

Title of Report: Update on the work of the Education & Skills Delivery Partnership Subgroups and proposed work plan for 2018-19.	Officer presenting: Head of Business Author: Skills Manager
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1 Purpose of Report/Recommendations

- 1.1 To update members on the work of three Sub Groups of the Education & Skills Delivery Partnership and to note the proposed work plan for 2018-19.

2 Background

- 2.1 It is the responsibility of the Skills Team within Council, in collaboration with key stakeholders, to support the education and skills ambitions outlined in the Strategic Growth Plan (SGP).
- 2.2 The Education and Skills Partnership (ESDP) was established as an outcome delivery partnership under the SGP thematic working group: education and skills. The ESDP has a dual remit of setting the direction of skills development and assuming an operational role in leading on co-ordinating and implementing the education and skills actions identified in the SGP. Members will recall that committee was presented, in April, a report clearly articulating the Partnership's key priorities for the year. Included in the report was the establishment of sub-groups to progress key areas of work. An update is provided below on the work of the three sub groups.

3 Key Issues

- 3.1 In terms of inclusive growth we need to ensure that we:

Develop the right skills to respond to the needs of the labour market;

Ensure that where skills exist they are fully utilised;

Tackle unemployment and help young people and those who are unemployed to gain a foothold in the labour market in a way that makes better use of their skills or equips them with the skills to gain meaningful employment;

Support those who are economically inactive to move into employment through training and skills development and promoting employability skills;

Stimulate the creation of more highly skilled and high value added jobs to compete more effectively in today's global economy; and

Use our skills base to attract high value foreign direct investment into the council area.

3.2 Adhering to these guiding principles, outlined below is an update on progress made by the Education & Skills Partnership sub groups on the priority actions.

3.3 Sub Groups

In line with the terms of reference of the Education & Skills Delivery Partnership to progress sectoral initiatives, three sub groups have been established which will focus on priority growth sectors. The remit of these sub groups is to identify and progress appropriate actions to inform local skills provision and supporting services so that local people have the skills to compete for jobs in key sectors that are critical to the growth of the economy. The subgroups will contribute to achieving the skills actions and outcomes set out in the Strategic Growth Plan specifically focussing on the following areas:

- Careers advice and guidance, employability skills
- Recruitment
- FE and HE skills provision
- Workforce development
- Promoting effective joining up between education and future workforce requirements
- Working with skills providers to ensure provision meets industry needs and making recommendations for future skills provision
- Supporting the recruitment of young people by working with employers to increase opportunities for work experience, job-trials, traineeships, apprenticeships, graduate placements and internships
- Understanding and communicating the needs of employers in response to changes to existing workforce skills

3.4 Digital and Creative Technologies subgroup (formerly ICT) chaired by the Manager of Technology Innovation Research and Development.

The Digital and Creative Technologies subgroup has been delegated the specific task of agreeing an action plan for Derry City & Strabane District Council that reflects the needs of employers and individuals within the digital and creative technologies sectors and addresses the ICT employment and skills issues which impact on the economic wellbeing of the City and District. The subgroup will identify and progress appropriate actions to inform local skills provision and supporting services and will contribute to the achievement of these outcomes in line with the ESDP and SGP. Members have been drawn from the ICT, digital and creative technologies employment sector, education providers and public sector representatives.

- Outcomes for the subgroup include:

Development of an action plan

Skills provision which is responsive to employer needs whilst meeting the economic needs of the City and District

Employer informed careers advice and guidance which reflects future workforce requirements

Higher level skills development that supports the growth of the sector

- Actions aligning with outcomes:

Mapping existing businesses to create a baseline and develop effective communication channels to stimulate joined up working within the sector

Researching ICT, digital and creative technologies related activities resulting in the development of an interactive calendar of events covering the City and District

Detailing and abridging career pathways into the industry

Scoping skills shortages; numbers and roles

Assessing teacher CPD in the sector, evaluation of best practice and scoping of funding opportunities

3.5 Advanced Manufacturing & Engineering subgroup (AME) chaired by Maintenance, Reliability and Capital Manager, Du Point.

In 2015 the AME Collaborative Network emerged from conversations between local engineering and manufacturing businesses, the Further & Higher Education Institutes (F&HEIs) and the Education and Skills Implementation Group as a result of the One Plan. A high level / advanced scoping study through Invest NI (INI) was undertaken and a phase 1 report was published which cited the objectives of the network as: to advance manufacturing and engineering in the region and to address the lack of critical mass. Key network priorities included building a strong and sustainable skills infrastructure, addressing skills shortages, increasing access to and recognition of innovation, shifting perceptions of manufacturing and engineering and building the Network. Following a break of 18 months the group has re-emerged with the inclusion of the sector in the Strategic Growth Plan. The new 'Advanced Manufacturing and Engineering subgroup' is progressing the phase one action plan to phase two which is the implementation stage. Meetings have been held with Invest NI to secure the funding for phase two with a maximum grant of £250,000 available. Members have been drawn from the advanced manufacturing and engineering employment sector, education providers and public sector representatives. Whilst the objectives and priorities have remained the same the subgroup have set definitive outcomes based on their previous work.

- Outcomes for the subgroup include:

Implementation of the phase one Action Plan through phase two for the Council area which reflects the needs of employers and individuals and addresses the regions advanced manufacturing and engineering employment and skills issues.

It was agreed that the group would proceed with the findings of the 2015 Phase One Report which maps future development through three distinct action streams of Talent, Innovation and Collaboration: Branding and Promotion. Through the Talent pipeline the group will aim to create a pool of engineering and manufacturing talent that supports businesses to exploit opportunities and increase competitiveness. The Innovation pipeline will prompt the group to create benchmarking, establish an innovation toolkit and push for a centralised innovation hub. The Collaboration: Branding and Promotion pipeline takes a 10 year vision towards collaboration of businesses for growth, sector branding and developing a sustainable and long term communications strategy and career promotion campaign to increase the profile of the sector.

- Actions aligning with outcomes:

Complete application to INI and secure funding for phase two (£250,000)

Progressing with phase two brings with it the aim of creating a physical and centralised innovation hub for advanced manufacturing and engineering, the AME subgroup will seek to broaden its geographical footprint to comprise the NW of the island including but not exclusively counties Derry, Tyrone and Fermanagh and Donegal, Leitrim and Sligo.

The proposed hub will be known as the Centre for Industrial Robotics and Advanced Manufacture (CIRAM) based at Magee. CIRAM will be a research and industrial support facility focussed on the integration and demonstration of several key technologies which are crucial for future industrialisation and manufacturing activity, as we progress towards "Industry 4".

The technologies in question are artificial intelligence, digitalisation, robotics, automation & The Internet of Things (IoT).

The proposed budget for this investment is approximately £20million. A member of Ulster University staff has been dedicated to draft an application for funding from a number of sources.

3.6 Hospitality & Tourism subgroup chaired by Managing Director, Airporter

The North West Regional College provides the secretariat for the Hospitality and Tourism Sub Group whose action plan is outlined in the Tourism Strategy. Five cross-cutting enabling indicators have been identified as priorities for the strategy and the sub group has responsibility for the People & Skills Indicator: develop the skills needed for the industry to compete in a dynamic, internationally connected world. The strategy has a target of creating 1000 extra jobs in the sector by 2025 through skills enhancement and building careers. The sub group also has a reporting line through to the Tourism Delivery Partnership.

- Outcomes for the subgroup include:

Careers advice and guidance that is informed by employers and reflects future workforce requirements

Clear educational/training pathways and progression routes articulated into the industry

Promotion of career opportunities in the sector

A supply of locally trained residents to fill local vacancies

- Actions (as outlined in the Tourism Strategy) aligning with outcomes:

The sub group will utilise available data/research on skills and commission ad hoc local research. Take account of the NI Tourism Skills Action Plan and align activity appropriately. Monitor/research key local skill shortages related to tourism e.g. digital competency, languages, tour guides, selling, chefs, and apprenticeships. A survey monkey questionnaire is currently being devised to ascertain local job vacancies/skill shortages by DCSDC and Visit Derry.

Scoping, planning and/or delivering a menu of interventions and mapping current provision aligned to sector need in the region:

- Upskilling/reskilling & pathways • Upskilling those in the sector so they can progress within the industry • Reskilling those outside the sector to work in tourism
- Business development support – building management and leadership capabilities within the sector
- Embed entrepreneurship – promote business and self-employment opportunities related to tourism. Link to wider support programmes. Skills academies / pre-employment programmes to fill vacancies, e.g. chef shortage has been identified by the industry.

Facilitate increased industry engagement in the area of careers advice and guidance to grow the reputation of the sector as a career or choice.

Retain and sustain 'World Host Destination' designation through refresher training.

4 Financial, Equality, Legal, HR and Other Implications

4.1 There are no further financial implications.

5 Recommendations

5.1 Members note the work of three Sub Groups of the Education & Skills Delivery Partnership and the proposed work plan for 2018-19.

Background Papers