



PLANNING FOR THE FUTURE

Hertfordshire Local Skills Report

MARCH 2021



Contents

Chapter 1	Foreword	03
Chapter 2	Skills Advisory Panels – Introduction	05
Chapter 3	Skills strengths and needs	08
Chapter 4	Skills strategy	13
Chapter 5	Skills action plan	16
Chapter 6	Assessment of progress	21
Chapter 7	Case studies / positive impact stories	25
Chapter 8	Looking forward	30
Annex A	Core Indicators	32



Chapter 1. Foreword

The Hertfordshire Skills and Employment Board (representing our Skills Advisory Panel) is a well-established team with an in-depth understanding of the skills landscape, the opportunities we are presented with and the gaps that impact our economic future. Each member is passionate about Hertfordshire and has the belief that ensuring our workforce has the right skills will encourage the future economic success of our county.

The themes, priorities and actions that are contained within this report are particularly relevant to us all, as the Prime Minister delivers the roadmap for leaving lockdown and there is a real opportunity with the Government's vaccine programme in place, of life here in the UK starting to return to near normal later in the year.

At one end of our education and skills delivery spectrum, we hold as a priority, the necessity for young people to be guided, supported and developed to adopt a career with local employers and enjoy the opportunity of a comfortable lifestyle, but this pandemic has created issues for their education and potentially for their parents, whom may have been also forced to consider their future options and reskilling.

We want to do the right thing for everyone and this is why this report is so important to us all in the education and skills delivery business as we stretch to establish the priorities and identify our weaknesses.

Delivering education and skills has huge complexities, finding the right pathways and opportunities is difficult for those with limited horizons and connecting new employees with the right skills that employers need is difficult.

This report identifies the areas of intervention and opportunities to enable Hertfordshire to fulfil its ambitions. The report touches every area, sector and individual in our county from our young, adults and businesses to our places and growth industries. It also considers the foundations enabling good growth in our cross-cutting priorities of digital, clean growth and diversity and inclusion whilst also taking into account the COVID-19 impact and implications of the EU Transition.



Adrian Hawkins OBE

Chair of the Hertfordshire Skills
and Employment Board



Working in partnership like never before

The need for collective leadership on skills development is more important than ever. Our strategy contains actions against the important themes of emerging talent, lifelong learning and full employment, fuelling our growth sectors, making the most of our places and ensuring our employers have the skills they need for sustained growth. Only delivering these actions through a partnership approach will bring us success. To this end, a board member will champion and take a lead on each theme and leverage their extensive network of partners, collaborations and expertise ensuring our goals come to fruition.

In Hertfordshire, we are good at partnership working, which has been demonstrated through the COVID-19 pandemic with the speed in which we were able to mobilise our networks across government, education, skills and employment support provision to ensure our residents and businesses had access to the right support at the right time. Read our positive impact stories in Chapter 7 – Hertfordshire Opportunities Portal (HOP), Herts Innovation Quarter (IQ) and the development of opportunities within Cell & Gene Therapy – for more excellent examples of partnership working.

Finally, I would like to thank all colleagues and partners for their dedication and commitment to achieving success in the skills and employment sphere. It is vital that we can all work cohesively to deliver quality careers education, lifelong learning opportunities and enable our businesses to provide employment for the residents of Hertfordshire. As Chair of the Skills and Employment Board I am delighted to share with you this report and I hope you feel inspired to join us on the journey we take on the way to realising our 2030 vision that:

“Hertfordshire will be among the UK’s leading economies, helping to realise the full economic potential of the assets and opportunities within the ‘Golden Triangle’ of London – Cambridge – Oxford.”



Chapter 2. Skills Advisory Panel - Introduction

Skills Advisory Panels: the national context

Skills Advisory Panels (SAPs) bring together employers, skills providers and key local stakeholders to better understand and resolve skills mismatches at a local level. There are 36 SAPs across England as part of Mayoral Combined Authorities and Local Enterprise Partnerships.

The Department for Education (DfE) supports SAPs with grant funding primarily to produce high quality analysis of local labour markets and [Local Skills Reports](#). The Reports set out the local strengths and skills needs and how the SAP proposes its area addresses its key priorities. The Reports aim to influence local partners and feed intelligence to central government, including the national-level [Skills and Productivity Board](#) (SPB).

In January 2021, DfE published its White Paper [“Skills for Jobs: Lifelong Learning for Opportunity and Growth,”](#) which set out a number of reforms aimed at putting employers more firmly at the heart of the skills system. The White Paper outlined plans to test in 2021-22, in a small number of areas, “Local Skills Improvement Plans” created by business representative organisations.

Local context

Our LEP Skills and Employment Programme Board have adopted the SAP terms of reference as stipulated by government. Our role is to develop a clear understanding of the current and future Hertfordshire skills and labour market needs as well as a full understanding of the present skills and employment support provision in our region.

We achieve this by:

- Producing robust and authoritative evidence-based skills and labour market analysis, which clearly identifies existing local skills and employment

challenges, as well as likely areas of future need relating to projected local employment growth areas.

- Developing a more sophisticated understanding of both the local labour market and skills provision in the local area, the extent to which labour mobility either within, or into, the Hertfordshire economy can address skills needs, and the projected gaps between skills needs and skills provision.
- Building knowledge of the range of local, regional and national employment provision that exists or is planned in the Hertfordshire area.
- Bringing together representatives of local employers, and providers to test this analysis with them, and ensure that their perspective on the local labour market, and local employment and skills system is reflected in the analysis the board takes forward.
- Providing analysis to form the Skills and Creativity strand of our [Hertfordshire Recovery Plan](#) which will drive local growth.
- Providing underpinning analysis for local strategies such as the Hertfordshire Skills and Employment Strategy, local Apprenticeship Plan, local District skills and employment strategies and sector action plans.



Our members

The chair of the Skills Advisory Panel is Adrian Hawkins OBE who is supported by our LEP Executive Officer Norman Jennings (Operations Director). Administration for the group is led by

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

Name	Organisation
Adrian Hawkins OBE (Chair)	biz4biz
Jackie Clementson	Hertfordshire County Council, Children's Services
Julie Newlan MBE	University of Hertfordshire
Tracy D'Souza	AECOM
Derek Cockerill	DWP
TBC	Airbus
Gill Worgan	West Herts College
Matt O'Conner	John O'Conner
Cathy Strachan MBE	MBDA
Dr Jan Edrichl	Oaklands College - Interim Principal
Kit Davies	North Herts College
Tony Medhurst	Hertford Regional College
Norman Jennings	LEP
Neville Reyner CBE	British Red Cross
Silvia Vitiello	Kingston Smith
Vanessa Kaye	Arena Group
Anna Morrison CBE	Amazing Apprenticeships
Kate Barclay	Bio Industry
George Stephenson	East and North Hertfordshire NHS Trust
Helen Spencer	STEMPOINT
Briege Leahy	Chamber of Commerce
Chris Luff MBE	Reliance Group Services

Our Hertfordshire Skills Advisory Panel brings together a huge wealth of expertise across careers, education, employment, skills training and most importantly the needs of the employer. We are working hard to ensure our provision addresses our local skills challenges and more importantly is meeting the employment needs of the future.

For any enquiries about the work of the Hertfordshire Skills Advisory Panel, the content of this report or to get engaged in the local skills agenda please contact [Caroline Cartwright](#).



The Hertfordshire region

Hertfordshire is made up of 10 local districts and boroughs varying tremendously in character and size. Our three largest towns being Watford, Stevenage and Hemel Hempstead which combined would rank alongside a medium-sized city (such as Nottingham) in terms of scale. Hertfordshire also has smaller historic settlements which have grown organically over centuries (e.g. St Albans, Hertford, Ware).

But perhaps what sets Hertfordshire apart are its Garden Cities and New Towns which have seen accelerated planned growth over just a few decades. All five New Towns/Garden Cities have substantial assets (including major businesses and knowledge-based assets). At the same time, they all require significant investment if they are to address continuing socio-economic issues, and if they are to be “fit for purpose” for mid -21st Century economic life.



Relationships beyond Hertfordshire

The London Factor

For Hertfordshire, the pervasive nature of links with London is critical. For nine of its 10 districts, over 10% of the resident workforce is employed in London. However, this statistic masks a whole range of different circumstances. For the areas that are close to London, there are substantial flows into and out of adjacent outer London boroughs. These local flows exist alongside flows into central London (where the higher paid jobs are generally to be found).

The Oxford-Cambridge Arc

Another major growth narrative which will affect Hertfordshire relates to the Oxford-Cambridge Arc. The area is home to 3.3 million people and stretches around 130 miles from Cambridgeshire, via Bedford and Milton Keynes, to Oxfordshire. It is considered to be one of the most economically significant parts of the country, contributing just over £90 billion a year to the UK economy with global strengths in knowledge-intensive sectors.

The result of Hertfordshire's proximity to London, Oxford and Cambridge results in our region being a net exporter of highly skilled employees and a net importer of low-skilled employees which has significant impacts on our productivity which is explored further in Chapter 3.



Chapter 3. Skills strengths and needs

The strengths of our economy and people

Hertfordshire is a vibrant county, adjacent to a world-city, boasting world-class businesses, world-renown research centres; comparatively low levels of deprivation; an excellent education system and high economic participation rates. The county has consistently reported a large and strong economy, with a highly skilled labour force and an enterprising culture.

Data from the Office for National Statistics (ONS) suggests that Hertfordshire is home to about 1.18 million, 740,000 of who are of working age. Within the county, there are about 632,000 jobs and 62,000 enterprises. The value of economic output is around £37 billion. On all of these headline indicators, Hertfordshire has grown more quickly than the national (English) average over the last five years.

Overall, Hertfordshire demonstrates strong performance in terms of education, employment and skills:

Residents earn 16% more than the national average.

Employee jobs have grown at a faster rate than the national rate, at a rate of 8% from 2015-2017, compared with 5% nationally.

Residents are of a high standard of education with 44% of working age residents (aged 16-64) educated to at least NVQ level 4 well above the national average of 40%.

Hertfordshire has a strong performance in school qualifications with 53.1% of pupils achieving grades between 9-5 compared with 40.2% in England. A level results are also strong in Hertfordshire with 23.9% of pupils achieving

AAB or better at A level in the academic year 2017/18 compared to 19.4% of pupils in the East of England.

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

Within Hertfordshire a greater percentage of key stage 4 pupils remain in education compared with the national average. Data published in 2020 shows 91% of Hertfordshire's key stage 4 residents sustained education post the 2018/19 academic year, compared with 87% nationally.

Our challenges

Despite strong performance across education, skills and employment, there are underlying narratives of concern which are providing challenges for the growth of our economy. These are current levels of unemployment, productivity, levels of inequality and the exporting of highly skilled residents.



Unemployment - Historically, the county has low rates of unemployment. For those at working age (16-64) it was 3.4% prior to COVID-19, which was lower than the national figure at 4.3% (unemployed as a share of the total working age population). The percentage of those that are economically inactive and of the working age was 18.7%, which was much lower than the national figure of 21.5%. With the COVID-19 pandemic forcing many employers to make redundancies, leaving many residents out of work, the number of residents in Hertfordshire claiming out of work benefits is currently extremely high. In August 2020 the number of claimants in Hertfordshire rose to over 38,000, three times the number recorded at the same time the previous year. That figure has been slowly declining since August, but the effects of the pandemic are still unravelling in real time. As of January 2021, Hertfordshire's claimant count was 36,225 (compared to 13,635 in January 2020).

Productivity - In 2007, Hertfordshire's productivity performance was approximately 10% higher than the national average, however performance steadily declined relative to the UK. By 2018, GVA per hour worked was less than the average for the UK while GVA per filled job was only 1% higher than the UK average. Productivity is also below local comparative LEP areas. This is disappointing considering the strengths of Hertfordshire's assets.

Levels of inequality - There is much evidence to suggest that levels of inequality across Hertfordshire are substantial. Within the county there are significant variations in rates of long-term economic growth i.e. the average rate of growth over the last ten years. Watford, St Albans and Three Rivers are notably performing above the UK average but Stevenage, Broxbourne, East Herts and Welwyn-Hatfield performing below the 10-year average of 2.5% economic growth. Further fuelling the productivity issue is the narrative describing the qualification profile of our residents. Especially affecting the New Towns and in South East Hertfordshire close to the boundary

of London. For example Broxbourne has the lowest percentage of working age residents with a NVQ Level 4 or above and 14.6% of the work population in this district have no qualifications which is significantly higher than the national average. There are similar inequalities across our young people who are 'Not in Education, Employment or Training' – the figure for St Albans is less than half that for Stevenage, Welwyn Hatfield and Broxbourne.

Our geographical position - Every day, Hertfordshire exports well qualified people, largely due to its proximity to London. It also attracts a substantial inflow from surrounding areas, particularly to the north. 30.6 per cent of working residents commute to jobs outside of the County. 20.7 per cent of working residents commute to London. Many of these out-commuters are highly skilled. The net out-commuting is mainly in the highest three skilled categories of occupation: Managers, Directors and Senior Officials and Associate Professional and Technical Occupations. By contrast the net in-commuting is positive for lower skilled occupations.

In the main, Hertfordshire is a net exporter of highly skilled employees and a net importer of low-skilled employees. This is further evidenced in workplace earnings which are 9% less than resident based earnings. Residents travel out of the county for higher salaries meaning employers in Hertfordshire are not benefitting fully from the skills of the resident workforce.

The Covid-19 pandemic is likely to influence these figures going forward, with many employers downsizing or relocating expensive office space and many employees working from home for the foreseeable future. The pandemic has demonstrated that many employees can comfortably work from home with productivity reportedly increasing amongst many due to less time spent commuting. Resident based earnings may potentially increase as employers potentially relocate to Hertfordshire from London or make resident's home locations as their permanent work base locations.



Our Growth Opportunities

Over the last 30 years, Hertfordshire has grown substantially (a population increase of 200,000) and has become home to many exciting and vibrant sectors with the potential to transform the opportunities for our residents, young people and business.

In the late 1990s Warner Bros invested in the redundant aviation related manufacturing facility in Leavesden creating what is now a major hub for the UK **film industry** and a significant driver of the **creative sector** in South West Hertfordshire. Also Hertsmere's reputation as the 'British Hollywood' has been further cemented as plans for the expansion of Elstree Studios have been given the final green light. This means the borough is in line for a post-lockdown jobs boost, with the creation of at least 800 jobs, plus apprenticeship opportunities for local school leavers and the unemployed.

The closure of British Aerospace saw the redevelopment of the Hatfield Aerodrome into Hatfield Business Park resulting in a thriving hub accounting for over 12,000 jobs and attracting major **knowledge-based businesses** including Ocado and BT. It is also home to the main campus of the University of Hertfordshire with 25,000 students and world-class specialisms including leading edge robotics.

GSK continues to have a substantial research presence in Stevenage and Ware and is now the sixth biggest pharma company worldwide. Its presence has led to some major developments in **life sciences** including the formation of Stevenage Bioscience Catalyst (about 10 years ago) and more recently the Cell and Gene Therapy Catapult Manufacturing Centre and the Stevenage Advanced Therapies Campus. The continued investment in life sciences has accelerated the growth of this key asset in our county. Stevenage is now home to the third largest cell and gene therapy cluster globally and the largest outside of the US.

More recently is the formation of Hertfordshire's Enterprise Zone, Hertfordshire Innovation Quarter (Herts IQ), on the edge of Hemel Hempstead, launched in March 2019. The enterprise zone is set to become the leading place in the UK for businesses operating in **modern construction, agri-tech and related digital and environmental technologies**.

Companies will cluster around the science and research of agri-science pioneer Rothamsted Research and the building innovation centre, Building Research Establishment (BRE). The Enterprise Zone expects to deliver 8,000 new jobs for the local community.

Further detail on our economy, people, sectors and places can be found in our Recovery Plan: [Unlocking Hertfordshire](#).



A summary of our key skills strengths and needs

Timeframe Key

Short: intelligence gathering and interventions taking place,

Medium: production of priorities and action plan is needed,

Long: key stakeholders to be engaged.

Skills needs by Sector	Context	Timeframes
Smart construction with a focus on off-site construction	Increasingly, major infrastructure projects will make use of new technologies and require higher level skills. It is encouraging to see that the percentage of adults in education and training completing courses in construction, planning and the built environment is significantly greater than the national average, at 7% compared to 3%. However there is a need to address smart construction methods such as off-site and modular build and the need for BIM applications. This sector is also forefront of the government's net-zero agenda.	Short
Sciences (with a focus on advanced therapeutics)	Hertfordshire is uniquely positioned to drive economic regeneration through the development and manufacturing of Advanced Medicinal Therapeutic Products (ATMP) such as biologics, cell and gene therapies and vaccines. There is rapid growth in a clustering of small innovative companies on and around GSK's campus at Stevenage which has now been identified as a High Potential Opportunity Area. North Herts College is currently reviewing their science curriculum to address the increased demand for skills in science.	Short
Digital with a focus on data science, AI and machine learning	Since the start of the 21st century, with inventions such as artificial intelligence, 3D printing, autonomous vehicles, technology and biotechnology, commentators have identified that we are experiencing the 'Fourth Industrial Revolution'. Well-defined digital progression is required across growth sectors including science, logistics, creative, construction, engineering and knowledge-based industries.	Short
Creative, film and media	12% of all students at the University of Hertfordshire qualified with creative arts and design qualifications compared with the national average of 8% of all students across other HE institutions showing a strong pipeline of talent for this high growth sector. Supporting this is the education work of Elstree UTC and our FE colleges. Focus will need to be on provision for the self-employed and the micro-business community which dominate this sector – enabling their access to young talent.	Medium
Advanced Engineering and Manufacturing	The sector contributed £3.5 billion to the Hertfordshire economy in 2015 and grew by 2.1% per year between 2005 and 2015, compared with a national rate of 1.6%. Our companies specialize in aerospace, space and satellite engineering, communication technologies, electronic, defence and security-related equipment and logistics.	Long



County-wide skills needs	Context	Priority
Higher level skills in STEM	The Professional, scientific & technical sector has a large presence in Hertfordshire (employing 9% of our residents), particularly in the 'Science and technical corridor' based along the mid-Herts stretch of the A1M. More investment is needed in higher skills development to meet skills gaps in growth sectors with greater take up of STEM subjects needed across education including schools, apprenticeships, FE and HE.	Medium
Leadership and Management	16% of occupations are managers, directors or senior officials. Succession planning for our SMEs is required to ensure we are developing the leaders and managers of tomorrow. Support is needed from senior management through to entry level team leaders.	Medium
Employability Skills	Supporting young people aged 16 to 24 years in the transition from education to employment by developing the employability skills as described in the Hertfordshire Skills Framework. This is also relevant for older workers particular those who are furthest away from the labour market, developing their employability skills to increase chances of securing full employment.	Short
Literacy , numeracy, ESOL, digital literacy	There are significant differences of attainment across our areas so support to be focused in areas of need and deprivation as well as targeted at residents with barriers to employment such as poor health, disability, ex-offenders and care leavers.	Medium
Young People	The current estimate of residents in Hertfordshire aged under 16 is much higher than the national average, at 21% compared with 19% nationally, evidencing the need for focus on assisting young people with decisions regarding work and further education, to support the local economy.	Short
Older workers 50+	Nationally, the over 50 working population is predicted to rise and this ageing population has also led to people working longer with the standard pension age increasing and the demand for upskilling the workforce at later ages will increase.	Medium



Chapter 4. Skills and Employment Strategy

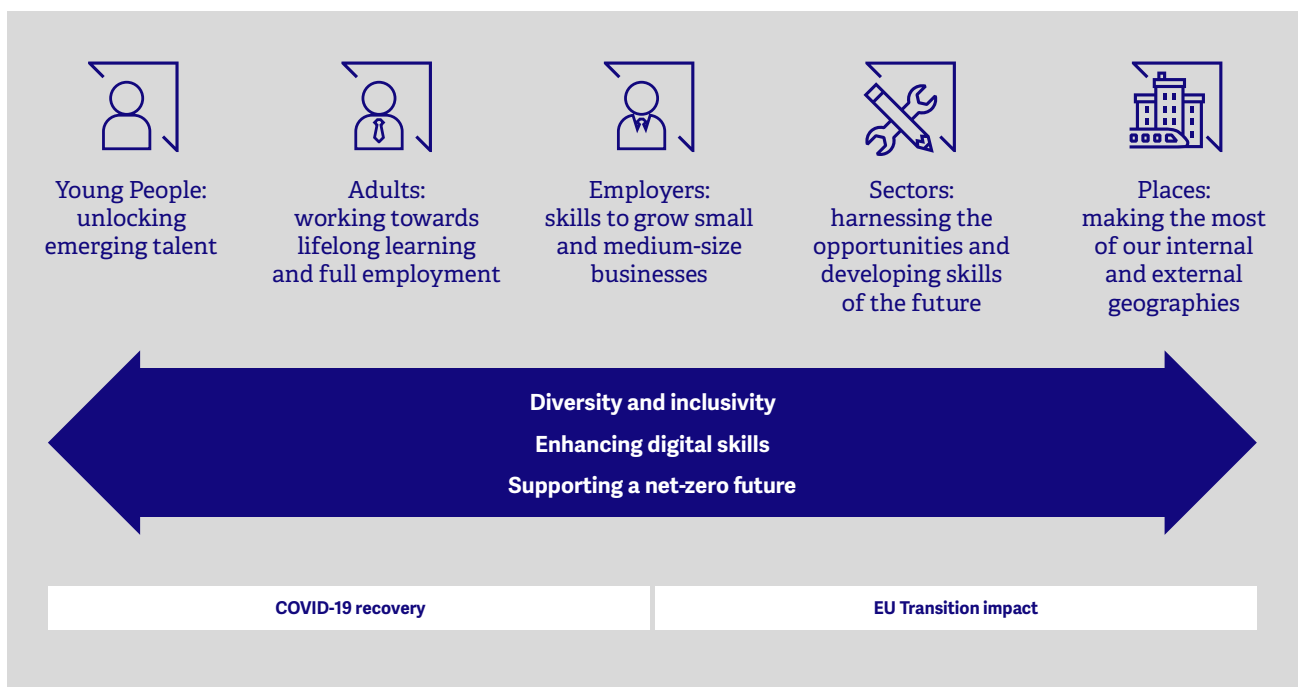
The [Hertfordshire Skills and Employment Strategy](#) has been in place since 2015 and has been successful in helping to increase and develop the capacity of the county's existing and future workforce, as well as securing funding for Hertfordshire.

The need for a Hertfordshire Skills and Employment Strategy remains, as does the appetite to work in partnership. A county-wide strategy provides key stakeholders with a common platform against which to align their own strategies, strengthened justification and evidence for securing funding, and an overview of the high-level interventions required to support our economy and people.

In partnership with Hertfordshire County Council, the DWP and in collaboration with our SAP and wider skills and employment partners, we are currently updating our skills and employment strategy through to 2024. This will be published in June 2021 and will be available to view [here](#).

Engagement work has taken place including surveys, webinars, intelligence gathering, working groups and data analysis. Feedback has been analysed and considered and resulted in the development of five proposed themes which will form the basis of our new strategy and will inform locally tailored action plans. These themes are:

- Young People: unlocking emerging talent.
- Adults: working towards lifelong learning and full employment.
- Employers: skills to grow small and medium-size businesses.
- Sectors: harnessing the opportunities and developing skills of the future.
- Places: making the most of our internal and external geographies.



In order to enable good foundations for growth we are also proposing the cross-cutting priorities of: diversity/inclusivity, enhancing digital skills and supporting a net-zero future. We expect these priorities to be integrated into each Theme.

Our strategy and action plan will support our economic recovery and the future resilience

of our young people, adults, employers, sectors and places. The activities within will be owned by the Hertfordshire SAP and reported on an annual basis. Our key themes and aspirations for 2021 - 2024 follow the conclusions that were presented in our [SAP Skills and Labour Market Review 2020](#) and are summarized on the following pages.

Skills and Employment Themes

Skills priority category	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 such as the Princes Trust and STEMPOINT East.
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 as well as retraining for older workers who are working in industries that are contracting i.e. town centre retail. Integrating provision with the government's 'Lifetime Skills Guarantee'. Practical measures to support those furthest away from the labour market and the long-term unemployed.
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 qualifications. Integrating activities into the government's Skills for Jobs policy paper.
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), smart construction (with a focus on modern methods of smart construction and clean technology), agri-tech and our knowledge and digital based assets. Support for those sectors most affected by the pandemic such as our visitor economy which includes hospitality, high-street retail, leisure, travel and the arts.
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 A1M 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 – Foundations of Good Growth

Our skills priorities are supported by 3 cross-cutting priorities which will affect our skills supply and demand.

Cross-cutting themes	Priorities
Enhancing Digital skills	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.
Supporting Hertfordshire's 'Net Zero Future'	Hertfordshire intends to fully maximize the advantages for our industries from the global shift to clean growth. We will commission a study locally which will seek to establish how we can support and implement the government's proposals in its Energy White Paper 'Powering our Net Zero Future'. The Hertfordshire Climate Change and Sustainability Partnership has been formed to work across the Hertfordshire districts and county and we intend to integrate skills and employment actions into their planning.
Social Mobility and Inclusivity	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.

Supporting programmes

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. Those at risk groups include:

- Education leavers and young people aged 18-24 in the jobs market.
- Lower skilled workers who have been made unemployed or are at risk of redundancy.

- Those in the worst affected places – East Herts, Broxbourne, Watford.
- Those working in the worst affected sectors – high-street retail, hospitality, arts and leisure.

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 ensure businesses are 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.



Chapter 5. Skills Action Plan

The next section sets out our action plan for each of the themes. We expect these actions to be further updated in line with our [Skills and Employment Strategy which will be published in June 2021](#). This will include associated funding for each action and any associated KPIs where possible.

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

Target groups - School and college students, university students, School, college and university leavers, young people not in education, employment or training, young people with SEND or LDD (learning difficulties or disabilities) or those from vulnerable groups i.e. on Care Plans or ex-offenders.

Action	How	Time scales	Deliver	Role of SAP
Achievement of targets as agreed by Careers and Enterprise Company	Work with our Enterprise Advisers (EAs) and Enterprise coordinators (ECs), Careers Hub and Cornerstone employers to enable our schools and colleges to improve career outcomes, build an understanding of the world of work and offer (virtual) work experience.	0-1 year	LEP (Lead) CEC Careers Hubs	Monitor Review Disseminate Promote
Utilise HOP as one place to showcase career pathways	Build current HOP team utilizing DWP, ESF and Growing Places Fund to provide resource to ensure portal is continually updated and promoted to include information and signposting on career pathways, employment, apprenticeships, FE and HE, volunteering, work experience, technical education, T Levels.	0-2 years	LEP (Lead) CEC Careers Hubs	Champion Disseminate Promote
Increase the number of younger people who take a technical pathway	Align our work with the Skills White Paper, this action includes Apprenticeships, Traineeships, T Levels and technical education. Review and update the Hertfordshire Apprenticeship Strategy by Sep 21. In partnership with stakeholders and providers LEP to launch a 12-month Apprenticeship Campaign.	0-2 years	LEP (Lead) BHPN FE/HE Intermediaries	Develop Monitor Share LMI
Focused programme of support for Class of 2020-2022	Deliver the skills and employment actions as set out in Unlocking Hertfordshire including working alongside Kickstart, NCS, Apprenticeships and traineeships, FE provision and HE's graduating students.	0-1 year	LEP HE/FE HCC/CEC	Prioritise Share LMI
Increase the % of Young People in EET	Delivery of the 16-24 EET Participation Plan, with a particular focus on vulnerable groups including young people with Care Plans, ex-offenders, SEND.	0-2 years	HCC	Monitor Share LMI
Build greater links between employers and education	Through existing programmes led by YCH Services for Young People, CEC and HOP and secure funding to provide focused programme of support 'Hertfordshire Opportunities' to increase employer engagement and opportunities provided by employers. Continue to promote the Hertfordshire Skills Framework .	0-2 years	Shared LEP/ HCC/CEC	Deliver Monitor Share LMI Promote



Theme 2 – Adult lifelong-learning and full employment

Target groups - Adults (19+), vulnerable groups including ex-offenders, over 50+, individuals with LDD, individuals made unemployed or redundant as a result of COVID-19 pandemic, individuals with outdated skills needing to re-train, adults looking to upskill and progress in the workplace. Employers – particularly in sectors likely to thrive in the future.

Action	How	Time scales	Deliver	Role of SAP
Understanding re-training required for growth sectors, digital, effects of automation	Align provision with roll out of programmes such as DfE Digital Bootcamps, LifeTime Skills Guarantee and Institute of Technology. Ensuring Apprenticeships are optimized for older workers as a method of re-training while in employment.	0-2 years	Employers HCC FE/HE LEP Sectors	Share LMI Analysis Action Plan
Support for our most vulnerable	Develop a county wide programme of support to enable vulnerable individuals to move closer to the labour market working with regional programmes including HAFLS, HCC, DWP, NCS, CVS and ESF programmes. Utilize HOP Employment Hub to signpost effectively. Source funding (DWP/ESF) for programme of supported employment.	0-1 year	HCC DWP HOP Third Sector FE	Prioritise Source Funding Share LMI Promote
Support 50+ jobseekers to remain and compete in the labour market	Target JCP, HCC, DWP/ESF resources to deliver 50+ job fairs, sourcing and promoting vacancies for older workers. Promote the benefits of Sector Based Work Academies, Restart, work experience and volunteering.	0-3 years	DWP HCC Third Sector	Develop Disseminate Promote
Enhance all opportunities for lifelong learning	Improve basic skills access within adult population including digital, English, maths and ESOL through our delivery network of HAFLS, FE/HE, CVS. Promote the availability of adult IAG i.e. NCS, local programmes and utilize HOP as gateway of information for learners. Align to opportunities available through the LifeTime Skills Guarantee.	0-2 years	HCC FE/HE/CSV LEP NCS	Monitor Review Develop Disseminate
COVID-19: ensure alignment across employment provision	Work alongside national schemes such as Restart, Kickstart, NCS to ensure that adults benefit fully. Advance the ESF Response to Redundancy programme, support various workforce development programmes, including the ESF-funded skills support in the workforce (SSW).	0-1 year	DWP LEP NCS ESF	Collaborate Review Share LMI Promote



Theme 3 – Skills to grow small and medium businesses

Target groups - Businesses with high growth potential, high employing sectors and those having potential for growth. Employers affected by COVID-19. Intermediaries to employers – Herts Growth Hub, Chambers, FSB, Enterprise Agencies, Local Authorities etc.

Action	How	Time scales	Deliver	Role of SAP
Skills for jobs (White Paper)	Position our SAP as strategic leaders in skills and careers education. Ensure our strategies and plans align to the strengthening of employer engagement and skills delivery required and prepare to respond to the requirements of the Strategic Development Fund and Local Skills Plans. Use SAP core indicator analysis and other sources of feedback to influence local provision.	0-1 year	SAP	Influence Prioritise
Update the Apprenticeship Plan	Reconvene LEP Sub group – target actions at SMEs, Levy payers, Education, young people and adults looking to retrain. Implement LEP Apprenticeship Campaign to promote and increase the take up of apprenticeships at all levels. Including maximizing opportunities of the apprenticeship levy and levy transfer.	0 -2 years	LEP BHPN FE/HE Employers CEC/HCC	Agree Develop Disseminate Champion
Support T Levels	Work with FE partners to drive the implementation of T Levels. Work with intermediaries to develop employer engagement strategies to raise the profile industry placements. Integrate T Levels into wider technical education programmes.	2-3 years	LEP Growth Hub Intermediaries Providers	Promote Disseminate Champion
Encourage investment in higher level skills by SMEs	Promote greater take up of STEM related higher level qualifications (apprenticeships, bite-size qualifications) amongst the business base, creating progression pathways through to HE. Support the delivery of the Digital Bootcamps and engage employers in the design of provision.	0-2 years	Providers Intermediaries LEP Growth Hub	Share LMI Engage Promote Champion
Support intermediaries to promote skills initiatives	Define our intermediary database. Deliver twice yearly intermediary engagement events to enable this established network to promote skills, careers and employment initiatives to the wider-business base. Develop resource packs, infographics and social media assets.	0-2 years	LEP BHPN Growth Hub Intermediaries	Engage Promote Present Champion
Set-up Apprenticeship and Skills Hub	Provide funding (as match for ESF) for the further development of Hertfordshire Opportunities Portal involving roll out of a Skills Advisory Service, development of HOP to support employers and additional school and college engagement.	0-2 years	LEP YC Herts Growth Hub	Funding Develop Implement Deliver



Theme 4 - Priority and growth sectors – investing in skills of the future.

Target groups - Young people and older workers, education, FE and HE, businesses with high growth potential, high employing sectors and those having potential for growth. Sectors affected by COVID-19.

Action	How	Time scales	Deliver	Role of SAP
Further deep dives into growth sectors	Through SAP work and LEP resource commission further analysis into priority sectors including Cell & Gene Therapy, Film, Media and Creative, Smart Construction and Digital.	0-1 year	LEP (lead) Employers Sector reps	Prioritise Analysis Promote
Development of local sector career pathways	Engage with FE/HE, local employers and sector bodies to establish sector profiles and career pathways for our priority sectors. Using analysis to discuss curriculum plans with FE/HE to ensure alignment with priority sectors in particular 16-18 provision. Host pathways on HOP.	0-2 years	FE/HE (lead) HOP LEP Employers	Input Disseminate Engage
Understand skills requirement within Digital and Data analytical skills	Develop an investment and engagement plan to understand supply and demand of digital skills, ensuring we have capacity to deliver (all levels). Working with regional programmes such as DfE Digital Skills Bootcamps, Catalyst South and Southern LEPs (learning from Digital Skills Partnerships).	0-1 year	LEP/HE/FE Employers HCC	Analysis Input Develop Deliver
Build our STEM workforce	Develop an overarching STEM workforce and skills strategy with the University, FE, employers and STEM partners to ensure the opportunities of the A1(M) science corridor are harnessed and reflecting fully on the possibilities of Apprenticeships and T Levels.	0-3 years	HCC FE/HE Partners Employers	Influence Analysis Plan Disseminate
Establishment of an Institute of Technology	Work with the University of Hertfordshire to support the submission and if successful the establishment of the Hertfordshire Institute of Technology specializing in Digital, Smart Construction and Life Sciences.	0-1 year	HE FE Employers	Agree Input Deliver
Support for sectors affected by COVID-19	Understand the support needed for our most affected sectors including hospitality, the arts, high-street retail, visitor economy and leisure. Ensuring alignment with national government support programmes.	0-1 year	Visit Herts LEP Providers Employers	Assess Plan Deliver Disseminate



Theme 5: Placemaking

Target areas: Places of deprivation and inequality, opportunities and challenges around our proximity to London and the Oxford/Cambridge arc and development of our clustered high growth areas.

Action	How	Time scales	Deliver	Role of SAP
Ensure alignment of Skills Strategy with local delivery plans	Work with ten local districts to map SAP skills and labour market review with local skills analysis – assessing supply and demand of skills, challenges and opportunities.	1-3 years	LEP LAs HCC	Analyse Influence Policy
Encouraging Hertfordshire residents to work in the county	Working with LAs, HCC and SAP review communications, campaigns and methods of encouraging residents to work within priority and large employment sectors within our county.	2-3 years	LEP HCC LAs	Influence Campaign Champion
Addressing inequality in our districts	Ensure delivery of all supported employment provision is focused on areas of deprivation as evidenced. Align national and local programme delivery (JCP, Restart, CEC, YCH Services for YP, HAFLS) to ensure outreach in our places of most need.	0-2 years	HCC DWP FE/HE Third Sector	Analysis Align Deliver Promote
South West Herts – build on the outstanding assets in creative, film/ media	Working with Warner Bros, BBC, Elstree and others develop plan for skills and employment.	0-1 year	LEP FE/HE Sector	Analysis Lobby Develop
Unlocking the Science based cluster in the A1 (M) Corridor	Working with UH, FE and employers to ensure the opportunities of the science corridor are harnessed.	0-2 years	LEP FE/HE Employers	Analysis Champion Lobby
Herts IQ - Becoming a centre of excellence for Smart Construction	Develop a joint action plan that will boost the education offer and local skills development so that the people and skills this sector need are available.	0-2 years	Herts IQ FE/HE BRE	Analysis Influence Deliver Implement
Innovation Corridor – Harlow and Gilston Garden Town	Support the delivery of the skills and employment plan to enable the regeneration of the Town Centre and new job opportunities.	0-2 year	HCC DWP EHDC	Campaign Influence Develop Implement



Chapter 6. Assessment of progress

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

A local leader for skills work

Since the formation of our Hertfordshire SAP and even more so in the immediate aftermath of the pandemic, our Skills and Employment Board (SAP) have always showed their ability to be agile in their response to skills and employment needs in our area and feeding back vital intelligence to senior figures in government. Supporting the SAP, a local resilience forum and local intelligence network has been developed, a local Apprenticeship provider network and an employment task force providing leadership and direction on economic recovery.

SAP members have been involved in the LEP response to the recent Skills White Paper ensuring our work in recognising the importance of skills in driving business growth, productivity, inclusive growth and inward investment is incorporated into future government policy on technical education.

Collaboration with local partners

More than ever we need to take a joined-up approach to addressing our skills and labour market challenges and opportunities. Our SAP is working hard to develop a clear approach to addressing skills and employment challenges within the local area, informing a clear local 'Skills and Creativity' strategy, as part of a strong Recovery Plan and our 2021-2024 Hertfordshire Skills and Employment Strategy.

We are achieving this through:

- Building an understanding of the local available skills provision across a range of partners including employers (SME and larger employers), providers and other key partners (including the community & voluntary sector) to agree shared approaches to addressing the challenges the analysis has identified.



Minister for Skills and Apprenticeships, Gillian Keegan, takes part in a roundtable discussion with leading figures on Apprenticeships in Hertfordshire.



- Working closely with careers advisory services to ensure that potential learners and schools are informed about potential career routes within Hertfordshire, and that all careers information and guidance is informed by up-to-date local labour market information.
- Providing clear pathways to employment by working with business to develop innovative ideas to their recruitment challenges and identified skills gaps.
- Informing the LEP's Skills Capital spend and ensuring it is meeting local needs and is industry-led.
- Informing curriculum development and provision offer with local FE/HE and training providers.

Enhancing local knowledge

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

The LEP for example are currently in the process of developing local sector action plans as well as our evidence base to ensure future economic strategies are underpinned by a granular understanding of our localities and shaped in collaboration with key stakeholders. This will continue to bring together the key aspects of the economy: business; local government; schools, further and higher education (FE and HE), and the third sector in one place.

The analytical toolkit provided by the DfE which is used to develop our Core Indicator evidence base is a strong benchmark to enable the growth of our intelligence of the labour and skills market within Hertfordshire however it is also a useful comparator of regions.

We intend to follow the actions for quality outcomes as recommended within the ['Analytical Toolkit for Local Skills Analysis'](#).

- Assess the labour market and skills system of the local areas and identify skills and employment priorities.
- Manage relationships with policy leads within the local area and the Skills Advisory Panel by presenting analysis and its implications clearly, and disseminate information effectively to ensure common understanding.
- Deliver skills and employment priorities through effective plans and efficient routes, and enable delivery through engagement with the local area's Skills Advisory Panel and other stakeholders. These relationships should facilitate a more efficient allocation of resources in local areas.
- Evaluate the impact of implemented actions to deal with skills and employment priorities. Monitor whether the priorities identified and acted upon are effective in assisting sustainable growth and development in economic performance.
- Continue to develop and promote our Skills and Employment [dashboard](#) to enable local skills policy leads and stakeholders to access live data.

Impact on local skills provision

Our SAP acts as coordinator with local skills providers and provider networks to ensure skills needs are provided for. Such as:

- Fostering co-operation between providers and the Beds, Herts & Milton Keynes Provider Network (BHMKN) in mix of provision.
- Actively working with local providers (FE, HE and independent) and the BHMKN to plan for how the skills needs are to be met.
- Encouraging local providers to reflect the SAP's analysis when planning their investment for technical education delivery (i.e. implementation of T Levels).
- Promoting apprenticeships with local employers, the Hertfordshire Apprenticeship Ambassador and Young Apprenticeship Ambassador Networks, the Hertfordshire Apprenticeship Alliance and the provider network.



Our Covid-19 recovery and renewal plans

In response to the COVID-19 crisis, and following the first convening of the SAP, the LEP undertook initial discussions with the DWP, National Careers Service (delivered by Futures) and SERCO who deliver the ESF/ESFA Response to Redundancy programme to develop a Task Force to ensure a joined up approach to tackle the impact of unemployment and redundancy in our county.

The Task Force has worked with partners to map current employment support provision across the county, as well as programmes for upskilling and retraining, to ensure a clear road map of support is available for our employers, stakeholders and residents. The mapping

process enabled the SAP to pool knowledge on skills and labour market needs and identify any gaps in provision and subsequently work together with partners to address these key local challenges. For example an [ESF/DWP call](#) has recently been published in the regions to provide supported employment for those furthest away from the labour market.

Hertfordshire Opportunities Portal (HOP), will host information and signpost to all resources and support across the county to ensure there is one co-ordinated place of support for our employers, stakeholders and residents – www.hopinto.co.uk. An employment recovery roadmap and hub page on HOP has been developed to guide employers, residents and students to avenues of support.

Progress against skills action plan

Progress against our priorities as defined in our delivery plans include:

- Launch of '[Hertfordshire Supports Apprenticeships](#)' campaign including a new range of apprenticeship videos focused on employers and growth sector career pathways.
- Sharing of best practice with the Southern LEPs which includes regular meetings of the SAP Chairs – this has included sharing knowledge with regard to Digital Skills Partnerships and skills portals.
- Publication of our [local skills and labour market review 2020](#) and associated action plan.
- Successful proposals developed and submitted to the DWP Managing Authority to secure £2 million ESF for the region for [Supported Employment interventions](#) and a [Skills Advisory Service](#).



Our Employment Recovery Roadmap on HOP signposts to all the key provision across the county for our employers and residents.

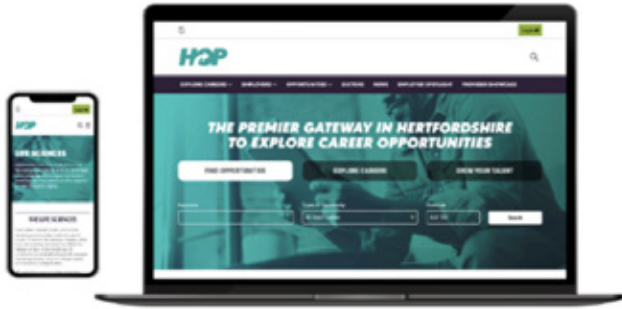


- In response to the COVID-19 crisis and coordinated by Hertfordshire LEP, a task force was developed to ensure a joined-up approach to [unemployment and redundancy](#) with an Employment Recovery Hub launched on HOP.
- Continued success of Hertfordshire Opportunities Portal and ongoing increase of users. Page views have now surpassed 65,000.
- Implementation of North Hertfordshire, Stevenage and Welwyn Hatfield Careers hub and Watford and Three Rivers and delivery of the Careers and Enterprise Company targets.
- Engagement with local stakeholders to review and revise the skills and employment strategy 2021-2024.
- Support at district level with local skills and labour market analysis and action plans (commencing with Broxbourne and Stevenage)
- Ongoing delivery of Local Growth Fund skills capital projects ensuring spend it achieved and output profiles by the end of 20/21. Focus on using skills capital to develop estate and improve curriculum offer to meet locally identified needs, i.e. engineering provision, smart construction, life sciences, professional services.



Chapter 7. Positive impact stories

Hertfordshire Opportunities Portal



Launched in November 2019, HOP is fast becoming the vision that the LEP intended – the premier gateway in Hertfordshire to find out about career pathways, employment opportunities, apprenticeships, work experience and skills development. HOP is all about Hertfordshire. It is about encouraging our residents both young and old to consider the incredible career opportunities we have right here on our doorstep and providing a clear pathway of how to get there. Key achievements include 65,000 page views and 5000+ unique users since launch and shortlisted for an international Umbraco award (the back-office web structure) for the use of the portal in response to COVID-19.

Hub pages have been developed to provide information and support on:

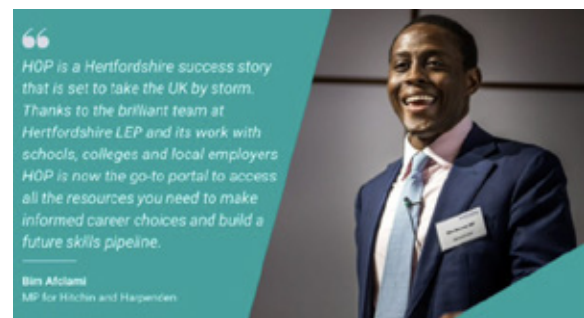
- Employment recovery and support during COVID-19.
- Education and employment options for individuals with disabilities.
- Further education and higher education options.
- Priority sectors including health, engineering, science, and film and media.

HOP also offers a rich bank of Hertfordshire-specific careers resources for use in schools, including:

- **Labour market infographics** setting out key statistics on living and working in Hertfordshire and the ten districts.
- A **Virtual Employer Encounter webinar series** which has allowed students to interact with employers from a wide range of sectors throughout the COVID-19 pandemic. The series will continue throughout 2021.
- A range of classroom resources based on the **Hertfordshire Skills Framework**, a research project supported by the University of Hertfordshire, which sets out the key employability skills and attributes sought by Hertfordshire employers from young people.

Moving forward

We are ambitious for HOP to go one step further and become truly embedded in the county as the one-stop shop for talent. Hertfordshire LEP is working to secure funding for the delivery of a 'Hertfordshire Opportunities' programme of support for employers, the careers sector and further improvement and technical development of the portal. A business and sustainability plan will be launched by the end of 2021.



Herts IQ – building green businesses

[Hertfordshire Innovation Quarter](#) aims to create an internationally recognised employment zone for green businesses. Developed by a partnership team led by Hertfordshire LEP, together with Hertfordshire County Council, St Albans City and District Council and Dacorum Borough Council, Herts IQ also harnesses the world-class industry and research expertise of partners Rothamsted Research, Building Research Environment (BRE) and the University of Hertfordshire.

With space to accommodate up to 800 companies, Herts IQ expects to deliver 8,000 new jobs for the local community, adoption of sustainable travel solutions, improved digital connectivity and the provision of skilled jobs and career opportunities for future generations with a specific focus on the smart construction sector.



Developing skills

Helping to evolve the local skills and education landscape to support sustainable future employment for Hertfordshire residents in target growth sectors is key to the long term success of Herts IQ. They are working closely with colleagues across the education spectrum to connect opportunities and help respond to

changing industry needs. The team is connecting businesses across the area, including new Herts IQ occupiers and the BRE Academy, as well as with our Further Education college partners and the University of Hertfordshire.

To make sure our local labour market is geared to meet the needs of future employers, a skills delivery plan will be developed with partners in 2021. A skills group has been established with representation from a cross-section of education stakeholders. A framework for action was proposed, and discussion concluded that an evidence base was required before action was taken. The group are actively connecting all skills related discussions, activities and opportunities, endeavouring to help achieve greater awareness and impact through collaboration. A [skills study](#) was commissioned with the Construction Industry Training Board (CITB) to examine the construction skills landscape in Hertfordshire which was shared with the skills group.

A further study will be undertaken with a focus on smart construction and agri-tech to identify skills requirements. In addition, West Herts College have signed up to a partnership with a leading Modern Methods of Manufacturing (MMC) company to provide space, material and input into the curriculum development for this sub sector.



Cell & Gene Therapy Catapult



The Department for International Trade (DIT) has classified Stevenage, Hertfordshire, as a High Potential Opportunity (HPO) zone in recognition of its thriving cell and gene therapy cluster of national and international significance. The area is the largest cluster of cell and gene therapy companies outside of the US. The growing cell and gene therapy campus in Stevenage is delivering over 1,000 jobs and is home to over 45 companies, 13 of which are in the cell and gene therapy space.

The national skills growth forecast for Cell & Gene Therapies is demonstrated in the adjacent table. These growth forecasts led to Hertfordshire LEP part-funding a new Cell and Gene Integration Lab in Stevenage to cultivate the skills pipeline crucial to meeting current and future business needs. The lab will harness the expertise of the [Cell and Gene Therapy Catapult](#) and provide the UK's first digital training centre specifically equipped for advanced therapy manufacturing.

Adrian Hawkins, Chairman of the Skills Advisory Panel, said: "We are not only regenerating Stevenage but also focusing intently on building opportunities for local people...Stevenage is at the forefront of bioscience development and expertise across Europe and beyond. We are delighted that the collective impact of our cell and gene therapy businesses has enabled the town to be named a High Potential Opportunity zone, which will shine the spotlight on Stevenage on a global stage and in turn, support the delivery of real opportunities for local people."

To support the recruitment of local young talent, on 1 December 2020, [Generation Stevenage](#) brought together Stevenage's world-class employers to showcase the exciting career opportunities available to young people across science, technology, engineering, maths and healthcare. It was a partnership venture between Hertfordshire Opportunities Portal, Careers and Enterprise Company, Stevenage Development Board and co-organised by educational charity Stempoint East.

Table 1: National Skills Growth Forecast for Cell & Gene Therapies

Skills Growth Forecast (Cell & Gene)	(Employment levels)		Growth	(%)
	2019	2024		
Research and Development / Discovery	590	1080	+490	83%
Manufacturing (including Engineering support and H&S)	491	1456	+965	196%
Supply Chain and Logistics	104	306	+202	194%
Process Development (including analytics)	623	1214	+591	95%
Regulatory Affairs	66	156	+90	136%
Total Quality (including QP, QA and QC)	502	919	+417	83%
Commercial (including clinicals trials)	208	511	+303	146%

Adapted from the Cell & Gene Therapy Skills Report 2019. **Source of skilled labour:** 6% trained workforce: 30% graduates: 10% apprenticeships



Investment in Skills Capital

Spend and outputs

Hertfordshire LEP has invested skills capital through its Local Growth Fund to ensure industry led FE and HE facilities and equipment are in place. There has been an overall investment in skills capital of £31.2m since 2015.

Delivery of all work has been completed with outputs continuing until 2025 on a number of projects.

Project	LEP Allocation	Spend to date
SEF 15/16	£562,442	£562,442
SEF 16/17	£381,150	£381,150
SEF 17/18	£813,212	£813,212
SEF 18/19	£852,544	£852,544
Airbus STEM Centre	£1,039,000	£1,039,000
West Herts College (1)	£5,000,000	£5,000,000
Uni of Herts Knowledge & Innovation Hub	£2,500,000	£2,500,000
NHC Design & Innovation Centre	£400,000	£400,000
University of Herts Business Hub	£2,500,000	£2,500,000
West Herts College (2)	£6,000,000	£6,000,000
North Herts College	£224,363	£224,363
UH Sports Science	£2,241,783	£3,341,783
Oaklands College - St Albans	£5,000,000	£5,000,000
HNC Sports Science - Hitchin Campus	£3,692,407	£370,343
Total	£31,206,901	£27,884,737

Output type	Target to 2025	Delivered to date
New Learners	16,265	12,648
Apprenticeships	4,886	1,732
Houses	643	13
Jobs	1,056	52
Training Area	20,147	12,419



Partnership Achievements



Chapter 8. Looking Forward

More than ever we need to work collaboratively to address the skills and labour market challenges faced by our Hertfordshire residents and employers as well as seize the exciting opportunities presented by our sectors and places. We expect this report to attract a wide range of readers and users and partner organisations across our region are encouraged to refer to this strategy and reflect it in their individual planning, knowing that we will be working towards the same strategic outcomes.

Over the coming months we will be working with Hertfordshire County Council, the DWP and wider partners to build on the priorities and actions within this report and developing a further refined action plan with performance measures. Our full Skills and Employment Strategy 2021-2024 will be published in June 2021 and can be accessed [here](#).

We also welcome the opportunity to work with our stakeholders to ensure Hertfordshire is able to respond rapidly to the proposals set out within the government's policy paper, [Skills for Jobs: Lifelong Learning for Opportunity and Growth](#). We are looking forward to working with the DfE and local business intermediaries and colleges to ensure that the Local Skills Improvement Plans build on the work of the SAPs, to enable greater accountability from colleges to employers to meet local needs.

Over coming months, working with our colleagues at [Hertfordshire Growth Board](#) and the LEP Board, full consideration will be given to the long term consequences of Brexit and COVID-19. The situation is evolving, but we can likely assume all of these situations being a major influence on the supply and demand of our skills base:

- Different relationships between 'home' and 'work' across many (but not all) sectors;
- Major changes in patterns of city-centre office use and the (r)evolution of retail provision with implications for place shaping;
- Digital revolutions in service delivery, etc;
- Changing patterns of international trade and labour market flows with implications for some sectors;
- Greater commitment to low carbon growth and addressing the climate emergency;
- Greater emphasis on diversity and inclusion to ensure places and people are not left behind.

Work will also take place to understand the impact and implementation of the recommendations within the 2021 Budget Headlines and Plan for Growth which include:

- £4bn Levelling Up Fund, £223m Community Renewal Fund (precursor to the Shared Prosperity Fund (2022).
- £37.5m Towns Fund allocated to Stevenage.
- UK Infrastructure Bank - £22bn.
- Revised role for LEPs.



Throughout this Local Skills Report and our Skills and Employment Strategy it is evident there needs to be a continued and greater alignment between education (both young people and adults) and the requirement of our employers to ensure skills levels meet the growth needs of our aspiring businesses. Recovery will be the priority through 2021 however we must not lose sight of the growth our county is presented with through our sectors and places and the delivery plan set out in Chapter 5 will be at the centre of our response. The SAP will offer shared leadership, influence and action against these priorities over the coming year.

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



Annex A. Core Indicators

Local Landscape - Summary

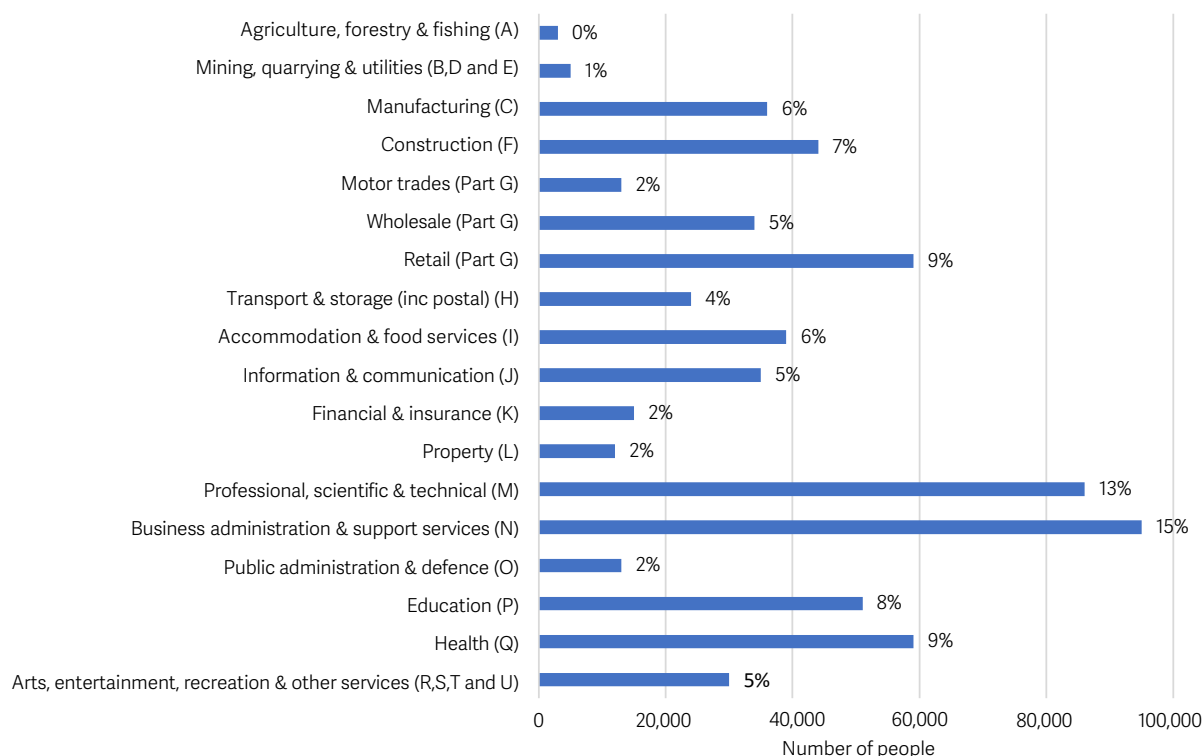
Hertfordshire is a county holding substantial assets and has great future potential. The county is home to world leading companies across many sectors, including Elstree studios, Warner Brothers studios, GlaxoSmithKline, MBDA and Tesco. Developing the potential within these sectors has been a focus within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

being shut down, with some sectors being impacted more than others.

The full extent of the economic impact is yet to completely unfold in Hertfordshire and current strategies are being strengthened to support the skills and labour market. With claimant counts increasing to record numbers in Hertfordshire the focus on getting residents back into work is paramount.

The number of residents claiming out of work benefits has tripled in Hertfordshire, with 13,000 claimants as of August 2019 and over 38,000 by August 2020 (5.2% of working age residents). This figure has been gradually declining since, with 37,000 residents claiming out of work benefits reported in November 2020. National schemes as well as local schemes to help businesses survive via grant funding kick starts the efforts in tackling the unemployment issue in the county.

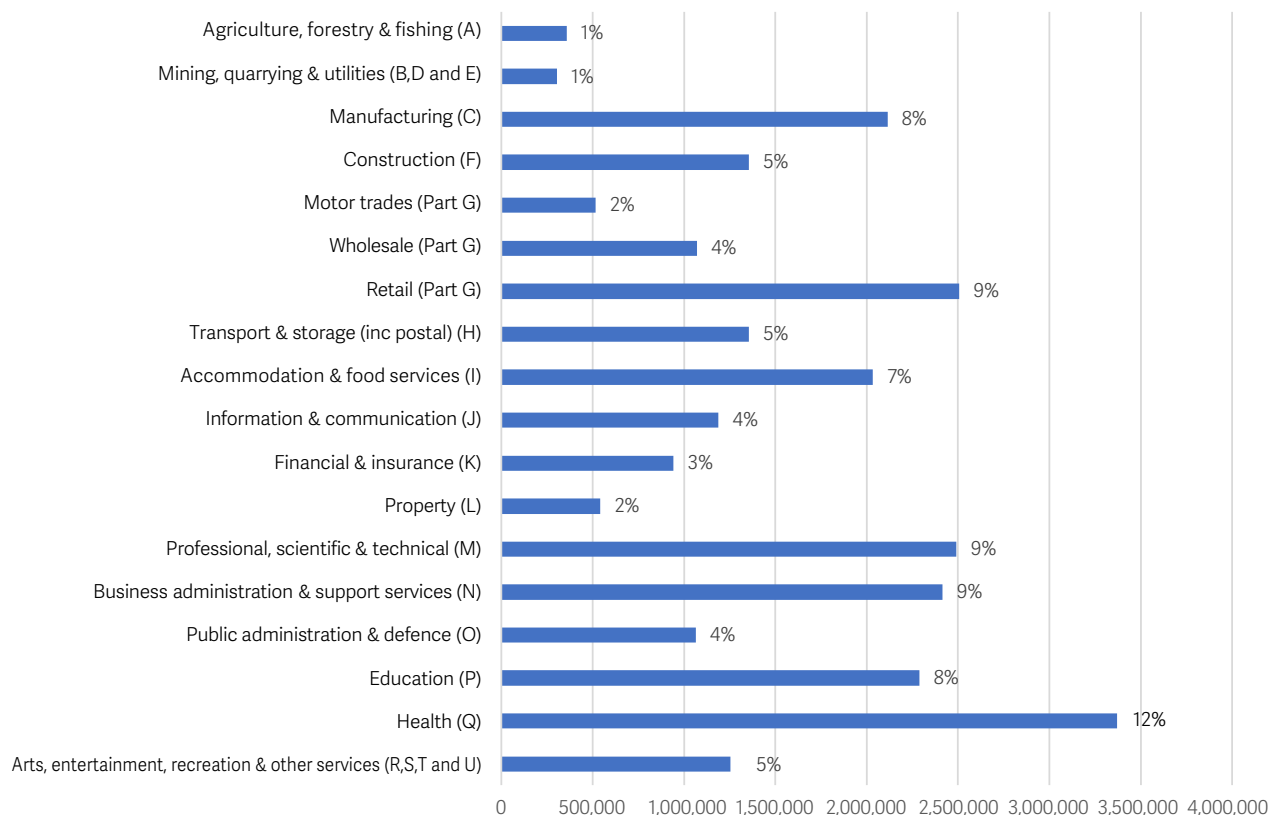
Employment by sector, 2019 - Hertfordshire



Source: Business Register and Employment Survey, 2019 (published 2020), 2020 SAP boundaries



Employment by sector, 2019 - England



Source: Business Register and Employment Survey, 2019 (published 2020), 2020 SAP boundaries

Employment by sector

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

The largest sector in Hertfordshire as of the 2019 Business Register and Employment Survey is Wholesale and retail trade (G). This sector accounts for 16% of total employment in Hertfordshire (higher than the national average of 15%). With the COVID-19 lockdown forcing retailers, wholesalers and motor trade outlets to close, this sector is no doubt going to have suffered an impact that will have a lasting

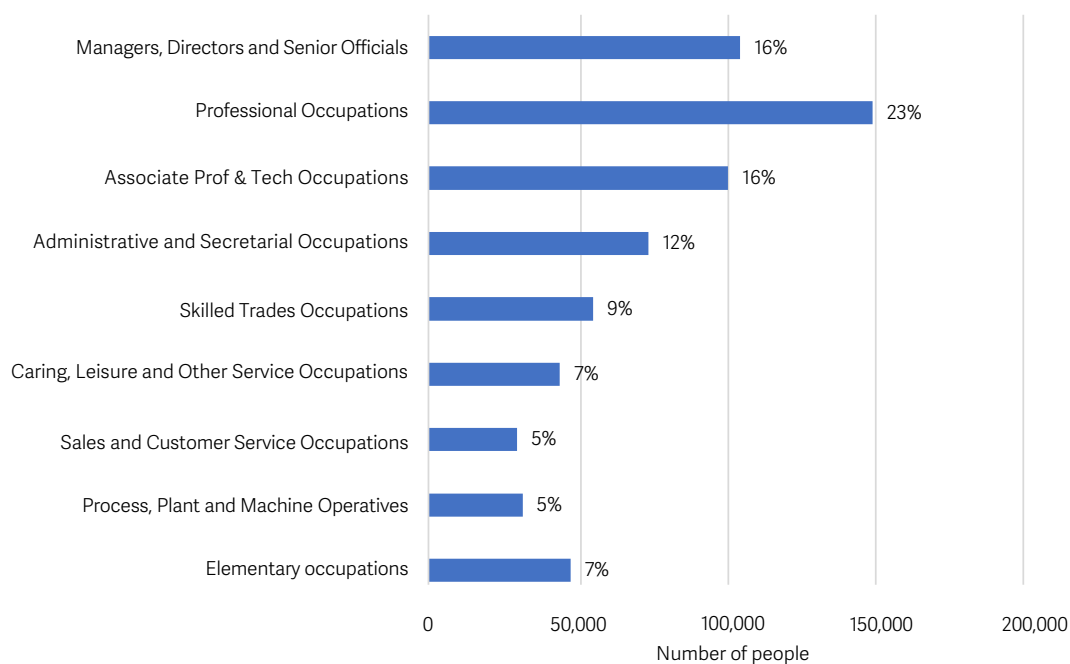
effect even after restrictions ease. There's also potentially going to be less demand in this sector, with many employees continuing to work on a remote basis, car sales are declining.

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

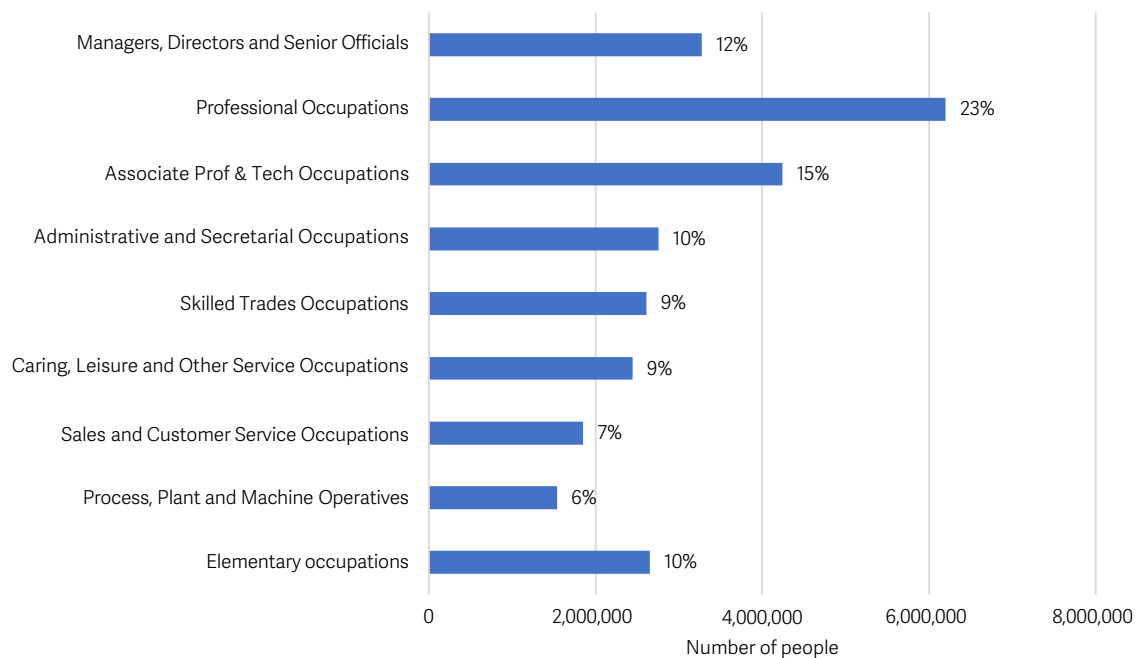
In response to the COVID-19 pandemic, the Small Business Innovation Fund was launched in May 2020 in a bid to support small and micro businesses within the tourism, leisure, hospitality, retail, arts and cultural sectors. The LEP also launched the Hertfordshire Business Expansion Grant Scheme, a scheme that's open to all SME's (subject to eligibility). Grants for capital expenditure range from £10k - £100k.



Employment by occupation, 2019/20 - Hertfordshire



Employment by occupation, 2019/20 - England



Source: Annual Population Survey, October 2019 - September 2020, 2020 SAP boundaries

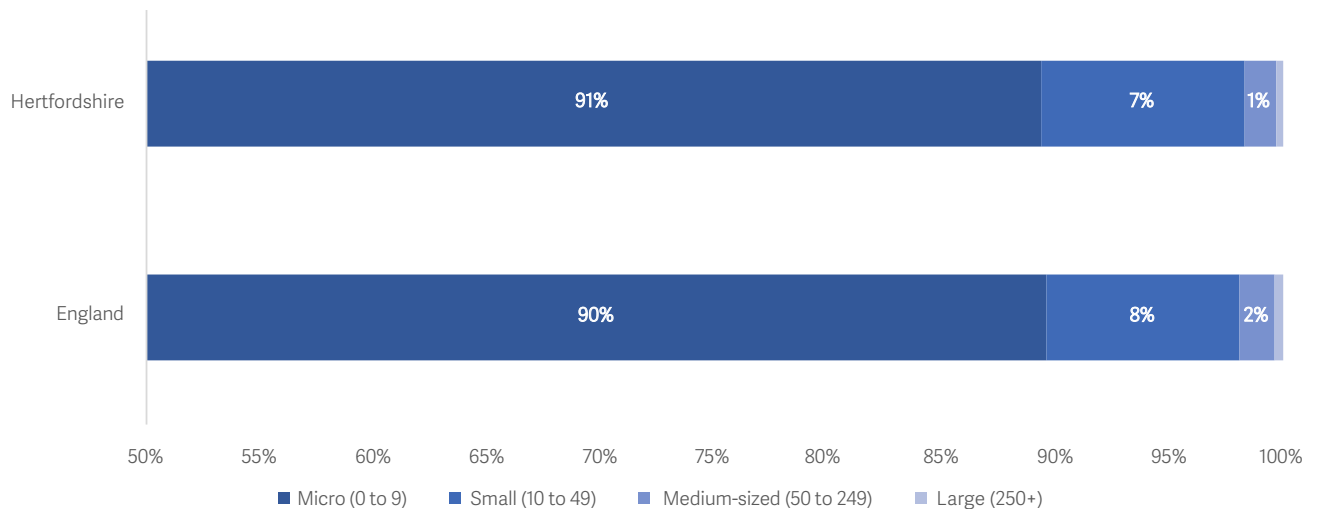


Employment by occupation

Many professional occupations have been some of the least affected as a result of the COVID-19 pandemic, with many employees continuing to remain in their role by working remotely. Professional occupations make up 23% of all employment within Hertfordshire, although many of these may be indirectly affected by the crisis (i.e. retail head offices such as Tesco). Hertfordshire generally has a highly skilled workforce, with many residents being in professional occupations, managers, directors and senior

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

Enterprises by employment size band, 2020



Source: UK Business Counts, 2020, 2020 SAP Boundaries

Enterprises by employment size band

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

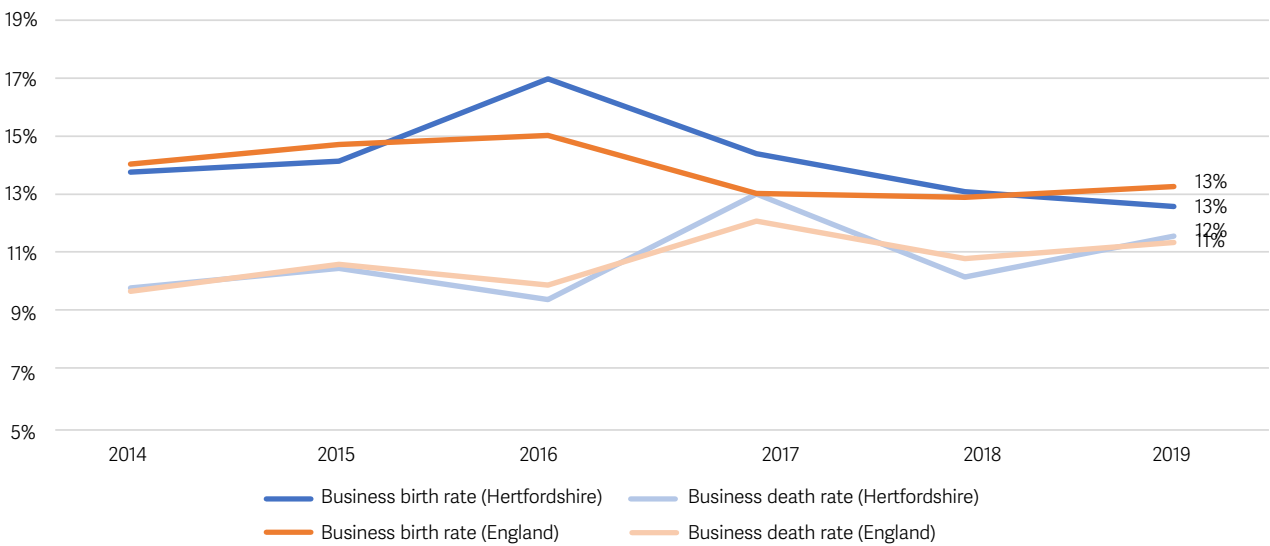
Continuing to support local businesses, particularly small businesses is a priority for the county. Hertfordshire LEP and partners are

working hard to support businesses, paving the way for economic recovery and future growth with many business schemes available, such as:

- [Hertfordshire LEP SME Growth Loan Scheme](#)
- [Crowdfund Hertfordshire: Small Business Innovation Fund](#)
- [Hertfordshire Business Expansion Grant Scheme](#)
- [Volunteer Business Support Scheme](#)



Business birth and death rates, 2014 - 2019



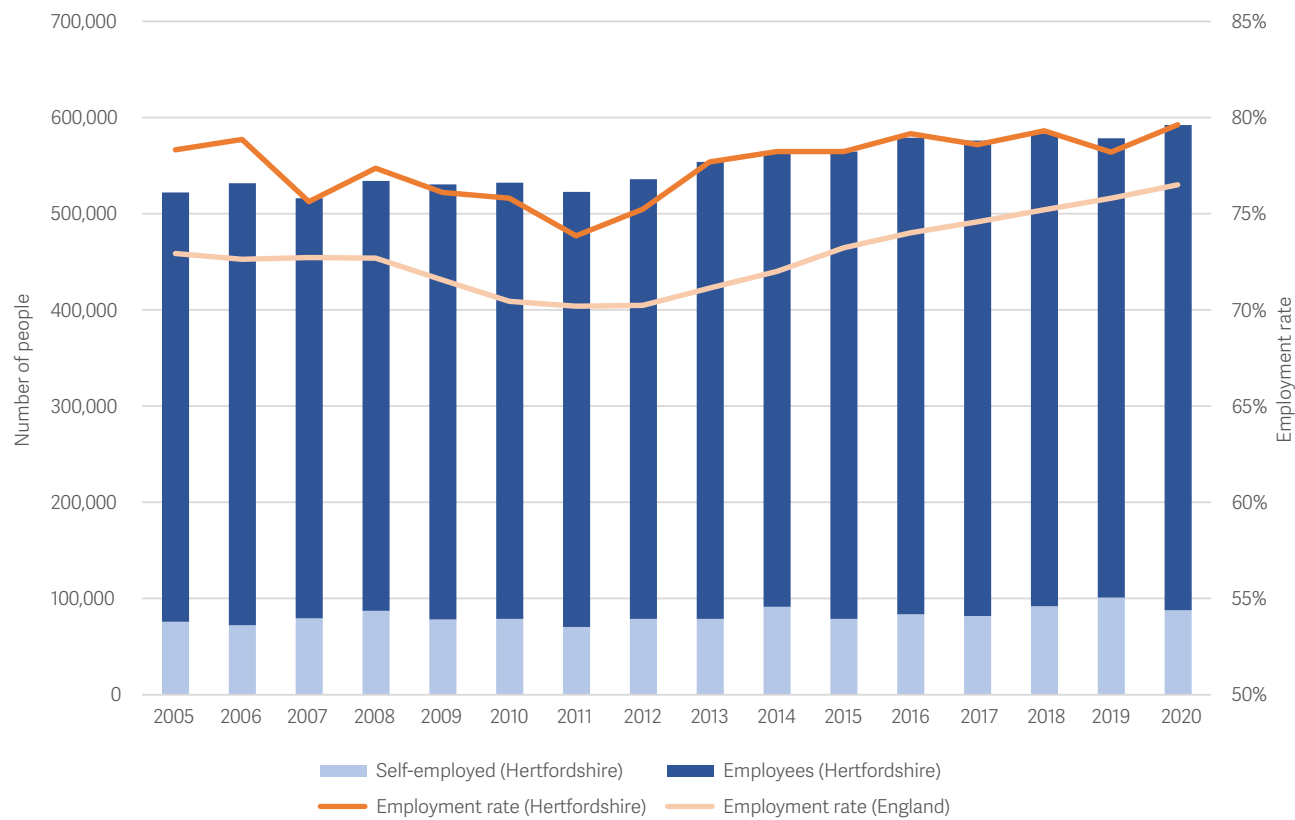
Source: ONS Business Demography 2014-2019 (published 2020), SAP 2020 boundaries

Business birth and death rates

The gap between the business birth rate and close rate in Hertfordshire has narrowed in recent years. In 2019, the business birth rate in Hertfordshire was slightly lower than the national average, at 12.6% vs 13%. The business death rate in Hertfordshire rose slightly higher than the national average in 2019, at 11.6% vs 11.2%. The business support schemes available via Hertfordshire LEP will assist in strengthening the business birth rate and reducing the business death rate in the county.



Employment rate and employment level



Source: Annual Population Survey, 2020 SAP boundaries

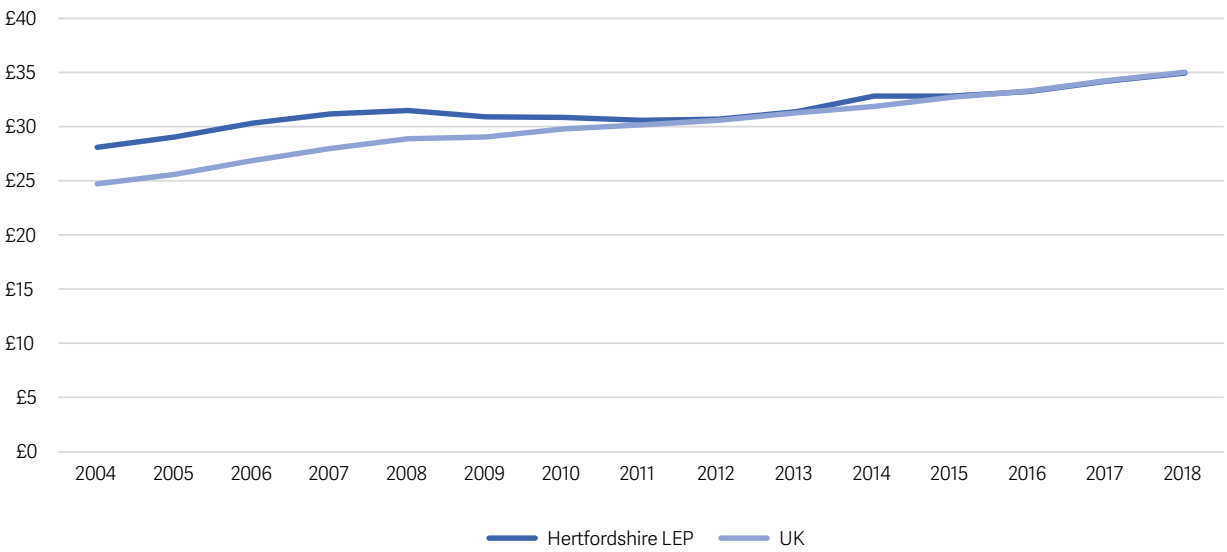
Employment rate and employment level

Data from the Annual Population Survey shows that the employment rate in Hertfordshire has remained higher than the national employment rate since 2005. Since 2013, the employment rate in Hertfordshire has fluctuated between 78% and 79% but recently peaked to 80% as of 2020, 3% higher than the national figure. The Covid-19 pandemic is likely to have had a significant impact on these figures with many employers having to make increasing redundancies leaving many people out of employment.

As of 2020, data shows that 85% of those in employment in Hertfordshire are employees and 15% are self-employed. 85% is the highest percentage of residents in employment since 2005. We understand that the Covid-19 pandemic will have had a significant impact on employment and many of those previously self-employed may have moved into employment for future job security.



Nominal (smoothed) GVA per hour worked



Source: ONS Sub-regional Productivity, 2004-2018 (published 2020), 2018 LEP/MCA boundaries

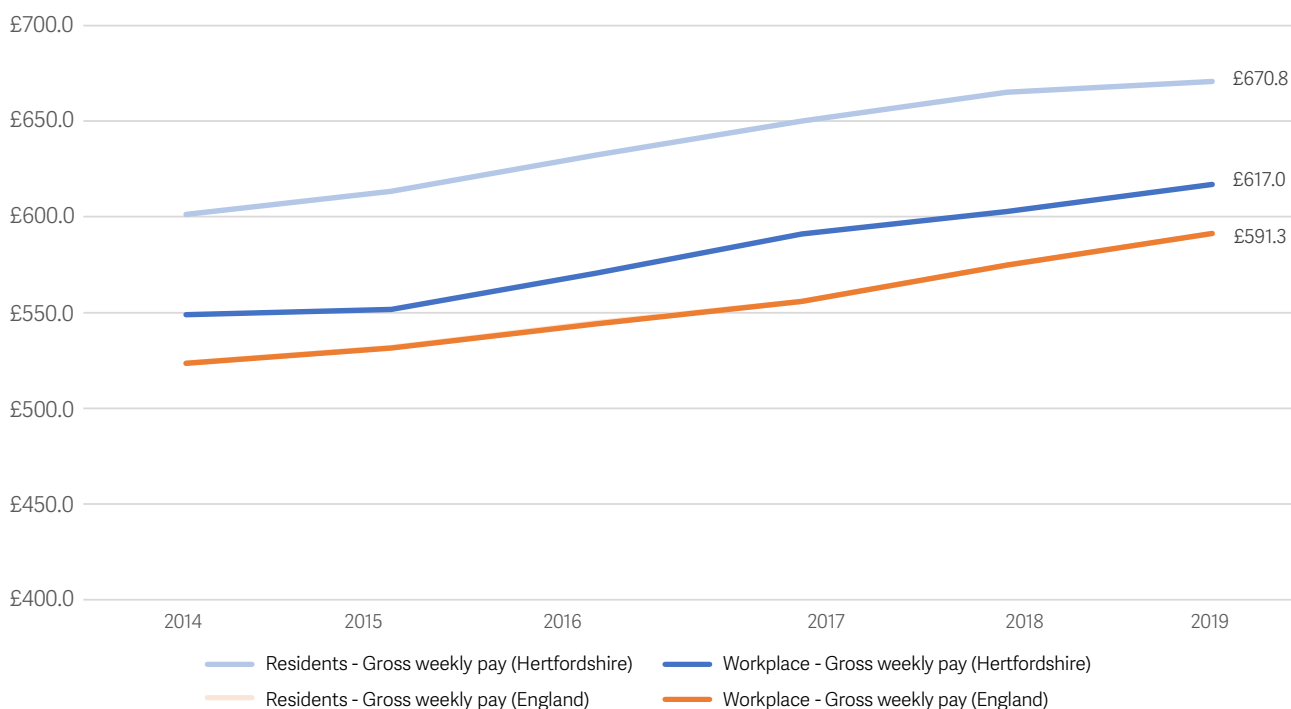
Nominal GVA per hour worked

Hertfordshire’s productivity rate was previously higher than the national average, but in recent years the gap between Hertfordshire’s gross value added (GVA) per hour worked and the national average has narrowed. According to 2018 data published by the Office for National Statistics, Hertfordshire’s productivity rate was at £35.0 GVA per hour worked in line with the national average. Prior to the COVID-19 pandemic, Hertfordshire had a strong forecast for population growth, much higher than the national average, allowing for a significant increase in productivity within the county.

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



Median gross weekly wage for full-time workers



Source: Annual Survey of Hours and Earnings, 2014-2019, 2019 LEP boundaries

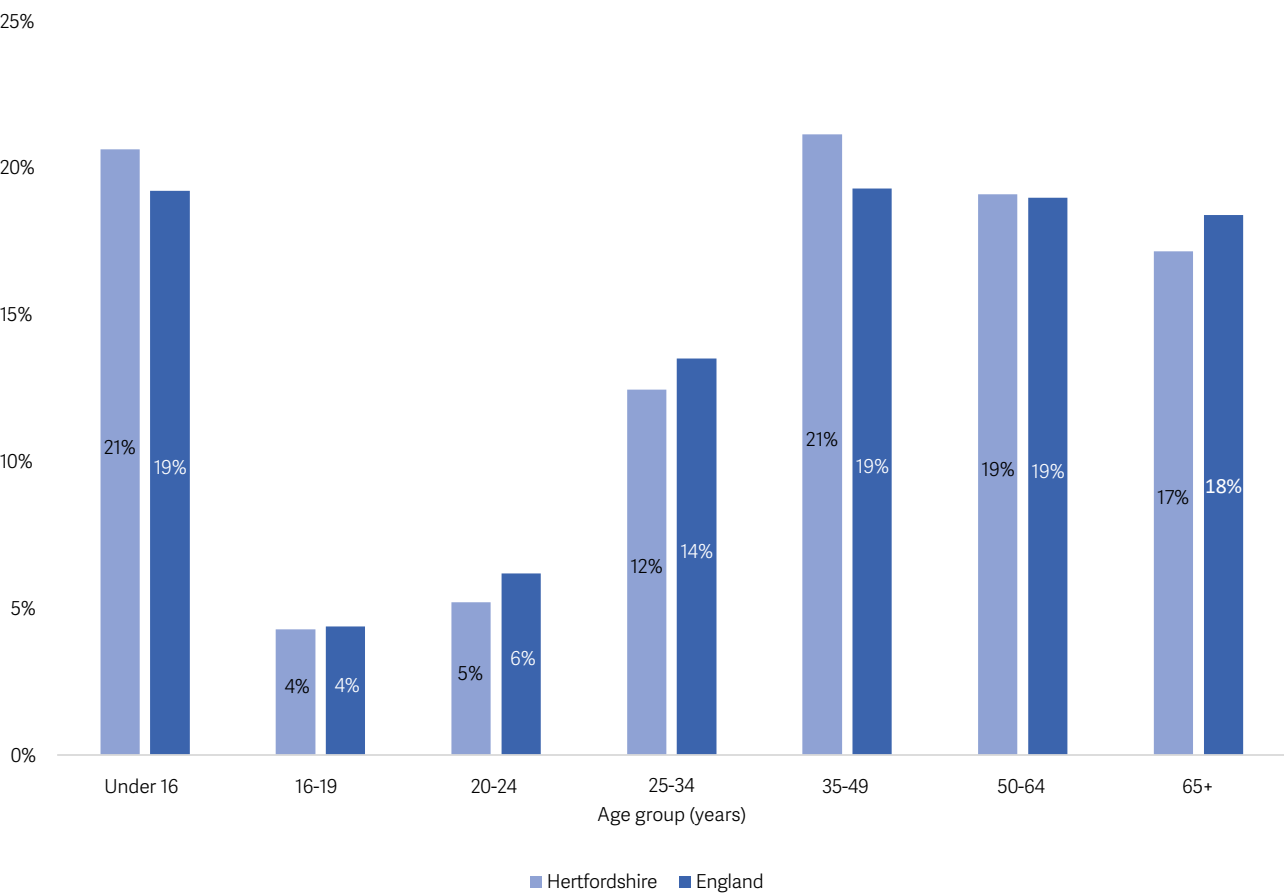
Median gross weekly wage for full-time workers

Within Hertfordshire the gap between resident wages and workplace wages is significant. Gross weekly pay by resident-based earnings is 9% higher than workplace-based earnings in Hertfordshire as of 2019, with earnings at £670.80 gross per week, significantly higher than the national average of £591.30. Resident based earnings have been consistently higher than both the workplace earnings in Hertfordshire and the national average when looking at previous years. Resident based earnings being higher than workplace-based earnings evidences that residents commute outside of Hertfordshire seeking higher earnings.

The Covid-19 pandemic is likely to influence these figures going forward, with many employers downsizing or relocating expensive office space and many employees working from home for the foreseeable future. The pandemic has demonstrated that many employees can comfortably work from home with productivity reportedly increasing amongst many due to less time spent commuting. Resident based earnings may potentially increase as employers potentially relocate to Hertfordshire from London or make residents home locations as their permanent work base locations.



Population by age group - 2019



Source: ONS Mid-Year Population Estimates 2019, 2020 SAP boundaries

Population by age group

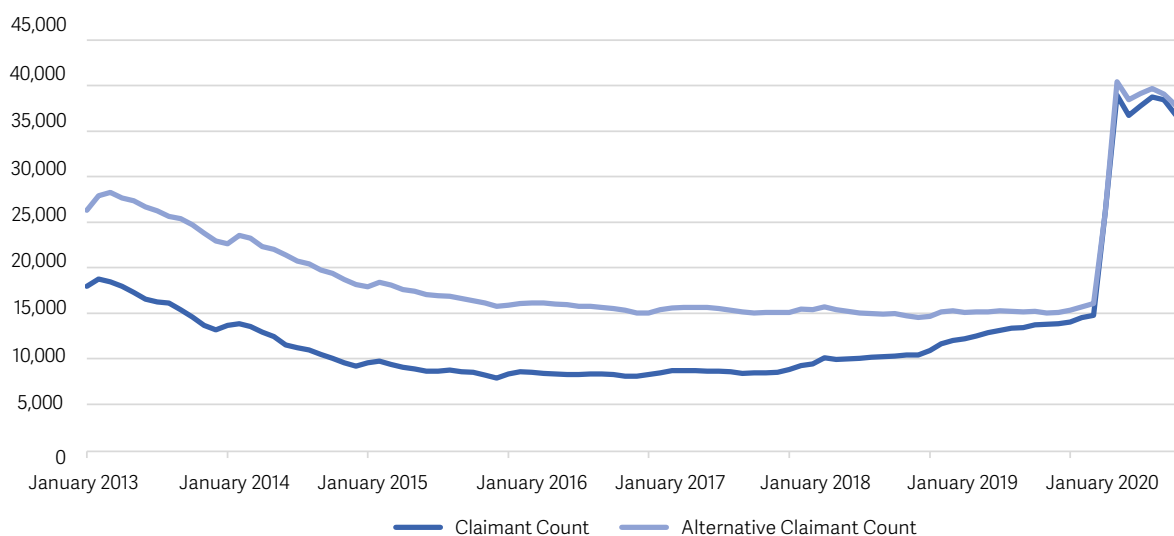
Hertfordshire is potentially going to see a shift in demographics over the next decade. The current estimate of residents in Hertfordshire aged under 16 is much higher than the national average, at 21% compared with 19% nationally, evidencing the need for focus on assisting young people with decisions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

Nationally, the over 65 population is predicted to increase significantly and the same is forecast in Hertfordshire. With an aging population there is going to be a significant increase for demand in care and age-related support services. This is likely to impact the labour market with additional jobs being created with the demand growing for care. The ageing population has also led

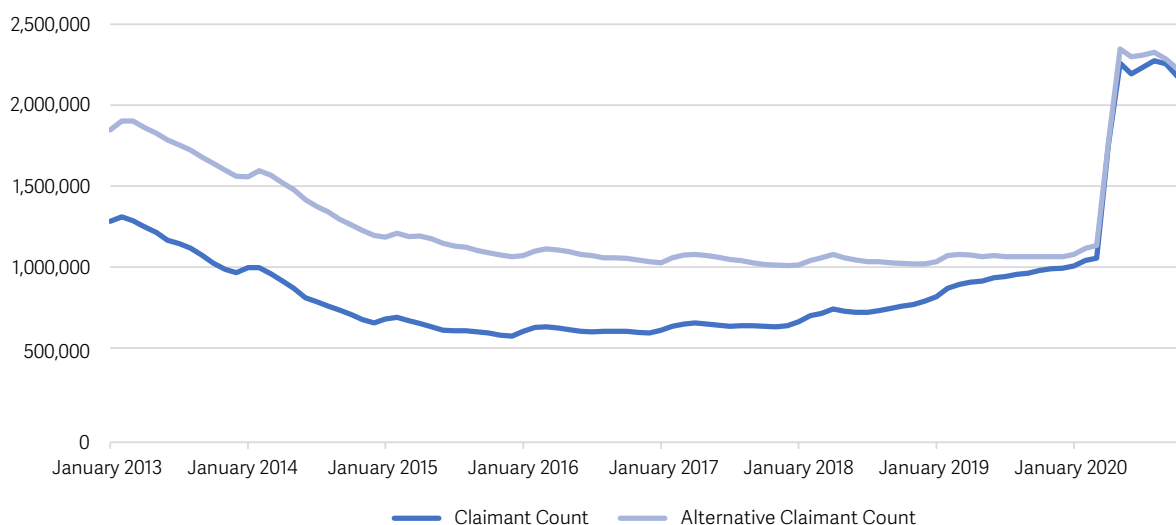
to people working longer with the standard pension age increasing and the demand for upskilling the workforce at later ages is likely to increase.



Claimant Count & Alternative Claimant Count - Hertfordshire



Claimant Count & Alternative Claimant Count - England



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

Claimant Count & Alternative Claimant Count

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

is currently extremely high. In August 2020 the number of claimants in Hertfordshire rose to over 38,000, three times the number recorded at the same time the previous year. That figure has been slowly declining since August, but the effects of the pandemic are still unravelling in real time.



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

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

Income, Employment and Education Deprivation

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

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

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



Skills Supply

Skills Supply – Summary

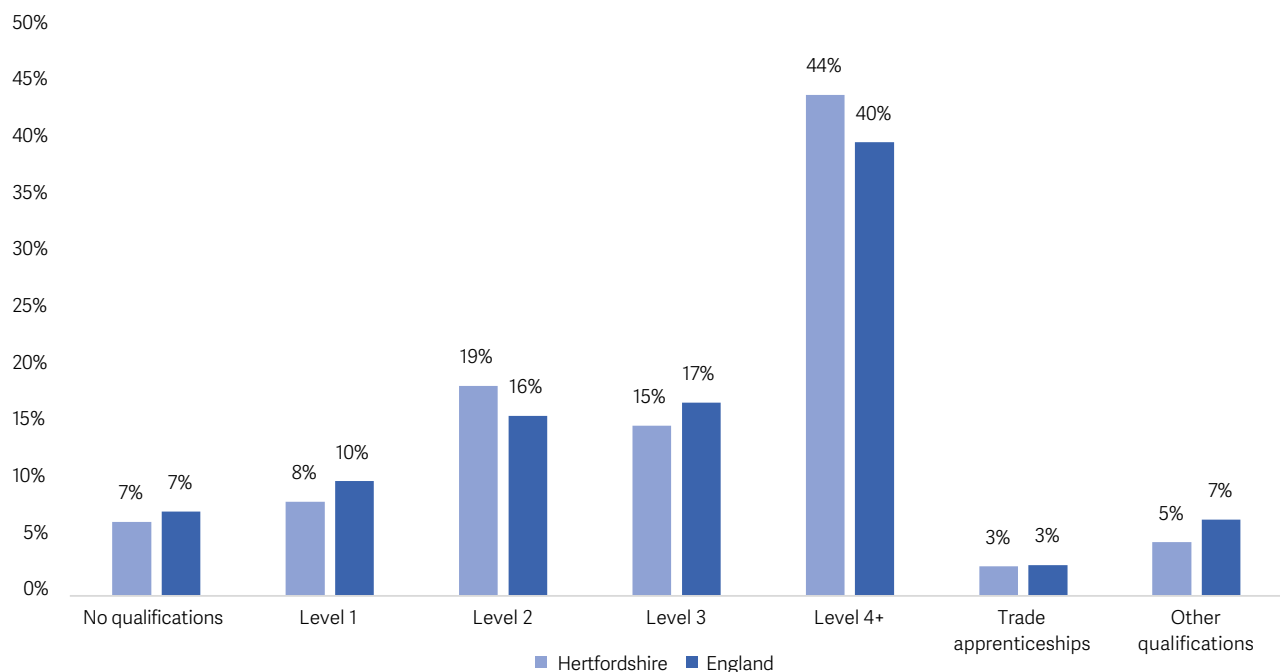
Historically Hertfordshire has an adequately educated workforce. Hertfordshire's average outperforms the national average, with residents holding higher qualifications on average in Hertfordshire than in England on average. Within Hertfordshire districts there is a noticeable variance in resident's education,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

Three Rivers has the highest percentage of working age residents qualified to NVQ level 4 and above, at 63.5%. On the opposite end of

the spectrum, Broxbourne has only 30.4% of residents with formal qualifications at this level, significantly below the national average of 40%. Broxbourne also has the highest percentage of residents in Hertfordshire with no formal qualifications, at 4.6%, much higher than the national average of 7.5%.

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

Qualifications of people aged 16-64, 2019



Source: Annual Population Survey, January 2019-December 2019, 2020 SAP boundaries

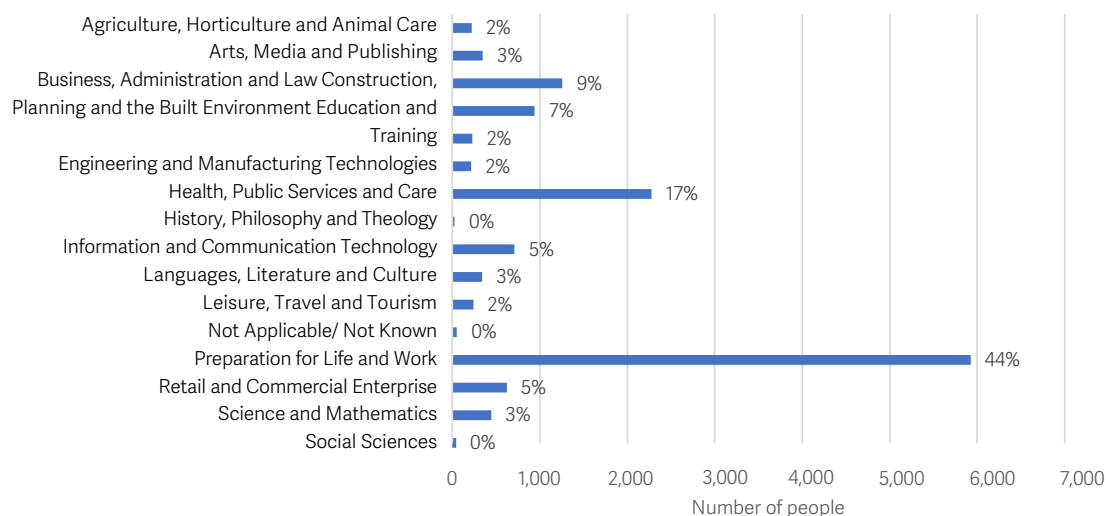
Qualification levels

The COVID-19 pandemic has had a momentous impact on education, with the delivery of education being virtual for a significant period throughout both the last term of the academic year 2019/2020 and more recently through the current academic year of 2020/2021. Young people have also been denied the opportunity to obtain work experience due to the pandemic. Hertfordshire LEP have begun delivering [live careers webinars via HOP](#) to enable students to hear directly from employers.

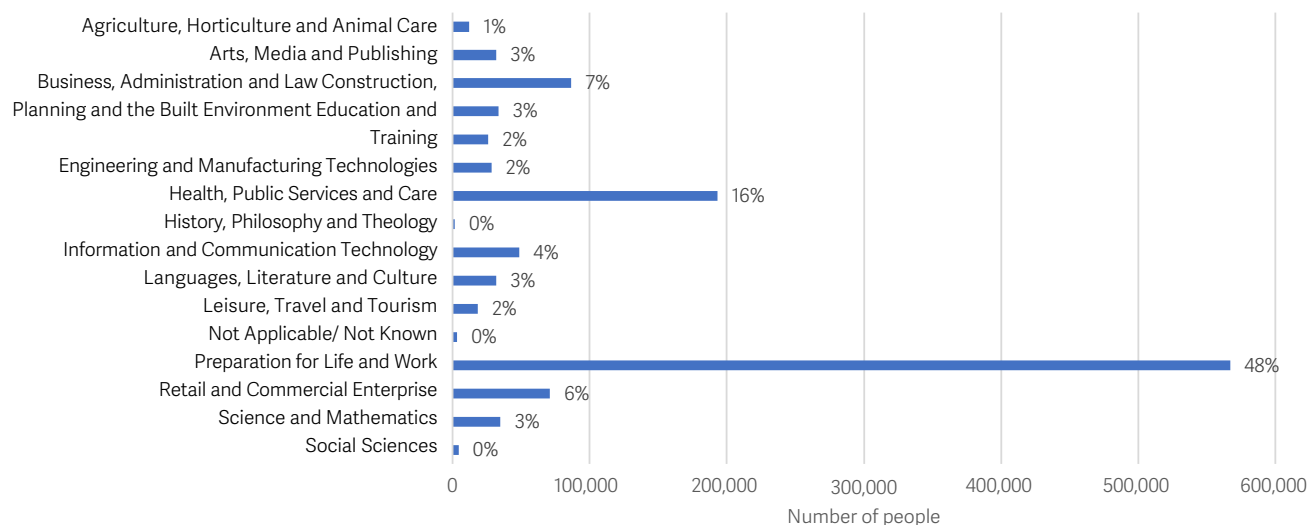
Historically Hertfordshire has had a strong educated workforce, with 44% of those aged between 16-64 holding an NVQ level 4 qualification or above as of 2019, higher than the national average. Three Rivers and St Albans have the highest educated resident's on average whereas Broxbourne and Stevenage residents have the poorest educated workforce in Hertfordshire on average.



Adult education and training achievements by sector subject area, 2019/20 - Hertfordshire



Adult education and training achievements by sector subject area, 2019/20 - England



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

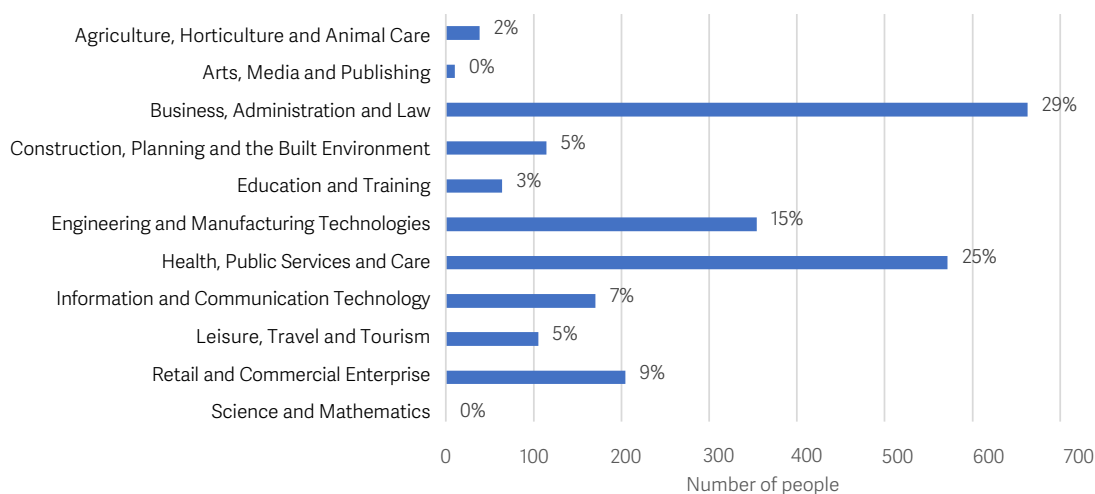
FE Education and Training Achievements

Preparation for life and work has the most achievements for results in adult education and training, both within Hertfordshire and nationally. In Hertfordshire, the percentage of adults in education and training completing courses under the sector subject area preparation for life and work was lower than the national average, at 44% compared with 48%.

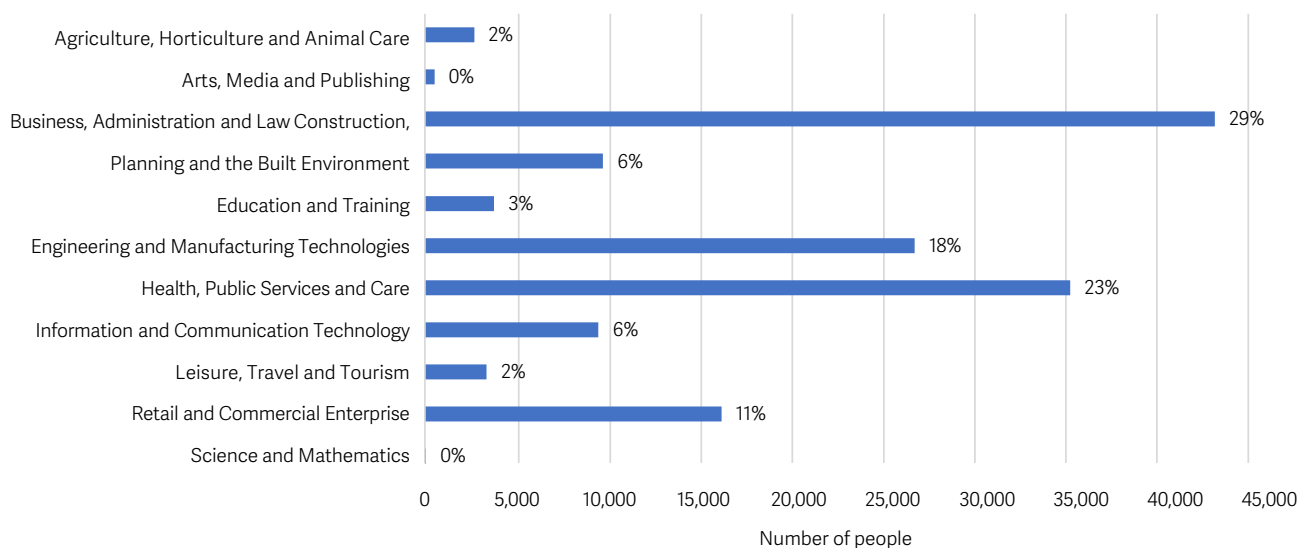
In Hertfordshire the percentage of adults in education and training completing courses in construction, planning and the built environment is significantly greater than the national average, at 7% compared to 3%.



Apprenticeship achievements by sector subject area, 2019/20 - Hertfordshire



Apprenticeship achievements by sector subject area, 2019/20 - England



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

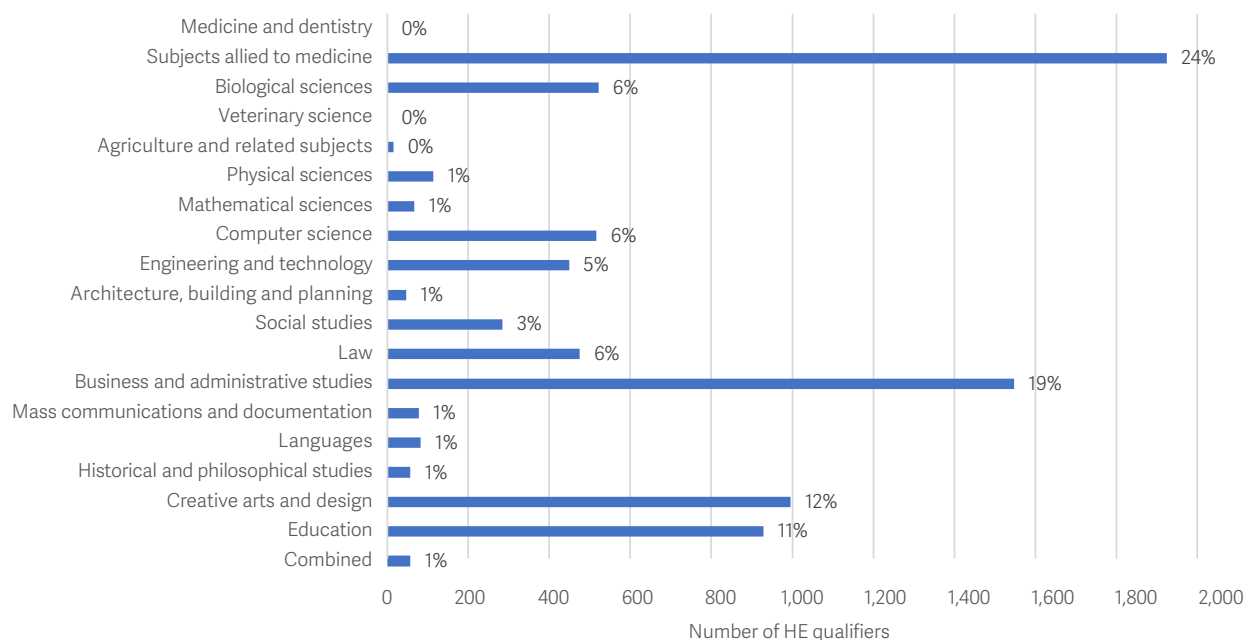
Apprenticeship Achievements

The breakdown of apprenticeship achievements by subject area in Hertfordshire follows a similar trend to the national data. Both nationally and within Hertfordshire, 29% of apprenticeship achievements in 2019/20 were within business, administration and law.

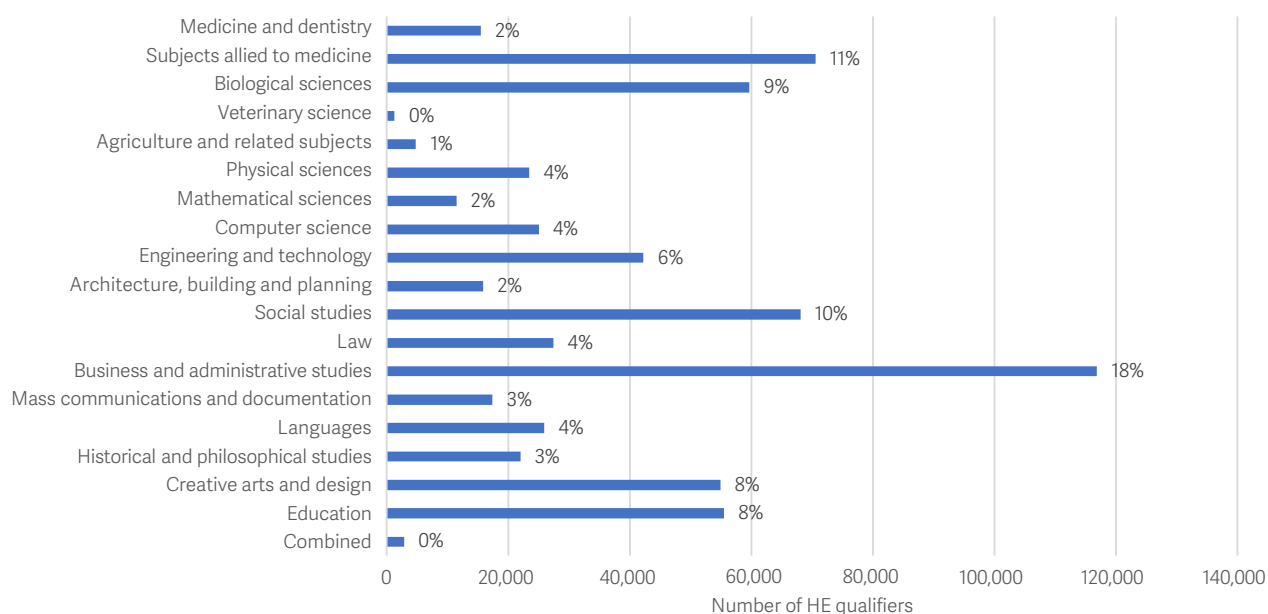
A greater percentage of Hertfordshire residents achieved apprenticeships in health, public services and care compared with the national picture (25% compared with 23%). Most notably, 5% of Hertfordshire residents achieved apprenticeships in leisure, travel and tourism, compared with 2% nationally.



HE qualifiers by subject, 2018/19 - Hertfordshire



HE qualifiers by subject, 2018/19 - England



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

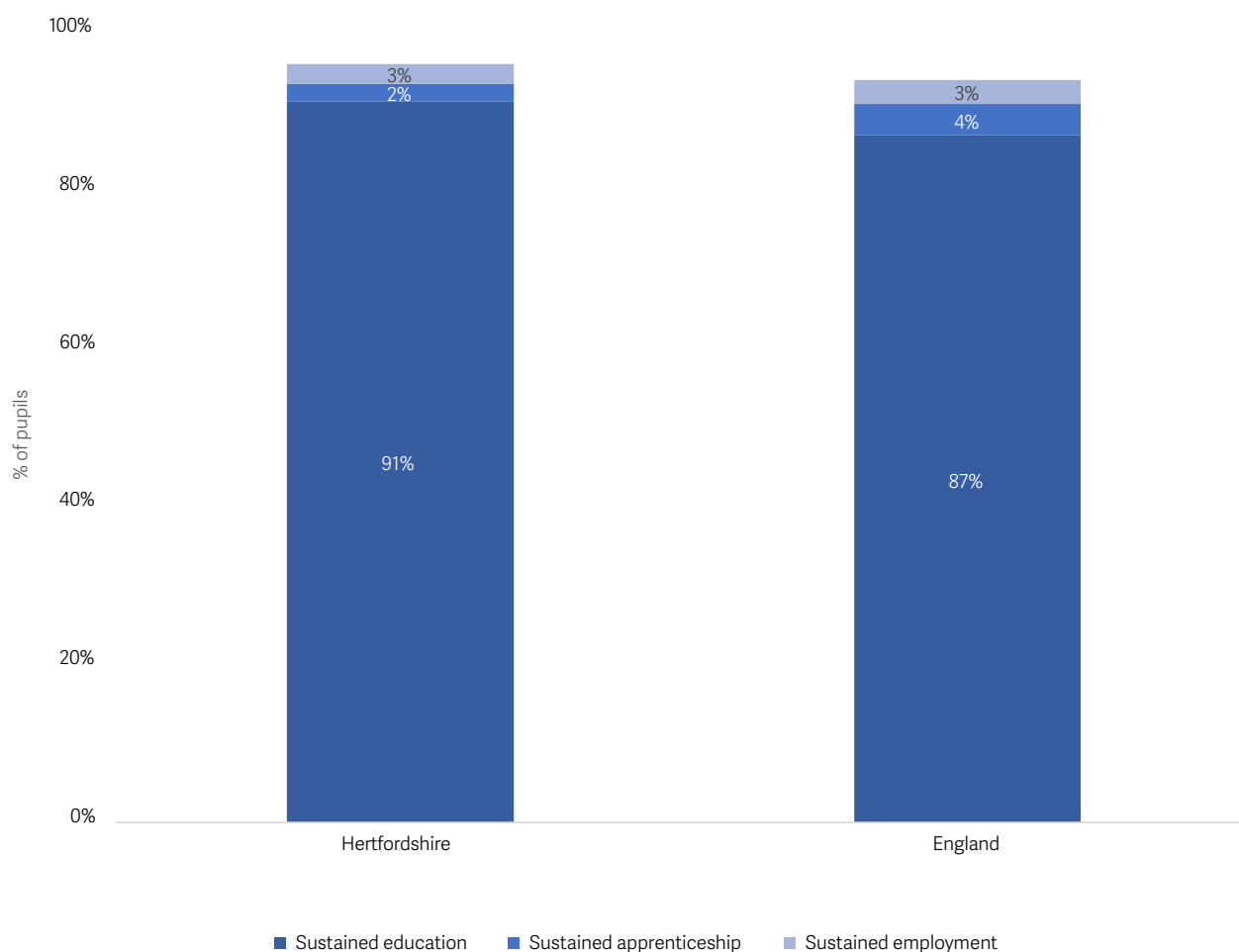
HE Qualifiers

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

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



Destinations of KS4 pupils from state-funded mainstream schools - 2018/19



Source: KS4 destinations of 2018/19 leavers DfE (Published 2020), 2020 SAP boundaries

KS4 Destinations

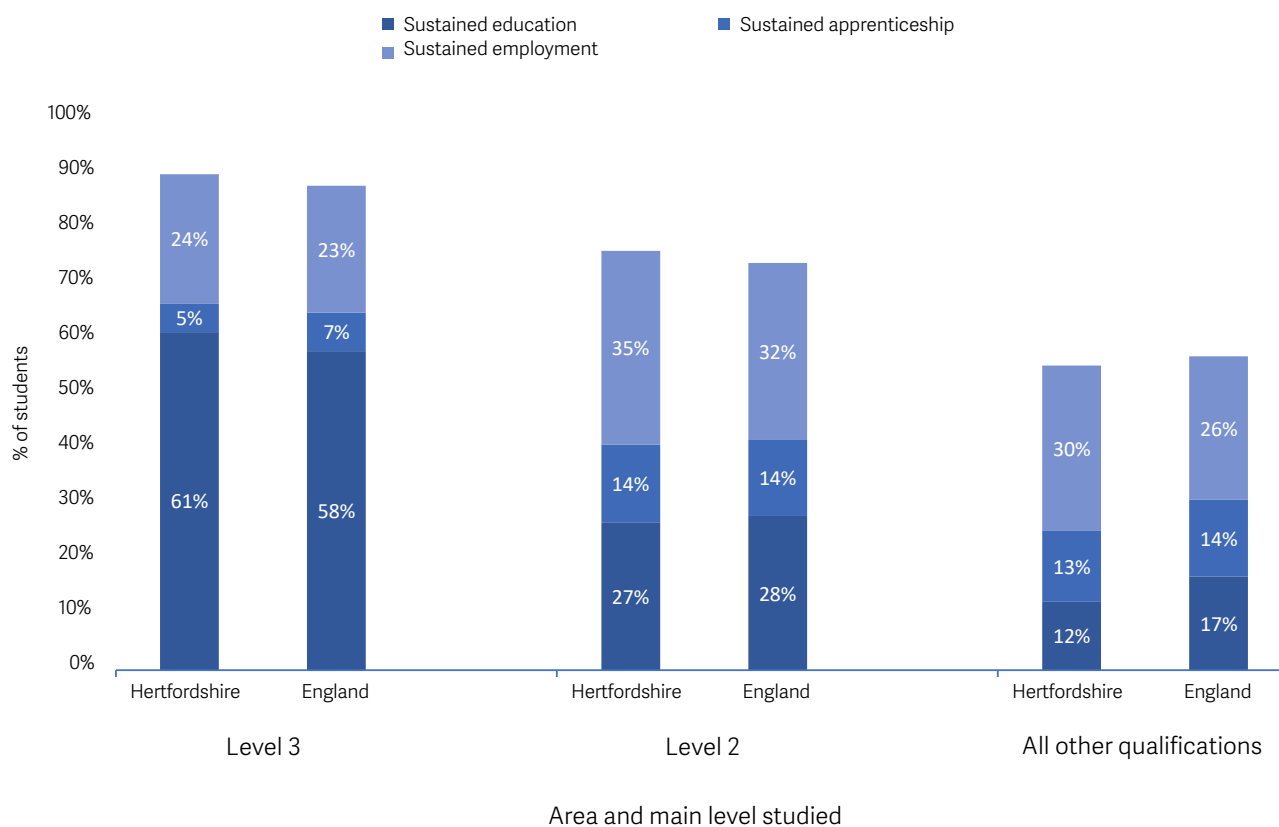
Within Hertfordshire a greater percentage of key stage 4 pupils remain in education compared with the national average. Data published in 2020 shows 91% of Hertfordshire's key stage 4 residents sustained education post the 2018/19 academic year, compared with 87% nationally.

As more students remained within education the percentage of pupils going on to pursue apprenticeships within the year after leaving education in Hertfordshire was slightly lower than the national average, with 2% of KS4 pupils in Hertfordshire sustaining apprenticeships (compared with 4% nationally). Hertfordshire

LEP is working closely with local employers and apprenticeship providers with the [Hertfordshire Supports Apprenticeships campaign](#), to strengthen the numbers of students that follow on to apprenticeships post education.



Destinations after 16-18 by main level studied (state-funded mainstream schools and colleges), 2018/19



Source: KS4 & KS5 destinations of 2018/19 leavers DfE (Published 2020), 2020 SAP boundaries

KS5 Destinations

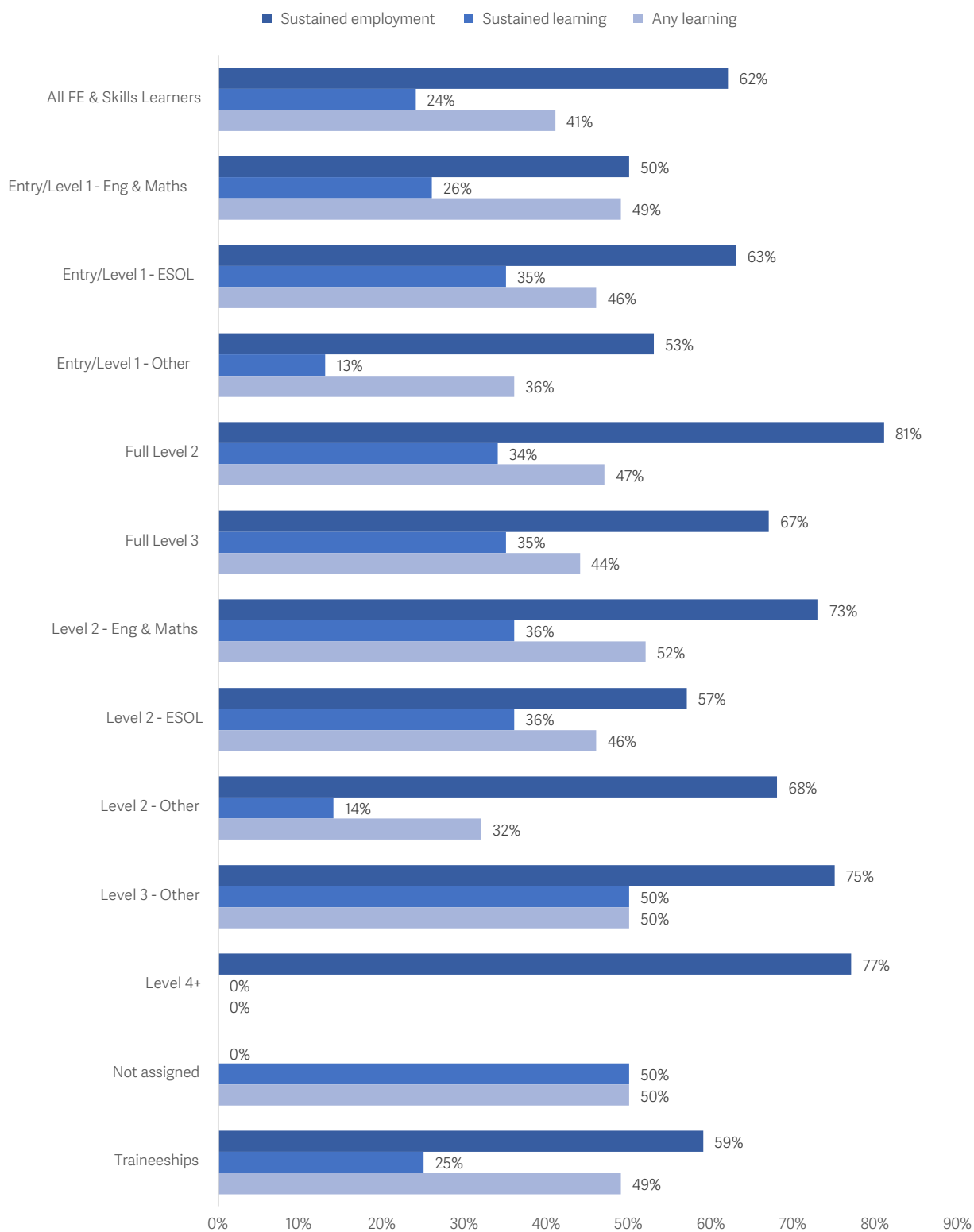
The percentage of students that remain in education post 16-18 education in Hertfordshire is high at level 3 is higher than the national average, at 61% compared with 58%. At level 2 the percentage of residents remaining in education is slightly lower than the national average, at 27% compared with 28%. The percentage of residents at state-funded mainstream schools and colleges completing all other qualifications between 16-18 and remaining in education was much lower than the national average following the 2018/19 academic year, at 12% compared with 17% nationally.

Almost one third of 16-18-year olds completing other qualifications at state funded and mainstream colleges in 2018/19 went on to sustain apprenticeships, much higher than the national average of 26%.

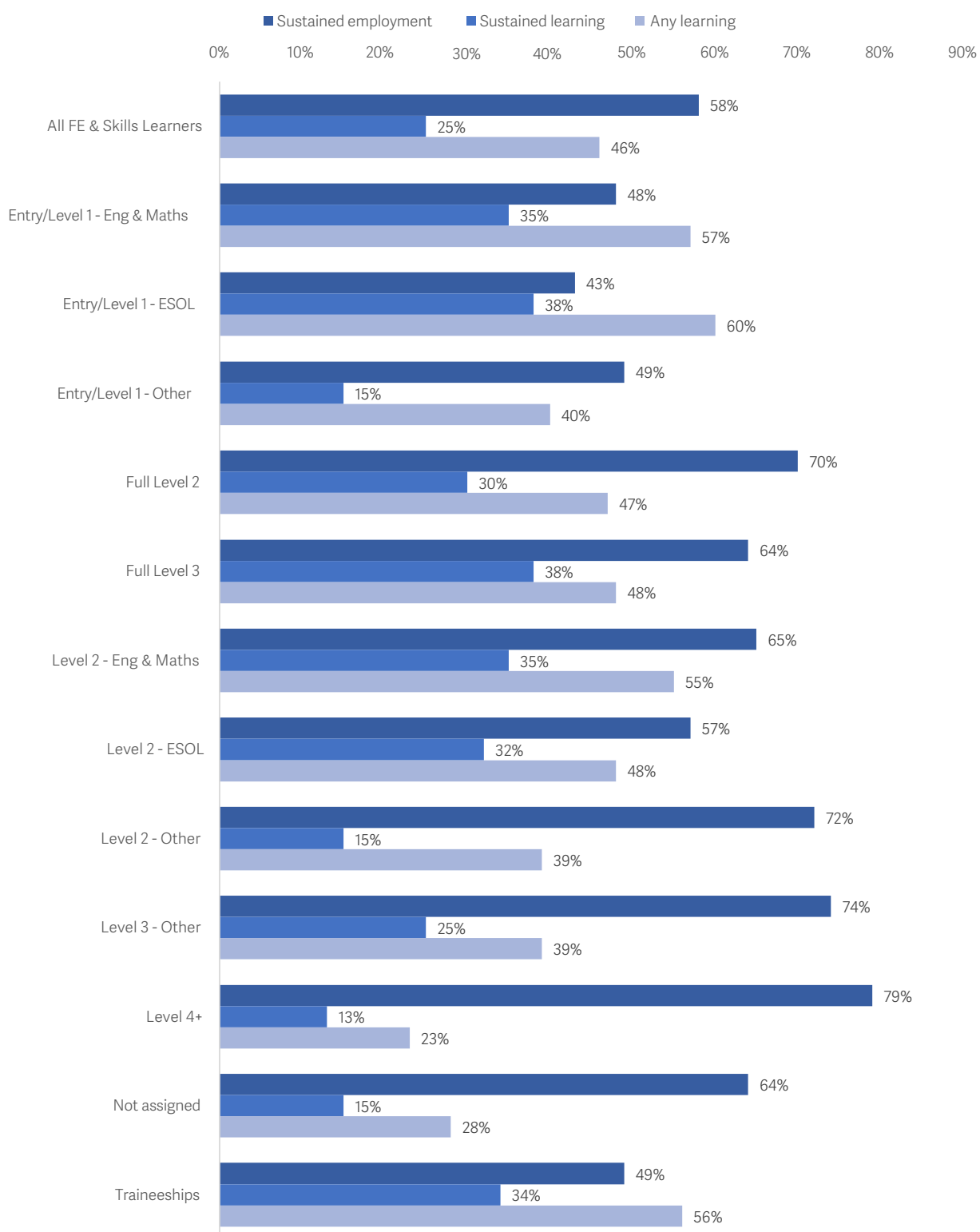


Destinations of FE & Skills Learner

Destinations in 2017/18 (2016/17 achievements) - Hertfordshire LEP



Destinations of FE & Skills Learners in 2017/18 (2016/17 achievements) - England



Source: FE outcome-based success measures 2017/18 destinations, DfE (published 2020) 2018 LEP/MCA boundaries Where appropriate, disclosure control has been applied to protect confidentiality.

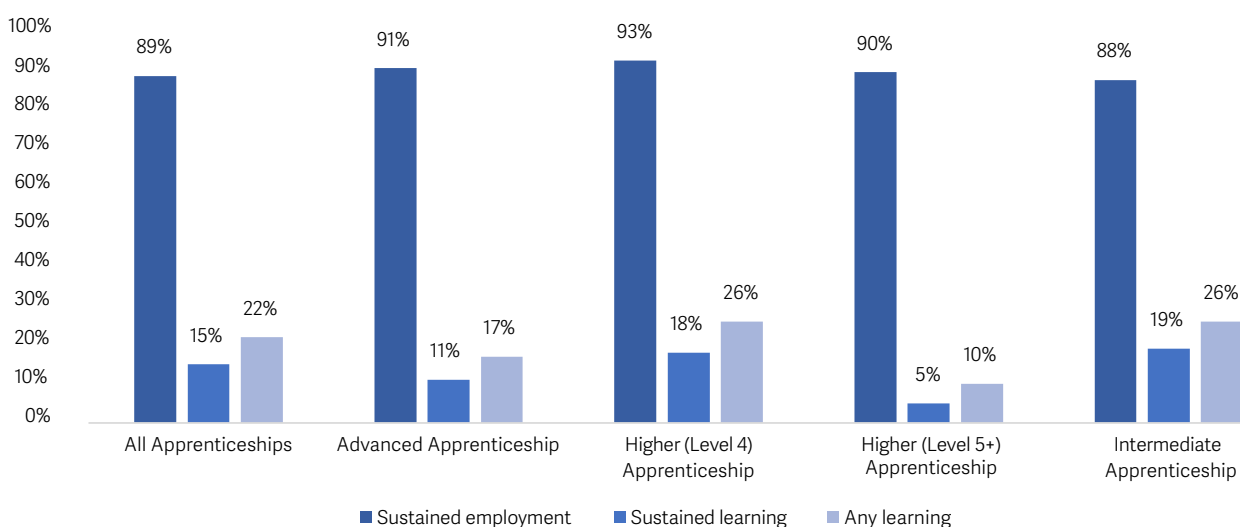


FE and Skills Destinations

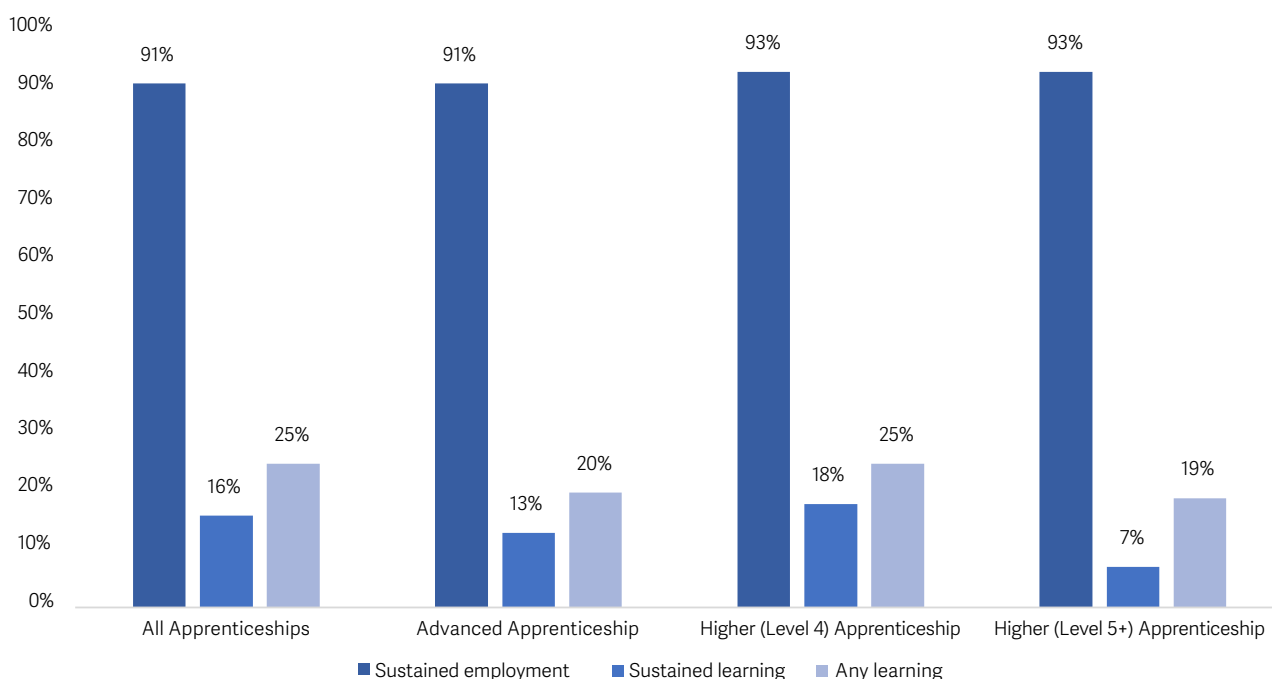
Data published by the Department for Education shows that post 2016/17 achievements, 62% of all FE and skills learners went on to sustain employment in Hertfordshire, compared with 58% nationally. A significantly larger percentage of FE and skills learners in Hertfordshire completing English for Speakers of Other Languages (ESOL)

in 2016/17 went on to sustain employment, compared to the national average, at 63% compared to 43%. Nationally, 60% of FE and skills learners went on to sustain further learning post completion of an ESOL course compared to just 46% in Hertfordshire.

Apprenticeship destinations in 2018/19 - Hertfordshire LEP



Apprenticeship destinations in 2018/19 - England



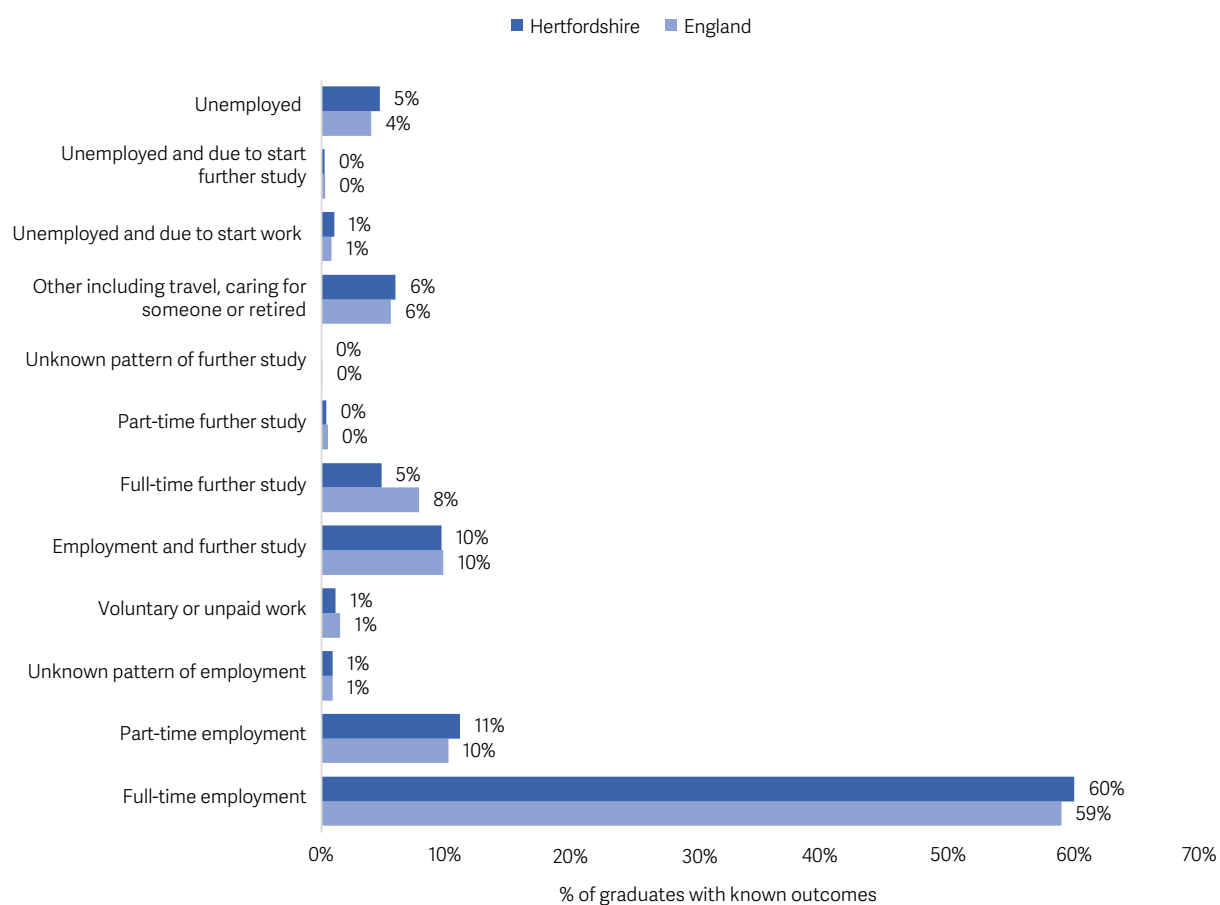
Source: FE outcome-based success measures 2018/19 destinations, DfE (published 2020) 2018 LEP/MCA boundaries



Apprenticeship Destinations

93% of residents in Hertfordshire completing higher apprenticeships went on to sustain employment, in line with the national average. Overall just 89% of total apprenticeship achievers from 2018/19 went on to sustain employment in Hertfordshire, lower than the national average of 91%.

Graduate destinations for 2017/18 academic year



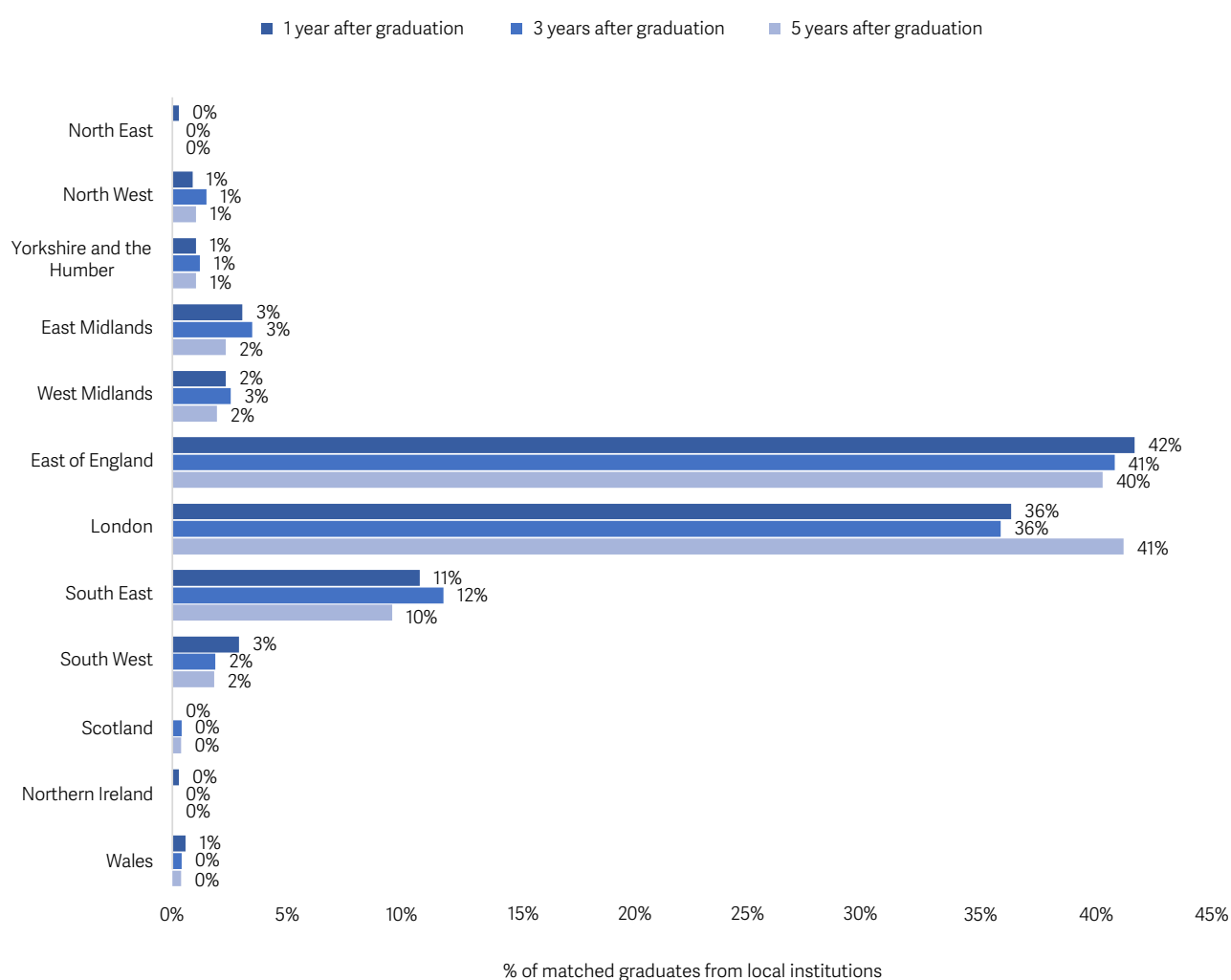
Source: HESA 2017/18 graduates (published 2020), 2020 SAP boundaries



HE Graduate Destinations

According to data published by HESA in 2020, 60% of graduates in Hertfordshire went on to full time employment post 2017/18, slightly higher than the national average of 59%. 11% went on to part-time employment, compared with 10% nationally.

Current region of residence of graduates from HEIs in Hertfordshire - 2017/18



Source: Graduate outcomes in 2017/18, DfE (published 2020), 2020 SAP boundaries

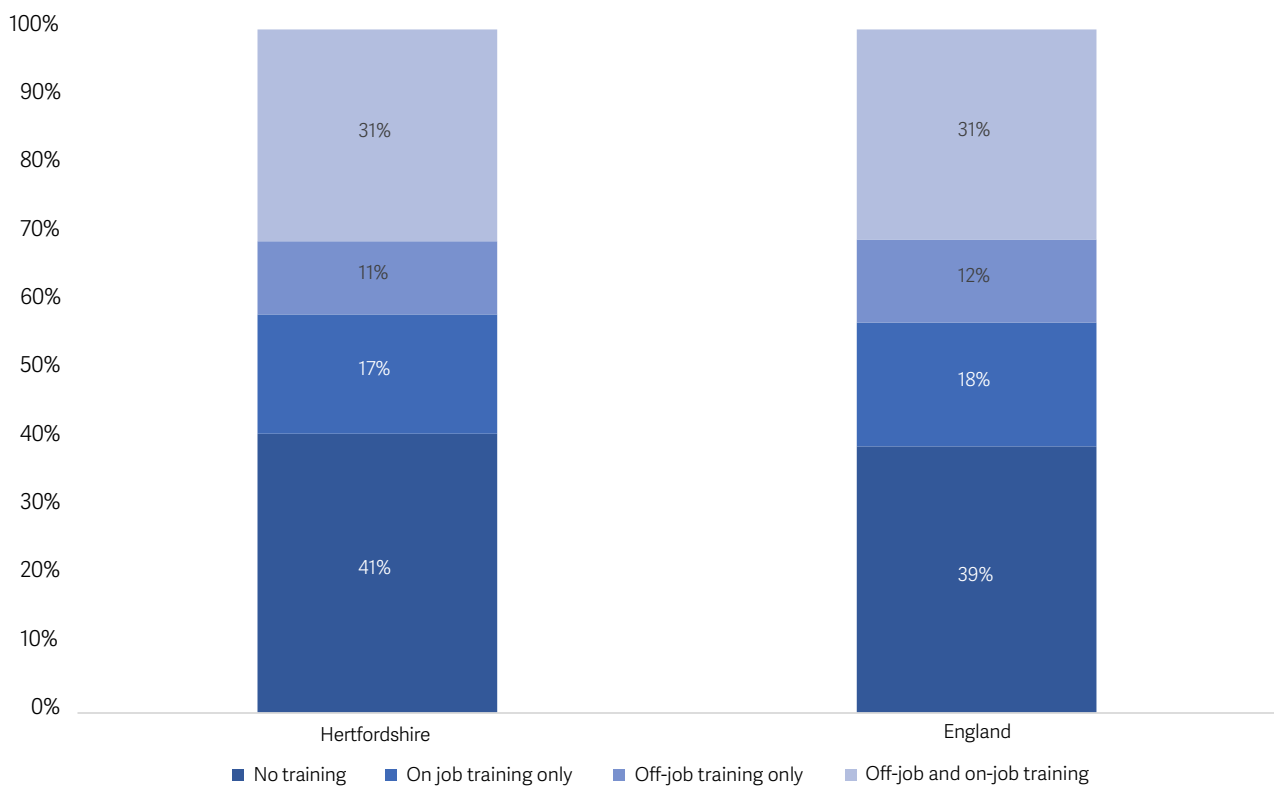


Graduate Retention

Data published by the Department for Education shows that of those that graduated from The University of Hertfordshire prior to 2017/18, 42% of students were living in the East of England one year after graduating. Five years post-graduation this figure declined to 40%, while in London the figures rose from 36% one year after graduating to 41% five years post-graduation.

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

Employers providing training over past 12 months, 2019



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

Employer Provided Training

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



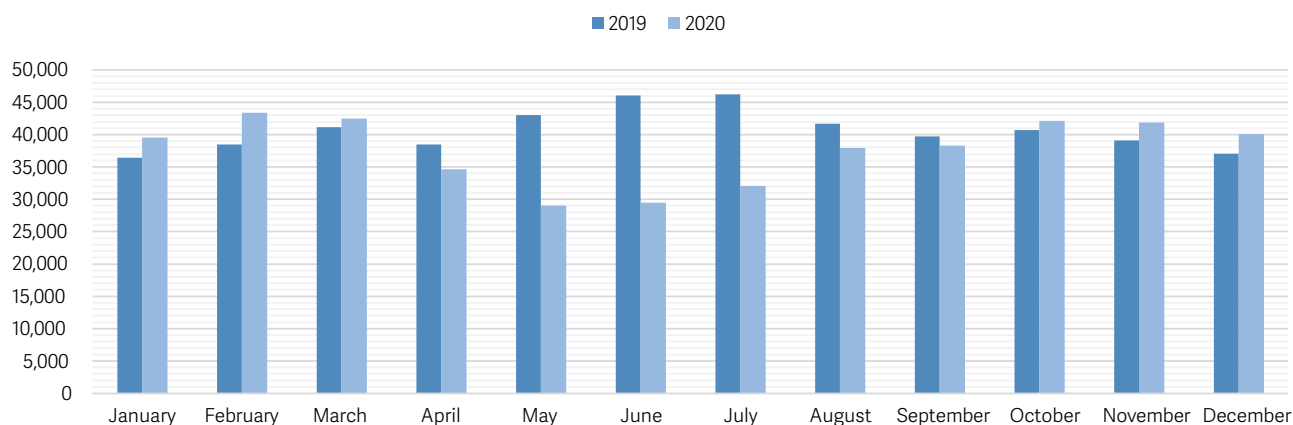
Skills Demand

Skills Demand – Summary

The COVID-19 pandemic has had a profound effect on job vacancies nationally. Many sectors have been forced to temporarily shut down and place many employees on furlough with the UK governments job retention scheme. There hasn't been a great demand for skills in the past 12 months

within Hertfordshire overall. The number of job postings in Hertfordshire has steadily increased since May 2020, with the number of unique job postings in the county higher in 2020 compared with the previous year in the months of October, November and December.

Count of Unique Job Postings by Month - Hertfordshire



Source: : EMSI Analyst

Job Postings

According to data published by economic modelling company EMSI, there was approximately 451,000 unique job vacancies posted in Hertfordshire between in 2020, 8% less than the previous year overall. EMSI's data also shows that nationally job postings were down 7% in 2020, compared to 2019. Recently job postings in the county have increased, with figures since October being higher than the previous year.

The district in Hertfordshire with the least vacancies posted in 2020 in comparison to 2019 was Watford, with job postings in the district down 24%. Some of the top posted occupations in the district of Watford were significantly down year on year with much less unique job postings

in 2020. There were 24% less unique job postings for Nurses in Watford in 2020, 36% less for sales accounts and business development managers and 60% less for book-keepers, payroll managers and wages clerks. Overall in Hertfordshire, job vacancies for nurses were 7% higher in 2020 compared to 2019. There was an increase in job postings for nurses in all districts except Watford, Stevenage and East Hertfordshire.



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

Occupations with highest forecast growth (2017-2027)	Occupations with lowest forecast growth (2017-2027)
1) Caring personal service occupations	1) Secretarial and related occupations
2) Health professionals	2) Process, plant and machine operatives
3) Health and social care associate professionals	3) Skilled metal, electrical and electronic trades
4) Customer service occupations	4) Textiles, printing and other skilled trades
5) Teaching and educational professionals	5) Administrative occupations

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

Working futures forecasts

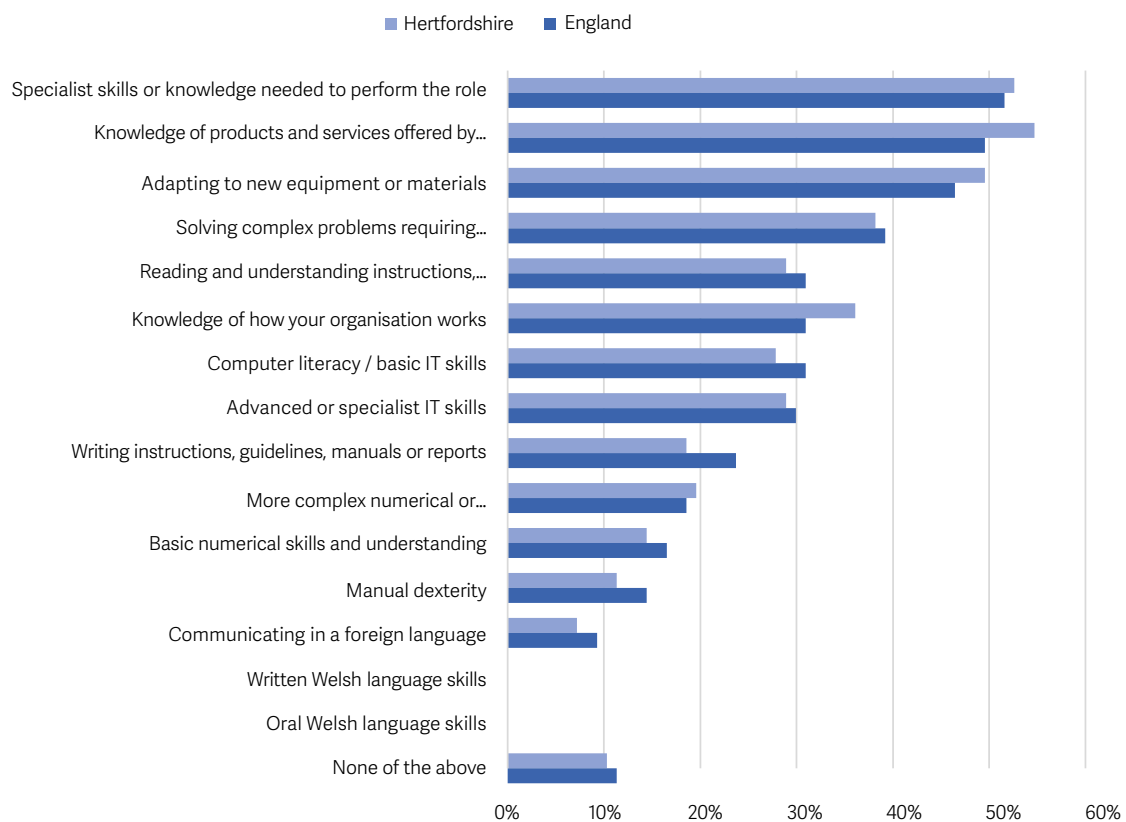
Pre COVID-19 forecasts published by Working Futures puts health and social work as the top sector with the highest growth forecast by 2027 in Hertfordshire, followed real estate and arts and entertainment. The COVID-19 pandemic is likely to impact this significantly, particularly real estate and arts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

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

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



Skills that will need developing in the workforce, 2019



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

Skills that need developing

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



Mapping Supply & Demand

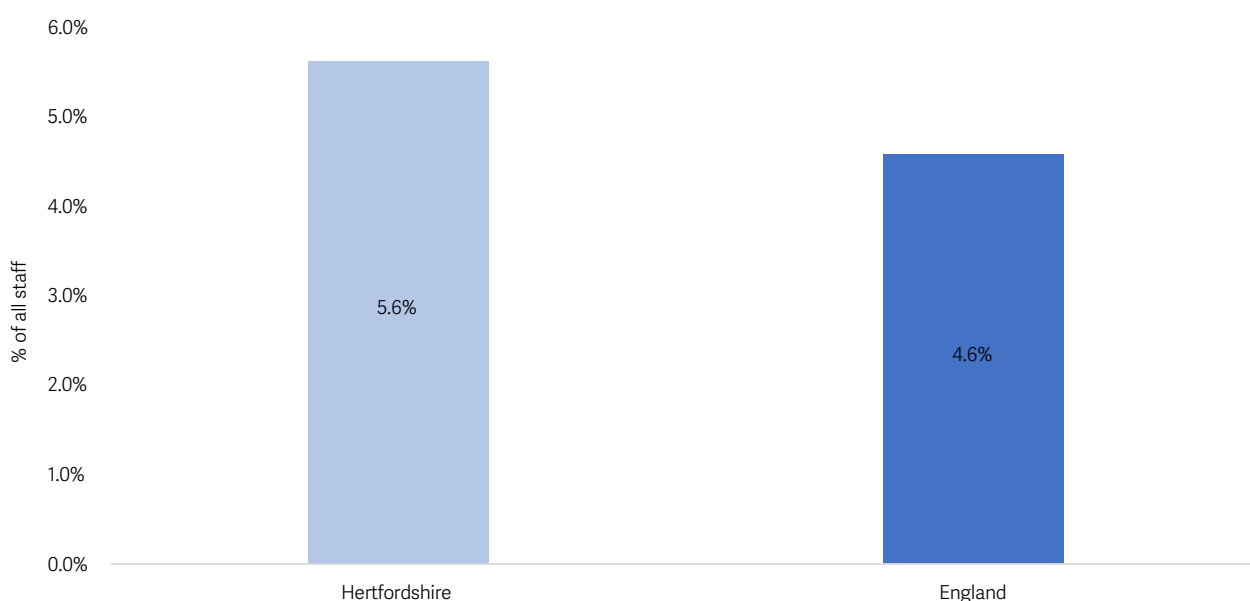
Skills Supply and Demand – Summary

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

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

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

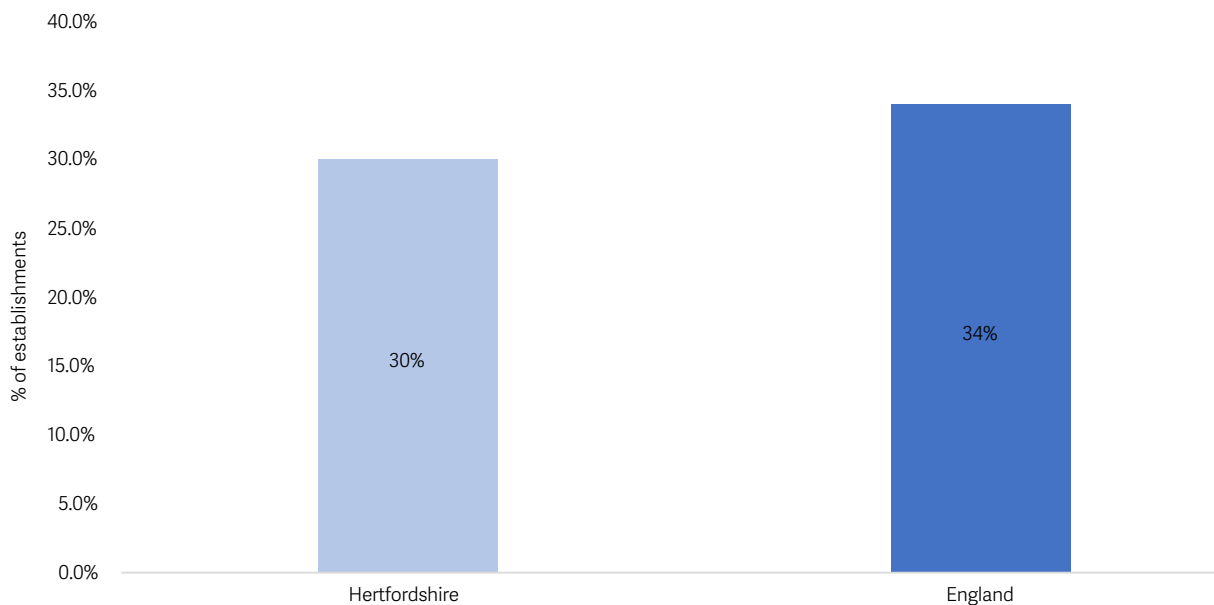
Proportion of staff not fully proficient, 2019



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



Proportion of establishments with any under-utilised staff, 2019



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

Proficiency of workforce

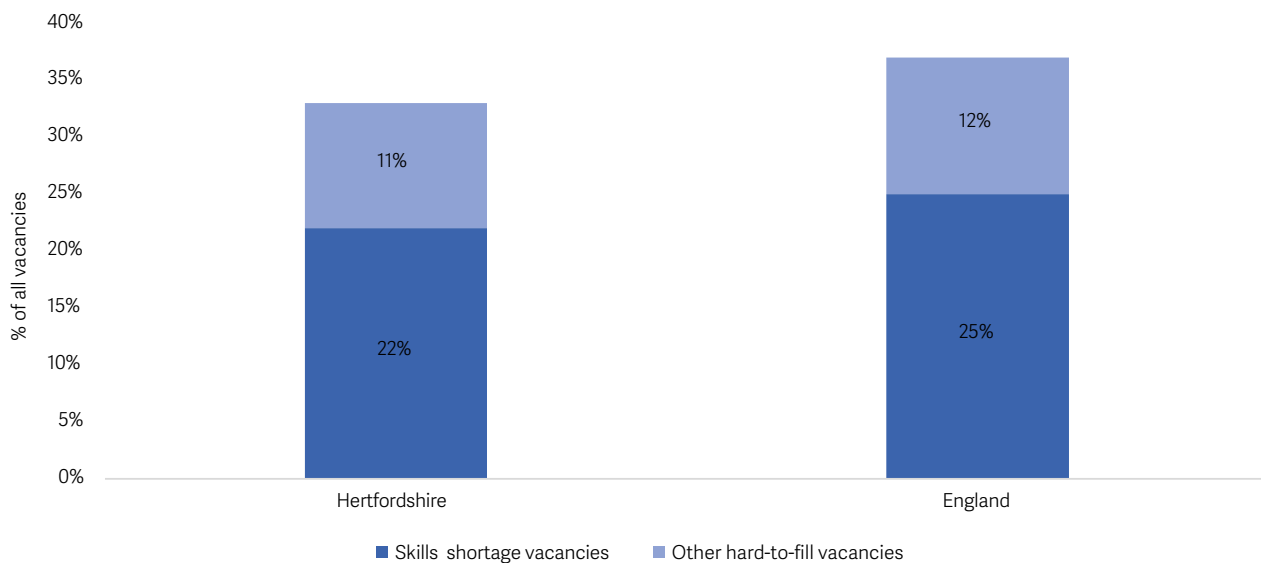
The latest Employer Skills Survey was conducted in 2019, prior to the COVID-19 pandemic. It's a UK wide survey that gathers information from over 87,000 employers in the country regarding the following topics: recruitment difficulties and skills lacking from applicants; skills lacking from existing employees;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

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

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



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



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

Hard-to-fill and Skills Shortage Vacancies

The 2019 Employers Skills Survey (ESS) shows that 22% of employer vacancies were considered skills shortage vacancies in Hertfordshire, compared with 25% nationally. This figure has come down since the previous Employer Skills Survey, which was conducted in 2017 and found that 28% of vacancies were skills shortage vacancies. 11% of Hertfordshire's vacancies were reported as hard to fill vacancies in the 2019 ESS, in line with the figure from the previous survey in 2017. This is slightly lower than the national average of 12%.



