

BUCKINGHAMSHIRE THAMES VALLEY LOCAL ENTERPRISE PARTNERSHIP (BTVLEP)

SKILLS AND EMPLOYABILITY BOARD MEETING

Minutes of a Meeting held on Tuesday 6th March 2018, 10.00 – 12.00 at Buckinghamshire New University, High Wycombe Campus, Queen Alexandra Rd, High Wycombe HP11 2JZ

Present:	Professor Rebecca Bunting (RB)	Buckinghamshire New University Chair
	John Spoerry (JS)	University of Buckingham
	Gill Harding (GH)	Buckinghamshire County Council
	Mike Appleyard (MA)	Buckinghamshire County Council
	Ian Barham (IB)	BTVLEP
	Fiona Morey (FM)	Buckinghamshire College Group
	Heather Dean (HD)	Buckinghamshire Business First
	Robert Preston (RP)	The Misbourne School
	Lisa Rudzki (LR)	Reaction Engines
	Ailie Smith (AS)	Creative Media Skills
	Dave Oxley (DO)	McAfee
Apologies:	Max Hailey	Mix 96
	Emma Wilton	NHS Health Education England, Thames Valley
	Martin Reed	Thomas International
	Sue Gale	Adviza
	Jon Wood	DWP
	Mark Wood	Reaction Engines
	Karimi Kihato	GE
In Attendance	Jackie Campbell (JC)	BTVLEP Skills Development Manager
	Rupert Waters (RW)	Head of Economic Research, BBF

	ITEM	ACTION
1	WELCOME AND INTRODUCTIONS Introductions were made.	
2	APOLOGIES AND DECLARATIONS OF INTEREST Apologies had been received from Max Hailey, Emma Wilton, Martin Reid, Sue Gale, Karen Mitchell (Fiona Morey deputising), Mark Wood (Lisa Rudzki deputising). Max Hailey has resigned from the BTVLEP Skills Board with immediate effect	
3	MINUTES OF THE MEETING HELD 24th JANUARY Minutes agreed with no further comments.	

	ITEM	ACTION
4	<p>LABOUR MARKET INTELLIGENCE REPORT – Presented by Rupert Waters</p> <p>Slides attached. RW focussed on priority sectors, job openings and trends, Brexit implications and social care in Bucks.</p> <p>A good discussion followed, some of the key points made include:</p> <p>JS queried the relatively small growth in computing and information services predicted to 2030 and asked whether the issue was with classification or that the rate of technological change is not as drastic as predicted?</p> <p>HD stated that when speaking to businesses, the biggest barrier to growth was recruitment. Many businesses were poaching staff from competitors. Surprisingly, businesses would eventually turn away from recruiting and explore how they could increase automation of some processes to reduce the need to recruit. She asked about the rate of churn – current school leavers vs job opportunities. JS commented that churn could be down to young people taking first job to get on the career ladder, and then swiftly progressing when they could.</p> <p>JS said that young people do not think opportunities exist in Buckinghamshire.</p> <p>RB commented that salaries are not reflected in shortness of labour supply.</p> <p>MA raised the issue of people with good technical skills and experience were often promoted to management roles so they could get the pay rises they wanted, whether they were right for management or not.</p> <p>IB said STEM focus needs consideration and clarification. Brexit is a priority. He was also surprised at which geographical locations in Bucks had the most vacancies, and would be interested in further analysis on this.</p> <p>On skills shortages, FM commented on the situation in teaching and is considering engaging more employers to teach. Fuller working lives and whole life careers strategies – the opportunity to retain, upskills and retrain at all ages. FM asked if the Skills Board could add this to their focus.</p> <p>HD asked how easy it would be for people to retrain at 40/45 years as that life stage usually required financial stability (mortgage, children).</p> <p>GH asked whether the agency sector should be represented on board as key to health and social care, and would bring expertise and knowledge of recruitment and skills. Morgan Hunt was suggested as a good candidate – FM to introduce JC.</p> <p>IB commented that it would be good to see if recruitment agencies could corroborate the LMI report and be able to add input in terms of skills needs</p> <p>AS added that the prevalence of freelance workers in creative industries was an issue when recruiting young people. Being self-employed is not considered a</p>	<p>JC/RW</p> <p>JC</p> <p>FM</p> <p>JC/RW</p>

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	<p>good degree outcome. Also AS asked whether it would be possible to explore pay rises in different sectors – look at recent years to then predict future trends.</p> <p>JS also commented on entrepreneurship and its potential as a career choice in Bucks – something to be explored further?</p> <p>Post 18 Review – RB said it will be interesting to see what comes out of it. UCAV certainly well positioned to support. Hosting a post 19 skills and jobs event with BCG in June 2018.</p> <p>RP raised the issue that schools are outcome, not skills, driven and judged on a prescribed curriculum and criteria. He felt strongly that this needs to be a message to Government. The Government’s recent careers strategy may help to start to address this. He also stressed the importance of educating parents on careers and the importance of skills development.</p> <p>Oxford-Cambridge Growth Corridor – RB asked whether more could be done to embrace this opportunity with regards to attracting talent into Bucks. Concern raised about housing costs for young people. IB said that the Regional Industrial Strategy would address some of these issues, and said that he would share reports in order to keep the Skills Board informed of developments.</p> <p>IB commented on constructive discussion. GH added it was important to share with other stakeholders and groups such as the BCC Skills Board and other project groups. We need to plan and coordinate a skills governance infrastructure to improve knowledge, increase collaboration/efficiency and reduce duplication.</p> <p>In summing up, RB commented that the ongoing work programmes would help develop knowledge and address issues: the Leading Places project as a pilot model for local authorities and HEIs working together will be used for other sectors; the Sector Action Groups would deliver a deeper understanding of skills in our key sectors and develop projects in response.</p>	<p>JC/RW</p> <p>IB</p>
5	<p>CREATIVE INDUSTRIES SECTOR ACTION GROUP REPORT (Ailie Smith)</p> <p>First meeting taken place – very positive. Constructive discussion and activity already planned as a result. A number of the group interested in #TalentTuesday and Skills Show. Open Doors event planned for September at Pinewood Studios. Second meeting 26th April. AS arranging to meet key training providers to ensure knowledge sharing and involvement with activities.</p>	
6	<p>LEADING PLACES REPORT (Gill Harding)</p> <p>GH presented progress report. Constructive second facilitated meeting with representative health and social care teams from BCC, BNU and UCAV – action plan agreed as a result and final facilitated meeting scheduled for 17th April.</p>	
7	<p>AOB</p>	

	ITEM	ACTION
	GH requested that at our next meeting we discuss coordinated governance and communications structure between various groups inc BCC, BBF, EAs, schools, parents.	
8.	CLOSE Date of next meeting: Wednesday 9 th May 2018, 10am-12pm at Buckinghamshire College Group (Aylesbury Campus), Oxford Road, Aylesbury HP21 8PD	

With no other business, the meeting was closed at 12pm.

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