



SOLENT  
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## Solent Local Enterprise Partnership

### Solent Skills Advisory Panel

#### Minutes of the meeting - 23 June 2020

09:00 - 11:00 by Zoom Video Call

<b>Present</b>	<b>In Attendance</b>
Rachael Randall (Chair)	Siobhan Flynn
Anne-Marie Mountifield	Stuart Baker
Carey Moore	Lorna Wagner
Debby Clement	Nicola Twiddy (note taker)
Mike Gaston	Josie Worsfold
Kirsty Rowlinson	Storm Wilson
Paul Marchbank	
Blue Davies	<b>Apologies</b>
Anna Marshall	Amelia Gould
Lester Biddle	Roy Haworth
Cllr. Barry Rickman	Boyd Hatwood
Allan Youp	James Fitzgerald
Professor Julie Hall	<b>Guests</b>
Cllr. Darren Paffey	Lucie Bailey (Lichfields)
Harry Kutty	Ciaran Gunne-Jones (Lichfields)

<b>Item</b>		<b>ACTION</b>
1.	<b>Welcome and Apologies</b> Rachael Randall welcomed all to the Skills Advisory Panel meeting.  Apologies were noted from Amelia Gould, Roy Haworth and Boyd Hatwood.	
2.	<b>Minutes of the previous meeting and Matters Arising</b>  <u>Matters Arising</u> The Local Skills and Labour Market Analysis Report Exec Summary has now been finalised.  Institutes of Technology (IoT) - a bid writing team and a broader steering group is being put in place to oversee this work.	

	<p>Southampton area review - due to Covid-19 there has been a delay to this work, an update is expected late summer 2020.</p> <p><u>Minutes of the previous meeting</u> The minutes of the previous Skills Advisory Panel meeting held on 20 May 2020 were approved as an accurate record.</p>	
<p><b>3.</b></p>	<p><b>Solent 2050 &amp; Economic Recovery Plan</b></p> <p>Ciaran Gunne-Jones and Lucie Bailey from Lichfields provided a presentation on the 'Covid-19 Economic Recovery for discussion' item. Questions were circulated ahead of the meeting to support this part of the meeting</p> <p>Feedback received following the presentation:</p> <p>Harry Kutty</p> <ul style="list-style-type: none"> <li>• Schools as well as FE and HE need to be considered in the Economic Recovery Plan</li> <li>• Particular concern is young people in transition from year 11 to year 12</li> <li>• Additional Post-16 resources are required to help year 12s to catch up</li> <li>• Potential legacy impact of Covid-19 is a widening skills gap</li> <li>• Digital deprivation - equality of access and language barriers</li> </ul> <p>Mike Gaston</p> <ul style="list-style-type: none"> <li>• FE will be key to supporting both those who are made redundant, and young people, especially those who would have progressed to an apprenticeship.</li> <li>• Support for people to re-train and move into new sectors.</li> <li>• Easy to access funding for employers and providers</li> <li>• Skills based recovery plan (AOC report)</li> <li>• Need to respond to e-commerce agenda</li> <li>• Acknowledge an increase in mental health issues in the younger generation as a result of Covid-19</li> </ul> <p>Anne-Marie Mountifield</p> <ul style="list-style-type: none"> <li>• Review furlough data and why some areas are above or below the national level</li> <li>• Self-employed income support scheme with the exception of Southampton, the rest of the Solent area has levels of support above the national level</li> <li>• The action plan needs to include a section on pre-16 cohort and innovation in learning</li> <li>• Digital deficit - broadband connection and social inequality</li> <li>• Resilience - personal and emotional intelligence and being asked to think differently to before and business resilience in terms of business planning and financial management</li> <li>• Delivery system - skills supply side in the short and medium term to be part of the action plan with new models of learning</li> <li>• Will areas with higher proportion of public sector workers be less impacted?</li> </ul> <p>Debby Clement</p> <ul style="list-style-type: none"> <li>• Cost of adapting existing digital infrastructure, for private training and companies needing various online platforms</li> <li>• Lack of management bandwidth to support and mentor apprentices</li> <li>• Mentoring - need to retain the 55+ age group for coaching and mentoring especially for softer</li> </ul>	<p>LEP executive to circulate AOC report</p>

	<p>skills</p> <ul style="list-style-type: none"> <li>• Beyond furlough - look again at job and enterprise start-up clubs</li> <li>• Look to other areas for innovation in online and blended learning, bite-size courses etc.</li> <li>• Difficult for employers trying to navigate all the skills offers available</li> </ul> <p>Anna Marshall</p> <ul style="list-style-type: none"> <li>• DWP have seen a threefold increase in the number of customers</li> <li>• Two thirds are still optimistic of returning to work following furlough</li> <li>• Furlough data captures where someone lives not where they work</li> <li>• A big concern is young people - DWP are looking into responses, including virtual hubs, where you people can undertake activity to improve their employability skills</li> <li>• Need to understand the needs of those out of work</li> <li>• Employer confidence needs to return and what happens next</li> </ul> <p>Rachael Randall</p> <ul style="list-style-type: none"> <li>• Call for a wage subsidy for apprenticeships</li> <li>• Temporary reduction to the levy contribution</li> <li>• Sector specific apprentice up front training</li> </ul> <p>Lester Biddle</p> <ul style="list-style-type: none"> <li>• Focus on digital skills training and that educators and trainers need to be suitably skilled to use effectively.</li> <li>• Training to support business move to an on-line presence - adaptive technology take-up</li> </ul> <p>Kirsty Rowlinson</p> <ul style="list-style-type: none"> <li>• Digital training and awareness needed at all levels of skills, &amp;at no or little cost</li> <li>• Project management and financial packages support needed with mergers, marketing , PR, social media</li> <li>• Social care qualifications at L1 and L2</li> <li>• Attraction of social care careers</li> <li>• Apprenticeships - community and voluntary sector not engaged with apprentices, and find them difficult to access</li> </ul> <p>Harry Kutty left the meeting</p> <p>Darren Paffey</p> <ul style="list-style-type: none"> <li>• Apprenticeship Hub funding comes to an end next year, needs to be extended and its breadth of cover broadened to include skills brokerage</li> <li>• Need superfast broadband to be rolled out in all areas</li> <li>• School curriculum to be adapted to respond to demand for digital skills and softer skills including communication and resilience</li> </ul> <p>Julie Hall</p> <ul style="list-style-type: none"> <li>• Solent University is the biggest apprentice health training provider on South Coast</li> <li>• Seeing a drop in mainstream students and therefore a drop in income from tuition and halls of residence fees</li> <li>• Facing big deficits that are putting institutes under pressure. This has an impact on the short</li> </ul>	<p><b>LEP Executive to provide contact at Apprenticeship Hub</b></p>
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	<p>courses universities are able to provide.</p> <p>Blue Davies</p> <ul style="list-style-type: none"> <li>• Many in the Marine sector not taking on apprentices this year</li> <li>• There will be redundancies, which will result in a loss of skills in the sector.</li> <li>• A lot of levy funding will not be used</li> <li>• Will see an increase in green technology jobs</li> </ul> <p>Carey Moore</p> <ul style="list-style-type: none"> <li>• There will be more choice in the labour market</li> <li>• Role for business engaging with schools so the choices young people make are broadened</li> <li>• Businesses will hire and retrain</li> <li>• Opportunities to draw on and use best practice from elsewhere</li> <li>• Should have a recruitment business on the panel</li> </ul> <p>Allan Youp</p> <ul style="list-style-type: none"> <li>• MEZ - apprenticeship clearing facilities - look to reuse across the region</li> </ul> <p>Following the presentations, members of the group were requested to provide any further feedback to Stuart Baker or Siobhan Flynn.</p>	<p>LEP Executive to look at vacancies on panel</p>
<p><b>4.</b></p>	<p><b>Summary &amp; next steps</b></p> <ol style="list-style-type: none"> <li>1. General skills issues and needs: <ul style="list-style-type: none"> <li>• Further work on the linkages of data/trends to sectors and where people work</li> <li>• DWP and Lichfields to be put in touch following the meeting</li> </ul> </li> <li>2. Recovery themes: <ul style="list-style-type: none"> <li>• Concerns about finance and sustainability from across schools, FE and HE</li> <li>• Digital infrastructure and models of learning</li> <li>• Transition into work</li> </ul> </li> <li>3. Action Plan <ul style="list-style-type: none"> <li>• Importance of initiatives such as the Apprenticeship Hub to support businesses and learners.</li> <li>• New models of learning - looking at best practice from elsewhere (Lichfields to look at US model)</li> <li>• More explicit reference to skills</li> <li>• Look at how to test and undertake exams next year</li> </ul> </li> </ol> <p>Rachael Randall passed on her thanks to all members of the group and to Lichfields for their presentation and time at the meeting.</p>	<p>LEP Executive</p>
<p><b>6.</b></p>	<p><b>Any Other Business and date of next meeting</b></p> <p>Data analysis will be published before the next meeting. 2 private sector members are still needed on the Panel.</p> <p>The next meeting is scheduled to take place on 23 September 2020.</p>	<p>LEP Executive</p>

**Meeting closed at 10:30**