

Skills Review of Priority Growth Sectors - Recommendations



York & North Yorkshire
**LOCAL ENTERPRISE
PARTNERSHIP**



Summary

This report provides an update on progress made since the publication of the [Skills Review of Priority Growth Sectors](#) report, including activity that is currently underway, planned activity for the short-term and future recommendations based on the research. Each of these build on the findings of the sector research and offer potential opportunities for future funding, such as UKSPF and Devolution.

1. What's happened to date?

Development of Bootcamps:

→ Currently exploring opportunities through Skills Bootcamps across a number of sectors including Film/TV, Cyber-Security and Green Construction.

Sector Leads:

→ Sector Leads are now in post within the LEP, covering the following sectors: Advanced Manufacturing; Agri-tech, Bioeconomy, and Sustainable Energy; Health & Life Sciences; Data, and Digitech and Creative Industries. These roles will be able to help build on the research and ensure that delivery is demand-led through strong engagement with industry.

Partnership-Working:

- Discussions with partners to further explore how to connect young people with these growth sectors, e.g. construction, agriculture and rail.
- Internal discussions are taking place to ensure the evidence is integrated into future developments within the LEP, whilst the final research has been shared externally for stakeholder validation and input.
- Engagement visits with colleges and universities and innovation asset have taken place to further strengthen partnership working.
- Ongoing engagement with the rail sector has taken place via City of York Council's existing connections and working group.

UKSPF Development:

→ The research is feeding into ongoing development work on the UKSPF programmes in the People and Skills pillar.

2. Where are we going next?

Establishment of Sector Working Groups

→ The new Sector Leads are working towards establishing Sector Working Groups, with key businesses and stakeholder. Stronger relationships are required to ensure skills support is demand-led. This will mirror the best practice reflected by the City of York Council with the rail sector.

UKSPF Development:

→ Various skills programmes are being developed through SPF, including in-work progression and green skills with delivery anticipated to start in April 2024.

Summary

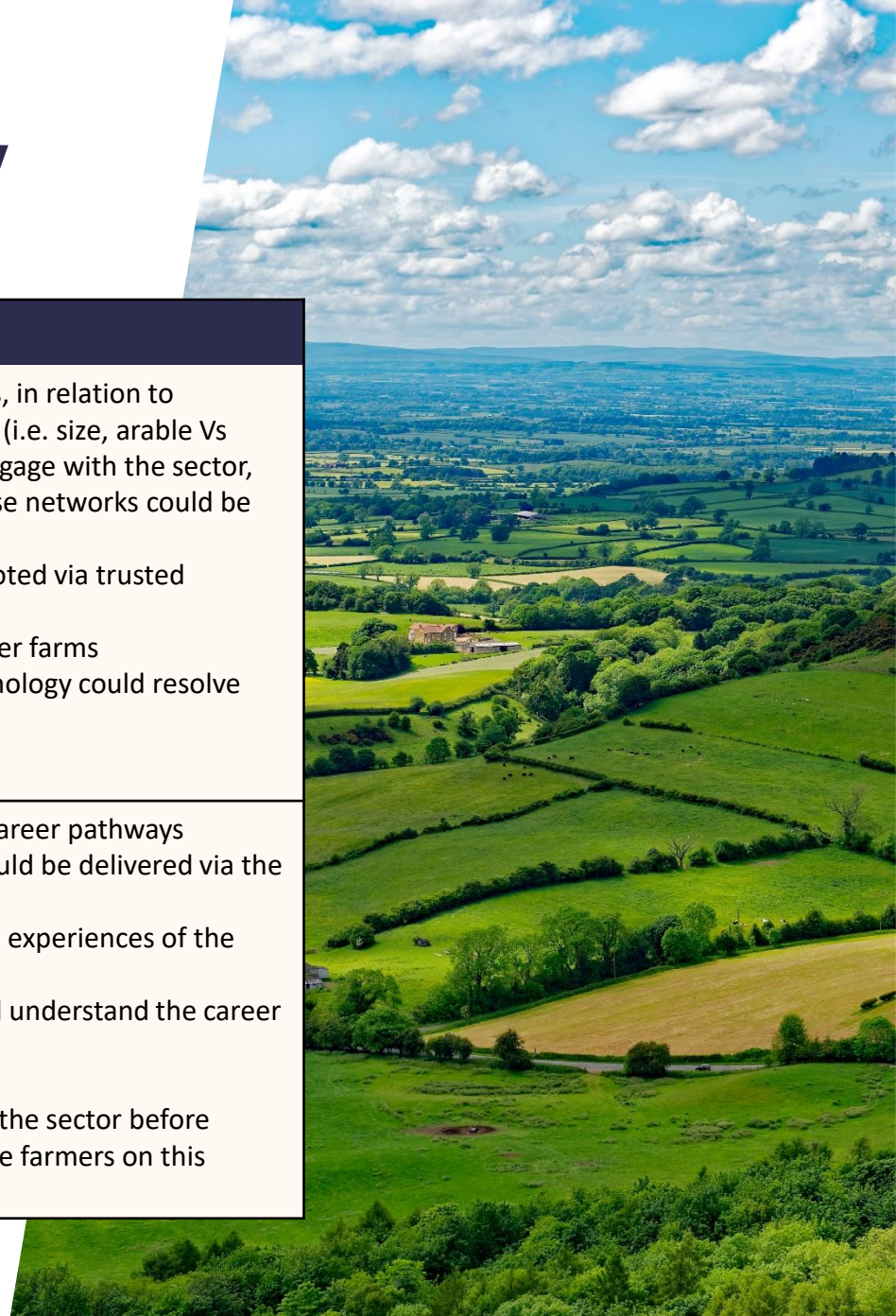
3. Recommendations for future delivery

Sector	Summary of Recommendations
Agriculture	1. Further engage with the sector to market-test skills support activity, particularly via established networks such as Grow Yorkshire.
Construction	2. Explore opportunities to lobby to Government via the MCA and drive change in the sector. 3. Greater communication of training opportunities and the support to access this.
Cyber Security	4. Further collaboration with the North Yorkshire Cyber Cluster to identify further support opportunities (i.e. Bootcamps) and the role of the YNY MCA.
Rail Innovation	5. Establish champion across the key headline challenges, in order to facilitate and drive change within the sector.
Film & TV	6. Improve engagement with the sector, in order to better identify the skills needs and how to compliment existing provision.
Health & Life Sciences	7. Work with industry to identify and develop the right digital skills provision and understand how collaboration with providers could minimize labour shortages.
Bioeconomy	8. Work with established programmes, such as BioYorkshire, to further strengthen the skills needs of the sector.
Sustainable Energy	9. Create working groups with key businesses to better engage the sector and clearly identify the digital and engineering needs.



Agriculture & Technology

Skills Headline	Goal	Recommendations
Limited farmer engagement with technology makes skills needs difficult to identify	We need to engage with the sector further to better identify their skills needs, and whether technology, and the necessary skills, could provide solutions to their challenges.	<p>There has been contradictory and mixed views on the needs of farmers, in relation to technology, particularly due to the diverse range of farming businesses (i.e. size, arable Vs livestock, etc.). Consequently, the key recommendation is to further engage with the sector, particularly through established networks such as Grow Yorkshire. These networks could be used to test further recommendations, such as:</p> <ul style="list-style-type: none"> • The development of case studies of best practice and top tips promoted via trusted sources • Facilitate peer-to-peer learning / showcasing of best practice on other farms • Diagnostic support to identify challenges on the farm and how technology could resolve this • Student / Industry challenge sessions
Potential mismatch in provision or lack of trust and awareness		
Labour shortages	We need to help build awareness of farming careers as an option for a range of people.	<p>There are opportunities to engage with younger people and highlight career pathways through the Careers Enterprise Company. For example, pilot activity could be delivered via the following:</p> <ol style="list-style-type: none"> Bringing students onto farms to showcase career opportunities and experiences of the workplace (linking to Gatsby benchmark 6 requirement) “Teacher Encounters”: bringing teachers onto the farm to learn and understand the career opportunities <p>However, as noted above, this activity should be explored further with the sector before anything is delivered, especially as it could be difficult to directly engage farmers on this activity due to capacity constraints.</p>



Green Construction

Skills Headline	Goal	Recommendations
Industry won't adapt until demand comes from customers	We need to lobby Government to drive this change in the market, which could be achieved through regulation updates.	<p>Although this research was primarily focused on the skills agenda, the training and skills requirements won't be required until demand has been established first. We know these skills are going to be necessary and are critical in decarbonization ambitions, both locally and nationally. However, something is needed to drive interest in the sector. This could include the following:</p> <ul style="list-style-type: none"> • Develop strategy of engagement for lobbying to government, in preparation for the YNY MCA • Build a retrofit strategy with partners (5yrs) with funding estimates and communicate to BEIS • Lobby government for financial support and understanding of barriers to project implementation • Partnership working to explore procurement/supply chain (public sector led)
Upskilling and reskilling will be critical due to labour shortages	We need to build awareness in the sector of the opportunities and support people to access the training.	<p>Greater communication of training opportunities and benefits is required, particularly as some businesses flagged there was a lack of opportunities, despite current and developing provision taking place within YNY. Activity to support this could include:</p> <ul style="list-style-type: none"> • Creating "champions" for retrofit within the sector, as peers can build greater trust and confidence • Develop and promote a library of information about current courses/support for businesses (e.g. a One stop shop for energy efficiency which utilises and builds on the provision identified within this research) • Ensure barriers to access training have been removed, e.g. vouchers/grant support, Bootcamps

Standards and accountability was noted within the research as important to the skills. Various activity is already taking place around standards and accountability at a national level, with a [UK Net Zero Carbon Building Standard](#) in development, which aims to 'enable industry to robustly prove their built assets are net zero carbon and in line with our nation's climate targets'. As such, there is not necessarily a local LEP-led demand required, but it does feed into the wider picture and other activity highlighted around lobbying and engagement with industry.

Cyber Security

Skills Headline	Goal	Recommendations
Lack of capacity & awareness in SMEs	We need to increase awareness of cyber security risks to ensure businesses can confidently protect themselves.	Activity is already taking place via the North Yorkshire Cyber Cluster, so it is important not to duplicate this and build on lessons learnt. Alongside working collaboratively and developing programs with the Cyber Cluster, activity could include: <ul style="list-style-type: none">• Business support services, such as the Growth Hub, to build awareness around cyber security requirements and training opportunities, as part of their regular diagnostics• Explore opportunities through Skills Bootcamps to deliver flexible and accessible training
Development of a future talent pipeline is needed	We need to ensure that strong career pathways are in place.	The demand for cyber security skills is anticipated to grow as the reliance on technology increases. Therefore, priming a future talent pipeline by engaging with young people now will ensure that labour shortages or gaps don't expand further. This activity should be explored further with the Careers Enterprise Company and the Cyber Cluster, with a future focus on the role of the YNY MCA to support this.



Rail Innovation

Skills Headline	Goal	Recommendations
Ageing workforce is a challenge for the sector	We need to support businesses to retain the experienced and skilled workforce within the sector.	<p>Establish an industry champion for this challenge who can drive collaboration and engagement with other businesses with the public sector playing a facilitating and supporting role. They may explore opportunities, such as:</p> <ul style="list-style-type: none"> • Creating a knowledge transfer scheme using apprenticeships, which was proposed by the National Skills Academy for Rail. • Opportunities via the UKSPF programme which targeted towards older workers. This could be utilised to develop reskilling courses, such as ‘train the trainer’, in order to retain those older workers, whilst also distilling knowledge and expertise into the younger workforce. • Developing career pathway opportunities for older workforces and ensuring they’re aware of these options within 1:1s/appraisals etc. This could be led internally in businesses, or IAG support could be provided externally (but the former is likely to be more relevant).
Lack of awareness of the diverse job opportunities	We need to build awareness on the job opportunities, in order to increase the young people and diversity within the sector.	<p>It was noted by stakeholders that rail is not necessarily seen as a popular career pathway, particularly from parents, and there are some negative perceptions due to current strike action. Consequently, more engagement is needed with KS1 and 2, showcasing the rail industry as an exciting career prospect. This could include delivering pilot activity, such as:</p> <ul style="list-style-type: none"> • Industry presenting and engaging with students at school fairs • Developing resources for teachers to demonstrate how traditional subjects, such as Maths, Science and English, are linked to real-life scenarios within the rail sector • Developing short videos from the sector to showcase the opportunities and roles. This could include promotion of 5 or 6 key roles showcasing the breadth and diversity of job roles • Building on current initiatives and ensuring they’re implemented within York and North Yorkshire, such as the Institute for Technology’s Lego League • Develop a ‘Rail in York’ website, in order to create a central hub for engagement and to house resources • Explore ‘Shared Apprenticeship’ models between larger businesses and SMEs • Explore collaborative recruitment processes <p>In order to ensure commitment from businesses, an industry champion for the challenge should be established. Alongside this, a charter/agreement could also be developed.</p>
Greater collaboration between providers and the sector is needed	We need to enhance and share the best practise that is taking place between some businesses and providers.	<p>There is already some strong engagement taking place between industry and providers, but this could be expanded further across the sub-region and other businesses could adapt similar approaches. Consequently, an industry champion, whom has strong ties with providers and delivering on the ground collaboratively, should be established. Alongside this, a mechanism should be created to improve collaboration between providers and businesses, such as a networking group to facilitate ongoing discussions. However, this group should be action-orientated, exploring ways to better align training with industry needs, for example there may be an opportunity to develop placements between students and industry.</p>

Film & TV

Skills Headline	Goal	Recommendations
Complex landscape with a broad range of roles	We need improve engagement with the sector to better understand the needs and gaps.	<p>There were a variety of views within this sector, particularly linked to young people joining the sector and pressure for those entrants to be multi-skilled. Linked to this, the wide variety of job opportunities also made it difficult to pinpoint the specific skills needs of the sector. Consequently, further engagement would be recommended via the following:</p> <ul style="list-style-type: none">• Identify cluster opportunities to better engage with the sector and identify skills needs/gaps• Explore Bootcamps through engagement with Screen Yorkshire and ensure further support is complimentary and doesn't duplicate existing provision



Health & Life Sciences

Skills Headline	Goal	Recommendations
Labour shortages	We need to help build awareness of life science careers as an option for a range of people.	Further engagement is needed with the sector to test potential activity to minimize labour shortages. For example, there are opportunities to work with the Careers Enterprise Company to support careers advice and work experience within schools. Similarly, placements could be arranged for graduates and improved linkages with businesses.
Digital and data analytical skills are needed	We need to ensure that new entrants and the current workforce have the right digital skills required by the sector.	Digital skills can cover a variety of areas, so further engagement with the industry is needed to identify the specific requirements and how provision, such as Bootcamps, could be tailored to deliver. The emphasis will likely be on short, bite-sized funded courses. Ongoing brokering of links between industry and academia could also help to develop these skills in the future pipeline.



Bioeconomy

Skills Headline	Goal	Recommendations
Greater collaboration is needed between providers and industry	We need a greater understanding of business activity to better identify support needs, particularly linked to minimising barriers between academic skills and commercial requirements.	A lot of activity is already taking place in this sector via initiatives such as BioYorkshire and Anglo American. To avoid duplication, close collaboration will be vital and could be done through the LEP's sector lead and Growth Hub. This engagement will be important to and can be used to develop programmes through SPF.



Sustainable Energy

Skills Headline	Goal	Recommendations
Providers have faced a number of barriers with course delivery	We need to facilitate discussions between providers and businesses to better understand how to overcome barriers and enable access to training.	The LEP's sector leads will be developing working groups with key businesses. This group should be used to collect further intel, particularly as skills are evolving in this sector and further insights are needed round the specific digital and engineering requirements (which could feed into a future Bootcamp or SPF delivery).
Digital and engineering skills are critical		
Just transition is required	We need to ensure that we understand the needs of a wide range of people in terms of sustainable energy e.g those in low skilled jobs, those in high carbon industries, those not currently in work etc to ensure that there is a Just Transition.	<p>Careers pathways into this sector should be explored further, alongside engagement with schools and the Careers Enterprise Hub to understand opportunities for young people and to increase diversity.</p> <p>A big risk of the transition is that people currently in carbon intensive sectors will be left behind, so retraining and upskilling will be critical to keep these people engaged within the labour market. These types of programmes could be developed via SPF.</p> <p>Continue to work with other partners who are looking to develop around this sector to avoid duplication.</p>

