
Report to: Leeds City Region Enterprise Partnership Board (LEP Board)

Date: 13 June 2018

Subject: **Employment and Skills Panel update**

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1 Purpose of this report

- 1.1 To provide the LEP Board with a report on the work of the Employment and Skills Panel.

2 Information

Employment and Skills Plan Review

- 2.1 As part of the ambition to develop a broader and more radical vision for employment and skills, including stepping back and looking afresh at the skills system to ensure the City Region has the right skills for the future, the Employment and Skills Plan is being refreshed. The starting point for this was a workshop with Employment and Skills Panel (ESP) members which took place on the 21 May. The workshop was based on an open approach around the following issues related to the LEP Board challenges identified in September 2017, set out below, and the expanded policy framework (agreed at the LEP Board). A verbal report of the headline themes discussed will be provided at the meeting.

1. Boosting productivity and innovation
2. Tackling stubborn deprivation and improving living standards (Inclusive Growth)
3. External environment – Brexit / Automation

- 2.2 The next stages of development post workshop are to:

- Develop the key messages/vision identified in the workshop.
- Identify what is possible in terms of practical actions and policy.
- Develop a series of policy statements highlighting proposed actions/policy, what our approach is, supported by evidence.
- Test messages with business groups, skills officers, skills network, Headteachers reference group.

Career Learning Pilot

- 2.3 In autumn 2017, Leeds City Region was one of five areas that were selected by Department for Education (DfE) to be part of the Career Learning Pilot, the outcomes of which will be used to design the National Retraining Scheme. The pilot will run for 18 months from May 2018. A robust evaluation of the pilots will be undertaken by Learning and Work Institute on behalf of DfE.
- 2.4 The intended outcomes of the City Region pilot are to:
- Understand what outreach methods work to engage adults into learning and skills provision. Outreach methods to be tested include:
 - Marketing campaign to raise aspirations and promote adult learning, including call to action to contact NCS
 - Travel and training subsidies
 - Local outreach through Local Authorities
 - Employer engagement, through trade union ULRs and Skills Service
 - Promotion through training providers and FE colleges
 - Increase the number of employed adults accessing NCS support;
 - Encourage the uptake of level 3+ qualifications, through training subsidies and information, advice and guidance.
- 2.5 It is hoped that these intended outcomes will lead to a wider set of outcomes for adults in the region – to:
- Raise aspirations, and awareness of CIAG, for adults, particularly those who work in low wage, low skill sectors and/or are qualified below level 3;
 - Build confidence and a sense of pride in the region;
 - Increase understanding of the opportunities available within the local labour market; and
 - Support career progression of low wage, low skilled adults.

Leeds City Region Employment Hub

- 2.6 Following the release of a European Social Fund open call titled Routeways: Developing Young People on 26 March 2018, the Combined Authority has worked with local authority partners to develop and submit a Full Application for funding. If successful, the contract will be awarded for three years delivery with an anticipated start date of August 2018.
- 2.7 The programme, to be known as the Leeds City Region Employment Hub, will deliver through a 'hub and spoke' model and include:
- Enhanced centralised Careers, Information, Advice and Guidance, marketing and contract management activity;
 - Intensive support of young people 16-24 years old in preparation for employment (including apprenticeships) or further learning.
 - Establishment of local Hubs in six local authority areas (Bradford, Calderdale, Kirklees, Leeds, Wakefield and York) who will provide a

business engagement and talent matching service, particularly in relation to creation of new apprenticeship opportunities.

Apprenticeship Grant for Employers - AGE

- 2.8 Awareness raising and marketing activity to promote the new AGE grant will begin in June 2018, with a full launch and access to the programme from 1 August.
- 2.9 Based on previous applications for the apprenticeship grant, we estimate that the programme will be open for applications for 10-12 months, and will be offered on a first come first served basis, subject to funding availability, with a further three to six months to process the final grant payments.

Raising the Bar on High Level Skills

- 2.10 The Degree Apprenticeship Development Fund 2 programme, overseen by Go Higher West Yorkshire (a partnership of universities and colleges) has now completed its initial phase, with development of a range of degree apprenticeships. The next stage of the programme is to engage businesses and individuals, with delivery starting in September 2018. More information can be found at <https://www.apprenticesgohigher.co.uk/>.

Enterprise Adviser Network

- 2.11 The Leeds City Region Enterprise Advisor Network (EAN) is currently working with 160 secondary schools and colleges and 160 Enterprise Advisers (senior leader from business), to increase the number of quality employer encounters. This supports the Government's ambition, detailed in the Careers Strategy, to ensure that every young person has at least one employer encounter each year they are in education between the ages of 11-18.
- 2.12 In 2017/18 the EAN created:
- 32,868 direct new employer encounters (target 16,000)
 - 6,187 disadvantaged (pupil premium) students had two or more employer encounters (target 6,000)

Futuregoals - careers campaign

- 2.13 A high profile careers campaign (futuregoals) targeted at young people and their key influencers was launched in February 2018, and ran until the end of March. The campaign has been estimated to reach over 900,000 people to date. This includes hits to the microsite www.the-lep.com/futuregoals, which had 5,696 hits during March, the highest of any of the organisations' websites.
- 2.14 Enterprise Coordinators, supported by employers and young apprentices also delivered assemblies and CPD sessions in schools to just under 500 adults, which had an indirect reach to 73,850 young people.

Careers Hubs

- 2.15 As part of the implementation of the Government's Careers Strategy the Careers Enterprise Company (CEC) will pilot 20 new Careers Hubs. These will be integrated into the existing Enterprise Adviser network. Careers Hubs will be a group of schools and colleges (20-40) and will work to deliver all eight Gatsby Benchmarks (the standards for effective careers education in schools) and improve career outcomes for young people.
- 2.16 Following agreement between partners, the Leeds City Region has submitted an application to develop a Careers Hub in Kirklees. Which, if successful, will allow the LEP to run a more focused and targeted programme of activity in a distinct geographic area of need, in conjunction with a network of schools and partners who are fully engaged in the programme.
- 2.17 A review of the evidence showed that Kirklees faces considerable challenges in its economy and labour market with regard to opportunities for young people. In spite of this, schools in the district, as well as the local college, perform relatively well. Therefore, a Careers Hub presents an opportunity to create further positive momentum to move the district forward, building on these relative strengths. Given the criteria that bids will be assessed on, CEC have indicated that they believe Kirklees is a strong prospect for a Careers Hub.

Skills Service

- 2.18 As previously reported, the delivery of the LEP Skills Service will now be undertaken by West Yorkshire Consortium of Colleges through European funding. The new service commences on 1 June 2018 and will be officially launched at the Leeds City Region Skills Network Conference on 12 June.
- 2.19 Providing a unique offer to business the Skills Service will incentivise employers to train their staff through a package of support which builds on good practice and lessons learned, unlocking the potential of the skills system for businesses in Leeds City Region by:
- Matching employer contributions with provision of financial incentives to support the costs of bespoke, accredited & non accredited training grant funding towards the cost of learning for employees.
 - A fully integrated model that aligns with other ESIF/non ESIF funding, products & services to ensure maximum support to employers avoiding displacement & duplication (alignment to Growth Service and Apprenticeship Hubs).
 - A responsive model aggregating employer demand for skills.
 - Specific interventions to support female employees & those who will gain level 3 and as well as employed individuals who are disadvantaged in the workplace.
 - Specific training initiatives to meet large-scale infrastructure capital projects e.g. HS2/Inward Investment. support will only be provided where there is no current support in place for HS2.

3 Financial Implications

3.1 There are no financial implications directly arising from this report.

4 Legal Implications

4.1 There are no legal implications directly arising from this report.

5 External Consultees

5.1 No external consultations have been undertaken.

6 Recommendations

6.1 That the LEP Board note and endorse the contents of the ESP report.

7 Background Documents

None.

8 Appendices

None.