

Skills for Londoners Board

MINUTES - **DRAFT**

**Meeting Skills for Londoners
Construction Sub-Group**

Date Tuesday 10 December 2019

Time 1.30pm

**Place Committee Room 3, City Hall,
The Queen's Walk, London SE1
2AA.**

Agendas and minutes of the meetings of this Group are published at www.London.gov.uk/Skills-for-Londoners (except in those cases where information may be exempt from disclosure under the Freedom of Information Act).

Meetings are not held in public and are only open to those invited to attend by the Chair.

Members present:

Laura Dubeck (Acting Chair)
Bunmi Atta
Shenaaz Chenia
Steve Drury
Paul Gallagher
Seamus Keogh
Brian McKeown
Jessica Mellor-Clark
Martyn Price
Janette Welton-Pai

Also in attendance:

Matt Bailey, Senior Policy Officer, Skills & Employment
Alice Cook, Build UK
Michael Heanue, Principal Policy Officer, Skills & Employment
Laura Dubeck, Senior Manager – Programme Delivery, Skills & Employment
Francesca Lewis, Housing Policy Manager, Housing & Land (Item 1-5)
Laura Marshall, Senior Board Officer, Skills & Employment
Beth Penwarden, Principal Policy Officer, Skills & Employment
Rachel Roberts, MCA Programme Manager (Interim), Skills & Employment
Sarah Spindler, Senior Project Officer, Delivery, Skills & Employment

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1 Introductions and apologies

- 1.1 Apologies for absence were received from the Chair, Cllr Peter John. Laura Dubeck chaired the meeting on his behalf.
- 1.2 The Chair welcomed members to the Group and led a round of introductions.
- 1.3 Apologies for absence were also received from Andy Carson, Mark Farmer, Sarah Garry (Alice Cook attended in her stead), Jenny Herdman, Yvonne Kelly, Tom McLoughlin and Caroline Roberts.

2 Declarations of Interest

- 2.1 There were no declarations of interest.

3 Minutes of the Previous Meeting

3.1 RESOLVED:

The minutes of the meeting held on 24 June 2019 were agreed as a correct record.

4 Actions Arising

- 4.1 The Group received an update on an outstanding action relating to how the success of the MCA would be measured. Members noted that the procured impact evaluation was currently taking place and an interim evaluation report would be available at the end of the financial year. This interim evaluation would be brought to the next meeting.
- 4.2 Members received an update on career progression, specifically noting that forthcoming stakeholder engagement activity would address this in relation to underrepresented groups.
- 4.3 Members also discussed procurement and social value with the Chair explaining that her team felt that procurement and social value were issues not within scope of the programme and therefore should not be taken as a measure of success of the existing programme.
- 4.4 Members requested up to date output figures and some context for the next meeting.

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- 4.5 Members felt that procurement and social value were key issues that should remain a focus for the MCA programme. The Chair explained that procurement and social value were still important themes, and the team would feed back any learning to the Group.
- 4.6 Paul Gallagher mentioned upcoming social value research that he would be able to share with the Group in early 2020.
- 4.7 Members queried point 3.2 from the minutes of the 24 June 2019, specifically the inclusion of 'infrastructure' in the Group's remit. The Clerk and the MCA Programme Manager (Interim) would review the Terms of Reference and circulate wording to the Group for approval.
- 4.8 **RESOLVED:**
- (a) The actions arising from the previous meeting were noted;**
- (b) Members requested up to date output figures and some context for the next meeting; and**
- (c) The Clerk and the MCA Programme Manager (Interim) would review the Terms of Reference and circulate wording to the Group for approval.**

5 Mayor's Construction Academy Hubs Round 2 Funding Update

- 5.1 The Group received a report and presentation setting out the Mayor's Construction Academy (MCA) Round 1 Hub activity to date, the MCA Hub Funding Round 2 applications, and suggested uses for any remaining funds. The MCA Programme Manager (Interim) went through each of the six applications for the MCA Hubs Round 2 Funding, which included two applications for the expansion of existing Hubs and four applications for the creation of new Hubs.
- 5.2 Members noted the scoring of the application process and reviewed the scoring of the seven applications.
- 5.3 The MCA Programme Manager explained that the recommended projects totalled £1m which left £600k funding unallocated. Members noted that the remaining £600k funding would need to be spent by March 2022 to deliver the aims of the MCA.
- 5.4 Members heard several early ideas for alternative uses for the remaining funding which included:

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- 5.4.1 Securing budget for Housing and Land colleagues around London Local Labour Initiative (LLLI) and demand planning activity as recommended by the Homes for Londoners Construction Skills Sub-Group;
- 5.4.2 Supporting small sub-contractors with Mental Health First Aid;
- 5.4.3 Supporting hubs through an online brokerage tool, shared systems additional staff resource (tracking job outcomes or marketing); or
- 5.4.4 Extending the life of existing Hubs by one year.
- 5.5 The Housing Policy Manager, Housing and Land explained that Housing and Land did not currently have an agreed budget to progress their wider MCA activity around the LLLI and demand planning. Members noted that there had been issues with recruitment however a new member of staff would be joining this team in January 2020.
- 5.6 The Group agreed that the Section 106 and LLLI work was important and that at least some of the remaining funding should go to this work.
- 5.7 Members asked why Round 1 Hub funding was coming to an end in March 2021 if the delivery period had been extended by another year and suggested that the remaining funding could be used to fund Round 1 and Round 2 Hubs concurrently until March 2022, ensuring that all Hubs finish at the same time. The MCA Programme Manager (Interim) explained that Round 1 Hubs had had the opportunity to apply for an extension/expansion, but some had not taken it. It was also noted that the aim was that the Hubs would be self-sustaining. Members thought that it would be useful to understand why some MCA Hubs Round 1 had not applied for extensions.
- 5.8 Janette Welton-Pai queried the suggested use for remaining funding, outlined at point 5.4.3 above, specifically stating that the existing Hub Coordinator role should already be tracking job outcomes and leading on marketing activities. Members therefore felt that additional funding should not be required for this.
- 5.9 Other points discussed included:
 - The importance of monitoring rolling programmes, tracking original commitments once parameters had been worked through, and acknowledging if more support was needed;
 - The importance of understanding how many people were staying in employment long term. The MCA Programme Manager (Interim) explained that this information was being captured and it would be brought to the next meeting; and
 - The importance of understanding the impact of the Round 1 Hubs work so far.

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- 5.10 Paul Gallagher felt that it would be useful to understand the aggregate outcomes that were already going to happen and the partnerships that already existed before the MCA Round 2 funding was provided. The MCA Programme Manager (Interim) explained that baseline figures were collected. The Chair asked that the table from Appendix B be updated and recirculated to the Group to show baseline figures so that Members could view the uplift for each outcome and Hub.
- 5.11 Members queried the figures for the MCA revenue funding (£3m over two rounds of funding to support the creation of hubs at a local level) and the MCA Capital Funding (£7.2m for Quality Marked training providers to improve the quality of equipment and facilities to support high quality construction training). Members asked that clear targets for the capital projects / Hub projects and progression were brought to the next meeting.

5.12 RESOLVED:

The Skills for Londoners (SfL) Construction Sub-Group:

- (a) Endorsed the four highest scoring applications, as set out at Appendices A and B of the report;**
- (b) Requested that the MCA team provided baseline data and the uplift for each outcome and project for Appendices A and B of the report;**
- (c) Endorsed the recommended approach for the MCA team to explore alternative uses for the remaining £600k funding, suggesting that part of this funding should be allocated to the Housing and Land team to progress wider activity around LLLI and demand planning;**
- (d) Noted that a report would be brought back to the Sub-Group at a future meeting with agreed uses for the remaining £600k MCA revenue funding;**
- (e) Requested figures on how many people were staying in employment long term be brought to the next meeting; and**
- (f) Requested that clear targets for the capital projects / Hub projects and progression be brought to the next meeting.**

[Francesca Lewis left the meeting].

6 Careers Update

- 6.1 The Board were provided with an update on the Careers Programme, specifically the increase in engagement and the drive for recruitment.

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- 6.2 Members heard that there had been engagement with Skills London at ExCeL (the UK's biggest jobs and careers event for 15-24 year olds), whereby approximately 35,000 people attend over two days. The GLA had committed to support this event for three years and Skills London 2019 was the first year of the three. Officers explained that the format of the Skills London 2020 event could be discussed with the Board.
- 6.3 Members noted that there would be an event at City Hall in March 2020, to coincide with the national Careers Week campaign. This event would take place in the London Living Room and it was not yet defined. The Skills & Employment Unit were working with the Housing and Land Team. Proposals for the event would be shared with the Board for their comment.
- 6.4 It was also noted that the London Enterprise Adviser Network (LEAN) had expanded, meaning that more businesses were connecting with schools and colleges, helping young people build the skills and experiences needed to lead successful futures. Members noted that 20% of the total network reach was linked to construction outputs, which this initiative would be funding.
- 6.5 Members heard that one of the aims of the MCA was to improve the supply of skilled construction workers (including more women and BAME Londoners). Michael Heanue explained that the Workforce Integration Network (WIN) was established by the Mayor of London to help improve pathways for underrepresented groups in the workplace. WIN were targeting BAME males and the Skills & Employment Unit were supporting this network.
- 6.6 Jessica Mellor-Clark explained that 75% of Be Onsite's employees were BAME and stated that she was happy to work with WIN and the Skills & Employment Unit.
- 6.7 Bunmi Atta queried whether WIN were assisting students that were completing degree programmes that included a sandwich placement or industrial placement. Michael Heanue explained that WIN were focussing specifically on "Not in Education, Employment or Training" (NEET) candidates. Michael Heanue stated that he would ask WIN to widen their scope to include students completing degree programmes with sandwich placements.
- 6.8 Members noted the campaign that the Construction Industry Training Board (CITB) were launching in early 2020 which would specifically target young people. Members were concerned that the campaign might not reach everyone, specifically vulnerable groups. Alice Cook, Build UK explained that Go Construct was targeting vulnerable groups, including military veterans that struggled to get back into the workplace.
- 6.9 Janette Welton-Pai felt that the CITB campaign offered an opportunity for the GLA to target specific groups such as parents and carers.

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6.10 RESOLVED:

(a) Proposals for the event at City Hall which would coincide with the national Careers Week campaign would be shared with the Board for their comment; and

(b) The update and subsequent discussion were noted.

7 Mayor's Construction Academy Stakeholder Engagement Update

- 7.1 The Group received a report and presentation setting out the range of stakeholder engagement that was under way to support the impact of the MCA programme, specifically focussing on employers and training providers as key groups.
- 7.2 Members noted the development of the MCA Provider Network and a series of employer workshops which would focus on developing solutions to particular sector challenges.
- 7.3 Members heard that these workshops had been designed to supplement the work of the Hubs. Proposed themes for the workshops included mental health, diversity and Modern Methods of Construction (MMC).
- 7.4 The Group noted that the MCA team were developing case studies to support the sharing of good practice and encourage employers to explore new ways of working. Other work included a review of the website and the development of a newsletter that would be shared with stakeholders to promote and share learning.
- 7.5 Members asked that the MCA team develop a bulletin based on the information included in the newsletter. This bulletin could be used and circulated to a wider group of stakeholders by all Members of the Sub-Group.
- 7.6 Janette Welton-Pai felt that the stakeholder engagement for the MCA Programme needed to focus on social media, especially LinkedIn. Members agreed that social media would have a big impact.
- 7.7 Steve Drury felt that employer engagement and using the supply chain within boroughs was key.
- 7.8 **RESOLVED:**

The Skills for Londoners (SfL) Construction Sub-Group endorsed the proposed approach to stakeholder engagement for the MCA Programme.

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8 AEB Funds to Support Adult Learning in Construction

- 8.1 Presentation notes would be circulated to all Members after the meeting. Members were urged to send any comments/questions back to Matt Bailey, Senior Policy Officer, via the Clerk.

9 Date of next meeting

- 9.1 Members noted that the next meeting of the SfL Construction Sub-Group would take place in April/May 2020. The Clerk would be in touch with a confirmed date and location.

10 Any Other Business the Chair Considers Urgent

- 10.1 Members requested that a full annual calendar of meeting dates was confirmed and circulated before the next meeting.

11 Close of meeting

- 11.1 The meeting closed at 3.17pm.

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