

Hull and East Yorkshire LEP Employment & Skills Board
Monday 26th February 2024
Paper D – HEY LEP & HEY LSIP Employability Skills activity
Chris Howell, Employment & Skills Manager

1. Summary

- 1.1. This paper summarises recent development work by both the HEY LEP and HEY LSIP teams on the theme of Employability Skills.
- 1.2. Progressing the employability skills theme is a key objective for both the HEY LEP Career Aspirations group and the HEY LSIP.
- 1.3. The HEY LEP and HEY LSIP teams have collaborated recently on a joint Skills Network / LSIP event and require respective board input to determine next steps.

2. Recommendations

- 2.1. The Board endorses Option 3 detailed in the “Employability Skills Passport Options Discussion Paper” attached at appendix 1. This is the preferred approach as the “Hybrid Model” is equivalent to the Humber LEP Employability Skills Passport Framework and is consistent with the approach the Career Aspirations group wishes to take in line with the aims and objectives set out in its Terms of Reference.
- 2.2. The Board to note that both the Employment & Skills Board and the HEY LSIP Board are to consider the “Employability Skills Passport Options Discussion Paper” and that a consensus must be achieved between both boards on the action to be taken.

3. Report

- 3.1. One of the HEY LEP Career Aspirations group key objectives is the refresh and reinstatement of the Humber (HEY) LEP’s Employability Skills Passport Framework.
- 3.2. The framework was originally developed and administered by the Humber LEP in response to the “Humber LEP Skills Commission” report in which employers concerns about employability skills were raised. More specifically, the different terminologies used by businesses and learning & skills providers.
- 3.3. The Commission recommended the development of a Humber-wide passport scheme to:
 - Promote a common employability skills language
 - Encourage development of employability in schools, colleges etc.

- Enable candidates to evidence and articulate their skills to employers.
- 3.4. A working group was established to develop a framework approach and developed a Humber LEP “kitemark” which incorporated:
- CBI 7 employability skills and the Rotherham Ready Matrix – both of which were developed with employers and proposed a common language for both employers and education, learning and skills providers.
 - Differentiated Passports
 - Provider self-assessment
 - LEP quality assurance panel process and decision
- 3.5. The accreditation ran on a 3-year cycle and was free of charge.
- 3.6. The addition of the LEP kitemark to an Employability Skills Passport gave employers confidence that the individual had the essential core skills required by employers.
- 3.7. In addition to the work of the LEP, the HEY LSIP also identifies employability skills as being critical.
- 3.8. As the two initiatives have converged, the HEY LSIP and HEY LEP teams held a joint event for all employability skills stakeholders in January 2024. The outcome of the session was refreshed employer input into essential employability skills and a combined juncture from which to take action.
- 3.9. Both the HEY LEP and HEY LSIP teams acknowledge the importance of collaborating closely on their respective next steps for all stakeholders, ensuring a unified and consistent message and coordinated action.
- 3.10. As such, following the joint HEY LEP and LSIP Skills Network event, the LSIP team collated stakeholder feedback and using this drafted the “Employability Skills Passport Options Discussion Paper” attached at appendix 1.
- 3.11. Appendix 1 offers four options of how to take forward the employability skills work.
- 3.12. Option 3, the “Hybrid Model” is equivalent to the Humber LEP Employability Skills Passport Framework and is consistent with the approach the Career Aspirations group wish to take in reinstating this.
- 3.13. Option 3 is therefore the Career Aspirations groups preferred option.
- 3.14. The HEY LEP and HEY LSIP teams have held initial discussions about how this would be delivered and have provisionally agreed that responsibility for the development and facilitation of a refreshed

Employability Skills Passport Framework would rest with the HEY LEP's Career Aspirations group as is consistent with its Terms of Reference.

- 3.15. In addition to the HEY LEP Employment & Skills Board's decision, the options paper at appendix 1 will be considered by the HEY LSIP Board who also have a mandate to give direction on how the employability skills work will be taken forward. The paper will be considered at the next LSIP Board meeting on 11th March 2024. Progressing Option 3 will be subject to receiving approval from both the HEY LEP Employment & Skills Board and the HEY LSIP Board. Should it be the case that the respective Boards arrive at a difference of opinion, further discussion will be required.