



## **LEP – Sub Committee**

### **LEP - Lancashire Skills and Employment Advisory Panel**

**Private and Confidential: NO**

**Date:** Wednesday, 9 September 2020

### **Lancashire Skills and Employment Hub update**

Appendix A refers

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#### **Executive Summary**

This paper provides an overview of activity since the last formal committee meeting in June 2020.

#### **Recommendation**

The committee are asked to note the update.

## **1. Careers Provision**

- 1.1 Further to the paper presented at the June committee meeting, funding has been confirmed by the Department for Education (DfE) for the Careers and Enterprise Company (CEC) for academic year 2020/21. The funds will enable the continuation of the Enterprise Adviser Networks (EANs) across the country and also provide funding to build on the Careers Hub pilots. Whilst only a one-year settlement from DfE, it is anticipated that funding will continue beyond next academic year as the EANs and Careers Hubs are the main vehicle for the government to deliver against its Careers Strategy (published December 2018). Building on the success of Lancashire's Wave 1 Careers Hub pilot in Burnley, Pendle and Blackpool, Lancashire is one of 11 areas nationally to be awarded funds to roll out the Hub across the whole of the Lancashire area. This will enable the EAN and Careers Hub to grow from the existing 131 (30 in the pilot) to all 156 secondary schools, SEND, alternative schools and colleges. All have been invited to join the Lancashire Careers Hub and EAN.
- 1.2 Inspira, our delivery partner has conducted a recruitment process following the confirmation of funding. Kay Vaughan, the Careers Hub Lead will be supported by two Deputy Hub Leads, Stuart Graham and Liz Bacon. Three additional Enterprise Coordinators have also recently been recruited and will commence



their roles on the 7 September 2020. All Enterprise Coordinators will have a smaller caseload of 16 schools and colleges enabling them to provide additional support and guidance to the institutions, facilitating sustainable progression against all eight of the Gatsby Benchmarks.

- 1.3 As a result of the expanded network, there is a need to increase the number of Enterprise Advisers to ensure all the new schools are matched before the end of this calendar year. Additionally, it is highly likely that some existing Enterprise Advisers will find their own personal and employment situation dramatically impacted by COVID-19. There is thus an expectation that some existing Enterprise Advisers may relinquish their role. Analysis indicates that the Careers Hub will need a minimum of an additional 30 new Enterprise Advisers to support growth and potential losses due to COVID-19. The team is implementing a social media campaign utilising both Twitter and LinkedIn to engage potential new Enterprise Advisers. In addition, all existing Enterprise Advisers have been contacted to encourage them all to promote the role through their own networks.
- 1.4 In response to COVID-19 restrictions, the EAN and Careers Hub team have developed a COVID-19 action plan. The team have had regular virtual contact with Career Leaders and Enterprise Advisers and have delivered a range of virtual network meetings in local areas to share best practice, plus a range of CPD sessions including a session focused specifically for SEND Careers Leaders. Actions identified and delivered in the COVID-19 action plan include:
  - Review, development and dissemination of remote and virtual career learning resources and activities
  - Review and development of digital communication tools, including the Lancashire EAN website
  - Development and communication of transition support tools and support for Year 11 and Year 13 students
  - Dissemination of business support initiatives from Boost and the Skills Hub to Enterprise Advisers
- 1.5 The Careers Hub has also been successful in securing additional funding to support the development of a SEND community of practice alongside funding from both the CEC and Blackpool Opportunity Area (OA) to develop a START Lancashire platform following the successful development of START Blackpool. The funding will support the roll-out and development of START to support the transition of young people across the whole of the Lancashire area and the extended Careers Hub. The platform will be developed in response to the unique environment resulting from COVID-19 and the need to provide a blend of virtual experiences:
  - **Inspiration** – broad overview of variety of jobs and sectors, 3-minute hero videos with the literal aim to “inspire” young people
  - **Insights** – more in-depth knowledge of Lancashire LMI, jobs, employers and sectors with videos to watch and tasks for young people to complete for a “taste” of the job. This will support Benchmark 4 through the development of curriculum resources with employers



- **Pathways** – Apprenticeships, T Levels, FE and HE virtual encounters provided by local providers
- **LMI** – Content focused and supported by the LMI Toolkit
- **Virtual Work Experience** – virtual work experience placements enabling young people to explore a business virtually whilst completing key tasks set and marked by the employer which are aligned to the sector the employer represents. During the placement the young people will explore career roles and associated skills and pathways

The Enterprise Coordinators across Lancashire Careers Hub will provide the interface between START, employers, schools and colleges to ensure alignment with the Gatsby Benchmarks and Careers Plans. The Blackpool OA has committed match funds as part of their twinning approach to cascade good practice from Blackpool to wider Lancashire.

## 2 Skills Advisory Panel (SAP)

- 2.1 The DfE granted £75k to each of the MCAs and LEPs to support analytical capacity in 2019/2020. As previously reported, the grant was used to refresh the LMI Toolkit and evidence base (including the Digital Skills Landscape study), develop a monitoring and evaluation framework and recruit Joseph Mount, Skills and Economic Intelligence Officer on a fixed term contract.
- 2.2 The DfE offered a further £75,000 for 2020/21. The DfE are keen that SAPs continue to build their leadership role in ensuring that local skills provision better meets the needs of employers in the local area. The DfE are keen for SAPs to go beyond the provision of labour market intelligence and progress to publication of annual Local Skills Reports, as discussed at the July committee meeting.
- 2.3 Lancashire's Memorandum of Understanding (MoU) has been accepted by the DfE and the acceptance of the grant approved by the LEP Board. To summarise, the funds will support the refresh of the Skills and Employment Strategic Framework, the production of a Local Skills Report and contribute to data analyst capacity in the LEP. This will include investment in training, data, forecasting tools and externally commissioned research, alongside investment in the Skills and Economic Intelligence Officer, to enable the contract for the post to run until 31st March 2021.
- 2.4 The new national Skills and Productivity Board has not yet been established. The DfE have informed LEPs that this has been delayed due to the impact of COVID-19. The Board's role is to provide the government with expert advice on how to ensure the courses and qualifications on offer to students are high-quality, are aligned to the skills that employers need for the future and will help increase productivity. It is intended that the Local Skills Reports published by the SAPs will complement and add to the national evidence for the Skills and Productivity Board.



- 2.5 It is now expected that further detailed guidance regarding the proposed Local Skills Reports will be issued in September. The DfE have informed LEPs that this publication has been delayed due to the impact of COVID-19 and the delays in establishing the Skills and Productivity Board. The requirement to produce a Local Skills Report by the end of this financial year, however has not changed.

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

- 3.1 Work has continued with the DWP Managing Authority to allocate remaining funds in the European Social Fund (ESF) programme.
- 3.2 DWP have undertaken the due diligence checks and gateway assessments of projects submitted under the £1.4m 2.2 call 'Enabling SMEs to engaging in Technical Education' which closed in January and the £10m 2.1 call 'Skills for Sustainable Employment' which closed in March. Two projects were submitted against the former, and 5 against the latter. It is understood that all projects submitted against the calls have passed the gateway assessment and are deemed eligible, but are now awaiting assignment of an appraiser by DWP. Timescales for appraisal are currently unclear due to the volume of projects across the country in the appraisal pipeline.
- 3.3 A National Reserve Fund application has been submitted for further funding to increase the scale of the 2.1 call, as the call was oversubscribed. In addition, an application has been submitted under 1.4 'Active Inclusion' to enable delivery under this priority until the end of the ESIF programme and to provide further funding to support the residents of Lancashire who have been disproportionately effected by COVID-19. We are currently awaiting feedback from DWP on the applications.
- 3.4 The Education & Skills Funding Agency (ESFA) has issued contract extensions to the European Social Fund (ESF) opt-in projects, extending projects until the 31<sup>st</sup> March 2023. This will enable the extension and growth of 3 projects:
- 'Moving On' which provides support to young people who at risk of or NEET (Not in Education, Employment or Training) with view to engaging them in learning and/or work;
  - 'Skills Support for the Unemployed' which supports unemployed and inactive adults into work through skills and employability interventions; and
  - 'Skills Support for the Workforce' which aims to upskill employed people (including furloughed workers) in-line with business needs and provide redundancy support to businesses and individuals.

Collectively this amounts to an additional £6.2m of funding to support Lancashire businesses and people (50% growth on the existing contracts). The Skills Hub chairs the Steering Groups of each of the projects, and will be working with the ESFA and accountable bodies to ensure that the projects are



focused on areas of most need – taking into account the impact of COVID-19, and with partners in the Hub's Adult Skills Forum to ensure that provision continues to be complementary to mainstream provision. Key will be joining the dots on the Chancellor's 'Plan for Jobs' and schemes such as Kickstart, once the detail is provided. The Community Grants programme under the ESFA opt-in has also been extended in time – a business case is in development to also grow this contract by a further 50% (£500k).

- 3.5 The Adult and Employer Skills Forums have continued to meet throughout the lockdown period using Zoom. Early on in the lockdown period, the focus was on working collectively to lobby funding bodies, including DWP and the opt-in agencies, to adapt guidance and audit requirements to enable delivery to be undertaken virtually. This was particularly important for those projects supporting individuals that were unemployed or inactive, especially those facing multiple barriers. The majority of projects have successfully managed to support individuals, learners and businesses already engaged on projects. Inevitably there has been a dip in starts across projects, due to the challenging environment, however starts are generally increasing with many projects now reverting back to face to face delivery in-line with social distancing guidelines. It has been noted that there is a hesitancy from local residents to undertake provision in physical premises, and so virtual provision will continue in tandem. Performance over the next quarter will be tracked carefully – there continues to be risk to delivery in-line with risks associated with COVID-19, however partners have built up resilience through the testing and development of virtual delivery methods.

#### **4. Lancashire Social Value**

- 4.1. Over the last year social value has been woven into LEP programmes and projects to align social value commitments to one common framework and toolkit for monitoring and reporting purposes. This applies across the Growth Deal, City Deal, Boost and Rosebud business loans programmes.
- 4.2 The embedding of social value requirements within the service specifications for Boost business support programme has generated some very positive results. In the first year of adoption (2019), the framework has generated £512k of added social value from a total contract value of £1.58 million. Social value will continue to be monitored as the programme moves forward.
- 4.3 City Deal
- 4.3.1 The adoption of the 'The Central Lancashire Employment and Skills Supplementary Planning Document' (SPD) is embedded within a number of projects and developments across the Central Lancashire footprint.
- 4.3.2 Across the City Deal programme this approach has generated some positive results at individual project level including the recently completed Penwortham Bypass which on completion of the construction



phase the project has generated a total of £4.9m of added social value through local employment, training and procurement activity (see attached case study at Appendix A).

4.3.3 Some of the key achievements delivered by Lancashire County Council and their supply chain partners during the construction phase include:

- 95% local labour utilisation
- 35 employment opportunities (Full Time Equivalent) provided for local residents as a direct result of contract award with a social value of £1,014,870
- 156 weeks of Apprenticeships on the contract at Level 2,3 or 4+ with a social value of £26,214
- 104 weeks of professional development at HND and post graduate level with a social value of £24,518.
- A total of £ £3,797,295.72 was spent with local Lancashire based businesses, of which £ £2,422,295.72 was spent with local SME's
- 240 hours of sessions to support employability skills, STEM activity and site visits for local schools and colleges with a social value of £22,627.20
- Raised in excess of £22,000 to support community based projects and charitable causes.

4.3.4 The Skills Hub are currently working with Procure Plus on the CITB's Construction Skills Fund which has been extended until April 2021. The programme provides funding for training for new entrants/returners to the sector with a focus on underrepresented groups and is available to projects across the County.

4.4 Getting Building Fund

4.4.1 As outlined in the report to the Lancashire Skills Advisory Panel on 11<sup>th</sup> March, Social Value has been embedded across the Growth Deal project portfolio and forms part of the business case with monitoring and reporting requirements embedded within the funding agreement.

4.4.2 This approach will be adopted for the projects selected for the recently announced 'Getting Building Fund' for 'shovel ready' projects. The Lancashire LEP has been allocated £34.1m for a wide-ranging package of projects that will deliver a much-needed boost to the local economy. The Skills Hub will be working with these projects as the business cases are developed to scope opportunities for social value to be delivered throughout the works and operational phases of the selected projects with key deliverables set out in the project funding agreements.

## 5. Apprenticeship Update

5.1 After the introduction of the Apprenticeship reforms, the 2017/18 starts to apprenticeships were down 32.7% on the 2016/17 level of starts in Lancashire,



this was a bigger reduction than was experienced nationally. In 2018/19 starts in Lancashire increased from their 2017/18 level by 8.7%, which was a bigger increase in starts than was seen nationally that year.

- 5.2 In the two years following the apprenticeship reforms, Lancashire's starts had been experiencing a recovery, and as of 18/19 Apprenticeship starts were at 73.2% of their pre-reform level, indicating an increase in starts year on year.
- 5.3 Apprenticeship starts as of Quarter 3 of 2019/20 (August 2019 – April 2020) are down 10% (980 starts) in Lancashire on the same period in 2018/19. Growth in Apprenticeship starts in the first six months of the 2019/20 academic year have been offset by the impact of COVID-19. This demonstrates that after 6 weeks of lockdown measures being introduced there had already been a significant impact on Apprenticeship starts and employers across all sectors taking on new Apprentices. Lancashire has experienced a smaller reduction in Apprenticeship starts compared to nationally. The national reduction is 12.6% compared to a 10% reduction in Lancashire.

Area	Apprenticeship Starts			Percentage Changes in Apprenticeship Starts		
	2016/17	2017/18	2018/19	% Change 16/17 to 17/18	% Change 17/18 to 18/19	% Change Q3 18/19 to Q3 19/20
<b>Lancashire</b>	17,850	12,020	13,070	-32.7%	8.7%	-10%
<b>National</b>	530,100	401,620	422,130	-24.2%	5.1%	-12.6%

- 5.4 Working closely with the Lancashire Work Based Learning Executive Forum the Skills Hub has been reporting on Apprenticeship data collected by the Forum directly from their members. The data indicated that Apprenticeship starts between March and July 2020 were at 20% of the previously expected levels. Further data also indicates that the Forum members expect Apprenticeship starts to be down by 28% between August and October 2020 compared to the same period in 2019.
- 5.5 It is estimated that the Forum members account for over 15,000 (62.5%) of the estimated 24,000 apprentices in Lancashire. Not all members of the Forum have been able to provide data, but those who have account for 7000 apprentices, 30% of the estimated apprentices in Lancashire. Of these 7000, over 50% (3500) are on furlough and nearly 1000 have been placed on a break in learning. The furlough rate for the 7000 is 19% above the general population furlough rate of 31%. Current Apprenticeship starts are at 42% of the expected level.
- 5.6 The Skills Hub has worked with DfE to provide local support and information as part of the national Redundancy Support Service for Apprentices (RESSA) service which was launched in July. It is unclear at this point how effective the service will be in enabling redundant Apprentices to sources new employers. It



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## **6. Technical Education**

- 6.1 The project funded by the Gatsby Foundation and delivered by the Skills Hub, working with The Lancashire Colleges (TLC) and partners, has now been extended from the original end date of July 2020 to December 2021. This is to continue to support the roll out of T Levels across Lancashire and will also work with partners to develop progression routes into Higher Technical Education. T Level starts are going ahead as planned in September 2020 nationally and in the 4 early adopter colleges in Lancashire. As with other college provision, the colleges are planning a blended approach and managing risks associated with COVID-19. There are concerns regarding Industry Placements, however it is hoped that the environment will be more conducive in the second year of the 2 year programme.
- 6.2 The CPD activity planned for the summer term to support the launch and delivery of T Levels included a CEIAG module for careers professionals, involving workshop activity to increase confidence in the discussion of technical options with young people and also a Consultative Sales Techniques course for staff involved in sourcing industry placements. Due to COVID-19 restrictions, these were redesigned for online Zoom delivery and were well received, with over 40 attending courses for CEIAG professionals and 16 attending the 4-session course in Consultative Sales.
- 6.3 Routeway Networks, consisting of technical education leads from colleges, for Digital, Construction, Engineering & Manufacturing, Health & Science and Education & Childcare were held remotely in the summer term. There was particularly good engagement from those colleges who are delivering the first T Levels from September 2020, allowing them to share understanding of the new T Level qualifications and emerging delivery models under the current conditions.
- 6.4 A call from government for bids for Institutes of Technology (IoT) is expected early in the autumn, focusing on delivery of Higher Technical qualifications at levels 4 and 5 in key STEM subject areas. Twelve IoTs were granted in the first round of applications in 2019, with government funding of £170 million available to develop them. There have as yet been no IoTs granted in the North West. Local partners had already agreed that Blackpool & the Fylde College should be the lead organisation for a Lancashire bid, working with FE and HE partners, following a session led by the LEP Chair prior to lockdown. In preparation for the bidding round, the Skills and Employment Hub, along with Blackpool & the Fylde College, hosted a Visioning Session with FE and HE partners, to identify the priorities for a Lancashire IoT. A further session with all partners in early September will continue to progress developments, including the specific sectors for focus and identifying which provision can be built upon and what will need to be newly developed across partner organisations.



## **7. Marketing and Communications**

- 7.1 Twitter followers have increased by 498 followers since February 2020, making our total number of followers 2,525.
- 7.2 A number of press releases have been issued over the period including the following:

- Launch of the Skills for Work microsite:

<https://www.lancshireskillshub.co.uk/news/lancashire-enterprise-partnership-and-partners-launch-skills-for-work-website/>

- Roll out of the Careers Hub

<https://www.lancshireskillshub.co.uk/news/expansion-of-careers-hub-in-lancashire-to-help-transform-careers-education-and-support-skills-for-covid-19-recovery/>

- Fast Track Digital Workforce Fund and Round 2 projects

<https://www.lancshireskillshub.co.uk/news/over-600-residents-from-underrepresented-groups-in-greater-manchester-and-lancashire-set-to-benefit-from-digital-workforce-funding/>

- Listing in DL100 and shortlisting for Digital Skills and Inclusion initiative

<https://www.lancshireskillshub.co.uk/news/lancashire-digital-skills-partnership-named-in-the-digital-leaders-dl100-finalists/>

## **8. Lancashire Digital Skills Partnership**

- 8.1 The Lancashire Digital Skills Partnership (LDSP) was named in the Digital Leaders DL100 and was shortlisted for the Digital Skills and Inclusion initiative of the Year. The winner of the award will be determined through a public vote ending on the 28<sup>th</sup> August. Winners will announced on the 15<sup>th</sup> October 2020. This is testament to the collaborative approach with partners and the leadership from the Coordinator, Kerry Harrison.
- 8.2 The Lancashire Digital Skills Landscape research has now been completed. The report and headlines from the research were discussed at a Lancashire Business View roundtable, with the commentary from the roundtable published in the May/June LBV magazine. Following the discussion regarding recommendations at the committee meeting in June and with the LDSP Steering Group, 8 priorities have been identified and are being compiled into an action plan.
- 8.3 The £3m Fast Track Digital Workforce Fund is a collaborative project between GMCA, DCMS & the Lancashire Digital Skills Partnership, bringing together employers and training providers to run innovative digital training schemes linked to skills shortage vacancies. A further 14 projects were approved for funding through Round 2 and are now in delivery. This includes 8 projects that are focused in Lancashire, as detailed below:



## Fast Track in Lancashire

### Power-Up

West Lancs College & Extraordinary Club - digital marketing programme aimed at under employed graduates aged 21-34

### DevOpsSkills

Open University & DXC, Chorley - aimed at women career changers/returners

### Project Uplift

Themis - Digital Engineering and Robotics programme aimed at over 50's and career changers

### IN4.0 Talent Academy

IN4.0 - Data Science, Cyber-Security & Cloud-based computing applied to manufacturing aimed at STEM graduates/post graduates

### DEEPer

Digital Engineering Education Programme - E4All, CBP & Magma - PHP Developer programme aimed at BAME, Women, Unemployed grads, underemployed, tech returners and career changes (Under 40s)

### Tech Lancs.

Milliamp Technologies - Digitization in manufacturing (electronics) aimed at ex-armed forces, graduates & underemployed groups

### Cyber Ready NW

CompTIA - cybersecurity programme aimed at returners to tech, low skilled, grads, ex-armed forces, women, BAME & neurodiverse (GM & Lancs)

### Additive Manu

Made Smarter & MMU - additive manufacturing programme aimed at upskilling employees (focus on women). (GM & Lancs)



Lancashire  
Enterprise Partnership



DIGITAL SKILLS  
PARTNERSHIP  
LANCASHIRE

- 8.4 The LEP signed the Tech Talent Charter last year, and committed to advocating gender diversity within digital businesses and roles across Lancashire. Working with Debbie Forster from Tech Talent Charter and UCLAN's Institute for Research into Organisations, Work and Employment, the LDSP has devised a project that will provide a call to action and support Lancashire businesses to reflect and review the impact of their recruitment practices, their business culture, the physical environment within their business and how day to day practices impact on inclusion and diversity in the workforce. The project has been reshaped as a result of COVID-19, with a virtual event now planned on the 14<sup>th</sup> October as part of Digital Leaders Week 2020 aimed at digital businesses. The event will include Lancashire businesses showcasing learning and approaches to attracting and retaining a more diverse workforce.
- 8.5 The Teen Tech Festival has been rescheduled from November 2020 into 2021 as a result of COVID-19 and will be a virtual rather than physical event. The Steering Group which includes the LDSP, Careers Hub, Future U, Digital Lancashire, Creative Lancashire and UCLan are working with Teen Tech to develop the approach, with view to engaging young people from schools across Lancashire.
- 8.6 In response to COVID-19, there has been a focus on access to digital devices and data for disadvantaged groups in Lancashire. The pandemic has brought to the fore the issue of access to technology, as well as the skills required to use technology effectively. There have been a number of projects across the area which have resulted in the distribution of devices and data, for example Digital Futures 50+, a collaboration with SELNET and the library teams across Lancashire, Blackpool and Blackburn with Darwen, with funds from the Lancashire COVID-19 Community Support Fund and The Good Things Foundation is enabling the distribution of approximately 400 devices to digitally



disadvantaged over 50s. A project is also in development to enable businesses to donate second hand devices to education providers.

- 8.7 Clockwork City will be delivering a further 2 courses in Lancaster and Morecambe and Central Lancashire, based on the success of the first two which were delivered in the former and West Lancashire. The programme aims to support female entrepreneurs and business owners to develop their digital marketing skills and sits under the Digital Skills Innovation Fund.
- 8.8 The LDSP and Careers Hub were working together to plan a pilot British E-Sports Careers Project with partners in West Lancashire including Future U, West Lancashire College, Edge Hill and a range of schools. The project aimed to raise awareness of the gaming industry, the range of roles and career opportunities, boost employability skills aligned with gaming industry roles, raise aspiration and developing mentoring skills in FE and HE students. COVID-19 has impacted on the shape of the project as the launch was to be held by Rocket League at Edge Hill University, followed by physical events in schools. In the interim in-school clubs are being explored with view to delaying the launch until Easter 2021.

## **9. Skills for Work**

- 9.1 In response to COVID-19 and the need to support Lancashire residents, the Skills Hub and partners launched the Skills for Work microsite [www.skillsforwork.info](http://www.skillsforwork.info) on 22 June to bring support to those that are furloughed, to boost skills for business recovery and employability, support those facing redundancy and those seeking work. In early August an area of support for 16-24 year olds was added to the site, as economic data highlighted that this age group has been especially impacted by COVID-19.
- 9.2 As of 20th August the microsite has had over 3000 page views. A third of these views have been driven by social media referrals, with the majority of the social media views coming via Facebook (62%), and Twitter (29%). The Skills Hub have been working with a broad range of partners to disseminate and publicise the Skills for Work microsite, this has included Local Authorities hosting a link to the site on their relevant support pages. As a result over 1,483 page views have come from individuals directly accessing the site.
- 9.3 Preston, Blackpool and Blackburn have been the areas geographically where the site has received the most traffic from, with around 400 views from Preston, and 170+ views from both Blackburn and Blackpool.
- 9.4 A graduate intern is being employed on a flexible basis to support the promotion of the site and support available from partners, using a variety of social media platforms.

## **10. Skills Swap**

The Lancashire Skills Hub Skills Swap noticeboard was launched in April in response to COVID-19 as part of the Boost #AskforHelp campaign, to support the circulation of skills and expertise between businesses. At present the



noticeboard has 20 active notices offering and requesting support from various bodies. 11 of the active notices are offers of support, and 9 are requests for support. These came from 23 submissions to the online form, and through a handful of direct enquiries.

## **11. Redundancy Taskforce**

- 11.1 A Redundancy Taskforce has been established in response to COVID-19 with DWP/Jobcentre Plus, the National Careers Service and the accountable bodies of Skills Support for the Workforce and Skills Support for the Unemployed, to ensure a coordinated approach to supporting employers who are going through the redundancy process and their employees. Partners are working with employers in developing tailored packages of support for employees who are at risk of/who are being made redundant. By working together we are ensuring a timely response, a single point of contact in the partnership and the ability to coordinate and maximise the support available from different partners. The offer to business was embedded in the Boost #AskforHelp campaign, and is now part of the #BoostYourRecovery offer.
- 11.2 The partnership is working with a number of businesses in Lancashire, some large and smaller businesses and communication is on-going with a range of organisations. Employees of organisations in different sectors including manufacturing and hospitality are being supported. The partnership is keen to ensure that anyone who is being made redundant has access to support as early as possible and is prioritising early communication with businesses about the support offer.

## **List of Background Papers**

Paper	Date	Contact/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A