



## **GFirst LEP Business Groups Update: December 2019**

The following Business groups met in December 2019:

**Advanced Engineering & Manufacturing**

**Energy**

**Construction & Infrastructure**

**Business Group Chairs**

- The **Chairs of the Business Groups** met at the Gloucester Growth Hub on Monday 9<sup>th</sup> December 2019. Dev Chakraborty, Deputy Chief Executive, gave a brief summary of business activity within the LEP.
- Elizabeth Weaver, Business Group Manager, mentioned that a skills audit is being undertaken for all groups, and Chairs are encouraged to look at what skills are required and missing from their sector group and to take this into consideration when recruiting for new members.
- Terms of Reference have been drafted for the Business Groups, as a written guide to defining the purpose and structure of the meetings as well as confirmation on longevity of service of Chairpersons and members, conflicts of interest, etc. This will be sent round to the Chairs for amends/approval before being sent to all of the business group members.
- The Chairs of the following groups gave an update:
  - Banking & Finance:** Up to 50% of the week is taking up with dealing with internal and external company fraud. Some industries banks are reluctant to get involved in it due to the risk.
  - Business & Professional Services:** Recruitment is a challenge as office space, especially in Cheltenham, is in short supply. There are big changes occurring in legal profession in relation to AI and digital. Graduates into law profession are not necessarily coming from a University graduate route.
  - Retail & Visitor Economy:** companies who have good combined e-commerce and physical platform did better over Black Friday than those without.
  - Cyber-tech:** the cyber industry are reluctant to recruit people with no previous experience despite them having the skills – a culture of innovation & entrepreneurship is lacking. Cyber-tech needs to be seen as an enabler – giving companies the highest level security rather than a reactive solution to a problem.

*The date of the next Business Group Chairs Meeting will be **Monday 9<sup>th</sup> March 2020 at the Gloucester Growth Hub.***



## Advanced Engineering & Manufacturing

- The Advanced Engineering and Manufacturing Business Group met on Monday 2<sup>nd</sup> December 2019 at the Gloucester Growth Hub.
- An update was given on the timeline of the planned Growth Hubs: Forest of Dean is due to open in Spring 2020. Stroud have decided to complete the work in stages, they plan to open officially in February 2020. Cheltenham is planned to open in Summer 2020. A breakdown of visitor stats for each Growth Hub will be sent to all Business Group members.
- The group were asked to consider the future of advanced engineering and manufacturing in advance of an exercise to be undertaken at the next meeting. With key stats on the industry, the group, with the assistance of a consultant, will discuss what the current landscape looks like, where it needs to be and what actions need to be taken in order to get there. This will help to identify the challenges and opportunities for growth.
- Guest speakers included **Tony Gee**: providing innovative engineering designs for both temporary and permanent works in all construction industry sectors, and Operations Director Martin Clegg from **Severn**: the UK's most progressive and ethical print supplier. Peter Doyle from **The Growth Company** updated the group on his work mentoring with several Advanced Engineering companies – seeing productivity improvements in excess of 15% within a 12-month period of starting the programme. Dr Polly Pick from the University of Gloucestershire updated the group on the Senior Leadership and Management Programmes with 2020 seeing the development of a Project Management and Professional Engineer Level 7 Masters.
- The Engineering industry is looking at diversification, with sustainability becoming a hot topic within the Aviation sector in particular, with significant changes needed rather than just a reduction in current activities. Export is on the increase with some companies experiencing a 17% increase year on year. Staff retention within the sector is good, but steady.

*The date of the next Advanced Engineering and Manufacturing meeting will be **Monday 2<sup>nd</sup> March 2020 at the University of Gloucestershire's new Engineering Department, Park Campus, Cheltenham.***

*For questions about the group, or if you would like to be considered to become a member, please contact Karen Campbell [karen.campbell@gfirstlep.com](mailto:karen.campbell@gfirstlep.com)*



## Agri-Food & Rural Economy

- The Agri Food & Rural group met at Hartpury College & University on Thursday 14<sup>th</sup> November 2019. Specific feedback for the Agri-Tech sector of the Local Industrial Strategy has been submitted by the food strategy sub group. The links between RAU, Hartpury and Campden BRI have been clearly identified in the LIS, however there was concern as to how the work being done by them trickles down to the land-based users and benefits consumers. Businesses need to identify ways of working with education establishments to build these connections and enable the trickle down into businesses and the end consumer.
- The Chair asked members to ask their customers: “*What do they see 2030 looking like in the industry?*” We can then start to build a framework to support these answers, including support with diversification, succession planning, scale-up, etc.
- Katharine Cripps, Barclays Bank mentioned that bringing farmers together had been a very positive idea-sharing exercise in the past, and the idea of holding an event in one of the Growth Hubs to showcase farmers who have diversified was discussed with the group.
- The Tech to Plate project at Hartpury will be launched in February 2020 – this could be a good opportunity to invite some Farm491 businesses to discuss how they have directly benefitted the rural economy, and to strengthen the connections between Farm491 and Tech to Plate Projects.
- The recent flooding of farmland and road networks in the Maisemore area has impacted on the local farming economy: productivity losses from damaged crops, grazing land and from the wider economy following road network disruptions. The flooding of the roads is a Highways issue, which was initially raised in 2015. NFU are working with Government to maintain levels of farm funding over a longer term which will include flood damage support.

*The date of the next meeting is on **Thursday 6<sup>th</sup> February 2020 at Gloucester Growth Hub.***

*For questions about the group, or if you would like to be considered to become a member, please contact Karen Campbell [karen.campbell@gfirstlep.com](mailto:karen.campbell@gfirstlep.com)*



## Banking & Finance

- The group met at the Gloucester Growth Hub on Tuesday 19<sup>th</sup> November 2019, this was preceded by a banking and finance clinic. Several guest speakers updated the group:
  - Peter Doyle from the Growth Company is working with SMEs to encourage mentoring, with an increasing amount of “reverse mentoring” taking place, where the smaller SME mentees mentoring Corporate Mentors (such as John Lewis Partnership, BAe Systems, Rolls-Royce, Amazon, GSK) - about how SMEs can be agile, creative and innovative. Peter compliments the work that Rod Horrocks is undertaking for GFirst LEP.
  - Dr Polly Pick, Director of Business Engagement at the University of Gloucestershire gave an update on the latest Business degrees, degree apprenticeships and work-based training programmes, which can be part funded through the Apprenticeship Levy for larger companies.
  - Charles Dodwell, Start and Grow Enterprise – support for start-ups and new entrepreneurs in Gloucestershire in the form of free training events, networking and resources. Charles explained that they have completed a funding bid to run the programme for a further 3 years.
- Andy Kime, Business Guide for the Growth Hub Network gave an update on the Growth Hubs: Forest of Dean is due to open in Spring 2020, Stroud plan to open officially in February 2020 and Cheltenham is planned to open in Summer 2020. Funding for the Growth Hub (revenue) has been extended for a further 3 years until 2022. More workshops are taking place to find new clients, and several Director Strategy workshops are being held, to de-mystify business jargon.
- The group fed back on the draft Local Industrial Strategy, commenting that physical and digital connectivity should be a priority. Can we better connect the Growth Hubs with the Banking & Finance businesses? Overall very positive comments about the LIS which have been passed onto the LIS team.

*The next Banking & Finance meeting is at the **Gloucester Growth Hub on Tuesday 11<sup>th</sup> February 2020** and will be preceded by a Banking & Finance clinic.*

*For questions about the group please contact Karen Campbell [karen.campbell@gfirstlep.com](mailto:karen.campbell@gfirstlep.com)*



## Business & Professional Services

- The group met at the Gloucester Growth Hub on Wednesday 2<sup>nd</sup> October 2019. An update was given on the timeline of the planned Growth Hubs: Forest of Dean is due to open in Spring 2020. Stroud have decided to complete the work in stages. They plan to open officially in February 2020. Cheltenham is planned to open in Summer 2020. [Hub8](#) an incubation space for cyber-tech startups has now opened in the Brewery Quarter, providing Cheltenham with a co-working space. Tewkesbury, Cirencester and Gloucester are going from strength to strength, with Gloucester considering reaching out to businesses with a view to sponsorship, enabling start-ups to use the office space for free.
- Members were also advised to inform businesses about the Growth Hubs, to continue to spread the word about the services that they offer for free. It was mooted that current networks and larger private digital companies could be encouraged to use the Growth Hub spaces for their events which would raise the Growth Hub profile, as a solid digital infrastructure is important.
- Katie Jenkins, Director of Local Industrial Strategy (LIS) gave an overview of where we are with feedback following the launch of the draft LIS. To summarise, the members thought that the draft LIS was a good synthesis of the strengths and of the opportunities in the county. A key theme that emerged was that we need to be able to offer easy access to upskilling, to ensure businesses of all sizes are equipped for challenges and changes for an increasingly digital economy with cyber-tech protection capabilities. The group's feedback has been sent to the GFirst LEP LIS team.

*The next Business & Professional Services meeting will take place on **Wednesday 4<sup>th</sup> March 2020 at Gloucester Growth Hub.***

*For questions about the group please contact Karen Campbell [karen.campbell@gfirstlep.com](mailto:karen.campbell@gfirstlep.com)*



## Business Membership Groups

- The Business Membership Group met at the Gloucester Growth Hub on Wednesday 27<sup>th</sup> November 2019. Peter Doyle from the Growth Company talked to the group about his work with SMEs to encourage mentoring, with an increasing amount of “reverse mentoring” taking place, where the smaller SME mentees mentoring Corporate Mentors (such as John Lewis Partnership, BAe Systems, Rolls-Royce, Amazon, GSK) - about how SME’s can be agile, creative and innovative. Peter compliments the work that Rod Horrocks is undertaking for GFirst LEP.
- Dr Polly Pick, Director of Business Engagement at the University of Gloucestershire gave an update on the latest Business degrees, degree apprenticeships and work-based training programmes, which can be part funded through the Apprenticeship Levy for larger companies. The group were especially keen to develop the relationships between businesses and schools/Higher education establishments, to get students more interested in business at an earlier age.
- An update was given on the timeline of the other Growth Hubs: Forest of Dean and Stroud due to open in Spring 2020. Cheltenham is planned to open in Summer 2020. Funding for the Growth Hub (revenue) has been extended for a further 3 years until 2022. More workshops are taking place to find new clients, and several Director Strategy workshops are being held, to de-mystify business jargon.
- The group fed back on the draft Local Industrial Strategy, and comments have been given to the LIS team for inclusion. They reiterated the importance of the voice of young people and the need for a good public transport system throughout the county, and the group welcomed the rail strategy as part of this. A good transport infrastructure will be imperative to support the development of Cyber Central. Housing affordability and availability will be another key factor in retaining young people and this needs to be addressed.

*The next meeting will take place on **Thursday 5<sup>th</sup> March 2020 at the Tewkesbury Growth Hub.**  
For questions about the group please contact Karen Campbell [karen.campbell@gfirstlep.com](mailto:karen.campbell@gfirstlep.com)*



## Cyber-tech

- The Cyber Security Business group met on Monday 21<sup>st</sup> October 2019 at the Gloucester Growth Hub. Dr Polly Pick, Director of Business Engagement at the University of Gloucestershire spoke about how the University is keen to work with businesses to ensure UoG students are 'business ready' when they complete their studies. Cyber Security Degree Apprenticeship is a work-based qualification, tailored to meet the specific needs of business. These can be offered to existing employees and nurture and retain the talent that businesses already have.
- Neil Hopwood, from Cheltenham Borough Council, gave an update on the developments of Cyber Central, the Cyber Business Park. Avison Young will be producing the planning document as concept designs have now been commissioned. Project will go before GFirst LEP Board in October for the first two phases of the transport plan. Public consultation will be launched mid-November/December and run for 6 weeks.
- Dev Chakraborty, Deputy Chief Exec of Gfirst LEP, gave an update on the Growth Hubs: Forest of Dean is due to open in Spring 2020. Stroud have decided to complete the work in stages. They plan to open officially in February 2020. Cheltenham is planned to open in Summer 2020. [Hub8](#) an incubation space for cyber-tech startups has now opened in the Brewery Quarter, providing Cheltenham with a co-working space.
- The group also discussed the Local Industrial Strategy (LIS) and main themes were collated: Need to resolve the gap between skills and businesses. One unified approach, with clarity on the 'how'. There is a unique depth of cyber-tech knowledge in the county and we need to pool this to have a collected hub of knowledge – to give companies a reason to relocate to Gloucestershire. All LIS feedback has been collated and sent to the LIS team for consideration.
- Bruce Gregory, Director Hub8 gave an update on the space: there has been lots of uptake, with several cyber-tech companies working out of here – this is the start of the cyber central movement. Companies are looking to hold events in the space, which will further strengthen the brand and its association with the cyber community.

*The next meeting of the Cyber Security Business Group is on **Monday 20<sup>th</sup> January 2020 at the Gloucester Growth Hub.***

*For questions about the group please contact Karen Campbell [karen.campbell@gfirstlep.com](mailto:karen.campbell@gfirstlep.com)*



## Construction and Infrastructure

- The group met on Wednesday 11<sup>th</sup> December 2019 at the Gloucester Growth Hub. Dr Polly Pick from the University of Gloucestershire updated the group on the Senior Leadership and Management Programmes with 2020 seeing the development of a Project Management and Professional Engineer Level 7 Masters. They are also looking at developing Construction related programmes in 2021 and would welcome private sector input into these.
- Elizabeth Weaver, Business Group Manager, gave an update on the Growth Hubs: funding has been confirmed until 2022. Stroud and Forest of Dean are due for opening in Feb 2020 with Cheltenham scheduled for September 2020.  
Business Group Terms of Reference will be circulated to group members shortly.
- The group were asked to consider the future of their sector - an exercise to be undertaken at the next meeting. With key stats on the industry, the group, with the assistance of a consultant, will discuss what the current landscape looks like, where it needs to be and what actions need to be taken in order to get there. This will help to identify the challenges and opportunities for growth. The group have scheduled an interim meeting for February to look at this in more detail.
- The Joint Core Strategy has a deficit of 40 hectares and a consultation between the 3 Districts (Cheltenham, Tewkesbury and Gloucester) will take place to ensure this is found. Tewkesbury and Cheltenham Local Plan comments from this group have been submitted to the consultation. The Gloucester Local Plan consultation period has been extended and a comment by the group will follow. Updates were also given on Local Plans for Stroud, Forest of Dean and Cotswold District Councils.
- The GFirst LEP Board has approved Phases 1 and 2 of the West Cheltenham Highways scheme: Arle Court roundabout (phase 1) and M5 Junction 11 (phase 2).

*The next meeting of the C&I group is on **Wednesday 12<sup>th</sup> February 2020 at the Gloucester Growth Hub.**  
For questions about the group please contact Karen Campbell [karen.campbell@gfirstlep.com](mailto:karen.campbell@gfirstlep.com)*





## Energy

- The Energy Business group met on Tuesday 3<sup>rd</sup> December 2019 at the Gloucester Growth Hub. The group were thanked for their response to the Local Industrial Strategy consultation. The 'green' piece is a significant vein running through and linking with several aspects of the document. Retrofitting houses to become more energy efficient will prove more difficult than ensuring new build houses are built to the right efficiency standards – particularly in Stroud where there is a large proportion of significantly older and listed properties.
- Gloucestershire County Council's Climate Strategy will be launched on 13<sup>th</sup> December which follows the launch of the Gloucestershire Sustainable energy Strategy and the declaration of a climate emergency from all 6 districts and the county council. A full update will be given at the first meeting of 2020.
- The group followed up on the 'doing' points of the road map within the Energy Strategy for 2019 ('where are we one year on?'). More details including the extent to which these actions have been completed is being circulated to the group.
- Elizabeth Weaver, Business Group Manager, gave an update on the South West Energy Hub – the Funding Manager position is likely to be shared with the South East Hub as there is only 18 months left of the programme. The LEP Chief Execs meeting identified the need for more focus from the private sector through Growth Hubs. LEP Chief Execs will review the project pipeline and strategic proprieties for their areas, and identify new projects where relevant. The Rural Community Energy Fund with grants of up to £40,000.00 will be decided by the Energy Hub Board.

The objectives of the Energy Hubs are to:

- Increase number, quality and scale of local energy projects being delivered
  - Raise local awareness of opportunity for and benefits of local energy investment
  - Enable local areas to attract private and/or public finance for energy projects
  - Identify working model for teams to be financially self-sustaining after first two years
- The group were asked to consider the future of their sector - an exercise to be undertaken at the next meeting. With key stats on the industry, the group, with the assistance of a consultant, will discuss what the current landscape looks like, where it needs to be and what actions need to be taken in order to get there. This will help to identify the challenges and opportunities for growth.

*The next meeting will take place on **Tuesday 21<sup>st</sup> January 2020 at SGS Berkeley.***

*For questions about the group please contact Karen Campbell [karen.campbell@qfirstlep.com](mailto:karen.campbell@qfirstlep.com)*



## Retail and High Street

- The Retail and High Street Business Group combined with the Tourism and Visitor Economy Business Group met at the Gloucester Growth Hub on Thursday 14<sup>th</sup> November 2019; Elizabeth Weaver Chaired the meeting in Nigel's absence.
- Clair Greenaway Senior Lecturer in Events Management and Marketing at the University of Gloucestershire gave a presentation on the degree courses that they offer in Tourism, Hospitality and Events Management, with an emphasis on working with local businesses as an integral part of the Degree programme. Several of the members already offer placements with students, and if anyone else would like to get more involved, they should contact Clair directly.
- The group discussed the Local Industrial Strategy (LIS) and main themes were collated:
  - A real need to join up social media between Market Towns and a strategic co-ordination physically, to join up the thinking and the offering.
  - Concern that the Cotswolds and Forest Rural areas could be 'left dormant'. There is a need for high quality businesses in these areas and high value jobs.
  - Industrial sites on the edges of marketing towns encourage small businesses to the rural areas and are in demand.
- A few updates from the group included:
  - Berkeley Vale Tourism has been established, giving access to local information online. They are looking to roll out a similar strategy for other areas
  - A contractor has been appointed for A38 works to the Canal to start in December. The Canals Trust are due to take delivery of their first all-electric boat operational in March.

*The date of the next meeting is on **Wednesday 15<sup>th</sup> January 2020 at the Gloucester Growth Hub.***

*The Tourism & Visitor Economy and Retail & High Street groups will split back out in 2020.*

*For questions about the group please contact Karen Campbell [karen.campbell@gfirstlep.com](mailto:karen.campbell@gfirstlep.com)*



## Tourism and Visitor Economy

- The group met on Thursday 28<sup>th</sup> March at the Gloucester Growth Hub. Elizabeth Chaired the meeting in Dev's absence. If anyone is interested in Chairing this group, all expressions of interest are to be emailed to [Dev.Chakraborty@gfirstlep.com](mailto:Dev.Chakraborty@gfirstlep.com)
- Round table updates included: **Marketing Gloucester**: US Ancestry increasing interest, work on Tall Ships Festival, accommodation in the City Centre. **Cotswold Edge & Severn Vale Tourism Network**: attempting to join up smaller Market Town areas with integrated Tourism offering. **Stroud District Council**: looking at joining up websites to local areas and to add value to overnight visitors. **Cotswolds Tourism**: feedback from 'uncover the Cotswolds' project funded by Visit England's Discover England Fund. More details are available on the [www.Cotswolds.com](http://www.Cotswolds.com) website.
- Guest speakers Hannah McDonnell from Creative Sustainability gave an update: working with Gloucestershire Warwickshire Railway (GWR) to add value to each station stop. They are also developing a tourism strategy for the Stroud canal restoration project. Wendy Walton from Sudeley Castle and Gardens also gave an update: realisation that the Castle was working in solo to the rest of the town. They are now connecting up and adding events that encompass the town into their portfolio.
- Elizabeth gave an update on GFirst developments: Future High Streets Fund, the Inward Investment team, the development of the Energy Strategy and the Call for evidence for the Local Industrial Strategy which closes on 31<sup>st</sup> May.

*The date of next meeting is **Thursday 19<sup>th</sup> March 2020 at the Gloucester Growth Hub.***

*For questions about the group please contact Karen Campbell [karen.campbell@gfirstlep.com](mailto:karen.campbell@gfirstlep.com)*