

DECISION-MAKER:	OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE		
SUBJECT:	FUTURE OF WORK IN SOUTHAMPTON – UPDATE ON SCRUTINY INQUIRY RECOMMENDATIONS		
DATE OF DECISION:	12 MARCH 2020		
REPORT OF:	LEADER OF THE COUNCIL		
<u>CONTACT DETAILS</u>			
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STATEMENT OF CONFIDENTIALITY			
None			
BRIEF SUMMARY			
<p>The Future of Work (FoW) in Southampton Scrutiny Inquiry took place between September 2018 and March 2019, to consider how the City could maximise the opportunities created by artificial intelligence (AI), automation and technological changes whilst seeking to mitigate the potential disruption to the labour market. The resultant report contained 19 recommendations, all of which were agreed by the Executive, re-modelled into an action plan and signed off by Cabinet in August 2019. This report and supporting appendix provides a summary of progress made to date and key issues arising in the enactment of the FoW programme, namely:</p> <ul style="list-style-type: none"> • The need to establish an accurate baseline to target proposed interventions and evaluate resultant impact. • The need to build a comprehensive understanding of the city / region’s tech assets and capabilities to inform strategic investment propositions. • The need to adopt a collaborative, thematic approach to the FoW programme in order to attract further investment into the City, raise productivity, improve quality of life for residents and secure Southampton’s ‘Intelligent City’ ambitions. 			
RECOMMENDATIONS:			
	(i)	That the Committee notes progress made in implementing recommendations from the FoW in Southampton Scrutiny Inquiry.	
	(ii)	That the Committee recognises the need for effective baseline measurements to track progress, and eventual impact, of proposed projects under the FoW programme.	
	(iii)	That the Committee approves the need for a comprehensive assessment of the City / region’s tech assets and capabilities to guide future strategic decision / investment making.	
REASONS FOR REPORT RECOMMENDATIONS			
1.	To enable the Committee to effectively scrutinise progress against the approved Inquiry Panel recommendations.		

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	None.
DETAIL (Including consultation carried out)	
3.	In 2018/19 a Scrutiny Panel undertook an inquiry looking at how the City could maximise the opportunities created by AI, automation and technological changes whilst mitigating the potential disruption to the labour market.
4.	An action plan to deliver against these recommendations was approved by Cabinet in August 2019, progress against this is provided (Appendix 1).
5.	The Strategic Skills Manager has engaged a range of stakeholders to ensure the implementation of the FoW Action Plan is underpinned by a robust evidence, exemplary practice and is aligned to key strategic priorities.
6.	The range of partners engaged to date include: The OECD, The RSA, Institute of Coding, Future of British Manufacturing, Chartered Management Institute (CMI), Innovate UK, Solent University, University of Southampton, University of Portsmouth, Southampton Education Forum, ING Media, FutureGov, Smart Cities UK, Department for International Trade, EMSI and Solent Local Enterprise Partnership, Scale-Up Institute and Be the Business.
7.	The Strategic Skills Manager is in dialogue with neighbouring local authorities to establish a region-wide Digital Skills Partnership. This will facilitate better collaboration to digital upskilling, coordinate investment / funding opportunities and promote good practice. An initial benchmarking exercise against other local authorities' foray into the FoW agenda has started to ensure Southampton City Council adopts and maintains a 'first-mover' approach. This includes, for example, how the City can establish its 'Green Credentials' whilst also stimulating and sustaining a green (tech) economy that is generating higher value/skilled jobs.
8.	<p>A FoW Advisory Group (AG) has also been established to give strategic support and challenge to the delivery of the FoW programme. Terms of reference for this externally-focused group was agreed at the inaugural meeting in January 2020. Representatives of the AG are as follows:</p> <ul style="list-style-type: none"> • Geoff Glover, Associate Lecturer, Solent University (Chair) • Cllr Darren Paffey (Vice Chair) • Kate Martin, Executive Director of Place, SCC • Paul Barton, Interim Head of Planning & Economic Development, SCC • Professor Julie Hall, Deputy Vice Chancellor, Solent University • Julie Kapsalis, Managing Director, Chichester College Group • Dawn Baker, Executive Director of Innovation, ncf • Kelly Stafford, Group HR Director, University Partnership Programme • Georgina Maratheftis, Head of Local Public Services, Tech UK • Will Cookson, Director of Economic Development, EMSI UK • Nick Parbutt, CEO and Founder, toob <p>The Interim Head of Planning & Economic Development will put in place appropriate programme/project governance is in place to steer the</p>

	programme, manage resources and risk and ensure that the programme is integrated with related work streams.
9.	The Strategic Skills Manager is proceeding to procurement / commissioning for a number of key FoW projects with the ambition to scale out the initial pilot activity with leverage from external funding. Co-design / development is an underlying principle to partnership activity.
10.	SCC's current skills team is in the process of alignment to the FoW programme, corporate plan and wider national policy drivers centred on the National Industrial Strategy.
RESOURCE IMPLICATIONS	
<u>Capital/Revenue</u>	
11.	The recommendations are based within the existing FoW budget. As such they are not considered to present any additional financial commitments. In practice future resource implications will be dependent upon whether, and how, each of the individual recommendations within the Inquiry report are progressed. In many cases progress will be dependent on identifying and securing appropriate grant funding, approval would be sought as required by financial procedure rules before any commitments are made.
<u>Property/Other</u>	
12.	None.
LEGAL IMPLICATIONS	
<u>Statutory power to undertake proposals in the report:</u>	
13.	N/A
<u>Other Legal Implications:</u>	
14.	N/A
POLICY FRAMEWORK IMPLICATIONS	
15.	The outcome of the Scrutiny Panel Inquiry and subsequent FoW programme will contribute to the Place Shaping theme of the Corporate Plan 2020-25.
KEY DECISION	No
WARDS/COMMUNITIES AFFECTED:	All
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	Future of Work in Southampton programme - Progress Report February 2020
Documents In Members' Rooms	
1.	None
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessments (ESIA) to be carried out?	No

Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	No
Other Background Documents	
Available for inspection at: https://www.southampton.gov.uk/modernGov/ieListMeetings.aspx?Committeed=703	
Title of Background Paper	Scrutiny Inquiry Panel - Future of Work in Southampton