

To: All Persons on the Distribution List of Economy Scrutiny Panel and Children and Lifelong Learning Scrutiny Panel

10<sup>th</sup> July 2023

Dear Councillor

**Special Joint Scrutiny Panel – Monday 17<sup>th</sup> July, 2023**  
**Economy Scrutiny Panel and Children and Lifelong Learning Scrutiny Panel**

Please find attached the following item marked 'copy to follow' for the above meeting:

Item 4            Skills Strategy and Action Plan

Please contact me if you require any further information.

Yours sincerely



Anne Marie Campbell  
Scrutiny Advisor  
for Rob Walsh, Chief Executive

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## **Special Joint Scrutiny Panel Economy and Children and Lifelong Learning**

<b>DATE</b>	17/07/2023
<b>REPORT OF</b>	<b>Director Economy, Environment and Infrastructure</b>
<b>SUBJECT</b>	<b>Skills Strategy and Action Plan</b>
<b>STATUS</b>	<b>Open</b>

### **CONTRIBUTION TO OUR AIMS**

The Skills Strategy and Action Plan sets out to identify the key skills gaps in North East Lincolnshire and what actions need to be taken to best meet the needs of our local businesses, both now and in the future. This supports the Council's aim to help our people to reach their full potential through skills and learning.

### **EXECUTIVE SUMMARY**

This report outlines the content of the skills strategy and the action plan developed as a result of engagement with a wide range of stakeholders, partners, education providers and employers.

### **MATTERS FOR CONSIDERATION**

The Skills Strategy and Action Plan will be considered by Cabinet at its meeting to be held on 23<sup>rd</sup> August, 2023. This report is presented to this special joint meeting of the Economy Scrutiny Panel and Children and Lifelong Learning Scrutiny Panel to allow pre-decision scrutiny and comment.

#### **1. BACKGROUND AND ISSUES**

Nationally, employers are facing a challenge to recruit appropriately skilled workers. With some sectors predicting growth in demand and others at risk of automation, it is vital that we have the right people for the right jobs. In North East Lincolnshire, we have some very specific challenges and opportunities.

Our rate of adults in education is low and our rate of adults with no formal qualifications is not only double the national average, but has also been continuing to rise, whilst other areas of the UK decline. Coupled with this, we have fewer young people leaving school with 'good' GCSE grades that are needed for their next step. Both our young people and adults have little aspiration and are often unaware of the opportunities for high-paid, highly-skilled work in the area.

The careers landscape is complex and is not meeting the needs of our community. There are areas of good practice, but little consistent strategic direction and no alignment between adult careers services and those targeted at young people and those working directly with our residents are not aware of the opportunities available.

In recognition of the significant challenges local employers are facing, the role of strategic skills lead within the NELC economy team was created and recruited to. The Strategic lead has had a period of engagement with businesses, education providers and other partners and has developed a strategy and action plan which sets out a clear plan for stakeholders to work together to tackle the skills issues the area faces.

## **2. RISKS AND OPPORTUNITIES**

The strategy outlines the background and complexity of tackling skills in North East Lincolnshire, with the action plan detailing what needs to be done support the local skills base to meet the projected job growth.

All our key sectors in North East Lincolnshire report significant challenges with recruitment at present. However, in some, this is gap is predicted to soar.

The opportunity that the decarbonisation projects along with the increase in offshore wind and hydrogen production predict 32,000 jobs by 2040.

If we do not take action to upskill our people, we risk the delivery of the projects and businesses being forced to seek temporary labour from elsewhere.

However, as the local authority have no direct delivery of adult learning and all secondary schools are academies, our role will be to facilitate and broker, rather than deliver, therefore this relies on the willingness of businesses and education providers at all levels to work together towards the aims set out in the action plan.

Adopting the strategy and action plan will give North East Lincolnshire a clear strategic direction, which is informed by local employers. This will allow for greater collaboration between multiple organisations and provides a background for influencing LEP policy, Devolution asks and the recommendations Local Skills Improvement Plans.

## **3. REPUTATION AND COMMUNICATIONS CONSIDERATIONS**

There are potential positive implications for the council resulting from the decision. Our key sectors welcome the support to a currently fragmented skills landscape. The strategy aligns with national campaigns to focus on a 'skilled' workforce and retraining adults as being a priority, along with a focus on 'technical' education.

Engagement with communications service is part of the action plan to amplify the needs of the area and highlight the opportunities available.

## **4. FINANCIAL CONSIDERATIONS**

The strategy and action plan do not require additional resource to be implemented. Some of the actions support more efficient ways of collaborative working across teams within the council to ensure value for money.

## **5. CHILDREN AND YOUNG PEOPLE IMPLICATIONS**

The strategy and directly positively impacts our children and young people. Some actions address ways to support care experienced young people and those not in education, employment or training to access support. The aim is to align current skills provision to work together to show young people what local opportunities are available and, vitally, how to get there.

## **6. CLIMATE CHANGE AND ENVIRONMENTAL IMPLICATIONS**

One of the region's biggest opportunities is decarbonisation and renewable energy and by promoting an awareness of this, young people and adults are more able to take up roles in this sector, contributing to a positive impact on the environment.

## **7. MONITORING COMMENTS**

In the opinion of the author, this report does not contain recommended changes to policy or resources (people, finance or physical assets). As a result, no monitoring comments have been sought from the Council's Monitoring Officer (Chief Legal Officer), Section 151 Officer (Director of Finance) or Strategic Workforce Lead, however these will be sought before Cabinet in August 2023.

## **8. WARD IMPLICATIONS**

The Skills Strategy and Action Plan recognises specific wards where the rate of no qualifications is higher and school achievement is lower. Therefore, interventions and support will be directed to support these areas.

## **9. BACKGROUND PAPERS**

None

## **10. CONTACT OFFICER(S)**

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# NELC SKILLS STRATEGY

& Skills Action Plan (2023-2026)

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## NEL Skills Strategy

‘...Our people should... reach their full potential through skills and learning.’

*‘We need to ensure that our growth is inclusive and that residents in all parts of our borough have access to the jobs which our proposed economic growth will bring about. There is a need to improve educational attainment, participation in learning and career opportunities and for our young people to go into Further Education where take up levels are lower in North East Lincolnshire than in other parts of the country. We also need to work closely with our businesses to ensure that we identify skills shortages and take action to address them. Finally, we need to look at careers provision across all our schools, academies and colleges and more generally to ensure that our residents are aware of the wide-ranging new opportunities available to them – whether on leaving school or throughout their careers.’ (The Council Plan 2022)*

### **1.0 Introduction**

This Skills Strategy and subsequent Action Plan attempts to set out a way to link local business needs with our education and training provision. The strategy recognises the huge opportunities for economic growth in North East Lincolnshire and that, to be able to maximise this potential, we must ensure our residents are equipped to seize them.

Employers report that they struggle to recruit people with the right skills for the jobs they have available now and in the future. The overwhelming response from employers is that the most important driver for them is ‘skills’ rather than ‘qualifications’. Education providers are both funded and assessed on their delivery of qualifications and therefore it will take collaboration to try to work towards the goal of creating a highly-skilled and highly-qualified workforce. The qualifications provided through school and college are often not a priority for employers, who are willing to invest and train their own workforce if they can find people with good core skills, such as: Good written and verbal communication, being a team player, show drive, enthusiasm and passion, be creative, resilient, reliable and have a good work ethic.

The skills action plan sets out how we can support our businesses and education providers to work together and, along with other partners, raise academic attainment levels and build well-rounded, work ready young people and adults.

### **2.0 Opportunities**

As the economic strategy clearly sets out, the local area has many strengths and there is huge potential for our area to lead the way, particularly in the decarbonisation and renewables sector. Grimsby is home to the largest offshore wind farms in the world, with the Port of Grimsby home to Orsted, RWE Renewables and the ORE Catapult centre of excellence.

The Humber Industrial Cluster Plan’s Skills report predicts thousands of jobs for our area during the peak phases of the construction of the decarbonisation infrastructure. North East Lincolnshire has a great opportunity to offer residents highly skilled and highly paid work, contributing to initiatives that are world leading.

The area continues to attract investment from national and international businesses but also has a large proportion of SMEs and micro businesses. These are supported by a unique not for profit company, E-Factor, who, in collaboration with NELC and GLLEP, offer independent business support and advice.



North East Lincolnshire's visitor economy is recovering well following the pandemic. The latest STEAM data in 2021 reported approximately 7.5m visitors to the area with £506m economic spend generated in the local economy. The number of people staying overnight is increasing and with a strong tourism offer and a year-round events programme, Cleethorpes can continue to capitalise on the current trend for staycations in the UK. The area is in need of a skilled workforce in hospitality, leisure and tourism to build on this foundation.

We have strong and positive relationships with Government and national agencies such as Homes England, Sport England, Historic England, National Lottery Heritage Fund and Arts Council England all of which bring further opportunities to the local area.

We have good links with the Universities of Lincoln and Hull and in North East Lincolnshire we have the Grimsby Institute of Further & Higher Education, Franklin Sixth Form College, Modal Training Centre (a state of the art facility for Maritime and Logistics training), CATCH Skills (an industry-led engineering apprenticeship provider), Humberside Engineering Training Association (HETA) an employer led engineering apprenticeship provider, along with a number of post 19+ providers. (See full list of pre and post 16 providers in Appendix 1) Despite not having a University within North East Lincolnshire, there are a wide range of opportunities available to young people and adults, including a university centre within Grimsby Institute.

In North East Lincolnshire our schools perform well:

- 85% of pupils attend a school judged Good or Outstanding, which is in line with national.
- 100% of our nursery schools are judged Good or Outstanding, which is above national, and
- 100% of our Pupil Referral Units are judged Good or Outstanding, which is well above national (85%) (*Education & Inclusion Strategy 2021-2024*)

Schools are supported by the Careers Hub which is funded by the Careers and Enterprise Company, along with Greater Lincolnshire LEP, Humber Outreach Programme, NELC and North Lincolnshire Council. All local secondary schools and colleges engage with this organisation which links them with business volunteers to support their strategic development of their careers programme. As a result, our local schools and colleges are achieving benchmarks for the Gatsby Benchmarks.

### **3.0 Background**

North East Lincolnshire's Economic Strategy identifies 'skills' as one of the four cornerstones of NEL's economy and sets out its Vision; *'To create an environment where businesses flourish, and our residents have access to the necessary skills to adjust to a changing business environment.'*

The key local sectors are identified as:

- Ports and Logistics
- Renewable energy
- Chemical processing
- Construction
- Food processing and manufacturing
- Health and Care
- Visitor Economy, Service and Retail

- Advanced manufacturing is recognized as an emerging sector for the region, with businesses such as myenergi flourishing in the area.

Nationally, the term Skills Gap is well understood. As a country we currently do not have enough people, with the right skills, to fill the projected vacancies. The current rate of 16-year-olds in training is not enough to replace those skilled workers that are retiring. Coupled with automation, and the decline in some industries, it is vital that we focus on retraining adults into key sectors, whilst also creating a pipeline of young people to work in these local growth industries. The impact of not doing so will be severely detrimental to the economy. In each region, the specific challenges to being able to narrow this Skills Gap will be different and this strategy and subsequent action plan is designed to target the unique challenges faced in North East Lincolnshire, whilst also recognising the vital role we play in the regional and national skills landscape.

An in-depth piece of research into skills in North East Lincolnshire led to the development of a *Skills Framework* which identified some of the issues and potential actions. The overall aims were 3-fold:

‘To ensure that people in North East Lincolnshire reach their full potential, we need to:

1. Engage our communities (Participation)
2. Create Productive People & Businesses (Progression)
3. Maximise Potential (Performance)’ (Skills Framework)

The framework also recognised that a dedicated resource, skills strategy, and action plan were needed to be able to drive forward the radical change needed.

#### 4.0 Challenges

In North East Lincolnshire our Skills Gap with the national average is significant at every qualification level and, whilst other areas are closing the gap for those furthest away from employment and skilled work, NEL’s gap has only widened further. The Government’s initiatives to support learning and skills are working in other places but here our challenges are complex and it will take a clear, long-term, strategy, supported by targeted funding, to make generational changes.

#### 4.1 Qualification Levels in North East Lincolnshire

Qualifications (Jan 2021-Dec 2021)	North East Lincolnshire (Level)	North East Lincolnshire (%)	Yorkshire And The Humber (%)	Great Britain (%)	Gap (%)
NVQ4 And Above	21,900	23.6	38.0	43.6	20.0
NVQ3 And Above	42,900	46.3	58.2	61.5	15.2
NVQ2 And Above	62,500	67.4	76.3	78.1	10.7
NVQ1 And Above	73,500	79.3	86.4	87.5	8.2
No Qualifications	11,300	12.2	7.8	6.6	5.6

(Nomis, Sep 2022)

The key issue in North East Lincolnshire is those people not in work, with no qualifications and that are classed as economically inactive. The age group with most people with no qualifications is 25+, with the 30-39 bracket, marginally highest.

Whilst initiatives to offer level 3 qualifications free to adults are working nationally, in NEL we have so many adults so far away from being able to access level 3 and be ‘work ready’ that this initiative cannot

have the same impact it is having in other areas. This is coupled with continued lower attainment in Maths and English at the end of secondary school.

Therefore, we have less people leaving school with level 2 qualifications and less options as an adult to get them. This means our rate of people with no qualifications has increased since 2018, whilst nationally and regionally rates have declined.

From 2014, North East Lincolnshire faced a 36.8% reduction in adults in learning compared to a 20% drop nationally. To get our figures to the national average, we need to almost double the number of adults in training. This will require collaboration across providers and employers to market the opportunities available locally and support adults to overcome barriers to access these opportunities.

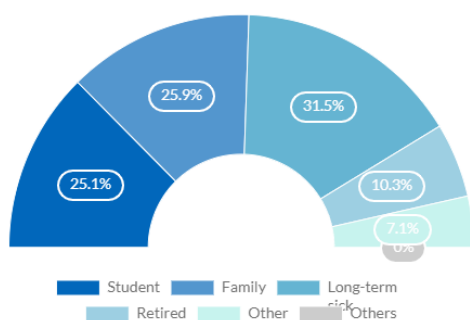
#### 4.2 Economic Activity in North East Lincolnshire

In North East Lincolnshire 73.2% of people are economically active, which means they are either employed or actively seeking work. This is slightly lower than the national average of 75.4%. Of those that are Economically Inactive (not seeking work), for the reasons identified in the graphic below, almost 83% do not want to work. Family and Long-term illness are two of the biggest reasons for economic inactivity, with mental health a primary or secondary cause for those with a long-term illness.

The rate of adults claiming Universal Credit (both employed and unemployed) is significantly higher in North East Lincolnshire than across England and is higher still for those claiming Universal Credit for 3 years or over – 8.4% in NEL compared to 4.9% across England. – and the economically inactive make up most of this cohort.<sup>1</sup>

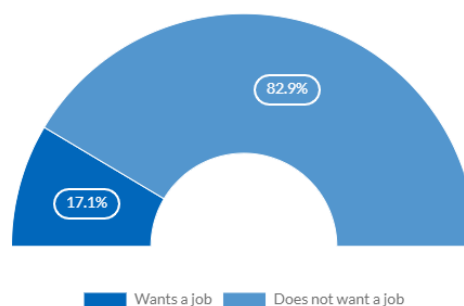
#### Economically inactive

Reason for economic inactivity for North East Lincolnshire (2022-09)



Source: APS

Economically inactive who want a job for North East Lincolnshire (2022-09)



Source: APS

When the figures are broken down by gender, the statistics show that in North East Lincolnshire less females are economically active, compared to national rates (NEL – 66.2% / England - 72%) . Of the females that are economically active, they are more likely to be employed part time and less likely to be self employed. Females therefore make up the larger proportion of Universal Credit claimants, this is also due to them proportionately being more likely to work part time or not at all to raise families. Supporting females back into the workforce would help to reduce the rate of local economic inactivity not only in the first instance, but also by influencing future generations to raise aspirations.

<sup>1</sup> [Economy - UTLA | North East Lincolnshire | Report Builder for ArcGIS \(nelincsdata.net\)](#)

It is also worth noting that in North East Lincolnshire, the rate of working from home is 14% compared to 31.5% across England. This can often offer flexible working for parents and therefore engagement with businesses to support hybrid working methods could also help to reduce the economic inactivity rate.

## **5.0 The Skills Journey**

Through Early Years and Primary school, children in North East Lincolnshire do well academically. By the end of year 6 (KS2) our young people, including those in receipt of pupil premium, do equally well in their academic achievement as their counterparts in the rest of England. (Slightly lower in Reading and Writing, but higher in Maths)

As children go through secondary school, we see a decline in social mobility and a rise in mental health concerns. The adolescent lifestyle survey has shown that 'the responses to the negative wellbeing questions have increased steadily each year across the majority of questions from the 2007 ALS to the most recent 2021 ALS.'<sup>2</sup>

By the end of secondary education, our young people's academic achievement is beginning to show disparity with the rest of the country with only 33.7% of students gaining grade 5 or above in English and Maths compared to 43.4% across England. Our attainment 8 score (average attainment across a range of subjects) for disadvantaged students is in line with the national average, but for all other students, this is 7% lower than the rest of England.

By Key stage 5 (Level 3) our young people are now significantly behind the rest of the country, with only 7.8% achieving high grades compared to 16.5% nationally.

In North East Lincolnshire we have a higher number of NEETs (16-18 year olds not in education, employment and training) although very low figures for young people that are not known. We have seen an increase over the past five years, of year 11 leavers being NEET at the time of the annual destination survey, whilst still a relatively small percentage it is a worrying trend. Those young people facing emotional health and wellbeing challenges has increased, a limiting factor when trying to move into education, employment or training.

What all of these figures suggest is that the disengagement begins during secondary and then continues through FE. Most schools have good rates of progression onto FE, but our area has lower rates of progression onto Higher Education. This suggests that young people are not necessarily on the right programmes at FE as too many are not successful on them.

The higher proportion of 16 year olds without GCSE Maths and English at grade 4/5, means we have a larger number of students needing to resit these qualifications. The chance of achieving decreases with each attempt and therefore we have a number of young people whose confidence in their own abilities is severely depleted. They then have limited choice at FE without their Maths and English grades. Apprenticeships, T-levels, A – levels and employers all require these entry qualifications.

Supporting these students before they potentially become economically inactive adults, adding to the already high numbers of adults without qualifications, is vital. Creating a safety net of support for these young people to train into our key sectors will make a huge difference to these individuals. Covid-19 has also had, and will continue to have, an impact on the number of students not achieving the required English and Maths grades.

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<sup>2</sup> NELC Adolescent Lifestyle Survey 2021

## 6.0 Barriers

To narrow the gap in skills and employment, it must not sit in isolation. The barriers for our people being able to take advantage of the plethora of local opportunities are complex and it will take a long term, multi-agency approach to begin to overcome some of these.

These barriers can be separated into personal and local. Personal barriers include: cost, time, transport, childcare, physical access, digital access and/ or ability, mental health conditions and a lack of confidence.

The local barriers include: No knowledge of local opportunities, negative stereotypes of sectors and job roles, knowledge of - or ability to access- funding, employer support, and access to impartial careers support or advice.

Each individual barrier can cause a person to not fulfil their potential and for many of our people, they have multiple barriers. As every educator knows, Maslow's hierarchy of needs informs us that people cannot learn when their basic needs are not met.

For people living in North East Lincolnshire, some of whom live in some of the most deprived postcodes in the UK, the generational attitude to earning rather than learning or generations of families without work at all, the ability to aspire to progress and develop is severely limited. With an increase in the cost-of-living crisis, people's ability to focus time, and potentially funds, to train, will be further limited. Navigo cite that debt is one of the biggest causes of mild to moderate Mental Health issues and our Connect NEL service's Debt support is currently oversubscribed.

This is why the Skills strategy is integral to the Levelling Up missions in every sense. If we can provide high skilled, high-wage opportunities, new housing with an improved transport and digital infrastructure then we can ensure that all people in our area have the ability to access the opportunities available, rather than the privileged few, and by doing so, these people will help to build and strengthen our economy and feel pride in being part of the larger economic growth of our area.

## 7.0 Overall Aims

- To increase the number of adults in education. (Currently 3050)
- To reduce the number of 16–64-year-olds with no qualifications. (Currently 12.2% - 11,785 people)
- To increase the number of 16–64-year-olds with Level 3 or above qualifications. (Currently 46.3% - 44,726 people)
- To increase the progression rates onto Higher Education for all ages. (Currently 55.1% of Level 3 students)
- To meet the needs of our employers by providing a skilled workforce

How we will endeavour to do this is set out in the Skills Action Plan.

## 8.0 The Skills Action Plan

The Skills Action Plan is designed to be a dynamic working document. Our progress against the short term aims will be monitored and reviewed quarterly.

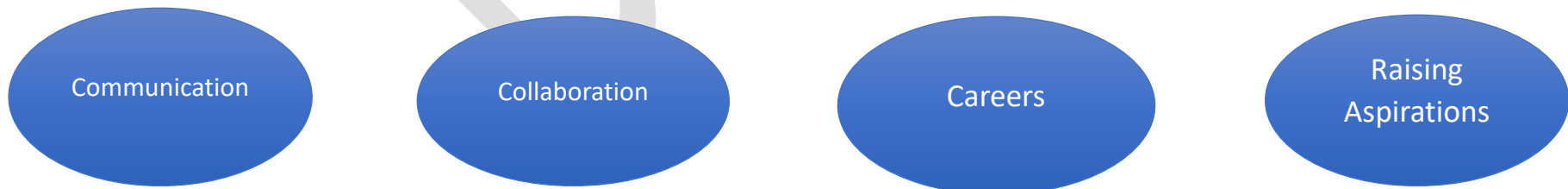
### 8.1 National and Regional Actions

For North East Lincolnshire to achieve maximum impact there are a number of actions that need to be taken. Many of these are local actions and collaborations that we will endeavour to facilitate. However, we also need to play an active and, at times, leading role in the wider skills landscape.

- We will collaborate with the Greater Lincolnshire authorities to create a devolution ask, ensuring the needs of North East Lincolnshire's residents are fully represented.
- We will support, and facilitate locally, any national or regional skills campaigns.
- We will liaise with and support national, regional and local organisations where their aims align with our NEL strategic aims to raise aspirations, support careers progression and increase adult participation.
- Collaborate with Skills Leads across the Greater Lincolnshire Humber geography to share best practice.
- Collaborate with the Greater Lincolnshire LEP to influence their county wide skills priorities and strategy.
- Collaborate with, and support the development of, the Local Skills Improvement Plan (LSIP) for Greater Lincolnshire being completed by the Federation of Small Businesses (FSB) on behalf of the Department for Education (DfE).

### 8.2 Local Actions

Work done with Businesses, Employers, Providers and the Voluntary Sector has identified numerous key actions that will support people living in NEL to have the best possible opportunities. Their asks fall under four broad categories:



	<b>Communication</b>	<b>Collaboration</b>	<b>Careers</b>	<b>Raising aspirations</b>
<b>Brief</b>	<i>The excellent work done in the area is not always reaching the people who need it most. A communication strategy is vital to ensure that education &amp; skills providers, employers, and the voluntary sector are all able to share their offers with all members of the community and each other.</i>	<i>For NEL to succeed in narrowing the skills gaps, all partners need to collaborate. NELC does no direct delivery and so being able to broker, foster and facilitate positive and proactive working relationships between sectors, providers and community organisations is the key to success.</i>	<i>For our people to be able to progress and maximise their potential, they must not only know what is available for them locally, but also <b>how</b> to get there. There will, of course, be a variety of routes depending on each individual's needs. That is why careers is key to offer pathways to the plethora of local opportunities.</i>	<i>The overriding feedback from engagement was that people of all ages lacked aspirations. Many individual organisations or groups are working to tackle some of these issues, but this action plan aims to bring together those partners to offer a cohesive approach to raising aspirations</i>
<b>Short term actions (within 12 months)</b>	<ul style="list-style-type: none"> <li>• Set up a Skills page on the Council Website</li> <li>• Engage with Communication Specialist for support developing a marketing strategy for the key priority sectors and incorporating the national Skills for Life campaign to target adult learners.</li> <li>• Collaborate with partners to create a series of local 'stories' to demonstrate the opportunities available to local people, which will be shared on social media and via the schools and careers network.</li> </ul>	<ul style="list-style-type: none"> <li>• Communicate with all local providers the skills strategy, action plan and the background research underpinning it to demonstrate clear NEL priorities for them to adapt and develop their curriculum planning.</li> <li>• Collaborate with other strategic areas of North East Lincolnshire Council to ensure action being taken supports work in Education and Inclusion, Careers, Health &amp; Wellbeing, Digital, Early Help and our internal skills support in People &amp; Culture.</li> </ul>	<ul style="list-style-type: none"> <li>• Support the current National Careers Service delivery with marketing and an independent base for their delivery.</li> <li>• Develop approaches to promote apprenticeship routes from year 7, through to adults, as an equally viable career pathway. Collaborate with the Apprenticeship Network to support this work.</li> <li>• Support the Careers Enterprise Company, and their partners, by working in collaboration to engage businesses and employers locally with secondary schools and colleges.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate with Grassroots Community organisations and providers to support some of the most vulnerable in our area.</li> <li>• Source training for Careers Leads and advisors to upskill their local industry knowledge but also in developing aspiration within others.</li> <li>• In collaboration with providers and employers, develop bespoke support for NEETS, Care Experienced Children and those 16-18</li> </ul>

		<ul style="list-style-type: none"> <li>Regular Skills updates provided to businesses through the Development and Growth Board and via the InvestNEL newsletter and website.</li> </ul>	<ul style="list-style-type: none"> <li>Support and promote the development of careers strategies in primary schools, which also engages parents.</li> </ul>	without English and Maths.
<b>Medium term actions (1-2 years)</b>	<ul style="list-style-type: none"> <li>Collaborate with the Voluntary and Community Sector to create a network of community champions to communicate opportunities</li> <li>Collaborate with Early Help team to promote education via the Family Hubs</li> <li>Improve the visibility of Lincs 2 so that more adults access the resources available</li> </ul>	<ul style="list-style-type: none"> <li>Analyse all current forums and boards to create a list and focus of each so that their value and impact is clear.</li> <li>Based upon feedback from providers, create a provider network in the most easily accessible way to provide industry updates, funding updates and opportunities and careers support and events.</li> <li>Collaborate with the Early Help Team to bring Adult Education out into Family Hubs.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a Careers Page within Lincs2, which can house resources and maps from subjects to possible careers and up to date local LMI which all careers coaches can access. Include the ability to book careers appointments and develop the Daily jobs to become a live feed.</li> <li>Develop a well marketed and easily accessible independent Careers Service for Adults.</li> <li>Support and promote work experience for students and industry experience for all education staff. This will be by supporting organisations like Speakers for Schools to work in the area to join employers with educators, as well as developing a matching</li> </ul>	<ul style="list-style-type: none"> <li>Develop a marketing campaign aimed to show opportunities available locally, reflecting the journeys of other local people.</li> <li>Create a range of case studies showcasing local success stories to be shared by social media, via schools, training providers and other partners.</li> </ul>



			service for work experience providers on Lincs2.	
<b>Long term actions (3-5 years)</b>	<ul style="list-style-type: none"> <li>• Have implemented a clear Employability &amp; Skills Marketing strategy, which is informed and led by partners.</li> <li>• Secured resources to expand the Lincs 2 offer to incorporate careers and sector information.</li> <li>• A dedicated webpage linked to social media pages that link with the Invest NEL and Grimsby Creates to incorporate a holistic picture of place.</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage collaboration between DWP, VCSE, all education providers at all ages to work together towards a common goal of increased participation.</li> <li>• Secure funding to develop a resource to match providers with businesses that will provide visits, talks, work experience to make the connections collaborative rather than each provider and business working independently.</li> </ul>	<ul style="list-style-type: none"> <li>• Build on the current Careers Network by appointing a Careers Lead to manage a forum of events with a sector and industry base. This will be offered to all those in NEL working in careers support at any age.</li> <li>• A well marketed and easily accessible Careers Service for all ages.</li> <li>• Create a one-stop opportunities space, ideally within the Town Centre. To be an easily accessible careers, skills and business support hub.</li> </ul>	<ul style="list-style-type: none"> <li>• Create clear pathways to support people's journeys through support organisations through to training, education or employment by collaborating with DWP, VCSE, providers and businesses.</li> <li>• Direct funding to help create stability to organisations that are working in communities with those further from the Labour Market.</li> </ul>

### 8.3 Shared Actions

The Skills Strategy and Action Plan does not sit in isolation and in order to tackle the skills gap, collaboration is key. Below are some of the key shared actions across services.

Strategy / Action Plan	Shared Action(s)	Lead
<b>NEL Mental Health &amp; Wellbeing Strategic Framework 2022-23</b>	Ensure MHWB are taken forward via the NEL wellbeing at work initiative in partnership with our local businesses.	Public Mental Health Team / Wellbeing Team Work Place Lead / Mental Health Partnership
	Work with job centre/local employers to resolve gaps in employment by providing opportunities to those currently unemployed.	Public Mental Health Team / LA Employment & Housing Leads / Workplace Health Network / Place Board Members
	Scope community groups in target areas, look at utilising asset-based approach to strengthen community approaches in line with gaps.	Public Mental Health Team / Mental Health Alliance
<b>Economic Strategy &amp; Action Plan 2021- 2024</b>	Address the fragmented landscape between education and employers by bringing together providers to reach a common understanding of needs.	Head of Economy & Funding / Strategic Skills Lead
	Continue to work on a Skills Implementation plan.	
	Support the development of skills and training facilities.	
<b>Education &amp; Inclusion Strategy &amp; Action Plan 2022-2025</b>	Ensure all children and young people have access to high quality careers, information, advice and guidance (CIAG).	Assistant Director, Education & Inclusion / Strategic Skills Lead (Children's Services)
	Increase the understanding of local employment opportunities both now and in the future.	
	Improve post 16 destinations of school leavers.	
<b>Early Help Strategy 2021- 2024</b>	To ensure that our community helps support people to achieve in life.	Head of Early Help / Strategic Skills Lead

## 8.4 Vital Signs

To know that these actions are working, we will develop a dashboard to measure the impact.

Education & Skills Dashboard:

- Number of Adults in Education (to increase)
- Number of 16-64 year olds with no qualifications (to decrease)
- Number of EI classed as 'in study' (to increase)
- Number of 16-64 year olds with level 3 or above (to increase)
- Progression rate to HE to study at L4 or above (to increase)

It is important that these measures be regularly reviewed to ensure we are assessing the change that we want. These measures will also need to be assessed against the local and national picture in order to assess whether NEL are 'narrowing the gap' with the national average. As well as these vital signs, regular reviews of the progress against the action plan will take place, engaging with partners for their feedback. Internally the actions here will feedback into the Economic Action Plan to ensure that the work here is building towards the overarching aims of the Economic Strategy

## Appendix 1

Within North East Lincolnshire there are:

- 10 Secondary Academies
- 39 Primary Academies and with 10 Local Authority maintained primaries.
- 3 Independent Schools
- 1 14 to 19 Provision

Name	Description
Lincs 2	This website has links to all courses available in North East Lincolnshire Council for people over 16.
National Careers Service	Free careers service available to all adults over 19, funded by DfE.
Careers & Enterprise Company	Set up by government in 2015, their mission is to help every young person to find their best next step. They are the national body for careers education in England, supporting secondary schools and colleges to deliver modern, 21 <sup>st</sup> century careers education.
<b>Provider List</b>	
Grimsby Institute of Further & Higher Education	Further and Higher Education Provider: Including The Academy Grimsby (TAG) (14-16 provision), NET (National Employer Training), Modal (Bespoke Ports & Logistics training centre), Community learning centres and Distance Learning.
Franklin College	Sixth Form College (16-19 provision) and Adult Learning provision (19+)
Think Employment	Offering a range of courses to those 19+ in English, Maths and working in schools. Skills Bootcamps available in Digital Marketing.
Avant Skills Academy	Delivering Apprenticeship training across Grimsby and North East Lincolnshire, Hull and East Yorkshire in a range of occupational sectors including Business Administration, Customer Service, Data Technician, Digital Support, Hairdressing and Leadership & Management and construction.
Creating Positive Opportunity (CPO)	Offering a range of support for individuals to re-engage with learning and/ or work. A range of support including digital skills offered to adults who are unemployed and young people not in education, employment or training.
The Equality Practice	Working with people from diverse backgrounds, designing and delivering conferences and projects. As part of that, we developed the Me-Learning Programme, specifically aimed to empower women and over the last seven years have reached hundreds of women, who have gone on to change their lives and achieve more.
Care Plus Group	Employability Courses across the community providing training and recruitment services.
Learning 4 Life	Independent School and provision for 19 plus ESOL courses.
CATCH Skills	Employer led Apprenticeship Provider
HETA	Humberside Engineering Training Association. Traineeship and Apprenticeship Provider.