

Present:	Councillor Bob Bushell (<i>in the Chair</i>)
Councillors:	Kathleen Brothwell, Paul Gowen, Jane Loffhagen, Helena Mair, Lucinda Preston, Naomi Tweddle and Pat Vaughan
Also in Attendance:	None.
Apologies for Absence:	Councillor Yvonne Bodger, Councillor Sue Burke, Councillor Chris Burke, Councillor Gill Clayton-Hewson, Councillor Thomas Dyer and Councillor Gary Hewson

28. Confirmation of Minutes - 9 January 2018

RESOLVED that the minutes of the meeting held on 9 January 2018 be confirmed.

29. Declarations of Interest

No declarations of interest were received.

30. Introduction from the Chair

The Chair welcomed the following external representatives to the meeting:

- Elaine Lilley (Chief Executive of EBP)
- Ben Barley (Chief Executive of Lincoln VCS)
- Barry Hepton (Bailgate Guild)
- Fliss Page (People Trainer at Tesco and Usdaw Lifelong Learning)

31. Introduction from Jay Wilkinson - Business Sector and Statistics

Jay Wilkinson, Strategic Development Project Manager delivered a presentation on Inclusive Growth and covered the following topics:-

- Inclusive Growth as a whole.
- The Business Sector in Lincoln in relation to the demand side of Inclusive Growth.
- Key case studies across the country which included the Bristol City Fund and the Newcastle Skills House.
- Comparison of employees and GVA in the Lincoln Sector.
- The size comparison between businesses in Lincoln and the types of jobs including skill levels.

32. Intelligence from Key Businesses

Elaine Lilley, Chief Executive of the Education Business Partnership (EBP):-

- Provided a brief introduction about the Lincoln based organisation which had other regional offices in Leicestershire, Northamptonshire and Rutland.
- Explained that the EBP equipped young people from all social backgrounds and inclusive of all academic and physical abilities to be work-ready from an early age.

- Stated that the EBP ran a Passport to Success scheme which was split into five stages:-
 1. Stage 1 (Age 5+) - Opening up the world of work.
 2. Stage 2 (Age 10+) – Transferable Skills
 3. Stage 3 (Age 14+) – Development Skills
 4. Stage 4 (age 16+) – Professional Guidance and NCS Local Growth
 5. Stage 5 (age 18-25) – Ready to go!
- Highlighted the challenges such as fulfilling sector demands and social mobility that the EBP faced with regards to Inclusive Growth.
- Invited members' questions and comments.

Ben Barley, Chief Executive of Lincoln VCS (Voluntary Centre Services):-

- Explained that the VCS was a local based charity in City Hall, Lincoln. They also had offices in Gainsborough and Sleaford.
- Advised that the organisation supported the community and voluntary sector which involved mentoring people prior to starting voluntary work.
- Stated that they also helped people increase their skill levels to help them gain higher level employment.
- Highlighted that the organisation was involved in the MOVE project, a 3 year county wide project which helped get people into paid work.
- Further advised that there were 54% of males and 46% of females that had received support from the VCS and over half of those individuals lived in deprived areas.
- Invited members' questions and comments.

Question: With regards to the young people who had slipped through the net, could EBP be involved to capture those people who haven't been trained?

Response: The EBP would ensure that more information would reach people to prevent them falling through the net. If new partnerships with other organisations could be formed that would be an advantage.

Question: Why had there been decrease in work experience placements?

Response: The EBP used to get a £12,000 grant which helped fund the work experience placements. However 4 years ago schools were told that work experience was no longer mandatory and the grant was therefore withdrawn.

Question: Did unemployed people get referred from the job centre to the VCS?

Response: Yes, and they would carry out skills matching with each individual.

Question: Had there been any referrals to the Princes Trust?

Response: The VCS sometimes did referrals and the EBP had some links with the trust.

Barry Hepton, Bailgate Guild:-

- Explained that he represented the 150 businesses that faced the street within the Bailgate area.
- Advised that many of their employees worked for experience and not for a career and were over-skilled for the job that was being undertaken.

- Expressed the importance of the living wage and how it was very beneficial for the local businesses.
- There was little training opportunity for employees due to funding constraints.
- Put forward 3 recommendations to the Community Leadership Scrutiny Committee:-
 1. Map the retail and hospitality sectors with regards to income
 2. Develop skills for owners and staff
 3. Build contacts with other business owners as a lot of staff in the Bailgate area work on their own.
- Invited Members' questions and comments.

Fliss Page, People Trainer at Tesco:-

- Explained that Tesco had a comprehensive corporate training programme which helped recognise the opportunity to help colleagues return to learning and improve their personal development and career opportunities.
- Highlighted the challenges that Tesco faced with regards to training which were:-
 1. Increased demand for distance learning whilst working
 2. Ageing population in Lincoln customer base
 3. Increased level of IT and functional skills required for job transfers both within and outside of the company.
 4. Multi lingual customer base/language barriers.
- Stated that they had introduced training courses such as IT for the terrified and Dementia friends. These courses were specifically aimed at older people who lacked confidence with technology.
- Invited Members' questions and comments.

Question: Was the training a success? How have Tesco coped with demands?

Response: The courses had remained brief and there had been a drop in staff time which would be a short term loss in productivity however it would result in long term gain.

Question: Were there any potential gaps to prevent Tesco from further flourishing?

Response: The main concern would be knowing which route the individual would like to go down. Apprenticeships were also available and there had been links with Lincoln University.

Question: Did many people come forward in response to the survey for training?

Response: The programme had been running for a year and there had been over 100 people on various courses.

33. Summary and Discussion

Members had a brief discussion and put forward the following recommendations:-

1. Establish referral mechanisms with the Lincolnshire Move Partnership which together could offer resources to a broader range of Lincoln

residents; and consider this in light of time limited funding for existing projects.

2. Identify opportunities The Network and Lincolnshire Move Partnership may have had in re-skilling and re-training employees.
3. Engage with the Education Business Partnership to identify ways to promote their mentoring and National Citizens Service programmes.
4. Continue to support work experience placements at the City Council as a way for young people to gain practical 'hands on' experience.
5. Community Leadership Scrutiny Committee workplan to consider a review into Personal Independence Payments (PIP).
6. Explore the potential for training or advising small and medium sized businesses using the skills and knowledge already in the City Council and/or partner organisations.
7. Consider an approach for an observatory for businesses.

RESOLVED that the recommendations be considered at the final meeting on Tuesday 3rd April 2018.

34. Community Leadership Draft Work Programme 18/19

Members discussed the content of the work programme.

RESOLVED that the work programme be agreed subject to the following amendments:

The following agenda items be amended as follows:

- Inequality to Health Inequality

The following items be added as follows:

- Social Mobility.
- Transport and Inclusive Growth.
- Personal Independence Payment/Advice