

York and North Yorkshire Skills Advisory Panel's refreshed Local Skills Report – March 2022

Continuing to empower people for a greener, fairer, stronger economy





Contents

Welcome to the refreshed Local Skills Report of York & North Yorkshire's Skills Advisory Panel – March 2022

A comprehensive overview of strategy, achievement and ambition produced by the York & North Yorkshire LEP skills team on behalf of the local Skills Advisory Panel for York & North Yorkshire.

<u>Chapter 1.</u>	Foreword by the Chair of the SAP
<u>Chapter 2.</u>	Overview of SAPs
<u>Chapter 3.</u>	Local skills strengths and needs – The big picture
<u>Chapter 4.</u>	The LEP's Skills Strategy 2021-2026
<u>Chapter 5.</u>	The LEP's Skills Delivery Plan 2021
<u>Chapter 6.</u>	Progress so far
<u>Chapter 7.</u>	Case studies
<u>Chapter 8.</u>	A look forward
<u>Companion document</u>	Y&NY Labour market and skills data - Further information	



Throughout this document there are hyperlinks to other documents. All links are highlighted as **bold, coloured** text with an **underline**.

Chapter 1.

Foreword



Foreword

Welcome to the York and North Yorkshire Skills Advisory Partnership's Local Skills Report for 2022.

In this Report we reflect on our successes over the last 12 months and on the impact of Covid on our local economy and people. We also consider the opportunities for our area that the Government's Levelling Up¹ White paper has presented.



Sam Alexander
Chair of York & North Yorkshire LEP's
Skills & Employability Board

As Chair of the Skills and Employability Board of the York & North Yorkshire Local Enterprise Partnership (Y&NY LEP), I am delighted once again to introduce this year's Report, which we have produced in collaboration with local partners, other Skills and Advisory Panels (SAPs) from across England and colleagues from the Department for Education. I would like to extend our heartfelt thanks to everyone for their invaluable insights and guidance as we have reviewed the progress of our plans to support Y&NY fulfil its potential for a **Greener, Fairer, Stronger**² economy over these recent and very challenging months.

Nearly two years since the first Covid-19 lockdown in the UK, and over a year since the UK's exit from the EU, the impact on both organisations and individuals, in terms of jobs and skills, is significant and still evolving.

We cannot afford to underestimate the importance of ensuring that our post-pandemic recovery delivers the emerging priorities within our **Local Plan for Growth**³ (PfG) ambitions in:

- Attracting new investment and jobs through good growth in key areas and strategic places
- Driving forward opportunities for existing businesses and industries to innovate, decarbonise and achieve greater resilience and productivity

- Ensuring our people realise their full potential by promoting a healthy, inclusive and productive workforce and, alongside this, creating and retaining talented and highly skilled individuals
- Maximising high quality and high value heritage and natural capital and
- Reshaping our towns and cities

We look forward to aligning our PfG with the City of York Council (CYC) Economic Growth Plan and North Yorkshire County Council's (NYCC) Economic Strategy – both of which are in their final stages of preparation. And we share our partners' commitment to ensuring that all three plans dovetail, acknowledge the critical importance of skills development for all, and are delivered collaboratively.

Over twelve months ago we were bracing ourselves for a huge increase in unemployment across Y&NY. In June 2020 we registered a peak of 30% of local employees on furlough and a claimant level increase of 127%, remaining consistently high until Feb 2021 when it began to decrease. I'm pleased to report that the employment rate is now only marginally lower than pre-pandemic levels. In fact, many of our key sectors now face skills shortages and the nature of these, together with our response is explored elsewhere in this Report.

¹ <https://www.gov.uk/government/publications/levelling-up-the-united-kingdom>

² <https://www.ynylep.com/strategies/greener-fairer-stronger>

³ Y&NY Local Plan for Growth is currently under consultation.



Although we have also witnessed a number of high-profile business closures in our High Streets, there is strong evidence of increasing numbers of employers emerging strongly from the Covid crisis – a powerful testimony to the resilience and ambition of our business community.

The Government's **Levelling Up** White Paper published on 2 February 2022, represents a really positive step forward for York and North Yorkshire as an area and the future role of the LEP within it.

I welcome the acknowledgments, commitments and initiatives set out within the Paper of direct relevance to us and the people we serve. These include:

- A commitment to take forward negotiations with North Yorkshire and York to agree a devolution deal based on a Mayoral Combined Authority (MCA).
- A recognition of the many strengths of LEPs as business-orientated institutions supporting private and public sector partnerships and economic clusters.
- Government's clear preference for LEPs to be fully integrated within Mayoral Combined Authorities. We are well placed in this regard, working closely for some time now with our local government partners in developing Y&NY's devolution proposals based on an MCA.

⁴ <https://bills.parliament.uk/bills/2868/publications>

- A commitment to devolving the region's share of the UK Shared Prosperity Fund. As a fully integrated part of the MCA, the SAP will be in a strong position to support targeting the Fund for maximum impact.
- Initiatives through the **Towns Fund** to help Scarborough and Whitby unleash their economic potential and to ensure the **Future High Streets Fund** supports Northallerton regenerate its town centre and achieves future sustainability.
- Other commitments such as the inclusion of North Yorkshire within the **Education Investment Area** programme, the deployment of Community Renewal funds in deprived areas of York and North Yorkshire and proposed **Transport upgrades** in Harrogate, Skipton, Selby and York.

With its extensive network of partners, our SAP is in a very strong position to drive forward the skills implications of the initiatives outlined above.

We will continue to work closely with local employer-led bodies such as the West and North Yorkshire Chamber of Commerce as it responds to government legislation through the **Skills and Post-16 Education Bill** ⁴to assume statutory responsibilities for implementing **Local Skills Improvement Plans** (LSIPs). We will also support Yorkshire and Humber Institute of Technology (YHIoT) as it delivers the Government's ambition for emerging as the preeminent local organisation for technical STEM



We start our Report in Chapter 2 with an acknowledgement of SAPs and the role our Skills and Employability Board plays in carrying out the SAP remit.

Chapter 3 focuses on setting the scene. Here we provide an overview of the geographical area served by the Local Enterprise Partnership (LEP), highlighting the key features and assets of one of the largest rural based LEPs in the country. We address some of the key strengths alongside our main challenges and reflect two years on from the start of the pandemic. Chapter 4 focuses on progress against our **Skills Strategy 2021-2026** - an ambitious five year Skills Strategy and Implementation Plan developed through consultation with a range of partners. Informed by a robust and growing evidence base, our Skills Strategy reflects our passion to deliver positive and lasting change to:

- **Equip** our young people for a successful working life
- **Support** our diverse business community access the skills to grow highly productive and inclusive workplaces
- **Enable** our skills providers to deliver the very best learning and development opportunities for all and to
- **Empower** our local communities to support local people engage with learning that will help them participate fully and with confidence in society.

In Chapter 5 we set out our key achievements within our 2021-2022 skills Delivery Plan.

Chapters 6 and 7 afford us the opportunity to share with you some of our key successes both leading up to and in the two years since we established our SAP. We very much hope you find the case studies both informative and inspiring.

Our look forward in Chapter 8 focuses on our future ambitions to support those starting their careers, enabling access to good work, building inclusive and productive workforces, and developing a dynamic and responsive skills system that will truly deliver lifelong learning opportunities and growth in York and North Yorkshire.

Finally, I would like, in conclusion, to draw your attention to the companion document to our Local Skills Report: **Labour market and skills data and Narrative 2022**. Drawing on the latest data supplied by the DfE and other authoritative sources, this document sets out key facts relating to the labour market along with skills demand and supply and provides some very useful contextual information

Sam Alexander
Chair of York & North Yorkshire LEP's Skills
and Employability Board
March 2022

Chapter 2.

An Overview of Skills Advisory Panels



An Overview of Skills Advisory Panels

Skills Advisory Panels: the national context



Skills Advisory Panels (SAPs) bring together employers, skills providers and key local stakeholders to better understand and resolve skills mismatches at a local level. There are 36 SAPs across England as part of Mayoral Combined Authorities and Local Enterprise Partnerships.

The Department for Education (DfE) supports SAPs with grant funding primarily to produce high quality analysis of local labour markets and [Local Skills Reports](#). The Reports set out the local strengths and skills needs and how the SAP proposes its area addresses its key priorities. The Reports aim to influence local partners and feed intelligence to central government, including the national-level [Skills and Productivity Board](#) (SPB).

In January 2021, DfE published its White Paper "[Skills for Jobs: Lifelong Learning for Opportunity and Growth](#)," which set out a number of reforms aimed at putting employers more firmly at the heart of the skills system. The White Paper outlined plans to test in 2021-22 Local Skills Improvement Plans created by business representative organisations.

The White Paper committed to build on the work of SAPs to date. SAPs and their Local Skills Reports will continue as the DfE trail blazes Local Skill Improvement Plans and until any potential changes are made to SAP remit and responsibilities.

York and North Yorkshire Skills Advisory Panel

The York and North Yorkshire Skills and Employability Board (SEB) was established in February 2014 to provide improved accountability for funding and delivery of the York, North Yorkshire and East Riding Enterprise Partnership's (YNYER LEP) skills and employability agenda. Chaired by a member of the LEP's main Board, the SEB brought together employers from different sectors and geographies within the LEP, Local Authorities, representatives from schools, Further and Higher Education, the Voluntary Sector, training providers, the National Careers Service, DWP and the Education and Skills Funding Agency.

In October 2019, the DfE confirmed that the SEB complied with the requirements of Government's [Guidance on the Role and Governance of SAPs \(Dec 2018\)](#) and since then - although it has retained its name - the SEB has been functioning as the LEP's accountable SAP. In March 2020, boundary changes to the LEP geography meant it no longer served East Riding and this was reflected in the new title of York & North Yorkshire Local Enterprise Partnership with a corresponding adjustment to the remit of the SEB, which ceased to oversee activity in East Riding.

The SEB is one of three Delivery focused Boards, each accountable to the main strategic Board within a formal LEP Governance structure.

We will be shortly publishing our revised list of SEB members. Meanwhile, the membership as at 1 Nov 2021 can be viewed [here](#).

In November 2020, we published revised Terms of Reference to reflect our new status as a SAP.

Our ToR set out in detail:

- The Role of the SEB
- Ways of Working (incl. Sub-group and collaborative learning arrangements)
- Decision making process
- Membership
- Accountability
- Governance
- Secretariat arrangements
- Information and resource sharing and
- Code of Conduct, Conflict of Interest and Quality Assurance

We will review our ToR annually.

The SEB 's scheduled meetings are every 6 weeks and align to the LEP Boards' wider meeting timetable.

Our next six meetings will take place on:

- 07/04/2022
- 26/05/2022
- 14/07/2022
- 29/09/2022
- 01/12/2022

Please contact Jude Knight, Senior Strategy Manager, Skills (jude.knight@ynylep.com) for further information about the SAP.

Chapter 3.

Skills Strengths and Needs



Skills Strengths and Needs

The Big Picture

York and North Yorkshire (Y&NY) covers approximately 831,000 hectares of land and has a population of just under 829,000. It comprises seven district councils (Scarborough, Selby Ryedale, Hambleton, Richmondshire, Craven and Harrogate), one unitary authority, City of York Council and North Yorkshire County Council. Y&NY encompasses an area in which 73% of the landscape classified as rural. The area enjoys close economic links with the Leeds City Region/West Yorkshire and Humber economies to the South and the Tees Valley to the North, and many of its more highly qualified residents commute out of area to larger urban centres such as Leeds, Hull and Newcastle. Y&NY is home to a number of key rural towns identified in the LEP's Future Towns Report.

Thirty eight towns are located in the area, including Ripon – the smallest cathedral city in England. Half of these are designated Market towns. Examples of settlements of particular importance to the local economy include:

York

A city with an international reputation as a historic tourist destination and home to a burgeoning hi-tech start up community alongside established large employers such as Nestle and Aviva. It also hosts [FERA science](#), a research centre internationally renowned for its work across plant and bee health, crop protection, sustainable agriculture, food and feed quality and chemical safety in the environment and employing over 350 scientists.

Harrogate

A famous Spa town, drawing thousands of visitors each year to its renowned gardens and Betty's café. It also has a thriving digital skills SME business community and is host to one of Covance's UK bases- specialising in pharmaceutical development.

Malton

A thriving hub with ambitions to become Yorkshire's first [Circular Market town](#).

Whitby

An historic fishing town with a rich cultural heritage and recent recipient of just over £17m from wave two of the Government's [Towns Fund](#). Its outskirts are home to Anglo-American's [Woodsmith Project](#) – a state-of-the-art Polyhalite mine attracting significant foreign investment.

Scarborough

A popular seaside resort and location of [GCHQ Scarborough](#) – a major contributor to UK defence capability.

Selby

An historic town with an imposing medieval Abbey and home to Drax Power Station, generating 6% of England's electricity needs and the site of the [largest decarbonisation project in Europe](#).

Skills Strengths and Needs



Sector Profile and Key Trends

An outstanding feature of Y&NY is its varied geography and rich natural heritage. Two of its coastal resorts – Whitby and Scarborough – lie on the edge of the stunning [North York Moors national park](#) with its ambitious programme of initiatives to strengthen and diversify its offer to the tourist and agriculture sectors set out in the [North York Moors National Park Authority Local Plan July 2020](#).

The market town of Skipton is the Gateway to [The Yorkshire Dales](#) the second renowned national park in the area. Its [2019-24 Park Management Plan](#) commits to strong, self-reliant communities, the creation of more woodland and developing resilience and responsiveness to the impacts of climate change, storing more carbon each year than it produces. It also includes among its 49 objectives initiatives to support upland farming after Brexit, attract younger working age people into the area, improve connections to superfast broadband and build more affordable housing.

The [Howardian Hill](#) and [Nidderdale](#) nationally designated areas of outstanding natural beauty represent two jewels in the crown of North Yorkshire.

The accelerating roll out of superfast broadband, easy access to Leeds (including Leeds/Bradford international Airport) and fast mainline rail links to London are other factors making the area an attractive choice for inward investors alongside excellent further and higher education and research facilities.

Y&NY is home to six Further Education Colleges:

- [Askham Bryan College](#) (a specialist land-based college)
- [Craven College](#)
- [Scarborough TEC](#)
- [Selby College](#)
- [York College](#) and
- [Henshaws College](#) (a specialist college supporting young people aged 16-25 living with a disability).

Just under 30% of our residents travel to learn in other LEP areas to, for example, Leeds City College, Leeds College of Building, Darlington (out of area main provider for Hambleton district residents) and Middlesbrough colleges.

Between them, three Universities serve a domestic and international body of over 27,000 students: [University of York](#), [York St. John University](#) and the [Scarborough campus of Coventry University](#). The University of Sunderland is currently developing a hub in Northallerton.

Sector profile and key trends

The **four biggest sectors** in the LEP area's employment base are Wholesale and retail, accounting for 15% of total employment, Health and social care (13%), Accommodation and food services (10%) and Manufacturing (9%).

The area does face low pay and low productivity challenges in some of its largest employment sectors, including retail, hospitality and tourism and health and social care. The hourly median rate of pay, for example, is 87% of the national average. Small pockets of deprivation exist in the urban centres of Harrogate, Scarborough, Selby and York and, across North Yorkshire rural deprivation remains problematic, compounded by public transport access issues.

Overall, the LEP area has a **deficit of high skilled employment**: 46% of employees are in higher skilled roles locally, versus a national average of 50%. There is also a disproportionate reliance on low-skilled jobs. This deficit of workers in higher skilled occupations extends to employment in most industry sectors in the LEP area, reflecting relatively low value business activities, low productivity and an associated weak demand for skills locally.

With an ageing workforce, replacement demands will reinforce net growth in higher skilled occupations and caring roles, leading to strong recruitment needs in these areas. However, because replacement demands are expected to generate **14 times as many job openings as net growth** over the next decade, they will also serve to offset net declines, ensuring that most occupational areas will see a positive recruitment requirement over the next decade.

The impact of **automation** could disrupt the labour market, rendering some types of skill obsolete, particularly those that relate to routine tasks. In broad terms, the influence of new technologies is expected to reinforce the existing pattern of change, with low and middle skilled occupations most susceptible to automation whilst higher skilled roles and caring roles face less risk of displacement. Locally, just over a third of current jobs are at high risk of automation over the next 20 years, in line with the national picture. In sectoral terms, agriculture, accommodation and wholesale / retail are most susceptible to the effect of automation. In the short-term however, these and other sectors are actually subject to labour shortages, representing a major challenge for the economy moving forward. A number of contributory factors have been identified, most notably:

- A distinct shift in employment patterns illustrated by furloughed staff in pandemic-related vulnerable occupations moving into more secure roles or more individuals opting for self-employment.
- New regulations such as those in the care sector where vaccination was a condition of employment. This has resulted in some of the workforce opting out of the sector. Self-isolation requirements have also caused further significant disruption across many customer facing services.
- Changing consumer habits. Restrictions on foreign travel, for example, have driven a boom in staycations, which have put further strains on the capacity of the hospitality sector to respond to the economic opportunities this presents.

Greater reliance on e-commerce has increased demand on logistics and transportation. ONS reported that ecommerce national values increased 46.1% in 2020 when compared with 2019, the highest annual growth reported since 2008.

- Competition between businesses for staff has generated an offer from companies who could afford it of better terms and conditions for prospective employees. This has severely affected those businesses where affordability precluded this option.
- Sector specific factors have continued to have a negative impact on staff recruitment. These include access to rural workplaces and negative or inaccurate perceptions of the opportunities a particular sector presents.

Increasing numbers of the 40,000 businesses based in Y&NY (almost 90% of which are micro-businesses employing 0-9 staff) are driving rapid innovation and accelerating growth - creating more higher-skilled and better paid jobs to re-balance a comparatively low wage, low skill economy that is suppressing the area's productivity.

The rich diversity of natural, industrial, economic, cultural, social and skills capital within Y&NY underpins its potential to deliver successfully the area's transition to a low carbon, circular economy, key ambitions for which are set out in a series of strategies to ensure we reach net-zero by 2038. Our approach is based upon decarbonising our energy system, moving towards a circular economy and enhancing our natural capital. All our low carbon and environment strategies can be accessed [here](#),

including our Route map to Carbon negative. Our comprehensive [Labour Market Analysis 2021](#) (LMA 2021) analysis has documented key challenges and opportunities and we have highlighted these below. Our Skills Strategy and Delivery Plan in Chapters 4 and 5 describe some of the measures we will be taking to address these over the short to medium term.

Sudden economic shutdowns/restrictions and re-openings creating major disruptions to supply chains, the speed of the vaccine rollout and the emergence of new variants have all contributed to a continuing turbulent economic picture since our original Local Skills Report was published and confounded attempts to forecast clear outcomes at this stage. For many local businesses the price of materials and transportation over the pandemic increased drastically. Some lost key customers and markets overnight with the shutdown of the hospitality sector and schools. On the other hand, these pressures also forced businesses to be more flexible, re-assess their priorities and business models and develop greater resilience. Research suggests that the pandemic triggered an acceleration of technology adoption in many sectors. The expanding "resilience building" culture across the region's business community will undoubtedly strengthen our efforts to shrink the productivity gap with the rest of England.

The medium to longer term economic impact of the UK exit from the EU, meanwhile, has been difficult to clearly define against this background.

Future Challenges and The Fundamentals of Skills Demand and Supply

The pandemic has exacerbated existing inequalities within pockets of deprivation in, for example, Scarborough. Research by the New Economics Foundations showed that disposable incomes of the poorest 50% fell by an average of £110 in real terms, but the richest 5% have seen gains of more than £3,300 a year.

The significant rise in home-working requirements as part of lockdown requirements has, arguably, served higher skilled and office workers in Y&NY well in many respects, without any apparent negative impact on their productivity. This has added weight to the argument for the establishment post-pandemic of hybrid working practices for many with the additional well documented flexibilities for individuals. This has significant potential for York and North Yorkshire, where quality of life can now more effectively outweigh the advantages of proximity to urban centres. Comparing house prices from September 2019 to September 2021, the majority of our districts saw an increase of 10% or higher, with the largest increase being in Richmondshire and Scarborough. A potentially negative consequence of the increasing attractiveness of rural and coastal properties - as both homes and work bases - is the impact on housing affordability, particularly for young people who are consequently exposed to an ever increasing risk of displacement.

The predominantly rural nature of the region has historically led

will also undoubtedly contribute further to the already relatively high transport-linked carbon emissions. This will be offset to some extent by the expansion of homeworking as rural connectivity issues are resolved, the increasing use of electric vehicles and a raft of other carbon reduction initiatives.

Many of our 20 plus market towns have evidenced throughout the pandemic strong levels of resilience compared to larger cities. One factor may be the reduced reliance on commuters, office workers and tourists, as their primary focus has been on the well-established provision of services to smaller satellite settlements. Another reason is they are well suited to meet the increased desire for leisure experiences with restaurants and food outlets offering attractive locally-grown produce and have not been as exposed to the reduced footfall suffered by larger well-known high street retailers as the pandemic undoubtedly accelerated changes in shoppers' habits with an increasing range of products being purchased on-line.

Some future challenges

- The resilience, direction and emerging shape of our region's conomy will undoubtedly be influenced by the following:
 - The ability of businesses to adapt to the UK exit from the EU
 - The emergence and implications of new Coronavirus variants

- The extent to which staff shortages across key sectors can be addressed
- The inflationary pressures on household budgets with, for example, the impending unprecedented hike in domestic energy prices, its impact on consumer spending power and its effect on businesses increasing production costs.

Other developments may afford significant opportunities for reducing carbon emissions, growing local businesses and improving the wider economy and overall quality of life across Y&NY:

- An expansion in the use of local supply chains
- An increase in hybrid working for a majority of employers
- New technology - driven consumer habits
- Reduced international travel with a corresponding boom in staycations.

The fundamentals of skills demand and supply

Although the Covid -19 crisis will undoubtedly also continue to influence the focus of skills demand and supply across Y&NY, the **fundamental needs** remain as follows:

- A requirement to develop skills to meet recruitment needs across a broad occupational spectrum, driven by

Key Challenges of the Local Skills System

across a broad occupational spectrum, driven by replacement demands.

- Acute shortages of digital professionals and of a significant digital skills gaps at a variety of levels among the wider workforce.
- The imperative to ensure the expansion of “green” skills pipeline to support the region’s transition to a net zero economy.
- Shortages of people with required technical skills in professional and skilled trades roles, including engineering, construction and health fields.
- Significant volumes of skills gaps in the service economy, including retail and hospitality, linked to high rates of staff turnover.
- Skills gaps among managers, with implications for business performance, productivity and wider workforce development capability.
- Strong demand from employers for key generic skills, including communication, planning skills and creativity.
- A strong recruitment need in respect of care workers.

The key challenges around the **responsiveness of the local skills system** relate to the following issues:

- Addressing the local “skills surplus” by raising the demand for skills and shifting the local business base to one that is founded on higher value market strategies.

- Tackling the ageing population through a strong focus on developing skills for career adaptability and support for employers to retain older people within the workforce.
- Rebalancing the apparent misalignment between the profile of classroom-based further education and demand in the labour market.
- Ensuring there is sufficient capacity to address the wider re-skilling challenge, arising out of trends such as automation.
- Broadening the subject range of higher apprenticeships available locally to ensure that a comprehensive offer is available to meet high-level skills needs and to provide suitable occupational progression routes.
- Helping local employers, including levy payers, to use apprenticeships to tackle their skills needs around leadership and management and in other higher-level areas.
- Ensuring that a balanced approach is adopted in the way that the apprenticeship levy is used, between meeting employers’ higher-level skills needs (including management skills) and supporting entry into, and progression within, sustainable careers for lower-skilled workers.
- Helping employers to adopt the high performance working practices that can enable them to translate enhanced workforce skills into better productivity and business performance. These same practices also provide an

leadership and management supporting mental health and promoting wellbeing has never been more important.

In the almost 12 months since our original report there has been renewed emphasis on the strengthening the capacity of the skills system to engage and support 19-24 year old NEETs, the volume of which may well have increased significantly as a result of Covid.

In this Refresh of our Local Skills Report, DfE has asked us and all England’s LEPs, to reference examples of any local activities relating to specific sectors of interest to Government. The sectors and examples are set out in the Table below:



ADULT SOCIAL CARE

We continue to monitor the vacancy rates in this sector and ensure career pathways are promoted across Y&NY schools.

CONSTRUCTION (INCL. BUILDINGS/RETRO-FIT)

Scarborough Construction Skills Village has been allocated £535k from Scarborough Town Deal to support the development of construction apprenticeships, groundworks, building, joinery, plastering and domestic plumbing and electrics.

DIGITAL AND TECHNOLOGY

Askham Bryan College has been allocated £1m by the LEP from its allocation of the government's **Getting Building Fund** (GBF) for the development of a **Digital Skills Academy**.

C4DI is a Northallerton-based Centre for digital innovation, acting as an incubator that helps tech companies grow, and traditional businesses innovate. It has recently received £725k via the LEP's GBF allocation to provide e-campus facilities in partnership with York College and University of Sunderland.

HAULAGE AND LOGISTICS

Darlington College is offering a fully funded Level 1 & 2 Certificate in working in Logistics, (LGV Class 2 licence)

DARLINGTON COLLEGE IS OFFERING A FULLY FUNDED LEVEL 1 & 2 CERTIFICATE IN WORKING IN LOGISTICS, (LGV CLASS 2 LICENCE)

York College has received £150,000 from the LEP's GBF allocation to increase technical skills capabilities in electric vehicle technologies. This project will support low carbon electric vehicle skills development through an extension to existing workshop space and state-of-the-art technologies at the college.

Scarborough TEC has received £97,000 from the same LEP allocation to invest in their electric and green skills campus initiative. This will support the purchase of electric vehicle / training equipment to enable low carbon motor vehicle maintenance courses and charging bays will be installed in the college's existing Automotive, Construction and Engineering Centre, which was also part-funded with money secured by the LEP and opened in June 2019, to promote green transport education and training and employability. In addition, the funding will support the

provision of new engineering technologies to introduce hybrid/electric transport courses.

Selby College, working in partnerships with Drax, has secured £272,000 grant from the **DfE's Skills Accelerator Strategic Development Fund** to develop a brand-new training course in carbon capture and storage technologies, supporting Drax's plans to develop the vital negative emission technology BECCS at its power station near Selby. The project marks a significant step in advancing the development of "green" skills for the workforce of the future.

New Skills Funding and Activity since March 2021

In addition to the Getting Building and other infrastructure projects outlined above and that have been established since we published our first Local Skills Report in March 21, a number of other new funded activities in Y&NY are now off or almost off the starting block, including:

- New LEP-commissioned research addressing issues of critical importance to our area in supporting the unemployed and the existing workforce as we emerge from the pandemic and covering:
 - Best practice in supporting reluctant or disadvantaged learners to engage and progress in learning
 - Employer support to maximise the potential of all their employees through inclusive approaches to recruitment and talent management
 - Exploring how the transferable skills of individuals can be recognised, nurtured and transferred to different occupations and sectors and
 - The emerging skills requirement to underpin the expansion of the 4th Industrial revolution (I4.00) in our local economy.
- Local unemployed young people benefitting from the Government's Kickstart scheme.
- Two new Enterprise Coordinators joining our Careers Hub team, one to focus on Special Educational Needs and Disability (SEND) and Alternative Learning Provision (ALP) institutions. This role will be supported by a Community of Practice Lead for SEND, to help surface need, impact, and support with peer-to-peer coaching in order to develop good careers programmes across the 16 institutes within the Hub. The Employer Engagement Enterprise Coordinator is an additional post to the Hub, and part of a national first-year pilot, to engage employers in the work of the Hub with a focus on raising awareness of technical and vocational pathways and opportunities within the local labour market.
- A resource on the [Y&NY Growth Hub](#) website that delivers a holistic skills offer for businesses covering recruitment, retention and upskilling of the workforce, as well as health and wellbeing and inclusive workplaces and practices. The focus is to ensure skills terminology and pathways are easy for businesses to understand and offer support and solutions for current business challenges.
- New ESF projects with an aggregate value of £6.4m, which between them will support businesses:
 - Recruit graduates and develop talent management and succession strategies underpinned by inclusive approaches to workforce development
 - Develop leadership and management to drive higher productivity
 - Recruit and support apprentices
 - Deliver high quality placements for T-level students and
 - Develop their staff in specialised skills to deliver new services or products.
- Completion of our application to deliver in digital, engineering, construction, logistics and green skills under the Government's Wave 3 [Bootcamps](#) initiative over 12 months from April 22. Meanwhile, 5 Bootcamps focused on HGV training are already operating in the wider Yorkshire and Humber area and are accessible to Y&NY residents.

Chapter 4.

Skills Strategy



Skills Strategy

Since the publication of our original report in March 21 we have been working with stakeholders and partners to implement our shared vision for skills over the next five years - our [Skills Strategy 2021-2026](#). This ambitious five-year strategy for York and North Yorkshire incorporates a detailed implementation plan to enable us monitor progress against key priorities.

Launched at the LEP's annual skills conference in January 21 to over 120 delegates, the strategy is a product of strong collaboration underpinned by the labour market analysis, which the LEP commissioned in 2019 and refreshed in 2021 ([LMA 2021](#)). Our growing evidence base is being augmented by current and pipeline research focused on specific skills challenges and opportunities. Reports commissioned to date can be accessed under the Research and Strategy section of the skills pages of the [LEP website](#) and include:

- The impact of ESIF projects on individuals, communities and businesses.
- The use of the Adult Education Budget.
- Unleashing the potential of Community learning.
- Meeting the demand for skills to support a low carbon economy.
- The task of re-skilling and up-skilling (accelerated by Covid-19 and affecting a significant proportion of the workforce).
- Digital skills for the York and North Yorkshire Workforce.
- Supporting those aged 19-24 who are not in employment, education or training (19-24 NEETS).

In Autumn 2021 we commissioned a further tranche of research reports to dive deeper into some of the areas where our strategic response to the findings and recommendations will support us further as we emerge from the Covid-19 crisis and build a successful local Post-Brexit economy. Scheduled for publication before March 22, the research covers:

- **High Performance Working Practices** – Assessing employer adoption and support requirements across York and North Yorkshire.
- **The Fourth Industrial Revolution** – Assessing employer skills needs across York and North Yorkshire.
- **Progression Routes to Level 2**. Identifying best practice for the future
- **Transferable Skills** – Research to capture aspects of the transferable skills “landscape” across York and North Yorkshire.

Notwithstanding the recent turbulence in the local economy unleashed by Covid, the core of our Skills Strategy vision for 2026 for **York and North Yorkshire to be a place where people are empowered to achieve their potential in a greener, fairer, stronger economy** remains and it will build on four strategic pillars:

- **Our young people** equipped to make quality decisions about education, training and careers.
- Our **employers** able to access the skills to grow highly productive and inclusive workplaces.

- Our local **skills providers** enabling businesses to respond with innovation and resilience to a dynamic economy.
- **Our communities** empowered by learning and skills that support everyone to participate fully in society.

In her introduction to our Skills Strategy, Sam Alexander, the Chair of our SEB, recognised that people were the most valuable resource we have and the skills they possess are critical to realising good growth in a greener, fairer stronger economy. It was therefore essential that both strategy and implementation be people-focused.

Links with wider LEP strategies

Greener, Fairer, Stronger – The LEP's plan published in October 20 to re-shape our local economy in the wake of the Covid-19 crisis, has also contributed to shaping our skills strategy and we intend that both strategies run alongside each other over the next 18 months.

Greener, Fairer, Stronger is a product of collaboration between the LEP, partner organisations, local authorities and businesses to set out an ambitious plan to reshape the economy of York and North Yorkshire. Ten key pledges underpin this plan, of which the following in particular present skills and inclusion challenges that our skills strategy seeks to address:

- Ensuring our businesses get the support they need to adapt to the challenges of Covid-19 and come back greener, fairer and stronger.
- Helping those at risk of redundancy or newly unemployed to access the advice and support they need to get them back into employment.
- Re-calibrating training and learning provision so it has the capacity to meet demand for a greener, fairer and stronger recovery.
- Digital connectivity becoming the catalyst for change in a greener, fairer, stronger recovery.

- Creating new job opportunities that are greener, fairer and stronger.
- Ensuring our young people and those furthest from the labour market are not left behind in terms of access to support, learning, training and employment.

In Chapter 6 we explore in more detail the LEP's emerging local **Plan for Growth**, which recognises a number of economic impacts of the pandemic and the UK's exit from the EU on business performance and confidence. We will be reviewing specific measures and indicators in our current Skills Strategy once the Plan for Growth has been finalised to ensure our skills ambitions align with the LEP's emerging wider strategic priorities focused on:

- Attracting new investment and jobs through good growth in key areas and strategic places
- Driving forward opportunities for existing businesses and industries to innovate, decarbonise and achieve greater resilience and productivity
- Ensuring our people realise their full potential by promoting a healthy, inclusive and productive workforce and, alongside this, creating and retaining talented and highly skilled individuals

- Maximising high quality and high value heritage and natural capital and
- Reshaping our towns and cities

These priorities will be delivered through three distinct but interconnected investment plans for:

- Infrastructure
- Innovation and
- Skills

We anticipate refining and re-badging our current published Skills Implementation Plan as a Plan for **Growth Skills Investment Plan** – to sit alongside and integrate with the plans relating to infrastructure and innovation.

Meanwhile, we have captured in the following Table some of our achievements at the end of the first year of the current Skills Implementation Plan (see Pages 8 to 11 of our [Skills Strategy 2021-2026](#)):

Skills Strategy Implementation Plan

A snapshot of some key achievements to February 2022. Further detail, in particular with respect to ESF project performance is included in Chapter 6 of the Local Skills Report (March 2022).

YOUNG PEOPLE					
PRIORITY	RATIONALE	ACTIONS	OBJECTIVES	SUCCESS	ACHIEVEMENTS
Every student is connected to local business who inform high quality careers advice and offer work experience.	<p>86% less likely to be unemployed or NEET, and can earn up to 18% more during their career.</p> <p>9/10 job openings for replacement demand over next decade.</p> <p>Only 37% of local businesses offer Work Experience to young people.</p>	<p>Commission and support quality NEET and pre-NEET provision.</p> <p>Further develop unique hubs for PRUs and special schools to share resources and best practice.</p> <p>Develop innovative ways to provide experiences of the work place.</p>	<p>Young people are supported at critical times to reconnect with learning or move into work and training outcomes.</p> <p>Increase in the number of students with additional needs into FE, work or supported outcomes.</p> <p>Experiences of the workplace increased, particularly in rural areas.</p>	<p>ESF NEET programme on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p> <p>Target number of PRUs and special schools in a careers hub achieved.</p> <p>Y&NY CEC targets against Gatsby Benchmarks 5 and 6 achieved.</p>	<p>ESF NEET programme on track</p> <p>All YNY PRUs and special schools in the YNY Careers Hub.</p> <p>Gatsby Benchmark 6 achieved.</p>
Every school has high quality careers leadership linked to local labour market intelligence	<p>Schools who invest in providing dedicated support for Career Leader roles achieve more Gatsby Benchmarks.</p> <p>9/10 jobs over the next decade will be to meet replacement demand. Potential exists for substantial employment growth in low carbon energy sectors in the North.</p> <p>Every school is required by government to have a Careers Leader who has the skills and commitment to deliver the careers programme across all eight Gatsby Benchmarks.</p>	<p>Devise and roll out a quality based partnership agreement linking schools and businesses.</p> <p>Develop online portal for careers resources that supports the LIS and is based on LMI and embed in school curriculum learning.</p> <p>Develop new and innovative training for Careers Leaders and enhance district wide networks offer for sharing best practise between businesses and schools.</p>	<p>Students and schools build sustainable relationships with local businesses and young people are aware of the full range of local jobs and opportunities.</p> <p>Up to date information available for use by schools, students and parents informs career choices and curriculum development.</p> <p>Careers Leads have a greater understanding of the job market and emerging sectors through links with networks and businesses.</p>	<p>100% CEC network schools linked to a business under a Partnership Agreement.</p> <p>Online resource portal developed and maintained.</p> <p>Every school engaged with CEC network meetings and uses the Compass Plus tool to strategically manage and track careers programmes.</p>	<p>100% schools linked with an Enterprise Advisor by July 2021.</p> <p>YNY Careers Hub digital google drive established to access up to date LMI and resources to inform Careers. Investment via Careers Hub made this year for the creation of LMI resources. Used within the classroom and supporting informing parents.</p> <p>71 Schools & Colleges part of the YNY Hub – (94% of all Y&NY schools – 100% invited to join network.</p> <p>100% CEC schools/colleges using compass or compass plus regularly to manage and track careers programmes.</p>

Skills Strategy Implementation Plan

A snapshot of some key achievements to February 2022. Further detail, in particular with respect to ESF project performance is included in Chapter 6 of the Local Skills Report (March 2022).

YOUNG PEOPLE					
PRIORITY	RATIONALE	ACTIONS	OBJECTIVES	SUCCESS	ACHIEVEMENTS
<p>Young People are able to access local high quality technical skills provision.</p>	<p>Decrease in all apprenticeship starts across all districts except for Selby and York based on 2019 data compared to 2014/15.</p> <p>New T Level qualification requires 315hr placement.</p> <p>Strong evidence of skill shortages at higher level in technical fields. Forecasts also suggest potential for substantial employment growth in low carbon energy sectors in the North.</p>	<p>Build strong working relationships with ESFA, local colleges, training providers and businesses to support collaboration and information sharing about apprenticeships, T levels and relevant pathways including traineeships.</p> <p>Support T level local roll out ensuring schools and young people have sufficient information.</p> <p>Support the continued development of the Institute of Technology and other higher technical skills pathways including skills for low carbon industries, supporting links with businesses and schools.</p>	<p>Regional and national issues regarding apprenticeships and relevant pathways are understood by all partners and challenges mitigated locally where possible.</p> <p>Young people are well informed about T level courses and 'next steps' into apprenticeships, further learning and work.</p> <p>Employers, students and schools understand the benefits of higher technical skills training to local career prospects and business growth.</p>	<p>Strategic partnerships established with ESFA, local colleges, training providers and businesses.</p> <p>Young people are well informed about T level opportunities through a national and regional comms plan.</p> <p>LEP supports IoT in developing higher technical skills pathways and low carbon skills training.</p>	<p>Quarterly network meetings held with stakeholders and ESFA to influence policy and ensure conduit of local feedback to ESFA</p> <p>Dedicated Employer Enterprise Advisor recruited to improve communication on T level and Apprenticeship opportunities as part of Y&NY Careers Hub</p>

Skills Strategy Implementation Plan

A snapshot of some key achievements to February 2022. Further detail, in particular with respect to ESF project performance is included in Chapter 6 of the Local Skills Report (March 2022).

EMPLOYERS PRIORITY	RATIONALE	ACTIONS	OBJECTIVES	SUCCESS	ACHIEVEMENTS
Technical education is championed as a means to improve productivity and maximise talent.	<p>Apprenticeships are slightly under-represented in the LEP area.</p> <p>Although most employers consider that relevant work experience is an important factor in recruitment decisions, a minority offer it.</p>	<p>Increase business awareness of the benefits of apprenticeships, traineeships and T levels through information, advice and guidance to employers.</p> <p>Promote the benefits of industry placements to business.</p> <p>Promote and support traineeships as a pathway into positive outcomes</p>	<p>Businesses increase demand for apprenticeships at all levels particularly from T level and traineeship pathways.</p> <p>Businesses work in partnership with training providers to ensure sufficient quality placements are available.</p>	<p>ESF Apprenticeship Hub on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p> <p>ESF T level programme on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p> <p>Strategic partnerships</p>	<p>ESF Apprenticeship Hub established.</p> <p>ESF T level programme now launched.</p> <p>Collaboration with Yorkshire Learning providers, ESFA and neighbouring LEPs to feedback anecdotal evidence of impact of Traineeships, T-levels and Apprenticeship delivery models and recommendations for enhancing these. This</p>
Higher level technical skills enable businesses to innovate and deliver higher value products and services .	<p>Y&NY LIS – to become England's first carbon neutral region. Investment in skills will be required so renewable sectors can access the skills they require.</p> <p>Strong evidence of skill shortages for professional roles, most notably in technical fields - digital, engineering, construction.</p> <p>In 2016/17 51% of leavers from YNYER institutions were in employment in Yorkshire and the</p>	<p>Employer demand for low carbon skills is met by a responsive skills offer.</p> <p>Higher level skills offer is developed enabling the opportunities of technology driven innovation to be grasped.</p> <p>Local employers are supported to access higher level skills locally.</p>	<p>Dynamic local training offer that meets current and future employer demand for low carbon skills.</p> <p>A workforce training offer that supports innovation.</p> <p>Increase in the number of graduates retained in employment in the local area.</p>	<p>A comprehensive low carbon skills offer developed with key Stakeholders and providers.</p> <p>ESF Bespoke Skills programme on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p> <p>Strategic partnerships established with HE stakeholders that support graduate retention. Rising % of leavers from</p>	<p>Colleges developing Low Carbon curriculum including Electric Vehicle training, retrofit and heat pump installation. Pledge developed in collaboration with Craven College and Yorkshire Learning Providers network and endorsed by 20+ skills providers to green up estates, integrate green issues within curricula and equip apprentices to be agents of change re: transition to a low carbon economy.</p>

Skills Strategy Implementation Plan

A snapshot of some key achievements to February 2022. Further detail, in particular with respect to ESF project performance is included in Chapter 6 of the Local Skills Report (March 2022).

EMPLOYERS PRIORITY	RATIONALE	ACTIONS	OBJECTIVES	SUCCESS	ACHIEVEMENTS
People can thrive in good workplaces	<p>A declining working age population. The Skills system needs to develop tailored offer for older workers and employers for retraining and retention.</p> <p>The LEP area faces a gender pay gap that is broadly similar to the national picture. Gap of 22% between disabled and non-disabled employment rate.</p> <p>1 in 4 of the working population have a common mental health disorder.</p> <p>The proportion of local employers who have adopted the high performance working - 4% compared to the national average of 9%.</p>	<p>Develop skills provision that supports individuals to reskill and upskill for sustainability and career adaptability.</p> <p>Employers enabled to recruit a diverse workforce who are able to achieve their potential in responsive workplaces.</p> <p>Drive up management proficiency through leadership and management training to develop more productive workforces.</p>	<p>Older workers are skilled to remain economically active for longer.</p> <p>A diverse workforce able to achieve their potential in the workplace.</p> <p>Leadership and management skills improves and more businesses adopt high performance working practices.</p>	<p>Target number of participants aged 50+ engaged in ESF skills programmes.</p> <p>ESF Specialist Skills and Women in the Workforce programmes on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p> <p>ESF Business Scale-up programme on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p>	<p>ESF Women in the Workforce programme on track.</p> <p>ESF Business Scale-up programme on track.</p> <p>Research underway to gauge extent of adoption of High Performance Working practices.</p>

Skills Strategy Implementation Plan

A snapshot of some key achievements to February 2022. Further detail, in particular with respect to ESF project performance is included in Chapter 6 of the Local Skills Report (March 2022).

SKILLS PROVIDERS					
PRIORITY	RATIONALE	ACTIONS	OBJECTIVES	SUCCESS	ACHIEVEMENTS
Local skills providers are able to meet the skills requirements of business.	<p>2/3 employers expect future upskilling needs. 1/3 jobs in the LEP area are estimated to be at high risk of automation and the clean growth agenda is shaping skills requirements across a wide range of industries.</p> <p>The clean growth agenda is shaping skills requirements across a wide range of industries, including construction – significant in Y&NY.</p> <p>9/10 job openings for replacement demand over next decade.</p>	<p>Y&NY Skills Advisory Panel uses LMA to actively work with local providers and plan how skills needs are to be met.</p> <p>Develop a skills offer that supports transition to a carbon neutral and circular economy.</p> <p>Work with skills stakeholders to ensure local skills offer supports employer demand for replacement skills particularly in sectors experiencing skill shortages.</p>	<p>Better alignment of local education and training provision with local skills needs and priorities responding to skills gaps, meet recruitment needs driven by replacement demands and respond to emerging skills needs.</p> <p>Skills offer meets employer demand and keeps pace with evolving technology.</p> <p>Employers able to recruit skills at an appropriate level or upskill existing workforce to meet replacement demand, particularly in sectors experiencing skills shortages.</p>	<p>LMA and further analysis informing skills priorities of LEP and local providers. Refreshed every 2 years.</p> <p>Skills offer for transition to low carbon skills is developed through devolution deal.</p> <p>ESF Skills Support for the Workforce programme on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p>	<p>Raft of Deep Dive reports now published and addressing inter alia Impact of ESF on learners and communities, Digital and Low carbon skills supply v. demand, Community learning and Upskilling/reskilling challenges.</p> <p>ESF Skills Support for the Workforce programme on track.</p>

Skills Strategy Implementation Plan

A snapshot of some key achievements to February 2022. Further detail, in particular with respect to ESF project performance is included in Chapter 6 of the Local Skills Report (March 2022).

SKILLS PROVIDERS					
PRIORITY	RATIONALE	ACTIONS	OBJECTIVES	SUCCESS	ACHIEVEMENTS
High quality dynamic learning environments support the needs of our local economy	<p>Approx £350k capital required to set up EV training infrastructure alone.</p> <p>Average travel to learn times in North Yorkshire are 40% higher than for the comparator area of West Yorkshire.</p> <p>13% of FE and skills learners travel outside their home district to another district and 29% travel outside the LEP area to undertake learning.</p>	<p>Develop a skills capital plan that can take advantage of available funding and that supports new technology adoption, low carbon skills and mitigates skills shortages in priority sectors.</p> <p>Work with skills stakeholders to develop shared and mobile resources.</p> <p>Develop a skills capital plan that supports access to virtual learning and cuts travel to learn times and that can take advantage of available funding.</p>	<p>Skills infrastructure investment is able to meet dynamic employer demand for skills in new technologies.</p> <p>Shared/mobile resources meet rural need for skills and maximise investment expenditure.</p> <p>New innovative solutions are developed to cut travel to learn times and increase access to high quality virtual learning.</p>	<p>Skills capital projects support new technology adoption, low carbon skills and mitigate skills shortages in priority sectors.</p> <p>Shared and mobile resources developed meeting learner needs across the area.</p> <p>Skills capital projects increase virtual learning and cut travel to learn times.</p>	<p>£2m Getting Building Fund invested in 4 skills projects that support the LEPs net-zero and Skills Strategy ambitions.</p> <p>Shared resources being developed as part of successful SDF bids in certain areas.</p> <p>Total investment of £10.3m of Local Growth Fund in 14 projects has already created 1,315 apprenticeships, 4,668 new learners achieve a full qualification and 28,773 sqm new or improved learning floorspace.</p> <p>Almost £2m Getting Building Fund invested in 4 skills projects that support the LEPs net-zero and Skills Strategy ambitions</p>

Skills Strategy Implementation Plan

A snapshot of some key achievements to February 2022. Further detail, in particular with respect to ESF project performance is included in Chapter 6 of the Local Skills Report (March 2022).

SKILLS PROVIDERS					
PRIORITY	RATIONALE	ACTIONS	OBJECTIVES	SUCCESS	ACHIEVEMENTS
Businesses increase their demand for skills to deliver higher value products and services	<p>25% of all vacancies in the LEP area are skill shortage vacancies, somewhat higher than the national average.</p> <p>LIS ambition – to be the first carbon neutral region in England.</p> <p>Evidence of acute shortages of digital professionals and of a significant prevalence of digital skills gaps at a variety of levels relating to use of Microsoft packages and specialist digital skills including SQL and JavaScript.</p>	<p>Increased employer engagement in local skills priority shaping.</p> <p>Development of Centre of Excellence for Low Carbon Skills.</p> <p>Formation of an Employer-led Digital Skills Partnership.</p>	<p>Local skills offer informed by employer engagement to meet employer demand.</p> <p>Centre of Excellence is national exemplar for low carbon skills training.</p> <p>Digital skills provision ensures businesses are able to maximise opportunities.</p>	<p>Increased number of employers on Skills and Employability Board.</p> <p>Centre of Excellence for low carbon skills is established and milestones met.</p> <p>Employer-led Digital Skills Partnership is established and annual milestones met.</p>	Skills and Employability Board has been strengthened with greater representation from private sector employers.

Skills Strategy Implementation Plan

A snapshot of some key achievements to February 2022. Further detail, in particular with respect to ESF project performance is included in Chapter 6 of the Local Skills Report (March 2022).

COMMUNITIES					
PRIORITY	RATIONALE	ACTIONS	OBJECTIVES	SUCCESS	ACHIEVEMENTS
Communities develop and deliver a range of provision that addresses barriers to employment, training and learning.	<p>Everyone in the local community can participate in high quality employment and benefit from economic growth by addressing localised pockets of deprivation at neighbourhood level.</p> <p>Learning outcomes for the disadvantaged are poorer where deprivation is more prevalent particularly in coastal communities and at the neighbourhood level elsewhere</p> <p>YNYER has a relatively high prevalence of skill shortage vacancies.</p>	<p>Collaborative working with community organisations through representation on LEP Boards, steering groups and VCSE strategic groups</p> <p>Community led programmes such as CLLD and Community Grants managed to conclusion and evaluation shaping future projects.</p> <p>Employer representation on LEP social inclusion sub-group shaping socially inclusive skills priorities.</p>	<p>Community organisations are strengthened as gateways to skills provision and deliverers of grass roots activity in rural communities.</p> <p>Community organisations identifying community led solutions to local issues with measurable success.</p> <p>Engaging with the business community to understand their skills needs and tailor socially inclusive solutions.</p>	<p>VCSE sector representation on LEP Board and sub-groups and LEP represented on VCSE strategic groups.</p> <p>ESF Community Grants and CLLD programmes on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p> <p>Employer representation on LEP social inclusion sub-group.</p>	<p>The LEP continues to have representation on VCSE Strategic Groups including: VCSE Strategic Leaders Forum, North Yorkshire Equality and Inclusion Partnership and North Yorkshire Thriving Communities Partnership. VCSE sector is represented on both LEP Board and sub groups.</p> <p>ESF Community Grants and CLLD programmes on track.</p>

Skills Strategy Implementation Plan

A snapshot of some key achievements to February 2022. Further detail, in particular with respect to ESF project performance is included in Chapter 6 of the Local Skills Report (March 2022).

COMMUNITIES					
PRIORITY	RATIONALE	ACTIONS	OBJECTIVES	SUCCESS	ACHIEVEMENTS
Local organisations support good growth and thriving healthy communities.	<p>Amongst people in employment who have a health or disability problem, mental health conditions are the most widespread.</p> <p>28% of local jobs pay less than the Living Wage Foundation's Living Wage.</p> <p>Community investment: 'increasing the ability of communities to manage change effectively for themselves', which is creating more sustainable communities.</p>	<p>ESF Thriving at Work programme managed to conclusion and evaluation shaping future projects.</p> <p>Establish an Anchor Organisations Network to support the embedding of 'good growth' practices in everyday operations.</p> <p>Work with businesses, Local Authorities and the Third Sector to develop stronger, more sustainable community investment models.</p>	<p>The neurodiverse and those with poor mental health are supported to achieve their potential in the workplace.</p> <p>Anchor Institutions embed 'good growth' and inclusive work practices into their everyday operations.</p> <p>Communities have wider access to job opportunities and ensure that the benefits of growth are felt by local communities.</p>	<p>ESF Thriving at Work on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p> <p>Anchor Institution Network established and working toward a clear set of objectives.</p> <p>Group established to consider where CIMs might be developed.</p>	<p>ESF Thriving at Work programme on track.</p> <p>LEP representation on Yorkshire and Humber Anchor Institution Network facilitated by Office for Health Improvement and Disparities with representation from public and VCSE sector.</p>
The economically excluded and isolated are empowered to succeed through quality support.	<p>Despite programmes to support inactive into work, the number wanting work has remained static in the face of strengthening labour market.</p> <p>Investment in skills required to ensure local communities are not disadvantaged by the transition towards clean energy and that renewable sectors can access the skills they require.</p> <p>Adult education is a key mechanism for upskilling and re-skilling adults, to support them into work.</p>	<p>Action towards inclusion programme managed to conclusion and evaluations informing new projects.</p> <p>Vocational training accessible to unemployed and inactive that leads to sustainable employment paying at least the real living wage.</p> <p>Adult Education Budget devolved and aligned with local post 16 training offer.</p>	<p>The root causes of inactivity are tackled supporting people into better outcomes.</p> <p>Skills provision supports skill development in identified growth sectors, emerging industries.</p> <p>AEB enabling people to obtain qualifications for gaining, sustaining and progressing in work. ***</p>	<p>ESF/BBO Action Towards Inclusion on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p> <p>ESF Skills Support for the Unemployed on track to deliver 100% of contracted targets alongside wider project specification. Project evaluation informing future projects.</p> <p>AEB devolved and aligned with local post 16 training offer.</p>	<p>Action Towards Inclusion project is performing to targets in terms of numbers on programme and those progressing into training or employment and work is underway on the project's evaluation.</p> <p>Skills for Support for the Unemployed has been re-tendered and the new Contract awarded to Talented Training. Action planning taking place to ensure delivery to targets until project completion in March 2023.</p>

Chapter 5.

Skills Delivery Plan



Skills Delivery Plan

We will deliver our **Skills Strategy 2021-26** described in Chapter 4 through a five-year Skills Implementation Plan. This focuses on how we will actually realise through specific activities the twelve priorities identified in the Strategy and which relate to the overarching themes of Young People, Employers, Skills providers and Communities. Each of these activities has their own set of objectives and success measures, which we have mapped against national indicators.

To ensure we retain focus and accountability we have, for 2021/2022, set out specific actions linked to our Skills Strategy and its Implementation Plan. We have selected some of these below in our **2021/2022 Skills Delivery Plan** and provided examples of our progress over the last 12 months against these actions.

Responsibility for the Skills Delivery Plan lies primarily with the LEP's Skills team, working under SEB oversight and in partnership with other colleagues from the LEP's Delivery, Strategy, Assurance and Communications teams. The achievements of the Plan have been attributable to the team demonstrating strategic leadership, engagement and advocacy, identifying and developing new opportunities and skills investments and playing its part in supporting the wider LEP develop as a good growth organisation. In delivering the Plan the team has also drawn heavily on the expertise and insights of a wide range of stakeholders and partners as well as the

comprehensive and rich skills provider base in the area. These external partners have included:

- DWP
- ESFA
- Further and Higher education institutions and Independent Training providers
- Local Authorities
- VCSE
- National Careers Service
- Federation of Small Businesses
- Local Chambers of commerce
- Sector network organisations
- Local Strategic groups (addressing , for example, Social inclusion, NEET challenges, Careers in schools and colleges and ESIF provision) and
- Research and data organisations.



OUR PRIORITIES FOR APRIL 2021 – MARCH 2022

Effective delivery of our capital projects through:

- Effective management of existing skills capital projects.
- Support to colleagues delivering other aspects of skills capital programmes.
- Developing a future investment plan.
- Responding to funding opportunities.

Delivering a service for businesses, people organisations, and places through:

- Effective delivery of remaining **ESF** programme. MI informing future planning.
- Delivery of the **Careers & Enterprise Company** contract.
- Maximising information sharing to business through the **Growth Hub**.

EXAMPLES OF PROGRESS TO DATE (FEBRUARY 2022)

- A total investment of £10.3m of Local Growth Fund resources in 14 projects has already created to date 1,315 apprenticeships, supported 4,668 new learners achieve a full qualification and delivered 28,773 sqm of new or improved learning floorspace. Learning environment and/or equipment enhancements were made across 8 FE colleges to support the advanced technological skills needed for future jobs in land-based industries, manufacturing, advanced SMART technologies and the expansion of cross-sector Digitally driven teaching and learning materials.
- Almost £2m Getting Building Fund (GBF) has been invested in 4 skills projects to help deliver the LEP's net-zero and Skills Strategy ambitions. GBF has supported the creation of:

- A Digital Skills Academy at Askham Bryan College.
- Electric Vehicle (EV) maintenance training equipment at Scarborough TEC.
- The provision of enhanced workshops and technologies at York College to support EV skills.
- The creation of a micro e-campus at **C4DI** in Northallerton for HE level courses and delivered by York College in partnership with The University of Sunderland.

ESF

- By the end of 2021, £39m investment of ESF provision had been recorded across Y&NY and East Riding since the start of ESF delivery in the area in 2016. (£19.5m for workforce skills, £17.2m into social inclusion and £1.5m for young people) with 19,000 individuals and 2000 businesses supported.
- Projects beginning to deliver in 2021 across Y&NY and East Riding are now promoting:
 - Leadership and Management skills
 - Women in Leadership
 - Neurodiversity, mental health and disability in the workforce
 - Apprenticeship Hub activities
 - T level industry placements (Scarborough, Ryedale and East Riding)
 - Succession Planning
 - Recruitment from a Wider Workforce and
 - Graduate recruitment across SMEs.
- The LEP has continued working closely with ESF delivery organisations and their funders (DWP and ESFA) through multi-partner Steering group arrangements, using MI and other data from these to inform its own emerging priorities and planning.

Careers and Enterprise

- This academic year we have been successful in securing a further £338k (including match) to fund a larger single Y&NY Careers Hub which comprises 69 secondary schools and colleges. These institutions benefit from supported connections with local businesses through a dedicated Enterprise Advisor as well as Career Leader training and networking to develop high quality careers programmes linked to local labour market intelligence. Two schools and one college remain in a Hub in Leeds City Region due to the complexity of funding. These remaining institutions will join the Y&NY Careers Hub early in 2022.
- The funding for this year has enabled the Y&NY Hub to employ two specialist Enterprise Coordinators. A dedicated Special Education Needs and Disabilities (SEND) Coordinator will ensure all young people get the careers education they deserve. An Employer Coordinator will focus on further developing the range and quality of employer connections with schools and colleges including with '**Cornerstone**' companies and ensuring all our young people have high quality information about all the available technical skills pathways such as apprenticeships and T-levels.
- The Y&NY Hub continues to outperform national average success rates and was ranked in the top quintile of all Hub performance for the academic year 2020/2021. Performance in Careers Education is measured against the eight nationally recognised **Gatsby Benchmarks**.



OUR PRIORITIES FOR APRIL 2021 – MARCH 2022

EXAMPLES OF PROGRESS TO DATE (FEBRUARY 2022)

Responding to economic shocks through:

- Continued skills team involvement in the Economic Reshaping Plan implementation group.
- Ensuring activity exists to meet skills related pledges.
- Supporting national Covid recovery skills programmes to be embedded within and benefit local communities.

- The Covid pandemic has thrown into sharp relief the critical importance of supporting the development of the right skills for local business survival, growth and innovation, attracting inward investment and ensuring our workplaces are high performing, inclusive and productive. To date, £19.5m ESF funds has been invested in workforce skills, often complementing activity to improve the skills of people facing barriers to achieving their potential. This can be seen, for example, in *Aspire to Lead*, a package of support to individuals and businesses to enable women into more senior roles. *Thriving at Work* supports those who have poor mental health, disabilities and neurodiversity achieve their potential in the workplace through training and support to individuals as well as providing the tools to help employers develop more diverse and inclusive workplaces. Other projects and collaborations of note include:

- **A Mental Health and Wellbeing Toolkit**
- *Beacon* – digital localised resources to support wider health and wellbeing issues (to be completed 2022)
- *Business Scale-up* – leadership and management training and resources
- Support to SMEs enabling graduate recruitment
- Support to SMEs for succession planning
- Recruitment from a more diverse workforce
- A series of Growth Hub **Webinars** that support bite-sized upskilling - developed initially during the Covid pandemic.

Attracting New Investment and Funding through:

- Working in partnership with Y&H LEPs to secure *Bootcamp* funding.
- Working with partners to secure funding for Y&NY projects.
- Support for local skills providers to effectively utilise national funding resources e.g. National Skills Fund, AEB, ESF.

New investment opportunities

- Devolution typically results in the devolution of the Adult Education Budget (AEB), currently around 11.5m in Y&NY. The Department for Education is also exploring the potential of devolving the National Skills Fund. Devolution of budgetary control on this scale would allow Y&NY to strategically tailor its adult learning provision.
- Following the success of a localised “market warming” event earlier this year attended by 14 skills providers, including Independent Training Providers and FE Colleges, the LEP is confident of securing a wide range of **Bootcamp** activity in digital, engineering, construction, HGV and green skills to drive up higher level provision across our area. On 15 February the application for a DfE Grant was submitted. If successful, delivery will start in April or May 2022.
- In order to ensure Y&NY is prepared and well placed to take advantage of the **Shared Prosperity Fund**, the LEP is developing a pipeline of investable projects for skills. Pipeline projects will need to align with the aspirations of the LEP's local Plan for Growth and its **Skills Strategy 2021-2026** and will be developed under the guidance of the LEP Skills & Employability Board with reference to our evidence base and ESF impact and evaluation report.

- To date the LEP has received 75 project outlines from a range of skills providers including FE, HE and Independent Training Providers. Once the Plan for Growth is completed, the LEP will work with the project owners to refine these ideas, ensure strategic fit, and link organisations with complementary projects to promote alignment and collaboration. and link organisations with complementary projects to promote alignment and collaboration. The intention is to use best practice models from ESF and continue the delivery of activities that level up opportunity for people across Y&NY, empowering everyone to reach their potential.

Net-zero and Circular work

- The right skills are also crucial for our region to achieve its net-zero ambitions. This includes skills providers having the right resources to keep pace with technology and deliver a ‘green skills’ curriculum. Working in collaboration with the North Yorkshire Learning Partnership and Craven College, the LEP has co-designed with the college a Green & Sustainable Development Ambition for FE & Skills that supports carbon reduction and implementation of a greener curriculum. It has already had more than 20 organisations sign up. Other activity of note includes:
 - Funding 2 Electric Vehicle training installations in York College and Scarborough Tec.
 - Support for a Green Construction Skills Village in Scarborough through the Towns Deal.



OUR PRIORITIES FOR APRIL 2021 – MARCH 2022

Strategic leadership through:

- Providing leadership across Y&NY for NEET, Careers, social inclusion and an employer-led skills sector.
- Ensuring FE White paper recommendations are outworked positively for Y&NY.
- The establishment of Anchor Institutions Network to promote 'good growth'.

Strong Advocacy and Engagement through:

- Membership of strategic groups and Boards maintained.
- Effective relationships with government departments e.g. DfE, DWP, ESFA influencing policy development.
- Advocacy for Y&NY area through the LEP Skills Network.

EXAMPLES OF PROGRESS TO DATE (FEBRUARY 2022)

- A key element of strong strategic leadership in the Y&NY Skills arena is the provision of robust evidence the LEP has been gathering for its partners through commissioned research. The following 2022 research reports are nearing completion and due to be published on the LEP website in early Spring of 2022:

- **High Performance Working Practices** – Assessing employer adoption and support requirements across York and North Yorkshire.
- **The Fourth Industrial Revolution** – Assessing employer skills needs across York and North Yorkshire.

- **Progression Routes to Level 2.** Identifying best practice for the future
- **Transferable Skills** – Research to capture aspects of the transferable skills “landscape” across York and North Yorkshire.

- In 2021/2022 LEP representation on an array of multi-partner strategic groups has helped promote a coherent approach to skills issues across Y&NY, including those addressing Careers education, social inclusion and ESF provision.
- It has also continued meeting regularly with neighbouring LEP skills teams, FE colleges, private training providers, Local Authorities, employer representative bodies and government funding organisations (e.g. ESFA) to explore in-depth the challenges and opportunities of delivering at local level major national programmes such as Apprenticeships, Traineeships, T-levels and Kickstart, advising policy makers on proposals for improving the reach and impact of these programmes.
- We have continued to work closely with **West and North Yorkshire Chamber of Commerce** over the last 12 months, with recent conversations addressing potential support around **Local Skills Improvement Plans** for Y&NY institutions.

Chapter 6.

Progress to Date



Progress to Date

Our SAP comprises key strategic leaders within their respective organisations and enjoy a strong reputation among stakeholders, providers and businesses as bringing invaluable expertise to the York and North Yorkshire skills arena.

The SAP also includes strong representation from the Education and Skills Funding Agency (ESFA), the Department for Work and Pensions (DWP) and the National Careers Service (NCS) and this helps the SAP understand and take due account of current national and initiatives when determining its LEP area priorities and activities. The presence of key departmental and executive agencies also ensure the SAP can raise awareness of funding/policy bodies on the local impact of national programmes.

As York and North Yorkshire approaches devolution, the SAP will play a critical role in establishing a local Adult Education Budget Strategy as well as influencing the skills priorities of a mayoral combined authority. Its ambition is to become the backbone for skills within the new organisational structure, providing clear and informed strategic direction and setting priorities that secure widespread buy-in from providers and local communities.

It will also be seeking to align its work more closely with the strategic priorities of the Business and Infrastructure programme Boards of the LEP to ensure a coherent skills offer aligned to wider business support and capital investment in the FE estate. This will be particularly important in the context of

the local area's ambition to be carbon negative by 2040.

Since it was established, the SAP has benefitted enormously from the contribution of the Federation of Small Businesses (FSB), articulating the needs of small and micro-businesses that account for over 95% of employers in the area served by the LEP. Members such as FERA science and the John Lewis partnership have brought critical perspectives from key priority sectors and the membership of [West and North Yorkshire Chamber of Commerce](#) has strengthened SAP understanding of the skills needs of some significant employers across the patch.

A strong feature of our SAP is the broad spectrum of senior representation from key local stakeholders and providers. These include local authorities, schools, independent training providers, further and higher education institutions and the voluntary and community sector. This ensures that key contributors to the skills agenda across the LEP area come together to consider and respond to needs and can act as conduits to others in their respective sectors.

The inclusion of the National Careers Service in the SAP has significantly enhanced its understanding of the needs of area residents at all ages and levels.

The SAP has continued the strong tradition of the SEB in welcoming contributions from guest speakers who are

experts in their respective fields and who have aided members' understanding of flagship initiatives and the profile of the labour market and skills landscape. Recent guests have included the Director of the Yorkshire and Humber Institute of Technology and The Economic Evidence Manager for Leeds City Region LEP.

Since the establishment of the SAP, a more robust recruitment process for new members has been operating to ensure overall membership of the SAP and those of the Infrastructure and Business Boards are co-ordinated effectively under the overarching direction of the LEP's main Board.

The Covid-19 pandemic has mobilised providers across the entire LEP to protect the learner journey at all stages and levels and SAP members, working with the LEP skills team, have supported a range of activities focused on this critical objective.

The area has witnessed an exponential rise in on-line learning from both mainstream providers and deliverers of ESIF programmes. Vulnerable learners have continued to receive face-to-face support, where safe and practical. Other innovations have included increased use of phone calls, text messages, video calls, and bespoke learning packages mailed out to those with limited or no access to the internet. [Adaptability Resilience Hope](#) is a compelling video of how a

Progress to Date (Continued)

key partner of the SAP has responded to the challenges and changes driven by Covid-19.

Since the onset of the pandemic, SAP interaction with providers and the business community has shifted predominantly on-line. We have been able, despite the restrictions of Covid, to maintain a strong strategic leadership profile and work collaboratively with our stakeholders through our membership of key strategic groups, including:

- The York and North Yorkshire FE College Principals' forum
- The City of York Skills Board
- York and North Yorkshire Careers Strategy Group
- York and North Yorkshire Social inclusion Group
- The York and North Yorkshire ESIF Provider Strategic forum
- North Yorkshire Coast Opportunity Area Partnership Board
- The North Yorkshire Learning Provider Network (established in 2020)
- The North Yorkshire Voluntary and Community Strategic Leadership group
- The Apprenticeship Ambassador Network and
- [The Apprenticeship Hub](#)

The Apprenticeship Hub provides impartial support and advice to SMEs. This ensures businesses understand the implications of taking on an apprentice and receive support to navigate the national systems and processes. Apprentices receive wrap-around support and, if necessary, pre-apprenticeship training. One of the key features of the Hub's service is to

identify and facilitate the transfer of unspent levy to fund new apprenticeship places in SMEs.

Working with the ESFA and the LEP's Growth Hub media channels, the SAP has overseen a sustained comms campaign to disseminate Government initiatives to mitigate the effects of Covid-19 across the LEP's entire network. It has also worked with the LEP to ensure continued input into key strategic groups, which have closely monitored the pandemic's threats to programmes and the measures taking to address these.

The collaborative efforts of the SAP and its partners was powerfully expressed at the LEP's [Skills conference](#) in January 22, an on-line live event that attracted over 100 delegates and received widespread acclaim for its inspirational and comprehensive exploration of the challenges and opportunities for the world of skills linked to the acceleration of the [Fourth Industrial Revolution](#) across the economy. This conference crowned a series of quarterly LEP Skills Network meetings over the twelve months preceding it and covering skills needed for the emerging Green economy and Social inclusion.

SAP commissioned Research - Update

The SAP has, since the publication of the original Local Skills Report, continued to commission "deep-dive" research activities to help the LEP and its partners undertake a more granular exploration of areas of significant importance to the future of skills development for all our area's residents. The final research reports are scheduled for publication in March 2022 and will address the following themes:

- [High Performance Working Practices](#) – Assessing employer adoption and support requirements across Y&NY.
- [The Fourth Industrial Revolution](#) – Assessing employer skills needs across Y&NY.
- [Progression Routes to Level 2](#). Identifying best practice for the future
- [Transferable Skills](#) – Research to capture aspects of the transferable skills "landscape" across Y&NY.

Learning and Skills Infrastructure Investment - Update

Our provider base has benefitted substantially from 14 Local Growth Fund projects worth a total of £11m and enhancing teaching and learning facilities across the area's FE estate - creating over 1,300 new Apprenticeship starts and supporting nearly 4,700 learners.

A further £3.4m was secured from the national [Getting Building Fund](#) for the following infrastructure projects, which will enable learners develop the digital and wider skills employers will need for the transition to a low-carbon economy in Y&NY:

LOCATION	INVESTMENT
Northallerton e-campus	Refurbishment to provide digital courses for post-16 and post-18 study.
Askham Bryan Digital Skills Academy	State-of the-art digital teaching and learning facilities for land-based learning.
York College	Increasing technical skills capabilities in Electric Vehicle Technologies.
Scarborough TEC	State-of the-art equipment to support low carbon motor vehicle maintenance courses for local learners.

The York and North Yorkshire Careers Hub - Update

A Skills Investment Plan – aligned to the LEP's Infrastructure and Innovation Investment Plans - in support of the ambitions within our developing local Plan for Growth will determine future investment decisions in 22/23 and beyond.

The York and North Yorkshire Careers Hub - Update

In 2018, the Y&NY LEP applied to the Department for Education through the [Careers and Enterprise Company](#) for funding to deliver a [York and North Yorkshire Careers Hub](#). The application was supported in part by evidence and good practice developed by the ESF Better Careers Guidance in Schools programme that ran from 2016-2018. The aim of the Y&NY Careers Hub was to connect employers with schools and colleges and support college Careers Leaders to create a high-quality careers education system informed by the local labour market and evident throughout the school curriculum.

In the academic year 2021/22 we have been successful in securing a further £338k (including match) to fund a larger single Y&NY Careers Hub which comprises 69 secondary schools and colleges. These institutions benefit from supported connections with local businesses through a dedicated Enterprise Advisor as well as Career Leader training and networking to develop mature careers programmes linked to local labour market intelligence. Two schools and one college remain in a Hub in Leeds City Region due to the complexity of funding. These remaining institutions will join the Y&NY Careers Hub early in 2022.

The funding for this year has enabled the Y&NY Hub to employ two specialist Enterprise Coordinators. A dedicated Special Education Needs and Disabilities (SEND) Coordinator will ensure all young people get the careers education they deserve.

An Employer Coordinator will focus on further developing the range and quality of employer connections with schools and colleges including 'Cornerstone' companies and ensure young people have high quality information about the technical skills pathways, such as apprenticeships and T-levels that are available to them.

Over the last 2 years, the Y&NY Careers Hub has established a network of 13 'Cornerstone' employers. Cornerstones act as ambassadors for careers education, working together with their networks and the wider business community to ensure all young people have the opportunities they need to be prepared and inspired for the world of work. The Y&NY group is co-chaired by representatives from Drax and Greencore. Other Cornerstone employers include Askew Brookes, Woodend Creatives, Anglo American, GCHQ, Flamingo Land, Financial Force, Karro Foods, Lupton Fawcett, Yorkshire Wildlife Trust and Humber Coast and Vales Health Integrated Care System, Morgan Sindall and Kier ensuring all current LEP priority sectors are represented.

The Y&NY Careers Hub is already having a demonstrable impact, as shown in the table below, ensuring our young people get the advice and information they need to make well-informed decisions for their next steps into further/higher education, training and employment despite the difficulties of the last 18 months. The Y&NY Hub continues to outperform national average and was ranked in the top quintile of all Hub performance for the academic year 20/21. Performance in Careers Education is measured against the eight [Gatsby Benchmarks](#):

	YNY CAREERS HUB BASELINE (JUL 2018)	YNY CAREERS HUB (SEP 19–AUG 21)	YNY CAREERS HUB (SEP 19–AUG 21)
BENCH MARK 1 - A STABLE CAREERS PROGRAMME	6%	76%	41%
BENCH MARK 2 - LEARNING FROM CAREER AND LABOUR MARKET INFORMATION	28%	85%	64%
BENCH MARK 3 - ADDRESSING THE NEEDS OF EACH PUPIL	9%	42%	37%
BENCH MARK 4 - LINKING CURRICULUM LEARNING TO CAREERS	28%	73%	58%
BENCH MARK 5 - ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES	38%	70%	55%
BENCH MARK 6 - EXPERIENCES OF WORKPLACES	31%	64%	37%
BENCH MARK 7 - ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION	16%	39%	32%
BENCH MARK 8 - PERSONAL GUIDANCE	66%	85%	64%
ESTABLISHMENTS MATCHED TO AN ENTERPRISE ADVISER	0	100%	-

ESF, ERDF and National Lottery investment in skills - Update

Since 2016, a raft of projects with a total original investment value of just under £38m have contributed to greater inclusivity, economic well-being and improved business productivity across the LEP area. Funded variously through ESF, ERDF and the National Lottery, these have focused on helping vulnerable learners and those furthest from the labour market by supporting local community led initiatives and providing keyworker support to help overcome personal and social barriers to learning and accessing employment. Those in work have also received support to develop the skills to help them progress as individuals and enhance the productivity performance of the businesses employing them. **Table 1** provides details of the main projects, most of which are still operating and set to deliver up to July 23 and beyond significant outcomes for young people and adults across the area.

Table 1

DESCRIPTION	IMPACT AND OUTCOMES TO DATE
Skills Support for the Workforce - a £7.9m ESF skills development investment in LEP priority sectors to support employees develop performance enhancing job-specific and wider transferable Skills and those at risk of or actually made redundant.	5,820 employees helped with skills development and nearly 1,700 SMEs supported.
Skills Support for the Unemployed – projects valued at just under £1.2m to support the unemployed access jobs.	Over 800 individuals supported into jobs.
Community Grants - A £3.4m project helping unemployed residents aged 18+ to progress towards employment, self-employment or further education/training. Target groups include those with disabilities and health conditions, Lone parents, 50+, and ex-offenders.	Over 2,700 individuals supported and over 150 grants awarded to local VCSE organisations to work with the cohort.
Building Better Opportunities (BBO): Action Toward Inclusion – An £11.5m project linking community based organisations with individuals needing significant support to access training and employment.	Over 3,000 individuals supported.
Community Led Local Development (CLLD) - A £6.9m project aimed at supporting 5,000 individuals and 450 employers in the 20% most deprived areas of the North Yorkshire Coast to accelerate business and enterprise growth, increase employment through the creation of new jobs and to help those furthest from the labour market improve their employment opportunities.	211 businesses supported and 154 entrepreneurs assisted. Over 1200 unemployed and economically inactive individuals supported.
NEET 15-24 year olds – projects totalling £550k and aimed at supporting those not in education, employment or training (NEET) to re-engage along with those who are at risk of dropping out.	Over 440 young people supported to re-engage or remain engaged.
Careers Education, Information, Advice and Guidance (CEIAG) – a £600k project to enhance the quality of CEIAG delivered to young people.	Over 1,000 young people supported.
Women in the Workforce – a £2m project to promote women progressing within the workforce through bespoke training aligned to personal ambitions and supporting organisational transformation to support women achieve their full potential as employees and managers.	To date, 131 started on agreed career progression pathways.
Thriving at Work – a £900k project to support both employed individuals with mental/physical health issues or neurodiversity and leaders and managers with bespoke training and coaching so they develop the confidence and skills to progress in work, as well as promote inclusivity and diversity by establishing a positive workplace culture towards those with mental and physical disabilities and neurodiversity.	118 individuals trained to date.

Since January 2021 a number of new ESF funded projects have been launched across Y&NY and East Riding. Many of these are in the very early stages of delivery and the majority are due to stop recruiting new learners in December 2022.

Table 2 describes these projects in more detail.

Table 2

DESCRIPTION	ACHIEVEMENTS TO JAN 2022
<p>Specialist Skills Support Programme – £2.7m</p> <p>Supporting SMEs to:</p> <ul style="list-style-type: none"> • Improve their capacity for market expansion nationally and internationally. • Recruit, retain and up-skilling employees from disadvantaged groups. • Increase the number of graduate opportunities, particularly in rural areas where there are retention issues around higher level skills. • Enable employees who are on in-work benefits to realise their potential and connect with skills solutions which will increase their prospects of sustainable quality employment. <p>Overall targets: 1370 participants and 464 businesses</p> <p>Weblink: https://www.calderdale.ac.uk/specialist-skills/</p>	<p>62 individuals have started on training programmes and 38 SMEs have been engaged.</p>
<p>Business Scale –Up Programme - £1.5m</p> <p>Helping SMEs to realise their growth ambitions by providing business support to increase leadership and management skills in a motivated and expanding workforce.</p> <p>Overall targets: 555 participants and 194 businesses</p> <p>Weblink: https://www.calderdale.ac.uk/scale-up/</p>	
<p>Bespoke Skills Programme - £750k</p> <p>Upskilling individuals with both nationally accredited and informal training packages in areas including technical and environmental skills.</p> <p>A particular focus will be on supporting rural based employers, including those seeking to improve and diversify their current products and services by, for example, moving into artisan products, expanding accommodation services or developing eco-tourism.</p> <p>Overall targets: 83 employees to be supported by Dec 23</p> <p>Weblink: https://www.va-training.co.uk/esf-bespoke-skills-service-funded-courses/</p>	

Since January 2021 a number of new ESF funded projects have been launched across Y&NY and East Riding. Many of these are in the very early stages of delivery and the majority are due to stop recruiting new learners in December 2022.

Table 2 describes these projects in more detail.

Table 2, continued

DESCRIPTION	ACHIEVEMENTS TO JAN 2022
<p>Apprentice Hub - £1m</p> <p>Providing SMEs with a single point of contact, offering impartial advice and support on apprenticeships – including apprenticeship reforms and changes. This will enable SMEs, particularly in rural areas or areas of disadvantage, to access apprenticeships and increase take-up to funding. The Hub will also broker opportunities for Apprenticeship levy to be used as match funding to support new apprenticeship starts.</p> <p>Overall targets: 577 individuals and 57 businesses supported.</p> <p>Weblink: https://apprenticeship-hub.co.uk/</p>	<p>2 individuals and 5 SMEs have been supported.</p>
<p>Industry Placements for T-Levels - £500k</p> <p>Delivering an increased number of opportunities for industry placements each year by raising awareness of the quality of T levels amongst SMEs and providing innovative solutions to ensure sufficient relevant, high quality, accessible industry placements in a rural geography.</p> <p>The project will support learners in identified secondary schools/learning providers in the York, North Yorkshire and East Riding region to further develop the knowledge, practical skills and behaviours that they have learnt in the classroom via appropriate industry placements. SMEs and placement students will be supported via a personalised advice and guidance support service.</p> <p>Overall targets: 56 businesses supported.</p> <p>Weblink: https://www.youtube.com/watch?app=desktop&v=bum_YDzPNKU</p>	<p>8 companies have been engaged.</p>

Greener, Fairer, Stronger - Update

Greener, Fairer, Stronger sets out the LEP's vision and plan to re-shape our local economy in the wake of the Covid-19 crisis.

Working in collaboration with Local Authorities and skills providers, the LEP has focused in 2021 on aligning the plan with the emerging priorities of its Local Plan for Growth (PfG), the City of York Council (CYC) Economic Growth Plan and North Yorkshire County Council's (NYCC) Economic Strategy. The LEP's PfG will also be developed in parallel with Y&NY LEP's Routemap to Carbon Negative. This seeks to set out key milestones, policies and interventions that can drive Y&NY's transition towards a carbon-negative economy by 2040.

Greener, Fairer, Stronger incorporates ten pledges reflect the centrality of skills development and provision to the recovery, building on the best of existing provision across the area and with a clear focus on:

- Ensuring our businesses get the support, they need to adapt to the challenges of Covid-19 and come back greener, fairer and stronger.
- Re-calibrating training and learning provision so it has the capacity to meet demand for a greener, fairer and stronger recovery.
- Digital connectivity becoming the catalyst for change in a greener, fairer, stronger recovery.

- Creating new job opportunities that are greener, fairer and stronger and
- Ensuring our young people and those furthest from the labour market are not left behind in terms of access to support, learning, training and employment.

Implementing national initiatives across York and North Yorkshire - Update

In '**Plan for Jobs**' - skills and employment programmes, the Government describes current initiatives to support businesses and individuals, including:

- Traineeships
- Apprenticeships
- T-levels
- Kickstart and
- Sector-based work academies

We are embedding these across our area, ensuring our businesses have all the relevant information and that we facilitate continuous feed back to DfE from our local skills providers. In particular, we have worked closely with DWP to ensure the local implementation of the government's **Kickstart** programme. The LEP hosts regular DWP update sessions with partners from across York and North Yorkshire. These are

supporting potential Gateway organisations to apply for the programme and act as a feedback channel to DWP to inform effective service delivery. The LEP's Growth Hub continues to engage businesses and intermediaries to ensure awareness of Kickstart reaches SMEs across our rural geography.

Some of Kickstart's successes across our area since its launch can be accessed [here](#).

We are working alongside neighbouring LEPS in the **DWP Restart** scheme Contract Package Area (CPA). Our current focus is on the design of the localisation question for inclusion in the CPA Invitation to Tender. This will ensure successful applicants add value by aligning planned activity with similar local programmes and evidence the capacity to deliver a service that is accessible across the whole of our rural geography.

We have initiated regular joint meetings with ESFA and Humber, Tees Valley and Leeds City Region LEPS to engage employers and skills providers in giving feedback to government on current programmes and to shape future policy on:

- Increasing Apprenticeship engagements and achievements, securing best value-for-money deployment of unspent

Apprenticeship levy funds

- Engaging T Level early adopters and providers to support implementation from 2021
- Working with providers to understand the barriers to Industry placements and establishing if flexibilities are needed to stimulate placements and
- Promoting awareness of and engagement with Traineeships across the area.

Skills Bootcamps - Update

Since the original Local Skills Report was published, 5 [Bootcamps](#) have been established in Yorkshire and Humber focussing on developing HGV driver skills. These are easily accessible to Y&NY residents and have been promoted through LEP media channels and to stakeholders working with potential candidates.

The DfE has now released their prospectus for the Wave 3 Bootcamps, which will run from April 2022 to 31 March 2023. We anticipate Y&NY will benefit from Bootcamp expansion through a national procurement exercise for providers under Wave 3. In order to ensure Bootcamps meet the specific skills needs of local areas, DfE is also making grant funding available under Wave 3 to LEP accountable bodies (or Mayoral

Combined Authorities, where they exist) for localised delivery. The LEP plans to manage the application and procurement process and, if successful in its application for grant funding, the performance of successful applicants. We are awaiting the outcome of the LEP's application for the grant funding, submitted to DfE on 15 February 2022. The application was made following a consultation exercise in January 2022 with Independent Training Providers and FE Colleges and proposes activity in digital, engineering, construction, HGV and green skills.

LEP Skills Action Plan - Update

We remain confident that the LEP has established a solid foundation of projects - both live and pipeline - that will enable us to meet our delivery ambitions, especially with respect to the following:

- Provision for NEET.
- Workforce development.
- Community-led projects that also serve to build capacity in the VCSE sector.
- Broad and in-depth support for the unemployed, vulnerable and those experiencing barriers to fulfilling their potential that may include physical, mental or neurodiversity dimensions.
- Support for the agricultural sector through a Bespoke skills initiative.
- Increasing access to digital skills, including through capital

projects and

- Effective careers guidance for schools and colleges through the CEC Careers Hub and Enterprise Network.

Elements of our plan that need addressing most in the short-term include:

- Provision of Apprenticeship advice for businesses through [The Apprenticeship Hub](#)
- Supporting Graduate retention by strengthening collaborative working with our HE partners, in particular around designing and delivering relevant provision to meet this local policy objective.
- Working with our FE, HE and business partners to grow the supply of provision to meet the skills demands to support our transition to a low carbon economy.
- Raising the bar of leadership and management training to ensure our businesses develop the resilience, flexibility and versatility to overcome recent and future economic shocks. Our challenge extends also to supporting them develop the capacity and capability to navigate successfully global drivers of automation, accelerated technological innovation, societal changes and transition to the low carbon economy.

Chapter 8 - Forward look – addresses these challenges in more detail.

Chapter 7.

Case Studies



Case Studies



The following case studies from some of our partners and stakeholders illustrate a raft of initiatives and approaches they have taken in response to the challenges and opportunities this last year has presented. Here we see how the innovation, creativity and energy of the wider York & North Yorkshire “team” of skills providers, funders and brokers has delivered positive and lasting change.

They are powerful testimony to the real difference to individual lives and wider communities that targeted and collaborative activity has achieved and we present them under the four main themes of our Skills Strategy 2021-2026:

1. **Our young people** equipped to make quality decisions about education, training and careers.
2. **Our employers** able to access the skills to grow highly productive and inclusive workplaces.
3. Our local **skills providers** enabling businesses to respond with innovation and resilience to a dynamic economy and
4. **Our communities** empowered by learning and skills that support everyone to participate fully in society.

1. Our young people equipped to make quality decisions about education, training and careers.

A priority response to the challenge of Covid-19 throughout 2021 has been ensuring that young people in our region are not left behind in terms of access to support, learning, and training and employment opportunities.



CASE STUDY

BETTER JOBS FOR A BETTER FUTURE

In November 2021, the York & North Yorkshire LEP and the Careers and Enterprise Company hosted “**Better Jobs for a Better Future**”, a regional event for Careers Leaders and advisors from 71 Schools and Colleges across our area and who are now all members of the York & North Yorkshire Careers Hub.

The event, hosted on the Learn Live platform during the **COP26** conference aimed to support a clear translation of York & North Yorkshire LEP’s **Greener, Fairer, Stronger** Vision and what the green/sustainability agenda means for young people and their future careers pathways.

Content was created by the LEP around the Low Carbon agenda and circular economy principles, alongside support from a range of local and national businesses such as Techbuyer, Nestlé and Yorkshire Wildlife Trust, highlighting what they think Career Leaders need to tell the young people about future careers in the context of the climate change having a major impact on sustainability.

256 Careers Leaders and advisors accessed the live session.

“It was great to be involved in such an important topic and there was excellent content available throughout from the many partners involved. It’s crucial that we create educational content for careers leaders that has a sound basis in the realities of industry and business so we can drive future opportunities for our young people.”
– Rich Kenny, TechBuyer

The session can be accessed here: <https://learnliveuk.com/better-jobs-for-a-better-future/>



CASE STUDY

BUSINESS AND EDUCATION WORKING IN PARTNERSHIP TO INFORM YOUNG PEOPLE OF EMERGING PATHWAYS AND LOCAL OPPORTUNITIES IN CYBER SECURITY.

Last year, and as part of a new initiative to support recruiting apprentices across the area, **Anglo American**, York & North Yorkshire LEP, The Careers and Enterprise Company, NYBEP, **GCHQ Scarborough** and **Coventry University Scarborough campus** joined forces to raise awareness among school pupils of the pathways to a career in Cyber technologies.

Cyberfirst - a national programme - delivered two one day events in Scarborough, funded by **Anglo American**, with 200 Year 8 and 9 students participating in the Trailblazers and Adventurers programmes designed to showcase the varied opportunities that can be achieved through understanding how technology is used in the workplace and how Computer Science can play a key role in future career prospects.

2. Our employers able to access the skills to grow highly productive and inclusive workplaces.

A highly skilled workforce is vital to drive economic growth. The SAP is focused on supporting Y&NY businesses to recognise the value of investing in their workforce and giving them the tools to upskill their staff to keep pace with technology and deliver increased productivity.

CASE STUDY

YORKSHIRE DALES CYCLING HUB PRAISES APPRENTICESHIP SUPPORT

Stage 1 Cycles, a family run cycle business based in Wensleydale, North Yorkshire, has spoken about how hiring apprentices has helped their business to grow.

Being based in a remote location within the Yorkshire Dales has meant that Stage 1 Cycles has previously struggled with recruiting staff. However, through engaging with their local council and **The Apprenticeship Hub**, the company has filled those gaps with two apprentices, Matt and Lucy.

"We live in a rural area where recruitment can be a challenge," says Helen Pollard, Owner and Director of Stage 1 Cycles. "So, to recruit apprentices and train them to the standards that we wish is an easier way of undertaking that process."

Lucy is currently completing her Level 3 Hospitality Supervisor apprenticeship at Firebox, Stage 1 Cycles' café, while Matt is undertaking a Level 2 apprenticeship to become a qualified bicycle mechanic and coach.

"When people think about apprenticeships, they think of things like bricklaying and carpentry – very manual labour jobs," says Matt. "But what's surprising is the massive range of things you can do. Apprenticeships are available for such a wide range of industries and jobs."

Helen went on to talk about the benefits of hiring apprentices for her business, saying, "It allows us to recruit and train specialist staff and to develop them in the way that we wish our business to operate." This means that, by the time Matt and Lucy complete their apprenticeships, they will have the exact experience and skills that Stage 1 Cycles needs to operate and grow.

She also praised the support she has received, saying, "We used advice and guidance from Richmondshire District Council and The Apprenticeship Hub. We were really well supported as a business to take on apprentices."

The Apprenticeship Hub supported Helen to select the right apprenticeships and find an appropriate provider to deliver the training. They also provided full funding so that Lucy could also undertake a Level 2 qualification in Digital Skills for Work to further enhance her skills.



CASE STUDY

MEETING STANDARDS AND BOOSTING TEAM PRODUCTIVITY.

Having certifications that help you stand out from the crowd is vital for any business looking to keep and attract clients. However, achieving and maintaining these certifications can come at a big cost and can also be time consuming. For **Harrison Hire and Sales**, it was important that it renewed its Safe Contractor certification.

Operations Director, Anne Harrison, knew that being fully-versed in health and safety policy and current legislation would increase her employees' confidence in the workplace. Keen to explore her training options, Anne wondered whether she could upskill her staff in a more cost-effective way, that also wouldn't require them to temporarily close the business.

After hearing about **Skills Support for the Workforce** (SSW) through another company's recommendation, Anne was introduced to Tim from DC Training and Development Services. After an in-depth discussion about the team's skills gaps, Tim suggested that all employees would benefit from a qualification that would

give them a better understanding of the environment that they work in and that would teach them how to complete tasks safely and professionally. Anne's employees took the training in small groups of four at the company's Malton headquarters across a number of days.

The fully funded training meant that Anne was able to upskill her workforce and improve her team's confidence whilst retaining the business's Safe Contractor certification at no additional cost to herself or the business.

Anne said: "Our Safe Contractor certification shows customers that we take workplace health and safety very seriously, so they trust us to do a good job. Being able to renew the training this certification requires for free was fantastic, as not only did it help us to save money in the short-term, it also allowed us to make a long-term investment in our staff and their skills. I have also noticed a huge shift in the dynamic of the team, who are not only more productive but also more comfortable in their jobs."



CASE STUDY

RETAINING STAFF AND CREATING LONG-TERM JOB OPPORTUNITIES.

Due to ongoing instability in the labour market, senior management at **Transwaste** – based in Melton, East Yorkshire – was struggling to recruit staff with the required skills in areas such as the operation of machinery, including forklifts. The business therefore became increasingly reliant on employing agency workers on short-term contracts.

Health and Safety Manager Ryan Holland got in touch with D C Training, one of the specialist training providers which oversees the delivery of the **Skills Support for the Workforce** (SSW) Programme in York, North Yorkshire and East Riding and after taking an assessment of the skills present within the workforce worked with them to develop a programme of courses that would help to plug skills gaps.

Overall, 70 members of staff undertook various courses depending on their existing skills needs, including Manual Handling, Industrial Environment Awareness, Mental Health First-Aid, Emergency First-Aid and Fire Marshalling. Staff turnover at Transwaste is now lower

than it's been in years, as Ryan reports that employees now feel more settled in their roles and able to complete a wider variety of tasks within the business, which has improved their job satisfaction.

Commenting on the success of the training, Ryan said: "We've seen a huge positive impact from investing in our staff through external training. Most notably, it has helped them to understand their opportunities for progression within the business and to feel more motivated, as their workload is now more varied and they are able to take on additional responsibilities. "In addition, having a highly-skilled workforce means that we can now better plan ahead and assess risks, helping us to save time and money. As we gear up to expand the business, we'll definitely be exploring more opportunities to provide staff with increased job security and reassurance through Skills Support for the Workforce."

3. Our local skills providers enabling businesses to respond with innovation and resilience to a dynamic economy

In Y&NY, we are working together to ensure we reach net-zero by 2034, and are carbon-negative by 2040. Our approach is based upon decarbonising our energy system, moving towards a circular economy and enhancing our natural capital. The implications for collaboration and development alongside investment in teaching and learning infrastructure to support the new emerging skills to support us as we transition to a low-carbon economy are significant.

The following case studies give a flavour of recent activity.



CASE STUDY

PROMOTING RETROFIT TRAINING IN HARROGATE

Retrofit has been recognised as one of the biggest contenders in the battle against energy use. The Harrogate district has hundreds of thousands of homes that need upgrading and it needs the people to do it.

In November 2021, [Harrogate College](#) teamed up with Zero Carbon Harrogate to host its first [Retrofit Awareness evening](#). This was attended by those working in the trades, plus homeowners. The feedback gathered at this event, and from speaking to businesses working in the area, was invaluable in shaping the College's future plans around promoting the Retrofit agenda.

In partnership with Craven College, Harrogate College applied successfully for funding from the DfE's Strategic Development Fund Skills Accelerator programme to kick start retrofit training and promote the offer to the wider community.

In January 2022 it hosted the first cohort of learners on a [Foundations of Eco-Renovation](#) course run by

experienced retrofit contractors and not-for-profit organisation, [People Powered Retrofit](#). This included insights into the latest building techniques and products along with tips on how to find new retrofit opportunities.

Another event will be held in Spring 2022 to engage homeowners, landlords and contractors in retrofit and help people understand the changes in regulations and what they can do to prepare, including through signing up to courses in the area. 2022 will see the development of even more green skills curriculum at Harrogate College, with collaboration and responsiveness at its heart.

4. Our communities are empowered by learning and skills that support everyone to participate fully in society.

The SAP has renewed its efforts in 2021 on ensuring that those finding it harder to enter or secure employment are empowered to succeed through quality support to get back on track and help their local communities flourish.

CASE STUDY

BUILDING CONFIDENCE

Kyra Women's Project are part of the Action Towards Inclusion programme - funded by the National Lottery Community Fund and the European Social Fund and managed by Better Connect. This video outlines the holistic support Kyra Women's project offered Laura as part of the Action Towards Inclusion project to help her build confidence and skills through volunteering and eventually move into employment.

<https://www.youtube.com/watch?v=GFgkEH7fTkE>

For more information on the Action Towards Inclusion project visit: <https://betterconnect.org.uk/our-projects/action-towards-inclusion/>

CASE STUDY

BUILDING INCLUSIVE WORKPLACES

The video below showcases the Thriving at Work project and the amazing work done by project partner Autism Plus and The Blue Dolphin Holiday Park near Filey, who contacted the project as they had neurodiverse team members and wanted to make sure that they were supporting them as best as they could and to make their workplace inclusive for neurodiverse staff.

<https://youtu.be/tqVy4KdyWys>

For more information on the Thriving at work project visit: <https://betterconnect.org.uk/our-projects/thriving-at-work/>

Chapter 8.

Forward Look



Forward Look

Introduction



Over the next 12 months, we will be overseeing the **LEP Skills Strategy 2021 - 2026** we described in Chapter 4 with specific activities set out under each of our Plan's four pillars (**Young people; Businesses; Skills provision; and Communities**).

Although the strategy provides a clearly defined framework for action, a flexible approach will be required to implement specific initiatives that give local expression to the skills dimension of wider national policy and programmes currently being introduced by the Government.

Skills Strategy 2021-2026: Our focus

To equip **Young people to make quality decisions about education, training and careers** the focus will be on:

- Continuing delivery of the York and North Yorkshire Careers and Enterprise Company Enterprise Advisor Network, using its annual allocation to expand its reach to more schools and businesses.
- Strengthening partnership working with providers delivering ESF and other funded activity to support young people not in education, employment or training (NEET).
- Promoting with our partners Apprenticeships, Traineeships and T-levels across our business community through specific targeted engagement campaigns, and wider networking activities, including support for the work of the [Yorkshire & Humber Institute of Technology](#) and specific ESF funded activity addressing these themes (See below).
- Continuing to work with partners to represent the voice of employers and young people to policy makers.

To ensure **Employers can increasingly access the skills to grow highly productive and inclusive workplaces** we will:

- Support the effective establishment of a major £1m ESF project to promote greater SME engagement in Apprenticeships with the support of a Y&NY [Apprenticeship Hub](#).
- Work with partners to deliver a £500k ESF project to help businesses design and host effective placements for T level students.
- Continue to work closely with skills stakeholders (e.g. Local Authority Economic Development officers) across the area and with the LEP's own Growth Hub business advisory service to maximise promotions of skills benefits and opportunities among Y&NY businesses..
- Promote Technical education as a means of improving productivity and maximising talent within the workplace.
- Work towards the establishment of a Digital Skills Partnership linking up with existing models in Leeds City Region, Humber and Tees Valley LEP areas and driving a coherent strategy to improve and expand digital skills provision to meet business demand.
- Collaborate with skills providers to shape provision based on clear and comprehensive evidence of need generated by specific skills research and target accordingly funds we secure from the [National Skills Fund](#); [Adult Education Budget](#); and the [UK Shared Prosperity Fund](#).
- Support specific ESF projects - currently in their early delivery stage (see Chapter 6) - to achieve successful engagement and progression outcomes. These include:

- [Leadership and management support](#) worth £1.5m for 240 growth-orientated businesses to support 650 key supervisors and managers.
- £2.65m to help over 1300 employees from 470 SMEs maximise their contribution to [business productivity](#).
- £2m to empower over 1,000 women across 80 SMEs to [develop their full workplace potential](#).
- An investment of £900k to give employed individuals with [disabilities and neurodiversity bespoke training and coaching](#) to develop the confidence and skills to progress in work, including to senior positions in their workplaces.
- £750k to support over 480 individuals complete [bespoke skills training](#).
- £1m to ensure over 550 individuals and 57 businesses successfully link to apprenticeships through a support [Hub](#).
- £500k to enable 55 plus businesses design and develop high-quality [T-Level placement opportunities](#).

- Engage with stakeholder and provider members of the area's ESIF Provider Strategic Forum to share and embed best delivery practice, especially in respect of the large-scale transformational shift to on-line learning in response to Covid-19.
- Support provider-led activities to implement at local level existing Government initiatives to help those recently displaced/disadvantaged in the labour market e.g. [Kickstart](#), [Restart](#), [Wave 3 Bootcamp skills development](#) and [Sector Based Work Academies](#).

- Directly manage Bootcamp activities where funds have been contracted to the LEP to deliver higher level technical skills in specific sectors.
- Work in partnership with North Yorkshire County Council (NYCC) and City of York Council (CYC) Public Health and key strategic bodies, including Office for Health Improvement and Disparities and CIPD, as well as SMEs and the [Thriving at Work](#) project to develop resources for local businesses to facilitate a more inclusive and diverse workforce by helping employers manage mental health, disability and long term health conditions in the workplace. The resources will be based on the [Beacon project](#) (piloted by DWP and Cornwall and Isle of Scilly LEP) and will be available on the [Y&NYLEP Growth Hub](#) website.

Our commitment to working with **local skills providers so they can enable businesses to respond with innovation and resilience to a dynamic economy** will prioritise:

- Delivering with partners a Skills Capital Investment Plan to target Y&NY's full allocation of over £15m from the national [Getting Building Fund](#) and leverage additional capital to support the FE estate develop infrastructure that will support the skills of the future, including in digital and low-carbon.

Key activities to ensure **Communities are empowered by learning and skills that enable everyone to participate fully in society** will include:

- Working with partners to respond to bid calls linked to the [UK Community Renewal Fund](#).
- Supporting re-procured ESF funded [Skills Support for the Unemployed](#) activity.
- Continuing to contribute to a strong multi-partner Social Inclusion strategy group to empower local communities across Y&NY.
- Establishing with partners an Anchors Organisation Network to capture good practice and demonstrate effective growth principles that will open up local economic opportunities.
- Working with lead providers and partners to support continuing successful delivery of three major publicly funded projects:
 - An £11.5m [social inclusion project](#) involving 30+ community-based organisations to support over 3,000 individuals overcome multiple barriers and move closer to employment.
 - A £3.7m ESF [funded Community Grants](#) project helping 1350 unemployed residents aged 18+ to progress towards employment, self-employment or further education/training. Target groups include those with

disabilities and health conditions, Lone parents, 50+, and ex-offenders and

- A £7m ESF/ERDF Community Led Local Development project zeroing in on the 20% of most deprived areas of the North Yorkshire Coast - supporting 5,000 individuals furthest from the labour market improve their employment prospects and helping 450 businesses create new jobs.

Local Plan for Growth

All the activities we have described above will evolve to align with the LEP's own Local Plan for Growth (PfG). The emerging priorities of this Plan will, in turn, need to reflect the ambitions of the **Levelling Up** White Paper as they are implemented across York and North Yorkshire. So we conclude our forward look by exploring the intended focus of our overarching approach over the next 18 months or so.

Levelling Up has opened the way for negotiations to start on creating a combined authority for York and North Yorkshire with an elected Mayor. The Devolution Deal arrangements under this Mayoral Combined Authority (MCA) will equip us with funding and decision-making powers to better shape our destiny and our overall contribution to the UK economy.

We are currently finalising the consultation and draft arrangements for our PfG that will help to bridge the gap between now and our anticipated future Devolution Deal with Government.

The PfG will also be developed in parallel with Y&NY LEP's Routemap to Carbon Negative. This seeks to set out key milestones, policies and interventions that can drive Y&NY's transition towards a carbon-negative economy by 2040. Our PfG will also align to the City of York Council (CYC) Economic Growth Plan and North Yorkshire County

Council's (NYCC) Economic Strategy – both of which are in their final stages of preparation. All partners agree on the critical importance of the three plans dovetailing and being implemented through effective collaboration.

Our PfG has identified a number of significant strengths across Y&NY, including:

- Significant natural capital
- Leading tourism attractions
- A strong knowledge economy
- Major inward investment opportunities
- High value heritage and culture
- Leadership in the circular economy
- Attractive towns and cities
- Close links with neighbouring LEP area administrations with the potential for large-scale collaboration across energy clusters, public sector relocation opportunities and major priority growth sector developments.

Targeted skills investment will be a key factor in capitalising on these assets. It will also play a major role in addressing a number of the challenges we face – some shared with the rest of the UK and some unique to our region. Chief among these are:

- Unaffordable and poor housing
- An ageing population

- Weak digital connectivity in some areas
- Limited retention of talented graduates and other highly qualified workers
- A deficit of high skilled employment
- Pockets of deprivation in some areas and
- Restrained and persistent low productivity growth.

Our PfG recognises a number of economic impacts of the pandemic and the UK's exit from the EU on business performance and confidence. It also acknowledges the acceleration of changes in consumer habits, the boom in staycations, the increase in private transport, the establishment of home-working, and the drive to expand local supply chain arrangements. Other factors triggering this acceleration such as climate change and automation have also been at play in addition to the direct effects of Covid and Brexit.

These impacts, combined with significant UK - wide inflationary pressures, steep rises in Y&NY rental costs and - notwithstanding a temporary spike in unemployment in April 2022 – a prevailing and critical shortage of workers in sectors vital to the local economy (logistics, agriculture, food and drink manufacture, hospitality, health and social care) all serve to underline the urgency of the emerging PfG strategic priorities.

These priorities focus on:

- Attracting new investment and jobs through good growth in key areas and strategic places
- Driving forward opportunities for existing businesses and industries to innovate, decarbonise and achieve greater resilience and productivity
- Ensuring our people realise their full potential by promoting a healthy, inclusive and productive workforce and, alongside this, creating and retaining talented and highly skilled individuals
- Maximising high quality and high value heritage and natural capital and
- Reshaping our towns and cities.

Our current intention is to deliver our priorities through three distinct but interconnected investment plans for:

- Infrastructure
- Skills and
- Innovation.

Levelling Up sets out a raft of measures that will both support us deliver on our PfG priorities and also help hone and align them to the Government's national aspirations and proposed interventions.

Over the months and years ahead we will work closely with our extensive partnership of employers and their networks, FE colleges, Universities, private training providers and local authorities to deliver the measures within Levelling Up's 12 missions.

We will support, for example:

- The expansion of [Skills Bootcamps](#) across the patch including a focus on construction, digital, green, logistics and railway engineering technology skills development to accelerate the supply of those able to meet both immediate needs and to access the jobs of the future.
- Employer representative bodies such as [West and North Yorkshire Chamber of Commerce](#) (WNYC) to deliver [Skills Accelerator](#) Local Skills Improvement Plans (LSIPs) or Strategic Development Fund (SDF) initiatives.
- The drive to strengthen locally accessible Further Education institutions and the [Yorkshire and Humber Institute of Technology](#) (YHIoT).
- Schools in North Yorkshire (one of 55 identified [Educational Investment Areas](#) – EIAs – in England) targeted for additional help and including any newly established specialist 6th Forms – particularly with respect to forging strong education business links underpinning EIA through the Y&NY Career Hub.

- An expansion of Y&NY residents accessing the opportunities afforded by the Government's Lifetime Skills Guarantee and Lifetime Loan entitlements as set out in the Government's [Skills and Post-16 Education Bill](#).
- The implementation of local measures to support the Government's Levelling up commitment to enhance in-work progression for those with physical or mental health disabilities and supported internships for those with Special educational needs and disabilities (SEND).
- Skills initiatives driven by the inclusion of Scarborough and Whitby in the [Town Deals](#) and Northallerton in the [Future High Streets](#) programmes.
- Lead Local Authorities deliver Y&NY's share of the [UK Shared Prosperity Fund](#) (UKSPF)
- Other relevant skills elements of locally delivered Levelling Up commitments around, for example, R&D, the [Global Britain Investment Fund](#) and [Shared Rural network Deal](#).

Companion Document

Y&NY Labour market and skills data and narrative – [A context document for the Local Skills Report](#)



York and North Yorkshire Skills and Employment facts

.....
A companion document to the Local Skills Report Refresh – March 22.



York and North Yorkshire Skills and Employment facts

What the data is telling us –
A companion document to the Local Skills Report Refresh – March 22.

This document is part of York & North Yorkshire LEP’s refreshed Local Skills Report, March 2022.

Its purpose is to capture key features and trends in York and North Yorkshire across a range of core data-driven indicators. These have been determined by the Department for Education for all England LEP areas and draw on the most up to date information and data from a range of authoritative sources, including Annual Population and Employer Surveys, DCLG, DfE, DWP, HESA and ONS.

Contents

1.	Overview.....	3
2.	Employment by sector.....	4
3.	Employment by occupation.....	6
4.	Enterprises by employment size band.....	8
5.	Employment Rate.....	10
6.	Productivity.....	11
7.	Median pay.....	12
8.	Population.....	13
9.	Claimant unemployment.....	14
10.	Income, Employment and Education Deprivation.....	15
11.	Skills supply - Overview.....	16
12.	Qualification levels.....	17
13.	FE Education and Training Achievements.....	18
14.	Apprenticeship achievements by sector subject area.....	20
15.	HE qualifiers.....	22
16.	KS4 destinations.....	24
17.	KS5 destinations.....	25
18.	FE destinations.....	26
19.	Apprenticeship destinations.....	28
20.	HE graduate activities.....	30
21.	Graduate retention.....	31
22.	Employer provided training.....	32
23.	Skills Demand - Summary.....	33
24.	Online job postings.....	34
25.	Sector growth forecasts.....	36
26.	Occupation growth forecasts.....	37
27.	Skills that need developing.....	38
28.	Matching supply and demand - Summary.....	39
29.	Staff that are not fully proficient or under-utilised.....	40
30.	“Hard-to-fill” or skills vacancy shortages.....	42

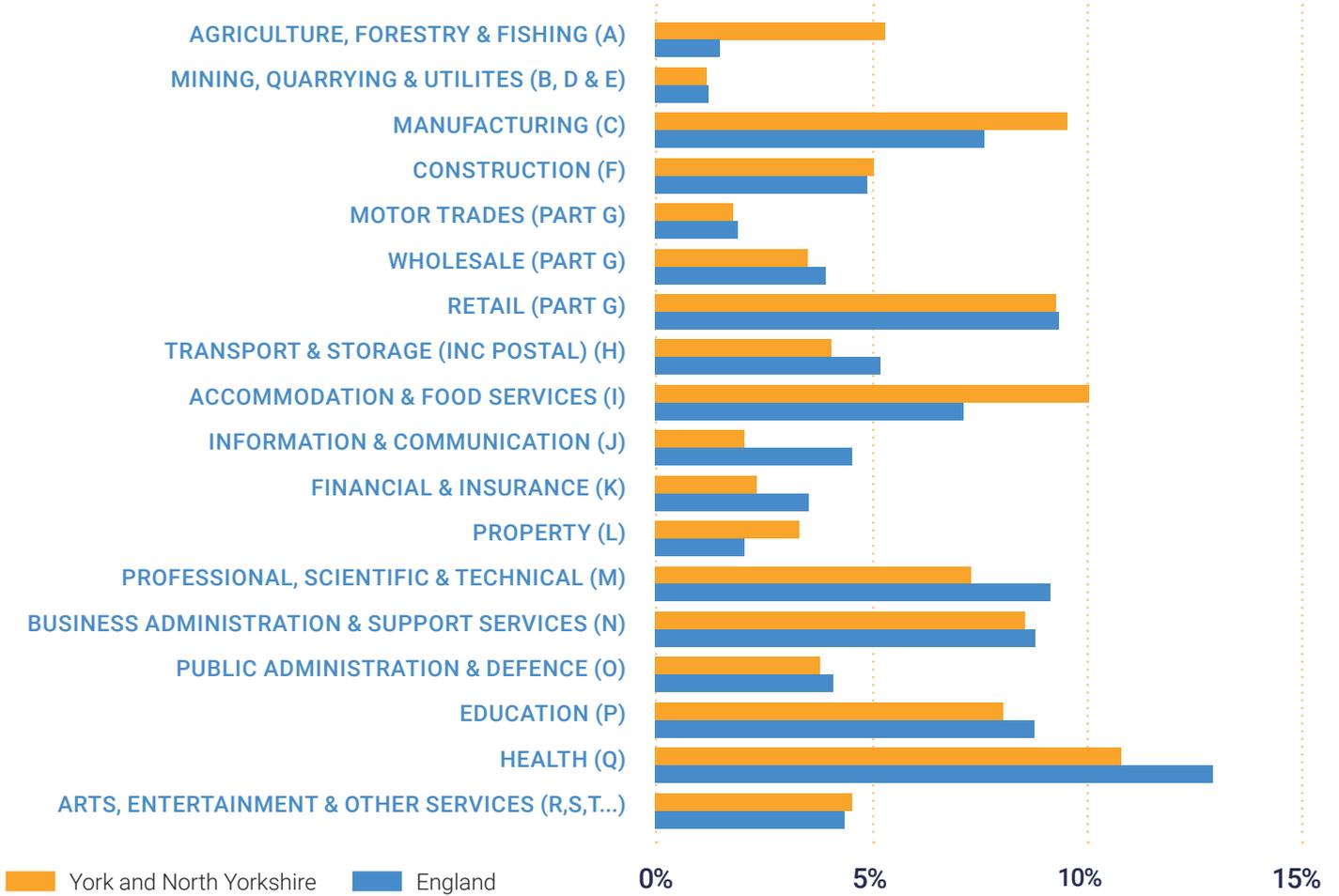
1. Overview

Editor's Note: The terms “we”, “us” “our and “our area” used throughout this document refer to the York and North Yorkshire Local Enterprise Partnership (“The LEP”) and/or the geographical area and its residents the LEP serves.

- The focus and level of skills development levels will need to • There is strong evidence to suggest that we need to improve the way in which skills are developed and utilised in order to address deficits around productivity and pay.
- Our four biggest employing sectors in the LEP area in terms of employee jobs are Health and social care, Manufacturing, Accommodation and food services and Retail.
- Relative to the structure of the national economy, Agriculture and Manufacturing (particularly food manufacturing), together with Accommodation and food services are key strengths of the local employment base but knowledge-intensive services account for a relatively small share of local jobs.
- Although we perform well in terms of the proportion of local people who are in work, we suffer from a deficit of employment in higher skilled occupations and a reliance on low-paid work.
- In absolute terms, occupations demanding minimal skills (such as Administrative occupations and Caring personal services) account for the greatest number of people in employment.
- Relatively large numbers of our residents work in Agriculture trades and Protective service roles (e.g. first-line supervisory roles in armed forces, firefighting and security services), the latter reflecting the considerable local presence of the Army.
- Key areas where employment is under-represented include the higher skilled occupational categories of Science, research and technology professionals (likely to be due to low employment in digital roles) and in Business and media professional roles. The latter may reflect the low representation of knowledge-based business services.
- We have a strong business base in terms of the ratio of businesses to head of population. 9 out of 10 businesses are micro in size (0-9 employees) and the volume of agricultural businesses in this size band is relatively high.
- Data on new enterprise survival rates indicate that there were slightly more new businesses created than were dissolved across our area in 2020, implying net growth in the business stock and in the size of the productive economy locally. However, the relatively low rates in the area also signify a lack of dynamism.
- Our overall employment rate has been consistently higher than the national average since before the recession. This is partly due to slow population growth locally, as the increase in the number of people in employment has been limited.
- As a whole, we have relatively low productivity levels and this stems from weak productivity growth over the last decade. Low productivity implies a prevalence of jobs requiring low skills. York substantially outperforms North Yorkshire on productivity and is close to the national average. A comparison with other areas suggests that we are not capitalising on our skills base in terms of productivity performance.
- Our levels of pay are also lower than the national average, reflecting this weak productivity performance, although the latest figures point towards a narrowing of this gap. The pay deficit mainly lies within North Yorkshire, whilst York is close to the national average. There is evidence that some residents commute out-of-area to better paid jobs.
- We face a challenge of a declining and ageing population with significant implications for the size of the labour force and future skills supply. With a limited number of young people in the labour market, there is added urgency to the task of investing in the skills of existing members of the workforce.
- Claimant unemployment is falling steadily although the claimant count remains at elevated levels compared with the pre-pandemic period.
- Acute deprivation is not widespread in York and North Yorkshire. Only 3 per cent of our neighbourhoods fall within the 10% most deprived nationally. The isolated nature of deprivation, however, with coastal communities particularly affected, means that outcomes are often poorer than in areas where it is more commonplace. Education, training and skills deprivation, particularly for young people, is a more significant issue for us than other forms of deprivation.

2. Employment by sector

Figure 1: Employment profile by broad sector



Source: Business Register and Employment Survey, 2020

2. Employment by sector

The sectoral make-up of employment in a local area is an important determinant of the workforce skills that are required.

Data from the Business Register and Employment Survey (2020) show that our largest sectors in employment terms remain:

- Health
- Accommodation and food services
- Manufacturing
- Retail

Relative to the national benchmark, Agriculture, Manufacturing and Accommodation and food services are strongly represented in YNY employment.

On the other hand, we experience under-representation in:

- Information and communication
- Professional, scientific and technical
- Financial and insurance

Data from the Business Register and Employment Survey (BRES) enables us to drill down into sectoral employment patterns in more detail.

We have a total of 448,000 jobs in York and North Yorkshire¹ including 400,000 employee and working proprietor² jobs. Focusing on employees, two of the largest sectors are in consumer-facing services in the form of wholesale / retail (58,000 jobs, 15% of the total) and accommodation and food services (40,000 jobs; 10%), whilst health and social care (43,000; 11%) and manufacturing (38,000; 10%) are also among the largest sources of employment.

In addition to health and social care, there is also significant further employment in activities that are primarily public sector-based, including education (32,000; 8%) and public administration and defence (15,000; 4%).

Overall, there are 59,000 public sector jobs (including working proprietors) in our area, based on the Office for National Statistics' broader definition. This equates to 15% of total employment, slightly below the national average of 16%.

With regard to business-related services, professional service activities and administrative and support services account for 29,000 (7%) and 34,000 jobs (9%) respectively. Finance and information and communication are much smaller contributors to employment, each with around 2% of total jobs.

Although a key part of our local economy, the agriculture, forestry and fishing sector is relatively modest in terms of jobs, with employment of 21,000 or 5% of the total when working proprietors are included.

The number of our jobs in agriculture is proportionately more than three times larger than the national average. Agriculture is also "over-represented" in all constituent districts except York; and there are particularly substantial concentrations in Richmondshire, Ryedale and Hambleton.

Mining and quarrying is also a distinct feature of our local employment, although small in absolute terms. Craven, Richmondshire and Selby all enjoy strong employment in this sector.

We have a strong manufacturing business base across half of our local authority districts. Underlying this is a significant concentration of food and drink manufacturing, which is a feature of employment in most districts.

Employment in accommodation and food service activities also accounts for a large share of our total jobs in all districts except Selby. It is particularly pronounced in Scarborough and Richmondshire.

Finally, there is a relatively strong representation of employment in Arts, entertainment and recreation in York and North Yorkshire, relative to the national benchmark - much of it concentrated in sport activities.

Employment in utilities is relatively low for our area but this conceals a very large concentration of employment in Selby (seven times the national average in proportionate terms), reflecting the importance of energy generation to the district, in particular from the Drax Power Station.

Public administration accounts for a large proportion of total employment in Hambleton, Richmondshire and York. It should be noted that employment in the armed forces is not included in the BRES figures.

Several sectors are under-represented to a significant extent; that is, their share of total employment is smaller locally than nationally. Information and communication activities in the local area account for less than half the national share of employment and this under-representation extends to all districts in the LEP area. Finance and insurance accounts for two-thirds of the national share of total employment across the LEP area as a whole, although these activities are well-represented in Craven and, to a lesser extent, in York. Professional services are also somewhat under-represented locally in employment terms.

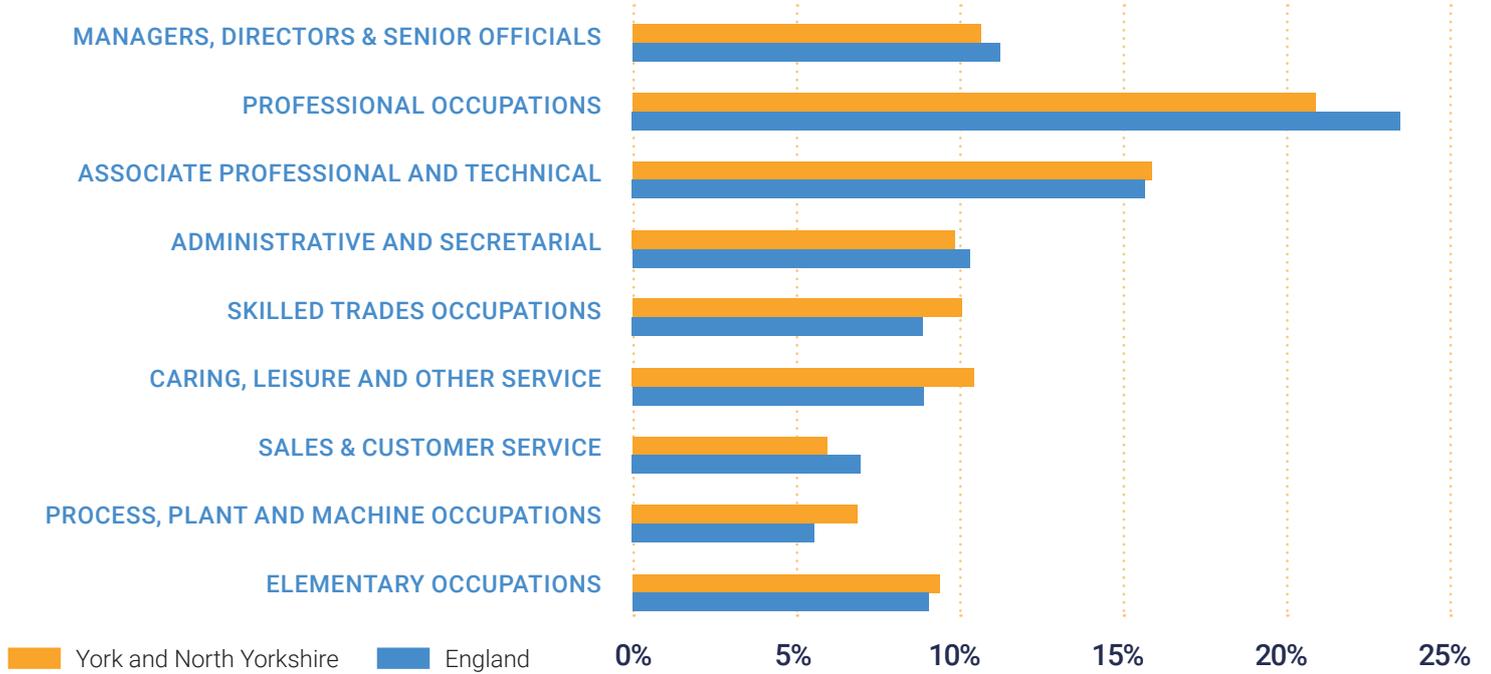
Knowledge-intensive services are not well represented, when we take into account high-technology services, financial services and knowledge-intensive market services. Together, these employ 54,000 locally and their share of our total employment (at 14%) is barely two-thirds of the national average.

¹ This is a workplace-based measure and comprises employee jobs, self-employed, government-supported trainees and HM Forces.

² Working proprietors (in an establishment) include all individual proprietors and partners actively engaged in the work of the establishment, excluding silent or inactive partners whose principal activity is outside of the establishment.

3. Employment by occupation

Figure 2: Employment by occupational major group



Source: Annual Population Survey, July 2020 to June 2021
 Note: Workplace analysis

3. Employment by occupation

The occupational profile of employment gives us an insight into both the levels and types of skills people need to do their jobs. It also provides an understanding of the broader question of job quality.

Employment in higher skilled management, professional and associate professional / technical occupations accounts for a smaller proportion of our total, compared with the national picture. 47% of our residents are employed in higher skilled roles, compared with a national average of 50%.

It is worth exploring our employment profile at a more detailed occupational level. The six largest sub-major groups, each employing between 25,000 and 31,000 people are (in descending order):

- **Administrative occupations** - including bookkeepers, payroll managers, and admin roles in finance and local government.
- **Caring personal services**, which includes care workers and home carers, teaching assistants, nursing auxiliaries and nursery nurses.
- **Business and public service associate professionals** - a diverse category, which includes sales and marketing, human resource, financial and public service roles at the associate professional level.
- **Corporate managers**, which comprises management roles from across different parts of the economy including retail, production managers in manufacturing and construction, financial managers and marketing and sales managers.
- **Elementary administration and service roles**, a category which includes hospitality staff such as waiters / waitresses, bar staff and kitchen and catering assistants; cleaners; and lower-skilled storage roles.

It is also useful to understand the distinctive features of our occupational employment landscape to gain an insight into specific skill requirements of our area. The local occupational profile is broadly similar to the national average but with a number of areas that are both over- and under-represented.

- Protective service roles contribute a share of total employment that is twice the England average, reflecting the presence of military bases, most notably Catterick Garrison.
- Employment in skilled agricultural trades (a category that comprises farming roles) accounts for a share of our total employment that is 1.7 times greater than the national average. This occupational area is of relatively modest size in absolute terms.
- Elementary trades³ employment is also strongly represented: Census 2011 data⁴ indicates that this largely reflects people working in elementary agricultural roles (e.g. farm labourers).

We see under-representation, in terms of their share of our local employment levels, in the following occupational areas:

Employment in Science, research and technology professional roles accounts for a small share of employment relative to the national average. Although somewhat out of date, Census data indicates that this deficit mainly arises out of an under-representation of digital professional roles, with shares of employment in science and engineering professional roles in line with national norms.

Employment in Culture, media and sport occupations is also under-represented.

The share of local employment in **Business, media and public service** professional occupations is below the national average. Data from Census 2011 indicates that this reflects a low representation of legal professionals, media professionals and business, research and administrative professionals⁵. It seems logical to make a link between this feature and the under-representation of knowledge-intensive business services we highlighted earlier.

Secretarial employment also has a low representation but we could consider this as less of a negative in the sense that this occupation has the weakest future employment prospects of any occupation.

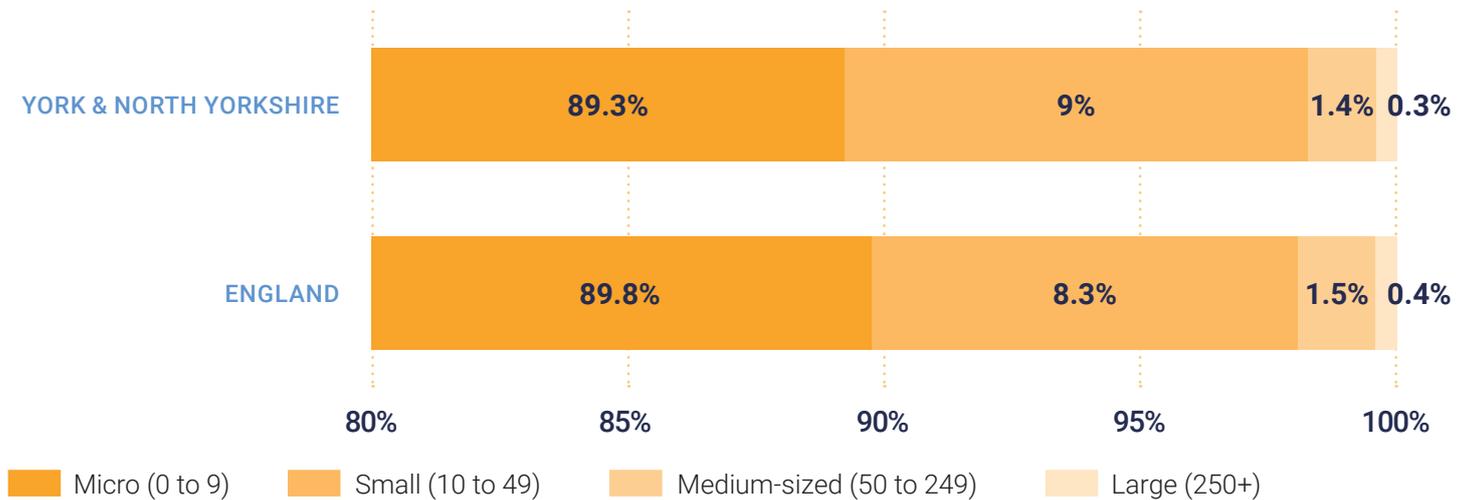
³ Includes packing roles, farm workers and elementary construction roles.

⁴ Although dated the Census provides a robust picture of employment patterns at a more detailed level than the Annual Population Survey can afford.

⁵ This latter category includes accountants, management consultants and actuaries, economists and statisticians.

4. Enterprises by employment size band

Figure 3: Profile of enterprises by employment size band



Source: UK Business Counts, ONS, 2021

The size and sectoral profile of the local business base has an important influence over the character of local skills needs and influences business behaviour around training and skills investment.

We have a relatively strong business base: its 39,375 businesses equate to 47 per 1,000 population, compared with a national average of 43. This means there are 4,000 additional businesses locally compared with what would be the case if local business density matched the national average.

The size profile of local businesses is similar to the national picture, with micro businesses accounting for nine out of 10 of the total. Medium and large businesses together account for less than 2% of the total, with the remaining 9% comprising SMEs with 10 to 49 employees.

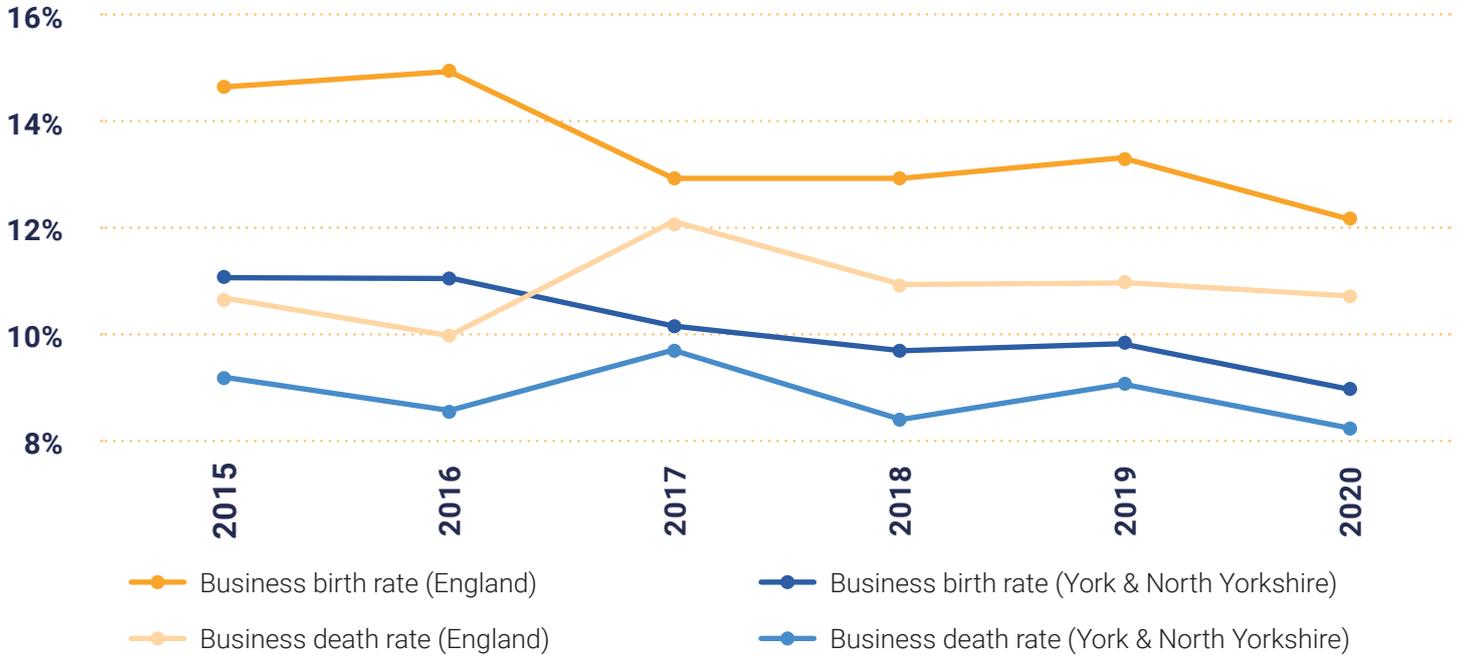
We have a strong representation of businesses in the agriculture, forestry and fishing sector. This sector accounts for 17% of all businesses in the area, a proportion that is around four times the national average. 97% of this each employ fewer than 10 people and the sector as a whole has more micro businesses locally than any other.

Compared with the national business profile, businesses in accommodation and food services are also well represented, accounting for 8% of our total compared with 6% nationally.

Our medium and large businesses are concentrated in manufacturing, health, wholesale and retail and accommodation and food services.

4. Enterprises by employment size band

Figure 4: Business birth and death rates



Source: UK Business Counts, ONS, 2021

Although we benefit from a relatively high business density, our rates of business births and deaths have both been below the national average. The business birth rate has shown signs of slight decline, and this broadly reflects the national picture. The business death rate has maintained a fairly flat underlying trend.

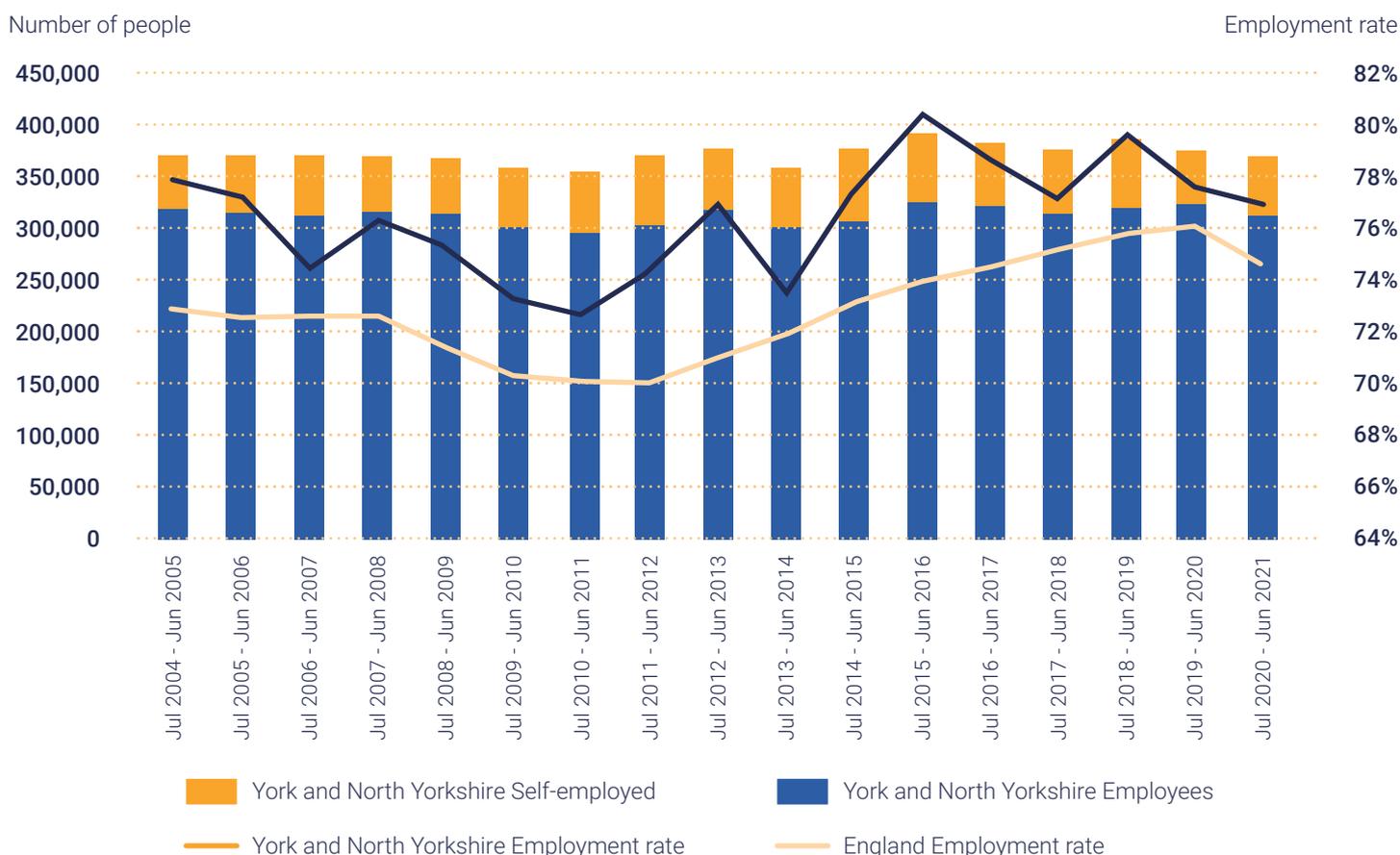
The data indicates more business births than deaths in 2020, implying net growth in the business stock and in the size of our productive economy. However, the relatively low birth and death rates suggest our economy lacks dynamism. There is a correlation between start-up and churn rates and labour productivity growth as resources shift from less to more productive firms. New enterprises often introduce a powerful dynamic of new ideas, technologies and marketing strategies that challenge those of existing firms, often stimulating the latter to accelerate adaption or more radical change or, in some cases, exit the market.

The local situation could also partly reflect our sectoral mix, in which businesses with traditionally high rates of churn such as construction, transport and business services are under-represented in our area.

Covid-19 has severely affected business births and failures as reflected in an increase since the pandemic in the number of business dissolutions / liquidations and a decline in the proxy measure of new business bank accounts. However, these indicators have more recently evidenced a degree of recovery, at least prior to the re-imposition of Covid restrictions.

5. Employment Rate

Figure 5: Employment level and rate – people aged 16-64



Source: Annual Population Survey

The employment level is the main indicator of the overall demand for labour in the area.

Our employment rate, expressed as a proportion of the population aged 16-64, is two percentage points above the national average of 77% as of July 2020 to June 2021. The local rate has been consistently higher than the national rate over the last 15 years and along with the national average has followed a broadly upward trend in recent years prior to the impact of Covid-19.

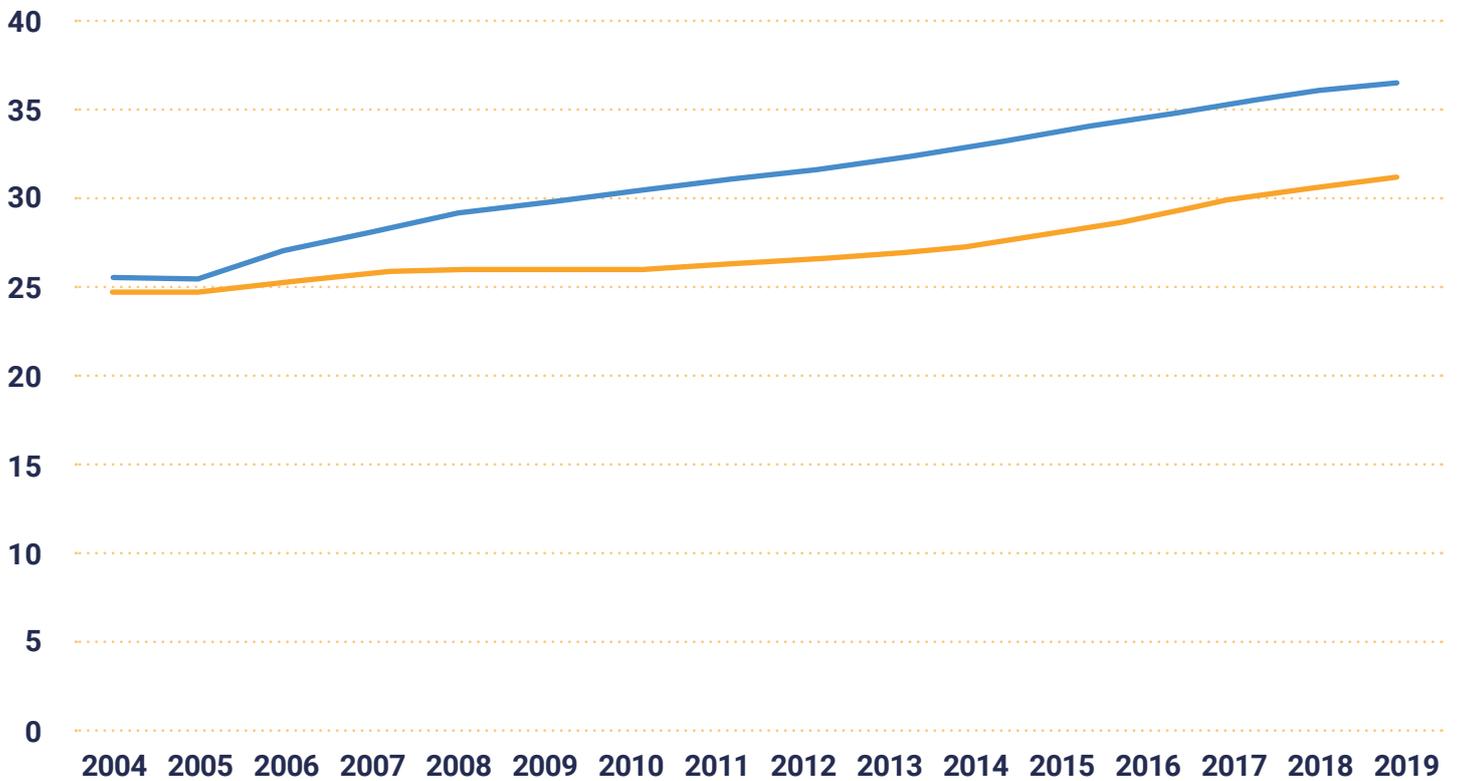
Six of our eight Local Authority districts have an employment rate equal to or above the national average; the remaining two – Ryedale and Scarborough – have, according to most recent data, rates that are somewhat below the average.

Although this employment rate performance suggests that our local economy has been effective in getting people into work, it is important to note that the relatively high local employment rate is partly due to slow population growth. Between 2013 and 2019, the count of people in employment actually decreased by 2%, whereas the national average grew by 8%. However, over the same period, the size of the local working age population in our area fell slightly (by 2%), whilst it increased by 2% nationally.

We also need to recognise the nature of the jobs that growth has created. Widespread concern remains about the quality of jobs and, in particular, the rise of “atypical” forms of work, including self-employment, part-time employment, temporary employment and zero hours contracts.

6. Productivity

Figure 6: Nominal (smoothed) gross value-added (£) per hour worked



Source: ONS, Sub regional Productivity

Productivity is a central measure of a local economy's performance because it is the main driver of economic growth, prosperity and living standards.

Along with most areas of the north of England, we face a productivity deficit against the UK average, based on output per hour worked. This gap has increased over the last fifteen years. In 2004 our productivity level was on a par with the UK average but dropped to 87% in 2009, with the gap widening further as it fell to 86% in 2019.

There are differences between York's performance and that of North Yorkshire. In 2004 York's output per hour was 14% higher than the England average but rapidly converged with that average during the financial crisis and has shadowed it ever since. North Yorkshire's starting position in 2004 was 90% of the

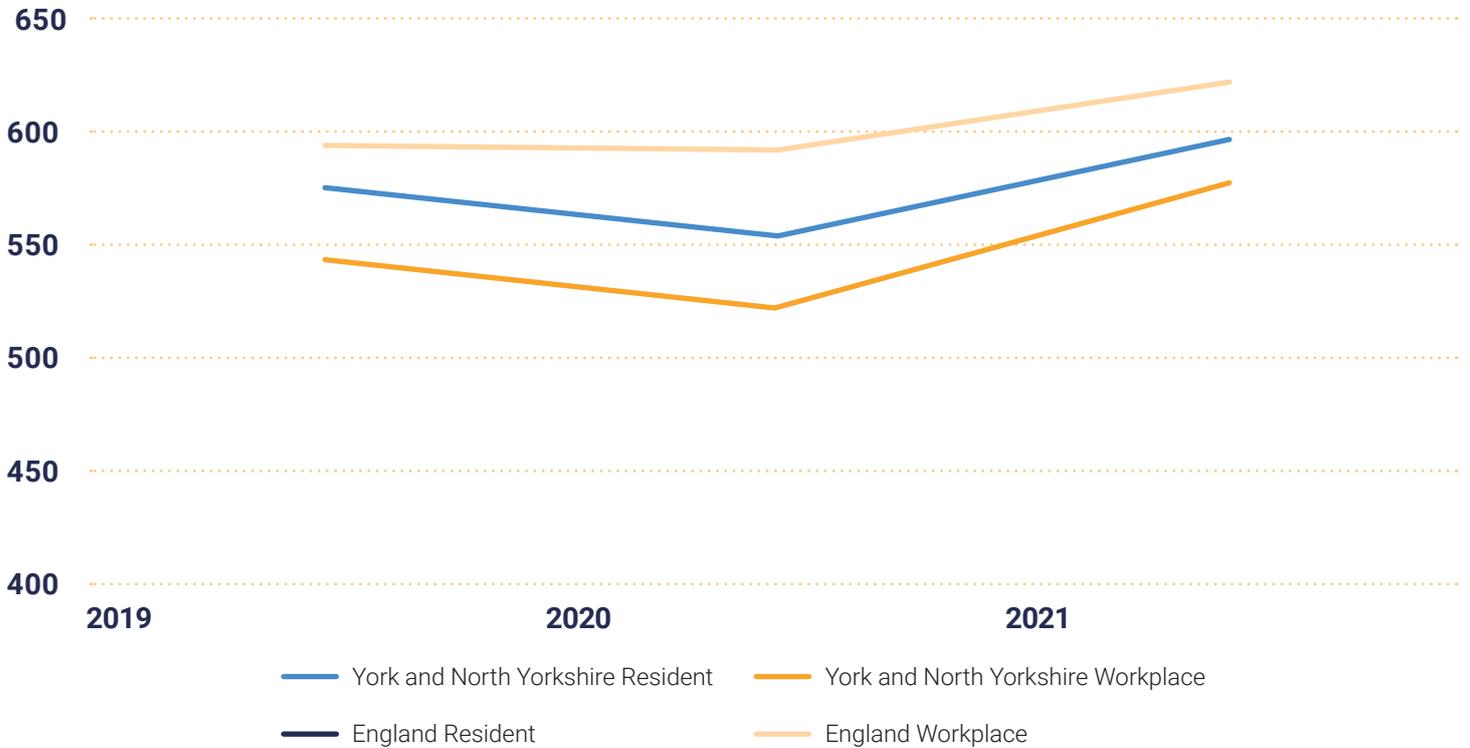
national average but it has diverged since then, falling to 83% of the average in 2009 and 82% by 2019. It is clear that both the York and North Yorkshire relative positions on productivity have deteriorated over time.

This productivity deficit has important consequences. We estimate that the local economy would be around £4.2 billion larger, an increase of 20%, if we could raise productivity performance to match the UK average. This is important because prosperity in the LEP area is relatively low.

Covid-19 and Brexit are likely to have a continuing negative impact on productivity growth, both locally and nationally, constraining both investment and international trade, which act as key drivers of productivity.

7. Median pay

Figure 7: Median gross weekly pay (£) for full-time workers



Source: ONS, Sub regional Productivity.
 Note: England resident series obscured by England workplace series.

Productivity is closely linked to pay and therefore to living standards: businesses that are more productive pay higher wages.

Our productivity underperformance is reflected in our performance on pay.

Pay is also an important indicator of job quality and of the skill levels deployed within our area. At £573 per week, gross median pay for full-time jobs is 93% of the national average of £613. This represents a narrowing of the gap, however, since pay was 90% of the national average based on this measure in 2020.

Only York has median pay above the national average on a workplace basis.

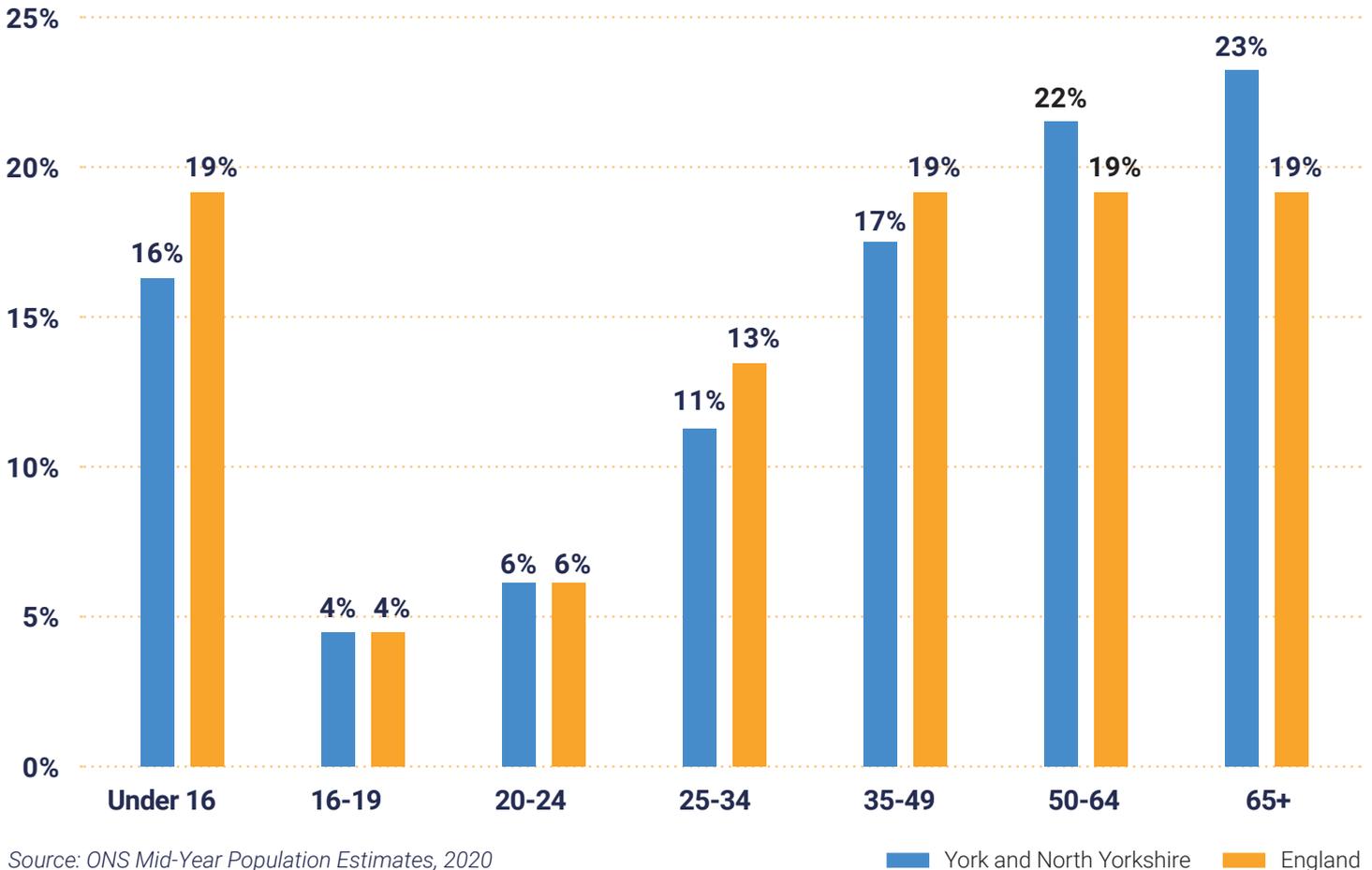
These figures relate to jobs located in our area. The figures for jobs our residents hold (some of which are outside the area) are more positive, although still below the national average. The residence-based median rate of hourly pay is £587, 2% higher than the workplace measure and 96% of the national average, indicating that a proportion of residents are commuting out our area to better paid jobs than those offered locally.

Only Harrogate has median pay above the national average on a residence basis. It is substantially higher at 6% above the national figure. Residence-based pay is 16% higher than the workplace measure in Harrogate.

This pattern applies to most districts within the LEP area, with the exceptions of Craven, Richmondshire and York, where workplace pay is higher than the residence-based measure. This indicates that inward commuters undertake relatively well-paid jobs within each of these districts.

8. Population

Figure 8: Population profile by age



Source: ONS Mid-Year Population Estimates, 2020

Changes in the structure of the local population have an important influence on the available labour supply.

Our total population is 832,000 with 502,000 residents (60%) of working age (16-64). The working age population has remained largely static in size over the course of the last decade (2011 – 2020) falling by 0.8%; in contrast to the national picture, which saw an expansion of 3%. Most districts saw decline, with Scarborough’s population falling by 7%, whilst three districts – Ryedale, York and Selby - saw growth. York, in particular, benefited from growth of 5%, which partially served to offset reductions in other districts.

Overall, and in the majority of our Local Authority districts, our population is ageing. 23% of our residents are aged 65 and over compared with a national average of 18%. This proportion rises to 27% in Hambleton and Ryedale and to 28% in Scarborough and Craven.

The main exceptions are York and Selby, where the age profile is much younger and only 18% and 21% of the population

respectively are aged 65 and above.

Population projections produced by ONS suggest that the number of people of working age in our area will continue to decline in the period from 2020 to 2043, in contrast to the expected national position.

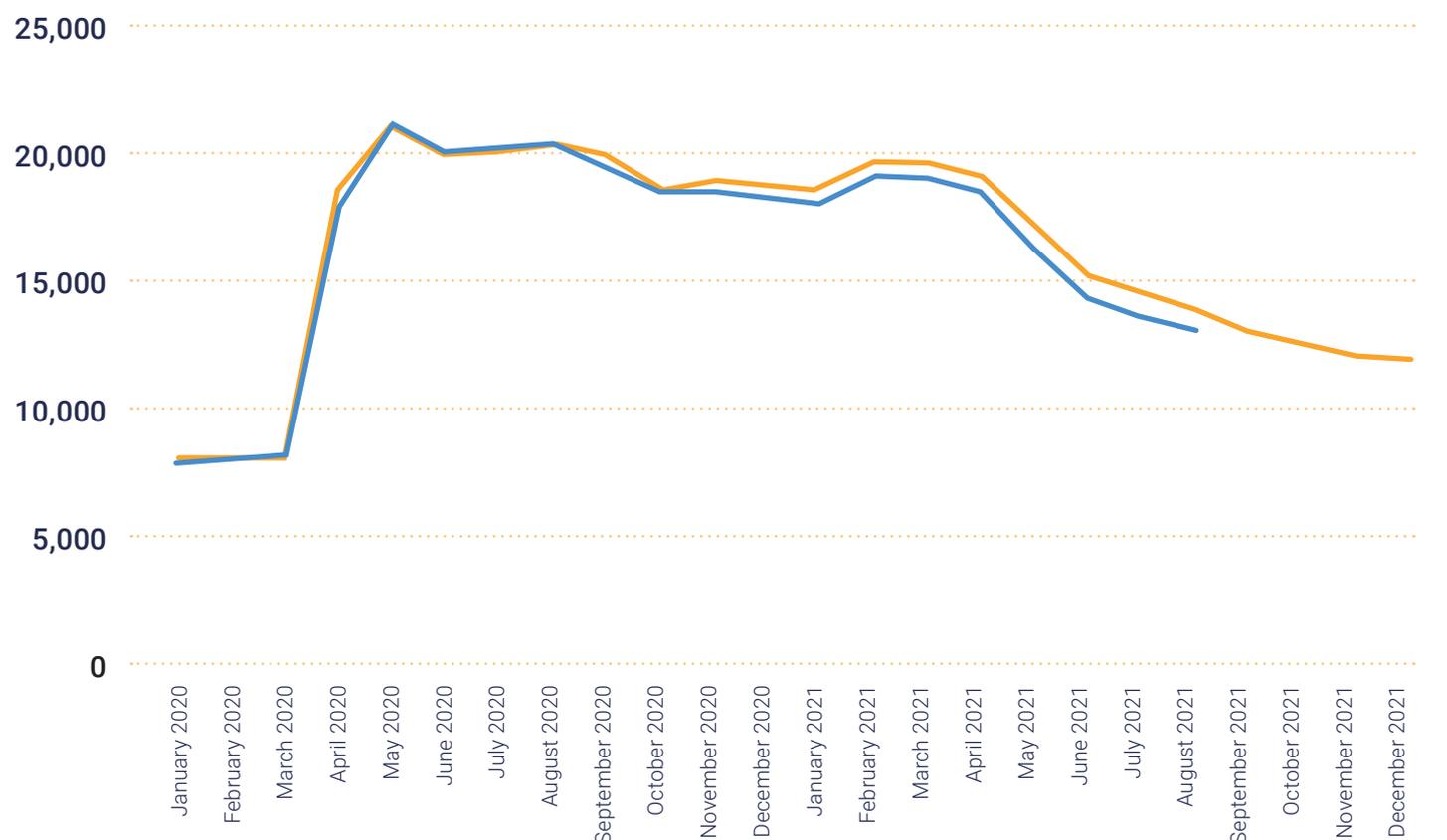
We project a 5% fall in the local working age population over this period, compared with growth of 4% nationally. In absolute terms this is a reduction of 24,000 in the number of residents aged 16-64. Population contraction is taking place across all age bands between 16 and 64. In absolute terms the main contributors are reductions in the number of residents aged 25 to 49 and those aged 50 to 64.

Meanwhile, we expect the number of residents aged 65 and over to grow by more than 37% or 72,000.

At district level, we anticipate both Selby and Ryedale will see growth in the size of their working age populations of 7% and 2% respectively over this period. All other districts are set for decline,

9. Claimant unemployment

Figure 9: Claimant count and alternative claimant count, York and North Yorkshire



Source: ONS claimant count & DWP Stat Xplore

Alternative claimant count Claimant count

The Claimant Count experimental dataset (Alternative claim count) seeks to measure the number of people claiming benefits (Universal Credit and Jobseekers’ Allowance) principally for the reason of being out of work⁶. It provides a timelier picture of joblessness at local level and is therefore a key indicator of the impact of Covid-19 on the labour market.

The current picture is one of steady improvement.

The claimant count registered a huge increase in April and May of 2020 as the effects of the pandemic were felt, growing by 12,900 or 159%. This was followed by a levelling-off for a period of months before the count began to fall from February 2021 onwards. Successful monthly falls since then have been registered.

However, as of December 2021, the claimant count was still 3,800 or 47% higher than pre-pandemic (February 2020) in York and North Yorkshire. Nationally, the count is still 51% higher than before the pandemic. The picture varies between local authorities ranging from 26% higher in Scarborough to 64% higher in York, showing different rates of recovery (although Scarborough’s starting point was higher than elsewhere in the LEP area).

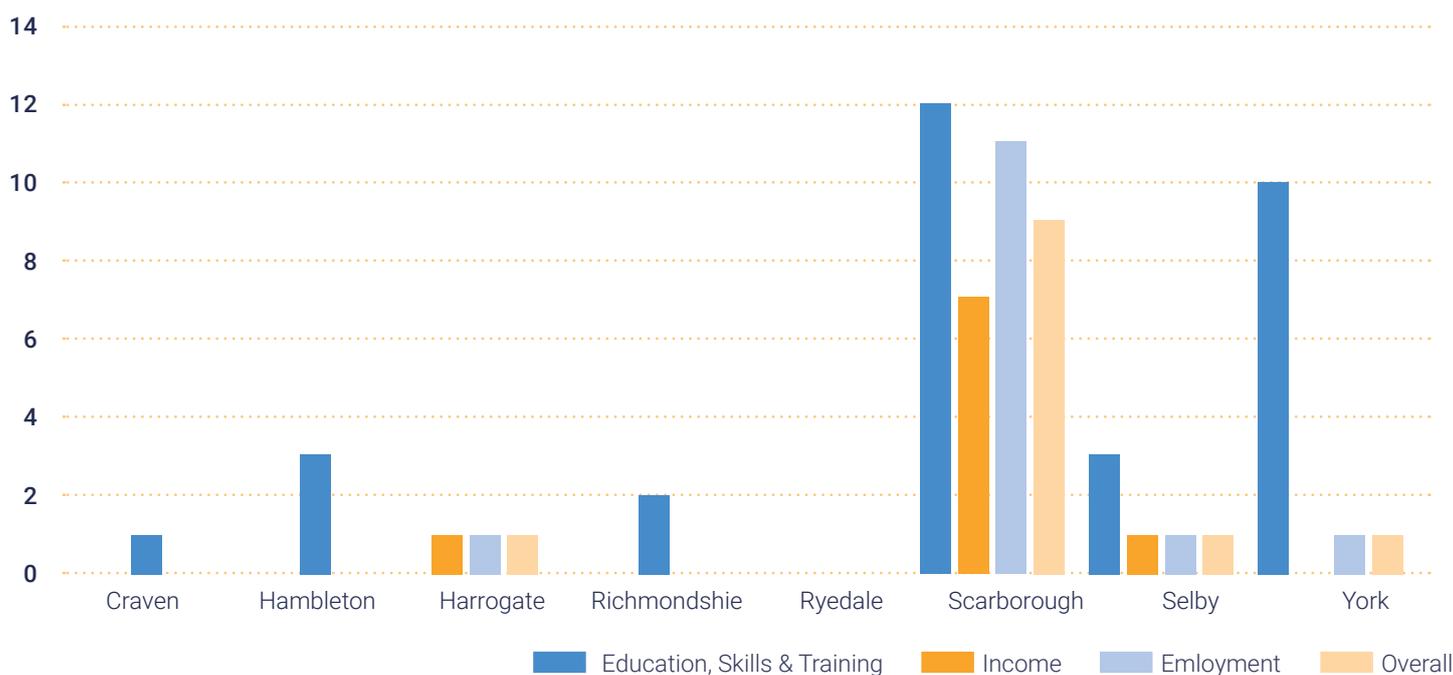
The claimant rate (claimants expressed as a proportion of the population aged 16-64) has remained below the national average in York and North Yorkshire throughout the pandemic. The current figure of 2.4% is barely half the England rate of 4.5% and all local authorities have rates below the national average, ranging from 1.8% in Richmondshire to 3.7% in Scarborough.

The claimant count grew fastest among young people at the start of the pandemic but this has recovered more quickly than other age groups. There are still 28% more young people on the claimant count than in February 2020 but this is lower than the 50% figure for 25-49 year olds and the 49% figure for those aged 50-64.

⁶ Enhancements to Universal Credit as part of the UK government’s response to the coronavirus mean that an increasing number of people became eligible for unemployment-related benefit support, although still employed. Consequently, changes in the Claimant Count will not be due wholly to changes in the number of people who are unemployed. However, national data suggest that only around 100,000 (or 7%) of the recent growth in the claimant count is accounted for by people in work but with low earnings.

10. Income, Employment and Education Deprivation

Figure 10: Proportion of neighbourhoods in 10% most deprived nationally by selected domain of deprivation and district



Source: Department of Communities and Local Government, Index of Multiple Deprivation 2019

As well as improving the performance of the local economy, there is a need to ensure that everyone in our local communities has the opportunity to participate in high quality employment and benefit from economic growth. This involves, among other things, addressing localised pockets of deprivation at neighbourhood level.

The Indices of Multiple Deprivation (IMD) 2019 show that deprivation is not widespread across our area, with 12 out of 493 neighbourhoods (2%) among the 10% most deprived in England. Nine of these neighbourhoods are located in Scarborough, with single neighbourhoods in Harrogate, Selby and York. Some of the deprivation is concentrated in coastal areas: these include Scarborough and Whitby.

The Indices are based on seven different so-called domains of deprivation, one of which is Education, skills and training⁷. This specific aspect of deprivation is a more widespread problem for us than other forms of deprivation, particularly as it affects children and young people.

Around 6% of our neighbourhoods are among the 10% most deprived with reference to the Education, Training and Skills domain of the IMD. This rises to 17% of neighbourhoods in Scarborough. All districts except Harrogate and Ryedale have at least one neighbourhood included among the 10% most deprived against this measure.

The Education, Training and Skills domain comprises two sub-domains. Around 11% of our neighbourhoods (52 in total) are among the 10% most deprived with regard to the first of these, which relates to Children and Young People. The deprivation is concentrated in York and Scarborough but all our districts have at least one neighbourhood among the 10% most deprived and it is notable that York has 17.

Only 2% of our neighbourhoods (8) fall into the most deprived decile in respect of Adult Skills, the second of the sub-domains. These neighbourhoods are concentrated in only four districts, most notably Scarborough.

Our pattern of deprivation, concentrated in a limited number of clearly defined geographical pockets, points to a need for highly targeted interventions, including support for isolated communities.

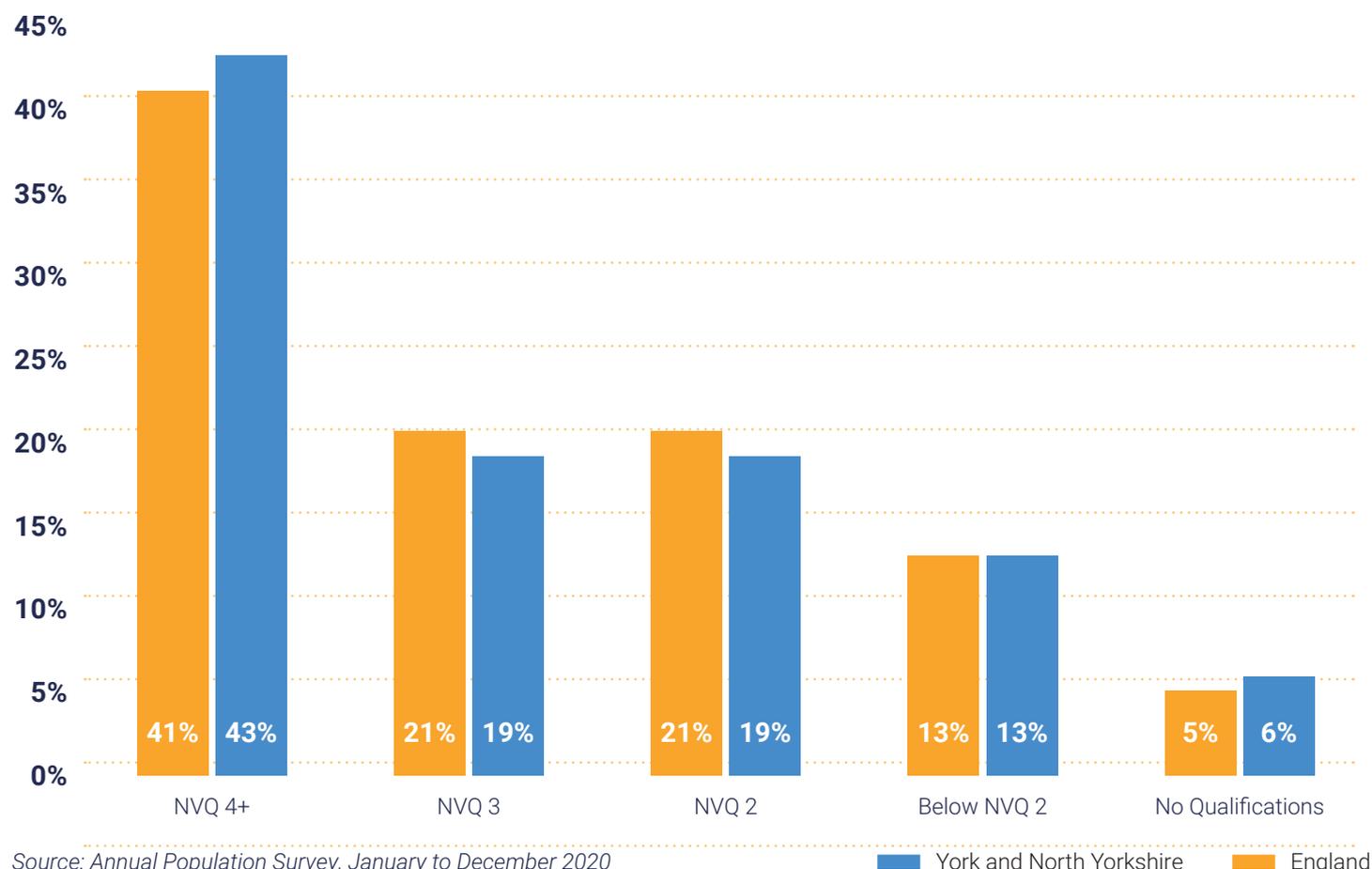
⁷ The Education, Skills and Training Domain measures the lack of attainment and skills in the local population. The indicators fall into two sub-domains: one relating to children and young people and one relating to adult skills. The Children and Young People sub-domain is based on indicators that include attainment at Key Stages 2 and 4, secondary school absence, staying on rates and entry into higher education. The adult skills domain is made up of two indicators relating to adults with low or no qualifications and adults who lack English language proficiency.

11. Skills supply - Overview

- We are similar to the national average in terms of our qualification profile and are one of the best performing northern LEPs in this regard. We have a relatively small proportion of people with no formal qualifications but have fallen slightly behind the national average on the proportion qualified at level 4 and above.
- Apprenticeship starts grew by 9% in 2020/21 but remain 14% below the pre-pandemic level recorded in 2018/19, whilst achievements grew by 11% but are also 14% lower than in 2018/19. The subjects with the most ground to recover are Retail and Commercial Enterprise; Business, Administration and Law and Engineering and Manufacturing Technologies.
- HE provision in our local universities is strongly focused on biological, physical and mathematical sciences, social studies, languages and historical and philosophical studies; with under-representation in computer science, engineering and technology, architecture, building and planning, business and management, and design, creative and performing arts.
- We perform strongly on apprenticeship destinations in terms of rates of sustained employment; this undoubtedly reflects the quality of the apprenticeships our providers offer.
- Young people in York and North Yorkshire are slightly more likely than nationally to enter a sustained positive destination following Key Stage 4. The entry rate into sustained education is slightly below the national average but local young people are more likely to enter an apprenticeship or employment.
- Our young people are also more likely to enter a sustained destination following 16-18 study. Again, they are less likely to have a sustained education destination but are more likely to enter sustained employment and have the same likelihood of joining an apprenticeship on a sustained basis.
- 41% of graduates from our local universities remain in the wider region of Yorkshire and the Humber one year after qualifying. The retention rate then falls to 38% and 35% respectively at the 3-year and 5-year points. York St John University records a higher retention rate, reflecting the fact that it recruits many of its students from the local area.
- 61% of our employers provide training to their staff - similar to the national average. Analysis of the Employer Skills Survey suggests that around 37% of our employers would like to increase their investment in training to meet business needs.

12. Qualification levels

Figure 11: Level of highest qualification held, population aged 16-64



Source: Annual Population Survey, January to December 2020

The qualification profile of the population is a key indicator of the quality of local skills supply.

The LEP area has in the past performed strongly in this area but has fallen behind slightly as the national average proportion of people qualified at level 4+ increased by 3 points between 2019 and 2020 whilst the position remained static in YNY.

More positively the proportion of our residents with no formal qualifications remains below the national average at 5% versus 6%.

We rank second out of all northern LEPs (behind Cheshire and Warrington) with regard to the proportion of people qualified at level 4 and above and have the lowest proportion of people lacking in formal qualifications in the north.

Our skills profile is variable, however. York easily outperforms the England average on higher-level qualifications, with 47% qualified at this level, whilst North Yorkshire sits below the national average with 38%. Both have low proportions of people lacking formal qualifications: 5% in each case.

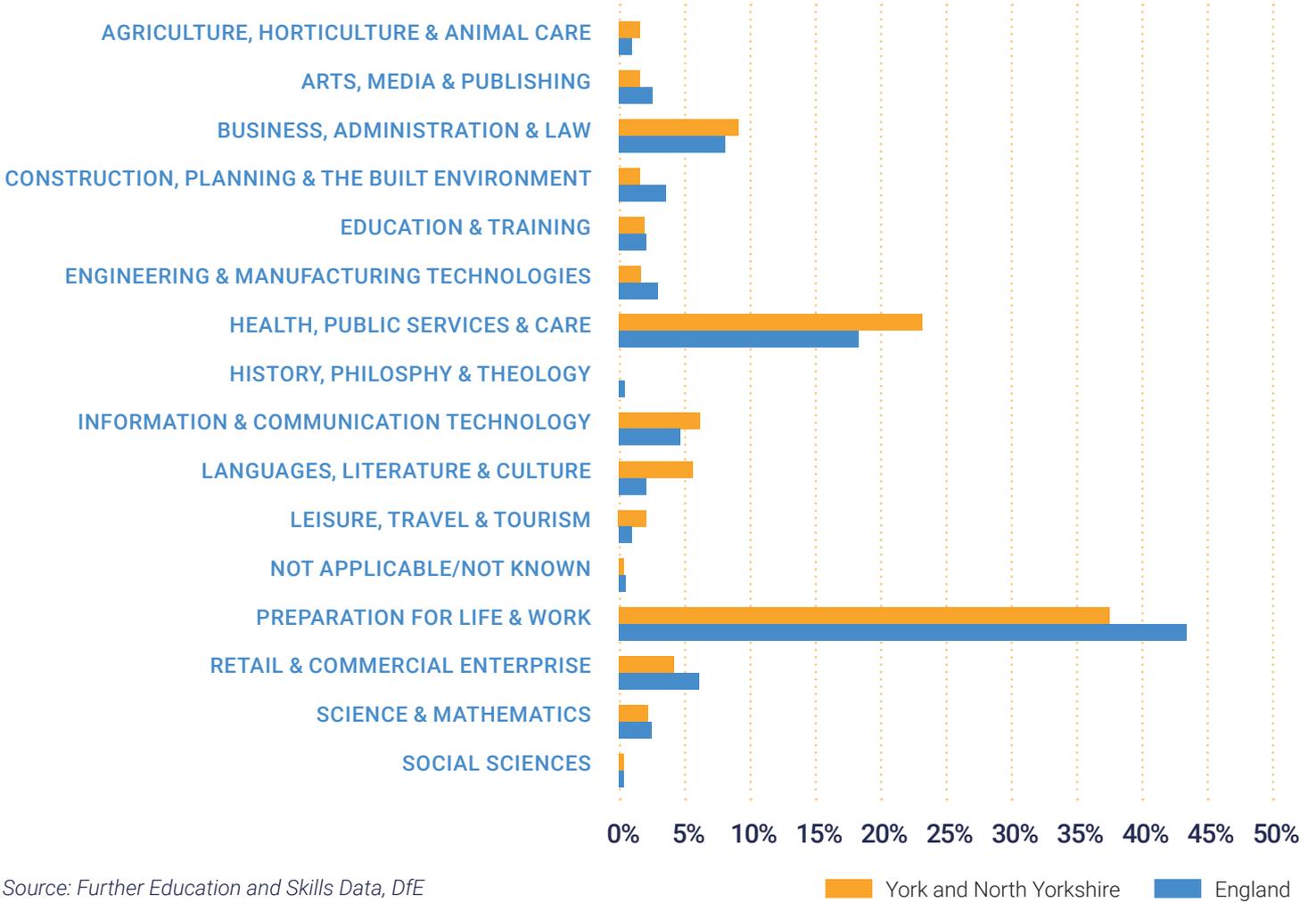
Over time we have seen a steady improvement in our qualification profile, both in the proportion of people qualified at a high level and in a sustained reduction in the proportion qualified below level 2. On the latter, we have consistently outperformed the average for England.

The unemployed and working-age economically inactive also experience disadvantage because of their qualification levels. They are much less likely to hold a qualification at tertiary level than those who are employed in our area and are more likely to have no formal qualifications at all.

The unemployed and working-age economically active also experience disadvantage because of their qualification levels. They are much less likely to hold a qualification at tertiary level than those who are employed in our area and are more likely to have no formal qualifications at all.

13. FE Education and Training Achievements

Figure 11: Adult education and training achievements by sector subject area, 2020/21



13. FE Education and Training Achievements

Adult education is a key mechanism for upskilling and re-skilling adults, to support them into work or to enable them to progress within work.

There were 16,292 government-funded learning achievements in YNY in the 2020/21 academic year.

The chart compares the subject profile of government-funded Education and Training achievements in the LEP area with the national picture.

The biggest subject areas are Preparation for Life and Work, accounting for 38% of total achievements. This is lower than the national share of 43%. This subject area comprises lower level aims and includes basic and functional skills qualifications, ESOL and employability skills.

The next biggest subject area is Health, public services and care, which accounts for a much higher proportion of achievements local than nationally (23% versus 18%). The majority of achievements in this category relate to health and social care, in specific fields like mental health, dementia care, adult social care and counselling skills. Nearly eight out of 10 achievements were at level 2 and a majority of learners were in employment.

Business, Administration and Law accounts for 9% of achievements, similar to the national figure of 8%. This subject area covers disciplines like administration, customer service, team leading, accounting and business management. Around 50% of achievements are at level 2 and 41% at below level 2.

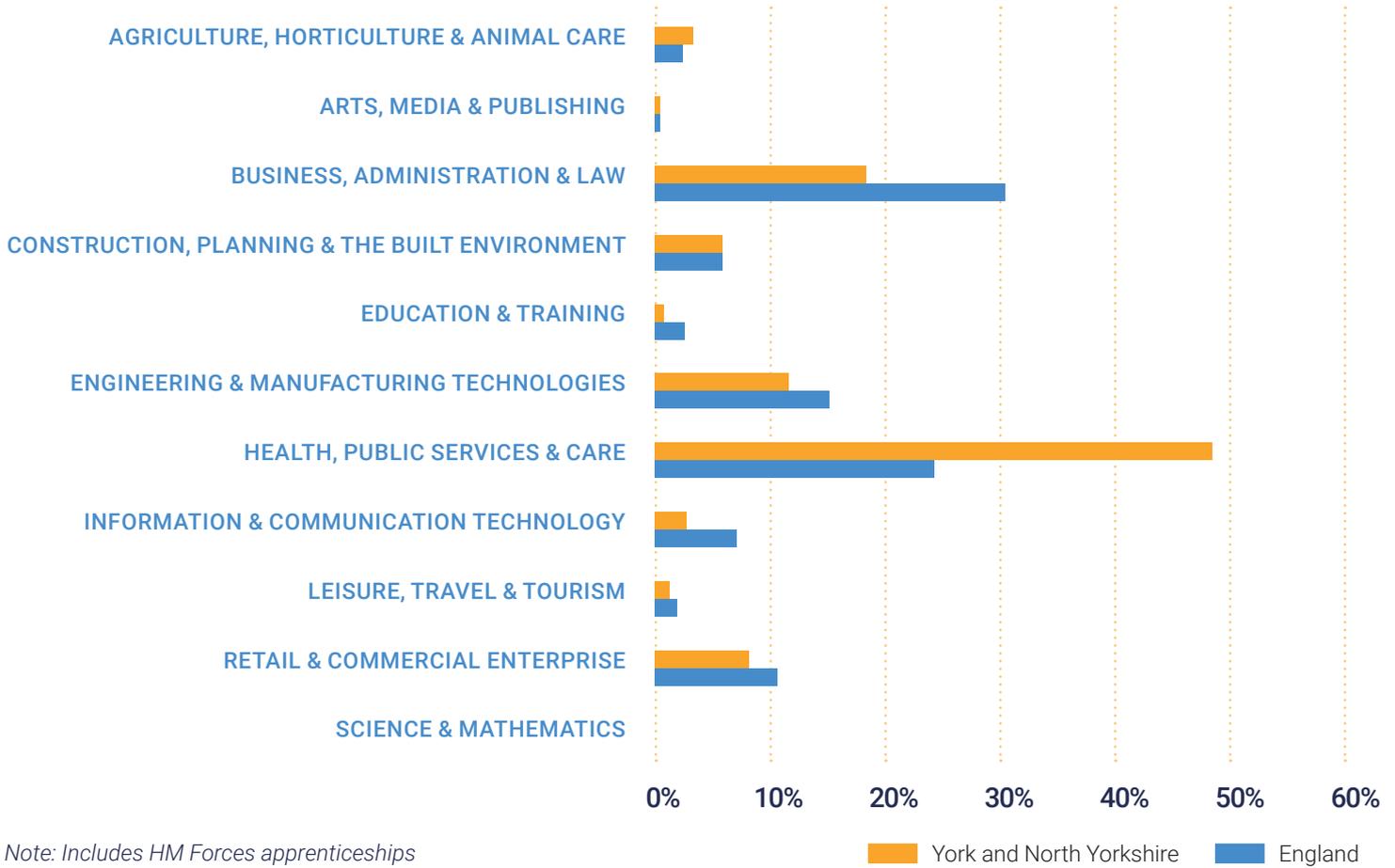
Retail and commercial enterprise courses contribute 4% of the total, somewhat lower than the national average of 6%. This is surprising in view of the strong importance of these skills to the local economy. This subject area includes hospitality and catering, warehousing and distribution, retailing and wholesaling and service enterprises (e.g. hairdressing). Around a quarter of learners pursuing courses in this subject area are in employment and approximately 70% of achievements are at level 2.

In total, one half of achievements in adult Education and Training were below level 2, with two fifths at level 2 and less than one in 10 at level 3.

14. Apprenticeship achievements

by sector subject area

Figure 11: Apprenticeship achievements by sector subject area, 2020/21



Note: Includes HM Forces apprenticeships
 Source: Further Education and Skills Data, DfE

14. Apprenticeship achievements

by sector subject area

We actively support Government campaigning efforts to promote Apprenticeships in our area as a key means for employers to grow their own skills and to address specific business needs, particularly in areas of skills shortage; they provide individuals with a sustainable career path and access to high quality training.

The 2020/21 academic year saw 7,170 apprenticeship starts and 3,110 achievements in our area, the latest full year for which data is available. A distinctive feature of our provision is that the British Army provided 36% of apprenticeship starts in the 20/21 academic year. The Army has a large base at Catterick in Richmondshire and the Army Foundation College in Harrogate. This explains the high proportion of local provision in health, public services and care, although the Army also sponsors apprenticeships in other subject areas.

If we exclude Army provision (leaving a total of 4,610 starts and 2,240 achievements for 2020/21) we find the subject profile of our provision is more similar to the national average. The largest take up is in Business, administration and law, which contributes 25% of our total achievements locally. Health, public services and care accounts for 33% (still above the national average); Engineering and Manufacturing Technologies 12%; and Retail and commercial enterprise 11%.

Before the Covid-19 crisis, our apprenticeship provision generally reflected the needs of the local economy, demonstrating a strong correlation between the subject profile of apprenticeships and that of projected future job openings, although business-related disciplines were under-represented. It could be argued that this is self-evident, since apprentices, by definition, are in employment.

However, in 2019/20, we saw a pronounced fall in apprenticeship starts of 21% (excluding the Army), primarily due to the impact of Covid-19. This exceeded the England average rate of decline of 18%.

There has been a degree of recovery in 2020/21, with starts increasing by 9% on the previous year, although this means that they remain 14% below their pre-pandemic level in 2018/19. Achievements grew by 11% in 2020/21 but also remain 14% below the 2018/19 figure.

The subjects recording the biggest deficit in 2020/21 relative to 2018/19 are as follows:

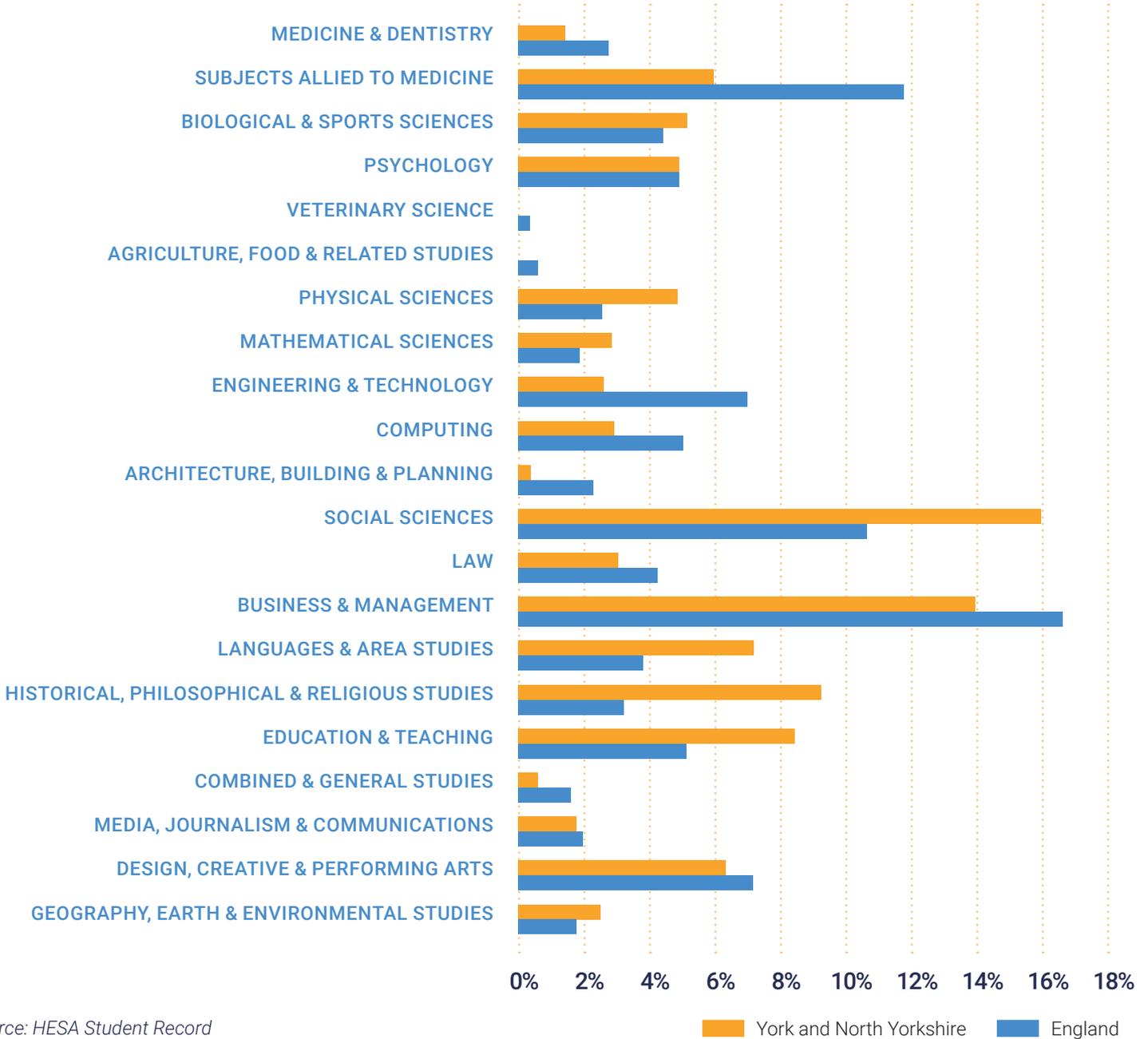
- Retail and Commercial Enterprise - deficit of 380
- Business, Administration and Law – deficit of 310
- Engineering and Manufacturing Technologies – deficit of 290.

However, starts in Health, public services and care are 350 higher than in 2018/19, serving to offset decline elsewhere.

Even though the worst of the health crisis appears to be now behind us, there is still ground to recover apprenticeship opportunities back up to their previous levels.

15. HE qualifiers

Figure 11: Higher Education qualifiers by subject, York and North Yorkshire institutions, 2019/20



15. HE qualifiers

Our higher education institutions are a key asset as suppliers of higher-level skills.

We benefit from a significant higher education footprint, recording 26,800 enrolments at our two main higher education institutions during the 2019/20 academic year. The University of York accounted for 74% of enrolments and York St John University for 26%.

Around 9,500 students qualified from our universities in the 2019/20 academic year and the subject profile of those qualifiers is set out in the above figure.

As the chart shows, our HE provision has a strong focus on biological, physical and mathematical sciences, social sciences, languages, historical and philosophical studies, and education. Relative to the England benchmark there is an under-representation of qualifiers in computer science and larger ones in engineering and technology, architecture, building and planning, and business and management.

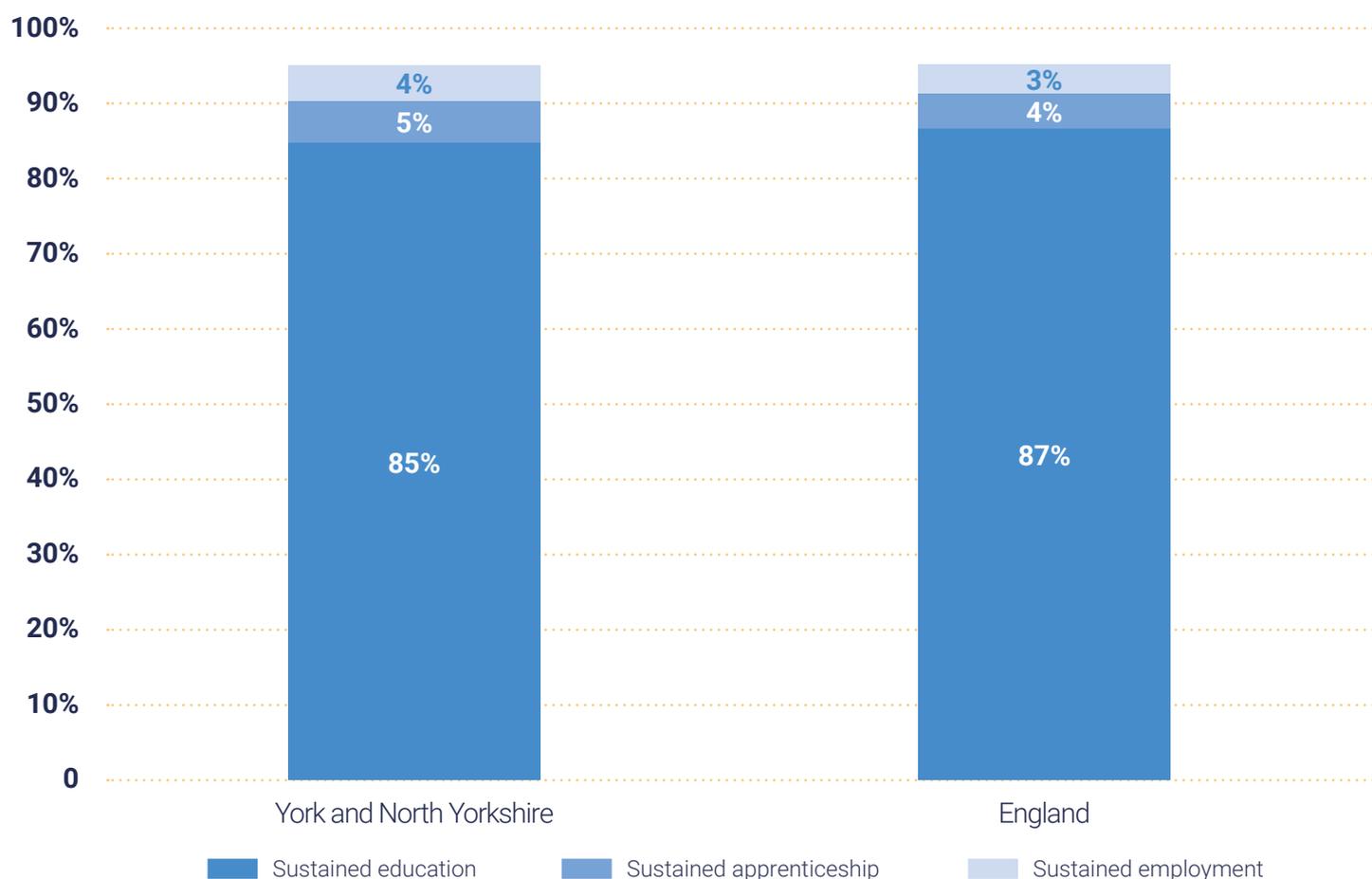
The overall proportion of our qualifiers from science and technology subjects is lower than the England average at 31% and 44% respectively.

When we consider the match between the subject profile of local HE provision and labour market demand (i.e. the profile of projected job openings), we observe several areas where supply is low relative to estimated demand (that is, the proportion of total achievers in a given subject area is lower than the proportion of total job openings in an associated occupation). Key instances are computer science, architecture, and building and planning. The most noticeable area of apparent undersupply, however, is for business and administrative qualifiers. Conversely, there are subject areas in which supply, reflected in the proportion of qualifiers relative to the proportion of openings, appears to be high. This is the case for creative arts and design and Social studies.

Clearly, this analysis is indicative and there is a major caveat around the transferability of skills acquired in some of these disciplines. Many people find that skills developed in a particular vocational area have a high degree of transferability across a range of occupational settings with their value not being limited to a single occupational path. Moreover, HE institutions are serving the national rather than local labour market to a significant extent, meaning that addressing local skills needs is not the only consideration for higher education institutions in terms of the coverage of their curriculum.

16. KS4 destinations

Figure 11: Destinations of KS4 students from state-funded mainstream schools, 2019/20



Source: Department for Education

Key stage 4 destination measures track pupils who were at the end of key stage 4 study (GCSE and equivalent qualifications) in 2018/19 and reports their destinations in the following academic year (2019/20). Only young people who have sustained participation for a 6-month period in the destination year are included in the calculations.

The proportion of pupils in a sustained education, apprenticeship or employment destination following Key Stage 4 is slightly higher in our area than nationally – at 95% versus 94%. At local authority district level, the proportions in a sustained destination range from 91% in Scarborough to 96% in Harrogate and Selby.

The overall proportion of pupils in a sustained destination has remained consistent over recent years.

Eighty-five per cent of our pupils were in a sustained education destination in 2019/20 following the end of their studies in 2018/19, slightly below the national average of 87%.

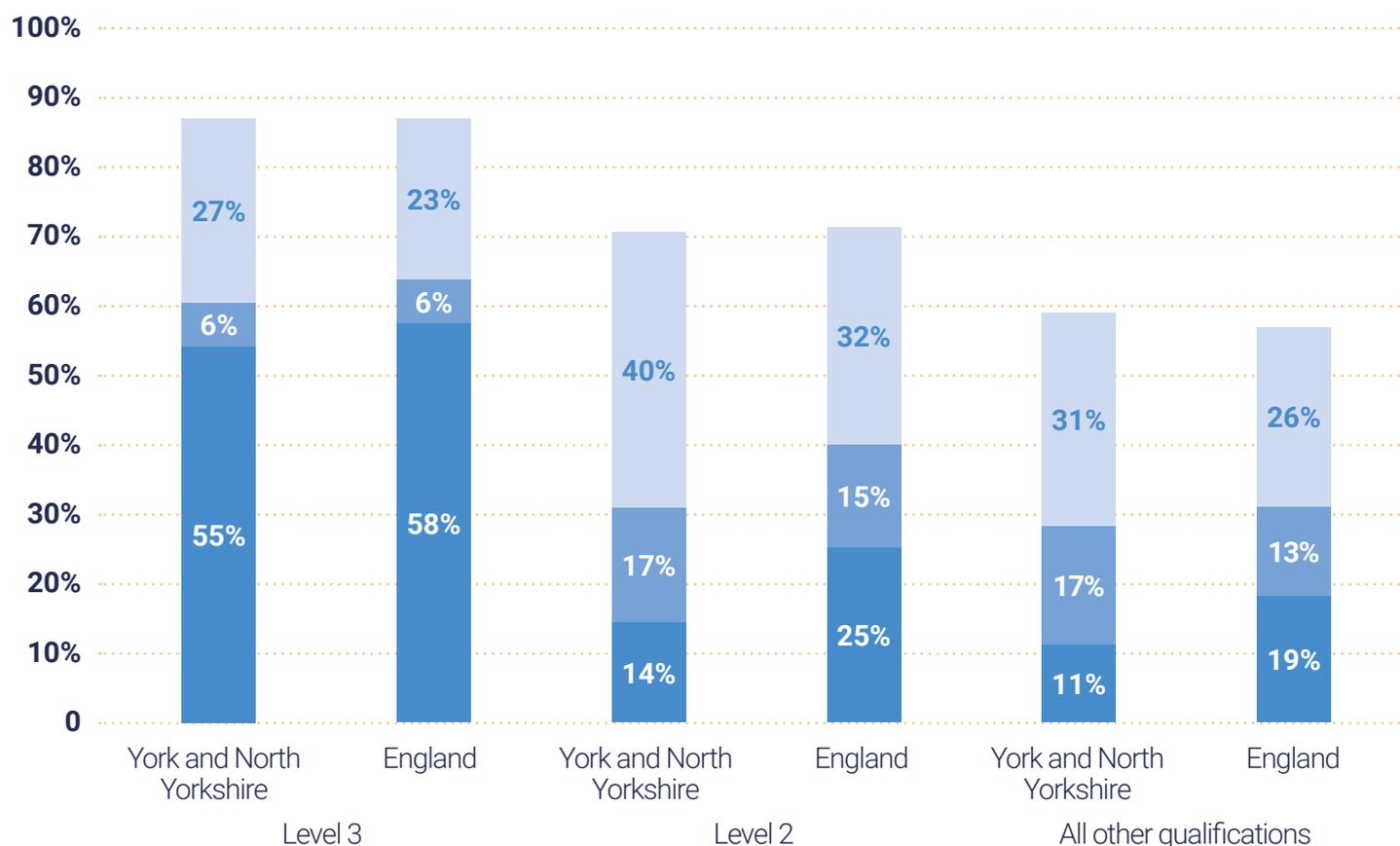
Our school leavers were more likely to enter an employment or apprenticeship destination than nationally. Five per cent of the cohort were in an apprenticeship and 4% in employment in 2019/20, compared with national figures of 4% and 3% respectively. The apprenticeship entry rate was particularly high in Craven and Hambleton (both 8%) and the entry rate into employment was high in Scarborough (8%).

Overall, the data indicates that the local labour market and education system offers a good range of options for our young people, with few pupils failing to enter a sustained destination as shown by high entry rates into apprenticeships and employment as well as into post-16 education.

Evidence from local NEET returns for autumn 2020 suggests that the number of school leavers remaining in education following KS4 has increased in response to Covid-19. A key challenge will be to ensure we maintain through the crisis appropriate opportunities to pursue technical education pathways (which rely on high levels of employer engagement) so we can meet future demand for apprenticeships and T-Levels.

17. 16-18 destinations

Figure 11: Destinations after 16 to 18 by main level studied, 2018/19



Source: Department for Education

KS5 destination measures track the percentage of students going to or remaining in an education, apprenticeship or other employment destination in the academic year after completing 16 to 18 studies (referring to those usually aged 18 and finishing in Year 13). The most recent data reports on students who completed this stage in the 2018/19 academic year and identifies their main activity the following year (2019/20). A sustained destination refers to sustained participation for a minimum 6-month period in the destination year.

Eighty-three per cent of our students from state-funded mainstream schools and colleges were in a sustained education, apprenticeship or other employment destination, somewhat higher than the national average of 81%. Forty-five per cent progressed into a sustained education destination (national average 47%), including 37% into higher education and 6% into further education. The entry rate into HE was above the national average of 35% but fewer local students entered FE than the national average of 10%

Nine per cent of our students started an apprenticeship, the same proportion as the national average. At local authority district level the proportion was particularly high for Selby at 15%.

Our students were more likely to enter other employment than nationally. Twenty-nine per cent accessed a sustained employment destination compared with an England average of 25%.

As the chart above shows, those completing a level 3 qualification were more likely to progress to a sustained education destination (principally HE) compared to those who undertook a level 2 or other qualification⁸. Conversely, the latter were more likely to start an apprenticeship or employment than those studying at level 3. However, the proportion of level 3 students entering employment was still significant at 27%.

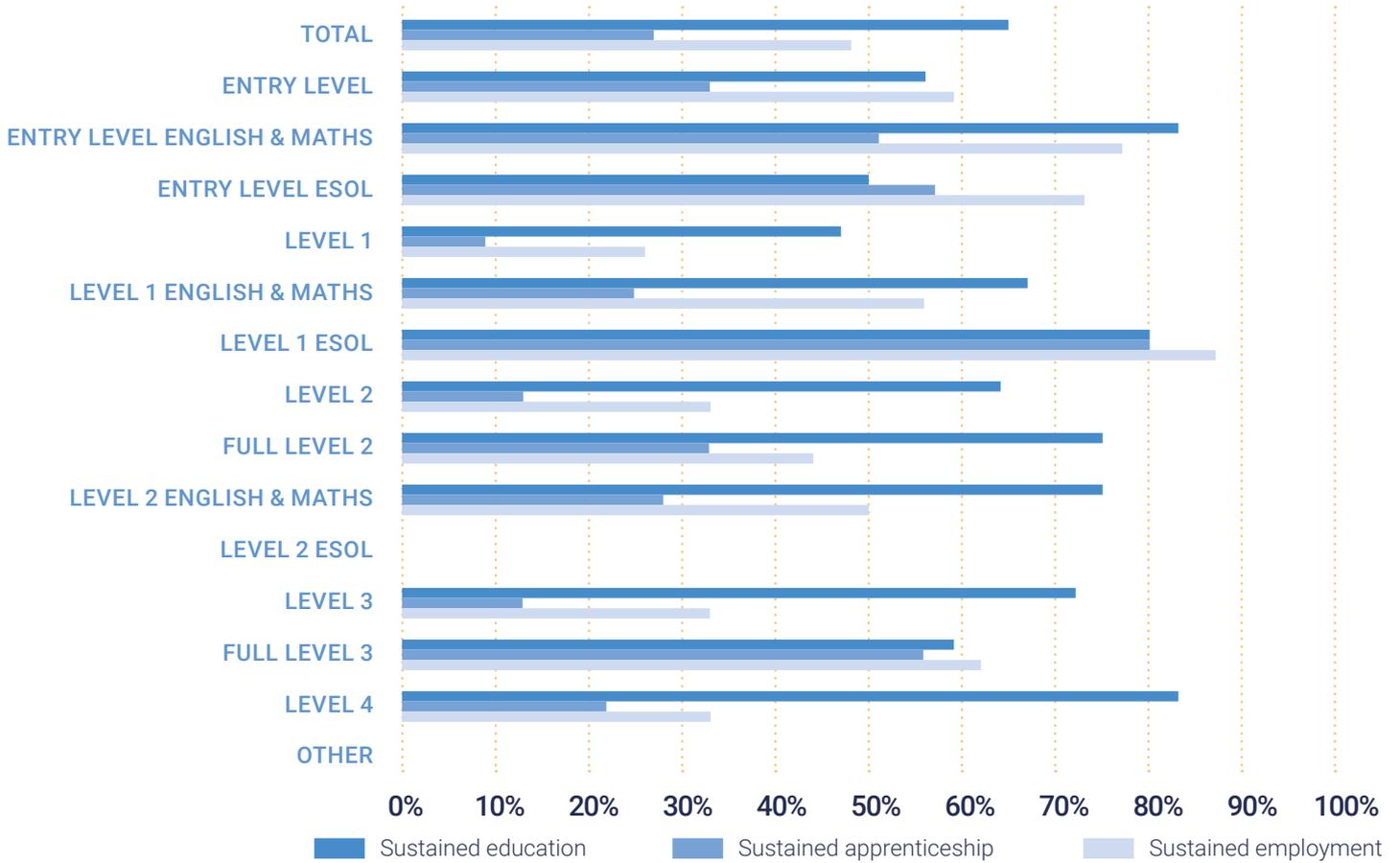
There is a concern that those pursuing level 2 and other qualifications at KS5 may become NEET (not in education, employment or training), since a much smaller proportion have a sustained destination of some kind compared with those studying at level 3. Overall, KS5 destination data paints a positive picture for us, with high entry rates into HE plus strong access to apprenticeships and employment. This reflects our relatively strong labour market position during this period.

However, the evidence suggests that the picture has altered since then because of Covid, with apprenticeship and employment opportunities for our young people curtailed and more of them staying on in education.

⁸ This includes qualifications at level 1 or entry level, or qualifications that had no assigned level. These include lower-level vocational qualifications and essential and functional skills qualifications.

18. FE destinations

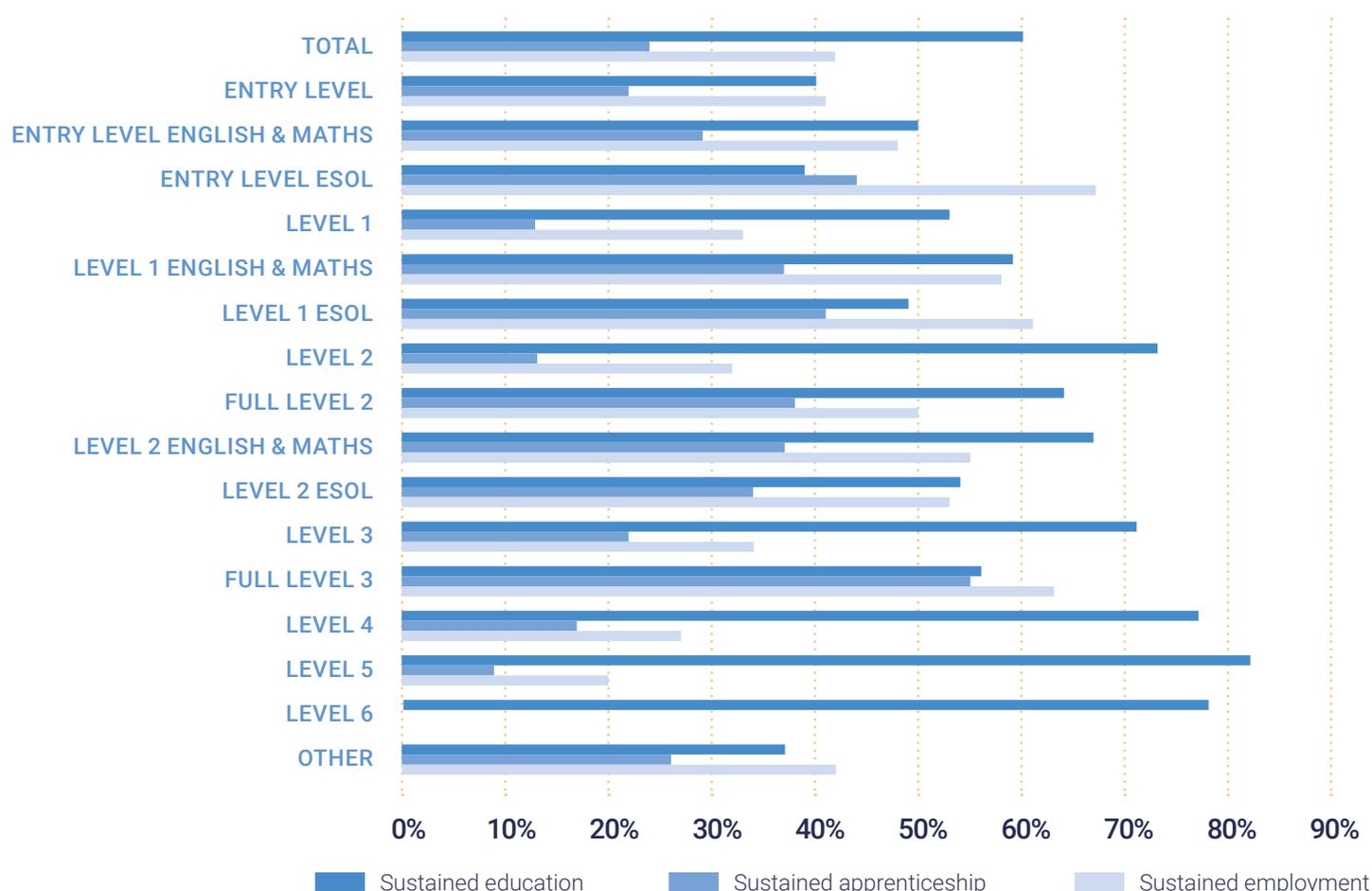
Figure 17: Destination of FE learners in 2018/19 – York and North Yorkshire



Source: Outcome-based Success Measures, Department for Education

18. FE destinations

Figure 17: Destination of FE learners in 2018/19 – England



Source: Outcome-based Success Measures, Department for Education

The Further education outcome-based success measures present statistics on the employment, earnings and learning outcomes of further education learners. The data presented here covers adult (19+) Education and Training (FE) learners in 2018/19, and tracks their outcomes in the following academic year (2019/20).

Among learners in YNY who achieved a government funded learning aim, 73% had a sustained positive destination into employment, learning or both in the following academic year (2019/20). This is higher than the national average of 72%. The proportion of local learners entering a sustained destination has remained stable over the four years for which data is available.

Sixty-five per cent of local learners entered a sustained employment outcome, again, above the national average of 60%, and 27% entered sustained learning, also above the national average of 24%. The proportion of local learners entering employment has remained stable over time. It also should be noted that a significant proportion of learners – 9% - went on to benefits only in the destination year.

As the chart shows, the likelihood of entering sustained employment or learning varies according to the level and nature of the course undertaken and the pattern is a complex one. The profile of performance is broadly similar between the local picture and the national picture.

Destination data is also available for the sector subject area of study. These show that sustained employment destinations for local learners are highest for Health, Public Services and Care (78%), Education and Training (74%), Leisure, Travel and Tourism (73%) and Business, Administration and Law (72%). However, detailed data from the Individualised Learner Record shows that the two highest ranked subjects tend to have a relatively high proportion of learners who are in employment at the commencement of learning, which partly explains their performance on employment destinations.

Conversely, Information and Communication Technology (ICT), Arts, Media and Publishing and Retail and commercial enterprise have the lowest sustained employment rates of any vocational subjects.

19. Apprenticeship destinations

Figure 11: Apprenticeship destinations in 2018/19 (2017/18 achievements) – York and North Yorkshire

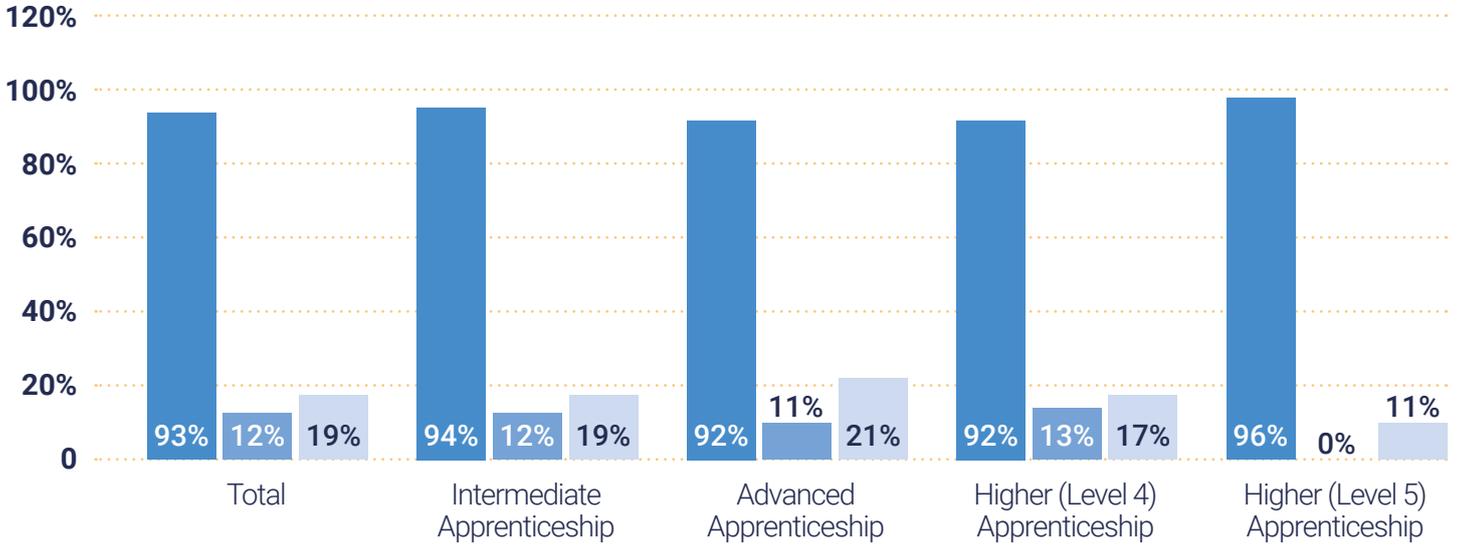
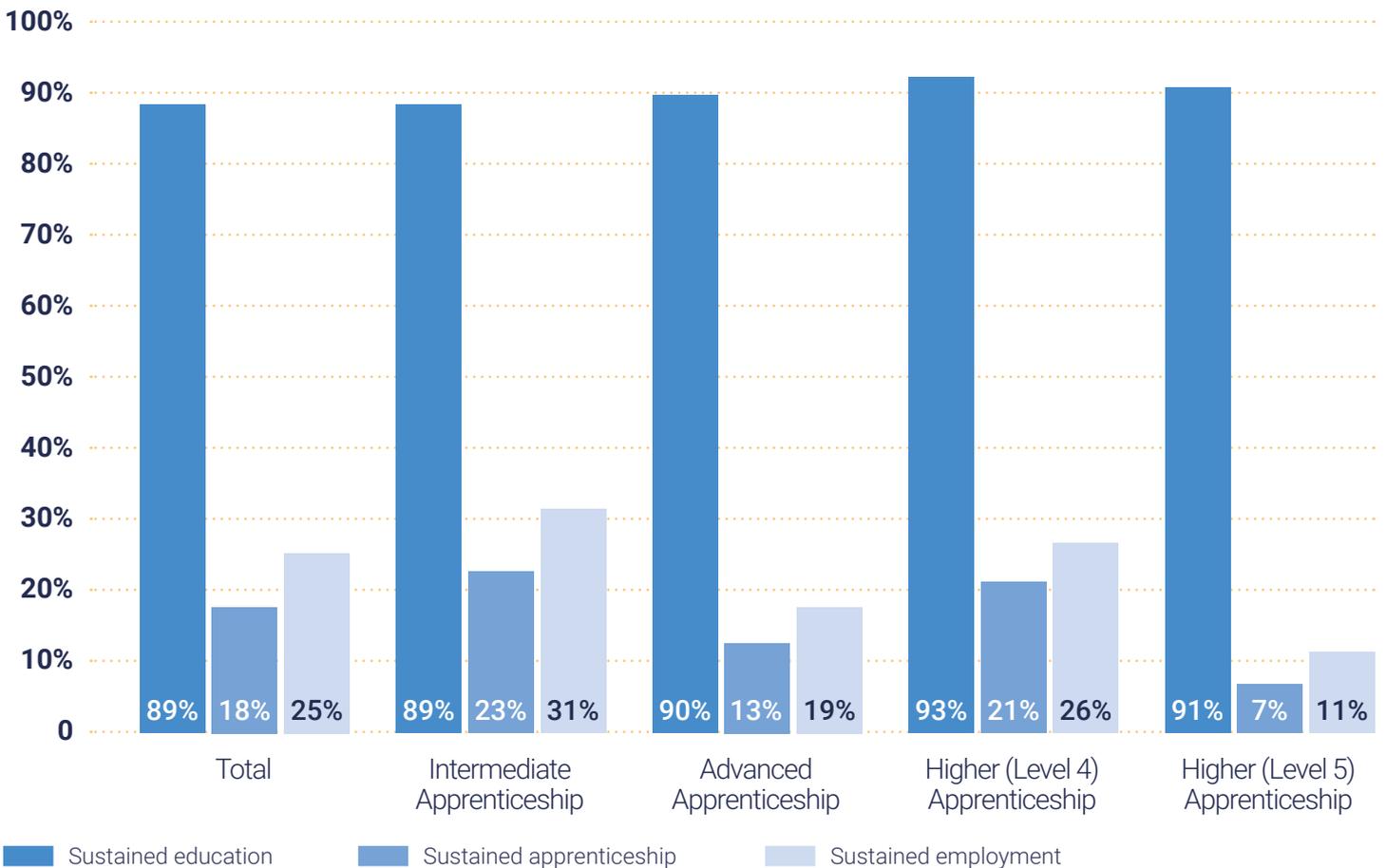


Figure 11: Apprenticeship destinations in 2018/19 (2017/18 achievements) – England



Source: Further education: outcome-based success measures, Department for Education

19. Apprenticeship destinations

The FE outcome-based success measures present statistics on the employment and learning outcomes of apprentices.

The sustained employment measure aims to count the proportion of learners in sustained employment following the completion of their course. The definition of sustained employment looks at employment activity in the six-month October to March period following the end of the academic year in which the learning aim took place.

Our area surpasses the national average by 4 percentage points in respect of the proportion of apprentices in sustained employment and it outperforms the England average at all levels in terms of this indicator – except for Higher (Level 4) apprenticeships. An impressive 96% of Higher (Level 5+) apprentices are in sustained employment, 5 percentage points higher than the national average. The intermediate apprenticeship employment rate is also 5 points above the national average.

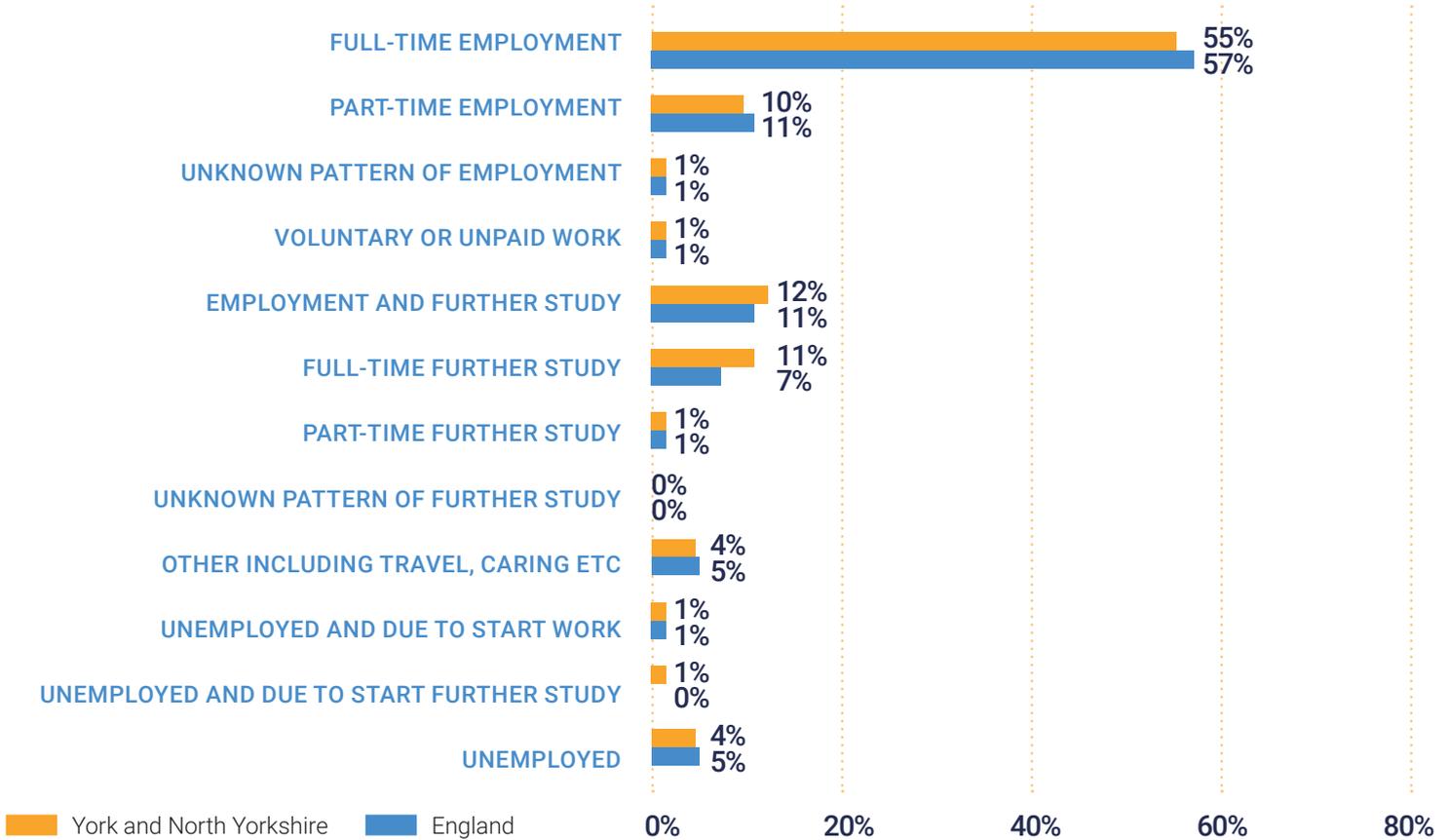
Less positively, a smaller proportion of our apprentices progress to sustained learning on completion of their programmes, compared to the national average.

At a granular level, all Local Authority districts, except for Ryedale and Scarborough, have sustained positive destination rates for apprenticeships that are equal to or above the national average.

Our strong performance on apprenticeship destinations reflects the quality of the apprenticeship provision available. This also holds true for our positive apprenticeship achievement rate, which, at 69%, exceeds the national average by 4 points (65%).

20. HE graduate activities

Figure 11: Graduate destinations for 2018/19 academic year (% of graduates with known outcomes)



Source: HESA

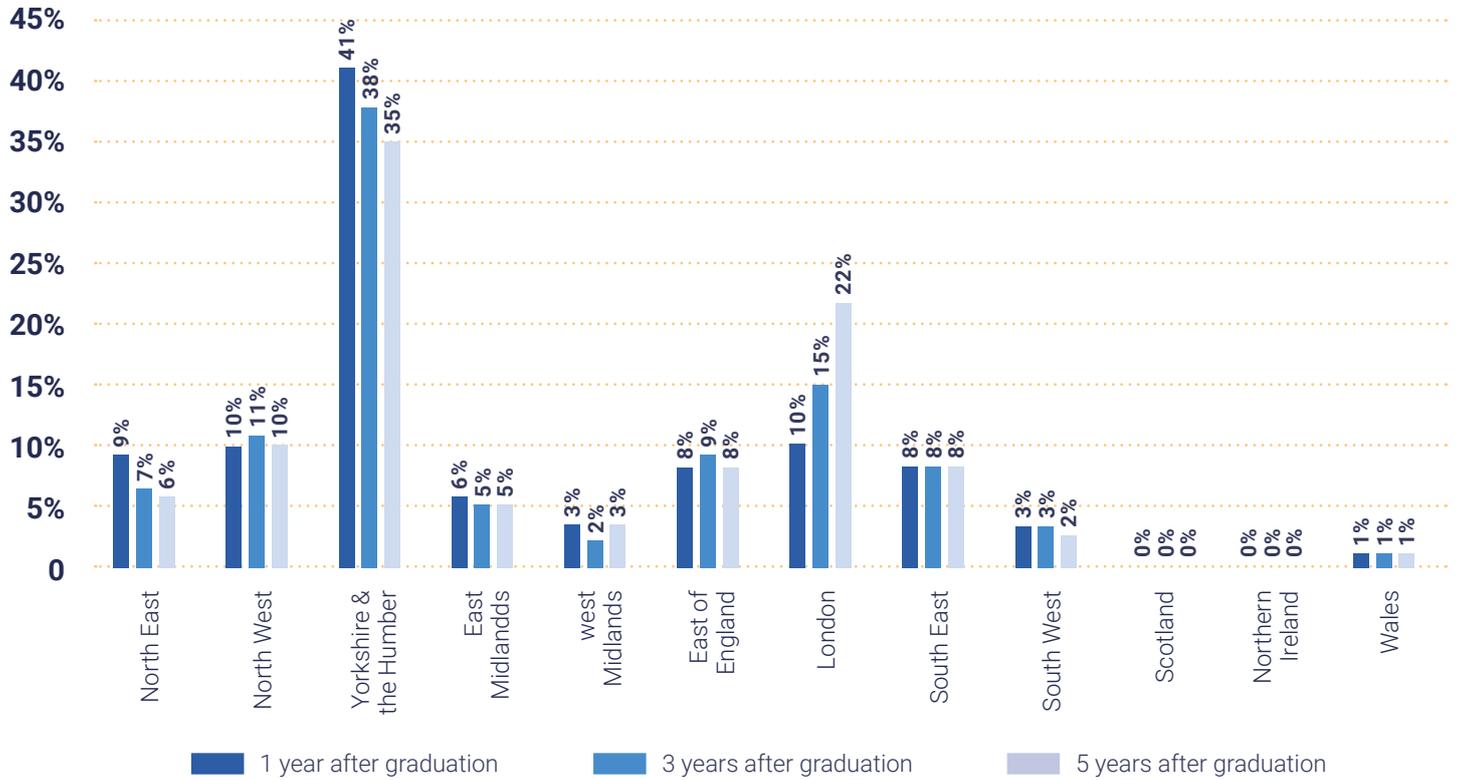
Graduate destinations from our local institutions are broadly similar to the national average. Fifty-five per cent of our graduates were in full-time employment one year after qualifying, slightly below the national average of 57%, with 10% entering part-time employment and a further 12% combining employment with further study. In total, around 78% of graduates were in employment of some kind (excluding voluntary work) similar to the national average of 80%. A relatively small proportion (4%) were unemployed at this one-year marker point.

The proportion of graduates entering full-time employment was broadly similar across YNY's higher education institutions, at 56% for both The University of York and for York St John University.

Further education colleges providing higher education are also included in the figures and their entry rates into full-time employment ranged from 33% at Craven College, 43% at York College, 50% at Selby College and 53% at Askham Bryan College.

21. Graduate retention

Figure 19: Current region of residence of graduates from York and North Yorkshire HEIs, 2019/20 (% of matched graduates)



Source: Department for Education, Graduate outcomes (LEO): Provider level data

The economic benefit that local areas derive from their higher education institutions is determined substantially by the extent to which graduates remain in the area following graduation.

Data from the Graduate outcomes (LEO) dataset for 2018/19 indicates that 41% of UK domiciled first degree graduates from our two higher education providers covered by the data were resident in Yorkshire and the Humber one year after graduation. This proportion falls only slightly - to 38%, at the 3-year mark and then to 35%, at the 5-year point.

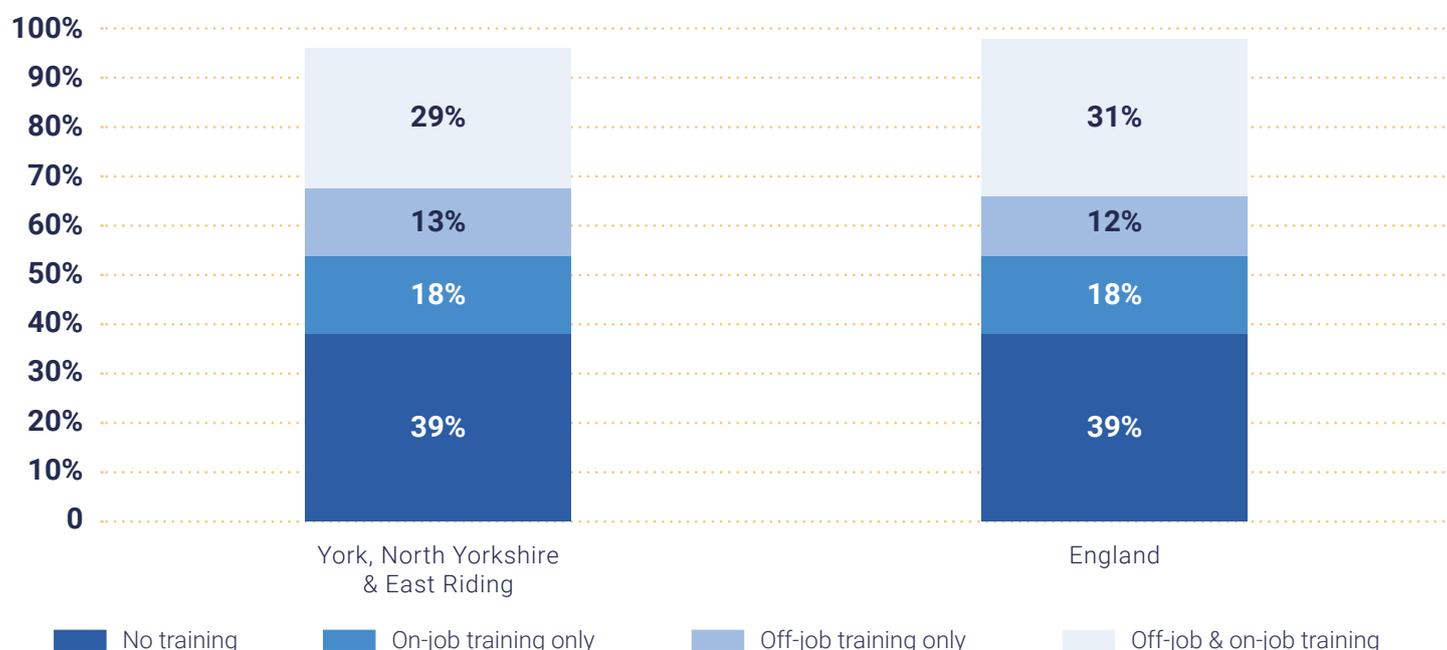
The proportion of graduates moving to London increases slightly over time but remains quite modest at 22% after 5 years.

There is a marked difference between the retention rates of the two higher education providers covered by the available data. Sixty-five per cent of York St John University graduates remain in Yorkshire and the Humber after one year of graduating and this proportion remains steady through to the 5-year point.

However, the one-year retention rate of the University of York is only around half that of York St John, at 30%, and this falls to 23% after 5 years. The difference is at least partly due to the fact that York St John recruits much of its intake from the local area, whereas the University of York, as a Russell Group institution, serves a national and international market and its graduates are less likely to have a prior affinity with the local area.

22. Employer provided training

Figure 20: Employers providing training over past 12 months - 2019



Based on an extrapolation of spend per employee trained and captured by the latest Employer Skills Survey (2019), we estimate that employers in our area invest close to £600m per annum. The Survey shows that 61% of our employers provide some form of training to their staff, the same proportion as the England average. Fifty-nine per cent of staff received training in the previous 12 months, similar to the national average of 60%. Some modest changes have taken place against these indicators between 2019 and the previous survey in 2017, with the proportion of businesses providing training falling by 3 percentage points but the proportion of staff receiving training increasing by 2 points.

A significant proportion of employers, close to one-fifth of the total, offer on the job training only and much of this focuses on health and safety and other mandatory provision as well as narrowly focused job-specific induction and other training.

It is important to assess training behaviour against employers' own views regarding the need for training. For example, do employers believe that they are doing sufficient training to meet the needs of their business?

Among the third of our businesses who do not train, a majority (75%) said it was not necessary because staff already had the required skills. A significant minority (the remaining 25%), however, said that they would have liked to have delivered some training. Among those employers who did invest, 45% would have preferred to do more.

Overall, 37% of our businesses would have liked to do some or more training. We can view this as an acknowledgement by many employers that they are under-investing relative to the skills needs of their businesses.

Businesses who reported they would have preferred to invest more in training cited the following barriers: an inability to release staff for training due to a lack of time (54%), lack of funds for training (47%), followed by a lack of time to organise training (17%). A small number (6%) of respondents to the Employer Skills Survey raised issues around the availability of suitable training provision. This suggests the key challenge therefore is to make the case for training as a business investment that will deliver suitable returns in the form of improved business performance.

23. Skills Demand - Summary

There has been a strong recovery in recruitment activity in York and North Yorkshire during 2021, accelerated by the re-opening of the economy in the summer. All occupational groups have performed positively.

Based on the Working Futures⁹ study, our net job growth over the next decade will be service-based, i.e. health and social work, professional services and support services. The forecasts suggest the lowest growth will be in manufacturing and primary (mining, quarrying) sectors of the economy. Although the major employment sectors of hospitality and wholesale/retail are forecast to see small net declines in absolute terms, they are nevertheless projected to have very large recruitment needs linked to replacement demands.

The same projections indicate that higher skilled occupations will continue to see the strongest net growth in employment, whilst middle skilled administrative and manual roles will continue to see net decline. Caring roles are projected to be a second key source of net job growth. Covid-19 could have an impact on this pattern of change, reinforcing existing trends and offsetting others. Some

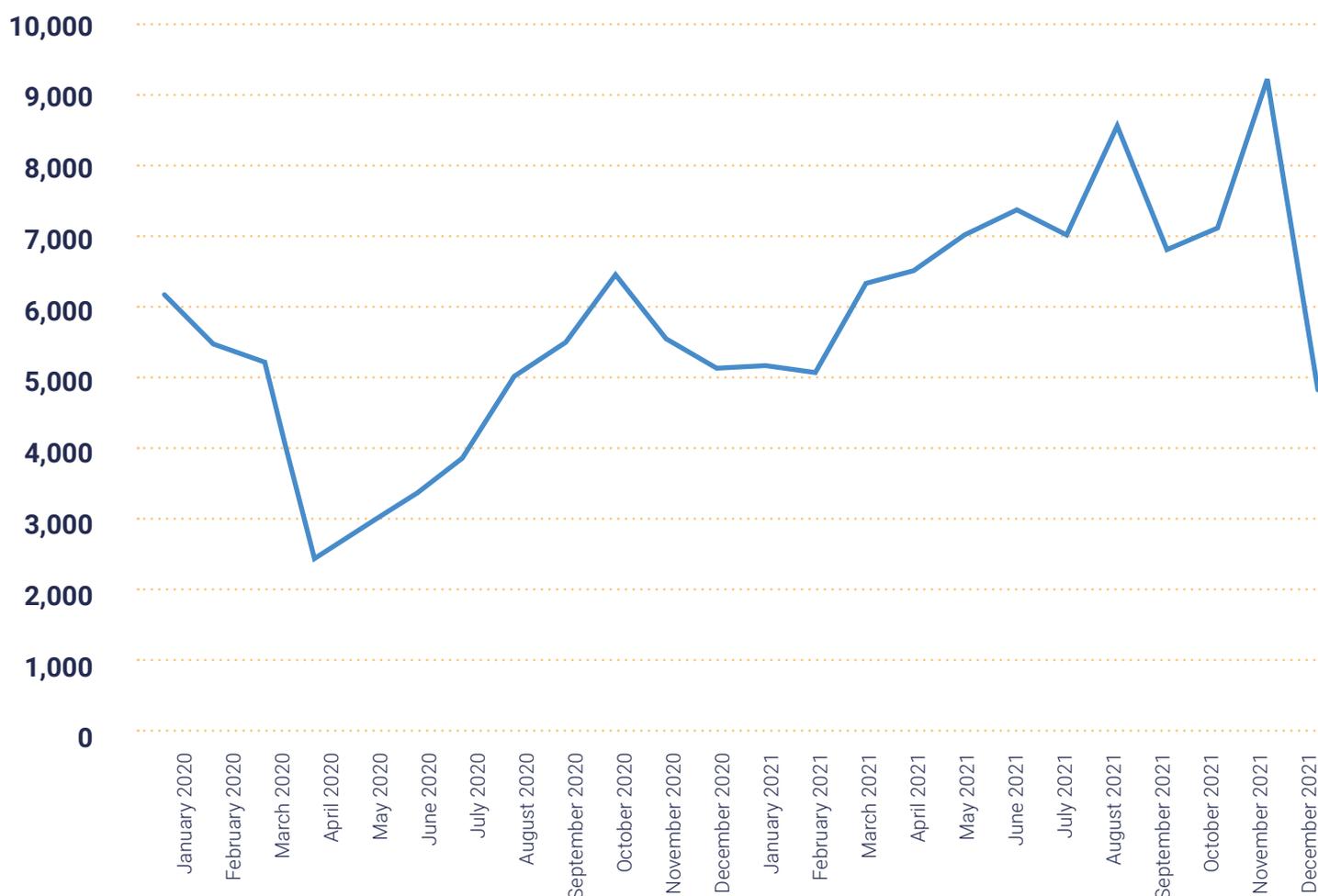
occupations have increased their share of job openings during the Covid crisis (higher skilled occupations, for example) whilst others have suffered a reduction (secretarial, sales and customer service, for example). It is not yet certain whether these changes will persist into the future.

Around two-thirds of our employers have upskilling needs. Employers are most likely to cite the need for management upskilling. The types of skills employers believe are in need of developing are a combination of operational skills, including job specific skills and product / service knowledge; complex analytical skills such as advanced problem solving; and digital skills including basic digital literacy and advanced IT skills. Some businesses continue to highlight perceived deficits in functional literacy and numeracy skills.

⁹ Institute for Employment Research, **Working Futures** 2017-2027, 2020

24. Online job postings

Figure 21: Trend in monthly count of online job postings, York and North Yorkshire



Source: Labour Insight

A key tool for understanding demand for labour and skills is by examining the types of job that are being advertised via online job postings. This gives an insight into current recruitment levels and patterns and the timeliness of this data provides a fairly reliable insight into the impact of the Covid-19 crisis on the level and profile of demand.

The chart shows the trend in the total volume of postings since the beginning of 2020, including the full period of the pandemic.

In York and North Yorkshire, the level of recruitment activity in the local labour market was profoundly affected by the Covid-19 lockdown, with the level of weekly postings falling by 57% in the period between March 14 and May 9.

However, from that point onwards postings recovered steadily, regaining their pre-crisis level by early October.

The second and third lockdowns have stunted the growth in job postings but not to the same extent as in the first lockdown.

Employers have clearly adapted to the new circumstances arising out of the Covid-19 restrictions.

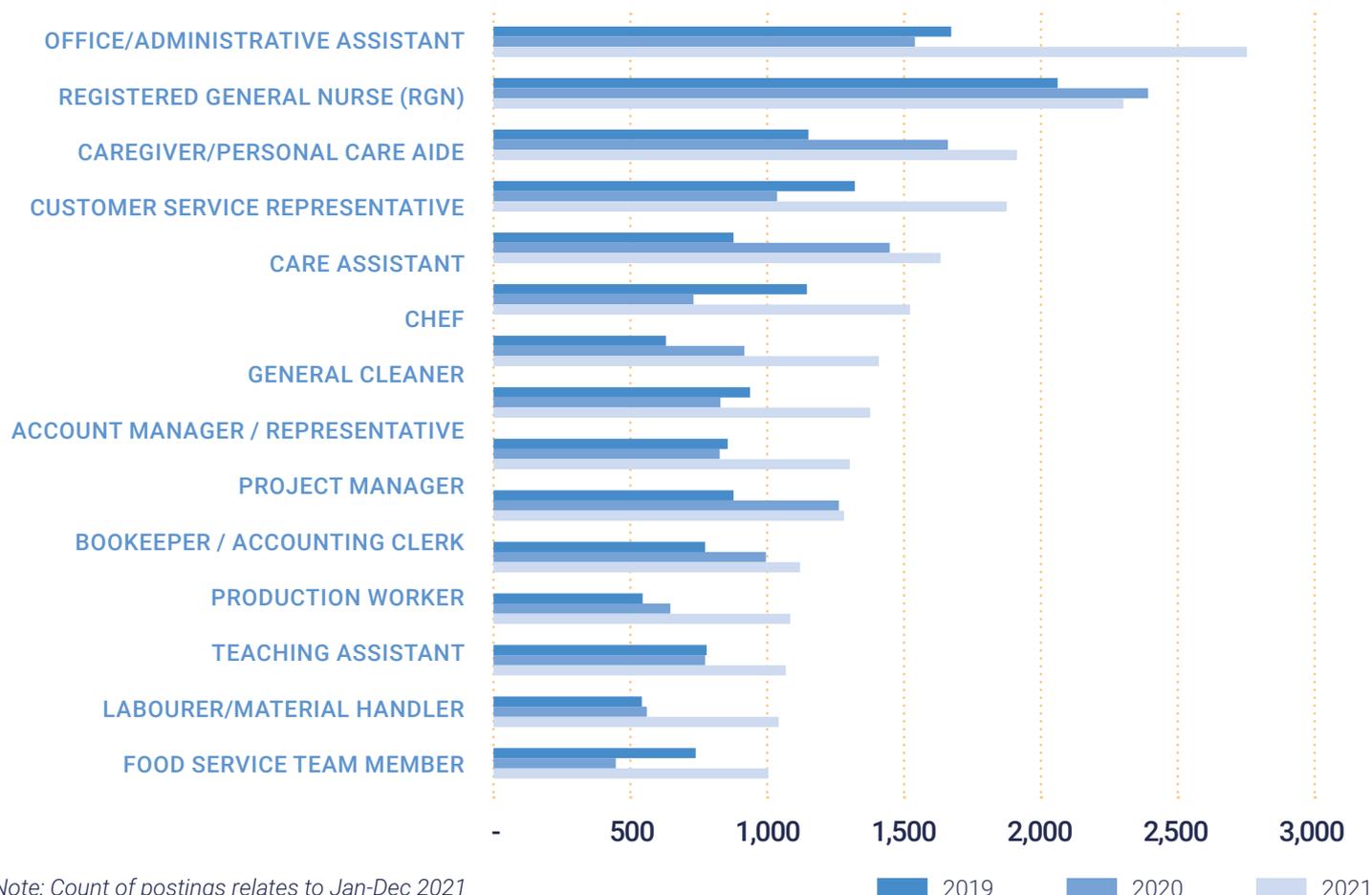
Since early 2021, recruitment activity has been on an upward trend, which was given additional momentum by the re-opening of the economy in the summer. Job postings peaked at an all-time high in November before seeing a steep fall in December 2021.

The high figures recorded in November 2021 were unlikely to be sustainable and the festive period also typically sees a slowing of recruitment activity. However, the omicron variant had a clear impact, with the start of the sharp decline coinciding with the Government's "Plan B" announcement on 8 Dec 21.

Weekly figures for early January 22 show signs of recovery in recruitment activity and with the subsequent lifting of Plan B restrictions it may well be the case that the impact on the labour market of the new variant proves to be short-lived.

24. Online job postings

Figure 22: Profile of job postings – most in-demand occupations, York and North Yorkshire



Note: Count of postings relates to Jan-Dec 2021
Source: Labour Insight

Turning to the individual detailed occupations in greatest demand currently (and using the proprietary occupational categories developed by Burning Glass for Labour Insight), the occupations with the greatest number of postings reflect a diverse range, covering administration, health, care, and customer service.

The chart compares the annual count of postings for each occupation for 2019, 2020 and 2021.

It shows that some occupations saw a reduction in postings between 2019 and 2020 as a result of the pandemic but have seen a recovery in 2021 with the adaptation of the economy and then its reopening in the summer. Roles in administration and hospitality (chef), for example, saw sharp falls in 2020 but grew strongly in 2021 beyond pre-pandemic levels.

Some occupations were insulated from the impact of the pandemic, particularly in health, care and digital and have experienced growth in 2020, subsequently consolidated in 2021.

For all occupations, the level of postings recorded in 2021 is higher than in 2019 (pre-pandemic) and substantially so in many cases.

25. Sector growth forecasts

YORK, NORTH YORKSHIRE AND EAST RIDING	
Sectors with highest forecast growth (2017-2027)	Sectors with lowest forecast growth (2017-2027)
1. Arts and entertainment	1. Food drink and tobacco
2. Health and social work	2. Rest of manufacturing
3. Professional services	3. Agriculture
4. Engineering	4. Education
5. Support services	5. Electricity and gas

The Working Futures labour market model allows us to assess future sectoral and occupational employment prospects based on projections that are grounded in past patterns of performance and behaviour in the labour market. This allows us to take a forward-looking perspective on the demand for skills in order to anticipate future needs and to “future proof” investment decisions, so far as this is possible.

It should be noted that the Working Futures projections are highly indicative, particularly at local level. Although estimates for projected net employment growth and replacement needs are cited below to illustrate the key points, the main focus should be on the broad patterns described rather than the specific values.

Based on the Working Futures study, our net job growth over the next decade will be service-based, i.e. health and social work (+20,000 jobs), professional services (+10,000) and support services (+10,000).

Other sectors will also enjoy net growth but on a smaller scale. These are arts and entertainment (+3,000), transport and storage (+3,000), construction (+3,000), information technology (+2,000), and engineering (+1,000).

The fastest rates of growth will be in arts and entertainment and health and social work.

The forecasts suggest the lowest growth will be in manufacturing and primary (mining, quarrying) sectors of the economy. Much of the manufacturing sector, including food manufacturing (-3,000), is expected to see a marked net decline in jobs, largely continuing longer-term trends. Nonetheless, these sectors will still have a positive recruitment requirement arising out of replacement demands and will see growth in higher skilled jobs, although these reductions in lower-skilled and routine posts will offset these.

Sectoral rates of change are forecast to be broadly similar to the national average; except that engineering is expected to fare much better than in England as a whole, whilst manufacturing sectors are forecast to perform less well than at national level.

Although the major employment sectors of hospitality and wholesale/retail will see small net declines in absolute terms, they are nevertheless likely to have very large recruitment needs linked to replacement demands.

Covid-19 and Brexit will undoubtedly affect the accuracy of these forecasts. Some sectors could see a boost to forecasted growth such as health and social work; others may suffer adversely, such as arts and entertainment, hospitality, agriculture and areas of manufacturing.

Retail employment could fall victim to an acceleration of existing structural change resulting from a decline of town and city centres and a shift to online shopping as well as technological change in the shape of automation.

26. Occupation growth forecasts

YORK, NORTH YORKSHIRE AND EAST RIDING	
Occupations with highest forecast growth (2017-2027)	Occupations with lowest forecast growth (2017-2027)
1. Caring personal service occupations	1. Secretarial and related occupations
2. Customer service occupations	2. Process, plant and machine operatives
3. Health and social care associate professionals	3. Textiles, printing and other skilled trades
4. Health professionals	4. Skilled metal, electrical and electronic trades
5. Corporate managers and directors	5. Sales occupations

Skills development often requires a considerable level of investment and a significant lead-in time. This means that it is important to adopt a forward-looking perspective on the demand for skills in order to anticipate future needs and to “future proof” investment decisions, as far as this is possible.

The Working Futures labour market model¹⁰ allows us to assess future occupational employment prospects based on projections that use evidence from past patterns of performance and behaviour in the labour market. The Working Futures projections should be considered indicative, particularly at local level and the values cited here are included to illustrate broad patterns of change.

Higher skilled occupations are likely to grow much faster than the overall rate

Although significant uncertainty exists about the future growth trajectory of the UK economy and the sectoral pattern of change within the national economy, it is noteworthy that established trends in occupational employment have proven to be largely resilient in recent years, even in the face of the last recession.

Higher-level occupations in our area, including managers, all professional occupations and most associate professional occupations are on track to deliver significant net employment growth. Between 2017 and 2027, we expect employment in professional jobs to increase by 12,000 (12%), associate professional roles by 7,000 (10%) and managerial positions by 7,000 (12%). For each of these occupations, the growth rate is several times the average projected rate of growth of 2%. Taken together, these three occupational groups have a combined growth rate of 11%, around five times the average rate for our area.

Middle skilled occupations will see continued net decline

We project our likely net job losses for middle skilled occupations of 11% or around 15,000 in absolute terms. This represents an acceleration in the rate of decline compared with the previous iteration of Working Futures. We expect the most pronounced net decreases in secretarial roles (projected net decline of -44%); textiles, printing and other skilled trades (-20%); and skilled metal, electrical and electronic trades (-14%). Employment in administrative occupations, the largest middle-skilled occupational area by some considerable margin, is projected to decline less rapidly with an employment decrease of 5%, whilst employment in skilled construction and building trades is expected to remain largely static, although employment performance in construction is notoriously volatile. By 2027, employment in administrative and secretarial occupations is likely to be 9,000 lower than its 2017 level and to be 6,000 lower in skilled trades.

We are also forecasting a net decline of 5,000 (-23%) in process, plant and machine operative jobs (semi-skilled blue-collar occupations). We expect, however, that employment for transport & mobile machine drivers and operatives will increase by a modest 3%.

Caring personal service jobs will see largest growth in absolute terms

With respect to lower-skilled occupations, caring personal services will see the largest growth in absolute terms of any of the occupational sub-major groups. The projected increase is around 9,000 net additional jobs, a growth rate of 19%.

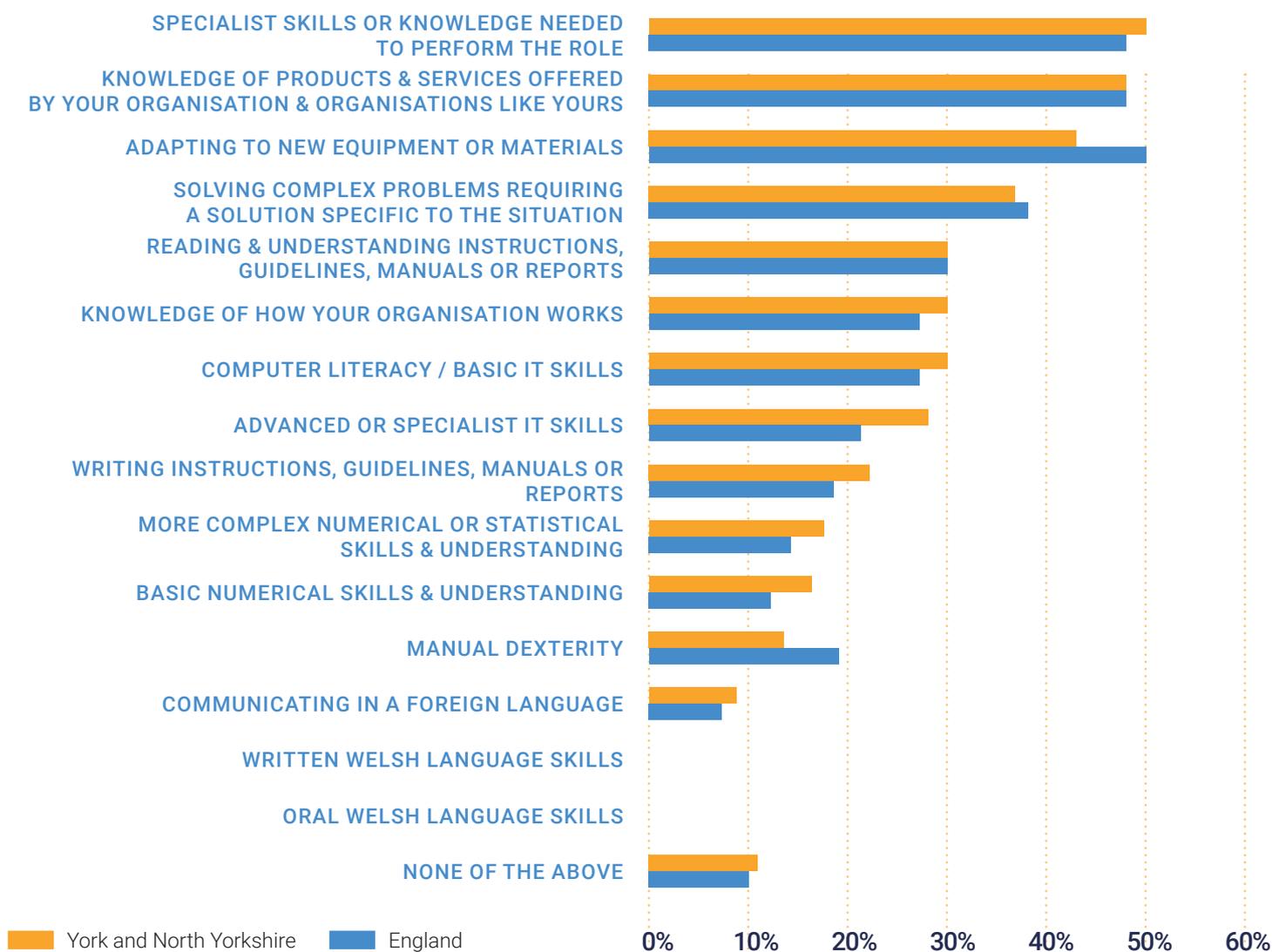
We anticipate growth in basic administration and service roles, albeit very modest (+1%). Employment in basic manual trades we project will fall by 3%.

We anticipate that growth in customer service jobs of 2,000 (+17%) will be offset by a net decline in employment of 3,000 (-8%) in sales occupations.

¹⁰ Local Working Futures projections are only available for the previous LEP area definition of York, North Yorkshire and East Riding.

27. Skills that need developing

Figure 23: Skills that will need developing in the workforce, 2019



Based on the Employer Skills Survey 2019, just over two-thirds (68%) of our employers expect that at least some of their staff will need to acquire new skills or knowledge over the next 12 months. This is slightly higher than the national average of 64%. The main drivers behind this need are the introduction of new working practices, the development of new products and services, the introduction of new technologies or equipment and new legislative or regulatory requirements.

Employers are most likely to identify themselves or their management teams as requiring future upskilling. 45% of respondents to the Survey highlighted this particular need. This partly reflects the fact that nearly all businesses have managers, whereas this does not apply to some other occupational groups that are more specialised.

The types of skills employers believe are in a need of development are a combination of operational skills, including job specific skills and product / service knowledge; complex analytical skills such as advanced problem solving; and digital skills including basic digital literacy and advanced IT skills. Some businesses continue to highlight skills needs in functional literacy and numeracy skills. The broad profile of skill requirements is similar to the national average.

Our employers are most likely to highlight a range of basic digital skills requirements, the proportion flagging this slightly higher than the England average. The ability to use a particular business' own systems is the most commonly identified need, followed by basic competence in the use of Microsoft Office applications and the ability to deploy effectively Foundation digital skills (e.g. turning on devices, connecting to the internet, typing, changing passwords).

28. Matching supply and demand - Summary

Skills gaps (a lack of proficiency among existing staff) represent a major and widespread issue for us, with 13% of employers and around 5% of our staff affected. Hotels and restaurants, wholesale/retail and manufacturing are the sectors most affected. Lower-skilled basic operative, administrative roles and sales/customer service occupations are most susceptible to gaps across our area.

Just under a fifth of vacancies are skill shortage vacancies. Shortages are most acute for jobs that require intermediate vocational / technical skills, specifically skilled trades occupations, associate professional and technical roles and some professional occupations.

A deficit of workforce skills is not the sole cause of mismatches. Under-utilisation of skills is also an issue. More than a third (36%) of our employers confirm they have staff whose skills/ qualifications are in advance of those needed for the actual job role they are fulfilling; this is slightly above the national average of 34%.

29. Staff that are not fully proficient or under-utilised

Figure 25: Proportion of staff not fully proficient, 2019

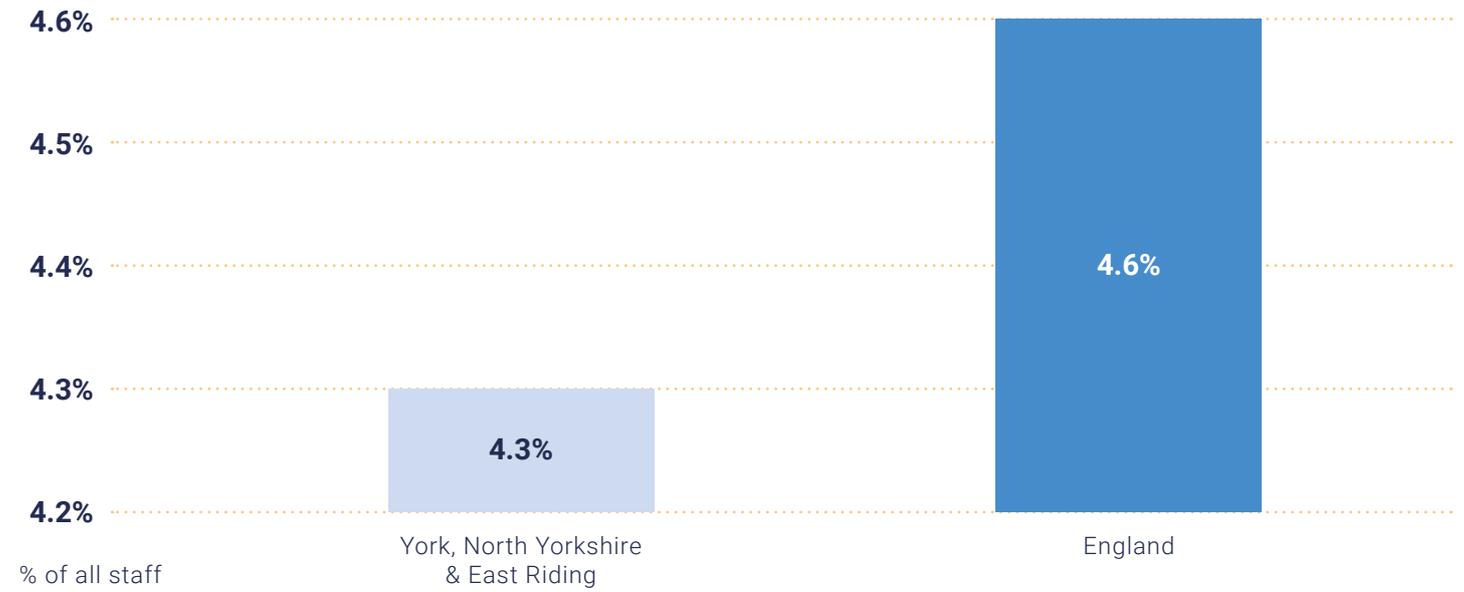
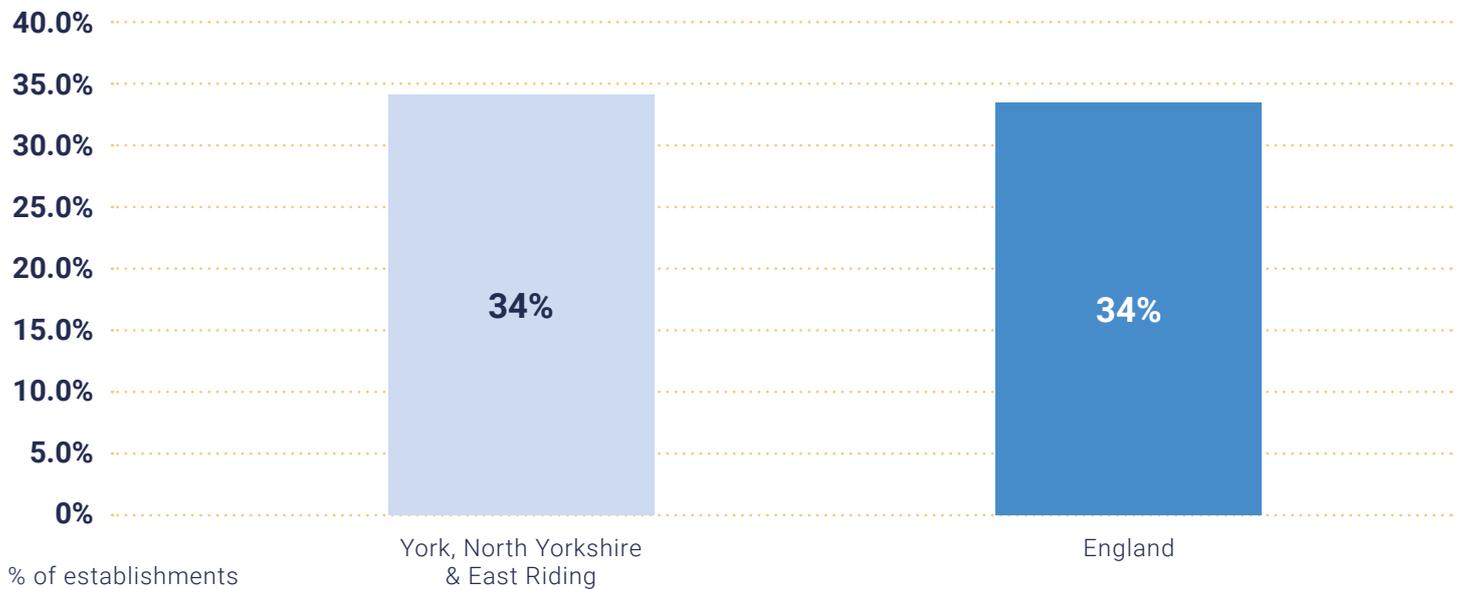


Figure 26: Proportion of establishments with under-utilised staff, 2019



29. Staff that are not fully proficient or under-utilised

The pattern of skills gaps provides a useful indication of employers' needs in terms of workforce development.

In our area, skills gaps are more widespread and numerous than skill shortages. According to the latest data, approximately 17,000 gaps currently exist, equivalent to around 5% of our total employment, with 13% of employers affected. This is similar to the national picture, in terms of the proportion of employers and workers affected by skills gaps. The incidence and prevalence of skills gaps have also remained constant for us since 2011, when figures first became available.

Turning to the occupational pattern of skills gaps, our employers are most likely to report deficits in respect of skilled trades, lower-skilled operatives, sales and customer service staff and administrative staff. Relatively few highlight gaps for higher skilled professional and associate professional workers.

The one exception to this is in the occupational area of management. A large proportion (nearly 20%) of our employers report skills gaps. This has clear implications for wider business performance.

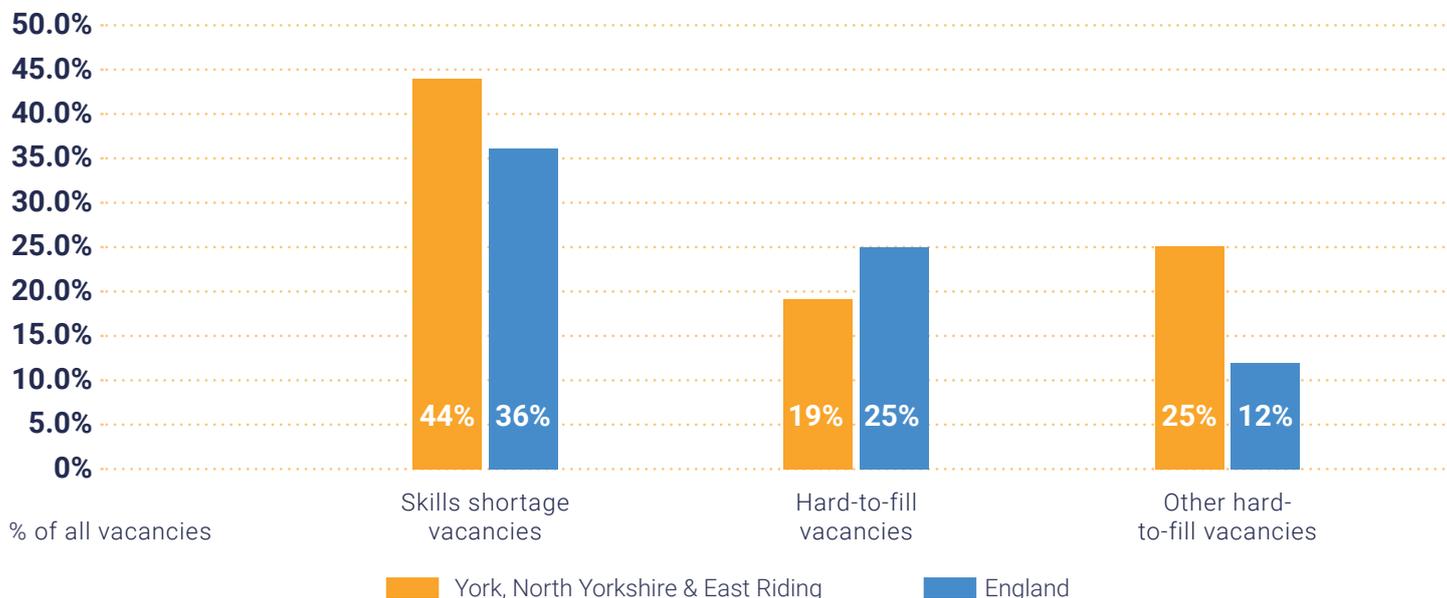
For managers with skills gaps, the following are highlighted as areas in need of development: core management, general operational and complex-problem solving skills.

Skills mismatches are not only due to skills deficits. It is important to understand the extent and nature of skills underutilisation, as this issue implies a significant misallocation of resources, in view of the large-scale investment in higher education by individuals and the state. A lack of opportunity to use acquired skills and knowledge can have a de-motivating effect on workers and represent a missed opportunity for our employers to maximise productivity.

Over a third (36%) of our employers say that they have workers whose skills /qualifications are in advance of those needed for the job; this is slightly above the national average of 34%. The survey data suggest that underutilisation has a higher incidence in North Yorkshire at 38% than in York at only 25%.

30. “Hard-to-fill” or skills vacancy shortages

Figure 27: Proportion of vacancies that are hard-to-fill or skills shortage vacancies, 2019



A key type of mismatch is skill shortage vacancies. These arise when employers find it difficult to fill their vacancies because of a lack of candidates with the necessary skills, qualifications and experience.

The Employer Skills Survey provides information on the number of vacancies and skill shortage vacancies that employers have at a single point in time. Our skill shortages do not occur in large numbers and are not widespread. They tend to be concentrated in particular sectors and occupations, but where they do exist, they can be acute and persistent.

According to the most recent 2019 iteration of the survey, there were 2,900 skill shortage vacancies in our area at the time it was undertaken, with 6% of employers reporting one or more shortage.

Just under a fifth (19%) of all our vacancies are attributable to skill shortages, somewhat lower than the national average of 25%. This is also lower than the 2017 figure of 24% and similar to the 2015 estimate, which was also 19%. The overall number of vacancies was higher in our area in 2019 but the number of shortages remained broadly the same.

Data is also available at Local Education Authority level and this suggests that North Yorkshire has a higher prevalence of shortages (20%) than York (17%).

The latest data show shortages are most acute for jobs requiring intermediate vocational / technical skills, specifically in skilled trades but also in machine operative occupations. There is also a high prevalence of shortages for caring, leisure and professional occupations.

This pattern of shortages in YNY differs from the national picture; there is a lower prevalence of skill shortages among management, professional and associate professional roles but a more marked one for clerical roles.

Skills employers in YNY found difficult to identify in applicants were the specialist, job-specific skills and knowledge required to perform a given advertised role, with 59% of respondents highlighting this as the most common issue. Other skills, however, including customer handling, team-working and time management were also reportedly difficult to identify.

Construction, manufacturing and primary / utilities are the **sectors most susceptible to shortages** across our area.

The reasons for hard-to-fill vacancies across our area are not limited to skills deficits of applicants. Our businesses acknowledge a range of other factors adversely affecting recruitment. These include issues to do with poor terms and conditions offered for the post, perhaps reflecting the large number of lower-paid roles we have, along with the remoteness of some workplaces and access issues linked to public transport in our predominantly rural geography.

York & North Yorkshire Local Enterprise Partnership

County Hall
2 Racecourse Lane
Northallerton
North Yorkshire
DL7 8AH

www.ynylep.com



[@YNYLEP](https://twitter.com/YNYLEP)



[@YNYGrowthHub](https://www.facebook.com/YNYGrowthHub)



[York & North Yorkshire
Local Enterprise Partnership](https://www.linkedin.com/company/york-north-yorkshire-local-enterprise-partnership)



York & North Yorkshire Local Enterprise Partnership

County Hall
2 Racecourse Lane
Northallerton
North Yorkshire
DL7 8AH

www.ynylep.com



[@YNYLEP](https://twitter.com/YNYLEP)



[/@YNYGrowthHub](https://www.facebook.com/YNYGrowthHub)



[/linkedin.com/company/ynylep](https://www.linkedin.com/company/ynylep)

