



This is the second of our new look Cardiff Capital Region Skill Partnership (CCRSP) Seasonal Newsletter. Again, we hope that this communication finds you safe and well in these challenging times.

As you will be aware the CCRSP has been established to bring people together to promote strategic and collaborative decision making in relation to skills. Representatives from business, education and training join together to share sector knowledge and understanding to ensure the region is best placed to prepare and respond to the required development of skills and talent.

It has been a busy few months and we have seen a new Government formed following the Senedd elections in May. As a result, we welcome Vaughan Gething MS as the new Minister for Economy and very much look forward to working with him as part of his new ministerial portfolio.

Naturally, and as Chair of the CCRSP, I was delighted to see the focus on skills as part of the Welsh Labour Government's manifesto along with the commitment to strengthening Regional Skills Partnerships (RSPs). I was also pleased to read that this electoral promise would be honoured through the **Programme for Government 2021-26** which sets out a range of commitments that will be delivered over the next 5 years (www.gov.wales/programme-government).

The purpose of this newsletter is to keep you abreast of the key skills-related developments across the CCRSP over the summer months, and to ensure you are kept informed.

We hope that you find the content informative and we will look forward to working with you over the coming months as we address the ongoing challenges arising from Covid-19.

On 2 June this year I met with the Lord Mayor of London to continue our discussions on our three year Employment and Skills Plan. There is a fantastic piece of research which was released towards the end of June led by the Financial Services Skills Commission and Professional and Business Services Council, written by The City Corporation, Capgemini, PwC and FSSC.

This research looks at the impact of future trends on job roles and skills requirements post pandemic in the Financial, Professional and Business Services (FPBS) sector. The research report also recommends what action is required to ensure the industry deepens existing talent pools and maximises skills regionally to further boost UK competitiveness. Download the report here.

Leigh Hughes, Chair of the CCRSP Employment and Skills Board



Meet the team

There are now three officers in post and they collectively drive the delivery of the CCRSP three-year **Employment and Skills Plan 2019-22.**

The plan provides robust recommendations to Government, recognises the challenges, and sets out the actions needed to address the skills gaps that are a barrier to growth across the region. It was developed through collaboration and launched in late 2019.



Huw Wilkinson

Huw is one of two CCRSP managers and leads on engagement across the Creative, Human Foundational Economy and local authority cluster groups.

Huw has been employed by Newport City Council (host of the CCRSP) for 13 years and has gained extensive experience of employability and skills provision through the management of local and regional programmes.

These programmes have supported a range of individuals including those who are at risk of becoming NEET, economically inactive and unemployed.

Huw has also led on many successful funding bids from the Welsh Government, BIG Lottery Fund, DWP and the ESF. Most notably, Huw led on the development of bids in partnership with local organisations that were awarded approximately £15 million of European Funding to deliver four regional operations across South East Wales.



Richard Tobutt

Richard is also a CCRSP manager who leads on engagement across the Advanced Material & Manufacturing, Compound Semiconductors, Construction and Digital Technology sectors. Richard has acquired extensive experience operating within the education, lifelong learning and skills arena and has developed effective relationships with Government (and its agencies), stakeholders, employers and providers of education and training.

Richard has experience of the FE sector and has also pioneered the work of an industry Sector Skills Council (SSC) in a Welsh context for well over a decade. Here, he secured inward investment to drive employer-led skills programmes including the development of various Apprenticeship Frameworks and National Occupational Standards (NOS).

Before taking up post with the CCRSP he worked in a director level role for a well-placed provider of work based learning and has also operated as a skills consultant on a freelance basis.



Caryn Grimes

Caryn adopts the all-important role as CCRSP Coordinator and supports both Huw and Richard in their work. She also leads the coordination of the Employment and Skills Board and Careers related activities.

Caryn has extensive experience working in both the private and public sector and has worked across the skills landscape for over 18 years, which includes leading the delivery of employment and training contracts in the field of apprenticeships.

Caryn joined Newport City Council to drive the apprenticeship delivery programme through the Work Based Learning Academy (WBLA). Part of this role was focussed on generating commercial revenue through collaborative approaches.

Caryn is passionate about lifelong learning and particularly the need to develop and progress young adults into training and employment and is also the lead for the CCRSP social media accounts.

If you wish to engage in any of the sector specific groups please get in touch: RegionalSkillsPartnership@newport.gov.uk





CCRSP informing Welsh Governments Covid-19 pathway to recovery

Covid-19 (Coronavirus) has had a significant impact on the economy and the skills agenda since the outbreak began around January 2020.

To better understand the impact on skills, the Cardiff Capital Region Skills Partnership (CCRSP) has continued to liaise with key employers across the South East Wales region in order to obtain soft Labour Market Intelligence (LMI) and advise Welsh Government on future prioritisation of skills funding and represent regional interests when informing a demand-led skills system.

Since submission of our last COVID-19 impact report in November 2020, the CCRSP has engaged with more employers who operate within the region's priority sectors in an attempt to better understand the on-going skills related impact of the virus across the South East Wales region.

Soft intelligence has been gathered which has informed the content of regular reports which have been submitted to Welsh Government and these are being used to inform the pathway to recovery. These reports outline the impact of Covid-19 on the priority sectors and focus specifically on staffing, recruitment, skills demand and mismatch, in-house training and work based learning.

The latest copy of the CCRSP Covid-19 LMI report can be viewed **here** with the next iteration of the report due to be agreed with Welsh Government shortly but likely to align with the end of the Job Retention Scheme.



Careers information, advice and guidance mapping



Through the Employment and Skills Plan 2019-22, the CCRSP has identified the following underpinning theme - 'establishing more effective approaches to careers information, advice and guidance to address issues of sector perception and promote the key sectors as viable career options.'

In this context, the CCRSP has supported the development of the CCR Graduate Scheme, local initiatives such as Cardiff Commitment and national programmes including Education Business Exchange and Business Class.

The CCRSP is also keen to:

- Encourage business to engage with schools for the introduction of the new curriculum for Wales.
- Support Careers Wales to promote parity of esteem between academic and vocational pathways.
- Work with sector groups to produce sector specific careers resources to address misconceptions of perception of industry and address the gender imbalance.

More recently, stakeholders have told the CCRSP that there is general consistency in the career-related challenges faced by employers. This includes; schools being too focussed on attainment measures, ensuring relevance of information, advice and guidance for young people, developing better links between schools and industry and the need to address outdated sector perceptions.

In attempt to address some of these challenges the CCRSP has been working collaboratively with Careers Wales and has recently commissioned Wavehill to deliver a strategic research project which will map the employer directed careers information, advice and guidance activities across the CCRSP priority sectors.

This project will conclude in September 2021 and will help to identify good practice, case studies and potential gaps that will need to be addressed into the future.



Welsh Government guidance for Careers and Work Related Experiences (CWRE) Governments Covid-19 pathway to recovery

Careers and Work Related Experience (CWRE) is a cross cutting element of the new curriculum for learners aged 3-16 and headteachers and practitioners will need to fully embed CWRE to ensure learners better understand the world of work.



CWRE will have separate statutory guidance which would replace the Careers and the World of Work framework for 11-19 year olds.

Over the last 12 months, Welsh Government has been drafting the guidance in collaboration with key stakeholders, including the CCRSP, who has had a seat on the strategic working group.

The draft guidance went out to consultation in May (concluded on the 16 July 2021). It provided an opportunity for industry to influence the direction of travel and ensure future talent pipelines into sectors.

To supplement the consultation process, Miller Research, in collaboration with OB3 Research, was also commissioned by Welsh Government to run a series of targeted workshops over the summer which were used as an opportunity to gather and analyse feedback.

Further information on the consultation can be found on the [Welsh Government website](#).

For more information on any of these developments contact RegionalSkillsPartnership@newport.gov.uk

Human Foundational Economy – Hospitality, Retail and Tourism Cluster Group

Following the launch of our Employment & Skills Plan and identification of hospitality, retail and tourism as priority sectors within the Cardiff Capital Region, the CCRSP Team have been working closely with employers to develop a cluster group that will help address the skills gaps and shortages that are barriers to growth within the region.

We are pleased to confirm that the first meeting of Human Foundational Economy – Hospitality, Retail and Tourism Cluster Group, chaired by Dave Chapman of UK Hospitality and comprising of experienced industry representatives is due to take place in late July.

The response from employers in the region suggests that the development of this cluster group comes at an extremely important time as the sectors are facing numerous skills challenges due to the on-going impact of the pandemic and Brexit.

As with all our priority sector cluster groups we are keen to engage with employers that are interested in sharing intelligence around skills challenges and helping us to influence post-16 training provision to meet the current and future skills needs within the Cardiff Capital Region.

If you would like to know more about the Human Foundational Economy – Hospitality, Retail and Tourism Cluster Group please contact the CCRSP Team.

