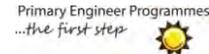


# Skills and Employability Annual Report 2019-20



**North  
Lincolnshire  
Council**

[www.northlincs.gov.uk](http://www.northlincs.gov.uk)

## Foreword

Welcome to our Skills and Employability Annual Report for the 2019/20 financial year.

This report provides an update of activity against the priorities within the Skills and Employability Plan (SEP). The SEP is a response to the ambitions within the Council Plan, setting out priorities for driving forward skills and employment in North Lincolnshire to achieve **a more highly skilled workforce, higher paid jobs and full employment**. The SEP is part of the wider suite of plans that together make up the council's prosperity strategy and also strongly supports government objectives for apprenticeships, technical education and higher level and specialised skills.

During 2019/20, partners have been particularly focused on:

- **enabling people furthest from the labour market to access employment, including those with additional needs**
- **raising the employment aspirations of children and developing progression pathways for older young people**
- **promoting careers that require science, technology, engineering and mathematics (STEM) qualifications**

I should like to congratulate all of the council's partner organisations for their successes in increasing the prosperity of North Lincolnshire's residents through learning, skills and employment.



**Cllr John Davison**  
Cabinet Member for Stronger Communities  
– Ashby, Bottesford & Scunthorpe



## Headlines

- We had 36 primary schools and 1,671 employers/business representatives signed up to **Primary Futures**
- We committed to a further two years of the **Primary Engineering Project** and involved 10 new schools for 2020
- Four North Lincolnshire primaries were involved in the summer term **Roots To Roof** project
- We hosted a very successful **Women Into Manufacturing & Engineering Event (WIME)** at the Baths Hall during March 2020
- **The Action Station** has had excellent success, both with their Springboard work (young people) and with their outcomes for over-40s, being commended by the Department for Work and Pensions (DWP) and the Humber Learning Consortium on outcomes that were the **best in the sub-region**
- The **Multi Task Team** organised sessions through 2019/20 including the 'Roadmap to Work' Event at Scunthorpe Central in Autumn 2019 and, similarly, in partnership with Ongo at the Arc, Westcliff in Spring 2020
- We have worked with year 11 pupils as part of **Not in Education, Employment or Training (NEET) preventative work**, giving pupils a valuable insight into working in a retail environment
- **Skills Centre PLUS** was successful in bidding for funds from the Community Led Local Development (CLLD) programme to help vulnerable young people. This funding will expand their work, particularly on the Normanby Hall site where they have seen a huge amount of early success
- The **VENN Group Project** of four sixth form colleges launched the Professional Mentoring Project where employers from a range of disciplines considered how they might offer time and expertise through a menu of activities, including one to one mentoring, group inputs, site visits and work experience. This has led to part time paid work experience for some participants
- **University Campus North Lincolnshire (UCNL)**, not yet a year in operation, is spearheading a development within North Lincolnshire that will create viable routes into employment for its undergraduates
- Over 2019/2020 the council is supporting 65 people over a vast variety of **apprenticeships** which amounts to a £401,764 of levy investment
- During the Covid lockdown colleges and smaller providers responded quickly to continuing provision for our vulnerable groups. **Innovative delivery and transition arrangements** were quickly developed. **Engineering University Technical College Northern Lincolnshire** students diverted their studies to the task of **creating personal protective equipment for local use**.

### 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.

Stakeholder engagement has been focused through the **Skills and Employability Partnership** chaired by the Director Learning, Skills & Culture. 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?



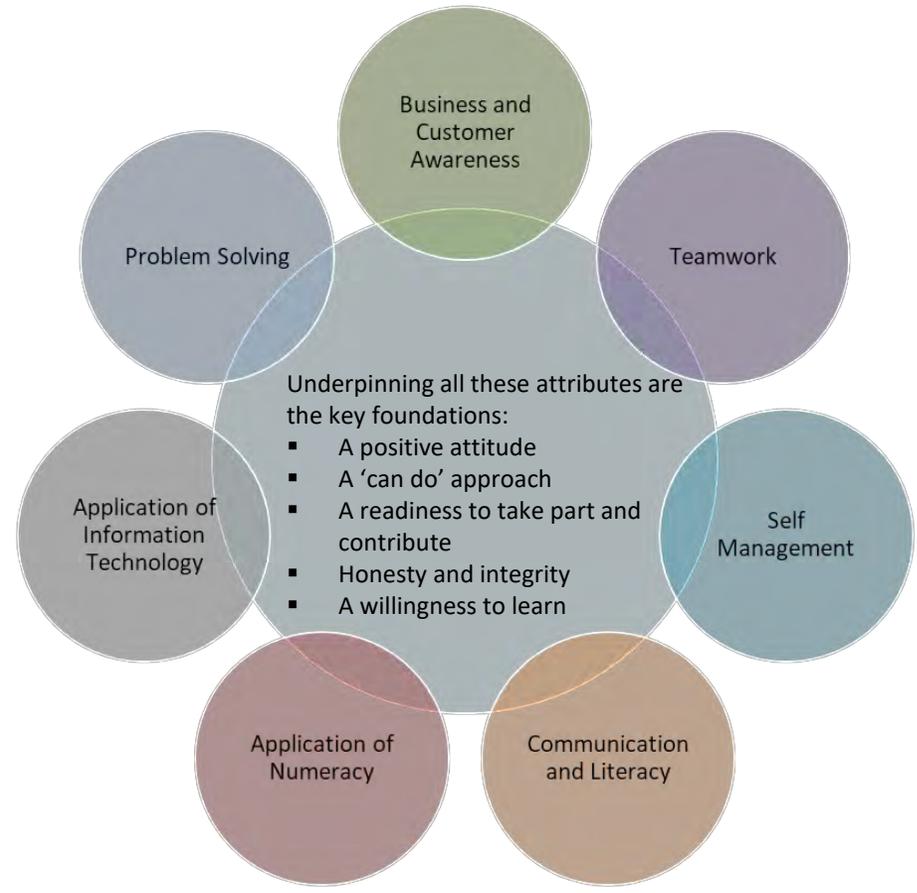
**Andrew** is among the people to benefit from the Move On programme, run by Jobcentre Plus in partnership with North Lincolnshire Council's Action Station.

Andrew was new to the area and needed help looking for employment openings. Although he had many years of experience in the motor trade, all of his contacts were from his old location.

Andre, who runs the programme in Scunthorpe, helped Andrew to make his curriculum vitae (CV) more marketable and his transferable skills were examined to identify new areas of work that might be suitable and to widen his job market. Andrew used various methods of searching for employment, including job sites but also handing out his CV with a covering letter to local employers on various industrial estates.

Andrew was delighted when one of those businesses offered him an interview and he was successful in getting the job. Andre said: "I must admire Andrew's determination to keep going and stay positive. Andrew was great to work with and his experience is a perfect example of how a person can build his employability skills, move forward and find work." Andrew's post ended after six months due to a restructure of the business but he now has a very good letter of recommendation from the manager of the company and some current work on his CV.

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:



## What does 'employability' look like?

Participants from our **Building Better Opportunities** Programme (BBO) are demonstrating clearly "What employability looks like" in their latest project. Using a micro processing starter kit provided from the Community Fund and European Social Fund (ESF) funding via Humber Learning Consortium (HLC) together, they entered the world of micro-controlling for the first time and during lockdown too! They are using the 'New Normal' of the virtual world, where it is expected that most of our future business may be conducted.

Assessing against the **Employability Passport** the participants are hitting the criteria in the following ways:

- **Application of Number** – measuring and cutting pipe to precise lengths, calculating timing values to x number of seconds
- **Communication and Literacy** – speaking and listening to instructions and on-line video demonstrations, reading wiring circuits, diagrams, emails, instructions and then sending emails about progression
- **Information Communication Technology** – coding in unfamiliar contexts, use of social media and various communication platforms, Microsoft Office
- **Problem Solving** – experimenting with ways to move the programming on to the next phase, with systematic approaches and clear reasoning; testing their programming and using their initiative
- **Team Building** – collaborative working and appraisal of others work
- **Self-Management** – getting tasks completed on time, asking for support, building own personal resilience.

Their advisor remarks on their determination, gusto and respect for the programme. They fully understand that all labour markets or employment is consumer driven and therefore, they need to embrace new skills so that they can compete in the future.



## What does 'employability' look like?

### Student Tipped to Succeed

After completing a Supported Internship Programme at **Skills Centre PLUS**, Kieran has so impressed the team at his work placement that he has got a job. In partnership, Skills Centre PLUS sourced Kieran this opportunity to learn about the workplace as part of his course.

Kieran has flourished with the expert mentoring of his work supervisor Trevor and the support of the council recycling team as well as the continuing bespoke tuition at Skills Centre PLUS. Just a few weeks after he started, Trevor stated "He shows commitment to his role, he turns up to work, ready to start straight away, fully 'kitted out' in council uniform... Kieran uses his initiative and he does this off his own back. He deals with the public in a professional manner... he works on his own and as part of a close team."

Concerned that a barrier to employment for Kieran would be lack of a driving licence, Skills PLUS provided driving lessons for Kieran and he is ready to take his test when the Driving Test Centre re-opens. After working for more than a year at Cottage Beck all of Kieran's hard work paid off and he was offered a job in March. Head of the Supported Internship Programme, Clare Townsley said "We are so proud of Kieran. The employability training he has done at Skills Centre PLUS and application at his placement has earned him this opportunity."



Paul Townsley presenting Kieran with a certificate at Skills Centre Plus



## Journey to Employment (J2E) Celebration

A 'Celebration of Achievement Event' took place in February 2020 at the **Action Station**, Scunthorpe Central to acknowledge dedication, passion and hard work.

Last year we focused on people who would like to work but need additional support to enable them to do so. Around 30 young people were supported during the year.

Ten individuals with supported needs came to the Action Station for a 10 week 'Journey to Employment Course' which covered many aspects of becoming 'work ready'. The course included various traits of self-management skills including visiting and helping out at the foodbanks. They also faced challenges of working as part of a team.



The celebration gave opportunity for feedback and all agreed that it was worthwhile course and they had enjoyed it.



Following on, some of our clients have gone onto volunteering, and one is permanently helping at the food bank. Others went on to work in the walled garden at Normanby Hall. Then, they participated in a Seasonal Cooking course developed by Adult Education and Community Learning in Ashby.

One young man progressed to the Building Better Opportunities programme and he is currently working on a driving theory test and looking at enrolling on a Construction Industry Training Board course provided by Southbank.

Finally, we were excited to progress one young lady on to a programme with Aspire i-gen to gain some additional work experience.



North Lincolnshire Adult Education & Community Learning (AECL) work with the Action Station to offer Building Better Opportunities clients and adults with disabilities volunteering opportunities at Normanby Hall. Learners grow and harvest their own vegetables in a walled garden area.

**Building Better Opportunities (BBO2)**

“North Lincolnshire Council have been successful in securing an extension to their Building Better Opportunities programme and will continue to support the partnership with their excellent cross cutting themes evidence. Opportunities included using Normanby Hall green space and having a clear focus on outcomes using the Employability Passport.”

- **Michelle Munslow**, BBO Partnership Manager: Humber Learning Consortium



BBO clients completed a non accredited Preparing to Work as a Volunteer course followed by an NCFE Level 1 Award in Volunteering qualification.



## Creating career pathways for young people

**Accelerate** is a programme for young people aged 15 to 24 years old who are

- not in education, employment or training, or
- at risk of disengaging from education, employment and training.

In 2019 this work got underway in North Lincolnshire, in particular working with year 11 pupils as part of NEET preventative work. Three secondary schools have utilised this support during 2019-20. A focus of the work is participation in work placement opportunities

### What did a participating student think?

“This was a good insight in to working in a retail environment. You guys have supported me by making me feel included as part of the team. I liked to see my name on the daily planner and task list. My overall summary of my placement has been generally exciting but very hard work, what I have enjoyed the most is the customer service side, trying to help the customer to the best of my ability”.

- **Placement student feedback**

### What did the retail employer think?

#### What did the student achieve?

An increase in confidence, retail experience, a booklet on all aspects of retail including stock management, point of sale, demonstrating products, cash management, professionalism in the work place including store standards and dress.

#### What has been the impact in terms of staff morale/ customer feedback/productivity?

In general the work placements have been keen to engage with customers and other team members to create a relaxed and productive atmosphere, the customers benefit from a more personal and tailored service and the team get support where needed and the pride of making a difference to a young person's life.

#### Would the business consider further staff development as a result of undertaking European Social Fund training?

Yes this is a programme that works well within the business and many individuals who gain work experience go on to be employed when vacancies arise.

- **Employer feedback**

## Action Station

Between 2nd January and 7th February 2020, we welcomed over 387 visits into our Action Stations in Scunthorpe and Epworth. Of the 379 visits to our Scunthorpe premises within Scunthorpe Central, we had 35 new clients and 12 people have very recently confirmed they have found work. A further two people went into training. Seven people are participating in our Building Better Opportunity Programme and six supported employees completed a 'Journey to Employment' Course.

It is a similar story in Epworth but on a smaller scale. We replicated the Action Station model into the rural community. We had eight new clients to the Hub and two have already found work. One more client was supported to volunteering within the food bank to build skills for their CV.

Taking the Action Station model out to the Hubs is proving a great success. Helping local communities flourish, enlisting local input is proving productive.

The Action Station has had excellent success, both with their **Springboard** work (young people) and with their outcomes for the 40 plus group. They were commended by the DWP and the Humber Learning Consortium on their outcomes which were the best around the sub-region.

When **Elaine** was asked what she had got out of visiting the Action Station, her reply was very firm:

“I am a completely different person to the one that walked in! At the time I was out of work after many years, struggling with panic attacks and anxiety and I couldn't use a computer. Within days of engaging with the team, I was on the computer looking after my own Universal Credit claim and typing up my journal. I was supported with my job search every day that I came in. I was helped with some counselling which gave me strategies to cope with my poor self-esteem and anxieties.”

“Very soon, I gained a job in the Parishes as a janitor but I still came in the Action Station every day because I have made friends and need to find more hours under the conditions of Universal Credit.”

Elaine has a very high standard and that has been recognised in her work so they have given her more hours. Therefore, Elaine has been able to come off Universal Credit.

## Skills Centre PLUS – Supported Internships

During 'Lockdown', Skills Centre PLUS continued to provide one to one sessions for their Supported Internship learners. PLUS staff have been creative in engaging the students with a range of projects including the Postman Pat model which was displayed in the Messingham Show Scarecrow competition, raising £100 for Lindsey Lodge Hospice.

The students have loved taking part in the activities, which have helped to further develop their employability skills. Skills Centre PLUS will be continuing to support vulnerable learners from North Lincolnshire throughout the summer.

The Normanby site is currently being made Covid-secure and it is likely that outdoor projects, led by Skills Centre PLUS, will be available in July or August 2020.



In February 2020 Skills Centre PLUS was successful in bidding for funds from the Community Led Local Development programme to help the most vulnerable. They plan to use this funding to expand their work, particularly on the Normanby site where they have seen a huge amount of early success.



Pictured left to right: Postman Pat, Jess, Tyler and Tutor Nicky

## UK STEM Partnered with the CATCH Site: Robotics and control sessions, November 2019



Centre for Assessment of  
Technical Competence,  
Humberside

CATCH supports local industry with high quality training and skills development. Hands on sessions are offered to understand the basics of process control, plus the opportunity to attend the industrial training centre.

A taster experience in Robotics and Control was held in November 2019 for young adults who were currently not in education, employment or training. The sessions were led by Mike Cargill (Director, UK STEM\* Ltd) with further technical support from University of Hull student Beckie and from STEM\* Ambassadors.

The CATCH site is being made Covid-secure and it is hoped that they will be able to resume Part 2 of the programme in July 2020.

\*science, technology, engineering and mathematics

Process control skills are in demand from many industries. Process operators are involved in the production of goods or overseeing the processing of materials. Those who work in production may help make things such as biodiesel or food products. Their duties may vary based on the specific things they produce but typically include moving materials, operating machinery and tools, measuring and mixing ingredients, packaging products and maintaining records.



**Matthew** had attended previous courses and he was enthusiastic to return. He had very clear ideas about what he wanted to achieve and was able to complete these with appropriate support on the fiddly, technical areas.



**Curtis** was a chatty and sociable member of the group. He was very enthusiastic to engage with the activities and, with appropriate support, he was able to develop both his robots and crumble control projects.



**Ashley and Reece** were both quieter member of the group but as their work developed they showed that they were clearly able to work independently, understand the concepts of programming and develop the activities with their own ideas and challenge themselves to work around problems.

## Roots to Roof

Children from five North Lincolnshire primary schools took part in 'Roots to Roof', an inspiring building-placed programme, supported by the Construction Industry Training Board (CIBT).

Year 5 and 6 pupils worked alongside local professionals from the construction industry to build a 3D model of a family home.

They assigned job roles, planned and constructed their model using recycled materials, designed marketing and recorded their finance before presenting their ideas at a celebration event.

The programme had a big impact on the children, raising awareness of the construction industry, while developing valuable skills in teamwork, problem solving and decision making.

The success of this has initiated a wider partner bid (progress halted at Covid-19 outbreak).



**One pupil at Wrawby St Mary's CofE Primary said** "We all had different roles and had to work together to solve any problems. It was hard work and we didn't always agree but we learned loads".



North Lincolnshire Council are delighted to have teamed up with the Education and Employers Charity on its Primary Futures campaign. This is in partnership with the National Association of Head Teachers to connect schools in North Lincolnshire with local volunteers talking about their jobs. The campaign aims to broaden children's aspirations and spark their imagination about the huge range of jobs available to them in the future. Children start to form gender and other stereotypes about career aspirations from as young as 6 years old but by meeting real people talking about the jobs they love, they can be inspired and motivated, enabling a positive link to be made between their learning and possible careers.

- 36 primary schools have signed up to Primary Futures to date
- 11 schools have held successful events during 2019
- 4 schools have events planned for the Spring Term
- We have 1671 employer volunteers within a 40 mile radius of Scunthorpe – a massive increase from the 31 we had at the beginning of 2019. 48 new volunteers signed up since September 2019.

The main launch took place at Broughton Primary on April 5<sup>th</sup> 2019. This amazing event involved 48 volunteers representing job roles as diverse as patisserie chef, National Grid (female) construction lead, actor/director, geologist and social worker. The session involved the whole of the school in a carousel morning of learning about different job roles, interactive experiences and some brilliant questions and answers. By the end of the morning both children and volunteers were buzzing with enthusiasm.

Kirton Lindsey Primary hosted a purely health focussed session, linking to recent curriculum for their year 6s. A wide range of National Health Service health roles were represented including theatre nurse transplants, hospital porter, trainee general practitioner and paramedic. This was an extremely 'hands on' event with children really finding out what working in the role could involve.

“The Primary Futures partnership with North Lincolnshire Council and its primary schools is being held up as a model practice by the Education and Employers Charity as to the positive engagement and impact on the young people of North Lincolnshire. The schools that have held events to date have been fulsome in their praise of the potential impact on their children, by these inspirational events.”

**John Killeen, Primary Futures North of England Lead**

## Primary Engineering

Primary Engineer Programmes establish strong, meaningful links between engineering industry and local schools, the foundation of which is based on training teachers and partnering schools with engineers.

Teachers ran the Primary Engineering programme 'Structures and Mechanisms with Basic Electrics' during the 2018-19 academic year. A celebration event, attended by seven schools (55 children) was held in June 2019 at Engineering UTC Northern Lincolnshire.

Following the excellent feedback in 2018/19 of the Primary Engineering Project we have committed to a further two years and involved **10 new schools** for 2020. This included some Early Years commitment to the 'Shoebox' version of the model.



"I found I could do things I didn't know I could! Enjoyed the practical activities and the supportive atmosphere. Our engineer was very helpful and the children were all really engaged and were keen to learn new skills." **Vickie, St Martin's CE Primary**

Primary Engineer Programmes  
*...the first step*



The **Women into Manufacturing and Engineering Careers Event** was held at Baths Hall on 3<sup>rd</sup> March 2020, and provided the opportunity for girls to meet partners from business and industry and to hear about jobs and opportunities for women in manufacturing and engineering across our region.

- 462 pupils attended from primary and secondary schools
- 36 teachers attended the Continuing Professional Development (CPD) session on opportunities in STEM and Manufacturing Careers
- 89 members of the public (parents/carers and women returners) attended in the evening slot.
- 45% of girls surveyed said they would not have considered a career in Engineering/STEM at the start of the day but this rose to 82% after attending the event
- Social media promotion reached a very high number of members of the public



**North Lincolnshire Council is proud of the work we have undertaken in the past 5 years - getting more females into STEM\* careers.** This has been a mission close to our hearts. We have worked with local schools and colleges to promote ambition and encourage opportunities. With employers there is a big drive to build the number of females in the workforce.

Importantly we want to **dispel myths and raise aspiration from an early age.**

[\*science, technology, engineering and mathematics]

The **Gatsby Benchmarks** gathered pace through 2019 with many of our secondary schools using them to strengthen the quality of their Careers Information Advice and Guidance.

### 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



“All Engineering UTC students in years 10 and 12 took part in work experience and many meaningful encounters, especially with our core partners including Phillips 66, Tronox and Associated British Ports.

Employability Skills are developed through careers lessons, as well as embedded through the curriculum in all lessons.

Our young people are taught about the wealth of the labour market in North Lincolnshire through talks with employers and providers, and have a keen understanding of the need to raise the skills and attainment levels and our destinations show we are committed to every young person into a sustainable and successful destination. “

**- Jen Vincent, Business Engagement Lead, Engineering UTC Northern Lincolnshire**

In Autumn 2019 the VENN Group project of four sixth form colleges launched the **Professional Mentoring Project**.

The aim of the project is twofold

- To demonstrate to students how what they are studying now impacts on career choices
- To give information on local and regional career opportunities

Launch events were held at Franklin College, Grimsby and John Leggott College, Scunthorpe where a large number of employers from a range of disciplines were invited to learn how they could become involved in guiding, supporting and raising aspiration of our students. Employers considered how they might offer time and expertise through a menu of activities, including one to one mentoring, group inputs, site visits and work experience.

“Working with John Leggott College T level student has been an extremely positive experience for Nisa. Nisa is always on the lookout for talent to help support our independent retail partners with their IT Assistants and this initiative with JLC enables us to identify and support young people from the local area.”

“The work placement students attendance, attitude, motivation and interpersonal skills have been excellent. They have demonstrated an ability to think on their feet and help with areas that can sometimes be unpleasant and distressing. They have interacted with all the staff on the ward and got involved with everything. They impressed the ward so much that they offered to support them in applying for a part time role as a Healthcare Assistant along with their studies.”

“We have scored our work placement student as outstanding in the following skill areas: self-management, team work, problem solving, communication and business and customer awareness. Whilst on placement they have demonstrated that they are able to complete tasks with minimal instruction and take on board what is being asked of them. They worked to a high standard and would be an asset to any employer.”

“They became so efficient that the pharmacy started offering exposure to extra resources to help them on their path into the industry. Staff commented that the student was one of the best work experience students that they have ever had and because of this we have offered them paid work on a part time basis.”



## University Campus North Lincolnshire

UCNL is currently reviewing its strategic commitment to student employability. Central to this review is the notion that student employability, curriculum design, organisations and the economic context are not independent; instead they are interrelated and therefore should be considered as such. Our emerging strategy for ‘**Enhancing Student Employability**’ values this systemic approach and is committed to developing meaningful relationships to support its success.

**Mission:** To provide students with a learning experience which encourages and enables them to support the transformation of their own communities.



“UCNL, not yet a year in operation, is spearheading a development within North Lincolnshire which will create viable routes into employment for its undergraduates. Together with our business and public sector partners we are creating a continuous process of integrated learning that will be the signature of the UCNL undergraduate experience. Based on dialogue and systematic learning processes the partnership will grow and harvest the talent of our region. I’ve worked for many years in business consultancy, this initiative marks a significant step and opportunity that will forge a relationship that will be core to North Lincolnshire’s future prosperity.”

- Colin Guthrie, Senior Business Development Consultant, UCNL

## Apprenticeships

North Lincolnshire **Innovative Apprenticeship Levy Transfer Scheme** is now launched! This follows a successful pilot of the levy transfer process.

North Lincolnshire Council is using part of its Apprenticeship Levy to support local businesses to access funding for training and skills development via the scheme. Local SMEs (small and medium enterprises) who do not pay the levy, and larger businesses who have used all of their own levy are able to apply for funds.

The Apprenticeship Levy was introduced in April 2017 to support the government's policy commitment to developing vocational skills, and to increase the quantity and quality of apprenticeships.



**Eleanor** came to the Action Station and with their advice and support applied for an apprenticeship with the council. Working in Donna's team, Eleanor has now completed Level 2 Business Administration as well as contributing to the daily team work and becoming a valued member of the team.

Moving forward, Eleanor is now looking towards Level 3 Business and Administration using the apprenticeship levy.

Across North Lincolnshire in 2018/19 there were\*

- 410 apprenticeship starts for young people under the age of 19, with 240 achievements – a success rate of 58%.
- 350 apprenticeship starts for young people aged 19 to 24, with 240 achievements – a success rate of 69%.
- 640 apprenticeship starts for people aged 25 and over, with 340 achievements, a success rate of 53%.
- **1,400 apprenticeship starts overall** with 820 achievements, a success rate of 59% - which is higher than the national success rate of 46%.

## Apprenticeships

Matthew Robinson of GS Kelsey with his apprentice Rebecca, while they examine plans for an extension to a business in Brigg.



“The levy transfer has allowed us to continue our business growth and expansion plans. We are sincerely grateful to North Lincolnshire Council for supporting us in our recruitment plans.

The degree apprenticeship funding by the levy transfer is furnishing Rebecca with knowledge and skills that are having an immediate impact on business performance. Careful recruitment and investment in young people has been the backbone of our business growth. Over a third of the current senior management team started as a trainee or apprentice with the business.

I would urge local businesses to make enquiries about the levy transfer.”

– **Matthew Robinson, Managing Director of GS Kelsey**

### Upskilling the Council workforce

Over 2019/2020 the council is supporting **65** people over a vast variety of apprenticeships which amounts to **£401,764** of levy investment.

Apprenticeships are open to new recruits as well as existing employees and play a vital role in upskilling the workforce.

“I’m incredibly grateful for the opportunity given to me by the council and GS Kelsey. I wasn’t sure what I wanted to do after college and the apprenticeship scheme ran by the council helped me explore a wide range of options.

Currently, alongside my job I study at university hoping to expand on my knowledge and further contributing to Kelsey’s by building upon the skills and knowledge they’ve already given me.”

- **Rebecca, trainee quantity surveyor**

## Get Working – roadmap to work events

This free to attend employment advice event was held on 25<sup>th</sup> February 2020 at the Arc and was aimed at anyone wanting to get working. Information and guidance was offered by different providers and gave free access to the skills and support required to get working.

20 providers helped make this a success with over 50 people attending.



The 'Get Working' event is aimed at all ages looking for support and guidance whilst looking for work. This was only the second Roadmap to Work event with feedback from attendees and providers being very positive (the first event was held in Scunthorpe Central last summer). The feedback from providers gave us insight into how useful the networking is to them and enables them to work together more effectively, having better understanding of what support is on offer and how to access it.

The individuals have gone away with options they didn't know existed or available to them. Some have been keen to set up their own business and others have gone on to further education, others just needed help writing a CV or help filling in a job application form.

Good news! Audio Visual Freelance Services Ltd will access a UKSE (UK Steel Enterprise) start up grant which was a result of their attendance at the event and speaking with Abdi Farah, our business advisor.



### The 'Skills Escalator'

Adult Education and Community Learning funding is focused on people who are disadvantaged and least likely to participate in learning. This includes people living in areas of deprivation, on low incomes, those with low skills and those furthest away from the labour market.

AECL are also focusing the curriculum offer on those needing support with work ready skills such as gaining confidence in applying for jobs, interview skills. A close working partnership with the DWP is in place to meet these needs.

AECL offers support to individual learners via a weekly Employability Hub where the Careers and Employability Coordinator provides support with planning for their next steps. This support includes signposting to relevant agencies and offering help with writing CVs and completing job applications. The Careers and Employability Coordinator also works closely with the National Careers Service who have offered groups of learners a range of workshops including Interview Skills, Application Writing, Buzz Workshops, Transferable Skills and Experience Matters.

Following government guidelines related to Covid-19, AECL stopped classroom delivery of education and training from 23 March 2020. As a provider we will continue to enable current learners to study online via Google Classroom.

AECL will also support learners remotely, for example, by telephone calls from tutors and learning support assistants. More learning from home provision has created. This will be aligned to meet the needs of staff, learners and their own home environments.

In a recent destination survey learners were contacted and the question was asked 'How did the course help you personally?'

- 41 said they learnt new skills to get a job
- 9 learners found a job
- 6 got a promotion at work



## Response and Innovation during the Covid-19 outbreak

The challenge of continuing to support the vulnerable and those furthest from the workplace led to some very positive actions and a strong legacy upon which to further shape support in our communities

- The **University of Hull Outreach Programme** (HOP) diverted some funds to support young people who might suffer disadvantage at year 11/13 transition during the enforced long break from study. They worked in partnership with North Lincolnshire Council's Skills and Employability team to provide practical assistance for essential items and 'Reward Vouchers' to encourage digital access to continued learning and 'next steps' planning. The HOP project encourages high aspiration in those who are generally least likely to continue with learning and training post 16
- We partnered with DRAX Power in accessing free computers and internet access for residents who were digitally disadvantaged during the lock down. We worked with Scunthorpe C of E School to ensure the support reached households with most need
- Although the NEET Robotics Taster Programme was halted in its fullest sense because of Covid-19, we partnered with **UK STEM** to develop materials and online resources that could build on and bridge continued learning
- The **Crosby Community Project** had to suspend the practical aspect of renovating the Memorial Garden but increased partner links in other project aims. The joint work with **Humberside Police** contributed to the use of the garden as a safe space for recreation as the lockdown proceeded
- The **Action Station** took the opportunity of contacting all ex-clients during the lockdown period and were able to signpost and support individuals who were struggling with the situation. They similarly developed new ways of working with their most vulnerable clients and developed a 'Learn My Way' programme that involved many self help and resilience strategies
- The **Females into STEM Careers** work did not cease. Following the live Women into Manufacturing & Engineering Event at the Baths Hall just prior to the onset of the lockdown, the working group evaluated the success and explored how the core components of the event could be experienced via a digital platform. Subsequently on July 7<sup>th</sup> we will trial a digital event involving four schools and the **Engineering UTC** and four large employers – **Siemens Gamesa, Amstell, Orsted** and **Laing O'Rourke**
- An enormous effort was made to harness and signpost support for those young people transitioning at year 11 and 13 during what has been a very strange time in the course of their education and planning for the future

## Progress and Impact

### We said.....

We will offer **more aspirational projects** in our primary schools. This will build on the success of the 'I Want To Be' and STEM 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** 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 did.....

We made good progress through the menu of primary projects intended to raise aspiration, build confidence and challenge stereotypical attitudes with our primary aged pupils.

As the 2019/20 academic year got underway we:

- Had **36** primary Schools signed up to **Primary Futures**
- Had **1,671 employers/business representatives** signed up to Primary Futures (within a 40 mile radius – we had thirty a year earlier!)
- Following the excellent feedback in 2018/19 of the **Primary Engineering** project we committed to a further 2 years and involved **10 new schools** for 2020. This included some Early Years commitment to the 'Shoebox' version of the model.
- The CITB supported **Roots To Roof** project had a very successful first year. Four North Lincolnshire primaries were involved in the summer term project. The success of this has initiated a wider partner bid (progress halted at Covid-19 outset)
- The **Primary Science Conference** proved an excellent stimulus for further involvement of local **STEM Ambassadors** in various North Lincolnshire activities. In the Autumn Term 2019 they supported the Control Robotics tasters offered for some of our NEET cohort

## Progress and Impact

We said.....	We did.....
<p>We will build on the success of the year 12 and 13 <b>Women into STEM Careers Programme</b>. Into 2019/20 there will be events and activities co-ordinated by the <b>Women into Manufacturing and Engineering Project (WIME)</b>. These will be targeted at secondary and post 16. The <b>Careers and Enterprise Initiatives</b> in secondary schools will be further developed. The dedicated enterprise advisers will play a key role. We will celebrate <b>International Women’s Day</b> with a series of inputs designed to inspire.</p>	<p>We hosted a very successful <b>WIME Event</b> at the Baths Hall 2 March 2020.  <b>462</b> girls attended throughout the day. For the first time this included years 5 and 6 as well as secondary children.  <b>45%</b> of girls had not considered a career in manufacturing/ engineering when they arrive but this had increased to <b>82%</b> following the session.  <b>36</b> teachers attended the twilight CPD session.  <b>87</b> parents/carers/women returners attended the open session.                      Value of using social media was recognised in our evaluation – there was excellent contact through this channel.</p>
<p>We will work with partners in promoting a <b>Health Academy</b> 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.</p>	<p>North Lindsey College have driven this development and have shared health partner information/contacts. John Leggott College also focused Health career pathways in their <b>Professionals, Employer Support</b> series of events ( South Humber collaborative programme)</p>

## Progress and Impact

We said.....	We did.....
<p>We will further <b>develop vocational and enterprise training</b> for young people on the Normanby Hall site. This will include museum and cultural projects, STEM activities with the intention of showcasing outcomes in a <b>Youth Culture Festival</b> in Autumn 2019. The Action Station will build on their success with the <b>Spring Board</b> and <b>Bounce Back</b> programmes for young people. Links with the DWP regarding 18-24 year olds will be further strengthened.</p>	<p>Following early developments at the <b>Normanby Site Training &amp; Enterprise Workshop</b> through 2018/19, Skills Plus Training secured some additional funding early 2020 to build opportunities on this site. Covid-19 halted this to date but there are plans for some engagement tasters late summer.</p> <p>The <b>Action Station</b> has had excellent success, both with their Springboard work (young people) and with their outcomes for the <b>40 plus group</b>. They were commended by the DWP and the Humber Learning Consortium on their outcomes which were the best around the sub-region.</p> <p>During the Covid-19 period the Action Station secured further (re-directed) funds from the University of Hull Outreach Programme. Additional digital resource was secured via DRAX Power Station The focus here is <b>alleviating disadvantage faced by 11 – 19 year olds</b> during the Covid-19 crisis.</p> <p>Covid-19 consequences create massive challenges for the Action Station as we move forward but there has been some excellent practise during the lockdown period – some of which will definitely be taken forward as good model in building skills and employability.</p>

## Progress and Impact

We said.....	We did.....
<p>We will work with the Humber LEP and local partners to <b>continue to promote the range and level of apprenticeships</b> offered in North Lincolnshire. The new <b>Technical (T) Level qualifications</b> will be promoted. LEP funds to deliver an <b>employability programme for the 40+ age range</b> will commence in the coming year.</p>	<p>The <b>Humber LEP</b> have supported local authorities during the Covid-19 outbreak with information and support on <b>Apprenticeship opportunities</b>. The Action Station are presently trialling the Humber LEP Employability Passport with a mature cohort. This is the first time it has been used with adults.</p>
<p>We will continue to offer <b>programmes for young people</b> 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.</p>	<p>The Spring and Summer '<b>Industrial Tasters</b>' Programme linked with the CATCH facility at Stallingborough was halted due to Covid-19 restrictions. There are plans to move forward with this in the autumn. UK STEM have been excellent partners in this planning. DWP colleagues, the local authority and partners facilitated planning for the next Disability Confidence event/actions – this will be actioned post Covid-19 restrictions.</p>
<p>We will form a <b>multi-agency tactical team</b> to match groups of people currently out of work to vacancies in the local labour market.</p>	<p>Multi Task Team organised key sessions through 2019/20 including the '<b>Roadmap to Work</b>' Event at Scunthorpe Central in Autumn 2019 and, similarly, in partnership with Ongo at the Arc, Westcliff in Spring 2020.</p>

## Our plans for the next 12 months

### We will

- Further develop the use of economic growth insight and labour market data to shape the local skills offer
- Continue to prioritise people furthest from the labour market
- Further raise aspirations of children during their primary age education
- Build on the good practice learned during the Covid-19 outbreak for improving post-16 transitions
- Develop partnership responses to the anticipated increase in claimant rates among 18-24 year olds
- Further develop the role of Adult Education and Community Learning in reskilling and upskilling our communities, including closer links with local and regional employers
- Ensure North Lincolnshire is influential in regional planning aligned to the Greater Lincolnshire local industrial strategy
- Explore opportunities for devolved approaches to meeting demand for skills and employability
- Transition the Skills and Employability Partnership to a higher level Skills Standards Board to drive renewal and recovery in skills and employability post-Covid



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