



Essex LSIP Board Meeting

Thursday 23rd February 2023 2pm – 3.30pm

Teams Meeting

Attendees

Denise Rossiter – Essex Chambers of Commerce
Andy Sparks – Essex Chambers of Commerce
Lisa Collins – Essex Chambers of Commerce
Elaine Oddie – NSO Associates LLP
Ann Scott – FSB
Claire Wright – Rose Builders
Justine Addison – Ground Control
Counsellor Tony Ball – Essex County Council
Kate Kozlova-Boran – Thurrock Council
Tom Broome – Constellation Marketing
Paula Hornett – EPN
Dave Cope – DWP
Karen Spencer – Harlow College
Karris Rowbotham – DP World
Hyla Grimwade – Southend City Council
Nick Brown – Southend City Council
Louise Aitken – Essex County Council
Marcella MRabety – Stansted Airport
Janis Gibson - Castle Point Association of Voluntary Services Ltd

Welcome - DR

- DR welcomed attendees and thanked them for being a part of our third LSIP board meeting.
- DR emphasised that she would really like to hear views from the employers during today's meeting.
- We have met with many sectors and employers throughout this project, and we would like to thank everyone for your input so far.

Apologies for Absence - DR

Emma Bedding, Sarah Pinkerton, Denise Brown.

Declarations of Interest - AS

- If anyone hasn't completed their declarations of interest form, please do so. If you require a copy of the form, please contact Lisa Collins.



Minutes of previous meeting 18/01/2023 - DR

- Everyone confirmed they are happy with previous meeting minutes.

Actions arising from previous meeting – AS

- We previously discussed scheduling the forthcoming employer engagement sessions. We have decided the low carbon and sustainability session will not be held as a separate meeting as it's being discussed across all engagement events.

Progress Update – Surveys - AS

Provider Survey

- 30 responses received so far 22/02/2023.
- Survey closes on 28th February 2023.
- Issues arising so far:
 - There needs to be more awareness of the benefits, opportunities, and funding available for businesses around training.
 - More joined up approach for work placement e.g., T-Levels
 - Soft Skills are a focus for employers.
 - From a provider point of view, time and funding are stopping employers from engaging.
- Majority of responses are from private training providers and colleges.
- There has been a low response rate from schools.
- 56.3% of responses are Regional, 43.8 % are National.
- The highest level of responses are from providers offering apprenticeships.
- The data shows the top 3 priorities for the Essex LSIP are flexible funding, simplified funding, and simplified apprenticeships.

Questions/Discussion on Surveys

- It was highlighted that funding is coming through as an issue for providers but hasn't been a priority barrier from employers.
- Do you think the response rate is an indication of interest and involvement in the programme and what we are trying to achieve or time to be able to complete it?
 - Difficult to answer. Possibly time (telemarketing has definitely helped with the response rate to the employer survey).
- One of the points previously mentioned, was that employers were looking for maths and English. Employers expect maths and English but there has been a report released recently that states 40% of KS1 children are not hitting targets, making this a real challenge for employers around apprenticeships. Some sectors would rather have the flexibility of maths



& English. Colleges will not allow students onto the apprenticeship programme if they have not achieved a GCSE in maths and English. This excludes learner's opportunities and needs to be addressed.

- We need more involvement/responses from the health care sector as this is a huge sector across Essex and currently the response rate is low. We need to target this with the telemarketing company.

Employer Survey

- 385 responses received so far 22/02/2023.
- Survey closes on 28th February 2023.
- Soft Skills are lacking.
- Not enough qualified candidates.
- The educational system seems to be becoming disjointed from what is needed in industry especially with trades.
- No local training courses for specific skillsets.

Round Table Events - AS

- We have completed engagement round tables events in the following sectors:
 Aviation
 Logistics
 Colleges (FEDEC)
 ITPs (EPN)
 Digi-Tech
 Health and social Care/Life Science/Med Tech
 Professional Services
 Creative and Cultural
 Advance Manufacturing/Engineering

 Next week we have:
 Small Business
 Community/Voluntary
 Construction and the Built Environment
 Agri-Tech & Food Tech
- It has been challenging to get employers to attend the engagement events. There has been a varied number of attendees across the different sectors.

Questions/Discussion on Round Table Events

- Some of the engagement events at the colleges come across as a sales pitch. The round table discussions are short compared to the amount of time the college are talking about their facilities and what they offer.



- Employers could host future engagement events.
- DR agreed with the suggestion around holding future engagements events with employers, as this project is to be employer led.
- DR emphasised nothing has changed within the system but we now have the opportunity to drive a change and put our findings and solutions into a meaningful report to the DfE.

Data Analysis – LA

- The data shown has been produced using data from various sources such as Office for National Statistics and DfE. We will be adding in data from the 2021 Census, LinkedIn data and vacancy information. This will allow us to show a rich and detailed picture of the skills landscape within Essex.
- The charts shown on the LSIP update presentation are an idea of the type of data that can be expected to be included as part of the LSIP report.

Project Finance Update – EO

- DfE approved funding for Essex ERB:
 - Phase 1 – November 2022 to June 2023 £221,450.
This covers LSIP set-up and writing of plan.
 - Phase 2 – July 2023 to March 2025 – maximum available will be £328,550.
This covers monitoring of LSIP delivery.
- Following a detailed process with the DfE our funding bid was approved.
- The DfE have explained to all ERB's that there is a total of £555,000 for the whole project, whatever is not spent in phase 1, after they go through the funding application in detail, will be available in phase 2.
- Funding covers:
 - LSIP Project Director
 - ECCI staff costs for work on LSIP
 - Telemarketing
 - Website and surveys
 - Events to discuss LSIP
 - Skills officer and skills analyst costs for work on LSIP
 - LSIP report production
 - Administrative support costs for all the above
- We have a line-by-line budget, if we wish to move funding from one part of the budget to another, we must apply to the DfE for their approval.
- Approved expenditure to 31st January 2023 - £34,726.
- Expected further expenditure to June 2023 - £153,500
- Total expected expenditure for Phase 1 - £188,226



Questions/Discussion on Project Finance

- Do the DfE allow us to reprofile? Is there any scope for movement during the year?
 - The total figure is fixed and cannot change. We can and have applied to move funding from one part of the budget to another.
- How will the actions in the report be funded?
 - There should be a LSI Fund which will hopefully be released around May 2023 to fund the actions in the plan.

Next steps & AOB

- We have four engagement events next week.
- Surveys close next week.
- We need to produce a series of priorities to go back to the DfE by the end of March, following the end of the engagement work which will be end of February. The deadline is there to help inform the Colleges Accountability Agreement. Each FE College must sign an agreement with the DfE each year to say what they're going to do for the next year, and they must take dew regard of the LSIP.
- We must feedback to the DfE and FE Colleges by the end of March with the emerging priorities. We aim to meet with the FE Colleges and Independent Training Providers in the middle of March for a Resolution Panel Meeting. This will be to discuss the things that are emerging that we think should be in the report, and to come up with solutions together. Following this meeting we will circulate the details that arise so you can all give your thoughts and feedback.

Dates of future meetings

- Wednesday 29th March 2023
- Thursday 18th May 2023