

Wider Partnership Conference: Workshop 3 Notes

Workshop Title: Plan for growth: A rebalanced economy with improved labour market

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1. A balanced economy in North Yorkshire? **SKILLS**

- Do you think there is imbalance in education and skills in North Yorkshire?
 - What do you think might be the causes of an imbalance in skills?
 - What do you think should be done to improve educational attainment and skills for employment in the county?
 - Are there any specific actions or interventions which you think would make a difference?
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- Those with no qualifications seems disproportionately high
 - Equalities is a key point
 - Improve Information Advice and Guidance in schools, School Readiness
 - Parental support deficit in some areas, low aspirations – need to raise them in communities
 - NVQ level 3 qualified but in what areas?
 - Q – How does this relate to Ofsted ratings?
 - Raise Standards, Vocational, Change the career model, use digital/circular economy, and develop the skills of the future.
 - Marketing specific professions, more private sector engagement – from primary school age, re-look at education and curriculum.
 - Highly skilled population but imbalance with paid work
 - Manufacturers going to where skills are?
 - Lack of skilled people in relevant areas
 - Higher educated people in North Yorkshire not working, retired, work out of area, not in employment.
 - Difference between education and skills
 - Are we training people in the right jobs?
 - In the past employers would skill up their work force
 - Skill based learning not available enough?
 - Get local businesses back involved with skills training
 - Is the provision being driven by what exists?
 - Are policy makers engaging with providers of further educational opportunities?
 - Education is an industry itself
 - Vocational education opportunities
 - Transferable skills – not using these enough
 - More joined up thinking
 - New industries – home-grown/homemade services
 - Older buildings being used by other industries – good example of utilising our assets
 - Transport links again a key issue
 - A Celebrity links and movie industry could be a winner!
 - Re skilling and re-training people above the age of 25 – access to employment can be effected by skills, how do we make skilling up more accessible to the community?

- Older ageing population in North Yorkshire affects the skills base
- Property living costs and transport cause skills inequalities
- Care Academy could help North Yorkshire become a national market leader, improve skills and fill gaps in care provision locally.
- Improved partnerships with the private sector
- Let us be a market leader for care provision
- Stimulate social / private enterprise markets in North Yorkshire
- Involving more young people in volunteering would make a big difference in skills development

2. A balanced economy in North Yorkshire? **EMPLOYMENT**

- Do you think there is imbalance in employment provision in North Yorkshire?
 - What do you think might be the causes of this?
 - What do you think should be done to improve equality of employment opportunities in the county?
 - Are there any specific actions or interventions which you think would make a difference?
- How can we attract higher paying companies? People living in some areas travel out of area to higher paid employment. Lower paid work often filled by people travelling into North Yorkshire from other areas to fill those roles.
 - Access to some areas of the county is difficult – transport a recurring issue.
 - Research and Development – there is not enough spent on this in North Yorkshire.
 - Tourism changes areas especially coastland can be seasonal which adds more complications.
 - Discussions around problems with getting people to apply for roles in the North Yorks area – even well paid jobs – what is the reason for this and why?
 - How do we encourage change – infrastructure?
 - Planning tends to be around residential.
 - Transport / Road infrastructure: A1 / M62 are key however outside of that it can be much more difficult to get people.
 - Transport: We need to convince the government it is not about getting holiday makers to the coast but about strengthening the economy by enabling people to work in these areas.
 - Transferable skills
 - How – Advertise/infrastructure/transport.
 - Gender inequalities in employment must be considered and understood in terms of reflecting properly those that have caring responsibilities or hidden employment.
 - Reduction in services has led to parents being required to provide care.
 - Data would support greater understanding around pay equality and in-work poverty
 - Opportunity to advocate these issues with the national audit office
 - Transport is a huge issue – could be supported by car share schemes and employer linked transport.
 - Childcare provision through employers would support employment goals.
 - Accessing untapped resources such as those that have has caring responsibilities or those with skills on universal credit.

- Using technology home working opportunities.
- Development of home working community hubs and exemplar communities.
- Jobs, agriculture, transport, housing, cost of living, education
- Further education, employment opportunities, academy for care (a big idea from the day), visitor economy, construction skills in Scarborough, infrastructure, career paths.

3. A balanced economy in North Yorkshire? **WAGES**

- Do you think there is imbalance in wages in North Yorkshire?
 - What do you think are the causes of any wage imbalance you may have identified?
 - What do you think should be done to improve wage equality in the county?
 - Are there any specific actions or interventions which you think would make a difference?
- Yes there is a wage imbalance – tourism has a big impact on this.
 - Links to housing are key, movement of workforce, career links to low paid jobs and commuters.
 - High Paid, Scarborough – local students/university.
 - Careers investment: Ambition, rise and scan, sense of place, inward investment, tourism.
 - Yes there is imbalance.
 - Infrastructure, housing, roads connecting people, broadband and full fibre connectivity.
 - Inward investment at a smaller scale.
 - Private sector model for care – smaller owner occupier models rather than private equity.
 - Availability of jobs
 - Better link to CIAG and social enterprise
 - More start ups
 - Better management and leadership
 - Waiting for national – disabilities, social care
 - Better infrastructure, broadband, digital.
 - Housing market has a big impact on this – North Yorkshire can be an expensive place to live
 - Skilled / highly skilled companies are not here – how can we get them in?
 - Need to talk to the companies and tell them what we are about.
 - Infrastructure and transport is key
 - North Yorkshire needs to find ways to make it easier for companies to be here. By Improving infrastructure and transport.
 - Average gross weekly pay – by sector understanding would help understand the area better – e local govt. The disparity around wages needs considering.
 - Improve wage equality through
 - better data to understand the problem
 - Make North Yorkshire more appealing
 - Brand the area better
 - Is not having a full university a detriment:
 - Not as many graduates in the area
 - Those at universities are not staying
 - Having a team in the football premier league!

- Developing better engagement between universities and local economy.
- Companies need to promote good news stories that would benefit economic growth.