



**ALL PARTY PARLIAMENTARY GROUP
HOUSING & SOCIAL MOBILITY**



Title: All Party Parliamentary Group on Housing and Social Mobility

Purpose: To champion social housing providers that support communities to secure sustainable livelihoods. To examine evidence led insights into the role that government, housing providers and stakeholders can play to best support social housing tenants and communities to access long-term, rewarding employment.

Meeting: Meeting Minutes of AGM held on Tuesday 18th April 2023, 15.00-16.15

Attended

Peter Aldous MP	Member, Co-Chair
Liz Twist MP	Member, Co-Chair
Sir Stephen Timms MP	Member, Vice Chair
Sally Ann Hart MP	Member, Vice Chair
Rt Hon. the Lord Tyrie	<i>Part meeting only for quorate purposes</i>
Lord Hodgson of Astley Abbotts CBE	<i>Part meeting only for quorate purposes</i>
Rt Hon. the Baroness Kramer	<i>Part meeting only for quorate purposes</i>
Sir Peter Bottomley MP	<i>Part meeting only for quorate purposes</i>
Rt Hon. the Baroness D'Souza CMG	<i>Part meeting only for quorate purposes</i>
Secretariat	
Lynsey Sweeney	Managing Director, Communities that Work
Lindsey De Bartolo	Minute Taker, Communities that Work
Guests and Speakers	
Lucy Dixon	Head of External Affairs, Karbon Homes
Suzanne Jobson	Foundations for Life Manager, Karbon Homes
Professor Irena Grugulis	Professor of Work and Skills, University of Leeds and Co-Chair of ReWAGE (Renewing Work Advisory Group of Experts)

1.0 Welcome & Introductions

The Co-Chair, Peter Aldous MP welcomed all and opened the business of the AGM at 3pm.

Apologies submitted:

- Sir Bob Kerslake



- Richard Bacon MP
- Bob Blackman MP
- Ian Byrne MP
- Kevan Jones MP
- Selaine Saxby MP

2.0 Co-Chairs Address

Peter Aldous MP, Co-Chair

- Welcomed the Members and Guests to the APPG HSM AGM.

3.0 The Fair Foundation Report: A New Movement for Left Behind Places

Lucy Dixon and Suzanne Jobson spoke to the Karbon Homes and Fair Foundations report, A New Movement for Left Behind Places.

The report highlights the contrast in life expectancy and poverty in two of Newcastle's suburbs- Gosforth and Byker.

The Fair Foundations believes 'Everyone deserves a fair chance to realise their potential wherever they live.'

- What: A new approach to evaluating places and interventions based on the concept of the foundational economy
- How: A coalition of active, willing, like-minded partners to tackle the challenges of left behind places

The New Start programme was developed to deliver on the challenges highlighted in the report.

- Innovative employability programme providing career starter placements for social housing residents aged 25 and over*
- Initially funded by UK Community Renewal Fund, with 72 placements across 23 local employers, in partnership with local authorities and other social housing providers.
- 46 out of 72 placements secured permanent roles either with their placement employer or another organisation.
- Participants from varied demographics, 21% economically inactive
- Next phase focused on two of our place pilot areas in the North East – Byker and Stanley. Funded by Karbon or placement employer, boosted by external funding.
- Opened up to wider age range, but retained the social housing resident eligibility

The Co-Chair opened the meeting for discussion and questions.

Comment: Sally Ann Hart MP wanted to know about support for social housing tenants to set up their own businesses.



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It was agreed that there should be a joined up approach with the Social Housing providers and that currently there are a number of programmes for Entrepreneurs being run independently by organisations. Karbon are currently working on a BAME programme with Unity. However there needs to be more joined up thinking.

Comment: Sir Stephen Timms MP was interested in the history of Karbon Homes.

It was noted that Karbon Homes was formed in 2017 after a series of mergers and stock transfers from local authorities in the North East.

Comment: Liz Twist MP enquired what social policies had been identified to assist.

It was noted that the following areas had been identified that needed Government support:

- Reform tax and benefit policy:
 - reduce the Universal Credit taper rate
 - lift benefits for those unable to work
- Subsidise public transport provision in targeted, left behind places
- Support for childcare outside school hours
- Help customers and colleagues to overcome barriers to travelling to key employer locations
- Support provision of more affordable homes
- Enable Homes England grant funding to support regeneration of existing housing stock
- Draw more public and private investment into regeneration
- Support and encourage more robust social value frameworks

It was noted however, that Karbon did not want this campaign to focus just on what Government can do and noted that there were key asks from the Housing Associations and anchor institutions.

Comment: Peter Aldous MP noted that Government had made some changes recently to the Universal Credit and Tax in order to assist those most in need. He queried whether Karbon were taking this into account:

The changes were acknowledged and welcomed; however, it was thought that it needed to go further, and despite the changes some of the worst off were not seeing a difference in their residual income.

Comment: Peter Aldous MP asked about the New Start programme, particularly with regards to the range of job, and employer interaction:



Karbon targeted Employers that shared their ethos and understood what the programme was trying to achieve, and it was able to quickly identify key partners.

4.0 Upskilling and Reskilling Adult Workers – The Problem of Employer Demand

Professor Irena Grugulis provided a short presentation on ReWage Report on Upskilling and Reskilling Adult Workers – The Problem of Employer Demand.

The presentation highlighted the report's findings that there was a pressing need for employers to upskill and reskill their work force to ensure its future prosperity and productivity. It was noted that by the year 2025, according to the World Economic Forum, 44% of the skills that employees need to perform their roles will have changed, and 9 out of 10 workers will need some form of reskilling. The risks of skill shortages are many and varied. However, economically it will decrease the UK's ability to adopt new work practices and technologies, hampering its ability to keep pace with international competitors.

The ReWAGE report had a number of recommendations.

1. **Policy** – use Local Skills Improvement Plans (LSIPs) to extend employers' involvement beyond simple links to colleges and local providers to stimulate further skills-based training within their own organisations and measure employers' increased numbers of apprenticeships and adult training.
2. **Job design** – even small improvements can make meaningful differences to workers. Engage local and national stakeholder groups in actively upskilling jobs (perhaps via LSIPs) and improve HR practices so that employers can engage in upskilling and reskilling. Fund ACAS to play a role in maintaining and expanding this activity.
3. **Learning support** – introduce qualifications for experienced workers to both boost their technical competence and train them in how to train and develop others in work. Improve links, collaboration and co-operation between adult training and education, private training providers, FE colleges and universities.
4. **Using independent advice on skills to drive policy** – the Unit for Future Skills (UFS) in the Department for Education is already actively improving the quality of information on skills. It would be helpful to build on this through an independent body, working closely with the UFS but outside Government and modelled on the lines of the Low Pay Commission, to provide policy recommendations.

Comment: Peter Aldous MP questioned how the UK had reached this point.

There has been a number of reviews into the introduction of the minimum wage by the last Labour government, The Members may be particularly interested in the publications by Professor Paul Edwards of Warwick University.



Comment: Liz Twist MP comment was around AI and its fast development. How do we get people to take notice to planning for the future.

The earlier presentation was referred to noting that getting people into work and offering pastoral support was the first important step. The impact of AI will only affect a number of jobs by taking specific tasks away. The job may still be retained but will look different and the employers have a choice to deskill the job or upskill the employee.

Comment: Sir Stephen Timms MP: Noted that older workers had left the workforce during the pandemic in record numbers, and those still willing to work should be utilized to train new workers, with it being the sort of job that could be attractively packaged.

All agreed, with the key being to ensure the trainer was competently skilled in training. It was noted that the Engineering industry is very good at skills developing.

Comment: Peter Aldous MP: Asked whether the apprenticeship levy was making a difference?

It was noted that there was some criticism that a number of companies are using the levy to train managers (Degrees, Post Grad Diplomas etc). There needs to be some level of assurance that there will be some levy used for the benefit of young people.

Comment: Lynsey Sweeney asked if the LSIPs are now all over the UK.

It was thought that once the scheme was piloted in a number of locations this has now been rolled out across or areas.

5.0 The Election of Officials: Chairs and Vice Chairs

The Secretariat confirmed that there was 11 members of the APPG, all have been contacted to review their position for the coming year.

Quorate was confirmed at 16.10 and the membership elections were carried out.

The following officers were unanimously re-elected:

Peter Aldous MP
Liz Twist MP
Richard Bacon MP
Bob Blackman MP
Sally Anne Hart MP
Jane Hunt MP
Sir Bob Kerslake
Kevan Jones MP



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Ian Byrne MP
Stephen Timms MP
Selaine Saxby MP

All members unanimously agreed to re-elect the following officers in Co-Chair roles:

Peter Aldous MP
Liz Twist MP

6.0 AOB & Close

The meeting was closed at 4.15pm.