



## **LEP – Sub Committee**

### **LEP - Lancashire Skills and Employment Board**

**Private and Confidential: No**

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### **Lancashire Skills Hub Update**

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#### **Executive Summary**

This paper provides an overview of Lancashire Skills & Employment Hub activity since the last committee meeting, and proposes the inclusion of a Head Teacher in the committee membership.

#### **Recommendation**

The Lancashire Skills and Employment Board are asked to:

- 1) Note the update.
- 2) Recommend the inclusion of a Head Teacher in the committee membership to the LEP Board, and propose Ruth England who is Head Teacher at Shuttleworth College in Burnley.

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

- 1.1 The Lancashire Enterprise Adviser Network has grown from 120 schools and colleges in February 2018, to 121 as of the end of April. Of the 122, 111 have been matched with at least one volunteer business leader (Enterprise Adviser). 656 employer encounters have taken place across Lancashire since the start of the academic year, involving thousands of young people. Encounters (CEC terminology) are varied – from one-to-one mentoring and extended work experience, to work place visits and research projects, to mock interview and employability days, to careers fairs.
- 1.2 Benchmarking data supplied by the CEC indicates that the mainstream network coverage in Lancashire exceeds other areas - 86% compared to an average of 63% in other LEP areas, exceeds for alternative provision (e.g. Pupil Referral Units and Special Schools) – 46% to 29%, and that the number of Enterprise Advisers matched is higher. Data from Compass also indicates that Lancashire



schools are performing better than the national average on 5 of the 8 Gatsby Benchmarks.

- 1.3 Funding has been confirmed for a further Enterprise Coordinator to enable all mainstream schools and colleges in Lancashire to access the network. The post is currently being advertised via Inspira, our delivery partner. The deadline for applications is the 3<sup>rd</sup> June and the web link is:  
<https://www.inspira.org.uk/join-our-team>
- 1.4 As reported previously, the Enterprise Coordinators are in the process of moving schools and colleges to the new digital tools that have been developed by the Careers and Enterprise Company (CEC), which enable schools to assess progress against the Gatsby Benchmarks. The tools are called the Career Compass and Tracker. As of the end of February, 106 schools had undertaken the Career Compass assessment and 62 had adopted Tracker – this is an increase on the previously reported numbers. This number will increase over the coming months. A version of Career Compass for the FE sector is due to be launched in September 2018. Benchmarking data indicates that a higher percentage of schools are using Compass, in comparison to other LEP areas.
- 1.5 The Lancashire Enterprise Adviser Network Conference took place on Friday 27<sup>th</sup> April at Barton Grange Hotel. The event attracted over 180 school and college representatives, businesses and stakeholders, and received excellent feedback from delegates. Inputs included a key note from Claudia Harris, CEO of the CEC and Ryan Gibson, who facilitated the NE Pilot of the Gatsby Benchmarks. The Lancashire Labour Market Intelligence (LMI) Toolkit was launched at the event and was very much welcomed. Inputs also included DfE regarding T Levels, NAS regarding Apprenticeship reforms and opportunities, and a panel of Enterprise Advisers. 98% of attendees said that the event met expectations and 97% rated the event organisation as good or excellent. The North West Regional Lead from the Careers and Enterprise Company commented '*I just wanted to congratulate you for such a great event today. Everyone was so positive and had wonderful things to say about everything that is going on in Lancashire. Testament to you, the team and all involved.*' The press release can be viewed here:  
<https://www.lancashireskillshub.co.uk/news/lancashire-skills-conference-celebrates-success-enterprise-advisor-network-role-local-business-supporting-skills/>
- 1.6 As previously, the Government's Careers Strategy was published in December 2017; CEC have published an Implementation Plan following consultation, articulating how they intend to take forward aspects of the Careers Strategy, including the piloting of 'Career Hubs', the Career Leaders programme and the release of activity funds for employer encounters and funds to test guidance models.



- 1.7 The call for 20 'Careers Hub' pilots was issued in April by CEC, with a deadline of Friday 25<sup>th</sup> May. As discussed at the last committee meeting, a proposal has been developed covering schools and colleges in the Blackpool Opportunity Area, Burnley and Pendle and submitted, with the approval of the LEP Executive Committee. An interview is scheduled with CEC regarding the proposal on Tuesday 5<sup>th</sup> June – verbal feedback will be provided at the meeting from the interview.
- 1.8 Based on the level of activity being undertaken with schools and colleges, and the focus on the 'Future Workforce', it is recommended that the membership of the Skills and Employment Board be expanded to include a Head Teacher from a mainstream secondary school. Following discussion with the Chair, it is proposed that the committee recommend the inclusion of a Head Teacher to the LEP Board, and that the committee propose that this be Ruth England who is Head Teacher at Shuttleworth College in Burnley. Ruth is Lancashire's representative Head Teacher on the CEC national Head Teacher Advisory Group and is also the named lead in the Careers Hub bid to the CEC.

## **2. European Structural Investment Funds (ESIF)**

An update against the ESIF programme and committed European Social Funds is provided under Part 2.

## **3. City Deal**

Interviews were held for the position of City Deal Skills and Employment Coordinator on 11<sup>th</sup> May 2018 and an offer of employment has been made.

## **4. Escalate**

- 4.1 The Escalate on-line tool to support people on their journey into work was launched in April: <https://www.lancashireskillshub.co.uk/escalate/> with seven launch events held across Lancashire. Over 400 people attended and as reported in the previous update, feedback was excellent. Escalate is now being opened up to the wider Lancashire unemployed offer with passwords being created for providers to add in their offer which sits outside of ESF funding.
- 4.2 During the summer we will be analysing the data from Escalate to support actions based on where there may be gaps or duplicate provision.
- 4.3 Following on from the positive feedback from the marketplace attendees at the Escalate Launch events, the Lancashire Adult Skills Forum have decided to hold a further 7 regional events to support cross project working. The first event is planned for the end of June and will be held at Brockholes. 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.



## 5. Apprenticeship Update

- 5.1 As reported in the February papers The Hub secured £5,000 of ESFA funding in January 2018 to purchase the Blue Sheep data. The latest data (RO6) is now available on the Data Cube, once interrogated we will then purchase the data from Blue Sheep, which will give greater insight into the nature of starts, levels and standards, and employer engagement. This will enable the Hub to refresh the Apprenticeship plan in an informed way, classifying Lancashire businesses, so we can engage with innovators to share best practice, identify key businesses who are not taking full advantage of the reforms and those not engaged at all. It will also enable the Hub and partners to develop targeted apprenticeship marketing collateral to address different circumstances. To note the data cannot be used for direct marketing purposes.
- 5.2 In conjunction with the funding noted in 5.1, we have engaged with The Learning and Work Institute who delivered an intermediary training session for 35 attendees on the 24th April. Attendees included, Lancashire's Growth Hub – BOOST, JCP employer advisors, local authority economic development officers, business networks such as: Blackpool Business Leaders and sector focussed business networks such as the Northern Automotive Alliance and Digital Lancashire. The session was delivered by Howard Gannaway (L&W) and Raeleen Duthoit (Lancashire Work based Learning Forum) to explain the local offer/support network. Feedback indicated that attendees improved their knowledge of frameworks and standards, that they improved their knowledge of the funding model for non-levy paying employers, and most importantly, that they had improved their understanding of the business benefits. All said that they would recommend the training to others.
- 5.3 The Lancashire Ambassador Network continues to grow and is linking to both the North West Network and the National Network, with attendance at the recent 2018 North West Apprentice Ambassador Network, Planning & Delivery Event held last week. The group included, providers, businesses and stakeholders and topics included: growing Apprenticeships through Social Media, the geographical footprint of the attendees and how this could support growth and the growth of BMEs in Apprenticeships. The Lancashire network has increased the number of Young & Adult Apprentice Ambassadors to 43 over the last year. The Ambassadors have attended 94 events over the life of the project, an increase of 84 from the previous year. There are now 39 Employer Ambassadors across Lancashire who attend events to promote Apprenticeship vacancies and training for all ages. The network is currently supported by ESF funds – a strategy for sustainability is being developed by the Lancashire Work Based Learning Executive Forum. Recent newsletters can be accessed via the website: <http://www.lancsforum.co.uk/apprentice-ambassadors/apprentice-ambassador/>
- 5.4 The Hub is sponsoring the Apprentice Award at the Sub36 awards. Sub36 is Lancashire Business View magazine's campaign to showcase Lancashire's



most influential, innovative and inspiring young men and women in business. Sub36 was created to celebrate the success of those beginning to carve their careers, moving up the ranks or already at the top of their game, using their youthful vision to bring ideas that positively disrupt their sectors.

- 5.5 The Hub is also sponsoring the North West Regional Apprenticeship Awards held by the National Apprenticeship Service. The regional awards accumulate at the national awards in London. Activity is underway to encourage more applications from Lancashire-based businesses and their apprentices.

## **6. Technical Education**

- 6.1 A foreword to the Technical Education Vision for Lancashire report is being drafted from the chair of the LEP and the chair of the Skills and Employment Board, with view to the report being formally published on the LEP and Hub websites.
- 6.2 Whilst consideration is still being given as to whether further consultancy days from SDG should be funded to support the development of the action plan with stakeholders, as the commission with SDG focused on the development of the vision and the high lever route map, a working action plan is now in early draft form to support activity towards the priorities arising from the Visioning Piece and the activities funded by the Gatsby Foundation.
- 6.3 Following the confirmation of funds from the Gatsby Foundation, the action plan starts to outline the collaboration with the colleges and providers in relation to the development of the Technical Education route ways and T Levels. The Association of Colleges (AoC) North West and Gatsby facilitated a 'Routes Ready' conference at the Hallmark Hotel, Leyland on 23 May, where the local support from the Skills Hub was introduced to attendees.
- 6.4 The Hub attended a joint meeting at in Sheffield on 19<sup>th</sup> May with Gatsby and the other three areas receiving funds from the trust (West Midlands, Manchester and Sheffield). The meeting involved an interesting input from EMSI, an organisation being funded by Gatsby to map FE delivery data to the occupational maps and LMI to assist colleges with their planning. Further discussions with Lancashire's Colleges will determine how this mapping could be used locally.
- 6.5 The Technical Education Project Manager, supported by Gatsby, has been appointed to work on a part time basis. A further position for Project Officer has been approved and will be out to advert shortly. This will allow for strategic and partnership work to be undertaken by the Project Manager and organisation of networks, task and finish groups and progress on individual routeways to be undertaken by the Project Officer.
- 6.6 Following informal consultation at the Enterprise Adviser Conference, where Kevin Burke from the DfE gave an overview of Technical Education, and



referring to LEP priority sectors and latest available LMI, it has been decided to establish Routeway Networks for the following Technical Education Routes:

- Digital
- Construction
- Engineering and Manufacturing

6.7 College Principals have been asked to nominate curriculum leads to join the networks. It is planned to hold the first (likely digital) before the summer break.

## 7. Skills Advisory Panels

The Department for Education (DfE) are continuing to review feedback from the University of Warwick IER, who were commissioned to support the development of the data framework and methodology by DfE, and further feedback from the LEPs to develop their approach to the proposed SAPs. This includes discussion about how DfE may better support, and be involved in, local Skills and Employment Boards. As previously, it is understood that DfE remain fully committed to the development of the SAPs but that the development phase will be longer than previously anticipated, to ensure that the approach adds value. It is understood that DfE are also liaising with other Government departments to consider a joined up approach, e.g. DWP and DCMS – which is very much welcomed.

## 8. Marketing and Communications

8.1 The Lancashire Skills and Employment Hub website has been updated to include:

- The new LMI Toolkit and the data matrix. The toolkit is available under: <https://www.lancshireskillshub.co.uk/about-us/evidence-base/> Feedback has been excellent to-date with rollout activity continuing across the region through presentations at a range of forums.
- The Skills Pledge pilot, funded through the Skills Support for the Workforce project, will also be launched shortly and added to the website.

8.2 It has been another positive month on Twitter, with an additional 120 followers since the last report, bringing the total to 1,275 as of 21/5/18. The launch of the Digital Skills Partnership trended number 3 nationally during the event!

## List of Background Papers

Paper	Date	Contact/Tel
N/A		
Reason for inclusion in Part II, if appropriate		
N/A		