

LANCASHIRE HR EMPLOYER'S FORUM – 4 July 2018 Chair's Report

HR Practitioner's Point of View:

1. **Auto-Enrolment – Increases** from April 2018 – 2% Employer; 3% Employee – total 5% input; from April 2019 – 3% Employer; 5% Employee – total 8% input.
2. **Fit for Work Service** – now ceased, if mentioned in any of your Policies, need to remove, you may consider replacing with reference to referrals to Occupational Health.
3. **Thriving at Work Report** – Government Report November 2017 – discusses mental health in the workplace and provides six core recommendations. States 15% have symptoms of existing mental health; 300k lose jobs due to mental health. Look at how you can support your employees with mental health conditions.
4. **Menopause** – seems to becoming more of a topic on our agenda. Useful website for colleagues dealing with menopause – Maryon Stewart author – www.maryonstewart.com

Sharing of Information:

1. **Apprenticeships - SORTED** – the online brochure update and now incorporates higher level and degree Apprenticeship provision available from Lancashire bases providers (including Universities – **updated brochure on line** - www.lancsforum.co.uk/sorted/
- **Chartered Manager Degree Apprenticeship (CMDA)** – first Manager Degree Apprenticeship in Pennine Lancashire – Chartered Management Institute (CMI) and Lancaster University accredited with local employers involved in the design of the programme. Contact Caroline Bracewell for more information – programme due to start in September 18 - email caroline.bracewell@blackburn.ac.uk
- **Young Apprentice Ambassador for Lancashire** – Do you have Apprentices who could be an Ambassador for your business and promote your business and Apprenticeships to other young people in Lancashire? www.lancsforum.co.uk/apprenticeships/lancashire-apprentice-ambassadors
- **Employer Apprenticeship Ambassador for Lancashire** – are you passionate about Apprenticeships, employ Apprentices and would be willing to encourage other employers to become involved, if so, please visit <http://www.lancsforum.co.uk/apprentice-ambassadors/employer-ambassador/> or contact Sam Connolly, Lancashire Work Based Learning Executive Forum – sam@lancsforum.co.uk
- **Subs 36 Awards** – Lancashire Skills & Employment Board sponsoring the **Apprenticeship Award** – being launch very soon.
2. **Boost Business Lancashire: Time is running out to access mentoring through Boost Business Lancashire!**
CBP are delivering the **Growth Mentoring** strand of support which gives growth hungry businesses 12 hours of 121 support with one of their experienced mentors. Support could include developing your growth strategy, identifying routes to market, leadership and management support, implementing your sales or marketing strategy or general support and guidance from “someone who has been there and done it”. For more information contact Jaydee Davis, for more information on 01254 291281 or jaydee@cbpartners.org



3. European Social Funds in Lancashire

Access to Employment – If your business is looking to recruit staff, then provision is now available through this programme, which is being delivered by a number of colleges and training providers across Lancashire. The service offers a bespoke approach to upskilling Lancashire's unemployed to meet your business's needs, supporting both recruitment and retention. The service can also support business to recruit apprentices and provide apprenticeship training. For further information visit: www.access-to-employment.co.uk

Skills Support for the Workforce – details on previous Chair's Reports. For further information contact Tracy Heyes, Lancashire Skills Hub, Partnership Manager, 07585 998873 or email tracy.heyes@lancashirelep.co.uk

Skills Support for Redundancy – funding is available to support employees at risk, to develop their employability skills and access provision to help them secure further employment. For further information Tracy Heyes, Lancashire Skills Hub, 07585 998873, or email tracy.heyes@lancashirelep.co.uk.

4. **Lancashire Enterprise Adviser Network** - The network aims to inspire young people about future career opportunities, and raise the profile of Lancashire businesses. We are continually seeking new Enterprise Advisers as the network grows, and employers who are willing to deliver activities in school. See the new website for further details: <https://lancashireean.co.uk/>
5. **Lancashire Skills Pledge – launched June 2018** – the Lancashire Skills & Employment Hub Pilot Skills Pledge project seeks to support businesses by providing information and signposting to relevant initiatives locally and giving recognition to those who are already engaged. There are six Pledges, if you as an employer deliver these, then please sign up to the Pledge and get recognition:
 - To upskills and train your staff
 - To take on an Apprentice
 - To become an Employer Apprenticeship Ambassador and / or support an Apprentice to become an Apprenticeship Ambassador
 - To support unemployed people into work
 - To get involved in the Lancashire Enterprise Advisor Network
 - To offer work placements, work experience and internships.More information, www.lancashireskillshub.co.uk

Career Transition Partnership (CTP) – are the MOD’s official provider of Armed Forces resettlement. They offer a high quality, no cost recruitment service for organisations looking to recruit highly motivated and experienced Service leavers, ready to bring their considerable skills and abilities to local businesses. Contact Shaun Whaites, North West Employer Relationship Manager to support small scale recruitment to major campaigns, facilitated by CTP job board RightJob and a range of other promotion opportunities. swhaites@ctp.org.uk Mobile 07414 736 222, more information www.ctp.org.uk. Link to the brochure discussed at the meeting <https://www.ctp.org.uk/assets/x/58428>

For Reference – Networking Opportunities:

Lancashire CIPD (Chartered Institute of Personnel & Development) Branch meetings – events free to CIPD members, and open to “guests”, small fee may apply. Forbes Solicitors sponsors these events, if you wish to attend, please access the event at www.cipd.co.uk/branch/lancashire and book onto an event.

- 11 July – AGM and Employee Engagement presentation.

Both events 6.30pm, at Samlesbury Aerodrome, Balderston, Nr Blackburn, BB2 7LF.

Keep up to date with our Forbes team by following us on Twitter - @forbessolicitor

Upcoming Forbes Events:

Save the date - Lancashire HR Retreat – 27 September, 8.30am to 1pm – Stanley House Hotel & Spa, BB2 7NP

Joanne L Pickering, Chair – Lancashire HR Employer’s Forum

Director of HR, Training & Quality
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Or: Jaydee Davis, Operations Manager, Community & Business Partners CIC

Tel 01254 291281, Email: jaydee@cbpartners.org

For past reports or presentations visit www.cbpartners.org click on business section and the link to Employer Forums.