

**BUSINESS RECOVERY & GROWTH THEMATIC BOARD**

6<sup>th</sup> January 2021

**RAP Employer Implementation Plan Update**

**Purpose of Report**

This paper provides the board with an update and indication of the delivery priorities outlined in the Employer section of the Renewal Action Plan. Following the discussion at the last board meeting, the Board is being presented with the delivery plan to review, discuss and agree.

**Thematic Priority**

1. Facilitate and proactively support growth amongst existing firms
2. Increase sales of SCR's goods and services to other parts of the UK and abroad.

**Freedom of Information and Schedule 12A of the Local Government Act 1972**

The paper will be available under the Combined Authority Publication Scheme

**Recommendations**

The Business Growth Board:

- Members are requested to consider and approve the delivery plan for the priority initiatives and also endorse the overall package of support detailed in the revised implementation plan.

**1. Introduction**

- 1.1 Following the Business Recovery and Growth Board on the 21st of October 2020, the draft implementation plan is enclosed is an updated overview of the areas agreed by the task and finish groups set up to lead on the development. As per the previous report it includes proposals that have been developed to address the key challenge themes under the employer section.

Alongside the full implementation plan, and due to current funding constraints, 5 key delivery priorities were agreed and proposed by the task groups and subsequently agreed by the Business Recovery and Growth board at the 21<sup>st</sup> of October meeting, these included;

- Priority 1 - A Relief Fund, providing financial support to businesses
- Priority 2 - Extending regional access to advisory and specialist support
- Priority 3 - Access to Digital adoption and upskilling support
- Priority 4 - Supply Development support - Mapping and opportunity development
- Priority 5 - Marketing Activity - Positive messaging and comms on initiatives

## **2 Proposal and justification**

- 2.1** At the Mayoral Combined Authority meeting on the 16th of November these endorsed priorities were agreed in principle and an initial budget recommended to be made available over the next 2 years of up to £8.3m to deliver against the prioritised elements in the employer section of the RAP.

As a result of the allocated budget, a consolidated set of priorities with an indication of delivery costs is in development and the task and finish group discussions have collectively developed a consolidated set of delivery proposals for review.

The enclosed Priorities Delivery Plan document for review in the appendices outlines the proposed delivery interventions under the Employer section of the RAP, with the below table outlining the consolidated priority delivery for the remainder of 20/21 to the end of 21/22 initially. The full and updated Implementation plan including the developed leadership proposals is also included as appendices.

Intervention	Interventions	Investment Per Intervention	Prioritised Delivery with Immediate Costs
<b>Services and knowledge support for COVID-19 adaptation</b>	Including Specialist Advisors Specialist Framework	£3,343,280 per annum	<p><b>Stage 1</b> 16 Advisors to be deployed across South Yorkshire LA's.</p> <p><b>Stage 2</b> Specialist Framework for business to access specialist advice</p> <p><b>Total for 14 months: - £3.93m</b></p>
<b>Digital adoption and upskilling for our organisations</b>	Regional Digital Hub comprising Advisory, Incubation, Accelerators and soft landing	£5.680 m over 3 years (£2.09m PA) excluding Digital investment	<p>Soft landing programme - Sheffield Digital type support for tech sector engagement and wrap around support for tech businesses.</p> <p><b>Total Cost £250k</b></p>
<b>Flexible investment and recapitalisation</b>	Including : Relief Grant Capital Fund Loan Funding Equity Fund	£71m in year 1 including Relief Fund £30m - Yr 2 £10m - Yr 3	A Relief Fund, providing financial support to businesses £30m response fund allocated to relief provision and relief fund - remainder out of scope for allocated budget.
<b>Supply chain and procurement support</b>	Supply Chain opportunity Development Supply readiness Supply Chain mapping	£7.6m in total - 3 Yrs £2.83m Yr 1 £2.38m Yr 2 £2.38m Yr 3	<p><b>Element A</b> Supply Chain Opportunity development</p> <p><b>Element B</b> Specialist access from the 'Priority 2 Framework'</p> <p><b>Element C</b> Portal development £100k</p> <p><b>Total Costings £429k</b></p>
<b>Marketing</b>	Range of Marketing activities and prime and market the offers	£121k per annum	<p>Detailed Marketing Plans Flexibility of Outreach Programme</p> <p><b>Total Costings including Outreach - £241k</b></p>
<b>Employer leadership support</b>	Training, Coaching Peer to Peer support and Non – Exec support	£5m per annum	No Aspects Prioritised
<b>Total Anticipated Priority Costs</b>			<b>Prioritised delivery cost £5.20m</b>

The above outlines where the priorities have been consolidated down, to provide support where it is felt the most impact will be delivered for businesses in comparison to the original plan based on the available budgets as well as priorities previously agreed.

**2.2** The anticipated intervention cost for the streamlined and consolidated delivery for the priority employer section in this delivery document totals £5.20m, excludes any additional delivery costs associated which are being worked up to include license fees and any additional personnel costs.

**2.3** Due to the changing economic conditions currently, and in the fast changing economic conditions impacted by Covid 19 but also UK transition, it is important to note that there is considerable flexibility requested in the delivery plans with the ability review and refocus following review by the Business Recovery and Growth Board should things change significantly. Any non allocated budgets assigned to this activity will remain as contingency to enable the programme to flex to changing needs.

### 3. Consideration of alternative approaches

- 3.1 Following discussions at the two previous Business Recovery and Growth Thematic Board meetings, the priorities were agreed by the Board, the LEP and the MCA. The RAP document itself has been consulted on heavily with partners and stakeholders to shape evidence, the options, approaches, objectives and the delivery team will continue to engage and bring in expertise where necessary and prudent.

### 4. Implications

#### 4.1 Financial

The delivery of the RAP Employer priority plans total **£5.20m** of which £8.3m has agreed to be notionally allocated to this activity by the MCA. The balance of the allocated funding will be retained and earmarked to this activity. Retaining the balance of resource in this manner will afford a degree of flexibility to deploy the resource in support of emerging priorities.

Work is underway as part of the Business Planning process to develop fully-costed plans for this activity and the underlying support required to deliver upon it.<sup>21</sup>

#### 4.2 Legal

Any commissioned activity resulting from these approvals will require standard funding agreements and will be issued and managed by the SCR MCA in accordance with approved terms and conditions.

#### 4.3 Risk Management

Any contracted delivery will have contractual milestones and performance reviews as standard clauses. These will form the basis of robust project management and are reviewed on an ongoing basis.

#### 4.4 Equality, Diversity and Social Inclusion

The delivery of the RAP will look to preserve jobs and opportunities for all residents within the MCA area. The activity will be focussed on local businesses and aims to be fully inclusive.

### 5. Communications

- 5.1 It is anticipated that following this discussion, at the next thematic board a further paper and a draft plan will be brought back for discussion and consideration.

### 6. Appendices/Annexes

- 6.1 Appendix 1: Employer Delivery Plan

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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: N/A