

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

**Wednesday, 3rd March, 2021 via Zoom at 8.00 am**

### **Agenda**

#### **Part I (Items Publicly Available)**

- 1. Welcome and Apologies for Absence**
- 2. Declaration of Interests**
- 3. Minutes of the meeting held on 11 November 2020** (Pages 1 - 6)
- 4. Matters Arising**
- 5. Up-date from the Lancashire Skills & Employment Hub and partners**  
(Pages 7 - 20)
- 6. Skills for Jobs White Paper** (Pages 21 - 28)
- 7. Fast Track Digital Workforce Fund and DfE Digital Skills Bootcamps**  
(Pages 29 - 34)
- 8. Employment in Lancashire** (Pages 35 - 40)
- 9. 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.
- 10. Any Other Business**
- 11. Date of Next Meeting**

The next meeting was scheduled for 8.00am on 26 May 2021. Venue/virtual details to be confirmed.





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

**Minutes of the Meeting held on Wednesday 11 November 2020 at 8.00am via Zoom**

### **Present**

Amanda Melton

|                  |                          |
|------------------|--------------------------|
| Mark Allanson    | Gareth Lindsay           |
| Lindsay Campbell | Lynne Livesey            |
| Neil Conlon      | Bev Robinson             |
| Ruth England     | Dr Lis Smith             |
| Edwina Grant OBE | Liz Tapner               |
| Dean Langton     | Councillor Mark Townsend |

### **Observers**

Stephen Jones, Head of FE Territorial Team, ESFA  
Heather Murray, Senior Partnership Manager Lancashire, DWP  
Carla Passarello, DWP

### **In Attendance**

Sara Gaskell, Strategic Partnerships Manager, Lancashire Skills Hub  
Janet Jackson, Strategic Partnership Manager, Lancashire Skills Hub  
Tracy Heyes, Strategic Partnerships Manager, Lancashire Skills Hub  
Sarah Kemp, Chief Executive Officer, Lancashire Enterprise Partnership  
Dr Michele Lawty-Jones, Skill Hub Director, Lancashire Skills Hub  
Sean McGrath, Head of External Investment & Funding, Lancashire County Council  
Lisa Moizer, Skills Hub Coordinator, Lancashire Skills Hub  
Joseph Mount, Skills and Economic Intelligence Officer, Lancashire County Council  
Kerry Ng, Department for Education Skills Advisory Panel Team  
Holly Tween, Democratic Services Officer, Lancashire County Council  
Jamie Zucker, Department for Education Skills Advisory Panel Team  
Neil Burrows, Burnley College (in part)  
Daryl Platt, Blackpool & The Fylde College (in part)

### **1. Welcome and Apologies for Absence**

The Chair welcomed everyone to the meeting, and introductions were made by all in attendance.

The Chair especially welcomed Edwina Grant and Cllr Mark Townsend to their

first meeting, and Jamie Zucker and Kerry Ng from the Department for Education who were observing the meeting.

No apologies had been received.

## **2. Declaration of Interests**

Amanda Melton, Bev Robinson, Lynne Livesey, Mark Allanson and Gareth Lindsay declared an interest in the ESF item 7.

Bev Robinson declared an interest in the Institute of Technology item 12.

## **3. Minutes of the meeting held on 9 September 2020**

**Resolved:** that the minutes of the meeting held on 09 September 2020 are confirmed as an accurate record

## **4. Matters Arising**

It was noted that Neil Conlon would take the role of Vice Chair.

## **5. Up-date from the Lancashire Skills & Employment Hub**

Michele Lawty-Jones, Skills Hub Director, presented the report (circulated) updating on the work of the Lancashire Skills Hub. She particularly highlighted the following:

- A Chair had been announced for the national Skills and Productivity Board. Local Skills Reports from the Skills Advisory Panels would feed into this Board
- The first delivery of T levels was live; approximately 150 learners recruited so far to Digital, Education & Childcare, and Construction T levels across the four early adopter colleges in Lancashire. Routeway Networks were continuing remotely
- The Lancashire Digital Skills Partnership was named winner of the Digital Skills or Inclusion Initiative of the Year Award 2020 at the Digital Leaders 100 Awards Ceremony on 15 October
- The Lancashire Skills Hub launched a social media campaign on 7 October to encourage 16-24 year olds to stay in or return to education, and has approached partners to support the campaign, which has attracted over £7,500 so far
- An advert had been placed on the LEP and Skills Hub website for new employer members – the deadline for expressions of interest was 23 November

Joe Mount reported on some data around furloughed workers and Universal

Credit claimants, noting that claims for Universal Credit in Lancashire had been dropping since May.

It was noted that there was currently not an accurate pictures of the number of people in Lancashire considered NEET, but that focus on this would be helpful. It was agreed that the Skills Hub Director meet with Edwina Grant OBE and Ruth England to discuss this before the next meeting, and to add this to the agenda of the next meeting.

**Resolved:** that

- i. The update be noted
- ii. Activity around NEET be added to the next agenda, following a meeting between the Chair, Edwina Grant OBE, Ruth England and the Skills Hub Director

## **6. Lancashire Skills and Employment Strategic Framework Refresh**

Michele Lawty-Jones reported that consultation had begun on the Strategic Framework Refresh. Meetings had taken place with LEP Directors, two consultations had been completed via Zoom with 48 partners and employers and 13 of the 15 Local Authorities had been consulted.

There was recognition of the need for a one year refresh, particularly since the impact of covid was likely to be medium term.

Attendees had been asked to rate priorities within the different work strands, and the result was:

Future Workforce:

1. Breadth and quality of careers provision
2. Supporting young people and NEED
3. Accelerating the development of virtual encounters with employers FE/HE
4. Technical education routes

Inclusive workforce:

1. Improving employability of unemployed and inactive
2. Moving people into jobs in areas of demand
3. Digital inclusion

Skills and Productive Workforce:

1. Reskilling/upskilling the current workforce
2. Digital skills
3. Inclusivity and diversity of the Lancashire digital sector

Some points were highlighted around gaps in the Framework, such as improving awareness of routes into self-employment; and it was suggested that a section could be added around asks to government.

The achievability of the framework was also being considered in regard to the resources needed to make it a reality.

There was a brief discussion around the hospitality/tourism sector, and the need

to ensure job creation in this sector, and to encourage workers in this sector to consider the skills they could transfer to another sector.

**Resolved:** that the information be noted

## **7. ESF Programme - progress, priorities and future**

Sara Gaskell and Janet Jackson, Strategic Partnership Managers, and Sean McGrath, Head of External Funding & Investment, Lancashire County Council, gave a presentation updating on the European Social Fund.

It was noted that just over £98m of funding had been allocated to projects during the 2014-2023 programme, and that since delivery commenced in late 2016, that over 5,600 young people had been supported, over 18,700 unemployed adults and over 4,100 business had been engaged, and over 11,400 employees reskilled or upskilled.

The presentation covered the partners and partnership products, including the Skills for Work microsite, the covid response and case studies.

It was reported that there was a potential gap when the ESF funding ended, as it was possible that the UK Shared Prosperity Fund launch date of March 2021 would be delayed, due to covid. Planning work was underway to identify the priorities and work was being done to produce evidence of the importance of this funding to Lancashire.

**Resolved:** that the update be noted

## **8. Reporting to the Lancashire Enterprise Partnership**

An update on the Institute of Technology Submission would be presented to the LEP Board meeting in December.

## **9. Any Other Business**

It was suggested that the commission for Colleges of the Future and the skills White Paper could be on the next agenda.

**Resolved:** that the commission for Colleges of the Future and the Skills White Paper would be a topic for discussion on the next informal meeting

## **10. Date of Next Meeting**

The next informal meeting is scheduled for 8.00am on Wednesday 20 January 2021.

The next formal meeting is scheduled for 8.00am on Wednesday 03 March 2021. Venue/virtual arrangements to be confirmed.

**Resolved:** that the meeting schedule as below is noted:

*08.00 28 April 2021 informal meeting*  
08.00 Wednesday 26 May 2021  
*08.00 21 July 2021 informal meeting*  
08.00 Wednesday 08 September 2021  
08.00 Wednesday 10 November 2021  
08.00 Wednesday 23 February 2022

## **11. Exclusion of the Press and Public**

At this point the Lancashire Skills and Employment Advisory Panel approved that the meeting move into Part II, Private and Confidential, to consider the remaining agenda items as they 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 each report or presentation. It was considered that in all circumstances of the case the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

## **12. Lancashire Institute of Technology**

Daryl Platt, Blackpool and The Fylde College and Neil Burrows, Burnley College, updated the committee on the Lancashire Institute of Technology wave 2 application, due for submission on 14 December.

**Resolved:** that the update be noted

## **13. Redundancy Taskforce Report**

Tracy Heyes, Strategic Partnership Manager, presented the report (circulated) providing an overview of the Lancashire Redundancy Taskforce.

It was noted that one issue to be addressed was some furloughed workers being unwilling to consider other types of employment, or employment in a different sector.

**Resolved:** that the update be noted







## LEP – Sub Committee

### LEP - Lancashire Skills and Employment Advisory Panel

**Private and Confidential: NO**

**Date:** Wednesday, 3 March 2021

### Up-date from the Lancashire Skills & Employment Hub and partners

**Report Author:** Dr Michele Lawty-Jones, Director of the Lancashire Skills & Employment Hub, [michele.lawty-jones@lancashirelep.co.uk](mailto:michele.lawty-jones@lancashirelep.co.uk)

#### Executive Summary

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


#### Recommendation

The committee are asked to note the update and comment on the revised structure of the update report.

## Background

The structure of the regular update from the Lancashire Skills and Employment Hub and partners has been updated and structured against the strategic themes and priorities outlined in the refreshed Lancashire Skills and Employment Strategic Framework 2021. Feedback on the new report structure is welcomed from committee members, to inform future iterations.

### Update from the Lancashire Skills and Employment Hub and partners

|  |  |
|--|--|
|   | <b>Future Workforce:</b> working with education and business to establish a talent pipeline and future workforce that meets the current and future demands of the local labour market. |
| <b>Priority 1</b>  | <b>Careers Hub: Excellent careers provision underpinned by Labour Market Intelligence (LMI)</b>  |
| The Lancashire Careers Hub and Enterprise Adviser Network have continued to develop and share good practice across the network of 154 secondary schools and colleges, and focus on the development of virtual encounters and experiences. Engagement with volunteer business leaders, Enterprise Advisers (EAs), and the schools and colleges has continued with Enterprise Coordinators (ECs) being |  |



sensitive to the environment – feedback has been positive and supportive. The pandemic has reduced the opportunity for young people to participate in employer encounters and workplace experience which has impacted on the Careers Hubs progress against targets. Virtual encounters and experiences are becoming more widely available, which will help to mitigate the risk, and progress will be made against Benchmark 5 (employer encounters). Benchmark 6 is more challenging as this is work experience and experiences of the work place.

|  | Benchmark 5<br>(Average %) |          | Benchmark 6<br>(Average %) |          |
|--|----------------------------|----------|----------------------------|----------|
|  | Target<br>(July 2020)      | Dec 2020 | Target<br>(July 2020)      | Dec 2020 |
| Careers Hub Wave 1<br>(Blackpool, Burnley, Pendle)                           | 80                         | 66       | 70                         | 45       |
| Careers Hub Wave 3<br>(Blackburn with Darwen and all other Lancashire areas) | 70                         | 65       | 60                         | 49       |
| Blackpool Opportunity Area   | 75                         | 73       | No target                  | 33       |

Key developments include:

#### **Enterprise Advisers (EAs)**

During this reporting period, an additional 24 new EAs have been recruited, this takes the overall number of new EAs during the pandemic to 35. Vacancies have resulted from the growth in the network from 131 to 154, as well as churn resulting primarily from the pandemic. There still remains 21 EA vacancies (including 14 for Special Educational Needs and Disability (SEND) schools, who were new to the network in September 2020). A campaign is currently being run in tandem with the national Careers and Enterprise Company campaign 'Re-write the Story' (<https://enterpriseadviser.careersandenterprise.co.uk/>) to attract additional EAs. Committee members are asked to help raise the profile of the role with the business community.

#### **SEND Community of Practice**

This newly formed group includes all the SEND schools in the network and had its inaugural meeting in November with over 25 representatives from SEND schools, EAs, DWP and employers. The key objectives of the SEND COP are to develop good practice and innovative practices focused around:

- Labour Market Intelligence
- Transition and Progression
- Employer Engagement

#### **Social Media and Lancashire Careers Hub website**



The new Lancashire Careers Hub website was launched in December. The new website includes a fully functioning search and filtering system to allow Careers Leaders in schools and colleges to access resources, news, events and competitions to help support their careers programmes:

<https://lancashirecareershubs.co.uk/>

### **Lancashire Cornerstone Employers**

Building on the success of the Blackpool Cornerstone Employer group, the Lancashire Cornerstone Employer group had its inaugural meeting in January, following a briefing in December. Cornerstone employers are ambassadors for the Careers Hub, and will work in partnership with the Careers Hub Leaders and ECs to drive the development of plans, activity and employer engagement across Lancashire. Twelve employers have confirmed their commitment: Pendleside Hospice, WEC Engineering, Conlon Construction, Wellbeing Lancashire, In Situ, John Lewis Partnership, United Utilities, Regenda Housing, Jacobs, Keepmoat, NHS, and DXC.

### **START in Lancashire**

Following the success of START in Blackpool, funding was secured through the Blackpool Opportunity Area (twinning fund), CEC, Lancashire Digital Skills Partnership and Future U to further develop the platform and roll it out across the whole of the Lancashire area. START in Lancashire was launched in December. The interactive platform is organised by travel to work areas and priority sectors, and will provide access to a range of virtual encounters and experiences with employers and education providers. Plans are in place to further develop content from employers and Post 16 and Post 18 providers in the coming months.

<https://lancashire.startprofile.com/page/home-page>

### **Priroity 2**

### **Technical Education Vision: roll out of T levels & progression pathways to higher technical qualifications**

Following the first phase of T Level recruitment in September, the four Lancashire colleges involved are confident in the calibre of young people they have recruited to their Digital, Education & Childcare and Construction T level courses. Although most Industry Placements had been planned to start in Spring, discussions are taking place with employers about movement of these placements into the second year. Providers generally have good relationships with prospective employers for placements within T level study programmes and do not envisage a shortfall in placement opportunities for the three T level subject areas.

CPD and creation of T level resources are now being progressed. There is a range of courses/support available from the Education and Training Foundation (ETF). Locally organised CPD will fill gaps, such as the Consultative Sales Training held recently for Industry Placement Co-ordinators.

Further to the presentation at the November committee meeting, the first stage bid for the Lancashire Institute of Technology (IoT) was submitted to DfE by the lead institution, Blackpool and The Fylde College. The Skills White Paper published in January builds on the commitment of government to build an effective Technical



Education system, with progression routes to Higher Technical Qualifications and the establishment of IoTs across the country.

**Priority 3**

**Digital Workforce of the future**

The Lancashire Digital Skills Partnership (LDSP) has been driving a number of activities with partners to engage young people in digital careers, these include:

**Teen Tech Festival Lancashire**

As previously reported, the Teen Tech festival has been pivoted to virtual delivery in response to the pandemic. Online events progressed in mid-January with 6 Innovation Live workshops (11-18 year olds) and one City of Tomorrow workshop (for primary schools) to-date. These covered topics including: Game Design, Music, Space, Animation, Health and Future Technology. All sessions had segments from both national and local experts who set students tasks for completion prior to a feedback event the following week.

All the workshops have been re-broadcast during February half term, with a further feedback session planned for after half-term so that any projects submitted can receive feedback from the expert panels.

Teachers have continued to sign up throughout January and February, and it is expected that many will access resources on demand. After initial concerns in regard to numbers engaging due to the lockdown, the festival has been welcomed by the schools, in supporting on-line education and wider careers plans, with the Careers Hub helping to raise awareness, alongside Future U and STEMFirst.

Pre half term initial figures showed that 37 schools and 684 young people had joined the sessions so far. A showcase event will take place online on Friday 26<sup>th</sup> February 2021.

<https://www.teentech.com/live/lancashire/>

**Digital Careers Videos**

A series of short films of local business people talking about their careers in a range of digital roles have been produced in collaboration with Brilliant Trees Media. These short films are in final stages of production and will be integrated into the Start in Lancashire platform. The films include female role models, with view to attracting more females to digital roles to address the Digital Skills Landscape research published last year, which showed that only one in six of the Lancashire digital workforce are female. There is also potential to use clips from the films for a social media campaign to raise awareness of the diverse range of careers available in Lancashire.

**Cyber Girls First**

The LDSP Coordinator, with Blackpool Enterprise Coordinator, Lisa Scargill, is working with Pat Ryan (Founder) and Lady Parmley of Cyber Girls First to bring one of their careers events to Blackpool. The LDSP and Careers Hub are working with Cyber Girls First to move the event in to an online format, with a future local face-to-face event and a university visit. This event, planned for 16<sup>th</sup> June with Year 8 students, is also supporting the work of Frank Norris, Chair of the Blackpool



Education Improvement Board and member of the Blackpool Opportunity Area Partnership Board, and the development of a Digital Skills Education Plan for young people in Blackpool.

The Department for Digital, Culture, Media and Sport (DCMS) are also very interested in the project and how it could be replicated elsewhere. The aim would be to do this across Lancashire initially.

**Priority 4**

**Supporting Young People who are NEET to reengage with learning and work**

The Youth Steering Group continues to oversee the NEET provision funded by European Social Funds (ESF) ('Moving On' and 'Invest in Youth'). Concerns have been raised about capacity, particularly for those young people who are at risk of NEET. NEET provision has been raised as a priority for remaining National Reserve Funds (remainder of ESF) with the DWP Managing Authority and for the future UK Share Prosperity Fund (UKSPF), which is the domestic programme which will replace the European Structural Investment Funds (ESIF).

A meeting was held in January between the chair and members of the Skills and Employment Advisory Panel to consider the tracking of young people and those at risk of or NEET. A further meeting is being taken forward to discuss risks associated with the pandemic and the impact on young people approaching transition points. Work is also underway by DWP to establish 'Youth Hubs' in Local Authority areas to provide collaborative focal points for engaging with young people who are NEET or unemployed to support them into learning or work.



**Inclusive Workforce:** supporting unemployed and inactive residents into sustainable employment, driving up digital skills and embedding social value to 'level up' areas of Lancashire and accelerate inclusive growth.

**Priority 1**

**Boost employability & skills of unemployed & inactive, & support journey into work, particularly in disadvantaged areas**

As reported previously an application was made to the National Reserve Fund under Investment Priority 1.4 to enable provision to be procured to support those unemployed as a result of COVID-19 with barriers to re-entering the labour market to receive additional employability support. The alignment of the proposal with the Investment Priority was questioned, and the request was re-submitted under Investment Priority 1.1, which is aimed at boosting labour market mobility. The request was successful and a new call worth £4.75m opened for applications on the 15th February 2021. The deadline for applications is the 12<sup>th</sup> April 2021: [https://www.gov.uk/european-structural-investment-funds/active-inclusion-supporting-those-with-barriers-to-entering-the-labour-market-and-most-affected-by-covid-19-oc19s21p1809?utm\\_medium=email&utm\\_campaign=govuk-notifications&utm\\_source=a92a1ac5-54f1-47bf-bb9c-8754e472c554&utm\\_content=daily](https://www.gov.uk/european-structural-investment-funds/active-inclusion-supporting-those-with-barriers-to-entering-the-labour-market-and-most-affected-by-covid-19-oc19s21p1809?utm_medium=email&utm_campaign=govuk-notifications&utm_source=a92a1ac5-54f1-47bf-bb9c-8754e472c554&utm_content=daily)



The Adult and Employer Skills Forums have continued to meet regularly with positive attendance. The group review local labour market intelligence and consider priorities for provision, share good practice, and new project information to ensure that any new provision is integrated alongside existing provision. The Forums aim to work with any new providers in Lancashire who have been successful in gaining opportunities under the 'Plan for Jobs' initiatives.

Procurement is underway by DWP for the 'Restart' programme under the Commercial Agreement for the provision of Employment and Health Related Services (CAEHRS) Framework, as part of the 'Plan for Jobs'. The Skills Hub has supported the LEP Network in engagement with DWP, including a meeting with the Minister of Employment pre-Christmas. The Skills Hub has been working collaboratively with the DWP policy and commercial teams with responsibility for CAEHRS and Restart, and neighbouring LEPs and MCA (Cumbria, Cheshire and Warrington, and Liverpool City Region), who make up the Contract Package Area for the Northwest, to support the procurement process.

## Priority 2

### Sector specific initiatives targeted at areas with labour market demand

#### Mass Vaccination Centre Recruitment

The Skills Hub has successfully worked in collaboration with the NHS, Lancashire Adult Learning, People Plus and referral organisations to support the NHS in recruiting clerical and administration staff for the Mass Vaccination Centres which opened across Lancashire in January. Due to the close working relationship with the members of the Lancashire Adult Skills Forum including DWP and the NHS it was possible to develop a pre-employment training course, filter suitable candidates, train and interview those who had successfully completed the training within the time requested. To date over 143 people have been interviewed and 121 have successfully been offered employment.

The Fast Track Digital Workforce Fund and Digital Bootcamps will be covered under a separate committee paper.

## Priority 3

### Raise digital inclusion

#### Digital Freedoms 50+

The Digital Freedom 50+ (Lancashire) project is administered by Selnet, in partnership with Lancashire Digital Skills Partnership (LDSP) with funding from the Community Foundation for Lancashire. By working with Distribution Partners (community based organisations), the project has supplied 320 digital devices and connectivity to digitally excluded over 50s across Lancashire.

Distribution partners include:

Care Network, Community Solutions NW, Age UK (BwD), Groundwork, URPotential, Age UK, Social Enterprise Solutions, Great Places Housing Group, Just Good Friends (North West) Limited, Fishwick Rangers Youth & Community Development Scheme, Laugh Live Love CIC, Onward Housing Service delivered via 1st Call, Career Connect, PeoplePlus, Active Lancashire, Myplace Lancashire





Wildlife Trust, Lancashire & South Cumbria NHS Trust (Older Adults Community Mental Health Team), Lancashire Adult Learning, Blackburn with Darwen Borough Council (Prevention, Neighbourhoods and Learning Services), Places for People, Layton Community House, First Light Trust, Preston City Council, Change Grow Live -Inspire, PHX Training, Blackpool Council Adult, Community and Family Learning, Virgin Care – West Lancashire, Disability Equality (NW), Citizens Advice Lancashire, Chorley Council, Ingeus, INTACT, Preston Muslim Forum, Recycling Lives, BPR CVS, IMO, Counselling in the Community, Calico, Progress Housing Association Limited.

#### Priority 4

#### Embed social value in commissioning, procurement and planning processes

Social Value highlights are listed below:

#### Preston Western Distributor Year 1 Social Value Report

Despite the very challenging conditions of operating a large scale, live infrastructure site amidst the COVID-19 pandemic, the project has generated some very positive early results in generating social value during the first year of the construction phase of the project.

In brief at the end of year 1 the project had generated the following outputs:

- 40.6% of spend this year is being made with local companies within 25 miles of the project
- Costain, the main contractor, has 30% local staff on the project, with 83 staff on site of which 25 live in the locality
- A total of eight apprentices are currently working on the project
- The project has provided employment opportunities for 14 ex-military
- Barratt Group – the formwork contractors have 21% BAME staff on their team, and 47% of their team are local to the project
- 53% of PSI labour agency staff are local to the project
- 66.6% of Frameworks labour agency staff are local to the project
- The project team have raised £3,080 for charity

#### Construction Skills Fund

The Skills Hub are working with the Construction Industry Training Broad (CITB) and Procure Plus on the roll out of the Construction Skills Fund programme across Lancashire.

The DfE funded and CITB managed programme is geared toward providing training and placements for new entrants/returners to the sector with a focus on priority and under-represented groups to secure employment in the sector.

Despite the restrictions caused by the COVID-19 pandemic the programme has generated some very positive results during 2020 (see below). The Skills Hub will continue to be an active member of the Construction Skills Fund Board and scope opportunities across LEP programmes and projects including City Deal and Growth Deal.



| <b>Construction Skills Fund: 1<sup>st</sup> April – 29<sup>th</sup> December 2020</b> | <b>Lancashire</b> |
|---|-------------------|
| Training Completions  | 93                |
| <b>Diversity – All Trained</b>  |                   |
| BAME Trained  | 9                 |
| Female Trained  | 4                 |
| Learning difficulty and/or disability and/or health problem.                          | 27                |
| NEET Trained  | 27                |
| Ex-Offender Trained   | 10                |
| Care Leaver Trained   | 7                 |
| Unemployed >6months Trained   | 57                |
| Unemployed <6months Trained   | 63                |

### **D'Urton Lane Development Social Value**

The second meeting of the D'Urton Lane Development Social Value Design Action Group took place on the 20<sup>th</sup> January. The Group was established with the support of the Skills Hub to shape the social value programme for the D'urton Lane development and meets every quarter to design and direct and set priorities for community projects, monitor and review performance against KPI's and provide community linkages/publicise opportunities.


This development, by Trafford Housing Trust and Wilmott Dixon, is expected to be delivered over a three and a half year period, which will provide the opportunity to bring significant social value to the local area. Membership of the group comprises a wide range of local partners including Preston City Council, Preston's College, DWP/Job Centre Plus, Inspira, Procure Plus, Calico and Intact community centre.

### **UCLan/Balfour Beatty - Generating Local Economic Benefits**

Highways work on the University of Central Lancashire's (UCLan) £200m Masterplan is supporting local SMEs around Preston and the North West.

Every penny spent on the supply chain by main highways contractor Balfour Beatty has been awarded to companies based within 40 miles of the construction site in the centre of the University's Preston Campus, with 96p of every pound spent with small or medium sized enterprises (SMEs).

In addition to spending over £4 million with local SMEs since 2019, Balfour Beatty hired nine graduates and apprentices across the highways improvements project, created twelve new jobs and provided seventy weeks of paid work experience to local people, as well as working with over 2,500 local students via virtual events and participating in twelve volunteer days around the city.

|   |   |
|---|---|
|  | <b>Skilled &amp; Productive Workforce:</b> working with business to drive up skills in Lancashire's workforce to boost productivity, in-line with the needs of Lancashire's growth pillars. |
| <b>Priority 1</b>   | <b>Technical Education Vision: Apprenticeships aligned with business needs, alongside growth in higher level and degree Apprenticeships</b>   |





### **Apprenticeship Action Plan Refresh 2021-2023**

A refreshed Apprenticeship Action Plan has been produced with a shared aim of enabling the Apprentice system to meet the needs of the Lancashire economy. This is the second iteration of the action plan and aligns with the Lancashire Skills and Employment Strategic Framework and the Lancashire Technical Education Vision.

A meeting is planned in March with key partners to agree the draft plan and collective actions. Due to the impact of COVID-19 the Lancashire Apprenticeship system has been negatively affected, as has the country overall. The plan aims to take action where we have local influence, by maximising the benefits of Apprenticeship training to businesses and individuals. This will support Apprenticeship training which contributes to businesses having the skilled and productive workforce they require to enable resilience, recovery and regrowth of Lancashire. The refreshed Action Plan will be presented at the next committee meeting in May.

### **National Apprenticeship Week 2021**

National Apprenticeship Week 2021 took place from Monday 8 to Sunday 14 February. The theme for this year's campaign was Build the Future: Train, Retain and Achieve. The ask was for all supporters of Apprenticeships to celebrate the diversity of opportunity and value that Apprenticeships bring, and how they can help individuals and employers build their future.

The Lancashire Skills Hub supported the campaign on their social media channels: Twitter, LinkedIn and Facebook using the national hashtag #NAW2021. The Skills Hub has also been sharing stories of Apprentices and how they've progressed which the local Colleges, private training providers and Universities across Lancashire. The stories have included the benefits Apprentices have brought to their employers. Providers have also been running and promoting virtual Apprenticeship information and recruitment events.

### **Lancashire Apprenticeships Conference 2021**

Lisa Moizer from the Skills Hub was interviewed as part of the Lancashire Apprenticeships Conference 2021, organised by Lancashire Business View on Tuesday 9th February during National Apprenticeship Week. The event took an in-depth look at the Apprenticeships programme in Lancashire, including the benefits to both employers and learners and the role that training and education plays in bridging Lancashire's skills gap. The interview was followed by three discussion panels. The event attracted 60 delegates, see the press release here:

<https://www.lancashirebusinessview.co.uk/latest-news-and-features/apprenticeship-benefits-in-the-spotlight>

### **Priority 2**

**Reskilling & Upskilling the current workforce – with focus on digital skills to support technology adoption and the growth pillars**

### **ESF Provision**

Further to the previous update, there are five projects which have been submitted under the Investment Priority 2.1 call which took place early in 2020. These continue to be appraised by DWP Managing Authority. Discussions indicate that the



appraisals are almost complete; once completed the projects will go to the ESIF Committee for comment on strategic fit and value for money.

Under the 2.2 call, The Lancashire Colleges (TLC) have been successful in gaining a contract to deliver a project to support Technical Education, working with employers (small to medium enterprises) to boost their capability and capacity to engage in industrial placements.

#### **Tech Talent Charter**

As previously, the LEP signed up to the Tech Talent Charter (TTC) to advocate greater gender diversity in Lancashire's digital workforce. Provision has been in planning to support businesses with inclusion and diversity, covering the business case for inclusion and diversity and whole company buy-in, building an inclusive culture and recruitment practices. In consideration of the lock down and feedback from local businesses, the working group decided to postpone the TTC training originally planned for January. A [register of interest page](#) has been opened for businesses and in March dates for training will be set.

During February further promotion will be undertaken, alongside the release of a thought piece penned jointly between UCLAN, Lancashire Digital Skills Partnership (LDSP) and the LEP Innovation Board to promote the project.

#### **Google Digital Garage Training**

The LDSP, alongside its six fellow DSPs across the country, has teamed up with Google Digital Garage to deliver a series of weekly sessions in March providing practical digital advice for small businesses, charities and individuals. The seven DSP Coordinators came together to share local insight for their areas and agreed a programme of useful webinars that address common local needs or fill regional gaps.


The first five hour-long sessions will kick off on the 3<sup>rd</sup> March at 11am with a webinar on Setting Up and Growing Your Charity Online. With a further four sessions following weekly, covering Business Visibility on Google, Improving Digital Marketing Strategies, Setting Up Online Shops and Using Google Analytics.:

Those interested in attending can register through Eventbrite at <https://digitalskillspartnerships.eventbrite.co.uk> – the sessions are being promoted via a press release and social media.

#### **Redundancy Taskforce**

The Lancashire Redundancy Task Force was established with partners, including DWP/Jobcentre Plus, the National Careers Service and the accountable body of the 'Skills Support for the Workforce' programme, The Growth Company in June 2020 to ensure a coordinated approach to supporting those at risk of or being made redundant. A full reports was presented to the Skills and Employment Advisory Panel in November and since then the taskforce has had, in addition to contact with businesses in other sectors, a particular focus on potential redundancies in the retail sector and seeking to ensure awareness of the support available



| Priority 3  | Leadership & Management capacity in SMEs  |
|---|---|
| <p>The ESF 2.1 call for projects early in 2020, as referenced under Priority 2 in this section, referenced Diversity in Leadership as one of a number of priority areas prioritised for the call, referencing succession planning and diversity in leadership roles in SMEs across the area. Project submissions are currently under appraisal by DWP Managing Authority.</p> <p>Existing ESF projects that are currently delivering that support this priority include Leading Lancashire and Skills Support for the Workforce.</p> <p>The Leading Lancashire project delivers leadership and management training for the Lancashire workforce, enabling people to develop their skills through training, coaching and support. The programme includes accredited qualifications, workshops and webinars and has for example included delivery of workshops regarding resilience and change management, in response to the pandemic.</p> <p>The Skills Support for the Workforce programme offers fully funded support to help develop staff through a range of training programmes which are tailored to business needs. Programmes include Team Leading and also specialist support for businesses going through restructures and where staff are at risk of redundancy. During the pandemic delivery has included in particular support regarding digital/remote working.</p> |   |
| Priority 4  | Healthy Workplaces  |
| <p>The LEP Strategic Economic Framework identifies health and well-being as an enabler, recognising that good health is a contributor to the productivity of Lancashire's workforce. The ESF 2.1 call for projects early in 2020, as referenced under Priority 2 in this section, included reference to testing innovative approaches to enabling businesses to adopt effective employment support packages to improve health and wellbeing in the workplace. Project submissions are currently under appraisal by DWP Managing Authority.</p>  |   |
|    | <p><b>Informed Approach:</b> taking an evidence based approach to identifying the skills and employment issues facing Lancashire's businesses and industries, prioritising and influencing locally and nationally, and working with partners to identify best practice.</p> |
| <p><b>Skills Advisory Panels – Local Skills Report</b></p> <p>The final guidance for producing a Local Skills Report was issued by the Department for Education (DfE) in November, and the requirement to publish the report by the end of this financial year still remains. There is a significant amount of cross over between the contents of the published Lancashire Skills and Employment Strategic Framework 2021 and the Local Skills Report, and so the Skills Hub and the Skills Advisory Panel Team in the DfE are discussing a pragmatic way forward which brings the two documents together into one. This would not change the substance of the Framework but add elements to it, such as an annex which presents case studies evidencing good practise.</p>   |   |



### **Skills and Employment Lancashire's Response webinars**

The Skills Hub have continued to deliver regular webinars to stakeholders since the summer with circa 30 attendees at each. Four took place up to Christmas with the fifth taking place on 17 March. The webinars:

- Inform people of the Skills Hub and partner's response to date on the impact of COVID-19 on skills and employment, engaging partners with key initiatives
- Provide updates on policy and guidance
- Provide local data on COVID-19 impact to support partner's decision making regarding priorities
- Coordinate locally and work together to the benefit of local businesses and residents
- Enable partners, including DWP and providers, to give updates

### **Partner Data Pack**

The partner data pack is an online interactive data dashboard, which builds on the provision of the LMI Toolkit. Stakeholders can interact with the data displayed in the dashboard and drill down to data specific to their geographic area and compare to Lancashire, the North West, and nationally. First published in mid-December it will be updated six times a year, and is circulated to around 150 stakeholders.

This approach has been well received by stakeholders, and has led to discussions with them which has improved their understanding of the economic landscape in their area, in turn this has resulted in further evidenced-based decision making. The Partner Data Pack can be viewed here: <http://www.lancashireskillshub.co.uk/our-people/evidence-base>

### **Vacancy Data Consultation**

The Skills Hub have been invited by the DfE's SAP Team to give their thoughts on a new experimental dataset compiled by the University of Warwick, entitled "LMI for All". This concerns online vacancy data, and what insight can be drawn from it. The Skills Hub have received and are reviewing the first iteration of the test data. The consultation takes place on the 18<sup>th</sup> February and will help inform whether the LEP and Skills Hub need to continue to invest in their own online vacancy data solution.

### **www.SkillsforWork.info**

The Skills for Work microsite was launched in July 2020, to enable Lancashire residents to access support if furloughed, facing redundancy, looking for work or 16-25.

As of 16 Feb 2021 the website has received 14,600 views, including around 5,000 to the 16-24 page; and there were 2,500 external links clicked through to the support on partner sites. We have driven people to the site via Facebook activity and the pilot Skills Up Lancashire campaign which was targeted at 16-24 year olds.

### **Twitter**

As of 16 Feb 2021 Twitter followers have increased by 199 followers since November 2020, making our total number of followers 2,808.





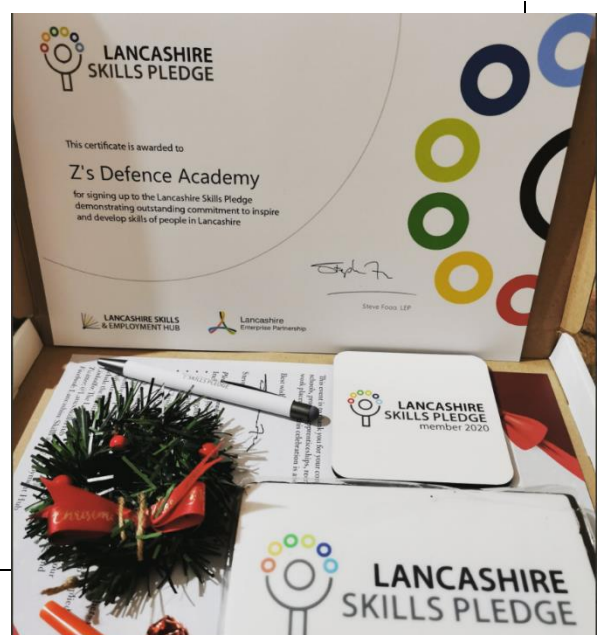
## Lancashire Skills Pledge - Celebration Event 2020

The Lancashire Skills Pledge provides recognition to businesses, private, public and third sector, for engaging with projects to upskill, recruit and inspire the people of Lancashire. Benefits include meeting Social Value and CSR outcomes, PR, receiving funded training for staff and support to employ people who are out of work: <https://www.lancshireskillshub.co.uk/lancashire-skills-pledge/>

The Skills Pledge provides employers with one entry point to find out more about the seven key employer facing skills and training initiatives in Lancashire and get support to engage with them. The Pledges are: Give an hour / Be an Enterprise Adviser / T Level industry placements / Take on an Apprentice / Become an Apprenticeship Ambassador / Employ people who are out of work / Skills support for the workforce.

Over the last 12 months the number of Skills Pledge Members (businesses with at least one active pledge) has grown from 26 to 75 businesses, with very little promotion due to the pandemic.

The second annual Lancashire Skills Pledge celebration took place on 15th December. Of the 75 Skills Pledge Members around half attended the event. Skills Pledge Members received a certificate and a locally sourced 'goody bag' through the post which the LEP chair, Steve Fogg virtually presented to them at the event. There was a lot of positive activity on social media, which will be built upon to reinvigorate the promotion of the Skills Pledge.





## List of Background Papers

N/A

Reason for inclusion in Part II it appropriate

N/A



## LEP – Sub Committee

### LEP - Lancashire Skills and Employment Advisory Panel

**Private and Confidential: NO**

**Date:** Wednesday, 3 March 2021

### **Skills for Jobs White Paper**

Appendix A refers

**Report Author:** Dr Michele Lawty-Jones, Director, Lancashire Skills and Employment Hub,  
michele.Lawty-Jones@lancashirelep.co.uk

#### **Executive Summary**

The government's White Paper, Skills for Jobs: Lifelong Learning for Opportunity and Growth was published on the 21<sup>st</sup> January 2021. The focus of the paper is on the continued reform of the Post-16 skills offer.

The White Paper sets out a range of reforms to tackle skills gaps, to improve productivity and international competitiveness. The Government wishes to prioritise courses and qualifications that enable people to get great jobs, and wishes to place employers at the heart of defining local skills needs. The paper recognises that England does not have enough technicians, engineers or health and social care professionals to meet the country's challenges. The paper also recognises the pace of technological change and the role of further education providers in building an agile and adaptable workforce through a flexible skills offer.

A summary of the white paper was circulated to the committee on the day of publication and is appended here.

#### **Recommendation**

Committee members are asked to contribute to a discussion regarding the recommendations of the Skills for Jobs White Paper and implications for Lancashire at the committee meeting.

## **List of Background Papers**

| Paper | Date | Contact/Tel |
|-------|------|-------------|
| N/A   |      |             |



Reason for inclusion in Part II, if appropriate

N/A





## **White Paper - Skills for Jobs: Lifelong Learning for Opportunity and Growth**

### **Overview**

The government's White Paper, Skills for Jobs: Lifelong Learning for Opportunity and Growth was published on the 21<sup>st</sup> January 2021. The focus of the paper is on the continued reform of the Post-16 skills offer.

The White Paper sets out a range of reforms to tackle skills gaps, to improve productivity and international competitiveness. The Government wishes to prioritise courses and qualifications that enable people to get great jobs, and wishes to place employers at the heart of defining local skills needs. The paper recognises that we do not have enough technicians, engineers or health and social care professionals to meet the country's challenges. The paper also recognises the pace of technological change and the role of further education in building an agile and adaptable workforce through a flexible skills offer. There are five key areas of focus:

- giving employers a greater say in the development of skills provision, by building on the Apprenticeship reforms and the national system of employer-led standards
- investing in and providing higher level technical qualifications (as a valuable alternative to a degree) – with progression from T Levels and Apprenticeships to enable a robust technical route that is comparable to the academic route
- a 'Lifetime Skills Guarantee' so that people can access training and learning flexibly throughout their lives, with improved careers support - from 12-16 week bootcamps to free qualifications for any adult without an existing full Level 3 qualification. This will include a 'Lifelong Loan Entitlement' from 2025, equivalent to four years of post-18 education – so it is as easy to get a loan for a higher technical qualification as a degree
- reforms of funding and accountability to simplify how funds are allocated, giving providers more autonomy whilst ensuring effective accountability, with a greater focus on outcomes
- supporting excellent teaching in further education through recruitment, retention and professional development and strong links between teaching staff and industry

The role of the Institute for Apprenticeships and Technical Education (IfATE) is reinforced in driving employer-led standards, alongside growth of Apprenticeships and quality traineeships, with greater flexibilities and sector specific routes. Transfer of levy funds will be made easier through a pledge and an online matching service. Consideration will also be given to different models of Apprenticeship delivery, including front loaded training, Apprenticeship agencies, and approaches to accredited prior learning. English, maths and digital training to meet employer needs and to



enable further study also features, with reference to the essential digital skills offer which launched in August 2020 and the DfE Skills Toolkit.

The government will expand the programme of Institutes of Technology programme to 20 IoTs (covering every part of the country) by the end of this Parliament, and continue to roll out T Levels with progression to higher levels through higher level and degree Apprenticeships and Higher Technical Qualifications (Levels 4 & 5) with a new approval system for these based on employer-led standards which will boost quality and support simplification. IfATE is planning a phased, multi-year roll out of approved Higher Technical Qualifications, with different occupation routes coming on stream over a four year period, with Digital being the first (applications launched in September 2020 for delivery from 2022). Work will be undertaken with OfS and Ofsted regarding a consistent approach to assuring quality.

Continued focus on providing clear information about careers outcomes through occupational maps, wage returns data and ensuring providers give pupils all information about all options, through a refresh of the information on the National Careers Service (NCS) website and a review of the alignment of work of the NCS and the Careers and Enterprise Company. A focus on careers advice in schools and colleges will continue with expansion of the Careers Hubs, continued investment in the Enterprise Adviser Network, continued focus on the Gatsby Benchmarks and high quality training for Careers Leaders. Increased enforcement of the Baker Clause will also be implemented to ensure that technical choices have equity with academic.

Continue to strengthen the governance of colleges and the ability of government to intervene where delivery is not effective or where it does not meet the skills priorities of an area, with strengthening of the powers of the Secretary of State.

Reference is made to the cross-government SEND review which is currently underway, which will consider the support needed for young people with SEND in post-16 provision.

### **What's new?**

- Develop new 'Local Skills Improvement Plans', building on the work of the LEP and MCA Skills Advisory Panels, to shape technical skills provision that meets local labour market needs with pilot trailblazers in local areas, with Chambers of Commerce and other business intermediaries working with providers to co-create plans.
- Reference is made to the unique knowledge and capacity of Independent Training Providers (ITPs), particularly in the delivery of Apprenticeships and adult education and training. ITPs are encouraged to engage in Local Skills



Improvement Plans. The government will continue to focus on quality, with view to stopping poor-quality or financially inadequate ITPs from delivering provision.

- Strategic development funding in 2021/22 for pilots for colleges to reshape provision to meet needs of local priorities agreed with employers. This will include funds for proposals to establish pathfinder College Business Centres with FE colleges, to work with employers in a designated sector on technical skills, business development, enterprise and innovation. Funds include both capital and revenue and could include upgraded facilities and equipment, setting up a College Business Centre, or pump priming new provision.
- The new national Skills and Productivity Board will ensure government has up-to-date and expert advice on the labour market and national skills gaps – with Skills Advisory Panels in local areas feeding intelligence and local skills needs into the board.
- Implementation of reforms for higher technical education (Levels 4 and 5) with a new approval systems for employer led systems, driven by IfATE.
- Use the new £2.5bn National Skills Fund (NSF) to enhance funding to support adults to upskill and reskill, including an entitlement for all adults to achieve their first Level 3 qualification under the Lifetime Skills Guarantee, and a consultation on the Lifelong Loan Entitlement in 2021, with view to full implementation from 2025 following testing. The loan entitlement is intended to be flexible to enable Higher Technical Qualifications as well as technical and degree modules and part-time study and to help facilitate credit transfer across institutions, both FE and HE. An allocation of £43m will enable the expansion of digital and technical bootcamps from April 2021, building on the current pilots in 6 areas including Lancashire/Greater Manchester. The High Value Manufacturing Catapult's 'Skills Value Chain' will be funded and evaluated to see whether the approach can be used in other emerging skills areas such as net zero.
- The government will also consult on proposals for reforming the post-16 funding and accountability system – including approaches to simplification and streamlining of funding (following testing), potential for a multi-year regime, accountability and a shift of focus to outcomes and accountability structures aligned with the delivery of Local Skills Improvement Plans. The paper recognises that funding flows into adult education have become particularly complex and need simplifying. The government intends to establish a new funding landscape that clearly articulates the role of central government, MCAs and further education providers, ensuring funding is allocated effectively.



- There is brief reference to the UK Shared Prosperity Fund Employment and Skills Programme, and provision of the 'first step' for the most vulnerable in society, with bespoke, locally targeted employment, social inclusion and skills provision to enable labour market mobility. Reference is made to aligning the funds with the overall vision for skills.
- The government will build on investments made to date in further education college estate and capital allocated to T Level providers, making available £83m in financial year 2021/22, recognising the growth in 16-19 year olds in the population and the need for extra space and capacity, as part of a £1.3bn 5 year Further Education Capital Transformation Programme.
- A national recruitment campaign will be instigated for teachers of further education with initial teacher education based on employer-led standard. This will include a focus on improving diversity of the workforce and attracting teachers with industrial backgrounds, with the introduction of new Workforce Industry Exchange programme and expansion of the Taking Teaching Further programme. Professional development and progression will also be improved.

### **Alignment with the Lancashire Skills and Employment Strategic Framework 2021**

The proposals align with the Lancashire Skills and Employment Strategic Framework in:

- Driving the Technical Education Vision for Lancashire, with a focus on growth of Apprenticeships, the roll out of T Levels and progression to higher technical qualifications to drive up skills and productivity in Lancashire's industrial base.
- Continuing to building excellence in careers provision through the Lancashire-wide Careers Hub, whilst (tentatively) recognising the deficit for adults in regard to careers provision.
- Boosting digital skills at all levels and supporting the work of the Lancashire Digital Skills Partnership, including essential digital skills, expansion of the Digital Bootcamps, flexible reskilling and Higher Technical Qualifications.
- Accelerating employer-led provision, driven by local business intermediaries through Local Skills Improvement Plans, building on the work of the Lancashire Skills and Employment Advisory Panel.
- The introduction of a Lifetime Skills Guarantee to enable adults to reskill throughout their lifetime to meet the needs of businesses and the local economy and improve their earning potential.



**LANCASHIRE SKILLS  
& EMPLOYMENT HUB**





## LEP – Sub Committee

### LEP - Lancashire Skills and Employment Advisory Panel

**Private and Confidential: NO**

**Date:** Wednesday, 3 March 2021

### Fast Track Digital Workforce Fund and DfE Digital Skills Bootcamps

**Report Author:** Kerry Harrison, Lancashire Digital Skills Partnership Coordinator,  
[Kerry.harrison@lancashirelep.co.uk](mailto:Kerry.harrison@lancashirelep.co.uk)

#### Executive Summary

This paper provides an overview of the Fast Track Digital Workforce Fund, delivered in partnership with the Department for Digital, Culture, Media and Sport (DCMS) and the Greater Manchester Combined Authority (GMCA) and progress to-date, and how this has fed into the trialling of Digital Skills Bootcamps with DfE, and the subsequent national roll out under the National Skills Fund.

#### Recommendation

The committee are asked to note the update, and to reflect on the Bootcamp approach, alongside the employer insight from Nicola Mortimer. Committee members are asked to reflect on the model and how this can be integrated into provider models locally, as well as inform the potential for Local Skills Improvement Plans, as referenced in the Skills for Jobs White Paper.

## 1. Background

- 1.1 The Fast Track Digital Workforce Fund, which was developed to address locally identified digital skills gaps, is a joint venture between the Department for Digital, Culture, Media and Sport (DCMS), Greater Manchester Combined Authority (GMCA) and Lancashire Digital Skills Partnership (LDSP).
- 1.2 The £3 million fund, which was the first of its kind in the UK, was set up to support both Greater Manchester and Lancashire residents with accessible routes into digital employment. The approach was very much devolved, with funds awarded via a Section 31 grant, with market engagement and commissioning of provision run locally, with GMCA as the accountable body.



- 1.3 The Fast Track programme was a 'test and learn', to investigate the success of intensive training programmes in addressing skills shortage areas, whilst also supporting disadvantaged and under-represented groups into high value digital roles.
- 1.4 Consortia of employers and training providers have come together to co-design and co-deliver innovative, short, intensive training packages aimed at filling specific roles in priority skill areas, with participants who complete the packages receiving guaranteed interviews. Programmes are typically between 10-20 weeks in length, dependent on the delivery style, for example, whether part-time or blended.
- 1.5 This approach has enabled local innovation to meet skills priorities including more niche skills requirements such as Electech, where the funding has supported a cluster of electronics firms in Lancaster with multiple vacancies. An insight into this programme will be provided at the meeting by Nicola Mortimer.
- 1.6 In Lancashire, we initially benefited from eight projects including:
  - **Additive Manufacturing** – The Growth Company/Made Smarter working with Manchester Metropolitan University running an additive manufacturing programme aimed at upskilling employees in local manufacturers.
  - **Cyber Ready NW** – CompTIA lead this programme, which is focused on junior cybersecurity roles.
  - **DEEPer** – Digital Engineering Education Programme run by E4All and Community Business Partners – training PHP developers.
  - **DevOps Skills** by the Open University with DXC in Chorley.
  - **IN4.0 Talent Academy** – Data Science, Cyber-Security and cloud-based computing applied to manufacturing sector run by the IN4.0 Group. This programme has seen 24 participants enter full time employment so far.
  - **Power Up** – A digital marketing focused programme run by West Lancashire College and The Extraordinary Club.
  - **Project Uplift** – A digital engineering and robotics programme run by Burnley College.
  - **Tech Lancaster** – Electronics focused training for roles such as Design Engineer, Embedded Software Engineer, Project Engineer, and Technicians. This is run by a consortium of Electronics companies in Lancaster.
- 1.7 The Fast Track Fund is currently supporting 620 Lancashire and Greater Manchester residents. The majority of the Lancashire programmes are still in the delivery phase, with numbers into employment to be reported once the delivery phase has completed.












## **2. Digital Skills Bootcamps Trailblazer**

- 2.1 DCMS, GMCA and the LDSP shared the Fast Track Fund model with the Department for Education (DfE), with view to influencing skills policy, and for DfE to learn from and potentially adopt the model. In the summer of 2020, the DfE launched the Digital Skills Bootcamps trailblazer, with view to piloting the approach to inform the development of the National Skills Fund and associated policy. GMCA and the LDPS were invited to expand the Fast Track programme as part of the trailblazer.
- 2.2 The Prime Minister announced the Phase 1 trailblazer in a speech in September 2020. It included activity in Lancashire and GMCA, and West Midlands Combined Authority, with both areas having piloted this style of provision with DCMS and DfE respectively, and Liverpool City Region. These partners received funding through a Section 14 Grant (with GMCA the accountable body for Manchester and Lancashire, working in partnership with the LDSP), building on the devolved approach adopted by DCMS.
- 2.3 This was expanded in the autumn to include the Heart of the South West Digital Skills Partnership (DSP) and Devon County Council, D2N2 LEP and West Yorkshire Combined Authority DSP. These partners were invited to tender as part of an ITT process run by DfE contracting team.
- 2.4 Through the DfE Digital Skills Bootcamp programme, an additional 303 residents in Lancashire and GMCA have been recruited to programmes so far, with one programme currently in the process of recruiting.
- 2.5 Lancashire residents have benefited from a further eight projects including programmes for Digital Marketing, DevOps, Cloud Engineering, Cyber Security Technologists, Data Engineering and Digital Customer Services. A summary can be seen in the diagram.
- 2.6 The projects proved popular with all courses being oversubscribed. For example, IN4.0 has 480 applicants for 70 places, Blackburn Rovers had 143 applicants for 60 places, QA had 300 applicants for 35 places and Tech Returners had 170 applicants for 40 places. Please note, except for the Blackburn Rovers programme, all applicants are a mix of Lancashire and GMCA residents.

### Fast Track Fund Projects - Round 3

| Lead Partner(s)/Project Name  | Target Cohort  | Job Role  | Employers   | Numbers Trained |
|---|--|---|---|-----------------|
|  DI Boost (We are Digital)                                 | Ethnic Minorities, Women & Unemployed  | Digital Marketing                                       | MIQ Digital   | 40              |
|  Audio FORM (Reform Radio)                                 | Disadvantaged Young People   | Audio Content Creation                                  | Audible, Naked Productions & All Studios                            | 40              |
|  IN 4.0 Talent Academy                                     | Unemployed grads & displaced by Covid  | Cloud Computing & Data Analytics                        | BAE Systems / multiple SMEs   | 70              |
|  Your Return to Tech (Tech Returners)                      | Returners to tech  | Full stack, dev-ops & cloud roles                       | A0 & BJSS   | 44              |
|  The Cyber Academy (Raytheon)                              | Unemployed, returners to tech & displaced by covid                           | Junior Cyber Security Technologists                     | Morson Projects, Salford Council, Raytheon, Sodexo, Bupa, Talk Talk | 36              |
|  BuzzStart Talent  | Women & ethnic minorities  | Digital Marketing                                       | East Lancs Chamber  | 42              |
|  Instagram Bootcamp (Blackburn Rovers)                     | Disadvantaged young people & women   | Digital Marketing / Social Media                        | Blackburn Rovers, Euro Garages & Hippo Motor Group                  | 60              |
|  AWS Cloud Engineer Bootcamp (QA)                          | Career changers, unemployed grads, returners, impacted by covid              | AWS Cloud Engineer                                      | UK Fast   | 35              |
|  Data Engineering & Digital Customer Success (Generation) | Disadvantaged Young People   | Data Engineers & Operations Support                     | Infinity Works & multiple tech employers                            | 50              |
|  Tech Discovery - CompTIA                                | Women, Neurodiverse, BAME, Lost job due to Covid, Career Changers, Returners | Cyber, Data, Systems & Networking, Software Development | Multiple  | 50              |

### 3. DfE Digital Skills Bootcamps Invitation to Tender (ITT)

- 3.1 The DfE are now rolling out the pilots of Skills Bootcamps across England under the National Skills Fund, to test whether they could be used to upskill people in other technical areas, as well as digital. A national procurement process was initiated with a market engagement event just prior to Christmas, with the Invitation to Tender (ITT) launching in January 2021. The deadline for submissions was the 12<sup>th</sup> February. The approach moves away from a locally devolved model, as per the Fast Track Fund and the initial trailblazer.
- 3.2 There are two lots totalling £36 million:
- Lot 1 is specifically for Digital Skills Bootcamps and will be split across the nine regions of England. There will be a minimum of one contract per region and those contracts do not have to cover the whole region.
  - Lot 2 covers digital skills in multiple regions or other technical skills in one region or multiple regions.
- 3.3 There is an expectation that bidders will link their offer to the local needs of an area, by referencing local priorities and relationships with local employers – as Bootcamps should lead to guaranteed interviews and ultimately employment.



- 3.4 However, LEPs and MCAs and associated Skills Advisory Panels have not been invited to contribute to the tender documents to ensure the ITT reflects local needs and have not been invited to support the assessment of the strategic fit of the bids. Instead, LEPs and Mayoral Combined Authorities (MCAs) have been invited to bid as part of the process alongside providers. Ideally, either the funds would be devolved, as previously, or the LEPs/MCAs would be strategic partners in procuring activity to ensure strategic fit of activity, rather than bidding via a national procurement process and potentially bidding in competition with provider-employer consortiums. These concerns have been raised with the DfE by the LDSP, GMCA and other LEP and MCA areas.
- 3.5 The DfE have been asked to compare the impact of programmes under the devolved approach with the nationally procured approach as part of the evaluation of the Skills Bootcamps. An extension to the current Section 14 grant has been agreed to continue some activity under the roll out in Lancashire and GMCA, alongside any activity secured via consortiums through the national process.
- 3.6 It should also be noted that the DfE ITT is more generic in relation to target groups, whilst the Fast Track Fund was targeted at under-represented groups, with the following specific aim: "Diversify the digital talent pipeline by targeting groups that are currently under-represented in digital roles and designing training programmes to meet their specific needs." The DfE are keen to engage a wider range of groups to evaluate the impact of the programme on how it removes barriers to people pursuing digital and technical careers.
- 3.7 In addition to the conversations with DfE, the LDSP and GMCA have also facilitated meetings with LEPs and MCAs areas across the North West to ensure there was transparency between the areas in regard to responding to the ITT and in cross sub-regional bids.

#### **4. Lancashire's approach to the ITT**

- 4.1 As lot 1 was regionally based, to minimise regional competition and maximise chance for opportunity, GMCA and Lancashire agreed to continue to work collaboratively.
- 4.2 It was decided that as strategic bodies that the LDSP/LEP and GMCA would not submit bids but would endorse and support consortia bids in the area; facilitating relationships between providers to build strong consortia.
- 4.3 There are a number of lot 1 and lot 2 bids being submitted that will build on the journey to-date and enable access to Skills Bootcamps in Lancashire, subject to the DfE procurement process.



## 5. Recommendation

- 5.1 The committee are asked to note the update, and to reflect on the emerging approach, alongside the employer insight from Nicola. Committee members are asked to reflect on the model and how this can be integrated into provider models locally, as well as inform the potential for Local Skills Improvement Plans, as referenced in the Skills for Jobs White Paper.

### List of Background Papers

| Paper | Date | Contact/Tel |
|-------|------|-------------|
|-------|------|-------------|

N/A

Reason for inclusion in Part II, if appropriate

N/A



## LEP – Sub Committee

### LEP - Lancashire Skills and Employment Advisory Panel

**Private and Confidential: NO**

**Date:** Wednesday, 3 March 2021

### Employment in Lancashire

Appendix A refers

**Report Author:** Sara Gaskell, Strategic Partnership Manager,  
[sara.gaskell@lancashirelep.co.uk](mailto:sara.gaskell@lancashirelep.co.uk)

#### **Executive Summary**

This paper provides an overview of the activity developing in Lancashire, as a result of the government's 'Plan for Jobs' announcements. Provision is primarily aimed at supporting people into work. The paper aims to stimulate a discussion in regard to the emerging landscape of support, how it meets the needs of Lancashire's people and businesses, and, in particular, views from employer members in regard to how the provision aligns with the skills and employment needs of sectors and businesses across Lancashire.

#### **Recommendation**

Committee members are asked to review the contents of the paper and contribute to a discussion at the meeting regarding the evolving landscape of support that aims to move displaced and unemployed people into jobs.

## **1. Background**

- 1.1 The COVID-19 pandemic has affected the lives of everyone in the country and has had a devastating effect on people and businesses. Lancashire has seen a significant rise in unemployment with claimants on Universal Credit increasing from 33,615 claimants in March 2020 to 61,120 as of December 2020. This is an increase of 27,505 claimants, which constitutes an 81.8% increase. As of September 2020 Lancashire's economic inactivity rate stood at 22% compared with the National figure of 21%, having risen by 0.7 basis points in Lancashire compared to 0.4 basis points nationally. As of December 2020, the claimant count in Lancashire was 6.6% this is 0.3% above the national figure and 0.3 below the North West average. As of 31<sup>st</sup> October 2020 (most recent data), there were 46,700 jobs being supported by the Coronavirus Job Retention Scheme in the Lancashire LEP area. This has continued to fall since August

2020, whereby there were approximately 62,000 individuals furloughed in Lancashire. The current rate of furlough in Lancashire is 7%, which is in line with the North West figure, and is slightly below the national figure of 8%.

- 1.2 The government's '[Plan for Jobs](#)' was introduced to support the longer-term recovery of the UK as part of the Autumn Spending Review. The Spending Review detailed the government's aims to: invest in public services, to support innovation and growth-enhancing infrastructure with a National Infrastructure Strategy, to seize global opportunities and to level up opportunity across every region and nation of the UK.
- 1.3 The Chancellor of the Exchequer set out a 'Plan for Jobs' to Parliament on 8 July 2020 and then on Wednesday 25 November 2020, the Chancellor delivered the 2020 Spending Review, setting out plans for Government spending for 2021/22. The Spending Review confirmed the funding for a number of activities set out in the 'Plan for Jobs' paper.
- 1.4 The key priorities within the 'Plan for Jobs' included:
  - Job Retention Bonus to encourage firms to keep on furloughed workers
  - supporting people with direct help to find work and to gain the skills they need to get a job
  - protecting jobs in the hard-hit hospitality, accommodation sectors and attractions by supporting local demand for these businesses, giving them confidence to reopen
  - creating jobs by increasing and bringing forward infrastructure investment, and by making homes greener, warmer and cheaper to heat
- 1.5 Following the Spending Review a number of initiatives and changes were chronologically introduced:
  - doubling the number of DWP work coaches
  - increased activity for the National Careers Service
  - funding for high value courses for school and college leavers
  - expansion of the Work and Health Programme
  - introduction of the Kickstart Scheme
  - funding to triple the number of traineeships available
  - additional incentives for employers to take on apprentices
  - new funding for sector-based work academies
  - a new online, one-to-one job finding support service (Job Finding Support Service)
  - intensive support to those who have been unemployed for at least three months (Job Entry Targeted Support - JETS)
  - a new, large-scale employment support offer (Restart)

## **2. Overview of support**

An overview of the support available under the 'Plan for Jobs' is provided in Appendix A.

## **3. Alignment with existing provision and enabling effective referrals**

- 3.1 The Lancashire Adult and Employer Skills Forum brings together publically funded partners currently responsible for delivering skills and employment provision in Lancashire, including DWP locally and providers who deliver the European Funded Projects (ESF) and mainstream provision, such as the Work and Health Programme. A number of the ESF projects have been extended until 2023. The Forum has been fundamental in the development and design of the Lancashire Skills Escalator, and the allied on-line referral tool Escalate, both of which aim to 'join the dots' on support available to Lancashire people and businesses and aid effective referrals, with view to moving people into sustainable employment.
- 3.2 Escalate was developed in response to requests from partners and referrals agencies to map out provision available, to support effective client referrals. The tool, which is on-line, enables provision to be searched by distance from the labour market, characteristics, interests and location, so that the most relevant support can be easily found. All of the provision on the system is kept up-to-date.
- 3.3 In response to the pandemic, a partner data pack has been developed alongside the initiation of stakeholder briefings so that providers have the most up-to-date information in regard to the needs of different geographical areas, target groups of people, impact on sectors and vacancy data.
- 3.4 The Skills Hub will engage any new providers into the Forum as new provision emerges, for example, the lead delivery body for the JETS provision is a member of the Forum and the offer has been embedded into Escalate.
- 3.5 As per the update paper, procurement is underway by DWP for the 'Restart' programme under the Commercial Agreement for the provision of Employment and Health Related Services (CAEHRS) Framework. The Skills Hub has been working collaboratively with the DWP policy and commercial teams with responsibility for CAEHRS and Restart, and neighbouring LEAs and MCA (Cumbria, Cheshire and Warrington, and Liverpool City Region), who make up the Contract Package Area for the Northwest, to support the procurement process. In support of the process, meetings have also been held with Tier 1 providers, and a standard set of information provided in regard to local labour market intelligence, Lancashire's priorities and existing provision.





#### 4. Discussion Points

- 4.1 The ultimate aim of the 'Plan for Jobs' and wider landscape of employment provision is to get people into jobs. Thus employer engagement is critical, in ensuring that programmes are supporting people to develop their employability skills and wider skills in-line with the needs of businesses, to enable effective transition into the workplace.
- 4.2 From an employer member perspective, what does the 'Plan for Jobs' and wider provision mean for your sector? How can we ensure that programmes are flexed to meet the changing demands of the labour market (for example, health and social care needs, and needs when the tourism and hospitality sector starts to re-open)? Will the programmes respond to supporting the re-engagement of furlough workers and the need to reskill and reintegrate employees into a potentially new working environment? How can we ensure that we are moving people into good quality jobs to minimise churn – so that people are not moving in and out of employment?
- 4.3 From a provider perspective how does the offer through the 'Plan for Jobs' complement the wider offer to Lancashire people and businesses and are we, as a committee, doing enough to 'join the dots' to maximise impact?

#### List of Background Papers

| Paper | Date | Contact/Tel |
|-------|------|-------------|
|-------|------|-------------|

N/A

Reason for inclusion in Part II, if appropriate

N/A



# Plan for Jobs – Overview of Initiatives

This diagram shows the initiatives outlined in the 'Plan for Jobs' paper highlighting the age group and distance from the labour market for each initiative



LANCASHIRE SKILLS  
& EMPLOYMENT HUB

## Appendix A

### Initiatives for Adults

**Sector Based Work Academy Programme (SWAP)** - pre-employment training / work experience placement / a guaranteed job interview. DWP programme targeted at reskilling individuals to move directly into jobs

**The Work and Health Programme** – the programme in Lancashire has had over 5,300 referrals since it started in November 2017 with approximately 1,600 of these being referred since March 2020. Support adults with barriers and health issues

**Restart** – enhanced employment and skills support to move people in the local area into jobs, targeted at people 12+ months unemployed. In procurement, £2.9 billion across the UK

**Job Entry Targeted Support** - JETS - for those in receipt of benefits for at least 13+ weeks. Targeted at individuals who are motivated to find work immediately

**Job Finding Support Service** - online, service for those less than three months unemployed

### Initiatives for All Ages

**Apprenticeship Incentives** - £2,000 for apprentices aged 16 to 24 and £1,500 for apprentices aged 25+ will be paid to employers who take on newly hired apprentices

DWP to double the number of **Work Coaches**

**National Careers Service** – Careers advice and guidance available for people from 13+, including in-work support. This is a digital first service, with the 0800 number now manned by local partners to support improved knowledge of the area. A targeted face to face service is available to adults in certain target groups

The furlough scheme (**Coronavirus Job Retention Scheme**) has been extended until 30 April 2021. Employers will continue to pay furloughed staff 80% of their usual wages up to £2,500 per month

### Initiatives for Young People

**High value courses** for school and college leavers - one year offer for 18 and 19 year olds to encourage and support delivery of selected level 2 and 3 qualifications in specific subjects/sectors

**Kickstart** - high quality 6-month work placements aimed at those aged 16-24 who are on Universal Credit and are deemed to be at risk of long-term unemployment, primarily individuals who have been 6+ months unemployed

**Traineeships** - the government will fund employers who provide trainees with work experience, at a rate of £1,000 per trainee to a maximum of 10 trainees per employer.

Distance from  
the Job  
Market

Furthest Away

Closer with Some Barriers

Close

In Work

