

Hull and East Yorkshire LEP
Employment & Skills Board – 19th December, 2022
Paper C - Employment & Skills Manager's Report
Chris Howell, Employment & Skills Manager

1. Summary

1.1. This paper summarises the progress made by the HEY LEP Employment & Skills team since its last meeting held on 31st October 2022.

2. Recommendations

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

2.2. The Board is asked to support the Employment & Skills Team by actively promoting the SAP commissioned Employer Skills Survey.

3. Report

3.1. The HEY LEP Skills Network

3.1.1. Plans are underway for the next Skills Network event scheduled for the afternoon of Tuesday 7th February. The event has a two-part agenda including a consultation with stakeholders on the development of Humber LDSP's Digital Framework and a focus on apprenticeships to celebrate apprenticeship week which runs from the 6th to 10th February 2022. The apprenticeship section will include updates from Ofsted on the apprenticeship inspection framework and from the Construction Industry Training Board (CITB).

3.2. The HEY LEP Career Aspirations Group

3.2.1. The Career Aspirations Group met most recently on 14th December. The group continues to plan the CPD event for employability professionals which will take place on 8th February 2023 which will focus on "professional services".

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.

3.2.3. The group are 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 has not met since the previous meeting of the Employment & Skills Board. The next meeting is scheduled for 2nd February 2023.

3.4. The HEY LEP Talent Forum

- 3.4.1. The HEY LEP Talent Forum met for the first time on the 30th November.
- 3.4.2. Discussions included the role and purpose of the group, its aims and objectives but focussed mainly on health and wellbeing in the workplace.
- 3.4.3. Arrangements are being made for future meetings for 2023.

3.5. The Humber Local Digital Skills Partnership

- 3.5.1. The Humber Local Digital Skills Partnership (LDSP) Steering Group met most recently on 28th November. The invited guest speaker was Furqan Alamgir, entrepreneur and co-founder of local telecoms company Connexin, who provided an overview of the organisation and information on Connexin's in-house training Academy. Steering group members gained insights into the skills and other regional challenges and opportunities regarding reducing barriers to growth within the regional digital and tech industry.
- 3.5.2. The group's Chair, Professor Becky Huxley-Binns, Pro-Vice-Chancellor for Education at the University of Hull will be stepping down. Preparation to recruit a replacement will commence in early 2023. The LEP extends its sincere thanks to Prof. Huxley-Binns for her support and commitment to the LDSP which has made considerable progress during her time as Chair.
- 3.5.3. Plans are underway to hold the first of a series of consultation workshops to support the development of a "Digital Framework" for the Hull & East Yorkshire region. The first consultation event will take place on 13th December. The creation of a local Digital Strategy framework is required as part of an agreed MoU with DCMS. Further consultation workshops will take place early in the New Year and it is anticipated that the completed framework will be published in April 2023.
- 3.5.4. Tech Week Humber took place from 7th November 2022. Members of the HEY LEP and the HLDSP steering group attended an Expo day, at the MKM Stadium, which launched a week of regional digital and tech events and activities. The Growth Hub Manager and a member of the Growth Hub team used the Expo event to promote use of the Digital Capabilities Self-Assessment Tool (DCAT) with businesses and SMEs to highlight the benefits and efficiencies of adopting digital technologies.

- 3.5.5. The Humber Local Digital Skills Partnership Manager has worked with the Senior Advisor for Employment & Skills to develop key content for a regional employer survey which includes questions aimed at intelligence gathering from the business community on local digital skills needs.

3.6. Skills Advisory Panel Funding 2022-23

- 3.6.1. The Employment & Skills team commissioned the following briefs for SAP funded research for the 2022-23 financial year following the endorsement of the Employment & Skills Board.
- Updating of the Local Skills Report Core Indicators
 - Employer skills survey to gather greater insight into in-demand skills (working in partnership with the Chamber of Commerce in regard of LSIP needs)
 - A refresh of the Skills Dashboard
 - Adult Education Budget to inform future plans for devolved skills funding
 - Apprenticeships and Technical Education
- 3.6.2 Other plans to be taken forward during January 2023 include commissioning a refreshed digital skills analysis and an updated Economic Impact analysis.
- 3.6.3 Results of the commissions will be shared with the Employment & Skills Board on competition in 2023.
- 3.6.4 The Employer Skills Survey is about to be released. Board members are asked to contribute by completing the survey and also promoting it within their networks to maximise the quality and quantity of returns.

3.7. Local Skills Improvement Plans

- 3.7.1 The HEY LEP Employment & Skills Manager attended the first LSIP Board meeting on 14th November.
- 3.7.2 A comprehensive update on LSIP progress will be given under item 5 of the agenda.

3.8. The Careers & Enterprise Company Partnership (The HEY Careers Hub)

- 3.8.1 Funding from private sector partners has been secured for a further FT Employer Engagement Enterprise Coordinator and a Project Administrator to be shared with Greater Lincolnshire Careers Hub to increase education and business engagement focussing on Green and

STEM careers and additionally to facilitate careers leaders and teachers to visit workplaces to improve their knowledge of the sectors.

- 3.8.2 The Hub Incubation Project relating to parental engagement delivered jointly with the Leicester and Leicestershire Careers Hub is progressing well. The four identified schools are engaging and have already been supported to develop their parental engagement plans. Schools in the HEY Careers Hub participating in the project are Headlands School, Withernsea High School, Newland School for Girls and Winifred Holtby. The project will seek to work with three employers from the Digital, Green and Logistics sectors to test whether providing parent with tailored information about careers in those sectors can increase the support they feel they can offer their children.
- 3.8.3 Other recent HEY Careers Hub activity includes an Enterprise Adviser induction session, a Careers Hub network meeting and meetings with schools and colleges to develop careers programmes.

3.9 The Quality in Careers Standard

- 3.9.1 Eligible schools and colleges continue to work towards the Quality in Careers Standard. The panel meets regularly to review assessments. There are currently two schools working towards an assessment.
- 3.9.2 The HEY LEP is the only LEP in the country that has accrediting awarding powers for the Standard.
- 3.9.3 Two additional schools have recently made an enquiry about starting their reassessment processes.

3.10 Workforce Development

- 3.10.1 The Workforce Development Business Advisor (WDBA) continues to establish strong links with SMEs and training providers throughout the Hull and East Yorkshire region including local partnership network and working groups.
- 3.10.2 The WDBA attended the Hull College Curriculum Planning Day to provide an update on the wider LEP and Workforce Development activities. This led to making four new employer connections that have since resulted in the generation of new Apprenticeship, Traineeship, 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 industry.
- 3.10.3 As outlined in previous board reports the WDBA has been supporting a go-karting company with the development of new apprenticeship standards for the industry. This has resulted in positive discussions with

the National Karting Association who want to develop 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

3.10.4 In respect of the above, enough interest has been generated nationally with other karting companies to form a Trailblazer group to take this interest forward with the Institute for Apprenticeships and Technical Education (IfATE). If successful, the new apprenticeship standard will be trialled in the HEY region.

3.10.5 The WDBA recently attended a virtual meeting with the CITB and a Scotland based construction company which has considerable experience of delivering retrofit projects. The company has set up their own Retrofit Skills Academies in partnership with Scottish colleges as an alternative means of addressing the wider construction and retrofit skills shortages.

3.10.6 Whilst still in the early stages, the WDBA has actively promoted this Skills Academy model to gain wider momentum and partner interest with view to developing a similar offer to address the construction skills shortages in Hull and East Yorkshire. This has resulted in joint conversations with Efficiency North and the CITB to explore progressing the concept further.

3.10.7 The WDBA continues to establish connections with apprenticeship levy paying companies and exploring opportunities to retain unspent levy funds locally for reinvestment through levy transfer to support the growth and development of local SME's. An additional two levy paying companies have expressed an interest transferring unspent levy funds since the previous iteration of this report. These companies have also expressed an interest in facilitating future T-level opportunities.

3.10.8 The WDBA continues to promote the Growth Hub's free to access 'Digital Capabilities Assessment Tool' (DCAT) self-assessment tool. Over the past month nine businesses have successfully completed the assessment and received a bespoke summary report highlighting the company's digital strengths and weaknesses. Providing a personalised report that also includes advice and links to other sources of information, guidance and support, helping business on their digital transformation journey.

3.11 Skills Bootcamps 2022-2023

3.11.1 DfE asked local authorities to submit proposals by the 30th November for Wave 4 2023-2024 of the programme. Hull City Council reviewed progress of existing Skills Bootcamps and worked with providers to identify future demand. The LEP continues to support the development of the Skills Bootcamps and adds capacity to the Local Authority team at Hull City Council when required.

3.12 Multiply

3.12.1 Over the next three years the DfE funded Multiply programme aims to reach adults aged 19+ to improve functional numeracy skills for those without a Level 2 qualification or equivalent in Maths. Given the region's profile of skills attainment this is of particular importance to help our residents access and progress at work and increase productivity.

3.12.2 Hull City Council have procured provision with local providers and delivery started in November 2022. East Riding of Yorkshire Council are delivering some of the Multiply programmes themselves and is in the process of procuring other elements. The LEP Skills Team is working in support of the programme.

3.13 Unit For Future Skills

3.13.1 The Employment & Skills Team is actively involved with the DfE's Unit for Future Skills development work and is contributing to national consultation groups and helping to inform the development of the service and associated products.

3.14 Apprenticeship Week 2023

3.14.1 The HEY LEP Employment & Skills Team in conjunction with the HEY LEP's Growth Hub is planning an event on apprenticeships as part of National Apprenticeship Week 2023.

3.14.2 The event. "Apprenticeships for Beginners – A Mini Conference for SMEs" will take place from 8am to 1pm on Thursday 9th February (venue TBC).

3.14.3 The event has been designed specifically for medium, small and micro businesses that have limited knowledge of apprenticeships. The agenda introduces the basics of apprenticeships and workforce development and will take delegates through a learning journey including apprenticeship funding, how to recruit, how to find a provider and the funding and support services available.

3.14.4 The event will comprise of a series of mini workshops covering the A to Z of basics for apprenticeship recruitment and will include

representatives from the Institute for Apprenticeships and Technical Education, the Construction Industry Training Board and the Yorkshire & Humber Apprenticeship Ambassador Network.

3.15 Equality & Diversity

- 3.15.1 The Employment & Skills Manager is working with Employment & Skills Board member Catherine Bishop (HEY LEP Board Equality and Diversity Champion) on developing an LEP approach to equality and diversity.
- 3.15.2 Initial proposals will be taken to the LEP Board in the first instance and subsequently shared with the Employment & Skills Board for input.

3.16 College Curriculum Planning Support

- 3.16.1 The Employment & Skills Team has recently contributed to curriculum planning sessions for both Hull College and East Riding College using the Local Skills Report and the associated data sets, and intelligence to augment the internal processes of these institutions.
- 3.16.2 A similar session for Bishop Burton College is being planned for early in the New Year.
- 3.16.3 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.

3.17 Wider stakeholder engagement for the reporting period

- 3.17.1 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:
 - Graham Stuart MP
 - The Department for Education
 - The Federation of Small Businesses
 - The Unit for Future Skills
 - The Hull & Humber Chamber of Commerce (SDF Employer Engagement & LSIP ERB)
 - The Department for Culture, Media & Sport (DCMS)
 - The CIPD Regional & National Team
 - The National LEP Network
 - Greater Lincolnshire LEP



- York & North Yorkshire LEP
- The Careers & Enterprise Company
- BAE Systems
- Harbour Energy
- Humber Outreach Programme