

Skills and Employment Board

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Skills Partnerships (Previously referred to as Sector Skills Development Partnerships)

Report Author: Lisa Moizer, Co-ordinator of the Lancashire Skills Hub,
lisa.moizer@lancashire.gov.uk

Executive Summary

The paper provides background information to the Skills Partnerships discussed at previous committee meetings, a summary of the progress made in setting up the Skills Partnerships or a similar group and the draft Terms of Reference for the Skills Partnerships.

Recommendation

The committee are asked to review and comment on the approach taken for each sector and to contribute thoughts on how the approach could evolve further.

1 Background information

- 1.1 The concept of Skills Partnerships was born out of the studies into the seven priority sectors, identified by the LEP and the Skills and Employment Board as either high GVA or high employment sectors in Lancashire.
- 1.2 The seven studies reported on the state of each sector and proposed an action plan to address the issues and take advantage of the opportunities that came out of the research. The actions plans from the studies were not developed with budget or resource constrains. The Skills Partnerships were named in the action plans as suggested vehicles to bring public and private sector organisations together to oversee the delivery of the action plans. It was anticipated that the membership and formation of the Skills Partnerships would flow from the steering groups that were established to oversee the research.

- 1.3 Whilst the consultants were asked to develop steering groups with private and public sector membership, attendance was inconsistent and the level of engagement was varied.
- 1.4 The Skills Hub requested feedback from the consultants in regards to the formation of the Skills Partnerships and the consultants agreed that while they felt that engagement with the private and public sector was important to deliver the proposed action plan they recognised that consistent engagement with employers would be challenging and that setting up the partnerships would be resource intensive.
- 1.5 Taking on board the experiences of the consultants and their feedback the Skills Hub explored the following:
- Groups/networks/partnerships of private and/or public sector organisations that already exist which could take on the proposed role of the Skills Partnership and oversee / deliver actions.
 - Organisations that represent Lancashire's priority sectors employers and who could use their established relationships to help deliver the actions.
 - Provider established employer networks which are helping to address the outcomes of the sector studies.

2 Summary of Progress by Priority Sector

2.1 Advanced, Engineering & Manufacturing

The Service Level Agreements which have been agreed with the Northern Automotive Alliance (NAA) and the North West Aerospace Alliance (NWAA) support actions from the sector studies including providing business intelligence, identifying and promoting opportunities for apprenticeships (including higher level and degree), internships, graduate placements, work experience and engagement with education institutions.

The Skills Hub has presented and has been invited to present at events which these representative bodies have organised for their members.

In addition to the work of NAA and NWAA a Skills Partnership is being developed with employers from the broader sector. The Skills Partnership's proposed Terms of Reference (**see Appendix A**) has been shared with the NAA and NWAA for their sector opinion.

2.2 Construction

The Skills Partnership (Construction Hub) has met once and employers said that for them to engage on the skills agenda they would also need to have more information about the City Deal's project pipeline and how to bid to be sub-contractors. Those views were taken on board and the next Construction Hub will be on 6 July and the event will include a presentation of the project pipeline as well as a workshop regarding apprenticeship reforms. The hub is

likely to broaden from the City Deal geography to cover wider Lancashire, recognising growth in the construction industry across Lancashire. The City Deal Skills & Employment Steering Group is focussed on increasing construction apprenticeships and links between employers and education institutions. The 'Careers Education Information Advice and Guidance' (CEIAG) Taskforce led by the Skills Hub is collaboratively running a City Deal stand at the UCLAN Lancashire Science Festival over three days, 29 June to 1 July, eight partners are involved.

2.3 Digital

The Creative and Digital sector study identified that the skills issues were focused in the digital sector and therefore the focus of the action plan was digital. A Service Level Agreement was agreed with Digital Lancashire and as well as the themes mentioned in 2.1 the SLA also includes the development of digital employer cluster groups across Lancashire where none exist, with an overarching pan Lancashire Skills Partnership. The draft Terms of Reference has been shared with Digital Lancashire for their sector opinion. The Digital Advantage pilot delivery also addresses issues raised in the sector study and will have its own steering group, please refer to the Skill and Employment Hub Up-date paper in this agenda pack for further details.

2.4 Energy and Environmental Technologies

The first meeting of the Skills Partnership is on 20 June, following discussion with Andy Wood in regard to the best approach to engaging employers. The draft Terms of Reference has been shared with invitees in advance of the meeting including Andy.

2.5 Health and Social Care

Discussions and meetings have taken place with a range of people from the health and social care sector to investigate the best way forward; it is a complex sector with a range of existing groups and initiatives. The Health Education England (HEE) Cumbria and Lancashire Local Workforce and Education Group (LWEG) held a workforce workshop in April. At the workshop it was clear that the LWEG work is NHS facing whereas the Skills Partnership plans to engage with private sector care providers and so therefore it has been agreed that two partnerships will be formed. The two will link through mutual attendance.

Karen Swindley, Workforce and Education Director of Lancashire Teaching Hospital has volunteered to chair the Skills Partnership and the first meeting of the Skills Partnership is on 28 June.

2.6 Financial and Professional Services

The Skills Hub delivered a skills and employment session to the law employer group Breakfast @8 at UCLAN and discussed with the employers the

proposed Skills Partnership. At present there is limited enthusiasm – it may be that a better approach is to attend existing events to enable actions to be taken forward.

The Skills Hub are presenting at the HR Forum run by Forbes Solicitors to simulate demand for the coming ESF Sector Skills for the Workforce project, which is a good example of how we can work with the sector going forwards.

2.7 Visitor Economy

Lindsay Campbell has volunteered to chair the Skills Partnership. The draft Terms of Reference have been shared with the Lindsay to share more widely with visitor economy employers and they have also been shared for comment with Marketing Lancashire. The Skills Hub have met with Marketing Lancashire and they have given their support to the Skills Partnership and will be a member. The first meeting is penciled in for July.

2.8 Overarching all sectors

Working with the HIVE and the Burley Bondholders business groups has been key in the successful implementation of the 'Enterprise Adviser Network' pilot.

3 Recommendation

- 3.1 The committee are asked to review and comment on the approach taken for each sector and to contribute thoughts on how the approach could evolve further.

Note: All the sectors have the same generic Terms of Reference

Advanced Manufacturing Skills Partnership

Proposed Terms of Reference

Aim

To work together proactively to address the skills needs, shortages and gaps identified by the partnership. To create a balanced, skilled and inclusive workforce for the Advanced Manufacturing (AM) sector in Lancashire.

Why be involved?

1. Build relationships with Lancashire businesses in the AM sector:
 - To share best practise in regards to workforce development, training, attracting new talent, leadership and management etc.
 - Work together to achieve more than as individual businesses, e.g. economies of scale when commissioning training.
2. Build relationships between businesses and the key training providers, colleges and universities who have a specific interest and expertise in delivering training and qualifications for the AM sector.
3. Work together to tell the future workforce about the sector, promote and break down misconceptions. Engage with schools, colleges etc. to increase demand to work in the sector and growth the talent pool for recruitment.
4. Help shape the training and qualifications for the sector to better meet employer's needs, including new apprenticeship standards and higher level apprenticeships.
5. Inform the work of the Lancashire Skills and Employment Board helping them maintain up-to-date knowledge of the sector to inform priorities.
6. Inform and influence the direction of the AM sector strategy in Lancashire.
7. Influence and attract opportunities for resources and/or funding in Lancashire to support the AM sector's priorities and actions, such as European Social Funding (ESF), the Apprenticeship Levy and a Devolution deal for Lancashire.
8. Be a voice and lobby for the Lancashire AM sector's skills and employment priorities through to central Government.

How?

1. Identify the AM sector's skills and employment priorities.

2. Work together to develop and take ownership of a set of actions that address the priorities, implement solutions and take advantage of opportunities.
3. Direct time and resource to the partnership.
4. Provide a co-ordinated response to skills gaps, shortages and needs.
5. Lead engagement of the AM sector with local and national initiatives/activities, ensuring that the AM sector benefits.
6. Work with the Lancashire Skills and Employment Hub and other stakeholders across Lancashire to inform and communicate the work of the partnership.
7. Identify new and emerging priorities and employer needs through the partnership.
8. Make recommendations regarding AM skills and employment priorities to the Skills and Employment Board and in turn to the Lancashire Enterprise Partnership (LEP) Board.
9. Providing sector knowledge and intelligence to understand key skills demands in the Lancashire AM sector.

Membership

The partnership shall include as a minimum employers, training providers, colleges, universities and the Skills and Employment Board. It is proposed that the Advanced Manufacturing Skills Partnership (SP) shall comprise a minimum of 5 members and a maximum of 20. For the initial meeting members shall be invited by the Skills and Employment Hub. After this the partnership shall agree who further to invite.

Commitment

Members are must make a commitment to attend meetings on a regular basis. If a member is unable to attend a meeting apologies should be given prior to the meeting.

The partnership will meet 4 times a year, which can be reviewed according to needs identified by the partnership.