



LEP – Sub Committee

LEP - Skills and Employment Advisory Panel

Private and Confidential: NO

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Update from the Lancashire Skills and Employment Hub and Partners

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Executive Summary


This paper provides an overview of activity since the last formal committee meeting on 1st September 2022.

Recommendation




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

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. Key successes and risks are summarised, with a fuller update on the following pages.

Theme	Highlights - Successes	Risks
Future Workforce 	<ul style="list-style-type: none"> -Headteacher engagement following the Careers Hub Headteacher conferences -Launch of Portal & LMI Board Games in schools -Success of BAE Systems sponsored programme with Create Education and InnovateHer -Testing approaches to boost positive destinations – pilot with elective home educated in Blackpool & engaging young people with no post-16 intended destinations in Lancashire -LEP Digital Strategy launched, aligned to the Lancashire Skills and Employment Strategic Framework 	<ul style="list-style-type: none"> -Funds committed by DfE to the CEC for Careers Hubs until August 2023 -Data gathering in schools engaged in the Hub Incubation Project to enable evaluation of impact -ESF projects completing, withdrawing support for at risk / NEET young people. There will be limited support for those aged 16-18, such as The Prince’s Trust Teams, but much less than for the last six years. Feedback on UKSPF awaited – several Local Authorities intending on investing



<p>Inclusive Workforce</p> 	<p>-Effective working partnerships across the Adult Skills Forum e.g. Restart and LAL working together to the benefit of the unemployed to move them into work</p> <p>-Market engagement events for Skills Bootcamps for 2023/24 resulted in wider range of suggestions, including Green Energy, HGV, Care and Construction</p> <p>-Multiply delivery has commenced across Lancashire, Blackburn with Darwen, and Blackpool</p> <p>-‘Close out’ report completed for the Growth Deal programme showing that £56.9m of social value has been generated</p>	<p>-ESF employability projects are due to close leaving minimal support for the rising number of inactive residents in Lancashire. Feedback on UKSPF awaited</p> <p>– Several Local Authorities intending on investing</p> <p>-Multiply delivery has started across Lancashire, however there is only 4 months to deliver significant activity if Year 1 funds are to be maximised</p> <p>-Skills Bootcamp recruitment for 2022/23 behind profile, 244 spaces to fill and deliver before the end of the financial year</p>
<p>Skilled & Productive Workforce</p> 	<p>-15 Young Apprenticeship Grants Awarded</p> <p>-The Skills Hub continues to work with providers to ensure that employer facing provision meets the current needs of businesses. From the start of the ESF provision until the end of September 2022 the projects have engaged with over 3,600 Businesses and supported/upskilled over 21,000 employees</p>	<p>-Insufficient demand for recruiting/upskilling in manufacturing to award all Apprenticeship Grants</p> <p>-ESF projects that support businesses will wind down over 2023 leaving a gap in provision. Feedback on UKSPF awaited – several Local Authorities intending on investing but only from Year 3 (2024/25)</p> <p>-Business engagement has proved difficult (covid recovery and economic climate). Reprofiles submitted for some projects which will reduce funds and outcomes – with unspent funds going back to government</p>
<p>Informed Approach</p> 	<p>-Collaborative work with the Careers Hub to produce innovative LMI resources, with Portal and LMI board Games launching</p> <p>-Publication of Food and Agriculture Sector Labour Market Intelligence Report</p> <p>-Completion and submission of CEC Data Exploration Report on LinkedIn’s Talent Insights platform.</p> <p>-Contribution to Lancashire County Council’s Economic Development Strategy 2023-2025 and alignment with the Lancashire Skills and Employment Strategic Framework</p>	<p>-Reduction in funds to purchase data from 3rd parties as the DfE funds for Skills Advisory Panels ceases (March 2023), however agreement made with Chambers for contribution from LSIP funds</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.
Priority 1	Careers Hub: Excellent careers provision underpinned by Labour Market Intelligence (LMI)
<p>Lancashire Careers Hub</p> <p>The Careers Hub held two Headteacher Conferences in October. The events were run in partnership with the Lancashire Colleges Consortium and Lancashire Work based Learning Forum. The focus of the events was to brief Headteachers and Chairs of Governors on the Provider Access Legislation and the support available in Lancashire. The sessions also included inputs from fellow Headteachers regarding the impact of their careers programmes and an overview of the latest LMI from Joe Mount, Data Analyst. Feedback was incredibly positive and resulted in several meetings with Headteachers, which was part of the aim, to ensure that careers provision is embedded into the school approach.</p> <p>The ‘Portal’ LMI resources and LMI Boardgames have been finalised and launched this past term. The resources are designed to give young people an understanding of their local labour market and the opportunities and pathways that are available to them in work and education, as well as exciting upcoming new developments in Lancashire. These resources were designed in conjunction with Cornerstone employers, careers professionals and young people and are designed to present the latest Labour Market Information for each Travel to Work Area in an engaging and accessible format. Over 1,300 young people in Lancashire were surveyed to produce a design style and tone that speaks to them, and a focus group of young people in Lancashire decided the result. £10,000 has been secured from the Careers and Enterprise Company (CEC) to develop SEND (Special Educational Needs and Disabilities) versions of the resources. Portal resources can be accessed via the Lancashire Careers Hub website: https://lancashirecareershub.co.uk/resource/portal-lancashire-careers-information/</p> <p>The CEC have launched the Future Skills Questionnaire (FSQ) which was piloted at the end of last academic year. Over 900 Lancashire Young People participated in the pilot. The FSQ gives students the opportunity to reflect on their career-related knowledge and skills. There are five versions of the questionnaire, allowing schools to assess the skills and knowledge of their students at specific points in their education journey. The headlines from the survey will be presented at the meeting. Training sessions with CEC have been provided to Careers Leaders to support the roll out of the FSQ to enable assessment of the impact of their careers programmes.</p>	



	Careers Hub Total 2022/23 (Based on October CEC data)	
	Target %	Actual %
Enterprise Advisers matched to schools	98%	97%
Gatsby BM 1 (Careers Plan)	80%	79%
Gatsby BM 5 (Employer Encounters)	Sustained Progress Baseline July 22- 76%	76%
Gatsby BM 6 (Experiences of the Workplace)	Sustained Progress Baseline July 22- 50%	53%
Average BMs (against the 8)	5	5.77

Performance against target in Lancashire continues to be above the national average, with further progress anticipated over the academic year to July 2023.

CEC Effective Transitions Project

Visits have been made to the schools involved in the project which has 95 year 11 students engaged in additional careers and employability activities and extended work experience, intended to increase participation in post-16 learning. Early reports are showing that although some circumstances are challenging, for several students, there is already increased engagement in learning at school. Staff who attended the Mentoring and Coaching training have reported that this would be useful for a wider group of teaching staff and that they themselves would like to continue with further study, which is being discussed with Lancashire Adult Learning.

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

Further colleges continue to plan for T Level delivery from 2023, in addition to the six Lancashire colleges already delivering T Levels. The Lancashire Colleges continue to organise the T Level routeway networks for practitioners. This year's offer has already broadened with the new T Level courses which are being rolled out in 2022-23 which include engineering and manufacturing, accounting, finance, and business management.

Technical Education Vision

The Technical Education Vision is currently being refreshed, which will include a range of case studies which are being collected from providers. It is intended that the refreshed version be published early in the New Year.

Priority 3	Digital Workforce of the future
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TeenTech Live

Dani Longhurst from TeenTech visited UCLAN as part of the planning for the May event. All schools have now been sent details of the event including both the online pre-event briefing (29th March) and the in-person festival in May. The key focus is now securing employers to run activities.

BAE Systems' sponsored programme with InnovateHer and Create Education

Create Education's recent interim report outlined how they have trained 103 teachers on how to embed 3D printing and additive manufacturing into the curriculum. This is alongside 2,368 Year 8 students taking part in their workshops. 70% of students participating said that the workshop made



them consider their KS4 options leading to a job in science, technology, or engineering. 81% of students participating said they were now either confident or very confident in using the 3D modelling software.

InnovateHer have released a [Social Impact report](#) that also highlights the work with BAE Systems and a [video case study](#) of South Shore Academy students. InnovateHer have to date worked with 2,000 young people across 14 schools. **CEC Hub Incubation Project: Digital Futures** 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.

Following a slow and disruptive start to the project last academic year, partially due to COVID 19 disruption in the autumn and spring terms and agreeing UK-GDPR compliant processes for data collection, the project is now back on track. This term has seen the six participating schools actively engaged with the research. Activities with STEM Ambassadors, facilitated by STEMFirst, the Start in Lancashire Careers Platform and Create Education are all booked to take place in November and December with processes in place for data collection.

DCMS (Department of Culture, Media, and Sport) Cybersecurity

The Lancashire Digital Skills Partnership (LDSP) been in discussions with the regional representative of the DCMS Cybersecurity team about potential funding for additional skills and careers activity in Lancashire. We are awaiting confirmation of the funds from DCMS and the subsequent conditions for spending it, however the funding will need to be spent by the end of the financial year. The LDSP Steering Group will be consulted at their next meeting early December to agree priorities and projects should the funds come to fruition and a verbal update will be provided at the committee meeting.

National Cyber Force (NCF) - People and Skills Workstream Group

The stakeholder group continues to meet to develop a plan to accelerate the growth of a digital, tech and cyber talent pipeline which will meet the demands of NCF and the wider ecosystem, in line with the recently published LEP (Lancashire Enterprise Partnership) Digital Strategy, which is aligned with the Lancashire Skills and Employment Strategic Framework. The last meeting was held at GCHQ in Cheltenham, and an educational journey, primary to graduate, was mapped with assorted opportunities to raise awareness, boost skills and aptitudes, and enable Lancashire residents to compete for opportunities. A focus was also given to communications to help inform the NCF marketing and communications strategy. The group feeds into the Lancashire Cyber Partnership.

Priority 4	Supporting Young People who are NEET (not in employment, education, or training) to reengage with learning and work
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Transition Support Projects 2022

Projects to support the transition of year 11 students into post-16 destinations have been ongoing for the last few months, funded through a CEC grant, secured by the Lancashire Skills Hub in the summer.

In Blackpool, the local authority family worker and youth support teams have been working with young people who have been electively home educated, to inform them of their post-16 choices in the area. This innovative work has reached out to 35 young people who would otherwise have had no independent careers guidance and has helped form a local model for engaging these young people in the future.



Lancashire County Council has been working with Blackburn with Darwen Borough Council to identify those young people who do not have a post-16 destination and to approach them with additional careers advice and guidance, this is resulting in better levels of engagement and December destinations of those young people will show the greater levels of participation achieved

ESF Moving On Project

The ESF funded Moving On project has now reached 1,238 young people in its second phase, earning 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. There remains a 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. Team representatives are involved in strategic meetings in Blackpool which are a legacy of the Opportunity Area and will continue working under the new levelling up arrangements.



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.

Priority 1

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

SF 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 September 27,163 adults have started a programme with 35% progressing into a positive destination.

The following tables give further information on the breakdown of starts across priority groups. Where there is a variance to the participants, it is to be noted that delivery is still taking place.

1.1 Priority – Those closer to the labour market

Output	Target	Actual	%	Variance
Participants	17,230	13,886	81%	-3,344
Male	6,998	6,036	86%	-962
Female	6,171	4,246	69%	-1,925
Unemployed	6,668	8,809	132%	2,141
Inactive	2,150	1,480	69%	-670
Aged 50+	2,688	2,724	101%	36
Ethnic Minority	1,092	1,949	178%	857
Disability	4,022	2,598	65%	-1,424
Basic Skills	2,460	5,475	223%	3,015
Lone Parents	1,983	904	46%	-1,079

1.4 Priority – Those further away from the labour market

Output	Target	Actual	%	Variance
Participants	13,053	13,277	102%	224
Male	5,970	6,507	109%	537
Female	6,350	6,265	99%	-85
Unemployed	6,604	7,208	109%	604
Inactive	5,633	4,990	89%	-643
Aged 50+	3,655	4,121	113%	466
Ethnic Minority	2,037	2,706	133%	669
Disability	4,668	5,719	123%	1051
Basic Skills	0	1,831		1831
Lone Parents	0	504		504

UK Shared Prosperity Fund (UKSPF)

All the district and unitary authorities have submitted their investment plans to the Department for Levelling Up, Housing and Communities (DLUHC). The Skills Hub have supported several 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. The authorities are awaiting feedback from DLUHC.

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. The Skills Hub has been working with the three top tier authorities to develop the Multiply programme, undertaking pan Lancashire consultation events with the authorities. The Skills Hub has led on the development of the Lancashire County Council (LCC) investment plan and subsequent commissioning, with this authority receiving the largest allocation of funds.

Upper Tier Local Authority	Total Funding Allocation (£)	Funding Allocation 22-23 (£)	Funding Allocation 23-24 (£)	Funding Allocation 24-25 (£)
BwD	851,021.36	257,285.53	296,867.92	296,867.92
Blackpool	770,711.16	233,005.70	268,852.73	268,852.73
Lancashire	5,911,986.99	1,787,344.91	2,062,321.04	2,062,321.04

A Project Manager within the Skills Hub has been appointed, Pam Lightbown, and resource allocated in the External Investment and Funding team under Sean McGrath to undertake the contract management for the LCC programme. Pam will have responsibility for the programme in Lancashire and will also drive the development of a pan Lancashire Community of Practice working with the three authorities. The group will be a platform for bringing Multiply providers from across Lancashire together, sharing good practice and highlighting opportunities for cross referring, with the aim of maximising the success of Multiply. Providers will work collaboratively in relation to data returns, assessing impact, progression, evaluation and marketing and communications.

The Lancashire County programme has been commissioned through a two-stage process; the delivery partners are The Lancashire Colleges (including Lancashire Adult Learning – LAL), PHX Training, WEA and Inspira. WEA are running a Community Grants programme, like that which has been successfully run under the ESF programme, which will enable grass roots voluntary and community sector organisations to secure funds to delivery projects in communities. There will be range of activities across all ten Multiply interventions and the twelve districts. Delivery has commenced and WEA have run two initial calls for projects which will start in December.

Blackburn with Darwen Borough Council will be delivering Multiply internally through their Adult Learning team and will be working in partnership with Al Hayat, Blackburn College, Get Set Academy, IMO, Positive Smiles, Spring North, and several community-based organisations. Delivery within Blackburn with Darwen has commenced and their launch event is taking place on the 23rd of November at King George’s Hall.

Blackpool Borough Council will be working initially with PHX, Groundworks and Blackpool & The Fylde College. Delivery will also be provided in house by Blackpool Learning Rooms. A Project Manager has been appointed and is meeting with all the partners with a view for delivery starting imminently. There are also several Community Grant allocations being made.

The Skills Hub Team is working on raising awareness of Multiply and promoting collaboration amongst partner agencies, maximising established links and referrals from partners. Looking forward the Skill's Hub are planning a Multiply launch event for both learners and employers early in the new year, along with a Lancashire wide Marketing and Communication Strategy.

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 referrals, this has proven successful with ESF delivery partners linking with Restart to support residents with further skills and training. The forum is holding a specific meeting in January to conduct a deep dive into activity for the growing number of economically inactive residents in Lancashire.



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

- Seetec the new prime for the northwest National Careers Service;
- Princes Trust regarding process for referrals and pre-Skills Bootcamp opportunities;
- The Integrated Care Board demonstrated their [careers platform](#) and shared their pre-employment and support programmes with partners to enable referrals; and
- Multiply delivery partners presented their offers to the group to expediate the referral of participants.

Through the work of the Adult Skills Forum, partnerships have been made leading to collaborative delivery. For example, 106 Restart participants were referred to LAL through five pre-employment programmes, resulting in 43 participants attending the programmes and 23 obtaining jobs. Partners are keen to work closely to develop further employment programmes supporting the residents and businesses of Lancashire.

Escalate

Escalate, the online referral tool which enables referrals to employment provision, has been accessed 5,336 times since its inception. Escalate continues to be reviewed and updated as ESF projects cease. The Strategic Partnership Manager for adults has been visiting JCP offices across Lancashire to demonstrate Escalate to new staff members and to promote referrals to both Apprenticeships, Skills Bootcamps and Multiply.

Plan for Jobs

The Jets (Job Entry Targeted Support) programme started in 2020 in response to COVID 19, supporting participants who required a light touch support to gain employment. The project has performed well and was awarded an extension. Currently the programme in Lancashire has placed 6,011 participants into work. The project is now closed for recruitment.

WHP (Work and Health Programme) is targeted at claimants with health conditions and/or disabilities and was originally a 5-year programme which commenced in 2017, however a further 2 years extension has been agreed with DWP (Department for Work and Pensions). Currently the programme in Lancashire has placed 4,167 participants into work. In the last month they have placed 143 participants across Lancashire into employment (51% of starts).

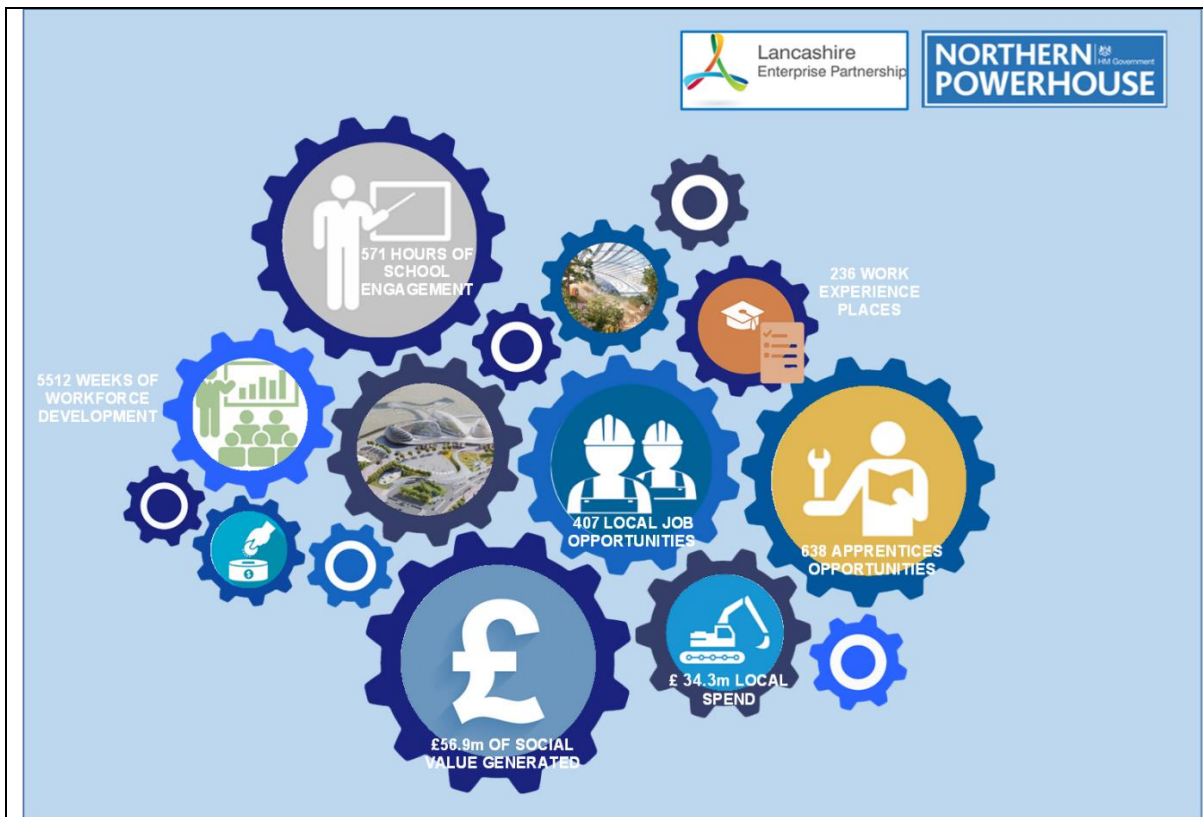
Since the start of the **Restart** programme in April 2021, there have been 10,349 referrals made from DWP with 78% of these progressing into starts (8,090). The highest number of referrals have been received from Blackburn, Blackpool, Preston, Nelson, and Burnley JCP offices. However, recently there has been a significant dip in referrals from Preston and Blackpool. The lowest number of referrals have come from Ormskirk, Leyland, and Clitheroe.

There have been 2,703 Job starts (33%) and 1,010 sustainable Job Outcomes (12%) 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 progress into sustainable employment.

To note the prime, G4S has consistently achieved all DWP Customer Service Standards and are the first lead body nationally to achieve green consistently. Several staff from supply chain organisations have been nominated and shortlisted for the annual Employment Related Service Industry (ERSA) awards that take place at the end of November.



Priority 2	Sector specific initiatives targeted at areas with labour market demand
Skills Bootcamps A paper regarding Skills Bootcamps is on the main agenda of the committee.	
Priority 3	Raise digital inclusion
Digital Freedoms 50+ We await confirmation of a potential funding source aimed at continuing the successful Digital Freedoms 50+ project. This project led by a partnership of the LDSP (Lancashire Digital Skills Partnership), Selnet and Lancashire Libraries worked with over 40+ local community and voluntary sector groups to gift devices with data and skills support to those households who are digital excluded. Previously the project supported over 500 individuals and households with digital confidence raised from 100% - not very confident - to 95% - fairly or very confident.	
National Data Bank – The Good Things Foundation The Good Things Foundation has reached out to Local Digital Skills Partnerships asking for assistance in linking with local groups and networks to raise awareness of their National Data Bank. The National Data Bank, through their online centres and Digital Inclusion Network, allows individuals to access support in gaining free data. All the libraries across Lancashire are online centres and are going to apply for vouchers so that they can work with the same 40+ local community and voluntary sector groups as per the Digital Freedoms 50+ project and others to reach those in need of this type of assistance.	
Priority 4	Embed social value in commissioning, procurement and planning processes
Skills Hub staff changes Martin Hill has now left the Skills Hub, and Leigh McLaughlin has been appointed Social Value Skills and Employment Coordinator. Leigh joins the team from One Manchester.	
Growth Deal – Final Social Value Impact The capital delivery phase of the Growth Deal programme is now complete, as such this completes the Social Value reporting under this programme. A close-out report has been completed, which calculates that the Growth Deal programme has generated a total of £56.9m of social value over its lifetime. This has been achieved by embedding Social Value within the programme through the adoption of a LEP wide Social Value Framework.	



Future Activity

There are several developments that will generate social value that are at various stages of development. These are:

- The outcome of the submission to the Levelling Up fund for Eden North is awaited.
- Social value metrics have been developed and approved for the four **Enterprise Zone sites**, with additional metrics included for environmental measures, contributing to the government environmental ambitions. This will be embedded within the coming months.
- A planning application for the Lancashire Central development was submitted and is expected to be considered in early 2023. As part of this, there is 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>Lancashire Young Apprenticeships Grants Over 3,000 manufacturing businesses have been assessed against the eligibility criteria for the LCC Young Apprenticeship Grants. Over 800 of these have been contacted directly to raise awareness of the grant.</p>	



To date fifteen young people have been employed, and eight businesses financially supported through the grant. In addition to those eight employers, the Skills Hub has engaged with 34 businesses to help educate and promote the use of apprenticeships for specific roles. These discussions will continue with more grant awards in due course.

Additional NWAAN Funding

The Northwest Apprenticeship Ambassadors Network has agreed to match the grant for mature Apprentices. Five grants were made available, and all have been secured through Lancashire businesses to either employ career changers or to upskill older employees.

Priority 2

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

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 September 2022 the projects had engaged with over 3,600 Businesses and supported/upskilled over 21,000 employees.

A table was shared in the previous update with end dates of projects over 2022 and 2023. As previously, the deadline for the local and unitary authorities to submit their investment plans to the Department for Levelling Up, Housing and Communities (DLUHC) was the end of July, feedback on plans is awaited from DLUHC. There will be a gap in provision aimed at upskilling individuals in the workplace.

Employer Skills Forum

The Employer Skills Forum, comprising the accountable bodies of the current ESF projects, is currently focused on ensuring clarity of the offer to businesses during the 2022 and 2023 period as projects wind down and are working together to signpost to other funded provision as some projects 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. The Strategic Partnership Manager will be presenting at the BOOST Discovery meeting on 25th January to raise awareness of the provision through 2023. This meeting is attended by business facing support projects.

Redundancy Taskforce

This group was set up by the Skills and Employment Hub in June 2020 to ensure a coordinated approach to working with businesses whose staff were at risk of redundancy. The group comprises representatives from the National Careers Service, DWP and Skills Support for the Workforce. The group has continued to meet but has recently decided to commence more regular meetings after noting a gradual increase in the number of redundancies and an increase in the number of insolvencies. At the most recent meeting the Watchtower Project which works with Advanced Engineering & Manufacturing Companies attended to give an overview of the support they can give to companies who have individuals at risk through restructuring and redundancy and the support they can provide for individuals.

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. 908 businesses and sole traders accessed at least one training or one-to-one support sessions with a total number of 1,139 engagements.

With excellent feedback from this programme, we are exploring options to continue this training in the new year.

Lancashire Cyber Alliance (LCA)

The first LCA networking event took place at the Health Innovation Campus in October with speakers including Robert Briggs (NWCSC) and Melanie Oldham OBE. The next events will take place 18th January at AMRC (Advanced Manufacturing Research Centre) NW -

<https://www.eventbrite.co.uk/e/412191424647>

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 bespoke programmes to support Leaders and Managers in their roles. Some of this provision is due to end in 2022 and early 2023.

One of these programmes is Leading Lancashire delivered by UCLan and their partners. Case Studies from the leadership and management programmes delivered via Edge Hill University, one of the providers, can be found here: [Professional learning and development - Edge Hill University](#) UCLan are organising a celebration event for Leading Lancashire in December.

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 SMEs across Lancashire and is one of the programmes continuing into 2023.

Business engagement has been a challenge for this project, with the project starting during the pandemic and the current economic climate. A Project Change Request has been submitted to reduce the outputs and funding for the project. This is currently being considered by the DWP managing authority.



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 1,350 visits, from the start of September 2022 until mid-November 2022. The pages have been redesigned to make the online evidence dashboard front and centre, and previous publications have been categorised into new “Reports” and “Archive” tabs. 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

In the previous Skills Hub Update, the panel were asked to note that The Skills Hub and the Careers Hub accepted a £20,000 grant earlier in the year from the CEC. That grant was used to purchase a 12-month licence to LinkedIn's Talent Insight platform, to test its usefulness for Careers Hubs. A report has been prepared and submitted to the CEC, with an analysis of the benefits of the tool, acknowledgement of its limitations, and recommendations. The findings will be presented to the CEC Data Exploration group which comprises representatives from other LEPs around the Country. The report found that the tool could be useful in aiding schools and colleges, but that the cost of a licence was potentially prohibitive.

The licence for LinkedIn Talent Insight is being used more widely now than just for this project, and the tool has been used to provide insight to organisations such as the Northwest Aerospace Alliance, and the Local Skills Improvement Plan (LSIP) Sector Roundtables.

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 invested in a refresh of the forecasting data which has been analysed and supplied to all Local Authority Economic Development teams. Work is underway to refresh the forecasting dashboard supplied to Local Authority Economic Development teams, and to refresh our shared understanding of future requirements for skills and qualifications in Lancashire, and growth areas. Early indications are that Lancashire's recovery back to pre-pandemic levels of economic prosperity is expected to be in 2024, as opposed to 2023 as previously thought.

It is likely that the fast-changing macroeconomic situation both nationally and globally will create need for a further refresh of the forecasting scenario, particularly considering downgraded growth projections for the UK economy, potential changes to fiscal policy, and further increasing interest rates.

Food and Agriculture Sector Study

The Lancashire Skills Hub's Food and Agriculture Sector Study has now been completed by AMION, been graphically designed, and now published on the Lancashire Skills Hub's evidence base page online. The report can be viewed here: <https://www.lancshireskillshub.co.uk/wp-content/uploads/2022/10/Lancashire-Food-Agriculture-LMI-study-Final-Report-2022.pdf>

The Lancashire Evening Post have highlighted their intention to write an article about the report and its key findings and they will be interviewing farmers and businesses outlined in the report as case studies. This will hopefully help raise the profile of future exciting opportunities for careers in Lancashire's Food and Agriculture sector. The article is due to be published in November/December and will go to other publications too.

The Skills Hub Skills and Economic Intelligence Analyst, Joseph Mount, will be running several sessions across Lancashire with Careers Professionals to disseminate the findings of the Food and Agriculture report, providing the key LMI that can be used to demonstrate the exciting opportunities in the Food and Agriculture sector in Lancashire now and in the future.

Lancashire County Council Economic Development Strategy

Lancashire County Council recently unveiled their new two-year economic strategy, covering the period 2023-2025. The Skills Hub was asked to contribute, and to use the opportunity to continue to champion skills initiatives to improve the lives of Lancashire residents and improve productivity across Lancashire. The strategy aligns with the Lancashire Skills and Employment Strategic Framework and created the opportunity to present data concerning the recent rise in Economic



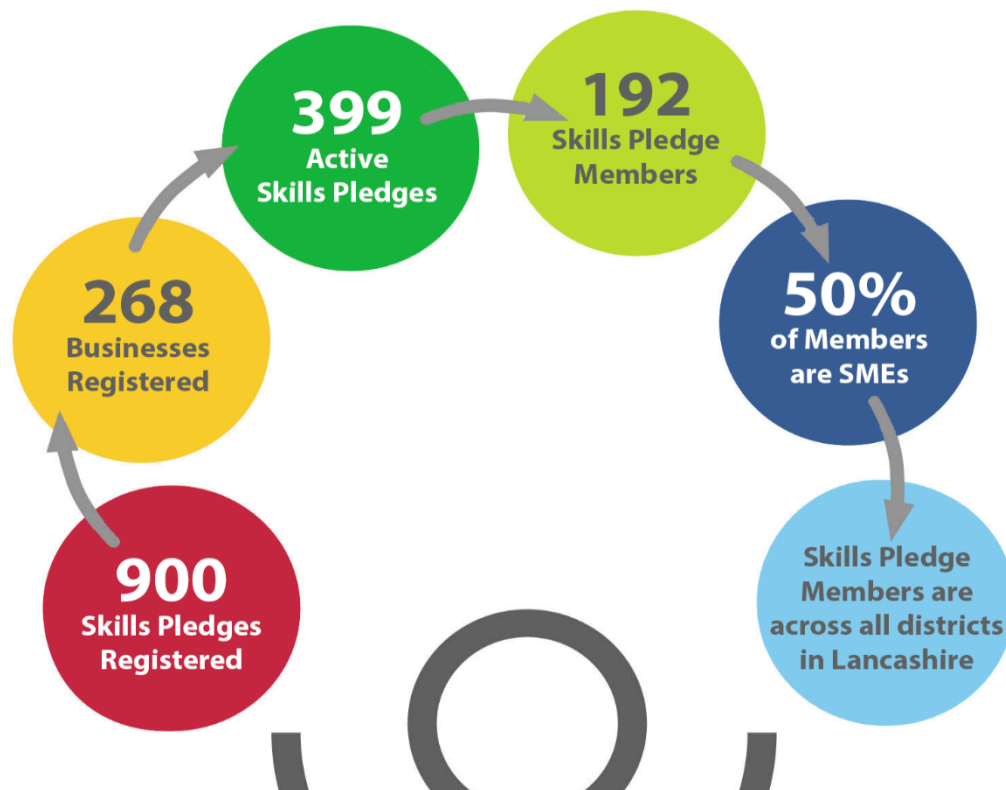
Inactivity, the fall in employment, and lower than average disposable household income and productivity across the county. The strategy brings to the fore the relationship between skills levels and productivity, and the need to close productivity gaps across the county to improve economic wellbeing and prosperity.

The Skills section of the strategy presents data on the buoyancy of the labour market in terms of job vacancies, the threat to Lancashire's economy from an ageing population, Lancashire's below average incidence of higher-level qualifications. The strategy also gives an overview of the 17,000 graduates produced from Lancashire Higher Education Institutions and Lancashire's retention of these graduates in the workforce, as well as how higher-level Apprenticeships have become more commonplace post-pandemic.

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 6.8% to 268 businesses. The 268 businesses registered their interest in 900 pledges, up 3.8% since the last update.

The number of active skills pledges has increased from 363 to 399 pledges, and there are now 192 Skills Pledge Members, an increase of 12.9% since the last update.

Considering individual pledges, the most common is 'Give an Hour', which 145 Pledge Members pledge to, an increase of 20.8% since the last update. Take on an Apprentice has 78 pledges – up 1.3% since the last update. Of those Active Pledges, around 60% 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 287 (+4%) followers to date. Please follow the page: [Lancashire Skills Pledge LinkedIn page](#)

Skills Pledge Celebration

The Skills Hub team are organising the 2022 Lancashire Skills Pledge Celebration event which is being held on the 12th of December. This event aims to recognise these organisations for the commitment they make to inspiring and upskilling the people of Lancashire, with inputs from Cllr Karen Buckley, Leader of Fylde Borough Council and member of the Lancashire Skills and Employment Advisory Panel, and Debbie Francis, chair of the LEP, who will also hand out certificates.

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 14th of November 2022, the website has had over 22,000 views, a growth of 10.0% since September 2022, with almost 8,000 views to the 16-24 page. There were also over 3,600 external links clicked through to support on partner sites.

Skill Up Campaign

The Skill Up campaign contributed to this increase by raising awareness of training and employment options for those leaving school and FE (Further Education). The campaign ran between 24th August and 11th October. The campaign reached 773,374 young people on Meta platforms (Facebook and Instagram), with 1,502 people clicking through to the Skills for Work website as a direct result. Further reach was generated through the Lancashire Skills Hub and partners amplifying the campaign via social media channels. The campaign was designed and executed by a local social media marketing firm at a total cost of £3,950.26. This represents a nominal cost of £2.63 to reach each interested young person and present a selection of onward options. The campaign was jointly funded by the Skills Hub, Future U, UCLan and Nelson & Colne College. Future collaborative communications will be considered to engage 16-24 year olds, supporting positive transition to education or employment.

Twitter

Since September 2022, the Lancashire Skills Hub Twitter profile has gained 32 new followers, with a total of 3,407 followers. Since September 2022, this twitter profile has created more than 15,500 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