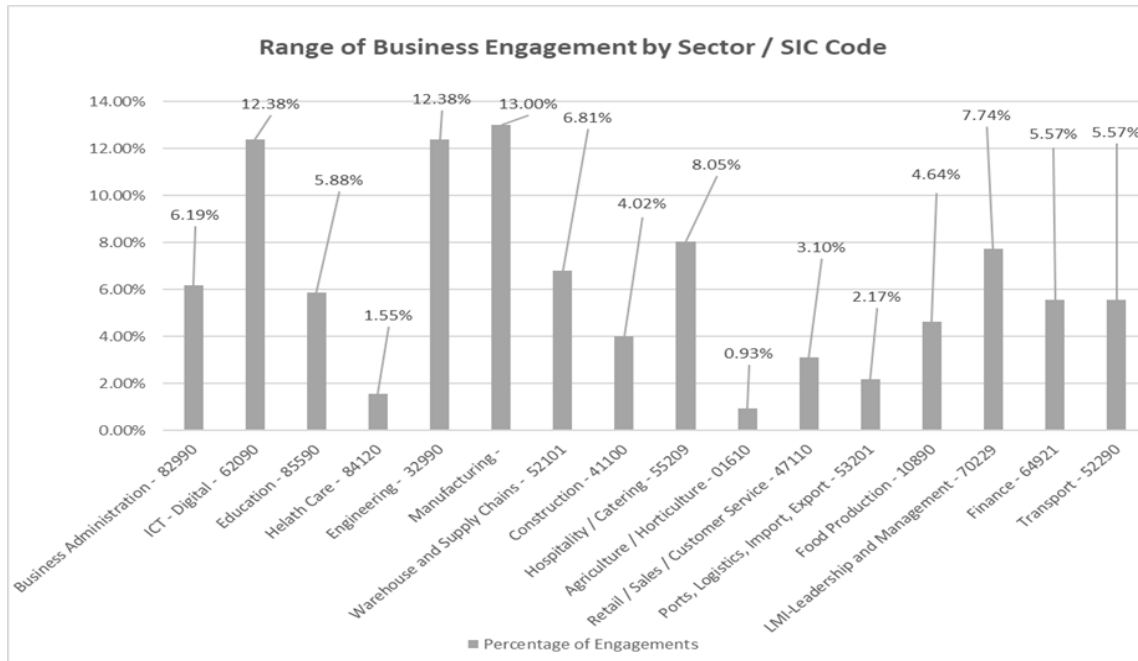
**Figure 1:** Number of Employers Engaged and Opportunities Generated (cumulative total).

3.2 Figure 2 below illustrates the Range of Business Engagement by sector and Standard Industrial Classification (SIC) Code. The chart shows the range of how each of the 323 workforce development opportunities are distributed by sector, number of opportunities and actual engagements.



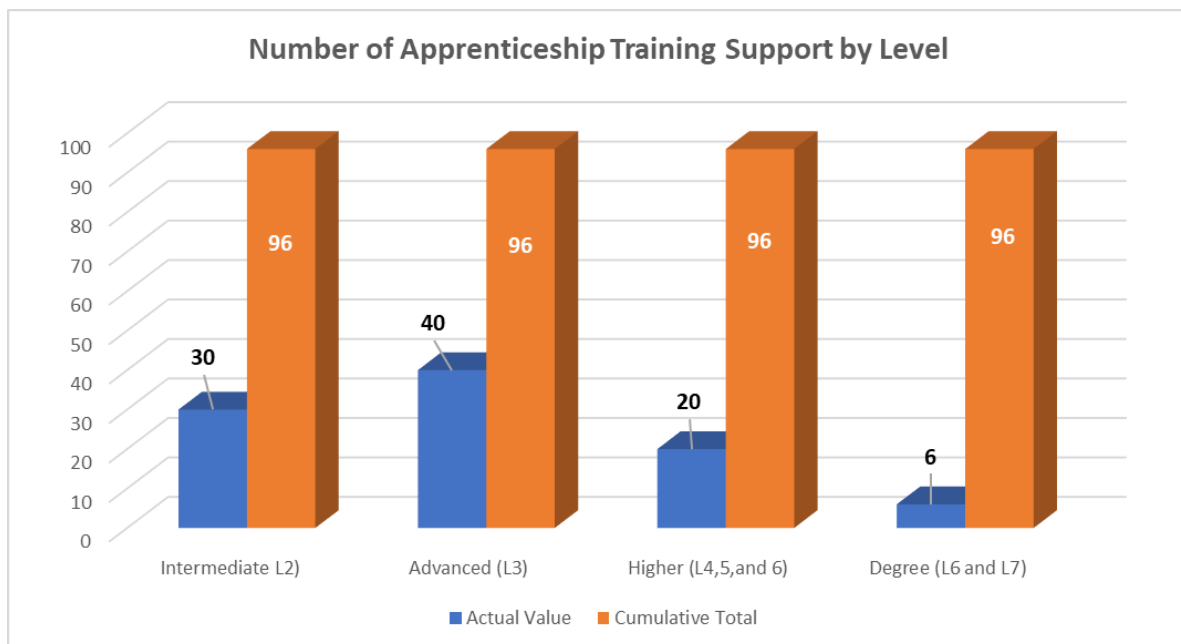
**Figure 2:** Range of Business Engagement by Sector and (SIC) Code. (Cumulative total).

3.3 Figure 3 below illustrates the range of business engagement by sector and SIC Code. The chart shows the range of how each of the 323 workforce development opportunities are distributed by sector, number of opportunities and actual engagements by percentage value only, in relation to (Figure 2) above.



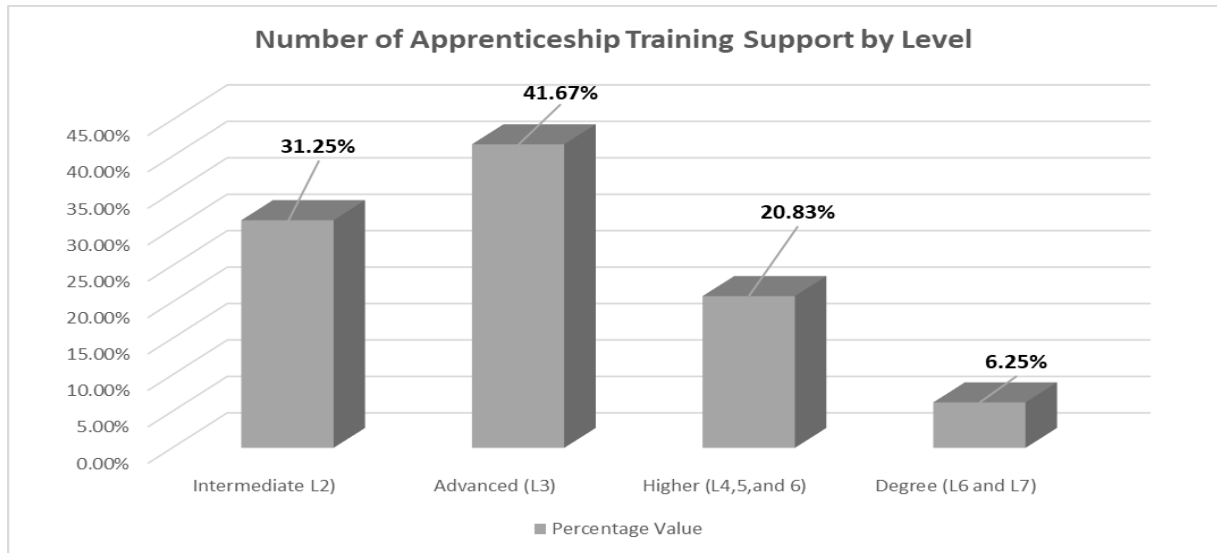
**Figure 3:** Range of Business Engagement by Sector and (SIC) Code by percentage.

3.4 Figure 4 below illustrates the demand for apprenticeships by level. Of the 47 employers engaged, a total of 96 apprenticeship opportunities were available. This was comprised of 30 intermediate (L2) apprenticeships, 40 advanced (L3) apprenticeships, 20 higher (L4, 5 and 6) apprenticeships and 6 Degree (L6 and/or 7) apprenticeships.



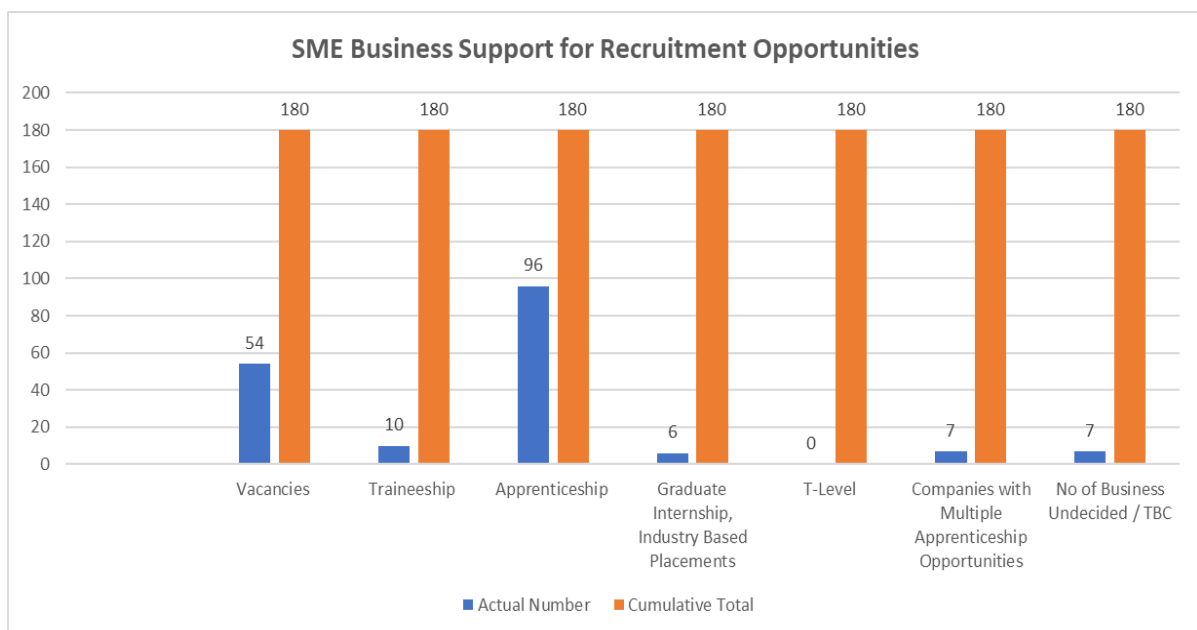
**Figure 4:** Number of apprenticeship opportunities by Level (cumulative total).

3.5 Figure 5 below illustrates the demand for apprenticeships by Level by percentage value only, in relation to (Figure 4) above.



**Figure 5:** Number of Apprenticeship Training Support by Level by Percentage Value Only.

3.6 Figure 6 below illustrates the type of workforce development opportunities local SMEs are offering and need support with. Of the 180 recruitment opportunities, 54 were employment vacancies, 10 were for Traineeships, 96 were for Apprenticeships, 6 were for Graduate Internships and Industry Based Placements.

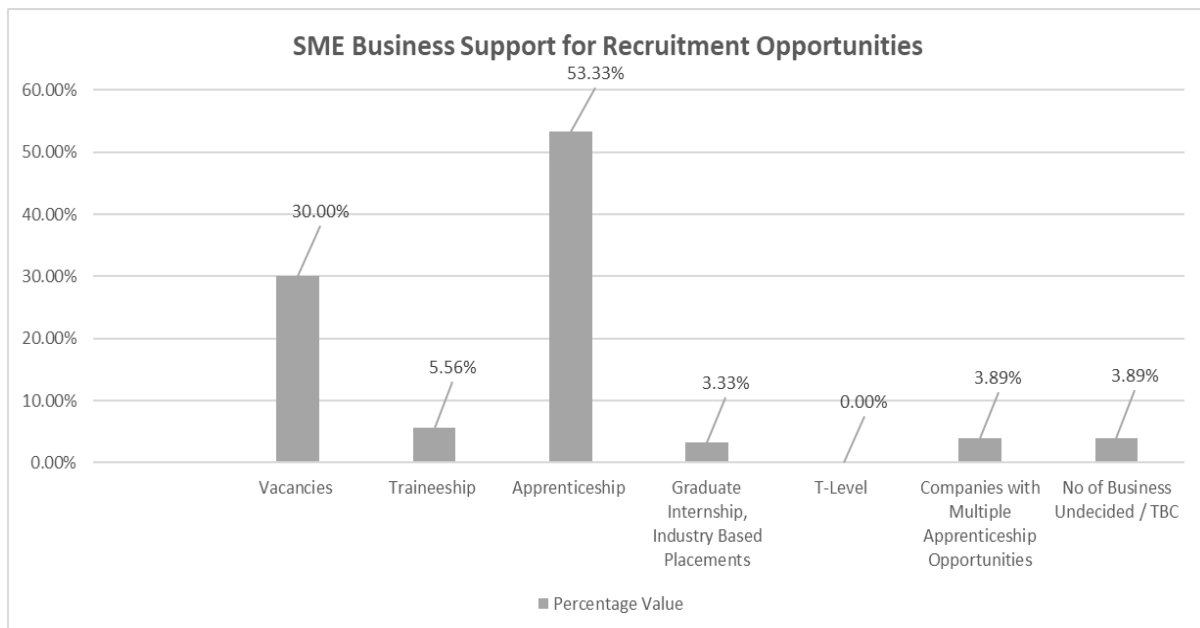


**Figure 6:** SME Business Support for Recruitment Opportunities (cumulative total).

Of the SMEs engaged, none offered T-Level placement opportunities. During workforce development business engagements, no employers have been willing to invest time and resources offering vocational training placements as illustrated in Figure 6 for the required 45-day period required, so that college students can gain the required practical hands-on training and experience necessary as part of the qualification. The following factors are quoted as being the reasons for this:

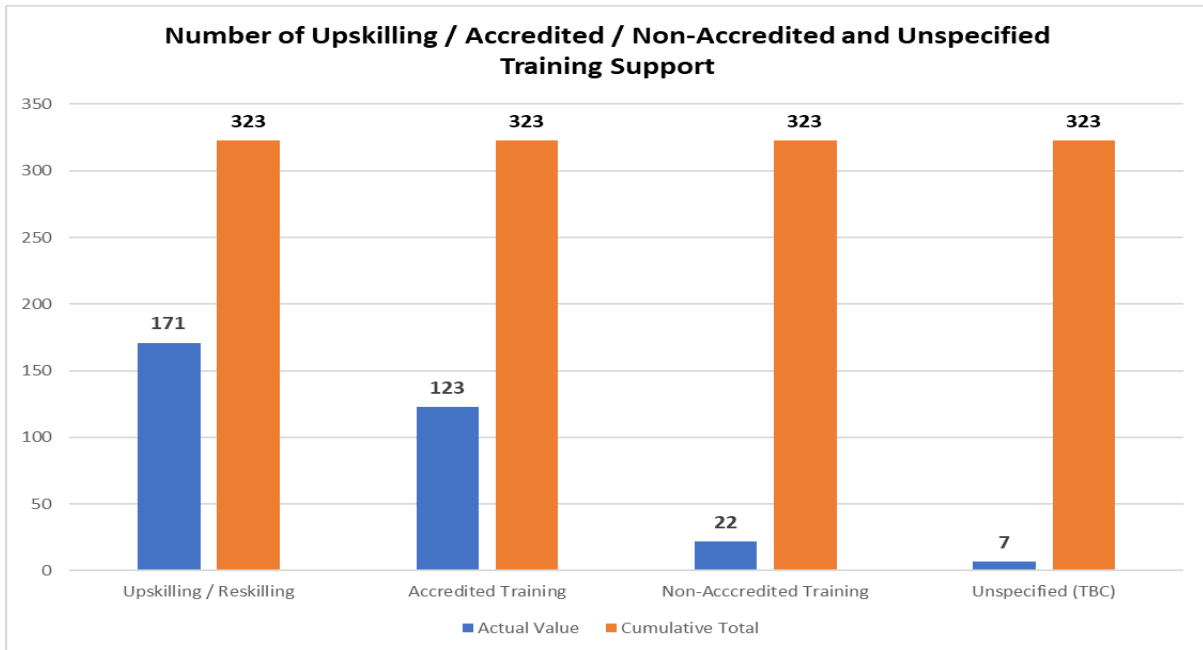
- SMEs do not currently see value of T-Levels for their business
- Employers are unable and/or unwilling to provide training places for 45 days
- Not having the time and resources required logistically to support accredited training placements
- Health and Safety reasons, including operating in hazardous working environments and do not want to put staff and students at potential risk of harm

3.7 Figure 7 below illustrates SME business support for recruitment opportunities by percentage value only, in relation to (Figure 6) above.



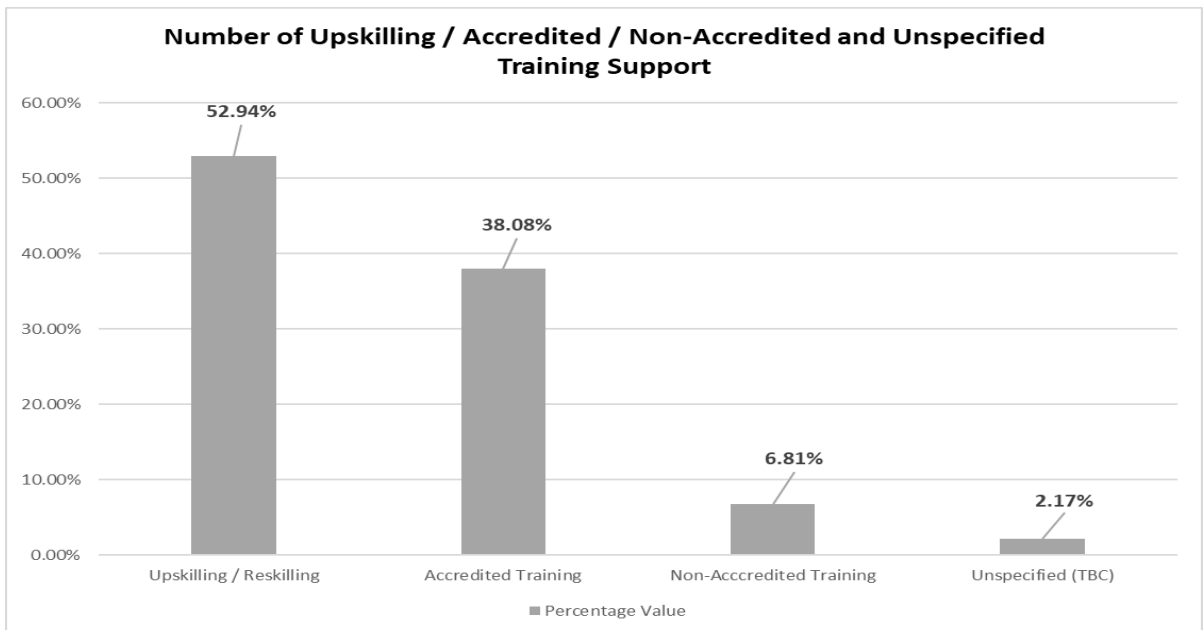
**Figure 7:** SME Business Support for Recruitment Opportunities by Percentage Value Only.

3.8 Figure 8 below illustrates the type of workforce development support requested by local SMEs (upskilling, accredited, non-accredited and unspecified training support). Of these categories, workforce development support has been provided for 171 upskilling and re-skilling opportunities, 123 accredited training opportunities, 22 non-accredited training support opportunities, along with 7 opportunities are currently unspecified and still to be confirmed.



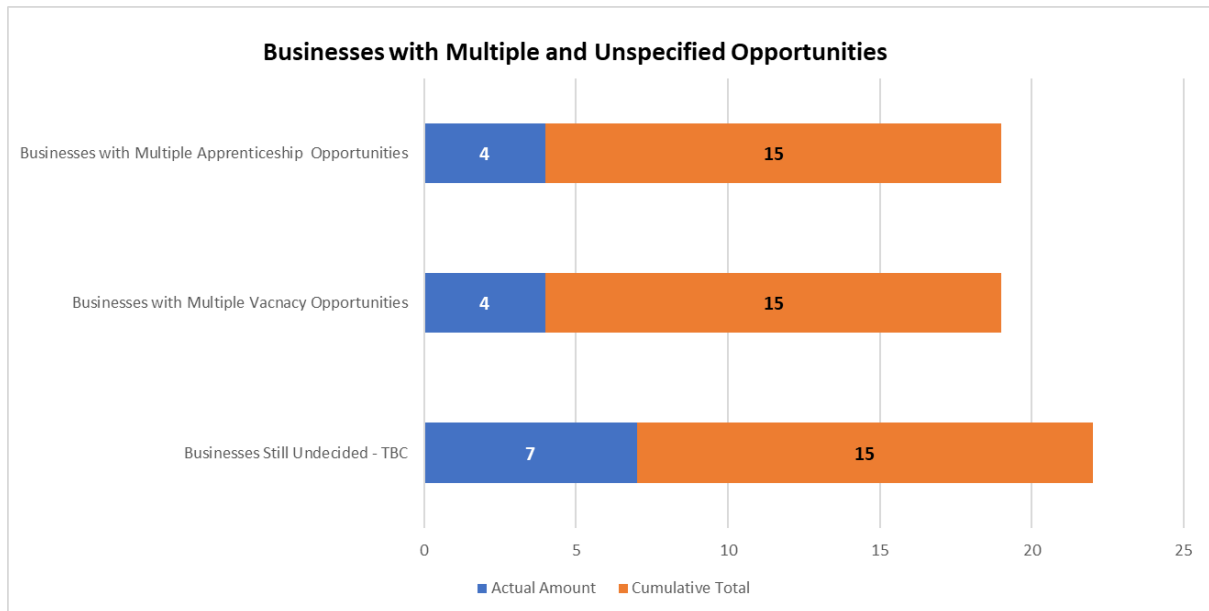
**Figure 8:** Number of upskilling, accredited, non-accredited and unspecified training support (cumulative total).

3.9 Figure 9 below illustrates the number of upskilling, accredited, non-accredited and unspecified training support by percentage value only, in relation to (Figure 8) above.



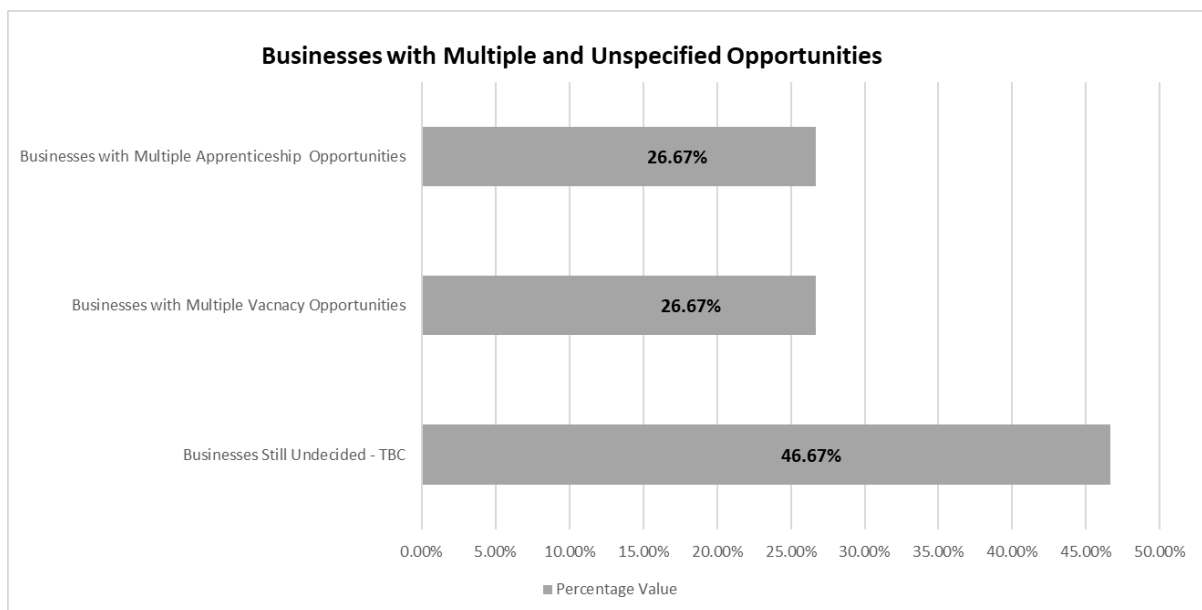
**Figure 9:** Number of upskilling/reskilling, accredited, non-accredited and unspecified training support by percentage value only.

3.10 Figure 10 below illustrates the multiple opportunities offered by individual businesses and highlights that some businesses are not clear about the type of workforce opportunities they have available or what support they require.



**Figure 10:** Businesses with multiple and unspecified opportunities (cumulative total).

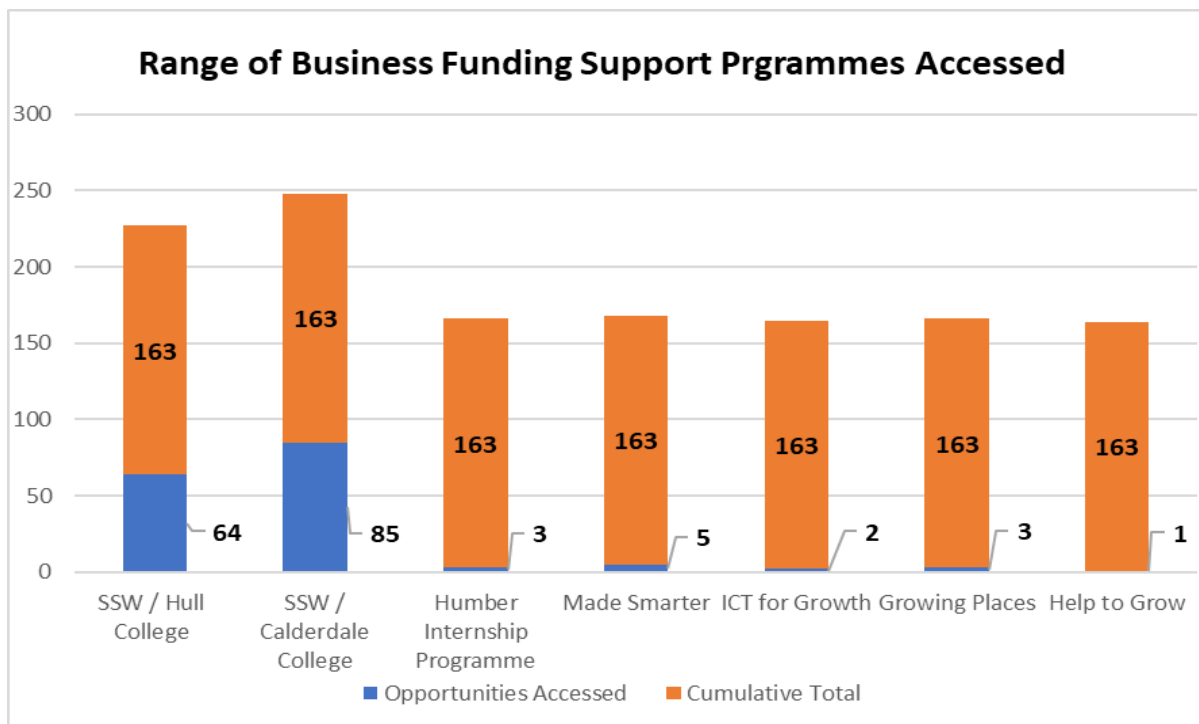
3.11 Figure 11 below illustrates the multiple opportunities offered by individual businesses by percentage value only, in relation to (Figure 10) above.



**Figure 11:** Businesses with Multiple Apprenticeship, Vacancy and Unspecified Opportunities by Percentage Value Only.

3.12 Figure 12 below illustrates the range of support programmes accessed by the 163 workforce development support opportunities. Of the 7 individual funding support programmes accessed, 64 were supported through the Hull College Skills Support for the Workforce (SSW) Programme, 85 were supported through the ERYC Calderdale College Skills Support for the Workforce (SSW) Programme, 3 were supported through the University of Hull, Humber Internship Programme (HIP), 5 were referred to the Made Smarter Programme, 2 were referred ICT for Growth Fund Programme, 3 were referred to the Growing Places Programme and 1 was referred to the Help to Grow Fund Programme (see appendix A for full details of the respective programmes).

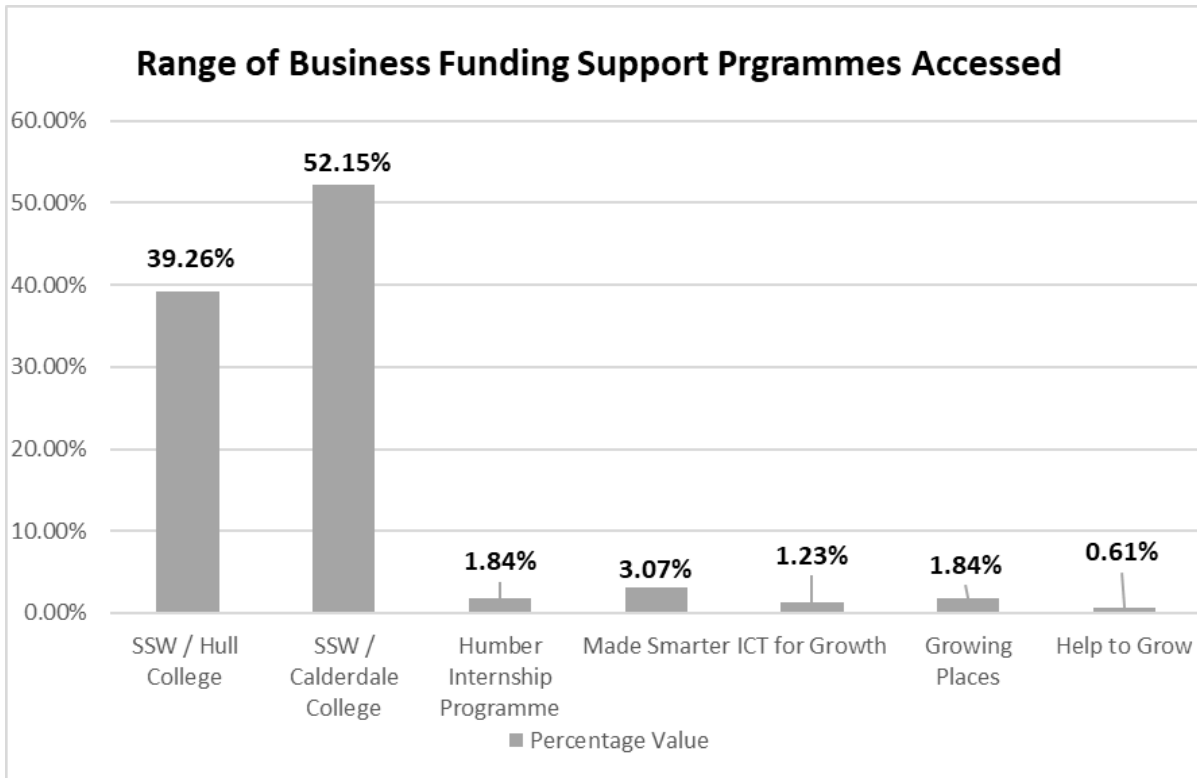
*N.B. Only SSW Prime Contractor data is shown for the purpose of this paper. For the HEY region, Hull College and Calderdale College are the prime (SSW) providers for existing workforce development upskilling and re-skilling needs.*



**Figure 12:** Range of business funding support programmes accessed (cumulative total).

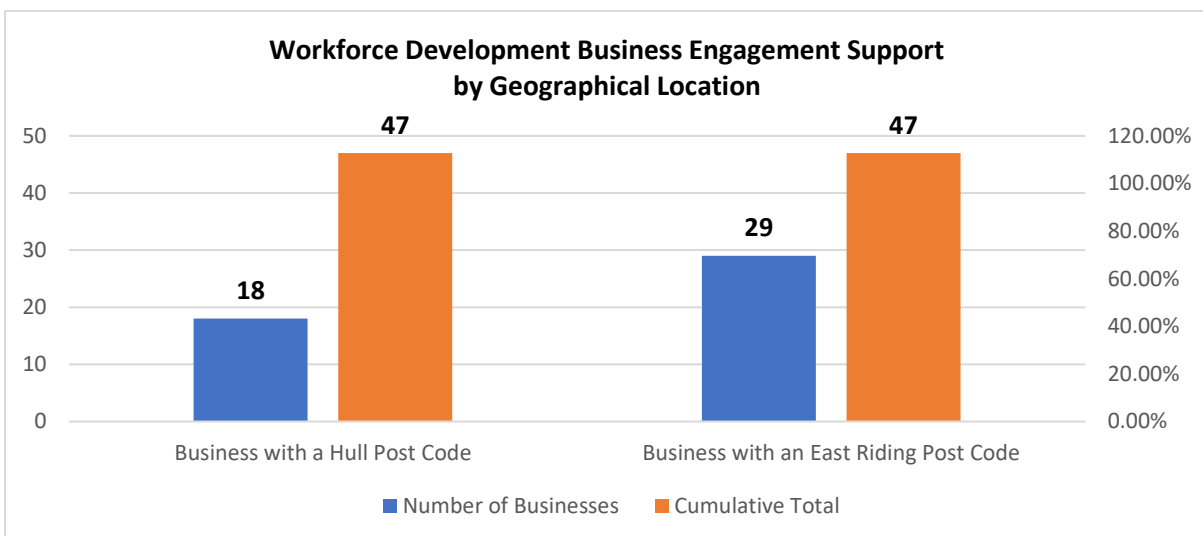
3.13 Figure 13 below illustrates the range of business funding support programmes accessed across 163 workforce development support opportunities by percentage value only, in relation to (Figure 12) above.





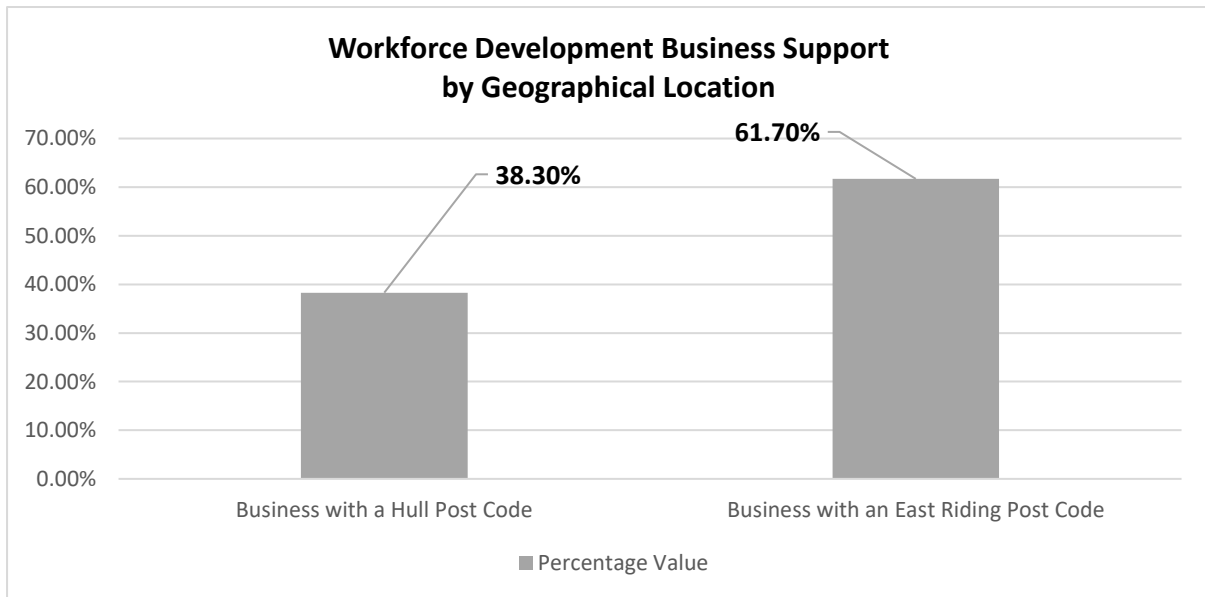
**Figure 13:** Range of businesses funding support accessed by percentage value only (cumulative total).

3.14 Figure 14 below illustrates the total number of workforce development business engagement support by geographical location. Of the 47 business engagements, 18 businesses were identified as having a Kingston Upon Hull postal address and 29 businesses were identified as having an East Riding of Yorkshire postal address.



**Figure 14:** Workforce development businesses engagement support by geographical location (cumulative total).

3.15 Figure 15: Workforce development businesses engagement support by geographical location.



**Figure 15:** Workforce development businesses support by geographical location by percentage value only (cumulative total).

## **APPENDIX A**

### **Details of business support programmes**

#### **SKILLS SUPPORT FOR THE WORKFORCE PROGRAMME (SSW)**

Skills Support for the Workforce (SSW) is a training programme co-funded by the European Social Fund (ESF) and the Education and Skills Funding Agency (ESFA). This funding was created to help small and medium sized businesses to grow and boost local economies by providing upskilling training courses and qualifications to existing employees at no cost to them to help with meeting their workforce development business needs. For more detailed information visit website at [Skills Support For Workforce | The Skills Network](#)

#### **THE HUMBER INTERNSHIP PROGRAMME (HIP)**

The Humber Internship Programme (HIP) is a project supported by grant funding from the England European Social Fund (ESF) as part of the European Structural and Investment Funds Growth Programme 2014-2020. The programme is being led and managed by the University of Hull as a strategic response to a call for projects under the ESIF programme for the Humber. HIP has the explicit aim of supporting Humber-based Small and Medium Enterprises (SMEs) to recruit, train and retain the skilled employees they are needed. To enable them to grow and be innovative through recruiting graduates to undertake small business development projects where the business may not have the immediate resources to implement. For more detailed information visit website at [Homepage - Humber Internship Programme \(humberinternships.co.uk\)](http://humberinternships.co.uk)

#### **THE MADE SMARTER PROGRAMME**

The flagship government programme, 'Made Smarter', enables eligible manufacturing businesses to receive bespoke advice on anything from skills and leadership to innovation strategies. The programme aims to bring the best out of the UK manufacturing industry by upskilling and encouraging collaboration and innovation, keeping UK businesses ahead of the competition in the global manufacturing stage.

Made Smarter aims to help manufacturers integrate advanced digital technologies, leading to improved production, data sharing and a more informed analysis, meaning manufacturers are able boost efficiencies and reduce waste. The programme offers advice and support from the pioneers and experts in national and local industry bodies. Whether businesses are completely brand new to digital technology, or have already started their digitalisation journey, eligible organisations will receive bespoke advice on anything from skills and leadership to innovation strategies. For more detailed information visit website at: [UK Digital Manufacturing advice & innovation –](#)

[Made Smarter](#) And the [Made Smarter Review 2017](#) at:  
[20171027\\_madesmarter\\_final\\_digital.pdf](#)

## **THE ICT FOR GROWTH PROGRAMME**

Delivered as a product of the Humber Business Growth Hub, this three-year scheme provides a programme of interventions aimed at enabling SMEs in the Humber to create and/or adopt new products and processes and improve productivity and business resilience by utilising ICT more effectively to support business growth.

Grants are available for ICT projects e.g. implementing a new CRM system, ICT consultancy, digital marketing etc. Grants are between £1k-£2.5k to make up 40% of a total project, so projects of between £2500-£6250 (exc. VAT). For more detailed information visit the website at [ICT for Growth - HEY Growth Hub \(growmysme.co.uk\)](#)

## **THE GROWING PLACES PROGRAMME**

The 'Growing Places' fund was launched on 01 April 2022 - The scheme aims to provide capital grants and/or loans to SME businesses in Hull and East Yorkshire to support and incentivise business growth, investment, and job creation.

Grants of between £5,000 and £250,000 and/or loans of between £75,000 and typically up to £250,000 will be available to eligible organisations that are able to demonstrate viability and that may in turn generate new recruitment and contribute to the wider clean growth and carbon reduction targets of Hull and East Yorkshire.

Applicants may apply for either a grant or a loan. Large enterprises and those delivering projects with expected quick payback from e.g., installation of renewable/energy efficient technologies will in most cases be offered a loan in preference to a grant. For more detailed information visit the website at [The Growing Places Fund - GOV.UK \(www.gov.uk\)](#)

## **THE HELP TO GROW PROGRAMME:**

The Help to Grow Management offer will help businesses boost performance and resilience. Designed and delivered by entrepreneurs and industry experts at world-class business schools, this leadership course provides time away from the challenges of running a business to invest in leadership, and to learn how to take the business to the next level. It supports the development of strategic skills with key modules covering financial management, innovation and digital adoption. By the end of the programme, employers will develop a tailored business growth plan to lead on the delivery of increased profitability, innovation and growth. For more detailed information visit the National Help to Grow website – [click here](#) For the Hull University Business School Help to Grow Programme – [click here](#)

## APPENDIX B

### Full anonymised details of the Workforce Development Business Advisor's business engagement activity

The below table provides a cumulative data summary of the Workforce Development Business Adviser business engagements and business support provided from January 2022 to August 2022.

Funding Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
<b>Jan-22</b>					
N/A	Apprenticeship	2	Butchery Apprentices	2	Yes
N/A	Apprenticeship	4	Logistics Apprentices	2	Yes
N/A	Apprenticeship	2	Warehouse and Supply Chain Apprentices	2	Yes
N/A	Apprenticeship	8	Advanced Food Operatives	3	Yes
N/A	Apprenticeship	1	Sales Apprentice	4	Yes
N/A	Apprenticeship	1	Digital/Marketing	3	Yes
N/A	Vacancy	5	Retail /IT / Sales Staff	N/A	No
N/A	Vacancy	3	Dispatch and Warehouse Staff	N/A	No
N/A	Vacancy	5	Packaging Staff	N/A	No
N/A	Vacancy	5	Production Operative Staff	N/A	No
N/A	Vacancy	5	General Labourer Operative	N/A	No
N/A	Vacancy	5	Hygiene Operative	N/A	No
N/A	Apprenticeship	2	Digital Marketing Apprentices	4	Yes
N/A	Apprenticeship	1	Broadcasting / Production Apprentice	2	Yes
N/A	Apprenticeship	2	Graphic Design	3	Yes
N/A	Apprenticeship	1	Software/Web Developer	2	Yes
Funding Support	Help to Grow	1	Capital Funding	N/A	No
N/A	Apprenticeship	1	Leadership and Management	3	Yes
N/A	Apprenticeship	1	Supervisor / Team Leader	3	Yes
N/A	Apprenticeship	1	Sales, Reception, Social Media Marketer	3	Yes
N/A	Apprenticeship	1	Sales, Reception, Social Media Marketer	3	Yes

N/A	Apprenticeship	1	AAT - Accounting Technician qualification	4	Yes
<b>Feb-22</b>					
N/A	Apprenticeship	1	Leadership and Management Apprentice	3	Yes
N/A	Apprenticeship	2	Education and Training Apprentices	4	Yes
N/A	Apprenticeship	1	Management Apprentice	4	Yes
SSW/ Calderdale College	Upskilling / Training	8	Forklift Truck Driver Training	3	Yes
SSW/ Calderdale College	Upskilling / Training	8	Environment Awareness NVQ	2	Yes
SSW/ Calderdale College	Upskilling / Training	8	Performing Manufacturing Operations NVQ	2	Yes
SSW/ Calderdale College	Upskilling / Training	8	Health & Safety / Fire Awareness	2	Yes
SSW/ Calderdale College	Upskilling / Training	8	First Aid / Responder	3	Yes
SSW/ Calderdale College	Upskilling / Training	1	Digital Skills Development Training Course	3	Yes
N/A	Graduate Employment	1	Graduate Digital Civil Engineer	6	Yes
N/A	Apprenticeship	1	Materials Engineering Apprentice	3	Yes
N/A	Apprenticeship	1	Degree Apprentice Quality Control	3	Yes
N/A	Apprenticeship	2	Agriculture / Horticulture Apprentice	3	Yes
SSW/ Calderdale College	Upskilling / Training	1	Forklift Truck Driver Training	N/A	Yes
N/A	Apprenticeship	1	(Undecided Possible) Sales Assistant Apprentice	2	Yes
N/A	Apprenticeship	1	Design Engineer Apprenticeship	4	Yes
N/A	Apprenticeship	1	Sales, Reception, Social Media Marketer	3	Yes
N/A	Apprenticeship	1	Engineering Apprentice	3	Yes
N/A	Apprenticeship	1	Oil/Waste Management Apprentice - TBC	2	Yes
N/A	Traineeship	2	Catering Kitchen Assistant Traineeships	2	Yes
N/A	Apprenticeship	1	Chef Apprentice	3	Yes
N/A	Apprenticeship	1	Supervisor Team Leader Apprentice	3	Yes
N/A	Apprenticeship	1	Bar Cellar Management Apprentice	2	Yes
SSW/ Calderdale College	Upskilling / Training	1	Business Admin Training Course	3	Yes

N/A	Apprenticeship	1	Supervisor / Team Leader Apprentice	3	Yes
N/A	Apprenticeship	1	Vehicle Valeting Detailing Apprentice	2	Yes
N/A	Traineeship	2	Vehicle Valeting Detailing Traineeships	2	Yes
<b>Mar-22</b>					
SSW Hull College	Upskilling / Training	2	Level 6 CSCS general management	6	Yes
SSW Hull College	Upskilling / Training	2	Indupart dock leveller installation fitter	N/A	Yes
SSW Hull College	Upskilling / Training	2	Indupart roller shutter fitter	N/A	Yes
SSW Hull College	Upskilling / Training	2	Fire door inspection fitter	N/A	Yes
SSW Hull College	Upskilling / Training	6	Forklift Truck Driver Training	N/A	Yes
SSW Hull College	Upskilling / Training	6	First Aid	2	Yes
SSW Hull College	Upskilling / Training	6	Manual handling	2	Yes
SSW Hull College	Upskilling / Training	6	Fire awareness	2	Yes
SSW Hull College	Upskilling / Training	6	Health and safety	2	Yes
SSW Hull College	Upskilling / Training	6	Environmental awareness	2	Yes
SSW Hull College	Upskilling / Training	2	Cherry Picker / Scissor Lift training	N/A	Yes
N/A	Graduate Internship	1	Mechanical Design Project Engineer	6	Yes
N/A	Degree Apprentice	1	CAD Technical Design Engineer	6	Yes
N/A	Apprenticeship	1	Junior Engineer	3	Yes
N/A	Vacancy	1	Project Manager / Sales and Recruitment	6	No
N/A	Vacancy	1	Process Design Engineer	6	No
N/A	Vacancy	1	Project Engineer Manager	6	No
N/A	Vacancy	1	ENI Engineer	6	No
N/A	Vacancy	1	Structural Design Engineer	6	No
N/A	Vacancy	1	Chamber Engineer	6	No
N/A	Vacancy	1	Installation Engineer	6	No
N/A	Vacancy	1	Sales Marketing Coordinator	6	No
N/A	Apprenticeship	1	Lift Service Engineer for (Stair lift, platform lift, service lift electro mechanic	2	Yes
N/A	Higher Apprenticeships	Multiple	Still to be confirmed by employer	4	Yes
N/A	Junior Apprentice Developers	2	Computer Science Junior / Trainee Software Developers	2	Yes



Possible Levy Transfer Required (TBC)	Degree Apprenticeship	2	Computer Science / Degree Apprenticeships	4/Above TBC	Yes
N/A	Apprenticeships	Multiple	All Departments	TBC	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Customer Service	3	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Business Administration	3	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Finance / Accounts	3	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Social Media / Digital Marketing	3	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Motor Vehicle Technician	2	Yes
N/A	Traineeships	2	Traineeship Opportunity - Digital Marketing	2	Yes
N/A	Traineeships	2	Traineeship Opportunity - Junior Editing Assistant	2	Yes
N/A	Traineeships	2	Traineeship Opportunity - Application Development	2	Yes
<b>Apr-22</b>					
N/A	Vacancies	4	Vehicle Valeting and Detailing	N/A	No
SSW/ Calderdale College	Upskilling / Training	3	Principles of Team Leading	2	Yes
N/A	Apprenticeship	3	Team Leader/ Supervisor	3	Yes
N/A	Vacancies	4	Waitress / Bar Staff	N/A	No
SSW/ Calderdale College	Upskilling / Training	1	Principles of Team Leading	2	Yes
N/A	Apprenticeship	1	Team Leader/ Supervisor	3	Yes
N/A	Apprenticeship	2	Comis Chef	2	Yes
N/A	Apprenticeship	2	Kitchen Assistant	3	Yes
N/A	Apprenticeship	2	Digital Marketer / Social Media	4	Yes
Referral to UoH	Graduate-Internship	1	Project Development Website Support Opportunity	6	Yes
N/A	Vacancy	1	Technical Administration Officer	N/A	No
N/A	Vacancy	1	Purchasing Officer	N/A	No
N/A	Vacancy	1	Accounts & Export Officer	N/A	No
SSW / HCC Hull College	Upskilling / Training	1	CNC Lathe and Milling Technician	2	Yes
SSW / HCC Hull College	Upskilling / Training	1	CAD Design Technical Engineer	4	Yes
SSW / HCC Hull College	Upskilling / Training	3	Forklift Driver Training	4	Yes



SSW / HCC Hull College	Upskilling / Training	3	Class 2 HGV / Update Training	N/A	Yes
Funding Support	Funding Capital Equipment	N/A	Replacement Forklift Truck	N/A	No
<b>May-22</b>					
N/A	Apprenticeship	2	Digital Marketer	3	Yes
N/A	Vacancy	1	Warehouse Operative	N/A	No
SSW / YNY Calderdale	Upskilling / Training	3	Forklift Driver Training	4	Yes
SSW / YNY Calderdale	Upskilling / Training	2	Leadership/Management	3	Yes
SSW / YNY Calderdale	Upskilling / Training	10	ESOL for Foreign National Staff	1	Yes
SSW / YNY Calderdale	Upskilling / Training	4	CNC Machine Milling Operators	2	Yes
SSW / YNY Calderdale	Upskilling / Training	2	Logistics / Dispatch	TBC	Yes
Advice Guidance Support	Upskilling / Training	1	Imports / Materials	TBC	Yes
N/A	Apprenticeship	2	Social Media / Digital Marketing	3	Yes
SSW/ Calderdale College	Upskilling / Training	3	Digital Skills / Creative Disgin	3	Yes
N/A	Apprenticeship	4	Manufacturing Operative	TBC	TCB
Advice Guidance Support	Upskilling / Training	2	Payroll / Administrator	3	Yes
N/A	Apprenticeship	1	Payroll Finance Administrator	3	Yes
N/A	Apprenticeship	2	AAT Professional Accounting	4	Yes
N/A	Apprenticeship	4	Admin/Carting/Ward Roles	2	Yes
<b>Jun-22</b>					
SSW / Hull College	Upskilling / Training	2	ICT, Social Media / Digital, Marketing	3	Yes
SSW / Hull College	Upskilling / Training	2	CIBT Site Man Safety Training	4	Yes
SSW / Hull College	Upskilling / Training	1	CITB Site Supervisor Training	3	Yes
SSW / Hull College	Upskilling / Training	1	Mental Health And Wellbeing	2	Yes
SSW / Hull College	Upskilling / Training	4	ILM Leadership / Management Training	2	Yes
Funding Support	Made Smarter Interest	N/A	Digital Road Mapping Innovation Solutions	N/A	No
N/A	Apprenticeship	1	AAT / Professional Diploma in Accounting	4	Yes
Funding Support	Capital/Equipment	N/A	ICT for Growth Grant Guidance	N/A	Yes

N/A	Apprenticeship	1	Junior Electrician	3	Yes
Funding Support	Capital/Equipment	N/A	Growing Places Equipment	N/A	N/A
N/A	Vacancy	1	Administration / PA	N/A	No
SSW / YNY Calderdale	Upskilling / Training	5	H&S and Food Hygiene Cert	2	Yes
SSW / YNY Calderdale	Upskilling / Training	6	H&S and Food Hygiene Cert	3	Yes
SSW / YNY Calderdale	Upskilling / Training	6	Allergen Certificate	3	Yes
<b>Jul-22</b>					
N/A	Vacancies	5	Qualified Chef	N/A	No
N/A	Apprenticeship	1	Comis Chef	2	Yes
N/A	Apprenticeship	1	Catering Assistant	2	Yes
SSW / YNY Calderdale	Upskilling / Training	1	CIPD Finance Manager Training	3	Yes
N/A	Apprenticeship	2	AAT professional Accountancy	4	Yes
SSW / YNY Calderdale	Upskilling / Training	3	ILM-Leadership & Management	3	Yes
SSW / YNY Calderdale	Upskilling / Training	2	Mental Health 1st Aid	2	Yes
SSW / YNY Calderdale	Upskilling / Training	2	ISO Electrical Certificate	3	Yes
N/A	Apprenticeship	3	Wood Milling Machinist	2	Yes
SSW / YNY Calderdale	Upskilling / Training	3	Workplace Health and Safety	2	Yes
SSW / YNY Calderdale	Upskilling / Training	3	First Aid in the Workplace	2	Yes
SSW / YNY Calderdale	Upskilling / Training	1	(IOSH) Degree in Occupational Health and Safety	6	Yes
N/A	Apprenticeship	1	Apprenticeship Machine Operative	3	Yes
Funding Support	ICT for Growth Support	N/A	Capital Funding / Equipment Interest	N/A	No
Funding Support	Made Smarter Interest	N/A	Digital Road Mapping Innovation Solutions	N/A	No
N/A	Apprenticeship	2	AAT L4 / Professional Accounting	4	Yes
N/A	Apprenticeship	1	Payroll Administrator	3	Yes
N/A	Apprenticeship	1	Joinery - Shutter Fitting	2	Yes
N/A	Apprenticeship	1	Digital Marketing / Social Media	3	Yes
Funding Support	Growing Places Fund	N/A	Equipment	N/A	No
Funding Support	ICT for Growth Grant Funding	N/A	ICT Equipment	N/A	No

N/A	Upskilling / Training	1	Leadership Management	TBC	Yes
<b>Aug-22</b>					
Funding Support	Funding Support TBC	N/A	TBC	TBC	TBC
TBC	Upskilling Training	TBC	TBC	TBC	TBC
N/A	Apprenticeship	1	TBC	TBC	Yes