

Skills Assessment Council: Summary Note from Meeting on 29 June 2023

Present: Amanda Curry Brown Director of Policy & Economic Development
David Jeffrey Senior Public Policy Analyst (Via Teams)
Sarah Stannard Director of Education
Carol Hever Director of Human Resources
Jim Horton Customs & Immigration Programme Director
Marvin Clarke Community Representative
Stacy Bragger FIDC Representative
Phyl Rendell RBA Representative
Sally Quarton MoD Civilian People Manager

Apologies: Sian Davies FIDC Representative
Stephen Dougan MoD Command Secretary
James Bates FIFCA Representative

The representative for Chamber of Commerce is currently vacant until the Chamber appoints a new member to sit on the Skills Assessment Council.

Minutes: Chloe Anderson-Wheatley Records Manager & Policy Officer

Discussion Feedback from Workforce Development Consultation

SPPA provided an introduction, informing the group that the finalised draft of the Workforce Development Strategy was approved for public consultation by ExCo. The DPED team launched the public consultation to seek views and feedback on the Workforce Development Strategy for the Falkland Islands. The questionnaire invited comments on the draft vision of the Strategy, and the proposed actions to address the challenges identified in relation to education and skills, recruitment and integration, and retention. A targeted, complementary consultation was also sent out to all post-16 students.

The consultation ran for 8 weeks from 20 March to 14 May 2023. The DPED team have compiled initial analysis of results and feedback however, this does not include the student/young people responses. In total 19 responses were received in the public consultation.

SPPA led the group through the analysis based on the Strategy theme and sections. Comments and feedback largely agreed with the challenges and proposed actions identified in the draft.

Investing Education and skills

Top 3 priority areas identified from results:

1. Removing, or substantially raising, the upper age limit for Further Education funding
2. Extending eligibility for Apprenticeships

3. Promote and improve engagement between FI employers and young people studying abroad, to promote local career opportunities and encourage people to return after their studies

Recruitment and Integration

Top 3 priority areas identified from results:

1. Continue to promote local recruitment, and encourage Falkland Islanders who have moved abroad, to work or study, to return to live and work in the Islands
2. Recognise that applicants may have the necessary skills and experience to do a job even if they lack formal qualifications
3. Improving the information available on how the overall 'journey' through work permits, PRP and Falkland Islands Status works

Retention

Top 3 priority areas identified from results:

1. Make simple, clear guidance available about the pathway to PRP and FI Status under the reformed PRP system
2. Continue work related to infrastructure developments that may have impacts on the retention of workers
3. Recognise that some amount of 'churn' will be inevitable and implement processes to minimise the impact

The DPED team will continue to analyse and review feedback from both the larger public consultation and the student consultation, to develop a final version of the Workforce Development Strategy which can be brought to ExCo.

Future of Skills Assessment Council

The Council agreed to review the ToR and the Workforce Development List at the next meeting. They all concurred that the group was a useful tool for reviewing and having oversight of workstreams like the Workforce Development Strategy.

Any Other Business

FIDC announced upcoming launch of a 'International Recruitment Risk Assessment Scheme', which can provide businesses up to £5K in reimbursement for costs incurred for failed international recruitment. The total cap for the Scheme is £500K.

Future meetings

The Council will next meet in October 2023