

Calne Training & Skills Working Group

Update and Recommendations to Calne Area Board

3rd July 2018

Purpose of the report:

1. To note the discussions of the meeting held on 14th June 2018

Attendees: Ian Thorn, Alex Schmitt, Terry Couchman, Jennifer Dunthorne, Lyn Hughes, Helen Bradley, Jo Smith, Jane Vaughan.



Apologies: Corinna Davidson, Louiza Bruce, Marie Wykes,

This was the fourth meeting of the working group.

- **Makaton Friendly Calne – next steps**

The Area Board had agreed to promote a campaign to become a Makaton Friendly Community by hosting a Makaton Friendly Area Board.

The group discussed next steps. Relating to previous meeting notes as follows:

<p>Encourage/train businesses in SEND possibilities and needs.</p>	<p>The group had previously discussed the possibility of promoting the idea of Calne becoming a 'Makaton Friendly Town'.</p> <ul style="list-style-type: none"> ★ Find contact at the Mill Race Club (who have some Members that also use Makaton. ○ Rita Walker had been identified as a possible link, however no contact had yet been made. ★ HB to meet up with Corinna and Place4us young people to plan an Area Board meeting. ○ There had not yet been an opportunity to progress this action. ★ CB/HB to ask Carol Bell and Sarah Robins if they would like to be involved. ○ CB had reported that Carol Bell would be interested in getting involved. ★ Ask the Calne Area Board to consider holding a Makaton Friendly meeting. 	
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	<ul style="list-style-type: none"> ○ When it met on 29th May 2018, the Area Board had noted notes from the previous meeting and had agreed to hold a future Makaton Friendly meeting. <p>The group also discussed the need to understand the criteria for becoming a Makaton Friendly town. It was felt that someone should be asked to come and explain to the group</p> <ul style="list-style-type: none"> ★ Contact Mill Race Club – to see if they could be involved in a campaign/Area Board. (JV/HB) ★ CB/HB discuss potential agenda for the Makaton Friendly Area Board ★ HB would invite a contact from Devizes to come and meet the group to provide information about becoming a Makaton Friendly Town. 	
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- **Creating an action plan:**

A discussion about the remaining aspirations identified at the workshop in November. The first aim of the group was to work through the priority tables to create 3 categories of action:

- A. Areas of work that agencies/organisations and local groups are already engaged in and which this group could seek to engage with and influence.
- B. Areas of work that agencies and organisations could/should be engaged in and how this group can encourage/influence work to be started in the Calne Community Area.
- C. New initiatives which this group could kick start/promote/facilitate.

The group felt it was important to engage in detailed discussions around the aspirations so it might be more able to come up with meaningful actions and recognised it may not be able to cover all aspirations in one meeting.

Draft Action Plan, Areas still to be discussed:

Qualifications: Gaining the practical, hard skills and qualifications needed for specific jobs and further learning opportunities.

★ **The group discussed their ability to develop new initiatives under this category and felt that it needed to take care not to raise false hopes with regards to employers or employees. They discussed a number of ideas that might encourage and influence other agencies and organisations and also advise the group on how it could operate most effectively.**

Qualifications		
Aspiration	Action	Category
Encourage employers to help provide appropriate training, support to develop qualifications (time off for staff	Make contact with the Swindon and Wiltshire LEP (Local Enterprise Partnership)	B/C

to attend, staff to provide work experience share skills, apprenticeships etc.)	Find out what they are doing and influence from a Calne perspective (IT to make enquiries)	
Recruit the right person! Encourage employers to shift from a culture of recruiting the person with the best skills not the best qualifications.	Try to encourage an event to showcase how high profile, innovative companies use different approaches to recruit innovative skilled staff, without necessarily focussing on academic qualifications – Lyn to target Dyson, Ian target Honda, Helen target REME)	
Identify and promote training for the skills that will be needed in the future.	Helen and Alex would also contact Building Bridges to see if they can offer other ideas about identifying and promoting skills for the future.	
<p>In addition, and relating to all of the previous aspirations, it was noted that WEST have experience of alternative ways to measure levels and types of skills – the group needs to try to bring them in to this part of the Action Plan too.</p> <p>The group also discussed celebrating good examples of flexible recruitment processes in other areas – e.g. – Well-being of Future Generations act – Wales</p>		
Develop volunteer experience/skills accreditation scheme. (Gain support from recognised organisation).	<p>JD reported that NCVO (National Council for Voluntary Organisations) are working on a qualification for volunteers – JD would find out more information.</p> <p>TC would look to develop a trial for the Hub volunteers.</p>	

- **Other business** – Ian Thorn reported that Cllr Fisher had asked why he had not been invited to the meetings as he is the Town Council rep. JV explained that she had not been informed this was the case, but would now add Cllr Fisher to the contact list.
Next meeting: to be arranged