



LEP - Lancashire Skills and Employment Board

Wednesday, 21st November, 2018 in Committee Room 'B' (The Diamond Jubilee Room) - County Hall, Preston, at 8.00 am

Please note the venue and time

Agenda

Part I (Items Publicly Available)

- 1. Welcome and Apologies for Absence**
- 2. Declaration of Interests**
- 3. Minutes of the meeting held on 10 October 2018** (Pages 1 - 6)
- 4. Matters Arising**
- 5. Lancashire Skills and Employment Hub Update** (Pages 7 - 14)
- 6. City Deal Skills and Employment Report** (Pages 15 - 22)
- 7. European Social Funds** (Pages 23 - 26)
- 8. Careers Information Advice and Guidance for Adults**
Presentation
- 9. Technical Education Vision**
Verbal update
- 10. LEP Review**
Verbal update
- 11. Exclusion of the Press and Public**
The Committee is asked to consider whether, under Section 100A(4) of the Local Government Act 1972, it considers that the public should be excluded from the meeting during consideration of the following items of business on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part I of Schedule 12A to the Local Government Act 1972 as indicated against the heading to the item.

Part II (Private and Confidential)

12. European Social Funds (ESF) - Education Skills Funding Agency (ESFA) Opt-In Projects - Performance Report (Pages 27 - 36)

(Not for Publication – Exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972. It is considered that in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information.)

13. Reporting to the Lancashire Enterprise Partnership

- Identification and agreement of any recommendations for consideration/approval by the LEP Board.
- Identification and agreement of issues for inclusion in the feedback report for the LEP Board.

14. Any Other Business

15. Date of Next Meeting

An informal meeting of the board will be held at 8.00 a.m. on Wednesday 6 February 2019 at a venue to be confirmed.

The next scheduled meeting of the board will be held in Committee Room 'B' – The Diamond Jubilee Room, County Hall, Preston at 8.00 a.m. on Wednesday 3 April 2019.

Key Contact: Dr Michele Lawty-Jones, Director of the Lancashire Skills and Employment Hub, Tel: 07825 996446

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LEP - Lancashire Skills and Employment Board

Minutes of the Meeting held on Wednesday, 10th October, 2018 at 9.00 am at the Accrington and Rossendale College, Broad Oak Campus, Broad Oak Road, Accrington, BB5 2AW

Present

Amanda Melton

Gareth Lindsay
Lynne Livesey

Bev Robinson

Observer

Chris Hebblethwaite, District External Relationship Manager, Department for Work and Pensions
Councillor Mark Townsend, Leader of Burnley Council

In Attendance

Ryan Hyde, Business Support Officer, Lancashire County Council
Dr Michele Lawty-Jones, Skill Hub Director, Lancashire County Council
Andy Walker, Head of Service - Business Growth, Lancashire County Council
Sara Gaskell, Strategic Partnerships Manager (Adults), Lancashire Skills Hub
Janet Jackson, Strategic Partnership Manager (Young People), Lancashire Skills Hub
Ruth England, Head teacher, Shuttleworth College
Councillor Mark Townsend, Leader of Burnley Council
Paul Faulkner, Local Democracy Reporter, Lancashire Post

1. Welcome and Apologies for Absence

The Chair, Amanda Melton, welcomed all to the meeting. Apologies for absence were noted from Joanne Pickering, Paul Holme, Mark Allanson, Lindsay Campbell and Dean Langton (observer).

2. Declaration of Interests

Amanda Melton, Bev Robinson and Gareth Lindsay declared interests in item 9 – European Social Funds (ESF) – Education and Skills Funding Agency (ESFA) Opt-in as their respective organisations (Nelson and Colne College, Blackpool and the Fylde College, and North Lancs Training Group respectively) were involved in the delivery consortium for this project.

It was agreed that Amanda, Bev and Gareth could remain and take part in any voting, if required.

Amanda Melton also declared an interest in item 10 – Merger of Accrington and Rossendale College with Nelson and Colne College as her organisation was part of the proposed merger.

It was agreed that Amanda would leave the room for this item.

3. Minutes of the meeting held on 6 June 2018

Resolved: The minutes of the meeting held on 6 June 2018 were approved as an accurate record and duly signed by the Chair.

Matters Arising

It was confirmed that the amendment to the Terms of Reference to enable the appointment of a Head Teacher to the committee had been confirmed by the LEP Board. A nomination is to be made by the Blackpool, Blackburn with Darwen and Lancashire School Improvement Board at its next meeting on 1 November 2018.

DCMS funding has been secured for the Digital Skills Coordinator for the Local Digital Skills Partnership, following approval of the proposal from the Executive Committee of the LEP, and a grant funding offer received. A selection process is underway for the coordinator.

4. Up-date from the Lancashire Skills & Employment Hub

Dr Michele Lawty-Jones, Director of the Lancashire Skills and Employment Hub, presented a report which provided the Committee with an update from the Lancashire Skills and Employment Hub.

The Committee noted the establishment of the T Levels 'Routes Ready' project and the level of engagement of partners in the Route Ready Networks and Industry Placements workshop.

Whilst the Committee recognised that the governance structures proposed for Skills Advisory Panels reflect the current Skills and Employment Board arrangements locally, the Committee raised concerns, as have the LEP board and other LEPs, about capacity to take forward the proposed analytical toolkit.

Resolved: That the Lancashire Skills and Employment Board noted the update.

5. Careers Hub

Dr Michele Lawty-Jones and Ruth England, Head Teacher, Shuttleworth College, presented the Committee with an update on the Lancashire Careers Hub, as attached.

It was confirmed that the proposal to the Careers and Enterprise Company to secure a pilot Careers Hub in Lancashire, spanning Blackpool, Burnley and Pendle, was successful.

The Careers Hub aims to build on the strong foundations of the Lancashire Enterprise Adviser Network, which now involves 127 schools and colleges and 136 Enterprise Advisers (Business Volunteers). It was reported that 1256 employer encounters, involving thousands of young people, had taken place through the network in the last academic year.

It was emphasised that the Careers Hub aims to support the schools and colleges in the Hub to achieve all eight of the Gatsby Benchmarks by the end of the two year pilot. The Enterprise Adviser Network focuses on the two Benchmarks aligned to employer encounters and experiences of the workplace, and the Careers Hub will build on this

Building a 'community of practice' between the schools and colleges involved within the Careers Hub, as well as with employers, was emphasised as being fundamental to the success of the Careers Hub.

Committee Members asked about the likelihood of the scheme becoming sustainable in the longer term, rather than being limited until the end of the current funding in August 2020. It was stated that the Careers and Enterprise Company were raising the profile of the Enterprise Adviser Network and the Careers Hubs with MPs across the Country, to gain cross-party support for the Careers Strategy and the approach.

Resolved: The Lancashire Skills and Employment Board:

- (i) Congratulated the Lancashire Skills and Employment Hub on securing funds for a Careers Pilot in Lancashire.
- (ii) Noted the update on the evolving model in Lancashire.

6. Lancashire Employer Skills Forum

The Committee were presented with a report that introduces the Lancashire Employer Skills Forum, including a set of Terms of Reference for the Forum for review by Committee Members.

It was stated that the Forum was set up to mirror the Adult Skills Forum, and as per the Lancashire Skills Escalator, will seek to simplify the ESF offer to businesses and facilitate collaboration between projects. This will include

developing a model focused on the lifecycle of a business, in relation to recruiting and inducting staff, upskilling employees and undertaking workforce planning.

Resolved: That the Lancashire Skills and Employment Board approved the Terms of Reference for the Lancashire Employer Skills Forum provided at Appendix 'A' of the report.

7. Innovation Strategy

Andy Walker, Head of Business Growth, Lancashire County Council, presented the Committee with the Innovation Plan for Lancashire, including strategic aims and objectives, as attached.

The Government and Local Enterprise Partnerships across the UK have identified productivity as a key priority. Concerns were raised about the difference in rates of productivity between Lancashire and the UK average.

Concerns were raised about how Lancashire proactively engages with the Fourth Industrial Revolution to ensure the local business base adopts new technologies and innovates. It was stated that one way this could be done was for Lancashire to focus on areas of niche expertise across the county and attract businesses specialising within this expertise to Lancashire.

It was also emphasised that retraining in other skills for people working in roles that are being made redundant is fundamental to how Lancashire reacts to the Fourth Industrial Revolution.

It was queried whether any actions are being taken regarding the degrees and apprenticeships offered in Lancashire to ensure that people taking them do not then need retraining within a matter of years and that the curriculum was fit for purpose from a digital perspective.

Resolved: The Lancashire Skills and Employment Board noted the Innovation Plan for Lancashire.

8. Exclusion of the Press and Public

At this point the Lancashire Skills and Employment Board approved that the meeting move into Part II, Private and Confidential, to consider the remaining report as it contained information defined as confidential or exempt in accordance with the relevant paragraph of Part I to schedule 12A to the Local Government Act 1972 as set out in the report. It was considered that in all the circumstances of the case the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

At this point, Paul Faulkner and Ruth England left the meeting.

9. **European Social Funds (ESF) - Education and Skills Funding Agency (ESFA) Opt-in**

Sara Gaskell, Strategic Partnership Manager (Adults), Lancashire Skills Hub, and Janet Jackson, Strategic Partnership Manager (Young People), Lancashire Skills Hub, presented a report which provided the Committee with an update on current project activity aligned with the ESFA Opt-in in Lancashire, and the procurement of new activity in Lancashire that will be contracted by the ESFA.

The Committee were specifically asked to review the Capacity Building/Engagement Activity Plans which had been updated to reflect the extension of the three current ESFA Opt-in projects until the end of March 2019. The Committee is required to sign off the plans to release the funds for the plans from the ESFA to providers.

Concerns were raised about the reduction to the budget for Mental Health and Complex Barriers Specialist Awareness. It was emphasised that this was due to funding for mental health coming from sources separate from the ESF, and work being carried out by separate parties, including research development completed by colleges in Lancashire. However, the Committee remained keen to ensure that the funding for mental health from the ESFA was not reduced.

Resolved: That the Lancashire Skills and Employment Board:

- (i) Approved the changes to the Capacity Building/Engagement Activity Plans, subject to maintaining the original amount of allocated funding to Mental Health and Complex Barriers Specialist Awareness.
- (ii) Noted the allocations for the 2019-21 programme and extensions to the current projects.

10. **Merger of Accrington and Rossendale College with Nelson and Colne College**

At this point Amanda Melton was asked to leave the room in order for the non-conflicted Committee Members to be provided with the update.

The Committee were provided with an update on the proposed merger of Accrington and Rossendale College with Nelson and Colne College, and a request to the Lancashire Enterprise Partnership Limited Board and the Growth Deal Management Board for funding to support the proposed merger.

It was stated that the Growth Deal Management Board, at its meeting on 3 October 2018, agreed to:

- (i) Recommend to the Lancashire Enterprise Partnership Limited Board, in principle, to approve a £500k contribution from the Lancashire Growth Deal programme, to the merger, subject to independent appraisal of the business case achieving the recognised thresholds for delivery on each of

the five cases.

- (ii) Ask Growth Deal Management Board colleagues from the Department for Business, Energy and Industrial Strategy to use their internal central government networks to provide further contextual information about the funding of this project.

Amanda Melton re-joined the meeting at this point.

11. Reporting to the Lancashire Enterprise Partnership

None.

12. Any Other Business

The Committee noted that Nelson and Colne College had recently achieved status as a Maths Centre of Excellence. The Centre was a collaboration with Runshaw College and the broader group of Lancashire Colleges.

13. Date of Next Meeting and 2019 programme

It was noted that the next formal meeting was scheduled to be held in Committee Room 'B' – The Diamond Jubilee Room, County Hall, Preston, at 8.00 a.m. on Wednesday 21 November 2018.

The Committee were also presented with the proposed 2019 programme of meetings to be approved.

Resolved: The Lancashire Skills and Employment Board approved the proposed 2019 programme of meetings.



LEP – Sub Committee

LEP - Lancashire Skills and Employment Board

Private and Confidential: NO

Date: Wednesday, 21 November 2018

Lancashire Skills and Employment Hub Update

Report Author: Dr M Lawty-Jones, Director of the Lancashire Skills and Employment Hub,
Tel: 07825996446, michele.lawty-jones@lancashirelep.co.uk

Executive Summary

This paper provides an overview of activity since the last committee meeting in October 2018.

Recommendation

The Lancashire Skills and Employment Board are asked to note the update.

Background and Advice

1. Careers Education, Information, Advice and Guidance (CEIAG)

- 1.1 The Lancashire Enterprise Adviser Network has grown from 127 (as of the end of September) to 129 schools and colleges at the end of October. 111 have been matched with at least one volunteer business leader (Enterprise Adviser) – this has reduced by 3 due to churn in Enterprise Advisers. Plans are in place to match all schools and colleges by the end of the year.
- 1.2 Stuart Graham commenced employment with the LEP's delivery partner, Inspira, mid-October as Senior Enterprise Coordinator. Stuart will have a caseload of schools and colleges, and line manage the Enterprise Coordinators outside of the Careers Hub.
- 1.3 Following the briefing event for the schools and colleges within the Careers Hub at the end of September, the Careers Hub Lead, Kay Vaughan, has been undertaking individual visits to the institutions to support the development of an implementation plan. Kay also attended the 5 day Careers and Enterprise Company training programme for the 20 Careers Hub Leads from pilots from across the Country.



- 1.4 The Careers and Enterprise Company have announced the activity fund providers for the Careers Hub areas of Burnley and Pendle. An event has been arranged to enable the providers to pitch their offer to the schools and colleges in the area. Each school and college will have a 'virtual wallet' to purchase activities from the providers as per the model in the Blackpool Opportunity Area. In terms of Blackpool, contracts have been extended by the Company with providers who delivered activity in the last academic year, and schools and colleges are currently in the process of 'purchasing' activities using their virtual wallets. The Enterprise Coordinators and Advisers are supporting schools and colleges with their choices, mapping offers to their most recent Careers Compass assessments.
- 1.5 Following a meeting with the Greater Manchester Growth Company, who have secured the contract for the National Careers Service for a further 3 years across the Northwest and Staffordshire, priorities have been shared for the Lancashire area based on the refreshed labour market intelligence. This includes a focus on priority wards with higher levels of unemployed and inactive residents (including the Blackpool Opportunity Area), a focus on 18-24 NEETs, 50+ and SEN/disabled.
- 1.6 To note national priorities are driving provision towards adults who have been unemployed for over 12 months, and those that have Level 1 or less skills levels (previously Level 2). The service is more targeted than previously, and as such, there is less flexibility for providers.

2. European Structural Investment Funds (ESIF)

- 2.1 It was reported at the October Committee that Lancashire's ESIF funds would be up-rated to reflect fluctuations in the exchange rates. As a result the sterling value of the ESIF programme has been increased.
- 2.2 For ESF an exchange rate of €1=£0.87 has been applied which equates to an up-rated total of £89,144,685 without the performance reserve (94%) and £94,834,771 with the performance reserve (100%).
- 2.3 DWP has requested that all LEP areas indicate how they are looking to commit additional funds. Further information is in the ESF paper on the agenda, for consideration by committee members.
- 2.4 The Escalate on-line referral tool to support people on their journey into work was launched in April: <https://www.lancashireskillshub.co.uk/escalate/> with seven launch events and over 400 people attending. Initially Escalate included all of the ESF projects targeting unemployed and inactive adults. This is now being expanded to include other offers aimed at re-engaging adults into the labour market, for example, the Work and Health Programme and the National Careers Service.
- 2.5 Following on from the positive feedback from the marketplace attendees at the Escalate launch events, the Lancashire Adult Skills Forum decided to hold a



further 7 regional events to support cross project working. The first two events have taken place in Preston and Pendle. Additional events are planned for West Lancashire, the Fylde Coast and Blackburn. The aim of the events is to bring together front line workers across the ESF projects and other providers to enable them to start some positive conversations and to facilitate the increase of cross project referrals and progressions.

- 2.6 From April 2018 until 31st September 2018 there have been 914 searches made on the Escalate system. The top 3 sectors searched for are Retail, Customer Service and Hospitality & Catering. The highest support requests have been for confidence, mental health support and support with IT and the use of IT.
- 2.7 The Lancashire Adult Skills Forum are supporting the development of Escalate, with a number of updates including improved reporting. The Forum will review the data obtained from Escalate and will use this data to inform current provision and influence future activity.

3. City Deal

- 3.1 As outlined in the last update at the October meeting, data against the skills and employment metrics for the mid-year report has now been compiled and collated by the City Deal Skills and Employment Steering Group and submitted for the broader report which will go to the City Deal Executive at the end of November. The report is provided under a separate agenda item for review by committee members.

4. Apprenticeship Update

- 4.1 As reported previously, the LEP secured £5,000 of ESFA funding in January 2018 to support Apprenticeship intermediary training and to purchase Blue Sheep data to support analysis of data from the ESFA Data Cube. Analysis could not be undertaken due to GDPR issues and access to the Data Cube. This has now been resolved and, as a result, purchase of the Blue Sheep data will now be progressed using end of year data, which is due to be made available by the ESFA at the end of November.
- 4.2 The Lancashire Ambassador Network continues to grow and is linking to both the North West Network and the National Network. There are currently 37 active Apprentice Ambassadors and 46 Employer Ambassadors in Lancashire. Ambassadors are presenting at a wider range of events, including business forums, and in schools and colleges. The network is currently supported through ESFA Opt-in capacity building funds until the end of March 2019. Future sustainability is currently being discussed with partners. The Lancashire Work Based learning forum is working closely with the NW network looking at how they can link into the wider NW activities. The most recent newsletter can be accessed via the website:

<http://www.lancsforum.co.uk/apprentice-ambassadors/apprentice-ambassador/>



5. Technical Education

- 5.1 The first meeting of the Technical Education Steering Group, chaired by Bev Robinson, Blackpool and The Fylde College, took place on 22nd November. Terms of Reference, reporting, governance and ways of working were agreed.
- 5.2 The Technical Education Vision for Lancashire is being launched on 30th November at Brockholes, Preston. All committee members have been invited to this through Eventbrite. The launch will be supported by a 16 page summary of the Vision document.
- 5.3 Three T Level Routeway Networks have now been established with support from the Skills & Employment Hub, with membership from those Lancashire colleges who are planning to deliver the routes: Digital, Construction and Engineering & Manufacturing. The Industry Placement working group has now met twice with input from a range of partners, most recently, Myerscough College discussing their work on the pilot last year. Over £2 million in capacity and development funding (CDF) has been allocated to Lancashire colleges for use in 2018/19 to grow their Industry Placement offer with employers.
- 5.4 The Teach Too project with The Lancashire Colleges, focussing on the Digital Sector, is starting to have some traction, with three activities which take teaching staff into employer environments in planning. Seven more need to take place before the end of March.
- 5.5 Several requests for presentations continue to be fulfilled by the Skills & Employment Hub. These have been for staff at colleges, Information, Advice and Guidance services and mixed provider and employer groups.
- 5.6 There is also a presentation to the committee on the agenda, outlining the Technical Education Vision to 2030, the two year rolling action plan and the agenda for the launch event.

6. Skills Advisory Panels (Skills and Employment Boards)

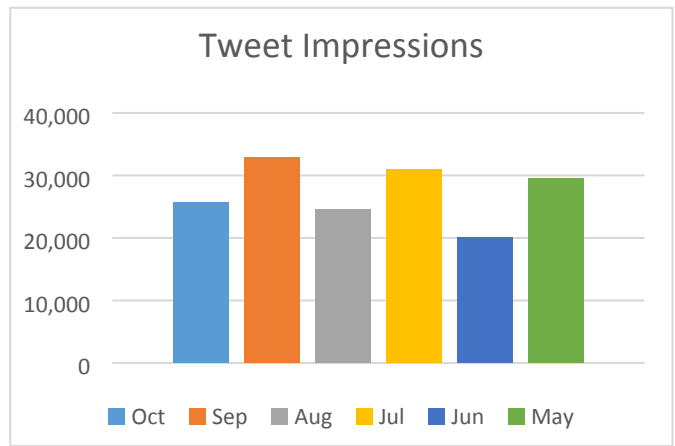
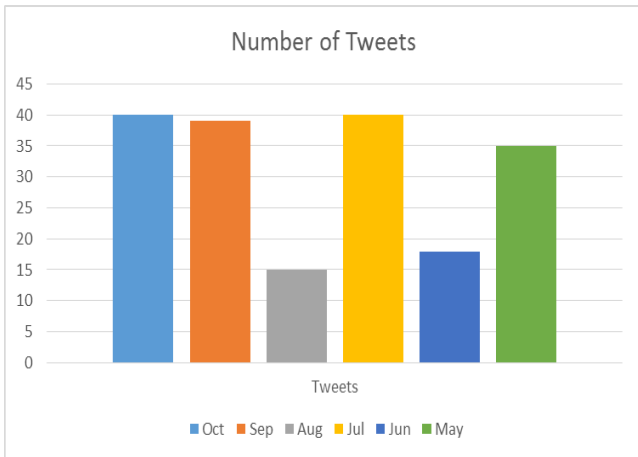
- 6.1 As per the update at the last meeting, the DfE have issued two draft documents to LEPs and Mayoral Combined Authorities (MCAs) for comment: 'Guidance on the Development of Skills Advisory Panels Boards' and 'SAPs: Proposed Analytical Toolkit'. The former sets out expectations relating to remit, governance and composition and the latter expectations regarding high quality analysis of skills-related data.
- 6.2 The Skills Hub has attended the LEP Network's Skill and Data Leads meetings and fed in views, alongside a written response. Following the events, a survey regarding 'data analyst' capacity was issued by DfE in response to the concerns raised by a number of LEPs regarding capacity to collate data, as per the proposed Data Toolkit, and to undertake analysis.



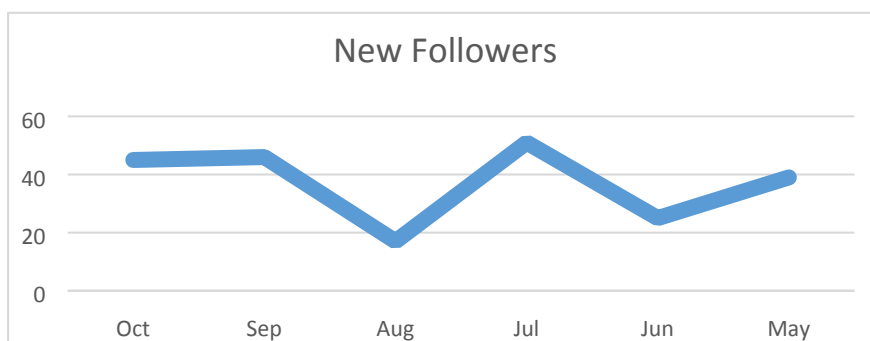
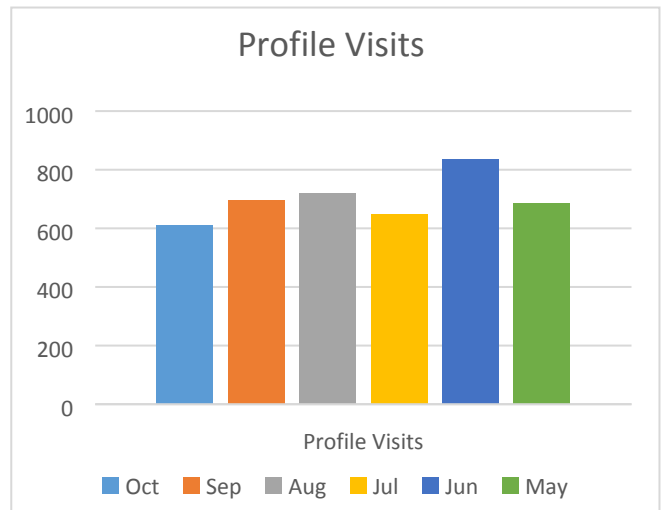
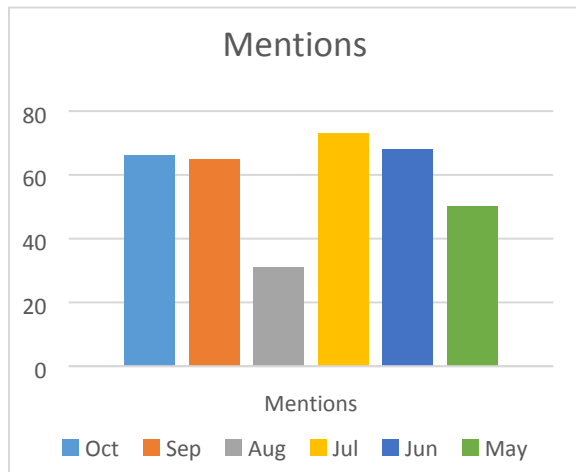
6.3 The DfE have indicated that they will provide feedback on responses from LEPs and MCAs shortly, with view to aligning SAPs with the broader LEP Review.

7. Marketing and Communications

7.1 It has been another positive month on Twitter, with an additional 51 followers since the last report, bringing the total to 1,475 as of 05/11/18. A twitter campaign is being prepared for the run up to the festive season, promoting ESF projects and partnerships. Some additional information includes:-



Number of times users saw the tweet on twitter





Our most popular tweets:

	Type	Likes	Retweet	Engagement
Want to know more about the Lancashire Enterprise Adviser Network and the Careers Hub? Watch this video and read th... https://t.co/grTs6EBNv8		16	10	26
Great afternoon with Blackpool, Burnley & Pendle schools & colleges planning our Careers Hub, building on the stron... https://t.co/VfK00QektR		15	3	18
Michele proudly presenting at the North West Apprenticeship Awards. Well done all. @Apprenticeships #AppAward18... https://t.co/vmwOSvQwi6		12	3	15
Great opportunity: recruiting a Digital Skills Coordinator to support the development and coordination of the Lanca... https://t.co/d9oXIEYzDs		11	12	23
Congratulations to @DarwenAcademy on winning a national award for their entrepreneurship education efforts! https://t.co/ZNb94Qig7		11	2	13
Let the fun begin!! Sponsoring the #Sub36 Apprentice Award - soooooo much talent @lancslep 🐾 With Joanne... https://t.co/AYjo5sdDve		10	2	12
More bits of good news for #Preston from the Good Growth guide yesterday was that #Skills increases for 16-24 years... https://t.co/8DaY5i3ToT		8	6	14
Great opportunity: recruiting a Digital Skills Coordinator to support the development and coordination of the Lanca... https://t.co/ffCEsA4SHe		8	9	17

7.2 Joanne Pickering, Vice Chair of the committee, presented the Apprentice Award at the Sub36 awards to Lucas Benson of BAE Systems. A number of the shortlisted Apprentices will be joining the Young Apprenticeship Ambassador Network as result of the Skills Hub's involvement in judging.

7.3 Following attendance of the Local Democracy Reporter at the last meeting, a piece and video on the Careers Hub discussion was published on the Lancashire Post website: <https://www.lep.co.uk/news/careers-advice-will-every-lancashire-school-pupil-get-the-gold-standard-1-9410468>

8. Digital Skills Partnership

8.1 The Lancashire Digital Skills Partnership (LDSP) was the first pilot Local Digital Skills Partnership working with the Department for Culture, Media and Sport and was launched at the Lancashire Digital Skills Summit held on Wednesday 18th April 2018. The innovative approach will help identify gaps in digital skills provision in Lancashire, encourage partners to work strategically



together to address them and attract investment from outside bodies. The aim is to have greater impact and be more effective and sustainable over the long term.

- 8.2 Since the launch of the partnership a steering group has been established to steer the activity of the partnership. The steering group is chaired by the LEP director Mike Blackburn. The steering group has met 3 times with a focus on developing the plans for the 3 themes of Inclusive Workforce, Future Workforce and Skilled and Productive Workforce.
- 8.3 Funding has been made available from DCMS for the recruitment of a Digital Skills Coordinator who will lead on the coordination of the LDSP and will also work with DCMS to share the learning and best practice to support the role out of Digital Skills Partnership with other Local Enterprise Partnerships. Recruitment has taken place and Kerry Harrison will commence in post on 12th November.
- 8.4 Activities driven by the LDSP have already commenced including training provision by Google. In addition a bid has been made to DCMS for the Digital Skills Innovation fund for 4 project ideas that are focused on the 3 key themes and in particular on the skills required to move into digital jobs.
- 8.5 In terms of next steps the focus will be on establishing the network groups for the 3 strategic themes and also refreshing the baseline data to inform the future development of plans.

List of Background Papers

Paper	Date	Contact/Tel
None		
Reason for inclusion in Part II, if appropriate		
N/A		



LEP – Sub Committee

LEP - Lancashire Skills and Employment Board

Private and Confidential: NO

Date: Wednesday, 21 November 2018

City Deal Skills and Employment Report (Appendices 'A' and 'B' refer)

Report Author: Martin Hill, City Deal Skills & Employment Coordinator,
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Executive Summary

This paper provides an overview of the information submitted by the City Deal Skills and Employment Steering Group to the wider progress report which is produced bi-annually for the City Deal Executive. As previously agreed, the information collated is also reported to the Skills and Employment Board to provide an insight into progress in the City Deal area (which spans Preston and South Ribble).

The broader City Deal Report will be presented at the City Deal Executive on the 29th November 2018.

Recommendation

The Lancashire Skills and Employment Board are asked to note the contents of the report.

1.0 Background

1.1 Skills and Employment data by academic year is fed into the broader mid-year City Deal Report which is produced annually in November. The City Deal Report will be presented to the City Deal Executive at its meeting on the 29th November 2019. The Skills and Employment data provides performance data against a number of thematic areas outlined below:

- Apprenticeship Starts
- Graduate Destination Data
- HE STEM Subject Starts
- Careers/Curriculum Engagement
- JSA/UC Claimant Count



1.2 A full breakdown of performance against these selected indicators is provided in the attached report (Appendix 'A') along with case studies providing examples of activity delivered across the City Deal area (Appendix 'B'). Some key points are outlined below:

- There was a rise in apprenticeships starts amongst the 16-24yr old group, increasing from 875 reported for 2016/17 to 1,018 in 2017/18. Apprenticeship starts in the construction sector experienced an even greater year on year increase over the same period from 155 to 279.
- There was marked rise in the number of new students enrolling on STEM and construction undergraduate programmes from 2,146 in 2015/16 to 3,120 in 2016/17, representing a 45% year on year increase.
- The 'Bridge the Gap' programme has continued to go from strength to strength. Developed in partnership with STEMFirst the activity aimed at Year 8 and 9 pupils has been designed to shine a light on the wide range of STEM and construction careers being created across the City Deal area. A total of 43 staff have been trained with 963 pupils spread across 15 schools benefiting from the programme. Planning for the 2018/19 academic year is currently underway with a number of schools expressing an interest.

List of Background Papers

Paper	Date	Contact/Tel
None		
Reason for inclusion in Part II, if appropriate		
N/A		

Skills & Employment Report to City Deal Executive and Stewardship Board, November 2018

1. Skills and Employment

1.1 The key outputs in regard to skills and employment metrics are outlined in Table 1 below. For reference the period over which this data measures is the academic year 2017/18. In the main performance is in line with profiled delivery for outputs with some notable exceptions detailed below:

- **Apprenticeships - KPI No's 1 & 2.** Starts amongst the 16-24yr old group have increased again from those reported in 2016/17. In 2017/18 there were a total of 1,018 reported starts compared with a total of 875 starts in 2016/17. This is the fourth year in succession in which apprenticeship starts amongst this age group has registered an increase. These rises buck the national trend of declining numbers since the introduction of the apprenticeship levy and the introduction of the new apprenticeship standards.
Apprenticeship starts in the construction sector in 2017/18 experienced an even greater year on year increase of 80% over the same period amongst the 16-24 cohort.
- **Graduate Destinations – KPI No's 3 & 4.** There was a rise reported in the number of graduates across the City Deal area securing positions in the construction and engineering sectors from 78 reported in the 2015/16 academic year to 85 in 2016/17, the last year that data is available.
The number of graduates securing graduate level positions across all sectors registered a slight fall over the corresponding period.
Future reporting on student destination metrics will be impacted due a change of HESA reporting cycles moving from 6 month after graduation to 13 months.
- **Undergraduate STEM Starts – KPI No 6.** There was a marked rise in the number of new students enrolling on STEM and construction undergraduate programmes from 2,146 in 2015/16 to 3,120 in 2016/17, representing a 45% year on year increase. This is significantly above target for STEM undergraduate starts for the year.
- **DWP Claimant Count – KPI No 7.** Jobseeker's Allowance (JSA) and Universal Credit (UC) claimants have again experienced year on year increase against a general backdrop of static unemployment. The implementation of UC requires a broader span of claimants to look for work than under JSA. The further roll out of UC has no doubt impacted on the Claimant Counts over the period being reported.
- **Careers Engagement – KPI No 8.** The number of interventions/ activities promoting City Deal and construction career opportunities with the City Deal area has continued on a positive trajectory. Partners have been active in delivering a wide range of activities directly with schools, a selection of which are highlighted in the case studies provided along with this report.
Of these there have been a number of successes including the 'Bridge the Gap' STEM Challenge commissioned by the Lancashire Enterprise Partnership and the Truck Trail – 'Routes to Success' programme in the South Ribblesdale area.

Table 1 below provides a breakdown of the skills and employment targets and outputs.

1.2 The City Deal Employment & Skills Steering Group continues to play a key role in coordinating activity aimed providing the training and skills to enable local residents to benefit from the opportunities generated through the City Deal investment.

1.3 Unfortunately we have been notified that a joint Lancashire bid submitted in September 2018 for the DfE/CITB Construction Skills Fund has been unsuccessful. This was a joint bid made up of 15 providers from across Lancashire the with Preston's College acting as the lead provider in pulling together responses and collating the bid narrative/content. More detailed feedback on the bid will be provided in due course.

1.4 The 'Bridge the Gap' programme has continued to go from strength to strength. Developed in partnership with STEMFirst the activity aimed at Year 8 and 9 pupils has been designed to shine a light on the wide range of STEM and construction careers being created across the City Deal area. A total of 43 staff have been trained with 963 pupils spread across 15 schools benefiting from the programme.

1.5 A range of hands-on STEM Challenges have been produced as part of the Truck Trail programme all with educational sessions being rolled out across Leyland and South Ribble primary and secondary schools. The Routes to Success programme, comprising an interactive board game and accompanying materials, was conceived to highlight the variety of career opportunities that fall under the STEM banner. From an initial pilot of 9 schools the programme has now engaged with a total of 1,148 pupils from right across the South Ribble area.

1.6 The City Deal Skills and Employment Steering Group are currently developing a marketing prospectus to build on the Invest Central Lancashire brochure in marketing the Skills and Employment offer. The business facing prospectus will highlight the Skills and Employment offer across the City Deal area and will focus on key target sector provision.

1.7 Martin Hill has now been appointed to the position of City Deal Skills and Employment Coordinator and took up post with the Lancashire Skills & Employment Hub on the 20th August. This role will support the embedding of employment and skills across the City Deal area through liaison with developers and occupiers, relevant groups and leads within the City Deal Skills and Employment Governance structure, the Local Planning Authority and other relevant partners.

Table 1: Skills and Employment metrics

Output	Baseline:	Year 1*	Year 2 *	Year 3 *	Year 4 *		Year 5*	
	Academic Year 2012/13	2013/14	2014/15	2015/16	2016/17		2017/18	
		Actual	Actual	Actual	Target	Actual	Target	Actual
<p>*refers to academic year</p> <p>1. Apprenticeships starts in construction 16-24 year olds residents of Preston and South Ribble who have started an apprenticeship in the construction sector. Additional numbers year on year.</p> <p>Source: Preston's College, Runshaw College and T2000 ESFA data</p>	N/A	101	121	124	5% 130	25% 155	8% 167	80% 279
2. Apprenticeship starts in all subjects					2%	23%	4%	16%

16-24 year old residents of Preston and South Ribble who have started an apprenticeship (excluding construction). Additional numbers year on year. <i>Source: Preston's College, Runshaw College and Training 2000 ESFA data</i>	N/A	672	684	710	724	875	910	1,018
3. HE leavers getting graduate jobs in construction and engineering Destinations of leavers in higher education (DLHE) into construction and engineering graduate jobs. Additional numbers beyond the 2012/13 baseline <i>Source: DLHE Data</i>	85	116	69	78	82	85	89	2016/17 is the latest data available
4. HE leavers getting graduate jobs in all sectors Destinations of leavers in higher education (DLHE) into all graduate jobs. Additional numbers beyond the 2012/13 baseline <i>Source: DLHE Data</i>	4,223	4,332	4,118	4,151	4255	4,072	4174	2016/17 is the latest data available
5. Graduate placements and internships across all sectors Additional numbers beyond the 2012/2013 baseline <i>Source: UCLAN</i>	323	476	566	537	548	432	441	2016/17 is the latest data available
6. New students choosing STEM and construction undergraduate degree subjects at UCLan <i>Source: UCLAN</i>	1,359	1,431	1,988	2,146	2,189	3,120	3182	2016/17 is the latest data available
7. Job Seekers Allowance (JSA) and Universal Credit (UC) claimants <i>Percentage Change</i> A reduction in the overall numbers of active job seekers, who are receiving JSA and UC claimants in Preston and South Ribble. <i>Source: NOMIS</i>	Apr-13 4,803	Apr-14 -23% 3,705	Apr-15 -23% 2,855	Apr-16 2% 2,900	n/a	Apr-17 9% 3,175	n/a	Apr-18 5% 3,325
8. Number of interventions/ activities promoting City Deal and construction career opportunities with: A. Young People, B. Teachers/IAG practitioners, C. Parents, and D. Education Institutions <i>Source: Preston's College, Future U, STEMFirst and UCLAN</i>	Not available	Not available	Not available	A 660 B 150 C 100 D 70	A 1500 B 300 C 200 D 200	A 760 B 161 C 262 D 105	A 1500 B 300 C 200 D 200	A 4048 B 133 C 471 D 336

Details of supporting activities and a range of case studies are presented in the accompanying Skills and Employment dashboard.

Table 2: Business support and associated jobs

Output	2016/17	2017/18
New businesses supported through BOOST	95	187
Jobs created through BOOST business support	95	120

Source: BOOST

PRESTON'S COLLEGE



Longer Term Career Goals

"My career goal is to work as an architect, where I will be able to apply my practices learnt in my studies."

**Student Profile: Choice Odumeru
Level 3 Professional Construction**

Choice studied in Italy before moving to the UK and furthering her studies at Preston's College. With enthusiasm to learn more about the construction industry, her Level 3 Professional Construction qualification will provide Choice with practical skills and industry experience.

"After high school, I wanted to advance my knowledge and learn more about the different areas in construction, to gain more of a practical insight into the industry and decide which area to go into as a career."

"My Level 3 Professional Construction course at Preston's College covers all aspects of construction, allowing me to gauge where I want to go after my studies. We also have work placement opportunities and site visits to gain real life experiences of working in the industry, which benefitted me in helping me decide which career pathway would suit me best after my studies."

INSPIRA
Inspiration for Life

STEM Design Challenge

In July pupils from Penwortham Girls School took part in a STEM Construction Design Challenge to design a landmark feature in South Ribble.

The Dragons Den style competition was generously supported by input from professionals from South Ribble Council's Planning, Regeneration and Economic Development (Investment & Skills) teams who provided professional guidance on concept, design and planning. The activity provided the perfect opportunity for pupils to share their design ideas with the team from South Ribble Council on hand to advise on site location, materials, sustainability and costs.

The activity clearly highlighted the value of councils and developers working with schools helps them to understand more about STEM and the different job roles in the construction and built environment sector as well as help pupils develop the transferable softer skills needed to progress in the workplace.

The activity took place at the end of the schools summer term in partnership with South Ribble Council and was supported by the Enterprise Advisor Network.



Students Project: Environmental Impact Study



Environmental students at UCLan got the opportunity to get hands on experience of conducting a site based Environmental Impact Assessment. The students were studying the impact of noise on the area and needed recordings to be able to study in their assessments. They were assisted by Parkinson contractors and site operatives who carried out various activities on site to allow the students to record the different noise levels in the area. The students then analysed the recordings and use them in their coursework for the first semester.



CITY DEAL
Preston, South Ribble & Lancashire

Appendix B



Truck Trail: 'The Route to Success'

A range of hands-on STEM Challenges have been produced as part of the Truck Trail programme all with educational sessions being rolled out across Leyland and South Ribble primary and secondary schools.

The design and print of an interactive board game and accompanying materials was conceived to highlight the variety of career opportunities that fall under the STEM banner.

STEMFirst initially delivered sessions in 9 schools, with the programme being undertaken by 248 pupils in years 6. It has since gone for strength to strength and engaged with a total of 1,148 pupils from right across the area.

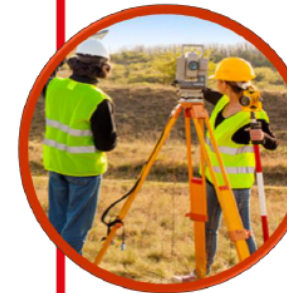
Delivery has been very well received so far by Educators with 100% of them saying that the activity was well prepared and organised, interactive, engaging and enjoyable.



Apprenticeships

Professionals and Trainees

Graduate Civil Engineer



Prior to joining the Professional Apprenticeship and Trainee Programme, I worked in the finance team for one of the leading independent forecourt operators in the UK. I have acquired a BSc (Hons) in Civil Engineering.

I have always been passionate about working on projects that are tangible and improve the lives of local people. My post offered an opportunity to be a part of many projects that will improve the local infrastructure and the lives of people as a result. This was a fantastic opportunity as it also offered on job training as well as academic training as part of the role.

"The programme offers an opportunity to work and learn amongst experienced members of Lancashire County Council, who are willing to help and support at this initial stage of my career."

I am currently working in the design team on a number of high profile projects as part of the City Deal. This is an opportunity that will expand my knowledge and assist to work towards achieving a chartered status. I aim to develop a long term career within LCC and continue to develop my technical and personal skills. The major benefit of the Programme is that you can gain experience in different areas of the County which helps to understand how the teams link together. Also you have the opportunity to continue with Education and put into practice what you learn. I am undertaking the MSc in Civil Engineering.

This is an excellent opportunity for graduates looking for their first step into their career. The Professional Apprenticeship and Trainee Programme offers an opportunity to work and learn whilst serving the local community.



www.lancashire.gov.uk



'Bridge the Gap' in City Deal schools

In partnership with STEMFirst, the Skills Hub have developed the 'Bridge the Gap' game into a school based activity about City Deal and construction careers.

The 2 hour sessions aimed at Year 8 and 9 pupils helps shine a spotlight on the wide range of opportunities in STEM and construction.

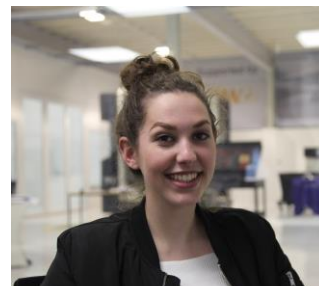
The activity was bought by businesses and post 16 education providers, such as Eric Wright, Preston's College and Future U, and delivered it in schools across the City Deal area. A total of 43 staff have been trained with 963 pupils spread across 15 schools benefiting from the programme.



"I enjoyed hearing about STEM in the world around us – it made us think"

TRAINING 2000
AN AMAZING PLACE WITH AMAZING PEOPLE

Real life story: Frankie Thompson - Engineering



Frankie first found out about engineering while she was in year 8 at high school. She came to an event at Training 2000 that was aimed at getting girls into engineering and joined our Saturday morning club when she was in year 11. Since then she knew that a career in engineering was for her!

"It's good that they still do engineering for girls day, as that's what brought me into engineering and hopefully it will get more females interested. I would recommend an engineering apprenticeship, but it's not an easy option! But it does mean that you have got a job at the end unlike going to university"

Where next?



Francesca Beattie

Course: BTEC Engineering

Grades: D'D'D'

Destination: Engineering Product Design at UCLan

"There's a great choice of courses at Runshaw, with friendly people and teachers who are always available to give you the help and support that you need."

RUNSHAW COLLEGE



Preston-based Tranco enlisted one of UCLan's free business support projects, Digital First, a team of digital specialists and students that helps promote and achieve growth through a range of digital tools and tactics.

Director Darren Penn bought the business in 2003, which at the time was operating as a sole trader, and established to assist businesses in the construction industry. Under his leadership, the business now employs 22 people and has a turnover of £1million.

Completion of the project resulted in a more effective platform to Tranco's services. The new website features improvements in layout, functionality and customer experience, enabling Tranco to display client testimonials and case studies. It has led to an increase in traffic through to the site and number of enquiries received, along with a greater awareness of the business and the specialist skills of its workforce

"I genuinely believe that since achieving my degree and gaining support from Digital First there has been a huge impact on the business and my aim is to keep building on this growth" Director Darren Penn

PRESTON'S COLLEGE

**Educating the Future
Construction Workforce**

Preston's College are providing training for three Taylor Wimpey apprentices on local Homes England and City Deal developments. Bricklaying apprentices Liam Fisher and Ryan Rowe alongside Site Carpentry apprentice, Kian Addison, are working on sites across the North West including Cottam's Hayfield Park development.

Thanks to the City Deal and other local developments, Preston's College has also seen a growth in demand for groundwork, highways maintenance and civil engineering apprenticeships, including eight recent additions from Lancashire County Council.

Anthony Mansfield, Managing Director of Taylor Wimpey North West, added: "We know we have a skills gap in this country and Apprenticeships are the best way of filling that gap."





LEP – Sub Committee

LEP - Lancashire Skills and Employment Board

Private and Confidential: NO

Date: Wednesday, 21 November 2018

European Social Funds

(Appendix 'A' refers)

Report Author: Dr M Lawty-Jones, Director of the Lancashire Skills and Employment Hub,
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Executive Summary

DWP have confirmed the updated the funding allocations and revised outputs for the ESF England 2014-2020 programme.

DWP are now looking for LEP areas to confirm ability and plans to commit funds for the remainder of the programme.

In the latter half of 2019 DWP will bring together any uncommitted funds to form a National Reserve Fund. Currently there is no further information on the design and operation of the National Reserve Fund other than it will support national priorities and address any performance issues in relation to ESF Outputs.

In order to maximise resources the Lancashire ESIF Committee requested officers to draft proposals for ESF commitments to December 2023. When approved the proposals can then be shared with DWP, with a view to agreeing an approach that retains the maximum amount of ESF resources for Lancashire.

The report provides an overview of Lancashire's currently unallocated funds (with and without the performance reserve) and proposals regarding their future use to December 2023. This is provided in a table, for committee members to review.

Recommendation

The Lancashire Skills and Employment Board are asked to recommend to the Lancashire ESIF Committee the proposals detailed in Table 1 for submission to DWP.



Background and Advice

N/A

List of Background Papers

Paper	Date	Contact/Tel
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None

Reason for inclusion in Part II, if appropriate

N/A

TABLE 1: ESF Update November 2018

IP	Project	Organisation	Designation	Committed Funds	Total ESF Allocated to Date	Available ESF Funding	Available ESF Funding	Recommendation (without Performance Reserve)
				Per Investment Priority	Contracted & Pipeline Projects	Without Performance Reserve (94% of Allocation)	With Performance Reserve (100% of Allocation) Unlikely to be released until mid-2019	
1.1	Skills Support for the Unemployed ('Access to Employment') - contract until March 2019	Preston's College	ESFA Opt-In	£6,716,390.00	£15,604,884.00	£2,245,864	£3,385,273	Use the remaining funds to extend the DWP Opt-In (Journey to Work) in-line with the request from DWP for a further £1.2m and use the remaining £1m (plus any underspends) to extend the ESFA opt-in (Skills Support for the Unemployed) beyond July 2021.
	Journey to work	G4S	DWP Opt-In	£3,000,000.00				
	Under procurement: Skills Support for the Unemployed - contract until July 2021	TBC	ESFA Opt-In	£4,888,494.00				
	Employment & Mental Health Integration	Blackpool Council	Directly matched	£1,000,000.00				
1.2	NEET ('Moving On') - contract until March 2019	Preston's College	ESFA Opt-In	£4,865,594	£6,884,506.00	£990,822	£1,493,503	Allocate all remaining funds (plus any underspends) to the ESFA opt-in to extend NEET activity beyond July 2021.
	Under procurement: NEET - contract until July 2021	TBC	ESFA Opt-In	£2,018,912				
1.4	Building Better Opportunities (BBO) - 4 projects: Selnet - Invest in Youth, Age of Opportunity, Changing Futures; WEA - Reach IT	Selnet and WEA	Big Lottery Opt-In	£7,500,000	£14,856,386	£3,887,971	£5,084,419	Remaining funds to be allocated to a potential BBO extension (to be confirmed by Big Lottery) and/or extension and growth to directly matched projects.
	Strengthening Communities	Blackburn with Darwen Borough Council	Directly matched	£1,206,891				
	MyPlace	Lancashire Wildlife Trust	Directly matched	£675,705				
	WorkFit Women	Lancashire Women	Directly matched	£455,620				
	More Positive Together	Active Lancashire	Directly matched	£4,018,170				
	Under procurement: Community Grants - contract until July 2021	TBC	ESFA Opt-In	£1,000,000				
2.1	Employee Skills Support ('Skills Support for the Workforce') - contract until March 2019	DTS Learndirect	ESFA Opt-In	£18,444,371	£34,069,155	£5,188,779	£7,694,605	Allocate remaining funds to an ESFA opt-in extension beyond 2021 and/or extension and growth to the directly matched projects, depending on ongoing performance. Review options for match and consult with partners on other potential project opportunities.
	Under procurement: Skills Support for the Workforce - contract until July 2021	TBC	ESFA Opt-in	£6,769,568				
	Leading Lancashire	UCLan	Directly matched	£4,700,398				
	Learning Engagement Lancashire	UCLan	Directly matched	£4,154,818				
2.2	Upskilling Lancashire	UCLan	Directly matched	£2,935,211	£4,319,201	£1,097,117	£1,442,839	Allocate remaining funds to support the extension of these projects to 2023, dependant on performance.
	Employer Engagement for Skills (EnginE)	Lancaster University	Directly matched	£1,383,990				
Total				£75,734,132	£75,734,132	£13,410,553	£19,100,639	

Agenda Item 12

(NOT FOR PUBLICATION: By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

Document is Restricted

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