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HULL & EAST YORKSHIRE LOCAL SKILLS IMPROVEMENT PLAN

ANNEXES

ANNUAL PROGRESS REVIEW JUNE 2024

MANAGED BY



HULL & HUMBER
Chamber of Commerce



Funded by
UK Government

Contents

Annex A – Local Skills Improvement Fund	3
Annex B – First Round of Working Groups Combined Summary	5
Annex C – Agri Skills Sector Working Group Notes.....	8
Annex D – Construction Sector Working Group Notes	18
Annex E – Engineering Construction Working Group Notes	25
Annex F – Health & Social Care Working Group Notes.....	32
Annex G – Manufacturing Sector Working Group.....	39
Annex H – Employability Skills Passports	45
Annex I – Accessibility.....	49

Annex A – Local Skills Improvement Fund

LSIF Project 1 – Technical Transformation

Within the Technical Transformation, LSIF are addressing the following sectors, matched to the LSIP priority sectors within Theme 1 of the LSIP:

1. **Manufacturing:** There is investment in Robotics, Pneumatics, and Hydraulics, modern CNC equipment for engineering design, Industry 4.0 process technology training rigs, including advanced controls for process flow, 3D printers to train the workforce on rapid prototyping and automation studio technologies. There is also investment in fabrication and welding and specialist circular welding for the carbon capture industry to address large-scale pipework welding demand. It will focus on better use of automation, instrumentation and control systems, faster production techniques and rapid prototyping.

Skills and Occupations: Aligned to LSIP occupational demands in L3 and L4/5 Engineering, Process Technicians, Fabrication and Welding, Design engineers and linked to the predicted 5100 jobs created from carbon capture (Welders L2/3 (pipe welders L3, general welders L3) (LSIP Page 12), construction and fabrication engineers. Qualification aims include BTEC, new T Level and Apprenticeship pathways, together with HE pathways for Higher Apprenticeships, HNC/D progression pathways and Full Cost short courses (LSIP Page 13-14).

Providers involved: Hull College, Tec Partnership (East Riding College) & HETA

2. **Construction:** Investment in specialist Surveying equipment to develop advanced and technical pathways in Construction.

Skills and Occupations: To support, L3 and L4 construction pathways to address vacancies in Quantity Surveyors and construction Supervisors through East Riding. BTEC and Apprenticeship pathways will be offered. (LSIP Page 11)

Providers involved: Tec Partnership (East Riding College)

3. **Engineering Construction:** LSIF Investment will be matched with donated equipment to develop Heat Pump training pathways and F Gas for air conditioning.

Skills and Occupations: To create new pathways for: Low Carbon Heating Technician L3 and Plumbing and Heating Tech L3 (Ground/Air Source Heat Pump installers). (LSIP Page 11).

Providers involved: Hull College

4. **Agri-Tech:** Land-based industries have to revert to increased levels of innovation and precision farming to maintain productivity, and the two ideas are truly transformational, for skills and economic impact. Firstly, as Pig Farming has a significant cluster in East Riding of Yorkshire, and how slurry is managed and spread could be improved through new innovative technologies developed in Australia.

Secondly, integrated AI on Pesticide applicators could reduce erroneous spreading, leading to a 90% improved efficiency.

Skills and Occupations: The proposal is to trial these technologies on the farm, develop new L3/4 precision farming units within BTEC qualification pathways, and introduce new technological AI pathways (LSIP Page 17).

Providers involved: Bishop Burton College

5. **Health and Social Care:** A sector that by far, exhibits the largest volume of vacancies and labour force shortfalls (with in excess of 9000 vacancies in the last 12 months), with employer demands for clinical staff, other community care, Senior Care Workers, Care Workers and Home Carers, certification and induction across all health and social care settings, for example.

Skills and Occupations: The University has NMC approval and offers Nursing and undergraduate pathways for primary care. There will be development for HE Access to nursing, new units in L4 FD in Health Practitioners for Community Health, as well as new Paramedic Training (converting an ambulance into a teaching resource), AI Healthcare Communications, and L3 Health and Social Care courses. Within Projects 1 and 2, there are digital investments to create VR teaching resources for healthcare. (LSIP Page 19).

Cross cutting themes of low carbon and digital are part embedded within the above, or digital sit within Project 2 as a focussed investment programme. There is investment in training wards, simulation ambulance and digital resources, an Autonomy table and resources, and developing L3 skills pathways.

Providers involved: Hull College, Tec Partnership, Wyke Sixth Form College & Wilberforce College

LSIF Project 2 – Digital Transformation

Digital Transformation includes a mix of investment, with resources to fundamentally underpin vocational training through VR and ICT infrastructure, as well as specific Digital skills stands. These include IT and Media students involved to help develop VR content, as well as Digital units of qualifications to develop students at L3 towards L4 digital progression pathways. While a cross cutting theme, the digital resources include enabling investment linked to the LSIP priority clusters, as well as significant innovation in teaching and learning, AI applications, teacher training and Virtual resources.

6. **Employability:** This is embedded in the intent for co-design and employer engagement to develop employer response provision, including expanded Apprenticeship numbers, T Level pathways and co-design and collaboration on specific courses. LSIF has also included a Bodyswaps Employability license within Project 2 that will be offered to learners in Project 1, where students can use AI VR systems to roleplay interviews and presentations, in order to improve entry to work, develop employability and communication skills (LSIP Page 22).

Annex B – First Round of Working Groups Combined Summary

Thank you for your valued contribution to the first round of the Hull and East Yorkshire LSIP (Local Skills Improvement Plan) sector focus groups which took place in December 2023.

The purpose of these groups is to bring together the views, experience and ideas from employers, training organisations and industry bodies to discuss current and future challenges, explore opportunities to improve the availability and quality of skills within the sectors to meet the needs of the economy in the Humber region, and to address the themes that have emerged from the first phase of the LSIP Programme:

1. Gaps between supply and demand for technical skills
2. Recruitment, retention and reward of training professionals
3. Employability skills (often seen as soft or life skills)
4. Effectiveness of careers information, advice and guidance provision
5. Accessibility of information relating to training provision (including funding support)

Also, we are asked to look at the digital and net-zero cross-cutting opportunities across all sectors.

The sector focus groups include Agri-skills, Construction, Health and Social Care, Manufacturing and Engineering Construction.

The second round for the sector groups to meet again is being established and dates have now been set, and these will take place between 23 January and 8 February. Your continuing involvement and contribution to this programme is essential to ensure continuity and a focus on solutions.

We plan to use the next round of sector focus groups to explore in more detail the challenges and opportunities around engagement with schools; sharing good practice and exploring what more can be done to raise awareness of the sectors with young people, teachers and school careers advisers. Linked to this we also wish to look at how industries and their employers can be better promoted to encourage greater interest and attraction to potential job seekers.

We thought it would be helpful to share with you the all key outputs from the first round of sector focus group meetings. You will see that there are some sector specific comments as well as a number of general comments that apply to all sectors.

General observations for all sector groups

1. Traditional sectors would benefit from having high profile champions to promote the industry (successful alumni or celebrities)
2. Impact of Covid and Lockdown continues to show with young people especially around resilience, confidence and employability skills
3. All sectors would benefit from offering more workplace experience
4. Social media can be used to a greater effect and extent to promote sectors, organisations and careers
5. Appears to be a general lack of awareness and understanding of what funding assistance is available to individuals and employers to support training

6. English and Maths qualification requirements can be a barrier both to employers and individuals in matching technical skills demand with supply
7. Employers less reliant on a good CV and more focused on attitude and fit of candidates to the culture of an organisation
8. More can be done to use the experience of mature employees and retirees to support young people with technical, social and communication skills in the workplace
9. Stigma still exists around traditional view of apprenticeships (especially with parents) and lack of understanding of their current scope and benefits
10. Apprenticeship levy still under-used in some sectors; more to do to maximise the spend, including the transfer to supply chains
11. Can more, larger employers sponsor schools, classes and subjects to encourage stronger links between industry and education?
12. Create links with the SEND Forum
13. A need for a focus on basic IT skills
14. Support for employers in creating job advertisements to support understanding by potential candidates and to better explain the importance and requirements of softer skills.

Health and Social Care

1. DBS checks taking too long to process so job applicants take up other employment offers
2. Recruitment process generally over-bureaucratic so needs to be more streamlined
3. Apprenticeship standards could be improved in this sector although T-levels are better
4. Employers creating videos and showcases of their employment settings to promote the benefits and attraction of the sector
5. Some career opportunities are “hidden” in this sector such as finance, estate management and legal
6. Lack of “grief management” training in all areas; this needs addressing quickly to alleviate mental health concerns among employees
7. Media coverage tends to be on the negative side for health and social care, so more to do to promote the positives of the industry
8. Sector can be seen as “non-inspirational” so more to do promote the benefits of a career in health and social care
9. A need to move away from traditional CV/interview recruitment barriers and focus on the attitude and passion for those wanting to work in the sector

Manufacturing

1. Maths and English entry requirements via apprenticeships route are an unhelpful barrier to attracting the right people for their practical skills
2. An aging demographic where many traditional skills will be lost and under-resourced, so more needs to be done to make the sector attractive.
3. Digital and net zero aspects of engineering sector can be better promoted to attract younger workforce for the future
4. Explore opportunities to get students and teachers to see what goes on behind the factory gates.

5. Explore opportunities to get employers into education settings to support meaningful conversations with young people on working in manufacturing. We need to tell the story and showcase in engaging ways.

Engineering Construction

1. A greater need to get young people to have understanding and awareness of the opportunities of working in this sector
2. There is a constant challenge to recruiting new people to the sector
3. CITB suggests a HEY or Humber figurehead to promote and champion the sector would be good; this works well for Teesside
4. Young people struggle with the costs of driving lessons, insurance and vehicle purchase so this brings challenges to employers who need a mobile workforce
5. Health and Safety regulations can hinder progress and experience in training and gaining practical skills. Work experience also limited because of this

Construction (In addition to comments made for Engineering Construction)

1. Employability and general skills are a challenge for the sector; punctuality, communication, customer focus etc
2. Training providers struggle to recruit and retain educators in this sector (pay is an issue)
3. 90% of companies employ fewer than 5 people – so management is very hands on and therefore little time available to focus on training, mentoring and Upskilling
4. More joined-up approach needed between new build and maintenance so new recruits get experience in all areas
5. Academic training and qualifications need to be more specific to the sector and needs of employer rather than a generic approach

Agriskills

1. The need to futureproof training and jobs.
2. Increased promotion of careers within the sector, and all the opportunities available, noting that there are jobs for all.
3. Members present to encourage their contacts within the sector to join the group.
4. Understanding of the digital skills required within the sector.
5. More robust careers advice required.
6. Farming businesses needing to diversify otherwise they will decrease in size – what support is therefore needed.
7. Look into funding routes through the LSIP or through Adult Education budget for new courses.
8. Understanding the net zero and green energy skills required for this sector.
9. Entrepreneurial skills are important for this sector.
10. How can veterans fill skills gaps within the sector – Hannah Crookes to speak to Reaseheath College in Cheshire who do a lot of work around this.
11. How can the curriculum be developed to better respond to employer demands.
12. Some qualifications within the sector are not available – Bill Meredith to look into this and potential funding sources to bridge this gap.

Annex C – Agri Skills Sector Working Group Notes



Meeting Notes

Agri-Skills Working Group

Wednesday 29th November 2023, 3.00pm-5.00pm
Bishop Burton College, York Road,
Beverley HU17 8Q
Hybrid

PRESENT

Hannah Crookes	Hull & East Yorkshire LSIP
Patricia Whiting	Hull & East Yorkshire LSIP
Adam Milner	East Riding of Yorkshire Council
Bill Meredith	Bishop Burton College
Vicki Isaac	Bishop Burton College
Jonathon Holmes	Agronomist
Andrew Steele	PATT Foundation
Charlotte Dring	NFU

APOLOGIES FOR ABSENCE

Apologies were noted from:
Kevin Kendal Agricultural Education Consultant

TERMS OF REFERENCE

The terms of reference and agenda for the meeting had been shared beforehand and reviewed by those present. Bill Meredith went through the terms of reference to clarify key points. Hannah Crookes mentioned that the Hull & Humber Chamber of Commerce and the LSIP team collaborated with local authorities, the Hull & East Yorkshire LEP, other employer representative bodies and other key stakeholders to ensure that all aspects of delivery relating to the LSIP roadmap are covered.

Hannah Crookes informed the group that the Hull and East Yorkshire LSIP Board was looking to expand with more representatives from the private sector to reflect and feedback information from the working groups. Going forward the chair of the working group would be invited to join the LSIP Board, which would meet bi-monthly.

The terms of reference were approved with a suitable Chair to be decided. It was noted the Chair needed to be a private sector employer to ensure the group was employer-led.

HULL & EAST YORKSHIRE LSIP REPORT

Hannah Crookes provided an overview of the five key themes of the LSIP Report, which was approved by Secretary of State in August 2023. It was noted this was a statutory document:

1. Technical skills focusing on the key sectors of: engineering construction; construction; health and social care; manufacturing; and Agri skills. Cross-cutting themes of digital and net zero were also considered across all sectors.
2. Education Teaching Professionals
3. Employability Skills and Behaviours
4. Careers Guidance

5. Accessibility, which consisted of four threads: Supporting employers with accessing funding and training; supporting employers accessing their longer-term needs; supporting people considered to be at a disadvantage; and supporting employers in understanding issues that affect their business (such as what net zero means).

It was noted that the LSIP would focus on post-16 education, as required by Government, and this included adult education.

Over the past two years Bishop Burton College has been awarded and invested government Strategic Development Funds in green technologies and renewable energy resources. This cutting edge kit has been set up and trialled on its countryside campus and incorporated into every day activities in order to showcase real world uses of this future tech. Students and staff now have access to a dedicated virtual reality hub based in its central Learning Resource Centre where they can learn through the simulation of realistic working environments whilst also developing skills which employers will be looking for in their future workforces.

The college has held a series of events for local businesses to be able to speak directly to the staff involved in the use of these new technologies and their successful implementation, plus giving insight into lessons learnt along the way. The college's expert team would love to showcase this kit to more local businesses.

- The sourcing, implementation and benefits of using solar panels (ground and roof mounted)
- Installing wind turbines and how to capture and store the energy produced
- Using kit like anaerobic digesters, rechargeable power tools, mowers and line markers
- How virtual reality can be used – and experience it for yourself

KEY POINTS:

- The need to futureproof training and jobs.
- Increased promotion of careers within the sector, and all the opportunities available, noting that there are jobs for all.
- Members present to encourage their contacts within the sector to join the group.
- Understanding of the digital skills required within the sector.
- More robust careers advice required.
- Farming businesses needing to diversify otherwise they will decrease in size – what support is therefore needed.
- Look into funding routes through the LSIP or through Adult Education budget for new courses.
- Understanding the net zero and green energy skills required for this sector.
- Entrepreneurial skills are important for this sector.
- How can veterans fill skills gaps within the sector – Hannah Crookes to speak to Reaseheath College in Cheshire who do a lot of work around this.
- How can the curriculum be developed to better respond to employer demands.
- Some qualifications within the sector are not available – Bill Meredith to look into this and potential funding sources to bridge this gap.



Meeting Notes

Agri-Skills Working Group

Tuesday 23rd January 2024, 8.30am – 10.30am
Bishop Burton College, York Road,
Beverley HU17 8Q
Hybrid

SECTOR GROUP SUMMARY & MATTERS ARISING

The important highlights that were discussed during the first round of working group meetings were noted as:

- High-profile champions to promote some of the industries
- Legacy impacts post Covid and the impacts on young people
- How to open the doors to more workplace experiences
- General lack of understanding regarding funding and access to training
- English and Maths requirements causing barriers
- CV usefulness and articulation of CVs
- Employees who have left and those looking to retire and allocate their skills
- Stigma around apprenticeships
- Apprenticeship Levy underspend
- Break down the barriers between education/schools/industries
- Basic IT skills
- Employability skills

KEY ACTIONS FROM 23rd JANUARY 2024

- Work with NFU to potentially develop a recruitment campaign to attract new entrants to the sector - Charlotte
- Establish new approach to schools engagement to encourage interest and inspiration at primary education level - Sharron
- Develop plan to ensure agri-skills sustainability opportunities feature in the Future Humber strategy to support the Net Zero agenda - James

OUTLINE NOTES FROM THE MEETING

Present

Rod Chambers
Patricia Whiting
Charlotte Dring
Adam Milner
Bill Meredith
Kevin Kendal
James Ricchardson
Sharon Mansell
Andrew Steel
Karl Greaves

Hull & East Yorkshire LSIP
Hull & East Yorkshire LSIP
NFU
East Riding Council
Bishop Burton College
Agricultural Education Consultant
Farm Manger Bishop Burton College
Bishop Burton College
PATT Foundation
PATT Foundation

Apologies for Absence

Jonathan Holmes

Agronomist

During a discussion, a group member pointed out that English and Maths could be conflicting since they are both necessary for certain groups. Patricia Whiting also noted that the requirement of English and Maths could act as a barrier for apprentices who are performing well at their workplace and possess practical skills but are struggling to complete the functional skills component. This could lead to hindrances in their completion of the program or even their continued employment.

During a discussion about CVs, a member of the group stated that a CV can support the skills that an individual can demonstrate. There are many technical aspects that one may not be able to learn on the job, hence a CV can be crucial. Although every situation is different, having a CV is important. Another member of the group mentioned that Land X is launching the Professional register through national land-based colleges, which would encourage the colleges to urge students to keep a record of their CPD and CV. This record can eventually be utilised to match people with suitable jobs. CVs could be dependent on what level of job employment and the ability of the individual.

Promotion of the Sector

A discussion took place around promotion of the sector and the current situation. Key points were identified as follows:

- The industry tends to be a lot of family business.
- Pre GCSE choice; Making choices for GCSEs should involve selecting subjects that are relevant for the future.
- Provide opportunities early in secondary education to showcase industries to help raise awareness to young people.
- There are well-known land-based colleges in the area that have previously had good advertising in the industry.
- It would be beneficial to visit schools and share success stories demonstrating progress in various industries and the outcomes resulting from specific education and work.
- City centre young people do not have so much experience in land-based work/qualifications. The challenge is with parents and schools that do not have insight into the industry. Campaigns would be necessary to raise awareness to people who do not know the industry.
- It is difficult for industry workers to enter schools, especially sixth forms, as it is not seen as a 'professional occupation'.
- The agricultural industry still carries a stigma in that those who are not from farming backgrounds often believe it's not worth studying.
- Companies like NFU could help with a national advertising campaign.
- There are different opportunities in the sector and a chance to transfer skills.
- There were currently 32 vacancies across Forest Trusts but candidates do not have the skill set and there are not enough people in the sector. Therefore, they are having to look at recruiting internationally. Local nature recovery starters deliver in a few months and do not have the workforce to enforce it, so Greens employ and train veterans via funding but there is a massive gap in skills and workforce. The lack of salary was also noted as potentially putting people off entering the sector.
- Industry have experienced negative attitudes with students until they got into work experience where they did enjoy it.
- An Agri Skills Hub was a suggestion to provide links to directions of schools and providing connections and links
- Regarding the use of social media, it is used well between people in the industry amongst each other but not used to promote outside of the industry. There needs to be confidence to promote the industry to wider communities.
- A discussion took place around a potential advertising campaign. Those students who are not as strong academically, but good at practical work, may be the group the industry needs to target.
- A suggestion of skills boot camps could be an answer if the right one is available.

- It was suggested about going into Years 7 and 8 as well as Years 9s and 10s, would be beneficial, as well as targeting primary schools.
- Agriculture doesn't fit in with STEM, although it does link to the STEM strands, but it's not spoken about in schools or the wider community.

Promotion of the sector linked to Net Zero & Digital

- Sustainable farming linked to the climate and how much of an impact it makes.
- Biodiversity could link in with any developments on the Humber.
- Be good to break down the barriers and stigma and promote the net zero and digital work done by the sector.



Meeting Notes

Agri-Skills Working Group

Friday 22nd March 2024 9.00am – 10.00am
Via Zoom

PRESENT

Rod Chambers	Hull and Humber Chamber of Commerce
Patricia Whiting	Hull and Humber Chamber of Commerce
Bill Meredith	Bishop Burton College
Kevin Kendall	Agricultural Education Consultant
Sharron Mansell	Bishop Burton College
Milena	PATT Foundation
Karl Greaves	PATT Foundation
Adam Milner	East Riding of Yorkshire
Nicki Jakeman	NFU
Charlotte Dring	NFU

KEY POINTS

- Regional NFU now engaged in working with the LSIP and partners to develop a recruitment campaign, which could lead to being a model that attracts national interest.
- School connections were now being established to expose the sector at an earlier age.
- Strong support for mapping, brokerage and pathways – but keep it simple and avoid reinventing what already exists.
- Good examples of how SEND employees are supported in the sector; especially through mentoring.
- Great use of LSIF money at Bishop Burton College investing in “intelligent” field equipment to be part of future digital training and addressing the theme of net zero.

UPDATE ON ACTIONS FROM THE LAST MEETING

Patricia Whiting provided an update from the last group meeting:

- Working with NFU to potentially develop a campaign to attract to the sector, Patricia has had a meeting with the NFU to see what that would look like. It was commented that it was a positive meeting and there was now contact with someone who works nationally with NFU. There will be liaison with Bishop Burton College to see what things could look like and needed going forward. Nicki Jakeman said they discussed the ways they could promote Agri skills digitally and on social media and orchestrated with potential members local to the area and highlight the routes and skills into Agri skills. It could be followed up with a campaign and statistics.
- New approach to school engagement to encourage inspiration at the primary education level. Sharron Mansell discussed the meeting with marketing director Jane. They have substantial futures planned for June where many secondary school leavers are coming to see them, with the plan to put on a primary event following that. Sharon has met with the Head teacher of Nafferton School which has 300 primary children and is keen on forming a partnership with the college to develop the agriculture base, along with some other schools including one inner city school.
- Charlotte Dring gave an update on the ambassador’s event at Bishop Burton. Good questions to the panel and good discussions were generated about agriculture. The hope is to establish a regional campaign incentive for the next generation.

No further comments were received.

STUDENT VOICE EVENT

Rod Chambers provided an update on the latest Student Voice event, which provides a showcase for people aged 14-16. Tasked by the Careers Aspirations group, they provide their thoughts on careers advice and where opportunities may lie. Key points to note were:

- Students aren't restricted to engaging with employers only during term time.
- Keen to understand what goes on behind the scenes with business.
- Businesses should do all they can to raise awareness of the sector.
- Want to hear from other people that have recently entered the industry as they feel they connect more effectively.
- Rod Chambers would be arranging a meeting with Fiona Headridge to bring students, industry leads and teaching staff together to look at promotion of the sector and raising awareness of opportunities/provision available. An event could potentially take place in June, and HETA have provisionally agreed to host it.

CAREERS PATHWAY MAPPING

Rod Chambers introduced this section to look at how the region would establish a regional map/database that can link pupils in schools to employers and further education. This would in turn support making informed decisions on the right career pathway and progression alongside what funding may be available to employers also. Members of the group were invited to comment, and comments were received as follows:

- Useful tool but the way the mapping system and what information would need to be considered so it's not overwhelming.
- Consider day experiences and ask Employers, colleges and students what they want to see on as part of it.
- Simplicity is key. Sectors and roles need to be set out with appropriate language and links to employers.
- Keeping it simple and not reinventing the wheel as some colleges have websites dedicated to this type of thing. It can start getting complicated looking at all areas. IFATE website does have occupational maps. <https://occupational-maps.instituteforapprenticeships.org/>
- Keep in mind how young people engage with things with a user-friendly format and how it would be promoted. Possibility to incorporate some less formal advice.
- Students experiencing exactly what takes place within the workplace changes their view in understanding that there is more to the sector. Work experience and one-day training sessions help signpost.

ACCESSIBILITY

Rod Chambers asked for the group's input on how to support those who may be distant or vulnerable in the labour market. Feedback received included:

- There should be more focus on an initial face-to-face conversation rather than just taking what is written on paper. There were concerns that the application process can be a barrier to some.
- Providing the ability to hone in on specific skills set that are seen as strengths rather than trying to cover everything initially.
- Use of different platforms for communication.
- Qualifications for students in the workplace who have additional needs, and it is working well with good feedback. Rod Chambers requested to see more information on the programme and see if any case studies could be showcased.
- There are different strengths to be able to pull out to focus and build.
- Reinforced the fact that agriculture, land-based roles and working with animals are regarded as a good way of supporting those that may struggle with confidence.

ANY OTHER BUSINESS

Bill Meredith mentioned that there is a separate forum which includes East Riding OF Yorkshire Council and the University of Hull looking at Agri-Tech. This Forum would be looking at how they can

engage with the University and take their research forward further and utilising AI. Rod Chambers agreed to have a further discussion with Bishop Burton College regarding this.

Rod Chambers reminded those present that the next LSIP Forum would be taking place on Friday 19th April, with a focus on Theme 5 – Accessibility.

Rod Chambers reported that the first annual report for the LSIP would be published at the end of June 2024 showcasing the progress and achievements of the LSIP so far.

PRESENT

Rod Chambers	Hull and Humber Chamber of Commerce
Kevin Kendall	Agricultural Education Consultant
Sharron Mansell	Bishop Burton College
Charlotte Dring	NFU
Caroline Richardson	PATT Foundation
James Richardson	Bishop Burton College

KEY POINTS

- In conjunction with East Riding Council, a primary schools pilot initiative is underway to promote the opportunities for a career in the agri sector.
- Becoming more apparent that training is not keeping pace with technology and digital developments, so a need to engage manufacturers more in the delivery and skills needed to work with new equipment.
- A greater understanding of the impact and benefit of IT in this sector needs to be more widely understood by the farming and agri settings.
- Struggling to recruit lecturers in the sector so much more collaboration needed with employers and the industry suppliers.
- Pay gaps huge between operators and trainers needs to be addressed or we will not keep up with the advances in the sector.
- Spotlight needed on managing relationships with employers and suppliers to bring them into the classroom to augment mainstream training.

UPDATE ON ACTIONS FROM THE LAST MEETING

- No further progress with NFU but it is being followed up with an update on the next steps.
- The two rural primary schools are keen to work with Sharron and keen to have a complete scheme of work that will tie in with the curriculum. A meeting will take place this week to write the scheme and an update will be made available by the next meeting. Funding towards the transport of children was being looked into as primary funding is very tight. Kevin and Sharron will catch up outside of this meeting regarding other schools.
- Caroline reported on a presentation that brought in a few contacts for volunteering. Caroline said they are now LANTRA accredited to train up contracts which could lead to retainment. Caroline is working on making PATT Foundation more sustainable and diversified. Caroline is interested in connecting with Bishop Burton regarding apprenticeships. Sharron will connect outside the meeting.
- James mentioned that he got great feedback from his presentation a few weeks ago and the kit is being delivered next week.

FORUM EVENT

Rod provided an update on the recent LSIP forum, which had a strong turnout, and focused on accessibility. Nationally a lot is happening across all the LSIPs and there is a report that is needed to go back to DfE by the end of June. Funding beyond March 2025 depends on the government. It was noted that Andy Black and Andy Goudie provided an update on the LSIF investment and how it has been spent. Rod will be discussing the feedback in regard to accessibility with the Local Authorities.

FUTURE FORUM EVENT & SKILLS GAPS FEEDBACK

The next forum was due to take place on the 5th June at Hull College, which coincides with The Business Week Humber. It would be looking at technical skills and challenges around recruitment and retention of staff and professionals.

Members of the group were asked to provide feedback on the key challenges of technical skills gaps and recruitment and retention of training professionals within the sector:

- Attracting people into the industry.
- Bishop Burton runs train-the-trainer courses with limited success due to the limited number of people with the skills to run it.
- Precision farming has fallen back on the local farmer who is at the forefront of developing stuff, but he is busy.
- Agricultural engineers, training isn't fast enough in line with the new equipment which leaves gaps in people being able to complete the work.
- How big a scale is a new production going to be and only a small number of farmers adopting new practices and implementing to ensure continuity of pathways?
- Technology needs to work with industry.
- Site supervisor shortage.
- Training managers.
- Lecturers shortage due to the gap between pay in education and in industry.
- Managing conversations with local employers so they are willing to come and work in education.

Annex D – Construction Sector Working Group Notes



NOTES

Construction Working Group

Wednesday 31st January 2024, 4.00pm – 6.00pm
1st Floor - Hull Skills Academy
Within Brown Sugar Central & Training Academy
57-59 Clarence Street, Hull HU9 1DH

SECTOR GROUP SUMMARY

The important highlights that were discussed during the first round of working group meetings were discussed:

- High-profile champions to promote some of the industries
- Legacy impacts post Covid and the impacts on young people
- How to open the doors to more workplace experiences
- General lack of understanding regarding funding and access to training
- English and Maths requirements causing barriers
- CV usefulness and articulation of CVs
- Employees who have left and those looking to retire and allocate their skills
- Stigma around apprenticeships
- Apprenticeship Levy underspend
- Break down the barriers between education/schools/industries
- Basic IT skills
- Employability skills

KEY ACTIONS FROM 31st JANUARY 2024

- **Mark Burley** to follow up work with Cornerstone employers and report back into the group on progress of Virtual Workplace Tours product and how this could link with maps of construction employers' workplace and projects.
- **Jodie Annadale-Hotte** to speak to Andy Parkinson at Lampada to check out opportunity to access an AI student to support the promotion of the sector.
- **Sam Hind** to continue working on video production and promotion on the theme of "Building our "Economy".
- **Kelly Britton-Hawes** to look into work being done in Teesside and the Careers and Enterprise Company to make more use of LMI especially in the construction sector.
- **Patricia Whiting** to look at how the LSIF monies are being used to invest in construction-specific training in colleges.
- **Kelly Britton-Hawes** to report back to group on success and progress of Careers Influencers project currently being trialled by CITB in the south of England.
- **Mark Burley** to look at opportunities with prisons to support the challenges in the sector especially in relation to SEND and Care sector.
- **Kay Robinson** to look into GoConstruct Skill Build for 2024 and the possibility of accessing young construction ambassadors to promote the sector through social media.

OUTLINE NOTES FROM THE MEETING

Present

Rod Chambers
Patricia Whiting
Paul Senior

Hull & East Yorkshire LSIP (in the Chair)
Hull & East Yorkshire LSIP
Yorkshire Building Federation

Kelly Britton-Hawes	CITB
Sam Hind	HTG
Kay Robinson	MCS Training
Jacqui Blades	Hobson & Porter
Chris Dosworth	East Riding College
Mark Burley	Keep Moat
Jody Annadale-Hotte	Skillspeople Group/Construction
Steve Annadale	Skillspeople Group/Construction
Annie Francis	Re-Dec

Apologies

Andy Kingston	Houltons
Ruth Lyttle	HMP Humber
Jon Usher	KWL

Update from other Sector Groups

Rod said that the first of the second phase working group took place last week with the Agri skills sector and the following points were a result of that meeting:

- Agri skills second group looked at engaging with schools at a younger age.
- How some of the work that's going on can sustain digital and net zero agenda.
- How to influence the NFU to advertise the sector to promote recruitment.

Promotion of the Sector

Mark Burley mentioned that he has been working with Sam Hind on a programme, which CITB co-funded, called Roots to Roof. This ran effectively with young people in primary school and introduced construction in a fun way. Covid interrupted the programme so there has been work ongoing to move to an electronic version of the programme, with the hope of a demo run soon.

During a discussion, it was noted that the industry lacks role models who can promote and champion it. A regular support person is necessary due to young viewers watching influencers. Image is an important draw factor including removing the sector's stigma and targeting parents and students. Talking about salaries, which is a significant draw, and talking about how the salaries match up to the levels of work may help. Mark Burley mentioned that the Cornerstone Project successfully secured a joint project with Lincolnshire, and is piloting different strategies. Balfour Beatty is handling the construction and promoting careers to parents and students, which Mark will report back to the group on. Mark has also been involved in a virtual workplace tour which was filmed in the office and onsite with the aim for young people and parents to see what goes on.

During career events, there is often more emphasis on advertising trade jobs rather than technical roles that might not be well-known to young people. Therefore, the latter needs to be advertised more. Additionally, there is a need to address the stigma and gender imbalance in the workplace by encouraging more females into the sector.

Discussion regarding how younger children are more greatly impacted and engaged than the older children at school, thus further highlighting that starting career advice and promotion to the younger pupils would be beneficial.

Kelly Britton-Hawes mentioned that the combined authority at Teesside runs the Teesside careers programmes that run well together and are good at getting live information out to young people. This has been running since 2015. This would be a good model to replicate and thus is being looked into.

There was a discussion on the growing importance of AI in the current economic climate. Building Our Economy, a resource which features videos about various sectors was mentioned. The conversation then turned to the allocation of LSIF funding towards construction. It was suggested that some of the

funding could be used to support the ideas discussed in the meeting. Patricia clarified that the LSIF funding is also intended to cover expenses related to materials, teaching, and machinery.

A discussion regarding the struggle is to get people into the business with technical skills. Material needs to be specific and relatable for people to engage with.

It is important to keep in mind that the area has prisons that have high release rates so there is potential to retrain ex-offenders back into the workplace. It is also important to not exclude those with SEND provisions. Also, it is worth looking at the armed forces and when personnel leave.

Kelly Britton-Hawes said she is happy to circulate to the group information regarding the Into Work Grant, which looks at bridging the gap to encourage work experience for T-levels and Level 2 and 3 construction diplomas. There is a minimum requirement of 30 hours and an employer incentive of £500, and once the employer takes them on for 3 months, a further £1000 is available.

PRESENT

Rod Chambers	Hull and Humber Chamber of Commerce
Patricia Whiting	Hull and Humber Chamber of Commerce
Mark Burley	Keepmoat
Chris Dodsworth	East Riding College
James Bonsall	TG Soweby Developments
Kelly Britton-Hawes	CITB

KEY POINTS

- Virtual walk around tours completed with Cornerstone employers to promote the industry in an effective way to schools, young people and careers professionals.
- “One stop shop” offer from CITB to be looked at to follow on from the success of the Teesside model.
- Dedicated careers influencers being established for this sector.
- Looking at ways of promoting SME businesses in the sector and how they can showcase.
- Industry champions to be identified who can engage with schools and colleges to describe their positive experiences in the sector.

UPDATE ON ACTIONS FROM PREVIOUS MEETING

- Sam Hind has forwarded videos regarding building the economy, which will be shared with the group. Mark Burley said they have now completed the virtual walk round and shared the information with the cornerstone employers, with a meeting scheduled to see if it will be taken forward. East Riding of Yorkshire Council has a webpage with a geographical business map and Mark Burley had provided an introduction to Panjango, where you are able to click on a link that will show the walk around as well as information. Contact details: jon@panjango.com <https://panjango.com/pages/virtual-tours>. Rod will follow up with Mark about integration into the LSIP going forward.
- STEM Ambassadors programme was showing positive uptake, particularly with supply chain and micros, as they can support as and when. It was noted apprentices are good STEM ambassadors also. There was also a programme called ‘Give an Hour’, which is via the Careers and Enterprise Company, where staff can sign up to help mentor a young person.
- Kelly gave an update on CITB’s project in Teesside around labour market information that has a centrally coordinated offer. Resources available included: annual careers guides: a toolbox of resources for schools around local businesses: job roles and paths: and subject-specific information with a format designed for young people. A series of videos with supporting lesson plans from employers and what colleges can provide in terms of support to progression were also available. CITB have contacted Fiona Headridge regarding this but a response has yet to have been received.
- A careers pilot at CITB in the South, but it has gone on hold, was awaiting a CITB review. The model would be similar to the Careers & Enterprise Company programme, specifically promoting the construction sector and avoiding duplication.
- The skills build registration was now open and it was noted take-up has been poor across the Hull and Humber area.
- Go Construct Skills Build 2024 and young construction ambassadors update was pending.

CAREERS PATHWAY MAP

Rod Chambers introduced this section to look at how the region would establish a regional map/database that can link pupils in schools to employers and further education. This would in turn support making informed decisions on the right career pathway and progression alongside what funding may

be available to employers also. Members of the group were invited to comment, and comments were received as follows:

- Colleges would be fully supportive of this.
- Avoid duplication but make sure the gaps are filled.
- There is a need for collaboration to showcase the sector as not all businesses within the sector have the resources to promote their work.

STUDENT VOICE EVENT

Rod Chambers provided an update on the latest Student Voice event, which provides a showcase for people aged 14-16. Tasked by the Careers Aspirations group, they provide their thoughts on careers advice and where opportunities may lie. Key points to note were:

- Students aren't restricted to engaging with employers only during term time.
- Keen to understand what goes on behind the scenes with business.
- Businesses should do all they can to raise awareness of the sector.
- Want to hear from other people that have recently entered the industry as they feel they connect more effectively.
- Rod Chambers would be arranging a meeting with Fiona Headridge to bring students, industry leads and teaching staff together to look at promotion of the sector and raising awareness of opportunities/provision available. An event could potentially take place in June, and HETA have provisionally agreed to host it.

Members of the group were invited to share their thoughts relating to this, and they included the need to look at progression when promoting the sector and utilising young people to highlight their own journeys when starting work within the sector (e.g. via video).

ANY OTHER BUSINESS

- Rod mentioned the next LSIP forum event on 19th April which will discuss the theme of accessibility to ensure people know where to go for information and support.
- Mark said they are in the process of trying to get a funding bid through CITB to support young people with special educational needs. This would be to be able to produce a virtual online activity that people can undertake, and showcase the industry, as well as a mentoring programme.

PRESENT

Rod Chambers	Hull and Humber Chamber of Commerce
Mark Burley	Keepmoat
Paul Senior	Isle Consult / YBF
Mark Boothby	Sewell Group
Chris Dodsworth	East Riding College
Sam Hind	Humber Training Group
Fiona Gamwell	Hudson Contract
Kelly Britton-Hawes	CITB

KEY POINTS

- Difficulty in attracting, recruiting and retaining skills in “trades and crafts”, including joiners and groundworkers.
- Can Bootcamp and Assessment Innovation Funds help support delivery of training and educators costs?
- Not enough quality people entering the sector (trainers and employees) so more showcasing needed to promote the various trades within the sector.
- Some good developments in virtual tour design to show potential new recruits what to expect within the sector.
- Some work being done to encourage ex-offenders to enter the sector after learning new construction skills while in prison.
- Some colleges seeing an upturn in recruitment, and in some cases an oversubscription to courses; opportunity for colleges to share data on this so other education settings could offer training.
- Some good use of augmented reality for training in dangerous situations helping with training in this sector.
- More to be done to help and prepare apprentices to become self-employed; navigating the rules and regulations in the system; a plea for colleges to help here.

UPDATE ON ACTIONS FROM PREVIOUS MEETING

- Virtual walk around tours - have completed a workplace tour to showcase to young people and others what it is like to be in the workplace, similar to Google Maps. The idea was to launch it soon as it was nearly ready.
- Kelly gave an update on the one-stop shop at Teesside. Kelly has met with Fiona Headridge at the Careers Hub and what is available is similar to that in Teesside. It has been suggested whether Fiona should be invited to future meetings.
- An update for Go Construct registrations will be sent to Rod after the meeting.
- Some very well-structured courses are on offer in prisons including access to industry accredited high-level courses are being delivered.

FORUM EVENT

Rod provided an update on the recent LSIP forum, which had a strong turnout, and focused on accessibility. Nationally a lot is happening across all the LSIPs and there is a report that is needed to go back to DfE by the end of June. Funding beyond March 2025 depends on the government. It was noted that Andy Black and Andy Goudie provided an update on the LSIF investment and how it has been spent. Rod will be discussing the feedback in regard to accessibility with the Local Authorities.

FUTURE FORUM EVENT & SKILLS GAPS FEEDBACK

The next forum was due to take place on the 5th June at Hull College, which coincides with The Business Week Humber. It would be looking at technical skills and challenges around recruitment and retainment of staff and professionals.

Members of the group were asked to provide feedback on the key challenges of technical skills gaps and recruitment and retention of training professionals within the sector:

- Lacking in communication skills, even at interview stage, and failing to show up for interviews.
- Need for groundworkers and joiners at present.
- Less movement of senior staff aligned with cost of living.
- Changes in CSCS cards means supervisors now require Level 4.
- At CITB, work is taking place to ensure there is infrastructure in prisons to complete courses/training/CSCS cards. Mapping work looks at what services, and if they are charitable led, to ensure main entry level is available. It is hoped by the end of May there should be a report of what that looks like.
- Net zero toolkit should be coming live soon and will be circulated to the group (CITB).
- Specialist area recruitment remains hard for teaching staff.
- Upturn in the uptake of courses that were not at capacity previously.
- Assessment in some areas is getting more difficult so looking at different ways of assessment to expose students to the real life of work.
- Feedback that the flexibility of courses for employers may not be suitable.
- Information regarding apprenticeships and knowing where to go, especially for smaller businesses.
- Looking at preparing apprentices for those that would be looking at self-employment.

Annex E – Engineering Construction Working Group Notes

 <p>HEY LSIP HULL & EAST YORKSHIRE LOCAL SKILLS IMPROVEMENT PLAN</p>	<p style="text-align: right;">NOTES</p> <p style="text-align: right;">Engineering Construction Working Group</p> <p style="text-align: right;">Thursday 1st February 2024, 4.00pm – 6.00pm Hybrid</p>
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SECTOR GROUP SUMMARY

The important highlights that were discussed during the first round of working group meetings were discussed:

- High-profile champions to promote some of the industries
- Legacy impacts post Covid and the impacts on young people
- How to open the doors to more workplace experiences
- General lack of understanding regarding funding and access to training
- English and Maths requirements causing barriers
- CV usefulness and articulation of CVs
- Employees who have left and those looking to retire and allocate their skills
- Stigma around apprenticeships
- Apprenticeship Levy underspend
- Breakdown the barriers between education/schools/industries
- Basic IT skills
- Employability skills

Katrina Pierce said the key priorities in the Greater Lincolnshire & Rutland LSIP were very similar, with the strong themes being identified as:

- Females in the sector
- Ex-offenders
- Ex-forces
- NEETs (Not in Education, Employment or Training)
- Career changers
- Green skills

KEY ACTIONS FROM 1st FEBRUARY 2024

- Sally-Ann proposed that we need to consider how we attract older/mature people to the sector, and could she discuss that with ECITB and report back to the group at next meeting.
- Iain suggested more collateral needs to be kept up to date to reflect the opportunities for the sector in the region, such as production of attractive videos and more input from peers into social media accessed by younger people. Tricia to speak to Iain further about this to get his further views and ideas.
- Nick commented on the recruitment of training staff being a constant challenge when multiple providers are hunting in the same field to attract the best candidates. What can be done to ease the situation? Rod to take the issue to the Principals' Group for their input.
- Iain has had success with recruitment of ex-industry people to fill trainer vacancies. Tricia to follow this up with Iain to see if we can speak to these people to understand from their perspective their journey and why they made the decision to switch.

- Katrina reported that Greater Lincs are looking at video versions of job profiles to bring them to life. Conversation needed with National Careers Service to see what could be done on a broader scale. Rod to follow up with Michelle from NCS.

OUTLINE NOTES FROM THE MEETING

Present

Rod Chambers	Hull & East Yorkshire LSIP
Patricia Whiting	Hull & East Yorkshire LSIP
Sallyann Garrad-Hughes	ECITB
Iain Elliot	HETA
Katrina Peirce	FSB
Chris Dosworth	East Riding College
Nicholas Marshall	Hull College
Paul Wall	Wilberforce College

Apologies for Absence

Sam Sutcliffe	Premier Modular
Bruce Marbow	Worley
Rob Tuplin	Prax Oil Refinery
Simon Marshall	Daifuku Logan Ltd
Mark Raper	Lighthouse Solutions
Andrew Eldred	ECA

Election of the Chair

It was agreed for Rod Chambers to continue to chair the meetings to ensure continuity, as agreed with Hannah Crookes, the HEY LSIP Lead.

Research within the sector

Sallyann Garrad-Hughes reported on latest research into the industry, which showed the workforce was made up of 86.2% male and 13.8% female. The research investigated into the ways companies filled vacancies, with 57% by word of mouth followed by recruitment websites and agencies and advertising. ECITB are about to launch a career engagement project to ensure diversity and attract people to the industry, looking at both young people and career changers.

Promotion of the sector

- During the discussion, it was mentioned that the generic salary information is often not true and that salaries are often higher than what people believe in certain sectors due to demand.
- Advertising – ‘Day in the life’ experiences and films, targeting young people. As part of the LSIF commitment and deadline, there will be a showcase from HETA regarding this.
- The army adverts were discussed on how to produce a catching advert and focus on the lifestyle and not just the job.
- There are a significant number of local jobs in engineering construction and this should be highlighted.
- Training providers are facing challenges in addressing the skills gap and the level of facilities required for training. One of the main issues is the shortage of qualified trainers who can teach the necessary skills.
- Additionally, the salaries of trainers may not be competitive, which could make it difficult to attract and retain skilled personnel. Effective advertising is also important to attract potential candidates, especially those with families who may be more interested in stable and long-term job opportunities.
- Flexibility is needed for what there is at the time due to the job market.
- Regarding targeting image, there are two main categories to target: Parents and teachers.

- Seminars taking place in school targeting the younger generation, however the workforce is needed now rather than in 10 years.
- ECITB has a £1 million fund for regional skills hubs (national), which requires a collaborative approach with an ECITB-approved provider leading the initiative.

<https://jtltraining.com/about-us/location-centres/hull/>

OUTLINE NOTES FROM THE MEETING

Present

Rod Chambers	Hull & East Yorkshire LSIP
Patricia Whiting	Hull & East Yorkshire LSIP
Mark Raper	Lighttouch Solutions
Paul Wall	Wilberforce College
Rob Tuplin	Prax Lindsey Oil Refinery
Chris Dodsworth	East Riding College

Apologies for Absence

Sallyann Garrard-Hughes	ECITB
Iain Elliott	HETA
Katrina Pierce	FSB

KEY POINTS

- “Student Voice” tell us those in school want more opportunities for employer work experience and to hear from younger employees to share their career journeys.
- Support for the LSIP to establish a skills matrix to help people and organisations navigate and access information relating to career pathways, funding, work experience and further education.
- East Riding College use a preferred employer database to help students engage with proactive recruiters in the area.
- Need to ensure those who are at a distance from the job market and with special needs have equal opportunity to demonstrate their talents and work potential.
- LSIF funding help invest in new surveying technologies; colleges encouraging employer to also invest in the same.

UPDATE ON ACTIONS FROM THE LAST MEETING

Patricia Whiting gave an update on the actions following the last Working Group:

- ECITB were unable to attend. A formal update was pending.
- Iain Elliott who also was unable to attend today has suggested more collateral kept up to date to reflect the opportunities in the region. Looking at videos and social media. Also looking at ex-industry recruitment to fill trainer vacancies. Patricia had a meeting with Iain and will be meeting in April to discuss with a group of people from the industry who are working for HETA and their perspectives on their journey.
- Katrina isn't able to attend today but will be sending Patricia information on reports for Greater Lincolnshire on job profiles bringing them to life.
- Rod to follow up with Michelle from National Career Service. A Forum later in the year to discuss further with National careers.

LOCAL CAREER PATHWAYS

Rod Chambers introduced this section to look at how the region would establish a regional map/database that can link pupils in schools to employers and further education. This would in turn support making informed decisions on the right career pathway and progression alongside what funding may be available to employers also. Members of the group were invited to comment, and comments were received as follows:

- What is missing is where young people can in particular go to find out information about careers and opportunities available locally. This would also better support families, and those of influence, in accessing the relevant information.
- Provide an opportunity for employer to get involved at an early stage in making decisions about future career and course choices.
- Enable people to see what employers are open to offering work experience / happy to have a discussion to support people in making informed choices.
- Would be better for people to have employers 'championing' the industry first rather than signing up to a course and being placed with an employer, to ensure young people are given a placement that supports their specific areas of interest.
- Gain an understanding from young people as to what employers they are aware of and/or interested with working in prior to assigning placements.
- Need to reach people sooner to provide them with information (age 14 for example).
- Concerns that there are not enough opportunities to speak with young people within school to provide them with impartial information on opportunities available.
- Should providers come together and establish who is focusing on which specific specialism rather multiple providers offering the same. Providers noted that demand was high for some courses so multiple providers were necessary.
- Gain granular information on what employers expect.
- East Riding College use preferred employer database to help students engage with proactive recruiters in the area

ANY OTHER BUSINESS

- Rod Chambers reminded those present that the next LSIP Forum would be taking place on Friday 19th April, with a focus on Theme 5 – Accessibility.
- Concern was expressed about barriers with providers where an employer says they want to recruit a certain person and they need to start a course but the provider won't offer due to concerns around potential achievement which could impact on funding, for example.
- Changes to the levy are needed.
- Rod Chambers provided feedback from a Student Voice event. Student Voice was tasked by the Careers Aspirations Group as a platform for people aged 14-16:
 - Very keen to engage more with employers even if it is during school holidays.
 - Want to hear from young people who have been to the employers what they have experienced and what challenges they have faced.
 - A meeting will take place with Fiona Headridge at the Careers Hub to potentially do an event in June, which HETA have agreed to host if it does go ahead. The event would provide an opportunity to hear from those who choose to teach/deliver course rather than work in industry.

OUTLINE NOTES FROM THE MEETING

PRESENT

Rod Chambers
Paul Wall
Nick Marshall

Hull & East Yorkshire LSIP
Wilberforce College
Hull College

KEY POINTS

- More visibility needed for major projects and job opportunities especially in roles within the green sector.
- Strong evidence needed from employers to describe the job and project opportunities – along with timescales – to help plan recruitment and training capacity to support demand.
- Would be helpful to see feedback from events such as World Skills (ESFA) to inform some of the challenges and opportunities within this sector.
- Higher salary levels need to be on offer in this sector to attract and retain trainers and educators.
- Bureaucracy can get in the way of speedy recruitment and response to project work.

Also to note key points raised within the Construction Working Group:

- Difficulty in attracting, recruiting and retaining skills in “trades and crafts”, including joiners and groundworkers.
- Can Bootcamp and Assessment Innovation Funds help support delivery of training and educators costs?
- Not enough quality people entering the sector (trainers and employees) so more showcasing needed to promote the various trades within the sector.
- Some good developments in virtual tour design to show potential new recruits what to expect within the sector.
- Some work being done to encourage ex-offenders to enter the sector after learning new construction skills while in prison.
- Some colleges seeing an upturn in recruitment, and in some cases an oversubscription to courses; opportunity for colleges to share data on this so other education settings could offer training.
- Some good use of augmented reality for training in dangerous situations helping with training in this sector.
- More to be done to help and prepare apprentices to become self-employed; navigating the rules and regulations in the system; a plea for colleges to help here.

FORUM EVENT

Rod provided an update on the recent LSIP forum, which had a strong turnout, and focused on accessibility. Nationally a lot is happening across all the LSIPs and there is a report that is needed to go back to DfE by the end of June. Funding beyond March 2025 depends on the government. It was noted that Andy Black and Andy Goudie provided an update on the LSIF investment and how it has been spent. Rod will be discussing the feedback in regard to accessibility with the Local Authorities.

FUTURE FORUM EVENT & SKILLS GAPS FEEDBACK

The next forum was due to take place on the 5th June at Hull College, which coincides with The Business Week Humber. It would be looking at technical skills and challenges around recruitment and retainment of staff and professionals.

Members of the group were asked to provide feedback on the key challenges of technical skills gaps and recruitment and retention of training professionals within the sector:

- Not enough visibility of jobs and need to see stronger evidence of the future jobs that are upcoming, so people believe the upcoming work to know they are needed.
- Need for more highly-skilled.
- Challenge of bringing skilled people into training seems to be a national issue.
- Salary differences between education and industry continue to be a barrier.
- Difficulties with upskilling and access to adult funding.

Annex F – Health & Social Care Working Group Notes

 <p>HEY LSIP HULL & EAST YORKSHIRE LOCAL SKILLS IMPROVEMENT PLAN</p>	<p style="text-align: right;">NOTES</p> <p>Health & Social Care Working Group Tuesday 6th February 2024, 4.00pm – 6.00pm Hybrid</p>
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SECTOR GROUP SUMMARY

A summary of the important highlights that were discussed during the first round of working group meetings was provided, and included:

- High-profile champions to promote some of the industries
- Legacy impacts post Covid and the impacts on young people
- How to open the doors to more workplace experiences
- General lack of understanding regarding funding and access to training
- English and Maths requirements causing barriers
- CV usefulness and articulation of CVs
- Employees who have left and those looking to retire and allocate their skills
- Stigma around apprenticeships
- Apprenticeship Levy underspend
- Break down the barriers between education/schools/industries
- Basic IT skills
- Employability skills

KEY ACTIONS FROM 6th FEBRUARY 2024

- Deborah highlighted an opportunity to access the Children’s University to develop modules to help very young people gain a good understanding of the work in the sector. Deborah to take forward with a conversation with the HCU.
- Andy pointed out that the funding landscape and opportunities need to be better understood, being clear on what is available to 14-16 and 16-19 age groups and to highlight the importance of skills passports. Rod to follow this up with Andy.
- Debi and Tina – mentioned a pilot being developed in April with media clips to encourage recruitment to the sector; can we please be kept up to date with progress. A new workforce strategy is also being developed for H&SC, with focus on leadership, career pathways and the importance of employability skills. Could we have an update at the next focus group please.
- Claire highlights that 30% of jobs in social care are not frontline so there is a huge opportunity to recruit people with various talents to the sector, the skills for which would be easily transferable to other industries and sectors. Discovery Days through the use of an “inverted triangle” approach are used to assess and discover talent. It would be great to have a video of this so we can see it in action.
- Stevie talked about the increasing need to recruit around values rather than academic ability. This is a caring sector so we want to find the right people to come to the sector with the right values (support’s Claire’s talent discovery initiative). Group to consider how this might be applied to the wider sector.

OUTLINE NOTES FROM THE MEETING

Present

Rod Chambers
Patricia Whiting

Hull & East Yorkshire LSIP
Hull & East Yorkshire LSIP

Claire Bunker
Stevie Scott
Peter Northrop
Stewart Edwards
Andrew Barton
Deborah Robinson
Debbie Foster
Tina

North Yorkshire Care Group
MIND
Skills For Care
Wilberforce College
NCFE
University of Hull
East Riding Council
East Riding Council

Apologies for Absence

Melanie Brown
Kim Alexander
Tim Brigham
Tracy Hassal
Tony Riding
Zoe Ford

Skills Network
NHS
Burlington Home Care
Westwood Care
New Found Care
East Riding Council

Promotion of the sector

Key activities highlighted to support promoting the sector included:

- Ensuring we use resources already out there, for example ICB has a team with careers advisors, a website, and links with Hull University Teaching Hospitals.
- The East Riding website is good at setting out jobs within the sector and could act as a central point.
- Care hub/ Care club to promote health and social care careers.
- Showcasing the other jobs within the sector, such as those behind the scenes (administration, finance etc.).
- Video celebrating people working in the sector and experiences.
- Money incentives.
- Retention surveys, and working on retention of staff, is essential for the sector
- Resources available showcasing case studies.

Engagement to support recruitment into the sector

A discussion took place around what can be done differently with engagement with schools regarding the sector. Points raised included:

- In relation to Primary schools, Deborah confirmed she has links with Hull Children's University, taking kids on activities. There could be potential to involve Healthcare within these activities.
- Not enough quantity of apprenticeships to fill the gaps.
- Care sector apprenticeships are low in numbers. Barriers included only 10% of time is not on the job learning, so also need to pay for the care cover needed on the job. It was suggested that's backfilling might be a potential solution.
- Build confidence.
- Consider pupils from special need schools to work with/as trainers even if it is not full-time

In relation to recruitment into the sector, it was agreed that value-based recruitment should take place.

Any Other Business

- Funding is very complicated and it needs addressing to make sure what is available is working in our favour.

- Education reforms are coming in, and thus there is a need to monitor so it meets the needs for the sector.
- Embedding transferable skills and understanding soft skills that candidates may already have.
- Ensuring there are enough trainers.
- Modules in the colleges that would enable people from the sector to be involved in the College environment. A pilot is being produced at St Mary's in April where some T-level students will gain experience and see people in the industry.
- A new workforce strategy is in its early stages.
- There are chat forums in existence, helping people understand themselves.
- Talking to ACAS and national organisations about what they want and need.
- Flourish focus talent building on skills and knowledge, team building day, and working on reflective practice. Great feedback has been received from the course so far.
- Ensuring qualifications are recognised even without an awarding body.

Websites to note:

<https://hnycareershub.co.uk/resources/student-resources/>

<https://www.hull.nhs.uk/medshed/>

PRESENT

Rod Chambers	Hull and Humber Chamber of Commerce
Patricia Whiting	Hull and Humber Chamber of Commerce
Stewart Edwards	Wilberforce College
Debbie Foster	East Riding of Yorkshire
Andy Barton	NCFE
Kim Alexander	NHS
Sharon Coutts	Yorkshire Care Group
Tim Bringham	Burlington Homecare
Tina Tate	East Riding of Yorkshire
Clare Chaffe	Hull College

KEY POINTS

- Strong plea for a one stop shop/single place for recruitment into the sector.
- Ambassador network to be established to help promote the opportunities of the sector.
- Increasing collaboration between FE providers, ITPs and health care bodies.
- Continuing high staff turnover in the sector so more to be done to recruit and retain. Increased use of technology needed to bridge gaps and remove admin/bureaucracy.
- LSIF funding helping in the college to provide simulated ambulance to help with training.

UPDATE FROM THE PREVIOUS MEETING

- The University had highlighted about the opportunity to access the Children's University to develop modules to help young people understand the sector. The University was unable to attend today so the LSIP team would follow-up to ensure an update is available at the next meeting.
- Andy Barton was looking at the funding landscape opportunities to be better understanding 14-16 and 16-19 funding opportunities. A follow-up had been sent to the LSIP team highlighting how funding was a minefield. Further details would be forwarded to the group. Under Lifetime skills Guarantee there are additional courses funded under regional funding, it was not known as to what regions this applied and thus would need to be discussed with the local authority. In addition, Andy Barton had included the employability soft skills and Digital and ICT qualifications to help enhance the sector. A modular provision could be created to fill the gaps in the region. Members of the group were invited to discuss in further detail with Andy Barton upon forwarding his email.
- East Riding of Yorkshire Council had mentioned a pilot regarding video clips in promoting the sector that was to be launched in April 2024. It was noted there was a community support and reablement recruitment campaign set for April and there would be a one-stop shop recruitment event (9/10/16/17 April), which previously had been very successful and inclusive of independent care sector providers. The other campaign would focus on social workers and was inclusive of a full video campaign that's currently being edited. It can be forwarded on to in due course.
- Claire at the last meeting said that 30% of jobs are not on the frontline and it's important to promote the other jobs. Sharon said they have been recently doing a lot of training courses with Yorkshire futures and video content from that has been shared on social media.

STUDENT VOICE EVENT

Rod Chambers provided an update on the latest Student Voice event, which provides a showcase for people aged 14-16. Tasked by the Careers Aspirations group, they provide their thoughts on careers advice and where opportunities may lie. Key points to note were:

- Students aren't restricted to engaging with employers only during term time.

- Keen to understand what goes on behind the scenes with business.
- Businesses should do all they can to raise awareness of the sector.
- Want to hear from other people that have recently entered the industry as they feel they connect more effectively.
- Rod Chambers would be arranging a meeting with Fiona Headridge to bring students, industry leads and teaching staff together to look at promotion of the sector and raising awareness of opportunities/provision available. An event could potentially take place in June, and HETA have provisionally agreed to host it.

CAREERS PATHWAY MAP

Rod Chambers introduced this section to look at how the region would establish a regional map/database that can link pupils in schools to employers and further education. This would in turn support making informed decisions on the right career pathway and progression alongside what funding may be available to employers also. Members of the group were invited to comment, and comments were received as follows:

- Kim Alexander highlighted their Careers and Employability Manager works closely with the Careers Hub and leads. There was also the Ambassador's Network where colleagues from help support the careers work. Also, the Careers hub <https://hnycareershub.co.uk/resources/student-resources/> which looks at careers pathways was accessible to anybody.
- Jobs are changing so regularly, and with pupils not being clear on what they want to do could prove to be a barrier
- Homecare/domiciliary care framework may be harder to have young people come to experience and mentor.
- Try not to duplicate what is already out there but doing it collectively across the board.
- More work to be done in schools and colleges. Induction week needs to be fully immersed and explore all the broad opportunities and incorporate other subjects into the sector.

ACCESSIBILITY

It was noted the next Quarterly Forum, taking place on Friday 19th April, would be focusing on Theme 5 – Accessibility. Rod Chambers asked for the group's input on how to support those who may be distant or vulnerable in the labour market. Feedback received included:

- Home-schooled children also need to have engagement.
- Yorkshire Care Group was working on passports for staff on credentials and training certificates.
- Talent management programme which showcases qualities not originally seen, which is being used by Yorkshire Care Group. Hull College requested a further discussion regarding this.
- Consideration to ESOL (English for Speakers of other Languages).

ANY OTHER BUSINESS

- Mind Mental Health contacted us for information about the LEVY to support their apprenticeship program and we helped them locate funding.
- Tim Brigham would look at other contacts that would benefit from be good contributors to the Working Group.
- East Riding of Yorkshire Council has a project working around 12 work streams, particularly in adult social care. Tina Tate highlighted she was happy to share.
- East Riding of Yorkshire Council provided an update on levy transfer and work with Hull College.

PRESENT

Rod Chambers	Hull and Humber Chamber of Commerce
Jayne Wilcock	East Riding of Yorkshire Council
Stevie Scott	HEY MIND
Claire Bunker	Yorkshire Care Group
Peter Northrop	Skills For Care
Debbie Foster	East Riding of Yorkshire
Deborah Robinson	University of Hull
Tina Tate	East Riding of Yorkshire Council
Craig Wade	NCFE
Clare Chaffe	Hull College
Zoe Ford	East Riding of Yorkshire Council

KEY POINTS

- Focus on good induction as part of longer term development programmes to recruit and retain training staff in the sector; too many staff being lost within the first 12 weeks of recruitment.
- Employers being encouraged to work with training providers to inform and help co-design curriculum to help address future skills gaps challenges.
- Back-to-the-floor Industry days being introduced by FE sector to ensure trainers are up to speed with changing needs and expectations within the sector.
- More practical training needed in social and health care settings.
- Drive for additional international recruitment to offset impact of Brexit and reduction in domestic resource pool.
- University degree applications down for the sector but being replaced by increase in apprenticeship numbers.
- Challenges in finding staff to back-fill those who need to be released as part of their training programmes.
- Digital skills amongst students appear to be better than those across the training staff.
- Creative thinking needed to help bring capacity to the training function such as bringing in specialists from employers to support mainstream teaching.
- More in-house promotion and career progression being supported to deal with challenges of recruitment and retention.
- Softer skills especially in confidence and resilience are still a challenge so more emphasis needed on the importance of this in school and college settings.

UPDATE FROM THE PREVIOUS MEETING

- Deborah Robinson to speak to Children’s University to follow-up on discussions at previous meetings.
- Claire Bunker discussed their new people management system called ‘Attract Recruit Retain Develop’, which supports retention. If anyone wishes to find out more they are requested to contact Claire outside of the meeting.

FORUM EVENT

Rod provided an update on the recent LSIP forum, which had a strong turnout, and focused on accessibility. Nationally a lot is happening across all the LSIPs and there is a report that is needed to go back to DfE by the end of June. Funding beyond March 2025 depends on the government. It was noted that Andy Black and Andy Goudie provided an update on the LSIF investment and how it has been spent. Rod will be discussing the feedback in regard to accessibility with the Local Authorities.

Further comments from the group were received including:

- The need to create table plans that are sector specific.
- Ideas of a dementia bus was mentioned at the forum, however the funding has stopped for this round. Further discussions were required outside of the meeting.

FUTURE FORUM EVENT & SKILLS GAPS FEEDBACK

The next forum was due to take place on the 5th June at Hull College, which coincides with The Business Week Humber. It would be looking at technical skills and challenges around recruitment and retention of staff and professionals.

Members of the group were asked to provide feedback on the key challenges of technical skills gaps and recruitment and retention of training professionals within the sector:

- Craig from NCFE said the new regulated care certificate was launched in June.
- Health and Social Care is not promoted enough. There was a need to work with employers to define and co-design the curriculum, as well as additional work with learners that goes beyond qualifications.
- Opportunities for students to showcase their work to prospective employers to see how skills have been developed
- In the Adult Social Care sector, learning is directed more as health rather than social care. More training practitioners are needed from the social work setting to upskill the workforce.
- The need to challenge the ICS workforce boards to see what things would look like in 5 years' time.
- Still seeing a reduction in university applications for health courses as students do not want to take on the debt, and prefer apprenticeships.
- Academic staff terms and conditions are not on the same level as the NHS, for example, so recruiting staff with experience is a struggle.
- Current funding for backfill isn't paid till the end of the course.
- Those in senior roles lack confidence with regard to digital knowledge.
- Requirement for co-production of entry level routes and how they progress through colleges.
- Skills gap between clinical mental health and social model of mental health, and a struggle for specialist training has been noted and therefore a requirement for upskilling existing staff is apparent.
- The need for courses that are not just e-courses for leadership roles.
- Keeping the talent and making them see it as a career path – promotion of the sector is therefore required.
- Although some people may be qualified, they may be missing the ability to talk to people and have the correct emotional resilience.
- Issues with finding a local provider for accredited awards, up to level 3, in supporting existing staff in learning.
- International recruitment support is vital and will be a retention issue if not supported.

Annex G – Manufacturing Sector Working Group



NOTES

Manufacturing Working Group

Thursday 8th February 2024, 3.00pm – 5.00pm
Gift Group, Dunswell Road, Cottingham, HU16 4JX
Hybrid

SECTOR GROUP SUMMARY & MATTERS ARISING

The important highlights that were discussed during the first round of working group meetings were noted as:

- High-profile champions to promote some of the industries
- Legacy impacts post Covid and the impacts on young people
- How to open the doors to more workplace experiences
- General lack of understanding regarding funding and access to training
- English and Maths requirements causing barriers
- CV usefulness and articulation of CVs
- Employees who have left and those looking to retire and allocate their skills
- Stigma around apprenticeships
- Apprenticeship Levy underspend
- Break down the barriers between education/schools/industries
- Basic IT skills
- Employability skills

KEY ACTIONS FROM 8th FEBRUARY 2024

- **Sam** highlighted the difficulties in recruitment to the manufacturing sector and if time allowed it would be great to get to more schools and “tell the story” of the sector and even local employers. Could we do this by another channel such as social media/video engagement? **Patricia** to follow up with **Sam** to explore ideas.
- **Robin** mentioned to the group the expectation now from Ofsted for Colleges and other providers to “get back to the floor” with employers to have a good understanding of their business and their training needs. Can Robin share any document or guidance with the group which supports this focus from Ofsted.
- **Allison** has initiated Teacher Encounter Days which have brought some success, but there is recognition of increasing challenge to teachers taking time away from school when there increasing demand in the classroom. Could we look at Parent (or alternative word) Encounter Days as these might bring similar success, and we know parents also need have an understanding of what goes on “behind the gates” to help the career conversations with their children.
- **Iain** will be attending the Make UK Conference in London on 29 February which will be looking at solutions for the challenges within the industry. Can Iain please report back any relevant information for this group, including anything relating to the LSIP cross-cutting themes of Digital and Net Zero.
- **Iain** mentioned there is more to do to target careers leaders (especially in schools) to ensure the manufacturing is properly understood and information is up to date. **Rod** to follow up with Fiona from HEYLEP.
- **Rod** commented that the voice of the young person would be helpful so we can understand the perceptions of this sector; Allison suggested we could look at the Student Voice work done by the HEYLEP. **Rod** will follow this up with Fiona.

- The group agreed it would be a good idea to get all careers elements (NCS/CEC/DWP/School Adviser) together to understand the way in which manufacturing in this region is understood and promoted as a career option. **Rod** to discuss with Fiona from the HEYLEP.

OUTLINE NOTES FROM THE MEETING

Present

Rod Chambers
 Patricia Whiting
 Alison Chrstie
 Robin MAKEY
 Wendy Macadam
 Iain Elliot
 Sam Sutcliffe

Hull and Humber Chamber of Commerce
 Hull and Humber Chamber of Commerce
 Swift Group
 Hull College
 Wilberforce College
 HETA
 Premier Modular

Apologies for Absence

Jason Speedy
 Rob Macnaught
 Jon Burden
 Marcio Soars

Group Atlantic
 Reckitt
 Smith & Nephew
 Daifuku-Logan

Discussion points

- Sam Sutcliffe has had a discussion with Tec Partnership regarding English and Maths, noting it was becoming a barrier with apprenticeships and affecting qualification achievements.
- Sam Sutcliffe highlighted his interest in hiring 15 more apprentices, which would make up 10% of the workforce. However, finding suitable candidates for this role had been challenging. If schools were to invite the sector in to promote opportunities and careers within the sector, they would be very interested in engaging more to promote. In addition, they have just hired a new Marketing Leader who is keen to take advantage of social media. It was also noted that it's harder to recruit office staff than factory staff within the sector.
- A suggestion of rather than going to and from schools, it may be worth doing a 'back-to-the-floor' day for the teachers, where teachers experience the workplace and can feed back to the pupils.
- Colleges have a keen interest in sending staff into industry to assist with upskilling. However, it was noted there was a struggle to get the teachers involved. It was added that the LEP have organised sessions where cornerstone employers are involved but teaching is understaffed.
- Full site tour videos were discussed, along with employees to deliver a more authentic and relatable story.
- Retention interviews have been conducted and are working well. A lot of changes can be made from having discussions with impartial colleagues.
- More work is required relating to careers and seeing what information is available regarding the sector
- A central resource detailing all courses and qualifications needed within the sector, especially for apprenticeships and where apprenticeships are available would be beneficial. From a school perspective, schools would need to be involved and support in advising pupils as to what is available.
- There is the Student Voice, which gains insights into the opinions of students across career related topics.
- Sam Sutcliffe said the entry level into the sector was quite high which may affect recruitment.
- In-house training was bringing workers' skills to a higher level.
- The impact of Brexit is still being felt as good workers have left.
- Schools are sending CVs to employers so they can choose who is best placed for work experience within their companies..

PRESENT

Rod Chambers	Hull and Humber Chamber of Commerce
Patricia Whiting	Hull and Humber Chamber of Commerce
Rob MacNaught	Reckitt
Jon Burdin	Smith & Nephew
Sam Sutcliffe	Premier Modular
Jason Speedy	Groupe Atlantic
Wendy McAdam	Wilberforce College

KEY POINTS

- Marketing your business to schools is the key to engaging young people to inspire recruitment to the sector.
- Some employers have unique links with Ron Dearing UTC to ensure a supply chain of talent; this model should be expanded
- Student Voice indicates young people would be prepared to gain work experience during holiday time without the pressure on teaching staff
- Increasing focus on Digital, IOT, Industry 4.0 and AI in the sector. More opportunities needed for employers to influence the curriculum to reflect these dynamic changes
- Virtual work experience also key for the promotion of the sector

UPDATE ON ACTIONS FROM THE LAST MEETING

Patricia Whiting gave an update from the last group meeting:

- A meeting took place with Sam Sutcliffe to discuss means of promoting the sector. Sam Sutcliffe added that he meets with his marketing department monthly and conversations have focused on use of social media, for example. When Premier Modular starts recruiting again they will trial different methods and feedback. Premier Modular was also hosting 'Open Days' for Colleges.
- It was noted that OFTSED were now looking at how training providers were engaging with employers.
- No updates were available from Swift group regarding Teacher Encounter Days.
- No update was available regarding Make UK Conference in London on 29 February.
- Sam Sutcliffe held an information session with 35 students, and 7 students have come back wanting to understand more about the world of work.

ENGAGING WITH YOUNG PEOPLE

Rod Chambers provided an update on the latest Student Voice event, which provides a showcase for people aged 14-16. Tasked by the Careers Aspirations group, they provide their thoughts and findings on careers advice and where opportunities may lie. Key points to note were:

- Students aren't restricted to engaging with employers only during term time.
- Keen to understand what goes on behind the scenes with business.
- Businesses should do all they can to raise awareness of the sector.
- Want to hear from other people that have recently entered the industry as they feel they connect more effectively.

Rod Chambers would be arranging a meeting with Fiona Headridge to bring students, industry leads and teaching staff together to look at promotion of the sector and raising awareness of opportunities/provision available.

Members of the group were invited to provide information on work they are actively participating in to engage with young people:

- Smith and Nephew more or less exclusively deal with Ron Dearing UTC on their employer interaction days. In recruitment they have taken four apprentices from Ron Dearing UTC and then two graduates from the University. Further apprentices are to be recruited from the UTC. During school holidays, students from UTC are invited in to gain work experience.
- Group Atlantic said they are a partner with Ron Dearing UTC also, but not exclusive. HETA are also used. Groupe Atlantic also has a training facility, in-house, for industry training. Higher Education engagement tends to be outside of the region, looking at Leeds and Sheffield, as the offer isn't felt to be sufficient from University of Hull. Jason Speedy also sits on Made Smarter, looking at Net Zero and its wider context across the sector.
- Rackets spoke about the graduate programme, working through from supply to gain understanding and come out of a manager level. Working on getting people into a manufacturing environment has its barriers, and therefore they are looking at virtual experiences that can be experienced by schools opens up the view of the roles available.
- Wilberforce College invite employers in. Previously have hosted career events but they felt that they didn't provide effective engagement for students. Therefore they have moved to focused career events, especially in STEM related subjects. Different employers are invited in to talk to students, and have utilised people that have more recently started working within industry. Struggles are around engaging with employers to find placements, so there are concerns that some employers have exclusive relationships with one provider only. An Employer Industry Board is another means for linking each course with someone from the industry.

LOCAL CAREER PATHWAYS

Rod Chambers introduced this section to look at how the region would establish a regional map/database that can link pupils in schools to employers and further education. This would in turn support making informed decisions on the right career pathway and progression alongside what funding may be available to employers also. Members of the group were invited to comment, and comments were received as follows:

- Good idea but the logistics will be challenging.
- Ensuring accessibility.
- Connections between colleges and employers are important.
- Need to consider employer time and ability to engage with multiple providers due to efficiency and thus an 'industry group' in the middle would be beneficial.
- A tool like this would be beneficial.

ANY OTHER BUSINESS

- Rod Chambers reminded those present that the next LSIP Forum would be taking place on Friday 19th April, with a focus on Theme 5 – Accessibility.
- Increasing focus on Digital, IOT, Industry 4.0 and AI in the sector. More opportunities needed for employers to influence the curriculum to reflect these dynamic changes.

PRESENT

Rod Chambers	Hull and Humber Chamber of Commerce
Sam Sutcliffe	Premier Modular
Wendy McAdam	Wilberforce College
Allison Christie	Swift Group
Robin Makey	Hull College

KEY POINTS

- Greener practices being introduced to all aspects of training in FE settings, but still a need to retain skills in non-digital environments – need to get the balance right.
- Employers and providers are creating “sustainability teams” to help support and manage the developments in green and net-zero objectives.
- Difficulties in recruiting in CAD work with trainers and employees moving freely around employers to follow the best pay and reward packages.
- Employers still need to have staff that can support and sustain old (legacy) technologies as well as new investments – such as ERP systems.
- Behaviours and work-ethics remain a challenge under the umbrella of employability skills – more could be done to use retiring staff to mentor new recruits.
- FE colleges looking at Teacher placement opportunities in industry settings to ensure currency and relevance.
- Opportunities within projects for closer collaboration between providers and employers.

FORUM EVENT

Rod provided an update on the recent LSIP forum, which had a strong turnout, and focused on accessibility. Nationally a lot is happening across all the LSIPs and there is a report that is needed to go back to DfE by the end of June. Funding beyond March 2025 depends on the government. It was noted that Andy Black and Andy Goudie provided an update on the LSIF investment and how it has been spent. Rod will be discussing the feedback in regard to accessibility with the Local Authorities.

Further feedback was received stating that it is always beneficial to listen to other points of view and other ideas, and share best practice.

FUTURE FORUM EVENT & SKILLS GAPS FEEDBACK

The next forum was due to take place on the 5th June at Hull College, which coincides with The Business Week Humber. It would be looking at technical skills and challenges around recruitment and retention of staff and professionals.

Members of the group were asked to provide feedback on the key challenges of technical skills gaps and recruitment and retention of training professionals within the sector:

- Green tech skills, for example moving plumbing to air source heat pumps. However there was investment in digital and technical equipment, so a movement towards future roles was apparent.
- Electrical vehicles are an issue with a lack of power. Rod requested feedback at the next meeting as to how it was proposed to address this barrier.
- Struggle to recruit candidates with adequate CAD design.
- Outdated IT systems mean those skills learnt at colleges are ahead of systems in the workplaces.

- Outdated coding language.
- Noting a functional skills issue within the ageing workforce.
- Behaviours and work ethic is an issue - you can teach skills if needed but the 'drive' to work isn't there a lot of the time.
- Green and carbon skills shortage.
- Knowledge transfer was implemented on the recent intake of apprenticeships, and aligned them with people who were retiring, to enable the transferring of skills.
- Behavioural issues in colleges can be an issue with students.
- Teacher placements within industry to gain a better understanding.
- Future jobs and skills planning in liaison with employers and colleges is needed.

Annex H – Employability Skills Passports



**EMPLOYABILITY SKILLS PASSPORT OPTIONS
DISCUSSION PAPER
FEBRUARY 2024**

Overview

The Hull & East Yorkshire LSIP and Hull & East Yorkshire LEP came together on Friday 26th January for a joint LSIP Quarterly Forum and Skills Network Event. The focus was on Employability Skills, and the event was used to facilitate discussions between business, providers and public sector organisations. Circa. ~80 delegates were in attendance although over 120 had registered to attend. Further engagement regarding this topic has taken place since the event via 1-2-1 discussions and the Hull & East Yorkshire LSIP sector specific Working Groups.

Employability Skills and Behaviours is the third key theme of the Hull & East Yorkshire LSIP, and is consistently being raised by employers that these are essential for their organisations.

Employability Skills Passports have previously been utilised in the region to verify the skills an individual has, and has also been highlighted within the Hull & East Yorkshire LSIP Roadmap as a potential means to demonstrate that existing and future employees are equipped with the necessary employability skills or behavioural attributes.

At the event delegates present were asked to contribute to the following questions to provide input to any future development of Employability Skills Passports:

1. What do you see as the benefits of having an Employability Skills Passport?
2. What are the key skills you feel need to be included within an Employability Skills Passport?
3. Are there any further points you feel we should consider in developing Employability Skills Passports in our region?

Following evaluation of the feedback obtained from the event, and also incorporating discussions that have taken place at the Hull & East Yorkshire LSIP Working Groups and 1-2-1 employer engagement, options are being put forward to the HEY LEP Employment & Skills Board, the Hull & East Yorkshire LSIP Board and key stakeholders involved in the development of Employability Skills Passports in the region to agree on the most suitable solution moving forward.

A summary of the feedback can be highlighted as follows:

1. There was no desire for multiple versions to be in circulation as this would impact on time constraints and consistency.
2. Employability Skills Passports can enable verification of skills.
3. There is a need to keep them concise.
4. Support is needed for the owner of the Passport in understanding how their skills are transferable, and applied in the world of work.
5. There needs to be more focus on skills that are deemed as transferable rather than the statement of employability skills.
6. An Employability Skills Passport would need to focus on transferable skills (e.g. basic digital skills, leadership, management, teamwork, communication, organisation, interpersonal) and incorporate behaviours (e.g. time management, good work ethic, confidence, positive attitude, initiative). In turn, the owner will need to see how skills they develop outside of education can also be incorporated into this.
7. Support is needed for each owner so that they can see how the passport could be utilised as a communication aid when they are discussing their skills at application and/or interview stage.
8. Technology could be used further within the passports by incorporating videos, for example.

9. If these were to go ahead there would be a need for effective marketing and promotion.
10. Simplicity is key, and needs to be understood by both the individual and employers.

In total four options are being put forward:

1. All Stakeholders agree to move to one version of the Employability Skills Passport.
2. No centralised ownership or core passport.
3. Development of a core passport but stakeholders are able to adapt as required.
4. It is agreed for there to be no development of Employability Skills Passports.

Options for Consideration

Option 1: Centralised Model - All Stakeholders agree to move to one version of the Employability Skills Passport.

For one Employability Skills Passport to be developed, and utilised by all, incorporating the skills identified by Employers:

1. Communication – including listening, speaking and writing including email etiquette
2. Problem solving
3. Creativity
4. Work ethic – including positive attitude, honesty, resilience, responsibility, self-motivation, reliability, initiative, self-presentation
5. Leadership & management
6. Teamwork
7. Timeliness and punctuality
8. Basic Digital and its application
9. Understanding of Net Zero and sustainability impact
10. Initiative and pro-activity

	Option 1 Pros		Option 1 Cons
1.	Incorporates all skills that are used within the National Skills Builder framework, which could form the main basis of the Employability Skills Passport.	1.	Additional skills need to be added beyond those used within the National Skills Builder framework.
2.	No further central accreditation is required.	2.	No flexibility or change is available to support the needs of the individual who owns the skills passport.
3.	Employers will not face time constraints or concerns about consistency as all individuals will use the same version.		
4.	One centralised owner of the Passport, for example the future Combined Authority.		

Option 2: Devolved Model - No centralised ownership nor core passport.

Employability Skills Passports are not taken forward on a collaborative basis, and instead stakeholders continue to pursue their own versions without any central accreditation if they so wish.

	Option 2 Pros		Option 2 Cons
1.	Stakeholders own their own versions with no requirements to consult with others.	1.	Employability Skills Passports will lack consistency.
2.	No further central accreditation is required.	2.	From a LSIP perspective, this would go against placing employers at the heart of the skills system.
		3.	Employers have been clear that they wish to see consistency. Multiple versions will not adhere to consistency.
		4.	By not considering the employer view there is a risk in employers losing confidence in the system and to disengage.

Option 3: Hybrid Model - Development of a core passport but stakeholders are able to adapt as required.

A core passport would form the basis of all versions of individual passports to ensure a common set of core agreed demonstrable skills and behaviours. The demonstrable skills and behaviours to be included should be those requested by employers:

1. Communication – including listening, speaking and writing including email etiquette
2. Problem solving
3. Creativity
4. Work ethic – including positive attitude, honesty, resilience, responsibility, self-motivation, reliability, initiative, self-presentation
5. Leadership & management
6. Teamwork
7. Timeliness and punctuality
8. Basic Digital and its application
9. Understanding of Net Zero and sustainability impact
10. Initiative and pro-activity

Non standard versions would need to be agreed and signed off by an accrediting organisation to ensure quality and relevance. It would be recommended for central ownership and verification to sit within the future combined authority.

	Option 3 Pros		Option 3 Cons
1.	Stakeholders have the ability to incorporate their own skills and elements.	1.	Central ownership and verification is required and needs to be determined.
2.	Ensures collaboration between all stakeholders, which could support collaboration for further working.	2.	Regular monitoring to ensure relevance and reflection of current needs and opportunities, which could increase workloads.
3.	Employers would have confidence knowing that all Employability Skills Passports in circulation have been verified and are developed around a core set of skills that are in response to employer needs.		
4.	Adaptable by the owner of the individual passports.		

Option 4: No Model - It is agreed for there to be no development of Employability Skills Passports

	Option 4 Pros		Option 4 Cons
1.	No requirements for centralised ownership or verification system that could result in time constraints.	1.	Employers have confirmed they see the benefits of utilising Employability Skills Passports as they provide verification of skills, unlike CVs, and thus would have no evidence on what skills an employee/future employee has.
		2.	No requirement for collaborative working on employability skills, going against one of the key requirements of the Hull & East Yorkshire LSIP.
		3.	Loss of employer confidence.

Recommendations:

1. For the Employment & Skills Board to agree which Option to take forward. It must be noted this paper will also be taken to the Hull & East Yorkshire LSIP Board on Monday 11th March 2024, and Stakeholders involved in the development of the Employability Skills Passport, with the hope that there is mutual agreement on the best steps forward.
2. Should Options 1 or 3 be agreed, for the Employment & Skills Board to recommend where centralised ownership and verification should lie. This in turn would be shared with the Hull & East Yorkshire LSIP Board and key stakeholders.
3. The employer voice needs to be incorporated into any potential development of Employability Skills Passport to ensure relevance.

Paper created by:

Hannah Crookes & Rod Chambers

Hull & East Yorkshire LSIP

In partnership with

Chris Howell & Carl Southcoat

HEY LEP

Annex I – Accessibility



THEME 5 – ACCESSIBILITY NEXT STEPS

Report to Hull & East Yorkshire LSIP Board

Agenda Item 6

Overview

Theme 5 of the Hull & East Yorkshire LSIP consists of four threads:

1. accessibility of information on matters that affect businesses and organisations;
2. accessibility of information relating to training and provision, including funding;
3. accessibility of provision pathways for those considered to be at a disadvantage;
4. and accessibility for support in assessing future skills needs.

These four threads were established in response to feedback from Employers and key stakeholders in the development of our LSIP:

1. Information on matters, such as Net Zero and Automation, to be written in a user-friendly language that is understood by all.
2. Access to information with regards to training that could support their business within one central point.
3. Accessible pathways to all on to provision available, particularly those who are considered to be at a disadvantage.
4. Support in assessing their organisations' skills needs for the future.

To look into this in more detail, the LSIP's Quarterly Forum that took place on Friday 19th April focused on this key theme, with two key discussion points as part of the roundtable conversations.

Discussion Points & Collated feedback

1. *What ideas might you have within your organisation to support the theme of accessibility?*

Suggestions provided included:

- Providing work experience opportunities
- Case studies relating to the benefits of employing those with special educational needs and disabilities
- Interview support, including sending interview questions in advance
- Myth busting relating to those considered to be at a disadvantage
- Reverse Job Fairs
- Access to advice and guidance
- Support for learners to access the right information to support making informed choices
- Case studies relating to how different organisations support those considered to be at a disadvantage and guidance on how this can be applied within other organisations
- Trial days
- Inclusion groups and activities with their organisation
- Artificial intelligence show what working looks like
- Going back to basics with face to face
- Hosting theme days

2. *What information relating to skills would you expect to see and access in one place to help you or your organisation?*

Comments provided included:

- Need to ensure sustainability of whatever is put in place
- Impartial Information, Advice & Guidance
- Opportunities and jobs available
- Detailed course requirements/delivery/entry onto progression
- Access to mentors
- Support for transferable skills
- Signposting to other services and support
- Funding
- Careers Guidance
- Consider a 'compare the market' style website
- Progression between different levels
- Equality for recruitment
- Need to ensure education of employers in terms of what is made available
- Algorithms linking colleges, funding and programmes to support being able to see what the best options are available

Next Steps

Employer feedback continues to demonstrate that there is a desire for a central point, such as a website, where they can access all the information they need to support themselves navigating the skills system, seeing examples of best practice, key contacts and funding, for example. A central point could also address elements of all four threads of Accessibility, as described earlier.

Therefore, as part of this Board meeting, there is a need for a discussion on how to take this work forward. Initial points for consideration can be highlighted as follows:

1. How could a 'product' look in response to what employers say they need?
2. What is already in existence that you consider already respond to what employers are saying?
3. Sustainability of anything created.
4. What organisations/stakeholders would need to be involved?

Other points for discussion include:

1. What do you currently do to support employers in terms of recruitment, promoting their sector and grow more competitively?
2. What more could be done to improve accessibility?
3. Should any potential website created be customer focused or product focused?
4. Do we create something that needs to be maintained?
5. Do we create a service that supports navigation of where to go?