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Hull and  
East Yorkshire  
Local Enterprise  
Partnership

# HEY LEP and HEY LSIP Joint Skills Network Event

Craven Park Stadium

Legends Lounge Conference Room

26<sup>th</sup> January 2024



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# Welcome

Phil Ascough

Chair  
HEY Local Skills Improvement Plan



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# Today's Agenda

- 8.00am - Arrival and Networking
- 8.30am - Welcome and HEY LSIP Update
- 8.45am - HEY LEP Update
- 9.00am - Employability Skills
- 9.20am - Employability Skills Passport Examples
- 9.45am - Roundtable Discussion 1
- 10.15am - Roundtable Feedback
- 10.30am - Comfort Break
- 10.40am - Employability Skills: Practice and Effectiveness
- 10.55am - Roundtable Discussion 2
- 11.15am - Roundtable Feedback
- 11.30am - Next Steps, Networking and Close

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# Welcome

**Chris Howell**

HEY LEP Employment & Skills Manager

On behalf of David Gent & Lynette Leith  
Co-Chairs

HEY LEP Skills Network



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# Feedback from previous Skills Network meeting

## Suggested Themes for Future Skills Network Events:

- AI and Advancement in Digital Technology.
- Careers and Apprenticeships.
- Neurodiversity.
- Entry Level opportunities.
- Schemes to engage with the disengaged, particularly those furthest away from the labour market.

## Funding:

- Levelling Up funding opportunities and challenges that will arise from it.
- AI and the UK Shared Prosperity Fund.

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# Supporting material

HEY LEP / HEY LSIP Joint  
Skills Network Agenda



HEY LEP Employment and  
Skills Strategy



Future Skills Questionnaire



Employer Standards for  
Career Educators



YouTube Video on Career  
Readiness



HEY LEP Skills Network  
Delegate Feedback Form



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# Employability Skills

**Rod Chambers**

Project Manager  
Hull & East Yorkshire LSIP



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# Employability Skills Framework

**Andy Crossland**

CEO, Humber Learning Consortium  
&  
Chair, HEY LEP Career Aspirations Group



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# Employability Skills Passports: a potted history



- Humber LEP Skills Commission report
- Reflected employers concern re: employability skills
- Different employability terminologies used by businesses & learning providers
- Commission recommended development of a Humber-wide passport scheme, to:
  - Promote a common employability skills language
  - Encourage development of employability skills in schools, colleges, etc.
  - Enable candidates to evidence and articulate their skills to employers

# Employability Skills Passports: a potted history



- LEP Passports Working Group (providers & employers)
- Adopted framework approach
- Humber LEP kitemark
  - CBI 7 employability skills (common language) and the Rotherham Ready Matrix (used by schools and the MC4C project)
  - Differentiated passports (using same framework)
  - Provider self-assessment
  - LEP QA panel process & decision
- 37 Humber providers validated 2016-2019
- 3-year accreditation cycle
- Free of charge
- Only LEP in England with an employability skills passport

# Employers said...

- Employability Skills are **critical**
- LSIP cites:
  - Prioritisation of tasks
  - Work ethic
  - Communication
  - Literacy
  - Numeracy
  - Organisational
  - Leadership & managerial
  - ...and there are others...



# Learning providers said...



- Lots of Employability Skills taking place in education and learning settings
- One passport doesn't fit all contexts / cohorts
- Passports help students to think and talk about their Employability Skills
- Good examples of employer passport co-design exist
- Significant administration is required
- On-line / App-based approach is best

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# Employability Skills Passports

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# Skills Builder

Ellie Walkington

East Riding of Yorkshire Council



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> Log on | move on >

# Ellie Walkington

Education & Skills Project Officer,  
East Riding of Yorkshire Council



# Who we are & what we do:



Overview of the post 16 landscape

Connecting education and skills provision to local employment opportunities

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careers website

Supporting schools' careers programmes

Supporting Participation Duty

Engaging vulnerable groups

Supporting development of primary careers programmes

Partnership working



# ERYC Corporate priorities in relation to skill development of young people

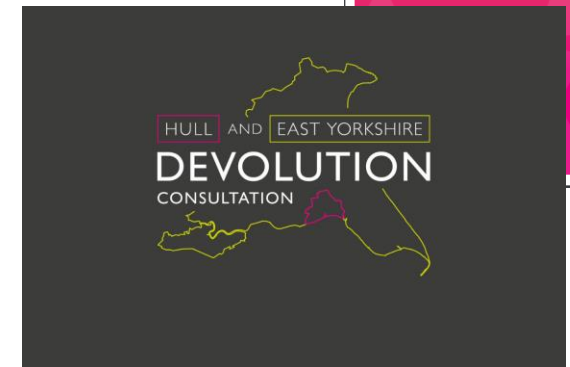
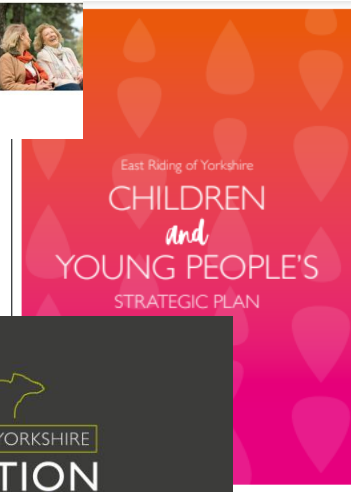
Council Plan

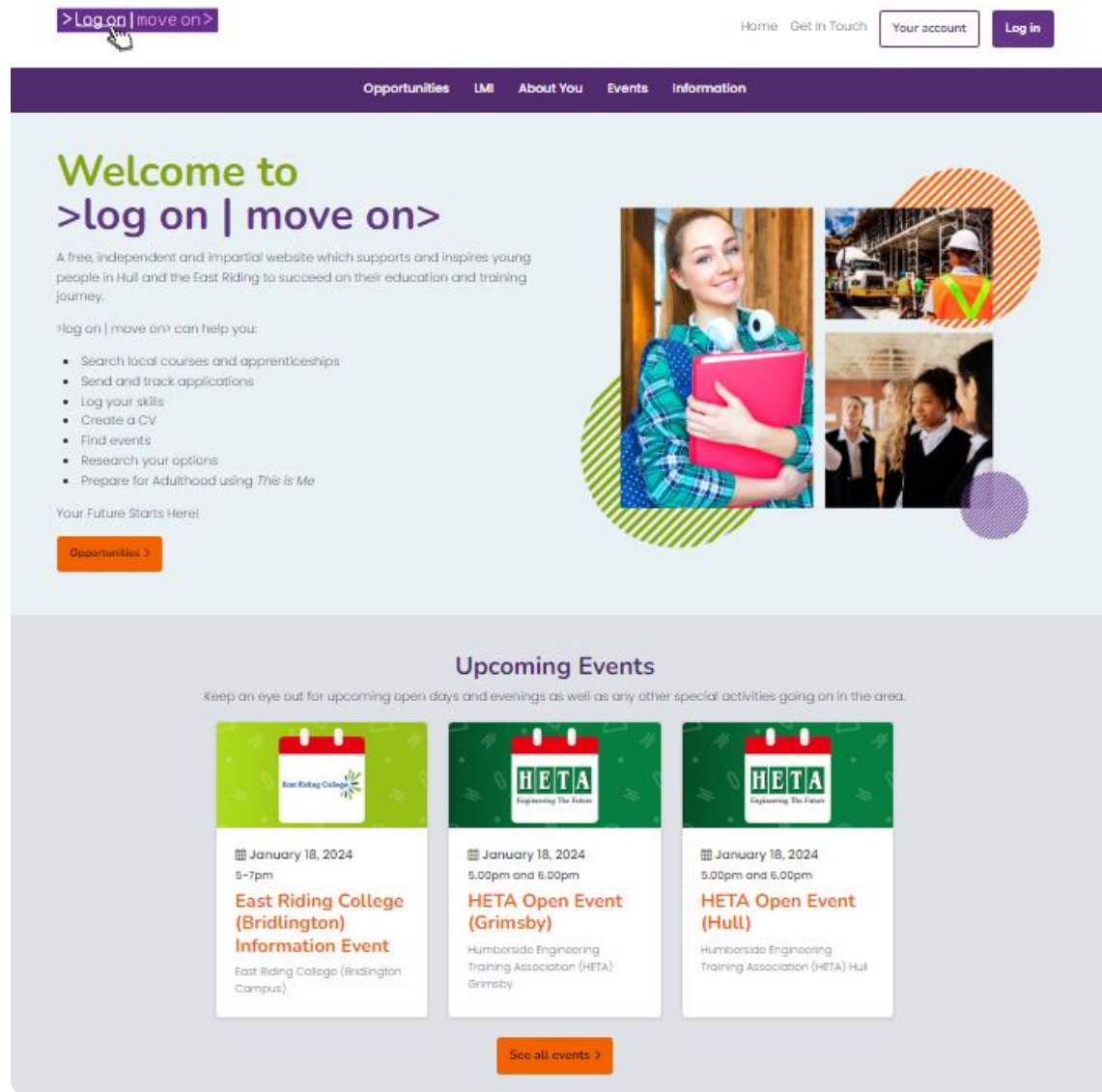
Economic Development Strategy

Children and Young People's Plan

Adult Services Plan

Devolution proposals





# About >log on | move on>

- Led by East Riding of Yorkshire Council and Hull City Council
- Free and impartial website for young people, parent/carers and professionals
  - Search local courses and apprenticeships
  - Send and track applications
  - Log skills through an online Skills Passport
  - Create a CV
  - Find events
  - Research entry requirements for education, training, apprenticeship and careers
  - Prepare for Adulthood using *This is Me*
- Accounts are linked to learners, not education settings, and accessible until at least age 19



# When to use >log on | move on>

Y8

- Main website
- Introduction to concept of skills, knowledge and attributes

Y9

- Learner accounts activated
- Skills Passport
- Research post 16 pathways

Y10

- Personal Profile and CV Writer
- Update Skills Passport
- Research post 16 pathways and open events

Y11

- Shortlisting post 16 options, and open events
- Use Skills Passport to inform personal statements, CVs, applications and prepare for interviews

Y12  
& 13

- Skill development

Applicable and accessible to those outside of traditional school settings

Not a 'one size fits all' approach

>Log on | move on>



# Which skills we focus on and why

Skills Passport added to >log on | move on> Skills Passport 10 years ago

Original version based on a hard copy used in a school, then tweaked to incorporate views from six other schools

Reviewed 4 years ago by a national leader in Career Development

Recommendation to use the National Skills Builder Partnership's *Universal Framework* as the basis for the Skills tool on >log on | move on>

Benefits:

- Easy for students to transfer content
- Time efficient when limited sessions off timetable

Listening

Speaking

Problem Solving

Creativity

Staying Positive

Aiming High

Leadership

Teamwork



# Skills Builder

## PARTNERSHIP

## National Skills Builder Partnership

The Skills Builder Universal Framework is the world's leading tool for measuring and building essential skills. It breaks the 8 essential skills down into a sequence of steps, starting with absolute beginner through to mastery.

It's completely open source, and backed by years of [research](#). Developed with leading businesses, academics and educators, it consolidates the array of different frameworks into something comprehensive and practical.

It's truly universal. That's why it's used by over 850 employers, schools and social impact organisations across the globe.

# Skills Builder Universal Framework



# A handful of our employer partners: In London and beyond



# The >log on | move on> Skills Passport

**Speaking**  
The oral transmission of information or ideas

**Updated**

This skill is all about how to communicate effectively with others, being mindful of whoever you are talking to, and in different settings. Choose the level that is right for you and consider the Advice and Tips section to help you write about and evidence the Speaking skills you have.

Choose a level:  
Getting Started  
Getting Started  
Intermediate  
Advanced  
Mastery

Speak clearly to small groups of people you know.

- Speak clearly to individuals and small groups you do not know.
- Speak effectively by making points in a logical order.
- Speak effectively by thinking about what your listeners already know.
- Speak effectively by using appropriate language.
- Speak effectively by using appropriate tone, expression and gesture.

**Information**

Show information

The Skills Framework used to create this Skills Passport Tool has been taken from Ravenscroft, T.M. (2020), Skills Builder Universal Framework of Essential Skills, London: Skills Builder Partnership at [www.skillsbuilder.org/framework](http://www.skillsbuilder.org/framework). Visit their website for more information including a more detailed breakdown of the Skills.

- Quick guide section to support learners
- Start in any section
- Introduction to each section and ability to upload additional documents and evidence
- Advice and tips which change depending on the level selected, from 'getting started' to 'mastery'
- Ability to send to tutors for feedback and approval
- Download individual sections or the full document at any stage as a resource to keep for applications or interview prep
- Certificate of completion



# >log on | move on> outputs

- 30k unique visitors a year
- 1,500 education & training courses
- Hundreds of live apprenticeship vacancies – populated from the National Apprenticeship Service database with additional local vacancies uploaded by our team for those not featured on the national site
- Over 3,000 post 16 applications made through the site each year
- 65 providers
- Event listings
- Social media – posts with over 700 shares and 60k+ impressions
- Usage varies across schools depending on careers programme and curriculum time available, with some schools introducing from Y8 and others not until Y11 if they have access to other platforms
- Loved by parents
- Valued by Careers Leaders

Our schools rated us on a scale of 1-10 for:

Usefulness	Likelihood of recommending to a friend or colleague
9.5 / 10	10 / 10

*“We would recommend the use of >log on | move on> for your school. The team have supported us with engaging sessions for Years 8-11 over the last few years which has enabled pupils to find information about providers and courses easily, create CV’s, develop skills passports and apply to post-16 provision from one central platform.” – The Market Weighton School*



# Our Recommendations

**Adopting a core set of skills**, such as those identified by the National Skills Builder Partnership, that can be promoted **from early years to adulthood** would support sequential learning and progression, adaptable to meet the needs of all abilities.

**Endorsing** the >log on | move on> Skills Passport.

Creating local **skills resources and materials**:

- Videos
- Employer endorsement of the core set of skills
- How these skills are applied in your workplace – to help young people understand the relevance of employability skills to the real workplace

Agreeing on a **unified skills message** from employers and external agencies when delivering career experiences in schools and colleges in Hull and the East Riding.

**Supporting young people**, particularly our most vulnerable, to help them to gain skills before they enter the workplace:

- Offering work experience and work placements
- Working towards the Disability Confident Award
- Offering visits to your workplace and facilitating access to employees
- Offering inclusive workplaces, and supported work based opportunities for skills development

>log on | move on> is a local platform, owned by local partners, therefore we can adapt to a unified message to ensure that we are meeting the needs local employers and young people. Engage with the LSIP so we can help to ensure that your skills needs are met by the future workforce.

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# This-Ability

Vicky Holbeck

Humber Learning Consortium



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# Roundtable Discussion 1

Employer feedback on  
Employability Skills Passports

Rod Chambers



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# Roundtable discussion 1:

- What do you see as benefits of having an Employability Skills Passport?
- What are the key skills you feel need to be included within an Employability Skills Passport?
- Are there any further points you feel we should consider?

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# Roundtable 1 Feedback

Rod Chambers



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# Comfort Break



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# Employability Skills: Practice and Effectiveness

Chris Howell



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# Employability Skills:

## An employer perspective

**James Hardstaff**

General Manager BAE Systems Brough



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A fighter jet is shown in flight, positioned on the right side of the frame. The background is a dramatic sky with large, white, billowing clouds. Overlaid on the lower portion of the sky is a complex, glowing network of lines in shades of blue, purple, and pink, resembling a digital or data network. The overall lighting is bright, with a sun-like glow breaking through the clouds at the top center.

# BAE Systems Employability Skills

James Hardstaff  
General Manager BAE Systems Brough

# The importance of soft skills

“For one person who is blessed with the power of invention, many will always be found who have the capacity of applying principles.” Charles Babbage, 1830

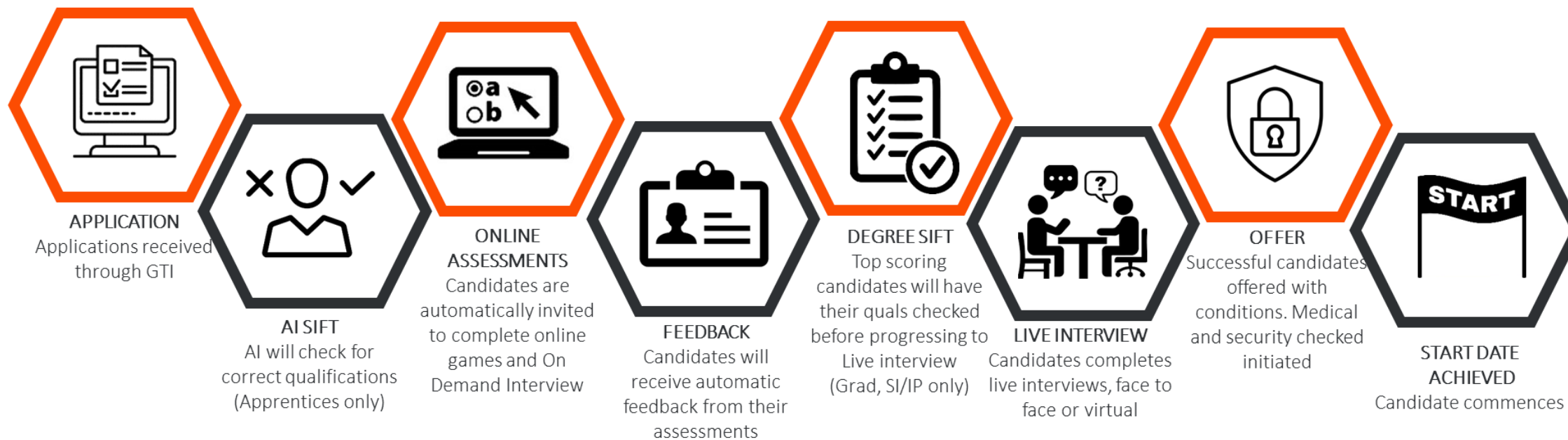
- Mental dexterity will overtake manual dexterity
- Responsive / adaptable / agile vital for employees as traditional career routes change
- Need to find people who can solve complex problems with critical thinking



# Our Values and Behaviours



# Application Process



# What are we looking for @ The Interview

- Competency based interview –
- **SITUATION** – Briefly describe the background to the situation
- **TASK** – Specifically describe your responsibility
- **ACTION** – Describe what you did
- **RESULT** – Describe the outcome of your actions and what you could potentially do differently
- Come prepared with examples / doesn't have to be work related

Intro and talk through  
detail of the role



Walk through of CV  
and biographical  
questions



Technical questions  
relating to the  
specific requirements  
of the role



Competency  
questions

# Employability Skills:

## A training provider perspective

**Stewart Edwards**

Assistant Principal, Wilberforce College



# Promoting Employability Skills



**WILBERFORCE**  
sixth form college





Making a Difference to Young People initiative



**Upskilling Programme**  
Student Training and Development



Employability Skill of the Month



Careers in the Curriculum events



Flick Learning  
online training and effective e-learning

Strategies used to support the development of employability skills

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## Making a Difference to Young People

- **45 Minutes:** Working Lunch, on-line presentation (live), presentation (recorded)
- **1 Hour:** Masterclass session, presentation
- **2 Hours +:** Mock interviews, preparation for selection (individual/group tasks), communication skills, employment expectations
- **20 Hours:** Student mentor
- **5-10 Days:** Industry placement
- **4-6 Weeks:** Summer Internship (paid employment)
- **45 Days:** T Level industry placement





# Upskilling Programme

Student Training and Development



# Careers in the Curriculum

Faculty Pathway Events

Placements  
Volunteering Hub  
Placement Projects

2022-2023  
11,027 meaningful  
interactions recorded







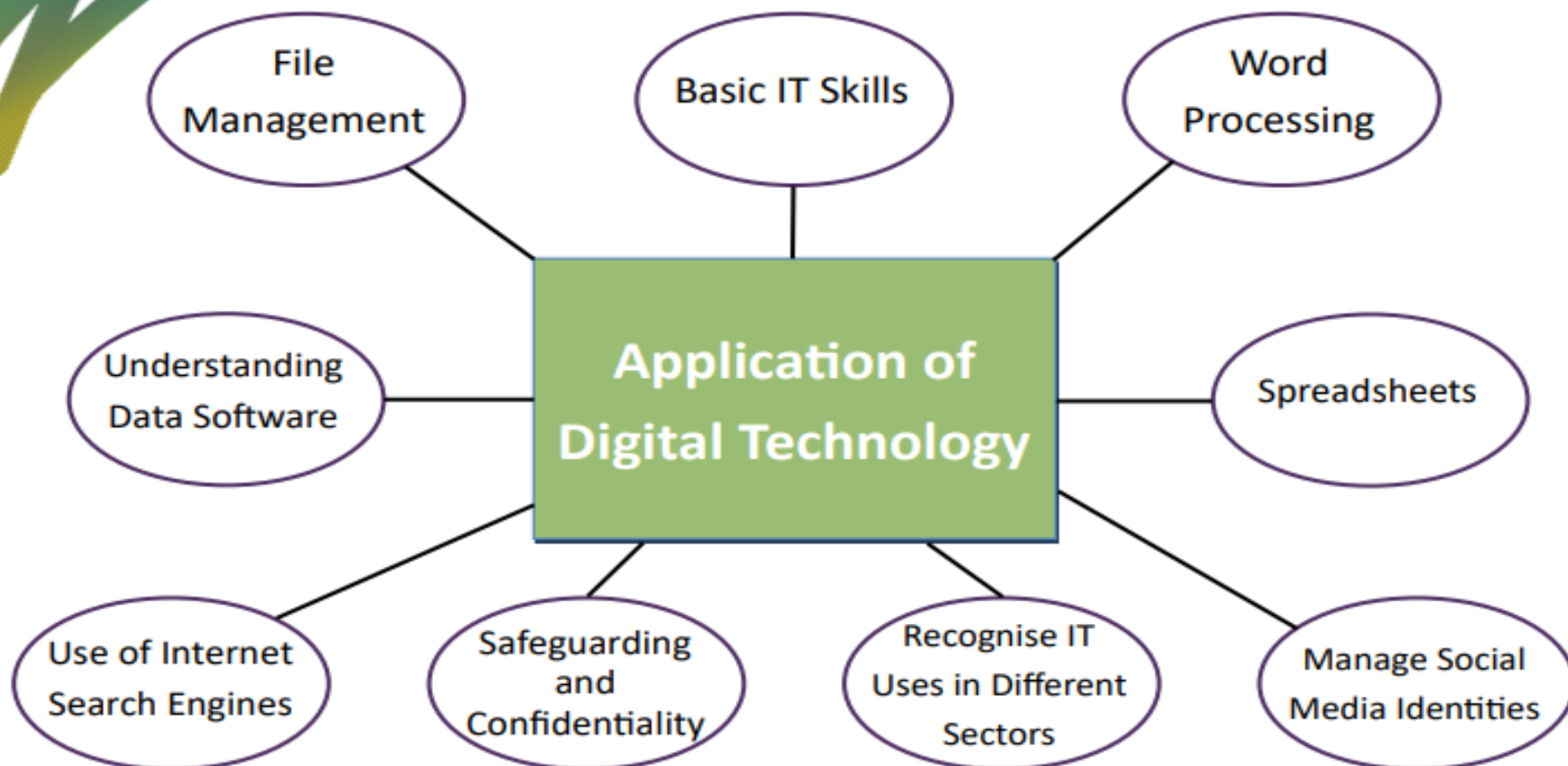
# Employability Skills Passport

The CBI (Confederation of British Industry) in conjunction with businesses have identified skills which all labour market participants should possess to ensure they have the capability of being effective in the work place.

Self Management / Independence	Teamwork	Leadership
Communication and Literacy	Problem Solving / Resilience	Numeracy
Business Awareness and Customer Service	Analysis	Application of Digital Technology

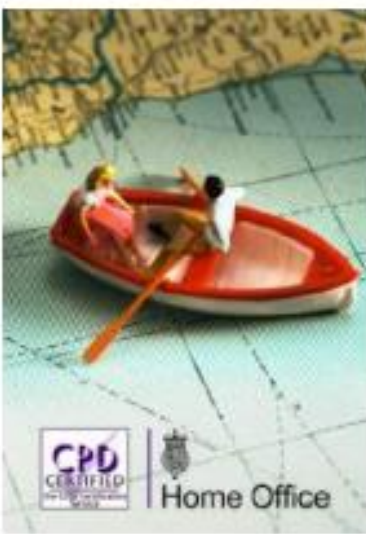
**Remember to evidence your skills on**





Remember to evidence your skills on





KNIFE CRIME AWARENESS TRAINING

MENTAL HEALTH AWARENESS TRAINING

MENTAL HEALTH AND YOUNG PEOPLE TRAINING

MODERN SLAVERY & TRAFFICKING TRAINING

PREVENTING BULLYING TRAINING

PREVENTION OF RADICALISATION TRAINING

designed with the intention to understand why there has been an increase in knife crime recently, what it is, what the consequences are, and how to take action.

this three-learning topic course will give the learner the understanding of the importance of mental health, how to promote it and the connection between work and poor mental health.

this level 2 course aims for users to understand children's mental health, how people can help and support children and young people experiencing mental health issues.

a two-learning topic course including the common signs for spotting slavery and trafficking and the different types. Further providing learners with advice for how to act if you have suspicions.

this course gives learners an understanding of bullying, why children do it and who is more vulnerable to this. It includes the different forms of bullying and how learners can prevent and act on this.

this Home Office approved course enables learners to identify markers of radicalisation. This five-topic course gives learners an introductory understanding of radicalisation and a more detailed look at extremism in all its





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[sde@wilberforce.ac.uk](mailto:sde@wilberforce.ac.uk)

## THANK YOU

We would appreciate any support from members and non-members to enhance the employment opportunities for the next workforce of young people in our region.

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# Roundtable Discussion 2

Chris Howell



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# Roundtable discussion 2:

- What tools and approaches do employers use in recruitment and training?
- What do providers do to measure employability skills readiness?
- Can employers use alternative approaches?

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# Roundtable 2 Feedback

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# Next Steps

Chris Howell & Phil Ascough



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# HEY LEP

- Findings from today will inform the HEY LEP Career Aspirations group's review of the HEY LEP Employability Skills Framework
- Save the date: (21<sup>st</sup> May 2024) for the next Skills Network. Venue to be confirmed
- Delegate feedback form
- HEY LEP / CIPD – Growing Your Talent Pool - Thursday 29th February 2024, from 9:00 - 12:30 GMT to be held at Mercure Hull Grange Park Hotel
- AI for SMEs – A Mini Conference - Wednesday 13th March, 8:00 - 12:00 GMT (Venue to be confirmed).

# HEY LSIP

- The Hull & Humber Chamber of Commerce - next steps
- Save the date: The next LSIP 'Breakfast Event' will be on 19<sup>th</sup> April 2024 (Venue to be confirmed)

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# Networking & Close



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