



LEP – Sub Committee

LEP - Lancashire Skills and Employment Advisory Panel

Private and Confidential: NO

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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 2019.

Recommendation

The Skills and Employment Advisory Panel are asked to note the update.

Background and Advice

1. Careers Provision

- 1.1 The Lancashire Enterprise Adviser Network currently comprises 130 schools and colleges. Of the 130, 120 are currently matched with at least one volunteer business leader (Enterprise Adviser). New Enterprise Advisers are being recruited on a rolling basis to address churn. As we enter the new academic year the focus of the Enterprise Coordinators and Advisers, working in partnership with Careers Leaders in the schools and colleges, is planning for the coming academic year.
- 1.2 The focus of the Enterprise Adviser Network is supporting schools to achieve Benchmarks 5 and 6. Benchmarks 5 and 6 are focused on 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 grant offer from the Careers and Enterprise Company (CEC) has targets for achievement against these Benchmarks. Performance against the Benchmarks is compiled from the Compass Assessments completed by the schools and colleges, and broken down by Enterprise Adviser Network, Blackpool Opportunity Area and the Careers Hub. Lancashire is currently exceeding targets:



	% of matched schools fully achieving BM5		% of matched schools fully achieving BM6	
	Target 2018/19	August 2019	Target 2018/19	August 2019
Enterprise Adviser Network	50	76.07	45	58.97
Blackpool OA	50	92.31		53.85
Careers Hub	60	90.32	45	74.19

- 1.3 The 2018/19 targets have been achieved and planning is underway to increase achievement levels in line with the 2019/20 targets, noting that the planning starts again each academic year and that Benchmark achievement can therefore fluctuate.
- 1.4 CEC launched the national 'Give an Hour' campaign early in 2019 (www.giveanhour.co.uk) with willing LEPs from across the country; Lancashire's campaign launched in April 2019. The campaign aims to encourage businesses to 'Give an Hour' and get involved in the delivery of employer encounters and/or open up their workplace. By the end of July 2019, 100 enquiries had been received from individuals from a wide cross section of Lancashire businesses.
- 1.5 Over the course of the summer, the team have been actively following up these enquiries. To-date four new Enterprise Advisers have been recruited, and businesses recruited to deliver activities in schools and colleges. Approximately 50% of enquiries have been converted into delivery – this will continue to be tracked as businesses engage with activities over the academic year.
- 1.6 CEC has indicated that Lancashire's response to the 'Give an Hour' is one of the highest in England in terms of both number of enquiries and the current conversion rate. 'Give an Hour' has been integrated into the Skills Pledge and will continue to be promoted in the short to medium term.
- 1.7 Over 210 delegates from schools, colleges, businesses and partners attended the annual Lancashire Enterprise Adviser Network and Careers Hub Conference, which took place on the 20th June 2019 at Park Hall Hotel. Speakers included Professor Sir John Holman (Senior Education Adviser, Gatsby Charitable Foundation and creator of the Gatsby Benchmarks) and John Yarham (Deputy Chief Executive Careers and Enterprise Company). The feedback from delegates was very positive – 95% said that the conference met or exceeded expectations. Comments included 'I have come back to school with a range of ideas to implement and I have begun raising the profile of careers with our SLT' and 'Fantastic passion and range of speakers giving a



variety of examples'. Areas for improvement included the venue and food, and greater opportunity for interaction in the workshops.

- 1.8 Eight schools were recognised at the conference for achieving all 8 Gatsby Benchmarks – a fantastic achievement, and were presented with an award by Professor Sir John Holman. A press release was issued following the conference and can be viewed on the Lancashire Skills Hub website: <https://www.lancshireskillshub.co.uk/uncategorised/lancashire-schools-recognised-world-class-careers-advice/>
- 1.9 The 30 schools and colleges in the pilot Careers Hub (Blackpool, Burnley and Pendle) are focused on all 8 Gatsby Benchmarks. An average of 4.8 Gatsby Benchmarks has been achieved to-date (increasing from 4, which was reported at the last committee meeting). This exceeds the 2018/19 target of 4, and is significantly higher than the national average of 3.9. The Careers Hub Lead was recently asked to contribute to the training of the Wave 2 Career Hub Leads by CEC – recognising the good practice in Lancashire.
- 1.10 The Lead School (Shuttleworth College in Burnley) continues to provide significant support to schools across the Careers Hub, including hosting Hub meetings, communicating with fellow Head Teachers and supporting other schools on a one to one basis.
- 1.11 The Lancashire Careers Hub was awarded Careers Hub of the Year at the recent CEC and Gatsby Foundation national Careers Excellence Awards. Highly commended was also achieved for Enterprise Adviser of the Year – Neil Conlon, SME of the Year – Pendleside Hospice, and Secondary School of the Year – Shuttleworth College. Over 200 applications were submitted from across the country. There was one winner for each category and one highly commended. This is excellent recognition of the outstanding provision across the county and of the partnership approach.
- 1.12 Plans for the coming academic year include a series of CPD and briefing sessions for Careers Hub schools and colleges, the first will be held on the 28th November, delivered in partnership with STEM Learning. The session will focus on embedding careers within Science, Technology, Engineering and Maths (STEM) subjects.
- 1.13 A presentation will be provided at the meeting regarding progress to-date and plans for the coming academic year.

2. European Structural Investment Funds (ESIF)

- 2.1 Work has continued with the DWP Managing Authority to plan direct calls to enable the allocation of remaining funds in the European Social Fund (ESF) programme. The 1.4 call for 'Active Inclusion' proposals closed on the 12th August 2019 and submissions are awaiting DWP appraisal. Events have



taken place with partners to illicit discussion in relation to remaining funds under 2.2 and 2.1 ('Skills for Growth'). Calls are scheduled for 2.2 in October and 2.1 in January. There is on-going discussion regarding allocations to opt-ins and the desire to extend delivery against the Education and Skills Funding Agency (ESFA) opt-in beyond July 2021. Any unallocated funds will be moved to the National Reserve Fund early in 2019.

- 2.2 The ESFA opt-in projects, as detailed in the last update, commenced on the 1st April. Steering Groups continue to provide oversight, and are providing support to the projects in the first phase of delivery. Development Plans are now being implemented following sign off at the last meeting and the written approval of the amended Skills Support for the Workforce plan in September. The first Performance Management Point for the ESFA opt-in projects takes place in November and will be based on October data. Tripartite meetings (ESFA, Skills Hub and lead provider) are planned with each of the four providers and the ESFA in November to discuss progress. The Big Lottery opt-in, Building Better Opportunities, extension has been agreed and is now with DWP to vary the Memorandum of Understanding (MoU). The extension will enable the three projects (Changing Future, Invest in Youth and Age of Opportunity) to run until March 2023.
- 2.3 Phase two of the Escalate on-line referral tool is now live, with partners currently updating their opportunities that are targeted at re-engaging adults in their journey into work. The system now includes opportunities from the Work and Health Programme, Lancashire Adult Learning and National Careers Service (NCS), as well as ESF funded projects. Phase two of the system also includes approved reporting which will enable improved analysis of needs.
- 2.4 The Employer Skills Forum continues to bring together partners to ensure that ESF provision for employers across Lancashire supports the strategic outcomes defined within the Lancashire LEP Skills and Employment Strategic Framework and adds value. ESF partners are joined by other stakeholders including Job Centre Plus, Lancashire County Council, representatives from The Lancashire Colleges (TLC) and the Lancashire Work Based Learning Executive Forum and NCS. The forum held another joint event with BOOST on 2nd August which brought together representatives from skills projects that are employer facing and business support projects. The focus of the event was to give projects a three minute pitch enabling attendees to gain an understanding of the skills support offer for businesses and the business support offer and to build on the work already undertaken in facilitating referrals. Over 40 partners attended the event.

3. City Deal

- 3.1 The Central Lancashire Construction Skills Hub (CLCSH) continues to bring together construction skills providers in the area and contractors. Established in 2016 with the aid of Lancashire County Council seed funding of £30,000, CLCSH has now successfully engaged with over 300 SME's.



- 3.2 Over a 3 year period, engagement with both contractors and local schools has had a positive impact in terms of learners engaged on Construction and Built Environment programmes at 14-16, 16-18 and Apprenticeships.
- 3.3 The CLCSH is working in partnership with CITB to continue to maximise the benefits of the City Deal programme with three collaborative events planned over the coming academic year.
- 3.4 The City Deal 'Bridge the Gap' programme has continued to go from strength to strength. At the end of the 2018/19 academic year 3,560 Year 9 and 10 pupils at a total of 23 schools across the City Deal area had benefited from the programme. A programme for the 2019/20 academic year has been developed.
- 3.5 UCLan Masterplan – new Student Centre: Following on from the successful delivery of the Engineering Innovation Centre which generated over £5.8m of added social value during the construction phase, work has now commenced on the new Student Centre at UCLan.

The circa £57m Student Centre and new Civic Square project is being delivered by Bowmer and Kirkland with Balfour Beatty undertaking the infrastructure/highways works. The Skills Hub is working closely with both contractors who have adopted wide ranging employment and skills KPI's to be delivered during the construction phase of the project.



Bowmer and Kirkland have already engaged with Inspira and are working with Our Lady's Catholic High School as Enterprise Advisers.

- 3.6 Goosnargh Development: Seddon have put in place a Community Investment Charter to deliver social value during the construction phase of the development and are currently engaged with Longridge High School as Enterprise Advisers.
- 3.7 Preston Western Distributor: the Skills Hub have developed a social value programme with Costain which sets out a number of indicative employment and skills outputs for the project. With work due to commence imminently the Skills Hub will work with the project team to facilitate delivery.
- 3.8 D'urton Lane Development: work is underway with Trafford Housing Trust, L&Q, and Willmott Dixon to develop their employment and skills plans for the £47m, 250-home scheme on Homes England's D'Urton Lane site in Preston ahead of the granting of planning consent.



4 Growth Deal

- 4.1 As outlined in May's report to the committee, the Growth Deal programme has continued to deliver positive employment and skills outputs across the project portfolio which are now being monitored using the National TOM's Framework.
- 4.2 We are currently working the AMRC North West team to ensure that social value is embedded within the procurement process for the project at PQQ and ITT stages. The purpose-built £25 million plus facility at the Samlesbury Aerospace Enterprise Zone is due to commence on site next year with completion in 2021.

5. Apprenticeship Update

- 5.1 Following on from the approval of the Lancashire Apprenticeship Action Plan at the committee in June, the plan has now been agreed with the Lancashire Leaders Group at their September meeting. The Apprenticeship Action Group continues to meet to support the actions in the Apprenticeship Action Plan.
- 5.2 At the Lancashire Leaders meeting all 15 local authorities signed up to a Lancashire wide commitment to work towards the public sector 2.3% Apprenticeship target, which is a significant commitment. The local authorities are now being requested to identify leads to support the delivery of the plan and a public sector event is currently in planning which will enable the sharing of good practice between the Local Authorities and other public sector partners.
- 5.3 The Lancashire Work Based Learning Executive Forum continues to run the Apprenticeship Ambassador network. The forum has recently completed a review of the activity of the Ambassadors and the network currently has 78 active Apprentice Ambassadors and 58 active Employer Ambassadors. This is almost a 40% increase in the network since the last report in July 2019. The Forum are working closely with the Enterprise Adviser Network coordinators to help raise awareness of Apprenticeships through the ASK service and the use of the Ambassadors in schools and colleges.
- 5.4 The Skills Hub sponsored the Northwest Regional Apprenticeship Awards in September. The awards event took place at the Titanic Hotel in Liverpool. A number of Lancashire based businesses and Apprentices were shortlisted for awards. Apprentice employer winners included WEC Group (Darwen) for Large Employer of the Year, highly commended for Arthur Padgett Limited (Nelson) for SME Employer of the Year and for WEC Group for Recruitment Excellence. Apprentice winners included Michal Halamiczek from acdc for Intermediate Apprentice of the Year and highly commended for Samuel Cowell for Advanced Apprentice from Lancashire Care NHS Foundation Trust. Winners will go forward to the national awards which will be held in London in November.
- 5.5 The Skills Hub has also sponsored the Sub36 Apprenticeship Award and contributed to the judging panel for the Apprenticeship and Young Professional



Awards. The Sub36 Awards recognise young talent across the Lancashire area – winners will be announced at the awards ceremony in October.

6. Technical Education

6.1 A government consultation on the future of 'Higher Technical Education' ran from July to September 2019. The Skills Hub consulted with employer representative groups on the requirements for the future for Level 4 and 5 education and discussed the ensuing draft response to the consultation with The Lancashire Colleges, the Association of Colleges and the Gatsby Foundation. Responses were incorporated as appropriate into the final submission. This consultation was concerned about the quality and supply of Higher Technical Education (for example, HNDs, Foundation Degrees, Diplomas etc.) as there has been a significant reduction in the number of people taking these qualifications, and this level of education and training is shown to increase productivity in other countries.

6.2 In addition to the Taking Teaching Further digital project secured by The Lancashire Colleges, a further four projects led by colleges in Lancashire were successful in receiving financial support. This is part of the DfE strategy for continuous professional development (CPD) for FE staff who will be delivering T Levels. These Teacher Regional Improvement Projects (TRIPs) are testing hypotheses in the following:

- Supporting learners with SEND to engage with T Levels and Industry Placements;
- Identifying how learner resilience can be developed to manage T Levels and Industry Placements;
- Testing frameworks for T Level Industry Placements based on current practices to identify and recommend good practice with employers;
- Working with young people (year 9) to identify the relevant platforms to utilise to develop digital skills as a core part of T Level study; and
- Facilitating training and raising awareness of emerging technologies in construction working with local and national businesses at the forefront of developments.

Lancashire Skills Hub staff are supporting the development of the TRIPs and there is potential for bids for one or two further ones to be submitted to the DfE in October. This includes one working with the NHS to test the focus of Industry Placements on a disease pathway or patient journey.

6.3 Presentations about Lancashire's Technical Education Vision and T Level developments have now been given to over 1500 individuals by the Skills Hub Technical Education Project Team, with more planned for HE staff and Careers Leaders.

6.4 Work in the Routeway Networks continues, with the Routeway Networks for Digital, Construction, Engineering and Manufacturing, Health and Science and



Education and Childcare established. The Networks aims to share knowledge about the developing qualifications, including inputs from businesses and individuals involved in T Level curriculum panels, and also benefit from local and national CPD activity. As there is still an amount of Gatsby Funding to be utilised for local CPD, a plan is in place to identify further needs within FE and implement solutions for these by the end of the academic year.

7. Marketing and Communications

- 7.1 Twitter followers have increased by 230 from 1,785 on 21st May 2019, to 2,017 on the 1st October 2019.

The information below covers the last 28 days.

28 day summary with change over previous period



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- 7.2 Press Releases have been issued in relation to the annual Enterprise Adviser Network and Careers Hub Conference, shortlisted Lancashire applications for the national Careers Excellence Awards and the launch of the ESFA Opt-in ESF projects (<https://www.lancshireskillshub.co.uk/uncategorised/13m-skills-package-unveiled-help-lancashire-people-improve-job-prospects/>).

8. Digital Skills Partnership

- 8.1 A separate paper will be provided regarding the progress of the Digital Skills Partnership, this includes a further 12 month commitment from DCMS to support the costs of the coordinator role.

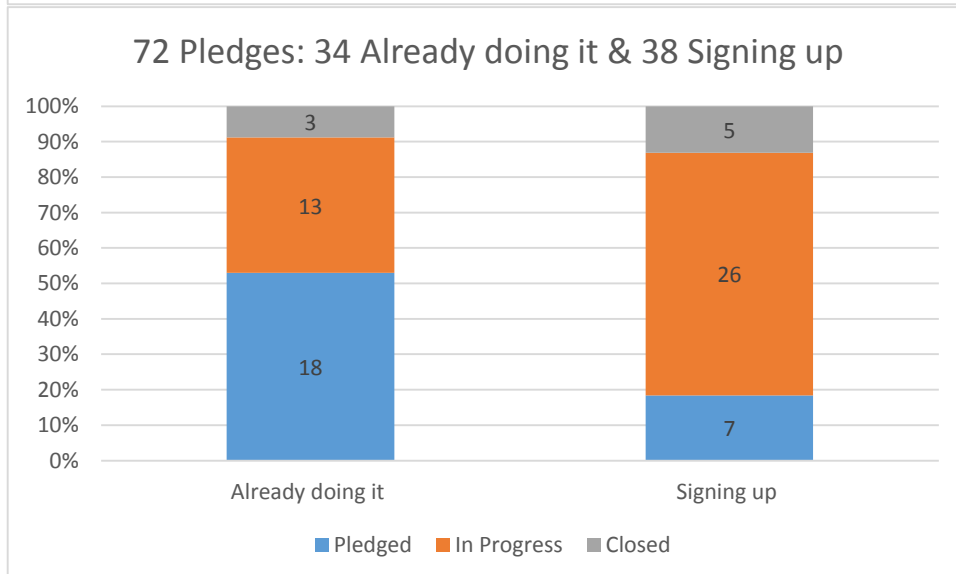
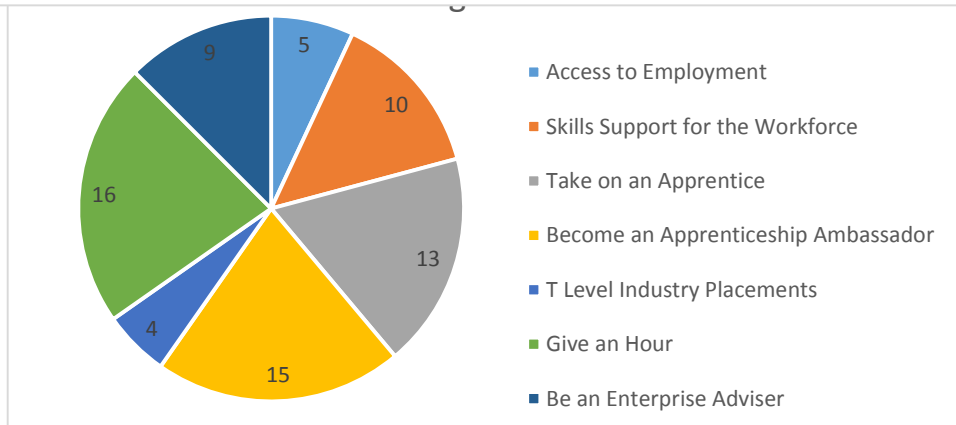
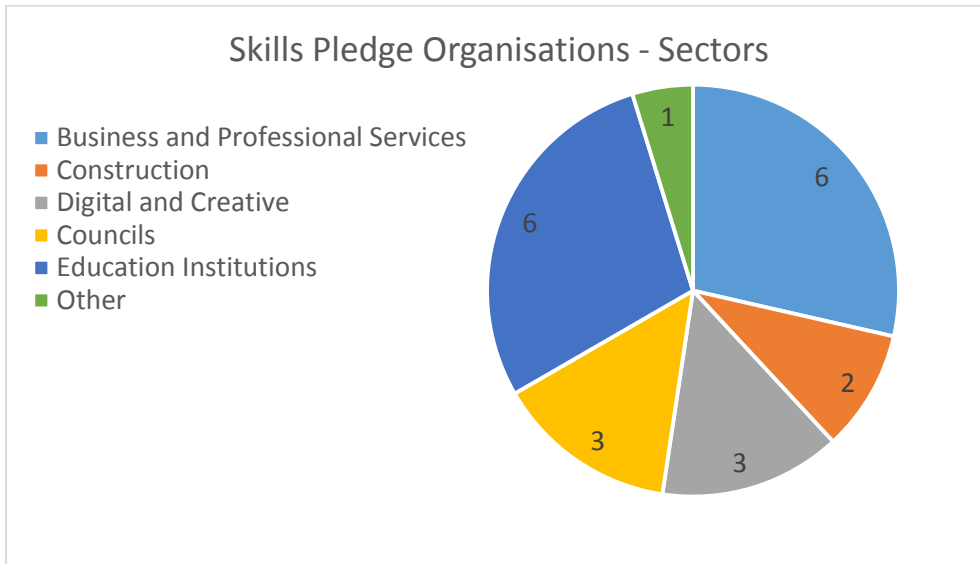
9. Skills Pledge

- 9.1 Since the launch of the Skills Pledge at the Technical Education Conference at the end of May 2019, 21 employers have registered onto the Skills Pledge system.
- 9.2 The 21 organisations made 72 pledges, with an average of 3.4 pledges each. Slightly more pledges were made by organisations signing up to a new pledge 52% (38) than already doing a pledge 48% (34).



Of the 72 pledges made 25 have successfully pledged, 39 are in progress and 8 have been closed.

Of the 21 organisations who have pledged, 12 have become Pledge Partners, 7 are in progress and 2 have been closed.





List of Background Papers

Paper	Date	Contact/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A