



LEP – Sub Committee

LEP - Skills and Employment Advisory Panel

Private and Confidential: NO

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Up-date from the Lancashire Skills & Employment Hub and partners

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Executive Summary


This paper provides an overview of activity since the last formal committee meeting in February 2022.

Recommendation

The committee are asked to note the update.

Background and Advice

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 and provides an update on activity since the last committee meeting.

	<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>Careers Hub and Enterprise Adviser Network</p> <p>The Careers Hub has been working proactively with the Business Networks through the partnership actions plans which has resulted in an increase in the number of businesses signing up to the Lancashire Skills Pledges and pledges to ‘Become an Enterprise Adviser’ and ‘Give an Hour’. As a result, several Enterprise Advisers have been recruited with the percentage of schools matched increasing from 83% to 93%, and a drop from 21 to 11 vacancies, with 5 in the pipeline who are undertaking DBS checks. Enterprise Adviser networking events have been held, with a focus on sharing best practice in relation to the strategic role of an Enterprise Adviser.</p>	



The Cornerstone Employer Group, which is chaired by Peter Caney, BAE Systems will be participating in a pilot with the Careers and Enterprise Company testing the effectiveness of standards for employers engaging with schools. The aim of the employer standards is to highlight best practice and the key steps for work with schools and the benefits to businesses of all sizes.

	Careers Hub Total 2021/22 (Based on CEC data)	
	Target %	Actual %
EA's matched to schools	98%	93%
Gatsby BM 1	80%	80%
Gatsby BM 5	Sustained Progress Baseline July 21- 63%	76%
Gatsby BM 6	Sustained Progress Baseline July 21- 36%	50%
Average BM's	5	5.75

Performance against targets is recovering following the negative impact of COVID-19. The Careers Hub team has seen an increase in careers provision, including employer encounters during the summer term. To be fully on target for the academic year, just 3 Enterprise Advisers need to be recruited. The average across the 8 Benchmarks for Lancashire Careers Hub at the end of the Spring Term was 5.75 (target of 5) and continues to perform above the national average. The Careers Hub Lead for Lancashire has been involved in a number of national 'sharing best practice' opportunities, including a roundtable with the DfE regarding how the Careers Hub is aligned with strategic priorities and delivered in Lancashire in partnership with authorities and agencies across the area.

Effective Transitions Project

The JP Morgan funded project has now commenced, which aims to test the impact of Extended Work Experience and Enhanced Information, Advice and Guidance (IAG) on disadvantaged young people's aspirations, attitudes to learning and transition from school to post 16 provision. All participating schools have been recruited and the procured provider for the Extended Work Experience (EBP NW) is now working with the schools to match young people to placements. The framework for Enhanced IAG has been agreed with participating schools and grant funding agreements are in the process of being signed to release funds to the schools to enable the delivery of activity.

Mentoring and coaching training for school staff is being arranged through Lancashire Adult Learning to enhance the project's effectiveness.

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

Communities of practice for T Level routeways, now managed through The Lancashire Colleges (TLC) following the transition from the Skills Hub to TLC, continue to meet regularly. Evaluations of the Gatsby Foundation Routes Ready Project across the 5 geographical areas taking part will be available shortly, with good practice from Lancashire featuring in the drafts. All of Lancashire's colleges are now delivering T Levels or have plans to deliver by 2024.



A new T Level is being developed nationally in Cyber Security. The Digital Skills Partnership Lead has shared a consultation on the content of the T Level with relevant partners in Lancashire, for their input to the development of the qualification.

Apprenticeships and Technical Education Project

Funds secured from the Careers and Enterprise Company are enabling the Lancashire Work Based Learning Forum to deliver this project this term to targeted schools (based on Gatsby Benchmark data), focusing on girls in Year 9. Ten target schools have signed up and are being onboarded and several employer volunteers have committed to support the delivery of the project. The project will test activities which aim to improve knowledge, aspirations and attitudes to technical education routes, with a focus on construction, engineering, and advanced manufacturing.

Institute of Technology

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 a range of priority sectors including digital and cyber. Negotiations with the DfE are continuing as to the start date of delivery, as Lancashire is in a prime position to deliver some of the first starts for this wave of IoTs.

Occupational Traineeships – Fashion and Textiles

The Skills Hub is working with the UK Fashion and Textiles industry body, Blackburn College, DWP and other partners, along with 11 local employers, to trial an Occupational Traineeship for 16-24 year olds in fashion and textiles. There is an acute shortage of workers in the textile industries for roles such as machinists, pattern cutters and designers. The new course will commence in September 2022. All participants will have a work placement and be offered an interview at the end of the 12-week course, leading to a fashion and textile qualification.

Priority 3	Digital Workforce of the future
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TeenTech Live

The TeenTech Live Festival has come to a close with good feedback from parents and young people who took part. A particular highlight was the Coding for Games Masterclasses which took place during the Easter Holidays. We are waiting for TeenTech to confirm participation numbers. Planning has started for an in-person event next year in early March.

Cyber Girls First

The long awaited in-person event took place at the Winter Gardens in March. There were several excellent speakers including local businesses Code Galaxy and Koeber alongside representatives from GCHQ and JP Morgan. The schools from Blackpool and Fleetwood have given great feedback with students commenting that they “didn’t realise there were jobs like that.”

BAE Systems’ sponsored programme with InnovateHer and Create Education

This £300 000 programme has been extended until Christmas to ensure all activity can take place as originally planned, following disruption caused by Omicron.

Create Education have now recruited 52 schools against a target of 50 and have run numerous CPD sessions for staff, alongside activities in school for young people. InnovateHer activity is also making good progress with 15 schools now actively engaged against a target of 20. Activities have included inspirational assemblies with female role models from digital industries.

Hub Incubation Project: Digital Futures



The Lancashire Careers Hub and LDSP (Lancashire Digital Skills Partnership) have secured research and evaluation funds through the Careers and Enterprise Company under their Hub Incubation programme which is aimed at testing and evaluating the impact of careers activities.

The project in Lancashire, Digital Futures aims to increase the take-up of Computer Science GCSE amongst girls through the delivery of high quality, locally tailored STEM related careers activities delivered at varying intensities, which will in turn increase the number of young females entering the digital workforce.

This project had a slow start due to the contracting and GDPR processes with the Careers and Enterprise Company, however the 8 schools involved in the project are now signed up and the majority have signed their MoUs and Data Sharing Agreements. Data collection processes are in place and activities are underway. An extension has been secured for the programme until early 2023.

Digital Advantage

The 2021/22 programme is focused on delivering digital skills with industry experts to 70 young people with special educational needs and disability (SEND), care-experienced students and young carers, in schools, colleges and in alternative provision settings across Lancashire.

To date two out of the seven institutions have completed the programme and the other five are timetabled between now and the end of the academic year. The Digital Advantage graduation event is set to take place at County Hall in Preston on the 13 July 2022. The programme is match funded in collaboration with Future U (Uni Connects in Lancashire).

Priority 4	Supporting Young People who are NEET to reengage with learning and work
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Partnership Working

The Skills Hub has continued to work with new projects in the area which focus on prevention of NEET or support young people who are already NEET. One such project is the Spire project working out of St John’s Minster in Preston. The Strategic Partnership Manager for Adults has linked the project with the local job clubs to support recruitment to the project.

ESF Moving On Project

The ESF funded Moving On project has now reached 1,179 young people in its second phase. As a larger than expected proportion of young people have progressed into further learning than originally planned, the ESFA has agreed amendments to the contract to fund more of these outcomes. This is primarily due to the choices young people have made during the pandemic: to return to learning rather than seek work immediately. The project is due to stop starts in December 2022 / January 2023 to enable participants to complete activity before the closure of the project. The transition to UKSPF is on the agenda for the meeting, however there is a risk that there will be less provision available to young people at risk of or NEET as the transition takes place.


Plans are underway to move the relevant non-ESF funded elements of the Opportunities Map, which provided an overview of NEET provision, to Escalate.

Strategic Meetings



The Lancashire Youth Steering Group and the Post-16 Officers Group (with local authority representatives) continue to meet, sharing practice in NEET prevention and supporting local authorities to build NEET strategies, working with the Careers Hub and the Skills Hub. The current focus is on activities funded through ESF to support 15 and 16 year olds in or out of school, to determine the extent of provision which will be lost in 2023.

A small amount of funds have also been secured from the Careers and Enterprise Company to support tracking activity which will be targeted at young people in Lancashire and Blackpool who do not have a secure post-16 destination, and for a pilot in Blackpool to target the Elective Home Educated – funds will be transferred to the corresponding authorities to enable delivery. Lessons learnt will be collated to inform future strategies.

	<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>



ESF Projects

Many of the ESF projects continue to deliver and are generally meeting most of the outputs to the required contract values. Up to the end of March 2022 these projects have engaged with 24,295 adults with 8,134 participants progressing into a positive destination. This percentage will increase as participants complete the programmes of support. The table below shows the current end dates of the live Inclusive Workforce ESF projects. Activity is underway to support the transition from ESF to UKSPF through a working group with the 15 Local Authorities. A separate item on the agenda will focus on UKSPF.

Project	Accountable Body	Brief Description		Last Learner Starts
More Positive Together	Active Lancashire	Aims to help the residents of our most deprived neighbourhoods to improve their skills and employability.	1.4 Furthest away from the labour market	20.09.2023
Age of Opportunity	Selnet	Supports those that are 50+ and unemployed or economically inactive with low skills and barriers such as poor health, lack of confidence, outdated skills, and caring responsibilities.	1.4 Furthest away from the labour market	31.12.2022
Changing Futures	Selnet	Supports those that are unemployed or economically inactive. Focus on most at risk of social exclusion including: people from BAME communities; with physical or mental health problems; with learning difficulties.	1.4 Furthest away from the labour market	31.12.2022
Invest in Youth	Selnet	Brings young people (18-24) closer to economic activity, addressing barriers, and supporting job preparation and job search.	1.4 Furthest away from the labour market	31.12.2022
Community Grants	WEA	Small grants of up to £20,000 for projects that engage hard to reach people at a grass roots level – targeted towards community-based organisations.	1.4 Furthest away from the labour market	01.05.2022
Action for Jobs	Community CVS	Aims to target the most deprived parts of Lancashire (e.g. Blackpool, Preston, Blackburn with Darwen, Burnley, Hyndburn and Pendle) and work with those furthest away from the labour market to help them move towards and into work.	1.4 Furthest away from the labour market	31.03.2023
MPT Steps	Active Lancashire	This project aims to improve the employability of unemployed people, so that they can compete effectively in the labour market.	1.1 Supports those closer to the labour market	20.09.2023
Skills Support for the Unemployed	PeoplePlus	Targets unemployed and disadvantaged who are relatively close to the labour market.	1.1 Supports those closer to the labour market	31.12.2022



The Adult Skills Forum

The Adult Skills Forum continues to meet with an average attendance of 30 members from a range of partner agencies. The group shares good practice and highlights opportunities for participants, such as Skills Bootcamps and apprenticeship training.

Guest speakers are invited to present at each meeting and recent speakers included:

- DWP representatives who presented the 'Way to Work' campaign. Way to Work aims to work in partnership with employers to get 500,000 jobseekers across the UK into work by the end of June.
- The Ethnic Minority and Gypsy, Roma and Traveller Achievement Service which provides support to Lancashire schools, families and communities to enable pupils from ethnic minority backgrounds, particularly the most vulnerable, to fully embrace the educational opportunities available in Lancashire and achieve their potential.
- The Lancashire BME Network updated the forum on the Community Renewal Fund EQUALISER PROJECT which is operating between Dec 2021 – June 2022. The aim of the project is to deliver high intensity and sustained information, advice and guidance (IAG) as well as practical support for eligible unemployed individuals (Black, Asian or Minority Ethnic).

Refugees

The Skills Hub continues to work with delivery partners to offer support to refugees entering Lancashire, working in partnership with the team in Lancashire County Council. This work has included the promotion of www.unitedforukraine.org.uk/ a new website which aims to match employers supportive of Ukrainian nationals with those wishing to work in the North of England. The site also provides a wide range of information on further support available. The Skills Hub team has also offered support and signposting opportunities for Hong Kong Overseas Nationals.

Escalate

Escalate, the online referral tool, has been accessed over 5,092 times since its inception and continues to gain positive feedback from referral agencies. The DWP Restart offer has now been included onto the system and the Skills Hub Team will also be looking to include offers to NEET young people which will be transferred from the Lancashire Opportunities Map.

Plan for Jobs

The Work and Health Programme has been extended by 23 months, enabling new referrals until October 2024. The programme is also taking a percentage of long term unemployed mandated participants (around 10%). Up to the 16th May 2022 the programme had received 5,066 referrals and has progressed 2,407 of these into a job outcome (47%).

JETS, delivered by Ingeus, has been extended until December 2022. This focuses on people who have been unemployed less than 12 months. Up to the end of September the JETS programme has supported 7,551 participants of which 4,460 have progressed into work (59%).

Since the start of the **Restart** programme 12 months ago, there have been over 6,600 referrals made from DWP with 45% of these progressing into starts. This has exceeded the profiled number of starts with over 20% of these participants progressing into employment. Strong relationships have been formed with mainstream delivery partners which supports wider training opportunities for customers.



Priority 2	Sector specific initiatives targeted at areas with labour market demand
<p>Skills Bootcamps</p> <p>Following the paper presented at the last meeting, the Skills Hub was successful in securing £1.3m from the Department for Education (DfE) to commission locally-driven Wave 3 Skills Bootcamps. The Skills Bootcamps will support Lancashire employers to address skills shortages and enable unemployed people and those looking to pivot career to gain higher value and sustainable employment.</p> <p>A consultation event with providers, employers and stakeholders was held on the 19th April, which supported the development of the submission to DfE.</p> <p>Following confirmation of funds from DfE a market engagement was held, followed by the launch of a procurement process, support by the LCC procurement and legal teams. The ITT covers the following areas – it is unlikely all areas will be funded however submissions will be ranked, so that if further funding is received in year or for future years further Skills Bootcamps can be initiated.</p> <ul style="list-style-type: none">• Medical engineering• Pathway to accelerated Apprenticeships in Care• Data Analyst• Software Developer• Project Management• Tech Service Desk• Software Development• Cyber Security• Digital Marketing• Additive Manufacturing• Green Power• Retrofit• Hybrid & Electrical Vehicle Maintenance• ElecTech Power Electronics machine and Drives (PEMD)• ElecTech – Cyber• ElecTech – General• IoT Technician• Process Control• BIM <p>To support the delivery of this programme the Skills Hub are in the process of recruiting both a Project Manager and a Project Co-ordinator, which will be funded through the Skills Bootcamp funds allocated for management and administration.</p> <p>Sector Based Work Academies</p> <p>The Skills Hub Team have trialled two Health Care Roadshow events which aimed to bring together local businesses who are struggling to recruit, local providers who can assist with pre-employment training and those looking for work in the Care sector.</p> <p>The first event was held at Fedcap’s offices in Preston City centre. The event was attended by 14 businesses and four partners, there were over 400 vacancies available for people to apply for. Over 65 people attended and feedback from the businesses included: excellent venue and location, helpful staff and great networking opportunity.</p>	



The second event was held at the Care Academy in Blackpool town centre. There were over 20 businesses in attendance, however only 12 people attended on the day for information. This was disappointing and further conversations will take place with partners before further events are planned. This highlights the difficulty in attracting unemployed people to Health and Social Care vacancies.

Priority 3 | **Raise digital inclusion**

Digital Inclusion Networks

Kerry Harrison is continuing to support local networks focused on Digital Inclusion including:

- ICS Digital Readiness for Regulated Care Providers
- ICS Digital Inclusion Community of Practice
- Digital Inclusion Network in Blackburn with Darwen
- Blackpool Pride of Place Digital Steering Group

In conjunction with Creative Lancashire, Lancashire Libraries and a range of other partners, a bid was submitted to a London 2012 legacy fund focused on community action – Spirit of 2012. The aim was to supercharge existing Digital Champions networks across Lancashire to support digital skills development. Unfortunately, the bid was not successful but there is a desire to continue this work regardless and Creative Lancashire will be bringing together a group of interested partners.

Priority 4 | **Embed social value in commissioning, procurement and planning processes**

Growth Deal – Social Value Impact

The LEP has successfully embedded Social Value within their key infrastructure investment programmes through the adoption of a LEP wide Social Value Framework. The framework utilises the National Themes Outcomes and Measures (TOMs) to embed social value within the procurement, monitoring and evaluation of projects across the LEP's project and programme portfolio.

The impact of the adoption of this approach can be seen at programme and project level. The Growth Deal programme has generated a total of £54.1 million of cumulative added social value up until the end of the last reporting period to December 2021. The table below provides a detailed breakdown of social value delivered across the framework metrics:

Future Workforce

Metric	To date	Indicative Social Value
Hours volunteered to support learning and education through curriculum links, careers and STEM activity.	571	£88,770
Number of work experience placements for 15-18 year olds at Lancashire schools and colleges	236	£39,817
Number of undergraduate project placements offered to Lancashire's Universities (weeks)	111	£18,727
Number of graduate internships for graduates living in Lancashire (weeks)	132	£22,271

Inclusive Workforce

Metric	To date	Indicative Social Value
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Number of local people (FTE) employed on contract through construction phase activity (limited project level data available)	365	£10,630,698
Number of work placements or trails offered to unemployed Lancashire residents (weeks)	338	£57,027
Working days committed from business volunteers to mentor NEET ('not in education, employment or training') young people (16-18 year olds).	54	£47,484
Number of employment opportunities offered to Lancashire residents that are unemployed or at a disadvantage.	45	£921,645

Skilled & Productive Workforce

Metric	To date	Indicative Social Value
Number of apprenticeships (16-18 year old and Adults).	638	£7,433,746
Commitment to workforce planning and investment in training of employees (weeks)	1050	£300,793
Investment in leadership skills (weeks)	5512	£1,579,022

Metric	To date	Indicative Social Value
Community based projects driven by the local communities in which the project is based.	196	£39,048
Procurement of local Lancashire based supply chain through the contract (limited project level data available)		£34,356,169
Procurement and commissioning of local SMEs and social enterprises / third sector organisations (limited project level data available)		£2,763,315


Lancashire Central Development

The scale of the proposed development at the Lancashire Central site presents significant employment potential both in terms of construction and business generation. Both planning and economic policy recognise this and seek to maximise opportunities for local jobs growth, skills development and social value.

It is estimated that around 2,600 full-time equivalent (FTE) person years of construction employment could be supported, both on-site and off-site in the construction supply chain. Based on a development period of approximately 8 years, this equates to an average of around 300 FTE temporary construction jobs each year. These construction jobs will comprise of on-site along with off-site pre-fabrication and supply chain roles through the various tiers of the supply chain.

The Skills Hub are currently working with LCC and Maple Grove Developments to agree a site wide Employment and Skills Statement which will inform the development of phase specific Employment and Skills Plans aligned to the strategic priorities outlined in the Lancashire Employment and Skills Strategic Framework.



	<p>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.</p>
<p>Priority 1</p>	<p>Technical Education Vision: Apprenticeships aligned with business needs, alongside growth in higher level and degree Apprenticeships</p>
<p>Apprenticeship Action Plan To support the objectives in the Apprenticeship Action Plan and the promotion of Health and Social Career opportunities, the Skills Hub is sponsoring the Equality & Diversity award at the NHS Health and Care Apprenticeship Awards 2022. This category is for the apprentice who demonstrates dedication and determination despite having barriers to learning. The awards are being held at the Stanley House Hotel on Friday 17th June 2022.</p> <p>Launch of the Lancashire Apprenticeship Service The Skills Hub has brought partners together to form an umbrella service called the Lancashire Apprenticeship Service. Four projects which work to support businesses to provide good quality Apprenticeships are now collaborating to offer a cohesive service. The branded service was launched in March, with a dedicated website lancashireapprenticeships.org/ and communications campaign which was supported with £8k of funding from the LEP. The website hosts localised resources to support business and whichever route they take they will be offered support from partners within the service:</p> <p><u>Lancashire Skills Pledge</u> One door approach for businesses to engage with and get recognition for their commitment to our priority pledges including 'Take on an Apprentice' and 'Become an Apprenticeship Ambassador'.</p> <p><u>Lancashire Engaging Apprentices Project (LEAP)</u> delivered by UCLan and a consortium of colleges. Part-funded by the European Social Fund this project delivers a targeted mix of support, training and development for apprentices and their workplace mentors employed in the Lancashire SME workforce.</p> <p><u>Lancashire Levy Transfer Network</u> delivered by Lancashire Work Based Learning Forum. The network supports businesses to donate and receive levy, offering wrap around support to the business to use Apprenticeship training for current staff and/or recruitment. This part funded through the ESF LEAP project.</p> <p>To date over £900,000 of Apprenticeship Levy funds have been pledged, for other Lancashire businesses to apply for to cover their apprenticeship training costs. 30 organisations have registered for levy transfer opportunities and the network has been successful in supporting the transfer of over £89,000 of apprenticeship levy funds to date with a further £553,000 in the process of being applied for.</p> <p><u>Lancashire Young Apprenticeship Grant</u> The Skills Hub was successful in acquiring c£350k of Lancashire County Council Economic Recovery Grant funding to launch an 18-month Apprenticeship grant scheme for Small to Medium Enterprises (SMEs) in our priority sectors. SMEs will receive £3,000 if they recruit and retain an apprentice for three months. This must be the first time they have recruited an apprentice or the first time in two years, and the apprenticeship must be 16-24 years old.</p>	



The £3,000 grant is the equivalent to the now ended Government’s apprenticeship grant scheme, albeit targeted towards identified priorities for recovery post pandemic in Lancashire. The scheme will support 100 grants and fund a new role to coordinate the project. This role has been successfully filled, and the successful person aims to commence the role at the end of June.

The Skills Hub will report to the Board on the progress and success of the grant scheme going forward.

Priority 2	Reskilling & Upskilling the current workforce – with focus on digital skills to support technology adoption and the growth pillars
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ESF Provision

The Skills Hub continues to work with providers to ensure that employer facing provision meets the current and future needs of businesses. From the start of the ESF provision until the end of March 2022 the projects have engaged with over 3,200 Businesses and supported/upskilled over 18,500 employees.

As per the Inclusive Workforce section, the table below shows the current end dates of the live Skilled and Productive Workforce ESF projects. Activity is underway to support the transition from ESF to UKSPF through a working group with the 15 Local Authorities. There is a risk that there will be gaps in provision, as UKSPF People and Skills provision which is non-voluntary and community can only be delivered in the third year of the programme (April 2024 to March 2025). The Multiply programme is able to boost numeracy in employees. A separate item on the agenda will focus on UKSPF and Multiply.

Skills Support for the Workforce	The Growth Company	Upskilling in the workplace in-line with company training needs analysis and support for individuals at risk of redundancy	2.1 Skills for Growth	Last start date for shorter programmes 30/11/22 Last date for longer programmes 31/08/2022
Leading Lancashire	UCLan	Leadership and management training for the Lancashire workforce, enabling people to develop their skills through training, coaching and support	2.1 Skills for Growth	31/09/2023
LEAP	UCLan	Support, training and development for apprentices and their workplace mentors employed in the Lancashire SME workforce. Support for the Lancashire Levy Transfer Network	2.1 Skills for Growth	01/09/2023
Upskilling the Health and Social Care Workforce	Community CVS	Holistic training solution to meet the skills needs of the VCFSE organisations in	2.1 Skills for Growth	01/10/2023



		health and Social Care based on a diagnostic		
Building Successful Futures	PHX	Practical training courses to develop the skills and career prospects of employed people, particularly within SMEs and micro businesses, to enable them to progress from entry level job roles	2.1 Skills for Growth	31/10/2023
Business Health Matters (Workplace Health Champions)	Active Lancashire	Fully funded basic skills training and accredited Level 2 and 3 Workplace Health Champion training to employees in SMEs. The project supports local businesses in improving the physical and mental health of their employees so that staff are happier, healthier and more resilient	2.1 Skills for Growth	Basic Skills - 11/09/2023, Level 2 - 30/11/23 Level 3 - 01/11/2023
Upskilling Lancashire	UCLan	Free advice and support to SMEs to increase the skills and capabilities of their workforce. Identifying training needs and skills gaps to achieve future growth and strategic objectives within businesses, complemented by capacity building, work placements, degree apprenticeships and identifying appropriate training and skills support	2.2 Skills for Growth	Businesses 30/09/2022
STELa	The Lancashire Colleges	Aims to increase the number of businesses that are engaged in Technical Education through work experience opportunities, industrial placements and/or apprenticeships, or from getting involved in curriculum development and delivery	2.2 Skills for Growth	Businesses 01/06/2022

Employer Skills Forum

The Employer Skills Forum continues to meet to share good practice and highlight skills support offers for businesses, including ESF provision and the Lancashire Apprenticeship Service.



The Strategic Project Manager continues to work closely with BOOST and partners, contributing to regular meetings so that business advisers are kept fully up to date with the skills offer for the workforce.

Embrace Digital Lancashire

This Community Renewal Fund project designed to support businesses, organisations and charities to choose the right software/platforms for them covering productivity, marketing, cloud accounting and e-commerce is being well received. The programme has been extended until the summer. Upcoming events are detailed here: <https://www.eventbrite.co.uk/o/embrace-digital-lancashire-33732565553>

Lancashire Cyber Alliance (LCA)

The LCA successfully held their launch event at the EIC UCLAN in March. The event received lots of positive feedback. The speakers were excellent including representatives from The Lancashire Cyber Foundry, Lancaster University, CapsLock – commercial Cyber bootcamp, Mitigate Cyber and GCHQ. A recording of the event can be found here: <https://lancashirecyber.org/> Future events are planned for the autumn.

Priority 3	Leadership & Management capacity in SMEs
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Within the ESIF programme several of the projects deliver training focused on Leadership and Management, including Team Leading, access to leadership and management qualifications/units from Level 3 to Level 7 and other qualifications and bespoke programmes to support Leaders and Managers in their roles. One of the ESF programmes in Lancashire is Leading Lancashire delivered by UCLan and their partners. See link to a case study: <https://www.uclan.ac.uk/articles/business/joys-of-learning-leading-lancs>

Priority 4	Healthy Workplaces
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Building Blocks

The ESF funded ‘Building Blocks’ project, part of the Business Health Matters initiative, aims to support the mental health and wellbeing of the employees in Lancashire businesses. The project delivers basic skills training, level 2 and level 3 Workplace Health Champion qualifications to employees in SME’s across Lancashire. A case study for the programme can be viewed here:

[The Salon at Maxy Farm Leads the Way with their own Health Champions!](https://businesshealthmatters.org.uk)
(businesshealthmatters.org.uk)

	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.
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Evidence Base
The open-source Evidence Base page on the Skills Hub website has received over 800 visits, from the start of Feb 2022 until the end of April 2022. 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/>

EMSI Burning Glass Vacancy Data



The LEP and the Skills Hub have taken delivery of EMSI Burning Glass' Analyst Tool which includes access to an improved overview of job posting analytics. This has taken place after the previous vendor was acquired by EMSI. The new job posting analytics enables the Skills Hub to control more thoroughly for duplicate job postings, whilst utilising duplicates to compute a relative posting intensity score, to give a proxy of how hard employers are trying to recruit workers. The analyst tool also models the occupations of workers in Lancashire, by applying national and regional patterns of occupations of workers in each sector to Lancashire's own sectors. In this way the Skills Hub are able to be better informed about the breakdown of occupations that Lancashire workers are likely to work in based on the sectors that they work in, at a more granular level than is available in published data – making reliable estimates of over 800 occupations available at a district authority level.

Careers Information Advice and Guidance Resources

The Skills Hub and Careers Hub are in the process of refreshing the Labour Market Intelligence (LMI) for careers information advice and guidance that is hosted on the evidence base and have procured the services of agency Made By Mason to do the design work. The design concepts are based on the responses received from over 1,200 young people in Lancashire who were surveyed in April and following this a focus group which was held on the 18th May 2022 to get feedback on the three shortlisted design ideas from young people. All data analysis is complete, and the resources are now in development. It is expected that the Skills Hub will be able to launch the resources at the Lancashire Careers Hub Conference 23rd June 2022.

Food and Agriculture Sector Study

A Food and Agriculture Sector Study has been commissioned utilising remaining Skills Advisory Panel funds. The study, which is being 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.

The SIC codes making up the sector were agreed with the Food and Agriculture Sector Group to provide the parameters for the study. The final report is expected in advance of the June 2022 committee meeting – at the time of writing, all data analysis and the literature view had been completed, pending some minor tweaks following the final steering group.

UK Shared Prosperity Fund (UKSPF)

Guidance and a prospectus was launched for the UKSPF, including outlines of the expectation of DLUHC with respect to local authority's investment plans, and how they need be evidenced. In response to this, the Skills Hub compiled an interactive online dashboard showing up to 20 different metrics that DLUHC outlined as proxies for how in need an area is of levelling up.

This dashboard was constructed in such a way to ensure that local authorities could see how they fared against the national median score across these 20 metrics, but also to understand more closely how the challenges in their local authority district might align with similar challenges in neighbouring districts – to foster cross boundary collaboration and raise the idea of jointly procuring to solve common issues. The dashboard can be accessed here:

<https://app.powerbi.com/view?r=eyJrIjojNWNjYjY3OTMtNDYwMy00ZDJkLTg5ZTItZTRiOGEzNjhNNGI1IiwidCI6IjlmNjgzZTI2LWQ4YjktNDYwOS05ZWw0LWUxYTMyZTRiYjRkMiIsImMiOiJh9&pageName=ReportSection10cc38de1eca36caec1>

Multiply: Improving Adult Numeracy Skills

Complementary to UKSPF, guidance and provisional allocations were also released for Multiply, with funds allocated to upper tier local authorities. Multiply is designed to provide support for upper tier



local authorities to improve the level of adult numeracy in their areas, in order to boost people's ability to use maths in their daily life and enable adults to achieve a formal qualification.

The Skills Hub have been working together with the authorities who are due to receive an allocation of Multiply funding to scope out an evidence base that might help to understand the scale of need across Lancashire, whether this be in particular districts, communities or other demographics, and have also run a consultation event with providers and stakeholders to consult on priorities, methods of engagement and innovative means of delivery.

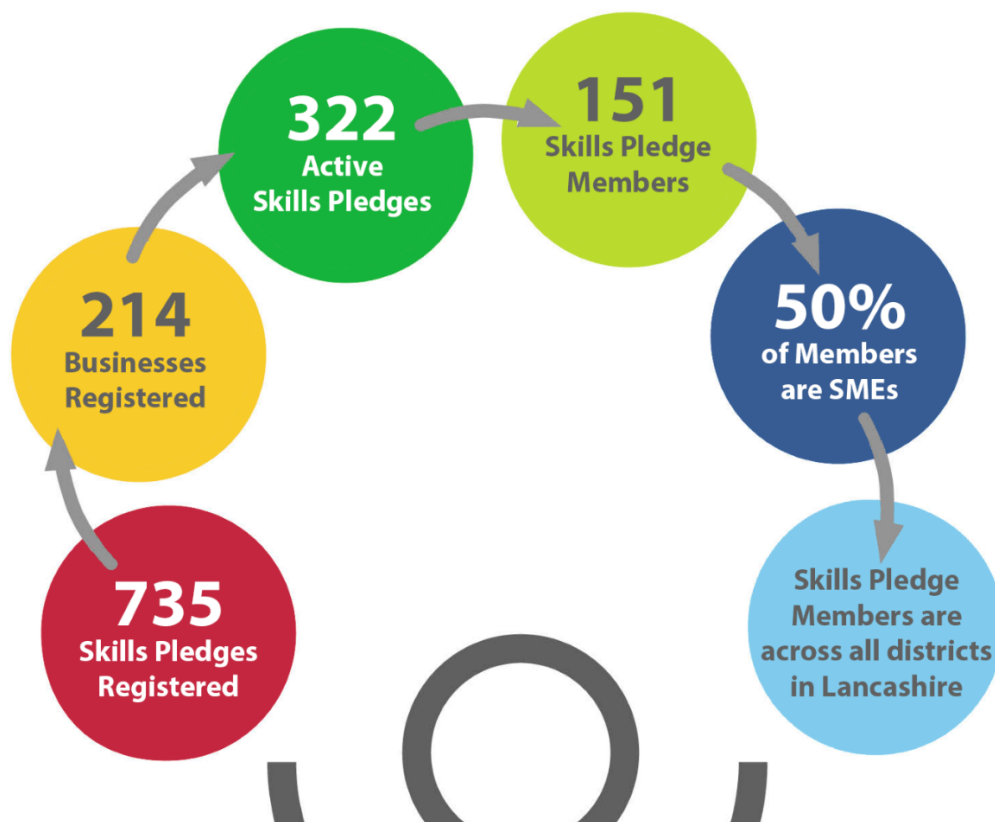
The Lancashire Skills Hub have drawn upon evidence by think tanks, and publicly available data concerning falling participation in adult numeracy courses in the last 10 years, understanding the percentage of people with no formal qualifications by area, gender and age, and drawing upon evidence from employer surveys. This evidence points toward a growing need for this kind of support in Lancashire in contrast with the national average.

This data, combined with information gleaned in the consultation, will be used to inform the type of provision, and where the resource is directed towards.

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 18.2% to 214 businesses. The 214 businesses registered their interest in 735 pledges, up 21% since the last update.

The number of active skills pledges has increased by 21.5% to 322 pledges, and there are now 151 Skills Pledge Members, an increase of 18.8% since February 2022. Considering individual pledges, the most common is 'Give an Hour', which 104 Pledge Members pledge to, an increase of 20% since February 2022. Take on an Apprentice now has 77 pledges, an increase of 20.3% since February. Of those Active Pledges, around 2/3rds (210) are pledges from Pledge Members who were already undertaking these kinds of activities and are now able to receive recognition for this via the Skills Pledge.

The Lancashire Skills Pledge launched a dedicated LinkedIn page this year and now has a growing social media presence, with 263 (+108%) followers to date, and posts by the page creating 1,300 impressions in the last 30 days. Please follow the page: [Lancashire Skills Pledge LinkedIn page](#)

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 17th May 2022, the website has received 18,653 views, with in excess of 5,600 views to the 16-24 page. There were also over 3,200 external links clicked through to support on partner sites.

Twitter

Since February 2022, the Lancashire Skills Hub Twitter profile has gained 126 new followers, with a total of 3,263 followers. Since February 2022, this twitter profile has received almost 50,000 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