

Hull and East Yorkshire LEP
Employment & Skills Board – 19th December, 2022
Paper A – Hull & East Yorkshire Local Skills Improvement Plan
Hannah Crookes, Chamber LSIP Manager

1. Summary

- 1.1. This paper provides a summary of activities planned to support the delivery of the Local Skills Improvement Plan for Hull & East Yorkshire.
- 1.2. A high-level version of the LSIP Delivery Plan was approved in November 2022.

2. Recommendations

- 2.1. The HEY LEP Employment & Skills Board is asked how it wishes to feed in to the LSIP process.
- 2.2. It is asked to agree what role the sub-groups of the Employment & Skills Board should play within the LSIP process, and how they can be utilised.
- 2.3. It is asked to propose which sectors should be considered as priorities for the LSIP.

3. LSIP Delivery Plan Outline

- 3.1. The LSIP Delivery Plan is broken down into three key stages:
 - Stage A – Articulating Employer Skills Needs
 - Stage B – Translating Employer Demands into Provision
 - Stage C – Addressing Learner Demand & Employer Engagement
- 3.2. After completion of these stages, the LSIP report will be compiled.

4. Stage A – Articulating Employer Skills Needs

- 4.1. To be completed between the present time and March 2023.
- 4.2. This stage is expected to develop a set of clear, simple, high-level outcomes reflecting the priority skills needs of employers that can drive and focus meaningful dialogue with providers and others around the best ways of meeting them.
- 4.3. Activities will include, but not limited to: an employer engagement survey in partnership with the Hull & East Yorkshire LEP; one-to-one meetings with employers; attendance at sector specific and employer networking events hosted by external organisations; telephone interviews (linked with the employer engagement survey); focus groups (linked with the employer engagement survey); social media engagement; organisation of specific

events to support the development of the LSIP; collation and comparison of readily available research and statistics; engagement with other employer representative bodies; and partnership working with the Greater Lincolnshire LSIP to ensure shared priorities of the Humber are considered.

5. Stage B – Translating Employer Demands into Provision

- 5.1. To be completed between January 2023 and May 2023.
- 5.2. To co-create with providers a set of clear, specific and actionable priorities for change (and indeed what needs to be retained) that will improve the labour market relevance of provision and deliver better outcomes for learners.
- 5.3. The key sector priorities will need to be determined by March 2023, to ensure they are incorporated into Accountability Agreements that are set to be signed by May 2023.
- 5.4. Activities will include, but are not limited to: summary and analysis of current local training provision (both post 16 educational and non-accredited); establishment of sector specific focus groups (as well as utilising existing networks) with education and training providers to discuss employer feedback and agree potential ways forward to address employer needs; determining cases for change; determining what needs to be retained; maintaining and evolving platforms to encourage provider and employer engagement; and continued employer engagement ensuring the untapped potential of disadvantaged under represented and special needs groups are incorporated.

6. Stage C – Addressing Learner Demand & Employer Engagement

- 6.1. To embed greater employer engagement in local skills systems in a way that will bring the demand and supply sides more closely together and enables a more coherent 'whole system' approach to skills planning.
- 6.2. Activities will include continuation of some activities stated in Stage B such as maintaining and evolving platforms to encourage provider and employer engagement; establishing ways for more effective promotion of opportunities to support upskilling and investment in training; encouraging work placement activities; gaining more employer input into the provision of CEIAG; and promote means for employers to adopt new and emerging technologies.
- 6.3. Although not directly referred to in the statutory guidance there is a need to consider and support engagement with both young and adult learners, to support increasing knowledge of opportunities and local skills needs.

7. Delivery Plan outline Vs Statutory Guidance

- 7.1. The key stages have been stipulated by the Department for Education and will lead to the development of the LSIP Report.
- 7.2. Stakeholders, employers, training and education providers, Department for Education and the Chamber of Commerce (as the designate employer representative body) all have a part to play in ensuring the successful roll out of the LSIP.
- 7.3. A comprehensive delivery plan, which includes the finer operational details, has been approved by the Department for Education in November 2022. It must be noted that this is a working document, but sections 3 to 6 as already detailed give an outline as to what activities will be carried out to support the delivery of the LSIP Report.

8. LSIP Priorities

- 8.1. Although all post-16 technical education or training is in scope, an LSIP is not intended to be a comprehensive anthology of all skills gaps in the area. It will be for employers through the designated ERB to identify the most pressing skills issues informed by local economic strategies and employment and skills plans.
- 8.2. There is a need to be clear about where most value can be added. For example, drawing on existing data and analysis, building on and joining up with specific sectoral skills initiatives and filling gaps by amplifying the voice of those employers or sectors that most struggle to be heard.
- 8.3. Priority sectors are expected to be highlighted in January 2023, but there is already indication that the cross-cutting themes of Net Zero, Digital and 'soft' skills need to be included amongst the LSIP priorities. Net Zero and Digital are also referred to in the Statutory Guidance. 'Soft skills' have been indicated due to initial feedback with employers.

9. Governance

- 9.1. The LSIP Project team will be overseen and supported by the LSIP Board that consists of representation from the private sector (which is to be expanded), both Local Authorities, the HEY LEP, Further Education, Higher Education and Independent Training Providers.
- 9.2. The LSIP Board does not have any direct financial decision-making responsibilities, but it does have a significant influence on the LSIP report, project activities and recommendations.
- 9.3. As with all LSIPs, the financial obligations and management all lie with the designated ERB (The Hull and Humber Chamber of Commerce for Hull & East Yorkshire).

10. The role of the Employment & Skills Board in the LSIP

10.1. The Hull & Humber Chamber of Commerce, as the designated ERB for the LSIP, is keen to ensure the Employment and Skills Board feeds into the development of the LSIP, along with its sub-groups.