

north wales economic ambition board

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Meeting: North Wales Regional Skills Partnership (Venue: Business School, Northop) **Date:** 29-06-2018

Present:

Horizon Nuclear Power – Sasha Davies (Chair) NWEAB – Iwan Thomas, Ffion Jones, Katie Edwards, Welsh Government – Jayne Roberts, Helen Scaife, Catherine Winter; Local Government – Sioned Williams; Careers Wales – Nerys Bourne; DWP – Bev Lovatt; Grwp Llandrillo Menai – James Nelson; Coleg Cambria – Sue Price; FSB – Mike Learmond; CITB – Ceri Jones; Bangor University – Bryn Jones; North Wales Tourism – Jim Jones; Wrexham Glyndwr University – Christina Blakey; NTFW – Ruth Collinge; North Wales Social Care & Health Workforce Board – Jacky Drysdale; Regional Engagement Team – Barbara Burchill; Open University in Wales – Gayle Hudson, Lynnette Thomas (Observer)

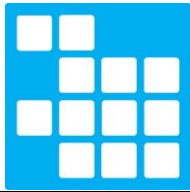
Apologies:

GWE – Arwyn Thomas; North Wales & Mersey Dee Business Council – Ashley Rogers; West Cheshire & North Wales Chamber – Colin Brew; WCVA – Catherine Miller; Welsh Government – Meurig Thomas; Creative North Wales – Garfield Lewis; EPC – Alice Williams; Airbus – Gavin Jones; Wrexham Glyndwr University – Julie Cowley

Item No.	1.
Title:	Welcome and Apologies
Comments:	The Chair, Sasha Davies, welcomed everyone to the meeting. Apologies were received as noted above with noted alternates and substitutes being present at this meeting. The Chair also thanked our hosts at Coleg Cambria within their new Business School at Northop, and noted the excellent attendance to support discussions.

Item No.	2.
Title:	Minutes of the Meeting held on 3 May 2018
Comments:	<p>The minutes were accepted as accurate and the Programme Manager noted that many of the actions, particularly relating to the Skills Plan and North Wales Growth Deal would be addressed during the items listed within the agenda for this meeting.</p> <p>Bryn Jones from Bangor University raised a note to colleagues that following the presentation at the last RSP meeting on the development of degree apprenticeships by WG to colleagues, HEFCW have since published a circular confirming that only Digital & ICT will form part of the first year pilot, and there is a deadline for submissions of proposals of July 23rd. Noted that Digital Sector is already in the Skills Plan. https://www.hefcw.ac.uk/documents/publications/circulars/circulars_2018/W18%2013HE%20Degree%20Apprenticeships%20in%20Wales.pdf</p> <p>Also noted that responses to the WG consultation on the new Tertiary Education & Research Commission are due by July 17th.</p>
Decision:	<ul style="list-style-type: none">• The minutes were accepted• RSP to discuss the proposals from partners on their submissions to Degree Apprenticeship pilot as agenda item at next meeting in September.• RSP team to support input from regional perspective to partners submitting bids to HEFCW for the Degree Apprenticeships• RSP team to work with partners to draft a regional response to the WG consultation on tertiary education

Item No.	3.
Title:	Key Update & Discussion – Draft Regional Skills & Employment Plan – WG Template
Comments:	<p>The Chair introduced this item as a main area of focus with the increasing importance of this work in supporting partners with applicable information, but also to Welsh Government, to influence future spending, policy and delivery.</p> <p>The Programme Manager, Iwan Thomas then took colleagues through the work completed to date on the draft documentation, and thanked partners for their contributions and support in assisting the team with pulling all the information to date, together.</p> <p>It was explained that this year, WG had issued guidelines for completion of a Regional Skills Plan template to all three Regional Skills Partnerships across Wales. Sent out by WG to partners on the 11th May, it provided a format based on 21 sections to be completed within no more than 30 pages. This will</p>



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mean that our previous Plan submitted to WG, will be a simpler, less visual, and less detailed document than in previous years.

However, the majority of the detail in terms of data, will be completed in a series of spreadsheets issued by WG, that aims to capture a significant amount of data regarding courses, learners, apprenticeships, etc. that have pre-set figures in terms of course & learner costings, and ultimately, for us to inform where there should potentially be increases or decreases in provision, based on broader regional needs. Going through the 21 sections briefly, the Programme Manager highlighted particularly those sections which are currently being worked on, and not included within the draft circulated.

These sections included 'Support for Growth Deal'; 'Labour Market Intelligence'; Further Education & Apprenticeships'; 'Skills Priorities Programme'; 'Higher Education'; and 'Occupational Trends'.

It was highlighted that due to a delay by WG of a fortnight in issuing new revised data to inform many of these sections, to all three Regional Skills Partnerships across Wales, this had led to a knock-on effect to existing timetables regionally, and therefore, we were now two weeks behind as a result.

Now in receipt of this data work is continuing in consultation and discussion with applicable partners across the region to identify the actions needed.

The Programme Manager further highlighted to partners, the timeline and processes that will occur in the completion of this work for WG, and to also meet our regional partners and stakeholders expectations based on our best practice publications of previous years. It is therefore proposed that:

- The WG template submission will be a Word only document (as per the guidance) and submitted in early August
- WG have agreed that their template submission document will not need to be translated until post analysis by internal WG colleagues in September, once any agreed revisions are completed
- To meet public and partner expectations, we will this year produce a "Skills Statement" document in early October, based on the format of our Skills Plan from last year.
- Producing a one-off Skills Statement document for 2018-19 will enable us to then produce a full three year Regional Skills Plan for 2019-22 next year, which will align to the implementation and commencement of the Growth Deal in 2019, in addition to covering the completion of ESF funding for our projects across the region around 2022.

Mike Learmond asked if there was still a need to undertake individual sections within the document and statement on each of our sectors as previously, as some businesses due to the breadth of their services, can struggle to identify with just one sector.

The Chair and Programme Manager both acknowledged that many businesses do cross over multiple sector, but that we did still need to identify which sectors are a priority for us in our region, and highlighting the inter-connectivity between them.

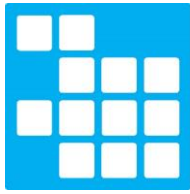
James Nelson questioned in the WG template on section 17 about the inclusion of evidence of vocational data from schools, to which we would respond by continuing our positive engagement with GWE and colleagues across schools.

Sue Price noted that the template should acknowledge the membership and roles of Public Service Boards, of which the majority of partners around the RSP table, were also involved in PSB's at a county level. We should therefore, also make sure there is a reference at least to their work in the Skills Plan also in terms of supporting this coordination.

The Chair asked about the timeline to take the Plan also to the NWEAB, to which Sioned Williams as the Local Government representative confirmed, that it would be factored in to the agenda of the appropriate meeting timewise, and that the RSP Chair should attend the NWEAB to present and discuss this key regional document with the Board.

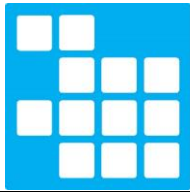
Decision:

- **ACTION 3.1** – All partners to engage with RSP team and take up the Programme Manager offer to visit and discuss the Plan with all applicable networks, forums, organisations, and/or one-to-one meetings in the next 4 weeks following circulation of the draft in progress
- **ACTION 3.2** – The Chair of the RSP to be invited to attend the NWEAB to discuss the WG Skills Plan template submission once completed and/or the Skills Statement for the region document, at the end of September
- **ACTION 3.3** – Final draft of WG template Skills Plan to be circulated end of July for final comments
- **ACTION 3.4** – Skills Statement will be completed by start of October, with draft shared with RSP partners for comment at meeting on 6th September.



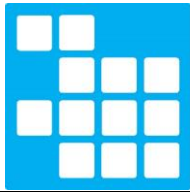
Item No.	5.
Title:	Promotion of Future Skills & Regional Excellence – Team Drive
Comments:	<p>The Chair brought forward Item 5, and welcomed and introduced pupils from Ysgol Gyfun Llangefni, who under the name of “Team Drive” will be representing the UK at the World Finals of the FI in Schools Competition, in Singapore this September.</p> <p>Competing against 51 other nations from across the globe, the team from Ysgol Gyfun Llangefni provided a detailed and professional presentation on their progress and aims as a project, to now be our UK representative, having competed in regional and national finals to get to this privileged position. The team has been working together for almost four years to get to this position, and their project has a strong focus on community engagement, and the inspiring of others – particularly the younger generation – as part of the ethos of their project.</p> <p>Applying innovative techniques, including the development of an App, to interact with other teams, has been a key to their success to date, in addition to strong marketing, brand identity, and sponsorship. The team is very much appreciative of the support of the business community across North Wales, and this has helped them in their further development of the project and the skills required.</p> <p>A number of different sponsorship packages are available for businesses who still may be keen to become involved and support them in Singapore.</p> <p>Upon completion of a professional presentation, observed by their headteacher Mr Clive Thomas, all partners gave an applause to the team.</p> <p>A number of partners including Lynnette Thomas, Mike Learmond, Sioned Williams, and Iwan Thomas, asked questions about their project and working together as a team.</p> <p>The Chair thanked them for attending and presenting today, and confirmed how important it was for us as an RSP to be supporting the future skills in our region, and that we wished the team the best of luck.</p>
Decision:	<ul style="list-style-type: none"> • ACTION 5.1 – The RSP to actively promote Team Drive via its social media platforms following the photographs taken with the team and the RSP. • ACTION 5.2 – Link to be shared with RSP colleagues to disseminate and promote with their own organisations and networks – message via Twitter and @TeamDriveWales to receive information and updates

Item No.	4.
Title:	Key Item Update – North Wales Growth Deal
Comments:	<p>The Chair welcomed having this now as a recurring item on the RSP agenda, and invited Sioned Williams to provide an update based on the papers shared in advance with RSP colleagues alongside the agenda in advance of the meeting.</p> <p>Sioned Williams firstly provided an overview of the emerging structure now for the NWEAB, which is now the previous Shadow Regional Board – who all collectively agreed that the NWEAB was a strong and recognised brand, and therefore should be adopted by the Regional Growth Deal Board.</p> <p>For the RSP, it will continue to report into both the NWEAB and WG, and take on projects and commissions from the NWEAB, as recently announced with a skills overview of digital and health and social care to be undertaken this year.</p> <p>The RSP will take on the role of one of the dedicated Sub-Boards for the new NWEAB, but for WG, will still be one of its three Regional Skills Partnerships within Wales.</p> <p>Sioned guided partners to the papers within the delegate pack with the Outline Business Cases (OBC’s for both the Employability Pathway and Gateway Project proposals.</p> <p>Discussion from partners welcomed the detail on areas of focus, and what the projects were trying to address, and asked if it would be aligned to, the WG “Working Wales” proposals more formally, based on our previous presentations and discussions at the January RSP meeting.</p> <p>It was confirmed that we are in dialogue currently with WG and drawing up proposals for North Wales to be an official pilot (subject to agreement by WG) for Working Wales, and that both proposals are development projects essentially that will support and complement other projects within the North Wales Growth Bid, as skills is a clear and distinct cross-cutting theme.</p> <p>The proposal paper for the creation of a Sub-Group from the RSP to support the development of the projects was discussed, and welcomed by partners; particularly its clarity on terms of reference, membership, outcomes and aims for the project.</p>



	<p>One concern noted by Jim Jones from North Wales Tourism was that within the proposed detailed membership, there was not currently a direct employer representative included, and this should be included and strengthened.</p> <p>Ruth Collinge representing NTFW asked if those who are awarded the Working Wales contracts, need to be included within the sub-group once appointed, to which Sioned confirmed that this would not be a delivery group, so would not be looking to invite them as members, but to call on them as and when applicable.</p> <p>Sue Price commented on the roles of partners and their organisations already involved in discussions such as DWP, Careers Wales, etc., and that this sub-group needed to engage with, and to make sure there was no duplication with existing networks if it is to be effective. However, as it is being created to directly support the formation and detail of our own regional projects within the Growth Bid, it will inevitably be a Task & Finish group for the duration of the formation of the project.</p> <p>Claire Snaith also asked if there was a need to include a representative from Adult Learning Wales, but in light of their small footprint within North Wales, it was felt they did not merit being members, but would have a valuable insight to call upon, if needed and required by the collective group membership.</p>
Decision:	<ul style="list-style-type: none"> • ACTION 4.1 – The proposal paper for the creation of a Sub-Group of the RSP to support the development of the Employability projects in the Growth Bid were welcomed and supported. • ACTION 4.2 – Sioned Williams and Iwan Thomas to continue to work with the appointed consultant for the Resilience Workstream, Rachel Spurr, to now develop this work in light of the approval of the RSP • ACTION 4.3 – RSP to be updated on progress of the pilot proposal for within the region to support WG Working Wales project, once completed and submitted to WG. • ACTION 4.4 – First meeting of Sub-Group to be arranged as soon as possible prior to the summer recess of many partners, and to ideally report back to the RSP on initial discussions by RSP meeting on 6th September.

Item No.	6.
Title:	Key Presentation – Career Check Data – Gyrfa Cymru / Careers Wales
Comments:	<p>Nerys Bourne introduced the item and confirmed that Careers Wales are now looking to recruit five additional careers advisors within the region to work with schools – a key focus of which will be on digital skills amongst others.</p> <p>Career Check is a diagnostic system tool used in schools, and is a snapshot of the perceptions and thought of young people in Year 10 (Key Stage 4).</p> <p>Last year, 81% of Year 10 pupils across Wales undertook and completed the survey – in North Wales, we had a 84% response rate.</p> <p>The survey tells us about current thoughts of this cohort on their destinations, career choices, and their own career management skills.</p> <p>Collated across Wales, the data can be broken down by region, county, gender, age, etc., to provide a full and detailed analytical overview, that also highlights key issues such as gender imbalance.</p> <p>Key headlines for North Wales within the presentation from the data includes:</p> <ul style="list-style-type: none"> • Top 5 Occupations: Leisure, sports and tourism; Engineering; Health and Medical; Art and Design; and Emergency, Security and Armed Forces • Conwy, Ynys Môn and Denbighshire similar to regional data; in Gwynedd Construction features in the Top 5; and in Flintshire the Top 5 varies with Animal Care and Computers, Software and IT. • Health and Medical is the most popular occupational choice for females, whilst Engineering is the most popular occupational choice for males • Only 11 % of pupils stated Apprenticeship would be their 1st choice. <p>Jacky Drysdale raised concerns over terminology for Health & Social Care career paths within the survey, but did concede that whilst she and colleagues in the sector would prefer a change from “Personal Care”, that these were the nationally adopted SOC codes, and within North Wales, we are unable to change nationally agreed terminology on which we can then benchmark transparently.</p> <p>The Chair also noted that not just for Health & Social Care, but all sectors, we need to better promote in North Wales the breadth of roles that are available.</p>



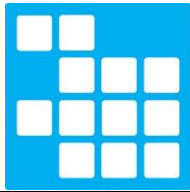
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	<p>Ceri from CITB and Iwan Thomas both highlighted the work done in the construction sector, and the example of using the construction of HMP Berwyn to promote the diversity of the roles in the sector which has been successful. The challenge could be for other sectors to follow suit, and lead the change themselves in consultation with partners, rather than wait for others to make changes on their behalf? There is also a pilot project with CITB currently in Wrexham to address career perceptions and skills with children in schools, which if successful, could be rolled out further across the region, and will help inform how we support the promotion of roles associated with projects such as Wylfa Newydd. Lynnette Thomas from the OU in Wales also promoted that work continues to be needed pre Yr 10 in schools, so the choices made are more informed, and that work could also be done to support Governors in promoting careers applicable to local, regional, and national opportunities in their schools and the pathways needed to be put in place to enable this..</p>
Decision:	<ul style="list-style-type: none"> • ACTION 6.1 – the RSP team will now work with Careers Wales to undertake a full regional analysis of the Career Check data – looking to identify proposals to address some of the key issues arising and working on a joint RSP & Careers Wales resource focussing on information for parents and employers – building on the previous ‘Spotlight’ document jointly produced in 2015. • ACTION 6.2 – The data to be promoted within the Regional Skills Plan for North Wales, and further updates on this data to be presented for discussion and analysis to the RSP at an agreed future meeting.

Item No.	7.
Title:	Welsh Government Update
Comments:	<p>Jayne Roberts provided a brief update, as many of the developments that needed to be promoted had already been covered within discussions during the meeting, and no need to duplicate. Noted that the WG commissioned Graystone Review had concluded, and that the report had been discussed internally and now shared with the RSP programme managers, with a number of actions and positive suggestions for change highlighted. It had been noted that the RSP here in North Wales had already acted upon and delivered a number of these, particularly on the visibility and transparency of the RSP with a new dedicated public web page on the NWEAB website which the RSP team has now created – publicising all future meeting dates, membership, and current remit . https://northwaleseab.co.uk/jobs-and-skills/regional-skills-partnership</p> <p>Jayne also reported that Sasha Davies as Chair of the RSP, had also Chaired the last meeting of the Wales Employment & Skills Board (WESB), and therefore, was invited to attend the Council for Economic Development chaired by the First Minister last month. This had been seen as a great opportunity to promote North Wales at ‘the top table’, and highlight the work of the RSP and its role in supporting both the Growth Bid, and major projects such as Wylfa Newydd.</p> <p>Appreciating the current workloads in the preparation of the WG templates to complete the Regional Skills & Employment Plan, Jayne did remind RSP partners that a regional response to the current consultation on a ‘Tertiary Education & Research Commission’ is sought by July 17th. A regional response that supports individual partner responses would also be welcomed possibly.</p>
Decision:	<p>ACTION 7.1 – New RSP web page with all future meeting dates and membership to be promoted by partners https://northwaleseab.co.uk/jobs-and-skills/regional-skills-partnership .</p> <p>ACTION 7.2 – Meeting notes from WESB also need to be promoted and circulated to RSP members for information (as per Graystone review)</p>

Item No.	8.
Title:	Welsh Government Consultation – Adult Learning in Wales Restructuring
Comments:	<p>The Chair welcomed Helen Scaife and Catherine Winter from Welsh Government, who proceeded to share a detailed update the proposed changes to support Adult Learning across Wales, and what particularly this could mean for North Wales.</p>



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	<p>Current delivery is done in a variety of different ways, and within North Wales, is mainly done by FEI's through a combination of their own FE allocation and SLA's, or delivery agreements with each of the Local Authorities who transfer their 'Community Learning Grant' to the colleges for delivery. In North Wales, there are currently four Adult Learning Partnerships, with some counties working collaboratively. (Conwy & Denbighshire / Gwynedd & Anglesey / Flintshire / Wrexham). The amount of grant allocated currently significantly varies from £2,344.00 to Flintshire for 2018-19, to £100,814 to Denbighshire for the same year. With the total grant for North Wales currently at £222,727.00, proposals are now in place to remove and address this inequality and to make funding more fair and effective. The proposals shared with the RSP highlighted that the grant we in North Wales could now be in receipt of, would be in excess of £900k per annum – and this would be allocated directly on a regional basis, on which the RSP would directly influence with its partners, the delivery of community based adult learning. WG colleagues now encouraged the RSP to provide a regional response to its consultation, and Claire and Catherine highlighted applicable questions within the consultation relating to RSP's. Sue Price noted to the group that colleges also deliver adult learning out of their existing budgets, and that the picture is more complicated in terms of what is delivered on campus or even off-campus, in terms of eligibility. However, the consultation and recommendations presented were welcomed, and responses from the colleges, supported by the regional response, will hopefully enable a more detailed discussion on the way forward, once all have been considered. The Chair thanked Claire and Catherine, and welcome the opportunity to have this information shared with the RSP, and the opportunity for the RSP to help influence a budget for the region in terms of Adult Learning delivery, which is proposed to be four times larger in monetary value, than is currently allocated – and that we as a region, will be able to promote and deliver a more equitable distribution that supports individuals, in partnership with our providers.</p>
Decision:	<p>ACTION 8.1 – The RSP to provide a regional response to the WG consultation on the future funding opportunities and arrangement for Adult Learning by the closing date in September ACTION 8.2 – RSP partners to share their own individual consultation responses with the RSP team so that a consistent regional response that supports partners can be formed ACTION 8.3 – A representative of Adult Learning in North Wales be invited to join as a member of the RSP, and will be upto the four current Adult Learning Partnerships in the region, to nominate and agree one representative on their collective behalf ACTION 8.4 – relating back to Item 4 and the proposal for the sub-group, a representative from the Adult Learning Network should also be sought to be a part of this group.</p>

Item No.	9.
Title:	Any Other Business
Comments:	Mike Learmond promoted the FSB Conference being held in Wrexham on 18 th July at the Catrin Finch Centre, which would also be an opportunity to promote the new report from FSB on young peoples attitudes to entrepreneurship. Welcomed the promotion of the event previously via the RSP twitter feed. Link to the event: https://www.eventbrite.co.uk/e/fsb-north-wales-business-conference-2018-tickets-46843803076
Decision:	

Next Meeting:	10:00am, 6th September Venue TBC
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