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Hull and  
East Yorkshire  
Local Enterprise  
Partnership

# HEY LEP Talent Forum Meeting

Wednesday 7<sup>th</sup> February 2024



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# Welcome

## Nikki Davies

Chair  
HEY LEP Talent Forum



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# Today's Agenda

1. Welcome and introductions
2. Workplace Culture: In Practice
3. HR Talent Acquisition and the Local Labour Market
4. Environmental, Social and Governance (ESG)
5. Enterprise Adviser (EA) Recruitment Campaign
6. HEY LEP Workforce Development Business Support
7. HEY Devolution Update
8. Partner Updates
9. Any Other Business
10. Close



# HEY LEP Talent Forum

February 2024



# Work Place Culture

- How do we grow a positive and engaging work place culture - Remote, hybrid and office?
- What does Ocean do?
- What do other businesses do?



# HR Talent Acquisition and the Local Labour Market

- If you are recruiting, how are you finding the local labour market?
- What are the hardest roles to recruit for, and why?
- Creative solutions, strategies and attraction of talent?



# ESG

ESG - Environmental, Social and Governance refers to the extent to which companies act as responsible citizens.

ESG covers how we address climate change, sustainability, biodiversity, energy efficiency, waste reduction and compliance with ethical standards.

It also looks at how far we go to prioritise equality, diversity and inclusion in our recruitment, how much we support social initiatives, and whether our values reflect this in our partners.



# Environmental

This is about making sure your company addresses sustainability, biodiversity, pollution reduction, climate change and the associated risks.

We partner with JUST ONE Tree to support them in restoring life on land in the Oceans.

**Restoring life on land and  
in the oceans with**







# Social

There are many social aspects of ESG, and all of them are essentially about social relationships.

Important issues include fairness, equality, diversity and inclusion in the workplace, human rights and safety.

Giving back to local communities or charities close to our heart through volunteering days.

# Governance

Governance refers to the processes of decision-making, reporting, and the logistics of running a business, along with a business's ethical behaviour and its transparency with stakeholders about its activities.

Governance is linked to the environmental and social aspects of ESG in that it looks at the transparency and decision-making behind them.

Examples of governance practices include:

- accurate reporting to stakeholders on financial performance, business strategy and operations
- ensuring business leaders and managers are accountable for risk and performance management
- undertaking business ethically, such as preventing bribery
- ensuring diversity in any leadership team and being open about executive pay.

# Governance

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Ensuring good governance in your business can appeal to investors and your supply chain and practicing good governance may also help enable businesses to grow.



# You decide the right attitude

Which of the following statements are true?

1. By providing reliable information on ESG to investors, we can build trust and ensure that we deliver on our promises
2. The reliability of 'green' claims made by some companies is questionable, so it's good to adopt a standard approach
3. ESG is all a bit of a con - none of these parameters ultimately makes any difference to profitability.



# You decide: The right attitude

1 and 2 are correct

By providing reliable information on ESG to investors, we can build trust and ensure that we deliver on our promises

The reliability of 'green' claims made by some companies is questionable, so it's good to adopt a standard approach

It's unfair to say that ESG is meaningless. By adopting a standard approach and providing reliable information, regulators can maintain trust and ensure market integrity.



# ESG & Business

A strategic adviser, is helping a bank analyse current world developments. Which of the following factors could be said to have accelerated the demand for ESG investments?

1. Brexit
2. Covid 19
3. Boomer and older generations
4. Millennials and younger investors



# ESG & Business

2 and 4 are correct

Covid 19

Millennials and younger investors

Although ESG as a concept had already started to impact financial services businesses, the rate of change accelerated due to the global Covid-19 pandemic. This demonstrates how an external shock factor can quickly affect the entire world. Research also shows that young investors and Millennials are driving the demand for values-led investments.



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**Fiona Headridge**  
**February 2024**



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The CEC is the national body for careers education in England, supporting schools and colleges to deliver modern, 21<sup>st</sup> century careers education. Their mission is to help every young person find their next best step.

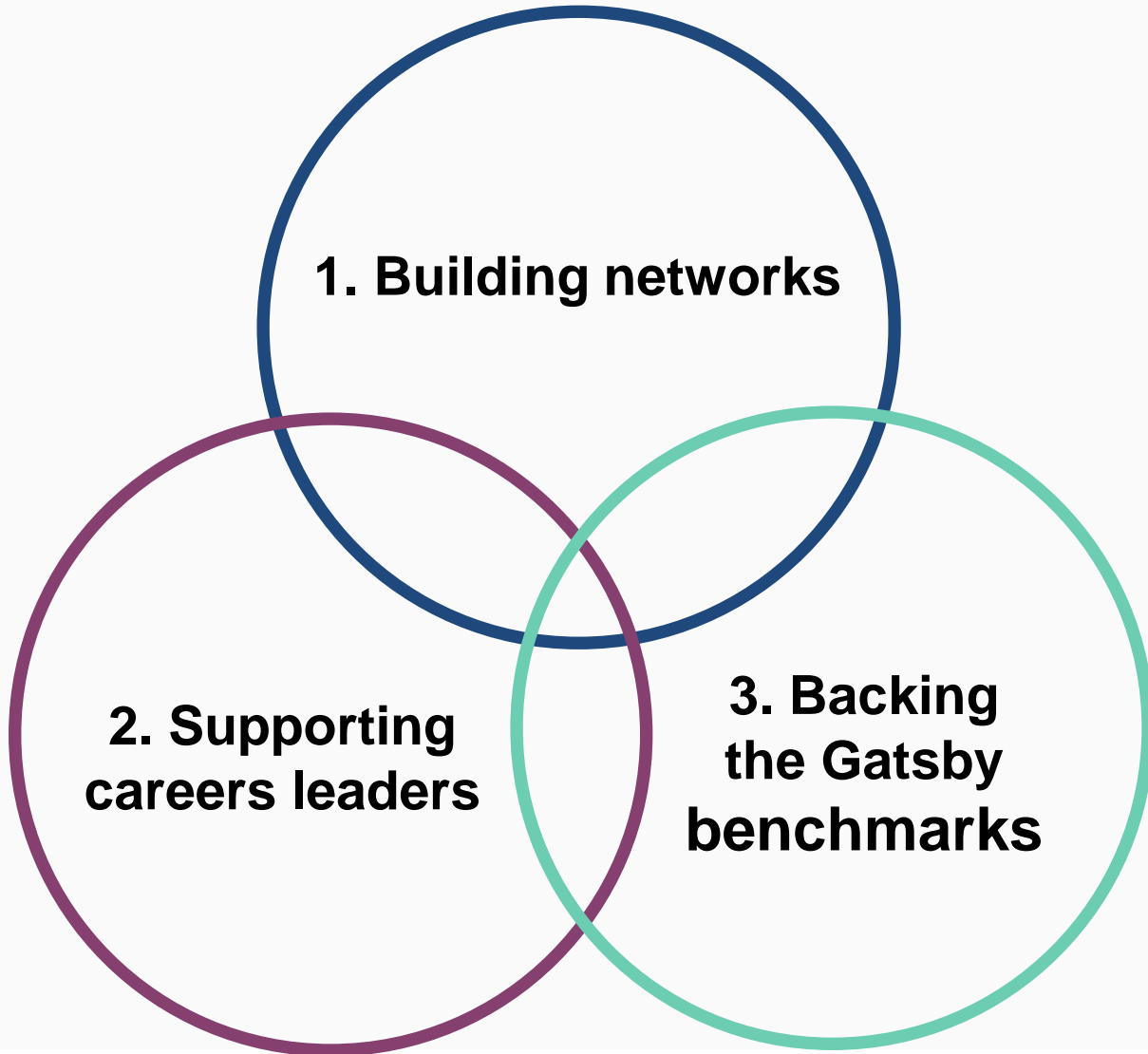
**Their work includes:**

- Strengthen the links between education and employment
- Raise the profile and quality of Careers Education in schools and colleges in order to meet the internationally recognised Gold Standard of the 8 Gatsby Benchmarks
- Raise aspirations among young people

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# Our role

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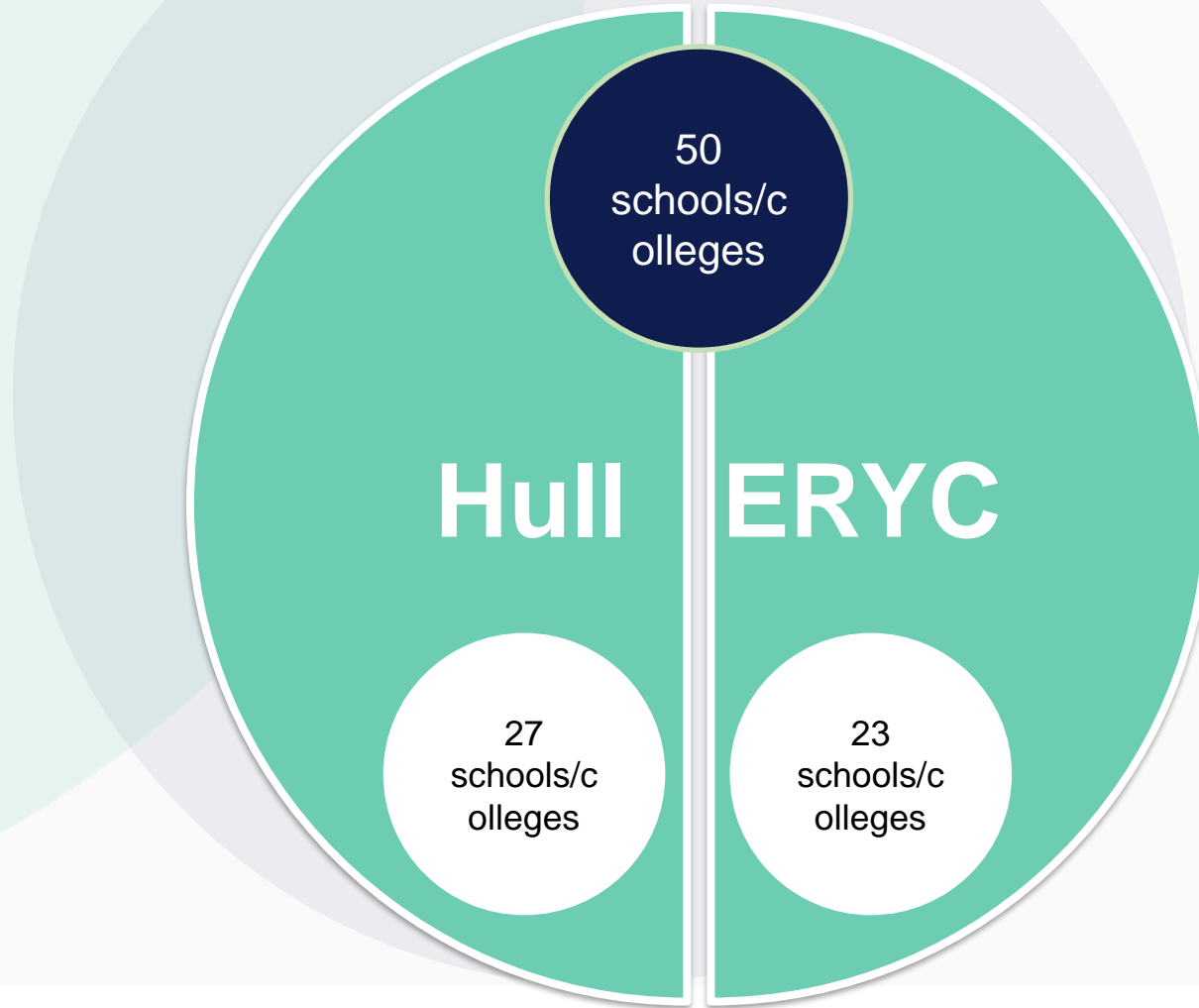
# Careers Hubs in schools

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- Deliver systematic change
- Upskill schools and colleges
- Continual self improvement
- Develop robust, embedded sustainable careers programmes with schools
- Student perceptions – Future Skills Questionnaire and student voice group

# HEY LEP Careers Hub

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## Why is the link with employers so critical?



**2x** Young people more likely to be unemployed than the average

**86%**

Less likely to be NEET and earn 18% more after 4 or more encounters, but...

**40%**

Only happening in 40% of schools

We know from our 2019 State of the Nation Report that at least 2 million young people are now receiving an encounter with an employer every year

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# Enterprise Advisers



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# Why are EAs such a key part of our Network?

82%

of schools and colleges surveyed stated that their EA has helped them to improve their Careers Plan / Strategy

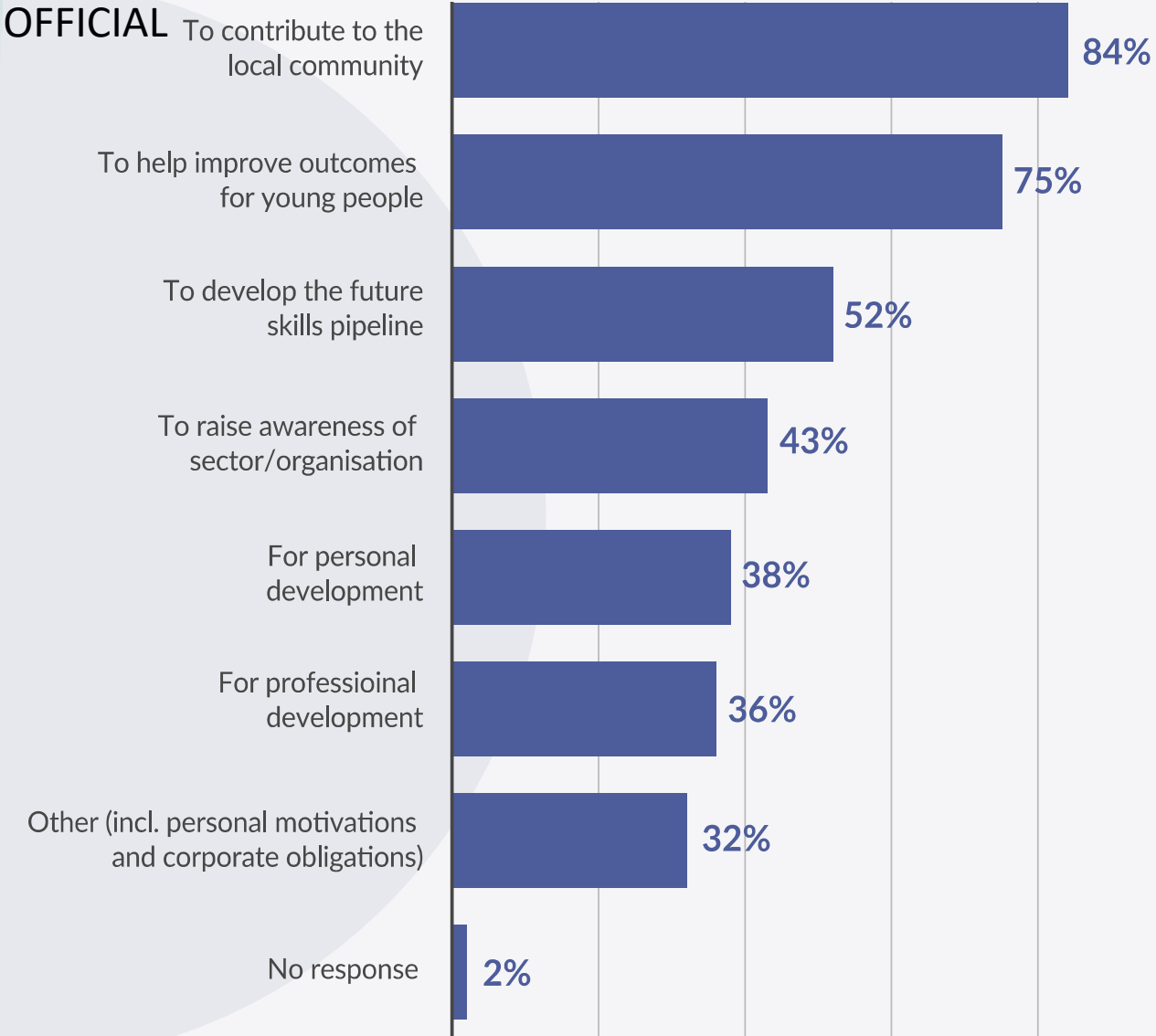
76%

stated that their EA has helped them to improve their careers provision

90%

of schools were satisfied with the support from EAs

# What do EAs tell us they get out of the role?





# Two different types of EA



## One to one match

- Support one agreed school/college over a period of time
- Support the embedding of carers in that institution
- More strategic than operational delivery

## Agile role

- Offer support to schools on a topic/area of interest to you or your employer
- Work with a number of schools on an as and when/needs basis
- Can be strategic or operational

# Cornerstone employers

Cornerstone employers are those who have stepped forward as ambassador employers to support careers education both strategically and operationally in the area.

**BAE Systems**  
**Balfour Beatty**  
**Cranswick Foods**  
**Different Resonance**  
**Keepmoat Homes/Hull**  
**Citywide Partnership**  
**Swift**  
**Weinerberger**  
**William Jackson Food**  
**Group**

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# Cornerstone group



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## HEY Careers Hub next steps

Priority for the Careers Hub is to continue to work with local stakeholders to embed the Careers Hub and ensure its sustainability so that schools can continue to be supported to ensure young people make the very best Careers decisions.

### Areas for focus and development:

- Student voice
- Parental engagement
- Supporting the most disadvantaged young people
- Teacher workplace experiences
- Student experiences of the workplace
- Promotion of Advanced/Technical Education pathways

The Careers Hub is always looking for support from employers with the following:

Teacher CPD sessions

Working with schools to support careers programmes

Parental engagement projects

Promoting key sectors in the region

Supporting teacher site visits

Providing work experience placements

Promoting apprenticeship routes

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# Workforce Development Business Advisor Support

Carl Southcoat  
Workforce Development Business Advisor



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# The Workforce Development Business Adviser Role

- **Promote participation and reduce inequality to increase life chances for our communities.**
- **Provide a bespoke free and impartial one-stop-shop service for individuals and SME businesses seeking support at any stage of their business journey**
- **To ensure that business are directed to an offer that is most appropriate to support their growth and workforce development needs.**
- **Engage with local businesses, colleges and independent training providers and working groups.**
- **Monitor labour market trends, gather local business intelligence data and feedback to wider stakeholder groups.**
- **Contribute towards informing the local skills provision and shape the future of the HEY LEP service offer.**
- **Generate opportunities to grow the number of small, medium (SMEs) businesses taking on new employees and apprentices across the HEY region.**
- **Source skills development opportunities to meet individual business upskilling and reskilling requirements.**

# Workforce Development

## Key Areas of Interest for Workforce Development and Business Support:

1. **Sourcing and accessing funding for workforce upskilling and reskilling to better meet business demand**
2. **Capital funding for business expansion, equipment and growth and development**
3. **Information advice and guidance on understanding the process for becoming an apprentice employer along with the levy transfer scheme**
4. **Supporting the development for setting up apprenticeship 'Trailblazer Group' for industries with identified training and skills gaps**
5. **Understanding how to become an employer training provider**



# Levy Transfer, Reinvestment Support

**Case Study 1:  
Bell4Business and Groupe Atlantic**

**Case Study 2:  
Hull Kingston Rovers Rugby League Club and Tack TMI (A Global Learning and Development Training Solution Company)**

**Case Study 3:  
Department for Education (DfE) Case Study for use in the development of the new Apprentice Ambassador Network for Young People**

# Reinvestment of Unspent Levy Funds

## The HEY LEP Employment and Skills Team:

- Are currently in the process of contacting large local levy paying companies with view to negotiating the reinvestment of unspent levy funds.
- Have facilitated discussions with several levy paying companies and successfully managed to secure funds for local reinvestment
- Available funding is to be utilised to support the individual growth and development of small to medium-sized enterprises across the HEY LEP region.

# Available Levy Transfer Triage Support

- **The HEY LEP can provide a monitoring and triage service regarding all third-party levy transfer enquiries on behalf of the investing parties.**
- **Facilitate discussions and triage all ‘expressions of interest’ are in accordance with the required levy transfer specifications that have been agreed by the transferring organisation.**
- **Prevent any unsolicited enquiries the HEY LEP can act as the single point of contact for the transferring and requesting companies until an agreement and successful connection has been agreed.**

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# HEY Devolution Update

Chris Howell  
Employment & Skills Manager



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# HEY Devolution (1)

- Proposed geography – Hull & East Yorkshire
- This **IS**: a more joined up approach to economic development
- This **IS NOT**: a joining of local authorities **or** a change in boundaries
- Consultation narrative available here: [Hull and East Yorkshire devolution deal - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/hull-and-east-yorkshire-devolution-deal)
- Consultation period open. Please support and complete the consultation: [Devolution \(eastriding.gov.uk\)](https://eastriding.gov.uk/devolution) or [Consultation | Devolution | Hull](https://hull.gov.uk/devolution) [Closes 27th February 2024]
- Consultation responses weighted by organisation vs individual
- Linked to LEP closure on 31<sup>st</sup> March 2024

## HEY Devolution (2)

- LEP functions and team will transfer to newly created Combined Authority
- Interim reporting will be to the Hull & East Riding Unitary Leadership Board
- HEY LEP Employment & Skills Board will close with the LEP – a new board with similar functions (Name TBC) will be established to continue the role
- New membership will be determined via a combination of Expressions of Interest and ex-officio places
- A new Business Board will also be created

## HEY Devolution (3)

### Implications for employment & skills:

- Adult Education Budget commissioning
- Employment support (in partnership with DWP)
- Careers education and advice
- Green Jobs
- Digital (infrastructure and inclusion)
- Plus – business as usual:
  - Partnerships: Talent Forum; Apprenticeship & Technical Education group; Local Digital Skills Partnership; Career Aspirations group; Skills Network
  - Initiatives: HEY Careers Hub, Freeport, Humber Energy Board, Oh Yes Net Zero, Inclusive Careers etc.