



Draft Minutes of the
Greater Lincolnshire Employment and Skills
Advisory Panel

14th December 2021
Via MS Teams

Attending:

Panel Members:

Simon Telfer Chair (ST);
Andy Harsley (AH);
Mandy Watson (MW);
Melanie Weatherley (MW);
Oliver Tasker (OT);
Janet Meenaghan (JM);
Jason Parnell (JP);
Sharon Green (SG);
Nicola Ritchie (NR);
Joanne Woodhouse (JW);
Ian Dickinson (ID);
Rachel Linstead (apologies)
Councillor Craig Leyland (apologies)
Councillor Patricia Bradwell (apologies)
James Pinchbeck (apologies)

Panel Officers:

Karen Linton (KL);
Graham Metcalfe (GM)
Amanda Bouttell (AB)
Justin Brown (JB)
Debbie Barnes (apologies)
Julie Lane (apologies)
Pete Holmes (apologies)

Guest Speakers/observers:

Alex Nightingale (AN) LEP team
Sarah Williams (SW) Jobs-22
Jane Webster (JW) - Career Leader, St George's Academy, Sleaford
Caroline Illingworth (CI) LEP Team

LEP Executive

Clare Hughes (CH)
Sara Hobson (SH)
Natalie Poole (NP)
Amy O'Sullivan (Note Taker)

Actions

1.0 - Welcome

The chair welcomed the Panel and guests to the meeting.

2.0 Minutes and Actions from previous meetings

1. **Produce a written brief about the Institute of Technology** - Julian Free has now attended the ESAP in person to describe he progress of the IoT - CH to provide regular updates.
2. **Wheels to Work scheme update** - Sara Hobson provided the team with a brief update following the more detailed paper at the last meeting. Lincolnshire scheme seeking support and partners involved in advising.
3. **Ask Growth Hub/Business Lincolnshire Business Advisers to tell us about the support they offer to businesses to take on Apprenticeships** - Clare confirmed that the Growth Hub advisors do discuss apprenticeships with businesses and signpost to relevant resources such as the national apprenticeship website and helpline number. Clare to share information with AB due to not being on call at point this was discussed
4. **Digital Skills Joint Commission with HEY LEP** - one of the actions in the published action plan, developing the work done pre-pandemic. More updates from this commission to be discussed at the next meeting. Justin Brown to share Digital Skills Gap report with Clare from Visitor Economy Work.
5. **Apprenticeship Strategy & plan** - with designer publisher now follpwng additional feedback.

CH

JB

3.0 - Greater Lincolnshire Careers Hub

Presentation by Clare Hughes, Natalie Poole & Alex Nightingale from the LEP team and Jane Webster from St George's Academy (Careers Lead), Sleaford

Following the success of the team's proposal to the Career and Enterprise Company, agreement from the LEP Board to manage and deliver, and additional match funding from Lincolnshire County Council, North Lincolnshire Council and North East Lincolnshire Council, a Careers Hub is being rolled out to an extended geography from September 2021.

The national Career and Enterprise Company is the organisation tasked with delivering the National Career Strategy.

Additional funding (over and above funding for salaries) of £27,500 now received for spend on eligible activity this academic year to support schools in the Hub and wider Network to deliver good careers education.

NP highlighted the lack of Enterprise Advisors from the Health & Care sector and invited Board members to get in touch should anyone know of any colleagues or contacts who may be interested in the opportunity to link up with a secondary school.

Schools are asked to commit to achieving in full at least 3 of the 8 Gatsby benchmarks as part of the Hub model, these benchmarks in turn detail the kind of things that schools should be striving for to support young people to manage their career.

ST commented on challenges brought about by the pandemic and whether employers would be supported to engage with a school virtually should this be a safe option. NP shared success stories from various employers who had delivered virtual work experience and schools given the support with their digital tools to remotely access advisors.

Sector specific advisors - ambitions to have more than one advisor in each school in order to tailor to need and cater for a range of sectors.

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| <p><u>Jane Webster - Key Benchmarks Focus (School perspective)</u></p> <ul style="list-style-type: none"> • Students are expected to learn from real life labour market - huge time constraints on lessons within life skills sessions, as a range of topics have to be covered with focus on employment only being one of them • Encounters with Employers - Innovative Work experience - Thus schools delivers something called Futures week, they invited a range of employers into the school for 2 days so pupils can interact with local business, followed by 3 days of sessions discussing transferable skills from classroom to real life employment • Upon organising to run similar event this year, there has been little engagement from employers (60-70 contacted with only 8 responding - giving at least 6 months notice) Resulting in reaching out to parents in order to entice engagement to run event virtually • First hand experiences of the workplace - work experience shadowing etc, currently struggling to engage with employers to meet these 3 key benchmarks <p>Signs of reluctance from employers pre pandemic, however support has been put in place from assigned Enterprise Coordinator in order to engage with more employers</p> <p>MW commented on the shortening of 2 week/1 week long work experience may engage more employers as more time could be committed to a concentrated 1 or 2 days</p> <p>Comfort zone - easing reluctance of speaking to school groups - Jane stated that she would be able to offer guidance and ideas on how to structure sessions and presentation in order to engage particular age groups</p> <p><u>Alex Nightingale - SEND School Update</u> <i>SEND = Special Education Needs and Disability</i> New focus working with SEND schools in Lincolnshire (North and NE Lincs ND schools already receiving support), sharing a positive case study between Noble Foods and Aegir Specialist Academy in Gainsborough - leading to student employment within the organisation Echoed experience of employers who are encouraged to work with SEND schools and to demyth challenges due to smaller cohorts and more support staff on hand for guidance with employers, promoting an overall positive experience.</p> <p>Action: share slides and details of how employers can get involved</p> | <p>NP</p> |
| <p><u>4.0 - Restart: supporting people into work</u> Restart scheme - GOV.UK (www.gov.uk)</p> <p><i>Presentation by Sarah Williams, Jobs 22 - contract holder for delivery of Restart in Lincolnshire</i></p> <p>SW stated that they are performing to current local targets although details cannot be shared to the Panel for contractual reasons. CH to ask LEP Chair and CEO to highlight challenges nationally around contract holders being unable to share local stats (stipulated by DWP nationally).</p> <p>GM highlighted tht he continues to share overall Labour market stats - those who were not receiving were asked to email Graham directly on graham.metcalfe@dpw.gov.uk</p> <p>Employer leaflet to be created locally and career fairs to be delivered in order to engage more SME's, however, bulk recruitment cannot be offered</p> <p>Transport to work - Community Investment Fund - put out for tender to have a look at local need e.g. E-bikes</p> <p>Due to differences in DWP Geography, North and North East Lincolnshire and Rutland sit under a different provider - Reed. CH to invite Reed to future meetings to explore the differences in their delivery</p> | <p>CH</p> <p>All</p> <p>CH</p> |

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| CH to share presentation slides courtesy of Sarah Williams | CH |
| <p><u>5.0 - How can employers help people back into work or to stay in work?</u></p> <p>How do we promote good practice amongst other employers in relation to recruiting people who are more vulnerable or more difficult to reach? What does good practise look like?</p> <p>ST invited AB to share the work being delivered within West Lindsey regarding the successful opening of Caldero Lounge, careers events (engaging with local school Aegir Specialist Academy), disability confident events - sharing how to find adaptations and accessible products to help and assist employees in the workplace</p> <p>AB also highlighted the ESF Programme that the LEP has led on - 50 small projects around the county, engaging cohorts of more than 20 people being offered niche support for those who wouldn't usually engage. AB shared her focus for the future of this work in West Lindsey, supporting more self-employed people and the aging population around unemployment</p> <p>GM - DWP happy to share changes in entitlements, job centre claimant figures, and share more projects currently running in Lincolnshire in order to gain a wider understanding of the current offer - similar projects to Restart scheme</p> <p>The panel supported the creation of a recruitment campaign that supports people with underlying anxiety and mild to moderate conditions</p> <p>CH to look at other areas to see what work is being done that ESAP could Champion</p> | CH |
| <p><u>6.0 - Quarterly Update on progress against published Action Plan</u></p> <p>Update on the published action plan in April 2021, and inclusion of RAG rating. On target to complete by the end of the year and JB congratulated the team on achieving these in light of the ongoing pandemic and additional workloads.</p> <p>All LEPs are required to update and publish their Local Skills Report by 28th January 2022. 14th January 2022 CH will share updated report in order to allow 2 weeks from panel members for feedback.</p> <p><u>NEW - Labour Market Statement</u> CH circulated Labour Market statement prior to the meeting. This is the first in a series of east-to-read statements that will allow the team and Board member to provide the ;latest information *(which cab ften be different to national media stories)</p> <p>Panel members to use. Feedback if this is useful. Further updates to be provided in the new year.</p> | All CH |
| <p><u>7.0 - Any Other Business</u></p> <p>Follow on from comment from the piece on inactivity and fuller working lives: AH made a comment regarding the importance of social aspects of the workplace and how we need to focus more on how mental health has been affected significantly throughout the pandemic. CH shared statistics from a recent report (Page 27 boom-and-bust-report-the-last-baby-boomers.pdf (ageing-better.org.uk) "9% of men in their 50s and 60s say they have no friends" and this report highlights 4 areas of intervention that are recommended.</p> | |
| <p><u>Next Meeting - Wednesday 19th January 2022</u></p> | |