



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

**Wednesday 8th September 2021 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 26 May 2021 and Matters Arising** (Pages 1 - 6)
- 4. Lancashire Skills and Employment Strategic Framework - 6 month progress report** (Pages 7 - 16)
- 5. Careers Hub and Enterprise Adviser Network – update paper** (Pages 17 - 20)
- 6. Skills for Net Zero in Lancashire - Research Report** (Pages 21 - 28)  
*Melanie Wilkes, Head of Research and Trinley Walker, Policy Adviser at the Work Foundation to present, with Stephen Sykes introducing and closing. PowerPoint presentation included in agenda pack.*
- 7. Skills for Jobs White Paper: Skills Accelerator trailblazers** (Pages 29 - 52)  
*Geoff Mason, Policy Manager, N&W Lancashire Chamber of Commerce to present on the Local Skills Improvement Plan (LSIP) trailblazer and Alison Robinson, Principal and Chief Executive of Myerscough College to present on the Strategic Development Fund (SDF) trailblazer. PowerPoint presentations included as Appendices A and B.*
- 8. 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.
- 9. Any Other Business**
- 10. Date of Next Meeting**

The next meeting is scheduled for 8am on 10 November 2021. Virtual/venue details will be confirmed nearer the time.





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

### **Minutes of the Meeting held on Wednesday 26th May 2021 at 8.00am via Zoom**

#### **Present**

Amanda Melton (Chair)

Peter Caney	Nicola Mortimer
Neil Conlon	Kate Quinn
Ruth England	Alison Robinson
Gareth Lindsay	Bev Robinson
Lynne Livesey	Stephen Sykes
	Liz Tapner

#### **Observer**

Paul Evans, Area Lead, BEIS, Cities and Local Growth Unit  
Stephen Jones, Head of FE Territorial Team, ESFA  
Heather Murray, Senior Partnership Manager Lancashire, DWP

#### **In Attendance**

Tracy Heyes, Strategic Partnerships Manager, Lancashire Skills & Employment Hub  
Dr Michele Lawty-Jones, Skills & Employment Hub Director  
Lisa Moizer, Lancashire Skills & Employment Hub Coordinator  
Holly Tween, Democratic Services Officer, Lancashire County Council

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

The Chair welcomed everyone to the meeting.

Apologies had been received from Edwina Grant OBE, Mark Allanson, Lindsay Campbell and Dean Langton.

It was noted that Cllr Mark Townsend had stepped down as Leader at Burnley Council so would no longer be the skills representative for the Lancashire Local Authority Leaders. The committee wished to place on record thanks to Mark for his work and wished him the best for the future. A new nominee would be requested from the Lancashire Local Authority Leaders.

It was also noted that Katherine O'Connor had changed roles, but that Paul Evans would continue to attend the meeting as the BEIS representative.

#### **2. Declaration of Interests**

Amanda Melton, Bev Robinson and Alison Robinson worked for organisations bidding for the Skills Accelerator funds.

Alison Robinson worked for an organisation leading an SDF bid for TLC, and also had a Community Renewal Fund bid in place with UCLan.

### 3. **Minutes of the meeting held on 03 March 2021**

**Resolved:** that the minutes of the meeting held on 03 March 2021 are confirmed as an accurate record.

### 4. **Matters Arising**

None.

### 5. **Health Focus**

Michele Lawty-Jones (Director Lancashire Skills & Employment Hub) introduced the session, reporting that when the LIS was in development, the relationship between health and productivity was recognised through a deep dive into the data, and that this resulted in health being recognised as an enabler within the LEP's Strategic Economic framework, and as a Growth Pillar. It was noted that Healthy Workforces was also a priority under the Lancashire Skills and Employment Strategic Framework theme of Skilled and Productive Workforce and that projects focused on supporting an Inclusive Workforce had health integrated.

Professor StJohn Crean (Chair of the LEP Health Sector Group) gave a presentation outlining the work of the LEP Health Sector Group to improve economic prosperity for Lancashire through the lens of health. He outlined Lancashire's productivity in compared to other areas, sickness absence figures and the effect on GVA.

StJohn reported that one aim for the group was to create a Health Productivity Hub, aiming to level Lancashire's health and productivity within 10 years, with a focus on communities, increased productivity and increased business.

Adrian Leather (CEO Active Lancashire) gave a presentation on the Building Blocks ESIF project, outlining the options being developed for workplace health, the consultation with local employers around current support offers, focus areas for the project around inequalities, and a model of partnership delivery.

The committee discussed both presentations and agreed that further updates should be brought back at a future date.

**Resolved:** that the information be noted, and further updates be brought to the committee at a later date

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

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

- The DfE have offered a further grant of £75,000 in 2021/22 as per previous years to help support SAPs local analytical capability and meet SAP requirements.
- The Careers and Enterprise Company had amended the targets for progress against the Gatsby Benchmarks for the Careers Hub due to the restrictions resulting from the pandemic. An update on progress was provided, including the provision of virtual encounters and experiences. A further 5 Enterprise Advisers had also been recruited
- Another Teen Tech festival was being planned for 2022, based on the success of the first festival which engaged over 850 young people
- The work of the Post 16 Officers group was referenced and the focus on supporting the transition of young people from school to their Post 16 destination, with improved data sharing to enable providers to support students and improve retention
- It was noted that G4S had secured the contract for 'Restart' across the Northwest Contract Package, and that discussions were underway to integrate provision across Lancashire, working with the Adult and Employer Skills Forums
- It was noted that £31.1m of social value had been generated through the Growth Deal programme, as of the end of March 2021
- The Skills & Employment Hub were working with Wilmott Dixon and L&Q/Trafford Housing Trust to develop an ambitious social value programme for the D'Urton Lane development
- the Lancashire Skills and Employment Strategic Framework incorporating the Local Skills Report was re-published at the end of March: <https://www.lancashireskillshub.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.  
The dashboard approach to providing local Labour Market Intelligence was referenced and the increased use by partners of the Skills & Employment Hub evidence base pages – thanks were passed to Joseph Mount, Skills and Economic Intelligence Officer for his work and from the college principals present for the provision of presentations to college staff to support business and curriculum planning
- It was noted that 83 businesses had signed up to the Lancashire Skills Pledge

**Resolved:** that:

- i. the update be noted
- ii. the committee recommend to the LEP Chair and CEO that the SAP grant

be accepted

- iii. social value be added to the agenda for the informal meeting in July

## 7. Apprenticeship Action Plan 2021-2023

Lisa Moizer, Skills & Employment Hub Coordinator, presented the refreshed Apprenticeship Action Plan 2021-23, produced in collaboration with key partners and consulted on with stakeholders.

A range of funding will be utilised from a range of partners and sources, and a budget of up to £10,000 has been allocated this financial year from the LEP to support the development of the Lancashire Levy Transfer Network.

It was also noted that an application had been put to Lancashire County Council's Lancashire Economic Recovery Grant (LERG) to provide financial incentives to Lancashire businesses to recruit apprentices aged 16-24.

It was suggested that the dashboard could be used to track performance.

**Resolved:** that the Apprenticeship Action Plan 2021-23 be approved

## 8. Reporting to the Lancashire Enterprise Partnership

**Resolved:** that the following items be raised with the LEP Board:

- Recommendation that the SAP grant be accepted
- Recommendation of acceptance of the grant funding offer from CEC for the Lancashire Careers Hub and Enterprise Adviser Network, subject to review of the final grant offer and associated terms and conditions by the Chief Executive and Section 151 Officer and extension of the contract with Inspira
- Recommendation of acceptance of grant funding for the CEC research and evaluation projects, should they be successful, subject to review of the grant offers and associated terms and conditions by the Chief Executive and Section 151 Officer and any related procurement considerations
- Recommendation of acceptance of the grant funding from the Blackpool Opportunity Area Twinning Funds to enable further joint activity between Blackpool and Lancashire to share good practice, and continue to build the approach with localised employer networks, subject to review of the final grant offer and associated terms and conditions by the Chief Executive and Section 151 Officer

## 9. Any Other Business

None.

## **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.

However, as several members were on holiday for the July meeting it was requested that a poll be circulated for the two weeks preceding it to canvas for a more suitable date.

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

At this point the 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 the circumstances of the case the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

## **12. Continuation funds for the Lancashire Careers Hub and Enterprise Adviser Network**

Michele Lawty-Jones presented the report (circulated) outlining the funding allocated by Department for Education to the Careers and Enterprise Company (CEC) to enable the continuation of the existing Careers Hub and Enterprise Adviser Network, and match from local partners. The paper referenced two competitive opportunities from CEC to bid for funds to undertake test and learn projects – one focused on testing the impact of careers activities on the decision making of young people, and one on supporting effective transitions from Year 10 to Year 12. The outline proposals were described. The paper also included details of further funds from the Blackpool Opportunity Area to enable twinning, and the sharing of good practice across the Lancashire area, building on activity in this academic year. Discussion followed.

**Resolved:** that the following be recommended to the LEP Board at their next meeting:

- i. Acceptance of the grant funding offer from CEC for the Lancashire Careers Hub and Enterprise Adviser Network, subject to review of the final grant offer and associated terms and conditions by the Chief Executive and Section 151 Officer and that the associated contract with Inspira is

extended

- ii. Acceptance of grant funding for the CEC research and evaluation projects, should they be successful, subject to review of the grant offers and associated terms and conditions by the Chief Executive and Section 151 Officer and any related procurement considerations
- iii. Acceptance of the grant funding from the Blackpool Opportunity Area Twinning Funds to enable further joint activity between Blackpool and Lancashire to share good practice, and continue to build the approach with localised employer networks, subject to review of the final grant offer and associated terms and conditions by the Chief Executive and Section 151 Officer



## LEP – Sub Committee

### LEP - Skills and Employment Advisory Panel

**Private and Confidential: No**

**Date:** Wednesday, 8 September 2021

### **Lancashire Skills and Employment Strategic Framework: six-month progress report**

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

#### **Executive Summary**

The paper provides a high-level summary of progress against each of the four strategic themes in the Lancashire Skills and Employment Strategic Framework and associated challenges for the six-month period from January 2021 to June 2021.

The paper also outlines the fluid environment resulting from the pandemic, and the wider policy environment locally and nationally, and makes a recommendation to delay the refresh of the Framework and to review this position at the end of March 2022.

#### **Recommendation**

- I. The Skills and Employment Advisory Panel are asked to note the contents of the paper and the progress against the Framework by theme
- II. Committee members are asked to support the recommendation that the Lancashire Skills and Employment Strategic Framework remains as is, and that the refresh is put on hold and that the position is reviewed at the end of March 2022, and that this recommendation is made to the LEP Board

## **Background and Advice**

### **1.0 Lancashire Skills and Employment Strategic Framework**

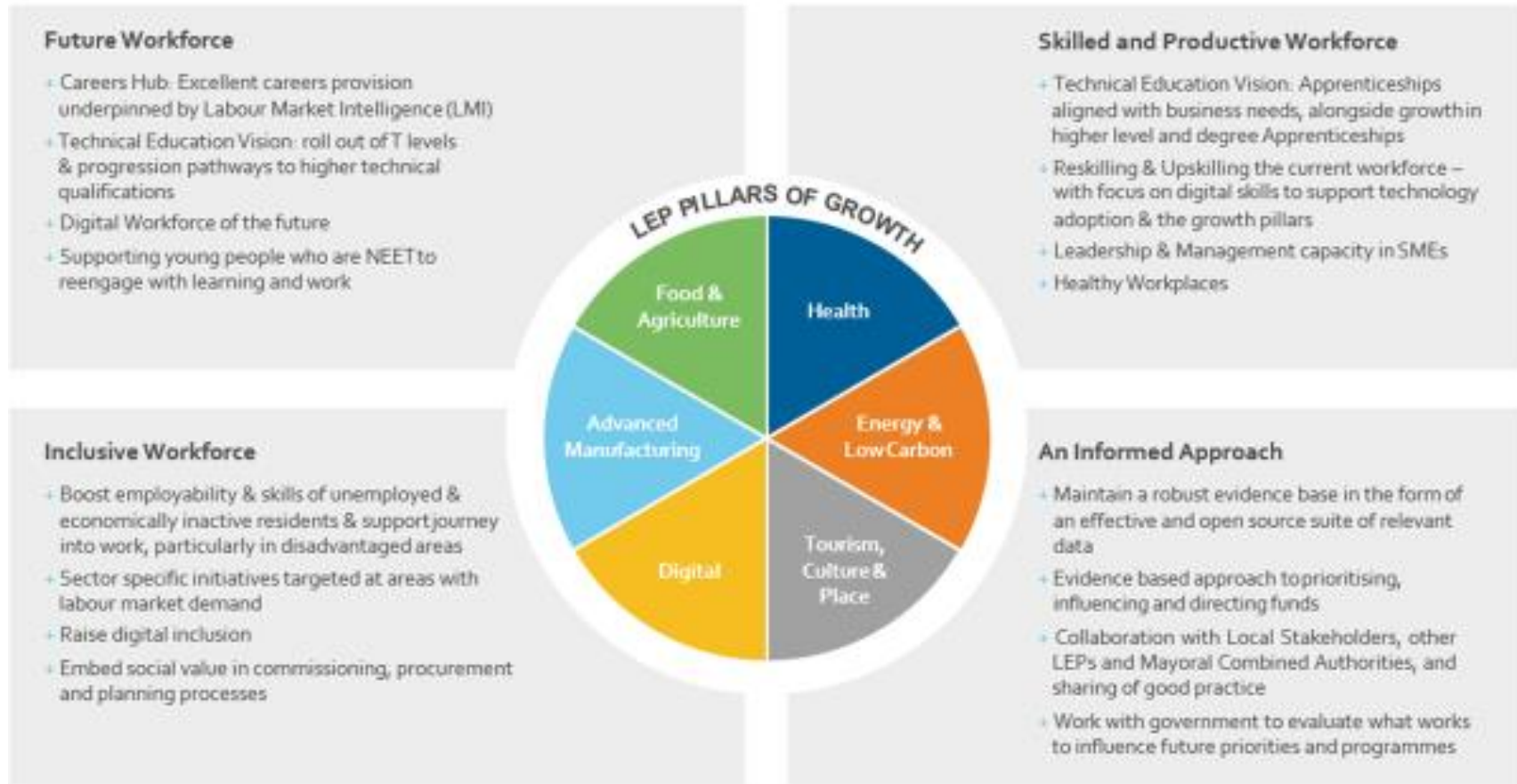
- 1.1 The Lancashire Skills and Employment Strategic Framework was refreshed and published in January 2021, following consultation with partners and stakeholders. The previous Framework had been published for a 5-year period from February 2016. Due to the impact of the pandemic and emerging local and national strategies and policies, it was agreed that the framework would be a one-year document, rather than a five-year document as per the previous publication.

1.2 The refreshed Framework was amended in February 2021 to incorporate the Local Skills Report, as required by the Department for Education (DfE) and republished. There were no fundamental changes, rather additional information incorporated regarding local labour market intelligence, achievements to-date and expectations of partners, and an annex of collaborative case studies.

## **2.0 Six-month progress report**

2.1 Rather than provide the usual Skills Hub update, for this meeting a high level review of progress against the priorities and objectives has been produced, including progress to-date and challenges for the committee to review and note. The review is presented by each of the Framework's four strategic themes: Future Workforce, Inclusive Workforce, Skilled & Productive Workforce and Informed Approach.

2.2 As a reminder the summary page of the Framework is provided overleaf (or please refer to the printed Framework mailed to you earlier in the year).



**Interactions with Enablers**

**Infrastructure**

Investment in skills infrastructure  
Embedding social value  
Building construction skills & workforce of future.

**Mental Health**

Building the resilience of our Future Workforce.  
Healthy workplaces driving up productivity and health and well-being.

**Finance & Inward Investment**

Supporting inward investment through skills base offer and supporting recruitment

**Stakeholder Engagement**

Businesses, providers and stakeholders engaged in the implementation of joint objectives.



- 2.3 High level progress is provided against the four strategic themes in the charts on the next four pages. This includes challenges to progress, many of which are associated with the impact of the pandemic.

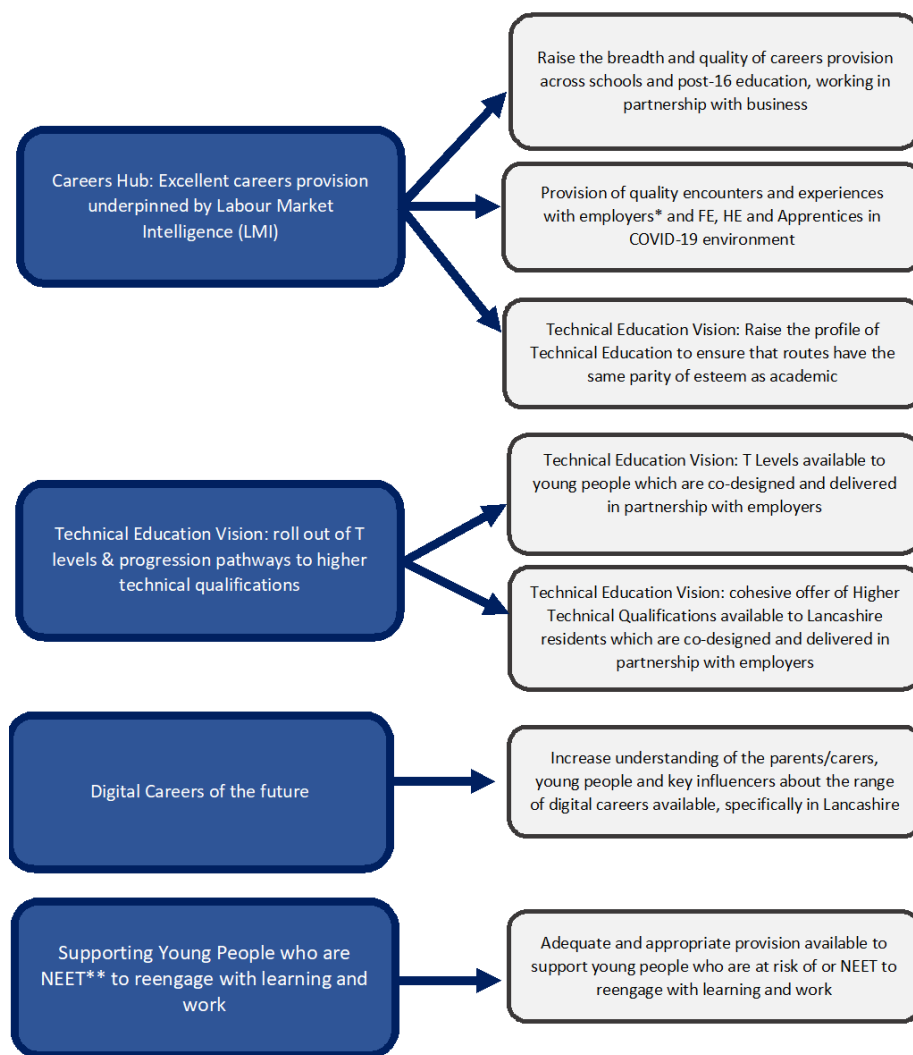
## Theme: The Future Workforce

### Priorities

### Objectives

### Positive Progress to date

### Challenges



- For 2021/22, all Lancashire schools and colleges will be part of the Careers Hub
- Average Benchmark achievement above targets
- 3 Communities of Practice established to focus on benchmarks in FE, SEND and Alternative Provision
- Range of virtual CPD opportunities and networks delivered for Careers Leaders across the LEP area
- Relationships established with 14 business networks, joint promotion of Lancashire Skills Pledge
- Start platform rolled out across Lancashire with added T Level and technical education information
- There are 45 Apprenticeship Ambassadors who have undertaken 72 activities in last 6 months
- T Level CPD delivered to 76 careers professionals, adopted as good practice case study by Gatsby
- 7 routeway networks supporting T Level planning and delivery by colleges. Sustainability of networks until 2023 secured
- Evidence supplied for IOT bid 2<sup>nd</sup> stage submission
- Sponsorship secured for projects to increase diversity in future digital workforce
- 60 pupils in Blackpool joined in Cyber Girls First
- Teen Tech reached 850 students in virtual format
- Across LEP area, participation in learning of 16/17 year olds (92.9%) has exceeded NW average for first time
- The number of young people who are NEET and NK aged 16/17 is 1,990 - below 2,000 for first time and a **32% reduction** on 2019

Whilst virtual employer talks with school pupils have been taken place, visits to workplaces have been on hold for pupils and for teaching staff

CPD for teachers involved in KS3 and KS4 Computer Science delivery in partnership with employers has not yet been possible to deliver live in the workplace

Hands on practical projects and training for young people who are NEET have been unable to run for a large part of this latest 6-month period

**Plan for Jobs** – data on young people accessing and progressing from Kickstart not yet available

Lack of availability of traineeships for 16-18 year olds

Employers reporting range of asks and incentives confusing



## Theme: Inclusive Workforce

### Priorities

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



### Objectives

Improve the employability and skills of unemployed and inactive adults and support their progression into learning, volunteering, self-employment and work, particularly in disadvantaged areas and for those groups and areas where COVID-19 has had a greater adverse impact

Sector specific initiatives targeted at areas with labour market demand



Work collaboratively with employers, to enable unemployed and low skilled Lancashire residents to move into jobs in areas of demand in the local labour market, considering the impact of COVID-19 on the growth pillars and wider sectors



Increase the availability of people trained with specialist digital skills in the Lancashire area, prioritising those aligned with the growth pillars

Raise digital inclusion



Support households without access to digital devices and internet



Increase the level of digital inclusion across Lancashire

Embed social value in commissioning, procurement and planning processes



Generate Social Value outcomes and outputs from publically procured capital and revenue projects and activities

### Positive Progress to date

Within the ESIF programme a number of projects deliver employability support. Data is collected on starts, priority groups and progression into positive destinations. This data is used to identify areas of concern. These are addressed at the Adult Skills Forum and within project steering groups. Current data shows a positive position against targets with 21,993 unemployed & inactive adults supported and 7,631 progressing to a positive destination. There have been 3,026 hits on [www.skillsforwork.info](http://www.skillsforwork.info) (16,397 since launch in July 2020).

Escalate continues to be used to support referrals with 341 searches in the last 6 months.

Continued engagement with employers, delivery partners and DWP on emerging recruitment needs. Mass Vaccination Centre supported over 120 people into work. Working with CityFibre to support recruitment. Hospitality sector initiative with Marketing Lancashire/DWP/providers with 80-100 jobs available and a dedicated employer recruitment line set up.

Delivery of Fast Track Digital Workforce provision completed.  
-Over 250 Lancashire residents engaged in provision.  
-84 (32%) into vacancies with numbers increasing over the tracking period.  
-Of those reskilling 77% gaining jobs were unemployed.  
DfE Skills Bootcamps procured and being launched, building on pilot activity.

Partnerships: 70 devices distributed to over 50s in West Lancashire. Digital Freedoms 50+ - over 570 devices distributed to over 50s. Supporting distribution of devices to young people.

Google Digital Garage Training. IDea Award use for staff development. Further DSIF provision. Fast Track Fund – programme. DfE Skills Bootcamps. SAS STEPs programme pilots planned. Game Academy pilots.

- Monitoring performance across Growth Deal programme
- Thematic groups established on D'Urton Lane Development
- Positive delivery of Social Value programme on PWD
- Early engagement on South Ribble Bypass (A580)
- Working with PCC and Uclan on the development of Preston Community Wealth Building Model 0.2
- Working with Procure Plus on roll out of CITB funded Construction Skills Fund to provide training

### Challenges

Acquiring data from some ESIF projects for priority groups and sectors is difficult. Data from DWP on the Plan for Jobs initiatives, for example Restart not yet available. Updates on Escalate are ongoing as new projects come online.

Ensuring the Plan for Jobs initiatives complement current provision.

The ability to influence the new domestic programme (UKSPF) is challenging.

Data collection from SWAPS is difficult. Many employers have varied roles which makes a SWAP difficult to plan. Some sectors are difficult to recruit for e.g. hospitality and care.

Ensuring employers are aware and influenced to take up the range of support to enable them.

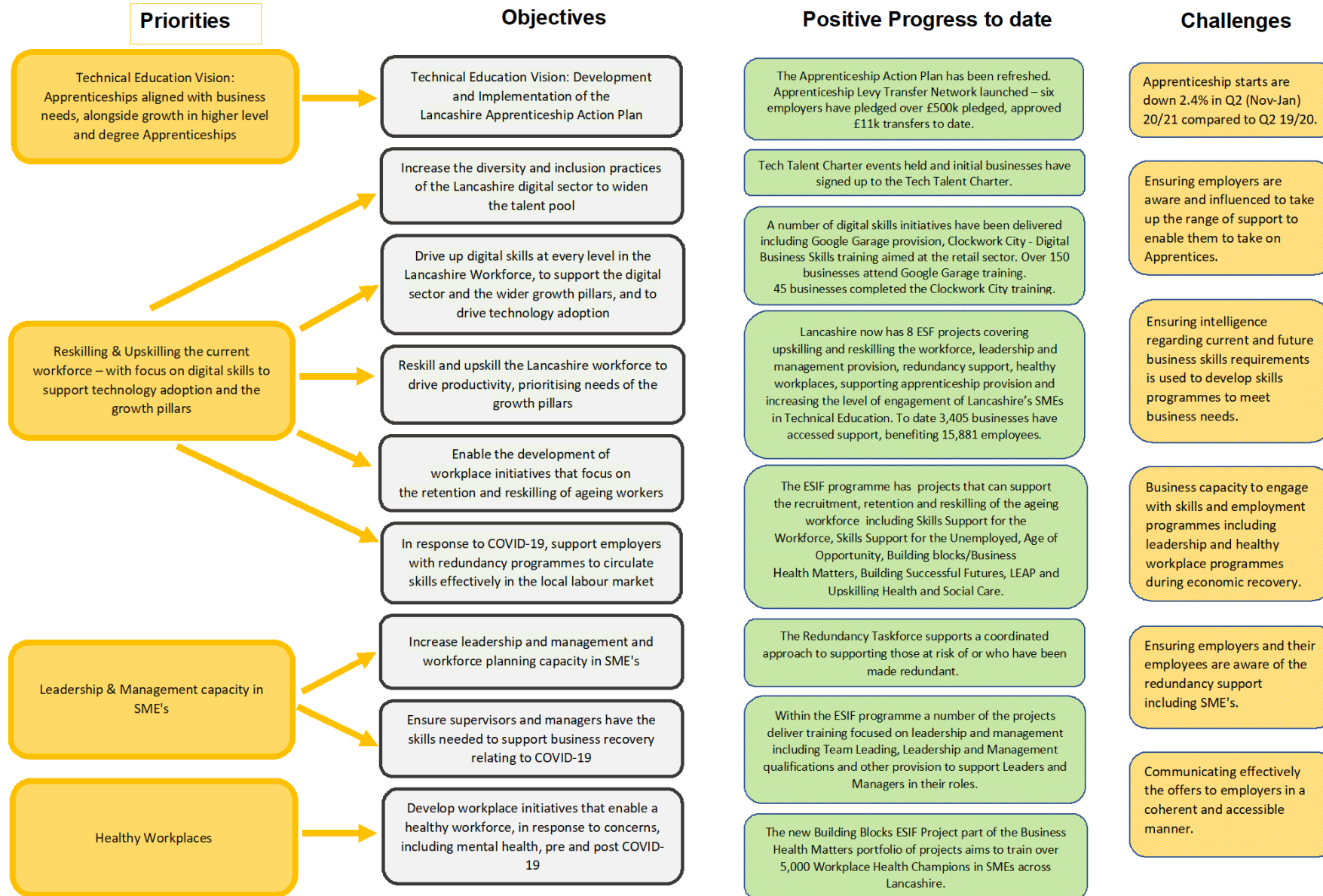
Pandemic has limited job vacancies as some companies chose to have a recruitment freeze – fluid labour market.

Access to funding to support growth of jobs.

Online training more difficult for those with low levels of digital skills. Lack of devices/connectivity impacting on access to training.

- Disruption due to COVID-19 has impacted upon delivery of several outputs (esp. school and college engagement).
- Delays on a number of City Deal projects due to ongoing review.

## Theme: Skilled and Productive Workforce





## Theme: Informed Approach

### Objectives

Maintain a robust evidence base in the form of an effective and open source suite of relevant data

Evidence based approach to prioritising, influencing and directing funds

Collaboration with Local Stakeholders, other LEPs and Mayoral Combined Authorities, and sharing of good practice

Work with government to evaluate what works to influence future priorities and programmes

### Positive progress to date

Interactive data dashboard created and published open source on website. Positive feedback from Colleges, third sector partners and Local Authority economic development officers.

2,500 views of evidence base page in the last 6 months, compared to 1,200 in the same period in previous year.

Partnership with Work Foundation to undertake research and publish the Skills for Net-Zero in Lancashire report.

Bespoke data dashboard created for each Lancashire College, positive feedback from Colleges regarding helping shape curriculum.

Provided data and analysis for the LEP Growth Strategy (LIS), Greater Lancashire Plan and Apprenticeship Action Plan.

Provided data and analysis for the Institute of Technology (IoT), Local Skills Improvement Plan (LSIP) and Strategic Development Fund (SDF) proposals.

Working with Local Authorities e.g. providing economic intelligence to inform levelling up, transport decision making and develop coherent Social Value approaches.

Collaboration with partners on Fast Track projects, IoT, LSIP and SDF bids.

Representation on national stage including All Party Parliamentary Group on T Levels, Digital Skills Partnership, sharing Lancashire's good practise from award winning Careers Hub.

Local Skills Report published. Positive feedback received from DfE Skills Advisory Panel Team. Report presented to Skills and Productivity Board as an example of good practice.

Took local young people and providers to House of Lords Roundtable on Youth Employment.

Responses to consultations on L2 and below quals, L3, Degree Apprenticeships and Flexible Apprenticeships. Work with IfATE, Gatsby and Sir John Holman on Occupational Maps developments and NCS visualisations.

### Challenges

Balance between usability and robustness of evidence base – formalise feedback from stakeholders to identify any gaps in the dashboard.

No formal mechanisms in place to provide local data intelligence to influence the future UK Shared Prosperity Fund.

Influencing DfE in regard to the Skills Advisory Panel evolution and the positioning alongside the Local Skills Improvement Plans and the Strategic Development Fund.



### Positive progress to date

In the first 6 months of 2021, 30 businesses have registered onto the Lancashire Skills Pledge. In the same period 23 businesses activated 37 pledges.





### 3.0 Refresh of the Framework

- 3.1 If the framework was to be refreshed for January 2022, work would need to commence imminently to enable consultation with partners and stakeholders.
- 3.2 At present the local and national policy environment is relatively fluid, with several reviews, outcomes of pilots and trailblazers, and strategy and policy documents due to be published. For example, locally, the Greater Lancashire Plan, and associated Independent Economic Review and deep dives, the Growth Plan (previously the Local Industrial Strategy) and LEP Sector Group plans are due to be published. Nationally, the much awaited 'Levelling Up' paper is due in the autumn, alongside the outcome of the LEP Review. Policy and plans are being formulated with a plethora of consultations and trailblazers being undertaken by DfE, linked to the Skills for Jobs White Paper. This includes the trailblazers in Lancashire for the Local Skills Improvement Plan (LSIP) and Strategic Development Fund, which will be discussed at the committee meeting. In addition, there are pilots due to commence through the Community Renewal Fund, as a precursor to the UK Shared Prosperity Fund (UKSPF), with the anticipation of some form of framework and funding commitment in the spending review.
- 3.3 In addition the impact of the pandemic is continuing to affect employment and the implementation of skills and employment programmes linked to the Framework, including those under the 'Plan for Jobs'. It is hoped the easing of the lockdown measures and the success of the vaccination programme will positively impact on employment and programmes referenced in the Framework.

### 4.0 Recommendation

- 4.1 Discussion has been undertaken with the Chair of the committee in relation to the timing of the refresh, and it is recommended that the refresh is paused and revisited at the end of March 2022 when the policy landscape for the Framework is likely to be clearer and the impact of the pandemic will be less disruptive. In the interim, the action plans against each of the strategic themes remain relevant – at present there would be no radical changes based on local labour market intelligence or changes in government, LEP or Local Authority priorities.
- 4.2 Committee members are asked to support the recommendation that the Lancashire Skills and Employment Strategic Framework remains as is, and that the refresh is put on hold and that the position is reviewed at the end of March 2022, and that this recommendation is made to the LEP Board.

### List of Background Papers

Paper	Date	Contact/Tel
N/A		
Reason for inclusion in Part II		
N/A		





## LEP – Sub Committee

### LEP - Skills and Employment Advisory Panel

**Private and Confidential: No**

**Date:** Wednesday, 8 September 2021

### Careers Hub and Enterprise Adviser Network – update paper

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

#### **Executive Summary**

The paper provides an update on progress regarding funding for the Lancashire Careers Hub and Enterprise Adviser Network (EAN), building on the paper presented to the May committee meeting.

The main grant from the Careers and Enterprise Company (CEC) has been accepted and the contract with the Skills Hub's delivery partner, Inspira has been extended. The Careers Hub and EAN are now at full coverage, with all Lancashire secondary schools, including special schools and Alternative Providers, and colleges signed up and engaged.

Both applications for research and evaluation projects to CEC have been successful and have now entered an incubation phase, with view to projects commencing in September/October 2021.

Further funds have been secured from the Blackpool Opportunity Area (OA) under the twinning funds, to support the sharing of good practice and learning from Blackpool to wider Lancashire and vice versa.

#### **Recommendation**

1. The Skills and Employment Advisory Panel are asked to note the contents of the paper and the funds secured to support Careers Hub and EAN activity across the LEP area.
2. A further update on progress and priorities for the coming academic year to be provided at the November meeting by Inspira.



## Background and Advice

### Lancashire Careers Hub and Enterprise Adviser Network (EAN)

#### 1.0 Background

- 1.1 A paper was presented to the committee meeting in May 2021, outlining the grant offer from the Careers and Enterprise Company (CEC) to Lancashire for the coming academic year. The grant funding offer was approved as per the recommendation to the LEP Board and the contract extended with Lancashire's delivery partner, Inspira.
- 1.2 The final 2 Lancashire schools not previously engaged will be joining in September 2021, taking the Careers Hub and EAN to full coverage – all 156 state funded secondary schools, including special schools and Alternative Providers, and colleges across Lancashire. A campaign is underway to recruit further business volunteers, Enterprise Advisers to support the new schools and to address churn resulting from the pandemic. Committee members are asked to support and to make enquiries within their own business networks to encourage engagement, by encouraging employers to sign up to the Lancashire Skills Pledge - <https://www.lancashireskillshub.co.uk/lancashire-skills-pledge/>.
- 1.3 Whilst the Careers Hub and EAN has exceeded the CEC target for 2020/21 for average Gatsby Benchmark achievement, the academic year has proved challenging due to the impact of the pandemic and difficulties in enabling young people to engage in physical and virtual employer encounters and experiences, and those with further education, higher education and apprenticeships.
- 1.4 Progress against Benchmarks 5 & 6, employer encounters and experiences of the workplace have proved to be the most challenging, despite investment in virtual alternatives through for example, Learn Live employer encounters, the Start in Lancashire digital platform, TeenTech Festival and the partnership with Speakers for Schools. The impact of COVID-19 and associated timetabling difficulties has impacted on the ability of schools and colleges to plan for meaningful employer encounters and workplace encounters for all learners, particularly at Key Stage 4.
- 1.5 The focus for the coming academic year is COVID-19 recovery and career planning, with progression against Gatsby Benchmarks by school and college, rather than average benchmark achievement. There will also be a focus on ensuring that all young people, particularly those that are disadvantaged, are able to fully engage with careers provision in schools and colleges.
- 1.6 Kay Vaughan, Careers Hub Lead and Mark Bowman, CEO of Inspira will be invited to the November meeting of the committee, to provide an update on progress to date and further detail regarding priorities for the academic year.

#### 2.0 CEC Research and Evaluation Projects



- 2.1 The paper presented to the committee meeting in May also referenced applications to the CEC for two research and evaluation projects. Both applications have been successful, with Lancashire being one of only two areas securing funds for both projects.
- 2.2 An incubation phase with the CEC is underway with view to launching the projects in the new academic year. This involves the development of a 'Theory of Change' model to support evaluation and a robust delivery plan.
- 2.3 As reported in the May paper, the first project is focused on testing approaches to supporting the effective transition of disadvantaged young people in Year 10 through to their post 16 destination in Year 12, to boost attainment, aspirations and reduce the risk of NEET (not in education, employment and training). The models to be tested involve support from trained engagement coaches (building on tests in the Blackpool Opportunity Area), extended work experience, and a combination of the two, with the project running for 2.5 years. The project will be steered by the Post 16 Officers Group, chaired by the Skills Hub, working collaboratively with Lancashire County Council and the two Unitary Authorities, the Lancashire Colleges, and the Lancashire Work Based Learning Forum, and will be reported on through the update papers from the Skills Hub to the committee. The evaluation will inform future strategy and policy regarding NEET prevention locally, and nationally through joint dissemination with CEC.
- 2.4 The second project aims to trial and test activities that boost the interest of females in digital careers in Year 8 and engagement in Computer Science at GCSE and STEM subjects more widely, as a first step towards a digital career – recognising that Lancashire has an ageing digital workforce, and that only one in six are female. The project will run for one year and evaluate different approaches to engaging young people through a range of career oriented digital programmes and activities. The project will be overseen by the Lancashire Digital Skills Partnership Steering Group and will be reported on through the update papers from the Skills Hub to the committee. The evaluation will inform our future strategy in Lancashire and the work of the Digital Skills Partnership, Careers Hub and STEM Learning, as well as feed into a national dissemination programme to inform future DfE careers policy.

### **3.0 Blackpool Opportunity Area Twinning Fund**

- 3.1 As reported in the June paper, negotiations were underway with the Blackpool Opportunity Area and the DfE in relation to Twinning Funds to support good practice regarding careers provision across Blackpool and wider Lancashire. Funds will enable further development of the digital platform 'Start in Lancashire' and partnership engagement with business networks across the area. An estimate of £55k was provided in the paper, however funds have also been offered to support targeted careers activities with young people at risk of NEET and so the final figure is £117,000. The increased figure has been communicated to the LEP Board to seek approval to accept the grant, subject to review of the grant offer and associated terms and conditions by the Chief Executive and Section 151 Officer.



### List of Background Papers

Paper	Date	Contact/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A

# Skills for net zero in Lancashire: Lancashire Skills Advisory Panel

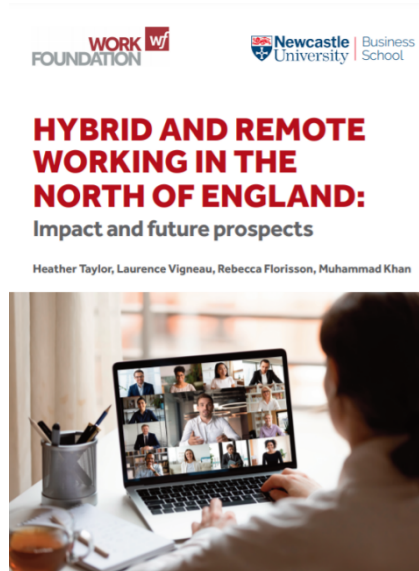
8<sup>th</sup> September 2021

Agenda Item 6

# About the Work Foundation

Areas of focus:

- Skills
- Net zero
- Remote and hybrid working
- Insecurity
- Wellbeing



Post-pandemic hybrid working poses new challenges to diversity and inclusion

Posted on 10 June 2021 by Heather Taylor, Rebecca Florisson and Liz Spratt

Share this story

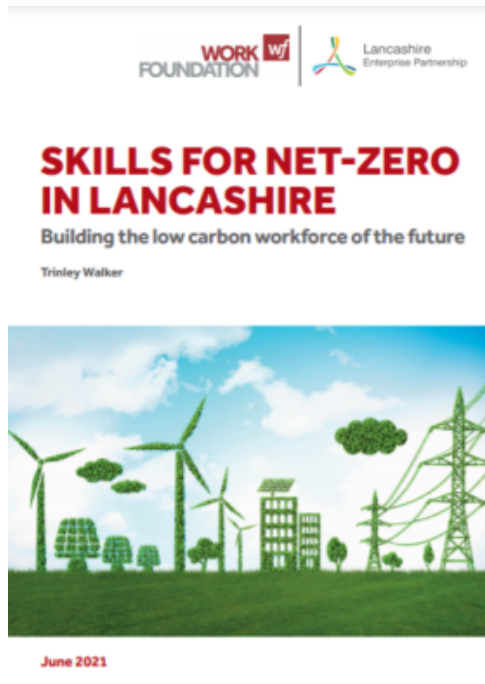


**Social care:**

a guide to attracting and retaining a thriving workforce



# Background & Context



- Engagement with Lancashire LEP
- Net zero of increasing strategic importance nationally and in the North West
- Method:
  - Survey (53 businesses)
  - Interviews (10 businesses)
  - Engagement with Energy & Low Carbon sector panel

# Key findings: Recruitment is challenging, and this is constraining growth

## Skills gaps

- 25 of 53 (47%) businesses have found it difficult to recruit staff with the skills they need
- 32% of the sample are finding specialist skills hard to recruit for (e.g. software development, digital technology)
- Skilled trades also challenging (e.g. electricians, bricklayers)

## Impacts

- 19 of 25 businesses experiencing skills gaps said that this led to increased staff workloads
- 11 of 25 reported this delayed in development of new products and services
- 10 of 25 reported skills gaps increased their operating costs

## Key findings: Low carbon employers are prioritising internal training

- 75% of survey respondents pay for external training to ensure their staff have the required skills
- 81% of businesses surveyed are delivering training in-house
- 65% of businesses who run their own training do so to fill gaps not covered by external provision

# Recommendations

- **Sector bodies and Employer Representative Bodies** should survey their members on their skills needs, and use this insight to identify appropriate routes to engaging employers within the skills system.
- Low carbon and energy sector should offer roles with **good terms and conditions** and inclusive clear career pathways to increase the appeal of low carbon jobs and attract under-represented groups.

# Recommendations

- Employers should create **entry level opportunities** within the low carbon sector as stepping stones to apprenticeships and to attract younger workers, linking to local **Careers Hubs**.
- To support this, the Department for Work and Pensions should ensure that **job centres and employment support providers** are positioned to work closely with low carbon businesses in their area to encourage take-up of entry level opportunities.
- Workers in high carbon sectors should be **supported to retrain for roles within the low carbon sector**.

# Impacts

- This research has informed the LEP's new sector plan
- It has supported two successful funding bids for the LEP
  - Local Skills Improvement Plan Trailblazer
  - Strategic Development Fund pilot
- Unlocked new opportunities for policy influencing with DWP, and facilitated new joint research with Lancaster University.



## LEP – Sub Committee

### LEP - Skills and Employment Advisory Panel

**Private and Confidential: No**

**Date:** Wednesday, 8 September 2021

### **Skills for Jobs White Paper: Skills Accelerator trailblazers**

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

#### **Executive Summary**

This paper provides background to the Skills Accelerator trailblazers, which resulted from the Skills for Jobs White Paper that was published in January 2021. This is background information for presentations from the N&W Lancashire Chamber of Commerce and The Lancashire Colleges regarding the recently announced Lancashire trailblazers.

#### **Recommendation**

- I. The committee are asked to note the contents of the paper as background information to the presentations from partners.
- II. The committee are asked to support collaborative working and support from the Skills Hub to the Chamber of Commerce and The Lancashire Colleges regarding the successful implementation of the trailblazers

## **1. Skills for Jobs White Paper and launch of the Skills Accelerator**

- 1.1 The Skills for Jobs White Paper was published in January 2021. As previously reported in the summary paper presented to the committee, the White Paper sets out a range of reforms aimed at tackling skills gaps and shortages, which in turn will contribute to improved productivity and international competitiveness. A key aspiration was to place employers at the heart of defining local skills needs.
- 1.2 In April 2021, the Department for Education (DfE) launched the Skills Accelerator prospectus, inviting applications for trailblazers under two new initiatives outlined in the White Paper: Local Skills Improvement Plans (LSIPs) and Strategic Development Funding (SDF). It is intended that the trailblazers will run from September 2021 to the end of March 2022, informing future government policy regarding the roll out of the aspirations outlined in the White Paper.



## **2. Local Skills Improvement Plans (LSIPs) and Strategic Development Fund (SDF)**

- 2.1 The LSIPs, which aim to build on the work of LEP and MCA Skills Advisory Panels (SAPs), were open to employer representative bodies, with specific reference to Chambers of Commerce, working in collaboration with local colleges and providers. The trailblazers aim to add value to the work of SAPs by testing approaches to working with employer members to understand technical skills training needs within a local economic geography, with the intention that a collaborative plan be developed with providers to meet employer needs. It is intended that LSIPs will play into the review of the accountability of providers, particularly colleges in ensuring that their offer meets the needs of the local economy.
- 2.2 The SDF trailblazers, which were open to colleges working collaboratively across an economic geography, provide capacity building funds, both capital and revenue, to enable colleges to better meet local skills needs identified through local skills analysis.
- 2.3 It was intended that both trailblazers would address reskilling and upskilling challenges within the current workforce, including those presented through industrial digitisation, green growth and recovery from the pandemic, as well as help inform the needs of our future workforce.

## **3. Lancashire Trailblazers**

- 3.1 Collaborative proposals were submitted on behalf of the three Lancashire-based Chambers by the N&W Lancashire Chamber of Commerce for the LSIP and by Myerscough College on behalf of The Lancashire Colleges (TLC) for SDF. The Lancashire Skills and Employment Hub supported the development of the proposals and a letter of support for each was provided by the LEP. The LSIP proposal was cross-sector, whilst the SDF proposal was specifically focused on the skills challenges associated with Low Carbon and net zero ambitions, referencing the collaborative research recently undertaken with the Work Foundation.
- 3.2 Both submissions were collaborative and articulated a collegiate response to addressing the skills challenges across the LEP area. Both submissions were successful. Lancashire is one of eight areas across the country which secured both the LSIP and SDF trailblazers (see here for the full list: <https://www.gov.uk/government/publications/skills-accelerator-trailblazers-and-pilots/skills-accelerator-local-skills-improvement-plan-trailblazers-and-strategic-development-fund-pilots> ).
- 3.3 At the time of writing the paper, both the Chambers and colleges were in discussion with DfE regarding the grant offers, eligibility of funds and the scope of the grant funding agreements. A presentation will be provided by the Chambers and colleges to the Lancashire Skills and Employment Advisory Panel on September 8<sup>th</sup>.





- 3.4 It should be noted that the DfE expect Skills Advisory Panel's (SAPs) to work with LSIP trailblazers to specifically ensure that the DfE SAP grant for analytical work is spent on complementary activity to that funded through the LSIP. Discussions have commenced to ensure that this is the case with the N&W Lancashire Chamber of Commerce, and to support the sharing of local labour market intelligence.
- 3.5 An email to the Chambers and the Skills Hub has been received from the Skills Accelerator team at DfE recognising the strength of the partnership in Lancashire, asking for information about the joint approach locally to help inform the development of the national Trailblazer guidance.

**4. Recommendation**

- 4.1 The committee are asked to reflect on the information and presentations provided and to support a partnership approach, with the Skills Hub working collaboratively with the LSIP and SDF partnerships to share local labour market intelligence and support the success of the trailblazers.

**List of Background Papers**

Paper	Date	Contact/Tel
N/A		
Reason for inclusion in Part II, if appropriate		
N/A		



# NORTH AND WESTERN LANCASHIRE CHAMBER OF COMMERCE

## LOCAL SKILLS IMPROVEMENT PLAN TRAILBLAZER

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Appendix A



North & Western  
Lancashire  
Chamber of Commerce

# BACKGROUND

## 'Skills for Jobs' White Paper

- Aim to address long-term issues with addressing existing skills gaps and planning for future skills needs
- Proposals to improve post-16 skills provision focusing on FE
- Plan to put employers at the heart of skills planning locally

## Skills Accelerator

- Set out the guidance for expressions of interest for LSIPs and SDFs
- LSIPs to focus on engaging with employers to develop a clear understanding of their skills needs – to be led by an employer representative body
- SDFs to develop capacity and collaboration between FE colleges – to be led by an FE college
- Joint LSIP and SDF bids were strongly encouraged



# LSIP OVERVIEW

Eight difference Chambers of Commerce will spearhead the development of the plans in eight trailblazer areas this year, backed with up to £4 million of revenue funding.

They are hoped to address concerns that employers do not currently have enough influence over the skills provision offered in their locality and struggle to find staff to fill their skills gaps.



## Local Skills Improvement Plan trailblazers

Employer representative body lead	Geographic area	Linked Strategic Development Fund pilot
Business West Chamber of Commerce	West of England	Weston College
Cumbria Chamber of Commerce	Cumbria	Lakes College Cumbria
Doncaster Chamber of Commerce	South Yorkshire	Barnsley College
East Midlands Chamber of Commerce	Leicestershire	Loughborough College
Kent Invicta Chamber of Commerce	Kent	Mid-Kent College
North-East England Chamber of Commerce	Tees Valley	The Education Training Collective
North and Western Lancashire Chamber of Commerce	Lancashire	Myerscough College
Sussex Chamber of Commerce	Sussex	Chichester College

# SUPPORT

The North & Western Lancashire Chamber of Commerce is the lead organisation, working in partnership with East Lancashire Chamber.

The LSIP has also received support from stakeholders across the county, including local authorities, education and skills providers, and other business groups.



Supporters include:

- Lancashire LEP
- Lancashire Skills & Employment Hub
- The Lancashire Colleges
- Lancashire WBL Forum
- Digital Lancashire
- Boost
- Lancaster Chamber
- Federation of Small Businesses
- Construction Industry Training Board
- Marketing Lancashire
- Institute of Chartered Accountants
- Chartered Institute of Marketing
- National Farmers Union
- Confederation of British Industry
- NorthWest Aerospace Alliance
- UCLan
- Shout Network
- Active Lancashire

# THE PLAN

Teams of business engagement officers, data analysts, stakeholder managers will be created in both Blackpool and Accrington, overseen by a Projected Leader.

- Analyse existing data sources
- Conduct wider business engagement
- Develop understanding of general needs
- Conduct a deeper interviewing process to understand needs at a more granular level
- Create sectoral and thematic focus groups to investigate issues arising and develop solutions
- Work with FE colleges and training providers to refine solutions
- Create employer and stakeholder groups to work through issues and proposed solutions
- All work to feed into an LSIP Board to finalise the plan
- The draft of the plan needs to be produced by end of February 2022 with the final plan produced by end of March 2022

WHAT NEXT?







# Strategic Development Fund Pilot 2021/22

**Alison Robinson**  
**Chief Executive & Principal, Myerscough College**

*“The pilot will explore how education providers can work together more effectively, alongside employers and other partners, to respond to local skills and innovation priorities including those identified by LSIPs.”*  
*DfE – Skills Accelerator Prospectus*

# Core Government Objectives

- To drive a change in the pattern of provision and build capacity and expertise where it is needed.
- To begin building the local collaborations that will create a stronger and more efficient overall delivery infrastructure and support a more co-ordinated offer across the local area.
- To strengthen the interface between colleges and employers in support of sector focused growth strategies and technology adoption, including through a more sophisticated approach to skills development as an integral part of local business growth and innovation.
- To learn from the funded projects about what works well and in what contexts.

# Critical Success Factors

- To have successfully achieved a stronger working relationship between all colleges within the pilot area, with other providers also actively engaged in the collaboration.
- To demonstrate stronger and more effective relationships with employers, resulting in better intelligence about skill needs which is reflected in curriculum development and planning.
- To demonstrate evidence of a shift in focus amongst partners in the collaboration towards key strategic priorities for change related to the specific challenges and future opportunities within the area.

continued

# Critical Success Factors ct'd

- To have started to put the key building blocks in place to support a shift in the pattern of provision to meet the needs across the local area, with evidence that the collaborative approach is helping to build capacity for a reformed approach to skills delivery, and evidence that these changes will lead to positive outcomes for learners.
- To have identified the barriers and disincentives within the existing system that collaborative action can help address.
- To have addressed the priorities set out in the EOI, and delivered the projects and initiatives associated with them, as agreed at the detailed negotiation stage .



**Myerscough  
College**



**tlc** THE LANCASHIRE COLLEGES  
Supporting Further and Higher Education in Lancashire's Colleges



**Blackburn  
College**



BLACKPOOL AND THE FYLDE COLLEGE



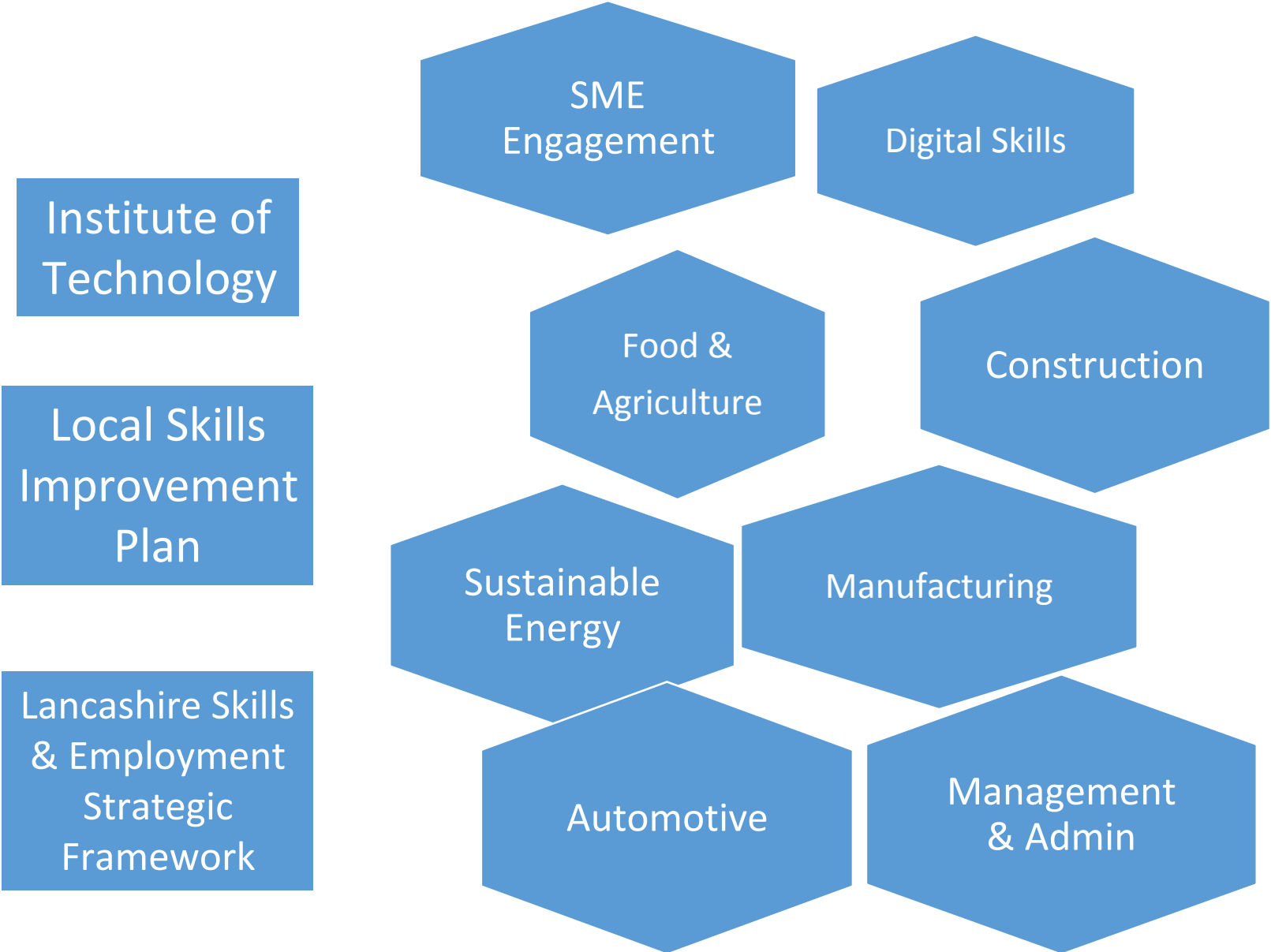
Lancaster &  
Morecambe  
College



**PRESTON**  
COLLEGE



# Supporting Lancashire's businesses to respond to the low/net zero carbon challenge



# 1. Supporting Lancashire's SMEs to identify and engage with the low/net zero carbon challenge – led by Burnley College

- Helping SMEs to understand the low carbon agenda and implications for their business.
- Develop individualised, bespoke strategies with measurable and achievable carbon reduction targets.
- Design a flexible, accessible and realistic curriculum with SMEs to meet their training needs including recruitment pipeline.
- Resource colleges to collaboratively deliver that curriculum (CPD, recruitment, capital investment).
- Help SMEs to collaborate with each other to share innovation and ideas, projects that might focus on a particular sector, geography, low carbon challenge/solution.



## 2. Establishing a Centre of Digital Excellence (CODE) for Lancashire – led by Runshaw College

- Co-ordinated employer engagement to help employers identify where digital solutions can help them meet / benefit from the low / net zero carbon challenge.
- Design a flexible and innovative curriculum with SMEs to meet their training needs including recruitment pipeline, delivered through traditional, remote and blended learning.
- Develop a network of digital teaching specialist and resource colleges to collaboratively deliver the curriculum (CPD, employer placements, recruitment, capital investment).
- Establish an employer forum, help SMEs to collaborate with each other and with the colleges to share innovation, ideas and resources.
- Development of a web-enabled directory of curriculum resources and packages available across Lancashire's colleges and from external sources.

### 3. Supporting food and agricultural businesses to rise to the net Zero Challenge – led by Myerscough College

- To support businesses to understand the impact of greenhouse gas emissions, to measure their emissions and demonstrate the opportunities to reduce them by adopting new technologies.
- Establish and train a specialist team in carbon reduction who will identify and work with businesses to support the delivery of carbon audits, soil testing, knowledge sharing and further skills.
- Deliver roadshows to demonstrate carbon reduction and mapping technologies to farmers, sharing DEFRA guidance and using a new mobile classroom to support wider engagement with businesses and provide remote training at events.
- Establish a 'Demonstration Farm' for agricultural techniques and technologies to reduce emissions and mitigate climate change.
- Establish a Lancashire Farmer's Network to share results, provide knowledge transfer and skills at a local level and ensure that the carbon agenda continues to be implemented across Lancashire.

## 4. Construction – led by Preston College

- Supporting the sector to rapidly upskill in low carbon construction, modern methods of construction and retrofitting techniques.
- Engagement and onsite liaison with businesses, skills and TNAs to develop individualised training plans.
- Development of new, modular training programmes and curriculum to meet local business needs.
- Establishment of a network of new specialist training and demonstrator facilities across Lancashire to meet business needs, expected to focus on:
  - Introduction to zero carbon buildings;
  - Zero-carbon homes;
  - Air source heat pumps;
  - Conservation of fuel and power in existing dwellings;
  - Renewables and offsets for zero carbon buildings.

# 5. Creation of a Sustainable Energy Hub – led by Lancaster and Morecambe College

- To ensure the education and skills sector proactively supports the future knowledge, skills and behaviours required for sustainable energy production across the region.
- To upskill the college workforce in future sustainable energy production, technologies and skills requirements e.g. Bay Fusion Initiative, Hydrogen Waste to Energy.
- To develop a sustainable network and collaborative approach between colleges, universities, employers, stakeholders to address skill-gaps and ensure the workforce of the future.
- To co-create new highly skilled employment opportunities to support the transition of the energy workforce over the next decade following defueling and decommissioning of Heysham 1 and 2 Nuclear Power Stations.

# 6. Low Carbon Manufacturing Skills Demonstrator – led by Nelson & Colne College Group

- Develop a state of the art low carbon manufacturing innovation demonstration facility developed in partnership with significant employers
- Explore, catalogue and communicate widely the specialist facilities and expertise in colleges, universities, other organisations and manufacturing businesses across the region in developing low carbon manufacturing skills.
- Develop an online platform to enable remote access to resources developed jointly, including through VR, offering effective and stimulating content and low cost/low risk experience of high risk/costly manufacturing and engineering processes
- Promote innovation, training, networking and collaboration supported by an employer partnership which will provide additional resources and engage supply chain stakeholders to stimulate engagement and maintain currency
- Provide CPD opportunities to a range of stakeholders including FE leaders and teachers, schools and employers.

## 7. Lancashire Automotive Skills Accelerator – led by Blackburn College

- Create industry standard facilities at Low-Carbon Skills Centres across Lancashire including a Regional Automotive Technology Hub, a Motorsport Centre and a Plant Operator Training Centre. These will ensure that employers and students have access to industry standard equipment that is relevant and keeps pace with technological change.
- Create a Lancashire Independent Garage Network to engage with SMEs facilitating their input into curriculum development and developing partnerships to investigate new techniques/approaches to carbon neutrality.
- Create a range of new short courses that support businesses to up-skill and re-skill their existing workforce.
- Establish a shared leadership/delivery and CPD model that supports skills development and upskills teachers to deliver new and emerging curriculum in Low-Carbon skills, auditing existing skills and knowledge, reviewing curriculum needs and harnessing the expertise of the Motor Vehicle sector to deliver Masterclasses for teaching staff.

# Next Steps

- Finalise contract negotiation with DfE to secure Grant Agreements
- Establish governance structure
  - SDF Board
  - Project Steering Groups
  - Project Employer Forums / Networks / Focus Groups
- Project delivery by end of March 2022
  - Feeding employer intelligence into / learning from LSIP
  - Developing pathways to higher technical provision including through IoT (subject to approval)
- Evaluation