

HR Forum 2

3rd October 2019

Rampion Offshore Wind Farm Centre

1 – Welcome & Introductions

2 - Update on Newhaven Enterprise Zone

2.1 – Design Newhaven: opportunity to influence the quality, look & feel of the built environment

2.2 – Welcoming Kirsti Peters & Chris Rasmussen to the Board, adding to the business & education representation of the Board

2.3 – Newhaven’s Story: opportunity to contribute to Newhaven’s story, what we are known for & how to represent that

2.4 – Future High Streets Fund: currently submitting bids to 2 rounds of the FHSF for £25m in each competition. Please get involved on behalf of your business and employees to influence what our Town Centre becomes. [More on the FHSF here](#)

2.5 - Next Community Event on 14/11/19 to launch 2nd round of Community Funding

2.6 – Applying for Sector Support Funds from SELEP & Highway Funds from ESCC. Both support the work of the Forum

2.7 – New employee (Michelle) starts in early November to provide further dedicated resource

2.5 – Till Roll Takeover to gain awareness in the Town of the EZ

Please visit www.newhavenenterprisezone.com to keep up to date.

3 – Business & Education Q&A

3.1 – Dan Shelley, [East Sussex College Group](#) (ESCG)

3.1.1 – UTC: ESCG is preferred bidder but there is a long process with DfE to acquire the site. Decision (hoped for) on 18/10/19. Looking to use UTC site for Construction & Engineering but keen to understand employer demand.

3.1.2 – Consulting on all education & career pathways through ‘Beyond 2020’ and looking to focus on employment skills as well as real-world experiences. Level 3 students expect to have 50-day work placements

3.1.3 – Apprenticeship regime is becoming more prescribed and led by Government

3.2 – Sarah Pringle, [Seahaven Academy](#)

3.2.1 – Current roll of 700 students, rising to 900. 50% enter with lower than average attainment

3.2.2 – School is part of [United Learning](#) group of Academies & Schools, one of the biggest in the country.

3.2.3 – Seahaven Academy was and still is operating in challenging circumstances and a significant number of pupils are in families experiencing difficulties.

3.3 – Questions, issues & suggestions

3.3.1 – Both Seahaven & ESCG would welcome greater engagement with business. All sides agreed that not enough is done, but this is due to limitations on resources, time & finance.

Opportunities include Mock Interviews, careers talks by employers & staff, work experience, responding to consultation on curriculum and creating careers ambassadors from younger employees

3.3.2 – Careers advice is limited (although Seahaven won a Careers Provision Award)

3.3.3 – Provision of out of school activities & clubs has changed and is less available. *Can the EZ promote activities & organisations in the town?*

3.3.4 – There is pride in Newhaven, but messages are often negative, even from community leaders

3.3.5 – Town Centre Billboards, Till Roll Takeover & other activities will start to raise profile of employment & career opportunities in Newhaven

3.3.6 – Engineering is still relatively undersubscribed & needs to be promoted as ‘clean’

3.3.7 – ‘Whole Town’ and other Community activities can help to raise aspirations and identify opportunities for disaffected and disenfranchised

3.3.8 – A dedicated Careers event for Newhaven would be welcomed

3.3.9 – Any employer is welcome to visit the School & the College

Action: Continue engagement with Seahaven & ESCG through the HR Forum

Action: JT to circulate contact details for Sarah & Dan

4 – Newhaven Employees Information Pack

4.1 – at the first HR Forum it was suggested that a Newhaven Employees Information Pack was created that would show all that is on offer and include offers as well as travel information

4.2 – Participants marked up maps of the Town with hidden gems, places to eat, travel to work routes

4.3 – Issues raised included access to places to eat and the time available for lunch, etc

Action: Cobb to produce a draft for the Employees Pack

5 – Newhaven Employment Fair

5.1 – There was a brief discussion on the Employment Fair

Action: NEZ to produce an outline document to start to identify Date, Venue, Activities, Participants, Format & Layout

6 – Next Steps

6.1 – Attendees invited to submit other topics of interest & ensure other potential attendees are aware of the HR Forum

6.2 – Other speakers could include STEM UK and NPP to discuss ambitions for the Port

Action: NEZ to organise future speakers

7 – Next Meeting

Date: 5th December 2019

Time: 09.30-11.30

Venue: Veolia Energy Recovery Facility, North Quay

Attendees:

Mick Gray	APG Cash Drawer
Kirsti Peters	BRIGHTWELL DISPENSERS LTD
Mike Burns	Clean Thermodynamic Energy Ltd
Helen Morrell	Day Group
Corin Jeavons	Jeavons Toffee
Lesley Jeavons	Jeavons Toffee
Rosie Lincoln	Lincoln Kitchens & Granite
Einat Chalmers	Mamoosh
Paul Cox	Paul Cox Sculpture
James Pybus	Pybus Group LLC
Jennifer Donn	Rampion
Amber Upton	Sussex Community Development Association
Sarah Pringle	Seahaven Academy
Mat Hafernek	Seahaven Academy
Dan Shelley	Sussex Colleges

Apologies

Mark Thompson	Plastech
Grant Warden	Quintessence Fragrances Ltd
Andy Tucknott	Tomsetts Transport Ltd
Allan Kay	Veolia
Nicola Nicholas	Wave Leisure