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PUBLIC SERVICE BOARD SCRUTINY COMMITTEE

Tuesday, 14th January, 2020

The use of Welsh by participants is welcomed. If you wish to use Welsh please inform us by noon, two working days before the meeting

S U P P L E M E N T A R Y P A C K

1.	STEP 6 RESPONSE
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To note the Scrutiny observations made and the PSB response received on Step 6.
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Powys Public Service Board (PSB) Scrutiny Committee

Scrutiny Observations to the Lead Officer and Chair of Powys PSB regarding progress on Step 6:

The Public Service Board Scrutiny Committee met on the 3rd October 2019 and received a presentation on Step 6 of Towards 2040, the Powys PSB Wellbeing Plan:

- To develop a holistic approach to skills and lifelong learning, which offers a range of formal and informal opportunities, including apprenticeships and traineeships

The Public Service Board Scrutiny Committee thanked Jayne Bevan, Strategic Business and Programme Manager for attending scrutiny on behalf of the Step Lead Dr Caroline Turner.

Scrutiny make the following observations:

The Committee heard that as it would not be possible to fulfil this step in isolation the Learning and Skills Partnership Board had set up a multi-agency group Positive Pathways Powys which was attended by partners including the Cambrian Training Company, Powys County Council, Neath Port Talbot Colleges, a number of Secondary School representatives, Careers Wales and PAVO. The absence of Powys Teaching Health Board (PTHB) was queried as representatives from PTHB were aware that the organisation was undertaking a considerable amount on training and workforce planning. It appeared that the PTHB had been invited to attend this group but had not taken up the invitation. Scrutiny Members also observed that other PSB Members would have employment needs which went beyond what might be traditionally expected for example, the Fire Service also needed ICT staff, administrators and mechanics and not just Fire Fighters.

The Committee were given details of the successful Careers Festival held annually in the Showground where pupils from years 9,10 and 12 from Powys schools were invited to attend with subsidised transport provided. Requests from a small number of out of county providers (local authority schools in Ceredigion and Bedstone College in Shropshire) to attend had been accepted but these were offered the quieter time slots and did not receive subsidised transport. However, it was noted that young people attending out of county sixth form provision had not been invited to attend.

It was noted that as the Careers Festival attracted secondary students from across the county there was an ideal opportunity for the PSB to undertake engagement with this age group should this be needed.

The Committee heard that an Adult Learning Partnership had also been created involving providers such as Libraries, NPTC and Aberystwyth University but that it was acknowledged that further work was needed in this area.

The Committee heard that links were being made between the South West and Mid Wales Regional Learning and Skills Partnership (RLSP) and the Mid Wales Growth Deal. The RLSP is a voluntary, non-statutory board made up of employers, education providers and others.

The Committee drew attention to the difficulties faced by young people accessing education, apprenticeships and employment which links to Step 3. Whilst some young people had access to family or business transport this was not the case for all young people and was a barrier to taking up opportunities.

The Committee were advised that a Skills and Employability Strategy had been drafted in response to the skills shortages identified by partners.

Recommended that:

- **The Step Lead examine the membership of the various multi-agency groups working towards this Step to ensure all appropriate partners are invited and encouraged to attend to gain maximum value from joint working**

Response – The Council will re-extend an invitation to the Health Board to join the Positive Pathways Powys project board.

The Council is jointly with the Health Board chairing a Workforce Futures Programme under the governance of the Powys Regional Partnership Board and aligned to Step 6 of Towards 2040. This Board has developed in draft a Strategic Framework for the Powys Health and Social Care Workforce which focuses on five key themes:

- Designing, Planning and Attracting
- Leading
- Engagement and Wellbeing
- Education, Training and Development
- Partnership and Citizenship

- **That consideration is given to providing an opportunity for Powys learners who attend out of county sixth form provision to attend the Careers Festival**

Response – The Positive Pathways Powys Board will reconsider the implications of offering attendance to the event to out of county six form pupils.

- **That the PSB take the opportunity to engage with young people at the Careers Festival if engagement is needed at that time**

Response - Towards 2040 will be promoted at the Careers Festival and all PSB partners will be invited to book a stand for the event.

- **That the further work acknowledged as necessary in relation to the Adult Community Learning Partnership is defined together with a timeframe for implementation**

Response – The Adult Community Learning Board will develop a work plan with clear outcomes, actions and milestones by the end of March 2020

- **That the links with the Regional Learning and Skills Partnership as part of Step 10 (delegated to the Mid Wales Growth Deal) are supported**

Response – Through the Mid Wales Growth Deal the PSB is seeking to develop with partners a strong brand to promote inward investment into the region. The RLSP has a key role to play in supporting the development of the Growth Deal, particularly in respect of the skills theme. The Council, as the lead for Step 10 will ensure the RLSP work programme incorporates appropriate actions related to the Mid Wales Growth Deal and that the information and analysis produced by the RLSP informs the development of the Proposition Document currently being developed for submission to Welsh Government in Spring 2020.

- **That the Step 3 Lead is advised of the need for young people to have the transport opportunities to access education, training and employment.**

Response – Step 3 of the Wellbeing Plan is focused on working with and influencing other stakeholders to improve our infrastructure, our existing transport links for our the benefit of the whole population, including young people in terms of accessing education and training.

- **That consideration is given to joining the current separate but related workstreams relating to workforce undertaken by the PSB and RPB**

Response – The Council has a Workforce Futures Strategy and Programme which covers the whole Council workforce of 5,000 employees. The Council is also jointly leading with the Health Board a Workforce Futures Programme for the Regional Partnership Board focused specifically on the Powys health and social care workforce. The latter includes the independent and third sector as well as the Council's social care workforce and the NHS workforce.

These two programmes are aligned and complimentary, not least through the current governance arrangements (including having the same Council Senior Responsible Owner for both). However, the Council wishes to keep the two programmes separate as they focus on different workforces and involve different partners.

- **That the Scrutiny Committee be given an opportunity to undertake pre-decision scrutiny of the draft Skills and Employability Strategy.**

Response – The Council is reviewing the draft that was produced by officers in 2018 in the context of the Mid Wales Growth Deal and recent Estyn inspection of the Education Service in Powys and the Council's schools' transformation programme. The Scrutiny Committee will be invited to consider a draft skills strategy at the appropriate point.

Membership of the Public Service Board Scrutiny Committee on 3rd October 2019: Neil Evans (Mid and West Wales Fire and Rescue Service) (Chair), Angela Davies (Powys County Council), Trish Buchan (Powys Teaching Health Board), Owen James (Powys Teaching Health Board), Ian Rowat (Brecon Beacons National Park), County Councillor A Williams (Powys County Council) and Ruth Parry-Wright (PAVO).

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