



# LEP DIRECTORS BOARD

Tuesday, 26<sup>th</sup> October 2021 3.00pm-4.30pm

Via MS Teams

# Greater Lincolnshire LEP Monthly Board Agenda

Time	Item	Lead	Status
3.00	Welcome, Apologies, Declarations of Interest	Chair	Attached
3.05	FOR APPROVAL: Board Minutes -28/09/2021 FOR INFO: Decision Log FOR INFO: Review of Actions	Chair	Paper 1 Paper 1.1 Paper 1.2
<b>Governance</b>			
3.10	Chair and CX Report	Chair/CX	Paper 2
<b>Strategy - Transport</b>			
3.15	FOR DISCUSSION: Midlands Connect priorities	Maria Machancoses, Midlands Connect	Presentation
3.30	FOR DISCUSSION: Transport Plans in Greater Lincolnshire	Halina Davies LEP, Jason Copper and Vanessa Strange LCC, Kate Robinson NLC, Mark Gibbons NELC and Penny Sharp Rutland CC	Presentations
<b>Strategy - Employment and Skills</b>			
16.00	FOR DISCUSSION: Local Labour Market Shortages	Simon Telfer/ Clare Hughes ESAP	Paper 3
16.30	AOB and Close		

Access and Circulation of papers is public unless otherwise stated as confidential, and in line with the [Confidential](#) Reporting Policy.

**Board Attendees:** Pat Doody - Chair (Non-Executive Director), Cllr Philip Jackson - Vice Chair (NELC), Sarah Louise Fairburn - Vice Chair (Imp & Maker), Cllr Colin Davie (LCC), Cllr Craig Leyland (ELDC), Cllr Oliver Hemsley (RCC), Andrew Hunter (UoL), Dean Fathers (Health), Darren Cunningham (Phillips 66), Debbie Barnes (CX, LCC), Jo Hardy (Hardy's Farm), Nick Worboys (Longhurst), Simon Bird (ABP), Zoe King (Epix Media)

**Observers:** Clive Tritton (NELC), Simon Green (NLC), Andrew Crookham (Accountable Body & Section 151 Officer)

**LEP Exec:** Clare Hughes, Halina Davies, Caroline Illingworth, Sue Groves

**Apologies:** Gary Headland (Lincoln College, IoD & Lincs Chamber), Mandy Watson (Ambitions Personnel), Julian Free (UoL) Pete Holmes (BEIS), Ruth Carver LEP, Stephen Fidler (DfT)

To be confirmed: Alison Ballard (BAE Systems), Cllr Rob Waltham (NLC),

For Agenda items: Maria Machancoses (Midlands Connect), Simon Telfer (Chair of ESAP), Jason Copper and Vanessa Strange (LCC), Kate Robinson NLC, and Mark Gibbon from NELC.

## **Key Dates for 2021**

### **Annual Conference: 2<sup>nd</sup> November 2021 - EPIC Centre, Lincolnshire Showground**

<b>GLLEP Board Quarterly meeting:</b> 26 <sup>th</sup> November 2021, 25 March 2022 <b>GLLEP Board Monthly meeting:</b> 26 <sup>th</sup> October 2021, 25 <sup>th</sup> January 2022, 22 <sup>nd</sup> February 2022	<b>GLLEP Investment Board: Chair Pat Doody</b> 26 <sup>th</sup> November 2021
<b>GLLEP Appointments Committee: Chair Gary Headland</b> As required	<b>GLLEP Employment &amp; Skills Advisory Panel: Chair Simon Telfer</b> 16 <sup>th</sup> November 2021, 14 <sup>th</sup> December 2021
<b>GLLEP Energy Council: Chair Duncan Botting</b> 14 <sup>th</sup> December 2021	<b>GLLEP Food Board: Chair Sarah Louise Fairburn</b> 19 <sup>th</sup> November 2021
<b>GLLEP Health &amp; Care Enterprise Board: Chair Dean Fathers</b> 29 <sup>th</sup> November 2021	<b>GLLEP Manufacturing Board: Chair Darren Joint</b> 18 <sup>th</sup> January 2022
<b>GLLEP Visitor Economy Board: Chair Nicky Van der Drift</b> 15 <sup>th</sup> December 2021	<b>GLLEP Defence &amp; Security Advisory Board - Chair Julian Free</b> 2 <sup>nd</sup> December 2021, 10 <sup>th</sup> February 2022
<b>GLLEP Innovation Council: Chair Andrew Hunter</b> 15 <sup>th</sup> December 2021	

# Greater Lincolnshire LEP Board

Minutes of 28<sup>th</sup> September 2021 at 3.00pm  
Via MS Teams

**Present: Board Directors:** Pat Doody - Chair (Non-Executive Director), Cllr Philip Jackson - Vice Chair (NELC), Cllr Colin Davie (LCC), Cllr Oliver Hemsley (RCC), Cllr Rob Waltham (NLC), Alison Ballard (BAE Systems), Darren Cunningham (Phillips 66) Dean Fathers (Health), Gary Headland (Lincoln College, IoD and Lincs Chamber), Zoe King (Epix Media),

**Observers:** Pete Holmes (BEIS), Sophie Todd (BEIS),

LEP Officers: Ruth Carver, Halina Davies, James Baty, Kate Storey, Sue Groves (Note Taker), Amy O'Sullivan (observer)

**For Agenda items:** Samantha Harrison (LCC), Jeannine Thornley (LCC), Darren Joint (Viking Signs and Chair of the Manufacturing Board), Martin Collison, Simon Dwyer for item on Seafood

**Apologies from Directors:** Andrew Hunter (UoL), Mandy Watson (Ambitions Personnel), Suraya Marshall (RAF Cranwell) Julian Free (UoL), Debbie Barnes (CX LCC), Jo Hardy (Hardy's Farm), Nick Worboys (Longhurst), Cllr Craig Leyland (ELDC), Simon Bird ABP), Stephen Fidler (DfT)

Apologies from Observers: Andrew Crookham (Accountable Body & Section 151 Officer)

**Declarations of Interest** - Full declarations of interest for each individual Board Director can be found at: <https://www.greaterlincolnshirelep.co.uk/about/boards/> The LEP Board were reminded that declarations of interest are required as part of LEP governance and must be updated at least annually, and if anything changes to the LEP office at the earliest convenience.

#### **Minutes & Matters Arising (Paper 1) - Pat Doody/Ruth Carver**

- Labour Shortages update (feedback to BEIS) - Separate working groups have been set up for HGV (Government announced that they are trying to procure boot camps for training providers), Food Board (dates organised 7th and 14th October), Visitor Economy Board and still to arrange the Health & Care Enterprise Board, all are solution focused.
  - PH (BEIS) needs intelligence from the LEP and the Growth Hub on sectorial impact in general.
  - An umbrella Energy Board organisation is being discussed as a voice of both sides of the Humber and will be discussed at a forthcoming HLB Board next.
  - County Deals (Devolution) - Discussions are ongoing; functional economic geography has been established for Greater Lincolnshire, governance and an opportunity for asks, which are being worked on and what Councils are going to do to transform to be able to deliver.
  - RC updated the board on the levelling up work undertaken by the team - and had circulated the CSR asks and two slide decks on asks and levelling up challenges and opportunities for Greater Lincolnshire
- Humber Freeport still progressing at pace.

**ACTION:** ESAB to update the Board on Labour shortages across GL at the next board and look at local solutions.

#### **Decision Log & Review of Actions (Papers 1.1 and 1.2)**

- Covered in CX Paper

#### **Manufacturing Board Plan (Paper 2) - Darren Joint Chair Manufacturing Board/Samantha Harrison and Jeannine Thornley, LCC and Business Lincolnshire Growth Hub**

- DJ introduced himself as being the Chair of the Manufacturing Board.
- Challenging 18 months, a working group was set up and designed a Manufacturing Sector Plan at the end of 2019. The mission is to help manufactures to develop local supply chains, access skilled workers and champion clean growth and to support the sector to

develop ambitious growth plans, access new markets, embrace innovation and attract inward investment.

- Leaving the EU has been challenging for manufacturing businesses who have had supply chain issues, increasing raw material costs and having access to a skilled workforce. Needed to change the way the Manufacturing Sector was supported and through accessing funding from the Government, a bid was submitted to the Peer Network programme that BEIS department had developed and 33 manufacturing businesses went through a support programme for business resilience etc.
- Two biggest issues that have been championed to date 1) Greater Lincolnshire Manufacturing Network in partnership with the University of Lincoln, with several successful meetings where experiences have been shared and 2) campaigning for Made Smarter in the East Midlands. SLH and RC have discussed with BEIS about understanding the national approach. As part of CSR, BEIS will be putting forward a proposition to roll out Made Smarter on a national basis. A slide deck and proposition to be submitted to BEIS to say why East Midlands should be considered in the next roll-out, this is supported by the Chief Executives of East Midlands LEPs, Make UK and Midlands Engine. Business Case to be submitted to Government in the near future.
- The next Greater Lincolnshire Manufacturing Network will focus on skills, particularly FE provision and would like to link up with the Employment and Skills Advisory Panel.
- Skills gap - there is a national shortage as well as local, under-funding in colleges and equipment and is the same for all sectors.
- The Made in Lincolnshire programme (digital brochure) celebrating and promoting local manufacturing businesses and inter-trading was re-launched in June 2021.
- Keen to expand board membership from the north of the county and Rutland, particularly the food manufacturing sector and also inviting members of other boards as visitors to collaborate.

#### **ACTIONS:**

- Post Pandemic Action plan for the manufacturing sector to be discussed at Board
- Suggestions of manufacturers to join the Manufacturing board to DJ, SH, JT
- Board Directors to support the ask for Made Smarter for the EM - Briefing note by SH, JT
- Board Directors pass on information to companies who would benefit the Made in Lincolnshire programme and would like to be featured. JT

#### **The Seafood Sector- Cllr Phillip Jackson/Martin Collison/Simon Dwyer**

Introduction about the importance of food manufacturing UKFV and the Seafood cluster in North East Lincolnshire. LEP has been supportive of the Made in Grimsby message and committed to supporting investment into the sector from prospective new employers.

UK Food Valley is about making Greater Lincolnshire as a global cluster within the food chain, with an ambition of being seen on a global basis as being within the top 10. There will be coordinated support to help businesses to invest, grow and thrive.

There are 3 cross cutting "big bets" that the Food Board agreed:

- Food chain automation and digitalisation
- Low Carbon food chains
- Diet and health agenda

Expecting growth in the following areas:

- Fish and aquaculture
- Intensive crops

- Logistics and cool chain

Grimsby fish is already in the top 5 global clusters and is the UK and Europe's largest fish processing cluster. Total for the whole of the UK imported seafood for 2020 was £4.8bn and import from Iceland, China, Vietnam, Sweden and Denmark. Grimsby employs 6,000 people in 70 approved processing units, import most fish and seafood from all over the world with 35 species from 25 countries. Supply chain is competitive and work with a number of collaborators.

**Actions:**

- Consider campaigns about local food in UK FV and encourage local businesses to buy local including promote fish consumption with employees - fsb/chamber joint work etc - MC
- Spread the message about GG - produce from Great Grimsby - UKFV
- Continue to develop proposals with UofL on a Skills and Innovation centre for the sector - MC and Food Board

**Reserves Options (Paper 4) - Halina Davies**

The paper was prepared and presented by Halina Davies. At the last board, the Board discussed cost pressures for capital programmes, and the exec team were asked to review the cash balances to support areas of need and opportunity. A full review was undertaken of cash balances, with circa £4.5 million repurposed or unallocated to current programmes. The Investment Board then considered several options and made recommendations of three options to the LEP Board. The Board debated and considered the options

**Decision:**

- Retain £500,000 for LEP programmes
- Retain £500,000 for Projects
- £1.75 m for a Net Zero Challenge fund
- £1.75 m for a labour market challenge fund

ACTION: The LEP team were asked to develop the two programmes for launch.

**Chair & CX Report (Paper 3) - Pat Doody/Ruth Carver**

- The Chair updated the Board, on Chairs appointments, including engagement with local authority leaders, MPs and business leaders, in GL, across the Midlands and nationally
- The CX report was considered, with three areas of focus
- Levelling Up update - CX highlighted the levelling up slide deck prepared and shared with local partners. CSR submissions being framed in levelling up - comments received which will re-shape the submission and now moving into the lobbying position with the main asks for Greater Lincolnshire.
- 
- The Economic Dashboard -  
<https://app.powerbi.com/view?r=eyJrIjoimTE1NGI1MjYtYzkyYi00NmNmLWI3NzEtNGQzYjI2MjRjZTk3IiwidCI6ImI0ZTA1YjkyLWY4Y2UtNDZiNS05YjI0LTk5YmE1YzExZTVLOSj9>
- LEP Conference - 2nd November and the official launch of UK Food Valley.
- Mid-Year Review - 6-month review by Government and is based on data collection, which has already been submitted, and a discussion on performance on the wider areas

and takes place next week.

- Monthly meeting to be held on 26th October and then a quarterly meeting to be held on 26th November, which hopefully will be a face-to-face meeting.

Forward Plan (Paper 5)

- To be updated

Any Other Business

None

The meeting closed at 4.50pm

DRAFT



## GREATER LINCOLNSHIRE LEP BOARD ACTION LOG - October 21

Date	Action	Action by	Status
12/20	Ask the local authorities to develop a Greater Lincolnshire Digital Strategy Group to take forward joint actions, such as digital mapping and evidence base, digital investment strategy and joint bids. Led by NE Lincs	LEP Strategy Group	Underway - NEL leading
26/02/2021	UK Food Valley - Need to build a core team to co-ordinate and accelerate the sector, an indicative budget of £300k per annum is sought. GL LEP Board agree to an initial contribution of £35,000 to kick start activity and planning, with additional contributions subject to an ongoing budget review and alignment of priorities and presentation to be circulated.	Sarah Louise Fairburn	Ongoing
20/04/2021	Strategy session with Chairs of Strategic Advisory Boards	Sue Groves	17 <sup>th</sup> November
23/05/2021	Strategic Review and supply chain connectivity to be brought back to board with Business Lincolnshire	S Harrison	Autumn 21
28/09/2021	ESAP to update the Board on Labour shortages across GL at the next board and look at local solutions.	ST/CH	October 21 Board
	Manufacturing - develop a Post Pandemic Action plan. Suggestions of manufacturers to join the Manufacturing board to DJ, SH, JT Board Directors pass on information to companies who would benefit the Made in Lincolnshire programme and would like to be featured. JT	DJ/SH	Spring 22
	Seafood - Consider campaigns about local food in UK FV and encourage local businesses to buy local including promote fish consumption with employees - fsb/chamber joint work etc - MC - Spread the message about GG - produce from Great Grimsby - UKFV - Continue to develop proposals with UofL on a Skills and Innovation centre for the sector - MC and Food Board	MC/SD	Spring 22
	Cash Balance Option: The LEP team were asked to develop the two programmes for launch.	HD/CH	November 21

**LEP Board Decision Log for the year to date**

Date	Decision Making Body	Decision Made
10/06/2020	LEP Board	<ul style="list-style-type: none"> <li>• Circulate Annual Delivery Plan to be signed off by Board Directors by 10<sup>th</sup> July 2020.</li> <li>• Agreed that Clare prepare a letter for Government incorporating views of the Board, employers and the ESB</li> <li>• LEP will work with DWP and SHDC on redeployment and retaining</li> <li>• Amended LIS to be published locally subject to further business engagement and buy in from the business community.</li> </ul>
24/07/2020	LEP Board	<ul style="list-style-type: none"> <li>• Report on progress on board membership noted</li> <li>• Chairs/vice chairs of Strategic Advisory Boards to be invited to attend future Board meetings - Forward Plan</li> <li>• Impact of Covid-19 - LEP Board approved the paper and agreed the new actions</li> <li>• Re-purposing funds for Recovery Post Covid-19 - Option C was favoured reallocation of £2.4m, with a contingency amount of funding for flexibility purposes of up £500,000 for future use. The £700,000 allocation of additional resources to the LEP for the activity above was approved, with business cases being developed for Digitisation, responding to redundancies, supply chain and transforming skills being bought back to a subsequent board to discuss and agree. Budget would be incorporated into the budget process, and reporting on progress would be undertaken through the normal quarterly reporting mechanisms.</li> <li>• Finance &amp; Audit Report - 19/20 Financial Statement was approved by the Board and agreed for publication and 19/20 Audit Report was approved by the Board</li> </ul>
26/08/2020	LEP Board	<ul style="list-style-type: none"> <li>• Approval of minutes from 24<sup>th</sup> July 2020.</li> </ul>
30/09/2020	LEP Board	<ul style="list-style-type: none"> <li>• Seek vice chair nominations for all boards</li> <li>• In the New year 2021 Officers to arrange an additional workshop on the Local Assurance Framework</li> <li>• GL CSR asks - Board Directors to discuss with their link or local MP</li> <li>• Equality and Diversity Action Plan to be developed</li> <li>• Reallocation of funds for Team Lincolnshire from MIPIM to Team Lincolnshire Business Plan - £15,000.</li> <li>• ESAP member to join the Centre for Better Ageing board.</li> </ul>
06/11/2020	LEP Board	<ul style="list-style-type: none"> <li>• Approval of appointment of auditor continuation - subject to approval of the accountable body</li> </ul>

		<ul style="list-style-type: none"> <li>• The LEP Board approved the direction of travel for Humber Freeports proposal to be developed</li> <li>• Agreed to forward a Collaboration Board between Humber and Greater Lincolnshire LEP</li> <li>• The Board approved the Recovery plan, and delegated the final sign-off to the Chair and Chief Executive.</li> </ul>
19/01/2021	LEP Board	<ul style="list-style-type: none"> <li>• That the Chair and CX be given delegated authority to support the bid and provide letters of support for the Humber Freeports</li> </ul>
26/02/2021	LEP Board	<ul style="list-style-type: none"> <li>• Local Area Energy Plans for southern Lincolnshire - Board support for the approach, however financial contribution from the LEP would be considered at the budget realignment.</li> <li>• Health and Care - Board support for the approach of mapping opportunity, however financial contribution from the LEP would be considered at the budget realignment.</li> <li>• Approval of the UK's Food Valley Strategy and resources allocated.</li> </ul>
23/03/2021	LEP Board	<ul style="list-style-type: none"> <li>• Recommendations of Appointments Committee ratified by the LEP Board</li> <li>• Equality and Diversity Plan approved by the LEP Board</li> <li>• LEP Board approved the Interim Budget</li> </ul>
20/04/2021	LEP Board	<ul style="list-style-type: none"> <li>• LEP Defence &amp; Security Advisory Board Terms of Reference agreed, subject to slight amendments</li> <li>• LEP Board supporting the ongoing SIDP gap analysis</li> <li>• That the final overarching revised GLLEP pipeline is endorsed and published by the Board in June</li> </ul>
23/05/2021	LEP Board	<ul style="list-style-type: none"> <li>• The revised delivery plan and additional resources for 21/22 were approved by the LEP Board. In line with scheme of delegation the delivery of plan is delegated to the LEP CX.</li> <li>• The Pipeline can be published and responses sent to all applicants.</li> </ul>
29/06/2021	LEP Board	<ul style="list-style-type: none"> <li>• Endorsed the priorities of the ESAP as outlined in the Action Plan.</li> </ul>
30/07/2021	LEP Board	<ul style="list-style-type: none"> <li>• Board approved Risk Register with the amendments.</li> </ul>
28/09/2021	LEP Board	<ul style="list-style-type: none"> <li>• None taken.</li> </ul>

## Paper 2 – Chair and Chief Executive's Report

Publication	Public Paper (published)					
Meeting date:	28 <sup>th</sup> September 2021					
Agenda Item:	2					
Item Subject:	Chair and Chief Executive's Report					
Author:	Ruth Carver					
For:	Discussion		Decision		Information	X

### 1 Summary

- 1.1 This report focuses on by exception reporting on key issues and information for the board's attention. Regular reports on the performance of individual LEP programmes are provided via programme performance reports and issues which require board input or decisions are tabled as agenda items. The report is grouped under four headings - 1) LEP managed projects and programmes, 2) LEP SABs, 3) External Partnership Activity and 4) Governance and Finance.

### 2 LEP Managed projects and Programmes

- 2.1 Official launches of LEP funded flagship projects - Over the next few months several the key skills projects funded in part by the LEP are being officially opened. The openings provide a timely boost to our ambition to increase the number of skilled individuals in the workforce, as well as increase the collaboration between local businesses and our academic institutions.

### 3 Waterline summit

- 3.1 A very impressive Waterline Summit 2021 - connecting the Humber to COP26 was organised this week. Pat Doody chaired one of the sessions on Humber Zero and were involved and attended many other sessions. The full conference sessions can be accessed here [Welcome | The Waterline Summit 2021 - Connecting the Humber to COP26](#)

### 4 Lincolnshire's Climate Change Summit

- 4.1 Another impressive conference organised by LCC where Pat spoke about the opportunities for businesses to get involved in the supply chains of new clean growth sectors, and the services delivered by the Growth to support businesses with the transition to Net Zero.

### 5 LEP Conference - 2<sup>nd</sup> November EPIC Centre

- 5.1 The GL LEP Conference is scheduled for the morning of the 2<sup>nd</sup> of November at the EPIC Centre at the Lincolnshire showground, The conference is in two sections. 1) LEP impact and levelling up 2) launch of UK Food Valley.

GL LEP CSR response was submitted, and slide decks developed on both CSR asks and an outline levelling up evidence base used internally for discussion.

### 6 LEP SAB's

#### Food Board

Following two labour shortage sessions with the Food Board - the LEP submitted a detailed response to DEFRA's consultation on labour shortages in the sector.

UK FV is launching on 2<sup>nd</sup> November

## Paper 2 – Chair and Chief Executive's Report

Martin Collison is speaking at the FPC event on 4<sup>th</sup> November at the Lincolnshire show ground, on UKFV and Lincolnshire, and careers in the sector. <https://freshproduce.org.uk/events>

We are part of a virtual event on 8 November during Agri-Tech Week to launch the publication of the Agri-Food Regional Narrative, which has been co- designed with Cambridgeshire and Peterborough Combined Authority and Greater Lincolnshire LEP - 'Growing together: Agri-Food in the East of England'. [Agri-Tech Week 2021 - Agri-TechE \(agri-tech-e.co.uk\)](https://agri-tech-e.co.uk)

### **Defence Board**

Several work streams were developed at the last meeting on skills and talent, innovation network, and mapping and research. The board meets again in December.

### **Manufacturing Board**

The Board continued to direct the Greater Lincolnshire Manufacturing Network, part funded by the LEP, and delivered by the University of Lincoln. The next event is manufacturing a skilled workforce - [Greater Lincolnshire Manufacturing Network | Industry Links | University of Lincoln](#). Best practice was examined on employer engagement with the manufacturing sector and the development of skills and talent pipeline.

### **ESAP**

Approved the apprenticeship strategy and helped input into the scope of the labour market challenge fund agreed by LEP Board last month. The ESAP also agreed to no longer run the jobs and careers fair online with the last jobs fairs being October 2021. The team will monitor the number of face-to-face jobs fairs, and support local authorities restart their activity. The Online jobs and careers fair can be switched back on subject to resources.

### **External Partnership Activity**

This month saw continued engagement with MPS across Greater Lincolnshire, and focus on LEP review, economy and labour shortages, and inward investment activity. Several inward investment pitches and meeting have taken place this month, this area of the LEP's and partners work remain buoyant.

### **Humber Freeport**

Simon Bird will be asked to give a verbal update to the Board on progress

## **7 Governance, Operations and Finance**

- 7.1 Our Mid-Year Conversation took place on 7th October. We completed a data collection form for submission on 24<sup>th</sup> September. As well as the themes of governance, delivery and strategic impact, the meeting with Government focussed on core funding impacts. There were no areas of concern raised, and the Team and the Board was thanked for a strong mid-year review. A note of meeting has been produced and can be shared with Board Directors.
- 7.2 The National Local Growth Assurance Framework has recently been updated with minor changes as reported in last month's report, the team have reviewed the Local Assurance Framework, and any substantial changes will be brought to the LEP Board for approval.
- 7.3 Lincolnshire County Council Scrutiny Committee - Ruth Carver participated in a meeting of the Lincolnshire County Council scrutiny on 19<sup>th</sup> October on the Plan for Growth - Greater Lincolnshire's Recovery Plan. The recommendations were to endorse the Plan, and to develop an action plan from LCC against the actions. Scrutiny is an important part of the Governance and accountability arrangements enabling the work of the board and executive

## Paper 2 – Chair and Chief Executive's Report

to be open to democratic accountability. Other mechanisms that are utilised are the Joint Strategic and Oversight Committee between LCC, NELC and NLC.

# Paper 3 – Labour Market Challenges

Publication	Public Paper (published/confidential - not to be published)					
Meeting date:	26 <sup>th</sup> October					
Agenda Item:	3					
Item Subject:	Labour Market Challenges					
Author:	Clare Hughes					
For:	Discussion	x	Decision		Information	

## 1 Purpose of the paper is to:

- 1.1 Provide an update on the current labour market challenges
- 1.2 Summarise the current actions being taken by the LEP to address them.
- 1.2 Discuss what activities should be considered in the Labour Market Shortage Fund.

## 2 Summary

- 2.1 At the end of September 2021, across Greater Lincolnshire, the number of payroll employees had risen, the number of people claiming job seeking benefits had reduced and the number of job vacancies continued to rise.
- 2.2 The LEP team has stepped up its intelligence gathering by meeting with sector boards and large businesses to sense check what is already known about the challenges and to discuss possible solutions. In the last month, there have been two sessions with the Visitor Economy Board, two sessions with Food Board, and a scheduled labour force conversation with the Health and Care Enterprise Board. In addition, the team has led a task and finish group on HGV Drivers and had a number of meetings with one of the largest employers in Greater Lincolnshire.
- 2.3 The team is using this intelligence to inform the design of a £1.7m call, funds identified by the LEP Board to support solutions that address labour market shortages.
- 2.4 The team is working with partners to facilitate local discussions with and to influence existing local and national schemes.
- 2.5 We will use the contacts that we have within the schools we work with to challenge perceptions and myth-bust.

## 3 Data

- 3.1 The number of job vacancies has continued to rise across Greater Lincolnshire is 77% higher than this time last year. Over 8,000 vacancies were available during September (Source: Labour Insight).
- 3.2 Vacancy data last month shows the highest volume of demand for nurses, care assistants and caregivers; office and administration workers; customer service representatives; teaching assistants and tutors; production workers, project managers; cleaners; chefs; drivers (class 1 and 2, delivery, van and taxi).

## Paper 3 – Labour Market Challenges

- 3.3 The number of people who are unemployed and seeking work across Greater Lincolnshire is reducing, and currently stands at 29,620 (September 2021)
- 3.4 Boston remains the area with the highest percentage of job seeking claimants as a proportion of working age residents at 5.8%, see Table A.
- 3.5 There were 15,200 employments furloughed across Greater Lincolnshire at the end of August 2021, down 3,000 from July 2021. There does not appear to have been a rise in unemployment at the end of September/end of the furlough scheme; however DWP analysts say it is too early to be clear about the impact on older workers.
- 3.6 Nationally, analysts suggest some older workers might choose not to look for a job, which will impact the number of people who are recorded as economically inactive.
- 3.7 There are almost 160,000 people, who for various reasons, do not work and are not activity seeking work (economically inactive). **Of these around 40,000 say they would like a job**, see Table B.
- 3.8 The total number of jobseekers and economically inactive residents of Greater Lincolnshire who say they would like a job is almost 70,000.

### 4 Intelligence

- 4.1 **Full reports from sectors that are most impacted by shortages will be provided separately, solutions are often not about training or wages; some initial information below:**
- 4.2 Employers in the food sector and the visitor economy suggest that the situation seems to be stabilising/is not getting any worse at this moment in time (first part of October) but they are carrying such a high proportion of vacancies (10-20% upwards) that it is not sustainable. For the food sector with peak seasons yet to come, it is extremely concerning.
- 4.3 Across the fresh produce/food manufacturing sector occupations in greatest demand are **un-qualified operatives, manual roles, technical operators, hygiene specialists, health and safety personnel, level 3 process operators, drivers including forklift, as well as vacancies for butchery, team leaders and highly paid multi-skilled engineers (mechanical and electrical).**
- 4.4 If technical solutions currently existed to automate some of the most labour intensive processes, and the funding for investment was also available, there would remain long lead-in times to purchase equipment, most of which sourced from Europe.
- 4.5 Visitor economy employers seeking to fill occupations across the board, with those most likely to be quoted as **skilled and semi-skilled chefs, commis chef, kitchen assistants, accommodation clearers, front of house, kitchen porters, night**



## Paper 3 – Labour Market Challenges

porters, duty managers.

- 4.6 A continued rise in wages and ever-increasing financial incentives is not seen as the answer when there is a limited supply of labour.
- 4.7 Employers are hiring people that they perhaps would not have done normally who are not as experienced or as good at the job.
- 4.8 Employers are trying to improve retention of staff in a number of ways. For example extending probation periods, reducing pressure of targets.
- 4.9 Change in attitude and behaviour of people is contributing to the labour challenges. The care sector is recruiting three people to work a shift that one person might have done in the past.
- 4.10 The care sector, food board and visitor economy representatives have all referenced transport as a barrier in getting people into work the workplace.
- 4.11 Locally, Job Centres are saying that job seekers want face to face experiences.
- 4.12 Attempts in the south of the county by single employers to hold recruitment fairs in the last week have not been successful in attracting attendees.

### 5 Actions

- 5.1 Work with our sector boards is providing intelligence that will help us to lobby Government, influence national providers and programme and look at smaller scale local solutions.
- 5.2 There are a number of Government funded programmes that help unemployed people to find a job, eg, Skills Support to the Unemployed; Restart; Careers Net and Building Better Opportunities. The LEP team is working with local/regional/national organisations delivering these programmes to ensure that training and support is being targeted where there is most demand, providing them with local intelligence and linking them up with relevant people.
- 5.3 Schemes such as Skills Support to the Workforce, Skills Bootcamps, Sector Based Work Academies may all benefit different parts of an employer's organisation but can be confusing to navigate so where there is a need to facilitate conversations the LEP team will do that.
- 5.4 The LEP team will work with DWP to map and review the number of jobs fairs across Greater Lincolnshire, and understand the take up. If there is an identified gap, the LEP team will support DWP and the Local Authority to deliver a face to face jobs fair in a location.
- 5.5 The LEP's Online Jobs platform, set up as a Covid response when people were being made redundant, has come to the end of the 12-month series. The final live event

## Paper 3 – Labour Market Challenges

in the series will take place on 27<sup>th</sup> October and virtual exhibition stands will remain available on the site until at least the end of November. The platform can be switched on at any time subject to additional resources within the LEP if Covid restrictions are imposed that would prevent face to face job fairs.

- 5.6 The LEP team, from the beginning of this academic year, will be working with over 100 secondary schools and Colleges across Greater Lincolnshire to improve their career programmes and will work closely with our sector Boards to produce information that will help teachers, young people and adults understand the different kinds of occupations that are available to progress into from basic and entry levels.

### 6 Labour Market Shortage Fund

- 6.1 The work we are doing with our sectors is informing the design of a £1.7m open call, funds agreed by the LEP Board earlier this month to seek innovative and non-duplicative solutions to labour market shortages. The ESAP met and discuss the scope of the fund in early October.
- 6.2 Officers have started to scope the scheme and categories that might fall into the scheme are:
- a) Training: eg, HGV or training that is more flexibly than other funds allow;
  - b) Labour market attraction: eg, Face-to-Face Job Fairs, industry tasters, job related campaigns, incentives;
  - c) Specialist support for people out of work or 'inactive' (over and above what is already available through Government funding);
  - d) Purchase of equipment/capital investment/new technologies, eg, to resolve requirement to labour intensive roles;
  - e) Other innovative or collaborating schemes such as transport or sustainable childcare schemes.
- 6.3 The people section of the Economic Growth Plan refers to a specialist recruitment and retention scheme, and there is scope to use this fund to trial and evaluate a pilot.
- 6.4 Wage incentives will not be eligible and schemes must not duplicate something that is already available.
- 6.5 Match funding is likely to be required is a capital asset was purchased using the fund.

## Paper 3 – Labour Market Challenges

Table A and Table B below.

# Paper 3 – Labour Market Challenges

**Table A: Job Seeker Claimants**

Area	Sep 2021 Claimant Count	Claimants as a proportion of residents aged 16-64 (%)			Month on Month change (%)	Change on last year (%)
		Sep 2021	Aug 2021	Sep 2020		
Lincolnshire	19,065	4.2	4.4	5.5	-5.3	-23.6
Rutland	575	2.5	2.5	3.4	-5.0	-29.0
North East Lincolnshire	5,245	5.5	5.6	7.4	-2.3	-25.0
North Lincolnshire	4,735	4.6	4.6	6.0	-3.4	-23.4
Boston	2,445	5.8	5.8	6.1	-3.2	-5.6
East Lindsey	3,400	4.4	4.6	6.4	-6.5	-31.5
Lincoln	3,690	5.4	5.5	6.5	-4.2	-16.4
North Kesteven	1,950	2.8	2.9	3.9	-6.5	-28.6
South Holland	2,245	4.0	4.2	5.2	-6.7	-23.0
South Kesteven	3,115	3.7	3.9	5.3	-5.7	-29.0
West Lindsey	2,220	4.0	4.2	5.3	-4.7	-24.9
Greater Lincolnshire	29,620	4.4	4.5	5.8	-4.5	-23.9
United Kingdom	2,079,275	5.0	5.1	6.3	-4.9	-21.7

**Table B: Economic Inactivity**

	Greater Lincolnshire		UK
<b>Economic activity - aged 16-64</b>	<b>498,300</b>	<b>75.90%</b>	<b>78.20%</b>
<b>Economically inactive - aged 16-64</b>	<b>158,600</b>	<b>24.10%</b>	<b>21.80%</b>
Economically inactive who want a job	40,000	25.20%	20.70%
Economically inactive who do not want a job	118,600	74.80%	79.30%
Economically inactive - student	30,900	19.50%	28.50%
Economically inactive - looking after family/home	33,400	21.10%	19.30%
Economically inactive - temporary sick	3,300	2.10%	2.00%
Economically inactive - long-term sick	45,900	29.00%	24.10%
Economically inactive - discouraged	600	0.40%	0.80%
Economically inactive - retired	24,900	15.70%	13.50%
Economically inactive - other	19,400	12.30%	11.90%

(Economically Active = Employed + Self Employed + Job Seekers)

(Source: Annual Population Survey July 2020 - June 2021)

## Paper 4 - GLLEP Board Forward Planner 2021/22

Date	Venue	Standing Items	Others
26 <sup>th</sup> October at 3.00pm	Monthly	Chair Update	Midlands Connect priorities - Maria Machancoses  GL Transport Plans and Priorities - Halina Davies, LCC,NEL,NE, Rutland  Labour market shortages - ESAP ST/CH
26 <sup>th</sup> November at 10.00am	Quarterly Venue to be confirmed	Chair and CX report RC  Quarterly performance, finance, ADP and programmes - CI  Economic Plan Progress and Governance	Policy - Opportunities from National Budget /Levelling up - LS/JB  Defence Board priorities - Julian Free  Low Carbon Accelerator Fund, and Labour Market fund - HD
25 <sup>th</sup> January 2022	Monthly Teams	Chair & CX Report RC	Midlands engine - Rachel Greenwood  Visitor Economy Board priorities and Tourism Action Plan - Nicky Van der Drift  Local Skills Report - ESAP
22 <sup>nd</sup> February 2022	Monthly Teams	Chair & CX Report RC	Energy Council Progress - Clean Growth Sector Plan - DB
25 <sup>th</sup> March 2022	Quarterly	Chair & CX Report  Quarterly performance, finance, ADP and programmes - CI  Economic Plan Progress and Governance - JB	Innovation Council - Andrew Hunter  UKFV Progress - Sarah Louise Fairburn

# Transport Planning for the Midlands and Greater Lincolnshire

Halina Davies, Greater Lincolnshire LEP

Maria Machancoses, Midlands Connect

Jason Copper, Lincolnshire County Council

Kate Robinson, North Lincolnshire Council

Mark Gibbons, North East Lincolnshire Council

Penny Sharp, Rutland County Council

# Areas for Discussion

During and after the 30 minutes of presentations today we would like you to consider and debate:

- Are the plans responding to economic need?
- Do sector leads have a view on what is needed in terms of transport planning? i.e. The challenge of transport for the UK Food Valley, the impact of the Humber Freeport and accessibility to all our ports - are we representing sectors and business needs enough in our investment plans?
- Should we be doing more to support renewable transport options and where should this be focused - could we work more closely with energy providers? - i.e. strategically linking hydrogen pipeline plans to hydrogen filling station developments
- Do our transport plans consider connecting up of key supply chains? We are the voice of business, what could we do better for the future?

Can the Board come up with three priority actions today for our Transport partners to take away and develop further?