

Heart of the South West Skills Advisory Panel

Tuesday 21st March 2023, 10:00 – 12:00

Attendees:

- Vince Flower (Chair)
- Phill Adams
- Hannah Keyte (Minutes)
- Bill Blythe
- Tina Brinkworth
- Sarah Carhart
- Claire Gibson
- Gabrielle Climie
- David Ralph
- Andrew Dean
- Debbie Stafford
- Helen Hart
- Helen Higgs
- John Revill
- Melanie Roberts
- Nora Corkery
- Rod Davis
- Sharron Robbie
- Mark Shepherd
- Tony Skeel
- Lee Tozer
- Lisa Tuck
- Victoria Hatfield

Apologies:

- Alan Denby
- Chris Evans
- Emma Wearne
- Joanne Caine
- John Laramy
- Julie Hawker
- Nicholas Child
- Sean Mackney
- Stuart Elford
- Carl Wyard
- Alex Coull
- George Tony
- Guy Hazlehurst
- Andy Berry
- Laurence Frewin
- Connor Conneely
- Mary Payne
- Jackie Grubb
- Michael Green
- Isaac Young
- Mike Matthews
- Paul Blackmore
- Paul Turner
- Suzanne Bond

Welcome, Housekeeping and any new Declarations

- Vince Flower welcomed everyone to the meeting.
- No conflicts of interest were declared.

Minutes of Last Meeting

- SAP Board approved the minutes from the previous meeting and noted actions completed.

LSIP Update

- Helen Hart provided a presentation outlining LSIP activity and timeline. Key priorities need to be outlined to colleges by 31st March to ensure they are realistic, viable propositions prior to being sent to Government.
- Themes have been identified less specific to a role but more overarching to support systemic changes. If there are common themes throughout all LSIPs, work will be done through British Chambers of Commerce to ensure they are lobbied for.
- Key priorities for employers include communication - current and future workforce, flexibility and responsiveness, infrastructure and technology and collaboration.
- Tina Brinkworth observed lack of mention within presentation around recruitment and retention issues and have seen vacancy numbers double in last 12 months. Helen Hart advised this goes hand in hand with skills and is very much a crucial part in retaining and developing people. Employer engagement is very important and we are hearing attrition rates loud and clear. Tina Brinkworth suggested a work strand linking in with DWP and Job Centres would be beneficial due to significant number of UC and in work claimants.
- Helen Higgs asked if the LSIP is connected into the Governments Green Jobs Delivery Group as the report they are producing on green skills shortages, critical skills and potential interventions could be helpful. **ACTION: Helen Higgs** to provide Helen Hart with contact details to link in.

- Mel Roberts advised there is a lot of activity taking place including advisory service for businesses providing guidance and advice. However, there is a need to raise awareness that these services are available.
- Lee Tozer advised JCP is changing the way it works with people, looking at bringing more people into the workforce. For those furthest from the labour market, there is a need to work closely with employers as more support will be required when they come into the workforce. Coaches will have additional time to work with those on UC due to a health condition or a disability. Work will be undertaken with those currently part time to see if their hours can be increased to increase earnings. There is a specific armed forces lead to support individuals back into work. Every week in job centres, there are recruitment events taking place.
- Phill Adams raised a fundamental issue highlighted in the study around the collaboration piece and join up between DfE policy and DWP delivery. Suggestion for LSIP to recommend there is a need for DfE and DWP to work together on this.
- Sharron Robbie challenged careers piece, stating they are working with schools and colleges across HotSW around DfE funded ASK Programme. Sharron is working with nearly 60 schools and a minimum of 4 interventions. They are aware of apprentices and T levels and other post 16 options. Sharron met with 12 young people aged between 16 and 18 to discuss application processes / CVs etc. Many of these young people wanted a part time job however they had been unable to get one that was suitable. **ACTION: Sharron Robbie** to send over details of the individuals to Tina Brinkworth so they can support. In the budget last week, the Chancellor mentioned 'Returnships' for those aged 50+ returning back into the workplace.

Inclusion – Social Mobility Update

- Phill Adams and Debbie Stafford provided a presentation outlining ongoing and proposed activity.
- Andy Dean agreed that progression to university and skills / qualification levels have not increased back to pre-covid levels.
- Nora Corkery met with Debbie Stafford recently and keen to bring rural proofing into anything the commission takes forward as this is a priority for somewhere like Devon. From voluntary and community sector assembly perspective, Social Mobility Commission is of great interest and assembly is enthusiastic to be a part of this.
- Nora Corkery raised the issue around ERDF Business Start Up Coaching Programme and having been informed provision for refugees and migrant workers will not meet the targets. **ACTION: Phill Adams** to pick this up outside of the meeting and explore further.
- Requirement for SAP Board to have a discussion re how to take the Social Mobility agenda forward. **ACTION: Phill Adams and Vince Flower** to work with the LEP and provide a way forward at the next meeting. **ACTION: Hannah Keyte** to schedule as a future agenda item.

Green Skills Study

- Will Hargreaves from Gemserve attended the meeting to update on the Green Skills Study.
- The aim was to identify what provision is currently available, the skills gaps and requirement to meet the regions net zero ambitions. There were 4 main objectives covering a range of different theme areas, including retrofit and insulation. Report findings included cross cutting skills, insulation retrofit, heat pumps, electric vehicles, solar PV and floating offshore wind and hydrogen.
- Off the back of the findings, a series of recommendations have been developed and the aim is for this to be a guide for stakeholders in the region to move forward on skills and training provision to get people into green skills and create a solid workforce to deliver on net zero targets. Recommendations include:

- Create an industry and training provider partnership scheme to keep skills understanding, training mapping and courses up to date.
- Develop better data on vacancies and skills shortages / training in the HotSW area.
- Develop a low carbon careers campaign to inspire and motivate people in low carbon qualifications and training pathways.
- Consider investing in established upskilling methods and rolling out adapted training courses to upskill the workforce at all levels.
- Seek funding to support industry growth as well as skills and training provision.
- With regards to seeking funding, Tina Brinkworth raised over 60% of employment is in STEM sectors however schools and colleges struggle to recruit STEM specialists. Need to identify a solution to enhance professional teaching and innovative approach to have STEM specialists in the setting.
- Will Hargreaves confirmed Green Construction Advisor Panel is referenced in the report as an example of looking to tackle retro insulation skills and training issues. This has also been reflected in the South West Report.
- Helen Higgs – think the next step will be key in how you do this and need to consider what learners require and what the providers need to deliver the courses. Helen would like to work with Will on stage 2 of this. **ACTION: Helen Higgs and Will Hargreaves** to meet to discuss this next week.
- Will Hargreaves recommended the Board reads the review once available, alongside the South West Report.

Centre for Cities Report Summary

- Gabrielle Climie talked through the below presentation regarding Centre for Cities report.



CfC SAP
Presentation.pptx

AOB

- None.

Close

- The next SAP Board meeting is scheduled for Monday 22nd May 10:00 - 12:00