

Hull and East Yorkshire LEP Employment & Skills Board
Monday 24th April 2023
Paper A - 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 on 27th February 2023.

2. Recommendations

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

3. Report

3.1. The HEY LEP Skills Network

3.1.1. The next HEY LEP Skills Network is scheduled for 23rd May 2023. The event will feed back on the Digital Skills consultation and the Apprenticeship research project and will share the details of completed SAP funded projects including the updated core indicator set, State of the Economy and Employer Skills Survey.

3.2. The HEY LEP Career Aspirations Group

3.2.1. The group is engaging with colleagues in the NHS Integrated Care System around holding a professional development event on 25 April similar to the Professional services event held in February. The event will highlight roles in health and care at varying levels and the careers pathways that exist into and through the roles.

3.2.2. The group would also like to hold a similar event for logistics and transport before the end of this academic year.

3.3. The HEY LEP Apprenticeship & Technical Education Group

3.3.1. The next meeting of the Apprenticeship & Technical Education Group is scheduled for 11th May.

3.4. The HEY LEP Talent Forum

3.4.1. The next meeting is scheduled for Wednesday 18th April. The agenda will focus on recruitment, retention and employee engagement in a hybrid working environment, employment law considerations for hybrid working and employment of ex-offenders.

3.5. The Humber Local Digital Skills Partnership

- 3.5.1. The Employment & Skills team has been focussing on the commissioning of two key pieces of work to advance the LDSP.
- 3.5.2. Working closely with the HEY Strategic Development Fund Board which has ringfenced revenue funding to support the development of LMI for the purposes of strategic skills planning, the Employment & Skills team has commissioned the following:
- A “Digital framework - Industry 4.0” to provide the Humber region with a definitive and clear strategy for the advancement of the digital economy. The final product will cover all aspects of the digital economy including skills, infrastructure, connectivity, access to finance etc. It will also acknowledge the role of digital technology in business transformation and supporting carbon reduction and net-zero.
 - A Digital Prospectus and curriculum planning intelligence project will provide two key outcomes:
 - A document (the digital prospectus) designed for public consumption by employers and residents detailing all publicly funded local digital education, learning and skills provision and;
 - Comprehensive details of this provision to be used by publicly funded education, learning and skills providers to help them identify gaps and opportunities in existing FE, HE, Adult Education and Community Learning.
 - These outcomes will help the SDF partners and the LDSP promote digital skills and also improve the local provision offer.

3.6. Skills Advisory Panel Funding 2022-23

- 3.6.1. The Employment and Skills team continue to manage the programme of commissioned DfE Skills Advisory Panel funded research previously reported. The following progress has been made since the last meeting of the HEY LEP Board:
- The Employer Skills Survey which aims to gather greater insight into in-demand skills (working in partnership with the Chamber of Commerce in to support the development of the LSIP) is now complete, the details of which will be shared with Board at this meeting.
 - State of the Economy Report – an updated economic impact analysis (originally post-COVID research). This report is complete and will also be shared with the Board at this meeting.

- Adult Education Budget research informing future plans for devolved skills funding. The initial piece of work has been completed and will be shared with the Humber Principals Group prior to being finalised and shared with the Employment & Skills Board. This research is the first of several phases which will be required for the successful transition of AEB programme management.
- Apprenticeship and Technical Education research: work is nearing completion and a draft report is due to be submitted to the Employment & Skills Team shortly.
- An update of the “Digital Skills Analysis” report which formed the basis for setting up the original Humber Local Digital Skills Partnership is underway and on schedule to be completed by April 2023.
- Employment & Skills Strategy Summary – the draft summary strategy is in final draft form and will be shared with the Employment & Skills Board at the next meeting in June.

3.6.2. In addition to the above, the Employment & Skills Team is working with the TEC Partnership in its capacity as the programme management organisation for the Hull & East Yorkshire (SDF2) to commission support for the following:

- An update of the HEY LEP Green Jobs and Skills Analysis – a refresh of the 2021 report and the inclusion of SDF2 requirements. This has been commissioned and the final report due by the end of June.
- The creation of a Digital Prospectus to aid curriculum planning intelligence. This work will include the production of a prospectus listing all local publicly funded digital skills provision in a document that can be accessed easily by employers and used by local education, learning and skills providers to promote their capacity and capabilities. The information gathered will also be used to inform providers curriculum planning activity, identifying gaps and opportunities for development. This is also due to be produced by the end of June.

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

3.7.1. Forty nine of the fifty schools in the Hull and East Riding area are now part of the Careers Hub with conversations ongoing with the last school. This progress is in line with national expectations for every school and college to be part of a Careers Hub by 2024.

- 3.7.2. The Cornerstone Employer group continues to meet and remains committed to supporting the missions of the Careers Hub. Two new local employers, Swift and the William Jackson Food Group have both now committed to the group and are very keen to engage. The group recently made a commitment to support teacher workplace experiences and this is going to be piloted in the summer term on a small scale.
- 3.7.3. The Grant Offer Letter for the academic year 2023/24 has not been received but there has been a letter of comfort issued explaining that funding has been allocated however there are ongoing conversations around specific amounts and KPIs. The Grant Offer Letter is expected by the end of April.
- 3.7.4 The CEC have indicated there will be five priorities that all Careers Hubs will be expected to address in the next academic year, they are:
- Improve careers provision
 - Drive more high quality employer experiences
 - Amplify vocational routes
 - Focus on disadvantaged
 - Connect careers provision to local economies

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 panel met in March and successfully awarded the Standard to Withernsea High School and Frederick Gough School.
- 3.8.4 All schools in the Careers Hub have been made aware of the Standard and the process at the most recent Careers Hub meeting.

3.9 Workforce Development

- 3.9.1 The Workforce Development Business Advisor (WDBA) continues to engage with SMEs and training providers throughout the Hull and East Yorkshire region and presented the annual progress report to the last Employment & Skills Board.
- 3.9.2 The WDBA is currently seeking to reallocate £25k unspent levy funding from a local levy paying employer. This funding has originally been earmarked but has become available again due to the company intended to receive the unspent levy funding going into liquidation.

3.10 Equality & Diversity

- 3.10.1 The Employment & Skills Manager continues to develop the LEP's approach to equality, diversity and inclusion with internal colleagues and Employment & Skills Board member and LEP Equality & Diversity Champion, Catherine Bishop.

3.11 Provider Curriculum Planning Support

- 3.11.1 The offer of support remains 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.

3.12 NHS Integrated Care System – Inclusive Careers Partnership

- 3.12.1 The Employment & Skills Team have entered into a partnership with the Humber and North Yorkshire Integrated Care Board to deliver an “Inclusive Careers” project.
- 3.12.2 The project will develop a scheme of innovative pilot projects focussed on increasing the number of young people entering the health and social care workforce. The pilot projects will be developed with the involvement of the Greater Lincolnshire and York and North Yorkshire LEPs and other stakeholders with an interest in careers.
- 3.12.3 The initial proposal, which will be further refined with the stakeholders listed above includes dedicated health and care careers advice, work experience, enhanced careers information for people of all ages and also careers support for people experiencing barriers to employment such as those with special educational needs and disabilities.

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:

- CIPD Regional & National Team
- Careers & Enterprise Company
- Department for Science, Innovation and Technology (DSIT) (previously the Department for Culture, Media & Sport (DCMS))
- Department for Education (DfE)
- East Riding Supported Internships team
- HEY LSIP Board
- Hull Post-16 Education Partnership

- Hull & East Yorkshire Strategic Development Fund 2 Board
- Humber Offshore Wind Cluster Network
- Humber Principals Group
- Hull & Humber Chamber of Commerce (SDF Employer Engagement & LSIP ERB)
- Humber Industrial Cluster Plan Team
- Lloyds Bank (digital and social inclusion)
- National LEP Network
- Humber and North Yorkshire Integrated Care Board
- Youth Futures Steering Group