



**LANCASHIRE SKILLS
& EMPLOYMENT HUB**

Lancashire Skills and Employment Hub

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www.lancashireskillshub.co.uk

Lancashire Skills and Employment Strategic Framework 2024-2029



Future Workforce: working with education and business to establish a talent pipeline and future workforce that meets the current and future demands of the local labour market.



Inclusive Workforce: supporting unemployed and inactive residents into sustainable employment.



Skilled & Productive Workforce: working with business to drive up skills in Lancashire's workforce to boost productivity.



Social Value: providing a more consistent approach to capturing Social Value that contributes to achieving Lancashire 2050 priorities.



Informed Approach: taking an evidence-based approach to identifying the skills and employment issues facing Lancashire's businesses and industries.

The diagram on page 26 provides a one-page summary of the Lancashire Skills and Employment Strategic Framework. The summary shows the four themes, the cross-cutting evidence base and alignment with Lancashire 2050.



Future Workforce

- Provide excellent careers provision from primary school to college, underpinned by local Labour Market Intelligence (LMI).
- Embed employability skills in careers and wider curriculum.
- Build the Digital and Low Carbon Workforce of the future.
- Technical Education Vision: Engage more young people in Technical Education.
- Support young people who are NEET or at risk or becoming NEET.



Inclusive Workforce

- Accessible adult careers provision informed by local LMI.
 - Effective use of Adult Education Budget (AEB) to improve the skills and employability of Lancashire's people.
- Work collaboratively with employers, DWP and employment providers to support more people into good jobs.
- Sector specific initiatives targeted at areas with labour market demand (for example, Skills Bootcamps).
 - Research growth in economic inactivity in Lancashire.



Informed Approach

Taking an evidence based approach to identifying the skills and employment issues facing Lancashire's business and industries, prioritising and influencing locally and nationally, and working with partners to identify best practice.



Skilled & Productive Workforce

- Retain and attract graduates with Lancashire employers.
- Technical Education Vision: Growth in Apprenticeships.
- Reskill and Upskill the Lancashire Workforce through flexible and accessible provision.
- Improve the health and wellbeing of Lancashire's Workforce.



Social Value

- Development of a shared Social Value framework, building on existing good practice.
 - Embed Social Value into Lancashire 2050.
- Influencing anchor employers and public sector organisations to gain wider buy-in to Social Value.

Spotlight:

- Aspiration
- Technical Education pathways
- Joining the dots – devolution of AEB to align with local need and build progression
- Reducing Economic Inactivity



Where to find it



LANCASHIRE SKILLS & EMPLOYMENT HUB

The screenshot shows the website's header with the URL lancshireskillshub.co.uk/our-people/evidence-base/. A red banner below the header contains the text: "Our programme of Skills Bootcamps has been refreshed for 2024/25! Choose from over 50 training courses to turbo-boost your career. Find Out More". Below this is a blue navigation bar with social media icons for Twitter, Facebook, and LinkedIn, and a search bar. The main content area features the Lancashire Skills & Employment Hub logo and the Northern Powerhouse logo. A navigation menu includes: ABOUT PARTNERS KEY INITIATIVES STRATEGIC FRAMEWORK TOOLS NEWS CONTACT US. The main image shows a man in a white shirt looking at a computer screen. A blue overlay box contains the text: "Evidence Base", "Our research into the skills needs and requirements of Lancashire's priority business sectors including our Labour Market Intelligence.", and "Want to find out more? Contact us" with a right-pointing arrow. At the bottom, a blue bar contains the navigation links: Evidence Base Reports Archive Reports.

ABOUT PARTNERS KEY INITIATIVES STRATEGIC FRAMEWORK TOOLS

- FUTURE WORKFORCE
- INCLUSIVE WORKFORCE
- SKILLED AND PRODUCTIVE WORKFORCE
- SOCIAL VALUE
- INFORMED APPROACH**

www.lancshireskillshub.co.uk/our-people/evidence-base

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Evidence Base



LANCASHIRE SKILLS & EMPLOYMENT HUB



| | | | | | | | | | |
|------------------------------|---|--|--|--|---|---|---|---|---|
| Front Cover | Instructions | Index | Claimant Count % | Claimant Numbers | Employment, Self-Employment, Unemployment | Employment Rate | Employment Rate Lancashire LADs | Inactivity Rate | Inactivity Rate Lancashire LADs |
| Inactivity by Age and Gender | Inactivity by Age and Gender Lancashire LADs | Inactivity by Age and Gender (Nominal) | Inactivity Rate vs Pre-Pandemic by Age | Inactivity Reasons by Gender | Inactivity Reasons Lancashire LADs | Unemployment Rate | Unemployment Rate Lancashire LADs | Self-Employment | Self-Employment Rate Lancashire LADs |
| Apprenticeships 2020/21 Q2 | Apprenticeships % Change | Employment by Sector | Value Added by Sector | Pre-COVID 2019 GVA | Pre-COVID GVA Growth by Sector and LA | 2019-2020 Impact of Covid on GVA by Sector and LA | Local Authority Impact of COVID Summary | GVA Index by Location and Sector Comparison | LEP Level Impact of COVID |
| LEP Area Annual Growth Rates | LEP GVA Index by Location and Sector Comparison | Productivity | GVA Per Filled Job | GVA Per Hour Worked | Businesses by Sector and Size | Businesses by Sector and Size by Year | Businesses by Sector by Year | Business Births and Deaths | Business Birth and Death by Lancashire LADs |
| High Growth Firms | Survival Rates | Employment by Occupation | Employment by Occupation Timeline | Employment by Occupation Vs Pre-Pandemic | Occupation Demand 2018-28 | Qualification Demand 2018-28 | Qualification Levels Summary | Qualification Levels by LAD | Qualification Level Comparison |
| Investment By Asset Type | Investment by Area and Sector | Investment Timeline | Investment by Industry Sectors | Investment Per Head Timeline | Vacancies Posted by Group | Monthly Vacancies Posted by Occupation | Vacancy Qualification Levels | Vacancy major Occupation Group | |

Approx 60 different pages of visualisations of data ranging from labour market statistics, productivity, investment, apprenticeships, business demographics, economic output, and qualification levels.

Microsoft Power BI 3 of 59

Evidence Base



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Area Name
Multiple selections

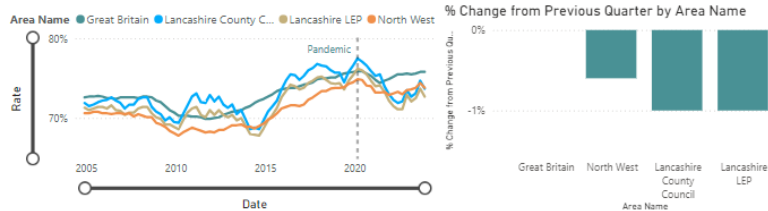
Select Variable

- Unemployment rate - aged 16-64
- Employment rate - aged 16-64
- % who are economically inactive - aged 16-64
- % of economically inactive who want a job
- % of economically inactive who do not want a job
- % aged 16-64 who are self employed

Employment, Unemployment, Economic Inactivity, and Self Employment

Lancashire Local Authority Districts, Lancashire LEP, North West, and Great Britain - 2004 to 2023 (latest)
Source: Annual Population Survey ("Pre-Pandemic" refers to comparison with March 2020 rates)

Employment rate - aged 16-64 by Area (Timeseries left) and Quarter on Quarter Change (right)



Employment, Unemployment and Economic Inactivity Summary - Date: Jan 2023-Dec 2023

Area Name
Lancashire LEP

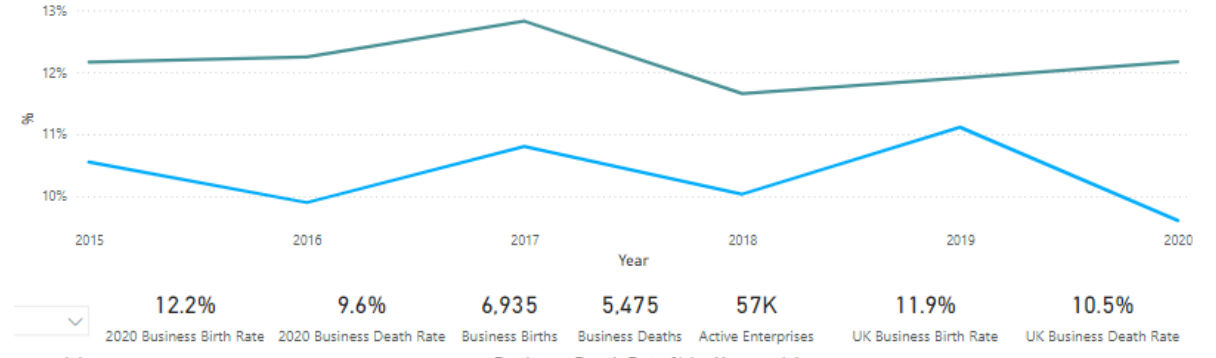
Select Date for Summary

- 01 December 2023
- 01 September 2023
- 01 June 2023
- 01 March 2023
- 01 December 2022
- 01 September 2022
- 01 June 2022
- 01 March 2022

| | | | | | | |
|---------------------|--------------------------|---------------------|-----------------|-------------------|-------------|-------------|
| Employment | 72.7% | -3.1% | -3.5% | 652K | -1.0% | -7.6K |
| | Latest Employment Rate | Vs National Average | Vs Pre-Pandemic | Number Employed | Vs Previous | Vs Previous |
| Unemployment | 2.8% | -1.0% | -0.4% | 19K | -0.1% | -0.6K |
| | Latest Unemployment Rate | Vs National Average | Vs Pre-Pandemic | Number Unemployed | Vs Previous | Vs Previous |
| Inactivity | 25.2% | 4.0% | 3.9% | 226K | 1.0% | 9.6K |
| | Latest Inactivity Rate | Vs National Average | Vs Pre-Pandemic | Number Inactive | Vs Previous | Vs Previous |

Business Birth and Death Rate 2015-2020

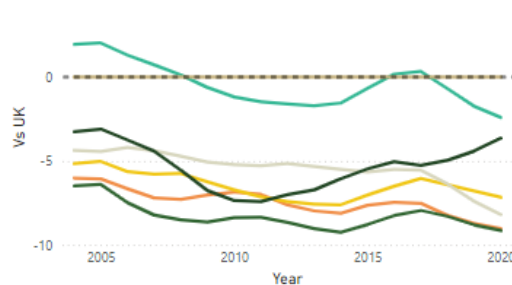
Variable Birth Rate Death Rate



have experienced annual growth rates (AGR) in excess of the national average

GVA Per Hour Worked Vs UK by Year and Area

Area Blackburn... Blackpool Chorley... East Lan... Lancast...



GVA Per Hour Worked Vs UK by Local Authority 2020



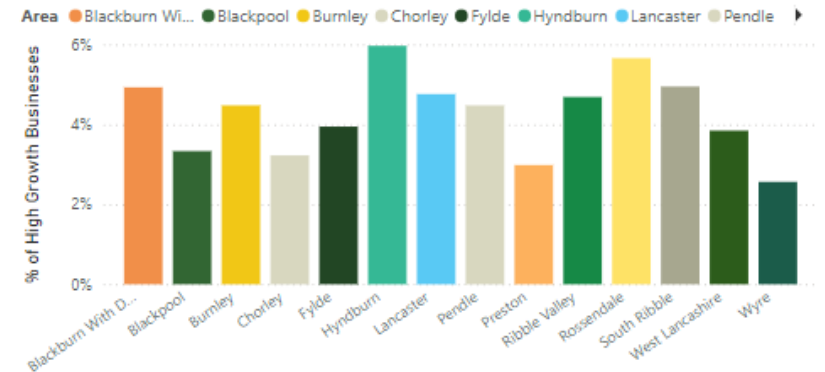
Prices

Current Price

GVA Per Hour Worked 2004 vs 2019 and Annual Growth Rate

| Local Auth/Area | 2004 | 2020 | 2015-2020 AGR |
|-----------------------------|-------|-------|---------------|
| Blackburn with Darwen | 19.52 | 28.71 | 2.5% |
| Blackpool | 19.06 | 28.59 | 3.3% |
| Chorley and West Lancashire | 20.38 | 30.57 | 3.3% |
| East Lancashire | 21.17 | 29.54 | 1.5% |
| Lancaster and Wyre | 22.29 | 34.09 | 4.3% |
| Mid Lancashire | 27.48 | 35.32 | 1.8% |
| UK | 25.54 | 37.73 | 2.7% |

2020 Percentage of High Growth Firms (%) Lancashire Local Authorities



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Lancashire Careers Hub – Future Workforce



- Attracting new talent & inspiring young people
- Promoting roles and organisations in schools/colleges
- Promoting Employer Standards
- Work Ready Lancashire - developing the skills of young people and embedding into practises

Lancashire Careers Hub – Unlocking the potential of Lancashire's future workforce



Inclusive Workforce



- Link to pre-employment opportunities
- Adult Skills Forum
- Launchpad (Pre- Skills Bootcamps)
- Employability projects
- AEB – aligning to business needs

Employers

Schools /
Colleges

DfE

Apprenticeships

Students

Others

Skills Bootcamps - Skilled & Productive Workforce



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- Intensive and flexible courses up to 16 weeks, designed with Lancashire employers to equip individuals with sector-specific skills.
- Businesses benefit from a pool of candidates who are job-ready and have recently acquired in-demand skills, reducing recruitment challenges.
- The programme includes a guaranteed job interview for participants upon completion, providing a direct pathway to employment.
- For businesses, there's the opportunity to upskill existing staff with a modest contribution, enhancing their workforce capabilities.
- Fully-funded for individuals. Funded up to 90% for employers upskilling existing staff.
- Over 50 Skills Bootcamps, including Leadership in care, available in this financial year.

<https://www.lancshireskillshub.co.uk/skillsbootcamps/>

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Multiply for Lancashire Businesses

- Available to all employers in Lancashire
- Off the shelf or bespoke training developed with the employer and training provider to meet the specific needs of the business
- Flexible delivery - in the workplace, at a local venue or remotely / during or after working hours / run over several sessions or just one session
- Lots of tools available ie Century Tech <https://tinyurl.com/3d39rd8v>

Local Examples

- Victrex - Numeracy in Excel and Confidence in numbers in a warehouse environment
- Springfield Manor Gardens Care Home staff - trained in numeracy skills required in the Health & Social care sector
- Lancashire Decorating Company- trained in measurement quotes



Working with employers - The Benefits

- The value of everyday maths in the workplace:
 - Problem solving
 - Building confidence and advancing careers
 - Scheduling and time management
 - Accuracy
 - Customer service
 - Increased productivity
 - Greater employee understanding of role-related numerical data
 - Enhanced onboarding processes for new recruits



Digital Skills Support

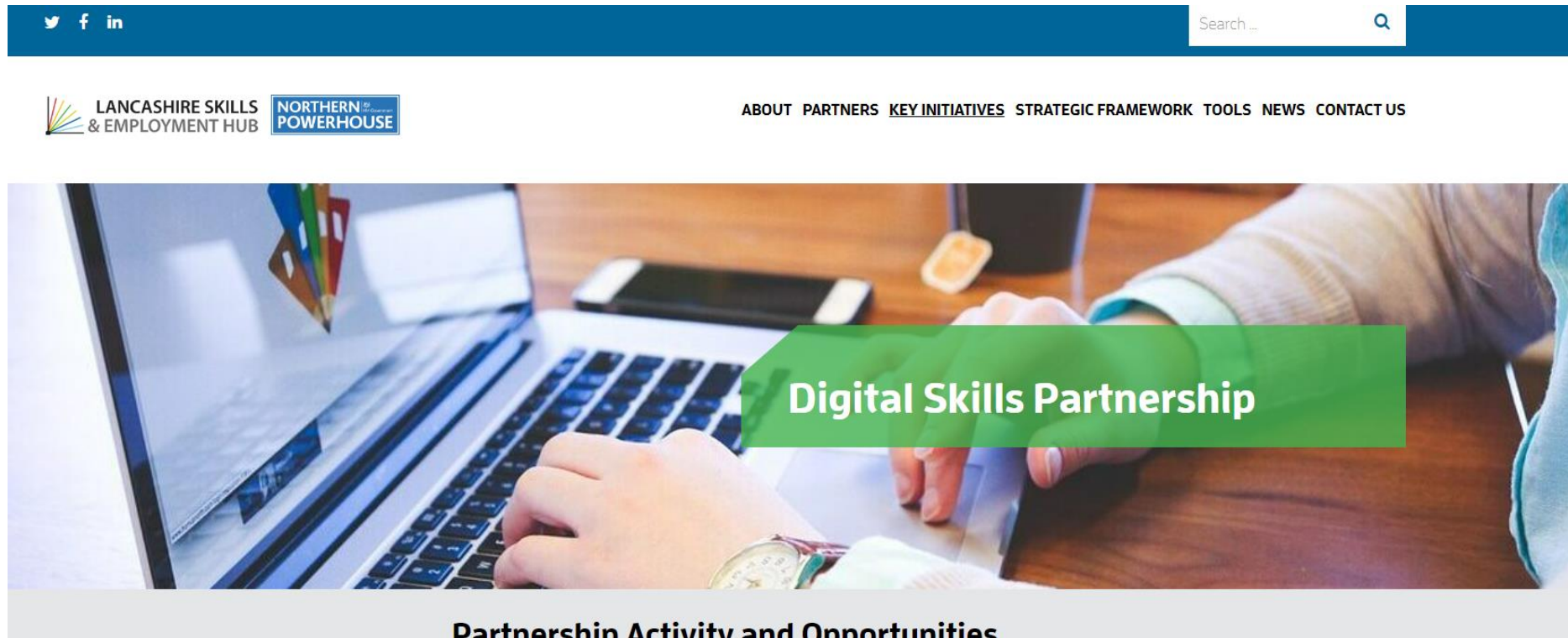
The Lancashire Digital Skills Partnership can signpost you to free Digital Skills training and opportunities.

- **Explore our information on freely available digital tools and training which can support the residents and businesses of Lancashire to thrive.**
- **Find out how you can upskill to get a job or change your career – topics range from basic IT skills to coding and big data.**

Digital Skills Support for Businesses & Charities



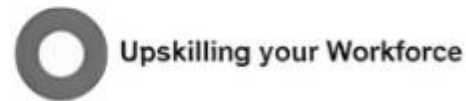
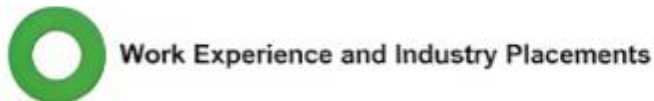
From Zoom to Slack, businesses and charities of all sizes, in the current climate, will be looking to quickly find the best digital tools for them and to upskill their teams quickly in how to use them in a productive way. [Click here to find out more about what is available online and for free.](#)



Why sign up to the Lancashire Skills Pledge?



- A tool that provides businesses with one door to find out more about Lancashire's key skills and training initiatives
- Offers impartial advice & support, access to funded skills training and to gain recognition for those businesses supporting Lancashire residents.
- 8 pledges currently, soon to be 9.
- Recognition for what businesses are already doing or want to find out more.



• BUSINESS BENEFITS

- Provides businesses with a better understanding of their workforce, skills needs and recruitment opportunities.
- Can help improve social value and enhance their public profile by supporting the local community
- Can help diversify their workforce by working with a variety of different programmes.
- Help build strong relationships with local universities, colleges, schools and community projects.