



# Minutes of the Greater Lincolnshire LEP Manufacturing Board

17<sup>th</sup> January 2022

MS Teams

*Draft Minutes*

### **Present:**

Darren Joint (Chair, Viking Signs), Ruth Carver (GLLEP), David Caddle (Economic Growth Solutions), Charlotte Horobin (Make UK), Garry Wilkinson (NatWest Bank), David Caddle (Economic Growth Solutions), Neil Main (Micrometrics), Jeannine Thornley (LCC), Nick Broom (Siemens), David Earnshaw (Parkinson Harness Technology), Michael Hague-Morgan (Autocraft Drivechain Solutions Ltd), Ahmed Elseragy (Enterprise School of Engineering), Kevin Ross (NAMRC), Edward Tong (Tong Engineering), Mark Kempton (Dynex), Sam Pask (Grantham Engineering), John Raynor (Fen-bay services - Observer) Caroline Illingworth (GLLEP - Observer) Charlotte Kirton (UOL - Presenter), Mick Lochran (IOT - Presenter) Amy O'Sullivan (GLLEP)

### **Apologies and Declarations of Interest:**

**Apologies:** Justin Brown (LCC), Neil Harriman (Economic Growth Solutions), David Talbot (HCF CATCH Ltd), Robert Willey (Househam Sprayers), Helen Doughty (SHD Composites), David Earnshaw (Parkinson Harness Technology), Ray Newell (Oakwell Management Services Ltd), Samantha Harrison (GLLEP)

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

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

### **Minutes and Matters Arising (Paper 1) - Jeannine Thornley**

#### **Matters arising**

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

**Skills** - Organise a round table discussion between Manufacturers and Grantham and Boston College ref suitable skills pipeline - please let us know if you would like to be involved. - brought forward

**RC to follow up**

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

### **Inter-Board working and the Year Strategies and Priorities - Darren Joint**

Darren attended Strategic Advisory Board Chair meeting which was useful to hear what was happening within the wider LEP community.

As an observer at the most recent LEP Board, it was recognised that Manufacturing is a LEP priority, therefore, the role to sit on the Main Board will be considered for the future, however, due to capacity as Chair this is currently not possible. As a result, Board members were asked to share interest in Vice-Chair role directly to Darren to ensure the Board is represented - **ALL TO ACTION**

#### **Board Main Priorities**

1. Made Smarter
2. GLEAM Network
3. Technical Skills

Board members to share feedback, if any, on priorities with Chair - **ALL TO ACTION**

### **IOT Presentation - Mick Lochran**

Presentation slides to be shared to all attendees - **ML / AO TO ACTION**

**RC** - Green Skills, how focused is IOT on the renewable sector, green manufacturing and decarbonisation? Is this a target that has been built into the curriculum? Is there an engagement gap across the Greater Lincolnshire area between engineering and manufacturing?

Summaries to be provided for the Board, containing a succinct list of facilities, locations, cohort numbers and qualifications at IOT - **ML TO ACTION**

**ML** - Employer engagement - Government focus on level 4 and 5 qualifications however, there are difficulties in employers committing to this training, with a lot of demand on level 2 and 3, focusing on welding and operation. ML is happy to regularly update the board at upcoming meetings. **ML TO ACTION**

Joined up approach is needed to collate all work which is happening across similar networks across the county, such as the IOT Employer Advisory Group. Board representation for the IOT Board from Manufacturing Board Member - Edward Tong. Re-engagement is needed with local education providers in order reaffirm employer partnership

Follow up with Grantham College contacts regarding re-engaging with local businesses on the Board - **ML TO ACTION**

**MHM** - Lower levels are more important for the area in my opinion because you can get graduates to move to the area but no point having graduates if you have not got practical "doers" embedded in the local economy with the right skills. As an investment for local government, you should therefore invest in people that already live in the area because they are highly likely to stay local and having these skills will be a significant competitive advantage to attract inward investment. We also need to change the narrative on employment levels. We don't have a significant unemployment problem. What we have is a lack of people at the right skills to employ because most companies have vacancies and if we could find the people with the right skills we could grow faster. The skill issue is not a new challenge, but Covid, Brexit and natural demographics means the skills issue is now hurting the UK manufacturing base.

#### **Made Smarter Update - Jeannine Thornley**

*Below update was delivered on behalf of Samantha Harrison*

Developing a pitch for BEIS across the cluster, involving the current working group containing members from the GL LEP, Leicester, Nottingham, Derby, Make UK and Midlands Engine. As this group develops the University of Lincoln will also form part of this.

Consultant, Chris Owen (Owen and Partners Limited) based in Grantham, has been commissioned to pull whole business case together, as a cluster, combining 3 different proposals and priorities from the different areas. With the objective to work as one cohesive group to form a compelling argument for the rollout of the Made Smarter pilot in the East Midlands. Document to be finalised by February 2022

Discussions with colleagues in successful pilots from the Northwest, Northeast and the West Midlands, Yorkshire and the Humber have shaped the learning for this piece, as well as mapping potential challenges and achievements.

Video case studies commissioned as part of the pitch to feature Darren Joint from Viking Signs and Michael Hague-Morgan from Autocraft Solutions Group. Viking Signs case study is in the final stages of signoff. Autocraft case study became a casualty of COVID and has been rescheduled for early 2022 (covid permitting). Seeking further interest from the Manufacturing community as

representation in the pitch. Board members to share interest with Jeannine Thornley to take part in video/written case study for BEIS pitch - **ALL TO ACTION**

Seeking advice from BEIS regarding timescale as undecided whether this would be a 3-year pitch, however, this timescale would allow to deliver more tangible benefits for the businesses.

Final submission date is March 2022

### GLLEP Update - Including structures and update on the Defence Board - Ruth Carver

#### **Defence & Security Advisory Board - Cross Board Collaboration**

Opportunities for cross-board collaboration with the Defence & Security Advisory Board due to 1 of 3 priorities surrounding Innovation and the digital agenda. The Defence & Security Advisory Board is still relatively new to the Strategic Advisory Board portfolio therefore it may be useful to have an understanding of where the overlap is, what is their focus, what companies we have in the county and where both boards can work together more. GL LEP Team are currently mapping what defence sector companies are in the region

They are currently in discussion with the MOD regarding procurement for SME's, procurement in the defence sector and there is a model with the defence sector that is called a regional cluster. They are actively involved in setting up an innovation cluster across Greater Lincolnshire and hoping to put in a proposal in order to be recognised and registered as a supply partner. There are huge opportunities for cross over in terms of cyber, security and other supply chains.

Majority of RAF flight training is continuing at Cranwell however all cadet training is returning to Lincolnshire and RAF Waddington is expanding.

Rationalisation of assets in the UK, Defence Review happening nationally - closing of bases and moving personnel into other areas. Over the next 5 years there will be around 3,500 new people coming to Lincolnshire for the RAF, particularly in Cranwell, or due to another base closing. Great opportunity to engage with new families with new skill sets, celebrating that people are moving to the area particularly with current labour market challenges.

Ruth and Charlotte Horobin to reconnect with MoD contact - [Resettlement for Ex-Service Personnel | Ex Armed Forces Recruitment from CTP](#) - **RC & CH TO ACTION**

#### GL LEP Update

Awaiting outcome of the Levelling up white paper which is going to be published around the end of January, however, the date does keep moving, therefore, a later date may be provided. GL LEP continues to run as business as usual, but on top of that Lincolnshire is seeking some devolution around the county deal, so the environment in which the team currently work in may be potentially changing

### GLMN / GLEAM Network Update - Charlotte Kirton

Paper 2 was circulated with all attendees prior to the meeting

Name - GLMN name has been rebranded to GLEAM to reinforce positive connotations of the acronym

Next event: [“Manufacturing a Skilled Workforce”, Tuesday 1st March 2022](#)

Speakers: Christopher Pett, General Manager at Mastenbroek

Mick Lochran, Institute of Technology and Chief Executive of DN Colleges Group

Facilitator: Charlotte Horobin, Make UK

Event will follow previous format of two keynotes and interactive breakout sessions.

To finish by highlighting opportunities and resources on offer to the businesses, as well as upcoming events.

Logo - new logo was discussed with the Board, stating that option 1 of the new logo was approved

Other social media links - Charlotte stated there would be an interest in setting up a Twitter account for the network, as well as sponsored posts on various other sites, however, will be concentrating on LinkedIn initially to build momentum

JR - stated that their use of LinkedIn was to be utilised for recruitment rather than searching for relevant networks such as GLEAM, although they would be interested in interacting with the network, they would have previously only been aware of events promoted by their accountant.

Board's feedback was requested on how GLEAM "membership" should proceed:

- Events and resources only available to GLEAM members
- No official membership - events and resources open to all on our mailing lists and networks
- Combination of the two: events can be attended by members and non-members, BUT there are additional benefits to becoming a member e.g., Make UK affiliate membership, access to additional events, members newsletters etc.

Option 3 was approved and is to be actioned - **CK TO ACTION**

The network would like to interview members of the Board to include in the videos and marketing materials, to highlight the significance of the network i.e., the need it is responding to and importance of the sector to Greater Lincolnshire. Please contact Charlotte Kirton directly if you are happy to volunteer, via [ckirton@lincoln.ac.uk](mailto:ckirton@lincoln.ac.uk) - **ALL TO ACTION**

Presentation slides to be circulated - **AO TO ACTION**

GLEAM LinkedIn profile - please give it a follow - (5) [GLMN - Greater Lincolnshire Manufacturing Network: Overview | LinkedIn](#) **ALL TO ACTION**

### COVID Recovery Plan Update - Jeannine Thornley

Paper 3 was circulated to all attendees prior to the meeting

End of the contracted Manufacturing Transformation Programme and Supply Chain Programme that was being delivered through the Growth Hub which due to popularity now has a waiting list. Looking to deliver to another 20 businesses going through the programme with a personalised approach, offering 1-2-1 support, supporting the businesses with marketing, supply chain and online sales. Case studies from the programme will be compiled and circulated for the next meeting - **JT TO ACTION**

Funding will end nationally on the 31st of March 2022, therefore current cohorts on the programme will be the last. They will be featured in the Made in Lincolnshire digital Brochure.

The Made in Lincolnshire Brochure is updated monthly on the Business Lincolnshire website - [December 2021 version - PowerPoint Presentation \(businesslincolnshire.com\)](#)

The brochure launched in May with 73 business, now 104 businesses currently feature, with aim to feature 150 businesses.

Manufacturing Conference has been confirmed for Friday the 22nd of April at Brackenborough Arms Hotel and working with the Growth Hub team to deliver a hybrid approach, due to capacity at the venue so attendees can log on remotely. There will be speakers around key themes including sustainability (de-risking the business), Net Zero, Internet of Things (Cybersecurity), offshore renewables etc.

We hope to be able to offer factory tours of local businesses at the end of the conference and breakfast networking to be sponsored by the GLEAM network

[Business Lincolnshire Live Show - Episode #9 - Manufacturing Lincs | Business Lincolnshire](#) - **ALL TO PROMOTE**

Tuesday 25 January 12-12.45pm - held live on Linked-In and Facebook - with a Manufacturing slant. Key themes - GLEAMN, Case Study (TBC), [Made In Lincolnshire Brochure](#) and Supplier Directory, Tech Hubs and Save the Date - Manufacturing Conference.

### **Manufacturing Growth Programme & Barometer - David Caddle**

*Below update was delivered on behalf of Neil Harriman*

The following reports were circulated to all attendees prior to the meeting

- G Lincs MGP Insight Report\_12 2021
- MGP LEP Insight Report\_12 2021
- MGP-EAST-MIDLANDS-Barometer-Q2-2021

The latest quarterly survey and the Barometer insight reports highlight that supply chain is still seeing significant challenges. Respondents stated that they're committing an average of two extra full-time employees to manage the supply chain upwards and downwards, and as a result, they have taken some actions to try and sustain profitability of the business, such as 70% of extended lead times, 68% have increased product prices, 57% increase stock holdings and key products, and 57% have purchased larger quantities, bulk orders to try and get some savings.

We're also finding that skills are still an issue, so staff retention and recruitment and struggling and are causing substantial problems for many SME's.

They're seeing heightened demand but have that lack of people power right now. In fact, over 72% of respondents have lost skilled staff since the beginning of COVID, and 30% said they were unable to replace them. This is a significant skills gap, that could drastically impact the recovering growth of the manufacturing sector within the East Midlands.

### **COVID-19 Intelligence gathering - Amy O'Sullivan**

Greater Lincolnshire LEP are gathering COVID-19 intelligence across all Strategic Advisory Boards. This is to ascertain what the staffing impacts are and whether there are any other significant risks or continuity issues which need to be addressed. This research is being undertaken by James Baty (Policy & Research Executive Manager) at the LEP

The below questions were shared to board attendees. Discussion contributions were focused on the lack of lateral flow tests and availability issues.

*1. Is the current covid situation having an impact on business performance, productivity or investment. For example, do staffing shortages or current customer attitudes having an impact that poses a risk. What is the likely timescale of this risk; short (under 1 month), medium (1-6 months) or long term (6 months+)*

2. If so, where does the current risk to the business sit against other factors such as inflationary pressures, recruitment challenges, market factors?

3. How might the risk be mitigated (i.e., government policy, adjusting working protocols etc). What are the likely impacts if the risk is not mitigated?

**CH** - I've taken the time to reach out to our government affairs team who are briefing the business secretary this week. The message still coming back from BEIS currently that lateral flow testing remains available as a free tool through the government website, pharmacies, etc. However, we have made the point very strongly, the fact that employers can't order in bulk, this is not cost effective for our organisations, especially when some have no choice but to bring people into the workplace. We have to embed trust, health and safety etc. So, rest assured, this is something that we continue to keep raising at the highest level.

**JR** - As a critical supplier, we are supposed to test daily, but we just can't get hold of any tests, so we can't be compliant.

**DJ** - Main concern is the availability of lateral flow tests, and at one point was paying to get them for staff. However, it also seems difficult to buy them at the moment, we do sell a lateral flow test kits station sign, however there is so much demand, people have been not looking at the listing properly and buying the sign rather than the tests

**GW** - Many businesses are doing 2-3 tests a week for obvious purposes, so lateral flow test availability has to be a key thing to raise

Any other contributions please forward to Amy O'Sullivan - **ALL TO ACTION**

#### Any Other Business

KR - Skills and retention

- **KR to present at next meeting, focusing on Talent Management and Staff Retention**

The meeting was closed.

#### Date of next meeting

Tuesday 19<sup>th</sup> April 2022 - 09.00am - 11.00am - On MS Teams

#### Noted Agenda Items for next meeting

IOT Update - Mick Lochran

Update on the Defence Board