



## **LEP – Sub Committee**

### **LEP - Lancashire Skills and Employment Board**

**Private and Confidential: NO**

**Date:** Wednesday, 10 October 2018

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

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#### **Executive Summary**

This paper provides an overview of activity since the last formal committee meeting in June 2018.

#### **Recommendation**

The Lancashire Skills and Employment Board are asked to note the update.

## **Background and Advice**

### **1. Careers Education, Information, Advice and Guidance (CEIAG)**

- 1.1 The Lancashire Enterprise Adviser Network has grown from 121 schools and colleges in April 2018, to 127 as of the end of September. Of the 127, 114 have been matched with at least one volunteer business leader (Enterprise Adviser). 1,256 employer encounters have taken place across Lancashire during the last academic year (October 2017 – June 2018), involving thousands of young people. Encounters are varied – from one-to-one mentoring and extended work experience, to work place visits and research projects, to mock interview and employability days, to careers fairs.
- 1.2 The focus of the Enterprise Adviser Network is supporting schools to achieve Gatsby Benchmarks 5 and 6. Benchmarks 5 and 6 relate to ensuring that young people have a minimum of one employer encounter from Year 7 to Year 13, and that one of those encounters is in the workplace. The Careers and Enterprise Company (CEC) has set LEP's targets for achievement of these Benchmarks - 50% of schools and colleges within the network to achieve the Benchmarks by August 2019 and 75% by August 2020. The current achievement level in Lancashire is 35% against Benchmark 5 and 45% against



Benchmark 6. It is expected that Lancashire will exceed the August 2019 target based on current performance.

- 1.3 The LEP has been successful in securing a Careers Hub pilot for Lancashire. Lancashire will be one of 20 pilots across the Country, providing targeted support to schools and colleges to enable the institutions to achieve all eight of the Gatsby Benchmarks by 2020 (with the Enterprise Adviser Network focused on the achievement of two). As previously reported the Careers Hub will be based in Burnley, Pendle and Blackpool, and will layer onto the strong foundations built through the network. The lead school for the Hub is Shuttleworth College in Burnley; the Head Teacher currently represents Lancashire on the CEC National Head Teacher Advisory Group and will support the engagement with Senior Leadership Teams. Discussions are taking place relating to the potential for a lead school in Blackpool and a lead college.
- 1.4 A briefing event for all 31 schools and colleges within the Careers Hub was held at Brockholes Nature Reserve on the 21<sup>st</sup> September. The event included an overview of the priorities of the Careers Hub at a National level and Lancashire level, alongside discussing the successes and challenges of the Enterprise Adviser Network and planning priorities for the Careers Hub to enable a broader focus on the full set of Gatsby Benchmarks. The focus for the Careers Hub in the 2018/19 academic year will be the achievement of Gatsby Benchmarks 1, 5, 6 and 8. A presentation will be provided at the meeting to discuss the Careers Hub model in more detail.
- 1.5 A seventh Enterprise Coordinator, Daniel Barry, commenced employment with the LEP's delivery partner, Inspira, in August. Daniel will support schools in South Ribble and Blackburn with Darwen. A Senior Enterprise Coordinator has been recruited to manage the team following the promotion of Kay Vaughan to Career Hub Lead. It is anticipated that they will commence employment in mid-October.
- 1.6 All schools and colleges across Lancashire have been invited to participate in funded and accredited Career Leader training which has been procured nationally by CEC. Whilst places are limited in the first wave, there is an allocation of 20 funded places for institutions across the Careers Hub areas and a smaller allocation for non-hub institutions. Enterprise Coordinators are encouraging participation.

## **2. European Structural Investment Funds (ESIF)**

- 2.1 As reported at the ESIF Committee by the Head of External Investment and Funding, the sterling values of the current ERDF and ESF elements of the Lancashire ESIF programme are being updated to better reflect the current exchange rate. As a result the sterling of both programmes is being increased. The last time the allocations were updated was February 2016.



- 2.2 For ESF an exchange rate of €1=£0.87 is to be applied which differs from the ERDF rate. A lower exchange rate is being applied for ESF on the basis that this reflects the differing structure of the ESF programme which has both national and local delivery.
  - 2.3 The Department for Work and Pensions (DWP) have written to each LEP area setting out the provisional revised ESF allocations – £12m for Lancashire spread across the Investment Priorities. LEP areas will be asked to confirm by September 2019 their ability and plans to commit their remaining ESF funds. At that point, or sooner if LEP areas indicate that they are unable to commit additional funds, DWP will bring together uncommitted funds to form a Reserve Fund; details of how the Reserve Fund will be allocated are unclear, for example, there may be opportunity for local areas to bid into the fund.
  - 2.4 The DWP have recently written to all LEPs requesting that they support an extension to the current DWP Opt In in Lancashire under 1.1. The project is worth £3m ESF in Lancashire and intends to deliver 1714 ESF outputs which, together with the matched outputs, make it one of the more expensive ESF projects currently supported. Initial indications are that the project will only be requesting a delivery extension with no additional resources required. It was proposed at the ESIF Committee that an extension in delivery time be supported in principle, subject to the project meeting performance criteria and the detail of any extension being reported back to the ESIF committee. If additional resources are requested, any such request be considered in the light of resources available, the volume of outputs required to ensure value money and details of target groups.
  - 2.5 Initial discussions have been held with the BIG Lottery regarding a possible extension to the Building Better Opportunities (BBO) Opt In focusing on social inclusion activity. The BIG Lottery has yet to come a decision as to whether they wish to take part in an extension to current delivery, and thereby provide match funding to draw down ESF, but are currently gauging interest around the country. The Big Lottery is likely to make a decision on extensions in early October 2018 and communicate an offer to the LEPs.
  - 2.6 The Investment Priority 2.2 projects have now been fully appraised and have moved to contract. The two projects are 'EnginE' (accountable body, Lancaster University) and 'Upskilling Lancashire' (accountable body, UCLan). The projects aim to build capacity in small to medium enterprise to integrate vocational and technical training for employees. The first project is centred on aerospace and automotive, and the second a broader range of priority sectors. An Employer Skills Forum has been established to support the projects, and will be discussed under a separate agenda item.
- 3. City Deal**
- 3.1 Data against the skills and employment metrics is currently being compiled for the City Deal mid-year report, from academic year 2017/18. A full report will be provided at the next meeting.



- 3.2 Martin Hill has been appointed to the position of City Deal Skills and Employment Coordinator and took up post with the Lancashire Skills & Employment Hub on the 20<sup>th</sup> August. This role will support the embedding of employment and skills across the City Deal area through liaison with developers and occupiers, relevant groups and leads within the City Deal Skills and Employment Governance structure, the Local Planning Authority and other relevant partners.

#### **4. Apprenticeship Update**

- 4.1 As reported previously, the LEP secured £5,000 of ESFA funding in January 2018 to support Apprenticeship intermediary training and to purchase Blue Sheep data to support analysis of data from the ESFA Data Cube. The former has been completed and the latter delayed due to the introduction of GDPR, and a subsequent update to the data sharing agreement between the ESFA and LEPs to enable access to the Data Cube. The revised agreement has now been returned and analysis will be undertaken once access has been enabled.

- 4.2 The Lancashire Ambassador Network continues to grow and is linking to both the North West Network and the National Network. There are currently 37 active Apprentice Ambassadors and 44 Employer Ambassadors in Lancashire. Ambassadors are presenting at a wider range of events, including business forums, and in schools and colleges. The network is currently supported through ESFA Opt-in capacity building funds until the end of March 2019. Future sustainability is currently being discussed with partners. The most recent newsletter can be accessed via the website:

<http://www.lancsforum.co.uk/apprentice-ambassadors/apprentice-ambassador/>

- 4.3 Through the ESF Capacity Building Plan additional activity has been commissioned through EMSI. This activity will work with 10-15 Colleges and providers to look at return on investment for employers, learners and providers. This will support the research activity noted in 4.1.

#### **5. Technical Education**

- 5.1 A launch date for "A Technical Education Vision for Lancashire" is being sought, potentially November. All board members will be invited to this as soon as confirmed.

- 5.2 The Technical Education Project Officer (full time) was appointed in August to work alongside the Technical Education Project Manager (0.4 fte) through the funding from the Gatsby Foundation. The additional resource has accelerated work on the Technical Education Action plan, aligned to the vision.

- 5.3 The first of the T Level Routeway Networks, Digital, met in July with attendance from 10 colleges and meets again on 11<sup>th</sup> October. An Industry Placement Workshop was also held in July with input on developments and recent



research from The Challenge, National Apprenticeship Service and The Gatsby Foundation. Karma Applied Science, a Blackpool employer involved in industry placement trials gave an interesting insight into their innovative approach. This was all well received and further workshops have been requested on this cross-cutting theme which will impact on all T Levels.

- 5.4 Two further Routeway Networks, Construction and Engineering and Manufacturing, will have their initial meetings this term, with representatives from the colleges likely to deliver those T Levels.
- 5.5 The Skills Hub has attended a range of meetings with Gatsby and the four other areas working with Gatsby, including a joint meeting with DfE Policy Team. Regular meetings are held with DfE to ensure Lancashire is up to date with developments and to promote the work being done locally to a wider audience.
- 5.6 The Skills Hub supported the Lancashire Colleges in writing a bid for additional funding from Teach Too and was one of 7 projects nationally which was awarded a £20,000 grant. This project focuses on the Digital Sector, utilising the existing structures in Lancashire of the Digital Routeway Network, Digital Lancashire and the Digital Skills Partnership to bring together teaching professionals and employers to share up-to-date industry experience and to develop teaching materials.
- 5.7 The Technical Education Project Manager has delivered high level presentations on T Levels and Technical Education reforms to engage a range of audiences, including the School Sixth Form Network, the Lancashire Work Based Learning Executive Forum and the HR Forum (following an invitation from Joanne Pickering). This has resulted in further bilateral meetings with a range of organisations who are considering their position with regard to T Levels and Technical Education generally.

## **6. Skills Advisory Panels (Skills and Employment Boards)**

- 6.1 The DfE has completed their review of local approaches to 'Skills Advisory Panels' (SAPs) and the analysis of skills related data, based on analysis of existing approaches in the six pilot areas across the Country including Lancashire. It has been acknowledged that most LEPs have Skills and Employment Boards that feed into the main LEP Board or in Mayoral Combined Authorities (MCAs) a skills committee or board.
- 6.2 The DfE have aligned their work with the wider LEP Review and have, as such, set out the Government's expectations in relation to governance structures for SAPs. The Government aims to achieve a more consistent approach to governance structures and build capacity to undertake underpinning analysis, building on the existing Skills and Employment Boards that are already in operation. The DfE have issued two draft documents to LEPs and MCAs for consultation: 'Guidance on the Development of Skills Advisory Panels Boards' and 'SAPs: Proposed Analytical Toolkit'. The former sets out expectations



relating to remit, governance and composition and the latter expectations regarding high quality analysis of skills-related data.

- 6.3 The consultation is being undertaken within a tight time frame, with documents issued on the Thursday 20<sup>th</sup> September, and an initial deadline for feedback on Friday 5<sup>th</sup> October. The Skills Hub is attending a consultation event in London on the 2<sup>nd</sup> October with view to feeding in views, which will be supported by a written response. The key issue is capacity, in that the analytical toolkit is simply that; there is no 'core' resource from Government to gather the data or undertake analysis. For example, the Lancashire Labour Market Intelligence Toolkit was funded through ESF funding. This issued has been voiced by a number of LEPs across the Country.

## 7. Marketing and Communications

- 7.1 It has been another positive month on Twitter, with an additional 149 followers since the last report, bringing the total to 1,424 as of 01/10/18.
- 7.2 The Skills Hub is sponsoring the Apprentice Award at the Sub36 awards to support the promotion of Apprenticeships. Sub36 is Lancashire Business View's campaign to showcase Lancashire's most influential, innovative and inspiring young men and women in business.
- 7.3 The Skills Hub also sponsored the North West Regional Apprenticeship Awards, held by the National Apprenticeship Service in Manchester on the 19<sup>th</sup> September. The event was co-hosted by an inspirational Lancashire Apprentice Ambassador, Portia Taylor-Black from West Lancashire Borough Council. A Lancashire Apprentice (Lucas Benson from BAE) and a Lancashire employer (WEC Group Ltd) won awards and will, as a result, be entered into the National Apprenticeship Awards which take place in London on the 28<sup>th</sup> November.
- 7.4 A press release was issued in regard to the award of the pilot Careers Hub in Lancashire and can be viewed here: <http://www.lancashirelep.co.uk/news/archive/2018/lancashire-'careers-hub'-announced-to-help-transform-careers-education-for-young-people-in-burnley,-pendle-and-blackpool.aspx>

## List of Background Papers

| Paper   | Date | Contact/Tel |
|---|------|-------------|
| None  |      |             |
| Reason for inclusion in Part II, if appropriate |      |             |
| N/A   |      |             |