



LEP – Sub Committee

LEP - Lancashire Skills and Employment Advisory Panel

Private and Confidential: No

Date: Wednesday, 3 June 2020

Impact of Covid-19 on Skills and Employment in Lancashire

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Executive Summary

This paper provides an insight into the impact of Covid-19 on skills and employment in Lancashire, and the risks and priorities that are emerging. As the lockdown starts to loosen, consideration needs to be given to recovery, and how businesses and learners are supported in the new and changing environment.

The information and insight collected to-date indicates that the following priorities should be a focus in the short to medium term and as Lancashire moves into recovery:

Future Workforce: supporting transitions of young people post-16 and post-18, reducing risk of increases in NEET, maintaining careers aspirations, maintaining momentum in relation to technical education, financial sustainability of local providers.

Skilled & Productive Workforce: digital skills and skills to support recovery, engagement of furloughed workers in skills and employability provision, coordinated redundancy provision, strategies to support existing Apprentices and future Apprenticeship recruitment, encouraging Graduate Employment.

Inclusive Workforce: balancing provision for newly unemployed and longer term unemployed, focus on potential increase in youth unemployment, effective use of ESF and influencing re: future domestic programmes, digital inclusion (skills and access to devices and data).

Informed Approach: access to real time data to take an informed approach in regard to the impact of Covid-19 on skills and employment.

National and local data and information will continue to be collated to enable an informed approach to the identification of skills and employment priorities.



Recommendation

The committee are asked to note the contents of the report and contribute to a discussion at the meeting in regard to risks and priorities, which will then be fed into the LEP's and Lancashire Leaders' wider recovery planning and help direct the work of the Lancashire Skills and Employment Hub.

1 Introduction

- 1.1 This report is focused on the impact of Covid-19 on skills and employment in Lancashire. At present, there is limited data available from government; however, information and data has been collected locally to feed into the report, to enable an insight into the key issues, risks and emerging priorities – short term and as the country heads into recovery. It is intended that the report be used to support discussion and the identification of priorities, to feed into the wider recovery work being initiated by the LEP and Lancashire Leaders.
- 1.2 The report is structured against the strategic themes of the Lancashire Skills and Employment Strategic Framework: Future Workforce, Skilled and Productive Workforce, Inclusive Workforce and Informed Approach.

2 Future Workforce

2.1 What do we know?

- 2.1.1 **Post-16 Transition:** There is concern regarding young people in education, and the heightened risk of disengagement due to social isolation. There is particular risk to young people who will be facing examinations next year or who are making decisions about their future and will be transitioning from school to college or Apprenticeship, or beyond i.e. Years 10, 11, 12 and 13. Year 11s and 13s who have, in effect, left school or college, are facing a gap of 6 months with potentially minimal online interaction and no face to face education and support. This has the potential to significantly impact on the motivation and aspirations of those young people, and especially those that are more vulnerable. In relation to Year 11, schools and the Local Authorities track the intended destinations of young people. Whilst the data is currently incomplete, there is opportunity to identify young people who are unclear about their next steps, those who aspire to be Apprentices, and those that are at risk of NEET (not in employment, education or training) to provide additional support from the network of partners. A Post 16 Officers Group has been established to bring key partners together.
- 2.1.2 **Careers Aspirations:** Allied to aspirations is the career provision across Lancashire, supported by the Enterprise Adviser Network and Careers Hub, working in partnership with Careers Leaders in schools and colleges, and businesses. Physical encounters with employers, FE and HE, and workplace



visits and experience have understandably ceased. Inevitably this will impact on performance against the Gatsby Benchmarks locally and across the country. Data is being gathered of both intended and actual performance based on cancelled encounters and experiences. On a positive, locally and nationally work is being undertaken to convert physical encounters and experiences to virtual, with the Enterprise Coordinators supporting Careers Leaders to integrate activities into their distance learning offer.

Businesses have responded positively to supporting virtual encounters and experiences; however, some businesses are unable to support at this current time. There is a risk that Enterprise Advisers may be lost due to furloughing, redundancy or being focused, rightly, on business recovery.

2.1.3 Technical Education: At present, the DfE intends on moving ahead with plans for the first phase of the roll out of T Levels in September 2020, as the cohorts are relatively small in the first year of delivery. It is recognised that there may be an impact on the provision of industry placements from employers, but the placements can be delivered in the second year of the T Level i.e. 2021/2022, however there is a wider issue in which providers are using capacity development funds to integrate industry placements into vocational provision more widely in the run up to the roll out of T Levels. It is unclear at present whether there will be an impact on the Institute of Technology (IoT) competition or the implementation of the Post-18 Review.

2.1.4 Financial Impact on Providers: The financial impact on post-16 colleges and private providers, and universities is also a concern, particularly those that are reliant on commercial income, Apprenticeships funded via employer levy, alongside public funding, and those universities which recruit significant numbers of international students. Models of distance learning have and are being developed to provide alternative means of delivery wherever possible, with a significant amount of innovation and creativity being shown by the providers. Consideration will no doubt be given to future models of delivery, and what this means in terms of capital investment in the infrastructure and the 'campus' based model of education.

2.2 Key risks

The following risks have been identified:

- Increase in 'Not Knowns' & 'NEETs' and youth unemployment
- Reduction / dilution of careers provision
- Employer capacity to support careers provision and industry placements
- Financial sustainability of post-16 providers
- Implications in regard to Growth Deal and skills capital investments and achievement of outputs



2.3 Priorities

On the basis of sections 2.1 and 2.2 the following priorities have been identified:

- Coordination of partners and offers to support young people at key transition points including Year 11 and Year 13 that are at risk of NEET, vulnerable or undecided regarding next steps (Post-16 Officers Group established)
- On-going support from the Enterprise Adviser Network and Careers Hub to Careers Leaders to support careers planning and the distance learning offer
- Continuing collaboration with the Gatsby Foundation and The Lancashire Colleges to support successful implementation of T Levels – including adopting on-line CPD and virtual Routeway Networks
- Lobbying for support from government for providers to negate financial risks

3 Skilled and Productive Workforce

3.1 What do we know?

3.1.1 Digital Skills: Whilst fewer employers have been engaging with standard skills programmes, such as Skills Support for the Workforce, there has been an acceleration in the demand for digital skills and related technology. This is evident across sectors. The demand relates to generic digital skills as well as more specific, for example, use of platforms to support remote working, establishing e-commerce platforms, digital marketing and use of social media, cyber security etc. As an example, discussion with Marketing Lancashire regarding the digital skills of hospitality and leisure businesses demonstrates a demand for skills, including use of e-ticketing to control the flow of customers so that they go to an establishment or visit an attraction at a set time, to control the flow and enable social distancing. There is a need to meet this demand to support businesses (public, private and third sector) to adapt to the new environment and to aid recovery.

3.1.2 Impact on Sectors: Government press briefings indicated that around a third of workers have been furloughed nationally. The impact of Covid-19 varies by sector. The hospitality and leisure sector, for example, has been significantly impacted, with significant numbers of businesses furloughing large proportions of their workforces. No formal data is available in regard to furloughed staff by LEP area at present, however the ONS has surveyed 6,100 businesses nationwide. An analysis of the data has been undertaken by the Hub based on the sector of the businesses in the survey and employment in the sectors in Lancashire; this indicates that approximately 29% of workers may have been furloughed in Lancashire. The data also shows that the hardest hit sectors are 'Arts, Entertainment and Recreation' and 'Accommodation and Food Service Activities' percentage-wise, with an estimated 67.5% and 59.8% rate of furlough respectively, which equates to over 10,000 and 26,000 Lancashire residents. The ONS data estimates that 26.6% of the workforce has been

furloughed in 'Manufacturing', this would equate to 23,000 manufacturing employees in Lancashire.

The construction sector faces particular challenges in addressing both the health and economic challenges posed by COVID-19. The sector tends to operate with relatively low profit margins but requires significant resources for works to be progressed both in terms of materials and labour. Therefore, any impact on labour movements and supply chains will quickly give rise to financial pressures. While the majority of infrastructure projects have been able to continue to operate after an initial pause to review working practices, house builders have been more adversely affected and are only just tentatively re-opening sites and re-commencing work, albeit at a reduced rate.

3.1.3 Demand for Skills: In contrast, there are hard to fill vacancies and skill shortages in the health and social care sector (which accounts for the largest percentage of employment – 98,000 employees, 15% of the workforce). DWP locally have indicated that there are continued vacancies and demand in Health & Social Care, NHS, Food Retail, Driving Delivery Logistics, Royal Mail, On Line Retail, Manufacturing, Engineering Technicians, Admin/Finance, Machine Operatives, Forklift Truck, Construction, and Agriculture (Be A Work Hero). Adzuna data from the DfE 'Examine A Place' tool indicates that within the Lancashire LEP, the following skills are experiencing the highest demand from Employers: Social Work and Caregiving, Marketing Strategy and Branding, Physiotherapy and Beauty, Mental Health, General Practice. Given the nature of the economic shock, these are mainly healthcare based. In terms of roles in highest demand by employers, these include: General Nurse, Social Care Worker, Primary School Teacher, Teaching Assistant, and Cleaners.

3.1.4 Redundancies: The number of redundancies has been relatively low; however, it is anticipated that there will be growth in redundancies as the furlough scheme is withdrawn and stopped. It is unclear at present how the risk will be shared between the government and business from August to October (further guidance is awaited). DWP locally has indicated that redundancies notified via HR1 have been relatively low to-date; however, we have become aware of a number of larger scale redundancies in the last couple of weeks. Work is underway to better coordinate provision between DWP, Skills Support for Redundancy and the National Careers Service (NCS) to ensure that employees can be effectively supported.

3.1.5 Employees: Businesses will be required to place an increased emphasis on the health and well-being of their employees – both those that are remotely working, but also those that are furloughed. Feedback from employers in regard to furloughed workers indicates that the combination of social isolation, concerns about future financial security and also the stigma attached to being furloughed is impacting on aspiration, motivation and health and well-being. There is a need, wherever possible, for owner managers and employers to maintain contact with employees to support mental health and well-being, and



reduce impact of isolation and distance from the workplace. Whilst furloughed staff are able to access training – as long as this does not directly generate revenue for the business. There is therefore an opportunity to boost morale through engagement in distance learning and a number of local and national packages are emerging. From an employer perspective, skills can be boosted to aid recovery and transition to a new environment, and from the employee perspective, skills can boost employability. A key challenge is making sense of the offers and communicating them effectively to enable both businesses and furloughed workers to easily find and access provision.

3.1.6 Apprenticeships: In terms of Apprenticeships, data is being gathered via the Lancashire Work Based Learning Forum (membership body of colleges and private training providers who have physical bases in Lancashire), in the absence of national data. The providers that have responded to date account for approximately 7,000 of Lancashire's current Apprentices. Data indicates that over 4,300 of the 7,000 existing Apprentices have been affected, this includes 3,595 that have been furloughed, just over 660 placed on a break in learning and over 70 made redundant (with 120 days to find a new employer to continue their Apprenticeship).

Furloughed Apprentices are continuing with off the job training with their provider wherever possible, however, without the on-the-job experience and learning Apprentices will be unable to undertake their end point assessment and successfully complete their Apprenticeship. This will impact on providers in terms of income (with Apprenticeships taking longer to complete) but also capacity to support new starts. Moreover, there is a risk that furlough may lead to redundancy.

There are also indications that employers will cancel or delay planned recruitment from August to October, which is typically the peak period for Apprenticeship starts. There are concerns that this will impact, particularly, on recruitment of 16-19 year olds and intended destinations, for example, in 2018/19, 1,350 16 year olds started an Apprenticeship across Lancashire. Support is required from the government to incentivise Apprenticeship starts, particularly in the SME sector, to avoid rises in NEET and youth unemployment.

The Lancashire Skills Hub has also undertaken a survey of the impact of Covid-19 on Apprentices working within Lancashire's public sector. Questionnaires were sent to 21 of Lancashire's public sector organisations.

To date we have received 14 responses, which represents a total of 1,511 apprentices.

The following data was noted:-

- 336 apprentices have been placed on a break in learning (22%)
- 21 have been redeployed within the organisation (1.38%)
- 45 are currently working from home (3%)
- The number of overall apprentices affected is 402
- The total percentage of apprentices affected is 27%

Many of the organisations who returned the questionnaires noted either a delay or halt to their current recruitment. There was also a willingness from 7



of the organisations to offer redundant apprentices from another businesses the opportunity of applying to work for their organisations. Work is underway to bring this offer to fruition.

CITB have announced various sector specific measures to support business under pressure during the Covid 19 lockdown including making advanced payment of apprenticeship attendance grants for 2nd and 3rd year Apprentices to help ensure future skills are retained in the construction industry amid the Covid-19 outbreak. The payments will be made from 6 April for Apprentices already subject to CITB grant support and who are currently in the second or third year of their apprenticeship for the remainder of the year. The payments are expected to be able to support 7,500 apprentices nationwide.

3.1.7 Graduate Employment: Graduate recruitment programmes and employment is also likely to stall. Research undertaken by Dig-In for milkround undertaken between the 28th March and the 3rd April 2020 indicates that 75% of recent graduates and current students from the sample surveyed felt that Covid-19 would heavily impact on their future career prospects. Before the outbreak, milkround indicated that 60% of Gen Z (aged 18-22) students typically secured graduate positions before leaving university but that only one fifth (18%) have currently secured a job this year – with concerns that these may be insecure as companies retract offers or put recruitment on hold. The research also revealed a significant impact on internships with many terminated completely, a lesser proportion being moved on-line and some shortened. Local data is required to understand the likely impact in Lancashire.

3.2 Key Risks

The following risks have been identified:

- Digital skills of business – to aid adaptation to the new environment and recovery
- Significant negative impact on some sectors, with growth in demand for people in others that cannot currently be met
- A need to provide a coordinated package of redundancy support
- Maintaining the motivation and health and well-being of employees who are home working and those who are furloughed
- Impact on current Apprentices and recruitment of new starts
- Graduate unemployment and underemployment
- Businesses not investing sufficiently in their future talent pipeline – short term reactions

3.3 Priorities

On the basis of sections 2.1 and 2.2 the following priorities have been identified:

- Supporting employers to access digital skills provision appropriate to their needs
- Clearly defining and articulating the furlough skills and training offer to employers and furloughed workers (including support through national bodies such as the



National Careers Service and the new on-line DfE Skills Toolkit, but also local offers such as Skills Support for the Workforce and FE and HE)

- Supporting employers to maintain the motivation and health and well-being of their employees – those working from home and those that are furloughed
- Coordinated redundancy package from partners
- Apprenticeship Action Plan (produced and underway) with partners to negate the impact of Covid-19 on current Apprentices, boost future recruitment and influence future skills policy in regard to incentivising Apprenticeship recruitment
- Work with employers to enable graduate employment
- Launch and use of the Skills Swap facility to enable people, knowledge and expertise to circulate in the local economy

4 Inclusive Workforce

4.1 What do we know?

4.1.1 Unemployment: Prior to the outbreak, Lancashire was operating, generally, in an environment of high employment environment (with pockets of unemployment and inactivity in mainly disadvantaged wards). Covid-19 and the lockdown has resulted in a significant increase in claimants. The April release of data was issued on 19th May 2020 and indicates that the Lancashire LEP claimant count has increased to 6%, which constitutes a 2.3% increase in the claimant count, which is a bigger increase than seen across England (2%), but 0.2% smaller than the North West change. This means that currently the Lancashire Claimant count stands 1% above the England rate, and 1.2% below the North West rate, after previously being 0.7% above England and in line with the North West rate. Local authorities have been affected to varying degrees of severity. Authorities which have experienced jumps above those seen across the wider LEP area include Blackpool and Hyndburn. At present Blackpool has the highest claimant count of 11.1% (it was previously the highest with 7.2%). Blackburn with Darwen and Hyndburn are the other two authorities in which the claimant count is now above the LEP average (7.3% and 7.2% respectively). Least affected was Lancaster, which saw a 1.9% increase in the claimant count, and is now in line with the 5% claimant count figure across England, after previously being 0.1% above.

Local Authority	January 2020	February 2020	March 2020	April 2020	Nominal Change from March	Nominal Rank
Blackburn with Darwen	4.8	4.9	4.9	7.1	2.2	8
Blackpool	7.0	7.0	7.2	11.1	3.9	1
Burnley	5.3	5.3	5.4	7.6	2.2	8
Chorley	2.2	2.3	2.2	4.2	2.0	10
Fylde	2.4	2.3	2.3	4.9	2.6	3
Hyndburn	4.4	4.5	4.5	7.3	2.8	2
Lancaster	3.1	3.1	3.1	5.0	1.9	13
Pendle	3.6	3.7	3.7	5.9	2.2	6
Preston	3.6	3.7	3.8	5.8	2.0	10
Ribble Valley	1.2	1.3	1.2	3.1	1.9	12
Rossendale	3.2	3.3	3.3	5.9	2.6	3



South Ribble	1.9	2.0	2.0	3.9	1.9	13
West Lancashire	2.5	2.5	2.5	4.7	2.2	6
Wyre	2.7	2.8	2.8	5.2	2.4	5
Lancashire LEP	3.6	3.6	3.7	6.0	2.3	-
England	2.9	3.0	3.0	5.0	2.0	-
North West	3.6	3.7	3.7	6.2	2.5	-

In terms of claimant count (expressed as a % of the resident population of the same age), 18-24 year olds have been most severely affected in the job market, with an increase in 3% points in the claimant count in Lancashire, and 3.1% points in the North West, which is the highest of any age bracket. The claimant count for 18-24 year olds now stands 3.5% above the claimant count for over 50s, and 1% above the claimant count for 25-49 year olds. This has widened the claimant count differential, as previously the differential for 18-24 year olds vs 25-49 year olds, and vs over 50's was 0.7% and 2.2% respectively (now 1% and 3.5%, a 0.3% and 1.3% widening, respectively).

	Area						
	Lancashire			North West			
Age	Mar-20	Apr-20	Change	Mar-20	Apr-20	Change	Lancashire Vs NW
18-24	4.9	7.9	3	5.1	8.2	3.1	-0.1
25-49	4.2	6.9	2.7	4.2	7.1	2.9	-0.2
50+	2.7	4.4	1.7	2.7	4.3	1.6	0.1

DWP in Lancashire have encouraged caution in the interpretation of data, as many customers had claimed prior to the job retention scheme and are now receiving furlough payments and self-employed business support grants; customer care calls will clarify new claimants' positions over the coming months. DWP locally have indicated that the precise extent and measure of unemployment is unlikely to be fully understood until the country phases out of lockdown and individuals return to work. DWP however expect to see increased numbers of customers due to the economic downturn, with some sectors reducing in size, such as hospitality, and others expanding. Support for the unemployed will need to focus on where job opportunities reside using real-time labour market intelligence in regard to vacancies (reference section 3.1.2).

- 4.1.2 **Balance of Programmes:** Prioritisation of funding will need to be considered in regard to different groups – for example, at present ESF has been focused on the most disadvantaged, and the furthest from the workplace, due to the environment of high employment, however there now needs to be a balance and focus on the newly unemployed (which may increase as we come out of the furlough scheme) to support the development of employability skills and re-entry into the workplace. Those individuals that exceed 8-9 months of unemployment are more likely to become tomorrow's long term unemployed, with employer responsiveness to applications reducing as the period of time of unemployment increases.



4.1.3 ESF Provision: Joint work is on-going with local providers and DWP and the opt-in agencies to ensure that ESF provision is flexed to meet the needs of the current environment. This includes the move to the use of digital to enable on-line learning and one to one support for individuals engaged on the different projects, and for new starts. Inevitably there has been a drop in starts since the beginning of lockdown – data releases across projects are awaited to understand the full extent. However, as guidance becomes clearer and providers adapt, it is hoped that performance will raise again, as there are increasing numbers of people to support. To note, as with section 2.1.4, some providers may be vulnerable, particularly those in the third sector who are balancing multiple income streams. Furloughing is an option where staff are partially funded, but this then reduces capacity to deliver and draw down funds. SELNET have indicated, for example, that historically 3 third sector providers in the network of the Building Better Opportunities programmes have gone into administration. The closure of third sector partners can have wide reaching impacts and could reduce the spread of delivery geographically and the capacity of networks to meet the needs of Lancashire's communities.

4.1.4 Digital Inclusion: The need for digital skills to access education, learning, public sector support, universal credit etc. is highlighting the digital divide and those that are digitally excluded. This relates to both access to digital devices and data, and also the digital skills to use the devices effectively. For schools, the move to distance learning has highlighted the lack of access to digital devices and data – which has highlighted that there was a hidden disadvantage that was impacting on attainment, in that young people were unable to access extra-curricular and homework activities easily – the current situation has put a spotlight on this and brought it to the fore. Equally programmes targeting disadvantaged adults who are unemployed/inactive have reported that individuals were dependent upon community facilities, such as libraries and provider premises, to access devices and data to undertake employability skills development, distance learning and job search/applications.

4.2 Key Risks

The following risks have been identified:

- Short term spike in unemployment, which will likely increase as the furlough scheme is phased out
- Increase in longer term unemployed if employment is not sought within a 9 month period
- Increase in youth unemployment (18-24)
- Negative impact on the economic and (mental) health and well-being of Lancashire residents
- Widening in the gap of digital exclusion due to access to devices, data and digital skills

4.3 Priorities

On the basis of sections 4.1 and 4.2 the following priorities have been identified:



- Refocusing and repurposing of ESF provision to support the newly unemployed, whilst also balancing the focus on the most disadvantaged paired with influencing future policy in regard to the replacement domestic programme
- Enabling newly unemployed and the most disadvantaged to easily access provision to support re-entry into the labour market by keeping Escalate up-to-date and encouraging use by referral agencies and partners
- Giving a focus to Youth Unemployment (18-24)
- Signposting to digital skills provision aimed at building basic digital skills
- Coordinating schemes and securing funds and donations for digital devices and data for digitally disadvantaged adults and young people
- Promoting Apprentices who have been made redundant to the business community to support them back into work, utilising the Skills Swap platform and relationships with employers in the private and public sectors

5 Informed Approach

The fourth strategic theme is 'informed approach', which is taking an evidence based approach to agreeing priorities and actions. At present, there is a lack of data and evidence, being 7 weeks into the lockdown period – there is much anecdotal feedback which is valuable, but this needs supplementing with data. As government data sets are issued and local data is gathered, greater insight will be gained into the emerging picture.

5.1 Key Risks

The key risk is access to up-to-date and real time data and information regarding the impact of Covid-19, and thus the ability to identify risks and priorities.

6 Skills Hub – Response to Covid-19

6.1 The table below gives a brief overview of the activity, against our strategic themes, that has been initiated by the Skills Hub in response to Covid-19. As the lockdown eases, the focus will need to move from response to recovery, in-line with the priorities identified and the plans of the LEP and the Lancashire Leaders.

Future Workforce	Skilled and Productive Workforce
<p>The EAN and Careers Hub team are focused on developing resources that Careers Leaders can use to support distance learning to try to mitigate impact on BM performance, as well as supporting planning for the next academic year. Complemented by collation and signposting of digital skills offers from a wide range of sources via the DSP and research and development of schemes for digital devices and data for young people to enable learning from home. Covid-19 has highlighted the digital divide which was previously hidden, with young people unable to effectively access on-line extra-curricular activities and homework, and now distance learning.</p> <p>Post-16 Officers Group established and focus on work relating to intended destinations for Yr11s, and young people at risk of NEET. Includes review of ESF provision. Policy influence re: programmes aimed at young unemployed (see draft Action Plan under Appendix 1). Risk of increase in youth unemployment, from Yr11s through to graduates.</p> <p>Technical Education work continues, with, for example, CPD sessions now on-line webinars (e.g. CPD for Careers Professionals – incorporating T Levels into careers advice and guidance). DfE intends, at present on progressing the first cohorts of T Levels in September. Risks in regard to industry placements.</p>	<p>Skills Swap facility launched on the Skills Hub Website as part of the Boost #AskforHelp campaign. Enables businesses (of all kinds) to register people, knowledge and expertise needs, and offers, as well as register to access training for furloughed staff.</p> <p>Repurposing ESF provision to on-line with providers, focus on promoting Skills Support for Redundancy, new on-line packages of learning for furloughed workers under Skills Support for the Workforce. Easing restrictions on the targeted sectors to address areas of need (for example, retail and cleaning).</p> <p>Collation of digital skills offers to employers, including additional DSIF project with Clockwork City, Hospitality and Tourism webinar and repurposing of ESF provision. The lockdown has accelerated the demand for digital skills.</p> <p>Apprenticeship Action Plan with partners focused on the impact on current Apprenticeships and future recruitment (see Appendix 2) both in the public and private sector. Policy influence re: support for Apprentices, recruitment and providers. Risk of significant reduction – those in learning and in starts in the peak period of August to October.</p> <p>Coordinated approach to supporting redundancies, working with DWP, The Growth Company and the National Careers Service.</p>

<p>Inclusive Workforce</p> <p>Repurposing and refocusing ESF provision to on-line with providers, and newly unemployed. Working with DWP and ESFA to ease evidence requirements – proving challenging. Easing restrictions on the targeted sectors to address areas of need (for example, retail and cleaning) – projects focused on moving people in the economy towards areas of demand. Significant need for care workers, not enough people interested.</p> <p>Collation of digital skills offers (including the DfE Skills Toolkit). Engagement of local organisations with the Devices Dot Now scheme aimed at distributing digital devices and data to disadvantaged adults and seeking funding to broaden the scheme.</p> <p>Refresh of the Hub's online tool, Escalate to reflect the current offer, including repurposed provision, like the NCS flexibilities and the on-line offers that providers have in place – ongoing exercise as provision evolves.</p>	<p>Informed Approach</p> <p>Lancashire LMI Toolkit: refreshed Toolkit – Lancashire wide and 6 Travel to Work reports being published (baseline pre-Covoid-19)</p> <p>Travel to Work presentations for use by stakeholders published</p> <p>Lancashire Work Based Learning Forum: Apprenticeship data (furlough/breaks/redundancy/future recruitment)</p> <p>Public Sector Apprenticeship Action Group: Apprenticeship data (impact/levy spend/future recruitment)</p> <p>Enterprise Adviser Network / Careers Hub: Careers Leaders Survey</p> <p>Digital Skills Partnership: Digital Skills research to be published this month – trailed in LBV magazine with roundtable focused on messages and the start of the lockdown (via zoom)</p> <p>Pan Lancashire Post 16 Officer Group: Intended Destinations of Young People</p> <p>Adult & Employer Skills Forums: Compilation of barriers to repurposing of ESF provision/impact on providers</p> <p>DWP & ESFA: National data sets re: unemployment and learning</p>
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List of Background Papers

Paper

Date

Contact/Tel

N/A

Reason for inclusion in Part II, if appropriate

N/A