

Hull and East Yorkshire LEP
 Employment & Skills Board – 27th February 2023
 Paper F – Horizon Scanning
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1. Summary

1.1. This paper gives details of new or emerging policy, strategy, research or thought pieces relevant to the work of the Employment & Skills Board.

	Item	Source	Overview	Location	LEP theme
1.	John Holman Letter	DfE	Sir John Holman is an Independent Strategic Adviser on Careers Guidance to the DfE. The letter summarises his recommendations for the future of the careers guidance system in England. It is based on 18 months' worth of conversations with careers practitioners and sector representatives, employers, schools, colleges, local bodies and a range of other interested parties, as well as a review of available evidence from the Department for Education (DfE), the Department for Work and Pensions (DWP) and the wider sector.	Careers guidance system: letters from Sir John Holman and Robert Halfon - GOV.UK (www.gov.uk)	Careers
2.	CIPD Inclusion at Work 2022 Survey	CIPD	The CIPD's new Inclusion at Work 2022 survey, in partnership with Reed, found that almost half (47%) of employers don't have an inclusion and diversity (I&D) strategy or action plan in place and a quarter said their I&D approach is entirely or mostly reactive.	Inclusion at work 2022 CIPD	Inclusive Workforce
3.	Graduate overqualification in the UK	CIPD	This CIPD commissioned report examines the available evidence on the extent to which graduates are over-qualified and over-skilled for the current labour market and the ways in which the labour market and occupations may have adapted to the growing supply of graduates. The report suggests a range of interpretations of the available data, but the findings raise questions about the size of the HE sector in relation to	Overqualification in graduate labour market Reports CIPD	Skills & Workforce

			labour market needs and reinforces calls for investment in alternative routes into work for young people.		
4.	Alternative pathways into the labour market	CIPD	This CIPD commissioned research follows on from the piece on graduate overqualification and explores various pathways into employment. The report looks at the extent of filtering down for a wide array of occupations and explores the debate surrounding five particular occupations – nurses, accountants, police officers, nursery nurses and teaching assistants. It documents the entry routes into these occupations that university education has replaced and show that entry routes in other European countries are sometimes very different; showing that alternative routes are possible.	Alternative Pathways into Labour Market Reports CIPD	Skills & Workforce
5.	Statement from Robert Halfon, Minister for Skills, Apprenticeships and Higher Education on Traineeships	DfE	<p>The DfE have stated their intention to change the way Traineeships are offered in response to low levels of take-up nationally.</p> <p>Hull & East Yorkshire is an outlier in this regard and has comparatively high numbers of Traineeships so the decision will impact the region more significantly. It will also impact on local providers not only affecting the local offer but also affecting funding and operations.</p>	Written statements - Written questions, answers and statements - UK Parliament	Skills, Workforce and Inclusion
6.	Mission Zero (The Skidmore Report)	Rt. Hon. Chris Skidmore MP	The Review is split into two parts: Part 1 explains the opportunity and benefits to individuals and the economy. Part 2 sets out how to achieve this opportunity, across six pillars. It makes recommendations to catalyse action in individual sectors of the economy, and to enhance the role of local authorities, communities, and individuals to deliver net zero.	MISSION ZERO - Independent Review of Net Zero (publishing.service.gov.uk)	Workforce and Net Zero