



Title Cornwall and Isles of Scilly Employment and Skills Board

Date 9 February 2022

Time 2pm to 4:30pm

Venue Via Microsoft Teams

Agenda

Item No.	Timings	Agenda Items	Paper	Lead
1.	2:00pm	Apologies <i>(Phil Mason, Sarah Newham, Adrienne Murphy)</i> Welcome <i>(Sarah Gough who is attending on behalf of Sarah Newham DWP)</i>		FB
2.	2:05pm	Employment & Skills Board 13 October <ul style="list-style-type: none"> Minutes and Action Summary 		FB
3.	2:10pm	Progress Reports: <ul style="list-style-type: none"> Employment and Skills Digital Skills Partnership 	Report Report	SS CR
4.	2:30pm	DSP New Vision & Strategic Objectives	Presentation	CG
5.	2:50pm	Housing Conference update <i>(Emma Stratton)</i>	Verbal	ES
6.	3:00pm	SWIoT and In-Work Skills Update <i>(Stephen Mariadas CEO SWIoT and Martin Tucker Principal Truro and Penwith College)</i>	Verbal	SM
7.	3:30pm	Members Sector Updates (3mins)	Verbal	ALL
8.	4:15pm	Any other business <ul style="list-style-type: none"> Transport to Work Survey Findings (CK) 	Verbal	All
		<ul style="list-style-type: none"> 13 April 8 June 12 October 7 December 		



Minutes

Meeting Title:	CloS LEP Employment and Skills Board	
Date:	13 October 2021	
Time:	2pm to 4:30pm	
Location:	Via MS Teams	
Chaired by:	Frances Brennan	
Members:	Frances Brennan (Chair) (FB) Clare Parnell (Vice Chair) (CP) Adrienne Murphy (AM) Alex Lingard (AL) Andrew Finley (AF) Caitlin Gould (CG) Chris Mann (CM) Eric Nicholls (EN) Ian Curnow (IC) Phil Mason (PM)	Rob Ingram (RI) Stuart Roden (SR) Emma Stratton (ES) James Neale (JN) Kate Swain (KS) John Evans (JE) Julie Gipton (JG) Paul Wickes (PW) Meredith Teasdale (MT)
Officers:	Clare Harris (CH) Cathie Kessell (CK) Emily Kent (EK) Chloe Rickard (CR) Laura Herbert (LH)	Glenn Caplin-Grey (GCG) Stacey Sleeman (SS) Kate Evan-Hughes (KE) Jo Evans (JE)
Observers:	Josie Gough (JG) Henry Seymour (HS)	Mike Page (MP) Mark Duddridge (MD)
In attendance:	Carrie Childs, Careers Hub Lead Rachel Delourme (for Meredith Teasdale) Val Smith (for Julie Gipton) Sarah Newham (for Mike Page)	
Supported by:	Debbie Osborne, LEP Executive Team	

Minutes		Action
1.	Welcome and Apologies	

Minutes	Action
<ul style="list-style-type: none"> • Apologies received from Kate Swain, Julie Gripton, Adrienne Murphy, Ian Curnow, Caitlin Gould, Emma Stratton, Chris Mann, Mike Page, Meredith Teasdale, Phil Mason and Clare Harris. 	
<p>2. Employment and Skills Board 16 June 2021</p> <ul style="list-style-type: none"> • Minutes from 16 June 2021 were agreed as a true and accurate record. <p>Actions</p> <ol style="list-style-type: none"> 1. Ongoing with LEP Executive Team, will keep ESB updated. 2. Housing Strategy currently out for consultation so will invite a representative from Housing to the December ESB meeting to update members. Action 1: Representative from Housing be invited to update to the December ESB meeting to update on Housing Strategy. 	SS
<p>3. Progress Reports</p> <p>Employment and Skills (Report to be taken as read)</p> <ul style="list-style-type: none"> • Skills Hub: Building the Workforce of tomorrow event held on 28 September with FB as a speaker. This was followed by three online webinars in sustainability, cyber security and accessing the right skills. Good feedback received on ways of working and future work, will be fed into Skills Report. • People Hub: Has now received additional ESF funding to extend programme. • Apprenticeships: Increases in engagement. Kickstart placements are converting to Apprenticeships following the 6-month placements. • ESF: Working on performance management and outcomes/outputs. Good feedback from DWP representatives. • Construction/Green Jobs: Lots of activity being undertaken across October and November including deep dives. <p>Digital Skills Partnership (Report to be taken as read)</p> <ul style="list-style-type: none"> • TechWomen Connect Event held on 12 October. Great event with over 70 attendees. Will be running a similar event in December and is hoped will go from strength to 	

Minutes		Action
	<p>strength.</p> <ul style="list-style-type: none"> • DSP Board Away Day held on 5 October – new Vice Chair and 2 new Board members welcomed. • Now looking at drafting and publishing a DSP Manifesto. • FibreHub Park launch taking place on 5 November. FibreHub offers a centralised meeting space where Cornwall's businesses can gather. There is lettable space for other digital, software and tech organisations, co-working facilities, the Nimbus café and access to networking events taking place in the building. 	
4.	<p>Members Sector Update</p> <p>Member updates show good and honest information and have proven very important to explore demand and need across all sectors, all data to be used for the provider groups.</p> <p>Action 2: LEP Executive to circulate all written member updates with the Minutes.</p> <ul style="list-style-type: none"> • Alex Lingard: Rising COVID cases in schools since return has affected staffing levels with a higher demand on supply teachers. Still dominating day to day life but it's good that 12-15 year olds are now being offering vaccination. Now allowing visitors on site to prepare students for work experience placements. • Andrew Finley (<i>written update provided</i>): Focusing on financial management with initiatives being launched in November for online learning for ERDF eligible businesses to help build forecasts and look at KPIs. • Eric Nicholls (<i>written update provided</i>): Sector busy but issues with materials and stock supplies from outside UK, although not necessarily attributed to Brexit as only over the last few months. Recruiting for sector still difficult. <p>Action 3: EN to share sector vacancies with LEP Executive Team. Sector pushing on and working well with Cornwall Marine Network and Colleges on innovate ideas for future training programmes. MD: Official vacancies figures might be more due to only skilled jobs being advertised so actual vacancy gap underrepresented. SS: Not sure how we get hold of all data. CK: Need to encourage employers to advertise jobs for longer, is working with JCP on sector based academies.</p>	<p>DO</p> <p>EN</p>

Minutes	Action
<ul style="list-style-type: none"> • James Neale (<i>written report provided</i>): Idenna doing really well at the moment with lots of enquiries from varying sectors. Lot of people want to work in creative sector in County but lack of accommodation still an issue. We need to get the “Cornwall narrative” right. • John Evans: Met with Truro and Penwith College yesterday. Students are glad to be back in face to face education. Have been successful in £3.6m bid for Skill Accelerator Fund, currently waiting for formal letter from DfE, money to be spent by March 2022. Recruitment and Apprenticeships strong. HE and Adult Training take up has fallen, mainly due to lack of accommodation. 14-16 programme going well with over 300 now signed up. Staffing also difficult due to lack of accommodation. Now in final design stages for the St Austell Campus. • Paul Wickes (<i>written report provided</i>): Businesses really busy and looking to extend their season. High vacancy rate with not enough applications. Redundancies at end or furlough lower than expected. Supply chains disruptions are causing issues. 118 placements through Kickstart approved with apprenticeships also improved. Proposed inflation rises will negatively impact all sectors. Working with Maritime UK on Coastal Powerhouse to support coastal towns. • Rob Ingram: COVID affecting HE providers along with proposed inflation rises. Similar problems as others in relation to recruitment and accommodation. • Stuart Roden: New training initiative has brought £1m pot of funding into Health and Care Sector. Unions receiving enquiries from people on furlough returning to work that are now finding employers are reorganising which leads to potential restructure/redeployment of some employees. • Val Smith (<i>for Julie Gripton, written report provided</i>): requirement for care staff to be double vaccinated has had a considerable impact with government now consulting on extending to wider health and social care sector. National Recruitment campaign ongoing which may affect local campaigns. Lack of workforce high on peoples agendas along with lack of transport. • Sarah Newham (<i>for Mike Page</i>): Busy time for DWP due to 	

Minutes		Action
	<p>moving from recovery to employment. All programmes now embedded and working with customers. Kickstart Scheme has been very successful across Devon and Cornwall and has now been extended to March 2022. Face to Face service now operational but within a HSE COVID safe environment. Critical support being offered for those suffering from anxiety and depression due to pandemic. DWP member of the Redundancy Taskforce and have noticed that there hasn't been a massive uplift in redundancies or end of season employment following end of furlough. Number of sector based academies running through October to engage providers and upskill customers. Working with migrants still based in County on EU settled status to help them to continue to work. DWP caseloads now at pre COVID levels. Working with Proud to Care and other care providers across county.</p> <ul style="list-style-type: none"> • Glenn Caplin-Grey: Cornwall was longlisted for City of Culture on 8 October. In partnership with Cornwall Cultural and Creative industries a light touch EOI was submitted. Have been invited to DCMS workshop at end of the month. Bid part of bid is skills, linked to HE, FE, Screen and Film sectors concentrating on R&D, Inclusion and Participation. Themes being developed with project plan which will be submitted in January 2022. Our brand awareness is quite high nationally. Will be developing a Sector Development Strategy to help attract funding and will ask ESB to help bring that together. SS: Creative Skills Task and Finish Group already in place so will feed into wider work. • Clare Parnell: Labour shortages in agricultural sector. Moving over to ELMs will mean a real need for decision making skills in farming sector. Also need to look at impact of measuring impact of low carbon methods. 	
5.	<p>Careers Hub Delivery Plan <i>(Carrie Childs, Careers Hub Lead)</i></p> <p>Purpose</p> <ul style="list-style-type: none"> • Agree strategic Plan • Invite steer from group members • How do you see the work of the Careers Hub contributing 	

Minutes	Action
<p>to economic recovery?</p> <p>Mission: To help every young person take their best next step</p> <p>Vision: High quality careers guidance for everyone everywhere</p> <p>Since my last visit in April 2021</p> <ul style="list-style-type: none"> • Careers Leaders continue to develop the skills and knowledge required to delivery high quality careers programmes • Inclusion and Diversity – delivering quality careers to students encountering the most barriers remains a priority for us • Data Sharing – good progress has been made on our plans to support better quality information sharing between schools and colleges. Thank you to those of you who have supported this. • Businesses – need access to greater resource. We advertised for an Employer facing Enterprise coordinator but unfortunately this has been stalled in Cornwall Council’s current recruitment freeze. <p>Careers Hub aims to bring together key strategies from Education and Economic Development. These were sent in advance and shared in a powerpoint slide during the meeting.</p> <p>Areas of key focus for the 21/22 Academic year include:</p> <ol style="list-style-type: none"> 1. Amplifying Technical and Vocational routes Whilst there are many organisations better placed than us to deliver this work, we will use our intelligence and networks to strengthen this work. 2. A Self-Improving System Careers Leaders moving from delivery functions to a leadership role that includes focus on intent, implementation and outcomes approaches. 	

Minutes	Action
<p>Gatsby benchmarks are outcome focused, this year will see the Careers hub implement a New Future Skills Survey that will provide rich data linked to impact on individuals</p> <p>3. Effective Transitions Because so much talent is lost at transition points. We have a number of projects supporting this goal including the ongoing one to improve information sharing between schools and colleges.</p> <p>4. Removing Barriers Especially for students in alternative provision and Special schools. Social Justice is a key area of our work</p> <p>5. Building leaders for the system More than 30 Careers Leaders have undertaken accredited CPD training in the past 3 years, we understand that a lot of what was learnt has been forgotten as crisis management covid response has (understandably) taken priority in the past 18 months. We are working to provide meaningful updated CPD that supports mental wellbeing.</p> <p>6. Careers Education as part of economic Recovery We'd appreciate your perspective on this. Communicating Labour Market Information and Skills over Sectors are likely to feature within this.</p> <p>7. Employers Building sustainable mutually beneficial relationships with schools and colleges We will be delivering a pilot curriculum based projects in 10 schools this academic year and are increasing our communications with key networking groups whilst we wait to see if we can recruit to our employer facing role</p> <p>What do you need to know?</p> <ul style="list-style-type: none"> • Our plans are made with you in mind • Careers Hub naturally sits within the Inspire and Thrive aspects of the Skills Action Plan but please don't underestimate the role that we could play within: 	

Minutes		Action
	<ul style="list-style-type: none"> ○ Transform – the solution to our productivity gap lies in the skill development of children and young people in our schools and colleges ○ Innovate – Children and young people require core digital skills and awareness around the green skills agenda in order to solve the problems we face ● Our Enterprise Advisers (Business Volunteers working with schools and colleges) are giving us a clear steer that we need to be thinking in terms of skills over sectors. ● Nationally research has already been done to outline core employability skills. These are: <ul style="list-style-type: none"> ○ Listening ○ Speaking ○ Problem solving ○ Creativity ○ Staying positive ○ Aiming High ○ Leadership ○ Teamwork 	
<p>6.</p>	<p>Local Skills and Labour Market Strategy Update</p> <ul style="list-style-type: none"> ● Employer Skills Survey undertaken to help inform recovery work and economic response. In relation to consulting with young people, will feed into the Annual Conversation with Young People and HE/FE were involved in early stages of consultation. ● 6 Employer Focus groups took place from 6 to 8 October covering Health & Social Care; Hospitality, Tourism and Retail; Construction; Digital, Creative and Space; Manufacturing, Engineering, Warehousing, Transport and logistics; and Agritech, Mining and Marine. 	

CIoS LEP	Careers Hub CIoS	Cornwall Council
Inspire – develop workforce of tomorrow	Amplifying technical and vocational routes	Champion world class education opportunities
Transform – a productive workforce	A self improving system	Meet needs of vulnerable children and young people
Innovate – accelerate the growth and diversification of the local economy	Effective Transitions	Widen opportunities & Promote equalities
Thrive – Opportunity for all	Removing barriers	System wide school led improvement
	Building Leaders for the system	Promote children and young people's mental and physical health and wellbeing
	Careers Education as part of Economic Recovery	
	Employers Building sustainable, mutually beneficial relationships with schools and colleges	

Minutes	Action
<ul style="list-style-type: none"> Information from Survey, Focus Groups and Interviews will be fed into revised strategy. This will be presented to Cornwall Council members on 16 November and then to ESB on 8 December. Will then be signed off by DoE and Cornwall Council Cabinet in February 2022. MD: We are transitioning to a higher cost environment so Strategy should include a “What If” which looks ahead to 12 months if situation changes. 	
<p>7. Any other business</p> <p>Transport to Work Survey Findings (CK)</p> <ul style="list-style-type: none"> Received 55 responses to Transport to Work Survey with some interesting data: <ul style="list-style-type: none"> 60% don't currently have a driving licence; Half can't afford to maintain a car; People willing to drive further for employment if necessary; 30% unable to work due to lack of available transport; 28% leave employment due to not being able to afford transport. Survey still open and working with ESF providers and DWP to promote. When closed will work with Transport colleagues to look at future funding. 	
<p>Date of next meetings:</p> <ul style="list-style-type: none"> 9 February 2pm to 4:30pm 13 April 2pm to 4:30pm 8 June 2pm to 4:30pm 12 October 2pm to 4:30pm 7 December 2pm to 4:30pm <p><i>Please note that the ESB are currently meeting virtually (via Microsoft Teams).</i></p>	
<p>Actions from previous meeting 16 June 2021</p> <ol style="list-style-type: none"> Representative from Housing be invited to update to the December ESB meeting to update on Housing Strategy. <p>Actions from today's meeting 13 October 2021</p> <ol style="list-style-type: none"> LEP Executive to circulate all written member updates with the Minutes. EN to share sector vacancies with LEP Executive Team. 	<p>SS</p> <p>DO</p> <p>EN</p>

Meeting finished at 1610

DRAFT



Employment and Skills Strategy Update – February 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 CIOS Growth Hub</p> <p>Project Completion date – PCR agreed for extension to End March 2023</p>	<ul style="list-style-type: none"> • Skills Hub has seen sustained levels of enquiries from businesses and has continued to support businesses through this period of continued uncertainty. • Apprenticeships remain a main enquiry from businesses as a vital routeway to support skills shortages in the county, further strengthened by the government “new hire grant” which has been extended into 2022. • Skills Hub supported the Cornwall Apprenticeship Campaign (CAC) to deliver a webinar for employers in November. The session, requested by DWP JCP advisers, showcased apprenticeships as a routeway for Kickstart leavers. Skills Hub joined CAC to explain the support, funding and training available should businesses look to take Kickstart leavers on. • Business Cornwall featured an article in December which summarised our 2021 work on “Skills for Tomorrow” and a structure has been put in place for communications and events in 2022; this includes working alongside the Cornwall Chamber of Commerce on outreach events and contributing to the National Apprenticeship Week campaign in February alongside CAC. • Skills Hub continue to support the Isles of Scilly with the Access to Training Fund; applications have significantly picked up since the Autumn and there are plans for a local training provider to provide specialist Brush Cutting training to a group of employers on the islands. • Skills Hub have been supporting other providers and organisations to further the skills conversation and access routes within CIOS, these include: <ul style="list-style-type: none"> ○ Supporting the Health and Social Care sector to establish a sector specific training plan for new ESF projects. ○ Providing guidance to a local training provider who would like to become an accredited/ approved training centre. ○ Meeting with the new Project Manager for the ESF Clusters Project, to speak about current skills gaps and potential future curriculum needs in the county. ○ Sitting on the ESF Employer Led Skills Project meeting to provide strategic oversight. ○ Working with the ESF People Hub Project to provide employer insight and linkages for delivery partners. ○ Meeting on the FE White Paper Group to discuss the findings of the local skills survey and research which has contributed to the new LEP Skills Strategy. ○ Attended the launch of FibreHub, networking to ensure businesses involved knew about the fully funded support available from our team. ○ Participating in a panel discussion on skills in the Cornwall from Above: Drone Conference run by Truro & Penwith College. • Skills Hub have sponsored local business awards and had the honour of presenting to winners in these categories. The awards evenings have showcased the breadth and specialism of business in Cornwall and the SW and the exceptional talent we house here. 	Green	Bethany Allen

Project	Description	Progress to date	RAG	Lead
		<ul style="list-style-type: none"> ○ Cornwall Apprenticeship Awards, Management Apprentice of the Year Award ○ The Cornwall Manufacturers Group Awards, Trainee/ Apprentice of the Year Award ○ Western Morning News Business Awards, SME of the Year 		
People Hub PA1	<p>Delivery of ESF funded employability triage and referral service for CIOS residents on employment, education & training, that includes:</p> <ul style="list-style-type: none"> • Community-based engagement and Life Choices course through Konnect Communities • Skills for remote working through SmartMatchingEmployability Chatbot 'debbie' through Hi9 	<ul style="list-style-type: none"> • People Hub continue to work with PA1 ESF Projects and mainstream partners to heavily promote the innovative, one-stop-shop employability triage and referral service, and to help grow the market for ESF PA1 provision. • People Hub have been working with People & Prosperity Team to look at how we can collectively improve referrals into our ESF contracted unemployment support provision, including updating and sharing the vital matrix for programmes to understand how they can work together within their funding requirements. • The team delivered a PA1 Advisers' Virtual Networking meeting to 60+ advisers in December to increase knowledge and awareness of Added Value across ESF and mainstream provision at adviser level, in order to help generate cross referral routes. • The People Hub central phone line received a record 75 enquiries this quarter out of a project total of 292 to date, with 63% of calls from females. 94% of calls are considered resolved. People were supported through signposting, referrals into relevant organisations, and information sent. • Currently 69 participants have started on the project with both the Konnect Life Choices course and SmartMatching cohorts now progressing to move people to education, training or employment. • The website has launched (peoplehub.info), and the physical and online PR and marketing approach has the aim to increase awareness of the volume of provision and grow the uptake of the People Hub triage and referral service. • Remote Working Roles – SmartMatching, with support from Cllr Rushworth, have now identified 400+ remote working roles for people in CIOS for 2022. These are customer service roles with a starting salary of £19K and full training and kit provided. Our immediate priority is to help fill these roles through the People Hub SmartMatching programme. 	Green	Josh Hoole
People Hub Skills for Growth PA2.1	<p>Delivery of ESF-funded training and skills triage and referral service for CIOS residents in employment or at risk of redundancy, which includes:</p> <ul style="list-style-type: none"> • Access to funded training and skills through the Training Provider Framework • Skills for remote working Skills and training information Chatbot 'debbie' through Hi9 	<ul style="list-style-type: none"> • People Hub 2 Skills for Growth project team started at the end of October 2021 to support 851 people in employment or at risk of redundancy with access to funded skills and training for reskilling and upskilling to help them move into enhanced jobs and careers. • The Training Provider Framework procurement went live in DEC21 which will enable rapid access to a wide range of funded courses from basic skills up to L5+ accredited leadership and management from Q222. Eligible participants have been signed up from 01DEC21 with access to a Connector who will co-create a Career Development Plan with the ability to spot purchase suitable training as required. • The Labour Market Intelligence Analyst is collating existing research on national and local skills gaps, emerging sectors, vacancy hot spots and more to help guide the Connectors to ensure people get the skills that are needed by employers. • In collaboration with Cornwall Council Economic Development, National Careers Services and JCP, People Hub 2 is developing a package of support for Cornwall Council staff at risk of redundancy to be delivered during Q122, including presentations, discussions with employers, and webinars with other support organisations. This is a model we can replicate for those at risk of redundancy across Cornwall and the Isles of Scilly. 	Green	Josh Hoole

Project	Description	Progress to date	RAG	Lead
Skills Advisory Panel (SAP)	<p>The aim of SAPs is to support new local partnerships comprising of local employers, skills providers and local government to pool knowledge on skills and labour market needs, and to work together to understand and address key local challenges.</p> <p>Funding - The People and Prosperity Team in the LEP has secured £150k from the DfE to increase analytical capacity and capability</p> <p>Project Completion Date – March 2022</p>	<p>Local Skills Report</p> <ul style="list-style-type: none"> • The Board signed off the Local Skills Report in December 2021, the report has now been submitted to DfE and Cornwall Council for approval. The Cabinet meeting for Cornwall Council is scheduled for the 9th February 2022. • The team has commissioned 2 deep dives, Green Jobs and Digital Skills. Contractors have been appointed and the final reports are expected no later than the 31st March 2022. The reports will be brought to an ESB meeting. • The team is also working with the Aerospace team so support the Space Skills Deep Dive, which is working to similar timescales. 	Green	Stacey Sleeman
Careers Hub and Enterprise Advisers	<p>Careers Hubs are groups of schools and colleges working together with universities, training providers, employers and career professionals to improve careers education.</p> <p>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.</p> <p>Project Completion date – August 2021</p>	<p>The Careers Hub is focusing on 8 coordinated actions this year:</p> <ol style="list-style-type: none"> 1.) Amplifying vocational and Technical Options – establishing FE community of practice linking employers with curriculum areas, collaborating with key partners to promote STEM subjects and apprenticeships, supporting hub members to increase understanding of all pathways across their staff teams 2.) A Self-Improving System – matching Enterprise Advisers (EAs - Business Volunteers) with schools and colleges to provide strategic input to careers Plans and provision, making progress with measures of good practice, new EA induction programme launched, cluster meetings for careers leaders held on themes of social mobility, measuring impact and strategic engagement 3.) Effective Transitions – leading on a project to better share information about students to avoid talent being lost at key transition points and to inform business talent planning and provision shaping 4.) Removing Barriers – Inclusion Community of Practice work to bring professionals together and work on joint projects such as the Inclusion Skills Show & Developing Cornwall’s first supported Internship programme 5.) Building leaders for the system – Key not speech at Cornwall’s Curriculum Conference, advocacy to bring Cornish Careers Leader time in line with national averages, planning Careers Leader and Enterprise Adviser Away days in the spring term 6.) Careers Education as part of economic recovery – Reviewing and updating Steering group meeting and Cornerstone Employer Groups 7.) Employers build long term sustainable, mutually beneficial partnerships with schools and colleges – Completing Cornerstone Employer assessments and meeting with key networking groups to consider potential ways of working together. 	Green	Carrie Childs

Project	Description	Progress to date				RAG	Lead
		KPIs 21/22	CloS	National Average	KPI		
		Enterprise Advisers matched to every school/college in hub	40/46 schools/colleges matched 55/60 EAs matched		46/46		
		Careers Leaders undertaken formal training	44				
		All hub schools/colleges to achieve at least 3/8 Benchmarks	42/46		46		
		Hub to achieve at least 5/8 Benchmarks	4.72	4.35	5		
		80% schools/colleges to fully meet Benchmark 1 (strategic leadership)	56%	45%	80%		
		75% schools upgraded to Compass+ student intervention tracking system	TBC				
		70% or higher stakeholder satisfaction	80%	71%	80%		
Digital Skills Partnership (DSP)	<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>	<ul style="list-style-type: none"> Following an away day and consultation with the partnership, we have published our revised mission and strategic priorities. We have now signed off our project plan and will be making that public early next month We have been asked to submit a business plan to DCMN for year four funding We have commissioned Digital for All to undertake a Deep Dive piece of research about Digital Jobs in Cornwall – this work is underway and will be published in March. Would appreciate the ESB’s help when it comes to questionnaires and interviews We held a workshop with teaching staff from Early Years to University, across the geographical spread of Cornwall. Our aim was to find out some of the challenges they have in delivering the computing curriculum, the digital skills they’d like their students to have, and how employers might be able to support them. Two programmes supported by the DSP have recently been featured on the BBC. There was a piece about the Skills Bootcamps at Truro & Penwith College, and another about the Device Lending scheme run by the Digital Inclusion team. The December TEC Women Connect event happened on December 7th in Newquay. The next is planned for International Women’s Day in March focused on gaming Chloe chaired a panel discussion on ethics and AI at the Tech Connect event on 18th January 	Green	Chloe Rickard			
Apprenticeship Campaign	<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>	<ul style="list-style-type: none"> The Campaign is overseen by Cornwall Council and the CloS Local Enterprise Partnership (People & Prosperity) who are responsible for the day to day management, direction and delivery. Phase 2 builds upon the previous campaign in raising awareness, addressing myths and reinforcing the benefits of Apprenticeships and the available funding and training to small and medium sized businesses in the County. Campaign activities include: <ul style="list-style-type: none"> Social Media – Twitter, Facebook, LinkedIn and Instagram Website improvements and updates www.cornwallapprenticeships.com Local case studies and content creation Employer facing & partner events and meetings to raise awareness Supporting and encouraging larger levy employers to make levy transfers (where applicable) Linking employers to expert and impartial apprenticeship information, advice and guidance 	Green	Cathie Kessell			

Project	Description	Progress to date	RAG	Lead
		<ul style="list-style-type: none"> • Campaign activities continue with new video and written case studies featuring on the website and social media to the most recent being A&P, Landrover Jaguar and CTCC Solutions. Regularly supporting employers referred by DWP, advising on converting young people on Kickstart placements into apprenticeships. Currently, planning for National Apprenticeship Week which takes place w/c 7th February which will feature a virtual apprenticeship awareness session for employers, in conjunction with Skills Hub, planned for Thursday 10th, plus we'll also be promoting partner events/activities taking place during the week. • Published stats. for Apprenticeship starts during 2020/2021 in Cornwall are positive (despite Covid and the introduction of Kickstart), with a total of 3,390 - only 10 starts lower than the previous academic year. Cornwall also experienced growth in higher (+90 starts) and advanced level (+40 starts) apprenticeships but did see a significant drop in the number of intermediate, level 2 (-150 starts) apprenticeships. We also experienced further growth in individuals aged 25+ undertaking apprenticeships and disappointingly the younger age groups continue to decline. <i>Note: it would be interesting to see if the decline in intermediate (level 2) apprenticeship starts and drops in 16-18 & 19-24 age ranges can be explained by more young people choosing to stay in education and how many apprenticeship vacancies are, in fact, going unfilled.</i> <p>https://www.facebook.com/ciosapprentice/ https://twitter.com/CloSApprentice https://www.instagram.com/cornwallapprenticeships/ https://www.linkedin.com/company/cornwall-apprenticeships/</p>		
ESF Programme	<p>The ESB provides advice and guidance to the ITI Board in relation to the strategic fit and allocation of European Social Funds.</p> <p>Project Completion Date – December 2023</p> <p>Funding - £131,908,947</p>	<ul style="list-style-type: none"> • 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. • The team requested that an ITI Board be called for the New Year to discuss current delivery and underperformance concerns. year. The ITI Board took place on the 21 January 2022 and raised the following key concerns: <ol style="list-style-type: none"> 1. Management Information: Project level information is not received by the ITI Board. In order to effectively manage the end of the programme we need better and more frequent Management information at both Category of Region and project level. 2. Council Match Funding: There is a risk that the Council will be forced to decommit match funding funding if projects underperform and hand funds back to the MA. 3. Project Cashflow: There is a significant problem with a number of lead organisations having passed due diligence through the MA, but now struggling to cashflow their part of the project and their delivery partners. 4. Project Referrals: Low numbers of referrals and new participant project starts are causing significant performance challenges. 5. Market saturation: the market currently has a number of projects delivering similar outcomes for the same cohorts of people or business. 6. Basic Skills: a number of projects are unable to meet project results and financial targets due to not being able to claim the training outcome. 	Amber	Stacey Sleeman
Construction	Work around the construction sector is primarily focused at rebranding the sector and	<p>Building Cornwall</p> <ul style="list-style-type: none"> • The Building Cornwall Employment and Skills strategic focus group have begun to formulate a number of potential actions to take forward into 2022. The sub-groups meet monthly conducting workshop style virtual sessions to 	Green	Inga Geach

Project	Description	Progress to date	RAG	Lead
	<p>presenting construction as a 'career of choice' and highlighting the vast opportunities that exist within it.</p>	<p>begin collecting thoughts and ideas that will help shape action plans which will be shared, discussed and agreed at the wider focus group.</p> <ul style="list-style-type: none"> • The three 'sub-groups prioritise action plans which are aligned with the 4 strategic objectives as set out by the LEP. Some of the actions suggested to date include; <ul style="list-style-type: none"> ○ Construction Build Project' interactive map showcasing the 'Social Value' opportunities in Cornwall. ○ Simplified Construction 'user guide' for the relevant funding/incentives/development grants available for SME's and Supply Chain business. ○ Quarterly newsletter – industry updates, good news stories, FAQ's, meet the SME/Apprentice showcase ○ Supply Chain mapping exercise. ○ SME's & Supply Chain engagement events in the East, mid and West of Cornwall. ○ Form a large business network to agree a common set of Zero Carbon principles, discuss gaps/barriers and opportunities. Linked to Green Jobs task and finish group. ○ Gather examples of carbon zero innovation and good practise across the built environment and associated industries in Cornwall. • Inga continues to provide strategic and developmental support to both the Clusters and Employer Led skills project and that of the wider partnership and sectors. This is firmly embedded in dialogue and discussions with all partners, business and individuals. • Inga provides input into how Building Cornwall / LEP / Economic Growth and the wider skills environment can work with major capital programmes of work to ensure a legacy of new skills off the back of CC investments and future funding. This includes feeding into the Cornwall Council Portfolio Management Office to support the strategic direction of travel. <p><u>Employer Led Skills</u></p> <ul style="list-style-type: none"> • Ongoing progress and support on offer for business to develop construction related skills packages and apprenticeship solutions that suits their requirements. Regular partner meetings with Cornwall Marine Network and other partners where appropriate are undertaken to review current 'Construction' related activity related to my Building Cornwall work to date. • The content and format of the Building Cornwall website has been refreshed with weekly posts and updates linked to Social Media platforms which has increased traffic and engagement therefore generating discussion and interest related to the support available through ELS along with other financial incentives through the Government, for T-Levels, Kickstart, CITB and other industry specific bodies. <p><u>ESF Business Clusters</u></p> <ul style="list-style-type: none"> • The Clusters Project is being led by Truro and Penwith College. Inga continues to provide strategic and developmental advice and support through the offer of 'Construction Clinics' to a range of TIER1-3 Construction business across Cornwall. • Inga offers impartial advice and guidance including general business needs, training & skills, leadership and management pathways, apprenticeships and incentives, the Kickstart scheme, work placements and recruitment with events where appropriate to highlight opportunities. This includes links into the back to work providers who are supporting people into employment. 		

Project	Description	Progress to date	RAG	Lead
		<p><u>Healthworks</u></p> <ul style="list-style-type: none"> • Delivery partner in the £10m Healthworks project. Working with participants with physical or mental health to provide support, training and employment opportunities in the construction sector. • Inga meets on a monthly basis with Marita Ward (Healthworks Manager) and Eleanor Newell (Co-ordinator) from Healthworks along with Josh Hoole at the People Hub and Clare Hall-Davies and Jayne Cotterill who led on the Care agenda for Cornwall which is ESF funded. This will be a working group to collectively work up an action plan of engagement and opportunities for individuals supported on Healthworks. • There have been various options highlighted to date like virtual, face to face information events, site visits, placements etc. for the Construction Sector. 		
Green Jobs Agenda	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"> • Just before Christmas the Cornish consultancy Kovia was appointed to undertake a deep dive study to identify and analyse the current scale of the green economy in Cornwall, where there are skills gaps, and investment and skills provision requirements to support the growth of the region's economy. The aim is to understand the pipeline of opportunity and skills required for newly forming green subsectors such as energy, agri-food and marine. This key research will provide a clear steer on the areas of greatest need within the county as well as form a baseline for the current green skills landscape. Kovia are currently in the process of finalising the design of surveys as well as the list of stakeholders/businesses due to be consulted. We have so far engaged with the Carbon Neutral Cornwall team here in Cornwall Council and the Local Nature Partnership to ensure the research • The task and finish group will meet again once the data collection phase of the deep dive has begun. 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 help inform and shape the work of the fund. • The funding includes: <ul style="list-style-type: none"> ○ £2.4million Capital funding (value tbc) ○ £1.6million revenue funding (value tbc) ○ Truro and Penwith College (Lead) in partnership with CCB to deliver ○ 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. ○ 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. 	Green	Inga Geach



Digital Skills Partnership Update February 2022

Activity Summary:

There has been a lot of activity within the digital sector recently. Highlights include:

- A number of exciting Software Cornwall Tech Connect events have started and are going well. While they are for the Tech/Digital sector, other sectors are very welcome to join if there is a new technology people are interested in learning about.
- Software Cornwall is restarting free kids tech jams on weekends. Details [here](#). Please share and promote to your networks.
- DSP continuing work a new workplan with a large number of community events and training opportunities. This workplan will be published publicly this week.
- DSP is undertaking a large research project to explore the skills gap in Cornwall's digital/tech sector.
- TECgirls running Agri-tech Workshop pilot with 3 schools in Cornwall teaching primary aged kids how to build self-watering smart plant labs. (Sessions being run for all children, not just girls. 180 kids from St Austell and Penryn will be taking part in the pilot.
- TECwomen networking group has taken off with more events planned for March and June.
- For updates on events, follow DSP on socials and on the blog. <https://www.ciosdigitalskillspartnership.co.uk/>
<https://twitter.com/CIoSDSP>

Questions for the Board:

1. Skills Gap

There is still continuing feedback around a wide gap in skills in Cornwall. A new emerging area that is particularly challenging:

- AI and Data Analysts: I know of at least 4 companies in Cornwall trying to hire in this space with very mixed results. There seems to be the ability within the local market if employers are happy to invest in training, but start-ups who might not have the capacity or funds to be able to train new

people can't find employees or contractors in this space. Cornish AI company Hertzian is looking to help with this with a new AI academy – see DSP update for more details.

QUESTIONS:

- ❖ Higher Education: Are the colleges providing enough training in this new growing areas like AI? Do they need help with curriculum and work placement? Are there students who are learning this that might be available for more graduate work placements?
- ❖ Other Sectors: Are you seeing any obvious digital skills gaps that we could help with? Digital marketing for example?

2. Funding Gap/Cliff Edge

Companies and especially start-ups need to start thinking about what life will look like post funding in Cornwall, with a number of programs ending next year. It will be interesting to see how this impacts the number of new businesses that launch and/or experiment with innovation in Cornwall. There are a few businesses like HiYeild who are starting to create their own accelerators, but will this be enough?

QUESTIONS:

How can Cornwall start to build up private-funding ecosystems similar to other places – with Angel networks, accelerators, and start-up hubs. Are there lessons from other sectors we can learn?

3. Cross-Over Support Opportunities:

How can we help with digital skills in some of the other industries? The tech community through the DSP, Software Cornwall and some of the projects like Digital Transformation are very interested in helping other sectors increase their tech knowledge. Is there an opportunity to run some sector specific digital education events?

Example Problem:

<https://www.cornwalllive.com/news/uk-world-news/lack-knowledge-holding-farmers-back-6548336>

“A lack of knowledge is the root cause of farmers holding back from investing in new technology, the findings of an NFU Mutual survey have revealed. The rural insurer found almost half (46.2%) of respondents said lack of knowledge was holding them back from investing in agri-tech on their farms. Lack of access to finance was the second highest reason limiting respondents (29.8%), followed by uncertainty about the future (17.1%) and supply chain difficulties (6.8%).”