



Minutes

Meeting Title:	CloS LEP Employment and Skills Board	
Date:	12 October 2022	
Time:	2pm to 4:30pm	
Location:	FibreHub, Trevenson Lane, Pool, Redruth, TR15 3GF (with MS Teams)	
Chaired by:	Frances Brennan	
Attending Members:	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)
Attending Officers:	Cathie Kessell (CK) Emily Kent (EK) Laura Herbert (LH)	Stacey Sleeman (SS) Kate Evan-Hughes (KE) Jo Evans (JE)
Observers:	Josie Gough (JG) Mark Duddridge (MD) Sarah Newham (SN)	Rachel Whiting (RN) Tony Skeel (TS)
In attendance:	Michelle Woodward IPS Lead We are With You Vicki Eslick IPS Employment Specialist We are With You Clive Woodward, CEO Cornwall Manufacturers Group	
Supported by:	Debbie Osborne, LEP Executive Team	

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1.	Welcome and Apologies <ul style="list-style-type: none"> 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. 	
2.	Employment and Skills Board 8 June 2022 <ul style="list-style-type: none"> Minutes from 8 June 2022 were agreed as a true and accurate record All actions completed or on today's agenda. 	
3.	Progress Reports	

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<p>Employment and Skills (Report to be taken as read)</p> <ul style="list-style-type: none"> • People Hub: performing well at the moment with PA1 and PA2 projects currently going through project change requests (PCRs). • SAPs: 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. 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. • ESF: 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. • Partnerships for People and Place: Cornwall Neighbourhood for Change have been contracted to lead a Community Co-creation process for Bodmin and to support the Community Champions. <p>Digital Skills Partnership</p> <ul style="list-style-type: none"> • DSP Away Day held on 10 October with a review of the previous year. • Digital Deep Dive Report now being widely used by different partners. • Working with education providers and Council education team on a new Code Club Project which will be promoted via a 	DO

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	<p>visual and colourful printed newsletter and send to all primary school students.</p> <ul style="list-style-type: none"> • Supporting secondary school students with work experience options, working with a provider on 6 digital based work experience programmes available later this year. • The latest update on DSP workplan progress is available here. • DSP are continuing to work on accessibility and inclusivity opportunities along with Bootcamps, Apprenticeships and training, • 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. • For members information here is the link to the “Towards Full Employment” report that Frances referred to during the meeting which has been produced by the Learning and Work Institute. 	CG/CR
4.	<p>Individual Placement Schemes</p> <ul style="list-style-type: none"> • With You IPS is commissioned by Cornwall Council, funded by DWP and driven by the Office for Health Improvement and Disparities (formerly Public Health England). • 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. • 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 & wellbeing is also available to encourage a productive workforce. • 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. • 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. 	
5.	<p>Social Mobility in SW Update</p> <ul style="list-style-type: none"> • Has now moved on due to the cost of living crisis. • MD: will be one of the workstreams under the new GSW governance with a group having this as a theme to look at interventions. • KEH: need to focus on 5 to 11 year olds in relation to 	

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	<p>prioritising social mobility. Key Stage 4 is performing better than Key Stage 2. Need to put resources where best fits.</p>	
6.	<p>Members Updates</p> <ul style="list-style-type: none"> • 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 battenning 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. • 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. • 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. • 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. Action 3: CK/SR to feed back to the Steering Group and liaise with FB and LEP Executive accordingly. • 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 here. 	CK/SR

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<p>7. FE recruitment</p> <ul style="list-style-type: none"> • Recruitment issues aren't just affecting Cornwall but the wider South West. • 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. • Looking now at what courses we can and can't run. • We are finding it's the higher paid roles that are the hardest to recruit to. • Truro and Penwith College staff are out on strike due to pay. • FB: This is where the private sector can be more flexible in relation to pay provision whereas College budgets are restrained. • JG: Sector looking at how to support to be mutually beneficial and open up opportunities. • CG: Secondary Schools also struggling to find teachers in engineering, computing and digital. This is having an impact on Years 7, 8 and 9. • 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. • SS: Could also be linked with the LSIP work with some detailed analysis. 	
<p>8. Any other business</p> <ul style="list-style-type: none"> • SN: JCP working on a new project for 50+ who are in part time work but looking at work progression. • 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. • SR: For information met with the Regional TUC on Monday, topic of discussion was cost of living and pay increases. 	
<p>Date of next meetings:</p> <ul style="list-style-type: none"> • 7 December 2pm to 4:30pm 	
<p>Actions</p> <ol style="list-style-type: none"> 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. 2. A formal report on digital and the Digital Academy along with outcomes of events be brought to the next meeting. A 	<p style="text-align: center;">DO</p> <p style="text-align: center;">CG/CR</p>

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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.	CK/SR

Meeting finished at 4.15pm