



One City Economy and Skills Board

Date/time	9:30-12:00 on Thursday 1 December	
Location	The Bordeaux Room, City Hall	
Co-chairs	Cllr, Craig Cheney (Deputy Mayor – BCC), James Durie (Bristol Chamber of Commerce and Initiative / Business West),	
Meeting Attendees:		
In Attendance:	Cllr. Craig Cheney [CC] (BCC), Sue Cohen [SC] (Bristol's Women's Commission), Anesa Kritah [AK] (Economic Development - Bristol City Council), Carly Heath [CH] (Night Time Economy Advisor - Bristol City Council), Joe Hensey [JH] (upReach), Kathryn Davis [KD] (Visit West), Jane Taylor [JT] (Skills, Bristol City Council), Susan Macmillan [SM] (Bristol Creative Industries), Poku Osei [PO] (Babbasa), Nick Lee [NL] (Paragon Costs Solutions), Barra Mac Ruairí [BMR] (University of Bristol - UoB),	
Observers	Sarah Lynch [SL] (City Office), Octavia Clouston [OC] (City Office), Guillian Castle [GC] (BCC)	
Invitees	James Sterling [JS] (BCC), Sarah Morrison [SM] (BCC)	
Apologies	Sam Holliday [SH] (Federation of Small Businesses), Dan Knox [DK] (University of the West of England - UWE), Victoria Mathews [VM] (Business West), Sado Jirde [SJ] (Black South West Network - BSWN), Danny Cox [DC] (Hargreaves Lansdown), Jeremy Hayward [JHay] (The Lloyds Bank South West), Joanne Ward [JW] (City of Bristol College – CoBC), Dominic Ellison [DE] (The West of England Centre for Inclusive Living - WECIL), Donna Speed [DS] (We the Curious),	
ITEM	ACTIONS	
1) Welcome		
<ul style="list-style-type: none"> • Chairs welcomed Board Members and gave introductions. • CC gave a presentation on the Budget Proposals (see Paper 1) • CC explained that the Council has a budget gap of £60-80 million, considering that 70% of our budget is locked into social care and 10% is infrastructure which leaves 20%, and we need to save approximately 25% of the budget. • CC flagged that the Council has released a budget consultation of the budget proposals that have been drawn up to deliver the savings and encouraged Board members to engage with this before the consultation closes on Friday the 23rd of December. • CC explained that there will be a budget meeting in February to ratify the proposed budget for the next year and the long-term plan for the next 5 years. • CC flagged that there is a vacancy freeze during this process meaning that staff generally can't recruit to vacant roles which is putting greater pressure on teams of reduced capacity. 		
2) Organisational Updates		

<p>Board members went into breakout rooms to answer the questions:</p> <ul style="list-style-type: none"> • Where can this board most usefully input to support the city? • What are the biggest challenges facing the city? <p>Feedback</p> <ul style="list-style-type: none"> • Group 1: GC reported back: • There is a risk of the strengths of the group breaking down in relation to funding challenge. There are key challenges in the Hospitality sector in terms of supporting retention and progression to keep the economy going - SC flagged similar issues in the caring economy. The group suggested that solutions for the board could be holistic approaches to funding/bids. • CH flagged that a key offer of the board is highlighting the gaps in provision and the areas of need, for example the fact that hospitality is not on the skills boot camp – this board can flag those gaps to WECA. <p>Group 2</p> <ul style="list-style-type: none"> • Group 2: JD fed back: • There is extraordinary pressure on individuals and on organisations trying to attract people and skills and there’s no obvious solution to that. • Are there any things that we could collectively as a board put energy behind that we could not achieve as individuals? • In terms of challenges the group discussed inflationary challenges and the general cost of living strain. <p>Discussion</p> <ul style="list-style-type: none"> • CC explained that soft skills are hugely important in times like these when there is immense pressure regarding budgets and funding. 	
3) Bristol’s Places – Sarah Morrison [SM] (BCC)	
<ul style="list-style-type: none"> • SM gave a presentation on City Centre and High Streets Recovery and Renewal (see Paper 1) <p>Discussion</p> <ul style="list-style-type: none"> • KD flagged that her organisation needs this data as they’ve already done their bid for 2023 and there was a lot of information they could not include because they did not have access to this data. • KD offered support with selling and distributing the comedy walks - A Visit Bristol site gets around 4000 visits a month and KD offered to link to this content. • SC flagged that there’s a danger that Temple Quarter will be a lifeless area in terms of families and this project should be applied there – SM answered that Temple Quarter is not one of their priority areas but part of this project involves community outreach and partnership engagement work from the beginning of the planning process. • JD asked how sustainable some of these businesses and activities can be and how this will be supported year on year when the funding is finite? JD asked which of the areas discussed are struggling outside of the City Centre – SM answered that Bristol’s high streets in more deprived areas are struggling most with the pressures of the Cost of Living. • SM flagged that Bristol will likely weather the recession and the crisis better than other places, according to the data recording Bristol’s performance during the last recession. 	<p>City Office to link up Kathryn Davis and Sarah Morrison to discuss the support Visit West offer by linking to content on their website.</p>

<ul style="list-style-type: none"> • JD suggested offering support to the deprived high streets in Bristol. CC answered that there is support available for the nine priority highstreets but acknowledged that this is not a comprehensive list. • AK answered that there is funding up until September 2023 to deliver these workstreams and this project is a priority for the service. One of their other priorities for the service is to look at other funding to bring in beyond September of 2023 and other businesses to involve. • AK reiterated that the team has achieved huge results with a small investment. 	
4) Business and Investment – James Sterling [JS] (BCC)	
<ul style="list-style-type: none"> • JS gave a presentation on City Leap (see paper 1) <p>Discussion</p> <ul style="list-style-type: none"> • CC flagged that there is an opportunity for organisations in the room to get involved in this project. • CH asked how the commercial sector (SMEs) can be involved in the green journey in terms of building renting/ownership – JS answered that they are working with new funding and crowd funding but they’re still looking at government grants and are hopeful to see some related to energy efficiency. JS stated that there’s an open-door policy at City Leap to pull those additional proposals in so essentially get in touch if you’re interested. – CH answered that she would get in touch with more questions. • AK asked, in terms of the green economy, do you get a sense now of what the skills gaps are or will that be iterative and once its launched you’ll be able to feed that through in terms of understanding the gaps - JS answered that they have a pretty good idea of the gaps and they have informed the objectives of the projects, e.g. skills needed to implement the heat pumps. • SC asked about the demographics of recruitment of women and whether there has been any thought around developing policy that reacts to care priorities for women? – JS answered that there are some key KPIs around the pay gap and care flexibility. JS suggested that the energy sector has got better but this is a key issue they are still looking to address. • AK reiterated the importance of engaging young people in green technology and green skills – JS answered that they’ve just finished two placements with Traci Louis (Catalyse Change) which is an organisation focused on getting women into the energy sector. 	<p>City Office to link up James Sterling and Carly Heath regarding questions around the City Leap project.</p>
5) City Partners – Strategic Update – Sue Cohen [SC] (Bristol Women’s Commission), Poku Osei [PO] (Babbasa)	
<p>Caring Economy Event Update</p> <ul style="list-style-type: none"> • SC gave a presentation on the Caring Economy (see Paper 1) • SC stated that, at the Bristol Women’s Commissions’ most recent event, there was a consensus that there needs to be a cultural shift in the way we treat care. There was also an acknowledgement of the crisis in the social care sector. • SC flagged that if you support more women and BAME communities to advance in the labour market, then you increase growth and that includes the green and digital economies where there are shortages. • SC reported that there is a section who have absented themselves from the labour market because they have taken on caring responsibilities. 	

- The BWC would value working with Business West to progress organisations and business that support 'Time to Care' and highlight that within their recruitment policies.
- The BWC is meeting with Dan Norris in January, and they have been approached to link in with the real living wage team.
- SC flagged that they will be including the caring economy in the One City Plan refresh when the BWC is invited to contribute to that process next week.
- The BWC will be talking to WECA about joint purchasing agreements and opportunities for linking up nurseries and childcare who are currently buying provisions separately.
- The BWC is keen to link up more grassroots organisations with the social care pilot project.

OurCity 2030

- PO gave a presentation on the OurCity2030 programme (see Paper 1)
- PO explained that Babbasa surveyed 1000+ young people and partners and worked with a select few in coming up with the intervention plan for the OurCity2030 project.
- PO stated that the OurCity2030 plan is a bold ambition to support young people who are most disproportionately affected by deprivation in Bristol by 2030 to break the cycle of deprivation.
- PO explained that the plan for how to achieve this is:
 - To establish the OurCity2030 office which is about coordinating city partners and connecting opportunities.
 - To run a city level upward mobility programme to respond directly with opportunities and work with employers so that they understand where they are with inclusion.
 - To build supporting forums to bring education and youth providers together to enable the supply chain for the city.
 - Run longitudinal research to track impact and feed evidence into delivery and policy formation.
 - Build the social mobility hub to connect employers and young people.
- PO explained that, between now and April they are keen to get that governing structure and mobility in place to launch the first part of the programme.
- JD asked what the key numbers are for this project? – PO answered that there are 9300 young people from minority backgrounds between 16-25 in the city and the number they will be targeting within that bracket is 3200.

6) One City Plan Refresh – Sarah Lynch [SL] (City Office)

<p>One City Plan refresh</p> <ul style="list-style-type: none"> • SL gave a presentation on the One City Plan Refresh (see Paper 1) • SL explained that the OCP will be published in June 2023. • PO asked when we will ask the question of ‘what have we achieved as a board’ – GC answered that that is in process via the economy recovery and renewal strategy, and there will be a progress update within the OCP refresh process. • AK suggested splitting the progress report by recovery and renewal in terms of what’s been achieved. • JD highlighted that it is difficult to track all the board’s contributions due to the intangibility of the One City Approach but that it is important to look at the board’s key priorities and measure progress. • SL reiterated that the task and finish group structure is still very new and we are all learning as we go. SL also flagged that the City Office team does not have a comms function which means it is difficult to highlight successes. • SC flagged that the One City Approach has refreshed the BWC Economy Task and Finish Group. 	
<p>7) BCC Training and Skills Update – Jane Taylor [JT] (BCC)</p>	
<p>JT gave a presentation updating the board on employment, skills and learning (see paper 1)</p> <ul style="list-style-type: none"> • JT explained the Building Bristol is a strategic way of bringing all the developments in the city into focus by having a coordinator who can work with employers on skills plans. They have done some intense planning with City Leap and Temple Quarter who have agreed to implement their employment skills and planning into Bristol. • JT asked the BWC to be a part of this conversation. • JT detailed ongoing projects: • One Font Door: there are a huge number of partners in the employment space, there needed to be one site where referrals, applications, job postings etc could be compiled. The DWP and WECA have guaranteed funding to continue this project. • Inclusive Career Pathways: they have a full staff team in place who have been meeting with care forums, providers, NHS learning and recruitment groups – It is currently a very confused picture. They are hoping to bring some clarity to the programme. They’ve 	<p>Jane Taylor asked the Bristol Women’s Commission to join the Building Bristol conversation.</p>

linked the NHS recruitment teams into some of the most deprived schools and they've been running job fairs which have been really successful.

- Young Careers and Pathways – Bristol has a NEET problem. The way Bristol manages post 16 is quite fragmented., statutory services were commissioned externally which shouldn't have happened and part of the savings involves bringing the statutory work back in house to take advantage of everything Bristol is capable of offering. Six career coaches are likely to be coming back into the council to be connected out into the new youth partnerships and youth forums that are being developed.
- Mini IT Suites and Recycled Laptops – WECA have given some funding alongside BCC. There are 28 sites in Bristol where 125 pieces of digital equipment have been given out and have reached areas with low access to digital services.
- South Bristol Talent Pathway: this is a small pilot recognising that SMEs have a key to local inclusive employment. Often the little family firm is the safe local job that the young person needs. The federation of small businesses have just awarded this team a business-friendly award.
- Job and Skills Hub – this is a site that has been taken over by the council, working with the DWP and the College and converted into a hub that will be used by all agencies who want to do work around skills and employment.
- South Bristol Talent Pathway project: Weston College are now providing Davis Roofing with forklift training, they are also receiving HR support from Business West. The Bristol Works Team managed to arrange a 4-day work experience placement for a local care experienced young person who has now been offered an apprenticeship. This is evidence of the value of connecting small businesses.

Discussion

- SR thanked JT for the useful update and reiterated that those who have been left behind after COVID really need support.
- JD asked if the hub could be used within the OurCity2030 plan as the social mobility hub – PO answered that yes this is a definite opportunity and asked if JT could share more of the learnings from the active projects that have been ongoing.
- AK reminded PO that they have a goal to bring vacant properties back into use and agreed to circulate this link.
- JD flagged that recently the West of England Research institute have opened their own hub and are keen to collaborate with other organisations.
- the City Office is currently engaging with different forums, commissions, councillors and partners to feed into and influence the refresh process and when all of that information is synthesised it will be brought to the new boards as suggestions of what the refreshed goals could look like and the board will have the final say on what those goals should be.
- SL reiterated that everything is on the table and possible to be altered.

Anesa Kritah to link up with Poku Osei regarding the goal around bringing vacant properties back into use.

8) Task and Finish Update

<ul style="list-style-type: none"> • GC gave an update on the Task and Finish Groups (see Paper 1) • GC explained that the challenge of the underrepresented groups task and finish group is an intersectional focus on 16-25 and flagged that the group is looking to input to the BCC skills agenda and the Business West workstream and also asking the board to support things like Our City 2030 and getting involved. • GC stated that the Caring Economy will be absorbed more fully by the OCP refresh as it is crosscutting. <p>Culture and Creative Sector Impact and Investment Task and Finish Group Update</p> <ul style="list-style-type: none"> • GC flagged that data and insight is a huge piece for this task and finish group. And they are in the process of devising objectives around this. <p>Green skills</p> <ul style="list-style-type: none"> • GC explained that this group decided that engagement was the most pressing area to contribute to. There needs to be a better and more accessible definition of green skills that employers and providers can engage with. • JD thanked the task and finish group chairs for their work. 	
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9) Global Goals Centre

<p>Global Goals Centre</p> <ul style="list-style-type: none"> • JF gave a presentation updating the board on the progress of the Global Goals Centre: • JF flagged that the GGC have been awarded a 12 month meanwhile lease to run the GGC from a building in Broadmead by the art space/ life space team. They will be running the upstairs and the GGC will be in charge of the public facing downstairs. There are embedding everything they do in the SDG's and every partner signs up to an MOU that embodies inclusion, skills, education etc. • The building will be called Sparks in line with the department store theme and there will be different departments that all sell things (all completely upcycled and sustainable, they're working with different partners who can deliver in each different department e.g. A Single Thread CIC in the fashion department) - exhibitions on health, food, gardening etc. Bristol Waste are going to run a reuse centre. There will be workshops upskilling people to make repairs. • JF explained that the GGC is looking to meet OCP targets and climate emergency strategy targets by teaching people about green lifestyles and addressing the Cost of Living crisis by showing them how to save money. • JF stated that there will be a Learning Hub and they want to be able to run school workshops on the ground floor. This space will also be rented out for other educational functions. • JF flagged that they're working with COBC, WECA and workforce for the future. • JF explained the GGC timeline: they're consulting at the moment, bringing key delivery partners and fundraising – they plan to open in April as they only have the building for a year so they're running it as a pilot and are hoping that they can move it to another space if they're not able to stay after the year. • JF asked for any suggestions or links that they could make with other partners. <p>Discussion</p> <ul style="list-style-type: none"> • JD offered congratulations. 	<p>Carly Heath to connect with Jenny Foster</p>
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<ul style="list-style-type: none"> • CH asked how the event space could be used for business efforts and asked to join up. • CH asked what the join up could be with hospitality in the area that are looking to become more sustainable. • CH to join up with JF offline. • JD asked JF to be more specific in her asks. 	<p>regarding use of the event space in the new Global Goals Centre location</p>
<p>AOB</p>	
<ul style="list-style-type: none"> • JD flagged that he would be leaving Business West after 21 years in December 2022. JD thanked the City Office team for their efforts and wished GC the best in her new role. 	