

# BRISTOL ONE CITY

## One City Economy and Skills Board

<b>Date/time</b>	14:00-17:00, Wednesday 15th June	
<b>Location</b>	The Bordeaux Room	
<b>Co-chairs</b>	Cllr, Craig Cheney, James Durie	
<b>Meeting Attendees:</b>		
<b>In Attendance:</b>	Victoria Mathews [VM] (Business West), James Durie [JD] (Bristol Chamber of Commerce and Initiative / Business West) Cllr. Craig Cheney [CC] (BCC), Sado Jirde [SJ] (Black South West Network - BSWN), Sue Cohen [SC] (Bristol's Women's Commission), Anesa Kritah [AK] (Economic Development - Bristol City Council), Danny Cox [DC] (Hargreaves Lansdown), Carly Heath [CH] (Night Time Economy Advisor - Bristol City Council), Jeremy Hayward [JH] (The Lloyds Bank South West), Joe Hensey [JH] (upReach), Kathryn Davis [KD] (Visit West), Jane Taylor [JT] (Skills, Bristol City Council), Joanne Ward [JW] (City of Bristol College – CoBC)	
<b>Observers</b>	Sarah Lynch [SL] (City Office), Octavia Clouston [OC] (City Office)	
<b>Invitees</b>	Robin McDowell [RM] (BCC), Phil Stott [PS], (YTKO)	
<b>Apologies</b>	Susan Macmillan [SM] (Bristol Creative Industries), Sam Holliday [SH] (Federation of Small Businesses), Nick Lee [NL] (Paragon Costs Solutions), Dominic Ellison [DE] (The West of England Centre for Inclusive Living - WECIL), Barra Mac Ruairí [BMR] (University of Bristol - UoB), Dan Knox [DK] (University of the West of England - UWE), Donna Speed [DS] (We the Curious), Poku Osei [PO] (Babassa)	
<b>ITEM</b>	<b>ACTIONS</b>	
<b>1) Welcome and City Office Update Presentation</b>		
<ul style="list-style-type: none"> <li>The Chairs Welcomed the Board back for the second session</li> <li>Guilliana Castle was introduced as the Board Support officer</li> <li>Board Member introductions</li> <li>City Office Update Presentation (see paper 1)</li> <li>JD asked GC how to measure progress and outcomes on the Economy Recovery and Renewal Strategy – GC answered that there is a lot that has already been achieved that needs to be acknowledged to make the strategy more concise.</li> <li>AK flagged that the strategy has 117 priority actions split between priority levels and it would be helpful to look between the short and medium term priorities – there are some longer term priorities that will still be very relevant to this board, particularly the growth and place priorities.</li> <li>SL flagged that the Culture board refresh is nearly completed and is pending sign off from the board co-chairs</li> <li>SL flagged that there is going to be a report released by the BCC communities team around the Bristol City Council response to the Cost of Living Crisis.</li> </ul>		
<b>1) Ukrainian Job Fair Update and Ask</b>		
<p>Support to Ukrainian nationals</p> <ul style="list-style-type: none"> <li>SL highlighted that there is a busy programme of job fairs through the Bristol One Front Door so there is not a need for a specific economy and skills board organised job fair.</li> <li>JD stated that there's an opportunity for the board to galvanise action within our networks and offered support from Business West</li> <li>SL gave an update on the success of the City Gathering and the associated offers and asks that came out of it.</li> </ul>	<p>If your organisation would like to offer support through Bristol Front Door, email City Office and we will connect you to the right department</p>	

## 2) City of Bristol College Skills Presentation

Joanne Ward gave a presentation on skills from the City of Bristol College's perspective (see paper 1)

## 3) Task and Finish Group 3 – Green skills pathway into green jobs

- CH flagged that there is a massive gap in green jobs in the Night Time Economy and asked how that gets brought into the green skills agenda at the college level?
- KD flagged that it's difficult to understand what courses are available even if you access a training website and stated that it would be good for employers to understand what courses are available and where they are – JW agreed that the key is advice and guidance
- SC stated that the green economy is dominated by men – JW answered that that is a factor they are working on particularly in construction.
- SC asked what resources there are around child care and invisible women who have dropped out of the labour market? - JW answered that there is a lot of support through training.
- JD highlighted that the College is funded to deliver qualifications rather than skills and asked what innovation/resource can be mobilised in the meantime. JW flagged that the other issue is the way funding is directed towards certain levels of performance (level 3) which can be exclusionary.
- SC suggested publicising what's on offer and joint bids to WECA
- DC asked what green skills are actually classed as? In investment management there are issues with definition around 'green' and 'ethics' but there needs to be better definition before we can proceed effectively.
- JD asked what the Hargreaves Lansdown perspective is on gaps in this definition - DC answered that there's a dearth of tech people in the green skills definition and asked why an app developer isn't a green job and suggested that extending the definition to include tech would incite more interest and investment.
- SL asked what makes tech green? - DC answered that it depends on your definition, but it could be that carbon emissions associated with tech roles are very low.
- KD asked if there are skills shortages in facilities management
- JD asked the board to discuss how we define green jobs?
- CH suggested that we should be ambitious about green innovation as well as green jobs as there are lots of small businesses who could scale their ideas.
- GC flagged that that's a helpful point in relation to task and finish groups - should they be big and holistic or broken down and achievable.
- GC introduced Jane Taylor
- JD suggested clarification on the green skills point.
- NC agreed that green skills is a nebulous term that seems to be quite contested and flagged that there isn't a labour market for green jobs as they are not always 'good' jobs, and they can be overwhelmingly male – the public sector needs to take a lead because there will be a degree of training people and shifting behaviours needed. NC flagged that the piecemeal privatised approach will not meet the challenge in terms of skills or scale
- JD asked if anyone disagreed that tech and finance should be included in the definition of green jobs
- SC flagged that childcare should be included under the umbrella
- CH suggested that things need a green litmus test – every sector of the economy needs to be able to pass a 'green test' and have a climate action plan.

- JH suggested that it would be good to define the scope of green skills, upReach provides pipelines with keen employers in specific sectors and they're looking at a sustainability springboard.
- JT agreed with NC and asked how do we get the development needed?
- NC stated that providers need to be reassured that the demand will be there from the students and that there will be jobs available.
- GC stated that, for the task and finish group, we need to agree the scope – can this group shape the definition with their areas of expertise?
- CH flagged that there's disconnect between the people creating the environments and the people doing the work.
- JT stated that BCC have just had a conversation with the lead provider of City Leap who are going to be spending a lot of money on retrofitting – they will be procuring a lot of skills and generating a lot of jobs and they should be engaged in this  
ACTION – engage City Leap
- NC asked if City Leap are going to be the direct employer or if they will be sub-contracting and flagged that it would be good to get in at the start of this process to have a conversation about good practice and the targets built into the contract with skills and diversity.
- GC suggested that we should try and show what this looks like through case studies
- SL asked if the environment board can help us define what green jobs are and have a workstream around scope
- JH flagged the sustainability of the jobs and the gap between people who already have transferable skills and people who are going back into the labour market who may not have transferable skills.
- JW highlighted that, from September next year, all level 2 learners will have a module in green construction
- CH asked how are we going to measure it, and suggested a campaign around spelling out what already makes a business green and the more that can be done, as a 'greenometer' or similar.
- NC flagged that the board has no WECA representation present.
- SC reiterated the issue of childcare.
- SL flagged that the CYP board has childcare and increased provisions as a 2023 goal so there is an opportunity for cross-board working
- SC stated that that sort of social infrastructure support should be embedded.
- GC flagged that the diversity point is lumped in with the rephrasing and the scoping but should it be a separate point so that it doesn't get lost?
- **Task and Finish group volunteers:**
  - Joanne ward, Carly Health, Phill Stotts, Jo Hensey, **Sam Holliday**
- **Suggested organisations and Individuals to ask:**
  - City Leap, UWE, The Green Register (Lucy Pedlar), Representatives from the Environment Board

At the bottom of this webpage on the climate ask are further links to pages with specific advice for businesses: [Bristol One City Climate Change Ask - Bristol One City](#)

#### 4) Underrepresented Groups Task and Finish Group Discussion

- Robin McDowell and Phill Stott gave a presentation on data around Unrepresented Groups - (see paper 1)
- JD asked for an example of an outcome - RM stated that these are broadly for entrepreneurs wanting to start up a business so the interventions can be short duration or up to 12 – a good outcome is if they can access a grant or create a start up.
- PS added that the design of this NEBES project is a pipeline that trickles down to in depth business support where they actually engage with businesses in more detail (more than an hour), they see much better representation – 25%. In terms of design of future programmes, inclusivity jumps up the more time that you're able to spend with entrepreneurs. The problem they face is that the meaningful engagement can't be matched by the light touch.
- SJ stated that the term BAME is no longer widely useful
- SJ flagged that, in terms of an intersectional approach, they do collect data on gender identity and sexual orientation
- SJ flagged that the communities feel over-researched – the data on them is used to access investment that the communities don't see - organisations need to build trust with the communities so that they understand how data on them is used and they see where the resource is then applied

#### Discussion

- SC asked about the representation of women in this work - SJ answered that women are overrepresented in their programmes – SJ wants to understand what are the drivers and why are women so engaged
- SL asked about breaking down the data further (women who are alone, with small children etc)
- GC asked if there was a control that this work is being analysed against - RM answered that there are national benchmarks around BAME entrepreneurship to measure against
- JD asked if this intervention has gone further than others? What is the survival rate of these enterprises? - RM answered that on the south Bristol programme they're beginning to engage with an evaluation of the economic and social impact and the success of engaging with underrepresented groups – it will explore the success of enterprises set up
- SJ flagged that consistency and long term is key – it's about building trust – we need to change the way we deliver programmes to understand these communities
- CH asked what happens to the alumni of those programmes - JH answered: 2 things: 1. it's all very well having national statistics but they can only be interpreted locally based on the makeup of the local community that you would look to employ, and 2. its about systematic, long term collating of the data that you need and systematically using it with targets at all levels. Having a pool to choose from that is representative is key – ensuring that the right people are coming forward and employers understand their value and have an understanding of the demographics at a local level - We need to de-average.
- GC asked what the topline of this task and finish group is as a result of this conversation, would the group like to include trust and long-term consistency?
- SC stated that we need long term investment
- JD flagged that its not just about getting people into jobs its about getting them to set up their own enterprises
- SC flagged that, in social care and healthcare, women on lower income are well represented which becomes its own problem, we're pushing underrepresented groups into the lowest paid jobs in the city
- JH highlighted that we need to think about the intention

<ul style="list-style-type: none"> <li>• JD asked board members to think about the next point after the mapping</li> <li>• GC asked about the connection between community development and trust and asked if it needs to be more up front? - What's available and where can you engage communities and organisations who have data that we need access to?</li> <li>• SC asked what came up last time is: what's already happening?</li> <li>• JT welcomes the support from this group – they had a meeting today with the developers for temple quarter which will create a lot of jobs in the inner city and flagged that they need input on getting that process right.</li> <li>• SJ flagged that jobs are needed but so is procurement</li> <li>• PS flagged that diversity in construction is much worse and that he has worked with innovate UK and found data on construction that could be fed into this group.</li> <li>• GC flagged that this relates to the green skills task and finish group</li> <li>• <b><u>Volunteers for the Underrepresented groups task and finish group</u></b> <ul style="list-style-type: none"> <li>- Sado Jirde, Jo Hensey, Sue Cohen, Victoria Mathews, Phil Stott, Jane Taylor (likely providing a representative), Danny Cox, Poku Osei</li> <li>- <b>Associate members:</b> Kathryn Davis, Carly Heath</li> </ul> </li> <li>• <b><u>To Ask:</u></b> <ul style="list-style-type: none"> <li>- Rebecca Scott, Rebecca Baldwin Cantello (look at the people in the inbox who have volunteered)</li> </ul> </li> </ul>	
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### 5) Culture Task and Finish Group Discussion

<ul style="list-style-type: none"> <li>• SC flagged that the health and wellbeing board wants to work with econ and skills – it might be worth having cross board working so that no one is marginalised</li> <li>• CH asked what kind of needs are we looking for when we say mapping the needs of the culture sector? As the sector is very good at putting itself forward so the 'need' needs more definition as Hospitality and the NTE has different 'needs' to Culture with a big C.</li> <li>• JD flagged that, due to the culture board refresh, we should work jointly on this with the Culture Board</li> <li>• KD and CH flagged that this work is ongoing in pockets across the city culture sector and this group could be about bringing those disparate sections together</li> <li>• NC suggested that it should be the culture board asking us rather than the other way around – because of the nature of employment in the culture sector he hopes trade unions have been invited to participate</li> <li>• CH flagged that part of the problem of framing it as 'the culture sector' is that elements like hospitality get lost</li> <li>• CH flagged that mapping isn't very ambitious and has already been done – she suggests that this is information that can be collated and presented to the board but the question is what do we do with it? The things we need to focus on are: Skills, longevity, employability of the city, living wage city for hospitality, safety and mental health of the workforce</li> <li>• JD suggested that CH give some offers and asks – CH agreed.</li> <li>• KD flagged that there are gaps for the heritage and visitor economy sectors – CH agreed and added Hospitality</li> <li>• <b><u>Task and Finish Volunteers</u></b> - Carly Heath, Kathryn Davis</li> <li>• <b><u>To Ask</u></b> - Naomi Miller, reps from the Living Wage work, IBB</li> <li>• GC asked if there is anything else that the board would like to see as a task and finish group - JD suggested that WECA should be connected to the board</li> <li>• NC suggested that they could present on the good employment charter</li> <li>• GC flagged that the FSB is doing a lot of relevant work</li> </ul>	
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<ul style="list-style-type: none"> <li>• SC reiterated that health and social care are the biggest employers in the city and the Health and wellbeing board would like to do some cross board work which the board should engage with - SC recommended that Hilary Land be invited to contribute?</li> </ul>	
<b>6) The Ask and AOB</b>	
<ul style="list-style-type: none"> <li>• GC asked that the board send her any networks and organisations/key events etc with the aim being eradicating gaps in visibility and awareness and aiming to amplify those voices.</li> <li>• CH flagged that she is hoping to develop the NTE strategy for the city and will be looking for input into that</li> <li>• JD flagged that we want to get 85% of the stuff right rather than 100 and suggested using a sprint format to generate impetus</li> </ul>	