

Heart of the South West Skills Advisory Panel

10 March 2020
from
10:00am – 12:00pm

PETROC, Mid Devon Campus, Bolham Road, Tiverton, EX16 6SH

10:00am Welcome, Introductions and Declarations of Interest

Attendees:

- Andy Berry
- Fiona McMillan
- Mike Green
- Mike Matthews
- Steve Cardew
- Bill Blythe
- Ben Neild
- Mark Sheppard
- Karl Fredrick
- Stuart Elford
- Elaine Cooke
- Rob Bosworth
- Matt Harbour
- David Ralph
- Rod Davis
- Mel Roberts
- Carl Wyard
- Edward Coley
- Phill Adams
- Keri Denton
- Jacob Coburn
- Rosie Bates
- Sean Mackney
- Sharron Robbie
- Stephen Henagulph
- Hilary Stevens
- Debbie Wright
- Nicola Williams
- Julie Hawker
- Katy Quinn
- Lee Tozer
- Suzanne Bond
- Paul Blackmore
- Victoria Hatfield

Apologises:

- Alan Denby
- Jamie Evans
- Chris Evans
- Jackie Grubb
- John Laramy
- Khristine Norton

10:05am Minutes of Last Meeting

- Actions from last meeting:
 - ***Presentation on emerging Institute for Technology for members to happen at next meeting (now delayed to later in the year)***
 - ***Deputy chair position – Jackie Grubb nominated in consultation with College partners. Final ratification at next meeting***

10:15am Update from Members – All

- Members reported that Progress report published on colleges for the future over recent weeks.
- Construction theme group relaunched during the previous month, and would like the chair of the group to attend future panel meetings (Doug Lloyd from Kier). Need to agree approach,

as SAP membership is formally managed, but agreed valuable in principle. Similar request for Digital / Tourism / Health representative made.

- Plymouth council to vote on Inclusive growth charter mark on the 10/03/20. Devon Chamber of Commerce are attending and asked if there were any key questions that needed to be asked to ensure the charter reflected the needs and potential challenges in the future.

Member fed back:

- A balance needs to be struck between productivity and social mobility.
- Most important of the two is social mobility. Specifically, with a focus on reaching furthest from the market.
- Core groups that need to be considered are disability, deprivation, skills gaps.
- Plymouth needs to ensure that the charter has a clear focus on stretching performance of these groups.
- Key issue ensuring that these groups are engaged as early as possible and any support is delivered in an effective way.
- Plymouth can be a flagship:
 - Nobody left behind.
 - Procurement – local influence, social charter, apprenticeships, work experience, Capital pipeline, social value, added value.
 - Culture change -parents, youth, communities, businesses.
- The LEP reported that a panel with expert knowledge on social mobility is being considered. This would ensure there is a group looking through the lens of social mobility at all the work happening. This will then enable the panel to highlight any issues that policies or procedures could have on social inclusion.
- West Somerset experience has shown partnerships are crucial. Silo work is not effective and a focus on joining people up is key. Also locally based/focused activity is key to being able to meet targets and have ongoing success once projects come to an end.
- Martha will be supporting setting up the panel. SAP can support analytical piece.
- Suggestion that Lee Elliot from Exeter University may be a person to speak to, with experience and knowledge of social mobility through his research
- Exeter College also currently seeking to collect and process social mobility data and the college, and have built up a strong data set over recent months. Should be able to share in advance on meeting.
- A broader concern raised around level 2 qualifications. Lots of level 2 qualifications have been removed from the framework and there is a concern in colleges and business what is going to be put in their place. There is a specific worry around apprenticeships, where there is the need for level 2 positions to be filled and now the pipeline for this could be majorly altered.
- Business wanted to use this section of the meeting to ensure that they raised the serious concerns around soft skills and values and ethics.

- New OECD Research published by the education development trust showing that by the age of seven children need to be inspired into the world of work. Various relevant lessons from the research to adopt, notably around aspiration and opportunity.
- Announcement of new investment at the Met Office for new computing capacity – potential skills opportunity?
- Discussion around whether an opportunity to flag through joint committee and how can be best tied into the local offer.

10:35am Update on Evidence Base – SAP Secretariat/ Skills Action Plan – SAP Secretariat

- Evidence base completed since last meeting.
- Mismatch between destinations and qualifications, issues and opportunities arising from demographic shift; implications of digital and automations; and opportunities for growing learners' numbers all picked up from SAP commentary and worked into evidence
- LEP / DCC working upon a dedicated website with information on skills and education across the HotSW LEP area, to include ability to publish approach.
- We are ahead of other LEPs, with some still yet to start evidence base piece. Have also had feedback from DfE on initial products and can share if useful
- DfE however is now expecting us to further evolve the SAP, with a focus on influencing policy and providing a strong voice for the area with Government.
- Nationally, DfE have created a Skills and Productivity board towards the end of 2019 to provide an overall direction around policy development. Three areas of focus:
 - Informing National Course content
 - Prioritisation of Sectors
 - Undertaking national deep dives and research
- HotSW SAP provides a crucial feed into the above body and national evidence. Critical that we are influencing this therefore and have multiple routes in.
- To achieve this, DfE now asking us to produce a Skills Strategy as a SAP partnership, to inform future activity. Guidance has therefore been shared with partners, with DfE's preferred structure:
 - Overview
 - Summary of evidence
 - Identify key areas – spending themes
 - Action plan
- HotSW does not currently have a skills framework and so this will need to be put in place to meet the governments deadline. We do however have a strong skills framework, including well-rehearsed work around the skills escalator and other approach.
- Strategy needs to be ready by next March. Draft approach suggested in slides.

- Several crucial issues with Strategy however; Will be non-binding and cannot force any activity. Not clear on how it will integrate with FE and HE funding, nor wider provision. Does however now need to be produced.

- Views of SAP Members:
 - Where do FE colleges fit into this process, as we would not want to reach a point where they do not wish to implement the findings? There will be a need through a delivery plan and agreements with FE colleges on how this is delivered across the geographical area. To ensure that everyone feels happy to sign up this will need to be a nonbinding agreement.
 - Lack of connection between schools and FE is a key issue. This affects the ability to deliver a clear message to students and parents on what is happening across the geography.
 - This can also be seen between FE and HE, where HE distances itself from FE, seeing themselves as separate from the SAP conversation.
 - Is there a need for both above communication and partnership issues to be challenged? Without a solution it is unlikely to have any traction in government and so this must be addressed first up.
 - Ongoing contradiction around what the offer is to learners, where the money follows the students to the courses they want to do, rather than following the countries and local geographical business needs.
 - There is an Issue around motivating students when talking about the jobs of the future. As they do not currently exist and have not been scoped out, so how do you sell the value of these roles to students?
 - PETROC have had a recent OFSTED inspection and during this they reviewed the learners flow through from qualifications to careers to ensure there was a clear pathway of support through to the workplace. They also looked at the art courses and the rationale for learners being on these courses in a very forensic way.
 - DFE have previously asked providers to be demand led, now they have asked for the shift towards business needs.
 - Funding will still follow the learner and so this will always be an issue. So, careers advice is the crucial tool.
 - Any strategy must be done bottom up, reflecting what we already have in place and how we can adjust what we have. Everyone needs to come together, business, education, community, or it will not work.
 - Is there a need to discuss this with all the South West LEPs so that we can come together to ensure we lobby parliament as one solid block?

- On back of discussion, members focused on the practical approach needed to develop a shared skills strategy:
 - Would be good to get a drafting group together in April. PA to take forward.
 - Consultation – Would be helpful to have a straw man to consult on.
 - Needs to ensure very clear ESB engagement as well as other local / strategic partners
 - Wider business community – do we need to think about the sectors that are currently not present on the panel and then ensure that we reach out to the relevant people in those sectors?
 - Feed into AOC and TPN's
 - Does the information, plans and policies need to be feed into the schools?
 - Could / should be done from the bottom up, with an initial template produced to then inform strategy approach. These can then be pulled together for next meeting to take forward the strategy.
 - There is budget within the SAP to bring in an author to support the process (?) so it should be looked at to see if there is anyone who would be able to take the work forward.

Actions

- ***Template to be put together and distributed to members during April. Content then to be collated and reviewed at next meeting – PA***
- ***PA to explore potential for a drafting partner to work with group to support production of Strategy.***

11:15pm First Deep Dive: Future of Work – Hilary Stevens, University of Exeter

- Baseline report completed but is being updated on an ongoing basis as data is made available. Should now be used as a reference document, not something to be poured over as a whole document.
- Next stage is to take forward the first of the deep dive activities, to be focused on the future of work.
- Process will follow a similar process in each case:
 - Scoping
 - Literature and data view
 - Web based consultation
 - Production of position paper
 - Workshops – can be used for key focus groups and consensus building
 - Production of synthesis report

- The first deep dive focus on the future of work is useful as it allows us to consider challenges, we are likely to be facing including:
 - Automation
 - Demographic changes
 - Climate change
 - Globalisation – job creation, movement of people, changes in lifestyles and general
 - Occupations will that grow and shrink.
 - Impact on region
 - Potential de-professionalisation
- The SAP discussed the emerging deep dive and raised the following key points:
 - Will the deep dives be able to give us the key guidance needed to ensure we are aware of the opportunities and threats for the HotSW area in the future. Ideally would it provide:
 - Broader overview than specific support and guidance for businesses and people.
 - Picture postcards on sectors could be created from the work.
 - Is there a chance to show the picture between economy and labour opportunities?
 - Work patterns, environments and organisations
 - How they will be impacted and how they could be supported.
 - How training and education can respond to support both industry and learners.
 - Support with training needs and future training needs.

Actions

- ***Research Brief / Headline Paper to be brought to group at next meeting outlining the research to be taken forward.***