



NOTES

Construction & Engineering Construction Working Group

Thursday 24th March 2026, 9.30am – 10.30am
Via Zoom

PRESENT

Hannah Crookes	Hull & East Yorkshire LSIP
Alan Neil	ECITB
Annie Francis	Redec Painting & Decorating
Beth Dennett	Sewell Group
Carla Prickett	CITB
Dylan Hopper	Learning Skills Partnership
Heidi Greaves	Connexin Academy
Janice Collins	City & Guilds
Joanna Abram	CITB
Julie Deeley	EN:Able Futures
Kelly Britton-Hawes	CITB
Paul Wall	Wilberforce College
Sam Hind	Humber Training Group
Tom Oulton	East Riding of Yorkshire Council

HEY LSIP 2.0 UPDATE

a) Themes & Priorities

Hannah Crookes provided an update on the development of HEY LSIP 2.0, confirming that a substantive draft was due to be submitted to Skills England by the end of March 2026.

The draft submission will include:

- Part 1 – Assessment of Local Skills Needs
- Part 2 – Actions and Changes Needed
- Annex C – Evidence Base and Methodology

It was reiterated that LSIPs remain employer-led, with the legal responsibility currently sitting with the designated Employer Representative Body, whilst working collaboratively with Hull and East Yorkshire Mayoral Combined Authority.

Hannah Crookes then provided information on the evidence base, which had supported the HEY LSIP 2.0 development, including: employer surveys; working groups; roundtable discussions; one-to-one engagement; forums; sector representative organisations; labour market intelligence; Ipsos data; Metro Dynamics research commissioned by HEYCA; Sewell Group's Supply Chain; and research commissioned by other organisations such as NFRC and Historic England;

A discussion took place regarding alignment with HEYCA's Local Growth Plan sector framework, particularly looking at the challenge of balancing: the employer-led nature of LSIPs; the three-year LSIP remit; and HEYCA's broader ten-year strategic ambitions.

Concerns were raised around the expectation to cover all growth driving, growth potential and growth enabling sectors, which would amount to 17 sectors.

The four key themes for HEY LSIP 2.0 identified, based on the evidence gathered, were confirmed as being: Technical Skills; Preparation for Working Life; Educational Workforce; and Knowledge Point. A summary was provided as to what these themes would incorporate.

The group was informed that the LSIP Board had agreed to adopt a pan-sector approach, recognising that:

- skills shortages overlap across sectors,
- occupations increasingly span multiple industries,

- common themes repeatedly emerge.

Relating to pan-sector skills needs, key priorities were noted:

- Advanced digital skills
- AI and automation
- Net zero and sustainability
- Leadership and management capability
- Adaptability and resilience
- Employability skills
- Careers education and guidance
- Work experience and placements
- Basic digital literacy
- Educational workforce CPD and industry placements

The group discussed the difficulties associated with SOC and SIC code mapping, particularly where:

- occupations span multiple sectors,
- job titles differ from standard classifications,
- emerging occupations do not yet exist within official coding frameworks.

Members strongly supported the pan-sector approach, particularly given the close relationship between construction, engineering, manufacturing, digital and green skills:

The complexity and diversity of construction careers were also noted, highlighting the need for greater awareness within primary and secondary education.

Further discussions focused on: apprenticeship recruitment challenges; work placements; SME engagement; and employer capacity. Members particularly highlighted:

- lack of apprenticeship opportunities despite strong learner demand,
- employers preferring qualified workers over apprentices,
- financial pressures on SMEs,
- complexity of funding systems,
- limited employer time,
- duplication of requests made to employers by different organisations,
- apprenticeship applications remain high, but vacancies are reducing.

Concerns were also raised regarding the loss of CITB funding support, challenges for smaller employers and the need for more streamlined support mechanisms.

The role of Flexible Job Apprenticeship agencies in addressing some challenges being experienced by SMEs were noted, including how the agencies employ apprentices directly, manage administration, handle recruitment, and supporting apprentices throughout their programme.

Members agreed that similar collaborative approaches should be explored more widely and not necessarily specifically to this sector.

In terms of curriculum and skills pipelines, discussions focused on:

- accelerating apprenticeship pathways,
- improving alignment between full-time study and apprenticeship routes,
- increasing employer influence on curriculum design,
- ensuring providers can respond more rapidly to industry needs.

b) Roadmap to Delivery

The burden on employers to engage and attend meetings to support LSIP delivery was discussed. Hannah Crookes proposed a more joined-up approach to sector engagement, suggesting that: employers should not be repeatedly asked to attend multiple overlapping meetings; and that stakeholder groups should work collaboratively through shared forums where possible.

Members broadly supported this approach, with agreement that future structures should:

- reduce duplication,
- simplify engagement,
- improve coordination,

- create a clearer employer journey.

Hannah Crookes confirmed discussions were ongoing with relevant partners.

Key delivery priorities were highlighted by members, and included the need for:

- a single coordinated employer voice,
- mapping of existing groups and networks,
- simplified access to support,
- stronger collaboration between stakeholders,
- better communication of funding opportunities,
- improved careers education,
- greater SME support,
- more joined-up employer engagement.

Additional priorities included: youth employability and resilience; mental health support; work readiness; and supporting individuals facing barriers to employment.

HEY LSIP FORUM – MONDAY 20th APRIL 2026

Members were informed of details for the next HEY LSIP Forum taking place on Monday 20th April 2026 from 9.30am until 1.00pm at Hull Guildhall. Planned presentations included: Humber and Hull Prisons; Hull City Council Employment Hub; and Logistics Institute/Chartered Institute of Logistics and Transport.

PARTNER UPDATES

Due to time constraints, formal partner updates were not completed.

FORWARD PLANNING – WORKING GROUPS

The group agreed on the importance of: collaborative sector engagement; reducing employer burden; aligning existing groups and initiatives; and creating more coordinated approaches moving forward.

ANY OTHER BUSINESS

There was no other business.