

Hull and East Yorkshire LEP Employment & Skills Board

Monday 26th February 2024

Paper A – HEY LEP Employment & Skills function transition and governance

Chris Howell, Employment & Skills Manager

1. Summary

- 1.1. This paper summarises the activity of the HEY LEP Employment & Skills team since the last Employment & Skills Board meeting on 11th December 2023.
- 1.2. It also provides a position statement on key aspects of the Employment & Skills team's work and seeks the Boards endorsement of how these are to be progressed following the LEP closure on 31st March 2024.
- 1.3. The future governance arrangements of the HEY Careers Hub are considered separately in Paper B.
- 1.4. Future activity relating to the proposed development of a HEY Employability Skills Framework is considered separately in Paper D.

2. Recommendations

- 2.1. The Board endorses the following recommendations relating to continued activity and governance arrangements:

Recommendation 1: The HEY LEP Employment and Skills team continues to lead on the work of the Employment & Skills Board working groups (Skills Network; Career Aspirations; Apprenticeship & Technical Education; Talent Forum and Digital Skills Partnership) until the establishment of a Combined Authority (subject to the outcome of the public consultation) at which point the arrangement will be reviewed. Decisions on future activity beyond this point will be taken by the new Combined Authority Employment & Skills Board.

Recommendation 2: The HEY LEP Employment and Skills team continues the stakeholder consultation exercise on the evolution of the Digital Skills Partnership and that this focusses on ensuring details of partners' existing work is captured, opportunities for added value are identified and the proposals for a refreshed Terms of Reference is aligned with central government policy to ensure future opportunities can be maximised.

Recommendation 3: Responsibility and management of existing Employment & Skills related contracts are retained within the Employment & Skills team in line with the continuation of the Employment and Skills (Strategic Skills Hub) function under the auspices of the Accountable Body (Hull City Council). Specifically, these contracts include:

- HEY Careers Hub contract delivery on behalf of the Careers & Enterprise Company
- Inclusive Careers project delivery on behalf of the Humber and North Yorkshire Health & Care Partnership
- Labour Market Participation Trials on behalf of the Behavioural Insights Team in partnership with the CIPD *[to be confirmed]*.

Recommendation 5: Responsibility for the ongoing management, maintenance and use of licenced products financed by the HEY LEP Employment & Skills team to remain with the HEY LEP Employment & Skills team until the establishment of a Combined Authority (subject to the outcome of the public consultation) at which point the arrangement will be reviewed. These products are:

- Website hosting, maintenance and licencing for the HEY Workforce website
- EMSI / Lightcast (Labour Market Intelligence tool)

Recommendation 6: The Employment & Skills Board notes the decision relating to funding made by the HEY LEP Board at its meeting in January 2024 in which it agreed to support the use of Humber reserves for the Business Day and place-based work. This incorporates the ringfencing of Employment & Skills related reserve funding for the purposes it was originally assigned.

(LEP Board paper attached at appendix 1. Minutes of the meeting attached at appendix 2.)

Recommendation 7: The Employment & Skills team continue conversations with The Quality in Careers Standard about the options of relicensing as a Combined Authority and explore a new delivery method.

Recommendation 8: The Employment & Skills Board notes the HEY LEP Board recommendation that the work done by the HEY LEP team on Equality & Diversity is continued and used as the basis for EDI in the Combined Authority (subject to the outcome of the public consultation).

3. Report

3.1. The HEY LEP Skills Network

- 3.1.1. The most recent HEY LEP Skills Network was held on Friday 26th January. This joint HEY LEP and HEY LSIP event focussed on Employability Skills, the outcomes of which are detailed in Paper D of this meeting agenda.

3.2. The HEY LEP Career Aspirations Group

- 3.2.1. The group continues to develop and deliver a series of CPD sessions to upskill Careers Advisers from across the region in key priority sectors. Working with partners such as the National Careers Service and employers, quarterly events continue to be delivered. The next event will focus on the Creative and digital sector and be held on 7 March 2024.
- 3.2.2. The group continues to look at a refresh of the HEY LEP Employability Skills Passport Framework. Focus groups have evidenced there is appetite for this to help promote skills development. The group held a joint event with the LSIP recently and the next meeting of the CAG group will look at how this is taken forward. Further details of this are provided in Paper D of this meeting agenda.

3.3. The HEY LEP Apprenticeship & Technical Education Group

- 3.3.1 The last A&TE Working Group meeting took place on Monday 22nd January.
- 3.3.2 Iain Elliott, Chief Executive of HETA was appointed as the new Chair of the group.
- 3.3.3 The meeting focus was on the development of a collaborative action plan centred around the HEY LEP commissioned research into apprenticeships which identified the following six key issues:
- Female participation in HEY which is behind both regional and national levels.
 - The continued lack of learner and employer knowledge about technical education.
 - Disadvantaged learners are less well supported by the current learning environment.
 - Information gaps between learners, schools, training providers and employers. Apprenticeships in the region are focussed on Intermediate level courses.
 - The funding available for apprenticeships and technical education is not fully understood by all local employers.

3.3.4 To support the delivery of outcomes for each of these themes the following group actions will be taken forward:

- Case Study Development - Collaboration between providers to collate case studies of learners progressing into Apprenticeship and T-Levels and the impact they have had personally including the steps they took to secure the opportunities, with view to building a young apprenticeship ambassador network. These case studies will be used to market and promote T-Levels to prospective students and their parents & carers.
- Gap analysis at HE level - An initial mapping exercise has been completed and the group will explore this issue further to gain a complete understanding of the gaps in HE apprenticeships.

3.3.5 The group also discussed the possibility of a collaborative, targeted approach to contacting levy local paying businesses from the FAME database. This would enable partners and stakeholders to gain maximum benefit when engaging with employers and maximise the potential for reinvestment of local unspent levy funds. The LEP is collating feedback from providers and will agree a way forward at the next meeting.

3.4 The HEY LEP Talent Forum

3.4.1 The HEY LEP Talent Forum met on Wednesday 7th February 2024. The agenda focussed on the following topics:

- Workplace Culture In Practice - how do we grow a positive and engaging work-place culture when working remotely, hybrid and in the office
- HR Talent Acquisition and the Local Labour Market Partners' experience of the local labour market
- Environmental, Social and Governance (ESG) – How are local employers addressing climate change, sustainability, biodiversity, energy efficiency, waste reduction and compliance with ethical standards

3.4.2 This was followed by a HEY LEP Employment & Skills Team update. Fiona Headridge delivered a presentation on what it means to be an Enterprise Adviser (EA) as part of a recruitment campaign.

3.4.3 The HEY LEP Workforce Development Business Adviser then provided an overview of the role and discussed the importance and benefits of levy transfer for SMEs. This included a presentation of two case studies detailing how the HEY LEP have successfully facilitated levy transfer with local businesses along with levy reinvestment.

- 3.4.4 The meeting concluded with Employment and Skills Manager, updating members on the ongoing HEY devolution and consultation process and provided overview of the planned developments linked to the closure of the LEP on 31st March 2024.

3.5 Devolution summary

- 3.5.1 The Hull and East Riding Devolution Deal proposal was officially signed by both local authority leaders, Cllr Mike Ross and Cllr Anne Handley on Monday 27th November 2023.
- 3.5.2 The Deal proposal describes the access to funding for the region and also includes several key messages on ambitions including;
- ‘Capitalising on Hull and East Yorkshire’s existing assets, including world leading digital infrastructure
 - Raising skills levels so that people can access more economic opportunities, and in turn reduce local levels of under-employment and narrow the local productivity gap
 - Supporting innovation and business growth in Hull and East Yorkshire’s key sectors to enhance their competitiveness and increase productivity across the economy’
- 3.5.3 Public consultation on the Deal proposal opened in January, inviting residents and the private sector to comment on the content of the document. This response will then be used to assess support prior to LA Cabinet meetings. If the response is positive the LAs will then agree next steps with government.
- 3.5.4 If the Deal progresses, there will be local Mayoral elections in May 2025.
- 3.5.5 The Deal proposal also includes reference to the resources made available to set up the Mayoral Office and help develop the approach.
- 3.5.6 The Deal can be found here: [Hull and East Yorkshire devolution deal - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/hull-and-east-yorkshire-devolution-deal)
- 3.5.7 The LEP’s role has been to promote the consultation to stakeholders.

3.6 The Humber Local Digital Skills Partnership (LDSP)

- 3.6.1 As detailed in the Employment & Skills Manager’s Report submitted to the December Employment & Skills Board, in the period leading up to potential devolution, the primary focus of the Employment and Skills team’s activity is consulting with the group to gain a detailed understanding of current activity, shared aims & objectives and what role the Digital Skills partnership could fulfil under the proposed

devolution arrangements creating added value and ensuring that any future opportunities are maximised e.g. ensuring alignment with the Department for Science, Innovation and Technology's policy focus on A.I.

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

- 3.7.1. HEY Careers Hub progress and proposals for the future accountability arrangements post-LEP are contained in Paper B.

3.8 The Quality in Careers Standard

- 3.8.1 Two schools and colleges continue to work towards the Quality in Careers Standard. Schools and colleges self-fund these assessments.
- 3.8.2 To continue to be an awarding body for the Quality in Careers Standard, the HEY LEP would need to be relicensed. A meeting is scheduled with Quality in Careers to look at options moving forward. Additionally, the existing delivery partner C&K Careers is no longer looking to deliver Quality in Careers.

3.9 Workforce Development Activity

- 3.9.1 Full details of the HEY LEP Workforce Development Business Adviser activity is provided in Paper C.

3.10 Equality & Diversity

- 3.10.1 The HEY LEP continues to develop the LEP's approach to equality, diversity and inclusion.
- 3.10.2 The HEY LEP Board recommended that this is continued and used as the basis for EDI in any new arrangements for the current LEP Team.

3.11 Stakeholder collaboration, support and partnership working

- 3.11.1 The HEY LEP Employment & Skills Manager continues to contribute to the development of the HEY LSIP through involvement in the LSIP Board.
- 3.11.2 The Employment & Skills Manager continues to support the work of the HEY Local Skills Improvement Fund steering group.
- 3.11.3 The Employment & Skills team and HEY Growth Hub team have been working closely with the CIPD and the Behavioural Insights Team (BIT) on refining the contractual detail of the Innovation Fund project. The LEP remains committed to the project but has delayed entering into the contract subject to addressing some technicalities around the payment schedule, project delivery model, timescales and administration.

- 3.11.4 The Employment & Skills team are working with the CIPD to organise a symposium on how growing the talent pool and recruiting a more diverse workforce can assist in meeting business needs and maximise productivity. The event will take place on Thursday 29th February at the Mercure Hotel, Willerby, starting at 8:30am. [Register via Eventbrite here.](#)
- 3.11.5 The Employment & Skills Manager continues to support the work of the Humber & North Yorkshire Integrated Care Board contributing to the ICB Workforce Board, Breakthrough programme and other employment & skills related activity. In addition, the Employment & Skills team continues to deliver the ICB funded “Inclusive Careers” project.

3.12 Wider stakeholder engagement for the reporting period

- 3.12.1. 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:
- Behavioural Insights Team
 - C4Di
 - CIPD National Policy Team
 - Careers & Enterprise Company
 - Department for Education (DfE)
 - Department for Work and Pensions
 - HEY LSIP Board
 - Hull Post-16 Education Partnership
 - Humber and North Yorkshire Integrated Care Board
 - Humber Principals Group
 - Local Digital Skills Partnership Network
 - National Careers Service
 - Youth Futures Steering Group
 - Yorkshire and Humber Apprenticeship Ambassador Network