

Joint Scrutiny Panel – Economy, Culture and Tourism and Children & Lifelong Learning

DATE 15/08/2024
REPORT OF Carolina Borgstrom - Director of Economy, Environment and Infrastructure
SUBJECT Skills Action Plan – Progress Update
STATUS Open

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 residents to reach their full potential through skills and learning.

EXECUTIVE SUMMARY

This report summarises the progress made in the last six months of delivery of the skills action plan. The actions are categorised into five strands:

- National & Regional Actions
- Communication
- Collaboration
- Careers
- Raising Aspirations

MATTERS FOR CONSIDERATION

The panel is asked to:

- Review the progress made so far against the actions set out.
- Support the continued delivery of the Skills Action Plan

1. BACKGROUND AND ISSUES

1.1 The Skills Strategy and Action Plan was approved by Cabinet in August 2023. There was engagement with the Joint Economy and Children's Scrutiny Panel in July 2023 and an update on the first six months progress was presented in February 2024. The recommendation from the Panel was to update again after another six months. Therefore, this report, and the accompanying tracking document, demonstrates work that has taken place to deliver against each of the actions in the Skills Action Plan between February and August. This report will focus on some of the key developments over the last six months. The accompanying tracker details all progress made so far against the action plan.

1.2 Qualification Data

1.2.1 The qualification level data has improved between 2021 and 2023. Current figures show the percentage rate for level 2 qualifications between Jan-Dec 2023 is now 79.4%. This is an increase on the 2021 figure of 67.4% and has narrowed the gap slightly between North East Lincolnshire and the national data from a

- 10.7 percentage point gap in 2021 to a 7.1 percent gap by December 2023.
- 1.2.2 The qualification data for Level 4 qualifications has also improved from 23.6% in 2021 to 27.1% , but the gap with the national figure has marginally increased from a 20.0% gap in 2021 to a 20.2% gap in 2023.
- 1.2.3 The number of adults with no qualifications has significantly decreased. 2021 figures of 12.2% meant a gap with the national average of 5.6 percentage points. The NEL 2023 data is now 8.2% compared to the national average of 6.5%, meaning the gap has narrowed to 1.7 percentage points.
- 1.2.4 Although overall data has improved, there are still disparities between wards with East Marsh, South and West Marsh wards having the highest rates of adults with no qualifications and conversely the lowest rates of level 4 qualifications.

1.3 National & Regional Actions

- 1.2.1 The Skills & Employment element of the Greater Lincolnshire Devolution Deal is being led by NELC and is now split into three workstreams; Devolution of Adult Skills Funding (formally known as the Adult Education Budget), Alignment of Careers provision and support for Care Experienced young people.
- 1.2.2 The strengthened relationships with key partners such as the Greater Lincolnshire Careers Hub, the Local Skills Improvement Plan the Freeport skills group and others, ensures that the needs of NEL's residents and employers are represented regionally.
- 1.2.3 UK Shared Prosperity Fund allocated £800,000 to People & Skills projects. The priorities outlined in the Skills Strategy and the Local Skills Improvement Plan have shaped the decision making of the panel to ensure that funded projects are meeting the local skills needs. There are 15 successful projects currently in delivery across North East Lincolnshire. With match funding, this is just over £1.1 million of investment in local skills. The overview of projects can be viewed in Appendix 1.
- 1.2.4 Multiply is £962,714 of ring-fenced UK Shared Prosperity Funding that is now in its third, and final, year of delivery. The project offers innovative access to maths courses and qualifications to those aged over 19 and has been delivered by four education providers: Creating Positive Opportunity, The Equality Practice, Grimsby Institute and Learning 4 Life. Delivery in year 1 and 2 saw 963 enrolments across 23 different numeracy interventions.

1.4 Communication

- 1.4.1 Progress has continued with the collaboration of a group of adult learning providers, NELC's adult careers team and partners working with those 19+ in the community. This is supported by resource from the communications team. The collaborative group have worked to collectively promote adult learning by:
- Planning and delivering a series of promotional events in Family Hubs. The latest was delivered at Nunsthorpe Family Hub and three others are planned for the academic year 24/25.
 - Promoting the dedicated adult learning page on the NELC website via a social media marketing campaign, supported by adult learning providers. [Adult education and learning | NELC \(nelincs.gov.uk\)](https://nelincs.gov.uk/adult-education-and-learning)

1.5 Collaboration

- 1.5.1 As part of the Skills Action Plan Governance structure, a new NEL Skills Board

has been established to support the delivery of the actions. This is chaired by an industry representative and connects representatives from existing forums including, Development & Growth Board, Corporate Parenting board, Employability Forum, VSCE Forum, Greater Lincolnshire Careers Hub, SEND Employability Forum, Schools and Further Education.

- 1.5.2 Working in partnership with the Greater Lincolnshire Careers Hub, the Regeneration Team offered a 'Teachers Encounter' which allowed staff from schools and colleges to visit the Town Centre to hear about the range of regeneration projects and predicted skills growth.
- 1.5.3 Working with representatives from NEL's key economic sectors on the Development & Growth Board, we have developed a number of resources:
 - Sector based careers maps for schools, colleges and adult education providers.
 - An Apprenticeship Levy transfer guide to support businesses to increase the number of apprenticeship opportunities.
 - A business support leaflet signposting to support for school & college engagement, recruitment, upskilling and apprenticeships.

1.6 Careers

- 1.6.1 NELC's Adult Careers Team have increased their presence by:
 - Planning the Family Hub community events and developing a regular timetable for training delivery in Family Hubs.
 - A continued monthly drop-in at Grimsby Job Centre, with support from adult learning providers.
 - Delivery of 3 cohorts of their UKSPF funded 'Careershift' project, supporting individuals into employment in key sectors. This project aims to support 180 individuals to overcome barriers to training and work.
 - Successful funding bid to receive National Lottery funding to deliver a 'my digital life' programme to tackle digital exclusion. This is being delivered in partnership with Quest Training (Focus).
 - Collaboration with ECITB and CATCH to support the delivery of the region's first Work Ready programme, providing funded routes for adults into the Engineering Construction Sector.
- 1.6.2 In collaboration with multiple partners, four careers events have been delivered, which target both young people and adults.
 - Women into Manufacturing and Engineering (WiME) event – 4 March 2024 at Grimsby Town Hall [Careers event offers 'fantastic opportunity' for North East Lincolnshire women | NELC \(nelincs.gov.uk\)](#)
 - A new Parents' Careers Evening at The Humber Royal Hotel on 17 April 2024, funded by the Greater Lincolnshire Careers Hub. [Find out what's available at the free careers fair coming to Grimsby | NELC \(nelincs.gov.uk\)](#)
 - A 2 day Construction and Heritage Skills Fair, funded by National Lottery Heritage Fund, to raise awareness of traditional skills and careers in construction. [Heritage skills event described as "one of the best experiences provided for children" | NELC \(nelincs.gov.uk\)](#)
 - Annual Skills Fair held on 10th July at Grimsby Auditorium with over 60 stands and attended by 2000 year 10 students. [Local students get inspired with the return of the annual Skills Fair | NELC \(nelincs.gov.uk\)](#)

1.7 Raising Aspirations

- 1.7.1 National Citizenship Service Project – This project was a collaborative bid between NELC's Young People's Support Service, a training provider and industry. The project targets groups of young people, often in disadvantaged groups, to be able to attend intro to industry days. This project is in its second year and to date has delivered a total of 303 experiences to 105 local young people, with a further 195 experiences to be delivered to 65 more young people by the end of the second year of the project.
- 1.7.2 Teacher Encounters are days in industry for teachers, funded by the Careers Hub. The NELC Regeneration Team have completed their second one in June 2024 and was one of 3 available in North East Lincolnshire. The other two being run by Orsted and the Made Great in Grimsby seafood collaboration. These reached a total of 28 teachers in North East Lincolnshire.
- 1.7.3 Three UKSPF People & Skills Projects are directly focussed on supporting young people to overcome barriers to training and employment. These are listed in Appendix 1.
- 1.7.4 A new Into-university centre has been established in the East Marsh, designed to increase access to higher level qualifications.
- 1.7.5 The Greater Lincolnshire Careers Hub have started a new DfE pilot supporting Careers provision in primary schools. The initiative, 'Start small: Dream Big' currently has six North East Lincolnshire Primary Schools involved in the project.
- 1.7.6 Links have been made with several youth work organisations, collaborating with a training provider and the Careers team to develop a youth work training pathway. This will support the investment in youth projects such as Horizon Youth Zone, YMCA, Centre4 and the Trin, all working to support young people across the area but in need of qualified youth workers.

1.8 Next Steps

- 1.8.1 Through the governance structure provided by the Skills Board, the Skills Action Plan delivery is now moving from the short-term actions to the medium-term actions.
- 1.8.2 Working with the Skills Board, the medium-term actions are in the process of being revised to reflect changing demands. The revised medium-term actions are logged in Appendix 2 and will return to the Skills Board for final approval.

2. RISKS AND OPPORTUNITIES

The delivery of the Skills Action Plan relies heavily on collaboration with partners. It is vital that positive relationships are maintained. The Skills Action Plan seeks to support and facilitate others in order to widen adult participation in learning and increase awareness of opportunities for both young people and adults. If the Action Plan is not able to be delivered the risk is that access to learning continues to decrease and our residents are not able to benefit from the economic growth of the area.

3. REPUTATION AND COMMUNICATIONS CONSIDERATIONS

The Skills Action Plan sets out to work with the communication team to promote Adult Learning. There are potential positive reputational implications to continuing this. The social media feedback on posts about adult learning, including case studies and the Careers Service information, have been largely positive from residents and resulted in increasing traffic to the webpage.

4. FINANCIAL CONSIDERATIONS

The delivery of the Skills Action Plan should aid in providing an upskilled workforce, thus strengthening the local economy. Whilst there is no immediate financial implication arising from the delivery of the plan, funding may be required in the future to implement proposed actions. It is currently anticipated that any such funding will be sought from external sources.

5. CHILDREN AND YOUNG PEOPLE IMPLICATIONS

The Careers and Raising Aspiration Strand of the Action Plan are designed to positively impact children and young people. Raising attainment and participation levels of adults, particularly parents, also supports young people to have positive experiences of education.

6. CLIMATE CHANGE AND ENVIRONMENTAL IMPLICATIONS

Supporting young people and adults into careers in the renewables and decarbonisation sectors will support the area to reach its Net Zero targets and will have a positive impact on the environment.

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.

7. WARD IMPLICATIONS

The adult learning promotional events and training timetables are specifically targeting wards where adult attainment is lower. The ward delivery of the skills projects are outlined in Appendix 1.

8. BACKGROUND PAPERS

Appendix 1 – UKSPF People & Skills Projects currently in delivery

Appendix 2 – Revised Medium-term actions

Skills Strategy & Action Plan (Approved August 2023)

Skills Action Plan Tracker – monitoring progress against the Action Plan

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Appendix 1

Project Name	Organisation	Project Summary	Ward / Area
Volunteer It Yourself	Volunteer it Yourself	Group of 16-18 volunteering on the construction work on the MUGA at YMCA	East Marsh
Me-Learning Programme	The Equality Practice	Holistic confidence building course for females, incorporating Multiply.	East Marsh
Proud to Care Project	Ethical Recruitment Agency	Supporting individuals into employment in the care sector.	Nunsthorpe
Seafood Talent Futures	University of Lincoln & Made Great in Grimsby	Working with the seafood sector to: Upskill current workforce with level 4 and 5 qualifications. Run step into Seafood courses for new entrants to the sector.	NEL Wide
TRANSafe Training	Modal (TEC Partnership)	Funding individuals with a variety of training courses to support entry into the Logistics sector.	NEL Wide (Immingham base)
Career Shift	North East Lincolnshire Council's Adult Careers Team	Holistic course supporting individuals into training and employment in NEL's 8 key economic sectors.	Town Centre delivery
Navigating Healthcare	NAVIGO	Supporting individuals with barriers to train and be ready to work in healthcare.	Town Centre delivery
Electric & Hybrid Technologies & Carbon Awareness	TEC Partnership	A module to support development of technology in vehicle maintenance.	Grimsby Campus
Build Brighter Futures	Climb 4	Holistic program of support to build confidence and overcome barriers. A pathway for 16-18 year olds and one for 19+	Nunsthorpe
Leadership Skills for Social Skills	TEC Partnership	Upskilling those working in Health & Social Care with Leadership & management skills	NEL Wide

Vocational English for a Working Life	Learning4Life-Gy	Supporting ESOL learners with English Skills to overcome language barriers to work.	East Marsh
Creating Better Opportunities	Creating Positive Opportunities	Individual support to overcome barriers into training and work.	Nunsthorpe
Work Ready Programme - Welding	CATCH & ECTIB	Training new entrants and career changers in welding skills, with a guaranteed entry job into Engineering Construction sector.	Stallingborough
Me-Learning Programme (16-18)	The Equality Practice	A pilot to run their confidence building programme to a group of 16-18 year old females.	East Marsh
Hospitality Key Skills	TEC Partnership	Upskilling current employees in the hospitality sector with qualifications to support their development - including L&M and sector specific.	NEL Wide

Appendix 2

Strategy Pillar	Medium-term Actions (1-2 years)	Medium Term Actions (refreshed July 2024)
Communication – to improve awareness of adult learning opportunities to increase participation	Collaborate with the voluntary and community sector to create a network of community champions to communicate learning opportunities.	Develop a communication & marketing strategy, in collaboration with partners, to promote the range of opportunities for both young people and adults, including the promotion of Lincs2.
Communication – to improve awareness of adult learning opportunities to increase participation	Regular events held to promote adult learning in the community.	Sustain delivery of promotional events and direct delivery of training within community venues.
Communication – to improve awareness of adult learning opportunities to increase participation	Promote the wider use of Lincs2 for adult learning.	Support education providers and partners to keep Lincs2 up to date with their offers and to promote its use.
Collaboration - To create pathways for adults into in demand sectors	Analyse membership of local skills forums and boards and how these can influence the Skills Strategy.	Create effective routes of communication and information sharing between local and regional skills forums and boards.
Collaboration - To create pathways for adults into in demand sectors	Engage with providers and careers service to bring adult skills and careers guidance to the town centre.	Develop a business case for a Town Centre Skills Hub.
Collaboration - To create pathways for adults into in demand sectors	Collaborate with the Council's Children's Services team to connect Adult Education providers with families in need.	Develop an operational toolkit for practitioners working directly with families.
Careers - To increase residents' awareness of, and access to, careers services	Develop approaches to promote technical education pathways from year 7, through to adults, as an equally viable career pathway.	Facilitate connections between schools and colleges with support organisations such as uniconnect, Careers Hub and Stem UK to promote technical routes.
Careers - To increase residents' awareness of, and access to, careers services	Secure funding to develop careers resources within Lincs2. Link this to the National Careers Service and Local Labour Market information.	Explore opportunities to link Lincs2 with existing LMI sources and promote access via the communication strategy.

Careers - To increase residents' awareness of, and access to, careers services	Support businesses to offer industry visits to teachers of both pre and post 16.	Collaborate with the Careers Hub to develop an annual programme of teacher and career professionals engagement with a variety of sectors.
Raising Aspirations - To increase aspirations of residents linked to the career opportunities	Develop a marketing campaign aimed to show opportunities available locally, reflecting the journeys of other local people.	Seek funding to develop a range of case studies, and gather existing case studies from key sectors. As part of the communication strategy, explore whether these could be held on Lincs2.
Raising Aspirations - To increase aspirations of residents linked to the career opportunities	Create a range of case studies showcasing local success stories to be shared by social media, via schools, training providers and other partners.	
Raising Aspirations - To increase aspirations of residents linked to the career opportunities	Seek out support organisations to bring support to the area, or our education providers, and promote them.	Create a skills toolkit for schools which signposts to the variety of opportunities available to them.

**NORTH EAST
LINCOLNSHIRE
COUNCIL**

**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 here 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 2023)

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.

Across the Greater Lincolnshire and Humber geography the predicted growth is significant with sectors potentially creating over 50,000 new jobs.

- **Energy through maximising offshore wind, decarbonisation, and hydrogen opportunities, to create over 32,000 jobs by 2040 across the Humber.** (*Offshore to create approx. 10,000 by 2030; taken from Humber Offshore Wind Cluster*) (*Decarbonisation 22,800 by 2040, from Humber Industrial Cluster Plan*).
- **Humber Freeport: ambition to deliver on 7,000 jobs by 2040** (*Local Skills Report 2022*)
- **UK’s Food Valley: ambition to deliver 11,000 jobs by 2030** (*Local Skills Report 2022*)
- **20,950 extra construction workers needed in Yorkshire & the Humber by 2026** (*CITB Skills Report 22-26*)

- Between **now and 2035 around 250,000 jobs** will need to be filled because of people retiring. (*Local Skills Report 2022*)

The Humber Industrial Cluster Plan's Skills report predicts 32,000 jobs for our area during the peak phases of 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.

Health & Care is the largest employment sector within North East Lincolnshire, employing 18.6% of our residents. They also have the highest number of job vacancies as reported by the Department of Work and Pensions (DWP). There is a national shortage within the health and social care sector and, with a large proportion of NEL's workforce in this sector, support for these national initiatives is needed to be implemented locally.

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 the Gatsby Benchmarks, which are set by the Government as the standard of careers guidance.

North East Lincolnshire council also retain a careers team that offer support to young people and a National Careers Service contract to offer careers advice to those 19+.

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.

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 for adults 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.

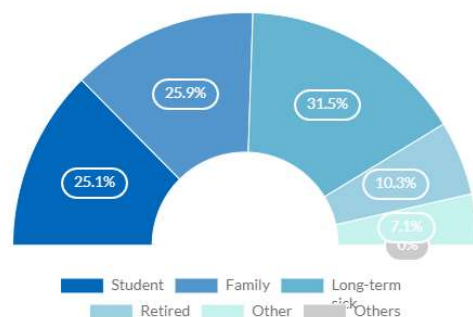
4.2 Economic Activity in North East Lincolnshire

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.¹

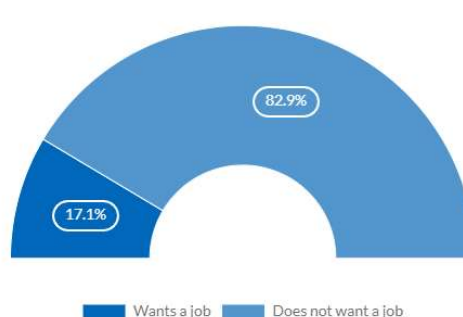
Economically inactive

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

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

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.

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 (ALS) 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.’²

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 education and then continues through Further Education. 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 16 to 18 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

² NELC Adolescent Lifestyle Survey 2021

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.

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 variety 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 residents, they have multiple barriers.

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 towards highly skilled work is sometimes 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, 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

The strategy highlights three key challenges:

- **Attainment of young people** – this is ongoing work which is addressed in the Council's Education and Inclusion Strategy.
[Education-and-Inclusion-Strategy-2022-2025.pdf \(nelincs.gov.uk\)](#)
[Education and Inclusion Strategy Action Plan \(nelincs.gov.uk\)](#)
- **Attainment of adults** - Addressed in this strategy and action plan.
- **Awareness of local careers opportunities** – Set out in this action plan but also shared actions with the Council's Career's Information, Advice and Guidance (CIAG) strategy.
[NELincs Strategy for Careers IAG September 2022 final.pdf](#)

The Skills Strategy and Action plan has a focussed set of aims to:

- Increase the number of adults in education. (Currently 3050)
- Reduce the number of adults with no qualifications. (Currently 12.2% - 11,785 people)
- Increase the number of adults with Level 3 or above qualifications. (Currently 46.3% - 44,726 people)
- Meet the needs of our employers by providing a skilled workforce

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 in conjunction with key partners.

8.1 National, regional and sub-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, the Department of Work and Pensions (DWP) and the Voluntary Sector has identified numerous key actions that will support people living in North East Lincolnshire to have the best possible chance of success. Their asks fall under four broad categories:



Communication – to improve awareness of adult learning opportunities to increase participation	
<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 & skills providers, employers, and the voluntary sector are all able to share their offers with all members of the community and each other.</i>	
Set up a Skills page on the Council website to link to adult learning provision	
Engage with communication team to develop a marketing plan to promote the national 'Skills for Life' campaign to target adult learners.	
Collaborate with education partners, National Careers Service and the Council's Early Help team and DWP to create a series of local events targeting community settings.	Within 12 months
Collaborate with the voluntary and community sector to create a network of community champions to communicate learning opportunities.	Within 1-2 years
Regular events held to promote adult learning in the community.	
Promote the wider use of Lincs2 for adult learning.	
Have implemented a clear Employability & Skills marketing plan, which is informed and led by industry.	Within 3-5 years
Secured resources to expand the Lincs2 offer to offer further resources for careers and adult learning.	

Collaboration - To create pathways for adults into in demand sectors	
<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>	
Present all local providers the skills strategy and action plan to demonstrate clear NEL priorities so this can be used to adapt and develop their curriculum planning.	Within 12 months
Create an Adult Learning focussed promotion group to plan and deliver promotional material and events.	
Regular skills updates provided to businesses via the InvestNEL newsletter and website to increase links between business and education.	
Analyse membership of local skills forums and boards and how these can influence the Skills Strategy.	Within 1-2 years
Engage with providers and careers service to bring adult skills and careers guidance to the town centre.	
Collaborate with the Council's Children's Services team to connect Adult Education providers with families in need.	
Seek funding for pilot schemes to develop adult training with work placements in key sectors.	Within 3-5 years
Develop a holistic skills offer in the town centre, supported by multiple partners, and led by business.	

Careers - To increase residents' awareness of, and access to, careers services	
<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 how 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 variety of local opportunities.</i>	
Support NELC's National Careers Service with promotion and connecting with local businesses.	Within 12 months
Support the Careers Hub to match local schools and colleges with representatives of local businesses.	
Promote the development of career events in schools and colleges that also engage parents.	
Develop approaches to promote technical education pathways from year 7, through to adults, as an equally viable career pathway.	Within 1-2 years
Secure funding to develop careers resources within Lincs2. Link this to the National Careers Service and Local Labour Market information.	
Support businesses to offer industry visits to teachers of both pre and post 16.	
Promote work experience for students of all ages both within NELC and external partners.	Within 3-5 years
Develop town centre access to careers provision for all ages.	

Raising Aspirations - To increase aspirations of residents linked to the career opportunities	
<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>	
Support and promote community organisations and providers working with those adults furthest from the labour market to engage with businesses and source funding opportunities.	Within 12 months
Seek opportunities from businesses to engage with careers advisors and teachers to improve their knowledge of local labour market information.	
Seek funding opportunities to support providers to develop bespoke support for NEETS, care experienced young people, and those 16-18 without English and Maths.	
Develop a marketing campaign aimed to show opportunities available locally, reflecting the journeys of other local people.	Within 1-2 years
Create a range of case studies showcasing local success stories to be shared by social media, via schools, training providers and other partners.	
Seek out support organisations to bring support to the area, or our education providers, and promote them.	
Develop, with partners, series of virtual material aimed to showcase success stories from the local area to inspire local people.	Within 3-5 years
Support and promote community organisations and providers working with those adults furthest from the labour market to engage with businesses and source funding opportunities.	

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
NEL Mental Health & Wellbeing Strategic Framework 2022-23	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
Economic Strategy & Action Plan 2021- 2024	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.	
Education & Inclusion Strategy & Action Plan 2022-2025	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.	
Early Help Strategy 2021- 2024	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. This dashboard specifically measures against the aims to increase adult participation and attainment rates. Measures of economic activity and educational attainment are already measured and will be used to measure success in conjunction with these new vital signs.

Skills & Employability Dashboard:

- Number of Adults in Education (to increase)
- Number of 16-64 year olds with no qualifications (to decrease)
- Number of Economically Inactive adults classed as 'in study' (to increase)
- Number of 16-64 year olds with level 3 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 st century careers education.
Provider List	
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.



NELC Skills Strategy Action Tracker						2023		2024				###	Skills board Comments	Medium Term Actions (refreshed July 2024)
Strategy Pillar	Actions	Time Scale	Lead	Status	Direction of Travel	Q2 (July - September)	Q3 (October - December)	Q4 (January - March)	Q1 (April - June)	Q2 (July - September)	Q3 (October - December)			
Communication – to improve awareness of adult learning opportunities to increase participation	Set up a Skills page on the Council website to link to adult learning provision	12 months	AG + Comms	ongoing	↑	No action	Amber Cole (AC), a graduate in Comms team, has been tasked to support with promoting Adult Learning. One of the actions she will look at is improving the skills page and running promotion on the home page.	New Adult Learning Page launched alongside social media campaign, directing traffic to the new webpage.	Completed - to be checked and updated each September, currently allocated to Amber Cole.					
Communication – to improve awareness of adult learning opportunities to increase participation	Engage with communication team to develop a marketing plan to promote the national 'Skills for Life' campaign to target adult learners.	12 months	AG + Comms	ongoing	↑	Comms team supported the promotion of skills events.	AC allocated to engage with the Adult Learning Promotion Group and support us to promote adult learning via the communication channels. We are proposing a myth busting series of posts.	AC and AG along with the Adult Learning Group planned a series of events and social media campaigns to link in with national campaigns.	A calendar of events to promote learning opportunities is now in place, supported by regular social media posts to link to promotional days/weeks.					
Communication – to improve awareness of adult learning opportunities to increase participation	Collaborate with education partners, National Careers Service and the Council's Early Help team and DWP to create a series of local events targeting community settings.	12 months	AG, Comms & Partners	ongoing	↑	A Get into Childcare event run at the East Marsh Family Hub promoting this sector. Further sessions to be planned.	A series of events now booked in Family Hubs for 24-25. Two NCS staff are now allocated to support this work liaising between providers and the Family Hubs to support parents into training and employment.	January event delivered at East Marsh Family Hub. One planned in March at Immingham. Courses available to book on to on the day. NCS has a regular monthly drop in with providers at the Job centre, started in February.	Family Hub promotional event planned for July 15th at Nunsthorpe Family Hub. 4 events throughout academic year 24/25 are now booked in with the Family Hub. Timetables for training from September are now being developed for some of the Hubs.	Family Hub promotional event held on 15th July.				
Collaboration - To create pathways for adults into in demand sectors	Present all local providers the skills strategy and action plan to demonstrate clear NEL priorities so this can be used to adapt and develop their curriculum planning.	12 months	AG	ongoing	↑	Presented to the Employability Forum, Development & Growth Board and VCSE Forum.	Headteachers meeting in November was postponed. A draft has previously been presented. Planned to attend in January.	Presented to HT Forum January 31st. Priorities used to outline call for projects for UKSPF and shared with all providers.	Completed. The next stage is to keep partners updated on progress and incorporate the Devolution priorities that will be outlined in the Strategic Skills Plan for Greater Lincolnshire.					
Collaboration - To create pathways for adults into in demand sectors	Create an Adult Learning focussed promotion group to plan and deliver promotional material and events.	12 months	AG	ongoing	↑	Group formed and supported by Wendy Trask (NELC Adult Careers Service) consistent attendance from a small number of adult learning providers. Three key tasks for the group: 1. To create a list of all provision in the area. 2. To promote adult learning via a booklet / brochure. 2. To promote adult learning via events.	Group attendance had increased and representation from all post 19 providers is now included. The provision list is now live and completed, with updates scheduled. The brochure has been the all-household brochure that has been circulated to 75,000 homes in NEL. The events are scheduled from January to July 25.	Regular 3 weekly meetings, with regular attendance. Provision list complete and now being updated. Adam Fisher (AF) supporting providers to update Linc2 and AC attending to support with comms. A logo / brand is the next step.	Logo designed and shared around providers for feedback. Continued 3-4 weekly meetings of Adult Learning Providers and DWP, YMCA, Restart, Workwell and With you all joined the group. All household brochure funded via UKSPF for a skills page. This will be delivered to households in July.					
Collaboration - To create pathways for adults into in demand sectors	Regular skills updates provided to businesses via the InvestNEL newsletter and website.	12 months	AG MS	ongoing	↑	Ongoing. Updates regarding Skills sent to MS and are included on the Invest NEL newsletter, website and LinkedIn page.	Ongoing. Updates regarding Skills sent to MS and are included on the Invest NEL newsletter, website and LinkedIn page.	Ongoing - all updates shared.	Ongoing skills updates in the Newsletter. In addition AG has developed an information sheet for businesses that directs them to all the support available in developing their future workforce. Attended the Invest NEL Meet the Team event alongside our Careers Hub representative to forge new links with business.	In conjunction with Care Plus Group and NELC Learning & Development Team, a virtual booklet has been produced to support businesses in utilising and transferring their apprenticeship levy.				
Careers - To increase residents' awareness of, and access to, careers services	Support NELC's National Careers Service with promotion and connecting with local businesses.	12 months	AG & KL + Comms	ongoing	↑	Head of NELC's National Careers Service Team (Wendy Trask) engaged with and regular meetings set up. WT joint leading on Adult Learning Promotion group.	WT has led on the Provision list for adult learning. Promotion of NCS service highlighted through Business Comms and recruitment workstream. NCS advertised in all-household brochure.	Regular drop in from Feb 24 at the Job Centre in conjunction with Adult Learning Providers. Successful UKSPF bid supporting a further 150 individuals access work or training.	UKSPF Project running and a further successful bid for Lottery funding to offer a Digital Inclusion course. The CareersShift programme has brought in representatives from across key sectors to talk to the participants. Monitoring for all UKSPF Projects to start in July so we can begin to analyse the impact.	Promotional day in Freshney Place on 11th July to promote Adult Learning and the Family Hub event in Nunsthorpe.				
Careers - To increase residents' awareness of, and access to, careers services	Support the Careers Hub to match local schools and colleges with representatives of local businesses.	12 months	AG, KL & Careers Hub	ongoing	↑	Regular meetings set up between NELC and Careers Hub. New EC for NELC (Vicky Booth) embedded and introduced to both AG and Team and KL's team. First Business and Headteacher event to go ahead in September at GIFHE. Attendance from businesses lower than expected.	AG and KL supported businesses to connect with Careers Hub as the method to engage with schools and colleges. Second Business and schools future workforce event took place in November. Feedback to be collated and drive next steps.	A further Future workforce event planned. Career Cluster meetings now delivered jointly. All business contacts directed to VB to support school engagement.	Teacher Encounters via Careers Hub - 1 in Renewables, 1 in Seafood and 1 for Regeneration Team on 27th June. Figures collated next quarter. VB attended the Meet the team event to make new business contacts on 12th June. Analysis of schools careers curriculum about to begin via Compass.					
Careers - To increase residents' awareness of, and access to, careers services	Promote the development of career events in schools and colleges that also engage parents.	12 months	AG, KL & Careers Hub	ongoing	↑	Funding secured from Careers Hub for a parents careers event. In a previous event had invited teaching staff from across the area to find out about the regen projects in town centre and Cleethorpes.	Event at Cleo Academy attended by a variety of NELC staff to promote careers across the area and within the organisation. Parents Careers Event booked for April 17th 2024 - Our Future engaged to speak at the event.	Planning for Parents' Careers Evening underway, companies jointly invited along with their skills fair invite. Planning in conjunction with Careers Hub. WIME Event on 4th March 307 school children and 128 members of the public.	April 17th - Parents Careers Event held at Humber Royal Hotel. 32 stalls (providers and businesses) and over 200 attendees. The event has received funding to be repeated. June 14th & 15th Heritage and Construction Skills event. 250 school children attended on Friday, open to public on Saturday.	The annual Skills Fair was held on July 10th with almost 200 year 10 pupils in attendance and 60 stalls.				
Raising Aspirations - To increase aspirations of residents linked to the career opportunities	Support and promote community organisations and providers working with those adults furthest from the labour market to engage with businesses and source funding opportunities.	12 months	AG & MJ	ongoing	↑	All engaged with possible funding opportunities via UKSPF People and Skills Strand.	Skills strategy presented at the VCSE Forum. AG engaged with YMCA. Any funding opportunities shared via those routes. ie NCS grants, NLHF, Create Start Funding, UKSPF.	Several successful UKSPF projects led by community organisations, with a spread across NEL geography.	15 Projects (11 organisations) awarded grant funding for Skills Projects. £809,939.50 Grant funding allocated, supported by £301,497.00 match funding means that £1,111,279.50 of new skills provision in NE Lincs for 24/25. https://www.nelincs.gov.uk/levelling-up-15-projects-awarded-funding-to-support-skills-in-north-east-lincolnshire/					
Raising Aspirations - To increase aspirations of residents linked to the career opportunities	Seek opportunities from businesses to engage with careers advisors and teachers to improve their knowledge of local labour market information.	12 months	AG, KL & Careers Hub	ongoing	↑	Ongoing collaboration with Careers Hub Enterprise Coordinator, Vicky Booth. Support to offer career network meetings in local businesses. NELC supported Careers Hub to deliver their funded Teacher Encounter days in businesses in NEL.	Business and Education Future workforce events - delivered in partnership with careers hub to engage business and schools to support working together. Working with Liz Wild (Linc2 manager) and the representatives from the D&G board, to update a series of sector maps that are then printed and given to education providers, as well as hosted on the Linc2 website.	Third Future Workforce Event planned. Schools invited to take up 'Teacher Encounters' with a day in industry supported by the Careers Hub. NELC planning one in June 24. Construction sector map underway. Renewables, Seafood and H&C sector maps all completed.	June 27th - NELC Teachers Encounter delivered in conjunction with Careers Hub. Two others delivered in NE Lincs - Orsted & Made Great in Grimsby.					

Raising Aspirations - To increase aspirations of residents linked to the career opportunities	Seek funding opportunities to support providers to develop bespoke support for NEETS, care experienced young people, and those 16-18 without English and Maths.	12 months	AG	ongoing	↑	National Citizen Service (NCS) Grant funding sought and approved for YP55, CPO, Catch and GPL Wind working collaboratively to support 16-17 year olds. These groups identified for support through Devolution deal. Groups also identified as a priority for UKSPF People and Skills Application.	NCS programme running successfully. UKSPF applications going through the panel and are assessed against the priorities, including working with these groups. Extension to Year 2 UKSPF approved to support 16-18 year olds.	3 successful UK Shared Prosperity projects supporting 16-18 - a second call for projects has specifically asked for bids to innovatively support this group.	A further project was approved and is grant funded through UKSPF to support this group. Projects are delivered across the area they include volunteering and construction qualification, Confidence building course in East Marsh, Employability and self development in Nunsthorpe. NCS project continues to run.			
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