

PROGRESS REPORT TO EXECUTIVE OVERSIGHT GROUP

Reporting Period: To January 2021	Sector-Based Support Group: Skills
	Group Lead: Skills Development Scotland

Group Objective	Guidelines	Milestone RAG Status
Support the economic recovery and renewal of the above sector, with Community Wealth Building at the heart, in response to the profound and unprecedented impact of Covid-19 Pandemic on the economy.	Milestone completed	
	On target	
	Minor delays up to one month	
	Delays greater than one month	

Key Milestones/Deliverables (e.g. establish group membership, communications plan agreed & by whom, strategic resources plan agreed & by whom)	Due Date	RAG Status
Set up of REP Skills Workstream (SDS, Ayrshire College and UWS)	July 2020	
Draft and present evidence paper to the REP setting out impact of COVID-19 on the region	September 2020	
Skills Workshop to Understand the Impact of COVID on the labour market and skills in Ayrshire and Identify the Steps needed for recovery and renewal	November 2021	
Expansion of membership of Skills Workstream to wider regional partners	January 2021	
Work to support the AGD lead to develop 'skills pathways' for AGD projects	From January 2021	
Develop and agree scope for Ayrshire Regional Skills Investment Plan	April 2021	
Commissioning of Regional Skills Investment Plan	May 2021	
Development of Regional Skills Investment Plan	December 2021	

Key Actions - update on activity:
<p>1. Since the last reporting period, what development has taken place in terms of a recovery and renewal plan for the above sector?</p> <p>N/A</p> <p>Skills are a derived demand so the Skills Workstream will not drive recovery and renewal – but skills partners ready to respond to the demands identified by other workstream leads and partners to support recovery and renewal.</p>

2. Since the last reporting period, what quantitative and qualitative information has the group identified, collated & interpreted with regard to the impact of Covid-19 on the sector?

Quantitative

COVID-19 Labour market intelligence is produced on a monthly basis at national level.

Last publication January 13th <https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning-alignment/covid-19-labour-market-insights/>

COVID-19 Labour market intelligence is produced on a monthly basis at an Ayrshire level providing detail on a range of key indicators including the resilience of Ayrshire to COVID-19 Impacts, the impact of COVID-19 on business , redundancy, the impact of COVID-19 on employment, regional unemployment scenarios, current and future demand for skills and current job postings.

Last publication January 13th <https://www.skillsdevelopmentscotland.co.uk/media/47092/rsa-infographic-ayrshire.pdf>

3. Since the last reporting period, what support has been provided to the sector in terms of a response to the pandemic?
N/A

4. Since the last reporting period, what actions have been identified and/or implemented to support recovery and renewal within the sector, including financial implications of measures proposed?
N/A

5. Since the last reporting period, what collaborative work has taken place with the other sector-based recovery and renewal groups to ensure a joined-up approach?

Workshop held 24th November 2020. All workstream leads invited – with attendance from the Clean Growth and Space and Aerospace sector groups. There was also representation from Scottish Enterprise, Scottish Funding Council, East Ayrshire Council and the Ayrshire Growth Deal. This provided an opportunity discuss the following questions:

1. What are the immediate and medium term employment opportunities in the region?
2. What does our collective current skills 'toolkit' of support look like?
3. Where do we think that there are gaps in relation to supporting these identified opportunities?
4. What steps so we need to take to begin to address them?

6. What engagement has taken place since the last reporting period with local businesses and the wider community, and what support has been realised from this?
N/A

7. Since the last reporting period, what work has been identified or undertaken that has linkage with / impact on the Ayrshire Growth Deal?

Building on existing monthly meetings with AGD lead (Allison Craig) - have now agreed that the Skills Workstream leads will provide guidance and expertise into the development of the approach to 'skills pathways' being worked up for the individual AGD projects.

8. What work has been identified or undertaken since the last reporting period that has an impact on climate change?

The publication of the Climate Emergency Skills Action Plan (CESAP) by SDS in December 2020 sets out that:

- Reaching the target of zero greenhouse gas (GHG) emissions by 2045, with a 75% reduction by 2030, will require transformational change across the economy and society, and will provide significant opportunities for:
 - developing new, quality green jobs
 - embedding green and circular economy skills
 - increasing access to growing global green markets for Scottish businesses
 - stimulating regional growth
 - providing enhanced access to nature and the environment.
- The economic downturn and consequent unemployment brought about by COVID-19 has provided an opportunity for a green recovery, with Scotland's strategic response to recovery and renewal reinforcing the need for a focus on jobs and skills.

<https://www.skillsdevelopmentscotland.co.uk/media/47336/climate-emergency-skills-action-plan-2020-2025.pdf>

A green recovery should provide significant opportunities for Ayrshire and the actions set out in the CESAP will provide a useful framework of support.

9. What work has been identified or undertaken since the last reporting period that has an impact on skills and training within the sector?

As agreed with the REP, SDS supported by Ayrshire College, UWS and the RES Skills Group, will facilitate the development of a Regional Skills Investment Plan (RSIP). This will set out collective and agreed understanding of the:

- Demand for skills and people in Ayrshire over the short and medium term;
- Current people and skills supply, and the gaps between supply and current and future demand;
- People and skills priorities that enterprise and skills agencies and providers across the skills system should seek to address.

Co-designed by partners this will:

- Set clear commitments and actions that partners will deliver over the next 3 years;
- Provide an agreed baseline to monitor future progress;
- Outline proposals for clear governance, delivery and reporting arrangements.

<p>Progress on the RSIP is dependent on the engagement and commitment of regional partners to the Skills Workstream – particularly in relation to the articulation of skills needs from sectors and investment activity in across Ayrshire.</p> <p>Building on the first skills workshop held in November, we are extending the current Skills Workstream membership to include HIE, DYW, Ayrshire CoC and the Third Sector - in addition to SDS, Ayrshire College, SFC, LAs, AGD and the Sectoral workstream leads (or a representative).</p> <p>The work of the other sector groups will be critical to the Skills Workstream and there needs to be a clear mechanism in place to share relevant information with the potential to impact on skills demand and subsequent provision.</p>
<p>10. What work has been identified or undertaken since the last reporting period that has an impact on digital infrastructure within the sector? N/A</p>
<p>11. What work has been identified or undertaken since the last reporting period that has an impact on business support for the sector? N/A</p>
<p>12. What work has been identified or undertaken since the last reporting period that has linkage with / impact on Community Wealth Building? N/A</p>

What issues have been identified since the last reporting period?	What mitigating actions have been taken/considered to overcome these issues?
<p>Need greater clarity on where the operational day to day responsibility lies for driving forward the implementation of the Regional Economic Strategy.</p> <p>There is no clear mechanism in place for the evidence of any skills demands identified as part of the sectoral workstreams to be fed into the Skills Workstream.</p> <p>Attendance at the Skills Workstream meeting was incomplete – helpful to have designated alternates to attend meetings where possible.</p>	<p>Would it be possible for all workstream leads to attend the monthly update with Executive Oversight Group?</p> <p>Invited the leads of the sectoral workstreams to attend the Skills Workstream.</p> <p>Requested that alternates attend to update on skills demand issues flowing from the sectoral work and/or relevant updates shared.</p>

What actions/support/resources/decisions are required by the Executive Oversight Group or the Ayrshire Economic Partnership Board?
<p>As set out in the Skills Paper presented at the REP in August 2020 the Skills Workstream needs to have structured input from the other REP sector workstreams.</p>

Need commitment from all three LAs to attend the Skills Workstream meetings to maximise their value.

Following previous work presented and supported at the REP need to agree development timeline of SDS facilitated, partner co-designed Regional Skills Investment Plan – building on the current preparatory work being undertaken by the Skills Workstream leads to develop the scope the proposal is for formal development work to begin April 2021, with the commissioning of some external consultancy support in May 2021 for completion by the end of the year (dependent on the ongoing challenges of COVID-19).