

Lancashire Skills and Employment Hub – Lead Dr Michele Lawty-Jones

The Lancashire Skills and Employment Hub is the executive to the Lancashire Skills and Employment Advisory Panel (SAP). Skills and employment priorities are articulated in the Lancashire Skills and Employment Strategic Framework and Technical Education Vision. The Hub works with both business and providers against 4 key strategic themes: Future Workforce, Skilled and Productive Workforce, Inclusive Workforce and Informed Approach.

Current Activity

Headlines regarding activity since the last LEP Board are provide below, by the strategic themes of the Framework.



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.

The Lancashire Careers Hub and Enterprise Adviser Network have continued to support the network of all 156 secondary schools and colleges, working collaboratively with employers. The Employer Engagement Enterprise Coordinator has been working collaboratively with 12 of the business networks across Lancashire – 12 action plans are now in place which aim to drive member engagement with the Lancashire Skills Pledge. There is a continued drive to recruit business volunteers, Enterprise Advisers to support schools and colleges to develop inspirational careers plans, with two events held in January – there are currently 17 vacancies, with 12 in the pipeline. There is a particular need in West Lancashire and for Special Schools.

	Careers Hub 2021/22 (Careers & Enterprise Company (CEC) data)	
	Target (End of Summer Term 2022)	Actual End of Autumn Term 2021
Enterprise Advisers matched to schools	98%	83%
Gatsby BM1 (robust careers plan)	80%	79%
Gatsby BM5 (employer encounters)	Sustained progress against a baseline of 63% (July 2021)	75%
Gatsby BM6 (employer experiences)	Sustained progress against a baseline of 36% (July 2021)	49%
Average across the 8 Gatsby BMs	5	5.53 (national average: 4.35)

The Effective Transitions project launched this term. Funded by JP Morgan, via the CEC, the project aims to test the impact of extended work experience and/or enhanced information, advice and guidance on young people in Year 10 through to Year 13, who are at risk of not transitioning positively into Post 16 destinations. The project will be supporting 105 young people across 9 schools and impact of activities will be evaluated.

A further £19,000 has been secured from CEC to raise the profile of advanced manufacturing, engineering and construction apprenticeships with girls in Year 9, working collaboratively with the Lancashire Work Based Learning Forum. The project will deliver workshops to young people, complemented by teacher training and CPD, and impact evaluated.

The IoT submission to the DfE from Lancashire's consortium of colleges and universities across Lancashire has been successful and is now in the pre-award stage. The IoT will focus on the development of Higher Technical Qualifications across the growth pillars.

Building on the success of the 2021 Festival, the 2022 TeenTech Live Festival is due to start 23rd February with a Game Design workshop. The Careers Hub and Lancashire Digital Skills Partnership (LDSP) are actively recruiting schools and colleges directly and through partners. The full range of sessions can be found here: <https://teentech.com/live/lancashire/>

The BAE sponsored programme with Create Education and InnovateHer has commenced, with 41 of the 50 target schools signed up for Create Education and 8 of the 20 schools signed up for InnovateHer. Initial feedback from the schools engaged has been good, albeit the Omicron variant has disrupted activities – particularly physical workshops with Create.

The 2021/22 Digital Advantage programme is underway, targeting 70 young people with SEND, care experienced students and young carers. As an in-person celebration event was not possible for the 2020/21 programme, a video has been produced celebrating the work of each school and college. This can be viewed here:

<https://vimeo.com/657901454/423298684b>



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.

Many of the ESF projects continue to deliver and meet most contractual outputs. Up to the end of September 2021 the projects have engaged with 22,633 adults with 7,630 participants progressing into a positive destination, which represents 34%. Due to the reduction in the claimant count for Universal Credit, there is a smaller pool of potential participants, with many being directed to DWP 'Plan for Jobs' provision, including Kickstart and Restart. This may cause viability issues for some projects and mitigating actions are being reviewed by the Adult Skills Forum. On a positive, claimant levels are almost mirroring pre-pandemic levels, and the number of local vacancies has grown.

Escalate, the online referral tool, has been accessed over 5,000 times since its inception and continues to gain positive feedback from referral agencies. The new DWP Restart offer is being added to the system during February to enable referrals to be made to provision available across Lancashire.

The Skills Hub were successful in securing a small amount of funds (£48,750) from the DfE to pilot a Construction Sector - BIM/process Control Skills Bootcamp. This programme commenced in January with 10 participants, led by P34B with partners. The Northwest Skills Academy are also delivering a Retrofit Skills Bootcamp across Lancashire as an extension of a contract held with GMCA. This is in addition to the HGV Bootcamps launched early in January. The full offer of Skills Bootcamps in Lancashire is available on website: <https://www.lancashireskillshub.co.uk/skillsbootcamps/> A separate paper outlines the opportunity to secure further grant funding to expand Skills Bootcamps.



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.

To support the objectives in the Apprenticeship Action Plan, the Skills Hub is sponsoring the inaugural Lancashire Apprenticeship Awards, driven by Lancashire Post. The Awards are being held on 31st March 2022.

As part of the National Apprenticeship Week celebrations in February, a range of activity was undertaken to promote the benefits of apprenticeships – through social media and video clips of Skills Pledge members and Cornerstone employers, promoting the Lancashire Apprenticeship Awards, speaking at the LBV Apprenticeship Conference and supporting the Local Skills Improvement Plan roadshows to promote the Lancashire Skills Pledge, as well as a specific campaign targeting young people in schools and colleges on the digital platform 'Start in Lancashire'.

To date over 30 organisations have registered for levy transfer opportunities through the Lancashire Apprenticeship Levy Transfer Network, with over half a million pounds of funds

pledged to support other businesses in apprenticeship training. The pledged amounts are expected to increase to over one million by the end of February. The network has been successful in supporting the transfer of over £60,000 of apprenticeship levy funds to date.

The Lancashire Digital Skills Partnership partnered with LCC on a digital resilience for businesses Community Renewal Fund bid which was successful. This programme will build on the Embrace Digital Lancashire programme run in the autumn. The funding will have a focus in Pendle, Burnley and Rossendale, with 25% of provision available to other boroughs of Lancashire. The programme supports businesses, organisations and charities to choose the right software for them covering productivity, marketing, cloud accounting and e-commerce. Training will begin in April and more details will be available here: <https://www.eventbrite.co.uk/o/embrace-digital-lancashire-33732565553>

The ESF funded 'Building Blocks' project, part of the Business Health Matters initiative, has had a high social media profile; the project has already engaged with 19 SMEs and delivered to 97 employees with 59 people undertaking a Workplace Health Champion course. This project aims to support the mental health and wellbeing of employees in Lancashire businesses, boosting productivity.



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.

The open-source Evidence Base page on the Skills Hub website has received over 1,100 visits, from the start of October 2021 until the end of January 2022. The Skills Hub are in the process of refreshing the evidence base and have received almost 50 responses from stakeholders to a survey which asked how the evidence base should be developed. The evidence base will continue to evolve in line with stakeholder feedback.

The Lancashire Enterprise Partnership and the Lancashire Skills Hub have taken delivery of Cambridge Econometrics' Local Economy Forecasting Model for Lancashire and its districts. The model shows projections through to 2036 for each district of Lancashire, the Lancashire LEP overall, Northwest and United Kingdom in respect to employment by sector and by occupation. This data has been analysed and transformed into a self-service online interactive tool for Local Authority Economic Development Directors and Officers to utilise in their planning and analysis.

A Food and Agriculture Sector Study has been commissioned utilising remaining Skills Advisory Panel funds. The study, which will be undertaken by Amion Consulting, aims to provide labour market intelligence by sub sector and by travel to work area and will draw in the findings from the LSIP and SDF trailblazers in relation to employer's skills and employment challenges.

A celebration event is being held on Thursday 24th February for Skills Pledge members. The number of businesses actively pledging has grown from 83, as per the last programme report, to 127. The businesses are collectively making 265 pledges (compared to 186 previously). The Lancashire Skills Pledge launched a dedicated LinkedIn page this year and now has a growing social media presence: [Lancashire Skills Pledge LinkedIn page](#)

The Skills for Work microsite was launched in July 2020, to enable Lancashire residents to access skills and employment support. As of the 31st January, the website has received 18,338 views (an additional 500 since November 2021), with in excess of 5,600 views to the 16-24 page. There were also almost 3,000 external links clicked through to support on partner sites.