

**Inspiring Talent Group Meeting Notes**

**Date:** Tuesday 27th August 2019

**Attendees:**

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| ***Name*** | ***Organisation*** |
| Robin Westacott (Co-chair) | Heriot Watt University  |
| Joanne Davidson  | Edinburgh Chamber of Commerce |
| Rebecca Neish (Minutes) | Edinburgh Chamber of Commerce |
| Michelle Fenwick | Developing the Young Workforce  |
| Stuart Cronin | Edinburgh College |
| Barry Nichol | Anderson Strathern |
| Lucy Everett | University of Edinburgh |

**Apologies:** Alan Paterson – George Watson’s College, Michelle Fenwick - Developing the Young Workforce (ECC), Fiona Forest-Anderson - Edinburgh Napier University, Ailsa Sutherland – (co-chair) FWB Park Brown, Sharon Wallace – Phoenix, Fiona McFarlane – Morham Solutions, Robert Thorburn – Openreach.

**Agenda:**

1. Welcome & Apologies
2. Notes from previous meeting

1. Actions from previous meeting
2. Alison Muckersie, DDI Project, Present
3. Talent Conference 2019
	1. Conference invitation
	2. Invitee list formation
	3. keynote and other speakers
	4. Discussion topics for the breakout sessions
4. Tourism and hospitality representative for the committee
5. AOCB
6. DONM

**Actions:**

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| **What** | **Who** | **When** |
| Dates of Event Planning Group to be sent out.  | RN | ASAP |
| Work plan to be recirculated round group.  | RN | ASAP |
| 20 names and company names of people who should be in attendance at the conference.  | Full Group | 23rd September 2019 |
| Lord Provost to be approached to open to conference  | RN/JD | ASAP |
| Nora Senior to be approached as key note | RN/JD | ASAP |
| Panel Members;* JP Morgan – Michelle may know contact from Edinburgh Guarantee
* Phoenix – Sharon Wallace to secure member of Exec team.
* PWC – Lucy Everett to source potential speaker and reach out.
* Check back at previous event attendees for those who would be good for panel (National Gallery suggested).
* Leonardo’s Allan Colquhoun approached for panel place.
 | MFSWLERWRW | ASAP |
| Wording around topics to be drafted and circulated to group for approval. | LE | Ahead of next meeting 29th October 2019.  |
| Follow up with potential new group member from Crowne Plaza  | RN/JD | Ahead of next meeting 29th October 2019 |
| Event meeting dates to be sent to group | RN | ASAP |

**Meeting Minutes:**

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| **Item 1** | **Welcome**  |
|  | Robin Westacott (RW) opens up and chairs the meeting. Group introduce themselves to Alison Muckersie from the DDI Project.  |
| **Item 2** | **Notes from previous minutes**  |
|  | * Minutes of last meeting are accepted as a true record of what was discussed by Joanne Davidson (JD).
	+ Copy of work plan to be sent out to those who did not receive it.
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| **Item 3**  | **Actions from previous meeting**  |
|  | * Venue confirmed for the conference on 7th November as Standard Life House.
* Event Group created for future planning and dates to be confirmed.
* Work plan to be recirculated to full group.
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| **Item 4** | **Alison Muckersie, DDI Project, Present** |
|  | **DDI Project*** £1.3 billion of investment in region compared to Glasgow deal which was specifically in infrastructure, the Edinburgh del has a wider focus.
* 8 years’ worth of funding, currently half way through year 1.
* AI and informatics – investment in those areas seen as key due there being a real gap in the market.
* Alison stressed the difference between data and digital and that her section is focusing solely on data.
* 17-18% of jobs in Edinburgh are risk due to automation with a specific disproportionate effect on women.
* By 2030 175,000 data jobs will be needing filled in Scotland – there is current a real talent shortage
* 100,000 new data scientists needed across the 5 hubs being created in Edinburgh. This is one of the KPI’s of the DDI programme.
* Ambition is to become the data capital of Europe.
* DDI funding is coming from Scottish government. As a result there is a key focus on inclusive growth.
* The DDI project are working within partnerships to achieve goals inclusively across the city.
* The project will try out various different initiatives to try and work out best methods to train up the talent pool required.
* The project have KPI’s to reach in terms of key groups – women, those with disabilities, black and ethnic minority groups are being specifically highlighted. Colleges are proving vital n reaching certain groups.
* JD highlighted commonalities between conference and DDI Objectives.
* The project is not expecting everyone to become data professionals but help to grow the understanding of the importance of data amount groups.
* Possibility of using a badge type scheme and accreditation which would help to make learning about data less intimidating.
* Alison expressed interest in keeping the dialogue going with the project. Possibility of coming back every 6 months suggested.
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| **Item 5** | **Talent Conference 2019** |
|  | * 1. Conference invitation
* Group agreed on invite
	1. Invitee list formation
* Last event list of attendees to be used.
* Full group to submit 20 names of those they currently work with who they feel would ben with from attending the event. These to be submitted to Rebecca Neish.
	1. keynote and other speakers
* Lord Provost to be invited to present welcome
* Steve Dunlop unavailable to be key note
* Nora Senior - Chair Enterprise and Skills Strategic Board, to be approached for key note.
* JD requested that anyone who has further suggestions of key notes contacts her with these for consideration.
* Panel discussion – Agreement that need for business voice as opposed to public sector voice. With between 3-5 businesses.
* Suggestions included;
* JP Morgan – Michelle may know contact from Edinburgh Guarantee
* Phoenix – Sharon Wallace to secure member of Exec team.
* PWC – Lucy Everett to source potential speaker and reach out.
* Check back at previous event attendees for those who would be good for panel (National Gallery suggested). Robin to look through and select names to approach.
* Leonardo’s Allan Colquhoun approached for panel place. Robin to approach.
	1. Discussion topics for the breakout sessions
* 3-4 breakout/challenge spaces
* Keep the discussion open in order to collect new raw data and information not picked up by the group this far.
* Using technology to reach talent pool a suggested additional topic.
* Wording around topics to be drafted and circulated to group for approval.
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| **Item 6** | **Tourism and hospitality representative for the committee** |
|  | * Suggestion put forward from Crowne Plaza. Rebecca and Joanne to follow up.
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| **Item 7** | **AOB** |
|  | * JD explained that the British Chambers of Commerce are running a skills commission. Gathering evidence from mid-September to December and will publish a full report in March. They are looking at similar topics to the group and JD suggested a representative from BCC be invited to the event to take evidence from topics discussed. JD will keep group updated with progress on this.
* Revised Event planning groups meeting dates to be circulated to group. These will be held once every 4 weeks in run up to conference.
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| **Item 7** | **Date of next meeting 29th October 4pm – Edinburgh Chamber Office** |