

An overview of how Lancashire's HEIs can contribute to the skills agenda

Lancashire LEP Skills Board

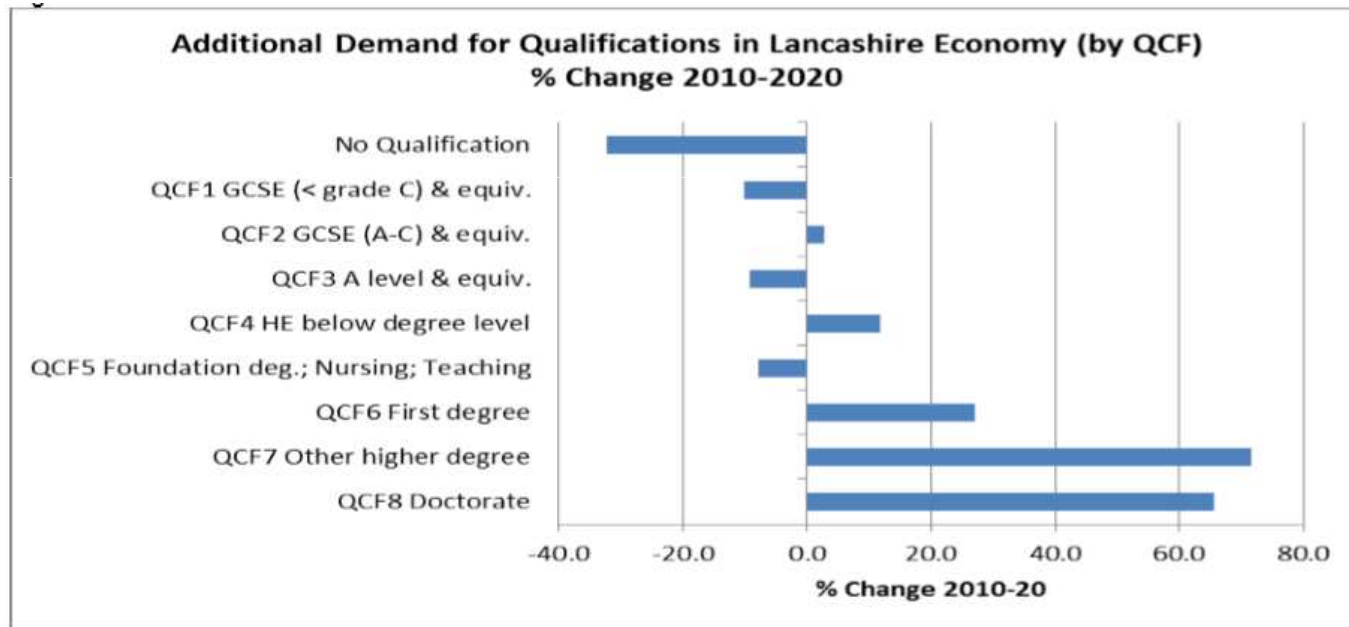
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Skills demand trends in Lancashire

- Data¹ suggests that Lancashire has solid skills base but is below national average for level NVQ4 and above.
- Demand for higher level (NVQ4+) forecast² to increase, and fall in demand for NVQ1 and no qualifications.
- Productivity and innovation – an argument for higher skills



Source: Working Futures 2010-2020 UKCES

Areas in which HEIs Contribute

- Professional Qualifications
- Higher Apprenticeships
- Employability Skills
- EU(ESIF) programmes
- CPD
- Coordinating role for the County
- Retaining skills in the region

Professional Qualifications

- Accredited courses – working with professional bodies
- Lancashire HEIs are well aligned with LEP priority sectors (eg UCLan EIC project)
- Good proportion of HEI undergraduates are on courses that have vocational relevance
- PG Certs, Dips, Masters, MBA, Professional Doctorates available on part-time basis

Higher Apprenticeships

- HEA – a pathway leading to an HE qualification while in work.
- Fees 2/3 subsidised by government
- Increase 2m to 3m in term of parliament
- Employer levy to achieve this (in consultation)
- UCLan is taking Higher Apprentices this September (10 in Health and 10 in Software Development initially, with more to follow)
- UCLan keen to cooperate with employers to take advantage of scheme
- Potentially an element of flexibility in how qualification completed with work?

Employability Skills

- Employer feedback is that graduates are lacking specific work skills
- Enterprise as an emerging theme
- Student Internships (UNITE +)
- Increased engagement and interaction
- Promotes graduate retention in region
- Careers teams – fairs, placements and activities

EU (ESIF) Programmes

- ESIF provides a significant opportunity to focus specifically on Lancashire's productivity and employment challenges. HEIs have a major role in boosting levels of innovation.
- ERDF – 1000s of SMEs helped to improve skills, productivity, growth
- ESF – DWP will run ESF programme – focus likely to be lower level skills addressing unemployment.
- HEIs have extensive experience of EU projects and getting a new round of projects ready for forthcoming calls.
- Reskilling / retraining opportunities (project basis, often to address specific sector need) e.g. in past Multimedia (fees on master courses), subsidise fees in shortage areas, e.g. engineering and also women in STEM
- Interested in doing again but depends on constraints of funding

CPD

- Employer funded
- Options for Accredited and non Accredited
- Key requirements:
 - Accessibility
 - Flexibility
- Mixed delivery modes / blended

Coordination Example

- The Engineering Innovation Centre Skills progression map (AEM)
- For example, as part of the EIC project the University is working with a number of FE partners on a skills progression map to develop greater clarity around the pathways to advanced engineering and manufacturing roles.
- Inspiring and Engaging Young People - this work will help provide careers guidance to make informed choices and challenge traditional perceptions of the sector.
- This work is being supported by a new EIC Outreach Officer to worked with FE and schools
- The EIC is aiming to help increase the numbers of locally sourced and locally trained people within Advanced Engineering and Manufacturing.

Example of Retaining Higher Level Skills in Lancashire

- Of the 5,200 UCLan graduates in 2013/14 who entered employment, 2,240 took up jobs with Lancashire-based employers while a further 1,630 found employment elsewhere in the North West.
- This means that 43% of employed graduates were retained within Lancashire and 74% were retained within the North West (this compares to 63% who originally came from the North West to study there).
- We estimate that the cohort of 2013/14 graduates will generate GVA with a Net Present Value of **£640m in Lancashire** and **£1.1bn in the North West** over the course of their working lives.

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- Employability and graduate retention: For Edge Hill, 95.3% of graduates in work or further study at six months.
- Edge Hill is part of consortium working on Unite+ project currently.
- CPD and Co-funded training: As an example, Edge Hill have developed a management degree programme with Viridor (a national waste management company)
- Increasing access to higher education via a range of different entry routes, including non-traditional: Edge Hill is a Top Two University in the UK for Social Mobility based on its success in developing a broad range of students to achieve graduate jobs.
- Development of new skills infrastructure, linked to industry requirements: examples for the creative industries include TV and radio studios, recording studios, animation studios. Beyond the creative industries, an example include forensic computing lab and new infrastructure including CAVE environments and other data visualisation technologies.
- Employability and enterprise skills: projects which give students and graduates the opportunity to develop key skills, attitudes and attributes. These include industry-specific initiatives like Edge Hill's Web Factory (developing web solutions for industry and the third sector).



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Lancaster University Examples

- **>50 ERDF SME programmes** since late 1990s, 5500 in-depth SME collaborations, ~10,000 jobs created/safeguarded
- **LEAD - Leadership development programme** for SME owner managers developed by Lancaster University Management School.
 - In an independent evaluation (Wren and Jones, 2012), participants report post-LEAD mean annual turnover growth rates of 13.8%, employment growth of 16.8%, with 70% reporting profit increase, and 65% reporting productivity increase.
- **Centre for Global Eco-Innovation** - SME-led Centre for Collaborative R&D - £4.8m in ERDF investment
 - 50, 3-year collaborative PhD projects with SMEs, Strong export and international focus
 - Wider programme of business support to 200+ SMEs
- **Innovation in Manufacturing Engineering** - UKCES Funded
 - Seven month programme starting November 2015 includes, Best practice from BAE Systems, Siemens and High Value Manufacturing Catapult, Innovation, leadership and management workshops and Workshops on 'state of the art' equipment.



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Working together on skills.....

- HEIs keen to continue the discussion
 - E.g. new UCLan Centre for SME Development
 - Ongoing commitment of HEIs to LEP priorities
- Contribution to development of initiatives eg:
 - IAG/careers marketing
 - Influencing young people careers choices will need early intervention and joint effort from HEIs and employers – industrial visits
 - Influencing people to stay – providing great experiences and showing them the potential if they stay eg Public outreach like Lancashire Science Festival and Young Scientist Centre