

Hull and East Yorkshire LEP
Employment & Skills Board – 27th February 2023
Paper D – Workforce Development Business Advisor Annual Report
Carl Southcoat, Workforce Development Business Advisor

1. Summary

- 1.1 This paper summarises cumulative intelligence gathered by the HEY LEP on the workforce development requirements of local employers from January 2022 to December 2022 and provides insight for local education, learning and skills providers on opportunities to shape their provision.
- 1.2 Full anonymised details of the Workforce Development Business Advisor's business engagement activity are provided in appendix B.
- 1.3 Since the first Workforce Development Business Advisor Report was compiled, the WDBA post has been reduced from 1 FTE to 0.4 FTE as of July 2022. This report contains full year data from January 2022 to December 2022 reflecting a full-time role from December 2021 to June 2022 and 0.4 FTE role from July 2022 to present. The WDBA continues to operate on a 0.4 FTE and future reports are expected to reflect lower outcomes as a result.

2. Recommendations

- 2.1 The board notes the workforce development intelligence which identifies the following key points and considerations:
 - The continued significant contributions to supporting local business through the European Funded Skills Support for the Workforce programme, the funding for which will cease in 2023.
 - There is a current lack of interest amongst employers in offering T-Level placement opportunities. More work needs to be done to make employers aware of T-Levels and their advantages, particularly relating to how the qualification aligns to their skills needs and the access points for their workforce.
 - Intelligence gathered from this report identifies significant demand for apprenticeships from local employers. For this annual reporting period, on average, each employer engagement has yielded a request for two apprenticeships.

A consideration for the Employment & Skills Team is how to further enhance the intelligence collected by the WDBA to improve outcomes. In order to do this, an improved feedback mechanism is needed to better monitor whether or not the business support provided by Growth Hub advisors, have been followed through and successfully actioned by the employer. Such feedback would allow stakeholders to identify where the system is working well and where barriers exist.

3. Report

- 3.1 Figure 1 below illustrates the cumulative total of employer engagements and opportunities generated from January 2022 to December 2022. During this period the LEP has engaged with a total of 81 employers which has yielded a total of 594 workforce development support opportunities.

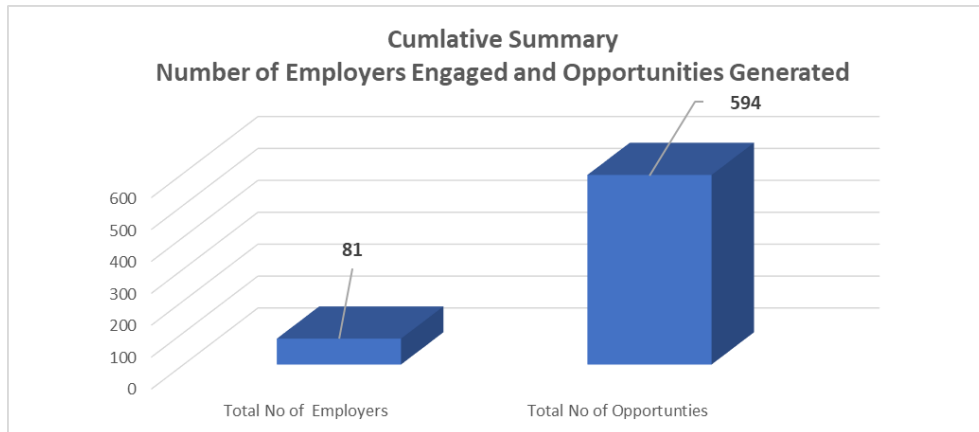


Figure 1: Number of Employers Engaged and Opportunities Generated (cumulative total).

- 3.2 Figure 2 below illustrates the range of business engagement by sector and Standard Industrial Classification (SIC) Code. The chart shows the range of how each of the 594 workforce development and funding opportunities are distributed by sector, number of opportunities and actual engagements.

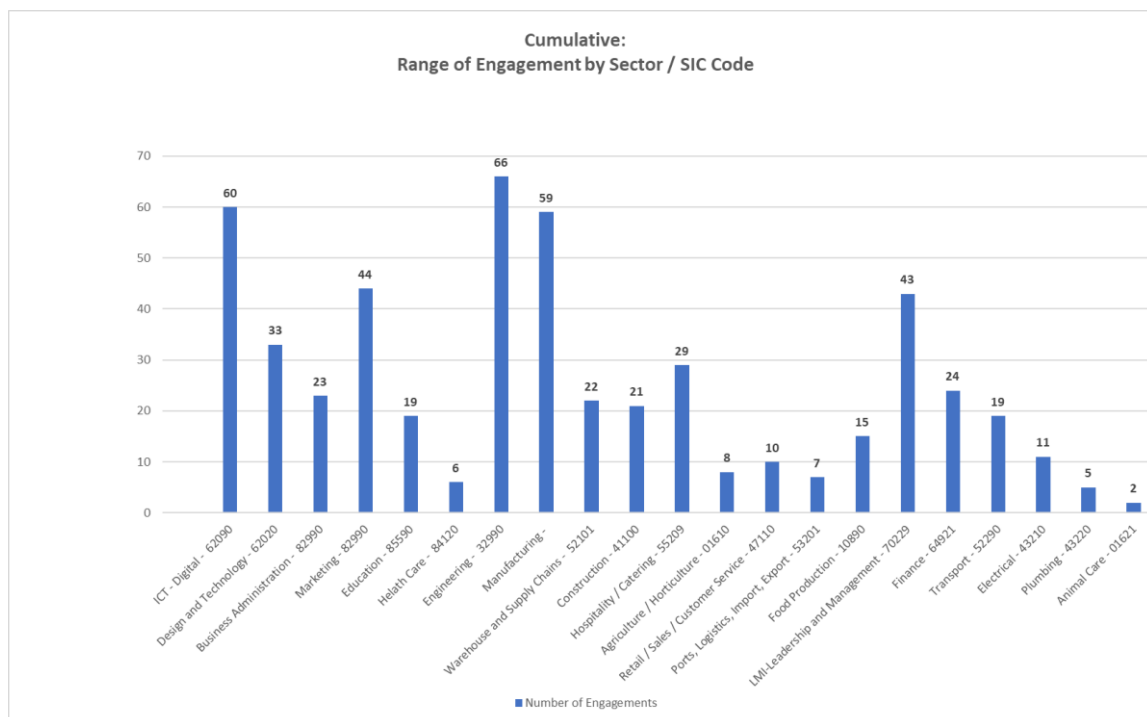


Figure 2: Range of business engagement by sector and SIC Code. (Cumulative total).

3.3 Figure 3 below illustrates the range of business engagement by sector and SIC Code. The chart shows the range of how each of the 594 workforce development opportunities are distributed by sector, number of opportunities and actual engagements by percentage value only, in relation to (Figure 2) above.

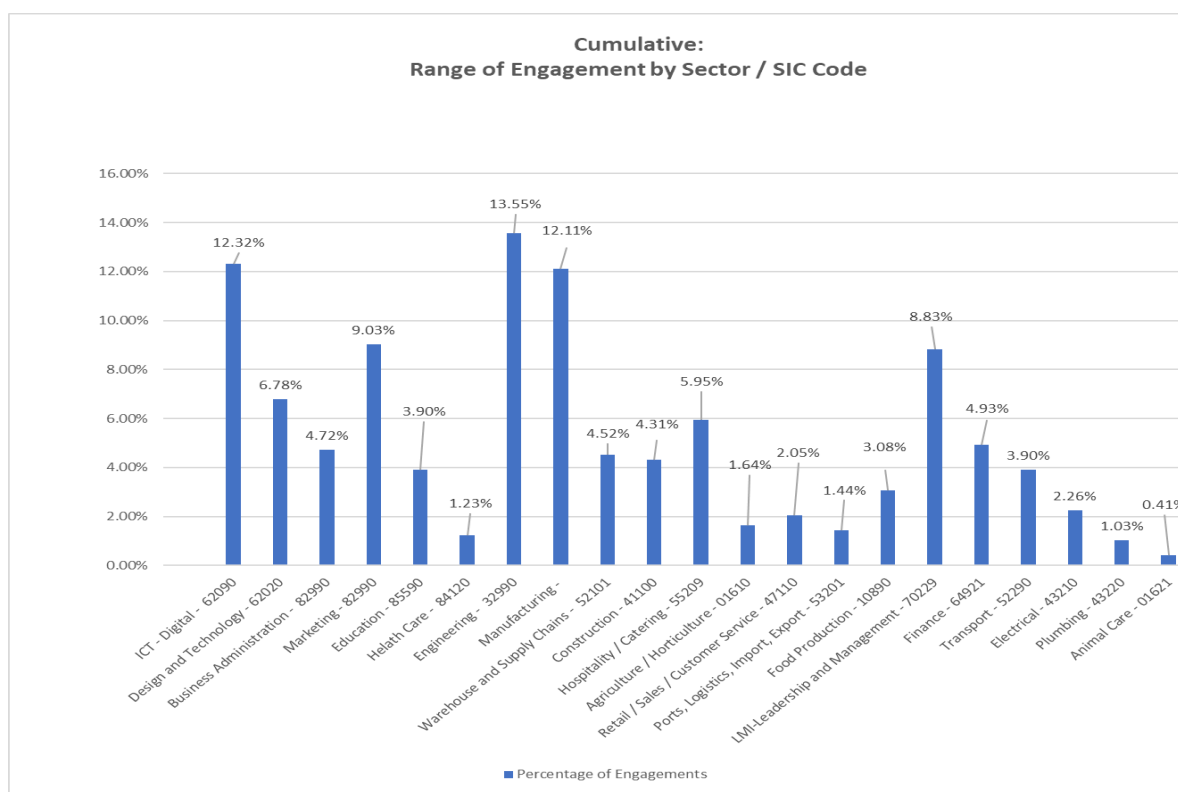


Figure 3: Range of business engagement by sector and (SIC) Code as a percentage.

3.4 Figure 4 below illustrates the evidenced demand for apprenticeships by level. Of the 81 employers engaged, support was provided for a total of 191 apprenticeship opportunities. This comprised 52 intermediate (L2) apprenticeships, 84 advanced (L3) apprenticeships, 39 higher (L4/L5) apprenticeships and 16 Degree apprenticeships at (L6 and/or L7).

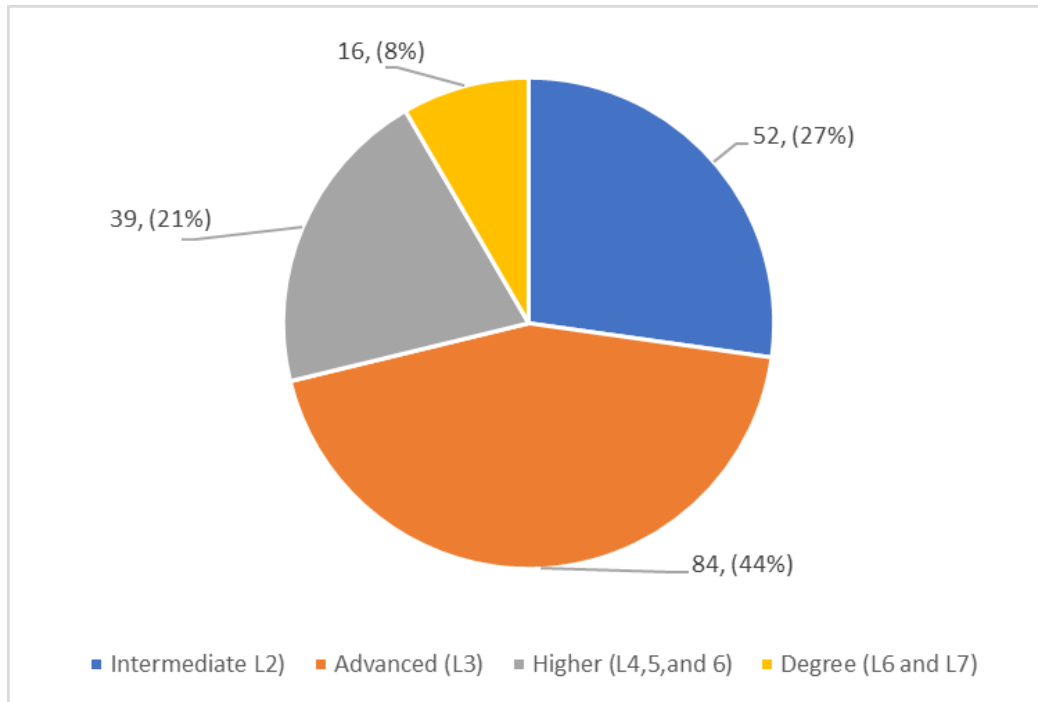


Figure 4: Number of apprenticeship opportunities by Level (cumulative total).

- 3.5 Figure 5 below illustrates the type of workforce development opportunities local SMEs are offering and need support with. Of the 309 recruitment opportunities, 74 were employment vacancies, 17 were for Traineeships, 191 were for Apprenticeships, 6 were for Graduate Internships, 2 were for interest in offering T-Level opportunities in the future, 7 were for companies with more than one apprenticeship opportunity and 7 businesses were undecided on what type opportunity to offer.

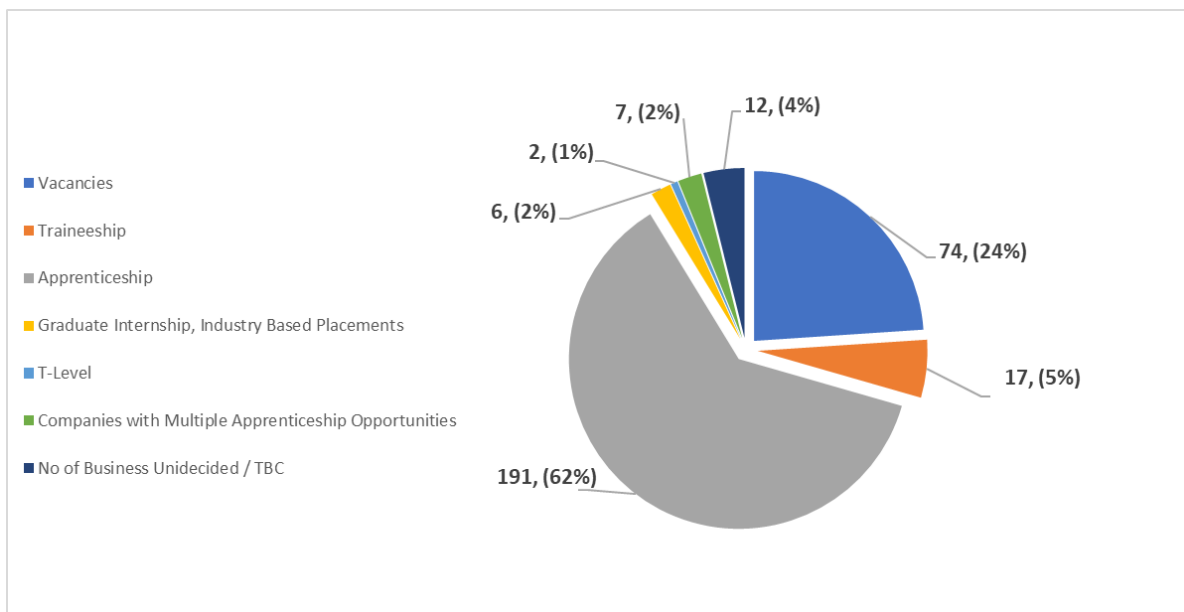


Figure 5: Workforce development opportunities local SME's requesting support for (cumulative total).

3.6 During workforce development business engagements, of the SMEs engaged, only two businesses have expressed an interest in potentially offering T-Level placement opportunities in the future. The following factors as previously reported still 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 and do not want to put staff and students at potential risk of harm

3.7 During workforce development business engagements, the WDBA has had a small amount of success with promoting Traineeships. In this a total of 17 business have committed to investing time and resources through offering vocational training placements opportunities for young people. These 17 opportunities were offered specifically within the manufacturing and engineering sectors.

3.8 Figure 6 below illustrates the type of workforce development support requested by local SMEs (upskilling, accredited, non-accredited and unspecified training support). Of these categories, workforce development support has been provided for a total of 594 opportunities. This is made up of the following: 243 upskilling and re-skilling opportunities, 282 accredited training opportunities, 57 non-accredited training support opportunities, along with 12 opportunities that are currently ongoing and still to be confirmed by the employer, therefore classed as been unspecified at this time.

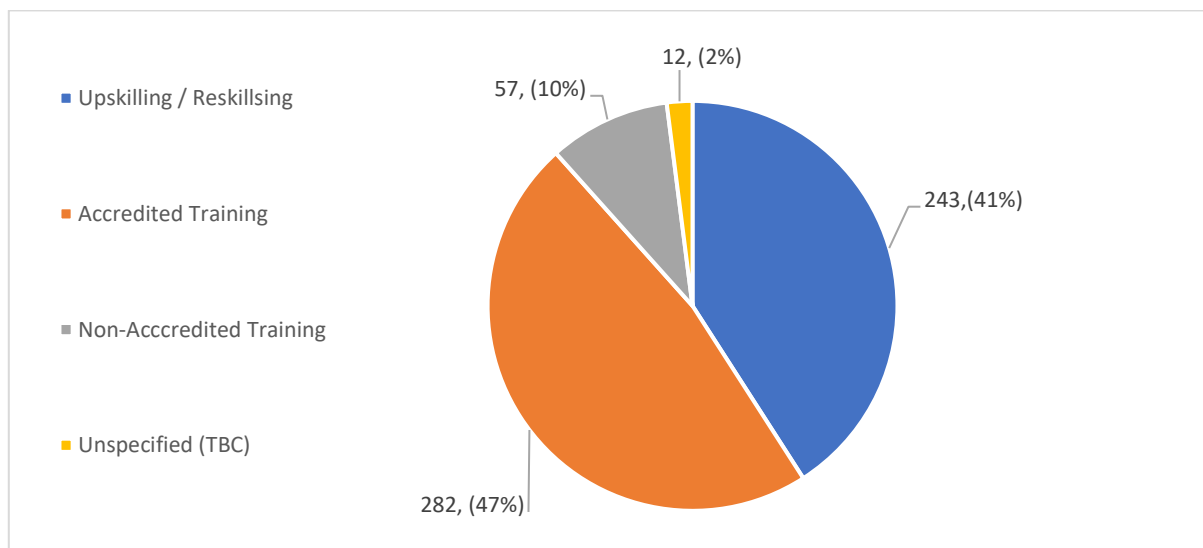


Figure 6: Number of upskilling, accredited, non-accredited and unspecified training support (cumulative total).

- 3.9 Figure 7 below illustrates the multiple opportunities offered by individual businesses and highlights that some businesses are not clear about the type of workforce opportunities they have available or what support they require. Of the 26 unspecified businesses support opportunities provided, support was provided for the following: 1 ongoing social value opportunity with (Kier Construction), 7 businesses with one or more apprenticeship opportunities, 7 businesses with one or more employment vacancies and 12 businesses are currently still undecided in the direction for how to proceed.

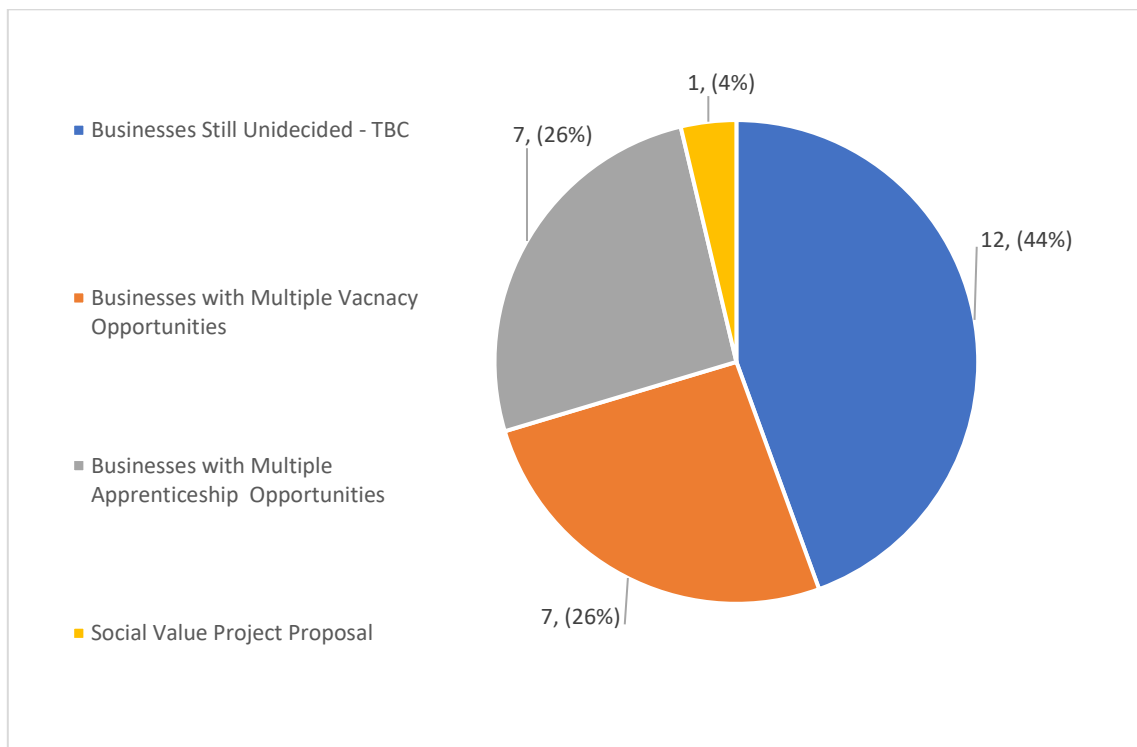


Figure 7: Businesses with multiple and unspecified opportunities (cumulative total).

- 3.10 Figure 12 below illustrates the range of funding support programmes accessed for 252 workforce development support opportunities. Of the 10 individual funding support programmes accessed, 205 were supported through the Skills Support for the Workforce (SSW) Programme, 6 were supported through the University of Hull Humber Internship Programme (HIP), 6 were referred to the Made Smarter Programme, 4 were referred to the Growth Hub Business Support Programme, 7 were referred to the #GrowmySME Business Support Programme, 11 were referred to the ICT for Growth Support Programme, 3 were referred to the Growing Places for capital funding support, 2 were referred to the Help to Growth Business Support Scheme and 8 businesses were supported in accessing and completing application forms for the Grantfinder Funding opportunity. (See appendix A for full details of the respective programmes).

N.B. Only SSW Prime Contractor data is shown for the purpose of this paper. For the HEY region, Hull College and Calderdale College are the prime (SSW) providers for existing workforce development upskilling and re-skilling needs.

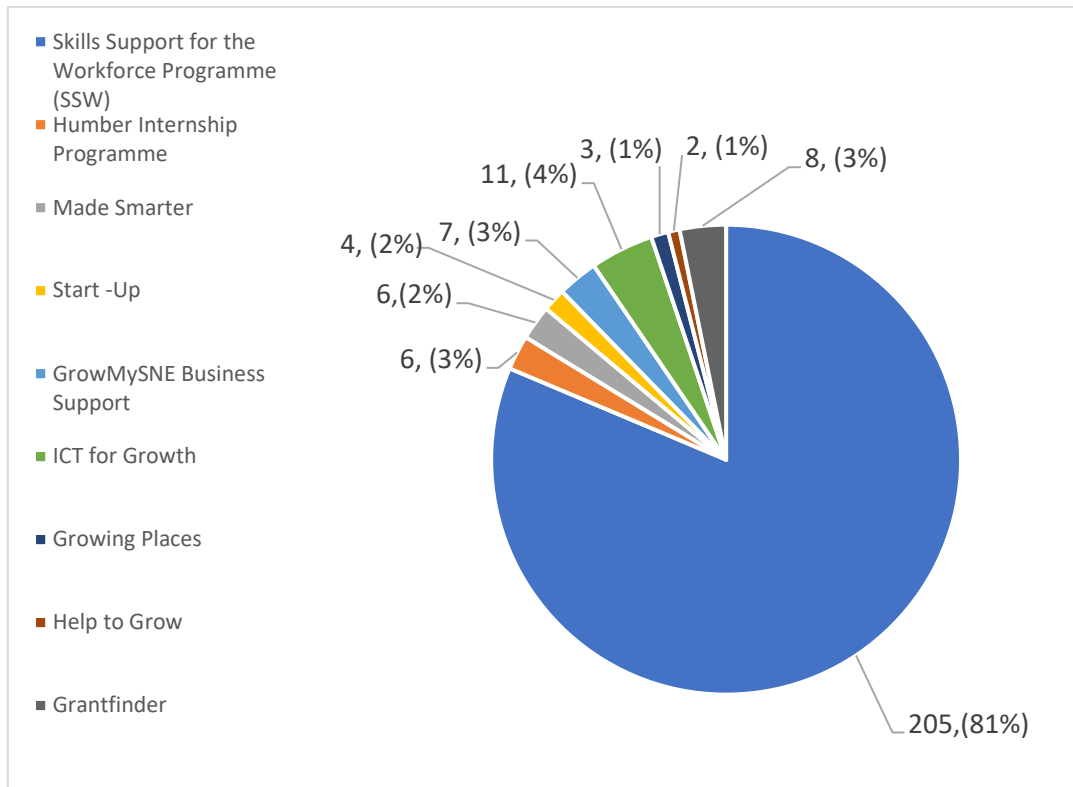


Figure 8: Range of business funding support programmes accessed (cumulative total).

3.11 Figure 8 below illustrates the total number of workforce development business engagement support by geographical location. Of the 81 business engagements, 32 businesses were identified as having a Hull postal address and 49 businesses were identified as having an East Riding of Yorkshire postal address.

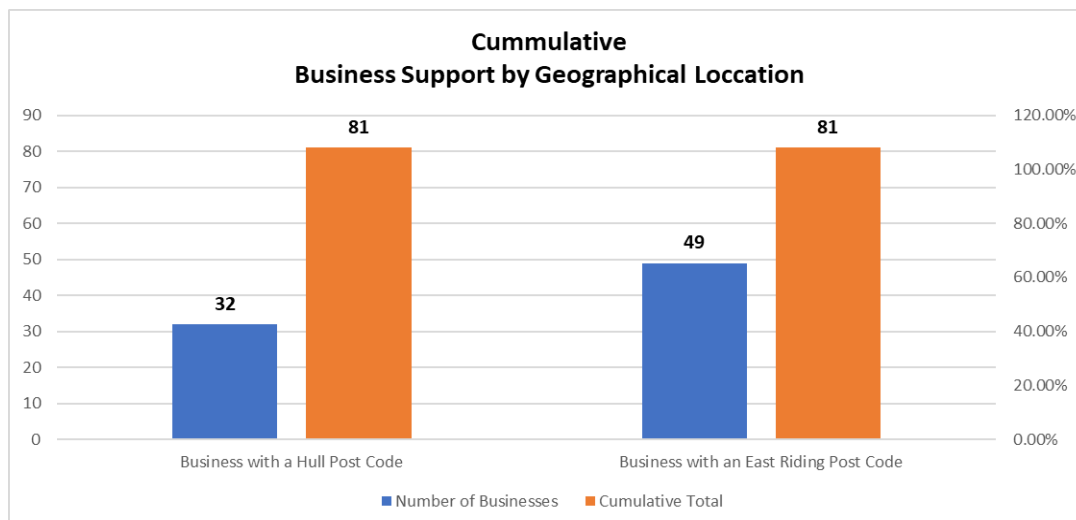


Figure 9: Workforce development businesses engagement support by geographical location (cumulative total).

APPENDIX A

Details of business support programmes

Skills Support for the Workforce Programme: (SSW)

Skills Support for the Workforce (SSW) is 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 website at: [Skills Support For Workforce | The Skills Network](#)

The Humber Internship Programme: (HIP)

The Humber Internship Programme (HIP) is 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 is being 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 has the explicit aim of supporting Humber-based Small and Medium Enterprises (SMEs) to recruit, train and retain the skilled employees they are needed. To enable them 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 website at: [Homepage - Humber Internship Programme \(humberinternships.co.uk\)](http://humberinternships.co.uk)

The Made Smarter Programme:

The flagship government programme, 'Made Smarter', enables eligible manufacturing businesses to receive bespoke advice on anything from 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](#) And the Made Smarter Review 2017 at:

[20171027_madesmarter_final_digital.pdf](#)

HEY Start-Up Business Support:

HEY Start-Ups is part of the HEY Growth Hub. The HEY LEP 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 the 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. The Hub ensures that employers have a tailored package of support that is right for their business. For more detailed information visit website at: [About HEY Start-Ups - HEY Start-ups \(heystartups.co.uk\)](#)

#GrowMySME Business Support:

The #GrowMySME Programme has been designed to do exactly 'what it says on the tin'! Featuring three specialist yet complementary strands – focusing on access to finance, adoption of general business growth support. The ultimate aim is to help businesses to grow with support from the experienced 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.

For SME's in the Humber region looking for support to grow, the team of experienced advisor have the tools business owners need to help them take the next steps in their business' growth journey. Expert 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 ICT for Growth Programme:

Delivered as a product of the Humber Business Growth Hub, this three-year scheme provides 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.

Grants are available for ICT projects e.g. implementing a new CRM system, ICT consultancy, digital marketing etc. Grants are between £1k-£2.5k to make up 40% of a total project, so projects of between £2500-£6250 (exc. VAT). For more detailed information visit the website at: [ICT for Growth - HEY Growth Hub \(growmysme.co.uk\)](#)

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 will be 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 \(www.gov.uk\)](#)

The Help to Grow Programme:

The Help to Grow Management offer helps businesses boost performance and resilience. Designed and delivered by entrepreneurs and industry experts at world-class business schools, this leadership course provides 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 supports the development of strategic skills with key modules covering financial management, innovation and digital adoption. By the end of the programme, employers will develop a tailored business growth plan to lead on the delivery of increased profitability, innovation and growth. For more detailed information visit the National Help to Grow website – [click here](#) For the Hull University Business School Help to Grow Programme – [click here](#)

Grantfinder (Charity Funding Scheme)

GrantFinder is the leading funding database in the UK providing access to local, national, and international sources of funding.

Grantfinder has an up-to-the-minute database supported by a dedicated team of expert researchers who monitor, digest, verify and report daily on thousands of funding sources including charitable trusts, societies, research councils, national government, the EU and corporate sponsors. Grantfinder has strong relationships with funding administrators and policy managers across all of these organisations mean they can share advanced knowledge of new funding policies and opportunities. 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 \(grantfinder.co.uk\)](#)

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 2022 to December 2022.

Funding Support Type	Opportunity Type	Quantity	Training Requirement	Level	Accredite d (Y)/ Non accredite d (N)
Jan-22					
N/A	Apprenticeship	2	Butchery Apprentices	2	Yes
N/A	Apprenticeship	4	Logistics Apprentices	2	Yes
N/A	Apprenticeship	2	Warehouse and Supply Chain Apprentices	2	Yes
N/A	Apprenticeship	8	Advanced Food Operatives	3	Yes
N/A	Apprenticeship	1	Sales Apprentice	4	Yes
N/A	Apprenticeship	1	Digital/Marketing	3	Yes
N/A	Vacancy	5	Retail /IT / Sales Staff	N/A	No
N/A	Vacancy	3	Dispatch and Warehouse Staff	N/A	No
N/A	Vacancy	5	Packaging Staff	N/A	No
N/A	Vacancy	5	Production Operative Staff	N/A	No
N/A	Vacancy	5	General Labourer Operative	N/A	No
N/A	Vacancy	5	Hygiene Operative	N/A	No
N/A	Apprenticeship	2	Digital Marketing Apprentices	4	Yes
N/A	Apprenticeship	1	Broadcasting / Production Apprentice	2	Yes
N/A	Apprenticeship	2	Graphic Design	3	Yes
N/A	Apprenticeship	1	Software/Web Developer	2	Yes
Funding Support	Help to Grow	1	Capital Funding	N/A	No
N/A	Apprenticeship	1	Leadership and Management	3	Yes
N/A	Apprenticeship	1	Supervisor / Team Leader	3	Yes
N/A	Apprenticeship	1	Sales, Reception, Social Media Marketer	3	Yes
N/A	Apprenticeship	1	Sales, Reception, Social Media Marketer	3	Yes

N/A	Apprenticeship	1	AAT - Accounting Technician qualification	4	Yes
Feb-22					
N/A	Apprenticeship	1	Leadership and Management Apprentice	3	Yes
N/A	Apprenticeship	2	Education and Training Apprentices	4	Yes
N/A	Apprenticeship	1	Management Apprentice	4	Yes
SSW/ Calderdale College	Upskilling / Training	8	Forklift Truck Driver Training	3	Yes
SSW/ Calderdale College	Upskilling / Training	8	Environment Awareness NVQ	2	Yes
SSW/ Calderdale College	Upskilling / Training	8	Performing Manufacturing Operations NVQ	2	Yes
SSW/ Calderdale College	Upskilling / Training	8	Health & Safety / Fire Awareness	2	Yes
SSW/ Calderdale College	Upskilling / Training	8	First Aid / Responder	3	Yes
SSW/ Calderdale College	Upskilling / Training	1	Digital Skills Development Training Course	3	Yes
N/A	Graduate Employment	1	Graduate Digital Civil Engineer	6	Yes
N/A	Apprenticeship	1	Materials Engineering Apprentice	3	Yes
N/A	Apprenticeship	1	Degree Apprentice Quality Control	3	Yes
N/A	Apprenticeship	2	Agriculture / Horticulture Apprentice	3	Yes
SSW/ Calderdale College	Upskilling / Training	1	Forklift Truck Driver Training	N/A	Yes
N/A	Apprenticeship	1	(Undecided Possible) Sales Assistant Apprentice	2	Yes
N/A	Apprenticeship	1	Design Engineer Apprenticeship	4	Yes
N/A	Apprenticeship	1	Sales, Reception, Social Media Marketer	3	Yes
N/A	Apprenticeship	1	Engineering Apprentice	3	Yes
N/A	Apprenticeship	1	Oil/Waste Management Apprentice - TBC	2	Yes
N/A	Traineeship	2	Catering Kitchen Assistant Traineeships	2	Yes

N/A	Apprenticeship	1	Chef Apprentice	3	Yes
N/A	Apprenticeship	1	Supervisor Team Leader Apprentice	3	Yes
N/A	Apprenticeship	1	Bar Cellar Management Apprentice	2	Yes
SSW/ Calderdale College	Upskilling / Training	1	Business Admin Training Course	3	Yes
N/A	Apprenticeship	1	Supervisor / Team Leader Apprentice	3	Yes
N/A	Apprenticeship	1	Vehicle Valeting Detailing Apprentice	2	Yes
N/A	Traineeship	2	Vehicle Valeting Detailing Traineeships	2	Yes
Mar-22					
SSW Hull College	Upskilling / Training	2	Level 6 CSCS general management	6	Yes
SSW Hull College	Upskilling / Training	2	Indupart dock leveller installation fitter	N/A	Yes
SSW Hull College	Upskilling / Training	2	Indupart roller shutter fitter	N/A	Yes
SSW Hull College	Upskilling / Training	2	Fire door inspection fitter	N/A	Yes
SSW Hull College	Upskilling / Training	6	Forklift Truck Driver Training	N/A	Yes
SSW Hull College	Upskilling / Training	6	First Aid	2	Yes
SSW Hull College	Upskilling / Training	6	Manual handling	2	Yes
SSW Hull College	Upskilling / Training	6	Fire awareness	2	Yes
SSW Hull College	Upskilling / Training	6	Health and safety	2	Yes
SSW Hull College	Upskilling / Training	6	Environmental awareness	2	Yes
SSW Hull College	Upskilling / Training	2	Cherry Picker / Scissor Lift training	N/A	Yes
N/A	Graduate Internship	1	Mechanical Design Project Engineer	6	Yes
N/A	Degree Apprentice	1	CAD Technical Design Engineer	6	Yes
N/A	Apprenticeship	1	Junior Engineer	3	Yes
N/A	Vacancy	1	Project Manager / Sales and Recruitment	6	No
N/A	Vacancy	1	Process Design Engineer	6	No
N/A	Vacancy	1	Project Engineer Manager	6	No
N/A	Vacancy	1	ENI Engineer	6	No
N/A	Vacancy	1	Structural Design Engineer	6	No

N/A	Vacancy	1	Chamber Engineer	6	No
N/A	Vacancy	1	Installation Engineer	6	No
N/A	Vacancy	1	Sales Marketing Coordinator	6	No
N/A	Apprenticeship	1	Lift Service Engineer for (Stair lift, platform lift, service lift electro mechanic	2	Yes
N/A	Higher Apprenticeships	Multiple	Still to be confirmed by employer	4	Yes
N/A	Junior Apprentice Developers	2	Computer Science Junior / Trainee Software Developers	2	Yes
Possible Levy Transfer Required (TBC)	Degree Apprenticeship	2	Computer Science / Degree Apprenticeships	4/Above TBC	Yes
N/A	Apprenticeships	Multiple	All Departments	TBC	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Customer Service	3	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Business Administration	3	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Finance / Accounts	3	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Social Media / Digital Marketing	3	Yes
Levy Investment Opportunity	Apprenticeship	Multiple	Motor Vehicle Technician	2	Yes
N/A	Traineeships	2	Traineeship Opportunity - Digital Marketing	2	Yes
N/A	Traineeships	2	Traineeship Opportunity -Junior Editing Assistant	2	Yes
N/A	Traineeships	2	Traineeship Opportunity -Application Development	2	Yes
Apr-22					
N/A	Vacancies	4	Vehicle Valeting and Detailing	N/A	No
SSW/ Calderdale College	Upskilling / Training	3	Principles of Team Leading	2	Yes
N/A	Apprenticeship	3	Team Leader/ Supervisor	3	Yes
N/A	Vacancies	4	Waitress / Bar Staff	N/A	No
SSW/ Calderdale College	Upskilling / Training	1	Principles of Team Leading	2	Yes
N/A	Apprenticeship	1	Team Leader/ Supervisor	3	Yes
N/A	Apprenticeship	2	Comis Chef	2	Yes

N/A	Apprenticeship	2	Kitchen Assistant	3	Yes
N/A	Apprenticeship	2	Digital Marketer / Social Media	4	Yes
Referral to UoH	Graduate-Internship	1	Project Website Development Support Opportunity	6	Yes
N/A	Vacancy	1	Technical Administration Officer	N/A	No
N/A	Vacancy	1	Purchasing Officer	N/A	No
N/A	Vacancy	1	Accounts & Export Officer	N/A	No
SSW / HCC Hull College	Upskilling / Training	1	CNC Lathe and Milling Technician	2	Yes
SSW / HCC Hull College	Upskilling / Training	1	CAD Design Technical Engineer	4	Yes
SSW / HCC Hull College	Upskilling / Training	3	Forklift Driver Training	4	Yes
SSW / HCC Hull College	Upskilling / Training	3	Class 2 HGV / Update Training	N/A	Yes
Funding Support	Funding Capital Equipment	N/A	Replacement Forklift Truck	N/A	No
May-22					
N/A	Apprenticeship	2	Digital Marketer	3	Yes
N/A	Vacancy	1	Warehouse Operative	N/A	No
SSW / YNY Calderdale	Upskilling / Training	3	Forklift Driver Training	4	Yes
SSW / YNY Calderdale	Upskilling / Training	2	Leadership/Management	3	Yes
SSW / YNY Calderdale	Upskilling / Training	10	ESOL for Foreign National Staff	1	Yes
SSW / YNY Calderdale	Upskilling / Training	4	CNC Machine Milling Operators	2	Yes
SSW / YNY Calderdale	Upskilling / Training	2	Logistics / Dispatch	TBC	Yes
Advice Guidance Support	Upskilling / Training	1	Imports / Materials	TBC	Yes
N/A	Apprenticeship	2	Social Media / Digital Marketing	3	Yes
SSW/ Calderdale College	Upskilling / Training	3	Digital Skills / Creative Design	3	Yes
N/A	Apprenticeship	4	Manufacturing Operative	TBC	TCB
Advice Guidance Support	Upskilling / Training	2	Payroll / Administrator	3	Yes
N/A	Apprenticeship	1	Payroll Finance Administrator	3	Yes
N/A	Apprenticeship	2	AAT Professional Accounting	4	Yes

N/A	Apprenticeship	4	Admin/Carting/Ward Roles	2	Yes
Jun-22					
SSW / Hull College	Upskilling / Training	2	ICT, Social Media / Digital, Marketing	3	Yes
SSW / Hull College	Upskilling / Training	2	CIBT Site Man Safety Training	4	Yes
SSW / Hull College	Upskilling / Training	1	CITB Site Supervisor Training	3	Yes
SSW / Hull College	Upskilling / Training	1	Mental Health And Wellbeing	2	Yes
SSW / Hull College	Upskilling / Training	4	ILM Leadership / Management Training	2	Yes
Funding Support	Made Smarter Interest	N/A	Digital Road Mapping Innovation Solutions	N/A	No
N/A	Apprenticeship	1	AAT / Professional Diploma in Accounting	4	Yes
Funding Support	Capital/Equipment	N/A	ICT for Growth Grant Guidance	N/A	Yes
N/A	Apprenticeship	1	Junior Electrician	3	Yes
Funding Support	Capital/Equipment	N/A	Growing Places - Equipment	N/A	N/A
N/A	Vacancy	1	Administration / PA	N/A	No
SSW / YNY Calderdale	Upskilling / Training	5	H&S and Food Hygiene Cert	2	Yes
SSW / YNY Calderdale	Upskilling / Training	6	H&S and Food Hygiene Cert	3	Yes
SSW / YNY Calderdale	Upskilling / Training	6	Allergen Certificate	3	Yes
Jul-22					
N/A	Vacancies	5	Qualified Chef	N/A	No
N/A	Apprenticeship	1	Comis Chef	2	Yes
N/A	Apprenticeship	1	Catering Assistant	2	Yes
SSW / YNY Calderdale	Upskilling / Training	1	CIPD Finance Manager Training	3	Yes
N/A	Apprenticeship	2	AAT professional Accountancy	4	Yes
SSW / YNY Calderdale	Upskilling / Training	3	ILM-Leadership & Management	3	Yes
SSW / YNY Calderdale	Upskilling / Training	2	Mental Health 1st Aid	2	Yes
SSW / YNY Calderdale	Upskilling / Training	2	ISO Electrical Certificate	3	Yes
N/A	Apprenticeship	3	Wood Milling Machinist	2	Yes
SSW / YNY Calderdale	Upskilling / Training	3	Workplace Health and Safety	2	Yes
SSW / YNY Calderdale	Upskilling / Training	3	First Aid in the Workplace	2	Yes

SSW / YNY Calderdale	Upskilling / Training	1	(IOSH) Degree in Occupational Health and Safety	6	Yes
N/A	Apprenticeship	1	Apprenticeship Machine Operative	3	Yes
Funding Support	ICT for Growth Support	N/A	Capital Funding / Equipment Interest	N/A	No
Funding Support	Made Smarter Interest	N/A	Digital Road Mapping Innovation Solutions	N/A	No
N/A	Apprenticeship	2	AAT L4 / Professional Accounting	4	Yes
N/A	Apprenticeship	1	Payroll Administrator	3	Yes
N/A	Apprenticeship	1	Joinery - Shutter Fitting	2	Yes
N/A	Apprenticeship	1	Digital Marketing / Social Media	3	Yes
Funding Support	Growing Places Fund	N/A	Equipment	N/A	No
Funding Support	ICT for Growth Grant Funding	N/A	ICT Equipment	N/A	No
N/A	Upskilling / Training	1	Leadership Management	TBC	Yes
Aug 2022					
ERYC SSW - Funding Support	Upskilling / Training	1	CIPD Finance Manager Training	3	Yes
N/A	Apprenticeship	2	AAT professional Accountancy	4	Yes
ERYC SSW - Funding Support	Upskilling / Training	3	LMI-Leadership & Management	3	Yes
ERYC SSW - Funding Support	Upskilling / Training	2	Mental Health 1st Aid	2	Yes
ERYC SSW - Funding Support	Upskilling / Training	2	ISO Electrical Certificate	3	Yes
N/A	Apprenticeship	3	Wood Milling Machinist	2	Yes
ERYC SSW - Funding Support	Upskilling / Training	3	Workplace Health and Safety	2	Yes
ERYC SSW - Funding Support	Upskilling / Training	3	Fist Aid in the Workplace	2	Yes
ERYC SSW - Funding Support	Upskilling / Training	1	(IOS)Diploma in Occupational Health and Safety	5	Yes
N/A	Apprenticeship	1	Apprenticeship Machine Operative	3	Yes
Funding Support	ICT for Growth Support	N/A	Capital Equipment	N/A	N/A
Funding Support	Made Smarter Interest	N/A	Digital Road Mapping Innovation Solutions	N/A	N/A
N/A	Apprenticeship	1	Business Admin and ICT Support	2	Yes

SME Start UP Funding	Start Up Funding Support	N/A	Capital / Business Equipment	N/A	N/A
Funding Support	GrowMySME/Start Up	N/A	Business Start Up Training Support /Financial	N/A	N/A
N/A	Recruitment	3	Kitchen Chef	N/A	N/A
N/A	Recruitment	3	Kitchen Assistant Food Preparation Staff	N/A	N/A
N/A	Recruitment	4	Shop - Customer Service Staff	N/A	N/A
N/A	Recruitment	1	Delivery Driver	N/A	N/A
N/A	Apprenticeship	1	Digital Marketing and Social Media	3	Yes
N/A	Apprenticeship	1	Admin / Reception / Front of House	2	Yes
N/A	Apprenticeship	1	Trainee Bar Manager	2	Yes
N/A	Apprenticeship	1	Trainee Chef / Kitchen Assistant	2	Yes
N/A	Apprenticeship	1	Housekeeping / Domestic	2	Yes
Funding / Grow my SME /	Grow my SME /Upskilling	2	L&M Staff Development	3	N/A
Hull SSW Funding Support	Upskilling / Training	2	Digital Skills / Payroll / Accounts (Still TBC)	3	N/A
N/A	Apprenticeship	2	Trainee Chef / Kitchen Assistant	2	Yes
Funding / Support	Upskilling / Training	1	Accounts and Digital Skills	2	Yes
N/A	Apprenticeship	5	IT Apprenticeship	3	Yes
Sept 2023					
N/A	Apprenticeship	1	IT Support Assistant	3	Yes
N/A	Apprenticeship	1	IT Support Assistant	3	Yes
Funding Support - GH	ICT for Growth Funding	1	IT Equipment	N/A	N/A
Funding Support - Gf	KFC Grantfinder Comm Funding	1	Sports Equipment	N/A	N/A
Funding Support - GF	Grantfinder ASDA Comm Funding	1	Youth Engagement	N/A	N/A
N/A	Traineeship / Placement	2	Trainee Sports Coach	2	Yes
Growth Hub Ref	Upskilling / Training	2	Business Management Support	N/A	Yes
N/A	Sports Internship	2	Sports Science	2	Yes
N/A	Apprenticeship	6	Distillery Process Operating	3	Yes
N/A	Employment	4	Qualified Distillers	N/A	N/A
N/A	Apprenticeship	3	ICT Digital Marketing	3	Yes
N/A	Vacancy	1	Creative Designer	N/A	N/A

N/A	Apprenticeship	1	Digital Software Developer	3	Yes
N/A	Apprenticeship	1	ICT Digital Marketing	3	Yes
N/A	Apprenticeship	2	Trainee Electrician	3	Yes
N/A	Apprenticeship	1	AAT Professional Accounting	4	Yes
Funding Support	ICT for Growth Grant	N/A	ICT, Digital, Marketing	N/A	N/A
ERYC / SSW	Upskilling / Training	4	CITB Site Safety Plus / SSSTS	3	Yes
ERYC / SSW	Upskilling / Training	10	Emergency First Aid at Work	2	Yes
ERYC / SSW	Upskilling / Training	10	Mental Health First Aid	2	Yes
ERYC / SSW	Upskilling / Training	4	Leadership & Management	3	Yes
ERYC / SSW	Upskilling / Training	4	Digital Skill Bootcamps	N/A	Yes
N/A	Apprenticeship	1	Digital Software Developer	3	Yes
Oct 2022					
N/A	Vacancy	1	P/T Electrician	N/A	No
N/A	Apprenticeship	2	Electrical training	2	Yes
N/A	Vacancy	3	Train the Trainer - Wood Machinist / Assessor	2	Yes
N/A	Apprenticeship	5	Wood Machinist	2	Yes
Funding 5% Levy Transfer	Apprenticeship	3	Leadership and Management	5	Yes
Funding 5% Levy Transfer	Apprenticeship	1	Team Leader Supervisor	3	Yes
Funding 5% Levy Transfer	Apprenticeship	1	Professional Accounting	4	Yes
Funding Support SSW	Upskilling / Reskilling	1	HGV Driver Training	N/A	Yes
N/A	Apprenticeship	2	Business Marketing	3	Yes
Funding Support SSW	Upskilling / Reskilling	2	Social Media Marketing Training	3	TBC
Funding Support SSW	ICT for Growth	1	Marketing / Software / Equip	N/A	No
Levy Reinvestment Advice and Support	N/A	N/A	Levy transfer Reinvestment Support	N/A	No
N/A	Upskilling / Reskilling / Training Course	2	City and Guilds 2392-10 Level 2 Fundamental Inspection Testing Course	N/A	Yes

N/A	Upskilling / Reskilling / Training Course	2	City & Guilds 2391-52 Level 3 Award in Inspection and Testing for Electrical Installation and Testing Course	N/A	Yes
N/A	Upskilling / Reskilling / Training Course	2	EAL 2625 Level 3 Award in Electrical Installation, Inspection, Testing, Certification and Reporting Course	N/A	Yes
N/A	Upskilling / Reskilling / Training Course	2	Electrical Installations BS 7671:2018. The 18th Edition / Online Training Course	N/A	Yes
N/A	Apprenticeship	3	Team Leader Supervisor	3	Yes
Nov 2022					
N/A	Apprenticeship	2	Customer Service	3	Yes
N/A	Apprenticeship	2	Business Administration	3	Yes
N/A	Apprenticeship	3	Leadership and Management	5	Yes
N/A	Apprenticeship	1	Team Leader Supervisor	3	Yes
N/A	Upskilling	1	Leadership and Management	3	Yes
N/A	Upskilling	1	Professional Accounting	2	Yes
Levy Transfer Query	Apprenticeship	1	Animal / Dog Groomer	2	Yes
N/A	Apprenticeship	1	AAT Prof accounting	2	Yes
N/A	Apprenticeship	1	3D CAD Design Engineer	3	Yes
N/A	Upskilling	1	Leadership and Management	5	Yes
Levy Transfer Query	Levy Reinvestment Advice and Support	1	N/A Reinvestment local apprenticeship training	TBC	No
N/A	T-Level Support	TBC	Investment local T-Level training	TBC	Yes
N/A	Apprenticeship / Trainee or NVQ	1	Assistant Engineer	2	Yes
N/A	Upskilling	3	Site Safety Management Training	5	Yes
N/A	Upskilling	2	Site Supervisor Training	3	Yes
Funding Support - GH	Upskilling	1	Leadership / Management	3	Yes

Funding Support - GH	ICT for Growth Funding	N/A	New Specific Software Equipment	N/A	N/A
Funding Support - GH	Digital Work Experience	N/A	Digital Work Experience	N/A	N/A
Funding Support - GH	ICT for Growth Scheme	N/A	Software Equipment	N/A	No
N/A	Support Career Aspirations	N/A	Provide Career Aspirations Support	N/A	No
N/A	Higher Apprenticeship	2	Civil Engineering	HNC /HN D 6 /7	Yes
N/A	Higher Apprenticeship	2	Structural Engineering	HNC /HN D 6 /7	Yes
Dec 2022					
N/A	Apprenticeship	5	Apprentice Heating and Plumbing Technician	5	Yes
N/A	Traineeship	5	Traineeship Heating and Plumbing Technician	N/A	Yes
N/A	Apprenticeship	2	Electricians	3	Yes
N/A	Apprenticeship	2	Plumbers	3	Yes
N/A	Apprenticeship	2	Heating Installation Engineers	3	Yes
N/A	Apprenticeship	2	Ventilation and Fabrication	2	Yes
Funding Support - GH	ICT for Growth Funding	N/A	N/A	N/A	N/A
N/A	Digital Work Experience	N/A	Digital Work Experience	N/A	N/A
Funding Support / ERYC -SSW	Upskilling Training	2	Construction Site Health and Safety (CSCS) card. (Professional)	N/A	Yes
N/A	Degree Apprenticeship	1	Royal Institute of British Architects Pt3 Professional Qualification	6	Yes
Funding Support - GH	ICT for Growth Scheme Ref	N/A	ICT for Growth (Equipment / Software) Funding	N/A	no
N/A	Degree Apprenticeship	1	Architectural Project Management	5	Yes

N/A	Apprenticeship	1	Design Apprenticeship	3	Yes
Social Value Interest	Project Funding	N/A	Construction Skills Training Academy	Multi	TBC