

NORTH LINCOLNSHIRE COUNCIL

CABINET

SKILLS AND EMPLOYABILITY PLAN 2023 – 2028

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To present the Skills and Employability Plan 2023 – 28 for approval.
- 1.2 To seek agreement for the document to move forward to be designed for publication and for the Director – Economy and Environment to agree the final design in consultation with the Cabinet Member for Safer, Stronger Communities – Ashby, Bottesford and Scunthorpe (Urban)

2. BACKGROUND INFORMATION

- 2.1 The Skills and Employability Plan is a key plan in the Council Plan 2022 – 25 supporting the priority Enabling economic growth and renewal – to ensure there are highly skills jobs and opportunities for a highly skilled workforce and the local economy support effort to reduce carbon emissions.
- 2.2 The existing Skills and Employability Plan is coming to an end and as such as new plan has been developed to support our ambitions for economic growth, a highly skilled workforce and high value jobs. The new Skills and Employability Plan covers the five year period from 2023 to 2028 and is closely aligned to the new Economic Growth Plan covering the same time period.

3. SKILLS AND EMPLOYABILITY PLAN 2023-2028

- 3.1 The new Skills and Employability Plan has been developed following two specific pieces of research undertaken over the past year and a half to develop a robust evidence base on skills challenges and opportunities across North Lincolnshire. The first study involved an analysis of current and future skills demand and supply in North Lincolnshire as well as considerable data analysis from national and local sources plus ‘skills’ conversations with over 100 local organisations. The outcome of the first study was a report which has

acted as a quantitative and qualitative evidence base in terms of both supply and demand of skills at a sectoral level and overall North Lincolnshire level. The report provides a robust evidence base on which partners, skills providers, businesses and investors can make informed employment and skills decisions and forms the basis for the Skills and Employability Plan.

- 3.2 Building on the first study, a second piece of work has been undertaken to review the skills ecosystem and framework operating across North Lincolnshire. The study was undertaken in close collaboration with the Skills Transformation Board members in terms of looking at local priorities, the 'ecosystem' and 'skills infrastructure'. The report from this innovative piece of work raised considerations for the future development of local skills leadership and investment frameworks in North Lincolnshire and also proposed a starting point for the 2023 North Lincolnshire Skills Plan.
- 3.3. Our approach to developing the new Skills and Employability Plan builds on the work that has taken place to understand the system in which skills operate within North Lincolnshire. Essentially, we have looked at 3 inter-related elements – People, Employers and Skills Infrastructure and have closely aligned our priorities and interventions to the Economic Growth Plan and evidence of need and demand.
- 3.4 The contents of the Skills and Employability Plan has been guided by the Skills Transformation Board, comprising public and private participants.
- 3.5 As a result of all the above work, the following vision, priorities and resulting outcome objectives have emerged.

Vision

- North Lincolnshire is a great place to learn, work, upskill, re-skill and build a career

Priorities:

- A place to build a great career
- A place enabling businesses to grow through skills and careers investment
- A place with a proud culture of local skills aspirations and proactive collaboration

Outcomes

- Local residents and people living within commuting distance understand, find inspiration from and can access routeways to local high-quality careers in North Lincolnshire

- Thriving local businesses with competitive employment offers and established skills investment plans providing opportunities for local people
- A place to upskill and develop a career with an enterprising innovative partnership of local education and skills providers collaborating to support economic growth and career opportunities for local people

3.6 The Skills and Employability Plan 2023 – 2028 will be appropriately designed for publication and delegation is sought for the final designed version to be approved by the Director – Economy and Environment in consultation with the Cabinet Member for Safer, Stronger Communities – Ashby, Bottesford and Scunthorpe (Urban).

4. **OPTIONS FOR CONSIDERATION**

4.1 Option 1 – To note the contents of this report and approve the Skills and Employability Plan 2023 – 2028 to move forward to design. To delegate the final design for publication to the Director – Economy and Environment in consultation with the Cabinet Member for Safer, Stronger Communities – Ashby, Bottesford and Scunthorpe (Urban).

4.2 Option 2 – To recommend further work is undertaken on the draft Skills and Employability Plan 2023 – 2028 prior to seeking approval.

5. **ANALYSIS OF OPTIONS**

5.1 Option 1 – As noted within this report, the Skills and Employability Plan has been developed based on a robust evidence base with a high level of engagement. The approval of the Plan will enable work to progress on delivering the plan and move forward to meet the outcomes and objectives.

Option 1 is the preferred option

6.2 Option 2 – Undertaking further work on the plan will delay the implementation and the development and delivery of the actions to support the skills demand and need in the area.

6. **FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)**

6.1 **Resource implications**

Resources associated with the delivery of the aims and intentions of the Skills and Employability Plan 2023 - 2028, will be reflected in further work to be undertaken to develop delivery plans.

Financial implications

6.2 The financial implications related to each of the priorities will be considered on a case by case basis as part of the implementation of the delivery plans and approval will be sought as necessary through the usual council procedures.

IT implications

6.3 There are no IT implications identified at this stage. There may be IT considerations that need to be considered as part of the development of the delivery plan.

7. OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)

7.1 The Skills and Employability Plan is one of the strategies listed in the Council Plan to deliver the priority of Enabling economic growth and renewal.

7.2 Risks associated with the delivery of the plan's objectives will be considered as part of the delivery plan development. The delivery of the Plan will be monitored and reported on an annual basis and will form part of the Council's strategic risk register.

8. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

8.1 An impact assessment will be considered for each of the priorities identified within the plan by the Skills Transformation Board as part of the governance of the plan.

9. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

9.1 Section 3.0 above outlines the engagement which has taken place to inform the evidence base documents which underpin the Plan's vision, priorities, and interventions.

9.2 The development of the Skills and Employability Plan has been guided by Skills Transformation Board. The Board will continue to have a role in the further development of the interventions and monitoring the impact and outcome of the plan.

9.3 There are no conflicts of interests associated with this report.

10. **RECOMMENDATIONS**

- 10.1 That Cabinet approves the Skills and Employability Plan 2023 – 2028 and agrees for the plan to move to the design stage.
- 10.2 That Cabinet delegates the design of the document for publication to the Director – Economy and Environment in consultation with the Cabinet Member for Safer, Stronger Communities – Ashby, Bottesford and Scunthorpe (Urban)

DIRECTOR: ECONOMY AND ENVIRONMENT

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Background Papers used in the preparation of this report

- Draft Skills and Employability Plan 2023 – 2028 (circulated with report)
- Provision of analysis of current and future skills demand and supply in North Lincolnshire, Dec 2021
- Local skills leadership and investment in North Lincolnshire: Skills Framework and Ecosystems, September 2022