

NORTH LINCOLNSHIRE COUNCIL

**CHILDREN, FAMILIES AND CULTURE
CABINET MEMBER**

**PUBLICATION OF NORTH LINCOLNSHIRE'S ANNUAL SKILLS AND EMPLOYABILITY
REPORT 2018/19**

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 This report presents North Lincolnshire's Annual Skills and Employability Report
- 1.2 Approval is requested to publish the Annual Skills and Employability Report.
- 1.3 Attention is drawn to the further strengthening of partnership work for supporting people into employment

2. BACKGROUND INFORMATION

- 2.1 This report provides an update of the progress made within the Skills and Employability Plan (SEP). The SEP articulates the high level ambitions set out within the Council Plan which we need to achieve in order to drive forwards skills and employability in our area in order to achieve a more highly skilled workforce, higher paid jobs and full employment.

The SEP forms part of the wider bookcase of plans which together contribute to the Council's Prosperity Strategy, and also strongly supports Government objectives around growing the apprenticeships offer, technical education and higher level and specialised skills.

Our main priorities of

- Enabling business capacity and growth,
- Enabling progression and
- Facilitating Area-wide Capacity

and actions within the SEP are designed to put North Lincolnshire in a strong position to respond to national and regional policies to increase productivity, growth in the economy and support.

- 2.2 Areas of focus for 2019/20 are identified, furthering the work streams stated in the SEP. Additionally the council sets an ambition to further strengthen partnership work for preparing people who are not in employment to access jobs in the local labour market. The establishment of a multi-agency 'Tactical Intervention Group' including Department of Work and Pensions, local skills providers and the Council's assets will match groups of people to vacancies, working with employers to ensure that potential recruits have the necessary support and skill development to sustain employment.

3. OPTIONS FOR CONSIDERATION

- 3.1 To approve the publication of North Lincolnshire's Annual Skills and Employability Report for 2018/2019.
- 3.2 To support the further development of multi-agency work for enabling people into employment by establishing a Tactical Intervention Group.

4. ANALYSIS OF OPTIONS

- 4.1 The preferred option is to approve the publication of the North Lincolnshire Annual Skills and Employability Report for 2018/19. Publishing the Annual Employability and Skills Report is an act of transparency and provides the Council with an opportunity to recognise the achievements and ambitions of North Lincolnshire Council, and its partners, in supporting the drive towards high levels of employability and the increase in the skills of the local workforce.
- 4.2 By establishing a Tactical Intervention Group, the area wide resources for enabling people into work can be maximised. Supporting employment and ensuring a good supply of workers for local employers is consistent with the ambitions of the Council.

5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

- 5.1 The report is published in electronic format and requires no additional resources.

6. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

- 6.1 An integrated impact assessment is not applicable in this case – the Annual Employability and Skills Report is not an action planning document.

7. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

- 7.1 Not applicable in this case as no consultation was required.
- 7.2 No conflicts of interest have been identified.

8. RECOMMENDATIONS

- 8.1 The recommendation is to approve the publication of the North Lincolnshire Employability and Skills Report for 2018/19.
- 8.2 To support the further development of multi-agency work for enabling people into employment by establishing a Tactical Intervention Group.

DIRECTOR OF LEARNING, SKILLS AND CULTURE

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Background Papers used in the preparation of this report:

- North Lincolnshire's Annual Skills and Employability Report for 2018/19



North Lincolnshire Council

Skills and Employability Annual Report 2018/19



Foreword

Welcome to our Skills and Employability Annual Report for the 2018/19 financial year.

This report provides an update of activity against the priorities within the Skills and Employability Plan (SEP). The SEP articulates the high level ambitions set out within the Council Plan which we need to achieve in order to drive forward skills and employment in our area in order to achieve **a more highly skilled workforce, higher paid jobs and full employment.**

The SEP forms part of the wider bookcase of plans which together contribute to the council's Prosperity Strategy, and also strongly supports Government objectives around growing the apprenticeship offer, technical education and higher level and specialised skills.

Our three priorities within the SEP are

- **Enabling business capacity and growth,**
- **Enabling progression and**
- **Facilitating Area-wide Capacity**

The actions within the SEP are designed to put North Lincolnshire in a strong position to respond to national and regional policies to increase productivity, grow the economy and support businesses.



Cllr David Rose

Cabinet Member for Children,
Families and Culture



Governance, Accountability and Partnerships

The Skills and Employability Plan forms part of the bookcase of plans which contribute to increasing prosperity in North Lincolnshire. The structure of the plans is set out below. Each of the plans has a development plan setting out the actions required to meet the priorities.

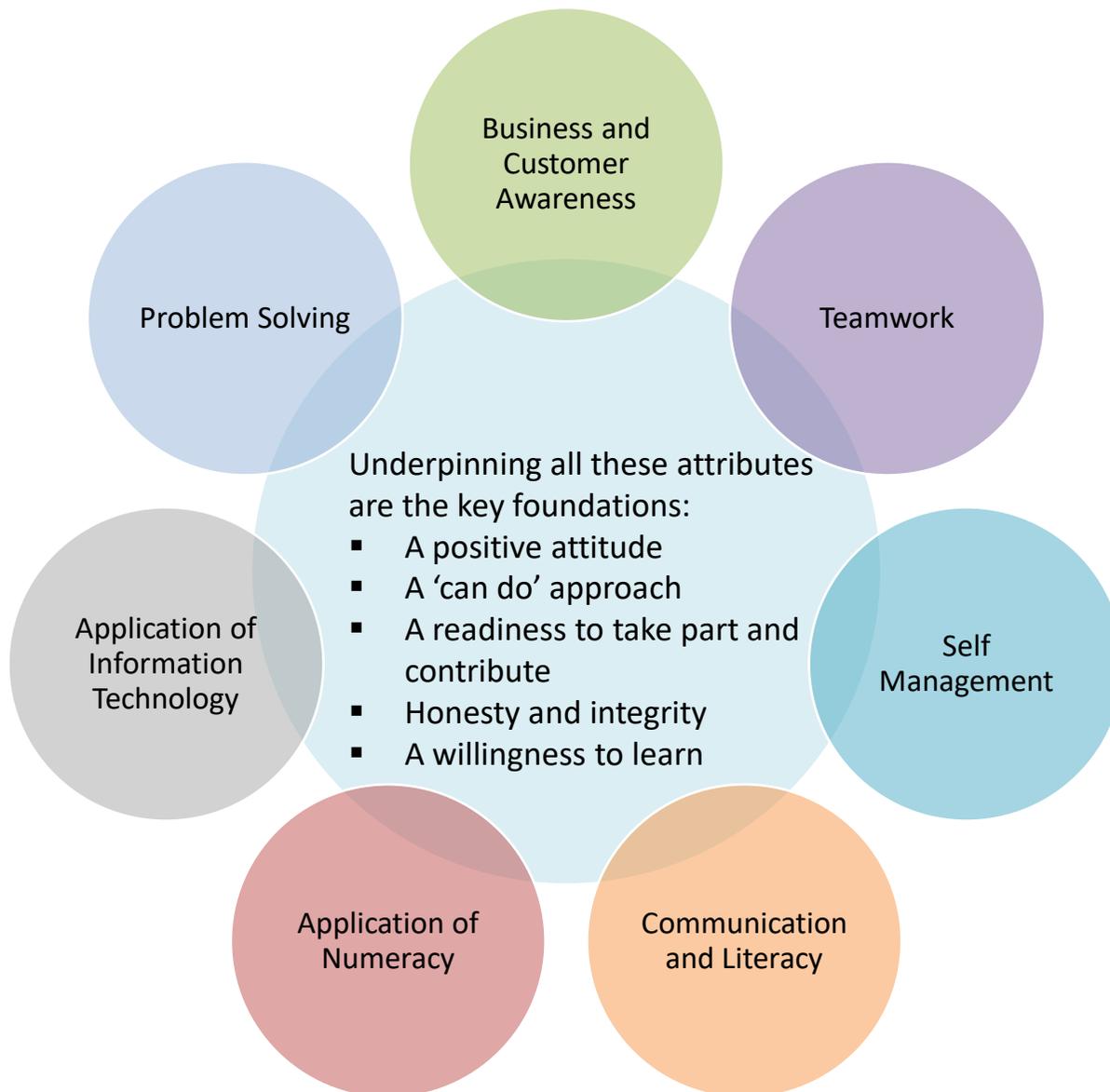
Internal to the council, accountability for progress with the priorities of the Skills and Employability Plan is overseen by the Prosperity Board, chaired by the Director Business Development.

Stakeholder engagement is focused through the Skills and Employability Partnership. This brings together a range of partners including local skills and education providers, higher education institutes and strategic leads from sub-regional groups. The Partnership provides a forum to develop the shared ambition for North Lincolnshire.



What does employability look like?

There are numerous definitions but this one, from the Confederation of British Industry, depicts the key 'soft skills' or 'employability skills' people need to acquire to succeed in any job:



But what does this mean in practice?

Jordan achieved a full time job at Keyline as a warehouse operative – a job he had aimed for.

“Participating in the Springboard programme really helped with my confidence in an interview, update my CV and showed me how to apply for jobs”

Jordan’s supervisor says “He’s doing very well, a good team member, reliable and works hard”.



Enabling Business Capacity and Growth

Enabling more women to access work and business opportunities

In July 2018 in partnership with local employers, colleges, schools and sixth forms, we launched an aspirational programme designed to raise awareness of **Science, Technology, Engineering and Maths** (STEM) careers as options for local young women.

Following the catalyst event, attended by females from both colleges and school sixth forms and local, regional and national employers the year-long Support Programme got underway. It connects female students with local employers, with businesses offering a range of activities including holiday internships and work experience; the chance to shadow high profile females; site visits and taster courses.

This has made make a real difference, providing students with a valuable chance to build their CVs and equipping them with a toolkit from which they can draw as they move from school to actively pursuing STEM related career paths.

To date, over 150 girls have participated in the programme. Some have had first hand experience of the world of working in Robotics. Many attended the Women in Energy seminar hosted by the British Science Association. Others learned more about opportunities with the National Grid. Careers in Highways and the Environment offered more food for thought about possible career opportunities in various STEM fields. Many girls learned about the growing range of jobs in Offshore Energy.



Enabling Business Capacity and Growth

Growing Strong Links between businesses, public sector organisations and schools/colleges

There have been some **excellent holiday work placements**. Mason Clarke Associates offered a fantastic summer placement. One of their directors said, “I met Jasmine at the launch event and she was intrigued by the scope of structural/civil engineering possibilities and wanted to gain some first hand experience. Following her summer placement with us we are delighted to report that she felt she benefited greatly and was so enthusiastic. It is really encouraging to have such a positive impact from this STEM Programme and we will definitely continue to support this work in increasing awareness of engineering as a profession for females.”

Another successful Internship resulted in a full time job and the scope to build skills levels and career prospects with a local construction business GS Kelsey.

Local employers Clugstons, Siemens Gamesa, Mason Clarke Associates, GS Kelsey Construction, Triangle Engineering, British Steel and Orsted Offshore, Airco, National Grid and BAE have all contributed.

These and a growing number of STEM employers continue to support this work. It is surely a win – win situation for all!

A Participating Student said:

"I still think a lot of girls are intimidated about going into what are traditionally male areas of employment. There is still gender stereotyping and we would really benefit by being encouraged more"



Enabling Business Capacity and Growth

Growing Strong Links between businesses, public sector organisations and schools/colleges

In the two years that the **I Want To Be** project has run in primary schools in North Lincolnshire, more than 300 pupils have been involved and over 30 employers have contributed to a wide range of interactive inputs focused on the skills and aptitudes necessary for particular job roles.



The Primary Futures project demonstrates our determination to raise aspiration from a young age. We have 200 employer volunteers on our local data base with the number increasing as we drive the work forward with more North Lincolnshire primary schools.

**primary
futures**

Broadening horizons and raising aspirations for primary school children



“A young person who has four or more encounters with an employer is 86% less likely to be unemployed or not in education or training, and can earn up to 18% more during their career”
– Careers & Enterprise Company

“I just wanted to let you know of some further work we have undertaken as an impact from the conference you organised. We have had the opportunity to borrow microscopes from the Royal Microscopic Society and decided to use them in the Art room to develop pieces of art based on what can be seen through them. The responses from the children were amazing!”
– Teacher feedback on STE(A)M Ahead!

Our 20-21 Visual Arts Centre hosted **STE(A)M Ahead!**, a learning platform for arts, culture and innovation in all areas of the curriculum. The event demonstrated how schools can use creative arts as a source of inspiration, improve results in core subjects and develop young people who are ready for further study.

Enabling Business Capacity and Growth

Promoting a culture of life-long learning in North Lincolnshire

Men in Sheds is a service run by Age UK to support older men who want to get together, share and learn new skills - all in the welcoming space of a 'Shed'.

“Developing relationships with a younger generation can give older people a real sense of fulfilment, and so we are excited to be exploring this approach with North Lincolnshire Council and Skills Centre Plus. Attending the Enterprise Fair at Normanby Hall was a great opportunity for us to show the work of our Men in Sheds and raise some funds by selling their work, as well as a chance for us to tell people about the work that we do across the charity.”

- Donna Murphy, Age UK Operational Director



A number of **volunteers** participate in various council activities, such as taking part in interviews as panel members, or the Normanby Hall Volunteer Group.

This year, in a response to feedback, we have initiated bespoke training in 'confident interviewing'. This has enabled them to develop their own learning and skills.

North Lincolnshire Adult Community Learning's '**Family Learning**' enables a cross generational approach to lifelong learning.

The '**Family Fortunes**' programme helps develop financial capability - supporting children and their parents to develop positive money habits.



Enabling Progression

Ensuring access to excellent careers, information, advice and guidance

The Careers & Enterprise Company has worked hard to ensure that our secondary schools have a **dedicated enterprise adviser** specifically linked to their school. This establishes employer/school contact enabling a strong foundation for Information, Advice and Guidance support and curricular enhancement. All of our secondary schools have established a link with an enterprise adviser – an employer/business who has committed to input learning and training in a specific institution. The past year has seen the promotion and take up of an impressive number of first rate IAG encounters. A wide range of sectors have contributed up to the minute information on careers pathways and practical next steps for our young people.



Livestreams (a video live streaming platform) commenced during 2018 as a new way to broadcast information and careers sessions to schools and colleges. This new way of engaging with young people has proven to be a great success and events such as The Wow Show (a careers special livestream to all schools in association with the Construction Industry Training Board) are very popular. Over the course of the next year, Livestreams will be further developed and promoted for use in our schools and colleges.

The eight Gatsby benchmarks of Good Career Guidance

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

A **Careers Hub** has been established in the Humber Local Enterprise Partnership, which will initially run until July 2020. An evaluation study will be carried out to determine whether being part of a Careers Hub helps secondary schools and colleges and accelerates their progress towards meeting the Gatsby Benchmarks and ultimately improves a range of outcomes for young people in the local area.

Each of the schools in the Humber Careers Hub will work collaboratively to strive to achieve all eight of the Gatsby Benchmarks by July 2020. They will be supported by Enterprise Coordinators and a Hub Lead to access the best possible opportunities and guidance. The Humber Careers Hub involves six North Lincolnshire schools:

- Engineering UTC Northern Lincolnshire
- Frederick Gough School
- Huntcliff School
- St Bede's Catholic Voluntary Academy
- St Hugh's School
- The Saint Lawrence Academy

Enabling Progression

Developing clear progression pathways for groups who have vulnerabilities

In the last year we have identified the development of the **Normanby Hall Workshops** and learning facility as a prime site for building a range of vocational training and enterprise projects. The partner project was led by Skills Centre Plus Training. They scoped the potential of using existing workshop space and initiated activities through engagement projects. Some of our hardest to engage young people participated during the summer period 2018. The work has also broadened to involve pupils in years 10 and 11 who have enriched their learning through a positive vocational approach.



“It has been fantastic to get some real learning and training on the Normanby site. One of the young people who participated in the recent engagement programme now has a job. Building the skills and confidence of our vulnerable young people is central to this work.

For 2019 we have secured funds to support a mini bus which will greatly assist in transporting groups from some of our most challenged wards to the inspirational learning space that Normanby offers” - Skills Centre Plus

Since Skills Centre Plus started their **Supported Internship Programme** they have had some excellent outcomes for young people. These learners may have complex needs but vocational training and building real employability skills is a very achievable goal. Below are a few of the successful outcomes for students who moved in to employment or further training:

- Employment with plastic recycle company
- Security and Store Detective
- Scrapyard worker
- Volunteer to Scunthorpe Appleby Frodingham Railway
- Warehouse operative
- Delivery assistant for Furniture shop
- Hospitality and catering trainee

Enabling Progression

Developing clear progression pathways for people who have vulnerabilities

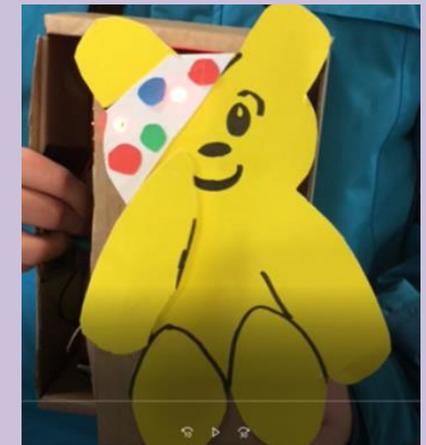
In the past four years, the annual survey of young people who drop out of post 16 education suggests, that those having one or more vulnerabilities are more likely give up on learning after leaving school in year 11. They may engage in post 16 learning but drop out during the first half term of the academic year.

In recognising this, in North Lincolnshire, our approach has been to work with post 16 partners via an Engagement Panel and work together to track and prevent early drop out. Where drop out occurs the council and education providers work together to facilitate speedy re engagement. Often this entails establishing a bespoke approach to the learning/training programmes on offer. Feedback indicates that practical learning with strong employability emphasis is most preferred.

We have continued to offer Robotics as an engagement programme for our NEET/hard to engage young people. This programme, provided in partnership with the **Engineering UTC North Lincolnshire**, ran over a number of weeks and proved a fascinating and up to the minute insight into how employment in this growing industry is a very real prospect.



Matthew completed sessions on sparkles, motors, using feedback sensors (light), drawing buggy, line following buggy, Children in Need (Pudsey) and his final project was his fairground ride.



He took to the programming really well, helping others with their programming as well as his own.

- This year's drop out survey revealed that fewer young people dropped out but importantly that the majority of those who dropped out had re-engaged by the following term.
- We have more work to do in engaging our hardest to reach and in ensuring that young people who are vulnerable have good access to relevant programmes of learning.

Enabling Progression

Developing clear progression pathways for people who have vulnerabilities

Take ten disengaged teenagers with emotional needs, bring them to Normanby Park to learn gardening and see what happens.....

A small group of teenagers who were not learning well in the classroom and were taught separately at school came to work and learn in the walled garden and the new learning garden at Normanby Park.

They came for a couple of hours each week for five weeks. Each week took a different theme: science, photography, art, literacy. They gardened together and took pride in doing a good job whether it was creating a herb garden, planting up a hanging basket, weeding, dead heading etc.



What did the teenagers say at the end of the sessions?

I love gardening

I find it really fun

Enjoyable

Awesome

I am going to start helping my Grandad in his garden

It's fun

I like it

It stops me from lashing out

What did the teachers say?

- *A student who was once very quiet and introverted has really grown in confidence.*
- *A student who is reluctant to do anything in the classroom has tried much harder with the thought of going to Gardening on Friday.*
- *Students are listening to each other more and learning to interact in a more positive way – their communication skills have definitely improved.*
- *Our students are now working independently in the garden and asking for advice when they need it. Mick (the gardener) has been a very calming influence and has allowed the students to flourish.*
- *A great programme. Thank you for your hard work.*

Enabling Progression

Developing clear progression pathways for people who have vulnerabilities



Springboard was a two-year Government funded programme to address the youth unemployment challenge across the Humber. Building on the success of Springboard, a further investment of £10.4 million has been awarded to a partnership led by Humber Learning Consortium.

Alice was referred to **Springboard** from the job centre for additional support with mental health; notably anxiety and confidence, and for further support with improving her already established employability skills. Alice took part in a variety of activities including one to ones and group sessions, with the aims of improving confidence and employability. Engaging with Springboard allowed Alice to take part in activities where she may not feel confident, and enabled her to steadily increase her confidence in group settings.

Alice will be continuing with job applications - she is currently focusing on retail and hospitality sectors, and she is considering taking part in **Bounce Back** activities such as Bounce Back Band.

Up to Date News!

Alice did join Bounce Back and she also gained employment in retail at Argos, where she has been employed for several months now.

Simon engaged with **Springboard** for support with social anxiety, to challenge himself to spend time with new people and participate in activities. Simon began to engage more with people during and after the **Bounce Back** activities and he has benefitted from peer support and has made new friends.

Despite a fear of heights and a general lack of confidence, Simon completed the full Go Ape tree top adventure course and was proud of himself for this accomplishment and the fact that he had pushed himself despite feeling fearful.

Simon is now considering doing a top up year at Grimsby Institute, which will give him a full degree in IT. He is also considering applying for apprenticeships and may be gaining some work experience with the council. Simon has completed 8 weeks volunteering with Ongo.

Up to Date News!

Simon is now employed by North Lincolnshire Council.

"I haven't always been completely comfortable at times meeting new people and pushing myself, but the activities and people involved have helped me get through it and start to become more comfortable doing things I'm not used to."

Enabling Progression

Developing clear progression pathways for people who have vulnerabilities

Amy had struggled with accessing learning in the past due to low confidence.

Amy had worked with the Information, Advice and Guidance team previously and with their support and guidance she was able to access the local Adult Learning Centre to complete her Level 2 in English.

Amy had one on one support and this enabled her to push herself and put herself in situations that she would previously shy away from or completely avoid. Her **Springboard** Advisor helped her to access a maths functional skills course. Amy's confidence is at all time high – she is very much looking forward to the future and continuing to work with Springboard.

Amy is now enrolled at Ashby Link to complete functional skills maths and is also considering voluntary work in a charity shop.

Amy joined **Bounce Back** over the summer for more support and she eventually took part in Go Ape at Normanby Park.

Up to Date News!

Amy has now gained an Apprenticeship with North Lindsey College, where she is working on a busy reception in the front of House.

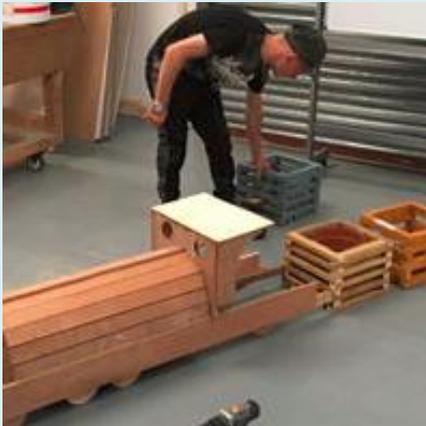


“My confidence has improved so much and I am looking to the future, I feel capable of doing things I previously thought I couldn't.”

Enabling Progression

Encouraging innovation and enterprise amongst young people

Further developments have seen the launch of some exciting enterprise work with different groups selling their wares on the enterprise market stalls, which were part of the **Normanby Hall Christmas Market** event. Enterprise projects included Christmas decorations; photographs and cards, wooden planters and household products. The feedback has been terrific and there are more 'pop up' enterprise events planned on the Normanby site though 2019.



The Action Station led **Building Better Opportunities Programme** engages over 25 year olds who are economically inactive and require support to improve their wellbeing though community activities. The Normanby Hall environment lent itself to the creation of a Walled Garden. This provided the opportunity for a group of young adults to work together to create a therapeutic space. The young adults involved built their employment skills, increased their confidence and made a real contribution to their local community. Normanby Hall Country Park proved to be a really stimulating environment.

Facilitating Area-Wide Capacity

Enabling an area strong in technical education, trade skills and apprenticeships

A **Jobs Fair** took place at Belton Park Pavilion on 15 and 23 January 2019 for job seekers to find out about vacancies at Cartwright Conversions in Belton.

Following support from North Lincolnshire Council it was recently announced that Cartwright Conversions acquired a site in Belton to create a new headquarters, creating hundreds of jobs. The HQ is expected to open in May 2019. The Cartwright Group, one of the UK's leading trailer, commercial vehicle body and conversion manufacturers has bought a 26 acre site in Belton to expand and relocate Cartwright Conversions.

A total of 150 job seekers attended the Jobs Fair, where Cartwrights employees talked about the positions available, skills, pay, pensions, company ethos and potential future apprenticeship opportunities. Cartwrights commented that they were impressed with the calibre of people attending over the two days and the level of skills and experience they had to offer.

Steve Shaw, Managing Director of Cartwright Conversions said:

"This is a great opportunity for people to find out more about a career at Cartwright Conversions. The council's support in organising these job fairs is invaluable in helping us to attract new talent in North Lincolnshire and we look forward to expanding our team."



Cllr Rob Waltham, Leader of North Lincolnshire Council, said:

"This is a major investment in North Lincolnshire and welcome boost to the economy. The move to Belton is creating hundreds of jobs and training opportunities, which is a key focus for us. We are always looking for and working with businesses to encourage investment in North Lincolnshire. Therefore it is brilliant that Cartwright Conversions chose North Lincolnshire as a place to invest as it shows their confidence in the area."

Facilitating Area-wide Capacity

Enabling an area strong in technical education, trade skills and apprenticeships

During 2018, there has been a positive drive to utilise the council **apprenticeship levy** to build the skills levels of our workforce. The range of apprenticeships taken up within the council now includes

- Chartered Legal Executive
- Chartered Management
- Chartered Surveyor
- Care Management
- Social Worker

A range of apprenticeship options have also been promoted for our schools (Teaching assistants; Digital; Pastoral; Team leader; Management; SEN; Outdoor pursuits).

Council apprenticeship levels range from levels 2 to 6. This is what some of our current apprentices have to say:

"This is such a great course and I'm getting lots from it".

"I have access to online resources whenever I need them and my tutor visits include deadlines and discussing the next work to complete".

"My training provider has supported me really well in the first 3 months of my apprenticeship."

Apprenticeship promotion 2018

- There has been a series of workshop information sessions for school staff.
- There have been drop in sessions for staff at the Learning Development Centre and at Scunthorpe Central.
- With partners, there have been excellent efforts in delivering sector based apprenticeship sessions.
- North Lindsey College is the largest provider of apprenticeships locally, with
 - *over 850 apprentices with local and regional employers*
 - *96% of organisations reporting positive business benefits from taking on apprentices*
 - *Achievement rates 7ppts above the national average.*
- Working in partnership delivering apprenticeships with the CATCH Academy, Stallingborough.

The continuing challenge in North Lincolnshire is to improve the number, range and level of apprenticeships on offer.

Across North Lincolnshire in 2017/18 there were

- 440 apprenticeship starts for young people under the age of 19, with 330 achievements – a success rate of 75%.
- 450 apprenticeship starts for young people aged 19 to 24, with 340 achievements – a success rate of 76%.
- 640 apprenticeship starts for people aged 25 and over, with 490 achievements, a success rate of 77%.
- **1,530 apprenticeship starts overall** with 1,160 achievements, a success rate of 76% - which is higher than the national success rate of 73%.

Facilitating Area-Wide Capacity

Enabling the skills base of the area - supporting basic skills, promoting employability skills and encouraging higher level skills

Aspiring health professionals will have access to a new **Health Academy** to help them build careers in the health sector. They will also be able to get valuable work experience, participate in mentor schemes and obtain careers advice and guidance.

Young people aged 14-18 years old will be able to study towards health and social care qualifications. The Health Academy will initially be open to students from

- Frederick Gough School
- Huntcliff School
- St Bede's Catholic Voluntary Academy
- The Axholme Academy
- North Lindsey College
- John Leggott College

The Academy was launched on 6th November by the **Northern Lincolnshire Education Consortium** at North Lindsey College, with a range of speakers taking part. Educational leaders, along with health and social care providers, pledged their support towards helping young people build the skills they need to progress, for long lasting careers in the health and social care sector.

Ben Lawrance (Head Teacher at Frederick Gough) said:

"I think it is one of the most exciting developments the Consortium has worked on since conception. It ties up so many elements and I am genuinely excited about this."



Over recent years, the area has struggled to recruit health care professionals. The Northern Lincolnshire Education Consortium hopes to raise the aspirations of local young people and to train them to work locally through a 'grow your own' approach.

Facilitating Area-wide Capacity

Enabling the skills base of the area - supporting basic skills, promoting employability skills and encouraging higher level skills

The **Humber Local Enterprise Partnership** (LEP) seeks to drive the growth of the Humber economy for the benefits of communities in the four local authority areas of Hull, East Riding, North Lincolnshire and North East Lincolnshire.

The Humber LEP has identified three key ambitions that will help the Humber achieve lasting growth and prosperity:

- A skilled and productive workforce
- Thriving successful businesses
- An infrastructure that supports growth

A focus through 2017/18 has been the Humber LEP Energy and Skills Mission:

To promote Humber as the UK's region for excellence in energy skills by creating a virtual campus that brings together the best knowledge, experience and facilities to develop a Humber skilled workforce and robust talent pipeline driven by the needs of business.

Locally, £550k from the Local Growth Fund has supported the construction of **The Arc Enterprise Hub**, to increase the economic opportunities for people living and working within the Westcliff community of Scunthorpe. The local growth fund will contribute to the delivery of the managed space for business start ups within the Enterprise Hub.



Siemens have committed to the '**Females into STEM Careers**' Support Programme by offering termly visits for groups of students to their new turbine blade factory in Hull.



“We work closely with the UTC, colleges, universities and various schools to support the entry level pipeline. We work closely with our education and training partners to identify the skills and behaviours we would like people to have. It is not just about the academic skills, but also having the right work ethic and behaviours expected especially when it comes to health and safety.”

- Siemens

Facilitating Area-wide Capacity

Enabling the skills base of the area - supporting basic skills, promoting employability skills and encouraging higher level skills

The Open Doors event in Scunthorpe was hailed a success as jobseekers flocked to Baths Hall

North Lincolnshire Council teamed up with Scunthorpe Jobcentre Plus and the Careers and Enterprise Company to host the Open Doors jobs fair at The Baths Hall on 6th September 2018. Over 1000 people attended the event, 739 of whom were linked to Job Centre Plus. The Open Doors jobs fair forms part of the council's ambition to create a job-ready, skilled workforce in North Lincolnshire, with access to higher paid jobs.



Jobseekers and people looking for a new career or to get new skills were able to speak with employers and training providers at an event in Scunthorpe. Sixty nine exhibitors took part in the event, which covered support areas for those with disabilities, for veterans and their families, as well as advertising the event to those in further education looking for part time work.

It was the first year that the Young Ambassadors and Youth Council assisted with the event, and acted as escorts to younger people that did not have the confidence to speak to exhibitors or wanted support with introductions. The Young Ambassadors also held mock interview sessions specifically aimed at the 18-24 year old age range.

Mock interviews were also conducted by Ongo, North Lindsey College, McDonalds, British Steel Apprenticeship, Ann Tuplin Care Services and The Baths Hall. Talks were delivered on the day by British Steel (both apprenticeship specific and general recruitment), the England Illegal Money Lending Team, the NHS, Over 45s job search and CV support and women returning to work.

Facilitating Area-Wide Capacity

Enabling the skills base of the area - supporting basic skills, promoting employability skills and encouraging higher level skills

Humber Bounce Back was a 12-month pilot programme aimed at improving the mental health of young people aged 16-24 years who were looking to move closer to the job market or into further education. The programme was delivered across the Humber sub-region and £15,000 was allocated to each Local Authority to create a project that they felt best reflected the needs of beneficiaries. The programme began on 1 September 2017 and ended on 31 August 2018.

In 2018 the Action Station one-stop-shop for skills and employment moved to Scunthorpe Central, enabling a true partnership approach working with support agencies. This very positive move to Scunthorpe Central has enabled a front of house approach in the heart of the community. The Action Station co-ordinated Bounce Back activities to build social skills and confidence, strengthen communication skills and support these young people to envisage themselves in training and employment.

Bounce Back supported 20 young people in North Lincolnshire. Eight of these young people have since gained employment, three have an apprenticeship/traineeship, four have undertaken work experience or volunteer work, two have completed English and maths courses, and three are making regular job applications. **North Lincolnshire Bounce Back was the most successful in the Humber region**, with 40% of participants gaining employment, compared to an average of 16% across other Humber regions.



"We can now express ourselves in our own way; no-one cares about why we're here. They've constantly asked how they can make things better. We know there's someone we can ask for help if we have a problem. We have more confidence being around people."

Facilitating Area-wide Capacity

Developing the business case for a University Campus in North Lincolnshire

The **University Campus North Lincolnshire (UCNL)** project has taken a step closer thanks to a £2.3m funding package. North Lindsey College, working in partnership with the council and the University of Lincoln, submitted a joint bid to the Greater Lincolnshire Local Enterprise Partnership (GLLEP) in 2017 for capital funding to contribute towards achieving a University Campus for North Lincolnshire.

The Government cash – part of a wider £7m investment – was agreed by the Greater Lincolnshire LEP through the Skills Capital Investment Fund. The growth plans aim to deliver 1,500 university-level places within Scunthorpe as part of the UCNL initiative. The new campus will welcome its first cohort of students in September at the Civic Centre on Ashby Road in Scunthorpe, marking the first part of the University Campus project.

“We are proud to be working in partnership with North Lincolnshire Council, the University of Lincoln and the Greater Lincolnshire LEP, to deliver such an ambitious project that will bring major benefits to Scunthorpe and North Lincolnshire.”

- Anne Tyrrell, Chief Executive Officer, DN Colleges Group

“It will provide access to gold standard higher education and play a key role in working to meet the skills requirements of North Lincolnshire industry in order to promote the region’s continuing economic development.”

- Julian Free, Deputy Vice Chancellor, University of Lincoln

“This is an opportunity for employers across the region to come to North Lincolnshire and tap into a wealth of the brightest and the best graduates who have the higher-level skills they need to support growth.”

- Cllr Rob Waltham, Leader of North Lincolnshire Council

“[The partnership] will help create more than 1800 new learners and 116 new curriculum/training courses, and the centre will work with up to 50 employers to make sure skills delivery is meeting the needs of both business and education. The project will provide a single location for supporting employers and delivering education and training along with dedicated incubator and innovation space for new and growing businesses.

“It is absolutely vital that the area has the necessary skills and training to enable it to thrive and prosper in this fast-changing world, and we have been working with our partners in education and industry to develop a strategy to deliver just that.”

- Ruth Carver, Director, Greater Lincolnshire LEP

“I’m looking forward to seeing more students studying for degree-level qualifications in the heart of North Lincolnshire.”

- Baroness Liz Redfern, North Lincolnshire Ambassador for Higher Education

“Having a dedicated University Campus in the town will make Higher Education more accessible to people across our community, promoting real social mobility.”

- Mick Lochran, North Lindsey College Principal

Our plans for the next 12 months

We will offer **new aspirational projects** in our primary schools. This will build on the success of the 'I Want To Be' and STE(A)M initiatives. The '**Primary Futures**' project will be launched in the Spring Term 2019. The **Primary Engineering** project will be launched at the British Steel Events Centre in April 2019. The **Roots to Roof** (Construction Industry Training Board CITB supported) project will run for year 6 pupils in several primaries in the second half of the Summer Term. Six North Lincolnshire schools are participating in the Humber LEP funded **Primary Kite Mark** pilot though 2019/20. This is innovatory work designed to ensure a good level of early careers and employability education in primary schools. We will host a **Science Conference** in Spring 2019. This will have particular focus on science assessment with strong STEM content. We will promote the work of **STEM Ambassadors** in our primary schools.

We will build on the success of the year 12 and 13 **Women into STEM Careers Programme**. Into 2019/20 there will be events and activities co-ordinated by the **Women into Manufacturing and Engineering Project (WIME)**. These will be targeted at secondary and post 16. The **Careers and Enterprise Initiatives** in secondary schools will be further developed. The dedicated enterprise advisers will play a key role. We will celebrate **International Women's Day** with a series of inputs designed to inspire.

We will work with partners in promoting a **Health Academy** approach to offering first rate Information, Advice and Guidance and experience of careers in health and social care. We aim to integrate opportunities afforded by the Health Academy into our aspirational Primary Futures project.

We will further **develop vocational and enterprise training** for young people on the Normanby Hall site. This will include museum and cultural projects, STE(A)M activities with the intention of showcasing outcomes in a **Youth Culture Festival** in Autumn 2019. The Action Station will build on their success with the **Spring Board** and **Bounce Back** programmes for young people. Links with the DWP regarding 18-24 year olds will be further strengthened.

We will work with the Humber LEP and local partners to **continue to promote the range and level of apprenticeships** offered in North Lincolnshire. The new **Technical (T) Level qualifications** will be promoted. LEP funds to deliver an **employability programme for the 40+ age range** will commence in the coming year.

We will continue to offer **programmes for young people** who are NEET/hardest to engage. During 2019 we want to introduce additional dimensions including a health and wellbeing focus and a programme of Industrial Tasters - 'Moving Forward'. We intend to build on the 'Disability Confidence' work offering sessions for individuals with hidden disabilities. **Importantly, we need to gain the support of many more employers and businesses who can offer work experience and concrete opportunities for these young people.**

We will form a **multi-agency tactical team** to match groups of people currently out of work to vacancies in the local labour market.



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