

Hull and East Yorkshire LEP

Employment & Skills Board

12th September 2022

Paper B – 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 27th June 2022

2. Recommendations

- 2.1. The board notes the progress made by the Employment & Skills team.
- 2.2. The Board notes the use of the SAP funded work plan and provides feedback for further areas of skills analysis (**paragraph 3.5**).
- 2.3. The board is asked to actively promote and support the HEY LEP Skills Network Chair and Vice-Chair recruitment process (**paragraph 3.13**).

3. Report

3.1. HEY LEP Skills Network

- 3.1.1. The inaugural meeting of the HEY LEP Skills Network took place on Wednesday 13th July at the Aura Innovation Centre and welcomed circa 50 delegates to hear updates on UKSPF, Multiply, Bootcamps, Devolution and to participate in the launch of the HEY Workforce website.
- 3.1.2. The next meeting of the Network is scheduled for Tuesday 18th October. Delegates will receive updates on the Local Skills Improvement Plan and have an opportunity to participate in a round table discussion which will help to inform the LSIP development process. They will also hear from Humber Industrial Cluster Plan colleagues who will invite partner input through a round table session.
- 3.1.3. The LEP is seeking an independent Chair and Vice-Chair to lead the work of the Skills Network. The roles will provide leadership for the group including co-ordination and support of HEY LEP Employment and Skills Network activities. They will be supported by the HEY LEP's Employment & Skills team who will be responsible for the organisation and administration of events. Full details of the recruitment process are provided on the HEY LEP website here: [HEY LEP Skills Network – Chair and Vice Chair Recruitment » HEY LEP - Hull and East Yorkshire](#)

3.2. Career Aspirations Group

- 3.2.1. The Career Aspirations Group is planning a CPD event for employability professionals to take place in Autumn of 2022 and will be themed “professional services”.

3.3. Apprenticeship & Technical Education Group

- 3.3.1. The Apprenticeship & Technical Education group is supporting the HEY LEP Employment & Skills team with the commissioning of a piece of research into Apprenticeships. This research will provide insight to the LEP and its stakeholders into local apprenticeships provision including strengths, gaps in provision and opportunities to further develop the local offer.
- 3.3.2. The group is also supporting a piece of research into technical education which has been initiated by the Careers & Enterprise Company.

3.4. Talent Forum

- 3.4.1. Arrangements for the inaugural meeting of the HEY LEP Talent Forum are underway. The group will be chaired by Nikki Davies, HEY LEP Employment & Skills Board member.

3.5. The Humber Local Digital Skills Partnership

- 3.5.1. The Local Digital Skills Partnership steering group met again on 5th September. The meeting agenda covered a review of the government’s recently announced five year [Digital Strategy](#) (published 2022) which builds on from the previous Digital Strategy, published in 2017. The latest Digital Strategy includes several revised priorities for the [Digital Skills](#) strand. A summary of [key actions](#) lists the government’s intended activity, delivery and KPIs for all six strategic digital priorities. The Humber LDSP review of the government’s 2022 Digital Skills Strategy will help to inform the steering group’s action planning objectives for the DCMS funded period between October 2022 and September 2023.
- 3.5.2. Progress continues with the Local Government Association (LGA) [Digital Pathfinder Programme](#), which locally, focusses on digital inclusion. Due to a revised programme schedule, the project is due to complete by 31/03/23. It is anticipated that once testing of the local online assessment tool is carried out successfully, the LGA will consider wider roll out across all local authorities in England. The LGA summarise the unique digital project as: “Working with Hull and East Yorkshire Local Enterprise Partnership and their Humber Digital Skills Partnership, Hull City Council will create a digital tool which can assess an individual’s digital skill level and assign a digital skill ‘profile’ to the user. The tool will be easily and readily accessible to complete online, and data captured will be held safely and securely by Hull City Council.”

3.6. Skills Advisory Panel Funding 2022-23

- 3.6.1. The DfE has now provided LEPs and Mayoral Combined Authorities (MCAs) with a final SAP grant award for 2022-23 of £55,000. With the Local Skills Improvement Plans (LSIPs) programme rolling out nationally later this year, the main focus of the grant is on producing and sharing robust analysis of the local labour market to support the development of an LSIP by the designated employer representative body (ERB) beyond 2023.
- 3.6.2. A minimum of 50% of the grant funding will be spent from October 2022 – March 2023 when the Employer Representative Body (ERB) will have been designated. The amount that can be spent on any analysis commissions is restricted to £5,000 prior to that.
- 3.6.3. The HEY LEP's proposals for the final memorandum of understanding grant award has been approved by DfE and include:
- Updating of the Local Skills Report Core Indicators (N.B. there is no requirement to refresh the Local Skills Report this year)
 - Refresh of the Skills Dashboard
 - Deep dives on the use of the Adult Education Budget and Apprenticeships. This will help inform plans for devolved skills funding
 - Refresh of Digital Skills Analysis
 - Employer survey to gather greater insight into in-demand skills and gaps to inform the LSIP and future Skills Bootcamp requirements
 - Refresh of the Economic Impact Analysis
- 3.6.4. The use of the remaining funding and identified skills analysis needs will be agreed with the designated ERB (anticipated autumn 2022).

3.7. Local Skills Improvement Plans

- 3.7.1. The Government has published statutory guidance for Local Skills Improvement Plans which sets out the process for developing a local skills improvement plan (LSIP).
- 3.7.2. The guidance is intended to assist designated employer representative bodies (ERBs) in leading the development of an LSIP and any subsequent review and providers of post-16 technical education or training to comply with their duties under section 1 of the Skills and Post-16 Education Act 2022 (the Act) to co-operate with the ERB in the

development and review of an LSIP and have regard to the plan once developed.

- 3.7.3. The guidance sets out the process for developing and reviewing an LSIP, which is led by the designated ERB and in which relevant providers must operate and the duties placed upon relevant providers once there is an approved LSIP in place.
- 3.7.4 This initial draft of the guidance will be updated in September 2022
- 3.7.5 The full guidance can be accessed here: [Statutory guidance for the development of a Local Skills Improvement Plan \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/111111/Statutory-guidance-for-the-development-of-a-Local-Skills-Improvement-Plan.pdf)

3.8. The Careers & Enterprise Company

- 3.8.1. In the summer term, the Careers Hub continued to support 36 schools and colleges to strategically develop their careers programme.
- 3.8.2. A grant offer letter was received by the LEP from the Careers and Enterprise Company to confirm funding for the academic year 22/23. This letter offered the financial contribution from the CEC to expand the Careers Hub to include all 51 schools in the HEY region.
- 3.8.3. The HEY LEP secured match funding from both 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 . Unfortunately it was not possible to maximise the CEC funding offer and expand the Careers Hub to include all 51 schools in the region for 22/23 due to being unable to secure the additional match funding contribution of £26k.
- 3.8.4. The most recent review with the Careers and Enterprise Company was positive regarding progress being made by schools and against KPIs. Some recommendations were made in terms of streamlining governance and broadening the range of representation on the group.
- 3.8.5. A successful schools and college conference was held in June with good attendance and very positive feedback from those who attended. Another event is planned for June 2023. Every school and college in HEY were invited to attend.
- 3.8.6. A video for use by SEND and AP provision to attract employers to engage with the students was launched at the conference. It will be further promoted in the autumn term. The video can be viewed [here](#).

- 3.8.7. Four new Enterprise Advisers were recruited in the last half term. Every school and college have now had an Enterprise Adviser made available to them in the academic year 21/22.
- 3.8.8. The cornerstone group is further developing, and it is being promoted through the September 'Business Works' publication.
- 3.8.9. A funding bid for £100k was secured jointly with the Leicester and Leicestershire Careers Hub to deliver a pilot project aimed at supporting parents to understand Labour Market Information in a way that better helps them support their children in making careers decisions. This project will run for one year.
- 3.8.10. The HEY Careers Hub strategic plan is being developed and will be shared with the ESB for review, support, and comment.

3.9. The Quality in Careers Standard

- 3.9.1. Schools and colleges continue to work towards the Quality in Careers Standard. There are currently 29 secondary schools, primary schools and colleges who hold the standard with one currently going through panel. The panel meets regularly to review assessments.

3.10. Workforce Development

- 3.10.1. The Workforce Development Business Advisor (WDBA) continues to establish links with large businesses, SMEs, training providers and a wide variety of partnering organisations throughout the Hull and East Yorkshire region, however this activity is now undertaken as a 0.4 FTE role as of June 2022 as a result of reductions to LEP funding.
- 3.10.2. To provide the board with more in-depth insight into emerging workforce development requirements the WDBA has produced a detailed paper presented under agenda item 11. A regular report will be presented to every other Employment & Skills Board.
- 3.10.3. The WDBA works closely with the HEY LEP Growth Hub advisers and follows up on referrals received and signposts businesses to their services for more specialist advice and support. The following is a recent example of the support provided by the (WDBA): A referred SME sought support in accessing funding support for multiple workforce growth and development opportunities for staff upskilling and reskilling training for existing operatives. There was also interest in understanding which capital funding options were available to support the purchase of new equipment to aid business growth and development plans. The (WDBA) provided support in accessing the workforce funding support for: 2 x

Electrical Installation Certification (18th Edition or similar / SSW Referral), 6 x Wood Machinist Certified Training (SSW Referral), 2 x HR / Accounts / Finance Management Training (ERYC ESF Funding Programme / 4 Project = Step Change Programme / Possible Apprenticeship, 6 x Leadership and Management (LMI - Skills for Growth or CPD Apprenticeship), 1 x (IOSH) Diploma / Degree level to meet requirements for competent performance as an 'occupational health and safety practitioner' in line with the Institute of Occupational Safety and Health, 6 x Mental Health First Aid / (SSW Referral), 6 x First Aid / (SSW Referral), 6 x Health and Safety in the Workplace Environment (SSW Referral), support in reducing carbon footprint / understanding how to become a greener company, advice on Smarter Manufacturing Processes / Made Smarter referral for Digitalised Operational Innovation, capital funding for manufacturing equipment (Help To Grow Programme / Growing Places).

3.11. Skills Bootcamps 2022-2023

- 3.11.1. Skills Bootcamps aim to provide adults with access to in-demand skills training for a more sustainable, higher skilled job and higher wages over time. The benefits for employers include helping them fill specific skills shortage vacancies and enabling them to become more productive, more quickly. The programme will help to address employer led demand and provides opportunities to train and upskill within the Digital and Technical sectors.
- 3.11.2. The delivery of the Skills Bootcamp training programme is flexible and is based on employer/sector "in demand" skills which can be regulated (qualification) or non-regulated (based on the alignment of industry standards). Adults can complete training around work and other commitments to enable them to gain work, undertake additional responsibilities and or access new opportunities and will offer a guaranteed job interview where appropriate, once the course has been completed.
- 3.11.3. HEY LEP's Employment and Skills Team and Hull City Council worked with partners to develop Skills Bootcamp proposals for 2022-2023. Hull Training and Adult Education (HTAE), Hull City Council will lead and administer the Skills Bootcamps.
- 3.11.4. Procurement has now been completed for the following Skills Bootcamps which will start in September 2022:
 - Gas Accredited Heat Pump Engineer
 - Monobloc Accredited Heat Pump Engineer
 - Advanced Fibre Engineer
 - Vehicle Compliance Specialist

- Tech Safe Green Standard
- Professional Diagnostic Development
- Advanced Manufacturing
- IT User Skills
- Import and Export Specialist

The procurement also included training for EV Charging Point Installations and Carbon Reduction Solutions (Agriculture) but as no bids were received, we will be working with HTAE to identify further skills demand to utilise the remaining funding.

3.12 Multiply

- 3.12.1 The Multiply programme aims to reach adults over the next three years to improve functional numeracy skills for those without a Level 2 qualification or equivalent in Maths.
- 3.12.2 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.
- 3.12.3 Both Local Authorities engaged with partners to inform their Multiply Investment Plan, submitted to DfE by 30th June. Arrangements are now underway for delivery of the programme from September 2022.

3.13 UK Shared Prosperity Fund

- 3.13.1 Both Local Authorities submitted their UKSPF Investment Plans to Government ahead of the 1st August deadline.
- 3.13.2 In inform this work the investment panels for both Hull City Council and East Riding of Yorkshire Council met in shadow form during the week commencing the 18th of July 2022. These meetings were designed to update the boards on progress undertaken on the investment plans thus far and allow the investment panels to comment prior to final approval by Council's and submission. HEY LEP were represented on these panels as an organisation as well as being represented by a private sector rep from the LEP's Business Support Board.

3.13.3 It is expected that the Department for Levelling Up, Housing and Communities will work into September to assess the investment plans they have received. Approval or otherwise is expected in September.

3.13.4 Following approval both local authorities will open a full business case process to received detailed submissions for projects which can deliver against the UK SPF priorities outlined in the Investment Plan. Delivery will be a combination of in-house activity, commissioned work, and grant awards. More details will be published by both local authorities in the coming weeks.

3.14 Wider stakeholder engagement for the reporting period

3.14.1 Since the previous meeting of the Employment & Skills Board, the Employment & Skills team have met with several 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 & National team
- Humber Industrial Cluster Plan
- National LEP Network
- Greater Lincolnshire LEP
- York & North Yorkshire LEP
- Humber Offshore Wind Cluster
- Careers & Enterprise Company
- BAE Systems