

## Sci-Tech Daresbury RADAR

### Talent and Skills Priority Action plan July 2022

Action	Overview of Priority	Action	Timing	Progress
1	Linking opportunities to Halton residents	Continue to grow a group of at least 20 Halton students who are looking to go to University/at University to promote internship, work experience and recruitment opportunities at Sci-Tech Daresbury. Develop process for on-going engagement into the programme.	Q4 2022	A total of 22 students signed up to the programme including 14 from Cronton College. In total only 5 of these live in Halton Borough and only 2 from the recent visit. Connected with 8 companies who expressed interest in potentially offering work experience opportunities. Will look to validate these and match with the appropriate student.
2	Linking opportunities to Halton residents	Provide support to the bids for the new Digital & Creative Hubs in Runcorn Old Town/Station Quarter <ul style="list-style-type: none"> <li>- Runcorn Town Deal Digital &amp; Creative Skills Centre (Public Engagement)</li> <li>- Digital &amp; Creative Centre (Baltic Creative)</li> </ul>	Q4 2022	The Full Business Case for the Digital & Creative Enterprise Centre is due in August. RIBA Stage 2 plans shared with partners and comments fed back to business case.
3	Linking opportunities to Halton residents	Deliver Halton Digital Bootcamp Pilot Programme as part of Digital Cluster	Q3 2022	The pilot course was promoted for July however only 1 application received. Therefore reviewing both how we communicate the offer, shape of the bootcamp course and build community of digital entrepreneurs in Halton. Wider dissemination of information around existing webinars to be trialled.

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4	Increased activity with Halton schools / school engagement	Engage a minimum of 5 Sci-Tech Daresbury entrepreneurs and STFC scientists onto the Careers hub platform and connect them to Halton schools for at least one activity in 2022.	Q4 2022	From the visit of Riverside College (Cronton 6 <sup>th</sup> Form College) on the 27 <sup>th</sup> April, 3 campus companies Livful, Orcha and Applied Materials, supported the visit as tech businesses in different sectors. Next step is to support development of their profile onto Careers Hub.
5	Increased activity with Halton schools / school engagement	Develop Halton-focussed programme of Public Engagement including access to STFC work experience programme (with webinars and development of mentor programme) and host Halton schools meetings	Q4 2022	The new Public Engagement Officer commenced in post in January 2022 and is currently working on a programme of activities. Hosting of Secondary Heads meeting postponed to September to ensure they can visit site. Primary Heads meeting to be arranged
6	Increased activity with Halton schools / school engagement	Attend Halton schools careers fairs to promote apprenticeships, career pathways and general awareness raising of the campus	Q4 2022	PD/JA
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7	Building strategic partnerships with HEIs to drive increased placements and recruitment	Implement an on-going annual programme of events focused on UoL recruitment/internship activities (eg Careers coaches and fairs) and build recruitment & internship activities with at least 25 campus companies	Q4 2022	Focus is now on the 22/23 student cohort. Oct 18 <sup>th</sup> is the main UoL careers fair which will return in physical form and plan to host 4-6 key companies in the Sci-Tech Daresbury zone. The autumn events plan is being developed, so key will be early sighting of department level events for companies in different sectors. 24 companies have been active this year in following up internship or grad/post grad hire opportunities
8	Building strategic partnerships with HEIs to drive increased placements and recruitment	Establish a minimum of 6 companies as campus company "ambassadors" with regular interaction and profile development at UoL and presence at careers events	Q4 2022	Key now is matchmaking companies into the UoL autumn term programme in a ambassador role. 4 companies have consistently supported Liverpool events are: Livful, Orcha, Perfectus Biomed, Rosslyn Data Technologies. 3 companies have potential from track record so far (Olsen Actuation, A2O, Applied Materials).

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9	Building strategic partnerships with HEIs to drive increased placements and recruitment	Engage and develop a programme with LJMU to build recruitment & internship activities with campus companies	Q23 2022	Met with Danielle Anderson responsible for Interns/Graduate hire. They have support funding for internships (Discovery Interns) and Grad Hire (Graduate Futures). Next meeting will update on apprenticeship activities.
10	Building strategic partnerships with HEIs to drive increased placements and recruitment	Promote the LCR Graduate programme and secure 6 campus companies to have recruited staff from the programme	Q4 2022	LCR Graduate programme was formally launched on the 9 <sup>th</sup> March. So far 7 companies have expressed interest in the programme, 2 have recruited through the programme.
11	Building strategic partnerships with HEIs to drive increased placements and recruitment	Restart the NW University Fair event with 5 universities	Q2 2022	Successful event on March 29 <sup>th</sup> . Lancaster, Liverpool, LJMU, Manchester & MMU were involved with exhibition/seminar programme. 40 attendees and 60 registered, about 25% down on attendees from previous fairs
12	Establish Code Nation coding school at Sci-Tech Daresbury/in Halton	Increase number of Sci-Tech Daresbury companies using Code Nation apprenticeship scheme from four companies to eight companies	Q3 2022	4 campus companies have worked with Code Nation with a further 2 companies connected. Looking to build this further with an event & surgery in September 2022.
13	Establish Code Nation coding school at Sci-Tech Daresbury/in Halton	Launch Code Nation school on-site and work with them to ensure there is a suitable funding model in place	Q3 2022	STFC have proposed providing 6 months' rent free in 2022. CN looking to build interest in the master course & apprenticeship programme with

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				planned event. It is also noted that Code Nation were inspected in March 2022 and were categorised as inadequate.
14	Leadership & Management – training & development & increased use of non-execs	Establish engagement model for larger, scale up companies with the Grant Thornton Leadership and Management programme	Q2 2022	Event took place on June 21 <sup>st</sup> through the FD forum with 11 companies attending/15 companies registered. Awaiting feedback on what activity has catalysed from the event.
19	Awareness of RADAR programme	Increase the number of web visitors to Jobs Portal pages on website from 10 page views per day to 20 page views per day	Q4 2022	15 page views per day over Feb 1 2021 – May 4 2022 period. This is significantly up from 11 page views per day for Dec 2021 – Feb 2022 period. However sharp drop off from May 5 – July 17 <sup>th</sup> 2022 period to around 4 page views per day.
20	Awareness of RADAR programme	Complete talent and skills case studies on Code Nation and IAAC Soc	Q3 2022	Next case study will be on the IAAC SOC but currently not operational on site as they have no trainer in post.
21	Equality, Diversity & Inclusivity	Complete an initial survey of campus staff and identify a potential awareness and education event for campus companies to be held by Q4 2022/Q1 2023	Q2 2022	Promoted a Michael Page event on E&D in January to campus companies. Finalising an initial survey for company directors that will be circulated in July.
15	Recruitment and retention of critically skilled staff	Develop shared apprenticeship model for companies on campus including delivery of initial pilot	Q4 2022	Currently discussing with Head of Apprenticeships about the Shared Apprenticeship Model based on original proposed options that were put forward to HR Committee in 2019. HR Committee gave broad agreement to a levy transfer for

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				<p>campus-based companies, JA also happy to support campus companies with general advice/guidance on starting an Apprenticeship Scheme.</p> <p>No demand so far for levy transfer. Focus has been on placements for STFC apprentices within campus-based companies.</p> <p>Discussing possible event with campus companies indicating an interest in apprenticeships from the campus survey.</p> <p>July 2022: Recently attended campus event hosted by Grant Thornton to discuss apprenticeships to campus companies.</p> <p>At the last TSSG meeting it was determined that the Shared Apprenticeship Model couldn't really progress any further until the Skills Factory offer was made a little clearer.</p> <p>Currently working on placements with other organisations relevant</p>

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				to STFC, most recently with Jodrell/SKA who are keen to offer something as well as resuming talks with University of Huddersfield Ultra Precision Surface Lab.
16	National public engagement/ Halton public engagement – talent pipeline	Between April 2022 – March 2023, STEM ambassadors will support the Public Engagement (PE) team to engage with pupils from at least 15 secondary schools within Halton and the LCR delivering interactive online careers talks and assemblies. The PE team will engage with pupils from at least 10 primary schools within Halton and the LCR delivering online interactive workshops.	Q4 2022	<p>PD</p> <p>Online STEM Ambassadors We have delivered 5 STEM Ambassador into schools activities so far in 2022, 2 in Warrington and 2 in Liverpool but no Halton schools took up this opportunity. We ran our Accelerator and Particle Physics Masterclass online in March and engaged with Riverside College (48 students), and St Peter's Pauls Catholic College (20 students). We have delivered 4 Primary School Workshops so far this year which has included Brookvale (32 pupils) and St Augustine's (23 pupils).</p> <p>A programme of training for early careers staff at STFC is being rolled out for first year Early Career staff with the first training events happening on 19 May which will increase the number of staff who can participate in this project.</p> <p>July – verbal update at meeting</p>

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17	National public engagement/ Halton public engagement – talent pipeline	Develop and deliver a novel national online Work Experience Programme in collaboration with STFC's RAL and ROE sites, inclusive of a series of careers-based webinars for 300 pupil applicants* and an intensive 1 week virtual work experience placement for 75 pupil applicants*  *Combined figures for pupils applying via DL, RAL &ROE	Q4 2022	PD The process of matching Work Experience applicants with supervisors has nearly been completed, we had 738 applications from around the UK; 18 Applicants were from Halton, 21 further applications came from the wider Liverpool City Region, and 20 came from Warrington. As of 10/5/2022 89 1-week student placements have been offered over three weeks in late June / July. This will involve 35 supervisors running 26 separate week-long work experience projects. So far 4 students have been placed from the wider Liverpool City Region, and 2 from Warrington. The introductory coding workshop is due to take place in the May half-term, online, and preparations for that are underway. The webinar programme has been confirmed, with 12 live webinars and 5 pre-recorded sessions accessible for all applicants.  July – verbal update at meeting
18	Contribution to National and Local skills agenda	Support the IAAC Security Operations Centre at Sci-Tech Daresbury and maximise the connections to and benefits for the local and campus community.	Q1 2022	KR has discussed with Rozita the potential for a launch event for the Cyber Academy activity. At present, all of YouthFed are fully occupied with the charity's 70 <sup>th</sup> anniversary events and Rozita has struggled to recruit





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				someone to manage the Daresbury activity, which is compounding the issue of bandwidth to organise an event. KR to stay in contact with Rozita.