

Enterprise M3 Board Meeting

7 April 2022

Chief Executive's Report – Item 5

1. End of Year Delivery

- 1.1. We are almost at the end of the 2021/22 financial year and are on course to largely meet, and in some cases exceed, our contractual targets for capital programmes, growth hub and careers and enterprise delivery, as well as meeting the delivery milestones set within our delivery plan 2021/22 (attached at appendix 1). The Delivery Plan dashboard shows the strong performance of the team over this challenging year with the majority of actions showing green. This is a tremendous performance when set against the backcloth of the pandemic which has seen teams revising ways of working to deliver the support and help needed to businesses, schools and colleges and our partners.
- 1.2. During the last quarter of the year our work has been impacted by the loss of several business facing staff which has meant that we have had to pause on some activities which may impact performance in 2022/23. We are recruiting to fill some key posts and will push ahead with other recruitment once our policy direction and financial position from government is clearer.
- 1.3. Growth Hub targets (slide 13 in delivery plan) have been exceeded bar one which is currently 3 below the target for face-to-face contacts. We continue to perform well on Careers and Enterprise contract KPIs, and will continue until the end of the contract in August. Progress may be affected by staff losses and increasing cases of COVID affecting education institute engagement. We are currently placed 2nd in our regional ranking and in the middle of national table, despite being the only Enterprise Adviser Network, and not a Careers Hub (slide 15).
- 1.4. We have delivered in full against our contract with the DFE, publishing our Skills Action Plan early in 2022 and continuing to deliver an effective Skills Advisory Panel that brings employers and skills providers together to address employment and skills issues.
- 1.5. Our capital programmes for the Getting Building Fund have overachieved the spend target at £14.09m against a target of £13.3m. With the exception of the CO2 reductions target, we have met or expect to meet all of our output targets in Q4 (slide 14), in Q3 we are already overachieving in numbers of learners supported, apprenticeships and new employment floorspace.
- 1.6. Finally, we have completed both our Technical Assistance Programmes supporting European programmes for ERDF and ESF, meeting all of our targets and receiving satisfactory audits.

2. Growth Hub Activity

- 2.1. The Growth Hub finishes the contractual year on a high with 191 Growth Plans/GROWTHmappers completed and all clients referred for specialist coaching and to our partner organisations.
- 2.2. Our BEIS Peer Programme has now completed with 49 businesses supported. A celebratory event for businesses and delivery partners will be held at the end of March with guest speakers from the Growth Company and BEIS.
- 2.3. Our 6 Growth Hub funded Peer Programmes for Female Business Leaders, Young Entrepreneurs and Tech Start ups has been a resounding success, with the female cohorts oversubscribed. We have supported a total of 48 businesses with all new clients offered an additional 12 hours of coaching.
- 2.4. We have plans to continue to grow our service with greater business reach, more online tools and face to face services. We have advanced funded activity in the absence of our formal letter of continued funding from BEIS. Our pilot bid writing service has been a success and we are extending this service into the next year. Our new interactive website is reaching a wider audience and we have purchased a grant finding tool to support our pilot bid writing service and other businesses and partners.
- 2.5. We continue to work successfully leading the South Central Cluster of growth hubs and have jointly funded activity for an outreach telemarketing campaign. A full report has been generated by Blueberry Marketing Solutions along with 772 completed surveys following calls and 261 referrals. The report and survey data has provided all four Growth Hubs in the cluster with rich and valuable business intelligence. We will work as a cluster to identify joint activity that we can put in place to support clients. The campaign has extended our reach, identifying high-quality introductions to SMEs.

3. Trade and Investment

- 3.1. We are continuing to work in partnership with the Department for International Trade (DIT) to promote investment in the EM3 region as well as working with DIT to develop a range of sector propositions which inform potential investors of the regions unique business offer. Building relationships with DIT's overseas offices in India, Latin America, New York, Italy and Israel to educate and inform posts of EM3's inward investment offer.
- 3.2. Alongside EM3's inward investment work with DIT, focus has been given to developing new business relationships with high commissions and embassies in the UK. Strong working relationships are being built with The Government of Western Australia, The Italian Trade Agency, New Zealand Enterprise Company and The Ghana Enterprise Company. These relationships are being built across a range of sectors from Animal Health, Space and Satellite applications to food and drink, with the goal of increasing awareness internationally of EM3 as a business destination.

4. Sector Activity

- 4.1. We are supporting our clusters to become more self-sufficient and are collaborating with partners to jointly take forward cluster development.
- 4.2. A programme of events is being organised by EM3 for the games sector in 2022. This will include a summer recruitment/careers event, the return of quarterly networking events, Guildford Games Festival/Awards/ Steam Sale on 2 & 3 December. All of this activity will bring in income to the sector.
- 4.3. EM3 are hosting a webinar for its local games industry to meet inward investment lead, The Game Assembly (Sweden), on Monday 28 March. The Game Assembly are renowned as one of the world's best game development schools, having educated 10% of Sweden's games industry workforce. The company is attracted to the area because of the strength of the games cluster across the wider area. TGA will be visiting companies and office space in Guildford on 7 April.
- 4.4. We are delighted that Sam Read EM3 Games Sector Specialist, has been nominated for the Surrey 40 under 40 awards. The awards ceremony is due to take place on 28 April.
- 4.5. Keith Robson, University of Surrey is taking on the lead on the Space & Satellite work. This is a similar model to animal health. Keith knows the LEP well as he worked on 5G centre in early days of LEP.

5. Skills

- 5.1. The DfE have confirmed continued funding for the LEP for skills work. In his letter, Minister for Skills, Alex Burghart, MP, recognised "...the strong understanding that LEPs have of their local communities and economies..." He is of the view "... LEPs remain well placed to produce this kind of analysis and ensure it is available and shared." for the development of Local Skills Improvement Plans. He also made clear that in areas without current devolution deals (eg EM3), "I will set the LSIP geographical boundaries to largely follow the existing LEP geographies." Further clarity is to follow.
- 5.2. Following a previous EM3 Skills Advisory Panel meeting, principals from EM3 colleges have agreed to explore pooling some funding to enable collaborative activity that will help address skills needs in further education (i.e. teaching staff) and the social care sector (i.e. home carers and care workers).
- 5.3. In advance of the next Strategic Development Fund prospectus from the Department for Education (expected on 1 April), colleges and training providers are already engaging with the LEP to help inform a joint funding application, based on the LEP geography.
- 5.4. The LEP was represented by both Kathy Slack and Jamie Mackay at the Business South Regenerate South event (10 March) to highlight our strategic economic and skills insights as the area continues to recover and work towards becoming more sustainable.

6. Careers and Enterprise

- 6.1. We have expanded our activity with larger corporates/organisations and have run several successful engagement events introducing businesses to schools and colleges. A successful apprenticeship event was held for **Proctor & Gamble** near their Weybridge office, at Brooklands College, with over 65 student and parent attendees. 100% saw the event as worthwhile. Students had a 100% better understanding of apprenticeships & 100% saw Proctor and Gamble as an attractive company to work for.
- 6.2. We are working with **REFA Armed Veterans** project to facilitate engagement with schools and colleges to support dependents. The initial school meeting was positive and opened further opportunities through pupil support advisors, who work with armed forces families. We are now looking to widen engagement.
- 6.3. We are contributing to the Employer Skills Plan relating to M3 central reservation work and working with **Balfour Beatty and Hampshire County Council**.

7. Gigabit EM3

- 7.1. A full draft of the specification for the project to go into procurement phase has been completed. The Accountable Body is taking legal advice on the best procurement route for the project. PMG discussed the latest position and reinforced the importance of reaching a conclusion on the procurement route in the very near future.

8. Clean Growth

- 8.1. Our strategic vision for the LEP is to support and nurture a Low Carbon; High Growth economy in the EM3 area. We are currently reviewing our strategy for how the LEP best adds value and implements this important agenda, which we will want to discuss further with Board Directors. We are grateful for the contribution and expertise of Board Director, Sarah Jane Chimbwandira.

9. Latest evidence on the economy and labour market

- 9.1. The latest economy, labour market and skills dashboard indicates that the Enterprise M3 economy is coming through the pandemic storm. Overall, economic growth in January saw GVA at 0.9% for EM3 slightly higher than the UK level while employment levels in terms of PAYE jobs had increased by 5.6% in the year to February and job postings increased by nearly 10% in the month January to February 2022.
- 9.2. However, the economy now faces serious headwinds. Rapidly rising energy costs, inflationary and supply chain pressures on commodities goods as a result of the war in Ukraine and Covid lockdowns in Chinese ports, will inevitably affect customer demand for business goods and services in EM3 and the wider national economy.
- 9.3. Inflation increased to 6.2% in February and is forecast to continue rising through this year and into 2023. Energy prices are also increasing even before the price cap rise comes into place in April. Fuel prices have spiked as a result of the energy shock, with the Chancellor's removal of fuel duty doing little to reduce this cost to drivers and transport. The full economy, labour market and skills dashboard is attached at item 15.
- 9.4. Both Ukraine and Russia are important suppliers of commodities, and forecasters see this as negatively impacting GDP. This is being directly felt by local businesses, for example staffing issues where farmers see Ukrainian workers return to support the war, or sanctions affecting Russian investment in sectors such as Gaming reducing funds for development. These are initial impacts being reported. The LEP will continue to monitor intelligence of the impact. More details can be seen in Appendix 2.

10. European Funds

- 10.1. There is a separate report on the European programme for noting in the board director's meeting pack.
- 10.2. We have reviewed our ESIF programme and brought together our ESIF Practitioners Network to highlight the excellent progress of our ERDF and ESF funded projects that are supporting SMEs towards clean growth, skills development and those furthest from the job market to retrain and find employment.

11. Communications & Stakeholder Engagement

- 11.1. We have refreshed our website and seen an immediate impact on user reaction, with more people returning, staying longer and engaging with a greater number of pages.
- 11.2. A new service to business was launched to enable business leaders (and stakeholders) to opt in to receive urgent business information. This service will allow us to rapidly push out information affecting businesses (such as the impact of Russian sanctions) to those who want it, without the risk of losing subscribers for whom this information isn't relevant.
- 11.3. A funding-focused newsletter was sent to over 4000 subscribers in March, highlighting our new 'funding finder' tool on the EM3 website and our bid-writing support service. An amended version was sent to MPs, highlighting support for their constituents branded as the 'Westminster Edition' of our bulletin.

12. Infrastructure, Transport and Place

- 12.1. Whilst the LEP may have less of a role in the provision of capital funding going forward, we continue to have a strong voice, pushing the case for investing in transport infrastructure needed to support the local economy, especially around strategic planning and convening partners. To this end in the first three months of 2022, we have responded to a number of key consultations.

- 12.2. The National Infrastructure Commission made a call for evidence with respect to the Second National Infrastructure Assessment: Baseline Report. Overall, we considered that the nine challenges identified by the Commission do seek to address many of the most important issues that economic infrastructure will face over the next 30 years. In particular, it was pleasing to see a strong emphasis on low carbon and digital technologies, that are absolutely key to the delivery of a sustainable economy.
- 12.3. Surrey County Council consulted on the Surrey Place Ambition to which we provided a comprehensive response highlighting that investment in infrastructure needs to be focussed on facilitating a low carbon and smart mobility economy, supporting business-led innovation, entrepreneurship, high-tech, scale-up businesses and international trade. This includes development of marketable low carbon innovations to future proof and sustain vulnerable sectors/industries. To this end we suggested that rather than each of their ambitions being equal they should prioritise those that focus on achieving net zero to align with the climate emergencies that have been declared across the county.
- 12.4. Finally, we responded to the Great British Railways Whole Industry Strategy Plan Call for Evidence, which will influence the new structures in the railway. The key point we highlighted here was having a robust mechanism to assess major rail infrastructure decisions putting the need to address net zero carbon as well as fully encapsulating wider economic and societal benefits. Major Infrastructure interventions take many years to develop and deliver and if the railway is to make the contribution to decarbonisation clearly advocated in the Transport Decarbonisation Plan, then these enhancement schemes are going to be essential.

13. Staffing Changes

- 13.1. We have had a number of staff leave the organisation with Rob Dunford, Francesca Caramelle and Susan George leaving in March and Alex Green leaving in May. Adam Watts and Victoria Passee from the Careers and Enterprise Team are also leaving the LEP in May. All these staff have had a significant impact on the LEP in their time with us and we wish them all well for the future.
- 13.2. We are recruiting to fill posts and Richard Garfield has been recruited as a Communications and Events Officer. Richard joined us in March and brings his very valuable skills and experience as a business editor in a local newspaper to the team.
- 13.3. This creates an in-house comms team and has enabled us to reduced costs by downgrading our contract with our PR agency, White Label.

Kathy Slack - Enterprise M3 Chief Executive
30 March 2022



ENTERPRISE M3

DELIVERY PLAN

2021-22

Strategy

Areas for the LEP to develop this year are:-

Revive & Renew
implementation with partners

Future Vision of LEP
development and implementation of the new model

Intelligence & Analysis

Enabling the delivery

To support the delivery of the strategic aims, the LEP has central support to ensure effectiveness and efficiency

Communications & Promotion

Contract & Procurement

Governance

Financial Management

Performance Management

Key delivery themes

Within each of the themes of Revive and Renew are actions and plans that the LEP will deliver. These include **thought leadership, convening, support to businesses, and capital projects**

Job creation and skills for employment

Digitisation and an ultra-fast digital infrastructure

Growth in our low carbon economy

Business-led innovation and international trade

Supporting our town centres

New Transport & Smart Mobility

Strategic relationships

A very important enabler of all of the work that is carried out by EM3 is partnership working.

Key strategic relationships include, for example:-

Catalyst South

South Central Cluster

TfSE

Heathrow Strategic Planning Group

Joint Leaders Board

'Cross cutting' programmes

In addition to the delivery themes, there are two further delivery programmes that cut across more than one delivery theme





Support to businesses: Growth Hub Service; Peer to Peer programme; EU programmes

Capital programmes: EM3 Capital projects; EZ, Getting Building fund

DASHBOARD APRIL 2022 UPDATE



INTRODUCTION

- This dashboard includes all deliverables and key performance indicators from the Delivery Plan. Deliverables are outputs from our projects (not activity we do on an ongoing basis/ business as usual activity). KPIs measure how well our services are performing. We have KPIs for the Growth Hub, Capital programmes, and the Careers and Enterprise Company.
- The dashboard provides progress for all deliverables and KPIs, and status on whether we are on track to deliver what we said we would.
- The RAG status provided for each deliverable is defined:–
 -  Progress is on track and as planned
 -  Slight issues or delay but plans in place to rectify
 -  Issues or delays and currently no plans to rectify
 -  Activity is complete

Key messages for this Dashboard

- The Delivery Plan activity is largely complete, which is impressive due to the level of uncertainty and staff leaving throughout the year.
- Uncertainty of funding to the LEP and Growth Hub is causing some of the strategic activity to be delayed. The LEP continues to take a pragmatic approach and needs to wait for Government to properly outline their approach and that the first priority for the LEP must be its sustainable future.
- A proportion of activity is being delayed due to staff leaving and also staff absence due to covid. For example in Clean Growth programme
- Activity shown as Q4* will continue into 2022-23 delivery

DASHBOARD: STRATEGY & DELIVERY

Strategy and Comms

Key Actions and description	Progress	Lead	RAG	Due
CRM procured and embedded into the LEP/ Growth Hub operations	Complete - CRM 'super user' training/rollout with key colleagues ongoing	RS	<input checked="" type="checkbox"/>	Complete
Outline Vision for the LEP to feed into the LEP Review	Engagement carried out with stakeholders to inform the focus for the future vision. Agreed at Board in May. Will inform future direction. Complete.	SM	<input checked="" type="checkbox"/>	Complete
Future vision and implementation plan for the future LEP/GH	Work is underway to develop the future vision and direction for the LEP. Organisation design and supporting activity is planned and progressing well. The funding is still unknown and this is a key requirement to understand the budget available and Gov't view on the direction.	KS	G ●	Q4*
Stakeholder Engagement mapping and Communications and Engagement Plan	Stakeholder mapping exercise to be carried out as part of Organisation Design work to identify key influencers for the LEP. Comms and Engagement Plan will be developed following the mapping exercise. Finessing and development of comms focused on EM3 business services underway and awaits outcome of LEP review.	SL	G ●	Q4*
LEP Review communications campaign	A programme of activity has been developed and promoted across the LEP Network to reinforce the key activity and impact of LEPs	SL	<input checked="" type="checkbox"/>	Complete
MP Engagement	Key meetings held with Chief Executive and Chair to meet with the regions MPs to promote the impact of the LEP - Kwasi Kwarteng Spelthorne MP & SoS BEIS and Kit Malthouse NW Hants MP & Police & Crime Minister	SL	<input checked="" type="checkbox"/>	Complete
Income Generation Strategy and Plan – to expand our business, to assist growth in our economy and aid the LEPs future financial stability	Phase 2 underway with stakeholder engagement and further development of options. We continue to work with and seek guidance from RFAC and the Board, as our income generation plans develop, and the future direction of LEPs becomes clearer.	AB	G ●	Q4*
Website development	Integration of EM3/Growth Hub websites and home page and template refresh now complete	RS	<input checked="" type="checkbox"/>	Complete

DASHBOARD: STRATEGY & DELIVERY

Digital







Key Actions and description	Progress	Lead	RAG	Due
Gigabit EM3 roadmap defined	Detailed documentation now being created for the formal stages of procurement for a co-investment delivery option through a DBOM contract. Procurement route continues to be discussed with Accountable Body with external legal advice being sought	KL	A ●	Q4*

Clean Growth

Key Actions and description	Progress	Lead	RAG	Due
Clean Growth Pilot projects delivered (GBF Programme)	All projects complete	JP	<input checked="" type="checkbox"/>	Complete
Clean Growth Pilot evaluation developed	The Clean Growth Pilot (capital) programme is now completed. Following practical completion then a light touch evaluation will take place. As the practical completion of the Winchester projects was delayed this evaluation will likely be complete in Q4.	JP	A ●	Q4*
Business support offer developed for green skills and clean growth	Clean Growth Business Service in line with the Revive and Renew action plan is established.	JP	<input checked="" type="checkbox"/>	Complete
Develop Growth Hub offer – for businesses to diversify into low carbon market	New referral system established and in place to highlight this opportunity to businesses. In addition, we are identifying those businesses already working in the low carbon sector.	JP	<input checked="" type="checkbox"/>	Complete
Establish a CO2 emissions methodology	Guidance updated in the EOI template last year. However, with the uncertain future funding a methodology has not yet been developed. In discussion with Chair of Clean Growth Forum as to how the group can assist in this. This will be delayed into 2022/23	JP	R ●	tbc

DASHBOARD: STRATEGY & DELIVERY

Smart Mobility

Key Actions and description	Progress	Lead	RAG	Due
Mobility and Transport Action Group reimagined	Having considered a range of key policy areas in 2021, currently working with the Chair of the Group to consider how we can continue to work proactively with industry partners and the Group can add value to the LEPs activities, going forward in 2022.	KT		Q1
Contribute to the Surrey Infrastructure Plan (SIP)	Surrey County Council is consulting on the latest version of the Surrey Place Ambition. This is an important stage in the process and we will be responding so as to give us an opportunity to develop ideas into actions and to reach a genuine collective understanding of our priorities and how we will achieve them.	KT		Q4
Support development and delivery of Airport Towns Event	Complete – outputs will continue to be fed into our narrative around the importance of aviation to the local economy, especially in towns close to airports, though the value of spreads throughout the EM3 LEP Area.	KT		Q2
HSPG Economic Development Vision and Action Plan complete	Draft version complete and will continue to be developed and supported. Following staff changes at Thames Valley Berkshire LEP, we are considering whether it is appropriate to take on the chairmanship of the HSPG Economic Development Group to help drive the economic agenda in this important area of activity.	KT		Q4
Response to the Government's Transport Decarbonisation Plan	Currently working on setting out a short, focused document with a series of key actions, which the LEP can lead on and which can make a demonstrable difference building on our own strategy and that of TfSE, to move slowly towards carbon reduction. Making a series of marginal gains are likely to be more achievable and combined can have a substantial impact and this could lead to greater investment elsewhere.	KT	G 	Q4
Work with partners to develop future smart mobility projects	There remains interest across a range of private sector and local authority partners to work with the LEP on codeveloping schemes and projects. Some progress can be made, but until there is a firm decision on how we might use our remaining capital funds, there is limited progress that can be made and a danger of raising expectations unrealistically and carrying out abortive work.	KT	A 	Q4

DASHBOARD: STRATEGY & DELIVERY

Job Creation and Skills

Key Actions and description	Progress	Lead	RAG	Due
EM3 Apprenticeship & Skills Hub	Launched in Feb 2021, fully resourced with Sector Leads for Construction, Digital, Gaming and Low Carbon. (Levy) Transfer to Transform scheme launched and attracted >£300k contributions.	JM	<input checked="" type="checkbox"/>	Q1
Business Ambassador Platform	Working with SUN to engage business ambassadors to the platform to give young people meaningful interactions and opportunity to learn about roles, career pathways and industries directly from people doing the job.	TT	<input checked="" type="checkbox"/>	Q2
Employers Building Futures Campaign	Development of value proposition and programme for employers to sign up to help young people be more informed about their future career choices and be prepared for the world of work.	TT	<input checked="" type="checkbox"/>	Q2
National Centre for Sustainable Construction	Focus on retrofitting; setting up a network of relevant skills provision at advanced and higher levels. LEP involved in discussions about a regional training network for Retrofit roles with Greater South East Energy Hub. In discussion with BCOT regarding courses for retrofitting; and CERT regarding retrofit professionals training	JM	G 	Q4*
Digital Higher Skills Partnership	Focus on Artificial Intelligence and Cyber Security; collating a potential membership list of employers (who will lead), colleges and universities.	JM	G 	Q4*

DASHBOARD: STRATEGY & DELIVERY

Trade & Investment and Sector work (1)



Key Actions and description	Progress	Lead	RAG	Due
Space Hub Landscape Report	It will be updated at the end of USKA Space Cluster Project No.2 in April 2022.	FC	<input checked="" type="checkbox"/>	Complete
Plan developed to expand Games Cluster	First Guildford.Games special interest group established and now operational (EDI Action Group). Model to be replicated across other cluster development topics.	SR	<input checked="" type="checkbox"/>	Complete
Plan developed to expand Space Cluster	Completed in August 2021 / Refined in September 2021, as part of the application to UKSA Space Cluster Development Project No.2.	FC	<input checked="" type="checkbox"/>	Complete
Application to UKSA Local Space Cluster Development Project NO.2 (2021-22)	Submitted on 17th September 2021	FC	<input checked="" type="checkbox"/>	Complete
Launch Space Hub	Launched in July 2021 at Space Comm Expo 2021	FC	<input checked="" type="checkbox"/>	Complete
Deliver Animal Health HPO	Completed in August 2021. Launched on 15th September 2021	FC	<input checked="" type="checkbox"/>	Complete
World Space Week 2021 – Businesses to academia / colleges & schools	Completed. It took place during the first week of October 2021.	FC	<input checked="" type="checkbox"/>	Complete

DASHBOARD: STRATEGY & DELIVERY






Trade & Investment and Sector work (2)

Key Actions and description	Progress	Lead	RAG	Due
Guildford Games festival	Announced in September, very successful online event with in-person awards held in December	SR	<input checked="" type="checkbox"/>	Complete
Launch of Animal Health Innovation Network	Supposed to be launched in November 2021, but has now been postponed to March 2022 due to internal challenges faced by University of Surrey. It is now delayed into 2022-23	FC	A ●	Q4*
Create a clear process with all partners involved in trade and investment	Working to create a pipeline of success to incentivise trade & investment into the region and is part of the trade & investment strategy in development. Our approach is holistic building relationships with the Department for International Trade, and also pivots on the relationships we have been developing with counterparts overseas and foreign governments and trade agencies.	Alex	G ●	Q4*
Trade & Investment proposition for EM3	Have developed sector propositions and collateral for 'why invest in EM3' and completed webpage to promote proposition. Individual marketing campaigns to be developed in 2022-23	Alex	<input checked="" type="checkbox"/>	Complete
Investor portal on website	Working with EM3 Communications Manager to build inward investment web page which will hopefully go live in January 2022	Alex	G ●	Q4
Everywhere International SMEs (EIS2) Project	EU Interreg Project supporting SMEs across Hampshire and Surrey to internationalise. Being delivered in collaboration with Hampshire County Council and WSX Enterprise. Purpose of the project is to investigate to what extent and how exporting organisations in these region were affected by Covid19; how did they cope and whether they chose digitisation as a mean to resilience.	FC/IM	G ●	Q4*
Space Business Support Workshops	The purpose of the workshop is to provide organisations across the region with an array of business support options to scale up and internationalise. The workshop has been recorded and will be shared	FC	<input checked="" type="checkbox"/>	Complete
Animal Health specific careers events	Held an Animal Health Careers Event on 23 rd March 2022. The event was aimed at all undergraduate and postgraduate students across the region and beyond. Purpose of the event was to provide students with an overview of the breadth of career paths within animal health, along with tangible examples and opportunities. The event was recorded and will be shared	FC	<input checked="" type="checkbox"/>	Complete
Space focussed roundtable	With Government of Western Australia, this has been picked up by Rushmoor Borough Council with University of Surrey, and will take place in light of Farnborough Air show in July 2022.	FC	G ●	Q4*

DASHBOARD: SUPPORTING DELIVERY

Key Actions and description	Progress	Lead	RAG	Due
Annual Report published	Report was published online and showcased at the Annual General Meeting	SL	<input checked="" type="checkbox"/>	Complete
Annual General Meeting held	Annual General Meeting held with over 200 in attendance	SL	<input checked="" type="checkbox"/>	Complete
New Chair appointed	Michael Queen appointed and started as chair on 1st August 2021	JT	<input checked="" type="checkbox"/>	Complete
Publish 2021-22 Delivery Plan	Delivery Plan for the year 21-22 published online	LD	<input checked="" type="checkbox"/>	Complete
Mid Year Conversation: part of the formal review process	Review meeting held with Government on 30 th September. A very positive meeting where no issues were raised. Also gave the opportunity to share wider LEP and GH activity with Government colleagues	LD	<input checked="" type="checkbox"/>	Complete
Approach developed for future funding	The draft proposition for the future fund (c£5m in 22-23) has been endorsed by PMG.	LD	G 	Q4
Process Review programme: review our internal processes to ensure effective and efficient delivery	Initial reviews held to focus on Claims part of the process. Further engagement will take place prior to changes being implemented. A full end to end process review is currently on hold due to the need to develop the future funding approach and establish what supporting processes will be required	LD	A 	Q4*
Learning and Development Plan	Developing a learning and development programme, which aims to create a cohesive team, ready to take on challenges in times of change. Working with an external Insights Development practitioner, the programme began roll out in November 2021 and has now rolled out to the full team with great success	AB	<input checked="" type="checkbox"/>	Complete

DASHBOARD: SUPPORTING DELIVERY

Key Actions and description	Progress	Lead	RAG	Due
Annual Performance Review	The APR held in 9 th February was attended by CLGU and LEP Chief Executive, Chair, and S151 Officer from the Accountable Body. Performance	LD	<input checked="" type="checkbox"/>	Complete
Board Effectiveness programme	The Board effectiveness evaluation will provide a valuable feedback mechanism for improving Board effectiveness, maximising strengths and highlighting areas for further development. It is expected to take place over Q4 2021/22 and Q1/2 2022/23	JT	G 	Q4*
Financial Planning	2022/23 budget building, updating medium term financial plan, incorporating scenario planning in the face of uncertainty of future funding and direction of LEP. 2022/23 outline budget reviewed by RFAC in January 2022 – to be presented to the Board for endorsement in February 2022. A final budget will be presented for approval once details about the funding and direction of LEPs emerge - following the outcome of the Government's LEP review and the Levelling-Up White paper.	AB	G 	Q4*
Capital Programme planning	Work is under way to prepare for projects that will not conclude by March 2022 (this is the EM3 Capital funded projects only). This includes ensuring that Deed of Variations are in place.	LD	G 	Q4*
NEW: Annual Report 2021-22	The Annual Report is nearing completion. The report will highlight the successes and impact the LEP has had on the region during 2021-22	RS	G 	Q4*
NEW: Annual General Meeting 2022	The AGM is planned for 20 th May at Farnborough International Conference Centre	SL	G 	Q4*

DASHBOARD: GROWTH HUB

Key Actions and description	Progress	Lead	RAG	Due
Peer to Peer programme	5 Cohorts out of 9 are underway, therefore unlikely to meet the original target. BEIS confirmed no further funding nationally in 2022-23. 67 businesses were supported through this programme this year	JS	<input checked="" type="checkbox"/>	Complete
Pilot project: coaching service to female Business Leaders (she/her)	There has been significant demand for this programme. There are now 2 cohorts up and running, supporting 14 female business leaders. This programme will continue into 2022-23 due to demand	JS	G ●	Q4
Pilot project: coaching service to New business leaders development programme	This programme is aimed at people who are new business leaders. There are 2 cohorts up and running	JS	G ●	Q4
“Technopreneur” Peer learning group: space/tech/ gaming businesses	This new programme is aimed at Technopreneurs looking to innovate, develop and succeed. 2 cohort is up and running. In association with Natwest and UK Space Agency	PS	G ●	Q4
Diversity for businesses	In the conception phase. Initial research and analysis being carried out to inform the development of the service to be provided to businesses	JS	A ●	Q4*
Bid Writing Support Service	This new programme is up to 16 hours of support for Innovate UK funding to our eligible SMEs. Will run to the end of March. 15 referrals for bid surgeries (x hours of support and £x funding accessed)	JS	G ●	Q4

Growth Hub KPIs

Table 1 shows KPIs for the Growth Hub that are reported upon regularly. Table 2 are KPIs that will be reported at the end of the contract

Table 1

Indicator	Target	Total to date (cumulative)	Status
Total number of unique visitors to Growth Hub website	12,000	15,949	●
Enterprises receiving high intensity support (HIGP)	180	193	●
Referrals to core partners	120	135	●
Support provided Face – Face to date	300	287	●

Table 2

Indicator	Target
Increased turnover	20%
Job safeguarded	180
Support provided by phone	3,500
Number of businesses acting on advice	120
Total hours of direct business support	2,400
Increased Innovation	75%

EM3 Capital Programme and Getting Building Fund projects still receiving funding in 2021/22

Projects	Total LEP funding	Completion due by	R/A/G/Complete	Prog.
Gigabit EM3 Towns & Rural	4.5	Q4 21/22	Next year	EM3
Creative Tech Growth Booster	0.9	Q2 21/22	☑	GBF
Vaultex Park, Ride & EV Charge	5.65	Q4 21/22	☑	GBF
Future Towns Mobility Demonstrator	0.96	Q4 20/21	☑	GBF
Basing View 5G Living Lab	1.96	Q4 22/23	Next year	GBF/EM3
Blackwater Valley Gold Grid - Hampshire Public Transport Corridor	1.28	Q4 22/23	☑	GBF
Workspace pilot – Chantry House, Andover	0.24	Q2 21/22	☑	GBF
Electric Vehicle On-Street Charge Point Installation Pilot	0.47	Q4 21/22	☑	GBF
Fleet Pond Green Corridor	1.4	Q4 21/22	☑	GBF
Workspace pilot – Login Business Lounge, Camberley - GRANT&LOAN	0.2	Q1 21/22	☑	GBF
Workspace pilot – Simpleworking Ltd - LOAN	0.3	Q1 21/22	Funding allocation withdrawn	GBF
Brooklands College Weybridge Development - LOAN	0.5	Q1 21/22	☑	EM3
Aldershot Regeneration Union Street East	1.2	Q1 21/22	☑	EM3
Farnborough Growth Package (A325)	6.7	Q1 22/23	Next year	EM3
Woking STP Phase 1	3	Q4 21/22	Next year	EM3
Guildford Sustainable Movement Corridor (West)	3.2	Q3 21/22	Funding withdrawn	EM3

Projects	Total LEP funding	Completion due by	R/A/G/Complete	Prog.
Blackwater Valley Hotspots	2	Q3 21/22	☑	EM3
EZ3 Longcross Discovery Building	1.9	Q4 21/22	☑	EM3
Future Towns Innovation Hub	2.9	Q1 21/22	☑	EM3
Fleet Town Centre Recovery scheme	0.3	Q1 21/22	☑	EM3
North Downs Line	0.9	Q3 21/22	☑	EM3
FSE	1.3	2024	Next Year	EM3
Guildford Town Centre and approaches	0.7	Q2 21/22	☑	EM3

Capital Programme KPIs

Output	2021-22		Status
	Delivery Plan Target	Total to end Q3	
Jobs created	642	512	🟡
New homes	700	349	🟡
New employment floorspace	6,770	9,520	🟡
Apprenticeships	400	786	🟡
Learners supported	3,000	8,944	🟡
Create/refurb. learning floorspace	4,000	4,569	🟡
Buildings retrofitted	24	24	🟢
CO2 savings (kg)	503,180	72,072	🟡

CAREERS AND ENTERPRISE KPIS

Target	KPI	Jan - 22	Commentary	R/A/G
Engage 115 schools and colleges with the CEC programme.	115 schools engaged with CEC	85	Please note that this number is based current FTE capacity. EM3 did not fully match CEC funding for full 115.	--
Maintain an EA match to education institutes in network	98% EA match	83%	EA recruitment strategy in place. Term One sees a loss of some EAs at the beginning of each academic year - personal reasons, change of roles. We have a better view of loss and building a recruitment pipeline.	●
Education Institutes within network to achieve Gatsby Benchmarks	At least 2 KPIs	79%	1% drop – COVID restrictions, and new Careers Leaders in term one sees a change in evaluations as they learn the role and undertake training and receive support.	●
	An average of at least 4 KPIs	3.99	Increase in average KPI	
Education institutes within network achievement for Gatsby Benchmark One	40% to achieve 100% on Gatsby Benchmark One	38%	Improved performance	●
Evaluation of events to receive an overall 'good' rating	Overall 'good' rating	--	Data not yet available	●

- KPIs are based on academic year, not financial year

Are we heading for an economic shock in 2022?

Information and evidence as at 23rd March 2022

In light of converging and more unusual pressures on global and national economies, we have conducted a short review of trusted sources to give an initial sense of where these pressures are/are not impacting on the EM3 economy.

Factors considered:

- Impact of war in Ukraine
- Sanctions against Russia - impact on EM3 businesses?
- Cost of Living Crisis

Inflationary pressures

Inflation rose to 6.2% as at February 2022.

BBC report: <https://www.bbc.co.uk/news/business-60833361>

Direction of future inflation?

IFS news article March 2022 - <https://ifs.org.uk/publications/15987>

Key points:

- Even before the war in Ukraine, consumer price inflation was expected to reach 7.3% in April.
- Higher inflation will wipe out at least a quarter of the real terms increases to public service spending announced back in October.
- To provide the degree of protection against higher prices he intended back in February, the Chancellor could need to find more than £12 billion on top of the £9 billion already committed.

NIESR Blogpost March 2022 - <https://www.niesr.ac.uk/publications/economic-costs-russia-ukraine-conflict?type=policy-papers>

- NIESR estimate that the conflict in Ukraine could reduce the level of global GDP by 1 per cent by 2023, which is about \$1 trillion off global GDP and add up to 3 per cent to global inflation in 2022 and about 2 percentage points in 2023.
- Russia and Ukraine are important suppliers of commodities, including titanium, palladium, wheat, and corn, and we envisage supply chain problems intensifying for users of such commodities, including car, smartphone, and aircraft makers.
- The impact on the UK economy could be to reduce GDP growth by around 0.8 per cent to 4.0 per cent in 2022 and to 0.5 per cent in 2023.
- NIESR now expect inflation in the UK to average 7 per cent in 2022 and 4.4 per cent in 2023, up from 5.3 per cent and 2.7 per cent respectively.

Bank of England raised interest rates (third time in 4 months) -

<https://www.bbc.co.uk/news/business-60763740>

- Base rate rise from 0.5% to 0.75% means rates are now at their highest level since March 2020.
- The Bank has warned inflation may reach 8% and possibly higher, in the coming months.
- The MPC indicated that more interest rate rises "might be appropriate in coming months, but there were risks on both sides of that judgement depending on how medium-term prospects evolved."

Impact of the War in Ukraine on EM3 Businesses

Intelligence from BCC meeting with BEIS

- BEIS has an 'economic shocks' team which is getting up and running again in light of inflation pressures and Ukraine war.
- . Employers advising that Ukrainian men are leaving jobs and returning home to support the war effort (particularly in agricultural sector).
- . Bakeries being impacted by cost increases in flour and sunflower oil.
- . Farmers facing 300% increase in cost of fertiliser.
- . Construction sector highlighted issues with supply chain for items such as Aluminium windows.
- . Manufacturers advising of new import/export issues on components sourced from Russia/Ukraine.
- . Energy cost rises
- . Tesco have stopped trading/stocking products which have ingredients from Russia (this has affected producer in Bucks)
- . Gaming sector – games business in Guildford is Russian owned and Russian investment is important source of funding for games developer businesses.

Gaming sector impact (as sourced via the EM3 LEP Sector Specialist)

- [This tweet](#) from the Vice Prime Minister of Ukraine and Minister of Digital Transformation of Ukraine, calling for Xbox & PlayStation to leave the Russian market. Both have studios in Guildford. Russia is a big market for all games companies.
- [This story](#) about the World of Tanks (Wargaming Group) creative director being fired for expressing support for Russia. Relevant because [DPS games](#) are an inward investment success story for Guildford and they are owned by Wargaming Group, a Belarusian company. They employ 120 people locally and recently took part in a DIT event. They have gone very quiet since, holding up our promotion of the recorded conversation.

Impact of Covid lockdowns in Chinese cities

The Chinese Government has imposed lockdowns in a number of major cities in order to curb Covid infections. This is impacting manufacturing output and freight movements.

Sue Littlemore & Fiona
McMurray 30 March 2022