

**GROWING SKILLS - GROWING OUR ECONOMY** 

LEP Skills Update 2017

### Thank You to Our Partners



ENTERPRISE PARTNERSHIP
York/North Yorkshire/East Riding Growth

Business Inspired Growth

Dr Ruth Smith, Chair of the Skills & Employability Board

"A huge amount of investment is being made to ensure that skills move up the agenda for our local businesses and the current and future workforce.

Economic growth is dependant on having a workforce with the skills that are needed to fill the gaps in our high growth sectors.

We are immensely grateful to our colleges, training providers, local authorities and partner organisations for working with us to achieve our ambitions.

The partnerships we have built provide a collaborative approach which is instrumental in turning a great skills strategy into projects that deliver.

It is testament to the innovation and energy of our partnerships that we are starting to see a real difference in the development of the workforce skills that businesses need to help them grow, and that people are being supported into higher value employment in our priority sectors."







































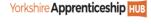












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# Priority **Skills Infrastructure**



Our aim is to train the people of the future. We want them to have top quality equipment and learning facilities that will give them a competative edge. We want to deliver the skills and experiences that will enable them to move straight into the workplace and fill the demands of our key growth sectors.

Our Skills Capital Fund aims to deliver effective, high quality skills infrastructure for our area that will provide our young people with the knowledge they need to succeed.

Projects may include new buildings and training facilities, specialised equipment and software, refurbishments and upgrading of out-dated facilities to high quality, modern standards.

Put towards the successful completion of over £24m innovative projects in our area, with a potential £8m more projects in the pipeline.

# Over £9m of LEP Skills Capital funding.



# Case Study The Mechatronics Centre



East Riding College's Mechatronics Centre is giving students hands on experience with state of the art CNC machinery and building relationships with large engineering employers.

The Mechatronics Centre is a specialised workshop designed to provide training in engineering up to level four, including higher-level engineering apprenticeships.

The centre provides students with experience programming Computer Numerical Control (CNC) machinery – in simpler words; learning how to tell machines to build a product, designing the blueprints and setting the commands for it to do so.

between the college and potential employers in the industry, who have kindly donated equipment.

The college is a member of a unique 'HEAD

The project has also helped build closer ties

The college is a member of a unique 'HEAD into engineering partnership' - aimed at developing a pathway of learning for students wanting to begin an engineering career, by helping them achieve a planned route of industry recognised courses and apprenticeships.

The new centre, along with the HEAD into Engineering programme, really puts us in the best position to train highly-skilled engineers in our region.

John Doris, Vice Principal for Finance and Resources, East Riding College.

The centre gives young people the opportunity to develop the practical and problem-solving skills that employers in manufacturing and engineering want, making them extremely employable in our eyes.

Phil Robson, Operations Manager, AB Graphic International.

### Partner

East Riding College.

#### Location

Bridlington.

### LEP Funding

£225,000.

#### Result

State of the art CNC training equipment.

A new module for students to choose in engineering.

Building links with schools and employers.



### Case Study

## **Askham Bryan College Agri-Engineering Centre**



Askham Bryan College's state of the art Agri-Engineering centre is providing students with access to the latest land management techniques and technologies, whilst increasing student capacity.

The new Lance Gilling Building includes a 900 square meter, double height, land based engineering workshop with specialist equipment, modern lecture rooms, new IT technology and a farm information room.

The development is allowing students to access the latest land management techniques and technologies to enhance their vocational skills and employability, making them competitive in this priority sector.

"Askham Bryan College has been a trailblazer in providing first class education and practical experience for young people. It is vital our students graduate with a deep understanding and all the technical competencies needed in precision agriculture and on the connected farm."

- Tim Whitaker, Principal of Askham Bryan College.

# ASKHAM BRYAN

### Case Study

## **Harrogate College Redevelopment**



Harrogate College's replica high street is providing students with experience in a real life working environment and the technology centre is training students in industry standard facilities.

**Partner** Askham Bryan College.

Location

**LEP Funding** £1.6m.

#### Result

State of the art, land-based engineering teaching facilities & equipment.

Harrogate College's redevelopment includes a replica high street featuring a training bistro, hair and beauty salon and café, open to the public, that provides students with the practical work experience essential to securing employment.

The state of the art science laboratories and modern technology centre with industry standard motor vehicle and engineering workshops, is giving students access to the tools and technologies required for moving into these important STEM industries.

"The investment supports our commitment to securing

enhancing our ability to develop career packages with a

increased employment opportunities in the area, and

- Deborah Forsythe-Conroy, Harrogate College Principal.

curriculum which meets local priorities."

The project is enhancing student experiences by enabling them to train in a real life working environment and access top of the range equipment, similar to that used in the workplace.

#### **Partner**

Hull College Group.

#### Location

Harrogate.

### **LEP Funding** £3m.

#### Result

State of the art science and mechanics workshops.

Increased student capacity.



LEP Skills Update 2017 LEP Skills Update 2017 ■ ■ ■

# Priority **Aspiring Young People**



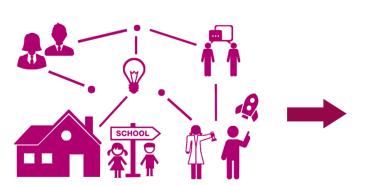
We are delivering first class careers advice and guidance to our young people and connecting them to businesses to help them make great choices for moving into work.

Enabling young people to make informed decisions for their future and inspiring them to take advantage of the opportunities across our area is a real priority for us.

We need to proactively address the loss of skills through our ageing workforce by ensuring we have high-quality young people entering employment, who will continue to drive business growth and prosperity.

We are encouraging businesses to take on interns and high quality apprenticeships, whilst strengthening their links with schools, colleges and universities. Our Careers, Education, Information and Guidance (CEIAG) Entitlement Statement, sets out our ambition for a careers offer to ensure all young people fulfil their potential, encouraging them to be ambitious and enterprising and giving them the skills they need to get a job.

With our partners at Prospects and NYCC, we are supporting schools to deliver high quality programmes of careers, employability and enterprise education through the achievement of a recognised CEIAG Quality Standard.



10 Schools in our area already achieving a CEIAG quality standard.



### Project

## The Careers and Enterprise Company



The LEP works closely with the Careers and Enterprise Company (CEC) and its network of Enterprise Advisors to connect students to the world of work, give purpose to their lessons and help them look forward to planning for a successful career.

We want to reshape the careers and enterprise landscape to help inspire and prepare young people for the world of work.

This is especially relevant at a time of rapid technological development, which is bringing huge changes to the labour market.

Working with the CEC, we recruit senior volunteers from businesses to work as Enterprise Advisors.

Enterprise Advisors work with schools and colleges to develop a careers strategy with sustainable connections to the world of work; build networks and focus on the geographical needs of our region.

The Enterprise Advisor networks are managed by a team of Enterprise Coordinators at the LEP.

The YNYER LEP are currently working with 60 schools and colleges and have over 40 Enterprise Advisors.

### Partner

The Careers and Enterprise Company.

### **60**

Schools & Colleges.

### 40

Enterprise Advisors.

"I'm delighted to work with Ripon Grammar School and help prepare young people for the place of work, especially helping them to realise all the careers options available to them." - Rachel Kay, MD, Green-Tech Ltd.

"I'm excited to work with the CEC and Rachel to afford new opportunities for students to explore the working world and new dimensions for the development of curricular links and career related learning."

- Mrs Jill Locke, Head of Careers, Ripon Grammar School.

ENTERPRISE COMPANY

# Project Improve Your Prospects



We are working with our delivery partners to improve the prospects of young people, by giving them the skills and confidence they need to get back on track with employment and further education.

Some young people need more of a helping hand to begin working life than others.

Those Not in Education, Employment or Training (NEET) after secondary education, are more likely to remain in unemployment or lower paid jobs, be hindered in educational attainment and are at a higher risk of poor physical and mental health than their counterparts.

Improve Your Prospects is a European Social Fund (ESF) project, managed by Prospect Services and delivered through a network of local partners across our area. It works with young people who are identified as vulnerable to becoming NEET, as well as those who are NEET and aged 15-19 (24 with special educational needs or disabilities).

The project works actively and preventatively to aid young individuals with learning, employability and personal skills that will help them to progress into work or further learning and improve their potential to gain employment or an apprenticeship.

This project is supporting 229 young people to get back on track in Scarborough, Ryedale, Richmondshire and Hambleton.

## Partner Prospects.

229

Young people in Scarborough, Ryedale, Richmondshire and Hambleton supported.

prospects
Inspiring People: Developing Potential

# Case Study Aiden's\* Story



Aiden has directly benefited from support from FutureWorks Yorkshire, a delivery partner of the Prospects NEET project. He has been helped to obtain training, qualifications and a place at college!

Prior to attending FutureWorks, Aiden struggled significantly with school. He was initially reluctant to return to education.

Living in Scarborough, Aiden suffered a series of housing and unemployment issues; he was estranged from his parents, living on a friend's sofa, had no GCSE's and was using recreational drugs on a daily basis.

Through FutureWorks, Aiden was supported to complete his Functional Skills, Maths and Customer Service Level 1 qualifications. He worked in a team and participated in community projects.

Enjoying the practical work, new friendships and growing in confidence, Aiden applied to the Community Works Education Programme, which he successfully completed, as well as securing a place to start college this September.

**Result**Practical work

experience.

Secured a place at

College.

**Partner** 

Prospects.

Location

Scarborough.

Maths and customer service qualifications.

Growing confidence.

prospects
Inspiring People: Developing Potential

"It has been wonderful to see how much Aiden has progressed at FutureWorks. He has gained so much in confidence and social skills and is enjoying the opportunity to develop his practical skills."

- Jayne Coyne, Aiden's Leaving Care Worker.

\*The individuals's name has been changed for confidentiality.

### Project

### **Careers Education Information Advice and Guidance**



Our Careers Education, Information, Advice and Guidance (CEIAG) project, is working with schools and colleges to better inform young people about the decisions involved and the skills required to begin a successful career.

If we want our young people to take advantage of the opportunities our growing economy presents, then students need to make the right choices at school. First class careers advice is critical.

Delivered by Prospects, this project supports schools wishing to achieve a recognised CEIAG Quality Standard and promotes links between education and local employers. Over 750 young people in our area are being supported with employability activities, career pathway events and careers advice and guidance through our CEIAG programme.

Through the project 782 learners are being supported with personal advice, information and guidance plans.

#### **Partner**

Prospects.

#### **782**

Learners with personal IAG plans.

#### 150

Young people moving into employment, traineeships or apprenticeships.

#### 20

Schools to achieve a CEIAG Quality mark.

### prospects

Inspiring People: Developing Potential

# Case Study Charlotte's Story\*



Our CEIAG project partners supported 17 year old Charlotte to develop in confidence and build the skills required to secure a retail apprenticeship.

Charlotte was not in education, training or employment, living away from her family and claiming Job Seekers Allowance.

She lacked confidence when travelling in search of work and apprenticeships and visiting unfamiliar places.

Charlotte had no work experience and was looking for help with completing her CV and practising interviews.

Through regular one to one support from her adviser, Charlotte was helped to build her confidence.

Her adviser helped her complete and revise her CV to promote herself effectively to employers and secure interviews.

Together they performed mock interviews for an apprenticeship that Charlotte had applied for, so that she felt better prepared.

Charlotte was supported to plan visits and helped with navigating unfamiliar locations.

As a result of her support and guidance, Charlotte secured a retail apprenticeship.

Partner Prospects.

## Result

Recieved CEIAG.

Interview practise and support.

Confidence building.

Secured a retail apprenticeship.

Since receiving her information and guidance Charlotte has secured a retail apprenticeship.

\*The individual's name has been changed for confidentiality.

prospects
Inspiring People: Developing Potential

# Priority

## **Investing in Our Local Workforce**



We want to promote a local workforce that is constantly developing new skills, helping to not only grow our area's businesses, but also to create fulfilling careers for those who work here.

Employees are an important part of a businesses and keeping their knowledge and skills up to date is essential. Recruiting people with the right skills can be difficult.

We are helping businesses to up-skill their workforce, invest in higher level skills training for employees and access apprenticeships to make sure they have the motivated, skilled workforce required to be productive, stay competitive and grow.

We are focusing this investment in our priority sectors including: the bioeconomy, engineering, construction, health and social care, the visitor economy and voluntary, social and community enterprises.

We've invested £6.75m in projects to develop the skills of our local workforce.



### Project

## **Skills Support for the Workforce**



A highly skilled workforce is vital to drive economic growth. We are supporting our employers to recognise the value of investing in their workforce and giving them the tools to up skill their staff.

Our aspiration is that investment in skills becomes a priority for our local employers. Businesses need to train their staff to keep pace with technology and ensure increased productivity. We want them to be in the driving seat, so they can select the training that suits them best.

Calderdale College leads our Skills Support for the Workforce Programme. The project works with employers to identify their skills gaps and recommend bespoke training plans to give their workforce the skills they need to grow.

Case study: YorMed.

Through SSW, two existing employees and two new members of YorMed's team were able to access necessary management training. One employee has been promoted as a result.

The project enhances employees prospects by addressing their qualification needs and then up-skilling them to be able to progress in their job.

The initiative provides support to individuals facing or recently made redundant. It also enables research into future skills needs, so we can be confident we're developing training that benefits our businesses now and into the future, to secure a productive economy.

(

"It's helped develop our team hugely, building their confidence. The new skills and catch-up training can be used across the whole business for years to come."

- Karen Metcalfe, Business Development Manager, Yorkshire Heart. LEP Funding

3000+

Learners up-skilled.

268

Progressions onto apprenticeships.

2500

businesses supported to understand skills training benefits.



### Project

## **Higher Level Skills**



Our Higher Level Skills Programme empowers individuals to start higher level skills training, degrees and apprenticeships and works to increase graduate opportunities.

If businesses are to keep pace with technology, stay competitive and be more productive, a workforce of higher level skilled and specialist individuals is key.

There's a clear link between this and a business's ability to be competitive.

We also want to ensure that there are more opportunities for underemployed graduates to progress to higher level jobs. Managed by Calderdale College, the Higher Level Skills (HLS) Programme helps to develop and support the delivery of new and advanced vocational training, where mainstream training is unavailable and provides taster units of relevant training in employable, specialist and technical areas.

The project works with businesses to increase graduate opportunities and internships, focusing on those skills that are sought by our local employers.

Higher Level Skills is supporting women to develop skills in science, technology, engineering and maths as well as helping develop new higher level short courses.

### 395

Employers supported to understand the benefits of HLS.

#### 500

Learners with skills development plans.

#### 262

Progressions to apprenticeships.



### Project

## **Apprenticeship Services**



We are supporting more employers to recognise that apprenticeships can deliver the skilled and inspired employees needed for high performing organisations.

Working with our stakeholders and employers, we've published an Apprenticeship Strategy. It sets out how we're supporting and encouraging businesses to engage with apprenticeships and increasing apprenticeship opportunities for the current and future workforce.

Apprenticeships can develop talent and address the technical skills gaps in our economy. For the priority sectors suffering from skills gaps and facing a loss of vital knowledge through an ageing workforce, apprenticeships provide a long term solution.

Our Apprenticeship Services project is delivered by Grimsby Institute of Further and Higher Education and their partners. It aims to increase the number, range and quality of apprenticeships available for employers. It encourages greater levels of provision at higher and degree level, reaching more employers in sectors with high replacement demand and growth.

The project provides one to one support to help employers understand their training needs. It identifies relevant apprenticeships and preparatory training and the best ways of delivering it to grow a business.

Employers are supported with impartial advice on apprenticeship reforms and changes to funding, and given help to identify suitable staff for apprenticeships.

### >2500

Individuals supported with skills development.

### 800

Progressions onto apprenticeships at all levels.

### 1800

Businesses supported to understand apprenticeship reforms and benefits.

Through Apprenticeship services, 3000 individuals have been supported with skills development.



# Priority **Empowering Communities**



We want to make sure that those finding it harder to enter or secure employment receive the advice and support they need to get back on track and help their local communities flourish.

It can be easy to overlook the challenges faced by those who are unemployed. Not everyone finds it easy to obtain and hold down work and the reasons for such are diverse and varied between individuals.

With the help of our delivery partners, we're lending a hand to those looking for advice and support on finding work, returning to employment and leading a fulfilling, independent life.

We're also tackling the issues facing rural and coastal unemployment and skills gaps, via targeted regeneration – removing transport challenges and developing the abilities of community and social enterprises to meet the local skills required to help local communities grow.

We've invested £8.5m towards projects that empower communities and and tackle unemployment.



# Project Action Towards Inclusion



Our Action Towards Inclusion programme is helping economically inactive or unemployed people overcome their barriers to employment.

Managed by our partners Your Consortium and delivered by over 60 organisations across our area, Action Towards Inclusion provides mentoring and support around health, finances and skills to disadvantaged individuals in the community.

It is part of the national Building Better Opportunities programme - funded by the Big Lottery Fund and European Social Fund. Long-term mentoring support is provided by keyworkers and specific intervention activities are delivered by Intervention Partners, to help individuals overcome their barriers and move closer to job-search, training, education and employment.

The project also addresses a range of social issues such as poverty and social exclusion.

**Partner** Your Consortium.

>**1800** Individuals will be

supported.

**Total Funding** £7.4m.

60

Partner Organisations.





Action Towards Inclusion will support over 1800 individuals during the lifetime of the programme.

# Project Skills Support for the Unemployed



Our Skills Support for the Unemployed Project helps those out of work get the skills they need to begin employment or an apprenticeship.

Skills Support for the Unemployed, managed by APM, is delivering the vocational skills that local employers need.

This project will assist almost 300 unemployed people in our area who are facing skills related barriers and help them to progress into employment, apprenticeships or further education.

Through this project people are gaining jobs in industries such as construction, adult social care, hospitality and the tourism industry.

There's also 13 weeks in work support for those successful in getting a job, to help them through the transition into work and get the best start possible.

The skills support for the unemployed programme will assist almost 300 people to progress into employment, an apprenticeship or further education.

## Partner APM.

### 294

Participants will be up-skilled.

**Total Funding** £500,000.

**APM** 

# Case Study

## Kristen's\* story



Skills Support for the Unemployed helped Kristen - an ESA claimant, find work in the care sector, despite her health issues and dyslexia.

Kristen was unemployed and receiving Employment Support Allowance (ESA). She suffered with dyslexia and hip problems, which made finding and securing employment difficult.

Kristen had a desire to work in the care industry, but was finding it difficult to do so with her lack of related qualifications.

The Skills Support for the Unemployed (SSU) programme, helped Kristen apply for and successfuly complete a level 1 Working in Health Care, Adult Care and Child Care C&G certified qualification.

As a result Kristen was offered a job in the care

industry and with advice from SSU, completed

three further online courses relevant to her job

SSU also helped Kristen to write a CV that reflected her desire to work in the care sector while attending her training course, which included applying for work and job search techniques.

This support, alongside Kristen's hardwork to gain her qualifications, was instrumental in her gaining employment.

## Partner APM.

#### Result

Secured a Job in chosen career.

New qualifications.

Equal opportunity support.

\*The individual's name has been changed for confidentiality.

before starting.

**APM** 

# Project **Community Grants**



Community Grants provides small grants to local projects that help unemployed adults in hard to reach communities progress towards employment.

Community Grants is part of the European Social Fund programme which is distributing small grants between £5,000 and £15,000 in York, North Yorkshire and East Riding.

Humber Learning Consortium is managing our contract and grant applications from East Riding. Your Consortium is managing applications from York and North Yorkshire. The aim of the programme is to fund local projects which help unemployed adults, from the hardest to reach communities, progress towards employment through access to learning and training opportunities.

The project has already distributed 61 grants to local grass roots projects.

It's estimated that over 1,530 individuals will be supported by local, grass roots projects funded through the community grants programme.

### **Partner**

Humber Learning Consortium.

### 61

Local projects funded.

### LEP Funding

£1m.

### 1,530

Individuals supported.



### Case Study

# **The Community Furniture Store**



The Community Grants project helped the Community Furniture Store support unemployed and inactive people through their recycling workshops.

The Community Furniture Store (CFS), a not-for profit organisation, offers support to unemployed and inactive people through their furniture recycling workshop.

Participants have the opportunity to learn a range of skills alongside improving their employability and confidence, while gaining valuable work experience. Despite only being halfway through the project, already a number of CFS participants are moving into positive outcomes such as further education, volunteering and work.

One client has even left to set up her own charity, helping single mothers in the community with support from North Yorkshire County Council, whilst continuing to volunteer for CFS once a week.

One client has even left to set up her own charity, helping single mothers in the community.

Already a number of participants are moving into work and further education.

#### **Partner**

Humber Learning Consortium.

#### Result

Workshops to develop the skills of unemployed and economically inactive local people.

Participants progressing into further education and voluntary work.



# Project

### **Move Forward**



Our Move Forward project provides one-to-one support to help remove the barriers preventing individuals from securing sustained work.

Move Forward, managed by IXION holdings, is providing one-to-one support for both benefit claimants and those of working age not claiming benefits across York and North Yorkshire.

In partnership with the Department of Work and Pensions, this project is helping over 1,000 individuals to address personal barriers such as housing and debt problems.

Move Forward also helps to improve job search and IT skills and build individuals confidence and employability skills.

Not only does this project help people find work, it also also continues the support in-work for the first six months.

Over the lifetime of this project, 1,100 individuals will be supported to address personal barriers to entering and securing sustained employment.

### **Partner**

Ixion Holdings.

**1,100** Individuals supported.

Total Funding



# Get in Touch Want to find out More?









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