



LEEDS CITY REGION  
ENTERPRISE  
PARTNERSHIP

# LEEDS CITY REGION EMPLOYMENT AND SKILLS PLAN

SKILLED PEOPLE, BETTER JOBS  
2016-2020

[WWW.THE-LEP.COM/SKILLS](http://WWW.THE-LEP.COM/SKILLS)

JUNE 2016



# FOREWORD

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**Skilled people, better jobs** is one of our four key priorities set out in our refreshed Strategic Economic Plan (SEP) to help us deliver our vision to be a globally recognised economy where good growth delivers high levels of prosperity, jobs and quality of life for everyone.

**This Plan sets out how we, the LEP and West Yorkshire Combined Authority, alongside our partners, will work together over the next four years to contribute to the vision of our SEP by meeting future job demands and enabling people from all communities in Leeds City Region to secure more and better jobs.**

We have a strong track record of tackling employment and skills challenges. Last year, we launched our skills service to **help businesses find the right training** for their employees to learn new skills and providing up to 50% funding to deliver it. We are now responsible for directing devolved government funding, which is enabling businesses that have not already taken on an apprentice to **employ young people** and explore new opportunities for growth. The LEP's youth employment programmes have outperformed national comparators and as a result of these programmes and growth in the regional economy, **youth unemployment has fallen dramatically** in Leeds City Region since 2012. We are also **building strong links between schools and businesses**, enabling young people to set off on a route to an exciting career and a prosperous future. Our Region's further education colleges are also benefiting from £79 million of funding through our Growth Deal to invest in upgraded facilities and premises to create world-class learning environments across the City Region.

Whilst is a fantastic start, we acknowledge that we must continue to raise the bar to ensure that more and better jobs are accessible across all communities, and that our City Region has the right mix of skills to drive success both now and in the future.

We have developed this Plan in consultation with partners over several months and would like to thank everyone who has taken the time to contribute. Our partners have been crucial in working with us to develop this Plan and continuing these powerful partnerships will be critical to its delivery. We look forward to working with you over the coming years to tackle our challenges, build on our successes and deliver good growth, leading to good lives, across our City Region.

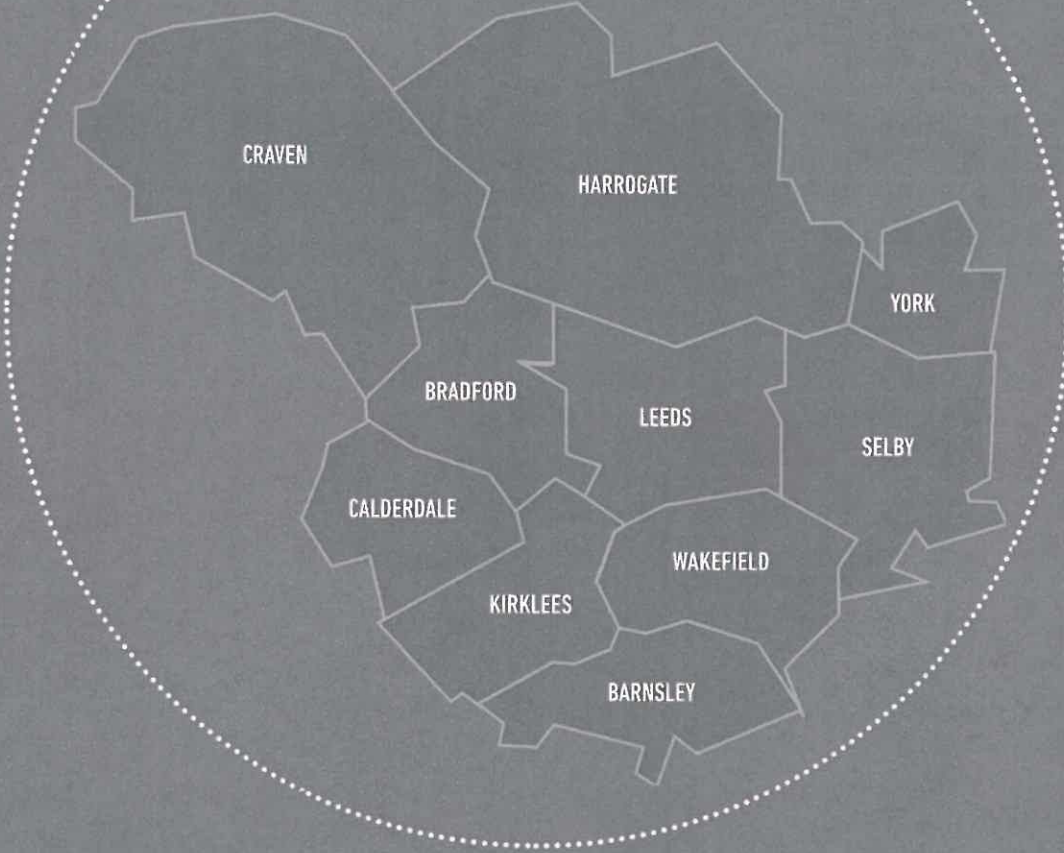
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**ROGER MARSH OBE**

CHAIR, LEEDS CITY REGION ENTERPRISE PARTNERSHIP



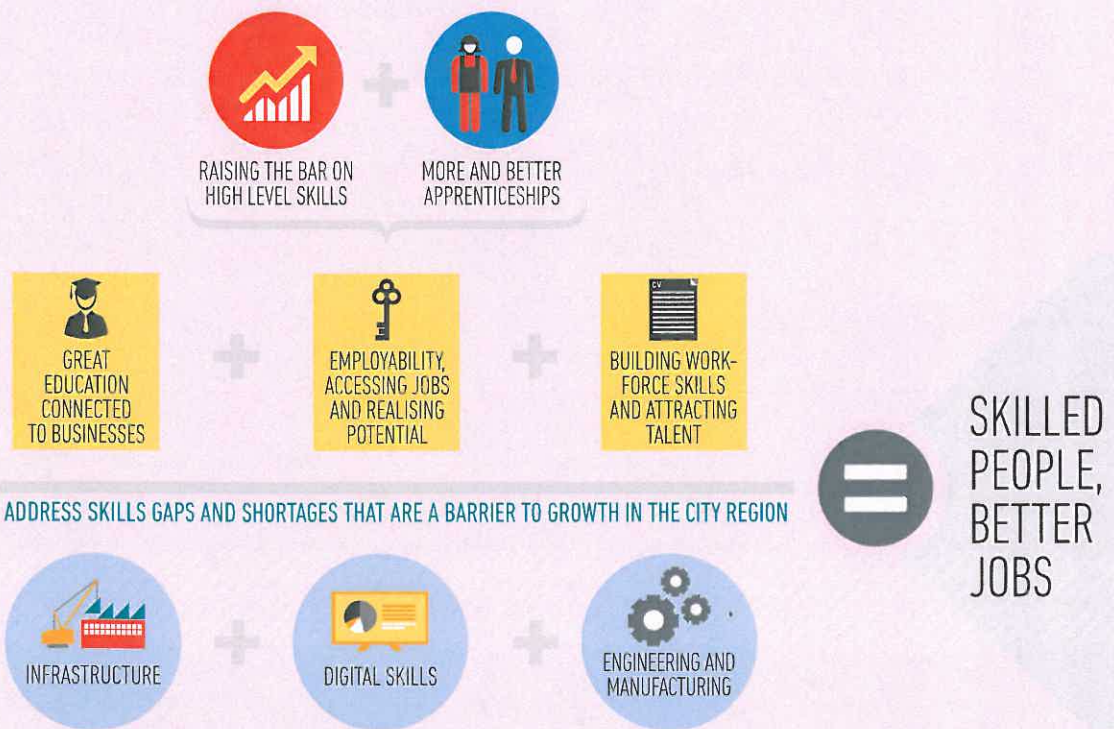
# LEEDS CITY REGION



# HEADLINE PLAN

OUR EMPLOYMENT AND SKILLS PLAN SETS OUT HOW WE AND OUR PARTNERS WILL WORK TOGETHER OVER THE NEXT FOUR YEARS TO CONTRIBUTE TO THE VISION OF THE LEEDS CITY REGION STRATEGIC ECONOMIC PLAN:

"TO BE A GLOBALLY RECOGNISED ECONOMY WHERE GOOD GROWTH DELIVERS HIGH LEVELS OF PROSPERITY, JOBS AND QUALITY OF LIFE FOR EVERYONE"



ADDRESS SKILLS GAPS AND SHORTAGES THAT ARE A BARRIER TO GROWTH IN THE CITY REGION

THROUGH THIS PLAN, WE AND OUR PARTNERS WILL CONTRIBUTE TOWARDS THE OUTCOMES OF THE STRATEGIC ECONOMIC PLAN, INCLUDING PROGRESS TOWARDS:







## RAISE THE BAR ON HIGH LEVEL SKILLS

- Design and deliver a programme of activity to address a deficit of STEM skills, particularly Maths
- Ensure that provision addresses current and future labour market requirements, including identifying high level skills gaps and shortages
- Attract, develop and retain high level skills and capabilities to drive productivity and innovation within the region
- Raise aspiration among all ages and communities to progress into higher level learning
- Develop and simplify technical routes into higher level learning and employment to address existing and future skill requirements



## MORE AND BETTER APPRENTICESHIPS

- Support businesses to understand and make the most of apprenticeships, particularly in the context of the apprenticeship levy and reforms
- Support people to access traineeships and apprenticeships as a pathway into rewarding careers
- Increase take-up and provision of apprenticeships (particularly advanced, higher and degree apprenticeships)



## GREAT EDUCATION CONNECTED TO BUSINESSES

- Produce high quality labour market information and forecasting of future employment opportunities
- Improve the relevance of learning in schools, colleges and universities to increase attainment and employability
- Ensure that careers information advice and guidance is impartial, based on robust LMI and targeted at parents and teachers as well as pupils
- Increase meaningful engagement between businesses and students in schools, colleges and universities



## EMPLOYABILITY, ACCESSING JOBS AND REALISING POTENTIAL

- Shape programmes to help unemployed young people and adults to move into work, sustain and progress in employment
- Forecast labour market opportunities and shape support for people to access pipeline of new job opportunities, particularly in growth sectors
- Equip people with the skills needed to progress in work including low paid workers and those in receipt of in-work benefits
- Maximise positive connections between health, jobs and prosperity and address barriers to work to help individuals to meet their economic potential



## BUILDING WORKFORCE SKILLS AND ATTRACTING TALENT

- Ensure that training provision and facilities meet current and future needs of businesses, individuals and the wider economy
- Reduce skills shortages facing businesses in growth sectors by growing and attracting talent
- Increase proportion of businesses of all sizes and sectors in Leeds City Region training their staff
- Develop leadership and innovation skills for business growth



## INFRASTRUCTURE

Gear up to deliver major schemes including High Speed 2 (HS2), the £1 billion West Yorkshire Transport Fund and low carbon projects, and ensure that we maximise the associated employment opportunities for Leeds City Region residents



## DIGITAL SKILLS

Become the UK's capital of tech and digital skills by attracting and growing talent in programming, coding, software development and data analysis



## ENGINEERING AND MANUFACTURING

Addressing high volume of opportunities generated by replacement demand, with a requirement for a higher skill level than the existing workforce

# MORE AND BETTER APPRENTICESHIPS

**THE LEP AND PARTNERS ARE KEEN TO RAISE AWARENESS OF APPRENTICESHIPS AMONG YOUNG PEOPLE AND PARENTS AS A PATHWAY TO EXCITING CAREER OPPORTUNITIES. WE WANT TO HELP BUSINESSES MAKE THE MOST OF APPRENTICESHIPS, TO ACCESS AND GROW THE FUTURE TALENT THAT THEY NEED.**

The City Region is keen to play its part in achieving the Government's ambition to create 3 million new apprenticeship opportunities within the lifetime of this Parliament.

Since 2012, the Apprenticeship Hubs programme has provided a local point of contact for free, independent, co-ordinated advice and support for SMEs and young people. Through the programme 2,941 SMEs have been engaged and 2,367 young people have started new apprenticeship opportunities to date.

From August 2015, the Combined Authority has managed the Apprenticeship Grant for Employers (AGE) on a devolved basis and has introduced incentive rates to encourage the take up of apprenticeships in line with economic priorities.

## OUR ASPIRATIONS:



By 2020 every business employing more than 25 people should be aware of the benefits of apprenticeships



Smaller firms will be supported to recruit apprentices for the first time



Support at least 1,000 SMEs each year to offer apprenticeships



Demonstrate a year on year increase in new apprenticeship opportunities in economic priority subject areas



# HOW WE WILL DO THIS

## PRIORITIES:

1

SUPPORT BUSINESSES TO UNDERSTAND AND MAKE THE MOST OF APPRENTICESHIPS, PARTICULARLY IN THE CONTEXT OF THE APPRENTICESHIP LEVY AND REFORMS

## ACTIONS FOR THE LEP AND PARTNERS:

- Disseminate the impact of reforms to businesses, employer forums and training providers
- Support larger businesses in implementing reforms including the levy and understanding the benefits of apprenticeships to their organisations
- Support growth in apprenticeships in public sector organisations
- Engage more SMEs to offer apprenticeships through impartial and independent support
- Incentivise employers to offer apprenticeships in line with economic priorities through devolved programmes

2

SUPPORT PEOPLE TO ACCESS TRAINEESHIPS AND APPRENTICESHIPS AS A PATHWAY INTO REWARDING CAREERS

- Support school engagement activity through Apprenticeship Hubs, ESIF programmes and the LEP's schools engagement activity
- Work in partnership with providers, contracted services and the LEP's broader business-facing services
- Grow and effectively deploy Young Apprenticeship Ambassadors
- Promote apprenticeships at advanced, higher and degree levels
- Increase referrals from Jobcentre Plus and improve vacancy awareness of Jobcentre Plus staff

3

INCREASE TAKE-UP AND PROVISION OF APPRENTICESHIPS (PARTICULARLY ADVANCED, HIGHER AND DEGREE APPRENTICESHIPS)

- Identify opportunities to develop new frameworks in priority sectors and at advanced, higher and degree levels
- Promote advanced, higher and degree apprenticeships as part of the career progression route to schools, sixth forms and FE colleges
- Work closely with partners to support development of new apprenticeship frameworks and to strengthen the City Region's apprenticeship offer in line with economic priorities

# RAISING THE BAR ON HIGH LEVEL SKILLS

**THE CITY REGION HAS SEEN QUALIFICATION LEVELS CONTINUE TO IMPROVE AT ALL LEVELS. HOWEVER, THE GAP BETWEEN LEEDS CITY REGION AND THE NATIONAL AVERAGE AT LEVEL 4 AND ABOVE IS WIDENING, PARTICULARLY IN COMPARISON WITH LONDON.**

There is significant variation between local authority areas and the City Region does not compare well with other LEP areas on this indicator; only 14 of 39 LEPs have a smaller proportion with qualifications at Level 4 and above.

Closing this gap remains a vital priority, due to the links between higher qualifications and productivity, earnings and economic resilience. The City Region lags behind national levels on a number of key indicators including productivity, GVA per capita and change in employment levels. This is likely to be in part due to the working population's lower skill levels. The LEP's forecasts show that there will continue to be a high level of employment opportunities at level 4 and above in key sectors in the period to 2022.

Across all sectors, job seekers will require higher qualifications than the current workforce in order to access opportunities. A major challenge is to ensure that our population has the skill levels that they'll need to access these jobs.

## OUR ASPIRATIONS:



Increase the proportion of the working age population with higher level qualifications (Levels 4-7)



Close the gap to the national average and exceed other core city regions.



# HOW WE WILL DO THIS

## PRIORITIES:

## ACTIONS FOR THE LEP AND PARTNERS:

1

DESIGN AND DELIVER A PROGRAMME OF ACTIVITY TO ADDRESS A DEFICIT OF STEM SKILLS, PARTICULARLY MATHS

- Secure resources to run a major campaign to improve maths teaching and attainment
- Fully embed activity to address a deficit of STEM skills into all skills activity including schools engagement, employment support, apprenticeship activity and SME skills support

2

ENSURE THAT PROVISION ADDRESSES CURRENT AND FUTURE LABOUR MARKET REQUIREMENTS, INCLUDING IDENTIFYING HIGH LEVEL SKILLS GAPS AND SHORTAGES

- Continue to build on the LEP's track record of producing high quality labour market information and forecasting.
- Anticipate future high level skills requirements
- Communicate with universities, colleges and private providers about high level skills shortages
- Through business-facing services, support employers to interface with the city region's providers to access appropriate provision

3

ATTRACT, DEVELOP AND RETAIN HIGH LEVEL SKILLS AND CAPABILITIES TO DRIVE PRODUCTIVITY AND INNOVATION WITHIN THE REGION

- Proactively promote a holistic and joined-up HE and FE offer to businesses and individuals, linking skills provision with business growth opportunities and fully integrating the HE and FE skills and business support offer into LEP and local authority business support activity
- Build links between businesses, colleges and universities to support and stimulate innovation
- Raise awareness of the value that graduates add to businesses, particularly to smaller businesses in order to stimulate demand for taking on those with higher level skills
- Attract talent into the city region by working effectively with business to showcase our high skilled opportunities to individuals both within and outside the Leeds City Region
- Increase interaction between businesses and people studying at all levels (e.g. through work experience placements and internship programmes)

4

RAISE ASPIRATION AMONG ALL AGES AND COMMUNITIES TO PROGRESS INTO HIGHER LEVEL LEARNING

- Deliver activity to raise young people's aspirations to progress into higher level learning, particularly low participation groups
- Deliver activity to encourage progression from low paid work into higher level learning, greater earnings and productivity
- Stimulate demand among businesses to upskill their staff by supporting businesses with succession planning through business-facing services

5

DEVELOP AND SIMPLIFY TECHNICAL ROUTES INTO HIGHER LEVEL LEARNING AND EMPLOYMENT TO ADDRESS EXISTING AND FUTURE SKILL REQUIREMENTS

- Engage with businesses to strengthen Higher, Advanced and Degree apprenticeship provision
- Develop routes into technical education at Levels 4-7 and promote to young people, parents and businesses

# GREAT EDUCATION CONNECTED TO BUSINESSES

**DESPITE SOME GOOD PRACTICE IN THE CITY REGION WITH MANY EXCELLENT SCHOOLS, COLLEGES AND UNIVERSITIES, ENGAGEMENT BETWEEN EDUCATION AND BUSINESSES IS INCONSISTENT.**

Many more young people in our City Region's schools, colleges and universities should have access to sustained and meaningful engagement with employers to develop enterprise and employability skills, gain a realistic idea of the career opportunities open to them and increase their knowledge of the routes to accessing these careers. For those who miss out this has a detrimental impact on attainment and employability and leaves too few people taking pathways into employment in growth sectors. Only 15%\* of businesses in Leeds City Region offer work inspiration or experience.

Through the Leeds City Region Skills Network, robust intelligence is shared with a provider network of eight Universities, 13 colleges and over 600 private training providers. The Leeds City Region Headteachers Advisory Network has also recently been established to increase joint working with schools.

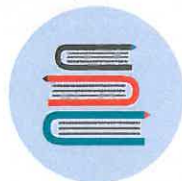
The LEP's Enterprise Adviser programme is making links between businesses and schools at a strategic level and there is an ambition to engage with all schools at some level by 2017. This is, and will continue to be, closely aligned with local and sector specific schools engagement activity and FE/HE engagement activity with schools.

## OUR ASPIRATIONS:

ALL STUDENTS SHOULD HAVE AN ENTITLEMENT TO PLANNED AND PROGRESSIVE CAREERS, ENTERPRISE AND EMPLOYABILITY EDUCATION WHICH CONTRIBUTES TO PERSONAL SKILLS AND CHARACTER DEVELOPMENT:



Produce high quality LMI and forecasting of future employment opportunities



Improve the relevance of learning in schools, colleges and universities to increase attainment and employability



Ensure that careers information advice and guidance is impartial, based on robust LMI and targeted at parents and teachers as well as pupils



Increase meaningful engagement between businesses and learners in schools, colleges and universities

\*UKCES 2014



# HOW WE WILL DO THIS

## PRIORITIES:

## ACTIONS FOR THE LEP AND PARTNERS:

1

PRODUCE HIGH QUALITY LMI AND FORECASTING OF FUTURE EMPLOYMENT OPPORTUNITIES

- Intelligence and forecasting will continue to be a key role of the LEP

2

IMPROVE THE RELEVANCE OF LEARNING IN SCHOOLS, COLLEGES AND UNIVERSITIES TO INCREASE ATTAINMENT AND EMPLOYABILITY

- Influence schools, colleges and universities to ensure that LMI is used to develop course content and that employers are engaged
- Devise, deliver and influence employability and enterprise activity, particularly linked to employment growth and skills shortage sectors
- Influence national and local programmes, stakeholders and funding streams including European Social Funding

3

ENSURE THAT CAREERS INFORMATION, ADVICE AND GUIDANCE IS IMPARTIAL, BASED ON ROBUST LMI AND TARGETED AT PARENTS AND TEACHERS AS WELL AS PUPILS

- Work in partnership with schools, colleges, universities and other local/national stakeholders to influence careers Information, Advice and Guidance (IAG) offer
- Support progression to apprenticeships at all levels

4

INCREASE MEANINGFUL ENGAGEMENT BETWEEN BUSINESSES AND LEARNERS IN SCHOOLS, COLLEGES AND UNIVERSITIES

- Devise, deliver and influence programmes to increase meaningful engagement
- Encourage employers to engage with schools at a strategic level and by offering activity through an holistic business support offer

# EMPLOYABILITY, ACCESSING JOBS AND REALISING POTENTIAL

**LEEDS CITY REGION HAS SEEN A DRAMATIC DECREASE IN THE NUMBER OF UNEMPLOYED PEOPLE IN THE CITY REGION; UNEMPLOYMENT HAS FALLEN FROM A PEAK OF 139,000 TO 89,000 IN DEC 2015.\***

Through devolved programmes including the City Deal Apprenticeship Hubs programme and youth employment activity, Leeds City Region has addressed local issues through localised and targeted programmes.

However, despite these successes Leeds City Region's employment rate remains one of the lowest in the UK and there are significant variations between local authority areas. Unemployed people in Leeds City Region include a relatively high proportion experiencing significant challenges and barriers to work including health. We estimate that there are around 200,000 in-work benefit claimants in the City Region.\*\*

It is crucial that the LEP and partners work together to move unemployed and under-employed people into the labour market. This will address skills shortages across growth sectors in the City Region and ensure that all of our communities are able to benefit from economic growth.

## OUR ASPIRATIONS:

EVERYONE WITH THE POTENTIAL TO WORK IS ABLE TO ACCESS AND PROGRESS IN REWARDING EMPLOYMENT:



Continue to work towards NEET-free City Region ambition, demonstrating a year on year decrease in the number of young people not in education, employment or training



Reduce levels of unemployment and inactivity



Ensure there are pathways for unemployed people, those looking to retrain and people in receipt of in-work benefits to gain skills for employment, particularly in growth occupations

\* Annual Population Survey Jan – Dec 2015

\*\* Working Families Tax Credit/Child Tax Credit (160,500), Housing Benefit (41,967) and those in work claiming Universal Credit (3,085); total = 205,552



# HOW WE WILL DO THIS

## PRIORITIES:

## ACTIONS FOR THE LEP AND PARTNERS:

1

SHAPE PROGRAMMES TO HELP UNEMPLOYED YOUNG PEOPLE AND ADULTS TO MOVE INTO WORK, SUSTAIN AND PROGRESS IN EMPLOYMENT

- Influence European Social Funded activity (eg NEET, local flexibility for unemployed, response to redundancy) to ensure that specifications meet local need;
- Grow influence over national programmes to ensure that City Region priorities are addressed

2

FORECAST LABOUR MARKET OPPORTUNITIES AND SHAPE SUPPORT FOR PEOPLE TO ACCESS PIPELINE OF NEW JOB OPPORTUNITIES, PARTICULARLY IN GROWTH SECTORS

- Provide LMI and forecasting
- Work in partnership (with public and private sector) to develop pathways into employment
- Ensure that activity providing first steps into work reflects the needs of the labour market.

3

EQUIP PEOPLE WITH THE SKILLS NEEDED TO PROGRESS IN WORK INCLUDING LOW PAID WORKERS AND THOSE IN RECEIPT OF IN-WORK BENEFITS

- Influence European Social Funded activity (particularly support for in-work claimants) to ensure that specifications meet local need
- Work in partnership with the Department for Work and Pensions Work Coaches and local activity to support people to increase earnings
- Influence employers to grow pathways into more productive work and higher earnings through business-facing activity

4

MAXIMISE POSITIVE CONNECTIONS BETWEEN HEALTH, JOBS AND PROSPERITY AND ADDRESS BARRIERS TO WORK TO HELP INDIVIDUALS TO MEET THEIR ECONOMIC POTENTIAL

- Collaborate with local authorities and delivery organisations to maximise connections between health, jobs and prosperity
- Increase influence over national programmes and government departments to meet City Region needs
- Influence NHS Sustainability and Transformation Plans so they address long-term health conditions that prevent people working

# BUILDING WORKFORCE SKILLS AND ATTRACTING TALENT

**IN 2015 THE LEP LAUNCHED A SKILLS SERVICE TO SUPPORT SMES TO ACCESS SUPPORT FOR TRAINING LINKED TO THEIR GROWTH AMBITIONS. SINCE THEN OVER 600 BUSINESSES HAVE ACCESSED TRAINING WITH A VALUE OF OVER £2 MILLION.**

However, 36% of the workforce in the City Region receives no training supported by their employer and the average amount of training received in a year is only 6.4 days. Low productivity in the City Region is likely to be at least in part due to the lower skills profile of our population.

There are significant skills gaps and shortages in Leeds City Region with 8% of businesses reporting hard to fill vacancies. With availability of talent a major factor in determining where businesses will locate it is essential that skills gaps and shortages are addressed and that businesses are encouraged to play their part in upskilling the workforce.

## OUR ASPIRATIONS:

TO HAVE THE BEST TRAINED WORKFORCE IN THE UK AND TO REDUCE SKILLS SHORTAGES REPORTED BY EMPLOYERS:



For employees to receive at least eight days of training per year by 2025



Increase the proportion of employees supported by their employer to receive training

<sup>1</sup> UKCES Working Futures



# HOW WE WILL DO THIS

## PRIORITIES:

## ACTIONS FOR THE LEP AND PARTNERS:

1

ENSURE THAT TRAINING PROVISION AND FACILITIES MEET CURRENT AND FUTURE NEEDS OF BUSINESSES, INDIVIDUALS AND THE WIDER ECONOMY

- Invest devolved revenue and capital funds in modern learning facilities and a relevant curriculum in line with requirements of the economy
- Work closely with partners and providers, including through the Area Review of post-16 education to ensure that provision meets future needs of economy
- Continue to provide robust forecasts of employment trends and skills requirements
- Influence provision through Leeds City Region Skills Network and relationships with individual providers, including through devolved skills funding

2

REDUCE SKILLS SHORTAGES FACING BUSINESSES IN GROWTH SECTORS BY GROWING AND ATTRACTING TALENT

- Work closely with businesses and stakeholders to develop supply of skills in line with labour market need by:
  - raising awareness of career opportunities among those already in the workforce and looking to retrain or relocate
  - attracting and retaining skilled talent
  - influencing and investing in initiatives to address skills shortages, particularly in growth sectors

3

INCREASE PROPORTION OF BUSINESSES OF ALL SIZES AND SECTORS TRAINING THEIR STAFF

- Raise awareness of the importance of investing in skills among businesses
- Broker solutions through the Skills Service, fully integrated with the LEP Growth Service

4

DEVELOP LEADERSHIP AND INNOVATION SKILLS FOR BUSINESS GROWTH

- Ensure that support for leadership and innovation is fully integrated into the LEP Growth Service, including by influencing European Social Funding.



# INFRASTRUCTURE SKILLS PIPELINE

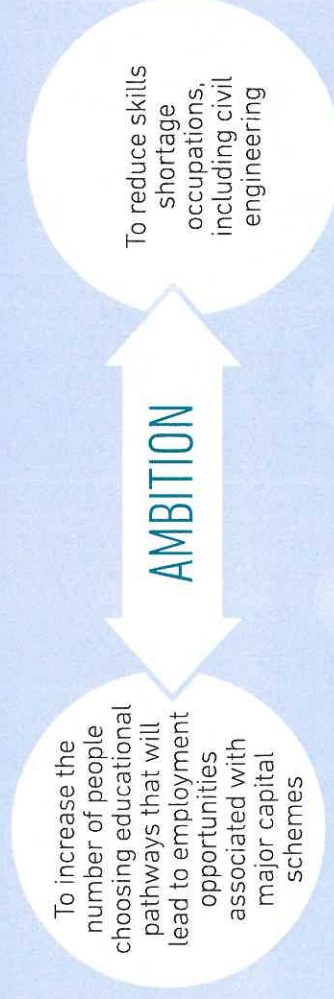


## MAJOR CAPITAL AND INFRASTRUCTURE SCHEMES IN LEEDS CITY REGION WILL GENERATE A HIGH VOLUME OF EMPLOYMENT OPPORTUNITIES WHICH PRESENT BOTH A CHALLENGE AND A GREAT OPPORTUNITY.

An analysis of major schemes currently in the planning system projects demand for 120,000 workers against the current construction workforce of 107,000 (plus replacement demand). Existing shortage occupations include: civil engineers, labourers, plant operatives, logistics and non-construction occupations. The largest proportion of employment opportunities between 2015 and 2019 will be created by new housing (in excess of 33%) followed by private commercial (25%), public non-housing (<19%) and infrastructure (13%)\*.

In addition, HS2 will create 25,000 jobs in the UK, peaking around 2025 with a uniquely high proportion of high level skills. Growth Deal and other public sector investments, particularly the West Yorkshire Transport Fund, will create significant numbers of employment opportunities but there are already skills shortages in the construction sector and these schemes will face competition from other sectors and schemes.

The LEP and the Combined Authority are working in partnership with the Joseph Rowntree Foundation's 'More jobs, better jobs' initiative to embed jobs, skills and poverty reduction in the procurement of major schemes and to develop a Leeds City Region system on social value from procurement, which builds on existing good practice.



\* Construction Industry Training Board (CITB), Leeds City Region Construction Labour and Skills Research



## ACTIONS FOR THE LEP AND PARTNERS:

### MAXIMISE THE EMPLOYMENT OPPORTUNITIES ASSOCIATED WITH MAJOR CAPITAL AND INFRASTRUCTURE SCHEMES

#### SCHOOLS ENGAGEMENT:

Raise awareness of career opportunities including as a result of HS2 and 3 and West Yorkshire Transport Fund, particularly among girls

Develop technical and employability skills

Increase the number of relevant businesses engaged with the LEP's schools engagement activity

Design and deliver a programme of activity to address a deficit of STEM skills, particularly Maths

#### FACILITIES AND CURRICULUM:

Influence and invest to ensure that provision addresses current and future economic priorities

Invest in modern learning facilities to meet economic needs

#### APPRENTICESHIPS:

Offer grant funding to incentivise businesses to offer relevant apprenticeships

Support businesses to recruit apprentices

Strengthen advanced, higher and degree apprenticeship offer to address current and future skills needs

#### UNIVERSITY AND COLLEGE ENGAGEMENT:

Develop progression routes between the City Region's colleges and universities and the National College for High Speed Rail

Identify, build on and promote relevant research and teaching expertise

#### RECRUITMENT:

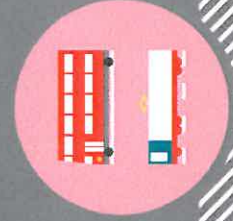
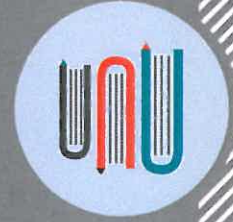
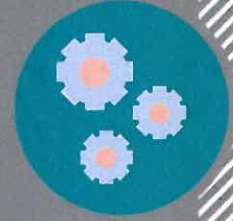
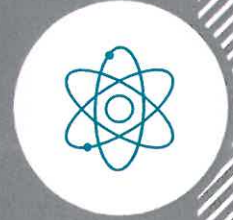
Shape support for unemployed and under-employed people of all ages to access re-training opportunities

Connect people facing redundancy with jobs and retraining

#### TRAINING AND DEVELOPMENT NEEDS:

Support businesses to address their training needs through the LEP's Skills Service

Work with providers to ensure that the appropriate training is available to meet business needs





# DIGITAL SKILLS PIPELINE



**THERE ARE AROUND 8,500 SELF-IDENTIFYING DIGITAL AND TECHNOLOGY BUSINESSES IN THE CITY REGION EMPLOYING 70,000 PEOPLE.**

Digital skills are highly sought-after among businesses across sectors in Leeds City Region.

There are specific shortages in coding and programming skills, software development and data analysis. Businesses considering locating in Leeds City Region cite access to people with these skills as one of the main factors that will influence their decision. A number of high-profile businesses have made public statements about the difficulty that they are experiencing recruiting people with the skills that they need.

As well as presenting a challenge there is massive potential for growth in digital jobs in Leeds City Region. The LEP and partners are keen to work together to seize this opportunity.





## ACTIONS FOR THE LEP AND PARTNERS:

PROMOTE LEEDS CITY REGION AS THE BEST PLACE TO BUILD EXCITING DIGITAL CAREERS AND FOR BUSINESSES TO ACCESS THE TALENT THEY NEED TO GROW AND PROSPER

### SCHOOLS ENGAGEMENT:

- Raise awareness of digital career opportunities, particularly among girls
- Develop technical and employability skills
- Increase secondary school pupil coding activity
- Increase the number of digital businesses linked in with the LEP's schools engagement activity

### FACILITIES, AND CURRICULUM:

- Influence and invest to ensure that provision addresses current and future economic priorities
- Invest in modern learning facilities to meet economic needs
- Business-led Digital University Technical College proposed in Leeds

### APPRENTICESHIPS:

- Offer funding to incentivise businesses to offer digital apprenticeships
- Support for businesses to recruit apprentices
- Strengthen advanced, higher and degree apprenticeship offer to address current and future digital skills needs

### GRADUATE TALENT:

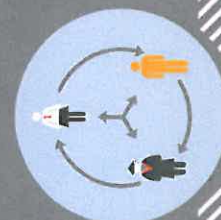
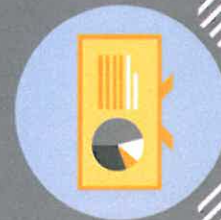
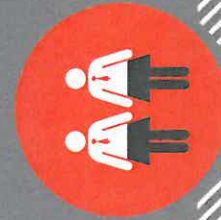
- Support and grow major digital careers fair in Leeds
- Secure funding to support conversion courses for graduates and people looking to retrain

### RECRUITMENT:

- Connect people facing redundancy with jobs and retraining
- Work with businesses to attract talented people from outside the city region to locate and work here

### TRAINING AND DEVELOPMENT NEEDS:

- Support businesses in Leeds City Region to address their digital training needs through the LEP's Skills Service
- Work with providers to ensure that the appropriate training is available to meet their needs







# ENGINEERING AND MANUFACTURING SKILLS PIPELINE

## THE MANUFACTURING SECTOR EMPLOYS ABOUT 13% OF THE WORKFORCE IN THE LEEDS CITY REGION AND THE CITY REGION HAS WORLD LEADING EXPERTISE IN MANY SUBSECTORS.

The overall manufacturing workforce has decreased over recent years and is projected to continue to lose a further 14,500 jobs over the next decade. However, the sector is also projected to generate almost 40,000 opportunities through replacement demand. Meeting this demand is challenging particularly as engineering skills are highly valued across sectors, including financial services.

The qualification levels of new recruits will in many cases need to be higher than the people they replace. In 2012 only 28% of the manufacturing workforce had qualifications at Level 4 or above whereas by 2022 70% of opportunities will require qualifications at this level. This presents a significant challenge as well as a great opportunity for the City Region's residents to access highly skilled and rewarding employment.\*



\* UK Commission for Employment and Skills (UKCES) Working Futures



## ACTIONS FOR THE LEP AND PARTNERS:

### ADDRESS HIGH LEVELS OF REPLACEMENT DEMAND AND SKILLS SHORTAGES IN ENGINEERING AND MANUFACTURING

#### SCHOOLS ENGAGEMENT:

Raise awareness of career opportunities including as a result of HS2 and 3 and West Yorkshire Transport Fund, particularly among girls

Develop technical and employability skills

Increase the number of relevant businesses engaged with the LEP's schools engagement activity

Design and deliver a programme of activity to address a deficit of STEM skills, particularly Maths

#### FACILITIES AND CURRICULUM:

Influence and invest to ensure that provision addresses current and future economic priorities

Invest in modern learning facilities to meet economic needs

University Technical College opening in Leeds in September 2016 sponsored by Siemens, Agfa and University of Leeds

#### APPRENTICESHIPS:

Offer funding to incentivise businesses to offer engineering apprenticeships

Support for businesses to recruit apprentices

Strengthen advanced, higher and degree apprenticeship offer to address current and future engineering skills needs

#### UNIVERSITY AND COLLEGE ENGAGEMENT:

Develop progression routes between the city region's colleges and universities and the National College for High Speed Rail

Identify, build on and promote relevant research and teaching expertise

#### RECRUITMENT:

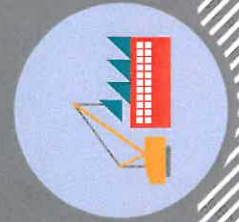
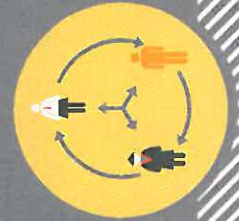
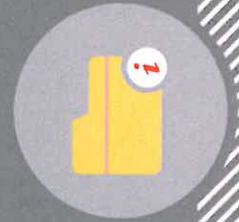
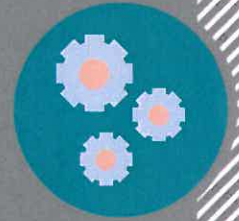
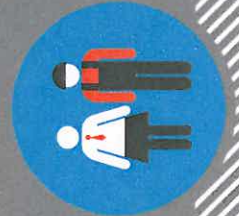
Shape support for unemployed and under-employed people of all ages to access retraining opportunities

Connect people facing redundancy with jobs and retraining

#### TRAINING AND DEVELOPMENT NEEDS:

Support manufacturing and engineering businesses to address training needs through the LEP's Skills Service

Work with providers to ensure that the appropriate training is available to meet their needs



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