

PRESENT

Hannah Crookes	Hull & East Yorkshire LSIP
Wendy McAdam	Wilberforce College
David Hastings	Wilberforce College
Heidi Greaves	Connexin Academy
Chris Ardron	Connexin Academy
Thomas Crossley	Smith & Nephew
Gill Oaten	Hull City Council
Richard Sellick	HETA
Sam Sutcliffe	Premier Modular

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 the LSIP remains employer-led under the statutory responsibilities of the Hull & Humber Chamber of Commerce, while continuing to work collaboratively with the Hull & East Yorkshire Combined Authority (HEYCA).

Discussions took place regarding alignment with: HEYCA's Local Growth Plan; Get Hull & East Yorkshire Working Plan; HEYCA's sector framework as a key growth-driving sector. It was noted that Manufacturing was regarded as a growth-driving sector within the sector framework.

A key discussion point focused on the increasing need for a pan-sector approach due to common challenges across sectors, including:

- Digital capability
- AI and automation
- Cyber security
- Leadership and management
- Sustainability and net zero understanding
- Recruitment difficulties
- Employability skills
- Educational workforce needs

Following a query with regard to what were the advanced digital priorities identified by employers, Hannah Crookes confirmed this included:

- AI, automation and machine learning
- Cyber security
- Data analysis and data literacy
- CRM/ERP systems
- Digital project management
- Cloud computing

The group went on to discuss the four key themes for HEY LSIP 2.0: Technical Skills; Preparation for Working Life; Educational Workforce; and Knowledge Point.

In terms of Technical Skills, the group discussed: difficulties aligning occupations to SOC/SIC codes; cross-sector workforce needs; shared occupations across manufacturing, engineering and construction; and the importance of modular and flexible provision

Employers were reported to favour:

- Short modular courses
- Skills bootcamps
- Flexible delivery models
- Provision responsive to changing business needs

It was reported that employability skills (such as communication, teamwork, adaptability and resilience), careers guidance, work experience, financial literacy and basic digital skills helped formed the basis for the theme of Preparation for Working Life. Modern work experience approaches and supply-chain-based placements were discussed as possible future models.

For the theme of Educational Workforce, the group discussed:

- Capacity challenges within education and training providers
- Bringing educational staff into industry for CPD and current industry knowledge
- Strengthening employer-provider curriculum planning
- Early years workforce capacity and childcare impacts on employment participation

Hannah Crookes outlined proposals to further develop www.heyhsip.com into a central knowledge hub for: Employer support; Funding information; Skills provision; Policy updates; and brokerage between employers and providers. This would form a key part of the theme Knowledge Point.

Discussions then took place around:

- Challenges providers face in adapting curriculum quickly due to awarding body requirements and qualification structures.
- The need for stronger employer engagement to support curriculum tailoring where possible.
- Concerns regarding the broad nature of “net zero” skills requirements and the challenge for providers in translating these into deliverable curriculum and funded provision.
- Connexin Academy’s procurement and supply chain training, that incorporates sustainable supply chains, leadership and influencing, ERP systems, risk management, communication and change management.
- Plans for HEY LSIP to develop a series of webinars to support providing information to employers, noting that providers would be welcomed to present at these sessions. Connexin Academy offered their support.
- The requirement for more granular intelligence around AI platforms, software and systems used by employers and industry-standard digital tools. This was identified as useful intelligence to support curriculum adaptation and local labour market alignment. More targeted employer surveys could support with this.
- Recruitment pressures being faced, including: requirements to increase workforce capacity in a short space of time; difficulties recruiting into specialist and niche roles; reliance on recruitment outside the local area; and challenges creating entry-level pathways for highly skilled roles

In terms of Net Zero skills requirements, Hannah Crookes confirmed that the evidence gathered showed that employer need was focused on:

- Behavioural change
- Environmental awareness
- Leadership understanding
- Sustainability culture within organisations
- Specific technical areas such as EV infrastructure and renewable technologies were also referenced.

b) Roadmap to Delivery

Attendees present emphasised the importance of:

- Focusing on realistic priorities within the three-year LSIP timeframe
- Identifying “vital few” priorities
- Ensuring employer voice remains central to roadmap development

- Developing delivery models that work for SMEs

It was confirmed that the LSIP roadmap would remain a live document and continue evolving beyond submission.

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

A discussion took place regarding future structure and operation of working groups. Key considerations included:

- Reducing duplication across stakeholder engagement activity
- Improving employer participation
- Aligning sector engagement more effectively
- Using shorter surveys and webinars to gather more targeted intelligence

ANY OTHER BUSINESS

There was no other business.