



LEP - Skills and Employment Advisory Panel

**Thursday, 1st September, 2022 in Teams Virtual Meeting - Teams,
at 8.30 am**

Please note the venue and time

Agenda

Part I (Items Publicly Available)

- 1. Welcome and Apologies for Absence**
- 2. Declaration of Interests**
- 3. Minutes of the meeting held on 9th June 2022 and Matters Arising**
(Pages 1 - 10)
- 4. Up-date from the Lancashire Skills & Employment Hub and partners**
(Pages 11 - 30)
- 5. Lancashire Skills Bootcamps Update - 2022/23 Programme** (Pages 31 - 40)
(Presentation from Joanna O'Donnell)
- 6. Exploring Economic Inactivity in Lancashire** (Pages 41 - 68)
(Presentation from Joseph Mount)
- 7. Lancashire 2050 Update**
(Cllr Karen Buckley, Neil Shaw, and Michele Lawty-Jones)
- 8. Reporting to the Lancashire Enterprise Partnership Board**
- 9. Any Other Business**
- 10. Date of Next Meeting**
The next meeting is scheduled for Thursday 8th December at 8:30am. The meeting will take place via Teams.

An informal meeting is also scheduled for Thursday 10th November 9.30-12.30pm. The meeting will be in-person, location to be confirmed.

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LEP - Skills and Employment Advisory Panel

Minutes of the Meeting held on Thursday, 9th June, 2022 at 8.30 am as a Teams Virtual Meeting - Teams

Present

Alison Robinson and Amanda Melton (Chair – in part)

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|------------------|--------------------------|
| Neil Conlon | Kate Quinn |
| Ruth England | Professor Wendy Robinson |
| Edwina Grant OBE | Neil Shaw |
| Gareth Lindsay | Stephen Sykes |
| Nicola Mortimer | Liz Tapner |

Observers

Paul Evans, Assistant Director, Area Lead BEIS
Paul Evans
Stephen Jones
Heather Murray, Senior Partnership Manager Lancashire, DWP

In Attendance

Sara Gaskell
Dr Michelle Lawty-Jones, Skill Hub Director, Lancashire County Council
Lisa Moizer, Lancashire Skills Hub
Andy Walker, Head of Service - Business Growth, Lancashire County Council
Andy Milroy, Democratic Services Manager (Companies), Lancashire County Council

1. Welcome and Apologies for Absence

Amanda Melton CBE, the outgoing Chair attended for the first part of the meeting to welcome the new Chair, Alison Robinson, and thank the Panel for all their work during her term as Chair. The Panel formally thanked Amanda for her service.

The new Chair welcomed everyone to the meeting, including guest attendee, Paul Faulkner, Local Democracy Reporter.

Apologies were received from Peter Caney, Bev Robinson OBE, Cllr Karen Buckley, Mark Allanson and Dr Fazal Dad.

2. Declaration of Interests

None

3. Minutes of the Meeting held on 23 February 2022 and Matters Arising

- **Resolved:** That the minutes of the meeting held on 23 February 2022 be confirmed as an accurate record.

Under Matters Arising Dr Michele Lawty-Jones, Director of the Lancashire Skills Hub provided an update on the following:

- Skills Bootcamps: Just under 1.3mn in funding has been received from the DfE for the Skills Bootcamps for the 2022/23 financial year. A procurement process has been launched.
- Grant Renewals: A grant funding offer has been provided by the Careers and Enterprise company, valid from September 2022 to August 2023. The contract with Inspira will be extended.
- Grant offers have also been received from the DCMS for the Digital Skills Partnership.

4. Transition from ESIF to UKSPF

Andy Walker, Acting Director – Growth, Environment and Planning, Lancashire County Council and Dr Michele Lawty-Jones presented an update on the deployment of the UKSPF fund across Lancashire, detailing the following:

- The programme contributes to the government's Levelling Up Agenda, replacing the previous ESIF programme, providing less funding overall - the total Lancashire UKSPF allocation over three years is £54m.
- Blackburn with Darwin, Blackpool, and Lancashire County Council (CC) will receive additional DfE 'Multiply' funding.
- DLUHC (Department for Levelling Up, Housing and Communities) will oversee the deployment of the fund.
- Investment Priorities for the Fund concern three areas:
 - Communities and Place (2022-2025): Community infrastructure, community projects, crime prevention etc.
 - Local Business (2022-2025): Job creation, business start-up, technology development etc.
 - People and Skills (2024-2025): Upskilling adults in work, supporting the unemployed, employment support for those furthest from the labour market

- Multiply: Focusing on raising the numeracy levels of adults.
- Several challenges with the programme were highlighted, particularly concerns around funding. There is a risk that the expertise and the locally delivered projects under the ESIF programme will be hindered due to reduced funding under UKSPF, and some programmes may have to stop completely. Funding for third sector organisations will be possible for the first two years of the programme under People and Skills.
- The impact across local authorities (LAs) will be disproportionate due to the varying allocation of funding.
- Details of Live ESF Projects (May 2022) were presented, focusing on the Lancashire Skills Escalator and support on each step, and the risks regarding gaps in provision – including support to economically inactive and the most disadvantages, young people at risk of or NEET, and upskilling in the workplace.
- The majority of ESF projects will be due to stop any new starts by mid-2023, with some stopping starts as soon as December 2022.
- Key timelines associated with the project include:
 - Investment plans are to be submitted by the 14 LAs between the 30th June and 1st August to DLUHC. The funding period will extend from April 2022 to March 2025, with delivery commencing in October 2022, dependent on approval from the DLUHC
 - Multiply Investment Plans are to be submitted by the three top-tier authorities by 30th June 2022, with provision to be delivered from September 2022 to March 2025 – dependent on approval from the DfE.

The programme will be delivered in cooperation with Lancashire's Economic Development Group (LEEDG).

- Authorities will be given the opportunity to 'opt-in' for existing county wide services (currently delivering under ESF) through a series of Dragons' Den style sessions.
- The DWP has launched a series of new programmes focused on employment and skills development, but there is a gap in support available for economically inactive and young people at risk of / or NEET. There is concern that this lack of provision will worsen under the new UKSPF programme
- The Multiply programme focuses on improving the numeracy skills of adults 19 and over. Indicative outcomes of the programmes success include:

- 1) An increased number of adults achieving maths qualifications, up to and including level 2
 - 2) An increased number of adults participating maths qualifications, up to and including level 2
 - 3) Increased number of adults participating, acquiring and evidencing skills through non-qualification provision
 - 4) Improved labour market outcomes
 - 5) Increased adult numeracy
- A Pan Lancashire consultation has been undertaken with the three LAs by the Skills Hub, with a second due to take place on 17th July.
 - EOI and pipeline forms have been issued by Blackburn with Darwin and Lancashire CC.
 - Further clarity is needed from the DfE regarding the grant offer terms and conditions before delivery can commence, targeted to begin in autumn.

Comments and questions raised were as follows:

The Board raised concerns around the significant reduction in funding and asked if there were any ways the board could act to offset this. Michele emphasised the need for a letter to be sent from the board to the LAs Chief Executives highlighting the anticipated issues (SEE decision below).

The Board also clarified that UKSPF funding also covers community projects which were not part of the ESIF programme, putting even greater pressure on LAs to prioritise funds. A suggestion was made that programmes could be funded on a priority basis, looking at 2-3 projects. It was suggested that the letter to CEOs therefore focus on the risks articulated and the skills and employment priorities identified to support local decision making.

Paul Evans, BEIS Assistant Director reassured the board that DLUHC will support with the transition and delivery as much as possible.

Resolved: The Board agreed that a letter be sent on behalf of the Board to the Chief Executives of the 15 Lancashire Local Authorities to highlight upcoming challenges regarding funding, and to stress the need for coordination between authorities to facilitate effective delivery.

5. Food and Agriculture Study

Cassie Holden, Amion Consulting presented the findings from the Lancashire

Food and Agriculture LMI Study. The following points were highlighted:

- Lancashire is a key contributor to the Food and Agriculture (F&A) economy, comprising 6.8% of total GVA in 2021, contributing £2bn per year to the Lancashire economy.
- Over 8,000 business in Lancashire in 2021, comprised mainly of small business
- The Food and Agriculture industry is a key employer for Lancashire: 1 in 10 in Lancashire are employed in the F&A industry, higher than the regional or national share by comparison, 1 in 5 jobs are employed by the F&A industry in West Lancashire.
- The F&A industry is a comparatively lower paid sector.
- Over 30% of the F&A workforce is aged 16-24, providing a large proportion of young people with their first work opportunities.
- Almost 50% of F&A industry jobs are classed as 'Skill Level 1' jobs, leaving the sector vulnerable to automation.
- There has been a decline in the number of apprenticeship and FE starts declined between 2019/19 and 2020/2021, impacted by COVID.
- The industries workforce is comparatively less well qualified. Key barriers to investing in skills training included time limitations, funds, lack of expertise and staff turnover.
- Economic output (GVA) in Lancashire is expected to rise by 38.1% over the next 10 years, a quicker rate than Lancashire's economy as a whole. Employment rates are forecast to increase by 10,500 over the next 15 years, owing largely to food services.
- The F&A labour market is being put under greater stress due to the loss of EU workers (due to Brexit and greater restrictions on immigration), a smaller workforce, and perceptions of the food industry as a short-term career option.
- Response to this: Skills support is increasing for those in roles most at risk of automation, and the industry is working with employers that lower skilled / paid job can still provide satisfying work.
- A consumer shift toward 'healthy' food and buying in / eating out means there is a need for greater research and development, focusing on the nutritional value of food. There is also a demand for customer service skills to service the eating out trend.
- Increasing environmental awareness requires a greater focus on

environmentally friendly production that is sustainable. This requires skilled workers who can develop and implement the necessary techniques.

- The Agricultural Transition Plan 2021-2024 and the new immigration regime requires greater leadership and management skills to help workers adapt to the changing labour market and regulatory environment.

Comments and questions raised were as follows:

- Gareth Lindsay raised the issue of a lack of apprenticeship provision in the food industry and more permanent forms of employment need to be provided to increase the industry's appeal. Business managers need employment immediately and often can't afford the time it takes to re-skill, so it was suggested that the Board look at ways to shorten training periods.
- Gareth also queried whether the study's employment and wage figures in the report accounted for part-time workers – It was confirmed that the figures were based on both full-time and part-time jobs.
- Michele expanded on resources under development to help attract young people to the food and agriculture sector, with funding received from Lancashire County Council's rural fund to support a range of careers interventions. This includes investment in Start in Lancashire, a digital skills platform for careers provision, and the development of a Food and Agriculture section. A Virtual Reality project with Myerscough college will also allow food and agriculture businesses to 'bring' students to their facilities via VR technology.
- An 'employer carousel' scheme is being piloted with the Careers Hub and West Lancashire College, allowing students to engage directly with key businesses. A project is also underway to identify how food and agriculture can be embedded into the curriculum.

Resolved: The Skills and Employment Advisory Panel noted the presentation.

6. Local Skills Improvement Plan

Babs Murphy, Chief Executive Officer, North and West Lancashire Chamber of Commerce, provided an update on Lancashire's Local Skills Improvement Plan (LSIP), noting that her colleague Geoff Mason would be unable to co-present as planned. The following key points were highlighted:

- Businesses want a central resource for finding out who could deliver training for key skill requirements.
- There needs to be more industry placements for trainers, as businesses were finding trainers were providing outdated information to their employees.

- Businesses want greater engagement with schools, as well as a toolkit to help assist with skills-needs analysis
- Businesses want more condensed, modular-style skills training
- Overall, the feedback provided was largely positive, however, the report's findings have received no response from the Department for Education, only indicating that findings may contribute to guidance to be produced later in the year.
- There will be national roll out of LSIPs starting September 2022, with the roll-out reviewed annually.
- The future purpose of LSIPs is uncertain due to the lack of guidance from the government. Further guidance on the role of LSIPs is anticipated later this year but no specific dates have been provided.

Comments and questions raised were as follows:

Michele commented on the usefulness of the information in the report for supporting the bid for the Skills Bootcamps and other areas.

Alison raised the point that the report could inform how funding is used under devolved authorities. Babs noted that a new fund will replace the Strategic Development Fund & LSIPs next financial year, and will be called the Local Skills Improvement Fund (LSIF).

Strategic Development Fund – Chair, Alison Robinson

Following on from the above presentation, the Chair provided an overview of recent changes to the SDF fund, highlighting the following:

The max grant bid available is £2.75m. Myerscough is the lead college.

The bids are centred around three key areas

- 1) The utilisation of sustainable energy
- 2) Cyber security – led by Blackpool and Fylde College
- 3) Creating a sustainability curriculum – led by Runshaw College

It was noted that bid outcomes are expected to be provided by the end of June and that funds have to be spent by March 2023

Resolved: The Skills and Employment Advisory Panel noted the presentation.

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

Dr Michele Lawty-Jones, Lancashire Skills and Employment Hub Director, provided an update from the Lancashire Skills & Employment Hub and partners, highlighting the following:

- The Careers Hub has recruited new Enterprise Advisers, reducing volunteer vacancies from 21 to 6 across the 156 institutions - on track to meet targets by end of July.
- Lancashire continues to be showcased by the Careers and Enterprise Company as an area of good practice, with the partnership delivering a presentation at a Department for Education (DfE) roundtable event.
- Communities of Practices for T-level route ways continue to meet. All Lancashire colleges have indicated their intention to deliver T-level qualifications by 2024 A new Digital T-level of for cyber security is also in development.
- An occupational Traineeship in textiles has been established for 16–24-year-olds to address worker shortage. Blackburn College are offering the Traineeship and are working with textiles businesses in East and Central Lancashire.
- An in-person Team Tech Live event is planned for March 2023 following the success of the virtual events.
- The programme sponsored by BAE Systems with Innovate Her and Create Education is successfully being delivered in schools following disruption from Omicron in the Autumn term.
- An invite is to be sent for the upcoming graduation for students of the Digital Advantage Programme (supporting students with special educational needs) at County Hall, Preston on the 13th July.
- The Moving on Project, supporting NEET students, is due to stop starts in December, marking the project's close.
- The Careers and Enterprise Company have provided funds to support tracking activity to support children without a secure post-16 employment destination, activity will be focus on the LCC area and in Blackpool.
- The Adult Skills Forum continues to meet, focusing on moving people into work. Vacancies remain high and engagement remains low.
- A new united for Ukraine website has been launched to highlight job opportunities for Ukrainian refugees in the Northwest.

- The Lancashire Skills and Employment Hub has received just under £1.3m in funding from the DfE for Skills Bootcamps, and a new project manager and project officer has been appointed. A procurement process is underway to allocate the funds to employer provider consortiums.
- The Growth Deal Programme has generated £54.1m in social value so far
- The Lancashire Apprenticeship Service has now been launched to support companies in Lancashire to recruit and support apprentices
- The Lancashire Levy Transfer Network is in operation, allowing companies to pledge their unspent levy funds. Just under £500k has been pledged so far, and funds are being transferred to SMEs to pay for apprenticeship training
- Funding has been secured via the Lancashire Economic Recovery Grant (LERG) to incentivise SMEs to recruit their first young apprentice (16–24-year-olds)
- The Lancashire Cyber Alliance has launched
- New careers resources are under-development, based on feedback from young people on how they would like local Labour Market Intelligence to be presented – the materials are to be launched at the Lancashire Careers Hub Conference in June.

Resolved: The Skills and Employment Advisory Panel noted the update.

8. Reporting to the Lancashire Enterprise Partnership

The committee agreed that a letter should be submitted to the 15 local authority chief executives, detailing the key findings and concerns raised in the presentation on USKPF.

The findings of both the Food and Agriculture report and LSIP presentation should also be highlighted to the board, including circulation of the final F&A report once available.

9. Any Other Business

It was noted that the informal meeting of the Board had been cancelled, Michele will re-arrange a date to meet in person as soon as possible.

10. Date of Next Meeting

It was noted that the next formal Lancashire Skills and Employment Advisory

Panel meeting is scheduled to take place on 1st September 2022 at 08:30am as a virtual Microsoft Teams meeting



LEP – Sub Committee

LEP - Skills and Employment Advisory Panel

Private and Confidential: NO

Date: Thursday, 1 September 2022

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 June 2022.

Recommendation

The committee are asked to note the update

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 and provides an update on activity since the last committee meeting.

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| | 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. |
| Priority 1 | Careers Hub: Excellent careers provision underpinned by Labour Market Intelligence (LMI) |
| <p>Careers Hub and Enterprise Adviser Network</p> <p>The Careers Hub held their first face to face Annual Conference since 2019. The conference was attended by over 170 Career Leaders, Enterprise Advisers and Cornerstone Employers with speakers including National Cyber Force, the CEO of the Careers and Enterprise Company (CEC), Careers Leaders and Enterprise Advisers. Joe Mount also launched the new LMI toolkit and gave an insightful and well received LMI input. Workshops were the delivered throughout the day with the conference ending with a Cornerstone Employer panel chaired by Debbie Francis OBE. Press coverage from the event can be found here - https://www.lancashirebusinessview.co.uk/latest-news-and-features/careers-conference-discusses-countys-employment-opportunities-of-the-future</p> | |



Reviews of the year have been held with all Career Leaders and Cornerstone Employers at the end of the summer term. Significant progress has been made this academic year, seeing a return to pre-pandemic levels of employer encounters during the summer term.

| | Careers Hub Total 2021/22 (Based on CEC data) | |
|-------------------------|--|--------------------------|
| | Target % | Actual % |
| EA's matched to schools | 98% | 99% matched this year |
| Gatsby BM 1 | 80% | 81% |
| Gatsby BM 5 | Sustained Progress Baseline July 21- 63% | 76% |
| Gatsby BM 6 | Sustained Progress Baseline July 21- 36% | 50% |
| Average BM's | 5 | 5.85 |

Performance against the target in Lancashire continues to be above the national average.

Looking forward, the Careers Hub will be hosting two headteacher conferences on the evening of the 17th October at Stanley House Hotel and the morning of the 18th October at Ribby Hall Village. The events will run in partnership with Lancashire Colleges Consortium and Lancashire Work based Learning Forum. The focus of the events is to brief headteachers and Chairs of Governors on the Provider Access Legislation and the support available in Lancashire. The Provider Access Legislation builds on the 'Baker clause', by ensuring that young people gain access to encounters with providers of technical education and apprenticeships, and is expected to come into force in January 2023.

Effective Transitions Project

The project focuses on transitions at the end of year 11 for those in receipt of free school meals, to help informed choice and sustainable post-16 destinations. 95 pupils from 9 schools are now registered with the project and in receipt of support at the end of year 10. This will continue through year 11 and into the first half of year 12. A proportion of the pupils are taking part in weekly extended work experience with local employers, and a proportion are receiving enhanced careers activity. The Careers and Enterprise Company is looking to identify good practice to recommend nationally.

Lancashire Adult Learning are delivering mentoring and coaching training sessions to school staff, with the first session held in Preston in July, and another to take place in Brierfield in September.

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| Priority 2 | Technical Education Vision: roll out of T levels & progression pathways to higher technical qualifications |
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T Level Rollout

315 students have enrolled on T Levels in Lancashire over the first two years of the programme and the first of these have now completed their T Level programmes. A celebration to be held at the Houses of Parliament was unfortunately cancelled due to rail strikes. Whilst no additional colleges are delivering T Levels in Lancashire in the coming academic year, the offer is broadening



with the new T Level courses which are being rolled out in 2022-23 which include engineering and manufacturing, accounting, finance and business management.

Apprenticeships and Technical Education Project

This CEC funded project has now been completed. The project focused on capacity building schools in the delivery of careers information about apprenticeships and technical education, including T Levels and also delivered sessions on technical education and STEM routeways to year 9 pupils, predominantly girls. Thirteen schools engaged with the project (target 10). The project targeted schools who have not yet reached Gatsby Benchmark 7. From those schools, 289 learners attended sessions. 64% of these pupils reported an increase in knowledge and understanding following the sessions. Schools were particularly pleased to receive this activity for Year 9 pupils, as the current ASK programmes is provided in Years 10 and 11. The project aligns with the proposed introduction of the new Provider Access Legislation previously referenced.

A bid is currently being worked up to submit to the CEC for funding to offer similar provision next year, also targeting boys, as requested by the schools. Up to £20,000 is available for next academic year.

Institute of Technology (IoT)

The contract for the Lancashire IoT is expected to be signed with the DfE by September, with delivery starting in September 2023, although a small number of learners may join in January 2023. The IoT will focus on the development of Higher Technical Qualifications at Level 4 and 5, including apprenticeships, across a range of priority sectors. A presentation was provided by the lead college at the informal committee meeting in July.

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| Priority 3 | Digital Workforce of the future |
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TeenTech Live

The TeenTech online festival in February reached over 400 young people across the County with the most popular sessions being animation and coding. The Coding workshops during the Easter holidays also received excellent feedback from young people and parents/carers.

This year, an in-person event is set to take place at UCLAN in the week running up to the Science Festival in May. This will take advantage of the space already set up for a large event and minimise impact on teaching.

Cyber Girls First

Cyber Girls First is working with Lancaster University to run a trip for the girls from Blackpool who took part in the event in June. In September, the girls will visit the campus and take part in activities that allow them to see the Computer Science and Cyber departments.

BAE Systems’ sponsored programme with InnovateHer and Create Education

This £300,000 programme has been extended until Christmas to ensure all activity can take place as originally planned, following disruption caused by Omicron.

Create Education has engaged with 52 schools. 103 teachers/school staff have received training and several student workshops have been delivered to date with further workshops planned for the autumn term. Innovate Her have worked with 1000 students in 15 schools with plans to engage a further 3000 in the autumn term.

Hub Incubation Project: Digital Futures



The Lancashire Careers Hub and LDSP (Lancashire Digital Skills Partnership) have secured research and evaluation funds through the Careers and Enterprise Company under their Hub Incubation programme which is aimed at testing and evaluating the impact of careers activities.

The project in Lancashire, Digital Futures, aims to assess the impact of high quality, locally tailored STEM related careers activities delivered at varying intensities and young females’ subsequent interest in Computer Science GCSE and digital careers.

Data collection continued to be problematic during the summer term, but progress was made by the end of the term. A slimmed down version of the project is planned to take place in the autumn term utilising the Start Lancashire platform, STEM Ambassadors and Create Education. The project has highlighted the challenges in gathering pupil level data for evaluation purposes.

Digital Advantage

The Digital Advantage graduation event took place in July and was a heart-warming event. The students were delighted to hear that the industry professionals recognised their talents. The websites and content the students have created for their schools and colleges, and the peer-to-peer learning that will carry on, is a fantastic legacy.

The programme was match funded in collaboration with Future U (Uni Connects in Lancashire).

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| Priority 4 | Supporting Young People who are NEET (not in employment, education or training) to reengage with learning and work |
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Partnership Working

The Skills Hub has continued to work with new projects and provision in the area which focus on prevention of NEET or support young people who are already NEET, including a recent construction focused activity in Blackpool. The Director of the Skills Hub and team have facilitated conversations between lower tier local authorities and The Lancashire Colleges and SELNET as to how provision for young people who are NEET can be built into UK Shared Prosperity Fund (UKSPF) Plans of the authorities, as current provision funded by the European Social Fund (ESF) ends in early 2023. A letter was issued to the CEOs of the Local Authorities, as agreed at the last meeting articulating risks associated with the transition from ESF to UKSPF.

ESF Moving On Project

The ESF funded Moving On project has now reached 1,238 young people in its second phase, drawing down funding of over £2 million since April 2019. Of these, 667 are already in positive destinations, with others still working through the programme. Characteristics of these learners show that 69% have low basic skills (below GCSE grade 4) and 61% have emotional or behavioural issues. The project is due to stop taking starts in December 2022 / January 2023 to enable participants to complete activity before the closure of the project. As above, there is risk that there will be much less provision available to young people at risk of or NEET as the transition to UKSPF takes place due to the low priority given to this in the national guidance.


Strategic Meetings

The Lancashire Youth Steering Group and the Post-16 Officers Group (with local authority representatives) continue to meet, sharing practice in NEET prevention and supporting local authorities to build NEET strategies, working with the Careers Hub and the Skills Hub.

A small amount of funds has also been secured from the Careers and Enterprise Company to support tracking activity which s being targeted at young people in Lancashire and Blackpool who do not have a secure post-16 destination, and for a pilot in Blackpool to target the Elective Home



Educated – funds will be transferred to the corresponding authorities to enable delivery. Lessons learnt from this, and similar activities last year are informing a current bid for a similar small amount of funding to the CEC for 2022/23 academic year. This is being developed by The Lancashire Colleges working with the 3 upper tier authorities and supported by the Skills Hub.

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|  | 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 |



ESF Projects

Many of the ESF projects continue to deliver and have in some cases exceeded their targets for starts onto the programmes. Up to the end of June 2022 these projects have engaged with 25,920 adults with 8,650 participants progressing into a positive destination. This percentage will increase as participants complete the programmes of support. This is an increase of 1,625 adults since the previous reported in March with a further 516 progressions reported. The table below shows the current end dates of the live Inclusive Workforce ESF projects.

| Project | Accountable Body | Brief Description | | Last Learner Starts |
|------------------------|-------------------------|---|---|---|
| More Positive Together | Active Lancashire | Aims to help the residents of our most deprived neighbourhoods to improve their skills and employability. | 1.4 Supports those furthest away from the labour market | 30.09.2023 |
| Age of Opportunity | Selnet | Supports those that are 50+ and unemployed or economically inactive with low skills and barriers such as poor health, lack of confidence, outdated skills, and caring responsibilities. | 1.4 Supports those furthest away from the labour market | 31.12.2022 |
| Changing Futures | Selnet | Supports those that are unemployed or economically inactive. Focus on most at risk of social exclusion including: people from BAME communities; with physical or mental health problems; with learning difficulties. | 1.4 Supports those furthest away from the labour market | 31.12.2022 |
| Invest in Youth | Selnet | Brings young people (18-24) closer to economic activity, addressing barriers, and supporting job preparation and job search. | 1.4 Supports those furthest away from the labour market | 31.12.2022 |
| Community Grants | WEA | Small grants of up to £20,000 for projects that engage hard to reach people at a grass roots level – targeted towards community-based organisations. | 1.4 Supports those furthest away from the labour market | Possible new round due out in September |
| Action for Jobs | Community CVS | Aims to target the most deprived parts of Lancashire (e.g. Blackpool, Preston, Blackburn with Darwen, Burnley, Hyndburn and Pendle) and work with those furthest away from the labour market to help them move towards and into work. | 1.4 Supports those furthest away from the labour market | 31.03.2023 |



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|-----------------------------------|-------------------|---|--|------------|
| MPT Steps | Active Lancashire | This project aims to improve the employability of unemployed people, so that they can compete effectively in the labour market. | 1.1 Supports those closer to the labour market | 30.09.2023 |
| Skills Support for the Unemployed | PeoplePlus | Targets unemployed and disadvantaged who are relatively close to the labour market. | 1.1 Supports those closer to the labour market | 31.12.2022 |

UK Shared Prosperity Fund (UKSPF)

The deadline for the local and unitary authorities to submit their investment plans to the Department for Levelling Up, Housing and Communities (DLUCH) was the end of July. The Skills Hub have supported a number of authorities with data and have highlighted the risk regarding skills and employment provision, focusing on the provision that currently aligns with the Lancashire Skills Escalator which is funded by ESF. Several pan-Lancashire projects have been offered to the Local Authorities to continue the good work funded by the ESF programme which will soon be ceasing. DLUCH will now review the plans and it is hoped that they will provide feedback to the authorities promptly. As previously, a letter was sent to the CEOs of the Local Authorities following discussion at the last formal meeting of the committee, highlighting risks and skills and employment priorities.

Multiply

Multiply is part of the UKSPF programme and is being led by the Department for Education (DfE) - allocations of funds have been made to the top tier authorities to boost the numeracy skills of adults with less than a GCSE equivalent in Maths.

Further to the presentation at the last committee meeting, two pan-Lancashire consultation events were hosted by the Lancashire Skills and Employment Hub, in partnership with Blackburn with Darwen Borough Council, Blackpool Borough Council and Lancashire County Council. The events enabled consultation with providers regarding priorities and innovative approaches to delivery, with the second event in person to enable providers to discuss ideas and collaboration.

Forms for pipeline projects were issued by Lancashire County Council and Blackburn with Darwen Council, with deadlines for completion set prior to the date for the return of Investment Plans to DfE. Blackpool Borough Council have now also launched a call for expressions of interest: <https://procontract.due-north.com/>
Ref: DN624919

The information gathered through the consultations and the calls for pipeline projects were used to support the development of the Investment Plans by the three top-tier authorities to the DfE. These plans were submitted to the DfE by the deadline of the 30th June – several clarification questions have since been received and are being answered. The Skills Hub led the development of the Investment Plan for Lancashire County Council.

The Adult Skills Forum

The Adult Skills Forum continues to meet with an average attendance of 30 members from a range of partner agencies. The group shares good practice and highlights opportunities for cross referring and has recently engaged in activity to support employers (NHS, NWAS and other care providers) with recruitment activity.



Guest speakers are invited to present at each meeting and recent speakers have included:

- North West Ambulance Service
- East Lancashire CCG
- Lancashire Recovery Colleges
- Lancashire Teaching Hospitals NHS Foundation Trust

Refugees

The Skills Hub continues to work with delivery partners to offer support to refugees entering Lancashire, working in partnership with the team in Lancashire County Council and within the local authority areas. Support has included signposting to support and training to enable engagement with work.

Escalate

Escalate, the online referral tool which was originally designed to inform referral agencies of the ESIF support available for residents has been accessed 5,145 times since its inception. The top three support requests have been Confidence, Mental Health and CV and Interviews Skills. The top three sectors requested have been Retail, Customer Service and Hospitality and Catering.

With the ESIF provision coming to an end and the start of the UK Shared Prosperity Fund, Escalate will need to be reviewed and updated so that it continues to be of use to referral agencies in the future. The tool is valued by partners as it has been a challenge in the past maintaining knowledge of provision across Lancashire – without the tool there would be a gap in information which would undermine referrals and access to provision.

The Skills Hub Strategic Partnership manager for Adults will be undertaking this activity in late Summer and early Autumn.

Plan for Jobs

The Work and Health Programme has been extended by 23 months, enabling new referrals until October 2024. The programme is also taking a percentage of long term unemployed mandated participants (around 10%). Up to the end of June 2022 the programme had received 5,332 referrals and has progressed 2,600 of these into a job outcome (49%).

JETS, delivered by Ingeus, has been extended until December 2022. This focuses on people who have been unemployed less than 12 months. Up to the end of September the JETS programme has supported 8,165 participants of which 4,936 have progressed into work (60%).

Since the start of the **Restart** programme in April 2021, there have been 9,091 referrals made from DWP with 76% of these progressing into starts (6,971). The highest number of referrals have been received from Blackburn, Blackpool and Preston JCP offices. The lowest number of referrals have come from Ormskirk, Leyland and Clitheroe. There have been 2,104 Job starts (32% conversion) and 600 sustainable Job Outcomes (29%) to-date.

Partners are noting that, since the eligibility onto the contract has widened some participants who are further away from the labour market are taking longer to get into sustainable employment.



| | |
|-------------------|--|
| Priority 2 | Sector specific initiatives targeted at areas with labour market demand |
|-------------------|--|

Skills Bootcamps

The Skills Hub has now procured projects to deliver the £1.3m of funding received from the Department for Education (DfE). To support this activity and future Skills Bootcamp opportunities a Project Manager (Joanna O’Donnell) and a Project Officer (David Prince) have been employed and will be funded through the Skills Bootcamp funds allocated for management and administration.

The following Skills Bootcamps have been procured and will commence delivery from August.

| Bootcamp | Sector | Provider | Learners | Weeks | Start Date | End Date |
|---------------------------|-------------|----------------|----------|-------|----------------|---------------|
| Software Development | Digital | Scale-ability | 27 | 12 | August 2022 | October 2022 |
| Software Development | Digital | Code Nation | 14 | 12 | August 2022 | October 2022 |
| Digital Marketing | Digital | We are Digital | 48 | 12 | September 2022 | November 2022 |
| Software Development | Digital | Scale-ability | 27 | 12 | September 2022 | November 2022 |
| Software Development | Digital | Code Nation | 14 | 12 | September 2022 | November 2022 |
| Cyber Security | Digital | Code Nation | 18 | 12 | September 2022 | November 2022 |
| Data Analysis | Digital | IN4.0 | 44 | 12 | September 2022 | November 2022 |
| Software Development | Digital | Scale-ability | 26 | 12 | January 2023 | March 2023 |
| Cyber Security | Digital | IN4.0 | 44 | 12 | January 2023 | March 2023 |
| Electronic Tech - General | Electronics | Tech Lancaster | 22 | 12 | September 2022 | November 2022 |
| Electronic Tech - PEMD | Electronics | Tech Lancaster | 22 | 12 | September 2022 | November 2022 |
| Electronic Tech - Cyber | Electronics | Tech Lancaster | 22 | 12 | January 2023 | March 2023 |
| Electronics – IoT | Electronics | Tech Lancaster | 22 | 12 | January 2023 | March 2023 |

All successful providers had to demonstrate employment links with Lancashire employers, that courses are codesigned with employers to meet their needs, that employment support was woven throughout the programme and that there were guaranteed interviews for all participants. Providers also had to demonstrate how they would deliver social value outputs.



A Lancashire Community of Practice has been established to bring providers together to support data returns, share good practice, discuss evaluation and to take a joined-up approach to marketing and communications.

The Project Manager and Officer are focusing on marketing and communications to raise the profile of the Skills Bootcamps generally – both to employers and potential learners. A key focus is also putting in place project management processes to ensure effective monitoring of providers against both qualitative and quantitative milestones and targets, ensuring that information is gathered in-line with the requirements of the DfE for claims. A presentation will be provided by the Project Manager at the committee.

Specific Initiatives targeted at areas with labour market demand

The Skills Hub have been working alongside DWP to support employers who are looking to recruit. To complement DWP’s Way to Work campaign a presentation was delivered by the Skills Hub to the Employer facing team at DWP. This provided the DWP team with several suggestions which aim to support recruitment activities, including employer engagement for the DWP job fairs, an overview of the Skills Bootcamp opportunities, Digital Skills Support offers, employer links for recruitment and support for Sector Based Work Academies.

Recruitment into Care

Following the two Health and Care job Roadshows the Skills Hub have worked alongside colleagues from Lancashire County Council, Lancashire and South Cumbria Health Care Partnership, Skills for Care and the Care Quality Commission to facilitate a Social Care Workforce Forum. This was held at Preston Grasshoppers and was attended by 150 delegates from 70 different social care providers. There were presentations delivered to support good practice in recruitment, retention, and staff development. Feedback was excellent and included;

- finding out about services available, the opportunity to speak to so many groups
- varied panels, really good ideas shared by each panel
- getting to know the various resources that are in place to help social care
- hearing different ideas from wonderful organisations
- opportunity to network & speak to training organisations
- learning different organisations to help with recruitment & opportunities out there
- Information on staff retention, training, apprenticeships
- Networking & collaboration opportunities

Priority 3

Raise digital inclusion

Digital Inclusion Networks

In conjunction with Creative Lancashire, Lancashire Libraries and a range of other partners, a bid was submitted to a London 2012 legacy fund focused on community action – Spirit of 2012. The aim was to supercharge existing Digital Champions networks across Lancashire to support digital skills development. Unfortunately, the bid was not successful but there is a desire to continue this work regardless and Creative Lancashire will be bringing together a group of interested partners.

Priority 4

Embed social value in commissioning, procurement and planning processes

Growth Deal – Social Value Impact

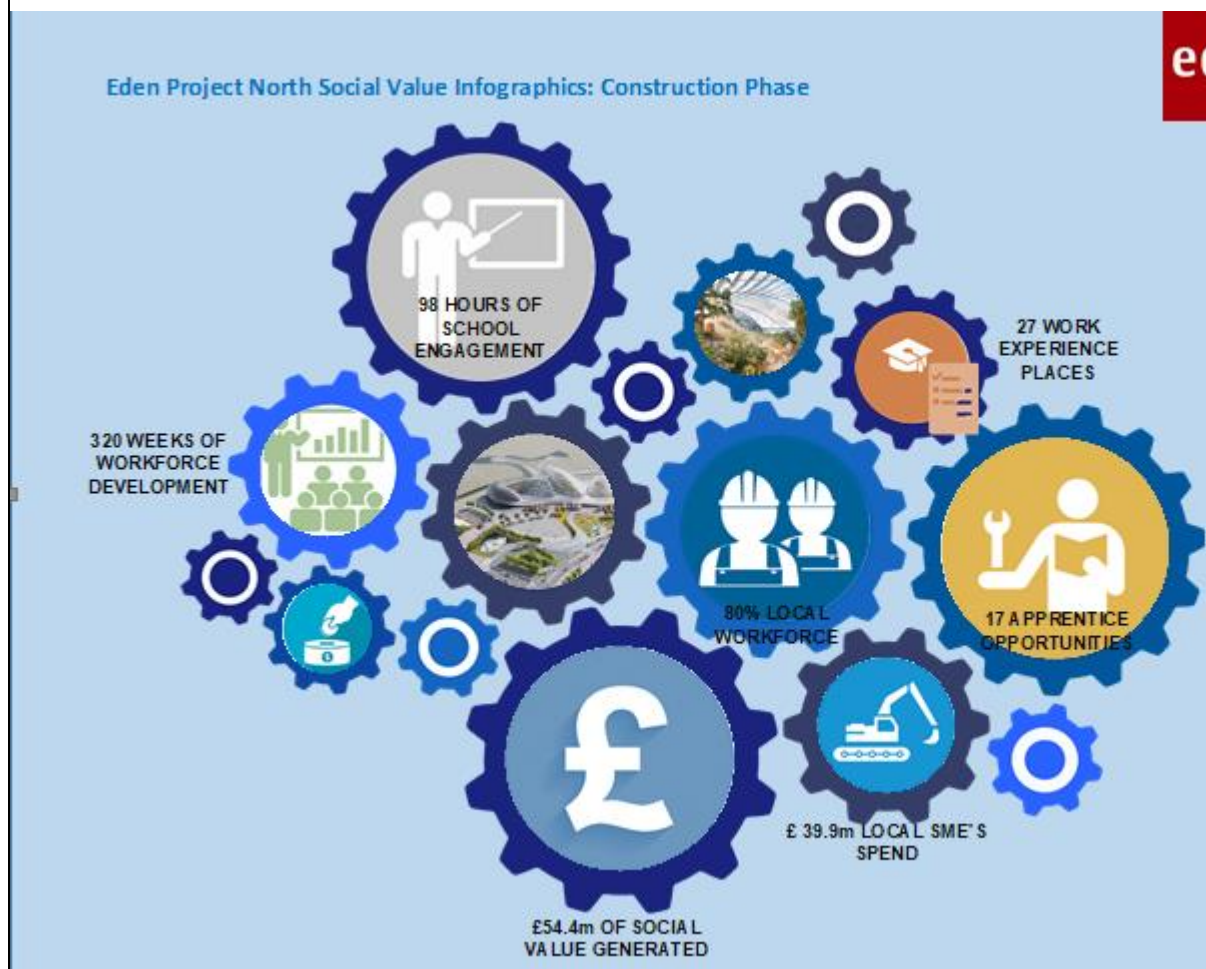
As previously reported, the LEP has successfully embedded Social Value within their key infrastructure investment programmes through the adoption of a LEP wide Social Value Framework. The framework utilises the National Themes Outcomes and Measures (TOMs) to embed social value within the procurement, monitoring and evaluation of projects across the LEP's project and programme portfolio.

The impact of the adoption of this approach can be seen at programme and project level across the Growth Deal programme which has generated a total of £54.1 million of cumulative added social value up until the end of the last reporting period (to December 2021) across a wide range of employment and skills metrics.

The Eden Project North

The Skills Hub has been working in partnership with the Eden Project Team on the Levelling Up Fund bid for the Eden Project North project. As part of the bid, the Skills Hub compiled a detailed Social Value Annex which clearly sets out the wider local economic benefits that the project would generate through both the construction and operational phases of the project.

During the construction phase alone the project is forecast to generate in excess of £54m of additional social value.



D'Urton Lane Development Social Value Highlights

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

The project has generated a wide range of positive social value outcomes for the local community including:




- 13 new jobs created through Willmott Dixon and Supply Chain across roles in steel fixing, joinery, labouring, gatekeeping, cleaning, document control, engineering, trainee management, groundworks
- 4 Kickstart positions created for young people in Preston who were previously part of the NEET (Not in Education Employment Training) group
- 141 apprentice/ trainee weeks achieved and supported across Quantity Surveying, Groundworks and Brickwork
- 17 work experience weeks for Veterans, Graduates, Colleges Students & NEETs
- 22 careers sessions provided to a total of 298 young local people, including 'Raising Aspirations' sessions with students from Preston Muslim High School for Girls
- 2 Lancashire based Social Enterprises used in the Supply Chain, including Recycling Lives who have secured a waste management contract for the development
- 70.7% local employment on site (within 20 miles of the site)
- 35.4% local supply chain spend (within 20 miles of the site)

Lancashire Central Development

The Skills Hub have been working closely with LCC and Maple Grove Developments to agree and draft a site wide Employment and Skills Statement which will inform the development of phase specific Employment and Skills Plans aligned to the strategic priorities outlined in the Lancashire Employment and Skills Strategic Framework.

The approach to generating social value will ensure that the benefits of the development during both construction and operational phases will be maximised to provide employment, training and procurement opportunities for local people and businesses.

The Employment and Skills statement will be submitted as part of the revised planning application for the Lancashire Central site at Cuerden in due course.

| | |
|---|--|
|  | <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> |
| <p>Apprenticeship Action Plan The Apprenticeship Action Plan runs until 2023. Progress is currently being reviewed against the milestones and actions. Data analysis is also being undertaken to ascertain the current position in Lancashire against age, level and sector. Once this activity is completed the Skills Hub will provide an update report to the committee.</p> <p>Launch of the Lancashire Young Apprenticeships Grants As previously reported, to support the growth in Apprenticeships, Lancashire County Council have offered employers a grant of £3,000 to replace the Central Government Incentive that recently ended. The 100 grants are part of Lancashire Economic & Recovery Growth (LERG) Fund and are</p> | |



being managed by Paul Hannant, the Project Co-ordinator, who was recently appointed to the Skills Hub team. To be eligible for a grant, businesses must meet the following criteria:

- Based in the Lancashire County Council area
- SME
- No Apprentice starts in the last 2 years
- Priority Sectors - Manufacturing and Aerospace
- Apprentices under 25 years old

In the first month, 242 suitable businesses have been contacted introducing the grant. Another 181 have been identified to approach in the next few weeks. Within 3 weeks of the initial communication, 10 businesses have confirmed that they are keen to employ an apprentice.

| | |
|-------------------|---|
| Priority 2 | Reskilling & Upskilling the current workforce – with focus on digital skills to support technology adoption and the growth pillars |
|-------------------|---|

ESF Provision

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 June 2022 the projects have engaged with over 3,400 Businesses and supported/upskilled over 19,880 employees.

The following table shows the current end dates and approximate last dates for starts for current ESF provision focused on upskilling.

| Skills Support for the Workforce | The Growth Company | Upskilling in the workplace in-line with company training needs analysis and support for individuals at risk of redundancy | 2.1 Skills for Growth | Last start date for shorter programmes 30/11/22 Last date for longer programmes 31/08/2022 |
|----------------------------------|--------------------|---|-----------------------|---|
| Leading Lancashire | UCLan | Leadership and management training for the Lancashire workforce, enabling people to develop their skills through training, coaching and support | 2.1 Skills for Growth | 09/22 |
| LEAP | UCLan | Support, training and development for apprentices and their workplace mentors employed in the Lancashire SME workforce. Support for the Lancashire Levy Transfer Network to support SMEs to benefit from apprenticeship levy transfer | 2.1 Skills for Growth | 01/09/2023 |
| Upskilling the Health and | Community CVS | Holistic training solution to meet the skills needs of the VCFSE organisations in | 2.1 Skills for Growth | 01/10/2023 |



| | | | | |
|--|-------------------------|--|-----------------------|--|
| Social Care Workforce | | health and Social Care based on a diagnostic | | |
| Building Successful Futures | PHX | Practical training courses to develop the skills and career prospects of employed people, particularly within SMEs and micro businesses, to enable them to progress from entry level job roles | 2.1 Skills for Growth | 31/10/2023 |
| Business Health Matters (Workplace Health Champions) | Active Lancashire | Fully funded basic skills training and accredited Level 2 and 3 Workplace Health Champion training to employees in SMEs. The project supports local businesses in improving the physical and mental health of their employees so that staff are happier, healthier and more resilient | 2.1 Skills for Growth | Basic Skills - 11/09/2023, Level 2 - 30/11/23 Level 3 - 01/11/2023 |
| Upskilling Lancashire | UCLan | Free advice and support to SMEs to increase the skills and capabilities of their workforce. Identifying training needs and skills gaps to achieve future growth and strategic objectives within businesses, complemented by capacity building, work placements, degree apprenticeships and identifying appropriate training and skills support | 2.2 Skills for Growth | Businesses 30/09/2022 |
| STELa This programme has now ended | The Lancashire Colleges | Aims to increase the number of businesses that are engaged in Technical Education through work experience opportunities, industrial placements and/or apprenticeships, or from getting involved in curriculum development and delivery | 2.2 Skills for Growth | Businesses 01/06/2022 |

UK Shared Prosperity Fund (UKSPF)

As previously, the deadline for the local and unitary authorities to submit their investment plans to the Department for Levelling Up and Housing (DLUCH) was the end of July, feedback on plans is awaited from DLUCH.



Employer Skills Forum

The Employer Skills Forum continues to meet to share good practice and highlight skills support offers for businesses, including ESF provision and the Lancashire Apprenticeship Service. The forum will focus on working together to raise awareness of the provision in the coming months as the ESIF provision starts to wind down and look to work together to signpost to available provision as some projects come to an end.

The Strategic Partnerships Manager for Employers continues to work closely with BOOST and partners, contributing to regular meetings so that business advisers are kept fully up to date with the skills offer for the workforce. A presentation was given at a recent BOOST Discovery meeting to raise awareness of the provision and in particular the information regarding end dates for projects.

Embrace Digital Lancashire

This Community Renewal Fund project was designed to support businesses, organisations and charities to choose the right software/platforms for them covering productivity, marketing, cloud accounting and e-commerce is being well received. The programme has been extended with one-to-one sessions still available until September. Over 80 training sessions having taken place to-date, with over 500 learners – this includes some duplicates where learners have engaged in multiple sessions.

Lancashire Cyber Alliance (LCA)

Further events are to be published soon for September and January.

Priority 3

Leadership & Management capacity in SMEs

Within the ESF programme several of the projects deliver training focused on Leadership and Management, including Team Leading, access to leadership and management qualifications/units from Level 3 to Level 7 and other qualifications and bespoke programmes to support Leaders and Managers in their roles.

As particular ESF projects draw to a close the Employer Skills Forum and the Lancashire Skills Hub will work together to signpost to programmes that have provision that supports leadership and management and other initiatives. e.g. Help to Grow Management a programme focused on training to help SME business leaders to increase productivity, seize investment opportunities and grow their business. <https://helptogrow.campaign.gov.uk/>

Priority 4

Healthy Workplaces

The ESF funded ‘Building Blocks’ project, part of the Business Health Matters initiative, aims to support the mental health and wellbeing of the employees in Lancashire businesses.

The project delivers basic skills training, level 2 and level 3 Workplace Health Champion qualifications to employees in SME’s across Lancashire

In addition other provision which supports this priority is offered through the ESF programme e.g. Mental Health First Aid and Mental Health Advocacy in the Workplace training.



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.



Evidence Base

The open-source Evidence Base page on the Skills Hub website has received almost 950 visits, from the start of May 2022 until the end of August 2022. The evidence base will continue to evolve in line with stakeholder feedback over the coming months. The Evidence Base page can be viewed here: <https://www.lancshireskillshub.co.uk/our-people/evidence-base/>

LinkedIn Talent Insight Platform, Data Exploration Project

The Skills Hub and the Careers Hub accepted a £20,000 grant earlier in the year from the CEC to fund some exploratory work into understanding what data might be useful for Careers Hubs nationwide in the future. Lancashire are the only Careers Hub who is undertaking the pathway of exploring a private sector dataset to see how this could inform the strategy and actions of Careers Hubs in the future.

Lancashire have purchased a single 12 month licence to LinkedIn's Talent Insight platform, which gives data on over 350,000 LinkedIn users in Lancashire (as well as the wider worldwide membership), their employers, skills and qualifications. The Skills Hub have undertaken some exploratory work on this platform and are preparing a report for submission to the CEC by the end of August. This report will be used to inform their thinking as to whether this kind of data is something they would wish to provide centrally to all Careers Hubs nationwide.

Careers Information Advice and Guidance Resources

The Preston-based design agency, Made By Mason, are in the final stages of the project. Six imaginative decks of slides have been produced to young people's specifications outlining the shape of the labour market locally, and a look at different pathways into the labour market and future opportunities. A first look at these resources was given and launched at the Lancashire Careers Hub annual conference earlier in the year. The slides are completed, and the storyboard for 2 short animations are being finalised, these animations will centre around the future opportunities in Lancashire in the Digital and Cyber space, particularly with the arrival of the National Cyber Force. Once the animations are completed, these resources will be launched in time for the start of the new academic year, along with wrap around resources including travel to work LMI Boardgames, an updated Start in Lancashire platform, and some lesson plans and speaker notes for the new resources.

Cambridge Econometrics Local Economy Forecasting Model (LEFM)

To support the development of Lancashire 2050, and due to the fast-changing economic situation nationally, the Lancashire Skills Hub have invested in a refresh of the forecasting data which has been analysed and supplied to all Local Authority Economic Development teams. This will provide Cambridge Econometrics' latest scenario for the economy in Lancashire, regionally, and nationally, and will include forecasts of employment by sector and occupation, and Gross Value Added (GVA) by Sector. The update will consider factors such as the war in Ukraine, hydrocarbon prices, rising interest rates, and inflation which will all be drags on growth in the future. The forecast horizon is through to 2050, which will help set the baseline for the vision for Lancashire 2050.

Food and Agriculture Sector Study

Following the presentation at the last committee meeting by Cassie Holden, from Amion Consulting, the report is now complete and is currently with graphic designers in preparation for publication in September 2022.



Eden Project North Annexe

As part of the Levelling Up Fund Bid for the Eden Project North, the Skills Hub contributed two annexes to the bid document, one on social value (as outlined earlier in this document) and one on wider socio-economic data concerning Morecambe. This document highlighted that whilst long-term unemployment in Morecambe was lower than the national average pre-pandemic, it is now almost 6 times higher than the national average. The annexe outlined many stark facts about deprivation in Morecambe, which is particularly concentrated around the proposed Eden North site – the main contention of the document was that this project should be considered through the lens of a “Priority 1” area, rather than the “Priority 2” area of Lancaster local authority district.

Online Interactive Evidence Base Dashboard

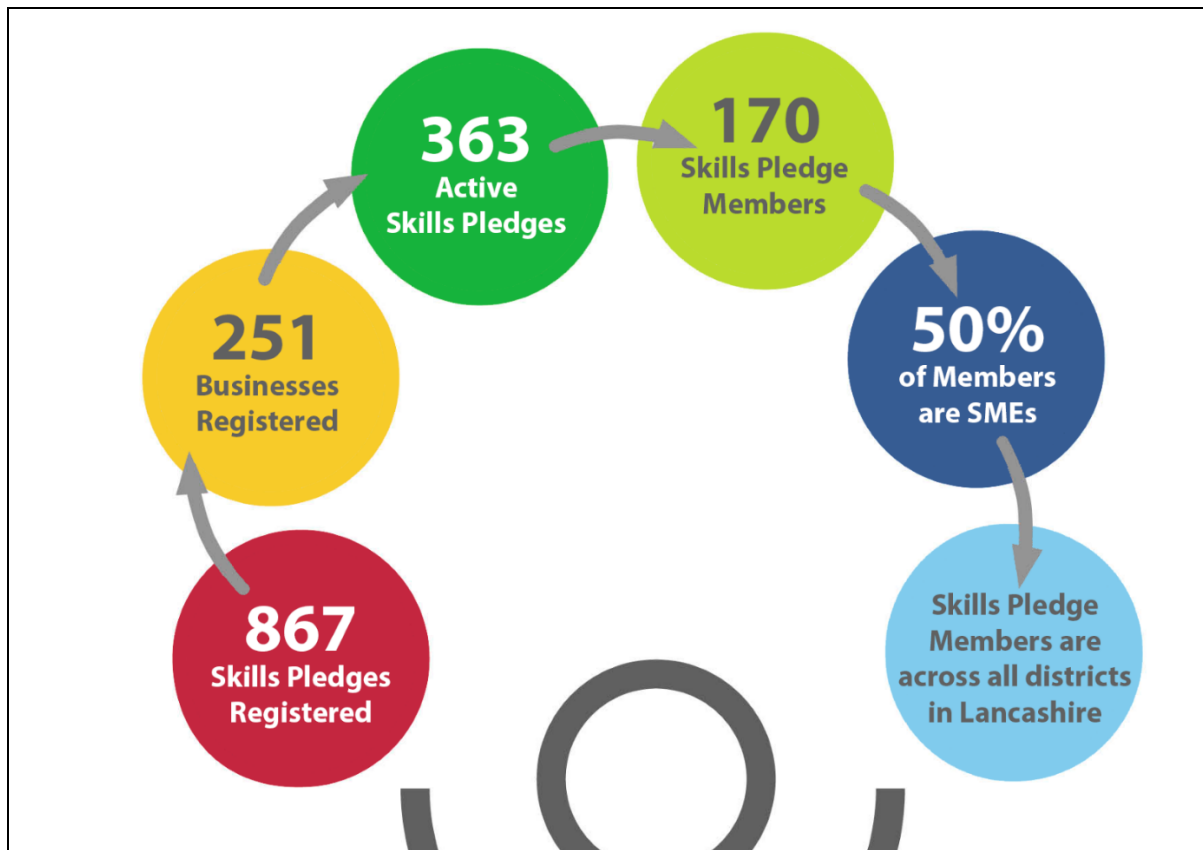
The Skills Hub’s interactive online evidence base dashboard continues to grow in content, and the Lancashire Skills Hub have had many requests to present this dashboard and demonstrate it to various organisations and partnership groups, most recently the NHS. The dashboard now contains more than 50 interactive pages of socio-economic and skills data, most recently having had economic inactivity by age, gender and reason for all of Lancashire’s districts, the Lancashire LEP, Lancashire County Council, North West and national geographies. Data has also been added concerning the employment rate, unemployment rate, self-employment rate, business demographic data including high growth firms, businesses by size and sector, business birth and death rates and start up survival rates.

The dashboard can be accessed via www.lancshireskillshub.co.uk/our-people/evidence-base

Cross Cutting Tools

Skills Pledge

The Lancashire Skills Pledge provides businesses with one door to find out more about Lancashire’s key skills and training initiatives. The Skills Pledge also provides recognition to businesses, private, public and third sector, who inspire, recruit and upskill the people of Lancashire.



Since the last update, the Lancashire Skills Pledge has continued to grow across all metrics, with the number of businesses registering up 17.2% to 251 businesses. The 251 businesses registered their interest in 867 pledges, up 18% since the last update.

The number of active skills pledges has increased by 12.7% (slightly slower than the last update where this grew at 21.5%) to 363 pledges, and there are now 170 Skills Pledge Members, an increase of 12.5% since the last update.

Considering individual pledges, the most common is 'Give an Hour', which 120 Pledge Members pledge to, an increase of 15.4% since the last update. Take on an Apprentice has 77 pledges – unchanged since the last update. Of those Active Pledges, around 2/3rds are pledges from Pledge Members who were already undertaking these kinds of activities and are now able to receive recognition for this via the Skills Pledge.

The Lancashire Skills Pledge launched a dedicated LinkedIn page this year and now has a growing social media presence, with 276 (+5%) followers to date. Please follow the page: [Lancashire Skills Pledge LinkedIn page](#)

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. The furlough has been replaced with 'working and want to learn new skills or upskill' and content of the website is reviewed to ensure that it remains current. As of the 16th August 2022, the website has had over 19,500 views, a growth of 4.9% since May 2022, with an excess of 6,000 views to the 16-24 page. There were also over 3,300 external links clicked through to support on partner sites. The Skill Up campaign, which is due to start in August and run for 1 month, will signpost young people aged 16-24 to the Skills for Work 16-24 page where they can access relevant support and resources.



Twitter

Since May 2022, the Lancashire Skills Hub Twitter profile has gained 103 new followers, with a total of 3,346 followers. Since May 2022, this twitter profile has created more than 20,000 impressions.

List of Background Papers

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

N/A

Reason for inclusion in Part II, if appropriate

N/A



**LANCASHIRE SKILLS
& EMPLOYMENT HUB**

Skills Bootcamps Update September 2022

Joanna O'Donnell – Project Manager
David Prince – Project Officer

Agenda Item 5

Background and Update

- As previously reported, the Lancashire Skills & Employment Hub were awarded £1.25million pounds to procure providers to run Skills Bootcamps for residents and businesses in Lancashire from the DfE for wave 3
- Ten percent of the funds are allocated to management and administration enabling the recruitment of a Project Manager – Joanna O’Donnell and a Project Officer – David Prince to oversee the Skills Bootcamps programme
- 13 applications were received in response to the Invitation to Tender (ITT) and 8 applicants were shortlisted and ranked, with funds allocated to the highest ranking projects – one applicant stepped back due to the contractual requirements and one applicant did not accept the offer due to capacity
- Social Value and strong links with Lancashire employers, to offer support throughout the Skills Bootcamp and guaranteed interviews with resultant sustainable employment, formed part of the scoring process

Background and Update

- 5 providers are now beginning the journey of supporting 350 candidates towards a new future through training, employment support and a guaranteed interview
- Cohorts are due to start in August/September, run for 12 weeks and have a range of delivery methods including remote, face to face, part time, evenings and full time. Sessions are recorded to support all participants needs
- Representation from a wide spectrum of residents is encouraged including women, unemployed, over 50s, ex offenders and refugees
- The following slide details the successful providers and how the funds have been allocated

Skills Bootcamps Overview

| Provider | Sector | Courses | Learners | Course Duration | Funding agreed | |
|------------------|-------------|---------------------------|------------|-----------------|-------------------|--|
| Scale-ability | Digital | Software Development | 80 | 12 | £245,991 | |
| Code Nation | Digital | Software Development | 28 | 12 | £176,250 | |
| Code Nation | Digital | Cyber Security | 18 | 12 | | |
| We are Digital | Digital | Digital Marketing | 48 | 12 | £141,600 | |
| IN4.0 | Digital | Data Analysis | 44 | 12 | £240,000 | |
| IN4.0 | Digital | Cyber Security | 44 | 12 | | |
| Tech Lancaster | Electronics | Electronic Tech - General | 22 | 12 | £294,500 | |
| Tech Lancaster | Electronics | Electronic Tech - PEMD | 22 | 12 | | |
| Tech Lancaster | Electronics | Electronic Tech - Cyber | 22 | 12 | | |
| Tech Lancaster | Electronics | Electronic Tech - IOT | 22 | 12 | | |
| Management costs | | | | | £125,054 | |
| Delivery Totals | | | 350 | | £1,098,341 | |
| Total costs | | | | | £1,223,395 | |

Community of Practice

- In October 2021, a review of Lancashire-based Digital Skills Bootcamps was undertaken by Amion Consulting – the report was previously shared with the committee. One recommendation was to enhance connections between Skills Bootcamp providers in the local area – thus a Community of Practice (CoP) has been introduced in this wave
- The CoP has been enthusiastically received, with an initial meeting in July, two in August and planned monthly thereafter. One meeting per quarter will be face to face - held initially at County Hall and then other provider sites later in the year
- The meetings are owned by the providers and enable the sharing of good practice, issues or concerns, sharing information or candidates and providing a supportive arm from the Skills Bootcamp and Skills Hub team

Social Value

| Workforce | Pledge | Time pledged | Numbers pledged | |
|------------------------|--|--------------|-----------------|--|
| Future | Support careers education and development in schools and colleges | | | |
| | Support into work e.g. mock interviews, CV advice | | 315 | |
| | College and schools careers talks | 245.5 hours | | |
| | 15 – 18 work experience | | 1 | |
| | Undergraduate project placements | | 12 | |
| | Undergraduates internships | | 6 | |
| Inclusive | Employment opportunities for unemployed /disadvantaged | | 42 | |
| | Work placements for unemployed/disadvantaged | 111 hours | 5 | |
| | Mentor NEET people | 2 hours | 30 | |
| Skilled and Productive | Apprentices supported | | 28 | |
| | Adoption of skills pledge | Mandatory | | |
| | Invest in leadership skills | 40 | 1 | |

Social Value cont'd

| Workforce | Pledge | Time pledged | £ | Projects Supported |
|--------------------|---|-------------------------------|----------------|---|
| Community Benefits | Support Community based projects | | | |
| | Donations to local community projects | | £1000 | Escape 2 Make, Community Buds |
| | Hours donated to VCSE | 356 | | Guide dog boarder, Preston Basketball club |
| | Provide business advice to SME's and VCSE | 171 | | Homestart |
| | Equipment or resources donated | | £2750 | 50% equipment to VCSE on contract completion |
| | Other measures | 60 | £11478 | Purchase recycled equipment, scholarships, STEM events, Electronic starter kits |
| Total | | 985.5 hours (26 weeks) | £15,228 | |

Risks and Mitigations

Providers do not recruit contracted numbers of 350.

50% target of participants enrolled by end of Sept not met.

More than 20% of learners withdraw from course.

Outcomes for successful candidates not met

Bootcamp providers working in silo

- Partnership working with DWP, Skills Hub, BOOST, NCS, MOJ, Novus, Local Authorities, and providers, press release and updated website to attract learners
- Start dates staggered to allow planning of learner starts throughout the year
- Learners at risk highlighted and supported by providers at early stage. Monthly spreadsheets submitted by providers which monitors progress with evidence checks
- Community of Practice meetings, use of Slack to share documents, and catch up meetings prior to key dates by Project officer

Priorities for the coming months

- Delivery begins for cohorts in August and September
- Marketing of Skills Bootcamps and continued building and widening of stakeholder relationships
- Sharing of good practice between providers through the CoP
- Monthly meetings with providers to track progress and performance, and to undertake checks regarding evidence and track feedback from learners
- Submission of quarterly claim to DfE and monthly contract meetings
- 1st cohort of participants complete and employer interviews take place
- Evaluation strategy developed with CoP, which will include feedback from learners and stakeholders
- Notification of future Skills Bootcamps funding for 2023-24 – proposal to DfE for further funds and agreement regarding procurement process with LCC

Employment, Unemployment, and Economic Inactivity Lancashire LEP

A review of the data, as requested at the informal committee meeting in July, regarding the rise in Economic Inactivity in Lancashire

Joseph Mount

Lancashire Skills & Employment Hub

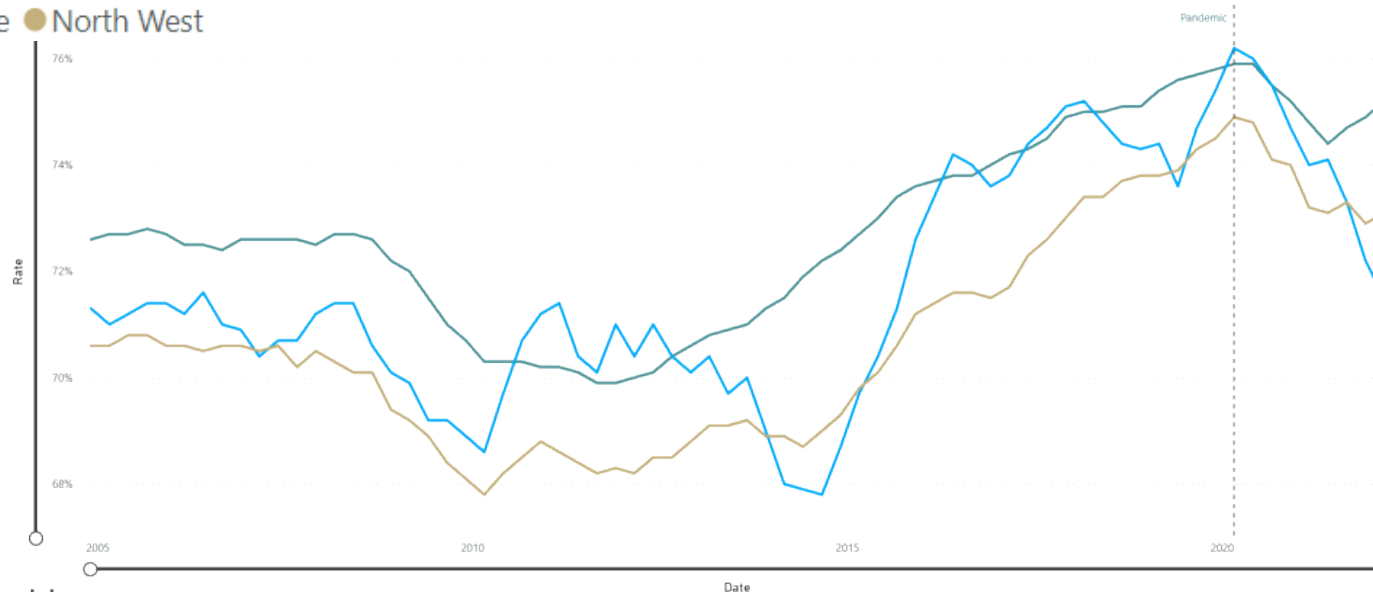
September 2022

The pandemic has reduced the employment rate



- This will come as little surprise, but the pandemic caused job losses...
- These job losses moved Lancashire from a position of an employment rate of 76.2% in March 2020 (0.3% above the national average) to being considerably below the national average.
- Data released 16th August 2022, highlighted more concerning numbers, as the employment rate was released for March 2022, showing a continued fall from December 2021.
- The employment rate in Lancashire as of March 2022 was 71.5%, 3.7 percentage points below the national average, and 4.7 percentage points below it's pre-pandemic rate of 76.2%.
- The Great Britain employment rate is 75.2%, and in the North West it's 73.1%.

Area ● Great Britain ● Lancashire ● North West



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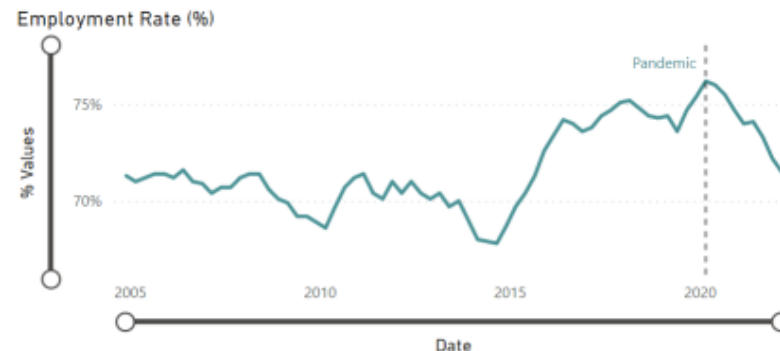
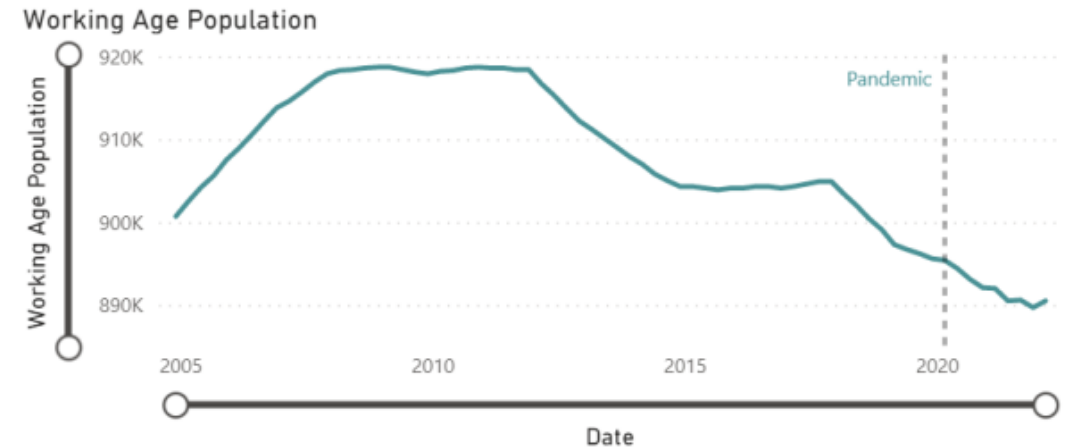
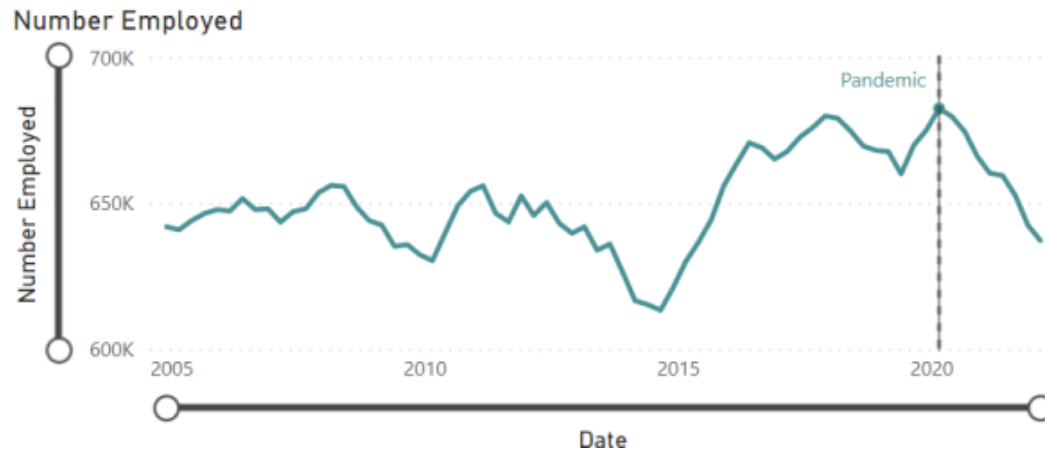
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The pandemic has reduced the employment rate



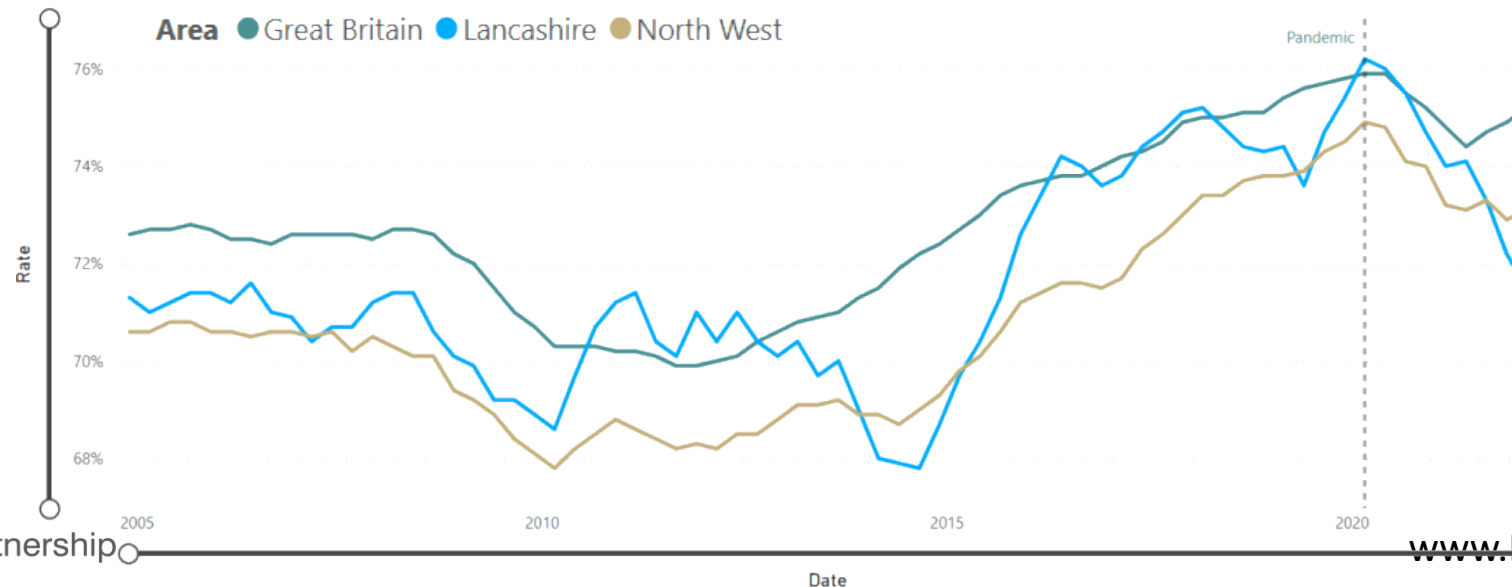
- Pre-Pandemic, Lancashire had 683,000 employed people.
- As of March 2022, Lancashire now has 637,000 employed people - a fall of 46,000.
- Yes people have got older in this time, and the rate is expressed as a percentage of the working age population, but since the pandemic the working age population in Lancashire has only reduced by 5,000.. So this isn't necessarily just people leaving the labour market due to retirement. The number employed and the employment rate track very closely.



So if they're not employed, they must be unemployed.. Right?



- Wrong – kind of.
- Yes unemployment has increased, but it hasn't increased by anywhere near the same magnitude as employment has decreased.
- Pre-pandemic, Lancashire's unemployment rate was below the national average and the regional average, at just 3.1%.
- Naturally, with lots of job losses, this has risen, and was as high as 5.4% as of December 2021, and at that point was 2.3pp above it's pre-pandemic rate.
- But since (Dec21) the decrease in employment, we've also seen a decrease in unemployment, whereby the unemployment rate as of March 2022 is 4.6% - 0.4pp above the national average, and 1.5pp above where it was pre-pandemic. This represents an additional 8,000 unemployed workers in Lancashire.



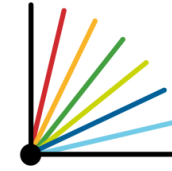
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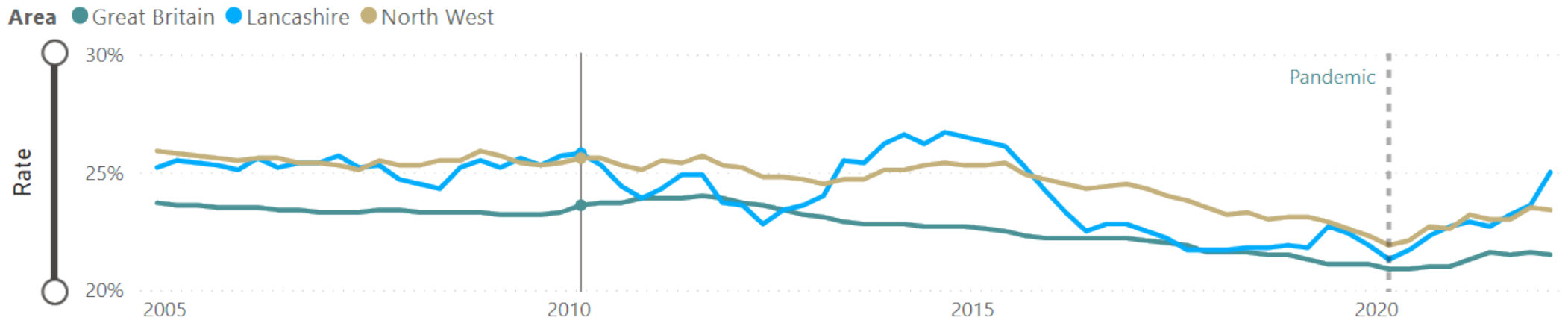
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So is economic inactivity the answer?

- The consensus nationally is yes, but from the data it isn't awfully clear why.
- Pre-Pandemic there were 705,000 economically active people in Lancashire.
- As of March 2022, there are 667,000 that are active in Lancashire.
- This is a difference of roughly 38,000 – and 5,000 of those have disappeared because they're no longer of "working age".
- We now know there are 38,000 fewer economically active working age people, and ~33,000 of these who would've been of working age pre-pandemic. So we now have 33,000 more economically inactive people than pre-pandemic.
 - Not all of these will have been in employment pre-pandemic, but a sizable proportion will have been.
 - If people aren't employed, and they aren't unemployed, they can otherwise only be Economically Inactive.
- This isn't just a Lancashire experience, it's happening elsewhere too, where we have seen rising economic inactivity since the pandemic – but it appears to be worse in Lancashire than in the North West or Nationally.



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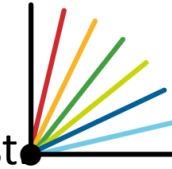
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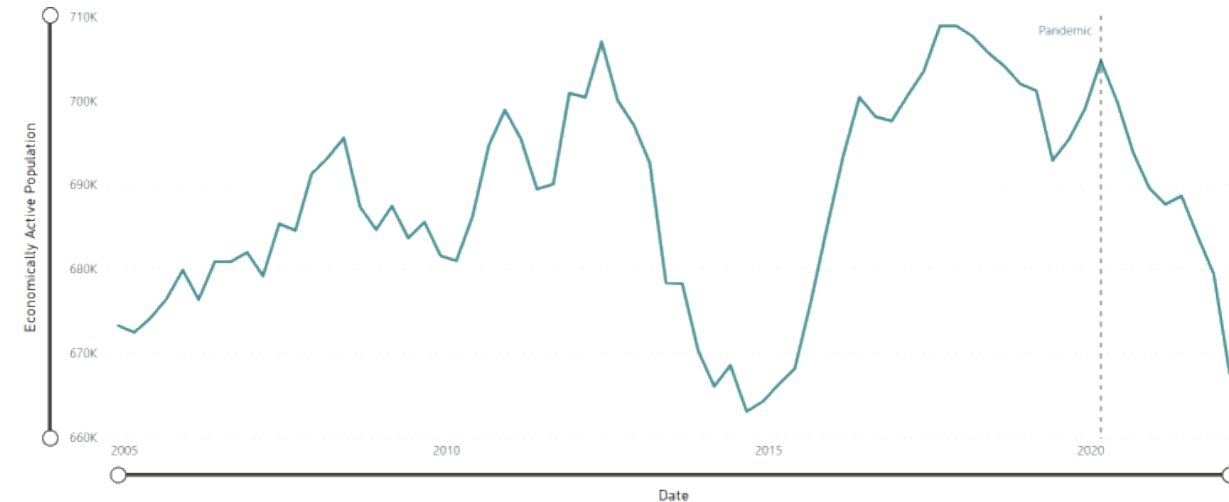
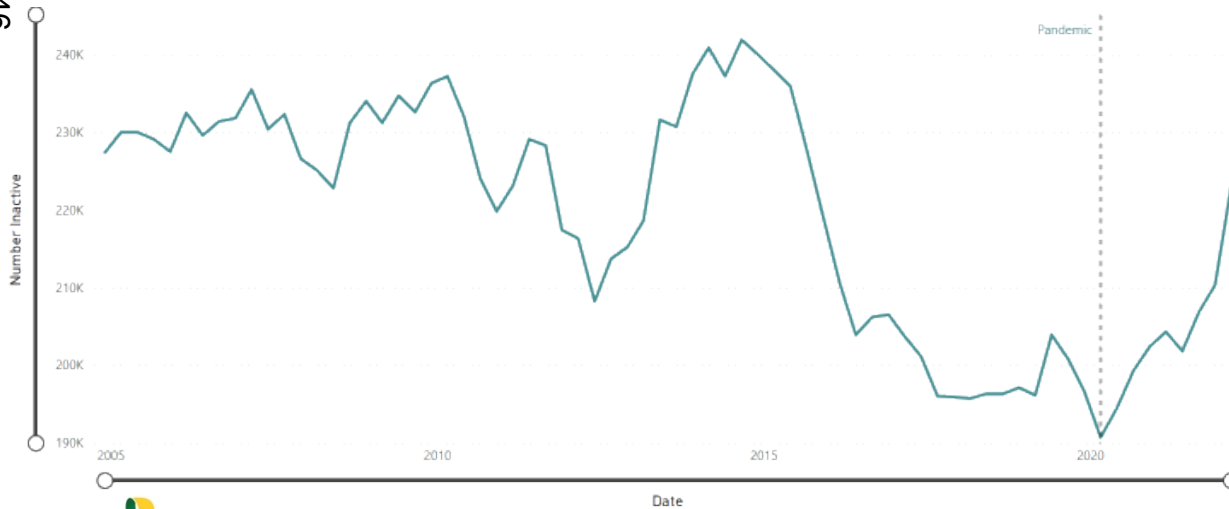
So where are we with Economic Inactivity?



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- Economic Inactivity has risen considerably everywhere since the pandemic.
- In Lancashire, 25% of the 16-64 population are now economically inactive .
- This is 3.5pp above the GB average (21.5%), and 1.6pp above the North West.
- This has risen by 3.7pp since the start of the pandemic, and now represents 223,000 working age individuals who are Economically Inactive – that is, they have withdrawn from the Labour Market.
- The impact of the pandemic on this measure has been more acute in Lancashire than it has been elsewhere, as Lancashire was previously below the North West in the context of inactivity, but is now above it, and at the start of the pandemic had an inactivity rate just 0.4pp above the National average, and is now 3.5pp above.
- We now have 223,000 economically inactive working age people in Lancashire, ~33,000 more than pre-pandemic. These are more likely than not, our missing cohort of previously employed people.

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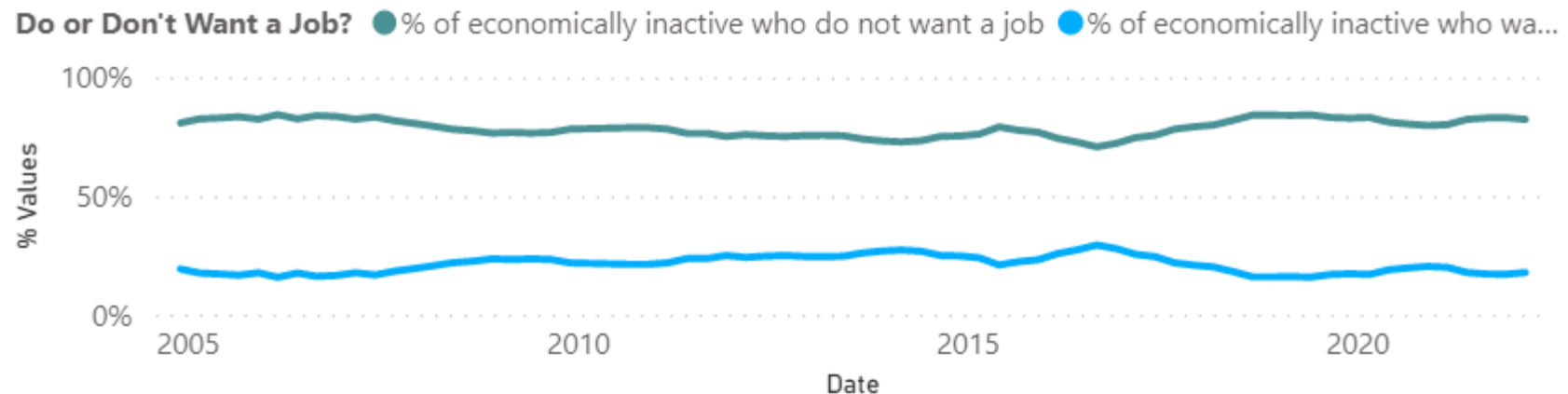
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What do we know about the inactive cohort?

- We know varying different pieces of information about these people.
- The more precise you get with who they are and why they are inactive..
- The less reliable the data becomes..
- But.. We do know that slightly more of those who are inactive now would like a job compared to pre-pandemic. 16.9% of those who were inactive in March 2020 were inactive but wanted a job, now 17.7% want a job. This is quite low if we compare it with data from 2005 onwards, it is similar to the percentages expressed between 2004 and early 2008, but quite low in the context of the post financial crisis picture in Lancashire.
- If we compare the percentage who want a job in Lancashire to the National picture, a slightly higher percentage want a job nationally than they do in Lancashire, at 18.4%.

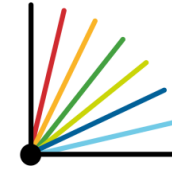


Percentage of Economically Inactive who want a job vs do not want a job

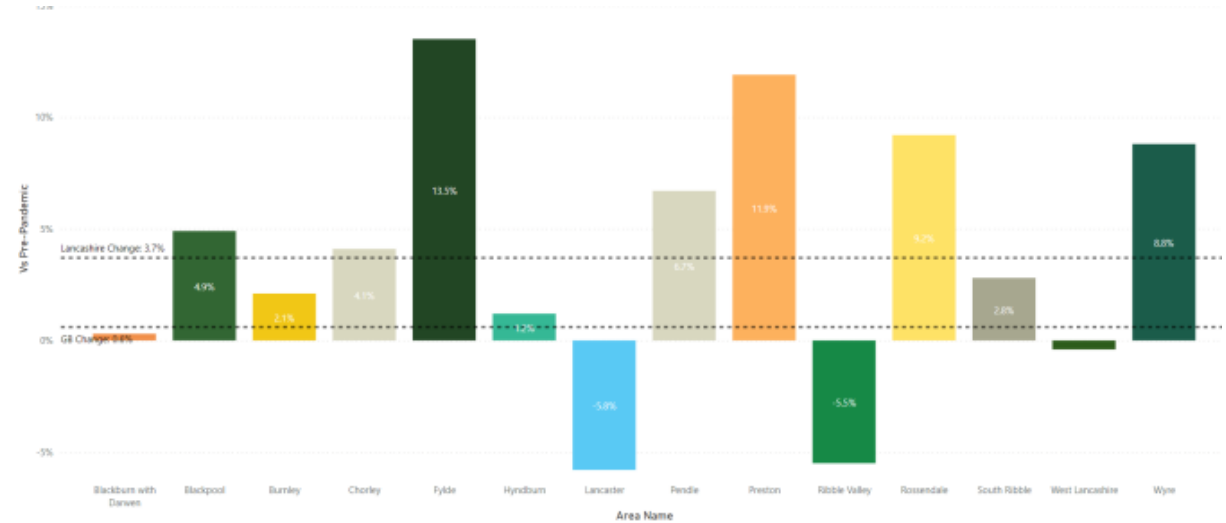
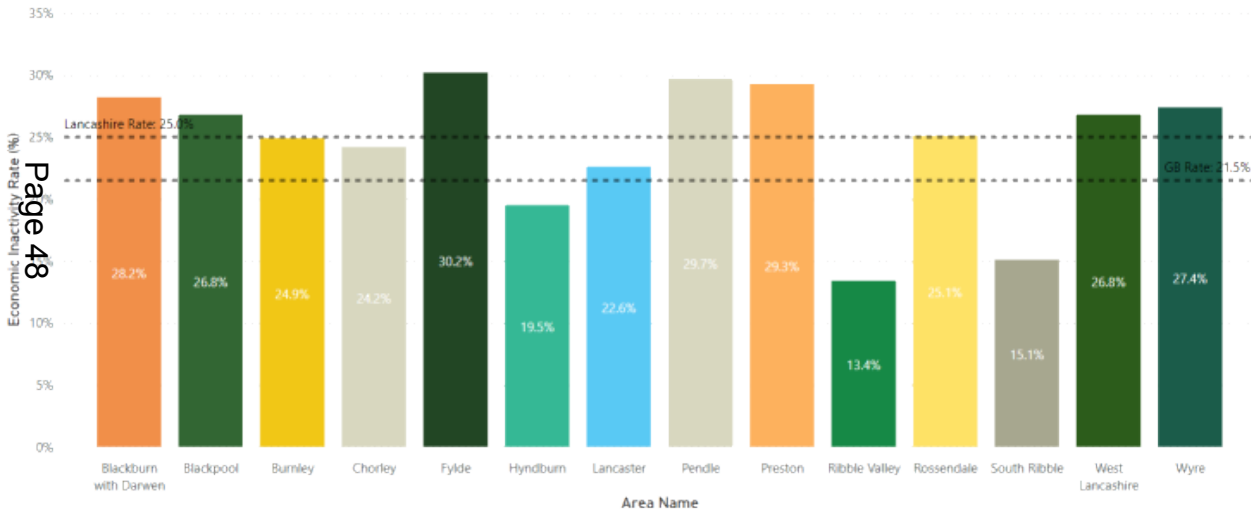


Where is inactivity located?

- Data can be slightly unreliable at a local authority district level for inactivity.
- But the latest round of data shows statistically significant figures.
- Inactivity is highest in Fylde, Pendle, Preston and Blackburn with Darwen.
- Only Hyndburn, Ribble Valley, and South Ribble have lower inactivity rates than the national average.
- The largest increases in percentage terms have been in Fylde, Pendle, Preston, Rossendale, and Wyre – whereas Lancaster and Ribble Valley have seen decreases.



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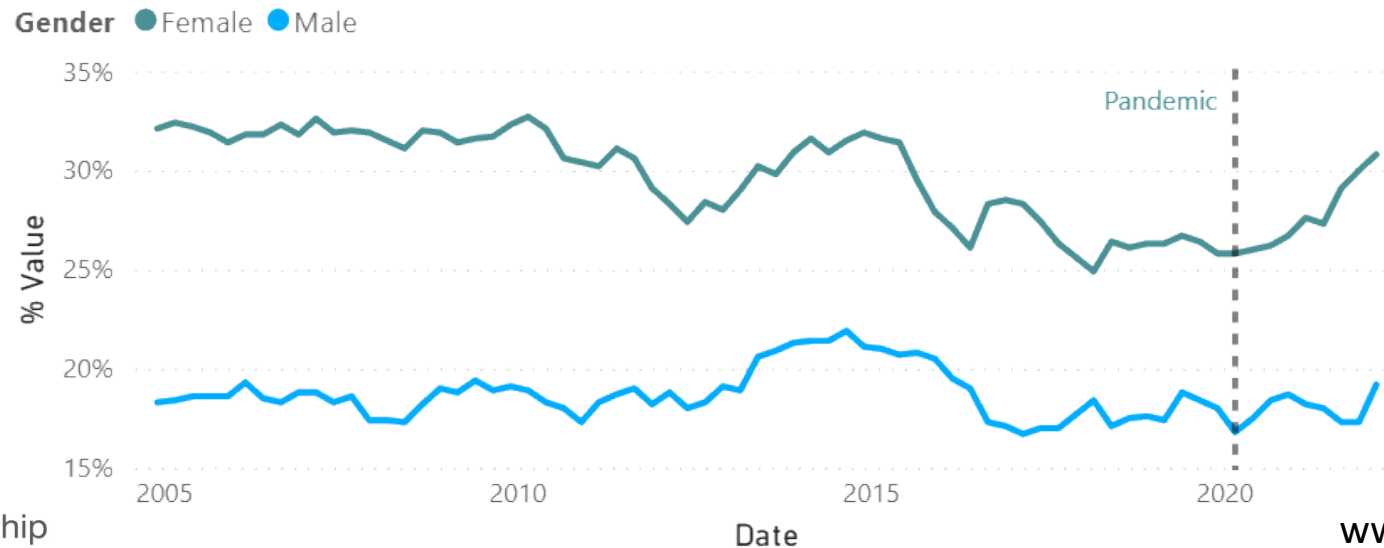
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Who are the inactive cohort? Gender

- What are the characteristics of the inactive cohort?
- At a Lancashire LEP level, we can see age and gender of inactive people.
- Inactivity is highest for Females, at 30.8%.
 - This has grown by 5.0pp since the pandemic, and is 5.5pp above the national average for working age Females.
- Inactivity for Males is 19.2%.
 - This has grown by 2.4pp since the pandemic, and is 1.5pp above the national average for working age Males.
- There are 223,000 inactive people in Lancashire, and 137,500 of these are Females.
- The differential between Male and Female inactivity is widening, from 9% in March 2020, compared to 11.6% in March 2022.

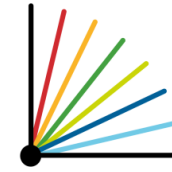


Economically Inactive % by Male/Female

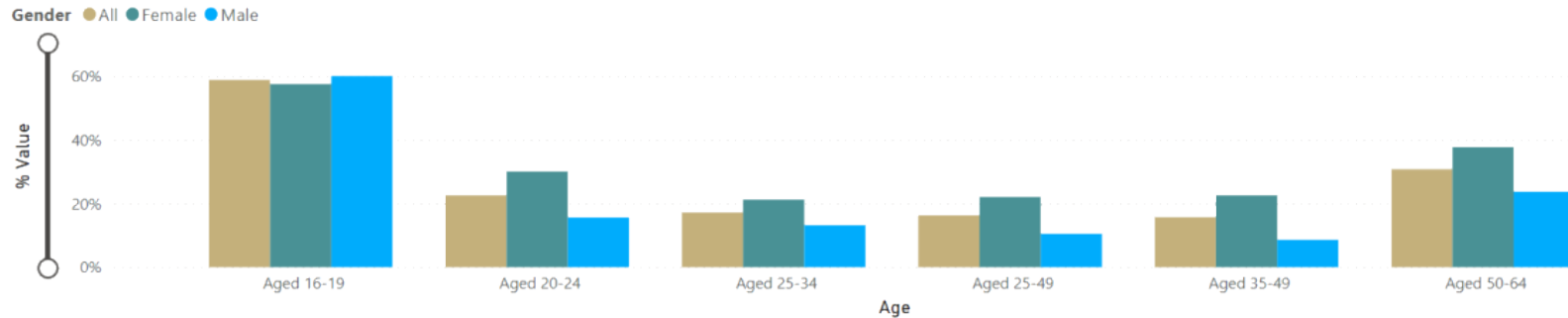


Who are the inactive cohort? Age

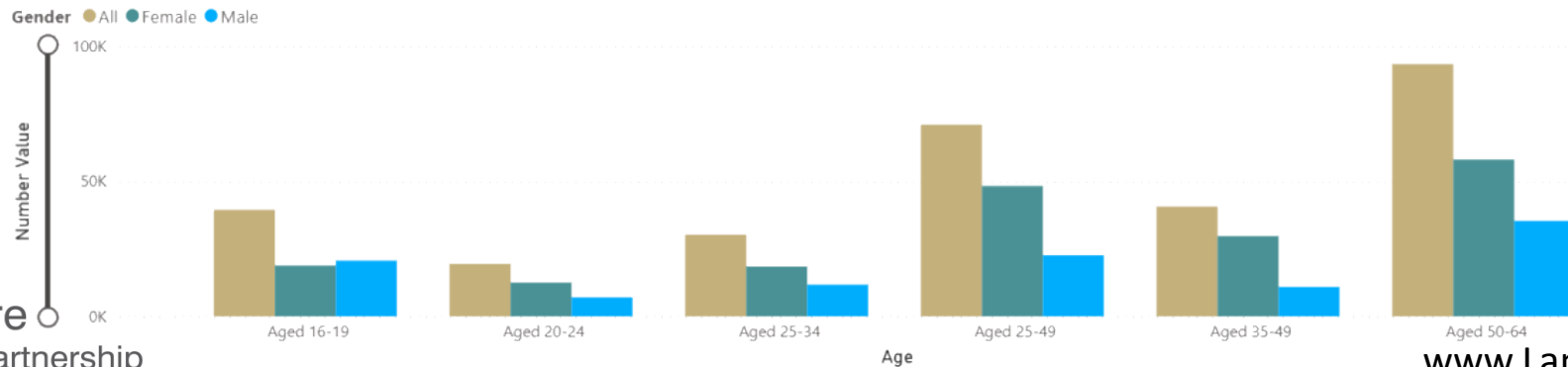
- We can see inactivity split by age and also by gender.
- In general, inactivity is highest as a raw number of 50-64 year olds.
- As a percentage of the population of that age, 50-64 beaten only by 16-19.
- 93,000 of Lancashire's 223,000 economically inactive people are aged 50-64
- 70,000 aged 25-49 (and this is split fairly evenly between those 25-34 and 35-49)
- Almost 20,00 are aged 20-24
- Almost 40,000 are 16-19 years old.
- Inactivity rates are highest amongst 16-19, with almost 60% inactive, followed by 30.8% for 50-64 year olds.



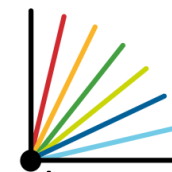
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Economic Inactivity Rate by Age and Gender

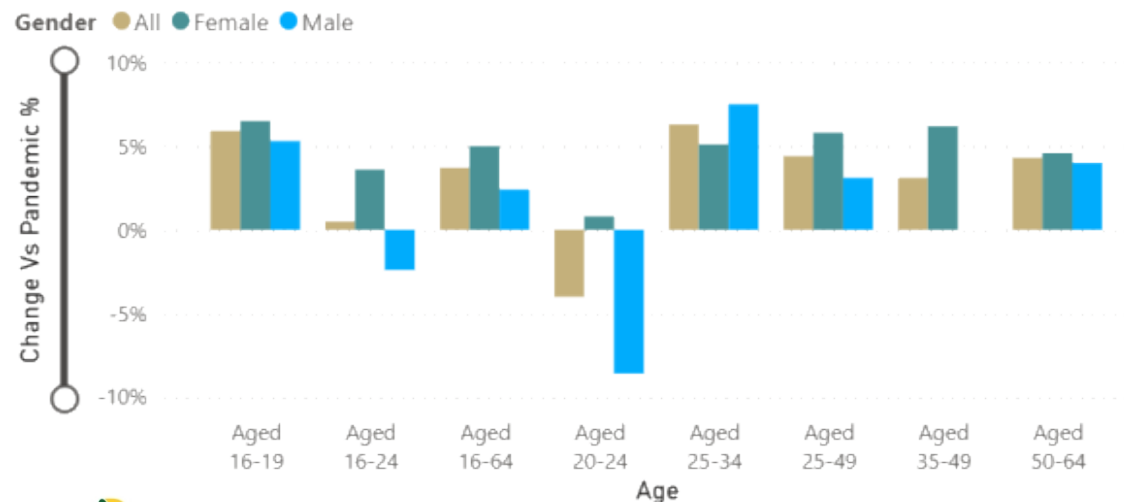


Is this normal? How has it changed since the pandemic?

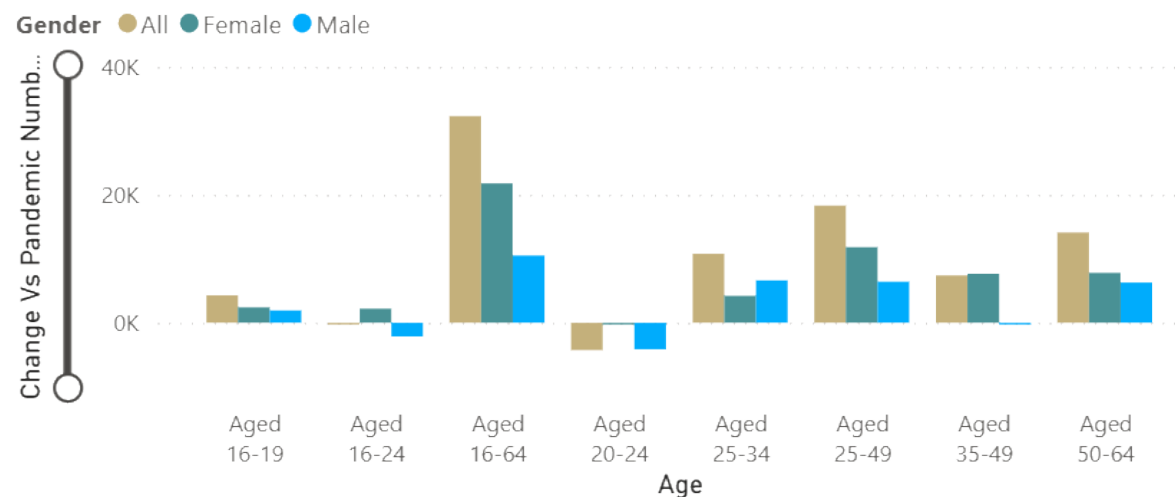


- We can see the change from the March 2020 in the rate and the number.
- The inactivity rate has increased most for those 25-34 years old, followed by those aged 16-19.
- So despite the 50-64 cohort having the second highest rate of inactivity overall, and the highest number of inactive people, the increase in inactivity from a rate and raw number perspective isn't as high as it was for 25-34 year olds.
- By gender, the rate has increased fastest for 25-34 year old males in Lancashire (+7.5%), but in number increased the most for Females aged 50-64 (+7,800) and 35-49 (+7,700).
- At essentially every age from 25 onwards Lancashire has higher inactivity irrespective of gender, this is particularly acute with females aged 35-49 (+5.8% vs GB) and 50-64 (+6.5% vs GB).

Inactivity Rate by Age and Gender vs Pre-Pandemic (March 2020) Rate



Number Inactive by Age and Gender vs Pre-Pandemic (March 2020) Number



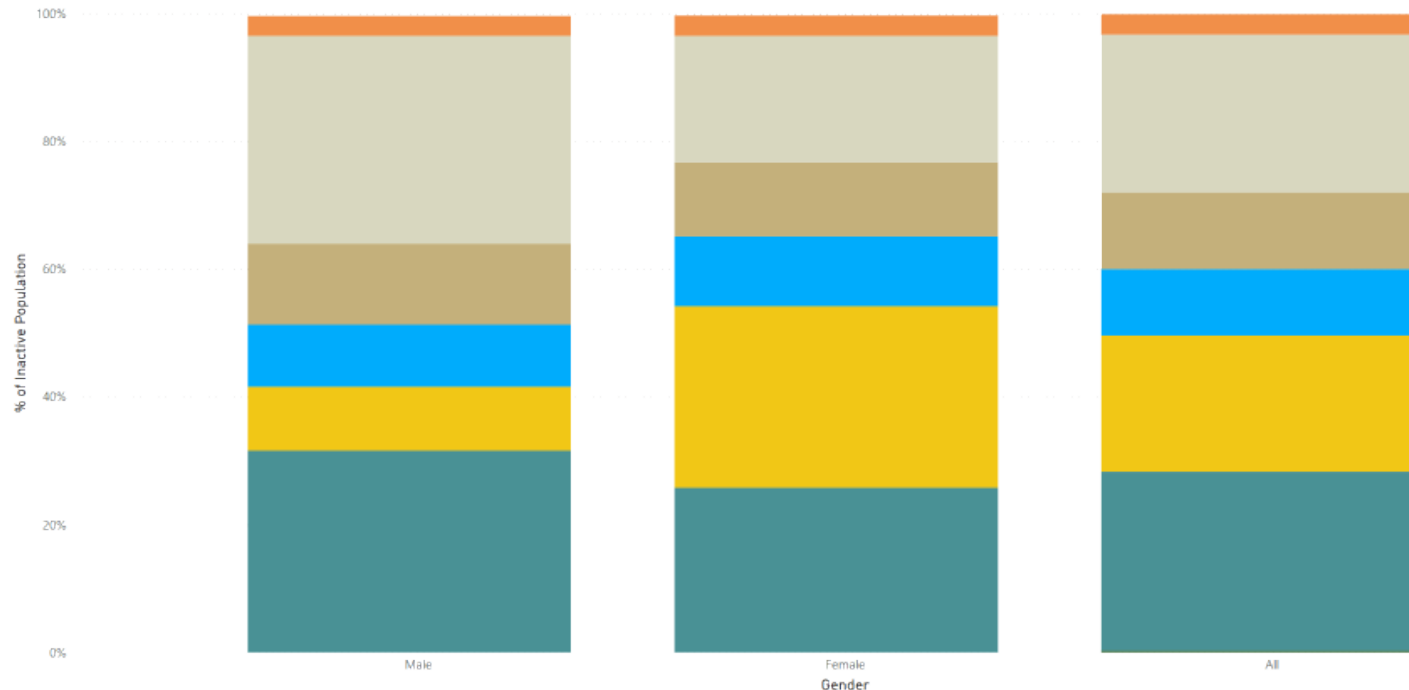
So what are people's reasons for being economically inactive?



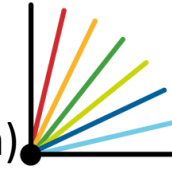
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- Generally, inactivity is highest as a result of long-term sickness (28% of all)
- For Females, the “Looking after Family/Home” is the most common reason for inactivity (28.4% of all inactive females).
- Being a student accounts for a sizable proportion of inactivity (24.7% of all inactivity, 19.8% for Females and 32.5% for Males).
- Retirement accounts for a relatively even proportion of both Male and Female employment, and 12% overall.

Inactivity Reason ● Discouraged ● Long-Term Sick ● Looking After Family/Home ● Other ● Retired ● Student ● Temporary Sick



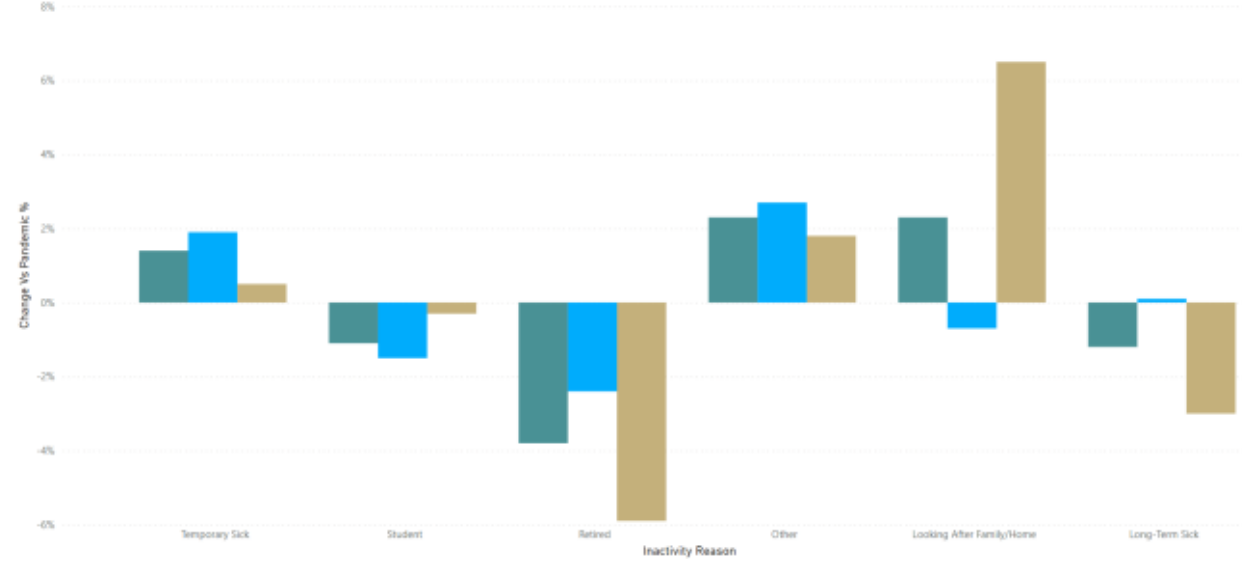
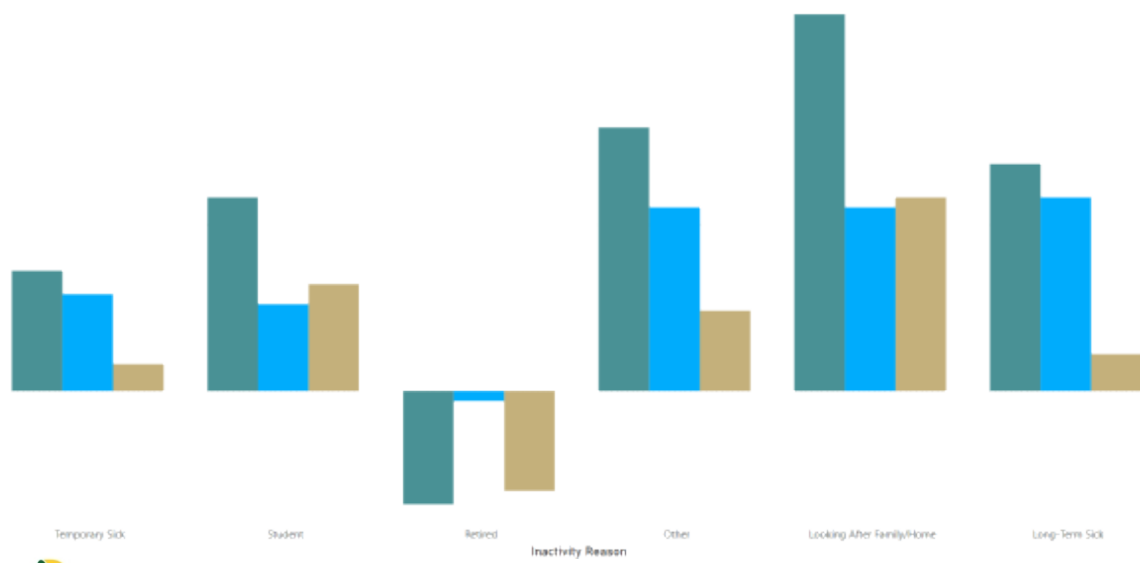
Have these reasons changed since the pandemic?



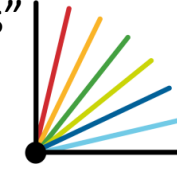
- Again, we can examine this in both percentage terms and number terms.
- Looking after Family/Home has seen the largest number growth overall.
 - This is quite evenly distributed between males and females (~+6k each)
- This is followed by a growth in “Other” (+7,900) and higher for Females than for Males.
- Long-term sickness has grown by 6,800 compared to pre-pandemic levels, with 5,800 of these additional inactive people due to long-term sickness being Female.
- As a percentage and a number, there were actually falls in Retirement as a reason for inactivity.
- As a percentage, growth was highest in Male Looking after Family/Home, followed by Other, which has become much more prevalent – despite not being an especially useful reason. And then followed by Temporary sickness.

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Change Vs Pandemic Numerator



How do these reasons compare to the national average?



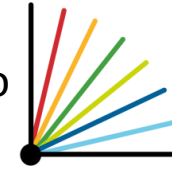
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- Lancashire has a higher percentage of inactivity due to “Long-term sickness”
 - 24.9% in Great Britain vs 28% in Lancashire.
- Lancashire has a higher percentage of “Looking After Family/Home”
 - 19.6% in Great Britain vs 21.3% in Lancashire.
- Lancashire has a slightly lower percentage of inactivity due to “Retirement”
 - 13.6% in Great Britain vs 12% in Lancashire.
- There has been a much greater increase in “Looking After Family/Home” in Lancashire than there has been elsewhere, and a much higher “Other” than there has been elsewhere.



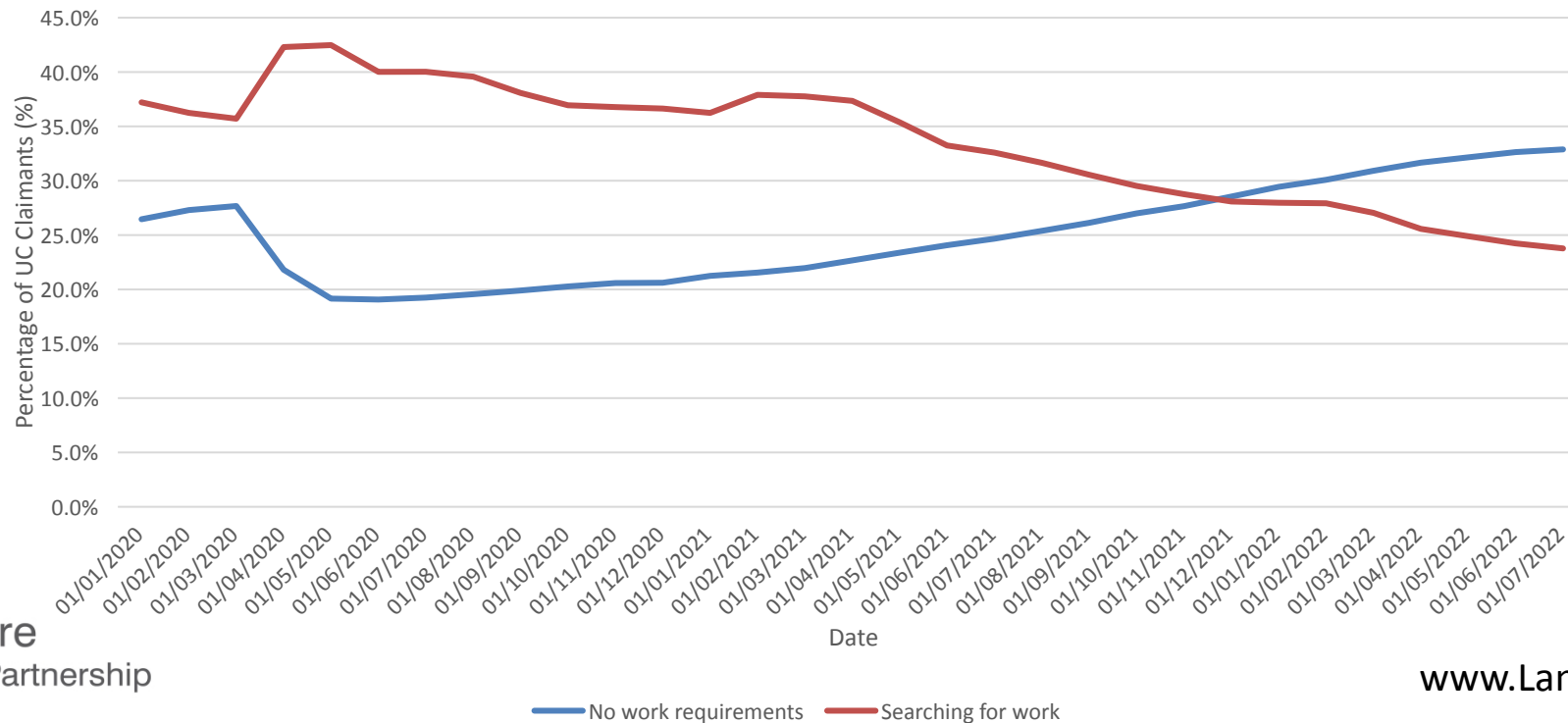
How are these people managing financially?

- For Universal Credit claimants, inactivity has overtaken worklessness.
- At the start of the pandemic, there was a spike in the number of people who had a requirement to search for work that were claiming universal credit.
- This reduced the percentage who had no work requirements, but this has been changing since May 2020.
- Whereby now, the percentage of people who had no requirement to work (perhaps due to illness or caring commitments) has grown from ~27% pre-pandemic, to almost 33% as of July 2022. In December 2021, someone claiming universal credit in Lancashire was more likely to not be required to work than to be searching for work, this has widened ever since.



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Percentage of Universal Credit Claimants in Lancashire LEP with No Work Requirements vs Searching For Work - 2020-2022



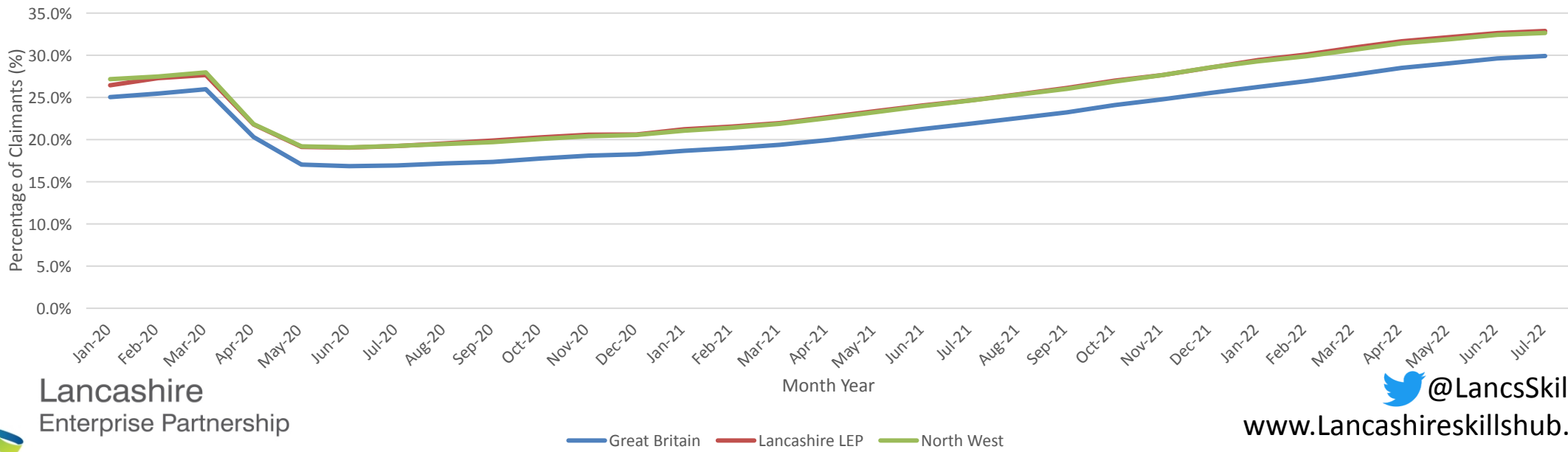
How does this compare to the national average?

- Despite inactivity being higher in Lancashire, the trend is the same nationally.
- Both Lancashire and the North West were above the national in early 2020.
- Since the pandemic, these 3 areas have experienced a similar trend.
- The three areas initially saw reductions in the percentage of people with no work requirements, as formerly employed people became unemployed claimants, and since May the percentage of those with no work requirements started to converge towards pre-pandemic levels.
- Towards the end of 2021 and early 2022, the percentage of those with no work requirements begins to overtake the pre-pandemic proportions. In July 2022, the national proportion of those with no work requirements was 3.9pp above it's pre-pandemic level, 4.7pp above in the North West, and 5.2pp above in Lancashire.



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Percentage of Universal Credit Claimants with No Work Requirements - 2020 to 2022, Lancashire LEP vs Great Britain vs North West



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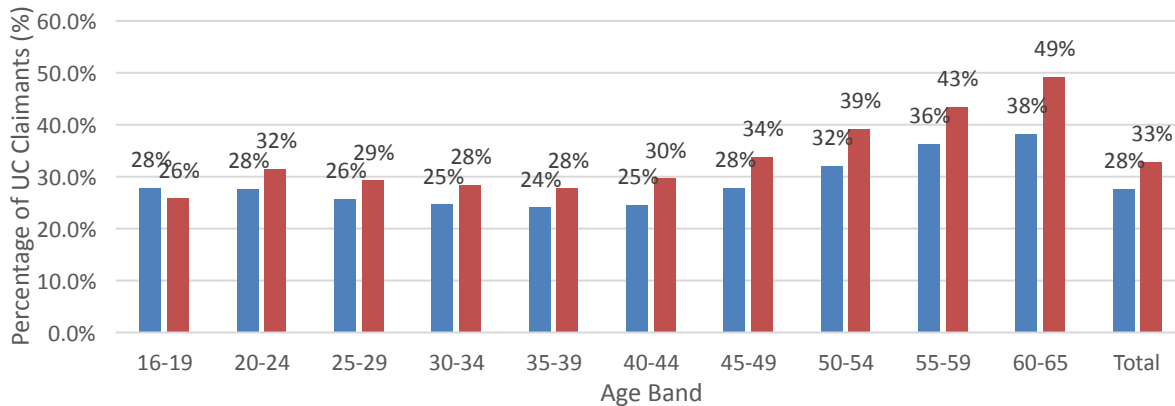
How is this distributed by age?



- In a similar way to inactivity, it is generally higher at older ages.
- The percentage of claimants with no work requirements is highest at 60-65.
- For all ages apart from 16-19, the percentage of claimants with no work requirements increased, by varying levels. The largest jump percentage wise was for those aged 60-65, where there was an 11pp increase, followed by 55-59 year olds where the increase was 7.2pp.
- The average increase in Lancashire was 5.2%, and all ages above 40-44 saw increases above this, whereas 16-19 year olds saw a 2pp smaller proportion of those with no work requirements compared to pre-pandemic.
- Overall growth in the raw number of these claimants was 90% in Lancashire, and in the case of raw numbers, all ages above 34 years old saw increases above the average, the highest being 60-65 year olds, with a 135.4% increase in the number.
- Despite the percentage and growth being higher at older ages, actually the highest number of these comes from 30-34 year olds. So the problem is more acute in growth at older ages, but the scale is more significant at younger ages.

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Percentage of UC Claimants with No Work Requirements by Age Band - Lancashire LEP, March 2020 vs July 2022



Number of Universal Credit Claimants in Lancashire with No Work Requirements - March 2020 vs July 2022

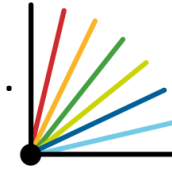


So are all inactive now just claiming universal credit?



- No, which is why we need to temper our analysis somewhat.
- Remember, in earlier slides we saw we had 38,000 fewer economically active
- We have 33,000 more economically inactive, due to 5,000 more being 65+.
- But we actually only have an additional 21,000 universal credit claimants with no work requirements compared to pre-pandemic (if we keep the time periods the same - i.e March 2020 vs March 2022, when inactivity numbers have been published).
- This suggests that 2/3rds of newly economically inactive people in Lancashire since the pandemic are claiming universal credit, with another 11,000+ seemingly receiving no money from the exchequer.
- Clearly locally the challenge is to reduce inactivity to support the filling of high vacancies and supporting Lancashire's economy, but also to improve the quality of life of these people. But nationally, the challenge is a drag on the exchequer, particularly for someone aged 30-34, who could be inactive for 30 years and be receiving support from the exchequer.

Understanding Health Impacts – Psychiatric Disorders



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- Looking at Personal Independence Payment (PIP) data can be insightful.
- Whilst we can't say for certain those claiming PIP are economically inactive..
- There are 9,500 more people claiming PIP here compared to March 2020..
- Almost 10,000 more people in Lancashire are claiming PIP compared to pre-pandemic, which is a growth of 16.7% in the number of individuals in Lancashire claiming PIP. This is above the North West increase of 16.3% and below the national increase of 17.8%.
- The biggest growth in number of PIP claimants comes from those with Psychiatric Disorders (according to DWP this includes things such as Anxiety Disorders, Stress Disorders, OCD, Depression, Body Dysmorphia, people with Bipolar, Schizophrenia etc).
 - In Lancashire, the number of people claiming PIP due to Psychiatric Disorders rose by 22.2% - the equivalent of an additional 4,800 people. This was by far the highest growth in number, followed by Musculoskeletal (+1,200) and Neurological Disease (+800).
- Psychiatric Disorders now account for ~40% of PIP claimants in Lancashire as of April 2022.. Compared to 41.5% nationally, and 41.6% regionally.
 - This has grown by 1.8% in prevalence, the same as GB and slightly below the 2.0% of the North West. By far and away the biggest growth in prevalence of any of the listed conditions.
- We don't know for sure that these people are economically inactive, and we don't have any way to understand whether they also claim universal credit for worklessness, whether they're looking for a job, or indeed whether they are already employed. It's possible that some proportion of these new claimants to PIP could be economically inactive as a result of these health reasons.

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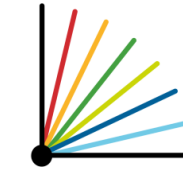


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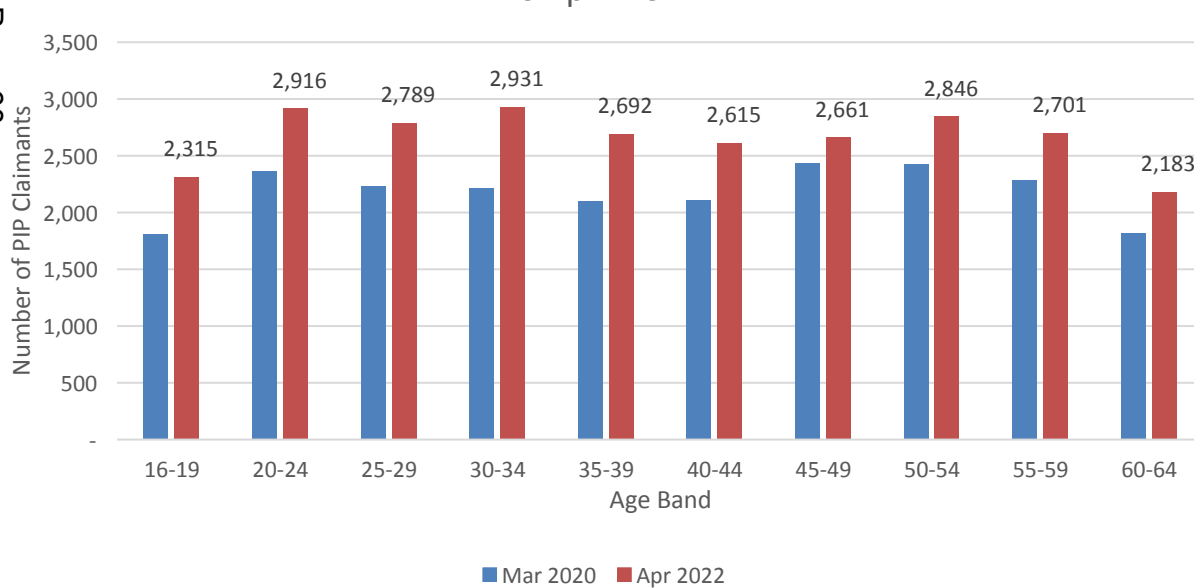
Understanding Health Impacts – Psychiatric Disorders



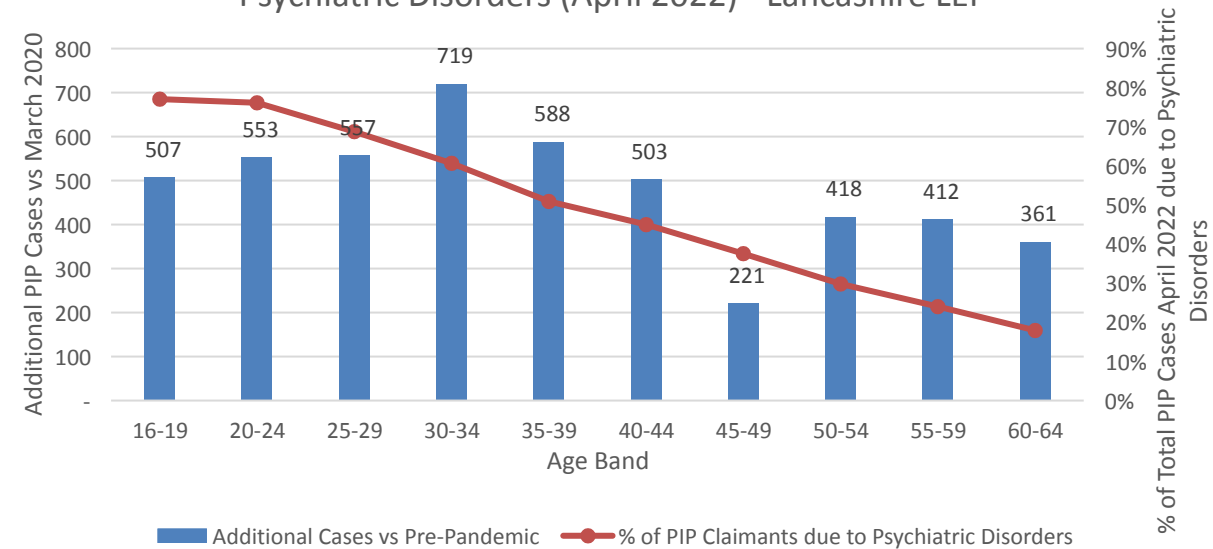
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- The number of additional PIP claims due to Psychiatric disorders was highest for those 30-34 years old in Lancashire (+719). This was a growth of 32.5% in the number of such claimants, compared to 22.2% for all ages.
- The growth in these claims was below the average for all ages for Lancashire residents over the age of 45, but clearly these issues are affecting the population as a whole.
- The prevalence of Psychiatric Disorders amongst PIP claimants is much higher for younger people.

PIP Claimants: Psychiatric Disorders - Lancashire LEP - March 2020 vs April 2022



Additional Claims to PIP vs Pre-Pandemic for Psychiatric Disorders by Age Band and Percentage of all PIP Claims by Age Band due to Psychiatric Disorders (April 2022) - Lancashire LEP



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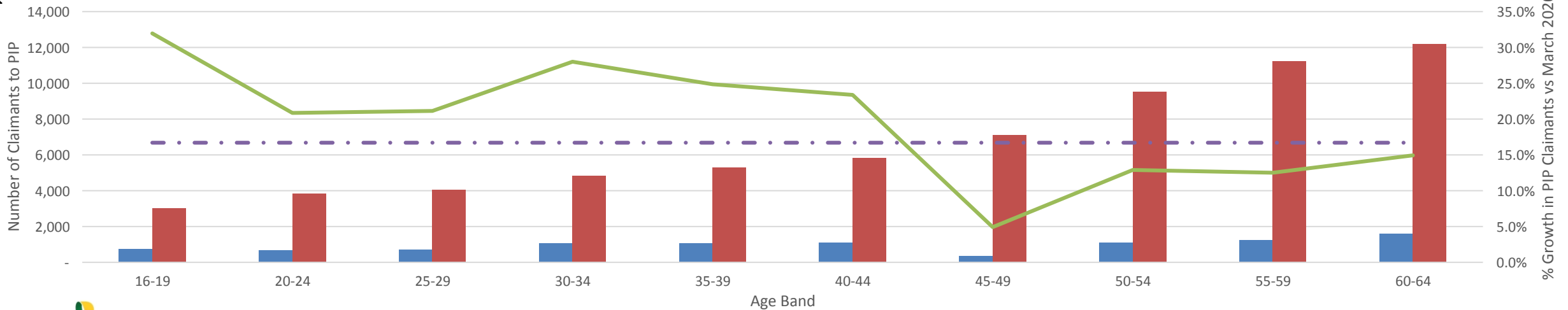
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Understanding Health Impacts – by Age



- Irrespective of reason for claiming PIP, we can see the distribution by age.
- The number of claimants as a percentage has grown most for 16-19 year olds.
- But the highest nominal growth in number of claimants was 60-64.
- The total growth in the number of claimants to PIP was 16.7% from March 2020 to April 2022.
 - Growth was actually below this average for all age categories over the age of 45.
 - Growth of 32% for 16-19 year olds (+730)
 - Growth of 28% for 30-34 year olds (+1,000)
 - And growth of 25% for 35-49 year olds (+1,000).
- There were an additional +1,500 60-64 year olds claiming PIP (+14.9%), and an additional +1,250 55-59 year olds.

Personal Independence Payments (PIP) by Age Band, Lancashire LEP. Increase in Number and Percentage Increase by Age Band vs Pre-Pandemic, April 2022 PIP Claimants

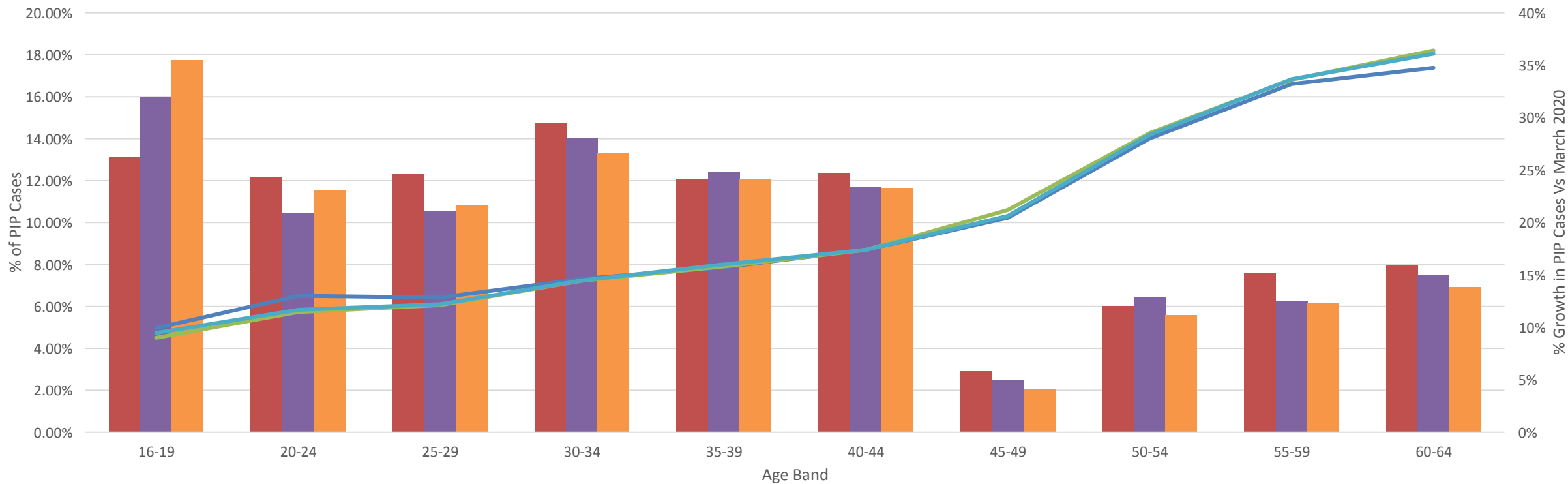


Understanding Health Impacts – by Age

- Growth was highest at younger ages, but not high enough to change the overall trend.
- That is, that as one gets older, one becomes more likely to be a PIP claimant.
- The distribution of PIP claimants across Lancashire, NW and GB is quite similar.



Percentage of Overall PIP Cases by Age Band and Percentage Growth in PIP Cases by Age Band - Lancashire LEP vs NW vs GB



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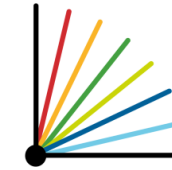
Great Britain - Vs Pre-Pandemic % growth Lancashire LEP - Vs Pre-Pandemic % growth North West - Vs Pre-Pandemic % growth
 Great Britain - % of Cases Lancashire LEP - % of Cases North West - % of Cases

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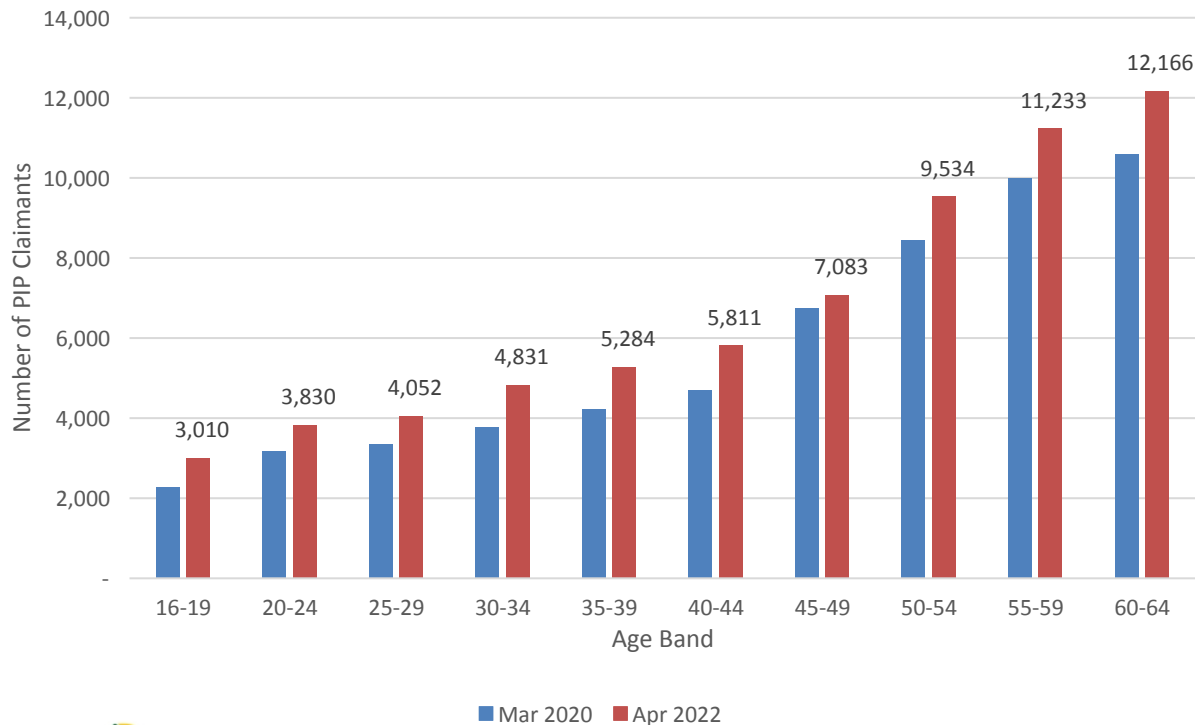
Understanding Health Impacts – by Age

- In total, here is what the distribution of PIP claimants in Lancashire looks like by age band, comparing March 2020 as a Pre-Pandemic proxy with April 2022, which is the latest data.

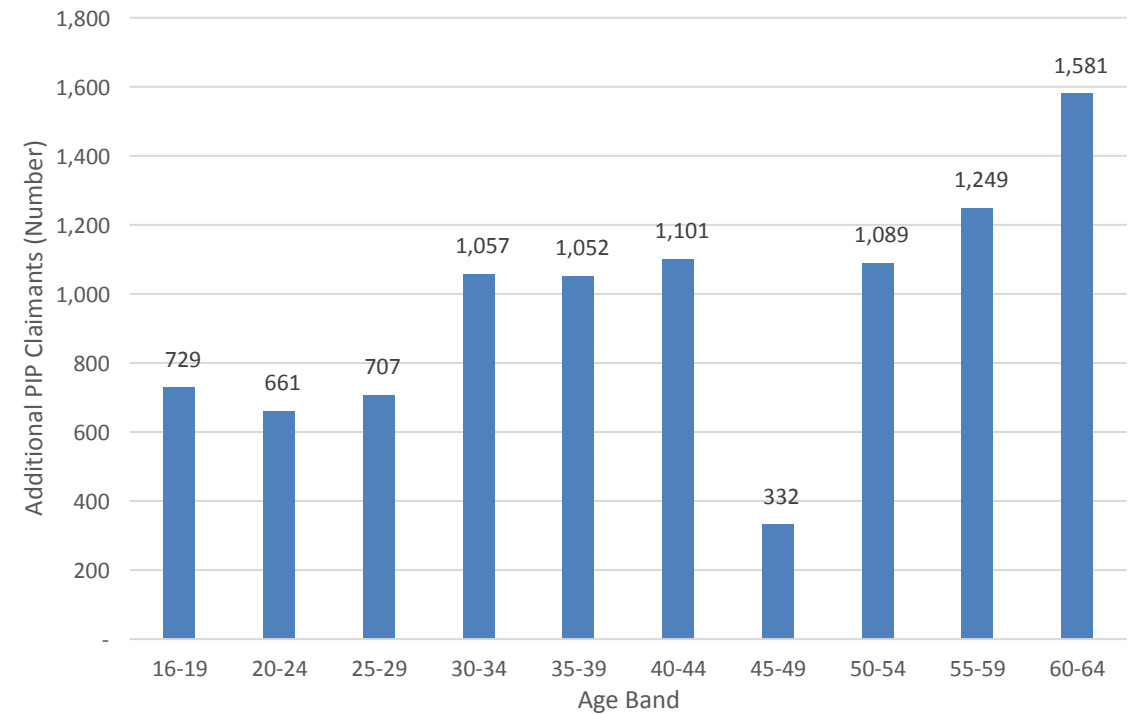


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Number of PIP Claimants in Lancashire by Age Band - March 2020 vs April 2022



Additional Claims to PIP by Age Band - March 2020 vs April 2022 - Lancashire LEP



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So where does this leave us and why is it happening?



- We've seen a reduction of 46,000 employed workers in Lancashire.
- But an increase of 8,000 in unemployment.
- 5,000 have retired.
- This leaves Lancashire with an increase of 33,000 economically inactive people compared to pre-pandemic.
 - Inactivity is higher for Females than Males, and the gap has widened between them.
 - It has grown most for those 25-34 and those 50-64.
 - "Looking after family/home" and "other" were the fastest growing reasons for inactivity.
- 2/3rds of economically inactive are claiming universal credit with no requirement to search for work.
- We have almost 10,000 more people in Lancashire claiming Personal Independence Payments (PIP)
 - Almost 5,000 of these are to do with Psychiatric Disorders, such as mental health, addiction and substance misuse.
 - Mental health issues are growing at all ages, but account for a higher percentage of PIP claimants at younger ages.
 - We can't say for sure that these people are economically inactive, but they are receiving financial support to enable them to live independently with their health challenges.

What is the national economic thinking?



- Nationally, the Institute for Fiscal Studies postulate on the reasons for increases in economic inactivity:
 - Those 50-64 year olds who were made redundant early in the pandemic and have found it difficult to get back into work have become economically inactive and are not searching for work. This wouldn't make them unemployed, nor show up in Unemployment figures or in the Claimant Count.
 - People who are clinically vulnerable haven't wanted to return to a workplace for fear of catching COVID-19.
 - People may have appreciated the additional time at home when they were Furloughed or working from home, and don't want to return to the workplace because they value this additional time more highly than working. This could possibly be compounded with the social aspect of work with remote working removing the social incentive.
 - People have chosen to take early retirement (not necessarily supported by the data, but retirements will disappear more quickly from this dataset as they no longer become "working age") with a combination of increases in savings during lockdown and house prices elevating perceived wealth during the pandemic and during the recovery.

Continued..



- Evidence from PIP suggests that the increase in long-term health issues are quite acute at younger ages, whilst still growing at all ages, and growing most at 30-34 years old. This is driven primarily by Psychiatric Disorders such as depression and mental illness, which is nationally more than 20% above it's pre-pandemic level, and now accounts for 40% of all PIP claimants.
- Childcare costs and availability, especially considering lower average earnings in Lancashire, disincentivise working. Falling real incomes due to inflation and childcare costs increasing in-line or above inflation may make childcare too costly to justify working, especially in low income single or dual parent families. People who have had more time at home with their children during lockdown may also value this more in the same way that over 50s workers might value their leisure time more. Increasingly frequent nursery and school closures due to covid have also changed working habits, with parents having to take time out of work to look after children.



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Conclusion



- The data and analysis locally and nationally paint a complex picture, however an increase of 33,000 economic inactive is significant, with 25% of the 16-64 population now economically inactive in Lancashire.
- This is balanced with the need to engage people into economic activity due to the high number of job vacancies – with many hard to fill vacancies in sectors such as Health and Social Care, Tourism and Hospitality and Logistics.
- There is no magic bullet due to the complexity of the issues – and solutions will require engagement with wider partners – there is potential to consider the issue as part of Lancashire 2050, looking across themes such as Public Health and Early Years provision.
- Solutions need to be sought in line with the barriers for different groups – whether this be flexible working practices for those nearing retirement age, improved access to affordable childcare, or specialist mental health services for younger people.
- The focus of DWP at present is those closer to the labour market who are actively seeking work. There needs to be focused provision through funds such as UKSPF and other community focused funds to re-engage economically inactive and work with partner services to support people on their journey into work.

