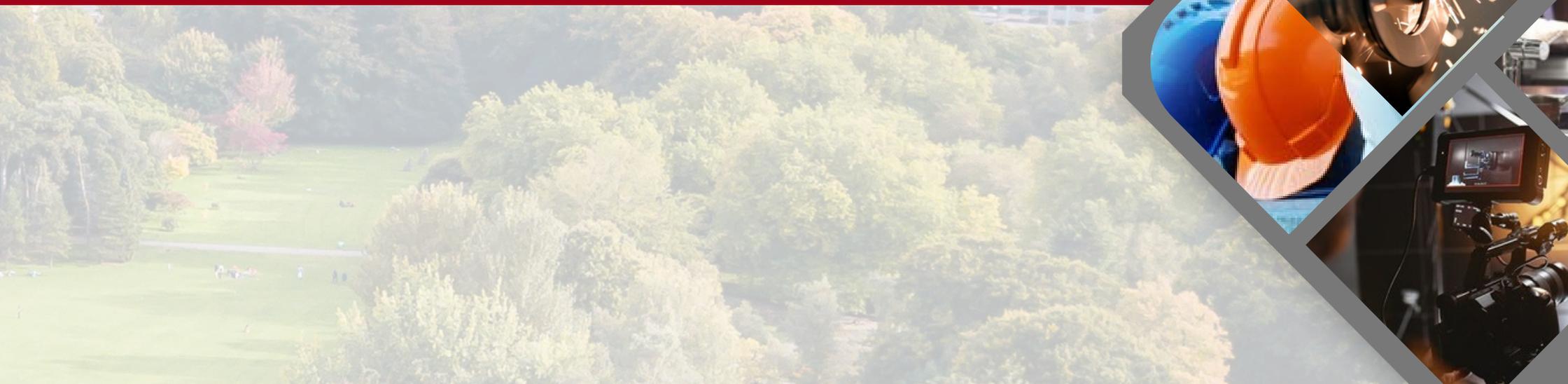


SECTOR OPPORTUNITIES & CHALLENGES — EMPLOYMENT & SKILLS PLAN REFRESH (2025)



Foreword

Welcome to the refreshed Sector Opportunities & Challenges section of the Cardiff Capital Region Skills Partnership (CCRSP) Employment & Skills Plan. This update reflects our continued commitment to delivering "Prosperity through Partnership" by aligning our regional skills priorities with the evolving needs of employers, learners, and communities across South East Wales.

As part of our evolving contract with Welsh Government, CCRSP has been tasked with placing greater emphasis on the green agenda—now representing 50% of our strategic focus. In response, we have undertaken a targeted review of our priority sectors to ensure that green skills are embedded across all areas of the regional economy. This enhancement builds on the foundations laid in our 2022–2025 Plan and strengthens our ability to influence future planning and funding of post-16 learning.

We remain grateful to our board members, sector group participants, and stakeholders whose insights continue to shape our work. Together, we are building a resilient, inclusive, and future-ready workforce for the Cardiff Capital Region.

Executive Summary

The Cardiff Capital Region Skills Partnership (CCRSP) acts as a strategic interface between employers, education providers, and Welsh Government. Through robust labour market intelligence and sector engagement, CCRSP identifies current and future skills needs and informs the development of a demand-led, sustainable skills system.

This refreshed Sector Opportunities & Challenges section responds to Welsh Government's increased emphasis on green skills and the transition to a low carbon economy. It enhances the existing Employment & Skills Plan by:

- Reviewing and updating sector-specific opportunities and challenges.
- Embedding green skills considerations across all priority sectors.
- Improving clarity and relevance to support stronger engagement with Welsh Government.

The priority sectors remain:

- *Advanced Materials & Manufacturing*
- *Compound Semiconductors*
- *Construction & Built Environment*
- *Creative*
- *FinTech*
- *Human Foundation Economy (Education, Health, Social Care, Childcare & Emergency Services; Hospitality, Retail & Tourism)*

Each sector analysis highlights key growth areas, skills gaps, and strategic challenges, with a renewed focus on sustainability, digital transformation, and inclusive growth. Cross-cutting themes such as Net Zero Skills, Employer Engagement, and Careers Education continue to underpin our approach.

This update ensures CCRSP remains agile and responsive to regional and national priorities, supporting the delivery of the CCR Industrial and Economic Plan and Welsh Government's Stronger, Fairer, Greener Wales strategy.

Introduction

The Cardiff Capital Region Skills Partnership (CCRSP) continues to deliver on its mission to identify and respond to the evolving social, economic, and skills needs of the region. This refreshed sector analysis builds on the 2022–2025 Employment & Skills Plan, aligning with Welsh Government priorities and the CCR Industrial and Economic Plan.



ADVANCED MATERIALS AND MANUFACTURING



2022-2025 PLAN

- Promote apprenticeships and work to ensure that frameworks are fit for purpose and offer parity with the apprenticeship standards in England.
- 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.
- Support training providers to recruit and train assessors for apprenticeships at level 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.
- Capitalise on opportunities presented through the UK Government levelling up agenda, and the Shared Prosperity Fund.
- 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.
- Build on approaches to careers education, information, advice and guidance and promote the sector as a viable career option.
- Address issues related to gender imbalance and continue to increase the numbers of females entering the labour market.
- Improve the content of STEM-focused teacher training and work to introduce fit-for-purpose work experience placements in industry to drive equality.

REFRESH NOVEMBER 2025

- **Promote Apprenticeships Across Multiple Levels and Ensure Frameworks Reflect Green Skills and Sustainability**
 - Expand support for apprenticeship frameworks (for Level 2, 3, 4 and 6 outputs) ensuring they incorporate green skills and sustainable practices.
- **Support the Implementation of the Qualifications Wales Sector Review with a Strong Emphasis on Green Technologies**
 - Drive the adoption of updated qualifications in engineering, advanced manufacturing, and energy that reflect emerging green technologies, including renewable energy, energy efficiency, and sustainable manufacturing processes, ensuring that developments are industry-led and forward-thinking.
- **Enhance Training Provider Capacity to Recruit and Train Assessors Across Levels, Embedding Green Skills**
 - Support training providers in recruiting and developing apprenticeship assessors (for Level 2, 3, 4 and 6 outputs) with a focus on assessing embedded competencies in sustainability, green technologies, and environmentally responsible practices.
- **Collaborate with Welsh Government to Align Funded Training with Sector Needs and Green Innovation**
 - Work closely with Welsh Government to ensure funding supports bespoke and embedded apprenticeship training, addressing new and emerging green technologies—such as automation, robotics, digital skills—and promotes sustainability in all training delivery and curriculum design.
- **Leverage both UK and Welsh Government initiatives to Accelerate Green Skills Development**
 - Capitalise on government funding streams to drive green skills training and sustainable economic development within the sector, fostering regional and national growth helping to reduce environmental impacts while reducing environmental impact.
- **Address Workforce Displacement with a Focus on Green Upskilling and Redeployment**
 - Recognise the ongoing impacts of COVID, Brexit and Decarbonisation Targets for displaced workers—potentially from plant closures—through green reskilling initiatives that enable transfer into sustainable sub-sectors and roles with recruitment need.
- **Embed Sustainability into Careers Education and Promote the Sector as a Green Career Pathway**
 - Build on existing careers education, information, advice, and guidance (CEIAG) frameworks to highlight sustainability as a core element of the sector's future. Actively promote the sector as a viable, future-proof career option for those interested in green skills and technologies.
- **Tackle the Gender imbalance and Under-represented Groups with Targeted Initiatives Encouraging Participation in Green and STEM Roles.**
 - Continue efforts to address gender disparities, with particular focus on increasing female participation in STEM and green roles within the sector, as well as promoting inclusivity and diversity for all groups as a cornerstone of sustainable workforce development.
- **Improve STEM Teacher Training and Nurture Structured Work Experience with a Green Focus**
 - Enhance the content of STEM-focused teacher training programmes to include sustainability and green technologies.
- **Develop Clear Apprenticeship Frameworks that make it easier for employers to offer Structured, Meaningful Work experience placements aligned with Green skills and Industry needs.**
- **Encourage the Adoption of Green Practices Across All Roles, Embedding Sustainability Throughout the Sector**
 - Promote the integration of environmentally sustainable practices across every (job profile within the sector—not only in explicitly green jobs—so sustainability becomes a fundamental part of everyday operations, culture, and skills development.

COMPOUND SEMICONDUCTORS



2022-2025 PLAN

- Continue to develop fit-for-purpose qualifications in partnership with key stakeholders to help address skills shortages.
- Work to ensure that apprenticeship frameworks (including degree apprenticeships) reflect the needs of the sector and support delivery processes.
- Promote strategic relationships between the sector and advanced materials and manufacturing (including pharmaceuticals, automotive, and aviation) to support career change and/or development.
- Support the delivery of the CS Connected CPD activities and associated work plan.
- Build on approaches to careers education, information, advice, and guidance to promote the sector as a viable career option.
- Support the development of an inclusive workforce and increase the number of females entering the labour market.
- Work in partnership to research skills gaps and shortages and develop innovative and collaborative approaches to address identified challenges.
- Work with Welsh Government and stakeholders to ensure funded support for training is aligned with the needs of the sector.

REFRESH NOVEMBER 2025

- Continue to develop fit-for-purpose qualifications in partnership with key stakeholders to help address skills shortages and build on approaches to careers education, information, advice, and guidance to promote the sector as a sustainable career option.
- Develop apprenticeship frameworks (including degree apprenticeships) that reflect the needs of the sector, support delivery processes and encourage sustainability modules by collaborating with awarding bodies to ensure green competencies are part of the curriculum.
- Encourage strategic relationships between the sector and advanced materials and manufacturing (including pharmaceuticals, automotive, and aviation) to enable career mobility by supporting frameworks to recognise prior learning and transferable skills.
- Continue to support the delivery of the CS Connected CPD activities and associated work plan by encouraging the expansion of CPD offerings in green leadership, carbon literacy, sustainable innovation and cross-sector green skills.
- Progress efforts to address gender disparities, with particular focus on increasing female participation in STEM within the sector, as well as promoting inclusivity and diversity for all groups to highlight the industry as a viable career by showcasing the variety of roles available.
- Work in partnership to research skills gaps and shortages, and develop innovative and collaborative approaches to address identified challenges. Actively promote the sector as a future-proof career option for those interested in green skills, innovation and technologies by supporting upskilling and reskilling.
- Work with Welsh Government and stakeholders to ensure funded support for training is aligned with the needs of the sector and addresses new and emerging green technologies—such as automation, robotics, digital skills—and promotes sustainability in all training delivery and curriculum design.

CONSTRUCTION & BUILT ENVIRONMENT



2022-2025 PLAN

- Support the implementation of new qualifications and work to ensure that stakeholders are aware of the changing landscape.
- Develop clear progression routes for construction-related learners.
- Explore the potential to further develop digital design and construction programmes.
- Explore opportunities to develop qualifications to support offsite and retrofit.
- Build on approaches to careers education, information, advice, and guidance and promote the sector as a viable career option.
- Support the development and delivery of training to address sustainability and decarbonisation agendas.
- Address issues of gender imbalance and increase the number of females entering the sector.
- Remain aware of the impact of Brexit and introduce measures to minimise the impact of outward migration of the labour market.
- Promote the establishment of a strategic pipeline of infrastructure projects to include skills impact assessments.
- Influence standard occupational classifications to recognise new and emerging routes.

REFRESH NOVEMBER 2025

- Support the implementation of new qualifications and actively ensure stakeholders are aware of the evolving skills landscape in the construction and built environment sector, emphasising the integration of green and digital skills within existing roles rather than creating entirely new "green jobs."
- Develop clear and diverse progression routes for construction-related learners, widening the range of providers and degree apprenticeship subjects, and incorporating pathways that reflect the growing importance of sustainability, retrofit, and offsite construction.
- Drive the development of digital design and construction programmes, including apprenticeship pathways, ensuring these incorporate the digital and AI elements crucial to modern construction and sustainability practices.
- Enhance the development and delivery of qualifications to support offsite construction, retrofit, and sustainability-related skills, with a focus on embedding green elements into traditional roles, making them more relevant to future needs.
- Strengthen careers education, information, advice, and guidance by inspiring both schools and businesses to engage more effectively, and actively promote the sector as a viable and rewarding career option that integrates sustainability and digital innovation.
- Support the development and delivery of training and qualifications to address sustainability, decarbonisation, and green skills agendas, ensuring that these elements are embedded within traditional roles and clearly communicated to learners and employers.
- Promote inclusivity and diversity by addressing gender imbalance, increasing female participation with appropriate support such as female-specific PPE and flexible working arrangements, and extending support to those with disabilities, from minority and disadvantaged backgrounds, and promoting the Welsh language within the sector.
- Recognise and act on labour market challenges, including the impact of Brexit and outward migration, by introducing measures to retain and attract talent to the sector.
- Promote the establishment of a strategic pipeline of infrastructure projects that includes comprehensive skills impact assessments, and ensure coordinated action to address any identified skills shortfalls.
- Influence Standard Occupational Classifications to recognise new and emerging roles that reflect evolving skills requirements, particularly those related to sustainability, digital innovation, and offsite construction.

CREATIVE



2022-2025 PLAN

- Continue to develop a cohesive skills strategy for the creative sector, ensuring engagement with smaller productions to identify their skills challenges, and remaining cognisant of the growth in both the gaming and music industries.
- 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, supporting increased accessibility to the sector for new entrants.
- 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.
- 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.
- Develop stronger links with Creative Wales to improve responsiveness and future-proof the sector for potential high-end TV and film productions filming in the region.
- 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.
- 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 (e.g., production crew).
- Map the transferable skills of the region's creative workforce to ensure sustainability of careers within the sector and reduce the loss of talent out of the sector or to other regions.

REFRESH NOVEMBER 2025

Develop a Cohesive Skills Strategy for the Creative Sector

- Build a unified skills strategy that meets the needs of micro businesses, freelancers, and small productions.
- Embed green skills such as sustainable production and low-carbon workflows.
- Improve access to training for all communities.
- Monitor growth in gaming and music to support emerging digital and low-carbon career paths.

Explore a Wales-Wide Creative Sector Work Shadowing Programme

- Create a coordinated work experience and trainee programme.
- Prioritise access for underrepresented and disadvantaged groups.
- Align placements with sustainable practices, including carbon budgeting, sustainable set design, and virtual production.

Expand Access to Bite-Sized Learning and CPD Training

- Expand flexible CPD and short-course options through PLA, Shared Apprenticeships, and Skills Academies.
- Embed green learning modules such as carbon literacy.
- Ensure training formats are accessible for neurodiverse, disabled, and geographically isolated learners.

Increase the Use of Labour Market Intelligence (LMI)

- Use LMI to identify emerging green roles and EDI participation gaps.
- Apply insights to shape equitable, responsive post-16 training provision.

Strengthen Links with Creative Wales

- Collaborate to prepare the region for high-end TV and film production.
- Align with net-zero standards and inclusive hiring practices.
- Co-develop industry standards and engage in strategic workforce planning.

Research Virtual Production & Cross-Sector Skills Integration

- Investigate skills needs in virtual production and gaming crossover.
- Support sustainable, digital-first production workflows.
- Ensure accessible training that reduces environmental impact.

Coordinate and Maintain a Regional Production Schedule

- Maintain an up-to-date schedule of regional productions.
- Use this data to plan labour needs and address skills gaps.
- Track uptake of green practices and inclusive hiring.
- Support sharing of sustainable infrastructure and reduce duplication.

Map Transferable Skills Across the Creative Workforce

- Identify and track transferable skills to support career progression.
- Develop pathways into green creative roles such as sustainable fabrication and low-waste design.
- Support inclusive transitions for underrepresented or displaced workers.

Promote Green Innovation Across the Creative Sector

- Encourage sustainable design, production, touring, and digital methods.
- Promote carbon-tracking tools, low-waste processes, and responsible materials.
- Ensure innovation funding is accessible to diverse-led and community organisations.

Champion Diversity, Equity & Inclusion (EDI)

- Embed EDI as a core part of sector growth.
- Ensure fair recruitment, training, and career progression.
- Co-design pathways with grassroots and lived-experience groups.
- Provide training that is inclusive in delivery, language, and location.

Strengthen Collaboration Across Delivery Organisations

- Improve coordination with Screen Alliance Wales, Media Cymru, Film Cymru, and others.
- Align planning and training to reduce duplication.
- Share LMI and best practice across the region.
- Ensure partnerships support Wales' green and inclusive goals.

FINTECH



2022-2025 PLAN

- Enhance skills and talent pipelines and build on approaches to careers education, information, advice, and guidance to promote the sector as a viable career.
- Explore the potential development of high-quality work experience placements in partnership with employers and key stakeholders.
- Further develop academies and bootcamp provision and align to the needs of the FinTech sector.
- Work to ensure that apprenticeship frameworks reflect the needs of the sector and further explore opportunities through both shared and degree apprenticeships.
- Embrace opportunities for FE skills competitions and explore potential engagement as part of the WorldSkills UK agenda.
- Work with regional HEIs to develop fit-for-purpose provision and better align to the needs of FinTech employers.
- Work with Welsh Government to ensure funded support for training is aligned to the needs of the sector.
- Capitalise on opportunities presented through the UK Government Levelling Up agenda and the Shared Prosperity Fund (SPF).

REFRESH NOVEMBER 2025

- Enhance skills and talent pipelines, and build on approaches to careers education, information, advice and guidance (CEIAG) to promote the sector as a viable and sustainable career, with inclusive pathways that provide access to all who want to build a career in the sector.
- Continue to collaborate with employers and stakeholders to provide high-quality workplace engagement activities that will showcase the range of roles available, thereby promoting the sector as a viable and sustainable career.
- Work with bootcamp providers to ensure it is sector-led and considers green principles and sustainability.
- Support the development of apprenticeship frameworks that align with sector needs and explore opportunities to embed competencies in sustainability and environmentally responsible practices by working with the relevant stakeholders.
- Engage with the regional education eco-system to support the development of provision that is fit for purpose, agile, responsive to local employers and addresses new and emerging technologies – such as AI, data skills, digitalisation, sustainability and green skills – within their curriculum design and training delivery.
- Work closely with Welsh Government to ensure that funded training courses support the requirements of the sector and take into consideration upskilling, reskilling, green and carbon literacy, and emerging technologies.
- Welcome opportunities presented through both UK Government and Welsh Government agendas to promote the industry's role in carbon reduction, green platforms and sustainable solutions.

HFE: EDUCATION, HEALTH, SOCIAL CARE & EMERGENCY SERVICES



2022-2025 PLAN

- 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.
- 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.
- Continue to support access to all-age apprenticeship funding for the human foundational economy sector, with specific focus on encouraging young people and those from underrepresented groups to undertake an apprenticeship.
- 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.
- Promote the education sector as an attractive career option to bring about positive change and increase the number of education practitioners on the register, with a focus on recruiting those from underrepresented groups in the current workforce.
- Improve the portability and transferability of qualifications and credits between educational institutions, ensuring prior learning and achievement is recognised.
- Raise awareness of 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.
- Build on 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.
- Engage with the Qualifications Wales reviews of current and emerging qualifications to ensure that qualifications meet industry needs.
- Support the increasing demand for Welsh language skills across the education workforce.

REFRESH NOVEMBER 2025

- **Expand Capacity Across Post-16 Training Providers for Quality Delivery of Apprenticeships**
- Develop the capacity of post-16 training providers to deliver new assessment and quality assurance requirements for apprenticeship frameworks within health, social care, and early years & childcare. Embed sustainability and climate resilience priorities into curriculum and assessment design, including the co-delivery of green-skills upskilling for existing staff, in partnership with employers.
- **Raise the Profile of Apprenticeships and Work Placements in HFE Sectors**
- Increase visibility of apprenticeships and work placements in the health, social care, and early years & childcare sectors, promoting them as viable, long-term career options. Target campaigns to highlight how these roles can support environmental wellbeing (e.g. nature-based mental health support) and attract individuals with interest in green or sustainability-related careers.
- **Sustain and Improve Access to All-Age Apprenticeship Funding for HFE**
- Continue to support access to apprenticeship funding across age groups, with a focus on increasing uptake among young people and underrepresented groups. Include pathways into green care, sustainable education practices, and environmental public health to widen the appeal of apprenticeships.
- **Develop New Apprenticeship Pathways Where Demand Exists**
- Create new apprenticeship programmes in areas of proven demand, including degree and higher-level apprenticeships for the human foundational economy. Ensure new pathways consider the emerging need for green and nature-based skills – e.g. environmental public health, flood resilience, outdoor learning, and sustainable infrastructure management.
- **Promote the Education Sector as a Force for Positive Change**
- Promote careers in education to grow the number of practitioners, especially from underrepresented backgrounds. Support the sector's role in tackling climate change and social inequality by embedding green education, outdoor learning, and access to nature in teaching and curriculum roles.
- **Improve Portability and Transferability of Qualifications Across Institutions**
- Ensure that qualifications, credits, and prior learning achievements can be recognised and transferred easily between education providers. Incorporate recognition of green CPD and environmental qualifications to facilitate flexible career progression into nature-based roles.
- **Raise Awareness of Innovative Bite-Sized Learning and CPD Opportunities**
- Promote innovative, flexible learning models including CPD and non-traditional pathways into HFE sectors. Use these models to upskill and reskill the workforce in green skills, sustainability leadership, and nature-based practice – particularly relevant for large public and third sector employers.
- **Enhance Careers Education and Guidance with a Focus on Green Roles**
- Continue to improve careers education and guidance to address outdated perceptions of HFE sectors. Use future-focused labour market insights to model and promote career opportunities in nature-based health, green early years and education, and environmental resilience roles – supporting both economic and climate goals.
- **Engage with Qualifications Wales Reviews with a Green Lens**
- Ensure Qualifications Wales reviews of current and emerging qualifications reflect the evolving needs of industry. Maintain a strong focus on sustainability, climate literacy, and green skills when shaping the qualifications offer across HFE sectors.
- **Support the Growing Demand for Welsh Language Skills Across the Workforce**
- Continue to address the growing need for Welsh language provision, particularly in education. Ensure green skills training and qualifications are available bilingually to support inclusivity and accessibility in the transition to a low-carbon, nature-connected economy.

HFE: HOSPITALITY, RETAIL & TOURISM



2022-2025 PLAN

- Raise the profile of apprenticeships within the hospitality sector and ensure that culinary frameworks are fit for purpose to meet future industry trends.
- 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.
- 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
- 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.
- 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.
- 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.
- 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 key contributors to Wales' foundational economy.
- 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.
- 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.

REFRESH NOVEMBER 2025

- Raise the profile of apprenticeships within the hospitality sector, ensuring culinary and service frameworks integrate green skills such as sustainable sourcing, waste reduction, energy efficiency, and carbon footprint awareness to meet future industry trends.
- Enhance work experience opportunities across hospitality, retail, and tourism for young people with a focus on sustainability practices—such as eco-tourism, zero-waste operations, and green retail—helping to reduce skills shortages while reshaping perceptions of careers as environmentally responsible and future-ready.
- Increase the use of labour market intelligence to identify green skills gaps and recruitment trends related to sustainable business practices, renewable energy use, and environmental management across hospitality, retail, and tourism sectors, to better inform post-16 training provision.
- Expand the range and flexibility of bite-sized learning and continuous professional development (CPD) training focused on green skills—such as sustainable supply chain management, eco-certifications, and energy conservation—available to sector workforces through initiatives like the Personal Learning Account (PLA) programme.
- Partner with training providers and employability programmes to promote the importance of fundamental skills combined with sustainability competencies for future entrants into hospitality, retail, and tourism, ensuring they are equipped to support businesses' green transitions alongside traditional customer-focused expertise.
- Explore innovative approaches to training delivery to address both traditional skills gaps and emerging green skills needs, including establishing sustainability-focused skills academies, shared apprenticeships emphasising environmental stewardship, and sector-specific eco-innovation hubs.
- Stay alert to skill shortages in roles such as chefs and spa & beauty therapists, integrating green skills like sustainable ingredient use, eco-friendly treatments, and energy-saving techniques, reinforcing the sector's contribution to Wales' foundational economy while promoting environmental responsibility.
- Establish stronger, environmentally focused pathways between industry and further education to ease FE learners' transitions into green-centric hospitality, retail, and tourism apprenticeships, including sustainability standards and eco-practice embedded within curriculum and work placements.
- Build on effective careers education, information, advice, and guidance by addressing sector perceptions through highlighting green career pathways, promoting the hospitality, retail, and tourism sectors as not only viable but essential for Wales' sustainable economic future.