

GLOUCESTERSHIRE EMPLOYMENT AND SKILLS BOARD

Meeting held between 14:00 and 16:00 on Thursday 12th December 2019 at Gloucestershire College, Cheltenham Campus, Cheltenham GL51 7SJ in room F130.

1) Welcome, introductions and apologies for absence

The board welcomed Sarah Scott the Director of Public Health, GCC Liam Evans, Mel Packham and John Walker (SGS college).

Mike Holliday will now replace Vicky Lukins as the Gloucestershire and Wiltshire Partnership (GWP) Manager and represent GWP at the Gloucestershire Employment and Skills Board (GESB) meetings.

Attendees:

Anne Stokes, Clare Marchant, Diane Haines, Ian Mean, Jason Dunsford, John Walker, Kathryn Wagstaff, Liam Evans, Matthew Burgess, Mel Packham, Michael Carter, Mike Holliday, Pete Carr, Rob Jenkins, Roxy Varnham, Sarah Scott and Simon Spooner.

Apologies:

Andrew Kirk, Boyd Hatwood, Councillor Steve Lydon, Dan Boon, David Peake, Linsey Temple, Matthew Galley, Nikki Williams, Councillor Patrick Molyneux, Rebekka Bishop, Russell Marchant, Sara-Jane Watkins and Vicky Lukins.

2) Declarations of interest

Nothing declared on 12/12/2019.

3) Minutes of last meeting

Matters arising:

Thank you on behalf of GESB members to Matthew Burgess for hosting the December meeting at Gloucestershire College.

Action: Roxy has circulated provisional dates for 2020 GESB meetings and will look to reschedule the proposed date in March hosted by UCAS. Roxy will email out the finalised dates and venues in receipt of these minutes.

Action: John Mayell has now got access to the latest Data Cube release from ESFA. He will update the Apprenticeship figures and circulate to all GESB members.

Action: GCC is inviting individuals and organisations to make comment about its local transport plan during the consultation period. Please could all members have a look at the transport plan and, where applicable provide feedback.

Rob Jenkins has circulated his actions providing information about the Education and Skills team activities and events.

4) Presentation and Q&A by Sarah Scott (Director of Public Health)

Discussion around health inequalities and implications for GESB, skills strategy and delivery took place.

The **'Healthonomics - tackling health inequalities through inclusive growth'** report was shared amongst members.

Sarah explained education, environment, income, social networks and work all impact on our health, well-being and the interrelationship between these is crucial.

It was also noted a stable job is an important determinant of good health and wellbeing. This is good for businesses boosting productivity and reducing sickness rates.

The report also highlights how people living in the more deprived parts of Gloucestershire have poorer health outcomes. For example, those living in the least deprived parts expect to live 8 years longer than those living in the deprived areas. It is also believed women will live 5.3 years longer.

Section **1.1** of the report documents this further with key discussions around health behaviours being cited.

Sarah also discussed 'school readiness' and how this would be a key determinant of outcomes in later life. Currently, Gloucestershire's 5-year olds are:

- Less likely to have reached a 'good level of development' than those in England
- Even less likely if they are eligible for free school meals
- Less likely to reach an expected level in phonics

The report also proposes that inclusive growth can be achieved by addressing education and skills, developing healthy and flexible workplaces and investing in infrastructure that assists social mobility.

Some of the key recommendations were found to include –

- GFirst LEP and the Employment and Skills Board should consider their role in tackling social mobility and promoting inclusive growth.
- The development of the Local Industrial Strategy and other key strategies should consider the recommendations of the report and set out plans to ensure that everyone in Gloucestershire can contribute to and benefit from local growth.
- Representation by GFirst LEP on the Health & Wellbeing Board.

Action: Pete and GESB members to ensure that the key messages around social mobility are incorporated in their contributions to the local industrial strategy and in further skills investments when funding becomes available.

5) Presentation and Q&A by Liam Evans, Mel Packham and John Walker (SGS College)

Discussing the EDGE project findings covering careers support and work placements with SMEs – set up to improve the Labour Market relevance of education and training systems in Gloucestershire between April 2017 and March 2019.

EDGE intended to engage 450 Gloucestershire based SMEs and develop the curriculum offer for young people. It also looked to understand the 'gaps' in careers advice and develop an offer to careers guidance, which is relevant to the local economy.

EDGE partners included SGS College who were the main contractors, Cirencester College, Gloucestershire College and Hartpury College countywide for sport and animal care sectors.

Upon completion the project delivered -

- 1069 work placements organised with employers
- 650 work placements completed
- 829 work placement capacity building sessions held with employers

Furthermore, curriculum support materials were developed to assist schools and colleges to prepare their students for the world of work and relationships were improved between SMEs and local colleges. To support this, case studies of the Berkeley Castle placement and Robin Watkins-Davis placement were provided with key achievements being discussed with the GESB.

Feedback was also gained from employers who explained they valued the chance to give their views of the skills gaps, behavioural traits of young people in the workplace and provided positive assessments of young people's abilities through the work placement(s).

Careers Development Resources were developed through EDGE by Gloucestershire Careers professionals and vetted by schools who believe the resources are 'fit for purpose' with free practical support offered. It is believed these resources are under utilised by schools and practitioners.

Action: Liam to provide a link to all resources mentioned – these will be circulated to all GESB members.

Discussion was held about circulating these resources within the Enterprise Adviser Network.

Action: Rob Jenkins to ensure Enterprise Advisers and school careers leads are all sent details of the EDGE project resources and that a 'walk through' of these is included in Enterprise Adviser training and careers leader meetings.

6) Update from the Local Industrial Strategy (LIS) sub-group on LIS preparations

The sub-group spoke on Tuesday 10th December and took a three 'pronged' approach to the 'People' and 'Cyber' chapters –

- Aspiration of young people, to build upon 'meaningful' work experience, the work of our Enterprise Advisers within the county and access to apprenticeships.
- Flexibility, for individuals to access a 'good' place to work with connection
- Inclusivity (aging workforce) to link into the social mobility piece and discussions cited above by Sarah Scott is in the Public Health report.

Furthermore, linkage to sectors of growth will include Cyber and Digital, STEM and manufacturing.

Action: Clare to review and rewrite the 'People' chapter of the LIS sharing it with the sub-group in their catch-up W/C 16/12/2019

Action: Pete to review and rewrite the 'Cyber' chapter and circulate for sub-group members to comment upon. All amendments will be agreed by the sub-group within 10 days (Monday 23rd December 2019).

Pete shared the timeline for the LIS with members explaining final work on the LIS will happen in February 2020 with submission due in March 2020.

Pete will update GESB members should there be any changes or amendments to this date.

7) Update on the transition to Skills Advisory Panel (SAP)

John Mayell has updated the evidence base to support the SAP submission and Pete has refreshed the 'Terms of Reference' and provided an update on the transition actions and expenditure to date. There has been no feedback from DofE but Pete will communicate with the GESB once we have further information.

Action: John Mayell to circulate updated employment and skills evidence base to GESB members.

8) AOB

- Clare Marchant will be stepping down as chair of the GESB but is hoping to chair the March meeting to give time for a new chair to be recruited.

The GESB would like to extend their kindest thanks to Clare for her support and commitment to chairing the board.

Action: Pete to seek a new chair for the GESB to attend the March 2020 meeting and take over then or as soon as possible after that.