

Hull and East Yorkshire LEP Employment & Skills Board  
Monday 14<sup>th</sup> August 2023  
Paper A - Employment & Skills Manager's Report  
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## **1. Summary**

- 1.1. This paper summarises the progress made by the HEY LEP Employment & Skills team since the last meeting of the Employment & Skills Board on 26<sup>th</sup> June.

## **2. Recommendations**

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

## **3. Report**

### **3.1. The HEY LEP Skills Network**

- 3.1.1. The next HEY LEP Skills Network is planned for Tuesday 3<sup>rd</sup> October. Speakers will include the Association of Colleges who will speak on the subject of recent and planned changes to technical education. Other topics will include artificial intelligence, updates on the LEPs recent research into digital skills and the Institute for Apprenticeships & Technical Education's occupational maps.

### **3.2. The HEY LEP Career Aspirations Group**

- 3.2.1. The group held its third CPD event for careers advisers and employability professionals on July 4<sup>th</sup>. The event theme was transport and logistics and was delivered in partnership with the Chartered Institute of Logistics and Transport, Wincanton, Kuehne + Nagel and the Institute for Apprenticeships and Technical Education. The Employment & Skills team continues to receive positive feedback from delegates the events.
- 3.2.2. The group is planning future events which will cover the themes of digital, renewable energy and manufacturing.
- 3.2.3. The panel continues to oversee the Quality in Careers Standard and hold meetings for those schools and colleges having been assessed.
- 3.2.4. Initial conversations have been held with the Hull & Humber Chamber of Commerce about how the group can support the delivery of the LSIP.

### **3.3. The HEY LEP Apprenticeship & Technical Education Group**

- 3.3.1. The group met on Monday 31<sup>st</sup> July. The group heard from the Institute for Apprenticeships and Technical Education who presented their web-based Occupational Mapping tool and the HEY Careers Hub on provider access legislation in schools.
- 3.3.2. The group also reviewed its action plan which will be further reviewed and developed against the context of the findings from the recently completed LEP commissioned research into apprenticeships.
- 3.3.3. Initial conversations have been held with the Hull & Humber Chamber of Commerce about how the group can support the delivery of the LSIP.

### **3.4. The HEY LEP Talent Forum**

- 3.4.1. The group met on Wednesday 18<sup>th</sup> April. Presentations were given by Rollits LLP on recruitment, retention and employee engagement in a hybrid working environment, employment law considerations for hybrid working and by the Ministry of Justice on the employment of ex-offenders.

### **3.5. The Humber Local Digital Skills Partnership (LDSP)**

- 3.5.1. The LDSP continues to deliver the outcomes specified in the Memorandum of Understanding with the Department for Science Innovation and Technology).
- 3.5.2. The main focus of the Partnership remains on the competition of the HEY Strategic Development Fund 2 supported products:
  - Digital framework - Industry 4.0
  - Digital Prospectus
- 3.5.3. Initial conversations have been held with the Hull & Humber Chamber of Commerce about how the LDSP can support the delivery of the LSIP.

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

- 3.6.1. The Employment and Skills team continue to manage the remaining commissioned SAP research with all remaining activity reaching a conclusion. The following progress has been made since the last meeting of the Employment & Skills Board:
  - The “Digital Skills Analysis” is now complete and is available on the HEY LEP website here: [HEY State of the Economy Update - March 2023 \(heylep.com\)](https://www.heylep.com) The Employment & Skills Team will

be delivering a webinar on the findings (date to be confirmed) which Board members are invited to join.

- The Employment & Skills Team has been working with the TEC Partnership in its capacity as the programme management organisation for the Hull & East Yorkshire Strategic Development Fund 2 (SDF2) to commission an update of the HEY LEP Green Jobs and Skills Analysis, a refresh of the 2021 report and the inclusion of SDF2 requirements. The Employment & Skills team is in receipt of a final draft version of the report.

### **3.7 The Careers & Enterprise Company (CEC) and the HEY Careers Hub**

- 3.7.1. By the end of the academic year, each of the fifty eligible schools in the HEY region were engaged within the Careers Hub. This is in line with national Department for Education expectations for every school and college to be part of a Careers Hub by 2024.
- 3.7.2. The Cornerstone Employer group has gone from strength to strength in the year and is now incredibly active and engaged. In the summer term, the group delivered, amongst other things, two teacher workplace experiences, these were well received and provided learnings for the group to consider. They will now plan a year of activity together and hope to engage more businesses in activity.
- 3.7.3. The Grant Offer Letter for the academic year 2023/24 has been received and accepted. This is based on supporting all schools and colleges in the region. Local partnership contributions have been found for this academic year to ensure delivery.
- 3.7.4. There are five priorities that every Hub is expected to deliver outputs against in the forthcoming year, these are:
  - Improve careers provision
  - Drive more high-quality employer experiences
  - Amplify vocational routes
  - Focus on disadvantaged
  - Connect careers provision to local economies.
- 3.7.5. The funding for the forthcoming year is much more prescriptive in terms of it must be spent against the five priorities above in line with DfE expectations. This does allow for a more targeted approach and outcomes.
- 3.7.6. A third Enterprise Coordinator has been recruited to the Team to ensure capacity to deliver the project. Rachel Simpson started in role in July. This brings the team to full capacity.

- 3.7.7 The Careers Hub is working towards launching a targeted careers activity around careers in Health and Care funded by the Integrated Health and Care Board. Recruitment is underway for a team to deliver activity and the programme is being developed for launch in September.

### **3.8 The Quality in Careers Standard**

- 3.8.1 Schools and colleges continue to work towards the Quality in Careers Standard. Schools and colleges are now self-funding these assessments.
- 3.8.2 The HEY LEP remains the only LEP in the country that has accrediting awarding authority for the Standard.
- 3.8.3 The next assessment due is for Bridlington School and a few more continue to work towards an assessment.

### **3.9 Workforce Development**

- 3.9.1 The WDBA has recently began work supporting the Paull Boatyard and Marine Services Ltd. This is in relation acting on the company's behalf in exploring the company's interest in sourcing a L2 training apprenticeship provider in the north to deliver the (Marine and Boatyard Operative) Level 2 qualification. Currently there is no provision of this type currently being delivered anywhere in the north. At present this qualification is only offered in the south of the country and requires northern business to release their apprentices in blocks to undertake learning which many smaller marine companies are unable to sustain.

In addition, there is no L3 progression pathway for the (Marine and Boatyard Operative) occupational standard. Paull Boatyard & Marine Services Ltd are connected to a wider network cluster of similar business that are experiencing issues when needing to train new and/or existing staff within the marine and boatbuilding industry. The WDBA discussed the potential of utilising the network cluster to explore the potential for setting up a new occupational standard for a Level 3 progression qualification for the marine and boatyard industry through setting up a new industry occupational trailblazer group with the wider marine/boatyard network cluster group.

- 3.9.2 Despite continued promotional activity, difficulties prevail with the LEP being able to support the transfer of £25k of unspent levy funding donated from Groupe Atlantic a local levy paying employer. This was raised with the Apprenticeship and Technical Education Working Group on Monday 31st July with providers and employers to ascertain from their perspective whether there is still a need/appetite for levy

transfer. Feedback from the group was that many providers have not been able to fully utilise the levy transfer fund. This is because of the apprenticeship dropout rate, thereby impacting on the successful reinvestment of levy transfer funds. The WDBA will continue to promote the availability of levy transfer funds.

- 3.9.3 As a result of the successful ‘Apprenticeships, Traineeships and Internship an ‘A to Z’ guide event as part of Humber Business Week 2023, the HEY Growth Hub and Employment & Skills Teams are planning a second event. This will continue to raise awareness of the different types of employment and work-based initiatives that owners, leaders and managers of small businesses across all sectors, who had little or no knowledge of apprenticeships and other workforce development options, can benefit from. Once again, it is hoped that this will be again co-delivered in partnership.

### **3.10 Equality & Diversity**

- 3.10.1 The HEY LEP continues to develop the LEP’s approach to equality, diversity and inclusion and is meeting with LEP Equality & Diversity Champion, Catherine Bishop on 15<sup>th</sup> August to progress.

### **3.11 Stakeholder collaboration, support and partnership working**

- 3.11.1 The HEY LEP Employment & Skills Manager continues to be an active member of the HEY Strategic Development Fund 2 (SDF2) group and participated as a guest speaker at the SDF Showcase Event held on 18<sup>th</sup> May.
- 3.11.2 The HEY LEP Employment & Skills Manager continues to contribute to the development of the HEY LSIP through involvement in the LSIP Board.
- 3.11.3 The Employment & Skills team have held initial discussions with the CIPD about partnering with them on a national pilot project which would bring expert HR support to local SMEs around health and wellbeing in conjunction with the Growth Hub. An expression of interest has been submitted to government and a response is awaited.
- 3.11.4 The team are also beginning work with the CIPD on a proposed autumn conference which will support recruitment diversity, engaging HR professionals and employers to consider the wider talent pool.

### **3.12 NHS Integrated Care System – Inclusive Careers Partnership**

- 3.12.1 The Employment & Skills team has made good progress securing relevant LEP and Accountable Body approvals for the recruitment of essential project staff.

3.12.2 Project management resource has been created within the Careers Hub team and a Project Lead role is currently in recruitment.

3.12.3 The project will begin once the Project Lead post is filled. This is expected to be late September/early October.

### **3.13 Wider stakeholder engagement for the reporting period**

3.13.1. 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:

- Barclays Digital Eagles
- CIPD Regional & National Team
- Careers & Enterprise Company
- Department for Science, Innovation and Technology (DSIT)
- Department for Education (DfE)
- Digital Poverty Alliance
- East Riding SEND Employment Forum
- HEY LSIP Board
- Hull Post-16 Education Partnership
- Hull and East Yorkshire Apprenticeship & Technical Education Working sub-group
- Hull and East Yorkshire SEND Employment Working Group
- Hull & East Yorkshire Strategic Development Fund 2 Board
- Humber and North Yorkshire Integrated Care Board
- Humber Principals Group
- Institute for Apprenticeships and Technical Education (IfATE)
- National Education Training Service (NETS)
- National LEP Network
- Youth Futures Steering Group
- Yorkshire and Humber Apprenticeship Ambassador Network