



# Cardiff Capital Region Skills Partnership >>>

Prosperity through Partnership  
Employment and Skills Plan 2022 - 2025

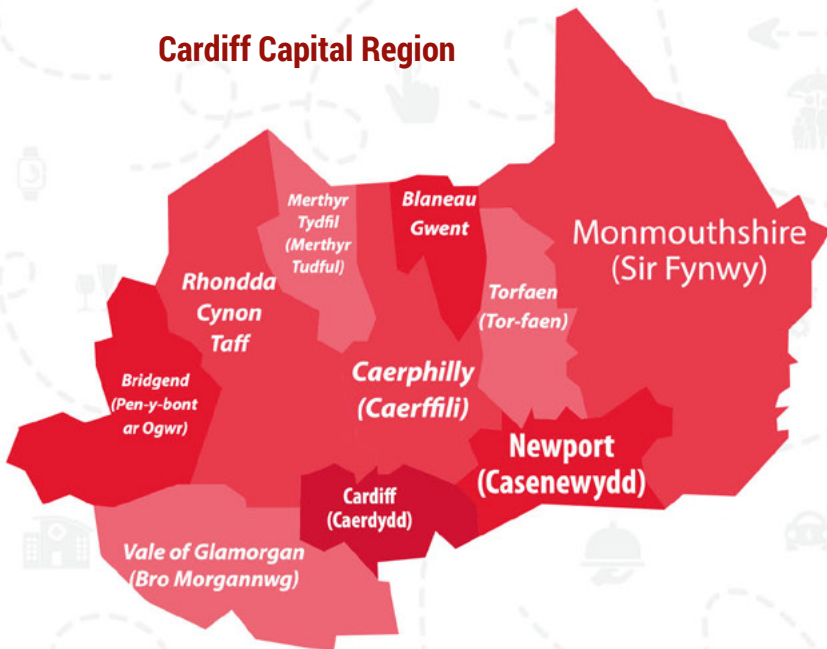
 Partneriaeth Sgiliau Prifddinas Ranbarth Caerdydd | Cardiff Capital Region Skills Partnership

# Hello

We're the Cardiff Capital Region Skills Partnership.  
We work across the Cardiff Capital Region:

- Blaenau Gwent
- Bridgend
- Caerphilly
- Cardiff
- Merthyr Tydfil
- Monmouthshire
- Newport
- Torfaen
- Rhondda Cynon Taf
- Vale of Glamorgan.

## Cardiff Capital Region



## Our mission

**To identify and respond to the social, economic and skills needs of the Cardiff Capital Region.**

We work with:

- the Welsh Government
- local authorities
- employers and employer bodies
- cluster groups and forums
- CCR City Deal (Cardiff Capital Region City Deal)
- providers of education and training
- Career Wales
- FSB (Federation of Small Businesses)
- Wales TUC (Trades Union Congress)
- NTFW(National Training Federation Wales)
- DWP(Department for Work and Pensions)
- other partners.

**This brochure tells you about our Employment and Skills Plan for the Cardiff Capital Region.**



# Our approach

## This plan focuses on 'Prosperity through Partnership'

- i Prosperity** – being successful and growing in money.
- i Partnership** – working together with others is crucial.

We want businesses, further and higher education and training providers across the whole Cardiff Capital Region to work together.

We want them to share knowledge and help people of all ages develop their skills, so the economy grows and thrives.

## Why this is important

### The world of work is changing!

Covid, Brexit, digital transformation and changing world markets bring challenges and opportunities.

Employers are telling us that having people with the right training and skills to work in businesses in the Cardiff Capital Region is really important.

This plan helps that. 

This plan connects Welsh Government policies including:

- the Programme for Government 2021-2026
  - the Stronger, fairer, greener Wales: a plan for employability and skills
  - the Regional Investment Framework
  - the Well-being of Future Generations (Wales) Act 2015
  - Net Zero Skills Action Plan.
- i Net zero** – reducing and balancing out carbon.



# Career opportunities

## The main sectors in our region

These sectors are growing, evolving and making a big difference to our economy. They give the workforce opportunities to develop skills, move across the sectors and progress their careers. Employers need lots of different people with different skills now and in the future.

**Sector** — a way of grouping businesses that do similar things.

### Advanced Materials and Manufacturing (AMM)

This sector uses innovation, new processes and technology to produce products.

It has lots of hi-tech employers of different sizes working in:

- aerospace
- automotive
- pharmaceutical
- food manufacturing
- transport engineering and more.

➔ **73%** of the employers said finding people with the right skills was a challenge. Skills like problem solving, digital technology, specialist engineering, smart manufacturing and renewable energy.

- ✔ To improve this we will:
- promote Apprenticeships
  - make sure there are high quality work experience placements
  - and more.

### Compound Semiconductors

These are found in lots of products like smart phones, sensors, and fibre optic communications. It's also important for future technology like 5G and driverless vehicles.

The need for these means it's a growing sector and there are lots of hi-tech employers in our region — including IQE, KLA and Microchip.

➔ The employers we talked to said finding people with the right skills was hard and there needs to be better education and training pathways into work.

- ✔ To improve this we will:
- make sure qualifications give people the knowledge and skills employers need
  - make sure people have support to change careers and develop their skills
  - and more.



## Construction sector



The construction sector has lots of different jobs, at lots of different levels from 'on-site' construction to professional services like planners, architects, and surveyors.

➔ Employers told us the sector needs more:

- bricklayers
- electrical trades
- plumbing trades
- heating, ventilation and air-conditioning trades
- people who have new technology skills
- people with the skills to support the journey to net zero.

- ✔ To improve this we will:
- make sure there are clear pathways for people to progress and develop skills
  - explore ways to develop digital design and construction programmes
  - and more.

## FinTech



The FinTech sector uses technology to change financial services including the way we transfer, borrow, protect, and manage money. This sector is growing.

Almost **40,000** people work in FinTech in Wales.

It's worth around **£8.5billion** to the Welsh economy.

➔ We have been told there are skills gaps and staff shortages. The sector needs people with skills in new technology including cybersecurity, programming and AI.

- ✔ To improve this we will:
- make sure there are high quality work experience placements
  - make sure Apprenticeships meet the needs of employers
  - and more.

## Creative sector



The Creative sector in the Cardiff Capital Region is one of the largest in the UK. It has over 1300 media firms including sole traders, freelancers and larger companies.

This adds **£360 million** to the economy.

➔ **67%** of employers said finding people with the right skills is difficult including:

- directors and project managers
- writers and script editors
- special effects crew – VFX/SFX
- cinematography
- production and post-production crew
- gaming, coding and animation.

- ✔ To improve this we will:
- engage with employers
  - expand the range of bite sized learning and career development opportunities
  - and more.



## Education, Health, Social Care, Childcare & Emergency Services



This sector provides goods and services that help people's everyday life. It delivers through businesses, charities, organisations and services and includes:

- care workers, home carers and social care professionals
- doctors, nurses and healthcare professionals
- teachers and teaching professionals.

➔ **76%** of the employers said finding people with the right skills was a challenge.

There are not enough workers to fill demand and they need more people getting those skills now to meet demand in the future.

✔ To improve this we will:

- promote Apprenticeships and career opportunities
- support people to get Welsh Language Skills
- and more

## Hospitality, Retail and Tourism



The Hospitality, Retail and Tourism sector is the third-largest employer in Wales.

It needs more skilled:

- sales assistants, retail assistants and check-out operators
- chefs, kitchen and catering Assistants
- hotel, bar and waiting staff.

➔ **67%** of employers said finding skilled staff was a big challenge.

The rising cost of energy has made it difficult to find the money to train staff.

✔ To improve this we will:

- make sure post-16 training meets the needs of employers
- make sure careers information, advice and guidance promote all career options
- and more.

This plan aims to make sure there are enough people, with the right skills that employers need now and will need in the future.



# Our 7 Goals

## 1 We want to improve the choices young people have and what's offered in post-16 education. This will help people get the skills that employers need across the sectors.

We've been working with colleges and training providers to plan their curriculum so people get the skills they need for work.

### ► We will:

- make sure more courses and qualifications can be funded through the Personal Learning Account Programme
- make sure training meets the needs of employers
- make sure there are enough people gaining skills and talents for the future – we promote the Academy and Bootcamp models for this
- make sure post-16 education and training systems join up and work together better so there are fewer gaps.

## 2 We want more higher-level Apprenticeships.

By 2026, the Welsh Government wants to create **125,000** more Apprenticeships so people of all ages can gain skills and get better paid jobs.

### ► We will:

- use evidence to improve the Apprenticeship framework at all levels
- work to increase the number of young people who take Apprenticeships, including at Higher and Degree Level
- work to increase the number of trainers and assessors in work-based learning.



### 3 We want to work with others to support people back into work.

Some people need more help than others to gain skills and get into work. Projects have been successfully helping people get work across the sectors.

#### ➔ We will:

- make sure funding, like the Shared Prosperity Fund, is used to help people get skills and bring job opportunities
- make sure young people (under 25) have support into work, education, training, or self-employment
- collect information about the labour market and use it to develop programmes that can help people who need it the most.

### 4 We want to promote digital technology and create a workforce that has the digital skills needed.

Digital skills can transform business, people lives and work. We've already promoted training, new developments and attracted investment to the region. But we want to do more.

#### ➔ We will:

- continue to develop National Occupational Standards (NOS) to make sure people get the vocational (work) qualifications that employers need
- promote training that can be funded through the Personal Learning Account Programme
- encourage more people to take Apprenticeships including at Degree Level.





## 5 We want to support people to get the skills needed for a low carbon economy.

**Low carbon economy** – products and jobs that reduce carbon and help the environment.

### ► We will:

- support employers to become low carbon and make sure people have the qualifications and skills they need to help them do this
- reduce the barriers and find opportunities to develop apprenticeships that meet our goals for net zero
- work with a broad range of employers.

## 6 We want to work with Qualification Wales so refreshed qualifications meet the needs of employers across all sectors.

We've already been working with them to refresh qualifications within Construction and the Built Environment, Engineering and Advanced Manufacturing, and Travel, Tourism, Hospitality and Catering.

### ► We will:

- continue to work with Qualifications Wales
- work with training providers to make sure their staff are able to deliver the refreshed qualifications and their requirements
- make sure qualifications and the Curriculum for Wales help young people gain the skills employers need across the sectors.



## 7 We want careers information, advice and guidance to promote the needs of employers and sectors across the region.

We've been working with Careers Wales to improve information and advice across the sectors.

### ➔ We will:

- continue to work with Careers Wales
- promote career related projects and programmes like Cardiff Commitment that offer people experiences, opportunities and skills
- support businesses across the sectors to engage with schools so young people know more about work life, careers and the skills employers need.

## Thanks for reading

To find out more about us and what we do, go to:

 [www.ccrsp.co.uk](http://www.ccrsp.co.uk)

 [RegionalSkillsPartnership@newport.gov.uk](mailto:RegionalSkillsPartnership@newport.gov.uk)

 Cardiff Capital Region Skills Partnership

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