



**CORNWALL &
ISLES OF SCILLY**
LOCAL ENTERPRISE PARTNERSHIP

Title Cornwall and Isles of Scilly Employment and Skills Board

Date 17 May 2023

Time 2pm to 4:30pm

Venue Microsoft Teams

Agenda

Item No.	Timings	Agenda Items	Paper	Lead
1.	2:00pm	<p>Welcome <i>Claire Hurley, Good Growth Strategy and Implementation Manager</i> <i>Ann Vandermeulen, Development Manager FSB</i></p> <p>Apologies <i>Members: Phil Mason</i> <i>Officers/Observers: Emily Kent, Kate Evan-Hughes, Stephanie Pomeroy, Glenn Caplin-Grey</i></p>		CP
2.	2:05pm	<p>Employment & Skills Board 8 February</p> <ul style="list-style-type: none"> Minutes and Action Summary 		CP
3.	2:10pm	<p>Progress Reports:</p> <ul style="list-style-type: none"> Employment and Skills Digital Skills Partnership digitalUPLIFT programme 	Report Verbal Presentation	SS CHa CG
4.	2.40pm	Devolution/LEP future update	Verbal	MD
5.	2.50pm	<p>Good Growth Programme Update:</p> <ul style="list-style-type: none"> ESF SPF 	Verbal Presentation	SS CHu
6.	3.20pm	<p>Local Skills Improvement Plan Update <i>Ann Vandermeulen, Development Manager FSB</i></p>	Presentation	AV
7.	3.30pm	Any other business		ALL
	<p>Date of next meeting</p> <ul style="list-style-type: none"> tbc 			



Minutes

Meeting Title:	CloS LEP Employment and Skills Board	
Date:	8 February 2023	
Time:	2pm to 4:30pm	
Location:	Via MS Teams	
Chaired by:	Frances Brennan	
Attending Members:	Frances Brennan (FB) Caitlin Gould (CG) Paul Wickes (PW) Eric Nicholls (EN) Rob Ingram (RI) Alex Lingard (AL) Clare Parnell (CP)	James Neale (JN) Julie Gripton (JG) John Evans (JE) Andrew Finley (AF) Stuart Roden (SR) Emma Stratton (ES) Ian Curnow (IC)
Attending Officers:	Stacey Sleeman (SS) Chloe Rickard (CR)	Clare Harris (CH) Laura Herbert (LH)
Observers:	Sarah Carhart (for Sarah Newham) (SC)	Rachel Whiting (RW)
In attendance:		
Supported by:	Julia Hopson, LEP Executive Team (JH)	

Minutes	Action
1. Welcome and Apologies <ul style="list-style-type: none"> Apologies received from Kate Evan-Hughes, Sarah Newham, Glenn Caplin Grey, Kate Swain, Meredith Teasdale, Rachel Delourme, Jo Evans, Mark Duddridge, Emily Kent 	
2. Employment and Skills Board 7 December 2022 <ul style="list-style-type: none"> Minutes from 7 December 2022 were agreed as a true and accurate record. All actions completed. Chair's Update <ul style="list-style-type: none"> ESB membership has been confirmed for co-optees. 	

Minutes	Action
<p>3.</p> <p>Progress Reports</p> <ul style="list-style-type: none"> • Employment and Skills report to be taken as read but key highlights as below: <ul style="list-style-type: none"> ○ It is National Apprenticeship Week. If anyone has anything they would like Cornwall Council to share on the Apprenticeships Campaign website then please make contact. ○ Local Skills Improvement Plan. The employer survey on the FSB website is now live. Please complete and share amongst networks. There are also focus groups online and in-person; details on the FSB website. The team is working with colleges and the university to get the “learner voice” as well as employer voice. A rough draft of the data should be with the steering group by mid-April with a conference on 2nd May. ○ JE reported that, at the LSIP meeting the day before, construction and renewables, engineering and marine and the visitor economy are all in; the latter for research as it’s a workforce issue rather than skills. The lack of engagement by employers is a concern so decisions could be being made on a very small sample. CH confirmed that there are issues with the Cornwall page on the website, which isn’t helping. ○ Action 1: SC offered to help with employer engagement so needs to be put in contact with Ann. ○ Action 2: RI suggested that LSIP should be put in contact with the ESB to help with employer engagement. <p>Member Comments</p> <ul style="list-style-type: none"> ○ EN said that they have already been in touch with Ann and have suggested direct contact would be easier than asking businesses to attend a roadshow and have offered a list of businesses which they believe will help. CP supported this idea. ○ CH confirmed that there are more roadshows around the county, which they are hoping the Chamber will advertise as well and there have been 58 telephone interviews to date. They are also trying to engage with more older learners. ○ The LMI sector guides have now been circulated. These can be changed so any comments/suggestions please forward to CH or Laura, who will also be suggesting ways these can be promoted and shared. 	<p>CH</p> <p>CH</p>

Minutes	Action
<ul style="list-style-type: none"> ○ CH would like to have another focus on apprenticeship levies, where larger organisations pledge to filter some of their levy down to smaller businesses. Also creating higher apprenticeship opportunities – apprenticeships as an option instead of university. ○ Action 3: CH to contact CG regarding the DPS and apprenticeships. ○ Action 4: CH to circulate the LMI factsheets to the Supply Group ● Digital Skills Partnership report to be taken as read but key highlights as below: <ul style="list-style-type: none"> ○ As DSP funding goes, there has been a discussion about the future of the DSP and its role in bringing different organisations together to deliver projects. Also to publicise DSP activity and build relationships at local and national level. ○ TECwomen and Truro & Penwith College have launched a 10 week digital uplift programme. The first cohort starts on the 28th February and the course was over-subscribed so a September course is already lined up. ○ Lego League is an after school club which has been rolled out across 50 schools in Cornwall (both primary and secondary). There is a competition at Culdrose on the 8th & 9th which will involve all of the 50 schools. ○ Tecgirls (10-12 secondary schools/150 girls) is working with the Eden Project on a Green Futures Day at the end of July. ○ DSP is hosting a Createch Day with Cultivator at Hall for Cornwall in March. ○ Headforwards and Cornwall Council are trialling a new training scheme where Headforwards recruits and then trains two new employees for the Council. ○ CG raised, from Tecgirls perspective, that there is some frustration with SPF applications for community projects which have been rejected with no feedback. ○ Action 5: SS agreed to take this feedback to the Good Growth Team. All enquiries/feedback requests on SPF should be emailed to the Good Growth team at: goodgrowth@cornwall.gov.uk ○ Action 6: Invite someone from Good Growth to give an update at the next ESB meeting and discuss the impact of ESF rundown. 	<p>CH/CG</p> <p>CK</p> <p>SS</p> <p>SS/JH</p>

Minutes	Action
<p>Member Comments</p> <ul style="list-style-type: none"> ○ CR put an overview of our discussion at that meeting about the Academy in the chat bar: Lots of interesting discussion, and clear themes around: <ul style="list-style-type: none"> ▪ Opportunity to ease existing pain points, particularly around the administration and eligibility hurdles involved in European funded programmes, and the resource required to support apprenticeships in SME/micros ▪ Identifying user groups and building communications around the value for them (what's in it for me?) ▪ Building on culture of collaboration, especially between education providers ▪ Avoiding the danger of an almost unlimited scope ▪ 'Hidden' skills gaps in businesses (e.g. data, MS office) – where employers wouldn't admit to it. ○ RI asked about SPF. SS explained that there are 3 "pillars" of SPF – Places and Communities, Business Support and People & Skills with no commissioning for People & Skills until the final year (2024-25). Where possible, Skills has been embedded into the first 2 pillars to try and reduce the drop-off after ESF. The aim is to get initiation forms etc signed off by the Economic Prosperity Board in July so that commissioning etc can be done in advance of the start date on 1st April, 2024. 	
<p>4. Good Work Forum</p> <ul style="list-style-type: none"> • Good Work Forum report to be taken as read but key highlights as below: <ul style="list-style-type: none"> ○ The LEP and Cornwall Council have embedded 'Good Work' in the development and delivery of the Employment and Skills Strategy and Good Growth Investment Plans. ○ The request is to establish a Good Work Forum, reporting directly to the Employment and Skills Board, to enable the LEP and CC to translate their strategies and investment plans into a clear set of actions and deliverables to support the Good Work aims. <p>Member Comments</p> <ul style="list-style-type: none"> ○ SR suggested linking in with TUC on this. ○ PW suggested including companies which invest in pension schemes which follow the Green Investment Agenda. 	

Minutes		Action
	<p>Recommendation That the Good Work Forum is approved by the Employment and Skills Board. APPROVED</p>	
5.	<p>Member Updates</p> <p>Highlights</p> <ul style="list-style-type: none"> • Secondary Education (AL): A survey of all secondary schools in Cornwall on careers provision showed that it's a priority in all schools. The number of apprenticeships is increasing and engagement with employers is on the rise, with many saying it's excellent/good. The biggest issue is recruitment and training providers are failing to recruit, which is an issue for the future. Retention is the new recruitment. • Market Insights (AF): Stress the importance of recruitment processes as laid out in AF's report. Demand for start up support is as high as it has been for the past seven years – c100 per month. Increased level of requests for help from companies in distress, particularly with cash flow and debtors going bust. • DWP (SC): Workforce Participation – the Secretary of State has been commissioned by No 10 to review how we generate more workforce participation. Older workers – anticipating some new areas to work on in the next few weeks. SPF – evaluation of People & Skills spending not until the 3rd year and the proportion of SPF spend on People & Skills. • Agri-food (CP): The Future Farm Resilience Fund from Defra, provides business support, is being rolled out and, in Cornwall, is being promoted by the Good Growth Hub and the BIP (Businesses Information Point) in Okehampton. There are the usual employment problems in Agriculture, Fishing and Food Processing. The Cornish Fish Producers Association (CFPO) has set up a Young Fishermen's Association, along the lines of Young Farmers. Farmers tend to just advertise jobs in their network and we need to try and push to change that. There is a move at the moment to set up an organisation/group to pull Food, Farming and Fishing together, pull in more private sector funding and make the sector aware of what is available. • Hospitality (ES): Update attached to these Minutes – Brexit is an issue – small suppliers who were exporting to Europe are struggling because of the paperwork; similarly small suppliers in Europe are struggling to export to us so prices have gone extreme. Also struggling to get parts for machines made in Europe. 30% of SME's have stopped exporting to Europe. 	

Minutes	Action
<p>Employers who were paying the Real Living Wage are now not committing to that for this year. Quite a few hospitality businesses are scared for the future. Concern for the long-term prosperity of Cornwall and beyond.</p> <ul style="list-style-type: none"> • Digital Skills (CG): CG agreed with everything that ES said about getting parts. Energy costs are a big factor – start-ups and small businesses are moving out of offices because they can't afford them. The knock on effect of higher energy costs means that employment skills, wellness and training are being abandoned. • Manufacturing (EN): The sector is generally busy but it's getting more challenging. There is a good appetite for training but, with recruitment problems, it's hard for companies to release staff for training. Good news! – the Cornwall Manufacturers Group was runner up in the National Manufacturing Awards 2023. The CMG, which has only been going for 9 months was judged to be better than McLaren Automotive! Other sectors are now saying that they want to do something similar. • Further Education (JE): St Austell Brewery is sponsoring training for hospitality and catering, Kier is already on board for construction and there are some digital ones coming. We need KS3 students to realise that there are alternatives to A levels. It takes dedicated employers to make the scheme work. Please do go and see the SDF electric vehicle projects at the colleges; 70 garages have now been trained on electric. The Apprenticeship Games are on the 9th February at the St Austell campus. All principals are going to Parliament on March 1st to discuss funding the skills gap with MPs. The Ecology level 7 has been launched at Eden with 100 starting immediately from all over the country. We are lucky to have very good colleges in Cornwall. • Health & Care (JG): There is lots of activity around recruitment and RCHT made 73 offers at their event; however a care home has reported losing 7 staff to the NHS. SWAPs sessions have seen an uplift. Proud to Care has launched its new website. The cost of living report done by the Health Foundation is very concerning for the sector; retention of staff is an issue because of the salaries. There has been a lot work with the DWP to find Ukrainian health professionals – there is a significant group but language is the barrier. Accelerated language learning has been organised with Language Tree, with funding from FEE for health professionals with good language skills already with the aim of meeting the ILETS which are required 	

Minutes	Action
<p>for professional registration within a 3-month programme. Also looking to do a lower level language programme.</p> <ul style="list-style-type: none"> • Community Sector (IC): Concern about the gap between ESF and SPF may mean that some organisations fail. There are challenges for employers who are being asked to be more flexible about the way they employ. • Creativity (JN): October, November & December were very quiet but the start of the year has been the busiest ever, up 30%, which is attributable to distressed businesses who are working hard to get ready for the coming season. Very busy but not making any more money, which is adding to the ongoing recruitment challenge. However, there are a lot of applications from people coming back from being freelance. Challenging to provide the flexibility that employees want plus a nice office for them to work in when they want! • Marine (PW): Problem with wage inflation on top of inflation. The sector is very busy but still with recruitment challenges. Most companies have been absorbing costs by reducing profits or using reserves. There are long order books but inflation and cost increases are eating into the margins of work which hasn't started yet and was agreed at a fixed price. The leisure season is expected to be busy and seasonal worker training will be supported with the ESF programmes. Apprenticeship numbers have doubled in the last 12 months. Working on launching 3 employer-based training centres and piloting some green skills developments for the sector in Cornwall, which will then be rolled out nationally. Cornwall Marine Network has been shortlisted as a finalist for the Maritime UK national award for the coastal powerhouse as, over 20 years, 4,600 new jobs have been created with a cumulative added value to Cornwall of over £500 million. • Higher Education (RI): Falmouth was ranked No 1 Arts University in the country according to The Times. Recruitment is up. Promising news coming from government around the lifelong loan entitlement for adult learners, including higher level qualifications. The post-study work visa situation still needs to be resolved. There was a good civic/university partnership event last week to talk about what the universities can do to support Cornwall – any thoughts/suggestions, please forward to Rob. • Trade Union (SR): Lots of disputes at the moment with pressures on employers and employees. In comparative terms, wages are lower than they were in 2008. 	

Minutes	Action
6. Any other business <ul style="list-style-type: none"> • CH has received the LSIP survey and will circulate it with members. <ul style="list-style-type: none"> ○ Action 7: to circulate amongst members. 	CH/JH
Date of next meeting: <ul style="list-style-type: none"> • 19th April, 2.30pm – 4.30pm 	
Actions <ol style="list-style-type: none"> 1. SC offered to help with employer engagement so needs to be put in contact with Ann. 2. RI suggested that LSIP should be put in contact with the ESB to help with employer engagement. 3. CH to contact CG regarding the DPS and apprenticeships. 4. CH to circulate the LMI factsheets to the Supply Group. 5. SS agreed to take this feedback to the Good Growth Team. All enquiries/feedback requests on SPF should be emailed to the Good Growth team at: goodgrowth@cornwall.gov.uk 6. Invite someone from Good Growth to give an update at the next ESB meeting and discuss the impact of ESF rundown. 7. Circulate the LSIP survey amongst members. 	<p style="text-align: center;">CH</p> <p style="text-align: center;">CH</p> <p style="text-align: center;">CH</p> <p style="text-align: center;">CH</p> <p style="text-align: center;">SS/JH</p> <p style="text-align: center;">SS/JH</p> <p style="text-align: center;">CH/JH</p>

Meeting finished at 4.20pm



Employment and Skills Strategy Update – May 2023

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 CIOUS Growth Hub</p> <p>Skills Hub secured a project extension to 30th June 2023.</p> <p>The project is on target to overachieve against all outputs. Additionally financial spend is on target also.</p>	<ul style="list-style-type: none"> The beginning of 2023 saw a flurry of client facing activity. The Skills Hub has seen consistent increases in businesses reaching out and requesting Skills Reviews due to the excellent reputation of the team. Businesses remain in a difficult position with labour shortages and increasing running costs; the team is continuing to support these companies to find new and innovative solutions where possible alongside traditional, proven methods to retain and train staff. Partnership activity continues, Skills Hub has an excellent relationship with the skills delivery landscape and we have also presented and exhibited at a number of events to support partners. This quarter Skills Hub has delivered additional activity in light of the approved PCR extension: <ul style="list-style-type: none"> <u>Initiation of Research Project “SME Engagement with Skills Services within Cornwall”</u> – Awarded to IFF Research Ltd. It covers four skills lots aimed at CIOUS SMEs: 1. Knowledge Transfer, 2. Apprenticeships, 3. Skills Budgets and Investment, 4. The Digital Workplace. Project activity commenced in February, with initiation and stakeholder meetings taking place alongside field work design. March saw the field world in Qualitative and Quantitative areas take place in the form of surveys / interviews. April was focus groups and stakeholder workshop and the final report will be provided in early May. <u>Isles of Scilly Pop Up / Skills for Scilly Event</u> – Skills Hub, alongside Falmouth University, held a Skills Pop Up on St Marys in March; this was held in the Porthmellon Enterprise Centre. Skills Hub visited the islands for a total of 3 days where the Pop Up was flanked with individual business and stakeholder meetings. It was the first time the Skills Hub has been able to offer face to face services on the Islands since the pandemic. The visit was a success resulting in Skills Review leads and signposting activity alongside future planning as we approach the end of ESIF funding. This activity also acted as awareness raising for the Online Streamed Event “Skills for Scilly” which took place in April. The event was streamed live to delegates but also recorded and will therefore be used as a resource going forward. <u>National Apprenticeship Week 2023 (NAW)</u> – Skills Hub worked in collaboration with Cornwall Apprenticeship Campaign to disseminate news, case studies, updates and event information during the week. Skills Hub utilised the NAW toolkit to commission Apprenticeship communications assets which aligned with the national themes while ensuring they were not time bound so can be reused. The Skills Hub attended events including the Truro and Penwith College Apprenticeship Conference. 	Green	Bethany Allen
People Hub PA1	<p>Delivery of ESF funded employability triage and referral service for CIOUS residents on employment, education & training, that includes:</p>	<ul style="list-style-type: none"> People Hub continue to work with PA1 ESF Projects and mainstream partners, such as JCP, to heavily 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 know how to work efficiently together for participants. PH held an ESF Advisers Assembly networking and learning session in October to embed this approach with front-line staff. 		

Project	Description	Progress to date	RAG	Lead
	<ul style="list-style-type: none"> • Community-based engagement and Life Choices course through Konnect Communities • Skills for remote working through SmartMatching • Employability Chatbot 'debbie' through Hi9 • IoS delivery through Council of the Isles of Scilly <p>Target 851 participants</p> <p>Completion date 31 December 2023</p>	<ul style="list-style-type: none"> • People Hub have been working closely with JCP colleagues to support Work Coaches with finding the most appropriate provision for clients. The team have joined the recent in-person events at most JCP venues, with more planned for 2023. The Project Manager and Partnership Manager will deliver a People Hub refresher to all work coaches in early March to highlight the support available in CIOS. • The revised People Hub partnership Offers include: <ul style="list-style-type: none"> ○ Get Connected Digital Tablet courses - to increase basic digital skills in CIOS. Participants learn on a tablet device which they can keep for job search and training outcomes. ○ Cooking on a Budget course – to support with the cost of living, budgeting, growing connections and increasing engagement with provision ○ Smart Skills Programme - to develop the skills and behaviours which will allow people to work well with remote working employers, including potential for interviews and jobs following completion. • The People Hub Contact Centre has received 1220 enquiries, with 765 for PA1 and 455 for PA2. 61% of enquiries are from females. 96% of calls are 'resolved'. People were supported through signposting, referrals to relevant organisations and information on suitable projects. The majority of callers come through JCP. • Currently, 391 participants have received direct support from the project, with both the Konnect Life Choices course and SmartMatching cohorts helping move people to education, training or employment. • The enhanced marketing and engagement activity launched in September to ensure people and partners in CIOS know that People Hub can support with employability, skills and overcoming barriers. The 'Boost' campaign has seen good traction with individuals and referral partners, especially the JCPs • Remote Working Roles – SmartMatching continue to offer training and potential interviews for the hundreds of remote working roles for people in CIOS through their national private sector contacts. The jobs are mainly customer service roles with a £21k+ 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 an estimated potential £5m+ salaries into the county. • The chatbot from Hi9 is not delivering the functionality and value to the employability marketplace as expected and will be closely monitored in 2023 to show improvements • Note that People Hub was affected by the low national engagement in the PA1 Employability sector, so it is behind original targets. However, a PCR was submitted on 30JUN22 to reduce the profiles and includes an increased resource for outreach and engagement activity that will drive uptake of PA1 support. The project is still awaiting the outcome of the PCR. 		
People Hub Skills for Growth PA2.1	<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"> • Access to funded training and skills through the Training Provider Framework • Reskilling and upskilling opportunities, including soft skills and remote working skills 	<ul style="list-style-type: none"> • The People Hub Skills for Growth (PHS4G) project has supported 335 individuals in work or at risk of redundancy with training and qualifications (105% of target). Participants work on their Career Development Plan with their Connector, who researches and funds suitable training. • 113 people have ESF Results relating to being supported with funding for training and qualifications. • The procured Training Framework has 18 local and national training providers and enables rapid access to various qualifications and courses, from basic skills to L5+ accredited qualifications. • PHS4G has now worked with over nearly 100 people at risk of redundancy in CIOS, including ESF and ERDF project staff, who need higher-level skills to progress their careers, such as L5 Leadership & Management • The PR & Marketing campaign is successfully raising awareness of the opportunities within CIOS for upskilling and re-skilling and raising career aspirations through qualifications, with an additional focus on people facing redundancy. 	Green	Josh Hoole

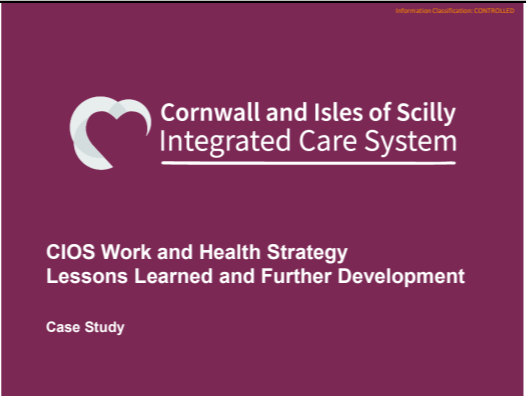
Project	Description	Progress to date	RAG	Lead																								
	<ul style="list-style-type: none"> Skills and employment information Chatbot 'debbie' through Hi9 IoS delivery through Council of the Isles of Scilly	<ul style="list-style-type: none"> Note that the People Hub Skills for Growth project started late due to delays in the DWP funding agreement and the underperformance against original targets has been addressed through the PCR. It was submitted at the start of OCT22 to reduce profiles and budgets and approved on 09FEB23. 																										
Local Skills Improvement Plans	<p>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.</p> <p>Project Completion Date – March 2023</p>	<ul style="list-style-type: none"> Employer Representative Body – Federation of Small Businesses Working closely with ESB, Employer and Supply Groups Supported by the People and Prosperity Team – alignment with Skills Strategy, Deep Dives and LMI <p>There will be a presentation from the FSB at the May meeting which will outline emerging priorities and progress to date.</p>	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. 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>	<ul style="list-style-type: none"> Thanks to colleagues and ESB board members who attended our Inclusive Careers Event – My Skills, My Future running at the Royal Cornwall Showground on the 3rd and 4th May. Started conversations with key staff in the FE college groups regarding the join up of employer facing and careers delivery programmes, combining employer contacts to support Employer Advisory Boards and the development of strategic careers boards in FE settings. Happy to report that all schools in Cornwall who have had an Ofsted Inspection since Jan 2023 have been judged to be compliant with the new Provider Access Legislation to ensure that young people receive information The work of our Cornerstone Employer Group continues to grow. A commitment plan has been drafted and includes the development of a Youth Advisory Group (building on the work of Cornwall Council's Annual Conversation), championing careers within business networks and supply chain, promoting inclusive employment opportunities and better use of LMI. <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>44/45 schools/colleges matched 55/57 EAs matched</td> <td></td> <td>45/45</td> </tr> <tr> <td>Careers Leaders undertaken formal training</td> <td>45</td> <td></td> <td></td> </tr> <tr> <td>All hub schools/colleges to achieve at least 3/8 Benchmarks</td> <td>44/45</td> <td></td> <td>45</td> </tr> <tr> <td>Hub to achieve at least 5/8 Benchmarks</td> <td>5.7</td> <td>5.13</td> <td>5</td> </tr> <tr> <td>80% schools/colleges to fully meet Benchmark 1 (strategic leadership)</td> <td>50%</td> <td>60%</td> <td>80%</td> </tr> </tbody> </table>	KPIs 21/22	CloS	National Average	KPI	Enterprise Advisers matched to every school/college in hub	44/45 schools/colleges matched 55/57 EAs matched		45/45	Careers Leaders undertaken formal training	45			All hub schools/colleges to achieve at least 3/8 Benchmarks	44/45		45	Hub to achieve at least 5/8 Benchmarks	5.7	5.13	5	80% schools/colleges to fully meet Benchmark 1 (strategic leadership)	50%	60%	80%	Green	Carrie Childs
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		<table border="1"> <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> </table>	75% schools upgraded to Compass+ student intervention tracking system	Met			70% or higher stakeholder satisfaction	80%	71%	80%		
75% schools upgraded to Compass+ student intervention tracking system	Met											
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>	<p>Digital Skills Partnership update</p> <ul style="list-style-type: none"> Working in partnership with Devon County Council on Wave 4 Skills Bootcamps with digital skills applications over subscribed. Successful bidders have now been notified. On March 22nd, the inaugural ‘Imagination Unleashed’ event was held at the Hall for Cornwall, celebrating the remarkable talent and ingenuity present in Cornwall’s creative and tech sectors. This event spotlighted the power of CreaTech, the intersection of creativity and technology, demonstrating the vast potential that arises from merging these dynamic industries to foster accelerated innovation, read more here. TECwomen in collaboration with Software Cornwall and Agile on the Beach have created a new platform aimed at creating gender equality among speakers at tech events in the southwest. Womenintechsouthwest.com was launched on International Women’s Day. Users are invited to create their profiles on the platform using a simple form, which can then act as a searchable database for event organisers looking for speakers on specific topics. In addition, it can also act as a place to find mentors, mentees, advisors, board members and subject matter experts among women in the southwest. Ping Digital - A partnership between Software Cornwall and Unlocking Potential Digital Transformation programme has recently soft launched to the digital sector, its digital marketplace community platform, with a launch to the business community across Cornwall in April, providing a way for the Digital Sector to showcase their offer and talent, and the ability for businesses looking for digital solutions to identify potential local suppliers. A Comms Working Group (sub group of DSP) is being set up with the aim of positioning Cornwall as a tech hub, both to the outside world and Cornish residents, promote the digital sector and the diverse roles available in Cornwall and to raise awareness of the transformative impact of digital skills so that we can increase the number of people considering digital roles as a career path, especially those from underrepresented groups. <ul style="list-style-type: none"> DSP commissioned an external PR company in June 2022 and final report has been received. <p>Upcoming events</p> <ul style="list-style-type: none"> Take Up Space – Women in Stem 17th May Tech Connect 30th May Green Futures Day – 11th July <p>Digital Inclusion update</p> <ul style="list-style-type: none"> 583 laptops available or with partners in the community 88 tablet devices on loan 100 MiFi units with on loan to organisations 159 **Embedded Digital Champions** working frontline in local organisations supporting digitally excluded people 1,935 people supported to improve digital skills this year 	Green	Clare Harris								
Apprenticeship Campaign	Delivery of phase 2 of the Cornwall Apprenticeships	The Cornwall Apprenticeships Campaign helps to raise awareness, addressing myths and reinforcing the benefits of Apprenticeships. We also cover the available funding, training and, importantly support and advice, to small and	Green	Cathie Kessell								

Project	Description	Progress to date	RAG	Lead
	<p>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>medium sized businesses in the County. Funding is currently secured until end June 23. Campaign activities include:</p> <ul style="list-style-type: none"> ○ Social Media – Twitter, Facebook, LinkedIn and Instagram https://www.facebook.com/ciosapprentice/ https://twitter.com/CloSApprentice https://www.instagram.com/cornwallapprenticeships/ https://www.linkedin.com/company/cornwall-apprenticeships/ Cornwall Apprenticeships - YouTube ○ Website improvements and updates www.cornwallapprenticeships.com – attracting 1,000+ visitors each month. ○ Local case studies and content creation, including video – see our website and YouTube channel for the latest ones. ○ 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, impartial apprenticeship information, advice and guidance. ○ Publishing and distributing a weekly list of apprenticeship vacancies. ○ Supporting enquiries from individuals via the website or partner referrals. <p>May Update: Case Studies – several new case film and written studies are currently being finalised or progressed with Cornwall Council, Royal Cornwall Hospital Trust, Cornwall Partnerships Foundation NHS Trust, Persimmon Homes, Philema Hospital Training (Fistral Beach Hotel & Spa, Esplande Hotel & Quiksilver Surf School Newquay), Corbey Construction, St Eval and Spaceport Cornwall. Website improvements are planned to improve functionality, adding a new carousel to feature case studies and an API to feature live vacancies from the Find an Apprenticeship website. Socials - the campaign team continues to meet to plan the monthly socials with a current focus on messaging employers that now is a good time to advertise vacancies as school, college and HE students think about their next step. The ‘meet the provider films’ and posts continue to rank highly. June 2023 current funding via the Skills hub ends. We will be reviewing the Campaign, looking a funding possibilities and how Cornwall Apprenticeships would sit with a new all age careers, skills and jobs portal for CIOS.</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. Project Completion Date – December 2023 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 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. ● 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. 	Green	Stacey Sleeman
Partnerships for People and Place	<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</p>	<ul style="list-style-type: none"> ● The core project delivery of the PfPP project has now come to a close and an evaluation report has been submitted to DLUHC and their evaluator Ipsos Mori. A showcase event in London is due to take place in mid May where Cornwall has been invited to present on the legacy of the PfPP project. ● The project delivery stage was unfortunately delayed for a number of reasons and therefore resulted in a much shorter than anticipated timeframe in which the project was able to directly engage with Bodmin’s community. 	Green	Inga Geach

Project	Description	Progress to date	RAG	Lead
	<p>Levelling Up Housing and Communities (DLUHC) on their Partnerships for People and Place (PfPP) 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 both Central and Local Government'.</p>	<p>Despite initial teething problems, the project was broadly a success and has provided valuable lessons for the future of employment and skills delivery within CloS. The focus on spending time in and with a community was the most important learning and is what ultimately led to the success of the project. At the time of the project close there had been 37 referrals to the People Hub which have been added to the People Hub's direct support caseload. As well as direct case load acceptance for people referred to the People Hub there have been a range of issues identified through Community Champion referrals and informal conversations where a third party was able to provide direct support or advice. These include:</p> <ul style="list-style-type: none"> ○ 30+ IAG/signposting provided including Devon & Cornwall Police, Nos Da Kernow, First Light, G.P/NHS, Cornwall Council, Outset Cornwall, Springboard CLLD, Citizen Advice, Community Energy Plus, Pentreath, MIND, Bodmin College, Cornwall Council, and Scott Mann (MP). ● While the project timing means that it is not possible to report at this stage on definitive outcomes for either People Hub case load or more indirect signposting for information and advice there have been some early positive results of the projects activity. These include: <ul style="list-style-type: none"> ○ 7x Job Starts ○ 8x In work support ● Early feedback from engagement with individuals identified a clear need for support around language and 'public sector awareness', revealed financial eligibility for people who were unaware of qualifying for ongoing financial support and a need for both in work support and training or qualifications to support career progression or a new career/business opportunity. ● With the core delivery of PfPP having now concluded over the coming 6 months 4 separate organisations are currently in the process of being commissioned to carry out a 'legacy' part of the project which has been designed in collaboration with DWP and the local Bodmin JCP and is a direct response to the needs of the local community. 		
Building Cornwall/ Construction	<p>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>	<ul style="list-style-type: none"> ● Steve continues to promote Building Cornwall and work with a variety of industry representatives to help join the dot's between the business community and education settings but with a specific focus on Careers and Skills. This includes opportunities and challenges, vocational and technical pathways, transitions from education to employment and increasing the visibility of the sector and the breadth of roles available. ● Steve is working closely with Andy Wallis from Persimmon Homes. Andy is the Construction representative for the Cornerstone Employer group which is made up of people from a cross section of industries – see link for info: Cornerstone Employers - Careers Hub (careershucios.co.uk). The groups collective vision is to work collaboratively with the business community to drive better outcomes for young people, act as an ambassador for careers within your industry by embracing and promoting careers education through the successful implementation of a solution focused action plan. <p>Key Priorities for the group are:</p> <ul style="list-style-type: none"> ● Ongoing promotions of ESF Business Clusters and Employer Led Skills project focusing on funded training and skills and signposting where appropriate and required. ● Increasing the visibility of the Careers Hub across industry supply chains & SMEs and develop knowledge and the confidence to engage with education/YP. ● Create a 'Good practise guide for SMEs' across the supply chain on Careers and how to get involved. ● Grow the network of Careers 'Industry Champions'. ● Promote Equality, Diversity and Inclusion across the sector 	Green	Stephen Roberts

Project	Description	Progress to date	RAG	Lead
		<ul style="list-style-type: none"> • Youth Voice – creation of a Youth Advisory Group so young people can help shape and improve the careers landscape. • During the last few months Steve has met with a variety of Construction businesses. 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. • There appears to be a real appetite from business within Construction to engage in careers based activities to increase the visibility of jobs in the sector and pathways into employment Steve and Andy will be forming a Careers and Skills Construction working group to meet quarterly to address some of the ongoing challenges and work to develop a cohesive solution focused working plan to take forward. • Potential themes and priorities thus far for the group could be; <ul style="list-style-type: none"> Understand current Construction activity in schools and college and work towards a cohesive approach to activities and employer engagement with education. • 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. • Construction roadshow – employers visiting schools to promote pathways into industry to pupils, parents and teachers • Bite size CPD – 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. • Construction Project Schools competition is in development. Focuses on planning, materials, job roles, social value, finance etc. • Develop the network of apprentices to support school engagement. • Representatives from Truro and Penwith College, Cornwall College Business and independent training providers in the sector will also be included to ensure we continue to develop the links between education and business 		
Work and Health Local Systems	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:-	Key Activity To develop a work and health partnership and strategy, informed by a system mapping exercise by 28 February 2023 . The process for the development of the strategy will involve: <ul style="list-style-type: none"> • Case Study 1 (Appendix 1) was submitted at end of November and summarised the work to date on this agenda (click on PDF below) for detailed case study. • A stakeholder workshop was held in December with a range of providers and stakeholders, including NHS colleagues, Age UK, Disability Cornwall, Healthworks, Chaos, Inclusivity Project, Public Health and others. Following the workshop, Case Study 2 (Appendix 2) provided the work and health strategy headlines together with the initial steps in developing a work and health partnership. • Case Study 3 now submitted and project completed at end of March 23 	Green	Clare Harris

Project	Description	Progress to date	RAG	Lead
	<ul style="list-style-type: none">• To progress the work and health agenda in the locality• 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	 <p>The image shows the cover of a report. At the top left is a logo consisting of two overlapping heart shapes. To the right of the logo, the text reads 'Cornwall and Isles of Scilly Integrated Care System'. Below this, in smaller text, is 'CIOS Work and Health Strategy Lessons Learned and Further Development'. At the bottom left, it says 'Case Study'.</p>		