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# Lancashire Skills & Employment Framework & ESIF Priorities

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# Why have a framework?

- Identify the key priorities and actions required to drive up skills and employment in Lancashire.
- Align our pipeline of skills with the needs of businesses – now and into the future.
- Inform and underpin local investment decisions e.g. prioritisation of ESIF funds.
- Influence the use of the mainstream funding and help define our future asks of Government.
- Channel energy of businesses, providers and partners at areas of priority.





# Methodology

- Range of studies:
  - Comprehensive evidence for base for Lancashire – data and statistics.
  - 6 Sector Studies – baseline data / discussions with employers and providers.
  - City Deal – skills and employment plan – bringing in the 7<sup>th</sup> sector (Construction).
  - Extensive consultation with employers, providers and partners.





# Key issues

- An ageing workforce / reducing working age population.
- Slower employment recovery post-recession.
- Varying school attainment levels.
- 29% of residents qualified to Level 4+ compared to 32% nationally.
- Fragmented Careers Advice and Guidance / engagement with the world of work.
- Graduate attraction and retention.
- Employer engagement with workforce planning / learning and development.
- Work programme performance.

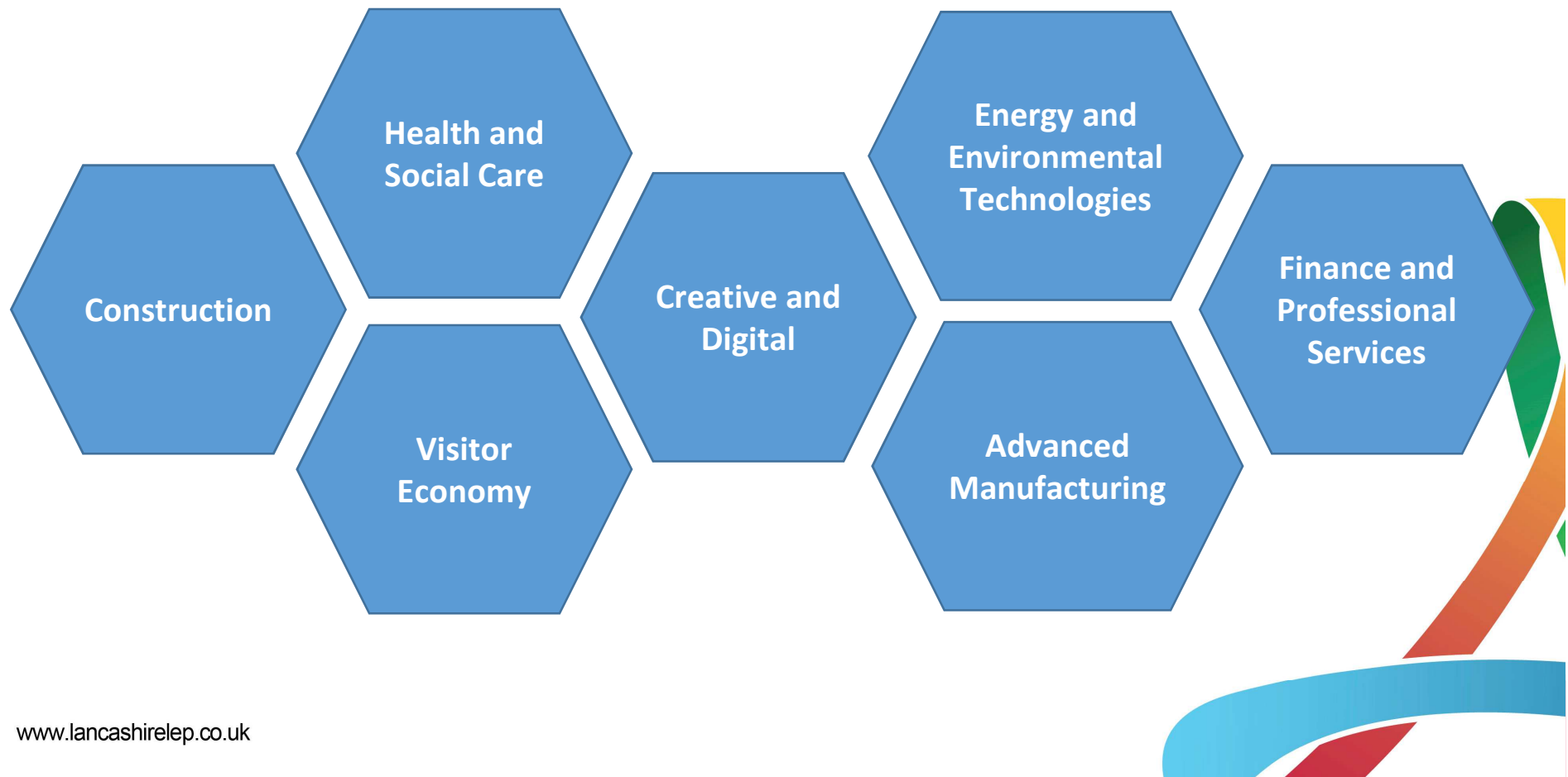




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# 7 Priority Sectors

Sectors with growth potential and high replacement demand





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# Sector perspectives: common messages

- A need to promote industries with high replacement and growth demands to young people and promote vocational and academic routes.
- Tackle diversity – gender balance in STEM related industries.
- Graduate retention – opportunity to retain graduates in Lancashire.
- Improve work readiness, softer skills and enterprising skills.
- Up-to-date equipment and technology in our learning infrastructure.
- Leadership and management capacity, innovation and entrepreneurialism.
- Alignment of programmes aimed at the unemployed with sectors with high replacement demand.





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# Skills and Employment Strategic Framework

## FUTURE WORKFORCE

- Inspiring young people!
- Improving employability skills and aligning curriculum.
- Improving routes to higher level professional & technical education.
- Investing in our learning infrastructure (Growth Deal).

## SKILLED & PRODUCTIVE WORKFORCE

- Apprenticeship growth – routes to higher levels of professional and technical skills.
- Graduate retention.
- Workforce planning.
- Leadership and Management / Innovation capacity in SMEs.

## INCLUSIVE WORKFORCE

- Enabling an inclusive workforce; supporting unemployed & inactive into work.
- Digital inclusion.
- Incorporating social value into public procurement processes.

## INFORMED APPROACH

- Employer engagement to inform our approach.
- Maintain our evidence base and insight.
- Influence, prioritise and direct the use of funding – maximise impact.
- Connect with other LEPs.





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# Skills and Employment Strategic Framework & ESIF

## FUTURE WORKFORCE

- ***Widening participation & outreach activity to increase engagement in higher level provision & progression (direct)***

## SKILLED & PRODUCTIVE WORKFORCE

- Pre-employment training to fill jobs (including apprenticeships) (SFA)
- Workforce planning / skills development in the workforce (SFA)
- ***Capacity building to engage SMEs in apprenticeship provision and standards (direct)***
- ***Leadership & management capacity (direct)***

## INCLUSIVE WORKFORCE

- NEET: hardest to reach (Big Lottery) & closer to learning/employment and at risk (SFA)
- Targeted activity: hardest to reach 50+ and disadvantaged (Big Lottery)
- Unemployed: keyworker support (DWP)
- ***Digital Inclusion (Big Lottery)***
- ***Active Inclusion (direct)***

## INFORMED APPROACH

- Continued research and development of the evidence base (SFA)





# ESF – Investment Priorities

Priority Axis	Thematic Objective	Investment Priority	Opt-in	Direct
Inclusive Labour Markets	TO8: Sustainable employment & labour mobility	1.1: Access to employment for jobs seekers and inactive 1.2: NEET	SFA (1.1 & 1.2) DWP (1.1)	Blackpool Mental Health Pilot
	TO9: Social inclusion	1.4: Active inclusion	Big Lottery (NEET, 50+, disadvantaged, <b>digital inclusion</b> )	<b>Recommend: active inclusion</b>
Skills for Growth	TO10: Training for skills & lifelong learning	2.1: Knowledge, skills & competence in the workplace 2.2: SME focused – vocational education and training	SFA (2.1)	<b>Recommend: widening participation and outreach</b>



# Escalator Model?

TO9	TO8	TO10
<p>Hardest to reach / multiple disadvantaged: active inclusion / engagement / participation; improving employability.</p> <p>Big Lottery: NEET, 50+, disadvantaged, digital inclusion</p> <p>Directly matched: complementary e.g. <i>active inclusion</i></p>	<p>Engagement with the world of work – IAG, skills, employability, labour mobility.</p> <p>SFA: skills support for the unemployed DWP: pre/post work programme SFA: NEET / at risk Blackpool Mental Health Pilot</p>	<p>Up-skilling – transferable &amp; sector specific skills and progression in the workforce / lifelong learning.</p> <p>SFA: skills support for the workforce</p> <p>Directly matched: complementary e.g. <i>engaging more people in higher level provision</i></p>

