

**Meeting:** Coast to Capital Skills 360 Board Meeting  
**Date:** Wednesday 20 November 2019  
**Report Title:** Skills 360 Board Priorities and Action Plan  
**Report by:** Kirsten Trussell  
**Item No:** 3  
**Part:** A - *Agenda and minutes to be posted in the public domain*

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## Recommendation:

The Skills 360 Board is asked to agree the skills priorities set out within this paper and to give a mandate to develop a Skills Action Plan to be agreed at the March 2020 Board meeting.

### 1. Context

The UK Government's Industrial Strategy announced the introduction of Skills Advisory Panels (SAP) in 2017. The Coast to Capital Skills 360° Board, launched at the beginning of this year, has adopted the roles and responsibilities of a Skills Advisory Panel as set out by the Department for Education.

As the SAP for the Coast to Capital area, the Skills 360 Board is expected to offer leadership and direction in establishing the skills priorities for the area and in developing the People element of the Local Industrial Strategy. The SAP is required to develop an understanding of the current and future skills needs of the area and to ensure ongoing analysis to share at a central, regional and local level.

Coast to Capital is part of the Wave 3 LIS negotiations with Government and working towards completing the document by the end of March 2020.

### 2. Progress so far

Over the past six months the LIS team has commissioned various research reports, including a Skills and Labour Market Study, to create a complete and detailed LIS Economic Profile.

Coast to Capital has now consulted on the findings from the Skills and Labour Market Study and the wider LIS Economic Profile. The consultation results are currently being analysed and any feedback relating to the skills and labour market will be shared at the Skills 360 Board meeting.

The Skills 360 Board members have met three times during November to informally discuss the challenges that the area faces, in particular those impacting on its people, and to identify the priorities for the Skills 360 Board moving forward.

Section 3 sets out a summary of the emerging priorities resulting from these recent discussions.

### 3. Emerging priorities for the Skills 360 Board

- Lobbying centrally for whole systems change to ensure that the UK education and skills curriculum is fit for a 21<sup>st</sup> century economy
- Influencing the regeneration of place to attract and keep the currently 'missing' 20-40 year old working population
- Identifying the current and future recruitment and skills needs of:
  - the highest employing sectors (*Public Administration, Education & Health, Financial and Professional Services and Retail*); and
  - those sectors with significant potential for growth (*hi-tech industries, creative and digital, tourism, viticulture and horticulture*)
- Driving collaboration between businesses and education & skills providers:
  - to influence current and emerging education and skills policy;
  - to enable curriculum co-design and co-delivery;
  - to offer young people and teachers/lecturers substantial and realistic and exposure to the world of work and
  - to identify and develop a core strand of 'skills for the future' – e.g. critical thinking, creativity, design thinking, digital fluency, leadership, advanced communication, resilience, adaptability, aptitude – that will enable a portfolio of jobs / careers.
- Ensuring the delivery of digital skills for all: basic, intermediary and advanced
- Maximising the potential of the emerging and existing active and inactive workforce, ensuring that there is appropriate and timely careers advice, education and training to enable progression, career change or a return to work, with a particular focus on older workers and women returners.
- Engaging with businesses to influence and share good practice around flexible working, high quality jobs, mobility and paying a living wage.

### 4. Policy Levers

During the group discussions, there was much discussion about the current education and skills policy levers and their effectiveness. The Apprenticeship Levy was flagged up on numerous occasions as being particularly inflexible and subsequently businesses are not maximising its potential. It is our recommendation that the overall effectiveness of policy levers be considered as a part of the first bullet point above and in the development of an action plan.

## **5. Emerging interventions**

At the November meeting, the Skills 360 Board will consider the transformational education and skills intervention/s that we will set out in the LIS and those that the Board will take forward in its role as the SAP for the Coast to Capital area.

## **6. Conclusion and next steps**

It is proposed that we develop an action plan for the Coast to Capital area to take forward the skills priorities that are to be agreed by the Skills 360 Board. This plan will need to be realistic and mindful of achievable outcomes in both the short and longer term.

With a mandate from and participation of the Board, Coast to Capital will draft an action plan that will detail:

- an overview of the challenges (why)
- identified and agreed priorities to be taken forward (what)
- opportunities for interventions (we will....)
- activities (how)
- collaboration opportunities (who)
- outputs/outcomes
- timescales of short term and longer term
- Impact and future analysis

Coast to Capital will work with the Board members, stakeholders and partners in order to develop the draft Skills Action Plan. This will likely take the form of workshop sessions and larger working groups as appropriate.

The action plan will be presented to the Skills 360 Board meeting in March 2020 for sign off.

## **7. Diversity Statement**

There are no diversity implications for consideration regarding the recommendations set out in this paper.

## **8. Legal Statement**

There are no legal implications for consideration regarding the recommendations set out in this paper.