

## SWANSEA BAY CITY REGION JOINT SCRUTINY COMMITTEE

DATE 24<sup>th</sup> October 2023

### Skills & Talent Programme Update

#### RECOMMENDATIONS/KEY DECISIONS

To inform Joint Scrutiny Committee of the progress made and the status of the Skills and Talent initiative

#### 1. Programme Overview

- 1.1 The Skills and Talent programme is a unique programme within the suite of 9 City Deal projects/programmes that will deliver a skills training solution offering the best value sustainable skills infrastructure to develop the future workforce for the region.
- 1.2 The development of a comprehensive and forward-thinking skills programme that will deliver the right skills and competency across all the key themes of the City Deal programme is vital to the overall success of the City Deal Portfolio.
- 1.3 The programme will align the available skills provision and identified skills gaps with the needs of Industry across the region as well as the 8 innovative projects that make up the City Deal supporting the growth of GVA, productivity and business investment in the region. The delivery of an innovative skills training programme will be through initial scoping and publication of a skills barometer followed by the development of pilot projects to offer training solutions that will over the lifetime of the programme and beyond deliver a skilled workforce that will meet the requirements of the projects and the wider economy of the Swansea Bay region.
- 1.4 The Skills and Talent programme will work with the City Deal's eight other programmes/projects detailed as well as understanding the wider regional skills requirements.

- 1.5 The Regional Learning and Skills Partnership (RLSP), a partnership of Industry Employers and public sector training and education providers will be the lead body for the Skills and Talent programme. The partnership was established in 2010 to identify skills and training needs of the region and has a long-standing experience of working with industry and training providers and reporting to Welsh Government the regional training needs.

## **2. Projected Outputs**

- 2.1 The Skills & Talent Programme aims:

- To directly deliver at least 2,200 additional skills and support the development of around 14,000 individuals with higher level (between 2-8) skills within 10 years.
- To create at least 3000 new apprenticeship opportunities, to include level 3 to Degree apprenticeships.
- To create at least 2 Centres of Excellence within specific sectors to develop the region as being “the best” area for skills development.
- To create a clear career pathway from school education through further and higher education in the key areas of digital; construction, energy; smart manufacturing and life science and wellbeing, achieved through engagement and development work with schools increasing the number of pupils following the STEM subjects in FE and HE.
- To deliver 20 new/updated course frameworks to ensure they meet the industry training needs for the future.

## **3. Procurement**

- 3.1 Whilst the Skills and Talent Programme is unlikely to require procurement the RLSP has extensive experience of managing procurement in its projects and will ensure that this experience is fully implemented in the project at the appropriate time.

## **4. Summary**

- 4.1 The Skills and Talent programme has made significant progress since approval.
- 4.2 The Skills Barometer for the region has been created, and revisited. This key body of work amalgamates the Skills needed for the other 8 City Deal Projects, and the current provision offer within the region, whereby highlighting key gaps and priority areas.

- 4.3 9 Pilot Projects have now progressed through the approvals process, with some having moved into delivery. Details of which will be presented.
  
- 4.4 2 new Apprenticeship Routes are currently being developed, addressing a key Skills Gaps, allowing South West Wales to lead the way, ahead of other Welsh Regions and the UK in delivery of an identified Global Skills Gap.
  
- 4.5 Discussions are ongoing for future pilot projects to create a steady pipeline that is intelligent and flexing to the changing skills landscape in which it operates.

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