

Hull and East Yorkshire LEP
Employment & Skills Board – 29th February 2024
Paper C – Workforce Development Business Advisor Annual Report
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1. Summary

- 1.1 This paper summarises cumulative business engagement activity and intelligence data gathered by the HEY LEP on the workforce development requirements of local businesses from January 2023 to December 2023, providing an insight for local education, learning and skills providers on opportunities to shape their provision.
- 1.2 Details of business engagement funding and support programmes available are provided in appendix A.
- 1.3 Full anonymised details of the Workforce Development Business Advisor's business engagement activity are provided in appendix B.
- 1.4 Data illustrated in appendix C has been extracted from the "Find an Apprenticeship" website and contains the total number of all live vacancy listings for the HEY region as at 5th February 2024.

2. Key points and considerations

- 2.1 The workforce development intelligence identifies the following key points and considerations:
 - 2.1.1 At the time of reporting, data extracted from the gov.uk "Find an Apprenticeship" website shows only one active apprenticeship vacancy in the East Riding. This is contrary to the information held by the WDBA who is currently working with four businesses, each with multiple apprenticeship opportunities suggesting that not all opportunities are being advertised through this route. The WDBA will take this to the Apprenticeship & Technical Education working group for further discussion and action.
 - 2.1.2 There continues to be demand for apprenticeships from local employers. For this reporting period, on average, each employer engagement has yielded a request for two apprenticeships.
 - 2.1.3 SMEs are now able to access support for upskilling via UKSPF funded programmes. East Riding Council's "Business Support Fund" for businesses located in the East Riding and Hull City Council's "Business Upskilling Support Fund" for businesses located in Hull. These programmes succeed the previously ESF funded Skills Support for the Workforce programme (SSW) which has now ended
 - 2.1.4 There remains a reluctance amongst the business community with regard to employers expressing an interest in offering T-Level placement opportunities. More work needs to be done to by T Level providers to work raise awareness on how T Level opportunities can aid their businesses particularly through

relating to how the qualification aligns to their skills needs and the access points to their workforce.

2.1.5 The WDBA has seen an increase from businesses for requests for advice and support in how to employ an apprentice for the first time. This has led to the WDBA providing support on registering businesses with the apprenticeship ‘Digital Accounts Service’ (DAS) along with providing guidance for accessing the Apprenticeship Levy Transfer scheme to fund apprentice training and other source of grant funding.

3. Report

3.1 Figure 1 below illustrates the ‘cumulative total’ of employer engagements and opportunities generated from January 2023 to December 2023. During the last calendar year, the HEY LEP WDBA engaged with a total of 59 employers which yielded a total of 190 workforce development support opportunities.

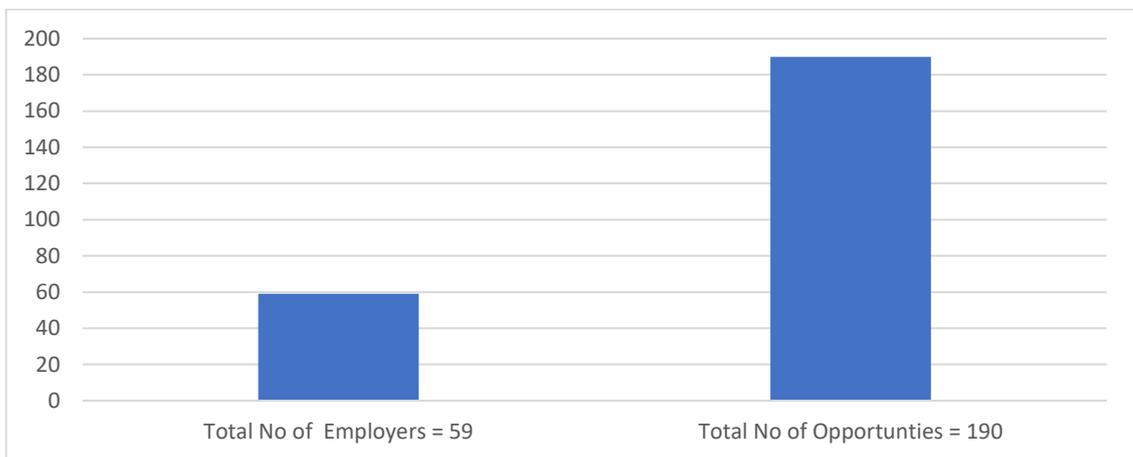


Figure 1: Number of Employers Engaged and Opportunities Generated (cumulative total).

3.2 Figure 2 below illustrates the range of business engagement opportunities by sector and Standard Industrial Classification (SIC) Code. The top five sectors for the reporting period were Engineering, Hair and Beauty, Manufacturing, Health Care and Business Management.

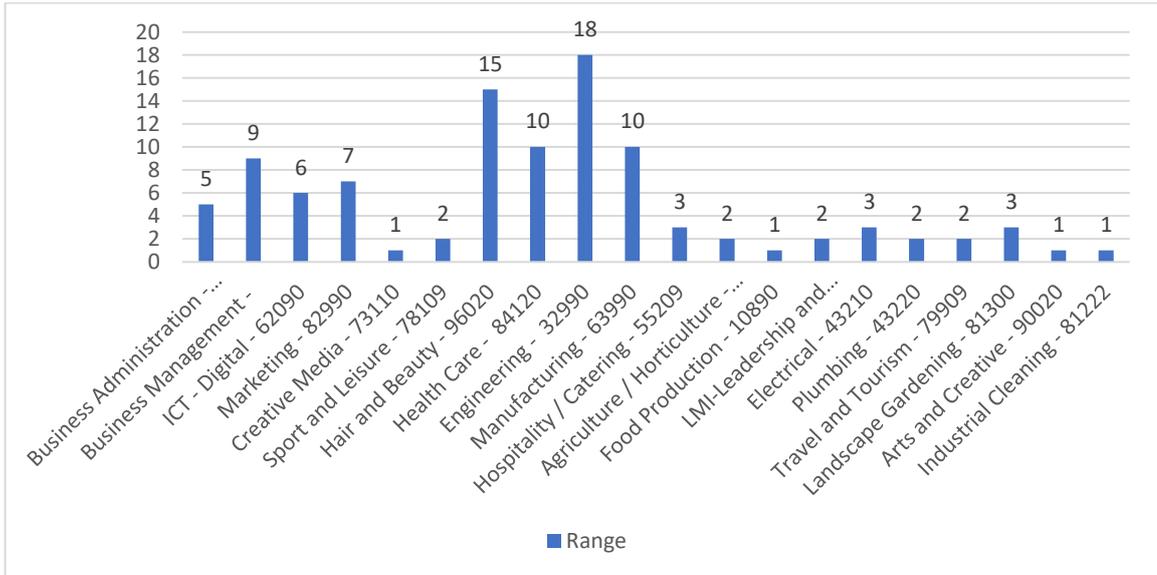


Figure 2: Business engagement by sector and SIC Code only. (Cumulative total).

3.3 Figure 3 below illustrates the range of business engagement by sector and SIC Code by percentage value, in relation to (Figure 2) above.

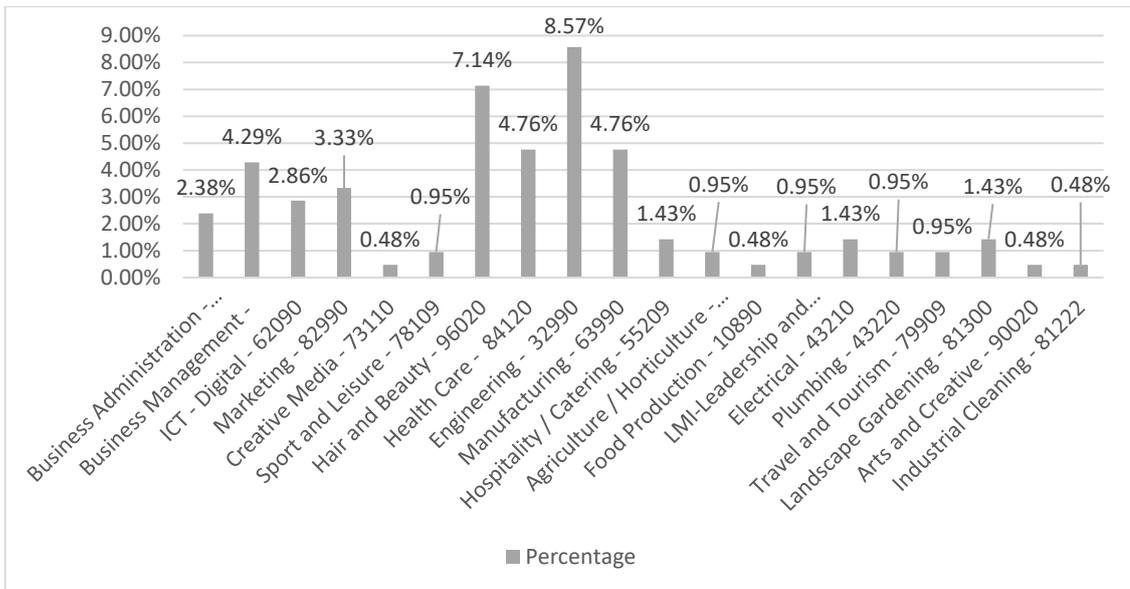


Figure 3: Business engagement by sector and (SIC) Code as a percentage only.

3.4 Figure 4 below illustrates the total demand and range of apprenticeship opportunities that local SMEs have been supported with by level. Of the 113 apprenticeship opportunities in total, 23 were at intermediate level, 44 were at advanced level, 27 were at higher level and 3 were at degree level. A further 16 apprenticeship opportunities were available but awaiting a decision from the employer as to which pathway and level to pursue.

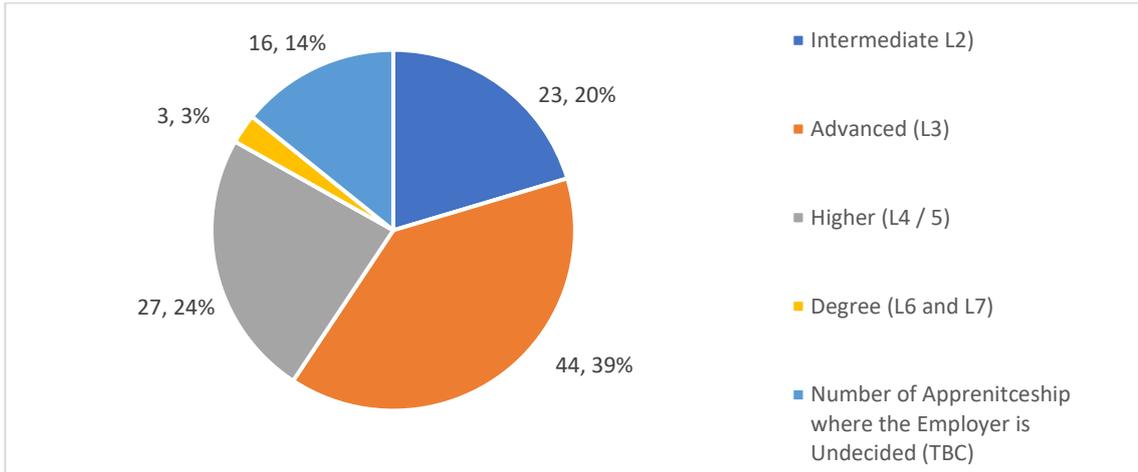


Figure 4: Total number of apprenticeship opportunities by level and percentage.

3.5 Figure 5 below illustrates the range of workforce development opportunities local SMEs were offering and needed support with. Of the 190 in total, 113 were apprenticeship vacancies, 8 were job vacancies, one was for a Traineeship, one was for a Graduate Internship Industry Based Placement, 39 were enquiries for funding support and 28 were for other types of workforce development support. No employers were either actively seeking or made an offer to accommodate T-Level work placement opportunities.

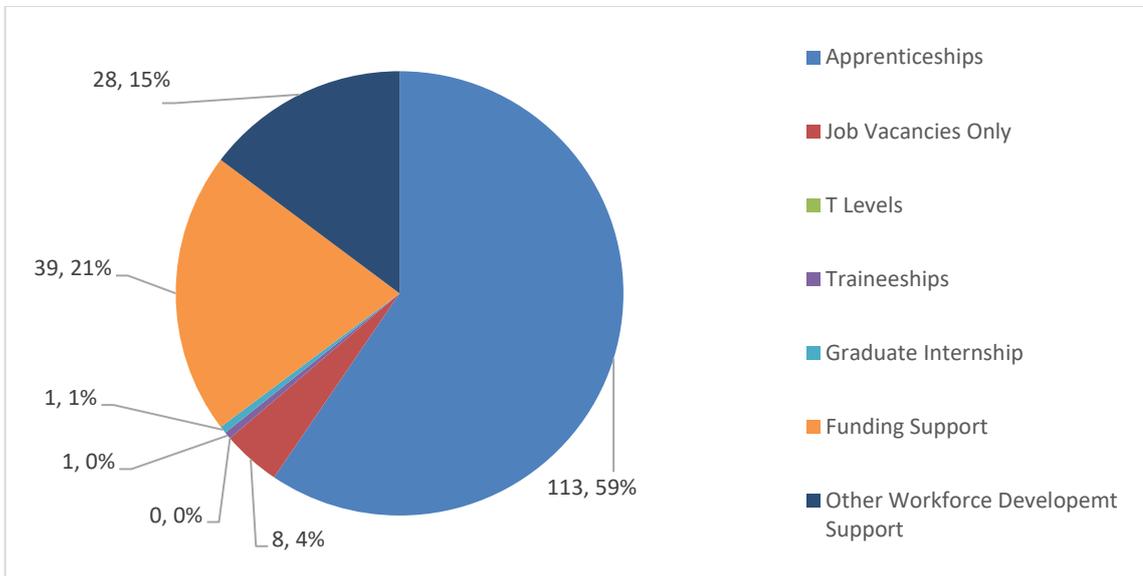


Figure 5: Total number and percentage of Workforce development and apprenticeship opportunities that local SME's have received support for by value and percentage.

3.6 Of the SMEs engaged over this reporting period, none expressed an interest in offering T-Level placement opportunities either immediately or in the future.. As previously reported, the following factors remain as being the reasons for this:

- SMEs do not currently see value of T-Levels for their business
- Employers are unable and/or unwilling to provide training places for 45 days

- Not having the time and resources required logistically to support accredited training placements
- Health and Safety reasons, including operating in hazardous working environments, SMEs report they do not want to put staff and students at potential risk of harm

This has been a consistent theme over the past year’s reporting period with no notable indications of improvement.

3.7 Figure 6 below illustrates the categories for workforce development business support requested by local SMEs. This is made up of the following: 72 upskilling and re-skilling opportunities, 26 business growth and development opportunities, 153 accredited training opportunities, 44 non-accredited training support opportunities, and 16 opportunities are still to be confirmed by the employer, therefore classed as been unspecified at this time.

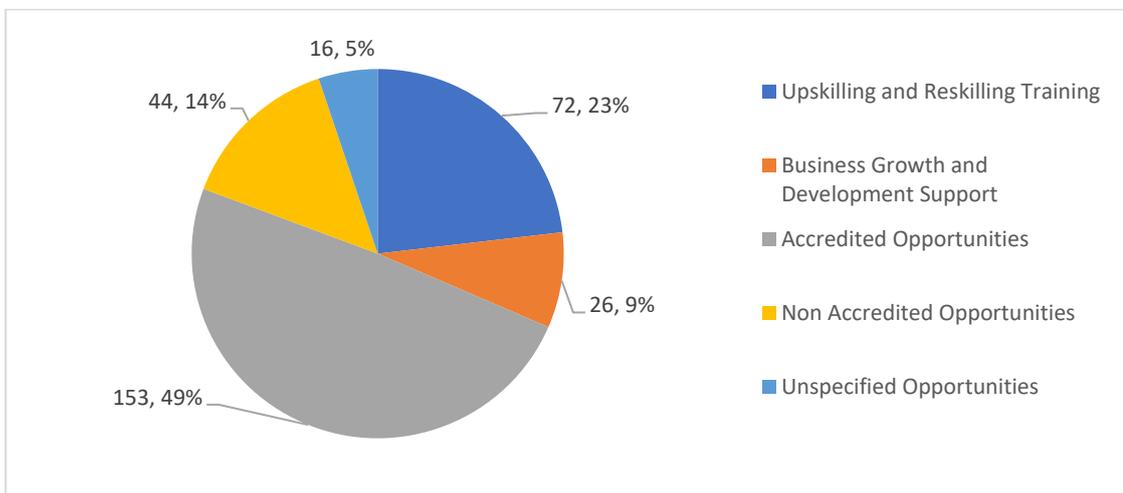


Figure 6: Total number and percentage of business upskilling and reskilling, business growth and development, accredited, non-accredited and unspecified training support.

3.8 Figure 7 below illustrates the type of support being requested by businesses in relation to becoming an apprenticeship employer. This emerging demand stems from businesses being unclear about how to become an apprentice employer and requiring assistance.

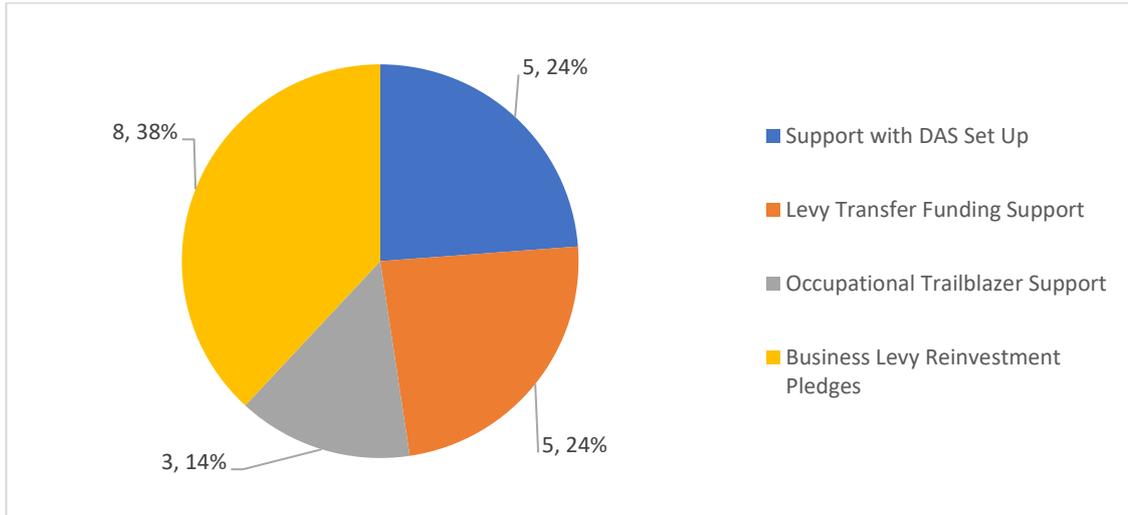


Figure 7: Total number and percentage of employer apprenticeship, levy transfer, trailblazer support opportunities and levy reinvestment pledged support.

- 3.9 Of the above 21 business engagements relating to apprenticeship support, five business were supported with registering with the Digital Apprenticeship Accounts Service (DAS), five were supported with understanding and learning how to access apprenticeship levy transfer and the online employer pledge website, eight were for businesses that had pledged levy transfer reinvestment support and three businesses were supported with setting up an 'Occupational Trailblazer Group'. This development is with a view to employers wanting to develop a new industry-based apprenticeship 'occupational standard' that would better meet the business training and development demands within the specific industry, where clear apprenticeship training and progression gaps had been identified. These trailblazer groups were developed for the Indoor Go-Karting, Marine Engineering and the Digital Marketing & Web Design industries.
- 3.10 Figure 8 below illustrates the range of business funding support programmes accessed by employers as a result of the Workforce Development Business Advisers activity. The chart shows the cumulative range of business funding support provided from January to December 2023.
- 3.11 Of the below 188 business funding support opportunities provided, 149 were for SSW support; three were for the Humber Internship Programme; five were for the Made Smarter Programme; two were for the ERYC Love My High Street Fund; three were for Grantfinder Funding support; six were for the HEY Growth Hub Growing Places Capital Fund; two were for Growth Hub Business Funding; two were for Growth Hub Start Up Business Support; one was for the Help to Grow Programme; three were for the ICT for Growth Fund; one was for Bootcamp upskilling support; two were to access the HCC UKSPF - Business Growth Grant; one was for the HCC UKSPF - Hull Business Energy Efficiency Scheme; two were for the HCC UKSPF - Employment Growth Grant; two were for the ERYC UKSPF - Business Support Grant and three classed (Other) were to access training with the National Employer Training Services.

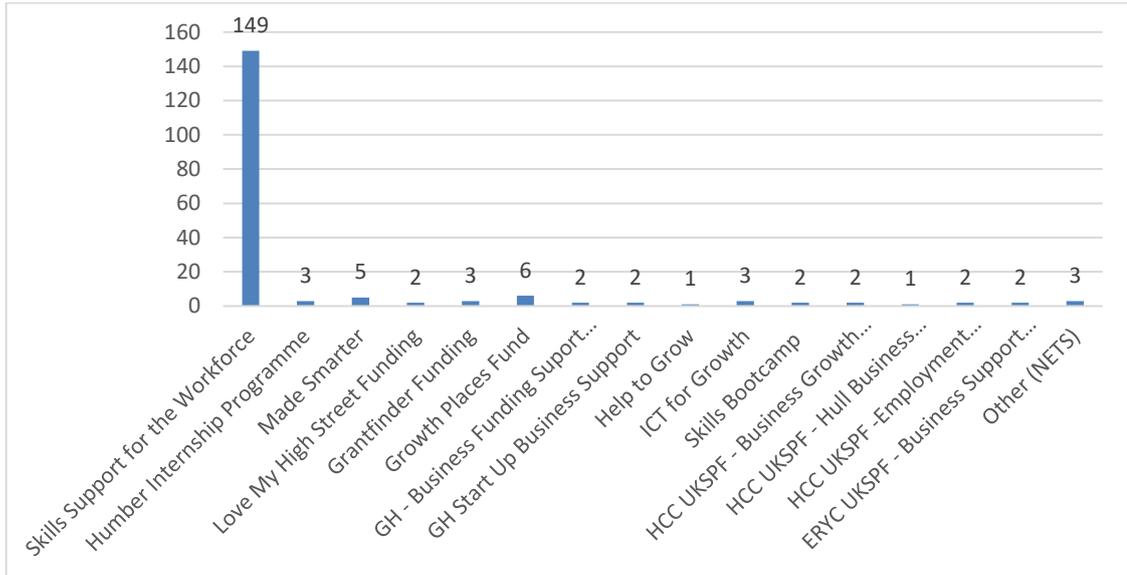


Figure 8: Total range of programmes accessed for business funding support by total value.

3.12 Figure 9 below illustrates the total number of workforce development business engagement support by geographical location. Of the 59 business engagements, 22 businesses were identified as having a Kingston Upon Hull postal address and 37 businesses were identified as having an East Riding of Yorkshire postal address.



Figure 9: Cumulative workforce development businesses engagement support by geographical location.

APPENDIX A

Details of business funding and support programmes accessed.

Note: The following programmes are no longer running but details are included as they feature in the statistics used for this reporting period:

- *Skills Support for the Workforce Programme*
- *The Humber Internship Programme*
- *The Help to Grow Programme*
- *The ICT for Growth Programme*

Skills Support for the Workforce Programme: (SSW)

Prior to its cessation the Skills Support for the Workforce initiative (SSW) was a training programme co-funded by the European Social Fund (ESF) and the Education and Skills Funding Agency (ESFA). This funding was created to help small and medium sized businesses to grow and boost local economies by providing upskilling training courses and qualifications to existing employees at no cost to them to help with meeting their workforce development business needs. For more detailed information visit the website at: [Skills Support For Workforce | The Skills Network](#)

The Humber Internship Programme: (HIP)

The Humber Internship Programme (HIP) was a project supported by grant funding from the European Social Fund (ESF) as part of the European Structural and Investment Funds Growth Programme 2014-2020. The programme was led and managed by the University of Hull as a strategic response to a call for projects under the ESIF programme for the Humber. HIP had the explicit aim of supporting Humber-based Small and Medium Enterprises (SMEs) to recruit, train and retain the skilled employees they needed. The programme was designed to enable businesses to grow and be innovative through recruiting graduates to undertake small business development projects where the business may not have the immediate resources to implement. For more detailed information visit the website at: [Homepage - Humber Internship Programme \(humberinternships.co.uk\)](#)

The Made Smarter Programme:

The flagship government programme, 'Made Smarter', enables eligible manufacturing businesses to receive bespoke advice on a range of support including skills and leadership to innovation strategies. The programme aims to bring the best out of the UK manufacturing industry by upskilling and encouraging collaboration and innovation, keeping UK businesses ahead of the competition in the global manufacturing stage.

Made Smarter aims to help manufacturers integrate advanced digital technologies, leading to improved production, data sharing and a more informed analysis, meaning manufacturers are able boost efficiencies and reduce waste. The programme offers advice and support from the pioneers and experts in national and local industry bodies. Whether businesses are completely brand new to digital technology, or have

already started their digitalisation journey, eligible organisations will receive bespoke advice on anything from skills and leadership to innovation strategies. For more detailed information visit website at: [UK Digital Manufacturing advice & innovation – Made Smarter](#) See also, the Made Smarter Review 2017 at: [20171027_madesmarter_final_digital.pdf](#)

Invest East Riding - Love My High Street Fund:

Support is directly tailored to business needs. In addition to the direct support, there are a range of workshops and events designed to support businesses. Find out more here: <https://investeastyorkshire.co.uk/>

Grantfinder: (Charity Funding Scheme)

GrantFinder is a funding database in the UK providing access to local, national, and international sources of funding including charitable trusts, societies, research councils, national government, the EU and corporate sponsors.

This funding scheme aims to support businesses, local charities, community groups and schools that work to make a positive difference in the region. For more detailed information visit the website at: [Funding For Businesses, Local Community Projects & Charities \(grantfinder.co.uk\)](#)

The Growing Places: (Funding Support Programme)

The 'Growing Places' fund was launched on 01 April 2022 - The scheme aims to provide capital grants and/or loans to SME businesses in Hull and East Yorkshire to support and incentivise business growth, investment, and job creation. Grants of between £5,000 and £250,000 and/or loans of between £75,000 and typically up to £250,000 are available to eligible organisations that are able to demonstrate viability and that may in turn generate new recruitment and contribute to the wider clean growth and carbon reduction targets of Hull and East Yorkshire.

Applicants may apply for either a grant or a loan. Large enterprises and those delivering projects with expected quick payback from e.g., installation of renewable/energy efficient technologies will in most cases be offered a loan in preference to a grant. For more detailed information visit the website at: [The Growing Places Fund - GOV.UK \(www.gov.uk\)](#)

Growth Hub Business Growth Fund:

The Growth Hub provides support to the Hull and East Riding of Yorkshire region supporting businesses across all parts of the region, whilst the Growth Hub is managed by the HEY LEP, business advisors are employed by Hull City Council and East Riding of Yorkshire Council. The HEY LEP's Business Growth Hub can signpost businesses to the most appropriate business support through our website and a network of

advisors based with partners across Hull and East Yorkshire. Find out more here: <https://heylep.com/business/growth-hub/>

HEY Start-Up Business Support:

HEY Start-Ups was part of the HEY Growth Hub. It is part of a network of 38 Growth Hubs across the country that provides a one-stop-shop for individuals and businesses looking for support at any stage of their business journey. HEY Start-Up provides a range of support free of charge including one-to-one business advice and guidance through our network of business advisors, grant funding opportunities, workshops and masterclasses, as well as signposting to a range of funding, support and resources available through partner organisations. For more detailed information visit website at: [About HEY Start-Ups - HEY Start-ups \(heystartups.co.uk\)](https://heystartups.co.uk)

#GrowMySME Business Support:

The #GrowMySME Programme aims to help businesses to grow with support from an advisor team, through a offering bespoke masterclass workshops, grant funding, and other specialist activities such as Supply Chain support, a Social Enterprise Accelerator, and support for businesses in the Visitor Economy.

Advisors will help identify next steps, and help employers access whichever part of the #GrowMySME Programme business need to flourish. For more detailed information visit website at: [#GrowMySME Programme » HEY Growth Hub](#)

The Help to Grow Programme:

The Help to Grow Management offer helped businesses boost performance and resilience. Designed and delivered by entrepreneurs and industry experts at world-class business schools, the leadership course provided time away from the challenges of running a business to invest in leadership, and to learn how to take the business to the next level. It supported the development of strategic skills with key modules covering financial management, innovation and digital adoption.

The ICT for Growth Programme:

Delivered as a product of the Humber Business Growth Hub, this three-year scheme provided a programme of interventions aimed at enabling SMEs in the Humber to create and/or adopt new products and processes and improve productivity and business resilience by utilising ICT more effectively to support business growth.

For more detailed information visit the website at: [ICT for Growth - HEY Growth Hub \(growmysme.co.uk\)](https://growmysme.co.uk)

Skills Boot Camp Programme:

Skills Bootcamps are part of the Government's Lifetime Skills Guarantee, helping individuals gain skills for life. Skills Bootcamps are flexible courses of up to 16 weeks and offer people aged 19 plus and offer the opportunity to build up sector-specific skills and fast-track to an interview with an employer with current or emerging vacancies.

The training is also available to support existing employees to upskill or retrain to help them progress in your organisation.

Delivered in partnership with employers and training providers, Skills Bootcamps offer bespoke training solutions to bridge existing skills gaps within high demand sectors and place the employer at the centre of training and development. Employers can use the list of Skills Bootcamps training providers to find local colleges and providers to work with at: [Find a Skills Bootcamp - Yorkshire and the Humber - Guidance - GOV.UK \(www.gov.uk\)](#)

For more information visit: [Skills Bootcamps \(education.gov.uk\)](#) or [Find out more on GOV.UK](#) or email Skills.Bootcamp@hullcc.gov.uk

The Enterprise Support Team - Hull City Council

The Enterprise Support Team provides a point of contact for anyone seeking business support. The team offers business support and advice on sources of assistance including grants, raising finance, starting and expanding a business, workshop programmes and tailored business advice.

Find out more here: <https://www.hull.gov.uk/business/business-advice/support-and-resources>

Hull City Council UK Shared Prosperity Fund:

Business Growth Grant:

This is a £250-£5000 grant to act as 50% of an eligible project that will support business growth. The business will need to identify the economic impact of the grant e.g. jobs created, improved profitability, new markets entered etc.

Hull Business Energy Efficiency Scheme:

This scheme allows businesses to access a free energy audit with grant funding available to make the recommendations that are identified. Grants are expected to be up to £10k at up to 40% intervention. Please note the grant must be applied for and approved before starting a project.

Employment Growth Grant:

This grant supports businesses that are recruiting individuals to new roles within the business.

For more information contact: business.support@hullcc.gov.uk

Hull City Council Employment Hub – Upskilling and Business Support Fund:

Upskilling Support is a Hull City Council initiative which aims to help local businesses use workforce skills interventions to raise their productivity and profitability.

- The training needs to enhance the individual and the business
- The training must not have already started or have previously taken place
- The business to be based in Hull (HU1-HU9 postcode area)
- The training is for anyone who is directly employed by the business
- Training cannot be a legal requirement (e.g. Health and Safety, etc) or be partly funded by another grant

For further information contact: employmentinclusionteam@hullcc.gov.uk

ERYC UKSPF - Business Support Services Grant:

As part of the Levelling Up Agenda, the East Riding of Yorkshire Council has been allocated funds through the UK Shared Prosperity Fund (UKSPF) and Rural England Prosperity Fund (REPF) to support in the development of our communities, local businesses and personal skills, training, and professional development. Through supporting local businesses priority aims are to:

- Create jobs and boost community cohesion by supporting local businesses
- Promote networking and collaboration
- Stimulate innovation and growth
- Help and support businesses to grow

For more information contact: business.support@hullcc.gov.uk

East Riding Business Funding Support

Support is directly tailored to business needs. In addition to the direct support, there are a range of workshops and events designed to support businesses. Find out more here: <https://investeastyorkshire.co.uk/>

(Other) National Education Training Services (NETS)

National Education Training Services (NETS), offer Level 2 and 3 commercial training courses across a range of sectors, helping learners choose their career path.

National Education Training (NET) is part of the TEC Partnership and provides learners with pre-employment training to help improve their application and interview technique.

If employers are interested in enrolling onto one of the courses below, call on 0800 953 0434 or inquire via the website at: [NET Courses | National Employer Training | Shaping Your Workforce](#)

[N.B: other services offered by training providers are available and the WDBA signposts to all appropriate options. NETS specifically is included in this report as it features as an outcome in the data provided above.]

APPENDIX B

Full anonymised details of the Workforce Development Business Advisor's business engagement activity

The below table provides a cumulative data summary of the Workforce Development Business Adviser business engagements and support provided from January 2023 to December 2023.

Jan-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
N/A	Recruitment	1	Assistant Manageress Temp	N/A	N/A / Only In - House Training
Funding Support Type	Grantfinder Funding	N/A	Business Development Funding	N/A	N/A
Funding Support Type	Love my High Street	N/A	N/A	N/A	N/A
N/A	Apprenticeship	1	Hair and Beauty	3	Yes
N/A	SEND Intern Placement	2	Hair and Beauty	2	Yes
N/A	Apprenticeship	2	Web Design and Development	4	Yes
N/A	Apprenticeship	2	Graphic Designer	3	Yes
N/A	Apprenticeship	1	Hair and Beauty / Aromatherapy	3	Yes
Funding Support Type / NETS - ESF Funding	Upskilling / Reskilling Support	2	Leadership and Management Short Training Course	3	No
Feb-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
N/A	Apprenticeship	1	Hair and Beauty	L3	Yes
N/A	Apprenticeship	3	Web/Media Developer	L6/7	Yes
N/A	Apprenticeship	1	IT Operations Processor	L4	Yes
N/A	Apprenticeship	1	Reception / Administration	L2	Yes
N/A	Recruitment	1	Accounts Person	L3	Yes
Funding	Upskilling/ Reskilling	1	Finance management Training	L3	TBC



Funding Support Type	New ICT/Camera Equipment Funding	N/A	N/A	N/A	N/A
L&M Training Course	Upskilling/Reskilling	4	Leadership & Management	3	Yes
Funding Support Type	Growing Places Funding Support Programme	N/A	Relocate Business to ERYC	N/A	N/A
N/A	Apprenticeship	6	Excellence in Sport	L3	yes
Apprenticeship Funding	Levy Transfer Support	N/A	Work Experience Placements Req for Players	N/A	No
Mar-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
N/A	Apprenticeship	1	Hydraulic Engineer	L3	Yes
N/A	Apprenticeship	2	Electronics Engineer	L2	Yes
N/A	Apprenticeship	1	Apprentice Chef / Ki	L2	Yes
N/A	Apprenticeship	1	Kitchen Assistant	L2	Yes
N/A	Apprenticeship	1	Estimating Apprentice	L3	Yes
TBC	TBC	TBC	TBC	TBC	N/A
Funding Support Type	Growing Places Funding Support Programme	N/A	Relocate Business to ERYC	N/A	N/A
N/A	Apprenticeship	1	Fabrication / Engineering	L3	Yes
N/A	Apprenticeship	3	Machine Operative	L2	Yes
Apr-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
N/A	Apprenticeship	1	Estimator	3	Yes
N/A	Apprenticeship	1	Plumber	3	Yes
N/A	Vacancy	1	Fabrication Welder	N/A	No
N/A	Apprenticeship	2	Catering Chef	2	Yes
N/A	Setting up New Accredited Indoor Go-Karting Apprenticeship Standard Trailblazer with NKA and IFATE	N/A	N/A		No
N/A	Apprenticeship	1	TBC	TBC	Yes



Funding / Support Type	Upskilling / Reskilling	1	Leadership and Management Training	3	Yes
N/A	Apprenticeship	1	TBC	L2	Yes
May-13					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
Funding / Support Type	Growing Place Funding	N/A	Business Equipment	N/A	No
Funding / Support Type	Grantfinder	N/A	Energy Funding Support	N/A	No
N/A	Higher Apprenticeship	1	Hair and Beauty	4	Yes
N/A	Higher Apprenticeship	1	Business Admin	4	Yes
N/A	Apprentice	1	Skin Care/Hair & Beauty	2	Yes
N/A	Traineeship / Supported Intern / SEND	1	Skin Care/Hair & Beauty	2	Yes
N/A	Apprentice	2	Digital Marketing	3	Yes
IFATE / App Standards/Trailblazer Advice	Apprentice Standards	N/A	Web Developer	L3	N/A
Funding / Support Type	Upskilling / Reskilling	1	Foundation Studies in Business	2	Yes
Funding / Support Type	Growing Place Funding	N/A	Business Equipment	N/A	No
Funding / Support Type	Upskilling / Reskilling	1	Business Marketing	3	Yes
Funding / Support Type	GH Business Support	N/A	Digital / social Media	N/A	No
N/A	Apprenticeship	1	Customer Service	2	Yes
Jun-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
Support With Set Up To DAS	Become an Apprentice Employer	N/A	N/A	N/A	No
Support access Levy Transfer	Levy Transfer Support	N/A	N/A	N/A	No
Upskilling / Reskilling	Higher Apprenticeship	5	Business management	5	Yes
Business Capital Funding Query	N/A	N/A	N/A	No	No
N/A	Apprenticeship	1	Digital Marketer	3	Yes
Support With Set up on DAS	Become an Apprentice Employer	N/A	N/A	N/A	No



Support in Access Levy Funding	Levy Transfer Support	N/A	N/A	N/A	No
Interest in RoATP	Employer / Provider	N/A	ESFA Application	N/A	No
N/A	Apprenticeships	7	Excellence in Sport	3	Yes
N/A	Apprenticeships	2	Business Admin	2	Yes
Upskilling / Reskilling	Apprenticeships	2	Leadership & Management	5	Yes
Upskilling / Reskilling	Apprenticeships	2	Business Management	4	Yes
Business Funding Support Queries	Funding for Equipment	N/A	N/A	N/A	N/A
Upskilling / Reskilling	Apprenticeships	3	Agriculture / Horticulture	3	Yes
Love My High Street Funding	N/A	N/A	N/A	N/A	No
N/A	Apprenticeships	2	Electrical Engineer	3	Yes
N/A	Apprenticeships	2	Plumbing Engineer	3	Yes
N/A	Apprenticeships	2	Fabrication / Welding	3	Yes
N/A	Apprenticeships	2	Heating Engineering	3	Yes
N/A	Vacancy	3	Installation Engineers	N/A	No
Query (£3.000) Gov't Funding Initiative	Apprenticeship	2	Travel and Tourism	3	Yes
Jul-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
Upskilling / Reskilling	Apprenticeship Interest	1	Leadership and Management	5	Yes
Upskilling / Reskilling	Higher Education Training Course	2	Hair Loss and Lazer Hair Treatment Training	5	Yes
Funding Support	Growing Places - Purchase of Lazer Hair removal Machine	N/A	N/A	N/A	No
Industry Trailblazer Support	Support for the Development of L3 Apprenticeship Standard for the Marine & Boatyard Operative Industry	N/A	Development of new learning and development modules and professional KSB's	N/A	N/A
N/A	Apprenticeship	1	GRP Boatbuilding	2	Yes



Upskilling / Reskilling	N/A	1	Apprenticeship Assessor Training	2	Yes
N/A	Apprenticeship	1	Specialist Skin Care/Hair Beauty and hair follicle replacement	2	Yes
DAS Registration	Become an Apprenticeship Employer	N/A	Workforce Development Digital Skills Support	N/A	No
Levy Transfer Support	Apprenticeship	N/A	Workforce Development Levy Transfer Register and Application Support	N/A	No
DAS Registration	Become an Apprenticeship Employer	N/A	Workforce Development Digital Skills Support	N/A	No
Levy Transfer Support	Apprenticeship	N/A	Workforce Development Levy Transfer Register and Application Support	N/A	No
Aug-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
Upskilling / Reskilling Support / NETS	Skills BootCamp Training	N/A	Assessor Training	N/A	Yes
Business development Opportunity / Avant Training	Recruitment / Employment	N/A	Partnership Working Opportunity	N/A	N/A
Funding Support Type	HCC Business Support Team	N/A	Business Start-Up	N/A	No
N/A	Apprenticeship Support	1	Engineering	3	Yes
N/A	Apprenticeship Support	1	Digital Marketer	3	Yes
Sep-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
N/A	Apprenticeships	10	Arts and Creative Sector	Multiple	Yes
Funding / Support Type	Levy Transfer Funding Support	N/A	Arts and Creative Sector	N/A	No
N/A	Apprenticeship Support	2	Landscaping Gardening	2	Yes
Levy Transfer	HEY Levy Re-investment Pledge	Multiple	Apprenticeship Funding	N/A	N/A



Levy Transfer	HEY Levy Re-investment Pledge	Multiple	Apprenticeship Funding	N/A	N/A
Oct-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
N/A	Apprenticeship	3	L&M	5	Yes
Upskilling / Reskilling	Training Course	3	Sage Zero Software Training	4	Yes
Upskilling / Reskilling	Training Course	1	Construction Project Manager	5	Yes
Upskilling / Reskilling	Training Course	3	CSCS Training	2	Yes
Bootcamp Training	Excel Training	2	ICT Training	4	Yes
Upskilling / Reskilling	Advanced Excel Training	2	Office 365 Training	4	Yes
Upskilling / Reskilling	Apprenticeship	3	Improvement Technician	4	Yes
Upskilling / Reskilling	Training Course	3	Sage Zero Software Training	4	Yes
Upskilling / Reskilling	Training Course	3	Rhino Software Training	4	Yes
Upskilling / Reskilling	Training Course	3	Office 365 Training	4	Yes
Capital Funding Support	Growing Places Fund	1	N/A	N/A	No
Funding Support	Start Up Business Support	1	N/A	N/A	Yes
Upskilling / Reskilling	Training Course	1	Finance / VAT Taxation	4	Yes
Capital Funding	New Equipment	N/A	N/A	N/A	No
Capital Funding	Growing Places Fund	1	N/A	N/A	No
RoAFTP - Apprenticeship Employer Training Provider Interest	Interested in becoming an Employer / Training Provider	N/A	Options / Employer Support in navigating process	N/A	No
Upskilling / Reskilling	Staff Training	3	CNC / Other Engineering	3	Yes
Trailblazer Query	Apprenticeship Standard	N/A	New Engineering Modules	4	No
Nov-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
Upskilling / Reskilling	N/A	3	Management & Leadership Training	2	Yes
Recruitment Opportunity	Production Team Leader	1	N/A	1	No
Business Support Funding	HCC Business Growth Grant	1	N/A	N/A	No



Recruitment Opportunity	Management & Leadership Role	1	N/A	4	No
Dec-23					
Funding / Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredited (Y)/ Non accredited (N)
Upskilling / Reskilling	Apprenticeship	4	Fab and Weld	3	Yes
Recruitment	Apprenticeship	2	Intro to Fab & Weld	2	Yes
Upskilling / Reskilling	Apprenticeship	3	Leadership & Management	4	Yes
Upskilling / Reskilling	Apprenticeship	2	Recruitment Management	3	Yes
Upskilling / Reskilling	Apprenticeship	2	Recruitment RAC Training	3	Yes
Capital Funding	Growing Places Fund	N/A	N/A	N/A	No
Hair & Beauty Training Provider Registration	Business Expansion and Growth Interest/ Growing places	N/A	N/A	N/A	No
Recruitment	Apprenticeship	Multiple	Bespoke Hair and Beauty	3	Yes

APPENDIX C

Figure 1 below illustrates data extracted from [Find an apprenticeship](#) website and shows all apprenticeship vacancies in the Hull and East Riding of Yorkshire region 5th February 2024.

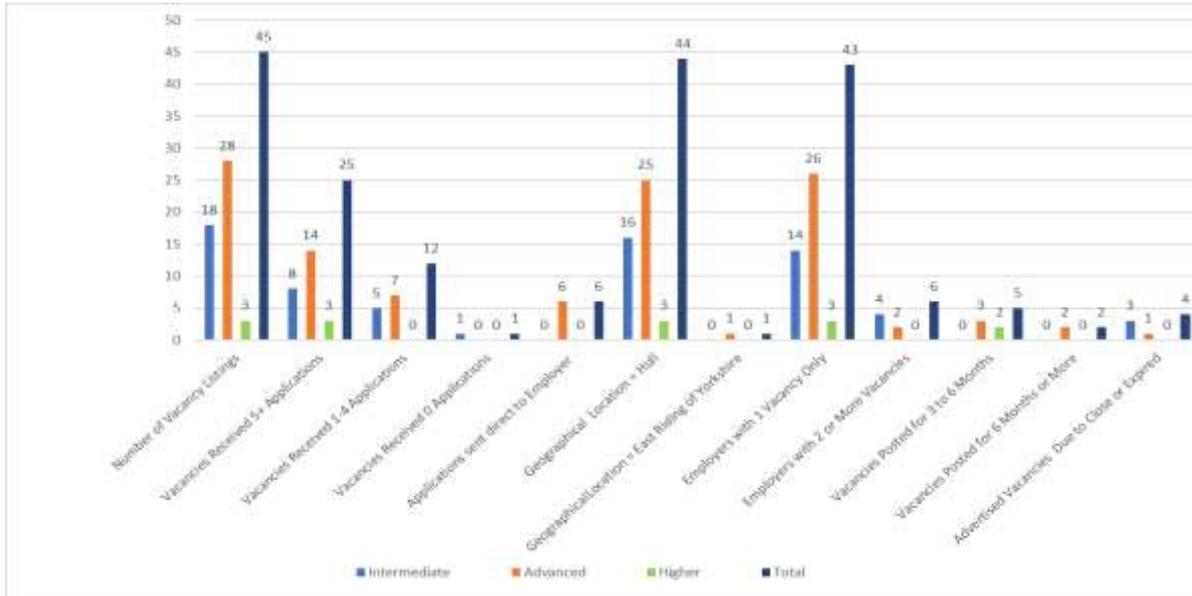


Figure 1: Apprenticeship vacancy data taken from the Find an Apprenticeship website by level for the HEY region on 5th February 2024.

Total number of vacancies listed = 45; Vacancies with 5 or more applications = 25; Vacancies with between 1-4 applications = 14; Vacancies with no applications = 1; Number of applications sent directly to the employer = 6; Number of vacancies advertised in Hull = 44; Number of vacancies advertised in the East Riding = 1; Employers with only one vacancy = 43; Employers with two or more vacancies = 6; Vacancies advertised for 3 months or less = 5; Vacancies advertised for six months or more = 2; Number of vacancies that were advertised that were due to closed or expired = 4.