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HULL & EAST YORKSHIRE LOCAL SKILLS IMPROVEMENT PLAN

# HULL & EAST YORKSHIRE LSIP

Annual Progress Report June 2025

MANAGED BY



HULL & HUMBER  
Chamber of Commerce



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## Purpose of the Report

The HEY LSIP is a three-year plan, operating from August 2023 to August 2026, and sets out to: ensure employers are at the heart of the local skills system; and to ensure that our current and future workforce are equipped with the skills and attributes that meet the needs of employers and the local area.

Our LSIP was developed to support employers in articulating their skills needs whilst brokering links with post 16 technical education providers and shaping current and future provisions. We continue to engage with our local employers to broker relationships with providers, and ensure they continue to share their voice on what is important in terms of skills for their organisations.

In the summer of 2024, we produced our first [Annual Progress Report](#) to update employers, providers and stakeholders on the key activities, achievements and barriers being faced as we push forward with the delivery of our LSIP.

Twelve months later, we are now taking the opportunity to update employers, providers and stakeholders once again on the current status of our LSIP, how we are progressing with delivery, our collaborative achievements to date and what still needs to be achieved.

We will also take this opportunity to update on the economic context affecting our local area and how that impacts on our LSIP. Our report also intends to demonstrate the importance of the employer voice and highlight how you can continue to be involved in the delivery of our LSIP.

Further details can also be found within our annexes, which are available via the following [link](#).

## Summary of the LSIP

The Hull and East Yorkshire Local Skills Improvement Plan (HEY LSIP) has reported another very productive twelve months as it continues to address themes of pressing skills challenges identified by employers during the first phase of the programme. *[As a reminder, our LSIP can be found here.](#)*

The themes of the HEY LSIP focuses on ensuring technical skills match the needs of local business growth and investment; ensuring our skills system can operate at full capacity and thus looking at the recruitment and retention of Educational Teaching Professionals; improving Employability Skills & Behaviours; future-proofing Careers Guidance; and ensuring everyone has access to the right training and education whilst ensuring businesses can access the training and funding they need to support their workforce. Focusing on these five key themes, the HEY LSIP continues to respond to employer feedback and work with local providers and stakeholders to address the skills needs of our employers.

As part of our work, we are successfully bringing together employers, schools, colleges, training providers, industry bodies and local authority representatives to discuss the themes and agree actions to improve the skills landscape. This has been achieved through the continuing success of our quarterly forums - bringing together employers, training providers, local authorities and industry bodies (*[we can showcase a little bit of that work via the following link](#)*). There are also our sector groups focusing on our five key themes and priority sectors of manufacturing, construction, engineering construction, health and social care, and agriculture – not forgetting Net Zero and Digital cross-cutting across all sectors. We are now looking at building on this collaboration further by joining other employer networks (via providers and public sector stakeholders) to reach a bigger audience.

In creating an environment which nurtures relationships, we are seeing employers supporting each other in shaping the skills agenda. Our local employers are showing their eagerness to support education and training through involvement in curriculum delivery, presenting masterclasses or hosting work experience placements. The LSIP has also facilitated building of relationships between employers and sharing best practice – all to support our local workforce and keep business local.

Our local employers, along with our local educators, are also actively participating in the working groups and quarterly forums to support LSIP delivery, and the LSIP was backed by the investment of £2.5million nationwide from the Department for Education as part of the Local Skills Improvement Fund (LSIF), which was available until March 2025. This enabled the development and implementation of cutting-edge training solutions to support future skills needs across Hull and East Yorkshire. We have seen the HEY Skills Partnership (which brings together Bishop Burton College, TEC Partnership (East Riding College), Hull College, Wyke 6th Form College, Wilberforce Sixth Form College and HETA) making effective use of the LSIF to ensure our learners and workforce have access to technology aligned with employer need, and our educators gain access to their own up-skilling and training needs, thus enhancing their knowledge. Our partners have embarked on a diverse range of activity in direct response to the priorities outlined in the LSIP, and fully responding to our five key themes.

Within our Annual Progress Report 2024, we highlighted our LSIP progress at that time, the barriers to be overcome and areas of focus for the following twelve months. Twelve months later, we are here to update you once again of the collaborative efforts being undertaken by the HEY LSIP team, employers, educators and key stakeholders to enable successful delivery of our LSIP.

## Strategic and economic context update

Hull and East Yorkshire has a very diverse economy. Its main employment sectors are manufacturing and engineering, business and service, retail, health & social care, public sector, and leisure & tourism. 84% of jobs in the local area are in these six sectors. The following LMI information provides information on the businesses operating within our local area:

	Hull				East Riding of Yorkshire			
	Micro	Small	Medium	Large	Micro	Small	Medium	Large
Agriculture	25	0	0	0	1,690	85	15	0
Business & Service	1,570	160	35	5	3,375	190	30	0
Chemicals	10	5	0	0	10	5	5	0
Construction	890	115	25	5	2,005	90	5	0
Creative & Digital	160	20	5	0	350	25	5	0
Energy	0	0	0	0	55	0	0	0
Health & Social Care	175	95	15	5	335	115	35	10
Leisure & Tourism	615	105	10	0	1,010	270	15	0
Manufacturing & Engineering	540	165	45	10	1,065	145	45	5
Ports & Logistics	415	40	5	0	550	60	10	0
Public Sector	85	20	5	10	310	25	5	5
Retail	960	140	10	5	1,670	185	30	5

## Businesses by sector and employment size

[Source: <https://skillshullandeastyorkshire.co.uk/>]

Out of the 6,505 businesses operating in Hull, 84% of them are considered micro businesses employing less than 10 employees. For East Yorkshire that percentage is 90% out of the 13,865 businesses operating.

During the past five years we have seen the employment rate within Hull & East Yorkshire decrease, meaning that it sits below the national average and the regional average for Yorkshire and Humber.

Other factors to note also include the working age population rate, which is currently shrinking, and is expected to account for 58% of the population by 2030.

## Labour Market

[Source: NOMIS [Labour Market Profile](#) - Nomis - Official Census and Labour Market Statistics and [Unit For Future Skills](#)]

Between 2020 and 2024, the employment rate has increased faster than the national average by 2.1% and current statistics show that it is currently higher than the national average. In comparison to our Annual Progress Report 2024, claimant count has remained the same for Hull & East Yorkshire but increases have been observed in Yorkshire & Humber and Great Britain.

Please now see the Labour Market Profile Hull & East Yorkshire: Labour Supply - Employment and unemployment (Jan 2024-Dec 2024):

	Hull & East Yorkshire (%)	Yorkshire & Humber (%)	Great Britain (%)
Economically Active	79.0	76.0	78.6
In Employment	76.3	73.8	75.5
Unemployed	3.3	2.9	3.8
Economically Inactive	21.0	24.0	21.4
Claimant Count	4.3	4.5	4.2
Wants a Job	18.9	17.8	18.3
Doesn't want a job	81.1	82.2	81.7



## Industries, Sectors, Occupations & Skills

[Source: Adzuna Intelligence]

The following information is incorporating the period of 1<sup>st</sup> July 2024 to 30<sup>th</sup> April 2025 for Hull & East Yorkshire, and has been collated based on unique job postings:

	Top Ten...			
	Industries hiring	Sectors hiring	Occupations in demand	Most in-demand skills requested by employers
1.	Wholesale and retail trade; repair of motor vehicles and motorcycles	Engineering Jobs	Healthcare Support Worker	Communication
2.	Human Health & Social Work Activities	Teaching Jobs	Social Care Worker	Management
3.	Accommodation & Food Service Activities	Healthcare & Nursing Jobs	Engineer	Clients
4.	Manufacturing	Logistics & Warehouse Jobs	Teaching Assistant	Engineering
5.	Transportation & Storage	Sales Jobs	Delivery Driver	Wellbeing
6.	Professional, Scientific & Technical Activities	Trade & Construction Jobs	General Nurse	Assertiveness
7.	Administrative & Support Service Activities	Hospitality & Catering Jobs	Maintenance Engineer	Customer Services
8.	Construction	Social Work Jobs	Lorry Driver	Maintenance
9.	Public Administration and defence; compulsory social security	Accounting & Finance Jobs	Manager	Teaching
10.	Education	Manufacturing Jobs	Primary School Teacher	Solutions

## Devolution

Hull and East Yorkshire Combined Authority has been established as the devolved body to allow for the transfer of powers and funding from national to local government to address issues that affect Hull and East Yorkshire as a whole. Devolution is important because it makes sure that decisions are made closer to the local people, communities and businesses they affect. It enables the unitary councils of Hull City Council and East Riding of Yorkshire Council to work together across the Hull and East Yorkshire area to deliver both services that have been delegated by national government to the area, and services that the two constituent councils consider can be better delivered together.

The aim is to encourage greater growth and stronger partnerships between public, private and community leaders in local areas.

In preparation for the appointment of a Mayor, the incoming Strategic Authority developed an Economic Framework and Skills Framework, which were confirmed as to having been adopted in March 2025 by the Combined Authority. The LSIP did respond as part of the consultation process, focusing on format and language, priorities, sectors & themes, alignment & collaboration and data & measuring success. It is expected that contents within the Economic Framework and Skills Framework will morph into the local area's Local Growth Plan, however the LSIP team remains committed to ensure that it doesn't duplicate the work of the LSIP, the key priorities for the local area are recognised and collaboration remains at the forefront of all activity.

Mayor Luke Campbell was elected as Mayor for Hull & East Yorkshire in May 2025. In response to this Report, Mayor Campbell commented:

*"The Hull and East Yorkshire Local Skills Improvement Plan (LSIP) Annual Report comes at an exciting moment as we plan to take control locally of powers and funding that will underpin our work to make the area more*

*prosperous, through growing skills, career opportunities and more successful businesses.*

*“Many people locally have had the chance to benefit from the programmes and training set out in this report. I look forward to working with our businesses, their representative organisations and local people to jointly develop produce the new Skills Improvement Plan from 2026.*

*“We must ensure education; apprenticeships and all types of training provision deliver the skills businesses need to be successful. We need to join-up all parts of the education, skills and employment system to deliver economic prosperity for local people.*

*“The LSIP, along with new powers such as having local control of the Adults Skills Fund budget, will be vital in providing what’s needed here to develop future jobs, so people can build their careers locally.”*

### **Humber Freeport**

Our local area benefits from Freeport status. Humber Freeport is centred around the Humber Estuary - the largest coastal plain estuary on the east coast of Britain, centred around the four locations of Hull, Goole, Immingham and Grimsby. The Humber boasts prime connections to the UK, Europe, and globally, and is the UK’s busiest port complex, accounting for 17% of the nation’s trade.

The Humber is perfectly positioned to create a low carbon roadmap for the rest of the UK and Europe. With significant investment in decarbonisation projects spanning hydrogen energy, carbon capture, storage and usage and solar power, the Humber proudly carries the title of the UK’s ‘Energy Estuary.’

Over the coming years, £4billion of investment is expected to come in to the area creating an estimated 7000 jobs, although that estimate is very conservative when roles in supply chain and ancillary activities are taken into

account. There is much focus on clean energy skills, advanced manufacturing and logistics as well as the main thrust of engineering construction.

Freeport status enables the Humber to maximise opportunities which arise from the net zero transition, creating highly-skilled jobs and driving investment both regionally and across the UK. Freeports were designed to encourage investment on specific sites through tax and customs incentives such as: Stamp Duty Land Tax relief; Business Rate Relief for five years; Enhanced capital allowances for investment in machinery, structures and buildings; Employer National Insurance contributions relief and; Supportive local planning environments with public-private partnership. In addition, the Humber also has significant strengths, capabilities and assets across a broad spectrum of chemicals manufacturing and processing.

Linking with this status, and the opportunities for our local area, the HEYLSIP has priorities for manufacturing, engineering construction and net zero. We also see opportunities to use some of the funding that will be available to enhance the training capacity and salaries to attract trainers and educators to support these sectors.

### **Priority Sectors**

The LSIP has not only responded to local economic need, but also in light of Skills England’s priority sectors, we are seeing close alignment with national priorities. Advanced Manufacturing, Clean Energy Industries and Digital & Technology fall within our LSIP’s priority sectors, but we also consider the importance of Construction and Health & Social Care.

Although not specifically listed as a sector, the importance of Agri Skills is noted and is incorporated within Skills England’s priority sectors via Advanced Manufacturing and Defence.

## What has been achieved so far?

### *A reminder of the actionable priorities:*

The delivery of our LSIP focuses on nine key actionable priorities, which sit within our five key themes. Full details are set out within our Roadmap in Annex A, but to summarise:

1. Sector specific technical skills requirements & addressing barriers (such as accessing funding and lack of understanding on provision available) that have a negative impact on technical education uptake. [Theme 1 – Technical Skills]
2. Build capacity within the existing system to increase volume and up-skill existing educational teaching professionals. [Theme 2 – Educational Teaching Professionals]
3. Existing and future employees not being equipped with the necessary employability skills or behavioural attributes. [Theme 3 – Employability Skills & Behaviours]
4. Careers guidance needs to reflect local employment opportunities. [Theme 4 – Careers Guidance]
5. Review how careers guidance is delivered. [Theme 4 – Careers Guidance]
6. Information on matters, such as Net Zero and Automation, to be written in a user-friendly language that is understood by all. [Theme 5 – Accessibility]
7. Access to information with regards to training that could support their business within one central point. [Theme 5 – Accessibility]
8. Accessible pathways for all, particularly those who are considered to be at a disadvantage. [Theme 5 – Accessibility]
9. Support for employers in assessing their organisations' skills needs for the future. [Theme 5 – Accessibility]

Achieving the priorities within our LSIP has been dependent upon our 'ABC': articulation, collaboration and sharing of best practice amongst our collaborative partners (businesses, educators and stakeholders).

### *What some of our local employers have to say:*

"It's about making sure that we are plugged into the narrative, identifying wants and needs and working with Rod and Hannah [*the core LSIP team*] so they can make the introductions. We found out about a skills boot camp from a business we met through the LSIP." *John Cook, Production Director, Groupe Atlantic.*

"The LSIP provides a fantastic opportunity to link employer needs with strategic skills development, as well as a network across sector employers to find out what different businesses are doing.

"The principle of bringing people together to share knowledge and ideas on the established themes to shape a positive outcome in skill development is incredibly valuable. I can see the benefits and potential impact in the long term from the initiatives and showcasing that I've been a part of, supporting and enabling people with a skill base that is fit for the current and future needs." *Mark Boothby, Joint Managing Director of Sewell Construction.*

"We have actively supported the LSIP by attending forums, contributing to discussions around regional skills needs, and offering insights as members of the board and working groups. This reflects our commitment to shaping a sustainable and skilled workforce for the future of the local area." *Adam Rhodes, Head of Partnerships, Connexin Academy*

### *So what has been happening?*

This section will now demonstrate some of the highlights of our collaborative achievements, with thanks to all our collaborative partners (please see our acknowledgements on page 15 for details), as to what has been achieved during the period of 1<sup>st</sup> July 2024 and 30<sup>th</sup> June 2025:

**1. Sector specific technical skills requirements & addressing barriers (such as accessing funding and lack of understanding on provision available) that have a negative impact on technical education uptake. [Theme 1 – Technical Skills]**

- Employers and providers have expressed how our LSIP Working Groups have enabled further direct engagement and improvement collaboration between all, as well as providers reporting the LSIP has facilitated engagements that would not have happened otherwise.
- Local employers have supported the development of processes which use equipment that was funded by Local Skills Improvement Fund (LSIF). The HEY Skills Partnership, which was responsible for delivering these projects, was made up of Bishop Burton College, HETA, Hull College. TEC Partnership (East Riding College), Wilberforce Sixth Form College and Wyke Sixth Form College. Further details can be found in Annex B.
- Let's see some of the achievements that are specific to LSIF Project 1 – Technical Transformation:
  - Employer engagement and support has excelled, and they have exceeded all of their KPIs within this section. For example, 89 employers have released staff to undertake training developed under LSIF and 92 employers reported the training offered is equipping learners with the skills they need.
  - Again, the project has over-exceeded in all their KPIs for improved quality. For example, 195 staff have undertaken CPD (Continuous Professional Development) which was forecast at 39. This therefore has improved the training and offer available for students.
  - For 'Increase in Skills Provision linked to the LSIP priorities', the HEY Skills Partnership have over-exceeded their forecast in more than 50% of their KPIs. We have seen 818 learners benefit from learning using new facilities/equipment created under the LSIF.
- Then for achievements specific to LSIF Project 2 – Digital Transformation:
  - [Take a look at this video](#) to see how funding has been utilised to support careers connected with STEM, local opportunities, links with industry and employability skills.
  - Project 2 has also surpassed its KPIs and to give a few examples:

- New Level 3 courses aligned with our LSIP's priorities is at 217%.
- With regard to number of learners forecast to undertake learning using new facilities/equipment created under the LSIF, we have seen a 192% achievement rate.
- 54 employers have reported that training is giving learners the skills needed, which sits at 771% against the original KPI.
- The HEY Skills Partnership have also been responding to the LSIP through:
  - Preparing to move towards a new approach to Career Days; where Faculty Heads are able to engage with employers specifically related to their subject areas.
  - Wider community activity, so not just with the private sector, to bring links to the curriculum.
  - Lecturers being encouraged to spend more time in the employer workplace so they have a better understanding of industry needs; For example, Wilberforce College have linked up with KCOM in Hull to support this.
  - Attending LSIP Working Groups and Forums to further engage with employers.
  - Increasing focus on external work experience programmes.
  - Employers attending colleges to help with keeping trainers up to date and support CPD.
  - Employer engagement strategies have been developed to bring more employers onto the campuses. For example, TEC Partnership have updated engagement collateral and introduced an employer "endorsement" programme, trialling this with 10 key employers.
  - All training staff at TEC Partnership are targeted to have 5 days in industry each academic year
  - Enabling two-way conversations between employers and students.
  - Hosting LSIP events to enable employers to see what facilities providers have to offer.
  - Continued development in raising awareness of sustainability,



- net zero and AI opportunities.
  - A stronger focus on modular delivery for future technologies, with this being a key ask of industry.
- The University of Hull have responded to the LSIP via:
  - By working with our local Further Education providers as validating partners for some of the programmes at Levels 4, 5 and 6.
  - Developed and delivered a number of CPD programmes and Skills Bootcamps across the local area in response to employer demand, with the most popular being focused on Leadership, AI, Data Analytics and Digital Marketing.
  - Their curriculum offer has been structured using a competency-based framework rather than traditional learning or programme outcomes. The competency based approach ensures that academic teams have considered and developed their programmes based on the core skills that graduates need to be successful within their chosen discipline. This promotes active, applied learning through authentic assessments and real-world projects, frequently in partnership with local employers and community organisations.
  - Their commitment to competency-based education reflects a strategic shift towards preparing graduates who are adaptable, reflective, and equipped with the necessary skills to thrive in diverse professional environments. This approach not only benefits students but also contributes to the local area's workforce by aligning educational outcomes with industry needs.
  - Degree Apprenticeship programmes are offered, which continue to support the NHS workforce plan in producing graduates from nursing, midwifery, radiography and social work disciplines and the LSIP's priority sector of Health & Social Care.
  - There are a number of funded research projects being undertaken by the university in key sectors such as Health and Net Zero through research and knowledge exchange. They are working with a number of large employers as part of these projects.

- Employers releasing staff to support training and course delivery.
- Collaboration between employers and Jobcentre Plus to support Digital Upskilling.
- Employers encouraging other employers to attend LSIP events and working groups to help influence the skills system.
- Linkages being made between employers and graduates to support graduates entering work.
- Enabling employers to understand other industries, and where areas for growth are, which enables employers to think about what they need to retain their own staff, supporting their development so they stay within the company.
- Skills Bootcamp provision has expanded thanks to being awarded a record £10million to further support the local area's workforce in upskilling for employers of all sizes, linking in with the priority sectors of the LSIP.

## 2. Build capacity within the existing system to increase volume and up-skill existing educational teaching professionals. [Theme 2 – Educational Teaching Professionals]

Nationally, challenges are being observed and there is a need to ensure we build capacity within the system. Via national cross-LSIP Working Groups we are identifying ways in which this could be achieved. For example, collaboration with CITB to address the challenges within construction specifically. More work is needed around this agenda.

However, educators within our local area have been exploring their own initiatives to address the challenges being faced. In some cases this is partly thanks to the LSIF funding they received. Examples of activities that have been taking place to address this key challenge within our LSIP have been as follows:

- East Riding College have reported how the CPD delivered through the LSIF has helped Further Education teaching staff to become more knowledgeable and better equipped to deliver the type of technical skills employers need, with key benefits such as:

- Enhanced Technical Skills: focus on improving teachers' proficiency with the latest technologies and tools used in technical education.
- Confidence in Technology: Teachers who receive training in technology feel more confident in using software in a teaching environment.
- CPD keeps teachers informed about the latest advancements in their field.
- Improved Teaching Practices: Training provides teachers with innovative teaching strategies and techniques that can be tailored to technical education.
- Adaptability: As technology evolves, ongoing training helps teachers adapt to new tools and teaching methods.
- At Wyke Sixth Form College, all staff (teachers and support staff) have undergone digital capabilities assessment and have a personalised development plan linked to their annual appraisal to support their upskilling requirements.

### **3. Existing and future employees not being equipped with the necessary employability skills or behavioural attributes. [Theme 3 – Employability Skills & Behaviours]**

- Creation of the HEY Employability Passport Validation, led by the Careers Aspirations Group, which provides a quality assurance assessment framework for an employability skills passport used by a local organisation (e.g., employer, learning, or volunteering provider), to assess and accredit the employability skills of their employees, trainees, learners, apprentices, or volunteers:
  - To gain full validation, an organisation needs to provide sufficient evidence to demonstrate it meets all 9 assessment criteria identified in the accompanying Guidance document.
  - An Employability Passport Validation Framework Guidance Document has also been created providing full details of each criterion.
  - This was approved by the HEY LSIP Board in March 2025, and now is pending approval by the relevant board within the

Mayoral Combined Authority.

- Copies of the HEY Employability Passport Validation and associated guidance can be found in Annex C.
- Utilisation of VR and immersive technology, via LSIF investment, to focus on employability skills and strengthen its presence within curriculum.
- Placement of employability and leadership skills in high regard; those students who respond well to this are encouraged to re-engage with the college and inspire others.
- Employers delivering life skills sessions to students including, but not limited to, CV writing, interview techniques, building resilience, teamwork and management skills.
- Armed Forces supporting people in being work-ready.
- Implementing a strong induction system focusing on this theme.

### **4. Careers guidance needs to reflect local employment opportunities. [Theme 4 – Careers Guidance]**

- Careers Aspiration Group host CPD events for careers advisors and employability professionals reflecting on LSIP priority areas.
- 1000 students attended the careers convention at Wyke College in October 2024, with over 600 hearing directly from employers through their seminars.
- Wyke encourage “alumni” speakers to come to the college and talk about their experience in getting into work.
- Relationships with employers are enabling promotion of other career opportunities within different sectors, for example: within food production, promoting opportunities such as HR and Finance.
- Providers are working hard in ensuring there is a focus beyond the CV, and that Careers IAG reflects the business needs of the future.
- Providers are working with employers beyond specialist areas to promote opportunities within certain sectors, where skills could be transferred. For example, Bishop Burton College have been working with a wide variety of employers beyond the agri-sector to promote skills in areas such as construction. They hosted the annual construction Foundations Live event in October with 70 organisations engaging with over 1000

students.

- Employers collaborating with Jobcentre Plus to support IAG.
- Employers offering their support towards sector specific careers guidance events.
- This theme has been covered within working group activities, as well as a LSIP Forum. Working groups explored the challenges around careers guidance, as well as provided solutions as to how the challenges could be overcome. For example solutions being explored include a gamification approach to careers guidance, the launch of a 'careers co-pilot' via the HEY LSIP website and the use of immersive technologies.
- Employers supporting colleges and sixth forms in Open Days to showcase opportunities available locally and the diversity of jobs available.
- Tapping into the workforce early and supporting workplace experience days for primary school children from disadvantaged areas.
- Employers increasing offering work experience placements for secondary school students.

**5. Review how careers guidance is delivered. [Theme 4 – Careers Guidance]**

- The activities associated with this actionable priority have been embedded within the Terms of reference for the Careers Aspirations Group, who has agreed to take this forward.
- Beyond this though we have shared best practice via our LSIP Forums during this reporting period through:
  - Careers Guidance activities within Withernsea High School, including collaboration with colleges, schools, apprenticeship providers and the Integrated Care Board.
  - National Careers Service informing employers of their offer, thus increasing knowledge amongst our local employers.
  - The work of the Work-Wise Foundation and how they support the private sector in taking the lead in preparing young people for employment and rewarding careers.

**6. Information on matters, such as Net Zero and Digital, to be written in a user-friendly language that is understood by all. [Theme 5 – Accessibility]**

- Sharing of best practice via our LSIP Forums during this reporting period has included:
  - The Journey of Connexin and how they connect the real world with the digital world to improve the way we live. Through this local employers learned about what technologies other employers have invested in and has facilitated local connections and collaboration in projects rather than outsourcing to businesses in another part of the country.
  - INEOS and Bilfinger UK sharing information on their road to Net Zero, along with other activities including inspiring the next generation and supporting local communities (actionable priorities 1, 4, 6 & 8).
  - Hull College discussing AI and its uses within education.

**7. Access to information with regards to training that could support their business within one central point. [Theme 5 – Accessibility]**

- Development of [www.heyhsip.com](http://www.heyhsip.com), which has created a dedicated section for employers to access information on training and local providers all in one place.
- Local providers have been making changes to their own websites, and other information they publicise, to try to simplify and help employers navigate the skills system.

**8. Accessible pathways for all, particularly those who are considered to be at a disadvantage. [Theme 5 – Accessibility]**

- Sharing of best practice via our LSIP Forums during this reporting period has included:
  - SEND Work Experience Framework, presented by Sewell Group. As a result of this presentation we have received feedback from a local employer on how they have now engaged with a school they wouldn't have previously considered and are supporting SEND work experience moving forward.

- Jobcentre Plus/DWP sharing information on their Sector Based Work Academy Programme and raising awareness of becoming a Disability Confident employer.
  - Developing work streams to focus on new entrants.
  - Thanks to LSIF funding, Hull College have built in disability accessibility into digital learning, and even tested headsets and VR training with ESOL (English to Speakers of Other Languages) Students, with the aid of additional AI Translation to improve access.
- 9. Support for employers in assessing their organisations' skills needs for the future. [Theme 5 – Accessibility]**
- Development of [www.heyhsip.com](http://www.heyhsip.com), which has created a dedicated section for employers to support their organisations' needs.
  - Please see the next section of this report to understand what activities we intend to undertake to fully address this actionable priority.

#### **Then feeding into all of our actionable priorities...**

- Development of [www.heyhsip.com](http://www.heyhsip.com), which focuses on addressing all of our LSIP's actionable priorities. We would like to say a massive thank you to our local employers and enabling partners who have supported us in this significant piece of work.
- Held 28 sector specific working group sessions, focusing on the priority sectors and themes of our LSIP.
- Ensured positive engagement across our sector-specific working groups, with over 115 representatives of business, public sector organisations, voluntary and community sector organisations and providers engaging through directly attending or feeding in via other routes of communication. The groups have also provided input into local strategy and framework development, such as the Skills Framework and the operations of the Digital Skills Partnership.
- Hosted 3 HEY LSIP Forums bringing together employers, providers and key stakeholders to discuss the themes of our LSIP, as well as update on skills related activities being undertaken by our collaborative partners and sharing of best practice.

- Seeing over 300 delegates expressing an interest or attending our Forums during this reporting period.
- Regularly engaging with over 2500 contacts within the Hull & Humber Chamber of Commerce network.
- The LSIP team have been invited to over 40 external groups, which has provided opportunities to update on the work of the LSIP and increase engagement with employers.
- LSIP events and meetings have enabled honest and open dialogue that hasn't necessarily been achieved previously.
- Our LSIP has acted as a conduit between schools and colleges and the independent care sector.

### **What still needs to be achieved**

With a massive thank you to our local employers and our collaborative partners, we are well on track to delivering and achieving the 9 actionable priorities of our LSIP. However, there are still some actions to take forward and some challenges to overcome.

We see the final 12 months or so of this LSIP in two parts:

1. Completing our activities to respond to the actionable priorities defined within our Roadmap.
2. Responding to the continuous feedback received from our employers and providers.

Our Roadmap in Annex A provides further information on the activities still to take place, and the associated timescales. We have therefore taken the approach with the next section of this report to focus on the challenges you have been reporting to us during this reporting period, and identifying potential methods of addressing these challenges. Please note some of these potential solutions are already embedded within the activities of our LSIP.



### Achieving Theme 1 – Technical Skills:

Challenge	Potential Solutions
More employers are still needed to invest in curriculum and support local educators.	<ul style="list-style-type: none"> <li>• Promotion of how employers can support providers via <a href="http://www.heyhsip.com">www.heyhsip.com</a>. An effective engagement strategy will be required to support this.</li> <li>• Ensuring an effective engagement strategy promoting case studies of how employers have benefitted from being engaged within LSIP activities.</li> <li>• Create further opportunities for employers and providers to engage, for example via events like the HEY LSIP Forums.</li> <li>• Encourage 'bring-a-friend' style activities where larger employers could encourage their supply chain to engage with LSIP and skills activities.</li> <li>• Support and promote opportunities for employers to engage with Faculty Heads as education is 'not just about teaching'.</li> <li>• Encouraging our local providers to continue, and build upon, their active engagement with local employers to ensure their input into curriculum.</li> <li>• Re-survey organisations to assess awareness of the LSIP and look at how engagement can be increased further.</li> </ul>
More linkages are needed with Industry bodies.	<ul style="list-style-type: none"> <li>• Identify and ensure communication with all the sector representative bodies that sit within HEY LSIP's priority sectors.</li> <li>• Facilitate brokering of relationships between providers and industry bodies.</li> <li>• Support sector representative bodies with their own activities and initiatives. For example, the LSIP team are working with ECA to establish an ETCA (Electro Technical Careers Alliance) for the Humber area.</li> </ul>

Challenge	Potential Solutions
Providers want to hear more from SMEs.	<ul style="list-style-type: none"> <li>• Encourage 'bring-a-friend' style activities where larger employers could encourage their supply chain to engage with LSIP and skills activities.</li> <li>• Understand the key challenges employers are facing to achieve their skills needs, which could then identify how the challenges could be addressed. This could be via survey activity.</li> <li>• Understand the barriers SMEs face further in engaging with providers.</li> <li>• Create further opportunities for employers and providers to engage, for example via events like the HEY LSIP Forums.</li> <li>• Establish innovative ways to help SMEs to create opportunities.</li> </ul>
Employers are still not clear of provision and funding available, including how they can upgrade apprenticeship programmes to higher levels.	<ul style="list-style-type: none"> <li>• The LSIP team have just launched <a href="http://www.heyhsip.com">www.heyhsip.com</a>.</li> <li>• The next stage, therefore, is delivery of our engagement strategy to promote the information available, and where employers can understand more about training and funding available for their organisations.</li> <li>• Ensure <a href="http://www.heyhsip.com">www.heyhsip.com</a> is kept up-to-date on support and funding available to employers to meet their training needs.</li> </ul>
Funding schedules don't align between colleges and the LSIP, meaning colleges feel they have to be too reactive.	<ul style="list-style-type: none"> <li>• Provide support in identifying other funding solutions that could support educators.</li> <li>• Understand potential ways in which employers can invest and provide further support to providers to ensure curriculum meets their needs.</li> </ul>

### Achieving Theme 2 – Educational Teaching Professionals

Challenge	Potential Solutions
Difficulties in succession planning due to the retirement of educators.	<ul style="list-style-type: none"> <li>Providers are implementing plans to recruit more creatively, and the LSIP team will be identifying ways to support this.</li> <li>Engagement with recruitment agencies to provide support.</li> <li>Utilisation of <a href="http://www.heyhsip.com">www.heyhsip.com</a> to promote the benefits of working within the sector, and encourage more to consider this as a career path.</li> </ul>
Keeping staff up-to-date with technological changes	<ul style="list-style-type: none"> <li>Facilitate employer/provider engagement to enable educators to gain valuable CPD and enter industry to understand the technology that is available.</li> <li>Encourage employers to enter educational settings to support training delivery and upskill educators.</li> </ul>

### Achieving Theme 3 – Employability Skills & Behaviours

Challenge	Potential Solutions
Approval needed for the Employability Skills Passport	<ul style="list-style-type: none"> <li>Following the approval of the Employability Skills Passport (with its associated guidance) the HEY LSIP team and Board will work closely with the structures defined by the Hull &amp; East Yorkshire Combined Authority to seek approval to ensure the work completed to date is not lost.</li> </ul>
Ensuring 'take-up' of the Employability Skills Passport by employers and providers.	<ul style="list-style-type: none"> <li>Ensuring an effective marketing and engagement strategy is put into place to raise awareness.</li> <li>Ensuring a collaborative effort is in place between the LSIP team and those working on skills within the Combined Authority.</li> </ul>

Challenge	Potential Solutions
Lack of understanding amongst employers as to how employability skills are embedded within curriculum.	<ul style="list-style-type: none"> <li>Details to be publicised via <a href="http://www.heyhsip.com">www.heyhsip.com</a>.</li> <li>Facilitating further engagement between providers and employers.</li> <li>Development of case studies to showcase how employability skills are developed both in the classroom and the workplace.</li> </ul>
Lack of understanding as to what transferable skills are.	<ul style="list-style-type: none"> <li>Identify means of incorporating this into careers guidance.</li> <li>Information on transferable skills to be made available via <a href="http://www.heyhsip.com">www.heyhsip.com</a>.</li> <li>Link with Theme 4 – Careers Guidance.</li> </ul>

### Achieving Theme 4 – Careers Guidance

Challenge	Potential Solutions
Due to the extensive range of opportunities available across all industries, it is a difficult task for career advisors to have knowledge of everything.	<ul style="list-style-type: none"> <li>Encourage employers to engage within education to promote opportunities within their sectors.</li> <li>Promotion of <a href="http://www.heyhsip.com">www.heyhsip.com</a> which can be utilised as a tool to support careers guidance, and improve understanding of opportunities available locally.</li> </ul>

Challenge	Potential Solutions
Employers and providers believe careers guidance needs to be started earlier (for example at primary level).	<ul style="list-style-type: none"> <li>Encourage employers to engage within education to promote opportunities within their sectors.</li> <li>Identify means to 'drip-feed' information on careers to students and career seekers.</li> <li>Link in with cross-LSIP activity to share best practice and identify potential solutions.</li> </ul>
Pathways to a certain career are often unclear.	<ul style="list-style-type: none"> <li>Promotion of <a href="http://www.heyhsip.com">www.heyhsip.com</a> which can be utilised as a tool to support careers guidance, and improve understanding of opportunities available locally.</li> <li>Simplify language for the career seeker.</li> </ul>

### Achieving Theme 5 - Accessibility

<b>Accessibility of information on matters that affect businesses and organisations</b>	
Challenge	Potential Solutions
Different skills frameworks and strategies locally are causing confusion amongst employers.	<ul style="list-style-type: none"> <li>Strong collaboration needed between the designated Employer Representative Body and the Mayoral Combined Authority to ensure a clear message is delivered as to what different documents mean and their statutory obligations.</li> </ul>
Too many events to attend with organisations trying to achieve the same thing.	<ul style="list-style-type: none"> <li>Links with the previous challenge.</li> <li>Explore the potential of a collaborative calendar detailing dates of what events are taking place and when.</li> <li>Explore the potential for more collaborative events rather than stand alone.</li> <li>Survey organisations to understand what type of events/information they are interested in to direct future activity.</li> </ul>

Challenge	Potential Solutions
<b>Accessibility of information relating to training and provision, including funding</b>	
Lack of knowledge as to what employers have to offer.	<ul style="list-style-type: none"> <li>Employers to upload their profiles onto <a href="http://www.heyhsip.com">www.heyhsip.com</a> detailing information as to what their organisation does and what opportunities they have for providers, careers seekers and the existing workforce.</li> </ul>
Independent Training Providers do not have access to funding in the same way Further Education colleges do.	<ul style="list-style-type: none"> <li>For any further rounds of funding, encourage more collaboration between Further Education Colleges and Independent Training Providers.</li> <li>Early engagement with Hull &amp; East Yorkshire Combined Authority to support funding opportunities and navigate devolved funding, thus improving access to training.</li> <li>Incorporate into cross-LSIP activity.</li> </ul>
<b>Accessibility of provision pathways for those considered to be at a disadvantage</b>	
There have been observations of a decrease in programme availability for NEETs.	<ul style="list-style-type: none"> <li>Establish provision availability.</li> <li>Work with the Combined Authority, Hull City Council and East Riding of Yorkshire Council to support and promote their activities to address this agenda.</li> </ul>
Reduce red tape around eligibility for courses to improve accessibility.	<ul style="list-style-type: none"> <li>Understand the key challenges employers and career seekers are experiencing, which could then identify how the challenges could be addressed. This could be via survey activity.</li> <li>Investigate how red tape could be simplified.</li> </ul>

Challenge	Potential Solutions
Encourage more employers to become disability confident to increase inclusivity.	<ul style="list-style-type: none"> <li>We have already hosted a HEY LSIP Forum promoting this initiative; however we will be committed to providing further promotional initiatives via <a href="http://www.heyhsip.com">www.heyhsip.com</a>.</li> <li>Development and sharing of case studies of employers who are already disability confident.</li> </ul>
<b><i>Accessibility for support in assessing future skills needs.</i></b>	
Employers need more support with business and skills planning.	<ul style="list-style-type: none"> <li>Engagement with recruitment agencies to support this activity.</li> <li>Creating opportunities and/or events for employers where they can gain advice and guidance.</li> <li>Utilisation of <a href="http://www.heyhsip.com">www.heyhsip.com</a> to promote where employers can go for support.</li> </ul>

## Acknowledgements

The success of our LSIP, and our ability to respond to employer need, is largely down to collaboration with our local Further Education and Higher Education providers, our Independent Training Providers, public sector stakeholders, voluntary & community sector stakeholders, and of course our local businesses.

We would like to take this final opportunity to say thank you to some of our key enabling partners who have continued to support the delivery of our LSIP, and maintain their commitment to the LSIP programme moving forward: Hull & East Yorkshire Skills Partnership (Bishop Burton College, Hull College, Tec Partnership, Wyke Sixth Form College, Wilberforce College and HETA); Hull & East Yorkshire Combined Authority; Hull & East Yorkshire Business, Growth & Skills Hub (including the Careers Aspirations Group); Hull City Council; East Riding of Yorkshire Council; University of Hull; National Careers Service; DWP/Jobcentre Plus; Careers Hub and of course all our local employers who have engaged within our LSIP activities.

## Final remarks

From the outset the team and the board at HEY LSIP have adopted the single-minded approach of focusing purely on the need to bring together employers and training providers. I am delighted that we have been able to do this and I am proud of the efforts and achievements of the Project Lead and the Project Manager, who both routinely exceed expectations.

We have always faced a balancing act in terms of meeting the needs of the ERB and respecting the sensitivities of the local authorities and that situation is already becoming more challenging as we move towards a combined authority against a difficult political background.

However our commitment remains the same and we will continue to measure our effectiveness by assessing the feedback from our priority groups – employers and training providers. Their responses, both in this report and at our meetings and events, demonstrate that our efforts are helping them to make great progress. We will aim to build on that.

**Phil Ascough**  
**Ascough Associates**  
**Hull & East Yorkshire LSIP Chair**



## Annex A – HEY LSIP Roadmap

THEME 1 – TECHNICAL SKILLS						
Actionable Priority	Partners involved	Monitoring	Method of implementation & expected outcomes	Activities	Timescales	Progress Status (RAG)
Sector specific technical skills requirements & addressing barriers (such as accessing funding and lack of understanding on provision available) that have a negative impact on technical education uptake.	<ul style="list-style-type: none"> <li>FE &amp; HE Providers &amp; Independent Training providers to ensure curriculum and provision meets the needs of employers.</li> <li>Sector representative bodies to keep the LSIP informed of requirements within their sector locally &amp; provide guidance on funding support available.</li> <li>Local Authorities and Mayoral Combined Authority, to support employers in accessing information they need.</li> </ul>	Technical Education & Course uptake to be checked annually. Statistics relating to employers recruiting apprentices. Statistics relating to employers offer work placements, for T-Levels for example. Employer attendance at sector specific Working Groups and Quarterly Forums. LSIF KPIs	<ul style="list-style-type: none"> <li>LSIF to deliver courses to support the LSIP priorities.</li> <li>Attendance at Humber Principals Group to keep Principals informed of employer need &amp; explore other potential options to address this priority.</li> <li>Labour Market Information</li> <li>LSIP sector working groups to support employer input into curriculum needs.</li> <li>FE Providers' Employer Industry/Skills Boards to assist in increasing employer engagement.</li> <li>Skills Bootcamps responding to skills needs.</li> </ul>	Development of Assets & Capabilities Map of Skills Provision to improve knowledge of current provision.	Completed in July 24 and a further employer dashboard being created in May 25	<p>G</p> <p>On track to deliver.</p> <p>To note barriers include some sectors are not deemed appealing or there is a lack of Lack of knowledge around career progression routes.</p>
				Mapping of funding to support employers in accessing provision and training needs.	Ongoing & incorporated into stage 2 of HEY LSIP website development	
				Development of a central point for employers to access information regarding training and funding.	Completed	
				Brokering relationships with Providers and Employers via sector Working Groups & Quarterly Forums.	Ongoing until Aug 26	
				FE Providers to ensure curriculum is responsive to employer needs & ensure employers are engaged in curriculum development processes.	Ongoing until Aug 26 with confirmation FE Providers have already taken action.	

THEME 2 – EDUCATIONAL TEACHING PROFESSIONALS						
Actionable Priority	Partners involved	Monitoring	Method of implementation & expected outcomes	Activities	Timescales	Progress Status (RAG)
Build capacity within the existing system to increase volume and up-skills existing educational teaching professionals.	<ul style="list-style-type: none"> <li>Employer and sector representative bodies to support raising awareness, and brokering relationships between employers and providers.</li> <li>Mayoral Combined Authority, but to note priorities are still to be determined by the Mayor.</li> <li>Employers to support alternative methods of building capacity, such as delivering course content.</li> <li>FE/HE Providers to provide details of their current capacity and share best practice for maintaining capacity.</li> <li>Association of Colleges to support identifying solutions and sharing information.</li> </ul>	<p>LMI relating to educational teaching professionals.</p> <p>Employers engaged to support course delivery.</p>	<p>Marketing &amp; promotion.</p> <p>Meetings between lead ERB and Principals via Humber Principal Meetings.</p> <p>Lead ERB &amp; Hull &amp; East Yorkshire Business, Growth &amp; Skills Hub to support brokerage between employers and providers.</p> <p>Further intelligence to be gathered from a dedicated Quarterly Forum.</p>	Raise awareness of funding/bursaries available to encourage individuals to go into teaching.	Ongoing until Aug 26	<p>G</p> <p>On track to deliver.</p> <p>To note a key barrier is that salaries are greater in industry.</p>
				Develop a Strategy specifically focusing on the areas of concern.	On hold as linking with national activities.	
				Employers to allow for secondment of staff to support course delivery.	Ongoing until Aug 26	
				Identify a lead to support delivery of training for industry professionals to enter teaching/training.	Not required as FE Providers carrying out own activities	
				Raise awareness of benefits of following this career path	Ongoing until Aug 26	
				Ensure technology & infrastructure is in-line with employer needs.	Ongoing until Aug 26	
				Quarterly Forum dedicated to this theme to take place.	Completed Jun 24	

THEME 3 – EMPLOYABILITY SKILLS & BEHAVIOURS						
Actionable Priority	Partners involved	Monitoring	Method of implementation & expected outcomes	Activities	Timescales	Progress Status (RAG)
Existing and future employees not being equipped with the necessary employability skills or behavioural attributes.	<ul style="list-style-type: none"> <li>Hull &amp; East Yorkshire Business, Growth &amp; Skills Hub to lead with support from HEY LSIP.</li> <li>Mayoral Combined Authority, but to note priorities are still to be determined by the Mayor.</li> <li>FE/HE Providers to ensure their provision incorporates Employability Skills &amp; Behaviours.</li> <li>CEIAG Providers to support in ensuring the existing &amp; future workforce understand what is required of them in industry.</li> <li>DWP to support pre-employment.</li> <li>VCS organisations to support pre-employment.</li> </ul>	<p>Employer feedback.</p> <p>Providers adopting Employability Skills Passports.</p> <p>LSIF KPIs.</p>	<p>Hull &amp; East Yorkshire Business, Growth &amp; Skills Hub to utilise their Careers Aspirations Group to develop the core employability skills passport.</p> <p>Deeper dive into employer requirements via LSIP Quarterly Forums &amp; Sector specific Working Groups.</p> <p>LSIF incorporating into projects.</p>	Development of an employability skills passport and checklists of core occupational skills.	Delayed to Sept 25 due to approval being required by the Combined Authority. Approved by HEY LSIP Board Mar 25.	<p>G</p> <p>On track to deliver.</p> <p>To note key barriers include a lack of knowledge as to how skills are transferable or what behaviours are deemed appropriate in the workplace.</p>
				Employability embedded into the provision, as well as innovation through dedicated digital resources specifically for employability, interview skills.	Ongoing Aug 26	
				Link with actions for careers guidance.	Ongoing Aug 26	
				Improve understanding of employers' specific needs.	Ongoing Aug 26	
				Students having access to AI VR systems to roleplay interviews and presentations, in order to improve entry to work, develop employability and communication skills as part of LSIF.	Ongoing Aug 26	



THEME 4 – CAREERS GUIDANCE						
Actionable Priorities	Partners involved	Monitoring	Method of implementation & expected outcomes	Activities	Timescales	Progress Status (RAG)
1. Careers guidance needs to reflect local employment opportunities.  2. Review how careers guidance is delivered.	<ul style="list-style-type: none"> <li>Hull &amp; East Yorkshire Business, Growth &amp; Skills Hub for utilisation of the Careers Aspirations Group and Student Voice, to enable to alternative view of student perceptions.</li> <li>Hull City Council and East Riding of Yorkshire Council due to their work within this agenda.</li> <li>Careers Hub &amp; National Careers Service to ensure their activities respond to employer feedback.</li> <li>HE Providers with their own Careers Services.</li> <li>Hull &amp; East Yorkshire Skills Partnership (LSIF).</li> <li>Secondary schools to ensure students receive guidance relevant to our local area.</li> </ul>	Statistics in terms of attendance at careers guidance related events.  Number of people engaged within careers services. Statistics for industry placement days.  Statistics for employer events within educational settings.  Destination tracking.  LSIF KPIs.	Marketing & promotion.  LSIF incorporating into projects.  Employer engagement, and brokering relationships with providers, via LSIP Quarterly Forums and Working Groups. This is to support deeper dive activities and facilitate communications to create career inspiration related activities.	Review careers guidance activity & explore alternative channels & development of a Localised Careers Guidance Strategy following the Forum in September 24.  Increase work experience opportunities for young people and those looking for a change of career.  Facilitate engagement between employers and education via Forums, sector specific CPD & industry placement days and educational setting visits.  Improve awareness and understanding of apprenticeships and technical education.  Facilitate employers delivering information within secondary education.  Create IAG resources to promote careers in priority sectors, and create information and industry engagement materials for industry.	Ongoing Aug 26  Agreement for actionable priorities to be taken forward by the HEY Business, Growth & Skill's Hub Careers Aspirations Group.	A  To note key barriers include lack of knowledge amongst employers as to what careers services are currently available and Guidance is sometimes given based on what a person is good at rather than exploring their careers aspirations.

THEME 5 - ACCESSIBILITY						
Actionable Priorities	Partners involved	Monitoring	Method of implementation & expected outcomes	Activities	Timescales	Progress Status (RAG)
1. Information on matters, such as Net Zero and Automation, to be written in a user-friendly language that is understood by all.	<ul style="list-style-type: none"> <li>Lead ERB to coordinate activities &amp; provide opportunities to inform business.</li> <li>Hull &amp; East Yorkshire Business, Growth &amp; Skills Hub linked with Mayoral Combined Authority to assist in dissemination of information and facilitate a central point to access information.</li> <li>FE/HE Providers &amp; Independent Training Providers to support with understanding training &amp; funding routes available.</li> <li>Employer &amp; Sector representative bodies to assist in dissemination of information.</li> <li>DWP/Jobcentre Plus to provide pre-employment support where applicable.</li> </ul>	Website analytics.	<p>Employer engagement and brokering relationships with providers, via LSIP Quarterly Forums and Working Groups. This is to support deeper dive activities and facilitate communications between all. Through engagement activities the broadness of this theme has become even more apparent</p> <p>All partners to provide support in identifying what is already available and accessible.</p> <p>Hull &amp; East Yorkshire Business, growth &amp; Skills Hub to support engagement &amp; brokerage with employers.</p> <p>Groups such as the SEND Forum to support those considered to be at a disadvantage.</p>	Accessible information in a centralised point (heylsip.com)	Completed May 25	<p>G</p> <p>On track to deliver.</p> <p>To note barriers include insufficient entry level pathways, disconnect and language used within the skills system is not understood by all.</p>
2. Access to information with regards to training that could support their business within one central point.		Qualitative feedback from employers.		Provider websites to be more accessible for both employers & learners.	Ongoing Aug 26.	
3. Accessible pathways for all, particularly those who are considered to be at a disadvantage.		Employer engagement at Quarterly Forums & LSIP Working Groups		HEY LSIP website to be kept with up to date information to support businesses in navigating the skills system. Provide brokerage activities to support signposting employers.	Ongoing Aug 26.	
4. Support for employers in assessing their organisations' skills needs for the future.		Course enrolments.		Align LSIP activities and activities performed by those supporting people considered to be at a disadvantage.	Ongoing Aug 26.	
				Ensure user friendly language on information available for both employers and learners.	May 25	
				Information on funding to be made more accessible for employers via heylsip.com.	May 25	
				Assets & Capabilities mapping of skills provision & creation of an employer dashboard.	May 25	
				Development of modular and bite-size course delivery.	Ongoing Aug 26	
				Dedicated forum focusing on this theme.	April 24	