

Hull and East Yorkshire LEP Business Support Board
14th June 2023

Paper D - Employment & Skills Board Report

Report presented by Gill Dillon on behalf of Jayne Adamson, Chair, HEY LEP Employment & Skills Board and Chris Howell

1. Summary

1.1. This paper summarises the progress made by the HEY LEP Employment & Skills Board since the last meeting of the HEY LEP Business Support Board.

2. Recommendations

2.1. The Board notes the progress made by the Employment & Skills Board.

3. Report

3.1. The HEY LEP Skills Network

3.1.1. The most recent HEY LEP Skills Network took place on 23rd May 2023. Delegates received updates on initial findings from the LEP's Apprenticeship Research Project; Flexi-apprenticeships and T-Levels; Digital Prospectus development; the Youth Futures project; Supported Internships and progress with the Hull and East Yorkshire Local Skills Improvement Plan (LSIP).

3.2. The HEY LEP Career Aspirations Group

3.2.1. The group is planning its third Careers Adviser CPD event of the year. The event will focus on careers in the transport and logistics sector and will be delivered and supported by the Chartered Institute of Logistics and Transport. Events to date have been well attended and the LEP continues to receive good feedback on the content and usefulness.

3.2.2. The panel continues to oversee the Quality in Careers Standard and hold meetings for those schools and colleges having been assessed.

3.3. The HEY LEP Apprenticeship & Technical Education Group

3.3.1. The group met on Thursday 11th May and received updates on the development of the Digital Prospectus and initial findings of the HEY LEP research into the barriers to take-up of apprenticeships and technical education. The group also discussed the new Apprenticeship and Accountability Framework, higher technical qualifications, LSIP Accountability Statements, which are required from all colleges and the availability of degree apprenticeships.

3.4. The HEY LEP Talent Forum

- 3.4.1. The group met on Wednesday 18th April. Presentations were given by Rollits LLP on recruitment, retention and employee engagement in a hybrid working environment, employment law considerations for hybrid working and by the Ministry of Justice on the employment of ex-offenders.

3.5. The Humber Local Digital Skills Partnership (LDSP)

- 3.5.1. The LDSP continues to deliver the outcomes specified in the Memorandum of Understanding with the Department for Culture Media and Sport (now the Department for Science Innovation and Technology).
- 3.5.2. The main focus of the Partnership is currently on the development of the HEY Strategic Development Fund supported products:
- Digital framework - Industry 4.0
 - Digital Prospectus

3.6. Skills Advisory Panel Funding 2022-23

- 3.6.1. The Department for Education SAP funding arrangement with LEPs has now ended and the funding allocated for 2022-23 has been fully spent. The skills and labour market research undertaken has supported the development of the HEY Local Skills Improvement Plan which the Chamber of Commerce, acting as the HEY Employer Representative Body, is required to submit to the DfE by 31st May.
- 3.6.2. The Employment and Skills team continue to manage the remaining commissioned SAP research with activity concluding in early June for the remaining outputs. The following progress has been made since the last meeting of the HEY LEP Board:
- Apprenticeship and Technical Education research: work is nearing completion; the final report is due to be submitted to the Employment & Skills Team in early June.
 - An update of the “Digital Skills Analysis” report which formed the evidence base for setting up the original Humber Local Digital Skills Partnership, will be completed by early June.
 - The Employment & Skills Strategy Summary – the summary strategy will be shared with the Employment & Skills Board at the next meeting in June.
- 3.6.3 In addition to the above, the Employment & Skills Team is working with the TEC Partnership in its capacity as the programme management organisation for the Hull & East Yorkshire Strategic Development Fund,

(SDF2,) to commission an update of the HEY LEP Green Jobs and Skills Analysis – a refresh of the 2021 report and the inclusion of SDF2 requirements. The final report will be complete by the end of June.

3.7 The Careers & Enterprise Company (CEC) and the HEY Careers Hub

- 3.7.1. Forty nine of the fifty schools in the Hull and East Riding area are now part of the Careers Hub with conversations ongoing with the last school, which is keen to join, but to date has been unable to meet. This progress is in line with national DfE expectations for every school and college to be part of a Careers Hub by 2024.
- 3.7.2. The Cornerstone Employer group continues to meet and remains committed to supporting the missions of the Careers Hub. The group recently made a commitment to support teacher workplace experiences, and this will start with a virtual school and employer networking event in July.
- 3.7.3. The Grant Offer Letter for the academic year 2023/24 has been received and planning will begin for the forthcoming academic year to ensure the targets set within it can be met.
- 3.7.4 The CEC have indicated there will be five priorities that all Careers Hubs will be expected to address in the next academic year, they are:
- Improve careers provision
 - Drive more high-quality employer experiences
 - Amplify vocational routes
 - Focus on disadvantaged
 - Connect careers provision to local economies.
- 3.7.5 The funding for the forthcoming year is more prescriptive in how it can be used to support these priorities but allows the Careers Hub to concentrate on making an impact in these specific areas.
- 3.7.6. Recruitment is underway for the position of Enterprise Coordinator which will increase the team's capacity and allow the Careers Hub to service all schools and fully deliver its contractual obligations. The Team will also recruit an Employer Engagement Enterprise Coordinator for the forthcoming year jointly with Greater Lincolnshire LEP subject to final funding confirmation.
- 3.7.7 The Careers Hub has been running a "Student Voice" pilot project with the aim of better understanding how students can input into the development of careers education in the region. The project has been outsourced to ensure the results and feedback are impartial and not influenced by contractual aims and objectives. All schools in the Careers Hub invited 2 students (of any age but those with a more disadvantaged

background/harder to reach) to engage in 4 face to face sessions and 4 online sessions (they could invite others to the online sessions). Topics for the 4 face to face sessions include:

- The existing careers provision in their school
- Accessing careers information and guidance on career paths
- The world of work and employers
- Future careers provision in schools.

Initial feedback from schools has been overwhelmingly positive and most have already started to use it to shape their provision. The HEY Careers Hub project has been highlighted by the British Youth Council as good practice and invited to participate in some national workshops.

3.8 The Quality in Careers Standard

- 3.8.1 Schools and colleges continue to work towards the Quality in Careers Standard. Schools and colleges are now self-funding these assessments.
- 3.8.2 The HEY LEP remains the only LEP in the country that has accrediting awarding authority for the Standard.
- 3.8.3 The May panel considered a recent assessment of Wyke College. The outcome is awaited.

3.9 Workforce Development

- 3.9.1 Since the start of the 2023/24 financial year, the Workforce Development Business Advisor (WDBA) has engaged with 13 businesses across the HEY region providing support for workforce development and business support needs. Of these 13, 5 are continuing engagements from 2022/23 and 8 are new business referrals from the start of April.
- 3.9.2 The WDBA is currently seeking to reallocate £25k unspent levy funding from a local levy paying employer. This funding has originally been earmarked but has become available again due to the company intended to receive the unspent levy funding going into liquidation.
- 3.9.3 The WDBA is leading on preparations for an event to be held during Business Week 2023 to promote the uptake of apprenticeships. The event will be delivered jointly with the HEY Growth Hub and will be held on Thursday 8th June from 8.00am to 11.00am at the University of Hull's Aura Innovation Centre. The event will cater for businesses from all sectors to learn how apprentices, trainees and interns can add value to their companies. The event will be co-delivered in partnership with a range of external organisations including representatives from the

Institute for Apprenticeships and Technical Education (IfATE), Arco, The Yorkshire and Humber Apprenticeship Ambassador Network (Y&HAAN), the Construction Industry Training Board (CITB), EN:Able Futures, Hull City Council's Employment Hub, York and North Yorkshire Apprenticeship Hub and East Riding's Worklink and Log-On Move-On teams.

- 3.9.4 Further progress has been made with the National Karting Association with regards setting up a Trailblazer Group for developing a new apprenticeship standard for the indoor karting industry. As enough interest has been generated the WDBA has now held a pre-Trailblazer steering group meeting to providing guidance to a range of national karting companies. The next stage will be for businesses involved to agree the key industry roles to be incorporated as essential learning and development elements with the new apprenticeship standard. If successful, this would become the preferred industry training requirement for all karting companies on a national level.

3.10 Equality & Diversity

- 3.10.1 The Employment & Skills Manager continues to develop the LEP's approach to equality, diversity and inclusion with internal colleagues and Employment & Skills Board member and LEP Equality & Diversity Champion, Catherine Bishop.

3.11 Stakeholder collaboration, support and partnership working

- 3.11.1 The HEY LEP Employment & Skills Manager and Careers Hub Lead attended a TEC Partnership Governor development session on 20th May providing an overview of skills activity to the governing body.
- 3.11.2 The HEY LEP Employment & Skills Manager continues to be an active member of the HEY Strategic Development Fund (SDF) group and participated as a guest speaker at the SDF Showcase Event held on 18th May.
- 3.11.3 The HEY LEP Employment & Skills Manager continues to contribute to the development of the HEY LSIP through involvement in the LSIP Board.

3.12 NHS Integrated Care System – Inclusive Careers Partnership

- 3.12.1 The Employment & Skills Team have entered into a partnership with the Humber and North Yorkshire Integrated Care Board (ICB) to deliver an "Inclusive Careers" project.
- 3.12.2 The ICB has invested £300k of non-recurrent funding into the HEY LEP which will lead the initiative. The project aims to address skills shortage occupations within NHS and social care and raise the profile of careers

in the NHS and social care including amongst people with additional needs or barriers to employment.

3.12.3 The project will develop a scheme of innovative pilot projects focussed on increasing the number of young people entering the health and social care workforce. The pilot projects will be developed with the involvement of the Greater Lincolnshire and York and North Yorkshire LEPs and other stakeholders with an interest in careers.

3.12.4 The initial proposal, which will be further refined with the stakeholders listed above includes dedicated health and care careers advice, work experience, enhanced careers information for people of all ages and also careers support for people experiencing barriers to employment such as those with special educational needs and disabilities.

3.13 Wider stakeholder engagement for the reporting period

3.13.1. Since the previous meeting of the HEY LEP Board, the Employment & Skills Team have met with several key stakeholders to either introduce the work of the HEY LEP or to continue to explore areas of potential collaboration on employment and skills related aims and objectives. These include:

- CIPD Regional & National Team
- Careers & Enterprise Company
- Department for Science, Innovation and Technology (DSIT) (previously the Department for Culture, Media & Sport (DCMS))
- Department for Education (DfE)
- East Riding Supported Internships team (Worklink)
- East Riding SEND Employment Forum
- HEY LSIP Board
- Hull Post-16 Education Partnership
- Hull & East Yorkshire Strategic Development Fund 2 Board
- Humber and North Yorkshire Integrated Care Board
- Humber Principals Group
- Lloyds Bank (digital and social inclusion)
- National LEP Network
- North East and Yorkshire Good Work Community of Practice
- Offshore Wind Connections 2023
- Youth Futures Steering Group
- YH Workplace Health and Wellbeing Network
- Yorkshire and Humber Apprenticeship Ambassador Network