

# Hull and East Yorkshire MCA Skills Framework

September 2024

 **Hull and East Yorkshire**  
Combined Authority

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## Introduction

### What is the Hull & East Yorkshire Skills Framework?

This Hull and East Yorkshire Skills Framework sets out the key strategic actions required to ensure the residents of the Hull and East Yorkshire area have the skills and support required to provide a workforce which will drive the economy of the region and in turn allow local people to fully benefit from the opportunities that economic growth provides.

This document reflects the strategic priorities in the Hull and East Yorkshire Economic Framework, and specifically the Skills Framework will use a refreshed evidence base to prioritise key areas of action. The four strategic themes laid out in the Hull and East Yorkshire Economic Framework are:

- 1) **Enhance connectivity** to create an integrated low carbon transport network, ensure the continued success of our ports and Freeport and develop our world leading digital capabilities to support collaboration and new ways of working.
- 2) **Increase productivity** by providing our workforce with the skills and job opportunities needed for the future as we transition to a zero-carbon economy as well as supporting business innovation and competitiveness.
- 3) **Promote inclusivity** with creates economic opportunities for our most deprived communities and provides decent homes for all, addressing the persistent cycle of poverty, poor health, and low aspiration.
- 4) **Deliver a sustainable future** through clean energy generation, sustainable development, climate adaptation and resilience, and a strategic approach to harnessing our natural capital assets.

This skills strategy will deliver against two of these devolution key themes; Increase Productivity and Promote Inclusivity

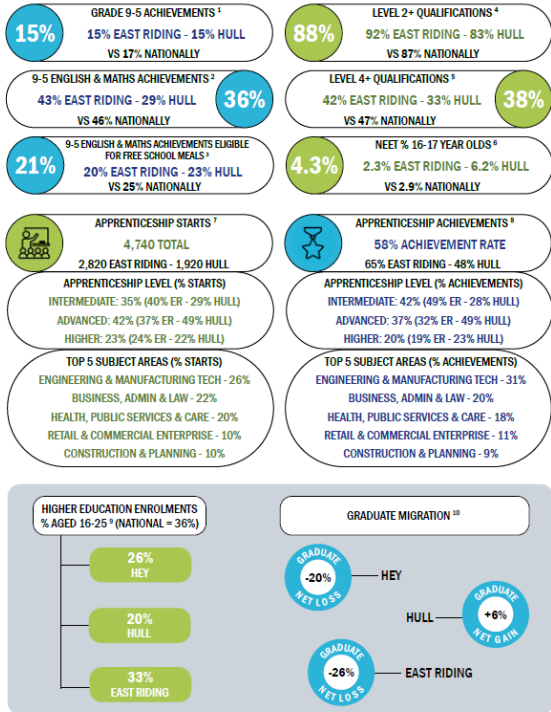
This Skills Framework builds upon economic plans, policies and research undertaken by the combined authority's constituent local authorities and the areas former Local Enterprise Partnership and aligns with existing successful delivery including Skills Bootcamps, UKSPF delivery outcomes, Multiply, the CEC Careers Hub, the Local Skills Improvement Plan and the future Adult Skills Fund delivery plan and commissioning framework.

This document is designed to be a dynamic proposal that will further develop over the coming months to reflect any changes in government policy that may arise following the election of a new government in summer 2024.

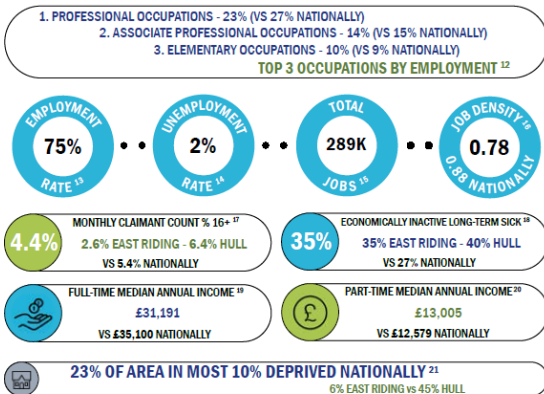
Several key areas of delivery including future use of the Adult Skills Fund and the replacement for the proposed Universal Support will enable the aims and priorities of the framework to be achieved. The framework also recognises the mayoral investment funds and their potential use for enabling skills delivery to drive the local economy.

# Key Data for Hull and East Yorkshire

## SKILLS OUTLOOK (NOVEMBER 2024)



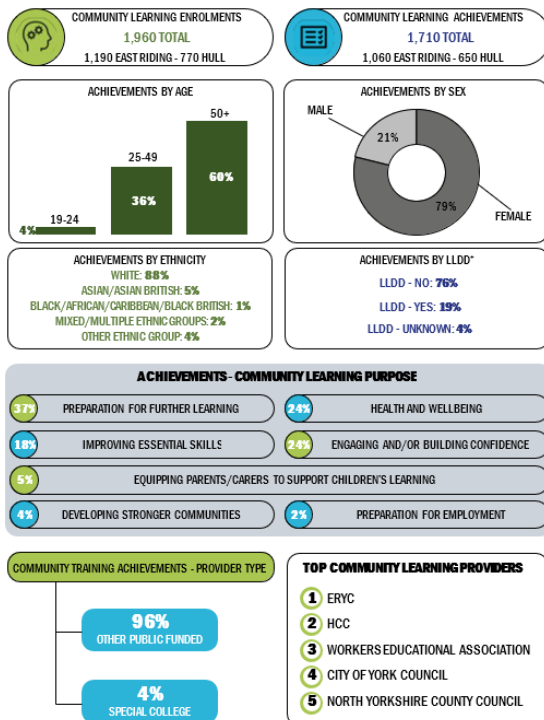
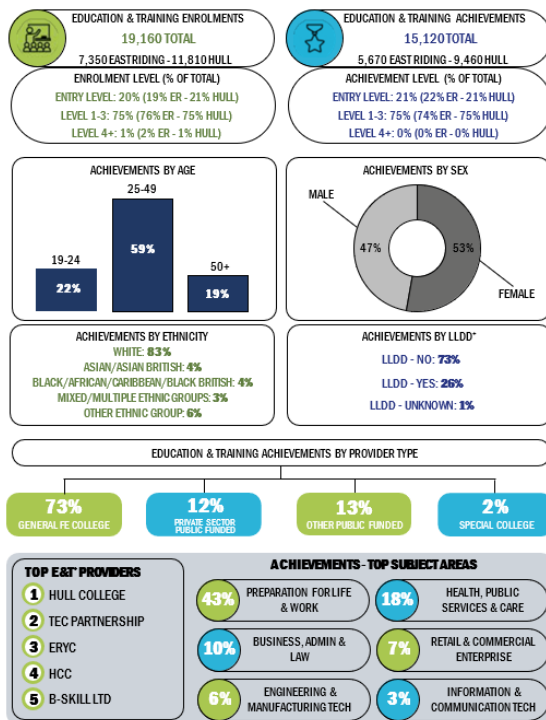
EMPLOYMENT BY INDUSTRY <sup>11</sup>	% EMPLOYMENT IN HEY	% EMPLOYMENT NATIONALLY
AGRICULTURE, FORESTRY & FISHING	2.2%	1.2%
MINING, QUARRYING & UTILITIES	1.4%	1.1%
MANUFACTURING	14.9%	7.3%
CONSTRUCTION	5.6%	4.8%
MOTOR TRADES	2.2%	1.7%
WHOLESALE	3.7%	3.8%
RETAIL	8.5%	8.2%
TRANSPORT & STORAGE	5.2%	6.1%
ACCOMMODATION & FOOD SERVICES	7.4%	7.8%
INFORMATION & COMMUNICATION	2.2%	4.7%
FINANCIAL & INSURANCE	1.0%	3.4%
PROPERTY	1.3%	2.1%
PROFESSIONAL, SCIENTIFIC & TECHNICAL	5.6%	9.7%
BUSINESS ADMINISTRATION & SUPPORT SERVICES	7.8%	8.8%
PUBLIC ADMINISTRATION & DEFENCE	5.2%	4.2%
EDUCATION	8.5%	8.3%
HEALTH	13.8%	13.3%
ARTS, ENTERTAINMENT, RECREATION & OTHER SERVICES	3.3%	4.6%



<sup>1</sup>DOE, 2022-23 <sup>2</sup>ONS (APS), Jan-Dec 2023 (% aged 16-64) <sup>3</sup>DOE, 2023 <sup>4</sup>DOE, 2023/24 <sup>5</sup>HEA, 2022-23 <sup>6</sup>ONS, 2024

<sup>7</sup>BES, 2023 <sup>8</sup>ONS (APS), Jul 23 - Jun 24 <sup>9</sup>ONS, 2022 <sup>10</sup>ONS (APS), Jul 23 - Jun 24 <sup>11</sup>ONS (APS), Jul 23 - Jun 24 <sup>12</sup>ONS, 2023 <sup>13</sup>ONS, 2023 <sup>14</sup>ONS, 2023 <sup>15</sup>ONS, 2023 <sup>16</sup>ONS, 2023 <sup>17</sup>ONS, 2023 <sup>18</sup>ONS, 2023 <sup>19</sup>ONS, 2023 <sup>20</sup>ONS, 2023 <sup>21</sup>ONS, 2023

## ADULT LEARNING OUTLOOK (NOVEMBER 2024)



\* EDUCATION & TRAINING. \* LEARNERS WITH LEARNING DIFFICULTIES OR DISABILITIES. EDUCATION & TRAINING DATA SOURCE: DOE, 2022/23.

COMMUNITY LEARNING DATA SOURCE: DOE, Q3 2023/24 (LATEST DATA).

## A Vision for Skills in Hull and East Yorkshire

The Hull and East Yorkshire Skills Framework presents the following vision for skills in the area:

***Vision: To invest in people and enable talent to increase access to economic opportunity in order to reduce local levels of under-employment and narrow our local productivity gap. This will help to grow our local economy by enabling more residents to deploy skills in higher paying jobs and help our area to fully contribute to the UK economy.***

The Hull and East Yorkshire Skills Framework will deliver a more inclusive and responsive skills system that recognises our local assets and opportunities, provides solutions to our challenges, and invests in our people. This will be delivered by enabling local talent to increase access to economic opportunity, and in turn reduce local levels of under-employment and narrow our productivity gap. Successful outcomes will help to grow our local economy by enabling more residents to deploy skills in higher paying jobs and help our area to fully contribute to levelling up the UK.

We will use tailored learning to focus on developing stronger and more proactive communities and enhanced cultural cohesion linking with community planning strategies. The focus on developing personal growth and transforming individuals' life choices will ensure more self-sufficient, connected, and proactive citizenship.

## Priority Theme – Increased Productivity

The skills strategy framework will focus delivery on two of the key themes in the Hull and East Yorkshire Strategic Framework. The first of these is increasing productivity. We aim to boost productivity by providing our workforce with the skills and job opportunities needed for the future as we transition to a zero-carbon economy as well as supporting business innovation and competitiveness.

**The key skills priorities** to deliver this:

- Raising productivity and resilience of our high employment sectors
- Strengthening our competitive advantage in sectors of existing high productivity
- Nurturing and growing employment and innovation
- Creating a dynamic climate for the creation and development of microbusinesses
- Supporting everyone into employment or self-employment

**Actions we will undertake to deliver this priority:**

- With local control over our Adult Skills Fund budget (ASF) we will build a sustainable and inclusive framework for all our skills related activity.
- Building on the legacy of the Hull and East Yorkshire Local Enterprise Partnership (HEY LEP) by establishing a strategic skills hub, we will have more power to equip and upskill our people for the future economy through comprehensive post-16 provision that is tailored to the needs of our area and enhancing study programmes, traineeships, bootcamps, Multiply, apprenticeship-based training and the delivery of the careers hub.
- We will ensure the Humber Freeport provides employment opportunities and pathways to employment for the local community through an expansion of the Employment Hub.
- We will raise young people's aspirations and ensure they are prepared for adulthood through access to employment and training initiatives for young people and those furthest from the labour market, providing them the skills they need to take-up jobs in our emerging higher-value sectors and ensure that the widest possible breadth of the community can reach their economic potential.
- We will partner with employers to help increase productivity by providing our workforce with the skills and job opportunities needed for the future as we transition to a zero-carbon economy. We will support business innovation and competitiveness by providing responsive business support services and access to employee training, including best use of the apprenticeship levy and other funding opportunities.

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- We will ensure the Humber Freeport provides employment opportunities and pathways to employment for the local community through an expansion of the Employment Hub, providing support, advice and where possible, access to funding for our people. The Freeport will draw on our existing wider Humber strengths, our good and excellent training and education provision and bring further employer engagement in decisions relating to skills training.
- We will develop future investment plan proposals that will include recognition of our geographical assets and challenges, our rural and coastal communities, and barriers to participation in employment and training.
- We will ensure that we deliver a comprehensive curriculum that is localised, relevant and capable of meeting the skills needs of today and tomorrow.
- The cross-cutting themes of digital and green skills will be embedded throughout the skills offer to improve awareness, knowledge, and skills; providing a positive impact and preparing people for both work and to make positive contributions to their local community and the region as a whole.

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## Priority Theme: Promote Inclusivity

The second key theme that the Hull & East Yorkshire Skill Framework will focus activity on is promoting inclusivity. The framework aims to contribute to creating economic opportunities for our most deprived communities and provides decent homes for all, addressing the persistent cycle of poverty, poor health, and low aspiration.

**The key skills priorities** to deliver this:

- Raising young people's aspirations and ensuring that they are prepared for adulthood through access to employment and training initiatives.
- Support those furthest from the labour market, providing them the skills they need to take up jobs in our emerging higher value sectors and ensure that the widest possible breadth of the community can reach their economic potential.

**Actions we will undertake to deliver this priority:**

- We will use local control over the ASF to help provide the skills businesses need, including upskilling and employability programmes to overcome barriers to learning and work, especially for people with protected characteristics, from deprived communities or other target groups (e.g., care leavers).
- We will align the ASF with current funding eligibilities in line with national funding policies and continue to deliver statutory entitlements in line with national funding arrangements and requirements.
- Closer working with DWP will help us to deliver a long-term transformational employment programme for some of our most deprived communities which brings together different funding streams to deliver in a more sustained and holistic way. This will be focused on delivering change over a generational timeframe rather than through a short term 3–5-year project window.
- We will recognise our responsibility to consider the health and wellbeing of our communities, ensuring that the health of the population will be a strategic consideration in decision making, reducing inequalities, and linking wealth with health. We will work with our health and social care partners ensure a skilled workforce to improve the delivery of key services that have measurable impact on people's quality of life and their ability to contribute to our region. We will collaborate with partners to remove barriers to inclusion and improve access to flexible working for those who require additional support.
- We will work with our education and training providers and employers to develop improved and new provision where needed, using freedoms and flexibilities to meet evidenced need. We will measure outcomes of education and training, including employment destinations and progression in work, to consider impact of activity. This will provide the determinants of success, and influence future investment delivery plans.
- We will ensure access to high quality, holistic, learning opportunities that builds confidence, equips parents and carers to support their children's learning, promotes health and well-being, develops stronger communities. Improves essential skills in English, ESOL, Maths and Digital and prepares participants for further learning, study, or employment.



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- We will continue to collaborate across the region to further widen participation by breaking down barriers such as rurality, low income, lack of motivation, low confidence, or low skills.
- We will ensure that we have robust policies and procedures in place to manage the commissioning function.
- We will collaborate with our community and VCSE partners, enabling them to build resilience as specialist training and service providers, recognising their ability to reach areas of our communities that are less likely to engage with standard services.
- We will measure the impact of our delivery, embed evaluation utilising both economic and social measures, and use this evaluation to ensure that there is a cycle of continuous improvement in our commissioned delivery for the benefit of HEY residents, employers, and employees.
- We will provide a talent pipeline which ensures young people have access to education and training provision which meets their academic needs and is underpinned by inspiring workplace experiences and business mentors.

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## Case Studies

The following case studies illustrate both the type of activity which can be delivered by the Hull and East Yorkshire Combined Authority but also the areas track record in providing positive skills interventions.

### **Boot Camps**

The Skills Bootcamps in Hull and East Yorkshire received a £5 million funding boost from the government to support 1,603 individuals in Hull and East Riding across various sectors. Hull Training and Adult Education (HTAE) is leading and managing this programme, collaborating with employers, and training providers to help local residents advance into better jobs within rapidly growing industries such as digital, transport, and green skills. This funding, designated for the 2024/25 fiscal year, is part of the government's broader Skills for Life initiative.

The government's investment enables the continuation of the successful Skills Bootcamps programme, which plays a crucial role in equipping individuals with the skills needed for future challenges. It also aligns with the council's focus on in-work progression by enhancing skills and career opportunities. Moreover, this initiative supports the Hull and East Riding Economic Growth Workforce Wellbeing Strategy, contributing to economic growth and workforce development in the region.

### **HEY Careers Hub Case Studies**

The Careers and Enterprise Company (CEC) is a national employer-led organisation that has been set up to inspire and prepare young people for the fast-changing world of work. Its role is to take an umbrella view of the landscape of careers and enterprise provision, enabling improvement programmes, filling gaps in delivery and ensuring coverage across the country.

The Hull and East Yorkshire Careers Hub is part of the Government's Careers Strategy implemented nationally to support secondary schools and colleges in implementing a 'world class' standard of careers guidance. The HEY Careers Hub is currently engaged with 50 schools and colleges and have over 38 Enterprise Advisers, representing a range of sectors volunteering to support these schools and colleges. The HEY Careers Hub operates in partnership with both Hull City Council and The East Riding of Yorkshire Council, the Humber Outreach Partnership and several other committed stakeholders.

Further Case Studies to be added including:

Adult Education/ SPF/ MALC Delivery Achievements

## Timescales for delivery

Based on current advice we anticipate that the Skills Framework will be developed on the following basis:

Unitary Leaders initial discussion – Sept 2024

Review of feedback and further development – Sept/Oct 2024

First round consultation with partners – Nov/Dec 2024

Unitary Leaders Report – Dec 2024

Updated document – Jan 2025

First draft published – Feb 2025

Readiness check?

Mayoral elections May 2025