



## MINUTES

**Date:** Thursday 8<sup>th</sup> June 2023

**Time:** 11am – 1pm

**Location:** University of Chester, Time Square, Warrington

<b>ATTENDEES:</b>	Eleanor Blackburn (EB), Steve Park (SP), Gareth Hopkins (GH), Nichola Newton (NN), Kirstie Simpson (KS), Stephen Fitzsimons (SF), Glen Smith (GS), Ehsan Akram (EH), Cllr Kath Buckley (KB), Cllr Sarah Hall (SH), Caitlin Bold (CB), John Patterson (JP), Will Stronge (WS), Pat Jackson (PJ), James Gresty (JG), Caroline Rowley (CR), John Rayson (JR), Trevor Langston (TL), Rachel Sutton (RS), Sarah Longlands (SL), Nicki O'Connor (NO), Kate Gibbons (KG) (Minutes)
<b>APOLOGIES:</b>	Professor Steven Broomhead, Gary Jenkins, Joe Manning, Kate Guise, Danielle Bennett, Dylan Houghton, Damian Richards-Clarke, Andy Moorcroft, Eunice Simmons, Cllr Nathan Sudworth, Cllr Tom Jennings, Richard Bayley, Paula Worthington
	Chaired by Eleanor Blackburn

MINUTES	ACTIONS
<b>1.0 Welcome &amp; introduction</b>	
1.1 Apologies of absence <ul style="list-style-type: none"> <li>• Noted</li> </ul>	
<b>2.0 Minutes and actions</b>	
2.1 Matters arising <ul style="list-style-type: none"> <li>• No matters arising and minutes agreed</li> </ul>	
<b>3.0 Resident survey evaluation report – Presented by Eleanor Blackburn</b>	

<ul style="list-style-type: none"> <li>• 508 responses however not all were fully completed. The purpose of the survey was to gain highlights and to supplement the commission, as it is not statistically valid</li> <li>• Questions had various pathways subject to responses</li> <li>• Recruitment experience – overall positive, online advertising was strong (50%) along with word of mouth (24%)</li> <li>• Those in employment are confident in their abilities</li> <li>• Higher proportion encountered barriers to progressing their career</li> <li>• Education response – most feel supported by their education provider – 30% did not know what sector or industry to seek work in following education</li> <li>• Seeking employment – location, pay, day to day content, flexibility and ethics are what people look for in employers</li> <li>• Employment skills – leadership and speaking came out lacking compared to other skills listed</li> </ul> <p><b>SF</b> – Answers are very reflective of respondents, therefore not a true reflection of the wider audience</p> <p><b>KB</b> – Agreed with SF, flexibility may not be as high as this is due to the flexibility required from women with care responsibilities</p> <p><b>NO</b> – DWP have recently carried out a survey which have the same top 3 findings from around what employees look for from an employer</p> <p><b>ACTION:</b> NO to share the report with KG</p>	<p><b>NO</b></p>
<p><b>4.0 Presentation</b></p>	
<p style="text-align: center;"><b>4.1 Centre for Local Economic Strategies (CLES) – Green Skills - Presented by Sarah Longlands</b></p> <ul style="list-style-type: none"> <li>• Project in Scotland – lessons and applications are similar to what Warrington are looking at – 7 Registered Social Landlord’s across Scotland, South of Glasgow &amp; Edinburgh,</li> </ul>	

came together to see what they could do together to combine their stock and create jobs with regards to retrofit

- CLES – We create economies for people, planet and place across the UK
- 29 million homes in UK – 20% of total carbon footprint – key lever to dealing with the challenge of achieving net zero. Challenge especially with existing stock with lack of insulation
- Method Used – Calculate the scale to show size of prize if they got it right – Inc. direct and indirect retrofit job creation. Interviews and survey with housing providers, tenants and house owners also took place
- 3 main points – large cost which we don't see the impact of for years to come  
Climate  
Comfort – quality and poor health which there are synergies between the two
- 3 main element of instillation  
Improve thermal efficiency  
Heat Networks  
Heat Pumps to reduce carbon out put
- Results – using stock available with implementation will: generate 2,239 new jobs by 2030 which will increase going forward  
Investment - £257million by 2030 - £62million in social housing  
Workforce and roles 2.25% increase  
£112 million GVA by 2030
- Conclusions/Lessons  
Anchor organisations who are looking to remain and invest in the area  
Colleges are keen to support the upskilling and training for retrofit  
Relationships between CEO and RSL's key  
Engaging with tenants was key

**NN** – Waves of innovation with green skills, what is the best thing to move on?

**SL** – There is the need for some clear guidance from government. There seems to be a rush to deliver heat pumps when there are more options to try before this

**SF** – A Warrington Company have the business and kit but struggling with recruitment. There is the need for electrical engineers

**EB** – Skills adaptation is key

**NN** – WVR work with employers who provide the machines for students to learn/train on and they use it for their employees training, however it is very difficult to get someone to work with the students to teach them when they can earn more money out doing the job.

**PJ** – The size of challenge is huge. We have recently picked up some best practise in Portsmouth, where they have worked with local residents via housing associations and colleges to take up the retrofit roles. Need to be very careful around net v gross on how many jobs are being created.

**ACTION:** PJ to share Portsmouth papers with Autonomy

**SP** – We need to think about an ask to government with regards to a medium to long term funding stream to enable a pipeline of upskilling and job creation to fill this gap.

**Link Presentation:** [Presentations\CLES presentation June 2023.pptx](#)

#### **4.2 Presentation by Hynet – The future of the Hydrogen Pipeline & Net Zero Target – Presented by Rachel Sutton**

- Decarbonisation and collaboration
- Collaborative project working to decarbonise industry, targeting some of the biggest contributors in the North West and North Wales
- Consortium of partners is delivering the project which is led by regional demand and who are happy to invest into hydrogen power – these industries will continue to thrive moving forward
- Low carbon hydrogen is to replace natural gas. 10+ industrial carbon capture facilities will be created which will feed into a pipeline and stored in salt caverns

**PJ**

- Most advanced hydrogen system development in the UK Inc. production, distribution and storage, putting the North West in the forefront of hydrogen distribution
- Last 2 – 3 years several trials have been completed with NSG Pilkington Glass in St Helens and Unilever which have all been positive
- Government elected this project as Track 1 in October 2021
- Significant market gap in construction jobs – 6,000 new jobs required – new figures will be available at the end of summer. Lots of construction projects which are fighting for the same people
- Engaged with local education providers, working with ECITB on a ‘work ready programme’ engaging unemployed into employment on the project
- Demand for major project development already being seen

**WS/RS**

**ACTION:** WS & RS to work together around – skills needs and gaps

**SH** – career pathways – what are we doing to let our young people know these opportunities are available and how are we encouraging women into the roles? How are colleges engaging with industries and employers

**NN** – We have Business Leads who reach out to employers and we work together to shape the curriculum, speak to students. We have a female engineer teaching at the college to really support females into these roles and industries.

**EB** – supply chain is the challenge. NN mentioned articulating the roles with learners. Are we getting this right with our young people? Do they know about Hynet and the opportunities available?

**SH** – I think it needs to start before college

**RS** – We are going into schools and speaking to children, hosting events, colleagues are ambassadors. The work needs to be bigger and more collaborative.

**NN** – the more employers can give live case studies, bring the work to life and come to speak to them will help with the engagement.

**KS** – Engagement is key and there are examples in H&SC where there is a pathway from WVR to UoC through to employer but we have not yet managed this with construction and engineering.

**JG** – Priestley College are working with employers more now than previously because it is the right things to do and we are seeing more learners going into apprenticeships rather than moving onto university. We need to do more of this and find a way to grow the pool of degree apprenticeships are available and how employers can support to grow our own.

**KB** – We need to get into the schools earlier from KS3 and attract the girls into the industries and onto apprenticeships. Address the parents and get them on board. HyNet is a wonderful diverse opportunity.

**SH** – Inspiration factor – high school age – how do you capture their imagination. We need more work experience days from a young age and employers coming in doing practical work.

**KS** – Some industries need education. You don't know what you don't know and we need some further work on this with business growth and education and providing CIPD.

**RS** – This is inspirational and I would like to make contacts with as many of you in this room.

**Link presentation:** [Presentations\HyNet Presentation.pptx](#)

#### **4.3 Reflections on Green Skills Priorities – Presented by Caroline Rowley**

- Caroline has finished 4 years with central Government and DfE. Previously worked in further education for many years
- Issues around green skills and how the government works and thinks
- Two key documents:  
Green Job Taskforce Report  
Skills for Jobs – Lifelong learning for opportunity and growth
- Sectors identified where change will be most crucial  
Power  
Business & Industry  
Homes and buildings  
Transport  
Natural resources  
Enabling decarbonisation

## Climate adaptations

- 3 key theme  
Investment in net zero supported by good quality green jobs  
Building pathways  
Transition
- Funding, programmes and services
- Key points (see slides) – Skills Commission is timely to shape own asks to government

**Link presentation:** [Presentations\Green Jobs SkillsWP June 2023.pptx](#)

**SH** – It's a shame there are no specific pots of money as we face significant challenges and opportunities. Schools, colleges and LA are facing some serious funding issues. Can we lobby this?

**NN** – Referring back to the funding presentation, a lot of the funding streams are a bidding war across providers

**SF** – If we get confused on this, businesses will get confused and give up

**PJ** – Liverpool has a devolved skills budget which does offer some flexibility

**EB** – Going back to SP point around county deal this may help with gaining more flexibility

**PJ** – I think looking at it, every job is going to be 'greened' and will need to think about sustainability for all

**Link presentation:** [Presentations\Green Jobs SkillsWP June 2023.pptx](#)

### **4.4 The PLEDGE – Their experience of working with Young People & Businesses – Presented by Trevor Langston**

- Cheshire & Warrington Pledge – putting employers in the heart of young people to engage and inspire them
- 600 members – only 200 employers in Warrington – this isn't enough. All Warrington secondary schools, special schools and FE's are involved. Over 5000 young people have been supported in over 100 events this year
- Apprenticeships – 'Employment readiness programme' which has snow balled to 32 cohorts this year looking to explore apprenticeships following Year 12 and 13. Added teacher encounter which enables

<p>them to cascade the training to tutors to support them on understanding apprenticeships and the process</p> <ul style="list-style-type: none"> <li>• Encourage more schools to complete the Future Skills questionnaire – summary in presentation</li> <li>• Need to raise the profile of technical vocation education</li> </ul> <p><b>Link Presentation:</b> <a href="#">Presentations\The Pledge Presentation.pptx</a></p> <ul style="list-style-type: none"> <li>• <b>SH</b> – Lots of schools don't have career advisors anymore. Do you do drop in's with schools?</li> <li>• <b>TL</b> – We don't provide careers advice, we create the link with employers so they know their options</li> <li>• <b>SH</b> – I think this is the problem there is no 1:1 careers advice and being faced with numerous options can be overwhelming</li> <li>• <b>SP</b> – We need to capture the thematic opportunities and demands that are coming out more and more throughout the commission which will inform the recommendations</li> </ul>	
<p><b>5.0 Time scales and actions to come</b></p> <ul style="list-style-type: none"> <li>• Emailed updates</li> </ul>	
<p><b>6.0 Reflection - Breakout session</b></p> <ul style="list-style-type: none"> <li>• Manufacturing is no longer a big industry (7%) before Unilever leaves. Therefore we don't want the commission to invest in this when we don't know the future. We have the advanced engineering sector in Warrington which needs to be a focus for the green skills</li> <li>• Employer engagement piece is key – schools, teachers, wider citizens needs to be a big recommendation</li> <li>• Understanding the need – especially those of employers</li> <li>• Need for destination data and careers data Inc. the why which needs to be a feedback group back into the economy for further decision making. We also need to understand, do they return after university</li> <li>• Fragmentation and funding challenges. What opportunities do we have locally to collaborate would be a recommendation</li> </ul>	



<ul style="list-style-type: none"> <li>• Good work is happening which is disjointed and sometimes we can't see the wood for the trees</li> <li>• We need to agree what we are 'not' doing as well as what we 'are' doing</li> </ul>	
<p><b>7.0 Update on progress so far</b></p> <ul style="list-style-type: none"> <li>• Emailed progress</li> </ul>	
<p><b>8.0 Marketing &amp; communications</b></p> <ul style="list-style-type: none"> <li>• No updates</li> </ul>	
<p><b>9.0 AOB</b></p> <ul style="list-style-type: none"> <li>• None</li> </ul>	