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Date: Wednesday, 14 January 2026

Dear Members,

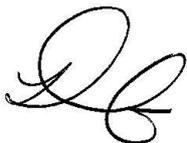
Hull and East Yorkshire Skills Board

The next meeting of the **Hull and East Yorkshire Skills Board** will be held at **14:00** on **Thursday, 22 January 2026 in Conference Room 1.**

The Agenda for the meeting is attached and reports are enclosed where relevant.

Please Note: It is likely that the public, (including the Press) will be excluded from the meeting during discussions of exempt items since they involve the possible disclosure of exempt information as describe in Schedule 12A of the Local Government Act 1972.

Yours faithfully,



Democratic Services Officer



Town Clerk Services, Hull City Council,
The Guildhall, Alfred Gelder Street, Hull, HU1 2AA

Hull and East Riding Skills Board

To: **Membership:**

Councillor Aitken, East Riding of Yorkshire Council
Laura Botham, Head of People, Boston Energy
Paul Britton, CEO at Wyke Sixth Form College
Mark Burley, Keepmoat
Andy Crossland, Humber Learning Consortium
Iain Elliott, HETA
David Gent, CEO at Active Humber
Jayne Adamson, Executive Director of People, Humber and North Yorkshire Partnership
Beckie Hamnett, Associate Pro Vice Chancellor for Educational Partnerships and Skills
David Inness
Glenn Jenson, Ron Dearing
Lizann Lawson, CEO of The Consortium Academy Trust
Rob MacNaught, Reckitt
Danny Metters, Bishop Burton College
Michelle Peacock, Education Development Trust
Richard Stockton
Councillor Tock, Hull City Council
Susan Weeks, Virtuality Works
Adrian West, Associate, Company of Mind

Officers:

Hull City Council

Teresa Chalmers, Chief Operating Officer
Alex Codd, Assistant Director Economic Development & Regeneration
Andrew Hewett
Chris Howell, Employment and Skills Manager
Claire Watts, East Riding
Dorinda Guy, Democratic Services Officer, Hull City Council (x3)

For Information:

Reference Library (public set)

Hull and East Yorkshire Skills Board

14:00 on Thursday, 22 January 2026

Conference Room 1

A G E N D A

PROCEDURAL ITEMS

1 Apologies

Speaker: Dorinda Guy / Time: 5 minutes

To receive apologies for those Members who are unable to attend the meeting.

2 Declarations of Interest

Speaker: Jayne Adamson / Time: 3 minutes

To remind Members of the need to record the existence and nature of any Personal and Discloseable Pecuniary interest in items on the agenda, in accordance with the Member Code of Conduct.

(Members Code of Conduct - Part D1 of the Constitution)

3 Minutes of the Meeting held on 24th November 2025

5 - 12

Speaker: Jayne Adamson / Time: 5 minutes

To approve the minutes as a true and correct record.

NON-EXEMPT ITEMS

4 HEYCA Employability Skills Framework 13 - 20

Speaker: Chris Howell / Time: 20 minutes

This paper summarises work done by HEYCA, the HEY LEP, HEY LSIP and stakeholders from the Career Aspirations Group on the development of a Hull and East Yorkshire Employability Skills Framework.

5 Horizon Scanning Update 21 - 30

Speaker: Chris Howell / Time: 10 minutes

To update Board members on current policy and issues relating to skills and to advise on future developments.

6 Skills Bootcamps 31 - 34

Speaker: Chris Howell and Sharon Gamble / Time: 20 minutes

To provide an overview of the background, growth, and performance of Skills Bootcamps across the Hull and East Riding region. An accompanying PowerPoint presentation will illustrate key data and trends.

7 Work Programme 35 - 38

Speaker: Dorinda Guy / Time: 5 minutes

To update Board member on the Work Programme and provide further opportunity for Members to suggest future agenda items for discussion.

EXEMPT ITEMS

8 No Exempt Items

Speaker: Jayne Adamson / Time: 1 minute

THERE ARE NO EXEMPT ITEMS ON THIS AGENDA



HEY Skills Board
2.00pm on 24th November 2025
Ergo, Hessle

Present

Jayne Adamson (Chair), Laura Botham, Paul Britton, Mark Burley, Andy Crossland, David Gent, Beckie Hamnett, Glenn Jenson, Lizann Lawson, Rob MacNaught, Councillor Tock and Adrian West.

In attendance

Teresa Chalmers, Alex Codd, Rod Chambers, Fiona Headridge, Chris Howell, Ben Odams, Mike Ross and Carl Southcoat.

Dorinda Guy (Democratic Services Officer).

Apologies

David Inness, Danny Metters, Michelle Peacock and Claire Watts.

Minute No	Item	Action By/Deadline
39	<p>DECLARATIONS OF INTEREST</p> <p>No declarations of interest were made in respect of the items that followed below.</p>	
40	<p>MINUTES OF THE MEETING HELD ON MONDAY 18TH SEPTEMBER 2025</p> <p>The Democratic Services Officer submitted, for approval, the minutes of the meeting held on 18th September 2025.</p> <p>Agreed – That the minutes of the meeting held on 18th September 2025 be approved as a true and correct record.</p>	Dorinda Guy
41	<p>HORIZON SCANNING</p> <p>The Employment and Skills Manager, Hull and East Yorkshire Business Growth submitted a briefing paper which provided the Board with details of new and emerging policy, strategy, research or through pieces relevant to the work of the HEY Skills Board.</p> <p>The Board was informed –</p>	

	<ul style="list-style-type: none"> a. The introduction of V Levels as a new vocational pathway, alongside A Levels and T Levels, aimed to simplify qualification choices for 16-19 year olds by offering three clear options: A, T, and V Levels; b. that nearly £800 million extra to be invested into 16-19 funding in 2026-27, supporting an additional 20,000 students; c. that a comprehensive NEET prevention package in which a new 'enrolment by default' backstop for any young person without a post-16 study plan, and improved data tracking let by Local Authorities and Strategic Authorities; d. that the Department for Education (DfE) were seeking feedback on the planned design and implementation of the new pathways for 16-19 year olds, announced in the Post-16 Education and Skills white paper; e. that the Department for Science, Innovation and Technology (DSIT) had recently commissioned a piece of research and analysis into Cyber Security Skills in the UK labour market; f. that the government would partner with employers to reshape how health issues and disabilities are managed in the workplace with the launch of employer-led Vanguard, who were early adopters who would develop and refine workplace health approached over the next three years to build the evidence base for what works, and g. that Active Humber, North Yorkshire Sport and Yorkshire Sport Education had created a vision for Work, Health and Skills on the role that sports, and physical activity can place in helping everyone to more active. <p>Agreed – That the Board note the contents of the briefing paper.</p>	
<p>42</p>	<p>HULL AND EAST YORKSHIRE LOCAL GET BRITAIN WORKING PLAN – EDITION 1</p> <p>The Strategic Programme Lead for Employability and Health submitted a briefing paper to the Board which informed them on the development of the Get Hull and East Yorkshire Working Plan.</p> <p>The Board was informed –</p> <ul style="list-style-type: none"> a. That the first edition had been completed and submitted to Department for Work and Pensions (DWP), Integrated Care Board (ICB) and HAGA whom all supported, and 	

	<p>b. that there were 3 initial priorities – Integrate work and health, increase participation and earnings and engage employers.</p>	
<p>43</p>	<p>WORKFORCE DEVELOPMENT BUSINESS ADVISOR BI-ANNUAL REPORT – CONTRACTUAL OBLIGATIONS</p> <p>The Employment and Skills Manager, Hull and East Yorkshire Business Growth submitted a briefing paper to the board which summarised cumulative business engagement activity and intelligence data gathered by the HEY Business, Growth and Skills Hub (HEY BGSB) on the workforce development requirements of local businesses from 1st April 2025 to 30th September 2025.</p> <p>The Board was informed –</p> <ul style="list-style-type: none"> a. That the work undertaken by the Workforce Development Business Advisor (WDBA) reflected the outcomes achieved through the provision of support services to help businesses to overcome growth barriers to accessing finance, recruitment and workforce skills development training support; b. that the work also helped raise awareness of the latest government funding initiatives that could help the regional economy to become more productive, competitive, outward-looking and innovation focused; c. that the WDBA had engaged with a total of 52 business which yielded a total of 170 workforce development support opportunities, and d. that the WDBA continued to engage with local levy paying companies to negotiate opportunities to reinvest levy funds through the transfer pledge scheme. In total £47,000 of unspent levy funding had ben reinvested in the Hull and East Yorkshire region. <p>The Board discussed the following matters –</p> <ul style="list-style-type: none"> a. That the Pheonix Training Courses was a good opportunity for business to access in being able to upskill their entire workforce at no cost to themselves; b. how the Board would like further information around the Skills Bootcamp training support at the next meeting in January, due to the Small Medium Enterprises (SME) request for specialist and bespoke training opportunities that had increased as businesses struggle to source available funding that fits with their skills and workforce development demands; 	

	<p>c. that the importance of growth in apprenticeship recruitment, to progress this, the Hull and East Yorkshire Business Growth Skills Hub (HEY BGSB) Employment and Skills team with the Hull and East Yorkshire (HEY) Apprenticeship and Technical Education Group and Local Skills Improvement Plan (LSIP), had been working on activity that would specifically target those businesses that did not currently offer apprenticeship opportunities with their business. Especially targeting micro and small businesses that had considered recruiting but was unsure how to proceed, and</p> <p>d. to help mitigate against the loss of UK Shared Prosperity Fund (UKSPF) business support, the HEY Growth Hub had in partnership with both local authorities developed and submitted a joint funding bid to the HEYCA Investment. This included proposals that would continue to help fund a continuation of current UKSPF delivery.</p> <p>Agreed –</p> <p>a. That the Board note the contents of the briefing paper, and</p> <p>b. that further information around the Skills Bootcamp training support be provided at the next meeting in January.</p>	<p>b. Chris Howell and Sharon Gamble</p>
<p>44</p>	<p>HULL AND EAST YORKSHIRE CAREERS HUB</p> <p>The Careers Hub Lead submitted a briefing paper which provided the Board with an update on the progress and activity of the Hull and East Yorkshire Careers Hub. It also summarised the grant offer arrangement and priorities for the period 1st September 2025 to 31st August 2026 (academic year) to support the Boards oversight of the Careers Hub.</p> <p>The Board was informed –</p> <p>a. That there were 44 Hubs nationally;</p> <p>b. the Careers and Enterprise Company (CEC) had been given an 18 months settlement agreement from the Department for Education (DfE), which ensured the continuity of the Careers Hub until 31st August 2026;</p> <p>c. the Strategic Priorities for 2025-26 were:</p> <ul style="list-style-type: none"> • Continuous improvement (careers education in schools and colleges); • Increasing high quality work experience, and • Boosting skills pathways (apprenticeships and technical routes); <p>d. the biggest challenges were only 65% of young people had currently accessed work experience, less than 80% of schools/ colleges had provided impartial and qualified careers guidance and</p>	

	<p>Careers Leaders reported they did not have the time they needed to carry out their role;</p> <ul style="list-style-type: none"> e. that feedback at the Apprenticeship and Technical Education Working Group, identified Construction as the sector to focus on, and f. that Dentistry had been asked to look at increasing support from the Leeds Dental University. <p>The Board discussed the following matters –</p> <ul style="list-style-type: none"> a. what could be done to encourage the acknowledgement of T-Levels within businesses; b. how to help build confidence with Small Medium Enterprise Employers around apprenticeships, free training and support, and c. asking schools to help each other in boosting skills pathways, etc. <p>Agreed – That the Board note the contents of the briefing paper.</p>	
<p>45</p>	<p>LOCAL GROWTH PLAN DEVELOPMENT – STAGE 1 CONSULTATION</p> <p>The Associate, Question Factory submitted a briefing paper to the Board which outlined the overall approach and current activity to developing a Local Growth Plan for Hull and East Yorkshire Combined Authority through the initial stage 1 consultation.</p> <p>The Board was informed –</p> <ul style="list-style-type: none"> a. That stage 1, open consultation was intended to share initial thinking around the Growth Plan, research and evidence with stakeholders and allowed the communities to respond to the overall approach, and b. that stage 2, targeted consultation focused on working with stakeholders to refine the Local Growth Plan and priorities resources through development of the Delivery. <p>Agreed – That the Board note the contents of the briefing paper.</p>	
<p>46</p>	<p>DEVELOPMENT OF LOCAL SKILLS IMPROVEMENT PLAN</p> <p>The Associate, Question Factory submitted a briefing paper to the Board which provided an overview of the development of the Local Skills Improvement Plan reflecting the current draft guidance. The paper also provided an overview of the role and responsibilities as a Mayoral Combined Authority (MCA) in providing strategic insight, evidence and guidance into the process as part of the wider development of the Plan.</p>	

	<p>The Board was informed –</p> <ol style="list-style-type: none"> a. That the Government had issued the final guidance, which highlighted that the Combined Authority had joint ownership for LSIP 2; b. that the draft version of LSIP 2 had to be completed by March, final version by May and published by June, and c. that the next key areas around the development of the next LSIP and outlined the role played by the Mayoral Combined Authority (MCA) and current situation in term of the Chambers activities were: <ul style="list-style-type: none"> • Setting the sector skills priorities and shared data in devolved area; • Operate joint ownership, collaborative model with Employee Representative Body (ERBs); • Link LSIPs to the wider economic and funding system; • Employer focused engagement and mobilisation; • Governance and oversight contributions; • Role in approval and designation processes, and • Publication and ongoing delivery. <p>Agreed – That the Board note the contents of the briefing paper.</p>	
<p>47</p>	<p>ADULT SKILLS FUND – DELEGATION OF DECISION MAKING</p> <p>The Employment and Skills Manager, Hull and East Yorkshire Business Growth submitted a report which sought the approval of the Combined Authority Skills Board to include delegations in relation to the Adult Skills Fund and governance arrangement.</p> <p>The Board was informed –</p> <ol style="list-style-type: none"> a. That the report sought the approval of the Combined Authority Skills Board to include delegations in relation to the Adult Skills Fund and governance arrangement. <p>Agreed –</p> <ol style="list-style-type: none"> a. That the Combined Authority delegates the functions set out in appendix A of the report to the Chief Executive, and b. that the Combined Authority delegates authority to the Monitoring Officer to make amendments to the draft Constitution to reflect those delegations. 	<p>a-b. Chris Howell</p>

48	<p>16-18 AND LOCAL TRANSPORT</p> <p>The Associate, Question Factory submitted a briefing paper which updated the Board on current Hull and East Yorkshire Combined Authority thinking and approaches around 16-18 transport, share information supplied by Hull and East Yorkshire Colleges.</p> <p>The Board was informed –</p> <ul style="list-style-type: none"> a. That Local Authorities were not required to provide free or subsidised post-16 travel support, however both Hull City Council and the East Riding of Yorkshire Council provided support to young people with disabilities and/or special needs; b. that the responsibilities for HEYCA was a strategic role around both transport and skills. The development of regional transport approach, including the development of a transport plan for the region was an opportunity to establish the principles and priorities around 16-18 transport as well as the possibility of any additional public investment. <p>The Board discussed the following matters –</p> <ul style="list-style-type: none"> a. to approach businesses to support transport in rural areas, and b. to build into the strategy around the challenges of apprentices getting to the work place. 	a-b. Will Dunnett
49	<p>WORK PROGRAMME</p> <p>The Democratic Services Officer submitted the Work Programme to update the Board on future agenda items.</p> <p>The Board was informed to contact the Chair of the Combined Authority Skills Board or Democratic Services Officer if they wished to have an item to be considered for the Work Programme.</p> <p>Suggestion for a future agenda item was the role of Voluntary, Community and Social Enterprise (VCSE) within the Skills Board Combined Authority.</p> <p>Agreed –</p> <ul style="list-style-type: none"> a. That the Work Programme be noted, and b. that the suggested item be added to the Future Work Programme for discussion at a future meeting. 	b. Dorinda Guy
50	ANY OTHER BUINSESS	

	The Skills Board thanked Ben Odams for all the work he had contributed to the Board.	
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DRAFT

**Briefing Paper to the HEY Skills Board****Wards: All**

Thursday 22 January, 2026

Hull and East Yorkshire Employability Skills Framework**1. Purpose of the Paper and Summary**

- 1.1. This paper summarises work done by HEYCA, the HEY LEP, HEY LSIP and stakeholders from the Career Aspirations Group on the development of a Hull & East Yorkshire Employability Skills Framework.
- 1.2. This is a key objective for the Career Aspirations Group and the HEY LSIP. It also supports achievement of HEYCA objectives around supporting local residents into work and young people.
- 1.3. The paper seeks the HEYCA Skills Board's approval and support in taking forward the refreshed HEY Employability Skills Framework.

2. Background

- 2.1 One of the HEY LEP Career Aspirations group key objectives is the refresh and reinstatement of the Humber (HEY) LEP's Employability Skills Framework.
- 2.2 The framework was originally developed and administered by the Humber LEP in response to the "Humber LEP Skills Commission" report in which employers concerns about employability skills were raised. More specifically, the different terminologies used by businesses and learning & skills providers.
- 2.3 The Commission recommended the development of a Humber-wide passport scheme to:
 - Promote a common employability skills language
 - Encourage development of employability in schools, colleges etc.
 - Enable candidates to evidence and articulate their skills to employers.

- 2.4 A working group was established to develop a framework approach and developed a Humber LEP “kitemark” which incorporated:
- CBI 7 employability skills and the Rotherham Ready Matrix – both of which were developed with employers and proposed a common language for both employers and education, learning and skills providers.
 - Differentiated Passports
 - Provider self-assessment
 - LEP quality assurance panel process and decision
- 2.5 The accreditation ran on a 3-year cycle and was free of charge.
- 2.6 The addition of the LEP kitemark to an Employability Skills Passport gave employers confidence that the individual had the essential core skills required by employers.
- 2.7 In addition to the work of the LEP and the Career Aspirations Group, the HEY LSIP also identifies employability skills as being critical.
- 2.8 As the two initiatives have converged, the HEY LSIP and HEY LEP teams held a joint event for all employability skills stakeholders. The outcome of the session was refreshed employer input into essential employability skills and a combined juncture from which to take action.
- 2.9 Both the HEY LEP and HEY LSIP teams acknowledge the importance of collaborating closely on their respective next steps for all stakeholders, ensuring a unified and consistent message and coordinated action.
- 2.10 As such, following the joint HEY LEP and LSIP Skills Network event, the LSIP team collated stakeholder feedback and using this drafted the “Employability Skills Passport Options Discussion Paper” attached at appendix 1.
- 2.11 Appendix 1 offers four options of how to take forward the employability skills work.
- 2.12 Option 3, the “Hybrid Model” is equivalent to the Humber LEP Employability Skills Passport Framework and is consistent with the approach the Career Aspirations group wish to take in reinstating this.
- 2.13 Option 3 is therefore the Career Aspirations groups preferred option.
- 2.14 The HEY LEP and HEY LSIP teams have held initial discussions about how this would be delivered and have provisionally agreed that responsibility for the development and facilitation of a refreshed Employability Skills Passport Framework would rest with the Career Aspirations group as is consistent with its Terms of Reference.
- 2.15 On 11th March 2024 the HEY LSIP Board considered the options and endorsed Option 3 “Hybrid Model” as the preferred option (details provided in Section 4 “Options Analysis”).
- 2.16 Because this initiative is a partnership endeavour and due to the shared ownership of the concept, endorsement from the HEY LEP Employment & Skills Board was also due

to be obtained. However, the timing coincided with the closure of the LEP so discussion and endorsement by the Employment & Skills Board's successor the HEYCA Skills Board was planned instead. This is still outstanding as initial agendas of the HEYCA Skills Board have focussed on urgent CA matters.

- 2.17 The Employability Skills Framework proposal has also been considered by Hull City Council's Senior Leadership team which has given its support the initiative and is actively looking into how it will acknowledge employability skills as part of its recruitment processes.
- 2.18 The proposals have also been sent to East Riding of Yorkshire Council who are also considering its approach to employability skills and how it can support this work.
- 2.19 The Mayor of Hull and East Yorkshire has been briefed on the work and is supportive of the proposals detailed within this paper.
- 2.20 The refresh and reinstatement of the HEY Employability Skills Framework has been led by the HEY Career Aspirations Group which is a partnership comprising of the following organisations: HEY Business Growth & Skills Hub, HEY Careers Hub, National Careers Service, DWP, Hull City Council, East Riding of Yorkshire Council. Humber Outreach Programme (Hull University's widening participation initiative); Humber Learning Consortium, Hull and Humber Chamber of Commerce (the Employer Representative Body for the HEY LSIP).
- 2.20 Schools, school 6th forms, further education colleges and independent training providers have also been included in the development work.

3. Issues for Consideration

- 3.1 The Board is asked to endorse Option 3 detailed in the "Employability Skills Passport Options Discussion Paper" attached at appendix 1. This is the preferred approach as the "Hybrid Model" is equivalent to the Humber LEP Employability Skills Passport Framework and is consistent with the approach the Career Aspirations group wishes to take in line with the aims and objectives set out in its Terms of Reference.
- 3.2 The Board to note that consensus must be achieved between both the HEYCA Skills Board and HEY LSIP boards on the action to be taken.
- 3.3 Subject to the joint agreement of the two boards, the Mayor of Hull & East Yorkshire will be asked to champion employability skills with local employers with the objective of increasing employers awareness of the subject.

4. Next steps

- 4.1 Subject to the agreement of the Board, the updated Hull & East Yorkshire Employability Skills Framework will be reinstated and launched with HEY employers with the support of the Mayor for Hull and East Yorkshire.

OFFICIAL

Contact Officer : Chris Howell, Employment & Skills Manager, HEY Business Growth and Skills Hub.

Officer Interests: None

Background Documents: HEY LSIP Board Paper D – Appendix 1

PAPER D - APPENDIX 1

EMPLOYABILITY SKILLS PASSPORT OPTIONS DISCUSSION PAPER FEBRUARY 2024

Overview

The Hull & East Yorkshire LSIP and Hull & East Yorkshire LEP came together on Friday 26th January for a joint LSIP Quarterly Forum and Skills Network Event. The focus was on Employability Skills, and the event was used to facilitate discussions between business, providers and public sector organisations. Circa. ~80 delegates were in attendance although over 120 had registered to attend. Further engagement regarding this topic has taken place since the event via 1-2-1 discussions and the Hull & East Yorkshire LSIP sector specific Working Groups.

Employability Skills and Behaviours is the third key theme of the Hull & East Yorkshire LSIP, and is consistently being raised by employers that these are essential for their organisations.

Employability Skills Passports have previously been utilised in the region to verify the skills an individual has, and has also been highlighted within the Hull & East Yorkshire LSIP Roadmap as a potential means to demonstrate that existing and future employees are equipped with the necessary employability skills or behavioural attributes.

At the event delegates present were asked to contribute to the following questions to provide input to any future development of Employability Skills Passports:

1. What do you see as the benefits of having an Employability Skills Passport?
2. What are the key skills you feel need to be included within an Employability Skills Passport?
3. Are there any further points you feel we should consider in developing Employability Skills Passports in our region?

Following evaluation of the feedback obtained from the event, and also incorporating discussions that have taken place at the Hull & East Yorkshire LSIP Working Groups and 1-2-1 employer engagement, options are being put forward to the HEY LEP Employment & Skills Board, the Hull & East Yorkshire LSIP Board and key stakeholders involved in the development of Employability Skills Passports in the region to agree on the most suitable solution moving forward.

A summary of the feedback can be highlighted as follows:

1. There was no desire for multiple versions to be in circulation as this would impact on time constraints and consistency.
2. Employability Skills Passports can enable verification of skills.
3. There is a need to keep them concise.
4. Support is needed for the owner of the Passport in understanding how their skills are transferable, and applied in the world of work.
5. There needs to be more focus on skills that are deemed as transferable rather than the statement of employability skills.
6. An Employability Skills Passport would need to focus on transferable skills (e.g. basic digital skills, leadership, management, teamwork, communication, organisation, interpersonal) and incorporate behaviours (e.g. time management, good work ethic, confidence, positive attitude, initiative). In turn, the owner will need to see how skills they develop outside of education can also be incorporated into this.
7. Support is needed for each owner so that they can see how the passport could be utilised as a communication aid when they are discussing their skills at application and/or interview stage.
8. Technology could be used further within the passports by incorporating videos, for example.
9. If these were to go ahead there would be a need for effective marketing and promotion.
10. Simplicity is key, and needs to be understood by both the individual and employers.

In total four options are being put forward:

1. All Stakeholders agree to move to one version of the Employability Skills Passport.
2. No centralised ownership or core passport.
3. Development of a core passport but stakeholders are able to adapt as required.
4. It is agreed for there to be no development of Employability Skills Passports.

Options for Consideration

Option 1: Centralised Model - All Stakeholders agree to move to one version of the Employability Skills Passport.

For one Employability Skills Passport to be developed, and utilised by all, incorporating the skills identified by Employers:

1. Communication – including listening, speaking and writing including email etiquette
2. Problem solving
3. Creativity
4. Work ethic – including positive attitude, honesty, resilience, responsibility, self-motivation, reliability, initiative, self-presentation
5. Leadership & management
6. Teamwork
7. Timeliness and punctuality
8. Basic Digital and its application
9. Understanding of Net Zero and sustainability impact
10. Initiative and pro-activity

	Option 1 Pros		Option 1 Cons
1.	Incorporates all skills that are used within the National Skills Builder framework, which could form the main basis of the Employability Skills Passport.	1.	Additional skills need to be added beyond those used within the National Skills Builder framework.
2.	No further central accreditation is required.	2.	No flexibility or change is available to support the needs of the individual who owns the skills passport.
3.	Employers will not face time constraints or concerns about consistency as all individuals will use the same version.		
4.	One centralised owner of the Passport, for example the future Combined Authority.		

Option 2: Devolved Model - No centralised ownership nor core passport.

Employability Skills Passports are not taken forward on a collaborative basis, and instead stakeholders continue to pursue their own versions without any central accreditation if they so wish.

Option 2 Pros		Option 2 Cons	
1.	Stakeholders own their own versions with no requirements to consult with others.	1.	Employability Skills Passports will lack consistency.
2.	No further central accreditation is required.	2.	From a LSIP perspective, this would go against placing employers at the heart of the skills system.
		3.	Employers have been clear that they wish to see consistency. Multiple versions will not adhere to consistency.
		4.	By not considering the employer view there is a risk in employers losing confidence in the system and to disengage.

Option 3: Hybrid Model - Development of a core passport but stakeholders are able to adapt as required.

A core passport would form the basis of all versions of individual passports to ensure a common set of core agreed demonstrable skills and behaviours. The demonstrable skills and behaviours to be included should be those requested by employers:

1. Communication – including listening, speaking and writing including email etiquette
2. Problem solving
3. Creativity
4. Work ethic – including positive attitude, honesty, resilience, responsibility, self-motivation, reliability, initiative, self-presentation
5. Leadership & management
6. Teamwork
7. Timeliness and punctuality
8. Basic Digital and its application
9. Understanding of Net Zero and sustainability impact
10. Initiative and pro-activity

Non standard versions would need to be agreed and signed off by an accrediting organisation to ensure quality and relevance. It would be recommended for central ownership and verification to sit within the future combined authority.

Option 3 Pros		Option 3 Cons	
1.	Stakeholders have the ability to incorporate their own skills and elements.	1.	Central ownership and verification is required and needs to be determined.
2.	Ensures collaboration between all stakeholders, which could support collaboration for further working.	2.	Regular monitoring to ensure relevance and reflection of current needs and opportunities, which could increase workloads.
3.	Employers would have confidence knowing that all Employability Skills Passports in circulation have been verified and are developed around a core set of skills that are in response to employer needs.		
4.	Adaptable by the owner of the individual passports.		

Option 4: No Model - It is agreed for there to be no development of Employability Skills Passports

	Option 4 Pros		Option 4 Cons
1.	No requirements for centralised ownership or verification system that could result in time constraints.	1.	Employers have confirmed they see the benefits of utilising Employability Skills Passports as they provide verification of skills, unlike CVs, and thus would have no evidence on what skills an employee/future employee has.
		2.	No requirement for collaborative working on employability skills, going against one of the key requirements of the Hull & East Yorkshire LSIP.
		3.	Loss of employer confidence.

Recommendations:

1. For the Employment & Skills Board to agree which Option to take forward. It must be noted this paper will also be taken to the Hull & East Yorkshire LSIP Board on Monday 11th March 2024, and Stakeholders involved in the development of the Employability Skills Passport, with the hope that there is mutual agreement on the best steps forward.
2. Should Options 1 or 3 be agreed, for the Employment & Skills Board to recommend where centralised ownership and verification should lie. This in turn would be shared with the Hull & East Yorkshire LSIP Board and key stakeholders.
3. The employer voice needs to be incorporated into any potential development of Employability Skills Passport to ensure relevance.



Briefing Paper to the HEY Skills Board

Wards: All

12th January 2026

Horizon Scanning

1. Purpose of the Paper and Summary

1.1. This paper gives details of new or emerging policy, strategy, research or thought pieces relevant to the work of the HEY Skills Board.

	Item	Theme	Overview
1.	LSIP Statutory Guidance updated	Skills	Revised Statutory guidance for the development, implementation and review of a Local Skills Improvement Plan (LSIP). Mayoral Strategic Authorities will be joint owners of the plans, alongside the designated employer representative bodies.
2.	Wave 2 Technical Excellence Colleges	Skills	DfE has opened applications for 19 Wave 2 TECs in 4 further sectors.
3.	Additional funding for colleges to expand training capacity	Skills	Metro mayors and local leaders will be allocated additional funding to expand training capacity in colleges ahead of an expected 67,000 extra 16- and 17-year-olds entering post-16 education by 2028.
4.	Employer skills survey 2024	Skills	2024 Survey findings show how employers across the UK respond to skills challenges within their existing workforce, and when recruiting.
5.	Youth funding announcements	Work and Skills	A range of measures with £1.5 billion of investment over the next three years to support young people. These include new elements of

Author:
Status:
Date: 14/01/2026

			the Youth Guarantee, Growth and Skills Levy initiatives and NEET prevention.
6.	Youth inactivity	Work and Health	Independent investigation launched to establish what's behind the rise in youth inactivity.
7.	National Youth Strategy	Young peoples' priorities	The National Youth Strategy sets out how the government will work together with partners to respond to young peoples' (aged 10-21 or up to 25 for SEND) priorities over the next decade.
8.	Erasmus+ programme	Education and Training	The UK has agreed terms to join the Erasmus+ programme in 2027, widening opportunities for young people from all backgrounds, learners, educational, youth and sport staff to study and train abroad.
9.	Armed Forces gap year Foundation Scheme	Work	Britain's young people will be given new opportunities to experience military service through a 'gap year' Foundation scheme set to launch in 2026.
10.	Occupational health training for SMEs	Workplace health	Occupational health training will be funded by Government for line managers in small businesses across England between January and March 2026.

Policy Summary

1. Local Skills Improvement Plans Statutory Guidance

Development of the second round of Local Skills Improvement Plans (LSIPs) is now underway. New [guidance](#) to steer the process was published by Skills England on 18th November which empowers local leaders, employers, colleges, independent training providers, and universities to transform skills training across England.

The new statutory guidance replaces what was previously issued to guide the first round of LSIPs. It has taken on board constructive feedback from local employers, Mayoral Strategic Authorities (MSAs) and other key stakeholders.

MSAs will be joint owners of the plans, alongside the designated employer representative bodies (ERBs). Local economic plans and other relevant local strategies, including the Local Growth Plan being developed by each MSA, will provide an important source of information for the development of an LSIP. These plans will identify the opportunities for growth in a place, with MSAs using these to identify their sector skills priorities, which will help provide the framework for the development of the LSIP and more detailed engagement with employers on their specific skills needs.

Local Get Britain Working Plans (GBWPs) will develop a whole system approach to tackling supply and demand challenges within the labour market. They are distinct from LSIPs, tackling the broader causes of economic inactivity, including barriers such as health, caring responsibilities or lower skill levels. It will be important to ensure that in each area the LSIP and local GBWP align in ways that are mutually reinforcing, with the LSIP providing insight from employers on the skills they need, and the local GBWP identifying the broader labour market challenges, including those related to participation, progression and earnings. See here for the [Get Hull and East Yorkshire Working Plan](#).

Reflecting the greater role for MSAs set out in the English Devolution White Paper, development and implementation will be taken forward through a new joint working arrangement between the ERB and the MSA.

The guidance recognises the critical role of higher and further education in the skills system. Universities will work alongside colleges and independent training providers to ensure provision meets local labour market needs and supports people at all levels - from entry into work through to postgraduate qualifications. The introduction of the [Lifelong Learning Entitlement \(LLE\)](#) from January 2027, as the new student finance system at levels 4 to 6, will help deepen this partnership. It will fund modular provision and offer more flexible student finance options. LSIPs will help to ensure this is linked to key growth priorities for their areas. From September 2026, learners will be able to apply for LLE funding for the first time for courses and modules starting from January 2027 onwards.

LSIPs will be a key part of helping deliver the Government's ambition for two-thirds of young people to participate in higher level learning - either academic, technical, or an apprenticeship - by age 25 – as set out in the [Post-16 Education and Skills White Paper](#).

2. Wave 2 Technical Excellence Colleges

The government has committed to establishing Technical Excellence Colleges (TECs) in the Industrial Strategy growth-driving sectors. Following the Wave 1 launch of 10 Construction TECs in August 2025, DfE has opened applications for 19 [Wave 2 TECs](#) in 4 further sectors:

- Defence (5 TECs)
- Clean Energy (5 TECs)
- Digital and Technologies (5 TECs)
- Advanced Manufacturing (4 TECs)

From April 2026, these TECs will work with employers, representative bodies, trade unions, strategic authorities, and local government to provide people with better training and job opportunities, and to provide the highly trained workforce that local economies need.

TECs will be existing further education colleges (including Sixth Form Colleges and designated institutions) that are awarded 'technical excellence status' to recognise deep specialisms in priority skills areas.

TECs will act as a "hub of excellence" and share and scale up their "model of innovative teaching and curricula excellence" across the sector. Through a "hub and spoke" model, TECs will be expected to support other FE "spoke" providers such as FE colleges, independent training providers and university technical colleges by sharing resources and expertise.

The 19 successful TECs will receive an average of £9 million over four years, delivered through capital and revenue funding.

MSAs will be consulted to gather views on which applicants should be designated as TECs in each wave 2 sector. Input will be based on an assessment of local contextual factors, which may include considerations such as the location of key employers and employer projects, the scale and scope of planned projects in each area, and the strategic importance of the applicant within both the regional and national skills system. MSA advice will be considered alongside other evidence when assessing applications.

The deadline for applications is 16th February 2026.

3. Additional funding for colleges to expand training facilities

Metro mayors and local leaders will be allocated [£283 million](#) to boost capacity in colleges and offer more construction courses in 2026. The funding will help colleges meet the demand for homegrown skilled workers. Around £100 million of this funding will go to Metro mayors and local leaders to boost capacity specifically in construction courses to address growing college waiting lists across the country and help achieve the government's goal to train 60,000 additional construction workers to build 1.5 million homes by the end of the Parliament.

Metro mayors and local leaders will be given the power to decide how they use the remaining £183 million funding to boost capacity in colleges ahead of an expected 67,000 extra 16- and 17-year-olds entering post-16 education by 2028.

The Department for Education (DfE) will also release £8.8 million in capital funding for "specialist" T Level teaching equipment and has confirmed the launch of the FE Teacher Industry Exchange pilot in January 2026.

4. Employer skills survey 2024

The [Employer Skills Survey](#) conducted by the DfE provides data on how employers across the UK respond to skills challenges within their existing workforce, and when recruiting. Overall, more than 22,000 UK employers participated in the 2024 survey.

Since the last survey in 2022, employers have continued to face a series of changes, including rapid advancements in Artificial Intelligence (AI) and inflationary pressures due to the lasting impacts of the COVID-19 pandemic, Brexit and the ongoing war in Ukraine. Encouragingly, skills gaps in the existing workforce have fallen and are now at their lowest recorded levels. In line with labour market trends, the number of vacancies is less than half the number in 2022. The percentage of vacancies that can't be filled due to a lack of skills has also fallen from an all-time high in 2022 but is still higher than in the 2011 to 2017 period. The construction sector and skilled trade occupations continue to have the highest Skills Shortage Vacancy density.

The survey data shows there has been a marked reduction in employer engagement and investment in training. Employers remain less likely to provide any form of training for their employees and are less likely to have plans to do so. While the proportion of the workforce trained has reverted to previous levels, the training days received per trainee are still lower compared with the early 2010s. Additionally, employer financial investment in training has

continued to decline, the overall figure decreasing by 18.5% in real terms since 2011 and investment per employee decreasing by 29.5%.

There is also evidence that employer engagement in initiatives such as apprenticeships is slowing; the proportion of employers offering apprenticeships remained unchanged since 2022, while the proportion planning to offer them in the future has markedly decreased. It remains to be seen whether this is in part due to employers accessing a wider range of technical education, which may become more common through the new Growth and Skills Levy.

When looking to the future, the majority of employers continued to believe their employees would need to upskill in the next 12 months, with the introduction of new technologies and equipment cited as a key reason. The rapid development of AI will undoubtedly have far-reaching implications for the way organisations operate, though in 2024 AI usage was only reported by a minority of sites.

5. Youth Announcements

The government has committed £1.5 billion of investment over the next three years to support young people. [£820 million](#) has been allocated for the Youth Guarantee to support young people to earn or learn and [£725 million](#) for the Growth and Skills Levy.

A summary of these announcements which will help to tackle youth unemployment and drive economic growth are detailed below:

➤ Youth Guarantee

- A youth guarantee gateway providing every young person on universal credit with a dedicated session and four weeks of intensive support.
- An expansion of youth hubs, centres where young people can receive help to get them back on track will be expanded to every local area of Great Britain.
- Nearly 300,000 additional opportunities through work experience and sector-based work academy programmes.
- Fully funded apprenticeships for eligible young people in SMEs.
- A jobs guarantee providing six months of paid work for those furthest from the labour market. Available from spring 2026 in six areas with the “highest need”: Birmingham and Solihull, the East Midlands, Greater Manchester, Hertfordshire and Essex, Central and East Scotland and South West and South East Wales.

➤ Growth and Skills Levy Reforms

- 50,000 more young people in England to access apprenticeships through the Growth and Skills Levy.
- Fully funded apprenticeship training for all eligible 16-24-year-olds in small and medium-sized businesses, removing the cost barrier for employers and opening up more opportunities for young people.
- Introducing greater flexibility and new short courses in areas such as AI, engineering and digital skills will roll out from April 2026.
- Expanding foundation apprenticeships into wider sectors where young people are traditionally recruited, such as hospitality and retail

- £140m to pilot new approaches to better connect young people aged 16–24, especially those who are NEET, to local apprenticeship opportunities. This will test different ways of helping and supporting more young people to access apprenticeships.

➤ **NEET Prevention**

- A NEET prevention package, which includes measures to support smooth transitions for young people into post-16 education and then stay on and succeed until at least age 18.
- Working with schools to improve support for transitions and with Youth Guarantee trailblazers to pilot automatic enrolment at FE providers for young people.
- Develop improved data collection and sharing to identify those at risk of becoming NEET.
- A new Risk of NEET indicator tool, giving local areas more accurate insights to target support where it's needed most.
- Co-develop an enhanced role for Strategic Authorities in local oversight and accountability.

6. Investigation launched to establish what's behind the rise in youth inactivity

Former Heath Secretary Alan Milburn launched his investigation into the causes of record unemployment and inactivity among 16 to 24 year olds on 19th December 2025 with a call for young people and a range of experts to come forward with their views.

The review will make practical recommendations to help young people with health conditions access work, training or education, ensuring they are supported to thrive, not sidelined. It will complement the [Timms Review](#) by focusing specifically on the link between youth mental health, economic inactivity and benefit system.

While the Timms Review is examining broader reforms to the disability benefits system, Milburn's work will focus on preventing young people from becoming trapped out of work, education or training—and on re-engaging those who have already become NEET. The [Terms of Reference](#) are to:

- Understand the drivers of the increase in the number of young people who are Not in Education Employment or Training (NEET) and claiming health and disability benefits, including childhood experience
- Investigate the root causes of this rise in economic inactivity among disabled young people and those with health conditions
- Make recommendations for policy responses aimed at increasing opportunities for young people

Interim findings will be shared with the Government in Spring 2026, with the final report published in Summer 2026.

The findings of the report will shape further government action to improve opportunities, support, and employment outcomes for young people with health conditions and disabilities. It forms part of wider plans to maximise opportunities for young people alongside our Youth Guarantee to ensure every young person aged 18 to 21 has the chance to earn or learn. The [Call for Evidence](#) is open until **30 January 2026** and gives young people and their stakeholders the opportunity to shape Mr Milburn's report and suggest life-changing solutions the government can bring forward. He is keen to canvas the views of anyone with

experience of the issue – from young people themselves to their parents, football coaches and teachers.

7. National Youth Strategy

The Department for Culture, Media and Sport (DCMS) launched [‘Youth Matters: Your National Youth Strategy’](#) – a 10-year plan to help ensure every young person in the country has somewhere to go, someone who cares for them and a community they feel part of.

The Strategy outlines cross-government support for young people aged 10 to 21-years-old, and up to 25 years for those with Special Educational Needs and Disabilities (SEND).

The Strategy centres around additional investment to transform youth services, backed by £500 million of government funding, which will help to:

- Build or refurbish up to 250 youth facilities over the next four years, as well as providing equipment for activities to around 2500 youth organisations
- Launch a network of 50 Young Futures Hubs by March 2029
- Support organisations in underserved areas to deliver high-quality youth work and activities through a ‘Richer Young Lives Fund’
- Create stronger enrichment offers in up to 400 schools
- Recruit and train youth workers, volunteers and other trusted adults
- Strengthen youth services through improving local partnerships, better information sharing, and digital infrastructure, ensuring young people receive high-quality, safe, and effective support in their communities

Action 5 detailed in the Executive Summary focuses on Good Work - providing better education, guidance, training, and support for young people to get a great job. This includes:

- Delivering a broad, ambitious, and inclusive curriculum so every young person can develop the knowledge, skills, and attributes needed to thrive throughout life
- Investing £15 million to expand the attendance mentoring programme
- Raising the bar on careers education and introducing two weeks of work experience for every young person across the course of their secondary education
- Simplifying and enhancing the post-16 qualification landscape in England so that it is easier for young people to find the right training and opportunities
- Investing £820 million over the next 3 years to deliver an expanded Youth Guarantee across Great Britain, supporting every 16 to 24 year-old into learning, jobs, or apprenticeships with tailored help, expanded opportunities, over 360 employment Youth Hubs, and guaranteed paid work for 18 to 21 year-olds on Universal Credit and looking for work for 18 months
- Spending £187 million over 4 years to prepare people for careers across the digital and tech sectors, bringing digital skills and AI learning into classrooms and communities through the TechFirst programme

The insights gathered from extensive engagement has been published alongside the strategy in the [‘Youth Matters: State of the Nation’ report](#).

DCMS has made available [a toolkit](#) to help councils engage with young people on this strategy.

8. Erasmus+ Programme

Ministers have agreed terms with the EU to rejoin the [Erasmus+](#) study abroad scheme from 2027.

Erasmus+ offers opportunities around education, training, youth, culture and sport for participants of all ages. Over 100,000 people in the UK could benefit from the scheme in the first year alone. Data shows that studying abroad can boost the career prospects of students, especially from disadvantaged backgrounds.

The programme will create educational and training opportunities for British apprentices, further education students and adult learners, as well as those in higher education. The government will work closely with institutions and young people to maximise take-up - particularly among disadvantaged groups.

Opportunities available on Erasmus+ include further education students and apprentices going on work placements in leading European companies.

The new deal is likely to mark the end of the UK's own £100 million-a-year Turing scheme, which was created after Brexit as a replacement student exchange programme for Erasmus and placed more emphasis on sending learners from disadvantaged backgrounds abroad.

9. Armed Forces gap year Foundation Scheme

Armed Forces will launch a [‘Gap Year’ scheme](#) in 2026 to give under-25s experience of armed forces. A first wave of around 150 participants will open for recruitment from early 2026, offering young people a year of paid experience and training in the Armed Forces: across the Army, Royal Navy and Royal Air Force. Ministers have an ambition to eventually grow the scheme to over 1,000 young people subject to interest.

The scheme, which will launch in March, will offer young people bespoke training courses aimed at giving them the skills and attributes to set them up for success in either military or civilian life, bolstering their employability or providing a route into an exciting career in the Armed Forces.

The scheme will equip those who may be unsure on their career direction with problem solving, teamwork and leadership skills, as well as offering unique opportunities including undergoing basic training, or experiencing life at sea.

It forms part of the Government's drive towards a “whole of society” approach to defence – a key theme of this year's Strategic Defence Review – reconnecting the public with those who serve, strengthening awareness of the role the Armed Forces play, and giving the next generation the skills and experience to unlock their potential.

10. Occupational health training for SMEs

People at risk of dropping out of work will be given more support to stay in their jobs through a new Government-funded [small business occupational health training](#) for 5,000 line managers working in small businesses.

The free training, funded by the Department for Work and Pensions comes as part of the Government's drive to tackle workplace sickness and will be made available to small and medium sized businesses across England between January and March 2026, helping them to better support staff and identify health-related issues early.

It will help tackle the issue of more than 2.8 million people signed off long-term sick – one of the highest rates in the G7 – while the Keep Britain Working Review found 800,000 more working-age adults are out of work due to sickness than in 2019. The cost of ill-health to small businesses is stark, as replacing an employee lost to ill-health costs over £11,000, while every sickness absence day costs businesses around £120 in lost profit.

The free training - led by the Institution of Occupational Safety and Health (IOSH) - will give line managers the practical skills they need to recognise early signs that someone they're managing needs help, so they can have supportive conversations about health and workplace adjustments. Persistent fatigue, behaviour changes, and increased absence will be some of the signs managers will be trained to spot and step in early to support people, so they have better ways forward to continue in work.

Contact Officer: Chris Howell, Employment & Skills Manager, HEY Business Growth & Skills Hub.

Officer Interests: None.

Background Documents: None.

Briefing Paper to the HEY Skills Board**Wards: All**

07/01/2026

1. Purpose of the Paper and Summary

To provide an overview of the background, growth, and performance of Skills Bootcamps across the Hull and East Riding region. An accompanying PowerPoint presentation will illustrate key data and trends.

As part of the devolution process, funding for Hull and East Riding Skills Bootcamps will transition from the Department for Education (DfE) to HEYCA from 1st April 2026.

The purpose of this paper and presentation is to:

Highlight the performance and growth of Skills Bootcamps in the local region.
Outline considerations for future management under HEYCA.

2. Background

Skills Bootcamps were launched nationally in Autumn 2020 as short, intensive training courses designed to improve skills and job prospects following the Covid-19 pandemic. They are currently funded by the DfE.

The Hull and East Riding region first received funding in 2022 (Wave 3) to deliver Skills Bootcamps.

The Skills Bootcamp programme in Hull and East Riding has been strategically aligned under the Economic Development and Regeneration service within the Regeneration directorate, ensuring that delivery is not only about skills acquisition but also about driving economic growth and workforce development. This alignment has created a strong synergy between training provision, employer needs and regional economic priorities, this synergy had been the major reason behind the

success of bootcamps across Hull and East Yorkshire leading to strong national recognition of the positive progression rates following the completion of a Bootcamp. This approach has been critical to enabling:

- **Employer-Led Design:** Skills Bootcamps have been shaped around employer needs, ensuring that training directly addresses skills gaps in priority sectors such as construction, digital, engineering, and green technologies.
- **Work-Based Learning Model:** By embedding practical, job-focused training, the programme accelerates learner progression into employment and supports businesses in upskilling their workforce. This approach has strengthened local productivity and competitiveness.
- **Economic Impact:** The employer-focused theme has amplified the region's ability to attract investment and support regeneration projects by ensuring a pipeline of skilled workers. This has been particularly critical for major infrastructure and development initiatives across Hull and East Riding.
- **Collaborative Growth:** The management team's integration with economic development strategies has enabled rapid scaling of provision—from £1.8m in 2022 to £11.1m in 2025—while maintaining quality and outcomes. This growth reflects the programme's role as a catalyst for inclusive economic development.

The programme is managed by Hull City Council, with a dedicated project team appointed via Hull Training and Adult Education (HTAE). This team has:

- Substantially increased participant numbers, funding, and provider partnerships.
- Positioned Hull and East Riding as one of the top-performing regions nationally.
- Engaged a large number of business and training providers to deliver bespoke bootcamps.

Current funding for Wave 6 is £11.1 million, with 15% (£949k) allocated as a management fee.

The 15% management fee has enabled Hull City Council to establish a high-performing team that has forged successful relationships with a significant number of regional training providers and businesses.

Over the past 18 months, Hull and East Riding have continually ranked in the top 2 regions nationally in Skills Bootcamps outcomes. The latest data shows that 94% of learners in this region that complete their Skills Bootcamp course apply this in a work environment and achieve a new job role, or additional responsibilities.

This is the overall objective of Skills Bootcamps. This has been achieved by the existing team having dedicated roles that support training providers once training has been completed.

The team have played a key part in this success by only awarding funding to training providers that can demonstrate previous delivery in Skills Bootcamps or similar programmes via a rigorous procurement process. The team's knowledge and experience in evaluating Skills Bootcamp programmes prior to delivery is a key factor in the successful performance.

The DfE data received is anonymous, with only outcome figures detailed. However, similar sized regions in comparison have only achieved outcome rates of 66% and 59%, against Hull and East Ridings figure of 94%. This demonstrates the strength and performance of the existing team.

Issues for Consideration

From April 2026, Skills Bootcamp funding for Hull and East Riding will transfer from the DfE to HEYCA as part of the devolution process. This will form part of HEYCA's ringfenced Adult Skills funding.

Key points:

The project team has built strong relationships with stakeholders and significantly raised awareness and delivery of Skills Bootcamps.

Hull and East Riding currently rank 2nd nationally for learner completions and outcomes—a major achievement.

The team works with 32 training providers, delivering to a target of 3,600 learners this year.

The team provides critical support, including guidance through Ofsted inspections—22 providers have successfully passed inspections.

Regional grant funding has grown from £1.8 million in 2022 to £11.1 million in 2025, reflecting strong performance and management.

Risk: If the existing structure and team is not retained, there is potential loss of the established expertise, relationships, and momentum—impacting learners and businesses.

4. Next Steps

As part of the devolution process, HEYCA will not directly deliver Skills Bootcamps. Instead, consistent with the approach taken by other devolved authorities, HEYCA can commission delivery through experienced project providers to maintain continuity and performance.

The recommended model is to:

Commission the existing Hull Training and Adult Education (HTAE) project team to manage the programme regionally. This team has proven expertise, strong stakeholder relationships, and a track record of scaling provision effectively who can continue to fund employers and training providers to deliver Skills Bootcamps under HEYCA's strategic priorities, ensuring flexibility and responsiveness to employer needs.

This approach mirrors successful practice in other devolved areas, where combined authorities act as strategic commissioners, not prime contractors. It enables:

- Alignment with the area Economy and Regeneration objectives, ensuring skills investment supports growth sectors and regeneration projects.
- Employer-focused delivery, maintaining the work-based model that has driven success locally.
- Continuity of expertise, safeguarding the relationships and momentum built over four years, which are critical to sustaining outcomes and economic impact ensuring the region builds on the success and achievements of the past 4 years.

Authors

Sharon Gamble – Head of Service Hull Training and Adult Education (HTAE)

Adam Wilson – Senior Lead Business Development and Contracting (HTAE)

Contact Officer: Alex Codd Telephone Number: 07799 038678

Officer Interests: None

Background Documents: PowerPoint presentation to be provided prior to meeting to be included as part of the agenda item.



Briefing Paper to the HEY Skills Board

Wards: All

22nd January 2026

Work Programme

1. Purpose of the Paper and Summary

The purpose of this briefing paper is to update the HEY Skills Board on the Work Programme.

2. Background

The appendix attached provides an update on the Work Programme and provides further opportunity for Board Members to suggest future agenda items for discussion.

3. Issues for Consideration

The Work Programme is noted and suggestions made for future agenda items for discussion by the HEY Skills Board.

4. Next steps

The Democratic Services Officer maintains the Work Programme for future meetings.

Briefing Paper of Alex Holgate, Head of Governance

Contact Officer : Dorinda Guy

Tel: 01482 613416

Officer Interests: None

Background Documents: Work Programme

HEY Skills Board Work Programme 2025/26

Chair: Jayne Adamson
 Deputy Chair: David Gent

Democratic Services Officer : Dorinda Guy Ext 3416

Meeting Date	Upload Date of Papers	Venue (to alternate between Hull and ER)	New Items / Standard Items (N/S)	Agenda Items	Responsible Officer	Type of Report	Reason for submission	Agenda
			S	Apologies	Dorinda Guy	Verbal	To receive apologies from those Board members who are unable to attend the meeting.	A
			S	Declarations of Interest	Dorinda Guy	Verbal	To remind Board Members of the need to record the existence and nature of any personal and pecuniary interest in items on the agenda, in accordance with the Member Code of Conduct.	A
			S	Minutes of Previous Meeting	Dorinda Guy	Minutes	To approve the minutes as a true and correct record.	A
			S	Work Programme	Dorinda Guy	Briefing Paper	To update Board members on the Work Programme and provide further opportunity for Members to suggest future agenda items for discussion.	A
			S	Horizon Scanning	OFFICIAL Chris Howell	Briefing Paper	To update Board members on current policy and issues relating to skills and to advise on future developments.	A
			as and when required	HEY Skills Strategy Update	Ben Odams, Alex Codd and Claire Watts	Briefing Paper	To include an update on the Framework, Progression and Governance and AGM Paper regarding Membership, etc.	A
			S	Contractual Obligations	Chris Howell	Briefing Paper	To provide the Board with Contractual Obligation Items as and when required.	A
March '26			N	MCA Organsitional Structure	Steve Skelton	Briefing Paper	to provide the Board with the MCA organisational structure and to clarify the role and purpose of Skills Board.	
March '26			N	Bootcamp - Funding Allocation	Chris Howell	Briefing Paper	To provide the Baord with information around the funding allocoation. (adult skills fund)	
TBC			N	MCA Emerging Strategies	Steve Skelton	Discussion Item	To provide the Board with a Spider Diagram showing how MCA Strategies align with the Skills Board.	
TBC	awaiting date from MCA		N	Connect To Work	Pauline Mitchell	Briefing Paper	To provide the Board with informataion around Connect To Work	A
TBC	awaiting date for MCA		N	UK Shared Prosperity Fund Outcomes (UKSPF)	Nathan Turner and Suzanne Tosc and Claire Watts	Briefing Paper	To provide an update on the UKSPF Outcome/achievements	A
TBC	awaiting date from MCA		N	Contingency Scenario (Risk Assessment))	Steve Skelton	Briefing paper and Risk Assessment	To provide information around: i/ Strategies we consider centre on growth and the benefits ii/ Consequencies in the event that the growth does not happen iii/ how to best engage with the VCSE, LSIP and stakeholders	A

OFFICIAL

TBC			N	Institute of Technology Update	Becki Hamnett	Briefing Paper	To provide the Board with information on what is being done and opportunities provided.	
TBC			N	Entrepreneurship and Young People		Briefing Paper	To provide the Board with information around Entrepreneurship and Young People.	
TBC			N	AI (Artificial Inteligence)		Briefing Paper	To provide the Board with how AI fits within Educational and Workplace settings.	
TBC			N	10 year Health Plan followed by Workforce Plan		Briefing Paper	To provide the Board with a 10 year Health Plan followed by Workforce Plan.	
TBC			N	Workforce Development Business Advisor Bi-annual Report		Briefing Paper	To provide the WDBA Bi-monthly report.	
TBC			N	Inclusive Careers Project Summary and Evaluation		Briefing Paper	To provide the Board with information around Inclusive Careers Project Summary and Evaluation.	
TBC			N	Adult Skills Fund (ASF) Readiness Submission including Draft Skills Framework		Briefing Paper	To provide an update on ASF including Draft Skills Framework	
TBC			N	ASF Commissioning Decisions e.g. allocation of ASF / Bootcamp / Free Courses for Jobs / ASF Commissioning Strategy		Briefing Paper		
TBC			N	Integrated Care Board (ICB) / OHID "Good Work" Strategy and Integration with Economic Framework / Skills Framework		Briefing Paper		
TBC			N	Work Experience Changes and Opportunities	OFFICIAL	Briefing Paper	Raised by Cllr Aitken	