

Discussion Output: Our Economy, Skills and Learning (17th April 2018)

Summary/Area of Discussion:

Education, Skills & Learning and the World of Work

Post-it Notes:

- Areas of expertise – Forestry – training school, real opportunities, so much leaves the Borders area
- Training for higher skills – hub and spoke model, outreach, reliant on technology (digital connectivity)
- Apprenticeships that support our long term needs, not just technical apprenticeships – hospitality and core services
- Borders College presence needs to be expanded. Not much happens in the Hawick campus
- Live Borders taken on 2 trainees in the Heart of Hawick (Government Scheme). Need to expand at this
- Lack of teachers reduces the ability to teach a range of skills
- Stronger youth participation
- FDM (IT company) training programme for IT work within schools. Model could be adapted
- Borders University – Scottish Borders and D&G in partnership
- Limited opportunity for those that want to do things out with Hawick – not funded
- Personal support time – ask pupils what they want in the new school #YOYP2018 Plan
- Entry level opportunities that let young people try and research different areas of a business. Allows them to find an interest and strengths. This needs to be clear in an advert
- Re-develop skills in Forestry and Textiles
- Careers officer – more info on more specialised jobs
- Re skilling for 55+, identify skills they have and promote these, confidence
- Positive destinations for young people
- Appropriate and further education
- Apprenticeships
- Borders College Hawick Campus is underutilised; other courses could be developed – training for tourism, older people? Intergenerational working
- Shared experience – forestry etc
- Literacy skills, basic skills from primary into secondary
- More vocational skills within schools

“Priority” & “Solutions/Actions” Post-its:

- Vocational skills – more focussed on what employers want. Employers need to show schools what they want from employees, career portal – soft skills needed. Funding needed. Share apprenticeships
- Encourage afterschool/weekend work opportunities for young people
- Speakers Dan Scully FDM, Andrea Hall DYW
- Need to stop young people thinking that they have to follow education pathway
- Young people should have skills to enable them to enter employment
- Engage with companies that provide training opportunity. DYW attend these meetings. Diversify teachers and better connectivity. Presentation by

DYW and Area Partnerships need to know what is going on in this area. Presentation by DYW – Andrea Hall and Kevin McCall

- Promote local opportunities – nothing wrong with staying in the Borders, don't need to stay in formal education
- Apprenticeships need to develop into employment – responsibility on employers

Key Areas for Teviot & Liddesdale

- **Positive destinations for young people**
 - **What are the options? Not just a higher/further education pathway**
 - **Training opportunities / modern apprenticeships with local companies and for future needs of the economy (e.g. social care, hospitality)**
- **Engagement with local companies to ensure people have the correct skill set to be employed, incl. Developing the Young Workforce**
- **Better utilisation of Borders College Campus in Hawick**

Summary/Area of Discussion:

Employment and Entrepreneurism

Post-it Notes:

- High % of self employed
- Should be a development officer in each area
- Business Gateway – how on the ground are they? Should be going to the Community?
- Impact of larger employers on jobs, particularly if they were under pressure – what can be learned from Pinney
- Mechanism to flag when businesses are struggling, the impact of the “11th hour” is huge
- Lack of Scottish Government interest in the Borders
- Procurement – large contacts benefit the communities could lead to apprenticeships
- Should be more proactive for our local economy when impacted rather than reactive
- Focus should not always be new businesses, lots of existing businesses that would welcome additional investment
- Business rate increase affecting businesses – Denholm; loss of 3 jobs. Financial contribution, what is lost from the closure of businesses
- Rebate a business that has been affected, for example by road closures, if it can be evidenced and is out with their control
- Decline of the mills
- Need to think if incubator units in the old Armstrongs building are the correct things to have
- Mills should come together. “Knitwear” – Mills don't have a High Street presence
- Entrepreneurism skills – encourage youths? Funding ideas?
- Encourage workforce diversity
- Textiles – need to diversify, strong tradition and USP for Hawick, work to sell brand and textiles
- Forestry – Process plant in the Borders instead of Lockerbie
- Growth area – IT not engineering, even textiles are more digitalised
- Nurture young businesses

“Priority” & “Solutions/Actions” Post-its:

- Employers must reply to all job applicants/enquiries

- Widen work areas where apprenticeships/placements /work experience especially hospitality
- Businesses need to take on young people to skill them up

Key Areas for Teviot & Liddesdale

- **Proactive, supportive and enabling approach with new and existing businesses**
 - Closer working relationships through Business Gateway, Scottish Enterprise etc. (and those agencies with local communities)
 - Look at ways to support businesses impacted by events out with their control (e.g. planned road closures)
 - Focus on long-term areas of key growth / areas of expertise specific to the area (e.g. social care, hospitality, tourism, forestry, textiles)

Summary/Area of Discussion:

Infrastructure, Facilities & Premises (incl. School Estate and Transport)

Post-it Notes:

- Investment – Flood protections (Newcastleton)
- Roadworks – how does it impact on businesses
- Better communication between SBC and D&G – better work across Councils
- Support new businesses – rate rebates, what incentives do we have? Storage an issue, premises?
- Transport connectivity – extension of Borders Railway needed to draw people into the area. Carlisle airport
- Litter bins needed in laybys
- Younger people want to leave for the city, socially want to go out with the Borders
- Parking on Hawick High Street needs to be policed as cars park all day
- Infrastructure – national grid (Newcaslteton)
- Poor transport corridors – North South East and West
- Road deterioration – HGV's, volume, bridges.
- Rail extension
- Connectivity – Rural an issue – Broadband to support the establishment of microbusinesses
- Mobile connectivity – higher speed broadband needed
- Energy – district heating, renewable opportunities, future technologies e.g. Electric Vehicles
- Digital connectivity – coding skills? Libraries offer coding but not enough people know about it
- Transport – People need to travel to get wider skills but costs are expensive for young people. Hawick has hairdressers, fast food, retail not wide skills – Scottish Rural Action
- Roads – needs investment before the railway, longer term investment
- Smaller businesses joining together to get a property cheaper
- Shops open in the evening

“Priority” & “Solutions/Actions” Post-its:

- Need to get everything in place to encourage people to stay in the Borders (connectivity etc.)
- Business Gateway in the Heart of Hawick

- Transport Infrastructure – capitalise on Carlisle Airport. East West not just North South. More later buses and early bus for early workers
- Address procurement paperwork. Needs to be simplified – make local companies getting contracts create more opportunities for young people

Key Areas for Teviot & Liddesdale

- **Infrastructure**
 - **Transport & Roads, for example Borders Railway extension (- Hawick, - Carlisle), road maintenance (and better communication between neighbouring authorities for planned road maintenance), opportunities at Carlisle airport, transport corridors and public transport timetabling**
 - **Digital, for example Broadband and Mobile connectivity**
 - **Energy, and emerging models and technology for delivery, e.g. district heating, renewables, electric vehicles etc.**
 - **Flood Protection - Hawick / Newcastleton?**

Summary/Area of Discussion:

Tourism and Town Centres

Post-it Notes:

- Lack of local appreciation of the countryside – lot of litter is off putting to tourists
- “Town of 1,000 trails” Tourism project for the TD9 area
- Publicise the Countryside Code
- Visit Scotland pulling out of Heart of Hawick
- High Street should be reduced non-domestic rate area
- Lack of clear, cohesive marketing message. Scottish Borders Tourism Partnership – what are they doing
- Reivers weekend good – make it a regular event?
- Eating places? 4-7pm?
- Shorten the High Street? Get shops in?
- Youth Hostel?
- Market for outdoor pursuits
- Outdoor Residential Space?

“Priority” & “Solutions/Actions” Post-its:

- Tourism Group – collate what/who we have already. Hotels/Restaurants and Pubs? Leisure and recreation. Textiles

Key Areas for Teviot & Liddesdale

- **Tourism – what is the support offer from Visit Scotland/SBTP; the marketing message?; what opportunities can be exploited (e.g. outdoor pursuits, events etc.)**
- **Town Centre – High Street**

Summary/Area of Discussion:

Community & Third Sector

Post-it Notes:

- Stigma attached to Burnfoot
- Increase local pride of the whole area including the countryside
- Setting up initiatives in Burnfoot to get older people interacting and more active
- Loss of feeling of neighbourhood
- Community needs to organise litter picks (already happening in Burnfoot)
- Need to educate people that littering is anti-social and is not acceptable
- Demographics more older less younger
- Income/poverty levels

“Priority” & “Solutions/Actions” Post-its:

- Local Development Officers – including Community Development
- Wider invitation - not just through CC's. Communication needs changed in how invitations go out

Key Areas for Teviot & Liddesdale

- **Invitations for Area Partnership meetings encouraging greater engagement and participation**
- **Support available for Community Development/Capacity Building**