



**Title** Cornwall and Isles of Scilly Employment and Skills Board

**Date** 7 December 2022

**Time** 2pm to 4:30pm

**Venue** Microsoft Teams

## Agenda

Item No.	Timings	Agenda Items	Paper	Lead
1.	2:00pm	<b>Welcome</b> <ul style="list-style-type: none"> <li>• Ann Vandermeulen Development Manager (FSB Cornwall) <i>(Item 4)</i></li> <li>• Naomi Clayton Deputy Director of Research &amp; Development (Learning &amp; Work Institute) <i>(Item 5)</i></li> <li>• Jason Williams Digital Manager (Cornwall Council Digital Inclusion Team) <i>(Item 6)</i></li> </ul> <b>Apologies</b> <ul style="list-style-type: none"> <li>• Members: Paul Wickes, Kate Swain, Caitlin Gould, Sarah Newham</li> <li>• Officers/Observers: Richard Lake</li> </ul>		FB
2.	2:05pm	<b>Employment &amp; Skills Board 12 October</b> <ul style="list-style-type: none"> <li>• Minutes and Action Summary</li> </ul>		FB
3.	2:10pm	<b>Progress Reports:</b> <ul style="list-style-type: none"> <li>• Employment and Skills</li> <li>• Digital Skills Partnership</li> </ul>	Report Report	SS CR
4.	2:30pm	<b>CloS Local Skills Improvement Plan</b>	Presentation	AV
5.	2:50pm	<b>Reaching Full Employment: Widening Access to Opportunity in CloS</b>	Presentation	NC
6.	3:10pm	<b>Digital Future Academy</b>	Report and Presentation	CR
7.	3:30pm	<b>Any other business</b>		ALL
		<b>Date of next meeting</b> <ul style="list-style-type: none"> <li>• 8 February 2pm to 4.30pm</li> </ul>		



# Minutes

<b>Meeting Title:</b>	CloS LEP Employment and Skills Board	
<b>Date:</b>	12 October 2022	
<b>Time:</b>	2pm to 4:30pm	
<b>Location:</b>	FibreHub, Trevenson Lane, Pool, Redruth, TR15 3GF (with MS Teams)	
<b>Chaired by:</b>	Frances Brennan	
<b>Attending Members:</b>	Frances Brennan (Chair) (FB) Clare Parnell (Vice Chair) (CP) Andrew Finley (AF) Caitlin Gould (CG) Ian Curnow (IC) Rob Ingram (RI)	Stuart Roden (SR) James Neale (JN) Kate Swain (KS) John Evans (JE) Julie Gripton (JG)
<b>Attending Officers:</b>	Cathie Kessell (CK) Emily Kent (EK) Laura Herbert (LH)	Stacey Sleeman (SS) Kate Evan-Hughes (KE) Jo Evans (JE)
<b>Observers:</b>	Josie Gough (JG) Mark Duddridge (MD) Sarah Newham (SN)	Rachel Whiting (RN) Tony Skeel (TS)
<b>In attendance:</b>	Michelle Woodward IPS Lead We are With You Vicki Eslick IPS Employment Specialist We are With You Clive Woodward, CEO Cornwall Manufacturers Group	
<b>Supported by:</b>	Debbie Osborne, LEP Executive Team	

Minutes		Action
1.	<b>Welcome and Apologies</b> <ul style="list-style-type: none"> <li>Apologies received from Eric Nicholls, Chloe Rickard, Meredith Teasdale, Emma Stratton, Stephanie Pomeroy, Clare Harris, Josie Gough, Phil Mason, Tony Skeel, Paul Wickes, Chris Mann, Alex Lingard and Richard Lake.</li> </ul>	
2.	<b>Employment and Skills Board 8 June 2022</b> <ul style="list-style-type: none"> <li>Minutes from 8 June 2022 were agreed as a true and accurate record</li> <li>All actions completed or on today's agenda.</li> </ul>	
3.	<b>Progress Reports</b>	

Minutes	Action
<p><b>Employment and Skills (Report to be taken as read)</b></p> <ul style="list-style-type: none"> <li>• <b>People Hub:</b> performing well at the moment with PA1 and PA2 projects currently going through project change requests (PCRs).</li> <li>• <b>SAPs:</b> Work of SAP nearly concluded. FSB have now been awarded money for Local Skills Improvement Plan (LSIP) and have been having positive discussions on existing governance structures being used. Gap analysis will be carried out over the next couple of months to ensure that deep dive work isn't being duplicated. JE: The LSIP will be the conduit for government funding and a catalyst for DfE funding to help inform future skills so it needs to have serious consideration. FB: ensure that businesses on the border of Devon and Cornwall aren't left out. SS: We are already working with neighbouring LSIP areas and also working with Truro and Penwith College, Spaceport Cornwall and NHS on some alternative deep dives. MD: ensure that all sectors are included, ie Critical Minerals, Housing, Transport etc and link up with the new GSW governance structure as that will also have some skills focus. For members information Ann Vandermeulen has been invited to attend and present the LSIP at the next meeting. <b>Action 1: A copy of the FSB presentation given to the LEP Board to be shared with ESB members and member updates and contact details to be shared with Ann Vandermeulen to enable stakeholder consultation to take place.</b></li> <li>• <b>ESF:</b> Coming towards end of delivery. Still only getting an overarching picture not project by project. The projects are delivering well but referrals are struggling. Will undertake some mapping to look at opportunities.</li> <li>• <b>Partnerships for People and Place:</b> Cornwall Neighbourhood for Change have been contracted to lead a Community Co-creation process for Bodmin and to support the Community Champions.</li> </ul> <p><b>Digital Skills Partnership</b></p> <ul style="list-style-type: none"> <li>• DSP Away Day held on 10 October with a review of the previous year.</li> <li>• <a href="#">Digital Deep Dive Report</a> now being widely used by different partners.</li> <li>• Working with education providers and Council education team on a new Code Club Project which will be promoted via a</li> </ul>	DO

Minutes		Action
	<p>visual and colourful printed newsletter and send to all primary school students.</p> <ul style="list-style-type: none"> <li>• Supporting secondary school students with work experience options, working with a provider on 6 digital based work experience programmes available later this year.</li> <li>• The latest update on DSP workplan progress is available <a href="#">here</a>.</li> <li>• DSP are continuing to work on accessibility and inclusivity opportunities along with Bootcamps, Apprenticeships and training,</li> <li>• <b>Action 2: A formal report on digital and the Digital Academy along with outcomes of events be brought to the next meeting. A member of the Digital Inclusion Team to also be invited.</b></li> <li>• For members information here is the <a href="#">link</a> to the “Towards Full Employment” report that Frances referred to during the meeting which has been produced by the Learning and Work Institute.</li> </ul>	CG/CR
4.	<p><b>Individual Placement Schemes</b></p> <ul style="list-style-type: none"> <li>• <a href="#">With You IPS</a> is commissioned by Cornwall Council, funded by DWP and driven by the Office for Health Improvement and Disparities (formerly Public Health England).</li> <li>• Individual Placement and Support (IPS) is an approach to help people with mental health problems and/or addictions who want to find work and sustain work.</li> <li>• It’s a free recruitment service where employers are introduced to suitable candidates matched to their vacant positions. They also receive support to ensure the return-to-work process is successful for them as the employer and for the client. In addition, free education and/or training for their staff in health &amp; wellbeing is also available to encourage a productive workforce.</li> <li>• VI shared a story of a service user who received recovery support by We are With You, and now has a job supporting others with their story being used as a case study.</li> <li>• CG: We could ensure that access to the Digital Academy is opened up to all groups on the IPS programme and also link up with JCP.</li> </ul>	
5.	<p><b>Social Mobility in SW Update</b></p> <ul style="list-style-type: none"> <li>• Has now moved on due to the cost of living crisis.</li> <li>• MD: will be one of the workstreams under the new GSW governance with a group having this as a theme to look at interventions.</li> <li>• KEH: need to focus on 5 to 11 year olds in relation to</li> </ul>	

Minutes		Action
	<p>prioritising social mobility. Key Stage 4 is performing better than Key Stage 2. Need to put resources where best fits.</p>	
6.	<p><b>Members Updates</b></p> <ul style="list-style-type: none"> <li>• AF (via Chat): Tightening of High Street banks attitudes to lending and companies liquidity. Slippage in major project commencement is impacting entire supply chains. New energy contracts are hard to establish for commercial sites. In summary, business generally are battening down the hatches in anticipation of worsening trading conditions. As with all economic shocks, businesses are looking for where the bottom may be in order to plan accordingly. with the current levels of turmoil, this is unlikely to become apparent any time soon.</li> <li>• CP: CloS Growth Hub now promoting the Future Farming Resilience Fund to CloS farmers. There is a lot of support providers in Cornwall providing support so just need to get the farmers to access.</li> <li>• CW: CMG members are generally supportive on taking on cohorts with some courses 4 times oversubscribed. Will have issues with match funding. Without better funding will come across barriers so moving forward there will be a need to find alternative funding.</li> <li>• SR: The Proud to Care Steering Group is to be revised to become the Cornwall Workforce Strategy for the adult social care independent provider market. Under the proposed terms of reference there is provision for a representative from the ESB to be part of the Workforce strategy membership. Currently the meetings are attended by SR/JG/CK but not as formal ESB representatives. FB: SR role on ESB is as a Trade Union representative so need to be cautious how this is managed. SS: Also needs to be managed as part of LSIP. JG: There are also changes happening in NHS Kernow Commissioning Group which will have impact on commissioning. <b>Action 3: CK/SR to feed back to the Steering Group and liaise with FB and LEP Executive accordingly.</b></li> <li>• MD: Great South West has now been formally recognised as a Pan Regional Partnership and been given a 3 year budget. LEP's are working with civil servants on governance and will be formally launched in London on 3 November. Will be concentrating on green and blue economy but won't interfere with SPF and Council obligations. Will be a main Board with sector sub groups which will consist of actual business representatives sitting underneath. The Great South West prospectus and further information can be found <a href="#">here</a>.</li> </ul>	CK/SR

Minutes	Action
<p><b>7. FE recruitment</b></p> <ul style="list-style-type: none"> <li>• Recruitment issues aren't just affecting Cornwall but the wider South West.</li> <li>• The base rate for Colleges hasn't moved for years and although occasionally roles attract out of county staff we then come up against issues with trying to find accommodation.</li> <li>• Looking now at what courses we can and can't run.</li> <li>• We are finding it's the higher paid roles that are the hardest to recruit to.</li> <li>• Truro and Penwith College staff are out on strike due to pay.</li> <li>• FB: This is where the private sector can be more flexible in relation to pay provision whereas College budgets are restrained.</li> <li>• JG: Sector looking at how to support to be mutually beneficial and open up opportunities.</li> <li>• CG: Secondary Schools also struggling to find teachers in engineering, computing and digital. This is having an impact on Years 7, 8 and 9.</li> <li>• FB: Need to consider what the impact will be on work futures if this can't be resolved. Task and Finish Group could be brought together to look at plotting out what we can and can't do now with a call to action for employers to support delivery.</li> <li>• SS: Could also be linked with the LSIP work with some detailed analysis.</li> </ul>	
<p><b>8. Any other business</b></p> <ul style="list-style-type: none"> <li>• SN: JCP working on a new project for 50+ who are in part time work but looking at work progression.</li> <li>• LH: we are pulling together a directory about the LEP and the work the Employment and Skills Board and People and Prosperity does. An email will be sent out tomorrow to ask for a headshot and short bio about you and your work and what your position on the board is for our Meet the ESB page.</li> <li>• SR: For information met with the Regional TUC on Monday, topic of discussion was cost of living and pay increases.</li> </ul>	
<p><b>Date of next meetings:</b></p> <ul style="list-style-type: none"> <li>• 7 December 2pm to 4:30pm</li> </ul>	
<p><b>Actions</b></p> <ol style="list-style-type: none"> <li>1. A copy of the FSB presentation given to the LEP Board to be shared with ESB members and member updates and contact details to be shared with Ann Vandermeulen to enable stakeholder consultation to take place.</li> <li>2. A formal report on digital and the Digital Academy along with outcomes of events be brought to the next meeting. A</li> </ol>	<p style="text-align: center;"><b>DO</b></p> <p style="text-align: center;"><b>CG/CR</b></p>

Minutes	Action
member of the Digital Inclusion Team to also be invited. 3. CK/SR to feed back to the Steering Group and liaise with FB and LEP Executive accordingly.	<b>CK/SR</b>

Meeting finished at 4.15pm

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## Employment and Skills Strategy Update – December 2022

### Progress Report:

Project	Description	Progress to date	RAG	Lead
Skills Hub	<p>Delivery of ESF funded independent skills diagnostic and referral service, aligned with the CIOIS Growth Hub</p> <p><b>Project Completion date</b> – PCR agreed for extension to End March 2023</p>	<p><b>November 2022</b></p> <ul style="list-style-type: none"> <li>Skills Hub has received confirmation that the Project Change Request (PCR) submitted in June has been accepted. The PCR submitted to DWP detailed plans to increase delivery timescale from end date of 31<sup>st</sup> March 2022 to 30<sup>th</sup> June 2022 while also increasing the number of deliverable outputs as the project had over delivered in two of the three areas already. In addition to this, budget changes were made to bring the project into line following underspend during the pandemic.</li> <li>In light of the PCR, Skills Hub is in talks to extend the Cornwall Apprenticeships and Access to Training Fund outreach contracts so they can continue to deliver until end of June 2022.</li> <li>Skills Hub has seen an upturn in client engagement from mid-October following a lull during political turmoil and uncertainty in late September. Clients have been approaching for and benefitting from help from our expert team of Skills Connectors and we continue to receive excellent feedback on the service delivered.</li> <li>Skills Hub continues to promote the wide range of skills and training available to businesses through the Cornwall Chamber of Commerce outreach contract including sponsorship of the Planet C Conference in October. Two further events are planned for November and December to inform businesses about the benefits of investing in staff development activity.</li> <li>Skills Hub exhibited alongside sister project Growth Hub at the Cornwall Business Show in October, with Skills Hub also delivering a Masterclass as part of the day's events. The day was successful with leads generated and subsequently new businesses engaged and benefitting from the service.</li> <li>Cornwall Apprenticeship Awards take place on 18<sup>th</sup> November, Skills Hub has sponsored the Management category and look forward to presenting the award on the evening of celebration.</li> <li>Skills Hub is currently looking to events in Q1 2023 including planning of National Apprenticeship Week activities and an event for companies on the Isles of Scilly.</li> </ul>	Green	Bethany Allen
People Hub PA1	<p>Delivery of ESF funded employability triage and referral service for CIOIS residents on employment, education &amp; training, that includes:</p> <ul style="list-style-type: none"> <li>Community-based engagement and Life Choices course through Konnect Communities</li> <li>Skills for remote working through SmartMatching</li> </ul>	<ul style="list-style-type: none"> <li>People Hub continues to work with fellow PA1 ESF Projects and mainstream partners, such as JCP, to promote the one-stop-shop employability triage and referral service, to help grow the market for ESF PA1 provision, and most importantly, to drive awareness and activity around 'added value' so projects understand how they can work together for participants. <ul style="list-style-type: none"> <li>This includes 2 ESF Advisors Assembly sessions with over 50 ESF advisers on the benefits of projects working better together</li> </ul> </li> <li>People Hub work closely with JCP colleagues to support Work Coaches with finding the most appropriate provision for clients. The Project has a regular presence in key JCPs to ensure people access the right support available to them</li> </ul>	Green	Josh Hoole



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<p><b>People Hub Skills for Growth PA2.1</b></p>	<ul style="list-style-type: none"> <li>• Employability Chatbot 'debbie' through Hi9</li> <li>• IoS delivery through Council of the Isles of Scilly</li> <li>• Completion date 31 December 2023</li> </ul> <p>Delivery of ESF-funded training and skills triage and referral service for 851 CIOS residents in employment or at risk of redundancy, which includes:</p> <ul style="list-style-type: none"> <li>• Access to funded training and skills through the Training Provider Framework</li> <li>• Reskilling and upskilling opportunities, including soft skills and remote working skills</li> <li>• Skills and employment information Chatbot 'debbie' through Hi9</li> </ul> <p>IoS delivery through Council of the Isles of Scilly</p>	<ul style="list-style-type: none"> <li>• The new <b>Digital Tablet courses</b> People Hub delivered at JCPs are helping to increase the low levels of basic digital skills and access in CIOS. Participants learn on a tablet device which they can then use for job search and training outcomes.</li> <li>• The People Hub contact centre has received <b>1081 enquiries</b>, with 631 for PA1, 395 for PA2 and 5 for both. 60% of enquiries are from females. 95% of calls are considered 'resolved'. People are supported through signposting, referrals into relevant organisations, and with information on suitable projects. The majority of callers heard about the People Hub through JCP.</li> <li>• To end OCT22, <b>298 participants</b> have received direct support from the project helping move people to education, training or employment. (261 participants to end Q322).</li> <li>• The renewed <b>marketing and engagement</b> activity launched in Q222 has achieved the goal of ensuring people and partners in CIOS know that People Hub can support with employability, skills and overcoming barriers, with a 500% increase in participants from the previous quarter</li> <li>• <b>Remote Working Roles</b> – SmartMatching continues to offer training and potential interviews for the 300+ remote working roles for people in CIOS through their national private sector contacts. The jobs are customer service roles with a £20k+ salary with full training and kit provided. It is an ongoing priority to help fill these roles through the People Hub SmartMatching programme to help bring a potential £5m+ salaries into the county.</li> <li>• <b>Bodmin Partnerships for People &amp; Place</b> – People Hub team are supporting the PfPP project to help train the Community Champions and create lasting working relationships between hyper-local support organisations and the wider employment and skills sector. The aim is to support 50 people into employment &amp; skills provision by the end of March and report on the impact of the community engagement approach vs that of the traditional ESF approach.</li> <li>• <b>PCR</b> – People Hub submitted a PCR on 30JUN22 to reduce finance and targets following low engagement during COVID. We are still awaiting the outcome. The 4+month delay in the decision has a negative impact on our ability to deliver effectively.</li> </ul>		
<p><b>Local Skills Improvement Plans</b></p>	<p><b>Working with local employers and key education providers, this project will seek to set out the key priorities and changes needed to make post-16 technical education or training in the area more closely aligned with the skills needs of local employers and the local economy.</b></p> <p>Project Completion Date – March 2023</p>	<ul style="list-style-type: none"> <li>• Employer Representative Body – Federation of Small Businesses</li> <li>• Working closely with ESB, Employer and Supply Groups</li> <li>• Supported by the People and Prosperity Team – alignment with Skills Strategy, Deep Dives and LMI</li> </ul> <p>The Federation of Small Businesses will be attending the December Board meeting to provide and overview and update.</p>	<b>Green</b>	Stacey Sleeman

Project	Description	Progress to date	RAG	Lead																																
<b>Careers Hub and Enterprise Advisers</b>	<p>Careers Hubs are groups of schools and colleges working together with universities, training providers, employers and career professionals to improve careers education. Funding – the People and Prosperity Team within the LEP has secured £341,629 from the Careers Enterprise Company. This is matched with £100k of LEP funding. Project Completion date – August 2021</p>	<ul style="list-style-type: none"> <li>In October, we sent a summary progress report and accompanying resources to every secondary school and college in CloS to encourage review and planning conversations with education leaders.</li> <li>Careers Hub Annual summit planned for the 18 January 2023 and My Skills, My Future Inclusive Careers Event for the 4 May 2023.</li> <li>We are building on our project to develop better flow of information between schools and colleges around student choices. This will allow staff in FE to better plan course provision and receive early information on students making applications to college courses whilst Careers Leaders in secondary schools can better review and assess the impact of their careers programmes. If the data can be amalgamated and anonymised employers will have a better understanding of young people's choices and potential talent pipelines open to them in CloS.</li> </ul> <table border="1"> <thead> <tr> <th>KPIs 21/22</th> <th>CloS</th> <th>National Average</th> <th>KPI</th> </tr> </thead> <tbody> <tr> <td>Enterprise Advisers matched to every school/college in hub</td> <td>42/45 schools/colleges matched 54/54 EAs matched</td> <td></td> <td>45/45</td> </tr> <tr> <td>Careers Leaders undertaken formal training</td> <td>44</td> <td></td> <td></td> </tr> <tr> <td>All hub schools/colleges to achieve at least 3/8 Benchmarks</td> <td>42/45</td> <td></td> <td>45</td> </tr> <tr> <td>Hub to achieve at least 5/8 Benchmarks</td> <td>5.2</td> <td>5.13</td> <td>5</td> </tr> <tr> <td>80% schools/colleges to fully meet Benchmark 1 (strategic leadership)</td> <td>61%</td> <td>60%</td> <td>80%</td> </tr> <tr> <td>75% schools upgraded to Compass+ student intervention tracking system</td> <td>Met</td> <td></td> <td></td> </tr> <tr> <td>70% or higher stakeholder satisfaction</td> <td>80%</td> <td>71%</td> <td>80%</td> </tr> </tbody> </table>	KPIs 21/22	CloS	National Average	KPI	Enterprise Advisers matched to every school/college in hub	42/45 schools/colleges matched 54/54 EAs matched		45/45	Careers Leaders undertaken formal training	44			All hub schools/colleges to achieve at least 3/8 Benchmarks	42/45		45	Hub to achieve at least 5/8 Benchmarks	5.2	5.13	5	80% schools/colleges to fully meet Benchmark 1 (strategic leadership)	61%	60%	80%	75% schools upgraded to Compass+ student intervention tracking system	Met			70% or higher stakeholder satisfaction	80%	71%	80%	Green	Carrie Childs
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<b>Digital Skills Partnership (DSP)</b>	<p>The formation of Local Digital Skills Partnerships (LDSPs) in Local Enterprise Partnerships (LEPs) regions across England. The aim of LDSPs is to coordinate and develop digital skills initiatives to meet the needs of local economies and communities.</p> <p>Funding – the People and Prosperity team within the LEP has secured £150k from DCMS to establish and implement the Local Digital Skills Partnership.</p> <p>Project Completion Date –</p>	<p><b>Education: Transform work experience in Cornwall and ensure every school leaver is aware of how digital can support their career</b></p> <ul style="list-style-type: none"> <li>Tech Times was sent to 24,000 Key Stage 2 pupils at 250 primary schools in CloS</li> <li>Education working group established led by Agile coach Richard Barton has met to decide priorities and is working on funding</li> <li>Software Cornwall won the contract to deliver 4 new work experience weeks for digital jobs. They are now live: <a href="https://softwarecornwall.org/work-experiences/">https://softwarecornwall.org/work-experiences/</a></li> <li>Our Kernow Code Clubs project is underway with three schools signed up and training beginning</li> </ul> <p><b>Comms: Position Cornwall as a tech hub, both to the outside world and to Cornish residents</b></p> <ul style="list-style-type: none"> <li>The Take Up Space event that we ran with Truro &amp; Penwith College and TEC Girls was a huge success. It was aimed at women and girls interested in a career in space – giving visibility to the opportunities here. There were 150 attendees and 90 on a waiting list, and the event was covered by BBC Radio Cornwall, BBC Spotlight, and ITV Westcountry</li> <li>Guest-hosted the Cornwall Chamber of Commerce podcast with guests from AI businesses in Cornwall</li> </ul> <p><b>Digital skills and jobs: Upskill the current and future workforce to help Cornwall become the UK's leading tech cluster</b></p> <ul style="list-style-type: none"> <li>TEC Women CIC delivering Uplift – a digital course for women – with Truro &amp; Penwith College. Currently seeking partners</li> </ul>	Green	Chloe Rickard																																

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		<ul style="list-style-type: none"> <li>• CreaTech showcase 18th March 2023 hosted by Hall for Cornwall, Cultivator and the DSP.</li> <li>• We produced a booklet based on the Digital Skills and Jobs research, highlighting key stats and opportunities. Would be happy to share digital or printed copied with anyone who would like one</li> <li>• Cornwall Council's Digital Future's strategy has been agreed by cabinet including the Academy with LDSP coordinator as interim co-lead</li> </ul> <p><b>Inclusion: Create the conditions for a tech workforce that embraces the value of highly diverse teams, working closely with Cornwall Council's Digital Inclusion team to further their aims.</b></p> <ul style="list-style-type: none"> <li>• The Digital Inclusion team have now trained 100 digital champions and given out hundreds of devices and MiFi units.</li> </ul>		
<b>Apprenticeship Campaign</b>	<p>Delivery of phase 2 of the Cornwall Apprenticeships Campaign during the period 2020 – 2023.</p> <p>Funding – the People and Prosperity Team in the LEP has secured £50k from the Skills Hub's ESF Innovation Fund to deliver phase 2.</p>	<p>The Cornwall Apprenticeships Campaign is managed by Cathie in the People &amp; Prosperity team. Phase 2 builds upon the previous campaign in raising awareness, addressing myths and reinforcing the benefits of Apprenticeships. We also cover the available funding, training and, importantly support and advice, to small and medium sized businesses in the County. Campaign activities include:</p> <ul style="list-style-type: none"> <li>• Social Media – Twitter, Facebook, LinkedIn and Instagram</li> <li>• Website improvements and updates <a href="http://www.cornwallapprenticeships.com">www.cornwallapprenticeships.com</a></li> <li>• Local case studies and content creation, including video</li> <li>• Employer facing &amp; partner events and meetings to raise awareness</li> <li>• Supporting and encouraging larger levy employers to make levy transfers (where applicable)</li> <li>• Linking employers to expert, impartial apprenticeship information, advice and guidance</li> </ul> <p><b>Apprenticeship Data:</b> Total starts for 2020/2021 in Cornwall = 3,390, 10 starts lower than the previous academic year. As at 16/11/22, final full year data for 2021/22 had not been released but we hope to provide the data at December's ESB.</p> <p><b>November Update:</b></p> <ul style="list-style-type: none"> <li>• <b>Project Extension</b> following a successful ESF PCR submission by the Skills Hub, we are delighted to be in a position to extend the duration of the Cornwall Apprenticeships Campaign and will be putting a plan in place for both an extension in time alongside additional funding; further details will be given in the next report update.</li> <li>• <b>National Apprenticeship Week</b> will take place 6<sup>th</sup> – 12<sup>th</sup> February 2023 and we are starting to plan our activities for the week. The theme is Skills for Life, reflecting on how apprenticeships can help individuals to develop the skills and knowledge required for a rewarding career, and businesses to develop a talented workforce that is equipped with future-ready skills.</li> <li>• <b>Apprenticeship Vacancies</b> – each week we send our list of live Apprenticeship vacancies in Cornwall and Devon to over 200 contacts working with young people and adults, helping them back into work. The list is also uploaded to our 'Individuals' page on the website.</li> <li>• <b>Website</b> is consistently averaging 1,000+ visitors to the site every month, mostly driven from our social media and digital advertising, with the 'Finding an Apprenticeship' page still being the most visited, followed by the 'Training Provider' page then 'Employer' pages. Comparing phase 1 and phase 2 of the Campaign, we have achieved a fantastic 40% increase in web traffic.</li> <li>• <b>Case Studies</b> continue to be produced and the following employers and training providers are in the pipeline for release: Bedruthan Steps/Scarlet Hotel, Cornwall College, Truro and Penwith College, Dynamo Healthcare, Eden Project, Plymouth University, Seasalt, Vincent Tractors, Cornwall Glass Manufacturing, Cornish Concrete &amp;</li> </ul>	<b>Green</b>	Cathie Kessell

Project	Description	Progress to date	RAG	Lead
		<p>Sharron Robbie, Devon &amp; Cornwall Training Provider Network, Gripsure, Coodes &amp; Logan Electronics. The published written and video case studies can be viewed on our socials, website and YouTube Channel.</p> <ul style="list-style-type: none"> <li>• <b>Social Media</b> continues to do very well with followers continuing to grow on all platforms month on month. Our reports show overall increased in impressions, engagements and link clicks. Increases in impressions, engagements and link clicks on Facebook. Increase in engagements on Twitter. Increases in impressions and profile actions on Instagram.</li> <li>• <b>Follow us:</b>  <a href="https://www.facebook.com/ciosapprentice/">https://www.facebook.com/ciosapprentice/</a>  <a href="https://twitter.com/CloSApprentice">https://twitter.com/CloSApprentice</a>  <a href="https://www.instagram.com/cornwallapprenticeships/">https://www.instagram.com/cornwallapprenticeships/</a>  <a href="https://www.linkedin.com/company/cornwall-apprenticeships/">https://www.linkedin.com/company/cornwall-apprenticeships/</a>  <a href="#">Cornwall Apprenticeships - YouTube</a></li> </ul>		
<b>ESF Programme</b>	<p>The ESB provides advice and guidance to the ITI Board in relation to the strategic fit and allocation of European Social Funds. Project Completion Date – December 2023 Funding - £131,908,947</p>	<ul style="list-style-type: none"> <li>• We are focussing our attention to contracted ESF project performance, particularly for Priority Axis 1 and are working with DWP MA to get a updated picture of current performance. The Supply Group (PA1/2) continues to meet and we have run several virtual networking events for project staff to come together to discuss issues, insights and encourage collaboration and working together to share outcomes and add further value to the customer journey.</li> <li>• We are working with the MA to better understand how clawback from underperforming projects can be re-allocated to projects currently delivering across the region. Further information is expected from the Managing Authority in December/January and this will be reported back to the board.</li> </ul>	<b>Amber</b>	Stacey Sleeman
<b>Partnerships for People and Place</b>	<p>In November 2021 the Government announced that Cornwall Council had been chosen as one of 13 pilot areas to work with the Department of Levelling Up Housing and Communities (DLUHC) on their <b>Partnerships for People and Place (PfPP)</b> programme. The pilot programme is aiming to test a new collaborative approach to policy design and delivery with Central Government and Local Places. The long-term vision for the programme is to: ‘see local communities empowered to develop and deliver solutions to the problems that matter to them, whilst being supported in an efficient and joined up way by</p>	<p>The PfPP project, now locally titled Bodkin, is making great progress.</p> <ul style="list-style-type: none"> <li>• Recruitment of the Community Champions is ongoing, we are currently anticipating that between 9-11 community organisations within Bodmin are going to be officially signed up to the project. The following organisations have expressed an interest in becoming Community Champions: <ul style="list-style-type: none"> <li>○ IntoBodmin</li> <li>○ Bodmin Way</li> <li>○ Kinsman &amp; Treingle Resident Association</li> <li>○ Kinsman &amp; Treingle Community Hub</li> <li>○ KBSK Performing Arts</li> <li>○ Cornwall Women’s Centre</li> <li>○ Light &amp; Life/SkillShare</li> <li>○ KidsLingo</li> <li>○ Curious School of the Wild</li> <li>○ Bodmin Pride</li> </ul> </li> <li>• Cornwall Neighbourhoods for Change have commenced their training programme for the Community Champions focused on enabling them to provide a professional level of Information, Advice &amp; Guidance (IAG) services to the people they already work with.</li> <li>• A key part of the training programme is building trust between the Community Champions and the People Hub (as the project aims to trial the People Hub as a first point of call ‘portal’ for any employment and training related queries), as well as the Department for Work &amp; Pensions as many of the Champions currently question the ‘better off in work’ logic, so there is a lot of work to be done!</li> </ul>	<b>Green</b>	Inga Geach

Project	Description	Progress to date	RAG	Lead
	both Central and Local Government’.	<ul style="list-style-type: none"> <li>The project Delivery Plan, Theory of Change and Monitoring &amp; Evaluation Plan for the project have just been updated and are about to be shared with the wider project steering group.</li> <li>Conversations with governmental departments regarding identified barriers re employment and skills related interventions are ongoing and being captured within a barriers log.</li> <li>Finally, evaluators Grant Thornton are undertaking a spend mapping exercise with Cornwall Council to better understand the way employment &amp; skills related interventions are funded within the County.</li> </ul>		
<b>Construction</b>	Work around the construction sector is primarily focused at rebranding the sector and presenting construction as a ‘career of choice’ and highlighting the vast opportunities that exist within it.	<p>Training and Skills meetings have been held with a number of Construction business during the last quarter including Balfour Beatty, Brady Construction, Keir, Persimmon, Vistry Partnerships, RG Kellow and Arcadis who are managing the Langarth Development.</p> <p>The delivery of contracted Social Value outputs, recruitment of staff, CPD and the appetite to support the Careers agenda have all been discussed in detail with various support and guidance provided.</p> <p>A small working group to address some of the ongoing challenges for the Construction sector will be formed in the New Year with a view to developing a cohesive working plan to work towards collectively.</p> <p>Potential themes and priorities thus far for the group could be;</p> <ul style="list-style-type: none"> <li>Plan and prepare for an ‘Open Sites’ week across Cornwall and the IoS. Access for young people onto site to meet staff, apprentices and talk about Careers.</li> <li>Construction roadshow – employers visiting schools to promote pathways into industry to pupils, parents and teachers</li> <li>Shared responsibility – tool box talks to supply the supply chain and staff teams about ‘getting involved’ in the Careers agenda in some form, insight into T-Levels, Apprenticeships, Funding/Incentives sharing good practise.</li> <li>Construction Project Schools competition is in development. Focuses on planning, materials, job roles, social value, finance etc.</li> <li>Develop the network of apprentices to support school engagement.</li> <li>Communication strategy.</li> </ul> <p>Ongoing social media promotion of skills, training, careers, funding and signposting where appropriate.</p>	<b>Green</b>	Stephen Roberts
<b>Green Jobs Agenda</b>	Provide strategic guidance and support to a Task and Finish group that’s primary focus is to help create decent jobs in any economic sector (e.g. agriculture, industry, services, administration) which contribute to preserving, restoring and enhancing environmental quality in Cornwall.	<ul style="list-style-type: none"> <li>The ‘Green Skills Deep Dive’ research has now concluded and the final report and associated recommendations have been received.</li> <li>Following ESB’s approval of the report the next task is now to formulate an Action Plan to start implementing the recommendations of the report.</li> <li>Strategically we are working with closely with partners Truro and Penwith College and Cornwall College Business who have been awarded the Strategic Development Funding (Skills Accelerator) to ensure finding from the deep dive helps inform and shape the work of the fund. The funding includes: <ul style="list-style-type: none"> <li>£2.4million Capital funding (value tbc)</li> <li>£1.6million revenue funding (value tbc)</li> <li>Truro and Penwith College (Lead) in partnership with CCB to deliver</li> <li>The pilot will focus on small areas of Green jobs and economy including the automotive/electric cars (FSB reported smallest business group are small garages)/heatpumps, engineering and review of national qualifications to be updated and developed to ensure courses are available locally.</li> </ul> </li> </ul>	<b>Green</b>	Clare Harris

Project	Description	Progress to date	RAG	Lead
		<ul style="list-style-type: none"> <li>○ A small portion of the funding will be afforded to set up a College business centre to work within the sector, employers and the development of training/qualifications.</li> </ul> <p>An invitation to quote has been issued by Truro and Penwith College to appoint an individual or organisation to undertake research and engagement, to help define and develop HE programmes in Construction and Renewables training for both 16-18 and 19+ learners enrolled on full and part time courses (including CPD training or qualifications). The objectives will be to:</p> <ol style="list-style-type: none"> <li>1. identify the needs of local businesses in respect of construction and renewables training both for their staff as well as students coming into the workforce;</li> <li>2. develop courses and appropriate resources to meet the needs identified with high quality learning experiences for all students.</li> </ol> <p>Submissions (and all enquiries) should be made via email to <a href="mailto:tommoran@truro-penwith.ac.uk">tommoran@truro-penwith.ac.uk</a> with the Subject Heading: Construction and Renewables Course Development. Closing date 2nd December.</p>		
<b>Work and Health Local Systems</b>	<p>Cornwall NHS and Cornwall and Isles of Scilly Integrated Care System Partnership, working in partnership with Cornwall Council Economic Growth Service and Public Health have secured funding from NHS England to jointly develop a local system work and health strategy and partnership. The purpose is:-</p> <ul style="list-style-type: none"> <li>• To progress the work and health agenda in the locality</li> <li>• To enable the Work and Health Unit to benefit from local experience and insight in developing approaches to support the work and health agenda at local system level</li> </ul>	<p><b>Key Activity</b></p> <p>To develop a work and health partnership and strategy, informed by a system mapping exercise by <b>28 February 2023</b>. <b>The process for the development of the strategy will involve:</b></p> <ul style="list-style-type: none"> <li>• A system mapping exercise, held at an early stage</li> <li>• User journeys for individuals in work but experiencing health problems impacting on their work; and for individuals who are out of work or have never worked because of ill health or disability</li> <li>• Consideration of relevant data and metrics on work and health, and the evidence base</li> <li>• Development of a theory of change</li> <li>• Stakeholder engagement, including local employers.</li> <li>• Develop a theory of change model</li> </ul>	<b>Green</b>	Clare Harris



# Digital Skills Partnership CloS 2022 Update

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# A note from our Chair, Caitlin Gould

Last week I was able to travel to SLUSH, a start-up festival in Helsinki. In addition to some amazing business connections, I also was able to get a bit of perspective on our tech sector in Cornwall.

1. We are amazing group with genuinely valuable and unique ideas. Maybe it is all the fresh air, but our companies had ideas that seemed to meet important needs and didn't sound like everyone else.
2. We undervalue ourselves. Every business that went learned we all should be asking more. More for investment. More for our team wages. More for our growth goals. Our ideas are global and our ambition can be too if we let it.
3. Our companies manage to do much more with much less. We are great at efficiency, while still building amazing things. We just need to sell ourselves more and ensure it is efficiency and not merely a lack of investment.
4. Other areas have a lot more opportunities for businesses to meet with investors and potential partners. Software Cornwall and TECwomen are looking into how we can increase more Angel and Venture Capital investment in Cornwall through events like pitch days and showcases.
5. No one can find software engineers. Anywhere. Any young people growing up with the skills that allow them to work in software, AI, data, deep tech, Design (especially user interfaces) and engineering will be able to work anywhere in the world as well as in Cornwall.
6. If Finland can get thousands of people from around the world to visit them in November and host events in a beach in a basement – why can't we have a huge tech festival and bring people from around the world in November or February? Seed is planted and Software Cornwall are working on it!

It was so amazing to see so many Cornish businesses thriving and representing the sector on a Global stage. We need to continue to do this so we learn what opportunities are out there and so we realise just how remarkable our local businesses are. There is no reason the next tech unicorn couldn't come from Cornwall.



# What we've done to date:

- Digital Skills Deep Dive Report to help create an awareness of the number and levels of jobs in this space in Cornwall.
- Influence and Raise Profile of the digital agenda and digital need in Cornwall
  - Influencing the shared prosperity fund bid
  - Influence on the Digital Academy
- Working with Education
  - Primary and Secondary school conversations and support
    - Code Clubs Pilot Project
    - Primary Times Newsletter
    - Secondary school hubs
    - Bootcamps
    - 5 new work experience programs (including Screen Cornwall)
- Key partner in the Kit for Kids project
- Pilot Digital Festival

# What we are doing

> Connect

> Impact

> Influence

- Exploring the creation of a digital academy offering that works with existing organisations in Cornwall.
- A number of events and activities (see workplan)
- Teacher Tech Jam in January to help give additional skills/ideas to local teachers
- Cornwall Tech Festival to be in October/Nov 2023 with large events planned across the county.
- Continued focus on inclusivity
  - Recent success 180 adults and young girls at the Take Up Space event with TPC and TECwomen
  - TECwomen and Truro and Penwith College UpLift Digital Course - Free 10 week training course for women in Cornwall
- Key focus on the awareness of the activities

# Confirmed 2023 Goals and Outcomes

- We want to have the right digital skills for business needs in Cornwall.
- We want to grow our own talent pipeline
  - Starter
  - Grower
  - Changer
  - Evolver
- We want to be the place that talent wants to be
  - People training in Cornwall stay
  - People move to Cornwall for work and opportunities
  - Sector growth and development
- We want to ensure we are supporting the sector during the forecasted downturn and loss of ERDF programs.

# Areas we are exploring as a board.

- What does our future funding model look like?
- How do we support businesses post EU funding?
- How do we continue to support schools?
  - Education Team Update
- Where can we make the largest impact?
  - Connect – Impact – Influence
  - Comms team introduction
- How do we support delivery partners
  - Research
  - Communicating the problem space



**Date of Board Meeting:** 7 December 2022  
**Report Title:** Digital Future Academy  
**Author:** Chloe Rickard  
**Contact:** [Chloe.rickard@cornwall.gov.uk](mailto:Chloe.rickard@cornwall.gov.uk)

Decision Required by the Board **Y/N:** N  
For Information Only **Y/N:** Y

### Recommendation(s)

1. That the ESB board understand and support the development of a Cornwall Digital Future Academy: a sustainable and inclusive academy powering Cornwall's digital future, creating the conditions for success by delivering skills, capability, and innovation for the information age.

### Executive Summary

This report seeks to provide the Board with an update on activity associated with Cornwall Council's plans for a Digital Academy, and also highlights any key issues that the Board needs to be aware of.

### Background

Cornwall Council's [Digital Future Strategy](#) describes our role in a digital future for Cornwall and an empowering and enterprising Council.

It will:

1. Deliver digitally enabled services that add value to the community and enable the Council to deliver higher quality outcomes at a lower cost
2. Make sure the Council has the skills and digital leadership needed to take full advantage of changing expectations and ways of working
3. Build the technology the Council need to make that a reality

A key part of the strategy is establishing an “Innovation Academy” which:

*“... acts as a space that brings together public sector, private enterprise, and education to develop digital skills and foster a culture of innovation. Helping to raise the aspirations of a future workforce in the future of digital careers in Cornwall.”*

Colleagues from the Workforce Development & Economy and Skills teams are working to develop this concept under the banner of ‘Digital Future Academy’ which aims to support the development of skills and careers, and provide the skills, capability and innovation that underpin digital transformation.

### **Who and What?**

The eventual aim is to provide opportunities for training, skills, and employment to every resident and business in Cornwall. This will require building outwards iteratively and keeping future sustainability in mind from the start. We will start with pilot activity within the Council and expand outwards as capacity and proof of impact allows. In terms of scope, we hope the Academy will encompass the whole spectrum of “digital skills”, from augmenting the great work our colleagues in the digital Inclusion team are already doing, to increasing the numbers of people in highly specialised roles. The Academy is about joining up and building on current activity and provision rather than starting from scratch.

### **Why?**

Digital exclusion makes social inequality worse. The digital divide in Cornwall has improved in the last two years, faster than the national average, yet 9% of residents still don’t access the internet. As the Council transforms its services, it’s imperative that great outcomes are shared by everyone, not only those who can access technology. It’s estimated the UK benefits by almost £15 for every £1 invested in helping people acquire basic digital skills. The Academy will work with the Digital Inclusion team and a network of digital champions to enable access to opportunities for all our residents.

Within the council, in every team, in every service, in every directorate, there are people who have the potential to engender phenomenal change. Through empowering those people with the skills and capabilities they need to maximise the potential of technology, and developing their innovative approach to challenges, we can create an efficient, flexible and future ready workforce.

At current rate of growth – the highest in the south west – the tech sector could make up 10% of our economy in five years. To keep up with growth and demand we need thousands more highly skilled people in that time, who in turn will benefit

from benefit from a salary that's 50-100% higher than the current average in Cornwall. If successful, the Academy could add millions into the local economy.

Cornwall boasts an incredible ecosystem of world leading universities, a space sector that is supporting the first UK launch, the fastest growing tech sector in the south west, and an enviable culture of collaboration and innovation that stretches back centuries.

Imagine if we could harness that combined knowledge and opportunity and share it with all our residents. Imagine if once again Cornwall was the place the world looked to find the most creative minds and the smartest ideas. Given the right skills and tools, our residents and businesses communities are more than capable of solving global challenges. The Academy will give us that opportunity.

## Objectives

One of our four overarching aims for the model is to build on the rich ecosystem and collaborative spirit that exists in Cornwall, maximising potential for knowledge exchange and sustainability. Collaborative curriculum development will meet the current and future needs of employers, and the critical mass will generate sustainable student numbers.

Another key part of the model is a focus on applied learning; creating a space where people can solve real problems in real time, while learning new skills.



**Enabling transformation:** Developing skills and capability to maximise the potential of digital tools and information available to us, to create positive change and a culture of continual improvement.



**Digital Inclusion:** Enhancing skills and confidence and Enabling access to services and opportunities for all. (user centred design)

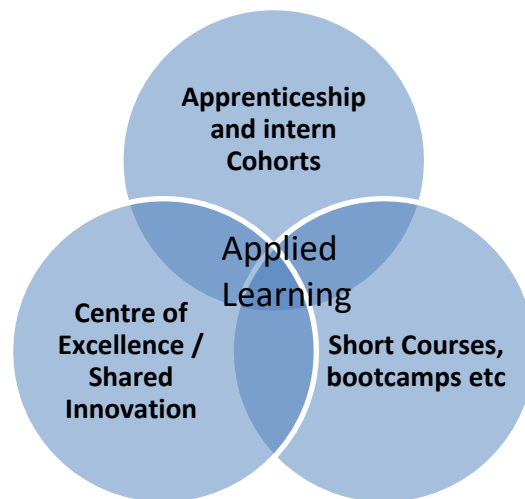


**Skills, capability and careers for the information age:** Providing a talent pipeline, maximising career opportunities and supporting growth in the Cornish tech sector. Making Cornwall first choice for both industry and talent.



**Partnership and Innovation:** Building on a culture of collaboration and unique expertise within the Cornish education/employer ecosystem, to create opportunities for knowledge exchange and innovation. Using technological solutions to real problems for the people of Cornwall and beyond.

The focus for the Digital Future Academy will be on applied learning and innovation, using the expertise within Cornwall Council and beyond to support the development of employees. The diagram below outlines three key modes for applied, work-based learning.



### Partnership and collaboration

There are opportunities for partnership in the following areas:

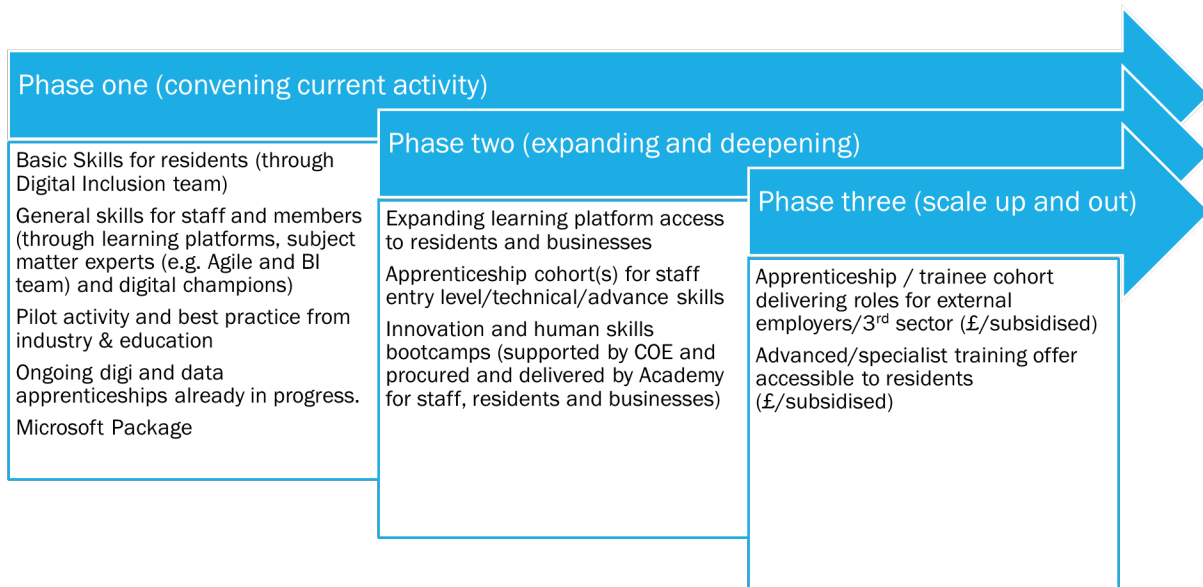
- Strategy – when the governance for the main programme is set we will need to implement a steering group for the Academy project
- Delivery: everything from workshops and bootcamps to post graduate apprenticeships
- Business needs assessment, research and evaluation
- Development of curriculum
- Facilitating hackathons and other applied learning opportunities (projects etc')
- Accreditation
- Programme management support
- Pastoral support
- Physical space and learning technologies
- Providing work placements
- Employing graduates

The initial funding for development and delivery of the 'Digital Future Academy' is likely to be for three years. The aspiration is that within this period a sustainable model of delivery can be achieved.

### Draft Timeline

- October 2022 - Discovery: Sector Engagement and scoping, building the evidence base, audience research.
- Early/mid 2023 - Test and Learn: Internal development, capacity building, partner delivery. Initially with staff and members.
- October 2023 - Expand access for residents and businesses.
- Mid 2024 - Sustainability: scale up and out of current funding model.





## Financial Implications

Initial seed funding will come from the Digital Future budget which was signed off by Cabinet in October.

Additional resource will be sought from central government opportunities and devolved funds, with the ambition to become self-sustaining from year 4. Part of phase one is developing this business model.