

LEP - Skills and Employment Advisory Panel

Wednesday 26 May 2021 Virtual Meeting via Zoom at 8.00am

Agenda

Part I (Items Publicly Available)

- 1. Welcome and Apologies for Absence**
- 2. Declaration of Interests**
- 3. Minutes of the meeting held on 03 March 2021** (Pages 1 - 6)
- 4. Matters Arising**
- 5. Health Focus**
Prof StJohn Crean (Chair of LEP Health Sector Group) and Adrian Leather (CEO of Active Lancashire)
- 6. Up-date from the Lancashire Skills & Employment Hub and partners**
(Pages 7 - 20)
- 7. Apprenticeship Action Plan 2021-2023** (Pages 21 - 30)
- 8. Reporting to the Lancashire Enterprise Partnership**
- 9. Any Other Business**
- 10. Date of Next Meeting**
The next informal meeting was scheduled for Wednesday 21 July 2021, at 8am.

The next formal meeting was scheduled for Wednesday 8 September 2021, at 8am.
- 11. Exclusion of the Press and Public**
The Committee is asked to consider whether, under Section 100A(4) of the Local Government Act 1972, it considers that the public should be excluded from the meeting during consideration of the following items of business on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part I of Schedule 12A to the Local Government Act 1972 as indicated against the heading to the item.

Part II (Private and Confidential)

12. Continuation funds for the Lancashire Careers Hub and Enterprise Adviser Network (Pages 31 - 36)

Key Contact: Lisa Moizer, Lancashire Skills Hub, 07825 996 447
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LEP - Lancashire Skills and Employment Advisory Panel

Minutes of the Meeting held on Wednesday 3rd March 2021 at 8.00am via Zoom

Present

Amanda Melton (Chair)

Mark Allanson	Lynne Livesey
Lindsay Campbell	Nicola Mortimer
Peter Caney	Kate Quinn
Neil Conlon	Bev Robinson
Ruth England	Dr Lis Smith
Edwina Grant OBE	Stephen Sykes
Dean Langton	Liz Tapner
Gareth Lindsay	Councillor Mark Townsend

Observers

Stephen Jones, Head of FE Territorial Team, ESFA
Heather Murray, Senior Partnership Manager Lancashire, DWP
Katherine O'Connor, BEIS
Carla Passarello, DWP

In Attendance

Sara Gaskell, Strategic Partnerships Manager, Lancashire Skills Hub
Dr Michele Lawty-Jones, Skills Hub Director, Lancashire County Council
Lisa Moizer, Skills Hub Coordinator, Lancashire Skills Hub
Joseph Mount, Skills and Economic Intelligence Officer, Lancashire Skills Hub
Holly Tween, Democratic Services Officer, Lancashire County Council

1. Welcome and Apologies for Absence

The Chair, Amanda Melton, welcomed everyone to the meeting.

Apologies had been received from Sarah Kemp.

2. Declaration of Interests

None.

3. Minutes of the meeting held on 11 November 2020

It was noted that on page 3 it should read NEET instead of NEED.

Resolved: that the minutes of the meeting held on 11th of November 2020 are confirmed as an accurate record, with the emendation above.

4. Matters Arising

Ruth and Edwina gave an update on NEET, and the development of a post 16 recovery plan supporting transition from high school into colleges. Many organisations were involved, and top tier local authorities were working with The Lancashire Colleges. It was commented that there was often a perception that using alternative provision was a failure, which needs to be challenged. There may also be funding shortfalls to be addressed, and a need to ensure that the alternative provision is meaningful and drives pupils' level of achievement.

It was commented that a number of Universities were putting together a programme of additional support and tuition recognising the transition need.

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

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

- An additional 24 new Enterprise Advisers had been recruited to the Careers Hub and the network of schools and colleges had grown from 131 to 154. A campaign to attract additional Enterprise Advisers was being run in tandem with the national Careers and Enterprise Company Rewrite the Story campaign
- Technical education vision - the first stage bid for the Lancashire Institute of Technology was submitted to DfE by the lead institution Blackpool and the Fylde College, the college had been invited to a webinar to hear about the next stage
- Teen Tech Festival Lancashire - it had been delivered virtually and 37 schools and 684 young people had joined the sessions so far
- Digital Careers Videos - a series of short films of local business people talking about their careers in a range of digital roles had been produced
- The application made to the European Social Fund (ESF) national reserve fund under investment priority 1.1, aimed at boosting labour market mobility, had been successful and a new call worth £4.750m opened for applications in February 2021. The deadline was 12 April.
- The Skills Hub had worked in collaboration with the NHS, Lancashire Adult Learning, People Plus and referral organisations to support the recruitment of clerical and administration staff for the mass vaccination centres in January. 121 people had successfully been offered employment to date.
- The Digital Freedom 50+ Lancashire project, administered by Selnet, had supplied 320 digital devices and connectivity to digitally excluded over 50s across Lancashire
- A refreshed Apprenticeship Action Plan had been produced with the

shared aim of enabling the Apprenticeship system to meet the needs of the Lancashire economy. A meeting was planned in March with key partners to agree the draft plan and collective actions.

- The requirement to publish a Local Skills Report by the end of this financial year still remains. As there was significant crossover between the contents of the published Lancashire Skills and Employment Strategic Framework 2021 and the Local Skills Report, the Skills Hub and the Skills Advisory Panel team in DfE were discussing a pragmatic way forward to bring the two documents together into one.
- The partner data pack was an online interactive data dashboard which builds on the provision of the LMI Toolkit. It will be updated six times a year and was circulated to around 150 stakeholders
- 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. The website had so far received 14,600 views.
- Over the last 12 months the number of Lancashire Skills Pledge members had grown from 26 to 75 businesses, despite little promotion due to the pandemic
- This week was national careers week and 21 nominated careers champions from across the country would be showcased on social media by the Careers and Enterprise Company, including committee member Peter Caney, from BAE. The committee passed on their thanks to Peter for spearheading BAE's role as a cornerstone employer for the Lancashire Careers Hub.

Committee Members were requested to help spread the word on the various schemes and projects.

The committee agreed that the new structure for the update report was helpful.

Resolved: That the update be noted, and the new report structure be adopted

6. Skills for Jobs White Paper

The committee considered the report, circulated, outlining the White Paper on Skills for Jobs, published in January 2021, and in discussion made the following comments:

- A goal for post 16 education was a national network of colleges that were appropriately invested in and aligned to the needs of the economy
- Behavioural change and increased effective collaboration was required in order to make an impact
- There was a need to ensure vocational offers connect with employers' demand, and that employers are invited to contribute to any discussion on skills demand
- More detail was needed around progression routes
- Further engagement would be welcomed with the health and social care sector, as key employers

Resolved: that the Skills and Employment Advisory Panel note the report, and a further update to be brought to a future meeting

7. **Fast Track Digital Workforce Fund and DfE Digital Skills Bootcamps**

Kerry Harrison, Lancashire Digital Skills Partnership Coordinator, presented the report (circulated) giving an overview of the Fast Track Digital Workforce Fund and the pilot DfE Digital Skills Bootcamps in Lancashire, and progress to date.

The Fast Track programme was created to investigate the success of intensive training programmes designed to fill specific roles in priority skill areas. The programme resulted in the pilot of the DfE Digital Skills Bootcamps, with Lancashire, DCMS and Greater Manchester Combined Authority influencing the shape of the National Skills Fund programme. The majority of Lancashire programmes were still in the delivery phase; employment numbers would be reported once this phase was complete.

Nicola Mortimer, Milliamp Technologies, reported on the Tech Lancaster Bootcamp, run solely by electronic based companies in Lancaster who had struggled to find relevant training for the sector. Six companies had worked together to create a 12 week training course, including 4 weeks of practical training, after which participants who successfully complete the course would be awarded an industry recognised IPC accreditation. The course had been oversubscribed, and feedback had been very encouraging. An application had been made to Lot 2 of the DfE Invitation to Tender, to further extend the course.

Resolved: that the update be noted

8. **Employment in Lancashire**

Sara Gaskell, Strategic Partnerships Manager, presented the report (circulated) on employment in Lancashire following the government's 'Plan for Jobs' announcements.

Discussion followed, and the following comments were made:

- Many varied jobs are available in the health sector, and a more structured pipeline is needed to target people into roles across the sector
- Employers need to consider what they are offering in terms of flexible, modern ways of working, to become attractive to people seeking work
- There was a greater need for employers to consider support mechanisms for new employees, particularly those who had been out of work for some time
- Some new ways of working had been trialled during the lockdown period and had given rise to innovative ways of working and engagement which could continue

Resolved: that the report be noted

9. Reporting to the Lancashire Enterprise Partnership

It was noted that Steve Fogg had stood down as the Chair of the LEP Board, and recruitment was underway.

Resolved: that feedback would be taken to the LEP Board around emphasising employer engagement, and the Skills White Paper consultation.

10. Any Other Business

It was Lis Smith's last meeting, and committee wished to place on record their thanks and best wishes to Lis.

11. Date of Next Meeting

An informal meeting was scheduled for 8.00am on 28 April 2021.

The next formal meeting was scheduled for 8.00am on 26 May 2021.



LEP – Sub Committee

LEP - Skills and Employment Advisory Panel

Private and Confidential: No

Date: Wednesday, 26 May 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

Executive Summary

This paper provides an overview of activity since the last formal committee meeting in March 2021.

The paper includes reference to the extension of the local Skills Advisory Panels (SAPs) grants from the DfE into 2021/22, with a further offer of £75,000 to support analytical capacity. The panel are asked to recommend acceptance of the grant to the LEP Chair and Chief Executive, as per their levels of delegation.

Recommendation


The committee are asked to:

1. Note the update; and
2. Recommend the acceptance of the SAP grant to the LEP Chair and Chief Executive

Background

The structure of the update from the Lancashire Skills and Employment Hub and partners is structured against the strategic themes and priorities outlined in the Lancashire Skills and Employment Strategic Framework 2021.

Update from the Lancashire Skills and Employment Hub and partners

	<p>Future Workforce: 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.</p>
<p>Priority 1</p>	<p>Careers Hub: Excellent careers provision underpinned by Labour Market Intelligence (LMI)</p>

Following the partial closure of schools and colleges and the continuing pandemic restrictions during the past term, the Lancashire Careers Hub has continued to engage with Career Leaders in a virtual manner. Area Career Leader and Enterprise Adviser meetings, CPD sessions and Cornerstone meetings have all continued. The Lancashire Careers Hub Team has also continued to develop good practice and areas of innovation building on the past successes of the Careers Hub pilot and Enterprise Adviser Network, in preparation for next academic year.

Performance against targets has continued to be impacted due to COVID-19 as education returned to face-to-face teaching but was impacted by the priorities of curriculum catch-up, pastoral support, continued staff absence, regular testing and COVID-safe policies preventing visitors or experiences out. Equally, employers continue to adapt to and mitigate against the impact of the pandemic. The Careers and Enterprise Company (CEC) have slightly reduced targets relating to employer encounters (Benchmark 5) and experiences of the workplace (Benchmark 6), considering the pandemic (including the inclusion of the partial achievement rather than full against Benchmark 6, which is the most challenging in the current environment). The work undertaken to enable virtual encounters and experiences has contributed significantly to performance, and more importantly, in boosting the aspirations of young people and breaking myths regarding labour market buoyancy.

	Benchmark 5 Performance		Benchmark 6 Performance	
	Target (July 2020)	March 2021	Target (July 2020)	March 2021
Careers Hub Wave 1 (Blackpool, Burnley, Pendle)	75	62.1	100% partial achievement	100
Careers Hub Wave 3 (Blackburn with Darwen and all other Lancashire areas)	65	65.3	100% partial achievement	85.1
Blackpool Opportunity Area	75	73.3	100% partial achievement	93

Key developments that have been driven by Lancashire Careers Hub has this term include:

Enterprise Advisers (EAs)

During this term we have had a focus on EA recruitment focusing on the positive influence existing EA can play in recruiting more. Building on the national CEC recruitment campaign, we held a local 'Bring a Buddy' event; employers were able to hear from current EA on the benefits of the role and why they got involved. This has resulted in the recruitment of 5 new EAs to date.

FE Community of Practice

A key development during this term has been the commencement of the FE Community of Practice. In partnership with The Lancashire Colleges (TLC), all Lancashire College Careers Leaders now meet



to share practice. Additionally, they are planning and delivering a collaborative event for young people next term showcasing Lancashire alumni, post 18 pathways alongside virtual employer encounters. All colleges are attending the meetings which report back to both the Lancashire Careers Hub and TLC Principals Group. This Community of Practice will support both progression in the colleges' benchmark scores, and discussions on how colleges can build on their current offer to schools thus potentially increasing schools' scores, particularly Benchmark 3 (destination tracking) and Benchmark 7.

Career Leader CPD

Lancashire's Career Leader CPD complements the CEC's offer and includes input from local partners including ASK, Speakers for Schools, U Explore, Future U, Uni Taster Days and Skills Builder Framework. Three linked sessions have been delivered so far and the varied delivery ensures the 'Hear from' / 'Chat with' model disseminates key resources and messages with opportunities for reflection and the sharing of good practice. The January session was pivotal in rolling out information on employer encounters and work experience in a virtual world. Updated resources are available via the Hub website including the recent partnership with Speakers for Schools. Equally, Start in Lancashire was showcased once more with sessions on content and its integration in a careers programme. Feedback has been positive and has included: - 'The most useful zoom in a long time! Thank you.', 'Thank you, it has been really helpful', 'Really informative'.

Priroity 2

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

The Gatsby Foundation funded T Level Routes Ready project has now been running for three years through the Lancashire Skills and Employment Hub. The following list details some of the key achievements of the project, working in close partnership with Lancashire's FE colleges, businesses and strategic partners:

- Seven Routeway Networks and Industry Placement Network established with up to 15 members in each
- Over 30 network meetings held
- Five additional projects supported, bringing an additional £200k+ into Lancashire
- T Level CPD developed for IAG professionals, with 78 attending the training
- Consultative Sales training delivered for college Business Relations staff, with 29 attending the training
- Twelve Technical Education Newsletters designed and delivered to over 100 subscribers
- Over 2000 individuals and 650 businesses reached with awareness raising sessions about T Levels
- Industry Placements incorporated into the Lancashire Skills Pledge

Six Lancashire colleges are now recruiting to T Levels for September 2021 and are reporting good interest so far. Some industry placements are taking place on a small scale this term for those who commenced T Levels in September 2020. Colleges are involved in a number of development projects with the Education and Training Foundation (TRIPS), which include creating resources to prepare learners for industry placements and themed approaches to learning, such as a family case study for the Health T Level, taking learners through a range of health scenarios for a group of family members,

The first stage bid for the Lancashire Institute of Technology (IoT), submitted to DfE by the lead institution, Blackpool and The Fylde College, has been successful and the Skills Hub is supporting a cross college and university team to develop the second stage bid. The work on the bid



complements the work of local partnerships forming in response to the governments Skills Accelerator announcements and opportunities to bid for local resources to progress technical education collaboration between providers, employer representative bodies (ERBs) and businesses at a local level.

Priority 3

Digital Workforce of the future

The Lancashire Digital Skills Partnership (LDSP) continues to lead on several activities with partners to engage young people in digital careers, these include:

Teen Tech Festival Lancashire

The Lancashire Festival, which took place in January and February reached over 850 young people across Lancashire, with the replays of the workshops over February half-term being well received. The most popular workshops included game design and animation. Highlights of the 2021 Festival can be seen here: [Lancashire Festival highlights](#)

Following the de-briefing meeting held in April, the project steering group decided to build on the Festival's success and run a second Festival in 2022. The aim is to start online workshops after February half-term, re-play the workshops during the Easter holidays and then hold a face-to-face feedback and celebration event early May.

Digital Careers Videos

The series of short films produced on careers in tech are now available on the Start Lancashire Platform and on the new joint [YouTube Channel for the seven Local Digital Skills Partnerships](#). The Careers Hub webpage will shortly feature a blog from the local graduate who was fundamental in producing the films, highlighting her career pathway to this point and link to the videos for careers teams in schools to use. There are also several short teaser films that will feature as part of a social media campaign in the coming months.

Cyber Girls First

Partnership working on the Blackpool event for female Year 8 students continues with schools, with the first event planned for the 16th of June. Pat Ryan (Founder) and colleagues from BITC have been instrumental in bringing together local and national employers to speak at the event including:

- Larissa Chase - Chief Technology Officer at 10 Downing Street
- An incognito speaker from The National Cyber Security Centre
- Mary Speakman - Code Galaxy, Blackpool
- Helen Parkinson and Tripta Kershaw - Korber, Blackpool
- Christine Lester - Cyber Security at JPMorgan Bank

The Department for Digital, Culture, Media and Sport (DCMS) are 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'). Cumulatively from 2016, the projects have supported 5,987 young people who are at risk of or NEET and moved 3,021 into a positive destination.



Concerns have been raised about capacity, particularly for those young people who are at risk of NEET, with an increased demand for support from schools for 16 year olds. The three top tier authorities, TLC and the Careers Hub are working together to support the transition of Year 11, taking into account the difficulties associated with the pandemic and the impact on young people's educational journey and health and well-being.

Work continues with local authorities and the 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

European Social Funds (ESF)

In February 2021 Lancashire was successful in securing a further £4.75m from the National Reserve Fund (NRF) to open a new call under Investment Priority 1.1, to support people displaced from employment by the pandemic who have barriers to re-entry. Two projects were submitted against the deadline of the 12th of April and are currently with DWP for appraisal.

Following input through a national task and finish group regarding the remaining NRF, an action note has been issued enabling directly matched projects to submit project change requests to DWP for extensions in time and growth in funds to run projects through to 2023. Projects must be performing well. Discussions are also underway to extend and grow the Big Lottery opt-in, which funds the Building Better Opportunities programme overseen by SELNET.

The ESF programme commenced delivery in 2016, and up to the end of March 2021 the following participants have been recorded. Almost a third have progressed into a positive destination so far.

Adults Supported under Investment Priority 1.4 (Active inclusion) and 1.1 (Access to employment for job seekers and inactive people)	
Participants Engaged	20,717
Males	9,871
Females	7,884
Aged 50+	5,491
Ethnic Minority Group	3,120
Disability	6,760
Progression into a positive destination	6,781

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 Forum supports the use of the on-line Escalate referral tool which now contains 144 opportunities and has been used by 4,377 users.

Plan for Jobs - Restart

The Forums also aims to work with any new providers in Lancashire who have been successful in gaining opportunities under the 'Plan for Jobs'. The Skills Hub worked collaboratively with DWP, Liverpool Mayoral Combined Authority, Cumbria LEP and Cheshire and Warrington LEP to support the procurement of a prime contractor for the Restart programme for the Northwest Contract Package Area. The Northwest contract was awarded to G4S who the Skills Hub have an existing relationship with and who have a representative on the Adult Skills Forum. This contract will be delivered over a five-year period and is expected to deliver to approximately 108,000 people across the Northwest region. Estimates suggest that 27% will be in Lancashire. A first meeting has been held with G4S to support the embedding of the Restart offer locally and they have been invited to the Forum meeting on the 9th of June to deliver a presentation to the members.

Influence shape of future provision through the development of a new domestic programme (UKSPF)

In April 2021, the Community Renewal Fund (CRF) was launched by government to enable pilots of localised activity in this financial year, as a precursor to the launch of the UK Shared Prosperity Fund (UKSPF) in 2022. It is intended that UKSPF will replace the current European Structural and Investment Funds (ESIF).

CRF aims to test localised approaches, which are innovative and span different priorities, which boost productivity, employment and support recovery from the pandemic in local areas. The aims respond to the feedback from different bodies involved in the ESIF programme, and the call for a bottom up, localised approach to setting priorities, with an ability to work across investment priorities to enable joined up activity, as well as a call for reduced bureaucracy. Key worker models are also referenced, which directly responds to the feedback from the Adult and Employer Skills Forums and learning from joining up projects through the Lancashire Skills Escalator.

Government has identified 100 priority places based on an economic resilience measure, this includes Blackpool, Blackburn with Darwen, Burnley, Pendle and Hyndburn. The 100 places will be prioritised for funding. Each of the three Lead Authorities in Lancashire have been tasked by government to run an open and transparent call for projects and submit a competitive bid to government by mid-June. Government anticipates informing successful areas by the end of July, which will enable delivery between September 2021 and March 2022.

In support, two sessions were held with the Lancashire Adult and Employer Skills Forums and wider partners, to outline the processes that each of the Lead Authorities were undertaking and to provide an on-line forum for partners to share ideas and to connect to enable collaborations to be formed. Several breakout sessions were run with a plenary in the second session to enable the sharing of ideas, at the request of members. There were over 30 attendees at each session.

Priority 2

Sector specific initiatives targeted at areas with labour market demand

CityFibre

The Skills Hub is working with CityFibre to support their recruitment and skills needs within Lancashire. CityFibre is investing £4bn in full-fibre connectivity. CityFibre has network rollouts underway with plans to connect up to 8 million homes and businesses in more than 60 towns and cities. A growing number of Gigabit City projects have been announced for full-city rollouts and



CityFibre continues to prime its existing network assets for expansion. To date conversations have been held with partners in Preston and the Blackpool area.

Fast Track Digital Workforce Fund and Digital Bootcamps

The round 2 projects, funded by DCMS and the round 3 projects, funded by DfE have now finished delivery. The majority completed the delivery phase before the end of March. We are now tracking the numbers recruited into employment over the next 6 months.

The extension funding received from DfE has funded 4 new bootcamps working with two new commercial bootcamp specialists and 2 existing Fast Track projects. These include: Code Nation, Northcoders, Tech Returners and IN4.0 Talent Academy. Content of the programmes focuses on software developer and cloud roles. [Further details of the programmes can be seen here.](#) Delivery has started for all programmes with some recruitment for Lancashire participants for future cohorts still ongoing for Code Nation and Northcoders.

Announcement of the results from the national procurement process undertaken by DfE for the roll out of Digital and Technical Bootcamps nationally under the National Skills Funds are anticipated shortly. A number of bids from local consortiums were submitted, as per the input at the last meeting.

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 nearly 500 digital devices and connectivity to digitally excluded over 50s across Lancashire.

This project has now concluded but partners are keen to explore alternative funding sources to continue this work.

Priority 4

Embed social value in commissioning, procurement and planning processes

Growth Deal

The impact of the adoption of this approach can be seen at programme and project level. As reported in December's LEP Board Report, the Growth Deal programme generated a total of £31.1m of social value in the last reporting period (2019-20). The table below provides a detailed breakdown of social value delivered across the framework metrics:

Future Workforce

Metric	To date	Indicative Social Value
Hours volunteered to support learning and education through curriculum links, careers and STEM activity.	531	£84,271
Number of work experience placements for 15-18 year olds at Lancashire schools and colleges	213	£33,703
Number of undergraduate project placements offered to Lancashire's Universities.	101	£15,981
Number of graduate internships for graduates living in Lancashire	22	£20,886

Inclusive Workforce



Metric	To date	Indicative Social Value
Number of local people (FTE) employed on contract through construction phase activity (limited project level data available)	335	£9,633,930
Number of work placements or trails offered to unemployed Lancashire residents.	87	£51,835
Working days committed from business volunteers to mentor NEET ('not in education, employment or training') young people (16-18 year olds).	43	£37,812
Number of employment opportunities offered to Lancashire residents that are unemployed or at a disadvantage.	45	£853,425

Skilled and Productive Workforce

Metric	To date	Indicative Social Value
Number of apprenticeships (16-18 year old and Adults).	622	£6,708,146
Commitment to workforce planning and investment in training of employees.	1050	£271,373
Investment in leadership skills	212	£1,424,576

Wider Community Benefits

Metric	To date	Indicative Social Value
Community based projects driven by the local communities in which the project is based.	146	£16,424
Procurement of local Lancashire based supply chain through the contract (limited project level data available)		£11,911,671
Procurement and commissioning of local SMEs and social enterprises / third sector organisations (limited project level data available)		£2,763,316

The South East Blackburn Link Road project in Blackburn with Darwen has continued to generate some impressive social value outputs through the delivery of the project. The project has an ambitious social value programme to generate a range of local social and economic benefits including work placements, apprenticeships, careers activity and wider community benefits.

The project, valued at over £5 million, has ensured that at least 70% of all costs (labour, subcontractor and other suppliers) has been spent locally, within 25 miles of the borough.

Performance data across the Growth Deal programme is currently in the process of being reviewed and an annual Growth Deal Social and Economic Report, covering the 2020/21 period to the end of March 2021, will be presented to the LEP Board later in the year.

Construction Skills Fund

In the construction sector the Skills Hub continues to work closely with partners and developers across the county to provide employment and skills opportunities for local people. The Skills Hub are working with the Construction Industry Training Broad and Procure Plus on the roll out of the Construction Skills Fund across Lancashire.

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

Despite the restrictions caused by the Covid-19 pandemic the programme continues to deliver some very positive results (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.



Construction Skills Fund: 1st April 2020 – 6th April 2021	Lancashire
Training Completions	132
Employed to date	55
Diversity – All Trained	
BAME Trained	9
Female Trained	7
Learning difficulty and/or disability and/or health problem.	17
NEET Trained	51
Ex-Offender Trained	11
Care Leaver Trained	7
Unemployed >6months Trained	60
Unemployed <6months Trained	75


The Construction Skills Fund came to a close for new starts at the end of March 2021 and will be superseded by the Onsite Experience programme which will continue to provide employment and skills opportunities for Lancashire residents.

D'Urton Lane Development Social Value

The Skills Hub are currently working with Wilmott Dixon and L&Q/Trafford Housing Trust, to develop an ambitious social value programme for the D'Urton Lane development.

The project team are working with an extensive range of local partners to realise their social value offering and have set up two action groups focussing on Education and Skills & Employment opportunities for local people including work placements, Apprenticeships, and Kickstart placements.

Despite being at a very early stage in the programme with enabling works and site preparation the project has already generated 4 employment opportunities, 3 Apprenticeships and engaged with a total of 117 students. The project team are currently working with Preston's College to develop a series of Masterclasses for students.

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



Apprenticeship Action Plan Refresh 2021-2023

The Apprenticeship Action Plan has been refreshed for 2021-23 in consultation with partners. The plan will be presented at the meeting for approval by the committee in a separate paper.

Priority 2

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

Tech Talent Charter

The LEP is a signatory of the Tech Talent Charter, as an advocate for diversity in the digital workforce. In February, a thought-piece, jointly authored by Adrian Wright (UCLan), Kerry Harrison (Lancashire Digital Skills Partnership) and May Ellis (Lancashire County Council), was published to raise awareness of the issues and the training available to businesses. [You can read the article here.](#)

To further the local conversation on the issue of diversity and inclusion, working with colleagues at Frazer House – the new community and office hub for fast growing technology and digital companies and start-ups in Lancaster, based on White Cross Business Park – we are hosting a series of lunch-time chats with local businesses and GCHQ NW on why they feel this issue is so important for their business. Michael Lough – Blue Wren, Peter, Martin Peters – Miralis Data and Sameena K and Simon C – GCHQ are key contributors. [You can find out more about the events here.](#)

Google Digital Garage Training

The Lancashire Digital Skills Partnership (DSP), alongside its six fellow DSPs across the country, continues to work with Google Digital Garage to deliver a series of weekly sessions in May and June. The seven DSP Coordinators came together and agreed a programme of useful webinars that address common local needs or fill regional gaps.

The workshops start with Build your Personal Brand Online on the 19th May and also include topics such as: Keep your Family Safe Online, #IamRemarkable, Find Your Career Goals, Update your CV and Cover Letter, Productivity for Working Remotely, Safety First: Protect Yourself. Registration is via Eventbrite at: <https://digitalskillspartnerships.eventbrite.co.uk>.

European Social Funds (ESF)

Following on from the successful request for additional National Reserve Funding under Investment Priority 2.1, a call took place early in 2020. Four projects were successfully procured by DWP, the Managing Authority and details are provided in the table below:

Project	Lead Accountable Body	ESIF Funding	Overview
Building Successful Futures	PHX Training Limited	£1,528,000	Targeting Retail, Customer Service, Hospitality, Warehousing and Business, the project aims to develop the skills and career prospects of employed people, particularly within SMEs and micro businesses. The project will support employees to progress from entry level jobs, through the delivery of flexible and responsive vocational provision which meets employers' needs.



LEAP	UCLan	£2,259,000	Aligned with the Apprenticeship Action Plan the project aims to provide L3 bridging programmes, an Apprenticeship Mentoring Programme for supervisors, CPD for Apprenticeship Ambassadors and support the evolving Lancashire Levy Transfer Network (LLTN).
Upskilling Health & Social Care	Blackburn with Darwen Council for Voluntary Service	£2,134,000	Partners will engage with VCFSE organisations, who are part of the Lancashire Integrated Care System and undertake organisational diagnostics and skills audits to create workforce development plans and individual learning plans. Bespoke training will be developed and delivered, with pathways created that will lead to and complement other provision, supporting individual career paths and the upskilling of organisation's workforce.
Building Blocks-Business Health Matters	Active Lancashire	£5,191,000	The project aims to boost the health of Lancashire's SME workforce by delivering Level 2 and Level 3 Workplace Health Champion training and other qualifications such as Mental Health First Aid. The project aims to train 5000 Workplace Health Champions across Lancashire, who will act as advocates for Workplace Health and Wellbeing within their organisation.

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.

The Skills Hub continues to work with providers to ensure that employer facing provision meets the current and future needs of businesses. From the start of the ESF provision until the end of March 2021 the projects have engaged with 3,182 Businesses and delivered to 15,312 employees.

Redundancy Taskforce

The Redundancy Taskforce was established in June 2020 with the Department for Work and Pensions (DWP), National Careers Service (NCS), and ESF providers. The taskforce has enabled a joined-up approach to communication with employers and the coordination of offers from different partners. As a result, partners are working with employers in developing tailored packages of support for employees who are at risk of/who are being made redundant.

Initially support was offered remotely using digital means. This continues to be the case, with some face-to-face support now taking place at employer premises in-line with COVID-19 regulations. From June 2020 until the end of February 2021, the taskforce has been in contact



with over 110 businesses. The group will continue to focus on how it improves awareness of the support available and will continue to meet for the foreseeable future and continue to work proactively to support businesses and their employees.

Priority 3

Leadership & Management capacity in SMEs

European Social Funds (ESF)

Leading Lancashire and Skills Support for the Workforce (SSW) continue to deliver provision to leaders and managers across Lancashire, with the former seeking to boost diversity and support succession planning, as well as pivoting to provide resilience and change management workshops in response to the pandemic. The Growth Company, the accountable body for SSW is also a member of the Redundancy Taskforce and is supporting businesses with employees at risk of redundancy and supervisor with restructuring, coordinating their offer with the National Careers Service, for which they are the northwest prime contractor.

Priority 4

Healthy Workplaces

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. Active Lancashire have been successful in gaining an ESF contract: Building Blocks- Business Health Matters, as detailed in the table.

A presentation will be provided by Active Lancashire at the committee meeting.



Informed Approach: 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.

Skills Advisory Panels – Local Skills Report

The Skills Hub worked closely with the Skills Advisory Panel Team in the DfE to agree a pragmatic approach to meeting the requirements of publishing a Local Skills Report while not diluting the Lancashire Skills and Employment Strategic Framework. As a result, the two documents have been brought together and the Strategic Framework incorporating the Local Skills Report was published at the end of March, meeting the DfE's deadline, see here:

<https://www.lancshireskillshub.co.uk/strategies/strategic-framework/>. It received positive feedback from the department and was one of the first presented to the Skills and Productivity Board as an example of good practice.

Skills Advisory Panels – 2021/22 Grant

The DfE have offered a further grant of £75,000 in 2021/22 as per previous years (this will be the third year of funds) to help support SAPs local analytical capability and meet SAP requirements.

The three key objectives for the grant are:

1. Continue to produce high quality local-level skills analysis
2. Maintain relationships to deliver the local skills agenda
3. Refresh Local Skills Reports



The committee are asked to recommend to the LEP Chair and Chief Executive that they accept the £75k grant being offered by the DfE.

Evidence Base

The Evidence Base page on the Skills Hub website, which is open source, now includes an interactive data dashboard for partners, in addition to the LMI Toolkit. The page has received over 1,671 visits, from the start of the 2021 until 6th May 2021, compared to 254 views in the same period last year. Showing the value and impact of the new approach. The evidence base will continue to evolve in line with partners and stakeholder feedback, utilising the SAP grant. The Evidence Base page can be viewed here: <https://www.lancashireskillshub.co.uk/our-people/evidence-base/>

Data Intelligence Stakeholder Briefings

Joseph Mount, Skills and Economic Intelligence Officer, has held stakeholder briefings with FE Colleges, Sixth Forms and Universities across the LEP to provide analytical insight into their respective Travel to Work Areas (TTWAs) business base, skills base, demand for skills, and sector forecasts. This information has been used by stakeholders to inform decisions regarding curriculum and capacity plan and has been well received by all involved. All those attending a briefing were able to take away with them their own bespoke interactive data dashboard to refer to and explore insights further with colleagues.

Vacancy Data Consultation

Following the consultation with the DfE's SAP Team on a new experimental vacancy dataset from the University of Warwick, it has been decided that this will be discontinued. Given the positive feedback The Skills Hub has received from stakeholders concerning vacancy data from Burning Glass, and the visualisations produced using it, the Skills Hub have extended their licence with Burning Glass for a further 6 months.

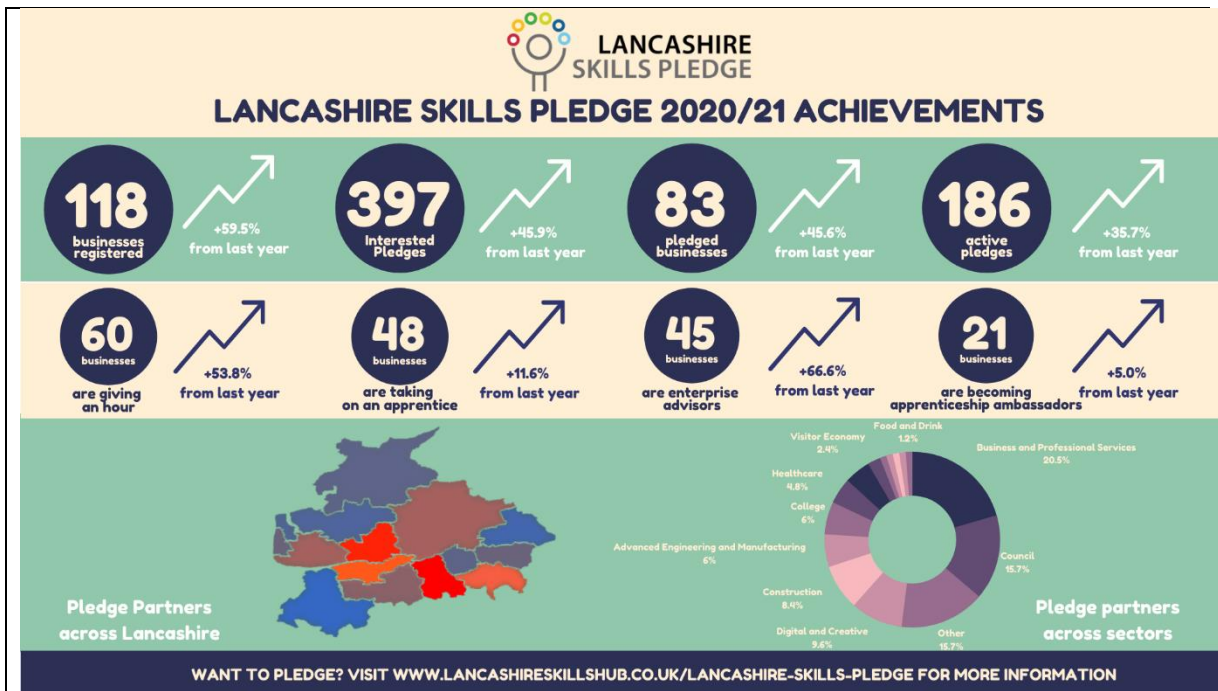
Cross cutting tools

Skills Pledge

The Lancashire Skills Pledge provides recognition to businesses, private, public and third sector, who inspire, recruit and upskill the people of Lancashire.

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 to receive support to engage with them and be recognised. 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.

Throughout 2020/21, the Skills Pledge initiative has continued to gain traction and is well represented geographically across the LEP, with Pledge Partners from all districts within the LEP. As of the 31st of March 2021, there were 83 businesses actively pledging (an increase of over 45% from the previous year) to a total of 186 pledges (an increase of over 35% from the previous year). Lancashire's wide array of sectors continue to be well represented by Pledge Partners.



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 7th May 2021, the website has received 15,500 views, including over 5,300 to the 16-24 page; and there were 2,700 external links clicked through to the support on partner sites.

Twitter

As of 11 May 2021, Twitter followers had increased by 110 followers since February 2021, making our total number of followers 2,918.

List of Background Papers

Paper	Date	Contact/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A



LEP – Sub Committee

LEP - Skills and Employment Advisory Panel

Private and Confidential: NO

Date: Wednesday, 26 May 2021

Apprenticeship Action Plan 2021-2023

Appendix A refers

Report Authors:

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Executive Summary

This paper presents the refreshed Apprenticeship Action Plan 2021-23 (see Appendix A) and the background to its development.

Recommendation

The Committee is asked to approve the Apprenticeship Action Plan 2021-23.

1.0 Background

- 1.1 The Apprenticeship Action Plan is Lancashire's shared response to maximise the benefits of Apprenticeship training for businesses and individuals, which in turn will contribute to businesses having the skilled and productive workforce they require to enable resilience, recovery, and regrowth of Lancashire.
- 1.2 Building on the previous plan it covers the period 2021 to 2023, contributing to the Lancashire Skills and Employment Strategic Framework 2021 and the Lancashire Technical Education Vision.
- 1.3 It has been produced in collaboration with key partners and consulted on with stakeholders. A consultation event took place in March and was attended by 10 organisations. A series of one to one meetings also took place with key partners, including DfE, DWP, Lancashire Careers Hub and the Lancashire Work Based Learning Forum. The actions within the plan are led by appropriate key partners.
- 1.4 The plan follows the format of the Strategic Framework with an evidence base underpinning the objectives, actions and associated outputs and outcomes.



2.0 Financial Implications

- 2.1 The collaborative approach to developing the plan and the joint ownership of objectives means that a range of funding will be utilised from a range of partners and sources. In terms of financial implications for the LEP, a budget of up to £10,000 has been allocated this financial year to support the development of the Lancashire Levy Transfer Network.
- 2.2 Sponsorship of Apprenticeship Awards will be undertaken by the Lancashire Skills and Employment Hub utilising Lancashire County Council funds.
- 2.3 An application is also being considered under Lancashire County Council's Lancashire Economic Recovery Grant (LERG) to provide financial incentives to Lancashire businesses to recruit apprentices aged 16-24, which, if successful would contribute to the plan's objectives, and follow on from the current incentives from government.

3.0 Recommendations

The Committee is asked to approve the plan.

List of Background Papers

Paper	Date	Contact/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A

Apprenticeship Action Plan 2021-2023

Introduction

The Apprenticeship Action Plan has been produced in collaboration with key partners with a shared aim of enabling the Apprenticeship system to meet the needs of Lancashire's economy. The plan underpins and is an integral part of the Lancashire Skills and Employment Strategic Framework 2021¹ and the Lancashire Technical Education Vision², and should be read in conjunction with these publications.

The Lancashire Technical Education Vision recognises the importance of a high performing technical education system to the Lancashire area, and the role that technical routes have in enabling people to develop technical skills to improve their job prospects and earning potential, whilst also boosting the productivity of businesses.

Apprenticeship reforms and the establishment of the Institute for Apprenticeships and Technical Education (IfATE) has strengthened the employer led system approach. The publication of the Skills for Jobs White Paper³ continues the journey regarding the development of the technical education system and signals the evolution to an employer centred system approach.

The positive contribution that Apprenticeships make to the economy, individuals and businesses is well evidenced. For every £1 that is spent on Apprenticeships, the national economy gains £21⁴. There is evidence that businesses employing Apprentices gain benefits of increased long-term productivity. 74% of employers say that Apprentices improved products or service quality, and 78% say that they improved productivity⁵.

Apprenticeships enable individuals to earn while they learn, with a practical learning style which suits many to thrive and fulfil their potential. Individuals that undertake Apprenticeships are more loyal, likely to earn more once qualified and have enhanced employment prospects⁶.

Building on the strong foundation of Lancashire's high-quality network of Apprenticeship training providers, collaborative ways of working, the Lancashire wide Careers Hub and network of employers, there is now an opportunity to rebuild the legacy of Apprenticeships in Lancashire and 'grow our own'. While making the most of the policy developments and incentives that the Government have set out in the Skills for Jobs White Paper.

The Apprenticeship Action Plan is Lancashire's shared response to maximise the benefits of Apprenticeship training for businesses and individuals by working with businesses, partners and the Government. This will support growth in Apprenticeships which in turn will contribute to businesses having the skilled and productive workforce they require to enable resilience, recovery, and regrowth of Lancashire.

¹ [Lancashire Skills and Employment Strategic Framework](#)

² [Lancashire Technical Education Vision](#)

³ <https://www.gov.uk/government/publications/skills-for-jobs-lifelong-learning-for-opportunity-and-growth>

⁴ <https://cebr.com/reports/economic-impact-of-apprenticeships/>

⁵ www.gov.uk/government/uploads/system/uploads/attachment_data/file/659710/Apprenticeships_evaluation_2017_employers.pdf

⁶ Return on Investment – <https://www.lancshireskillshub.co.uk/wp-content/uploads/2021/02/Rates-of-Return-to-Apprenticeships-Exec-Summary.pdf>

2019/20 Apprenticeship Action Plan Review

In 2019 an Apprenticeship Action Plan Group worked collectively to produce a joint action plan to support the recovery of Apprenticeships across Lancashire.

Achievements from the 2019/20 action plan include:

- ✓ Apprenticeship Support and Knowledge for Schools and Colleges programme (ASK) undertook 167 activities across 88 schools in Lancashire outperforming targets.
- ✓ Bespoke 'next steps' support resources for year 11 and 13 pupils issued to all Lancashire schools and sixth forms.
- ✓ Business referral processes created to support employers to take on Apprentices, directly from employers via the Skills Pledge, through business networks and the Boost Growth Hub, by the Lancashire Work Based Learning Executive Forum (LWBLEF).
- ✓ A localised [Employer's Apprenticeship Toolkit](#) was published.
- ✓ The Lancashire Leaders' made a public pledge that the Local Authorities in the Lancashire LEP area would work together to meet the 2.3% Apprenticeship target.
- ✓ 10 out of 15 Local Authorities joined the Skills Pledge and are actively involved in apprenticeship pledges and 45 businesses are actively involved in one or more Apprenticeship Skills Pledges.

Response to COVID- 19

The Lancashire Skills and Employment Hub worked with the LWBLEF to gather timely local intelligence from its members to understand the immediate impact of COVID-19 on Lancashire Apprentices and the Apprenticeship sector, including Apprentices who had been furloughed, made redundant and Apprentices with delayed training. This information was shared with BEIS, DfE, Local Authorities and other key partners. This evidence supported the joint lobbying of Government for additional support for providers and employers and encouraged employers to take on redundant Apprentices.

The www.skillsforwork.info microsite was launched in summer 2020 with over 50 partners. The site brings together information about support for those that are furloughed, to boost skills for business recovery and employability, for those facing redundancy and those seeking work, and for younger people aged 16-24. Apprenticeship support and initiatives both local and national have been integrated across the site.

In response to the impact of COVID-19, the government published a 'Plan for Jobs' aiming to reduce the impact of the pandemic on businesses and people, with a number of schemes aimed at incentivising employers to keep on employing – for example, through the furlough scheme and job retention bonus, by incentivising Apprenticeships and the introduction of the Kickstart programme. Work is underway to ensure that the schemes are maximised locally, working with DWP, Jobcentre Plus and local partners to integrate the schemes with existing provision, and to also communicate the offers clearly to employers and individuals.

Labour Market Context

After a county wide drop in Apprenticeship starts post the Apprenticeship Reforms (Spring 2017) Lancashire's starts had begun to experience a recovery, and as of 2018/19 Apprenticeship starts were at 73.2% of their pre-reform level, with an 8.7% increase in starts (1,046 starts) between 2017/18 and 2018/19, above both the North West (0.3%) and England (5.5%).

In the academic year 2019/20, during which the pandemic began overall Apprenticeship starts in Lancashire decreased by 21.1% (down 2,751 starts) compared with the previous year. The reduction in starts in Lancashire has been more severe than in the North West (19.4% decrease) and in England as a whole (17.8% decrease). Lancashire's Apprenticeship starts as a percentage of the 16-64 year old population was 1.12%, higher than in the North West (1.03% of residents) and England (0.78% of residents).

Apprenticeship Starts	
By Level	<p>Higher Apprenticeship starts (Level 4 and above) in Lancashire increased by 4.8% (an increase of 115 on the previous year's 2,491 starts), however this was considerably less than the 9.2% increase in the North West and 9.9% in England.</p> <p>Advanced Apprenticeship starts in Lancashire have decreased by 20% (a decrease of 1,195 on the previous year's 5,979 starts), in line with the 20.9% decrease across the North West and 19.4% decrease across England.</p> <p>Intermediate starts in Lancashire have decreased by 35.5% (a decrease of 1,671 on the previous year's 4,710 starts), a larger decrease than the 32.3% decrease in the North West and the 30.9% decrease in England.</p>
By Age	<p>Under 19 Apprenticeship starts in Lancashire decreased by 22% (a decrease of 823 on the previous year's 3,734 starts) in line with decreases both regionally (21.2%) and nationally (21.9%).</p> <p>19-24 year old Apprenticeship starts had a 24.2% reduction (a reduction of 861 compared to the previous year's 3,559) this was a larger decrease than was seen regionally (21.0%) and nationally (17.9%). In comparison to the age bands Under 19s' and '25 year olds plus' this constituted the largest percentage age band decrease in starts in Lancashire.</p> <p>25 year old plus starts reduced by 18.5% (1,067 less than last year's 5772) which was a larger decrease than regionally (17.5%) and nationally (16%).</p>
By Sector	<p>Business, Administration and Law saw the largest drop in numbers of starts, with a decrease of 1,102 starts (28.1% reduction) from the previous year. This compares to national decrease of 19.9% and a North West decrease of 23.4%.</p> <p>Other subject areas which have seen decreases from the previous year include Health, Public Services and Care (637 fewer starts, -18.1%), Retail and Commercial Enterprise (579 fewer starts, -37.4%), and Leisure, Travel and Tourism (154 fewer starts, -55.8%).</p> <p>The only subject area which saw an increase in starts was Education and Training with 151 more starts versus previous year (61.9% increase).</p>
By Local Authority Area	<p>All local authority areas have had a reduction in the number of Apprenticeship starts from 2018/19 to 2019/20. Blackpool has seen the largest fall in the number of starts, with a reduction of 278 starts compared to the previous year (23.8% reduction). Burnley has seen the largest percentage reduction of 27.4% (-207 starts).</p>

	While there have been reductions across all Lancashire's local authority areas, Ribble Valley, West Lancashire and Chorley's reductions in Apprenticeship starts have been less severe than the average percentage reduction across the country.
By Business Size	<p>Following the introduction of the Apprenticeship reforms, the percentage of apprenticeship starts from Small and Medium Enterprise's (SMEs - fewer than 250 employees) dropped considerably, from 66% in 2015/16 to 51% in 2019/20. Large businesses (employing 250 people or more) now account for 49%, compared to 34% in 2015/16. The North West and England have experienced similar shifts</p> <p>When looking at nominal numbers the shift is stark, up to 2018/19 (setting to one side the effects of the pandemic in 2019/20), starts from large businesses were 350 higher than in 2015/16, whereas those from SMEs were down by over 4,500. The decrease in SME's taking on Apprentices has brought with it lower overall numbers of starts, as the increases from Large companies haven't made up the shortfall.</p>

Apprenticeship Vacancy Data

Overall in academic year 2018/19 there were 3280 vacancies posted compared to 2270, approximately a third fewer posting in 2019/20. As of December 2020, Apprenticeship vacancies have started to recover, seeing many consecutive months of postings higher than the previous two academic years. As of the end of Q3 2020/21, vacancy postings marked as Apprenticeships are at 2230, 98.1% of the level of the entirety of 2019/20.

Key Stage 4 and 16-18 Destinations Data

6% of Key Stage 4 leavers and 11% of 16-18 leavers entered a sustained Apprenticeship destination from the 2018/19 cohort which is the same as the previous year and in line with the North West.

N.B. If you are interested in viewing the full data pack please see Annex A.

Key Issues

1. Growth in the number of Higher Level Apprenticeship starts trails behind the North West and the country
2. 16-24 year olds have been the age group most adversely effected by COVID-19 and this reflects in the Apprenticeship start data
3. Significant impact of the pandemic on Apprenticeship starts in some sector subject areas and variances in Apprenticeship starts by local authority
4. Numbers of Apprentices on a break in learning has increased as well as delays to Apprenticeship completions, and progressions, as well as Apprentices being made redundant
5. Impact of pandemic on business confidence, which in turn is impacting recruitment and therefore causing delays in taking on Apprentices
6. The trend over time in a lower take up of Apprentices by SMEs – also an opportunity for growth.
7. Expansion and introduction of incentives and programmes has made it complicated for employers to engage
8. Providers are vital in the response to our current skills challenges; they also face greater challenges during the recovery period which will inevitably require training and upskilling

The Apprenticeship Action Plan

This plan covers the period 2021 to 2023 and is aligned to both the refreshed Lancashire Skills and Employment Strategic Framework 2021 and the Lancashire Technical Education Vision. The plan is underpinned by an evidence base and was developed in consultation with key stakeholders. An Apprenticeship Action Plan Group will monitor progress against the plan.

Priority	Objectives (AAP1 - transferred from first Apprenticeship Action Plan)	Actions	Lead & supporting partners	Outputs	Outcomes
1 Apprenticeships aligned with business needs, alongside growth in Higher level and Degree Apprenticeships.	1. Support Lancashire's businesses particularly SMEs to identify how Apprenticeships can meet their skills needs, meet their social value commitments/ aspirations, and support them to utilise Apprenticeships to train their workforce.	Deliver an employer facing Apprenticeship Communications Plan – with a focus on SME's, Higher and Degree Apprenticeships and incentives. Utilising business to business peer influencers e.g. BOOST Apprenticeship Ambassador Network; working with business intermediaries – including Chambers of Commerce and Federation of Small Businesses; and DWP employer facing staff. Review and increase Apprenticeship activity with businesses through the development of Social Value commitments across the LEPs programmes and project portfolio.	Lancashire Skills Hub (LSH), Lancashire Work Based Learning Executive Forum (LWBLEF), North West Apprenticeship Ambassador Network (NWAAN), business intermediaries, Local Authorities, BOOST Growth Hub, DWP, Growth Deal Management Board, City Deal Executive, Construction Skills Training Partnership	Refreshed business facing marketing resources Events/webinars to support employers Referrals to LWBLEF Submission of the Employment and Skills plans as part of the planning process	Increase in Apprenticeship starts annually Increased number of Apprenticeship vacancies Increase in the number of Apprenticeship starts within SMEs Increase in number of businesses transferring and receiving levy, and the amount transferred
	2. Support Lancashire's businesses to improve the quality of Apprenticeships and encourage progression.	LEAP Project will deliver coaching/mentoring training to Apprenticeship mentors/managers. LEAP Project will deliver enrichment/bridging training to support people to begin an Apprenticeship and progress to higher Apprenticeships.	LEAP Project (LWBLEF), LSH, Boost and Intermediaries partners	Employees receiving coaching/mentoring training Individuals receiving enrichment/bridging training	Increase the number of projects which have committed to the delivery of Apprenticeship opportunities within their Social Value delivery plans
	3. Work with partners to deliver a collaborative approach to support the transfer of unused Apprenticeship Levy.	Create and deliver the Levy Transfer Service (LEAP Project) that adds value to the national system due to be launched summer 2021.	LEAP Project (LWBLEF), Lancashire Levy Transfer Network, LSH, Boost and Intermediaries partners	Businesses transferring 'unspent Apprenticeship Levy Levy transfer case studies produced	
	4. Support the growth of Apprenticeships in the existing and emerging priority sectors (AAP1).	Work with partners to promote Apprenticeship to priority sectors: Public Sector, Department for Education (DfE) sector managers, Lancashire Digital Skills Partnership (LDSP), Health and Social Care Skills Partnership and LEP Sector Groups; and understand sector specific issues and lobby appropriately.	LSH, Public Sector employers, DfE, LDSP, LEP Sector Groups, LWBLEF	Sector specific event/webinars and communications Engagement with sector groups	2.3% Local Authority target increased

		Work with partners to develop the Flexi-job Apprenticeships proposition in Digital in Lancashire.	LDPS, LSH, DfE, Department for Digital, Culture, Media and Sport (DCMS)	Introduction of Digital Flexi-job Apprenticeships in Lancashire	
	5. Support 16-24 years old Apprenticeships growth.	Promote the benefits of businesses taking on 16-24 years old Apprentices, including sponsorship of the Apprenticeship Award at the Sub 36 Awards. Apprenticeship communications with Youth Hub DWP staff.	Local Authorities, LSH DWP, LWBLEF, Apprenticeship Action Group	16-24 year old Ambassadors speaking at business events 16-24 year old Apprenticeship case studies	
2 Raise the profile of Technical Education to ensure that Technical Education routes have the same parity of esteem as academic routes.	6. Careers Hub: Excellent Apprenticeship careers provision underpinned by Labour Market Intelligence (LMI).	Provide up to date vacancy LMI to schools and colleges to inform young people and their parents/carers of Apprenticeship opportunities. Making Technical Education at the forefront of Start Lancashire platform – including apprenticeships case studies.	Inspira, LWBLEF, LSH	Start Lancashire presents latest Apprenticeship LMI on the platform Apprenticeship case studies on Start Lancashire	Increase of numbers of progressions into Apprenticeships from Key Stage 4 and Key Stage 5
	7. Provision of quality encounters and experiences for young people with businesses who take on Apprentices.	ASK project to deliver to all institutions in the Lancashire Careers Hub, including sector specific focussed sessions and a blended approach (<i>AAP1</i>). Apprenticeship Ambassador Network allied with the Enterprise Advisors and Give an Hour activities.	LWBLEF, Inspira, LSH	ASK Programme meets its targets Number of EAs / Apprenticeship Ambassadors	Number of ASK programme activities conducted Growth in Apprenticeship Ambassadors activities
	8. Providers are supported to respond to the skills challenges raised during the COVID-19 recovery period.	Develop and undertake a CPD programme with LWBLEF members.	LWBLEF	Number of providers accessing CPD opportunities	Increase in Apprenticeship starts annually
3 An Informed Approach.	9. Taking an evidence-based approach to identifying the Apprenticeship issues facing Lancashire's businesses and sectors.	Deeper dives into key issues identified.	LSH, Public Sector partners	Production of data and analytical reports	As a result of the conclusions of the deeper dives review actions and plan
	10. Work alongside Government Departments and key partners to align Apprenticeship strategies and plans	Add value to and utilise regional and national communication plans, national levy transfer service and new Apprenticeship training associations etc.	LSH, NWAAN, LEP Network, Government departments, Department for Education (DfE) and DCMS, LWBLEF, Local Authorities	Evidence of alignment with national projects communicated to partners	

Monitoring and Evaluation

This captures the breadth of activities being delivered collectively by partners aligned with the Action Plan, and outcomes that are secured. The logic chain 'objectives - actions - outputs - outcomes', enables the tracking of achievements, both in terms of activities delivered and impacts secured, over time. Each outcome has a target or baseline which will be reported on annually.

Outcomes	Target / Baselines (rounded to nearest 5)
<p>1. Increase in Apprenticeship starts annually overall</p> <p>Starts by Level – with a focus on Higher and Degree Apprenticeships</p> <p>Starts by Age – with a focus of 16-24 year olds</p> <p>Starts by Sector – with a focus on Lancashire's priority sectors</p>	<p>Baseline 2019/20 starts - 10,315</p> <p>Intermediate – 3,040 Advanced – 4,785 Higher – 2,490</p> <p>16-18 year olds – 2,910 19-24 year olds – 2,700 25 plus year olds – 4,705</p> <p>Agriculture, Horticulture and Animal Care - 125 Business, Administration and Law – 2,815 Construction, Planning and the Built Environment - 770 Education and Training - 395 Engineering and Manufacturing Technologies – 1,790 Health, Public Services and Care – 2,890 Information and Communication Technology - 415 Leisure, Travel and Tourism - 120</p>
2. Increase in the number of Apprenticeship vacancies posted	<p>Baseline 2019/20 vacancies - 2271</p>
3. Increase in the number of businesses taking on one or more Apprentices by size, with a focus on Small and Medium Enterprises SMEs	<p>Baseline Large business (250+ employees) - 4,220 Small and Medium Enterprises (0 - 249 employees) - 4,380</p>
4. LEAP Project	<p>Targets to be confirmed for LEAP project</p> <ul style="list-style-type: none"> • Increase in number of businesses transferring and receiving levy, and amount transferred • Number of employees receiving coaching/mentoring training • Number of employees receiving the Apprenticeship enrichment/bridging training
5. Apprenticeship Social Value Employment and Skills Targets	Target to be confirmed
6. 2.3% Local Authority target increased	<p>Baseline 2019/20 – 1.5%</p>
7. Increase of destination into sustained Apprenticeships from Key Stage 4 and 16-18 (consider two year lag in data)	<p>Baseline 2018/19 Key Stage 4 – 6% 16-18 – 11%</p>
8. Number of ASK programme activities conducted	Target – 340 per annum
9. Number of activities undertaken by Apprenticeship Ambassadors	Target – 40 per annum

Agenda Item 12

Document is Restricted

