



PLANNING FOR THE FUTURE

Hertfordshire Local Skills Report

JANUARY 2022



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Chapter 1. Foreword

2021 marked a watershed year for Hertfordshire LEP as we reached our 10 year anniversary for delivering economic impact across innovation, job creation and improved workforce skills. Our Skills and Employment Board members (more recently adapting the terms of reference of the Skills Advisory Panel) have used their leadership, influence and expertise, working collaboratively to deliver the skills Hertfordshire needs by increasing careers education programmes and creating employment and apprenticeship opportunities to drive a dynamic and inclusive local economy.

Over the past year, we have consolidated our activity across a number of key areas, working closely with our public and private sector partners, investors, educators and training partners. An example of this partnership working is the revised Hertfordshire Skills and Employment Strategy 2021-24 which provides a roadmap out of the pandemic. This is the third edition of this strategy delivered in partnership with Hertfordshire County Council and the Department for Work and Pensions. Together we are united by one common purpose: to unlock potential and widen access for all, encouraging social mobility and demonstrating that all aspects of the skills agenda including apprenticeships and traineeships are valued options.

This central tenet of inclusive growth has underpinned all our work, be it through our Hertfordshire Supports Apprenticeships campaign and the hugely successful Generation events, which have supported thousands of young people and is now being rolled out across the county.

“This is absolutely at the heart of the Prime Minister’s agenda, the Government’s agenda, which is about opportunity. The system we are trying to build gives everybody the next opportunity, the next step up, for the whole of

their career, for their own good, for business, for the good of the economy and the good of the country.” **Minster for Skills Alex Burghart on Generation Hitchin**



As Chair of the Skills Advisory Panel and Stevenage Development Board, I have seen first hand how place leadership goes hand in hand with skills curation to deliver better outcomes for our communities and improve job prospects for everyone. In April, the Stevenage Development Board was successful in its bid for £37m from the Government’s Town Fund. This was the joint highest award nationally and testament to the quality of the bid and the proposed project themes. Raising the aspirations and skills of local residents and employees was a central theme throughout



the bid with the development of a Stevenage Innovation & Technology Centre to meet the growing needs of key sectors such as life sciences and advanced manufacturing identified as one of the priority investment projects.



This bid has been compounded by news that further development at the GSK site in Stevenage has the potential to unlock up to £400m in new investment to build the new campus and potentially create up to 5,000 highly skilled jobs over the next five to 10 years.

Creating employment opportunities for local people is also at the heart of the Government's levelling up agenda. Last year Hertfordshire was successful in all five bids it put forward by Hertfordshire LEP and Hertfordshire County Council for the UK Community Renewal Fund. This £3.26m funding will deliver a raft of measures to support communities most in need and give our businesses and people the best opportunities to fulfil their potential.

In October, Hertfordshire LEP shone the spotlight on the booming film and TV sector with its Opportunity Hertfordshire Annual Conference live from Warner Bros. Studios Leavesden. The live debate between educators and businesses focused on how they can

work together to deliver the comprehensive range of real skills required and create local job opportunities to support this thriving sector. This is just part of a suite of activity underway to support our key growth and priority sectors with action plans and industry-led taskforces taking this work forward over 2022.

Skills availability is also a key delivery theme for the Hertfordshire Enterprise and Innovation Strategy 2021-2025, which focuses on small businesses which overwhelmingly make up the local economy.

Our Careers Hub has now expanded to cover the whole of Hertfordshire, bringing together schools, colleges, employers and providers to drive forward a careers education that will support Hertfordshire's business community and its young people. Our outreach work is also being expanded thanks to a £200,000 fund from The Careers and Enterprise Company to deliver a mentoring programme that will support students considered to be 'mildly disengaged'. This will see us work with 150 pupils throughout Year 10 and 11 to help them transition into Year 12 and beyond.

In autumn, we secured a further £1.2m of European Social Funding to deliver supported employment and employer engagement initiatives. Some of this funding will be used to strengthen the Hertfordshire Opportunities brand and HOP portal, www.hopinto.co.uk, which continues to grow exponentially supporting our residents to make informed careers decisions and connect with local employers. Throughout 2022, HOP had 102,081 page views with 55,854 unique users accessing information, resources and advice. We will build on the portal's success and continue to create and raise awareness of opportunities for everyone.



Looking ahead

2022 sees a year of change and opportunity as the Department for Education rolls-out delivery of the Local Skills Improvement Plans and we await the conclusions of the LEP Review, further details on the UK Shared Prosperity Fund and delivery of the National Skills Fund. With the partnerships already in place, we are ready to respond rapidly once the new blueprint for the Skills Accelerator programme is published.

Our key focus is to continue to take a place-based approach to levelling up outcomes in skills and employment and ensuring our residents can benefit from local jobs and training opportunities. Our key growth sectors provide the catalyst to increased productivity by providing jobs across a wide spectrum of skills levels. Together they make a significant contribution to the local economy which delivers £41.57bn for UK Plc annually. Our Skills Advisory Panel will continue to play a vital role in helping to shape that growth by delivering skills programmes fully aligned to the needs of our businesses, places and people.



Adrian Hawkins OBE
Chair of the Hertfordshire
Skills Advisory Panel



Chapter 2. Skills Advisory Panel

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).

Hertfordshire Skills Advisory Panel (SAP)

Our SAP is the skills advisory body of Herts LEP with the following remit:-

- Oversight of national, regional and local skills and employment programmes ensuring delivery is meeting the needs of our employers and residents, education settings, sectors and places
- Development of our priorities which establish our foundations of good growth - digital, diversity and inclusivity and skills needed to reach net-zero 2050

- Focus on the 'people' strand of our COVID-19 recovery response
- Understanding our key growth and large employment sectors - articulating skills demand and supply within these sectors, developing clear career pathways and ensuring curriculum development and skills provision is in line with employer demand
- Seeking to understand the impact and opportunities concerning the labour market with regard to the EU transition
- Alignment with skills requirements as set out within the Hertfordshire Enterprise and Innovation Strategy and other strategies or sector/cluster focused action plans
- Producing robust and authoritative evidence-based skills and labour market analysis, which clearly identifies existing local skills and employment challenges, as well as likely areas of future need relating to projected local employment growth areas
- Bringing together representatives of local employers, and providers to test this analysis with them, and ensure that their perspective on the local labour market, and local employment and skills system is reflected in the analysis the board takes forward



Our members

The chair of the Hertfordshire SAP is Adrian Hawkins OBE who is supported by our LEP Executive; Norman Jennings (Operations Director). Administration for the group is led by

Lisa Bishop and delivery of the Skills Advisory Panel activities is led by Caroline Cartwright, the LEP Head of Skills, Employment and Apprenticeships. Full membership is as follows:

Hertfordshire LEP Skills Advisory Panel Members 2022

Name	Organisation	Representing
Adrian Hawkins OBE (Chair)	Founder biz4Biz	Employers
Norman Jennings	Hertfordshire Local Enterprise Partnership	Local Enterprise Partnership
Jackie Clementson	Hertfordshire County Council (Children's Services)	Local government
Julie Newlan (MBE)	The University of Hertfordshire	Higher Education
Tracy D'Souza	AECOM	Employers
Derek Cockerill	DWP	DWP
Gill Worgan	West Herts College	Further Education
Matt O'Conner	John O'Conner Grounds Maintenance	Ambassador Network / Employers
Andrew Slade	Oaklands College	Further Education
Kit Davies	North Herts College	Further Education
Tony Medhurst	Hertford Regional College	Further Education
Neville Reyner (CBE)	British Red Cross	Community and Voluntary Sector
Silvia Vitiello	Moore Kingston Smith	Employers
Anna Morrison (CBE)	Herts, Beds and Milton Keynes Provider Network and Amazing Apprenticeships	Independent Training Providers
Kate Barclay	Bio Industry	Employers
Helen Spencer	STEMPOINT East	STEM
Briege Leahy	Hertfordshire Chamber of Commerce	Employer-led body
Chris Luff (MBE)	West Herts Chamber of Commerce	Employer-led body
David Rowsell	Morgan Sindall	Employers
Phil Carver	NHS	Employers
Cathy Strachan (MBE)	MBDA	Employers

For any enquiries about the work of the Hertfordshire Skills Advisory Panel, the content of this report or to get engaged in the local skills

agenda please contact Caroline Cartwright at caroline.cartwright@hertfordshirelep.co.uk.



Chapter 3. Skills strengths and needs

The Hertfordshire region

Hertfordshire is a great place to live and work. It is a prosperous county with one of the strongest economies in the country contributing £41.57 billion GDP a year. We are home to some of the country's leading businesses, including world class creative media and advanced manufacturing organisations and our life sciences industries and research capabilities sit right at the heart of the 'Golden Research Triangle' that links Oxford, London and Cambridge.



Hertfordshire has a mixed geography with 67% of its area rural and home to 11% of its residents with 33% urban and home to 89% of residents. Our three largest towns being Watford, Stevenage and Hemel Hempstead which combined would rank alongside a medium sized city (such as Nottingham) in terms of scale.

Hertfordshire is set for significant growth over the next 10 years with a population increase of 175,000 and a 30% growth in housing (100,000 new homes) as a result of investments in areas such as Hemel Garden Communities and Harlow and Gilston Garden Town, aiming to further unlock their economic potential.



Hertfordshire currently provides 690,000 jobs with 100,000 new jobs planned by 2031. We have 58,000 businesses with 91% being micro (with 0-9 employees), 7% are small (10 to 49 employees) and 1% are medium sized (50 to 248 employees). 45,000 people from London work in Hertfordshire with 118,000 commuting the other way to London meaning we have a net outflow of commuters. Patterns like this effect our productivity which has declined over recent years in comparison to the national average. Hertfordshire benefits from being on the edge of London but can also face challenges such as losing some of our skilled workforce.

Like all regions in England we have an ageing population which is set to grow significantly. Only 57% of our residents will be working age by 2030 with the rest being under 20 or over 65. We have low levels of unemployment and following the pandemic it is reassuring to see that the impact on unemployment is not as significant as initially predicted which is testament to the services of organisations such as Hertfordshire County Council's Step2Skills and Services to Young People, our Job Centres and DWP programmes, our FE and HE provision as well as our resilient employers who are posting job vacancies at a rate of 50% more than the previous year.

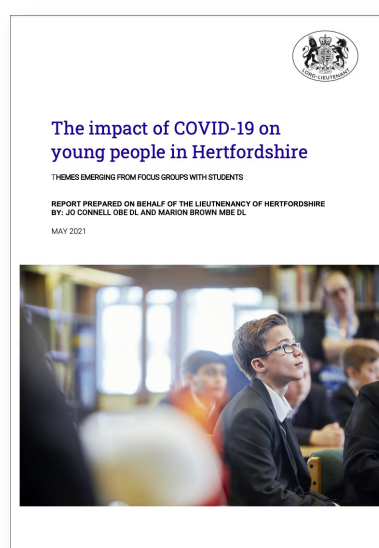
2.58% of young people aged 16-17 are not in education, employment or training which are the lowest rates nationally. Within Hertfordshire a greater percentage of key stage 4 pupils remain in education (91%) compared with the national average (87%). Residents are of a high standard of education with 47% of working age residents (aged 16-64) educated to at least NVQ level 4 above the national average of 43%. At a Hertfordshire level, residents earn 16% more than the national average at £31,845, although workplace earnings are £25,968 demonstrating the outflow of our residents to higher paid roles in London and other regions. It should be noted however that at a local District/Borough level the opposite can be true.

The effect of the pandemic on our key target groups

Young People

It has been well publicised the impact that the pandemic has had on school pupils at both a national and local level. The 18-24 age group have been adversely affected by the pandemic and there had been a sharp rise in the claims for out of work benefits from 2.7% in March 2020 to 7.9% in January 2021, however this has been slowly declining back to 3.7% (as of November 2021) as employer vacancies ramp up significantly supported by initiatives such as Kickstart. However, the lack of employment over the last two years has led to the inaccessibility of encounters with employers and work experience which will have had a detrimental effect on the development of their employability skills and confidence in applying for the positions they aspire to.

This pessimism was evidenced in the [report research by HM Lord-Lieutenant of Hertfordshire](#) in May 2021 with young people voicing their concerns about employment opportunities in the immediate and near future.



The number of our young people who are NEET is lower than the national average however those with more adverse childhood experiences and / or having a Learning Difficulty (LD) are at greater risk of becoming NEET. The NEET rates for those with greater vulnerabilities can be up to 10 times higher than the county average and they are less likely to continue in learning beyond the age of 16 years of age. There are stark discrepancies in equality of opportunity between wards across our counties, for example at its highest, 32% of young people experience child poverty and at its lowest is only 1% , which then effects their attainment levels during education and ongoing employment outcomes.

As expected, Apprenticeship starts and achievements have also taken a steep decline and have fallen most sharply for young people and at level 2, especially since the introduction of reforms including the apprenticeship levy and as employers grapple with the requirements of the new qualification programmes and funding and then compounded by the impact of the pandemic which has stilted new apprenticeship opportunities. However, our young people have much to be optimistic about with regard to following a technical pathway should that be their aspiration. We are now witnessing rises in apprenticeship opportunities across our Hertfordshire employers and over 75% of young people now consider apprenticeships as a valued career pathway and our school and college network (supported by the Careers and Enterprise Company, the ASK programme and Services for Young People) are opening their doors to enable training providers to showcase technical career pathways. Further support is needed for parents as a recent survey conducted by Amazing Apprenticeships on behalf of the Hertfordshire LEP showed that although 84% want to be informed about opportunities, 86% do not feel they have sufficient understanding of these qualifications and how to access them to support their child.

Adults

Our labour market has been resilient and is recovering back close to pre-pandemic levels in terms of out of work benefits. In February 2020 Hertfordshire claimants equalled 1.9% of the available workforce and as of November 2021 the claimant count was at 3.4% (4.7% national) and reducing each month. However, some of the county's workers have been disproportionately affected in terms of opportunity and economically, namely workers from Black, Asian and Minority Ethnic background, women, young people, low paid workers and workers with a disability. Research by Leonard Cheshire Disability shows that people with disabilities are twice as likely to have lost their jobs or have been furloughed during the pandemic; a large proportion of employers have recently indicated that they are less likely to consider employing people with disabilities as it would put their business under more strain.

The digital skills of our adults have also been highlighted as a result of the pandemic with an accelerated shift towards using technology to operate businesses virtually. Research from Lloyds UK in 2020 found some 17 million adults in the UK do not have the digital skills needed for work. The large scale move to home working and learning in response to the pandemic has accelerated this. It is now becoming increasingly essential to have digital skills and those without have been increasingly disadvantaged over the past years. Employers indicate that about one-third of the vacancies they find difficult to fill are, to some degree, attributable to a lack of appropriate digital skills amongst applicants. It is incumbent on adult educators to ensure their programmes help support adults with poor digital skills.

As historically evidenced in previous skills reports the levels of inequality across Hertfordshire are relative but in some instances substantial. Fuelling the productivity issue is the narrative describing the qualification profile of our residents. Especially affecting the New Towns and in South East Hertfordshire



close to the boundary of London. For example Broxbourne has the lowest percentage of working age residents with a NVQ Level 4 or above and 14.6% of the work population in this district have no qualifications (compared to Dacorum, 3.6%) which is significantly higher than the national average of 7.5%. In line with national expectations the over 50 working population will rise and this ageing population is leading to people working longer and the demand for upskilling the workforce at later ages increasing.

Employers

Research by the Learning and Work Institute Employer Investment in Skills, found that investment in skills was declining prior to the pandemic and it is likely that weak economic growth since the financial crisis and economic uncertainty following the EU referendum had already impacted on employer investment in skills. Investment then fell sharply again during the pandemic with low wage workers and young people likely to be particularly affected. Employers who are not training their staff cited capacity and funding being the fundamental barriers for not doing so. Access to training is highly unequal – between and within businesses, again low paid, low qualified workers less likely to have opportunities to develop their skills. Smaller businesses are less likely to provide training and their investment has fallen the most. Higher value, more knowledge intensive sectors have increased investment in training, while investment among lower wage sectors has fallen. More than 1 in 10 of those employers providing training, provided basic induction or health and safety training only, and less than 20% of all employers provide management training. Inequalities in training in work are likely to put low paid, low qualified workers at a further disadvantage, and widen inequalities and skills gaps.

Both nationally and locally, Government has provided substantial support programmes including Kickstart, Apprenticeship incentives, Skills Boot Camps and the Lifetime Skills Guarantee. However, we know that employers find the skills and employment landscape complex and appear not to be engaging with the full breadth of support available.

A summary of our key sector strengths and needs

Over the last 30 years, Hertfordshire has grown substantially (a population increase of 200,000) and has become home to many exciting and vibrant sectors with the potential to transform the opportunities for our residents, young people and business. A key focus of the Skills Advisory Panel this year will be the defining of clear career pathways within our key growth and large employment sectors. This includes further analysis of supply and demand in our 'catalyst' sectors – those which have the opportunity to accelerate the growth of high value clusters such as film/TV and media, life sciences including advanced therapies and advanced manufacturing all of which have the capabilities of equipping Hertfordshire to compete internationally as well as nationally.



Skills need by Sector	Scale of need	Sector definition	Timeframe
Creative, Film/TV and Media	<p>Hertfordshire is already a global leader in this sector which has seen rapid expansion in the past 12 months with:</p> <ul style="list-style-type: none"> • Hollywood’s Sunset Studios choosing to locate its new £700m UK base in Broxbourne, creating over 4,500 permanent jobs with an estimated contribution of £300m p/a to the local economy; • Sky Studios Elstree expected to generate an additional £3 billion of production investment over the first five years of operation, alone, across 13 soundstages. It also aims to be the world’s most sustainable film and TV studio and will create over 2,000 jobs locally; • Warner Bros. Studios Leavesden recently opening three new sound stages providing 83,000 sq. ft. of additional production space, including a state-of-the-art Virtual Production stage. This investment brings the Studio’s total production space to over 1 million sq. ft. and the total sound stages to 20, offering one of the largest production facilities in the UK. Focus will need to be on provision for the self-employed and the microbusiness community which dominate this sector – enabling their access to young talent. • Elstree Studios Borehamwood opening 2 new state of the art stages and associated workshops in June 2022. This will generate an additional 800 job opportunities and provide further skills opportunities for local residents and FE/School leavers. <p>A sector action plan is currently in development and a key outcome will be a ‘reliable supply of talent consistent with the scale of studios which are either planned or proposed and the productions that will use them’.</p>	Catalyst	Short

Life sciences (with a focus on advanced therapeutics)

The life sciences sector is well established across Hertfordshire with strengths in meditech and pharmaceuticals. A more recent and fast growing sub sector is the Advanced Therapies cluster which is centred around the Stevenage life sciences Campus, identified by government as a Life Sciences Opportunity Zone. There are over 200 life sciences businesses in the county and is a sector with real growth potential.

Over recent years a Cell and Gene Therapy Cluster has grown attracting substantial early-stage investment. It is now recognised as the third largest Cell and Gene Therapy Cluster globally. A detailed report on the sector can be found [here](#). Our sector action plan is currently in development and key outcome is ‘a reliable supply of talent which is aligned to the needs of the Life Sciences Sector and the Cell and Gene Therapy Cluster.’

Catalyst

Short



Skills need by Sector	Scale of need	Sector definition	Timeframe
Construction including modern methods (with a focus on off-site and retrofit)	Hertfordshire has a significant construction and civil engineering sector with major research competence at BRE in Garston and major businesses including Willmott Dixon in Letchworth Garden City, Vinci in Watford, Skanska in Rickmansworth and VolkerFitzpatrick in Hoddesdon. Our FE colleges in collaboration with employers are starting to address gaps in smart construction methods such as off-site and modular build. This sector is also forefront of the government's net zero agenda and our Enterprise Zone, Herts IQ situated in Hemel, is set to become a leading place in the UK for businesses operating in modern construction (and agri-tech and environmental technologies).	Key growth	Medium
Digital and technology (with a focus on data science, AI and machine learning)	<p>The county has a strong technology and telecoms sector, with IT companies particularly strong in computational R&D and digital media, including specialisms in security and cybercrime. Well-defined digital progression is required across growth sectors including science, logistics, creative, construction, engineering and knowledge-based industries. Ocado is at the leading edge of AI/robotics in the logistic and retail sectors.</p> <p>Led by the County Council with partners including Ocado and University of Hertfordshire a 'Living Lab' pilot is being created encompassing concepts such as 'digital twins' and virtualizing service provisions.</p>	Key growth	Medium
Advanced Engineering and Manufacturing	The sector contributed £3.5 billion to the Hertfordshire economy in 2015 and grew by 2.1% per year between 2005 and 2015, compared with a national rate of 1.6%. Our companies specialize in aerospace, space and satellite engineering, communication technologies, electronic, defence and security-related equipment and logistics.	Key growth	Long
Visitor economy including hospitality, high street retail and leisure	The visitor economy has been one of the sectors hardest hit by COVID-19. Throughout the pandemic, our Destination Management Service, Visit Herts, has been proactive in providing information, advice and guidance to the industry. Tourism Economic Impact Study shows that before the devastating impact of the pandemic, the county's visitor economy had topped £2.4 billion for the first time ever, welcoming a record 29 million visitors in 2019. Early evidence from the sector has identified recent recruitment and skills concerns as the sector regains traction following the pandemic.	Significant	Medium



Skills need by Sector	Scale of need	Sector definition	Timeframe
Sports and Physical Activity	Partners across the University, FE and wider are working towards finalising the Hertfordshire Skills Strategy for Sport and Physical Activity. In terms of the contribution of sport and physical activity to the economy, GVA was £13.8 billion. Added to the total social value (£71.61 billion), the combined economic and social value of taking part in sport and physical activity in England in 2017/18 was £85.5 billion. The strategy and action plan will be published in 2022 with actions focusing on engaging young people into the sector, learning for adults and enterprise skills to support the significant size of the micro-businesses that operate within this space.	Significant	Short
Adult Social Care	34,000 people currently work in the Health and Social Care sector across Hertfordshire. At any one time there are 4,000 vacancies in the social care sector across our 500 private, voluntary and independent care providers and Hertfordshire County Council. This increased need is due to people living longer and living with more complex health conditions requiring additional care and support. Herts Good Care specialize in recruitment within this sector with the Herts and West Essex Care Academy working together to develop a workforce that delivers the best possible care for our community.	Significant	Medium
Haulage and logistics	The industry, which accounts for 8% of all UK employment, is facing a “severe” skills shortage according to the Chartered Institute of Logistics and Transport. The survey shows that <u>54% of logistics businesses</u> expect to see skills shortages by 2024, with drivers, warehouse operatives, and back-office vacancies the most urgent to fill. <u>A report by the Edge Foundation</u> shows that demand for transport and logistics employees is 4.6 times higher than young people aspiring to work in the sector. This highlights a serious issue with supply and demand.	Significant	Long
Green Skills	Our strategy towards net zero is currently in development to be published in 2022. This will include a focus on addressing skills gaps already identified within the Low Carbon Goods & Services sectors – including construction skills (where we need to deliver homes consistent with Future Homes Standards); retrofit skills (to improve the energy efficiency of the existing housing stock); and skills linked to EV infrastructure and EV car maintenance. West Herts College recently produced the ‘Hertfordshire Green Skills Strategy’ that outlines the economic profile, educational provision and green skills context within central and south west Hertfordshire. It proposes a new collaborative response of educational and employer providers working together to deliver targeted, modern skills across the region, adding a new dimension to the curriculum and qualifications available to support the development of green skills and the green economy agenda.	Key growth	Short



County-wide skills needs	Scale of need	Time scale
Leadership and Management	16% of occupations are managers, directors or senior officials. Succession planning for our SMEs is required to ensure we are developing the leaders and managers of tomorrow. Support is needed from senior management through to entry level team leaders. We do not currently have a map of the provision of L&M across the county.	Medium
Employability skills	Supporting young people aged 16 to 24 years in the transition from education to employment by developing the employability skills as described in the Hertfordshire Skills Framework. This is also relevant for older workers particular those who are furthest away from the labour market, developing their employability skills to increase chances of securing full employment.	Short
Entry level, literacy, numeracy, ESOL and digital literacy	There are significant differences of attainment across our areas so support to be focused in areas of need and deprivation as well as targeted at residents with barriers to employment such as poor health, disability, ex-offenders and care leavers. Digital literacy includes essential life skills such as using video tools, sharing documents, setting up email accounts.	Short

Timeframe key

Short: intelligence gathering and interventions taking place.

Medium: production of priorities and action plan is needed.

Long: key stakeholders to be engaged.

Sector key

Catalyst: of significant importance and capable of driving productivity and enabling Hertfordshire to complete internationally as well as nationally.

Key growth: will increase Hertfordshire economic performance and productivity levels.

Significant: A large employment sector for Hertfordshire with skills gaps and demand for workers outweighing supply.



Chapter 4 – Skills Strategy

Hertfordshire has had a skills & employment strategy which has been in place since 2015 and has been successful in helping to increase and develop the capacity of the county’s existing and future workforce.

In July 2021, the Herts LEP, in partnership with Hertfordshire County Council and DWP and in collaboration with our SAP and wider skills and employment partners, published our skills and employment strategy through to 2024. The strategy is very much aligned to central government skills policy which includes reforms of apprenticeship delivery and introduction of T-Level qualifications, introduction of the Skills Accelerator programme and Skills for Jobs white paper and alignment to the Plan for Jobs and programmes such as the National Skills Fund and Community Renewal Fund – precursor to the Shared Prosperity Fund.

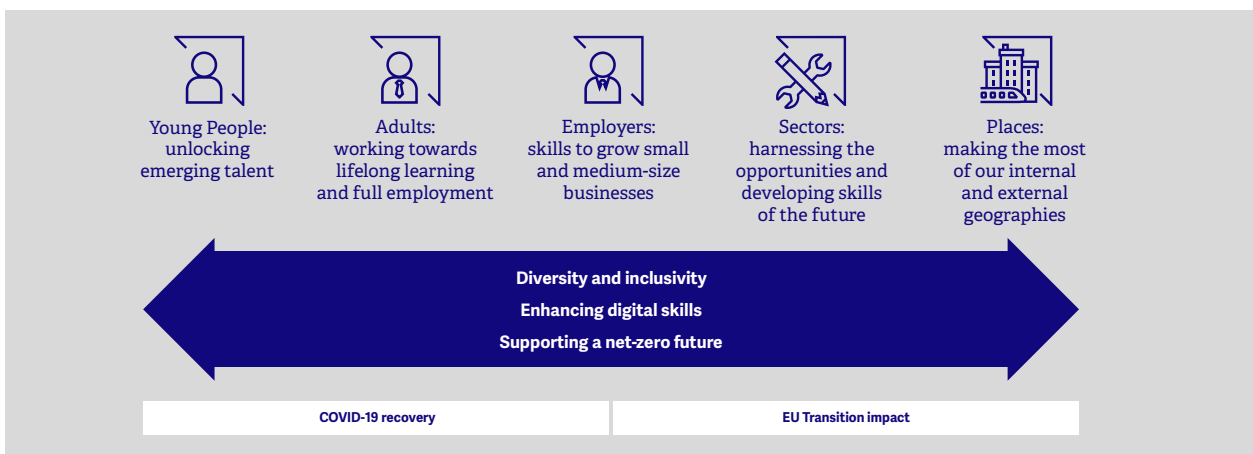


The stakeholder engagement, desk research and policy analysis resulted in the development of five proposed themes forming the basis of our new strategy that will guide our skills and employment decisions through to 2024 and inform locally tailored place based and sector based action plans. Partner organisations across Hertfordshire continue to be encouraged to refer to this strategy and reflect it in their own plans knowing that collectively we will be working towards the same strategic aims. The five

themes are further supported by 3 cross-cutting priorities; digital skills, low carbon and clean growth and inclusive growth.

This county-wide strategy provides our stakeholders with a common platform against which to align their own strategies, strengthens justification and evidence for securing funding, and an overview of the high-level interventions required to support our economy and people. The strategy’s presence has already influenced our success in securing £3.24 million from the Community Renewal Fund and has formed the bedrock of district and borough skills and employment actions plans which are currently in development. Significant progress has also been made to develop detailed actions plans supporting our catalyst sectors - cell and gene therapy and film and media with a Skills Strategy for Sport and Physical Activity to be published imminently. Over £1 million of European Social Fund has also been secured in 2021 which will provide programmes of Supported Employment and encourage greater Employer Engagement in skills. This funding was secured as a result of proposals submitted aligned to the skill strategy.

The full strategy can be accessed at <https://www.hertfordshirelep.com/skills/skills-and-employment-strategy/> and a summary is detailed below.



Theme	Young People	Adults	Employers	Sectors	Places
Aim	Unlocking emerging talent, support for young people aged 16 - 24 years.	Adult learning and employment, working towards full employment, promoting lifelong learning and retraining opportunities.	Skills to grow small and medium size businesses, enabling employers to build their future workforce.	Priority and growth sectors, harnessing the opportunities and investing in skills of the future.	Placemaking, seizing the opportunities of Hertfordshire's business assets together with the proximity to London and other key economic areas.
Description	A partnership approach supporting young people aged 16 to 24 years in the transition from education to employment through access to impartial advice and guidance; encouraging informed career decisions.	Supporting adults with barriers to employment and learning, increasing the available workforce and promoting a culture of lifelong learning. Ensuring measures are in place to support adults to retrain and upskill for advanced and higher technical skilled jobs as well as retraining for workers from industries that are contracting.	Providing targeted support to small and medium size businesses (SMEs) to develop their workforce and improve the matching of skills to business needs in order to sustain economic growth. Enabling employers to build their future workforce through work-based learning programmes including Apprenticeships, Traineeships, T Levels and technical qualifications.	Investing in skills of the future including those of our economic growth sectors: life sciences, advanced engineering and manufacturing, creative, smart construction, agri-tech and our knowledge and digital based assets. Supporting those major employment sectors most affected by the pandemic such as our health and social care sector as well our visitor economy including hospitality, high-street retail, leisure, travel and the arts in alignment with national support programmes.	Hertfordshire is at the core of the UK's science, research and innovation hub and sits at the heart of the UK's Golden Research Triangle of London - Cambridge - Oxford, an economic area renowned as an engine of growth. Government has ambitious plans to unleash the economic and cultural potential of the Oxford-Cambridge Arc, to transform it into one of the world's premier growth corridors and a world-leader in sustainability.
Our ambition	Our young people to be inspired and prepared to become the county's workforce with the skills to deliver Hertfordshire's future prosperity.	To work towards full employment and promote a culture of lifelong learning; retraining and upskilling for the future.	Our overarching ambition is to support SMEs to build and develop their workforce.	To support our priority and growth sectors to build their future workforce and ensure our residents have information on the career pathways into our growth sectors.	To explore the opportunities of a place-based approach, levelling up outcomes in skills and employment and ensuring our residents are aware of the employment opportunities on their doorstep.



Cross Cutting Priorities

Digital Strategy - Hertfordshire will prioritise its Digital Skills Strategy working with national programmes such as the Digital Skills Bootcamp and learn lessons from colleagues in supporting LEP areas who are delivering Digital Skills Partnerships. The digital divide, that is the gap between those who have full access to digital technologies, such as the internet and computers, and those who do not, will need addressing too.

Low carbon and clean growth - Hertfordshire intends to play its role in meeting the global climate change challenges and aims to maximize the clean growth opportunities for our industries as we transition to a greener and cleaner economy. This will require significant upskilling, investment and innovation by the public and private sectors, creating whole new industries, technologies, and professions. It will support, promote and expand skills and education that enable all local people to actively participate in this new greener economy.

Inclusive growth - Hertfordshire wants to enjoy a strong economy and for all its residents to have an opportunity to share in this prosperity and enjoy a good quality of life. At a local level there is a move towards community wealth building, promoting the benefits of a diverse workforce and creating opportunities for all through education, skills and employment support.

Supporting programmes

COVID-19 recovery and renewal: our Economic Recovery Plan (ERP) was published in August 2020 and was focused on an immediate response to the COVID-19 pandemic and ensuring that the Hertfordshire economy remained resilient. As well as addressing immediate challenges, the ERP identified the need to reflect some of the transformational changes that COVID-19 would leave on places, people, sectors etc. and the need to adapt our thinking and revise plans and strategies accordingly. The situation is still evolving, but there are several factors now impacting our labour market going forward which need addressing:

- Different relationships between 'home' and 'work' across many (but not all) sectors;
- Classes of 2020 - 2022 not having sufficient access to work experience and encounters with employers;
- Major changes in patterns of office use, particularly in London (which employs 1/3 of the local workforce) but also Hertfordshire's towns;
- Need for increase in digital literacy as a rapid acceleration towards the virtual world of communication;

- Changing patterns of international trade and labour market flows with implications for some sectors;
- Greater commitment to low carbon growth and addressing the climate emergency;
- Greater emphasis on diversity and inclusion to ensure places and people are not left behind.

Recovery Plan 2021: focusing on post COVID & Brexit growth



A: Economic Fundamentals

- Revised skills strategy
- Enterprise and innovation strategy



B: High Growth Cluster/Sectors

- Film, TV and creative economy
- Cell and gene therapy/Life science
- Advanced engineering and manufacturing
- Sustainable construction
- ICT & digital



C: Foundations for Good Growth

- Digital strategy
- Low carbon and clean growth
- Inclusive growth

The Skills Advisory Panel will continue to work towards the goals set out within wider Hertfordshire Recovery Plans across 2022 and play a central role in convening local skills intelligence and feeding this back through the Local Resilience Forum, LEP Board and Hertfordshire Growth Board.



Chapter 5. Skills Action Plan

A detailed action plan is contained within our Skills and Employment Strategy and can be viewed [here](#). The strategy will be monitored bi-annually by both Hertfordshire County Council and Hertfordshire Local Enterprise Partnership and the subsequent monitoring report will be available to view [here](#). The first monitoring report is due in February 2022. The full strategy will be reviewed annually in order to update it in line with a refreshed evidence base alongside any significant policy updates or changes in our local skills and employment landscape.

An Outcomes Framework for the Hertfordshire Skills and Employment Strategy is being developed to provide a way to understand and measure the extent to which the strategy makes a positive difference to the Hertfordshire economy and to people's lives; it will also evidence what is working well. The outcomes and corresponding indicators will identify where improvements have been achieved or where further work is needed together with a statement around risk where external factors may affect progress. This will ensure all partners are working together towards a coherent set of objectives, prioritising resources and delivery where appropriate.

Measures of success include:

- Increase the number of young people who undertake an apprenticeship or technical pathway
- Expansion of careers hubs to include all areas of Hertfordshire
- Reduce the gap between young people aged 16 & 17 from identified vulnerable groups who are in education and training with the rest of the Hertfordshire 16-17 population
- Reduce the number of young people who are Not in Employment, Education and Training

- Reduce the percentage of adults with no qualifications
- Increase the percentage of adults completing a full Level 2, Level 3 or Level 4 qualification
- Increase the number of Sector Based Work Academy Programme placements for those furthest from the labour market
- Reduce the Hertfordshire claimant count rate.
- Reduce the percentage of residents who are long-term unemployed
- Increase the number of employers in the county who are recognised as a Disability Confident Employer
- Increase the number of adults with disabilities into sustained work
- Reduce the percentage of employers that say they have one or more skills gaps in their organisation
- Double the page views on Hertfordshire Opportunity Portal annually
- Engage 3 new large organisations to implement levy-transfer programmes to support SMEs in their community, sector or supply-chain
- Increase the number of district and borough councils that have a local skills & employment plan

The updated action plan for the Local Skills Report 2022 is detailed on the following pages:



Theme 1 - Developing our future workforce (support for young people age 14 – 24)

Target groups - School and college students, university students, School, college and university leavers, young people not in education, employment or training, young people with SEND

or LDD (learning, difficulties or disabilities) or those from vulnerable groups i.e. on Care Plans or ex-offenders.

Action	How	Time scales	Deliver	Role of SAP
Achievement of targets as agreed by Careers and Enterprise Company	Work with our Enterprise Advisers (EAs) and Enterprise coordinators (ECs), Careers Hub and Cornerstone employers to enable our schools and colleges to improve career outcomes. Establish 3rd and 4th Careers Hubs ensuring county-wide coverage.	0-1 year	LEP (Lead) CEC Careers Hubs	Monitor Review Disseminate Promote
Utilise Hertfordshire Opportunities Portal as one place to showcase career pathways	Build current HOP team utilising ESF and Growing Places Fund to provide resource to ensure portal is continually updated and promoted to include information and signposting on career pathways, employment, apprenticeships, FE and HE, volunteering, work experience, technical education, T Levels. Develop detailed sector career pathways across our main growth and large employment sectors.	0-1 year	LEP (Lead) CEC Careers Hubs	Champion Contribute Disseminate Promote
Increase the number of younger people who take a technical pathway	Ensure clear vocational pathways into employment in our largest sectors. Continue to develop resources to support promotion of Apprenticeships, Traineeships, T Levels and technical pathways. Review and update the Hertfordshire Apprenticeship Strategy by Sep 22. Continue with the LEP Hertfordshire Supports Apprenticeship Campaign utilising support from ambassador network and Hertfordshire High Sheriff and Lieutenancy.	0-2 years	LEP (Lead) BHPN FE/HE Intermediaries	Develop Champion Celebrate Share LMI Promote
Focused programme of support for Class of 2021-2022	Continuing with the actions as set out within Unlocking Hertfordshire including working alongside DWP, NCS, Apprenticeships and traineeships, FE provision and HE's graduating students. Particularly supporting young people to have encounters with employers and access to work experience in light of difficulties to pandemic restrictions in workplaces.	0-1 year	LEP HE/FE HCC/CEC	Prioritise Design Share LMI Collaborate Deliver



Action	How	Time scales	Deliver	Role of SAP
Increase the % of Young People in EET	Delivery of the 16-24 EET Participation Plan, with a particular focus on vulnerable groups including young people with Care Plans, ex-offenders, SEND. Includes delivery of HOP into Your Future, Project Positive, Effective Transitions and Pathways to Success programmes.	0-2 years	HCC Amazing Apprenticeships LEP	Deliver Monitor Share LMI

Build greater links between employers and education	Build on the Hertfordshire Opportunities brand, Careers Hubs and Generation X to provide a focused programme of support to increase employer engagement and opportunities provided by employers. Support the FE sector and employer representative bodies in the delivery of local skills improvement plans and strategic development fund once delivery is approved in Hertfordshire.	0-2 years	SAP LEP/FE/Chamber	Lead Develop Deliver Evidence Implement Promote
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Theme 2 – Adult lifelong-learning and full employment

Target groups - Adults (19+), vulnerable groups including ex-offenders, over 50+, individuals with LDD, individuals made unemployed or redundant as a result of COVID-19 pandemic,

individuals with outdated skills needing to re-train, adults looking to upskill and progress in the workplace. Employers - particularly in sectors likely to thrive in the future.

Action	How	Time scales	Deliver	Role of SAP
Understanding re-training required for growth and large employment sectors	Aligning to Theme 4 and considering options for adult re-training and career converting. Supporting roll out of DfE Bootcamps and ensuring apprenticeships are optimised for entry into growing sectors for older workers.	0-2 years	Employers HCC FE/HE LEP Sectors	Lead Share LMI Evidence Action Plan

Support for our most vulnerable	Develop a county wide programme of support to enable vulnerable individuals to move closer to the labour market building on existing programmes delivering through Step2Skills, DWP (Restart), NCS and our voluntary and community sector. Integrate delivery of new programme of support secured via ESF programmes.	0-2 years	HCC DWP HOP Third Sector FE	Deliver Collaborate Promote Champion
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Action	How	Time scales	Deliver	Role of SAP
Increase the number of employers in the county who are recognised as a Disability Confident (DC) Employer	Use the new Hertfordshire Pathways to Employment Forum for Residents with Disabilities to promote the benefits of employing a diverse workforce and promoting the Disability Confident Scheme and seek to increase the number of people with barriers to employment benefitting from employment support with the view to increase the number of people with disabilities into sustained work.	0-2 years	HCC (Step2Skills) Employment support partners	Deliver Collaborate Promote Champion
Support residents to develop skills that are fit for the future workplace in relation to digital skills and sustainability	Encourage education providers to deliver more learning opportunities for digital skills and sustainability/ environment/green industries. Investigate opportunities for delivery within National Skills Fund. Support delivery of Skills Boot camps locally.	0-2 years	LEP / Step2Skills / FE	Evidence Develop Source funding Collaborate
Enhance all opportunities for lifelong learning	Improve basic skills access within adult population including digital, English, maths and ESOL through our delivery network of Step2Skills, FE/HE, CVS. Promote the availability of adult IAG and support the delivery of National Careers Service, local programmes and utilise HOP as gateway of information for learners. Align to opportunities available through the LifeTime Skills Guarantee.	0-2 years	HCC FE/CVS LEP	Monitor Review Develop Disseminate
Support 50+ jobseekers to remain and compete in the labour market	Target JCP, HCC, DWP/ESF resources to deliver 50+ job fairs, sourcing and promoting vacancies for older workers. Promote the benefits of Sector Based Work Academies, Restart, work experience and volunteering.	0-2 years	DWP HCC Third Sector	Develop Disseminate Promote



Theme 3 – Skills to grow small and medium businesses

Target groups - Businesses with high growth potential, high employing sectors and those having potential for growth. Employers struggling to recruit as a result of the COVID-19.

Intermediaries to employers - Herts Growth Hub, Chambers, FSB, Enterprise Agencies, Local Authorities etc.

Action	How	Time scales	Deliver	Role of SAP
Support delivery of policy within Skills for jobs (White Paper)	Position our SAP as strategic leaders in skills and careers education. Prepare to respond to the requirements of the Strategic Development Fund and Local Skills Improvement Plans. Use SAP core indicator analysis and other sources of feedback to influence local provision.	0-1 year	SAP and Employer Led Representative	Prioritise Influence
Update the Apprenticeship Plan	Reconvene LEP Sub group – target actions at SMEs, Levy payers, Education, young people and adults looking to retrain. Implement LEP Apprenticeship Campaign to promote and increase the take up of apprenticeships at all levels. Including maximizing opportunities of the apprenticeship levy and levy transfer.	0-1 year	LEP BHPN FE/HE Employers CEC/HCC	Agree Develop Disseminate Champion
Support engaging employers with T Levels in particular Industry placements	Work with FE partners to drive the implementation of T Levels. Work with intermediaries to develop employer engagement strategies to raise the profile industry placements. Integrate T Levels into wider technical education programmes.	0-2 years	LEP Intermediaries Providers	Promote Disseminate Champion
Encourage investment in higher level skills by SMEs	Through initiatives including Skills Boot Camps promote greater take up of STEM related higher level qualifications amongst the business base, creating progression pathways through to HE.	0-2 years	Providers Intermediaries LEP Growth Hub	Share LMI Engage Promote Champion



Action	How	Time scales	Deliver	Role of SAP
Support intermediaries to promote skills initiatives	Define our intermediary database. Deliver twice yearly intermediary engagement events to enable this established network to promote skills, careers and employment initiatives to the wider-business base. Develop resource packs, infographics and social media assets.	0-2 years	LEP Provider network Intermediaries	Engage Promote Present Champion

Set up Hertfordshire Opportunities – apprenticeship and skills hub	Following the securing of funding from European Social Fund develop Hertfordshire Opportunities brand to support employers to engage with education and upskill existing staff.	0-2 years	LEP HCC	Implement Deliver Promote Celebrate
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Theme 4 - Priority and growth sectors – investing in skills of the future.

Target groups - Young people and older workers, education, FE and HE, businesses with high growth potential, high employing sectors and

those having potential for growth.
Sectors affected by COVID-19.

Action	How	Time scales	Deliver	Role of SAP
Further deep dives into growth sectors	Detailed actions plans will be published for our Cell and Gene Therapy and Film and Media sector in Q1 of 2022. A sports and physical activity strategy is also in development and Clean Growth strategy. Working groups to deliver on actions will follow. Using analysis to discuss curriculum plans with FE/ HE to ensure alignment with priority sectors in particular 16-24 provision and adult-retraining.	0-2 years	LEP Employers Sector reps	Leaders Prioritise Commit Evidence Implement

Development of local sector career pathways	Via Hertfordshire Opportunities Portal and Careers Hubs our aim is to develop clear sector profiles and career pathways across all our large and growth sectors in 2022. Including defining the sector, growth potential for Hertfordshire, job families and job roles, accompanying LMI, links to providers, skills programmes, jobs and apprenticeships.	0-1 year	LEP FE/HE Employers Sector bodies	Lead Input Disseminate Engage
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Action	How	Time scales	Deliver	Role of SAP
Understand skills requirement within Digital and Data analytical skills	Develop an investment and engagement plan to understand supply and demand of digital skills, ensuring we have capacity to deliver (all levels). Working with regional programmes such as DfE Digital Skills Bootcamps, Catalyst South and Southern LEPs (learning from Digital Skills Partnerships).	0-2 years	LEP/HE/FE Employers HCC	Analysis Input Develop Deliver

Support for sectors affected by COVID-19	Continue to assess the support needed for our most affected sectors including hospitality, transport, the arts, high-street retail, visitor economy and leisure. Ensuring alignment with national government support programmes.	0-1 year	LEP Visit Herts	Assess Monitor Plan
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Build our STEM workforce and support the implementation of SITEC	Set aside budget from the Towns Fund allocation for the development a new STEM training facility, the Stevenage Innovation and Technology Centre (SITEC) to train residents of North Hertfordshire and wider into careers with local employers.	0-2 years	LEP Stevenage Development Board Cell & Gene Catapult FE/HE	Lead Influence Secure funding Collaborate
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Theme 5: Placemaking

Target areas: Places of deprivation and inequality, opportunities and challenges around our proximity to London and the Oxford/Cambridge

arc and development of our clustered high growth areas.

Action	How	Time scales	Deliver	Role of SAP
Ensure alignment of Skills Strategy with local delivery plans	Continue to work with local districts and boroughs to map SAP skills and labour market review with local skills analysis. Watford, Stevenage, Dacorum and Broxbourne currently in development – assessing supply and demand of skills, challenges and opportunities.	0-2 years	LEP HCC LAs	Analyse Evidence Influence Policy Plan

Encouraging Hertfordshire residents to work in the county	Working with LAs, HCC and SAP review communications, campaigns and methods of encouraging residents to work within priority and large employment sectors within our county.	2-3 years	LEP HCC LAs	Influence Campaign Champion
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Action	How	Time scales	Deliver	Role of SAP
Addressing inequality in our districts and boroughs	Ensure delivery of all supported employment provision is focused on areas of deprivation as evidenced. Align national and local programme delivery (JCP, Restart, CEC, Services for Young People, Step2Skills) to ensure outreach in our places of most need.	0-2 years	HCC DWP FE/HE Third Sector	Analysis Align Deliver Promote
South East and West Herts – build on the outstanding assets in creative, film/ media	Working with Sunset Studios, Warner Bros, BBC, Elstree and others and in support of Film and Media Sector action plan to be published in Q1 2022.	0-3 years	LEP FE/HE The Sector	Analyse Evidence Plan Lobby Develop
Unlocking the Science based cluster in the A1 (M) Corridor	Working with UH, FE and employers to ensure the opportunities of the science corridor are harnessed. Support the findings of the Cell&Gene Therapy Action plan and development of SITEC (within Stevenage Towns Fund action plan).	0-3 years	LEP FE/HE The Sector	Analysis Champion Lobby
Herts IQ - Becoming a centre of excellence for Smart Construction	Develop a joint action plan in partnership with Herts IQ, Hemel Garden Communities and The Crown Estate and Dacorum BC that will boost the education offer and local skills development so that the people and skills this sector need are available.	0-2 years	Herts IQ HGC TCE FE/HE	Analysis Influence Deliver Implement
Innovation Corridor – Harlow and Gilston Garden Town	Support the delivery of the skills and employment plan to enable the regeneration of the Town Centre and new job opportunities.	0-2 years	HCC DWP EHDC	Campaign Influence Develop Implement



Chapter 6. Assessment of Progress

Here we take a critical look at progress Hertfordshire has made against our existing skills strategies and action plans. This includes a reflection on the key achievements of the SAP and any challenges we have faced. We will reflect on how national government policies and programmes have helped to deliver the skills priorities in our area providing local intelligence on how such policies and programmes work on the ground, including the opportunities and challenges they have created.

Skills Action Plan

The progress of the action plan within our Hertfordshire Skills and Employment Strategy 2021-25 will be reported biannually to Hertfordshire County Council Education, Libraries and Lifelong Learning Cabinet Panel and the Skills Advisory Panel of the Hertfordshire LEP. An Outcomes Framework for the Hertfordshire Skills and Employment Strategy is being developed to measure the extent to which the strategy makes a positive difference to the Hertfordshire economy and to people's lives; it will also evidence what is working well.

The outcomes and corresponding indicators will identify where improvements have been achieved or where further work is needed together with a statement around risk where external factors may affect progress. This will ensure all partners are working together towards a coherent set of objectives, prioritising resources and delivery where appropriate. The first monitoring report is due to be published in February 2022 and once available can be viewed [here](#).

Taking a local leadership role

Hertfordshire SAP leads on the delivery of skills and employment policy development and implementation across our county. We also have several steering groups leading on key strategic programmes such as careers education, apprenticeship delivery, COVID-19 recovery, pathways to employment for under-represented groups, unlocking emerging talent for 16-24 year olds, sector approaches and business intermediary delivery intelligence forums facilitating access to and engagement with employers. Throughout 2021/22 we have been supporting several of our districts and boroughs to develop unique skills and employment plans (including Stevenage, Dacorum, Watford and Broxbourne), drilling down into the opportunities and challenges our geographical areas are presented with and working collaboratively with stakeholders to deliver Levelling-Up priorities.

We continue to feedback vital intelligence to senior figures in government and we thank Alex Burghart for taking the time to visit Hertfordshire attending the Generation Hitchin



Careers Fair, meeting local businesses and discussing issues with Adrian Hawkins OBE, Chair of the Skills Advisory Panel, such as social mobility and the importance of careers education within schools. In Hertfordshire, through our Careers Hub Strategic work, we are striving to ensure that young people are exposed to all the career pathways available to them. We know our employers see the relevance of modern-day apprenticeships in securing loyal employees in a restricted labour market and that within our education system we need to reward vocational aptitude just as much as academic competence and we applaud our schools who are opening their doors to employers and vocational training providers to enable their students to be inspired by these valuable employment routes.



Developing a clear understanding of current and future skills needs and impact on local skills provision

Our SAP has a good foundation of knowledge through regular evidence briefings at board meetings which is also disseminated through the network. However, this process is always evolving and we are continually looking at how we can improve our intelligence and evidence base.

Following the publication of the Government’s FE White Paper ‘Skills for Jobs’ and the Skills Accelerator prospectus, our Chamber and LEP

worked collaboratively to develop a strong proposal to deliver one of the trailblazers to develop Local Skills Improvement Plans – work to drive greater involvement from employers in the development of skills programmes. Our established partnerships will enable quick and effective decision making which is enhanced by the strategic work of the Hertfordshire Growth Board and complimented by the 4 FE Colleges, University, strong partnerships with DWP colleagues and our established independent training provider network.

Although our LSIP proposal was unsuccessful and we await the announcement from government to roll-out this programme widely following evaluation of the current trailblazing areas, we are keen to build on the momentum of employer/provider collaboration and are ready to maximise this opportunity. The appetite of our four FE colleges also welcomed this proactive engagement with employers and in parallel submitted a proposal through the Strategic Development fund with the following objectives:

- Creating new and substantial collaborative arrangements between FE and employers
- Simplifying access to education providers
- Alignment of goals across employers and education
- Maximizing the strengths of individual colleges
- Addressing specific skills gaps within our region
- Supporting local people and businesses to capitalize on opportunities for growth



Again, although not successful our colleges are committed to continuing with this momentum and are working collaboratively to build on four priority skills themes as identified as follows:-

Modern Methods of Construction

- Major housing plans across Hertfordshire will be transformational
- Shrinking pool of skilled construction workers
- Too few young people entering the construction industry / ageing workforce
- Skills in modern methods is failing to keep pace with sector advancements

Life Sciences

- Life Science Sector – Stevenage is home to UK's largest cell & gene therapy cluster (3rd globally)
- Advanced Therapies significant growth area within the Life Sciences
- Major deficit in workforce skills within this sector

Green Skills

- Aspiring to Net Zero Carbon Futures
- Rothamsted Research centre: a world leading agricultural science centre
- RES: the world's largest independent renewable energy company
- BRE: a world leading, multi-disciplinary, building science centre

Screen/ Digital Skills

- Hertfordshire hosts major employers within the screen sector
- Warner Bros Studios: global brand with extensive studio space / Harry Potter

- Elstree Studios: world-renowned / home to high-profile TV productions
- Major expansion planned at Elstree Studios, Warner Bros (Leavesden) Studios, and Sky Studios and Sunset Studios

Supporting this work the LEP have commissioned further detailed 'deep-dives' into five of our growth sectors which will result in the publication of sector actions plans across 2022/23 within film and media, life sciences, advanced manufacturing and engineering, technology and sustainable construction.



Chapter 7: Positive Impact Stories

New Apprenticeship programme in Modern Methods of Construction

Hertfordshire is to offer a new vocational apprenticeship programme in Timber Frame – MMC (Modern Methods of Construction) thanks to a collaboration between industry and education. West Herts College is partnering with Stewart Milne Timber Systems (SMTS) as it leads the sustainable challenge, encouraging future workforces to focus on timber frame building solutions.

With around 100,000 new homes needed by 2036, Hertfordshire is committed to scaling up its use of off-site manufacturing (OSM) methods to help speed up housing delivery and meet its net zero carbon targets.

As a leader in off-site, SMTS is working with the Off-site Manufacturing (OSM) Consortium in Hertfordshire, which is led by Watford Community Housing and Hertfordshire Innovation Quarter (Herts IQ) Enterprise Zone, and supported by Hertfordshire Growth Board and Hertfordshire Local Enterprise Partnership, to accelerate delivery and build expertise. This will help drive more affordable housing throughout the region, using MMC and offsite manufactured timber frame.



By partnering with West Herts College, 12 students on the two-year programme will gain a Level 2 Apprenticeship in Timber Frame – MMC while also completing theoretical and practical studies in class. The apprentices will work with SMTS trusted supply chain partners, SE Carpentry, Hyspec Carpentry and Construction. Having taught carpentry at West Herts College for more than 20 years, this new partnership enhances the existing curriculum offering, relating the key skills developed and nurtured, and applying this to MMC and timber frame construction.

Gill Worgan, Principal and Chief Executive, West Herts College, said: "We are delighted to be leading the drive for sustainable house building in Hertfordshire by providing the skills so desperately needed for this growing sector to thrive. This partnership is an excellent example of the benefits that can be realised when employers and education providers work together."

As the timber business' first apprenticeship scheme, the team hopes to replicate the success of parent company, Stewart Milne Group which now has almost 50 apprentices working across the business. It is this commitment to apprenticeships and the need to attract new skills people into the sector that appealed to SMTS, who hope that encouraging young people to work primarily with modern methods of construction (MMC) will not only prepare them for the future, where skills shortages, housing demand and sustainable practices is putting pressure on the sector, but ultimately drive the construction industry's efforts to tackle climate change.

Simon Horn, technical manager at SMTS said: "Timber frame is still regarded in many regions across the UK as a relatively new solution to

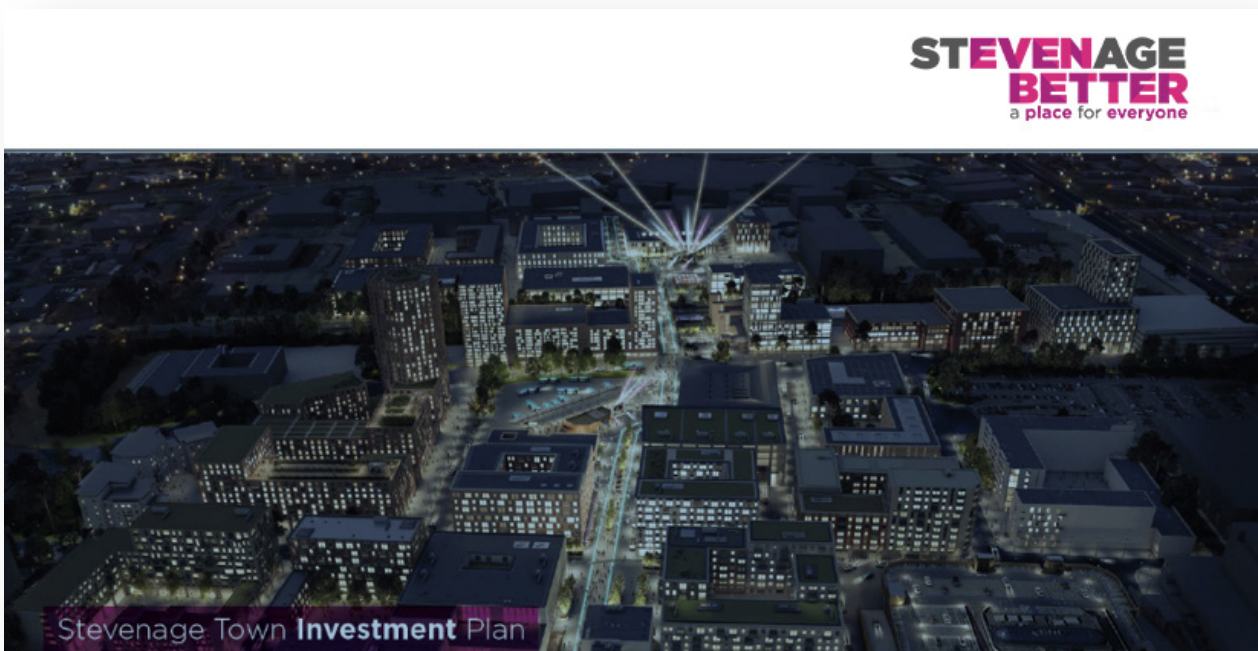


the housing crisis. However, it's a construction discipline that SMTS has long been passionate about, and we're very excited to be sharing this passion with future workforces.

"Many of our team 'started on the tools' as apprentices, and we're thrilled to now pass on

our experiences. This is a great opportunity for young people to get involved, especially at a time when climate change and sustainable building practices is high on the agenda across the UK."

Stevenage Innovation and Technology Centre



In April the Stevenage Development Board were successful with their bid for £37m from the Government's Town Fund. This was the joint highest award nationally and testament to the quality of the bid and the proposed project themes. Raising the aspirations and skills of local residents and

employees was a central theme throughout the bid with the development of a Stevenage Innovation & Technology Centre (SITEC) providing opportunities for all our people to benefit from the innovation and growth of key sectors such as life sciences and advanced manufacturing.



Index of Multiple Division Overall Score	
Area	2019 Score
Stevenage	19,695
Hertfordshire	12,732
North Hertfordshire	11,627
Broxbourne	17,989
Dacorum	13,004
East Hertfordshire	8,188
Hertsmere	13,938
St Albans	8,339
Three Rivers	9,871
Watford	15,410
Welwyn Hatfield	14,215

ImD Education, Skills and Training Score	
Area	2019 Score
Stevenage	25,396
Hertfordshire	14,103
North Hertfordshire	12,868
Broxbourne	25,104
Dacorum	16,579
East Hertfordshire	8,693
Hertsmere	13,770
St Albans	4,864
Three Rivers	12,196
Watford	12,578
Welwyn Hatfield	16,161

Source: Ministry of Housing, Communities & Local Government

Stevenage Residential - Skills and Occupations			
	Stevenage	Hertfordshire	England
Qualified to NVQ 4	32.7%	42.4%	39.0%
Qualified to NVQ 3	20.7%	16.6%	18.7%
Qualified to NVQ 3	16.9%	19.5%	17.3%
Qualified to NVQ 3	21.5%	9.8%	10.6%
Other/No Qualifications	8.2%	11.7%	14.4%
Higher Order Occupations (SOC 1-3)	44.2%	52.4%	48.0%
Higher Order Occupations (SOC 6-9)	37.4%	27.9%	32.3%

Stevenage faces huge skills challenges with resident qualifications being significantly below national and regional averages and a real mismatch between the medium and high value jobs that are taken by local residents. Our evidence base highlights the following:

- Fewer of higher order skills and occupations among Stevenage's resident working-age population;
- Significantly higher proportions of lower level skills and lower order occupations locally.
- 54% of Stevenage jobs are taken by in-commuters, and the majority of the high value employment opportunities are taken by people from outside the area.

Following the success of the Town Fund application, partnership work is now accelerating to secure further funding and ensure an early

version of SITEC is operational by 2022 - partners include Stevenage Development Board, Stevenage Borough Council, the LEP, North Herts College, University of Hertfordshire, employers and sector specialists such as the Cell & Gene Therapy Catapult. The vision is to establish a 4,000 square metre skills centre linked with key businesses supporting 400-500 students and 100 apprenticeships per annum.

Educating parents and young people about pathways and aspirations is key and the project will aim to ensure that residents see the STEM related jobs within Stevenage as accessible to all. SITEC will build on the success of 'Generation Stevenage' through working in partnership with the business community and education providers and actively supporting young people to play their part in the success of their town.



Chapter 8 – Looking Forward

During 22/23 the SAP will continue to work with our employer representative bodies and our FE sector as we move towards implementation of the government's Skills Accelerator programme which will deliver an employer driven evidence-based assessment of priority skills which is set to transform the responsiveness of local skills systems in meeting the changing skills needs of employers.

Apprenticeships, and more broadly technical education, continues to be a key focus across our county ensuring our employers, residents, education settings and stakeholders see this as a successful and credible pathway into a rewarding career. We are continuing our communications campaign alongside a new programme of activity, Hertfordshire Opportunities, which seeks to stimulate demand amongst SMEs and supports them to access the right support within skills development and recruit their future talent. This programme works hand-in-hand with our Careers hub work and Services for Young People enabling employers to connect with education.

We will be proactive in exploring new opportunities such as the Skills Boot Camps, Shared Prosperity Fund and National Skills Fund, to enable us to build and maintain the pipeline of skilled residents into our key sectors – particular focusing on life sciences, technology, green skills, modern methods of construction, engineering and Film/TV. We are entirely committed to expanding plans to support our most productive and innovative sectors to grow.

Development of our sector skills and employment plans continue to grow with pace into 2022 with a vision by the end of the year to have clear sector pathways across ten of our priority and large employment sectors. These pathways will be showcased on Hertfordshire Opportunities Portal providing clear roadmaps for our employers and residents to enable

existing and future talent to upskill and progress into rewarding and full employment within our region. Similarly we are continuing to support a place-based approach to ensure investment into local areas (such as Hemel Garden Communities, Sunset Studios in Broxbourne and Stevenage Town Centre) is seized and residents are benefiting from the increase in good employment opportunities.

We ask all our Partner organisations across Hertfordshire continue to be encouraged to refer to this Local Skills Report as well as the Hertfordshire Skills and Employment Strategy and reflect it in their own plans knowing that collectively we will be working towards the same strategic aims.

For any enquiries about the work of the Hertfordshire Skills Advisory Panel, the content of this report or to get engaged in the local skills agenda please contact Caroline Cartwright, LEP Skills Lead on: caroline.cartwright@hertfordshirelep.co.uk.



Local Skills Report Annex A - Core Indicators

Local Landscape – Summary

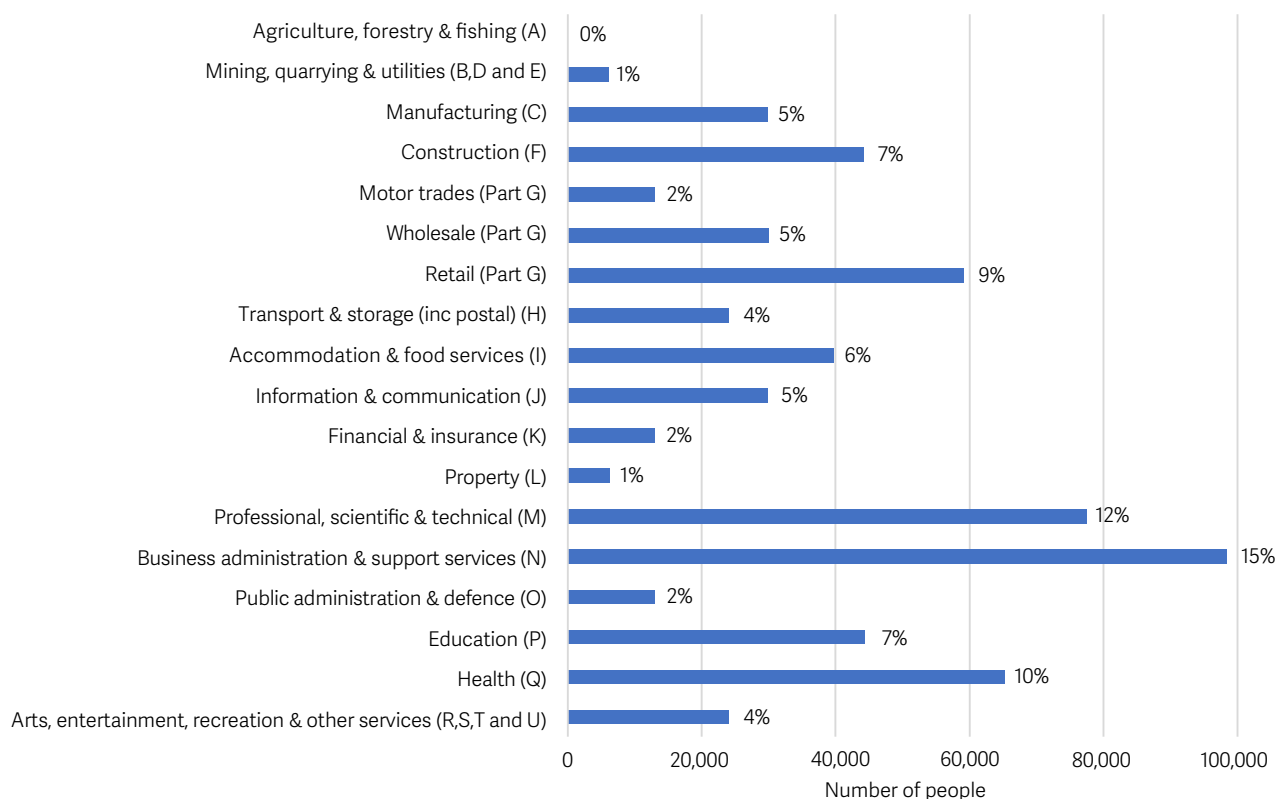
Hertfordshire is a county holding substantial assets and has great future potential. The county is home to world leading companies across many sectors, including Elstree studios, Warner Brothers studios, GlaxoSmithKline, MBDA and Tesco. Developing the potential within these sectors has been a focus within Hertfordshire’s skills strategy, ensuring the county’s workforce has the correct skills to facilitate the potential it has. The impact of the COVID-19 public health pandemic, which has led to a momentous economic crisis has left many sectors directly affected as a result of the lockdown measures. The initial national reaction was that sectors may be affected by a stock supply crisis with parts of China forced into lockdown resulting in delays with international trading. With the virus spreading quickly resulting in a national lockdown in the UK, the impact on employment

in all sectors progressed quickly and government measures resulted in large parts of the economy being shut down, with some sectors being impacted more than others.

The full extent of the economic impact is yet to completely unfold in Hertfordshire and current strategies are being strengthened to support the skills and labour market.

In May 2020 the number of claimants in Hertfordshire peaked to over 38,000, three times the number recorded at the same time the previous year. This figure has been gradually declining since, with 27,000 residents claiming out of work benefits reported in October 2021. National schemes as well as local schemes to help businesses survive via grant funding kickstarted the efforts in tackling the unemployment issue in the county.

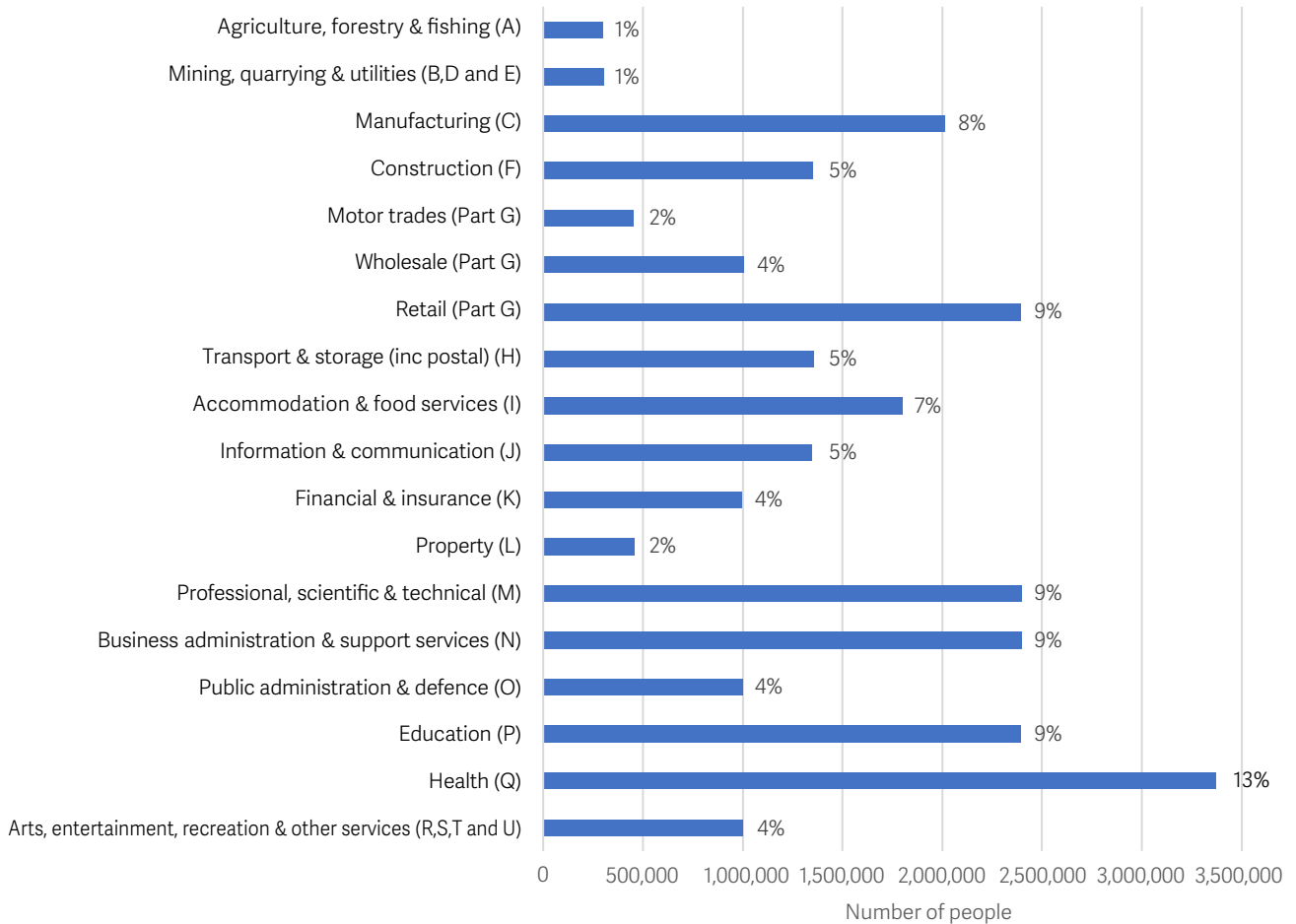
Employment by sector, 2020 - Hertfordshire



Source: Business Register and Employment Survey, 2020 (published 2021), 2020 SAP boundaries



Employment by sector, 2020 - England



Source: Business Register and Employment Survey, 2020 (published 2021), 2020 SAP boundaries

Employment by sector

The impact that the COVID-19 public health crisis has had on individual sectors has varied. With lockdown and social distancing measures in place for a significant period, some sectors have been impacted financially much worse than others (for example, accommodation & food services), whilst others have managed to maintain functionality somewhat by providing essential services and/or allow employees to work remotely. Some businesses within certain sectors have seen a positive financial impact (such as essential retailers) and a handful have the potential to thrive with the ease of lockdown and the return to normality.

The largest sector in Hertfordshire as of the 2019 Business Register and Employment Survey is Wholesale and retail trade (G). This sector accounts for 16% of total employment in Hertfordshire (higher than the national

average of 15%). With the COVID-19 lockdown forcing retailers, wholesalers and motor trade outlets to close during the last year, this sector is no doubt going to have suffered an impact that will have a lasting effect. There's also potentially going to be less demand in this sector, with many employees continuing to work on a remote basis, car sales are declining.

The Professional, scientific & technical sector has a large presence in Hertfordshire, particularly in the 'Science corridor' based within Stevenage. Developing STEM (Science, Technology, Engineering and Mathematics) skills in both the existing and future workforce is principal for potentialising the economic growth in the county.

In response to the COVID-19 pandemic, the Small Business Innovation Fund was launched



in May 2020 in a bid to support small and micro businesses within the tourism, leisure, hospitality, retail, arts and cultural sectors. The LEP also launched the Hertfordshire Business

Expansion Grant Scheme, a scheme that's open to all SME's (subject to eligibility). Grants for capital expenditure range from £10k - £100k.

Priority Sectors

Sector	Hertfordshire			
	2020 Jobs	2021 Jobs	2020/2021 Change	2020/2021 % Change
Manufacturing	38,302	38,768	466	1%
Construction (including buildings/retrofit)	44,545	45,467	922	2%
Haulage and Logistics	22,875	22,629	-246	-1%
Digital and Technology	35,498	36,313	815	2%
Adult Social Care	58,322	58,739	417	1%

Source: EMSI Analyst

The COVID-19 pandemic has had a significant impact on different sectors across Hertfordshire. The following 5 sectors are among those considered a priority: Adult Social Care, Construction, Digital and Technology, Haulage and Logistics, and Manufacturing.

From 2020 to 2021 the largest number of vacancies posted in Hertfordshire by industry

was for Human Health and Social Work Activities, with more than 58,000 unique postings. The second most posted vacancies by job industry were for Construction sector, with more than 44,000 unique postings between 2020 and 2021. Haulage and Logistics sector had the smallest number of vacancies posted in Hertfordshire between 2020 and 2021, with less than 23,000 unique job postings.

Net Zero Strategy (UK)

Estimate of jobs supported by Net Zero Strategy pathways, by sector and date (UK)		
Sector	Jobs supported by 2024/5	Jobs supported by 2030
Power	59,000	120,000
Fuel Supply	N/A	10,000
Industry (carbon capture, usage and storage only)	5,000	54,000
Heat and buildings	100,000	175,000
Transport	22,000	74,000
Natural resources, waste and F-gases	2,000	2,000
Greenhouse gas removals	N/A	N/A
Total	190,000	440,000

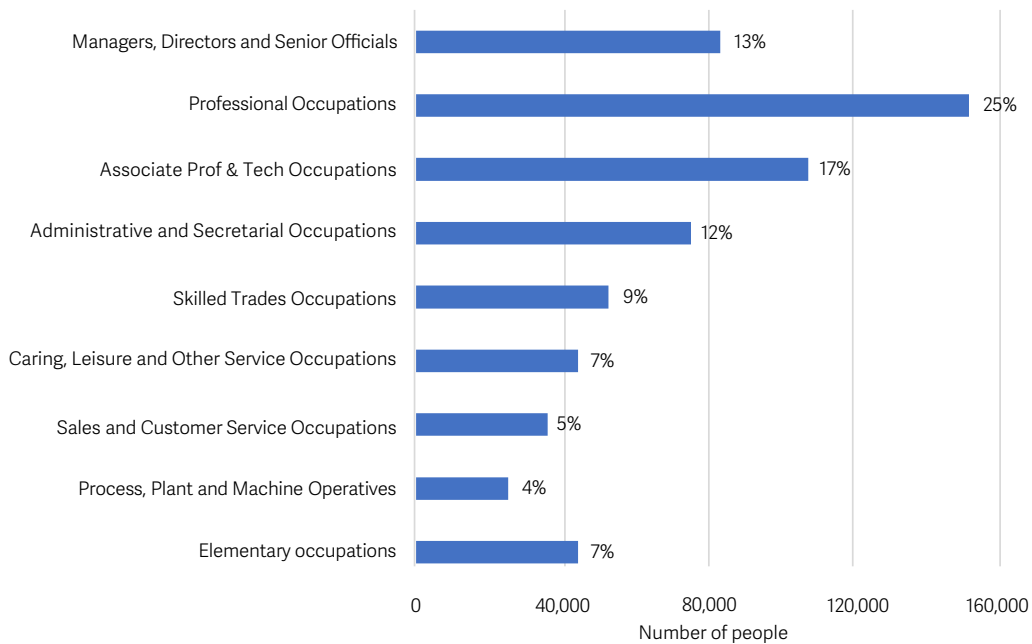
Source: Net Zero Strategy: Build Back Greener (published 2021)



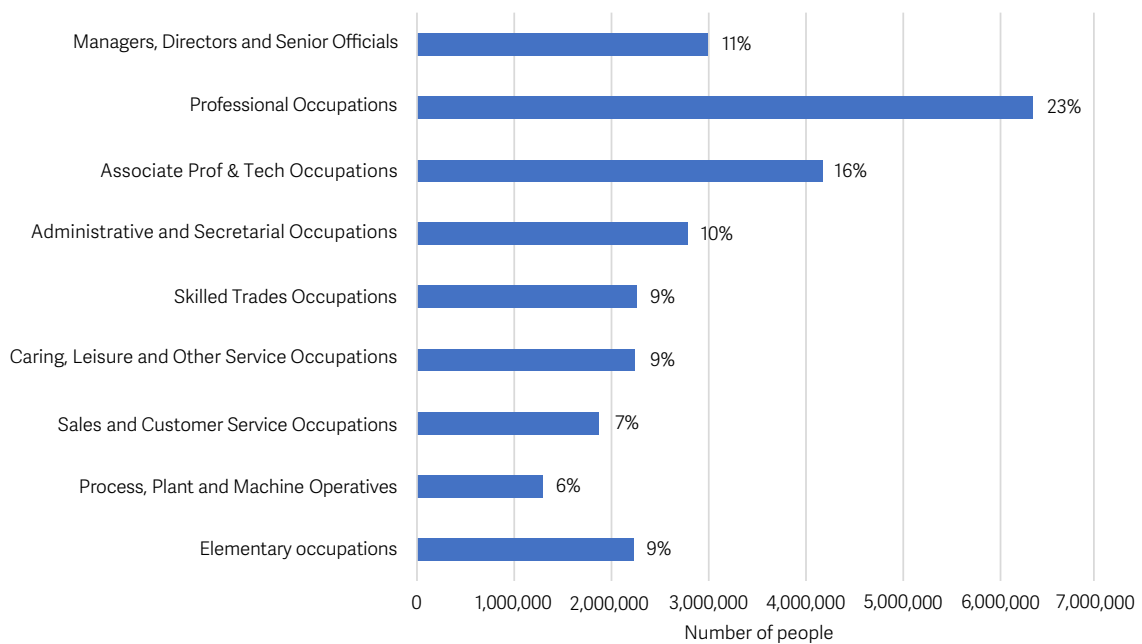
The UK has already taken bold steps towards Net Zero, including bringing forward the end of sales of new petrol and diesel cars to 2030. The policies and spending brought forward in the Net Zero Strategy mean that along with regulations,

new jobs will also be created. This will support up to 190,000 jobs by 2025, and up to 440,000 jobs by 2030, and leverage up to £90 billion of private investment by 2030.

Employment by occupation, 2020/21 - Hertfordshire



Employment by occupation, 2020/21 - England



Source: Annual Population Survey, July 2020 - June 2021, 2020 SAP boundaries

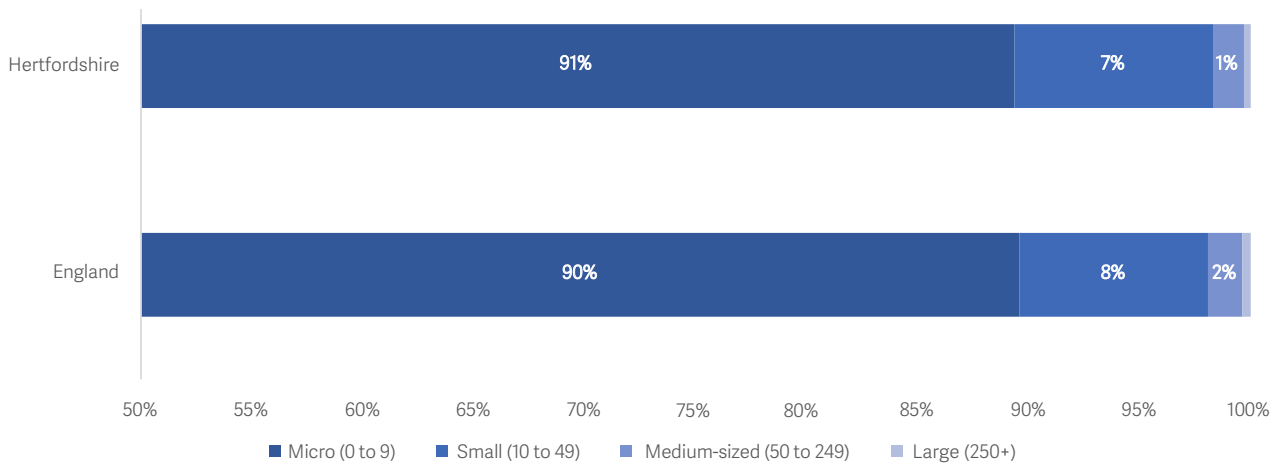


Employment by occupation

Many professional occupations have been some of the least affected as a result of the COVID-19 pandemic, with many employees continuing to remain in their role by working remotely. Professional occupations make up 25% of all employment within Hertfordshire, although many these may be indirectly affected by the crisis (i.e. retail head offices such as Tesco). Hertfordshire generally has a highly skilled workforce, with many residents being in professional occupations, managers, directors and senior official roles or associate

professional and technical occupations. Historically Hertfordshire has been a base for many that commute out of the county, mainly into central London, seeking these higher paid roles with the increasing housing costs resulting in issues with housing affordability for residents. With the COVID-19 pandemic forcing many of these roles to be remote based, many employers are considering remote working on a permanent basis which may encourage more of Hertfordshire's residents to move into these occupations.

Enterprise by employment size band, 2021



Source: UK Business Counts, 2021, 2020 SAP Boundaries

Enterprises by employment size band

The percentage splits of Hertfordshire's businesses by size almost reflects the national picture. Within Hertfordshire, 91% of businesses are Micro (with 0-9 employees) compared with 90% nationally, 7% are small (10 to 49 employees) compared with 8% nationally, 1% are medium sized (50 to 248 employees) compared with 2% nationally. 260 businesses are large (over 250 employees) which puts Hertfordshire in the top 10 by number of large businesses when ranking all 36 Skills Advisory Panel defined areas.

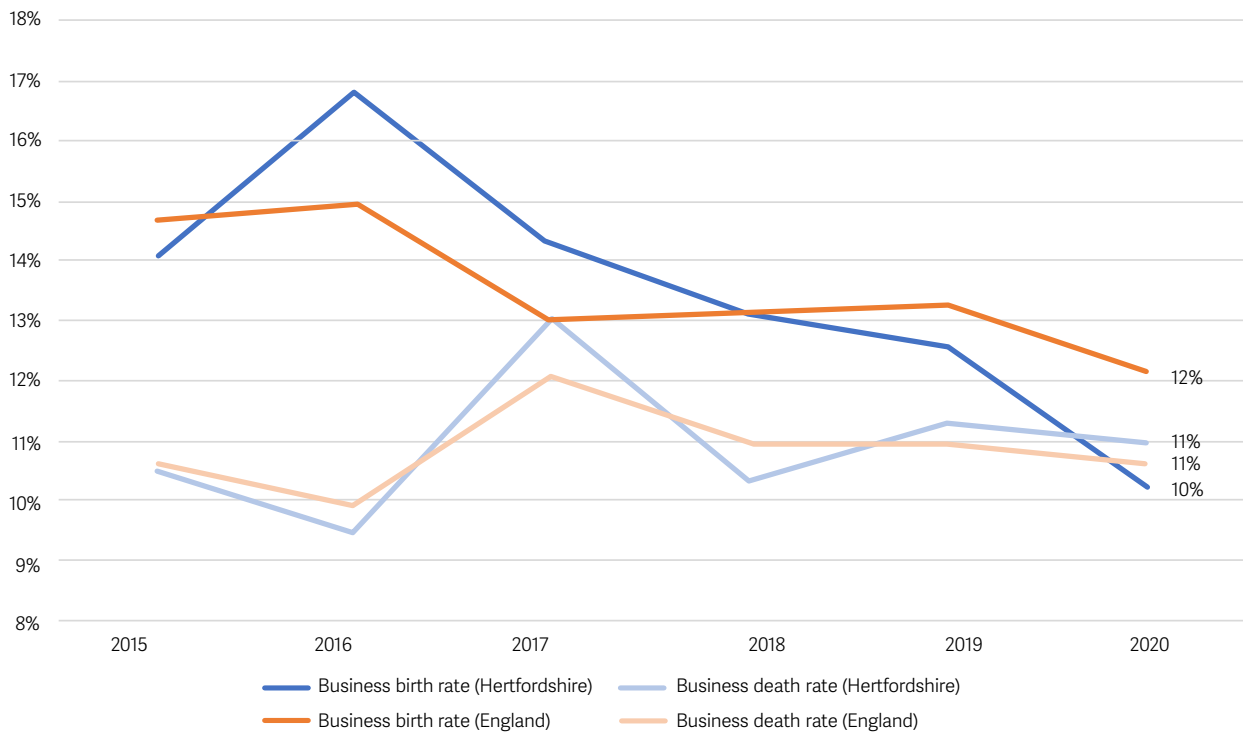
Continuing to support local businesses, particularly small businesses is a priority for

the county. Hertfordshire LEP and partners are working hard to support businesses, paving the way for economic recovery and future growth with many business schemes available, such as:

- Hertfordshire LEP SME Growth Loan Scheme
- Crowdfund Hertfordshire: Small Business Innovation Fund
- Hertfordshire Business Expansion Grant Scheme
- Volunteer Business Support Scheme



Business birth and death rates, 2015 - 2020



Source: ONS Business Demography 2014-2020 (published 2021), SAP 2020 boundaries

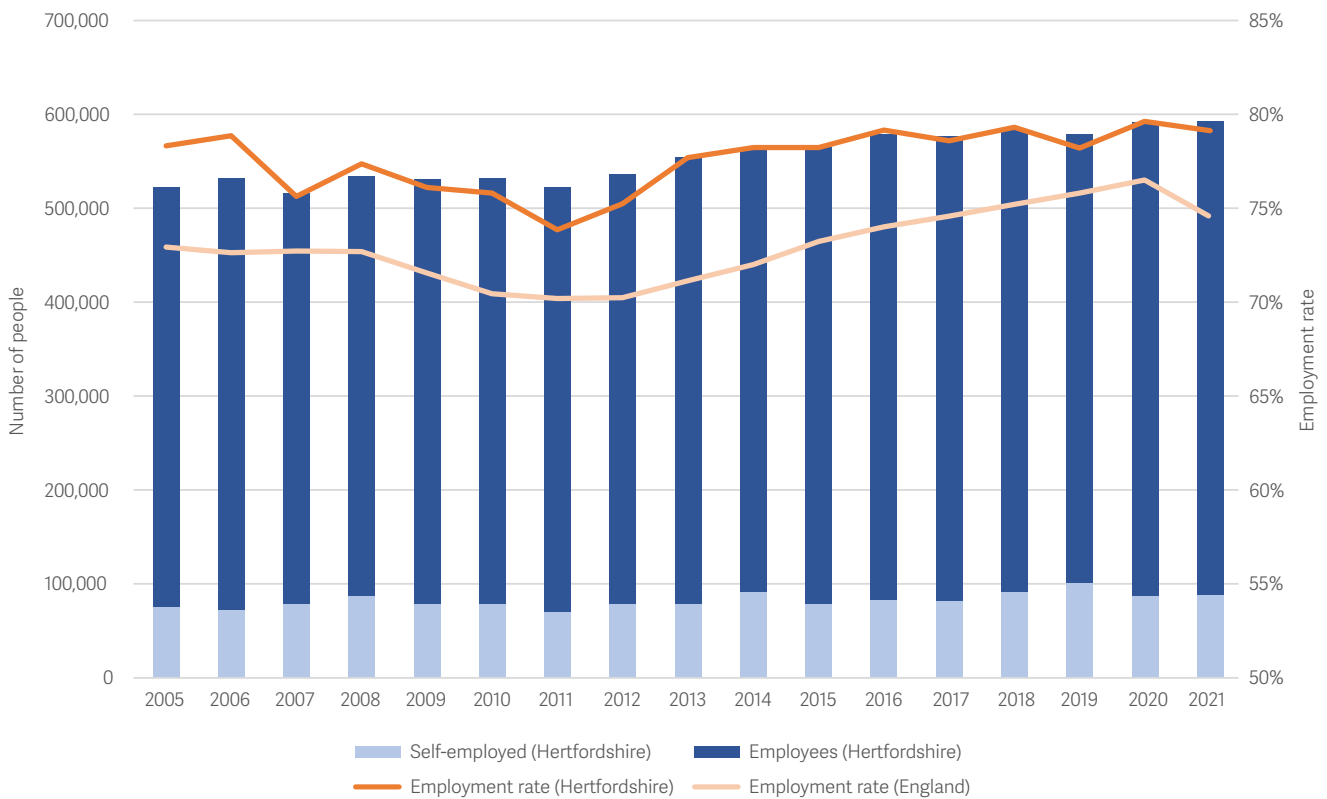
Business birth and death rates

The gap between the business birth rate and close rate in Hertfordshire has narrowed in recent years. In 2020, the business birth rate in Hertfordshire was slightly lower than the national average, at 10.2% vs 12.1%. The business death rate in Hertfordshire rose slightly higher than the national average in 2020, at 11.0% vs 10.7%.

The business support schemes available via Hertfordshire LEP will assist in strengthening the business birth rate and reducing the business death rate in the county.



Employment rate and employment level



Source: Annual Population Survey, 2020 SAP boundaries

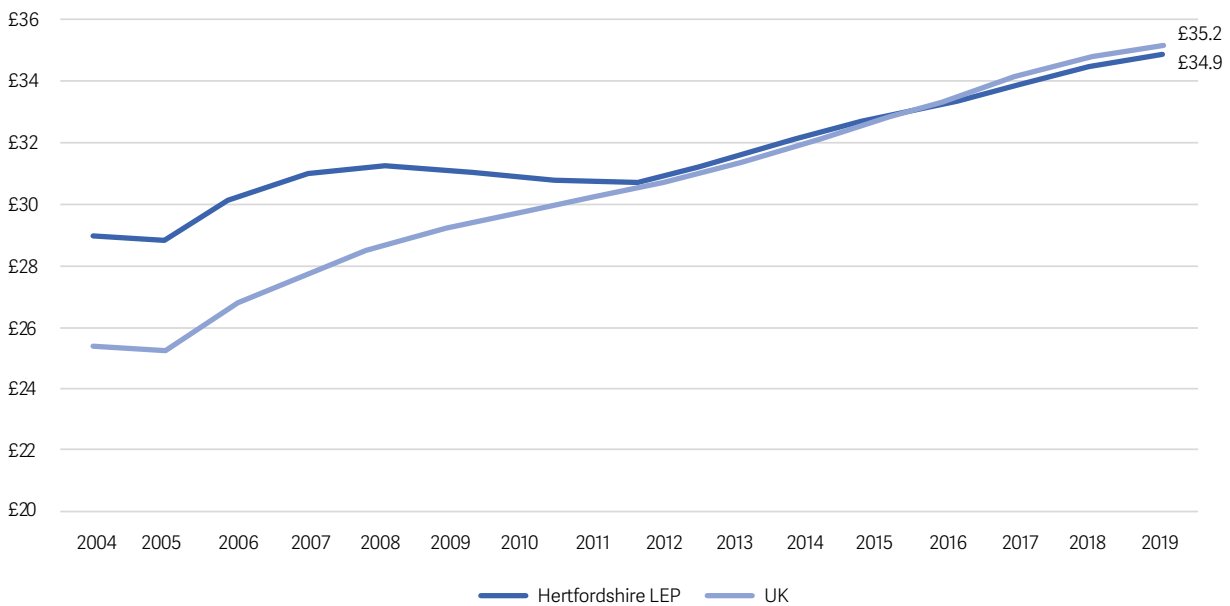
Employment rate and employment level

Data from the Annual Population Survey shows that the employment rate in Hertfordshire has remained higher than the national employment rate since 2005. Since 2013, the employment rate in Hertfordshire has fluctuated between 78% and 79% and recently reached 79.1% as of 2021, 4.4% higher than the national figure. The Covid-19 pandemic is likely to have had a significant impact on these figures with many employers having to make increasing redundancies leaving many people out of employment.

As of 2021, data shows that 86% of those in employment in Hertfordshire are employees and 14% are self-employed. 86% is the highest percentage of residents in employment since 2017. We understand that the Covid-19 pandemic will have had a significant impact on employment and many of those previously self-employed may have moved into employment for future job security.



Nominal (smoothed) GVA per hour worked



Source: ONS Sub-regional Productivity, 2004-2019 (published 2021), 2019 LEP/MCA boundaries

Nominal GVA per hour worked

Hertfordshire's productivity rate was previously higher than the national average, but in recent years the gap between Hertfordshire's gross value added (GVA) per hour worked and the national average has narrowed. According to 2019 data published by the Office for National Statistics, Hertfordshire's productivity rate was at £34.9 GVA per hour worked slightly lower than the national average (£35.2 GVA per hour worked). Prior to the COVID-19 pandemic, Hertfordshire had a strong forecast for population growth, much higher than the national average, allowing for a significant increase in productivity within the county.

Despite the effects of the COVID-19 pandemic, some sectors have strong potential for future economic growth and positive contribution to Hertfordshire's productivity rate. This includes the following, life sciences, engineering and manufacturing, film and media and high-end logistics



Median gross weekly wage for full-time workers



Source: Annual Survey of Hours and Earnings, 2014-2021, 2020 LEP boundaries

Median gross weekly wage for full-time workers

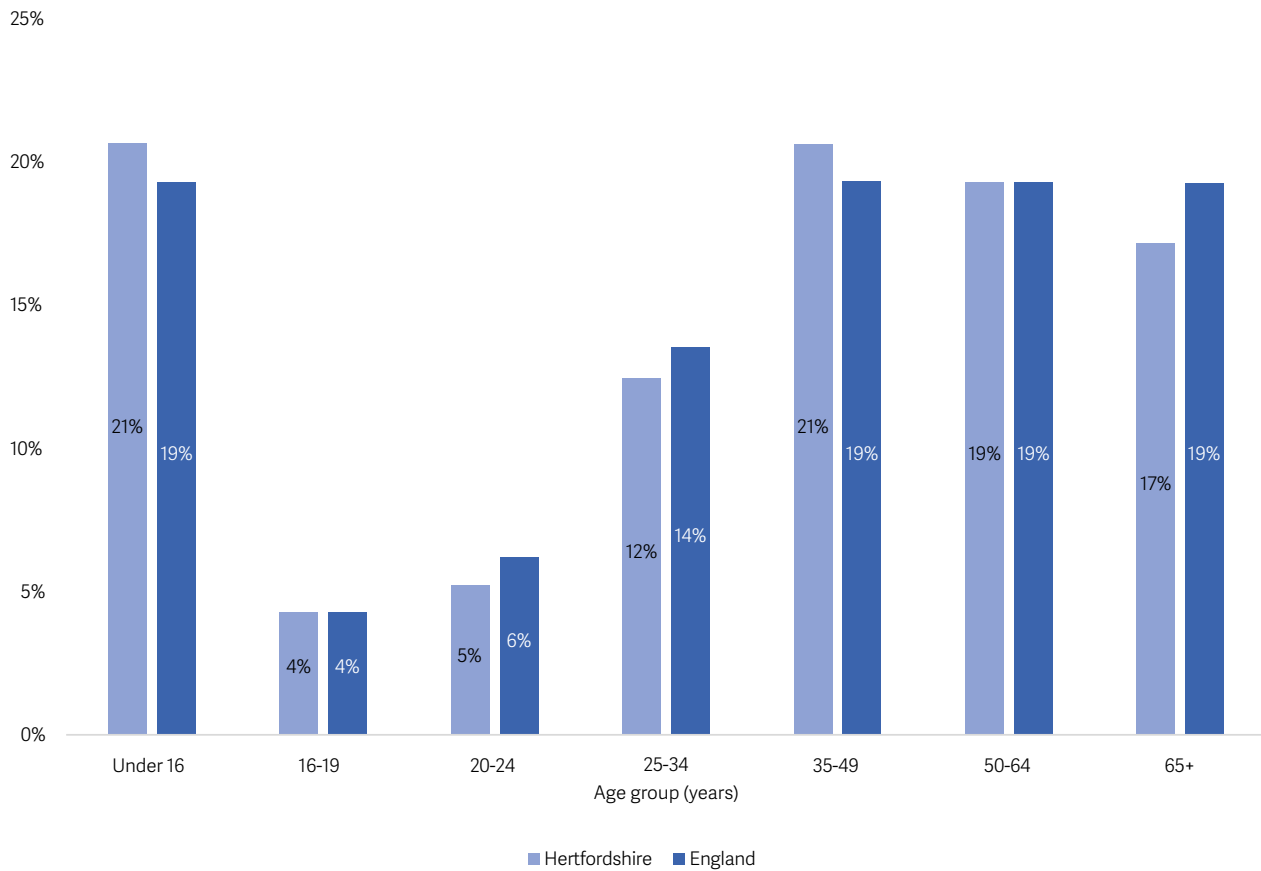
Within Hertfordshire the gap between resident wages and workplace wages is significant. Gross weekly pay by resident-based earnings is 6% higher than workplace-based earnings in Hertfordshire as of 2021, with earnings at £705.20 gross per week, higher than the national average of £613.30. Resident based earnings have been consistently higher than both the workplace earnings in Hertfordshire and the national average when looking at previous years. Resident based earnings being higher than workplace-based earnings evidences that residents commute outside of Hertfordshire seeking higher earnings.

The Covid-19 pandemic is likely to influence these figures going forward, with many employers downsizing or relocating expensive office space and many employees working from home for the foreseeable future. The pandemic

has demonstrated that many employees can comfortably work from home with productivity reportedly increasing amongst many due to less time spent commuting. Resident based earnings may potentially increase as employers potentially relocate to Hertfordshire from London or make residents home locations as their permanent work base locations.



Population by age group - 2020



Source: ONS Mid-Year Population Estimates 2020, 2020 SAP boundaries

Population by age group

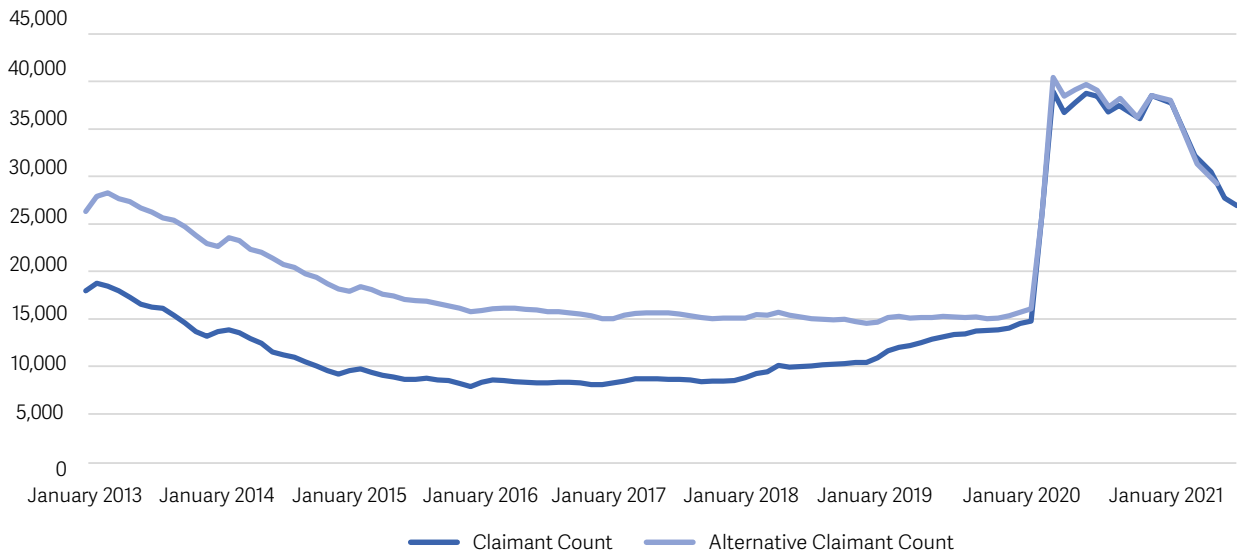
Hertfordshire is potentially going to see a shift in demographics over the next decade. The current estimate of residents in Hertfordshire aged under 16 is much higher than the national average, at 21% compared with 19% nationally, evidencing the need for focus on assisting young people with decisions regarding work and further education, to support the local economy.

Nationally, the over 65 population is predicted to increase significantly and the same is forecast in Hertfordshire. With an aging population there is going to be a significant increase for demand in care and age-related support services. This is likely to impact the

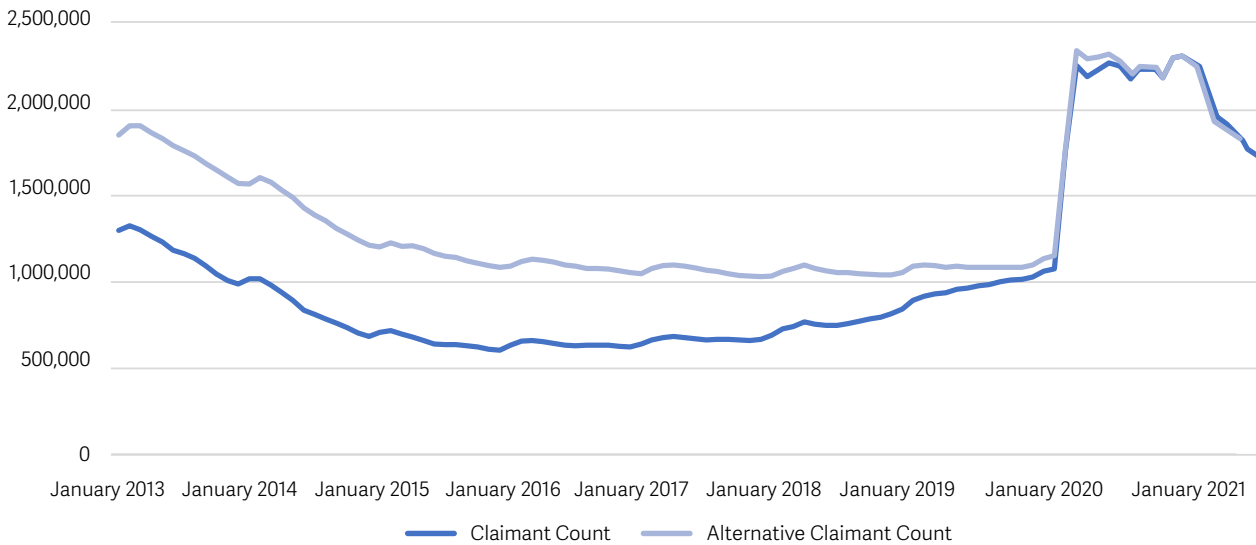
labour market with additional jobs being created with the demand growing for care. The ageing population has also led to people working longer with the standard pension age increasing and the demand for upskilling the workforce at later ages is likely to increase.



Claimant Count & Alternative Claimant Count - Hertfordshire



Claimant Count & Alternative Claimant Count - England



Source: ONS Claimant Counts & DWP Stat Xplore January 2013 – August 2021, 2020 SAP boundaries

Claimant Count and Alternative Claimant Count

Hertfordshire has historically had a low percentage of resident’s claiming out of work benefits, compared with national figures. With the COVID-19 pandemic forcing many employers to make redundancies, leaving many residents out of work, the number of residents in Hertfordshire claiming out of work benefits was extremely high in 2020.

In May 2020 the number of claimants in Hertfordshire peaked to over 38,000, three times the number recorded at the same time the previous year. That figure has been slowly declining since May 2021, and reached 29,000 in August 2021, but the effects of the pandemic are still unravelling in real time.



Proportion of neighbourhoods in 10% most deprived nationally			
Area	Income	Employment	Education, Skills and Training
Hertfordshire	0%	0%	1%
Broxbourne	0%	0%	2%
Dacorum	0%	0%	2%
East Hertfordshire	0%	0%	0%
Hertsmere	2%	0%	0%
North Hertfordshire	0%	0%	1%
St Albans	0%	0%	0%
Stevenage	0%	0%	0%
Three Rivers	0%	2%	0%
Watford	0%	0%	0%
Welwyn Hatfield	0%	0%	0%

Source: Index of Multiple Deprivation, MHGLC, 2019, 2017 LEP boundaries

Income, Employment and Education Deprivation

Hertfordshire ranks low down on the deprivation scale overall but there are some lower super output areas within Hertfordshire's districts that fall into the most deprived 10% nationally. Hertsmere is the only district with deprived neighbourhoods ranked within the most deprived 10% nationally by income deprivation score.

There are two districts within Hertfordshire that contain neighbourhoods that rank within the top 10% of most deprived by employment. Both Hertsmere and Three Rivers have 2% of their LSOA's ranking in the top 10% nationally by employment deprivation.

Broxbourne, Dacorum and North Hertfordshire have neighbourhoods that rank in the top 10% most deprived nationally by Education, Skills and Training.



Skills Supply

Skills Supply – Summary

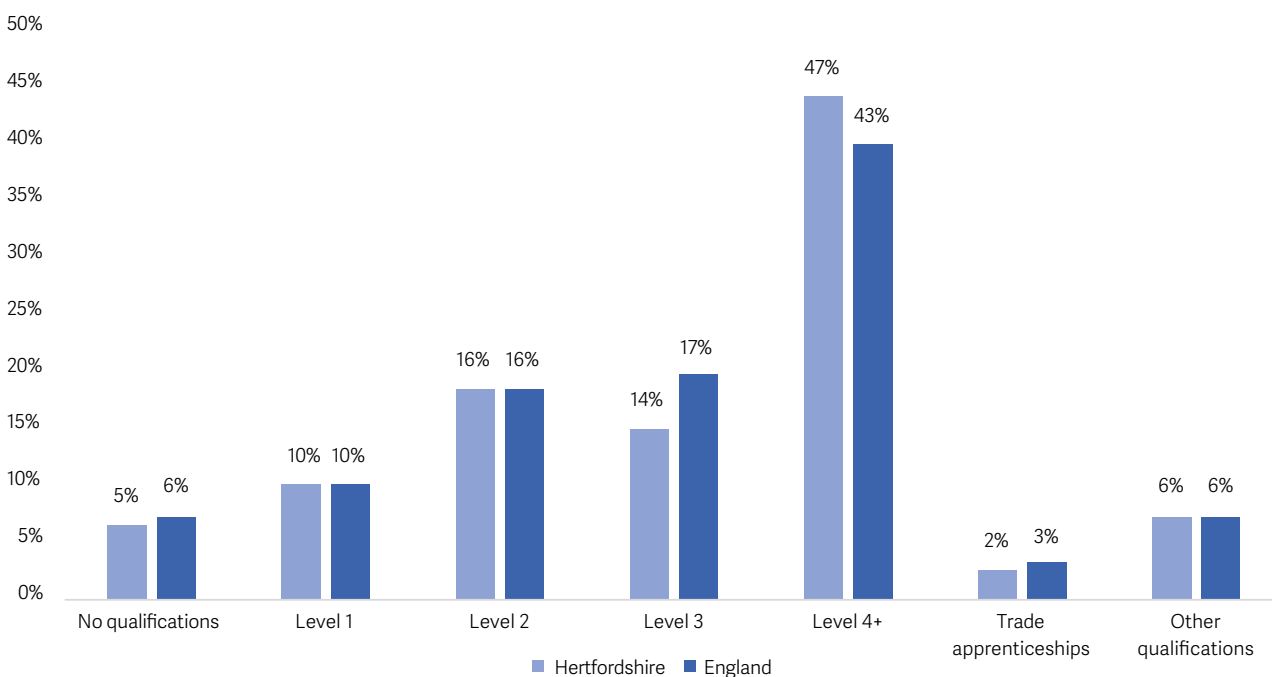
Historically Hertfordshire has an adequately educated workforce. Hertfordshire’s average outperforms the national average, with residents holding higher qualifications on average in Hertfordshire than in England on average. Within Hertfordshire districts there is a noticeable variance in resident’s education, with some areas significantly outperforming the national average and others with poor qualification levels.

St Albans has the highest percentage of working age residents qualified to NVQ level 4 and above, at 67.0%. On the opposite end of the spectrum, Broxbourne has only 22.1% of residents with

formal qualifications at this level, significantly below the national average of 43%. Welwyn, Hatfield and Broxbourne have the highest percentage of residents in Hertfordshire with no formal qualifications (7.6% and 6.9% accordingly), higher than the national average of 6.0%.

Hertfordshire has a high proportion of residents that progress onto further education post 16 (key stage 4). Overall, less students in Hertfordshire progress onto apprenticeships post 16, with the number of starts on apprenticeships in the county decreasing in recent years.

Qualifications of people aged 16-64, 2020



Source: Annual Population Survey, January 2020-December 2020, 2020 SAP boundaries

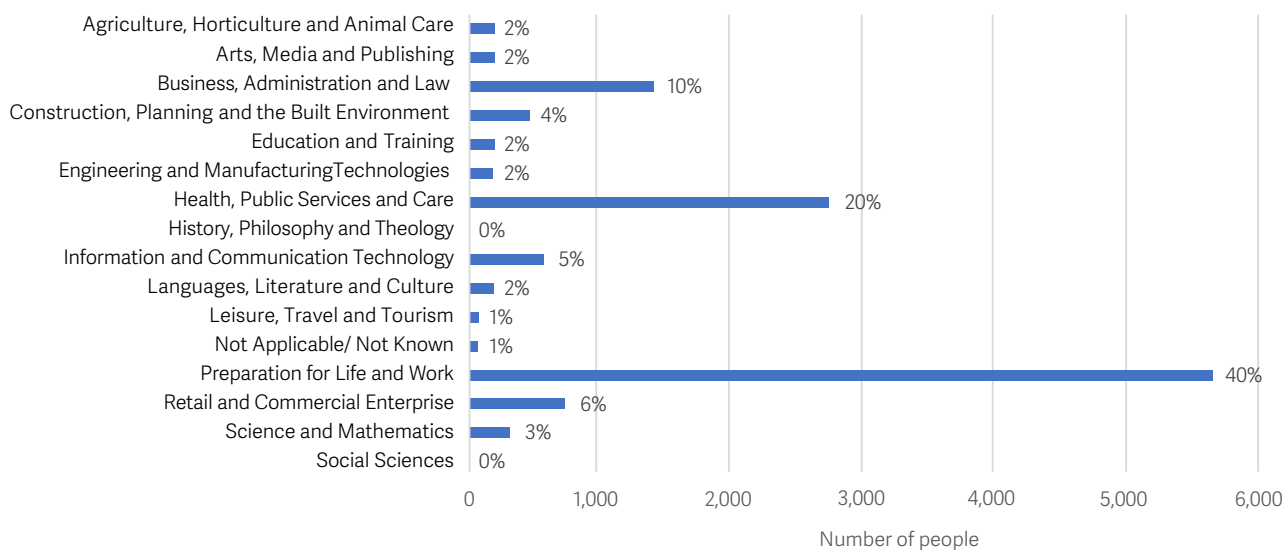
Qualification levels

The COVID-19 pandemic has had a momentous impact on education, with the delivery of education being virtual for a significant period throughout both 2019/20 and 2020/21 academic years. Young people have also been denied the opportunity to obtain work experience due to the pandemic. Hertfordshire LEP have begun delivering live careers webinars via HOP to enable students to hear directly from employers.

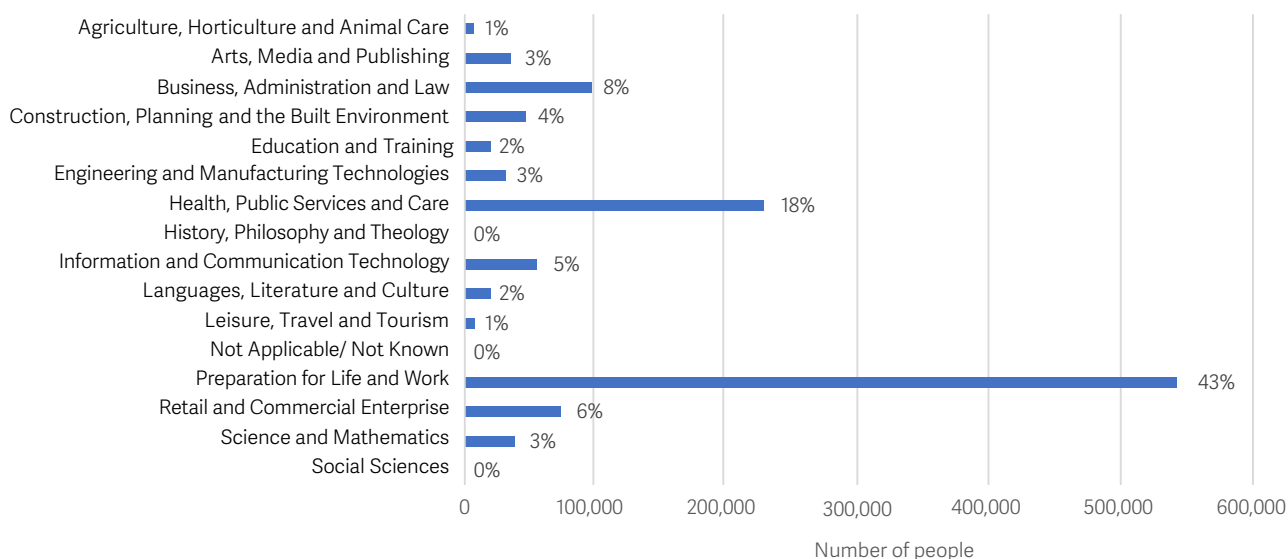
Historically Hertfordshire has had a strong educated workforce, with 47% of those aged between 16-64 holding an NVQ level 4 qualification or above as of 2020, higher than the national average. St Albans and Three Rivers have the highest educated residents on average (67.0% and 63.3% accordingly) whereas Hertsmere (38.8%) and Broxbourne (22.1%) residents have the poorest educated workforce in Hertfordshire on average.



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



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



Source: Further Education & Skills Data, DfE (Published 2021), SAP 2020 boundaries

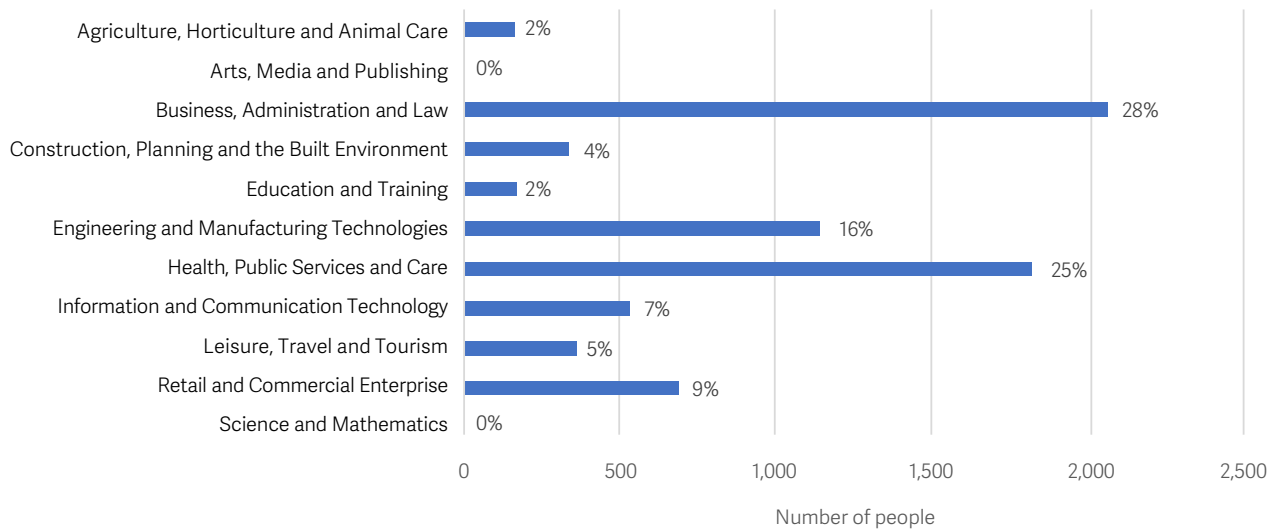
FE Education and Training Achievements

Preparation for life and work has the most achievements for results in adult education and training, both within Hertfordshire and nationally. In Hertfordshire, the percentage of adults in education and training completing courses under the sector subject area preparation for life and work was lower than the national average, at 40% compared with 43%.

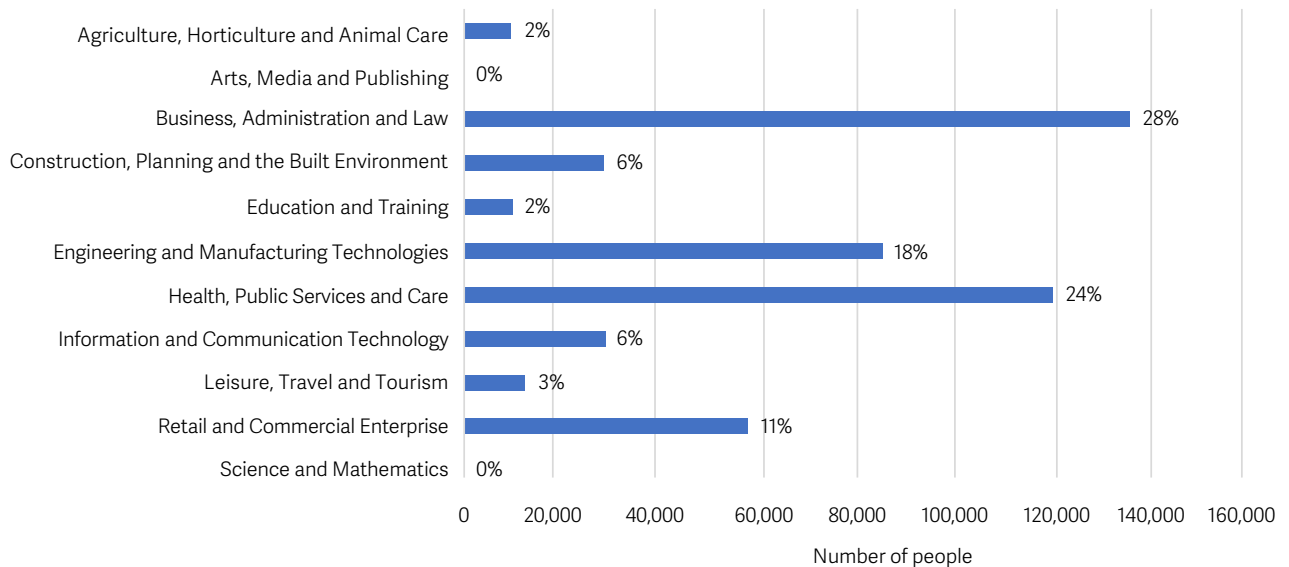
In Hertfordshire the percentage of adults in education and training completing courses in business, administration and law is greater than the national average, at 10% compared to 8%.



Apprenticeship achievements by sector subject area, 2020/21 - Hertfordshire



Apprenticeship achievements by sector subject area, 2020/21 - England



Source: Further Education & Skills Data, DfE (Published 2021), SAP 2020 boundaries

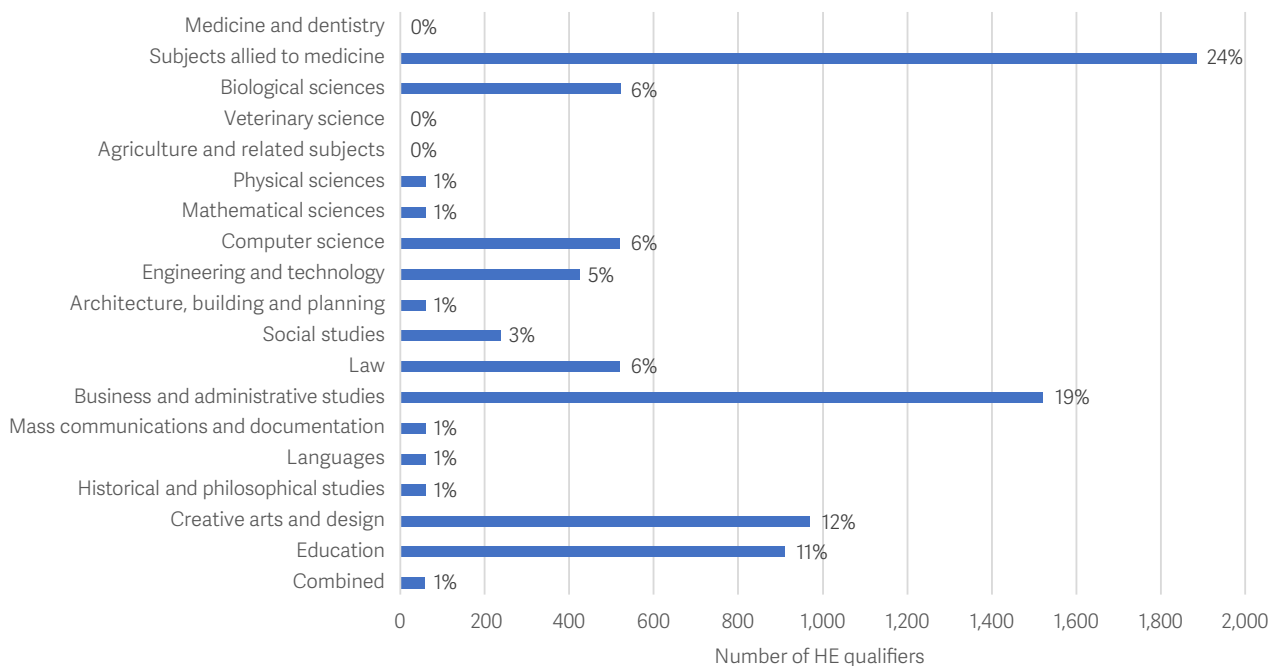
Apprenticeship Achievements

The breakdown of apprenticeship achievements by subject area in Hertfordshire follows a similar trend to the national data. Both nationally and within Hertfordshire, 28% of apprenticeship achievements in 2020/21 were within business, administration and law.

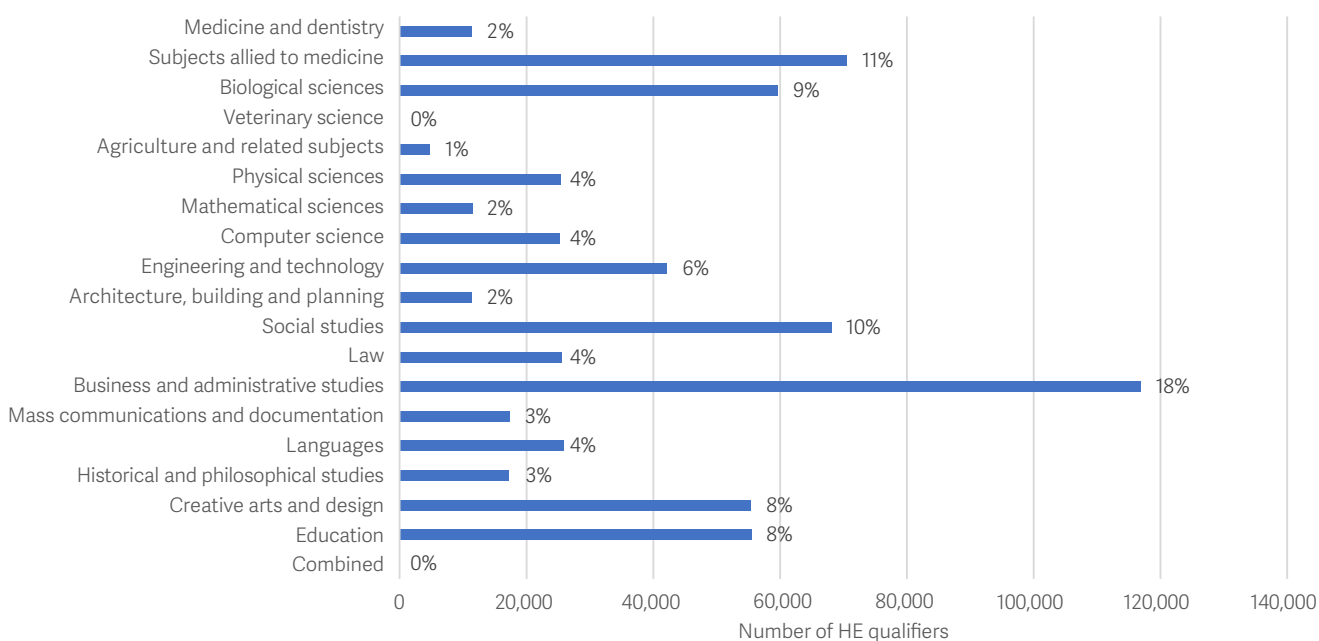
A greater percentage of Hertfordshire residents achieved apprenticeships in health, public services and care compared with the national picture (25% compared with 24%). Most notably, 5% of Hertfordshire residents achieved apprenticeships in leisure, travel and tourism, compared with 3% nationally.



HE qualifiers by subject 2018/19 - Hertfordshire



HE qualifiers by subject 2018/19 - England



Source: HESA 2018/19 qualifiers (published 2020), 2020 SAP boundaries

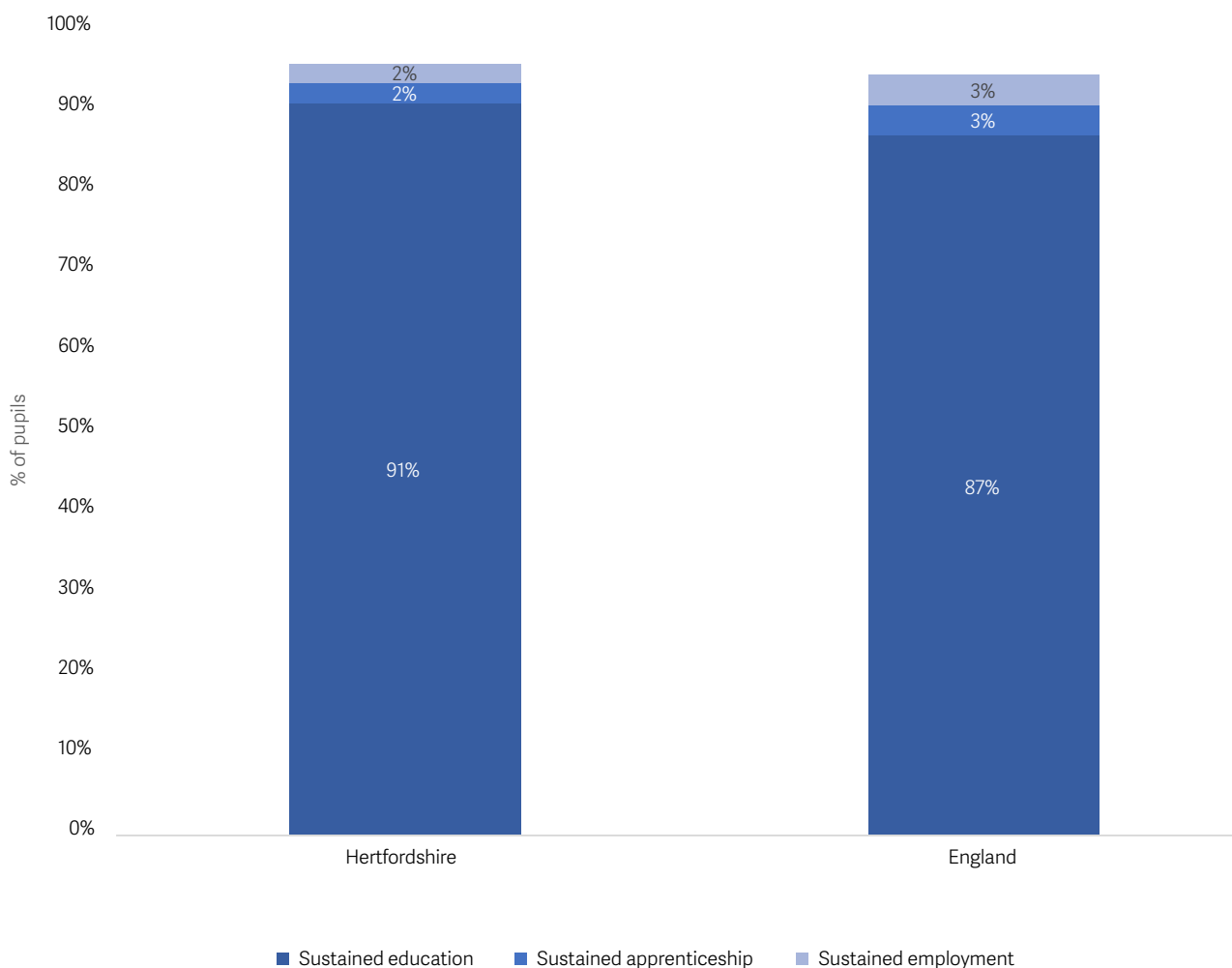
HE Qualifiers

The above data reflects students studying at The University of Hertfordshire as opposed to just those that reside in the area. According to the data published by HESA, 24% of Higher Education qualifiers from The University of

Hertfordshire in 2018/19 were from subjects allied to medicine. This is significantly higher than the national average, which was just 11% over the same time period.



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



Source: KS4 destinations of 2019/20 leavers DfE (Published 2021), 2020 SAP boundaries

KS4 Destinations

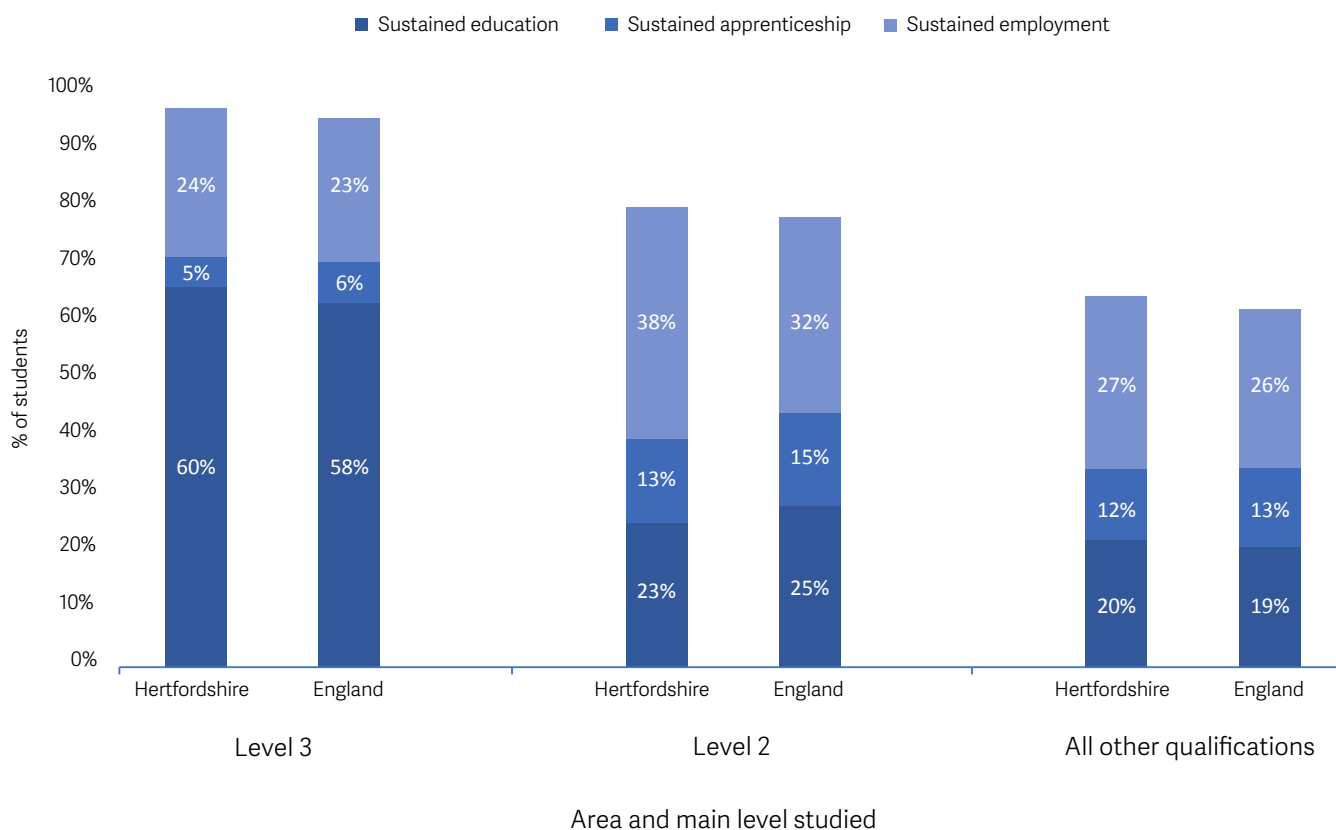
Within Hertfordshire a greater percentage of key stage 4 pupils remain in education compared with the national average. Data published in 2021 shows 91% of Hertfordshire's key stage 4 residents sustained education post the 2019/20 academic year, compared with 87% nationally.

As more students remained within education the percentage of pupils going on to pursue apprenticeships within the year after leaving education in Hertfordshire was slightly lower than the national average, with 2% of KS4 pupils in Hertfordshire sustaining apprenticeships (compared with 3% nationally). Hertfordshire

LEP is working closely with local employers and apprenticeship providers to strengthen the numbers of students that follow on to apprenticeships post education.



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



Source: KS4 & KS5 destinations of 2019/20 leavers DfE (Published 2021), 2020 SAP boundaries

KS5 Destinations

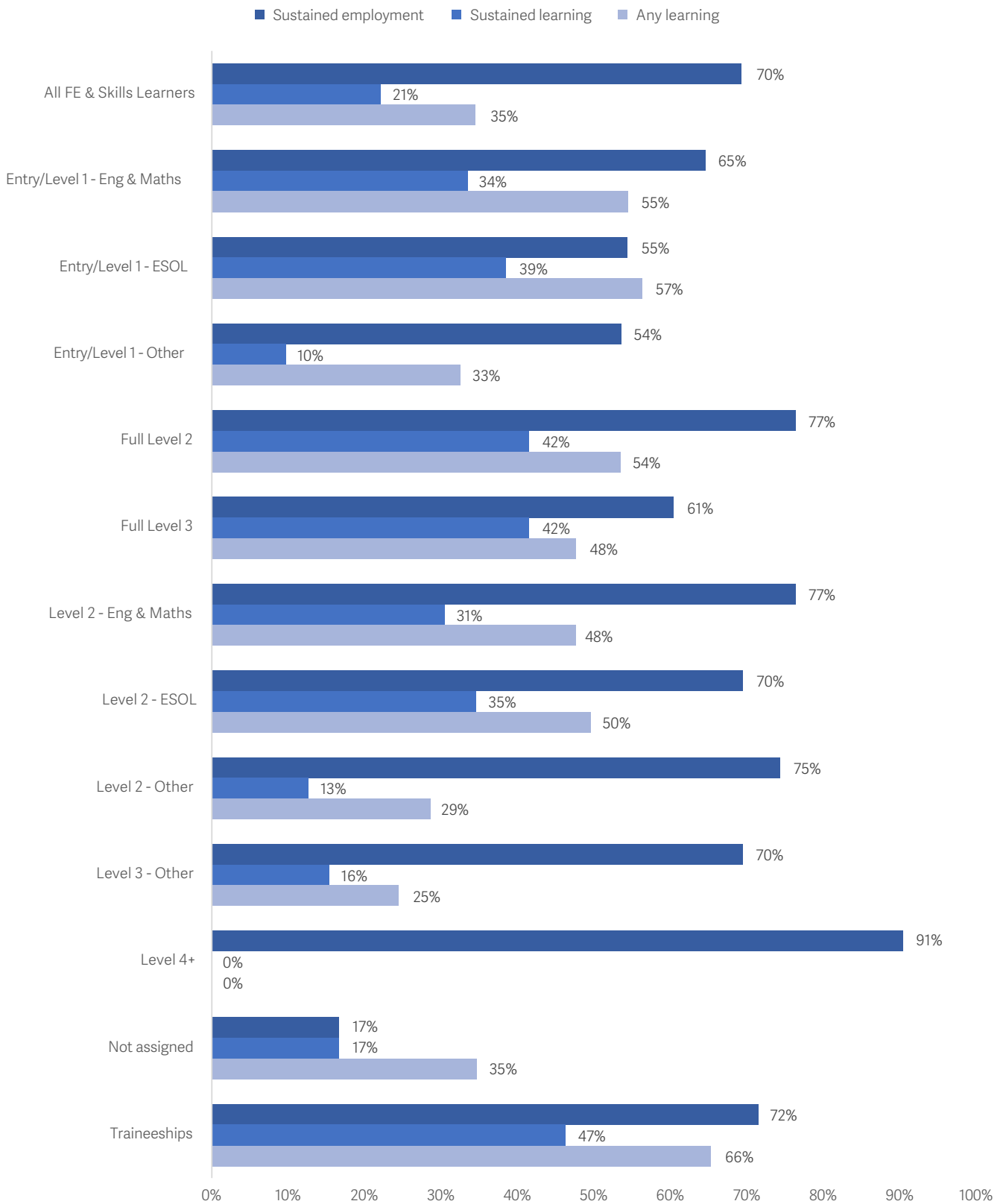
The percentage of students that remain in education post 16-18 education in Hertfordshire is high at level 3 is higher than the national average, at 60% compared with 58%. At level 2 the percentage of residents remaining in education is slightly lower than the national average, at 23% compared with 25%.

The percentage of residents at state-funded mainstream schools and colleges completing all other qualifications between 16-18 and remaining in education was slightly higher than the national average following the 2019/20 academic year, at 20% compared with 19% nationally.

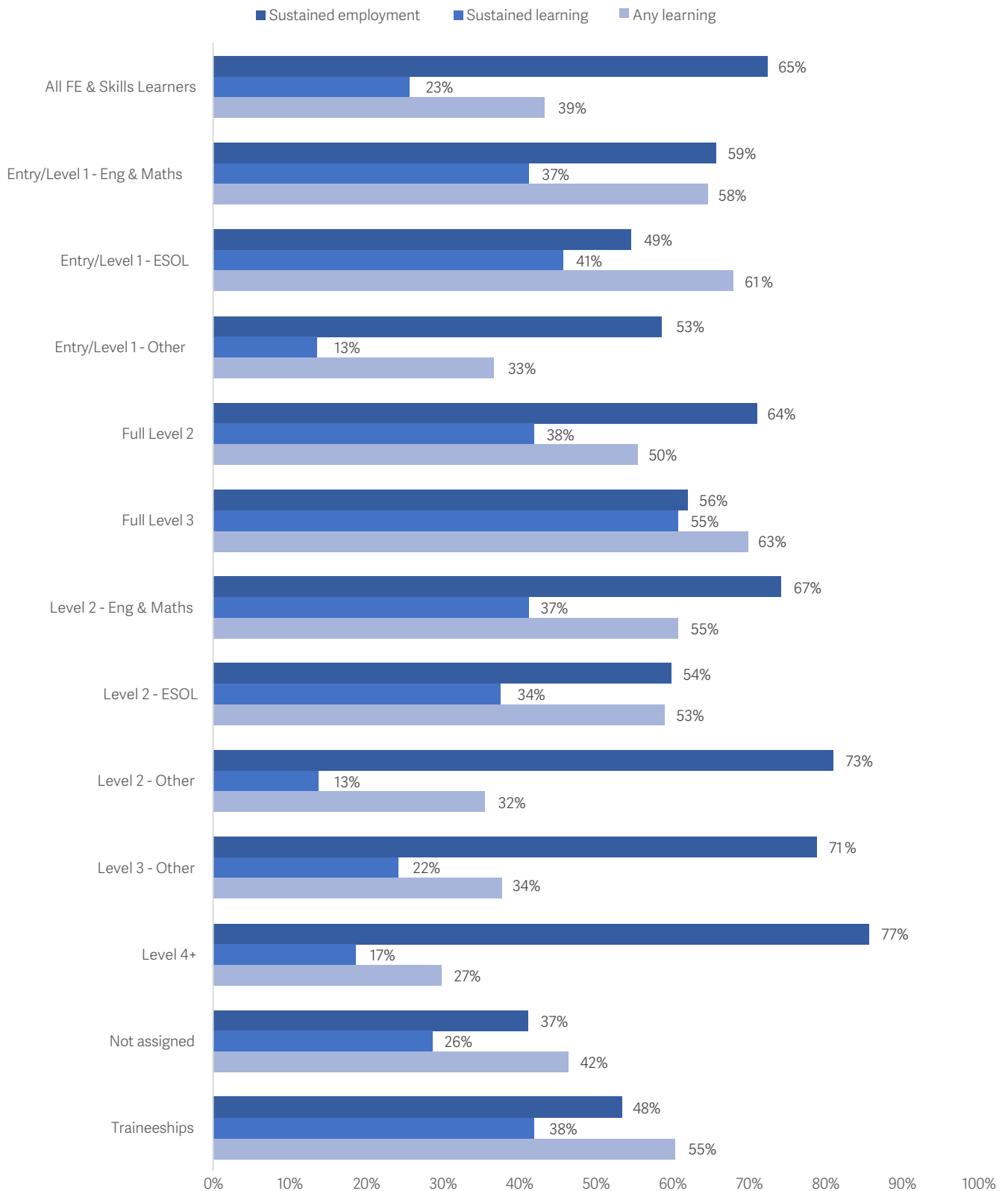
27% of 16-18-year-olds completing other qualifications at state funded and mainstream colleges in 2019/20 went on to sustain apprenticeships, slightly higher than the national average of 26%.



**Destinations of FE & Skills Learner Destinations in 2018/19
(2017/18 achievements) - Hertfordshire LEP**



Destinations of FE & Skills Learner in 2018/19 (2017/18 achievements) - England



Source: FE outcome-based success measures 2018/19 destinations, DfE (published 2021) 2018 LEP/MCA boundaries Where appropriate, disclosure control has been applied to protect confidentiality.

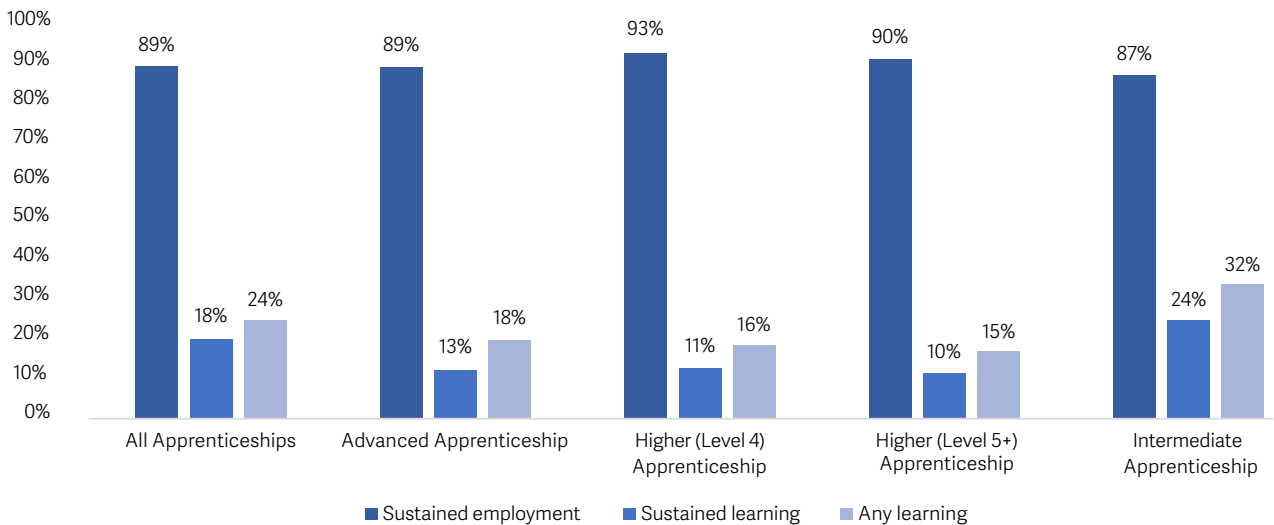


FE and Skills Destinations

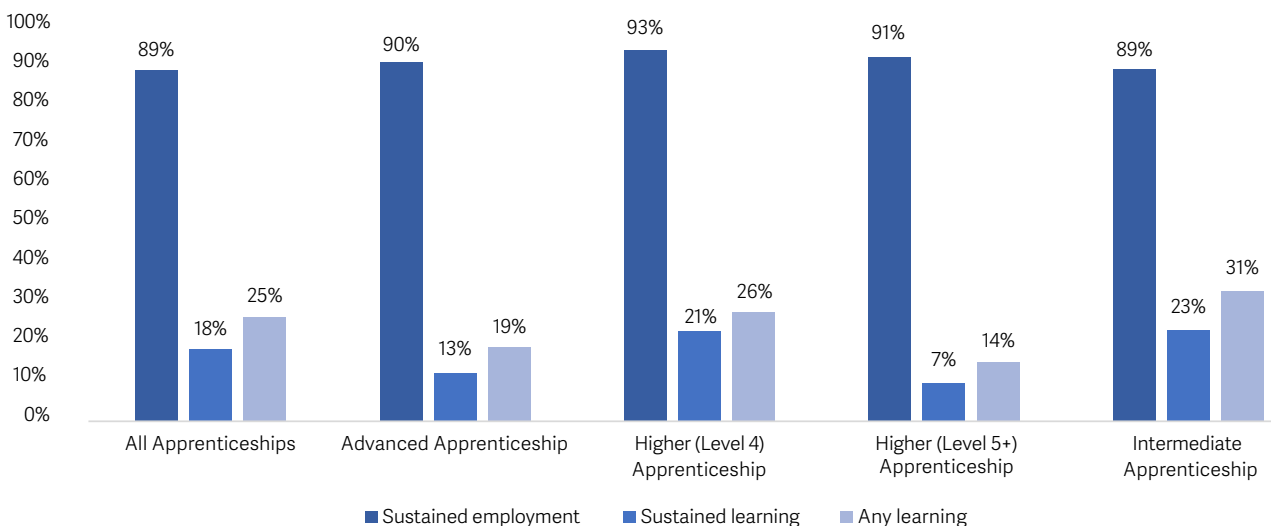
Data published by the Department for Education shows that post 2017/18 achievements, 70% of all FE and skills learners went on to sustain employment in Hertfordshire, compared with 65% nationally. A larger percentage of FE and skills learners in Hertfordshire completing English for Speakers of Other Languages (ESOL)

in 2017/18 went on to sustain employment, compared to the national average, at 55% compared to 49%. Nationally, 61% of FE and skills learners went on to sustain further learning post completion of an ESOL course compared to just 57% in Hertfordshire.

Apprenticeship destinations in 2018/19 - Hertfordshire LEP



Apprenticeship destinations in 2018/19 - England



Source: FE outcome-based success measures 2018/19 destinations, DfE (published 2021) 2018 LEP/MCA boundaries

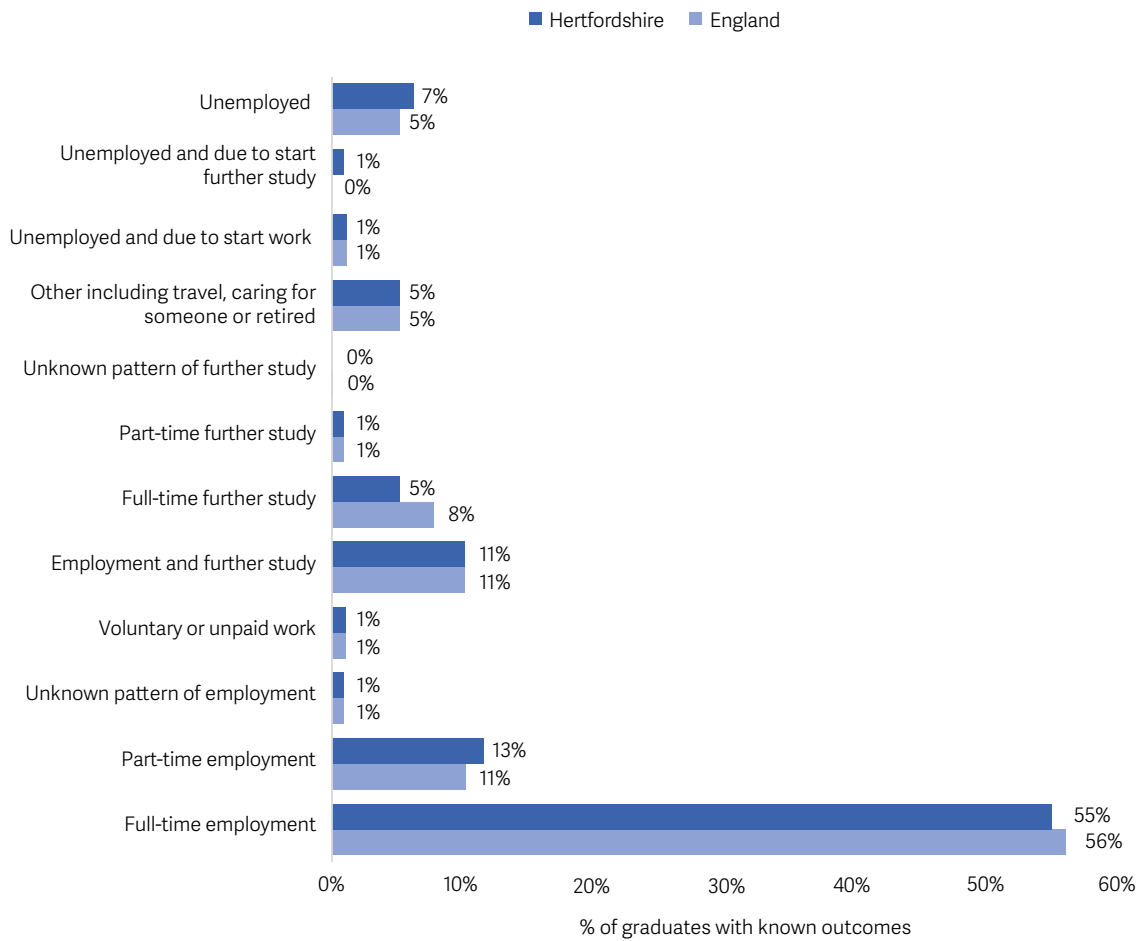
Apprenticeship Destinations

93% of residents in Hertfordshire completing higher apprenticeships went on to sustain employment, in line with the national average. Overall, 89% of total apprenticeship achievers

from 2018/19 went on to sustain employment in Hertfordshire, also in line with the national average.



Graduate destinations for 2018/19 academic year



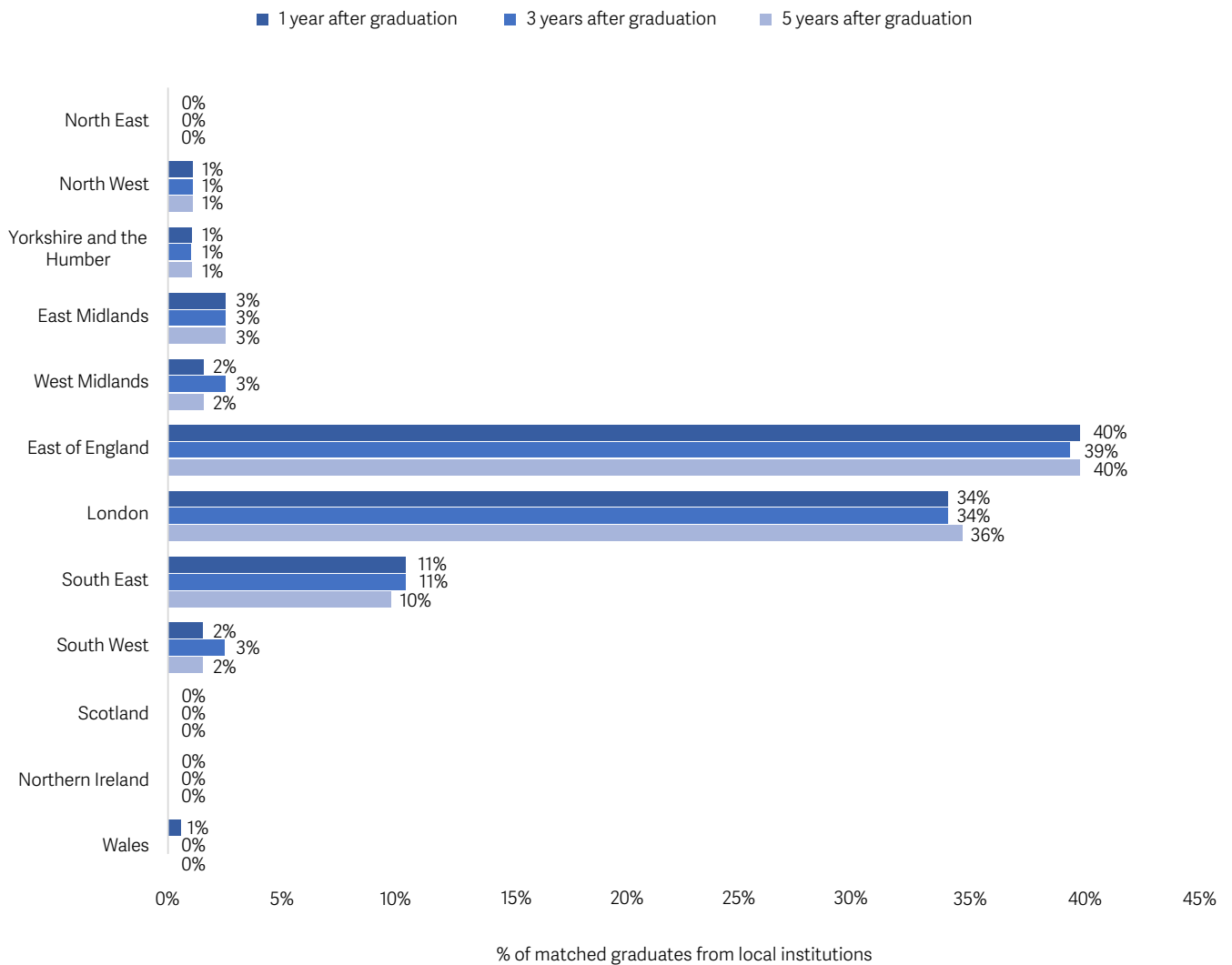
Source: HESA 2018/19 graduates (published 2021), 2020 SAP boundaries

HE Graduate Destinations

According to data published by HESA in 2021, 55% of graduates in Hertfordshire went on to full time employment post 2018/19, slightly lower than the national average of 56%. 13% went on to part-time employment, compared with 11% nationally.



Current region of residence of graduates from HEIs in Hertfordshire - 2018/19



Source: Graduate outcomes in 2018/19, DfE (published 2021), 2020 SAP boundaries

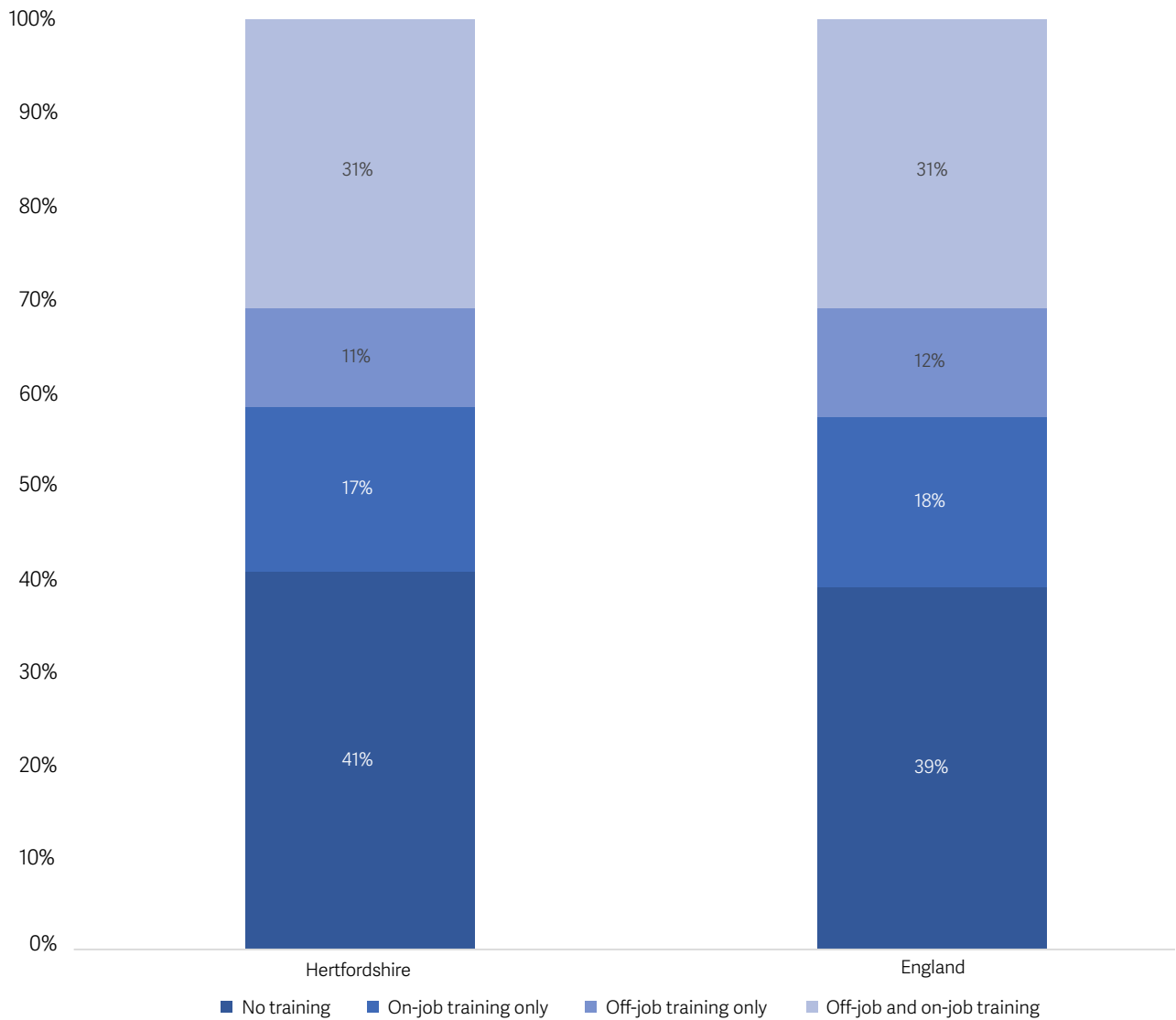
Graduate Retention

Data published by the Department for Education shows that of those that graduated from The University of Hertfordshire prior to 2018/19, 40% of students were living in the East of England one year after graduating. Three years post-graduation this figure declined to 39%, while in London the figures rose from 34% one year after graduating to 36% five years post-graduation.

This data suggests that typically 3-5 years post graduating Hertfordshire's ex-students relocate into London, potentially attracted by higher salaries.



Employers providing training over past 12 months, 2019



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

Employer Provided Training

The 2019 Employer Skills Survey results show that more employers in Hertfordshire provide no training than the national average (41% in Hertfordshire, compared with 39% nationally). 31% of employers in Hertfordshire did however provide off-job and on-job training, in line with the national figure.



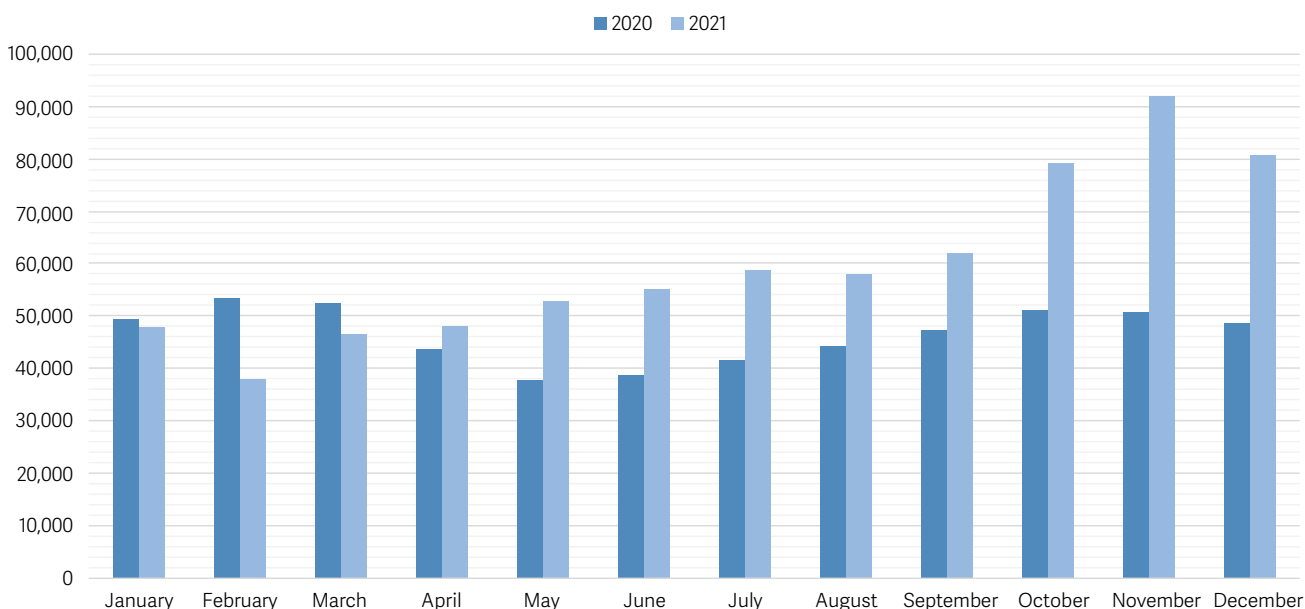
Skills Demand

Skills Demand – Summary

The COVID-19 pandemic has had a profound effect on job vacancies nationally. In 2020 many sectors were forced to temporarily shut down and place many employees on furlough with the UK governments job retention scheme. There wasn't a great demand for skills in 2020

within Hertfordshire overall. The number of job postings in Hertfordshire has steadily increased since April 2021, with the number of unique job postings in the county higher in 2021 compared with the previous year.

Count of Unique Job Postings by Month - Hertfordshire



Source: EMSI Analyst

Job Postings

According to data published by economic modelling company EMSI, there was approximately 716,000 unique job vacancies posted in Hertfordshire in 2021, 30% more than the previous year overall. EMSI's data also shows that nationally job postings were up 30% in 2021, compared to 2020.

The district in Hertfordshire with the highest number of vacancies posted in 2021 in comparison to 2020 was Dacorum, with job postings in the district up 60%. The districts in Hertfordshire with the smallest number of job postings in 2021 in comparison to 2020 were Watford (8%) and Stevenage (14%).



Sectors with highest forecast growth (2017-2027)	Sectors with lowest forecast growth (2017-2027)
1. Health and social work	1. Agriculture
2. Real estate	2. Rest of manufacturing
3. Arts and entertainment	3. Finance and insurance
4. Professional services	4. Food drink and tobacco
5. Other services	5. Engineering

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. Health professionals	2. Process, plant and machine operatives
3. Health and social care associate professionals	3. Skilled metal, electrical and electronic trades
4. Customer service occupations	4. Textiles, printing and other skilled trades
5. Teaching and educational professionals	5. Administrative occupations

Source: Working Futures, 2017-2027 (published 2020), 2017 LEP boundaries

Working futures forecasts

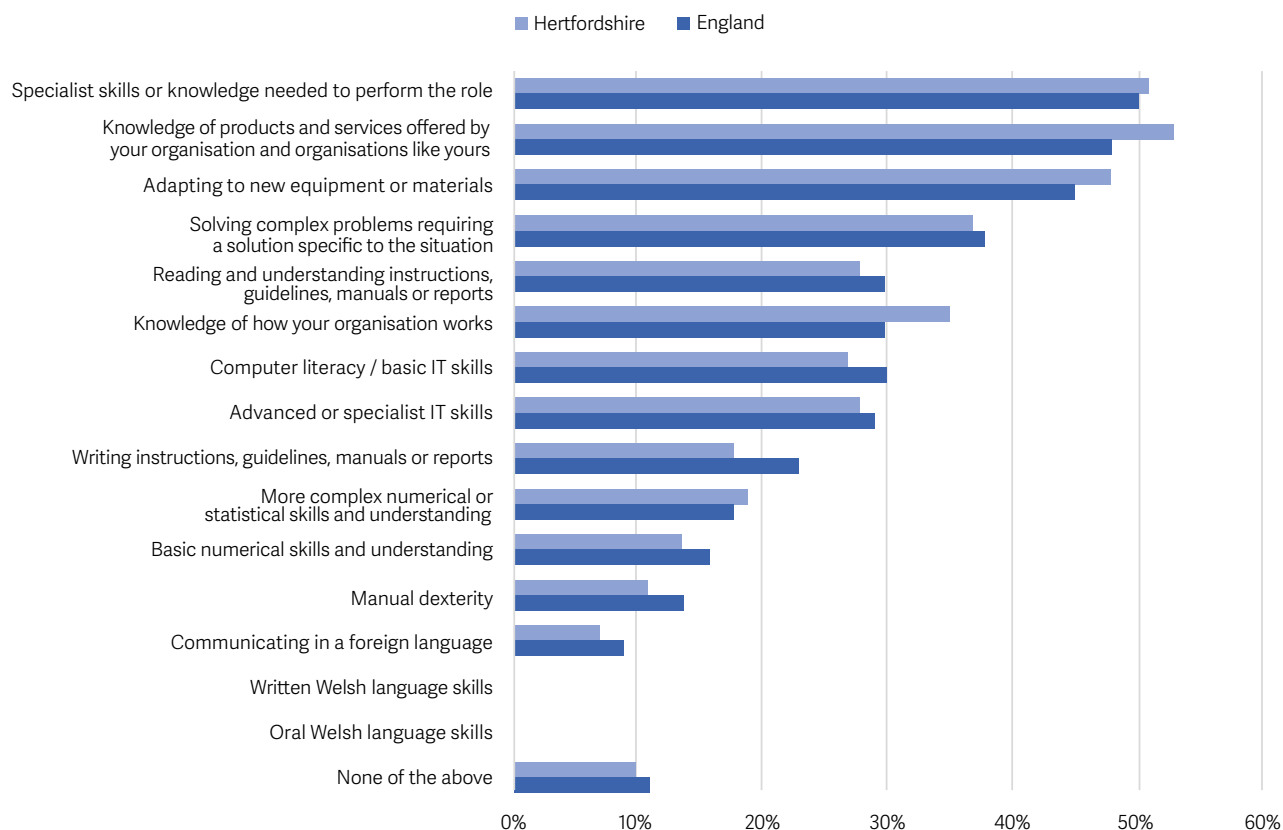
Pre COVID-19 forecasts published by Working Futures puts health and social work as the top sector with the highest growth forecast by 2027 in Hertfordshire, followed by real estate and arts and entertainment. The COVID-19 pandemic is likely to impact this significantly, particularly real estate and arts and entertainment.

The occupations with the highest growth forecasted in Hertfordshire, according to pre-COVID Working Futures data are caring personal service occupations and health

professionals. With an aging population in Hertfordshire, it is likely that caring personal service occupations will see significant growth by 2027, in line with the forecasts. Lasting effects from the COVID-19 pandemic along with an increasing population in Hertfordshire is likely to result in the demand for health professionals to increase, in line with forecasts.



Skills that will need developing in the workforce, 2019



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

Skills that need developing

According to the 2019 Employer Skills Survey 53% of establishments in Hertfordshire answered yes in response to seeing a need for the following in the next 12 months post the survey 'Knowledge of products and services offered by your organisation and organisations like yours', compared with 48% nationally.



Mapping Supply & Demand

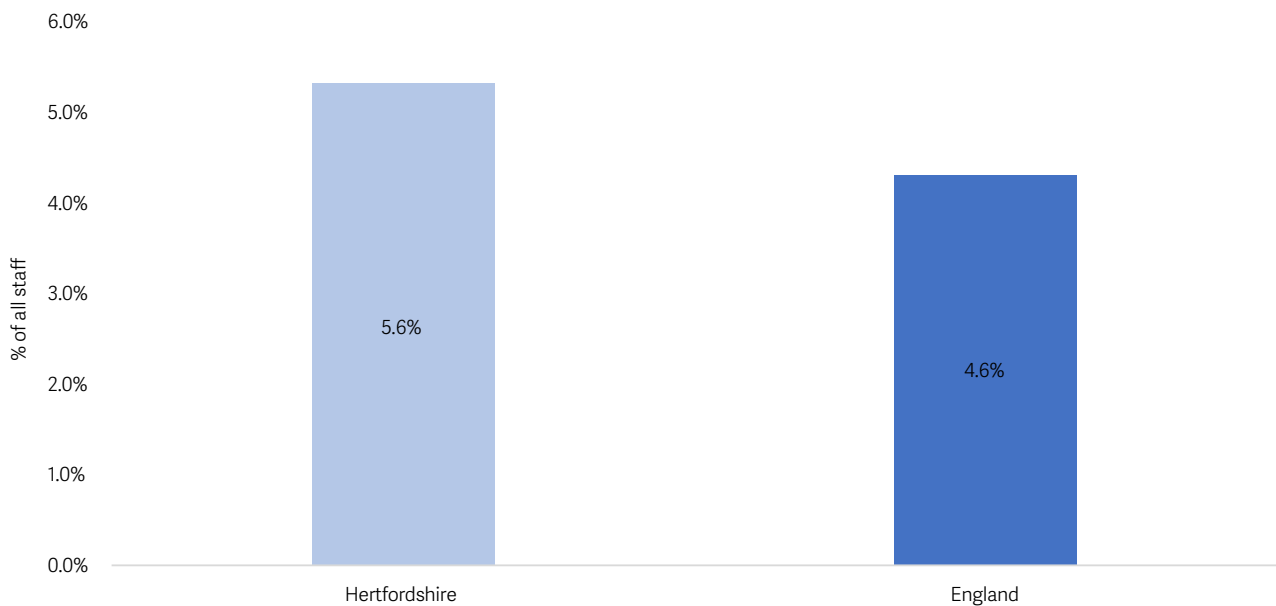
Skills Supply and Demand – Summary

Data outlining the skills supply and demand was collected prior to the COVID-19 pandemic impacting businesses. The current demand for skills may have differed with many having to find alternative jobs in different sectors. Historically it has been reported that the proportion of staff that is not fully proficient is higher in Hertfordshire than the national average.

Automation is likely to have a huge impact on future skills demand. Many occupations that are low and medium skilled are likely to be automated where possible, leaving less demand for skilled workers as human activities are

replaced with machines. The manufacturing sector is likely to become more automated in the future, but many labour-based roles are less vulnerable to automation, such as those in construction. With the demand for housing in the county increasing significantly in recent years, construction is a sector that is likely to see increasing demand within the county. Brexit may have an impact on skills supply and demand, with many low skilled jobs poorly paid and filled by migrant workers, particularly in construction.

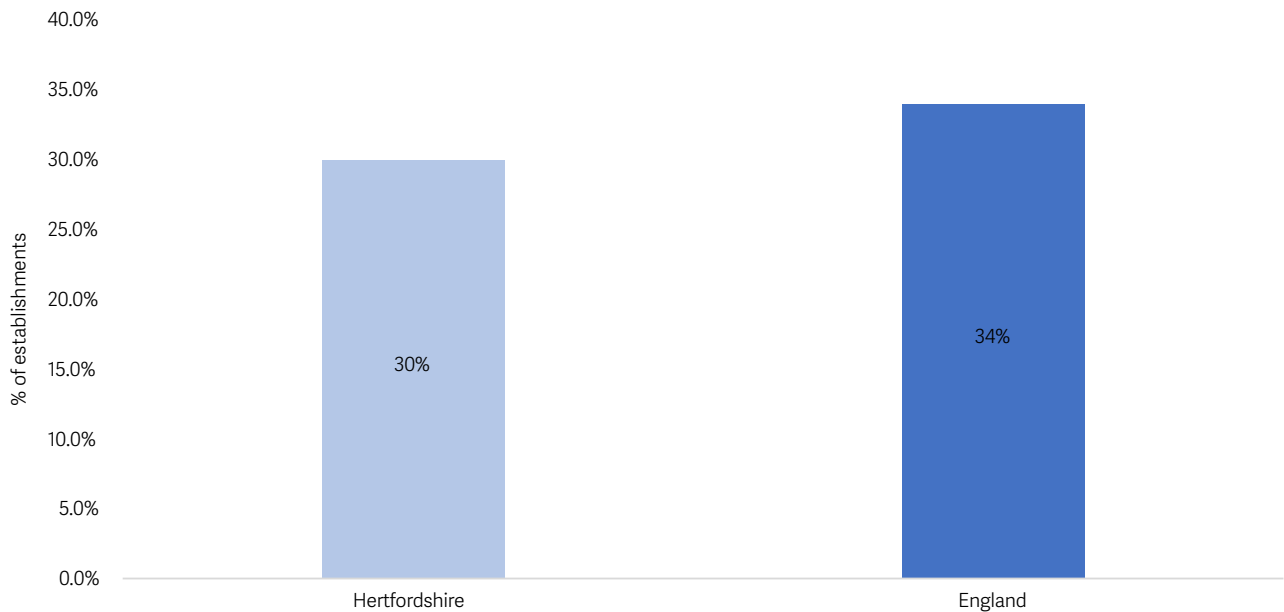
Proportion of staff not fully proficient, 2019



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



Proportion of establishments with any under-utilised staff, 2019



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

Proficiency of workforce

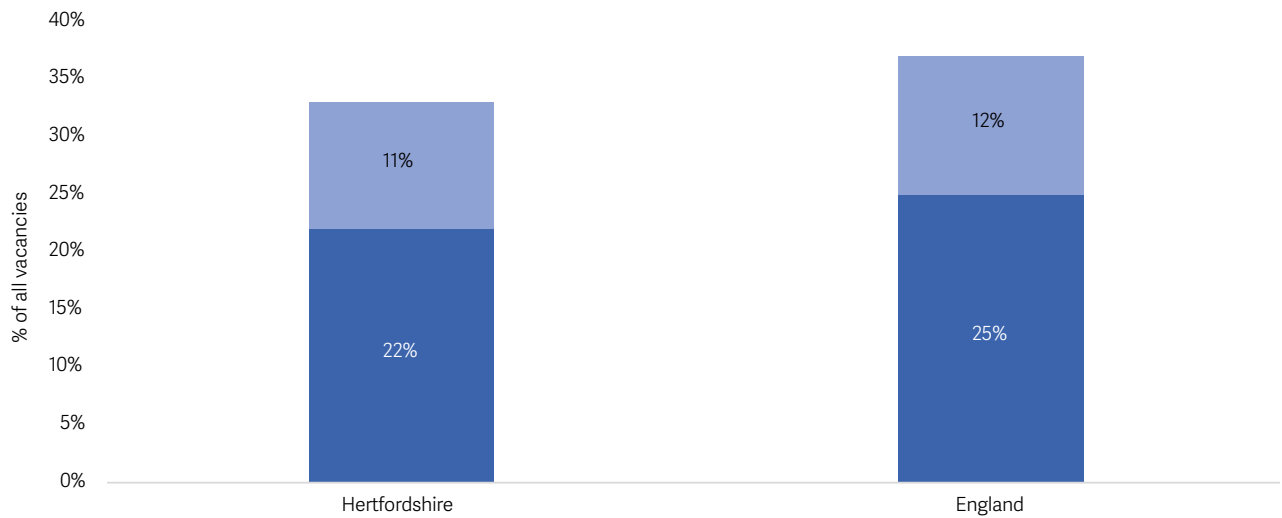
The latest Employer Skills Survey was conducted in 2019, prior to the COVID-19 pandemic. It's a UK wide survey that gathers information from over 87,000 employers in the country regarding the following topics: recruitment difficulties and skills lacking from applicants; skills lacking from existing employees; underutilisation of employees' skills, anticipates needs for skills development in the next 12 months, the nature and scale of training, including employers monetary investment, the relationship between working practices, business strategy skills development and skills demand.

Findings from the survey show that 5.6% of staff in Hertfordshire are not fully proficient, compared with 4.6% nationally suggesting there is demand for training and upskilling of existing employees in Hertfordshire.

The Employer Skills Survey also reported that only 30% of establishments in Hertfordshire had any under-utilised staff, compared with 34% nationally.



Proportion of all vacancies that are hard-to-fill due to skills shortages or other reasons, 2019



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

Hard-to-fill and Skills Shortage Vacancies

The 2019 Employers Skills Survey (ESS) shows that 22% of employer vacancies were considered skills shortage vacancies in Hertfordshire, compared with 25% nationally. This figure has come down since the previous Employer Skills Survey, which was conducted in 2017 and found that 28% of vacancies were skills shortage vacancies.

11% of Hertfordshire's vacancies were reported as hard to fill vacancies in the 2019 ESS, in line with the figure from the previous survey in 2017. This is slightly lower than the national average of 12%.



