National Training Federation For Wales Conference
Workshop 1 – Meeting the Needs of Employers – The Role of RSPs and the Employment and Skills Plans

Regional Learning & Skills Partnership
Jane Lewis, Sian Lloyd Roberts and David Price
Regional Skills Partnerships in Wales

Regional Learning & Skills Partnership (RLSP)
Covering the economic areas of the Swansea Bay City Region & Growing Mid Wales (Est. 2007)

North Wales Regional Skills Partnership (Est. 2013)

Cardiff Capital Region Skills Partnership (Est. 2015)
Employer Engagement – why?

• A voice for the employers to inform the Annual Employment and Skills plan.

• The Regional Skills Partnerships to understand what employers need and/or what is not available to them.

• To share best practice – what is happening across each sector.

• To support the development of new skills opportunities needed by employers.
RLSP BOARD
14 private sector representatives

Health and Social Care  Energy  Financial and Professional Services  Construction  Advanced Materials & Manufacturing  Food and Farming  Creative Industries  Tourism Leisure And Retail  Mid Wales

RLSP Employer Survey

Careers Fairs and Schools  Face to face meetings  Networking events
What our employers have said!

• Main challenges: Making a profit, economic/financial challenges, recruitment, developing staff and securing work.

• Staff retention is not an issue for 73% of businesses

• 18% of businesses reported that new entrants to their work force are not work ready with 40% stating that the level of work-readiness varies.

• The majority of respondents indicated that they are missing the work experience (60%) or the skills (53%) that they look for, with 37% indicating that ‘entrants tend to have poor attitudes or motivation’.

• 44% of respondents indicated that they are experiencing difficulty in recruiting for specific roles – these include; engineers, technicians, nurses, social workers, support workers, chefs.

• 40% of respondents experience barriers to training, these include; can’t spare staff time, lack of funding, difficulty in finding training provider, hard to find time to organise training, a lack of good local training providers.

• 71% of respondents do not employ apprentices.
North Wales Skills Strategy

• RSP Board includes sector representative across all sector

• Business Intermediaries such as FSB, West Cheshire and North Wales Chamber of Commerce, etc.

• Employer focus groups for each sector

• Contact with Regionally Important Companies in the region to know of growth potential and skills requirements

• Online employer survey
What our employers have said!

- 72% businesses have difficulty recruiting to roles with recruitment cited as the biggest challenge to growth;

- Individuals are not ‘work ready’ and lack employability Skills;

- Wider work of the RSP with employers in the region on perception of sectors and Shared Apprenticeship opportunities

- 41% businesses are having difficulty recruiting into skilled trades;

- Perception and progression is a barrier in some sectors;

- Digital and automation skills is a challenge
Mission

- 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.

- To align activity to future demand and stimulate innovation.

- To enable an inclusive regional response to both Cardiff Capital Region City Deal and Welsh Government Policy and initiatives.
Strategic Engagement
Skills demand & Training Supply

Demand From Industry (by size & priority)
Third sector
Foundational Economy

RSP Structure
Employment & Skills Plan

Workforce Skills
new & Replacement
upskilling
key skills

Supply Skills and Training
Schools, FEIs,
Ind Training Providers, HE, On-line & Other

Respond to WIIP (Welsh Infrastructure Investment Plan)
Inward investment & Growth

Catalyst - Assistance
Government & EU funding
Co-investment – Levy - City Deal – Procurement (others public and private)

Respond to Sector demand & Welsh Government prioritisation
Apprenticeship support
Employer Engagement

Employment and Skills Board

Meetings, Networks and Events

Employer Engagement Strategy

Sector Champions

Research, incl Business Skills Survey

Sector Groups or Clusters

• Online Business Skills Survey (2018)
  • Regional and sector based analysis

• External Events - participation, presentations and exhibitions
  • Industry, business and sector networks
  • Industry and business meetings

• Research incl.
  • Business Skills Survey

• Meetings, Networks and Events

•上汽/Aerialion
• Advanced Materials and Manufacturing
• Construction Sector
• Financial, Legal and Professional Services
• ICT/Digital/Tech
• Foundational Economy
• South Wales Chamber of Commerce
• Enterprise Zones
• CBI
• FSB

• Sector Champions and Sector Groups or Clusters

• ICT/Digital/Tech
• Advanced Materials and Manufacturing
• Construction Sector
• Financial, Legal and Professional Services
• Foundational Economy - Health, Social Care and Education - Hospitality and tourism
• Aerospace/Aviation
Regional Priorities

- Delivering employment and skills support for industry and infrastructure
- Supporting industry priority sectors to address skills gaps/shortages
- Developing higher level skills to future-proof the workforce
- Increasing the number and range of apprenticeships
- Improving industry engagement with education and marketing of career opportunities and pathways
- Developing a regional employability plan to get more people into work
Diolch

Thank you