

DECISION-MAKER:	SCRUTINY INQUIRY PANEL		
SUBJECT:	THE FUTURE OF WORK IN SOUTHAMPTON – ENSURING THAT THE SOUTHAMPTON WORKFORCE HAS THE REQUIRED SKILLS TO STAY AHEAD OF THE ROBOTS		
DATE OF DECISION:	20 DECEMBER 2018		
REPORT OF:	DIRECTOR – LEGAL AND GOVERNANCE		
<u>CONTACT DETAILS</u>			
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STATEMENT OF CONFIDENTIALITY			
None			
BRIEF SUMMARY			
<p>In accordance with the inquiry plan, for the third meeting of ‘The Future of Work in Southampton Inquiry’, the Panel will be considering the issue of skills. In particular the Panel will be discussing:</p> <ul style="list-style-type: none"> • How the Southampton workforce can acquire the required skills to stay ahead of the robots, and; • The steps that are being undertaken to secure the right skills to drive the data driven economy in Southampton. 			
RECOMMENDATIONS:			
	(i)	The Panel is recommended to consider the comments made by the invited guests and use the information provided as evidence in the review.	
REASONS FOR REPORT RECOMMENDATIONS			
1.	To enable the Panel to compile a file of evidence in order to formulate findings and recommendations at the end of the review process.		
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED			
2.	None		
DETAIL (Including consultation carried out)			
3.	<p>At the inaugural meeting of the inquiry the Panel were provided with an insight into the UK jobs market in 2030. In his presentation Andrew Carter, Chief Executive of the Centre for Cities, stated that:</p> <p><i>‘Skills are one of the most important factors in determining economic outcomes and are fundamental to people’s ability to adapt to the changing world of work’.</i></p>		

4.	<p>His presentation also referenced the link between the share of the population with high skilled qualifications and the productivity of a city, the changing demand for skills, in particular the growing demand for interpersonal and analytical skills, and, when asked how policy makers could support better outcomes in Southampton as the labour market continues to change, he recommended the following:</p> <ul style="list-style-type: none"> • Make sure that young people have the skills to succeed; and • Work with firms and individuals to improve skills in the labour market (in recognition that 90% of the current workforce in the Solent will be working in 10 years' time and building skills throughout their career is vital).
	<p>Skills in Southampton</p>
5.	<p>In October 2018 the Learning and Work Institute published a Youth Opportunity Index.¹ This index helped to provide a relative measure of education and employment outcomes for young people across England's local authorities.</p>
6.	<p>The Youth Opportunity Index brings together data on achievement at age 16 (Key Stage 4 – GCSEs), attainment of Level 3 by age 19 (A-levels and A-level equivalent), access to higher education (Proportion of 15-year olds in a local authority entering higher education by age 19), take up of apprenticeships, employment rates, a measure of the quality of work (net underemployment), and the number of 16-17-year olds not in education, employment or training (NEET).</p>
7.	<p>Out of the 150 Local Authority areas Southampton achieved the following ranking (1 being the best):</p> <ul style="list-style-type: none"> • Overall – 146 out of 150 • Level 4 (GCSE Attainment 8) – 114 out of 150 • Level 3 (A level and A level equivalent) – 144 out of 150 • Apprenticeships – 131 out of 150 • Higher Education – 142 out of 150 • Employment – 115 out of 150 • Net Underemployment – 117 out of 150 • NEET – 131 out of 150 <p>https://www.learningandwork.org.uk/our-work/life-and-society/improving-life-chances/youth-commission/youth-opportunity-index-rank-lea/</p>
8.	<p>Higher Education Participation</p> <p>Further analysis of higher education participation rates in Southampton was undertaken by SUN (Southern Universities Network) in March 2017². The data was based on the participation rates of young people aged 18 between</p>

¹ Youth Opportunity Index, Learning and Work Institute, October 2018

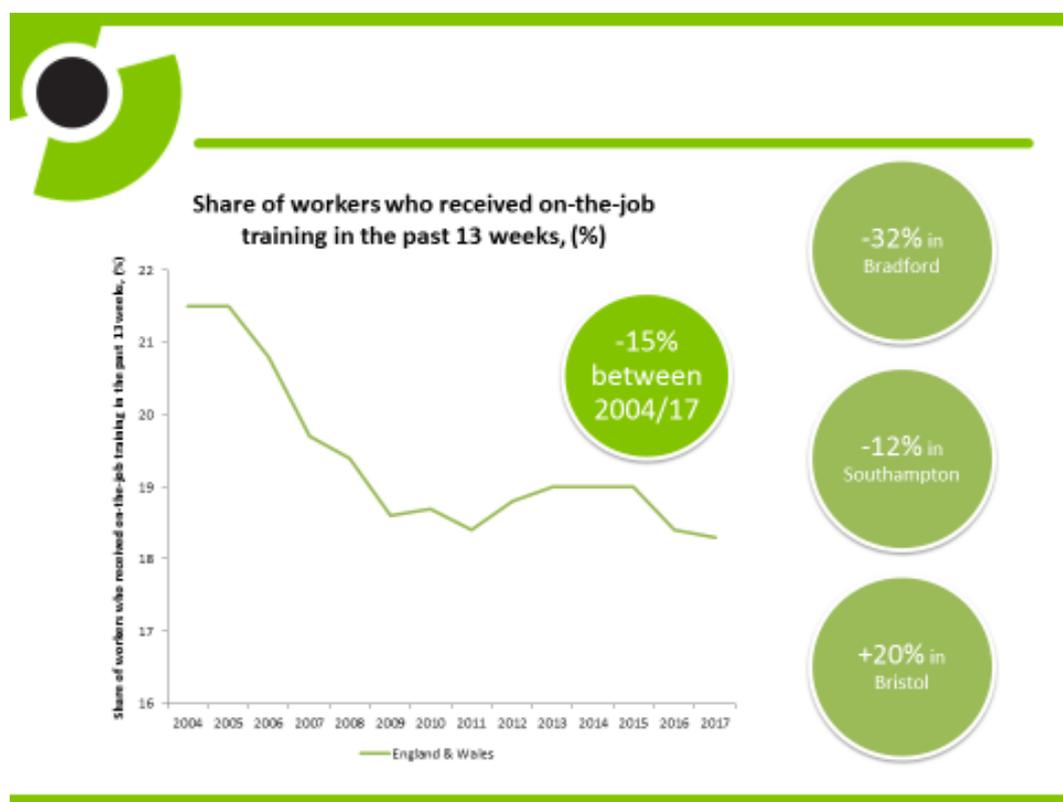
² White Working Class Males in British Higher Education, Southern Universities Network, March 2017

2005 and 2009, who entered higher education (HE) by the 2010-11 academic year.

9. The vast majority of wards within the city of Southampton had lower than average rates of HE progression compared to local and regional averages, with 8 wards within Quintile 1 (lowest 20%). The lowest rates of progression were seen in Bitterne, with a HE participation rate of 11.7 percent. Coxford (13.1 percent) and Redbridge (11.9 percent) also had some of the lowest rates across the city, with Portswood (51.3 percent) being the only ward in the highest quintile (Quintile 5). For comparison the South East regional HE participation rate was between 33.8 percent to 36.6 percent (Quintile 4).

10. **Lifelong Learning**
 Lifelong learning can help adults adapt and progress in response to the changes in skills required. The information in Figure 1 below was presented by Andrew Carter at the September meeting of the Inquiry Panel.

Figure 1:



National Careers Strategy

11. In December 2017 the Department for Education published, 'Careers strategy: making the most of everyone's skills and talents'. The document, attached as Appendix 1, was developed alongside the National Industrial Strategy reflecting the need for high-quality careers support to help people to understand the range of opportunities available to them and the qualifications they need to succeed in the workforce of the future.

12. The strategy outlines a range of actions to be delivered from January 2018 to the end of 2020, including dedicated careers support for adults, and testing

	<p>“careers hubs” in 20 areas, linking schools, colleges, universities and other local organisations. Solent LEP has been successful in securing one of the Careers hubs to help transform careers education for young people.</p>
	<p>Examples of Good Practice</p>
<p>13.</p>	<p>To support the Panel’s discussion examples of different approaches to re-skill and upskill residents in cities across the country are highlighted below:</p> <p>Skills Plans – York and London</p> <ul style="list-style-type: none"> • York has produced a skills plan with the aim of developing, retaining and attracting talent and making sure that no one is left behind: https://www.york.gov.uk/downloads/download/3957/york_skills_plan_2017-2020 • The Mayor of London has recently published a Skills and Adult Education Strategy for London. The strategy, amongst a number of initiatives, looks to re-shape, alongside Smarter London Together, the Apprenticeship Levy into a Skills Levy to gear training towards the high growth sectors of the economy, and to use the soon to be devolved Adult Education Budget to have control over where learning will be prioritised. https://www.london.gov.uk/sites/default/files/sfl_strategy_final_june_20186.pdf https://www.london.gov.uk/what-we-do/business-and-economy/supporting-londons-sectors/smart-london/smarter-london-together <p>Lifelong Learning City – Bristol</p> <ul style="list-style-type: none"> • Bristol has become England’s first UNESCO Learning City – part of a world-wide network that champions learning as a way to transform lives, communities, organisations and cities. • Bristol want everyone to be proud to learn throughout their lives. Building on existing good practise, Bristol’s Learning City partners are committed to creating and promoting learning opportunities for everyone, of all ages and from all communities, in all parts of the city. https://www.bristollearningcity.com/ <p>Digital Skills – West Midlands</p> <ul style="list-style-type: none"> • A number of cities, including London and Bristol are developing initiatives to improve the digital skills of residents. The West Midlands Combined Authority has recently launched the West Midlands Digital Skills Partnership. The partnership brings together tech firms, businesses, universities, colleges and training providers from the region, and is aiming to find ways to improve local people’s digital skills and qualifications. https://www.wmca.org.uk/news/new-digital-partnership-aims-to-level-up-west-midlands-skills/

	Securing the right skills to drive the data driven economy
14.	By one estimate, AI could add £232bn to the UK economy by 2030 ³ . The review by Professor Dame Wendy Hall and Jérôme Pesenti, Growing the AI Industry in the UK, attached as Appendix 2, produced a number of recommendations that if implemented could ensure that the UK becomes the best place in the world for businesses developing and deploying AI to start, grow and thrive, and to realise all the benefits the technology offers.
15.	The review identified that skilled experts are needed to develop AI, and they are in short supply. To develop more AI, the UK will need a larger workforce with deep AI expertise, and more development of lower level skills to work with AI.
16.	The Artificial Intelligence Sector Deal within the National Industrial Strategy seeks to address a number of the challenges identified and commits the Government to invest £45m to support additional PhDs in AI and related disciplines, create a prestigious artificial intelligence fellowship programme and work together to develop an industry funded masters programme. Reflecting the national picture access to suitably skilled individuals is a key requirement for the data driven economy to grow in Southampton.
17.	To consider the issues identified in the previous paragraphs, and to provide the Panel with insight on the initiatives, plans and activity that will help the Southampton workforce acquire the required skills to stay ahead of the robots and secure the right skills to drive the data driven economy in Southampton, a number of guests have been invited to the inquiry meeting: <ul style="list-style-type: none"> • Professor Dame Wendy Hall - Regius Professor of Computer Science at the University of Southampton, Executive Director of the Web Science Institute and Skills Champion for AI in the UK. • Cllr Darren Paffey – Cabinet Member for Aspiration, Skills and Lifelong Learning • Geoff Glover – Strategic Development Consultant, Southampton Solent University, Chair of the emerging Southampton Education Quarter Forum • Sarah Stannard – Principal and Chief Executive, City College Southampton and Chair of the Southampton Careers Inspiration Group • Denise Edghill - Interim Director for Growth, Southampton City Council. Denise has a wide portfolio of responsibilities including economic development, employment skills and business engagement, regeneration, infrastructure and planning and cultural services.

³ PwC (2017), 'Sizing the prize, PwC's Glob-al Artificial Intelligence Study: Exploiting the AI Revolution' <https://www.pwc.com/gx/en/issues/data-and-analytics/publications/artificial-intelligence-study.html>

18.	The guests invited to present information at the meeting will take questions from the Panel relating to the evidence provided. Copies of any presentations will be made available to the Panel.	
RESOURCE IMPLICATIONS		
<u>Capital/Revenue</u>		
19.	N/A	
<u>Property/Other</u>		
20.	N/A	
LEGAL IMPLICATIONS		
<u>Statutory power to undertake proposals in the report:</u>		
21.	The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.	
<u>Other Legal Implications:</u>		
22.	None	
RISK MANAGEMENT IMPLICATIONS		
23.	None	
POLICY FRAMEWORK IMPLICATIONS		
24.	None	
KEY DECISION		No
WARDS/COMMUNITIES AFFECTED:		None directly as a result of this report
<u>SUPPORTING DOCUMENTATION</u>		
Appendices		
1.	Careers Strategy – DfE, December 2017	
2.	Growing the AI Industry in the UK - Professor Dame Wendy Hall and Jérôme Pesenti, 2017	
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: Equality Impact Assessment and Other Background documents available for inspection at:		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	

1.	Youth Opportunities Index, Learning and Work Institute, October 2018 https://www.learningandwork.org.uk/our-work/life-and-society/improving-life-chances/youth-commission/youth-opportunity-index-rank-lea/
2.	White Working Class Males in British Higher Education, Southern Universities Network, March 2017 https://www.sunoutreach.org/wp-content/uploads/2017/11/ReportWhiteBritishWorkingClassmaleresearch5March-2.pdf
3.	York Skills Plan – 2017/2020 https://www.york.gov.uk/downloads/download/3957/york_skills_plan_2017-2020
4.	Skills for Londoners – A Skills and Adult Education Strategy for London, June 2018 https://www.london.gov.uk/sites/default/files/sfl_strategy_final_june_20186.pdf
5.	Smarter London Together - The Mayor's roadmap to transform London into the smartest city in the world https://www.london.gov.uk/what-we-do/business-and-economy/supporting-londons-sectors/smart-london/smarter-london-together
6.	Bristol Learning City Partnership https://www.bristollearningcity.com/wp-content/uploads/2017/01/Bristol-Learning-City-Strategic-Ambition-2016-2018.pdf
7.	West Midlands Combined Authority - New digital partnership aims to level up West Midlands skills https://www.wmca.org.uk/news/new-digital-partnership-aims-to-level-up-west-midlands-skills/