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Cardiff
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Winter Newsletter '24



This is the final Cardiff Capital Region Skill Partnership (CCRSP) newsletter for 2024. As the year draws to a close and the festive season is with us, I want to take this opportunity to extend my warmest greetings to all of you from the Board and CCRSP team. I hope the season brings you joy, positive reflection, and the chance to rest and recharge for the new year ahead.

2024 has been a year of significant challenges and equally promising opportunities for the skills landscape across Wales. As we continue to navigate an evolving job market marked by digital transformation, green skills, and post-pandemic recovery, the need to address skills gaps has never been more critical. Together, we have made strides in aligning the needs of employers and have influenced pathways to meet the skills shortages.

The exciting launch of Medr this year, and the ongoing collaboration between Medr, the CCRSP Board and the CCRSP team, will ensure that the tertiary education and skills landscape in south east Wales closely aligns with regional economic need. By combining Medr's oversight of the post-16 education and training sector with CCRSP's insights into regional skill demands, the two organisations will work together to shape curricula, expand apprenticeships, and promote work-based learning.

This partnership will ensure that students and employees are gaining the right skills to meet the needs of key industries across the region, and meet the ubiquitous challenges set through emerging green technologies, and the digital economy.

The work ahead of us in 2025 will require even greater collaboration. I look forward to continuing our shared mission to equip individuals and businesses with the skills needed to thrive in a changing world.

Wishing you all a peaceful and joyous holiday season

**Leigh Hughes,
Chair of the CCRSP Employment and Skills Board**



▶▶▶ Spotlight on skills development in the creative industries



Lucy Squire, Head of Music and Drama at the University of South Wales (USW), joined the Creative Cluster Group in May 2023 to represent the music industry in the Cardiff Capital Region (CCR).

As part of her role, Lucy shares intelligence on skills gaps and opportunities, helping to shape future talent pipelines. A key initiative includes USW's new degree in [sound, lighting, and live event technology](#), designed to equip graduates with the skills needed to thrive in live events and production.

Lucy has also played a pivotal role in fostering collaborations with local businesses, creating valuable internship opportunities for students. Her involvement in USW's Immersed Festival—a student-run multimedia event—demonstrates her commitment to providing hands-on experience and nurturing new talent.

USW's partnerships with the Music Managers Forum, NatWest, Sound Progression, Stage Sound Services, Libertino Records, and climate charity Music Declares Emergency, among many others, are further enhancing the development of highly skilled professionals and a new talent pipeline for the music industry.

Lucy is also one of the recipients of this year's Creative Skills Fund, run by Creative Wales, which aims to nurture new and existing talent by training and upskilling individuals. The funding of £69,887 will be used to develop a technical and sustainability skills development programme, alongside a research project and creative collaboration with the Future Generations Commissioner, focused on the theme of regeneration.

In line with CCRSP's goals of addressing skills shortages and fostering innovation, Lucy's efforts support a thriving creative sector in south east Wales. The inaugural Cardiff Music City Festival this autumn further highlighted the region's cultural vibrancy, showcasing over 200 artists in more than 80 events.

Supported by the Welsh government and Cardiff Council, the festival was a celebration of music, innovation, and technology, contributing to the cultural economy and demonstrating the evolving demands of the creative workforce.

The festival's success – alongside Lucy's strategic collaborations – demonstrates how the region is pushing boundaries in performance and technology, ensuring that emerging talent is ready to meet industry challenges head-on. By continuing to build partnerships and provide practical experience, CCRSP and its creative industry partners are helping to secure a bright future for the south east Wales music and events sector.

For more information, visit: [Cardiff Music City Festival](#) and <https://immersedfestival.co.uk/>



New mentor appointment strengthens support for Welsh screen industry talent



Siop Un Stop - One Stop Shop, has appointed Zoë Rushton as their new mentor.

Siop Un Stop is a key initiative supporting emerging and established talent in Wales' screen industries.

Lead by Sgil Cymru, Siop Un Stop is a collaborative project with other Welsh training providers which aims to foster careers in the Welsh film and TV industries.

With support from the BFI and Lottery funding it provides resources such as mentorship, training programs, apprenticeships, and placement opportunities.

Zoë will provide one-on-one consultations offering expert guidance and advice for individuals starting out in the film and TV sectors, as well as those looking to upskill or change career direction within the industry.

As part of its commitment to building a world-class skills base in Wales, Sgil Cymru has been actively delivering industry-led training across film, TV, and digital sectors. Initiatives like this, alongside Zoë's mentorship, will be key in helping individuals access the right training, gain essential experience, and connect with industry professionals.

With over twelve years' experience in talent, recruitment, and mentoring, alongside another twelve years in TV production, Zoë brings a wealth of expertise to the role.

Having worked her way up from runner to senior producer/director, she is deeply connected within Wales' creative industries and across the UK. Zoë's diverse experience spans multiple genres, including factual, music and events, documentaries, and drama - making her an invaluable resource for anyone looking to navigate or advance in the sector.

Speaking about her new role, Zoë said: "My passion is finding opportunities for those who may face barriers and supporting them through their early careers.

"If you're just starting out and need help navigating the job market or looking for training opportunities, I'm here to help. Established freelancers can also reach out for advice on upskilling or switching career paths—no question is too small!"

This appointment is part of the wider efforts by Sgil Cymru to boost support for individuals in the creative sector. Siop Un Stop's opening will coincide with upcoming events and training opportunities designed to nurture local talent and provide pathways to sustainable careers in the screen industries.

Whether you're an aspiring newcomer or a seasoned freelancer looking to expand your skills, Siop Un Stop will soon be ready to offer a range of resources and expert advice to support your career journey in Wales' thriving film and TV industry. Watch out for its official opening in the upcoming weeks!

For more information visit [Siop Un Stop](https://www.siopunstop.co.uk) online.

Welsh competitors shine at WorldSkills Lyon 2024

Wales' top young talent showcased their technical and vocational expertise at WorldSkills Lyon in September. The competition saw them compete in fields such as engineering, hospitality and digital skills.

Notable winners, recognised at the Inspiring Skills Excellence in Wales awards, included individuals in aerospace engineering, plumbing and heating, cyber security and restaurant service.

The Welsh government-backed initiative, Inspiring Skills Excellence in Wales, has been instrumental in preparing these competitors for the global stage, offering opportunities to refine their skills, participate in local competitions, and receive mentoring.

The success in Lyon is a testament to the investment in vocational training in Wales and the dedication of the competitors.



The commitment to excellence in vocational education in Wales has inspired the next generation of young professionals to pursue technical careers and contribute to the region's growing economy.

The achievements in Lyon have not only brought pride to the participants but also highlighted the value of investing in world-class skills development. The event, known as the Skills Olympics, showcased excellence in 62 skills over four days and was watched by 250,000 spectators - further proving the UK's capability in high-quality skill development.

Following a successful showing by Welsh competitors at the international event in Lyon, November 2025



will see Wales host the WorldSkills UK national finals for the first time.

The competition, which highlights excellence in vocational skills, will attract the UK's top talent, with young people competing in areas such as aircraft maintenance, 3D digital game art, and welding.

Welsh government skills minister, Jack Sargeant MS, expressed pride in hosting the event, while WorldSkills UK CEO, Ben Blackledge, emphasized the importance of technical education for the UK economy. The next generation of Welsh apprentices will find inspiration in the event.



▶▶▶ Digital skills analysis for South Wales

The Regional Skills Partnerships (RSPs) in south east and south west Wales collaborated in June 2024 and commissioned a *digital skills study*, aimed at gathering information on basic and advanced digital skills needs to identify skills gaps and shortages.

Together, the RSPs called on employers to share views on apprenticeship and training provision, equality and diversity challenges, and progression pathways into digital roles. A survey was developed to better understand employer needs, identify regional priorities, and inform key Welsh government policy areas.

The survey received 120 respondents from south east and south west Wales - including 62 from south east Wales and 58 from south west Wales. This was from a cross section of employer types, including digital, financial, local government, manufacturing, health and social care, education, training providers, and retail.

Focussing on basic digital skills requirements, the report referred to the significance of PowerBi for data handling, automation of applications, basic office and digital productivity - through tools such as Microsoft 365, along with all-important skills when using CRM and data-driven systems.

Additional advanced digital skills were also identified through the report, which suggested that AI and net zero technologies are driving business transformation. Automation, robotics, microcontroller programming, remote monitoring, IOT and cyber security were also given prominence.

The research also focussed on the range of advanced digital tools and technologies being used by employers for full stack development and coding, cloud platforms and infrastructure, data analytics, reporting and AI.

Finally, the report suggested that employers generally recruit from degree programmes and vocational college courses. Awareness of the opportunities presented through apprenticeships seems more limited among employers and sources of information need to become clearer. For example, how apprenticeship frameworks work and the providers who can support upskilling requirements.

[Click here to download a copy of the report.](#)



»»» Cardiff Commitment - winners of the Public Sector Organisation of the Year, Social Mobility Awards UK

Cardiff Council's Cardiff Commitment initiative has been recognized by SOMO for its significant contributions to advancing social mobility.

The initiative is a citywide partnership aimed at raising aspirations and creating opportunities for children and young people. It combines schools, businesses, and community partners and helps young people develop essential skills for the job market.

The UK Social Mobility Awards, launched in 2017, attracts entries from leading organisations across the UK that embed social mobility initiatives into their business strategies.

Cardiff's Deputy Leader and Cabinet Member for Education, Cllr Sarah Merry, expressed gratitude for the recognition and praised the Cardiff Commitment team for their efforts in creating meaningful opportunities for young people.

The Cardiff Commitment's recognition at the 2024 SOMOs highlights its role as a leader in advancing equality and opportunities for the next generation.

To find out more or get involved with the Cardiff Commitment initiative please visit; <https://cardiffcommitment.co.uk/>

