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Capital  
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Partnership

# e-Bulletin

Spring 2021

## Welcome from Leigh Hughes, Chair of the CCRSP Employment and Skills Board



**As chair of the Employment and Skills Board, I welcome you to the new style Cardiff Capital Region Skills Partnership (CCRSP) seasonal newsletter. I genuinely hope that this communication finds you safe and well in these difficult times.**

The last 12 months have proven to be like no other. We all have our own personal experiences of the global coronavirus pandemic which has also impacted the skills landscape quite significantly. As I write, there seems to be growing optimism on the back of the roll out of vaccines, and I really hope that the biggest hurdles are behind us. However, I am fully aware that there will still be challenges that will need to be overcome.

As I am sure you are now aware, the CCRSP has been established to bring people together to promote strategic and collaborative decision making. 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.

In late 2019 we launched our **Employment and Skills Plan: 2019-22**. This was developed through a broad range of collaborative approaches and can be found via the following link [www.ccrsp.co.uk/publications](http://www.ccrsp.co.uk/publications).

This 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. Regardless of the pandemic, we still believe that this plan has currency and we continue to strive to deliver the strategic aims and objectives set.

The purpose of this communication is to keep you abreast of the key skills related developments across the CCRSP and to ensure you 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 and nurture the green shoots that are perhaps starting to emerge.

**Best wishes to you all and stay safe.**

**Leigh Hughes**



# CCRSP informing Welsh Governments Covid-19 pathway to recovery

The CCRSP has been tasked by Welsh Government to produce and analyse labour market intelligence, advise on future prioritisation of skills funding and represent regional interests when informing a demand-led skills system.

Through an agreed programme of work, and linked to the coronavirus (Covid-19) pandemic, the CCRSP has engaged with employers and stakeholders throughout 2020. This work attempted to better understand the 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 are being used to inform the pathway to recovery.

The latest copy of the CCRSP Covid-19 LMI report can be viewed [here](#). The next report will be finalised in May 2021.

## Personal Learning Account Programme

**The Welsh Government has recently merged the Skills Development Fund (SDF) into the new Personal Learning Account Programme (PLAP).**

The programme provides an enhanced package of support for those employed (earning under £26k), furloughed workers, workers on zero hour contracts, agency staff or those at risk of being made redundant.

It provides support through courses and qualifications which help address regional skills requirements in order to obtain skills and qualifications to progress into employment opportunities at a higher level or in alternative sectors.

The PLAP will allow employees to study flexible, part-time courses around their existing responsibilities. It will enable them to obtain the skills and qualifications they need to switch careers and embark on a new pathway.

Over the last few months, the CCRSP has been working closely with Welsh Government and the regional FE provider network to identify eligible qualifications to address regional skills priorities. This exercise has been very much informed by the labour market intelligence secured through employer and stakeholder engagement.

The Welsh Government is funding all of the courses on offer through a personal learning account. For full information on eligibility and where to access a provider please visit **Personal Learning Accounts** on the Careers Wales website.

## Update on National Occupational Standards

**The Welsh Government has provided funding to the CCRSP to utilise its employer networks and identify occupations that are a priority, emerging or in decline.**

This intelligence then informs the development of new Standard Industrial Classification (SIC) and Standard Occupational Classification (SOC) codes and assists in the future prioritisation of National Occupational Standards (NOS).



## Through this work, the CCRSP has identified the following high level findings:

- Industry SIC/SOC codes do not always accurately reflect the breadth of occupations that exist across the CCRSP priority sectors.
- Industry SIC/SOC codes are often outdated and are not always conducive for the production of robust and reliable government intelligence.
- Existing SIC/SOC codes present significant challenges for the compound semiconductor sector. The size of the sector means that the industry does not have its own unique classifications (although some are covered through manufacturing codes).
- It is recognised that there is an increasing proportion of the construction workforce engaged in managerial and professional roles.

Some of these roles, such as Design Manager, M&E Co-ordinator and Manager, BIM Co-ordinator and Manager, are roles that are still too new to have their own SOC. Additionally, these roles do not have any associated NOS and therefore no available qualification pathway.

- The digital and enabling technology and creative sectors also evolve at such a speed that attempting to analyse the sectors using traditional SIC and SOC codes yield imperfect results.
- The SOC codes for education occupations (HFE - education, health, social care and childcare) could be rationalised and aligned with registrations for the Education Workforce Council.

These include; school teachers (primary and secondary), school learning support workers (inclusive of teaching assistants, educational support assistants and others), FE teachers, FE learning support workers, work based learning practitioners, youth workers and youth support workers.

- The current SOC code for nursery nurses and assistants is also too generic - occupations needing to be distinct for childcare workers and playworkers. The same principal could be also be applied to the SOC code for nurses with a distinction required for health nurses and social care nurses.



## Apprenticeship Awards Cymru

The CCRSP is delighted to be supporting this year's event. Funded by the Welsh Government with support from the European Social Fund, the Apprenticeship Awards Cymru is jointly organised by the Welsh Government and the National Training Federation for Wales (NTfW).

The awards recognise individuals, learning providers, and employers who have excelled in contributing to the development of the Welsh Government's employability and apprenticeship programmes across Wales.

They also celebrate the achievements of those who have exceeded expectations by showing a dynamic approach to training, demonstrated initiative and enterprise as well as innovation and creativity.

In addition they will have shown an understanding of, and commitment to, the improvement of skills development for the Welsh economy.

The Apprenticeship Awards Cymru offers individuals and organisations the chance to be recognised and rewarded for their commitment, hard work, achievements and success in the Welsh Government's employability and apprenticeship programmes.

To find out more visit [gov.wales/apprenticeship-awards-cymru](http://gov.wales/apprenticeship-awards-cymru)

For more information on any of these developments email: [RegionalSkillsPartnership@newport.gov.uk](mailto:RegionalSkillsPartnership@newport.gov.uk)



# Priority Sector Marketing Campaigns

Over the last few months the CCRSP has been supported by the Cardiff Capital Region City Deal Office and Business News Wales to promote our priority sectors through targeted marketing campaigns.

The campaigns have focussed on the health, social care and creative sectors, with the aim of dispelling negative perceptions, highlighting the breadth of careers and showcasing the talent in the region.

Articles were produced for the campaigns show the fantastic opportunities available and that there is a bright future ahead for these sectors within the Cardiff Capital Region.

These articles are:

- **Unsung heroes of the care sector**
- **Putting world class talent at centre-stage**

## Virtual Careers Fair

**Following the success of the online jobs fair in September 2020, the CCRSP again teamed up with partner organisations across South East Wales and hosted another successful virtual careers event on 24 March.**

Partners included - Careers Wales, Working Wales, DWP, National Training Federation Wales, Local Authorities and training providers.

The event was free for both attendees and exhibitors and showcased jobs and opportunities across South East Wales - covering the areas of Blaenau Gwent, Bridgend, Caerphilly, Cardiff, Merthyr Tydfil, Monmouthshire, Newport, Rhondda Cynon Taff, Torfaen and the Vale of Glamorgan.

The event provided a fantastic opportunity to match those in need of employability support across the region with employers, employment support organisations and training providers.

Over 250 people attended and had the opportunity to gain information and support from over 90 organisations.

If you missed the event you can still access all the information provided on the day online [here](#).

For more information on any of these developments email [RegionalSkillsPartnership@newport.gov.uk](mailto:RegionalSkillsPartnership@newport.gov.uk)

