

**Inspiring Talent Group Meeting Notes**

**Date:** Tuesday 9th April 2019

**Attendees:**

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| ***Name*** | ***Organisation*** |
| Ailsa Sutherland (Co-chair) | FWB Park Brown |
| Joanne Davidson  | Edinburgh Chamber of Commerce |
| Fiona MacFarlane | Morham Solutions  |
| Prof. Joe Goldblatt  | Queen Margaret University |
| Fiona Forest-Anderson | Edinburgh Napier University |
| Lucy Everett | University of Edinburgh  |
| Barry Nichol | Anderson Strathern |
| Alan Paterson | George Watson’s College |
| Stuart Cronin  | Edinburgh College |
| Sharon Wallace | Phoenix |
| Anna Lyle (minutes) | Edinburgh Chamber of Commerce  |
| Rebecca Neish | Edinburgh Chamber of Commerce |

**Apologies:** Maryanne Barclay – Forth View Primary, Michelle Fenwick ­– Developing the Young Workforce (ECC), Robin Westacott (Co-chair) – Heriot Watt University

**Agenda:**

* Welcome and introductions of new group members
* Notes/Actions from previous minutes
* Age Scotland + Carer Scotland: introductory talk and discussion
* Group membership
* Year Ahead – Progression on Work Plan
* AOB
* Date of next meeting

**Actions:**

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| --- | --- | --- |
| **What** | **Who** | **When** |
| Group will be back in touch with regards to the networking event | Networking sub-group  | On going |
| Michelle Fenwick (MF) to follow up with Phil Ford to invite to speak at next meeting.  | MF | For June 11th  |
| Conference sub-group to look for speakers | Conference sub-group | On going  |
| MF looking to invite Roberta Porter, current lead for DYW and Pathways at the City of Edinburgh Council, to join group | MF | On going |
| Group to think of 4/5 questions to add to QES survey regarding skills and talent – amend and confirm at next meeting | ALL | For June 11th  |
| RW to circulate updated plan to group prior to the next meeting in June | RW | ASAP |
| Lucy Everett (LE) to invite Alison Muckersie, University of Edinburgh, to speak to the group.  | LE | On going |

**Meeting Minutes:**

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| **Item 1** | **Welcome**  |
|  | Ailsa Sutherland (AS) opens up and chairs the meeting. Group introduce and welcome new member of the group, Stuart Cronin from Edinburgh College. Group then introduce themselves to Mike Douglas and Jonathan Park from Age Scotland, and Sue Mclintock from Carers Scotland.  |
| **Item 2** | **Notes from previous minutes**  |
|  | * Joe Goldblatt approves minutes of last meeting.
* Any actions arising will be covered later in the agenda.
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| **Item 3** | **Age Scotland + Carer Scotland: introductory talk and discussion** |
|  | * AS explains 2 sub-groups have been created for 2 Inspiring Talent events, looking for speakers for the events/ideas on what the focus of both events will be.

**Age Scotland** * Mike Douglas, Director of Social Enterprises and Jonathan Park, Business Development Manager, of Age Scotland present to the group.
* Age Scotland is a national charity for Scotland. They deliver a number of services including; specialist service groups, regional service officers, independent living teams, age inclusive workplaces and dementia advice.
* 4/5 programmes that wold be relevant to the Talent group and the 2 events are;
	+ Age awareness work plan – targeted at customer facing staff, managers, apprentices, intergenerational teams. Designed to change perspectives of staff.
	+ Early-stage dementia awareness – programme aimed towards HR teams.
	+ Career transitioning/preretirement workshops – closed + open full day workshops, 98% of attendees would recommend.
	+ Age inclusive matrix (not yet launched) – The matrix involves a HR specialist researching the older workers of a specific business. 15 areas to be wary of, Age Scotland go through all of these areas and pick 3-5 of the 15 that are of greatest impact. Matrix has been piloted with Sodexo, Newsprinters, Dover Fuels and TAQA – 4/4 would recommend. This work is funded.
* Group discuss having the 4 companies Age Scotland worked with on the ‘age inclusive matrix’ attend the networking event. Networking event could link age awareness and early-stage dementia awareness together.
* Roughly 30/40 people at the networking event – could divide into 2 groups and provide taster and networking sessions, then a Q&A.
* Sue Mclintock, Carers Scotland, mentions they have previously held similar events. Understands what attendees enjoy/dislike.
* Carers Scotland is Scottish Government funded. They aim to raise awareness of unpaid carers with employers and are connected with the aging population.
* Workforce has to encompass employees who are also carers, job applications must support carer staff.
* 150 employers ‘carer positive’ recognised, for example; Edinburgh Napier, Standard Life, Police Scotland, lots of NHS health boards.
* Need to keep the events interactive and relate to the employers.
* Chamber/Inspiring Talent group could continue to host events, bring SME’s together – could become a series?
* Group thank speakers for attending and will be back in touch with regards to the networking event.
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| **Item 4** | **Group membership** |
|  | * JD engaged with ECC membership team to look for group members in the retail, hospitality, tourism and tech sectors. Membership team will continue to raise the Inspiring Talent group with new members in those sectors who may be interested in joining.
* Michelle Fenwick (MF) to follow up with Phil Ford to invite to speak at next meeting.
	+ Sub-groups discuss events, keep separate from main Inspiring Talent group meetings. Invite generic speakers to main group meetings, not specific to events.
	+ Conference sub-group to look for speakers.
* MF looking to invite Roberta Porter, current lead for DYW and Pathways at the City of Edinburgh Council, to join group.
* JD will include general note to ECC membership tagged onto the Quarterly Economic Survey. Last QES was around Brexit, any relevant feedback from the next survey JD will share with group.
	+ Group to think of 4/5 questions to add to QES survey regarding skills and talent – amend and confirm at next meeting.
* Group suggest creating a poll on the ECC website, JD to look into this.
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| **Item 5** | **Year ahead – Progression on Work Plan** |
|  | * Starting to make progress already.
* RW to circulate updated plan to group prior to the next meeting in June.
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| **Item 6** | **AOB** |
|  | * Lucy Everett (LE) to invite Alison Muckersie, University of Edinburgh, to speak to the group.
* Finlay MacCorquodale officially stepping down from the group, Fiona Forrest-Anderson (FFA) joining the group in his place. FFA passes on his thanks to the group.
* AS also thanks Prof. Joe Goldblatt (JG) for his time as a member, and “legend”, of the Inspiring Talent group. JG confirms he will be attending both events in September and November, congratulates group on the progress made since it has started.
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| **Item 7** | **Date of next meeting** * 11th June 2019, 4pm-5pm, Edinburgh Chamber of Commerce, 40 George Street, EH2 2LE
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