

**New Anglia Skills Advisory Panel Meeting**

**20th November 2020**

**Via Microsoft Teams**

**MINUTES OF MEETING**

**In attendance:**

Ben Miller, Konica Minolta (BM)

Bev Moxon, ESFA (BMo)

Chris Gribble, Writers’ Centre Norwich (CG)

Christine Futter, Norfolk and Suffolk Care Support (CF)

Claire Cullens, New Anglia LEP Board and SAP Chair (CC)

Clarke Willis, Swallow Barns (CW)

Cllr Mary Evans, Suffolk County Council (ME)

Corrienne Peasgood, City College Norwich (CP)

David Gartland, Abbeygate 6th Form (DG)

Dayle Bayliss, Dayle Bayliss Associates (DB)

Glen Todd, New Anglia LEP (GT)

Guy Hazelhurst, EDF (GH)

Jan Feeney, Norfolk County Council (JF)

Jason Parnell, Steadfast Training (JP)

Judith Mobbs, Suffolk County Council (JM)

Julia Nix, DWP (JN)

Lucy Walker, ESFA (LW)

Michael Gray, Suffolk County Council (MG)

Natasha Waller, New Anglia LEP (NW)

Nova Fairbank, Norfolk Chamber of Commerce (NF)

Richard Bridgman, Warren Services (RB)

Seb Gasse, NCC (SG)

Stuart Rimmer, East Coast College (SR)

Richard Self, agricultural representative (RS)

Tom Brown, Green Light Trust (TB)

Viv Gillespie, Suffolk New College (VG)

**Visitors:**

Angela Berry, West Suffolk College (AB)

Celia Rose, Department for Education (CR)

Ed Shorthouse, New Anglia LEP (ES)

Polly Bridgman, University of Suffolk (PB)

Simon Papworth, New Anglia LEP (SP)

**Apologies:**

Cllr Stuart Clancy, Norfolk County Council (SC)

David Pomfret, College of West Anglia (DP)

Helen Langton (Professor), University of Suffolk (HL)

John Dugmore on behalf of Suffolk Chamber of Commerce

Karen Gibson, Norfolk County Council (KG)

Karin Porter, Norfolk County Council (KP)

Nikos Savvas, West Suffolk College (NS)

Peter Basford, BDO Group (PB)

Stuart Smith, People with Energy (SS)

Tom Humphries, Norfolk County Council (TH)

Tracey Cox, ESFA (TC)

Vince Muspratt, Norfolk County Council (VP)

Yvonne Mason, The Mason Trust (YM)

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| **Item 1: Welcome** |
| Claire Cullens welcomed everyone to the meeting especially Celia Rose from the SAPs Programme Team part of the Department for Education.CC also announced that due to work commitments, both Lynsey Sweales and Peter Funnell had stepped down from representing Norfolk Chambers of Commerce and Suffolk Chamber of Commerce. Thanks were given for their commitment and involvement during their tenure. Nova Fairbank was subsequently welcomed as the new representative for Norfolk.The minutes were reviewed and approved.Follow up on actions:- CW/GT to arrange a meeting to discuss more EAN links to the Agri-Food sector – **to be carried over to January.**- Paul Gisbey to have a further conversation with JP and SP around training and productivity – SP has had a number of conversations with DWP to gain a better understanding of their data and interventions.**-** JP also to have a conversation with SR regarding work that Saul Humphries and others are doing – **to be carried over to January.**-CC and NW looked at overlaps with the different groups and arranged a meeting of the Champions **-** CC informed members that any skills case studies should be sent to NW as the LEP Comms team are looking for information they can use in the Local Skills Report and other press releases.to review a shared comms resource for the SAP.- CC responded to CW on his point on staffing within food production businesses alerting him to the work that Chris Starkie and colleagues are carrying out with organisations such as Public Health England with recruitment agencies to ensure professional practices were currently taking place. This information should cascade to SAP members in time. |
| **Item 2: LEP Board feedback** |
| CC presented at the LEP Board in October 2020 and outlined our key projects and direction of travel. They welcomed our progress especially during the challenges times due to Covid-19 and sent thanks to members.They raised queries about how are we keeping our ambitions and connecting to other groups within sectors so that we remain moving forward.CC has also met with the SAP Champions and skills officers to look at the delivery and workings of the SAP projects. There has been some focused achievements and delivery although it is recognised that most members are time poor.CC acknowledged that there needs to be a balance between short term delivery and long term strategy. We need to keep attached to the wider skills work, develop a clear message around our achievements and stay fleet of foot.CC is keen to evolve the plans, keeping with the thematic groups but move forward opportunities supported by skills officers. This may mean amending members – some will focus on strategy, others operations.**ACTION:** Members to email NW with their thoughts on this proposal. |
| **Item 3: The Current Landscape** |
| SP gave an economic update highlighting the unemployment rate, number of universal credit claimants, numbers receiving the business interruption loan and furlough rates.Unemployment rates, although rising, are expected to peak later than originally predicted and not as high but they will potentially remain high for a protracted period. UC claimants continue to rise. Brexit will have additional implications on businesses but this is very difficult to model at this stage.JN conveyed the wide range of sectors impacted by Covid-19 and the calibre of individuals registering with Job Centres. Visitor economy and its supply chain is deeply impacted alongside finance, aviation, non-food retail and the self employed. A Job Finding Support service is being rolled out in January offering short, sharp interventions to turn people around quickly. Youth Hubs are also opening up in Castle Quarter, Norwich and Long Stratton. SWAPs are also being well received.JN did convey some of the challenges around Kickstart. She has seconded staff to support the national team and will also support local gateways get established.**ACTION:** JN to meet with members outside of the SAP (CC, NF & CG)ES introduced members to the EMSI system and showed evidence of vacancy profiles over recent months. Although numbers of vacancies have dropped, they are now increasing and the job profiles (e.g. FT/PT) have not changed significantly. There has been an increase in Health & Social Work roles.**ACTION:** ES to provide district and sector updates.CP gave a FE update highlighting the change in teaching styles and disrupted delivery but learners were generally remaining engaged with the learning process. NEETs levels are an issue but options collectively are being worked through. There has been a greater amount of collaboration between colleges.The Independent Commission on the College of the Future [report](https://www.collegecommission.co.uk/final-report-uk) has been launched in advance of a Government White Paper on FE. This is currently being reviewed.PB gave an update on universities – hybrid teaching is taking place with a mixture of online and face to face delivery. Students are being given a travel window to return home for Christmas and by 9th December, all teaching must be online. Mass Covid testing is taking place between 3rd-9th December and UoS is part of a pilot and has a testing facility on site already. No guidance to date on students returning.JP spoke on behalf of the independent training providers. Online provision has dramatically increased and there is greater support of the unemployed by many providers. Apprenticeships continue to contract, particularly for the younger cohort and lower levels. Thankfully apprenticeship redundancy levels are not as high as originally expected.CC and many members thanked JN and the education providers for their hard work over recent months. |
| **Item 4: SAP Objective Group updates** |
| Representatives from the four objectives groups fed back on progress. Their reports are in the appendix at the end of these minutes. |
| **Item 5: AOB** |
| CC thanked private sector members for their dedication over the year. She also thanked skills officers and NW for bringing her up to speed and ongoing support.Next meeting scheduled for January 21st at 10am. |

**Appendix**

**Report to the New Anglia LEP Skills Advisory Panel**

**From the Sub Group: Equipping Young People for Success**

12th November 2020 Update

The group has now met on three occasions and has developed the following plan for taking forward the two priorities identified by SAP in February 2020:

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| **Priority**  | **Focus area** |
| **Careers Inspiration & Improving CEIAG, Employer involvement & economy info.** | **Maximising the impact from the work of the Enterprise Adviser Network.** A series of communications/activities to ensure that Heads, CEOs and Governing Boards of those schools and colleges engaged with the Enterprise Adviser Network are aware of the role and workings of the programme. Alongside this, further support should be given to the Enterprise Adviser Network team to review the current impact of the programme. Approaches are different according to the Enterprise Adviser and the business networks to deliver the interventions, but some exemplar features could be identified for high and low impact interventions. This evidence could then be used to shape future developments and investment proposals. |

**To support the First Priority Area in addition to the Subgroup Meetings, Karin Porter, Ben Miller and Glen Todd will be meeting fortnightly to review progress.**

**a) Enhancing communications with key educational influencers:**

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| **What** | **Who to action/support** | **Update** |
| Develop differentiated messages to pre and post 16 providers | G Todd with support from this group | Ongoing. Messages to be reviewed at next working grp meeting. |
| Direct mail school governors via NCC and SCC - Send G Todd details of communication channels to governors for Norfolk and Suffolk | K Porter & J Mobbs | Ongoing. Some Governors contacted and attended CPD Sessions. |
| Direct mail college governors abouts EAN via college principals | G Todd | Ongoing – three Governor CPD sessions delivered to date with the last Weds of each month given to a Gov CPD session. |
| Write directly to all CEOs of academy trusts to raise awareness of EAN and highlight online seminars planned for October | G Todd | Ongoing – Head Teacher Ambassador identified to support with EAN promotion. |
| Develop a communications plan for EAN to ensure timing of comms to schools/colleges is well targeted and undertaken by those best placed to do so. As part of the action plan:Consider ways of getting more leverage with heads/CEOs e.g. * By linking to Ofsted priorities
* Supporting learning providers to better prepare their students for changed circumstances due to Covid
* Using head who is actively engaged with EAN to send out letter
* Provide schools/colleges with case studies demonstrating impact
 | G Todd with support from this group | Ongoing, EAN Ambassadors identified and case studies being collated.  |
| Extend number of EAs representing the agri-tech employers  | Refer to SAP for wider discussion and support | Ongoing. |

**b) Review the impact of the current EAN Programme**

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| **What** | **Who to action/support** | **Update** |
| Develop a robust QA/impact framework for EAN for 2020/21Timeline and Criteria for framework to be agreed * + - What steps do we need to take to achieve this?
		- Understand what data is available and evaluate
 | G Todd with support from this group | Ongoing – G Todd to liaise with M Ruff on 24th Nov regarding Impact Data. Also, to include LEP Skills Analyst. |

**c) Exploring how we support the EAN to develop the virtual work inspiration offer**

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| **What** | **Who to action/support** | **Update** |
| Workshop delivered to scope the objectives of the work inspiration offer.  | G Todd with support from this group | Completed 12/11. |
| Review progress of objectives at further Subgroup meetings.* Raise awareness to business of the opportunity for VWEX.
* Connect businesses to schools to support with VWEX.
* WEX audit across schools.
* Support to ensure VWEX is meaningful and inclusive.
* Implement the lessons learnt from employers who have successfully run VWEX in Norfolk and Suffolk.
* Evaluate and monitor impact.
* Assess inclusiveness and demographics of students.
 | G Todd with support from this group |  |

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| **Priority**  | **Focus area** |

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| **Equipping young people with the confidence and work-ready skills** | **Highlighting & developing a suite of activity programmes across Norfolk and Suffolk that aim to give young people confidence and resilience, particularly targeting disadvantaged young people.** These are likely to be outside the school day, possibly involving the voluntary sector, and will ideally signpost activity that is being carried out currently and enhance the offer. It could build on the Government’s recent Essential Life Skills Fund model. Examples of current activities that could inform this are the Creative Computing Club in Ipswich and the National Citizenship Service. |

**Ben Miller, Judith Mobbs, Karen Porter and Tom Brown to have a deep dive meeting to assess the objectives and actions of this priority.**

Target group for this offer agreed to be those aged 16-25 years who are not engaging in education, employment, or training.

Following discussion, the group agreed that the first step was to consult young people and frontline staff to highlight where the gaps were in the current support for those aged 16-25 who were NEET to develop their confidence and resilience. The following outline approach was agreed for consultation. Next step is for officer team to develop this plan further, identify resources and timescales.

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| **What** | **Who to action / support** | **Update** |
| Identify existing forums of young people that could be used e.g. Youth Advisory Boards | Karin PorterJudith MobbsTom Brown | Broadland Youth Board consulted |
| Identify ways of getting views of NEET young people | Tom BrownBen Miller | Ongoing |
| Consult with front line workers | Karin PorterJudith MobbsCorienne Peasgood | Ongoing |
| Agree * timeline
* questions for yp
* format (focus groups/individual discussions)
 | Ben Miller/Tom Brown with support from NCC/SCC officers | Ongoing |
| Identify existing programmes | Melvyn Ruff | Ongoing |
| Identify latest impact of NEET research  | Melvyn Ruff | Ongoing |

**New Anglia Skills Advisory Panel**

**Champions Meeting Feedback Form**

**Date of Meeting: 5th November 2020**

**Champion: Nova Fairbank**

**Objective: Providing Agile & Responsive Training Provision for Key Sectors**

**Priority: Tutor shortages in key sectors**

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| **Key discussion points**Louise Aitken from South East LEP gave a summary of the work that they had been doing to attract more people into the FE sector including developing a [website](https://www.becomealecturer.org/) with useful information, video and vacancies. They are also funding some training costs. She is also looking to build in a section on End Point Assessors due to the shortage of these in some areas.James Williamson, LEP Engineering Success Project Manager also updated us on the NAAME Talent Sharing Platform and how in 2021 we could pilot some engineering/tutoring job secondment roles.James is also keen for the sector to continue to offer real life projects and opportunities for students to engage with.Wrap around support is needed for new members of staff to ensure they understand the requirements of teaching including the Ofsted framework. Keeping up with sector developments and skills is also vital to ensure the lecturers remain current. |
| **How are you going to achieve it and what are your milestones?**- Review and share some of the SELEP videos on the Employment Opportunities page of the LEP website by end of November.- AB and NW to arrange meeting with Andrew Wheeler at WSC to involve Place 21 students in developing additional video content by end of November.- AB to speak to WSC HR department and senior managers about developing curriculum administrators for FE staff by end of November.- Develop a communication plan to promote opportunities with education, particularly around FE lecturers. Include in the January Job Support Programme campaign on training.- Pilot sharing of member of staff from industry, potentially in construction/engineering sector from Spring/summer 2021.- Dayle to inform DfE and the Institute for Apprentices and Technical Education about some of the issues that are being faced by the FE sector at her next meetings. |
| **Are there any barriers?**Lack of engagement with FE colleges. |
| **Who else would you like in the group?**- College HR manager- New lecturers- Additional SAP private sector member(s) |
| **Links with the other SAP objectives**Driving Skills Progression Equipping Young People for Success  |
| **How are you planning to involve beneficiaries in the design of the project?**Involving new lecturers and also working with the sectors more closely to help solve the issues. |
| **What data requirements will you need?**SELEP will provide data on the uptake and success of their project.Key posts/curriculum area where there is a current or known future shortage. |
| **How are you embedding some of the golden threads – clean recovery/growth, productivity, place and mental health?**Construction, Engineering and Advanced Manufacturing are all key shortages which are needed for clean recovery/growth. Addressing some of these issues will support this area.  The pilot is initially likely to focus on one or two colleges but could be expanded if successful thus making them more productive.  Getting motivated, well trained, fully staffed and supported college departments will reduce the need for additional teaching cover thus hopefully reducing the negative impact on mental health and subsequent time off sick.   |

**New Anglia Skills Advisory Panel**

**Champions Meeting Feedback Form**

**Date of Meeting: 18th November 2020**

**Champion: Nova Fairbank**

**Objective: Providing Agile & Responsive Training Provision for Key Sectors**

**Priority: Training Providers response to the sector skills plans**

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| **Key discussion points**- Curriculum needs to constantly evolve to support the sector/employers needs now and in the future. It must be self-reflecting.- Needs to accommodate new entrants, upskilling and reskilling.- Support careers inspiration – showing a direction of travel that those in pre-16 education can follow plus those adults who are reviewing their career plans.- We need to influence funding decisions to ensure funding supports the vision of the SAP and key economic/strategy documents for Norfolk and Suffolk.- We need to develop ‘layers’ of statements to reflect the audience, e.g. High level – Principals, vice chancellors, senior managers & heads of sectors groups;Middle level – Curriculum managers, Heads of department, business engagement officers, economic development officers, chamber officers, middle managers in businesses, HR & sector skills plan group members.- Needs to address approach to collaboration (education to business and business to education) plus address local, national and international challenges.- Also give expectations of partners |
| **How are you going to achieve it and what are your milestones?**- develop draft vision statements in December 2020- decide on ‘toolbox’ of documents for each layer- test on 3-4 appropriate stakeholders, e.g. sector skills plan lead, business engagement lead in December 2020- wider engagement in January/February 2020 |
| **Are there any barriers?**Engagement levels |
| **Who else would you like in the group?**Sector skills leads, business engagement staff |
| **Links with the other SAP objectives**Driving Skills Progression Equipping Young People for Success  |
| **How are you planning to involve beneficiaries in the design of the project?**Engage in focus groups to test concept |
| **What data requirements will you need?**Share skills core indicators at next meeting. |



**ew Anglia Skills Advisory Panel**

**Champions Meeting Feedback Form**

**Date of Meeting: 11th November 2020**

**Champion: Christine Futter**

**Objective: Driving Skills Progression for the Workforce**

**Priority: High Levels of Employer Led Upskilling/Development of the Workforce & Clear Pathways to enter/progress and move between key sectors**

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| **Key discussion points****Briefly recapped and reaffirmed the relevance of the ‘vision’ that sits alongside this objective***“All those in work having the incentive, opportunity and support to progress within employment, acquire additional skills, generate greater productivity and reduce reliance on working age benefits”***Briefly considered continued relevance and suitability of the priorities as confirmed at previous meetings****Agreed that that the main points raised in previous meetings have ben captured in our working documents –** an action plan, a draft communications plan, a draft research specification and a barriers log. The 6 workstreams included in the action plan are* + Communications plan
	+ Additional research
	+ Upskilling support and funding
	+ Messaging within the priority statement (primarily being taken forward by flexible and responsive training group)
	+ Identifying and logging further barriers to develop further actions
	+ Expansion of the group (as required)

**Questioned and discussed how the work of this group cuts across the work of the sector skills groups,** how we can link in with them, ensure we understand how high on their priority list the upskilling of the workforce is and what ask we may have of the sector skills groups – e.g. to play a key role in the dissemination of key messages.* Example given of the work being undertaken by the Agri-Hort Skills Group to create and establish a professional Institute to support and develop lifelong learning in agriculture and horticulture

**The timing of the work was discussed*** Some consideration as to when the right time would be for both the main communication messages and the launching of any new funds
* Some concern that a generic message about upskilling to all businesses would not land well or have great traction in the current context
* Clear however that upskilling in some areas is critical now – such as digital across many sectors (e.g. the requirement of a smaller retailer to have some form of online presence to continue trading during restrictions) as well as HGV and fork lift drivers
* Acknowledged that there is a variety of support for adult training and upskilling being developed (e.g. the Lifetime Skills Guarantee and the National Skills Fund) and therefore have to guard against using or assigning local funding and resources to purposes that will be addressed by other schemes. Timing therefore key as well as building in flexibility into our plans.

 **Further development of the priorities*** Looked back at previous discussion and looked to take forward by identifying the most pertinent points that would need to be embedded into activity. Added to the 4 ‘important building blocks’ of ‘digital skills’, ‘adult inspiration’, ‘proactive approach’ and mentoring across businesses – a key 5th point is around maximising the potential of all schemes and support being delivered in Norfolk and Suffolk to raise upskilling – e.g. highlighting to businesses how they can best use schemes such as the Kickstart scheme as a key driver of their workforce development (can develop both the individuals on placements but also look to support others in the current workforce to upskill alongside them).

Given earlier discussion about the impact of a generic message – discussed the need **to better identify and target areas (**sectors, specific businesses, key skillsets etc.) to upskill* Question raised as to how well we understand local economy and the employers that would provide the most benefits from upskilling – in order to target those with the most potential to create innovation and productivity we need to identify them – suggestion that we know less than we need – Agri sector recently commissioned a piece of work to identify top 200 employers. Suggestion that this groundwork is essential prior to further funds for driving skills progression to be allocated.

 **Discussed the upcoming funding coming into the area to be used for this purpose*** **Supply Chain Skills Development Fund –** targeting specific local supply chains where a key opportunity for growth, diversification or innovation has been identified and providing relevant local SMEs with a package of information about the opportunity, the competencies and capabilitites needed to capitalise on it, the provision on offer that can help and funding to offset the cost of workforce development.
* **Sector Skills Call –** proposal being developed to create a ‘Pathways Fund’ **–** the groups ‘important building blocks’ for an impactful scheme have been incorporated into the development of the proposal.
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| **How are you going to achieve it and what are your milestones?****Progress*** We have now developed an action plan to keep on track setting out the purpose, what we are trying to achieve and the key next steps against each of the workstreams. All members are contributing to this. As part of this we are now working on the key next steps including:
	+ Identifying all known support coming forward from Govt. and organisations across the region that could comprise a ‘higher level version of SSW’ and could feasibly be provided to local employers as a package. Will help us consider what opportunities can be and should be maximised more, and where there is a genuine need to scale up support to address gaps.
	+ Continuing to develop a list of key audiences, messages and actions as part of a draft DSPftW comms campaign – would obviously welcome and invite discussion around whether this should be part of a wider communications plan across the SAP as a good next step. This includes messages for both employers and individuals – e.g. benefits of growing your own, skills development as an investment not a cost, the need to enhance individual resilience and adaptability etc. The messages in this plan intended to be embedded into other comms activity being undertaken across a wide range of Norfolk and Suffolk partners – not just a stand-alone plan to be delivered by SAP members or the LEP.
	+ Producing a draft specification around the data requirements to take the development of these priorities forward.
	+ Populating a barriers log with an initial list of reasons and risks as to why upskilling and development levels are not higher than they are. This will be reviewed as a standing item at further DSftW meetings. This includes barriers previously identified in our first session included in the following cell (not changed from first session). To be shared at the next SAP meeting.
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| **Are there any barriers?**In addition to barriers highlighted at previous sessions – i.e.* Lots of people on furlough will be made redundant – priority is going to be redeployment and support of those people – have to ensure they are going into employment with progression, not just any job.
* In new labour market climate businesses will find it easier to find ‘new’ employees so not as incentivised to invest in own workforce.
* Concern that businesses will not invest when economy is so uncertain.
* Employer and individual engagement – group still thinks this could be much slicker in this region – we need better, clearer means of accessing support and information (e.g. from the Growth Hub)
* Lack of HR capacity in some SMEs to develop a culture of continued professional development.
* People may be more content to progress more slowly than would otherwise have been the case pre-COVID-19 – ‘happy to have a job’.

…we have also highlighted difficulties in knowing what support is going to come through from Government and ability to target funds and resources hampered by levels of understanding as to where action can be most impactful.  |
| **Who else would you like in the group?**No further discussion on this occasion so following still stands…Additional standing members only considered if essential as believe the size of the group as currently is conducive to action. Representation and involvement in particular workstreams will therefore, as and when required, be sought from others including: * Chambers of Commerce
* Growth Hub
* DWP
* Providers
* Adult Learning Representatives
* Communications Expertise
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| **Links with the other SAP objectives**Continue to need a clearer line of sight to the work of the other groups – is there some way this can be facilitated beyond updates at the SAP main meeting?Of immediate need is to liaise with all other objective groups on the communication and research requirements the other groups may have.  |
| **How are you planning to involve beneficiaries in the design of the project?**As per previous notes…* Beneficiaries are employers and employees (training providers could also be included here)– will look to utilise small focus groups but approach will need to be involve more than this. Will be confirmed as activity becomes more defined.
* Already have representation of these beneficiaries in the groups.
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| **What data requirements will you need?**As per our draft research specification…* How comprehensive is the support already available? Are we aware of both the cross-cutting support on offer and the industry specific?
* What are likely to be the ‘origin’ (declining, contracting or requiring less of a workforce due to changing methods/tech) sectors and skillsets that individuals are likely to need to move from and the ‘destination’ sectors and roles that individuals could move to?
* What additional competencies, qualifications or experience might an individual need to convert their skillsets to facilitate progression from a specific origin to a destination?
* What are the right type of higher level skills and competencies likely to be needed by the Norfolk and Suffolk economy moving forward?
* What information is available and how is it accessed to support adult inspiration and informed choices?
* What depth and level of understanding do we have of local employers – doe we truly have a comprehensive database of industry contacts available – is this enough to target proactively or is more work needed?
 |
| **How are you embedding some of the golden threads – clean recovery/growth, productivity, place and mental health?**As per previous note..* Clear link between mental health and having the ability and opportunity to progress.
* Could look to encourage development of a management and leadership provision with a focus on mental health and wellbeing of employees.
* Productivity – considered in discussion around targeting businesses that would have the biggest impact on creating productivity and inclusive growth.
* Clean recovery/growth – promoting skills that enable cleaner ways of working. Could be embedded in training to facilitate progression towards utilising ‘cleaner’ methods and technology.
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**New Anglia Skills Advisory Panel**

**Champions Meeting Feedback Form**

**Date of Meeting: 20/11/020**

**Champion: Guy Hazlehurst**

**Objective: Tackling Barriers to Employment**

**Priority: Pathways into employment for the economically inactive**

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| **Key discussion points****Supporting Young People – Utilise Young SZC Development Platform*** Young SZC is a contact and keep in touch programme aimed at 16-21-year olds, modelled on the successful web and database platform at HPC aimed at inspiring young people, it acts as a bridge into jobs and apprenticeships for the project or the region and EDF brought forward their investment in the system to align with objectives/deliverables of this group .
* Young people need to nominate themselves to become a member, it takes inspiration into action, young person receives updates, on events, support, employment opportunities, work experience etc which match their profile (created and updated by the registrant)
* Development team, want to align with existing activity in the region and strengthen the infrastructure of support for young people
* Three development sub groups have been formed – all meeting weekly and with strong regional stakeholder input.
* 30-40 young people have signed up to the system to pilot. East Coast College have also offered a cohort of young people
* The platform once launched will be able to promote regional jobs and support mechanisms how do we engage and link with local employers and supply chains

**Restart (for the over 50s)** * Part of an ESF bid in development (NCC and SCC) and possible pilot project being developed with Suffolk County Council and DWP
* Incentives for SME and Micro businesses to offer employment support for over 50s returning to work (currently out of work).
* Mirroring the kickstart scheme, £500 - 1,000(TBC!) grant will be paid directly to employer who offer job placements.
* Participants will undertake placements – including work experience, mentoring and interview experience.
* Placements should last up to 8 weeks, and normally be expected to work between 25 and 30 hours a week to continue receiving JSA or Universal Credit.
* Restart will empower and support individuals to progress through a placement into full-time employment inc. apprenticeships.
* Participant IAG and ongoing support delivery.
 |
| **How are you going to achieve it and what are your milestones?****Young SZC –** * Launch date 25th November at EEEgR Skills for Energy digital event
* Early in 2021, As the system becomes more mature how can we promote: for example, via schools, EAN, SAP members and kickstart placements and what else
* engage and link with local employers and supply chains

**Restart Pilot** * Developing pilot project with SCC and DWP Nov/Dec
* Aim to launch pilot early in 2021
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| **Are there any barriers?****Restart Pilot** * Building the funding package with different criteria and constraints on individual pots of funding
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| **Who else would you like in the group?****Young SZC** * Lynne Matthews and Chris Young join the group as appropriate to provide progress update and to seek feedback
 |
| **Links with the other SAP objectives****Young SZC** link with the work of the Equipping Young People for Success **Restart Pilot** possible link with Agile and Responsive Training in responding to tutor shortages as this could create a fantastic opportunity for those wishing to explore teaching  |
| **How are you planning to involve beneficiaries in the design of the project?****Young SZC –** young people are taking part in testing and trialling, providing feedback that will help to influence and shape the platform **Restart Pilot -** Consider how we educate employers on the benefits of taking on older workers Research what else we could do to support this group what are the barriers and what else can we do to help tackle them  |
| **What data requirements will you need?****Young SZC –** Nothing specific at this time **Restart Pilot** **–** Unemployment stats for client group with trend data  |
| **How are you embedding some of the golden threads – clean recovery/growth, productivity, place and mental health?****Young SZC –** Linking Young People to new opportunities and roles in the Green Recovery and to jobs in the renewables sector. Providing and signposting young people to support / outreach in addressing concerns and anxieties about the current economic situation and their own futures. Developing a strong sense of place through pointing to opportunities ‘in area’ sustainable opportunities. **Restart Pilot -** Mental Health will be an important consideration in supporting those who are seeking to return to the labour market and mentoring will form part of the intensive IACG package that will be offered to participants  |