

HEY LEP Employment & Skills Board

21st February 2022

Paper C – Employment & Skills Manager’s Update Report

1. Summary

- 1.1. This paper summarises the progress made by the HEY LEP Employment & Skills team since the LEP Employment & Skills board meeting held on 6th December 2021.

2. Recommendations

- 2.1. The board notes the progress made by the Employment & Skills team.

3. Report

3.1. Employment & Skills working groups

- 3.1.1. The HEY LEP Apprenticeship & Technical Education working group met for the first time on 27th January. The group is being chaired initially by Richard Sellick, Director of Business Programmes, East Riding College. The group reviewed and agreed its Terms of Reference, membership, scope and workplan.
- 3.1.2. The HEY LEP Careers, Education, Information, Advice and Guidance group has set a date of 9th March for its first meeting. The group is being chaired initially by Andy Crossland, CEO of the Humber Learning Consortium. It is proposed the group is renamed to “Career Aspirations” to reflect a broader remit that includes adult careers and lifelong learning and the lifelong employment journey.
- 3.1.3. Initial discussions have been held regarding reinstating The Talent Forum. Nikki Davies, Victoria Plumb and E&SB member has agreed to chair this group. Arrangements for the first meeting are in progress.
- 3.1.4. Arrangements are also underway for the first meeting of the reinstated HEY LEP Skills Network in March.

3.2. Local Skills Report

- 3.2.1. The LEP is required to refresh the Local Skills Report (LSR) annually and publish the updated document by the end of January. The publication date is such that it allows local education, learning and skills providers to use the content to help inform curriculum planning. The LSR for 2022 is published [HERE](#) and is the subject of an agenda item at this board meeting. The evidence and data in this new report will also be used in the new Employment and Skills Strategy.

3.3. Green Jobs and Skills Analysis

- 3.3.1. At the previous meeting, the Employment & Skills Board received a presentation on the “Green Jobs and Skills Analysis”. The board must further consider:
- Which definition of green jobs to adopt (direct, indirect, or both)
 - How best to progress the recommendations (N.B. the recommendations will be included in the forthcoming LEP delivery plan detailed in paragraph 3.3.5)
- 3.3.2. We need to ensure our young people and adults are connected to these opportunities and this means the further roll out of the Careers Hub to cover more schools can enable careers leaders to use appropriate LMI to encourage young people to consider these roles. Our CEIAG working group will increasingly look at how we can also add value to our partners work with adults, such as the National Careers Service (our partner the Education Development Trust and the LEP designed the Humber Jobs Fuse for example).
- 3.3.3. We also need to think about the ‘greening’ of traditional sectors who the government will be looking at in terms of their approach to Net Zero; this includes our supply chain and SMES. On this issue, the Growth Hub is looking to commission additional masterclasses and support for SMEs following the successful COP 26 event which the LEP brought to this region.
- 3.3.4. The Green Skills Report was discussed at a meeting on the 8th February with the Chair of the HEY LEP, James Newman, the Hull and East Riding LA Leaders, private sector members of the LEP’s Advisory Business Engagement Board, some of our local MPs and Baroness Bottomley of Nettlestone at an event at the House of Commons. This was one of a range of topics covered but demonstrates the significant interest of stakeholders.
- 3.3.5. The recommendations arising from the report will be further reviewed and included in the forthcoming LEP Delivery Plan which will be developed following the Economic Growth and Workforce Wellbeing Strategy launch on the 17th February.

3.4. Humber Freeport

- 3.4.1. The HEY LEP Executive Team has supported the development of the Humber Freeport business case and took a lead role in the skills and employment section and continues to support the development of the Freeport Skills Group which will form part of the Freeport delivery structure.

3.5. Careers & Enterprise Company

3.5.1. During this term to date, HEY Careers Hub activity includes:

- A successful meeting between all careers Leaders, Enterprise Advisers and Cornerstone employers which gave everyone the opportunity to look at how they can collectively support one another.
- Twilight virtual sessions delivered to parents around the topics of progressing to HE and apprenticeships. These were supported by employers and colleagues from the Humber outreach Programme (HOP).
- An evening training session was delivered to school and college Careers Link governors. This proved to be very well received and another will be offered in the Spring Term.
- Eight Cornerstone Employers have been recruited including: Copernus; Cranswick; Balfour Beatty; Engie; Smile Foundation; Wienerberger; Arco; Keepmoat Homes and BAE Systems.

3.5.2. Local governance arrangements continue to be in place. The Steering Group continues to meet and has approved the strategic delivery plan for the academic year.

3.6. Quality in Careers Standard

3.6.1. Schools and colleges continue to work towards the Quality in Careers Standard.

3.6.2. Schools and colleges are now beginning to fund the assessment themselves as the reserve has been exhausted.

3.6.3. The Annual Continuous Quality Improvement Review is now due and the report has been produced and shared ahead of the Review interview. The relicensing panel last year only gave one recommendation that schools and colleges produce COVID recover plans as part of any assessment. This has been done by schools and incorporated into assessments.

3.6.4. There was an invitation to become an awarding body for the new Primary Standard; this was not pursued due to a lack of resources available to commit to this although it is acknowledged it would be desirable to explore if the situation changes. HEY LEP have issued a note of support to C&K Careers who have applied to become a Primary Awarding Body as they have worked well with primaries across the Humber previously.

3.7. The Humber Local Digital Skills Partnership

- 3.7.1. The Employment & Skills Team is working hard preparing for the rescheduled Ministerial visit for the Department of Culture, Media and Sport (DCMS). The event was originally scheduled to take place in December, but was postponed in agreement with DCMS due to uncertainty around COVID-19. A new date of 3rd March has been agreed.
- 3.7.2. At the December 2021 Humber LDSP steering group meeting, members agreed an action plan around three main digital skills themes: Provision, Careers and Engagement, which resulted in the production of a ten-point action plan of activity for 2022, including:
1. Digital skills provision heat map roll out.
 2. Digital capability self-assessment tool for SMEs roll out.
 3. Work in consultation to develop digital skills resources for primary school careers education, to aid pupils and teachers.
 4. Publication of a portfolio of case study videos, focussing on digital careers.
 5. Tech Talks Humber - develop and deliver a short series of digital and technology themed talks by industry experts. It is hoped that this output will help to raise the profile of digital and tech in the region and inspire more people to take up career opportunities in this sector.
 6. The HEY LEP and Greater Lincolnshire LEP will work together to revise and update the Humber Digital Skills Analysis research, formerly published in March 2020. The updated research will also aim to include an assessment of digital eco systems infrastructure in the Humber which will inform future strategy.
 7. Work with academic institutions to help increase the digital capability of individuals and organisations by undertaking a range of digital skills needs interventions including assessments and signposting to suitable and available provision.
 8. Facilitate the take up of basic digital skills provision by encouraging businesses and employers, within the technology sector, to work with providers to highlight the opportunities of increased use of digital technologies in the Humber region.
 9. Support businesses to adopt digital technology, by working closely with the HEY LEP's Growth Hub.
 10. Undertake initial scoping on the development of a potential digital strategy for the HEY LEP area.

- 3.7.3. The Humber LDSP Manager is currently working with the HEY LEP's Senior Advisor on Employment & Skills on:

Green Jobs and Skills Analysis research – which incorporates digital as a major cross-cutting theme. The appointed Consultant currently undertaking this research, provided a work in progress update at the December Humber LDSP steering group meeting.

Digital Skills Research Analysis refresh - working in collaboration with Greater Lincolnshire LEP's Skills team to identify a consultant to deliver updated digital skills analysis in the Humber.

- 3.6.4 The HEY LEP, in conjunction with the Humber LDSP and Hull City Council, helped to secure the awarding of five new local Digital and Technology Skills Bootcamps from The Coder's Guild, Hull College and Connexin, which will be implemented and delivered between January and March 2022.
- 3.6.5 Wave 3 bids are in the final stages of development and include digital & advanced technology and construction.
- 3.6.6 The HEY LEP is currently working up a business case to DCMS requesting the continuation of match funding to support the role of Humber Local Digital Skills Partnership Manager within the financial year 2022-23.

3.8. Workforce Development

- 3.8.1. The LEP has recruited to the vacant post of Workforce Development Business Advisor.
- 3.8.2. Progress to date has focussed on establishing links with training providers to understand existing employer relationships, provision offer and agreeing ways of working.
- 3.8.3. Links between employers and providers have already been made facilitating both face to face and virtual networking opportunities across the Hull and the East Riding to communicate the apprenticeship offer with view growing the number of businesses taking on apprentices. This is in addition, to promoting other opportunities such as Made Smarter, T-Levels, creating Traineeship, Work Experience and Internship placements to businesses to bring added value.
- 3.8.4. The Workforce Development Business Advisor is working with a member of the HEY LEP Board to develop a new apprenticeship standard to fill an identified gap in the modular building industry. As a result of a combined effort, eight companies have expressed an interest in taking this opportunity forward.

3.8.5. Working in collaboration with the HEY LEP Digital Skills Team another key focus has been to promote the (Made Smarter) Digital Technologies training offer. This programme is currently running as a pilot until March 2022 and can provide eligible businesses access to: Digital Road Mapping; Intensive Technical Support; Digital Internships and the specialist Made Smarter Leadership & Management Training. As a result this has generated interest from a range of training providers in advancing their own skills with their Leadership training programme which is designed to enhance their company.

3.8 Skills Bootcamps 2022-23

3.8.1 The HEY LEP Employment & Skills team are working with Hull City Council (as the Lead Accountable Body) and partners to develop proposals by 15th February 2022.

3.8.2 DfE are in the process of launching plans for Wave 3 of the Digital and Technical Skills Bootcamps. The Autumn Spending Review confirmed significant investment and scaling up of the Skills Bootcamps programme with approximately £150m available from the National Skills Fund for the 2022-23 financial year.

3.8.3 DfE want to work in partnership with LEPs to scale up delivery and to achieve a balance between grant funding local areas and national / sectoral procurement. DfE are looking for non-MCA local authorities, broadly in line with LEP geographies, to submit proposals of upwards of £1m, there is scope to work with other LEPs and Local authorities to submit a joint proposal where the geography and skills requirements make sense.

3.9 Good Work / Health & Wellbeing

3.9.1 At the inaugural meeting of the HEY LEP Employment & Skills board, it mandated the HEY LEP Employment & Skills team to develop a workplace health & wellbeing / Good Work initiative.

3.9.2 Considerable progress has been made on this project. The development of the HEY Workforce website has been commissioned, content has been developed and new HEY Workforce branding has been designed. A marketing campaign will be planned with the aim for the new website and resources to be available from April 2022

3.10 Wider stakeholder engagement for the reporting period

3.10.1 Since the previous meeting of the Employment & Skills Board, the Employment & Skills team have met with a number of key stakeholders to introduce the work of the HEY LEP and explore areas of potential collaboration around employment and skills related aims and objectives. These include:

- Hull & Humber Chamber of Commerce (SDF employer engagement)
- Department for Culture, Media & Sport (DCMS)
- CIPD Regional team
- Public Health England Regional team
- Engineering Construction Industry Training Board
- National LEP Network
- NP11
- Humber Principals Group
- Yorkshire & Humber Apprenticeship Ambassador Network
- Greater Lincolnshire LEP
- Humber Wind Cluster
- Careers & Enterprise Company