

		AGENDA ITEM 5
		PSEG/07/17
Committee:	Place Services and Economic Growth Scrutiny Committee	
Date:	23 February 2017	
ESSEX EMPLOYMENT AND SKILLS BOARD (Minute 6/January 2017)		
Enquiries to:	Christine Sharland, Scrutiny Officer Christine.sharland@essex.gov.uk	

- **Essex Employment and Skills Board**

The Board has accepted an invitation from the Committee to attend this meeting in order to provide a briefing on its activities, and its reaction to the Scrutiny Report 'We can work it out: The case for a locally determined employment, skills, careers advice and welfare to work system in Essex' ie the Jobs, Skills and Welfare Scrutiny Report.

A briefing paper has been prepared by the Board and is attached at the Appendix.

- **Update on the Scrutiny Report**

Following the last meeting the Chairman has written to all Essex MPs drawing their attention to the Scrutiny Report as a valuable resource that highlights matters that are pertinent to this county, so that they too may champion its conclusions. It was also pointed out that this Council believes that some of the responsibilities and funding relating to employment, skills, career advice and welfare to work that currently sit with the Government, should be devolved to the local level where local expertise and a strong track record of delivery could be built upon effectively for the benefit of the local population.

Today's meeting will conclude this particular scrutiny investigation albeit that consideration may be given in the future to the inclusion of a new review relating to economic growth and employment. The Committee has received the Cabinet Member's response to the recommendations set out in the Jobs, Skills and Welfare Scrutiny Report, and there are no proposals for any further action on this specific report.

Action required by the Committee at this meeting:

To receive the Essex Employment and Skills Board's briefing, and note concluding action taken in respect of the Scrutiny Report since the last meeting.

Appendix

Essex Employment and Skills Board

Place Services and Economic Growth Scrutiny Committee Meeting on 23 February 2017

Prepared by Caroline Betts, Secretariat for the Essex Employment and Skills Board

Introduction

The South East Local Enterprise Partnership (SE LEP) is the business-led, public/private body established to drive economic growth across East Sussex, Essex, Kent, Medway, Southend and Thurrock.

The Essex Employment and Skills Board (ESB) is the board that feeds into the SE LEP on Essex's employment and skills issues. The ESB is key in determining strategic economic priorities and making investments and delivering activities to drive growth, increase the pipeline of skilled workers and create local jobs and Apprenticeships.

Role of the Board

The ESB board was established in 2014. The primary purpose of the board is to ensure skills provision across Essex is driven by the needs of the employers; and delivers the skills they need by influencing the skills system.

The ESB will also be a vital component in any potential devolution deal as it is proposed that any skills funding decisions be routed through the board.

Background

The ESB was established in 2014. The board is made up of high profile business leaders and is chaired by Suzanne Jude (Raytheon). She is supported by two vice chairs Alison Calnan (Ford) and David Bell (Federation of Small Businesses). The ESB brings together businesses, councils, colleges, universities and other key industry players to form partnerships whose geography properly reflects the natural economic areas of Essex and understanding of the economy.

The board has commissioned a detailed Evidence Base (*use hyperlink to access document*) that outlines the seven key growth sectors and provides an overview of the current and future local skills demand in Greater Essex. This document is highly regarded and referenced in many funding bids whilst also providing a focus for all the programmes the board commission.

Feedback from local businesses, through local data and via national and regional reports continue to highlight skills shortages, recruitment challenges and mismatches between the training people have and what is required. The ESB continues to respond to these skills challenges by developing new and innovative solutions, and by delivering our existing programmes, in order to achieve our mission '*to build the most productive and responsive skills system in the country*'.

Growth Sectors

- Advanced Manufacturing and Engineering
- Care
- Construction
- Finance and Insurance
- Health
- IT, Digital and Creative
- Logistics

Board Members

Suzanne Jude	Raytheon	Chair
David Bell	Simboc/FSB	Vice Chair
Alison Calnan	Ford	Vice Chair
Adele Carnera	IFDS	Finance Sector Lead
Alan Cadman	Cadman	Construction Lead
Andrew Ames	Creative Skills	Creative Lead
Daniel Whyllie	Aldernat Care	Care Lead
Del Hunter	CWind	Energy Lead
Paul Coffey	Coastal Digital	IT/Digital/Creative Lead
Sunil Gupta	NHS	Health Lead
Marion Whitty	Countryside	Construction Lead
Nigel Hookway	Primary heads Ass	Primary School Lead
Simon Thompson	Executive Director ASHE	Secondary School lead
Angela O'Donoghue	South Essex College	FE Lead
Antony Cotterill	University of Essex	HE Lead
Liz Austin	Stansted Airport	Member
Louise Aitken	SELEP skills lead	Member
Paul Hayman	South Essex Teaching Alliance	Member
Ricki Gadsby	ECC on behalf Cllr Bentley	Member
Brin Martin	Southend Council	Observer
David Burch	Essex Chambers of Commerce	Observer
Tim Rignall	Thurrock Council	Observer

Current ESB Programme

Digital Skills for Growth programme: which supported over 70 businesses to develop their Digital Skilled workforce by both upskilling existing staff or recruiting and upskilling new starters.

Tutor/Assessor CPD programme: In order to ensure that Greater Essex FE colleges and training providers have the most knowledgeable and industry aware staff the ESB ran two successful CPD pilots for the Advanced Manufacturing and Engineering Sector working with local, leading companies in the sector such as Ford, e2v, Raytheon, Flakt Woods and Konica Minolta. The CPD events invited tutors and staff to visit key manufacturing and engineering sites.

The aim of the CPD is to increase tutors knowledge about:

- local industries and businesses,

- the technology and processes they use,
- the roles that they have available
- and the skills challenges these employers face

This information then directly helped providers with curriculum development, lesson planning and enabled them to provide enhanced IAG to their students.

FE Golden Hello, Tutor and Training programme: This grant provides eligible training providers access to grant funding (of up to £5k per tutor) to help them deliver employer led training provision in subject areas where Essex's growth sectors are experiencing skills shortages. The programme has a target to upskill or recruits 30 tutors by April 2017. Investing in improving the quality and knowledge of teaching staff will have a long lasting impact and help create a large pool of highly skilled new entrants entering Essex's growth sectors.

Health and Social Care rotational Apprenticeship programme: The White Paper "Caring for Our Future", sets out the role to play in shaping the local market and working with the NHS and others to integrate local services. As such the ESB have commissioned the delivery of a 'Rotational Apprenticeship' programme that supports the needs of the health and social care sectors by building a flexible workforce with a broad range of skills that are needed in a more integrated services going forward.

Education and Industry STEM programme: Local jobs for local people. This programme is designed to inspire and influences secondary schools students to understand what employment opportunities in our growth sectors are available to them locally. The programme operates in 30 secondary schools in Essex and runs a variety of inspiring projects mentored by businesses; work experience opportunities; awareness raising events; work place visits and recruitments events along with links into the 'Apprenticeship and Promotion Hub' if they are seeking an apprenticeship opportunity.

The following documents outline some of the projects available to school, and are attached as separate annexes to this report:

- Education and Industry STEM Programme Projects North 2016-2017
- Education and Industry STEM Programme Projects South 2016-2017

Careers Enterprise Company (CEC) programme: The ESB is working in partnership with the CEC to inspire and prepare young people for the fast-changing world of work. The Enterprise Adviser Network is a key government initiative set up to ensure employers are more engage with schools. Every secondary school in Essex will have the opportunity to engage with the programme. Each school will be appointed an Enterprise Adviser (EA) which best matches their individual needs. The EA's will be volunteers from the world of work and will be a mixture of public & private sector workers, self-employed and from SMEs as well as large organisations.

Sector Action Groups: are being formed for each of our growth sectors to open dialogue with companies across Greater Essex.

Forth coming programme: for Logistics to qualify and train new drivers; Building Opportunities Construction School which will showcase opportunities; refreshing the Evidence Base and ensuring Essex gets its fair share of funding

The Essex Employment and Skills Board website can be accessed via the following link: <http://essexpartnership.org/content/essex-employment-and-skills-board>
