

Cardiff Capital Region Skills Partnership (CCRSP)

'Prosperity through Partnership'

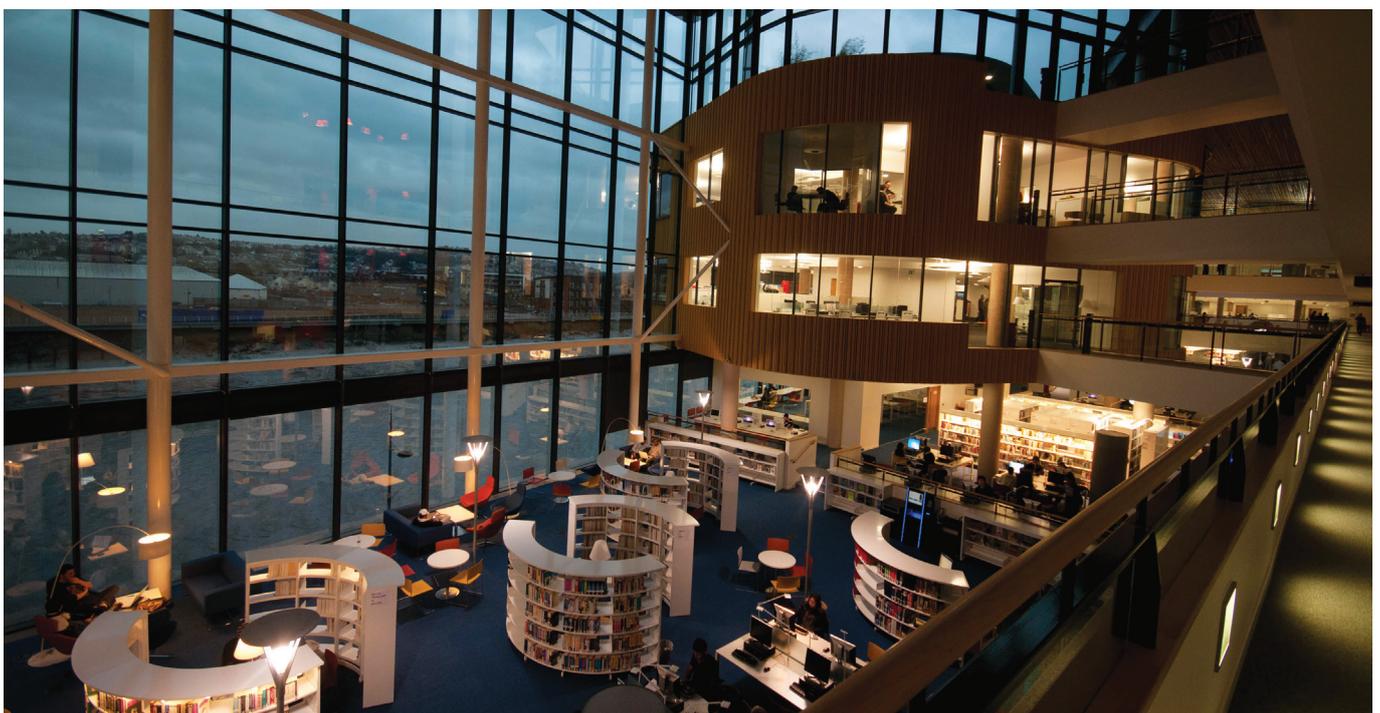
Employment & Skills Plan
2022-25



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*Welcome to the second iteration of the Cardiff Capital Region Skills Partnership Skills Plan 2022-2025. Our focus for this Plan has been to ensure ‘**Prosperity through Partnership**’ by fostering and embracing the collective knowledge of representatives from businesses, further and higher education, training and government across the whole Cardiff Capital Region that will both inform and deliver impact whilst providing social and economic prosperity for all age learners, new entrants, and existing workforce.*

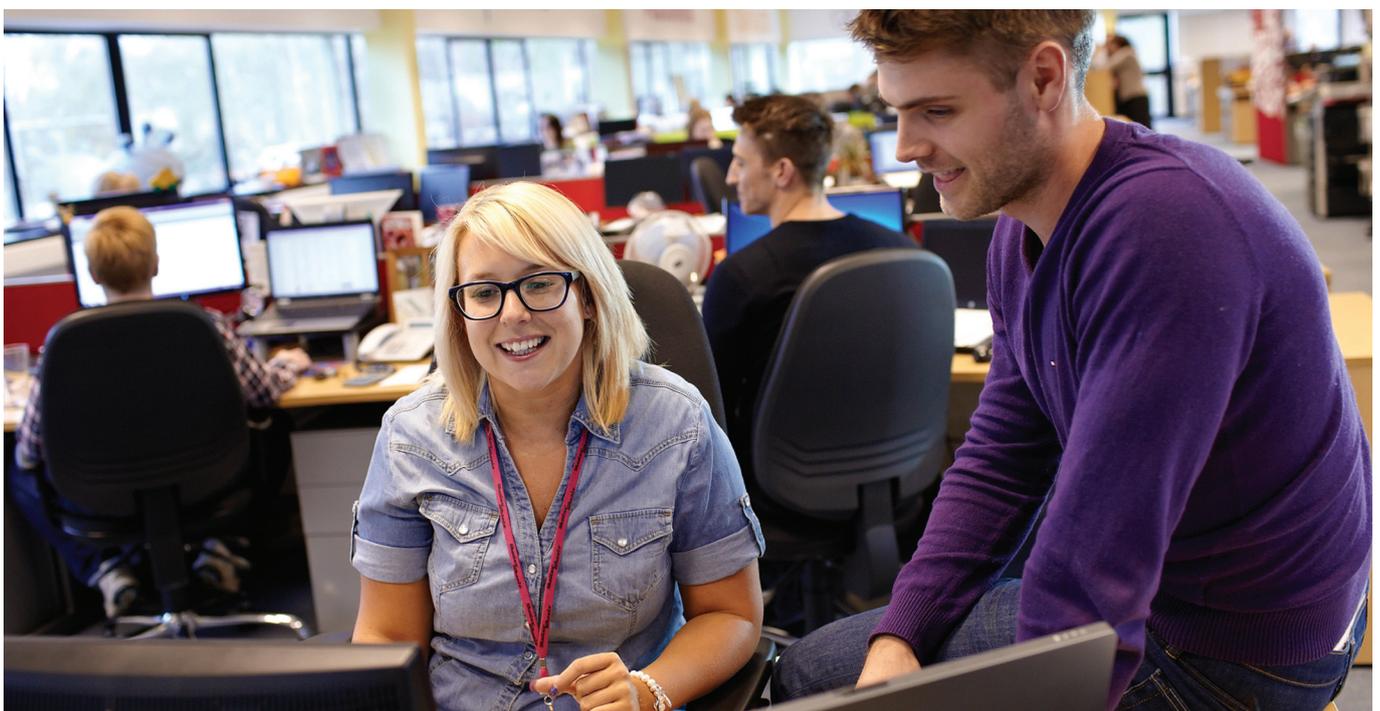
The world of work is changing at a dynamic rate because of the Covid pandemic, Brexit and global markets which provides both challenges and opportunities for our region which we must be agile and ready to embrace and act positively upon.

Our region and its businesses operate at a local, national, and global level across its sectors and supports our ‘Prosperity through Partnership’ 3-year skills plan. It informs and influences Welsh Government on its future planning and funding of post 16 learning ensuring we have in place a demand led and sustainable skills system which will lead to increased employability, productivity, and prosperity for all its residents and businesses.

Skills are often the number one issue and priority for business. Throughout the development of this plan we have heard that having a well skilled and able labour market ready to embrace industries of the future is the prerequisite for most businesses. We believe our plan recognises and sets out the actions needed by a wide range of partners to addresses the skills gaps and shortages that are a barrier to growth across the Cardiff Capital Region and will support the objectives outlined in the CCR Industrial and Economic Plan.

I would like to thank all our board members past and present that gift us their time and expertise, all businesses involved in the sector groups; your input and contribution has been invaluable.

Leigh Hughes
Chair, CCR Employment and Skills Board



Executive Summary

The Cardiff Capital Region Regional Skills Partnership (CCRSP) acts as a strategic body to produce and analyse labour market intelligence aligned to economic data. Through the development of an employment and skills plan it provides a mechanism to review regional skills provision and advise Welsh Government on future prioritisation based on employer demand – effectively maximising future available funds and stimulating innovation.

The development of the employment and skills plan has been led by the CCRSP and has involved collaboration with business, education and training providers, key stakeholders, and Welsh Government. It has been informed by the 5 year Programme for Government 2021-26, Stronger, fairer, greener Wales: a plan for employability and skills, the Regional Investment Framework and The Well-being of Future Generations (Wales) Act 2015.

The recommendations contained within the plan will help to shape and influence Welsh Governments approach to funding post 16 learning, and details how actions will support the Cardiff Capital Region (CCR) Industrial and Economic Plan to accelerate economic and inclusive growth in the region.

“Our mission is to identify and respond to the social, economic and skills needs of the Cardiff Capital Region, to engage with employers and other stakeholders to identify current and future skills needs and plan accordingly and to enable an inclusive regional response to both Cardiff Capital Region City Deal and Welsh Government Policy and initiatives”.

The Cardiff Capital Region Skills Partnership has developed the Employment and Skills Plan under seven cross cutting key themes with the aim over the next three years to:

- 1** **STRENGTHEN THE POST-16 EDUCATION OFFER IN PRIORITY SECTORS THROUGH INCREASED SPECIALISATION TO MEET THE DEMAND FROM EMPLOYERS ACROSS THE CITY REGION**
- 2** **BROADEN THE APPRENTICESHIP OFFER AT HIGHER LEVELS BY RESPONDING TO GOVERNMENT POLICY CHANGES**
- 3** **ENGAGE WITH KEY STAKEHOLDERS WHEN DELIVERING WALES’ EMPLOYABILITY AGENDA AND TARGET INDIVIDUALS FURTHEST AWAY FROM THE LABOUR MARKET**
- 4** **PROMOTE DIGITAL TECHNOLOGY AS A KEY ‘ENABLING’ SECTOR AND CREATE A WORKFORCE THAT HAS THE DIGITAL SKILLS, CAPABILITY, AND CONFIDENCE TO EXCEL IN THE WORKPLACE AND IN EVERYDAY LIFE**
- 5** **DEVELOP SKILLS TO SUPPORT THE TRANSITION TOWARDS A LOW CARBON ECONOMY**
- 6** **INFLUENCE THE WORK OF QUALIFICATIONS WALES AND MAXIMISE OPPORTUNITIES TO ENSURE THAT EMERGING QUALIFICATIONS MEET INDUSTRY NEEDS**
- 7** **BUILD ON APPROACHES TO CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE TO ADDRESS ISSUES OF SECTOR PERCEPTION AND PROMOTE KEY SECTORS AS VIABLE CAREER OPTIONS**

1. Strengthen the post-16 education offer in priority sectors through increased specialisation to meet the demand from employers across the City Region.

The CCRSP has worked with Welsh Government to ensure that the funding of post-16 provision is better aligned the needs of industry. The CCRSP has also worked with regional providers of further and higher education to steer the curriculum planning process and to ensure that skills gaps can be addressed when driving economic growth. Through an endorsement process, the CCRSP has also ensured that qualifications funded through the Personal Learning Account Programme (PLA) meet industry demand.

Moving forward the CCRSP will:

- Drive regional priorities for post-16 provision through robust labour market intelligence and expand the PLA regional offer
- Collaboratively develop talent pipelines through Academy / Bootcamp models as a targeted and flexible skills intervention lasting around 12 weeks
- Work with Welsh Government and the proposed Commission for Tertiary Education and Research (CTER) to deliver the ambition of a joined up post-compulsory education and training system.

2. Broaden the Apprenticeship offer at higher levels by responding to government policy changes.

The CCRSP is fully supportive of Welsh Governments ambition to create 125,000 apprenticeships over the Senedd term and the desire to increase opportunities for people of all ages and background to develop transferable skills in the workplace and increase their life chances. The CCRSP has influenced the content of refreshed Apprenticeship Frameworks and has mapped the regional offer related to Degree Apprenticeships to showcase the breadth of available opportunities.

Moving forward the CCRSP will:

- Use evidence to influence the development of new Apprenticeship frameworks at all levels.
- Increase Apprenticeship uptake across priority sectors (including Higher and Degree Apprenticeships) and build on the successful Aspire, Y Prentis and Sgil Cymru Shared Apprenticeships models.
- Increase the recruitment of trainers and assessors to ensure capacity within post-16 work based learning

3. Engage with key stakeholders when delivering Wales' employability agenda and target individuals furthest away from the labour market.

The CCRSP is fully aware of the potential impact of Brexit and the loss of EU funding for projects and programmes that support employability and skills across the region. The CCRSP will continue to work with Welsh Government, DWP and key stakeholders to improve the employment prospects for economically inactive people and align with the needs of employers. Informed by the CCRSP, the CELT project has been successfully delivered across the region, with provision directly supporting individuals to gain employment in a priority sector.

Moving forward the CCRSP will:

- Influence the direction of emerging Shared Prosperity Fund activities, particularly those related to ‘People and Skills’, and maximise opportunities across South East Wales.
- Support Welsh Governments delivery of the Young Persons Guarantee (YPG), which gives everyone under 25 the offer of support into work, education, training, or self-employment to ensure no lost generation across Wales.
- Produce robust Labour Market Intelligence (LMI) to inform the development and delivery of emerging projects and programmes.

4. Promote digital technology as a key ‘enabling’ sector and create a workforce that has the digital skills, capability, and confidence to excel in the workplace and in everyday life.

The digital technology industry develops, designs, and implements technologies that are enabling and transforming industries across the SE Wales region and revolutionising the way people live and work. The CCRSP has collaboratively produced marketing collateral to promote significant developments across the sector which is being used as a mechanism to attract inward investment.

Moving forward the CCRSP will:

- Further develop industry National Occupational Standards (NOS) to ensure vocational qualifications keep pace with industry need.
- Address critical skills shortages and promote vendor training provision offered through the Personal Learning Account (PLA) programme.
- Increase the uptake of Apprenticeships including Shared and Degree Level.

5. Develop skills to support the transition towards a low carbon economy.

The CCRSP has delivered a collaborative research project which identified emerging ‘green’ jobs and assessed pertinent skills gaps and shortages. Findings suggested that there are a broad range of challenges surrounding the green revolution including the need to escalate the development and delivery of fit for purpose training provision Through the PLA, the CCRSP has worked to increase the volume of funded qualifications to support employers to transition towards a low carbon economy.

Moving forward the CCRSP will:

- Empower employers to transition towards net zero and influence the development of NOS to reflect new and emerging roles.
- Report on the barriers to meet net zero requirements and explore opportunities to develop Apprenticeships and deliver qualifications to meet aspirations.
- Develop collaborative approaches with key stakeholders including SWIC and the Wales TUC and progress mutual programmes of work.

6. Influence the work of Qualifications Wales and maximise opportunities to ensure that emerging qualifications meet industry needs

Through the Employment and Skills Board, and underpinning cluster groups, the CCRSP has supported a broad range of sector reviews undertaken by Qualifications Wales including those focussed on Construction and the Built Environment, Engineering and Advanced Manufacturing and Travel, Tourism, Hospitality and Catering. The CCRSP has also advocated for the development of new and refreshed industry NOS which provide the building blocks for the sector driven vocational qualifications accredited by Qualifications Wales.

Moving forward the CCRSP will:

- Work with Qualifications Wales through their sector reviews and collaborate as part of implementation processes.
- Influence Colegau Cymru, NTFW and training providers to ensure that practitioners are suitably skilled to deliver against new requirements.
- Engage with 'Qualified for the Future' to reshape the qualifications landscape through the new Curriculum for Wales, utilising priority sector cluster groups.

7. Build on approaches to careers education, information, advice and guidance to address issues of sector perception and promote key sectors as viable career options.

The CCRSP has worked with Careers Wales to map the employer directed Careers Education, Information, Advice and Guidance (CEIAG) activities across regional priority sectors. Findings from this research project has informed the development of a joint Careers Wales – CCRSP Action Plan. As a key regional stakeholder, the CCRSP has also worked with Cardiff Commitment to enhance learning opportunities for teachers and through the Experience of Work pilot and has raised awareness of regional priority sector opportunities.

Moving forward the CCRSP will:

- Collaborate with Careers Wales when delivering the joint CEIAG Action Plan.
- Promote careers related initiatives including the CCR Venture scheme, local authority programmes such as the Cardiff Commitment initiative and national programmes such as Education Business Exchange and Valued Partner Initiative.
- Inspire business to engage with schools as part of the introduction of the new Curriculum for Wales and the Careers and Work Related Experiences (CWRE) cross cutting theme.

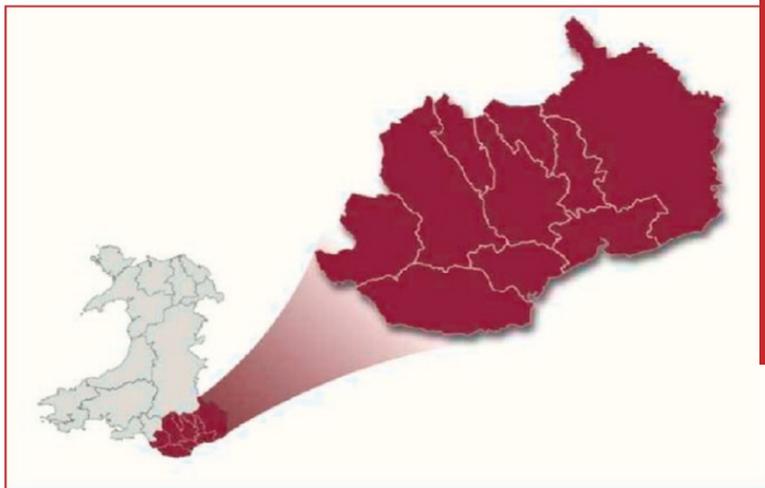


Cardiff Capital Region Skills Partnership (CCRSP) >>>

Welsh Government provide funding for four Regional Skills Partnerships (RSPs) in Wales to help advise on the strategic direction of travel for skills within the South East Wales, South West Wales, Mid Wales and North Wales regions. RSPs are asked to inform and make recommendations to Welsh Government on key policy areas, based on robust evidence and strong engagement with employers and regional stakeholders.

The RSPs form part of the Welsh Government's broader approach to economic development by strengthening strategic planning at a regional level, alongside the development and activity of the respective City and Growth Deals. Four main activities for RSPs identified by the Welsh Government are;

- to produce and analyse labour market intelligence (LMI) aligned to economic intelligence to inform the skills requirements in the regions and inform Welsh Governments future priorities for funding
- to provide a mechanism to review regional skills provision and advise the Welsh Government on future prioritisation of skills funding in line with regional employment and skills needs
- to act as a strategic body effectively representing regional interests to inform a demand-led and sustainable skills system, ensuring that this is informed by strong industry engagement and takes into account the level of skills utilisation in the region
- to act collectively and strategically to maximise future available funds acknowledging the likely reduction in public funds over the coming years



The Cardiff Capital Region Regional Skills Partnership (CCRSP) covers the South East Wales area, which encompasses the following ten local authorities; Blaenau Gwent, Bridgend, Cardiff, Caerphilly, Merthyr, Monmouthshire, Newport, Torfaen, Rhondda Cynon Taff and Vale of Glamorgan.

The role of the CCRSP is to develop the social and economic potential of the CCR, supporting people and businesses to deliver a high performing prosperous region that stimulates inward investment. It is responsible for identifying regional priorities for skills investment led by the needs of industry and informed by a full understanding of the changing economic landscape.

The Partnership brings together a wide range of stakeholders, including businesses; industry bodies; higher and further education institutions; training providers; schools; local authorities and the Welsh Government.

Developing the right skills is fundamental to increasing productivity and efficiency, in order to achieve this, the CCRSP has established an Employment and Skills Board and enhanced its evidence base through research, and increased employer and stakeholder engagement. The CCRSP has also established sector cluster groups, each led by industry and connecting with representatives from across education, to gather intelligence on the skills gaps and challenges that are impacting on the regions priority sectors.

CCR Employment & Skills Board >>>

The vision for the CCR Employment & Skills Board is to provide a strategic partnership to develop the social and economic potential of the Cardiff Capital Region, supporting people and businesses to deliver a high performing prosperous region that stimulates inward investment. The Board aims to provide strategic leadership for employment and skills across the region, whilst improving the collection and sharing of regional employment and skills data, and intelligence. The members collectively identify and develop responses to regional strategic priorities, ensuring the region has excellent learning and skills infrastructure that innovates to meet the regions' economic and social needs.

Membership of the CCR Employment and Skills Board is representative of the regional economy with each member adopting an ambassadorial role and championing the work of the partnership across their associated networks. This activity enhances engagement and ensures that 'reach' is maximised across the plethora of business networks and wider economic structures within the region.

The Board often identifies strategic actions where business representatives and sector champions are required to lead engagement activity; particularly within the sectors identified as priority sectors. Sector champions connect with industry representatives from across wider business communities on a sectoral level. This approach helps to maximise impact and ensure that a wide range of employers can engage with the work of the CCRSP and play a pivotal role to identify and address industry priorities.

Priority Sector Cluster Groups >>>

To support engagement activity and to promote positive working relationships with employers, the CCRSP continues to support industry led cluster groups. The cluster groups directly align with the sectors that have been deemed a priority for the region and each is driven by the relevant sector champion:

- Advanced Materials and Manufacturing
- Compound Semiconductors
- Construction
- Creative
- FinTech
- Human Foundational Economy: Health, Education, Social Care, Childcare and Emergency Services
- Human Foundational Economy: Hospitality, Retail and Tourism

The Creative and Human Foundational Economy: Hospitality, Retail and Tourism cluster groups have been formed since the launch of the previous employment and skills plan to ensure there is quality engagement with key stakeholders in those sectors. We are also working closely with FinTech Wales to utilise their existing networks and engage with key stakeholders in the FinTech sector. There is consistency in the cluster group's terms of reference, meeting agenda items and reporting arrangements. Each group (through the sector champion) defines the engagement strategy with key stakeholders and as previously noted, existing networks are utilised to avoid duplication.

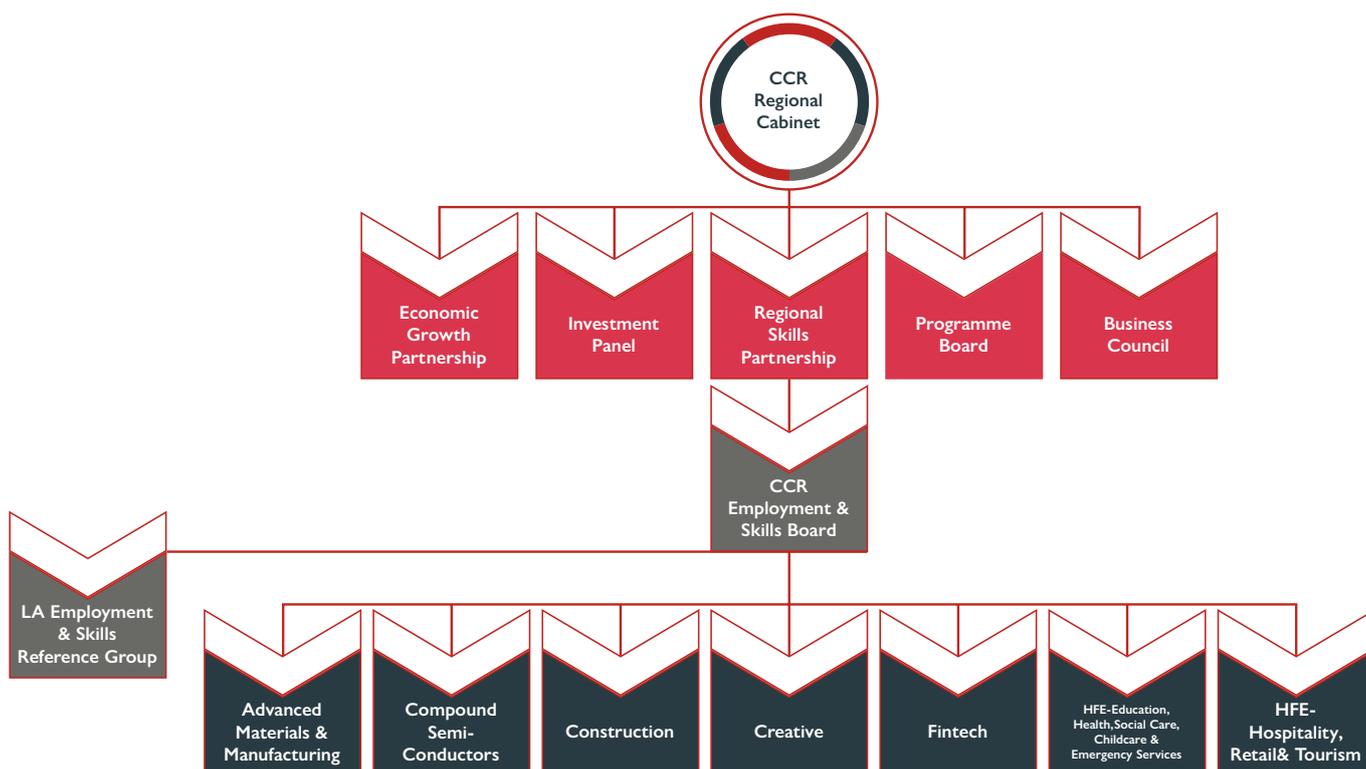
Cardiff Capital Region City Deal >>>

The Cardiff Capital Region City Deal is a unique programme of collaborative working, passionately committed to being the catalyst for regional growth and sustainable success. Comprising a dedicated team, and a ring-fenced 1.2bn investment fund, it is one of the primary mechanisms for the CCR to implement its growth ambitions and strategic priorities.

The deal represents the joint commitments made by the ten local authorities of the Cardiff Capital Region, the UK Government and the Welsh Government to unlock £1.2bn of collective investment. It is designed to build on the region's sectoral strengths, its high skill base and three successful universities and accelerate economic growth and productivity through a series of considered targeted investments in skills, infrastructure, innovation-led scalable projects and priority industry sectors and businesses.

Over its lifetime of 20 years, the desired outcomes from its programmes of intervention (£734m of which is ring-fenced for Metro developments with the remaining £495m available through a wider investment fund) are to have delivered 25,000 new jobs, generated an additional £4bn of private sector investment into the region and increased GVA by 5%.¹

The CCR Employment & Skills Board is one of five Advisory Boards, including the Economic Growth Partnership, Investment Panel, Business Council and Programme Board that support the investments and interventions of the Cardiff Capital Region City Deal.



¹ <https://www.cardiffcapitalregion.wales/the-city-deal/>



The [Programme for Government 2021-2026](#) sets out ambitious commitments that will help tackle the challenges and improve the lives of peoples across Wales. Through the programme, focus has been placed on driving a stronger, more competitive Welsh economy by narrowing the skills divide and tackling fairness and inequality - to boost good jobs and lift people out of poverty.

Through the programme, a commitment was made to strengthen Regional Skills Partnerships (RSPs). RSPs advise Welsh Government on the strategic direction of travel for skills and make recommendations on areas of growth or decline, based on robust evidence and strong engagement with employers and stakeholders. Four Regional Skills Partnerships (RSPs) operate across the regions of Wales (North, Mid, South West, and South East) who are each tasked by Welsh Government to fulfil roles which are articulated through 'Stronger, Fairer, Greener Wales: a plan for employability and skills'.

Hosted by Newport City Council, the Cardiff Capital Region Skills Partnership (CCRSP) undertakes the role of the RSP across the 10 Local Authorities within South East Wales and leads the delivery of a Welsh Government grant funded programme of work.

Stronger, Fairer, Greener Wales: a plan for employability and skills >>>

Welsh Government is committed to a regional approach to skills with an ambition to stimulate demand through flexible approaches that address local and regional need. As Wales emerges from the pandemic, and faces the challenges of Brexit and Climate Change, the ability to learn, train and progress in work have never been so important.

[Fairer, Stronger, Greener Wales](#) compliments the priorities set out in The Framework for Regional Investment in Wales and details how Welsh Government will address key challenges related to people and skills. To deliver the Plan, Welsh Government has prioritised 5 key areas for action:

1. Future Generations: Invest in young people to enable them to realise their potential
2. Economic Equality: Activate and support adults struggling to find work to enter and progress in employment
3. Fair Work For All: Improve pay, quality and availability of employment in Wales.
4. Healthy Work, Healthy Wales: Support disabled people and those with health conditions in work
5. Learning For Life: Improve skills and qualification levels, and mobility of people in and out of work

Welsh Government is committed to creating a Wales where individuals of all ages can receive a high quality education, with jobs for all, where businesses can thrive in a net zero economy that champions fairness and equality. RSPs will play a key role in delivering this aspiration. The CCRSP will act as a vital interface to represent the skills and occupational demands of employers and deliver robust labour market intelligence which will inform Welsh Government priorities.

Wellbeing of Future Generations (Wales) Act »»

[The Wellbeing of Future Generations Act](#) places a legal duty on Welsh Government and public bodies across Wales to improve social, economic, environmental and cultural well-being. The Act gives a legally-binding common purpose through seven wellbeing goals for national government, local government, local health boards and other specified public bodies. It details the ways in which specified public bodies must work and work together to improve the well-being of Wales.

Although the CCRSP are not currently subject to the Act, we consider that our role supports its purpose. Welsh Government statutory guidance clarifies that this means considering sustainable development as a central organising principle; in what we do; in how we do it; and in how we communicate the difference we are making. It is natural for us to work in this way, as skills planning requires a long-term view. We also work collaboratively with a wide range of partners across government, business, and the education and training sector.

The CCRSP embraces the act and over the duration of the plan will contribute to the seven well-being goals underpinned by the five ways of working by:

1	A PROSPEROUS WALES	WORKING WITH OUR SECTOR GROUPS WE WILL ENSURE THAT EDUCATION AND TRAINING PROVISION MEET THE NEEDS OF EMPLOYERS
2	A RESILIENT WALES	ENCOURAGING THE EXPLOITATION OF EMPLOYMENT OPPORTUNITIES THAT MAY ARISE THROUGH CLIMATE CHANGE AND MITIGATION
3	A HEALTHIER WALES	MAXIMISE POSITIVE CONNECTIONS BETWEEN HEALTH, JOBS, AND PROSPERITY AND ADDRESS BARRIERS TO WORK TO HELP INDIVIDUALS TO MEET THEIR FULL POTENTIAL
4	A MORE EQUAL WALES	UTILISE EFFECTIVE APPROACHES TO CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE TO ENSURE INCLUSIVITY AND PROMOTE EQUALITY OF OPPORTUNITY FOR EVERYONE
5	A WALES OF COHESIVE COMMUNITIES	DEVELOP A SKILLS ANALYSIS FOR BOTH PHYSICAL AND DIGITAL INFRASTRUCTURE TO BETTER UNDERSTAND THE SKILLS, TRAINING, AND EMPLOYMENT OPPORTUNITIES
6	A WALES OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE	ENCOURAGE THE RECOGNITION OF THE WELSH LANGUAGE AS A SKILL AMONGST BUSINESSES, LEARNERS AND EDUCATION PROVIDERS
7	A GLOBALLY RESPONSIBLE WALES	IDENTIFY AND CAPITALIZE ON THE SKILLS AND TRAINING OPPORTUNITIES WHICH WILL ARISE THROUGH THE TRANSITION TO A LOW CARBON ECONOMY

The CCRSP believes it has the greatest potential impact on ‘A prosperous Wales’. Our work contributes to the development of an agile and responsive skills system in the region to meet individual and business needs which will enable more people to move into higher skilled jobs and make more skilled employees available to support businesses. This should accelerate economic and inclusive growth in the region and improve prosperity.

Equality, Diversity and Inclusion >>>

Equality, diversity and inclusion is an important principle driving the work of the CCRSP. We strongly believe that every person should be treated fairly, particularly those who are marginalised most. In this context, we fully support Welsh Governments aspiration for a more equal Wales, a country which ensures equity of access of services, tackling inequality and seeking fairer outcomes for citizens, now and for future generations. This has never been so important as the gap between the richest and poorest in society continues to widen and extremist voices exploit media to promote their agendas of intolerance and hatred of others.

Welsh Government has developed a [Strategic Equality Plan 2020-24](#) which focusses on the aims, objectives and actions required to achieve a more equal Wales. Here, long term aims, and equality objectives have been developed to strengthen and advance equality and human rights in Wales. These are centred around the following:

1. Elimination of inequality caused by poverty.
2. Strong and progressive equality and human rights protections for everyone in Wales.
3. The needs and rights of people who share protected characteristics are at the forefront of the design and delivery of all devolved public services in Wales.
4. Wales is a world leader for gender equality. A gender equal Wales means an equal sharing of power, resources and influence for all women, men and non-binary people.
5. Elimination of discrimination, victimisation, abuse, harassment, hate-crime and bullying based on protected characteristics.
6. A Wales of cohesive communities that are resilient, fair and equal.
7. Everyone in Wales is able to participate in political, public and everyday life.
8. The Welsh public sector leads the way as exemplar inclusive and diverse organisations and employers.

The CCRSP believes that the promotion of equality, diversity and inclusion is integral to the characteristics of Fair Work as set out in [Fair Work Wales](#) . An inclusive Welsh Economy in which everyone can thrive, and no-one is left behind is fundamental to a more equal Wales. Fair work contributes to national growth and prosperity and can help achieve a stronger, modernised, more inclusive economy. Fair Work is also a key component of the developing [Social Partnership and Procurement Bill](#). This is likely to become legislation in 2023 and will complement the Programme for Government, the Well-Being of Future Generations (Wales) Act 2015 and the socio-economic duty in section 1 of the Equality Act 2010.

Moving forward, the CCRSP will work with employers and stakeholders, including the Wales TUC, to promote the principles of Fair Work and the related business benefits including recruiting and retaining staff, gaining increased commitment from employees and the enhanced reputation that comes from being a Fair Work employer.

Young Persons Guarantee (YPG) >>>

The Programme for Government 2021-2026 also sets out an ambitious commitment to deliver the [Young Person's Guarantee](#) (YPG) which gives everyone under 25 the offer of support into work, education, training, or self-employment.

The YPG was set to ensure no lost generation across Wales due to the predicted economic downturn and the rise in unemployment because of Covid and Brexit. However, the job market has recovered far more rapidly than predicted and seems to be buoyant with demand in many areas outweighing supply. However, the YPG still has an important role to play in supporting the Welsh Government to reach its policy goal of becoming a stronger, fairer, greener Wales.

To support activity related to the YPG, the CCRSP has worked to identify the broad range of programmes that are already supporting young people across SE Wales and to better understand the regional landscape. This will help to ensure that the YPG is able to meet the needs of young people into the future.

Welsh Language >>>

The Welsh Language has significance in the region and is vital to the culture and fabric of Wales more broadly. The CCRSP completely supports the Welsh Government [Welsh language strategy 'Cymraeg 2050'](#) and the challenging aspiration to see the number of people speaking and using Welsh reach a million by 2050. Significant progress has been made over the last few years in terms of Welsh language provision, and the choice offered to students. However, there is more that can be done to build on this progress and in the context of post-16 education and training.

Through our Skills Survey 2022, around 12% of respondents stated that they were currently experiencing challenges related to Welsh Language skills, and more significantly, nearly 20% anticipated that Welsh Language skills would be a significant business challenge for the future. Through our engagement with stakeholders and cluster groups, it is evident that the desire for Welsh Language varies across the sectors. To elaborate, creative, and sectors underpinning the foundational economy, for example, education, health, social care, childcare, tourism and hospitality often cite a strong requirement for Welsh language skills. Other sectors indicate that whilst they value the Welsh language culturally, it is not essential for day to day operations.

Employers will be looking to increase the use of Welsh in their business by hiring staff with Welsh language skills. However, the main barrier to improving Welsh language skills in the workplace has been the lack of applicants with the relevant skills. Moving forward, the CCRSP will work with Welsh Government and the Coleg Cymraeg Cenedlaethol to increase the pipeline of Welsh language skills through post-16 education and training.

Net Zero >>>

Global warming has irrefutably been caused by human behaviour and further climate changes are inevitable through more extreme heat and rain. The industrial heritage of South East Wales has left a legacy of climate risk for future generations and we must now take collective responsibility to minimise further climatic shifts and reduce greenhouse gas emissions. In this regard, the work of the South Wales Industrial Cluster (SWIC) is significant.

SWIC is a partnership between Welsh industry, energy suppliers, infrastructure providers, academia, legal sector, service providers and public sector organisations. SWIC has been awarded significant funding to map and develop what is needed to support South Wales in becoming a net zero carbon region by 2050 and to reverse the decline of heavy industry and to create economic prosperity.

Similarly, the Western Gateway partnership has a key role to play when transitioning towards net zero. Made up of local authorities, city regions, local enterprise partnerships and Governments across Wales and Westminster, and stretching across South Wales and Western England, it is the UK's first pan-regional powerhouse to span two countries. The Western Gateway is working to power the UK's efforts to reach net zero whilst also providing

opportunities for those at risk of being left behind. Through collaboration of resources, ideas and knowledge, the partnership aspires to remain at the forefront of the low-carbon agenda and endeavours to become a global beacon for energy.

The CCRSP unequivocally supports Welsh Governments approach to achieving net zero and in response to the climate emergency. Ambitions will not be achieved by default and will require collaborative action and progress to be escalated. Through the [Net Zero Plan](#), Welsh Government stress the significance of a decade of action and the importance of developing green skills for the jobs of the future. In this context, the CCRSP also support the principles set out within the [Wales TUC report ‘A green recovery and a just transition’ and its underpinning five-point plan](#) . Partnership working will be the catalyst for achieving a greener, fairer recovery and a pathway to a net zero Wales.

Naturally, new skills and jobs will be required across industry and government to meet challenges. Many of these new jobs are expected to be highly skilled and well paid and could provide opportunities to redeploy employees from traditional industrial sectors. There will also be an expansion of lower skilled employment in the renovation and construction sector.

Published in the Autumn 2022, the Welsh Government Net Zero Wales Skills Action Plan will identify skills as a key enabler for the net zero journey and will enhance access to skills training critical for successful decarbonisation. The CCRSP will support the development and delivery of this plan and will report on the barriers to meeting net zero and will advocate for qualifications based on solid intelligence from employers. This will allow the CCRSP to build on the work undertaken with other Regional Skills Partnerships (RSPs)² , and in collaboration with Data Cymru, which started to identify emerging green jobs and assess associated skills gaps.

Digital Skills >>>

The Digital and Enabling Technologies industry is a key sector for the Welsh economy and the Cardiff Capital Region. Traditionally called ICT, a now much outdated title, the sector develops, designs, and implements technologies that are enabling and transforming industries across the region and revolutionising the way people live and work. Digital change has accelerated in recent years and demand for digital skills has escalated significantly following the recent Covid-19 pandemic and across the regional economy.

Given its significance, Welsh Government has developed its [Digital Strategy for Wales](#) which sets out a national vision for jointly adopting a digital approach across Wales and to stimulate innovation across the Welsh economy. Through the strategy, Welsh Government identify six missions which underpin the delivery process including digital services, digital inclusion, digital skills, digital economy, digital connectivity and data and collaboration.

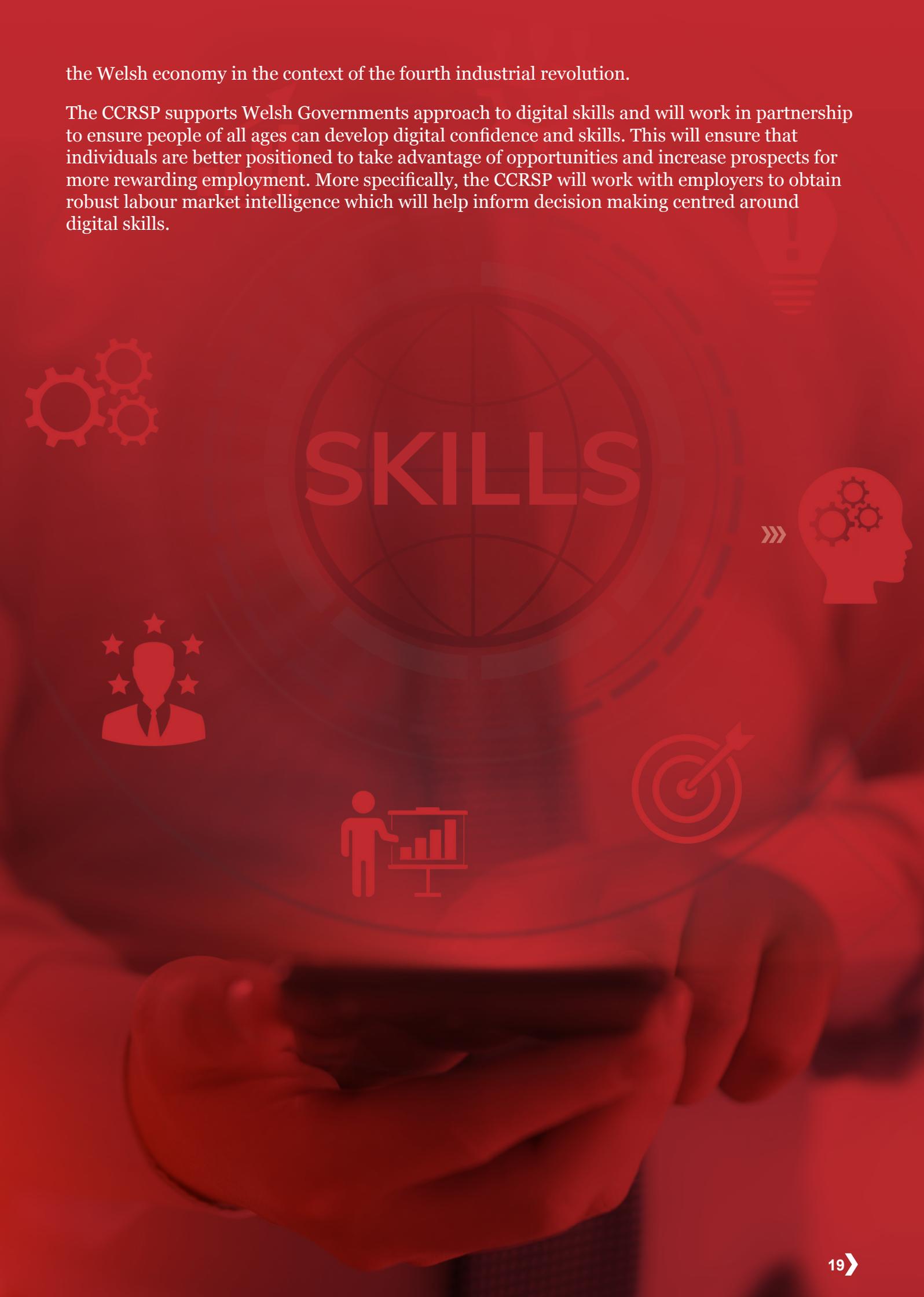
To focus on digital skills (mission 3), commitments are made to create a workforce that has the digital skills, capability and confidence to excel in the workplace and in everyday life. Here, the ambition is for everyone, regardless of age, background gender and ethnicity to be digitally included. When people are confident in using basic digital skills, they may then be motivated to develop more advanced and employment focused digital skills. This can open a wide range of opportunities in everyday life and in the workplace.

Aligned to the Digital Strategy, Professor Phil Brown published his [final report](#) into the impact of digital innovation on the economy and the future of work in Wales in September 2019. He spoke of Wales facing a “race against time”, with the pace and scale of digital innovation having the potential to overtake our ability as a nation to respond. His report provided an evaluation of the realities and trends that will shape the future of work in Wales and the underlying drivers of

² The labour market of tomorrow – jobs, skills, and the transition to a green economy...

the Welsh economy in the context of the fourth industrial revolution.

The CCRSP supports Welsh Government's approach to digital skills and will work in partnership to ensure people of all ages can develop digital confidence and skills. This will ensure that individuals are better positioned to take advantage of opportunities and increase prospects for more rewarding employment. More specifically, the CCRSP will work with employers to obtain robust labour market intelligence which will help inform decision making centred around digital skills.



Brexit >>>

Brexit continues to be a significant challenge from a policy and planning perspective for many organisations, particularly employers within the Cardiff Capital Region. The on-going impact of Brexit has been reported across several of the regions priority sectors, including the challenges caused by the loss of migrant labour, new importing / exporting requirements, along with delays and increased cost of materials.

A report on the replacement of EU structural funds in Wales by the House of Commons Welsh Affairs Committee said that previous studies on the impact of the funding had been “inconclusive”. However, the committee also reported evidence it had received positive impacts from the funding. The report stated that individual sectors in Wales “have benefitted substantially” from EU funding ³

In April 2022, Welsh Government reported that the EU Regional Development and Social Funds would have been worth £1.404bn for the period January 2021 to March 2025. This funding would be additional to the receipts that are owed from the Welsh Government’s commitment of funding to projects in previous years through the 2014-2020 EU Multiannual Financial Framework.

The UK Government has now confirmed Wales will receive £585m through the UKSPF. This includes £101m which is being top-sliced by the UK Government to support the UK Government’s Department for Education priority to deliver an adult numeracy programme called Multiply. Together with the £47m from the 2021-22 pilot for the UKSPF – the Community Renewal Fund – Wales will receive £632m in replacement funds in the period, a shortfall of £772m.⁴

Loss of European Social Fund investment

The European Social Fund in Wales seeks to improve employment conditions, raise standards of living and help people gain better skills and job prospects. In Wales, the ESF has four Priority Axes for the 2014-2020 period in each of the Programmes. These are:

- Priority Axis 1: Tackling Poverty through Sustainable Employment;
- Priority Axis 2: Skills for Growth;
- Priority Axis 3: Youth Employment and Attainment; and
- Priority Axis 4: Technical Assistance.

The majority of ESF funded projects will now deliver until late 2022 / early 2023 but it is vital that we understand the role these projects have played in supporting employability and skills development across the region, bring together common messages from evaluations and disseminate best practice with regards to delivery models. The CCRSP has already taken steps to influence the development of future funding programmes, such as the UK Government Shared Prosperity Fund, whilst also exploring the potential to mainstream activity and inform on-going conversation.

³ <https://lordslibrary.parliament.uk/brexit-replacing-eu-funding-in-wales>

⁴ <https://gov.wales/written-statement-loss-funding-wales-result-uk-governments-arrangements-replacement-eu-funding>

The CCRSP will seek to maximise the impact from the current European funding programmes, and working through the SE Wales RET, will provide ongoing strategic direction, in order for projects to take account of a changing economic and policy landscape, exploring the potential for flex within their delivery plans. Whilst the CCRSP considered the strategic fit of all projects during their development phase, this on-going engagement is key.

Covid-19 (Coronavirus) »»

Covid-19 (Coronavirus) has had a significant impact on the economy and the skills agenda since the outbreak began around January 2020. This presented policy makers and Government with a series of challenges and led to a range of measures being introduced to limit the impact on the economy. To better understand the impact on skills, the CCRSP liaised with employers and stakeholders across the region and gathered soft intelligence which informed Welsh Governments pathway to recovery. [Reports](#) outlined the impact of Covid-19 on staffing, recruitment, skills demand and mismatch, in-house training and work based learning.

The pandemic impacted the regional economy to varying degrees. To elaborate, Advanced Materials & Manufacturing experienced challenges, particularly within the Aerospace and Automotive sub sectors. Given the discontinuation of production, the Creative sector also experienced significant impact in the early stages and the sectors underpinning the foundational economy, including hospitality, retail and tourism experienced well-documented problems. With focus on Construction and Digital Enabling Technology, the position varied as some businesses experienced challenges whereas others only reported shorter-term disruption.

For many businesses, training and development was initially scaled back, particularly for non-essential activity and a shift to online provision was commonplace. However, face-to-face delivery soon recommenced albeit with interventions. Investment in skills and training has since picked up for many businesses, and blended training provision is now commonplace. Continued training and work based learning seems critical to longer term success.

With focus on Apprenticeships, there was a strong commitment from employers to successfully complete learning. Difficulties were certainly presented for competency-based elements early in the pandemic, which often extended timescales for completion. Future Apprenticeship recruitment could also be challenging for some sectors, particularly within traditional routes. Individuals with low-level skills were more likely to have been furloughed or were at greatest risk of redundancy. This was a concern and appeared to be consistent across several sectors. It would also appear that Covid-19 did not create any major new upskilling requirements, although the notable increase in homeworking brought small-scale challenges when utilising virtual technology.

Although the full impact of the virus has yet to be established, clear trends have emerged. In the early stages of the pandemic many businesses were focussed on survival and ‘weathering the storm’. However, there now appears to be more optimism for future growth potential. Skills shortages now seem to be commonplace, and many sectors appear to be consistently struggling with recruitment as candidates often lack specialist skills and relevant experience. It is anticipated that this will remain a significant challenge for years to come.

Cost of Living >>>

The ONS has reported that around 9 in 10 (89%) adults in Great Britain continue to report that their cost of living has increased, equal to around 46 million people. This is an increase from around 6 in 10 (62%) when they first started asking that question in November 2021.

The most common reasons reported by these adults for their increased cost of living were;



**AN INCREASE IN THE PRICE
OF THEIR FOOD SHOP
(94%)**



**AN INCREASE IN GAS
OR ELECTRICITY BILLS
(82%)**



**AN INCREASE IN
THE PRICE OF FUEL
(77%)**

The increase in energy and fuel bills is also having a huge impact on businesses, particularly SME's that are seeing costs increase from rising energy bills and customers being more careful and spending less on their products and services. Businesses often don't want to pass on these price increases to customers but have no choice or face the risk of losing their business altogether if they do not pass on the price increase.

The potential knock on impact from the cost of living crisis is that businesses will need to cut back on other outgoings such as 'Training Costs' to ensure the business can manage with the increased energy bills and reduced income. It was reported to the CCRSP during the Covid-19 pandemic that when faced with a similar loss of income and increased costs, businesses would often utilise their training budgets to cover essential costs enabling them to survive.

Notable Welsh Government interventions to help business with upskilling and re-training the workforce due to the impact of the Covid-19 pandemic, such as the Personal Learning Account (PLA) programme still remain. The PLA and existing programmes such as Apprenticeships can provide support through the current cost of living crisis to businesses and individuals in the region to ensure they can access training to help them upskill whilst still in work.



Throughout the Cardiff Capital Region there is a significant amount of investment and innovation planned which will create opportunities for job creation, economic growth and social prosperity.

Cardiff Capital Region City Deal »»

The Cardiff Capital Region City Deal is a unique programme of collaborative working, passionately committed to being the catalyst for regional growth and sustainable success. It is one of the CCR's primary mechanisms for implementing its growth ambitions and strategic priorities.

The deal represents the joint commitments made by the ten local authorities of the Cardiff Capital Region, the UK Government and the Welsh Government to unlock £1.2bn of collective investment. It is designed to build on the region's sectoral strengths, its high skill base and three successful universities and accelerate economic growth and productivity through a series of considered targeted investments in skills, infrastructure, innovation-led scalable projects and priority industry sectors and businesses.

Over its lifetime of 20 years the desired outcomes from its programmes of intervention (£734m of which is ring-fenced for Metro developments with the remaining £495m available through a wider investment fund) are to have delivered 25,000 new jobs, generated an additional £4bn of private sector investment into the region and increased GVA by 5%.

CCR Challenge Fund

The Cardiff Capital Region Challenge Fund aims to build local wealth and stimulate economic growth through challenges and mission-driven innovation which tackles public service issues and addresses societal problems. The £10m Challenge Fund provides a mechanism to engage public sector bodies, active in the Cardiff Capital Region, in the identification and development of challenges. It connects public sector bodies with organisations who can provide innovative solutions to those challenges, leading to better services, improved efficiency and effectiveness, and increased productivity.

CCR Innovation Investment Fund

The City Deal champions innovation across the region and through the Innovation Investment Fund (IIF) it aims to support job creation, upskilling, social inclusion and wider environmental goals. It focusses on funding innovative and established businesses in key growth areas including the creative industries, fintech, medtech, cybersecurity and compound semiconductor production.

South Wales Metro

Building the South Wales Metro is an ambitious, multi-million-pound project. The South Wales Metro will be an integrated network of bus, rail and active travel (walking and cycling) that will improve connectivity and make sustainable travel easier across South Wales.

Aberthaw Power Station

The CCR City Deal plans to develop and reposition the Aberthaw Power Station as an exemplar for green energy production, maximising its long-term development potential to drive sustainable, clean economic growth across the South-East Wales region. The 489-acre site,

which contains the decommissioned coal-fired power station on the Vale of Glamorgan coast, has the potential to create thousands of jobs.

Compound Semiconductor Foundry

Alongside IQE, the CCR City Deal has established a major, cutting edge compound semiconductor mega foundry situated between Newport and Cardiff, as an anchor in the region for high end production of compound semiconductors.

The project has secured substantial commercial investment in manufacturing and development and supported the development of a wider 'cluster' of compound semiconductor activity in South Wales, leading to a concentration of related companies in the supply chain.

Zip World

Zip World aims to do for the Welsh coal communities in South Wales what they've done for Welsh slate in North Wales and create unique adventures that bring tourism and wider opportunities to the local area to enhance and fuel the local economy. This project builds on an established brand and successful concept within the leisure and tourism sector and has created a major new tourist destination with significant economic benefits for a wide range of other businesses and communities.

Venture Graduate

Venture Graduate aims to enhance productivity, innovation and economic growth by linking talented graduates with ambitious businesses in the Cardiff Capital Region. The scheme offers businesses a range of free services to overcome barriers to recruitment including human resource support and region-wide marketing of their role while graduates on the scheme will participate in a coherent graduate scheme and complete a fully funded qualification.

FinTech Wales

The investment, which will be spread over a five-year partnership between the CCR and FinTech Wales, will see the two organisations work closely together to deliver on the CCR ambition to help establish Wales as a leading FinTech sector in the UK.

Media Cymru

Led by Cardiff University, media.cymru brings together 24 organisations from across the Cardiff Capital Region and includes partners working in education, broadcasting, technology, media production and local leadership to drive inclusive, sustainable economic growth and an additional £236m in Gross Value Added (GVA) by 2026.



Western Gateway >>>

The Western Gateway is a pan-regional partnership for South Wales and Western England. It is made up of Local Authorities, a Combined Authority, City Regions, Local Enterprise Partnerships and Governments (in Wales and Westminster). The partnership aims to bring additionality to the area's existing strategies and structures.

Hydrogen Ecosystem

The Western Gateway area is to become the UK's first Hydrogen Ecosystem to lead the development of low carbon energy to help reach net zero goals. The Western Gateway partnership alongside the GW4 Alliance have unveiled a new vision for why the area is ready to turbocharge the development of this energy source as a Hydrogen Ecosystem – working together to share expertise and solutions.

Tidal Energy in the Severn Estuary

A new independent commission will be set up to relook at whether the time is right to use the Severn Estuary to create clean sustainable energy. The commission will have an open remit to explore a range of options including looking at what energy technology exists, which areas would be appropriate and how environmental impacts can be minimised. It will be made up of a range of experts working together to understand whether there is now a viable option for using the tidal power of the Severn to create energy for the UK.

Other Investment >>>

Rhyd y Blew Industrial Unit

The Welsh Government is investing £8.5 million in building significant new industrial space in Blaenau Gwent aimed at attracting leading businesses to the area. A 50,000 sq ft industrial unit will be built at Rhyd y Blew, in Ebbw Vale, in the Tech Valleys area. The modern building will form the first phase of a wider site masterplan and help satisfy huge demand for such industrial space in the south east Wales area.

Cyber Security Innovation Hub

The Welsh government, alongside the Cardiff Capital Region investment body and a consortium of industry partners, is to spend a total of £9.5m on a cyber security innovation hub – to become operational towards the end of 2022 – which it is hoped will help the Welsh cyber sector become a global leader.





Post-16 Education and Training

The Cardiff Capital Region hosts a range of high quality post-16 education and training providers including further education colleges, higher education institutions and work based learning providers. Providers of post-16 education and training play a vital role in delivering provision which is aligned to the needs of regional employers and learners.

The CCRSP supports Welsh Governments ambition for a joined up post-compulsory education and training system in Wales that is easy to navigate for learners and supports competitiveness on a global stage. The CCRSP understands the principle that having teaching and learning, together with research, can provide a real advantage. The proposed Commission for Tertiary Education and Research (CTER) will have a focus on five educational areas coming together: Adult Community Learning; Apprenticeships; Further Education; Higher Education and Sixth Forms.

Further Education (FE) >>>

The region is home to several FE colleges including Bridgend College, Cardiff and Vale College, Coleg Gwent, Coleg Y Cymoedd, Merthyr Tydfil College and Adult Learning Wales. With over 33,000 full time vocational learners studying at FE colleges across Wales in 2021/22, the sector has a crucial role to play to respond to the needs of the labour market in a changing economy.

Over the last few years, Covid-19 has meant that FE has had to be both responsive and resilient and many sector areas are still impacted by the pandemic. This Employment and Skills Plan will continue to provide a steer for FE and will influence the development of future curriculum plans. This will ensure that provision is aligned to the needs of the regional economy and current and future skills gaps can be addressed, not only to aide recovery but also drive economic growth.

The CCR Employment and Skills Board, and associated cluster groups, include nominated FE representatives. This approach provides a mechanism for the CCRSP to continue to interface with regional FE colleges, and all-important networks such as the FE Principals / Vice Principals Forums.

Higher Education (HE) >>>

Four universities operate across the region: Cardiff University, Cardiff Metropolitan University, University of South Wales, and The Open University and are attended by more than 75,000 students. These universities often have excellent links to industries within the region and many graduates chose to remain in Wales when progressing their careers.

Universities across the region work in partnership with FE colleges and through franchise provision to address industry requirements. Collaborative approaches also exist between HE and schools, providers of work based learning and adult education. As an example, and through First Campus, universities have provided support to local schools and colleges in developing curricula, opportunities for learners and in supporting mapping and expertise to develop apprenticeships. Also, the Cardiff Capital Region Venture Graduate Scheme has been informed by the regions HE institutions and business representative groups. Here, support is provided to employers through a unique graduate recruitment and development programme.

Part funded by Welsh Government, Knowledge Transfer Partnerships (KTPs) also provide access to academic expertise for businesses who want to grow, innovate, or improve their economic performance. KTPs place a high-calibre graduate, known as an Associate, in an organisation to deliver a project of strategic importance to the businesses. The graduate is

jointly supported by the HE institution and the business and projects focus on embedding new knowledge and capability within the organisation to exploit growth potential.

The CCR Employment and Skills Board, and associated cluster groups, include nominated HE representatives to ensure a fit for purpose dialogue between employers and providers of higher education.

Work Based Learning (WBL) »»

The CCRSP believes vocational work based learning should be considered equal to academic routes if we are to achieve the vision of a skilled region, responsive to economic needs. The CCRSP is also supportive of Welsh Governments ambition to create 125,000 apprenticeships over this Senedd term.

Work based learning can increase opportunities for people of all ages and background to develop transferable skills in the workplace and increase life chances. Apprenticeships in Wales are jobs that include recognised qualifications and job specific skills whilst Traineeships is a learning programme for young people that provides skills to gain employment or progress onto further learning. Both programmes are an integral component of Wales' skills system that very much support the ethos of lifelong learning.

The work based learning sector is also represented on the CCR Employment and Skills Board, and associated cluster groups. Through its relationship with the National Training Federation Wales (NTFW), the CCRSP engages with the key organisations involved in the delivery of learning in the workplace ranging from small specialist training providers to national and international organisations

Careers Education, Information, Advice & Guidance (CEIAG) »»

Careers Education, Information, Advice and Guidance (CEIAG) is essential when supporting individuals to make suitable educational and employment decisions, and to minimise the potential impact of uninformed and unsuccessful choices. CEIAG has the power to change the life courses of individuals and support successful career development. CEIAG covers a broad spectrum of provision from information about courses and occupations through to in-depth explanations about career pathways and opportunities.

CEIAG forms an important part of the new Curriculum for Wales which has been restructured around the four purposes:

- ambitious, capable learners, ready to learn throughout their lives
- enterprising, creative contributors, ready to play a full part in life and work
- ethical, informed citizens of Wales and the world
- healthy, confident individuals, ready to lead fulfilling lives as valued members of society



Six areas of learning and experience (AoLE) have also been developed including Expressive Arts, Health and Well-being, Humanities, Languages, Literacy and Communication, Mathematics and Numeracy and Science and Technology with work-related experience (CWRE) featuring across all six as a cross cutting theme for 3-16 year olds. Under the new curriculum, schools have greater ability to design and implement their own teaching with guidance documents supporting the development of curricula that enable learners to gain experiences related to work and careers, developing knowledge of the breadth and range of opportunities that are available to them.

Careers Wales provides all age, independent and impartial careers, information, advice and guidance service for Wales. Their professionally qualified careers advisors help individuals to become more effective at managing and planning their career development. Careers Wales also works with partners when supporting schools to engage with employers to improve an understanding of the world of work. This is achieved through large scale careers fairs, events and webinars or through the Education Business Exchange which is available to schools across Wales. [Brighter Futures, Careers Wales latest vision \(2021-2026\)](#) sets out the key activities that Careers Wales will undertake to support young people and adults in Wales to create brighter futures.

In terms of CWRE, schools and settings will be expected to follow statutory guidance for CWRE when developing their curriculum. To support the process, Careers Wales and Career Development Institute (CDI) worked with stakeholders to produce the [CWRE Toolkit](#) as a resource to support all teachers, senior leadership teams and those supporting young people to realise and embed CWRE in their schools and settings. The resource is made up of a toolkit and a toolbox which provides information that will support the development, implementation, and evaluation of careers education provision.

The CCRSP believes that solid employer engagement is a vital factor when inspiring individuals and informing them of the career opportunities available across the region. Forging links with employers will also help them to address skills gaps and shortages. The CCRSP has an important role to play in supporting careers related activity and can work collaboratively with stakeholders such as Careers Wales and Cardiff Commitment when enabling young people to gain a greater awareness of the opportunities available and how to achieve career ambitions. The CCRSP can also help promote a better understanding of the region's economic priority sectors and through labour market intelligence.



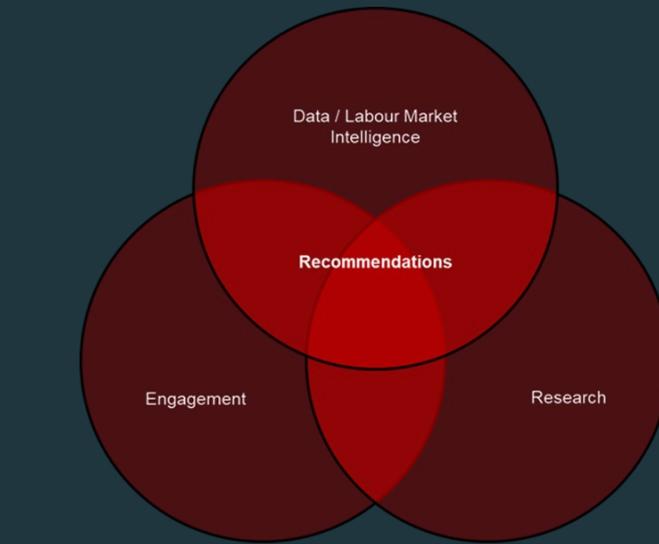


Labour Market Intelligence

*'High quality labour market intelligence (LMI) is vital for a healthy well-functioning economy, allowing businesses, individuals and training providers to make informed decisions about investment, training and careers.'*⁵

Labour Market Intelligence provides us with an in-depth understanding of the structure of the regional economy, however it is only one source of information that we use to help inform our activity and the recommendations we make to Welsh Government. Labour Market Intelligence can only paint part of the picture and has limitations, it must be supplemented with both quality engagement with stakeholders and additional bespoke research. The Labour Market Intelligence we have sourced and shared with our stakeholders has improved and increased since the launch of our last plan and we aim to build on this in the future to help support the development and delivery of both current and future employment and skills programmes.

To fully understand skills needs in the region and make informed recommendations, we triangulate Labour Market Intelligence, anecdotal intelligence gained from engagement with stakeholders and research.



Regional Demographics >>>

Population

The Cardiff Capital Region has an estimated population of 1.52 million, which equates to 49% of the population of Wales. Of this population, 49.2% are male and 50.8% are female, with around 1.2 million aged 16 and over and 976,153 estimated to be of working age (16-64)⁶.

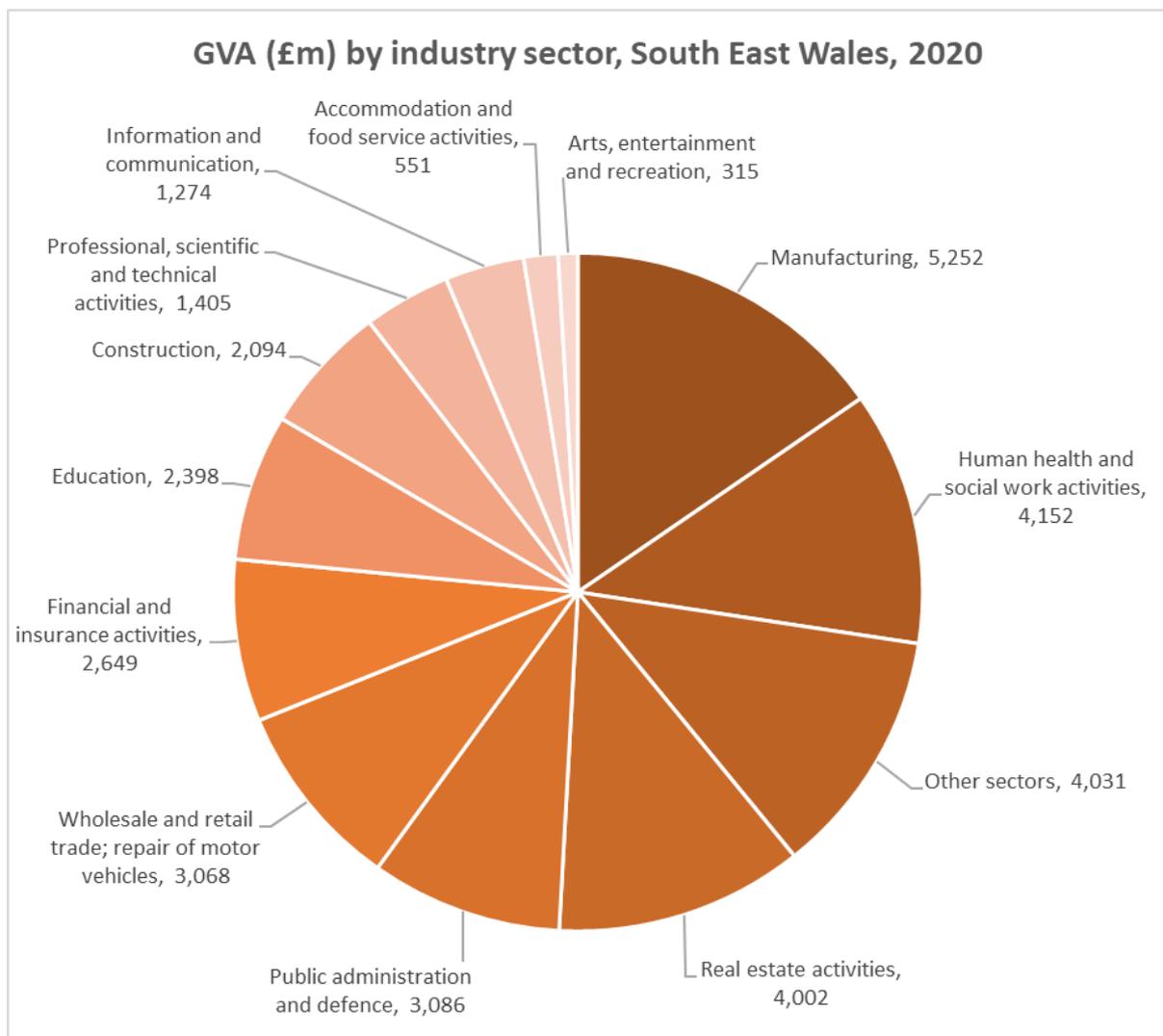
GVA

Gross value added (GVA) is a measure of the increase in the value of the economy due to the production of goods and services. GVA is a very important measure, because it is used to determine gross domestic product (GDP), which is an indicator of the health of a national economy and economic growth. Total GVA in Wales in 2020 was £66.6 billion, down 3.3% on 2019. This compares to a decrease of 3.0% for the UK (excluding extra-regio), over the same time period. Both the decrease for Wales and for the UK were the largest since records began and can be attributed to the impact of the Covid-19 pandemic.

⁵ UK Commission for Employment and Skills

⁶ Usual resident population by sex and local authority (StatsWales, 2021)

The Cardiff Capital Region generates 51.7% of the total GVA in Wales. While Cardiff (33,540) has a GVA per head that exceeds the UK average (28,894). Caerphilly, Rhondda Cynon Taf and Blaenau Gwent are the three authorities in the region with the lowest GVA(B) per head⁷.



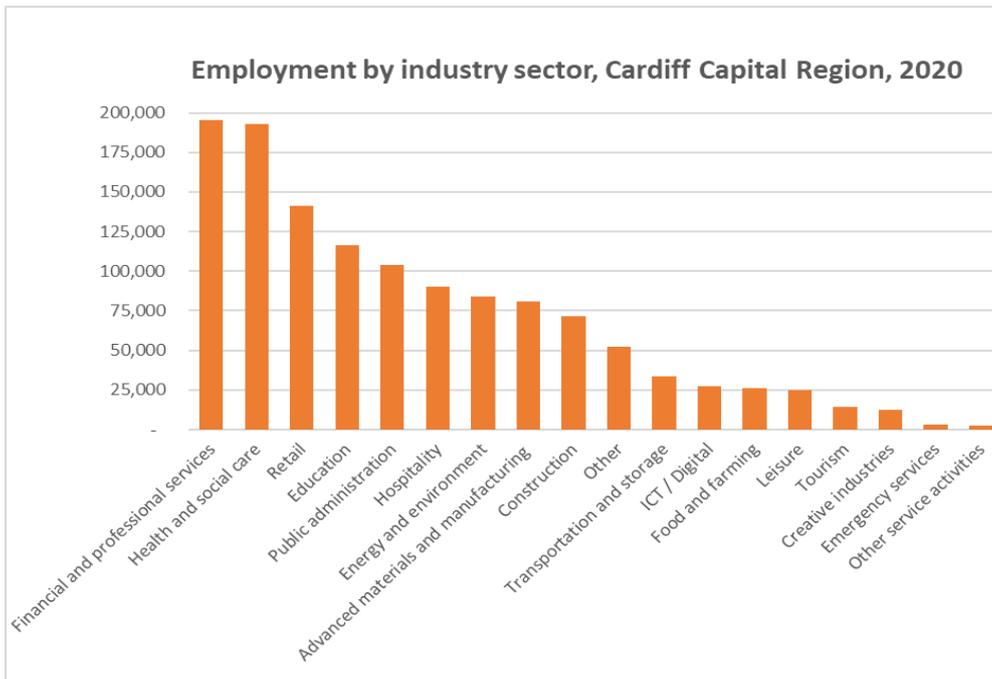
Employment

Around 713,600 of the region’s working age population are in employment, with approximately 74% being in full time employment, 25% in part time employment and just under 9% who are self-employed⁸. The percentage rate of employment in the region is 73.4% which is slightly above the Wales average of 73.1%.

The sector with the highest level of employment in the region is Financial and Professional Services, which employs 99,285 people; this is closely followed by the Health and Social Care sector which employs 98,680 people. Other sectors in the region employing high levels of people include Retail, Education, Public Administration, Hospitality, Energy and Environment and Manufacturing.

⁷ GVA per head by area year (StatsWales, 2021)

⁸ People and Work/Employment (StatsWales, 2021)



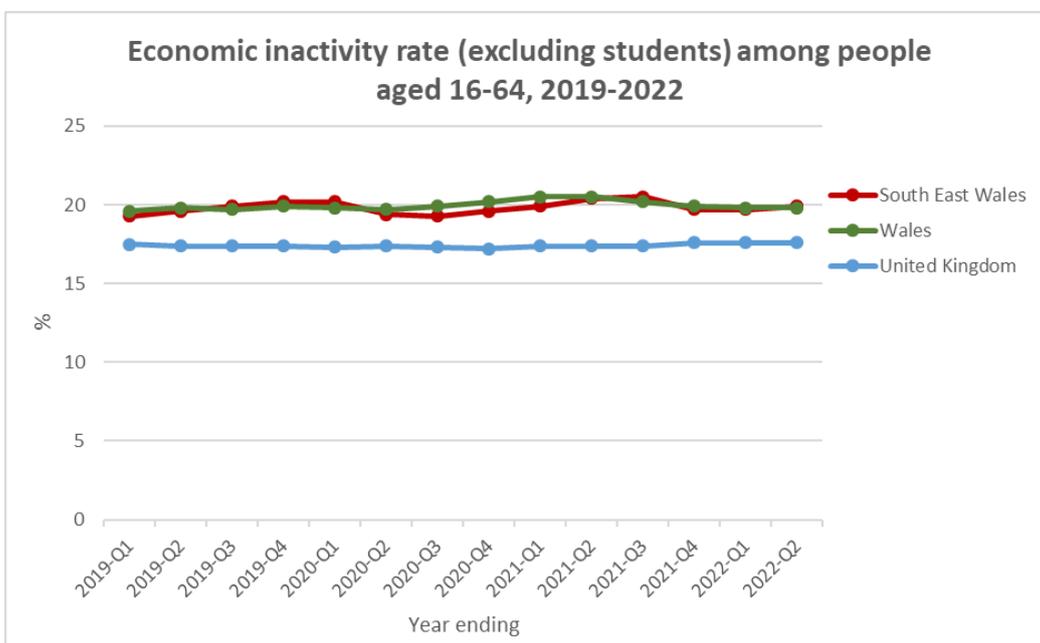
Unemployment

Between 2018 and 2022, the unemployment rate within the Cardiff Capital Region has reduced from 5.3% (39,900 people) to 3.9% (29,700 people). The local authority area with the highest rate currently is Newport (4.9%), and the lowest is Monmouthshire (2.9%).

The economic inactivity rate (excluding students) across the Cardiff Capital Region (19.9%) is very close to the rate for Wales overall (19.8%), and sits below the rate for South West Wales (21.3%) but higher than the rates for North (18.8%) and Mid Wales (16.8%).

The economic inactivity rate (again excluding students) in the region decreased steadily from 2005 to 2014, since when it has remained fairly level within the range 19.4% to 21.0%. A slight decrease from 21.0% in 2016 to 19.4% in 2020 has been followed by a slight rise which may be an effect of the pandemic.

Of the local authority areas in the region, Torfaen has the highest rate (25.3%) and Vale of Glamorgan (14.1%) has the lowest.

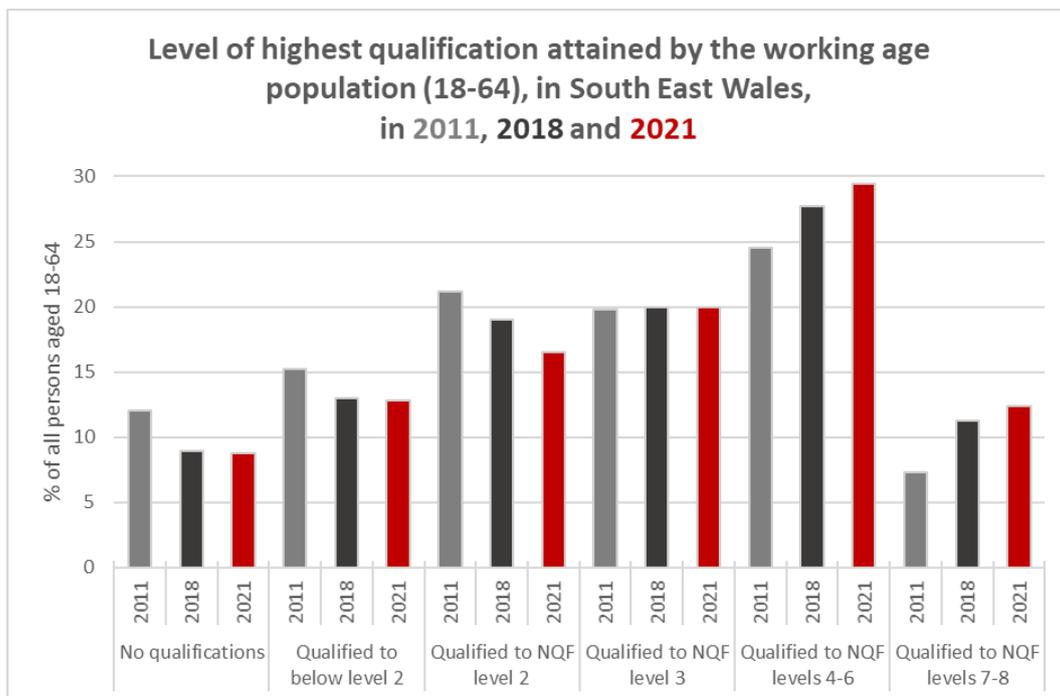


Qualification Levels

Over the past decade, the qualification levels of the working age population in our region has increased with now over 39.1% of people holding qualifications at Level 4 or above, which is up from 36.5% in 2017. The number of people with no qualifications has dropped from 8.6% in 2017 to now only 7.5% and compared to other regions in Wales, the Cardiff Capital Region has a higher number of the population qualified to NQF Levels 7-8 and significantly lower numbers with no qualifications.

The percentage of the population with qualifications at level 4 ranges considerably in the Cardiff Capital Region, with highs of over 47% in Cardiff, Vale of Glamorgan and Monmouthshire and lows of less than 33% in Merthyr Tydfil, Torfaen and Blaenau Gwent. However, Torfaen and Bridgend have the highest percentage of working age population in the region with trade Apprenticeships.⁹

According to Stats Wales, the number of Apprenticeship starts in the region across all programmes have steadily decreased since 2017/18 from around 15,000 to 10,500 as of 2020/21. However, the 2020/21 data does show that within the majority of the regions priority sectors there have been significant recent increases in the number of Higher Apprenticeship (Level 4+) starts. The most recent data also shows that sectors such as Construction and Health have seen increases in the number of Foundation Apprenticeship (Level 2) starts.



Business Organisations

There are approximately 116,000 business enterprises within the Cardiff Capital Region, which accounts for roughly 44% of all business enterprises in Wales. Over 97% of business enterprises in the region are micro (0-9) or small (10-49) and they employ around 44% of the workforce.¹⁰ The range of business enterprises within authorities varies, Monmouthshire has a disproportionately high number of micro and small enterprises, approximately 58% of the total enterprises, compared to the other authorities such as Newport, with 37% micro and small enterprises. Small businesses account for 39.4% of turnover and 62.6% of employment in Wales.

⁹ NVQ Qualifications by LA 2017-21 (ONS)

¹⁰ Enterprises by size band area year (StatsWales, 2021)

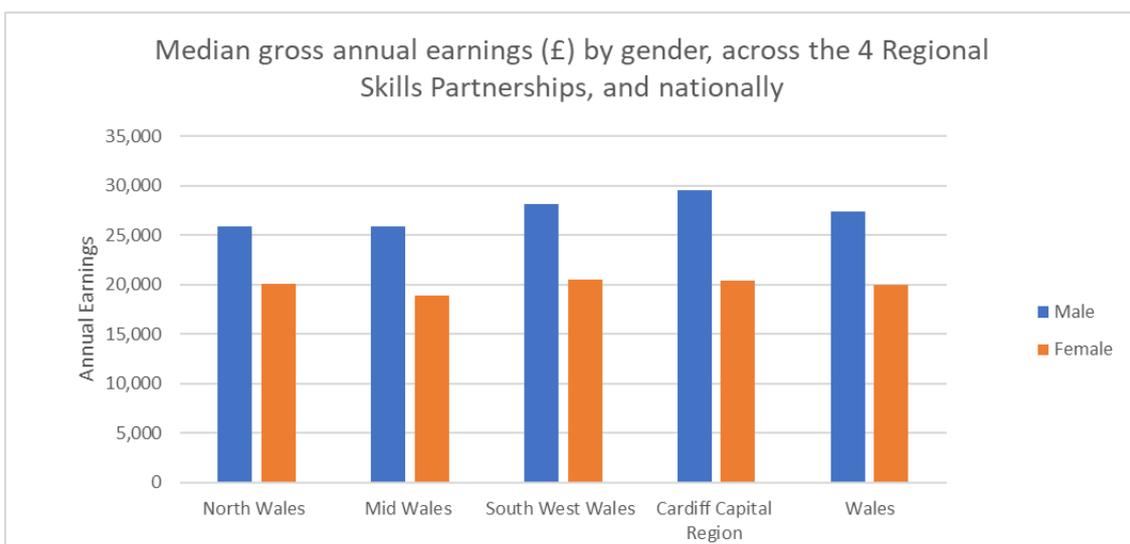
The day to day needs of SME's are likely to differ to large companies, and their ability and capacity to respond to macroeconomic challenges, such as Brexit, Covid-19 and digitalisation is also likely to differ. Small businesses can be harder to reach and, unlike large companies which may have their own specialist divisions to report on skills shortages, management are fulfilling many roles within the business. Recruitment challenges and skills shortages can therefore cause significant disruption to a small or medium sized business.

The CCRSP has continued to engage with Federation of Small Businesses (FSB), South Wales Chamber of Commerce and CBI to ensure it better understands the skills needs of SMEs, with a focus on establishing whether the current training provision “meets the needs of SMEs and the self-employed, particularly in the context of local provision, quality and relevance.”

Gender Pay Gap

The gender pay gap continues to be an issue across Wales – although there has been positive movement towards equal pay between genders. Two decades ago, the gap in gross median weekly earnings between men and women was approximately 20%. The provisional data for 2021 suggests the current gender pay gap is 12.4% based on median hourly wage.¹¹

It should also be noted that some of our high GVA priority sectors do have significant gender imbalances, Digital Technology, Advanced Materials & Manufacturing, and Construction all have demonstrable gender imbalances which the sectors wish to address.



An Ageing Population

In Wales, the central demographic projects that in 20 years (by 2038) 1 in 4 of the population will be over 65. The population aged over 75 in Wales is also projected to increase from 9.3% of the population in 2018 to 13.7% in 2038 (Office for National Statistics 2019). It is worth noting that despite these predictions, improvements in life expectancies have stalled since around 2011 and there has been little change in recent years.¹²

Around 36% of the Cardiff Capital Regions workforce are aged over 50, which is lower than in comparison to other regions in Wales. It is also important to note that the pandemic has seen an increase in inactivity for those aged over 50 for reasons of ill health and/or early retirement, and, for those aged over 65 in particular, more women than men have left the labour market. It is still unclear whether “long Covid” is a contributing factor, but this could present an increasing problem.

¹¹ Gender pay difference in wales by year (StatsWales, 2021)

¹² Age friendly wales our strategy ageing society (Welsh Gov.)

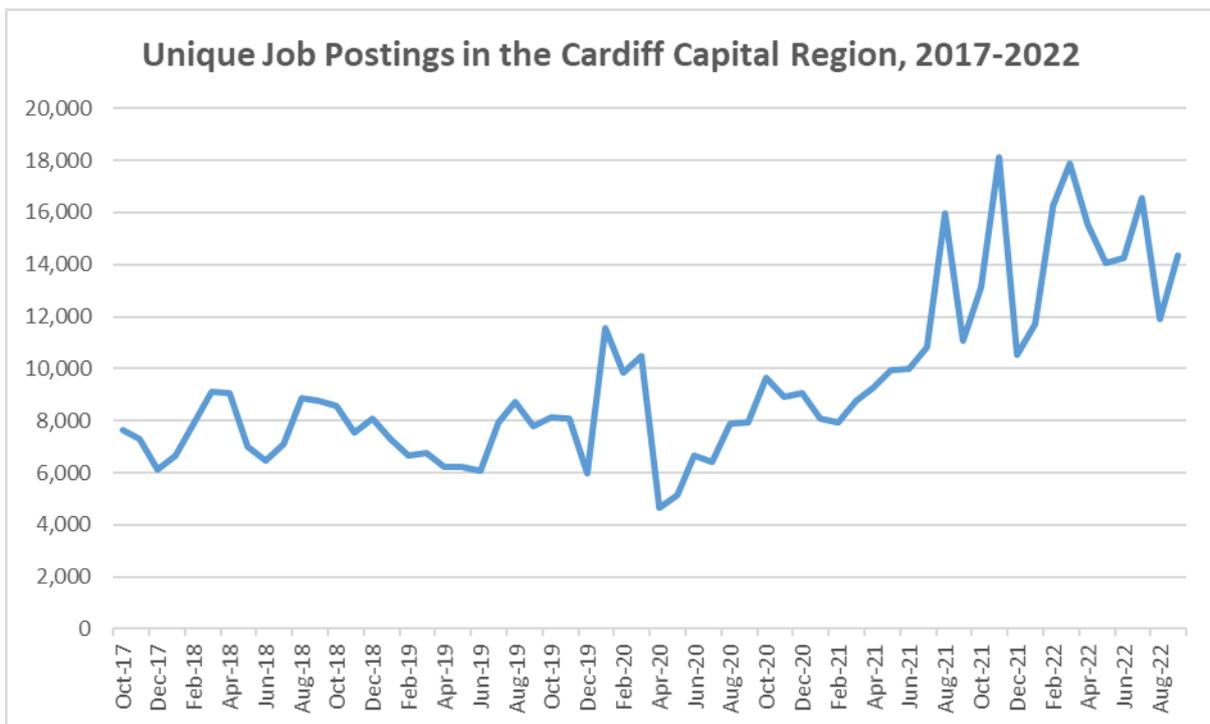
EMSI Data >>>

As mentioned previously, traditional LMI is great for understanding the structure of an economy and getting a full picture of the major trends in jobs and wages, however it lacks a certain level of detail and isn't collected very often. LMI is strongest when used in concert with job posting analytics that can be provided through tools such as EMSI, which pull data from multiple sources to give the most complete, nuanced, up-to-date view of the labour market possible.

Job Postings

Job posting analytics can help measure the demand for talent in a given region. It is more granular than traditional LMI, providing details about the labour market (e.g. specific skills requested by employers) that LMI simply can't. Another strength of job posting analytics is that it has virtually no time lag, since job postings are live; hence it is also sometimes known as "real-time labour market data".

Within the Cardiff Capital Region, the number of unique job postings peaked during November 2021 at 18,139, with a posting intensity of 3:1, meaning that on average for every 3 postings there was only 1 unique job posting. The data shows some significant variances from month to month, with this likely linked to both Welsh and UK Government changes to Covid-19 restrictions, combined with the impact of Brexit and reported loss of migrant labour within the regional workforce.



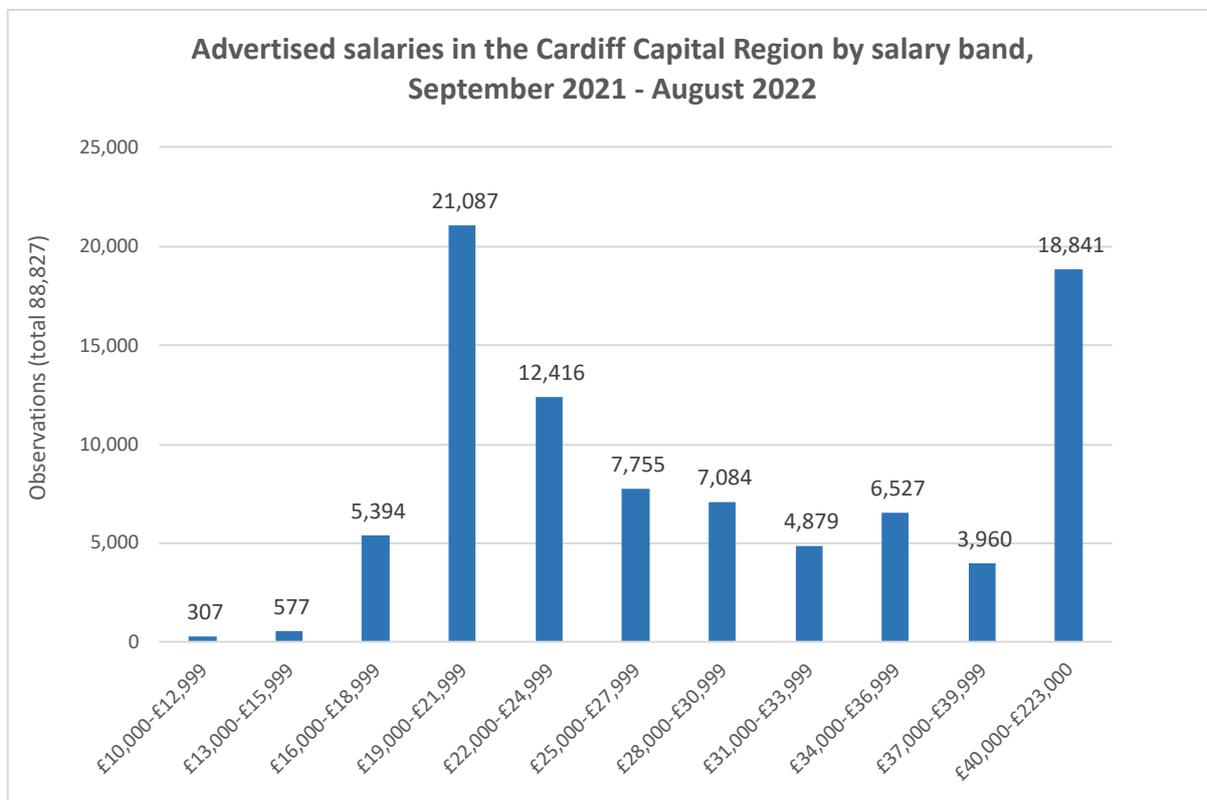
Source: Emsi Burning Glass, 2022

Salary Trends

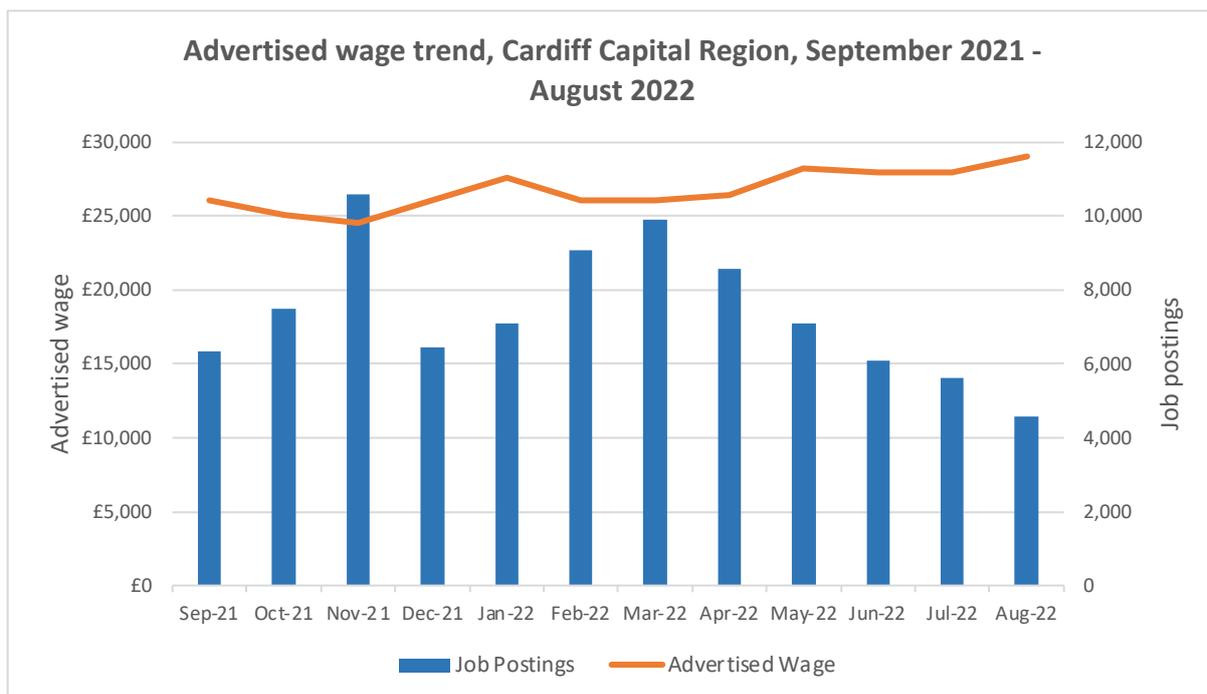
The median advertised wage from job postings in the region over the last 3 years is £28k. Following a sharp decrease from April 2020 where it peaked at £33.5k, there has been an overall increase in the advertised wage since November 2021 to a current value of £29k. A number of sectors have reported significant increases in wages for specific occupations, following the Covid-19 pandemic and EU Exit, such as Chefs within Hospitality and Coders within FinTech, which supports the trend seen in EMSI data over the last 12 months.

However, when reviewing the advertised salary observation data it suggests that around 24% of the jobs are offering an advertised salary of £21k or less, which is significantly below the median for the region. This is offset by around 16% of the jobs, where the salary is advertised, offering £45k or above.

The chart below shows the distribution of advertised salaries in the region between September 2021 and August 2022. This is based on 88,827 advertised salary observations that included a salary (52% of the total of 171,080 postings).



Source: Emsi Burning Glass, 2022



Source: Emsi Burning Glass, 2022

Top Posted Occupations

The top posted occupations by Standard Occupational Code (SOC) between August 2019 and August 2022 have been identified in the below table. Nurses and Care Workers/Home Carers have consistently been the two top posted occupations in the region, which is unlikely to be a surprise given this time period aligns with the Covid-19 pandemic. However, the Health and Social Care sector have both reported significant challenges with recruitment and skills shortages, which could be further impacted in the future by the requirement for more of these roles in Wales.

Occupation (SOC)	Unique postings (Aug 2022)	Unique postings (Aug 2019)	% change in unique postings 2019-2022
Nurses	529	416	27.2%
Care Workers and Home Carers	466	342	36.3%
Other Administrative Occupations n.e.c.	392	209	87.6%
Customer Service Occupations n.e.c.	373	248	50.4%
Sales Related Occupations n.e.c.	339	246	37.8%
Programmers and Software Development Professionals	289	228	26.8%
Teaching Assistants	282	122	131.1%
Kitchen and Catering Assistants	231	198	16.7%
Elementary Storage Occupations	202	92	119.6%
Managers and Proprietors in Other Services n.e.c.	200	120	66.7%
Cleaners and Domestics	198	101	96.0%
Sales and Retail Assistants	193	91	112.1%
Human Resources and Industrial Relations Officers	158	110	43.6%
IT Business Analysts, Architects and Systems Designers	155	94	64.9%
Engineering Technicians	155	132	17.4%
Van Drivers	150	92	63.0%
Receptionists	131	70	87.1%
Marketing and Sales Directors	129	64	101.6%
Chefs	129	99	30.3%
Science, Engineering and Production Technicians n.e.c.	122	121	0.8%

The table below shows the ten occupations with the largest percentage rise in total job postings, in August 2022 compared to August 2019.

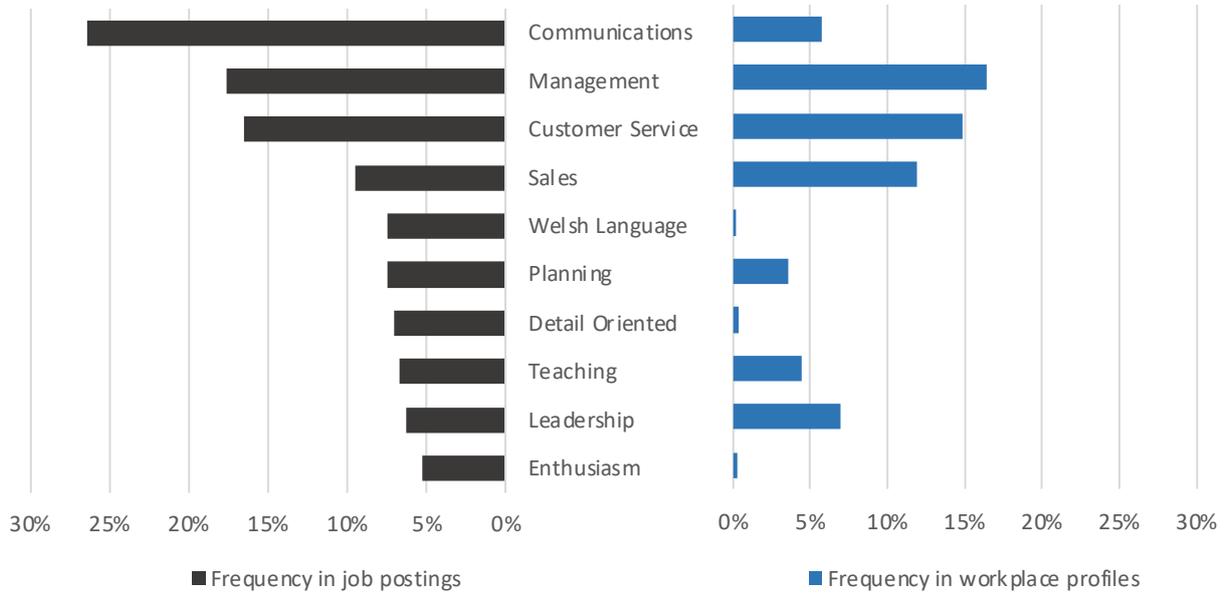
Occupation (SOC)	Change in total job posting level 2019-2022	% change in total job posting level 2019-2022
Elementary Storage Occupations	621	339.3%
Sales and Retail Assistants	311	195.6%
Teaching Assistants	408	148.9%
Receptionists	186	139.8%
Social Workers	152	132.2%
Nursing Auxiliaries and Assistants	262	120.2%
Secondary Education Teaching Professionals	107	117.6%
Other Administrative Occupations n.e.c.	451	114.2%
Human Resources and Industrial Relations Officers	199	96.6%
Van Drivers	173	86.9%

Source: Emsi Burning Glass

In Demand Skills

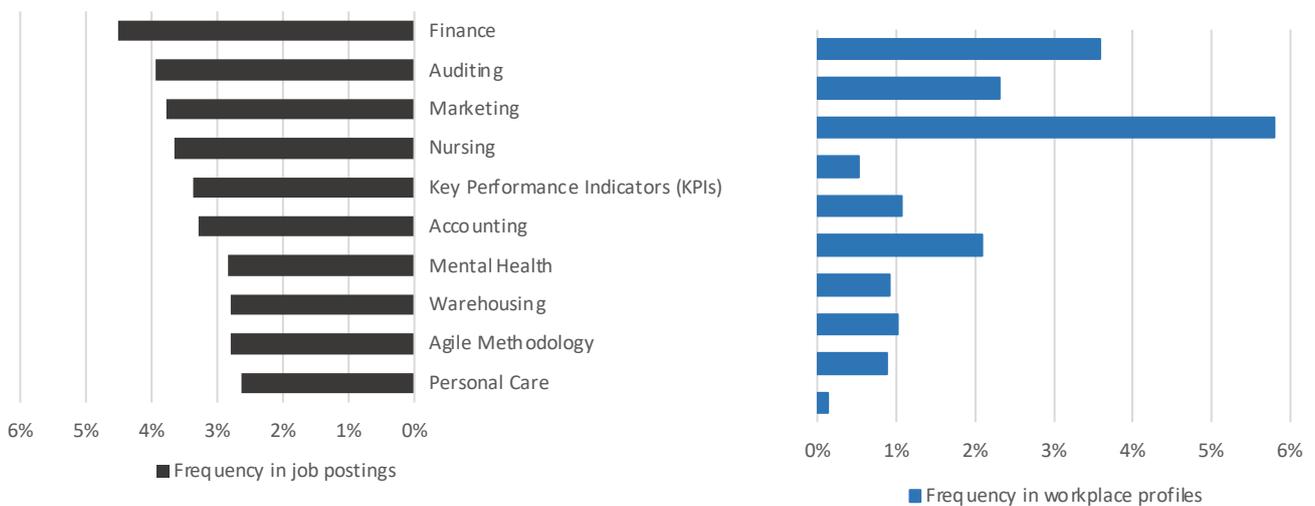
The top five common skills noted most frequently in job postings between August 2019 and August 2022 are; Communication, Management, Customer Service, Sales and Welsh Language. The chart below also shows the frequency of those skills in workforce profiles against the frequency they are noted in job postings, which provides an insight into the supply and demand of relevant skills. This comparison seems to suggest that there is a significant shortage in both Communication and Welsh Language skills currently present within the region’s workforce.

Top common skills



The top five specialised skills noted most frequently in job postings between August 2019 and August 2022 are Finance, Auditing, Marketing, Nursing and KPI’s. The chart below also shows the frequency of those skills in workforce profiles against the frequency they are noted in job postings, which provides an insight into the supply and demand of relevant skills. This comparison seems to suggest that there is a significant shortage in both Nursing and KPI’s skills currently present within the regions workforce.

Top specialised skills



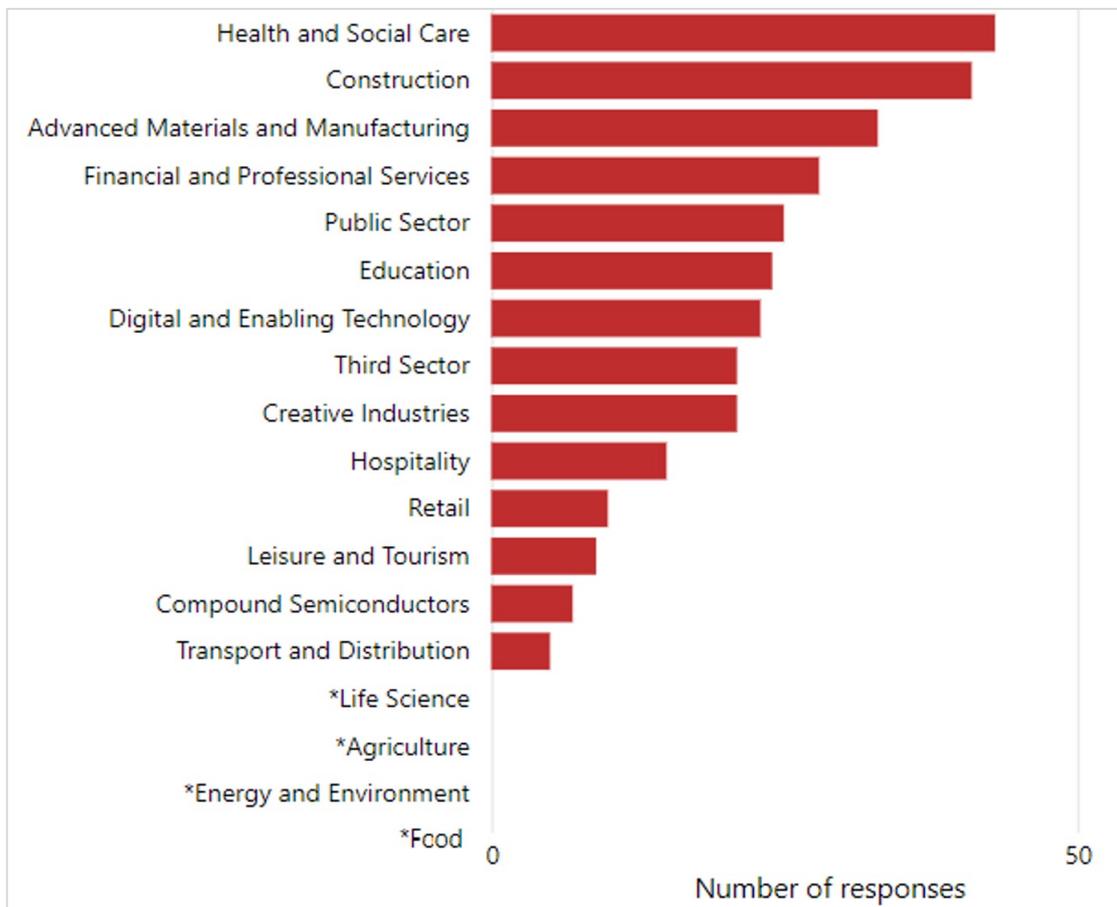
Skills Survey >>>

The CCRSP launched their Skills Survey in April 2022 and have used the responses from businesses operating within the Cardiff Capital Region to help inform this plan. The number of surveys received from employers in the region has more than doubled from the number received in 2019, which is positive, however general feedback has suggested there is a certain amount of ‘survey fatigue’ following the Covid-19 pandemic, perhaps lowering the response rate.

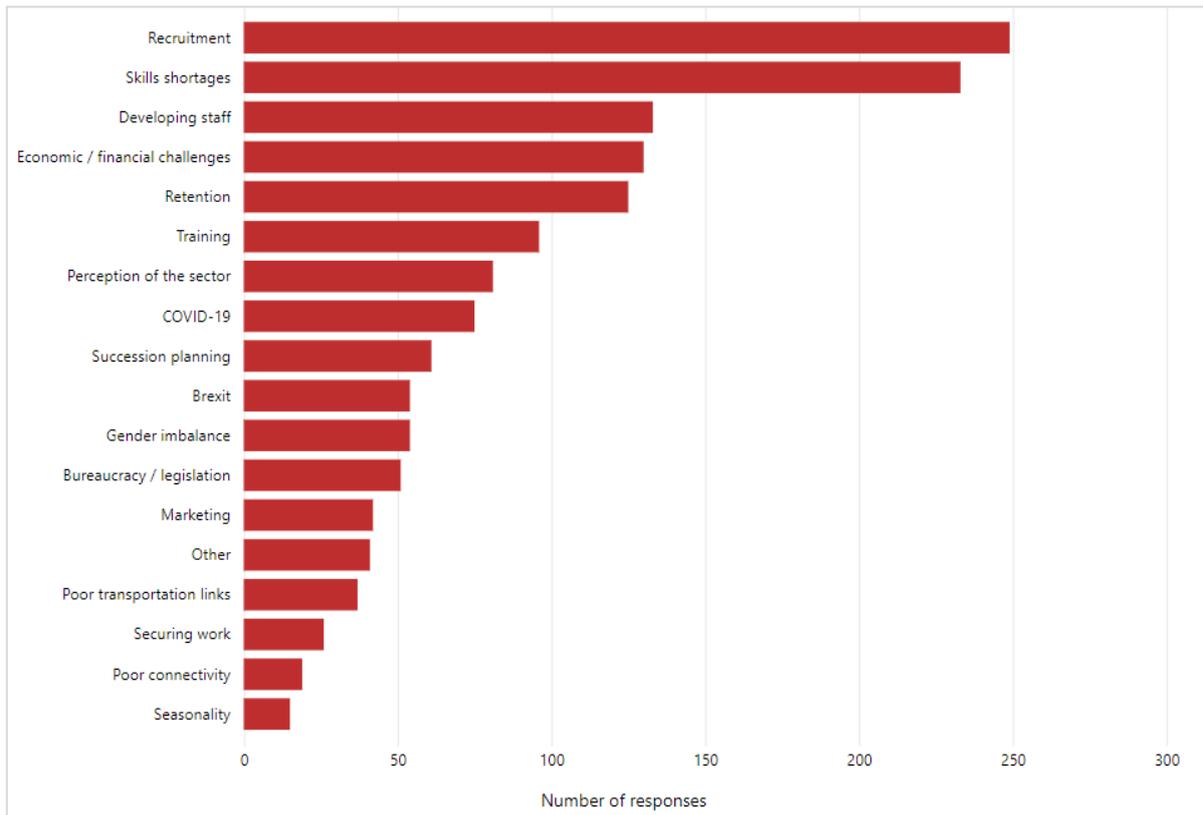
Responses for the Skills Survey were collected between April and September 2022, with a total of 392 full responses received. The Skills Survey was circulated to all CCRSP stakeholders and accessible via a link on the CCRSP website, which was promoted across a number of social media platforms. CCRSP Team members also gathered responses on printed copies of the survey at employer engagement events, although the number of ‘in person’ events during this period was limited compared to 2019.

A cross section of the questions from the CCRSP Skills Survey 2020 and responses have been noted below;

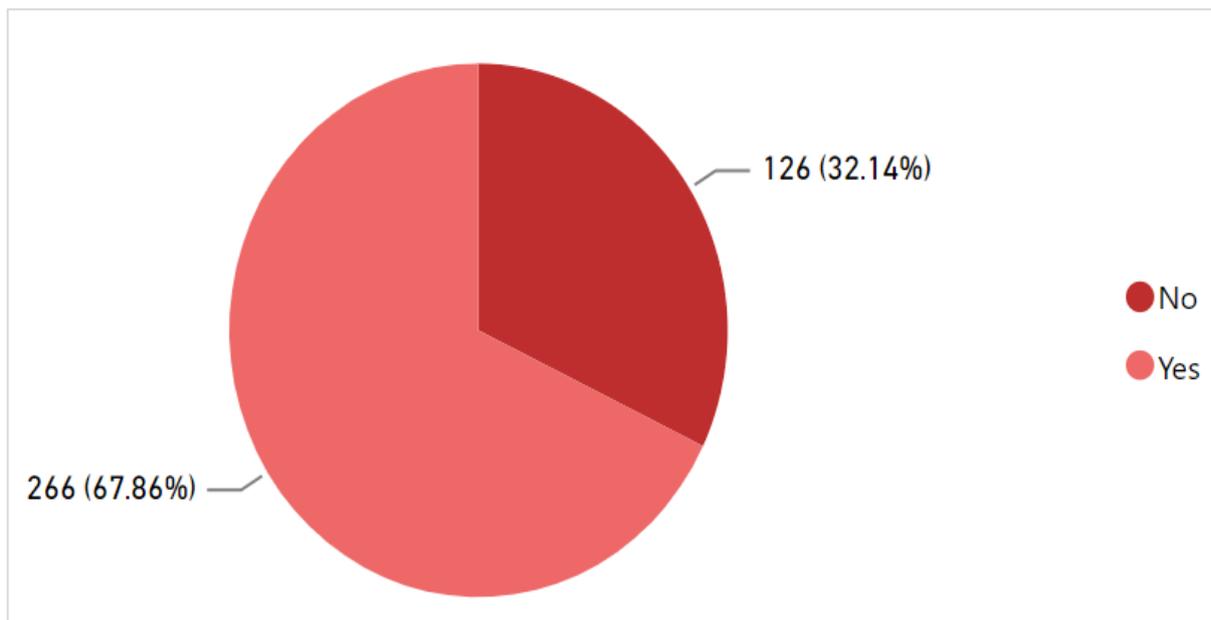
Which sector does your main business / organisation activity best align with?



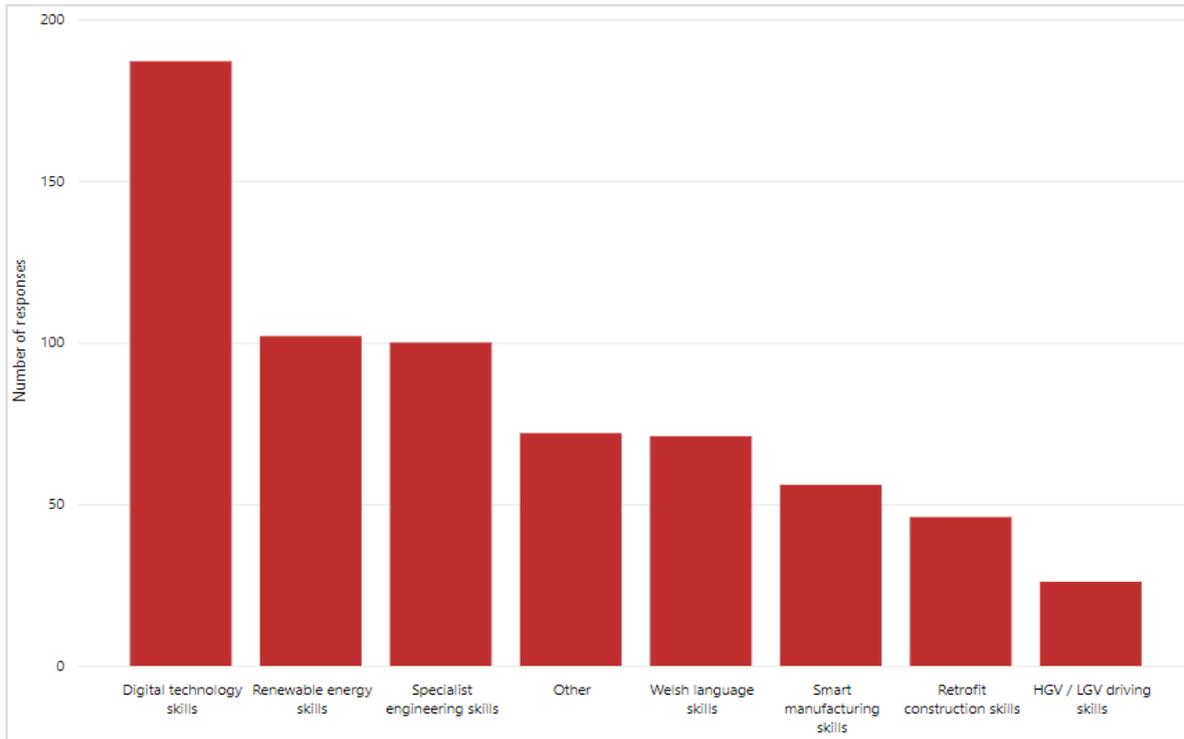
What are the main challenges facing you as a business / organisation?



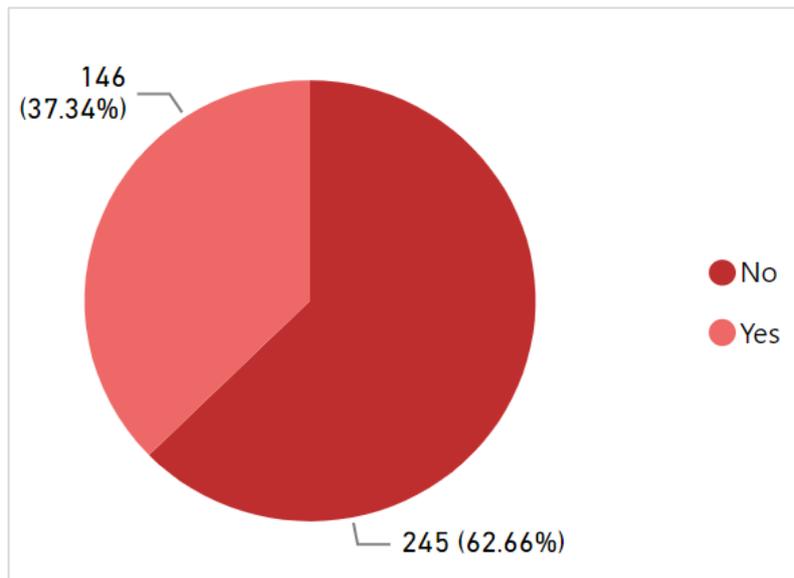
Are you currently experiencing skills challenges?



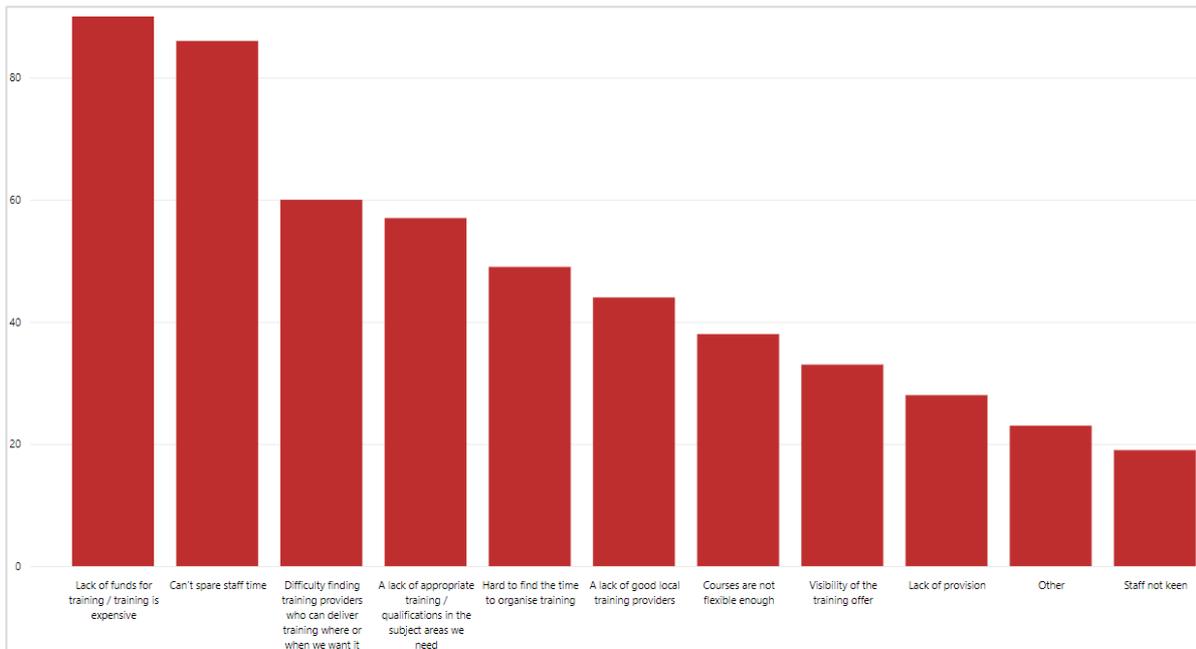
Thinking about the future – what do you anticipate being the future skills challenges for your business / organisation?



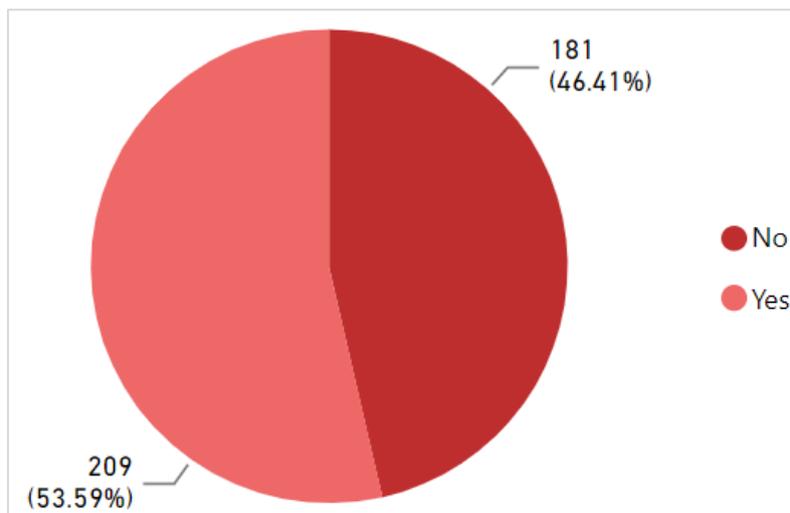
Do you and your workforce experience barriers to training?



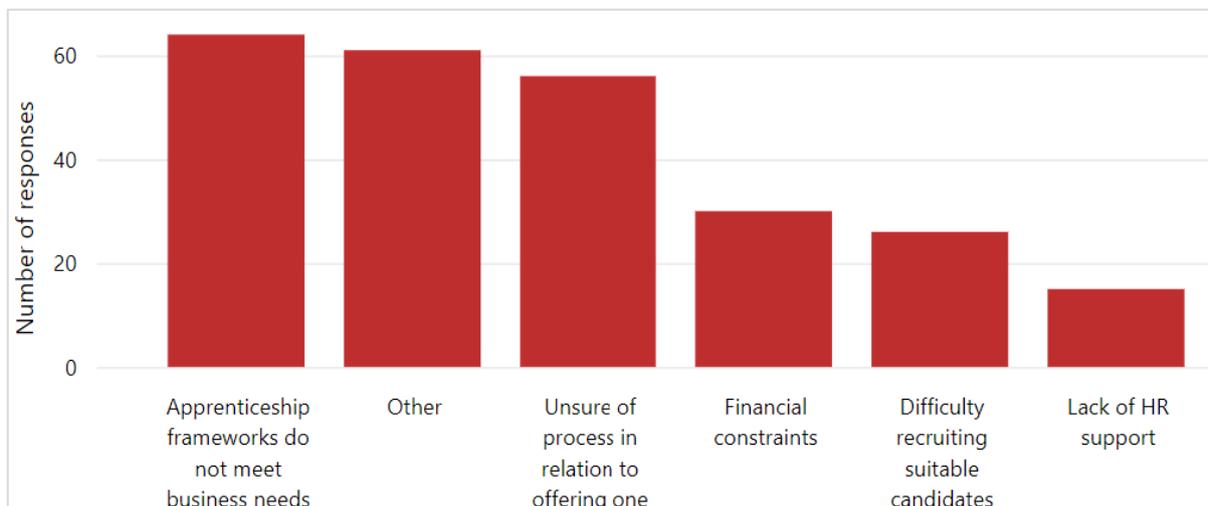
What barriers to training do you or your workforce experience?



Do you employ apprentices?



Why do you not employ apprentices?



Research >>>

The CCRSP regularly utilises research commissioned or produced by key stakeholders including the CITB, Wales TUC, Screen Skills, Education Workforce Council, Social Care Wales and Industry Wales to name but a few. Since the launch of our last Employment and Skills Plan 2019-22, the CCRSP has also commissioned and produced a number of research reports, where a lack of intelligence has been identified for strategic policy areas that are significant to both the region and Welsh Government.

Examples of the research and findings that we have utilised are listed below;

- [CCRSP Covid-19 Summary Report](#)
- [The labour market of tomorrow – jobs, skills, and the transition to a green economy...](#)
- [Research into Careers Information, Advice and Guidance in the Cardiff Capital Region](#)
- [CITB Construction Skills Network \(CSN\) Industry Outlook 2022-26](#)
- [Screen Work 2020 - Future skills and innovation for the Screen Sector in the Cardiff Capital Region](#)
- [EWC - 2021 National Education Workforce Survey Report](#)
- [Wales TUC - A green recovery and a just transition](#)



Priority Sectors

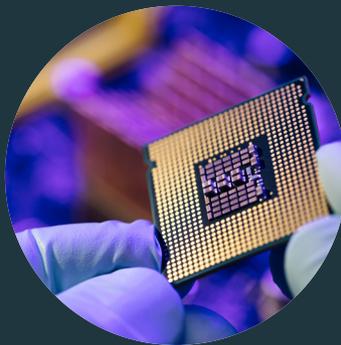
Following sectoral analysis of the regional economy, the 2022-2025 Employment and Skills Plan focusses on six key sectors, which with some intervention we believe are able to make the greatest impact on boosting productivity, accelerating economic growth and improving social prosperity.

To support engagement activity and to promote positive working relationships with employers, the CCRSP continues to support six industry sector groups whilst FinTech has been identified as a new sector, Digital Tech will cut across all six. The sector groups directly align with those that have been deemed as priority for the region and the relevant sector champion drives each group:

- Advanced Materials & Manufacturing
- Compound Semiconductors
- Construction
- Creative
- FinTech
- Human Foundational Economy



ADVANCED MATERIAL & MANUFACTURING



COMPOUND SEMI-CONDUCTOR



CONSTRUCTION



CREATIVE



FINTECH



HUMAN FOUNDATIONAL ECONOMY



Advanced Materials and Manufacturing >>>

Advanced Materials and Manufacturing (AMM) has a long tradition in South East Wales and today several strong hi-tech employers are based in the region. The sector utilises innovative new processes and technology to produce high value-added products, for example, within aerospace, automotive, pharma and includes other sub sectors such as food manufacturing. As with other parts of the regional economy, micro to medium sized employers are dominant across the sector. It should also be noted that while AMM is an important sector, it contains several individually significant sectors including Transport Engineering.



Skills Issues and Challenges

Our engagement with the sector has demonstrated that although the industry appears to be ‘holding up’ reasonably well in the current environment, it is facing some very real challenges on the back of Brexit, Covid-19 and the developing energy crisis.

According to the CCRSP Skills Survey, around 73% of respondents from the AMM sector cited skills shortages as a major challenge. This suggests that a relatively large proportion of the current workforce do not possess the skills to meet current needs.

In terms of the current skills shortages experienced among employers, leadership and management, problem solving, and digital technology skills are regularly reported as a challenge. Looking towards the future, employers anticipate that specialist engineering skills, smart manufacturing skills, digital technology skills and renewable energy skills will be more challenging in the future.

Research conducted by SEMTA¹³ has previously demonstrated that Mechanical Engineering is the most in demand skill amongst Welsh AMM employers. However, Project Management and Project Development are the second and third most in demand skills.

Reviewing occupation analytics through EMSI, the labour market information tool that can measure the demand for talent across the region, the most prevalent occupations in the region include production managers and directors, process operatives, and production and maintenance engineers. Engagement with the sector also demonstrates that roles are increasingly becoming multifaceted with workers having to combine traditional roles with new responsibilities such as project management.

The sector has experienced a long-term problem with industry perceptions and stakeholders often report that the sector is seen as being “dirty” as opposed to the technologically advanced, clean industry it is. This problem seems to stem from various sources including misconceptions of parents, poor careers advice, and poor links between schools and colleges at further education transitional age groups. There are also known issues recruiting women into the sector which can partly be attributed to STEM subjects wrongfully being perceived as being male dominated.

¹³ <https://eal.org.uk/support/document-library/eal-sectors/414-ssd2673-skills-snapshot-wales-v6/file?adlt=strict>

Sector Challenges and Opportunities

- 1** PROMOTE APPRENTICESHIPS AND WORK TO ENSURE THAT FRAMEWORKS ARE FIT FOR PURPOSE AND OFFER PARITY WITH THE APPRENTICESHIP STANDARDS IN ENGLAND.
- 2** SUPPORT THE IMPLEMENTATION OF THE QUALIFICATIONS WALES SECTOR REVIEW FOR ENGINEERING, ADVANCED MANUFACTURING AND ENERGY AND MAXIMISE OPPORTUNITIES TO ENSURE THAT DEVELOPMENTS MEET INDUSTRY NEEDS.
- 3** SUPPORT TRAINING PROVIDERS TO RECRUIT AND TRAIN ASSESSORS FOR APPRENTICESHIPS AT LEVEL 4
- 4** WORK WITH WELSH GOVERNMENT TO ENSURE FUNDED SUPPORT FOR TRAINING IS ALIGNED TO THE NEEDS OF THE SECTOR INCLUDING BESPOKE TRAINING FOR THE IMPLEMENTATION OF NEW TECHNOLOGY SUCH AS AUTOMATION, ROBOTICS AND ASSOCIATED DIGITAL SKILLS.
- 5** CAPITALISE ON OPPORTUNITIES PRESENTED THROUGH THE UK GOVERNMENT LEVELLING UP AGENDA, AND THE SHARED PROSPERITY FUND.
- 6** REMAIN AWARE OF THE IMPACT OF COVID/BREXIT AND WORK TO ENSURE SKILLS OF DISPLACED EMPLOYEES (POTENTIALLY THROUGH PLANT CLOSURES) CAN BE UTILISED IN SUB-SECTORS THAT FACE RECRUITMENT CHALLENGES.
- 7** BUILD ON APPROACHES TO CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE AND PROMOTE THE SECTOR AS A VIABLE CAREER OPTION.
- 8** ADDRESS ISSUES RELATED TO GENDER IMBALANCE AND CONTINUE TO INCREASE THE NUMBERS OF FEMALES ENTERING THE LABOUR MARKET.
- 9** IMPROVE THE CONTENT OF STEM FOCUSED TEACHER TRAINING AND WORK TO INTRODUCE FIT FOR PURPOSE WORK EXPERIENCE PLACEMENTS IN INDUSTRY TO DRIVE EQUALITY.



Compound Semiconductors >>>

Compound Semiconductors provide the underpinning technology behind many of today's high-tech products and applications including smart phones, sensors, and fibre optic communications. They function at speeds faster than traditional silicon-based semiconductors and offer photonic properties that are used in a wide range of sensor technologies and optical communications. They are a vital component of emerging technologies from 5G connectivity to industrial automation and driverless vehicles.



The sector is a priority for the wider Cardiff Capital Region which is home to large sector employers who are based along the M4 corridor. CSconnected is the world's first compound semiconductor cluster and the collective brand for a growing number of advanced semiconductor companies including IQE, KLA, Microchip, MicroLink Devices UK, nexperia and Rockley Photonics. It should be noted that the supply chain that feeds this sector and affiliated industries extends a lot further. In total, over £500m is being invested in the Compound Semiconductor Cluster with Cardiff University, Government, and local industry all investing ¹⁴.

Compound Semiconductors is a highly specific sector. Data at this granularity cannot be obtained from public sources. Our previous attempts to use commercial LMI tools to obtain data for this sector have also proven to be unsuccessful. We are therefore reliant on qualitative engagement with the sector, desk-based research, and specific pieces of research the sector has carried out itself. According to the Cardiff Business School through the Welsh Economy Research Unit, and in 2020, organisations forming part of the CSconnected membership accounted for around 1,400 jobs, and private sector members accounted for around £440m of annual sales (mostly destined for markets outside of the EU). Further analysis revealed that CSconnected members directly supported around £121m of Welsh GVA ¹⁵

Skills Issues and Challenges

Recruits into the sector often progress through more generic engineering qualification pathways, and there is a need to further develop education and training provision specifically for the compound semiconductor sector. In this regard, recently developed National Occupational Standards (NOS) could provide the building blocks for future developments. More recently, The University of South Wales (USW) have developed a specific Degree Apprenticeship for semiconductor technologies which is successfully being piloted through nexperia. This allows a mixture of both new recruits and advanced standing entry for those with relevant prior skills and qualifications.

A Skills Survey for Wales was carried out into the sector and findings were released in July 2018 by the UK Electronics Skills Foundation¹⁶. The CCRSP considers this to be the most definitive source for the sectors skills needs given its targeted approach and the expertise of those carrying it out. The sector, in summary, has relatively large skills shortages. Both expansion and replacement demands will mean increasing labour demand particularly to address the shortages of technical and software engineers.

¹⁴ <https://blogs.cardiff.ac.uk/university-executive-board/2018/02/20/worlds-first-compound-semiconductor-cluster-in-south-wales/>

¹⁵ (<https://csconnected.com/media/vdsn3fgo/csconnected-annual-report-2021.pdf>)

¹⁶ <https://www.ukesf.org/wp-content/uploads/2018/12/Survey-Report-final.pdf>

Sector Challenges and Opportunities

- 1** CONTINUE TO DEVELOP FIT FOR PURPOSE QUALIFICATIONS IN PARTNERSHIP WITH KEY STAKEHOLDERS TO HELP ADDRESS SKILLS SHORTAGES.
- 2** WORK TO ENSURE THAT APPRENTICESHIP FRAMEWORKS (INCLUDING DEGREE APPRENTICESHIPS) REFLECT THE NEEDS OF THE SECTOR AND SUPPORT DELIVERY PROCESSES.
- 3** PROMOTE STRATEGIC RELATIONSHIPS BETWEEN THE SECTOR AND ADVANCED MATERIALS AND MANUFACTURING (INCLUDING PHARMACEUTICALS, AUTOMOTIVE AND AVIATION) TO SUPPORT CAREER CHANGE AND/OR DEVELOPMENT.
- 4** SUPPORT THE DELIVERY OF THE CS CONNECTED CPD ACTIVITIES AND ASSOCIATED WORK PLAN.
- 5** BUILD ON APPROACHES TO CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE TO PROMOTE THE SECTOR AS A VIABLE CAREER OPTION.
- 6** SUPPORT THE DEVELOPMENT OF AN INCLUSIVE WORKFORCE AND INCREASE THE NUMBER OF FEMALES ENTERING THE LABOUR MARKET.
- 7** WORK IN PARTNERSHIP TO RESEARCH SKILLS GAPS AND SHORTAGES AND DEVELOP INNOVATIVE AND COLLABORATIVE APPROACHES TO ADDRESS IDENTIFIED CHALLENGES.
- 8** WORK WITH WELSH GOVERNMENT AND STAKEHOLDERS TO ENSURE FUNDED SUPPORT FOR TRAINING IS ALIGNED THE NEEDS OF THE SECTOR.



Construction >>>

The construction sector plays a vital role in delivering a vibrant economy and a quality environment. Roles in construction vary from traditional ‘on-site’ construction to more professional service based roles such as planners, architects, and surveyors. It has been reported that around two thirds of the workforce is employed in skilled trades and operatives with another third employed in managerial, professional and office based roles.



CITB¹⁷ state that at the end of 2020 the workforce in Wales comprised of 111,500 employees which is forecast to rise to 116,300 by 2026. Through the 5-year outlook (2022-2026), CITB also report that total sector output in 2021 was £5.5bn with an estimate of £5.7bn for 2022. In 2021, construction output in Wales recovered quickly following the Covid lockdown of 2020 and is estimated to have grown by just over 20%, which is higher than the UK level of growth.

Key sectors driving future growth are new build private housing, public non-housing and housing repair and maintenance. Major projects in South East Wales include the £500m Dowlais Top to Hirwaun section of the A465 and Welsh Water also plans to invest £360m per year in capital expenditure through to 2025. CITB also suggest that the annual recruitment requirement in Wales of 2.1% per year is slightly above the UK average of 2.0%. This includes replacement demand and means an extra 11,500 workers will be needed from 2022 to 2026.

Skills Issues and Challenges

The sector can be transient in nature, and skills demanded can be driven by the type of project within the pipeline. Monitoring this pipeline of future construction projects is therefore essential. Strongest requirement levels appear to be Bricklayers, Electrical Trades and Plumbing, Heating, Ventilation and Air Conditioning Trades (HVAC).

The sector has issues with the adoption and use of new technology which could change the skills demands for the sector. Some technologies, for example, Drones, AR/VR and automation have been adopted by some but there isn't consensus on which technologies will be widely used in future. Roles such as Design Manager, M&E Co-ordinator and Manager, BIM Co-ordinator and Manager are also roles that are too new to have their own Standard Occupation Classifications (SOC) which can paint an increasingly misleading picture of demand.

Following Qualifications Wales' Sector Review 'Building the Future' (Feb 2018), eight new qualifications have been introduced from 2021. They include new GCSE, AS and A levels in construction and the built environment, a foundation qualification in construction and the built environment, apprenticeships qualifications and progression qualifications. New qualifications address concerns of employers and providers of education and training and should meet future aspirations. This transformation has the capability to transform the construction sector in Wales.

The journey to net zero also provides an opportunity for growth and industry transformation. Construction can significantly influence UK emissions and CITB¹⁸ estimate that 50,000 retrofits will be needed in Wales each year from 2020 to hit net zero targets. 12,000 new jobs will also need to be created in energy efficiency by the end of the 2020s. To elaborate further, and by 2028, Wales will need a significant increase in a range of construction roles including project managers, plumbers, HVAC trades, labourers, building envelope specialists and retrofit coordinators and designers.

¹⁷ wales-lmi-final.pdf (citb.co.uk)

¹⁸ bo6414_net_zero_report_wales_v7.pdf (citb.co.uk)

Sector Challenges and Opportunities

- 1** SUPPORT THE IMPLEMENTATION OF NEW QUALIFICATIONS AND WORK TO ENSURE THAT STAKEHOLDERS ARE AWARE OF THE CHANGING LANDSCAPE.
- 2** DEVELOP CLEAR PROGRESSION ROUTES FOR CONSTRUCTION RELATED LEARNERS.
- 3** EXPLORE THE POTENTIAL TO FURTHER DEVELOP DIGITAL DESIGN AND CONSTRUCTION PROGRAMMES.
- 4** EXPLORE OPPORTUNITIES TO DEVELOP QUALIFICATIONS TO SUPPORT OFFSITE AND RETROFIT.
- 5** BUILD ON APPROACHES TO CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE AND PROMOTE THE SECTOR AS A VIABLE CAREER OPTION.
- 6** SUPPORT THE DEVELOPMENT AND DELIVERY OF TRAINING TO ADDRESS SUSTAINABILITY AND DECARBONISATION AGENDAS.
- 7** ADDRESS ISSUES OF GENDER IMBALANCE AND INCREASE THE NUMBER OF FEMALES ENTERING THE SECTOR.
- 8** REMAIN AWARE OF THE IMPACT OF BREXIT AND INTRODUCE MEASURES TO MINIMISE THE IMPACT OF OUTWARD MIGRATION OF THE LABOUR MARKET.
- 9** PROMOTE THE ESTABLISHMENT OF A STRATEGIC PIPELINE OF INFRASTRUCTURE PROJECTS TO INCLUDE SKILLS IMPACT ASSESSMENTS.
- 10** INFLUENCE STANDARD OCCUPATIONAL CLASSIFICATIONS TO RECOGNISE NEW AND EMERGING ROUTES.

Creative >>>

The Cardiff Capital Region is acknowledged as one of the UK's largest Creative centres outside of London. With more than 1300 media firms, 600 of which are in Film and TV, contributing approx. £360 million GVA – the sector has become a growth engine for the regional economy. Characterised by a high proportion of sole traders and freelancers, those employed in the Creative sector comprise around 7% of the region's workforce and represent one of highest sectoral employment concentrations in the UK. Since 2016, 34% of all new jobs in the UK's media sector have been located in the CCR.¹⁹ A recent 'Clwster' report for Wales suggested that 80% of creative industries activities are concentrated in South Wales, with Cardiff at its core.



The region has become the place where creative companies and talent flourish – a recognised centre for TV and film production, home to BAFTA, Emmy and RTS award-winning businesses that are pushing the creative envelope domestically and globally, with fast developing international trade links and pioneering workforce training initiatives.

Key to the growth of the Creative sector within the region, and more specifically Film and TV production, is the world-class studio capacity at BBC, Bad Wolf, Dragon and Seren Studios to name just a few. The region is now one of the top global destinations for Film and TV production; and at one point in 2020 was the busiest screen production hub in Europe. In addition to Film and TV, the region has strengths in broadcast media, digital content, home grown music and boasts a vibrant, and growing gaming sector.

The sector also brings benefits to other parts of the regional economy; support services provided by catering, logistics and facilities companies are a vital part of the region's success.

Skills Issues and Challenges

The recently launched [Creative Wales Skills Action Plan \(2022-2025\)](#) seeks to address the skills needs of the Creative sector across Wales, building on progress made in recent years and capitalising on the potential for the regions to continue to be thriving and creative places to do business. Our engagement with the sector has revealed a wide array of skills shortages across all career stages, including for roles such as directors, writers, VFX/SFX crew, production and post-production crew, cinematographers and script editors to name just a few.

The Creative sector is highly digitalised and significant skills shortages have been identified for technical roles in VFX, Games and Animation. New technologies are transforming many industries within the sector, with virtual productions and augmented virtual reality requiring new skills within the workforce. Transferable skills are being utilised by the sector from visual arts graduates, coders and software developers, however it is acknowledged that further research is required to map these skills.

The CCRSP Skills Survey 2022 identified that around 67% of respondents from the Creative sector noted skills shortages as their main challenge, closely followed by recruitment. Respondents suggested that the most common skills shortages experienced by employers in the sector are creative, marketing, new technology, Welsh language and project management. However, when asked about potential future skills challenges, 88% noted digital technology, which links to the emergence of new technologies and requirement for enhanced digital skills in the regions Creative workforce.

¹⁹ https://media.nesta.org.uk/documents/creative_nation-2018.pdf

Sector Challenges and Opportunities

- 1** CONTINUE TO DEVELOP A COHESIVE SKILLS STRATEGY FOR THE CREATIVE SECTOR, ENSURING ENGAGEMENT WITH SMALLER PRODUCTIONS TO IDENTIFY THEIR SKILLS CHALLENGES, AND ALSO REMAINING COGNISANT OF THE GROWTH IN BOTH THE GAMING AND MUSIC INDUSTRIES
- 2** EXPLORE THE POTENTIAL OF A CREATIVE SECTOR SPECIFIC WORK SHADOWING PROGRAMME ACROSS WALES TO ENSURE A COORDINATED APPROACH TO BOTH WORK EXPERIENCE AND TRAINEE PLACEMENTS, WHICH WILL SUPPORT INCREASED ACCESSIBILITY TO THE SECTOR FOR NEW ENTRANTS
- 3** EXPAND THE RANGE AND FLEXIBILITY OF BITE SIZED LEARNING AND CPD TRAINING AVAILABLE TO THE CREATIVE WORKFORCE THROUGH INITIATIVES SUCH AS THE PERSONAL LEARNING ACCOUNT (PLA) PROGRAMME, SHARED APPRENTICESHIP SCHEME AND DEVELOPING SKILLS ACADEMIES
- 4** INCREASE THE USAGE OF LABOUR MARKET INTELLIGENCE, TO IDENTIFY SKILLS GAPS, SHORTAGES AND RECRUITMENT TRENDS ACROSS THE CREATIVE SECTOR, AND INFORM THE DELIVERY OF POST-16 TRAINING PROVISION
- 5** DEVELOP STRONGER LINKS WITH CREATIVE WALES TO IMPROVE THE RESPONSIVENESS AND FUTURE PROOFING OF THE SECTOR FOR POTENTIAL HIGH END TV AND FILM PRODUCTIONS FILMING THE REGION
- 6** FURTHER RESEARCH THE SKILLS NEEDS AND SUPPORT REQUIRED FOR VIRTUAL PRODUCTIONS AND THE INTEGRATION OF SKILLS FROM THE GAMING INDUSTRY TO SUPPORT OTHER INDUSTRIES WITHIN THE CREATIVE SECTOR
- 7** IMPROVE COLLABORATION WITHIN THE SECTOR THROUGH A COORDINATED AND REGULARLY UPDATED SCHEDULE OF PRODUCTIONS BEING FILMED ACROSS THE REGION AND IN THE PIPELINE, TO PLAN FOR POTENTIAL SKILLS GAPS AND LABOUR SHORTAGES I.E PRODUCTION CREW
- 8** MAP THE TRANSFERABLE SKILLS OF THE REGIONS CREATIVE WORKFORCE TO ENSURE SUSTAINABILITY OF CAREERS WITHIN THE SECTOR AND A REDUCTION IN THE LOSS OF TALENT OUT OF THE SECTOR OR TO OTHER REGIONS



FinTech »»

'FinTech' combines technology and finance to change the traditional way financial services are run. FinTech is changing the way firms operate and transforming the way we transfer, borrow, protect, and manage our money. The UK is a financial capital of the world, and it is also a leading FinTech capital, with increasing FinTech activity across the financial sector. Small start-ups, and innovation within existing large financial services firms, is creating jobs and attracting investment. Research for the UK suggests that the sector has now grown from its disruptive roots into an industry which in 2015 generated £6.6bn in revenue and employed 61,000 people²⁰.



Wales has the fastest growing digital economy outside of London, and the growth of the financial and professional sector in Wales has led to a thriving FinTech industry. Across the region, companies such as Admiral are among the region's largest employers. The Welsh FinTech scene is now one of the most active in the UK thanks to its innovative talent pool and growing investment opportunities. Wales' thriving tech ecosystem, with its growing supply chain and entrepreneurial universities, provides a firm foundation for FinTech to thrive.

With Welsh FinTech hubs located in Cardiff, Newport, Swansea and Wrexham, almost 40,000 people are actively employed within the FinTech industry in Wales. The technology sector is worth an estimated £8.5bn to the Welsh economy, and it is continuing to grow with financial and professional services in tow. There is a vibrant community in Wales' technology scene, which allows start-ups, investors and larger companies to meet and share ideas through accelerators and incubators as well as networking events and flexible workspaces. Furthermore, Wales is home to the first financial technology undergraduate degree.

Skills Issues and Challenges

The sector, in summary, is experiencing a range of skills gaps and shortages. Also, FinTech companies often demand an evolving skillset to remain competitive and keep at pace with technological developments. Therefore, a skilled talent pipeline in the right geographical area is vital. Along with soft skills, technical skills including blockchain, distributed ledgers expertise, cybersecurity, programming, machine learning and AI are all sought after skills within FinTech. High demand for these skills is a direct result of the growing trends in digital and enabling technology showing the clear connection between the skills in demand and the digital technology trends complementing one another.

The Kalifa Review of UK FinTech²¹ emphasises the significance of skills for business success. The review has identified a five-point plan of recommendations to deliver and achieve a strong vision with skills being very much in focus. The review refers to the rich pool of FinTech talent in the UK, supported by a World Class university system, and highlights proposals which very much align with the challenges and opportunities identified by the regions FinTech businesses, and through collaboration with FinTech Wales, namely:

- Retrain and upskill adults in support of UK FinTech by ensuring access to short courses from high-quality education providers at low cost
- Create a new visa Stream to enhance access to Global Talent for FinTech scaleups
- Build a pipeline of FinTech talent by supporting scaleups to offer embedded work placements to Further Education and Higher Education students and Kickstarters

²⁰ UK FinTech - On the cutting edge - Full Report.pdf (publishing.service.gov.uk)

²¹ The Kalifa Review of UK FinTech - GOV.UK (www.gov.uk)

Sector Challenges and Opportunities

- 1** ENHANCE SKILLS AND TALENT PIPELINES AND BUILD ON APPROACHES TO CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE TO PROMOTE THE SECTOR AS A VIABLE CAREER.
- 2** EXPLORE THE POTENTIAL DEVELOPMENT OF HIGH QUALITY WORK EXPERIENCE PLACEMENTS IN PARTNERSHIP WITH EMPLOYERS AND KEY STAKEHOLDERS.
- 3** FURTHER DEVELOP ACADEMIES AND BOOTCAMP PROVISION AND ALIGN TO THE NEEDS OF THE FINTECH SECTOR.
- 4** WORK TO ENSURE THAT APPRENTICESHIP FRAMEWORKS REFLECT THE NEEDS OF THE SECTOR AND FURTHER EXPLORE OPPORTUNITIES THROUGH BOTH SHARED AND DEGREE APPRENTICESHIPS.
- 5** EMBRACE OPPORTUNITIES FOR FE SKILLS COMPETITIONS AND EXPLORE POTENTIAL ENGAGEMENT AS PART OF THE WORLD SKILLS UK AGENDA.
- 6** WORK WITH REGIONAL HEIS TO DEVELOP FIT FOR PURPOSE PROVISION AND BETTER ALIGN TO THE NEEDS OF FINTECH EMPLOYERS.
- 7** WORK WITH WELSH GOVERNMENT TO ENSURE FUNDED SUPPORT FOR TRAINING IS ALIGNED TO THE NEEDS OF THE SECTOR.
- 8** CAPITALISE ON OPPORTUNITIES PRESENTED THROUGH THE UK GOVERNMENT LEVELLING UP AGENDA, AND THE SHARED PROSPERITY FUND (SPF)



Human Foundation Economy: Education, Health, Social Care, Childcare & Emergency Services >>>



The foundational economy is built from the activities which provide the essential goods and services for everyday life, regardless of the social status of consumers. As the Regional Skills Partnership, we further define these as the services provided within the Health, Education, Social Care, Childcare & Emergency Services sectors, which are generally provided by a mixture of public and private sector organisations.

As of 2019, numbers employed in the Public Administration, Defence, Education and Health sector, the best fitting category used in public data sources, have risen to 216,100 across the region. According to EMSI data, as of 2021 there were 155,836 jobs specifically in the Education, Health and Social Care sectors, with the most prevalent jobs in these sectors being Care Workers and Home Carers (11.9%), Nurses (10.1%), Nursing Auxiliaries and Assistants (5.1%), Primary and Nursery Education Teaching Professionals (4.6%) and Secondary Education Teaching Professionals (4.2%).

Skills Issues and Challenges

The foundational economy quickly responded to the skills challenges as a result of the Covid-19 pandemic to enable the continuation of essential services. Within Education, training was provided for teachers and work based learning staff for the effective delivery of classes through virtual/online platforms and in Health and Social Care there was significant upskilling of the workforce for rehabilitation and infection control. However, budget cuts within the public sector and efficiency savings are impacting funding available for future workforce training to address skills gaps.

There remains the challenge of ‘occupational segregation’ in Health, Social Care and Childcare sectors specifically, whereby women are over-represented and are deemed to be stuck in low wage or part-time work. This is also a known contributor to the gender pay gap in Wales and potentially linked to the negative perception of the sector. The sectors are keen to raise their profile to compete with high-growth sectors for attention, investment and future talent.

Our engagement with these sectors has identified a number of skills/labour shortages for roles such as Nurses, Social Care workers, Childcare and Play workers and Tutors / work based learning staff. There is also a significant demand for Welsh Language skills across the whole of the Education workforce.

The CCRSP Skills Survey 2022 identified that the majority of respondents from the Health, Education, Social Care and Public sectors noted recruitment, skills shortages and retention as their main challenges. Over 20% suggested that new entrants to their workforce are not ‘work ready’, with a lack of skills identified as the main reason. The three top future skills challenges noted for these sectors was Digital Technology, Welsh Language and Renewable Energy.

Positively over 58% of respondents confirmed that they employ apprentices, with almost all feeling their sector would benefit from the Degree and Shared Apprenticeship delivery models. Apprenticeship frameworks not meeting business needs was identified as the main reason why respondents did not employ apprentices.

Sector Challenges and Opportunities

- 1** CONTINUE TO DEVELOP CAPACITY ACROSS POST-16 TRAINING PROVIDERS TO DELIVER NEW ASSESSMENT AND QUALITY ASSURANCE REQUIREMENTS FOR APPRENTICESHIP FRAMEWORKS WITHIN HEALTH, SOCIAL CARE AND EARLY YEARS & CHILDCARE AND EXPLORE OPPORTUNITIES FOR EDUCATORS TO WORK IN PARTNERSHIP WITH EMPLOYERS TO CO-DELIVER SPECIALIST PROVISION
- 2** RAISE THE PROFILE OF HEALTH, SOCIAL CARE AND EARLY YEARS & CHILDCARE SECTOR APPRENTICESHIPS AND WORK PLACEMENT OPPORTUNITIES AND IMPROVE PROMOTION OF THESE SECTORS AS A VIABLE CAREER OPTION WITH A PARTICULAR FOCUS ON ATTRACTING NEW ENTRANTS THROUGH TARGETED CAMPAIGNS FOR KNOWN SECTOR SKILLS SHORTAGES
- 3** CONTINUE TO SUPPORT ACCESS TO ALL AGE APPRENTICESHIP FUNDING FOR THE HUMAN FOUNDATION ECONOMY SECTOR, WITH SPECIFIC FOCUS ON ENCOURAGING YOUNG PEOPLE AND THOSE FROM UNDERREPRESENTED GROUPS TO UNDERTAKE AN APPRENTICESHIP
- 4** DEVELOP NEW APPRENTICESHIP PROGRAMMES WHERE THERE IS EVIDENCED DEMAND, SUCH AS DEGREE AND HIGHER LEVEL APPRENTICESHIPS TO ENSURE THERE ARE THE NECESSARY PATHWAYS INTO THE HUMAN FOUNDATIONAL ECONOMY SECTOR
- 5** PROMOTE THE EDUCATION SECTOR AS AN ATTRACTIVE CAREER OPTION TO BRING ABOUT POSITIVE CHANGE AND AN INCREASED NUMBER OF EDUCATION PRACTITIONERS ON THE REGISTER, WITH A FOCUS ON RECRUITING THOSE FROM UNDERREPRESENTED GROUPS IN THE CURRENT WORKFORCE
- 6** IMPROVE THE PORTABILITY AND TRANSFERABILITY OF QUALIFICATIONS AND CREDITS BETWEEN EDUCATIONAL INSTITUTIONS, ENSURING PRIOR LEARNING AND ACHIEVEMENT IS RECOGNISED
- 7** RAISE AWARENESS OF THE INNOVATIVE APPROACHES TO BITE SIZED LEARNING AND CPD FOR THE HUMAN FOUNDATIONAL ECONOMY WORKFORCE WITH TARGETED CAMPAIGNS AND CASE STUDIES THAT PROMOTE 'NON-TRADITIONAL' PATHWAYS INTO THE SECTOR
- 8** BUILD ON THE NEWLY DEVELOPED APPROACHES TO CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE THAT ADDRESS ISSUES OF SECTOR PERCEPTION AND CONTINUE TO PROMOTE THE HUMAN FOUNDATIONAL ECONOMY AS A VIABLE CAREER OPTION
- 9** ENGAGE WITH THE QUALIFICATIONS WALES REVIEWS OF CURRENT AND EMERGING QUALIFICATIONS TO ENSURE THAT QUALIFICATIONS MEET INDUSTRY NEEDS
- 10** SUPPORT THE INCREASING DEMAND FOR WELSH LANGUAGE SKILLS ACROSS THE EDUCATION WORKFORCE

Human Foundation Economy: Hospitality, Retail & Tourism >>>

The Tourism and Hospitality sectors are major contributors to the Welsh and regional economy, accounting for around for 5.0% of GVA in Wales (£3.4 billion). In 2020, these sectors employed around 151,000 people across Wales, a fall from 161,000 in 2019 during which time overall employment levels in Wales remained unchanged.²² Over recent year's employment in the Tourism and Hospitality sectors as a proportion of all employment in Wales has fluctuated. The latest figures suggest that there are more Hospitality businesses in the region now than when the pandemic started, with many small operators entering the market.



The Tourism and Hospitality sectors have found it increasingly hard to recruit, partly due to other seemingly better paid alternatives. The most recent Welsh Government Tourism barometer suggested that the Cardiff Capital Region when compared to other regions in Wales has struggled to match normal pre-Covid customer levels the most. Visit Wales have also recognised there are issues with the identity of the Welsh brand and the overall poor image of the Tourism and Hospitality sectors and have recently launched a marketing campaign to present Wales as a year round destination.

The Retail sector is one of the largest private sector employers in Wales, employing around 114,000 people and accounts for 6.0% of Welsh GVA.²³ The sector was reported to be shrinking even prior to the Covid-19 pandemic, which has had a significant impact on the sector, but it is in the midst of a reinvention. The way in which we shop is shifting, the role of the store is evolving, and the employment opportunities are changing.

According to EMSI data, the most prevalent roles advertised within the region for these sectors are; Sales and Retail Assistants (18.9%), Kitchen and Catering Assistants (8.2%), Bar Staff (6.5%), Waiters and Waitresses (5.6%), Retail Cashiers and Check-out Operators (4.1%).

Skills Issues and Challenges

The sector has indicated that the combined impact of the Covid-19 pandemic and Brexit has created the 'perfect storm' resulting in significant skills shortages, as well as a loss of revenue and venue closure. Existing skills challenges and labour shortages are being exacerbated once again by the emerging energy crisis, forcing organisations to reduce workforce training budgets and halt recruitment. Ensuring future entrants to the workforce have the 'Fundamental Skills' required for customer focussed industries is acknowledged as a key challenge for these sectors. However, the complexity of the training infrastructure continues to provide a source of confusion to both employers and potential students in this sector.

Skills shortages have been widely reported for Chefs and catering staff but also for roles such as Retail Assistants, Spa Therapists, Cleaners and Events Managers. Salaries for Chefs and catering staff have significantly increased in the region compared to pre-pandemic levels; however, skills shortages for these roles remain high and recruitment challenging.

The CCRSP Skills Survey identified that recruitment, economic/financial challenges, skills shortages and developing staff were the main challenges for the Hospitality, Retail and Tourism sectors.

²² <https://gov.wales/wales-visitor-economy-profile-2021.html>

²³ <https://gov.wales/retail-sector-position-statement.html>

Sector Challenges and Opportunities

- 1** RAISE THE PROFILE OF APPRENTICESHIPS WITHIN THE HOSPITALITY SECTOR AND ENSURE THAT CULINARY FRAMEWORKS ARE FIT FOR PURPOSE TO MEET FUTURE INDUSTRY TRENDS
- 2** IMPROVE WORK EXPERIENCE OPPORTUNITIES ACROSS THE HOSPITALITY, RETAIL AND TOURISM SECTORS FOR YOUNG PEOPLE IN AN EFFORT TO REDUCE CURRENT SKILLS SHORTAGES AND DISPEL NEGATIVE PERCEPTIONS OF CAREERS IN THESE SECTORS
- 3** INCREASE THE USAGE OF LABOUR MARKET INTELLIGENCE TO IDENTIFY SKILLS GAPS, LABOUR SHORTAGES AND RECRUITMENT TRENDS ACROSS THE HOSPITALITY, RETAIL AND TOURISM SECTORS AND INFORM THE DELIVERY OF POST-16 TRAINING PROVISION
- 4** EXPAND THE RANGE AND FLEXIBILITY OF BITE SIZED LEARNING AND CPD TRAINING AVAILABLE TO THE HOSPITALITY, RETAIL AND TOURISM SECTOR WORKFORCES THROUGH INITIATIVES SUCH AS THE PERSONAL LEARNING ACCOUNT (PLA) PROGRAMME
- 5** WORK IN PARTNERSHIP WITH TRAINING PROVIDERS AND EMPLOYABILITY PROGRAMMES TO PROMOTE THE IMPORTANCE OF FUTURE ENTRANTS INTO THE HOSPITALITY, RETAIL AND TOURISM SECTORS REQUIRING THE 'FUNDAMENTAL SKILLS' FOR CUSTOMER FOCUSED INDUSTRIES, ALONGSIDE HAVING THE APPROPRIATE QUALIFICATIONS
- 6** EXPLORE INNOVATIVE APPROACHES TO THE DELIVERY OF TRAINING AND QUALIFICATIONS TO MEET THE SECTORS SKILLS GAPS AND RECRUITMENT CHALLENGES, SUCH AS SKILLS ACADEMIES AND SHARED APPRENTICESHIP SCHEMES
- 7** REMAIN COGNISANT OF THE SKILL GAPS FOR CHEFS AND SPA & BEAUTY THERAPISTS AND ENSURE THE HOSPITALITY, RETAIL AND TOURISM SECTORS CONTINUE TO BE RECOGNISED AS A KEY CONTRIBUTORS TO WALES' FOUNDATIONAL ECONOMY
- 8** ESTABLISH MORE EFFECTIVE PATHWAYS BETWEEN INDUSTRY AND FURTHER EDUCATION TO EASE THE TRANSITION OF FE LEARNERS INTO THE HOSPITALITY, RETAIL AND TOURISM SECTORS, PARTICULARLY INTO APPRENTICESHIPS
- 9** BUILD ON THE EFFECTIVE APPROACHES TO CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE TO ADDRESS ISSUES OF SECTOR PERCEPTION AND PROMOTE THE HOSPITALITY, RETAIL AND TOURISM SECTORS AS VIABLE CAREER OPTIONS





CCRSP Action Plan

CCRSP CROSS CUTTING KEY THEMES	KEY STAKEHOLDERS	ACTIONS		
		2022 – 2025		
Strengthen the post-16 education offer in priority sectors through increased specialisation to meet the demand from employers across the City Region.	<ul style="list-style-type: none"> Welsh Government CTER FE / HE Institutions Employer Cluster Groups 	Drive regional priorities for post-16 provision through robust labour market intelligence and expand the PLA regional offer	Collaboratively develop talent pipelines through Academy / Bootcamp models as a targeted and flexible skills intervention lasting around 12 weeks	Work with Welsh Government and the proposed Commission for Tertiary Education and Research (CTER) to deliver the ambition of a joined up post-compulsory education and training system
Broaden the Apprenticeship offer at higher levels by responding to government policy changes	<ul style="list-style-type: none"> Welsh Government FE / HE Institutions WBL providers Employer Cluster Groups 	Use evidence to influence the development of new Apprenticeship frameworks at all levels	Increase Apprenticeship uptake across priority sectors (including Higher and Degree Apprenticeships) and build on the successful Aspire, Y Prentis and Sgil Cymru Shared Apprenticeships models.	Increase the recruitment of trainers and assessors to ensure capacity within post-16 work based learning
Engage with key stakeholders when delivering Wales' employability agenda and target individuals furthest away from the labour market	<ul style="list-style-type: none"> Welsh Government Local Authorities Careers Wales FE / HE Institutions WBL providers Employer Cluster Groups 	Influence the direction of emerging Shared Prosperity Fund activities, particularly those related to 'People and Skills', and maximise opportunities across South East Wales	Support Welsh Governments delivery of the Young Persons Guarantee (YPG) which gives everyone under 25 the offer of support into work, education, training, or self-employment to ensure no lost generation across Wales	Produce robust Labour Market Intelligence (LMI) to inform the development and delivery of emerging projects and programmes
Promote digital technology as a key 'enabling' sector and help create a workforce that has the digital skills, capability, and confidence to excel in the workplace and in everyday life	<ul style="list-style-type: none"> Welsh Government FE / HE Institutions WBL providers Employer Cluster Groups 	Further develop industry National Occupational Standards (NOS) to ensure vocational qualifications keep pace with industry need	Address critical skills shortages and promote vendor training provision offered through the Personal Learning Account (PLA) programme	Increase the uptake of Apprenticeships including Shared and Degree Level
Develop skills to support the transition towards a low carbon economy	<ul style="list-style-type: none"> Welsh Government FE / HE Institutions WBL providers Employer Cluster Groups SWIC WTUC 	Empower employers to transition towards net zero and influence the development of NOS to reflect new and emerging roles	Report on the barriers to meet net zero requirements and explore opportunities to develop Apprenticeships and deliver qualifications to meet aspirations	Develop collaborative approaches with key stakeholders including SWIC and the Wales TUC and progress mutual programmes of work
Influence the work of Qualifications Wales and maximise opportunities to ensure that emerging qualifications meet industry needs	<ul style="list-style-type: none"> Welsh Government Qualifications Wales FE / HE Institutions WBL providers Employer Cluster Groups 	Work with Qualifications Wales through their sector reviews and collaborate as part of implementation processes	Influence Colegau Cymru, NTFW and training providers to ensure that practitioners are suitably skilled to deliver against new requirements	Engage with 'Qualified for the Future' to reshape the qualifications landscape through the new Curriculum for Wales, utilising priority sector cluster groups
Build on approaches to careers education, information, advice and guidance to address issues of sector perception and promote key sectors as viable career options	<ul style="list-style-type: none"> Welsh Government Careers Wales FE / HE Institutions WBL providers Employer Cluster Groups 	Collaborate with Careers Wales when delivering the joint CEIAG Action Plan.	Promote careers related initiatives including the CCR Venture scheme, local authority programmes such as the Cardiff Commitment initiative and national programmes such as Education Business Exchange and Valued Partner Initiative	Inspire business to engage with schools as part of the introduction of the new Curriculum for Wales and the Careers and Work Related Experiences (CWRE) cross cutting theme





CCRSP Contact Details

Email: RegionalSkillsPartnership@newport.gov.uk

Twitter: [@CCR_RSP](https://twitter.com/CCR_RSP)

RSP Website: www.ccrsp.co.uk