

## Hull & East Yorkshire Local Enterprise Partnership

### Employment and Skills Board

Draft Minutes of the Board meeting held on Monday 11<sup>th</sup> December 2023, 9.30 am – 12 via MS Teams.

#### Attendance

##### Board Members

Jane Adamson (JAd) (Chair)  
 James Hardstaff (JHa)  
 Liz Hutchinson (LHu)  
 Sharon Gamble (SGa)  
 Rod Chambers (RCh)  
 Pat Coyle (PCo)  
 Bill Meredith (BMe)  
 Michelle Peacock (MPe)  
 David Gent (DGe)  
 Mark Burley (MBu)  
 Iain Elliott (IEI)  
 Laura Botham (LBo)  
 Richard Stockton (RSt)  
 Richard Sellick (RSe)  
 Becki Hamnett (BHa)  
 Jayne Wilcock (JWi)

##### Observers

None.

##### Guests

None.

##### Secretariat

Teresa Chalmers (TCh)  
 Chris Howell (CHo)  
 Gill Dillon (GDl)  
 Fiona Headridge (FHe)

1.	<p><b>Welcome &amp; Introductions</b></p> <p>JAd welcomed Board Members.</p>
2.	<p><b>Apologies</b></p> <p>Apologies had been received from Andy Crossland (ACr); Claire Watts (CWa); Alex Codd (ACo); Nikki Davies (NDa); Catherine Bishop (CBI); Sarah Bone (SBo); Sue Balthazaar (SBa) and Hannah Crookes (HCr).</p>
3.	<p><b>Declarations of Interest</b></p> <p>All members were asked to declare an interest in any arising items.</p> <ul style="list-style-type: none"> <li>JAd declared an interest on agenda item 14, specifically details relating to the Inclusive Careers project.</li> </ul>
4.	<p><b>Minutes of the previous meeting and matters arising</b></p> <p>The minutes were agreed as a true and accurate record.</p>

5.	<p><b>HEY Devolution announcement</b></p> <p>TCh gave an update on the proposed HEY devolution deal: <a href="https://www.gov.uk/government/news/hull-and-east-yorkshire-devolution-deal">Hull and East Yorkshire devolution deal - GOV.UK (www.gov.uk)</a></p> <p>Currently the Deal is still at proposal stage and was signed by both Hull and East Riding local authority leaders on 22<sup>nd</sup> November 2023, the proposals are for Level 3 devolution, which is a Mayoral Combined Authority. Level 3 means additional powers, influence and more financial resources for the HEY region amounting to approximately £400m over 30 years. This includes £5m for capital investments plus £2m for capacity funding (used to support the setting up of the mayoral office). Mayoral elections take place May 2025.</p> <p>The proposal includes enabling a healthier community, raising skills levels, reducing levels of unemployment and raising productivity.</p> <p>This proposal then will go out to public consultation. Hull &amp; East Riding local authorities are both launching their respective consultations after Christmas 2023. Residents can respond both in a personal and professional capacity. The private sector is fully supportive and committed to further devolution, building on the first Deal to go further, as has happened in other MCAs, such as Manchester.</p> <p>LEP integration discussions are ongoing with the local authorities and LEP Chair. Details of which will be shared once confirmed, in the new year.</p>
6.	<p><b>Delivering a green recovery through skills development</b></p> <p>CHo introduced the third board “deep dive” session, the subject of which was the “Delivering a Green Recovery through skills development” priority. In doing CHo also reminded the Board of the recommendations included in the recently commissioned “Green Jobs and Skills Analysis Report”.</p> <p>FHe updated on the work being done in this space by the Careers Hub including parental engagement events on net zero which upskill parents and increase their knowledge on career pathways so that they can help influence young people’s decisions. Labour Market Information has also been provided to schools and CPD sessions have been delivered through the HEY LEP Career Aspirations Group. The HEY Careers hub has been asked by the Careers &amp; Enterprise Company to pilot net zero work experience. This is being done with support from BAE Systems and HETA and includes an element of reinventing work experience so that it is sector focussed and employer led.</p> <p>BMe gave details of the work done under the now complete DfE Strategic Development Fund (SDF) and currently live DfE Local Skills Improvement Fund (LSIF). SDF has delivered projects on precision agriculture and robotics, leading to smarter farming and efficiencies. It has also funded work on helping SMEs understand the opportunities afforded by renewables, wind, solar and anaerobic digestion technologies and how this</p>

might help them to generate their own energy. The LSIF programme is double stranded and covers:

- 1) Agritech and agri skills which focuses on agriculture and regenerative farming practices which are more sustainable and efficient and;
- 2) Digital, incorporating virtual reality in teaching and learning and use of the metaverse.

Biodiversity net gain in capital developments starting January 2024 present an opportunity for this sector also.

RCh outlined the input the Chamber is receiving to the LSIP from employers, industry bodies and providers through sector focus groups. Employer feedback is focussed on what the industry might look like in the future and how this is reflected in local provider curriculum. LSIP input suggests that “green” and “digital” sectors are essential and that there is opportunity to do more to promote the region’s strengths in these sectors. Digital continues to be recognised as a key sector that underpins innovation, productivity and efficiency in other sectors. Employers were also keen to do more work on social media to encourage young people in these industries.

MBu discussed opportunities to work with schools on joint digital, educational and environmental projects and the possibility to link careers information to such projects.

TCh noted the number of actors in this space and the opportunity for the Skills Hub to draw this together. Examples include the Humber Energy Board and Humber Freeport both of which the HEY LEP’s Employment & Skills team are supporting. The HEY LEP is also part of the North East and Yorkshire Net Zero Hub which focusses on domestic net zero. There is also the HEY “Oh Yes Net Zero” initiative which has a skills group, chaired by TCh.

**ACTION: CH/TC to create a high level summary visual map of the stakeholders involved with the net zero agenda.**

RSe explained how the HEY LEP Apprenticeship & Technical Education group is addressing this theme. The group has recently completed a mapping exercise of higher technical qualifications (HTQs) to help employers and providers gain a more complete picture of the local curriculum offer and pathways to higher education. In addition, the Institute for Apprenticeships and Technical Education have attended recent meetings helping stakeholders understand their new occupational mapping service which shows how T-Levels, apprenticeships and HTQ’s interlink and which qualifications local providers are offering.

BHa explained how the University of Hull had used the HEY LEP’s Green Jobs and Skills Analysis Report to map the University’s offer and is using this to consider further curriculum development. BHa offered to share the findings of her mapping with the Board at a future meeting.

	<p>IEI explained that a proportion of HETAs learners progress to Sheffield Hallam to pursue part-time degrees to obtain higher level skills and suggested that it would be helpful if the University of Hull were able to offer the same provision.</p> <p><b>ACTION: BHa to share mapping referred to and feedback the request for part-time degrees to the UoH.</b></p> <p>SGa reminded the Board of the increasing number of young people who are NEET and suggested having a sustainability project targeted at these young people.</p> <p><b>ACTION: CH to speak to SGa to discuss a potential project.</b></p>
7.	<p><b>CEC report - New insight on how employer outreach into education is closing skills gaps</b></p> <p>JHa presented a recent Careers &amp; Enterprise Company initiative launched in November. The CEC has put together an online tool with a series of themes helping employers self-assess and improve their education and careers outreach. It is free and available to any company. The tool produces a report and allows the user to compare their performance against similar employers, regions and sectors and provides recommendations for improvement where identified.</p> <p>The tool identifies benefits to effective outreach including increased applications (including for apprenticeships) from young people and reduced recruitment costs for employers. Other identified benefits include closing skills gaps, improving workforce diversity and the development of new talent pipelines. These benefits are more pronounced for CEC Cornerstone Employers.</p> <p>In addition to employer benefits, outreach is improving outcomes for young people with CEC data showing young people reporting more careers encounters, experiences of the workplace and awareness of apprenticeships. The tool also helps employers understand how they can improve their outreach to support disadvantaged young people.</p> <p>Findings from the tool highlights clearly the importance of engaging parents with careers with statistics showing better outcomes for employers who include parents in their outreach work.</p> <p>The full report can be accessed <a href="#">here</a>.</p> <p><b>ACTION: TCh suggested the report findings be shared with the HEY LEP Business Support Board.</b></p>
8.	<b>COMFORT BREAK</b>

**9. Spotlight on Economic Inactivity**

GDi and LHu presented recent data on economic inactivity which included updated information from the Autumn Budget.

Long-term sickness and inactivity is, and always has been a significant issue where productivity and local economic fortunes are concerned.

Hull currently has 24.6% of the working age population economically inactive with East Riding showing 20.2% compared to 23.0% for Yorkshire and the Humber and 21.4% for Great Britain.

Reasons for economic inactivity varies across local authorities with the most notable change being the number who are long-term sick is now higher in the East Riding than in Hull. Also, there is a greater number of people in the East Riding who are economically inactive who do not want a job.

The total number of people across both Hull and East Riding who are economically inactive who want to return to the labour market totals 24,000 so there is still significant demand for employment support activity.

The number of people in the East Riding long-term sick has increased significantly from 24.8% in 2020 to 37.4% in 2023 (largely male). Conversely, the number of people in Hull long-term sick has decreased from 35.4% to 31.7% over the same period (largely female). The largest contributor to this being musculoskeletal reasons.

JAd noted that NHS waiting lists may have an influence on these statistics.

The WorkWell programme has been developed in response to the national increase in long-term sickness which has increased by 442,000 since the start of the pandemic.

LHu outlined 2023 Spring Budget announcements including support for musculoskeletal, mental health, cardiovascular disease, universal support and the WorkWell partnership.

DGe reminded the Board of the inequality within the statistics and how some members of society are more prone to experience ill health. DGe requested that the Board consider the role of the VCS in supporting public and private sectors manage these issues.

LBo suggested that more work could be done with employers around flexible working to create more opportunity for people to engage in the labour market.

MBu suggested making links with the Big Issue locally to explore potential support activity for those affected by homelessness.

10.	<p><b>Springboard celebration</b></p> <p>Item deferred to next meeting.</p>
11.	<p><b>HEY Local Skills Improvement Plan</b></p> <p>RCh gave an update on the work of the LSIP.</p> <p>The current focus is on pulling together focus groups involving employers, providers and industry bodies. Sectors covered include manufacturing, engineering construction, health &amp; social care, construction and agriculture.</p> <p>The Chamber have been lobbying the DfE to include other priority sectors e.g. logistics.</p> <p>There are also common themes that are not sector related for example recruiting sector professionals to education providers, employability skills and careers.</p> <p>Careers and IAG discussions are being had with the HEY Careers Hub.</p> <p>Gaps around technical education are also being investigated.</p> <p>Groups will meet every two months.</p> <p>Employers are citing COVID as still impacting on recruitment and confidence and resilience of young people.</p> <p>Employers are reporting a lack of knowledge about availability of funding and business support.</p> <p>Employer input will be distilled into a report to be presented to the LSIP Board at its next meeting in January.</p>
12.	<p><b>Employment &amp; Skills Manager's Report inc. working group updates</b></p> <p>CHo presented the Employment &amp; Skills Managers report highlighting the work being done on the joint HEY LEP / LSIP Skills Network focussing on employability skills.</p> <p>The Inclusive Careers project is progressing well. The Project Lead is now in place and schools have started to be onboarded.</p> <p>The LEP has received confirmation that the joint proposal with the CIPD and Behavioural Insights Team to the government's Innovation Fund to support SMEs with recruitment, retention and workforce health &amp; wellbeing has been approved. The LEP awaits receipt of the contract offer.</p> <p>TCh updated on the joint HEY LEP &amp; CIPD symposium. The team are working with the CIPD to organise a symposium on how growing the talent pool and recruiting a more</p>

	<p>diverse workforce can assist in meeting business needs and maximise productivity. The event will take place on Thursday 29<sup>th</sup> February at the Mercure Hotel, Willerby, starting at 8:30am.</p> <p>CHo updated the Board on a recent meeting with researchers from the University of Leeds looking into warehousing and the impact of digitisation on the workforce. Currently the research team are focussing their efforts in South and West Yorkshire. CHo has offered the Employment &amp; Skills teams' support to expand this to cover Hull &amp; East Yorkshire given the importance of the logistics sector to the region.</p> <p>CHo introduced the Employment &amp; Skills Manager's Report addendum paper which requested Employment &amp; Skills Board approval for £10k of the Inclusive Careers project funding to be returned to the Humber and North Yorkshire Integrated Care Board (H&amp;NYICB) to meet the cost of a digital work experience management platform. This will be procured and used by the ICB to support increasing work experience capacity across the ICB.</p> <p><b>BOARD DECISION: The Board gave its approval for the voluntary return of £10k from the Inclusive Careers project funding to the H&amp;NYICB</b></p> <p><b>ACTION: CH to arrange for the transfer of £10k to the H&amp;NYICB</b></p>
13.	<p><b>Horizon Scanning</b></p> <p>CHo gave an overview of key horizon scanning policy publications covering a proposed new skills classification system, changes to the further education funding and accountability system, items relating to health and wellbeing and supporting people back to work, LSIP implementation and review guidance, statistics on NEET young people's perceptions of the labour market and their future opportunities and the impact of artificial intelligence on UK jobs and training artificial intelligence.</p>
14.	<p><b>Forward Plan</b></p> <p>Board members were asked to nominate items for the forward plan.</p>
15.	<p><b>Any other business</b></p> <p>There were no items of AOB.</p>
16.	<p><b>Date and time of next meeting</b></p> <p>The next meeting will take place on Monday 26th February from 9:30am – 12 noon to be held at Rollits.</p>
17.	<p><b>Close</b></p>

<b>Items for Information</b>	
	Glossary of Terms

**Date of next meeting:**

Monday 26<sup>th</sup> February from 9:30 am to 12 noon to be held at Rollits.

Signed:

Jayne Adamson  
Chair