



Minutes

Meeting Title:	CloS LEP Employment and Skills Board	
Date:	8 June 2022	
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) Mark Duddridge (MD) Sarah Newham (SN)	Rachel Whiting (RN) Tony Skeel (TS)
In attendance:	Steve Jermy LEP Non-Executive Director/Chair & Interim CEO Celtic Sea Power	
Supported by:	Debbie Osborne, LEP Executive Team	

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1.	Welcome and Apologies <ul style="list-style-type: none"> Apologies received from Rachel Whiting, Chloe Rickard, Kate Evan-Hughes, Meredith Teasdale, Phil Mason and Glenn Caplin-Grey. 	

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2.	<p>Employment and Skills Board 9 February 2022</p> <ul style="list-style-type: none"> Minutes from 9 February 2022 were agreed as a true and accurate record All actions completed or on today's agenda. <p>FB: Thanks to everyone that responded to the written procedure for the Digital Skills Report – were very helpful suggestions and comments.</p>	
3.	<p>Progress Reports</p> <p>Employment and Skills (Report to be taken as read)</p> <ul style="list-style-type: none"> ESF: Attention is being focused on contracted ESF project performance, particularly for Priority Axis 1 and are working with DWP MA to get an 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. FB: concerned that providers and skilled workforce will be lost by end of programme, so has a Risk Register been created. SS: Support mechanism is in place and in conversations with DLUHC as to whether SPF funding can be drawn down in Year 2 instead. IC: Look at softer outcomes and take a fresh look at criteria and compliance. SS: There will be the opportunity to feed into operational plan and additional activity can be included into existing projects. IC offered Konnect Business to present to a future ESB. Action 1: LEP Executive to work with Konnect Cornwall on a presentation for the October ESB. RI: Systems lead to processes so would be useful to look at reprofiling. Action 2: SS/RI to pick up reprofiling conversation in relation to the Bodmin pilot project. <p>Digital Skills Partnership (Report to be taken as read)</p> <ul style="list-style-type: none"> Digital Skills Deep Dive report launched on 24 May. Key takeaways from the Digital Skills assessment were circulated as part of agenda pack. Working proactively with education providers given the need for more software engineers. Creating a digital future for Cornwall: Our Strategic Priorities. Available on the DSP website. 	<p>SS/IC</p> <p>SS/RI</p>

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<ul style="list-style-type: none"> • DCMS funding now secured for next year. • Feedback from the pilot Cornwall Festival of Tech was very positive with a good range of activity. Looking at a bigger and more inclusive event next year. • Software Cornwall now sharing jobs newsletters to varying sectors. • Tech Girls will be crowdfunding next month. All ideas welcome, just forward to Caitlin. • RI: Having a space sector representative on Board would be a very good advocate. FB: STEM Learning and SpacePort Cornwall are looking to create a group of respected ‘friends in high places’ to support the success of the Space Cornwall ENTHUSE Partnership and have asked ESB for potential volunteers so this could be the link. Could also have a focused session on Space at a future ESB. 	
<p>4. Social Mobility in SW report</p> <ul style="list-style-type: none"> • Fascinating but a very concerning report. • Would encourage a discussion between ESB members as to initial thoughts as to how to feed into report. Will also be taken to the PA1 Group. <p>Member Comments</p> <ul style="list-style-type: none"> • AL: Emphasis on “first 1000 days” is crucial. Improved Teacher training to understand unconscious bias and what disadvantaged actually means. Would like to see more work nationally. The comparison with London is totally irrelevant. • JE: Are still issues around adult numeracy and literacy. Will be gaps for a long time that won’t be picked up. Some of the trade sectors still require students to have GCSE Maths and English. Are also data issues between educational establishments. SS: have asked for case studies on how data barriers impact so will work with education providers on this. • RI: Are still attainment and progression issues even at University level. Job opportunities for Graduates are still poor in Cornwall. • AF: Look at this holistically not just educationally to facilitate and drive change. • CG: Having an awareness of change in salaries across sectors. There is a huge demand in sectors now as all are hiring. Having a community “roadshow” approach with 	

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	<p>multi generational opportunities, removing barriers with childcare and food provision whilst attending events.</p> <ul style="list-style-type: none"> • SN: Lack of role models and life skills also an issue which extends beyond education. Working with businesses to help with this. • Action 3: LEP Executive to send a note out to ESB and PA1 Group members to collate feedback and comments on the Social Mobility in SW report. 	SS/DO
5.	<p>Green Skills Deep Dive</p> <ul style="list-style-type: none"> • The Cornwall and Isles of Scilly Local Skills Report (a Skills Strategy and Action Plan 2021 to 2030) was developed by CloS LEP in collaboration with local partners and stakeholders and set a shared ambition for the future of the Cornwall and Isles of Scilly (CloS) economy. The Strategy and Action Plan identified the importance of accelerating ‘green growth’. The research undertaken and presented in this Deep Dive Research was to develop evidence of the strengths and opportunities for this green growth as well as the need and nature for training and skills. • The Deep Dive research included almost 90 interviews with businesses, consultations with key stakeholders from across Cornwall and IoS, a detailed and comprehensive review of available information including studies, information, strategies and policies as well as provision, together with some bespoke analysis of jobs and occupations. • The findings of the work identified numerous challenges for Cornwall and the IoS, especially in relation to the scale of engagement still required by businesses to achieve their, and CloS’ environmental and sustainability objectives. • AF: Oxford Innovation engage with over 3k SMEs and Net Zero is embedded into the diagnostics. However need to be realistic of what SMEs can commit to and making the support relevant. • SS: over next 12 to 18 months will have a real opportunity to look at different support calls as part of SPF so any ideas welcome. <p>Recommendation That the Green Skills Deep Dive 2022 report, is approved and adopted by the Employment and Skills Board. APPROVED</p>	
6.	<p>FLOW update (Steve Jermy, LEP Non-Executive Director/Chair & Interim CEO</p>	

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<p><i>Celtic Sea Power</i>)</p> <ul style="list-style-type: none"> • FLOW Presentation to be shared with ESB members. <p>Highlights from presentation</p> <ul style="list-style-type: none"> • 5 phase Strategy to provide leadership for whole region: <ul style="list-style-type: none"> ○ Lead Region ○ Refine Market ○ Accelerate Industrialisation ○ Develop Cluster ○ Integrate Enterprise Support • Workforce “Demand”; “Supply”; and “Resourcing”. Looking to build over next 3 to 4 years to maximise opportunities and careers. • Creation of a FLOW Academy. • Distinguishing between environmental and energy transition. <p>Member Comments</p> <ul style="list-style-type: none"> • ES: working with hospitality sector and coastal areas on programmes. SJ: No windfarms will be visible from shore apart from the one at Hayle. • RI: having tailored Degree Apprenticeships to allow for a specific set of skills. • CH: Skills Bootcamps link with the workforce planning as this is sector specific employer training. 	
<p>7. Shared Prosperity Fund Update</p> <ul style="list-style-type: none"> • SPF Presentation to be shared with ESB members. <p>Highlights from presentation</p> <ul style="list-style-type: none"> • 3 main priorities for SPF investment: <ul style="list-style-type: none"> ○ Communities and Place ○ Supporting Local Business ○ People and Skills (core delivery in 2024/25 only) • £132,001,531 allocated for CloS with £2,452,414 ringfenced for the Multiply programme. Still waiting for confirmation of spend within each financial year. • Match funding will only be required when appropriate. Will be looked at on a programme basis. • The formal process for developing and submitting a CloS Local Investment Plan is in place: <ul style="list-style-type: none"> ○ 13 May: All Member Briefing; 	

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<ul style="list-style-type: none"> ○ 23 May: Economic Growth and Development Overview and Scrutiny Committee; ○ 20 July: Cornwall Council Cabinet; ○ 27 July: Council of the Isles of Scilly. ● In addition, during this period wider stakeholder engagement is also underway (e.g. MPs, Cornwall Leadership Board, business and community representatives). ● It is anticipated that decision making will be led by Cornwall Council Cabinet who will agree the Investment Plans and annual commissioning plans. A joint committee between Cornwall Council and the Isles of Scilly Council as the decision-making route for SPF investments and to monitor delivery will be set up with a Local Partnership Group advising the joint committee. <div style="background-color: #f4a460; padding: 5px; margin: 10px 0;"> <p style="text-align: center; margin: 0;">Investment Priority: People and Skills (core delivery in 2024/25 only)</p> </div> <div style="background-color: #f4a460; padding: 5px; margin: 5px 0;"> <p style="font-size: 0.8em; margin: 0;">HMG SPF Objectives: Boosting core skills and support adults to progress in work and upskilling the working population, encouraging innovative approaches to reducing adult learning barriers.</p> <p style="font-size: 0.8em; margin: 0;">Reducing levels of economic inactivity through investment in life and employment support tailored to local need and join-up of mainstream provision and local services within and area.</p> <p style="font-size: 0.8em; margin: 0;">Supporting people furthest from the labour market to overcome barriers to work by providing cohesive, locally tailored support including access to basic skills.</p> <p style="font-size: 0.8em; margin: 0;">Supporting local areas to fund gaps in local skills provision to support people to progress in work and supplement local adult skills provision both qualification based and non- qualification based. This should be supplementary to provision available through national employment and skills programmes.</p> </div> <div style="background-color: #f4a460; padding: 5px; margin: 5px 0;"> <p style="text-align: center; font-size: 0.8em; margin: 0;">Outputs</p> <p style="font-size: 0.8em; margin: 0;">People supported to engage in job-searching, qualifications gained, employment increase, skills increase, sector alignment of skills provision.</p> </div> <div style="background-color: #f4a460; padding: 5px; margin: 5px 0;"> <p style="text-align: center; font-size: 0.8em; margin: 0;">Outcomes</p> <p style="font-size: 0.8em; margin: 0;">People in employment, including self employed, following support, Increased skill level in workforce, increased levels of functional numeracy in the adult population, increased levels of functional literacy in the adult population, greater levels of workforce participation, % of workforce earning real living wage or above</p> </div> <div style="background-color: #003366; color: white; padding: 5px; margin: 5px 0;"> <p style="font-size: 0.8em; margin: 0; text-align: center;">Aligned with the Levelling Up White Paper Missions to Build pride in place and increase life chances</p> </div> <ul style="list-style-type: none"> ● Multiply is a 3 year programme – a separate investment plan will be submitted to DfE by 30 June. This won't replace any service or mainstream funding already being delivered. The funding will be allocated for supporting care leavers, parent progression and community based interventions. ● Will be opportunities over the summer months for 3rd sector providers. ● Will be linked with the current ESB strategy and will be pushing for an integrated and joined up set of investments whilst ensuring inclusivity. ● How we deliver spend in first year will be a challenge so needs to be done collaboratively and in the right way at the appropriate time. We need to be challenged at every opportunity to ensure skills and inclusivity are embedded. ● When investment plan is taken to Cabinet in July will also be asking for an “at risk” spend profile to be approved to allow commissioning to be commenced from July onwards. Year 2 activity also needs to be considered now. 	

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<p>8. Any other business</p> <ul style="list-style-type: none"> • PW: CMN have been asked to lead on provision of green skills development, working with Maritime UK. • STEM Learning and SpacePort Cornwall are looking to create a group of respected 'friends in high places' to support the success of the Space Cornwall ENTHUSE Partnership and have asked ESB for potential volunteers. ESB to contact Mark Ebden (STEM Learning Regional Network Lead) if interested. • Inclusive 2040 Plymouth 21 June. The event will focus on and explore the implications of current and emerging pressures on the businesses of Plymouth in relation to inclusivity. On-line spaces available. 	
<p>Date of next meetings:</p> <ul style="list-style-type: none"> • 12 October 2pm to 4:30pm (request for a face to face) • 7 December 2pm to 4:30pm <p><i>Please note that the ESB are currently meeting virtually (via Microsoft Teams).</i></p>	
<p>Actions</p> <ol style="list-style-type: none"> 1. LEP Executive to work with Konnect Cornwall on a presentation for the October ESB. 2. SS/RI to pick up reprofiling conversation in relation to the Bodmin pilot project. 3. LEP Executive to send a note out to ESB and PA1 Group members to collate feedback and comments on the Social Mobility in SW report. 	<p>SS/IC</p> <p>SS/RI</p> <p>SS/DO</p>

Meeting finished at 4.15pm