

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
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Regional Learning and Skills Partnership
Partneriaeth Dysgu a Sgiliau Rhanbarthol
South West & Mid Wales
De-Orllewin a Canolbarth Cymru



Partneriaeth Sgiliau Rhanbarthol Gogledd Cymru
North Wales Regional Skills Partnership



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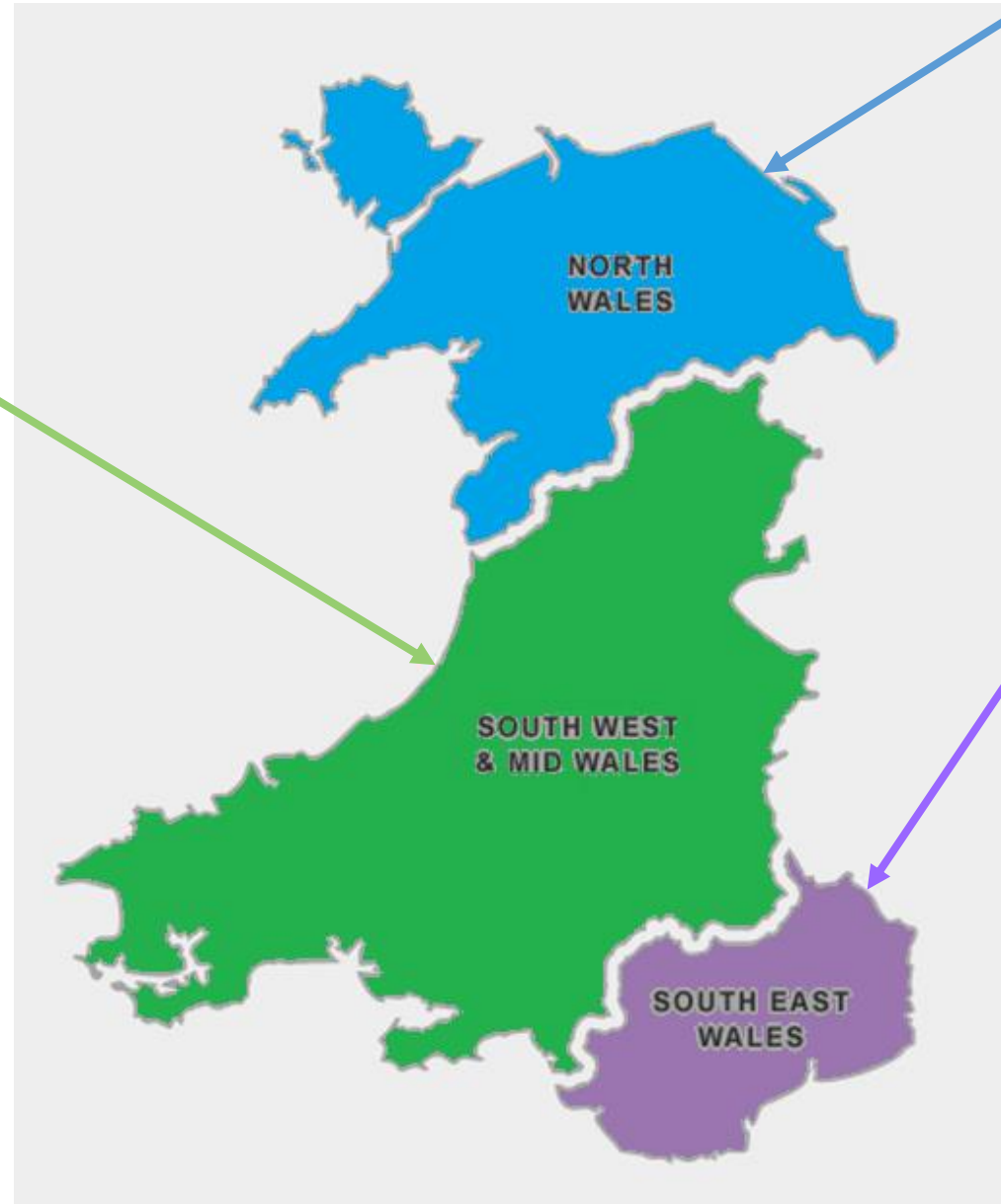
Regional Skills Partnerships in Wales

Regional Learning & Skills Partnership (RLSP)

Covering the economic areas of the Swansea Bay City Region & Growing Mid Wales
(Est. 2007)



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North Wales Regional Skills Partnership (Est. 2013)



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Cardiff Capital Region Skills Partnership (Est. 2015)



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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



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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



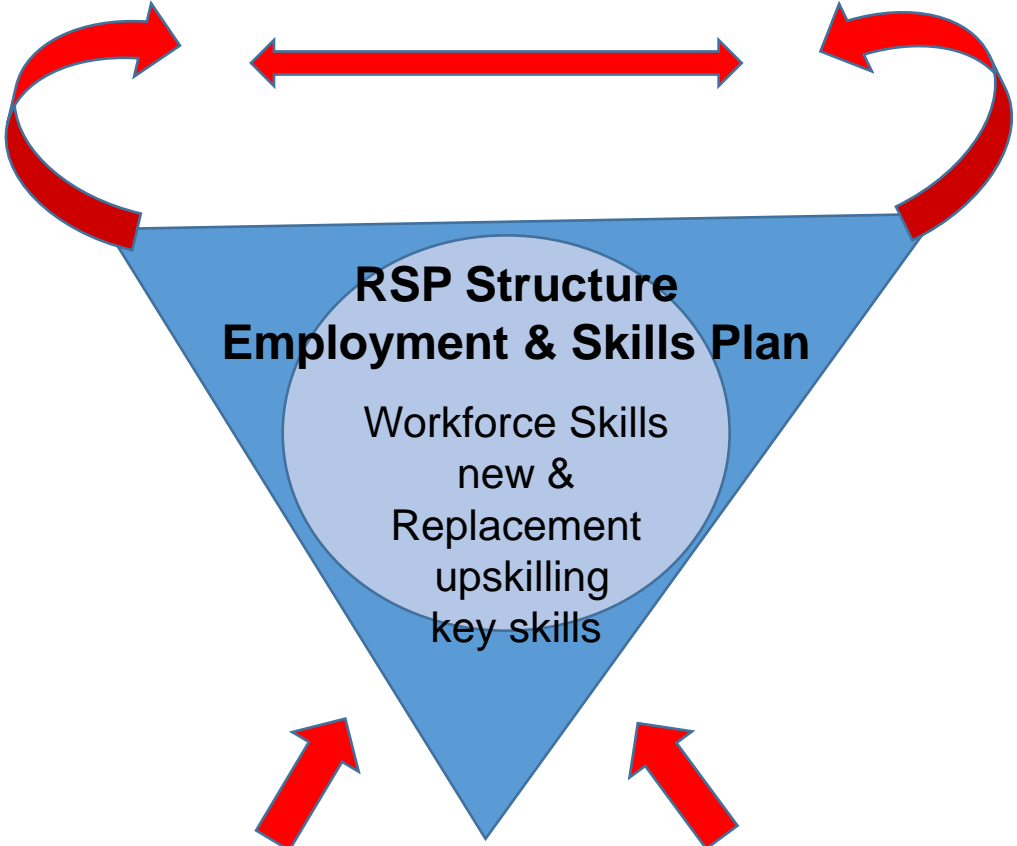
Mission

- 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**

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



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

*Respond to Sector
demand & Welsh
Government
prioritisation
Apprenticeship support*

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

Employer Engagement



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



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