

Hull and East Yorkshire LEP Employment & Skills Board

Monday 23rd October 2023

Paper D Appendix 2 - Employment & Skills Manager's Report

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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 14th August.

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 last HEY LEP Skills Network took place on Tuesday 3rd October at the Aura Innovation Centre and welcomed c.40 stakeholders. Delegates heard from the Director of External and Regulatory Affairs from NCFE who updated on changes to the post-16 education system. Other speakers included Hull College who gave insight into the implications of artificial intelligence in an education setting, the Institute for Apprenticeships and Technical Education who showcased their new occupational mapping service, local authority colleagues updated on the UK Shared Prosperity Fund and delegates also heard about the recently completed HEY Digital Skills Research and HEY Digital Framework.

3.2. The HEY LEP Career Aspirations Group

- 3.2.1. The group will be holding its fourth CPD event for careers advisers and employability professionals on November 7th. The event theme will be the Net Zero sector and will be hosted by Aura. Centrica and Orsted will speak to the delegates around the sector and routes and pathways in their organisations. The University of Hull will also speak about their work locally. The Employment & Skills team continues to receive positive feedback from delegates who have participated in the events and attendance is generally good from a wide range of stakeholders.
- 3.2.2. The group plans to hold another two events this academic year on the themes of digital and manufacturing.
- 3.2.3. The panel continues to oversee the Quality in Careers Standard and hold meetings for those schools and colleges having been assessed.

- 3.2.4. The LSIP is engaged with the group and will utilise this forum to share wider information about their activity.
- 3.2.5. The group is now working on a refresh of the Employability Skills Passport and will be discussing this with stakeholders at its next meeting.

3.3. The HEY LEP Apprenticeship & Technical Education Group

- 3.3.1. The group met on Monday 9th October. The team from the Institute for Apprenticeships and Technical Education were invited back to respond to members questions regarding progression gaps across occupational standards for HTQ's and also for issues surrounding T Level progression opportunities.
- 3.3.2. The group also heard from Supplytrain who presented on benefits of Flexi Apprenticeships and T Levels for businesses. Supplytrain are a not-for-profit organisation that acts as a bridge between employers and training providers on behalf of the DfE as an approved T Level Growth Partner and Flexi-Job Apprenticeship Agency and support employers where there are barriers to addressing skills gaps in their business or wider industry.
- 3.3.3. The group also reviewed its action plan which will be developed against the context of the findings from the recently completed LEP commissioned research into apprenticeships.
- 3.3.4. The Chair of the group, Richard Sellick, announced that after 7 years of supporting the group in the role of Chair, that he was stepping down with immediate effect due to new work-related commitments. The LEP would like to publicly thank Richard for his time and commitment dedicated to supporting the work of the group over the past seven years. A new independent Chair will be recruited via expression of interest.

3.3 The HEY LEP Talent Forum

- 3.4.1 Arrangements are being made for the next meeting of the group.

3.5 The Humber Local Digital Skills Partnership (LDSP)

- 3.5.1 The MoU and associated funding arrangement with the Department for Science, Innovation and Technology (DSIT) has now expired.
- 3.5.2 The LDSP has delivered the majority of the associated key performance indicators with only "Tech Talks" outstanding.
- 3.5.3 "Tech Talks", videos which promote the digital and tech industry remain a deliverable. These videos aim to promote the strengths of the HEY digital and tech cluster and inspire people to consider careers

in the digital and tech industries. The LEP team is compiling a list of interested parties and will be making arrangements for filming in over the coming month.

3.5.4 The HEY Strategic Development Fund 2 supported products have now been completed:

- [Digital framework](#) - Industry 4.0 – has been completed and is now available on the HEY LEP website. The framework
- [Digital Prospectus](#) – has been printed and supplied to all SDF partner providers.

3.5.3 The Department for Science, Innovation and Technology (DSIT) Policy Team have confirmed that no further funding will be available to support LDSPs beyond the current agreement and the focus for DSIT has changed to focus on a wider group of perspectives.

3.5.4 The LDSP is therefore at a juncture. The changes in DSIT policy focus, availability of future funding, the emergence of the LSIP's digital sector specific working group and the upcoming changes relating to devolution mean that discussions around the role, remit and function of the LDSP are timely and necessary. The recently completed HEY Digital Framework provides the perfect nucleus around which to base such conversations which will start at the next LDSP meeting scheduled for 18th October.

3.5.5 Conversations are ongoing with the Hull & Humber Chamber of Commerce about how the LDSP can support the delivery of the LSIP.

3.6 Skills Advisory Panel

3.6.1 The Skills Advisory Panel programme closed on 31st March 23. All SAP funded research has now been concluded. The analysis and research commissioned during 2022/23 included:

- Local Skills Report Core Indicators
- Updated Skills Dashboard
- Digital Skills Analysis
- Apprenticeship and Technical Education Research
- Employer Skills Survey
- HEY State of the Economy

3.6.2 The above products have been shared at previous Employment and Skills Board meetings and can be viewed [HERE](#)

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

- 3.7.1. Each of the fifty eligible schools in the HEY region are engaged within the Careers Hub. This 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 is operating exceptionally well and is keen to grow and include more employers to support activity. The group will continue to input into delivery throughout the academic year and are keen to meet with schools to look at how they support them. We have nine cornerstone members with another few employers keen to learn more.
- 3.7.4 There are five priorities that every Hub is expected to deliver outputs against in the forthcoming year, these are:
- Improve careers provision
 - Drive more high-quality employer experiences
 - Amplify vocational routes
 - Focus on disadvantaged
 - Connect careers provision to local economies.
- 3.7.7 The Careers Hub is working towards launching a targeted careers activity around careers in Health and Care funded by the Integrated Health and Care Board. A Project Lead is due to join the team in November to commence delivery against a plan of activity to increase interest in roles within the health and care sectors.
- 3.7.8 Through private investment and the Careers and Enterprise funding model we have been able to appoint a Project Manager to support Hub delivery. This role will still function as an Enterprise Coordinator with a small caseload of schools, but will have capacity to ensure the operational delivery of activity and will support activity generated by private investment also. The post was advertised and the successful candidate was Lucy Gray who took up post on 1st September.

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. We will be due for relicensing in Spring 2024.

- 3.8.3 The next assessment due is for Bridlington School at the end of October.

3.9 Workforce Development

- 3.9.1 The WDBA is supporting a local marine services company to source a L2 training apprenticeship provider in the North of England to deliver the (Marine and Boatyard Operative) Level 2 qualification. Currently there is no provision of this type currently being delivered anywhere in the North of England. At present this qualification is only offered in the south of the country and requires northern business to release their apprentices in blocks to undertake learning which many smaller marine companies are unable to sustain.

At this time the WDBA is waiting to hear back from the company and its wider network cluster of stakeholders with view to the group acting as a trailblazer group for setting up a new industry occupational standard for a Level 3 progression qualification for the marine engineering and boatyard industry.

- 3.9.2 THE WDBA has successfully facilitated the transfer of unspent apprenticeship levy from a large multi-national company to a local SME to support a Level 3 Digital Marketing Apprentice.
- 3.9.3 The WDBA has also facilitated the transfer of unspent levy from a global learning and development, training solutions company to local professional Rugby League club. A significant investment of unspent levy has been successfully negotiated to fund 5 Level 3 'Excellence in Sport' Apprenticeships for sport academy members to start as of November 2023.

In addition, a further investment of unspent levy from the same company has also been provisionally agreed to provide 4 of a possible 8 Level 5 'Leadership and Management' Apprenticeships to start in January 2024. An extended offer was also made to provide the club future access to unspent levy funding support as required on a year by year basis.

The Governing body 'Rugby Football League' (RFL) are monitoring these developments as this will be the first club to offer players and academy members the Level 3 'Excellence in Sport' Apprenticeship programme as a career development opportunity. If successful, the RFL are minded to replicate this across all clubs.

- 3.9.4 The WDBA has been supporting the HEY Growth Hub arrange an Employment and Skills themed Manufacturing Network Event which will was held on Thursday 12th October. Member businesses of the HEY Manufacturers Network have expressed a strong interest in tackling the employment and skills issues that they face, with the support of the Network. It was felt that a stand-alone Network event

looking solely at these employment & skills issues would be of use and value to Network members.

3.10 Equality & Diversity

- 3.10.1 The HEY LEP continues to develop the LEP's approach to equality, diversity and inclusion and discussed its proposed approach with LEP Equality & Diversity Champion, Catherine Bishop on 15th August to progress.

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 team are a partner in a project proposal submitted to the government's Innovation Fund along with the CIPD and the Behavioural Insights Team (BIT). The project proposal seeks funding to support innovative projects which will support the development and retention of talent in SMEs, in this case, bringing expert HR support to local SMEs around health and wellbeing in conjunction with the HEY Growth Hub. A favourable response has been received from government with official confirmation expected early in 2024.
- 3.11.3 The team are working with the CIPD on an event to be held in January 2024. The event will look at how growing the talent pool and recruiting a more diverse workforce can assist in meeting business needs and maximise productivity.
- 3.11.4 The Employment & Skills Team are working with Growth Hub colleagues to arrange the next HEY Manufacturers Network. This event will have skills focus and include a session with local education, learning and skills providers allowing manufacturing companies to discuss their training requirements.

3.12 NHS Integrated Care System – Inclusive Careers Partnership

- 3.12.1 The Employment & Skills team has a comprehensive plan of activity to deliver this project that will involve multiple stakeholders aimed at raising the number of people considering careers in the health and care sectors.
- 3.12.2 Project management resource has been created within the Careers Hub team through the appointment of a project manager and a Project Lead will start in November.
- 3.12.3 There is a project plan which has been agreed with the Integrated Care Board which will be delivered over 18 months.

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:

- Behavioural Insights Team
- CIPD Regional & National Team
- Careers & Enterprise Company
- Department for Science, Innovation and Technology (DSIT)
- Department for Education (DfE)
- Department for Work and Pensions
- Engineering, Construction Industry Training Board
- HEY LSIP Board
- Hull Post-16 Education Partnership
- Hull and East Yorkshire Apprenticeship & Technical Education Working sub-group
- Hull & East Yorkshire Career Aspirations Group
- Humber and North Yorkshire Integrated Care Board
- Humber Principals Group
- Institute for Apprenticeships and Technical Education (IfATE)
- Local Digital Skills Partnership network
- National LEP Network
- National Careers Service
- University of Hull
- Youth Futures Steering Group
- Yorkshire and Humber Apprenticeship Ambassador Network