

SKILLS & EMPLOYMENT BOARD

22 October 2019

Establishment of an Advisory Group for Skills & Employment

Purpose of Report

To present a proposed membership and approach to appointment of employers for the Skills and Employment Specialist Advisory Network.

Thematic Priority

Develop the SCR skills base, labour mobility and education performance.

Freedom of Information

This paper is not exempt from FOI requests and will be published in line with the Combined Authority Publication Scheme.

Recommendations

That members:

- Endorse the current named representatives for the Network.
- Review the proposed approach for the recruitment of employer representatives, sectors and organisations considering the options presented in this paper.
- Charge the SCR Executive to recruit to their agreed approach and establish a first meeting of the network in Jan 2020.

1. Introduction

- 1.1** In the 6 June 2019 meeting, the Skills and Employment Board agreed to establish a Skills and Employment Specialist Advisory Network. The network will support the activity of the board by providing broader expertise and knowledge on the key priority areas (as agreed by the board).
- 1.2** This report sets out a list of named representatives and a suggested approach for employer representation on the Network (Appendix 1).

2. Proposal and justification

- 2.1** Appendix 1 outlines representatives from organisations who have already agreed to being part of the network or have been approached (confirmation of their acceptance is pending). As agreed by the board, these will form the core membership with additional members

included where specialist areas of knowledge are required, for example the third sector representative may delegate if discussion is particularly focused on young people or supporting those with a disability to ensure we get the right expertise.

- 2.2** As requested by the Board, employer representation on this network is critical to ensure they become part of the solution in marrying up supply and demand issues but also that activity remains current and responsive. There several options in relation to employer representation on the network and although the previous paper presented to the Board on 6th June outlined how we could recruit employers (direct approach/open application) this paper provides more detail on the proposed approach.
- 2.3** Finding a balance between the views of business of all sizes, types and location can be a challenge. Representation from individual employers can often miss the views of the wider sector, whereas broad non-specific employer body representation sometimes doesn't offer the detailed input needed. The model outlined below seeks to strike a balance.
- 2.4** To maximise employer participation, the suggested proposed approach:
- Each local authority is invited to put forward the name of two businesses from their local area who is championing innovation to support growth, is engaged on the agenda of skills and employment and is committed to adding value to the network and representing their wider sector (further guidance will be developed)
 - An invitation is made to one employer body that represents business views from across the board, for example The Institute of Directors (IoD), Chambers of Commerce, Federation of Small Business (FSB), Confederation of Business Industry (CBI)
 - In recognition of the focus on innovation to support growth in the region, two invitations to be made to employer bodies that represent this, for example Make UK (formerly known as the Engineering Employers Federation), the South Yorkshire Manufacturing Forum and an equivalent for the digital sector.
- 2.5** To maximise opportunities for employer participation beyond these representatives, the Board may also want to consider the establishment of a Virtual Employer Network. This would maximise employer engagement and create a wider 'go to' group of engaged employers in SCR (allowing for targeting engagement on specific agendas).

3. Consideration of alternative approaches

- 3.1** Section 2.3 – 2.5 outlines one model that the Board may wish to pursue to involve employers, however there are several alternative approaches that the Board may wish to consider as an addition to, or an alternative to, the proposal;
- 3.1.1** Representation from individual employers only. This may limit the breadth of experience and insight we are able to glean as they would only be able to contribute their own direct experience.
- 3.1.2** Only have employer body representation from growth, high value industries. Current employment in these sectors represents a small % of the total employment in SCR. Input solely from these may limit opportunities for residents from all communities to access opportunities.
- 3.1.3** Employer body representation is reserved for broad engagement only, for example only have representation from organisation such as the FSB, Chambers, CBI to ensure all sectors are represented. This approach would mean we wouldn't be able to understand in detail the issues facing those business that represent the greatest opportunity for growth and increasing productivity in the region.

4. Implications

4.1 Financial

There are no financial implications for this paper.

4.2 Legal

There are no legal implications for this paper, although Officers will seek to manage and monitor any conflicts of interest.

4.3 Risk Management

Key risks are advisory members do not commit to attendance and contribution to the group and that they do not have the mechanism to cascade information from and to the group through established networks. The draft ToRs would need to address this and would be a requirement for all members to adhere to these.

4.4 Equality, Diversity and Social Inclusion

The work of the Skills and Employment Board will be to ensure that all residents in SCR get parity of access to opportunities available within the region. The suggested membership of the advisory group ensures all key stakeholders and employers are represented to gain a balanced view on key issues.

5. Communications

- 5.1 Key messages in relation to skills and employment activity will form part of an organisational communication/marketing plan.

6. Appendices/Annexes

- 6.1 Appendix 1- Named representatives for the Skills and Employment Network

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Background papers used in the preparation of this report are available for inspection at: 11 Broad Street West, Sheffield S1 2BQ

Other sources and references:

Appendix 1

Named Membership of the SCR Specialist Skills and Advisory Network

Suggested stakeholder organisations for Board Member consideration:

Key Stakeholder	Represented by
Further Education	<i>The Chair of the Principles Group or nominee</i> - Angela Foulkes (CEO Sheffield College)
Higher Education	<i>A relevant Pro Vice-Chancellor or nominee</i> - TBC (contact made)
Schools	<i>Regional Schools Commissioner</i> - TBC (contact made)
Independent Training Providers	<i>Board member of the SCR Provider Network</i> - Jayne Vose (Regional Director, Prospects, Chair of the SCR Provider Network Board)
University Technical Colleges	<i>Chief Executive Officer</i> -TBC (contact made)
NHS	<i>Integrated Care System South Yorkshire & Bassetlaw</i> - Kevan Taylor (ICS Chief Executive System Lead)
JobCentre Plus	<i>JobCentre Plus, District Manager for South Yorkshire</i> - Sharon Thorpe, (District Manager)
DWP/Work & Health Unit	<i>Labour Market Strategy</i> - Johanna Hoyal (Head of DWP Interventions & Local Labour Market Strategy)
DfE/ESFA	<i>Intermediaries Engagement</i> - Bev Moxan (Intermediaries Engagement Manager-North)
3 rd Sector	<i>SCR 3rd Sector Forum</i> - Matthew Dean (CEO Zest) agreed nominee from SCR 3rd Sector forum
Trade Union	<i>TUC</i> - TBC (contact made)