D2N2 Local Skills Report

January 2022

Contents.

This updated Derby, Derbyshire, Nottingham and Nottinghamshire (D2N2) Local Skills Report sets out the essential evidence base of skills demand and supply in the D2N2 area. It ensures that the D2N2 Skills Advisory Panel (SAP) can continue to base its decisions on the most up-to-date and relevant evidence of the current and future needs of our economy. This is vital to our ambitions for a productive, inclusive, connected, and low carbon economy. We have made good progress since the first Local Skills Report was published in March 2021, but we must maintain momentum to achieve our ambitions.

Overall, the skills profile of the D2N2 area is a microcosm of the UK. Skills excellence and high employment outcomes are mixed with low productivity and areas of deprivation. Major economic changes have been driven by skills demand trends and technological changes, and then accelerated by Covid-19 and Brexit. During the pandemic, our focus has been on mitigating actions. With the worst of the labour market impacts seemingly now behind us, we are now able to increase attention on medium-term initiatives. Nonetheless, our pre-existing focus of skills interventions on high productivity, sustainable, and inclusive growth remains important. We also need to target support for young people, the economically inactive, and businesses at risk due to these more recent challenges.

As SAP Chair, it is vital to ensure that our growing knowledge of trends and challenges affecting jobs and skills in the D2N2 area reaches the widest possible audience, to effect change both locally and nationally. It is also crucial that the SAP provides the leadership and focus for impactful strategic responses. This report showcases the work of D2N2 in People and Skills, by providing an overview of our strategy, and an assessment of progress to date. It will also drive wider influence and national leverage by feeding into the DfE's Skills and Productivity Board, and into our regular reporting to the Department of Levelling Up, Housing and Communities.

We all have important roles to play in delivering the priority interventions we have identified. In the report we outline how stakeholders can assist, beyond helping to shape regional strategy. Briefly, we call on our partners for the following:

- **Government:** Provide funding continuity; increase access to reskilling; use SAPs to enable a strategic focus on skills encompassing all funding streams and audiences.

- **Post–16 Skills Providers:** Continue to reassess delivery against the shifting needs of the economy; build collaborative skills pathways; embed digital and low carbon in all learning pathways.

- **Schools:** Provide senior support of careers activity; promote all technical skills pathways; embed careers inspiration and core digital skills in the curriculum.

- **Local Authorities:** Work from this common evidence base for new developments such as County Deals; facilitate relationships between local employers and schools.

- **Employers and Business Representative Organisations (BROs):** Make skills core to recovery and growth planning; engage with colleges, universities and other providers in the skills system to develop the future workforce; support your workers in retraining, reskilling. and upskilling.

"As SAP Chair, it is vital to ensure that our growing knowledge of trends and challenges affecting jobs and skills in D2N2 reaches the widest possible audience to effect change both locally and nationally."

Professor Shearer West CBE
Chair of the D2N2 People and Skills Advisory Board

Pulling all this together, this report's aim is simple: to help improve the chances of our residents in securing the jobs and careers to which they aspire, a crucial element in driving up their quality of life.

I would like to thank all partners in the D2N2 area who have made contributions to this report, including members of the SAP and its subgroups, who have been instrumental in evaluating and reshaping the action plans.

CHAPTER 1
Foreword.

Skills Advisory Panels.

INTRODUCTION

Skills Advisory Panels: the national context

Since 2018, Skills Advisory Panels (SAPs) have been bringing together employers, skills providers, and key local stakeholders to better understand and resolve skills mismatches at a local level.

SAPs are part of Mayoral Combined Authorities and Local Enterprise Partnerships, and there are 36 in total across England. The Department for Education (DfE) has supported SAPs with grant funding, primarily to produce high-quality analysis of local labour markets and publish Local Skills Reports, which set out the local skills strengths and needs and how the SAP proposes its area addresses its key priorities.

This second iteration of SAPs' *Local Skills Reports* comes at a time when DfE is trailblazing new Local Skills Improvement Plans (LSIPs), in eight areas of the country. Developed by Employer Representative Bodies, LSIPs are part of a suite of reforms launched in DfE's "Skills for Jobs" White Paper that aim to put employers more firmly at the heart of the skills system. An evaluation of the eight Trailblazers will inform the national roll out of the programme. In the meantime, and before LSIPs are rolled out across the country, it is DfE's intention that Skills Advisory Panels and this Local Skills Report should continue to influence the behaviour of local partners and feed intelligence to central government, including to sectoral focussed skills teams and the national-level *Skills and Productivity Board* (SPB).

D2N2 SKILLS ADVISORY PANEL - GOVERNANCE

The D2N2 *People and Skills Advisory Board* (PSAB) fulfils the role of the Skills Advisory Panel for the *D2N2 Local Enterprise Partnership* (LEP). It aims to support D2N2 in its leadership role in the local economy, fostering greater collaboration and engagement with key local stakeholders.

The PSAB has strategic responsibility for ensuring that the *D2N2 Recovery and Growth Strategy* (RGS) overarching principles of Low Carbon Growth, Productivity, and Connectivity and Inclusion, are embedded into the skills landscape.

MEMBERSHIP OF THE D2N2 PEOPLE & SKILLS ADVISORY BOARD

Membership of the D2N2 PSAB is representative of the economic region, diverse, and inclusive. It brings together key partners with expertise in skills and employment. It includes a wide range of local stakeholders, from local and central government, to strategic partners and the business community, to skills providers (HE, FE, schools) and the voluntary sector. The board meets on a quarterly basis.

At the time of writing membership is as follows:

- Prof. Shearer West CBE (Chair), Vice-Chancellor of the University of Nottingham
- Chris Hobson, East Midlands Chamber of Commerce
- Graham Metcalfe, Department for Work and Pensions
- Ian Bond, Inspire (Inclusion Representative)
- James Brand, United Cast Bar
- Jason Austin, RNN Group (representing Futher Education)
- Joe Battye, Derbyshire County Council
- Julie Beresford, Bassetlaw District Council
- Katrina Starkie, Purpose Media
- Liz Wigley, Department for Business, Energy and Industrial Stategy (BEIS)
- Mike Firth, Education and Skills Funding Agency
- Mike Roylance, South Derbyshire District Council
- Nick Booth, Uniper
- Nicola Caley, Murray Park School
- Owen Harvey, Nottingham City Council
- Pauline Anderson OBE, Derby City Council
- Penny Halewood, Groundwork Nottingham
- Sandra Cowley, The Futures Group
- Sharon Huttly, Nottingham Trent University
- Sonja Smith, Nottinghamshire County Council
- Trudi Waldram, Food and Drink Forum
- Veronica Dennant, Newark and Sherwood District Council

CHAPTER 2

PEOPLE & SKILLS ADVISORY BOARD SUBGROUPS

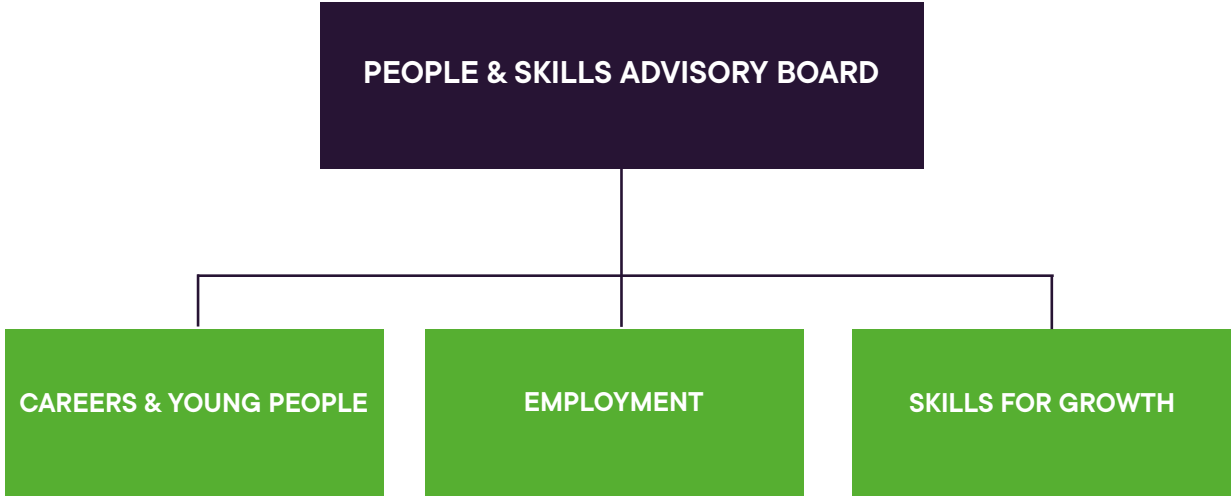The D2N2 PSAB has three subgroups, as in Figure 1 below:

Figure 1: The PSAB subgroup structure

The subgroups are responsible for progressing specific strands of activity within the skills action plan. They are directly accountable to the PSAB, and report back on progress. The main topics for each subgroup are as follows:

Careers and Young People

- Careers Hub delivery and impact
- Labour Market Information
- Prevention of and support for those not in education, employment or training (NEETs)
- Amplification of STEM and technical pathways, including Higher Technical Qualifications

Employment

- Coordination and effective integration of ESF and mainstream employment services
- Supporting those who are economically inactive / with complex needs and barriers to enter the labour market
- Adult retraining / reskilling
- Inclusive recruitment strategies

Skills for Growth

- Sectoral and place-based skills needs and planning
- Institute of Technology and other place-based skills interventions
- Exploring the potential for a Digital Skills Partnership
- Apprenticeship strategy

As part of our commitment to transparency, *past papers are available on our website*.

THE D2N2 REGION

Figure 2: Map of the D2N2 region

The D2N2 region comprises a mix of two unitary Local Authorities (Derby City Council and Nottingham City Council) and two County Councils (Derbyshire County Council and Nottinghamshire County Council). Within the two Counties there are 15 District Councils: Amber Valley, Bolsover, Chesterfield, Derbyshire Dales, Erewash, High Peak, North East Derbyshire, South Derbyshire, Ashfield, Bassetlaw, Broxtowe, Gedling, Mansfield, Newark and Sherwood, and Rushcliffe.

CHAPTER 3
Skills Strengths and Needs.

THE D2N2 SKILLS LANDSCAPE

From its origins as the birthplace of the first industrial revolution, the D2N2 area is today the advanced manufacturing capital of the UK. It has the highest number of manufacturing jobs of all LEP areas, and the second highest manufacturing GVA (£8.4bn in 2019). It also has the largest cluster of transport manufacturing and R&D in the country, and the third largest life sciences cluster in the UK. With an estimated regional GVA of more than £50.5bn in 2019, manufacturing continues to underpin the region's economy, but D2N2 also has significant employment in the wholesale and retail trade, health, and education sectors. However, the region faces challenges from a persistent productivity gap and skills lag in the region compared with the UK.

THE STRUCTURE OF THE D2N2 ECONOMY

In terms of employment, the four largest sectors in D2N2 are health, manufacturing, retail, and education. The continued prominence of manufacturing (13% of employment, compared to 8% in England) makes the D2N2 economy distinctive. The majority of D2N2 districts have proportions of employment in manufacturing that are more than double the English average. Only Nottingham and Rushcliffe have proportions below the average. Aside from manufacturing, the region's economy is broadly similar to the England average, but this masks significant diversity at a more local level. Construction and wholesale both have a larger share of employment in large parts of the region outside of the two cities.

The area's central location contributes to the importance of the logistics sector, which includes sites such as East Midlands Enterprise Gateway and East Midlands Airport. The visitor economy is also an important contributor locally, particularly in the northwest of the area. The D2N2 population is 2.2 million, although the working age population is forecast to start shrinking over the coming years.

SKILLS AND PRODUCTIVITY

The numbers of people in D2N2 qualified to Levels 2 and 3 are above the England average, but those qualified to Level 4+ are below the national average. Following graduation, 35%-37% of graduates from the area's three universities remain in the East Midlands. No region has lower levels of graduate retention than the East Midlands. The D2N2 workforce is more concentrated in lower skilled occupations than the national average. There is a 13% productivity gap and a 7%-8% earnings gap compared to England as a whole.

There are significant place-based variations in skills and productivity across the D2N2 districts. For example, South Derbyshire GVA of £49.18 per hour worked is more than double those of Derbyshire Dales, Bassetlaw, Erewash, Mansfield, and High Peak. Rushcliffe, Broxtowe, and Derbyshire Dales all have more than half of their working age population qualified to L4+. In contrast, this drops to less than a quarter in Bolsover and Ashfield.

SKILLS PROVISION

The D2N2 area benefits from the presence of eight further education colleges and three universities, each with their own specialisms. There is also a wide range of independent training providers, and industrial academies at Rolls Royce, Toyota and Uniper. Combined, over 60,000 qualifications per year are gained at the FE Colleges, and the universities award 29,000 qualifications.

In response to employer demand, there has been significant sector-related capital and resource investment in both FE and HE over the past five years. This includes:

- The Rail Research and Innovation Centre in Derby
- The Institute for Advanced Manufacturing at the University of Nottingham
- The Automated Distribution and Manufacturing Centre (ADMC), a partnership between Nottingham Trent University and Vision West Nottinghamshire College
- Staveley Construction Skills Hub
- Clay Cross Enterprise and Skills Hub
- A Centre of Excellence for the mining and quarrying industries, based at the National Stone Centre in Wirksworth, announced in August 2021
- An Institute of Technology, led by Derby University, focusing on digital upskilling, announced in December 2021

In line with our ambition to create seamless pathways for learners, there is an increasing level of collaboration between colleges and universities. For example, the two successful Strategic Development Fund Pilots included all FE colleges in the area. Similarly, Nottingham Trent University and Vision West Nottinghamshire College have developed a pathways partnership in Mansfield and Ashfield. In addition, the recently successful Institute of Technology (IoT) bid was led by the University of Derby, in collaboration with Derby College, Loughborough University, and Loughborough College.

FUTURE TRENDS

The forecasts of skills demand have negative implications for the D2N2 sectoral distribution and labour market. Sectors with a large presence in D2N2 such as manufacturing, engineering, and agriculture, are projected to have the lowest forecast growth, while sectors that have a relatively smaller footprint in the D2N2 economy, such as arts, entertainment, and professional services, have high forecast growth. Similarly, the occupations with relatively large proportions of D2N2 employment, such as skilled trades, and process, plant and machine operatives, have low forecast growth. While these forecasts have attempted to take into account the possible sectoral impact of Brexit *(DfE, 2020)*, they did not account for the Covid-19 pandemic, which is having a big impact on our region.

Digital skills continue to be of critical importance in our adjustment to current and future trends in our employers' skills needs. Currently one in five adults lack some important digital skills and this is likely to be more pronounced in our pockets of unemployment, inactivity and deprivation *(ESS, 2019)*.

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1   D2N2 has the highest proportion of employment in manufacturing across all the LEPs in England *(BRES, 2020)*.

CHAPTER 3

IMPACT OF COVID-19

During the first lockdown in March to May 2020, the claimant count in D2N2 doubled to a peak of 81,000. However, this spike was not as large proportionally as in England as a whole. There was also significant variation across the districts. Compared to March 2020, Nottingham's claimant count peaked at 78% higher, while Chesterfield's peaked at 85% higher. All other districts had at least a doubling, with Derbyshire Dales' reaching 188% higher, and South Derbyshire's peaking at 159% higher.

Also in the first lockdown, the number of job vacancies in D2N2 fell to 47,000 from a steady state of 60,000-65,000. Workplaces were 60-65% less busy than in January 2020. A high of 295,000 employments were on the Coronavirus Job Retention Scheme (CJRS) as of 30th June 2020. This was 30% of those eligible, in line with the England average. Meanwhile, 71,500 people made a claim to the first tranche of the Self-Employment Income Support Scheme (SEISS). This was 77% of those eligible, with an average claim of £2,800. Private sector capital expenditure in the East Midlands was estimated to be 39.5% lower in the second quarter of 2020 than it would have been without the impact of Covid-19. Sales were down 37.4%. Wholesale and retail, accommodation and food, and manufacturing were the broad sectors most affected.

In September 2021, 32,000 employments were on furlough, and 32,000 people claimed the fifth wave of the SEISS grant. Combined, this totalled only 5.9% of those in employment. In total, 374,000 employments have been on the CJRS at some point. 79,000 individuals made 281,000 SEISS claims. These totalled £726m, an average of £9,200 per claimant.

The winding down of these schemes does not appear to have coincided with an increase in unemployment. The claimant count has been falling gradually since April 2021, to a total of 60,000 in October 2021. The fall in claimant count started earlier and has been more pronounced in D2N2 than the England average. In October 2021, D2N2's claimant count was 48% higher than in March 2020, while England's was 61% higher. Job vacancies have been increasing steadily since March 2021, reaching 100,000 in October 2021. Workplaces have been about a quarter less busy in autumn 2021 than in January 2020. Private sector investment is forecast to have recovered fully in 2022. However, sales and employment are both expected to remain lower than they otherwise would have been.

The labour market effects of the pandemic have not been uniform. Among people aged 50+, 19,000 more were economically inactive in June 2021 than pre-pandemic, and 9,000 more were unemployed. Though the 65+ population increased by only 5,400 in that timeframe, the number of people of all ages who had retired rose by 24,500. This suggests many older workers may have struggled or become discouraged from the labour market. Employment among 16-19 year olds fell 10,500, although unemployment only rose by 800. This may be a sign of discouragement, or a sign of increasing proportions of young people continuing in education.

Effects have been uneven across sectors as well. Warehousing jobs rose 3,900 to 23,000, land transport jobs rose 2,500 to 21,900, and architectural and engineering jobs rose 2,800 to 22,000. In contrast, retail trade fell 2,500 to 86,300, employment activities fell 2,300 to 30,400, and trade in motor vehicles fell 1,500 to 14,600.

SELECTED SECTOR PROFILES

Adult social care accounts for 42,000 jobs, and £1.0bn of GVA. In Derby and Nottingham 28% of workers are on zero-hours contracts, compared to 18% across Derbyshire and Nottinghamshire. 51% of staff in Derbyshire have a relevant social care qualification. This compares to 45% in Nottinghamshire, 39% in Nottingham, and 32% in Derby. Total job numbers have fallen from 50,000 in 2016, and are expected to fall to 39,000 by 2026. There are 1,200 care establishments or services regulated by the Care Quality Commission (CQC) within the D2N2 area (*Skills for Care, 2021*), a mix of small and large providers.

There are particular challenges around hiring and retaining care workers. In D2N2, 18,000 of the 26,000 care workers are in adult social care. However, in the 12 months to October 2021 there were 13,000 unique job postings for such roles in the sector. Over the next five years there is forecast to be a need for almost 1,000 new people entering care worker roles in D2N2 each year.

Construction had an estimated 48,000 jobs in D2N2 in 2021. This is expected to grow by 3% over the next five years. The sector's GVA is £2.9bn, or 8% of the area's total.

There is a need for the sector to adopt newer, more environmentally friendly building processes and materials. This will require a significant influx of green skills, both from new entrants and through retraining of existing workers. The Laing O'Rourke Centre of Excellence for Modern Construction is Europe's largest and most advanced pre-assembly manufacturing facility. Opened in 2009, it delivers state-of-the-art processes and technology, providing smarter and more cost-efficient options for the built environment.

Half of the 7,800 electricians and electrical fitters in D2N2 work in the Construction sector, along with two thirds of the 4,200 plumbers and heating and ventilation engineers, and almost two thirds of carpenters and joiners. Each of these occupations is in high demand. Across all sectors, in the 12 months to October 2021, there were 3,800 unique job postings for electricians, 2,500 for plumbers, and 1,300 for carpenters.

The **digital** sector in D2N2 comprises 29,000 jobs. The sector produces £1.8bn of GVA. It is typified by small firms, of which there is a notable cluster in the Creative Quarter in Nottingham.

However, digital is very much a cross-cutting theme in almost all sectors, and so the sector itself is not an effective measure of its influence. There are 36,000 jobs across eleven "core" digital roles in D2N2. This includes 7,300 programmers and developers, 5,600 IT specialist managers, and 4,100 IT user support technicians.

Specialist IT skills are known to be in short supply, within the digital sector and beyond, and demand over the last year has been extremely high. Across all sectors, in the 12 months to October 2021, there were almost as many unique vacancies (7,200) for programmers and developers as there were jobs (7,300). Vacancies for IT specialist managers, IT business analysts and systems designers, and other IT professionals, were all more than 50% of the number of jobs. Meanwhile, there were 1,200 web design jobs, yet 2,600 unique job postings.

The **transport and logistics** sector produces £1.2bn of GVA, and accounts for 49,000 jobs. The area benefits from its location on the M1 corridor and the proximity of East Midlands Airport. The number of jobs has grown by 50% since 2016. In the last five years, elementary administration and service jobs have doubled to 12,000, while the number of transport and mobile machine drivers and operatives in the sector has risen by 3,000 to 16,000. The sector is forecast to grow to 54,000 jobs by 2026.

There is an acute shortage of van drivers. Across all sectors, there were 10,000 unique job postings for van drivers in the 12 months to October 2021, despite there only being 8,000 jobs in 2021. Similarly, there were 4,000 vacancies for large goods vehicle drivers, and it is expected that 3,000 new people will need to enter the occupation in the next five years.

CHAPTER 3

Manufacturing makes up 13% of jobs in D2N2, a total of 124,000. Of these, 26,000 are in skilled trades, while 23,000 are process, plant and machine operatives. The sector produces £5.6bn of GVA per year, 15% of the area's total. There is a cluster of large transport manufacturers in Derby and Derbyshire, including Rolls-Royce, Toyota and Bombardier.

Modernising the sector is a particular challenge, with technologies such as robotics, additive manufacturing, and artificial intelligence increasingly important for continued competitiveness. There is a need for the high technical skills required to adopt and use such technologies.

In terms of individual occupations, some of the most common jobs within manufacturing have been experiencing high demand. In the 12 months to October 2021, there were almost as many job postings for engineering technicians as jobs. Similarly, vacancy numbers for metal working production and maintenance fitters, and for production and process engineers, were at least 75% of the numbers of jobs. The manufacturing sector accounts for over half of the jobs in each of these three occupations.

The **visitor economy** constitutes 9% of employment in D2N2, a total of 84,000 jobs. This is down from 89,000 in 2016 but is expected to remain at 84,000 in 2026. The sector produces £1.8bn of GVA, 5% of the area's total.

This sector has been particularly hit by the pandemic, with businesses being closed for extended periods, and only partially open at other times. As a result, demand for staff has been particularly low. Between bar staff and waiting staff, there were only 1,000 vacancies in the 12 months to October 2021, despite there being 23,000 such jobs across all sectors.

Despite this, there have been many employers struggling to retain or hire staff, with anecdotal evidence suggesting many workers have been put off by the working conditions in the industry. One occupation that has seen high demand, however, is chefs; there were 3,700 vacancies against 8,600 jobs.

Low Carbon Environmental Goods and Services is a notoriously difficult sector to define or measure. However, it is estimated that there were £5.3bn of sales in 2019/20, up from £4.8bn in 2017/18 and £5.0bn in 2018/19 (*kMatrix, 2021*). In total, there were 1,900 businesses employing 35,000 people.

The largest subsectors were wind with £870m of sales and 5,800 employees, building technologies (£780m / 5,200), alternatives fuels (£770m / 5,100), and photovoltaic (£550m / 3,600). Among the people working in the LCEGS sector, there were 2,500 maintenance engineers, 1,100 power distribution engineers, 900 technicians, and 400 production engineers. However, there is expected to be a shortfall between the supply of these skills and the numbers required to reach Net Zero.

It is forecast that there may be 50,600 jobs in the sector by 2050 (*Ecuity, 2021*), including 8,600 in solar photovoltaic, 7,500 in heat pumps, 4,300 in insulation, and 3,900 in the transition from internal combustion engines to electric vehicles.

D2N2 SUMMARY OF KEY SKILLS STRENGTHS AND NEEDS

Table 1 shows the summary of our analysis of key skills strengths and needs for D2N2, which underpins Chapter 4 and Chapter 5.

KEY SKILLS	
STRENGTHS	**NEEDS**
• Three universities, eight FE colleges, and a range of independent training providers • Four Careers Hubs established, covering the whole of D2N2, with 152 schools and colleges engaged and benefitting from the support for careers advice and education • Significant levels of specialist current and planned capital investment, enabling delivery of Higher Technical Qualifications (HTQs) and other technical qualifications to meet employer needs, including in advanced manufacturing and engineering, digital, construction, and low carbon • Strong place-based cross-institutional collaboration, that is enabling seamless pathways between FE and HE • A history of successful cross-boundary partnership working by LEPs, FEIs and HEIs, such as on the East Midlands Freeport and the Institute of Technology. • Successful roll out of modular courses through the Digital Skills Bootcamps and Strategic Development Fund Pilots • Multiple major infrastructure developments recently secured, including the East Midlands Freeport, Smartparc, and HS2, creating significant demand for higher level qualifications	• Digital skills at all levels to ensure that individuals and businesses can access services and compete in the global marketplace • A focus on inclusion at all levels, improving access to work and wellbeing for all communities and residents • Interventions to assist those groups who have been most affected by labour market changes during the pandemic, including over 50s and those whose economic inactivity is health related • Increased supply of industrially competent FE tutors in key disciplines, such as construction, digital, engineering, and low carbon • Measures to arrest the worsening deprivation in education, skills and training for most D2N2 districts since 2015 • Improved graduate retention and supply of graduate level skills within the area, alongside a reduction in graduate underemployment • Increased uptake of Higher and Degree level apprenticeships • Additional support for SMEs to navigate the changing skills landscape and to enhance capability in learner support and workforce planning

Table 1: Summary of key skills strengths and needs

Skills Strategy.

CONCEPTUAL FRAMEWORK

The D2N2 skills strategy connects our ambition for productive, clean and inclusive growth as laid out in our *Recovery and Growth Strategy (RGS)*, to the role our employment and skills system plays in achieving this. The pandemic will have long-lasting effects on our economy, but it will also act as the catalyst for change and innovation. The RGS focusses on economic recovery from the pandemic and aims to harness the momentum of our shared response to make positive and sustainable changes to our regional economy. Figure 3 presents the three guiding principles of the RGS to which the D2N2 PSAB skills themes and priorities are aligned. The PSAB is specifically responsible for the priorities of Employment and Skills, and of Inclusion.

Figure 3. The Recovery and Growth Strategy guiding principles

1
LOW CARBON GROWTH

PROPOSITION

To lead the most ambitious carbon turn-around in the country.

PRIORITY

1. Low carbon leadership.
2. Enabling key low carbon sites.
3. Decarbonising growth.

2
PRODUCTIVITY

PROPOSITION

Lead a bold new way of bringing together the education and skills, innovation and business support systems to support our people and businesses to thrive.

PRIORITY

4. Employment and skills.
5. Business Growth.
6. Innovation.

3
CONNECTIVITY AND INCLUSION

PROPOSITION

Deliver connectivity-led growth to and for all parts of the D2N2 region.

PRIORITY

7. Inclusion.
8. Integrated infrastructure.
9. Place shaping.

Figure 4 depicts our broad conceptual framework. It highlights our role in connecting the core elements and key stakeholders of our skills system. Our leadership, influence, and coordination help the key stakeholders to respond to national and local challenges to improve labour market outcomes.

Figure 4: Broad conceptual framework for our D2N2 Skills Ecosystem

In order to deliver on our RGS priorities we reviewed our understanding of the local economy and the issues we face (see Table 1). We monitor economic trends and broker information and finance to identify changing conditions and challenge our partners to respond to need. The role of skills providers is to support our strategy through skills development, reskilling, upskilling, and responding to changing priorities. Employers have a multifaceted role in the ecosystem. A key function is to provide timely information to support the development of curriculum and skills provision to meet their needs. The advent of Local Skills Improvement Plans (LSIPs) will provide further opportunity to capture employer voices, with the potential to build on the trailblazer model being developed by the East Midlands Chamber of Commerce. Employers also play a more direct role in training staff and engaging with skills development to enhance their internal capabilities. Local Authorities support us in providing information and in the delivery of training and skills.

CHAPTER 4

THE D2N2 PEOPLE & SKILLS BOARD PRIORITIES

In common with all of the LEP's advisory boards, the PSAB has a focus on inclusion. This means ensuring all decisions are tested to ensure they can positively contribute towards levelling up for the many vulnerable groups in our workforce, including those who are keen to enter the labour market but face additional barriers. Life chances and social mobility are closely linked to people's backgrounds, with particularly stark inequalities for some groups.

The pandemic may be contributing to widening social inequalities, with care leavers, young people, over 50s, women, and people with no qualifications most at risk. We will mitigate this through promotion and delivery of digital and other essential skills to access online opportunities, provision of active back-to-work and career support for those most at risk, and collaboration with employers to widen their future talent pipeline.

Digital Skills were previously a theme within the D2N2 skills strategy. However, given the importance of this strand of activity, the PSAB endorsed the decision to develop a standalone digital strategy. This recognises the fundamental importance of digital technologies across society, and the commensurate requirement for digital skills across all sectors and parts of society. The new strategy will be owned by the PSAB, although it will influence the breadth of the LEP's activities. It is expected to be published in early 2022.

The D2N2 skills strategy has been reframed under three headings, each aligned to a subgroup. The skills priorities associated with these themes address current skills gaps as well as trying to future-proof skills and matching between demand and supply. Though the pandemic is still impacting on the labour market, most of the identified mitigating actions in the 2021 Local Skills Report have been completed. The focus has now shifted from immediate response to the medium and longer term skills needs in the area, including those issues exacerbated by the pandemic. Subgroups will lead on the identification of required interventions for specific sectors or occupations where they identify relevant need. This will be particularly important as areas develop Local Skills Improvement Plans over the coming years, and with the continuing focus on identifying employer skills needs in the changing economic landscape.

The strategic priorities are identified below, while Chapter 5 outlines the connected actions and governance for each priority. To enable national partners to better understand the skills issues identified across England's LEP areas, a table in the format requested has been included in **Annex B.**

D2N2 SKILLS PRIORITIES

HEADINGS / SUBGROUPS	STRATEGIC PRIORITIES
Creating the future workforce (Careers and Young People subgroup)	• Young people and adults have access to **high quality and dynamic labour market intelligence** which demonstrates roles available, skills needed to secure them and the **education, training and support pathways available** to help them on their career path • **Strengthened interaction between business and the education system;** shaping the quality and content of provision and curricula to inspire locally relevant career guidance • **A well-coordinated employment support landscape** providing timely and targeted support to meet individual needs • **Increase apprenticeship starts and participation** in D2N2 • **Universal digital upskilling** • School leaders to offer **SLT support and sponsorship of careers activity** - embed the benefits in supporting aspiration and attainment • Increase **social mobility for young people** through effective application of the 'next best step' approach to post-16 education and training • Ensuring that **green skills and opportunities** are embedded into careers information, advice, and guidance
Maximising employment potential (Employment subgroup)	• **A well-coordinated employment support landscape** providing timely and targeted support to meet individual needs • Young people and adults have access to **high quality and dynamic labour market intelligence** which demonstrates roles available, skills needed to secure them and the **education, training and support pathways available** to help them on their career path • Support those who are **economically inactive or unemployed** to access employment and employment opportunities • Increase **apprenticeship starts and participation** in D2N2 • **Universal digital upskilling** • Work with employers to enable **recruitment from diverse groups** in order to meet their labour market needs
Developing and retaining higher level skills (Skills for Growth subgroup)	• To lead the **most ambitious carbon turnaround** in the country • Our skills and education providers have the **information and data** they need to be able to flex their offer to adjust to the changing economy • **Skills brokerage and guidance for business** is aligned to and coordinated with business support mechanisms in D2N2 • **Closer working between Government, the skills sector and businesses** to enable stability and capacity of the training infrastructure to be maintained • **Apprenticeship funding and levy is used effectively** across D2N2 to achieve skills for growth and meet the needs of growing or skills shortage sectors including clean energy, modular construction and retrofitting, health, MedTech, and digital • **Increase graduate retention** in D2N2 and reduce graduate underemployment • Support businesses in understanding and adoption of **new technologies**, and ensure a strong skills pipeline to support such investments

Table 2: The D2N2 Skills Priorities

Skills Action Plan.

Following on from the skills priorities identified in Chapter 4, the D2N2 PSAB skills action plan is summarised by the three key areas identified previously: **Creating the future workforce, maximising employment potential, and developing and retaining higher level skills**. For each action, we have identified the milestone and targets, intended timeframe, and partners involved.

CREATING THE FUTURE WORKFORCE

Table 3: Creating the Future Workforce– Priorities and Actions

SKILLS PRIORITIES				
STRATEGIC PRIORITY	**ACTIONS**	**MILESTONE AND TARGETS**	**TIMEFRAME**	**PARTNERS**
Young people and adults have access to high quality and dynamic labour market intelligence which demonstrates roles available, skills needed to secure them and the education, training and support pathways available to help them on their career path	Create labour market intelligence and careers support material that demonstrates use of digital skills in the workplace for young people	Ongoing development and rollout of the START IN D2N2 careers platform to each member school and partner	Ongoing	Businesses, Cornerstone Employers, D2N2 analysts, U-Explore
		Develop a dedicated platform that is fully accessible for learners with additional needs, which is free and readily available across D2N2	Ongoing	Businesses, Cornerstone Employers, D2N2 analysts, U-Explore
	Work with partners to champion the green economy driving this work forward locally	Green Growth Assembly delivered, and ongoing support provided with green youth champions delivering the green skills message to peers	April 2022	Midlands Engine, Cornerstone Employers, Local Authorities
	Raise awareness and access to the priority and growth sectors across D2N2	Cornerstone Employers video wall created raising the profile of job roles within their sectors, and how to secure those roles	April 2022	Cornerstone Employers, Enterprise Coordinators, Derby Education Buisness Partnership (DEBP)
		Open Doors programmes to be rolled out LEP wide	July 2022	Cornerstone Employers, Enterprise Coordinators, DEBP
Strengthened interaction between business and the education system; shaping the quality and content of provision and curricula to inspire locally relevant career guidance	Align Careers Hub strategies with other partner organisations to maximise use of resources	Careers Hub strategic plans aligned with strategies of the Opportunity Area, DANCOP, ESF Unlocking Potential and National Careers Service	February 2022	NCS, C&YP SG, ESF providers, DANCOP, Schools, OA Career Board, Local Authorities
	Encourage the sharing of best practice ensuring schools and colleges work together as a community of practice and not in isolation	Community of Practice leads identified and deployed out to partner schools in each of the four Careers Hubs	March 2022	NCS, C&YP SG, ESF providers, DANCOP, Schools, FEIs, OA Career Board
		Support the creation, development and roll out of the D2N2 Career Governor strategy & toolkit	March 2022	NCS, C&YP SG, ESF providers, DANCOP, Schools, FEIs, OA Career Board, Local Authorities, businesses
	Ensure schools embed careers education at all levels and this work is linked to their wider school improvement plans	Headteacher & business representatives contributing and actively engaged on each hub governance group	Ongoing	NCS, C&YP SG, ESF providers, DANCOP, Schools, OA Career Board, businesses

Table 3: Creating the Future Workforce– Priorities and Actions

SKILLS PRIORITIES

STRATEGIC PRIORITY	ACTIONS	MILESTONE AND TARGETS	TIMEFRAME	PARTNERS
A well-coordinated employment support landscape providing timely and targeted support to meet individual needs	Raise awareness of the value young people with SEND can bring to an employer	2x 'Let's talk about SEND' events held in D2 and N2	July 2022	Local Authorities, Growth Hub, BBO Stakeholders, Cornerstone Employers, Schools, Enterprise Coordinators
	Support young people in developing the softer employability skills sought after by employers	Young people engaged on sector specific geographically focused employability workshops on the development of softer skills	Ongoing until July 2022	Work Pays, DEBP, Schools, FEIs, Cornerstone Employers
		Two large scale speed networking events in each area	June 2022	Enterprise Coordinators, Cornerstone Employers
	Secure funding and delivery interventions targeted at local need, EG. Youth Futures Foundation	Apply for funding to support us in creating pathways towards employment and increasing opportunities for young people with learning difficulties or disabilities including autism	March 2022	DEBP, Local Authorities, Schools
Increased apprenticeship starts and participation in D2N2	Increase the share of apprenticeships from disadvantaged backgrounds and make sure more get on to the higher levels	Increase the percentage of young people progressing on to apprenticeships from mainstream education	Ongoing	Schools, programme providers, Enterprise Coordinators
		Baker Clause access statements to be embedded across all schools	Ongoing	Schools, Enterprise Coordinators, Local Authorities
		D2N2 Enterprise Coordinator team to be embedded with existing provider networks operating across the region	Ongoing	Schools, programme providers, Enterprise Coordinators
Universal digital upskilling	Raise awareness of the digital and tech sectors ensuring young people are aware of the opportunities available and what they need to do to get there	Run an annual Digital Industries Week / Expo for employers and skills providers	N2: February 2022 D2: July 2022	Cornerstone Employers, Ignite Futures, Schools, HEIs / FEIs, tech businesses
		Provide bespoke training for Careers Leaders and Senior Leaders in secondary schools on a range of methods and resources to embed digital skills for life and work in the curriculum	Ongoing CPD	Digital Skills Partnership, Local Authorities
School leaders to offer SLT support and sponsorship of careers activity - embed the benefits in supporting aspiration and attainment	Influence the way Trust CEOs engage with EAs and senior business leaders across D2N2, creating a mutually beneficial learning culture	Work with a delivery partner to create a SLT leadership programme for senior level leaders in education and business; a space to share ideas, influence and learn	Ongoing, launched in April 2022	Growth Hub peer networks, Trust CEO, Inspiring Leaders, Cornerstone Employers, Enterprise Coordinators

CHAPTER 5

MAXIMISING EMPLOYMENT POTENTIAL

Table 4: Maximising Employment Potential– Priorities and Actions

SKILLS PRIORITIES				
STRATEGIC PRIORITY	**ACTIONS**	**MILESTONE AND TARGETS**	**TIMEFRAME**	**PARTNERS**
A well-coordinated employment support landscape providing timely and targeted support to meet individual needs	Ensure that timely and accurate economic data is made available to partner organisations to inform policy, decision making and skills interventions	Continue to provide relevant economic data on a monthly and quarterly basis	Ongoing	DWP, D2N2 analysts
		Undertake further quantitative investigation of economically inactive data	Ongoing	DWP, D2N2 analysts, Local Authorities
	Maximise the impact of existing ESF employment and skills provision through working with the existing network of ESF providers to overcome barriers and identify best practice that can be applied to future project and programmes	Re-establish the two ESF Provider groups, focusing on those who are unemployed / inactive / NEET, and on skills support for the workforce	January 2022	D2N2 LEP, Provider Network, D2N2 analysts
		Deliver two workshops per year to Independent Training Providers	May and November 2022	D2N2 LEP, Provider Network
		Review overall impact of ESF on D2N2 economy / beneficiaries to inform future commissioning opportunities and avoid duplication in the short term where ESF projects are still live	June 2022	D2N2 LEP, Provider Network, Local Authorities, D2N2 analysts
		Undertake qualitative research into underlying reasons for rise in economic inactivity in the region	June 2022	Provider Network, Local Authorities, D2N2 analysts
		Establish a task and finish group to explore the further development of a 'no wrong door' concept to ensure effective and appropriate signposting and avoid duplication	February 2022	D2N2 LEP, Provider Network, Local Authorities
Young people and adults have access to high quality and dynamic labour market intelligence which demonstrates roles available, skills needed to secure them and the education, training and support pathways availale to help them on their career path	Develop labour market information and careers materials for adults, reflecting the current labour market and skills shortage areas	Ensure the widest possible circulation of current apprenticeship vacancies	December 2022	NCS, C&YP SG, Digital Skills Partnership, Local Authorities, ESF providers, FEIs
		Work in conjunction with DWP, NCS and Local Authorities to signpost adults to relevant labour market information and build labour market materials	December 2022	NCS, C&YP SG, Digital Skills Partnership, Local Authorities, ESF providers
		Develop case studies of emerging occupations	December 2022	NCS, C&YP SG, Digital Skills Partnership, Local Authorities, ESF providers
		Undertake additional qualitative research into reasons that people are not taking up vacancies and to identify potential apprenticeship displacement	March 2022	C&YP SG, Local Authorities, ESF providers, D2N2 analysts
		Map existing employability provision across the D2N2 area using tools such as the Learning and Work Institute provision map and directories collated by BBO Stakeholder Managers and Local Authorities	June 2022	DWP, Providers, L&WI, BBO Stakeholder Managers

Table 4: Maximising Employment Potential– Priorities and Actions

SKILLS PRIORITIES				
STRATEGIC PRIORITY	**ACTIONS**	**MILESTONE AND TARGETS**	**TIMEFRAME**	**PARTNERS**
Support those who are economically inactive or unemployed to access employment and employment opportunities	Support employers to widen the pool of prospective employees through inclusive recruitment practices	Develop a toolkit for employers focusing on the benefits of inclusive recruitment, using best practice and guidance on how to engage with specific groups	September 2022	D2N2 LEP, Local Authorities, Growth Hub, BBO stakeholder managers, FEIs
		Support employers to widen their talent pool through provision of advice and support to review their recruitment processes and practice	Ongoing	Local Authorities, Growth Hub, BBO stakeholder managers
		Pilot a programme of inclusive recruitment through the D2N2 Skills Support for the Workforce programme	Ongoing	Local Authorities, Growth Hub, BBO stakeholder managers
	Align national and local programmes, and local investment (where available), to secure maximum impact for those for whom Covid-19 has had a disproportionately adverse impact, including: • Over 50s • 18-24 NEETs • Those with disabilities and health related inactivity	Develop the PHE (Public Health England) Inclusive and Sustainable Employment framework to put in place strategic interventions to address health inequalities and their impact on the economy	Ongoing	Local Authorities, UoD, PHE, Inclusion Reps, BBO stakeholder managers, FEIs, skills providers
		Target support to enable over 50s to remain or re-join the workforce, through the adoption of programmes such as Fuller Working Lives (awaiting rollout of national programme)	Ongoing	BBO stakeholder managers, FEIs
		Support the rollout of the Mental Health Productivity Pilot, Disability Confident, and Well to Work	February 2022	DWP, UoD, ESF providers
Young people and adults have access to high quality and dynamic labour market intelligence which demonstrates roles available, skills needed to secure them and the education, training and support pathways available to help them on their career path.	Secure funding and delivery interventions targeted at local need, such as Bootcamps, Towns Fund, UKSPF	Support the delivery and promotion of national programmes at a local level, EG. Kickstart, Restart, Multiply	Ongoing	Local Authorities, ITPs, AEB providers
		Ensure that Towns Fund and Community Renewal Fund interventions are integrated into the wider skills ecosystem	Ongoing	Local Authorities, ITPs, AEB providers
		Apply for a Wave 3 Skills Bootcamp	February 2022	D2N2 LEP, Local Authorities, businesses
		Support the roll out of the Multiply programme when it comes on stream in 2022	TBC	Local Authorities, ITPs, AEB providers
	Work to minimise a disproportionately adverse impact of the pandemic on those from disadvantaged backgrounds	Work in conjunction with other agencies to ensure access to programmes such as traineeships and apprenticeships which provide a route to social mobility	June 2022	D2N2 LEP, Local Authorities, Growth Hub, BBO stakeholder managers, FEIs
Increase apprenticeship starts and participation in D2N2	Increase the share of apprentices from disadvantaged backgrounds and ensure more get on to the higher levels	Increase the percentage of progressions to apprenticeships from mainstream programmes such as ESF, Skills Bootcamps, Restart and Kickstart	End of programme evaluation 2023	Programme providers, DWP, Local Authorities, EMC
Universal digital upskilling	Create coherent pathways to access digital upskilling for the unemployed and for those at risk of redundancy	Provision of programmes to support digital upskilling for the unemployed and those at risk of redundancy	Ongoing	AEB Providers, Skills Bootcamp providers
		Support the establishment of the Digital Skills Partnership through feeding into the Essential Digital Skills strand	April 2022	Digital Skills Partnership, Local Authorities

CHAPTER 5

GROWING AND RETAINING HIGHER LEVEL SKILLS

Table 5: Growing and Retaining Higher Level Skill – Priorities and Actions

SKILLS PRIORITIES				
STRATEGIC PRIORITY	**ACTIONS**	**MILESTONE AND TARGETS**	**TIMEFRAME**	**PARTNERS**
To lead the most ambitious carbon turnaround in the country	Ensure that low carbon skills provision is in place to meet current and future needs	Produce a D2N2 low carbon skills strategy to consider current and future skills needs across a range of low carbon goods and services, including: Power (including hydrogen), Building retrofit and Automotive	September 2022	D2N2 Low Carbon Group, Employers, FEIs and HEIs, Midlands Energy Hub
		Establish a retrofit task and finish group comprised of business representatives, Local Authorities, providers and other organisations such as the Midlands Energy Hub	March 2022	D2N2 Low Carbon Group, Training Providers, Employers, Midlands Energy Hub
		Support the rollout of the East Midlands Institute of Technology, to deliver the higher technical digital and low carbon qualifications	Ongoing	Midlands Energy Hub, Hydrogen Task Force, D2N2 Low Carbon Group, Local Authorities, employers, HEIs / FEIs, Institute of Technology
		Work in partnership with our universities and key low carbon development projects including SmartParc, Freeport and the repurposing of the Ratcliffe-on-Soar Power Station site to ensure a supply of high-level low carbon skills	Ongoing	Midlands Energy Hub, Hydrogen Task Force, D2N2 Low Carbon Group, Local Authorities, employers, HEIs / FEIs, Institute of Technology
Our skills and education providers have the information and data they need to be able to flex their offer to adjust to the changing economy	Develop a Local Skills Improvement Plan (LSIP) in conjunction with all key sectors across D2N2	Develop a sector-based model to enable a shared understanding of employer demand for skills, including all levels of technical skills, and taking into consideration: • Current delivery capacity and provider specialisms • Emerging and future employment trends and needs • Current and planned skills capital assets	Completion by December 2022	Sector representative organisations, Business Growth and Innovation Advisory Board, HEIs / FEIs, BROs
		Develop a timescale and milestones to deliver the model for identified key sectors over the next 12 months	Completion by December 2022	Sector representative organisations, Business Growth and Innovation Advisory Board, HEIs / FEIs, BROs
	Develop a universal Training Needs Analysis that can be used by a range of partners, giving a real time picture of current skills demand across the region	Pilot a universal Training Needs Analysis in conjunction with the Manufacturing Advisory Panel	January - March 2022	Manufacturing Advisory Panel, SDF Pilot, Growth Hub, employers
		Pilot the use of a universal TNA, using best practice from the Strategic Development Fund project led by Derby College, and the TNA developed by West Nottinghamshire College in partnership with Sport England and the Chartered Institute for the Management of Sport and Physical Activity	April 2022 onwards	Manufacturing Advisory Panel, SDF Pilot, Growth Hub, employers, FEIs and HEIs
		Subject to a positive evaluation, roll out the use of the TNA by partners across D2N2 including colleges, training providers, Growth Hub and other providers	April 2022 onwards	Manufacturing Advisory Panel, SDF Pilot, Growth Hub, employers
		Use the TNA and other methods to drive dynamic, useful feedback from employers on their skills needs, to enable providers to adapt, develop and refine their provision	April 2022	Employers, BROs, FEIs, HEIs, Training providers

Table 5: Growing and Retaining Higher Level Skills – Priorities and Actions

SKILLS PRIORITIES				
STRATEGIC PRIORITY	**ACTIONS**	**MILESTONE AND TARGETS**	**TIMEFRAME**	**PARTNERS**
Skills brokerage and guidance for business is aligned to and coordinated with business support mechanisms in D2N2	Support SMEs to develop workforce planning capabilities to plan for long term investment in the workforce	Assess current offer to employers in terms of support to develop training plans / succession plans / planning for future skills needs	April 2022	Growth Hub, Skills Access Hub, SDF pilots, BROs
		Agree support package to be delivered via Growth Hub / Skills Access Hub to deliver a 'no wrong door' policy for skills brokerage and raising awareness of all products available	June 2022	Growth Hub, Skills Access Hub, SDF pilots, BROs
		Work with the Skills Access Hub to ensure that advisers are aware of the full range of skills support and options available to employers across the D2N2 area	Ongoing	Growth Hub, Skills Access Hub, SDF pilots, BROs
		Ensure that initiatives supplying identified needs, such as Skills Bootcamps and SDF pilots, also enable consideration of the longer-term skills needs of businesses	Ongoing	Growth Hub, Skills Access Hub, SDF pilots, BROs
		Develop consistent messaging to business on the value of skills in assisting recovery, improving competitiveness, productivity, profitability, and 'building back better'	April 2022	Growth Hub, Skills Access Hub, SDF pilots, BROs
Closer working between Government, the skills sector, and businesses to enable stability and capacity to maintain the training infrastructure	Use best practice from D2N2 Strategic Development Fund pilots and the Leicestershire LSIP to develop a consistent approach to identifying skills needs and securing future funding	Use new sources of funding such as Towns Fund, County Deals and UKSPF to secure additional pro-rata funding for FE and HE in D2N2, which can be spent more flexibly on local priorities	Ongoing	Local Authorities, DfE / ESFA, HEIs / FEIs
Apprenticeship funding and levy is used effectively across D2N2 to achieve skills for growth and meet the needs of growing or skills shortage sectors including clean energy, modular construction and retrofitting, health, MedTech, and digital	Develop a holistic apprenticeship strategy with input from learners, businesses and providers to increase apprenticeship provision and starts, particularly for higher and degree level apprenticeship	Establish an Apprenticeship Task and Finish Group, to support and advise on Apprenticeship strategy development	February 2022	Apprenticeship providers, East Midlands Apprenticeship Ambassador Network (EMAAN), Local Authorities, BROs
		Develop D2N2 Apprenticeship strategy with associated targets and milestones	May 2022	Apprenticeship providers, EMAAN, Local Authorities, BROs
		Develop a promotional campaign to support employers in accessing levy transfer utilising the Pledge system	June 2022	Apprenticeship providers, EMAAN, Local Authorities, BROs
		Promote apprenticeships as part of a range of progression options from programmes such as Skills Bootcamps, Kickstart and Community Renewal Fund programmes	Ongoing	Apprenticeship providers, EMAAN, Local Authorities, BROs
		Work with Local Authorities to develop place-based approaches to apprenticeship recovery	Ongoing	Apprenticeship providers, EMAAN, Local Authorities, BROs
Increase graduate retention in D2N2	Develop initiatives to improve graduate retention rates across D2N2 and reduce instances of underemployment	Extend Grads 4 Jobs scheme to 2023	Ongoing	HEIs, Growth Hub, BROs
		Work in conjunction with the Growth Hub and our universities to develop a strategy to ensure the retention of graduates with digital skills through accessing opportunities in local businesses, particularly SMEs	May 2022	HEIs, Growth Hub, BROs

Assessment of Progress.

TAKING A LOCAL LEADERSHIP ROLE

The PSAB brings together partners from across the skills system to provide strategic direction and challenge to influence the development of the skills ecosystem across D2N2. The strength of the SAP is also evident in its links to a wide range of other networks and partnerships operating across the subregion, ensuring a truly collaborative approach to education and skills.

The output from the SAP and its subgroups have shown that the governance arrangements are an effective mechanism to coordinate partners to build a coherent subregional overview of skills issues, including demand and supply.

Since the previous Local Skills Report was published in March 2021, the SAP has overseen significant progress towards the objectives contained within our action plan. There are also areas where we recognise a need to intensify our focus, in the light of emerging data on the impact of the Covid-19 pandemic on the D2N2 labour market. The PSAB has reviewed, consolidated, and added to this report to ensure it meets the current and future needs of D2N2.

COVID 19 RECOVERY AND RENEWAL

The PSAB was swift to respond to the challenge of potential redundancies arising from the pandemic. The LEP, in partnership with the National Careers Service, European Structural Fund Provision and Job Centre Plus, created a Redundancy Triage Service to ensure that those made redundant could access immediate help to find alternative employment or training.

An additional £6 million of ESF Reserve Funding was secured for D2N2, to provide targeted support to young people, business and adults adversely affected by the impact of Covid-19. This consisted of £2m each for a Covid-19 Employment Programme, Skills for Productivity and Growth, and a Youth Employment Programme.

SUPPORTING YOUNG PEOPLE

The *Enterprise Adviser Network* has built on the strength of its existing local partnerships with schools, businesses, and Local Authorities to establish four Careers Hubs. These have 152 member schools in total, enabling them to work towards all eight Gatsby Benchmarks. At a time when the labour market is changing rapidly, this timely support is critical to ensure that young people enter the labour market with skills and knowledge in demand from employers, and with the information required to make effective decisions in developing their careers.

In tandem with this, four Cornerstone Employer Groups have been convened, bringing together anchor employers from across the area including Rolls Royce, Ideagen, and United Cast Bar, to develop a strategic approach to delivering workplace experiences for young people.

The development of the *START in D2N2* platform has enabled a single point of access to labour market information for all young people across D2N2. This platform enables schools and young people to access both cross cutting and place-specific labour market information, including around *Green Skills and Green Jobs*.

The Careers Hubs have been instrumental in enabling the lessons learned from the five years of Opportunity Area activity in Derby to be replicated across the wider D2N2 area through the 'twinning programme'. The Opportunity Area has been offering careers education and interactions with employers in Primary Education to support social mobility in our most deprived wards. Research shows that these interactions support the decisions young people make at age 14, when options are chosen at secondary school as the primary path to making career choices.

IMPACT ON LOCAL SKILLS PROVISION

Since the establishment of the PSAB there has been an increased level of collaboration across D2N2 to meet current and future needs of industry.

Using SAP funding, the LEP produces a range of labour market information and other economic data. This has informed successful bid submissions for the Skills element of Towns Funding across D2N2, and two successful Strategic Development Fund pilots that cover the area in its entirety.

We support a number of place-based initiatives that impact on or need support from the skills system. For example, we bring a sharp focus on skills to each of our eight Towns Fund boards, including chairing specific project boards such as the work to improve skills provision in Stapleford.

The Automated Distribution and Manufacturing Centre (ADMC) in Ashfield is a purpose-built innovation facility to support the adoption, integration and expansion of automated technologies for businesses, locally and across the Midlands. The ADMC will provide automation equipment technology and solution demonstration to businesses, a prototyping and test facility, an early-stage innovation capability, and access to skills training using a skills Catapult model.

Likewise, the Construction College expansion in Newark will provide additional courses in traditional trades including plumbing, bricklaying, joinery and stonemasonry, to over 600 new students over the next five years.

Nottingham Trent University and Vision West Nottinghamshire College have developed a partnership designed and delivered in consultation with local employers in Mansfield and Ashfield. This enables an integrated pathway from Level 2 (GCSEs) through to Level 7 (Master's degree). Courses will be based on qualifications at Levels 4 and 5, such as Foundation Degrees, Higher Technical Qualification and Apprenticeships. Teaching takes place at the College's £6.5m University Centre and in the £1.5m Centre for Health and Allied Professions, both co-funded by the LEP.

Our Further Education Colleges continue to work collaboratively to meet the needs of employers and individuals, most recently through the two successful Strategic Development Fund (SDF) bids, which involve all the FE Colleges across D2N2.

The bid led by Vision West Nottinghamshire College covers:

• Advanced manufacturing
• Aviation
• Integrated systems engineering
• Automation and robotics

The Derby College-led bid covers:

• Digital Skills
• Automation smart processes, and digitisation with a focus on mineral industries
• MedTech and biotech
• Low carbon and smart construction methods

CHAPTER 6

The Derby College-led SDF project includes a pilot to identify training needs in the manufacturing sector. This has been developed in collaboration with businesses on the D2N2 Manufacturing Advisory Panel. The ambition is to use this as a model for a universal Training Needs Analysis to be used by skills partners across the area. This will feed into a central data bank, to better inform delivery partners of skills demand.

Across the D2N2 area, work is also being undertaken to roll out lessons learned from the five year Derby Opportunity Area initiative, including 'twinning' projects which are being coordinated through the D2N2 Careers Hubs.

In December 2021, it was announced that the East Midlands Institute of Technology bid had been successful. The project is led by the University of Derby, in partnership with Derby College, Loughborough University, and Loughborough College. Anchor employers include Rolls-Royce, Toyota, Alstom, Fujitsu, Uniper and Bloc Digital. The IoT will focus on STEM skills, particularly for the energy, infrastructure, and manufacturing industries.

DIGITAL SKILLS

Two key initiatives have also been implemented since the previous Local Skills Report was published:

All of the FE Colleges in D2N2 collaborated to develop a single Universal Digital Skills online learning module. This is being delivered to their 16-18 cohort in the 2021-22 academic year, across all subjects. This product will be used across the area and recognised both by individuals and by employers. There is a high level of interest in the product from other providers and Local Authorities. The Colleges are considering how best to offer it to the wider provider network, to ensure a universal digital grounding for learners of all ages across D2N2.

Ongoing delivery of Digital Skills Bootcamps was secured through a successful bid through Wave 2 of the funding. With delivery across D2N2, Bootcamps are a key vehicle for the delivery of skills at Level 3. The Bootcamps target the shortage of IT engineers and technicians, and an increased employer demand for digital marketing expertise.

We are keen to develop and deploy the digital skills of colleagues and partners. For example, we have agreed to lead a project with the universities and the emerging Integrated Care Boards. This will explore how pooling capacity in artificial intelligence and data analytics could develop a comprehensive, real-time understanding of the supply and demand of clinical skills to NHS services.

"In December 2021, it was announced that the East Midlands Institute of Technology bid had been successful. The project is led by the University of Derby, in partnership with Derby College, Loughborough University, and Loughborough College"

Case Studies.

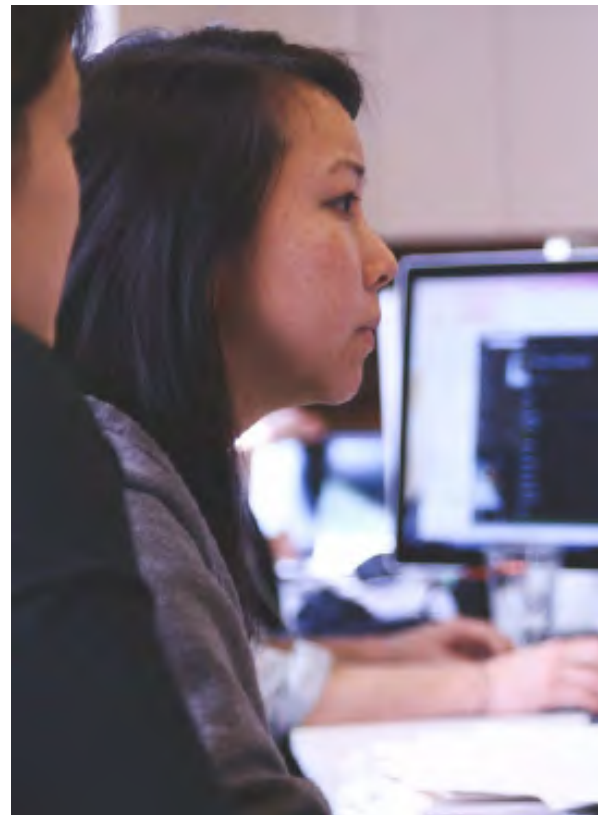## COLLEGES COLLABORATE ON UNIVERSAL DIGITAL SKILLS

All eight colleges operational across D2N2 have collaborated to produce a universal digital skills module, to ensure all their students gain the basic digital skills needed for life and work.

In autumn 2020, the LEP and colleges collectively identified that all students need a grounding in digital skills, but some were not gaining it. To fill this provision gap, the colleges agreed to collaborate on a standardised digital module, to include across their curricula.

Working with the education technology company ClassFeeds, the colleges developed a 40-hour online course. An initial diagnostic determines which sections each student needs to complete. The six modules reflect the Essential Digital Skills Framework[1], each comprising a range of learning aids, including videos and presentations, followed by a test. The system provides a consistent learning experience, while allowing tutors to monitor students' progress.

The course has been rolled out, and by the end of 2021-22, most 16-18 year-olds at D2N2 colleges will have completed it. The working group is now exploring commercial arrangements to share the course with third parties.

John Beaty, Deputy Principal at Burton and South Derbyshire College said: "As a group of leading FE Colleges we are incredibly proud of the collaborative work we do across the D2N2 area. This project is an excellent example, and will ensure that learners across the region have access to a unique and insightful course that fully equips them with the digital skills they need and allows them to thrive in employment. We are continuing discussions with the D2N2 LEP on other skills shortage areas so we can utilise this collaborative model to positively benefit the D2N2 jobs market and ultimately its economy."

1 The six areas under the Essential Digital Skills Framework are: digital foundation skills; communicating; handling information and content; transacting; problem solving; being safe and legal online

ON-SITE WORK EXPERIENCE FROM THE CLASSROOM

Virtual programme gives students meaningful on-site work experience from the classroom during the pandemic.

The Open Doors programme links employers with local schools to enable young people to experience the workplace and the wide variety of roles available. The LEP developed the programme in 2019, in partnership with employers. In 2021, it was redeveloped to deliver meaningful careers activity during the pandemic.

In showcasing their businesses, employers help students to learn about local career opportunities, understand workplace behaviours, and develop interest in those sectors. They also showcase the variety of careers available within the business, such as finance, administration, and marketing. The programme helps schools to fulfil four of the Gatsby Benchmarks of Good Career Guidance. Companies such as Motorpoint, Flowerworld, Alstom, and Severn Trent have delivered programmes to date, including for two cohorts of SEND students.

GF Tomlinson Building Ltd, a D2N2 Cornerstone Employer, converted their onsite programme to a fully virtual experience, and have engaged 250 year 9-10 students across three schools. The programme included a video site tour, expert advice from construction project staff, and a supported group project to create and present a model design.

Craig Stopper, Framework Manager at GF Tomlinson said: "The Open Doors programme is one of many ways we engage with students from local schools to promote aspirations, curiosity and knowledge about future careers. There is a significant skills gap in construction across all disciplines and these experiences are a great way of raising awareness of the variety of roles and career routes available within the industry.

The pandemic presented challenges to businesses and schools alike and our collaboration with our local schools and Careers Enterprise team enabled us to quickly convert our existing model to a virtual offer, ensuring students still benefitted from workplace engagement."

LEVELLING-UP IN MANSFIELD AND ASHFIELD

Nottingham Trent University (NTU) and Vision West Nottinghamshire College (WNC) have formed a partnership to deliver higher education from WNC's main campus in Mansfield.

This local provision is the first step in NTU's wider contribution to supporting the levelling-up of these two former mining towns. It brings NTU's track record for innovation to the challenge of transforming the skills and knowledge of residents in the sectors where local employers need them most.

Teaching takes place at the College's £6.5m University Centre and in a £1.5m Centre for Health and Allied Professions, both of which received funding from the LEP.

Designed and delivered in consultation with local employers, courses are based on Level 4 and 5 qualifications, such as Foundation Degrees, Higher Technical Qualifications, and Apprenticeships. This means the two institutions have an integrated pathway from Level 2 to Level 7.

NTU aims to make Mansfield and Ashfield university towns, with all of the economic, cultural and social benefits this will bring. As of October 2021, 262 students are studying NTU programmes in Mansfield, following the second intake.

Andrew Cropley, Principal and CEO at WNC said: "The partnership between WNC and NTU has phenomenal potential to help businesses create the secure, rewarding and well-paid jobs that will drive economic prosperity and to support local people in fulfilling their potential and playing an active part in the success of Mansfield and Ashfield.

"Businesses now have the opportunity to have a single conversation with committed local partners, who are focused entirely on doing their best for the local area, that can help them address all of their skills needs and support them to embrace new technologies, reduce their carbon footprint and grow."

NEW CAREERS FOR THOUSANDS OF YOUNG UNEMPLOYED

East Midlands Chamber of Commerce has facilitated nearly 3,000 work placements for young people to help them secure long-term work through the Kickstart scheme.

The Government's £2bn Kickstart scheme funds six-month placements for people aged 16-24 who are on Universal Credit or at risk of long-term employment. This provides an important mechanism for helping young people get the skills they need to prepare them for the world of work. At a time when many companies are struggling financially, Kickstart enables businesses to support their communities, and to trial new roles that could help to create new products and services.

East Midlands Chamber (EMC) is one of the UK's largest and top-performing of Kickstart's gateway organisations, which lodge funding applications on behalf of businesses. EMC has been active in promoting the benefits to young people and to employers. They have had just under 3,000 placements approved for nearly 900 businesses. Almost half of the vacancies created have resulted in a position being filled. Of those who have finished their six-month placements, 80% have either secured jobs or moved into further study.

Nick Hogan, owner of Chesterfield Escape Rooms, has used the Kickstart scheme to hire multiple employees. He has since entered into a joint venture partnership with some members of his Kickstart team to establish Chesterfield Games Quarter.

Nick said "I used the Kickstart scheme because I wanted to give something back to the town and create new opportunities for young people. But it has also allowed me to get my foot into the market to assess the business opportunity and has given me the confidence to now grow this into the Chesterfield Games Quarter concept."

OVER 800 PEOPLE PARTICIPATE IN DIGITAL BOOTCAMPS

Following a successful pilot, the D2N2 LEP has managed funding for two further cohorts of Digital Bootcamps.

Skills Bootcamps are a Government initiative under the Lifetime Skills Guarantee and Plan for Jobs. They provide flexible courses of up to 16 weeks, giving people the opportunity to build up sector-specific skills. The courses are available to people aged 19 or over in work, self-employed, recently unemployed or returning to work after a break, who are looking to increase their skills in a specific area and fast-track into a new job or get ahead with their current employer.

A network of training providers has delivered Bootcamps, including althaus, Ascento, and Purple Beard. Courses include:

• Coding and software development
• IT, networking and infrastructure
• Cyber and system security
• Digital marketing

Over 800 learners have now participated in Bootcamps in D2N2. 48% of them are female, while 28% are from ethnic minorities.

On successful completion of a Skills Bootcamp, learners are guaranteed an interview with a new employer if they wish, or they may continue onto further study. Of those with known outcomes, 34% have secured new employment, and 42% have new or increased responsibilities.

MyCarImport is a business that has benefited from the Skills Bootcamp programme. They supported 'three participant work placements, eventually selecting one person to progress onto a Digital Marketing Apprenticeship, working full time with them and studying with Bootcamp provider althaus.

Jack Charlesworth, CEO at MyCarImport said: "The Digital Bootcamp has really impressed us, we were sent three really high calibre candidates on a work placement. At the end we offered full time employment from a really good candidate who was well prepped from the Bootcamp".
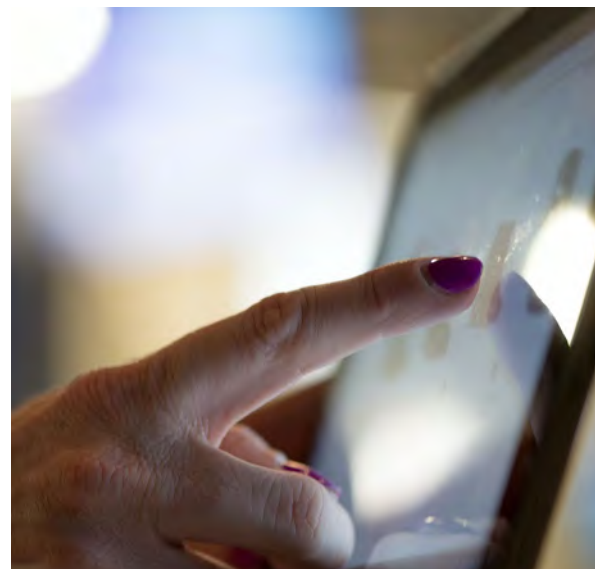
Looking Forward.

Since the publication of the D2N2 Local Skills Report in March 2021, the D2N2 area has been successful in securing additional funding for resources and provision to address skills mismatches across the area. Most notably, there have been two Strategic Development Fund pilots, the extension of the Digital Skills Bootcamps, and the recently announced successful bid for an East Midlands Institute of Technology, led by the University of Derby. The PSAB will continue to play a crucial role within D2N2's efforts to design and implement effective 'place-based' and evidence-informed strategies with explicit focus on employment, skills, and inclusion.

The strategies presented and their associated action plans are all designed to contribute to the wider ambitions for the region, responding to local needs and development priorities (as evidenced by the local labour market landscape) and to clearly align with government strategies aimed at growth and levelling up.

The PSAB's task is to consider the wider skills requirements in the region. For employers to be more productive, they need access to a highly skilled workforce whatever their sector. In the current context, our added challenges are to deliver skills at a time when the demand for skills is both uncertain and changing at a faster pace than experienced previously, and to ensure that all people have the same opportunity for employment and growth. This requires a holistic strategy that covers skilling, upskilling and reskilling approaches with a strong cross-cutting emphasis on inclusion. In support of this, we welcome the ambitions of the *Skills for Jobs White Paper (2021)* to address historic under investment in the FE estate and to create flexibilities in funding, which will provide much-needed improvements in college facilities and assist with the ongoing quality improvement agenda.

Our strategy will have a strong focus on levelling up the geographical variations in skills demand and supply, facilitating the mobility of the population in relation to work and learning, and developing a skills infrastructure that can respond with flexibility and resilience to the changes in skills needs and growth opportunities. Therefore, our Skills Strategy must enable our local skills ecosystem to achieve our wider ambitions and to take advantage of advances in digitalisation, mobility and low carbon technologies. In doing so this strategy is essential to driving the productivity, innovation and competitiveness of the entire D2N2 economy.

In producing this updated Local Skills Report, we have reflected on the impact of the Covid-19 pandemic on the labour market alongside analysis of current data. All of this highlights the continued uncertainty of the labour market and the need for our strategic response to continue to be agile and responsive to emerging trends as well as addressing underlying skills gaps and inclusivity. The skills landscape is becoming ever more complex, with a range of funding streams emanating from different government departments. It remains the role of the PSAB to draw together all of these strands of activity to ensure a clear line of sight to the aims and objectives set out in this document.

The previous Local Skills Report identified that improving the uptake and supply of digital skills for people and businesses across D2N2 was of critical importance to future economic and social wellbeing. As outlined in Chapter 4, we are intensifying the focus on this area by developing a standalone Digital Strategy. We also intend to establish a Digital Skills Partnership to oversee this strand of activity, in conjunction with the PSAB and its subgroups.

We have strong existing relationships with a range of Business Representative Organisations (BROs). In particular, each month we convene a group of representatives from the *East Midlands Chamber of Commerce*, *CBI*, *FSB*, *IoD*, and *Make UK.* These links ensure we maintain a regular flow of intelligence from business to inform all of our programmes, an approach that is now being rolled out across the Midlands by the *Midlands Engine.* We will ensure effective collaboration continues with and among these organisations, both to maximise our reach and impact, and to ensure that we are able to respond quickly to development in the labour market.

We also have strong relationships with the other East Midlands LEPs. D2N2 sits as an observer on the Leicester and Leicestershire Trailblazer LSIP steering group. This means we are in a strong position to learn from that project, and to adopt a 'what works' approach to our own initiatives. Both LLEP and the Greater Lincolnshire LEP have joined our analytical group of universities, colleges, and local authorities. This group meets regularly to ensure we maintain our focus on data and evidence in all aspects of the LEP's work.

Our key 'asks' of SAP partners, wider stakeholders and Government to support delivery and impact in D2N2 remain important and relevant to the achievement of our goals.

Table 6: Looking Forward - Key Asks

KEY 'ASKS'	
Government	**Support the implementation of our strategy with funding continuity** – given the reliance on the European Social Fund for delivery of many local priorities, we need certainty of continued funding to address identified needs through the UK Shared Prosperity Fund. **Increase access to reskilling priorities for our economy** – in particular, increase Level 2 and Level 3 free access to digital and technical skills pathways for those whose roles are at risk in D2N2. **Use Skills Advisory Panels to enable a strategic focus on skills,** encompassing all funding streams and audiences. **Create an employment support climate that maximises use of higher skills,** supporting higher skilled individuals and graduates to avoid unemployment and underemployment. **Provide longer term certainty on the careers agenda** by providing a multi-year settlement to LEPs and The Careers and Enterprise Company to support the roll out and maintenance of Careers Hubs. **Strengthen the role of schools as the gateway to a successful economy** – strengthen use of the Baker Clause and include careers and economic alignment as part of the education inspection framework.
Post 16 Skills Providers	**Continue to reassess delivery against the shifting needs of the economy,** working with employers towards better alignment of skills demand and supply, including development of new skills pathways whose financial viability is so far untested. **Build collaborative skills pathways** that extend down into schools and through into shared skills pathways for key sectors, using the IoT or Nottingham Trent University / West Nottinghamshire College models as a framework. **Embed digital and low carbon skills** in all learning pathways, building long-term workforce resilience to technology and other changes in the economy.
Schools	**Provide senior support and sponsorship of careers activity** – embed the benefits in supporting aspiration and attainment. **Promote uptake of new higher technical skills pathways** such as T-Levels and apprenticeships for all. **Embed careers and core digital skills in the curriculum** using resources developed locally.
Local Authorities	**Support our strategy** in your respective areas, setting local strategic priorities and enabling collaboration linked closely to local economic and social need. **Work from this common evidence base** for new developments such as County Deals. **Facilitate relationships between local employers and schools.** **Use skills providers as the conduit** between school and highly productive, well-paid employment.
Employers and Business Representative Organisations	**Make skills core to your recovery and growth planning.** **Engage with us** to better understand and prepare for skills demand. **Support the development of the future workforce** by engaging actively with careers activity across D2N2. Complete a **Training Needs Analysis** to enable skills providers to understand and respond to skills requirements. **Lend your expertise** to skills providers for curriculum development. **Work with our local skills system** towards a more diverse and inclusive workforce. **Support your workers** in retraining, reskilling, and upskilling.

Contact information: If you would like to know more about the work of the D2N2 People & Skills Advisory Board, get in touch regarding the content of this report, or would like to engage in the local skills agenda, please contact the D2N2 Head of People and Skills, Fiona Baker, *Fiona.Baker@d2n2lep.org*

ANNEX A – CORE INDICATORS

Local landscape

Local Landscape – Summary

- Employment in manufacturing remains significantly higher than the national average. D2N2 has the highest number of manufacturing jobs among all LEP areas. Health, retail, and education are also large sectors in D2N2 in terms of employment.
- The number of active enterprises in D2N2 has been flat since 2017. Enterprise birth and death rates remain lower in D2N2 than in England.
- GVA per hour worked remains 13% lower than the England average. However, there is significant variation among districts; South Derbyshire's is more than double those of five other districts.
- Full-time earnings in D2N2 are 7%-8% lower than the England median.
- D2N2's claimant count did not spike as much as England's in 2020. The recovery also started earlier and has been more pronounced. In October 2021, D2N2's claimant count was 48% higher than in March 2020, compared with 61% higher in England.
- Measures of deprivation have worsened for most districts since 2015. Deprivation in D2N2 is more pronounced in education, skills and training than it is in income or employment.
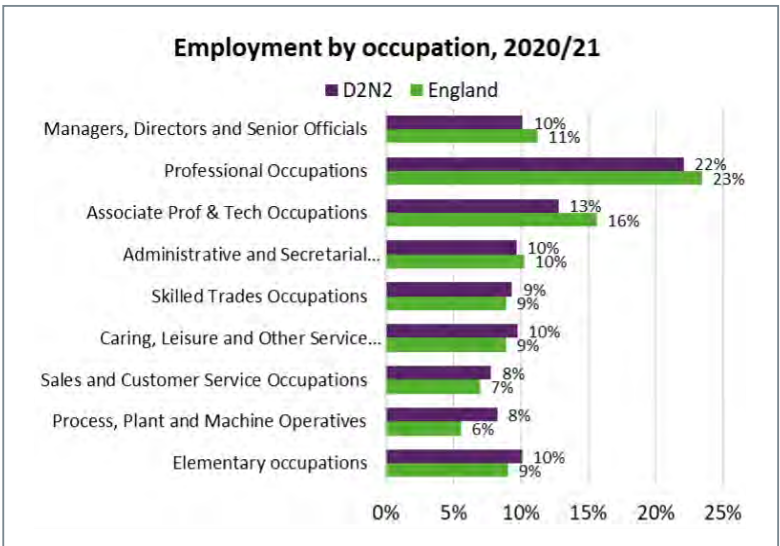
Employment by sector
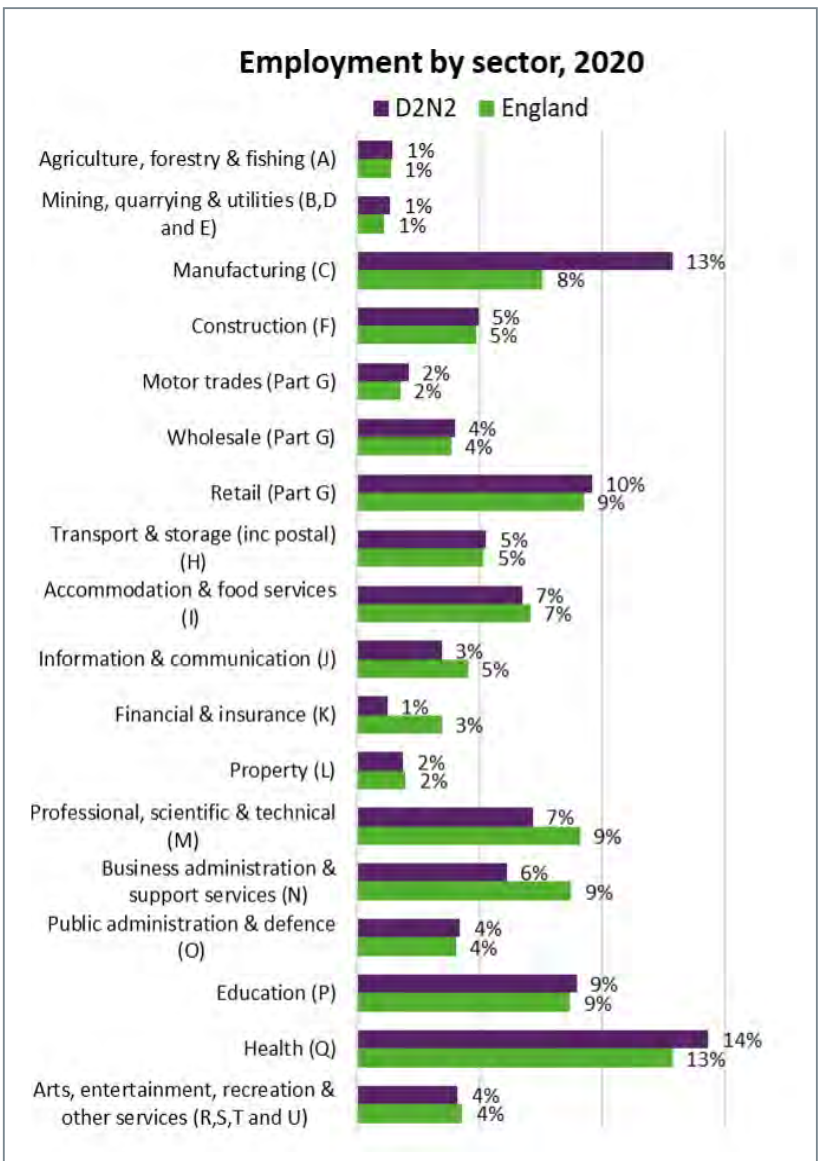
Employment by sector, 2020

Employment by sector:

The sectoral make-up of the D2N2 region largely follows the national distribution. The most notable difference is in manufacturing, which constitutes 12.9% of D2N2 employment, compared to 7.6% in England. Most D2N2 districts have proportions of employment in manufacturing that are 2-3 times the English average. Most D2N2 districts are above the national average for construction, and the same applies to wholesale and retail trade. In contrast, financial and insurance makes up only 1.3% of D2N2 employment, compared with 3.5% in England. The cities of Derby and Nottingham account for between 25% and 50% of the employment in each sector other than agriculture (3%), construction (20%), and financial and insurance (52%).

Employment by occupation

Employment by occupation, 2020/21

Employment by occupation:

The distribution by occupation of D2N2 is close to the national pattern. D2N2 does, however, have 2.9% less employment in associate professional and technical occupations, and 2.7% more in process, plant and machine operatives. Over the last year, the share of skills trades occupations has fallen from 11.5% to 9.4%.

Enterprises by size

Enterprises by employment size band, 2021
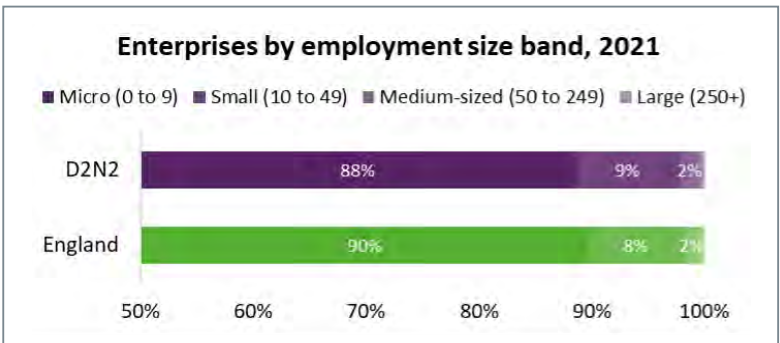
Enterprises by size:

As a whole, D2N2 has slightly fewer micro businesses (-1.2%), slightly more small businesses (+1.0%) and marginally more medium and large businesses (+0.2% and +0.1%) than England.

Births and deaths of enterprises over time
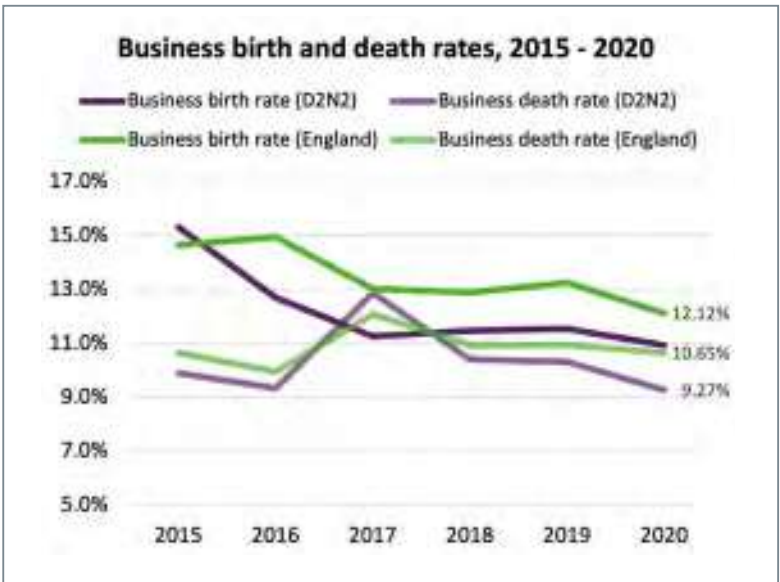
Business birth and death rates, 2015 - 2020

Enterprises births and deaths:

D2N2 has consistently had enterprise birth and death rates below the national average. The pandemic appears to have had varying effects, though. England's birth rate fell by 1.1% in 2020, and its death rate by 0.3%. In D2N2, however, the birth rate only fell by 0.6%, and the death rate fell by 1.1%. While the number of active enterprises in England has been rising in recent years, the number in D2N2 has been flat since 2017.

ANNEX A – CORE INDICATORS

Employment level and rate over time

Employment rate and employment level

Legend: Self-employed (D2N2), Employees (D2N2), Employment rate (D2N2), Employment rate (England)

Number of people (left axis): 0 to 1,200,000
Employment rate (right axis): 50% to 80%
Years: 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021
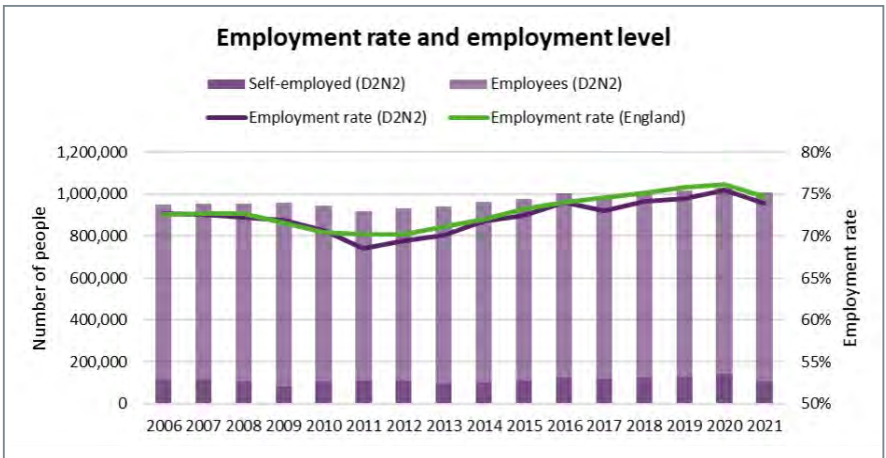
Employment:

In recent years, the D2N2 employment rate has hovered around 1% less than the English employment rate. This is due to lower levels of self-employment, rates of which have been typically 2% lower than in England. In the 12 months to June 2021, the employment rate fell by 1.5% both in D2N2 and in England.

Nominal (smoothed) GVA over time

Nominal (smoothed) GVA per hour worked

Legend: D2N2, UK less Extra-Regio
£0 to £40
Years: 2004 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19
D2N2: £30.5; UK less Extra-Regio: £35.2

GVA:

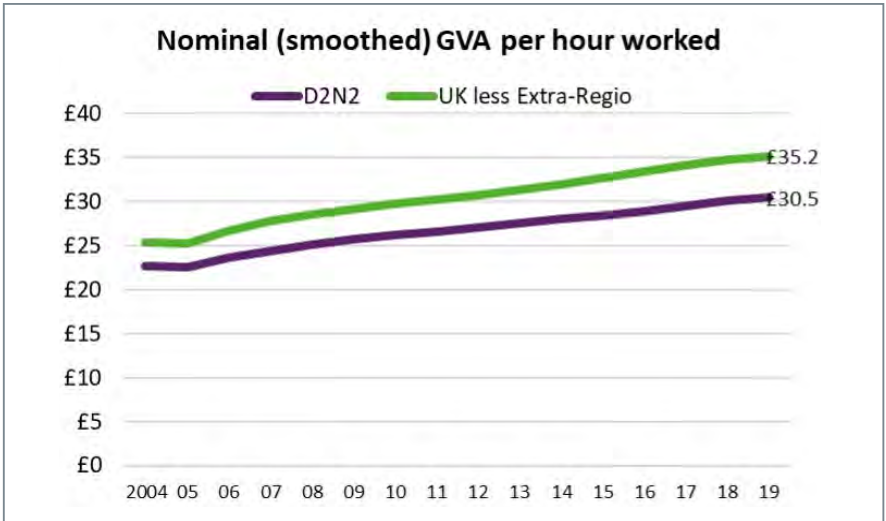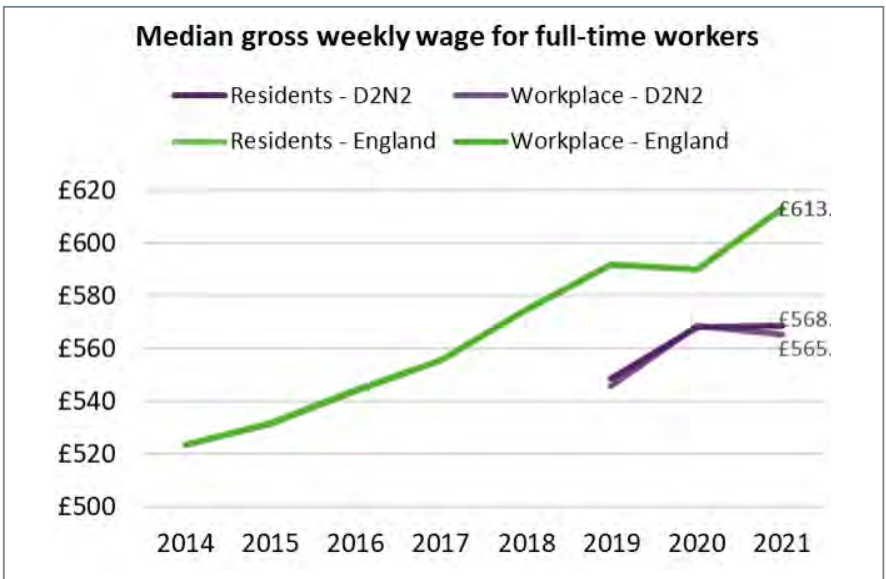Productivity in D2N2 has improved over time but has remained below the UK trend and the gap has slowly widened. As of 2019, D2N2 productivity was 13% below the UK average, compared to 11% below in 2004. This correlates with the persistent pay gap between D2N2 workers and the England average. Among D2N2 districts, South Derbyshire has the highest GVA with £49.18 per hour worked. This is more than double those of Derbyshire Dales, Bassetlaw, Erewash, Mansfield, and High Peak.

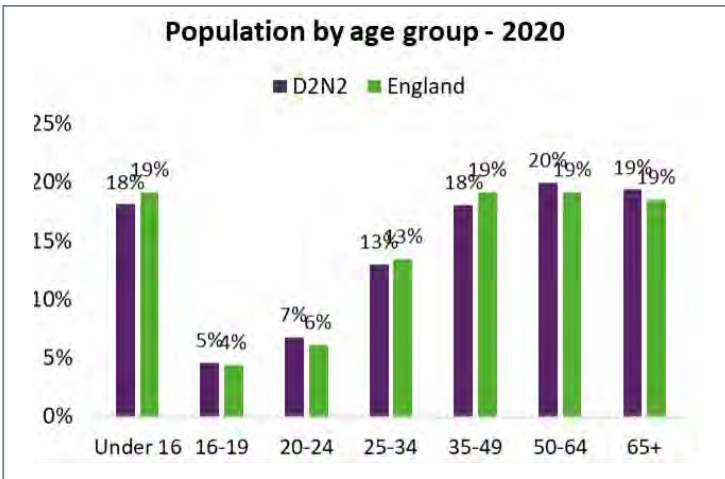## Median wages over time (residents and workplace)

Median gross weekly wage for full-time workers

Legend: Residents - D2N2, Workplace - D2N2, Residents - England, Workplace - England
£500 to £620
Years: 2014 2015 2016 2017 2018 2019 2020 2021
£613, £568, £565

Median wages:

D2N2 earnings for residents and workers have consistently trailed the England averages by around 7% and 8%, respectively. The two cities have contrasting fortunes. Compared to the England median, Derby workers earn 16% more, while Derby residents earn 6% less. Nottingham workers are 13% below the median, while Nottingham residents earn 20% less.
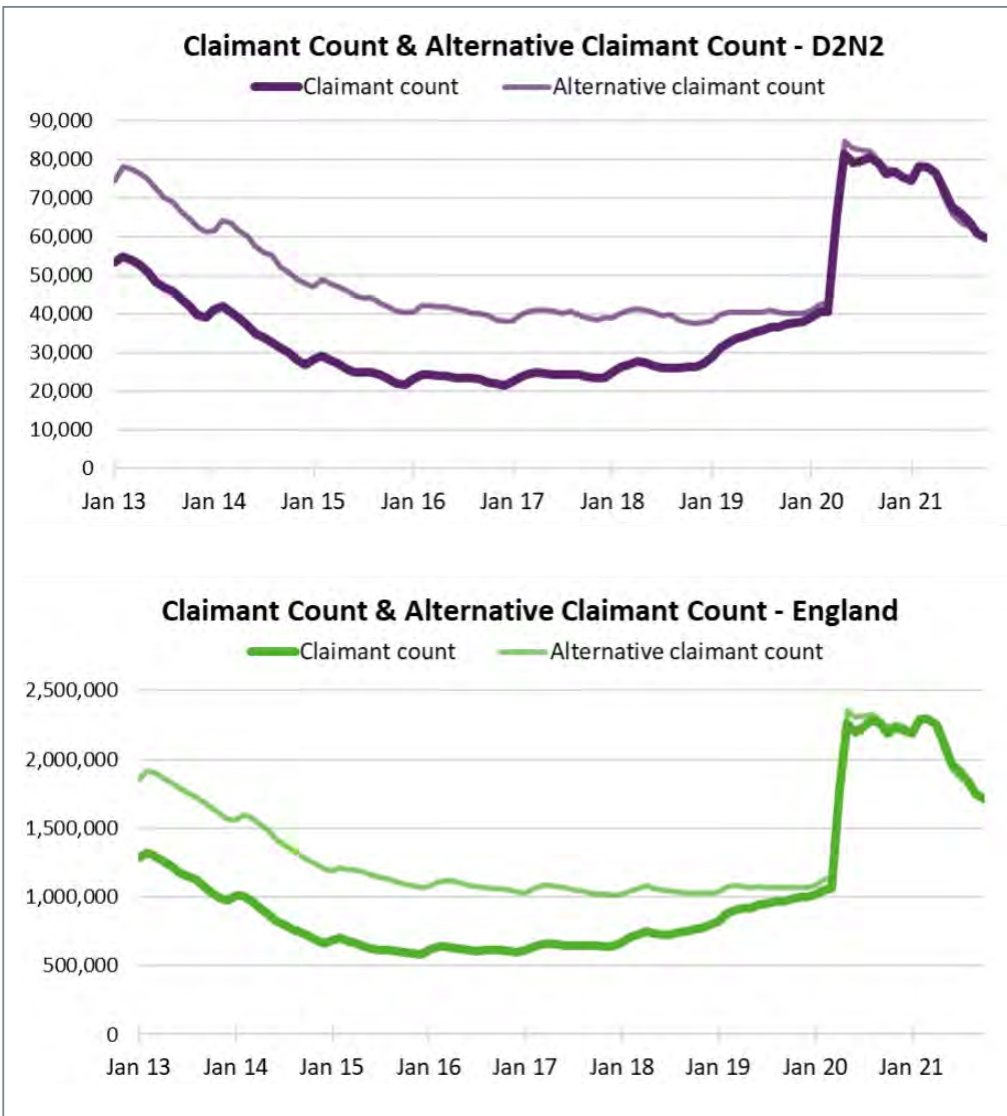
Population by age

Population by age group - 2020

Legend: D2N2, England
0% to 25%
Under 16: 18%/19%; 16-19: 5%/4%; 20-24: 7%/6%; 25-34: 13%/13%; 35-49: 18%/19%; 50-64: 20%/19%; 65+: 19%/19%

Population by age group:

On the whole, the D2N2 population age profile is close to England's. The region has slightly higher proportions of over-50s and slightly lower proportions of individuals in the 25-49 and under-16 brackets. Nevertheless, the demographic ageing process in the last 10 years seems to be more pronounced in D2N2; there has been a larger reduction in the proportion of 35-49 year-olds over time than in England overall. With the proportion of under-25s constant, it is arguable that the demographic ageing will continue with negative implications for the labour force, productivity and earnings.

Claimant count and alternative claimant count over time

Claimant Count & Alternative Claimant Count - D2N2

Legend: Claimant count, Alternative claimant count
0 to 90,000
Jan 13, Jan 14, Jan 15, Jan 16, Jan 17, Jan 18, Jan 19, Jan 20, Jan 21

Claimant Count & Alternative Claimant Count - England

Legend: Claimant count, Alternative claimant count
0 to 2,500,000
Jan 13, Jan 14, Jan 15, Jan 16, Jan 17, Jan 18, Jan 19, Jan 20, Jan 21

Claimant count:

The number of people claiming unemployment related benefits within D2N2 has followed the national trend very closely. Both saw numbers double at the start of the Covid pandemic, and both have seen steady falls through 2021. However, D2N2's numbers did not spike as much as England's, and their recovery both started earlier and has been more pronounced. In October 2021, D2N2's claimant count was 48% higher than in March 2020, while England's was 61% higher. These figures vary by district, though. South Derbyshire's was 68% higher, and Derby's 64%. In contrast, Chesterfield, Amber Valley and Erewash were only around a third higher than in March 2020.

ANNEX A – CORE INDICATORS

Proportion of LSOAs in most deprived 10% nationally (income, employment, education)
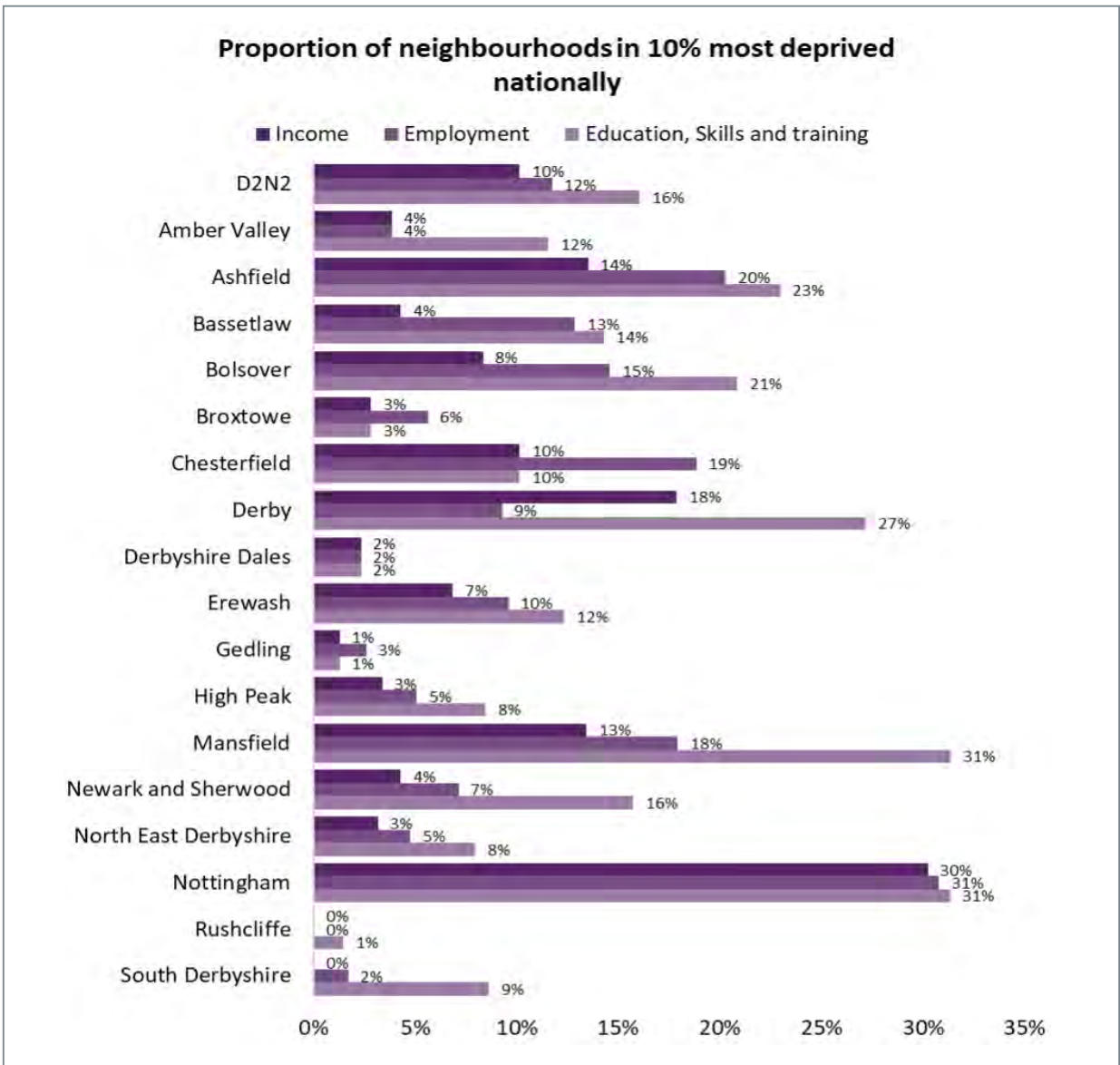
Proportion of neighbourhoods in 10% most deprived nationally

Income / Employment / Education, Skills and training

- D2N2: 10%, 12%, 16%
- Amber Valley: 4%, 4%, 12%
- Ashfield: 14%, 20%, 23%
- Bassetlaw: 4%, 13%, 14%
- Bolsover: 8%, 15%, 21%
- Broxtowe: 3%, 6%, 3%
- Chesterfield: 10%, 19%, 10%
- Derby: 18%, 9%, 27%
- Derbyshire Dales: 2%, 2%, 2%
- Erewash: 7%, 10%, 12%
- Gedling: 1%, 3%, 1%
- High Peak: 3%, 5%, 8%
- Mansfield: 13%, 18%, 31%
- Newark and Sherwood: 4%, 7%, 16%
- North East Derbyshire: 3%, 5%, 8%
- Nottingham: 30%, 31%, 31%
- Rushcliffe: 0%, 0%, 1%
- South Derbyshire: 0%, 2%, 9%

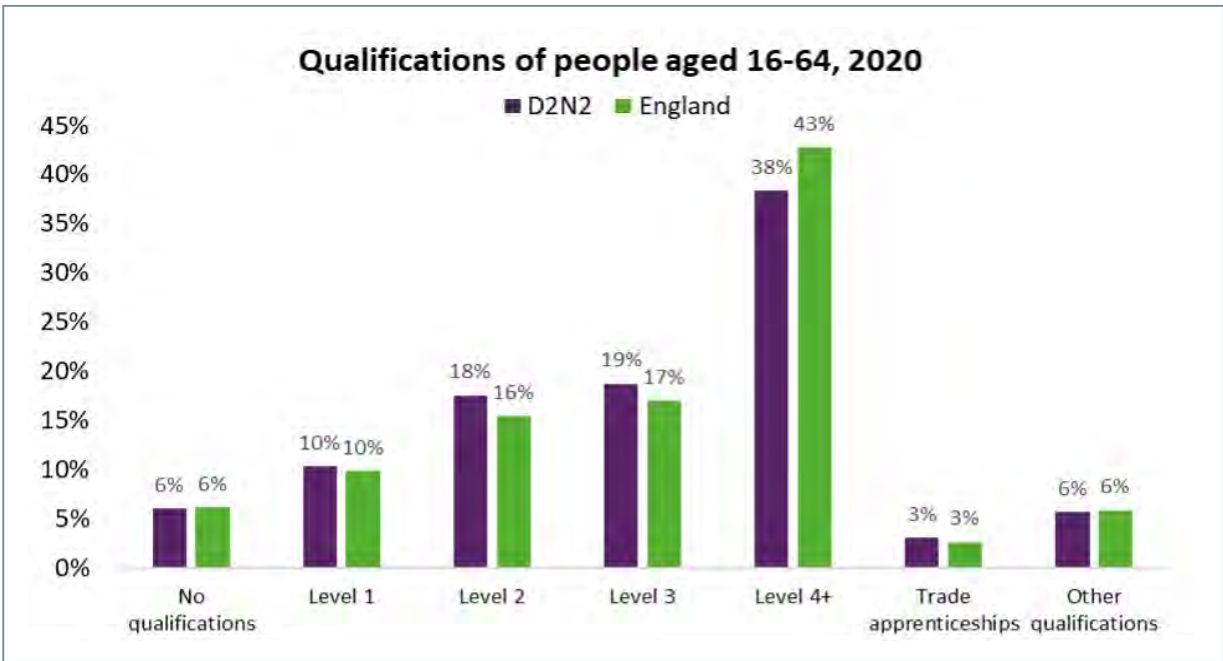**Proportion of LSOAs in most deprived 10% nationally:**

There is considerable variation between the D2N2 districts. Nottingham, Mansfield, Ashfield, Bolsover and Derby stand out with relatively large proportions of neighbourhoods in the 10% most deprived. Nottingham remains one of the most deprived cities in the country (ranked 10th in IMD 2019). The deprivation in education, skills and training is more pronounced than in employment and income. Worryingly, the measures of deprivation have worsened for most D2N2 districts since IMD 2015.

Skills Supply

Skills Supply – Summary

- In comparison to the English average, D2N2 has lower proportions of the workforce qualified at Level 4 and above, and higher proportions qualified at Levels 2 and 3.
- In D2N2, there were 47,000 adult FE qualifications gained in 2020/21, 28,900 HE qualifications awarded in 2018/19, and 6,700 apprenticeships achieved in 2020/21. Subject splits were broadly in line with the patterns across England.
- Comparing D2N2 to the England averages, fewer key stage 4 leavers go into sustained education, more apprentices go into sustained employment, and more higher education leavers go into full-time employment.
- 35%-39% of graduates from the three D2N2 universities remain in the East Midlands.
- A slightly larger proportion of employers provide training in D2N2 compared with England.

Highest qualification level of people aged 16-64

Qualifications of people aged 16-64, 2020

D2N2 / England

- No qualifications: 6%, 6%
- Level 1: 10%, 10%
- Level 2: 18%, 16%
- Level 3: 19%, 17%
- Level 4+: 38%, 43%
- Trade apprenticeships: 3%, 3%
- Other qualifications: 6%, 6%

Qualification levels:

In comparison to the England averages, D2N2 has lower proportions of the workforce qualified at Level 4 and above, and higher proportions qualified at Levels 2 and 3. However, the Level 4+ proportions rose in 2020, by 4% in D2N2 against 3% in England. Rushcliffe, Broxtowe, and Derbyshire Dales all have more than half of their working age population qualified to L4+. In contrast, Bolsover and Ashfield have less than a quarter.

ANNEX A – CORE INDICATORS

Adult FE Education & Training achievements by sector subject area

Adult education and training achievements by sector subject area, 2020/21

■ D2N2 ■ England

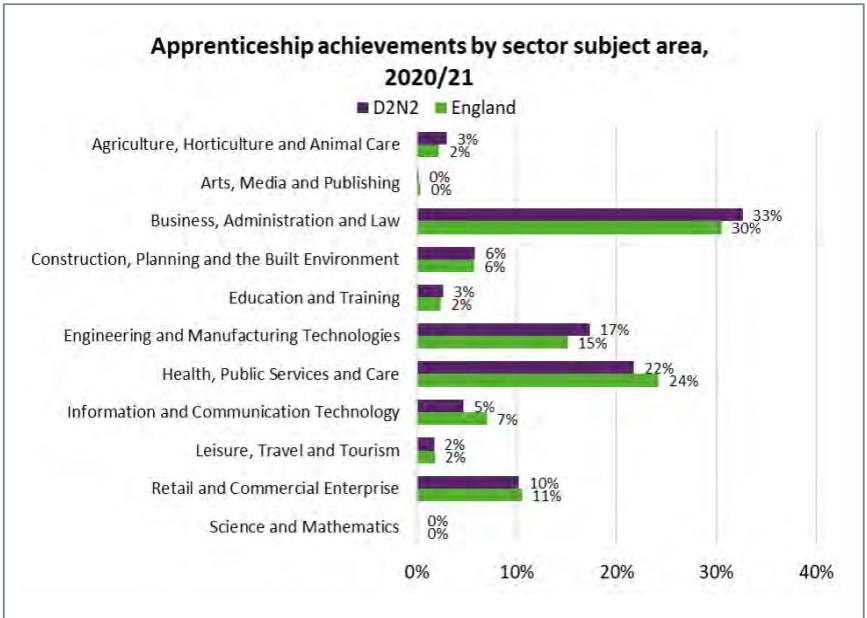| Subject	D2N2	England
Agriculture, Horticulture and Animal Care	2%	1%
Arts, Media and Publishing	3%	3%
Business, Administration and Law	9%	8%
Construction, Planning and the Built Environment	5%	4%
Education and Training	2%	2%
Engineering and Manufacturing Technologies	3%	3%
Health, Public Services and Care	20%	18%
History, Philosophy and Theology	0%	0%
Information and Communication Technology	4%	5%
Languages, Literature and Culture	2%	2%
Leisure, Travel and Tourism	1%	1%
Not Applicable/ Not Known	0%	0%
Preparation for Life and Work	40%	43%
Retail and Commercial Enterprise	6%	6%
Science and Mathematics	2%	2%
Social Sciences	0%	0%

Source: Further Education & Skills data, DfE, (published 2020), 2020 SAP boundaries

Adult FE education & training achievements:

47,000 FE qualifications were gained by D2N2 adults in 2020/21, up from 45,700 in 2019/20. The subject split generally follows the national pattern. The exceptions are Health, Public Services and Care, which is 2% higher in D2N2, and Preparation for Life and Work, which is 3% lower. Compared to 2019/20, Health's proportion has increased from 15% to 20%, with the total rising from 6,900 to 9,400. Preparation for Life and Work has fallen 7%, with the total falling from 21,600 to 18,900. The other notable change is the number of Construction achievements doubling from 1,100 to 2,200, increasing its proportion from 2.4% to 4.6%.

The split across levels follows the national pattern. 28% of D2N2 FE qualifications were entry level, with 26% at Level 1, 37% at Level 2, 7% at Level 3, and 1% at Levels 4+. Most subjects have a similar split to the England average. The exceptions are Arts, Media and Publishing, Engineering and Manufacturing Technologies, Information and Communication Technology, and Construction, Planning and the Built Environment. These are all more skewed to the lower levels than the England average.
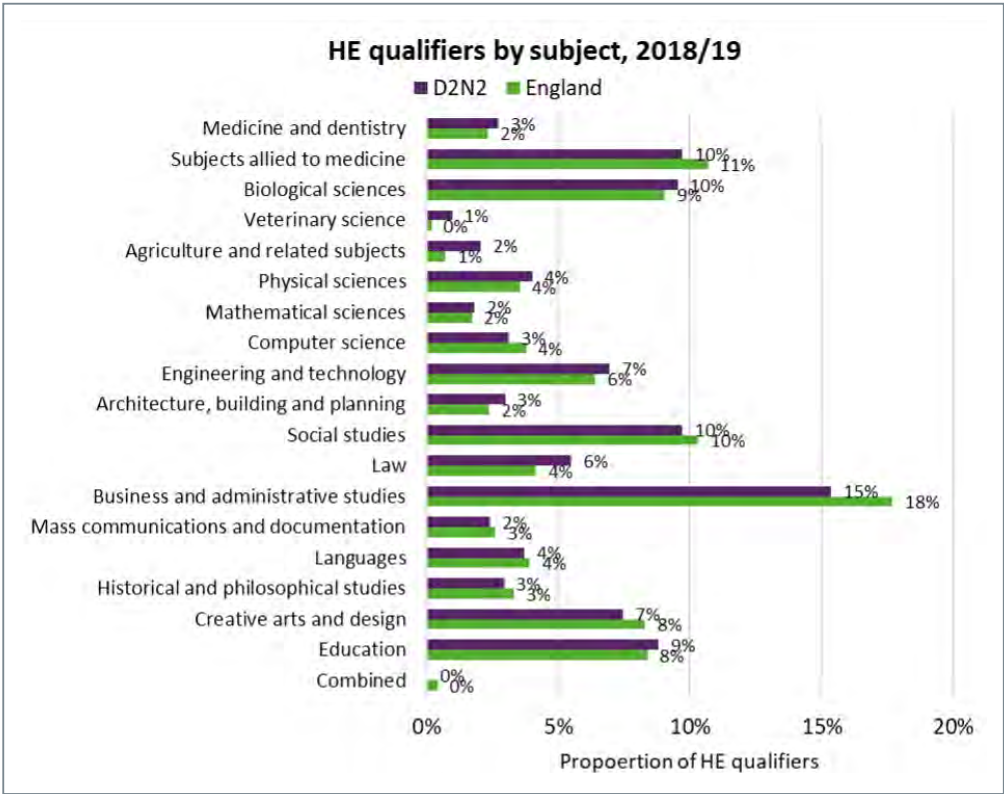
Apprenticeship achievements by sector subject area

Apprenticeship achievements by sector subject area, 2020/21

■ D2N2 ■ England

Subject	D2N2	England
Agriculture, Horticulture and Animal Care	3%	2%
Arts, Media and Publishing	0%	0%
Business, Administration and Law	33%	30%
Construction, Planning and the Built Environment	6%	6%
Education and Training	3%	2%
Engineering and Manufacturing Technologies	17%	15%
Health, Public Services and Care	22%	24%
Information and Communication Technology	5%	7%
Leisure, Travel and Tourism	2%	2%
Retail and Commercial Enterprise	10%	11%
Science and Mathematics	0%	0%

Source: Apprenticeships data, DfE, (published 2020), 2020 SAP boundaries

Apprenticeship achievements:

There were 6,700 apprenticeship achievements in D2N2 in 2020/21, in line with the year before. The pattern of subject area is similar to that of England. D2N2's proportion of Business, Administration and Law is 2.1% higher than in 2019/20, and is now 2.1% higher than England. Engineering and Manufacturing Technologies has fallen 2.6% in both geographies, though D2N2 remains above the England average. The proportional shortfall in Health, Public Services and Care has grown from 1.3% to 2.5%, due to an increase in England's number of achievements. Similarly, Information and Communication Technology has risen by 0.7% in both areas, with the gap remaining at 2.3%.
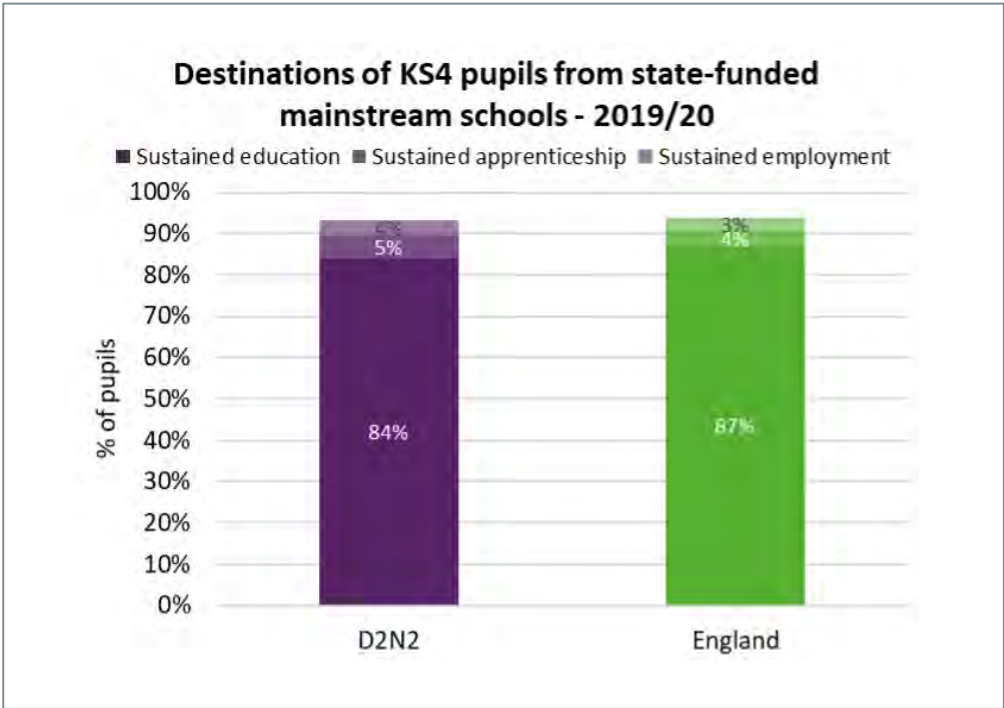
HE qualifiers by sector subject area

HE qualifiers by subject, 2018/19

■ D2N2 ■ England

Subject	D2N2	England
Medicine and dentistry	3%	2%
Subjects allied to medicine	10%	11%
Biological sciences	9%	10%
Veterinary science	0%	1%
Agriculture and related subjects	1%	2%
Physical sciences	4%	4%
Mathematical sciences	2%	2%
Computer science	3%	4%
Engineering and technology	7%	6%
Architecture, building and planning	3%	2%
Social studies	10%	10%
Law	4%	6%
Business and administrative studies	15%	18%
Mass communications and documentation	2%	3%
Languages	4%	4%
Historical and philosophical studies	3%	3%
Creative arts and design	7%	8%
Education	9%	8%
Combined	0%	0%

Proportion of HE qualifiers

Source: HESA, 2018/2019 qualifiers (published 2020), 2020 SAP boundaries

HE qualifiers:

28,900 HE qualifications were gained in D2N2 in 2018/19, up from 27,500 in 2017/18. The subject split is largely in line with the England averages. D2N2 has a higher proportion of HE qualifiers in law, and a lower proportion in business and administration studies. The HE provision of the three D2N2 universities largely complements each other.
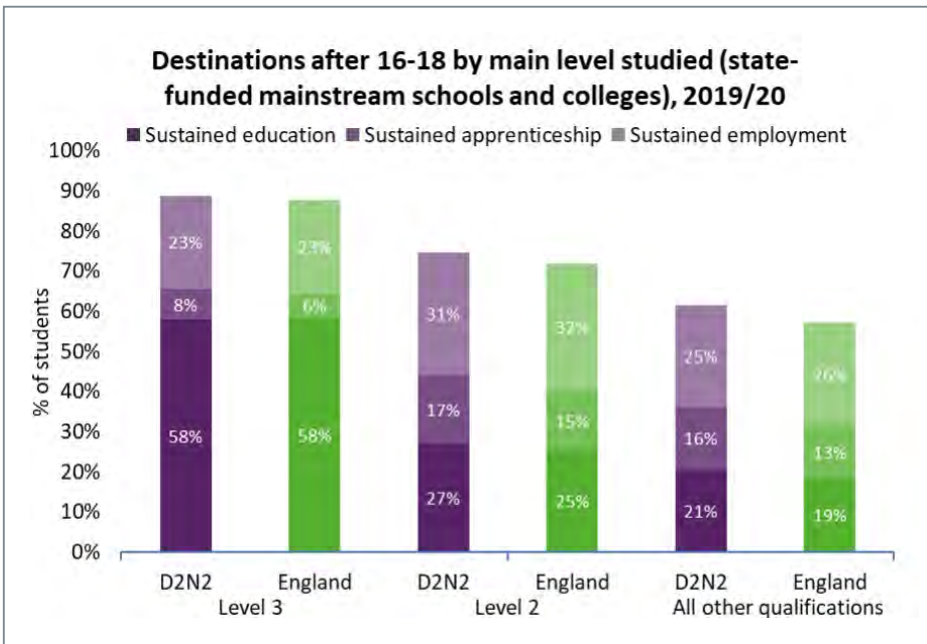
KS4 destinations

Destinations of KS4 pupils from state-funded mainstream schools - 2019/20

■ Sustained education ■ Sustained apprenticeship ■ Sustained employment

	D2N2	England
Sustained education	84%	87%
Sustained apprenticeship	5%	4%
Sustained employment	3%	3%

Source: KS4 destination measures, DfE, 2019/20 (published 2021), 2021 SAP boundaries

KS4 destinations:

Overall, a smaller proportion of D2N2 KS4 leavers are going into sustained education than the England average. This is the case for all D2N2 districts apart from Rushcliffe and South Derbyshire. Higher proportions of D2N2 KS4 leavers are going into sustained apprenticeship and employment, although there is also a higher proportion of leavers without a sustained destination. Compared with 2018/19, those in D2N2 continuing education rose by 1.2%, while apprenticeships dropped 0.9% and employment fell 0.5%.

# ANNEX A – CORE INDICATORS

16-18 destinations

Destinations after 16-18 by main level studied (state-funded mainstream schools and colleges), 2019/20

16–18 destinations:

Larger proportions of D2N2 16-18 leavers enter sustained apprenticeships at all levels than the England averages. The proportions going into sustained education or sustained employment are the same for level 3. D2N2's Level 2 figures have changed significantly compared with 2018/19: education has risen 7%, while apprenticeships have fallen 4% and employment 5%. The 2019/20 proportions are more in line with the England averages.

Adult FE & Skills destinations
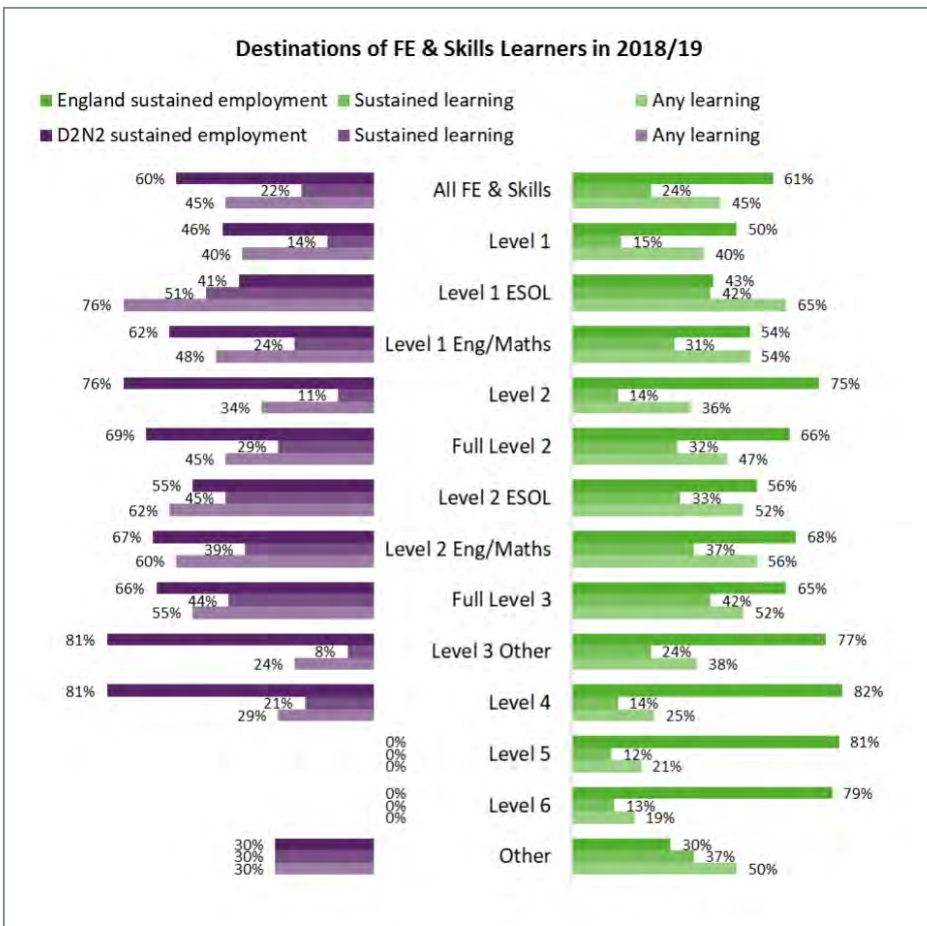
Destinations of FE & Skills Learners in 2018/19

Adult FE & Skills destinations:

Overall, D2N2 has lower proportions of adult FE and skills learners going into the three destinations than England as a whole. D2N2 has a higher proportion going into sustained employment at levels 3 (full and other), full level 2 and level 1 English and Maths.

Note: Data on level 5 and 6 is not available for D2N2 so the null percentages in the chart are not true zeros.

Apprenticeship destinations
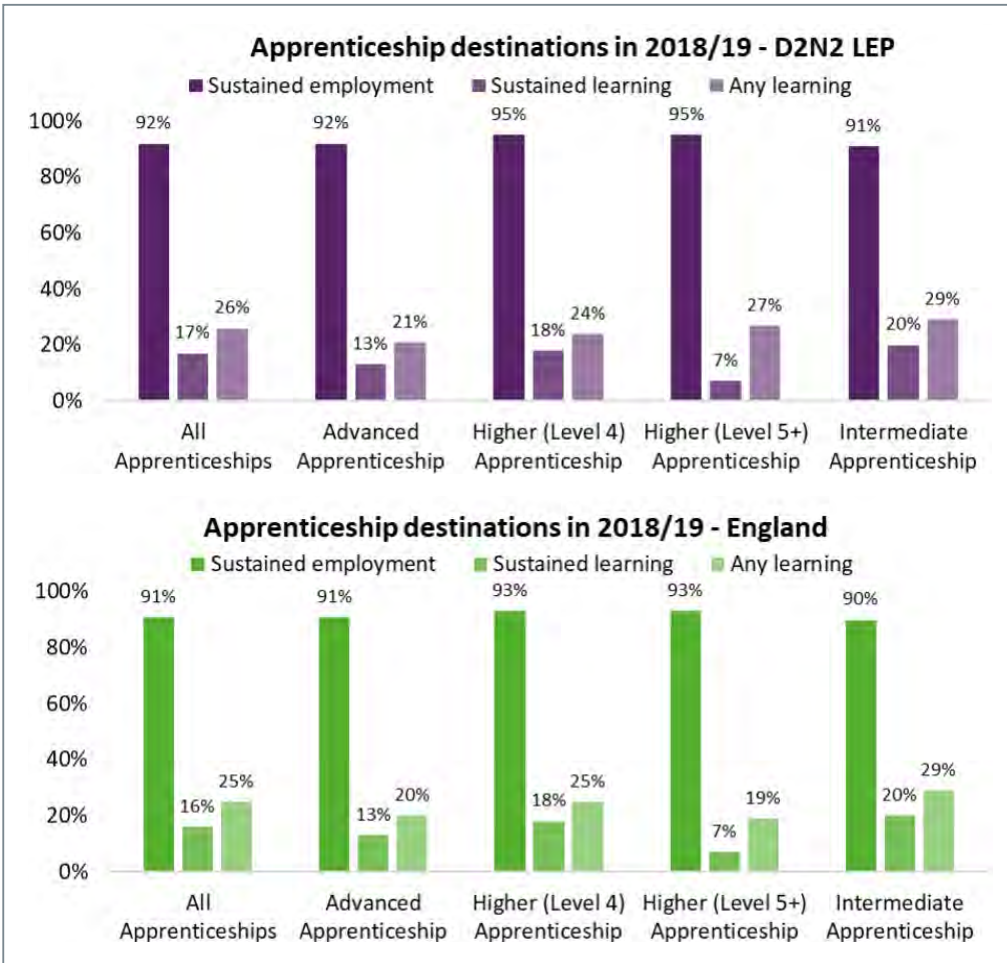
Apprenticeship destinations in 2018/19 - D2N2 LEP

Apprenticeship destinations in 2018/19 - England

Apprenticeship destinations:

Overall, D2N2 features slightly higher proportions of apprenticeship learners than England across all levels of apprenticeship destinations. At each level, higher proportions of D2N2 apprentices went into sustained employment than for England as a whole. At levels 2, 3 and 4, similar proportions of D2N2 apprentices went into sustained learning and any learning compared to England. At level 5 the proportions of D2N2 apprentices going into sustained learning and any learning were higher than in England.
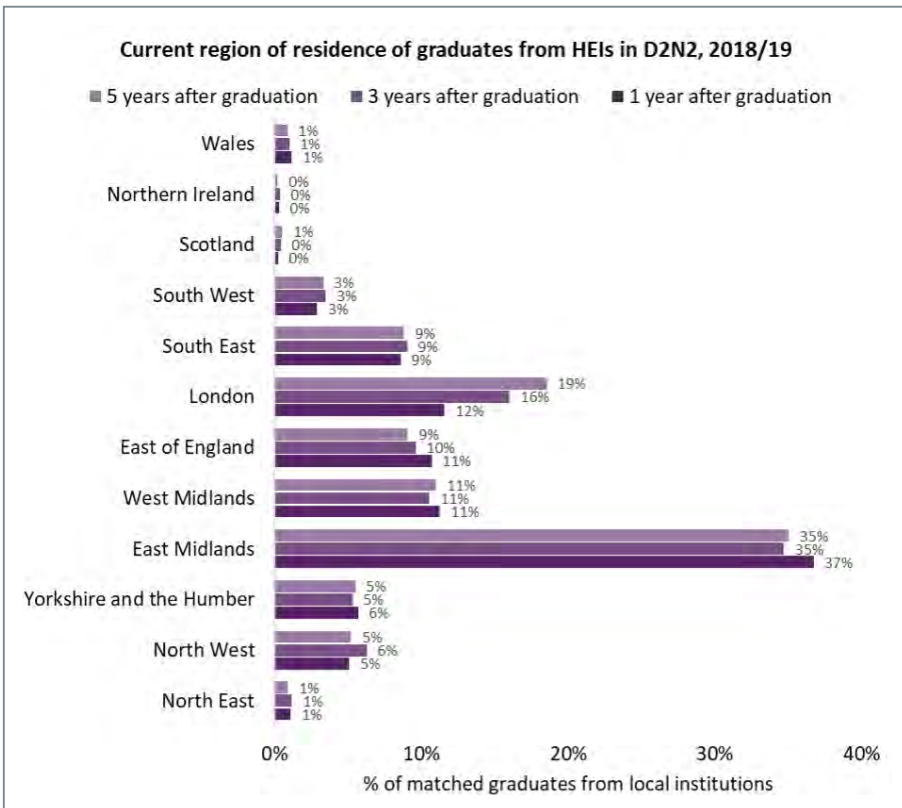
HE destinations

Graduate destinations for 2018/19 academic year
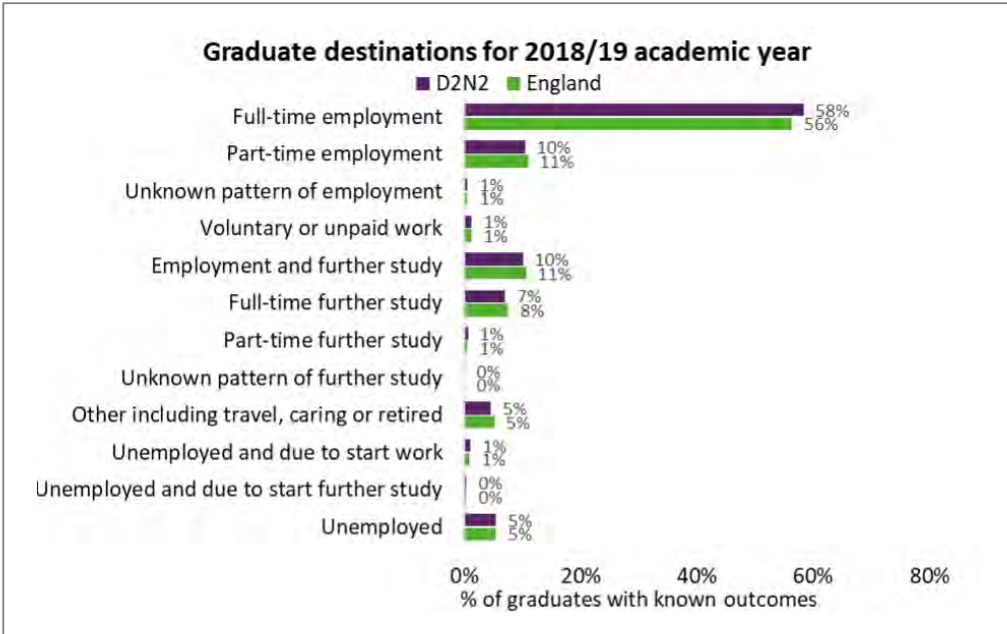
HE destinations:

A larger proportion of D2N2 graduates with known outcomes go into full time employment than in England as a whole. A slightly lower proportion go into part-time employment. Compared with the 2017/18 cohort, full-time employment fell 3.7% in D2N2, while part-time employment rose 1.8%, and unemployment rose 1.5%.

ANNEX A – CORE INDICATORS

Region of residence of HE graduates 1, 3 and 5 years after graduation

Current region of residence of graduates from HEIs in D2N2, 2018/19

Legend: ■ 5 years after graduation ■ 3 years after graduation ■ 1 year after graduation

Region	5 years	3 years	1 year
Wales	1%	1%	1%
Northern Ireland	0%	0%	0%
Scotland	1%	0%	0%
South West	3%	3%	3%
South East	9%	9%	9%
London	19%	16%	12%
East of England	9%	10%	11%
West Midlands	11%	11%	11%
East Midlands	35%	35%	37%
Yorkshire and the Humber	5%	5%	6%
North West	5%	6%	5%
North East	1%	1%	1%

X-axis: % of matched graduates from local institutions (0% to 40%)

*Source: **Graduate Outcomes in 2018/19, DfE, (published 2021), 2021 SAP boundaries***

HE graduates residence:

A substantial proportion of D2N2 graduates choose to reside in the East Midlands after graduation, although it is lower than most neighbouring areas. In comparison, the proportion of graduates retained in their respective regions are 32-35% in Leicester and Leicestershire, 37-41% in Sheffield City Region, 40-44% in Greater Lincolnshire, and 51-55% in Stoke-on-Trent and Staffordshire. 52-54% of the University of Derby graduates chose to stay in the East Midlands, a much larger proportion compared with Nottingham Trent University (35-39%) or the University of Nottingham (25-26%).

Employer provided training over past 12 months

Employers providing training over past 12 months, 2019

Category	D2N2	England
Off-job and on-job training	31%	31%
Off-job training only	12%	12%
On job training only	20%	18%
No training	38%	39%

*Source: **Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries***
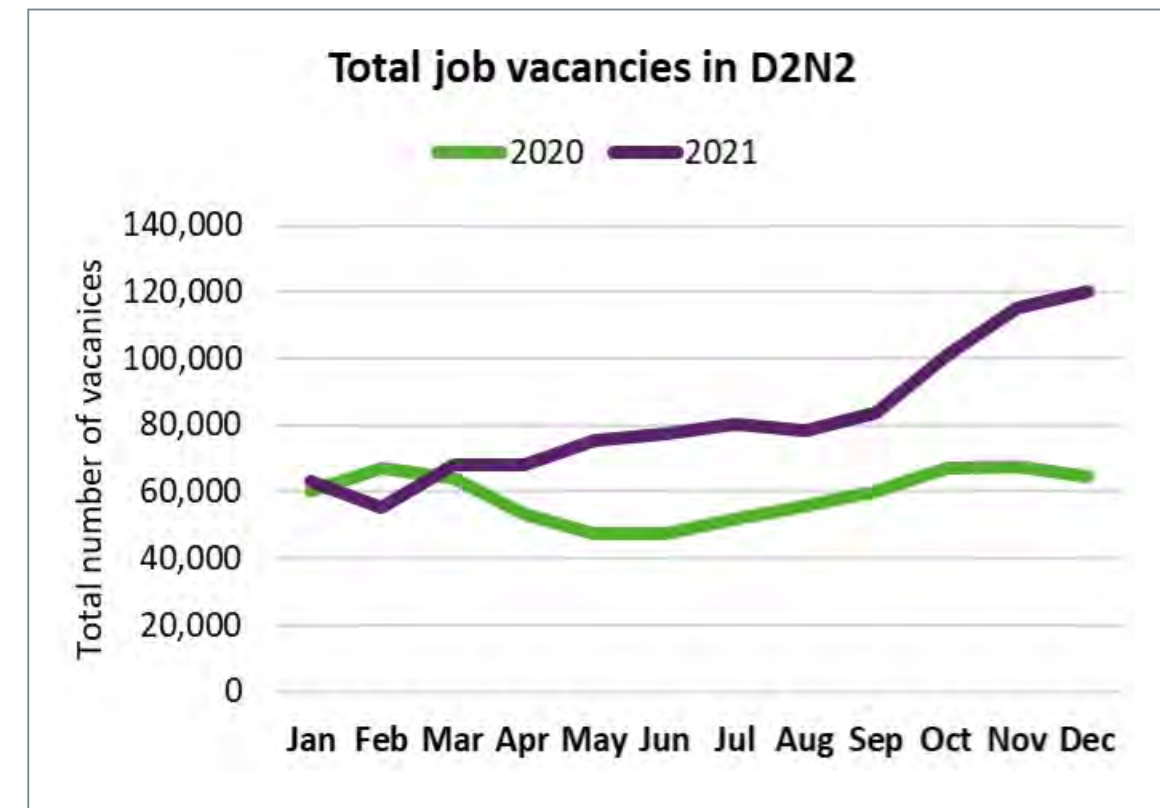
Employers training:

A larger proportion of employers provide training in D2N2 compared with England. Comparatively, more employers provide training in Derby and Nottingham than in Derbyshire and Nottinghamshire.

Skills Demand

Skills Demand – Summary

- Job vacancies have risen steadily in 2021, and are now double the numbers of pre-pandemic. They are also around double the number of claimants, despite the claimant count being higher than previously.
- Nurses and carers remain the jobs with the most vacancies, and their numbers are rising.
- Skills deficits appear to be more common among employers in Derby and Nottingham than across the two counties.

Online vacancies

Total job vacancies in D2N2

Legend: 2020, 2021

Y-axis: Total number of vacancies (0 to 140,000)
X-axis: Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

*Source: **EMSI Analyst, 2021***

Total job vacancies:

Job vacancies in D2N2 have risen steadily through 2021, with a particular increase in the last quarter. They have reached a point almost double that of the pre-pandemic steady state. They are also now around double the number of claimants, albeit the claimant count is still 1.5 times pre-pandemic levels, despite a fall during 2021.

ANNEX A – CORE INDICATORS

Online vacancies by sector

Top occupations by job vacancies - 2020

Number of vacancies by sector:

Nursing has consistently been the occupation with the most job vacancies in D2N2, with both high demand and a short supply. The pandemic has significantly increased demand for nurses, as well as for carers, elementary storage occupations, and cleaners.

Of the top 12 occupations with the most job vacancies in 2020, 11 were also in the top 12 in 2021. Nursing assistants have dropped to 13th, despite an increase in vacancies. Human resources officers have risen from 18th to 12th, after almost a doubling of vacancies. Sales managers, other administrators, software developers, and bookkeepers have all seen large rises in vacancies in 2021, following significant falls in 2020.

5 highest and lowest sectors by forecast growth

DERBY, DERBYSHIRE, NOTTINGHAM AND NOTTINGHAMSHIRE LEP	
SECTORS WITH HIGHEST FORECAST GROWTH (2017-2027)	**SECTORS WITH LOWEST FORECAST GROWTH (2017-2027)**
1. Arts and entertainment	1. Agriculture
2. Health and social work	2. Engineering
3. Support services	3. Real estate
4. Water and sewerage	4. Finance and insurance
5. Professional services	5. Rest of manufacturing

Source: *Working Futures 2017–2027, LEP workbooks*

5 highest and lowest sectors by forecast growth:

The pre-pandemic Working Futures forecasts indicated low expected growth in sectors with large employment footprints in D2N2, and high expected growth in relatively minor D2N2 sectors. Forecasts made included assumptions on Brexit outcomes but did not account for the pandemic. Growth in sectors such as health and social work, administration, support services is thus likely to be even stronger. The likely impact on food and drink, automotive manufacturing, and the visitor economy is less clear.

## 5 highest and lowest occupations by forecast growth

DERBY, DERBYSHIRE, NOTTINGHAM AND NOTTINGHAMSHIRE LEP	
OCCUPATIONS WITH HIGHEST FORECAST GROWTH (2017-2027)	**OCCUPATIONS WITH LOWEST FORECAST GROWTH (2017-2027)**
1. Caring personal service occupations	1. Secretarial and related occupations
2. Customer service occupations	2. Process, plant and machine operatives
3. Health and social care associate professionals	3. Textiles, printing and other skilled trades
4. Corporate managers and directors	4. Skilled metal, electrical and electronic trades
5. Business, media and public service professionals	5. Administrative occupations

Source: *Working Futures 2017–2027, LEP workbooks*

5 highest and lowest occupations by forecast growth:

The occupations with relatively large proportions of D2N2 employment, such as skilled trades, and process, plant and machine operatives, are projected to have the lowest forecast growth, in contrast with professional occupations. The trends indicated will sustain growth in higher skill, white-collar occupations skills. Demand in these sectors will increase but there will be shortages in supply.

Employer reported skills that will need developing

Skills that will need developing in the workforce, 2019
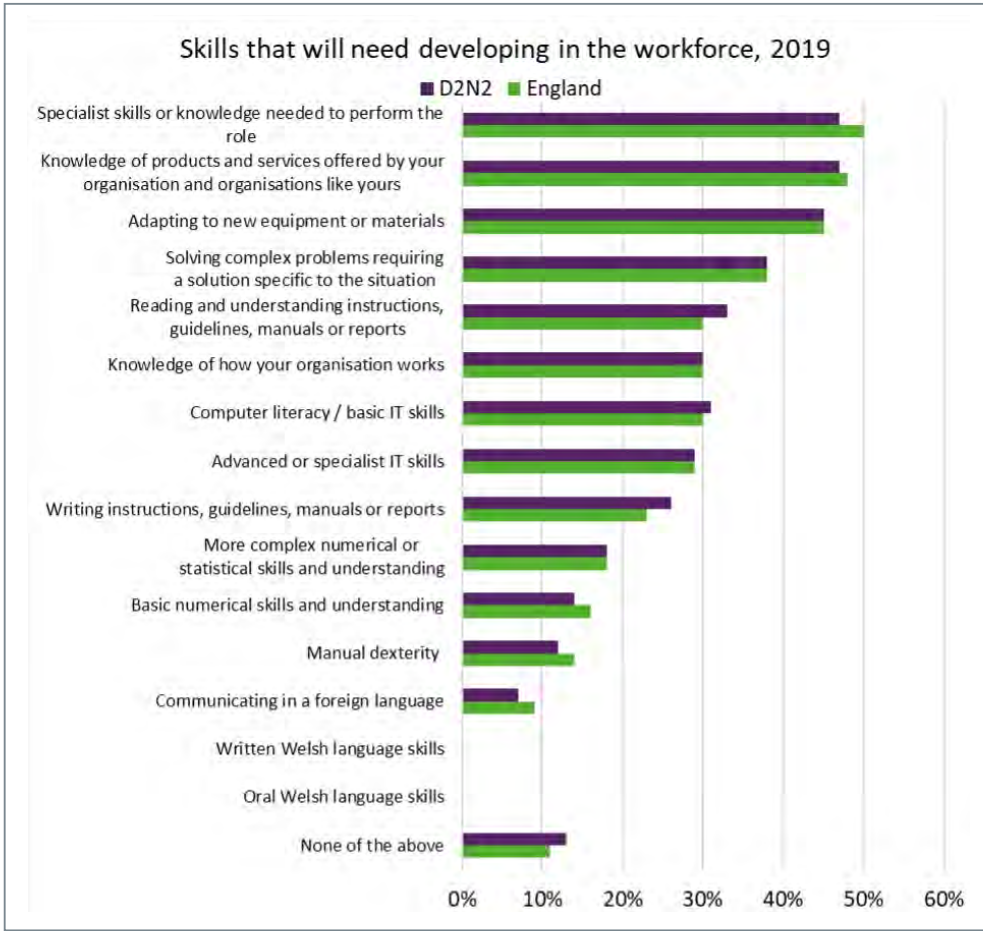
Skills that need developing:

The skills development needs identified by D2N2 employers are in close alignment to the national averages. For most skills, though, the proportions identifying shortages are lower in D2N2 than for England. A larger proportion of D2N2 employers reported needs in working with instructions manuals, guidelines and reports, as well as in computer literacy. The proportions of employers reporting skills deficits were higher in the cities of Derby and Nottingham than in Derbyshire and Nottinghamshire, and above the English average.

ANNEX A – CORE INDICATORS

Mapping Supply and Demand

Mapping Supply and Demand – Summary

- D2N2 has marginally more staff who are not fully proficient than in England, but also a slightly higher proportion of under-utilised staff.
- Smaller proportions of D2N2 vacancies were harder to fill due to skill shortages or other reasons than in England as a whole.

Proficiency of workforce
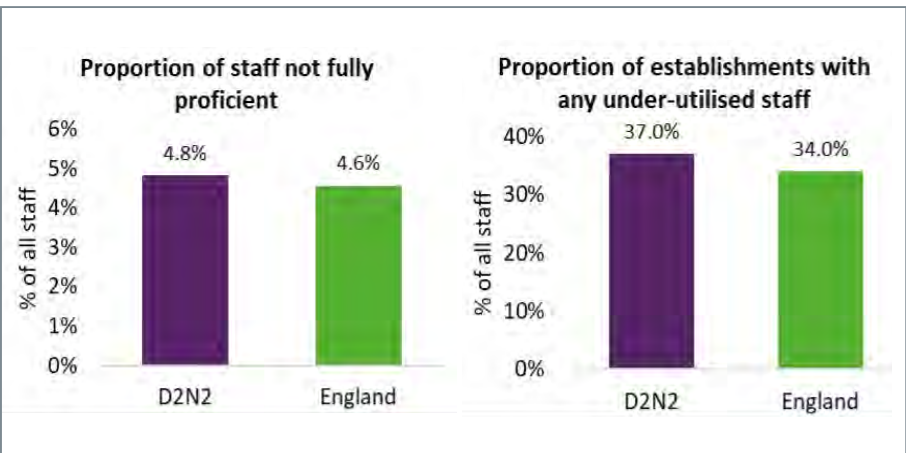
*Source: **Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries***

Summary of proficiency:

Employers in D2N2 reported marginally higher proportions of staff not fully proficient (i.e. skills gaps) than in England. At the same time, a larger proportion of employers in D2N2 had under-utilised staff (i.e. skills surplus).

Summary of vacancies (skills shortage and hard to fill)
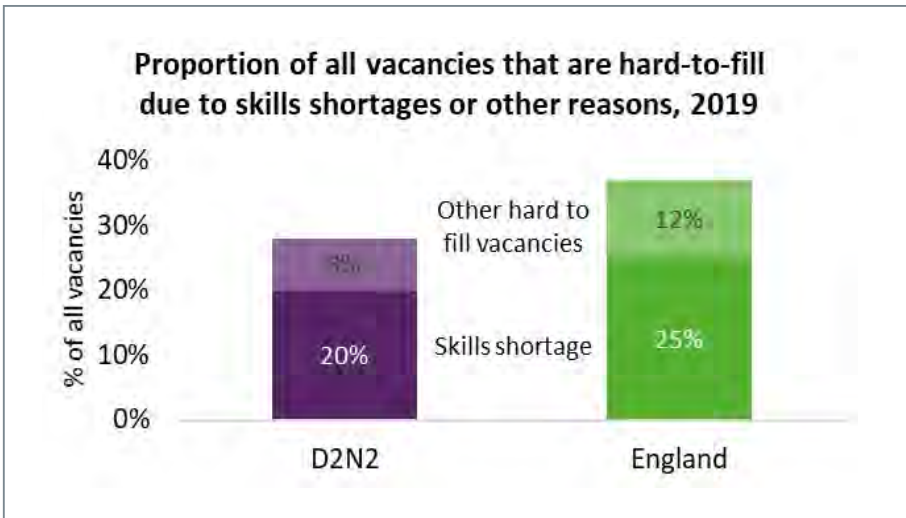
*Source: **Employer Skills Survey, 2019 (published 2020), 2019 LEP boundaries***

Summary of vacancies:

Smaller proportions of D2N2 vacancies were harder to fill due to skill shortages or other reasons than in England as a whole. Derby and Nottingham have lower proportions in each category than Derbyshire and Nottinghamshire.

ANNEX B – ADDITIONAL ANALYSIS AND REFERENCES

Open and timely labour market intelligence

The SAP budget has enabled us to keep important labour market statistics current and granular enough to be useful for our partners. A wide range of analysis and tools, from skills supply and demand to the impact of Covid-19 on unemployment benefits, furlough, and occupations, is now easily accessible by a range of stakeholders. These tools allow us to assess opportunities and threats in the labour market and tailor quick response solutions. A list of useful resources used for strategic and operational purposes is below:

- *Economy Dashboard* presents a set of short-term, medium-term, and forward-looking indicators to give the D2N2 Board, Advisory Boards and local partners an overview of economic trends, as well as the impact and recovery trajectory from the COVID-19 pandemic.
- *Key economic indicators* for the PSAB provides a range contextual information on skills and the labour market, including directions of travel and national comparisons.
- *Claimant count tracker* allows us to gain a close to real time understanding of unemployment and other work-related claims in the area with a granular geographic and demographic profile.
- *Furlough tracker* gives us an up-to-date picture of the national coronavirus related employment support schemes (CJRS, SEISS) in D2N2 and its constituent districts along with sectoral and demographic profile.
- *Occupational analysis* of jobs, annual demand, and vacancies helps us identify top occupations using a range of indicators, as well as investigate the entire occupational landscape at district level.
- *Economic impacts of Covid on D2N2 Local Authorities* uses publicly available Decision Maker Panel (DMP) data and combines it with Business Register and Employment Survey (BRES) to estimate the impact of Covid-19 on local authorities.
- *D2N2 Government Funding Tracker* is an interactive tool that synthesises funding announcements from across the UK government.
- *Labour Market Dashboard* includes several medium-term headline indicators broken down to district level.
- *D2N2 Growth Hub COVID–19 Business Survey* offers us further nsight into the perspective of our local businesses on the impact of Covid-19, their expectations for the future, plans for growth and human resources needs.
- The *analysis of Covid–19 impact on occupations* offered early insight into the effects on the labour market from an occupational perspective highlighting important geographical, educational and occupational differences.
- *Analysis of Covid–19 impact on output* gives insight into Covid-19 effects on GDP and GVA, using input-output modelling.
- *Visualisation of schools data* (from EduBase) helps our Enterprise Coordinators to assess their outreach and measure performance.
- *Analysis of Apprenticeships* includes numbers of apprentices, starts and achievements by year, subject area, provider, and learner characteristics.
- *Key data on Towns Fund areas 2020* includes historical employment and population growth, job density, deprivation, and sectoral distribution of GVA and employment.
- *EMSI platform* gives us a granular, real time view of the labour demand and other useful labour market and sectoral indicators.
- *Vector platform* aggregates and makes accessible FE and HE provision data which give us and our partners a comprehensive view of the labour supply in the area.

ANNEX B –
ADDITIONAL ANALYSIS AND REFERENCES

Skills Priorities

To enable national partners to better understand the skills issues identified across England's LEPs, a table in the format below has been requested.

SKILLS NEEDS MAPPING	
SKILLS PRIORITY CATEGORY	**PRIORITIES**
Cross-Cutting skills priorities (far reaching, cross sector)	**Digital skills** at all levels are fundamental to supporting economic growth. A Digital Skills Strategy will be developed, building on the key objectives identified in the 2021 Local Skills Report. All sectors will need to consider how they can embed **green skills and technology** into working practices. **Higher Technical Qualifications** will be needed to support developments such as the Freeport and the future skills needs of anchor employers across the region. **Apprenticeships** and other vocational education routes such as traineeships and T-Levels are critical to enabling social mobility for those from disadvantaged backgrounds.
Covid–19 recovery and renewal priorities	Continue to promote an **inclusion-based approach** to skills and employment, particularly to enable employers to widen their talent pool for recruitment. Continued support for **young people**, particularly those whose schooling has been disrupted, to access good quality careers information, advice and guidance to enable them to make informed decisions about their next best step into post-16 education and future careers. **Unemployed and economically inactive over–50s** have risen during the pandemic, with many retiring and taking their skills out of the workforce. Retaining and supporting people in the workforce will be important, as will opportunities for adults to retrain through programmes such as Restart and Skills Bootcamps. **Health inequalities** have risen during the pandemic, with the numbers of people unable to work for health reasons increasing. Support will be needed to enable people to re-enter the workplace where possible.
Sector priorities	Address identified skills and labour shortage priorities in: • **Health and social care** – the most advertised of all vacancy sectors, the recruitment and training of health and social care workers remains a high priority going forwards. • **Hospitality** – whilst the visitor economy suffered throughout covid, businesses are now struggling to recruit sufficiently qualified and experienced staff, particularly chefs. • **Logistics** – the pandemic has exacerbated the existing driver shortage, and programmes such as HGV Bootcamps will be needed to address this. • **Manufacturing** – as the workforce ages and the sector adopts more digital technology, skills training will be critical to driving growth and productivity. • **Construction** – shortages have become apparent, and there will be a need to ensure sufficient skilled operatives to support major developments in the area, including the East Midlands Freeport and HS2. There will also be a high demand for retrofit-related occupations linked to decarbonisation. • **'Digital' occupations** – whilst not a sector in their own right, they are among the most advertised vacancies, affecting all parts of the economy. There are particular shortages of programmers, analysts, system designers and web design and development professionals.

ANNEX B –
ADDITIONAL ANALYSIS AND REFERENCES

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