

LEP - Lancashire Skills and Employment Board

**Thursday 1st June 2023 as a Virtual Meeting via Microsoft Teams,
at 8.00 am**

Agenda

Part I (Items Publicly Available)

- 1. Welcome and Apologies for Absence**
- 2. Declaration of Interests**
- 3. Minutes of the meeting held on 02 March 2023** (Pages 1 - 6)
- 4. Matters Arising**
- 5. Recommendations Regarding Membership**
Verbal Update
- 6. Lancashire 2050**
Verbal Update
- 7. Economic Inactivity in Lancashire: Health and Wellbeing and the Economic Threat of Inactivity** (Pages 7 - 20)
(Presentation by James Farr, MD of Think UK)
- 8. Update from the Lancashire Skills & Employment Hub and partners**
(Pages 21 - 36)
- 9. Reporting to the Lancashire Enterprise Partnership**
 - Identification and agreement of any recommendations for consideration/approval by the LEP Board
 - Identification and agreement of issues for inclusion in the feedback report for the LEP Board.
- 10. Any Other Business**

11. Date of Next Meeting

The next formal meeting of the LEP Skills and Employment Board is scheduled for Thursday 7th September 2023 at 8:00am. The meeting will take place virtually, via Teams.

12. Exclusion of the Press and Public

The Committee is asked to consider whether, under Section 100A(4) of the Local Government Act 1972, it considers that the public should be excluded from the meeting during consideration of the following items of business on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part I of Schedule 12A to the Local Government Act 1972 as indicated against the heading to the item.

Part II (Private and Confidential)

13. Lancashire Careers Hub - Grant Offer for 2023/24 (Pages 37 - 40)



LEP - Lancashire Skills and Employment Board

Minutes of the Meeting held on Thursday, 2nd March, 2023 at 8.30 am, as a Virtual Meeting via Microsoft Teams.

Present

Alison Robinson (Chair)

Councillor Karen Buckley	Paul Jones
Peter Caney	Kate Quinn
Neil Conlon	Professor Wendy Robinson
Helen Crossley	Bev Robinson
Dr Fazal Dad	Stephen Sykes
Mark Davies	Liz Tapner

Observers

Stephen Jones

Helen Warren

In Attendance

Dr Michelle Lawty-Jones, Skill Hub Director, Lancashire County Council
Sara Gaskell, Strategic Partnerships Manager, Lancashire Skills and Employment Hub
Maya Ellis, Innovation and Digital Lead, Lancashire County Council.
Kerry Harrison, Digital Skills Coordinator, Lancashire Skills and Employment Hub
Hannah Lysons, Democratic Services Officer (Companies), Lancashire County Council

1. Welcome and Apologies for Absence

The Chair welcomed everyone to the meeting.

Apologies had been received from Mark Allanson and Ruth England.

2. Membership Update

The Chair noted that since the previous meeting of the Skills and Employment Board there had been a change in membership and the new members of the board, Helen Crossley, Paul Jones, Jacqui Old OBE, and Mark Davies, were welcomed.

The Chair also welcomed Simon Lawrence to the meeting, who joined Lancashire County Council in January as Director of Growth and Regeneration.

Everyone present at the meeting was invited to give a small introduction to the rest of the group.

3. Declaration of Interests

None

4. Minutes of the meeting held on 8th December 2022

Resolved: The minutes of the meeting held on 08 December 2022 were approved as an accurate record.

5. Matters Arising

None

8. Lancashire 2050

The Chair agreed that this item would be moved up the agenda, due to scheduling conflicts with the Board members involved in presenting the item.

Councillor Karen Buckley, Leader, Fylde Borough Council, and Mark Davies, Chief Executive, Lancaster City Council, gave a verbal update on the Lancashire 2050 framework following the Leaders workshop which took place on 24 February 2023.

It was noted that the workshop went well, and that the discussions were positive. Councillor Buckley noted for the Board's information that the leader of Chorley Council, the leader of Ribble Valley council, and the Lancashire County Council Cabinet Member for Education and Skills were also providing steer on the theme of Employment and Skills.

The next meeting of Lancashire Leaders is planned for 16 March 2023, and it was noted that following this an update will be provided to the Board on next steps. Dr Michele Lawty-Jones, Director, Lancashire Skills Hub, noted that it was anticipated that there would be a move toward a refresh of the Skills and Employment framework in light of any next steps which are identified, and that this would be further discussed at the next Informal Meeting of the Board.

Gratitude was conveyed to the members of the Skills and Employment Board for all their hard work and it was remarked that this work was providing a strong foundation on which to build towards the Lancashire 2050 themes.

Resolved: The Board noted the verbal update provided.

6. Multiversity Blackpool

Bev Robinson gave a presentation (circulated) on the ambitions of 'Multiversity' Blackpool following a successful bid for Levelling Up funding.

Congratulations were given to all involved in the successful bid, which has seen £40 million of Levelling Up funds allocated to the project.

Emphasis was placed on how this project will be a cornerstone of the regeneration of the heart of Blackpool, as well as providing a flexible curriculum which will be aligned with the current economy. It's planned opening to students is September 2026.

Resolved: The Board noted the presentation as delivered.

7. Lancashire Innovation Plan

Maya Ellis, Innovation and Digital Lead, Lancashire County Council, gave a presentation (circulated) on the work of the LEP's Innovation Board.

The presentation outlined the Innovation Board's current Innovation plan and gave a brief summary of the key themes that they are looking to achieve over the next 5 years. It also included questions which were put to the Skills and Employment Board at the end, which sought to begin a working relationship between the two Boards in order to utilise the resources available to both in a co-operative way.

It was agreed that a working relationship between the two Boards would be beneficial as it was noted that there was a substantial crossover between Skills, Education and Innovation. It was also further agreed that an informal workshop would be the best forum in which to begin to understand how the Boards can work together effectively, and that a future workshop hosted either by the Innovation Board or by the Skills and Employment Board would be dedicated to this end.

Action Point: A workshop session between the Lancashire Skills and Employment Board and the Lancashire Innovation Board to be organised, details of which will be circulated to Board members once arranged.

Resolved: The Board noted the presentation as delivered.

9. Update from the Lancashire Skills & Employment Hub and partners

Dr Michele Lawty-Jones, Director, Lancashire Skills Hub, presented a report (circulated) providing the Board on an update from the Lancashire Skills Hub and partners structured against its strategic themes. The following key points were highlighted:

Under the theme of Future Workforce:

- Launched LMI Board Games into schools, with positive feedback from those schools who have used them. Thanks were given to Peter Caney and the Cornerstone Employer group for their contribution to making them a success.
- Continued progress against Gatsby Benchmarks across the Careers Hub in schools and colleges, operating in the top percentile across the country.
- 3 year sponsorship agreement with BAE Systems of Create Education and Innovate Her, with a celebration event to be held on Friday 3rd March.
- Confirmation from Careers and Enterprise Company that another annual allocation of funding has been secured, through to August 2024.

Under the theme of Inclusive Workforce:

- The Department for Education (DfE) have awarded the Lancashire Skills Hub £3million for Wave 4 of the Skills Bootcamps. The is currently a procurement progress underway, and market engagement events have been run. It is hoped to expand the Skills Bootcamps beyond digital for the next wave.
- 20 asylum seekers have been enrolled on Skills Bootcamps in the North of Lancashire.
- COVID Recovery funds have been secured for the Digital Freedoms programme, which will enable digital devices and skills to be provided to disadvantaged residents, so that residents are better able to engage digitally with health care services.

Under the theme of Skilled and Productive Workforce:

- Lancashire Apprenticeship Levy Transfer Network has been successful in transferring £546,270 to organisations in unspent apprenticeship levy, highlighting the success of the model.
- Multiply has been launched, and provision is being rolled out across the county, however there are only 2 months to deliver significant activity if Year 1 funds are to be maximised.

Under the theme of Informed Approach:

- 90+ attendees to the recent Career Professionals sessions around Labour Market Intelligence.
- Tailored LMI sessions being delivered to colleges to help support their curriculum design, business planning, and accountability agreements.
- The annual Lancashire Skills Pledge celebration took place at County Hall to a positive turnout, celebrating the businesses commitment to inspiring, recruiting and developing Lancashire people. There has been an increase in companies signing up as a result of this event. Thanks were given to Councillor Karen Buckley for her speech at the event.

- An agreement is in place with the Chamber of Commerce to support data purchases and ensure that LMI is being filtered into the LSIP. The Chamber will be invited to a future board meeting to view the results of the next LSIP report.

Resolved: The Board noted the updates contained within the report.

10. Reporting to the Lancashire Enterprise Partnership

Resolved: It was agreed by the Board that the following items would be presented to the Lancashire Enterprise Partnership Board for noting:

- (i) An update on the discussions with the Innovation Board and the potential upcoming joint session.
- (ii) An update on the progress being made with respect to Lancashire 2050.

11. Any Other Business

None.

12. Date of Next Meeting

It was noted that the next formal meeting of the LEP Skills and Employment Board had been scheduled for 01 June 2023 at 08:30am as a Virtual Meeting via Microsoft Teams.

Due to recurring scheduling conflicts amongst Board members, The Chair proposed that the next Formal Meetings could run from 08:00am to 09:30am, subject to review in the future. No objections to this were raised.

Resolved:

- (i) That the next Formal Meetings of the LEP Skills and Employment Board begin at 08:00am with a scheduled finish time of 09:30am;
- (ii) Therefore the next Formal Meeting of the LEP Skills and Employment Board is scheduled for 01 June 2023 at 08:00am as a virtual meeting via Microsoft Teams;
- (iii) The next Informal Meeting of the LEP Skills and Employment Board is scheduled for 06 April at 09:30am as a face-to-face meeting. The venue of this meeting is TBC and will be circulated to Board members in due course.

13. Exclusion of the Press and Public

Resolved: The Board considered that, under Section 100A(4) of the Local Government Act 1972, the public should be excluded from the meeting during consideration of the following items of business on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part I of Schedule 12A to the Local Government Act 1972 as indicated against the heading to the item.

14. Lancashire Digital Strategy & Partnership with the National Cyber Force

Michele Lawty-Jones, Director, Lancashire Skills Hub & Kerry Harrison, Lancashire Digital Skills Partnership Lead gave a presentation on the Lancashire Digital Strategy & Partnership with the National Cyber Force.

The Chair thanked all those involved in the presentation for their hard work.

Resolved: The Board noted the presentation as delivered.

think...

Economic Inactivity in Lancashire: Health and Wellbeing and the Economic Threat of Inactivity

Lancashire Skills and Employment Board

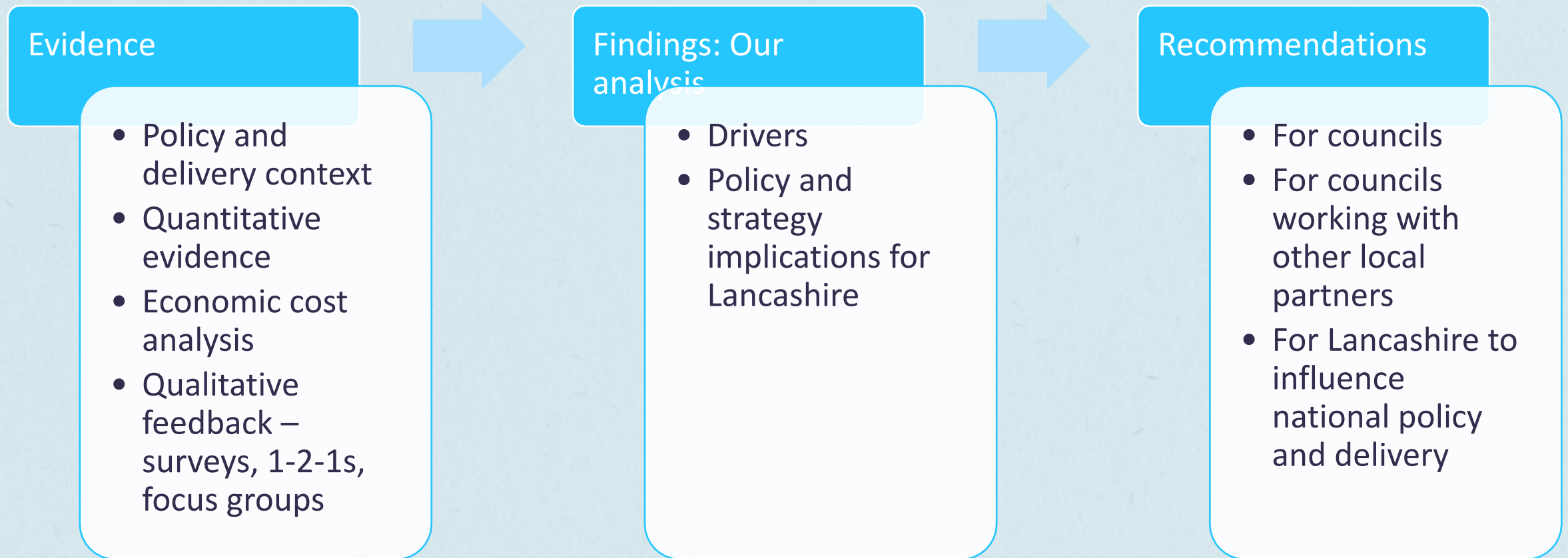
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Agenda Item 7

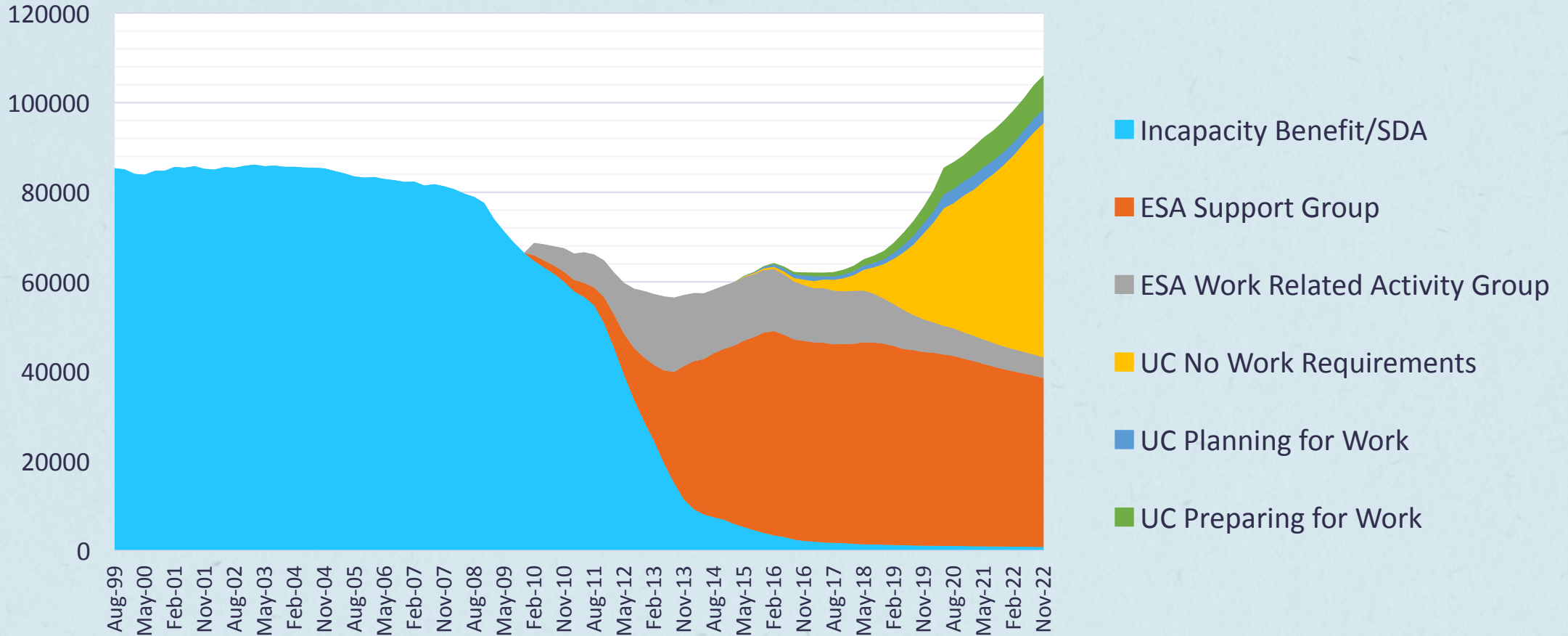
Project requirement

- To produce a report detailing the extent of the challenges Lancashire faces with economic inactivity (people of working age who are not in work and not looking for work) now and in the future
- The report should
 - include more detailed reasons for an individual being economically inactive, and a social commentary on their life circumstances and standard of living;
 - comment on the number of residents in Lancashire who might be experiencing similar circumstances but aren't, or possibly aren't yet, economically inactive;
 - provide evidence and evaluations of previous policy initiatives;
 - contain a precis of recently published analysis and studies concerning economic inactivity and how that overlays with Health and Wellbeing;

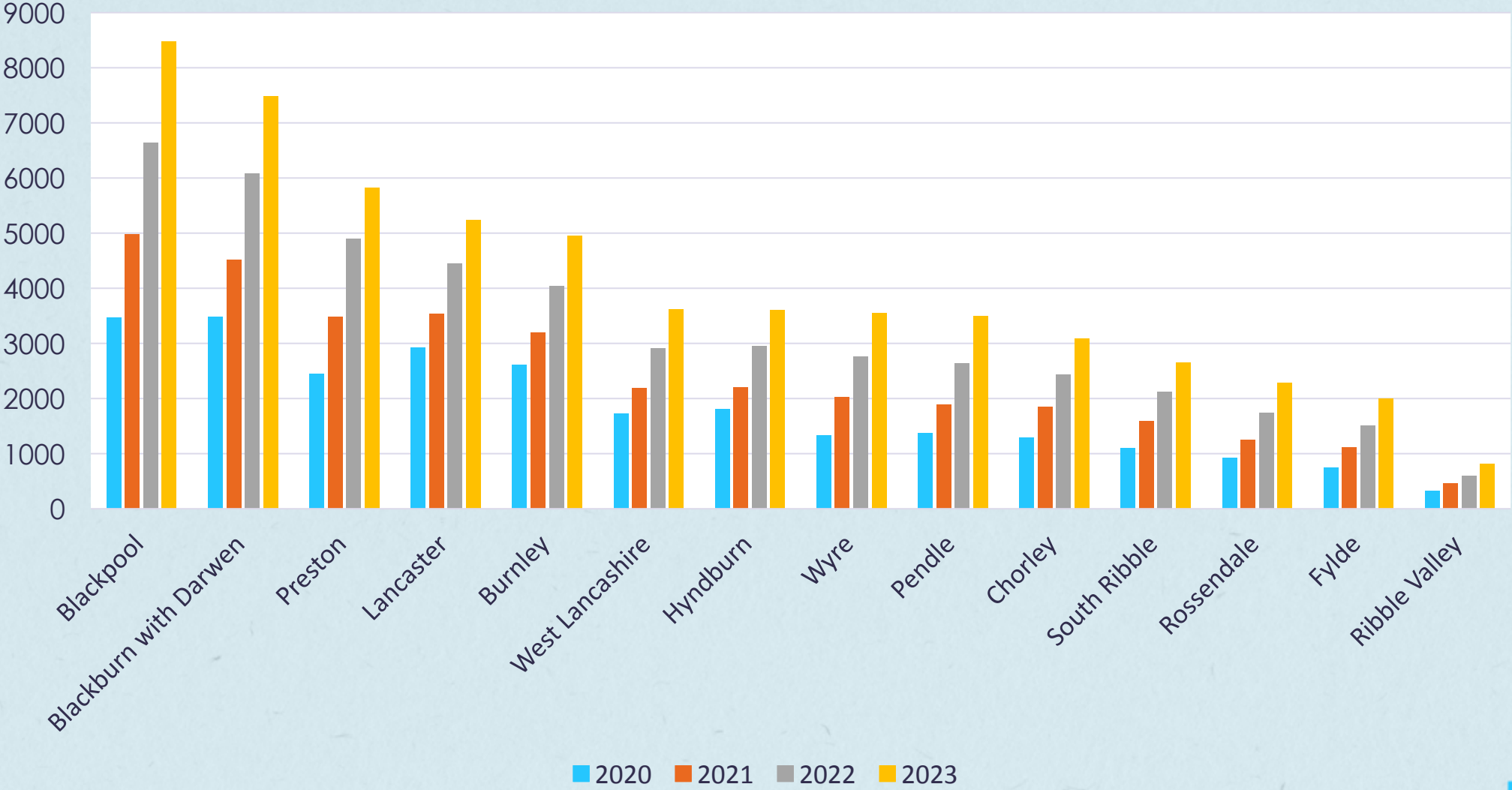
Approach – evidence, findings, recommendations



DWP health-related working age benefit claimants, Lancashire LEP area 1999-2022



UC No Work Requirements: Claimants by district 2020-2023



Key facts

<p>Over 100,000 Lancashire residents claim ESA or are on UC and are required to do little or no activity to find work. <u>This is almost 1 in 9 working age Lancashire residents</u> (18% in Blackpool, 5% in Ribble Valley). This number is over 40% higher than pre-pandemic and is above any level seen since 1999.</p>	<p>Around 900 more residents join the UC 'No Work Requirements' group every month. <u>Around 40% are making new claims</u> (not migrating from ESA). Off-flows from UC NWR seem very low.</p>	<p>7% of Lancashire IAPT patients are long term sick or disabled and in receipt of benefits (1205 people). Despite IAPT achieving its targets, <u>it does not appear to have an impact on its patients' employment status</u>, despite mental ill health being the most common condition among ec. inactive residents.</p>
<p>Half of all Universal Credit 'No Work Requirements' claimants in Lancashire <u>are aged under 40</u>. Economic inactivity is stereotypically associated with older people but there are around 28,000 Lancashire residents in this group who have at least 25 years before retirement age.</p>	<p>94% of Fit Notes issued in Lancashire state the patient is <u>not fit for any kind of work</u> (instead of <i>suitable for amended duties</i>). 48% of Fit Notes are issued for over 5 weeks. BwD and Blackpool have the highest number of Fit Notes issued per head.</p>	<p>£1.33bn is the <u>annual cost of economic inactivity in Lancashire to the taxpayer</u>. 95% of this is borne by central govt. Half of these costs arise from Blackpool, Blackburn with Darwen and Preston. If all these claimants were in work, Lancashire's economy would be 5-10% larger than it is now.</p>

Analysis: A significant challenge

- Preventing and reducing ill-health inactivity requires work across service domains with differing system incentives, cultures and policy uncertainties. Claimant needs are variable and knowledge of what works is imperfect.
- Progress can be made but realistic expectations are required. Arguably, the cost of doing nothing is too great in terms of lost growth and taxpayer expense.
- The evidence – from data and claimant feedback - indicates that welfare, employment support and health systems are not working effectively together.
- Feedback from claimants suggests that early intervention is key (*“if I knew then what I know now...”*). Longer term claimants are greater in number but interventions for this cohort are more costly and have a lower chance of success. We think that individuals aged under 40 should be a priority.
- Over the long term, there is a limited track record of successful engagement/integration of primary care and employment support. Given this, there may be value in duplication/additional short-term cost to build track record – (eg. add-ons to health/employment services).

Priorities

1. A healthy, resilient Lancashire
2. Better management of health at work to stem the number of people leaving work and becoming economically inactive
3. Targeted, timely interventions to get people back into work at the earliest opportunity
4. Enhancing the support offer to those who are already economically inactive and claiming benefits, with a focus on those under 40
5. Leverage Lancashire 2050 to build a better system response

Key recommendations follow...

A healthy, resilient Lancashire

Findings

Focus needed on population-wide resilience and coping strategies when dealing with challenging life events

People often seek help when ill health is already well established

Consistent anecdotal reports of post-pandemic difficulties engaging young people – risk this acts as a pipeline for future inactivity



Recommendations

Consider pre-IAPT services (via VCS providers) to promote access to self-help services and initial advice

Review and where required strengthen support to schools and colleges to deal with low level anxiety, depression.

Provide further guidance to employers on handling employee ill health, particularly mental health

Better management of health conditions at work

Findings

Employer occupational health practices appear very inconsistent, especially among SMEs

Relevant services require employers to identify people who already have a well established pattern of ill health and absence – this is often too late

Claimant feedback that some employers are not meeting Equality Act requirements regarding 'reasonable adjustments'



Recommendations

Make the business case to employers about the RoI of good employee health management – package of information and advice including on available services, potentially via Boost?

Work with DWP and employer networks to develop an in-work pilot for sectors prone to high absenteeism – face to face support, rather than phone based

Getting people back into work at the earliest opportunity

Findings

GPs are in a difficult position. They often see themselves as patient advocates and value patient trust. But this can make use of Fit Notes difficult if not in accordance with patient wishes.

Social prescribing models have potential for those with chronic ill health; IAPT better for life events.

Little can be done to cut NHS waiting times for mental and physical health services



Recommendations

Develop a pilot pathway for newly inactive Lancashire residents, including

- Flexibility around permitted working and earnings disregard to increase work incentives.
- Alignment with IAPT & social prescribing
- Support to navigate people through health provision
- Better access to self help resources

Via ICB, improve GP signposting to advice on illness in employment, importance of early intervention

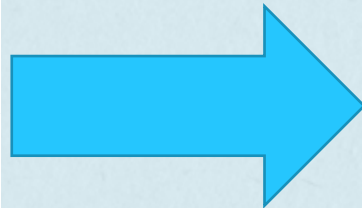
Enhanced support to those already inactive and claiming benefits (especially under 40s)

Findings

There is very limited engagement by health and employment support services with this cohort. Very high risk of large scale, long term inactivity.

The benefit/cost ratio of intervening is low (1.5/1 at best) but the 'do nothing' option is not attractive

Work incentives are relatively modest: average around £3500 per individual, per annum (£300/month)



Recommendations

Intervention would require HMT and DWP buy-in via devolution

Linking DWP claimant data with NHS health data would provide a much better understanding of need

Intervention would need to be predicated on an Invest to Save model

Consider scaling up IPS programme to reflect size of GMCA, SYCA and WMCA programmes

Leverage Shared Prosperity Fund to address specific cohort groups

Leverage Lancashire 2050 to build a better system response

Findings

No evidence of alignment between health and employment support services in Lancashire

Opportunity harness partner resources, priorities and goodwill behind a better developed strategy for preventing and reducing ill-health inactivity

There is some scope to improve system function locally



Recommendations

Define an ambition for Lancashire in relation to economic inactivity that partners can get behind

Map out the spectrum of need on economic inactivity, identifying the gaps in the support offer

Use economic cost analysis to build a business case for intervention and then consider how devolution might assist

Thank you

- Questions and comments

LEP – Sub Committee

LEP - Lancashire Skills and Employment Board

Private and Confidential: NO

Date: Thursday 1 June 2023

Update from the Lancashire Skills & Employment Hub and partners

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


Executive Summary

This paper provides an overview of activity since the last formal committee meeting in March 2023.




Recommendation

The Lancashire Skills and Employment Board are asked to review the contents of the report and make any comments or questions as necessary.


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. Key successes and risks are summarised, with a fuller update on the following pages.

Theme	Highlights - Successes	Risks
Future Workforce 	<ul style="list-style-type: none"> - progress against the 8 Gatsby Benchmarks across Lancashire schools and colleges is higher than the national average for every benchmark, with Future Skills Questionnaire showing that Lancashire’s young people are more informed about options Post 16 - grant offer letter received from the CEC for 23/24 Academic year - successful Inclusion Community of Practice conference held supporting careers education and transition in Special Schools, Colleges, and Alternative Providers - successful in person Teen Tech Festival hosted by UCLan, inspiring 170 young people from 17 schools 	<ul style="list-style-type: none"> - funds committed by DfE to the CEC for Careers Hubs only until August 2024, reduction of caseloads recommended in future years that risk quality and impact - ESF projects completing, withdrawing support for at risk / NEET young people. There will be limited support for those aged 16-18, such as The Prince’s Trust Teams, but much less than for the last six years



<p>Inclusive Workforce</p> 	<ul style="list-style-type: none"> - procurement process completed for Wave 4 of Skills Bootcamps – with new providers and provision coming on-line - participants enrolled on DWP’s Restart programme now eligible - The Escalate tool is in the process of being updated following the end of ESF projects – the Skills Hub will relaunch the tool in the coming months - Digital Freedoms project underway through Selnet to distribute devices and data, and boost residents' ability to engage with health services on-line 	<ul style="list-style-type: none"> - Majority of ESF employability projects have been closed since March 2023, leaving minimal support for the rising number of inactive residents in Lancashire – UKSPF projects will soon be initiated but not in every area of Lancashire
<p>Skilled & Productive Workforce</p> 	<ul style="list-style-type: none"> - Multiply programme across Lancashire launched and in delivery, with strong foundations in place for achieving Year 2 targets to the benefit of Lancashire residents - 505 employees trained through Business Health Matters, with a customer satisfaction rate of 9.8/10 for the SMEs involved 	<ul style="list-style-type: none"> - ESF projects that support businesses will wind down over 2023 leaving a gap in provision. Feedback on UKSPF awaited – several Local Authorities intending on investing but from Year 3 (2024/25) - consistent delivery across Multiply providers to ensure participant and spend targets are met; robust contract management processes in place to enable movement of funds
<p>Informed Approach</p> 	<ul style="list-style-type: none"> - tailored LMI sessions delivered to the 11 colleges to support business planning and accountability agreements - 3 events delivered at the end of February to 100+ Careers Professionals covering the latest local LMI and findings from the recently published Food and Agriculture sector study - continued growth in Lancashire businesses signing up to the Lancashire Skills Pledge 	<ul style="list-style-type: none"> - Chamber contribution agreed from LSIP to Lancashire Skills Hub to support with data purchases. The agreement is for the duration of their funding, though is less than it used to be from the DfE’s Skills Advisory Panel grant



	<p>Future Workforce: working with education and business to establish a talent pipeline and future workforce that meets the current and future demands of the local labour market.</p>
<p>Priority 1</p>	<p>Careers Hub: Excellent careers provision underpinned by Labour Market Intelligence (LMI)</p>
<p>Lancashire Careers Hub</p> <p>The Careers Hub held their Inclusion Community of Practice ‘Empower, Thrive, Achieve’ event at Barton Manor on Thursday 11th May. Over 130 delegates attended including representatives from special schools, alternative providers, colleges, employers, Local Authorities and support organisations. Keynote speakers included the Careers and Enterprise Company (CEC), Base and Talentino. Delegates also heard about the LMI resources available from the Lancashire Careers Hub – including the newly adapted Portal resources and LMI Board Game, heard from Project Search, DWP and employers (including many Cornerstone employers) showcasing the support available for young people with special educational needs and disabilities (SEND). The highlight of the day was hearing from young people with SEND who have successfully transitioned to employment. Feedback is currently being analysed however verbal feedback on the day was excellent with many commenting how great it was to meet and chat with so many people passionate about inclusion and empowering young people to achieve their ambitions.</p> <p>The Careers Hub continues to work in collaboration with colleges to deliver sector-based workplace visits for schools. The main aims of these events are to enable school pupils to experience high quality workplace visits alongside sector-based workshops. The model builds on the successful Lancashire County Council (LCC) funded Food and Agriculture project in West Lancashire which enabled pupils to visit a range of employers and take part in sector-based activities at West Lancashire College, in partnership with Future U. The feedback from the pupils and schools has been positive. All experiences were described as excellent or good by participating students. The pupils agreed that the more interactive sessions were more beneficial as they got to experience aspects of the sector themselves and understand the different job roles. Teachers also welcomed the links to the curriculum. This approach has been highlighted as best practice by the CEC and is being shared with Careers Hubs across the country.</p> <p>The Lancashire Careers Hub continues to support the three local authorities in both strategic conversations and in engagement with Career Leaders. Examples of this include the Blackburn with Darwen Supported Internship event, destination data collection and NEET prevention discussions across the three local authorities and supporting the Youth Futures developments in Burnley and Blackpool.</p> <p>Future Skills Questionnaires have been completed by nearly 2,000 Key Stage 3 and 4 young people so far this academic year in Lancashire. The interim findings indicate that Lancashire Year 11 pupils better understand the different options available to them, including Apprenticeships, A Levels, T Levels, and other vocational routes than national averages, and that they have more likely thought about what option might be right for them.</p> <p>Spring Term progress against targets for the academic year can be seen in the table below, with further progress anticipated in the Summer Term. Schools and colleges are currently achieving an average of 6.13 Benchmarks against a target of 5. The Lancashire Careers Hub is now performing significantly above the national average on every Benchmark.</p>	



	Careers Hub Total 22/23 (Based on March CEC data)	
	Target %	Actual %
Enterprise Advisers matched to schools	98%	98%
Gatsby BM1 (Careers Plan)	80%	81%
Gatsby BM 5 (Employer Encounters)	Sustained Progress Baseline July 22 – 76%	83%
Gatsby BM 6 (Experiences of the Workplace)	Sustained Progress Baseline July 22 – 50%	66%
Average BMs (against the 8)	5	6.13

The grant funding offer for next academic year has been received and is being reviewed and will be covered under a separate agenda item.

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

T Level roll out continues with Lancaster & Morecambe, Blackburn, West Lancashire and Myerscough Colleges offering T Levels for 2023 entry. Blackpool Sixth Form College and North Lancs Training Group are planning to offer T Levels from 2024.

A new fund has been made available to colleges so that they can reimburse employers for expenses occurred whilst hosting a young person on a placement, for example, additional desks, IT equipment, PPE.

Technical Education Vision

The Technical Education Vision Progress Report 2023 is now out for print and will be available online and in hard copy shortly. The report shows substantial progress made in technical education in Lancashire in the past 5 years, whilst acknowledging that rapidly advancing technology will need increased collaboration across delivery partners and with business.

Priority 3	Digital Workforce of the future
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TeenTech Live

The TeenTech online festival took place in late March with guest speakers from Oracle, Microsoft and Channel 4 showing students just how much cyber skills are needed across many sectors including: sport (Formula 1, Yachting and Premier League Football all show cased), conservation, traditional 'IT' and TV/Media. Over 1,000 young people from across Lancashire took part and asked some challenging questions.

The TeenTech Live Festival took place in May at UCLan. Seventeen schools and 170 young people took part including an Alternative Provider and two Special Schools. Businesses who took part included: Care Surgical, Nybble, Microsoft, ROQ Ltd, Lancashire Teaching Hospital Trust and NHS ICB, AWS, Citation Cyber, Jeremiah Horrocks Institute, Alcideon, Oracle, BAE Systems, Wilmott Dixon, the Army and National Cyber Force (NCF). The Engineering, Sport and Biomechanics and Aerospace Engineering Departments at UCLan also took part. The young people enjoyed a wide range of interactive activities,



all of which had a cyber thread, and came up with a wide range of ideas for inventions, with young people voting on the best ideas in the final plenary.

CEC Hub Incubation Project: Digital Futures

The project activity has now finished with the schools, and the evaluation phase is underway by CEC – a report will be received in July which will detail the impact of each of the activities which aimed to inspiring female pupils about future job roles in digital and tech.

DSIT (Department of Science, Innovation and Technology) Cyber Local Funding – project updates

1. **Cyber Fairy Tales** – the resources for the escape room 'in a box' activity have been designed and printed. Videos have been completed by local STEM Ambassadors and other business leaders that form part of an accompanying presentation that helps set the scene for the task and link back the activities to cyber careers. Testing of the activity will take place in May and June. Three schools have volunteered in Kirkham, Blackburn and Leyland.
2. **Cyber Careers** – The first full draft of the scoping exercise to establish what careers information, advice and guidance exists for cyber roles on-line has been completed and is being discussed by the NCF People and Skills Workstream Group and the Lancashire Digital Skills Partnership (LDSP) Steering Group for comment prior to completion. There are a range of emerging recommendations, including a need to simplify language and the landscape.
3. **Cyber Ark** – This project is being led by IMO Charity, who are conducting research with the Asian communities in Blackburn about attitudes towards cyber careers. Working with NCF colleagues a set of questions has been put together for community members to complete. Once this has been completed, IMO will run two community cyber careers focused events for local adults which will be informed by the research. The events will link into local opportunities including Lancashire’s Skills Bootcamps.
4. **TeenTech** – this was the fourth project being part funded via Cyber Local, which has now successfully been delivered, as above.

National Cyber Force (NCF) - People and Skills Workstream Group

The People and Skills Workstream group have established a series of Task and Finish groups to steer action in key areas including activity to inspire and develop the skills of young people pre-18, communications, engaging students in Higher Education and linking to the new Lancashire Institute of Technology. Updates on progress were provided at a full meeting on the 17th May.

The pre-18 group has plans to encourage more young people to attend the CyberFirst residential at Lancaster University in the summer, work with NCF to produce to some key assets for careers promotion of cyber roles in NCF, support more Lancashire schools and colleges to gain CyberFirst recognition (building on the 5 to-date) and arrange a teacher event at GCHQ.

Priority 4	Supporting Young People who are NEET (not in employment, education, or training) to reengage with learning and work
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ESF Moving On Project


The European Social Fund (ESF) Moving On project (accountable body Preston College) has now closed, reaching 5,694 young people, with 3,221 young people to-date in positive destinations, with others still to be reported. Characteristics of these learners show that 69% have low basic skills (below GCSE grade 4) and 61% have emotional or behavioural issues.

The Skills Hub is working with the unitary and district councils to influence and map provision following the end of the ESF projects that will be funded via the UK Shared Prosperity Fund (UKSPF), however NEET is not deemed a priority in every area.



Strategic Meetings

The Lancashire Youth Steering Group will hold its last meeting in the summer term and the Lancashire Post-16 Officers Group (with local authority representatives) continues to meet bi-monthly, sharing practice in NEET prevention and supporting local authorities to build NEET strategies, working with the Careers Hub and the Skills Hub.

	<p>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.</p>
<p>Priority 1</p>	<p>Boost employability & skills of unemployed & inactive, & support journey into work, particularly in disadvantaged areas</p>
<p>ESF</p> <p>Up to the end of April 2023 the ESF projects had worked with over 28,000 Lancashire residents out of which, to-date, approximately 37% have moved to a positive destination. The Skills Hub has identified a small number of ESF projects that are continuing to accept starts, with September and October 2023 being the final start dates.</p> <p>The MPT (More Positive Together) programmes are the main ESF projects running until December 2023. So far, MPT and MPT Steps have supported 8,030 participants with 3,000 of those being economically inactive. To-date, 30% of participants have moved into employment with a further 16% into education or training. MPT Steps participant Gareth now works as a lead volunteer on the 'Get Fishing for Wellbeing' MPT Steps project and has stated that the project has "given a newfound confidence that can be taken into the workplace and beyond."</p> <p>As previously noted, there is a risk to provision going forwards, as the ESF programme closes and the transition to UKSPF is undertaken. Mapping work is being undertaken with the unitary and district authorities – with some buying into pan-Lancashire projects, others commissioning locally and some not prioritising provision for economically inactive.</p> <p>Escalate</p> <p>Escalate, the online referral tool, was launched shortly after the start of the ESF programme to enable referral agencies to effectively search live projects that support people into work. Whilst the system had been well-used, as ESF projects came to an end searches reduced with 82 visits from referral agencies between October 2022 and February 2023.</p> <p>The Skills Hub have worked with partners to update the Escalate Tool post ESF projects, with 44 new opportunities added and a further 25 Wave 4 Skills Bootcamps to be added. Further updates will be made as districts allocating UKSPF to supporting people into work come on-line. Information will continue to be updated on the system and accumulate in a relaunch of the system once the UKSPF offers have been established and added.</p>	



Plan for Jobs

The WHP (Work and Health Programme) is targeted at claimants with health conditions and/or disabilities and was originally a 5-year programme which commenced in 2017, however a further 2 years extension has been agreed with DWP (Department for Work and Pensions). Currently the programme in Lancashire has placed 4,721 participants into work. In April they have placed 108 participants across Lancashire into employment. They are now looking at self-referrals to complement those referred from Job Centre Plus.

Since the start of the Restart programme in April 2021, there have been 12,978 referrals made from DWP with 79% of these progressing into starts (10,291). The highest number of referrals have been received from Blackburn, Blackpool, Preston, Nelson, and Burnley JCP offices.

There have been 3,849 overall (3,262 initial) Job Starts (37%) and 1,802 sustainable Job Outcomes (18%) to-date. To ensure success of the programme the Skills Hub are meeting with Restart Performance Managers, on the 15th May, to provide an update on Lancashire’s skills and employment opportunities to support the programmes Job Start targets. This update will include the Multiply and Skills Bootcamps offers, now that DWP and DfE have confirmed that Restart customers are eligible (after much lobbying by Lancashire and other sub-regions).

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 progress into sustainable employment. Through collaboration with Lancashire partners, the Skills Hub is working with the Restart programme to provide a more holistic approach to supporting Restart participants and ensuring that they meet their milestones.

Priority 2

Sector specific initiatives targeted at areas with labour market demand

Supporting the Health and Social Care Sector

Following on from a previously successful event, the Skills Hub have been working with colleagues at the Intergrated Care Board to bring together a Social Care Workforce event, hosted at Preston North End Football Club on the 6th July 2023. The Skills Hub is liaising with Lancashire training providers to create a joined-up approach to upskilling existing social care employees and supporting with recruitment via pre-employment and social care programmes. During the event, the Skills Hub will join a live panel to represent employment and skills, highlighting the training providers in attendance.

The Skills Hub is collaborating with The House Project Lancashire to put together a Care Network Event for Care Experienced Young People (CEYP), hosted at The Exchange County Hall on the 1st June 2023. The aim of the event is to improve the number of CEYP who get into future employment and Further Education. During the event employers and organisations will be provided with free training to understand the challenges that CEYP face, and how this can impact on them starting work. The Skills Hub have reached out to employers, organisations, and training providers that will benefit from attending the event. Employers will also be attending a Marketplace in the second part of the day to showcase themselves and meet the CEYP.

Skills Bootcamps



The Skills Hub was successful in securing the remaining £900,000 funding for financial year 2023-2024 and has thus been awarded £3 million for Wave 4 (2023/24).

Following the two successful engagement events which took place in February to launch the Invitation to Tender, the Skills Hub received bids from prospective providers to deliver Skills Bootcamp programmes. Following a robust evaluation process, 14 new providers have now joined 5 existing providers who ran programmes in Wave 3 (2022-2023) to deliver Skills Bootcamps. Project inception meetings are underway with the new providers.

The Skills Hub used a ranked order scoring system and as such, there are three providers on a reserve list. If further funds are awarded these providers could be brought forward.

A press release is being issued and the Skills Hub website updated with the offers for 2023/24.

Provider	Courses	Number of participants
Scale-ability	Software Development	80
Code Nation	Software Development	23
Code Nation	Cyber Security	23
IN4.0	Cyber Security	25
IN4.0	Data Analyst	25
Tech Lancaster	Electronic Skills	80
UCLan	Digital Marketing	15
UCLan	Cyber Security	15
3D360	3D Printing	36
Enterprise 4 All	Digital Marketing	30
Enterprise 4 All	Web Development	30
Construction Skills People	Civil Engineering/Groundworks	29
Transport Training Academy	Master Driver Programme	61
Get Set Academy	Digital Marketing	30
Get Set Academy	Cyber Security	30
Blackburn College	Electric & Hybrid Vehicles	48
Aim 2 Learn	Telecoms Engineers	60
Burnley College	Advanced Manufacturing	36
Burnley College	EV and Green Power	32
Lancashire Association of Councils	Leadership & Management in Healthcare	20
NWAA	Nuclear and Low Carbon	15
NWAA	Defence	15
ROQ	Software Testing	10
SB Skills	Plant machinery	29
Skills 4 Pharmacy	Pharmacy technician & Pharmacy supervisor	20
The Small Business Academy	Digital Marketing	25

Skills Bootcamps under Wave 3 (2022/23) continue with all providers completing the delivery stage and now actively seeking successful outcomes for their participants, which need to have been completed by September 2023.



373 people have been enrolled on Skills Bootcamps against the target of 436, which is 84%. Three providers failed to meet their contracted targets despite support from the Skills Hub, one of whom, however, began delivery later in the year as they received additional funding allocated by DfE later in the financial year.

Pre-Bootcamp – Tech Discovery

In April, a diverse group of twenty-five individuals commenced a pre-bootcamp programme designed to explain the different types of digital roles available in the tech sector and beyond with CompTIA. JCP+ colleagues, particularly in Blackburn, were instrumental in supporting the recruitment of individuals to the programme.

This four-week course will help participants gain a short CompTIA qualification as well as experience careers talks from local tech talent on their roles. Participants will also be encouraged to look at further study including the Skills Bootcamps in Cyber.

Priority 3

Raise digital inclusion

Digital Freedoms

The Skills Hub secured £200,000 of COMF (COVID Outbreak Management Funding) from Lancashire County Council (LCC) to build on the successful Digital Freedoms 50+ project focusing on distributing digital devices and enabling access to on-line health care information, so that residents are better able to engage digitally and remotely with health care services. Selnet, as accountable body has been working with local third sector groups in the community to develop a group of distribution partners for the project and has a good mix of organisations from across the LCC area. Alongside this they have been working to purchase devices, ensuring value for money. The library team has also been liaising with The Good Things Foundation to utilise the National Data Bank for SIM cards. They have also linked in additional funding to provide MiFis to residents. Progress against the project aims is good.

Priority 4

Embed social value in commissioning, procurement and planning processes

Farington Cricket Club Social Value KPIs

The Skills Hub have been working with colleagues from LCC’s Strategic Development team to embed a range of social value KPIs into the contract agreement with the preferred contractor. The KPIs cover a range of activities including work placements, engaging with schools and colleges, supporting the local community, apprenticeships, and employment opportunities. Once the project commences the Skills Hub will work with the Contractor to oversee delivery of the pledges.

Lancashire Construction Social Value Survey

The Lancashire Skills and Employment Hub is leading a partnership approach with South Ribble Borough Council, Lancaster City Council, Preston City Council, Wyre Council and Blackpool Council to understand how businesses working in Construction in Lancashire deliver social value and to identify any ways we can provide support. A dedicated survey is currently open to organisations based in, or working in, Lancashire. The analysis will be used to identify any collaborative ways to



support organisations in this sector to deliver social value and make the process easier, with a view to increasing social outcomes.



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.

Priority 1

Technical Education Vision: Apprenticeships aligned with business needs, alongside growth in higher level and degree Apprenticeships

Lancashire Young Apprenticeships Grants

The number of businesses benefiting has grown to 13, with 24 grants issued, with eligibility widened from advanced manufacturing, to include digital, media, marketing and creative sectors, which has increased the number of businesses expressing an interest to 70+. The time it takes to recruit the apprentice has impacted on performance and the issuing of grants, hence the programme is behind target, however it is anticipated that all 100 grants will be issued as planned.

'Early Connect' pilot with DfE and UCAS

Following the discussion at the informal committee meeting in April, a submission for funds has been submitted to support the coordination of the pilot locally and a working group established with the local partners. An initial meeting took place in early May to introduce the aims and aspirations of the pilot.

Priority 2

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

ESF Provision

The ESFA opt-in project, Skills Support for the Workforce has now completed delivery. The project undertook training needs analysis with employers and provided learning provision to employees based on the analysis. Outputs included:

- 5,069 individual employees starting 8,954 learning aims (courses)
- 94 people progressing onto an Apprenticeship
- 331 different learning aims delivered
- 82% achievement rate

The table below details the most popular learning aims. Insights regarding employer needs are being fed into the Local Authorities to inform priorities for UKSPF.

The Top 10 learning Aims delivered	Number
Level 2 Certificate in Warehousing and Storage	352
Certificate in Understanding Behaviour that Challenges	228
L2 Certificate in Customer Service	227
Leadership & Teams Skills	187



Award in Leadership & Team Skills	181
Managing & Leading People & Performance	180
NVQ Diploma in Performing Manufacturing Operations	175
Understanding the Management Role to Improve Performance	173
NVQ Certificate in Insulation and Building Treatments (Construction) Level 2	172
NCFE CACHE Level 2 Certificate in Falls Prevention Awareness	147

A full evaluation of the project is being undertaken by the accountable body, the Growth Company.

Multiply

Multiply is the DfE funded programme, which forms part of the UKSPF, which aims to improve the numeracy skills of adults with less than a Level 2 (GCSE) equivalent in Maths. The Skills Hub has led the establishment of the programme in the LCC area, working the External Investment team regarding contract management. The team have worked incredibly hard to maximise the Year 1 delivery in a challenging time frame, taking that DfE signed off the investment plan in September. At year end LCC achieved 97% of the participant target and 70% of the spend target (delivery costs and admin combined). The spend was less proportionally due to the volume of outreach provision undertaken which typically had a lower unit cost. The unit cost is expected to be higher next financial year as individuals progress to substantive provision. The table below summarises the end of Year 1 position:

	GFA Target	Sept-Dec 22 Actual	Jan-Mar 23	Year 1 Performance	Difference
Starts	2,718	229	2,413	2,642	-76
Costs	£1,609,985	£295,845	£761,803	£1,057,649	-£552,336
Admin	£177,360	£103,790	£73,570	£177,360	£0

The four delivery partners in the LCC area are the Lancashire Colleges (TLC), WEA, PHX and Inspira. The previously highlighted underperformance by TLC attributed to 97% of LCC's underspend, however, their participant numbers were greater than previously forecasted. The key issue was staff recruitment. Inspira spent 97% of their budget but only met 50% of their participants targets, identifying greater start-up costs than anticipated. PHX met 92% of their spend target and 83% of their participant target. The WEA Community Grants programme was the most successful, being within 1% of the spend target and delivering an additional 150% against the participant target.

Both Blackburn with Darwen and Blackpool councils have performed well, albeit smaller in scale, and were within 10% of both their participant and spend targets, with innovative and creative delivery within the councils through their adult learning teams and through partners.



Year 2 delivery is well underway, following the momentum established in the last quarter of 2022/23. The Skills Hub hosted a Community of Practice on the 3rd May to explore progression routes within the wider Multiply offer that builds on the engagement activity that has taken place to date.

LCC's DfE Contract Lead has requested to visit Multiply provision within Lancashire and the Skills Hub are working with delivery partners to facilitate this, to highlight the range of innovative provision taking place.

Lancashire Cyber Alliance (LCA)

Networking events have continued, with Accrington and Rossendale College hosting and presenting at the latest event in April. Andrew Dewhurst, Chief Information Officer gave a comprehensive overview of the cyber protection the college has in place, the scale of the undertaking and how they have applied for Cyber Essentials accreditation. The group also had an opportunity to experience the College's immersive igloo. The next event is due to take place in July.

Priority 3	Leadership & Management capacity in SMEs
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ESF Projects
Both ESF projects providing leadership and management provision to SMEs have now completed (Leading Lancashire and Skills Support for the Workforce). In relation to the latter, the most requested qualifications across all sectors included Leadership & Management qualifications starting with Team Leaders at Level 2 up to Leadership and Management at Level 7.


The loss of ESF funded provision will significantly reduce the offer of funded Leadership and Management qualifications in Lancashire. Businesses will be able to access apprenticeship standards, however, standalone qualifications will be in short supply. The Lancashire Skills Hub are working with and encouraging the Local Authorities to fund provision through UKSPF.

Priority 4	Healthy Workplaces
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Building Blocks
As economic inactivity grows in the UK and is significantly higher in Lancashire there is a continued need to support healthy workplaces. Mental health is flagged up as an area that impacts staff retention. Building Blocks, the ESF project, is a component of the Business Health Matters initiative aimed at improving the mental health and wellbeing of employees in Lancashire businesses. A total of 505 employees had been engaged in the programme as of the end of April 2023. As part of the project, SMEs receive basic skills training and Level 2 and Level 3 Workplace Health Champions qualifications.

Whilst there have been challenges recruiting SMEs to the project, partially due to the programme launching during the pandemic, customer satisfaction is extremely high for those SMEs engaged, with an average rating of 9.8/10.



	<p>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.</p>
<p>Evidence Base</p> <p>The open-source Evidence Base page on the Skills Hub website has received more than 900 visits, from the start of March 2023 until mid-May 2023. The pages have been redesigned to make the online evidence dashboard front and centre, and previous publications have been categorised into new “Reports” and “Archive” tabs. 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/</p> <p>Cambridge Econometrics Local Economy Forecasting Model (LEFM)</p> <p>The data from the model has most recently been used to forecast demand for qualifications by overlaying qualification and skill level connotations from the Office for National Statistics with Occupation classifications. This allows for aggregation at a qualification/skill level context and shows an increased demand year on year through to 2050 for individuals with Level 4+ qualifications, mainly at the expense of slower growth (or in some cases, reduction) in jobs which typically require lower-level qualifications. This reinforces the need to focus on boosting the skills levels of residents.</p> <p>Food and Agriculture Sector Study and Careers Professional LMI Sessions</p> <p>The Lancashire Skills Hub’s Food and Agriculture Sector Study has now been completed by AMION, been graphically designed, and now published on the Lancashire Skills Hub’s evidence base page online. The report can be viewed here: https://www.lancshireskillshub.co.uk/wp-content/uploads/2022/10/Lancashire-Food-Agriculture-LMI-study-Final-Report-2022.pdf</p> <p>The Skills Hub Skills and Economic Intelligence Analyst, Joseph Mount, held three sessions across Lancashire with Careers Professionals to disseminate the findings of the Food and Agriculture report. As well as summarising the findings from the research, delegates also were given a wider offering of LMI from the latest data on the economy in Lancashire, other research such as Low Carbon jobs in Lancashire, data on digital jobs, and were given a demonstration of the new Portal careers resources and animations.</p> <p>More than 100 delegates attended across the three sessions, and of those surveyed afterwards, 100% of respondents said the session covered information that they were not already aware of, and that they would attend in the future if future sessions were offered. Various free type responses gave insight into how they might use this information, such as “discussing with our students the opportunities that will be presented by the National Cyber Force”, “I will use the Portal resources to facilitate group sessions within the labour market and introduce up to date LMI statistics where relevant in 1:1 sessions with young people”, and “It helps to consider futureproofing our offer and to see where there will be talent shortages”.</p> <p>The Lancashire Colleges: College Curriculum Data Sessions</p> <p>The Skills Hub delivered sessions with the 11 Colleges in Lancashire to inform them of the latest Labour Market Information (LMI) for their travel to work area (TTWA). These were 90-minute online sessions and were focused on a bespoke dashboard for each college that was designed in consultation with them to assist them with business planning, curriculum design, and their OFSTED</p>	



accountability agreements. As well as LMI, the sessions contained signposting to relevant resources, such as the National Careers Service, and the Lancashire Local Skills Improvement Plan. Colleges fed back on the usefulness of these sessions and were provided access to their dashboard for future use.

Economic Inactivity Research

In January, the Skills Hub commissioned ThinkUK and 50 Degrees to undertake research into the determinants of economic inactivity in Lancashire. The research will feature both quantitative analysis of claimants, reasons for inactivity, changes compared to pre-pandemic, waiting lists, and mental health conditions, as well as qualitative analysis of the lived experiences of Lancashire residents, their explanations of their circumstances, their thoughts on how their inactivity might've been prevented, and how their employers supported them (however successfully) before they became inactive.

The headlines from the research and recommendations will be presented at the meeting.

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 8% to 336. The 336 businesses registered their interest in 1,202 pledges, an 11.9% increase since the February.



The number of active skills pledges has increased from 434 pledges to 482 pledges, and there are now 226 Skills Pledge Members, an increase of 8.6% since the February update.

Considering individual pledges, the most common is 'Help Young People get Work Ready' (161 pledges). Take on an Apprentice has 95 pledges – up 15% since the last update, partially due to the Young Apprenticeship grants.

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 10th of May 2023, the website has had over 23,500 views, a growth of 4% since February 2023. There were 900 new views since 9th February 2023.

Twitter

Since January 2023, the Lancashire Skills Hub Twitter profile has gained 54 new followers, with a total of 3,481 followers. Since January 2023, this twitter profile has created more than 36,000 impressions.

List of Background Papers

Paper	Date	Contact/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A

Agenda Item 13

Document is Restricted

