

## Hull and East Yorkshire LEP Business Support Board

10<sup>th</sup> January 2024

Paper F – Proposed CIPD Project

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### 1. Summary

- 1.1. This paper summarises the proposed SME support project being developed jointly between the Behavioural Insights Team, the CIPD and the HEY LEP Employment and Skills team.

### 2. Recommendations

- 2.1. The Board notes the HEY LEP Employment & Skills Team's engagement with the Behavioural Insights Team and CIPD project Innovation Fund proposal as described in this report.

### 3. Report

- 3.1. The Employment & Skills Team were invited to be a partner in a project proposal submitted to the government's Innovation Fund by the Behavioural Insights Team and the CIPD.
- 3.2. The project proposal sought funding for innovative approaches to supporting 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.
- 3.3. The project concept fits perfectly with the aims and objectives of the Growth Hub and also the HEY LEP Employment & Skills Board's commitment to supporting the principles of "Good Work", in this case helping employers develop their knowledge of how to support the health and wellbeing of their workforce.
- 3.4. The Employment & Skills Team have received confirmation that the proposal submitted to the government's Innovation Fund along with the CIPD and the Behavioural Insights Team (BIT,) has been successful, and the partnership expects to enter into a funding contract early in 2024.
- 3.5. The project will see joint activity between the HEY LEP workforce development function and the Growth Hub collaborating with the CIPD to bring free of charge professional HR support to SMEs in Hull & East Yorkshire to support them with recruitment, retention and health & wellbeing.
- 3.6. At the time of writing, the HEY LEP has a notional funding allocation sufficient to meet the cost of employing 1 x FTE for 18 months to deliver the project and associated programme reporting requirements in addition to

other project related activity. A detailed budget, activity and deliverables will be developed when funding allocations are confirmed.

4. As the LEP is now in transition to the new arrangements pre the proposed MCA this project will need to move over and be subject to the new reporting and governance arrangements, once confirmed in the next month or so.
  - 4.1 The project adds considerable value to the joint work of the Employment and Skills and Growth Hub Teams, building on the pilot of the Workforce Development Business Advisor and using skills and knowledge from the wider LEP team.
  - 4.2 Future opportunities to work this way will be explored, adding value to both strands of work in preparation for the new ways of working.