

Agenda Item 5.

CoHI post-2020 Senior Officers Group – Work strand project template

Project work strand:	Fuelling Skills in Highland and Highland Post 2020
Project lead:	Skills Development Scotland - Seonag Campbell
Project team members:	Representative from SDS, HIE, UHI, Local Authorities, Bord Na Gaidhlig and Lead Officer from Regional Educational Improvement Group (Northern Alliance).
Project aim/purpose:	<p>The Convention of The Highlands and Islands (COHI) have identified a series of key themes that require a strategic response, and action plan, to ensure the Highlands and Islands is informed and well prepared for the potential impact of Brexit. The need to continue to ensure a skilled workforce and skills provision that meet the needs of the economy and enhancements across the education system to raise attainment and ensure sustained positive destination have been identified as key priorities.</p> <p>Currently, the Highlands and Islands Skills Investment Plan (HISIP) provides the mechanism for co-ordinated skills planning through an action plan that provides a response to 5 main themes:</p> <ul style="list-style-type: none"> • Meeting the current skills needs of employers • Planning for the future • Strengthening the employers voice in the skills system • People attraction and place attractiveness • Creating a region for young people <p>These themes remain highly relevant as the key drivers to prepare a cohesive response to many of the skills issues the region may face post Brexit, as well responding to the ongoing challenges in respect of an ageing population, replacement demand in the workforce, out migration of young people, potential for reduced access to EU workforce and an urgency for a coordinated approach towards Talent Attraction.</p> <p>Progress with the implementation of the HISIP has been reported to COHI through the HISIP programme Board since 2015. As part of the commitment to ensure the HISIP remains responsive to emerging skills challenges and opportunities and the potential impact of Brexit on the region, SDS has recommended updating the HISIP action plan to ensure it:</p> <ul style="list-style-type: none"> • Responds to key recommendations and integrates the actions from recent and emerging skills analysis on key sectors such as Digital, Energy, Manufacturing, Early Years and Childcare, Agriculture, Aquaculture, Hospitality, Tourism and the needs of Gaelic related LMI • Supports the Enterprise and Skills review and enhanced skills alignment • Maximises the potential of UHI ROA to support meeting the needs of employers/industry and the ability to retain

	<p>and attract a skilled workforce</p> <ul style="list-style-type: none"> • Meets skills needs arising through projects developed as part of the successful Inverness City Deal and the innovation and infrastructure proposals being developed through Moray Growth Deal, Argyll & Bute Rural Growth Deal and the Islands Deal • Supports DYW and employer engagement that helps influence the curriculum and raise awareness of local and national opportunities to pupils, parents and teachers • Supports Regional Improvement Collaborative (Northern Alliance) in its aim to reduce inequality in educational outcomes, enhance employability skills and ensure sustained positive destinations for school pupils <p>The activity to update the HISIP Action Plan will also be informed by the assessment of the outcomes achieved through the HISIP (2014-18) as well as the analysis of what has worked well and where there are areas for improvement.</p> <p>The HISIP and its Action Plan will communicate an urgency and set high expectation on all partners to work together to:</p> <ul style="list-style-type: none"> • accelerate the implementation of a meaningful set of actions to address; depopulation; promote the region; promote the inward attraction of new families & associated place based improvements • intensify the links between skills investment and the needs of the employer • expand work based learning and anchor young people in the region via innovative apprenticeships...and • identify critical exposure of key sectors/regions to migration of workers due to BREXIT
<p>Project plan:</p>	<p>Updating HISIP Action Plan</p> <p>To ensure continued ownership and commitment to the HISIP, it is important to involve the key partners in the process to update the Action Plan. In September 2017, the HISIP Programme Board discussed the directive from COHI and the proposal to update the HISIP Action Plan. It was agreed that a working group was set up that would facilitate the process of updating the Action Plan. It is proposed that this group will be led by SDS and include membership of the HISIP Programme Board and other relevant individuals/organisation, such as:</p> <ul style="list-style-type: none"> • HIE • UHI • Local Authorities • BNG • The Lead Officer for Northern Alliance <p>The HISIP Post 2020 Steering Group will agree the process of updating the Action Plan to include:</p> <ul style="list-style-type: none"> • A clear statement on progress with the implementation of

	<p>the initial HISIP Action Plan</p> <ul style="list-style-type: none"> • Agreeing a consultancy brief to undertake the work to update the action plan <ul style="list-style-type: none"> ○ Process of engagement with local authorities, key partners and lead agencies on current actions, amendments and identifying new actions ○ Engagement with employers and business sectors on the Action Plan ○ Engagement with DYW Groups on the HISIP Action Plan and how it relates to their KPIs (DY groups funded to 2021 ○ Provide a short narrative that presents the socio-economic challenges and opportunities of the region from 2018-2021 and an updated action plan • Provide funding and support towards the costs and process of updating the Action Plan • Agree a process for implementation and the ongoing monitoring and evaluation of the Action Plan • Secure endorsement and commitment from local authority political leaders and agency CEOs for the updated Action Plan
Project timetable:	<ul style="list-style-type: none"> • HISIP Post 2020 Steering Group planning workshop held March 2018 • Consultancy brief agreed and commissioned by end of April 2018 • HISIP Post 2020 Steering Group workshop/progress meetings held April to July • Updated HISIP Action Plan draft by Aug 2018 • Final draft and commitment/endorsement from Local Authorities and agency CEOs by Sept 2018 • Updated Action Plan presented to COHI in October 2018
Risk register:	To be developed by the HISIP Post 2020 Steering Group

CoHI post-2020 Senior Officers Group – Work strand project template

Project work strand:	Talent Attraction.
Project lead:	Highlands and Islands Enterprise (David Reid)
Project team members:	Currently all Highlands and Islands Regional Skills Investment Plan partner organisations (Officer Level).
Project aim/purpose:	<p>The overarching objective of the Highlands and Islands Talent Attraction and Retention Strategy (revised Action Plan June 2017 appended) is to:</p> <ul style="list-style-type: none"> • increase the number of working age people living and working in the region; • reverse the forecast decline in population while rebalancing from aging to young/working age residents by achieving year on year positive net migration; • ensure that business located in (or locating into) the Highlands and Islands are able to access an appropriate scale and scope of skilled future talent; • develop a co-ordinated approach across the Highlands and Islands to talent attraction and retention
Project plan:	<p>The scope of this project is to continue to evolve and deliver a regional solution to attract and retain skilled working age population through the Talent Attraction Strategy Action plan which takes into account both local and regional activity.</p> <p>The regional strategy has gone far to demonstrate the importance and increased impact of linking local, regional and national talent attraction efforts and partner organisations are, without exception, bought in to this approach.</p> <p>A clear understanding of the key messages in the promotion of opportunities linked to need for a sustainable future labour market is essential and each partner needs to define, align and resource their own efforts into delivering and evolving the regional talent attraction plan on an ongoing basis.</p> <p>It was suggested to CoHI via the October update paper on Talent Attraction that it was our recommendation to discuss the option of removing the governance of the regional talent strategy and action plan from the HISP Programme Board and placing it under the control of a new forum.</p> <p>This forum would be represented by Senior Officers from member organisations and allow all the CoHI Sub-Group development areas of skills, housing, digital, transportation, marine economy and energy to all contribute to the ongoing development and delivery of the regional talent attraction approach.</p> <p>The immediate action required is for CoHI to agree on a suitable structure for taking Talent Attraction forward.</p>

	<p>This approach would strategically align local and regional perspectives and actions and ensure buy-in at the most senior level cementing a coordinated and collaborative proposition.</p> <p>The actions identified in the regional plan will take us so far and we need to allow time for those to be developed and delivered to prepare the foundation from which to build on moving forward.</p>
Project timetable:	<p>This project strand does not follow a defined timetable at this stage as ownership and agreement for moving forward is yet to be reached.</p> <p>The regional action plan has labelled activities as short, medium and long term and some Activity Leads are working to that schedule specifically around regional information and marketing propositions.</p>
Risk register:	Attached separately