Local Skills Improvement Plan 2.0

HEY LSIP
HULL & EAST YORKSHIRE LOCAL SKILLS IMPROVEMENT PLAN

Funded by UK Government

HULL & HUMBER Chamber of Commerce

Hull and East Yorkshire Combined Authority

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APPROVAL

This Local Skills Improvement Plan has been approved by the Secretary of State in accordance with the requirements of section 1 of the Skills and Post-16 Education Act 2022, and the relevant published statutory guidance.

An employer-led plan for Hull & East Yorkshire — connecting people to good jobs and aligning skills provision with the region's economic ambition.

2.0

Introduction & Executive Summary

The Hull and East Yorkshire Local Skills Improvement Plan (HEY LSIP) 2.0 builds on the foundations established through LSIP 1.0, delivered between 2023 and 2026. As an employer-led initiative, the LSIP places businesses at the heart of the skills system — ensuring that provision is shaped by real-world workforce needs, sector demand, and future economic opportunity. For HEY LSIP 2.0, the Hull & Humber Chamber of Commerce, as the designated Employer Representative Body (ERB), is committed to working jointly with the Hull and East Yorkshire Combined Authority (HEYCA) to deliver the LSIP model, subject to any relevant legislation and statutory guidance.

Throughout LSIP 1.0, employers worked in partnership with providers, local authorities and wider stakeholders to identify key challenges and co-design solutions, focusing on four central themes: technical skills, the educational workforce, employability skills and behaviours, and accessibility. This collaborative approach strengthened employer voice, improved understanding of provision, and began to address barriers to participation and progression across the local area.

LSIP 2.0 represents the next phase of this journey, deepening this employer-led model and embedding collaboration as a core principle of the local skills system. It reflects both the progress made and the lessons learned through LSIP 1.0, alongside significant changes in the regional strategic context — most notably the introduction of devolution and the enhanced role of the Hull and East Yorkshire Combined Authority. In this evolving landscape, LSIP 2.0 acts as a critical bridge between employers, providers and strategic authorities, ensuring that the system responds collectively and effectively to economic priorities.

At the heart of LSIP 2.0 is a shared mission to align skills and employability provision with the ambitions set out in the Local Growth Plan (LGP) and the Get Hull and East Yorkshire Working Plan — connecting people to good jobs and enabling inclusive economic growth. Delivering this mission requires sustained collaboration: employers articulating their skills needs, commissioners shaping an approach that fosters growth for people and the economy, providers adapting and innovating their offer, and partners working together to remove barriers and create clear, accessible pathways into employment.

A key priority within this agenda is a strengthened, partnership-based approach to supporting young people who are not in education, employment or training (NEET), as well as those economically inactive and considered to be at a disadvantage. Through coordinated action across employers, providers and support organisations, LSIP 2.0 will focus on engaging these individuals in opportunities linked directly to growth sectors. This includes working with employers to expand high-quality entry routes such as supported internships and pre-apprenticeship opportunities — ensuring that workforce pipelines are both responsive to business need and inclusive in design.

The Local Growth Plan identifies labour supply constraints, skills mismatches and economic inactivity as key barriers to growth. It is therefore essential that the skills system is explicitly organised around occupational pathways to foster long-term workforce pipeline development for growth sectors consistent with the supporting evidence base. Without this alignment, industrial expansion, inward investment and productivity improvements will be constrained and local people will face barriers to the good jobs economic growth creates — which brings multiple significant risks for people, economy and place. This will require a managed, collaborative shift to a system that is organised around economic opportunity, sector demand and the associated occupational pathways, whilst ensuring a focus on inclusion and connecting people furthest away from the labour market to economic opportunity.

In response, LSIP 2.0 adopts a more structured and employer-informed framework, organising the skills system around sector priorities and occupational pathways. Growth-driving sectors (energy, manufacturing, ports and logistics, and agri-food and agri-tech) will be prioritised, alongside growth-potential sectors that can develop capability to drive growth, and enabling sectors that contribute to a balanced and resilient economy.

Central to delivery is the convening and strategic leadership role of HEYCA, working in partnership with the designated ERB, and close collaboration with employers and partners to shape a more coherent and growth-led system. Through devolved powers, joint commissioning and shared accountability, this approach will ensure that skills provision is aligned with economic opportunity, supports business growth and innovation, and enables individuals to progress into higher-value employment.

Continuity & transformation

LSIP 2.0 therefore represents both continuity and transformation: maintaining a strong employer-led foundation while advancing a more integrated, collaborative and outcome-focused system. By placing employers at the centre and strengthening partnerships across the region, the plan aims to create a skills system that is agile, inclusive and fully aligned to the needs of the local economy — supporting businesses to thrive and ensuring that all residents can access and progress into good, well-paid jobs.

02

HEY LSIP 2.0

Strategic & Economic Context

Hull and East Yorkshire is at a pivotal moment in its economic development. The region benefits from strong industrial heritage, strategic assets and emerging growth opportunities, but long-standing structural challenges continue to limit productivity, wages and prosperity. While employment levels are relatively strong, the economy does not yet generate enough high-value activity to significantly improve living standards.

Economic Position

As the smallest Mayoral Combined Authority in England by population and economic size, Hull and East Yorkshire produces a relatively small share of regional economic output. Productivity is broadly in line with regional averages, yet earnings and economic output per person remain lower, reflecting an economy weighted toward lower-value sectors.

The area has high economic participation, with many residents in work or seeking employment. However, long-term illness is a major barrier to labour market participation, and fewer graduates remain in the area compared with other regions. Employers report persistent skills shortages, particularly in higher-skilled occupations, constraining productivity growth and wage progression.

Uneven Economic Geography

Economic performance varies significantly within the region. Productivity growth in Hull has remained largely stagnant since 2010, while the East Riding of Yorkshire has seen moderate improvement, widening disparities between places. Despite this, Hull remains the region's primary economic hub, concentrating most employment, economic output and innovation activity.

Hull also experiences high levels of deprivation, ranking among the most deprived local authorities nationally, while deprivation in the East Riding is more localised, particularly in coastal communities.

Economic Structure and Challenges

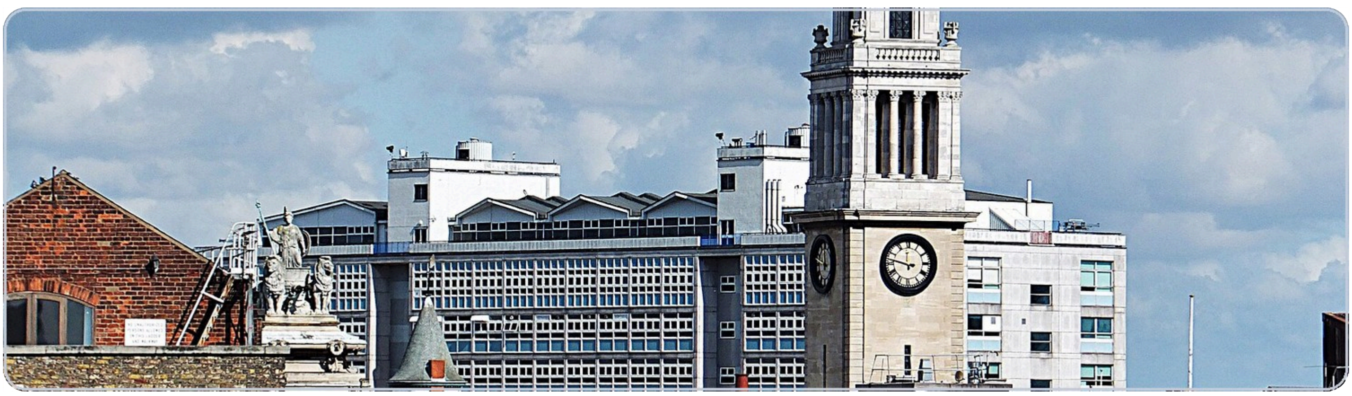
The regional economy is heavily reliant on manufacturing, logistics, ports and primary industries. These sectors provide stability and employment but typically generate lower value per worker than knowledge-intensive industries. The region has comparatively fewer jobs in digital, professional and scientific sectors, limiting innovation and long-term growth potential.

Low economic complexity, meaning a narrower range of specialised industries, contributes to: slower growth; lower wages; and greater inequality. Structural constraints further limit progress, including: limited supply of modern business space; weak innovation and research activity; difficulty accessing growth finance; and transport connectivity challenges in rural and coastal areas.

Population and Workforce

Hull and East Yorkshire has a population of around 631,000 people, with approximately 60% of residents of working age, slightly below the national proportion. This indicates a comparatively older population profile, which can place additional pressure on workforce growth and long-term economic sustainability.

The labour market is relatively active with around 78% of working-age residents being economically active, broadly comparable with national levels, and 73.6% are in employment. However,



unemployment is somewhat higher than both regional and national averages, suggesting that while many people participate in the labour market, securing stable employment remains a challenge for some groups.

631k	78%	73.6%	40%+
people across Hull & East Yorkshire	of working-age residents economically active	in employment	of inactive residents — long-term illness

Economic inactivity affects around 22% of working-age residents, close to national levels, but the reasons behind inactivity differ significantly. Long-term illness is the dominant factor, accounting for over 40% of inactive residents, far higher than regional or national averages.

By contrast, fewer people are economically inactive due to studying, reflecting lower student retention and graduate presence in the local economy. This reinforces wider challenges around skills supply and the attraction and retention of highly qualified workers.

Around 17.7% of households are workless, higher than both regional and national averages, indicating persistent pockets of labour market exclusion.

The claimant count stands at 3.7% of working-age residents, broadly in line with national levels, although youth claimants are proportionally higher, pointing to challenges for younger workers entering the labour market.

The number of jobs relative to the working-age population is 0.77, lower than both regional and national figures. This suggests fewer employment opportunities locally relative to the size of the workforce.

Manufacturing remains a major employer, accounting for 15% of employee jobs, more than double the national share. Health and social care, retail and education also employ large numbers of residents, highlighting the importance of foundational sectors to local employment.

17.7%	3.7%	0.77	15%
of households are workless	claimant count of working-age residents	jobs per working-age person	of employee jobs in manufacturing — double national

A particular challenge for Hull and East Yorkshire is the increasing number of young people who are not in education, employment or training (NEET), with rates higher in Hull than the national average. This represents both a social and economic challenge, limiting opportunities for individuals whilst constraining the future workforce available to employers.

Addressing NEET participation will therefore be a key component of the LSIP, supporting the ambitions of the Get Hull & East Yorkshire Working Plan (detailed later) by connecting more young people to learning, skills development and employment opportunities within priority growth sectors.

Key Strengths and Opportunities

Despite these challenges, Hull and East Yorkshire has significant assets to build upon such as: a strong industrial and manufacturing base; the UK's largest port complex and a major logistics economy; high workforce participation; extensive gigabit broadband coverage; and emerging growth sectors in clean energy, advanced manufacturing and agri-tech.

These strengths position the region well for industrial transition and economic diversification.

The Humber Freeport also presents opportunity, representing a major catalyst for economic transformation. Covering Hull, Goole, Immingham and Grimsby, it provides tax incentives, customs advantages and planning flexibility to attract investment and accelerate industrial growth. Focused on green energy, advanced manufacturing and low-carbon technologies, the Freeport aims to support the Humber's evolution into a leading net-zero industrial cluster. It is expected to generate over 7,000 jobs, attract more than £1 billion in investment and expand skilled employment, reinforcing the Humber's role as the UK's "Energy Estuary".

7,000+
jobs expected from the Humber Freeport

£1bn+
in investment to be attracted

Energy Estuary
the Humber's reinforced UK role

Consideration to local and national strategies

As the HEY LSIP is designed to make training and education match real economic and labour-market needs, it is important for us to consider local strategies, such as the Hull & East Yorkshire Local Growth Plan and Get Hull & East Yorkshire Working Plan. We recognise that the Local Growth Plan defines the economic ambition and the Get Hull & East Yorkshire Working Plan defines the participation imperative. We also have looked at national strategies, such as the Industrial Strategy and Clean Energy Jobs Plan, which have an impact on our local economy and the occupations within it.

Here, we provide a brief summary on the strategies mentioned, and how they will link with further content within this LSIP:

Hull & East Yorkshire Local Growth Plan

This sets out a clear ten-year economic strategy for Hull and East Yorkshire, structured around four Big Plays:

1 Powering our industrial future
Strengthening the investability and productivity of our industrial economy (including energy, manufacturing, ports & logistics and Agri Food & Agri-Tech). This will bring more high value investment to the local area, strengthen and expand local supply chains, and create more good jobs with clearer progression routes.

2 Backing local business

Improving business performance across the whole economy, with practical support for start-up, survival, scaling, adoption of new tools and methods, and access to finance. This will create a stronger base of resilient local firms, improved productivity in the everyday economy, and more local businesses able to win work in major supply chains.

3 Building skills and good work

Focusing on raising participation, improving progression, and strengthening job quality, including practical action on health and other barriers to work. This will mean more residents able to access opportunity, a wider and more capable workforce for local employers and improved living standards through better work and progression.

4 Connecting and enabling growth

Improving transport connectivity and reliability, and secure investment in flood defences, housing and the infrastructure and commercial space needed to grow. This will enable better access to jobs and services, attract and retain graduates and skilled workers, and increase confidence for investment.

In addition, the plan provides a sector framework that aligns to the government's Industrial Strategy, identifying sectors most likely to drive growth in the region, those that have real growth potential and supply chain roles and those that enable the functioning of the wider economy and society. To summarise:

DRIVE PRODUCTIVITY & HIGHER-VALUE EMPLOYMENT

Growth Drivers

Agri Food & Agri tech · Energy · Manufacturing · Ports & Logistics

REAL GROWTH POTENTIAL & SUPPLY CHAIN ROLES

Growth Potential

Digital & Technologies · Professional & Business Services · Financial Services · Creative Industries · Construction · Culture & the Visitor Economy

ENABLE THE WIDER ECONOMY & SOCIETY TO FUNCTION

Growth Enabling

Health & Social Care · Education & Skills Provision · Retail & Wholesale · Public Administration & Public Services · Utilities & Other Local Services · Transport outside ports & maritime logistics · Real Estate

For the purpose of this LSIP, the Hull & Humber Chamber of Commerce (as the designated employer representative body) intends to work with the Hull & East Yorkshire Mayoral Combined Authority, along with other stakeholders, to address the skills needs of sectors detailed within the Local Growth Plan.

Get Hull & East Yorkshire Working Plan

This first edition (Autumn 2025), developed by the new Combined Authority with partners including the NHS, local councils, Jobcentre Plus, employers and the voluntary, community and social enterprise sector, is organised around three pillars: an evidence base and concept model, a review of the current system, and indicative priorities and actions. The evidence describes a region of around 631,000 residents with major strengths in ports, logistics, advanced manufacturing and green energy, but facing structural challenges including lower productivity and pay than the national average, a shrinking working-age population, rising youth NEET rates, skills mismatches and high levels of health-related economic inactivity. Employment outcomes vary locally and a gender employment gap persists.

PILLAR 1	PILLAR 2	PILLAR 3
Evidence Base	**Current System Model**	**Indicative priorities and actions**

The current employment and skills system includes Jobcentre Plus services, council employment hubs, UK Shared Prosperity Fund and Adult Skills Fund provision, Skills Bootcamps, Sector-based Work Academy Programmes and targeted initiatives such as Ready to Work and Opportunity Goole. From autumn 2025, the Connect to Work programme will support around 3,400 residents through a supported employment model focused on placing, training and sustaining people in work, prioritising groups such as care leavers, veterans, refugees and people with health conditions. Despite this activity, delivery remains fragmented, funding is often short term, employer conversion from training into sustained jobs is inconsistent, especially among SMEs, and health, employment and youth transition pathways lack sufficient integration and consistent performance reporting.

The document proposes a practical response built around three priorities: integrating work and health through joint governance, aligned commissioning and shared data systems; increasing participation and earnings by aligning employability provision, targeting skills investment toward priority sectors and piloting a Youth Guarantee; and strengthening employer engagement through a Good Work Charter, healthier workplace standards and a unified employer offer linked to growth sectors. Implementation will combine a long-term strategy with a 12-month action programme.

A new edition is planned for 2026, and as such, at the time of writing HEY LSIP 2.0 it is not clear on how this edition will vary in comparison to the first edition. Within this LSIP, we will confirm our commitment to supporting the priorities outlined, particularly relating to employability provision, prioritising those considered to be at a disadvantage and targeting skills investment towards priority sectors.

Humber Economic Strategy

The Humber Economic Strategy (2025–2035) sets out a pan-Humber vision for economic growth and collaboration across the Humber estuary, encompassing Hull, East Riding of Yorkshire, North Lincolnshire and North East Lincolnshire. It positions the Humber as a nationally significant industrial and energy hub that can contribute strongly to the UK's long-term economic resilience, decarbonisation and energy security.

The strategy emphasises that realising the Humber's economic potential will require coordinated action across the public and private sectors, supported by strong partnership working between local authorities, combined authorities, industry bodies and national government. This collaborative approach is intended to overcome barriers to investment, strengthen infrastructure, support innovation, and ensure the local workforce has the skills required for emerging industries.

The strategy identifies three priority areas for pan-Humber economic development:

Energy Security and Resilience
The Humber is positioned as one of the UK's most important energy clusters, with strengths in offshore wind, decarbonisation technologies, hydrogen, and carbon capture and storage. The strategy highlights the Humber's potential to play a central role in the UK's transition to a low-carbon economy and to supply a significant proportion of the nation's future energy needs.

Freeport, Ports and Logistics
The Humber estuary is the UK's busiest trading estuary by tonnage and a major gateway for international trade. The development of the Humber Freeport and associated logistics and manufacturing activity is expected to attract substantial private investment, support supply chains, and generate high-value employment across the region.

Environment and Natural Capital
The strategy recognises the importance of environmental resilience and the sustainable management of the Humber's natural assets. Protecting and enhancing the estuary's ecosystems while supporting economic development is seen as essential to maintaining long-term competitiveness and attracting investment.

UK's Industrial Strategy

The Industrial Strategy is the UK government's long-term economic plan for growing the economy by supporting key industries, increasing investment, and improving productivity. Launched in 2025, it is a 10-year government plan designed to: grow the UK economy; attract business investment; create well-paid jobs; strengthen important industries; and make the UK more competitive globally.

Within the strategy, UK government highlights the eight high-growth sectors (often referred to as IS-8) where the UK already has strengths:

Advanced manufacturing	**Clean energy industries**
Creative industries	**Defence**
Digital & technology (AI, cyber, quantum)	**Financial services**
Life sciences	**Professional & business services**

The Hull & East Yorkshire Local Growth Plan, which has been considered within the development of this LSIP, is firmly aligned with the UK Government's national economic priorities and industrial strategies. Their four Big Plays directly support the ambitions of the UK Industrial Strategy to drive productivity, strengthen advanced manufacturing, accelerate the clean energy transition and increase regional investment.

Clean Energy Jobs Plan

The Clean Energy Jobs Plan is a comprehensive strategy by the UK government to create a new generation of good jobs in the clean energy sector. The plan aims to double the number of jobs in the sector from 440,000 in 2023 to 860,000 by 2030. It outlines the workforce needs across the clean-energy supply chain and calls for coordinated action among industry, educators, and government to deliver targeted training for high-demand jobs.

440,000 → **860,000**

CLEAN ENERGY JOBS · 2023 — TARGET BY 2030

The plan includes establishing new technical colleges, launching programmes to transition veterans and ex-offenders into clean-energy roles, and implementing new fair work standards.

It has received over £58 billion in private investment since July 2024. The plan also focuses on ensuring that these jobs are "good jobs", with fair pay, union representation, and career progression, while supporting existing workers in transitioning from carbon-intensive industries.

This plan is relevant to the development of HEY LSIP 2.0, in line with our legal requirement to consider Net Zero, climate change and other environmental goals. In addition, we note required increases in direct jobs will be required across, particularly relating to occupations aligned with the sector framework priorities, skilled construction and building trades; skilled metal, electrical & electronic trades and other occupations (including elementary administration and service occupations and transport and mobile machine drivers & operatives).

2.0

The region's central challenge is not a lack of economic activity, but the need to shift towards higher-value activity.

Future growth depends on creating better-paid, knowledge-intensive jobs alongside existing industrial strengths. Achieving this will require: strengthening skills and workforce capability; supporting innovation and business growth; improving connectivity and access to opportunity; attracting investment into growth sectors; and diversifying the economic base.

With the right strategic focus, Hull and East Yorkshire has the opportunity to transition from a stable but lower-value economy to a more productive, innovative and resilient regional economy.

PART 1

Hull & East Yorkshire's Skills Needs

Identifying the themes for our local skills needs

Determining our local skills needs comes into two folds:

01	02
What our local employers are telling us	What the Hull & East Yorkshire Combined Authority are prioritising to support local growth

Intelligence we have gathered directly and been provided by other stakeholders draws on sector-specific workforce data, employer surveys, vacancy analysis, and labour market projections to ensure that priorities are rooted in demonstrable need and economic opportunity. Annex C sets out the research evidence and employer feedback that have informed the development of the key themes and overarching priorities for HEY LSIP 2.0, but we want to take an opportunity now to summarise how we have determined the key themes and overarching priorities for HEY LSIP 2.0. We have:

- Provided employers across all sectors the opportunity to share their skills needs, gaps and other challenges their organisations face.
- Considered the position of our priority sectors within HEY LSIP 2023-2026, and further needs they may have.
- Utilised local Labour Market Information data.
- Considered local strategies such as Hull & East Yorkshire Mayoral Combined Authority's Local Economic Assessment, Local Growth Plan and Get Hull & East Yorkshire Working Plan.
- Gained input from sector representative bodies in terms of their overall future workforce needs.

Labour Market Insight Summary

Labour market evidence for Hull and East Yorkshire indicates strong employer demand across several key sectors, particularly energy, manufacturing, ports and logistics, and agri-food/agri-tech. The region demonstrates higher vacancy pressure than national averages, with job adverts representing a greater share of employment than in Great Britain overall. This suggests persistent recruitment challenges and tight labour market conditions in several industries.

Across sectors, the region faces a combination of:

- **Skills shortages** in technical and engineering roles
- **Demand for higher-level and hybrid skills** linked to digitalisation and Net Zero
- **An ageing workforce** and recruitment challenges
- **A need to strengthen vocational pathways** and employer-aligned training

These trends are particularly evident in the region's priority sectors as outlined within the sector framework defined by the Hull & East Yorkshire Mayoral Combined Authority.

Occupational intelligence covering the twelve month period at the time of writing [25/02/25 – 25/02/26 Adzuna] highlights a mixed labour market picture, with strong employer demand across several core sectors alongside shifting patterns in jobseeker interest.

Understanding the relationship between vacancy demand and jobseeker interest is critical for workforce planning, skills commissioning and sector support activity.

Strongest recruitment demand

The strongest levels of recruitment demand are concentrated in:

1. Engineering
2. Teaching
3. Healthcare & Nursing
4. Hospitality & Catering
5. Trades & Construction
6. Logistics & Warehousing
7. Social Work
8. Sales
9. Accounting & Finance
10. Manufacturing

Highest candidate interest

In terms of job-seeker interest, measured through Interest Quotient (job search and application activity), the highest levels of candidate interest are currently in:

1. Healthcare & Nursing
2. Social Work
3. Logistics & Warehousing
4. Trades & Construction
5. Hospitality & Catering
6. Engineering
7. Teaching
8. Retail
9. Domestic Help & Cleaning
10. Administration

These sectors represent ongoing structural workforce needs, many linked to essential services, infrastructure delivery and growth-driving industries.

While there is alignment in some sectors (e.g. Healthcare, Logistics, Construction), others show variation between employer demand and candidate interest.

Fastest-growing candidate engagement

The fastest-growing areas of candidate engagement are:

Domestic Help & Cleaning | Logistics & Warehousing | HR & Recruitment | Social Work | Retail | Growing engagement

This may reflect lower barriers to entry, flexible working patterns, or short-term labour market responses.

To note though, the most notable decreases in candidate engagement are in:

Healthcare & Nursing | Administration | IT | Manufacturing | Teaching

This trend is significant where sectors remain high in employer demand, suggesting potential emerging recruitment pressures.

Listening to our employers

Evidence highlights both immediate recruitment pressures and longer-term structural challenges. In Construction, projected workforce demand across Yorkshire and the Humber indicates significant requirements across managerial, professional, technical, skilled trades and site-based roles. National data also shows a sustained decline in electricians and electrical fitters since 2019, alongside apprenticeship recruitment levels below those required to stabilise the workforce. Similar shortages are evident across engineering construction, manufacturing, agri-food, health and social care, digital and professional services, with employers identifying persistent hard-to-fill roles in technical, specialist and middle-management occupations. Recruitment challenges are reported across all sectors, including growth-driving sectors such as Ports and Logistics, Energy, Manufacturing, and Agri-Food/Agri-Tech.

Cross-cutting themes consistently emerge from employer engagement. These include digital capability gaps at all levels; the increasing importance of carbon literacy and clearly defined net zero competencies; strong demand for transferable skills and work-ready behaviours; and constraints on releasing staff for training, particularly within SMEs. Employers have also highlighted difficulties navigating funding systems, limited access to levy transfer, insufficient capacity to supervise apprentices, and challenges hosting apprentices for full programme durations. There is a clear call for stronger collaboration, improved employer feedback loops, modular and flexible delivery models, and more opportunities to test curriculum changes against industry need.

Labour market projections reinforce the need for a balanced, pan-sector approach. While overall employment in Hull and East Yorkshire is expected to grow by approximately 9,000 jobs by 2035, with significant increases in health and social care and support services, other sectors such as manufacturing are projected to contract in net job numbers, though replacement demand will continue to generate vacancies.

+9,000

JOBS EXPECTED BY 2035 ACROSS HULL & EAST YORKSHIRE

Hull & East Yorkshire has a smaller working-age population, relatively high employment utilisation, and lower average earnings compared nationally, with skills gaps and shortages limiting productivity. Demographic change, particularly an ageing population, is expected to place further strain on health and care services, where qualification levels and vacancy rates already present significant challenges.

The evidence also highlights system-level issues, including mismatches between employer demand and local training supply, gaps in specific apprenticeship provision (such as roofing disciplines), slower growth in FE achievement rates compared to the national average, English and maths as persistent barriers, and rurality impacting access to jobs and training.

Employers note that job roles often span multiple sectors and occupations, and that SIC/SOC classifications do not always reflect real-world practice, reinforcing the need for a more flexible, cross-sector response. However, employers have detailed specific occupations where they are experiencing recruitment challenges, which in turn are creating skills gaps because these roles are not always filled. These occupations are detailed within Annex A, however a summary can be provided as follows:

Engineering & Technical roles

Civil, mechanical, digital, marine, aerospace, manufacturing, energy, and specialist disciplines (e.g. BIM, FEA, CFD).

Skilled trades & operatives

Construction trades, plant/equipment operators, agricultural workers, drivers, welders.

Digital & IT roles

Software developers, data analysts, IT support, digital engineering.

Health & Care workforce

Allied health professionals, social workers, care assistants, pharmacy/dental technicians, care management.

Education & Training staff

STEM tutors, technical trainers, quality assurance, and early years.

Professional & financial services

Accounting, auditing, tax, bookkeeping, marketing and sales.

Management & project leadership

Project managers, middle management, planners, supervisors.

Specialist niche roles

Sound & lighting engineers, EV/Hybrid engineers, apprentices (energy sector).

In addition, when identifying occupations via SOC codes, it is evident when looking at sectors detailed within the Local Growth Plan that there are crossovers. This is particularly apparent for roles within Construction, Energy and Manufacturing.

When gaining employer insight into future skills requirements, it has been indicated that there is a dual emphasis on strengthening core technical capability while building the leadership and digital capacity required to manage ongoing economic and technological change. Evidence gathered suggests that organisations are preparing not only for sector-specific growth but also for structural transformation driven by digital adoption, sustainability pressures and productivity demands.

Through our employer engagement activity, employer feedback highlighted significant structural and operational barriers to workforce upskilling. While there is recognition of the need to develop skills, practical constraints (particularly time and cost) are limiting investment in training and workforce development. Data analysed suggests that the challenge is not a lack of awareness of skills needs, but rather capacity, affordability and system alignment.

Upskilling barriers are primarily practical rather than attitudinal. Employers generally recognise the need for workforce development but are constrained by:

Operational capacity

Financial pressures

Recruitment challenges

Access to suitable provision

The most significant barrier reported is **lack of time.** Operational pressures, staffing shortages and delivery demands mean employers struggle to release staff for training. In many sectors, particularly those already experiencing recruitment difficulties, workforce capacity is too stretched to accommodate time away from core duties.

This creates a cycle in which: skills gaps increase workload pressure; increased workload reduces time for training; and limited training perpetuates skills shortages. Therefore without flexible delivery models, bite-sized learning or embedded workplace training, this barrier is likely to persist.

Cost is the second most significant constraint. This includes: direct course fees; indirect costs of backfilling roles; and productivity loss during training periods. For SMEs in particular, training investment can be perceived as high risk, especially in uncertain economic conditions. Where return on investment is unclear or long-term, employers may defer upskilling activity.

Recruitment challenges have also been reported as a barrier. Where employers are struggling to attract suitably skilled individuals, they often rely heavily on existing staff. This increases workload pressure and reduces the organisation's ability to focus on structured upskilling. In some cases, employers may prioritise recruitment over internal development, even where the external labour market cannot fully meet demand.

A significant proportion of employers engaged with the development of HEY LSIP 2.0 have reported **challenges in accessing provision that matches their needs.** This may relate to: course content not aligned to industry requirements; limited local availability; inflexible delivery models; and provision not tailored to sector-specific contexts. This indicates a potential mismatch between training supply and employer demand, reinforcing the need for employer-led curriculum design and flexible commissioning.

While not as dominant as time or cost, **organisational culture** remains a barrier in some cases. This may include: hesitancy around digital adoption; reluctance to alter established processes; and limited leadership confidence in managing change. Addressing this requires leadership capability and change management skills alongside technical training.

Although low down the list of perceived barriers, employers have also reported **uncertainty about what skills they require.** This suggests: limited workforce planning capability; lack of labour market intelligence access; and rapid technological and regulatory change creating confusion. Targeted advisory support and clearer occupational mapping could mitigate this issue.

To address these barriers, interventions should focus on:

- **Flexible, modular** and workplace-based delivery
- **Co-investment** or financial support mechanisms
- **Improved alignment** between providers and industry
- **Integrated workforce planning** and advisory support
- **Leadership development** to support organisational change

The principal constraint on upskilling is not willingness but capacity. Reducing time and cost pressures, improving alignment between provision and need, and strengthening workforce planning support will be critical to enabling sustained employer investment in skills development.

Without targeted action to remove these barriers, productivity growth and sector expansion ambitions may be constrained by workforce capability limitations.

Taken together, this evidence confirms the need for a coordinated, employer-led, and a pan-sector LSIP that addresses immediate recruitment challenges, is responsive, strengthens foundational skills, supports growth-driving sectors, and builds a resilient workforce pipeline capable of responding to long-term demographic and economic change.

Therefore this has led to the determination of four key themes:

The four key themes

1 Technical Skills	2 Preparation for Working Life
3 Educational Workforce	4 Knowledge Point

Theme 1 — Technical Skills

For HEY LSIP 2.0 we intend to align the supply of technical skills with employer demand to close skills gaps, fill critical vacancies, and drive productivity. Our local employers' feedback has consistently highlighted the need for a pan-sector approach, rather than a narrow focus on individual industries. Part of the reason for this is due to employers not necessarily restricting their organisations to being in one sector, and job roles not being sector specific.

Businesses have emphasised that many of the skills challenges they face, particularly in areas such as digital capability, leadership, Net Zero & sustainability, finance and core technical competencies, cut across multiple sectors. A broader, cross-cutting strategy will enable us to address shared workforce priorities, respond more flexibly to evolving economic demands, and create scalable solutions that benefit employers of all sizes and industries.

Strategically we need to focus on three key elements to support employers with their technical skills requirements:

- **Strengthening the Core** – Sustained need for technical and vocational excellence.
- **Digital Acceleration** – Growing importance of advanced digital and data capability.
- **Organisational Transformation** – Rising demand for leadership, innovation and change management skills.

Technical and vocational capability emerges as the highest priority in terms of employers' future skills needs. This reflects continued demand for occupation-specific expertise aligned to key sectors such as engineering, construction, manufacturing, health and logistics.

Employers are signalling the need to strengthen core workforce competence to support delivery, infrastructure and service capacity.

Sustaining and expanding technical pipelines will remain fundamental to economic resilience and sector growth.

Although not defined as a technical skill, leadership and management skills are identified as a major future requirement. As organisations navigate digital transformation, sustainability obligations and labour market pressures, strong leadership capability will be essential to: drive productivity improvements; manage workforce change; embed innovation; and support organisational resilience.

We will now discuss some specifics in terms of employers' technical skills requirements.

Advanced Digital Capability

Advanced digital capability has been reported as a near-equal priority to sector specific technical skills across sectors.

This includes higher-level digital competencies beyond basic literacy, such as digital systems integration, automation, AI application and digitally enabled operational management.

Beyond the pan-sector approach, it is worth noting that the Digital & Technologies sector is deemed as being of growth potential within our local area.

The demand reflects increasing digitalisation across all sectors, where productivity and competitiveness are closely tied to digital maturity.

Looking into our local area's digital skills needs in a bit more detail, current employer feedback indicates strong and growing demand for advanced digital capability across the local economy. Evidence gathered shows that digital skills are no longer confined to specialist IT roles — they are increasingly embedded across all sectors and business functions. At the same time, organisational digital maturity remains uneven, with a significant proportion of businesses lacking a clear digital transformation strategy.

The highest priority demand is concentrated in:

AI, automation & machine learning	**Cybersecurity**	**Data analysis & data literacy**
Social media & digital marketing	**CRM/ERP & business systems**	**Priority focus areas**

This suggests that employers are prioritising:

- **Operational efficiency and automation** — using AI and automated systems to reduce costs and increase productivity.
- **Risk management and resilience** — strengthening cybersecurity capability in response to growing digital threats.
- **Data-driven decision making** — improving workforce capability in interpreting and applying data.
- **Customer engagement and growth** — leveraging digital marketing and integrated business systems to drive sales and improve customer management.

Looking at LMI data, it is worth noting that top skills being required by employers for IT/Digital related roles include: Solutions; Communication; Security; Data; Problem Solving; IT Support; Hardware; Troubleshooting; and Assertiveness.

Moderate but still significant demand is evident in:

- IT support and network management
- Digital project management
- Cloud computing

These skills are essential enablers of digital transformation. Without sufficient technical infrastructure support and digital leadership capability, investment in AI, automation or business systems will not translate into sustainable productivity gains.

Lower levels of reported demand appear in:

- Software development/coding
- E-commerce and online sales

This may reflect a reliance on outsourced solutions or off-the-shelf platforms rather than in-house development. However, over-reliance on external provision may limit long-term innovation capacity and digital independence within the local economy.

In terms of digital readiness, over 60% of organisations who responded to our survey are either at an early stage of digital planning or still defining their approach. This creates two parallel challenges:

- **A capability gap** — businesses need skilled staff to implement digital systems.
- **A leadership gap** — organisations require strategic understanding to plan and manage digital change effectively.

Overall this creates strategic implications of:

- **Demand** shifting beyond basic digital literacy toward advanced, productivity-enhancing technologies, particularly AI and data capability.
- **Cybersecurity resilience** needing to be treated as a foundational skill across sectors, not a niche specialism.
- A clear need for **digital leadership and transformation management** skills, not just technical training.
- Businesses without a **digital strategy** risk falling behind in competitiveness, efficiency and resilience.
- Workforce development needing to support both **technical digital skills** and confidence in adoption and implementation.

The priority is not simply increasing digital skills provision, but ensuring the workforce can: adopt and implement automation and AI solutions; manage cyber risk; use data to improve productivity; and lead and deliver structured digital transformation.

Addressing these needs will be central to improving competitiveness, supporting sector growth and strengthening long-term economic resilience.

Net Zero & Sustainability Capabilities

Looking into our local area's Net Zero / Sustainability skills needs, employer feedback indicates that sustainability capability is becoming embedded across business operations, rather than sitting solely within environmental or compliance functions. The data suggests a shift from awareness to implementation, with growing emphasis on behavioural change, operational delivery and data-driven decision-making.

While technical Net Zero / Sustainability skills remain important, broader organisational capability, particularly leadership, engagement and data, is emerging as equally critical.

Based on our employer feedback, the highest reported needs are in:

- Behaviour change and engagement
- Environmental management
- Renewable energy technologies
- Energy efficiency and retrofit

This reflects three clear priorities:

- **Embedding sustainability in organisational culture.** Businesses recognise that achieving environmental targets requires workforce engagement and behavioural shifts, not just technical solutions.
- **Operational environmental management.** There is sustained demand for practical skills to manage environmental impact, compliance and performance improvement.
- **Energy transition delivery.** Capability in renewable energy and retrofit is critical, particularly in sectors linked to construction, manufacturing and infrastructure.

Considering enabling and cross-cutting skills needs relating to Net Zero and sustainability, significant demand also exists for:

- Data analysis and digital skills
- Change management and leadership
- Sustainable procurement
- Carbon accounting and reporting

This highlights that sustainability is increasingly data-driven and commercially integrated. Therefore organisations need the ability to: measure and report carbon and environmental performance; embed sustainability into supply chains; lead organisational transformation; and use data to monitor impact and inform decision-making.

The link between sustainability and digital capability is particularly notable, reinforcing the need for integrated green and digital skills development.

Lower demand has been reported for Green finance and Environmental, Social, and Governance (ESG) reporting, however this area is strategically important. As regulatory requirements tighten and investor scrutiny increases, demand for ESG-related capability is likely to grow.

We also need to note that employers have indicated in some cases that sustainability skills were 'not applicable' to their organisations. This suggests uneven engagement across sectors about what Net Zero and sustainability means to their organisation. It may also reflect: smaller organisations at an early stage of sustainability planning; limited awareness of regulatory or commercial pressures; and perceived distance from net zero obligations. This therefore points to a need for continued awareness-raising alongside technical skills development.

Overall, this creates strategic implications of:

- **Sustainability** moving from compliance to transformation, requiring workforce-wide engagement.
- **Behavioural and cultural change** capability is as important as technical environmental expertise.
- **The energy transition** is generating demand for renewable and retrofit skills aligned to regional growth priorities.
- **Data, digital and reporting skills** are critical enablers of credible environmental performance.
- **Leadership capability** will determine the pace and effectiveness of sustainable transition.

The sustainability skills landscape reflects an economy in transition. Businesses require a blended capability model that combines: technical green expertise; operational environmental management; data and reporting competence; leadership and change management; and significant workforce engagement.

Developing this integrated sustainability skills base will be essential to meeting net zero ambitions, strengthening competitiveness and positioning the regional economy for long-term resilience.

This signals recognition that digital, sustainable and technological transformation is as much a leadership challenge as a technical one.

Technical Skills for Sectors highlighted within the Local Growth Plan

As highlighted within the Strategic & Economic Growth section, the Hull & East Yorkshire Local Growth Plan identifies three broad groups of sectors that shape the economic structure of Hull and East Yorkshire. These groups reflect their role in driving productivity, supporting employment, and enabling the wider economy to function effectively.

For the purposes of this section of HEY LSIP 2.0, the evidence gathered from employers, labour market data, and stakeholder engagement has been aligned to this sector framework to ensure that workforce development priorities support the region's economic ambitions.

Growth Driving Sectors

Growth Driving sectors are the parts of the economy where the evidence shows the strongest and most immediate potential to raise productivity, support higher-value employment and strengthen Hull and East Yorkshire's role in national and international markets. These sectors form the core focus of the Local Growth Plan and will anchor investment and delivery.

For Hull and East Yorkshire, the Growth Driving sectors are:

Agri-food and Agri-tech	**Energy**
Manufacturing	**Ports and Logistics**

Within the local economy, these sectors are highly interconnected and share overlapping workforce requirements, particularly in engineering, technical occupations, digital capability and operational management.

For the purposes of the Local Growth Plan, life sciences activity and defence-related activity are treated as integral components of the manufacturing sector. This reflects the way these activities operate locally and how they connect into wider industrial supply chains.

Employer engagement across the Growth Driving sectors highlights persistent recruitment challenges in a range of technical, operational and specialist roles. Employers report particular difficulty recruiting engineering professionals, skilled technicians, production specialists, digital and data roles, and middle-management positions responsible for operational delivery and project leadership.

Across the growth driving sectors, businesses report increasing demand for skills linked to:

- Advanced engineering and technical capability
- Digital systems integration and automation
- Data analysis and digital operations
- Sustainability and carbon management
- Operational leadership and workforce supervision

Technological change is transforming these industries, particularly through automation, digital manufacturing systems, AI-enabled processes and renewable energy technologies. As a result, employers are seeking workers who can operate within increasingly complex technical environments while also adapting to evolving sustainability and regulatory requirements.

At the same time, SMEs make up a large proportion of the employer base across these sectors and report operational pressures that limit their ability to release staff for training or participate in longer-term workforce development initiatives.

Employers also highlight low awareness of career opportunities across several of these industries, particularly in marine, energy transition and advanced manufacturing roles. This contributes to weaker talent pipelines and reinforces the need for improved careers promotion and clearer pathways into technical occupations.

Taken together, the evidence indicates that strengthening technical and vocational pipelines will be essential to support these sectors. This includes expanding apprenticeship participation, increasing access to higher technical education, embedding digital capability within sector training pathways and ensuring sustainability and Net Zero competencies are integrated into core occupational training.

Agri-Food and Agri-Tech

This sector remains a significant employer in the region and is closely linked to local manufacturing and logistics supply chains.

The sector is dominated by low- and medium-skilled occupations, particularly:

- Food and drink process operatives
- Production managers
- Warehouse operatives
- Maintenance fitters
- Welding trades
- Administrative occupations

The sector also has higher proportions of workers with no formal qualifications than other sectors.

Research and employer feedback highlight several structural issues:

- An ageing workforce, particularly in agriculture
- Difficulty attracting younger workers due to sector perceptions and working conditions
- Hard-to-fill vacancies in technical roles
- Growing need for digital and automation skills
- Misalignment between qualifications and employer skill needs

Employers increasingly require skills related to:

- Precision agriculture
- Robotics and automation
- Data-driven production systems
- Environmental and sustainability practices

Energy

The energy sector is one of the fastest-growing sectors in the Hull and East Yorkshire economy. Employment has grown rapidly since 2015, with the local area projected to host over 10,000 green jobs by 2030, increasing to almost 18,000 by 2050. It is expected for these roles to be concentrated in low-carbon electricity, alternative fuels and energy efficiency and low-carbon services. There is particularly strong expansion linked to offshore wind development and related activity in the Humber.

Workforce profile:

- Over 50% of workers are in high-skill occupations, including professional, managerial and technical roles.
- The workforce has a strong qualification profile, with a high proportion holding degree-level qualifications.
- Technical roles such as engineering technicians, mechanical engineers, and metal production fitters are prominent.

10,000+ GREEN JOBS BY 2030 → **18,000** BY 2050

Specific skills shortages identified cover a range of technical and professional roles, including:

Professional & project roles	Technical & engineering roles	Emerging digital & green occupations
Offshore project managers	Engineering technicians	Data analysts and data engineers
Construction project managers	Electrical installation specialists	Cyber security specialists
Quantity surveyors	Pipe fitters and welders	Artificial intelligence specialists
Site managers	Steel erectors and riggers	Environmental scientists

The transition to Net Zero is expected to drive continued demand for skills related to low-carbon technologies, energy infrastructure and green construction.

Manufacturing

Manufacturing remains a foundational sector for the local economy and workforce, and is highlighted as one of the UK's Industrial Strategy growth-driving sectors.

The sector has a balanced skills mix, with employment spread across:

High-skill managerial & professional roles

Skilled trades

Process & machine operatives

Common occupations include:

- Food process operatives
- Production managers
- Engineering technicians
- Metalworking and welding trades

Qualification levels are lower than the overall workforce, with a larger share of workers holding intermediate or vocational qualifications.

Key challenges reported by employers include:

- Hard-to-fill vacancies, particularly for technical roles
- Limited supply of engineering and manufacturing skills locally
- Ageing workforce and recruitment challenges
- Low uptake of manufacturing-related FE pathways
- Cost barriers to specialist training

Employers report increasing demand for skills linked to:

Automation and digital manufacturing roles

Research & Development Engineers

Net Zero transition

Specialist Welders

Production and Process engineering

Priority skills areas

Ports & Logistics

This is a core sector for the regional economy due to the Humber's strategic importance for trade and energy supply chains.

The sector is characterised by a high concentration of lower-skilled operational roles, particularly:

- Large goods vehicle drivers
- Warehouse operatives
- Fork-lift truck drivers
- Delivery drivers and couriers

Around 40% of employment is in process, plant and machine operative roles, highlighting the sector's operational nature.

40%

OF EMPLOYMENT IN PROCESS, PLANT AND MACHINE OPERATIVE ROLES

Qualification levels are lower than other sectors, with only around a quarter of workers holding a degree-level qualification, reinforcing the importance of vocational and work-based training routes.

Key skills needs relate to:

- **Transport and logistics management**
- **Warehouse operations and distribution**
- **Supply chain coordination**
- **Vehicle operation and freight handling**

Recruitment demand has fluctuated but remains above pre-pandemic levels, indicating ongoing labour demand.

Growth Potential Sectors

Growth Potential sectors are those where the evidence points to realistic opportunities for expansion, diversification and upgrading. While they are not positioned as the primary engines of growth in the same way as the Growth Driving sectors, they are important to the longer-term evolution of the regional economy and to increasing the share of higher-value activity over time.

Growth Potential sectors include:

- **Digital and technologies**
- **Professional and business services**
- **Financial services**
- **Creative industries**
- **Construction**
- **Culture and the visitor economy**

These sectors play a significant role in supporting innovation, business formation and productivity improvements across the wider economy.

Employer feedback and labour market intelligence highlight strong and growing demand for digital capability across the regional economy. Digital skills are no longer confined to specialist IT roles or organisations within this sector, but are increasingly embedded across all sectors and business functions. Employers report particular demand for skills related to:

- artificial intelligence and automation
- cybersecurity and digital resilience
- data analysis and interpretation
- digital marketing and customer engagement
- enterprise systems such as CRM and ERP platforms

However, many organisations report that their digital maturity remains at an early stage. A significant proportion of businesses lack a clear digital transformation strategy and face challenges implementing new technologies due to workforce capability gaps.

Construction also represents a significant Growth Potential sector locally. It plays a critical role in enabling infrastructure development, housing delivery and energy transition projects linked to the region's wider economic strategy. Identified as a sector priority within HEY LSIP 1.0, the sector continues to face workforce pressures driven by an ageing labour force, reduced apprenticeship participation following the pandemic and persistent skills shortages across trades and technical roles.

Employers in construction report strong demand for skills linked to modern construction methods and digital technologies, particularly Building Information Modelling (BIM), digital project management and sustainability-focused building practices.

Across the wider group of Growth Potential sectors, employers emphasise the importance of leadership capability, project management skills and digital literacy. These competencies are increasingly necessary to support business growth, innovation adoption and organisational transformation. Strengthening workforce capability in these sectors will support diversification within the local economy while also reinforcing productivity improvements within the Growth Driving sectors they support.

Growth Enabling Sectors

Growth Enabling sectors are the foundational parts of the economy that support employment, participation and day-to-day economic functioning. They employ large numbers of residents, shape place-based outcomes and are critical to inclusive growth and economic resilience.

Growth Enabling sectors in the Local Growth Plan include:

Health and social care · **Education and skills provision** · **Public administration and public services**

Retail and wholesale · **Utilities and other local services**

Transport activities outside ports and maritime logistics · **Real estate**

These sectors play a crucial role in sustaining labour market participation and enabling other industries to grow by providing essential services, infrastructure and workforce support.

Health and social care, a priority in HEY LSIP 1.0, represents a particularly significant Growth Enabling sector within Hull and East Yorkshire. Demand for services is expected to increase as a result of demographic change, particularly an ageing population.

Employers report ongoing recruitment challenges across a wide range of occupations including care assistants, allied health professionals, social workers and management roles within care services.

The sector also faces structural barriers to workforce development. Shift-based working patterns, regulatory requirements and backfill costs make it difficult for employers to release staff for training. As a result, employers express a strong preference for flexible delivery models such as micro-learning and modular training approaches.

The Adult Social Care workforce also faces a significant demographic challenge in Hull & East Yorkshire, with 25% of the workforce aged 55 and over, while only 8% is under 25.

Education and skills provision is also central to enabling economic growth. The capacity of the education and training system to respond to employer demand depends on maintaining a skilled educational workforce with current industry knowledge and strong employer engagement. This is discussed further within Theme 3.

Across the Growth Enabling sectors more broadly, employers highlight the importance of transferable employability skills, digital system literacy and leadership capability. These skills support operational effectiveness while also enabling individuals to progress within the labour market.

Ensuring that these sectors remain resilient and capable of meeting workforce demand is essential not only for economic functioning but also for supporting participation in employment across the wider population.

Final overall thoughts on technical skills

Strengthening the region's technical skills pipeline remains fundamental to supporting infrastructure delivery, sector growth and economic resilience. Persistent recruitment challenges across a wide range of technical roles indicate that workforce supply is not keeping pace with employer demand. Expanding and sustaining vocational pathways, including apprenticeships and higher technical education, will therefore remain critical to addressing occupational shortages and supporting the ambitions of the Local Growth Plan.

At the same time, the evidence shows that digital capability has become a universal workforce requirement rather than a specialist function. Employers report growing demand for advanced digital skills, particularly in areas such as AI and automation, cybersecurity, data analysis, and digital business systems. However, digital maturity across organisations remains uneven, with many businesses still at an early stage of digital transformation planning. This creates a dual challenge: developing the technical workforce capable of implementing digital technologies while also strengthening digital leadership and transformation management capability within organisations.

Net Zero and sustainability skills are also becoming increasingly embedded across business operations. Employers are moving beyond awareness towards practical implementation, particularly in areas such as renewable energy technologies, energy efficiency, environmental management and carbon reporting. Crucially, sustainability capability is strongly linked to data, digital and organisational change skills, highlighting the need for integrated green and digital skills development rather than separate training pathways.

Across sectors, SMEs report that capacity constraints rather than cost are the primary barriers to workforce development. Time pressures, shift-based working patterns and the cost of releasing staff for training limit engagement with traditional training models. As a result, there is growing demand for flexible and modular learning approaches, including micro-learning and short, targeted training interventions that better align with operational realities.

Finally, recruitment challenges across several key sectors are compounded by low awareness of career pathways and outdated perceptions of technical industries. Strengthening careers promotion, improving visibility of modern technical roles and providing clearer progression routes will be essential to attracting new entrants and sustaining workforce pipelines.

OVERALL

"Overall, the evidence demonstrates the need to strengthen core technical provision while accelerating digital capability, supporting the green transition, and enabling organisational transformation across the regional economy."

Theme 2 — Preparation for Working Life

Preparing individuals for working life requires a strong foundation of transferable employability skills alongside core competencies in literacy, numeracy, and digital capability. Employers consistently highlight the importance of communication, teamwork, problem-solving, adaptability, resilience and professional behaviours as essential attributes across all sectors. Alongside these, basic digital literacy is now a fundamental requirement, enabling individuals to navigate workplace systems, use productivity tools, and engage confidently in an increasingly technology-driven economy.

High-quality careers education, information, advice and guidance (CEIAG) plays a crucial role in helping individuals understand local job opportunities, progression pathways, and the skills required to succeed. Meaningful encounters with employers, structured work experience, and exposure to real-work environments ensure learners can apply their knowledge in practical contexts and develop workplace confidence.

Financial literacy is also a key component of preparation for working life, equipping individuals with the knowledge to manage income, understand payslips and taxation, budget effectively, and make informed financial decisions.

Employers consistently report workforce shortages across a range of occupations within Growth Driving, Growth Potential and Growth Enabling sectors. At the same time, Hull continues to experience a comparatively high proportion of young people who are not in education, employment or training (NEET). The LSIP recognises that addressing these two challenges together presents an opportunity to both strengthen workforce pipelines and improve social mobility.

Through collaboration between employers, Hull City Council, East Riding of Yorkshire Council, HEYCA, Jobcentre Plus, education providers, health services and the voluntary and community sector, the LSIP will support the development of clearer progression pathways for young people at risk of becoming NEET or currently disengaged from learning and employment. The commitment, both within Hull and the East Riding of Yorkshire, to establish NEET Task Forces will assist with this.

Importantly, preparation for working life must be accessible to all. This includes removing barriers to participation, providing tailored support for individuals with additional needs, and ensuring inclusive pathways that enable people from all backgrounds to progress. By embedding employability, core skills, careers guidance, and practical experience within an inclusive framework, we can support local people to enter, sustain, and progress in employment.

Theme 3 — Educational Workforce

Addressing skills needs within the educational workforce is critical to ensuring our training and education systems can respond effectively to employer demand. To equip local people with the skills required to access and sustain employment, educators, trainers, and curriculum leaders must themselves have up-to-date industry knowledge, technical expertise, and strong employer links. This includes continuous professional development, exposure to current workplace practices, and collaboration with businesses to co-design relevant provision. By investing in the capability and capacity of our educational workforce, we create a responsive, future-focused system that aligns learning with labour market needs and supports local people into meaningful, sustainable work.

This approach must also recognise the vital role of administration and support staff within post-16 settings, whose expertise underpins learner recruitment, funding compliance, data management, careers guidance coordination, and employer engagement activity. Their skills ensure that systems run efficiently and that learners can successfully access and progress through provision. In addition, strengthening the early years workforce is essential to building strong foundations for future skills development. Early years practitioners play a pivotal role in shaping language, communication, social development, and early cognitive skills — all of which contribute to long-term educational attainment and employability.

A whole-workforce approach, spanning early years through to post-16 provision and support functions, is therefore key to creating a coherent pipeline of talent that meets employer needs and enables local people to thrive.

Theme 4 — Knowledge Point

Employers consistently call for a single, centralised hub that brings together clear and accessible information on skills provision, training opportunities, and wider business support. Many businesses report that the current landscape is fragmented, difficult to navigate and constantly changing, with information spread across multiple providers, agencies, and platforms.

Within the first LSIP for Hull & East Yorkshire, we began this work through our website **www.heylsip.com**, with the focus of it being a central point to help employers navigate to where they need to be.

As the functions of the Hull & East Yorkshire Mayoral Combined Authority are realised, the Hull & Humber Chamber of Commerce (as the designated Employer Representative Body) will collaboratively identify how we can further build on this with a coordinated hub. The intention would be to simplify access to local and regional provision, funding opportunities, apprenticeship pathways, and upskilling programmes, whilst preventing duplication. This would enable employers to make informed decisions quickly and efficiently.

Further developing a centralised hub would act not only as a directory of provision, but as a strategic resource connecting employers to expertise, innovation support, and collaborative opportunities. By improving visibility, coordination, and responsiveness, this approach would strengthen employer engagement and ensure businesses can readily access the tools and knowledge they need to grow and evolve.

Beyond training provision, employers have also highlighted the need for consolidated guidance on wider issues impacting business performance and future planning — including sustainability, net zero commitments, digital transformation, emerging technologies and other policies and strategies coming out of both local and national Government. As these agendas increasingly shape workforce requirements and operational models, businesses require timely, practical and concise information to adapt and remain competitive.

Summarising our local area's skills needs

Taken together, the evidence presents a clear and consistent picture: Hull and East Yorkshire does not have a single-sector skills problem — it has a system-wide capacity and alignment challenge.

Our local skills needs are defined by the following overarching realities.

1 We need stronger technical foundations across essential sectors for our economy.

There is sustained and urgent demand across:

a. Hull & East Yorkshire's growth driving sectors (Manufacturing, agri-food/agri-tech, energy and ports & logistics).

b. Engineering and technical roles across multiple sectors

c. Skilled trades and construction

d. Health and social care

Even where some sectors are projected to contract in net job numbers, replacement demand remains high due to ageing workforces.

> *Therefore, we must strengthen technical and vocational pipelines at all levels, particularly in growth-driving sectors (Energy, Manufacturing, Ports & Logistics, Agri-Food & Agri-Tech), while maintaining capacity in essential sectors such as Health & Social Care, Construction and Education.*

2 Digital Skills Are Now a Core Economic Requirement.

Digital capability is no longer niche or sector-specific. It cuts across all industries. The priority is shifting from basic digital literacy to:

a. AI, automation and advanced systems use

b. Cybersecurity resilience

c. Data analysis and interpretation

d. Digital integration and operational management

At the same time, a high percentage of organisations are only at an early stage of digital transformation planning.

> *Therefore our local skills system must move beyond entry-level digital skills and embed advanced digital capability and digital leadership across sectors.*

3 Sustainability and Net Zero skills must be embedded, not isolated.

Employers are signalling that sustainability is becoming operational, not theoretical. There is a growing need for:

a. Renewable and retrofit skills

b. Environmental management

c. Carbon accounting and reporting

d. Behavioural and cultural change capability

We must also remember that these skills are closely linked to digital and leadership capability.

> *Therefore Net Zero & Sustainability skills must be integrated into mainstream technical pathways and leadership development — not treated as a standalone specialism.*

4 Leadership, management and organisational capability are critical gaps.

Across sectors, employers identify the need for:

a. Stronger middle management

b. Project and change leadership

c. Workforce planning capability

d. Digital and sustainability transformation leadership

e. Digital and environmental transitions are as much leadership challenges as technical ones.

> *Our future workforce's resilience depends on strengthening leadership and management capability alongside technical training.*

5 The biggest barrier is capacity, not willingness.

Employers want to upskill but are constrained by:

a. Lack of time

b. Cost pressures

c. Recruitment shortages

d. Difficulty navigating provision

e. Inflexible delivery models

There are also system-level issues with: mismatches between provision and employer need; gaps in specific apprenticeship routes; barriers in English and maths attainment; rural access constraints; and uneven awareness of growth sectors.

> *The core challenge is not motivation but system alignment, flexibility and capacity.*

Hull & East Yorkshire requires a coordinated, employer-led, flexible and future-focused skills system that: strengthens technical capability; accelerates digital and green transition; builds leadership capacity; removes barriers to participation; and aligns fully with regional growth ambitions. This is the foundation required to deliver both economic expansion and inclusive opportunity by 2029 and beyond. For a bit more detail, we need:

- **A demand-led, pan-sector technical skills system**, aligned directly to growth drivers, growth potential and growth enablers and other emerging sector opportunities.
- **Advanced digital and data capability** embedded across industries, with cybersecurity and AI treated as foundational to competitiveness.
- **Integrated Net Zero and sustainability skills** built into operational, technical and leadership roles.
- **Stronger leadership and change management capability** to manage digital, demographic and economic transformation.
- **Investment in the capability and capacity of our educational workforce**, to create a responsive, future-focused system to support our employers and workforce.
- **Improved preparation for working life**, including literacy, numeracy, digital competence, employability skills and meaningful employer engagement.
- **A more accessible, flexible and employer-responsive system** with modular delivery, clearer pathways and a centralised information hub.

Consideration must be taken as well to the challenges Hull and East Yorkshire faces:

- An ageing workforce, particularly across skilled trades and health & social care occupations
- Persistent recruitment pressures
- Lower-than-average wages
- Growing demand in health and infrastructure
- Rapid digital and sustainability transition

> *Without addressing these challenges growth-driving sectors will stall; replacement demand will intensify shortages; productivity will remain constrained; and inward investment will be harder to secure.*

02

PART 2

Addressing our Skills Needs

System Alignment

Building on the evidence set out earlier, the designated ERB working with partners across Hull and East Yorkshire — including employers, providers, HEYCA, local authorities and other key stakeholders agree that the skills system must transition to a demand-led, growth-aligned model.

This reflects:

- The employer voice, and the employer-led nature of LSIPs
- The Local Growth Plan sector framework
- The 'Get Hull and East Yorkshire Working' ambition
- The statutory requirement for LSIPs to demonstrate collective action and alignment

Shared System Ambition

Partners will collaboratively develop a system to support local economic growth that will:

- Align provision to growth-driving, growth-potential and growth-enabling sectors
- Be organised around occupational pathways and workforce pipelines
- Balance economic growth and inclusion
- Enable clear accountability and coordinated delivery

Agreed System Roles

To ensure effective delivery, we will align activity across key local systems:

- **Employers:** Define skills demand, co-design provision and shape pathways.
- **ERB:** Facilitate employer voice, monitor responsiveness and support system coordination.
- **HEYCA:** Strategic convening, sector and business engagement, commissioning and aligning skills funding to growth priorities.
- **Providers — FE/HE/Independent Training Providers (ITPs):** Align curriculum, deliver responsive and aligned provision across entry level to level 8 and embed employer input.
- **Jobcentre Plus** — supporting economically inactive individuals and benefit claimants into training and employment pathways.
- **HEY Careers Hub** — coordinating careers education, employer engagement and pathway awareness across schools and colleges.
- **Growth Hub** — supporting employers with workforce planning, skills investment and business growth.
- **Employability Support System (including UKSPF successor programmes)** — connecting individuals to skills provision and employment opportunities.

These interfaces will operate as part of a joined-up system, reducing duplication and improving progression into employment.

Overarching Priorities (2026–2029)

Partners agree four integrated priorities:

1. **A demand-led skills system aligned to economic growth (Theme 1 — Technical Skills)**
2. **Clear and inclusive pathways into employment (Theme 2 – Preparation for Working Life)**
3. **A high-quality, industry-connected education workforce (Theme 3 – Educational Workforce)**
4. **A coordinated and accessible skills ecosystem (Theme 4 – Knowledge Point)**

These priorities are mutually reinforcing and will be delivered through joint action.

Agreed Collaborative Actions by Theme

Theme 1: Technical Skills

SHARED OBJECTIVE

Develop strong, future-focused workforce pipelines aligned to economic growth strategies and sector demand.

Agreed Actions

Partners will jointly:

1. Align Technical Provision to economic growth strategies and sector demand

- Co-design and expand Level 2–8 pathways in priority sectors
- Address gaps in specialist and niche provision
- Support the development of technical education aligned to growth
- Strengthen skills pipeline development and progression routes (FE → higher technical/HE → employment)

2. Strengthen Higher Level Skills:

- Expand Level 4–8 provision, including Higher Technical Qualifications (HTQs), degree apprenticeships and postgraduate pathways aligned to growth sectors
- Strengthen collaboration between FE providers, HE institutions, ITPs and employers to create seamless progression routes
- Increase employer engagement in co-design of higher-level provision, particularly in engineering, energy, digital and professional services
- Support flexible and modular higher-level learning to enable in-work progression and upskilling
- Improve awareness and uptake of higher technical and degree-level pathways among employers and learners

3. Increase Apprenticeship and Workforce Development Participation

- Grow apprenticeship uptake, particularly within SMEs
- Develop levy transfer and shared apprenticeship models
- Expand modular and flexible provision
- Increase employer engagement to support apprenticeship placements

4. Embed Cross-Cutting Technical Skills

- Integrate digital capability (AI, data, cybersecurity) across all curricula
- Embed Net Zero and sustainability competencies into occupational pathways

5. Strengthen Organisational Capability

- Expand leadership and management development
- Improve workforce planning support for employers

6. Improve Accessibility and Flexibility

- Increase flexible delivery models (modular, online, workplace-based)
- Improve access in rural and underserved areas

KEY SYSTEM DELIVERY MECHANISMS REQUIRED

- Build upon existing employer engagement structures
- Establish Sector Skills Compacts where structures are not in place
- Employer advisory and provider thematic groups
- Joint curriculum planning cycles
- HEYCA business engagement and wrap around support for growth sectors

Theme 2: Preparation for Working Life

SHARED OBJECTIVE

Ensure all individuals can access, progress and succeed in the labour market, particularly within priority growth sectors, through an inclusive, coordinated and employer-informed employability and skills system.

Agreed Actions

Partners will jointly:

1. Strengthen Employability and Core Skills

- Embed the Hull & East Yorkshire Employability Skills Framework across education, training and employability provision.
- Improve English, maths, digital and financial literacy skills to support progression into learning and work.
- Expand access to work experience, employer-led projects, industry encounters and workplace learning opportunities.
- Strengthen employability behaviours, workplace readiness and career management skills across all age groups.

2. Improve Careers Education and Pathways

- Utilise LMI to align CEIAG to local labour market opportunities.
- Develop clear, sector-based pathway maps, including vocational, technical, apprenticeship and higher education routes.
- Increase employer involvement in careers education through encounters, mentoring, placements, projects and sector-focused careers activity.
- Improve awareness of opportunities within local growth sectors from early years through to post-18 provision.
- Strengthen support for young people who are electively home educated or educated other than at school.

3. Target Support for Priority Groups

- Reduce the number of young people who are not in education, employment or training (NEET) through earlier identification, targeted intervention and coordinated support.
- Strengthen support for economically inactive individuals to progress towards education, training and employment.
- Improve outcomes for SEND learners, care-experienced young people, people with health conditions or disabilities, ex-offenders and other disadvantaged groups.
- Ensure sufficient entry-level pathways, supported work experience, industry tasters and progression opportunities are available across the local area.
- Expand supported internships, apprenticeships, foundation apprenticeships, pre-apprenticeship and equivalent progression programmes.
- Improve referral pathways into education, training and employment opportunities linked to local growth sectors.
- Promote inclusive employment practices and support employers to create accessible and supportive workplaces.

4. Align Employability Support to Economic Growth

- Align employability, careers and workforce programmes with the priorities of the Local Growth Plan, Get Hull and East Yorkshire Working Plan and Hull & East Yorkshire LSIP 2.0.
- Develop sector-specific employability and pre-employment programmes linked to priority occupational pathways and workforce demand.
- Strengthen employer engagement in employability provision, with particular focus on SMEs and growth sector employers.
- Improve coordination between skills, employability, health, careers and economic development services to create a more integrated support system.
- Use shared data, labour market intelligence and evaluation to improve targeting, commissioning and continuous improvement of provision.

KEY SYSTEM DELIVERY MECHANISMS REQUIRED

- Growth sector pathway mapping aligned to Local Growth Plan priorities and HEY LSIP 2.0.
- Integrated employability and progression system aligned with local strategies and commissioning arrangements.
- Coordinated NEET and economically inactive support model incorporating careers, health, employability and community-based services.
- Employer-led work experience, mentoring, placement and apprenticeship engagement models.
- Shared data and intelligence framework to support early identification, targeting and progression tracking.
- Strong partnership working between employers, providers, HEYCA, Local Authorities, Careers Hub, Jobcentre Plus, health partners and community organisations.

Theme 3: Educational Workforce

SHARED OBJECTIVE

Ensure the education workforce has the capacity, capability and industry relevance required, aligned with local economic ambition and strategies.

Agreed Actions

Partners will jointly:

1. Strengthen Industry Engagement

- Expand industry placements and secondments for educators
- Increase employer involvement in curriculum delivery

2. Build Workforce Capacity

- Address recruitment challenges in technical teaching roles
- Develop pathways for industry professionals into teaching
- Ensure support roles are filled (e.g. HR, Finance, Administration, SEND support and Pastoral Support)

3. Improve Continuous Professional Development

- Deliver sector-focused CPD aligned to growth sectors
- Maintain up-to-date industry knowledge across providers

KEY SYSTEM DELIVERY MECHANISMS REQUIRED

- Employer-provider co-delivery models
- Sector-led CPD programmes
- Collaborative recruitment and workforce initiatives
- HEYCA workforce development advisory hub and growth hub roles

Theme 4: Knowledge Point

SHARED OBJECTIVE

Create a simple, transparent and connected skills ecosystem.

Agreed Actions

Partners will jointly:

1. Improve Employer Access to the System

- Enhance a single digital entry point for skills support, building upon www.heylsip.com.
- Provide advisory support for workforce development via joint review and development work to reflect HEYCA's role in skills system convening, commissioning and data analytics

2. Strengthen System Coordination

- Align activity across HEYCA, providers and employers
- Develop sector-based collaboration structures, reflecting the Local Growth Plan sector framework

3. Improve Intelligence and Data Sharing

- Strengthen labour market intelligence systems
- Use data to inform skills system shaping, commissioning and planning

4. Embed Continuous Feedback and Improvement

- Establish regular employer feedback mechanisms
- Monitor responsiveness and outcomes

KEY SYSTEM DELIVERY MECHANISMS REQUIRED

- Centralised digital platform, building upon www.heylsip.com
- HEYCA workforce development business advisor role and growth hub service
- Data-sharing agreements
- Coordinated engagement structures
- Agreed joint working approach with HEYCA business engagement and skills functions

Expected Outcomes (by 2029)

IMPLEMENTATION PHASING

Year 1
System alignment and foundation building

Year 2
Scaling delivery and capability

Year 3
Full integration and sustainability

Through collective delivery, partners aim to achieve:

- Reduced skills shortages and recruitment challenges across priority growth sectors.
- Stronger talent pipelines, with clear progression routes from education and training into employment.
- Increased participation in technical training, apprenticeships and higher-level skills development.
- Improved digital, sustainability, leadership and management skills across the workforce.
- More flexible and accessible training opportunities for employers and learners.
- Improved employability, workplace readiness and core skills, including English, maths, digital and financial literacy.
- Increased access to work experience, industry projects, placements and employer encounters.
- Reduced numbers of young people who are not in education, employment or training (NEET).
- More people from priority groups progressing into education, training and employment.
- Greater employer involvement in supporting workforce entry routes and career development.
- A stronger education workforce with the skills, capacity and industry knowledge needed to support local economic growth.
- Increased collaboration between employers and providers in curriculum design, delivery and workforce development.
- A more responsive, joined-up skills and employability system aligned to employer needs and economic priorities.
- Improved use of labour market intelligence and employer feedback to shape provision and investment.
- Greater employer satisfaction with access to skills, training and workforce development support.
- Stronger collaboration between employers, providers, HEYCA and wider partners to support long-term growth and productivity.

Delivery Approach and Governance

Delivery of the LSIP will be overseen by the Hull & East Yorkshire LSIP Board, ensuring accountability and continuous improvement, noting:

- **Strategic Oversight:** Collaboration between the ERB and HEYCA in their new joint working relationship, subject to any necessary legislation and statutory guidance, including alignment with HEYCA governance structures
- **Commissioning:** HEYCA convening of skills commissioning arrangements to align the system to deliver local growth and LSIP 2 objectives
- **Operational Delivery:** Providers, employers and partners through sector groups and delivery networks
- **Employer Voice:** Maintained through regular engagement, advisory groups and feedback mechanisms

Monitoring and Review

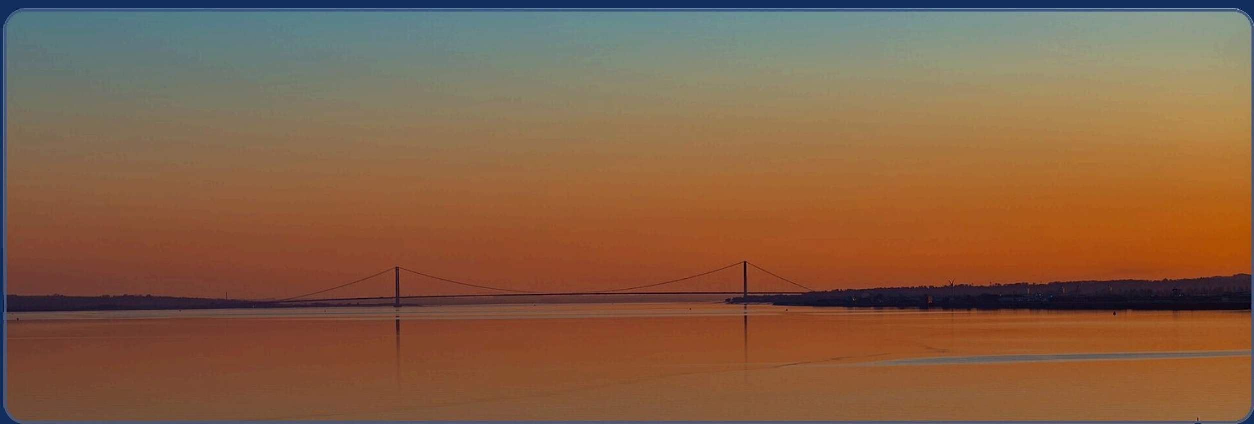
- **Performance monitoring**, as stipulated by Skills England, against agreed measures
- **Annual review** of progress against priorities and milestones
- **Ongoing employer feedback** to ensure responsiveness
- **Iterative updates** to delivery plans based on labour market intelligence

This approach will ensure the LSIP remains a live, responsive plan aligned to economic need and to the emerging role of devolution and changes to skills system governance and delivery arrangements.

Delivery will be collaborative and iterative, in line with statutory expectations.

Core Principles

- Commitment towards joint working across the system
- Employer-led but co-delivered
- Data-informed decision making
- Agile and responsive planning



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Thanks and acknowledgements

HEY LSIP 2.0 is the tremendous result of extensive collaboration and engagement across Hull and East Yorkshire. The Hull and Humber Chamber of Commerce, as the designated employer representative body, gratefully acknowledges the contributions from all organisations who have supported the Hull and East Yorkshire Local Skills Improvement Plan.

Special thanks go to those employers, educators, industry bodies, voluntary sector organisations, government departments and local authorities who have hosted, supported and attended our successful HEY LSIP quarterly forums, sector groups and research activity.

> *We also wish to acknowledge the valuable strategic input received from the HEY LSIP Board members.*

As we now head towards the implementation and delivery of HEY LSIP 2.0, we will remain dependent on the incredible support of all of our stakeholders, partners and colleagues.

Through further collaboration, we will continue to deliver on “making skills work”, and help improve the growth and competitiveness of Hull and East Yorkshire.

Thank you!

2.0