

Employment and Skills Board

Report to the LEP Board, 19 March 2021

Report from Stephen Savage, Deputy Chair Humber LEP and Chair of the Employment and Skills Board.

1. Summary

This paper provides an update on the ESB most recent activities in regard of:

- The Local Skills Report as required by the Department for Education
- The Mid-life MOT
- The Humber Energy Skills Campus
- The 2021 Skills Humber Event

Employment issues are covered within the Exec. report to the Board.

2. Recommendations

2.1. The LEP Board to acknowledge the work taking place.

2.2. The Board to agree the recommendations of the ESB in regard of the publication of the Local Skills Report.

3. Local Skills Report

3.1. The Humber LEP's Employment and Skills board fulfils the responsibilities of the Skills Advisory Panel function. Skills Advisory Panels (SAPs) aim to bring together local employers and skills providers to pool knowledge on skills and labour market needs and to work together to understand and address key local challenges. This includes both immediate and future needs and challenges to help local areas adapt to future labour market changes/opportunities. This will help colleges, universities and other providers deliver the skills required by employers, now and in to the future.

3.2. The DfE requires all LEPs to publish a Local Skills Reports (LSR) by 31 March 2021, providing £75k of funding to support this work. The LSR will build on the existing skills analysis evidence base [Skills Analysis report 2019](#) and will help to grow influence and engagement with local partners. The LSR will be further updated in November 21 to align with curriculum planning with an annual review thereafter and full refresh every two years.

3.3. The LSR will set out each areas' unique skills landscape, progress on skills-related activities, successes, challenges faced and future local skills plans and will also feed intelligence into central government and the national Skills and Productivity Board. The LSR will provide a clear and consistent view of local skills needs and will be a key source of local skills information to enable cross-area comparison and feed local intelligence to the Board and central government to influence policy developments. LSRs are designed to help to grow the influence of Employment and Skills Boards (SAPs) locally by:

- **Acting as an engagement tool** - a vehicle through which the SAP can directly engage, influence and rally employers and providers to support the local skills agenda.

- **Being a 'go-to' document for everything local-skills related** - bringing together existing and new skills information into one consistent document common to all SAPs.
- **Clearly setting out key skills needs** – ensuring local skills needs are visible to local partners who can then engage with them.
- **Feeding intelligence to the national Skills and Productivity Board and central government** - a consistent output common to all LEPs that the Board can use to understand the needs and priorities of local areas and build a national picture of the supply and demand for skills.
- **Offering valuable insight and evaluation** – detail the progress made on current local skills initiatives and outline future skills plans to plug key skills gaps.

3.4. The Employment and Skills Board has commissioned Hatch Regeneris to produce the LSR and, in addition to the Humber data, we will also supplement the report with datasets for the new Hull and East Yorkshire (HEY) LEP area. Whilst the DfE require the LEP to produce the report for the Humber region and have provided us with datasets for this purpose, we have agreed with government colleagues that the LSR will have a Humber focus on the key sectors and skills priorities such as clean energy, ports and logistics but will also have a clear emphasis on the new HEY LEP area. This will provide a clear evidence base for the HEY LEP's Employment and Skills Strategy and subsequent activities which we will start to develop once the new Employment and Skills Board is formed.

3.5. To aid the consultation process and engage with key partners the ESB, via Hatch will facilitate two on-line stakeholder workshops to gain insight on the skills priorities for the Humber and the Hull and East Yorkshire areas. This approach will test out the emerging strategic priorities and action plan for the HEY LEP whilst also supporting partnership working across Humber. The workshop for skills providers was held on 3rd March 2021 and the event for the ESB and other stakeholders took place on the 17th March 2021.

3.6. Outputs from the sessions will further complement the report using case studies on collaborative working, illustrating how employers of all sizes are benefitting from the local skills strengths or how they are investing to help meet the skills needs.

3.7. The ESB have recommended that the datasets in annexe format with an overview of the skills report be published in March with the final report published on the new HEY LEP website from 1st April 2021. This will ensure the report is seen as current and will include the new logos etc. **Action – LEP Board to endorse this recommendation.**

4. Mid-Life MOT – Digital Discovery Pilot

4.1. The mid-life MOT is a free online platform with multiple tools and services that both individuals and companies can access: [Mid-Life MOT \(humberopportunities.co.uk\)](https://www.humberopportunities.co.uk). The platform highlights and redirects both individuals and employers to existing tools and services which not only offer key advice but lead the way to activities and simple steps towards meaningful action and change

4.2. As a result of COVID-19, the strong growth in over 50s employment over the last 20 years has reversed – highlighting the need for people to pivot career, to upskill or re-skill.

4.3. The over 50s are at a higher risk of experiencing persistent long term unemployment and unemployment compared to younger groups. This means that without early and targeted employment, careers and skills support they are unlikely to return to the labour market, and are at an increased risk of falling into pensioner poverty.

- 4.4. COVID-19 has increased the reliance on digital interventions, and in conjunction with our existing platform: <https://www.humberopportunities.co.uk/> which was developed with the NP11, we now have a comprehensive set of tools which can nurture and support individuals from job search to retirement.
- 4.5. Following a bidding process, the Humber LEP Employment and Skills team was one of ten LEPs selected to deliver this pilot, up to £40k has been awarded. As of Monday 15th February the digital mid-life MOT platform was launched and will run until 22nd April 21. The DWP have requested that the LEP gather basic data on the characteristics of individuals and employers who access the service. As a result of this, we have integrated 3rd party software to collect this data anonymously from our users, voluntarily. Details of these surveys can be found here: [Mid-Life MOT individuals Survey \(surveymonkey.co.uk\)](https://surveyMonkey.co.uk/) and here: [Mid-Life MOT Survey for employers \(surveymonkey.co.uk\)](https://surveyMonkey.co.uk/).
- 4.6. The LEP is delivering the project with four key delivery agents – National Careers Service provider, the Education Development Trust, Public Health England (with support from Active Humber) and the Money & Pensions Service. Working in a co-ordinated way to reach both employers and individuals, acknowledging that delivering the MOT in this way – i.e. enabling an individual access to all agencies within a short space of time – delivers additional benefits for both individuals and employers, given how the three main elements they are inextricably linked: Work, Health, Money.
- 4.7. LEPs have been asked to:
- 4.7.1. Provide a digital offer that is both appealing to the individual and attractive to the employer in terms of the business benefits to be gained for their organisation. Utilising and adapting if necessary available IT and other platforms the LEP and partners have.
- 4.7.2. Promote this new combined service– providing information with clear guidance, outlining the benefits for both individuals and employers, and instruction as to how to begin the process.
- 4.7.3. Stimulate interest among the business community via Growth Hubs etc.
- 4.8. Aside from the services for individuals, we will also engage with local business representative organisations in the area such as: CIPD, FSB and Chambers of Commerce to promote the mid-life MOT portal and employer workshops.
- 4.9. The LEP is continuing to engage with partners and key stakeholders in the region to promote the Mid Life MOT within their networks. We are working with partners and stakeholders to promote the support available e.g. National Careers Service and Jobcentre Plus. In addition to this, we have allocated funds for a social media campaign which will be rolled out soon to drive traffic to the platform. We are currently devising a series of workshops to be delivered by Humber HR people which we will promote via the Humber LEP's Growth Hub, CIPD and our partners.

5. The Humber Energy Skills Campus

- 5.1. The ESB continues to support the work of the Humber Energy Skills Campus, bringing together provider partners and employers to focus on three main strands of work:
- The opportunity to work collaborative to respond to inward investment opportunities, many of which focus on access to a suitably qualified workforce and training. This includes the promotion of the Humber as an investment destination by ensuring presence at appropriate energy conferences and events.

- Working with employers to understand the types of roles and requirements that are both currently needed and to prepare for future workforce needs.
- To develop suitable new curriculum to meet those needs.

5.2. Led by Ian Rook, Humber Offshore Training Association acting as elected chair, the group have recently focussed on the decarbonisation of housing stock, in particular refit requirements over the next 15 years.

5.3. This work is closely aligned with the most recent skills and workforce reports from the ECITB and CITB who are also active members of the group. Working with all four local authorities and the national Energy Catapult, partners have recently held a workshop to review the volume and levels of training and job requirements supported by John Weir, Aura, the University of Hull, Martin Budd, HCC and Denis Richards, the Energy Catapult. As an outcome of this workshop the group will collaborate to ensure these opportunities are maximised for local people to train/upskill to gain what is expected to be significant volumes of new jobs.

6. Skills Humber Careers Event 2021 – 21st April 2021

6.1. The Humber LEP and Hull City Council are key sponsors of this established annual event with support from the other three local authorities in promotional activities.

<https://prospectsevents.co.uk/our-events/skills-england/skills-humber-2021/>

6.2. Following testing of appetite with Humber schools the annual event is taking place using a virtual platform to promote both local and national opportunities to young people, adults and school teachers and careers advisors. Impartial careers advice, information and guidance will be available via live chat facilities and the exhibition and filmed input will remain in place for the week following the event to encourage greater participation.

6.3. Attending employers confirmed include Airco, the British Army, Cranswick Foods, the NHS Trust, Orsted, Marine UK and Smailes Goldie. Student target participation is 2,200 and at the time of this report with a week booking to go stands at 2,108. Many schools are booking large IT suites to support young people to access the event.

6.4. As in previous years the ESB have invited Marketing Humber to participate in the event in a morning session aimed at business.

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