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York and North Yorkshire Local Skills Improvement Plan (LSIP), Progress Report, June 2024

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This progress report has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023) and is intended to review progress against the local skills improvement plan published in August 2023. This report was produced in June 2024, but publication was delayed due to the pre-election period.

WHO IS THE PUBLICATION FOR?

This report is to give an update on progress of the [York and North Yorkshire Local Skills Improvement Plan \(LSIP\)](#) since it was published in August 2023.

During the development of the LSIP we engaged with a wide range of employers, providers and stakeholders who helped us identify what we needed to do in York and North Yorkshire to transform skills provision and put employers centre-stage in the planning and delivery process.

In the early months of implementing the LSIP, we have further cemented those relationships and developed new ones. In fact, the LSIP relies explicitly on working collaboratively to achieve our objectives and we will demonstrate later in this report how we have been doing this.

This report is aimed at businesses who are investing time and energy in supporting skills development for their current staff and for the future workforce. This could include a range of contributions such as offering work placements for T level students, employing apprentices, working towards better leadership and management practices or investing in skills that promote sustainability, use new digital technology or ensure greater well-being for their staff – to name but a few.

Instrumental in our journey are those organisations that champion the voices of business and sectors such as the Federation of Small Businesses (FSB), the Construction Industry Training Board (CITB), Scarborough Business Ambassadors, the Recruitment and Employment Confederation (REC), the Yorkshire Care Alliance, NYBEP, the Confederation of British Industry (CBI) and of course, the West and North Yorkshire Chamber of Commerce and we want this report to highlight the progress made and way forward for the next year.

We also know that our FE colleges, Independent Training Providers, Apprenticeship Providers, Adult Learning Services (North Yorkshire Adult Learning and Skills Service, York Learning and the WEA) and commercial skills providers are fundamental to the skills world and have been driving change through tireless commitment to making the LSIP Roadmap a reality. We have seen

impressive work bring about real change and this report shines a light on that for those colleges and providers who have been doing the hard yards.

This report highlights for providers what a difference they have made and paves a way for more changes to come.

We also hope that this report will be of interest to the many stakeholders in the area who have been instrumental the LSIP journey from the outset. These include the local authorities (City of York Council and North Yorkshire Council), the newly created York and North Yorkshire Mayoral Combined Authority, governmental delivery partners such as DWP and Job Centre Plus and other key contributors such as the University of York, York St John University, CU Scarborough and Sunderland University. Key networks such as the Yorkshire Food, Farming and Rural Network have also taken a proactive stance with regard to contributing to the LSIP.

The Voluntary, Community and Social Enterprise (VCSE) sector is pivotal to engagement with people furthest from the labour market and key local organisations such Better Connect, York CVS and Community First Yorkshire offering insight about the sector and communication pathways with grass roots organisations.

The Yorkshire and Humber Institute of Technology, which has been operating for over 5 years, offers a comprehensive range of L4+ technical subjects and is very much aligned with the LSIP. The partnership includes seven colleges (York College and University Centre, Scarborough TEC, Selby College, Bishop Burton College, Askham Bryan College, Craven College and East Riding College), two universities (University of Hull and York St John University) and several anchor employers including VISR, CATCH, GB Recruitment and Skipton Building Society, who we hope will all be interested in this document.

SUMMARY OF THE LSIP

The LSIP set out the specific skills challenges we faced in York and North and how to combat them.

The main aims and objectives of the LSIP are as follows:

- **Business** – To access a range of provision which is flexible, responsive, reflects employer needs and enables businesses to upskill their staff effectively, be resilient to change and enable succession planning.
- **People** – To enable people from all backgrounds to access skills provision to support progression in work, transition to new career opportunities, gain employability and technical skills required by employers and fulfil their potential at work.
- **Sectors** – To enable employers and individuals to access the technical skills they need to increase productivity, respond to change and adapt to emerging technology in our key sectors.
 - Digital and technology
 - Agri-skills
 - Engineering and Advanced Manufacturing (including Rail)
 - Construction
 - Health and Social Care
 - Visitor Economy

We have also adopted a set of cross-cutting themes which underpin the changes and actions we seek including.

Low carbon – Innovation - Green skills - Emerging Technology – Rurality- Collaboration - Transferable skills.

In terms of how we set out to tackle skills issues we highlighted the following priority actions which are further developed in the LSIP Road Map;

- More meaningful, collaborative and long-term relationships to be built between employers of all sizes and providers, extending the numbers active in developing provision and investing resources to maximise impact.
- Help businesses and providers to embed sustainable practices at a practical level.
- Increase career advice, information and guidance for all ages to build and retain talent in the workforce.
- Support people to use their transferable skills to secure jobs in priority sectors.
- Develop new provision accessible to small and micro-businesses.
- Ensure the modes of provision of training meet business need.
- Prioritise accessible technical and digital skills development at all ages.
- Increase apprenticeships especially higher and degree apprenticeships where there is demand.

A key feature of our geography is the size and rurality of much of North Yorkshire and the impact this inevitably has on access to skills provision. The northern swathe of the county does not have a major FE campus so people must travel for face-to-face provision.

The map below shows the main learning institutions and delivery partners.



STRATEGIC AND ECONOMIC CONTEXT UPDATE

Devolution deal

The most significant change in the area has been the next stage of devolution. The devolution deal is a profound change for York and North Yorkshire with new decision-making powers given to local political leaders and with this the devolution of more than £540 million of funding for major projects and policies.

The formation of the York and North Yorkshire Combined Authority took place on 1st February 2024 and this became a Mayoral Combined Authority with the election of David Skaith on 2nd May 2024. Later, on 13th June, Jo Coles was confirmed as deputy mayor for policing, fire and crime and will take up her new role in July.

Mr Skaith is a Labour Mayor and in time we will see how he intends to use his powers to make a difference in the area.

The York and North Yorkshire Mayoral Combined Authority is developing an economic framework which will include a revised Skills Strategy, and this will include an initial set of agreed priorities and strategic direction.

Most significant for the LSIP is the devolution of the Adult Education Budget (AEB) to the Mayoral Combined Authority which will be transferred on 1st August 2025 and totals circa £10.8 million. The Skills Strategy will form the basis of the AEB Strategic Skills Plan.

Campus at Northallerton changes

There has been a change to the operating model at Campus at Northallerton. This small facility opened in 2022 as part of the Treadmills development in Northallerton which is on the ex-prison site. The campus was originally launched to offer young people technical provision which was not available locally.

The facility also offered skills provision for adults in the area on a partnership basis with York College and Sunderland University. It became the property of North Yorkshire Council in 2023 after Hambleton District Council became obsolete (due to local government reorganisation) and this proved a catalyst for a re-think from all partners as to the best future for the facility. It was mutually agreed that the original partnership was not the right fit for the future and North Yorkshire Council took over solely.

North Yorkshire Council is fully aware of the conditions that provided the funds for the building and are committed to seeking a solution for the buildings tenancy that reflects the key education focus of that funding.

PRIORITIES AND ACTIONS (ROADMAP)

The table below is a summary of the progress against the 31 actions contained in the Roadmap. We have completed or made progress against 28 of the 31 actions with plans in place to tackle the remaining 3. NB The York and North Yorkshire LEP is now the York and North Yorkshire Mayoral Combined Authority.

A full table can be found in the Annex.

Item	Priority	Action	Partners involved	Timescales End date	Implementation method	Monitoring arrangements	Progress Status
1	Governance, to ensure accountability	Agree reviewed Terms of Reference for YNY LSIP Board	WNY Chamber, all current membership	Sep-23 to Nov-23	ERB directly delivering activity Clear structures, full buy in from partners	Annually	Complete LSIP Advisory Board new membership and agree revised Terms and Conditions Feb 2024.
2	More meaningful, collaborative and long-term relationships to be built between employers and providers to develop provision.	Work with existing or new sector-based groups to support LSIP	WNY Chamber, providers, employers, LEP, City of York Council, North Yorkshire Council, business rep bodies	Oct-23 to Summer 25	Convening groups using LSIF funding. College employer advisory groups. Presence on existing groups	Notes shared from groups, Chamber invitations to groups to give updates at regular intervals	Started, making good progress LSIF funded employer forums have taken place in digital and the HSC care sector. Links to groups in place such as Scarborough Ambassadors Network, NY Construction Training Group and a range of college Employer Advisory Groups
3	Prioritise accessible technical and digital skills development at all ages.	Support the development of YNY Digital Skills Partnership	YNY Skills Board, LEP, North Yorkshire Council, City of York Council, WNY Chamber, providers, employers.	Sep-23 to Lifetime	LSIF	Led by LSIF Partnership, delivered by Yorkshire Learning Providers.	Complete Work completed on scoping Digital Skills Partnership. Report published May 2024.
4	Employer engagement Improved Careers Guidance Transferable skills Increase apprenticeships	Skills brokerage: ensure that signposting to skills information is clear for employers and employees	LEP , WNY Chamber, Skills Hub, all providers, YLP, employers, employees, City of York Council, North Yorkshire Council	Sep-23- Lifetime	UKSPF or new mayoral funding as a result of devolution	Business feedback, evaluation from users of the service, review cross referral data, impact data from website	Not started, seeking funding Seeking funding via Mayoral investment funds. Supported by existing CEIAG initiatives - Inspiring Choices (UniConnect Programme) UKSPF NY - Building capacity with volunteers in community settings to help adults with IAG. Careers Enterprise Company activity across YNY.
5 & 23	To enable employers and individuals to access technical	Deep dive provision mapping against our sector priorities &	LEP/WNY Chamber , providers, sector specialists,	from Oct 23- Mar-24	LSIF Research, LMI, data analysis	Year 1 delivered by LSIF. Year 2 to be overseen by Board Feedback on	Started, making good progress Health and Social Care Report published May 2024. Deep dive into digital provision undertaken by Yorkshire Learning Providers as part of LSIF. Report to be published May 24.

	skills in key sectors.	continued monitoring				individual cases to providers	UKSPF NY - Sector Skills programme, focus on priority sectors.
6a & 6b	Prioritise accessible technical and digital skills development at all ages. Develop new provision accessible to small and micro-businesses.	Deliver L1 and L2 digital qualifications supporting entry level confidence building & introductory courses available in emerging technologies	Providers , ITPs skills teams, LEP, employers	Oct-23-Lifetime	LSIF Mainstream funding eg AEB	Digital Skills Partnership, when formed, to lead on digital skills, focus groups to lead on priority sectors	On track to deliver. FE providers deliver a significant range of L1 and L2 digital qualifications. SDF and LSIF funded short courses in sectors such as heat pump technology, carbon capture, sustainable construction, VR tech, Agri skills and health & social care.
7	To enable employers and individuals to access technical skills in our key sectors.	Work with businesses on improving recruitment practices.	L&M providers, JCPs, LEP, recruiters,	Sep-23-Lifetime	ERB directly delivering activity College/provider employer engagement	ONS data, employee satisfaction reporting, business surveys,	Started, making good progress Bespoke Leadership & Management training is available, YNY Growth Hub has range of programmes. Universities offer wide range of business programmes. Wide range of commercially available L&M courses.
8	Increase career advice, information and guidance for all ages to build and retain talent in the workforce	Offer mid-career and late-career career guidance to	Local JCPs, CEIAG providers, Careers Enterprise Company,	Oct-23 - Lifetime	Government funded programmes such as mid-life MOT by DWP National Careers Service	Monitor positive stories/applications	Started, making reasonable progress National Mid-Life MOT website launched in 2023 National Careers Service offers 1:2:1 phone advice UKSPF Better Connect's RISE project helps unemployed people with barriers to work to access 1:2:1 support
9	Support people to use their transferable skills to secure jobs in priority sectors. Increase career advice, information and guidance for all.	Target support to those in low wage, low skilled jobs or in occupations or roles which are at risk of automation to enable them to build confidence in their own	Local JCPs , CIAEG providers, CEC, private/voluntary sector advice providers, sector representative bodies, WNY Chamber, REC/recruiters,	Jul-24 - Lifetime	UKSPF and LSIF	Unemployment figures, data on job market evolution (open data/LEP, City of York Council, North Yorkshire Council)	On track to deliver. A range of provision is offered targeting people ready to work including Sector Based Work Academies (SWAPS), RISE and targeted provision for people with specific barriers. UKSPF NY - replacement for RISE in process of procurement. Will run from Apr 2024 - Mar 25. Targeted on unemployed and those in work who need support. Part of 'Engaging and Progressing People'

		portfolio of transferable skills.	City of York Council, North Yorkshire Council, LEP, governance body for LSIF				pot of UKSPF NY. £2m. Askham Bryan offers Princes Trust to unemployed people. Military Spouses project in Catterick.
10	Ensure the modes of provision of training meet business need. More meaningful, collaborative and long-term relationships to be built between employers and providers.	Review of FE Accountability Agreements as part of provision mapping to check what plans are in place for new provision	WNY Chamber , skills specialist, providers, LEP, City of York Council, North Yorkshire Council, governance body for LSIF	Sep-23 Mar 24 and Mar 25	ERB directly delivering activity	As part of annual accountability agreement review cycle , 1-1 offer via NY principals group to colleges	Started, making reasonable progress Review conducted and discussions with colleges as they update their Accountability Agreements. The Chamber has been interviewed as part of Enhanced Ofsted Inspections for several colleges in the last year. All colleges have been open and collaborative with their plans.
11	Ensure the modes of provision of training meet business need. More meaningful, collaborative and long-term relationships to be built between employers and providers	Develop resources offered by providers to support greater collaboration with employers, including for curriculum development.	Providers, colleges, ITPs, LEP, City of York Council, North Yorkshire Council YLP, governance body for LSIF	Oct-23- Lifetime	LSIF	Survey of businesses, reporting by colleges/ITPS and providers	On track to deliver LSIF developing a range of resources based on employer need. Also collaborative resources that reflect a range of sectors and can be utilised by numerous partners. This is likely to have a focus on transferable skills and highlighting priority sectors to encourage adults to try new sectors.
12	Develop new provision accessible to small and micro-businesses. Prioritise accessible technical and digital skills Increase apprenticeships	Increase provision available at L4 and L5 in modular format in priority sectors, collaborative working across provider base	Providers , YHIoT, LEP, City of York Council, North Yorkshire Council, sector representative bodies. YLP, governance body for LSIF	Nov-23- Lifetime	LSIF HE partners (universities and college HE) YHIoT	Updates to partners/engagement teams/CA	On track to deliver Comprehensive List of L4-L7 quals available on YHIoT website under learning tab. Darlington College offers module based HND/HNC Engineering. However, limited take up. Sunderland Uni offers micro credentials and bridging qualification in health at L4 .

13a & 13b	Develop new provision accessible businesses. Prioritise accessible technical and digital skills Increase apprenticeships	Increase provision in small, bite-size and introductory format in priority, technical sectors	Providers , LEP, City of York Council, North Yorkshire Council, sector bodies, YLP employers, governance body for LSIF	Oct 23 - Summer 25	LSIF UKSPF Mainstream AEB funding, flexibilities	Course pass rates, outputs from providers/ITPs to CA, CYC NYC, employer surveys, feedback in communications to/from providers/ITPs	Started, making good progress New courses being developed via LSIF eg Craven College, York College, York Learning and North Yorkshire Adult Learning and Skills Service have all developed new short courses via LSIF funding. Many other providers also offer bite size provision Boot camps next Wave announced.
14	Develop new provision accessible to small and micro-businesses. Prioritise accessible technical and digital skills Increase apprenticeships	Develop specialist provision for Manufacturing and Engineering sector	Providers , ITPs, LEP, City of York Council, North Yorkshire Council, governance body for LSIF	Oct-23 3 years from start of LSIP	LSIF Mainstream funding using AEB flexibilities	Job vacancy data, recruitment data, CA, City of York Council, NYC and open data sources	Started, making good progress New courses in Electric Vehicle, Construction and Engineering were developed by the Strategic Development Fund. YHIoT has full list of L4+ provision on offer. Anglo American L4 Cyber Security Apprenticeship - supported by Darlington College Introduction to Robotics and Automation Skills at Darlington College
15a	To enable employers and individuals to access technical skills in our key sectors.	Develop scaffolding provision in York or North Yorkshire	Providers ,	3 years from start of LSIP	ERB and one to one meetings with providers	CITB/LEP, CYC NYC data, direct marketing with CITB	No development -colleges have looked into this but the space required means the cost of starting provision is prohibitive.
15b	To enable employers and individuals to access the technical skills	Develop and promote provision related to the Rail industry	Providers , Rail industry employers, Rail Skills Leadership Group, technical recruiters, APM, YLP	Oct-23 3 years from start of LSIP	Mainstream AEB using flexibilities	Job vacancy data, recruitment data, LEP, City of York Council, NYC and open data assessment	Started, making reasonable progress Rail Industry Group up and running to address skills needs specific to that sector. CYC leading on this. Introduction to Rail Maintenance offered by Darlington College. Short courses aimed at adults.

15c	To enable employers and individuals to access the technical skills.	Deliver L3 Childcare and Education (Early Years Educator) Technical Diploma L3 for adults in flexible format	Providers , City of York Council, North Yorkshire Council, YLP, LEP, WNY Chamber, other Early Years training providers	Oct-23 3 years from start of LSIP	Mainstream funding eg AEB	YNYCA, City of York Council, North Yorkshire Council/local authority nursery placement data, successful course completion and destination data from providers	Started, making reasonable progress There is provision available but more work needed to assess whether it is a) available flexibly b) available across the area.
16	To enable people from all backgrounds to access skills provision to support progression.	CPD for employees based in education sector, to enable them to keep up with technology/techniques and developments	Providers , WNY Chamber, LEP, City of York Council, North Yorkshire Council, employers, YLP, governance body for LSIF	Sep-23- Lifetime	LSIF	Survey, feedback on staffing reports, Ofsted/other inspection	On track to deliver LSIF providing CPD in HSC and digital (VR). New collaborative resources being developed to upskill tutors across a range of sectors AI and Digital Conference for Education in June 2024 called the 'Future of Learning'. FE Tech - organisation helps colleges with this.
17a	Increase apprenticeships Increase career advice, information and guidance for all ages to build and retain talent in the workforce.	Increase connections for businesses and people seeking to grow skills development opportunities	Skills Hub , YLP, LEP, City of York Council, North Yorkshire Council, WNY Chamber, providers, YHIoT, governance body for LSIF, YU	Sep-23- Lifetime	UKSPF LSIF Provider activity and promotion	Qualifications delivered, destination statistics, employer survey	Started, making reasonable progress York St John University running a suite of Degree Apprenticeships and expanding all the time. University of York, YSJ and CU Scarborough all committed to graduate placement programmes and internships Anglo American L4 Cyber Security Apprenticeship - supported by Darlington College
17b	Increase apprenticeships Increase career advice, information and guidance for all ages.	Initiatives to address gender imbalances in key apprenticeships	YLP , YNY skills board, providers, employers, LEP, City of York Council, North Yorkshire Council, WNY Chamber, YU	Sep-24- Lifetime	LSIF Mainstream skills funding UPSPF	Qualifications delivered, destination statistics, employer survey	Started, making reasonable progress Some initiatives are ongoing but more needed. Long term issue but addressing this can help address recruitment issues. LGBTQ Pride in FE collective - to support FE and businesses. NYBEP - STEM for Girls initiatives.

18	To enable employers and individuals to access the technical skills. Develop new provision accessible to small and micro-businesses.	Increase bootcamp style provision	Skills Hub , YLP, LEP, City of York Council, North Yorkshire Council, providers, employers	Sep-23-lifetime	Boot camp funding via YNYCA	Provision and destination data from CA, City of York Council, North Yorkshire Council, providers, employer feedback	Started, making good progress Up to date Skills Bootcamp offer now available including a range of courses which map across to the LSIP well. Bootcamp in Prisons - to support rehabilitation of offenders. New boot camp provision coming on stream delivered by local colleges and providers.
19 & 20	To enable employers and individuals to access the technical skills	Refresh local provision to reflect green agenda within curricula for broad courses & ensure green modules are added	Providers, employers, YNY skills board	Dec-23-Lifetime	College/provider curriculum managers	Feedback from sector groups	Started, making good progress College provision well on with this. Part of a longer term process but most existing provision has green skills embedded. College provision aligned to Sustainability Goals and well on with this. Green Skills - Retrofit training for public sector (social housing) and Housing Associations. SDGs mapped into a range of App standards.
21 & 22	Help businesses and providers to embed sustainable practices at a practical level.	Programmes to support businesses and organisations to embed sustainable work practices	LEP , City of York Council, North Yorkshire Council, providers, CITB, governance body for LSIF	Feb-24-Lifetime	College/provider curriculum managers	Skills surveys to businesses, ongoing feedback from Skills Hub conversations	On track to deliver YNY Growth Hub has resources and dedicated staff member to support businesses to be more sustainable. City of York council business support programme.
24	Support people to use their transferable skills to secure jobs in priority sectors. Develop new provision accessible to small and micro-businesses.	Increased awareness of, promotion and signposting to effective leadership and management programmes	Growth Hubs , LEP, City of York Council, North Yorkshire Council, WNY Chamber, providers, business networks, Yorkshire Universities	Sep-23-Lifetime	ERB directly delivering this Marketing and promotion	Skills Hub/brokerage network feedback, business survey, feedback from business engagement teams, review of business engagement teams, potential	Started, making good progress YNY Growth Hub has resources and dedicated staff members to support businesses to access skills provision DfE skills for Life campaign Apprenticeship L3 in Leadership & Management Levy transfer used to address issues

						for website linkage between providers	
25	To enable people from all backgrounds to access skills provision to support progression	Initiatives to help attract or retain women in STEM industries eg flexible working patterns, part time work	Businesses, providers, employers, VCSE programme leads, Local JCPs, governance body for LSIF	Sep-24 lifetime	ERB directly delivering this Marketing and promotion	YNYCA, City of York Council, North Yorkshire Council workforce review, skills teams	On track to deliver Scheduled for Sep 24, can do this later in the year
26	To enable people from all backgrounds to access skills provision to support progression	Initiatives for 50+ in priority sectors to keep talent in the workforce	Businesses, providers, employers, Local JCPs, VCSE programme leads, governance body for LSIF	Aug-24 to lifetime	LSIF Marketing and promotion AEB	YNYCA, City of York Council, North Yorkshire Council, workforce data regarding recruitment retention and workforce modelling, workforce survey from businesses, review of data facilitated for LSIP board, business survey data	On track to deliver UKSPF NY - Grant programme to support Younger and Older people. Grants of £20K-£40K on targeted projects including 50+. Darlington College has a IAG tool aimed at 50+ and reskilling DWP Job coaches, mid-life careers check. Mid-life MOT. Yorkshire Care Alliance doing work on this.

WHAT HAS BEEN ACHIEVED SO FAR?

The power of partnership

The headline is that we have achieved a great deal in a short space of time and this is principally due to exemplary partnership working across the area. It is humbling to see the genuine willingness among our partners to work collaboratively together to move forward and create the impact we wish to see.

This did not happen overnight. The LSIP has benefitted from years of work previously that has enabled delivery partners to work shoulder to shoulder in alignment with common goals.

The LSIP is aligned well with other key strategic skills plans and therefore activity which is being carried out under a range of funding streams is also pulling in the same direction.

Local Skills Investment Fund achievements

The LSIF must be highlighted as a major success story for York and North Yorkshire. In its first year, almost 98% of the funding available (c£1.1 million) was utilised to fulfill actions in the Roadmap. The focus was on priority sectors 'Digital and Technology' and 'Health and Social Care' with state-of-the-art equipment purchased, new courses developed and delivered and teaching staff benefiting from training.

There are ten partners in the LSIF partnership including all the FE colleges in the area;

- Askham Bryan College
- Craven College
- Darlington College
- Harrogate College (part of the Luminare group)
- Selby College (part of the Heart of Yorkshire Education Group)
- Scarborough TEC (part of the TEC Partnership Group)
- York College and University Centre
- York Learning (part of City of York Council)
- North Yorkshire Adult Learning and Skills Service (part of North Yorkshire Council)
- Yorkshire Learning Providers (a network of training organisations).

Collaborating to achieve targets together

The partnership's breadth is its strength, and one of its major achievements in delivering the LSIF and the LSIP has been the level of collaboration exemplified. An example of this has been the production of shared Virtual Reality (VR) resources.

VR is a strategic priority for five of the colleges within the partnership (Darlington College, Selby College, Craven College, Scarborough TEC and Harrogate College) and they are working together to develop Information, Advice and Guidance (IAG) resources which reflect the LSIP priorities. The National Careers Service and the Careers Enterprise Company (delivered by the York and North Yorkshire Combined Authority) are advising on the product with a view to it being widely available.

Local employers will be featured so that people will get an understanding (via the VR headsets) not only of what it is like working in a particular industry but the companies that are operating locally.

The LSIF has also enabled a variety of capital equipment and IT software to be purchased and installed. Some partners (e.g. York College, Harrogate College and Selby College) are installing immersive rooms so that they can expand their training offer in virtual environments. This is another area where collaboration has been evident. With such new technology, partners shared their experiences and know-how to ensure that public funding was used efficiently, and the immersive rooms had optimum functionality for the future.

Colleges investing in Health and Social Care upgraded ward facilities on site so that they mirror real working environments. Colleges including Craven College, Scarborough TEC, York College and University Centre and Selby College invested in up-to-date interactive manikins which use AI technology to replicate patient vital signs, allows students to identify, diagnose and administer practices including tube insertion, medical administration, IV training and urinary care.

Short courses have been developed which are aimed at adult learners (a target for the LSIP) to introduce them to the Health and Social care industry. Initial courses have been so popular at York College, for example, that more have already been scheduled for this year.

The adult learning services of both City of York Council and North Yorkshire Council have invested in portable interactive manikins to support engagement with new learners in the Health and Social care Sector. As both services deliver in grass roots places such as community centres and libraries, it was essential to be able to take the technology out to residents. There is an acute shortage of workers in the industry and both local authorities have made it a priority to promote job opportunities in Health and Social Care to those looking for work or to change jobs.

The added benefit of this engagement is the greater progression opportunities afforded to learners via the adult learning services and then on to local college provision which the LSIP partnership has supported. The LSIP partnership has helped to strengthen relationships and enable more streamlined progression pathways across the area.

The local authorities have also invested in VR headsets with a view to further engagement in the community with people who are economically inactive or those seeking employment. The headsets have proved extremely popular at job fairs already and have help to ignite interest in job opportunities in new ways.

The use of VR technology helps to bring work experiences to rural areas where individuals may not have access. As combating rurality is a cross-cutting LSIP theme, this activity uses technology to link people with opportunities in their location therefore cutting out the need to travel.

Askham Bryan College is a land-based college but is a trail blazer in its digital achievements. It has taken significant strides in integrating digital technology into its curriculum, leveraging the investment from the Strategic Development Fund (SDF) to embrace drones and remote sensing technologies. This initiative demonstrated the versatility of tech across various sectors.

Building on this, the college has utilised the Local Skills Improvement Fund (LSIF) to incorporate a range of digital and automated tools into its courses. The goal is to digitise all curriculum offerings, equipping students with insights into how technology will revolutionise their future professions and injecting innovative ideas into the local job market, aligning well to the Local Skills Improvement Plan (LSIP).

Deep dive into the Digital and Health and Social Care sectors

Yorkshire Learning Providers conducted two projects using LSIF funding to further understand the local skills needs of the Health and Social Care sector and to scope out a Digital Skills Partnership.

Both projects have resulted in reports which are publicly available and provide deep dive provision mapping to establish good practice, identify gaps, set out solutions and provide recommendations for future activity. The Health and Social Care Report¹ builds on work done in the mobilisation phase of LSIF to provide granular information to colleges on skills needs of the care sector (including domiciliary care). The report includes findings from a suite of employer forums conducted across the area, desk top research and an analysis of facilities and provision. The report also suggests course content reflecting employer needs.

The Digital Skills Report² is a thorough breakdown of the following;

- Analysis of existing Digital Skills Partnerships and best practice
- Provision mapping of digital skills provision and facilities
- Feedback from a series of round tables
- Identification of key gaps, issues and opportunities
- Data on the current job market for digital skills
- Recommendations for a future Digital Skills Partnership in York and North Yorkshire.

If you want to learn more about the LSIF project, an online publication is available³.

We held a joint event in March with the York and North Yorkshire Mayoral Combined Authority which was to show that the LSIP and the Mayoral Combined Authority were aligned in their strategic aims and priorities. There were over 60 delegates, and we were able to raise awareness of the LSIP as well as support collaborative practices using round tables to bring delegates together and share how they were contributing to the delivery of the LSIP. This event was an opportunity to engage with a wide range of stakeholders and listen to their views and feedback to inform future plans and activity both for the LSIP and the Mayoral Combined Authority.

Wider local authority collaboration to support the LSIP

City of York and North Yorkshire Councils are working closely with the York and North Yorkshire Mayoral Combined Authority to align organisational business and investment activity across the region including coordinating and sharing intelligence on demand for types of skills in the workforce. The aim is to develop a 'one front door' approach for businesses and the community which would flag training opportunities alongside other information and support for businesses and investors.

¹ [Health and Social Care Report](#)

² [York and North Yorkshire Digital LSIF Research Report](#)

³ [York and North Yorkshire LSIF - Implementing the Local Skills Improvement Plan](#)

UK Shared Prosperity Fund (UKSPF) projects aligned with the LSIP and helping achieve Roadmap actions

Projects launched under the UKSPF are aligned with the LSIP and are already helping towards several of the LSIP actions. The RISE project, which is jointly funded by York and North Yorkshire offers key worker support to people who are economically inactive to move closer to the world of work.

New projects under the 'people and skills' UKSPF priority in North Yorkshire which are soon to be launched include a programme to upskill employees working with priority sectors including technical and vocational training. These include a key worker model project to support people who are economically inactive or seeking to progress in work, a green retrofit programme, digital inclusion projects, community-based Information, Advice and Guidance (IAG), sustainable construction projects and a programme targeted at younger and older people to retain talent in the area.

The UKSPF covering York, commissioned and managed by City of York Council, has also launched a suite of skills projects which are aligned well to the LSIP. The total funding is c£1.5million with four inclusion projects being rolled out (c£900K) and two green construction skills projects (c£600K) starting shortly.

The inclusion projects are aimed at;

- Supporting vulnerable and disadvantaged people to gain employment;
- Working with young people at risk of becoming NEET;
- Archaeology on prescription (which is a continuation of a successful Community Renewal Fund project)
- Digital inclusion

The green construction projects are designed to increase the pipeline of people with construction skills to service the significant construction projects in the city such as York Central; upskill existing workers in retrofit skills and to launch a construction skills training hub.

Growth of Skills Bootcamps

The Skills Bootcamps (N.B. a Roadmap action) delivered by York and North Yorkshire Mayoral Combined Authority offer fully funded, flexible courses of up to 16 weeks, giving those who take part the opportunity to build up specific technical skills which align with local industry needs. Wave 5 of the Skills Bootcamps is soon to be announced. Previous Skills Bootcamps have offered courses such as Digital Marketing, Digital Office Skills, Software Development, Passive Haus Trades Skills, Introduction to Solar Energy and Progression into the Care Sector. Businesses report to us that Skills Bootcamps really work to bring new talent into industries with severe skills gaps and we are pleased to see the range that is on offer, and growing, in York and North Yorkshire.

New skills focus on the York and North Yorkshire Growth Hub

The York and North Yorkshire Mayoral Combined Authority has recently recruited a skills specialist business relationship manager for the first time.

<https://www.ynygrowthhub.com/skills-training-and-staff/> His role is to offer 1:2:1 support to businesses to address their skills needs including recruitment challenges, leadership and management training, and referrals to appropriate skills provision. This move demonstrates the

commitment that the Growth Hub has to helping businesses navigate in the complicated world of skills. This has been funded by the North Yorkshire UKSPF.

More effective Career Education, Information, Advice and Guidance

Much has been achieved in recent years regarding improved Careers Education, Information Advice and Guidance particularly with young people. The York and North Yorkshire Careers Hub <https://yorknorthyorks-ca.gov.uk/york-and-north-yorkshire-careers-hub/> has three main objectives which all align with the LSIP including;

- Helping schools and colleges to be better at providing careers support, by connecting them with employers
- Developing the future talent that our employers need, by helping young people to make good career choices and get ready for the world of work
- Helping employers to engage with education in a way that has impact and helps them to address their skills issues.

The DWP ‘mid-life MOT’ helps people who are well into their careers to identify transferable skills and all the colleges possess Matrix accreditation which is a quality mark for quality IAG. The ‘Inspiring Choices’ <https://www.inspiring-choices.co.uk/about/> website, hosted by York St John University as part of the UniConnect programme operates as a platform to assist young people to make informed choices about their future careers. The programme brings together universities, colleges and schools and exists to improve careers education.

IAG is fully embedded in adult provision services and adult college provision showing a clear strategic alignment with the LSIP i.e. upskilling, transferable skills, building confidence in a learning journey, maths, English, digital and ESOL provision plus vocationally related courses to support progression into jobs.

Accountability Agreements and Ofsted enhanced inspection results

Several colleges in the area have received an enhanced Ofsted inspection in the last year (including Askham Bryan College, York College, Scarborough TEC, Heart of Yorkshire Education Group and Craven College). The LSIP team have been happy to be interviewed by inspectors to shed light on the extent to which colleges meet local skills needs and both Selby College and Askham Bryan College were deemed to be making a strong contribution to meeting skills needs.

We have had discussions with colleges supporting their Accountability Agreements which are being updated. All the original Accountability Agreements did a good job of reflecting the LSIP as partners had very much been involved in the development of the LSIP from the outset and knew how their institutions matched against the priorities.

This year, the conversations have become more nuanced as the process beds in further and, we expect that this year’s iterations will further describe the work that still needs to be done to develop the curriculum to reflect skills needs.

Bite-size and modular provision that suits the needs of business

One of our key actions was to increase the number of short, bite-size and modular courses which are more accessible for businesses. Many providers have reported to us that they are creating new courses and expect this to continue. A few examples include:

Selby College - developed courses and Skills Bootcamps in carbon capture and heat pump technology as well as half and day courses in a range of priority sectors.

Craven College – offers Skills Bootcamps in Arboriculture and has developed a train-the-trainer programme aimed specifically at the Health and Social Care sector.

Darlington College – offers a range of ‘Introduction to...’ in subjects such as Robotics, Artificial Intelligence, Automation and Virtual Reality.

York College – offers a new course in Health and Social Care for adults thinking about starting in the industry. This has been so popular it is already booked to be repeated this year.

There are many more examples like these above and a firm commitment to growing the offer in future.

The growth of Degree Apprenticeships

The range of Degree Apprenticeships has grown in the last year with York St John University now offering the following:

- L6 Chartered Manager Degree Apprenticeship
- L7 Senior Leader Degree Apprenticeship + MBA Top Up
- L6 Project Management Degree Apprenticeship
- L6 Data Scientist Degree Apprenticeship
- Leadership and Management programmes.

The University of York has a thriving business-facing offer, a long-standing and high-quality graduate recruitment programme and offers the following degree Apprenticeships; Nursing Associate, MSc Advanced Clinical Practice Apprenticeship, Registered Nurse Degree Apprenticeship (RNDA).

CU Scarborough (Coventry University Group) offers modular degrees which mean that adults can study while balancing life commitments and most of the colleges have a Higher Education offers. Askham Bryan College has Foundation Degree Awarding Powers (FDAP) which gives the college further freedom to adapt its offer to meet the needs of the land-based industry.

We have worked on developing relationships with existing employer groups and forums to raise awareness of the LSIP. These include the North Yorkshire Construction Training Group, Scarborough Ambassadors Education Sub-Group, and the Rail Industry Skills Group. We also conducted (through the YLP’s LSIF projects) several forums which were attended by employers in York, Scarborough, Harrogate and online.

One of our first actions was to re-vamp the board which oversees the LSIP. We wished to make it an Advisory Board and have more appropriate representation including employers, representatives from ERBs (FSB and CBI), public sector representatives, college and university representatives and representatives from the newly formed York and North Yorkshire Combined Authority. New terms of reference have been agreed to reflect the new role.

WHAT STILL NEEDS TO BE ACHIEVED?

It is worth noting that many of the LSIP Roadmap actions, by their very nature, will never be fully completed. We will never, for example, have sufficient bite-size courses, finish upskilling the workforce in digital technology or solve all recruitment problems in hard-to-fill vacancies.

However, we have made inroads into 28 out of 31 actions with only three yet to get off the ground.

Perhaps the most significant action which remains to be achieved is the 'Skills and Apprenticeship Hub' which is seen as essential to connect businesses and individuals to skills and apprenticeship provision. We need funding to support a pilot phase of this idea which is not yet forthcoming.

However, we can report that we are exploring funding to make this happen via either future UKSPF or funding made available through the Mayoral Combined Authority investment funding. The emerging Mayoral Combined Authority Skills Strategy features a skills hub model which demonstrates alignment with the Road Map but as the Mayoral Combined Authority is very new, we will have to wait for plans to unfold.

Another of the yet-to-start actions is to start the delivery of Scaffolding provision. There is no Scaffolding provision in the area and potential learners must travel to South Yorkshire or Manchester to participate in this training. Colleges have investigated starting to deliver this provision, but the space and height needed make the provision prohibitively expensive. There is a potential avenue to develop a Skills Bootcamp for scaffolding but, at the time of writing, this is in the very early stages.

There is more to be done to address the ageing demographic and tight labour market of the area. We are aware that some initiatives are in place (such as work delivered by the Recruitment and Employment Confederation) but we would like to see more initiatives to support older people to stay in work longer or come back to work after retirement. We would also plan to look more closely at what key sectors such as engineering and construction are doing to retain talent.

We will also forge closer links with those delivering employer-centred provisions such as the Scarborough Construction Skills Village and projects to support military leavers and spouses at Catterick Garrison. Ex-military personnel often have skills in priority sectors which can be utilised very quickly by local businesses, and we aim to understand more clearly how the LSIP can align with this activity.

We have recently re-vitalised our communications plan to fully utilise the expertise in the West and North Yorkshire Chamber of Commerce to raise awareness of all the great work already underway in the LSIP. Planned activities include a monthly newsletter, a monthly online skills business boardroom, bringing a stronger LSIP focus to existing policy groups such as the Property and Economic Forum and the Hospitality Forum, sharing case studies, conducting regular business surveys and putting on events to showcase achievements.

We plan to work with the DWP in closer alliance on understanding how their work on transferable skills, SWAPS and the mid-life MOT can be enhanced.