

# Hertfordshire Skills and Employment Strategy

2021-24



## Stakeholder engagement webinar

Thursday 28 January, 1-2:30pm

In partnership with



# Welcome and introduction

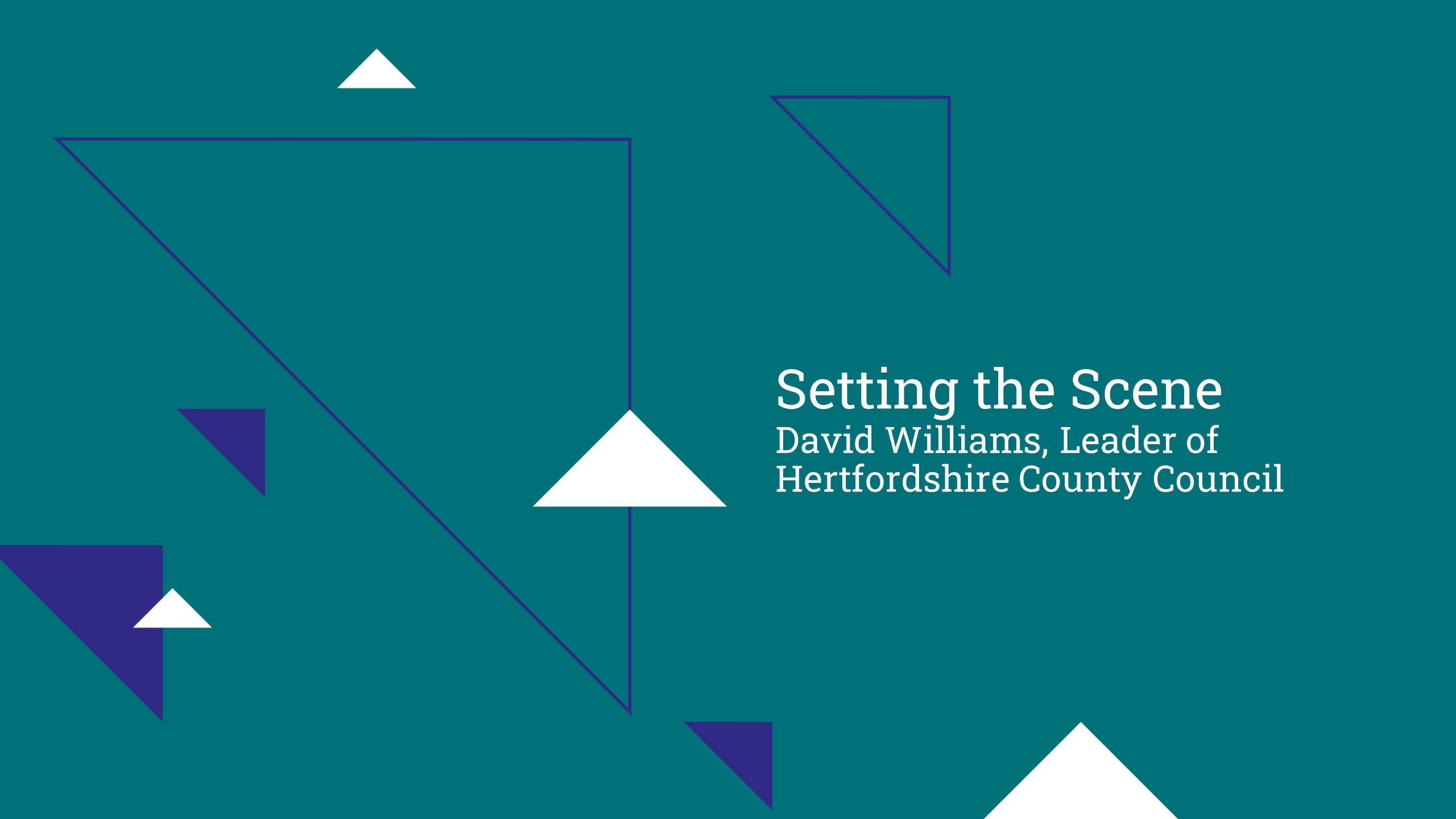
Adrian Hawkins OBE  
Chair of the LEP Skills and  
Employment Board

JANUARY 2021

# Agenda

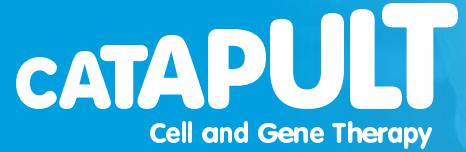
1. Setting the scene – David Williams, Leader of Hertfordshire County Council
2. Harnessing the opportunities – Dr Kate Barclay, Cell and Gene Therapy Catapult and SAP member
3. The Skills and Employment Landscape – Chris Gildersleeve (DWP) and Norman Jennings (LEP Operations Director)
4. Proposing the Themes – Caroline Cartwright – LEP Skills Manager
5. Q&A – facilitated by Adrian Hawkins
6. Next steps and close





# Setting the Scene

David Williams, Leader of  
Hertfordshire County Council



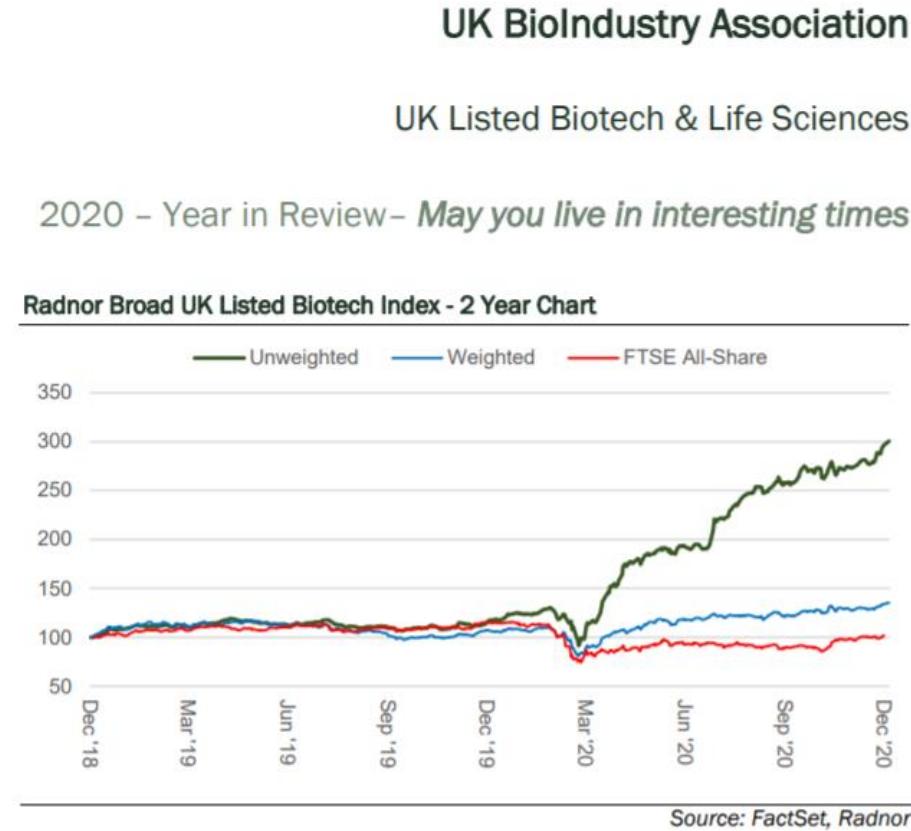
# Harnessing the Opportunities

28 January 2021

Dr Kate Barclay CEng FIChemE



# National picture on Biotech investment



2020 was an extraordinary year for Biotech, strongest performance over the last 10 years



Significant investment in efforts made by the sector to combat the pandemic – vaccines/testing/

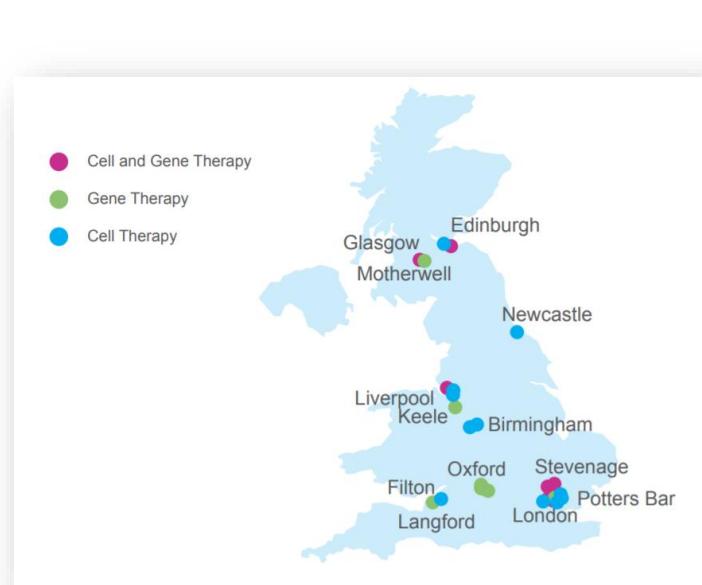


Investors also responded to the structural growth opportunity that has been brought in to focus



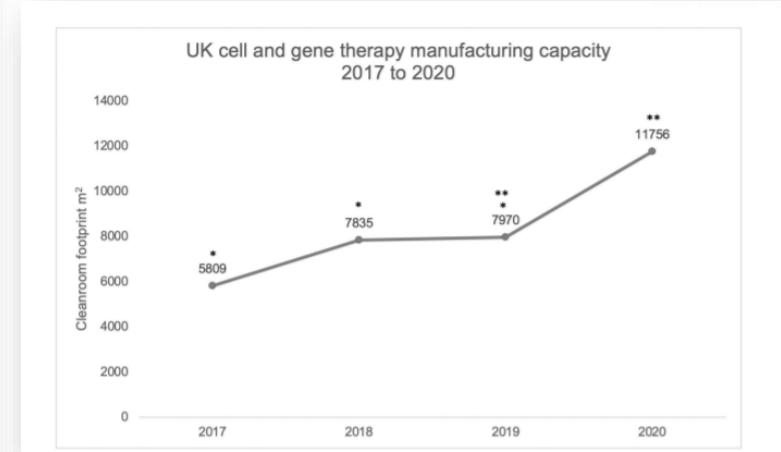
~£1,140m of fresh equity raised in 2020 across 51 individual companies, also bringing new investors to the sector

# National picture for Cell and Gene Therapy



## ■ Geographic locations:

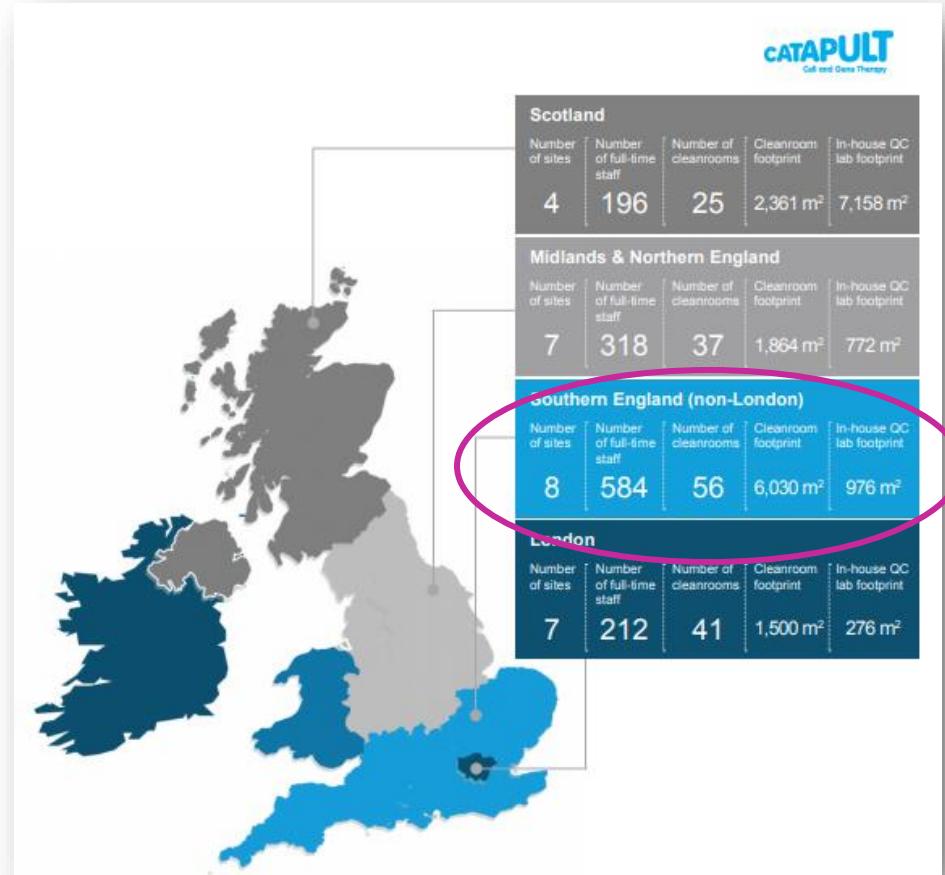
Diverse spread across the UK  
with aggregation in SE England,  
NW England and southern  
Scotland



## ■ National footprint:

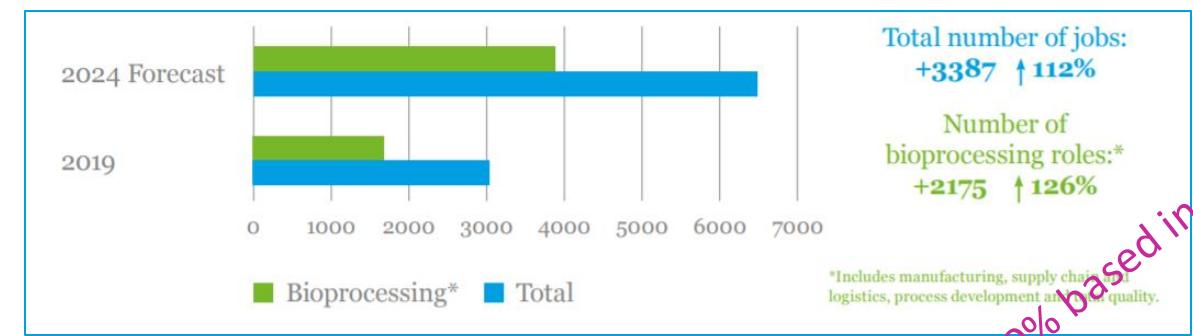
From 2017-2020 manufacturing footprint has increased over 100% in 3 years and numerous expansion projects in the pipeline

# Local picture for Cell and Gene Therapy

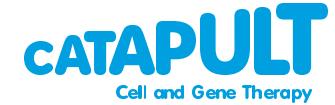


Manufacturing footprint

CATAPULT Cell and Gene Therapy				
Scotland				
Number of sites	Number of full-time staff	Number of cleanrooms	Cleanroom footprint	In-house QC lab footprint
4	196	25	2,361 m <sup>2</sup>	7,158 m <sup>2</sup>
Midlands & Northern England				
Number of sites	Number of full-time staff	Number of cleanrooms	Cleanroom footprint	In-house QC lab footprint
7	318	37	1,864 m <sup>2</sup>	772 m <sup>2</sup>
Southern England (non-London)				
Number of sites	Number of full-time staff	Number of cleanrooms	Cleanroom footprint	In-house QC lab footprint
8	584	56	6,030 m <sup>2</sup>	976 m <sup>2</sup>
London				
Number of sites	Number of full-time staff	Number of cleanrooms	Cleanroom footprint	In-house QC lab footprint
7	212	41	1,500 m <sup>2</sup>	276 m <sup>2</sup>



# Advanced Therapies Apprenticeship Community (Herts)



Lara: Technician Scientist apprentice (2018) – Quality Control  
Zack: Technician Scientist apprentice (2018) – Manufacturing Operations



Lia: Technician Scientist apprentice (2020) - Operations  
Alexandra: Process Engineer apprentice (2020) - Engineering



Rafiu: Manufacturing Technician apprentice (2019)  
Brandon: Manufacturing Technician apprentice (2019)



Will: Technician Scientist apprentice (2020) – Research & Development  
Tayla: Technician Scientist apprentice (2020) – Research & Development



Emily: Technician Scientist apprentice (2020) – Research & Development  
Rebecca: Technician Scientist apprentice (2020) – Laboratory Technician



Cameron: Laboratory Technician (2019) – Research & Development



# CATAPULT

## Cell and Gene Therapy

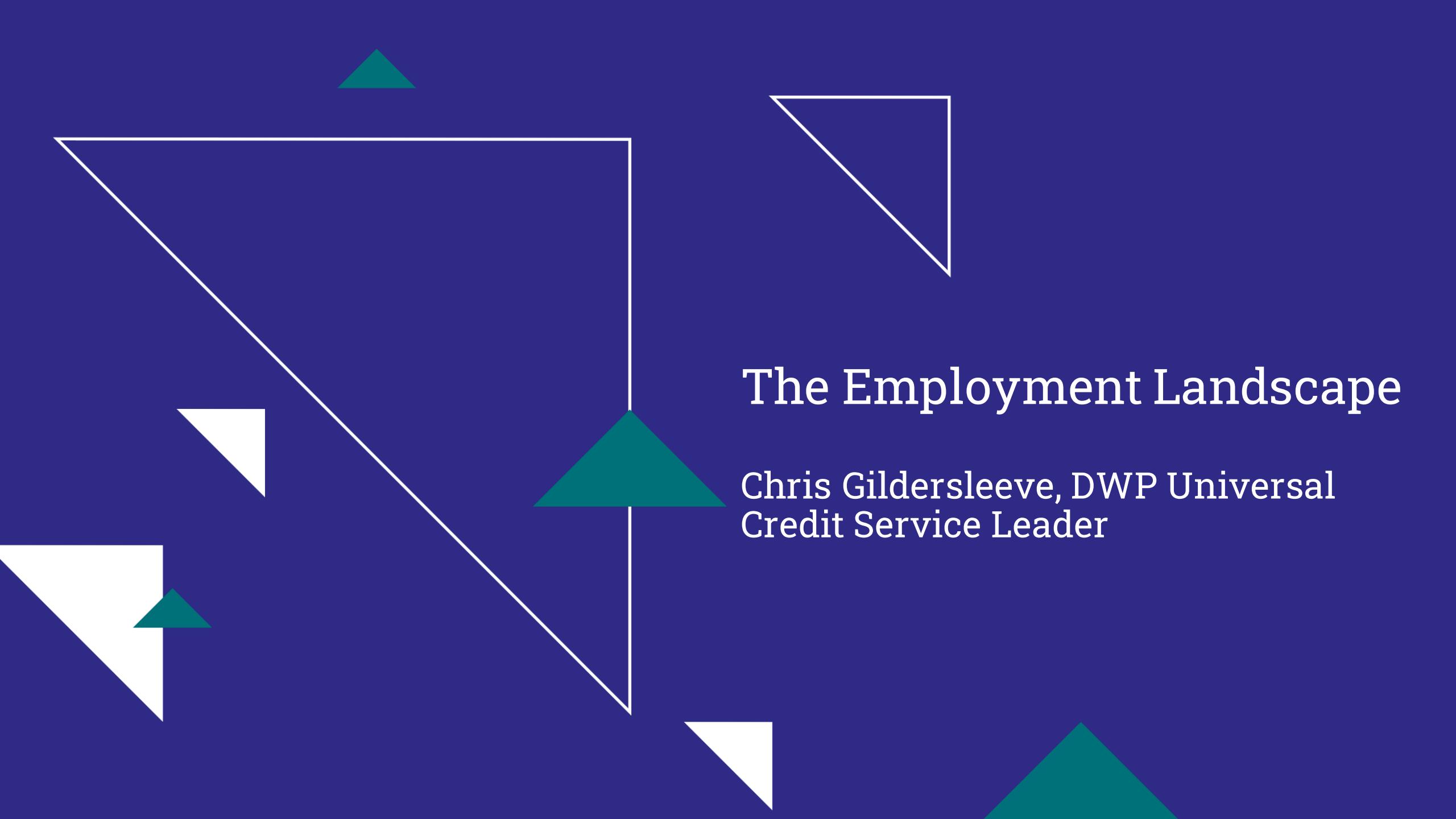
Cell and Gene Therapy Catapult is committed to ensuring high standards of research integrity and research best practice in the activities we carry out. We subscribe to the principles described in the UK concordat to support research integrity.

Cell and Gene Therapy Catapult is a trading name of Cell Therapy Catapult Limited, registered in England and Wales under company number 07964711, with registered office at 12th Floor Tower Wing, Guy's Hospital, Great Maze Pond, London, SE1 9RT. VAT number 154 4214 33.

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# The Employment Landscape

Chris Gildersleeve, DWP Universal  
Credit Service Leader



# The Skills Landscape

Norman Jennings  
Hertfordshire LEP Operations Director

# Key demographics



At face value – our key metrics seem strong

- Highly skilled workforce, with 42.4% of working age residents (aged 16-64) educated to at least NVQ level 4.
- Strong performance re school qualifications. In 2018.
  - 53.1% of pupils achieved grades 9-5 compared to 40.2% in England.
  - A level also strong with 23.9% of pupils achieving AAB or better compared to 19.4% of pupils in the East of England.
- Hertfordshire residents earn 16% more than the national average

However, there are levels of inequality

- For example, Broxbourne has lowest % of working age residents with NVQ Level 4 or above and higher than national average with no qualifications.
- Historically, Hertfordshire is a net exporter of highly skilled employees and a net importer of lower-skilled employees. Workplace earnings are 7% less than resident based earnings suggesting that residents travel out of the county for higher salaries.
- The main net out-commuting occupations are
  - Managers, Directors and Senior Officials and Associate Professional and Technical Occupations.
  - By contrast a higher % of net in-commuting occupations are for lower skilled occupations.

Source: *Hertfordshire Skills and Labour Market Review 2020*.



# Hertfordshire Pupil Destination

Percentage of Pupils by Destinations - Academic Year 2017/18 (KS4) (State-funded Mainstream Schools and Colleges)		
Destination Measure	Hertfordshire	England
Sustained Education	91%	86%
Sustained Employment	3%	4%
Sustained Apprenticeship	2%	3%

Percentage of Pupils by Destinations - Academic Year 2017/18 (KS5) (State-funded Mainstream Schools and Colleges)		
Destination Measure	Hertfordshire	England
Sustained Education	52%	47%
Sustained Employment	26%	25%
Sustained Apprenticeship	7%	9%
Not Sustained	10%	13%
Destination Unknown	5%	6%

## Key Stage 4

- Within Hertfordshire a greater percentage of key stage 4 pupils remain in education compared with the national average. Post the academic year of 2017/18, 91% of Hertfordshire's KS4 pupils sustained education, compared with 86% nationally.

## Key Stage 5

- 52% continued in education post 16-18, compared with 47% nationally.
- 26% of pupils went on to sustained employment, compared with 25% nationally average of 25%.
- 7% of pupils sustained apprenticeships compared to 9% nationally
- 10% of pupils did not sustain a destination compared to 13% nationally
- Retain a focus on the destination data of our 2019/2021 KS 4 & 5 and HE cohorts. Currently KS4 data is not showing year on year discrepancies as YPs choosing to remain in education. Apprenticeship starts have been negatively impacted.



# Impact on Apprenticeships

Number of Apprenticeship Starts in Hertfordshire 2018/19 Q3 to 2019/20 Q3						
Year	Age Group	Intermediate	Advanced	Higher	Advanced + Higher	Total
2018/19	16-18	664	557	99	656	1,320
	19-24	375	823	396	1,219	1,594
	25+	535	946	678	1,624	2,159
	Q3 Total	1,574	2,326	1,173	3,499	<b>5,073</b>
2019/20	16-18	474	457	133	590	1,064
	19-24	285	651	475	1,126	1,411
	25+	327	792	762	1,554	1,881
	Q3 Total	1,086	1,900	1,370	3,270	<b>4,356</b>

Data compares Q3 academic year 2018/19 with Q3 2019/20 Starts

- overall a 14% reduction in starts, i.e. 4,356 compared with 5,073. Prior to the pandemic, apprenticeship starts in Hertfordshire were up 7% between August and April 2018/19 compared with 2017/18.

## Intermediate/Advanced and Higher Level Apprenticeships

- A 31% reduction in intermediate level and a 18% reduction in advanced level starts compared with the same period the previous year. However higher apprenticeship have increased by 17% over the same period.

## Age groups.

- Overall although there has been a 14% reduction in starts worryingly the reduction in 16-18 yr old starts is 19% an overall reduction of 256. The reduction in other age groups is lower.

## Other

- Evidence from discussions with FE/ITP indicates circa 50% reduction in starts in Sept/Oct 2020, particularly for new apprenticeship vacancies
- As of 16 November 2020, nationally there have been just 7,670 levy-transfers approved – an area to focus on in Hertfordshire



# Employer skills needs

- 60% of employers say they have one or more skills gaps in their organisation – particularly in digital, sales and marketing, and job specific skills across manufacturing, construction, health, education and professional services
- 86% of employers likely to take action to upskill staff in the next 12 months
- 70% likely to engage with external training providers to upskill their staff in the next 12 months
- One in 5 employers reported that, in 12mths prior to Covid, they had a hard to fill vacancy – most common cited reason was perceived applicant quality, sub-optimal skills, attitude or motivation for the job
- Employers predicted that in the next three to five years they would need greater numbers of staff with digital and technical/practical skills
- Apprenticeships – 47% of employers were considering taking an apprentice in the near future but there are widespread reservations to overcome i.e. candidate quality, reassuring employers who have had a poor previous experience
- 17% off employers said they would be likely to support employees to undertake a higher qualification in the next three years – however cost is a significant barrier

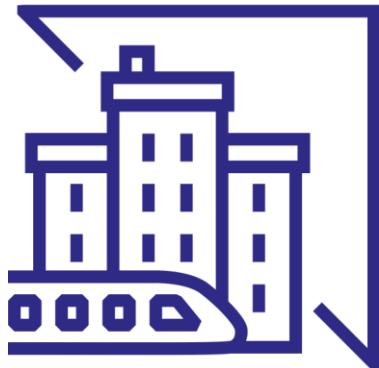


Source: Hertfordshire Employment, Skills and Enterprise Review, Winning Moves, Nov 2020

# Future Skills needs



Digital – automation, digitalisation, artificial intelligence, big data, internet of things



Achieving Net Zero – scientists and engineering skills in renewable energy, installation and system design, machine learning to prediction modelling



Sustainable Construction – digital design, offsite manufacturing, site management and integration, onsite placement and assembly.



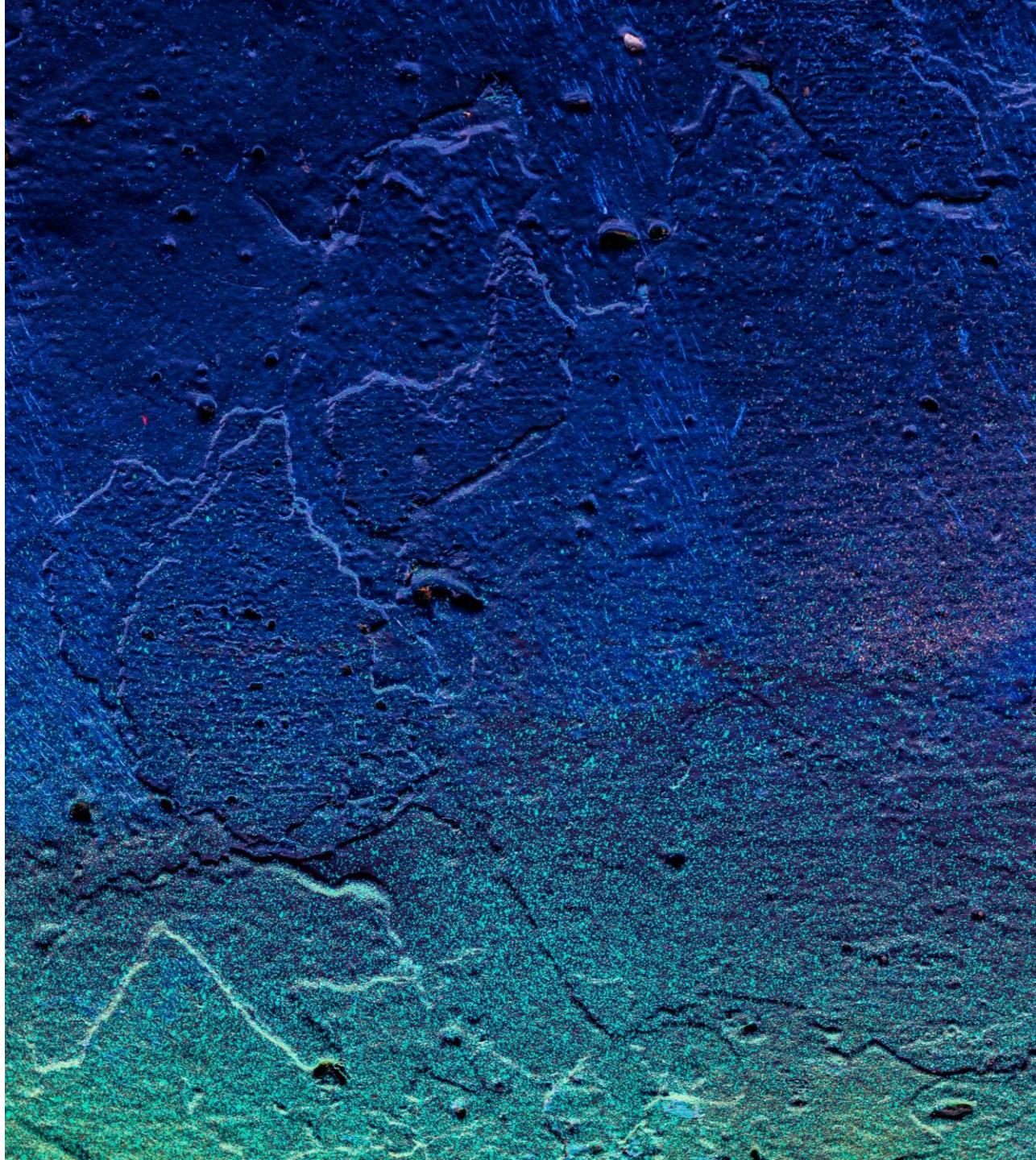
# Diversity and Inclusion

What can be done to further tackle the diversity, inclusivity and equality agenda, especially in the context of economic recovery?

How can we support individuals who experience disadvantage due to income, employment, health, crime, housing, living environment or education deprivation

Key stats

- There have been a 36% decline in apprenticeship starts from individuals from disadvantaged neighbourhoods between 2016 and 2018 compared to 23% for non-disadvantaged (source: Apprenticeships and social mobility)
- Ensuring that local residents benefit from investments in local infrastructure i.e. town centre regenerations, housing growth



# Delivery of the National Skills and Employment programmes locally

To address the challenges and opportunities ahead of us, we need to work in partnership to deliver the government's plan for skills and jobs (Skills White Paper) at a local level. Simplifying the offer for our employers and residents including

- DWP JETS, Restart, Kickstart schemes
- Work and Health Programme and other ESF programmes
- Apprenticeships/Traineeships/T Levels
- Lifetime Skills Guarantee
- FE and HE provision
- Careers education activities





## Proposing Our Themes

Caroline Cartwright, LEP Skills and Employment Manager

# Proposing our Themes

Theme	Priorities
Unlocking emerging talent – support for young people age 14 - 24	Supporting young people aged 16 to 24 years in the transition from education to employment by enabling their access to impartial advice and guidance to ensure informed career decisions. The catalyst being through YCH Services for Young People, The Careers and Enterprise Company and Careers Hubs and digitally via Hertfordshire Opportunities Portal, integrating with our FE and HE sector, National Careers Service and local programmes via the VCS such as Princes Trust
Adult learning and employment – working towards lifelong learning and full employment	Supporting vulnerable adults into employment, increasing the available workforce and enabling adults to adopt a culture of lifelong learning. Ensuring measures are in place to support adults to retrain for advanced and higher technical skilled jobs.
Skills to grow small and medium size businesses	Providing targeted support to SMEs and their workforce in order to facilitate growth and improve the matching of skills to business needs in order to sustain economic growth. Enabling our employers to seize the opportunity to build their future workforce through implementing work-based learning programmes including Apprenticeships, Traineeships, T Levels and Technical qualification
Priority and growth sectors – harnessing the opportunities and investing in skills of the future.	Investing in our skills of the future including those required of our growth sectors - life sciences (with a focus on Advanced Therapies and Cell and Gene Therapy), advanced engineering and manufacturing, creative (with a focus on film & media), built environment (with a focus on modern methods of construction and clean technology), agri-tech and our knowledge and digital based assets.
Placemaking – opportunities arising from Hertfordshire's internal geographies and proximity to London and the Oxford/Cambridge arc	Fully understand the impact on Hertfordshire's productivity as a result of our county being a net exporter of highly skilled employees and a net importer of low-skilled employees. Seize the opportunity of our position in the Golden Triangle of London, Oxford and Cambridge. Optimize the assets of our internal geographies including Herts IQ (Hemel), the science corridor (Stevenage, Welwyn and Hatfield), the creative cluster (South West of Hertfordshire) and Innovation Corridor covering East Herts and the Harlow & Gilston Garden Community.



# Cross Cutting Priorities

Cross-cutting themes	Priorities
Enhancing Digital skills	<p>Acceleration of Fourth Industrial Revolution has been rapid and our employers and residents are playing catch up. Data and digitalization is redefining much of what we do and how we do it and indeed many of the jobs in which we will be working in 20 years' time have yet to be defined.</p> <p>Hertfordshire will prioritize its Digital Skills Strategy and action plan, working with national programmes such as the Digital Skills Bootcamp, learning lessons from colleagues in supporting LEP areas who are delivering Digital Skills Partnerships, support the development of the Hertfordshire Institute of Technology and work with our FE, HE and provider base to ensure the delivery of the full breadth of digital skills requirements.</p>
Supporting Hertfordshire's 'Net Zero Future'	<p>Hertfordshire intends to fully maximize the advantages for our industries from the global shift to clean growth. For example we will commission a study locally which will seek to establish how we can support and implement the government's proposals in its <a href="#">Energy White Paper</a> 'Powering our Net Zero Future' which focuses on achieving zero carbon and fighting climate change and follows the Prime Minister's <a href="#">Ten Point Plan for a Green Industrial Revolution</a>.</p>
Social Mobility and Inclusivity	<p>Work towards building an inclusive economy, creating opportunities for all. Seek to achieve true social mobility where our residents choose the path that will lead to their desired destination and provide the infrastructure through education, skills and employment support, enabling them to complete that path. In seeking to achieve this vision, we will work with partners to commission a study outlining the actions and improvements needed within our education, skills and employment infrastructure to enable this.</p>



# Further priorities

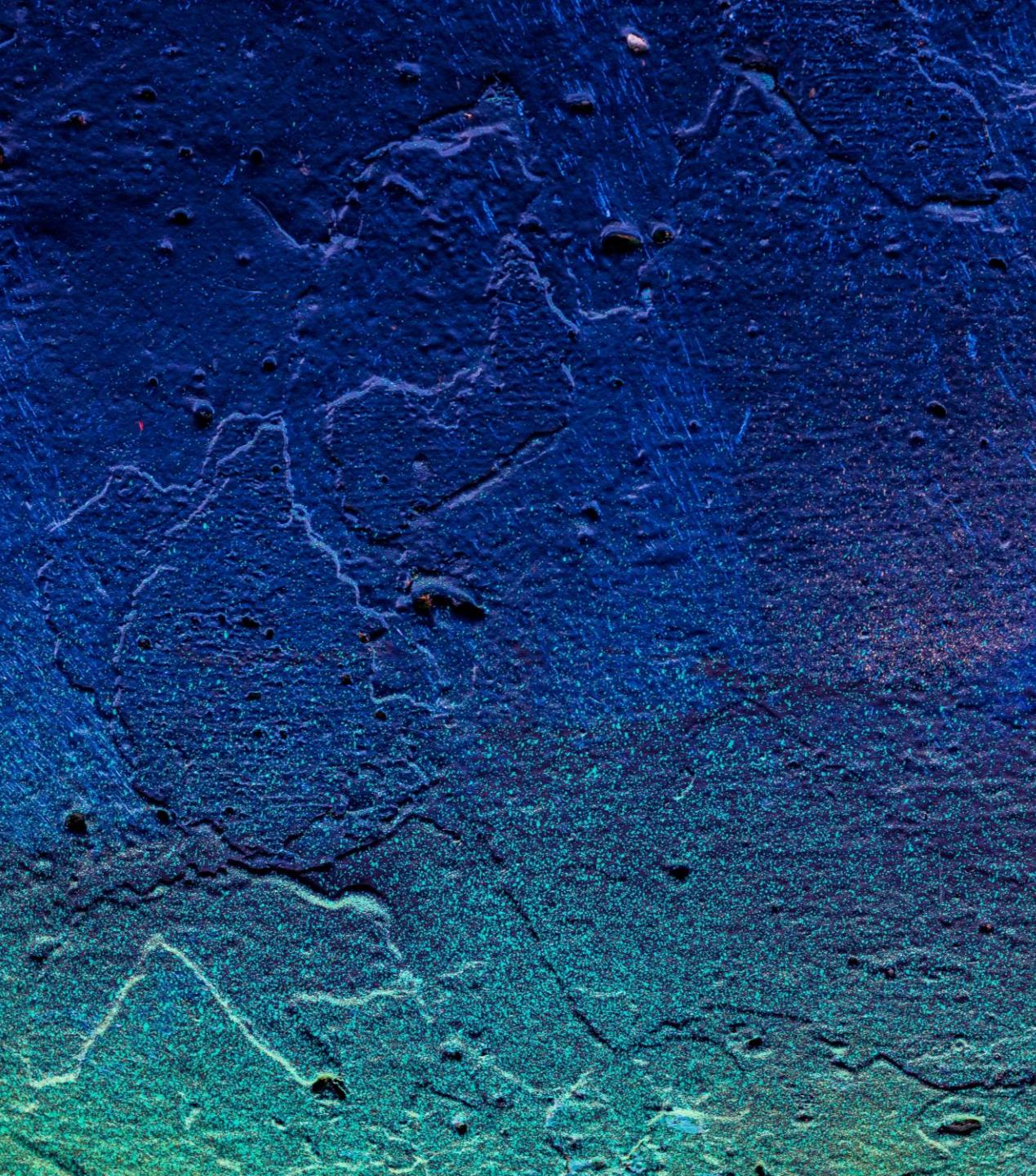
## COVID-19 recovery and renewal

We will continue to work towards the goals set out within our Recovery Plan – [Unlocking Hertfordshire](#). Several at-risk groups have been identified who will require skills/training support during the forthcoming recession and Hertfordshire LEP is working with partners to ensure those without work have the ability to maintain their work readiness and gain new skills to secure full employment.

## The impact of the EU Transition – specifically the supply and demand of labour

We will work closely with London and Southern LEPs via their respective growth hubs to make businesses aware of the online and face-to-face support available to support the EU Transition and ensure they are as resilient as possible specifically around recruitment and employment of staff. Through the first year of the EU Transition we will seek to understand the impact on skills and employment – challenges and opportunities.

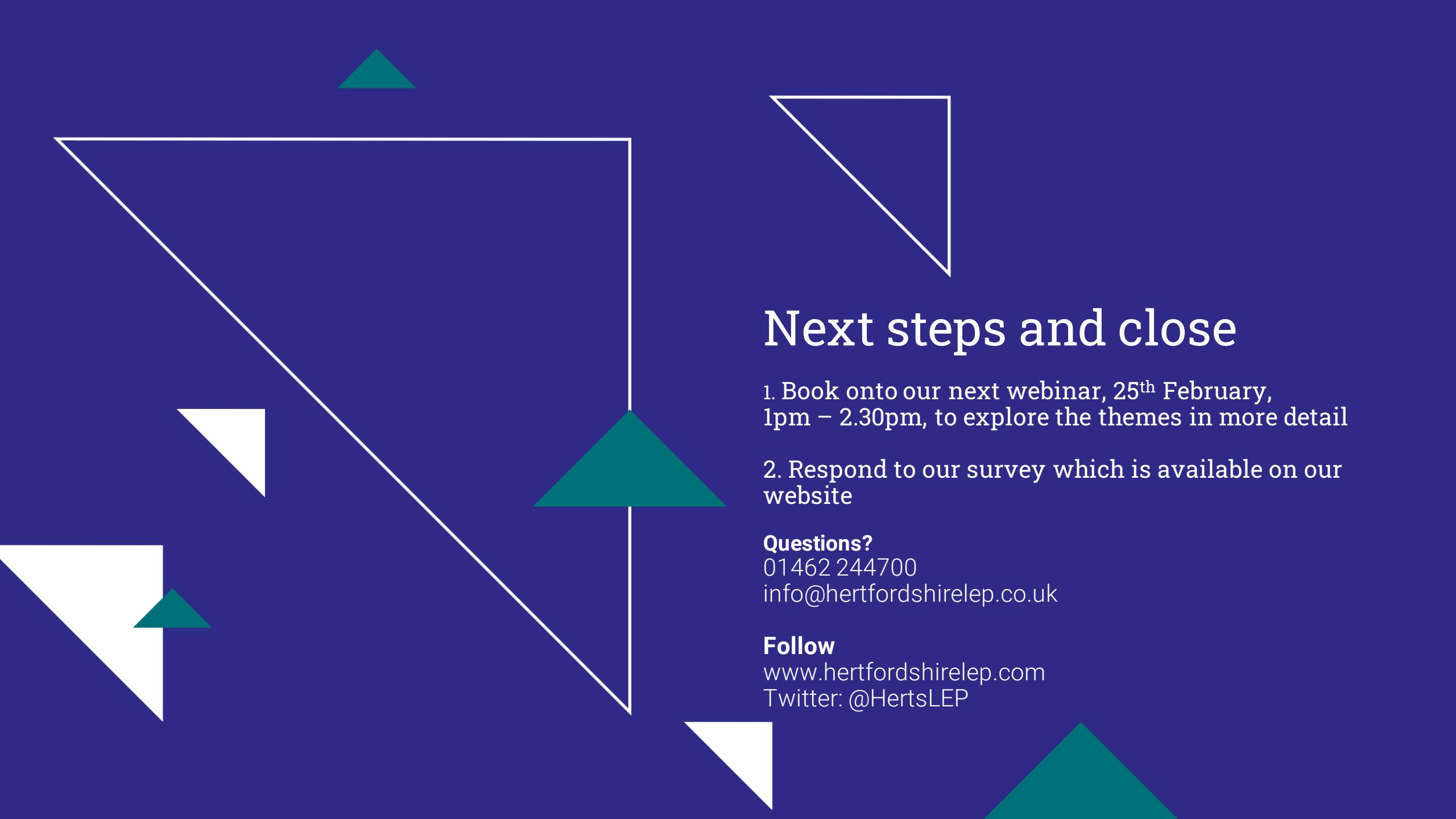




## Q&A

Facilitated by Adrian Hawkins  
OBE





## Next steps and close

1. Book onto our next webinar, 25<sup>th</sup> February, 1pm – 2.30pm, to explore the themes in more detail
2. Respond to our survey which is available on our website

**Questions?**

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