



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 June 2022.

Recommendation

The committee are asked to note the update

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.

	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.
Priority 1	Careers Hub: Excellent careers provision underpinned by Labour Market Intelligence (LMI)
Careers Hub and Enterprise Adviser Network	
<p>The Careers Hub held their first face to face Annual Conference since 2019. The conference was attended by over 170 Career Leaders, Enterprise Advisers and Cornerstone Employers with speakers including National Cyber Force, the CEO of the Careers and Enterprise Company (CEC), Careers Leaders and Enterprise Advisers. Joe Mount also launched the new LMI toolkit and gave an insightful and well received LMI input. Workshops were the delivered throughout the day with the conference ending with a Cornerstone Employer panel chaired by Debbie Francis OBE. Press coverage from the event can be found here - https://www.lancashirebusinessview.co.uk/latest-news-and-features/careers-conference-discusses-countys-employment-opportunities-of-the-future</p>	



Reviews of the year have been held with all Career Leaders and Cornerstone Employers at the end of the summer term. Significant progress has been made this academic year, seeing a return to pre-pandemic levels of employer encounters during the summer term.

	Careers Hub Total 2021/22 (Based on CEC data)	
	Target %	Actual %
EA's matched to schools	98%	99% matched this year
Gatsby BM 1	80%	81%
Gatsby BM 5	Sustained Progress Baseline July 21- 63%	76%
Gatsby BM 6	Sustained Progress Baseline July 21- 36%	50%
Average BM's	5	5.85

Performance against the target in Lancashire continues to be above the national average.

Looking forward, the Careers Hub will be hosting two headteacher conferences on the evening of the 17th October at Stanley House Hotel and the morning of the 18th October at Ribby Hall Village. The events will run in partnership with Lancashire Colleges Consortium and Lancashire Work based Learning Forum. The focus of the events is to brief headteachers and Chairs of Governors on the Provider Access Legislation and the support available in Lancashire. The Provider Access Legislation builds on the 'Baker clause', by ensuring that young people gain access to encounters with providers of technical education and apprenticeships, and is expected to come into force in January 2023.

Effective Transitions Project

The project focuses on transitions at the end of year 11 for those in receipt of free school meals, to help informed choice and sustainable post-16 destinations. 95 pupils from 9 schools are now registered with the project and in receipt of support at the end of year 10. This will continue through year 11 and into the first half of year 12. A proportion of the pupils are taking part in weekly extended work experience with local employers, and a proportion are receiving enhanced careers activity. The Careers and Enterprise Company is looking to identify good practice to recommend nationally.

Lancashire Adult Learning are delivering mentoring and coaching training sessions to school staff, with the first session held in Preston in July, and another to take place in Brierfield in September.

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

315 students have enrolled on T Levels in Lancashire over the first two years of the programme and the first of these have now completed their T Level programmes. A celebration to be held at the Houses of Parliament was unfortunately cancelled due to rail strikes. Whilst no additional colleges are delivering T Levels in Lancashire in the coming academic year, the offer is broadening



with the new T Level courses which are being rolled out in 2022-23 which include engineering and manufacturing, accounting, finance and business management.

Apprenticeships and Technical Education Project

This CEC funded project has now been completed. The project focused on capacity building schools in the delivery of careers information about apprenticeships and technical education, including T Levels and also delivered sessions on technical education and STEM routeways to year 9 pupils, predominantly girls. Thirteen schools engaged with the project (target 10). The project targeted schools who have not yet reached Gatsby Benchmark 7. From those schools, 289 learners attended sessions. 64% of these pupils reported an increase in knowledge and understanding following the sessions. Schools were particularly pleased to receive this activity for Year 9 pupils, as the current ASK programmes is provided in Years 10 and 11. The project aligns with the proposed introduction of the new Provider Access Legislation previously referenced.

A bid is currently being worked up to submit to the CEC for funding to offer similar provision next year, also targeting boys, as requested by the schools. Up to £20,000 is available for next academic year.

Institute of Technology (IoT)

The contract for the Lancashire IoT is expected to be signed with the DfE by September, with delivery starting in September 2023, although a small number of learners may join in January 2023. The IoT will focus on the development of Higher Technical Qualifications at Level 4 and 5, including apprenticeships, across a range of priority sectors. A presentation was provided by the lead college at the informal committee meeting in July.

Priority 3

Digital Workforce of the future

TeenTech Live

The TeenTech online festival in February reached over 400 young people across the County with the most popular sessions being animation and coding. The Coding workshops during the Easter holidays also received excellent feedback from young people and parents/carers.

This year, an in-person event is set to take place at UCLAN in the week running up to the Science Festival in May. This will take advantage of the space already set up for a large event and minimise impact on teaching.

Cyber Girls First

Cyber Girls First is working with Lancaster University to run a trip for the girls from Blackpool who took part in the event in June. In September, the girls will visit the campus and take part in activities that allow them to see the Computer Science and Cyber departments.

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 has engaged with 52 schools. 103 teachers/school staff have received training and several student workshops have been delivered to date with further workshops planned for the autumn term. Innovate Her have worked with 1000 students in 15 schools with plans to engage a further 3000 in the autumn term.

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 assess the impact of high quality, locally tailored STEM related careers activities delivered at varying intensities and young females' subsequent interest in Computer Science GCSE and digital careers.

Data collection continued to be problematic during the summer term, but progress was made by the end of the term. A slimmed down version of the project is planned to take place in the autumn term utilising the Start Lancashire platform, STEM Ambassadors and Create Education. The project has highlighted the challenges in gathering pupil level data for evaluation purposes.

Digital Advantage

The Digital Advantage graduation event took place in July and was a heart-warming event. The students were delighted to hear that the industry professionals recognised their talents. The websites and content the students have created for their schools and colleges, and the peer-to-peer learning that will carry on, is a fantastic legacy.

The programme was match funded in collaboration with Future U (Uni Connects in Lancashire).

Priority 4	Supporting Young People who are NEET (not in employment, education or training) to reengage with learning and work
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Partnership Working

The Skills Hub has continued to work with new projects and provision in the area which focus on prevention of NEET or support young people who are already NEET, including a recent construction focused activity in Blackpool. The Director of the Skills Hub and team have facilitated conversations between lower tier local authorities and The Lancashire Colleges and SELNET as to how provision for young people who are NEET can be built into UK Shared Prosperity Fund (UKSPF) Plans of the authorities, as current provision funded by the European Social Fund (ESF) ends in early 2023. A letter was issued to the CEOs of the Local Authorities, as agreed at the last meeting articulating risks associated with the transition from ESF to UKSPF.

ESF Moving On Project

The ESF funded Moving On project has now reached 1,238 young people in its second phase, drawing down funding of over £2 million since April 2019. Of these, 667 are already in positive destinations, with others still working through the programme. Characteristics of these learners show that 69% have low basic skills (below GCSE grade 4) and 61% have emotional or behavioural issues. The project is due to stop taking starts in December 2022 / January 2023 to enable participants to complete activity before the closure of the project. As above, there is risk that there will be much less provision available to young people at risk of or NEET as the transition to UKSPF takes place due to the low priority given to this in the national guidance.

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.

A small amount of funds has also been secured from the Careers and Enterprise Company to support tracking activity which is being 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 from this, and similar activities last year are informing a current bid for a similar small amount of funding to the CEC for 2022/23 academic year. This is being developed by The Lancashire Colleges working with the 3 upper tier authorities and supported by the Skills Hub.



Priority 1

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.

Boost employability & skills of unemployed & inactive, & support journey into work, particularly in disadvantaged areas



ESF Projects

Many of the ESF projects continue to deliver and have in some cases exceeded their targets for starts onto the programmes. Up to the end of June 2022 these projects have engaged with 25,920 adults with 8,650 participants progressing into a positive destination. This percentage will increase as participants complete the programmes of support. This is an increase of 1,625 adults since the previous reported in March with a further 516 progressions reported. The table below shows the current end dates of the live Inclusive Workforce ESF projects.

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 Supports those furthest away from the labour market	30.09.2023
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 Supports those 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 Supports those 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 Supports those 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 Supports those furthest away from the labour market	Possible new round due out in September
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 Supports those 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	30.09.2023
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

UK Shared Prosperity Fund (UKSPF)

The deadline for the local and unitary authorities to submit their investment plans to the Department for Levelling Up, Housing and Communities (DLUCH) was the end of July. The Skills Hub have supported a number of authorities with data and have highlighted the risk regarding skills and employment provision, focusing on the provision that currently aligns with the Lancashire Skills Escalator which is funded by ESF. Several pan-Lancashire projects have been offered to the Local Authorities to continue the good work funded by the ESF programme which will soon be ceasing. DLUCH will now review the plans and it is hoped that they will provide feedback to the authorities promptly. As previously, a letter was sent to the CEOs of the Local Authorities following discussion at the last formal meeting of the committee, highlighting risks and skills and employment priorities.

Multiply

Multiply is part of the UKSPF programme and is being led by the Department for Education (DfE) - allocations of funds have been made to the top tier authorities to boost the numeracy skills of adults with less than a GCSE equivalent in Maths.

Further to the presentation at the last committee meeting, two pan-Lancashire consultation events were hosted by the Lancashire Skills and Employment Hub, in partnership with Blackburn with Darwen Borough Council, Blackpool Borough Council and Lancashire County Council. The events enabled consultation with providers regarding priorities and innovative approaches to delivery, with the second event in person to enable providers to discuss ideas and collaboration.

Forms for pipeline projects were issued by Lancashire County Council and Blackburn with Darwen Council, with deadlines for completion set prior to the date for the return of Investment Plans to DfE. Blackpool Borough Council have now also launched a call for expressions of interest: <https://procontract.due-north.com/>
Ref: DN624919

The information gathered through the consultations and the calls for pipeline projects were used to support the development of the Investment Plans by the three top-tier authorities to the DfE. These plans were submitted to the DfE by the deadline of the 30th June – several clarification questions have since been received and are being answered. The Skills Hub led the development of the Investment Plan for Lancashire County Council.

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 cross referring and has recently engaged in activity to support employers (NHS, NWAS and other care providers) with recruitment activity.



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

- North West Ambulance Service
- East Lancashire CCG
- Lancashire Recovery Colleges
- Lancashire Teaching Hospitals NHS Foundation Trust

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 and within the local authority areas. Support has included signposting to support and training to enable engagement with work.

Escalate

Escalate, the online referral tool which was originally designed to inform referral agencies of the ESIF support available for residents has been accessed 5,145 times since its inception. The top three support requests have been Confidence, Mental Health and CV and Interviews Skills. The top three sectors requested have been Retail, Customer Service and Hospitality and Catering.

With the ESIF provision coming to an end and the start of the UK Shared Prosperity Fund, Escalate will need to be reviewed and updated so that it continues to be of use to referral agencies in the future. The tool is valued by partners as it has been a challenge in the past maintaining knowledge of provision across Lancashire – without the tool there would be a gap in information which would undermine referrals and access to provision.

The Skills Hub Strategic Partnership manager for Adults will be undertaking this activity in late Summer and early Autumn.

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 end of June 2022 the programme had received 5,332 referrals and has progressed 2,600 of these into a job outcome (49%).

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 8,165 participants of which 4,936 have progressed into work (60%).

Since the start of the **Restart** programme in April 2021, there have been 9,091 referrals made from DWP with 76% of these progressing into starts (6,971). The highest number of referrals have been received from Blackburn, Blackpool and Preston JCP offices. The lowest number of referrals have come from Ormskirk, Leyland and Clitheroe. There have been 2,104 Job starts (32% conversion) and 600 sustainable Job Outcomes (29%) to-date.

Partners are noting that, since the eligibility onto the contract has widened some participants who are further away from the labour market are taking longer to get into sustainable employment.



Priority 2	Sector specific initiatives targeted at areas with labour market demand
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Skills Bootcamps

The Skills Hub has now procured projects to deliver the £1.3m of funding received from the Department for Education (DfE). To support this activity and future Skills Bootcamp opportunities a Project Manager (Joanna O'Donnell) and a Project Officer (David Prince) have been employed and will be funded through the Skills Bootcamp funds allocated for management and administration.

The following Skills Bootcamps have been procured and will commence delivery from August.

Bootcamp	Sector	Provider	Learners	Weeks	Start Date	End Date
Software Development	Digital	Scale-ability	27	12	August 2022	October 2022
Software Development	Digital	Code Nation	14	12	August 2022	October 2022
Digital Marketing	Digital	We are Digital	48	12	September 2022	November 2022
Software Development	Digital	Scale-ability	27	12	September 2022	November 2022
Software Development	Digital	Code Nation	14	12	September 2022	November 2022
Cyber Security	Digital	Code Nation	18	12	September 2022	November 2022
Data Analysis	Digital	IN4.0	44	12	September 2022	November 2022
Software Development	Digital	Scale-ability	26	12	January 2023	March 2023
Cyber Security	Digital	IN4.0	44	12	January 2023	March 2023
Electronic Tech - General	Electronics	Tech Lancaster	22	12	September 2022	November 2022
Electronic Tech - PEMD	Electronics	Tech Lancaster	22	12	September 2022	November 2022
Electronic Tech - Cyber	Electronics	Tech Lancaster	22	12	January 2023	March 2023
Electronics – IoT	Electronics	Tech Lancaster	22	12	January 2023	March 2023

All successful providers had to demonstrate employment links with Lancashire employers, that courses are codesigned with employers to meet their needs, that employment support was woven throughout the programme and that there were guaranteed interviews for all participants. Providers also had to demonstrate how they would deliver social value outputs.



A Lancashire Community of Practice has been established to bring providers together to support data returns, share good practice, discuss evaluation and to take a joined-up approach to marketing and communications.

The Project Manager and Officer are focusing on marketing and communications to raise the profile of the Skills Bootcamps generally – both to employers and potential learners. A key focus is also putting in place project management processes to ensure effective monitoring of providers against both qualitative and quantitative milestones and targets, ensuring that information is gathered in-line with the requirements of the DfE for claims. A presentation will be provided by the Project Manager at the committee.

Specific Initiatives targeted at areas with labour market demand

The Skills Hub have been working alongside DWP to support employers who are looking to recruit. To complement DWP’s Way to Work campaign a presentation was delivered by the Skills Hub to the Employer facing team at DWP. This provided the DWP team with several suggestions which aim to support recruitment activities, including employer engagement for the DWP job fairs, an overview of the Skills Bootcamp opportunities, Digital Skills Support offers, employer links for recruitment and support for Sector Based Work Academies.

Recruitment into Care

Following the two Health and Care job Roadshows the Skills Hub have worked alongside colleagues from Lancashire County Council, Lancashire and South Cumbria Health Care Partnership, Skills for Care and the Care Quality Commission to facilitate a Social Care Workforce Forum. This was held at Preston Grasshoppers and was attended by 150 delegates from 70 different social care providers. There were presentations delivered to support good practice in recruitment, retention, and staff development. Feedback was excellent and included;

- finding out about services available, the opportunity to speak to so many groups
- varied panels, really good ideas shared by each panel
- getting to know the various resources that are in place to help social care
- hearing different ideas from wonderful organisations
- opportunity to network & speak to training organisations
- learning different organisations to help with recruitment & opportunities out there
- Information on staff retention, training, apprenticeships
- Networking & collaboration opportunities

Priority 3

Raise digital inclusion

Digital Inclusion Networks

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

As previously reported, 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.

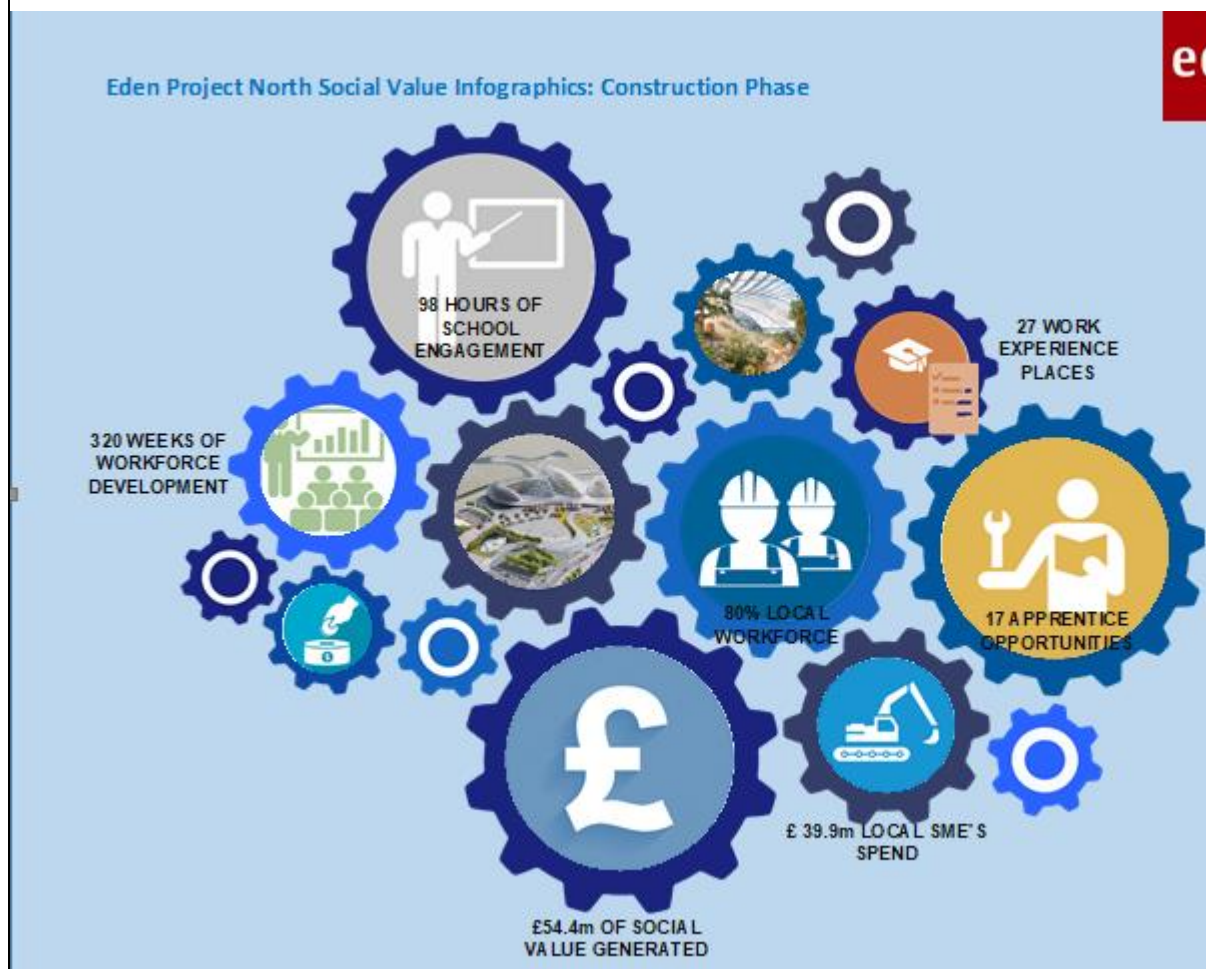


The impact of the adoption of this approach can be seen at programme and project level across the Growth Deal programme which has generated a total of £54.1 million of cumulative added social value up until the end of the last reporting period (to December 2021) across a wide range of employment and skills metrics.

The Eden Project North

The Skills Hub has been working in partnership with the Eden Project Team on the Levelling Up Fund bid for the Eden Project North project. As part of the bid, the Skills Hub compiled a detailed Social Value Annex which clearly sets out the wider local economic benefits that the project would generate through both the construction and operational phases of the project.

During the construction phase alone the project is forecast to generate in excess of £54m of additional social value.



D'Urton Lane Development Social Value Highlights

The Skills Hub continues to work with Wilmott Dixon and L&Q/Trafford Housing Trust, to develop an ambitious social value programme for the D'Urton Lane development.

The project has generated a wide range of positive social value outcomes for the local community including:



- 13 new jobs created through Willmott Dixon and Supply Chain across roles in steel fixing, joinery, labouring, gatekeeping, cleaning, document control, engineering, trainee management, groundworks
- 4 Kickstart positions created for young people in Preston who were previously part of the NEET (Not in Education Employment Training) group
- 141 apprentice/ trainee weeks achieved and supported across Quantity Surveying, Groundworks and Brickwork
- 17 work experience weeks for Veterans, Graduates, Colleges Students & NEETs
- 22 careers sessions provided to a total of 298 young local people, including 'Raising Aspirations' sessions with students from Preston Muslim High School for Girls
- 2 Lancashire based Social Enterprises used in the Supply Chain, including Recycling Lives who have secured a waste management contract for the development
- 70.7% local employment on site (within 20 miles of the site)
- 35.4% local supply chain spend (within 20 miles of the site)

Lancashire Central Development

The Skills Hub have been working closely with LCC and Maple Grove Developments to agree and draft 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.

The approach to generating social value will ensure that the benefits of the development during both construction and operational phases will be maximised to provide employment, training and procurement opportunities for local people and businesses.

The Employment and Skills statement will be submitted as part of the revised planning application for the Lancashire Central site at Cuerden in due course.

	<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 The Apprenticeship Action Plan runs until 2023. Progress is currently being reviewed against the milestones and actions. Data analysis is also being undertaken to ascertain the current position in Lancashire against age, level and sector. Once this activity is completed the Skills Hub will provide an update report to the committee.</p> <p>Launch of the Lancashire Young Apprenticeships Grants As previously reported, to support the growth in Apprenticeships, Lancashire County Council have offered employers a grant of £3,000 to replace the Central Government Incentive that recently ended. The 100 grants are part of Lancashire Economic & Recovery Growth (LERG) Fund and are</p>	



being managed by Paul Hannant, the Project Co-ordinator, who was recently appointed to the Skills Hub team. To be eligible for a grant, businesses must meet the following criteria:

- Based in the Lancashire County Council area
- SME
- No Apprentice starts in the last 2 years
- Priority Sectors - Manufacturing and Aerospace
- Apprentices under 25 years old

In the first month, 242 suitable businesses have been contacted introducing the grant. Another 181 have been identified to approach in the next few weeks. Within 3 weeks of the initial communication, 10 businesses have confirmed that they are keen to employ an apprentice.

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 June 2022 the projects have engaged with over 3,400 Businesses and supported/upskilled over 19,880 employees.

The following table shows the current end dates and approximate last dates for starts for current ESF provision focused on upskilling.

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	09/22
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 to support SMEs to benefit from apprenticeship levy transfer	2.1 Skills for Growth	01/09/2023
Upskilling the Health and	Community CVS	Holistic training solution to meet the skills needs of the VCFSE organisations in	2.1 Skills for Growth	01/10/2023



Social Care Workforce		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 This programme has now ended	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

UK Shared Prosperity Fund (UKSPF)

As previously, the deadline for the local and unitary authorities to submit their investment plans to the Department for Levelling Up and Housing (DLUCH) was the end of July, feedback on plans is awaited from DLUCH.



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 forum will focus on working together to raise awareness of the provision in the coming months as the ESIF provision starts to wind down and look to work together to signpost to available provision as some projects come to an end.

The Strategic Partnerships Manager for Employers 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. A presentation was given at a recent BOOST Discovery meeting to raise awareness of the provision and in particular the information regarding end dates for projects.

Embrace Digital Lancashire

This Community Renewal Fund project was 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 with one-to-one sessions still available until September. Over 80 training sessions having taken place to-date, with over 500 learners – this includes some duplicates where learners have engaged in multiple sessions.

Lancashire Cyber Alliance (LCA)

Further events are to be published soon for September and January.

Priority 3

Leadership & Management capacity in SMEs

Within the ESF 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.

As particular ESF projects draw to a close the Employer Skills Forum and the Lancashire Skills Hub will work together to signpost to programmes that have provision that supports leadership and management and other initiatives. e.g. Help to Grow Management a programme focused on training to help SME business leaders to increase productivity, seize investment opportunities and grow their business. <https://helptogrow.campaign.gov.uk/>

Priority 4

Healthy Workplaces

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

In addition other provision which supports this priority is offered through the ESF programme e.g. Mental Health First Aid and Mental Health Advocacy in the Workplace training.



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.



Evidence Base

The open-source Evidence Base page on the Skills Hub website has received almost 950 visits, from the start of May 2022 until the end of August 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/>

LinkedIn Talent Insight Platform, Data Exploration Project

The Skills Hub and the Careers Hub accepted a £20,000 grant earlier in the year from the CEC to fund some exploratory work into understanding what data might be useful for Careers Hubs nationwide in the future. Lancashire are the only Careers Hub who is undertaking the pathway of exploring a private sector dataset to see how this could inform the strategy and actions of Careers Hubs in the future.

Lancashire have purchased a single 12 month licence to LinkedIn's Talent Insight platform, which gives data on over 350,000 LinkedIn users in Lancashire (as well as the wider worldwide membership), their employers, skills and qualifications. The Skills Hub have undertaken some exploratory work on this platform and are preparing a report for submission to the CEC by the end of August. This report will be used to inform their thinking as to whether this kind of data is something they would wish to provide centrally to all Careers Hubs nationwide.

Careers Information Advice and Guidance Resources

The Preston-based design agency, Made By Mason, are in the final stages of the project. Six imaginative decks of slides have been produced to young people's specifications outlining the shape of the labour market locally, and a look at different pathways into the labour market and future opportunities. A first look at these resources was given and launched at the Lancashire Careers Hub annual conference earlier in the year. The slides are completed, and the storyboard for 2 short animations are being finalised, these animations will centre around the future opportunities in Lancashire in the Digital and Cyber space, particularly with the arrival of the National Cyber Force. Once the animations are completed, these resources will be launched in time for the start of the new academic year, along with wrap around resources including travel to work LMI Boardgames, an updated Start in Lancashire platform, and some lesson plans and speaker notes for the new resources.

Cambridge Econometrics Local Economy Forecasting Model (LEFM)

To support the development of Lancashire 2050, and due to the fast-changing economic situation nationally, the Lancashire Skills Hub have invested in a refresh of the forecasting data which has been analysed and supplied to all Local Authority Economic Development teams. This will provide Cambridge Econometrics' latest scenario for the economy in Lancashire, regionally, and nationally, and will include forecasts of employment by sector and occupation, and Gross Value Added (GVA) by Sector. The update will consider factors such as the war in Ukraine, hydrocarbon prices, rising interest rates, and inflation which will all be drags on growth in the future. The forecast horizon is through to 2050, which will help set the baseline for the vision for Lancashire 2050.

Food and Agriculture Sector Study

Following the presentation at the last committee meeting by Cassie Holden, from Amion Consulting, the report is now complete and is currently with graphic designers in preparation for publication in September 2022.



Eden Project North Annexe

As part of the Levelling Up Fund Bid for the Eden Project North, the Skills Hub contributed two annexes to the bid document, one on social value (as outlined earlier in this document) and one on wider socio-economic data concerning Morecambe. This document highlighted that whilst long-term unemployment in Morecambe was lower than the national average pre-pandemic, it is now almost 6 times higher than the national average. The annexe outlined many stark facts about deprivation in Morecambe, which is particularly concentrated around the proposed Eden North site – the main contention of the document was that this project should be considered through the lens of a “Priority 1” area, rather than the “Priority 2” area of Lancaster local authority district.

Online Interactive Evidence Base Dashboard

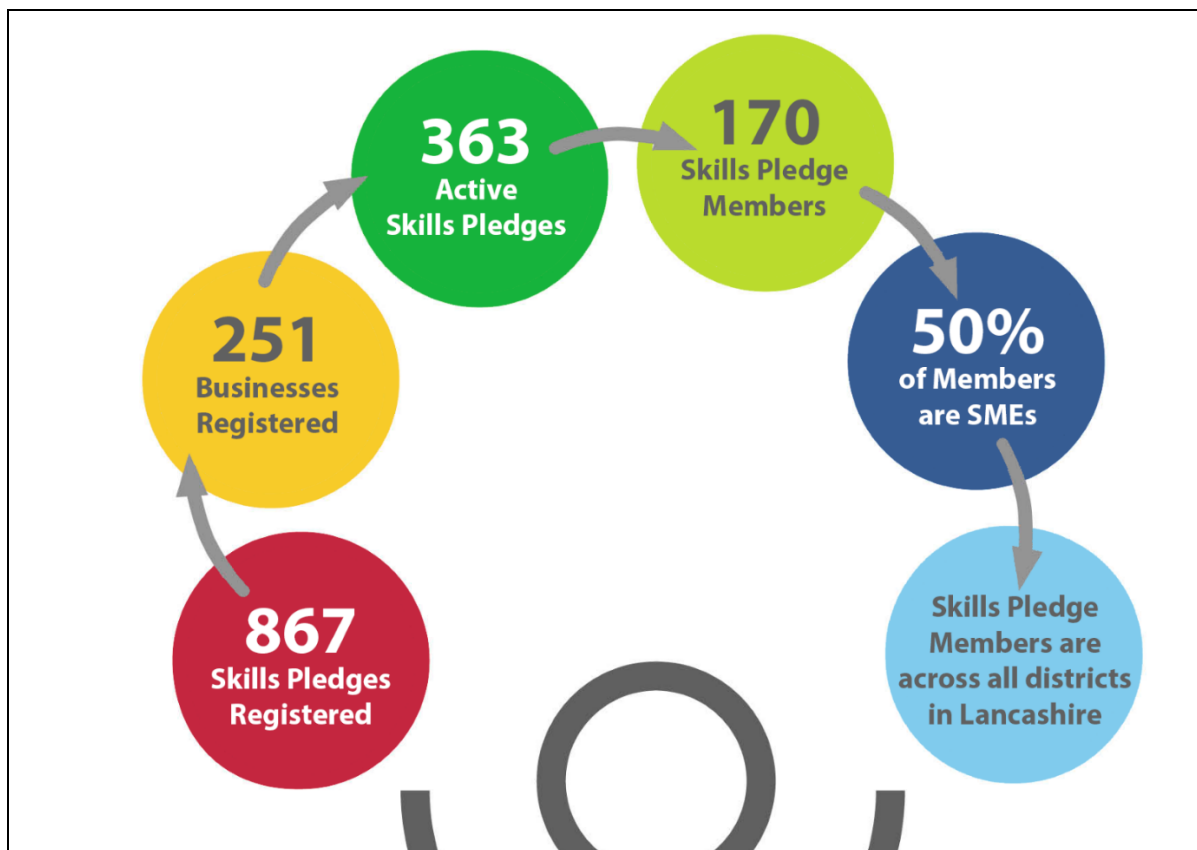
The Skills Hub’s interactive online evidence base dashboard continues to grow in content, and the Lancashire Skills Hub have had many requests to present this dashboard and demonstrate it to various organisations and partnership groups, most recently the NHS. The dashboard now contains more than 50 interactive pages of socio-economic and skills data, most recently having had economic inactivity by age, gender and reason for all of Lancashire’s districts, the Lancashire LEP, Lancashire County Council, North West and national geographies. Data has also been added concerning the employment rate, unemployment rate, self-employment rate, business demographic data including high growth firms, businesses by size and sector, business birth and death rates and start up survival rates.

The dashboard can be accessed via www.lancshireskillshub.co.uk/our-people/evidence-base

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 17.2% to 251 businesses. The 251 businesses registered their interest in 867 pledges, up 18% since the last update.

The number of active skills pledges has increased by 12.7% (slightly slower than the last update where this grew at 21.5%) to 363 pledges, and there are now 170 Skills Pledge Members, an increase of 12.5% since the last update.

Considering individual pledges, the most common is 'Give an Hour', which 120 Pledge Members pledge to, an increase of 15.4% since the last update. Take on an Apprentice has 77 pledges – unchanged since the last update. Of those Active Pledges, around 2/3rds 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 276 (+5%) followers to date. 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 16th August 2022, the website has had over 19,500 views, a growth of 4.9% since May 2022, with an excess of 6,000 views to the 16-24 page. There were also over 3,300 external links clicked through to support on partner sites. The Skill Up campaign, which is due to start in August and run for 1 month, will signpost young people aged 16-24 to the Skills for Work 16-24 page where they can access relevant support and resources.



Twitter

Since May 2022, the Lancashire Skills Hub Twitter profile has gained 103 new followers, with a total of 3,346 followers. Since May 2022, this twitter profile has created more than 20,000 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