

Future of Work in Southampton programme – Progress Report – February 2020

The Future of Work (FoW) in Southampton action plan set out a high-level response to the nineteen recommendations resulting from the report produced by the FoW in Southampton Scrutiny Panel Inquiry. The report's nineteen recommendations were initially spread across two particular themes:

- **Addressing the skills challenges facing Southampton to keep ahead of the robots**
- **Supporting the growth of the tech sector**

The FoW action plan has now developed into a delivery programme. As the FoW programme has matured, so has the understanding on the interconnected approaches required, which link people-place-employers-infrastructure, to achieve a transformational impact across the City. This document summarises progress to date for the work overseen by the Southampton City Council (SCC).

FoW report recommendation / agreed deliverable	Lead	Progress to date against agreed actions in FoW action plan	Next steps
1. Develop a Southampton focussed contribution to the Solent Industrial Strategy	HoP& ED	<ul style="list-style-type: none"> • SCC management agreed in November 2019 for an economic development and skills (EDS) strategy to be produced aligned to the Local Plan, Local Industrial Strategy (LIS), Green City Charter and other relevant strategic frameworks and corporate projects. • Progress on EDS has been delayed to draw upon the “City Vision” being developed as part of the current local plan consultation. • The EDS will be developed on a collaborative basis with partners and stakeholders 	Project Initiation Documentation agreed by Project Board – March/April 2020
2. Adapt and actualise the RSA Cities of Learning (CofL) model for Southampton <i>Virtual platform to catalyse a new form of learning and skills acquisition to improve employment outcomes and job progression</i>	SSM	<ul style="list-style-type: none"> • Ongoing discussions with RSA on delivery of CofL to establish terms of engagement, delivery options and lessons from pilot areas across England. Aim is to pilot CofL in the creative and cultural sector to support City of Culture bid submission. • RSA confirmed that the CofL platform, designing and testing of digital credentials/badges rests with their technology partner – DigitalMe – but that 3rd party / SCC support can be part of implementing CofL to save costs. In principle, no procurement issue for RSA as preferred supplier (due to IP on the CofL model). • Project proposal for development/piloting phase received from the RSA on 26/02/2020. PCC interested in twinning with Southampton, which requires further discussion. 	<ul style="list-style-type: none"> • Clear RSA for exemption as an SCC supplier – March 2020 • Agree terms of commission with the RSA – April 2020 • Draft and circulate project brief for dissemination to stakeholders to build a coalition / community of practice involving employers, training providers and business intermediaries – April to May 2020 • Deliver CofL stakeholder workshops – July 2020 • Develop a Theory of Change model with underlying evidence base for establishing pilot phase of CofL, continued stakeholder engagement and value proposition for prospective funders/investors – October 2020 • CofL platform live and micro-credentials (digital badges) developed – February 2021 • Pilot phase initiated to inform City of Culture bid – March 2021
3. Develop and implement a Skills Strategy for Southampton <ul style="list-style-type: none"> • <i>Skills strategy</i> • <i>Curriculum enhancements across Southampton’s schools</i> • <i>Recruitment of a G10 Learning and Skills role</i> 	SSM	<ul style="list-style-type: none"> • The proposed skills strategy is now merged with the EDS strategy (see point 1 above). • Children’s Services and Southampton Education Forum (SEF) have been briefed on the proposal to embed transferable skills, digital and technology in a cross-curricular approach throughout schools and colleges in Southampton. Potential delivery partners have been approached to support this work based on their expertise and track record. Children’s Services preferred route is to pilot with a select number of institutions in the same catchment area and, following evaluation of the pilot, to scale out citywide. • Recruitment of Digital Engagement Manager to be initiated in March 2020. Post will sit in the Skills Team. 	<ul style="list-style-type: none"> • Consultation with schools, SEF & Children’s Services – March to April 2020 • Commission pilot work in schools - May 2020 to August 2022 • Evaluation of pilot activity – November to December 2022 • Citywide scale out of new curriculum paradigm – from September 2023 • Commencement of Digital Engagement Manager – June 2020

KEY FOR LEAD ROLE: EDT – Economic Development Team; HOD – Head of Organisational Development; HoP & ED – Head of Planning & Economic Development; SAH – Solent Apprenticeship Manager; SSM – Strategic Skills Manager

FoW report recommendation / agreed deliverable	Lead	Progress to date against agreed actions in FoW action plan	Next steps
4. Simplify the Adult Learning Landscape	SSM	<ul style="list-style-type: none"> Part of the Cities of Learning recommendation to make learning accessible, better aligned to employer needs and with micro credentials (digital badges) to certify skills acquisition of learners and expedite pathways for citizens to secure meaningful paid employment. 	<ul style="list-style-type: none"> Brief for digital inclusion pilot & provider capacity building – April 2020 Funding secured – December 2020 Delivery commences – April 2021
5. Digital Skills <ul style="list-style-type: none"> Ensure UK Government's Essential Digital Skills Framework is implemented across the City Scale out teaching of digital skills in schools Develop propositions for AVR and AI to enhance the City's tech credentials and strengthen the talent pipeline Test employer readiness for digitalisation Pilot new approaches to retain local tech talent through plugging rising tech vacancies from employers Broaden partnership working across the region 	SSM	<ul style="list-style-type: none"> Discussions held with Good Things Foundation, ncf and training providers on delivery of comprehensive suite of digital skills provision to address digital inclusion and increase resident involvement in civic and economic affairs through adopting HM Government's Essential Digital Skills Framework. Digital literacy framework for schools is part of a wider cross-curricular approaches to work-ready skills and computational thinking amongst children and young people (see point 3) Advanced discussions with US-based company EON Reality (a global player in Augmented and Virtual Reality – AVR) to host the UK's first centre of excellence in Southampton. Endorsement letter issued by Solent University. EON Reality visited Southampton 28-29 January to agree joint ways of working, scope potential delivery model and financing of it. Department for International Trade, Digital Catapult, Knowledge Transfer Network and Innovate UK ready to support growth of an AVR/AI ecosystem. Review of Digital diagnostic (DD) activity has led to a revised model, with the proposal to now deliver under licence by the skills team as part of a wider offer to employers. Diagnostics will focus on employer readiness for digitalisation, skills needs and productivity benchmarking. Solutions devised with employers will form part of a growth plan to be shared and enacted upon by the Solent Growth Hub. For digital masterclasses, initial discussions have been held between 3rd party delivery organisations and IT recruitment companies to determine scope of the project. Ongoing discussions with HCC and PCC on forming a Digital Skills Partnership across the Solent region with a number of key priorities to pursue collaboratively. 	<ul style="list-style-type: none"> Draft project brief for a digital inclusion / digital skills pilot – April 2020 Draft Digital Inclusion strategy for consultation – November 2020 EON Reality to table draft AVR proposition to the LEP in partnership with SCC, Solent University and industry partners – May 2020 Procure DD tool for use by SCC's skills team – May 2020 Inaugural Digital Bootcamp – July 2020 Draft terms of reference for a regional Digital Skills Partnership – July 2020
6. Apprenticeship Levy <i>Maximise use of apprenticeship levy / levy transfer opportunities and drive up demand for digital apprenticeships</i>	SAH	<ul style="list-style-type: none"> Solent Apprenticeship Hub (SAH) working with all local authorities and a select number of major employers in the region to maximise use of levy funds – internally for their own staff and externally through levy transfer to SMEs SAH Project Steering Group agreed in January 2020 to 'map and gap' suite and quality of digital apprenticeship provision and to build provider capability to meet growing demand from employers 	<ul style="list-style-type: none"> Employer engagement activities planned to discuss apprenticeships, T-levels and industrial placements – Feb to June 2020 Benchmark use of levy pot / levy transfer and ways to improve process as well as generate higher ROI Develop a series of case studies / good practice on apprenticeship levy experience to increase demand for SAH services and improve employer engagement experiences – April 2020 Undertake initial analysis on digital apprenticeship provision – April 2020 Establish employer demand for digital apprenticeship standards to inform provider capacity building – September 2020

FoW report recommendation / agreed deliverable	Lead	Progress to date against agreed actions in FoW action plan	Next steps
7. Leadership & Management Training <i>Map L&M training provision to guide employers on 'best fit'</i>	SSM	Following national debate undertaken by CMI on Management 4.0 debate, SCC in discussion with Solent University and CMI to establish a Management 4.0 Hub in Southampton to develop local thought leadership in the new Industrial Age, model and scale out new ways of driving business performance, productivity and inclusive growth.	Value proposition developed – May 2020
8. Establish a better platform for residents, especially young people, to access accurate information on career opportunities	SLE	<ul style="list-style-type: none"> • Post-16 agenda now transitioned from Place Directorate to Children's Services. • City Ambitions team – responsible for the existing career portal – currently overhauling the website. 	Launch of updated City Ambitions platform – June 2020
9. Support and encourage Southampton businesses to adopt the Investors in People Tool, Jumpstart	SSM	Skills team undergoing service re-design to align itself to the FoW programme, corporate plan priorities and national policy drivers centred on the Industrial Strategy, where skills plays an integral part to it.	Work in progress
10. Southampton City Council to Lead by Example	HOD	<ul style="list-style-type: none"> • Smart Ways of Working accelerated with more devices being issued each week from February 2020 • Office 365 rolled out – July 2020 • Transfer back of Capita staff to SCC Capita concluded • New L&D function/system ready for implementation August 2020 • Digital Eagles delivery complete to SCC staff 	Work in progress
11. Deliver the commitment in the Digital Strategy to secure external investment in ultra-fast fibre, Wifi and 5G connectivity	EDT	Roll out of Full Fibre network in Southampton is progressing into 2020 and 2021. Southampton City Council is supporting the roll out through infrastructure access agreement. Vodafone and EE will enable and launch 5G networks in the city in 2020.	Work in progress
12. Reflecting the heritage of the city create a 'Digital Shipyard' in the proposed Central Business District	EDT	See point 17	Work in progress
13. Actively encourage the development of 'alternative' spaces for the creative sector to work from	EDT	Gods House Tower (GHT) project is now complete and complements existing spaces across the City. Focus is to ensure maximum occupancy and collaborative working through talks, exhibitions, tech meet-ups and promotional events.	Work in progress
14. Tech in the City events	EDT	A steering group has been formed to lead on TechSolent. A schedule of monthly events is in place since September 2019, with Barclays Network Eagle Lab as the venue. Key events to date include: <ul style="list-style-type: none"> • 5 networking events 	Remaining events for 2020 include: <ul style="list-style-type: none"> • Venturefest South - March 2020 • Tech Solent Conference - June 2020 • Southampton Games Festival - June 2020

FoW report recommendation / agreed deliverable	Lead	Progress to date against agreed actions in FoW action plan	Next steps
		<ul style="list-style-type: none"> • TechSolent annual conference in June 2019- attracted over 120 attendees • Bash Festival of Coding in August 2019- a week of coding competition for 11-16 years old children • Empact SuperConnect in November 2019- a day of start-up and scale up pitch day with AI, IoT and FinTech focus • Strategic Round Table AI and IoT with Wendy Dame (UoS) & Geoff Glover (SU) and key companies to shape future of AI and IoT for the City - February 2020 • IBM IoT and Innovation - February 2020 	
15. Embark on new, cross-sectoral partnerships to resolve societal problems using technological solutions	EDT	<ul style="list-style-type: none"> • Support was provided to Southampton Marine and Maritime Institute in submitting a proposal to UKRI Strength in Places Fund with the EOI to be determined in by Spring 2020. • Development of EDS Strategy, Local Plan and City of Culture bid will – alongside delivery of Green City Charter – will inform new partnerships needing to be formed to address core challenges as well as capitalise on new market opportunities to fuel the City's growth 	Work in progress
16. Seek to secure long term funding for Creative Growth Southampton	EDT	Discussions being held to determine project sustainability, which depends on PUSH funding and Arts Council England.	Work in progress
17. Improve the branding, promotion and packaging of Southampton	EDT	MPIM attendance being used as catalyst to refine promotional narrative around opportunities in the city. Will be used as a basis for wider marketing/promotional strategy	Work in progress
18. Utilise the assets and support available to grow the tech sector	EDT/SSM	<ul style="list-style-type: none"> • Existing intermediaries e.g. Future Worlds support tech start ups • Knowledge gap exists in understanding the scale and diversity of tech assets and capabilities across the City / region. SCC in discussion with HCC and PCC to undertake regional study that provides a baseline / framework to inform strategic investment decisions as well as address critical gaps hindering progress. 	Tender specification for regional study issued – June 2020
19. Develop a clear offer to grow the Tech sector and a vision as to how technology can help to improve outcomes in Southampton <i>Digital Catalysts roll-out</i> <i>Smart / Intelligent City model</i>	SSM	<ul style="list-style-type: none"> • Range of government funds available to test / develop technology-led solutions to accelerate / inject dynamism into economic growth • SCC working across the Solent region with HEIs, Manufacturing Growth Programme and Future of British Manufacturing Initiative to roll out 2nd phase of the Digital Catalysts programme • Southampton's approach to Smart City development, Intelligent City, in development with core partners to inform the enactment of a programme of work from April 2021. 	Clarification and scoping of Smart Cities/Intelligent Cities to be completed in advance of preparing delivery plan for 2021.