

## AGENDA

Items	Title	Method	Speaker
<b>Introduction</b>			
1.	Welcome and Apologies	Verbal	Chair
2.	Declarations of Interest	Verbal	All
3.	Urgent items / Announcements	Verbal	All
4.	Minutes & Actions of the Previous Meeting	Paper	Chair
5.	Matters Arising	Paper	Chair
<b>Business items</b>			
6.	Health-led Employment Trial Update	Paper/Presentation	Andrea Fitzgerald
7.	LEP Strategic Priorities	Paper/Presentation	Kryisia Wooffinden
8.	HS2 Growth Strategy	Presentation	Cassie Houlden (Ekosgen)
9.	Overview of T-Levels	Presentation	Helen George
<b>Updates for information</b>			
10.	Delivery Plan Dashboard	Dashboard	Kryisia Wooffinden
<b>Actions &amp; Forward Planning</b>			
11.	Agree actions & Summary for Resolution Log	Verbal	Chair
12.	Forward Plan	Verbal	Chair
13.	AOB	Verbal	All

**DATE OF NEXT MEETING – TBC**

**SKILLS EXECUTIVE BOARD**

**12<sup>th</sup> July 2018**

**MATTERS ARISING**

**Purpose**

This paper provides an update on matters arising from the previous meeting – 24 May 2018.

**Item  
no.**

**6 Skills Capital Commissioning Plan**

Members welcomed the proposal for a more strategic approach to managing the skills capital budget and noted support for the criteria by which business cases would be assessed and made comments on the criteria.

The Board questioned whether ‘supporting the introduction of T-levels’ should be a criterion for consideration as the government may be providing capital funding for this as the IOT would have to bid for these funds if successful. Government have clarified that no capital funds will be centrally available for IOT’s, the expectation is that local capital resources will be utilised.

Work is underway on the Skills Capital Commissioning Strategy taking account of that feedback with a planned launch date of July 2018 including a workshop for potential bidders and formal launch.

**7 Advisory Membership**

Members voiced general support for the notion of keeping the SEB standing members ‘executive, but recognised the important role provided the wider advisors, as lead representatives of their respective sectors. A quarterly advisory forum will be established with the identified wider advisory cohort. Terms of Reference for this group have been drafted and action underway to formally invite representatives and communicate to past members who will no longer form part of the forum.

**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**

**12<sup>th</sup> July 2018**

**Working Win – the Health Led Employment Trial**

**Purpose of Report**

This paper provides an update against the first 6 weeks of our Health Led Employment Trial which launched May 2018

**Thematic Priority**

Develop the SCR skills base, labour mobility and education performance.

**Freedom of Information**

This paper is not exempt from FOI requests.

**Recommendations**

That the Board notes the update.

**1. Introduction**

- 1.1** On the 24 April 2017 the Combined Authority resolved the recommendation from the Skills Board to endorse the trial proposal and its principles. In July 2017, the Skills Board supported a detailed presentation of the final design for the trial triggering the procurement of the service September 2017.
- 1.2** The Working Win, Health Led Employment Trial, launched in May 2018, a cumulation of an 18-month design process involving a breadth of partners a presentation will be given in this meeting to update partners on the progress of the trial to date. The presentation will set the context for the trial, summarise performance to date and the delivery challenges being addressed.

**2. Proposal and justification**

- 2.1** The Trial aims to involve 7500 residents across South Yorkshire and Bassetlaw across the next 2 years. Early performance figures project we will exceed forecasts in June, however, we face challenges mobilising this innovative trial.
  - The service achieved 30 clients in service against its first month target of 36, with 54 residents receiving the modified employment service. (The first week was a restricted referral with only 4 being allowed due to system testing).

Appendix 2 presents the context of the trial and the service it is testing, a more recent picture of progress, yet to be validated through contract monitoring, and the obstacles being addressed in its early delivery months.

### 3. Consideration of alternative approaches

3.1 n/a

### 4. Implications

#### 4.1 Financial

There are no financial implications from this paper/presentation

#### 4.2 Legal

There are no legal implications from this paper/presentation

#### 4.3 Risk Management

The trial has a proactive risk and issues register monitored monthly as part of the Combined Authority Governance Structure. Key risks and issues being monitored by the Employment Board are:

Top 3 Risks	Mitigation
i. The service is unable to achieve its referral targets in the reduced referral window.	SCR Programme Team working with WHU to explore extension of the trial.
ii. The service is experiencing high rates of attrition from referral into programme.	Online appointment booking will be brought in to facilitate referrals.
iii. Securing referrals from primary care sources – particularly GPs.	Investment has been made in a position within the Integrated Care Service dedicated to NHS engagement, co-location where possible and focused sessions in practices, and working to simplify the referral process in the NHS system.

Issues	Progress
i. Delays in mobilising the trial within the Work and Health Unit have reduced the referral window to 10 months from 18. Resulting in a challenging requirement for much higher monthly volumes.	Options around extending the referral window and other possibilities are being explored by the WHU.
ii. Funds have yet to be transferred to SCR by the Work and Health Unit (WHU). This has been raised with the WHU.	Discussion with Projects and Contracts Team Leader and WHU arranged for 28 <sup>th</sup> June 2018.

#### 4.4 Equality, Diversity and Social Inclusion

An equalities impact assessment was undertaken. The trial has received approval by the Research Ethics Committee of the Medical Research Council and is delivered within those values and judgements. The performance of the trial is monitored against a series of indicators enabling us to ensure all who can participate are able to.

#### 5. Communications

5.1 Regular meetings of a communications and marketing group are taking place with performance against referral targets and segmentation against different referral agencies (including self-referral) is ensuring that marketing and communications activity is evidence led. It is expected that a focus on employer engagement will increase over the coming months.

The Working Win website launched in May and involves content from all stakeholders to again maximise impact.

A potential launch event involving Ministers is being explored.

#### 6. Appendices/Annexes

6.1 Appendix 1 - IPS Principles  
Appendix 2 - Presentation

<b>REPORT AUTHOR</b>	<b>Andrea Fitzgerald</b>
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Background papers used in the preparation of this report are available for inspection at:

11 Broad Street West, Sheffield, S1 2BQ

Other sources and references:

## **Appendix 1: The 8 Principles of Individual Placement and Support**

- i. It aims to get people into competitive employment
- ii. It is open to all those who want to work
- iii. It tries to find jobs consistent with people's preferences
- iv. It works quickly – a place then train model of rapid activation and job search alongside delivery of work, health and wider support needs
- v. It brings IPS Employment Specialists into clinical teams
- vi. IPS Employment Specialists develop relationships with employers based upon a person's work preferences
- vii. It provides time unlimited, individualised support for the person and their employer
- viii. Access to specialist benefits counselling is included.

# Sheffield City Region

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## **SKILLS, EMPLOYMENT & EDUCATION HEALTH LED EMPLOYMENT TRIAL UPDATE**

# Sheffield City Region Skills, Employment and Education Delivery Plan

2018-2021

**Sheffield  
City Region**

Meeting the needs of future  
industry

## Strategic Priority for Skills, Employment and Education in Sheffield City Region

A city region that provides inclusive growth and progression opportunities for all, enabling individuals and employers to reach their potential, drive productivity and contribute to our economic success.



### Programmes of work:

1. High quality education and advice for all
2. Securing and sustaining employment
3. Progressing in employment



# KEY CHALLENGE – increasing productivity

## Some contributing factors

- The right skills
- The right employees
- Sickness absence & presenteeism

- **85,000 residents in Sheffield City Region are in receipt of sickness benefits**
- **90% are still on benefits 12 months later**
- **Mental health and musculoskeletal (MSK) conditions dominate**
- **1 in 5 working age adults has mental health issue**
- **Limited effective employment support offer for cohort**



Ill health among working age people costs the economy around

**£100 billion**  
a year\*

- 138 million lost days per year
- 1.8 million employees have long-term sickness absence (4+ weeks continuous) per year
- £15-£20 billion lost output per year
- £9 billion employer sick pay payments per year
- Only 50% employees have access to Occupational Health and only 30% to stress management services  
(Work, Health and Disability Green Paper, 2017)

**High levels of sickness absence = need to support people out of work and sick to find and stay in work and reduce numbers of employees in work and struggling**

# KEY CHALLENGE – increasing productivity

## Some contributing factors

- By far the greatest number of benefit claimants are in receipt of sickness related benefits
- Support available is 88 minutes a year (ESA Work Related Activity Group (WRAG) entitlement)

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- **When?** = Launched in May 2018 concludes March 2020
- **Why?** = Modified version of Individual Placement & Support (IPS)
- **Size?** = 7500 participants (30% in work) 50% receive test service
- **Where?** = South Yorkshire & Bassetlaw



GP's & health specialists will refer clients who wish to be involved into the service

### Self-referral



### Stakeholder referral



## SCR IPS Service introductory meeting

Service explained and decision taken whether to join trial



Continued support through business as usual provision

~~UNEMPLOYED~~



Focus on rapid employment/return to work & staying in work.

Continued support - in work support to ensure sustainability.



12 months of personalised IPS support focused on finding and keeping work, co-located with health services - meeting frequency and location agreed with client

### SCR Trial Principles

- ✓ Building on what works
- ✓ Voluntary, personalised service
- ✓ Co-produced with health partners
- ✓ Supporting eligible residents whether in or out of work
- ✓ Co-located with health
- ✓ Protecting patients at all times
- ✓ Standard participation criteria
- ✓ Embedding good practice
- ✓ Testing and learning

# The Health Led Employment Trial

Do you have a health condition and would like support to find and stay in work?

[BOOK AN APPOINTMENT](#)

[LEARN MORE](#)

workingwin   
the health led  
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Editor's pick

[www.workingwin.com](http://www.workingwin.com)

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- Trial information and self-referral
- Service directory
- Jobs board
- Information & links to about other support & opportunities across SCR
- Will have tools to support job search & skills
- **What else??**

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# Where are we now?

- **Ahead of target and projected to exceed June's target but very challenging ahead:-**

May '18 target = 36 in service, achieved 30

## The first 6 weeks (unvalidated):

- 5 Area Teams each with an Area Team Leader, 39 dedicated staff in post
- Co-located in 20 venues across the 5 trial areas
- 165 on the trial & 84 in service
- Over 90 GP's signed up (46 direct referrals from GPs)
- One person has successfully entered work

# Top 3 risks

- 10 month referral window (design = 18 months)
- GP referrals
- Attrition at first meeting



# Action

- 10 month referral window (design = 18 months)  
*negotiating extension with Govt.*
- GP referrals = *increasing promotion, “How to guides” for staff (film/docs), presence on-site, CRN (incentives & targeting)*
- Attrition at first meeting = *online appointment booking system*

**Sheffield  
City Region**

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**FOR FURTHER  
INFORMATION:**

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**SCR CA Executive Board  
DOCUMENT HISTORY COVER SHEET  
DOCUMENT DETAILS**

**DOCUMENT DETAILS**

**CREATOR** Andrea Fitzgerald  
**DATE VERSION 1 SAVED** 15/06/2018  
**FILE LOCATION PATH** N:\Health Led Employment Trial Update V3.docx

VERSION	DATE	SAVED BY	NOTES
1	20/06/2018	AF	Version 1
2	21/06/2018	AF	Stripped back version
3	21/6/2018	KW	Slight tweaks, sent to finance, legal, comms and ML
4	25/06/2018	AF	More detail added to introduction
5	25/06/2018	AF	More detail added to section 2
6	26/06/2018	AF	Comms comments added
7	27/06/2018	AF	Revised performance fig added
8	03/07/2018	AF	Included risk and issues

**APPROVALS REQUIRED BY**

APPROVAL REQUIRED BY	DATE
Executive Director	
Monitoring Officer	
S151 Officer	

**Board Paper Instructions**

1. Before commencing the preparation of a paper, please ensure that your Director is aware that it will be on the agenda for the meeting.
2. Please read the guidance for preparing a paper below and contained within the body of the template.
3. If your paper relates to a project rather than a policy decision, ensure that it has received Full Business Plan approval prior Director approval date above. Programme Management process needs to be reflected here
4. Use the format set out below to structure your paper. Noting:
  - a. Papers should be less than 4 pages long with additional material in an annexes;
  - b. Recommendations should be self-contained and specific given they will be used in the minutes;
  - c. Pages should not be numbered (they will be numbered for the final .pdf paper pack);
  - d. Paragraphs must be numbered correctly;
5. Ensure that your Director and subsequent approvers receives the paper in good time to comment on and approve within the timescales set out above.

**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**

**12<sup>th</sup> July 2018**

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**Purpose of Report**

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# Sheffield City Region

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## SKILLS, EMPLOYMENT & EDUCATION HEALTH LED EMPLOYMENT TRIAL UPDATE



# Sheffield City Region Skills, Employment and Education Delivery Plan

2018-2021



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Editor's pick

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**Sheffield  
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**FOR FURTHER  
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**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**

**12<sup>th</sup> July 2018**

**Strategic Priorities of Skills, Employment & Education**

**Purpose of Report**

Following discussion at LEP Board (18<sup>th</sup> June) on the strategic direction of the LEP in relation to Skills, Employment and Education, it was agreed recommendations from the Skills, Employment and Education Executive Board would be brought back to the LEP, on the topics of

- Demand led growth link to inward investment and business growth which support Industry 4.0
- The LEP role in careers education, information, advice and guidance (CEIAG)

**Thematic Priority**

Develop the SCR skills base, labour mobility and education performance.

**Freedom of Information**

This paper is not exempt from FOI requests.

**Recommendations**

That the Board initiate discussions on these topics with a view to developing a proposition and taking recommendations to the September LEP Board.

**1. Introduction**

- 1.1** Since 2012, the strategic direction for the LEP in relation to Skills, Employment and Education has been a focus on creating a skills system driven by employer demand to support business growth. This is coupled with supporting the Combined Authorities devolution aspiration to create an end to end skills and employment system to ensure every pocket of society has access to the opportunities provided through economic growth.
- 1.2** For the first time in decades, private sector growth is driving our economy but the refresh of the strategic economic plan highlighted a number of continuing labour market challenges:
- Talent attraction and retention
  - Low levels of labour market attachment
  - Lower levels of business productivity (linked to management and leadership)

## **2. Proposal and justification**

- 2.1** At the 18<sup>th</sup> June LEP Board meeting, members were provided with an overview of the journey to date for the LEP in terms of their strategic priority to drive growth. This included consideration of the labour market challenges outlined above from the SEP refresh.
- 2.2** In addition to this, discussion also focused on the workforce of the future, how the world of work for 'generation Z' would differ from what we know now and the LEPs role in delivery of effective careers, education, information, advice and guidance (CEIAG).
- 2.3** As well as the changing world of work for the workforce of the future, discussion also focused on the alignment of skills with business growth and inward investment, how this could link to talent retention and ensuring all businesses were able to grasp and capitalise on the opportunities presented through Industry 4.0 and mechanisation.
- 2.4** From discussion, it was clear that skills/employment and inclusive growth went hand in hand and that LEP Board members expected this to be reflected in all current and future projects to ensure we grasped the challenge laid out in the SEP refresh evidence to ensure no one was left behind.
- 2.5** This paper and accompanying presentation aims to support initial discussion at the Skills, Employment and Education Executive Board on the topics of CEIAG and Business Growth to support further work to develop recommendations to be taken back to LEP Board in September.

## **3. Consideration of alternative approaches**

- 3.1** The discussion stimulated from this paper will provide a range of alternative options which will be refined at the next Skills, Employment and Education Executive Board prior to the September LEP board.

## **4. Implications**

### **4.1 Financial**

At present, there are no financial implications, but any applications for funds or acceptance of grants will require the appropriate input from the finance team and CA/LEP approvals.

### **4.2 Legal**

There are no legal implications from this paper at this stage. This will be reviewed at a later date as a proposal is developed.

### **4.3 Risk Management**

All activity within the skills, employment and education team will be managed within risk logs of individual projects.

### **4.4 Equality, Diversity and Social Inclusion**

Projects will be designed to support inclusive growth and ensure all SCR residents can access opportunities.

## **5. Communications**

- 5.1** Any new projects will form part of the central communications plan.

## 6. Appendices/Annexes

### 6.1 Skills, Employment & Education Strategic Priorities

<b>REPORT AUTHOR</b>	<b>Krysia Wooffinden</b>
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## SKILLS, EMPLOYMENT & EDUCATION

# WHERE THE LEP STARTED...

- The original focus for the LEP was for demand led skills delivery which sought to address identifiable market failure.
- This led to the 2012 City Deal (led by Sheffield) – Skills Made Easy

*“We believe we can play the key brokerage role necessary to stimulate businesses to invest in skills and to incentivise colleges and providers to respond quickly and flexibly”*
- This deal provided for:
  - £23.8m for apprenticeships and up-skilling
  - Impartial intermediate brokerage
  - Decision making power with employers
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  - c3,000 Apprentices c2000 Upskilling



# MOVING ON A FEW YEARS...

- How to encourage business growth and further investment in skills?
- How do you begin to go further and to encourage companies to co-invest in skills support for their own employees?
- This led to the Skills Bank concept, which formed part of the 2015 Growth Deal:
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# CHANGING THE SYSTEM

- The LEP begin to focus on how the skills system could be changed – a focus on supply rather than just demand.
- How we can create a culture change in the system?
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  - Aim for world class training facilities based on needs of employers
  - National College for High Speed Rail
  - Specialist STEM equipment
  - Access to degree Apprenticeships
  - HE centre – employer driven higher level provision



# GOING FURTHER...

- How can we create an 'end to end' skills and employment system?
- 2015 Devolution Deal:
  - Employment support (via WHP, EIP, Trial)
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  - Full responsibility for all ASB / AEB
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  - Low levels of labour market attachment
  - Lower levels of business productivity (linked to management & leadership and business strategy)

# WHAT'S NEXT?

- Skills Capital - commissioning of remaining 3 years of LGF £16.9m – stronger and more directive requirements.
- Skills Bank Phase 2 – stronger independent brokerage linked to Growth Hub.
- Given the evidence base from the SEP refresh, should the focus be on supporting productivity/growth i.e. more highly productive jobs?
- How can this be balanced against a focus on employment & labour market attachment?
- What else?
  - Workforce of the future (business and education).
  - Talent retention.
  - Industry 4.0 and mechanisation

# LEP FOCUS- *WORKFORCE OF THE FUTURE*

- Careers (linking school and education together)
- Develop workforce/work skills of the future
- Working in context of the three core principles of our CEIAG
  - Employer Led
  - Core Offer
  - Infrastructure
- Linked to the EAN and Careers Hub
- Focus on adding value

# LEP FOCUS- *BUSINESS* *GROWTH/INWARD INVESTMENT*

- Understanding impact of Industry 4.0, automation, universal based income
- How are businesses been supported to take advantage?
- How do skills need to align with this?
- How does this link to workforce readiness?

**Sheffield  
City Region**

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**SCR CA Executive Board  
DOCUMENT HISTORY COVER SHEET  
DOCUMENT DETAILS**

**DOCUMENT DETAILS**

**CREATOR** Krysia Wooffinden  
**DATE VERSION 1 SAVED** 15/06/2018  
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VERSION	DATE	SAVED BY	NOTES
1	15/06/2018	SW	Version 1
2	18/6/2018	KW	Amended following LEP board
	21/6/2018	KW	Further refinement
	21/6	KW	Amends sent to finance, legal, comms and ML

**APPROVALS REQUIRED BY**

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Executive Director	
Monitoring Officer	
S151 Officer	

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**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**

**12<sup>th</sup> July 2018**

**Strategic Priorities of Skills, Employment & Education**

**Purpose of Report**

Following discussion at LEP Board (18<sup>th</sup> June) on the strategic direction of the LEP in relation to Skills, Employment and Education, it was agreed recommendations from the Skills, Employment and Education Executive Board would be brought back to the LEP, on the topics of

- Demand led growth link to inward investment and business growth which support Industry 4.0
- The LEP role in careers education, information, advice and guidance (CEIAG)

**Thematic Priority**

Develop the SCR skills base, labour mobility and education performance.

**Freedom of Information**

This paper is not exempt from FOI requests.

**Recommendations**

That the Board initiate discussions on these topics with a view to developing a proposition and taking recommendations to the September LEP Board.

**1. Introduction**

- 1.1** Since 2012, the strategic direction for the LEP in relation to Skills, Employment and Education has been a focus on creating a skills system driven by employer demand to support business growth. This is coupled with supporting the Combined Authorities devolution aspiration to create an end to end skills and employment system to ensure every pocket of society has access to the opportunities provided through economic growth.
- 1.2** For the first time in decades, private sector growth is driving our economy but the refresh of the strategic economic plan highlighted a number of continuing labour market challenges:
- Talent attraction and retention
  - Low levels of labour market attachment
  - Lower levels of business productivity (linked to management and leadership)

## **2. Proposal and justification**

- 2.1** At the 18<sup>th</sup> June LEP Board meeting, members were provided with an overview of the journey to date for the LEP in terms of their strategic priority to drive growth. This included consideration of the labour market challenges outlined above from the SEP refresh.
- 2.2** In addition to this, discussion also focused on the workforce of the future, how the world of work for 'generation Z' would differ from what we know now and the LEPs role in delivery of effective careers, education, information, advice and guidance (CEIAG).
- 2.3** As well as the changing world of work for the workforce of the future, discussion also focused on the alignment of skills with business growth and inward investment, how this could link to talent retention and ensuring all businesses were able to grasp and capitalise on the opportunities presented through Industry 4.0 and mechanisation.
- 2.4** From discussion, it was clear that skills/employment and inclusive growth went hand in hand and that LEP Board members expected this to be reflected in all current and future projects to ensure we grasped the challenge laid out in the SEP refresh evidence to ensure no one was left behind.
- 2.5** This paper and accompanying presentation aims to support initial discussion at the Skills, Employment and Education Executive Board on the topics of CEIAG and Business Growth to support further work to develop recommendations to be taken back to LEP Board in September.

## **3. Consideration of alternative approaches**

- 3.1** The discussion stimulated from this paper will provide a range of alternative options which will be refined at the next Skills, Employment and Education Executive Board prior to the September LEP board.

## **4. Implications**

### **4.1 Financial**

At present, there are no financial implications, but any applications for funds or acceptance of grants will require the appropriate input from the finance team and CA/LEP approvals.

### **4.2 Legal**

There are no legal implications from this paper at this stage. This will be reviewed at a later date as a proposal is developed.

### **4.3 Risk Management**

All activity within the skills, employment and education team will be managed within risk logs of individual projects.

### **4.4 Equality, Diversity and Social Inclusion**

Projects will be designed to support inclusive growth and ensure all SCR residents can access opportunities.

## **5. Communications**

- 5.1** Any new projects will form part of the central communications plan.

## 6. Appendices/Annexes

### 6.1 Skills, Employment & Education Strategic Priorities

<b>REPORT AUTHOR</b>	<b>Krysia Wooffinden</b>
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Background papers used in the preparation of this report are available for inspection at:

11 Broad Street West, Sheffield, S1 2BQ

Other sources and references:

# Sheffield City Region

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## SKILLS, EMPLOYMENT & EDUCATION

# WHERE THE LEP STARTED...

- The original focus for the LEP was for demand led skills delivery which sought to address identifiable market failure.
- This led to the 2012 City Deal (led by Sheffield) – Skills Made Easy
  - *“We believe we can play the key brokerage role necessary to stimulate businesses to invest in skills and to incentivise colleges and providers to respond quickly and flexibly”*
- This deal provided for:
  - £23.8m for apprenticeships and up-skilling
  - Impartial intermediate brokerage
  - Decision making power with employers
  - Engaged those who hadn't previously engaged
  - c3,000 Apprentices c2000 Upskilling

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**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**

12<sup>th</sup> July 2018

**SCR HS2 Growth Strategy**

**Purpose of Report**

This paper and accompanying presentation (to be delivered on the day), provide an update to the Board on activity in relation to production of the HS2 Growth Strategy in relation to the Skills and Employment section of that Strategy.

**Thematic Priority**

Develop the SCR skills base, labour mobility and education performance.

**Freedom of Information**

This paper is not made available under the Combined Authority Publication Scheme.

**Recommendations**

That the Board note the content of the presentation which focuses on the skills and employment element of the HS2 Growth Strategy. It presents the initial consultation feedback for the board to contribute their own thoughts on what the focus of our asks to Government should be in relation to capitalising on the opportunities presented to the region through HS2.

**1. Introduction**

- 1.1** In February 2017, Sheffield City Region (SCR) submitted a proposal to Government outlining the approach to be taken to develop the HS2 Growth Strategy enabling the City Region to maximise the benefits of the proposed HS2 route.
- 1.2** The development of HS2 Growth Strategies is led by the Cities and Local Growth Unit within the Ministry of Housing, Communities and Local Government (MHCLG), in close consultation with the Department for Transport (DfT) who are the funding agency. Each area with an HS2 touchpoint was allocated a total of £1.25m towards the development of their strategy.

- 1.3 As the route through SCR had not yet been confirmed, MHCLG requested that the proposal was split into two tranches of £625k. The first tranche focussed largely on the wider economic benefits of HS2 and connecting improvements and, in addition, outline masterplans could be developed for the proposed stations at Chesterfield and Sheffield Midland. Release of the second tranche of funds was subject to route confirmation (made in July 2017) and confirmation that MHCLG and DfT were satisfied that sufficient progress had been made, via a Growth Strategy Progress Report. The second tranche of funds will focus on full station masterplans, requiring certainty over the touchpoints in SCR.
- 1.4 This report outlines the progress to date in developing the Skills and Employment elements of the SCR HS2 Growth Strategy, and sets out the work underway to produce a final plan by September 2018.

## 2. Proposal and justification

- 2.1 Skills and employment is a key element of the Growth Strategy. The Strategy ensures that the skills and jobs profile is able to be met, that all residents are able to access opportunities and businesses are supported and able to access supply chain opportunities.
- 2.2 Ekosgen are leading this element of work and held an initial workshop on the 26th June for key skills and employment stakeholders which included schools, colleges, careers providers and universities. The workshop was to understand initially what their understanding of HS2 was, what it means for the region, what opportunities it provides and challenges in accessing those opportunities. It also started to form what our asks back to Government were in terms of supporting us to realise the potential offered through HS2.
- 2.3 The Board are asked to review this feedback (which will be included in the presentation) and provide further comments/inputs (please note the presentation is currently not available to allow Ekosgen time to collate feedback from the workshop).

## 3. Consideration of alternative approaches

- 3.1 The scope of activity for the skills and employment activity has been discussed at length by the steering group for this project and debated around the use and analysis of data. It was felt that to focus on the granular requirements of skills and jobs would at this point be a wasted activity because of the time lag on the build element of HS2 in SCR, so any current or even planned curriculum won't as yet support people working on this.
- 3.2 It was felt instead that the focus should be on awareness raising of the opportunities and identifying now any issues that may stop SCR residents from accessing those opportunities for example access to impartial, informed careers advice, historical gender stereo types for key sectors and

## 4. Implications

- 4.1 **Finance** – there are no financial implications from this paper/presentation at present
- 4.2 **Legal** – there are no legal implications from this paper/presentation
- 4.3 **Risk Management** – The HS2 Growth Strategy is part of wider work on HS2 and is managed through the appropriate risk log.
- 4.4 **Equality, Diversity and Social Inclusion** – The Skills and Employment element of the Growth Strategy is designed to ensure we make the opportunities offered through HS2 inclusive to all and actively involve/promote to all communities.



## 5. Communications

5.1 HS2 is part of a wider communications strategy.

## 6. Appendices

6.1 HS2 Growth Strategy Presentation

<b>REPORT AUTHOR</b>	<b>Krysia Wooffinden</b>
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Other sources and references:

**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**

**12<sup>th</sup> July 2018**

**Overview of T-levels**

**Purpose of Report**

To update the Board on the introduction of T-levels and how these are supporting key elements of the Skills, Employment & Education delivery plan.

**Thematic Priority**

Develop the SCR skills base, labour mobility and education performance.

**Freedom of Information**

This paper is not made available under the Combined Authority Publication Scheme.

**Recommendations**

That the Board note the content of the paper/presentation and provide feedback on activity.

**1. Introduction**

- 1.1** In 2016 Lord Sainsbury undertook a review of Post 16 Technical education producing a set of recommendations to essentially ensure they had parity with academic qualifications, were employer led and align common occupations into 15 routeways into either higher education or employment.
- 1.2** The recommendations from this review were accepted by Government and formed the Post 16 Skills Plan. The attached presentation provides the Board with further information on T-Levels and how they support broader activity across Skills, Employment and Education.

**2. Proposal and justification**

- 2.1** With support from the Gatsby Charitable Foundation, SCR and three other Combined Authorities are now working on a joint project to support the implementation of the Technical Routes or T-levels as they are now known.
- 2.2** The attached presentation provides an overview of T-levels including what elements they consist of, how they will be delivered and when and the role of employers. It also gives an

overview of the work SCR are doing in conjunction with the Gatsby Charitable Foundation to support providers with implementation and how this support wider activity across the SCR.

### 3. Consideration of alternative approaches

- 3.1 T-levels are a national Government policy designed to radically transform the delivery of Technical education in Education. Technical education (especially at Level 4 and 5) is a key driver for growth in SCR. If we don't engage at this early stage we miss out on the opportunity to accelerate activity in the region which matches employment demand with curriculum design and delivery.

### 4. Implications

- 4.1 **Finance** – there are no financial implications from this paper/presentation
- 4.2 **Legal** – there are no legal implications from this paper/presentation
- 4.3 **Risk Management** – the main risk in delivery of T-levels is the wholesale shake up of Post 16 provision. By working with providers early in the transition phase we hope to support them to mitigate any risks and make the transition for them, learners and employers as smooth as possible.
- 4.4 **Equality, Diversity and Social Inclusion** – T-levels are designed to increase parity of technical education with academic. The SCR has a clear strategy around the delivery of Careers, Education, Information, Advice & Guidance (CEIAG) which promotes that all options should be given parity to allow individuals to make informed choices.

### 5. Communications

- 5.1 Work in relation to T-levels forms part of our wider communication strategy with stakeholders and as developments are made these are formally communicated across our networks with relevant parties.

### 6. Appendices/Annexes

- 6.1 T-Levels Overview (Presentation)

<b>REPORT AUTHOR</b>	<b>Krysia Wooffinden</b>
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**T-LEVELS OVERVIEW**  
**12<sup>TH</sup> JULY 2018**

# T LEVELS – THE BACKGROUND

- The Government appointed Lord Sainsbury to chair an independent panel on technical education and to make recommendations for reform.
- All the Sainsbury panel recommendations were accepted in the Government's Post 16 Skills Plan, published in July 2016.
- Recommendations included commitments to:
  - Create a clear, high quality technical choice for 16 years olds offering parity of esteem with academic options;
  - Streamline the system by creating a common framework of 15 routes across all technical education;
  - Ensure the development of routes is driven by employers.
- Reforms include T levels (Level 3) which will be introduced from 2020.

# THE 15 ROUTES

Route	Pathway
Agriculture, Environmental and Animal Care	Agriculture, Land Management and Production Animal Care and Management
Care Services	Care Services
Catering and Hospitality	Catering Hospitality
Childcare and Education	Education
Construction	Building Services Engineering Design, Surveying & Planning Onsite Construction
Creative and Design	Craft and Design Cultural Heritage and Visitor Attractions Media, Broadcast and Production
Digital	Data & Digital Business Services IT Support & Services Software and Applications Design & Development
Engineering and Manufacturing	Engineering, Design, Development and Control Engineering, Manufacturing and Process Maintenance, Installation & Repair
Hair and Beauty	Hair, Beauty and Aesthetics
Health and Science	Community Exercise, Fitness and Health Health Healthcare Science Science
Legal, Financial and Accounting	Accounting Financial Legal
Management and Administration	Human Resources Management and Administration
Protective Services	Protective Services
Sales, Marketing and Procurement	Customer Service Marketing Procurement Retail
Transport and Logistics	Logistics Transport

# WHAT IS A 'T-LEVEL'?

- A 'T level' is a classroom-based technical education programme, equivalent to 3 A levels.
- Students will study a common core for a broad occupational area before specialising.
- Elements of T level delivery include:
  - a technical qualification;
  - A 'T level industry placement' (min 45 days);
  - maths, English and digital skills;
  - other occupation-specific requirements/ qualifications as set out by the relevant T level panel;
  - employability, enrichment and pastoral (EEP) provision.
- On average, T levels will be 1800 hours over two years with the size varying to reflect requirements of different occupations.

# WHAT WORK WE ARE DOING?

- SCR is working closely with FECs and other partners to establish 6 Routes Ready groups, with the support of the Gatsby Foundation:
  - 3 routes ready groups will consider capacity and challenges across a range of issues from profiling demand to teaching skills / capacity and deliverability within 3 selected routes: **digital, engineering & manufacturing and construction;**
  - 3 groups will consider curriculum, employer engagement and CEIAG readiness across the whole technical education curriculum.
- We will use this work as an opportunity to focus on ensuring the future skills base needed to support SCR businesses and our inward investment case.
- The work also provides an opportunity to engage a range of stakeholders (from schools to HEIs) in a common narrative on the importance of technical skills and how we will meet demand.



# PROGRESS TOWARDS IMPLEMENTATION

- In its response to the T level consultation, Government confirmed a limited roll out of 3 routes (digital, engineering & manufacturing and education and childcare) from 2020 with full roll out of all routes from 2022.
- Barnsley College is the only early adopter, delivering from 2020.
- Providers across the region have applied for access to funding made available to help them prepare for T levels, including £20m to support development of teacher capacity.
- From September 2018, the National Apprenticeship Service will start providing support to employers delivering T level industry placements from September 2018.
- Employer led panels continue to meet nationally to shape T level qualifications. Sheffield UTC is represented on the engineering and manufacturing panel.

# FIT WITH WIDER SCR CONTEXT

- Technical Education reforms link into a number of key strategic areas within SCR:
  - Apprenticeships: there are challenges for both providers and employers in understanding how the classroom based and work based technical options work alongside each other;
  - CEIAG strategy: will need to reflect new opportunities available through the classroom based technical option;
  - Skills capital investment: will need to support delivery of high quality technical education;
  - Inward investment: readiness to deliver technical skills is an essential part of the inward investment narrative;
  - Work experience / placements and traineeships: a coherent narrative is needed to engage the volume of employers required to ensure T level industry placements for all learners.

# Questions?

**SCR CA Executive Board  
DOCUMENT HISTORY COVER SHEET  
DOCUMENT DETAILS**

<b>DOCUMENT DETAILS</b>	<b>Overview of T-levels</b>
<b>CREATOR</b>	<b>Krysia Wooffinden</b>
<b>DATE VERSION 1 SAVED</b>	<b>12/6/2018</b>
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<b>VERSION</b>	<b>DATE</b>	<b>SAVED BY</b>	<b>NOTES</b>
<b>1</b>	<b>12/6</b>	<b>KW</b>	<b>Send to legal, finance, comms and ML</b>
<b>2</b>	<b>28/6/12</b>	<b>KW</b>	<b>Amends following feedback from ML</b>

**APPROVALS REQUIRED BY**

<b>APPROVAL REQUIRED BY</b>	<b>DATE</b>
<b>Executive Director</b>	
<b>Monitoring Officer</b>	
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**Please ensure that you follow the above before submitting papers. With regret if papers stray from these guidelines we may need to return them to the author, which runs the risk of the paper missing a Board cycle. We would obviously wish to avoid this if at all possible.**

**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**

**12<sup>th</sup> July 2018**

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**2. Proposal and justification**

- 2.1** With support from the Gatsby Charitable Foundation, SCR and three other Combined Authorities are now working on a joint project to support the implementation of the Technical Routes or T-levels as they are now known.
- 2.2** The attached presentation provides an overview of T-levels including what elements they consist of, how they will be delivered and when and the role of employers. It also gives an

overview of the work SCR are doing in conjunction with the Gatsby Charitable Foundation to support providers with implementation and how this support wider activity across the SCR.

### 3. Consideration of alternative approaches

- 3.1 T-levels are a national Government policy designed to radically transform the delivery of Technical education in Education. Technical education (especially at Level 4 and 5) is a key driver for growth in SCR. If we don't engage at this early stage we miss out on the opportunity to accelerate activity in the region which matches employment demand with curriculum design and delivery.

### 4. Implications

- 4.1 **Finance** – there are no financial implications from this paper/presentation
- 4.2 **Legal** – there are no legal implications from this paper/presentation
- 4.3 **Risk Management** – the main risk in delivery of T-levels is the wholesale shake up of Post 16 provision. By working with providers early in the transition phase we hope to support them to mitigate any risks and make the transition for them, learners and employers as smooth as possible.
- 4.4 **Equality, Diversity and Social Inclusion** – T-levels are designed to increase parity of technical education with academic. The SCR has a clear strategy around the delivery of Careers, Education, Information, Advice & Guidance (CEIAG) which promotes that all options should be given parity to allow individuals to make informed choices.

### 5. Communications

- 5.1 Work in relation to T-levels forms part of our wider communication strategy with stakeholders and as developments are made these are formally communicated across our networks with relevant parties.

### 6. Appendices/Annexes

- 6.1 T-Levels Overview (Presentation)

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Telephone	<b>0114 220 3442</b>

Background papers used in the preparation of this report are available for inspection at:

Other sources and references:

# Sheffield City Region

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**T-LEVELS OVERVIEW**  
**12<sup>TH</sup> JULY 2018**



# T LEVELS – THE BACKGROUND

- The Government appointed Lord Sainsbury to chair an independent panel on technical education and to make recommendations for reform.
- All the Sainsbury panel recommendations were accepted in the Government's Post 16 Skills Plan, published in July 2016.
- Recommendations included commitments to:
  - Create a clear, high quality technical choice for 16 years olds offering parity of esteem with academic options;
  - Streamline the system by creating a common framework of 15 routes across all technical education;
  - Ensure the development of routes is driven by employers.
- Reforms include T levels (Level 3) which will be introduced from 2020.

# THE 15 ROUTES

Route	Pathway
Agriculture, Environmental and Animal Care	Agriculture, Land Management and Production Animal Care and Management
Care Services	Care Services
Catering and Hospitality	Catering Hospitality
Childcare and Education	Education
Construction	Building Services Engineering Design, Surveying & Planning Onsite Construction
Creative and Design	Craft and Design Cultural Heritage and Visitor Attractions Media, Broadcast and Production
Digital	Data & Digital Business Services IT Support & Services Software and Applications Design & Development
Engineering and Manufacturing	Engineering, Design, Development and Control Engineering, Manufacturing and Process Maintenance, Installation & Repair
Hair and Beauty	Hair, Beauty and Aesthetics
Health and Science	Community Exercise, Fitness and Health Health Healthcare Science Science
Legal, Financial and Accounting	Accounting Financial Legal
Management and Administration	Human Resources Management and Administration
Protective Services	Protective Services
Sales, Marketing and Procurement	Customer Service Marketing Procurement Retail
Transport and Logistics	Logistics Transport

# WHAT IS A 'T-LEVEL'?

- A 'T level' is a classroom-based technical education programme, equivalent to 3 A levels.
- Students will study a common core for a broad occupational area before specialising.
- Elements of T level delivery include:
  - a technical qualification;
  - A 'T level industry placement' (min 45 days);
  - maths, English and digital skills;
  - other occupation-specific requirements/ qualifications as set out by the relevant T level panel;
  - employability, enrichment and pastoral (EEP) provision.
- On average, T levels will be 1800 hours over two years with the size varying to reflect requirements of different occupations.

# WHAT WORK WE ARE DOING?

- SCR is working closely with FECs and other partners to establish 6 Routes Ready groups, with the support of the Gatsby Foundation:
  - 3 routes ready groups will consider capacity and challenges across a range of issues from profiling demand to teaching skills / capacity and deliverability within 3 selected routes: **digital, engineering & manufacturing and construction;**
  - 3 groups will consider curriculum, employer engagement and CEIAG readiness across the whole technical education curriculum.
- We will use this work as an opportunity to focus on ensuring the future skills base needed to support SCR businesses and our inward investment case.
- The work also provides an opportunity to engage a range of stakeholders (from schools to HEIs) in a common narrative on the importance of technical skills and how we will meet demand.

# PROGRESS TOWARDS IMPLEMENTATION

- In its response to the T level consultation, Government confirmed a limited roll out of 3 routes (digital, engineering & manufacturing and education and childcare) from 2020 with full roll out of all routes from 2022.
- Barnsley College is the only early adopter, delivering from 2020.
- Providers across the region have applied for access to funding made available to help them prepare for T levels, including £20m to support development of teacher capacity.
- From September 2018, the National Apprenticeship Service will start providing support to employers delivering T level industry placements from September 2018.
- Employer led panels continue to meet nationally to shape T level qualifications. Sheffield UTC is represented on the engineering and manufacturing panel.

# FIT WITH WIDER SCR CONTEXT

- Technical Education reforms link into a number of key strategic areas within SCR:
  - Apprenticeships: there are challenges for both providers and employers in understanding how the classroom based and work based technical options work alongside each other;
  - CEIAG strategy: will need to reflect new opportunities available through the classroom based technical option;
  - Skills capital investment: will need to support delivery of high quality technical education;
  - Inward investment: readiness to deliver technical skills is an essential part of the inward investment narrative;
  - Work experience / placements and traineeships: a coherent narrative is needed to engage the volume of employers required to ensure T level industry placements for all learners.

# Questions?

**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**12<sup>th</sup> July**DELIVERY PLAN DASHBOARD UPDATE – June 2018****Purpose of Report**

The dashboard sets out the aims for the year ahead and describes any delivery risks along with a summary of progress.

**Thematic Priority**

Develop the SCR skills base, labour mobility and education performance.

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**Recommendations**

The Board is asked to review and monitor the contents of the dashboard.

**REPORT AUTHOR****Krysia Wooffinden****POST****Assistant Director, Skills, Employment & Education**

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# Skills, Employment & Education Delivery Plan

High quality education and advice for all

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<b>South Yorkshire Futures:</b> a new social mobility partnership, led by Sheffield Hallam University, focused on improving educational attainment and raising aspiration, particularly in disadvantaged areas.	Greg Burke	Sheffield Hallam University	Embed and facilitate the South Yorkshire Futures programme (especially school attainment); <b>March 2019</b>	●	01/03/2018	on-going	This is a multi-faceted project delivered by Sheffield Hallam Uni	We have met with Greg Burke and colleagues on a number of occasions to discuss how the SY Futures Programmes link with our work i.e. The CEIAG strategy and how we can work together on projects, for example Careers Hubs. More detailed work in relation to the Career Hub is taking place, focused on supporting local schools to achieve the Gatsby Benchmarks for good careers advice. SYF are also presenting at the next Board. The Skills Hub bid was submitted at the end of May and we hear back at the end of June. LA are picking up with SYF on how they can work together and the executive team are picking up a number of strands around occupational mapping
<b>Implementing the Post-16 Skills Plan by becoming Routes Ready:</b> we are supporting the FE sector to develop high quality Technical Education routes, offering pathways to skilled occupations across the labour market (including Digital) as per the government's Post-16 Skills Plan and supporting employer led delivery models such as the AMRC, UTC and IoT's.	Helen George	SCR LEP	Implement 'Routes Ready' groups that support growth areas in SCR and embed employers in curriculum development; <b>March 2019</b>	●	01/09/2017	31/08/2019	Introduction of Routes to Post 16 education is a complex process and will require substantial change in the FE sector	An initial project lead was recruited in Sept 2018, they unfortunately left in Dec but carried out a lot of work with post 16 providers to understand their main concerns. The concept of Routes Ready groups for CEIAG, Employer Engagement and Curriculum Change were agreed in addition to 3 specific Routes Groups which will focus on where current gaps in supply are linked to inward investment and business growth. An interim consultant has now been recruited to take this work forward and progress activity, which will include before the end of June a meeting to agree which three routes we should focus on as a region, development of a procurement strategy to support the distribution of £50,000 to support implementation and initial meetings for all Routes Groups. The first steering groups meeting took place on Thur 21st June with members agreeing the 6 groups. Next steps are now to recruit volunteers to support this work and linking with the inward investment team.
<b>CEIAG Strategy:</b> we have developed an all-age CEIAG strategy which will defragment local provision and improve its quality, support the development of effective career management skills, embed employer interactions (including quality work experience) and promote entrepreneurialism.	Karen Challis	SCR LEP	Create the governance framework for an employer led strategic Commissioning Board of partners to support Strand 1 of the CEIG strategy; <b>Autumn 2018</b>	●	01/08/2017	on-going	The CEIAG Strategy is stakeholder driven and relies on partnership work/collaboration	A Draft implementation plan is currently being worked through with stakeholders and following the release of the Gov National Careers Strategy. On-going work is taking place with the Enterprise Advisor Network as well as work with the CEC, SY Futures and links to the Health led Trial, ESF. LEP involvement with CEIAG is to be discussed at the SEEB 12/07/2018 which recommendations presented to the LEP in September
<b>Investing in high quality learning environments:</b> we are deploying skills capital resources to improve post-16 learning environments in the City Region, ensuring that excellent facilities are available across all Technical Education routes.	Krysia Wooffinden	SCR LEP	Launch the 2018-2021 Skills Capital Prospectus; <b>Summer 2018</b> Secure a Careers Hub in SCR; <b>Summer 2018</b>	●	01/04/2018	31/12/2018	Low levels of match in the sector and demanding spend profiles for LGF	Initial discussions have taken place with key stakeholders inc colleges, UTC and SHU with further discussions planned with the AMRC and private provider. Recommendations re commissioning approved by SEEB due to be launched by end of July
<b>Aligning adult education with employer need:</b> we are working with providers to ensure that the Adult Education Budget is deployed to equip residents with the skills needed by the City Region's employers (looking at essential skills around maths, English, ESOL and digital)	Krysia Wooffinden	SCR LEP	Develop a commissioning strategy for AEB; <b>March 2019</b>	●	01/03/2016	01/07/2019	Devolution of AEB is currently on pause in relation to the mayoral powers needed to devolve funds to the CA	Considerable work was undertaken prior to the pause, which included work with stakeholders on the current mix and balance of provision to develop new funding policy that meets economic need, draft commissioning docs, funding agreement etc. We were also working through with Gov requirements around Readiness conditions and operational readiness conditions. Implementation Funding has been granted to the CA for 2018/19 which will be released once mayoral powers are in place. A letter was sent to DfE confirming that due to delays we wouldn't be able to meet deadlines for devo in 2019/20 and would instead be looking at 2020/21 with influence in 2019/20
<b>Enterprise Advisor Network:</b> working with schools across South Yorkshire to embed Enterprise Co-ordinators to promote enterprise and increase links with employers	Karen Challis	Doncaster Chamber and SY LAs	Achieve 100% of South Yorkshire schools with an Enterprise Advisor; <b>August 2018</b>	●	01/09/2017	31/08/2018	Delays in contracting slowed down activity	Doncaster Chamber were contracted to co-ordinate delivery across the 4 SY LAs. Although in some areas progress was slow to start (due to contracts) activity is now progressing and for Q2 across the 3 LAs who have submitted claims performance in terms of matching enterprise advisors with schools stands at 91% with 100% in Doncaster
<b>Develop a devolution proposition for Apprenticeships,</b> ensuring they best meet need in SCR and that use of the Levy is maximised	Krysia Wooffinden	SCR LEP	Prepare a devolution proposition for Apprenticeships; <b>January 2019</b>	●	01/04/2018	31/03/2019	Failure to maximise use of the Levy will mean as a region we potentially lose investment in skills development	activity not started yet
<b>Strengthen the provision of quality assured careers advice</b> by developing a compelling case for the devolution of the Careers Enterprise Company and National Careers Service Budgets	Karen Challis	SCR LEP	Create an evidence base for greater influence over career budgets; <b>March 2019</b>	●	01/04/2018	31/03/2019	Budgets for careers based activity remain fragmented with careers advice for both adults and young people not currently being effective. Residents are unable to make informed choices	A specification for an evaluation of the current Enterprise Advisor Network was worked up with Enterprise Coordinators- York Consulting have been commissioned to undertake this work which will be completed before the summer holidays
<b>Improve access to information on post-16 learning routes:</b> working closely with SCR's network of post-16 providers, the LEP will explore options for a new 'one stop shop' service to provide course and vacancy information on local post-16 provision (aside from that covered by UCAS) and apprenticeship opportunities.	Krysia Wooffinden	SCR LEP	Feasibility paper re 'one stop shop' for course and apprenticeship info; <b>March 2019</b>	●	01/04/2018	31/03/2019		activity not started yet

# Skills, Employment & Education Delivery Plan

## Securing & Sustaining Employment

Last updated on

Programme Status

Number of at risk projects

Activity	Lead	Organisation	What do we want to achieve in 2018-19? (Outcomes)	Status of Outcome	When did we start the activity?	When do we expect to finish the activity?	Delivery Risks	Progress Summary
<b>Health-led Employment Trial:</b> working with health partners and government, we have co-designed a research programme testing if joined-up support to help individuals with low to moderate mental health issues and/or a physical health condition to move into and sustain paid work. This is the largest global trial of this approach and launches March/April 2018.	Andrea Fitzgerald	SCR LEP	Health Led Employment Trial launches: <b>March 2018</b>	●	01/03/2017	31/03/2021	The trial aims to involve 7500 participants in order to produce a meaningful evaluation. As the referral window has been condensed by Government down to 10 months from 18 this places pressure on us to deliver those higher monthly volumes	Across the first month of delivery our provider SYHA has exceeded their forecasted targets with 30 residents receiving the enhanced employment service and one successfully gaining employment. Work continues with stakeholders to promote engagement with the trial and maximise referrals. The trial has a low conversion rate from referral into participation and this is the current focus of attention for the programme team.
<b>Work and Health Programme:</b> co-designed and managed between SCR and DWP, the Work and Health programme will provide specialist employment support to c. 1,500 SCR residents per year, the majority of whom have health/disability issues.	Andrea Fitzgerald	Reed in Partnership	Ensure resident participation in the Work and Health Programme is maximised: <b>March 2019</b>	●	15/01/2018	31/01/2023	Small volumes, nationally controlled programmes, covers 45 LAs, admin heavy for JCP	Delivery has started and we are working with Reed to ensure it meets local need. The team meets with the provider monthly and attends a bi-monthly contract meeting with DWP and the provider to influence delivery across SCR. The provider is now attending all Local Integration Board meetings and working with localities to align provision and resources.
<b>Early Integrated Employment Pilot:</b> we are using devolved funding to implement whole-person specialist employment support to unemployed SCR residents with complex barriers to work (due to launch in 2018). Local Integration Boards have been developed with representation from all delivery partners to align support around individuals enabling progression into work.	Andrea Fitzgerald	SCR LEP	Finalise the co-design phase of the Early Intervention Employment Support Pilot with the proactive involvement of key stakeholders: <b>June 2018</b>	●	01/03/2016	TBC	Pilot currently on pause.	Although on pause, an ESIF bid was submitted by SCR to support securing match for the pilot to increase cohort volumes, this was submitted at risk as we had unsecured match. The bid did not pass the gateway stage and options are now being considered in order to progress the business case working with the Local Authorities, JobCentre Plus and DWP.
<b>Broaden the offer of joined-up health and employment support:</b> building on learning from the LEPs Health-led Employment Trial, work with partners across SCR to develop a truly integrated health and employment offer for individuals in and out of work	Andrea Fitzgerald	SCR LEP	Local Integration Boards established (inc published Integration Plans): <b>May 2018</b>	●	01/04/2018	31/05/2018	Resource and capacity within LAs and other local services	5 of the 6 Local Integration Boards are now meeting and working with stakeholders to strengthen employment and skills
<b>Broaden the offer of joined-up health and employment support:</b> building on learning from the LEPs Health-led Employment Trial, work with partners across SCR to develop a truly integrated health and employment offer for individuals in and out of work	Andrea Fitzgerald	SCR LEP	Develop SCR proposition around integrated employment support: <b>Autumn 2018</b>	●	01/04/2018	31/03/2019	Progressing in an uncertain funding environment.	The Employment Board discussed priorities in the March 2018 meeting, a meeting has been held with the Growth Hub Advisors to start to understand barriers faced by SMEs. This work is now being scoped into a commissioning document to understand the detail of the challenges then develop solutions with partners against a defined project plan. Conversations have been held with the LA Officers group and a budget line built in to the trial to further research into removing barriers to recruitment.
<b>Commission focused activity to enhance and support the employment trial and pilot (inc employer awareness/support):</b> the LEP has commissioned Pathways to Progression, due to launch 2018, to support young people and adults address barriers to move into work, further education or self-employment.	Andrea Fitzgerald	DWP	Launch Pathways to Progression: <b>Autumn 2018</b> Implement a LEP-led campaign to raise employer awareness of the support available to gain the workforce they need and increase productivity: <b>By Autumn 2018</b>	●	01/06/2017	31/07/2021	Delays to commissioning activity by DWP and activity going live	Outline bids for delivery of this programme have been received by ESIF Committee. Full bids were submitted by applicants in Feb 2018. We are waiting for moderation by DWP. Initiated recruitment of a marketing officer to support employer engagement (primarily for the Health Led Employment Trial). Working with businesses to understand barriers to supporting an employed person and packages we can put in place to trial support options

# Skills, Employment & Education Delivery Plan

## Progressing in Employment

Last updated on 10/05/2018

Programme Status 

Number of at risk projects 1

Activity	Lead	Organisation	What do we want to achieve in 2018-19? (Outcomes)	Status of Outcome	When did we start the activity?	When do we expect to finish the activity?	Delivery Risks	Progress Summary
<b>Progression from FE to HE:</b> our colleges and Universities are working collaboratively to ensure there is clear progression from Level 3/4 to Level 5/6 so learners and employers have clear sight of next steps and impact. This includes collaborating on an Institute of Technology.	Krysia Wooffinden	SCR LEP	Embed an Institute of Technology across existing FE and HE infrastructure: <b>January 2019</b>		31/12/2017	31/08/2018	IoT as a Gov policy has taken some time to develop (approx 2 years) which may delay the formal bidding stage. The specification was also very rigid in terms of setting up a new legal entity which local colleges weren't comfortable with	An IoT bid was submitted by SHU. Which focused on embedding digital within other key sectors. The bid was none compliant as it didn't include an FE offer. - our bid wasn't successful. Further feedback sought by SHU and partnership activity underway between SHU, FE colleges, LAs and employers on taking concept forward
<b>Investing in high quality learning environments:</b> we are deploying skills capital resources to improve access to high level technical education adults and those in employment.	Krysia Wooffinden	SCR LEP	Launch the 2018-2021 Skills Capital Prospectus: <b>Summer 2018</b>		01/04/2018	31/12/2018	Low levels of match in the sector and demanding spend profiles for LGF	Initial discussions have taken place with key stakeholders inc colleges, UTC and SHU with further discussions planned with the AMRC and private provider. Recommendations re commissioning are being taken to Board (24/5/18). Recommendations approved. Prospectus due to be launched July 2018
<b>Continue to invest in the skills employers need:</b> a successor programme to the Skills Bank, including a new 'Skills Hub' aligned with our Growth Hub offer, will support further investment in the skills that employers need to grow fostering investment in leadership and management but also in embracing innovation and adopting new ways of working.	Krysia Wooffinden	SCR LEP	Launch Skills Hub and Skills Bank 2: <b>January 2019</b> Provide ongoing Labour market Information <b>March 2019</b>		01/01/2018	31/07/2021	Skills Bank contract managed by the ESFA (which gives unlimited influence but strengthened MoU), potential 18 month contract window for DWP commissioning ESF so built in plan B into Skills Bank funds	Outline application for the Skills Hub was submitted by the CA to DWP in Jan 2018 no formal feedback received as yet. Full stakeholder consultation has taken place on Skills Bank 2 with suggested changes agreed by CA and LEP Board. We are now working with the ESFA on the development of the specification and IT documentation, looking to launch in July. We have built into the contract management of the Skills Bank by the LEP allowance to cover 2-3 specialist Skills Brokers to within the Growth Hub. They will start activity over the summer to warm up employers. Paper going to stat officers on the use of Skills Bank funds and acceptance of grant from ESFA for £2.1m which will include £690k for mini procurement managed by CA to support CPD in past 16 providers
<b>Advancement Service:</b> as part of the LEP's CEIAG Strategy, a new service to pilot a streamlined approach for individuals in receipt of in-work benefits (and those in low paid, low skilled sectors) will be introduced. The Advancement Service will bring together resources from the National Careers Service, Jobcentre Plus and other relevant providers of CEIAG provision to improve motivation and facilitate in-work progression.	Karen Challis	SCR LEP	Develop a model for an integrated nationally funded CEIAG offer for all residents receiving in work benefits: <b>Autumn 2018</b>		01/04/2018	31/08/2018		Initial engagement activity starting to take place with local stakeholders on how this service may work
<b>Explore options to support in work learning,</b> through devolved use of the Adult Education budget, advanced learning loans and flexible learning programmes. As well as considering routes to self-employment and developing entrepreneurship.	Krysia Wooffinden	SCR LEP	Development of flexible learning programmes for SCR residents in employment (including a commissioning strategy for AEB): <b>March 2019</b>		01/04/2018	31/03/2019	Lack of flexible learning opportunities means the numbers of adults engaging with skills has/will drop	ESFA have offered a number of ESF Opts in which include Skills Support for the Workforce to support those in work. Taking to next ESIF committee to seek approval as limited funds available for match on open calls
<b>Develop a devolution proposition for Apprenticeships,</b> ensuring they best meet need in SCR and that use of the Levy is maximised	Krysia Wooffinden	SCR LEP	Prepare a devolution proposition for Apprenticeships: <b>January 2019</b>		01/04/2018	31/03/2019	Failure to maximise use of the Levy will mean as a region we potentially lose investment in skills development	activity not started yet

# SCR CA Executive Board DOCUMENT HISTORY COVER SHEET DOCUMENT DETAILS

## DOCUMENT DETAILS

CREATOR

DATE VERSION 1 SAVED

FILE LOCATION PATH

VERSION	DATE	SAVED BY	NOTES
1	18/6	kw	

## APPROVALS REQUIRED BY

APPROVAL REQUIRED BY	DATE
Executive Director	
Monitoring Officer	
S151 Officer	

### Board Paper Instructions

1. Before commencing the preparation of a paper, please ensure that your Director is aware that it will be on the agenda for the meeting.
2. Please read the guidance for preparing a paper below and contained within the body of the template.
3. If your paper relates to a project rather than a policy decision, ensure that it has received Full Business Plan approval prior Director approval date above. Programme Management process needs to be reflected here
4. Use the format set out below to structure your paper. Noting:
  - a. Papers should be less than 4 pages long with additional material in an annexes;
  - b. Recommendations should be self-contained and specific given they will be used in the minutes;
  - c. Pages should not be numbered (they will be numbered for the final .pdf paper pack);
  - d. Paragraphs must be numbered correctly;
5. Ensure that your Director and subsequent approvers receives the paper in good time to comment on and approve within the timescales set out above.

Should you require any assistance with formatting issues, please contact Claire James who will be happy to assist.

**Please ensure that you follow the above before submitting papers. With regret if papers stray from these guidelines we may need to return them to the author, which runs the risk of the paper missing a Board cycle. We would obviously wish to avoid this if at all possible.**

**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**12<sup>th</sup> July**DELIVERY PLAN DASHBOARD UPDATE – June 2018****Purpose of Report**

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<b>Implementing the Post-16 Skills Plan by becoming Routes Ready:</b> we are supporting the FE sector to develop high quality Technical Education routes, offering pathways to skilled occupations across the labour market (including Digital) as per the government's Post-16 Skills Plan and supporting employer led delivery models such as the AMRC, UTC and IoT's.	Helen George	SCR LEP	Implement 'Routes Ready' groups that support growth areas in SCR and embed employers in curriculum development; <b>March 2019</b>	●	01/09/2017	31/08/2019	Introduction of Routes to Post 16 education is a complex process and will require substantial change in the FE sector	An initial project lead was recruited in Sept 2018, they unfortunately left in Dec but carried out a lot of work with post 16 providers to understand their main concerns. The concept of Routes Ready groups for CEIAG, Employer Engagement and Curriculum Change were agreed in addition to 3 specific Routes Groups which will focus on where current gaps in supply are linked to inward investment and business growth. An interim consultant has now been recruited to take this work forward and progress activity, which will include before the end of June a meeting to agree which three routes we should focus on as a region, development of a procurement strategy to support the distribution of £50,000 to support implementation and initial meetings for all Routes Groups. The first steering groups meeting took place on Thur 21st June with members agreeing the 6 groups. Next steps are now to recruit volunteers to support this work and linking with the inward investment team.
<b>CEIAG Strategy:</b> we have developed an all-age CEIAG strategy which will defragment local provision and improve its quality, support the development of effective career management skills, embed employer interactions (including quality work experience) and promote entrepreneurialism.	Karen Challis	SCR LEP	Create the governance framework for an employer led strategic Commissioning Board of partners to support Strand 1 of the CEIG strategy; <b>Autumn 2018</b>	●	01/08/2017	on-going	The CEIAG Strategy is stakeholder driven and relies on partnership work/collaboration	A Draft implementation plan is currently being worked through with stakeholders and following the release of the Gov National Careers Strategy. On-going work is taking place with the Enterprise Advisor Network as well as work with the CEC, SY Futures and links to the Health led Trial, ESF. LEP involvement with CEIAG is to be discussed at the SEEB 12/07/2018 which recommendations presented to the LEP in September
<b>Investing in high quality learning environments:</b> we are deploying skills capital resources to improve post-16 learning environments in the City Region, ensuring that excellent facilities are available across all Technical Education routes.	Krysia Wooffinden	SCR LEP	Launch the 2018-2021 Skills Capital Prospectus; <b>Summer 2018</b> Secure a Careers Hub in SCR; <b>Summer 2018</b>	●	01/04/2018	31/12/2018	Low levels of match in the sector and demanding spend profiles for LGF	Initial discussions have taken place with key stakeholders inc colleges, UTC and SHU with further discussions planned with the AMRC and private provider. Recommendations re commissioning approved by SEEB due to be launched by end of July
<b>Aligning adult education with employer need:</b> we are working with providers to ensure that the Adult Education Budget is deployed to equip residents with the skills needed by the City Region's employers (looking at essential skills around maths, English, ESOL and digital)	Krysia Wooffinden	SCR LEP	Develop a commissioning strategy for AEB; <b>March 2019</b>	●	01/03/2016	01/07/2019	Devolution of AEB is currently on pause in relation to the mayoral powers needed to devolve funds to the CA	Considerable work was undertaken prior to the pause, which included work with stakeholders on the current mix and balance of provision to develop new funding policy that meets economic need, draft commissioning docs, funding agreement etc. We were also working through with Gov requirements around Readiness conditions and operational readiness conditions. Implementation Funding has been granted to the CA for 2018/19 which will be released once mayoral powers are in place. A letter was sent to DfE confirming that due to delays we wouldn't be able to meet deadlines for devo in 2019/20 and would instead be looking at 2020/21 with influence in 2019/20
<b>Enterprise Advisor Network:</b> working with schools across South Yorkshire to embed Enterprise Co-ordinators to promote enterprise and increase links with employers	Karen Challis	Doncaster Chamber and SY LAs	Achieve 100% of South Yorkshire schools with an Enterprise Advisor; <b>August 2018</b>	●	01/09/2017	31/08/2018	Delays in contracting slowed down activity	Doncaster Chamber were contracted to co-ordinate delivery across the 4 SY LAs. Although in some areas progress was slow to start (due to contracts) activity is now progressing and for Q2 across the 3 LAs who have submitted claims performance in terms of matching enterprise advisors with schools stands at 91% with 100% in Doncaster
<b>Develop a devolution proposition for Apprenticeships,</b> ensuring they best meet need in SCR and that use of the Levy is maximised	Krysia Wooffinden	SCR LEP	Prepare a devolution proposition for Apprenticeships; <b>January 2019</b>	●	01/04/2018	31/03/2019	Failure to maximise use of the Levy will mean as a region we potentially lose investment in skills development	activity not started yet
<b>Strengthen the provision of quality assured careers advice</b> by developing a compelling case for the devolution of the Careers Enterprise Company and National Careers Service Budgets	Karen Challis	SCR LEP	Create an evidence base for greater influence over career budgets; <b>March 2019</b>	●	01/04/2018	31/03/2019	Budgets for careers based activity remain fragmented with careers advice for both adults and young people not currently being effective. Residents are unable to make informed choices	A specification for an evaluation of the current Enterprise Advisor Network was worked up with Enterprise Coordinators- York Consulting have been commissioned to undertake this work which will be completed before the summer holidays
<b>Improve access to information on post-16 learning routes:</b> working closely with SCR's network of post-16 providers, the LEP will explore options for a new 'one stop shop' service to provide course and vacancy information on local post-16 provision (aside from that covered by UCAS) and apprenticeship opportunities.	Krysia Wooffinden	SCR LEP	Feasibility paper re 'one stop shop' for course and apprenticeship info; <b>March 2019</b>	●	01/04/2018	31/03/2019		activity not started yet

# Skills, Employment & Education Delivery Plan

## Securing & Sustaining Employment

Last updated on

Programme Status


Number of at risk projects

Activity	Lead	Organisation	What do we want to achieve in 2018-19? (Outcomes)	Status of Outcome	When did we start the activity?	When do we expect to finish the activity?	Delivery Risks	Progress Summary
<b>Health-led Employment Trial:</b> working with health partners and government, we have co-designed a research programme testing if joined-up support to help individuals with low to moderate mental health issues and/or a physical health condition to move into and sustain paid work. This is the largest global trial of this approach and launches March/April 2018.	Andrea Fitzgerald	SCR LEP	Health Led Employment Trial launches: <b>March 2018</b>	●	01/03/2017	31/03/2021	The trial aims to involve 7500 participants in order to produce a meaningful evaluation. As the referral window has been condensed by Government down to 10 months from 18 this places pressure on us to deliver those higher monthly volumes	Across the first month of delivery our provider SYHA has exceeded their forecasted targets with 30 residents receiving the enhanced employment service and one successfully gaining employment. Work continues with stakeholders to promote engagement with the trial and maximise referrals. The trial has a low conversion rate from referral into participation and this is the current focus of attention for the programme team.
<b>Work and Health Programme:</b> co-designed and managed between SCR and DWP, the Work and Health programme will provide specialist employment support to c. 1,500 SCR residents per year, the majority of whom have health/disability issues.	Andrea Fitzgerald	Reed in Partnership	Ensure resident participation in the Work and Health Programme is maximised: <b>March 2019</b>	●	15/01/2018	31/01/2023	Small volumes, nationally controlled programmes, covers 45 LAs, admin heavy for JCP	Delivery has started and we are working with Reed to ensure it meets local need. The team meets with the provider monthly and attends a bi-monthly contract meeting with DWP and the provider to influence delivery across SCR. The provider is now attending all Local Integration Board meetings and working with localities to align provision and resources.
<b>Early Integrated Employment Pilot:</b> we are using devolved funding to implement whole-person specialist employment support to unemployed SCR residents with complex barriers to work (due to launch in 2018). Local Integration Boards have been developed with representation from all delivery partners to align support around individuals enabling progression into work.	Andrea Fitzgerald	SCR LEP	Finalise the co-design phase of the Early Intervention Employment Support Pilot with the proactive involvement of key stakeholders: <b>June 2018</b>	●	01/03/2016	TBC	Pilot currently on pause.	Although on pause, an ESIF bid was submitted by SCR to support securing match for the pilot to increase cohort volumes, this was submitted at risk as we had unsecured match. The bid did not pass the gateway stage and options are now being considered in order to progress the business case working with the Local Authorities, JobCentre Plus and DWP.
<b>Broaden the offer of joined-up health and employment support:</b> building on learning from the LEPs Health-led Employment Trial, work with partners across SCR to develop a truly integrated health and employment offer for individuals in and out of work	Andrea Fitzgerald	SCR LEP	Local Integration Boards established (inc published Integration Plans): <b>May 2018</b>	●	01/04/2018	31/05/2018	Resource and capacity within LAs and other local services	5 of the 6 Local Integration Boards are now meeting and working with stakeholders to strengthen employment and skills
<b>Broaden the offer of joined-up health and employment support:</b> building on learning from the LEPs Health-led Employment Trial, work with partners across SCR to develop a truly integrated health and employment offer for individuals in and out of work	Andrea Fitzgerald	SCR LEP	Develop SCR proposition around integrated employment support: <b>Autumn 2018</b>	●	01/04/2018	31/03/2019	Progressing in an uncertain funding environment.	The Employment Board discussed priorities in the March 2018 meeting, a meeting has been held with the Growth Hub Advisors to start to understand barriers faced by SMEs. This work is now being scoped into a commissioning document to understand the detail of the challenges then develop solutions with partners against a defined project plan. Conversations have been held with the LA Officers group and a budget line built in to the trial to further research into removing barriers to recruitment.
<b>Commission focused activity to enhance and support the employment trial and pilot (inc employer awareness/support):</b> the LEP has commissioned Pathways to Progression, due to launch 2018, to support young people and adults address barriers to move into work, further education or self-employment.	Andrea Fitzgerald	DWP	Launch Pathways to Progression: <b>Autumn 2018</b> Implement a LEP-led campaign to raise employer awareness of the support available to gain the workforce they need and increase productivity: <b>By Autumn 2018</b>	●	01/06/2017	31/07/2021	Delays to commissioning activity by DWP and activity going live	Outline bids for delivery of this programme have been received by ESIF Committee. Full bids were submitted by applicants in Feb 2018. We are waiting for moderation by DWP. Initiated recruitment of a marketing officer to support employer engagement (primarily for the Health Led Employment Trial). Working with businesses to understand barriers to supporting an employed person and packages we can put in place to trial support options

# Skills, Employment & Education Delivery Plan

## Progressing in Employment

Last updated on 10/05/2018

Programme Status 

Number of at risk projects 1

Activity	Lead	Organisation	What do we want to achieve in 2018-19? (Outcomes)	Status of Outcome	When did we start the activity?	When do we expect to finish the activity?	Delivery Risks	Progress Summary
<b>Progression from FE to HE:</b> our colleges and Universities are working collaboratively to ensure there is clear progression from Level 3/4 to Level 5/6 so learners and employers have clear sight of next steps and impact. This includes collaborating on an Institute of Technology.	Krysia Wooffinden	SCR LEP	Embed an Institute of Technology across existing FE and HE infrastructure: <b>January 2019</b>		31/12/2017	31/08/2018	IoT as a Gov policy has taken some time to develop (approx 2 years) which may delay the formal bidding stage. The specification was also very rigid in terms of setting up a new legal entity which local colleges weren't comfortable with	An IoT bid was submitted by SHU. Which focused on embedding digital within other key sectors. The bid was none compliant as it didn't include an FE offer. - our bid wasn't successful. Further feedback sought by SHU and partnership activity underway between SHU, FE colleges, LAs and employers on taking concept forward
<b>Investing in high quality learning environments:</b> we are deploying skills capital resources to improve access to high level technical education adults and those in employment.	Krysia Wooffinden	SCR LEP	Launch the 2018-2021 Skills Capital Prospectus: <b>Summer 2018</b>		01/04/2018	31/12/2018	Low levels of match in the sector and demanding spend profiles for LGF	Initial discussions have taken place with key stakeholders inc colleges, UTC and SHU with further discussions planned with the AMRC and private provider. Recommendations re commissioning are being taken to Board (24/5/18). Recommendations approved. Prospectus due to be launched July 2018
<b>Continue to invest in the skills employers need:</b> a successor programme to the Skills Bank, including a new 'Skills Hub' aligned with our Growth Hub offer, will support further investment in the skills that employers need to grow fostering investment in leadership and management but also in embracing innovation and adopting new ways of working.	Krysia Wooffinden	SCR LEP	Launch Skills Hub and Skills Bank 2: <b>January 2019</b> Provide ongoing Labour market Information <b>March 2019</b>		01/01/2018	31/07/2021	Skills Bank contract managed by the ESFA (which gives unlimited influence but strengthened MoU), potential 18 month contract window for DWP commissioning ESF so built in plan B into Skills Bank funds	Outline application for the Skills Hub was submitted by the CA to DWP in Jan 2018 no formal feedback received as yet. Full stakeholder consultation has taken place on Skills Bank 2 with suggested changes agreed by CA and LEP Board. We are now working with the ESFA on the development of the specification and IT documentation, looking to launch in July. We have built into the contract management of the Skills Bank by the LEP allowance to cover 2-3 specialist Skills Brokers to within the Growth Hub. They will start activity over the summer to warm up employers. Paper going to stat officers on the use of Skills Bank funds and acceptance of grant from ESFA for £2.1m which will include £690k for mini procurement managed by CA to support CPD in past 16 providers
<b>Advancement Service:</b> as part of the LEP's CEIAG Strategy, a new service to pilot a streamlined approach for individuals in receipt of in-work benefits (and those in low paid, low skilled sectors) will be introduced. The Advancement Service will bring together resources from the National Careers Service, Jobcentre Plus and other relevant providers of CEIAG provision to improve motivation and facilitate in-work progression.	Karen Challis	SCR LEP	Develop a model for an integrated nationally funded CEIAG offer for all residents receiving in work benefits: <b>Autumn 2018</b>		01/04/2018	31/08/2018		Initial engagement activity starting to take place with local stakeholders on how this service may work
<b>Explore options to support in work learning,</b> through devolved use of the Adult Education budget, advanced learning loans and flexible learning programmes. As well as considering routes to self-employment and developing entrepreneurship.	Krysia Wooffinden	SCR LEP	Development of flexible learning programmes for SCR residents in employment (including a commissioning strategy for AEB): <b>March 2019</b>		01/04/2018	31/03/2019	Lack of flexible learning opportunities means the numbers of adults engaging with skills has/will drop	ESFA have offered a number of ESF Opts in which include Skills Support for the Workforce to support those in work. Taking to next ESIF committee to seek approval as limited funds available for match on open calls
<b>Develop a devolution proposition for Apprenticeships,</b> ensuring they best meet need in SCR and that use of the Levy is maximised	Krysia Wooffinden	SCR LEP	Prepare a devolution proposition for Apprenticeships: <b>January 2019</b>		01/04/2018	31/03/2019	Failure to maximise use of the Levy will mean as a region we potentially lose investment in skills development	activity not started yet