Moray Economic Partnership

Forsyths, Rothes

Thursday 9th January 2020 14:00

Graham Leadbitter (Chair)	Moray Council
Rhona Gunn	Moray Council
Sarah Medcraf	Chamber of Commerce
Katherine Mackintosh	Robertson
Laurie Piper	Moray Speyside Tourism
Don Vass	tsiMoray
David Patterson	Moray UHI
Jim Grant	Moray Council
Stephen Sheridan	SDS
Eann Sinclair	HIE
Rona Campbell	HIE
Kerry Williams (minutes)	HIE
Wg Cmdr Dave Allen	RAF Lossiemouth (Presentation only)

Apologies

Ewan Mackintosh	Moray Business Forum
Nathalie Agnew	Muckle Media
Pearl Hamilton	FSB
Andrew Anderson (Don Vass representing)	tsiMoray
Dr Jamie Hogg	NHS Grampian

	Introductions took place and apologies received.	
	Presentation from Wing Commander Dave Allen	
	RAF Lossiemouth Transformation Project	
	Wg Cdr Allen left the meeting at 14:35	
2.	Meeting Note and Actions from September.	
	Living Wage	
	JG discussed the Living Wage and informed MEP that he is arranging workshops for MEP and the Forum to introduce a toolkit, demonstrating how other authorities have implemented it.	
	It was suggested there may be a devolution of power as the SMEs are unable to deliver the Living Wage.	
	Action: JG to advise of date of workshops.	JG

Childcare	
Action: Stuart Black (HIE) to organise for Jo Shirriffs (or representative) to present figures at next MEP meeting as she was not able to attend.	SB
Business Accelerator	
GL announced the Accelerator scheme had been well attended and was impressed with the positivity and enthusiasm of the businesses present with encouraging feedback. SM asked if there were plans for another one this year? RC confirmed the likelihood. ES said there should be some measures to support and see where businesses are this time next year. SM agreed that business journeys change so we should be offering full support and continuity throughout their journey.	
HR Network	
RC informed MEP that the HR network, made up of the majority of employing organisations in Moray, has had an initial meeting which was successful and intends for the network to share information, have monthly calls and organise another face to face meeting in April 2020 and regularly thereafter.	
Action: RC to update group on progress of HR Network	RC
Working Group Updates	
Outcome 1 - Skills Plan JG confirmed that a lot of the actions had been completed. Measures and indicators had been received by gap analysis from Moray College UHI to identify solutions. There is an annual review to set out any key actions. KM asked if a report has been prepared for outcomes. JG confirmed it would be ready by mid February. SM asked if this would provide details on the gaps or the solutions.	
Action: JG to provide report on Skills Plan.	JG
Action: ES/SB to provide data for report.	ES/SB
Outcome 2 – Small Business Growth SM confirmed there is a lot of work to do but meeting planned for early February and outcomes can be recorded. RG agreed a performance framework and reporting template would be useful. There are outcomes and indicators but no focus. GL said he needs clarity when chairing action groups that there are definitive answers to provide with evidence to back up. He said it would be useful to have analysis and statistics for all community groups. ES concurred that the presented data should be simple but with evidence available.	
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Area Manager to agree a template. RG confirmed SIP will be ready for the next meeting in March and updates to be provided in advance of the March meeting to go the Planning Board. GL suggested one member of the group to take the lead in update reporting and others to contribute and input on a rota basis. Working groups to provide updates for JG who will take lead for presentation papers at next meeting. RG suggested it would be useful to have a bank of performance indicators to show improvements. All agreed.	Working groups
Action: RG and SB (HIE) to agree templates for performance indicators	RG/SB
Outcome 3 - Modern Apprenticeships SS went through his paper on Modern Apprenticeships (MA) that had previously been circulated to members. He confirmed that apprenticeships are required to meet some of the future demands. SM enquired whether we should be concerned that numbers are down considering the funding investment and improvements? SS said we are doing the right thing but the impact will not be felt for at least 3 years. SM stated that larger construction companies have the ability and infrastructure to conduct modern apprenticeships but small care homes have no such capacity to fill the gaps. We need to support these industries.	
DP suggested there is currently no provision for certain industries ie. Hospitality but these are already covered under Careers Pathway and figures not recorded under MA. Early Years and Care are an area for concern as these are the growth sectors. GL suggested that the perception of a job title deters people from applying for role and SM suggested it is also about wages. Skills should be interchangeable with employees moving around different jobs to gain valuable experience. KM agreed it is about social balance and working conditions. HIE and childcare groups are working together to address the pressure in coming years. ES asked if there is a direction of travel for MA. SS agreed to identify gaps of public sector and support the college for provision. JG agreed the public sector needs to provide a lead role as an example to private sector.	
RG noted that the Moray Economic Strategy predicted a 10% uplift in MAs but we have seen a deficit year on year. SS confirmed that the figures do represent fewer 16-19 year olds in MA, however, there are more adults (20- 24 years) taking up apprenticeships, especially graduate apprenticeships. The figures should be across the board. SM confirmed that DYW are managing youth recruitment but a lot of companies are not using their portal. SS agreed that the level of reporting should be standardised.	
Action: SS to identify gaps in MA and support college for provision and report back to working groups.	SS

4.	Growth Deal	
	The Heads of Terms announcement deferred until mid March possibly. Douglas Ross will be the signatory for UK Government and Moray. The UK Government has a 15 year timeline to spread costs over that period and Scottish Government has a 10 year timeline. It may mean that we have to fund initially and then claim back later. However, although the delay is frustrating, it is not slowing anything down. Once approved, RG is positive that the business cases will be ready to go and the development shorter as a result.	
	JG introduced the development of a possible Cultural Quarter. Further details to follow at next meeting.	
5.	AOB	
	A9/A96 Dualling	
	GL mentioned that the Green Party have been lobbying Scottish Government to scrap the plans for the A9/A96 Dualling. All leads of Moray have signed a document to go to cabinet and we need to ensure that the right decision is made.	
	Impact of Brexit	
	Nothing to report.	
	Fair Work	
	To be discussed at next meeting.	
	Marketing	
	RC is looking at the contract for marketing which is due to complete in May. A lot more local knowledge is required to develop content. All partners are to agree media relations.	
	Action: RC to share findings at next meeting.	RC
	New Area Manager at HIE	
	ES announced that Stuart Black will be starting as the new Area Manager for HIE at the beginning of February and is already engaging with local groups.	
	Meeting closed at 16:05hrs	
	Date of next meeting	
	Thursday 26 March 2020 – Location TBC	