



# Minutes of the Greater Lincolnshire LEP Manufacturing Committee

13<sup>th</sup> July 2021

MS Teams

Draft Minutes

**Present:**

Darren Joint (Chair, Viking Signs), Ruth Carver (GLLEP), Samantha Harrison (GLLEP), Charlotte Horobin (Make UK), Garry Wilkinson (NatWest Bank), Neil Harriman (Economic Growth Solutions), Jeannine Thornley (LCC), David Earnshaw (Parkinson Harness Technology), Neil Main (Micrometrics), Michael Hague-Morgan (Autocraft Drivechain Solutions Ltd), Helen Doughty (SHD Composites), Natalie Poole (GLLEP), Richard Chambers (Boston College), Steven Peacock (Grantham College), Marcus Burton (Made Smarter Presentation)

**Apologies and Declarations of Interest:**

**Apologies:** Justin Brown (LCC), Ray Newell (Oakwell Management Services Ltd), Kevin Ross (NAMRC), David Caddle (Economic Growth Solutions), Nick Broom (Siemens), Robert Willey (Househam Sprayers), Ahmed Elseragy (Enterprise School of Engineering), Mark Kempton (Dynex), David Talbot (HCF CATCH Ltd), Edward Tong (Tong Engineering)

Full declarations of interest for each individual Committee Member can be found at:

<https://www.greaterlincolnshirelep.co.uk/about/boards/>

**Minutes and Matters Arising (Paper 1) - SH****Notification**

Since the last meeting we have had notification that Paul Taylor from Dynex would like to step down from the GLLEP Manufacturing Board. Paul has been a member since the Boards inception Paul stated that "it has been a pleasure to work with you all on the Board over the past few years".

He was really pleased with the way that the Board has been developing recently with renewed energy. He is not retiring but wants to focus more on the electronics sector and related international affairs which are posing lots of interesting challenges and opportunities."

Therefore, we would like to formally thank Paul Taylor for his extensive contribution to the GLLEP Manufacturing Board over the last 3¾ years. His knowledge and enthusiasm have been of great value to the whole Board, and his participation will most certainly be missed. He has nominated his replacement Mark Kempton Managing Director at Dynex Semiconductor who will join us at the October meeting.

**Matters arising**

Most of the points raised in the last minutes will be covered in the meeting today.

Karen Seal circulated the Agri-Tech and the Engineering and Manufacturing propositions after the last meeting - please continue to cascade these through your networks. We have received a fantastic response in terms of inward investment enquiries as a direct result of these. DIT are using them across their teams, at a future meeting we would like to update you on the kinds of enquiries we are getting across Lincolnshire - and we are keen to turn these enquiries into real investment opportunities, hopefully bringing some supply chain linkages.

No amends to the minutes brought forward and all other actions noted as undertaken.

**Spark Educational Pack - (Papers 2 and 3) - Natalie Poole**

Information on the Spark Educational Pack shared as Papers 2 and 3

The Spark Educational Pack was presented and discussed as below: -

The 'Have a Go event' that usually runs annually in the Cathedral was a casualty of COVID. After discussion at the Manufacturing Board and in conjunction with the GLLEP, the EBP and The Spark Group (group of employers who come together to help organise the event) the Spark Educational Pack has been produced.

The Spark Educational Pack is a pack of lesson plans that teachers and career leaders can use free of charge in schools and colleges across Lincolnshire. Appropriate for young people aged from 8-11 yrs. right up to school leavers 17-18-year-olds just about to enter the world of work.

Example lesson plan circulated. They are simple to download, and the teacher can easily embed the resources into their curriculum plan.

Please share this initiative with your networks to raise awareness of the resources - **ACTION - ALL**

Note - NM - NM is on the SPARK Steering Group. The event July 2022 will need manufacturers to come along to tell schools and young people about manufacturing, in particular how we are going to improve the carbon footprint and reduce energy consumption - which will be a main focus of the 2022 SPARK event. Please contact NM direct if you have any questions on the event next year.

Natalie Poole - Skills Delivery Manager  
Greater Lincolnshire LEP  
T: 07880 294729  
E: [natalie.poole@lincolnshire.gov.uk](mailto:natalie.poole@lincolnshire.gov.uk)

Link to the SPARK Education Pack - <https://www.dropbox.com/t/ZtwkSUtQQiwyA95H>  
Password - SPARKTHEEBP2021

### **Skills Agenda - Richard Chambers - Boston College**

PDF presentation distributed with minutes.

Final Slide - Keep an eye on where Industry and Technology is going with AI and Industry 4.0. Make sure there is the staffing CPD in place to meet those needs.

Note - MHM - There are massive skills shortages - and industry doesn't have the capacity just to 'free somebody up' but if we don't then we are not going to get out of this spiral. As leaders we need to try and find a way of making this happen.

Note - RC - Thanked Richard for his presentation. The LEP contributed £2.8m to the project and it's really good to hear the stories about it being 3 x oversubscribed and having the desired trickle-down effect particularly in Manufacturing and Engineering.

Note - RC - In addition to Boston EMAT Centre - £2.5m invested into a Digital Logistics Centre - part of the supply chain connectivity - focused on Digital learning.

### **Recruitment challenges**

Note - RC - Every single board across GL and nationally are suffering the worst recruitment challenges currently, impacts from an ageing workforce, post Brexit, Covid, furlough etc - described as a 'perfect storm'. The LEP are collecting some intelligence - any specifics on your current pain points would be appreciated.

Specifically working on: -

- HGV and LGV as its incredibly acute

- Visitor Economy sector - hospitality, retail and leisure
- Food Sector
- Care Sector

Not currently doing anything bespoke on Manufacturing as whilst we recognise there are challenges, we don't hear that this is a lot different than that of 2-3 years ago. Happy to discuss.

Richard Chambers | Head of Projects  
 Boston College, Skirbeck Road, Boston, Lincs PE21 6JF  
 T: (01205) 365701 3212  
 E: [RichardC@boston.ac.uk](mailto:RichardC@boston.ac.uk)

**Skills Agenda - Steven Peacock - Grantham College**

PDF presentation distributed with minutes.

We have issues just like Richard in terms of engineering staffing - and it would be a brilliant idea to link up through loans of staff through companies.

Q- DJ - What do you need from the local employers to make this a success?

A - SP - Working with employers to get vacancies filled - to provide that pipeline - and likewise, be able to call on a network of employers to deliver masterclasses. Discuss the skills gaps with employers to ascertain if the portfolio of courses offered matching the needs of the workplace.

**Action - Organise a round table discussion between Manufacturers and Grantham and Boston College**

Note - MHM - Career's page shared in the chat function - link below: -  
<https://apply.workable.com/autocraft-solutions-group/#jobs>

You will see that we are struggling across the board, particularly in technical roles. The lack of skilled people is no surprise. It has been getting worse for years, but post Covid it is acute. You can see some technical roles are over 5 months old and we have still not filled them.



**Made Smarter - Marcus Burton - Mazak**

PDF presentation distributed with minutes.

Made Smarter goes back to 2017 - review carried out by Juergen Maier about how digital technologies could be adopted more widely - and lead our industry 4.0 revolution in the UK. The Industrial Digital Review then turned into and was branded Made Smarter and has 4 pillars.

Before questions opened - Marcus stated that he understands that there have been some boundary changes due to a LEP reorganisation. That the Made Smarter areas were not aligning with the LEP areas. The South Humber region is still being addressed by the Yorkshire and Humber Made Smarter initiative which is being driven from Sheffield and Leeds.

Marcus also said that he believes from his colleagues in BEIS that there was a bid put in by GLLEP and the UoL at the start of the programme - which wasn't successful. The manufacturing team at

BEIS are ready to talk to the local team to re-engage to steer a direction and assist in putting together some adoption ideas for the region.

Q - SH - Thank you for the update Marcus. The Greater Lincolnshire Growth Hub chairs the East Midlands Cluster Group for the Growth Hub - and we are keen as a cluster to engage with the Made Smarter Initiative. Whilst we are supportive of the GLLEP bid - we would like to look at the best practices with a view to bidding in as a cluster through the CRF and/or Levelling up Fund agenda. In terms of resources and provision - do we buy into a package that's already there? Is there an advisory pool that we buy into, or do we have to grow our own?

A - MB - Both - There is talk of higher value manufacturing catapults setting up a resource that all Made Smarter initiatives could tap into - for some regions this would be easier as they have catapults on their doorstep, but if we want this to go national, we have to consider having some resource that can be tapped into. The first engagement for SME's needs to be more local to build up rapport - and referrals made only when specific advice / technical skill needs to be brought in. The Made Smarter project is not hugely funded and will only get regions to the end of the year where they can bid for more.

Note - SH - There is a meeting next week with Alan Dilworth from the Growth Company, Manchester - we would also like to have further conversations with you Marcus.

Reply - MB - Happy to do that, would also be good to facilitate the right contacts in BEIS to inform on how to structure the bid to hit the sweet spots for BEIS.

Note - MB - MakeUK were great at facilitating a greater regional approach in the West Midlands to work together for the good of the SME's

Q - RC - Who is the contact in BEIS that we could take this up with at a practical level. To report back from the East Mids Chairs LEPS meetings - all 3 EM LEPS are committed to working together on a CSR / 1 year review, to put a bid in through the spending review for an East Midlands Made Smarter Pilot Programme. Seeking support from the East Midlands Engine and Sir John Peace. East Midlands is the home of Manufacturing - and we are keen to work together to identify and shape what our model should look like.

A - MHM - Claire Porter is the contact at BEIS and Mike is happy to facilitate an introduction to Claire and the team. It needs to be when we know who we are linking up with - and have a better idea of what we want to do - it doesn't have to be a finished plan.

Note - MB - Agreed. Also suggested Matthew Ellis - he initially offered his help and advice.

Note - DJ - Expressed an interest for him and Mike HM to be put forward as Digital Champions case studies, their experience can help energise other manufacturers into digital adoption. **ACTION JPT**

Note - MB - Case Studies are key - real examples of what you can do.

Marcus Burton  
Mazak  
Made Smarter Adoption presentation  
E: [mburton@mazak.co.uk](mailto:mburton@mazak.co.uk)

#### **GLLEP Update - Verbal - RC**

PDF presentation distributed with minutes.

Recruitment challenges are an acute problem nationally and internationally. Intel is currently being gathered around the impact on particular sectors - Food, HGV, Visitor Economy and Health and Care. Questions below: -

#### **Chat transcript - RC**

Recruitment challenge intel to be sent to: [GLLEPbusinessintelligence@lincolnshire.gov.uk](mailto:GLLEPbusinessintelligence@lincolnshire.gov.uk)

1. What is your current/immediate staffing need – how many (numbers incl. agency)
2. How does this break down broadly across your business (e.g. operatives, drivers etc, are there specific pinch points)
3. What is the likely impact to your business of not filling those vacancies (financial, implications on production, contracts etc)?
4. What is your estimated need for staff over the next 6 months – how many (numbers), are these in a particular part of the business?
5. What are the main barriers driving the shortage? How can this be mitigated?

Q - RC - Is this also required for the Manufacturing sector? Charlotte and MakeUK may already be doing this?

For the HGV one the LEP is working jointly with LCC and the Chamber, on Health and Care the LEP is working jointly with the Care Organisation.

#### **Greater Lincolnshire Manufacturing Network (GLMN) Update - Verbal - JPT**

Apologies from Ahmed Elseragy as unable to attend the meeting.

Next event - Thursday 15 July - 28 bookings, 9 manufacturing business. The event will be seeking the opinions of attendees to help shape the future of the GLMN.

#### **Covid Recovery Plan Action Update (Paper 4, plus appendices) - JPT / NH**

JPT referred to Paper 4 and asked that everyone cascades information on the support programmes to their networks. **ALL TO ACTION**

DJ - Ask businesses if they have had any success directly from being featured in the Made in Lincolnshire brochure? **JPT TO ACTION**

#### **Manufacturing Growth Programme & Supply Chain Programme - NH**

Demand for the MGP remains high with positive outcomes.

There is a shortage of capital grant availability in GL - which has meant people being signposted to this programme - this pot is running very low now, and there is still a high demand.

Regional Manufacturing Barometer, G Lincs and national insight reports circulated.

#### **Board Make-Up - SH**

We would like to ensure everyone is happy to continue their role on the Board, and we are working to develop the breadth of representation. Seeking nominations for ambassadors and champions of the sector we can approach either directly or through Darren, particularly from the Food and

Decarbonisation sectors. We are also seeking representation from Rutland - working with Sue from Rutland County Council and working with colleagues in North Lincolnshire Local Authority for business suggestions.

Q - DJ - Have Rutland Plastics have been approached? **DJ to forward contact details to SH.**

Any other recommendations please forward through to SH, DJ or JPT - **ACTION ALL**

### **Any Other Business**

SH - Ref Capital Grants We have bid for Community Renewal Funding - covering Boston, Lincoln and East Lindsey predominantly. 3 Programmes - Entrepreneurship, Digital and Green Lincolnshire. This is a pre-cursor to the UK Shared Prosperity Fund. Outcome should be known by early August. This activity will provide support and revenue grants and be delivered by 31 March 2022. 19 projects submitted for Lincolnshire for £7 - £9million. SH will update the Board at next meeting.

CH - Collaboration between GLLEP and MakeUK - Food and Drink Meet the Buyer event on 14 September. A verbal thank you to Ruth - buyers are currently being recruited and information will be circulated shortly.

GW - The bank is seeing increased issues around Cyber Security - MakeUK have done a lot of work in this area and GW has been speaking to Kryptocloud as they are having difficulty reaching the Manufacturing community.

DJ - Suggested that Cyber Security be an agenda item for the next meeting. **JPT TO ACTION**

MHM - Wanted to say a massive thank you and well done. The whole Board has come on massively in 3 years. The level of professionalism on the minutes and DJ chairing the meetings is in a different league to where we were 3 years ago. The pack of information for the meeting was well put together and easy to follow. Very impressed, well done everybody. Big difference.

DJ - Thank you and thank you to everyone who has made that possible.

### **The meeting was closed.**

### **Date of next meeting**

Tuesday 12 October - 10.00am to 12.00pm

### **Noted Agenda Items for next meeting**

Update on the Defence Board

EM Digital Industrialisation & Manu Support Framework outline

Cyber Security - Rona Mackenzie from KryptoCloud