

London Anchor Institutions' Network Hiring and Skills Working Group

Minutes

14 March 2022

Attendees:

Kate Daubney (UoL)
Karima Khandker (Thames London)
Mary Vine-Morris (AOC)
Alison May (Lambeth)
Tess Lanning (Barking and Dagenham)
Emma May (Work Avenue)
Victoria Sterman (Resource Centre)
Janet Gardner (Waltman Forest)
James Cain (NHS)
James Lloyd (TfL)
Sally Burtonshaw (London Higher)
Mark Hilton (London First)
Charlotte Morris (in for Kelly White) (Prince's Trust)

Forogh Rahmani, Beth Wheaton, Souraya Ali, Shaun Lowthian (GLA)

Bridget Ackeifi, Alexia Nazarian (BA)

Discussion of projects:

Training Needs, Quality and Evaluation

- Alison May, making the info on the datastore more accessible really resonates. A lot of underutilised info on there. There is a significant role for FE in project 2, in terms of alternatives for students in tertiary education. Apprenticeships might not be the right next step for someone who drops out of university.
- Mary Vine-Morris – FE sector has insight on metrics that identify people at risk of dropping out. Happy that project 1 is linked with what's already happening.
- Janet Gardner – the introduction of the Skills Bill means there is a higher bar for providers to show they are meeting skills needs, so Project 1 is welcome and keen to support. Concerned about suggesting work experience should be paid, this could be putting extra barrier in places for employers.

Recruitment

- Tess Lanning (in chat) - I can see the benefits of the barriers to recruitment work, and the Good Work Accreditation project. We're also doing work on green skills/pathways generally, so could feed into this one – would be good if it brought together the various initiatives in this space so not doubling up.
- Alison May – excited by projects 3&4. Post-Covid context important for recruitment project and gaps emerging in terms of ethnicity, age, and disability. LBBB is working with

local anchors at the moment to understand their recruitment practices and the issues at play.

- James Cain – like the idea of common app form but think that systems already exist that could be used e.g., Job Centre plus, recruitment boards. Bigger orgs are subject to national/international recruitment processes, so it would be difficult to do something London focused. Like the idea of project 5. Already working with Prince's Trust and will continue to do so.
- Thames Water very interested in projects 3 and 4
- Mary Vine-Morris – we need to focus on the interconnection between projects, rather than what's new. No Wrong Door is all about simplifying many of these different processes for Londoners. We don't want to add more complexity by adding new things in to the system.
- James Lloyd – agreed we don't want to create more complexity. We want to join things up and make things simpler.

Good Work and Retention

- Shaun Lowthian, GWS – offered to speak to any members employer networks. Highlighted launch of living wage city campaign. Shared contact email fairness@london.gov.uk. Happy to meet offline to discuss GWS.
- James Cain – wonder whether IpsosMori could help with the retention work? They've been active in doing mass surveys on leavers. Perhaps they'd do some in kind work?
- Emma May – there is a huge opportunity to push the Good Work agenda while labour market is so tight.

Feasibility/impact analysis:

- James Lloyd – common app is too focused on the solution, before really understanding the problem? Could we commission someone to see what the best tool is to improve our recruitment collectively?
- Mary Vine-Morris – this matrix depends on how we're defining high impact? Some, like project 1, might not have very visible immediate impact but will have the greatest benefit to each org in the long term to make changes.

Projects to take forward:

- Project 1 to be taken forward. GLA to co-lead with Janet Gardner, Mary Vine-Morris and London First. We need to find an employer to join this.
- Projects 2, 4 and 7, already have owners driving them forward. 7 is just about whether each org wants to participate.
- Project 3 to be taken forward. Further scoping to be done, breaking down the priority cohorts that we want to target (as agreed in the metrics). What can we learn from successful programmes already run by members? E.g., Thames Water and TfL. Need to take an intersectional approach to this project.
- Agreed to put projects 5 and 6 aside, to revisit in May.
- Project 8 – Agreed to put on hold for now. Retention is very situational and specific to each organisation/market forces.
- Mary Vine-Morris emphasised the need to be clear on how each project adds value to existing work being done by groups members. What is the value add in having all anchors in the room on some of these issues?