



Swansea Bay City Region Joint Committee - 17 December 2024

Skills and Talent Programme Update

Purpose:	To inform Joint Committee of the progress made and the status of the Skills and Talent initiative including a change request notification to extend the completion date of the project to March 2028 as at Appendix A.
Policy Framework:	Swansea Bay City Deal Region Joint Committee Agreement
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Legal Officer:	Debbie Smith (SBCD Deputy Monitoring Officer)
For Information	

1. Programme Overview

- 1.1 Recommendation to extend the Programme, taking into account the delay in recruitment of Project Staff and changes to landscape that have occurred since the business case was written/approved. Request for endorsement from Programme Board.
- 1.2 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.
- 1.3 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.
- 1.4 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.

- 1.5 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.
- 1.6 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. Approved Projects

Skills and Talent Programme Approved Projects				
Digital	Energy	Green Construction	Health & Wellbeing	Smart Manufacture
NPT Carers in the Digital Sector	Developing a learning pathway in Engineering and IT fields	Cyfle Building Skills	Nurturing Health and Wellbeing in a digital world	Battery Manufacturing Skills
UK Apprenticeship Development level 2 -4	Pembrokeshire Passport to Employment	21st Century Skills	Agor Skills Sport, Health and Wellbeing	SPARC an Industrial led project for Females* * also links to Energy
5G Technologies Training	Future Skills for Land & Sea	Net Zero Wales Skills (Now Skills)		Fit for Offshore *also energy
UK Degree Apprenticeship development	ECITB Advanced Industrial Drones* * also links to Manufacturing	Net Zero: How Green was my Valley		Energy Transition Skills Hub* *also links to Energy
AR/VR UWTSO	Immersive Learning for the Hydrogen Industry	Construct Net Zero		Advancing Skills in Technology and Robotics Applications (ASTRA)
Digital Apprenticeship Pathways		Future Scape Young Dragons Green work Experience project		

5. Summary

- 5.1 The Skills and Talent programme has made significant progress since approval.
- 5.2 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. This is now being migrated to a digital system for ease of reporting and updating.
- 5.3 22 Pilot Projects have now progressed through the approvals process, and in delivery. Details of which will be presented.
- 5.4 A new Apprenticeship Route encompassing Levels 2 through to Degree level have been developed and moved into delivery, 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.
- 5.5 4 new skills routes/apprenticeships are being developed addressing key digital skills gaps in readiness for delivery this academic year.
- 5.6 Discussions are ongoing with Industry, City Deal Projects and Training Providers to develop future pilot projects to create a steady pipeline that is intelligent and flexing to the changing skills landscape in which it operates.

- 5.7 School activity raising awareness of the City Deal and careers pathways of the future has increased, targeting not just students but also Teaching staff and parents.
- 5.8 Work directly with the supply chain of the City Deal projects is being planned, in order to ensure any investment in the region is maximised by a highly skilled workforce and retain benefit within the region.
- 5.9 Attached is a change notification for approval, requesting an extension to the project taking into consideration the delay in recruitment of Project staff.

6. Financial Implications

6.1 The Skills and Talent Programme will require public funding, alongside significant investment by the private sector. The current breakdown of sources of funding is shown below:

- SBCD Funding - £10,000,000
- Public Sector – £16,000,000
- Private Sector - £4,000,000

6.2 Below are the current secured match funding total amounts generated through a combination of Apprenticeship recruitment and Pilot Project match funding.

- Public Sector - £1,561,785
- Private Sector - £3,016,185

7. Legal Implications

7.1 There are no legal implications associated with this for Information report.

8. Alignment to the Well Being of Future Generation (Wales) Act

8.1 The SBCD Portfolio and its constituent programmes / projects are closely aligned to the Well-being of Future Generations (Wales) Act 2015 and the seven well-being goals for Wales. These alignments are outlined in a Portfolio Business Case for the SBCD, as well as in individual programme / project business cases

Background Papers: None

Appendices:

Appendix A: Change Notification