

Hull and East Yorkshire LEP Employment & Skills Board

Monday 26th June 2023

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 the last meeting of the Employment & Skills Board on 24th April 2023.

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 most recent HEY LEP Skills Network took place on 23rd May 2023. Delegates received updates on initial findings from the LEP's Apprenticeship Research Project; Flexi-apprenticeships and T-Levels; Digital Prospectus development; the Youth Futures project; Supported Internships and progress with the Hull and East Yorkshire Local Skills Improvement Plan (LSIP).

3.2. The HEY LEP Career Aspirations Group

- 3.2.1. The group held its second CPD event for careers advisers and employability professionals on April 25th. The event theme was health and social care and was delivered in partnership with the Humber and North Yorkshire Integrated Board, local authorities, health and social care providers and the sector skills council for social care. As per previous events it was well attended and feedback from delegates was positive.
- 3.2.2. The group is planning its third event of the year which will focus on careers in the transport and logistics sector and will be delivered and supported by the Chartered Institute of Logistics and Transport. The event is scheduled for the 4th July (venue to be confirmed).
- 3.2.3. The panel continues to oversee the Quality in Careers Standard and hold meetings for those schools and colleges having been assessed.

3.3. The HEY LEP Apprenticeship & Technical Education Group

- 3.3.1. The group met on Thursday 11th May and received updates on the development of the Digital Prospectus and initial findings of the HEY LEP research into the barriers to take-up of apprenticeships and technical

education. The group also discussed the new Apprenticeship and Accountability Framework, higher technical qualifications, LSIP Accountability Statements, which are required from all colleges and the availability of degree apprenticeships.

3.4. The HEY LEP Talent Forum

- 3.4.1. The group met on Wednesday 18th 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 Culture Media and Sport (now the Department for Science Innovation and Technology).
- 3.5.2. The main focus of the Partnership is currently on the development of the HEY Strategic Development Fund 2 supported products:
- Digital framework - Industry 4.0
 - Digital Prospectus
- 3.5.3 The final draft versions of these products are being shared with the board at this meeting.

3.6. Skills Advisory Panel Funding 2022-23

- 3.6.1. The Department for Education (DfE) Skills Advisory Panel (SAP) funding arrangement with LEPs has now ended and the funding allocated for 2022-23 has been fully spent. The skills and labour market research undertaken has supported the development of the HEY Local Skills Improvement Plan (LSIP) which the Chamber of Commerce is required to submit to the DfE by 31st May.
- 3.6.2. The Employment and Skills team continue to manage the remaining commissioned SAP research with all remaining activity concluding by early July for the remaining outputs. The following progress has been made since the last meeting of the Employment & Skills Board:
- Apprenticeship and Technical Education research: work is now completed and will be presented to the Employment & Skills Board at this meeting
 - The “Digital Skills Analysis” will be completed by early July and will include an Executive Summary which will provide an overview

of the updated digital skills research, the Digital Framework and other related research items and LMI.

- The Employment & Skills Team is 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 final report will be complete by the end of June.
- The Employment & Skills team has also commissioned an Employment & Skills Strategy Summary to compliment the Economic Growth and Workforce Wellbeing Strategy. The “people” summary is now complete and will be presented at this meeting. An electronic version of the document can be downloaded from the HEY LEP website [here](#).

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 which is keen to join, but to date has been unable to meet. This progress 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 continues to meet and remains committed to supporting the missions of the Careers Hub. The group recently made a commitment to support teacher workplace experiences, and this will start with a virtual school and employer networking event in July.
- 3.7.3. The Grant Offer Letter for the academic year 2023/24 has been received and planning will begin for the forthcoming academic year to ensure the targets set within it can be met.
- 3.7.4. The CEC has indicated there will be five priorities that all Careers Hubs will be expected to address in the next academic year. These priorities will replace the previous seven “coordinated actions” and 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 more prescriptive in how it can be used to support these priorities but allows the Careers Hub to concentrate on making an impact in specific areas.
- 3.7.6. Recruitment is underway for the position of Enterprise Coordinator which will increase the team's capacity and allow the Careers Hub to service all 50 schools in the HEY region and fully deliver its contractual obligations. The team will also recruit an Employer Engagement Enterprise Coordinator for the forthcoming year jointly with Greater Lincolnshire LEP subject to final funding confirmation.
- 3.7.7 The Careers Hub has been running a "Student Voice" pilot project with the aim of better understanding how students can input into the development of careers education in the region. The project has been outsourced to ensure the results and feedback are impartial and not influenced by contractual aims and objectives. All schools in the Careers Hub invited two students (of any age but those with a more disadvantaged background or harder to reach) to engage in four face to face sessions and 4 online sessions (they could invite others to the online sessions). Topics for the four face to face sessions include:
- The existing careers provision in their school
 - Accessing careers information and guidance on career paths
 - The world of work and employers
 - Future careers provision in schools.

Initial feedback from schools has been overwhelmingly positive and most have already started to use it to shape their provision. The HEY Careers Hub project has been highlighted by the British Youth Council as good practice and invited to participate in some national workshops.

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 May panel considered a recent assessment of Wyke College. The outcome is awaited.

3.9 Workforce Development

- 3.9.1 Since the beginning of the 2023/24 financial year, the Workforce Development Business Advisor (WDBA) has engaged with nineteen businesses across the HEY region, providing a range of funding and workforce development business support needs. Of these nineteen, three are continuing engagements from 2022/23 and sixteen are new business support referrals from the start of April 2023.
- 3.9.2 Despite continued promotional activity, the LEP is still seeking to reallocate £25k unspent levy funding from a local levy paying employer. This funding had originally been earmarked but has become available again due to the intended recipient company becoming insolvent.
- 3.9.3 As part of Humber Business Week 2023 the WDBA lead on preparations for the 'Apprenticeships, Traineeships and Internship an 'A to Z' Guide event held on Thursday 8th June from 8.00am to 11.00am at the University of Hull's Aura Innovation Centre. The event was aimed at owners, leaders and managers of small businesses across all sectors who had little or no knowledge of apprenticeships and other workforce development options or the support in offer to them. The event was co-delivered in partnership with a range of impartial external organisations with support and input from local employers. This was an excellent piece of partnership working where services, employers and providers all came together with one common goal, to raise awareness of the different types of employment and work-based initiatives that businesses can benefit from. The event was well attended and generated a number of post event follow up business engagements for partners.
- 3.9.4 The WDBA has now held a Trailblazer steering group meeting with business in the Indoor Karting industry and the national Karting Association (NKA). The WDBA provided businesses with an overview on the guideline for setting up a Trailblazer Group with view to creating a new apprenticeship occupational standard. Moving forward the next stage will be for the businesses involved to identify the individual occupational learning criteria to be incorporated with new apprenticeship standard.

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 Stakeholder collaboration, support and partnership working

- 3.11.1 The HEY LEP Employment & Skills Manager and Careers Hub Lead attended a TEC Partnership Governor development session on 20th May providing an overview of skills activity to the governing body.

- 3.11.2 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 18th May.
- 3.11.3 The HEY LEP Employment & Skills Manager continues to contribute to the development of the HEY LSIP through involvement in the LSIP Board.

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 (ICB) to deliver an “Inclusive Careers” project.
- 3.12.2 The ICB has invested £300k of non-recurrent funding into the HEY LEP which will lead the initiative. The project aims to address skills shortage occupations within NHS and social care and raise the profile of careers in the NHS and social care including amongst people with additional needs or barriers to employment.
- 3.12.3 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.
- 3.12.4 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 (Worklink)
 - East Riding SEND Employment Forum
 - HEY LSIP Board
 - Hull Post-16 Education Partnership

- Hull & East Yorkshire Strategic Development Fund 2 Board
- Humber and North Yorkshire Integrated Care Board
- Humber Principals Group
- Lloyds Bank (digital and social inclusion)
- National LEP Network
- North East and Yorkshire Good Work Community of Practice
- Offshore Wind Connections 2023
- Youth Futures Steering Group
- YH Workplace Health and Wellbeing Network
- Yorkshire and Humber Apprenticeship Ambassador Network