

**SKILLS EXECUTIVE BOARD**  
**Date: 21<sup>st</sup> February 2019**  
**Venue: Broad Street West, Sheffield**  
**Time: 10.00-12:00**

**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	Verbal	Chair
<b>Business items</b>			
6.	European Social Fund (ESF) Future Calls	Paper	Kryisia Wooffinden
7.	Skills Capital – Barnsley College	Paper	Rob Harvey
8.	Skills Bank Update	Paper	Kryisia Wooffinden
9.	Health-Led Employment Trial	Paper	Andrea Fitzgerald
<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
<b>DATE OF NEXT MEETING – TBC</b>			

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**SCR SKILLS EXECUTIVE BOARD**

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

**BROAD STREET WEST, SHEFFIELD**

No	Item	Action
1	<p><b><u>Present and Apologies</u></b></p> <p><u>Board Members</u> Cllr Chris Read (RMBC) - Chair Laura Bennett (SCR LEP)</p> <p><u>In Attendance / Advisory Members</u> Tom Smith (BMBC) Dawn Hall (DMBC) Tim O'Connell (RMBC) Eve Waite (SCC) Krysia Wooffinden (SCR Exec Team) Helen George (SCR Exec Team) Andrew Fitzgerald (SCR Exec Team) Cassie Houlden (Ekosgen) Craig Tyler (JAGU)</p> <p>Apologies received from Prof. Sir Chris Husbands (SCR LEP), Jo Miller (DMBC) and Dawn Shaw (SCC)</p>	
2	<p><b><u>Declarations of Interest</u></b></p> <p>None.</p>	
3	<p><b><u>Urgent Items / Announcements</u></b></p> <p>The Board was informed that both the Careers Hub bid and the IoT bid (as discussed at previous meetings) had been unsuccessful.</p> <p>However, it was noted the Doncaster UTC bid was successful. Laura informed members she had been asked to join the UTC Board to represent the SCR LEP.</p>	
4	<p><b><u>Minutes of the Previous Meeting</u></b></p>	

	The minutes of the meeting held on 24 <sup>th</sup> May were agreed to be an accurate record.	
5	<p><b><u>Matters Arising</u></b></p> <p>The Board was provided with an update on the matters arising from the previous meeting.</p> <p>It was noted the Mayor’s review of SCR governance structures is due to conclude over the summer and the findings should be known by the next SEB meeting.</p> <p>It was noted work continues to find a means to best engage the Board’s wider family of advisors.</p>	
6	<p><b><u>Health-Led Employment Trial Update</u></b></p> <p>A paper and presentation were received to provide an update on the initial stages of the Health Led Employment Trial.</p> <p>The presentation reminded the Board of the background to the trial and the various referral routes now in place, and reiterated the challenges it has been conceived to try and address.</p> <p>The Board was informed that in the first 67 days of delivery (57 days of full running), 690 referrals have been received and 4 customers had already been supported into employment.</p> <p>Additional statistical information was provided.</p> <p>It was noted that due to delays in mobilising the trial within the Work and Health Unit, the referral window had been reduced from 18 months to a more challenging 10 months, resulting in a higher monthly volume target. Options to have the referral window re-extended are being considered.</p> <p>The Board considered what more the Local Authorities could be doing to help generate referrals.</p> <p><b>Action: Andrea to provide the LA reps with some additional material to promote the Trial via internal comms channels</b></p> <p><b>RESOLVED, that the Board notes the content of the report</b></p>	AF
7	<p><b><u>LEP Strategic Priorities</u></b></p> <p>Members were advised that following discussion at LEP Board (18th June) on the strategic direction of the LEP in relation to Skills, Employment and Education, it had been requested that recommendations from SEB be brought back to the LEP, on the</p>	

	<p>topics of demand-led growth link to inward investment and business growth which support Industry 4.0, and the role of the LEP in careers education, information, advice and guidance (CEIAG) and what initiatives might be undertaken to deliver these priorities.</p> <p>Consideration was therefore given to potential initiatives that might have the capability to address these points.</p> <p>The Board was reminded there was 3 further years of assured skills capital funding, plus the opportunity to start to consider what could be achieved over a longer term, and the requirement to identify the needs of ‘the workforce of the future’.</p> <p>It was noted the officer group had given these matters similar detailed consideration and identified a number of lines of enquiry, including the need to effectively engage more with younger children as a means of developing a holistic, all-ages ‘careers strategy’ and the importance of employer engagement (and how the LEP may be best positioned to alleviate issues) for both larger businesses and SMEs. It has also been suggested there is an issue with getting schools to engage with all the skills and employment related opportunities they are presented (albeit acknowledging the pressure schools are under to deliver on so many fronts).</p> <p>Other ideas discussed by the Board included an Employer / Schools Partnership Board, Gainshare investment funding of a careers hub and the re-appropriation of other funding streams.</p> <p>The Board considered how the various ideas emerging might be best presented to the LEP Board.</p> <p><b>Action: Krysia (with support from the LA reps) to collate a ‘spectrum of potential initiatives, ranked by degree of radicalism, and present these to the next SEB meeting for consideration ahead of presentation to the LEP Board.</b></p>	KW
8	<p><b><u>HS2 Growth Strategy</u></b></p> <p>The Board received a paper and accompanying presentation to provide an update on activity in relation to the production of the HS2 Growth Strategy in particular relation to the Skills and Employment section of that Strategy.</p> <p>Members were reminded that skills and employment is seen as a key element of the Growth Strategy and advised the Strategy ensures that the expected skills and jobs profile is able to be met, that all residents are able to access opportunities and that businesses are supported and able to access supply chain opportunities.</p>	

	<p>Examples were provided for where HS2 will directly and indirectly benefit skills and employment opportunities in terms of the building, planning, design and construction of the line and rolling stock, maintenance and operations, commercial developments unlocked by HS2 and a general economic uplift with transformed travel to work opportunities.</p> <p>It was noted that to inform this work, Ekosgen 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 asks back to Government may be in terms of supporting the realisation of the full potential offered through HS2.</p> <p>The Board was provided with the feedback and findings of the workshop, at which it was noted, stakeholders were broadly supportive of the proposed ‘asks’.</p> <p>It was acknowledged it is difficult to wholly predict the shape of the ‘workforce of the future’ and therefore somewhat difficult to map skills and employment supply against potential demand.</p> <p>The Board discussed the role the High Speed Rail College might take it helping the SCR achieve its HS2-related skills and employment potential. Members cited issues around current take up and the lack of co-ordination pathways for learners between this and other FE institutions. It was requested this matter be addressed by officers (and Ekosgen) as part of their work on the HS2 Growth Strategy.</p> <p><b>Action: Krysia / Cassie to look at whether the Growth Strategy might be a catalyst to improve and join up FE systems and pathways</b></p>	<p>KW / CH</p>
<p>9</p>	<p><b><u>Overview of T-Levels</u></b></p> <p>As per the request made at the previous meeting, a paper was received to update the Board on the introduction of T-levels and how these are supporting key elements of the Skills, Employment &amp; Education delivery plan.</p> <p>The Board discussed the need to be mindful of the expectations of employers in relation to T-Levels and commented on other potential issues and complexities that might be experienced going forward.</p> <p>It was acknowledged it is currently difficult to establish what the demand for the new qualifications might be.</p>	

10	<p><b><u>Delivery Plan Dashboard</u></b></p> <p>The Board was provided with an update in relation to the current situation regarding the various Delivery Plan undertakings.</p> <p>It was noted the presentation of a more detailed update on the Delivery Plan is scheduled to be received at the next meeting.</p>	
11	<p><b><u>Forward Plan</u></b></p> <p>It was noted the next meeting will focus on an update on Skills Bank/Skills Hub and receive the 'spectrum of priorities' for the potential strategic direction of the LEP in relation to Skills, Employment and Education.</p>	
12	<p><b><u>Any Other Business</u></b></p> <p>No further matters noted.</p>	
11	<p><b><u>Date of Next Meeting</u></b></p> <p>23<sup>rd</sup> August, 2018, 10.00am at Broad Street West, Sheffield.</p>	

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**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**

**21st February 2019**

**European Social Fund Programme (ESF)**

**Purpose of Report**

Provide Board Members with an overview of current European Social Fund (ESF) and seek endorsement for future calls to take forward to the European Structural Investment Fund (ESIF) Committee.

**Thematic Priority**

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

**Freedom of Information and Schedule 12A of the Local Government Act 1972**

The paper will be made available under the Combined Authority Publication Scheme.

**Recommendations**

That the Board endorses the proposed outline calls under ESF to be taken forward to the ESIF committee for approval and further development.

**1. Introduction**

- 1.1** The SCR ESF programme is now in its latter stages. The Managing Authority (DWP) has asked LEP areas to confirm whether they intend to utilise their remaining allocations. If the SCR chooses to invest their remaining allocation, DWP will issue calls for programmes across the financial year 2019/2020 with a view to those starting to deliver in the summer of 2020 concluding in 2023.
- 1.2** This paper provides an overview of the current programme and suggests the future focus of investment, should the board wish to progress the programme, based on stakeholder discussions.

**2. Proposal and justification**

**2.1 The European Social Fund (ESF)**

European Social Fund (ESF) is a source of European Funding from the European Structural Investment Fund (ESIF), that is designed to provide additional support to key groups/businesses who don't always benefit from mainstream support. Allocations of ESF are made to LEP areas and are delivered in 7-year periods. The current funding round runs between 2014 and 2020 but funds allocated to projects before 2020 can be spent until 2023.

- 2.2** ESF works on a principle of additionality with the expectation investment through it is made alongside other sources of funding, known as "match" funding. Match funds are generally drawn from national government funds, through what are known as co-financing arrangements. (The

Department of Work & Pensions (DWP), Education, Skills Funding Agency (ESFA) and Big Lottery operate as co-financing agencies) or investment from local areas. The level of match required to generate ESF investment through the programme is linked to the classification of the area. In SCR a 50% match funding is required for our 'Developed' area (Chesterfield, Bassetlaw, Bolsover & North East Derbyshire) and 40% match for the 'Transition' area (South Yorkshire).

### How the funds are managed

- 2.3 The DWP is the managing authority for ESF and manages all calls for ESF projects across the country. The LEP through a local ESIF committee and agreed SCR ESIF Strategy set the direction and develop calls to support key priorities for the region.

### The current position for the SCR ESF Programme

- 2.4 A detailed overview of the allocations and current position is presented in Appendix 1. Because of exchange rate fluctuations, SCR has recently been notified it has received a further 12% investment. The total allocation for the SCR is £74m across 5 ESF priority areas. The table below provides an overview of committed and remaining funds, appendix 1 provides a more detailed overview.

Priority	Allocation	Remaining Balance
Priority 1.1 - Increasing access to employment	£17m	£4.9 m
Priority 1.2 - Supporting young people in the labour market	£2.8m	£1 m
Priority 1.4 - Active inclusion in skills and employment	£19m	£7.8 m
Priority 2.1 - Increasing access to lifelong learning	£29m	£7.2 m
Priority 2.2 - Increasing skills in the labour market	£4.6m	£3 m

- 2.5 The programme has struggled with its ability to attract the match funding required to secure the ESF investment and faced significant delays in the appraisal of bids by the Managing Authority (DWP) delaying programmes by up to 20 months. As a result, several programmes which have been in the pipeline for a while will commence delivery in this year with a reduced delivery window.
- 2.6 Extensive discussions have been held with local stakeholders (including all 9 local authorities, 3<sup>rd</sup> sector partners and national stakeholders such as the National Lottery and Princes Trust) to understand current provision and explore the options presented in this paper.
- 2.8 Based on the informal discussions with stakeholders, the table below gives a flavour of the potential calls that could be worked up into full specifications. Work with stakeholders has focused on ensuring future investments meets identified gaps, doesn't duplicate activity, adds value and future proofs support for key groups with the imminent end of referrals to existing projects (i.e. the Health Led Employment Trial in Oct 2019).

Priority	£m	Programme Outline
1.1	£4.9	<ul style="list-style-type: none"> <li>• Sector specific programme for job seekers &amp; inactive people clear focus on up-skilling linked to active labour market information and real job opportunities. This could focus on supporting people to re-skill into new and emerging sectors i.e. Industry 4.0, the energy sector and advanced manufacturing</li> </ul>
1.2	£1	<ul style="list-style-type: none"> <li>• Sector specific skills programme for young people seeking work and at risk of becoming not in education, employment or training with a clear focus on job relevant skills</li> </ul>
1.4	£7.8	<p>A focused package of programmes which include:</p> <ul style="list-style-type: none"> <li>• flexible support provision aligned to employment programmes in the SCR</li> <li>• a programme to reduce digital inequality amongst this key group</li> <li>• support for migrant workers who are unemployed and non-English speaking</li> <li>• targeted support for people with physical and mental health conditions living in areas of disadvantage building on learning from our current Health Led Employment Trial.</li> </ul>
2.1	£7.2	<p>A series of focused packages of work aligned to supporting current and future employment programmes, including:</p> <ul style="list-style-type: none"> <li>• Flexible informal learning provision to increase employability/confidence to upskill</li> <li>• A pathway to higher level digital skills</li> <li>• A programme to grow skills and support in work progression for those who are disadvantaged in the work place (e.g. a mental and or physical disability, English as a second language)</li> </ul>
2.2	£3.6	<ul style="list-style-type: none"> <li>• Working with Higher and Further Education this would include a programme to support knowledge transfer with a focus of under and post graduate work projects and graduate retention.</li> <li>• It would also contain an in-work progression project providing support for both employers and employees for those who are disadvantaged in the work place (e.g. a mental and or physical disability, English as a second language)</li> </ul>

### 3. Consideration of alternative approaches

- 3.1** Extensive work has taken place with stakeholders to understand where ESF can add value, where need exists within SCR and potential sources of match. This has included work with officers from the Local Authorities and a stakeholder engagement event attended by the third sector, colleges, local authorities, universities and discussions with national stakeholders such as the Princes Trust and the National Lottery.
- 3.2** The following options were discussed
- Don't utilise the remaining allocation, due to concerns around the availability of match and historical delays to commissioning by the managing agent- it was felt this wasn't a viable option because of the high levels of obvious need within the region
  - Focus on calls targeted at specific geographic areas which tackled multiple challenges – however there were concerns around this excluding groups that didn't fall into the specific geographical areas.
  - Prioritise 1 or 2 of the priority areas under ESF to focus activity and potential activity- this was disregarded as stakeholders were unable to agree where this prioritisation should lie with need highlighted in all the priority areas.

## 4. Implications

### 4.1 Financial

There are no financial implications for the SCR, as funds are managed and procured by the DWP.

### 4.2 Legal

There are no legal implications for the SCR, as funds are managed and procured by the DWP.

### 4.3 Risk Management

- **That stakeholders will not be able to source the necessary match investment required to draw down the EU funding.** This will result in those funds being returned to the central Government Programme. This will be reduced as the Executive will undertake market development activities as part of the course of the development of the programme if approved.
- **That the appraisal process is overly lengthy** resulting in programmes having a much-reduced delivery window. This will be reduced through regular involvement and contact with the DWP team.
- **That the SCR is unable to progress the programme resulting in the return of the funding to central Government.**

### 4.4 Equality, Diversity and Social Inclusion

Fighting poverty and inequality is the central theme of the ESF programme.

## 5. Communications

- 5.1 All calls are advertised via the national ESIF website with a link available on the SCR website. Local Authorities who receive support through Technical Assistance (Doncaster and Sheffield) can provide additional support to potential bidders.

## 6. Appendices/Annexes

Appendix 1 – A Summary of the SCR ESF Allocation 2014-2020 as at January 2019

Report Author **Kryisia Wooffinden**  
Post **Assistant Director of Skills, Employment and Education**  
Officer responsible **Mark Lynam**  
Organisation **SCR Executive**  
Email **0114 220 3475**  
Telephone **Mark.Lynam@[sheffieldcityregion.org.uk](mailto:Mark.Lynam@sheffieldcityregion.org.uk)**

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:

<http://ec.europa.eu/esf>

<https://www.gov.uk/european-structural-investment-funds>

<https://www.gov.uk/government/publications/european-social-fund-operational-programme-2014-to-2020>

<https://sheffieldcityregion.org.uk/wp-content/uploads/2018/01/SCR-ESIF-REFRESH-Feb-2016-Final-v3-1.pdf>

APPENDIX 1  
SCR ESF PROGRAMME OVERVIEW 2014:2020 AS AT 21 JANUARY 2019

Priority allocations	SCR Programmes	Transitional Area (South Yorkshire)				Developed Area (Northern Derbyshire & Bassetlaw)				Total SCR ESF Programme			
		Allocation#	Activity	Pipeline**	Balance	Allocation#	Activity	Pipeline**	Balance	Allocation	Activity	Pipeline**	Balance
<b>Employment</b>													
(1.1) More unemployed or inactive people enter jobs (or self employment) or engage in job searching, especially those who are at a disadvantage or who need to improve their skills	Skills for Jobs Growth [concluded]		£1,940,444				£253,584				£2,194,028	£0	
	Skills Support for the Unemployed (DWP Opt In)			£8,600,000			£1,400,000			£0	£10,000,000		
										£0	£0		
	<b>Sub total 1.1:</b>	<b>£14,842,084</b>	<b>£1,940,444</b>	<b>£8,600,000</b>	<b>£4,301,640</b>	<b>£2,324,750</b>	<b>£253,584</b>	<b>£1,400,000</b>	<b>£671,166</b>	<b>£17,166,834</b>	<b>£2,194,028</b>	<b>£10,000,000</b>	<b>£4,972,806</b>
(1.2) More young people are in education, employment or training and fewer are NEET or at risk of becoming NEET	Pathways to Progression			£1,809,448							£0	£1,809,448	
											£0	£0	
	<b>Sub total 1.2:</b>	<b>£2,306,391</b>		<b>£1,809,448</b>		<b>£591,342</b>		<b>£0</b>		<b>£2,897,733</b>	<b>£0</b>	<b>£1,809,448</b>	<b>£1,088,285</b>
<b>TOTAL EMPLOYMENT:</b>	<b>£17,148,475</b>	<b>£1,940,444</b>	<b>£10,409,448</b>	<b>£4,301,640</b>	<b>£2,916,092</b>	<b>£253,584</b>	<b>£1,400,000</b>	<b>£671,166</b>	<b>£20,064,567</b>	<b>£2,194,028</b>	<b>£11,809,448</b>	<b>£6,061,091</b>	<b>30%</b>
<b>Social Inclusion</b>													
(1.4) To address the root causes of poverty which create barriers to work so more people move closer to or into employment	Building Better Opportunities (National Lottery Opt In) [concluding]		£1,710,000				£200,000				£1,910,000	£0	
	Building Better Opportunities (National Lottery Opt In) extension			£1,710,000			£200,000			£0	£1,910,000		
	Pathways to Progression			£1,967,462						£0	£1,967,462		
	Community Innovation Grants			£800,000			£200,000			£0	£1,000,000		
	Socially Inclusive Self-Employment			£800,000			£200,000			£0	£1,000,000		
	Pathways to Success (Early Integration Pilot)			£4,237,050						£0	£4,237,050		
<b>TOTAL SOCIAL INCLUSION:</b>	<b>£17,374,398</b>	<b>£1,710,000</b>	<b>£9,514,512</b>	<b>£6,149,886</b>	<b>£2,538,472</b>	<b>£200,000</b>	<b>£600,000</b>	<b>£1,738,472</b>	<b>£19,912,870</b>	<b>£1,910,000</b>	<b>£10,114,512</b>	<b>£7,888,358</b>	<b>40%</b>
<b>Skills</b>													
(2.1) More people gain the skills they need to achieve their goals and support local growth	Skills Support for the Workforce and Redundancy (DWP Opt In)			£8,600,000			£1,400,000				£0	£10,000,000	
	Skills Bank 1 [Concluded]		£10,669,380				£1,540,620			£12,210,000	£0		
	<b>Sub total 2.1:</b>	<b>£25,188,946</b>	<b>£10,669,380</b>	<b>£8,600,000</b>	<b>£5,919,566</b>	<b>£4,279,778</b>	<b>£1,540,620</b>	<b>£1,400,000</b>	<b>£1,339,158</b>	<b>£29,468,724</b>	<b>£12,210,000</b>	<b>£10,000,000</b>	<b>£7,258,724</b>
(2.2) Improving the labour market relevance of education and training systems	Education Business Alliance (Education and Industry)			£1,401,614			£198,078				£0	£1,599,692	
	<b>Sub total 2.2:</b>	<b>£3,765,316</b>		<b>£1,401,614</b>	<b>£2,363,702</b>	<b>£896,927</b>	<b>£198,078</b>	<b>£698,849</b>	<b>£4,662,243</b>	<b>£0</b>	<b>£1,599,692</b>	<b>£3,062,551</b>	<b>66%</b>
	<b>TOTAL SKILLS:</b>	<b>£28,954,262</b>	<b>£10,669,380</b>	<b>£10,001,614</b>	<b>£8,283,268</b>	<b>£5,176,705</b>	<b>£1,540,620</b>	<b>£1,598,078</b>	<b>£2,038,007</b>	<b>£34,130,967</b>	<b>£12,210,000</b>	<b>£11,599,692</b>	<b>£10,321,275</b>
<b>TOTAL:</b>	<b>£63,477,135</b>	<b>£14,319,824</b>	<b>£29,925,574</b>	<b>£18,734,794</b>	<b>£10,631,269</b>	<b>£1,994,204</b>	<b>£3,598,078</b>	<b>£4,447,645</b>	<b>£74,108,404</b>	<b>£16,314,028</b>	<b>£33,523,652</b>	<b>£24,270,724</b>	<b>33%</b>
			23%	47%	30%	19%	34%	42%		22%	45%	33%	

**NOTES:**

# Includes uplift 2018

\*\* Pipeline figures are not final due to ongoing profiling

Figs for P2P, P2S and EBA confirmed with providers

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## SKILLS EXECUTIVE BOARD

21<sup>st</sup> FEBRUARY 2019

### Skills Capital Commissioning Call – Additional Proposal (Barnsley College)

#### Purpose of Report

Following the approval at LEP board (18<sup>th</sup> Aug 2018) to approve the launch of the Local Growth Fund Skills Capital Commissioning Call, as endorsed by the Skills, Employment and Education Executive Board on the 24<sup>th</sup> May 2018. On the 5<sup>th</sup> November the LEP Board accepted 10 Strategic Business Cases into the Local Growth Programme.

This paper provides an overview of a further Strategic Businesses Case (SBC) from Barnsley College to seek Skills, Employment and Education Executive Board endorsement for acceptance of this project onto the Local Growth Fund (LGF) programme in order for this scheme to progress to the next stage of development in accordance with the SCR Assurance and Accountability Framework (AAF).

#### Thematic Priority

- Facilitate and proactively support growth amongst existing firms
- Develop the SCR's skills base, labour mobility and education performance
- Secure investment in infrastructure where it will do most to support growth

#### Freedom of Information and Schedule 12A of the Local Government Act 1972

Under the Freedom of Information Act this paper and any appendices will be made available under the SCR Publication Scheme

#### Recommendations

That the Skills Board endorse the following recommendation for this project:

1. **Barnsley College** - Barnsley College Digital Innovation Hub– is accepted into the Local Growth Fund programme and progresses to outline business case to secure assets.

## 1. Introduction

- 1.1 The LEP Board (18<sup>th</sup> Aug 2018) approved that a £16.9m LGF Skills Capital Commissioning Call be launched inviting strategic business case submissions from interested applicants. Unlike previous LGF calls seeking proposals to invest in the training and educational skills

infrastructure, which have been generic in nature, the call specifically asked for projects that supported delivery of education and skills across science, technology, engineering and maths (STEM) with a focus on higher level skills in recognition of the strategic role such skills play in supporting growth in the region.

- 1.2 SCR received 12 proposals to the call. One of the proposals received was from Barnsley College working in conjunction with Barnsley Council. The proposal had two main elements, the re-purposing of the College's Sci-Tech building and purchase of The Core as part of Barnsley Borough Council's plans to support the growth of Barnsley's Digital sector – called the Digital Media Campus. The appraisal panel split the proposals and the Council's DMC2 bid has progressed. This report seeks approval to move Barnsley College's proposal from SBC to OBC.

## **2. Proposal and justification**

- 2.1 Barnsley College's revised SBC seeks to refurbish the Sci Tech Building and to purchase equipment (specialist IT software and leading-edge hardware) relating to Internet of Things, Digital Construction and Digital Engineering. In the original SBC submitted (containing both projects) the main two issues raised by the Appraisal Panel firstly around Barnsley College creating substantive connections to Sheffield Hallam's Digital Innovation Partnership and secondly Barnsley College were asked to improve the level of their contribution to the overall project cost and specifically to explore whether they would be able to leverage the newly announced T-Level Capital Fund to meet some of the project cost.
- 2.2 T-Levels are new courses coming in September 2020, which will follow GCSEs and will be equivalent to 3 A Levels. These 2-year courses have been developed in collaboration with employers and businesses so that the content meets the needs of industry and prepares students for work. T-Levels will offer students a mixture of classroom learning and 'on-the-job' experience during an industry placement of around 3 months. They will provide the knowledge and experience needed to open the door into skilled employment, further study or a higher apprenticeship. Barnsley College are the only T-Level Early Adopter in SCR.
- 2.3 The revised SBC submitted dealt with these recommendations. There have been significant connections made to Sheffield Hallam's Digital Innovation Partnership (DIP) proposal. The proposed Barnsley Digital Innovation Hub will enable students to access, via remote interfacing solutions, over £2.5m of additional specialist Digital equipment located on other SHU and DIP sites, such as Mobile Robots and Collaborative Robots. Barnsley College have also increased their contribution to the project by combining the Skills Capital Funding with the DfE Capital funding for T-Level Early Adopters discussed above. Barnsley College have costed the Digital Innovation Hub at £3.7m, they are proposing that they would contribute £1.11m or 30% of the project cost.
- 2.4 In terms of justification the proposed project outputs are 398 additional learners in AY 22/23 over and above business as usual – (64 level 2, 202 level 3, 92 level 4 and 40 at level 5/6). These qualifications will include Level 4 ICT Systems & Principles, Level 4



Computing (Games and Virtual Reality), Level 4 Digital Marketing App and Level 4 Cyber Security Applications.

The three key wider benefits of the project are: -

1. The links/pathways it creates to the wider DIP scheme.
2. It will support Barnsley College in their role as T-Level Early Adopters.
3. It will help to maximise the investment SCR is making into the Barnsley Council DMC2 scheme.

**2.5** Feedback from the Appraisal Panel (07/0219) was that the revised SBC had addressed the previous comments from the Panel made against the originally submitted SBC. The project can progress to Outline Business Case. The Appraisal Panel asked that the college specifically consider how they will ensure that there is specific demand for the courses and training, that the way in which this project will work with the Sheffield Hallam Digital Innovation Partnership is explained further and that reassurance is given that the increase in learners projected represent new learners rather than learners displaced from other similar Barnsley College provision.

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

#### **3.1**

Alternative approaches to funding have been explored at length with the college as part of the development of their project.

Alternative approaches to progressing their SBC now include;

- Reject the scheme completely – this would mean the population of Barnsley would be negatively impacted and the college’s ability to implement T levels and technical education would be affected
- Reduce the amount of SCR investment in the scheme - this could jeopardise the viability of the scheme
- Barnsley College solely fund the development through the T-Level Capital Fund – it is unlikely that this fund would be able to cover the full cost of this scheme because of the demands from across the country on this funding

### **4. Implications**

#### **4.1 Financial**

The cost of the overall project has been costed at £3.7m, Barnsley College are proposing a contribution of £1.11m and seeking the remaining £2.59m funding from SCR.

Further assurances regarding the College’s ability to secure their contribution will be sought as part of their Outline Business Case submission.

#### **4.2 Legal**

The legal implications of the application will be tested as the project progresses through the outline and business case stages.

#### **4.3 Risk Management**

Key risks in relation to all Skills Capital projects include applicant’s ability to deliver on time within the LGF window (by 31st March 2021) and to meet financial spend targets. As

outline and full business cases are worked up, members of the SCR skills, employment & education team will work with applicants to ensure spend and delivery timescales are

realistic and achievable. Specifically on Barnsley College, their funding for their contribution to the project is contingent on securing DfE funding for T Level early adopters. Our approach to managing this risk should be to make any award of our funding subject to the DfE funding being confirmed.

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

The proposal from Barnsley College targets a wide range of learners.

### **5. Communications**

- 5.1** The LGF Skills Capital Commissioning Call attracted a much wider field of applicants than previously (which has mostly focused on Further and Higher Education institutions). It was advertised on the SCR LEP website and adhered to all brand guidelines. As part of the applications progress we will work with applicants to ensure LGF logos and reference to SCR investment is made.

<b>REPORT AUTHOR</b>	<b>Rob Harvey</b>
<b>POST</b>	<b>Senior Programme Manager Skills, Employment &amp; Education</b>
Officer responsible	<b>Mark Lynam</b>
Organisation	<b>Sheffield City Region Combined Authority</b>
Email	<b>Mark.Lynam@sheffieldcityregion.org.uk</b>
Telephone	<b>0114 220 3473</b>

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:

**SKILLS, EMPLOYMENT & EDUCATION EXECUTIVE BOARD**
**21<sup>st</sup> February 2019**
**Skills Bank Update**
**Purpose of Report**

To provide the Board with an update on the Skills Bank programme

**Thematic Priority**

This paper relates directly to Thematic Theme 5 'Develop the SCR skills base, labour mobility and education performance' as ESF supports the delivery of qualifications and support to move either closer to or into the labour market.

**Freedom of Information**

Executive Board papers are not made available under the Combined Authority Publication Scheme.

**Recommendations**

That the Board:

- notes the current situation in relation to Skills Bank 2 delivery and proposed governance
- endorses the approach to combine surplus funds from all elements of Skills Bank
- discusses actions in relation to Skills Bank 1

**1. Introduction**

- 1.1 Skills Bank is a 6-year deal between the Government and the LEP for £21.6m to support the delivery of an employer driven skills programme to support growth by up-skilling existing staff. Delivery of the programme was split into 3 phases with an initial pilot delivered by the SCR Executive in 2015/16, Skills Bank 1 running from 2016 until March 2018 and Skills Bank 2 due to launch imminently, running to March 2021.
- 1.2 Skills Bank is delivered through a Managing Agent model and is managed on our behalf by the Education Skills Funding Agency (ESFA). This was a stipulation of the original deal with Government.
- 1.3 This paper provides an up to date position against all three elements

## 2. Proposal and justification

- 2.1 Skills Bank Pilot-** to ensure the spend profile for 2015/16 was met (due to delays in contracts for the Skills Bank Managing agent by the ESFA) the SCR Combined Authority (CA) accepted a grant of £2.7m from the ESFA to run a small procurement round (this included a management fee) to test the concept of employers contributing to training.

Learning was profiled at a cost of £2,000 per learner but in the main cost less. This generated a surplus for the CA of £1.2m which had to be ring fenced for 'skills bank' activity.

- 2.2 Skills Bank 1-** over the duration of Skills Bank 1, the SCR CA was awarded £924,000 to provide contract management support as well as additional items such as marketing, support to build provider capacity and labour market information. At the end of the 3-year programme there was an amount of these costs that hadn't been defrayed (£500,000). The ESFA is not seeking clawback of these funds and they are currently sat in the reserve along with the Skills Bank Pilot surplus.
- 2.3** Skills Bank 1 (as with the pilot) had learning profiled at £2,000 per learner but on average each learner accessed £500. The difference was then placed in an Innovation and Capacity Fund (ICF) by the Managing Agent to be used at our discretion for the development of innovative provision or when training exceeded the profiled £2,000 per learner. The remaining balance would then be returned to the CA at the end of the programme.
- 2.4** We are still in dialogue with the ESFA on the final out turn for Skills Bank 1 as there remain several discrepancies on the number of learners reported by the Managing Agent (PwC) to the ESFA via the Individual Learner Record (ILR). The returned learner numbers at present stand at 2,741 against profiled starts of 3,209. This has resulted in some learning being funded by the ICF and not recorded. The ICF currently stands at around £3m. We are currently trying to resolve this with the ESFA.
- 2.5** Returned funds from the ICF will be combined with the surplus from the pilot and Skills Bank 1 contract management funds. This will create a Skills Bank surplus around £4.7m which must be ring fenced for 'skills' activity and will enable delivery of Skills Bank post 2021 when the current deal with Government ends.
- 2.6** In addition to the funds received from Government, Skills Bank 1 also aimed to utilise £12.1m from the European Social Fund (ESF) to specifically support SMEs and maximise the availability of funds. ESF, however presented significant challenges/delays to the programme as clarification on funding rates was sought.
- 2.7** The ESFA, throughout Skills Bank 1 expressed concerns about audit risk for ESF learners from PwC and although we thought these had been resolved they took the decision to not allow any learners through on ESF funds, instead moving them to the main Skills Bank monies or ICF. We did not give approval for this to take place and are currently working with the ESFA to resolve. This resulted in us not choosing to include ESF in Skills Bank 2.
- 2.8 Skills Bank 2** – following confirmation of Funds from Anne Milton MP for Skills Bank 2 in December 2017 we worked closely with the ESFA to develop a specification for the procurement of a Managing Agent which built on the lessons learnt from Skills Bank 1. These were discussed by the Skills, Employment & Education Executive Board on the 11<sup>th</sup> Jan 2018 and agreed by the Combined Authority (9<sup>th</sup> March) and LEP Board (19<sup>th</sup> March).

**2.9** Skills Bank 2 has an allocation of £10.8m for 2018-2021 with a profiled spend of £3.6m per year, with no option to roll over. We have written to the ESFA to challenge the no roll over rule without success and are now pursuing an option to extend the timeframe for spend to 31<sup>st</sup> July as is the norm for all other education contracts. In October 2018 the CA gave delegated authority to the section 73 officer to accept a grant of £2,182,700 from the ESFA which will support the following:

- Skills Advisors (within the Growth Hub)
- Contract management
- Marketing
- Evaluation
- Labour market Information
- Provider Capacity Development Fund

At this stage we've only received an offer of grant funding for the first two years, £1,812,500 in total. As noted in 4.3 the final allocation for 2020/21 could not be contracted for due to the Government spending review.

**2.10** At the end of December 2018 Calderdale College were appointed by the ESFA as the Managing Agent. We are now working closely with them on the launch of Skills Bank 2. It is anticipated to meet challenging financial and delivery targets for 2018/19 that a limited offer is launched in February for employers to access with the full Skills Bank offer launching in April 2019.

**2.11** To ensure the success of Skills Bank 2 and quickly identify/address any challenges which may affect delivery a Skills Project Board is being established. This will report directly to the Skills and Employment Executive Board and provide operational oversight of the programme. It will include representatives from the SCR Executive, the ESFA, Local Authorities, providers (including FE, HE & private training providers) and employers. Calderdale will be required to present performance.

**2.12** Current contracts for services between the ESFA and Calderdale College and grant agreements with ourselves and the ESFA run till March 2020. This is due to the Governments spending review which prevents contracts running past the end of the 2019/20 financial year. We are now working with the ESFA to finalise how the final £3.6m will be allocated either direct to ourselves or as a contract extension to Calderdale College.

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

**3.1** The funding for Skills Bank always came with stipulations around the retention of contract management by the ESFA, options in relation to not accepting these requirements have been discussed in previous papers as have changes to the Skills Bank model.

**3.2** Other options in relation to the pooling of surplus funds have been considered but overcomplicate the reporting arrangements as all must be ring fenced for skills related activity.

### **4. Implications**

#### **4.1 Financial**

Draw down of contract management funds for 2018/19- these are front loaded in 2018/19 which means we must draw down the full amount to ensure we have sufficient funds for ongoing costs in 2019/20 and 2020/21.

Due to tight timescales to deliver the deliverables there is a risk that we may not be able to claim the £1.4m allocation in full. We worked with the ESFA to ensure the deliverables for these funds were achievable in the short time frame we now have.

The Skills Bank reserve of £4.7m is ring fenced for Skills Bank activity and cannot be used for any other purpose. This will be highlighted in the reserve strategy which will be put forward when setting the 2019/20 LEP budget.

#### **4.2 Legal**

No legal implications at this stage. All offers of grants to the Combined Authority have gone through the appropriate due diligence.

#### **4.3 Risk Management**

Key Risks associated with Skills Bank include;

Contract Management by the ESFA- the relationship we have built with the ESFA and are building with Calderdale College is allowing a much closer tripartite approach to contract management. The Skills Project Board also allows us to hold both the Managing Agent and the ESFA to account.

Draw down of contract management funds for 2018/19- these are front loaded in 2018/19 which means we must draw down the full amount to ensure we have sufficient funds for ongoing costs in 2019/20 and 2020/21. We worked with the ESFA to ensure the deliverables for these funds were achievable in the short time frame we now have.

2020/21 Funds- the spending review meant the ESFA were unable to contract for the final year of delivery but there is an option in the Managing Agents contracts to extend for the final year and we are already working with the ESFA and how the funds will be managed.

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

Skills Bank is open to all employers regardless of size or location. The bespoke nature of funding delivered by skills bank makes it inclusive to all regardless of their skill requirements.

### **5. Communications**

**5.1** Communications for Skills Bank are being managed by the internal SCR Executive and form part of wider offer to employers through the Skills Hub which is part of Growth Hub.

<b>REPORT AUTHOR</b>	<b>Krysia Wooffinden</b>
<b>POST</b>	<b>Assistant Director Skills, Employment &amp; Education</b>
Officer responsible	Mark Lynam
Organisation	<b>Sheffield City Region Combined Authority</b>
Email	<b>Mark.Lynam@sheffieldcityregion.org.uk</b>
Telephone	<b>0114 220 3473</b>

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: N/A

**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**
**21<sup>st</sup> February 2019**
**Working Win – the Health Led Employment Trial**
**Purpose of Report**

This paper provides an update against the SCR 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 and discusses options to maximise referral numbers and job outcomes.

**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, Employment & Education Executive 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. The accompanying presentation updates board members on the progress of the trial to date. The presentation will summarise performance to date and the delivery challenges being addressed.

**2. Proposal and justification**

- 2.1 Nearly 10% of residents in Sheffield City Region are in receipt of out of work sickness benefits and 29% are not seeking work and are recorded as not able to start work because of having a health condition. Of these, around 50% state a primary condition around mental health and a further, significant minority, state a primary health condition around muscular skeletal (MSK). In addition, around 25% of people who have been on Jobseekers Allowance (JSA) for over a year comprise self-declared sickness and disability. This is an often 'hidden' but sizeable health conditions and disabilities cohort.

- 2.2** As evidence proves that employment can help physical and mental health and promote recovery (Improving Lives, 2016), our response builds on the existing evidence of a successful approach to supporting people with severe mental health issues called Individual Placement and Support (IPS), a ‘place then train’ approach based on eight key principles (Appendix 1).
- 2.3** South Yorkshire Housing Association (SYHA) were awarded the contract for all 5 geographical contract areas (Barnsley, Bassetlaw, Doncaster, Rotherham and Sheffield) in December 2017. It is badged as an NHS service reflecting the embedded nature of the provision. Some case studies are included in this report to give an overview of the new service being tested (appendix 2).
- 2.4** The Trial aims to involve 7500 residents across South Yorkshire and Bassetlaw over a 2.5-year period. At the end of January 2019, 2000 residents are actively participating in the trial. The trial receives, on average, 80 referrals per week. Referrals come from Primary and Secondary Care, 3<sup>rd</sup> sector and public-sector organisations, employers and self-referrals.
- 2.5** Appendix 3 presents the context of the trial and the service it is testing and progress to date.

### 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	SCR Programme Team working with WHU, the Integrated Care System and our provider to expand current marketing and communication activities.
ii. The service is experiencing attrition from referral into programme.	Online appointment booking has been brought in to facilitate referrals. The exclusion criteria is being added to marketing materials to ensure that eligible participants are referred and the initial baseline meeting is being delivered in a different format. Footage of the initial meeting and case studies are also being prepared to reduce anxiety of participating.
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. GP Advocates are being recruited in each CCG area and a text message will be issued through practices to eligible participants.



#### 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 The Trial has a comprehensive communications and marketing plan. All activity is signed off and approved by the Research Medical Committee.

#### 6. Appendices/Annexes

- 6.1 Appendix 1 - IPS Principles  
Appendix 2 - Case Studies  
Appendix 3 – Presentation

<b>REPORT AUTHOR</b>	<b>Andrea Fitzgerald</b>
<b>POST</b>	<b>Senior Programme Manager</b>
Officer responsible	<b>Mark Lynam</b>
Organisation	<b>Sheffield City Region Combined Authority</b>
Email	<a href="mailto:Mark.Lynam@sheffieldcityregion.org.uk">Mark.Lynam@sheffieldcityregion.org.uk</a>
Telephone	<b>0114 220 3442</b>

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:

- [www.workingwin.com](http://www.workingwin.com)
- <https://www.gov.uk/government/consultations/work-health-and-disability-improving-lives/work-health-and-disability-green-paper-improving-lives>
- <https://www.local.gov.uk/marmot-review-report-fair-society-healthy-lives>
- <https://www.england.nhs.uk/wp-content/uploads/2014/10/5yfv-web.pdf>
- <https://www.england.nhs.uk/wp-content/uploads/2016/02/Mental-Health-Taskforce-FYFV-final.pdf>
- <https://www.england.nhs.uk/wp-content/uploads/2016/04/gpfv.pdf>

#### **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.

## Appendix 2 – Case Study Evidence for the Skills, Employment and Education Board

### (a) On The Buses - Susanne Jacobs

“I’m literally living my dream. I know that is going to sound odd to some people, but I have always wanted to do this, and now I’m finally doing it!”

Susanne is one of the most enthusiastic bus drivers you’ll ever meet. She loves every aspect of the job; from learning the routes, to conversing with the customers, to working closely with the control room and the wider team. But perhaps her favourite part (the part that makes her eyes light up when she talks about it), is getting to drive the 14-tonne bus (the weight of about 4 midsize cars) around hilly Sheffield.



“What is not to love about that! The bus is a beast, and it feels great to drive it. I’ve always wanted to be behind the wheel of a big vehicle. I used to pass wagons on the motorway and dream about working as a truck driver. This is even better though, because I get to interact with people too.”

Susanne didn’t take her driving test until she was 41, and aged 45, she has found her perfect job; working for a South Yorkshire bus company. After growing up in Liverpool, Susanne moved to Sheffield in her late 20s, to be close to family. She has done various jobs over the years, but nothing that has given her the satisfaction that she gets today.

This new job has been a lifeline for Susanne and her family. After experiencing difficulties in her last role, where she worked in manufacturing, Susanne visited her GP and was signed off with work related stress.

“It’s hard to explain how bad it got, mainly because things are so much better now, so I suppose that it is a good thing that I can’t fully recall it. I had some serious concerns about health and safety at work, which I had raised with my employer, and I suppose the long and short of it is that I didn’t feel ‘listened’ to. I started to panic about going to work. I felt like it was dangerous, that people were at risk. I felt like I was the only one speaking out about it and nothing was being done. It was like I didn’t exist. The longer it took for my managers to respond to the issues I’d identified, the more stressed I became. In the end, I visited the doctor because I was crying all the time, not sleeping, and I had become fearful about going to work. I feel so different now though.”

Accessing counselling and other support through her GP meant that Susanne was able to talk about her feelings with trained professionals and start her journey to recovery.

“My husband had been telling me that I needed to change jobs for a while, but sometimes it’s hard to take advice from the people closest to you. Once I’d started to feel better, and I felt like I was being listened to finally, I realised that this was exactly what I needed to do. My stress was

related to the environment I was in, and by taking positive steps to change that environment, I could take back control of my health and wellbeing. So that is what I did!”

You may well see Susanne driving her bus around South Yorkshire. If you do, be sure to say hello – chatting with customers is one of the best parts of her job. She also loves the culture of her new organisation, the way the team support each other, and the fact that the health and safety of employees and customers is paramount.

“I feel so safe in this new job. The training has been fantastic, and I’ve excelled in areas that I never thought I would. This has given me a fantastic first impression of the company and the culture. I also really appreciate the sense of community that they have created. Even when I’m driving the bus alone, I’m in constant contact with the control room and get safety alerts and news flashes to keep me informed. We have a private Facebook Group for employees, so we can chat to each other, swap shifts and share tips. It’s all simple stuff I suppose, but when a company gets the basics right, everything else just works.”

Susanne signed up to Working Win earlier this year. On joining Working Win Suzanne worked regularly with her Employment Specialist aligning her employment action plan to her health support. Suzanne was referred to a partner organisation to help her address a key cause of her anxiety. Her coach worked with her to support the development of her CV, the process of applying for jobs and disclosure of her health condition.

### **Back on track and feeling good - Photo: Carl Weldon**



“When I was a kid, I just followed the rest of the lads from school into construction. It was what people did. I remember though that I’d always wanted to work in a bank. I’d done some work experience in a bank at school and then again later at college; I liked numbers and I liked finance - I should have done it then. It has taken me 20-odd years, but finally, I’m on my way to doing it now.”

Forty-one year old Carl has been working with heavy machinery and at heights on construction sites for the majority of his life. Over the years, the cartilage in his ankle has deteriorated, and in October 2016 it became impossible for him to continue working in this way.

“I remember it was nightmare having to stop working because of my ankle. I’d been on a job down in London at the time and I was earning good money. I was used to a certain type of lifestyle. To lose all of that was a big deal.”

After a series of investigations into the pain Carl was experiencing, the doctors discovered that his ankle cartilage had worn away and needed replacing. This involved an operation and months of physiotherapy. The medical professionals couldn’t tell him how long it would take to heal, but they did say it could take up to a year before he was mobile again, and even then, he needed to find a new career path, as he wouldn’t be able to work in construction as he once had.

“It was pretty devastating. The biggest problem was just not knowing how long I was going to be out of action. I started to get depressed. I just felt like there was never any improvement to my mobility no matter what I did. Then the bills started coming in and I had no way of working to earn extra cash to pay them off. It just all felt too much.”

Whilst still working through his physical rehabilitation, Carl has taken huge steps to pick himself up and reinvent his career. He's been talking through some of the darker times that had affected him whilst immobilised and out of work and has begun to think positively about what his skills and strengths are, and the many doors that these could open up for him. His Working Win Employment Specialist agreed an action plan with him to help him take steps to address his health issues and progress towards a job aligned to his interests.

"I'm attending some finance and administration courses. It has been funded for me and I'm learning how to use SAGE and getting some basic bookkeeping skills. It feels like I'm finally doing what I always wanted to do. Being out of work was horrible. I missed the banter you get when you work with a group of pals. I missed getting out of the house. I missed the money! Right now, I feel like I have a new lease of life. Finally, my ankle is feeling better - it's been a long time coming but it is improving every day. I think the big game changer for me has been talking through how I've been feeling. This cleared the decks, so to speak, and has meant that I can now focus on getting the skills I need to start a new career."

Twenty years ago, Carl sent 16 CVs off to banks around South Yorkshire, asking for an internship. He only got two replies at the time and these were just to let him know that they would put his name on file. After two decades in construction and a life changing operation, Carl is now back on track to a career in finance.

# WORKING WIN: THE HEALTH LED EMPLOYMENT TRIAL

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# BACKGROUND: EMPLOYMENT SUPPORT IN A HEALTH SETTING

- **Modified IPS:** Mild/moderate conditions (mental health and/or physical health condition), time limited (12 months on programme)
- **Larger geography:** South Yorkshire and Bassetlaw
- **Randomised control trial:** Delivered within medical ethics (impact & process)
- **7,500 participants 50:50 Treatment/Control**
- **30%/70% of participants:** “In work and struggling” / “out of work”
- **30% target:** To get ‘out of work’ into employment
- **October 2019:** Referral window extended by 6 months
- **Referrals:** From Primary Care (GPs), Secondary Care (MSK & IAPT), Self-referral, 3<sup>rd</sup> Sector

**While we know we are making an impact, we don't yet know if that is more than what would happen anyway through the support in place.**

**That's what the research will tell us.**

# PARTICIPANT PROFILE (MAY-JANUARY 2019)

- 2,063 participants in the trial to date
- 1,026 are receiving the service being tested (remainder in 'Control')
- 60% of participants are out of work, 40% are in work and struggling

Area	Control	IPS	Profile IPS (to end Jan)	% of profile
Barnsley	140	139	486	29%
Bassetlaw	78	93	174	53%
Doncaster	170	168	535	31%
Rotherham	264	251	469	54%
Sheffield	385	375	892	42%
<b>TOTAL</b>	1037	1026	2556	40%

# EARLY IMPACT: OUT OF WORK (MAY – FEBRUARY 2019)

- 162 participants previously out of work have been supported into paid employment to date

Area	Number of people finding employment	Profiled Jobs (to end Jan)	% of profile
Barnsley	17	8	113%
Bassetlaw	16	7	129%
Doncaster	28	10	180%
Rotherham	44	17	159%
Sheffield	57	24	138%
<b>TOTAL</b>	<b>162</b>	<b>66</b>	<b>146%</b>

There are over 300 recorded once evidence requirements met



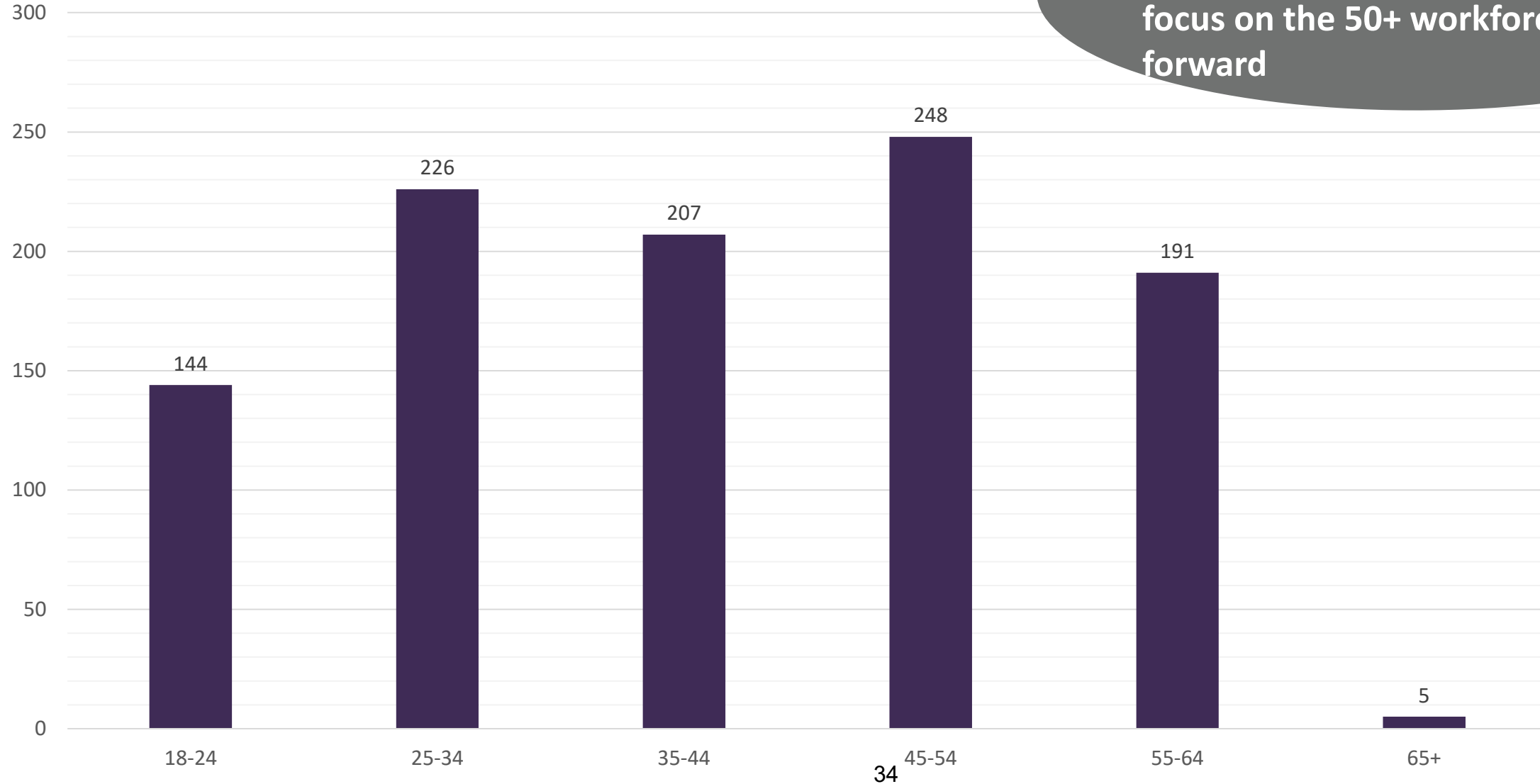
# EARLY IMPACT: IN WORK (MAY – FEBRUARY 2019)

- 40 participants who were off sick have returned to work
- 81 participants who were at work and struggling have retained their job
- Service satisfaction:
  - = Over 90% excellent or good (71% excellent)
  - = 80% good or excellent match between the jobs they got & their aspirations

**Sickness absence is a huge cost to business along with presenteeism leads to low productivity in the workforce**

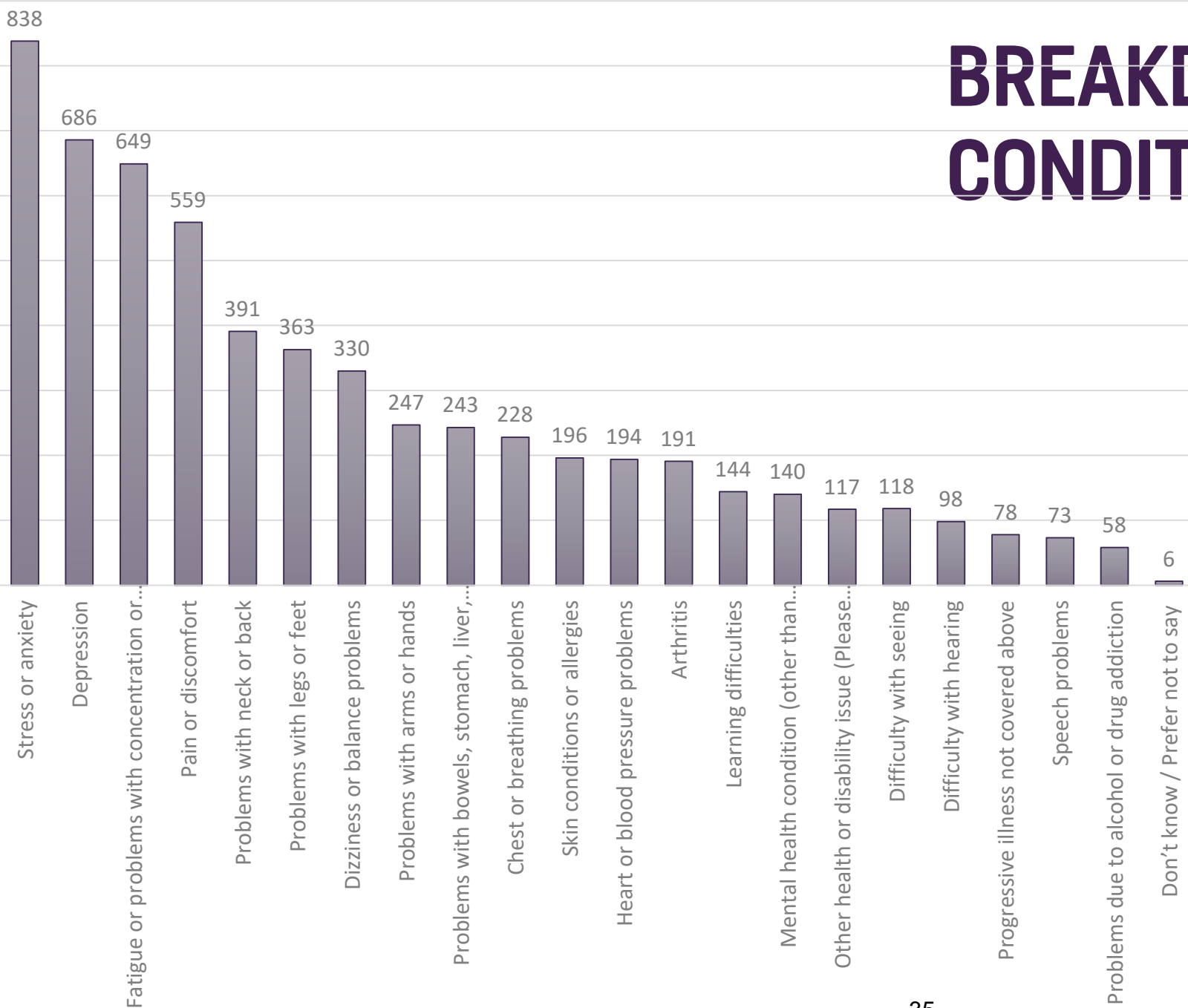
**The majority of Working Win Specialists are recruited from the area they serve**

# BREAKDOWN BY AGE



Working Win are recruiting more older workers and will have a stronger focus on the 50+ workforce going forward

# BREAKDOWN BY HEALTH CONDITION



Most people have more than one condition. The average number of conditions for trial participants is 6. We have one person participating with 16 conditions.

# WHERE ARE WE NOW?

## THE CHALLENGES

- Rapid co-design process (under 6 months)
- MCA Delivering a clinical trial (RCT, medical ethics, SARA etc etc)
- Achieving referral volumes through health
- Health spatial structures in design phase
- Fit with other programmes
- High attrition at first appointment
- Achieving quality job outcomes (the right job not any job)
- Co-location (rapid launch)
- Single provider
- Delayed start

## STRENGTHS

- Stronger relationship with health
- Integrated provision due to co-production
- Clarity for referrals (1 provider)
- Work now a clinical outcome in CCG's
- 45% GP's signed up as referrers (443 referrals)
- Co-located in 18 Secondary Care & Primary Care Practices
- Appointments held at over 60 community venues

# WHAT NEXT?

- Rolling out “Work in a Clinical Conversation” Toolkit/support across ICS
- Testing impact of marketing
- Process evaluation underway
- Extended for 6-months (delayed start)
- Intensify marketing (practices, TV/Radio, social media)
- Working with the SCR Integrated Care System (NHS) to strengthen participation
- Start discussions with Government about what next

# THANK YOU

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Krysia Wooffinden  
Assistant Director

- W: [sheffieldcityregion.org.uk](http://sheffieldcityregion.org.uk)
- E: [Krysia.Wooffinden@sheffieldcityregion.org.uk](mailto:Krysia.Wooffinden@sheffieldcityregion.org.uk)
- T: 0114 220 3475

Sheffield City Region  
11 Broad Street West  
Sheffield  
United Kingdom  
S1 2BQ

**Sheffield**  
**City Region**

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**SKILLS, EMPLOYMENT AND EDUCATION EXECUTIVE BOARD**

21<sup>st</sup> February 2019

**DELIVERY PLAN DASHBOARD UPDATE**

**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.

**Freedom of Information**

Executive Board papers are not made available under the Combined Authority Publication Scheme.

This paper is not exempt under [Part II of the Freedom of Information Act 2000](#)

**Recommendations**

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

**REPORT AUTHOR**

**Krysia Wooffinden**

**POST**

**Assistant Director, Skills, Employment & Education**

Officer responsible

Mark Lynam

Organisation

Sheffield City Region Executive Team

Email

[mark.lynam@sheffieldcityregion.org.uk](mailto:mark.lynam@sheffieldcityregion.org.uk)

Telephone

0114 220 3442

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: n/a

# Skills, Employment & Education Delivery Plan

## High quality education and advice for all

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 Outcomes	When did we start the activity?	When do we expect to finish the activity?	Delivery Risks	Progress Summary
<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>	●	01/03/18	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, in conjunction with a commitment from the Mayor to write out to all big employers to encourage them to work with their local school we supported the development of an SCR/SYF Inspiring the Future web tool which allows business to volunteer with local schools and builds on the Talent Bank concept of SYF. The Mayor has also committed funds to SYF from his mayoral capacity fund.
<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>	●	01/09/17	31/08/19	Introduction of Routes to Post 16 education is a complex process and will require substantial change in the FE sector	Funding was initially received from the Gatsby foundation to support implementation of the new Routes for T-levels. We are now working with the FE sector to empower them to take ownership of this project. An active Curriculum development steering groups now meets regularly and we are working closely with them and the National Apprenticeship Service who are leading work on industrial placements to link this work with wider activity on linking business with schools
<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.	Andrea Fitzgerald	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>	●	01/08/17	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. A Careers Working Group within the Provider Network is focusing on a review of the SCR Strategy and will start to shape its implementation.
<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>	●	01/04/18	31/12/18	Low levels of match in the sector and demanding spend profiles for LGF	Skills Capital Call launched over the summer with 8 projects accepted into the programme by LEP board we are now working with these projects to develop
<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>	●	01/03/16	01/07/19	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	Andrea Fitzgerald	SCR and partner Local Authorities	Achieve 100% of South Yorkshire schools with an Enterprise Advisor: <b>August 2018</b>	●	01/09/17	31/08/18	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. At the end of Q3 across all LA we achieved 94% coverage. We are now working with LAs as we move into the new contracting year with contract management being brought back in house
<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>	●	01/04/18	31/03/19	Failure to maximise use of the Levy will mean as a region we potentially lose investment in skills development	round table discussion held with providers, levy event planned for March with employers
<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	Andrea Fitzgerald	SCR LEP	Create an evidence base for greater influence over career budgets: <b>March 2019</b>	●	01/04/18	31/03/19	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 delivery plan is being prepared and will drive the EAN over the next year, this will focus investment of the Kick Start funding from the CEC. Aligned to the SCR Careers Strategy which is under review by a focused Careers Working Group, taking into account findings from the National CEC evaluation and the SCR EAN Evaluation, the outcome will be a deliverable plan to meet the careers guidance aspirations for the City Region.
<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>	●	01/04/18	31/03/19		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 Outcomes	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>	●	01/03/17	30/11/21	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	The trial has completed its first quarter of delivery with over 1500 referrals to the trial and over 700 currently participating. Targets for the trial remain challenging. Investment is being made in marketing and comms to boost awareness and interest in participation. Improvements to the appointment booking systems are being made as well. Our Mayor, the Minister for Work, Health and Disability and ICS launched the trial in August. SCR has received in principle approval to extend the referral window by up to 7 months which puts the trial in a stronger position to achieve its challenging referral targets we are in the process of negotiating that extension.
<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>	●	15/01/18	31/01/23	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>	●	01/03/16	TBC	Pilot currently on pause.	currently paused
<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>	●	01/04/18	31/05/18	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. The Local Integration Boards under the trial have been allocated an engagement and integration budget. These business cases have been appraised and approved and are moving into delivery strengthening the LAs' abilities to engage and support the trial and strengthen existing provision in areas. Local Integration Board development is a standard agenda item on all Employment Board and Officer Group meetings to retain a clear focus on aligning, integrating, providing clarity of offer and adding value. Derbyshire have created a position, funded locally, to drive local integration work forward. A budget of £20k has been released to the 5 integration boards within the trial area who are investing this in
<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>	●	01/04/18	31/03/19	Progressing in an uncertain funding environment.	5 Local Integration Boards are up and running across the SCR, with the final one in Bassetlaw emerging. The Employment Programme Board have approved investment into each of those boards to facilitate their development. At their last meeting the Board agreed to focus attention on integrating health in a stronger way across the area. All business cases have been approved and contracts are being finalised.
<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>	●	01/06/17	31/07/21	Delays to commissioning activity by DWP and activity going live	Pathways to Progression & Pathways to Success are in contracting currently. We expect delivery to commence March/April 2019. Local Integration Boards will be asked to consider how programmes can align in their area.

# Skills, Employment & Education Delivery Plan

## Progressing in Employment

Last updated on 05/02/19

Programme Status ●

Number of at risk projects 1

Activity	Lead	Organisation	What do we want to achieve in 2018-19? (Outcomes)	Status of Outcomes	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>	●	31/12/17	31/08/18	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 anchor, - 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. This now forms base of Skills Capital bid submitted by SHU
<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>	●	01/04/18	31/12/18	Low levels of match in the sector and demanding spend profiles for LGF	Launched- supporting 8 projects accepted into the programme by LEP Board
<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>	●	01/01/18	31/07/21	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	Skills Hub launched August 2018 with 5 Skills Advisor now employed by in the Growth Hub. Skills Bank Managing Agent appointed Dec 2018. Due to go live in Feb 2019
<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>	●	01/04/18	31/08/18		Initial engagement activity with local stakeholders on how this service may work considering local and national examples of best practice.
<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>	●	01/04/18	31/03/19	Lack of flexible learning opportunities means the numbers of adults engaging with skills has/will drop	ESF Opt In Skills Support for the Workforce will start delivery in April 2019 offering a mix of qualifications inc basic skills
<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>	●	01/04/18	31/03/19	Failure to maximise use of the Levy will mean as a region we potentially lose investment in skills development	round table with providers taken place, levy employer discussion planned for March. Met policy advisor Jan Yates