



HEY LSIP 2.0

ANNEX C

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Annex C - Background & Method

What evidence was considered as part of HEY LSIP 2.0

As per the LSIP Statutory guidance, we are required to: provide an outline of the evidence base utilised to develop HEY LSIP 2.0; demonstrate alignment with the LSIP Guidance; describe how we have into account the skills needed for jobs that support Net Zero targets, climate change adaptation and other environmental goals; and equality of opportunity.

The development of HEY LSIP 2.0 followed a mixed-method evidence approach combining: quantitative labour market intelligence; employer consultation; sector engagement; provider discussions; strategic policy review.

Evidence was gathered through: employer surveys; sector working groups; roundtable consultations; individual employer discussions; engagement with sector representative bodies; analysis of national and regional datasets.

Insights were reviewed by the LSIP Board and triangulated with economic strategies and labour market forecasts to identify priority skills challenges.

Please now find a summary of our findings that have supported the development of HEY LSIP 2.0, linking with the key requirements stated in the statutory guidance for LSIP development.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
Ongoing engagement since HEY LSIP 1.0	Awarding bodies	Awarding bodies NOCN, City & Guilds and NCFE have been feeding into our HEY LSIP 2.0 development via our LSIP Forums and sector working groups. Through this they have provided further options to respond to employer need.	Drawing upon a wide range of data, evidence and insights.	Links with sectors and occupations associated with the Clean Energy Jobs Plan. Influencing qualifications/certifications to ensure Environmental/Net Zero/Sustainability awareness are embedded.	Understanding how courses could be made available to all, particularly those considered to be at a disadvantage.
Ongoing engagement since HEY LSIP 1.0	CITB: Construction Industry Training Board - CITB	For Construction, the Yorkshire & Humber Workforce Demand (calculated as a % of 2024 workforce): <ul style="list-style-type: none"> • Manager & Supervisor (2.4%) 520; • Skills trades & Site based (1.4%) 1490; • Professional & technical (2.1%) 810; • and Office Based (2.1%) 750. <p>CITB presented at our HEY LSIP Forum in September 2025, when we started initial engagement for the development of HEY LSIP 2.0. Their presentation focused on Demand - Led Skills Needs Supporting Hull & East Yorkshire.</p>	Employer-led identification of skills needs. Engagement with Sector Representative organisations to expand employer reach and engagement. Use of robust labour market evidence.	Specific occupations listed sit within the priority clean energy occupations, as per the Clean Energy Jobs Plan. Occupations also have Environmental/Net Zero goals.	Collaborative working. Identification of barriers.

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Ongoing engagement since HEY LSIP 1.0	CITB: Construction Industry Training Board - CITB continued.	<p>Labour market intelligence produced show us that construction skills needs are shifting from ‘more labour’ to ‘more skilled, digital, and green workforce’.</p> <p>The biggest requirements for Hull & East Yorkshire have been highlighted as:</p> <ul style="list-style-type: none"> • Electrical & building services trades • Technical & digital construction roles • Supervisors and managers • Retrofit / net-zero skills • Professional & office roles within construction firms <p>Biggest risks for our local area are simplified as:</p> <ul style="list-style-type: none"> • Ageing workforce • Too few new entrants • Training access barriers • Competition from other regions/projects 	<p>Employer-led identification of skills needs.</p> <p>Engagement with Sector Representative organisations to expand employer reach and engagement.</p> <p>Use of robust labour market evidence.</p>	<p>Specific occupations listed sit within the priority clean energy occupations, as per the Clean Energy Jobs Plan.</p> <p>Occupations also have Environmental/Net Zero goals.</p>	<p>Collaborative working.</p> <p>Identification of barriers.</p>
Ongoing engagement since HEY LSIP 1.0	Engagement with Further Education, Higher Education and Independent Training Providers	<p>Specific points are outlined elsewhere within this report as part of collaborative conversations.</p> <p>Engagement with all to share feedback from employers and understand potential possible solutions.</p>	Engagement with providers including those with statutory duties under the Act and those without.	Discussions around the impact of Net Zero/Sustainability agendas and how this can be embedded within curriculum.	<p>Collaborative working.</p> <p>Identification of barriers & solutions.</p> <p>Ensuring effective careers guidance for all that is reflective of the local area.</p>

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Ongoing engagement since HEY LSIP 1.0	ECA (Electrical Contractors' Association)	<p>The national picture shows a significant decline in Electricians and Electrical Fitters operating within the sector, from its peak in 2019 (258,400) there has been a reduction of 44,800 individuals, reflected in the figure for 2022 (213,600) which is the last measurable data available.</p> <p>Apprenticeship recruitment levels are below the required number needed to stabilise the Electrical workforce in the area and nationally.</p>	<p>Employer-led identification of skills needs.</p> <p>Engagement with Sector Representative organisations to expand employer reach and engagement.</p> <p>Use of robust labour market evidence.</p>	<p>Specific occupations listed sit within the priority clean energy occupations, as per the Clean Energy Jobs Plan.</p> <p>Occupations also have Environmental/Net Zero goals.</p>	<p>Understanding that utilisation of different talent pools could fill occupational and skills gaps.</p> <p>Collaborative working.</p>
Ongoing engagement since HEY LSIP 1.0	ECITB Labour Forecasting Tool - ECITB	<p>Engineering construction employers were asked to list and quantify the vacancies they struggle to fill, allowing the analysis to focus on roles associated with market failures rather than routine business-as-usual vacancies such as finance or administration. The roles most commonly reported are: mechanical fitters, pipefitters, process engineers, project managers, designers, riggers, non-destructive testing technicians and site managers.</p> <p>Engineering construction workers by sector: 68.2% in Oil & Gas; 15.2% in Nuclear; 8.3% in Chemicals; 2.2% in Renewables; and 6.0% in Other.</p>	<p>Employer-led identification of skills needs.</p> <p>Engagement with Sector Representative organisations to expand employer reach and engagement.</p> <p>Use of robust labour market evidence.</p>	<p>Specific occupations within engineering construction sit within the priority clean energy occupations, as per the Clean Energy Jobs Plan.</p> <p>Engineering Construction is essential to the Clean Energy Industry.</p> <p>Occupations also have Environmental/Net Zero goals.</p>	<p>Understanding that utilisation of different talent pools could fill occupational and skills gaps.</p> <p>Collaborative working.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
Ongoing engagement since HEY LSIP 1.0	1-2-1 Employer Engagement - summary of key points	<ul style="list-style-type: none"> • Recruitment challenges across all sectors. • Digital capability gaps at all levels. • Increasing importance of carbon literacy. • Constraints on releasing staff for training, particularly for SMEs. • Strong demand for transferable skills and behaviours. • Embed structured, high-quality work experience. • The need for stronger collaboration to address skills challenges and gaps. • The need to define sector-specific net zero and sustainability competencies. • Increase modular and flexible course delivery. • Strengthen employer feedback loops. • People need to be aware of all opportunities available across all sectors (i.e. support functions not just sector specific occupations) • Challenges and frustration for SMEs to be able to access the funding, and how they may not be in a significant supply chain to benefit from levy transfer. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Drawing upon a wide range of data, evidence and insights.</p>	<p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Helping us identify how different talent pools could help fill occupation gaps.</p> <p>Supported in the identification of the theme of preparation of working life, applicable to all.</p> <p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Identification of barriers to training.</p>

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Ongoing engagement since HEY LSIP 1.0 cont.	1-2-1 Employer Engagement - summary of key points	<ul style="list-style-type: none"> • The need for sector specific groups that all stakeholders can utilise to reduce the burden on employers. • To address all challenges with provision & careers guidance post-16 there is a need to link with primary & secondary education, especially as foundations for skills development commences then. • SMEs experience challenges in recruiting apprentices due to insufficient staffing capacity to supervise apprentices. • Local employers using larger, national providers rather than local. • Employers unable to host apprentices for the duration of an apprenticeship. • Attitude and Employability Skills are the most critical skills employers look for. • Employers are citing that their organisations sit across multiple sectors. • Employers advertise jobs that may cover multiple occupations. • Employers can define job roles differently to how a specific occupation may be listed under SIC/SOC codes, which can lead to misinterpretation. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Drawing upon a wide range of data, evidence and insights.</p>	<p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Helping us identify how different talent pools could help fill occupation gaps.</p> <p>Supported in the identification of the theme of preparation of working life, applicable to all.</p> <p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Identification of barriers to training.</p>

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Ongoing engagement since HEY LSIP 1.0	National Farmers Union (NFU)	<ul style="list-style-type: none"> • The NFU supports the Agri-Skills sector working group by sharing policy insight and helping disseminate information to members. • Modern agriculture requires a broader, multi-skilled workforce beyond traditional manual labour. • Agricultural businesses now operate as complex enterprises needing technical, environmental, business, and digital expertise. • Farming increasingly overlaps with green jobs and environmental land management. • Key skill areas include practical farming, machinery and technology operation, environmental management, business/financial skills, digital agriculture, and animal health and welfare. • Significant shortages exist across operational, technical, supervisory, and specialist food-chain roles (e.g., herd managers, mechanics, butchers, veterinarians). • The sector faces a skills mismatch: entrants often lack required agricultural skills, careers are poorly understood, and education pathways are unclear. 	Drawing upon a wide range of data, evidence and insights.	<p>Agriculture is part of the broader green economy as per the Clean Energy Jobs Plan.</p> <p>Awareness of Environmental/Net Zero agendas required across occupations as a minimum.</p>	<p>Identification of barriers to training.</p> <p>Demonstrating the need for diversification of talent pools.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
Ongoing engagement since HEY LSIP 1.0	National Farmers Union (NFU) continued	<ul style="list-style-type: none"> • An ageing workforce (average farmer in their late 50s) creates urgent succession and future skills pipeline challenges. • Rapid technological change is driving demand for STEM and emerging skills such as precision agriculture, robotics, data analysis, environmental monitoring, sustainability, and flexible training pathways including apprenticeships and short courses. 	Drawing upon a wide range of data, evidence and insights.	<p>Agriculture is part of the broader green economy as per the Clean Energy Jobs Plan.</p> <p>Awareness of Environmental/Net Zero agendas required across occupations as a minimum.</p>	<p>Identification of barriers to training.</p> <p>Demonstrating the need for diversification of talent pools.</p>
Ongoing since HEY LSIP 1.0 – January 26	Cross-LSIP sector groups for: Agriculture incl. land based; Construction; Engineering & Manufacturing; and Health & Social Care	<ul style="list-style-type: none"> • Groups operated by HEY LSIP Lead. • Allowed for engagement to support HEY LSIP 2.0 development: <ul style="list-style-type: none"> ○ Landex ○ NFU ○ CITB ○ ECITB ○ Engineering UK ○ ECA ○ Skills For Care 	Drawing upon a wide range of data, evidence and insights.	Discussions around Net Zero / Sustainability agendas and requirements across sectors.	Sharing of best practice.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
September 25	IPSOS	<ul style="list-style-type: none"> • 9000 Net increase in jobs expected in Hull & East Yorkshire between 2020 and 2035 • Health and social work is expected to be the source of 7,000 new jobs in Hull and East Yorkshire by 2035, the largest net increase of all industries. • Support service sectors are also expected to grow, contributing 4,000 new jobs by 2035. • Modest jobs growth is also expected in professional, accommodation and food, and transport and storage industries. • Several sectors in Hull and East Yorkshire are projected to stagnate over the coming decade in terms of jobs growth. • The manufacturing sector is projected to have 3,000 less jobs by 2035. • There will be vacancies across all occupations over the coming decade, even those set to decline, to replace those who retire or change jobs 	Drawing upon a wide range of data, evidence and insights which, taken together, provide a clear understanding of current and future skill needs in the area.	Recognises sectors associated with the Clean Energy Jobs Plan, as clean energy subsectors cut across traditional industries such as manufacturing, construction, and professional business services.	<p>Demonstrating how effective careers guidance will be required for all to understand the different roles available within different sectors, and ensure job vacancies are filled.</p> <p>Demonstrating the need for diversification of talent pools to ensure job roles are filled.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
September 25 - present	Army Cadet Force – presentation at HEY LSIP Forum in September 25 & ongoing conversations have continued.	<ul style="list-style-type: none"> • Evidence on how Veterans & Reservists are a natural fit for plugging skills gaps, particularly in construction. • Key skills identified as: directly transferable technical & trade skills; strong health & safety mindset; project and site management experience; reliability and strong work ethic; problem-solving; leadership and team integration skills; resilient and adaptable to outdoor, shifting environments • Support is available for employers, reservists and self- employed reservists. • Cadet careers fairs for employers to engage. 	Drawing upon a wide range of data, evidence and insights which, taken together, provide a clear understanding of current and future skill needs in the area.	Talent pool with transferable skills that are applicable to Net Zero & Environmental agendas.	Identification of different talent pools to assist in filling occupational and skills gaps.
September 25 - present	Independent Training Provider engagement	<ul style="list-style-type: none"> • Utilisation of the Yorkshire Leaning Provider Network’s Hull & East Yorkshire group. • Presented at meetings in December 25 & March 26 to update on HEY LSIP activity and gain further input. • Discussions looked at pressure on employers, particularly with Apprenticeships, T levels, work experience, LSIP engagement etc and the apprenticeship offer. 	Drawing upon a wide range of data, evidence and insights which, taken together, provide a clear understanding of current and future skill needs in the area.	Specific discussions not included.	Identification of barriers to training.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
October 2025	Hull & East Yorkshire Mayoral Combined Authority - Regional Economic Assessment produced by MetroDynamics	<ul style="list-style-type: none"> • A shortlist of headline metrics providing an overview of the economy as a whole • Analysis of 7 conditions for growth to begin to understand the constraints on growth in Hull and East Yorkshire • Analysis of the sectoral composition of the economy and the performance of sectors on different dimensions, as well as a focus on the eight Industrial Strategy sectors in Hull and East Yorkshire • Initial summaries of the make-up and spatial distribution of 5 suggested Local Growth Plan priority sectors: Agri Food; Energy; Life Sciences; Manufacturing; and Ports & Logistics. 	<p>Identifying the opportunities for growth.</p> <p>Supports joint development of the LSIP with the Strategic Authority.</p> <p>Includes mapping against IS8 sectors.</p>	<p>Recognises sectors associated with the Clean Energy Jobs Plan as clean energy subsectors cut across traditional industries such as manufacturing, construction, and professional business services.</p>	<p>Deprivation data included and highlights pronounced inequalities.</p> <p>Identifies connectivity discrepancies.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
October 2025	Clean energy jobs plan - GOV.UK	<ul style="list-style-type: none"> The plan highlights that the transition to clean energy will create major employment growth. Around 400,000 additional jobs by 2030 in clean energy industries. The workforce is expected to grow from about 440,000 to 860,000 jobs by the end of the decade. Jobs will appear across sectors such as: renewable energy (wind, solar); nuclear power; carbon capture and storage; electricity grid upgrades; and building energy efficiency and retrofitting. The plan shows that the biggest barrier to clean-energy expansion is a shortage of skilled workers. To address this, the government identified 31 priority occupations, including: electricians; plumbers; welders; renewable energy technicians; and retrofit installers. Detailing occupational gaps, particularly relating to: skilled construction and building trades; skilled metal, electrical & electronic trades and other occupations (including elementary administration & service occupations & transport & mobile machine drivers & operatives). 	Requirements to link with local and national plans and strategies.	Focus on the UK's ambitious mission to make Britain a clean energy superpower.	Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
October 25 - present	HEY LSIP PR Activity	<ul style="list-style-type: none"> To help raise awareness of HEY LSIP 2.0 and gain additional input. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p>	Mentions of the implications of net zero/sustainability on skills requirements.	Raising awareness to all.
October 25 - present	HEY LSIP Sector Working Groups – Agri Skills	<p>HEY LSIP Sector Working Groups established at the beginning of HEY LSIP 1.0 delivery, and have continued to meet to support the development of HEY LSIP 2.0.</p> <p>Key strategic messages to support HEY LSIP 2.0:</p> <ul style="list-style-type: none"> Strengthen foundational employability and digital skills across the workforce. Support SMEs to engage with apprenticeships and training funding. Decline in apprenticeship vacancies, despite some increases in apprenticeship starts. SMEs struggle to access the apprenticeship levy, particularly where they are not connected to large supply chains that can transfer funds. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p> <p>Consideration to IS8 sectors.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

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October 25 - present	HEY LSIP Sector Working Groups – Agri Skills continued.	<ul style="list-style-type: none"> Employers require clearer information about apprenticeships, with preferences for: email updates and online information resources. Improve employer engagement mechanisms through existing sector networks. Increase engagement through existing sector networks (e.g., rural partnerships, farmers’ clubs). Work with agricultural suppliers and retailers to reach more employers. Incorporate engagement into existing professional forums. Prepare the workforce for environmental and technological change as future skills demand is expected to include: Carbon measurement and environmental markets; Biodiversity Net Gain (BNG) systems; and Technology supporting sustainable food production. Despite assumptions that young people have strong digital capabilities, employers reported gaps in basic workplace digital skills, including: professional email communication; spreadsheet use (e.g. Excel); presentation software 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p> <p>Consideration to IS8 sectors.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

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October 25 - present	HEY LSIP Sector Working Groups – Agri Skills continued.	<ul style="list-style-type: none"> • Business use of common digital tools. • Promote agricultural careers and improve early workforce pathways, particularly for young people. • Recognise diversification of rural businesses, including links with tourism and seasonal employment. • Agriculture increasingly intersects with tourism and leisure activities, requiring seasonal labour and diversified skills. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p> <p>Consideration to IS8 sectors.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
October 25 – present	HEY LSIP Sector Working Groups – Construction & Engineering Construction	<p>HEY LSIP Sector Working Groups established at the beginning of HEY LSIP 1.0 delivery, and have continued to meet to support the development of HEY LSIP 2.0.</p> <p>Key strategic messages to support HEY LSIP 2.0:</p> <ul style="list-style-type: none"> • Existing skills funding and training opportunities may be underutilised by SMEs. • Apprenticeship supply may stagnate or decline if SME participation does not increase. • LSIP effectiveness depends heavily on reducing administrative burden for employers. • Training capacity may not translate into employment outcomes. • Colleges risk producing learners without sufficient work placements or apprenticeships. • Employers face recruitment shortages despite available learners. • Improve placement brokerage between colleges and employers. • Develop shared apprenticeship or group training models. • Strengthen messaging about the long-term benefits of apprenticeships. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p> <p>Consideration to Foundational IS8 sectors.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

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October 25 – present	HEY LSIP Sector Working Groups – Construction & Engineering Construction	<ul style="list-style-type: none"> • Construction skills demand will shift toward: Low-carbon building techniques; Retrofit; Electrification and renewable infrastructure. • Traditional trades may require significant upskilling or reskilling. • Integrate sustainability skills into apprenticeship standards and curricula. • Coordinate with engineering construction and energy sector initiatives. • Wider labour pools represent untapped opportunities, such as Armed Forces leavers and ex-offenders. • The sector may be overlooking non-traditional recruitment routes. • Employer engagement, especially SMEs, is the core delivery challenge • Future workforce needs will require higher-level skills and Net Zero capabilities. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p> <p>Consideration to Foundational IS8 sectors.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
October 25 – present	HEY LSIP Sector Working Groups – Health & Social Care	<p>HEY LSIP Sector Working Groups established at the beginning of HEY LSIP 1.0 delivery, and have continued to meet to support the development of HEY LSIP 2.0.</p> <p>Key strategic messages to support HEY LSIP 2.0:</p> <ul style="list-style-type: none"> • Need an evidence base demonstrating the sector’s workforce scale, economic impact, and cross-sector dependency. • Develop simplified engagement models for SMEs. • Create centralised guidance and brokerage for apprenticeship pathways. • Use short, accessible formats (webinars, toolkits, case studies) to increase participation. • Explore rotational apprenticeship models to help employers who cannot offer full placements. • Increase local provider capacity to reduce reliance on national providers. • Address backfill funding and operational barriers that prevent staff training. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

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October 25 – present	HEY LSIP Sector Working Groups – Health & Social Care continued.	<ul style="list-style-type: none"> Changes to qualifications (e.g., removal of widely used Level 3 routes) could create a pipeline gap. Therefore providers must develop alternative progression pathways between school, college, and employment. Additional qualifications alongside T Levels may be required. There is risk of reduced entry routes into health and social care careers if alternatives are not introduced quickly. Expand school and college engagement activities. Increase care career fairs and employer placements. Embed clear progression narratives showing routes from entry-level roles to professional careers. Some important workforce competencies are missing from formal curricula including: mental health awareness; dementia care; and practical workforce skills. Therefore Training providers may need to introduce supplementary modules or micro-credentials. Develop flexible and blended learning models rather than relying on e-learning alone. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

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October 25 – present	HEY LSIP Sector Working Groups – Health & Social Care continued.	<ul style="list-style-type: none"> • Consider transport and rural workforce planning in training delivery. • Provide additional literacy/numeracy support pathways linked to sector training. • A clearer communications strategy is required to promote sector developments, training opportunities, and engagement events to maximise participation and impact. • Positive developments such as skills bootcamps, new apprenticeships, and employability programmes demonstrate emerging workforce solutions. These initiatives should be scaled and aligned with workforce planning, ensuring they contribute directly to addressing regional skills shortages. • Increasing demands on businesses highlight the need for streamlined engagement mechanisms. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
October 25 - present	HEY LSIP Sector Working Groups – Manufacturing	<p>HEY LSIP Sector Working Groups established at the beginning of HEY LSIP 1.0 delivery, and have continued to meet to support the development of HEY LSIP 2.0.</p> <p>Key strategic messages to support HEY LSIP 2.0:</p> <ul style="list-style-type: none"> • Significant recruitment challenges were highlighted in design engineering, renewable technology installation, product development, and AI-related system design. • These shortages suggest the need for expanded technical education pathways, enhanced apprenticeship opportunities, and stronger collaboration between industry and education providers to ensure that skills provision reflects emerging technological demands. • The increasing importance of AI, digital technologies, and net zero transition indicates that these skills must be embedded across multiple sectors rather than treated as standalone priorities. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p> <p>Consideration to IS8 sectors.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
October 25 - present	HEY LSIP Sector Working Groups – Manufacturing continued.	<ul style="list-style-type: none"> • LSIP 2.0 will therefore need to support cross-sector skills integration, ensuring that workers across manufacturing, energy, and construction sectors have the digital and sustainability competencies required for future growth. • Feedback highlighted the need to improve how industries engage with young people, particularly in sectors such as manufacturing that may suffer from outdated perceptions. • Strategically, this implies greater use of innovative engagement tools such as augmented reality, employer-led experiences, and interactive demonstrations, as well as a shift from promoting sectors broadly to highlighting specific roles and companies. • Evidence indicates an increasing focus on adult learners and apprentices aged over 19, suggesting that workforce development strategies must support reskilling and upskilling of the existing workforce, not only new entrants. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p> <p>Consideration to IS8 sectors.</p>	<p>Overlaps with green skills and jobs.</p> <p>Employers have discussed their current Net Zero/Sustainability skills planning.</p> <p>Employers have discussed where they are experiencing particular challenges with Net Zero/Sustainability skills planning.</p> <p>Employers have helped identify the need for Net Zero / Sustainability awareness across the entire workforce.</p>	<p>Diversification of talent pools.</p> <p>Collaborative working.</p> <p>Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.</p> <p>Sharing of best practice.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
October 25 - present	HEY LSIP Sector Working Groups – Manufacturing	<ul style="list-style-type: none"> There is a strategic need to improve how sectors such as manufacturing engage with young people and promote career opportunities, including focusing on specific roles and employers and strengthening links between industry and education providers. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Provider & Stakeholder engagement.</p>	As previous.	Demonstrating the need for targeted careers guidance across all, to support understanding of the different roles available, and ensure job vacancies are filled.
October 2025	Skills For Care - The State of the Adult Social Care Workforce in England 2025	<ul style="list-style-type: none"> With Hull seeing an increase in older population and East Riding of Yorkshire's older population is projected to grow 6 times faster than its working-age population, we are anticipating exceptional strain on local services. Nationally the proportion of care and support workers with a Level 2 qualification has fallen to 38% - down from 48% 2018/19 For 24/25, Hull had 8,000 filled posts and 275 vacant posts within the adult social care sector. For 24/25, East Riding of Yorkshire had 11,500 filled posts and 425 vacant posts within the adult social care sector. For 24/25, 38% of workers within adult social care in Hull did not have a relevant qualification. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Employer focused – utilising Sector Representative organisations to expand employer reach and engagement.</p>	Occupations have Environmental/Net Zero goals.	Can assist in targeting careers guidance across all, to support understanding of the different roles available within different sectors, and ensure job vacancies are filled.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
October 2025	Skills For Care - The State of the Adult Social Care Workforce in England 2025	<ul style="list-style-type: none"> For 24/25, 51% of workers within adult social care in East Riding of Yorkshire did not have a relevant qualification. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Employer focused – utilising Sector Representative organisations to expand employer reach and engagement.</p>	Occupations have Environmental/Net Zero goals.	Can assist in targeting careers guidance across all, to support understanding of the different roles available within different sectors, and ensure job vacancies are filled.
November 2025 – February 2026	HEY LSIP 2.0 Survey Promotion	<ul style="list-style-type: none"> 163 surveys completed. Survey was promoted via multiple networks including: Hull & Humber Chamber of Commerce database ~2500; Hull & East Yorkshire LSIP database ~550; CITB; ECITB; ECA; Hull & East Yorkshire Business Growth & Skills Hub; Logistics UK; Humber Marine & Renewables; TheTalentPeople; Skills For Care; and Provider employer databases 	Employer focused – engagement beyond the membership of the designated ERB.	To gain understanding of employers' Net Zero / Sustainability strategies and skills requirements.	<p>Understanding barriers to accessing skills provision.</p> <p>Supports identification of solutions.</p> <p>Inclusive stakeholder engagement.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
November 2025 – February 2026	HEY LSIP 2.0 Survey	Key recruitment challenges in the Agri-Sector were for: Practical Livestock people; Agricultural Engineers/Mechanics; General Farm Workers; and Agricultural Equipment Operators.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.
November 2025 – February 2026	HEY LSIP 2.0 Survey	Key recruitment challenges for Arts, Entertainment & Recreation sector were Sound & Lighting Engineers.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.

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November 2025 – February 2026	HEY LSIP 2.0 Survey	Key recruitment challenges for the Construction sector were: Groundworkers; Plant machinery operators; Planners; Project Managers; Site Supervisors; Floor Layers; Metal Sheet Roofing & Cladding; Estimators; Buyers; Quantity Surveyors; Architects; Joiners; Plumbers; Electricians; Mechanical roles; Field Operatives; and Civil Engineering.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.
November 2025 – February 2026	HEY LSIP 2.0 Survey	Key recruitment challenges for the Education sector were: Science Tutors; Mathematics Tutors; Land based engineering Tutors; Plumbing Tutors; Electrical Tutors; Construction Tutors; Engineering Tutors; Net Zero/Green Tutors; Quality Assurance; IT/Digital Tutors; Finance; Legal; Marketing; Social Value; Examiners; and Early years workforce.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.
November 2025 – February 2026	HEY LSIP 2.0 Survey	The Electricity, gas, steam and air conditioning sector have reported challenges in recruiting apprentices.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
November 2025 – February 2026	HEY LSIP 2.0 Survey	Companies operating in the professional services sector have experience recruitment challenges for: Bookkeeping; Accounting; Auditing; and Tax Advisors.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.
November 2025 – February 2026	HEY LSIP 2.0 Survey	Key recruitment challenges for the Health & Social Care sector include: Allied Health Professionals; Dentistry; Pharmacy Technicians; Support Workers; Care Assistant; Health Care Assistance; Senior Health Care Assistant; Estates & Facilities incl. engineering; Community Engagement; Care Manager; Middle Management; IT/Digital; Occupational Health; and Social Workers.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
November 2025 – February 2026	HEY LSIP 2.0 Survey	Key recruitment challenges for Information & Communication employers include: Computer technicians; Sales; Software Developers; Data Analysts; and Project Managers.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.
November 2025 – February 2026	HEY LSIP 2.0 Survey	Within the manufacturing sector key recruitment challenges include: Middle Management; Team Leader; Project Manager; R&D Engineers; Specialist Welders; Thermodynamic developers and engineers; FEA engineers; CFD specialists; Production Planning; Data Analysts; Materials Science; Specialist Design; Heating system engineers; Technical Trainers; Chemical Processors; Digital/IT; Drivers; Specialist Manufacturing; Production Engineers; and Digital Manufacturing.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
November 2025 – February 2026	HEY LSIP 2.0 Survey	Employers that have listed themselves under ‘Other Services’ have reported recruitment challenges for Vehicle Engineers and Administrators.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.
November 2025 – February 2026	HEY LSIP 2.0 Survey	Key recruitment challenges within Marine, Ports & Logistics include Civil Engineering; Port Operations; Energy & Transition; Commercial Drivers; Customer Service; Health & Safety; Marketing; Communications; Master Mariners; Marine/Offshore Project Managers; Marine Engineering; LGV Technicians; Transport managers; and EV/Hybrid Technicians.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
November 2025 – February 2026	HEY LSIP 2.0 Survey	Employers listing themselves under ‘Professional, Scientific and Technical activities have cited recruitment challenges for: Highway Engineers; BIM (Building Information Modelling) Technicians; Aerospace Engineers; Engineering Design; Digital Engineering; Multi skilled Engineering; and Warehousing.	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.
November 2025 – February 2026	HEY LSIP 2.0 Survey	<ul style="list-style-type: none"> • Employers recruiting in past 12 months - 82% • Difficulty finding candidates with the right skills - 75% • Digital technology critical/significant - 85% • Net Zero strategy in place or in development - 69% • Primary barrier to upskilling: lack of time - 57% • Employers very confident in future skills readiness - 19% 	Employer focused – engagement beyond the membership of the designated ERB.	Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan. Awareness regarding the Net Zero/Sustainability agendas required within occupations.	Understanding barriers to addressing skills gaps. Supports identification of solutions. Inclusive stakeholder engagement.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 25	National Federation of Roofing Contractors	<ul style="list-style-type: none"> No local core apprenticeship provision locally: there is no Level 2 Roofing Apprenticeship training (Slating & Tiling, Waterproof Membranes, or Sheeting & Cladding) available in or near Hull & East Yorkshire. Training access barriers: Employers must send apprentices long distances for training, creating extra costs, reduced recruitment, and barriers for SMEs. Clear regional training gap: we within a significant geographic gap in roofing training provision. Clear regional training gap: National provider mapping shows Hull & East Yorkshire sits within a significant geographic gap in roofing training provision. Recruitment difficulties remain widespread: In regional survey responses, 50% said recruitment has become harder, while almost all others reported no improvement. Skills shortages limiting business growth: Half of respondents said labour shortages are restricting the amount of work their businesses can undertake. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Employer focused – utilising Sector Representative organisations to expand employer reach and engagement.</p> <p>Use of robust labour market evidence.</p>	<p>Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan.</p> <p>Awareness regarding the Net Zero/Sustainability agendas required within occupations.</p>	<p>Understanding barriers to addressing skills gaps.</p> <p>Supports identification of solutions.</p> <p>Inclusive stakeholder engagement.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 25	National Federation of Roofing Contractors Continued.	<ul style="list-style-type: none"> • Employment costs and recruitment pressures: 72% identified employment costs and 44% recruitment challenges among their top business pressures, linked to insufficient new entrants. • Key barriers to attracting workers: Low awareness of roofing careers (44%) and unrealistic expectations among candidates (33%) hinder recruitment and retention. • Mismatch between demand and training supply: A small regional workforce, lack of apprenticeship provision, and no local uptake of the ECO employment support programme demonstrate a structural skills gap, prompting NFRC calls for expanded training capacity in the LSIP area. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Employer focused – utilising Sector Representative organisations to expand employer reach and engagement.</p> <p>Use of robust labour market evidence.</p>	<p>Occupations have Environmental/Net Zero goals, and linkages with the Clean Energy Jobs Plan.</p> <p>Awareness regarding the Net Zero/Sustainability agendas required within occupations.</p>	<p>Understanding barriers to addressing skills gaps.</p> <p>Supports identification of solutions.</p> <p>Inclusive stakeholder engagement.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 25	Construction Supply Chain Workshop with Sewell Group	<ul style="list-style-type: none"> • Smaller employers say they are not getting the right level of engagement with training providers; the Colleges and ITPs tend to favour their time with larger employers. • Quality of ITPs not to standard when delivering apprenticeships; inconsistent and not very apprentice focused; more about box-ticking. • Too much training is done online as there are barriers to young people working on site and in dangerous environments; this is where augmented reality and VR can help as well as the likes of Sewell Digital Academy. • Too many young people ‘bailing out’ after a few months in the job when they find the work too harsh or demanding; this is getting worse especially when wages are low and they are attracted to jobs and careers that could pay the same but in a more comfortable environment. More needs to be done here to promote the digitisation of the industry to make it more attractive to bedroom gamers. 	Employer focused – engagement beyond the membership of the designated ERB.	<p>Occupations support the Clean Energy Jobs Plan.</p> <p>Awareness regarding the Net Zero/Sustainability agendas required within occupations.</p>	<p>Identifying barriers to training and addressing skills gaps.</p> <p>Exploration of solutions.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 25	Construction Supply Chain Workshop with Sewell Group	<ul style="list-style-type: none"> • Criticism of End Point Assessment Organisations not properly assessing that all students are skilled and competent. • SMEs unhappy about the barriers to apprenticeships = level 4 maths and English; they would like to recruit for practical skills not academic. • If they take on graduates (levels 8 and 9) then they get ‘itchy feet’ and move on to more attractive industries and employers. • Successful employees can move on quickly also to where there is more money (off shore trades for instance); then they tell their mates and the SME lose staff. • SMEs send their apprentices to training providers outside the area such as Doncaster and Leeds where they find better quality provision or send them to CITB, Bircham Newton where there are great facilities. But transport and residential costs are big barriers. 	Employer focused – engagement beyond the membership of the designated ERB.	<p>Occupations support the Clean Energy Jobs Plan.</p> <p>Awareness regarding the Net Zero/Sustainability agendas required within occupations.</p>	<p>Identifying barriers to training and addressing skills gaps.</p> <p>Exploration of solutions.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 25	Construction Supply Chain Workshop with Sewell Group	<ul style="list-style-type: none"> • Lack of awareness of how to access funding; where to go (I think we could do more with promoting LSIP website for this); and will be interesting to see how this could be affected even more with the changes to CITB support. • Most recruitment to the SMEs is still “word of mouth”; school students unlikely to apply for jobs/apprenticeships with smaller employers unless they know of someone who is already happily working there. • Aging working population a big concern amongst the group; average age is increasing all the time. Young people are not seeing these trades as attractive, so succession and continuation of businesses is a massive concern; and the bigger organisations will thrive at the expense of the smaller ones who cannot recruit. • Constant increases in minimum wage results in eroded differential between apprentices and experienced staff so this leads to a demotivated workforce and less productivity. 	Employer focused – engagement beyond the membership of the designated ERB.	<p>Occupations support the Clean Energy Jobs Plan.</p> <p>Awareness regarding the Net Zero/Sustainability agendas required within occupations.</p>	<p>Identifying barriers to training and addressing skills gaps.</p> <p>Exploration of solutions.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 25	Construction Supply Chain Workshop with Sewell Group	<ul style="list-style-type: none"> • SMEs would like to see fully funded courses to help them survive, or at least front-loaded funding to help them with the additional costs. • They perceive the larger organisations having the resources and time to seek out access to funding. • They also perceive that larger organisation secure funding but then spend it on less productive training such as first aid rather than skills training, do there is less money left in the pot for SMEs. • FE College funding needs to be changed so it reflects more the destination of students into meaningful employment and not just about academic/technical qualifications. This is a great point where I think DWP could make a big difference. • SMEs keen to offer work experience but don't know how or who to approach; too much bureaucracy is a barrier. 	Employer focused – engagement beyond the membership of the designated ERB.	<p>Occupations support the Clean Energy Jobs Plan.</p> <p>Awareness regarding the Net Zero/Sustainability agendas required within occupations.</p>	<p>Identifying barriers to training and addressing skills gaps.</p> <p>Exploration of solutions.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 2025	Logistics UK	<ul style="list-style-type: none"> • An ageing workforce is the biggest risk, with nearly half of HGV drivers aged 50+, meaning replacement demand from retirements will remain high even if recruitment improves. • Perception and attraction challenges persist, including low youth awareness, gender imbalance (around 15% women), and under-representation of diverse groups, making careers outreach a key workforce intervention. • Priority occupational skill areas include driving and transport operations, engineering and maintenance, automated warehousing, digital/data skills, supply-chain management, and green logistics capabilities. • For Hull & East Yorkshire, a port-led logistics economy means particularly strong future demand for engineering technicians, maintenance roles, logistics coordinators, apprenticeships, and digital logistics skills, with local training partnerships playing a critical role due to SME dominance. 	Drawing upon a wide range of data, evidence and insights.	<p>Noting that occupations listed have Environmental/Net Zero goals.</p> <p>Links with sectors and occupations associated with the Clean Energy Jobs Plan.</p>	<p>Demonstrating the need to target careers guidance across all, to support understanding of the different roles available within different sectors, and ensure job vacancies are filled.</p> <p>Identification of barriers to training.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 2025	Logistics UK	<ul style="list-style-type: none"> • Entry-level pathways and faster training pipelines are essential to attract younger workers and sustain workforce supply. • The hardest-to-fill roles are technical, including mechanics, vehicle technicians, maintenance engineers, and specialist logistics technicians, with over half of firms reporting severe recruitment difficulties. • Growth is needed in Level 3–5 technical skills, combining mechanical, engineering, and digital capabilities to support automated fleets and modern equipment. • Digital transformation is reshaping logistics, increasing demand for operational technology, data systems, AI scheduling, warehouse automation, and smart-port skills. • Apprenticeship participation among SMEs is declining, creating recruitment pipeline weaknesses and highlighting the need for simpler training systems and stronger employer-college partnerships. 	Drawing upon a wide range of data, evidence and insights.	<p>Noting that occupations listed have Environmental/Net Zero goals.</p> <p>Links with sectors and occupations associated with the Clean Energy Jobs Plan.</p>	<p>Demonstrating the need to target careers guidance across all, to support understanding of the different roles available within different sectors, and ensure job vacancies are filled.</p> <p>Identification of barriers to training.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 2025	Received feedback from Hull and East Riding Careers Advisers meeting	<p>Key questions raised & outline of responses as follows:</p> <p><i>How do you currently find out about construction sector job roles?</i></p> <ul style="list-style-type: none"> • Careers lead own knowledge • Foundations Live - to show the range of careers available • GoConstruct • Challenges in attracting employers into schools to talk about roles in construction. • Best practice examples shared of employers providing careers talks in schools. • CPD events in construction to keep up to date. • Young people not aware of all roles available within the sector. • T-level case study examples to raise aspirations. • Challenges in locating apprenticeship vacancies and not knowing where they are advertised. • Via family/friends 	Drawing upon a wide range of data, evidence and insights.	<p>Noting that occupations listed have Environmental/Net Zero goals.</p> <p>Links with sectors and occupations associated with the Clean Energy Jobs Plan.</p>	<p>Demonstrating the need to target careers guidance across all, to support understanding of the different roles available within different sectors, and ensure job vacancies are filled.</p> <p>Identification of barriers to training.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 2025	Received feedback from Hull and East Riding Careers Advisers meeting continued	<ul style="list-style-type: none"> • Young people interested in construction are not wanting to do T-levels but unable find apprenticeships, which increases the risk of becoming NEET. • Insufficient places available within local colleges. • Maths/English barriers. • Fixed apprenticeship model is challenging. <p><i>What barriers do you face accessing work placements?</i></p> <ul style="list-style-type: none"> • Less employers offering placements. • Year 10 students unsure of what they want to do. • Health and safety barriers. • Need more effective promotion of opportunities within the construction sector. • Logistics. • Challenges in sourcing placements for those with SEND. <p><i>What would make finding out about job roles and connecting to work placements easier?</i></p> <ul style="list-style-type: none"> • Website to source placements. • Young person ‘ambassadors’ showcasing their experiences. 	Drawing upon a wide range of data, evidence and insights.	<p>Noting that occupations listed have Environmental/Net Zero goals.</p> <p>Links with sectors and occupations associated with the Clean Energy Jobs Plan.</p>	<p>Demonstrating the need to target careers guidance across all, to support understanding of the different roles available within different sectors, and ensure job vacancies are filled.</p> <p>Identification of barriers to training.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 25	Skills For Care Registered Managers Network	<ul style="list-style-type: none"> Attending the Network enabled us to sit down with professionals who are in the front line of providing services in care homes in our area. It was helpful to hear about the challenges they face, how they respond and what sort of support they need to build their workforce. The session also reinforced some of the key messages we heard from Skills For Care at the November Forum about the importance of investing skills and training to keep people healthy, and the cost of failing to do that. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Drawing upon a wide range of data, evidence and insights.</p>	<p>Noting that occupations within the sector require awareness of net zero & environmental goals.</p>	<p>Identifying barriers to training.</p> <p>Links with priorities set out within the Get Hull & East Yorkshire Working Plan.</p>
December 25	Humber Training Group (HTG)	<ul style="list-style-type: none"> We are active members of the group, which is primarily focused on supporting SMEs in the construction sector. In attendance also are CITB, local authority and prison representatives. Concern over funding being withdrawn by CITB, so other sources being sought. HTG will engage with local colleges to ensure they are included in any conversations relating to the CTEC Hub and Spoke model. Opportunity to influence HEY LSIP 2.0 development. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Drawing upon a wide range of data, evidence and insights.</p>	<p>Occupations support the Clean Energy Jobs Plan.</p> <p>Awareness regarding the Net Zero/Sustainability agendas required within occupations.</p>	<p>Identifying barriers to training.</p> <p>Exploring diversification of talent pools.</p> <p>Collaborative working.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
December 25	East Riding Rural Partnership	<ul style="list-style-type: none"> • Attending the East Riding Rural Partnership quarterly forums and delivering presentations on LSIP activity. • Group represented by NFU, farming community, agri manufacturers, FE Colleges, Local Authorities and Armed forces. • The need to reskill employees to prepare for change of use to farm settings is key; including solar farms and visitor economy • Strong focus on the impact and benefits of sustainability and digital developments. Increasing focus on targeted crop treatment (LSIF investment has helped here) • Identified the need to educate students at a lower age about the opportunities in agri. 	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Drawing upon a wide range of data, evidence and insights.</p>	<p>Agriculture is part of the broader green economy as per the Clean Energy Jobs Plan.</p> <p>Awareness of Environmental/Net Zero agendas required across occupations as a minimum</p>	<p>Reflections on careers guidance.</p> <p>Discussions around diversification of talent pools to support the sector.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
Accessed December 2025	Historic England - Skills Needs Analysis 2024 report	<p>We have drawn upon Historic England’s Skills Needs Analysis 2024 report, which stated that 17% of employers surveyed by Historic England in Yorkshire & Humber are experiencing skills gaps and 23% are experiencing skills shortages.</p> <p>Particular workforce challenges highlighted included: aging workforce; sector dominated by micro businesses; lack of accessible heritage specialist qualifications; entrance and progression routes are not clear; and lack of diversity. In addition the drivers for increase in demand on the horizon are being highlighted as Net Zero and Houses of Parliament restoration and renewal.</p>	<p>Employer focused – engagement beyond the membership of the designated ERB.</p> <p>Drawing upon a wide range of data, evidence and insights.</p> <p>Use of robust labour market evidence.</p> <p>Consideration to IS8 Foundational sectors.</p>	<p>Specific occupations listed sit within the priority clean energy occupations, as per the Clean Energy Jobs Plan.</p> <p>Occupations also have Environmental/Net Zero goals.</p>	<p>Identifying barriers to training and occupational gaps.</p> <p>Demonstrating how effective careers guidance is required for all to understand the different roles available within different sectors.</p>
Accessed December 25	NSAR Future Skills Assessment for the Transport Sector 2024	<ul style="list-style-type: none"> The impacts of new technologies and net zero have largely necessitated an increase in the workforce numbers to 2030, although longer term these technologies may diminish the workforce numbers, particularly in administrative and support function roles. However, it is important to acknowledge that technology comes in unpredictable waves and the impact on demand for labour may also be unpredictable as a result. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Consideration to IS8 Foundational sectors.</p>	<p>Consideration to the impact of new technologies on Net Zero & Sustainability.</p> <p>Occupations also have Environmental/Net Zero goals.</p>	<p>Understanding how different talent pools could help fill occupation gaps.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
Accessed December 25	NSAR Future Skills Assessment for the Transport Sector 2024	<ul style="list-style-type: none"> • Many of the technology skills predicted to be required in the future are common across modes: skills in areas such as data analytics, data science, software development, AI and machine learning, predictive maintenance, cybersecurity and autonomous vehicle technologies. • Training remains very modal focused currently, often for good reasons given the specificity of the skills required particularly where there are international regulations in place (e.g. maritime). Notwithstanding this, there are common skills (such as leadership and management, commercial, procurement and project management) that are consistently required across all modes. The development and deployment of a transport wide training directory, covering key cross sector skills such as leadership, operational management, data analytics, cyber security and commercial acumen would help 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Consideration to IS8 Foundational sectors.</p>	Consideration to the impact of new technologies on Net Zero & Sustainability.	<p>Identifying barriers to training and occupational gaps.</p> <p>Understanding how different talent pools could help fill occupation gaps.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
Accessed January 2026	Local Skills Dashboard	<ul style="list-style-type: none"> In Mar 2025, 20,360 businesses were active in Hull and East Yorkshire LSIP. The number of businesses has grown 0.4% in the last four years, while across England businesses have fallen -1.2%. Across this area, there is a higher proportion of Agriculture, forestry & fishing businesses than across England, and a lower proportion of Professional, scientific & technical businesses. The top projected growth occupations in the area between 2024 and 2035 are: Customer Service occupations; other managers & proprietors; business, media & public service professionals; protective service occupations; and health & social care service occupations. The FE achievement rate per 100,000 is 3,853 in Hull and East Yorkshire LSIP is higher than the national average meaning the local area is ranked 10th. The FE achievement rate per 100,000 in Hull and East Yorkshire LSIP has increased slower than the national average in the last 4 years. 	<p>Drawing upon a wide range of data, evidence and insights which, taken together, provide a clear understanding of current and future skill needs in the area.</p> <p>Drawing upon data and insights from Skills England.</p>	Consideration to the impact of new technologies on Net Zero & Sustainability will be required within these sectors.	Can assist in targeting careers guidance across all, to support understanding of the different roles available within different sectors, and ensure job vacancies are filled.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
Accessed January 2026	Local Skills Dashboard continued	<ul style="list-style-type: none"> Hull and East Yorkshire has a higher FE achievement rate per 100,000 in Apprenticeships than the national average, although achievement via apprenticeships is lower than other education & training and tailored learning 	<p>Drawing upon a wide range of data, evidence and insights which, taken together, provide a clear understanding of current and future skill needs in the area.</p> <p>Drawing upon data and insights from Skills England.</p>	Consideration to the impact of new technologies on Net Zero & Sustainability will be required within these sectors.	Can assist in targeting careers guidance across all, to support understanding of the different roles available within different sectors, and ensure job vacancies are filled.
January 2026	HEY LSIP Roundtable Consultations for Agriculture , Manufacturing , Engineering , Construction , Construction , Health & Social Care , Energy and Marine , Ports & Logistics	<p>Hull & East Yorkshire employers across Agriculture, Manufacturing, Construction and Engineering Construction (the built environment), Health & Social Care, Energy, Marine, Ports & Logistics, Professional Services, and Creative sectors consistently highlighted:</p> <ul style="list-style-type: none"> Widespread recruitment difficulties across frontline, technical, supervisory, and specialist roles. Gaps in digital capability, green skills, and work-readiness. Growing importance of sustainability, carbon literacy, and Net Zero knowledge. Structural and operational constraints faced by SMEs. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Employer focused.</p> <p>Consideration to IS-8 sectors and Foundational IS-8 sectors.</p>	<p>Occupations support the Clean Energy Jobs Plan.</p> <p>Awareness regarding the Net Zero/Sustainability agendas required within occupations.</p>	Identification of barriers to training and addressing skills gaps.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
January 2026	HEY LSIP Roundtable Consultations for Agriculture , Manufacturing , Engineering , Construction , Construction , Health & Social Care , Energy and Marine , Ports & Logistics continued	<ul style="list-style-type: none"> • Employers increasingly recruit for behaviours, competence and attitude, with technical skills taught on the job. • Digital capability is now integral to all occupations, and sustainability expectations are reshaping workforce requirements. • CVs less reliable – AI makes traditional applications weaker; creativity matters more. • Generational skills – Older and younger staff bring complementary strengths; plan workforce around diversity. • SME challenges – Struggle with pay, recruitment, and training; larger firms attract most talent. • Skills gap in construction & engineering – Retrofit and regulations outpace workforce supply. • Low career awareness – Students, parents, and teachers often unaware of energy, shipping, logistics, and digital careers. • Need for engagement frameworks – Employers need parent engagement, prep frameworks, and digital storytelling to make careers appealing. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Employer focused.</p> <p>Consideration to IS-8 sectors and Foundational IS-8 sectors.</p>	<p>Occupations support the Clean Energy Jobs Plan.</p> <p>Awareness regarding the Net Zero/Sustainability agendas required within occupations.</p>	<p>Identification of barriers to training and addressing skills gaps.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
January – February 2026	FE Providers, ITP representative & HE Providers (1-2-1 meetings to discuss employer feedback and other evidence gathered to support the development of HEY LSIP 2.0)	<ul style="list-style-type: none"> • More opportunities needed to test curriculum changes against employers. • Further cross-provider collaboration on curriculum development • Over subscription on some courses, for example construction, meaning there is a need for improved employer engagement to offer placements. • English and Maths continue to be a barrier. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Ensuring linkages with Further Education and Higher Education.</p>	<p>Links with sectors and occupations associated with the Clean Energy Jobs Plan as clean energy subsectors cut across traditional industries such as manufacturing, construction, and professional business services.</p> <p>Provision needs to align with the fact that individual occupations also have Environmental/Net Zero goals.</p>	<p>Can assist in targeting careers guidance across all, to support understanding of the different roles available within different sectors, and ensure job vacancies are filled.</p>
January – February 2026	Meetings with HMP Hull and HMP Humber	<ul style="list-style-type: none"> • Prisons have good connections with LAs, Colleges and University. • In Humber Prison up to 200 prisoners are released each month out of a population of just over 1000 so a very high churn rate. • Prisons keen to work closer with LSIP team to support stronger links with employers. • Potential to showcase opportunity on 20 April at our next Forum. • Keen interest in the Employability Skills Passport Framework; they want to be part of that. 	<p>Drawing upon a wide range of data, evidence and insights.</p>	<p>Awareness regarding the Net Zero/Sustainability agendas would support in fulfilling specific occupations.</p>	<p>Identification of barriers to training.</p> <p>Diversifying talent pools to help tackle skills shortages.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
January – February 2026	Meetings with HMP Hull and HMP Humber	<ul style="list-style-type: none"> • Prisons looking for more opportunity for their instructors to spend time in the workplace and colleges to keep their skills current. • Resettlement teams have to deal with a broad range of issues including housing and welfare, so finding jobs is crucial to provide income and stability • A need to match what is being taught in prisons to what the local economy needs • Prisons have Employer Representative Boards, where the LSIP has attended, and created links with a local employer to explore more opportunities • Prisons need to think about marketing themselves through an offer that employers understand. • Prison Education Framework now becoming Prison Education Service. • Prisons have Heads of Education and Skills – many recruited from the education sector. • Libraries are at the heart of prisons. • Because of churn, short sharp courses and interventions work better than long programmes. 	Drawing upon a wide range of data, evidence and insights.	Awareness regarding the Net Zero/Sustainability agendas would support in fulfilling specific occupations.	<p>Identification of barriers to training.</p> <p>Diversifying talent pools to help tackle skills shortages.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
February 2026	Adzuna – LMI	<ul style="list-style-type: none"> We obtained occupation intelligence reports from 25 Feb 25 - 25 Feb 26 looking at specific occupations within Agri, Construction, Digital, Education, Energy, Health & Social Care, Manufacturing and Ports & Logistics. These sectors were selected based on the growth driving sectors for the Hull & East Yorkshire Local Growth Plan as well as sectors that were identified within HEY LSIP 1.0. This intelligence has provided details on: Supply and Demand; Salary and Benefits; Employers and Industries; Skills and Education requirements; and Geographical Comparisons. We have also obtained Occupation intelligence from 25 Feb 25 - 25 Feb 26 for in-demand sectors, popular sectors and shifting sectors. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Use of robust labour market evidence.</p> <p>Consideration to IS-8 sectors and IS-8 Foundational sectors.</p> <p>Consideration to Hull & East Yorkshire Local Growth Plan priority sectors.</p>	<p>Links with sectors and occupations associated with the Clean Energy Jobs Plan.</p> <p>Noting that occupations listed have Environmental/Net Zero goals.</p>	<p>Identification of gaps and solutions.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
Accessed February 2025	Humber Economic Strategy 2025 - 2035	<p>This Humber Economic Strategy is focused on strategic opportunities where a pan-Humber approach is necessary.</p> <p>The two Combined Authorities and delivery organisations in the region, including the Humber Freeport and Humber Energy Board, have set out other economic opportunities suitable for delivery at a spatial geography.</p> <p>This strategy identifies:</p> <ul style="list-style-type: none"> • Estuary-wide growth opportunities in the Humber of national significance to direct investment in the region over the next 10 years and beyond. • Mitigation measures to barriers to growth to catalyse and enable significant and positive change in strategic priority areas. • Game changing and targeted interventions and actions needed across industry and the public sector to deliver pan-Humber strategic aims. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Focus on expanding higher-level technical training.</p>	<p>The strategy underscores the growing demand for higher-level technical and vocational skills in sectors such as clean energy and environmental management.</p>	<p>While the strategy is primarily economic, it recognises that long-term growth depends on ensuring that the benefits of investment and new industries are accessible to a broad and diverse population.</p>

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
Accessed February 2025	Humber Economic Strategy 2025 – 2035 continued	<p>To support these opportunities, the strategy highlights several key enabling factors:</p> <ul style="list-style-type: none"> • Skills and workforce development to ensure the labour market meets the needs of emerging sectors. • Innovation and research capacity to support industrial transition and productivity growth. • Infrastructure and connectivity, particularly in transport, energy and digital networks. • Coordinated leadership and inward investment promotion across the Humber economic geography. 	<p>Drawing upon a wide range of data, evidence and insights.</p> <p>Focus on expanding higher-level technical training.</p>	<p>The strategy underscores the growing demand for higher-level technical and vocational skills in sectors such as clean energy and environmental management.</p>	<p>While the strategy is primarily economic, it recognises that long-term growth depends on ensuring that the benefits of investment and new industries are accessible to a broad and diverse population.</p>
February 2026	Hull & East Yorkshire Mayoral Combined Authority – Local Growth Plan (Draft V.5)	<p>This Local Growth Plan is seen as a route to a stronger economy and more opportunity for local people - an energy powerhouse for the UK and beyond; a centre of digital and mechanical engineering excellence; a global maritime and logistics gateway; and the place where businesses come to secure quality of life, the space to expand and a seat at the table.</p>	<p>Identifying the opportunities for growth in a place, with Strategic Authorities using these to identify their sector skills priorities.</p> <p>Consideration to Hull & East Yorkshire Local Growth Plan priority sectors.</p>	<p>Recognises sectors associated with the Clean Energy Jobs Plan as clean energy subsectors cut across traditional industries such as manufacturing, construction, and professional business services.</p>	<p>Big Play 3 - enabling:</p> <ul style="list-style-type: none"> • more residents to access opportunities; • a wider and more capable workforce for local employers, • improved living standards through better work and progression.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
February 2026	Hull & East Yorkshire Mayoral Combined Authority – Local Growth Plan (Draft V.5) continued	<p>The Local growth Plan for our local area provided information on the four Big Plays:</p> <ul style="list-style-type: none"> • Big Play 1: Powering our industrial future • Big Play 2: Backing local business • Big Play 3: Building skills and good work • Big Play 4: Connecting and enabling growth <p>Provided details on:</p> <ul style="list-style-type: none"> • Growth Driving sectors • Growth Potential sectors • Growth Enabling sectors • Overall this covered 17 different sectors 	<p>Identifying the opportunities for growth in a place, with Strategic Authorities using these to identify their sector skills priorities.</p> <p>Consideration to Hull & East Yorkshire Local Growth Plan priority sectors.</p>	<p>Recognises sectors associated with the Clean Energy Jobs Plan as clean energy subsectors cut across traditional industries such as manufacturing, construction, and professional business services.</p>	<p>Big Play 3 - enabling:</p> <ul style="list-style-type: none"> • more residents to access opportunities; • a wider and more capable workforce for local employers, • improved living standards through better work and progression.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
February 2026	Get Hull & East Yorkshire Working Plan	<ul style="list-style-type: none"> • The Get Hull and East Yorkshire Working Plan is the Combined Authority’s new employment and health strategy, aligned with the forthcoming Skills and Work Framework. • It was developed collaboratively with the NHS, local councils, Jobcentre Plus, employers, and the VCSE sector - structured around three pillars: evidence and concept model, current system model, and indicative priorities and actions. • The first edition was shared with the designated ERB on 26 February 2026, after its initial design phase. • The region has about 631,000 residents and economic strengths in ports, logistics, advanced manufacturing, and green energy. • Key challenges include lower productivity and wages than the national average, a shrinking working-age population, rising youth NEET rates, skills mismatches, and high health-related economic inactivity. • Employment stands at 74.4%, but varies significantly by area and includes a persistent gender employment gap. 	Requirements to link with local plans and strategies.	Discusses strategic alignment of Net Zero.	The report looks at rising youth NEET rates, skills mismatches, and high health-related economic inactivity.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
February 2026	Get Hull & East Yorkshire Working Plan continued.	<ul style="list-style-type: none"> • The current support system includes Jobcentre Plus, council employment hubs, UK Shared Prosperity Fund and Adult Skills Fund programmes, Skills Bootcamps, SWAPs, and local initiatives such as Ready to Work and Opportunity Goole. • The Connect to Work programme (from autumn 2025–2030) will support around 3,400 residents, prioritising groups such as care leavers, veterans, refugees, and people with health conditions. • Major delivery challenges include fragmented provision, short-term funding, uneven employer engagement, weak integration between health and employment services, unclear youth progression routes, and inconsistent performance reporting. • Proposed actions focus on integrating health and employment systems, boosting participation and earnings, strengthening employer engagement, and delivering immediate steps such as shared governance, common referral standards, a health-employment dashboard, and a revised plan due in April 2026. 	Requirements to link with local plans and strategies.	Discusses strategic alignment of Net Zero.	The report looks at rising youth NEET rates, skills mismatches, and high health-related economic inactivity.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
June 2026	East Riding and Hull City Participation, NEET, & Not Known Data	<p>Includes data on monthly Participation, NEET, Not Known Data (Y12 & Y13) and young people with an EHCP (16 to 24 years) for March 2026. Latest data provided has been compared to last month, and this month last year.</p> <p>Hull’s combined NEET & Not Known percentage for the 2025-26 target period (Dec-Feb Average) was 6.4%. This is made up of 6.0% NEET and 0.4% Not Known. There has been a significant 1% decrease on Hull's 2024-25 target period average of 7.4% and represents our best target period performance in recent years. This was higher than the England average (5.8%) and higher than our new statistical neighbours’ average (5.1%) but lower than the regional average (6.7%). Hull’s old statistical neighbours’ average was 7.1%.</p> <p>East Riding’s combined NEET & Not Known percentage for the 2023-24 target period (Dec-Feb Average) was 4.3%, an increase of 0.5% on the previous year though was lower than England 5.6%, and lower than Yorkshire & Humber Region 5.7%</p>	Included within the role of Local Authorities is preventing and reducing the number of young people not in employment education or training (NEET).	n/a	Providing the latest statistics on NEETs, in comparison to national averages, to support the identification of activities to address challenges being experience and provide equal opportunity for all.

Date	Source	Outline of Evidence Base	Alignment with LSIP Statutory Guidance	Environmental/Net Zero	Equality of Opportunity
June 2026	East Riding and Hull City Participation, NEET, & Not Known Data	The combined figure made up of 3.5% NEET and 0.9% Not Known. This was an increase of 0.7% on previous years NEET figure, and a slight decrease of 0.2% on the Not Known figure compared to previous year.	Included within the role of Local Authorities is preventing and reducing the number of young people not in employment education or training (NEET).	n/a	Providing the latest statistics on NEETs, in comparison to national averages, to support the identification of activities to address challenges being experience and provide equal opportunity for all.

Regular Methods of Engagement

Linked with the previous table detailing evidence we have gathered during the process of developing HEY LSIP 2.0, the following table details meetings and events we host/attend consistently/regularly and the key types of organisations we engage with as part of this.

Meeting/Event	Organisations Involved
HEY LSIP Forums	Education & Training Providers, including Further, Higher & Independent Private Sector Employers Armed Forces Voluntary & Community Sector Organisations Public Sector Stakeholders including Local Authorities, Hull & East Yorkshire Mayoral Combined Authority, National Careers Service, HMP, Department for Education and Department for Work & Pensions
East Riding Rural Partnership	Private Sector Employers Public Sector Stakeholders Further & Higher Education Providers
Yorkshire Learning Provider Network	Independent Training Providers
Humber Training Group	Private sector employers Further & Higher Education Providers Independent Training Providers Public Sector Stakeholders
HEY LSIP Sector Working Groups	Education & Training Providers, including Further, Higher & Independent Private Sector Employers Sector representative bodies Armed Forces Voluntary & Community Sector Organisations Awarding Bodies Public Sector Stakeholders including Local Authorities, Hull & East Yorkshire Mayoral Combined Authority and DWP.
Humber Principals Group	Further Education Colleges operating across the Humber (includes colleges in North and North East Lincolnshire)
Cross LSIP Working Groups	Designated ERBs Sector representative bodies Awarding bodies

HEY LSIP Governance

The HEY LSIP Board is private sector-led to ensure that HEY LSIP 2.0 brings the employer voice to the forefront.

For the development of HEY LSIP 2.0, the HEY LSIP Board agreed the key themes, contents and future actions prior to submission to Skills England.

For HEY LSIP 2.0, whilst the legal responsibility remains with the Hull & Humber Chamber of Commerce (as the designated Employer Representative Body – ERB), there is commitment to joint working with the Hull and East Yorkshire Combined Authority (HEYCA) to deliver the LSIP, subject to any relevant legislation and statutory guidance.

Our HEY LSIP Board membership is as follows:

- Phil Ascough (Chair), Ascough Associates
- Dr Ian Kelly, Hull & Humber Chamber of Commerce
- Adam Rhodes, Blaxon Learning Solutions
- Alex Codd, Hull City Council
- Becky Thorpe, Castle Employment
- Bethany Simmonds, Skills For Care
- Chris Howell, Hull & East Yorkshire Mayoral Combined Authority
- David Beales, BAE Systems
- David Dawson, Humber Marine & Renewables
- Danny Metters, Bishop Burton College
- Debra Gray, Hull College (Humber Principals' Group representative)
- Emma Calverley, University of Hull
- Hannah Crookes, Consultant / Hull & East Yorkshire LSIP Lead
- Iain Elliott, HETA (Independent Training Providers representative)
- Ian Thompson, MBI East Yorkshire Ltd
- Jane Dickinson, DWP
- Nick Keen, East Riding of Yorkshire Council
- John Cook, Groupe Atlantic

- Mark Boothby, Sewell Group
- Mark Burley, Hull Citywide Developer Partnership
- Rod Chambers, Consultant / Hull & East Yorkshire LSIP Project Manager
- Sam Sutcliffe, Premier Modular Ltd
- Tina Jenkinson, NHS Humber and North Yorkshire Integrated Care Board
- Viki Foster, Withernsea High School

The Terms of reference for the HEY LSIP Board are as follows:

1. Purpose

The HEY LSIP Board acts as an advisory board, providing strategic leadership, oversight, and governance for the Hull & East Yorkshire Local Skills Improvement Plan (HEY LSIP). Acting on behalf of Hull & Humber Chamber of Commerce (HHCC), as the designated Employer Representative Body, the Board will:

- Ensure the LSIP reflects current and future employer and labour market needs.
- Oversee delivery of priorities aligning post-16 skills provision with employer demand.
- Promote collaboration among employers, providers, authorities, and stakeholders.
- Uphold high standards of governance and transparency in line with Skills England.

2. Core Functions of the HEY LSIP Board

- **Strategic Oversight:** Guide LSIP development, delivery, and review.
- **Performance Monitoring:** Track progress against agreed outcomes and KPIs.
- **Stakeholder Engagement:** Ensure active representation across key sectors.
- **Risk & Compliance:** Manage risks and ensure adherence to statutory guidance.
- **Advisory Role:** Provide advice to and challenge the LSIP programme team.
- **Reporting:** Approve LSIP and Annual Progress Reports to Skills England, and any other key documents as and when required.

3. Role of Hull & Humber Chamber of Commerce

- Full legal, contractual and financial responsibility for the HEY LSIP.
- Commitment to joint working with the Hull & East Yorkshire Mayoral Combined Authority, subject to legislative change.

4. Membership

Membership of the HEY LSIP Board will consist primarily of private sector representation to ensure the HEY LSIP is employer-led. All members are required to complete a declarations of interest form as per our grant funding agreement. Membership will also be granted to:

- Hull & Humber Chamber of Commerce Chief Executive
- HEY LSIP programme team (HEY LSIP Lead & HEY LSIP Project Manager)
- Humber Principals Group Nominated Representative
- Independent Training Providers Nominated Representative
- University of Hull (Higher Education Representative)
- Hull & East Yorkshire Mayoral Combined Authority
- Local Authorities (Hull City Council & East Riding of Yorkshire Council)
- DWP
- Other key stakeholders as agreed by the HEY LSIP Board

5. Appointment & Tenure:

- Three-year term, renewable once.
- Substitutes allowed with prior written approval. Alternatively, represented organisations may provide a pre-approved list of representatives who are appropriately briefed and empowered to participate and contribute on behalf of their respective organisation. Please contact the HEY LSIP Lead with regard to this.

6. Chair, Vice-Chair and Secretariat:

- Chair and Vice Chair appointed by HHCC;
- Chair ensures impartial, effective governance.
- Provided by HHCC, responsible for: Meeting logistics, minutes, and records; Maintaining attendance and declarations; and supporting governance standards.

7. Meetings & Decision-Making

- Meetings are to be held at a minimum bi-monthly.
- Papers will be circulated 5 working days in advance.
- Decisions will be made by consensus or simple majority, with the Chair holding the casting vote.
- Non-responders to email decisions will be deemed to support the majority view.
- Quorum: 50% of voting members, including Chair or Vice-Chair.

8. Attendance & Conduct

- Members are expected to attend all meetings or nominate an approved alternate.
- Missing three consecutive meetings without good reason will trigger a review and possible replacement.
- Members must uphold the principles of integrity, accountability, openness, and leadership.

9. Conflicts of Interest

- Members must complete and maintain a Register of Interests.
- Conflicts must be declared at each meeting, with affected members withdrawing from related discussions.

10. Sub-Groups & Working Groups

- Established as needed to progress specific priorities.
- Time-limited, with defined remits and clear reporting lines.
- Collaboration with existing groups encouraged to avoid duplication.

11. Reporting & Accountability

- Board reports to HHCC.
- LSIP Lead provides regular updates and annual reports to HHCC and Skills England.

12. Confidentiality & Communications

- Stakeholder input is confidential unless otherwise stated.
- All public statements with reference to HEY LSIP, or publicity, must be approved by the LSIP Lead or HHCC Chief Executive.

13. Review

These Terms of Reference will be reviewed annually by HHCC or as required by changes in legislation, funding, or governance.

14. Observers

The Board may invite individuals to attend meetings in an observer capacity where their presence is considered beneficial to the Board's work. Observers may participate in discussions at the discretion of the Chair but do not hold voting rights and are not counted toward quorum. Observers must comply with all confidentiality, conduct, and conflict-of-interest requirements applicable to Board members. Their attendance is by invitation only and may be withdrawn at any time by the Chair.