

Employment and Skills Board 17 May 2022

Attendees:

Board Members

- Al Kingsley (Chairman) - Group Managing Director - NetSupport
- Dr Pat Carrington - Executive Principal Assistant Director Skills and Employment, City College Peterborough, Cambridgeshire County Council Peterborough City Council
- Jane Paterson-Todd - Chief Executive - Cambridge Ahead
- Julia Nix - District Manager - Department for Work & Pensions (DWP/ JCP)
- Dr James Gazzard – Director of Continuing Education – University of Cambridge- Institute of Continuing Education
- Dan Edwards - General Manager of Marshall Centre, Marshalls
- Martin Lawrence – Commercial Director - Stainless Metalcraft
- Mark Robertson - Principal and CEO - Cambridge Regional College
- Professor Ross Renton – Principal – ARU Peterborough
- Joe Crossley - Chief Executive - Qube Learning Ltd.
- Sharon Keogh - Head of Community Action - Kingsgate Community Church, Peterborough
- Vic Annells – CEO – Cambridgeshire Chamber of Commerce
- Annette Knott - Senior Manager – East of England Further Education Directorate- Midlands and East Territorial Team

CPCA Officers

- Felicity Miller – Interim Associate Skills Director
- Alan Downton – Deputy Chief Officer and Senior Responsible Officer – Business Growth Service/Energy
- Laura Guymer - Careers Hub Lead

CCC Officers

- Rachel Hallam - Senior Researcher- Business Intelligence
- Tamar Oviatt-Ham - Democratic Services Officer
- Monika Balazs - Democratic Services Assistant

Part 1 – Governance Items

63. Welcome, Apologies and Introductions

Apologies received from:

- Tony Jones - Chief Executive - One Nucleus
- Neil Wood - Health & Wellbeing Programme Manager - Office for Health Improvement and Disparities – East of England
- Health & Wellbeing Programme Manager- Public Health England – East of England
- Stuart Searle - Managing Director - First Mailing Co.

64. Minutes and Action log

The minutes of the meeting held on 22 February 2022 were agreed for accuracy. The Action Log was noted.

65. Work Programme (Forward Agenda Plan)

The work programme was noted.

Part 2 – Delivery

66. Employment and Skills Strategy Implementation

Board Members received a verbal update on the Employment and Skills Strategy Implementation. The Interim Associate Skills Director advised that:

- The implementation plan was built on the Employment and Skill Strategy, and it would be aligned to the strategic vision set out within.
- The majority of the capital work was already completed, and focus was drawn to map out a timeline of activity to 2027 which would give an opportunity to identify and address any gaps in order to draw up the right monitoring and evaluation framework.
- Short term priorities were set, and actions were underway.
- The next steps would include the establishment of a RAG rating of the projects and activities to get a detailed analysis of the work.

During discussion Board Members:

- Sought clarification on how accurately the RAG rating could base the measurement on the impact rather than the creation or the delivery of a project or action.

The Interim Associate Skills Director explained that works would be carried out with Metro Dynamics to establish how to measure spend, learner numbers and impact equally.

- Commented that they felt strongly about re-engaging with Central Government to address the issues around talent retention, to equip people with the required skills to support businesses and the local economy, to achieve much better representation in schools and to meet with the outcomes set out within the Skills Strategy.
The Interim Associate Skills Director advised that a proposal to establish an all-aged career service was submitted to the Department for Education (DfE) and positive feedback was received. Furthermore, the set up of a task and finish group for careers was underway which would bring together strategic partners and key parties to establish the best possible chance of securing additional funds to drive the strategy forward.
- Highlighted that funding should be secured in a way that it would keep in line with the best interest of the strategy and the anticipation of any unintended consequences would be key.

The Board noted the update.

A Member draw attention to the Local Skills Improvement Plan. It was highlighted that the Cambridgeshire Chamber of Commerce and the Combined Authority would work in collaboration to submit a bid for funding. It was highlighted that the submission deadline for the expression of interest was mid-June. Board Members were invited to support the bid by sharing resources through the Interim Associate Skills Director to reduce duplication.

67. Economic Growth and Skills Strategy

Board Members received a [presentation](#) on the Economic Growth and Skills Strategy. The report provided:

- An overview of the project and highlighted that the Economic Growth Strategy would sit side by side with the Employment and Skills Strategy.
- Set out the 6 core priorities for economic growth which would be delivered through a series of programme themes:
 - Expanded programme of Business Support, Inward Investment & Innovation
 - Skills and employment support for good jobs
 - Investment in Local Placemaking and Renewal
 - Connectivity
- Next steps:
 - Refining strategy interventions and actions

- Refining delivery support mechanisms
- Economic Growth Strategy review and update annually

During discussion Board Members:

- Suggested that officers carry out further research into the use of correct terminology whether the strategy would address deprivation, inequality or both.
- Queried whether there was a need for the development of another strategy which could lead to a strategy overload.
- Sought clarification on the proposed way that tracking could work against the overarching Economic Growth Strategy due to the number of subset strategies within. The Deputy Chief Officer advised that works were underway to simplify the referencing and to ensure transparency.
- Highlighted that part of that overarching document involved the Employment and Skill Strategy, and those implementations were unlikely to be shaped until August/September, therefore the works on the overarching implementation of the Economic Growth Strategy would be delayed.
- Suggested the alignment of the deadlines of the Employment and Skills Strategy and the Economic Growth Strategy.

The Board noted the update.

68. UKSPF Including Multiply

Board Members received a [presentation](#) on the UK Shared Prosperity Fund and Multiply.

The presentation provided:

- An overview of the project.
- Background of the UK Shared Prosperity Fund
- A process update and process timeline
- The overall objectives of the Multiply funding as well as information on the indicative outcomes and outputs

During discussion Board Members sought clarification on:

- Whether there was a way to interweave the Multiply project as part of the Skill Strategy.
- Whether the selection process for funding would be decided purely on merit or it would be distributed between local authorities, and they would fund specific projects.
The Interim Associate Skills Director advised that during the first two years districts would be leading the engagement and would identify projects. The collated projects then would be prioritised for delivery, although the process was yet to be established. In year 3 a more regional aspect would come into place due to the skills aspect.
- Whether the Multiply project would be delivered outside the core education space or it would be delivered by core providers under the Adult Education Budget.
The Interim Associate Skills Director confirmed that some would be delivered by the core providers whilst others would be delivered outside of the core education space.
- The risks involved in case the Multiply budget would not be spent, and whether there were processes in place to mitigate these risks.
The Interim Associate Skills Director explained that the investment plan would have to be submitted by the end of June, and it was expected that further refinement would be needed. Members were asked to feedback information on any specific issues where numeracy could hold an employee back and to provide any suggestions on what would help employers to provide support.

The Board noted the update.

69. Growth Works Performance

Board Members received a [presentation](#) on the Growth Works Programme. The Deputy Chief Officer advised Members that a slide deck would be sent out to Members monthly to keep them updated. He further explained that a new platform, Lantern was under development which would look at the Growth Works performance and would provide intel of newly established companies. The Deputy Chief Officer offered two Lantern licenses for Board Members for testing and to obtain feedback. The Interim Associate Director Skills advised that although Growth Works met with all its set targets, it was not providing as much support as it was hoped and reassured members that a different focus would be coming forward to meet with the aims of Growth Works.

During discussion Board Members sought clarification on how the key performance indicators would fit into the Skills Strategy's RAG rating. The

Deputy Chief Officer advised that the digitalised performance dashboards were already set up and there would be further works to be carried out to simplify and integrate.

The Board noted the update.

70. New Contracts - Skills Bootcamps, Careers Hub

Board Members received a verbal update on New Contracts - Skills Bootcamps, Careers Hub.

Skills Bootcamps

The Interim Associate Skills Director highlighted:

- That there was £4.9m secured to deliver Skills Bootcamps over the next 12 months within the Combined Authority area.
- Procurement was underway and the announcement of the awards would be by the end of June.
- New bootcamps would be delivered, which included advanced manufacturing, construction, and other different subjects.
- Bootcamps would be delivered by using existing and new providers.

Careers Hub

The Interim Associate Skills Director highlighted:

- The first Career Hub was opened last year with 30 participants schools and colleges.
- Schools within the first career hub were exceeding performance expectations.
- Further funding was secured for the second hub, which once established, would provide support for every school within the Combined Authority area, including special schools.

Members and Interim Associate Skills Director thanked the team for their work.

The Board noted the update.

71. Review of Membership of Board

The Board received a verbal update regarding the review of the membership of the Board.

To increase the number of influential people, especially from the employers, the Chair requested that every member put forward a nominee and send their suggestion to the Interim Associate Skills Director. Membership would be discussed once all nominations were received.

Part 4 – Date of Next Meeting and AOB

72. AOB

A Member draw attention to a newly launched campaign, which aimed to reduce unemployment amongst young people living in Peterborough. She explained that the campaign's aim was to encourage employers to offer support by either offering their time, an apprenticeship or employment. She further explained that the campaign was not funded, nor had any webpage to host this opportunity. Board Members were asked to amplify this call by sharing this message.

It was agreed that the Growth Works digital talent platform would provide a base for the campaign and once set up, a link would be circulated to Members to share. **Action Required**