

## BUCKINGHAMSHIRE LOCAL ENTERPRISE PARTNERSHIP (BLEP) SKILLS ADVISORY PANEL (SAP) MEETING

Minutes of meeting held on Friday 21 January 2022, from 10am, via Teams

<b>Present:</b>	Professor Gavin Brooks, Buckinghamshire New University	(GB)
	Shabnam Ali, Buckinghamshire Council	(SA)
	Beth Baker, University of Buckingham	(BB)
	Ian Barham, BLEP Partnerships Manager	(IB)
	John Browning, Bucks Skills Hub	(JB)
	Emily Cashen, Cities & Local Growth Unit	(EC)
	Cllr Anita Cranmer, Buckinghamshire Council	(AC)
	Genevieve Dady, Greater South East Energy Hub	(GD)
	Heather Dean, Buckinghamshire Business First	(HD)
	Caroline Hargrave, Buckinghamshire LEP	(CH)
	Marina Jackson, BLEP Under 19 Skills Manager	(MJ)
	Simon James, Buckinghamshire Council	(SJ)
	Colin McGregor-Paterson, Oasis Partners	(CM)
	Karen Mitchell, Buckinghamshire College Group (part meeting)	(KM)
	Richard Peters, The Misbourne School	(RP)
	James Moorhouse, Buckinghamshire LEP	(JM)
	Dave Oxley, McAfee/Digital Sector Group Lead (Part meeting)	(DO)
	Martina Porter, All Spring Media (Creative Sector Group Chair)	(MP)
	Kerry Senatore, Careers & Enterprise Company	(KS)
	Paul Skitt, Flannery Plant (Construction Employer Group Chair)	(PS)
	Cllr Julie Ward, Buckinghamshire Council	(CJW)
	Jon Wardle, National Film & Television School (Part meeting)	(JW)
	Mark Wood, Reaction Engines/Space Sector Lead	(MW)
<b>Apologies:</b>	Juliet Anderson, Bucks Health & Social Care Academy	
	Ian Harper, Buckinghamshire New University	
	Katie Higginson, Community Impact Bucks	
	Jo Lynch, DWP	
	Sally White/Sarah Stevens, Sylo Beyond HR	
<b>In Attendance:</b>	Sarah Fraser, BLEP	(SF)

### ACTION

#### 1 MINUTES

The Minutes from the meeting held on 12 November 2021 were agreed as an accurate record.

##### 1.1 Matters arising (not covered elsewhere on the agenda)

- 1.1.1 ➤ **SAP Membership - Young person representative** – HD will raise this subject at the Careers Hub Steering Group meeting on Wednesday 26 January in the hopes of finding a suitable young person to attend future SAP meetings.

**HD**

All other actions arising from the last meeting had been completed or would be covered in the course of the agenda.

## 2 LOCAL SKILLS REPORT/BUCKINGHAMSHIRE SKILLS STRATEGY

Further to discussion at the last meeting, thanks were offered to SAP members who had forwarded comments on the draft Local Skills Report. These comments have all now been incorporated into the updated Local Skills Report, which is being prepared for final publication to meet DfE's 28 January 2022 deadline.

A number of small publicity events will be held in March publicising the updated report and further details will be forwarded to SAP members when available.

GB/HD will also share detail on the updated report at the Buckinghamshire Growth Board planned for 14 February.

SAP members offered their thanks to JB/CH and colleagues for all the hard work dedicated to producing the updated report.

## 3 GREEN SKILLS

### 3.1 Green Skills Research (Presentation attached)

CH provided an overview of the Green Skills Research currently taking place (as attached). This is a work in progress with planned completion by the end of March 2022. Employer interviews are due to be conducted over the next few months on a wide range of topics but will include discussion around the need for more/improved green skills.

SAP members commented:

- Estimates on the level of jobs growth/jobs required appear to be very low, although a proportion of this may be due to the need to reskill existing trades (electricians) to be able to handle installations of new technologies.
- MW/SA/PS/MP confirmed they would be happy to take part in employer interviews.
- Sustainability Co-ordinator roles within the Creative Industries may offer a source for case studies. MP/CH to liaise.
- The research would benefit from the inclusion of transport as a focus.

MP/CH

### 3.2 Green Skills – An Energy Perspective (Presentation attached)

GD provided an update on the work of the Greater South East Energy Hub and the measures being taken to meet Government targets.

It was agreed GD/CH will liaise around specific Buckinghamshire data to feed into the work of the Greater South East Energy Hub.

GD/CH

### 3.3 Breakout Session – Plenary Feedback

The group moved to Breakout sessions to consider:

- Which are the most urgent green skills challenges locally and which do we need to plan for over the longer term?
- What partnerships should, or could, be formed to help support?
- Any other emerging issues?

**Plenary feedback offered the thoughts below:**

- **Young people/Providers:**
  - Discussions are needed on how this agenda affects education and the next generation.
  - More thought is required on how to encourage young people to take up green jobs (which appear to align with their values) and to take up the opportunities of mini-internships being run by universities.
  - What can be done at school level to encourage green careers.
  - Green Skills Academies are being established in London and perhaps there is an opportunity to replicate this in Buckinghamshire.
  - More needs to be done to ensure schools are aware of the opportunities available in the sector and are sharing these with students.
  - There is a need to look at wider opportunities and include those within the natural environment, understanding more around jobs/skills in the circular economy.
  
- **Employers:**
  - There is work to be done to educate employers on green skills and what can be done, as per the UKRI report.
  - Routes into work; what can be done with organisations that work with young people to promote green jobs/careers.
  - Construction skills and retro fitting - what can be done around new skills/upskilling.
  - The number of electric vehicles on the road is increasing but there is a lack of expertise with mechanics to maintain these.
  - Plant operatives will need to learn new driving skills in order to operate machinery in a green way.
  - The construction sector is struggling to recruit enough people, and the need to recruit those with green skills will only exacerbate this situation.
  - BBF will be setting up a green skills collaboration circle and will be working to help businesses understand their carbon footprint.
  - More needs to be done to ensure employers are aware of the work of the Supply Chain Sustainability School.
  - More needs to be done to work in partnership with large organisations and those in key sectors, perhaps through Sector Skills Councils.
  
- **Government/Local Authority:**
  - Incentives are needed to encourage people to upgrade their homes to be more energy efficient.
  - Buckinghamshire Council has committed that all school new builds will use green construction methods and will hopefully be net zero.
  - Buckinghamshire is a difficult county to navigate on public transport pushing more people towards cars and making it difficult for young people to take up opportunities.
  - The pandemic has seen more work done on local procurement to address carbon challenges and more needs to be done on this front.
  - Transport and infrastructure are key to this agenda; businesses can be doing all they can and be scuppered by car and public transport emissions.
  
- **Other**
  - There is an opportunity to bid to establish a Bootcamp to help provide upskilling for individuals, but this opportunity closes at the end of January.

## 4 BUCKS SKILLS SHOW

The experiential Bucks Skills Show will be held on 9/10 March at Westcott Venture Park. School groups will be welcomed during the day with the evening of 9 March being open to young people with their parents, and those interested in changing jobs. 4,400 students have already registered but more employer exhibitors are required to inspire students.

There will be significant outdoor exhibition/equipment space in addition to outdoor marquee space and indoor exhibition facilities.

There are currently employers registered representing 10 sectors, but more are needed. It is planned to showcase all the different industries available, and discussions are underway, particularly, about how to best showcase green jobs.

The Skills Show is a tremendous opportunity for employers to share their career opportunities available and to attract new employees.

For more information, and for employers to register to be part of this event, please follow this link: [Bucks Skills Show 2022 - Buckinghamshire Business First \(bbf.uk.com\)](https://www.bbf.uk.com).

## 5 PARTNER UPDATES

### 5.1 All Spring Media (Creative Industries Sector Lead)

- The membership of the Creative Industries Sector Action Group has widened and the group is becoming the key group for the sector in Buckinghamshire.
- At the most recent meeting there was significant discussion on the number of studios being developed both in Buckinghamshire and on its borders, and what this will mean for the county in terms of the skills required. A sub group of education and skills providers is being drawn together to ensure that these skills needs are being addressed.
- All Spring Media has been announced as a finalist in the AAC Awards in the Creative and Design Apprenticeship Provider category.
- Apprenticeship numbers have doubled and are continuing to grow, with a qualification achievement rate of 95% on courses run by All Spring Media.

### 5.2 Flannery Plant (Construction Sector Lead)

- The Construction Employer Group met on 14 January, the main theme being green skills, taking a deep dive into what is needed on this front in the Construction sector.
- Green skills and digital skills will remain a focus for the group in meetings planned for the balance of the year, and a separate “Skills Solutions Group” has also been established to focus on what is needed in the sector and how to attract more people into the industry.
- Flannery is trying to develop a Bucks Skills Operator Hub. The initial planning application has been rejected but the company is now looking at the alternative of providing mobile exhibition/training space which will provide increased coverage and access. More information will be shared when available.

### 5.3 Space Sector

- A meeting has been held recently with business and university partners to look at propulsion training requirements, and a new building, funded by Bucks LEP, will be used to undertake a pilot training scheme.
- There is more to do to share Westcott’s history and association with the space sector.

5.4 Bucks LEP

- The outcome of the LEP Review and the Levelling Up White Paper are both still awaited; it now appears these may be delayed until early February.
- The LEP has commissioned a report auditing the Buckinghamshire economy and highlighting some of the strengths and opportunities available.
- CH will be taking maternity leave from mid-February.
- The LEP has commissioned a green economy audit, which will start in a few weeks' time, to look at green economy specialisms, what opportunities are available for innovation, and where businesses are in their journey towards net zero.
- The quarter 4 Business Barometer survey will go live in the next few weeks; those present were encouraged to complete the survey if at all possible.

5.5 Buckinghamshire Council

- The council is leading of delivering a Careers Fair at the Elgiva in Chesham on 5 March.
- SJ/CH/JB have met to discuss the development of the "place" based Buckinghamshire Skills Strategy and the action plan that will run alongside this.
- NEET numbers have reduced significantly over the last quarter, which is an excellent result and an indication of all the work that has been taking place on the skills agenda.
- The council's ongoing focus will be on vulnerable people, particularly children.

5.6 University of Buckingham

- New intake numbers for January have been excellent.
- Additional funding has been secured to extend the micro-internship programme that has been running recently and this will now continue over the whole of 2022.
- The University has taken part in the Queen's Green Canopy and has been planting trees on University grounds in the last week.
- The new Student Union space opened just before Christmas.

5.7 Cities & Local Growth Unit

- The Levelling Up White Paper is due in the next few weeks.
- A publication on the UK Shared Prosperity Fund is expected alongside the Levelling Up White Paper which will provide details on geography, allocations, bidding process and will allow areas to prepare for the launch of the Fund in the spring.

5.8 Buckinghamshire Business First

- BBF has been successful in winning a bid to the Community Renewal Fund (CRF) focussed on the Visitor Economy and supporting businesses to recover post lockdowns. The project will be launched w/c 24 January under the name "Boost". This is an overarching project with a number of strands, including assisting businesses in understanding and reducing their carbon footprint and using their new green credentials to promote their products and services.
- "Boost" will also seek to help businesses to become more accessible, reflecting Buckinghamshire's place as the birthplace of the Paralympics.
- The Bucks Skills Show on 9/10 March will form a part of the wider Buckinghamshire Business Festival to take place in early March, co-ordinated by BBF. The Festival will include a Tourism Summit to take place on 2 March at the Waterside Theatre.
- The Buckinghamshire Business Awards will also be launched in March.

5.9 Careers & Enterprise Company (CEC)

- **Government / legislation update**
  - A debate in Parliament on 'Careers guidance in schools' took place on 18 January, led by Esther McVey MP (Conservative MP for Tatton). During the debate, multiple MPs from across the political divide (as well as Minister

Michelle Donelan) praised the work on the CEC and the network, specifically mentioning the work on Maths BM4 with Pinewood Studios (Control F 'Pinewood' in the link below will take you to the reference is made)

<https://hansard.parliament.uk/commons/2022-01-11/debates/2764E1AB-6CAC-41AE-A928-D4F0AE831426/CareersGuidanceInSchools>

- On Friday, Mark Jenkinson MP's Bill on careers (extending the duty to provide independent careers guidance and advice to Year 7s and academy schools) cleared its final stages in the House of Commons unchanged. It will now go to the House of Lords for further debate before it can become an Act of Parliament.

#### ➤ Campaign

- CEC launched "Ahead of the Game" last week through the Careers Leaders Newsletter, and on social media. The first day of launch posts gained 11,500 impressions, and 283 engagements, this campaign and resources support BM7 in promoting pathways and support transition points where we know young people can get lost. - [Ahead of the Game | CEC Resource Directory \(careersandenterprise.co.uk\)](#)
- Please follow/promote – twitter [The Careers & Enterprise Company \(@CareerEnt\) / Twitter](#) Linked In <https://www.linkedin.com/posts/the-careers-%26-enterprise-company-ahead-of-the-game-activity-6887694900242980864-5Jp5>

#### ➤ New reports

- With the support of JPMorgan Chase, CEC commissioned the Behavioural Insight Team (BIT) to develop evidence of how career support, that sits within the Gatsby Benchmarks, can be further targeted to improve post-16 transitions to education or employment for young people from socio-economically disadvantaged backgrounds. [Effective Careers Interventions for Disadvantaged Young People: Evidence review | The Careers and Enterprise Company](#)
- The new report, [Trends in Careers Education 2021](#), is based on data from nearly 4,000 secondary schools and colleges and looks at changes in careers education over the course of pandemic.
- The analysis reveals that teaching approaches are changing, with more schools and colleges linking lessons to jobs and careers. More than six in ten schools taught maths and English in this way last year, a 44% increase from 2019.
- The data also shows that 84% of schools provided information about apprenticeships to their students. While progress is being made, The Careers & Enterprise Company cautioned that "more work needs to be done to convert interest in apprenticeships to uptake."
- More young people took part in one-to-one careers guidance sessions. Eight in ten schools reported that most of their students had an interview by the end of Year 11, compared to around seven in ten before the pandemic.
- Some of the biggest challenges in careers education involved employer engagement. A third fewer schools offered work experience to most of their students, while there was a 13% drop in the number of colleges offering workplace experiences. Other forms of employer engagement, including careers talks and projects with students in lessons, remained stable.

#### ➤ Plans for Growth

- We continue to work with DfE and partners to look to expand the network to grow the Hub Model everywhere, currently 3,258 institutions are in a Hub.

#### ➤ Employer Standards

- We are in the process of drafting Employer Standards for engagement with Education. The themes are: Collaborating for success; Developing young people; Addressing the needs of each student; and Securing the next generation of talent. More info to follow when available.

5.10 Buckinghamshire Health & Social Care Academy

- The Academy has had x2 successful bids.
  - x1 working with faith communities across Bucks to build wellbeing, and support mental health care by embedding mental health first aid and building capability and capacity at a local level. The Academy is engaged with the council and the community teams who work across Bucks with faith communities.
  - x1 to pilot a cohort of trainee nurse associates in social care settings, which is not currently done consistently for social care. The Academy is working with BNU to deliver this programme and to source candidates.
- The Academy is about to go out to advert for 2 project managers, one for each piece of work.
- Work also continues alongside the county's libraries, Community Impact Bucks, and Bucks Culture to bid for some Arts Council monies.

5.11 Buckinghamshire New University

- There has been an uptick in interest from students enrolling.
- Health and social care courses are very popular, and Business and International intake is growing enormously.
- Apprenticeship numbers are c 900. A few employers have delayed enrolment start dates for apprentices, partly as a result of Covid-19, but it is anticipated this will settle down.
- The roll out of the Estate Strategy on the Wycombe campus and Bucks College Group will be moving much closer to the University in the coming year.

6 **ANY OTHER BUSINESS**

This being her last meeting before maternity leave, thanks were offered to Caroline Hargrave for the work completed on skills research over the last few years which has proved invaluable; and best wishes offered for the coming 12 months.

7 **DATES OF FUTURE MEETINGS (10am-12pm)**

- 18 March, 13 May, 8 July, 16 September, 18 November

All meetings will be held via Teams with the exception of either 13 May or 8 July.

8 **SUMMARY ACTIONS**

- **SAP Membership - Young person representative** – HD to raise at the Careers Hub Steering Group meeting on Wednesday 26 January. **HD**
- **Green Skills Research** – MP/CH to liaise on possible case studies around Sustainability Co-ordinator roles within the Creative Industries. **MP/CH**
- **Green Skills – An Energy Perspective** - GD/CH to liaise around specific Buckinghamshire data to feed into the work of the Greater South East Energy Hub. **GD/CH**

The meeting closed at 12.00pm.