



Education & Skills
Funding Agency



European Union
European
Social Fund

SPECIFICATION

INVITATION TO TENDER: 30379

Supply of Skills Support for the Workforce

DATE: August 2018

SPECIFICATION: Skills Support in the Workforce

DEFINITION OF TERMS

At Risk of Redundancy: means employees identified by the employer as at risk of Redundancy or where formal consultation with staff representatives on the need to make Redundancies has commenced.

Basic Skills: means one or more of the following: literacy (English); numeracy (maths) or ESOL (where English is not the participant's 'mother tongue') (at entry level or above).

Contract: has the meaning given in the terms and conditions of Contract.

Contract Period: has the meaning given in the terms and conditions of the Contract.

Contractor: means the contractor who is appointed to supply the Services in a Lot Area.

Conversion Rate: means the rates at which the ESFA expects Participants should be able to achieve the Progression Outcomes as described in Table B.

Data Capture Form: means a form provided by ESFA to ensure that the employers of Participant's meet state aid regulations.

Disability: The main national definition is as defined in section 6 of the Equality Act 2010. See link. <https://www.gov.uk/definition-of-disability-under-equality-act-2010>. which refers to a person who: (i) has a physical or mental impairment; and (ii) the impairment has a substantial and long term negative effect on a person's ability to carry out normal day to day activities.

Disabled: means a person with a Disability.

Eligible: means

- a) in respect of Strand 1, Employed individuals who are aged 16 or over who meet the Eligibility Criteria and are otherwise eligible to receive the Services ;
- b) in respect of Strand 2, Unemployed individuals, individuals who are Recently Redundant or individuals At Risk of Redundancy who are aged 16 or over who meet the Eligibility Criteria and are otherwise eligible to receive the Services .

Eligibility Criteria: means the eligibility criteria set out in European Social Fund Programme for England 2014-2020 National Eligibility Rules, linked here: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/626878/ESF_national_eligibility_rules.pdf which describe the criteria for assessing whether an individual is entitled to receive the benefit of the Services.

Employed: People are employed if they perform work for pay, profit or family gain. People are self-employed if they work in his/her own business for the purpose of earning a profit, even if they are not making a profit or are just setting up. This also includes individuals on zero hour contracts.

Enterprise: means any person engaged in an economic activity, irrespective of legal form and includes, in particular, self-employed persons and family businesses , and partnerships or associations regularly engaged in an economic activity.

Evidence Requirements: means the requirements set out in Funding Rules 2014-2020 ESF Programme ESF Specifications Deliverables Evidence requirements

Funding Rules: The document that sets out the funding and performance-management rules for the European Social Fund (ESF) 2014 to 2020 Programme for contracts operating from 1 April 2019.

IAG: Information, advice and guidance service offered to Participants by the Contractor as part of the Services.

Individual Learning Plan: means an individual learning plan as set out in the Funding Rules.

LARS: means the Learning Aims Reference Service as described here
<https://hub.fasst.org.uk/Learning%20Aims/Pages/default.aspx>

LEP: has the meaning given in the terms and conditions of Contract.

Less Developed Area: a region where GDP per capita is less than 75% of the EU-27 average (http://ec.europa.eu/eurostat/statistics-explained/index.php?title=National_accounts_and_GDP).

Lot Area: the geographical area in which the Services are required to be delivered.

Maximum Contract Value: means the maximum amount which the Contractor may be paid by the ESFA under this Contract per Lot Area, as specified in Part 4

Micro Businesses: an Enterprise with fewer than 10 employees and an annual turnover or balance sheet of less than EUR 2 million.

More Developed Area: a region where GDP per capita is above 90% of the EU-27 average, http://ec.europa.eu/eurostat/statistics-explained/index.php?title=National_accounts_and_GDP

Non-Regulated Activity: those activities that are listed as non-regulated in the Learning Aims Reference Service (LARS) on the Hub
<https://hub.fasst.org.uk/Learning%20Aims/Pages/default.aspx>

Outcome: means:

- i. a Participant Assessment and ILP Outcome (ST01)
- ii. a Regulated Learning Outcome (RQ01)
- iii. a Non Regulated Activity Outcome (NR01)
- iv. a Progression Paid Employment Outcome (PG01)
- v. a Progression Education Outcome (PG03)
- vi. a Progression Apprenticeship Outcome (PG04); or
- vii. a Progression Traineeship Outcome (PG05)

each as more particularly described in the Evidence Requirements.

Outcome Payment: means the payment to be made by the ESFA to the Contractor per Outcome achieved by a Participant (subject to the Contractor achieving the Evidence Requirements) in accordance with Part 3 (Funding Model).

Participant: means an Eligible individual who receives the Services in the Lot Area in accordance with the Contract.

Progression Outcome: means any one of: a Progression Paid Employment Outcome (PG01), a Progression Education Outcome (PG03), a Progression Apprenticeship Outcome (PG04) or a Progression Traineeship Outcome (PG05), each as more particularly described in the Evidence Requirements.

Qualifications: A formal outcome assessment and validation process, which is obtained when a competent body determines that an individual has achieved learning outcomes to, given standards.

Regulated Qualifications Framework:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/461298/RQF_Bookcase.pdf

Recently Redundant: Individuals who are Unemployed as a result of Redundancy which occurred within in the 3 months prior to the individual starting on the programme delivered.

Redundancy: where an employee is dismissed and this is wholly or mainly attributable to the employer:

- i. ceasing or intending to cease to carry on the business for the purposes of which the employee was employed by it;
- ii. ceasing or intending to cease to carry on that business in the place where the employee was so employed; or
- iii. having a reduced requirement for employees to carry out work of a particular kind or to do so at the place where the employee was employed to work

as set out in 139(1) of the ERA 1996.

Regulated Learning: are those activities that are listed as regulated in the Learning Aims Reference Service (LARS) on the Hub:

<https://hub.fasst.org.uk/Learning%20Aims/Pages/default.aspx>

Service Commencement Date: has the meaning given in the terms and conditions of the Contract.

Services: The provision of education, training or support delivered to Participants in the Lot Area in accordance with the Contract so as to achieve one or more Outcomes in respect of Participants.

Small and Medium sized Enterprises: means Enterprises which employ fewer than 250 persons and which have an annual turnover not exceeding EUR 50 million, and/or an annual balance sheet total not exceeding EUR 43 million.

Strand 1: means skills support services for the Workforce.

Strand 2: means skills support services for those Unemployed individuals, individuals who are Recently Redundant or individuals At Risk of Redundancy.

Survey: Where applicable, long term sustained outcomes, over 6 months will be monitored separately. Some ESF indicators will be collected by survey by the ESF Managing Authority directly from the Participants.

Supplementary Data Returns: means the return to claim funding based on information not collected through the Individualised Learner Record (ILR).

<https://www.gov.uk/government/publications/sfa-supplementary-data-collection>

Transition Area: a region where GDP per capita is between 75% and 90% of the EU-27 average (http://ec.europa.eu/eurostat/statistics-explained/index.php?title=National_accounts_and_GDP).

Unemployed: are persons who are: refers to persons who are without work, available for work and actively seeking work. Persons considered registered unemployed would be included. Where the period of unemployment is greater than 6 months for a person under 25 years old and greater than 12 months for who is 25 years old or older then the persons are classed as long-term Unemployed

Workforce: individuals who are Employed.

PART 1: SERVICE REQUIREMENTS

1. The Contractor shall commence delivery of the Services immediately with effect from the Service Commencement Date.
2. The Contractor shall:
 - a. undertake a robust initial assessment of eligible Participants;
 - b. deliver vocational training which must be regulated units and qualifications on the Regulated Qualifications Framework ;and

- c. be able to support individuals into higher levels of training and workplace progression; and
 - d. offer locally tailored solutions and flexible delivery to meet the skills and apprenticeship priorities of employers and employees in Lot Area
 - e. Ensure that where subcontractors are used they are fully resourced and staffed to perform their elements of the Services.
3. The Contractor shall maintain a physical operational base within the Lot Area throughout the Contract period and shall otherwise ensure it is able to provide Services to the whole of the Lot Area.
4. The Contractor shall ensure that it is fully resourced to commence delivery of the Services on the Service Commencement Date.

Management and quality assurance

5. The Contractor shall put in place and maintain effective management arrangements throughout the Contract Period. The Contractor's management arrangements shall include (without limitation) arrangements to ensure that:
 - a. the Services are delivered in accordance with this Contract;
 - b. the needs of Participants are fulfilled;
 - c. the Services are delivered to a high quality throughout the Contract Period; and
 - d. effective quality assurance and improvement processes are in place.
6. The Contractor shall ensure that the Services are flexible and responsive to local conditions, the changing economic and political landscape and take into consideration that the approach and associated processes may change during the life of the Contract. The Contractor shall make such changes to the Services as may be required by ESFA from time to time to reflect such changes.

Partnership working

7. The Contractor shall ensure that the Services complement and avoid duplication with similar existing provision, including (but not limited to) services offered to Participants by Department for Work and Pensions, Big Lottery, Mayoral Combined Authority, Education and Skills Funding Agency, local authorities, National Careers Service and the Careers Enterprise Company funded provision.
8. The Contractor shall ensure that the Services are designed to reflect local needs and opportunities and are updated from time to time to respond to changes to local needs and opportunities as well as policy changes.
9. The Contractor shall work with employers to identify their skills gaps and needs in order to drive employer growth.
10. The Contractor shall establish links with Jobcentre Plus and shall ensure that visits to public or private sector employers are made in conjunction with Jobcentre Plus and

National Careers Service wherever possible to ensure a smooth, efficient and joined up approach.

11. The Contractor shall co-operate with Jobcentre Plus when working with Jobcentre Plus clients including but not limited to notifying Jobcentre Plus:

- a. when Participants fail to attend training; and
- b. of any instances where Participants leave training due to starting work.

Market intelligence and local knowledge

12. The Contractor shall ensure that the Services are designed and delivered to:

- a. take into account conditions prevailing in the Lot Area as described in Part 4 with respect to the current employment market and the current and future social and economic indicators including labour market intelligence;
- b. target local skills shortages and gaps within the Lot Area;
- c. work alongside any existing skills support structures the Lot Area

Management information and reporting

13. The Contractor shall develop and operate a management information systems which enables the submission of data to the ESFA via the Individual Learner Record (ILR) and provides for Supplementary Data Returns.

14. The Contractor shall ensure that all evidence required to support payments is collected and retained in accordance with the Evidence Requirements before the Contractor makes a claim for payment from the ESFA. The Contractor will provide supporting evidence to ESFA on request.

15. The Contractor shall provide LEPs and the ESFA with details of the Regulated Learning and Non-Regulated Activity that is provided by its subcontractors as reasonably requested and broken down to the level requested (e.g. ward/district).

16. The Contractor shall provide ESFA with a monthly report by the 4th working day in each month setting out such performance data as the ESFA may reasonably require including (but not limited to):

- a. Participant and employer data at ward/district level covering the referral source, the qualifications offered and delivered, the cohorts supported, the employer information, the sector of employer and sector of support provided;
- b. pipeline activity;
- c. progress made against Contractor's profile for delivery of the Services;
- d. actions Contractor proposes to undertake if performance has not met the anticipated profile;
- e. current and future employer and partner engagement;
- f. where the Contractor is providing services under another contract separate returns shall be required in respect of each such contract.

17. The information listed in clause 15 above is not exhaustive. The ESFA, the LEP and the Contractor shall meet to refine these requirements prior to the Service Commencement Date.

18. The aim of the Services is to provide individuals with the opportunity to develop the skills that will enable them to progress in employment.

19. The Services to be provided by the Contractor comprise of two strands of activity:

- a. Skills support for the Workforce (Strand 1); and
- b. Skills support for Unemployed individuals, those At Risk of Redundancy or Recently Redundant (Strand 2).

Strand 1: Skills support for the Workforce

20. The Contractor shall provide the following services under Strand 1:

- a. provide support to employers to employ and develop individuals to fill intermediate (equivalent to Level 2¹), technical (at any Level¹) and higher-level (equivalent to Level 3¹ or above) skills gaps and shortages.
- b. addressing the Basic Skills needs of the Employed, particularly in Small and Medium sized Enterprises and Micro Businesses.
- c. increase the skills levels of the Employed to at least the next level up, to encourage progression within the workforce.
- d. increase the number of people with technical and job specific skills, to progress them into education, employment and apprenticeships to support business growth.
- e. increase the skills levels of Employed women to help employers to address the gender employment and wage gap.
- f. identify and promote apprenticeships to address skills gaps within the existing workforce.

Strand 2: Skills support for Unemployed individuals, those At Risk of Redundancy or Recently Redundant

21. The Contractor shall provide the following services under Strand 2:

- a. Support Enterprises (of any size) that are undergoing industrial restructuring by providing skills and employability support for their employees who are At Risk of Redundancy.
- b. Supporting Recently Redundant individuals where initial contact through previous employers has not been possible.

Engagement with the LEP

¹ <https://www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels>

22. Following the Effective Date, the Contractor shall produce a development plan using the template development plan provided by the ESFA in response to the LEP's needs and shall meet with the ESFA and the LEP to agree and finalise the development plan prior to the Service Commencement Date.

23. Such development plan may include (but is not limited to the following):

- a. research;
- b. co-ordination of labour market information;
- c. proposals to respond to skills needs of LEPs priority sectors;
- d. developing provider responsiveness; and
- e. innovation and employer engagement.

24. The Contractor shall implement the agreed development plan from the Service Commencement Date.

25. The Contractor shall support the on-going implementation of the development plan and shall provide regular updates to the LEP.

26. The Contractor shall, if required by the LEP, but at no additional cost to the ESFA participate in a local steering group including by attending regular steering group meetings and provide relevant management information upon request;

Content of the Services: the Participant's journey

Strand 1: Skills Support for Workforce

Identifying Participants

27. The Contractor shall:

- a. Actively promote the Services throughout the whole Lot Area, with particular focus on areas of highest need;
- b. identify and engage with Enterprises to identify, engage and recruit Eligible persons to be Participants within the Lot Area.
- c. employ such methods of engagement with Enterprises as it considers are best suited to maximise engagement with Eligible persons in the Lot Area.

Induction and preparation

28. The Contractor shall ensure that the Services are developed and designed to:

- a. assess each Participant's current skills profile to produce appropriate learning pathways.
- b. deliver a responsive skills programme that is tailored to the needs of the Lot Area to increase the skill levels of Participants and stimulate growth for businesses
- c. equip Participants with the skills needed to sustain employment and progress in their workplace;

- d. raise the level of attainment achieved by Participants, enabling them to improve their employment status and move them to higher levels of training or apprenticeships.
- e. enable employers to develop Participants to fill skills gaps and shortages through rigorous assessment of the employers' workplace.
- f. establish the employer's eligibility to receive support under State aid regulations by fully completing the Data Capture Form.

29. The Contractor may also provide accredited units of learning at Level 3 and above in subject areas and such provision may also be funded where these do not lead to a full Qualification. The Contractor must ensure that the activity does not duplicate or undermine national policy, including policy on grants and loans.

Delivery of training, learning and interventions

30. The Contractor shall ensure that the Services include:

- a. a training needs analysis carried out in conjunction with the employer to identify the skills needed to increase the competitiveness of the employer's business.
- b. the delivery of skills training and the promotion of apprenticeships to employees on low pay to help them progress and increase their pay and/or working hours or obtain better quality higher paid jobs. This must include support for part-time workers who wish to upskill to work additional hours and/or progress within work.
- c. the provision of locally tailored interventions and innovative approaches to meet the skills and apprenticeship priorities of employers and employees within the Lot Area.
- d. the development and delivery of bespoke packages of learning to meet the identified business needs agreed with the employer who must be engaged with in to shape and direct the Services.
- e. an innovative and flexible approach so that the Services are delivered in the workplace or at a suitable location with the agreement of the employer within the Lot Area.

IAG and ongoing support

31. The Contractor shall provide advice and guidance, personal development planning, skills development and learning and mentoring on an individual basis to each Participant.

32. The Contractor shall enable Participants to develop their skills including but not limited to the provision of mentoring and on-going support, specific vocational short courses and "bite-sized" learning.

Outcomes

33. The Contractor shall use reasonable endeavours to achieve one of the Progression Outcomes for each Participant.

34. The Contractor shall use reasonable endeavours to achieve the Conversion Rates in delivering the Services.

35. In selecting Participants, the Contractor shall take into account and use reasonable endeavours to achieve the ESF programme targets for the supply of the Services priority groups in the percentages set out in Part 2, Table A.

36. The Contractor shall use reasonable endeavours to achieve the Estimated Number of Participant Outcomes for each of the Outcomes specified in Part 5, Table C.

Discharge from the Programme

37. The Contractor shall discharge Participants from the Programme upon completion of the Individual Learning Plan.

38. The Contractor shall:

- a. Establish clear referral processes to other services and organisations for training solutions that are not provided through the Services.
- b. Conduct exit interviews with employers to assess the impact of the Services.

Strand 2: Skills support for those At Risk of Redundancy or Recently Redundant

Identifying Participants

39. The Contractor shall:

- a. Actively promote the Services throughout the whole Lot Area, with particular focus on areas of highest need;
- b. Identify and engage with relevant Enterprises to identify, engage and recruit Eligible persons to be Participants within the Lot Area.

40. The Contractors shall undertake a company training needs analysis for those Enterprises undergoing restructuring.

Induction and preparation

41. The Contractor shall ensure that the Services are:

- a. Are available regardless of how few posts within a workplace are At Risk of Redundancy. Where the number of potential redundancies exceed 20, the Contractor shall work with the Department for Work and Pensions and other partners to provide support and training.
- b. delivered to ensure that Participants have the right support and can access qualifications at a time and in a way that is to meet their individual needs.

42. The Contractor may also provide accredited units of learning at Level 3 and above in subject areas and such provision will qualify for funding where these do not lead to a full Qualification in accordance with clause 51. The Contractor must ensure that the activity does not duplicate or undermine national policy, including policy on grants and loans.

IAG and interventions

43. The Contractor shall ensure that the Services:

- a. support those Participants At Risk of Redundancy to remain with their current employer or find alternative employment.
- b. support those Participants Recently Redundant to move into employment.
- c. include the provision of the generic employability skills, including but not limited to: personal presentation skills, interview skills, basic IT skills, and which Participants require to successfully maintain, progress or gain employment.
- d. provide Participants with advice on the relevance of training/skills for the workplace so that they understand the pathways that are appropriate to their intended progression. This must be delivered in conjunction with employers where the Participant is At Risk of Redundancy;
- e. include the provision of targeted, local, relevant IAG and interventions to ensure that the training opportunities are targeted at up-skilling or re-skilling Participants to improve their employment opportunities.

Outcomes

44. The Contractor shall use reasonable endeavours to achieve one of the Progression Outcomes for each Participant.

45. The Contractor shall use reasonable endeavours to achieve the Conversion Rates in delivering the Services.

46. In selecting Participants, the Contractor shall take into account and use reasonable endeavours to achieve the ESF programme targets for the supply of the Services priority groups in the percentages set out in Part 2, Table A.

47. The Contractor shall use reasonable endeavours to achieve the Estimated Number of Participant Outcomes for each of the Outcomes specified in Part 5, Table C.].

Discharge from the Programme

48. The Contractor shall discharge Participants from the Programme upon completion of the Individual Learning Plan[

49. The Contractor shall conduct exit interviews with Participants to assess the impact of the activity.

PART 2: PROGRAMME TARGETS

Table A

	Less Developed Area	Transition Area	More Developed Area
Participants over 50 years of age	22%	20%	20%
Participants from ethnic minorities	2%	7%	18%
Participants with disabilities	10%	8%	8%
Participants who live in a single adult household with dependent children	4%	5%	5%
Participants without Basic Skills	19%	18%	18%
Female Participants	53%	49%	49%

PART 3 FUNDING MODEL

50. Subject to clauses 51 to 52 below, the Contractor shall be paid an Outcome Payment for each Outcome achieved in relation to a Participant as set out in Table B.
51. The Contractor shall only be entitled to an Outcome Payment for one Progression Outcome for each Participant who achieves a Progression Outcome within 28 days of finishing his or her Individual Learning Plan.
52. For each of RQ01 and NR01, the Contractor shall be paid for provision of Regulated Learning and Non-Regulated Activity in accordance with the Funding Rules based on the rates published in LARS. For each unit of Regulated Learning or Non-Regulated Activity the Contractor shall be paid:
- 25% of the applicable LARS rate on the Participant starting the unit; and
 - 75% of the applicable LARS rate on the Participant completing the unit.
53. The Outcome Payments listed RQ01 and NR01 in Table B are the average cost of learning per Participant. The ESFA expects Participants to be provided with access to whatever provision is required to meet their bespoke needs and the Contractor must manage these outcome charges to ensure these averages are achieved across all Participants for the duration of the Contract.
54. The Contractor shall be entitled to an Outcome Payment for the development plan provided that this is both agreed with the LEP and the ESFA and is implemented from the Service Commencement Date.
55. The Contractor shall provide ESFA with the evidence set out in the Evidence Requirements to demonstrate that payment is due in respect of an Outcome Payment. The ESFA will be under no obligation to make payment until it has received such evidence.

TABLE B Conversion Rates

Outcome	Outcome Payment	Conversion Rate
ST01 Learner Assessment and Plan	200	100%
RQ01 Regulated Learning	1179	
NR01 Non Regulated Activity	294	
PG01 Progression Paid Employment (EMP)	500	5%
PG03 Progression Education (EDU)	500	10%
PG04 Progression Apprenticeship (EDU)	600	5%
SD01 Progression within Work	250	20%
SD02 - LEP agreed development plan	20000	

PART 4: LOCAL SERVICE REQUIREMENTS

BLACK COUNTRY – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Black Country comprises of the Boroughs of Dudley, Sandwell, Walsall and the City of Wolverhampton. With a population size of 1.18m people, the employment rate is 65.1% with a jobs market of over 446,000 positions. However, the sub-region still faces major challenges that impact upon the ability of businesses to grow and individuals to achieve.

The sub-region has put in place a number of strategic documents and action plans to address current ambitions for employability, education and skills:

Black Country ESIF Strategy 2014-2020

<http://www.blackcountrylep.co.uk/about-us/black-country-plans-for-growth/strategic-european-plan> Black Country Strategic Economic Plan
<http://www.blackcountrylep.co.uk/about-us/black-country-plans-for-growth/strategic-economic-plan>

The Black Country Annual Economic Review highlights the progress made and where the focus needs to be for the future.

<https://www.the-blackcountry.com/economic-intelligence-unit/black-country-intelligence-reports/black-country-annual-economic-review>

The employment rate in the Black Country is 66.5% compared with 73.8% in England.

The number of people in the Black Country qualified to NVQ4+ is increasing, but to reach the national average of 37.9%, a further 106,660 people need to qualify at this level.

19.5% of the resident population has no qualifications, with a need for a further 83,814 individuals needing to upskill to meet the national average of 7.8%.

Sub-regionally, figures show a diverse population, with forecasts highlighting a significant ageing of the population.

Local Authorities:

Dudley MBC,
Sandwell MBC
Walsall MBC
City of Wolverhampton

Key Priorities:

Priorities are for the sectors with the largest number of jobs in the sub-region which are:

- Retail sector,
- Public Sector,

- Business Services,
- Health and Advanced Manufacturing.
- Environmental technologies and Transport.

Other priorities are:

- High Level qualifications
- Low level qualifications
- 50+

PART 5 FUNDING AND OUTCOMES

56. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

57. The contract will be for the value of £10,000,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £10,000,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	5456	200	£ 1,091,200.00
RQ01 Regulated Learning			£ 6,434,178.00
NR01 Non Regulated Activity			£ 1,608,572.00
PG01 Progression Paid Employment (EMP)	273	500	£ 136,500.00
PG03 Progression Education (EDU)	546	500	£ 273,000.00
PG04 Progression Apprenticeship (EDU)	273	600	£ 163,800.00
SD01 Progression WITHIN Work	1091	250	£ 272,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 10,000,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

CHESHIRE AND WARRINGTON – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

Cheshire and Warrington is a highly successful economy. Its economic output is greater than that of the core cities. There are world leading businesses, in world leading sectors, such as Astra Zeneca, Bentley Motors, Unilever and Jungheinrich.

However, challenges lie ahead. 120,000 new jobs are forecast by 2040. This jobs growth will be driven by the key sectors identified in the Strategic Economic Plan (SEP):- Manufacturing; Life Sciences; Energy and Environment; Chemicals; Finance and Business Services; and, Logistics and Distribution.

As well as ensuring that there will be sufficient highly skilled and adaptive people to fill the 120,000 new jobs that are forecast by 2040, there will also be replacement demand from over 230,000 jobs by 2025.

Replacement demand is the highest driver of future labour requirements in Cheshire and Warrington – particularly for manufacturing (35% of the workforce are 50+), public administration (33% of the workforce are 50+) and transport and communication (27% of the workforce are 50+).

The forecast growth and replacement demand for labour will be a major challenge with a current population growth rate of 4.2% (barely half the national rate) and with only 160,000 young people aged 5 to 18 years old in Cheshire and Warrington schools.

Cheshire and Warrington is already a net importer of workers from surrounding areas with around 126,000 people commuting into Cheshire and Warrington every day. This issue is set to become more pronounced. This is because whilst Cheshire and Warrington has relatively high numbers of workers with degree level qualifications, many of these individuals are older workers. The proportion of people aged 20-39 with degree level qualifications increased by only 1.5% between 2004 and 2012 compared to 9.6% in the UK.

Detailed information can be found in the Cheshire and Warrington Strategic Economic Plan <http://www.871candwep.co.uk/strategic-economic-plan/>

Labour market pressures are exacerbated by a clear mismatch between the skills employers need and the skills individuals choose to acquire. This is particularly true for Science, Technology, Engineering and Mathematics (STEM) and Digital skills. In Cheshire and Warrington nearly 25% of the economy is based around manufacturing compared with 10% nationally.

Manufacturing and the other key sectors identified in the Strategic Economic Plan are heavily dependent on attracting individuals who have a sound foundation of STEM and

digital related qualifications, as well as a range of the employability skills that all employers need (team working, resilience, problem solving, etc.).

The speed of change in the nature of work and the increasing levels of innovation means that Cheshire and Warrington needs employers to be at the heart of a skills and education system that is flexible and resilient.

Employers need to have closer relationships with training, skills development and education providers to help shape the curriculum and ensure that it is resilient.

Details of the Cheshire and Warrington Employment and Skills Plan can be found at www.871candwep.co.uk/resources/skills-education-plan/

Details of the local ESIF Strategy can be found at: <http://www.871candwep.co.uk/investment-programmes/european-structural-and-investment-funds/>

Local Authorities:

Cheshire East
Cheshire West
Warrington

Key Priorities:

The LEP and its partners wants to establish a more coherent curriculum offer – initially building around groups of employers in key sectors (manufacturing and engineering, pharma and life science, energy and environment, chemicals, finance and professional services, logistics and distribution) and around key geographies (Jodrell Bank, Daresbury, Alderley Park, HS2 and the Science Corridor).

The Service will enable groups of large and small employers (grouped by sector or geography as described above) to work together with training, skills development and education providers. Pooling knowledge and resources, establishing a critical mass of Participants and developing coherent packages of training and education initially with a strong focus on STEM and digital skills and the key sectors identified in the Strategic Economic Plan.

The Service will support the employment of independent and impartial skills brokers to work alongside the LEP Growth Hub to assist employers in articulating their aggregated demand for skills, and to work with consortia of training providers in the successful delivery of training packages to meet those needs.

The Service will also support the capacity of skills providers to directly engage with employers and their employees to understand and respond to their skill needs. This will result in the development of packages of support for these employers.

The packages of support will be focused on developing the skills and competencies needed by employees to work successfully in the key growth sectors.

IT and digital skills will be a key underpinning theme of all the training packages.

The packages of support to employers might include:

- Distance learning and blended learning
- Developing skills and refreshing skills for new technologies
- Developing generic training packages that can then be tailored to different businesses or sectors
- Training and peer learning for employees to gain skills at all levels (including leadership skills)
- Support for employees of businesses to share good practice and learn from each other in order to develop high performance working practices
- Wraparound support for Apprenticeships (but not direct funding of employers training or wage costs, including improvement to recruitment and assessment).

Where providers need to develop their capacity to respond and deliver identified skill needs, investment will be available with the direction of the employer-led project board to develop and increase the provider's capacity.

In addition, the Services will establish an information and communications hub that will develop and provide information on the Cheshire and Warrington labour market and employer skill needs. This will provide a resource to partners across Cheshire and Warrington with a view to improving the information underpinning the development of training packages, support for lifelong learning and the delivery of Careers Education Information Advice and Guidance.

The Contractor will work with an employer-led project board, formed with the LEP, which will establish the operational priorities for the Service in the context of the Strategic Priorities established by the Cheshire and Warrington LEP Employment, Education and Skills Board.

The Contractor will produce delivery and performance reports which can be independently verified.

PART 5 FUNDING AND OUTCOMES

58. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

59. The contract will be for the value of £6,100,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £6,100,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	3324	200	£ 664,800.00
RQ01 Regulated Learning			£ 3,920,267.00
NR01 Non Regulated Activity			£ 980,083.00
PG01 Progression Paid Employment (EMP)	166	500	£ 83,000.00
PG03 Progression Education (EDU)	332	500	£ 166,000.00
PG04 Progression Apprenticeship (EDU)	166	600	£ 99,600.00
SD01 Progression WITHIN Work	665	250	£ 166,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 6,100,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

COAST TO CAPITAL – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Coast to Capital area has the 7th biggest economy in England and there are currently some of the highest employment rates and lowest unemployment rates ever seen in the region.

It is an international gateway region, with an economy, which benefits greatly from the growth and success of Gatwick airport and the businesses, which locate here because of the airport.

The regional economy is diverse, resilient and has progressed significantly due to excellent international links and a close integration with the London economy.

Our region derives its success from a network of interconnected economic hubs and has:

- Gatwick Airport at its heart,
- Strong economic integration with London through Croydon, the capital's fastest growing borough,
- A range of internationally recognised destinations including Brighton and Chichester,
- A constellation of towns with a variety of economic and residential offers,
- A beautiful landscape that makes a direct economic contribution, attracts visitors from around the world, and raises the quality of life of the region.

Workforce

The Coast to Capital workforce is generally highly skilled; the proportion who have high-level qualifications surpasses that of the national population.

Employment has reached record levels and unemployment rates are the lowest in 13 years, however there are concerns about the quality of jobs on offer.

The UK Commission for Employment and Skills' Working Futures forecasts for our area show a rapid rise in demand for higher level skills and a steep increase in employment in higher level occupations over the period 2014 to 2020 (<https://data.gov.uk/dataset/working-futures>). It will be hard to meet this demand unless there is a substantial increase in workforce skills. In addition, our skills forecasts show that the demand for higher-level skills and qualifications in Coast to Capital is going to increase substantially by 2020. Skills shortages and gaps will act as a barrier to growth and prevent us from achieving our growth and employment objectives.

The Coast to Capital area is dominated by SMEs which tend to invest less in workforce development than larger employers, not least because of capacity constraints and because investment costs can be relatively high. We wish to see an increase in the uptake of SMEs engaging in the development of their workforce to promote career progressions, generate opportunities and increase productivity for the organisation.

It is clear that workforce skills in our region need to be addressed. Raising the workforce capabilities of SMEs and ensuring skills provision meets the needs of Coast to Capital's businesses will help promote sustainable improvements in the labour market relevance of skills provision through active engagement with employers, particularly SMEs and Micro businesses.

Whilst it is difficult to accurately predict the impact on employment of the UK leaving the European Union, it is likely that there will be shortages of labour in lower skilled jobs. It is important to ensure the Coast to Capital area is providing the potential labour market with the skills and aspiration to access these jobs and in time to progress through a career pathway.

Coast to Capital Local Enterprise Partnership's new Strategic Economic Plan (SEP) 2018-30 for the area can be found at <http://www.coast2capital.org.uk>

In addition, proposed activity must fit with the Coast to Capital ESIF strategy which can be found at http://www.coast2capital.org.uk/storage/downloads/esif_strategy-1475574393.pdf

An economic profile of the Coast to Capital area can be found at http://www.coast2capital.org.uk/storage/downloads/coast_to_capital_economic_profile_2017-1517388688.pdf

Further information about the Enterprise Zone can be found at <http://newhavenenterprisezone.com/> and an economic profile of Newhaven can be found here: http://www.coast2capital.org.uk/storage/downloads/newhaven_economic_profile_2017-1505225183.pdf

Local Authorities:

There are 17 Local Authorities within the Coast to Capital area made up of county councils, district and borough councils and a national park authority:

- Adur District Council
- Arun District Council
- Brighton & Hove City Council
- Chichester District Council
- Crawley Borough Council
- Croydon Council
- Epsom & Ewell Borough Council
- Horsham District Council
- Lewes District Council
- Mid Sussex District Council
- Mole Valley District Council
- Reigate & Banstead Borough Council
- South Downs National Park Authority
- Surrey County Council
- Tanbridge District Council
- West Sussex County Council
- Worthing Borough Council

Key Priorities:**Geography**

The Contractor must cover the entire LOT Area. We are particularly keen to see delivery in Newhaven to meet the employment and skills needs of the Newhaven Enterprise Zone, which is a joint initiative between Coast to Capital and Lewes District Council.

The Services in Croydon and Lewes District must complement, and not duplicate, the ESF funded projects available through London LEP (Croydon is in both Coast to Capital and London LEPs) and the South East LEP (Lewes District is in both Coast to Capital and SELEP).

Sectors

The new Coast to Capital SEP does not identify priority sectors but rather sector strength compared with the rest of the country. The Contractor must consider the employment and skills required for these job roles which are suitable for the target group and provide high quality skills training that is sustainable.

Priority Group

Coast to Capital seeks innovative projects that will provide flexible support and training opportunities for Participants employed in the area including, but not limited to, lower paid workers, older workers, those looking at career progression and those under threat of redundancy.

Project activities and provision may include, but not be limited to:

- support for skills shortages or needs in local areas which are not currently being addressed by employers or individuals
- training and interventions for the existing workforce at all levels (including basic skills through to higher level skills – bear in mind the credit level restrictions for training at L3 and higher) .
- support for progression in work e.g. support for intermediate, technical and advanced vocational provision for career progression.
- mid-career reviews and retraining.
- support for intermediate, technical and advanced skills for specific industries and sectors identified as driving growth in local economies in support of other relevant thematic objectives.
- digital skills to support workforce development and career progression.

PART 5 FUNDING AND OUTCOMES

60. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

61. The contract will be for the value of £1,782,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The

final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,782,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	964	200	£ 192,800.00
RQ01 Regulated Learning			£ 1,136,116.00
NR01 Non Regulated Activity			£ 284,034.00
PG01 Progression Paid Employment (EMP)	48	500	£ 24,000.00
PG03 Progression Education (EDU)	96	500	£ 48,000.00
PG04 Progression Apprenticeship (EDU)	48	600	£ 28,800.00
SD01 Progression WITHIN Work	193	250	£ 48,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 1,782,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

COVENTRY AND WARWICKSHIRE – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

Engagement in education, skills and lifelong learning is critical for the development of the Coventry and Warwickshire area. By developing a skilled and adaptable workforce, this theme will help to improve productivity, innovation, enterprise and competitiveness. It will help workers to develop the skills needed by business in a knowledge-based economy. The Services should be aimed at supporting employed residents of the Coventry and Warwickshire LEP area obtain qualifications ranging from Basic Skills to Level 4 Qualifications (within the loan policy rules).

The Coventry and Warwickshire area is likely to need up to 25,000 level 2 and level 3 engineers. Alongside this we have technical skills gaps within electrical, structural, mechanical and manufacturing disciplines with particular requirements in metrology and robotics. (Coventry and Warwickshire Local Enterprise Partnership Skills Strategy 2014). In addition to this, there is a need to replace skills gaps around leadership and management, particularly in relation to export markets; promotional activity; IT usage; product design and development; software the existing work force.

A further consideration for the Coventry and Warwickshire area is the proportion of the population that have no qualifications. The areas of North Warwickshire, Nuneaton and Bedworth and Coventry are those with the highest percentage of those people not qualified and alongside this these are also the areas of lower employment (Coventry and Warwickshire Local Enterprise Skills Strategy 2014). By targeting those who lack basic skills this priority will also promote sustainable employment and social inclusion.

Overall, skills shortage vacancies, which occur when employers cannot find people with the right skills and qualifications to do the job, now account for more than one in five of all vacancies. Almost two-thirds of all skill-shortage vacancies are attributed to a lack of technical, practical or job-specific skills. In addition to this, “Softer” skills such as planning and organisation, customer handling, problem solving, team working, communication skills have also been cited as reasons for skills shortage vacancies. (Coventry and Warwickshire ESIF Strategy p61)

CWLEP Skills Strategy https://www.cwlep.com/sites/default/files/skills_strategy.pdf

CWLEP ESIF Strategy

https://www.cwlep.com/sites/default/files/coventry_and_warwickshire_esif_priority_chapters_dec_2016_vfinal.pdf

Local Authorities:

Coventry City Council

Warwickshire County Council (upper tier)

North Warwickshire Borough Council

Nuneaton and Bedworth Borough Council

Rugby Borough Council
Stratford on Avon District Council
Warwick District Council (5 x lower tier)

Key Priorities:

Priority Groups:

- low skilled people in low paid work to help them progress
- activities to start and grow a business from promoting entrepreneurship (including social enterprises) and self-employment, to providing leadership and management training/advice within Small and Medium Sized Enterprises to develop internal capabilities and growth potential.
- upskilling and retraining for industries identified in investment strategies including training costs (including higher level skills)
- staff training and development, independent of their level of education (including higher level skills)
- structural change in the local economy to meet skills gaps at all levels, including for Small and Medium Sized Enterprises and the social economy (including higher level skills)
- those who lack basic skills and level 2 qualifications

Priority Sectors:

Advanced Manufacturing and Engineering

Construction

Retail

IT Services and digital creative

Logistics

Education

Culture and tourism

Health and social care

PART 5 FUNDING AND OUTCOMES

62. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

63. The contract will be for the value of £4,500,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £4,500,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	2449	200	£ 489,800.00
RQ01 Regulated Learning			£ 2,888,790.00
NR01 Non Regulated Activity			£ 722,210.00
PG01 Progression Paid Employment (EMP)	122	500	£ 61,000.00
PG03 Progression Education (EDU)	245	500	£ 122,500.00
PG04 Progression Apprenticeship (EDU)	122	600	£ 73,200.00
PG05 Progression Traineeship (EDU)	490	250	£ 122,500.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 4,500,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

CUMBRIA – TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

Cumbria is the second largest county in England and constitutes around 48% of the land mass of the north west. The county is home to 500,000 residents, with a workforce of 240,000 who are employed in 23,755 VAT/ PAYE registered enterprises

Cumbrian Economy

Over the past 5 years Cumbria's economy has grown faster than nationally, with growth of 22.2% in Gross Value Added (GVA) between 2011 and 2016 and was the 12th fastest LEP area in England.

Headline GVA for Cumbria at current basic prices stood at £11.9bn in 2016. Much of this growth has been driven by West Cumbria, where manufacturing performance has been particularly strong due to the stability of major manufacturing operations.

Although manufacturing GVA in West Cumbria (Allerdale, Barrow and Copeland) has performed well in the past decade, East Cumbria (Carlisle, Eden, South Lakeland) still provides the higher share of Cumbria's GVA with 55% compared to West Cumbria's 45%.

Cumbria is home to a number of large, multinational companies who are major employers, and whose impact spreads much wider through their supply chains.

Notwithstanding the significance of the large employers, our SMEs do provide the backbone of the Cumbrian economy, with 99.8% of businesses employing fewer than 250 people.

Priorities

Advanced Manufacturing

Cumbria has a long industrial heritage and manufacturing companies continue to be significant employers. Two of the UK's largest industrial sites are located in the county, involving the nuclear industry at Sellafield in West Cumbria and the submarine shipyard operated by BAE Systems at Barrow-in-Furness.

Other production units operated by multinational companies can be found throughout the county, including Pirelli Tyres, Nestlé, United Biscuits, Iggesund Paperboard, Kimberley-Clark, Heinz, Sealy Beds, GSK bio-pharmaceuticals, Innovia Films and Siemens sub-sea technologies.

Nuclear and Energy Excellence

The nuclear industry is one of Cumbria's and the UK's key assets, with a hard-won global reputation for excellence and innovation. Sellafield employs around 10,000

people, over half the UK's nuclear workforce, with thousands more in the supply chain in market-leading local companies

Rural and Visitor

Cumbria has some of the most sparsely populated areas in the country, which presents economic challenges for sustaining rural communities. However, the rural nature of the county is also one of its best assets. Cumbria is a place of magnificent land and seascapes and tremendous resources. Its topography, location, economic structure and population distribution combine to make it a unique economic area.

The Lake District National Park attracts millions of visitors each year and is widely recognised as one of the most scenic areas of England. The landscape has iconic status due to its association with famous artists and poets including William Wordsworth and Beatrix Potter. Cumbria also contains part of the Yorkshire Dales National Park. The west of the county has a stunning coastline that presents opportunities for economic growth. The north of the county hosts a significant part of Hadrian's Wall, a designated World Heritage Site since 1987, and the historic city of Carlisle

M6 Connectivity

In the UK and Eire context, North Cumbria is at the geographical centre for distribution and redistribution with ample land in key locations to increase storage and warehousing facilities. Logistics currently only represents just over 4% of employment and GVA in the county, but forecasts show potential for 6% growth in employment by 2024 - more than double the projected rate of employment growth across all sectors. Carlisle is the home of the iconic Eddie Stobart brand and Stobart Group, and both are a huge asset to the county.

The M6 provides the strategic route through the county with the connections via the A66 and A590 to the industrial areas in West Cumbria and the Furness peninsula. The recently completed Carlisle Northern Development Route improves the road connectivity to West Cumbria from the north. Although there is good rail connectivity within the county, more needs to be done to improve our infrastructure assets to ensure access to global markets.

These priorities are underpinned by 4 key economic drivers:

- Business Support
- Infrastructure
- Environmental Sustainability; and
- Skills development

These drivers are essential to grow the whole economy and in particular to maximise key economic assets for Cumbria.

More detail on these priorities and the skills investment plan supporting our ambitions can be found here:

Strategic Economic Plan - <http://www.thecumbrialep.co.uk/wp-content/uploads/2018/02/Cumbria-LEP-final-report-1-April-2014.pdf>

Skills Investment Plan - <http://www.thecumbrialep.co.uk/wp-content/uploads/2018/02/Cumbria-Skills-Investment-Plan-Final.pdf>

Local Authorities:

The service will be delivered within the Cumbria LEP area which is made up of:

- Allerdale
- Barrow in Furness
- Carlisle
- Copeland
- Eden
- South Lakeland

Key Priorities:

The Higher Level Skills Imperative

In 2014, 28% of Cumbria's working age population was qualified to Level 4 or above – an increase of five percentage points from a decade earlier.

Over the same period, the number of working age residents with no formal qualifications or qualified no higher than Level 1 fell by a combined total of approximately 34,500 residents.

Despite this improvement, Cumbria still has a higher level skills gap when compared with England as a whole, where 33% of the working age population is qualified to Level 4 or above.

It is also of some note that 41% of the replacement demand jobs in Cumbria between 2016 and 2021 (c. 27,500 jobs) are expected to be at Level 4 or above. Currently the county only has 28% of its working age population qualified to this level.

The indications are therefore that not only will it be difficult for Cumbria to meet the replacement demand challenge from a volume perspective it will also be difficult from a skills perspective.

Ensuring that future workforce development interventions are appropriately geared to developing higher level skills, and that steps are taken to stimulate the take-up of Higher and Degree Level Apprenticeships, Foundation Degrees, Masters and other higher level provision will therefore be important.

To support our 23,000 employers and their employees the LEP intends to rise to this challenge through a range of flexible interventions which may include a mixture of short vocational courses and bite size learning to secure progression into higher level skills programmes, and in particular, Higher and Degree level Apprenticeships.

This will support our identified priority sectors of:

- Advanced Manufacturing
- Construction
- Health and Social Care
- Logistics
- Nuclear
- Professional Services
- Rural Economy
- Visitor Economy

PART 5 FUNDING AND OUTCOMES

64. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

65. The contract will be for the value of £3,285,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £3,285,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1785	200	£ 357,000.00
RQ01 Regulated Learning			£ 2,105,073.00
NR01 Non Regulated Activity			£ 526,277.00
PG01 Progression Paid Employment (EMP)	89	500	£ 44,500.00
PG03 Progression Education (EDU)	179	500	£ 89,500.00
PG04 Progression Apprenticeship (EDU)	89	600	£ 53,400.00
SD01 Progression WITHIN Work	357	250	£ 89,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 3,285,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

DERBY, DERBYSHIRE, NOTTINGHAM AND NOTTINGHAMSHIRE - D2– MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The D2N2 area in the East Midlands covers the cities of Derby and Nottingham and the counties of Derbyshire and Nottinghamshire. It is one of the largest LEP areas in the country, with a population of 2.2 million, GVA of £45bn, a stock of some 72,000 businesses, and a workforce of almost 1 million people

D2N2 has a diverse economic geography: including the major cities of Nottingham and Derby, a number of significant sub-regional centres, market towns and areas of deep rurality and high environmental quality, in a rich mix of urban and rural communities across 19 local authority areas.

Much of the area's Gross Value Added (GVA) is generated in and around the two cities, which are also the main centres of population and employment, although a significant proportion (34%) of the area's economic value comes from outside the southern urban belt.

There is a marked gap between the most prosperous parts of the D2N2 area and those facing the biggest economic challenges (ranging from GVA per head of £27.6k in Nottingham and £27.3k in Derbyshire Dales to £14.4k in Gedling and £16k in Erewash).

Although the area is diverse, its places share many characteristics, notably a high concentration of manufacturing across the area, relative to the UK. The main challenges to economic growth – namely relatively low levels of productivity, skills and business density are shared across D2N2, although there are some parts that buck that trend (e.g. high productivity in Derby, driven by the presence of global giants Rolls-Royce and Toyota).

The Economic Challenge

D2N2 is one of the most important local economies in the country. One of 38 LEP areas, it has in absolute terms the 4th largest population and the 5th largest workforce outside London. However, D2N2 has only the 9th largest economy. This means that too many of our businesses just aren't productive enough.

We also have an earnings deficit. There are too many people in lower paid jobs (some 30% of people earn less than the Living Wage) and we don't have enough jobs in higher paid occupations. We also recognise that some parts of D2N2 are starting from a much lower base than others - workplace earnings range from 118% of the England average in Derby, to 65% in Mansfield.

Looking ahead to 2030, we can expect our working-age population to grow only very slightly. So, there won't be a lot of new labour coming into the economy. If we are to become a more efficient and internationally-competitive economy and, at the same time

maintain a high level of employment (and minimise unemployment), we need to find ways to produce much more output with the labour we have, as well as attracting the best talent from elsewhere.

We need to enable our workers at all levels to move up the skills escalator into more productive, better-paid jobs that are created in our transformed economy – and ensure that they are equipped with the skills they need for the jobs of tomorrow.

Our future success depends on how effective we are at managing the transition to a higher-value economy. Enabling our businesses and workers to be part of that journey will be critical, by providing opportunities and raising skills levels – recognising that local economies are starting the journey from different positions, with some having much further to travel than others.

Therefore, the Skills programme in D2N2 is a vital component of the drive towards enhancing productivity in D2N2, with the objective of creating an economy with higher-value, better-paid jobs.

The D2N2 ESIF subcommittee have agreed a set of Core Delivery Principles that define how it considers a good ESIF project should operate. They crystallise the preferred approach articulated in the D2N2 ESIF Strategy. D2N2 will consider how applications' meet the Core Delivery Principles in formulating its commentary and advice on the evidence of local strategic fit.

For further background information and research see the below:

D2N2 LEP: EU Structural and Investment Fund Strategy 2014-2020 and D2N2 Core Delivery Principles : <http://www.d2n2ta.org/european-structural-and-investment-funds/d2n2-esif-strategy-core-delivery-principles/>

D2N2 Science and Innovation Audit

http://www.d2n2lep.org/write/Documents/Research%20Reports/D2N2_SIA.pdf

D2N2 Sectoral Analysis Report

http://www.d2n2lep.org/write/Documents/Research%20Reports/D2N2_Final_Draft_Sectoral_Analysis_Report.pdf

D2N2 Technical Assistance

<http://www.d2n2ta.org/>

Local Authorities:

D2 area which includes the following local authorities (including LA's in the Sheffield City Region overlap area)

- Amber Valley
- Bolsover (SCR)
- Chesterfield (SCR)
- Derby City

- Derbyshire County Council
- Derbyshire Dales (SCR)
- Erewash
- High Peak
- North East Derbyshire (SCR)
- South Derbyshire

Key Priorities:

D2

This lot support skills developments for businesses in the post code areas for Derby City and Derbyshire.

Exploiting Derbyshire's sector strengths

D2N2 has identified 8 key sectors which are important to growth and productivity in both the D2 and N2 areas.

- Transport Equipment Manufacturing;
- Life Sciences;
- Food & Drink Manufacturing;
- Visitor Economy;
- Low Carbon,
- Transport & Logistics,
- Creative & Digital Industries; and
- Construction.

The skills support service will support businesses in Derbyshire to access funding and training to raise the skills level and competencies of the existing workforce linked to the D2N2 priorities of raising productivity within the business base. Such activities will include support businesses to :-

- address basic skill needs in maths, English and ICT
- develop communications and social mobility skills
- provide greater delivery of and access to functional English language that meets the needs of employers and support migrants to progress within the workplace
- increase skills levels at level 2,3 and 4
- increase skills levels of the age group 25 to 49 with no qualifications
- develop the "digital skills" of employed staff
- provide additional support to ensure apprenticeships are of a 'quality' to increase achievement rates
- supporting individuals who are under-employed

D2N2 ESF Provider Delivery Group

The D2N2 LEP convenes an ESF Provider Reference Group which meets quarterly, and the successful candidate will be required to attend and provide management information (both hard and soft) to the group.

The purpose of the D2N2 ESF Provider Delivery group is to promote the effective implementation of ESF funded provision in the D2N2 area by promoting cooperation, networking and exchange of best practice between providers and with local partners. It will support ESF providers to meet their contracted outputs and add value to delivery by promoting strategic alignment to current and emerging D2N2 skills, employment and inclusion priorities.

Membership of the PDG includes representatives from strategic partners such as the city and shire local authorities, DWP etc

D2N2 Skills Partnership

D2N2 LEP is currently undertaking a review of the skills governance arrangements in D2N2. The Industrial Strategy signalled the establishment of LEP Skills Advisory Panels to bring skills providers and business together to determine local growth priorities and analyse future supply and demand. The successful Contractor will be required to attend or provide management information (both hard and soft) to the Skills Partnership.

PART 5 FUNDING AND OUTCOMES

66. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

67. The contract will be for the value of £8,370,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £8,370,000.00

D2

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	4565	200	£ 913,000.00
RQ01 Regulated Learning			£ 5,383,542.00
NR01 Non Regulated Activity			£ 1,345,908.00
PG01 Progression Paid Employment (EMP)	228	500	£ 114,000.00

PG03 Progression Education (EDU)	457	500	£ 228,500.00
PG04 Progression Apprenticeship (EDU)	228	600	£ 136,800.00
SD01 Progression WITHIN Work	913	250	£ 228,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 8,370,000.00

ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

DERBY, DERBYSHIRE, NOTTINGHAM AND NOTTINGHAMSHIRE – N2 MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The D2N2 area in the East Midlands covers the cities of Derby and Nottingham and the counties of Derbyshire and Nottinghamshire. It is one of the largest LEP areas in the country, with a population of 2.2 million, GVA of £45bn, a stock of some 72,000 businesses, and a workforce of almost 1 million people

D2N2 has a diverse economic geography: including the major cities of Nottingham and Derby, a number of significant sub-regional centres, market towns and areas of deep rurality and high environmental quality, in a rich mix of urban and rural communities across 19 local authority areas.

Much of the area's Gross Value Added (GVA) is generated in and around the two cities, which are also the main centres of population and employment, although a significant proportion (34%) of the area's economic value comes from outside the southern urban belt.

There is a marked gap between the most prosperous parts of the D2N2 area and those facing the biggest economic challenges (ranging from GVA per head of £27.6k in Nottingham and £27.3k in Derbyshire Dales to £14.4k in Gedling and £16k in Erewash).

Although the area is diverse, its places share many characteristics, notably a high concentration of manufacturing across the area, relative to the UK. The main challenges to economic growth – namely relatively low levels of productivity, skills and business density are shared across D2N2, although there are some parts that buck that trend (e.g. high productivity in Derby, driven by the presence of global giants Rolls-Royce and Toyota).

The Economic Challenge

D2N2 is one of the most important local economies in the country. One of 38 LEP areas, it has in absolute terms the 4th largest population and the 5th largest workforce outside London. However, D2N2 has only the 9th largest economy. This means that too many of our businesses just aren't productive enough.

We also have an earnings deficit. There are too many people in lower paid jobs (some 30% of people earn less than the Living Wage) and we don't have enough jobs in higher paid occupations. We also recognise that some parts of D2N2 are starting from a much lower base than others - workplace earnings range from 118% of the England average in Derby, to 65% in Mansfield.

Looking ahead to 2030, we can expect our working-age population to grow only very slightly. So, there won't be a lot of new labour coming into the economy. If we are to

become a more efficient and internationally-competitive economy and, at the same time maintain a high level of employment (and minimise unemployment), we need to find ways to produce much more output with the labour we have, as well as attracting the best talent from elsewhere.

We need to enable our workers at all levels to move up the skills escalator into more productive, better-paid jobs that are created in our transformed economy – and ensure that they are equipped with the skills they need for the jobs of tomorrow.

Our future success depends on how effective we are at managing the transition to a higher-value economy. Enabling our businesses and workers to be part of that journey will be critical, by providing opportunities and raising skills levels – recognising that local economies are starting the journey from different positions, with some having much further to travel than others.

Therefore, the Skills programme in D2N2 is a vital component of the drive towards enhancing productivity in D2N2, with the objective of creating an economy with higher-value, better-paid jobs.

The D2N2 ESIF subcommittee have agreed a set of Core Delivery Principles that define how it considers a good ESIF project should operate. They crystallise the preferred approach articulated in the D2N2 ESIF Strategy. D2N2 will consider how applications' meet the Core Delivery Principles in formulating its commentary and advice on the evidence of local strategic fit.

For further background information and research see the below:

D2N2 LEP: EU Structural and Investment Fund Strategy 2014-2020 and D2N2 Core Delivery Principles : <http://www.d2n2ta.org/european-structural-and-investment-funds/d2n2-esif-strategy-core-delivery-principles/>

D2N2 Science and Innovation Audit

http://www.d2n2lep.org/write/Documents/Research%20Reports/D2N2_SIA.pdf

D2N2 Sectoral Analysis Report

http://www.d2n2lep.org/write/Documents/Research%20Reports/D2N2_Final_Draft_Sectoral_Analysis_Report.pdf

D2N2 Technical Assistance

<http://www.d2n2ta.org/>

Local Authorities:

N2 area which includes the following local authorities

- Ashfield
- Bassetlaw (SCR)
- Broxtowe
- Gedling

- Mansfield
- Nottingham City
- Nottinghamshire County Council
- Newark and Sherwood
- Rushcliffe

Key Priorities:

N2

This lot support skills developments for businesses in the post code areas for Nottingham City and Nottinghamshire.

Key employers include the Walgrave Boots Alliance, E:ON, Experian and Capital One.

Exploiting Nottinghamshire's sector strengths

D2N2 has identified 8 key sectors which are important to growth and productivity in both the D2 and N2 areas.

- Transport Equipment Manufacturing;
- Life Sciences;
- Food & Drink Manufacturing;
- Visitor Economy;
- Low Carbon,
- Transport & Logistics,
- Creative & Digital Industries; and
- Construction.

The skills support service will support businesses in Nottinghamshire to access funding and training to raise the skills level and competencies of the existing workforce linked to the priorities of raising productivity within the business base. Such activities will include support businesses to

- address basic skill needs in maths, English and ICT
- develop communications and social mobility skills
- provide greater delivery of and access to functional English language that meets the needs of employers and support migrants to progress within the workplace
- increase skills levels at level 2,3 and 4
- increase skills levels of the age group 25 to 49 with no qualifications
- develop the "digital skills" of employed staff
- provide additional support to ensure apprenticeships are of a 'quality' to increase achievement rates
- supporting individuals who are under-employed

D2N2 ESF Provider Delivery Group

The D2N2 LEP convenes an ESF Provider Reference Group which meets quarterly, and the successful candidate will be required to attend and provide management information (both hard and soft) to the group.

The purpose of the D2N2 ESF Provider Delivery group is to promote the effective implementation of ESF funded provision in the D2N2 area by promoting cooperation, networking and exchange of best practice between providers and with local partners. It will support ESF providers to meet their contracted outputs and add value to delivery by promoting strategic alignment to current and emerging D2N2 skills, employment and inclusion priorities.

Membership of the PDG includes representatives from strategic partners such as the city and shire local authorities, DWP etc

D2N2 Skills Partnership

D2N2 LEP is currently undertaking a review of the skills governance arrangements in D2N2. The Industrial Strategy signalled the establishment of LEP Skills Advisory Panels to bring skills providers and business together to determine local growth priorities and analyse future supply and demand. The successful Contractor will be required to attend or provide management information (both hard and soft) to the Skills Partnership.

PART 5 FUNDING AND OUTCOMES

68. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

69. The contract will be for the value of £8,370,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £8,370,000.00

N2

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	4565	200	£ 913,000.00
RQ01 Regulated Learning			£ 5,383,542.00
NR01 Non Regulated Activity			£ 1,345,908.00
PG01 Progression Paid Employment (EMP)	228	500	£ 114,000.00

PG03 Progression Education (EDU)	457	500	£ 228,500.00
PG04 Progression Apprenticeship (EDU)	228	600	£ 136,800.00
SD01 Progression WITHIN Work	913	250	£ 228,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 8,370,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

DORSET – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

In 2017, population estimates suggest a population of 770,700 across Dorset. Of these 453,000 are aged 16-64. Of these 383,900 are economically active. Of the economically inactive (89,200) 19,400 want a job. These are people not in employment who want a job but are not classed as unemployed because they have either not sought work in the last four weeks or are not available to start work.

Dorset is good at employing its people. In 2017, it achieved average employment and unemployment rates of 77.8% and 2.9% respectively, compared with 74.7% and 4.4% for the equivalent UK averages. It also has a number of key businesses and sectors, with good ties into supply chains in, amongst others, marine engineering and aerospace, financial and business services, creative and digital services, consumer products, and innovative new technologies in health, welfare and ageing.

The Dorset LEP strategic economic plan can be found here: <http://dorsetlep.co.uk/local-delivery/strategic-economic-plan/>

The ESIF Strategy can be found here: <http://dorsetlep.co.uk/funding/eu-funding/>

More data can be found here:

<https://www.nomisweb.co.uk/reports/lmp/lep/1925185572/report.aspx>

Local Authorities:

The current Local Authority areas are:

- Dorset County
- East Dorset,
- North Dorset,
- Purbeck,
- West Dorset,
- Weymouth & Portland,
- Bournemouth,
- Poole
- Christchurch

From April 2019 Dorset will be served by:

- Dorset Council
- Bournemouth, Poole and Christchurch Council

Key Priorities:

There should be a focus on these sectors:

Advanced Engineering & Manufacturing (including Aerospace and Marine)

- Care-tech (Care and Med-tech)
- Creative & Digital Industries
- Energy
- Financial Services & Insurance
- Nuclear
- Rural productivity (including Agri-tech)
- Tourism & Leisure

We would like there to be an upskilling at all levels but there should also be a focus on mental health barriers.

PART 5 FUNDING AND OUTCOMES

70. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

71. The contract will be for the value of £450,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £450,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	236	200	£ 47,200.00
RQ01 Regulated Learning			£ 276,679.00
NR01 Non Regulated Activity			£ 69,171.00
PG01 Progression Paid Employment (EMP)	12	500	£ 6,000.00
PG03 Progression Education (EDU)	24	500	£ 12,000.00
PG04 Progression Apprenticeship (EDU)	12	600	£ 7,200.00
SD01 Progression WITHIN Work	47	250	£ 11,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 450,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

GREATER BIRMINGHAM AND SOLIHULL – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

Skills Support for the Workforce and Redundancy in the More Developed Area of Greater Birmingham and Solihull LEP (GBSLEP) will provide Participants with the opportunity to develop the skills that will enable them to progress in employment. It will also provide support to employers to employ and develop Participants to fill intermediate, technical and higher-level skills gaps and shortages.

It will support businesses that are undergoing industrial restructuring by providing skills and employability support for their employees at risk of redundancy. The Service will also support newly unemployed Participants where initial contact through previous employers has not been possible.

GBSLEP local development need and Sectoral Scope

The Greater Birmingham and Solihull Local Enterprise Partnership (GBSLEP) is focussing on key sectors and technologies previously identified in their Strategic Economic Plan (SEP) as most likely to offer opportunities for job creation and economic growth. These sectors are: advanced manufacturing; life sciences and healthcare; business, professional and financial services; energy technologies and services; creative industries; digital technologies; emerging and disruptive technologies.

Our ambition is to ensure residents are equipped with the skills to secure and sustain employment, progress through the labour market and that the workforce is equipped with the skills that employers say they need now and to support them in the future.

There are 13 sectors where GBSLEP has a deficit of higher level skills in proportion to the national average. The most significant of these sectors are the manufacturing sector and the financial and insurance sector. Other key sectors where the region performs below the national benchmark for higher level skills include: information and communications; other services; professional services; education; transport and storage; business admin; accommodation and food; public admin; real estate; construction. In absolute terms, the deficit in NVQ L4+ is highest in manufacturing, financial services, retail and ICT. Therefore, the challenge in GBSLEP is to scale up employment growth across key sectors, while also enabling better progression for local residents to enter higher level roles.

Many jobs are available for residents with lower qualifications due to the requirements of replacement demand. Replacement demand in GBSLEP accounts for around nine times the demand from expansion. There are significant job opportunities in some GBSLEP priority sectors e.g. professional services (33,000), accommodation & food (28,000) construction (27,000), transport & storage (24,000) and ICT.

The Socio-Economic and the skills supply and demand issues:

Greater Birmingham and Solihull LEP (GBSLEP) is committed to ensuring residents can develop the skills employers require and that they can ascend a 'ladder of skills progression'. Placing an emphasis on the skills supply responding to the demand generated (particularly within the priority growth sectors) and ensuring employees are suitably skilled.

There are socio-economic challenges in GBSLEP which present barriers to inclusive economic growth. GBSLEP has an above core city average proportion of working age residents with no qualifications and lower than average proportion of working age residents with NVQ3+. Skills developed are not always the right skills available or coming through the system to meet employer needs as and when they need it.

Many parts of GBSLEP have low unemployment rates, but high unemployment and low employment is distinctly concentrated in areas of Birmingham and North Solihull. A number of these areas demonstrate a persistent 5% unemployment rate, caused by some residents with complex needs, disadvantage and facing the greatest barriers to employment. Birmingham is the only Local Authority in GBSLEP with above average unemployment rate and accounts for 77% of all unemployed in GBSLEP & 82% of claimant unemployed. ESA/Incapacity Benefit Claimants more widely dispersed. There are 53 Middle Layer Super Output Areas (MSOA) neighbourhoods in Birmingham & North Solihull which have a claimant unemployment rate of 5%+. These neighbourhoods account for 50% of all GBSLEP claimants.

No qualifications rate: GBSLEP (11.5%) has a greater proportion of working age residents with no qualifications compared to the UK (8.0%) and the LEP core cities (9.6%) average. 55% of those with no qualifications are inactive (78,900) and 38% employed (55,000). 30% of those with no qualifications are Asian/Asian British. Asian/Asian British residents in GBSLEP more likely to have no qualifications than those from across England as a whole (24% compared to 16%). GBSLEP is one of only two Core City regions with more individuals with no qualifications, than individuals with NVQ L1; this is predominantly in Birmingham. A reduction of nearly 40,300 residents with no qualifications is required to match the UK average. 37% of those with no qualifications and 29% of all below NVQ L3 are aged 50-64 years.

Qualifications rate: GBSLEP has a weak skills profile for the local working age population, with a lower proportion with higher level skills and a higher proportion with no qualifications - when compared to the national average and core city average. Those with qualifications below NVQ L2 far more likely to be unemployed. GBSLEP has above average unemployment rates for those with lower skills than UK as a whole.

Employment rates are below average across all age & gender groups. Across GBSLEP, we are 7pp below the national average in terms of employment rates for working age residents, but slightly higher than national average for unemployed and inactive status.

Raising skill levels are of fundamental importance to optimise the benefits of local investment and our key growth sectors and this in turn raises income levels. To match the UK average, GBSLEP requires an additional 62,000 NVQ Level 3+ qualifications (mostly at NVQ L4+) and a reduction of nearly 59,000 in number with no qualifications required. 54% of GBSLEP residents with no qualifications are inactive (90,500) and

39% employed (65,400). Only one in three unemployed or economically inactive residents has NVQ L3+ Qualifications.

GBSLEP has a lower rate of Apprenticeship starts among 16-18 and 19-24 year olds than England, but above average among those aged 25+.

To address the above challenges, GBSLEP has developed a delivery plan which aims to tackle the market failures and challenges identified as common to all the growth sectors. The delivery strategy is designed to prepare as many local people as possible to be fit to take advantage of the jobs of the future. The aspiration is not just that people can be employed but that they can be productively employed in skilled jobs which benefit the local economy as well as themselves.

There is a distinct need to address the general skills gap for residents who are currently employed or under-employed and who are seeking to up-skill to enable them to progress in the workplace. There is a need to support the basic and low skills needs of employed people, particularly in SMEs and micro businesses. Training is also needed for those residents with low level skills in Maths, English and ICT, to support them in finding work or progressing in work and to continue to upskill and to help them to increase their pay and working hours or obtain better quality higher paid jobs and move out of poverty (including support for part time workers).

The Contractor will work in partnership with GBSLEP and other ESF project providers of skills support and collaboratively with chambers of commerce and relevant Growth Hubs in GBSLEP to scale up outcomes.

Successful delivery of Skills Support for the Workforce will support these strategic aims by helping to address the skills gaps identified, while also assisting residents with broader skills development to access higher level employment. In turn, this will help to develop a more resilient business and skills base that are readily able to adapt to economic, political (i.e. Brexit) and industrial changes such as automation, technological change and innovation, thus reducing the risk of redundancy.

Follow the links for GBSLEP local strategies and plans:

GBSLEP Strategic Framework: <https://gbslep.co.uk/wp-content/uploads/2017/06/GBS-LEP-Strategy-for-Growth.pdf>

GBSLEP ESIF Strategy: https://gbslep.co.uk/wp-content/uploads/2017/06/GBSLEP_A4_070214_v8.pdf

GBSLEP SEP: <https://gbslep.co.uk/wp-content/uploads/2017/06/SEP-2016-30.pdf>

Local Authorities:

Birmingham

Bromsgrove

Redditch

Solihull

Wyre Forest Local Authorities

Key Priorities:

GBSLEP want to ensure the employment skills eco-system is demand led, and respond to the local skills needs generated, for example, by:

- Planned economic investment and major economic development initiatives, including HS2, the Enterprise belt and the Enterprise zone; UK Central, and the Commonwealth Games;
- The Priority Growth Sectors identified in the GBSLEP Strategic Economic Plan: advanced manufacturing; life sciences and healthcare; business, professional and financial services; energy technologies and services; creative industries; digital technologies; emerging and disruptive technologies;
- Sectors where there is significant job replacement demand or are key to local business needs: Health and Social Care, particularly Adult Care ; Transport and Logistics, Retail; Hospitality and Tourism; Construction and Infrastructure, Digital and Tech; Food and Drink; Emerging Technologies;
- Businesses which are new to the GBSLEP more developed area and those that are planning direct foreign investments.

PART 5 FUNDING AND OUTCOMES

72. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

73. The contract will be for the value of £3,600,000 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £3,600,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1957	200	£ 391,400.00
RQ01 Regulated Learning			£ 2,308,032.00
NR01 Non Regulated Activity			£ 577,018.00
PG01 Progression Paid Employment (EMP)	98	500	£ 49,000.00
PG03 Progression Education (EDU)	196	500	£ 98,000.00
PG04 Progression Apprenticeship (EDU)	98	600	£ 58,800.00

SD01 Progression WITHIN Work	391	250	£ 97,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 3,600,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

GREATER BIRMINGHAM AND SOLIHULL –TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

Skills Support for the Workforce and Redundancy in the Transitional Area of the Greater Birmingham and Solihull LEP (GBSLEP) will provide Participants with the opportunity to develop the skills that will enable them to progress in employment. It will also provide support to employers to employ and develop individuals to fill intermediate, technical and higher-level skills gaps and shortages.

It will support businesses that are undergoing industrial restructuring by providing skills and employability support for their employees at risk of redundancy. The service will also support newly unemployed Participants where initial contact through previous employers has not been possible.

The Southern Staffordshire Sectoral Structure

There are 8 sector areas where the proportion of employment is higher than the national benchmark. These include the Manufacturing sector (approx. 14%) which represents the highest proportion of total employment in the region (BRES, 2016). Key Advanced Manufacturing and Engineering Companies in the area include Gestamp, Finning UK, ATP, and LineCross; whilst Moog, Jaguar Land Rover and ZyteK are also in close proximity to the districts. Construction, motor trades, wholesale, retail, arts, transports and storage, accommodation and food all represent sectors with higher employment proportions than the national average. Further large employers include Amazon in Rugeley and Molson Coors in Burton-Upon-Trent. The retail sector is also forecast to grow with the forthcoming Mill Green Retail Designer Outlet in Cannock due to open in 2020.

However, there are key sectors where the region performs below the national benchmark, for example in the professional, scientific and technical sector there is a -2.5% gap to the national average (BRES, 2016). There is also a relatively sizeable Digital/ICT sector gap between Southern Staffordshire and the England average. Business Administration and Support Services saw a -14.7% decrease over 2015-2016 (latest BRES data, 2016). Therefore, the challenge is to scale up employment growth across key sectors, while also enabling better progression for local residents to enter higher level roles.

The Socio-Economic and Skills Landscape

There are socio-economic challenges in Southern Staffordshire, which present barriers to inclusive economic growth. Parts of Southern Staffordshire consist of some of the most deprived areas in the country. For example, in Cannock Chase 19% of children aged under 16 are in families which are in receipt of out-of-work benefits or tax credits with a reported income which is below 60% median income. In Tamworth this figure is even higher at 19.7%. This demonstrates a strong need to raise income and skills levels in key areas of deprivation across Southern Staffordshire.

Raising skill levels are of fundamental importance to optimise the benefits of local investment. This in turn raises income levels. Not enough people are educated to level 4 and above within the region. All four Southern Staffordshire districts are significantly below the national average for higher level skills. In Tamworth, only 16% of working age residents are educated to level 4 and above compared to 38.3% nationally meaning that is over 20pp below the national average in terms of higher skills. Other Southern Staffordshire districts such as Cannock fare little better with a +10pp gap to the national average in terms of higher skills (APS, 2017).

While Southern Staffordshire performs better than the Staffordshire and England average at level 1, there is a gap to these averages at level 2 and level 3. Indeed the gap to the national average increases per level. This indicates a significant need to improve outcomes at both the basic, intermediate and higher levels.

While apprenticeship starts have increased as a total there has been a decline in the number of higher apprenticeships between 2015/16 to 2016/17 by -7.7% (FE Data Library: Apprenticeships, 2017). This again indicates a lack of progression from the basic and intermediate levels to higher level apprenticeships.

The poor level of skills progression performance in the Southern Staffordshire region affects innovation, business growth and the local occupational structure. In areas such as Cannock and East Staffordshire the proportion of higher-level occupations, e.g. Managers and Professionals are again significantly below the national average.

The claimant count in Southern Staffordshire has increased by 35.9% over the past year. The rise in youth claimants has been significant with a percentage increase of +26.4%, but the proportion of claimants of over 50s have increased faster, also by +35.9%. This indicates the need for targeted interventions for older people in Southern Staffs, particularly as it is an area with a significant ageing population. As the economy becomes increasingly digitised and exposed to technological innovation, it will be particularly important to upskill and reskill the older population in areas such as digital skills (NOMIS: Claimant Count by Sex by Age, 2018).

There are also gender disparities in terms of employment rates, with the percentage point gap between male and female employment rates greater in Southern Staffs, than in both Staffordshire and England (APS, 2016). This demonstrates a need to reduce disparities between male and females in terms of economic opportunity.

To address the above challenges the GBSLEP has developed a delivery plan which aims to tackle the market failures and challenges identified as common to all the growth sectors. The delivery strategy is designed to prepare as many local people as possible to be fit to take advantage of the jobs of the future. The aspiration is not just that people can be employed but that they can be productively employed in skilled jobs which benefit the local economy as well as themselves.

The Contractor will work in partnership with The Southern Staffordshire Employment and Skills Board, which serves to strategically respond to the sub-regional needs of the area for the GBSLEP and collaboratively with chambers of commerce and relevant Growth Hubs to scale up outcomes.

Successful delivery of Skills Support for the Workforce will support these strategic aims by helping to address the skills gaps identified, while also assisting residents with broader skills development to access higher level employment. In turn, this will help to develop a more resilient business and skills base that are readily able to adapt to economic, political (i.e. Brexit) and industrial changes such as automation, technological change and innovation, thus reducing the risk of redundancy.

Follow the links for GBSLEP local strategies and plans:

GBSLEP Strategic Framework: <https://gbslep.co.uk/wp-content/uploads/2017/06/GBS-LEP-Strategy-for-Growth.pdf>

GBSLEP ESIF Strategy: https://gbslep.co.uk/wp-content/uploads/2017/06/GBSLEP_A4_070214_v8.pdf

GBSLEP SEP: <https://gbslep.co.uk/wp-content/uploads/2017/06/SEP-2016-30.pdf>

Local Authorities:

Cannock Chase

Lichfield

Tamworth and East Staffordshire LAs (known as Southern Staffordshire)

Key Priorities:

GBSLEP want to ensure the employment skills eco-system is demand led, and respond to the local skills needs generated, for example, by:

- Planned economic investment and economic development initiatives, including HS2, the Enterprise belt and the Enterprise zone; UK Central, the Commonwealth Games and the Mill Green Development Retail Outlet
- The Priority Growth Sectors identified in the GBSLEP Strategic Economic Plan: Advanced Manufacturing & Engineering; Digital and Creative Industries, Life and Health Sciences, Low Carbon and Environmental Technologies and Services, Business, Professional and Financial services;
- Sectors where there is significant job replacement demand or are key to local business needs: Health and Social Care, particularly Adult Care ; Transport and Logistics, Retail; Hospitality and Tourism; Construction and Infrastructure, Digital and Tech; Food and Drink; Emerging Technologies;
- Businesses which are new to the GBSLEP transitional area and those that are planning direct foreign investments

PART 5 FUNDING AND OUTCOMES

74. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

75. The contract will be for the value of £4,005,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £4,005,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	2179	200	£ 435,800.00
RQ01 Regulated Learning			£ 2,569,031.00
NR01 Non Regulated Activity			£ 642,269.00
PG01 Progression Paid Employment (EMP)	109	500	£ 54,500.00
PG03 Progression Education (EDU)	218	500	£ 109,000.00
PG04 Progression Apprenticeship (EDU)	109	600	£ 65,400.00
SD01 Progression WITHIN Work	436	250	£ 109,000.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 4,005,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

GREATER CAMBRIDGE AND GREATER PETERBOROUGH – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The economic geography of Greater Cambridge Greater Peterborough is complex and diverse. The region is a high net contributor to the Exchequer and the cities of Cambridge and Peterborough are amongst the fastest growing in the country. However, this success has not been achieved across all areas and there are areas of deprivation that the LEP European Structural and Investment Funds (ESIF) Strategy is seeking to address. Alongside the attainment of recognised qualifications, equipping young people and adults with the right skills matched to the needs of businesses in the modern economy is vital.

The Combined Authority is currently in the process of developing their skills strategy. This will be informed through the work of the Cambridgeshire & Peterborough Independent Economic Review (CPIER). The full report will be available shortly. The final report will set out the context and economic potential of the Combined Authority area and will be used to inform strategic investments and the future work of the Combined Authority.

Previously, the LEP had commissioned a report to support the Area Review in December 2016 and provide partners and providers with a summary of 'Skills Conclusions' for the local area. This provides detail on key occupations that are underpinning our economy. Alongside it sits a report on the vacancies (and common skills requested in adverts) over the last year across our area.

If you would like to receive a copy of the areas ESIF Strategy, Area Review Skills Conclusion, and Emsi reports on local job posting and the local business profile please contact: info@cambridgeshirepeterborough-ca.gov.uk (stating ESF Funding in the subject line) or call 01480 277180 and ask to speak to someone in the ESF team.

Local Authorities:

The LEP area covers 14 Local Authority districts. South Lincolnshire is a relatively recent addition to our area and ESF funds to support South Holland and South Kesteven were allocated to Lincolnshire LEP. In addition, we have the Cambridgeshire & Peterborough Combined Authority that makes up 6 of the 14 Local authority districts within our area. The Whole of the Combined Authority area is contained within this LEP area. With the exception of Rutland, all other local authority areas are also part of another neighbouring LEP. The Wider LEP foot print can be seen below.

The target area is;

Cambridgeshire & Peterborough Combined Authority area

- Fenland
- Huntingdonshire

- East Cambridgeshire
- Cambridge and
- South Cambridgeshire
- Peterborough

Other areas included which form part of the wider LEP area are;

- Rutland
- West Norfolk & Kings Lynn
- St Edmundsbury
- Forest Heath
- The borders of South Holland & South Kesteven are eligible areas to support the delivery of provision where this focuses on the north side of the Combined Authority Area e.g. Peterborough or around Rutland. Any bids focused solely on the South Lincolnshire should be routed towards the Lincolnshire LEP call.

North Hertfordshire will be covered by the Hertfordshire LEP and Uttlesford will be covered by South East LEP.

Key Priorities:

The Combined Authority has a number of key strategic partners and would want to ensure the Contractor work closely with them to maximise the impact of activity, avoid duplication with existing provision and support local implementation. This would include our neighbouring LEPs, government agencies and local groups and networks. The exact bodies will vary by specification, but we would expect to hold joint briefing sessions for the Contractor to inform the development of the LEP development plan (SD02). If activity delivers across shared area with other LEPs we will need to manage this in partnership with the LEP to ensure we avoid confusion and duplication.

Geography

A key focus of the Combined Authority is supporting the economic growth across our market towns. Focus on SME's in the following areas;

- St Neots
- Chatteris
- March
- Littleport
- St.Ives
- Whittlesey
- Ramsey
- Ely
- Soham
- Huntingdon
- Wisbech (garden town)

In addition, we would welcome a focus on our Enterprise Zones;

- Alconbury Weald
- 5 sites of the Cambridge COMPASS (Ely, Cambourne, Waterbeach, Northstowe New town and Haverhill)

It would equally be beneficial to focus on SME's that are clustered around smaller areas such as industrial estates, in order to aggregate demand for skills and support financially viable delivery models.

Redundancy support will of course be responding to need and could be anywhere across the LOT Area.

Sectors

Previous projects have targeted employers on a sector basis, but our experience has identified that this is not necessarily the only or best model of stimulating demand for skills in a way that is easy to respond to. Targeting of SME's has been more effective where it is focused on networks, areas or locations where they can be found or services that SME's already engage with. It is expected that the Contractor utilise various appropriate engagement methods and do not solely recruit by sector. Activity should be employer led and not predetermined.

We would really welcome proposals that utilise organisations such as the Chamber of Commerce and The Federation of Small Businesses to access the SME market.

Having said that the following are sectors of importance either in terms of economic growth or skills needs generally across the area.

- Agriculture & Food
- Advanced Manufacturing
- Life Sciences
- Logistics
- IT & Digital
- Health & Social Care
- Construction

Redundancy support will of course be responding to need and could relate to any sector.

Priority Group

We are keen to see activity that supports re-training, multi skilling and career progression or aids employees to retain their current employment after periods of illness.

A particular focus might be to support leader's managers and supervisors to be more effective at managing a diverse workforce by enhancing their ability to support employees that might otherwise be disadvantaged, disengaged or unproductive because they are;

- new to the workplace
- returners to work
- suffering from mental health issues
- Have a learning difficulty or disability

PART 5 FUNDING AND OUTCOMES

76. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

77. The contract will be for the value of £3,796,047.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £3,796,047.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	2065	200	£ 413,000.00
RQ01 Regulated Learning			£ 2,434,389.00
NR01 Non Regulated Activity			£ 608,608.00
PG01 Progression Paid Employment (EMP)	103	500	£ 51,500.00
PG03 Progression Education (EDU)	207	500	£ 103,500.00
PG04 Progression Apprenticeship (EDU)	103	600	£ 61,800.00
SD01 Progression WITHIN Work	413	250	£ 103,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 3,796,047.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

GREATER LINCOLNSHIRE – TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

Greater Lincolnshire has a population just over one million, dispersed over a large land mass almost double the size of Cornwall. There are around 44,000 businesses in the area and over 90% of these businesses have fewer than 10 employees. As a consequence engaging with employers across the whole of the LEP area can be challenging. Finding viable cohort sizes in our many rural economies is a well-known local barrier to learning.

The economy of Greater Lincolnshire has many strengths and the LEP's place marketing tool www.marketinglincolnshire.com highlights some of these advantages.

The Greater Lincolnshire Strategic Economic Plan, related sector strategies and the European Structural Investment Fund strategy are available on the website <https://www.greaterlincolnshirelep.co.uk/priorities-and-plans/strategies-and-plans/>

The skills section of the LEP website has additional research including a large evidence base collected for the Area Review. See <https://www.greaterlincolnshirelep.co.uk/priorities-and-plans/priorities/priority-skills/>

The LEP has a number of private sector led Boards that contribute to its strategies, including the Employment and Skills Board, the Manufacturing Board, the Food Board and the Visitor Economy Board. The Employment and Skills Board (ESB) works with a large number of stakeholders with the aim of influencing the training offer to business and residents so that it better meets local need. Local businesses continue to complain about the high volume of cold calls in relation to training and the ESB advocates a face to face, local solution with a collaborative and seamless approach where practical.

There are significant and growing numbers of high value jobs in the LEP area and forecasts show that future job vacancies will require practical and technical skills *at a higher level than those currently held by the local labour market*. An ageing workforce adds to the challenge. Recent analysis of local Level 3 technical learning in relation to the availability of Level 3 technical jobs shows a mismatch.

In order to boost the economy and create the workforce that can fill the 200,000 job vacancies that are predicted to be available over the next ten years (as our industries grow, and as people retire) the LEP seeks to upskill all residents, in all sectors, across all communities. All Participants are to be supported to help achieve our local objectives. The LEP seeks to lift all Participants to the next level and beyond, Those with no qualifications progressing to a Level 1 or 2 qualification that enables progression within our growing sectors, or those with level 2 or 3 qualifications to achieve at least a level higher than their current attainment.

Local Authorities:

Lincolnshire made up of 7 District Authorities:

Boston Borough Council
East Lindsey District Council
City of Lincoln Council
North Kesteven District Council
South Holland District Council
South Kesteven District Council
West Lindsey District Council

North Lincolnshire
North East Lincolnshire

Key Priorities:

The LEP's main growth sectors for focus of the Services are:

- Agri-food (food and drink manufacturing, agriculture, agri-tech),
- Manufacturing, (including engineering),
- The visitor economy (incorporating hospitality, leisure and retail across the whole LEP offer, not just coastal)
- Health & Care;
- The low carbon sector, (including off-shore wind operations),
- Ports and logistics.

The Contractor must cover the whole of the LOT Area. The LEP seeks delivery in each Local Authority area proportionate to the number and type of businesses within that area. The LEP does not seek delivery that only covers the areas of greatest population density or the largest businesses.

PART 5 FUNDING AND OUTCOMES

78. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

79. The contract will be for the value of £7,200,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £7,200,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	3925	200	£ 785,000.00
RQ01 Regulated Learning			£ 4,629,304.00
NR01 Non Regulated Activity			£ 1,157,346.00
PG01 Progression Paid Employment (EMP)	196	500	£ 98,000.00
PG03 Progression Education (EDU)	393	500	£ 196,500.00
PG04 Progression Apprenticeship (EDU)	196	600	£ 117,600.00
SD01 Progression WITHIN Work	785	250	£ 196,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 7,200,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

GREATER MANCHESTER – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

Greater Manchester (GM) is one of the country's most successful city-regions. Home to more than 2.7 million people and with an economy bigger than that of Wales or Northern Ireland, our vision is to make GM one of the best places in the world to grow up, get on and grow old.

The GM LEP covers the same area as that of the Greater Manchester Combined Authority (GMCA), covering the 10 Local Authority (LA) areas of Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford and Wigan.

The Greater Manchester Strategy (GMS), called '*Our People, Our Place*', is a long term blueprint for the future which sets clear priorities for delivering our ambitions for economic growth and public service reform. The plan looks at ten priority areas which affect all GM residents and details how life will be improved for all who live in the city-region, from being ready for school, to starting work and growing old, as well as everything else in between. (<https://www.greatermanchester-ca.gov.uk/ourpeopleourplace>)

This specification is primarily responding to challenges under **GMS Priority 3 – Good jobs, with opportunities for people to progress and develop**, supports the delivery of a number of priorities within the GM Work and Skills Strategy 2016-2019 (https://www.greatermanchester-ca.gov.uk/info/20003/education_and_skills) and contributes towards aspirations laid out in GM ESIF Investment Plan.

This Service must be complimentary to devolved Adult Education Budget activity which will be delivered across Greater Manchester from August 2019 and other Greater Manchester programmes in development such as the In Work Progression Pilot.

Local Authorities:

The Services will be delivered within the Greater Manchester Local Enterprise Partnership area. The Contractor will deliver services across all of the ten local authority areas within Greater Manchester.

- Bolton
- Bury
- Manchester
- Oldham
- Rochdale
- Salford
- Stockport
- Tameside
- Trafford
- Wigan

Key Priorities:

Priority should be given to employees in Greater Manchester (based on postcode of workplace) that fall into (one or more of) the following priority groups:

- Older workers – aged 50+
- Young workforce – aged 19-24
- Workers with learning disabilities – including LLDD
- Women
- Lone parents
- Low skilled workers – who do not have a full Level 2 (or equivalent) qualification
- Low paid workers, workers on part-time or temporary contracts including individuals in receipt of in-work Universal Credit
- Low paid or low skilled workers who are not able to progress with their current employer or sector, and who could progress with skills support outside of their current employment
- Workers at risk of redundancy or those unemployed through redundancy in the previous 3 months

Priority should also be given to employers that are in one of GM's priority sectors which are expected to drive employment and/or GVA growth, or to have significant on-going employment opportunities:

- business, financial & professional services
- advanced manufacturing (including advanced materials)
- digital and creative
- health & social care and health innovation
- low carbon and environment goods & services
- hospitality and tourism
- logistics
- construction
- retail

PART 5 FUNDING AND OUTCOMES

80. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

81. The contract will be for the value of £9,901,158.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £9,901,158.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	5402	200	£ 1,080,400.00
RQ01 Regulated Learning			£ 6,370,985.00
NR01 Non Regulated Activity			£ 1,592,773.00
PG01 Progression Paid Employment (EMP)	270	500	£ 135,000.00
PG03 Progression Education (EDU)	540	500	£ 270,000.00
PG04 Progression Apprenticeship (EDU)	270	600	£ 162,000.00
SD01 Progression WITHIN Work	1080	250	£ 270,000.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 9,901,158.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

HEART OF THE SOUTH WEST – MORE DEVELOPED AND TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Heart of the South LEP (HofSW) area encompasses the upper tier / unitary authority areas of Plymouth, Torbay, Somerset and Devon. With an economy worth £33.2bn in 2016 and a population of 1.7m, the area is the country's 10th largest LEP economically, and one of the Country's largest partnership areas geographically.

The HotSW benefits from an extremely mixed typology, hosting two notable cities (Exeter and Plymouth) alongside some of the Country's most well-known rural and coastal locations (Dartmouth, Torbay, Exmoor, the North Devon Coast). As such, the economic makeup of the HotSW is highly varied, with a strong focus upon manufacturing and higher value knowledge economic activity within the area's urban centre, whilst traditional rural and coastal industries, including agritech, food and drink, fisheries and tourism continue to remain important within wider rural and coastal locations.

For the purpose of European Funding, the HotSW area is divided into two distinct sub-areas, the more developed area containing the upper tier authority of Somerset, and the Transition area incorporating Plymouth, Torbay and Devon.

Whilst there are small differentials between the two areas, this gap has closed over recent years due to significant improvements in employment and skills attainment within the Transition area, in part led by a recovering economy. As of June 2018, unemployment overall in the HotSW had reached 1.7% and the area benefitted from the highest level of economic activity since records began.

However, despite this success, significant challenges continue within both areas, notable within peripheral rural and coastal areas and amongst pockets of lingering deprivation within the HotSW towns and cities. These include ongoing challenges around skills achievement levels in education and adulthood; progression and aspiration rates within work; gaps within the labour market and around specialist skills and careers; and on tangible outcomes such as wage levels and higher value employment opportunities. These were of particular note in the districts of Torridge, North Devon, West Somerset, South Somerset and Sedgemoor; within parts of the urban areas of Torbay and Plymouth; and within specific wards within the Greater Exeter conurbation.

In light of the above, the HotSW has established a clear forward approach for prioritisation of economic activity across the partnership area. These are encapsulated within the Heart of the South West's [Strategic Economic Plan](#), completed in 2013, and [Productivity Strategy](#), completed earlier this year. This includes a specific focus on People issues (e.g. employment and skills), with an emphasis upon five areas of specific interest:

- Enhancement of Education, Aspiration and Guidance Opportunities;
- Promotion of Apprenticeships and Traineeships;
- Provision of Employability and Basic Skills;
- Technical Skills and Skills for the Workforces
- Higher Level Skills and Sectoral Specialisation

This focus upon skills extends into the ESIF Strategy for the area, with a strong focus on three priority concerns linked to workforce:

- To address the basic skills needs of employed people, particularly in SMEs and micro businesses.

-To increase the skills levels of employed people from the existing level to the next level up, to encourage progression in employment.

-To increase the number of people with technical and job specific skills, particularly at level 3 and above and into higher and advanced level apprenticeships, to support business growth.

https://heartofswlep.co.uk/wp-content/uploads/2016/09/May-2016-HotSW-ESIF-Strategy_0.pdf

Whilst progress has been made over the past decade in closing the skills gap at Level 2 and 3 across the HotSW's working age population, skills gaps remain within the workforce, notably at Level 4 and above.

This reflects wider challenges within the HotSW around its medium term economic trajectory, with lower skilled sectors (notably low value manufacturing, tourism, retail and agricultural work) continuing to form a significant proportion of the area's economic makeup. In part, this pattern of underperformance is exacerbated by the availability of skilled workforce, with a lack of skilled individuals within the HotSW reinforcing existing economic patterns and dissuading new investments / diversification, which in turn reinforce the lack of demand and thus appropriate training opportunities. Ongoing changes in demography within the HotSW, and a rapidly aging skilled workforce are also further fuelling such gaps within key sectors and businesses, with existing skills workforce disengaging from employment without obvious replacement.

This picture is not however consistent across the HotSW, with significant variation within its geography. The gap between the best and worst performing districts on higher and intermediate skills for example has widened between 2008 and 2018, with several of the HotSW's rural and coastal areas proving particularly vulnerable to rationalisation and a lack of renewal amongst key employers over the past decade.

	NVQ Level 3 2008	NVQ Level 4 2008	NVQ Level 3 2008	NVQ Level 4 2018
Exeter	54.8	32.8	68.1	51.4
Torridge	36	16.7	45	23.5

Source: ONS Annual Population Survey

Recent survey work further reinforces the argument that higher and intermediate skills capacity remain a key challenge across the HotSW's economy, with 2/3rds of businesses surveyed in Devon's 2015/16 workforce survey, for example, reporting hard to fill vacancies, particularly amongst experienced staff roles / higher skilled position. This was notably higher again amongst occupation groups linked to engineering, digital qualification and other higher value technical activity

As outlined within the HotSW Strategic Investment Plan however, a number of transformational sectors / smart specialisations offer opportunities for additional growth and economic shift, with skills performance being a key enabler. Business survey work undertaken within the HotSW during 2017 thus further suggests a renewed appetite for upskilling and innovation, with 62% of businesses having noted an increased requirement for skilled vacancies during the year, with many noting a specific demand for technology based or digitally literate roles.

LOT 1 – More Developed

Local Authorities:

Mendip District Council
Sedgemoor District Council
Somerset County Council
South Somerset District Council
Taunton Deane Borough Council
West Somerset Council

Key Priorities:

Opportunities emerging from Hinkley Point, within both the main project and amongst its wider supply chain. These include within mechanical and electrical engineering occupations; hospitality, catering and site services opportunities; and civil and construction professions.

Activity which targets Priority Sectors identified within either the HotSW SIP or Productivity Strategy as having particular importance or growth potential for the area, including:

- Advanced Manufacturing and Engineering (incorporating Marine, Nuclear and Aerospace)
- Agri-Tech (including Food and Drink:
- Health and Social Care
- High Value Tourism
- Digital Technologies
- Environmental Futures; and
- Construction

Activity focused upon pathways from Level 2 or 3 to higher skills progression for the harder to reach / lower skilled in the workforce, either through progression into and within an apprenticeship qualification or through other routes.

Activity which engages with the area's hardest to reach groups within the existing workforce to engage with better opportunities, including women returners, older people (e.g. those aged 50 and above), those holding a Level 2 as their highest qualification for 5 or more years, and those with a disability or other health related barrier to work

LOT 2 – Transition

Local Authorities:

Dartmoor National Park Authority
Devon County Council
East Devon District Council
Exeter City Council
Exmoor National Park Authority
Mid Devon District Council
North Devon Council
Plymouth City Council
South Hams District Council
Torbay Council
Teignbridge District Council
Torrridge District Council
West Devon Borough Council

Key Priorities:

Activity which specifically targets skills progression and training amongst employers within the most significant underperforming districts and locations across the Transition area. These include the district / authority areas of Torrridge, Mid Devon, West Devon, Plymouth, Torbay and North Devon.

Activity focused on the growth potential of Torbay, Plymouth, North Devon and Exeter, with a focus (respectively) upon growth in the Electronics, Marine, Advanced Engineering and Digital sectors.

Activity which targets Priority Sectors identified within either the HotSW SIP or Productivity Strategy as having particular importance or growth potential for the area, including:

- Advanced Manufacturing and Engineering (incorporating Marine, Nuclear and Aerospace)
- Agri-Tech (including Food and Drink:
- Health and Social Care
- High Value Tourism
- Digital Technologies
- Electronics (including Photonics)
- Environmental Futures; and
- Construction

Activity which specifically targets assistance for rural or coastal communities, such as those on the Northern Devon and South Devon Coast, in and around the Dartmoor area, the wider northern Devon rural hinterland and neighbouring the Torbay conurbation.

Activity focused upon pathways from Level 2 or 3 to higher skills progression for the harder

to reach / lower skilled in the workforce, either through progression into and within an apprenticeship qualification or through other routes.

Activity which engages with the area's hardest to reach groups within the existing workforce to engage with better opportunities, including women returners, older people (e.g. those aged 50 and above), those holding a Level 2 as their highest qualification for 5 or more years, and those with a disability or other health related barrier to work.

PART 5 FUNDING AND OUTCOMES

LOT 1 – More Developed

82. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

83. The contract will be for the value of £900,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £900,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	482	200	£ 96,400.00
RQ01 Regulated Learning			£ 567,358.00
NR01 Non Regulated Activity			£ 141,842.00
PG01 Progression Paid Employment (EMP)	24	500	£ 12,000.00
PG03 Progression Education (EDU)	48	500	£ 24,000.00
PG04 Progression Apprenticeship (EDU)	24	600	£ 14,400.00
SD01 Progression WITHIN Work	96	250	£ 24,000.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 900,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

LOT 2 – Transition

84. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

85. The contract will be for the value of £1,800,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,800,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	973	200	£ 194,600.00
RQ01 Regulated Learning			£ 1,147,396.00
NR01 Non Regulated Activity			£ 286,854.00
PG01 Progression Paid Employment (EMP)	49	500	£ 24,500.00
PG03 Progression Education (EDU)	97	500	£ 48,500.00
PG04 Progression Apprenticeship (EDU)	49	600	£ 29,400.00
SD01 Progression WITHIN Work	195	250	£ 48,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 1,800,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

HERTFORDSHIRE – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

Ensuring our workforce has the right skills to encourage future economic growth lies at the heart of delivering the vision set out in the Hertfordshire Local Enterprise Partnership (LEP) [Strategic Economic Plan \(SEP\)](#). [This will also be a central theme in our proposed local Industrial Strategy](#). Skills for growth (Skills Support in the Workplace) will be an important element in achieving this vision with over 50% of Hertfordshire businesses being knowledge intensive.

Hertfordshire has a growing productivity concern; – with productivity rate increases below peer economies in the south of England. It seems likely that the supply of qualified workers is behind this trend. However, in addition, a contributing factor may be that Hertfordshire's employers are less likely to train their staff than the leading local economies.

In 2015, 10.9% of the Hertfordshire workforce were not fully proficient at their jobs (i.e. had skills gaps) – higher than in 2013 (7.2%) and higher than the England average (5.1%). This was largely due to a much higher than average proportion of skills gaps among elementary staff. However, 79% of all skills gaps were transitory and due to staff being new and/or training not yet being complete.

Hertfordshire Local Enterprise Partnership has worked with Hertfordshire County Council and DWP to develop a [skills strategy for Hertfordshire](#). A key theme within the strategy is skills to drive growth i.e. working with businesses and training providers to improve the skills of both the existing workforce and the future labour market in order to sustain economic growth. The skills strategy builds on the aspirations set out in the [Hertfordshire ESIF Strategy](#) which was updated in 2016.

The Hertfordshire Skills Survey showed that nearly half of employers identified skills gaps in their existing workforce, 45% of local businesses considered that skills gaps were important factors affecting their competitiveness. A local skills survey identified that in Hertfordshire SMEs were less likely to have a training budget or training plan when compared to SMEs nationally and when compared to larger businesses in Hertfordshire. Of those SMEs that provide no formal training to their employees, 27% cited financial costs as a reason whilst a further 20% cited a lack of knowledge of available training provision as the reason for not training employees.

According to the survey 55% of SMEs reported an increase in the recruitment of new staff over the past 12 months, far greater than micro businesses at 20% and even large businesses at less than 5%. It also showed that nearly half of employers identified skills gaps in their existing workforce, 45% of local businesses considered that skills gaps were important factors affecting their competitiveness.

A lack of commitment from SMEs towards up-skilling their employees particularly those with lower skills levels is impacting on the growth of our economy so public intervention is justified on grounds of market failure.

Our aspiration is to work with businesses, Higher Education (HE), Further Education (FE) and other training providers to improve the skills of both the existing workforce and the future labour market ensuring a better matching of skills to business needs in order to sustain economic growth.

Local Authorities:

Hertfordshire County Council
Broxbourne Borough Council.
Dacorum Borough Council.
East Herts Council.
Hertsmere Borough Council.
North Hertfordshire District Council.
St Albans City and District Council.
Stevenage Borough Council. Website.
Three Rivers District Council
Watford Borough Council
Welwyn Hatfield Borough Council

Key Priorities:

The LEP has identified the following priority sectors as key to its aim of driving economic growth within the county;

- Life Sciences/advanced manufacturing/engineering and IT – including life sciences, defence and aerospace companies, software, ICT and telecoms services, equipment producers and communications integrators;
- Film and digital media – noting that Hertfordshire has world class assets in the form of Leavesden (home of Warner Bros) and Elstree;
- Construction – with potential for significant increases in the building of residential units as well as the regeneration of a number of our urban centres, i.e. Stevenage, Hatfield, Hemel Hempstead, Watford, Bishop Stortford there will be a need to upskills existing staff re modern methods of construction
- Financial and business services – where there are opportunities to accommodate national headquarters and also regional offices serving southern England: Watford, St Albans, Cheshunt, Hemel Hempstead can all claim notable businesses in this context;
- High-end logistics – which is growing very quickly, particularly in servicing London-based households and businesses, and increasingly generates higher quality jobs.

In addition to the above, the LEP realises the importance of employment growth sectors such as hospitality, health & social care, retail and other service based sectors, however prioritises those listed above.

The Services must deliver a responsive skills programme that is tailored to the needs of the Hertfordshire LEP area in order to stimulate a growth in the skills base for businesses that will give the best opportunity to grow the economy and create more and better jobs.

The Services must link with the proposed Skills & Apprenticeship Information Portal/Hubs and to the Hertfordshire Growth Hub.

PART 5 FUNDING AND OUTCOMES

86. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

87. The contract will be for the value of £4,419,918.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £4,419,918.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	2406	200	£ 481,200.00
RQ01 Regulated Learning			£ 2,836,765.00
NR01 Non Regulated Activity			£ 709,203.00
PG01 Progression Paid Employment (EMP)	120	500	£ 60,000.00
PG03 Progression Education (EDU)	241	500	£ 120,500.00
PG04 Progression Apprenticeship (EDU)	120	600	£ 72,000.00
SD01 Progression WITHIN Work	481	250	£ 120,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 4,419,918.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

HUMBER - TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Humber ESIF Strategy supports the skills development of Humber residents at all levels, from access to employment and the sustainable integration of young people, to technical and higher levels skills and leadership and management.

The Skills Programme proposed in this strategy is dedicated specifically to improving the skills profile of the Humber, from basic employability skills through to higher level skills including leadership and management in response to the current and future workforce needs of our key sectors.

The Humber economy is characterised by high concentrations of SMEs - 81.1% of businesses have fewer than ten employees. Ensuring the right conditions for SMEs to thrive is, therefore, of great importance to our economy.

Skills levels in the Humber are improving but there is still much to do to close the productivity gap, address the low skills equilibrium and create a workforce that can maximise the opportunities presented by new private sector investments.

Despite improvements in skills levels, the Humber continues to be behind national averages for those with qualifications at level four and above and a higher percentage of the population have no qualifications. Low productivity and skills shortages affect some major sectors, posing a risk for the future.

Technological change is happening at such a pace, that in order to maintain their competitiveness, SMEs in the Humber must increasingly consider how they can stay ahead.

The Humber ESIF Strategy, Humber Employment and Skills Strategy and Humber Strategic Economic Plans all recognise the importance of skills to local growth. Links to these strategies are provided below:

Humber ESIF Strategy: <http://www.humberlep.org/strategies-and-deals/european-structural-and-investment-funds-strategy/>

Humber LEP Employment and Skills Strategy:
<http://www.humberlep.org/skills/employment-and-skills-strategy/>

Humber SEP: <http://www.humberlep.org/strategies-and-deals/the-humber-strategic-economic-plan/>

Like all Local Enterprise Partnerships, we are in a transition phase which is seeing the development of our Local Industrial Strategy, which builds on the work we have done through our Strategic Economic Plan. Research indicates a movement in some of our

traditional sectors as well as a range of opportunities in new and emerging sectors. The Humber LEP has developed a Blueprint for a Humber Industrial Strategy which was launched in June 2018. This can be found at: <http://www.humberlep.org/lep-launches-blueprint-for-future-of-the-energy-estuary/>

Local Authorities:

Hull City Council
East Riding of Yorkshire Council
North Lincolnshire Council
North East Lincolnshire Council

Key Priorities:

The Service must cover the whole of the Humber Geography and the Contractor must ensure that there is equal access to opportunity in each of the Local Authority areas. Geographical coverage will be reviewed as part of the project steering group.

Sectors / Themes

As mentioned earlier, all LEPs are currently in a transition period with the development of Local Industrial Strategies. There is the expectation that the Contractor will tailor delivery to the emerging sector priorities and that this will develop, with support from the LEP, throughout the contract as the Humber's Industrial Strategy is finalised.

There should be a focus on skills development as a means of improving the productivity of business and in particular this should include a focus on addressing skills gaps / new opportunities resulting from technological developments, in particular those relating to ICT and digital development. It is essential that SMEs have the right skills within their workforce to enable them to both foresee and take advantage of opportunities.

The Outcomes also include the Development Plan which will focus on the Humber Skills Pledge. This plan must be developed in partnership with the Humber LEP and will be monitored via a steering group consisting of LEP representatives and other partners as appropriate.

Target Group

The Service must support a range of Participants though a focus on the progression of Participants from Level 2 through to Level 4.

Similarly, there is the expectation that the Service will target support to females and those aged 50+.

In addition to the main focus above, the services must also provide skills support for Humber based redundancies. The Contractor must look to other redundancy support packages available, such as DWP provision, in the first instance to ensure that Participants are signposted to the most appropriate provision and duplication is avoided.

Governance

The Contractor shall take part in a quarterly project Steering Group which will include the Humber LEP, provider partners and other relevant stakeholders. The Contractor shall

provide quarterly reports to the Humber LEP which will be fed into its Employment and Skills Board. Data provided should be broken down to Local Authority area.

PART 5 FUNDING AND OUTCOMES

88. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

89. The contract will be for the value of £2,733,281.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £2,733,281.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1484	200	£ 296,800.00
RQ01 Regulated Learning			£ 1,749,459.00
NR01 Non Regulated Activity			£ 437,372.00
PG01 Progression Paid Employment (EMP)	74	500	£ 37,000.00
PG03 Progression Education (EDU)	148	500	£ 74,000.00
PG04 Progression Apprenticeship (EDU)	74	600	£ 44,400.00
PG05 Progression Traineeship (EDU)	297	250	£ 74,250.00
SD02 - LEP agreed Delivery Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 2,733,281.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

LANCASHIRE - TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Lancashire Local Enterprise Partnership (LEP) spans the areas supported by Lancashire County Council, Blackburn with Darwen Unitary Authority and Blackpool Unitary Authority. The LEP is home to a population of 1,485,042 people, just over one fifth of the North West total (20.6%). The economy is a mix of urban, rural and coastal communities. There are 52,100 businesses in Lancashire, of which 98% are SMEs.

The LEP's Strategic Economic Plan sets out the growth ambitions for the next 10 years providing a clear focus on realising the potential of the whole of Lancashire. The focus is to foster the right conditions for growth: to invest in innovation, skills, enterprise and infrastructure, to accelerate the achievement of its full economic potential. As the fourth largest economy in the north of England, Lancashire offers, through its ESIF Strategy, a mechanism to use ESI Funds to invest in opportunities that will support economic growth and well-being.

A key priority for the LEP is skills & employment; recognising the LEP's role in enabling and achieving a better balanced, skilled and inclusive labour market which underpins and contributes to economic well-being and growth across the County. The Lancashire Skills and Employment Strategic Framework is structured into 4 themes: Future Workforce, Skilled & Productive Workforce, Inclusive Workforce and An Informed Approach and articulates the priorities for Lancashire. The Strategic Framework is available here:

<https://www.lancashirelep.co.uk/lep-priorities/skills-employment/skills-and-employment-strategic-framework-2016-2021.aspx>

A robust evidence base underpins the framework and identifies key issues across Lancashire – this includes sector skills studies, and key skills and employment data. In April 2018, the Lancashire Labour Market Intelligence (LMI) Toolkit was published, providing up-to-date data and a range of information broken down by the 6 Travel to Work areas in Lancashire; the framework will be refreshed in sequence but the key issues and focus remain the same. The evidence base can be accessed here:

<https://www.lancashireskillshub.co.uk/about-us/evidence-base/>.

Local Authorities:

There is one upper tier local authority and two unitary authorities in the area:

Lancashire County Council

Blackburn with Darwen Borough Council

Blackpool Borough Council

Lancashire County Council is made up of the following district/borough councils: Burnley, Chorley, Fylde, Hyndburn, Lancaster, Pendle, Preston, Ribble Valley, Rossendale, South Ribble, West Lancashire and Wyre.

Key Priorities:

A key theme in the Lancashire Skills and Employment Strategic Framework is 'Skilled and Productive Workforce' – priorities include increasing the number of apprenticeships (including higher level and degree) across our priority sectors, increasing the number of employers undertaking workforce / succession planning and engaging with skills provision, and increasing leadership & management capacity.

Key outcome measures include growth in the numbers of people with Level 3+ attainment levels, growth in apprenticeship numbers and less reported skills shortages and hard-to-fill vacancies in the UKCES Employer Skills Survey, as well as an increase in the number of employers investing in skills. The Service is expected to contribute to these outcome measures.

A key challenge across the priority sectors is, at present, Lancashire's ageing workforce and declining working age population, alongside a lower than average population with Level 4+ skills. Issues of replacement demand and growth demand need to be met by increasing the number of economically active people, and by encouraging progression to higher levels of qualification either through the education system or by up-skilling whilst in employment. The programme aims to engage businesses and employees in up-skilling, encourage progression to full qualifications (including apprenticeships), support employees at risk of redundancy to remain in sustainable employment and ensure that local people are able to progress.

Geography

Information about employment patterns can be found in the LMI toolkit. It is anticipated that there will be a spread of activity across the whole of the LEP area, with a focus on the main conurbations and areas of higher employment concentration.

The Contractor must to work closely with the Growth Hub in Lancashire, 'Boost' and partners, and develop relationships with local economic development teams to support growth across Lancashire, and to integrate the Service to businesses into the local ecosystem of business products.

Sectors

Lancashire's priority sectors for skills and employment will be targeted for support. The organisations engaged in the Service are expected to be from the priority sectors listed below:

- Advanced Manufacturing and Engineering
- Energy and Environment
- Finance and Professional Services
- Visitor Economy
- Creative and Digital
- Health and Social Care
- Construction

Digital Skills is a significant priority focus, with the recent launch of the Local Digital Skills Partnership in Lancashire.

Learner Type

Participants should be employed in Lancashire businesses of any size or will be at threat of redundancy or have been made redundant within the last 3 months. Due to the nature of the economy it is expected that a high percentage / number of SMEs will be engaged in the Services.

It is expected that there will be a balance between basic and low skills, and intermediate and higher. Regulated learning should consist of units towards Level 3 or higher qualifications (within the loans policy).

LEP Specific

It is anticipated that the Contractor will have physical locations across the LEP geography that are easily accessible by Participants (using public transport and for those with disabilities).

Activity should complement other activity under the 2.1 and 2.2 investment priorities in Lancashire. The Contractor shall also participate in a local forum for projects supporting training with employers.

Through the LEP Local Development Plan the Contractor will need to undertake additional activities in conjunction with the LEP. Examples of the activities include: research, responding to skills needs of the LEP's priority sectors, building capacity and responsiveness, new product development and innovation, employer engagement (especially those employers who will be affected by the apprenticeship levy), the effective provision of higher level skills, the promotion of this skills offer particularly apprenticeships and developing brokerage of opportunities between Participants and employers.

The Contractor will need to allocate resource to work in partnership with Lancashire's Skills Hub basis, to co-ordinate delivery between these 2 strands of activity and other opt-in projects and directly matched ESIF projects.

The Contractor shall create and manage a steering group which will sit across all strands of activity with relevant local stakeholders, which will report the LEP via the Skills and Employment Board. The C will provide the LEP with regular performance reports on delivery and activity.

The Contractor must have in place a data sharing and a service level agreement with the Lancashire Growth Hub (Boost) and input employer contacts and activity on the Growth Hub CRM system. The data will be used to support referrals from the Growth Hub, a joined up approach to employer engagement and to support Lancashire-wide marketing campaigns promoting business support products and skills. The Contractor will work pro-actively with the Growth Hub to support business support simplification and effective engagement of employers.

Skills Support for the Workforce

The Services must drive up skills levels, focusing on the skills being sought by employers and supporting the Lancashire LEP's priority sectors. The Contractor shall

refer to the LEP skills and employment evidence base and the sector skills studies and provide skills provision that tackles identified skills shortages.

As well as intermediate, technical skills and higher level skills provision the Services should also support Participants to take up Apprenticeships in the LEP priority sectors, including Higher Apprenticeships.

The Services should also deliver core qualifications including basic skills, English, Maths or ESOL at entry level, level 1 or level 2.

Skills Support for Redundancy

In relation to redundancy situations in Lancashire's priority sectors, we are keen to ensure that skills are retained within the sector, for example, ensuring that people with engineering skills are retained in comparable businesses in Lancashire to meet demand due to replacement demand and growth. This will require engagement with employers who would benefit from employing skilled people who are at risk of redundancy.

PART 5 FUNDING AND OUTCOMES

90. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

91. The contract will be for the value of £6,092,611.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £6,092,611.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	3320	200	£ 664,000.00
RQ01 Regulated Learning			£ 3,915,196.00
NR01 Non Regulated Activity			£ 978,815.00
PG01 Progression Paid Employment (EMP)	166	500	£ 83,000.00
PG03 Progression Education (EDU)	332	500	£ 166,000.00
PG04 Progression Apprenticeship (EDU)	166	600	£ 99,600.00
SD01 Progression WITHIN work	664	250	£ 166,000.00
SD02 - LEP agreed Delivery Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 6,092,611.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

LEICESTER AND LEICESTERSHIRE – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Leicester and Leicestershire Enterprise Partnership (LEEP) area encompasses the City of Leicester and County of Leicestershire and has a combined population of around one million people.

Our economy is currently worth £23.5bn in Gross Value Added (GVA) per annum and is central to the prosperity of the Midlands, providing nearly 500,000 jobs and hosting over 42,000 trading businesses. Our ambition is to become the most productive economy in the Midlands, making a major contribution to UK prosperity and earning power.

Our business base is primarily composed of small and medium sized enterprises (SMEs), with around 75% of our businesses having less than 10 employees, and we have particular strengths in manufacturing, logistics, professional and financial services, food and drink, tourism and textiles. However, we are also home to number of major international businesses, including Next, Pepsico, Triumph, Caterpillar, Norton, Santander, Wal-Mart, Amazon, DHL, Almac and 3M.

Leicester is one of the most diverse and fastest-growing cities in the UK, with an entrepreneurial and outward-looking population drawn from across the globe. The city has seen a number of inward investment successes in recent years, with IBM and Hastings Direct both setting up new operations in Leicester.

Our central city is ringed by a network of market towns, including Loughborough, Melton Mowbray, Market Harborough, Lutterworth, Hinckley and Coalville. These are important economic centres in their own right, contributing over £1 billion to the local economy. They also provide a focal point for their local communities and have the potential to generate additional economic growth.

We are home to three leading universities – De Montfort University, Loughborough University and the University of Leicester – each of whom have their own distinct specialisms and undertake world class research.

We are located in the heart of England and sit within a logistics ‘golden triangle’ formed by the M1, M6 and M42 motorways. This has made us the preferred location for national Distribution Centre’s such as Magna Park. We are also home to East Midlands Airport, the UK’s largest pure freight airport, and are set to benefit from the construction of HS2.

We are uniquely placed in having two designated Enterprise Zones spread across four separate sites. These are the MIRA Technology Park, Loughborough University Science and Enterprise Park, Charnwood Campus and Leicester Waterside. Each of these sites has their own distinct sector specialisms and offer us the potential to develop clusters

around Centres of Excellence in key industries, including life sciences, sports science, space, advanced manufacturing and the automotive sector.

See below for links to further sources of relevant information:

The ESIF Strategy which sets the context for our ambitions around employment and skills can be found at: <https://www.llep.org.uk/strategies-and-plans/esif/our-esif-strategy-2014-2020/>

Further detail and evidence underpinning the identification of local needs and priorities listed in the 'Key Priorities' section of this document can be found in the ESF Future Open Calls Research Report at <https://www.llep.org.uk/wp-content/uploads/2017/10/2017-08-30-Final-Report-WEB-VERSION.pdf>

The Skills for the Future Report can be found at <https://www.llep.org.uk/investing-in-our-people/skills-strategies/skills-for-the-future-study-2016/>

An overview of existing ESF Projects and target beneficiaries can be found at: <https://www.llep.org.uk/esif-section/about-esif/>

For more information on our area: <http://www.investinleicester.co.uk/>

Local Authorities:

Leicester City Council
Leicestershire County Council
Blaby District Council
Charnwood Borough Council
Harborough District Council
Hinckley & Bosworth Borough Council
Melton Borough Council
North West Leicestershire District Council
Oadby & Wigston Borough Council

Key Priorities:

Our ESIF Strategy sets the context for our ambitions around employment and skills in Leicester and Leicestershire and our intentions are set out on page 68 of the Strategy.

Priority should be given to:

- STEM skills including initiatives to promote participation by women into STEM occupations
- Better off in work calculations
- Support to enable those underemployed to consider self-employment and starting and running a business
- Support for the increase of internships, placements or Apprenticeships in key sectors – ensuring this is coordinated with the Employment Hub
- Support for women and BAME groups to progress in the workplace
- Support for part-time employees to progress in the workplace

- Delivery of the above in LLEP Key Priority Sectors: Engineering and Advanced Manufacturing; Food and Drink Manufacturing; Textiles Manufacturing; Logistics and Distribution; Tourism and Hospitality; Creative Industries; Low Carbon; Professional and Financial Services; Health and Social Care and Sports and Physical Activity.

The Service should not duplicate or replace existing support within national programmes, or [existing ESF Projects](#) within the LLEP area.

There is a need to identify and target those areas where there is evidence of demand.

PART 5 FUNDING AND OUTCOMES

92. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

93. The contract will be for the value of £1,620,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,620,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	875	200	£ 175,000.00
RQ01 Regulated Learning			£ 1,031,077.00
NR01 Non Regulated Activity			£ 257,773.00
PG01 Progression Paid Employment (EMP)	44	500	£ 22,000.00
PG03 Progression Education (EDU)	88	500	£ 44,000.00
PG04 Progression Apprenticeship (EDU)	44	600	£ 26,400.00
SD01 Progression WITHIN Work	175	250	£ 43,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 1,620,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

NEW ANGLIA – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

New Anglia LEP and our partners recognise that a strong skills base is a pre-requisite to a growing and performing economy where local people are at the heart of economic sustainability. The Norfolk and Suffolk Economic Strategy sets out our ambition to develop a locally responsive skills system that transforms skills from being an economic barrier to being a growth enabler. This requires the creation of a skills system that meets our current and future economic needs and raises individual achievement and aspiration. We want to grow local talent in our key sectors and support our local businesses to grow by making the most of a highly skilled workforce. Workforce development is at the heart of this.

In partnership with local employers New Anglia commissioned a series of skills plans for our priority sectors. These have highlighted the key opportunities, workforce challenges as well as clear interventions that are needed to address skills gaps.

It is imperative that ESF investment assists us to move our ambitions forward and address the challenges and opportunities set out in the sector skills plans.

These can be found at <https://newanglia.co.uk/sector-skills-plans/> or by contacting the Skills Manager at the LEP.

Further information on our key sectors can be found at https://newanglia.co.uk/our_sectors/

The skills agenda is directed with support and influence from the New Anglia Skills Board. It is a Sub Board of the main LEP Board with representation from higher and further education, local authorities, training providers, private sector businesses and government departments. The Skills Board are heavily invested in the impact of ESF and will support the contract holder in their local delivery.

From 2015 data, the percentage of the Norfolk and Suffolk workforce NVQ qualification level equivalent was:

None - 4%
Level 1 – 15%
Level 2 – 23%
Level 3 – 21%
Level 4 – 37%

14% of our population have living standards below the UK average.

We have ambitions to address this and the Skills Support for the Workforce activity needs to support this, particularly in our key sectors across the whole of the New Anglia LEP area taking into account the rural nature of the area.

Local Authorities:

Norfolk County Council

Suffolk County Council

District Councils:

1 NORTH NORFOLK

2 BROADLAND

3 KING'S LYNN AND WEST NORFOLK

4 BRECKLAND

5 NORWICH

6 GREAT YARMOUTH

7 SOUTH NORFOLK

8 WAVENEY

9 FOREST HEATH

10 ST EDMUNDSBURY

11 MID SUFFOLK

12 SUFFOLK COASTAL

13 BABERGH

14 IPSWICH

Key Priorities:

Our key sectors are:

- Advanced Manufacturing and Engineering
- Advanced Agriculture, Food and Drink
- Construction and Development
- Energy
- Financial Services and Insurance
- ICT, Tech and Digital Creative
- Health and Social Care
- Life Sciences and Biotec
- Transport, freight and logistics
- Visitor Economy

New Anglia LEP has supported a successful redundancy programme supported by ESF funding that has responded to a number of redundancies in the Norfolk area. It is expected that Contractors would continue to prioritise supporting employees at risk of redundancy or made redundant within the last 3 months as part of this Service. The LEP are aware of ongoing discussions with employers restructuring and/or relocating and it is expected the Contractor will build relationships with key partners and stakeholders to ensure appropriate support is available to affected Participants and enable them to secure alternative employment.

PART 5 FUNDING AND OUTCOMES

94. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

95. The contract will be for the value of £1,586,998.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,586,998.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	857	200	£ 171,400.00
RQ01 Regulated Learning			£ 1,010,035.00
NR01 Non Regulated Activity			£ 252,513.00
PG01 Progression Paid Employment (EMP)	43	500	£ 21,500.00
PG03 Progression Education (EDU)	86	500	£ 43,000.00
PG04 Progression Apprenticeship (EDU)	43	600	£ 25,800.00
SD01 Progression WITHIN Work	171	250	£ 42,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 1,586,998.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

NORTH EASTERN – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The North East Local Enterprise Partnership's Strategic Economic Plan sets out the growth ambitions for the next 10 years, providing a clear focus on realising the potential of the whole of the North East, setting out the framework for their Growth Deal with Government and directs the resources within their agreed European Structural Investment Fund (ESIF) strategy.

A skilled workforce is central to sector-led growth and investment in skills and will drive the increased productivity of the North East. To support 'more and better jobs'; we need to move skills interventions up the value chain, ensuring a supply of appropriate skills is available at all levels. The North East LEP area has strong infrastructure to deliver world class skills and the area has a strong reputation for responding to the opportunities presented by a growing and changing economy.

However the region also faces key skills challenges that inhibit business growth. These include low skilled workforce with insufficient numbers of employed people qualified to level 3 and above and an ageing demographic creating replacement demand particularly within skilled and technical occupations that underpin priority industries.

Our ESIF Strategy clearly sets out the actions to be supported and has a specific aim to develop a demand led system that meets employer needs by engaging with businesses and increasing technical, vocational and higher skills.

Activity provided through this contract will be a key mechanism to deliver against these actions and to assist the North East LEP area in achieving its goals. This invitation to tender requires that all the four actions set out on page 11 of the ESIF strategy are adequately addressed by the Contractor.

Further details on the North East LEP area ESIF Strategy can be found at <https://www.nelep.co.uk/wp-content/uploads/2014/10/NE-LEP-ESIF-Strategy-Full-23-June-2016.pdf> .

Local Authorities:

Gateshead
Newcastle Upon Tyne
North Tyneside
Northumberland
South Tyneside
Sunderland

Key Priorities:

The Contractor will work with the Contractor in the transitional area to establish a project steering group at the start of the Service, to manage and oversee delivery of the Service. The steering group must have representation nominated by the LEP and agreed by the ESIF Committee. This must include at least one representative from the More Developed Area of Northumberland, Tyne & Wear, and one from the Transitional area of County Durham. The steering group must be chaired by the Contractor and will need to meet on a monthly basis for the first three months and then as required.

This provision should focus on SMEs and take account of the following priority sectors:

- Advanced manufacturing and engineering, healthcare system and technologies (such as virtual reality, electric vehicles and advanced materials)
- Pharmaceuticals
- Energy
- Low carbon and renewable technologies
- Logistics
- Professional Service
- Forestry
- Tourism
- Support for new and emerging industries (known as our Smart Specialisation sectors):
- Passenger Vehicle Manufacture with particular focus on Low Carbon vehicle technology
- Creative, digital, software & technology
- Subsea engineering and manufacturing
- Life sciences and healthcare
- Other emerging growth areas include surface science , ageing, satellite technologies and energy networks

At the initial tri-partite meeting between the Contractor and representatives from the LEP area, consideration will be given to how all the priorities for delivery will be covered in meaningful way through delivery. This will then be monitored through the local project steering group.

To ensure sufficient local engagement is undertaken during the Service period, the Contractor should commit to:

- Engaging in ESF Provider Network activity as and when required
- Engaging in the North East LEP Growth Hub
- Being aware of and avoid duplication of existing provision

PART 5 FUNDING AND OUTCOMES

96. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

97. The contract will be for the value of £7,200,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £7,200,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	3925	200	£ 785,000.00
RQ01 Regulated Learning			£ 4,629,304.00
NR01 Non Regulated Activity			£ 1,157,346.00
PG01 Progression Paid Employment (EMP)	196	500	£ 98,000.00
PG03 Progression Education (EDU)	393	500	£ 196,500.00
PG04 Progression Apprenticeship (EDU)	196	600	£ 117,600.00
SD01 Progression WITHIN Work	785	250	£ 196,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 7,200,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

NORTH EASTERN - TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

The North East Local Enterprise Partnership's Strategic Economic Plan sets out the growth ambitions for the next 10 years, providing a clear focus on realising the potential of the whole of the North East, setting out the framework for their Growth Deal with Government and directs the resources within their agreed European Structural Investment Fund (ESIF) strategy.

A skilled workforce is central to sector-led growth and investment in skills and will drive the increased productivity of the North East. To support 'more and better jobs' we need to move skills interventions up the value chain, ensuring a supply of appropriate skills is available at all levels. The North East LEP area has strong infrastructure to deliver world class skills and the area has a strong reputation for responding to the opportunities presented by a growing and changing economy.

However the region also faces key skills challenges that inhibit business growth. These include low skilled workforce with insufficient numbers of employed people qualified to level 3 and above and an ageing demographic creating replacement demand particularly within skilled and technical occupations that underpin priority industries.

Our ESIF Strategy clearly sets out the actions to be supported and has a specific aim to develop a demand led system that meets employer needs by engaging with businesses and increasing technical, vocational and higher skills.

Activity provided through this Service will be a key mechanism to deliver against these actions and to assist the North East LEP area in achieving its goals. The Contractor must ensure that all the four actions set out on page 11 of the ESIF strategy are adequately addressed.

Further details on the North East LEP area ESIF Strategy can be found at <https://www.nelep.co.uk/wp-content/uploads/2014/10/NE-LEP-ESIF-Strategy-Full-23-June-2016.pdf>

Local Authorities:

County Durham

Key Priorities:

The Contractor in the transitional area will be expected to work with the Contractor in the more developed area to establish a project steering group at the start of the Service, to manage and oversee delivery of the Service. The steering group must have representation nominated by the LEP and agreed by the ESIF Committee. This must include at least one representative from the More Developed Area of Northumberland, Tyne & Wear, and one from the Transitional area of County Durham. The steering group

must be chaired by the Contractor and will need to meet on a monthly basis for the first three months and then as required.

This Service should focus on SMEs and take account of the following priority sectors:

- Advanced manufacturing and engineering, healthcare system and technologies (such as virtual reality, electric vehicles and advanced materials)
- Pharmaceuticals
- Energy
- Low carbon and renewable technologies
- Logistics
- Professional Service
- Forestry
- Tourism
- Support for new and emerging industries (known as our Smart Specialisation sectors):
- Passenger Vehicle Manufacture with particular focus on Low Carbon vehicle technology
- Creative, digital, software & technology
- Subsea engineering and manufacturing
- Life sciences and healthcare
- Other emerging growth areas include surface science , ageing, satellite technologies and energy networks

At the initial tri-partite meeting between the Contractor and representatives from the LEP area, consideration will be given to how all the priorities for delivery will be covered in meaningful way through delivery. This will be monitored through the local project steering group.

The ensure sufficient local engagement is undertaken during the Service period, the Contract must commit to:

- Engaging in ESF Provider Network activity as and when required
- Engaging in the North East LEP Growth Hub
- Being aware of and avoid duplication of existing provision

PART 5 FUNDING AND OUTCOMES

98. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

99. The contract will be for the value of £1,800,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,800,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	973	200	£ 194,600.00
RQ01 Regulated Learning			£ 1,147,396.00
NR01 Non Regulated Activity			£ 286,854.00
PG01 Progression Paid Employment (EMP)	49	500	£ 24,500.00
PG03 Progression Education (EDU)	97	500	£ 48,500.00
PG04 Progression Apprenticeship (EDU)	49	600	£ 29,400.00
SD01 Progression WITHIN Work	195	250	£ 48,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 1,800,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

NORTHAMPTONSHIRE - MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

SEMLEP is a high-growth economy with Gross Value Added (GVA) currently standing at some £50bn, up from c£45bn in 2010. The area includes some highly productive economies; for example, Milton Keynes has the fifth highest GVA per worker of all British cities. However, the current situation is a case of 'haves' and 'have nots', with one reaching capacity and the other not reaching potential.

Measures of the skills mismatch between those employed, those seeking work and employers can be identified combining analysis of SEMLEP's Employer Survey vacancies and recruiting data with our most recent statistical refresh of social and employment demographics [April 2017]. Changing age demographics are affecting individuals at both ends of the spectrum the over 50's at risk of becoming obsolete with new technologies, whilst youth are struggling for opportunities to move into jobs held by older people.

In this tightening labour market there is a need for a more flexible approach as businesses are struggling to develop their own staff and plan for future needs. Interventions are sought to equip the workforce with the skills that employers need from basic literacy and numeracy to higher skills at practical and technical levels. To increase economic activity provision is needed to support vulnerable groups to overcome employment barriers by providing lifelong opportunities for up-skilling and re-skilling. This is particularly relevant within the health and social care, construction and logistic sectors.

For further information please refer to:

- Details of the [South East Midlands local ESIF Strategy](#)
- Details of the [Northamptonshire Enterprise Partnership local ESIF Strategy](#)
- Details of the [South East Midlands 2017-2020 Implementation Plan](#)
- Details of the [South East Midlands 2017 ESF Data Refresh](#)
- Details of the [South East Midlands Skills Strategy](#)

Northamptonshire Enterprise Partnership and South East Midlands Partnership merged in 2017 and serve the whole of South East Midlands including Northamptonshire. However, due to the structure of the Memorandum of Understanding with the ESF Managing Authority, ESF opt in services are procured under the pre-merger geography. There are 13 Local Authorities covering the entire SEMLEP geography, with the population split 40% Northamptonshire and 60% SEMLEP based on pre-merger geography.

Local Authorities:

Northamptonshire

Grouped into largely rural areas of

- Daventry 4.1%,
- East Northamptonshire 4.5%,

- South Northamptonshire 4.5%.

and the predominantly urban areas of

- Corby 3.4%,
- Kettering 4.9%,
- Northampton 11.3%
- Wellingborough 3.9%.

Key Priorities:

The Service focus is improving the skills of employed Participants to meet their goals and to encourage progression in work. This is particularly relevant to Participants who suffer potential work poverty due to insecure, part-time work and zero-hour contracts.

Individual's work profiles are changing; people are working longer and more people have 'portfolio' careers. There is a need for a lifelong learning approach that enables employed individuals to up-skill and change roles, developing transferable skills to help them to progress within employment.

Interventions are encouraged but not limited to:

1. Priority will always be given to support upskilling and retraining of individuals at risk or have been made redundant within last 3 months
2. Pre-qualification initiatives such as awareness raising with employers. Working in collaboration with specialist organisations to provide mentoring to support SMEs to adapt to current labour markets; to be achieved by supporting a range of training to develop transferrable skills and qualifications to support low paid employees. Special emphasis to be given to carers, lone parents, and part-time workers.
3. Support for women whose first language is not English enabling them to access training at the appropriate level to help them progress from part time or zero-hour contracts to full time employment
4. Work with SME's around individual CPD (continuing professional development) and career portfolios to identify specific opportunities for progression within employment
5. Support employed people diagnosed with ADHD, Dyslexia and high functioning autistic traits to assist them to remain within the work place and progress within employment
6. Tailored support for over 50's to develop transferrable skills enabling them to retrain and remain in work
7. Management mentoring opportunities to support individuals to move into these roles including supervisory junior management roles.

However, there is also an opportunity to work with employers to upskill their workforce to address discrepancies between the skill needs of employers. The Service should link up with existing provision to complement and extend workplace provision ie. access to work programme. Developing better links between businesses and education particularly for the identified priority groups.

There is a need for training providers and education establishments to work with employers to align initiatives across all sectors but most urgently in health and social care, construction and logistics. In particular

- build capacity for SMEs to help them understand the benefits and opportunities of apprenticeship, internship and work placement programmes.
- to work with SMEs to support the business to retain and develop a skilled workforce utilising the type of intervention mentioned above to sustain their workforce.

The Development Plan (SD02) is to be scoped with the LEP to ensure best value for money and impact within our geography. The Contractor must ensure the plan incorporates:

1. A clear and robust employer engagement plan
2. Details of existing provider networks with contact names
3. Details of existing employer networks
4. A detailed project organogram showing roles and lines of communication

The Contractor must attend the LEP ESF Providers Forum to promote alignment and streamlining of provision.

PART 5 FUNDING AND OUTCOMES

100. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

101. The contract will be for the value of £900,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £900,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	482	200	£ 96,400.00
RQ01 Regulated Learning			£ 567,358.00
NR01 Non Regulated Activity			£ 141,842.00
PG01 Progression Paid Employment (EMP)	24	500	£ 12,000.00
PG03 Progression Education (EDU)	48	500	£ 24,000.00
PG04 Progression Apprenticeship (EDU)	24	600	£ 14,400.00
SD01 Progression WITHIN Work	96	250	£ 24,000.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 900,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

OXFORDSHIRE – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

OxLEP website: www.oxfordshirelep.com

Oxfordshire is home to 678,550 people of which 430,200 (63.4%) are of working age – aged 16-64. Economic activity is high with 377,400 (84.7%) classed as economically active.

Oxfordshire is a globally-renowned region with one of the strongest economies in the UK, and a successful record in securing investment to promote growth. For example:

- Oxfordshire is one of three net contributors to the national exchequer, generating approximately £22 billion Gross Value Added (GVA) to the UK economy;
- Science Vale UK has the highest concentration of science research facilities and development activity in western Europe;
- Oxfordshire is at the heart of one of the largest and most successful life sciences clusters in Europe;
- Oxfordshire attracts around seven million people each year, including a significant number of international visitors.

Please see the [Oxfordshire Strategic Economic Plan 2016](#) for more information.

According to the 2017 Inter-Departmental Business Register (IDBR) there are 31,130 enterprises in Oxfordshire. 50.7% of individuals in the county have an NVQ Level 4 or above, whilst 3.8% have no qualifications.

Central to the continued transformation of Oxfordshire's knowledge-based economy to a world leader in technology and business innovation, is the need for higher skills attainment. OxLEPs sets out a framework for how this is to be achieved in the '[Oxfordshire Skills Strategy: Building a 21st century skills ecosystem](#)' through five Strategic Priorities of which the following are pertinent to this Service:

- To meet the needs of local employers through a more integrated and responsive approach to education and training provision in identified priority sectors – both current and projected;
- To support the government's agenda to increase the number of apprenticeships offered, and apprenticeship uptake, particularly within small to medium sized businesses.

The strategy uses a range of evidence to identify a number of broad priority sectors for Oxfordshire which are either forecast to grow or that are experiencing particular skills challenged and warrant attention.

The Oxfordshire European Structural Investment Fund Strategy can be found at: <https://www.oxfordshirelep.com/about/our-programmes/european-funding>

Local Authorities:

Cherwell District Council
Oxford City Council
Oxfordshire County Council
South Oxfordshire District Council
Vale of White Horse District Council
West Oxfordshire District Council

Key Priorities:**Sectors:**Significant sectors for growth

- Education
- Business administration and finance
- Health and social care
- Professional, scientific and technical
- Sales and retail
- Digital, creative technologies
- Hospitality and catering

Sectors facing skills challenges/labour shortages/projected skills shortages

- Health and social care
- Engineering and science
- Digital & creative industries
- Construction and built environment
- Hospitality and catering
- Logistics (distribution and wholesale)

Priority Group:

Those employed in Oxfordshire in businesses and organisation who wish to upskill

PART 5 FUNDING AND OUTCOMES

102. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

103. The contract will be for the value of £1,890,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,890,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1023	200	£ 204,600.00
RQ01 Regulated Learning			£ 1,205,636.00
NR01 Non Regulated Activity			£ 301,414.00
PG01 Progression Paid Employment (EMP)	51	500	£ 25,500.00
PG03 Progression Education (EDU)	102	500	£ 51,000.00
PG04 Progression Apprenticeship (EDU)	51	600	£ 30,600.00
SD01 Progression WITHIN Work	205	250	£ 51,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 1,890,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

SHEFFIELD CITY REGION – MORE DEVELOPED AND TRANSITIONAL

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Sheffield City Region has a diverse economy comprising a dynamic core city, important towns and market towns, and a significant rural economy. The City Region encompasses more than 1.8 million people (over 1.1 million aged 16-64) and approximately 700,000 jobs. 76.6% of people are in employment.

Sheffield City Region has a diverse labour market comprising several urban hubs as well as semi-rural and rural areas. It has strengths in advanced manufacturing, creative, digital, logistics, technology, retail and business services. The two largest authorities in the City Region, in terms of population are Sheffield and Doncaster.

The Sheffield City Region's economic strategy is clear: to create a larger and stronger private sector by increasing the total Gross Value Added (GVA), the number of businesses and jobs. In order to be successful in achieving this ambition, an effective skills and employment offer will need to be developed to secure growth.

For the first time in a generation it is private sector jobs growth that is driving our economy, adding £1.34bn of GVA in just two years. In the five years to 2015, the fastest growing sectors were business services and manufacturing, growing by 28% and 13% respectively. However, inequality has remained high and significant parts of the population and business have not benefitted from economic growth.

Analysis of key indicators demonstrates:

- GVA per employee is 18% below the national average and mean earnings are 17% below the national average.
- Despite lower skills levels than average for England, underemployment is high (12% of all employees and occurs in 41% of businesses), this includes the graduates from our universities in addition to the wider labour market.
- Employers invest less in training than average, for example, 38% of establishments have not trained anyone in their workforce in the last 12 months.
- A shortfall of 30,000 jobs in higher skilled occupations relative to the size of the employment base.

Productivity in the Sheffield City Region has been declining since 2000 and is circa 84% of the national average. The key determinant of this low productivity appears to be the high proportion of the workforce in low skilled occupations and the low proportions of the workforce in higher skills occupations in each sector.

In 2014/15 over 21,000 people started an Apprenticeship in the Sheffield City Region, with the majority at Level 2, only 3.5% at a higher level and with significant BAME (black, Asian and ethnic minorities) under-representation².

According to UKCES Employer Skills Survey 2015, the number of companies reporting having skills gaps is 16%, higher than the average in England of 14%, with 6% reporting they are struggling to fill vacancies and 31% are considered to be hard to fill. This is in addition to lower than national averages for the number of residents qualified to Level 3 and above (51.6% compared to 56.9%) and above average figures for the number with no qualifications (8.9%, 8.0% Great Britain average).

Sheffield City Region, its 9 local authorities, colleges, and health partners have a complex set of provision, local organisation networks and governance in place of relevance to skills and employments that this support will need to link into and align provision to be effective in our area. 6 Local Integration Boards have been established to strengthen and align skills and employment provision we expect this programme to work in an integrated way with and through those boards.

Strategic economic plan 2015-2025: <https://sheffieldcityregion.org.uk/wp-content/uploads/2018/01/Strategic-Economic-Plan-2015-2025.pdf>

ESIF Strategy refresh: <https://sheffieldcityregion.org.uk/wp-content/uploads/2018/01/SCR-ESIF-REFRESH-Feb-2016-Final-v3-1.pdf>

LOT 1 – More Developed

Local Authorities:

Chesterfield
Bassetlaw
North East Derbyshire
Bolsover
Derby Dales

LOT 2 - Transition

Local Authorities:

Chesterfield
Bassetlaw
North East Derbyshire
Bolsover
Derby Dales

Key Prioritise:

The Contractor shall ensure that Services are developed and designed to address the no qualifications, basic and low skills gap for residents who are currently employed or under-employed or self-employed by increasing their skills levels from the existing level to the next level up / up-skill to enable them to progress in the workplace or self-employment. Specific groups of Participants which need additional support:

² Sheffield City Region Labour Market Report – can be found [here](#)

- People from marginalised communities
- Those with caring responsibilities
- People with a mild learning disability or learning difficulty
- Young people
- Roma & traveller communities
- People who have low/no skills
- People in low paid/vulnerable jobs
- Female focused provision- female leaders – entrepreneurship for women – workforce development

Sectors

- Advanced Manufacturing & Materials
- Business & Professional Services
- Creative & Digital Industries
- Healthcare Technologies
- Logistics
- Low Carbon
- Property & Construction
- Retail
- Sports, Leisure & Tourism

PART 5 FUNDING AND OUTCOMES

LOT 1 – More Developed

104. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

105. The contract will be for the value of £1,912,718.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,912,718.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1035	200	£ 207,000.00
RQ01 Regulated Learning			£ 1,219,810.00
NR01 Non Regulated Activity			£ 304,958.00
PG01 Progression Paid Employment (EMP)	52	500	£ 26,000.00
PG03 Progression Education (EDU)	104	500	£ 52,000.00
PG04 Progression Apprenticeship (EDU)	52	600	£ 31,200.00
SD01 - Progression WITHIN work	207	250	£ 51,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00

Total of ESF Specification			£ 1,912,718.00
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*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

LOT 2 - Transition

106. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

107. The contract will be for the value of £9,208,472.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £9,208,472.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	5023	200	£ 1,004,600.00
RQ01 Regulated Learning			£ 5,924,398.00
NR01 Non Regulated Activity			£ 1,481,124.00
PG01 Progression Paid Employment (EMP)	251	500	£ 125,500.00
PG03 Progression Education (EDU)	502	500	£ 251,000.00
PG04 Progression Apprenticeship (EDU)	251	600	£ 150,600.00
SD01 - Progression WITHIN work	1005	250	£ 251,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 9,208,472.00

PART 4: LOCAL SERVICE REQUIREMENTS

SOLENT – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Solent with a population of 1.3m people is the most urbanised area in southern England outside London. Its 290 miles of coastline, three islands and three peninsulas present unique challenges and opportunities that influence economic growth. The Solent economy is valued at £29bn Gross Value Added (GVA), and is home to 42,000 businesses. The Solent is an international gateway with the Port of Southampton, Portsmouth Naval Base, Portsmouth Commercial Port, and Southampton International Airport significant contributors to the economy. Home to a globally leading marine and maritime sector with significant clusters for marine autonomy and robotics, the Solent also has strategic sectoral strengths in the visitor economy, logistics advanced manufacturing and defence. We also have competitive advantage and specialisms in advanced technologies (including photonics, advanced materials, computer science and the life sciences).

Whilst this is a significant economy for such a small geographic area, average productivity is lower than in the South East (8.4% lower) and the UK (just less than 0.5% lower). This trend is expected to continue in the future with the LEP remaining close to the UK average while continuing to lag behind the South East. There are a range of reasons for this, including sectoral profile, connectivity, and, importantly, the development of skills and talent. Whilst the Solent has great potential, it does experience a range of skills and labour market challenges in the Solent that need to be addressed in order to transform our productivity performance:

1. The Solent has a 4.2% deficit in higher level skills, compared against the wider south east;
2. It is forecast that replacement demand (i.e. job openings created by people leaving the labour force temporarily or permanently) will contribute seven times as many job openings as net job growth over the next decade. This suggests that there will be a need to recruit suitably skilled people across all broad occupational groups, including those projected to decline;
3. The pipeline of skills coming through raises some issues and Solent has an attainment gap in terms of performance at Key Stage 3 and GCSE, which could challenge the area's ability to meet the future skills demands;
4. On-going skills gaps across key sectors, including advanced manufacturing / engineering, e, health civil engineering and health and social care;
5. A requirement for new entrants and the current workforce to be equipped with employability / softer-skills, often in conjunction with multi-disciplined technical and professional skills;
6. The need to align skills delivery with business requirements and the expectation that skills delivery will be increasingly industry-led;
7. Structural changes in the labour market and economy requiring workers to have a

portfolio of careers and skill sets;

8. Labour market challenges that are particularly acute in the Solent including the availability of affordable housing, which employers are citing as an issue when they look to attract and retain skills and talent in their organisations;
9. The decision of the UK to exit the EU will have implications on the labour market going forward both in terms of workforce supply and demand; and
10. The impact of technological advances on the labour market due to ever increasing improvements and innovation in automation, artificial intelligence and the utilisation of 'Big Data' and the 'Internet of Things', is driving changing business models, cross-sectoral and industry requirements, employment patterns and labour market requirements, Digital capability at all levels (entry - advanced) is now core competency for agile and competitive workforce.

A [Solent Skills Strategy](#) was published in March 2014 to inform the [Solent Strategic Economic Plan](#) (published at the same time). Since then the Solent LEP has published a number of key updates to our evidence base, including a [Skills Strategy Interim Evaluation](#). Links to key documents are provided below:

- [Solent Area Review](#)
- [Solent Strategic Economic Plan](#)
- [Solent Productivity and Growth Supplement 2017](#)
- [Solent LEP Baseline Forecasts and Implications of Brexit](#)
- [Skills Strategy Interim Evaluation](#)
- [Solent Innovation Evidence Base](#)
- [Solent ESIF Strategy](#)

The Solent has a strong and connected skills infrastructure, and this workforce development delivery should build upon & strengthen local existing provision, notably in our FE, and private training provider base to improve productivity in the Solent. The Contractor should set out how they will work with allied business support provision such as the Solent Growth Hub, and Solent Apprenticeship Hub (when it comes on stream) to ensure seamless referral, avoid duplication and ensure resources are effectively maximised locally. Whilst it is anticipated that delivery will focus on employed Participants it should also be able to demonstrate sufficient capacity and capability to respond to any local economic shocks and redundancy, and be able to put interventions in place to support affected employees swiftly.

Local Authorities:

Wholly within Solent LEP geography:

Portsmouth City Council
Southampton City Council
Isle of Wight Council,
Havant Borough Council
Fareham Borough Council
Gosport Borough Council
Eastleigh Borough Council.

Partially in the Solent LEP geography:

Hampshire County Council

East Hants District Council

Winchester City Council

Test Valley Borough Council

New Forest District Council

Key Priorities:

Key Sectors:

marine and maritime, engineering advanced manufacturing, (including photonics and advanced materials), aerospace and defence, construction, life sciences, health, digital & information economy, digital & creative industries, oil and gas, clean green tech, as well as enabling sectors such transport and logistics

Focus on STEM and Level 3 and above, linked to sectors.

PART 5 FUNDING AND OUTCOMES

108. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

109. The contract will be for the value of £3,425,537.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £3,425,537.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1862	200	£ 372,400.00
RQ01 Regulated Learning			£ 2,195,862.00
NR01 Non Regulated Activity			£ 548,975.00
PG01 Progression Paid Employment (EMP)	93	500	£ 46,500.00
PG03 Progression Education (EDU)	186	500	£ 93,000.00
PG04 Progression Apprenticeship (EDU)	93	600	£ 55,800.00
SD01 Progression WITHIN Work	372	250	£ 93,000.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 3,425,537.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

SOUTH EAST – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The South East LEP is the largest in the country and has three distinct skills board areas of Kent and Medway; Essex Southend and Thurrock; and East Sussex. It has a population of 4.2 million set to grow to nearly 5 million by 2039.

Growth across a range of sectors is forecast on a significant scale and many of these are already experiencing shortages.

SELEP has recently agreed a five year skills strategy to be available at <http://www.southeastlep.com/> accompanied by an evidence base and would expect bids to be consistent with the ambition and priority this sets out.
www.southeastlep.com/our-strategy/skills/

This has been endorsed by the Essex Employment and Skills Board (ESB) and is consistent with local priorities. Further information on local priorities are available at <https://www.essexsb.co.uk/>

This has been endorsed by Kent and Medway Skills Commission and is consistent with local priorities. Further information on local priorities are available at https://www.kelsi.org.uk/_data/assets/pdf_file/0020/54632/Adult-Learning-Employment-and-Skills-Strategy-2015-2018.pdf (currently being revised)

This has been endorsed by Skills East Sussex and is consistent with local priorities. Further information on local priorities are available at <https://www.eastsussex.gov.uk/business/eastsussex/selep/ses/ses/>

The LEP operates through a federated model which brings together the three distinct skills board areas of Kent and Medway; Essex Southend and Thurrock; and East Sussex. The areas have their own needs and the services delivered through this contract will be expected to meet all the needs of all the areas however remote. To facilitate the clear geographic distinctions and the aspirations of each of the partner local authorities within the federated model, this contract will have three geographically based funding pots. The provider will be expected to use the allocated funding within the identified geographic area AND report on at that level to the LEP and any of its relevant steering groups or sub committees. Initially it is expected that the provider will attend and present performance reports on a monthly basis. The frequency of meetings will be reviewed after the third month.

Part of Essex Southend Thurrock is shared by Cambridgeshire and Peterborough Combined authority so opportunities for join up should be explored.

Part of East Sussex is shared by Coast to Capital LEP so opportunities for join up should be explored.

Local Authorities:

East Sussex

Essex (including Uttlesford), Southend, Thurrock

Kent and Medway

Key Priorities:**Sectors:**

- **Delivery across Essex** should be in response to identified employer need in the construction, health, care, logistics, IT, digital & creative, engineering, education and finance sectors. Delivery should also respond to additional local priorities for Southend and Thurrock such as visitor and tourism. A key priority is the upskilling of teaching staff in education establishments (including schools, training providers, further and higher education) responding to priority sectors
- **Delivery across Kent and Medway** should be in response to identified employer need and focus on the construction, health, care, logistics, IT, digital & creative, engineering, agriculture, education and land-based and visitor economy sectors. A key priority is the upskilling of teaching staff in education establishments (including schools, training providers, further and higher education) responding to priority sectors. Focus should be on innovative and SMART delivery to optimise accessibility (such as virtual reality, online software)
- **Delivery across East Sussex** should be in response to identified employer need and focus on the construction, health, care, logistics, IT, digital & creative, engineering, agriculture and land-based and visitor economy sectors. Adapted to not restrict delivery only to these sectors
- A key priority is the upskilling of teaching staff in education establishments (including schools, training providers, further and higher education) responding to priority sectors

LEP Priority:

- The ability to meet changing needs and demands as determined by employers. (i.e. ranging from supporting someone in an entry level job to progress to supporting with technical skills at level 4 and above)
- A strong knowledge and application of digital resources and technology to make provision accessible is sought (such as virtual reality, online software)
- Focus should be on innovative and SMART delivery to optimise accessibility (such as virtual reality, online software)

Learner type:

- A key priority is to address sectoral gender balance (i.e. females in construction, males in care) and supporting people with disabilities and mental health barriers across all sectors
- Providers should display within their Initial Assessment and IAG ways in which they have addressed poor understanding of career pathways in certain sectors i.e. health & social care and land-based
- The successful Contractor should work closely with the LEP and local skills boards to agree delivery focus

- Delivery should involve collaboration with current relevant ESF and national programmes and facilities invested in by the LEP. Examples are available at [http://www.southeastlep.com/images/uploads/resources/SELEP brochure %28ESF and Skills Capital%29.pdf](http://www.southeastlep.com/images/uploads/resources/SELEP_brochure_%28ESF_and_Skills_Capital%29.pdf)

The funding will be allocated as identified below:

£ 1,169,100.00 Essex, Southend and Thurrock

£353,700 East Sussex

£1,177,200 Kent and Medway

PART 5 FUNDING AND OUTCOMES

110. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

111. The contract will be for the value of £2,700,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £2,700,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1465	200	£ 293,000.00
RQ01 Regulated Learning			£ 1,727,954.00
NR01 Non Regulated Activity			£ 431,996.00
PG01 Progression Paid Employment (EMP)	73	500	£ 36,500.00
PG03 Progression Education (EDU)	147	500	£ 73,500.00
PG04 Progression Apprenticeship (EDU)	73	600	£ 43,800.00
SD01 Progression WITHIN Work	293	250	£ 73,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 2,700,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

SOUTH EAST MIDLAND – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

SEMLEP is a high-growth economy with Gross Value Added (GVA) currently standing at some £50bn, up from c£45bn in 2010. The area includes some highly productive economies; for example, Milton Keynes has the fifth highest GVA per worker of all British cities. However, the current situation is a case of 'haves' and 'have nots', with one reaching capacity and the other not reaching potential.

Measures of the skills mismatch between those employed, those seeking work and employers can be identified combining analysis of SEMLEP's Employer Survey vacancies and recruiting data with our most recent statistical refresh of social and employment demographics [April 2017]. Changing age demographics are affecting individuals at both ends of the spectrum the over 50's at risk of becoming obsolete with new technologies, whilst youth are struggling for opportunities to move into jobs held by older people.

In this tightening labour market, there is a need for a more flexible approach as businesses are struggling to develop their own staff and plan for future needs. Interventions are sought to equip the workforce with the skills that employers need from basic literacy and numeracy to higher skills at practical and technical levels. To increase economic activity provision is needed to support vulnerable groups to overcome employment barriers by providing lifelong opportunities for up-skilling and re-skilling. This is particularly relevant within the health and social care, construction and logistic sectors.

For further information please refer to:

- Details of the [South East Midlands local ESIF Strategy](#)
- Details of the [Northamptonshire Enterprise Partnership local ESIF Strategy](#)
- Details of the [South East Midlands 2017-2020 Implementation Plan](#)
- Details of the [South East Midlands 2017 ESF Data Refresh](#)
- Details of the [South East Midlands Skills Strategy](#)

South East Midlands Partnership and Northamptonshire Enterprise Partnership merged in 2017 and serve the whole of South East Midlands including Northamptonshire. However, due to the structure of the Memorandum of Understanding with the ESF Managing Authority, ESF opt in services are procured under the pre-merger geography. There are 13 Local Authorities covering the entire SEMLEP geography, with the population split 60% SEMLEP and 40% Northamptonshire based on pre-merger geography.

Local Authorities:

South East Midlands

Grouped into largely rural areas of

- Aylesbury Vale 9.6%
- Central Bedfordshire 13.9%

- Cherwell 7.4%,
and the predominantly urban areas of
- Bedford 8.4%,
- Luton 10.9%
- Milton Keynes 13.3%

Key Priorities:

The Services to focus on improving the skills of employed individuals to meet their goals and to encourage progression in work. This is particularly relevant to individuals who suffer potential work poverty due to insecure, part-time work and zero-hour contracts.

Individual's work profiles are changing; people are working longer and more people have 'portfolio' careers. There is a need for a lifelong learning approach that enables employed individuals to up-skill and change roles, developing transferable skills to help them to progress within employment.

Interventions are encouraged but not limited to:

8. Priority will always be given to support upskilling and retraining of Participants at risk or have been made redundant within last 3 months
9. Pre-qualification initiatives such as awareness raising with employers. Working in collaboration with specialist organisations to provide mentoring to support SMEs to adapt to current labour markets; to be achieved by supporting a range of training to develop transferrable skills and qualifications to support low paid employees. Special emphasis to be given to carers, lone parents, and part-time workers.
10. Support for women whose first language is not English enabling them to access training at the appropriate level to help them progress from part time or zero-hour contracts to full time employment
11. Work with SME's around Participant CPD (continuing professional development) and career portfolios to identify specific opportunities for progression within employment
12. Support employed people diagnosed with ADHD, Dyslexia and high functioning autistic traits to assist them to remain within the work place and progress within employment
13. Tailored support for over 50's to develop transferrable skills enabling them to retrain and remain in work
14. Management mentoring opportunities to support individuals to move into these roles including supervisory junior management roles.

However, there is also an opportunity to work with employers to upskill their workforce to address discrepancies between the skill needs of employers. The Service should link up with existing provision to complement and extend workplace provision ie. access to work programme. Developing better links between businesses and education particularly for the identified priority groups.

There is a need for training providers and education establishments to work with employers to align initiatives across all sectors but most urgently in health and social care, construction and logistics. In particular

- build capacity for SMEs to help them understand the benefits and opportunities of apprenticeship, internship and work placement programmes.
- to work with SMEs to support the business to retain and develop a skilled workforce utilising the type of intervention mentioned above to sustain their workforce.

The development plan (SD02) is to be scoped with the LEP to ensure best value for money and impact within our geography. The Contractor must ensure the plan incorporates:

5. Confirmation that the provider has both the resources and capacity to deliver the Service
6. A clear and robust employer engagement plan
7. Details of existing provider networks with contact names
8. Details of existing employer networks
9. A detailed project organogram showing roles and lines of communication

The Contractor must attend the LEP ESF Providers Forum to promote alignment and streamlining of provision.

PART 5 FUNDING AND OUTCOMES

112. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

113. The contract will be for the value of £1,350,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,350,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	728	200	£ 145,600.00
RQ01 Regulated Learning			£ 857,437.00
NR01 Non Regulated Activity			£ 214,363.00
PG01 Progression Paid Employment (EMP)	36	500	£ 18,000.00
PG03 Progression Education (EDU)	73	500	£ 36,500.00
PG04 Progression Apprenticeship (EDU)	36	600	£ 21,600.00
SD01 Progression WITHIN Work	146	250	£ 36,500.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00

Total of ESF Specification			£ 1,350,000.00
<p>*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.</p>			

PART 4: LOCAL SERVICE REQUIREMENTS

STOKE-ON-TRENT AND STAFFORDSHIRE – TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

The five areas of focus for skills are in the **LEP Strategic Economic Plan** are:

- Higher Level Skills: Only 25% of working age people in the LEP area hold a degree-level qualification, which is nine percentage points below the average for England.
- Employability: Youth unemployment is high in our area; 18% of 16-24 year olds in Stoke-on-Trent and Staffordshire are unemployed, compared to 4% of 25 to 64 year olds.
- Career Choice: improving careers decision making and skills development as there is a poor understanding of labour market opportunities
- Business Engagement in Learning and Skills: develop greater involvement of businesses with skills provision and ensure a better match between the skills that employers look for and those delivered by education and training providers
- Learning and Skills Infrastructure: development of high quality education and training facilities

Strategic Economic Plan: <https://www.stokestaffslep.org.uk/app/uploads/2014/04/140404-Stoke-and-Staffs-Economic-Plan-Part-1-Strategy-Website.pdf>

The Stoke-on-Trent and Staffordshire LEP Skills Strategy Priorities are:

- Careers & Employability;
- Apprenticeships;
- World Class Skills facilities and provision to improve workforce skills and ensure business can access skills needed to improve productivity and growth

Skills Strategy: <https://www.stokestaffslep.org.uk/app/uploads/2015/04/82528-ET-SKILLS-STRATEGY-JULY-2016.pdf>

SSLEP ESF Skills, Employment and Social Inclusion Commissioning Plan and Prospectus 2014-2020 details the types of activities to support our Skills Strategy
<https://www.stokestaffslep.org.uk/app/uploads/2015/04/EU-Skills-Investment-Plan-Nov-2015.pdf>

Current **Programme Delivery Guide** sets-out the current range of ESF provision in place.

<https://www.stokestaffslep.org.uk/app/uploads/2018/05/ESIF-Delivery-Programme.pdf>

Skills Support for Redundancy:

Focusing on people in the workforce who are under threat of redundancy and those who are unemployed through redundancy in the previous 3 months, the service should be

responsive and align and complement existing services such as DWP's Rapid Response Service, and those delivered by the National Careers Service.

The service is expected to work in collaboration with key partners and at time as part of a taskforce approach. Services where appropriate should support the retention and retraining of workers, to work within one of the LEPs priority sectors. The retention of workers should be supported through the provision of a skills and vacancy matching facility that matches the transferable skills of at risk workers to vacancies in other companies or industries.

As the programme will cover Stoke-on-Trent and Staffordshire consideration needs to be given to the accessibility to training within rural areas.

The LEP has identified a need for skills training at level 3 and above, Therefore, priority must be given to level 3 units/qualifications or progression to level 3 (within the Loans policy).

Through a package of interventions and innovative approaches, Skills Support for the Workforce Services should provide locally tailored solutions, to meet the skills priorities within Stoke-on-Trent and Staffordshire with consideration being given to the accessibility of training within rural areas.

Services must engage with employers to review their workforce development and growth plans at a strategic level to identify the skills required to help them achieve their business goals and to support the business to grow.

The provision should support the progression of employed individuals with low skills through the delivery of work related skills training. There should be strong evidence that the learning has raised the skills levels of the learner to that previously achieved, and that it has improved the employment status of the Participant or led them to the undertaking of higher levels of training.

Services should also support sustainable employment and promote the in work progression of employed Participants by raising their level of attainment and enabling them to improve their employment status. The services should also support employers to recruit and/or current employees with the opportunities to develop the skills that will enable them to progress to fill intermediate, technical and higher level skills gaps and shortages.

Support should also be provided to assist and mentor employers to identify and understand the importance of customised training that will encourage growth, particularly in practical skills such as strategic and creative thinking, finance, funding and investment, marketing and presentational skills.

Whilst non-regulated training can be provided, emphasis should be given to the provision of accredited training with the expectation that there be a minimum of 30 guided learning hours to ensure a quality and meaningful intervention. Exit interviews must be conducted with both Participants and employers to assess the impact of the activity and to ensure progression has been achieved.

There is an expectation that delivery of Service should:

- be targeted at employees who have level 1 qualifications or below to accommodate replacement demand.
- be targeted towards employees to achieve level 2 qualifications.
- be targeted towards employees to achieve level 3 and above (within the loans policy).

Local Authorities:

The emphasis is on engagement with Participants from all the following districts across the Stoke-on-Trent and Staffordshire LEP area.

The LEP encompasses the ten local authority areas of;

- Staffordshire County and its Districts which are
 - Cannock Chase
 - East Staffordshire
 - Lichfield
 - Newcastle-under-Lyme
 - South Staffordshire
 - Stafford
 - Staffordshire Moorlands
 - Tamworth
- Stoke-on-Trent

The Contractor must ensure delivery across all geographic areas, both urban and rural.

Please note – Cannock, Tamworth, Lichfield and East Staffordshire will also be covered by a separate ITT, led by GBSLEP. We would however be happy to work with the Contractor within these areas to ensure consistency of Services if required.

Key Priorities:

The LEP's priority growth sectors are:

- Advanced manufacturing: applied materials; agri-tech; aero-auto; medical technology and energy generation;
- Business and professional services;
- Tourism and Leisure.

The Service should target local employers with recruitment needs in the following SSLEP occupational areas:

- STEM skills development within Healthcare, Medical Technologies
- IT, Digital and Media
- Utilities and Engineering/Manufacturing sectors
- Logistics and distribution
- Construction and civil engineering
- Creative & Cultural Industries
- Tourism & Leisure
- Hospitality & Catering

Priority be given to qualifications that are linked directly to live vacancy opportunities for jobs and apprenticeships, and in particular where there are identified skills shortages and recruitment difficulties. The Service must deliver meaningful qualifications rather than generic employability training, e.g. certificates and awards in welding, food and drink, lean manufacturing, civil engineering, construction craft skills and adult health care, but **not** customer service and business administration. Where progression is into education, it should be towards full qualifications, ideally at a technical level.

PART 5 FUNDING AND OUTCOMES

114. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

115. The contract will be for the value of £4,500,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £4,500,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	2449	200	£ 489,800.00
RQ01 Regulated Learning			£ 2,888,790.00
NR01 Non Regulated Activity			£ 722,210.00
PG01 Progression Paid Employment (EMP)	122	500	£ 61,000.00
PG03 Progression Education (EDU)	245	500	£ 122,500.00
PG04 Progression Apprenticeship (EDU)	122	600	£ 73,200.00
SD01 Progression WITHIN Work	490	250	£ 122,500.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 4,500,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

SWINDON AND WILTSHIRE – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

Swindon and Wiltshire Local Enterprise Partnership (SWLEP) area has a growing population of 706,300 residents with 69% of the population living in Wiltshire and the remaining 217,900 living in Swindon Borough.

It is a diverse area, with remote rural landscapes interspersed by a dozen market towns and four main urban centres; Trowbridge, Salisbury and Chippenham in Wiltshire, and Swindon, which itself has a different socio-economic make-up from most of Wiltshire.

The Swindon and Wiltshire economy is dominated by small and medium-sized enterprises (SME), many of which are micro-businesses, and there is a large public sector presence that includes the Army. Swindon is also home to large businesses with higher volumes of lower skilled jobs.

There is a broad and diverse business base, with some small clusters of key sector businesses in the three growth zones identified by the SWLEP in its [Strategic Economic Plan](#). Businesses requiring support for workforce skills provision required are located across the whole area.

With a smaller, rapidly ageing workforce than national average, Swindon and Wiltshire businesses rely on in-commuting and attract talented people to the area for work. This skills and jobs mismatch coupled with poor attainment rates, particularly in Swindon, indicates the priority for services; put simply, there are more level-3 jobs than local people to fill them.

The recently published [local economic assessment](#) suggests the area is slipping behind other places in terms of its industrial productivity and competitiveness - and [research](#) suggests SMEs are investing less in new technology and workforce skills than two years ago.

But as firms embrace digitalisation of processes and products, existing workers need to be skilled for new technologies. Digitally capable workforces are required to see through technology introductions, scale-ups and efficiency drives.

The overarching priority is for services that uplift workforce skills – for a skilled workforce capable of utilising enabling technologies that contributes to improved rates of productivity.

In recognition of the need to ‘grow our own talent’ services should work directly with firms to bring about lifelong learning approach to workforce planning, and addressed by

carrying out needs analysis and nurturing strong leadership and management of small and medium-sized businesses.

SWLEP are addressing higher skills provision with its emerging [Higher Education](#) strategy, an [Apprenticeship](#) service, as well as their existing [Higher Futures](#) service, and services are expected to be complementary and provide additional value to the existing structures. In brief:

- Provision should focus on increasing the workforce with Level 3 qualifications.
- The task to uplift the skills base in SMEs is more of a priority for the ESF programme than a particular focus on certain sectors or at certain locations.
- Services are required to address intermediate skills gaps, as well as work to ensure future workers are capable, by enabling more apprenticeships.

As a proactive local enterprise partnership, a representative will join the steering group.

Local Authorities:

Swindon Borough Council
Wiltshire Council

Key Priorities:

Focus should be on:

1. Support employed and newly-employed people [Strand 1] to undertake lifelong learning for career development - often best achieved through Apprenticeships. Level 1 and Entry level learning is only relevant to individuals where it enables an individual to take up an Apprenticeship. (NOTE: It is only under this first priority that Level 1 and Entry level learning should be delivered by services.)
2. Support micro, small and medium-sized businesses across all sectors, with activities that increase their workforces' digital skills capability. The priority is for digital learning appropriate to current growth and productivity requirements of local businesses, regardless of their products and services being digital or not.
3. Delivery of leadership and management skills for business leaders in micro, small and medium-sized enterprises.

There are a number of general priorities affecting how Services are delivered in the Lot area:

- *Priority sectors* - In its Strategic Economic Plan the SWLEP has indicated priority sectors which it regards as key to driving local economic growth. These are not necessarily the largest employers, but have provided much of the local growth in both employment and business base over the past 5 years.

Priority Sectors are:

- Advanced Engineering and High Value Manufacturing
- Health and Life Science
- Financial and Professional Services
- Digital and ICT (including creative industries)
- Land Based Industries (including agri-tech, food and drink)

- Construction
- Visitor economy / tourism
- Low carbon, energy and clean growth [enviro-tech]
- Adult health and social care

Swindon and Wiltshire Growth Hub and Higher Futures are delivered by Swindon and Wiltshire Local Enterprise Partnership:

Integration - The [Higher Futures](#) service delivers Level 4+ skills to local workers in firms across all sectors. It carries out needs assessments and brokerage with a range of higher education providers. Provider should demonstrate how it will work alongside and complement the Higher Futures services.

Integration - The [Swindon and Wiltshire Growth Hub](#) is integral to delivery of business support and advice programmes, including those related to provision of skills. Provider should demonstrate how it will work alongside the Growth Hub.

PART 5 FUNDING AND OUTCOMES

116. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

117. The contract will be for the value of £2,021,764.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £2,021,764.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1095	200	£ 219,000.00
RQ01 Regulated Learning			£ 1,290,007.00
NR01 Non Regulated Activity			£ 322,507.00
PG01 Progression Paid Employment (EMP)	55	500	£ 27,500.00
PG03 Progression Education (EDU)	110	500	£ 55,000.00
PG04 Progression Apprenticeship (EDU)	55	600	£ 33,000.00
SD01 Progression WITHIN Work	219	250	£ 54,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 2,021,764.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

TEES VALLEY - TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

Tees Valley Strategic Economic Plan - The Industrial Strategy for Tees Valley 2016-2026

<https://teesvalley-ca.gov.uk/wp-content/uploads/2016/12/TVCA207-SEP-Documents-Full-Web.pdf>

Tees Valley European Structural and Investment Funds Strategy

<https://teesvalley-ca.gov.uk/wp-content/uploads/2016/10/TV-CA-ESIF-Strategy-Doc-Update-DCLG-April-16.pdf>

Tees Valley Education, Employment and Skills Plan, 'Inspiring Our Future' 2018-2021

<https://teesvalley-ca.gov.uk/wp-content/uploads/2018/04/EES-Strategy-Brochure-LRez.pdf>

Covering over 3,300 square miles and located on the North East coast, the Tees Valley Local Enterprise Partnership (LEP) area comprises five Local Authority Areas - Darlington, Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton-on-Tees.

The Tees Valley has a total population of 672,500 and offers over 303,500 jobs across some 16,500 businesses and through self-employment.

Tees Valley has a world-class reputation across its key sectors - Advanced Manufacturing; Process, Chemicals and Energy; Logistics; Health and Biologics; Digital and Creative; Culture and Leisure; and Business and Professional Services. It also has an established infrastructure and supply chain in the offshore, advanced manufacturing and engineering, chemicals and process and logistics sectors and key emerging sectors include life sciences, digital, energy and renewable, construction and business services.

All of these sectors are key to the economic development of the area and are all seeing growth and significant investment. With this investment, and that in infrastructure and facilities, we are creating sectors that are full of potential for future investors.

High growth and/or high volume replacement is anticipated in, but not exclusive to: Advanced Manufacturing; Process, chemicals and energy; Logistics; Health and biologics; Digital and creative; Culture and leisure; Business and professional services; Production industries; Public administration, defence and education; IT, media and other service industries.

Over half of the new jobs created will require higher level technical, science and digital skills, with 45% of these considered to be in more senior and managerial roles and 46% of replacement jobs will be across a range of levels, including entry level jobs offered as part-time opportunities and apprenticeships.

However, there are skill shortages across most of our key sectors, and many employers cite a lack of access to skilled workers as their greatest barrier to growth.

The percentage of residents in Tees Valley with NVQ Level 3 (50%) still trails the national average (57%), with a further fall of 2.6 percentage points seen over the last year compared to a rise of 0.3 nationally.

30% of residents are qualified to NVQ level 4 compared to 38.6% nationally
Low skills rates compared to national average (12% of people have no qualifications, compared to 7.7% nationally).

The Tees Valley ESIF Strategy (April 2016) provides synergy between our European aims, our agreed City Deal, Devolution Deal and Growth Deal – and the funds we have at our disposal through the Tees Valley Investment Fund, Local Growth Fund and local partners' investment.

Local Authorities:

Darlington
Hartlepool
Middlesbrough
Redcar & Cleveland
Stockton-on-Tees

Key Priorities:

The Service will be delivered in the entire Transitional LOT Area

The Service must demonstrate complementarity to and not duplicate existing provision in Tees Valley, including but not limited to, Sector Routeways and other business support services.

The Service must engage and work with local partners and stakeholders, including but not exclusively, the Tees Valley Education, Employment & Skills Partnership Board. The Service must also work in partnership with any relevant task groups should any level of Redundancy be identified that will impact on the Tees Valley economy, residents/learners and providers.

Key sectors in relation to this specification include but are not limited to, life sciences, advanced manufacturing and engineering, digital, energy and renewable, construction, retail, service sector and business services. All of these sectors are key to the economic development of Tees Valley.

The Service is expected to meet the priorities of the Tees Valley Education, Employment & Skills Plan, 'Inspiring Our Future' to support businesses to undertake workforce planning to identify growth and skills needs, resulting in the upskilling of the existing workforce and creating more jobs and apprenticeships that residents can access.

The Service must provide opportunities that enables and ensures Participants can access and/or remain in an ever-changing labour market and facilitates more flexible

career paths, whilst at the same time, meets the needs of businesses to have a workforce with multiple skill sets.

The Service would be encouraged, where appropriate, to explore non-accredited learning routes, quality assured using Recognising and Recording Progress and Achievement (RARPA), which would also result in the upskilling of the existing workforce.

PART 5 FUNDING AND OUTCOMES

118. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

119. The contract will be for the value of £6,930,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £6,930,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	3778	200	£ 755,600.00
RQ01 Regulated Learning			£ 4,454,785.00
NR01 Non Regulated Activity			£ 1,113,715.00
PG01 Progression Paid Employment (EMP)	189	500	£ 94,500.00
PG03 Progression Education (EDU)	378	500	£ 189,000.00
PG04 Progression Apprenticeship (EDU)	189	600	£ 113,400.00
SD01 Progression WITHIN Work	756	250	£ 189,000.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 6,930,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

THAMES VALLEY BERKSHIRE – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

Berkshire has one of the most successful labour markets in the UK. With a knowledge-based economy, high employment levels, low unemployment, a highly qualified workforce and a wide range of opportunities for new entrants and those looking to move up the career ladder, the area has much to offer employers and individuals alike.

However, skills shortages are more acute in Berkshire than across England as a whole and are a barrier to growth and innovation for many local businesses. Employers in Berkshire attribute a much higher proportion of hard-to-fill vacancies to applicants lacking the required skills (skills shortages) than the national average.

When examining the number of staff in Berkshire receiving training, we see that employers are training fewer staff than the national average (in 2015, 56% of staff received training over the last 12 months, compared to 63% nationally) and for a shorter length of time (5.8 training days per trainee versus 6.8 days nationally). In fact, when calculated as a proportion of all staff, Berkshire employers provide staff with the least amount of time to train than in all other LEP areas.

Berkshire has a large STEAM workforce and acute skills shortages particularly in the fields of digital tech and engineering. In addition, there is an ongoing skills shortage in 'low profile' sectors, which could be exacerbated by Brexit.

The high street retail sector has been experiencing a period of decline. In January 2005, less than 10% of those claiming JSA worked as sales and retail assistants, by May 2018, this figure has reached nearly 55%. Most in this group are likely to have been employed in the high street retail sector. The proportion of sales occupation jobs in the Thames Valley Berkshire workforce as a whole is projected to decrease from 7.2% in 2006 to 6% in 2026 (TVB) (although the absolute number will stay about the same).

Our [2018 Skills Priority Statement](#) identifies key areas in which we believe investment should be prioritised in order to grow the economy, raise productivity and improve the wellbeing of residents. It draws on a wide range of published and new evidence and is set in the context of a rapidly evolving national skills system.

Additional information on the LEP and its priorities is available in the following documents: [ESIF Strategy](#)

STEAM strategy [Gearing up for STEAM](#)

[2018 Skills Priority Statement](#)

More information on the Skills, Education and Employment priorities for the LEP is available on our website <http://www.thamesvalleyberkshire.co.uk/index>

Local Authorities:

West Berkshire
Reading
Bracknell
Wokingham
Royal Borough of Windsor and Maidenhead
Slough

Key Priorities:

Priority Sectors

Our [2018 Skills Priority Statement](#) identifies key areas in which we believe investment should be prioritised in order to grow the economy, raise productivity and improve the wellbeing of residents. It draws on a wide range of published and new evidence and is set in the context of a rapidly evolving national skills system.

We are particularly keen to support activity which target sectors / job families in which people tend to be low paid / are less likely to progress for example the 'health and social care' job family, the 'hospitality' job family and the 'transport and distribution' job family.

Assist those people who are under threat of redundancy or looking to change careers e.g. from the retail sector to one of our priority sectors such as digital.

Our research has identified 10 priority 'job families' in which we believe efforts should be concentrated locally to ensure a sufficient supply of skills. They have been split into three tiers in order of priority.

Tier 1

Digital Tech
Engineering and Science

Tier 2

Construction
Health and Social Care
Education

Tier 3

Transport and Distribution
Hospitality
Business and Finance
Sales and customer service
Creative

Priority Group

The aim of the Service is to provide Participants with the opportunity to develop the skills that will enable them to progress in employment. We are particularly keen to support Services that focus on older workers and those Participants wanting to work more hours.

Our data suggests that the group in most need are those who work in retail / previously worked retail but have been made redundant in the last 3 months.

PART 5 FUNDING AND OUTCOMES

120. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

121. The contract will be for the value of £530,074.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £530,074.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	279	200	£ 55,800.00
RQ01 Regulated Learning			£ 328,698.00
NR01 Non Regulated Activity			£ 82,176.00
PG01 Progression Paid Employment (EMP)	14	500	£ 7,000.00
PG03 Progression Education (EDU)	28	500	£ 14,000.00
PG04 Progression Apprenticeship (EDU)	14	600	£ 8,400.00
SD01 Progression WITHIN Work	56	250	£ 14,000.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 530,074.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

THE MARCHES – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Marches is one of the largest LEPs in the country covering 2,300 square miles across Herefordshire, Shropshire and Telford and Wrekin. It has a resident population of 684,300 (ONS 2017) with Herefordshire being one of the least densely populated areas of the country.

The Marches is home to more than 29,800 businesses currently contributing £10 billion to the UK economy. The business base is predominantly SMEs (10%) and micro-businesses (89.7%) with relatively few, but significant large employers. Around 17,500 businesses are in rural areas some with significant issues around transport and broadband connectivity. In addition there are 4,109 registered Voluntary Organisations with an estimated 290,737 people formally volunteering.

The business community being characterised by small and micro size businesses brings with it particular issues when addressing skills gaps. Support is needed to enable them to recruit, retain and plan for the future.

The Marches vision is to create 70,000 new homes and almost 40,000 new jobs over the next twenty years accelerating growth and providing opportunities for all who live and work here.

The [Marches ESIF Strategy](#) sets out the employment and skills priorities for the LEP area. The [Marches LEP Skills Plan](#) sets out key challenges around an ageing workforce, low-skilled workforce, skills gaps in emerging sectors, and low aspirations, work readiness and opportunities for young people.

The [Marches LEP Strategic Economic Plan](#) and [Evidence Refresh Report](#) and other supporting documents are available from <http://marcheslep.org.uk/document-library>

The Contractor will work with partners in the area including education and training providers including members of the Marches Skills Provider Network, the Marches Growth Hub, community and voluntary sector organisations including those delivering the Building Better Opportunities programme led by Landau, the Marches LEP, local Chambers of Commerce, the Federation of Small Businesses and other business sector groups.

Local Authorities:
Herefordshire

Key Priorities:

This project will address priorities in the Marches ESIF Strategy including:

- Addressing skills shortages and gaps such as in new/growth and high employment sectors including:
 - advanced manufacturing and engineering
 - health and social care
 - construction
 - environmental technologies
 - agriculture
 - food and drink
 - visitor economy (leisure and business tourism)
 - defence and security including cyber security
 - digital and creative industries
 - professional services
- Training leading to level 2 and accredited units of level 3 and level 4 (especially for people without current or relevant level 2, level 3 and level 4 qualifications) in sectors particularly where there are skills shortages at that level.

The Contractor will work closely with the Marches LEP's Growth Hub and the employers engaged with the Growth Hub. The Growth Hubs are located in Hereford, Shrewsbury and Telford.

The Contractor will work with the Marches Technical Assistance team to identify where ESF provision can complement the delivery of European Regional Development Fund (ERDF) activities.

The Services must be delivered in conjunction with rural partners to provide innovative ways of overcoming the transport/travel/broadband/outreach issues which face Herefordshire and Shropshire.

PART 5 FUNDING AND OUTCOMES

122. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

123. The contract will be for the value of £2,903,424.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of ££2,903,424.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1577	200	£ 315,400.00
RQ01 Regulated Learning			£ 1,858,693.00
NR01 Non Regulated Activity			£ 464,681.00
PG01 Progression Paid Employment (EMP)	79	500	£ 39,500.00
PG03 Progression Education (EDU)	158	500	£ 79,000.00
PG04 Progression Apprenticeship (EDU)	79	600	£ 47,400.00
SD01 Progression WITHIN Work	315	250	£ 78,750.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 2,903,424.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

THE MARCHES - TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

The Marches is one of the largest LEPs in the country covering 2,300 square miles across Herefordshire, Shropshire and Telford and Wrekin. It has a resident population of 684,300 (ONS 2017) with Herefordshire being one of the least densely populated areas of the country.

The Marches is home to more than 29,800 businesses currently contributing £10 billion to the UK economy. The business base is predominantly SMEs (10%) and micro-businesses (89.7%) with relatively few, but significant large employers. Around 17,500 businesses are in rural areas some with significant issues around transport and broadband connectivity. In addition there are 4,109 registered Voluntary Organisations with an estimated 290,737 people formally volunteering.

The business community being characterised by small and micro size businesses brings with it particular issues when addressing skills gaps. Support is needed to enable them to recruit, retain and plan for the future.

The Marches vision is to create 70,000 new homes and almost 40,000 new jobs over the next twenty years accelerating growth and providing opportunities for all who live and work here.

The [Marches ESIF Strategy](#) sets out the employment and skills priorities for the LEP area.

The [Marches LEP Skills Plan](#) sets out key challenges around an ageing workforce, low-skilled workforce, skills gaps in emerging sectors, and low aspirations, work readiness and opportunities for young people.

[The Marches LEP Strategic Economic Plan](#) and [Evidence Refresh Report](#) and other supporting documents are available from <http://marcheslep.org.uk/document-library>

The Contractor will work with partners in the area including education and training providers including members of the Marches Skills Provider Network, community and voluntary sector organisations including those delivering the Building Better Opportunities programme led by Landau, the Marches LEP, local Chambers of Commerce, the Federation of Small Businesses and other business sector groups.

Local Authorities:

Shropshire
Telford
Wrekin

Key Priorities:

This project will address priorities in the Marches ESIF Strategy including:

- Addressing skills shortages and gaps such as in new/growth and high employment sectors including:
 - advanced manufacturing including engineering, agri-food and agri-tech
 - health and social care
 - construction
 - environmental science and technologies
 - agriculture
 - food and drink processing
 - visitor economy (leisure, business tourism and heritage based business)
 - defence and security
 - creative and digital and industries
 - professional services
- Training leading to level 2 and accredited units of level 3 and level 4 (especially for people without current or relevant level 2, level 3 and level 4 qualifications) in sectors particularly where there are skills shortages at that level.

The Contractor will work closely with the Marches LEP's Growth Hub and the employers engaged with the Growth Hub. The Growth Hubs are located in Hereford, Shrewsbury and Telford.

The Contractor will work with the Marches Technical Assistance team to identify where ESF provision can complement the delivery of European Regional Development Fund (ERDF) activities.

The Services must be delivered in conjunction with rural partners to provide innovative ways of overcoming the transport/travel/broadband/outreach issues which face Herefordshire and Shropshire.

PART 5 FUNDING AND OUTCOMES

124. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

125. The contract will be for the value of £7,271,095.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £7,271,095.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	3964	200	£ 792,800.00
RQ01 Regulated Learning			£ 4,675,380.00
NR01 Non Regulated Activity			£ 1,168,865.00
PG01 Progression Paid Employment (EMP)	198	500	£ 99,000.00
PG03 Progression Education (EDU)	396	500	£ 198,000.00
PG04 Progression Apprenticeship (EDU)	198	600	£ 118,800.00
SD01 Progression WITHIN Work	793	250	£ 198,250.00
SD02 - LEP agreed Delivery Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 7,271,095.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

WEST OF ENGLAND – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

Background information regarding the LEP area can be found in our EU SIF Strategy available here: <http://westofengandlep.co.uk/funding/eu-sif/>

This document was produced in 2014. The West of England LEP area also published a Strategic Economic Plan available here: <http://westofengandlep.co.uk/about-us/strategicplan>

Both documents give a good background the economic situation here, as well as on our population. Our latest Operating Framework and Business Plan are available here: <https://www.westofengland-ca.gov.uk/weststrategy/>

Local Authorities:

Bristol City Council
Bath and North East Somerset Council
North Somerset Council
South Gloucestershire Council

Key Priorities:

Our overarching priority is to address low pay for employed and increase the numbers of employed people progressing in their careers to higher skilled work.

Key priorities:

- All Participants should be offered a careers education, information, advice and guidance session that is tailored. This offer would give Participants support in their decisions on training and retraining based on realistic and well informed knowledge of the local job market, current and future opportunities for employment.
- low paid, low-skilled workers to progress to better paid and more productive work
- Upskilling to provide labour for job opportunities in key business sectors leading to sustained employment in key sectors
- Supporting Participants to retrain in the labour market and delivering retraining opportunities for those with now outdated skills i.e. level 2 gained in 1970s or vocational skills in declining industries by funding provision.
- Supporting Participants onto specific vocational short courses designed to enable progression onto higher level courses or access new, better paid and more productive employment.
- Develop skills to meet future local business needs, and for innovation in companies particularly where aligned to West of England ERDF and SEP activities.

PART 5 FUNDING AND OUTCOMES

126. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

127. The contract will be for the value of £1,530,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,530,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	826	200	£ 165,200.00
RQ01 Regulated Learning			£ 973,557.00
NR01 Non Regulated Activity			£ 243,393.00
PG01 Progression Paid Employment (EMP)	41	500	£ 20,500.00
PG03 Progression Education (EDU)	83	500	£ 41,500.00
PG04 Progression Apprenticeship (EDU)	41	600	£ 24,600.00
SD01 Progression WITHIN Work	165	250	£ 41,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 1,530,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

WORCESTERSHIRE – MORE DEVELOPED

GEOGRAPHY / AREA OF DELIVERY

LEP background

Worcestershire Local Enterprise Partnership's vision is to build a connected, creative and dynamic economy that delivers increased prosperity for all those who choose to live, work and invest in Worcestershire.

Specifically, by 2025, to have added 25,000 jobs and increased Gross Value Added (GVA) by £2.9bn.

Worcestershire LEP is working towards three strategic objectives:

1. Create a World Class business location
2. Promote individuals with World Class skills
3. Develop World Class competitive and innovative businesses

The Service being procured will be aligned with the Worcestershire Strategic Economic Plan, European Structural and Investment Funds Strategy and Worcestershire Employment and Skills Strategy (<http://www.wlep.co.uk>) and will be delivered to fulfil the second Worcestershire LEP Strategic Objective above which aims to realise people's potential and meet the skills needs of local businesses.

Worcestershire LEP, through the Worcestershire Employment & Skills Board, has identified a number of priorities in relation to employment and skills in the county:

- Skills and workforce planning: In particular, increasing the number of Apprenticeships (especially at levels 3 and 4), developing graduate level opportunities and increasing private sector skills investment.
- Strengthening the relationship between education and business: With Worcestershire Employment & Skills Board, we have developed an initiative for Worcestershire's high schools to work more closely with businesses, particularly in relation to work experience opportunities. See the new web portal for more information.
- Increasing employability: We are committed to improving the employment prospects of young people and a number of initiatives have been identified through the Employment and Skills Board.

Worcestershire LEP will work with partners to help deliver the vision set out in the SEP and ensure co-ordinated delivery of consistent, high quality programmes to all targeted client groups across Worcestershire.

Integral to this vision, is the fundamental requirement that ESF investment delivered via all two Opt Ins (ESFA and BLF) provides a coherent customer-oriented support programme and delivers social and economic inclusion as a whole.

Local Authorities:

Worcestershire County Council
Bromsgrove District Council

Malvern Hills District Council
 Redditch Borough Council
 Worcester City Council
 Wyre Forest District Council
 Wychavon District Council

Key Priorities:

Wraparound support for higher level Apprentices and Graduates that are in a low skilled or low paid jobs, to progress them to the right job or career.

- Leadership and management
- STEM (Science, Technology, Engineering and Maths)
- L3+

Collaborative and joint sector based training for businesses

- Key LEP Sectors – Advanced Manufacturing, Agri tech, Cyber and ICT and Construction
- Particular focus on STEM (Science, Technology, Engineering and Maths)

Work with the ESF SSU Contractor

- to support where appropriate the SSU Participants' who have progressed into a positive outcome via working with employers. Services should provide on-going tailored induction training as required by the employer to the Participants once in employment.

PART 5 FUNDING AND OUTCOMES

128. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

129. The contract will be for the value of £2,000,000.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £2,000,000.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1083	200	£ 216,600.00
RQ01 Regulated Learning			£ 1,276,596.00
NR01 Non Regulated Activity			£ 319,154.00

PG01 Progression Paid Employment (EMP)	54	500	£ 27,000.00
PG03 Progression Education (EDU)	108	500	£ 54,000.00
PG04 Progression Apprenticeship (EDU)	54	600	£ 32,400.00
SD01 Progression WITHIN Work	217	250	£ 54,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 2,000,000.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

PART 4: LOCAL SERVICE REQUIREMENTS

YORK, NORTH YORKSHIRE AND EAST RIDING MORE DEVELOPED AND TRANSITION

GEOGRAPHY / AREA OF DELIVERY

LEP background

The York, North Yorkshire and East Riding LEP's [ESIF Strategy and Strategic Economic Plan](#) and [Strategic Economic Plan Update](#) set out the priorities for economic growth in the area. Its skills priority 'Inspired People' sets out a range of objectives and activities to ensure that growing businesses have a productive workforce, young people make the right education and job choices and unemployed people get the best chances to connect to sustainable jobs. The ESIF strategy also seeks to address barriers relating to rural isolation which prevents access to initiatives and opportunities that are available in urban environments.

In general, the York, North Yorkshire and East Riding area has a vibrant socio-economic profile benefiting from low unemployment and a higher than national average figure for skills attainment. However, there are pockets of deprivation in some urban areas such as York, Harrogate and parts of Scarborough and Whitby. These pockets score badly on indices of deprivation and suffer from lower levels of skills attainment and rates of employment. There is also 'hidden' disadvantage in small rural communities where there may only be small numbers of people experiencing poverty per place but added together across the whole area the issue is a significant one. People living in small rural communities can be isolated, lack access to services, have limited transport options, poor ICT connectivity and poor access to education and jobs.

The York, North Yorkshire and East Riding LEP wish to address workforce skills shortages particularly in the following priority sectors.

1. Bioeconomy
2. Food manufacture
3. Construction
4. Engineering
5. Voluntary, Community and Social Enterprise
6. Visitor Economy
7. Health and Social Care

The priority sectors remain a focus for skills investment as they are the prime drivers for the LEP areas growth and prosperity. Businesses in these sectors are mainly small and micro in size and providing skills opportunities for this workforce will have a substantial economic impact.

Tackling other factors of the area's workforce is of paramount importance too, including: the ageing workforce (particularly in engineering and construction industries); demand for technical and specialist skills in STEM industries (such as wind power generation, potash mining expertise, complex construction ventures); resolving issues with the

rurality of the LEP area that are known to cause skills development isolation; filling skill gaps and better preparing businesses in emerging sectors such as agritech.

Agri-tech, bio renewables and food manufacture drive growth, however, there are substantial shortfalls in worker numbers in sectors which account for a large proportion of total businesses in the LEP area. These include health and social care, the visitor economy and construction. This shortfall necessitates action to ensure all our businesses can recruit and retain an optimum workforce and ensure our economy continues to grow.

There is also a need to address the gender imbalance of too few women in STEM related careers and there is an under representation of men in the care sector.

LOT 1 – More Developed

Local Authorities:

- North Yorkshire County Council
 - Craven District Council
 - Hambleton District Council
 - Harrogate Borough Council
 - Richmondshire District Council
 - Ryedale District Council
 - Scarborough Borough Council
 - Selby District Council
- City of York Council

Key Priorities:

Delivery must be accessible across York and North Yorkshire in particular where rural isolation presents an additional barrier to learning and where pockets of deprivation are evident in urban areas such as York, Harrogate and the coastal strip including Scarborough and Whitby

LOT 2 - Transition

Local Authorities:

East Riding of Yorkshire Council

Key Priorities:

The Service must be accessible across East Riding, in particular where rural isolation presents an additional barrier to learning and where pockets of deprivation are evident in urban areas such Withernsea and Bridlington.

The Service must include provision which addresses skills needs in the following priority areas:

1. Bioeconomy
2. Food manufacture
3. Construction
4. Engineering
5. Voluntary, Community and Social Enterprise
6. Visitor Economy
7. Health and Social Care

The Services must take into account the local labour market and deliver skills that directly relate to priority sectors.

The Contractor must commit to attend and provide relevant management information for a local steering group. The Contractor must ensure that a representative from the York, North Yorkshire and East Riding LEP is invited.

The Contractor must include and incorporate findings and LMI gained from previous research and use this intelligence to help tackle LEP area workforce issues.

PART 5 FUNDING AND OUTCOMES

LOT 1 – More Developed

130. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

131. The contract will be for the value of £1,856,250.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £1,856,250.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	1004	200	£ 200,800.00
RQ01 Regulated Learning			£ 1,184,156.00
NR01 Non Regulated Activity			£ 296,044.00
PG01 Progression Paid Employment (EMP)	50	500	£ 25,000.00
PG03 Progression Education (EDU)	100	500	£ 50,000.00
PG04 Progression Apprenticeship (EDU)	50	600	£ 30,000.00
SD01 Progression WITHIN Work	201	250	£ 50,250.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 1,856,250.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.

LOT 2 – Transition

132. The Contractor will be paid based on the achievement of Outcomes in accordance with Part 3 provided that total payments made to the Contractor under this Contract shall not exceed the Maximum Contract Value.

133. The contract will be for the value of £618,750.00 based on delivery of outcomes. The contract start date is 1 April 2019 and delivery will commence immediately. The final date for participant starts is 31 December 2020 and all activity must be completed by 31 July 2021.

TABLE C

This table provides an indication of the Estimated Number of Participant Outcomes to be achieved by the Contractor in return for funding of £618,750.00

Description	Volumes	Unit Cost	£
ST01 Learner Assessment and Plan	328	200	£ 65,600.00
RQ01 Regulated Learning			£ 386,039.00
NR01 Non Regulated Activity			£ 96,511.00
PG01 Progression Paid Employment (EMP)	16	500	£ 8,000.00
PG03 Progression Education (EDU)	33	500	£ 16,500.00
PG04 Progression Apprenticeship (EDU)	16	600	£ 9,600.00
SD01 Progression WITHIN Work	66	250	£ 16,500.00
SD02 - LEP agreed Development Plan	1	20000	£ 20,000.00
Total of ESF Specification			£ 618,750.00

*ST01 require start on learning (RQ or NRQ) to be eligible for claiming.