

PRESENT

Hannah Crookes	Hull & East Yorkshire LSIP
Bethany Simmonds	Skills For Care
Lois Thorley	Wilberforce Sixth Form College
Aaron Stubbs	Wilberforce Sixth Form College
Anna Smith	East Riding of Yorkshire Council
Clare Montague	NCFE
Sharon O'Brien	Happy Futures
Heide Greaves	Connexin Academy
Cherelle Mitchell	CIMSPA
Lucy McLaughlin	Connect2Care
Jo Craven	DWP
Kersty Smith	Hull CVS

HEY LSIP 2.0

a) Themes & Priorities

Hannah Crookes provided an overview of progress on the development of HEY LSIP 2.0, noting that:

- A substantive draft is due to be submitted to Skills England by the end of March 2026.
- Final submission is planned for May 2026, with publication anticipated in summer 2026 following Secretary of State approval.

Development of HEY LSIP 2.0 has been informed through: employer surveys; one-to-one engagement roundtables and working groups; sector representative bodies; labour market intelligence; Ipsos; and research conducted by other stakeholders.

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 (HEYCA).

The four key themes for HEY LSIP 2.0 have been identified as: Technical Skills; Preparation for Working Life; Educational Workforce; and Knowledge Point.

1. Technical Skills

Discussions highlighted the need for:

- A pan-sector approach to skills development.
- Advanced digital skills.
- Net zero and sustainability competencies.
- Leadership and management capability to support workforce transformation.

Hannah Crookes confirmed HEY LSIP 2.0 would align with HEYCA's Local Growth Plan sector framework as far as possible, but noting the LSIP was a three-year plan whereas the Local Growth Plan is a ten year plan. The sector framework was outlined as grouping sectors via Growth Driving, Growth Potential, and Growth Enabling. It was confirmed Health & Social Care sat within the "Growth Enabling" sectors.

The sector remained a significant LSIP priority due to ongoing workforce pressures and employer feedback. Specific occupations and workforce needs will be reflected within annexes to the LSIP report, where the LSIP was expected to detail specific occupations via SIC/SOC codes.

2. *Preparation for Working Life*

Discussions focused on:

- Employability skills including communication, teamwork and resilience.
- Careers education and understanding of wider occupational opportunities across health and social care.
- Work experience provision and alternative placement models.
- Financial literacy and basic digital skills.

Members raised concerns regarding: perceptions of careers in care, particularly amongst young people; work readiness; and digital literacy gaps.

3. *Educational Workforce*

It was noted that this theme was to ensure that there were sufficient educational staff to ensure provision could be delivered in line with employer requirements. It would also incorporate support staff, such as HR, Finance, SEND support and pastoral support. CPD of the educational workforce was also a particular focus within HEY LSIP 2.0.

4. *Knowledge Point*

Hannah Crookes outlined proposals to further develop www.heyhsip.com into a centralised employer-facing hub to:

- Improve access to training and funding information.
- Support employer-provider relationships.
- Provide ongoing labour market and skills intelligence.

b) Roadmap to Delivery

Hannah Crookes highlighted that the roadmap for HEY LSIP 2.0 would be a live document, adaptable to changing employer needs and changing policies. Feedback was requested from members in terms of priorities that should be reflected within the LSIP delivery roadmap.

Key thoughts raised by members focused on: work experience & placement opportunities; apprenticeships & awareness; recruitment & retention challenges; inclusion; technology & future skills requirements; sector image; and collaboration.

Work Experience & Placement Opportunities

Members highlighted:

- Increasing demand for work experience opportunities.
- Challenges securing placements, particularly within NHS settings.
- The need for more meaningful and varied placement experiences.
- Greater employer engagement in placement design.
- Increasing expectations around work experience opportunities for Universal Credit claimants.

Apprenticeships & Awareness

Discussions included:

- The importance of promoting apprenticeships for existing staff as well as younger entrants.
- Low awareness amongst SMEs regarding apprenticeship funding and levy transfers.
- The need to challenge outdated perceptions of apprenticeships.

Adult Social Care Workforce Challenges

A substantial discussion took place regarding recruitment and retention challenges within adult social care in particular, with key issues identified as including:

- Low pay and unsociable hours.
- Workforce shortages and reliance on agency staff.
- Recruitment difficulties amongst younger age groups.
- Lack of male representation within the workforce.
- Negative perceptions of careers in care.
- Travel and rurality challenges, particularly within East Riding domiciliary care.

Several attendees stressed the need to:

- Better promote career progression opportunities.
- Showcase the breadth of roles available across the sector.
- Improve careers education and outreach from an earlier age.

Inclusion, Diversity & Workforce Adaptation

Discussion explored:

- Supporting individuals with autism, learning disabilities and mental health conditions into employment.
- The importance of flexible recruitment and employment practices.
- Adjusting traditional interview processes.
- Employer understanding of EHCP-related workplace support needs.

Examples were shared of successful inclusive recruitment approaches within supported living services.

Technology & Future Workforce Skills

Emerging technology and digital transformation were discussed, including:

- The growing role of IoT and digital monitoring technologies in independent living.
- Future workforce requirements linked to technology-enabled care.
- The need for greater clinical and digital capability within care roles.

Members also reflected on wider policy developments, including: National Care Service discussions; Fair Pay Agreements; and Long-term workforce reform implications.

Careers Promotion & Sector Image.

It was agreed that:

- Health and social care remained undervalued.
- Careers promotion activity was inconsistent.
- There was no unified careers resource equivalent to NHS careers materials.

Suggestions included:

- Greater visibility at careers events.
- Earlier engagement with schools and primary education.
- Sector ambassadors and champions.
- Stronger promotion of adult social care career pathways.

Bethany Simmonds highlighted the importance of continuing to embed the Skills for Care Workforce Pathway framework across providers and learning organisations.

Collaboration Across Education & Training Providers

Providers discussed opportunities to:

- Share specialist expertise and resources.
- Collaborate on industry-standard training delivery.
- Improve responsiveness to employer skills needs.

NCFE highlighted the importance of understanding evolving skills gaps to support development of both regulated qualifications and bespoke training solutions.

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 the extent of discussion under HEY LSIP 2.0 Roadmap and time constraints, formal partner updates were not completed.

FORWARD PLANNING – WORKING GROUPS

Hannah Crookes confirmed that:

- Feedback from all working groups would help inform development of the LSIP roadmap.
- The employer voice would remain central to delivery planning.
- Further engagement activity and themed webinars would be developed to gather more detailed employer insight, and share information.

ANY OTHER BUSINESS

There was no other business.