

Mid Wales Regional Skills Partnership Employment and Skills Action Plan, 2022 – 2025.

Aims	Partners	Actions			Responsibility of the RSP			
		Year 1	Year 2	Year 3				
1. Deliver Responsive Demand-Led Provision								
Work with employers and providers in the Net Zero sector to develop clearer evidence of the sector skills requirements.	 Welsh Government (WG) – Optimised Retrofit Programme (ORP) Further Education (FE) Higher Education Institutes (HEI) Open University Regional Skills Partnership, RSP Board and Cluster Groups Sector Specialists Employers Stakeholders LA Regional Colleagues Trustmark 	To develop a solid awareness of Net Zero based technology and processes and to map out opportunities in each region, working with relevant stakeholders. Continue to work with WG ORP groups and Registered Social Landlords. Continue to promote the sector and support recruitment activity.	Produce bi-annual Net Zero reports to support the Welsh Government target of achieving a Net Zero Wales by 2050. Continue to promote the sector and support recruitment activity. Regular Employment and Skills surveys.	Continue to promote the sector and support recruitment activity. Review in preparation for the new Employment and Skills Plan. Regular Employment and Skills surveys.	Influence. Delivery.			

Work with employers and providers in the Tourism and Hospitality sectors to develop clearer evidence of the sectors skills requirements.	 Welsh Governmen (WG) RSP Board and Clust Groups Further Education Higher Education Institutes (HEI) Open University Regional Skills Partnership, Sector Specialists Employers Stakeholders LA Regional Colleage Welsh Governmen 	awareness of Tourism and Hospitality needs and to map out opportunities in each region, working with relevant stakeholders. Develop LMI to provide robust evidence to support needs and demand. Work with providers and businesses to develop more responsive training closely aligned to labour market needs. Continue to work with WG on review of sector specific apprenticeships. Promote the sectors and support recruitment activity.	Produce regular LMI to support employers and training providers. Annual review of supply and demand needs and barriers. Continue to inform apprenticeship framework developments at all levels using a robust evidence base. Continue to encourage businesses to share their views through regular Employment and Skills surveys and in person engagement events. Continue to promote the sectors and support recruitment activity.	Continue to inform apprenticeship framework developments at all levels using a robust evidence base. Continue to encourage businesses to share their views through regular Employment and Skills surveys and in person engagement events. Continue to promote the sectors and support recruitment activity. Review in preparation for the new Employment and Skills Plan.	Influence. Delivery.
Government Apprenticeships Skills Policy (125,000 new	Weish GovernmenFEHE	needs and opportunities.	apprenticeship framework developments at all	apprenticeship framework developments at all	Delivery.

apprenticeships in this Senedd term) to address the needs of Welsh businesses and the wider economy.	•	RSP Board and Cluster Groups Sector Specialists Employers Stakeholders LA Regional Colleagues Schools	Work with providers and businesses to develop more responsive training closely aligned to labour market needs, for example in respect to Energy and Net Zero Skills, Health and Social	levels using a robust evidence base. Continue to encourage businesses to share their views through regular Employment and Skills surveys and in person engagement	levels using a robust evidence base. Further encourage businesses to share their views through regular Employment and Skills surveys and in person engagement	
			Care, Tourism and Hospitality. Continue to encourage businesses to share their views through regular Employment and skills surveys. Develop an Employers Toolkit to provide information and relevant links to ensure the sharing of information and guidance regarding apprenticeships.	events. Update the Employers Toolkit to provide information and relevant links to ensure the sharing of information and guidance regarding apprenticeships remains relevant.	events. Review in preparation for the new Employment and Skills Plan. Refresh the Employers Toolkit to provide information and relevant links to ensure the sharing of information and guidance regarding apprenticeships.	
Raise awareness of employment support initiatives with employers and learners.	•	RSP and Cluster Groups Welsh Government – PLA Leads FE HEI Training Providers	Review of current PLA course offer. Identify regional and sub regional priorities	Continue to monitor and review to ensure offer meets demand.	Continue to support local and regional initiatives. Review in preparation for the new	Influence. Delivery.

	•	Employers	for delivery of FE	Ensure offer is	Employment and Skills	
	•	DWP and Partners	provision.	reflective of changing	Plan.	
	•	Stakeholders	Analysis of insucet and	technology.		
			Analysis of impact and	Cautiana ta ananana		
			effectiveness	Continue to encourage		
			NA	businesses to share		
			Mapping of offer	their views through		
			against	regular Employment		
			delivery/completion	and Skills surveys and		
			and demand of learners.	in person engagement events.		
			Develop Social			
			Enterprise networks.			
			Continue to encourage			
			businesses to share			
			their views through			
			regular Employment			
			and Skills surveys and in			
			person engagement			
			events.			
In months and in with	_	DCD and Charten Cons	Hadamala firmthau de er	Undertake further	Deview in preparetion	Influence.
In partnership with	•	RSP and Cluster Groups	Undertake further deep		Review in preparation	influence.
businesses, undertake	•	Businesses	dive analysis into	deep dive analysis into	for the new	Daliman
joint skills assessments across sectors with	•	FSB	identified sectors.	identified sectors.	Employment and Skills Plan.	Delivery.
	•	Business forums	Establish workforce	Continue to review	ridii.	
shared priorities to						
address shared skills			development plans.	established workforce		
needs.			Map progression and	development plans.		
			movement of students	Continuo to man		
				Continue to map		
			and workers engaged in	progression and		
				movement of students		

			upskilling including through PLA funding. Mapping of current provision.	and workers engaged in upskilling including through PLA funding.		
Encourage FE Principals to establish professional development networks and programmes.	•	RSP FE Schools Sixth Forms Businesses Qualifications Wales and Awarding bodies	Encourage FE Principals to enable tutors to enhance professional development, quality of teaching and best practice for remote / digital learning by spending time in industry to upskill existing teaching and support staff. Support development of business/teaching networks. Explore new CPD opportunities.	Monitor and review. Continue to support the development of business/teaching networks. Continue to explore new CPD opportunities.	Review in preparation for the new Employment and Skills Plan.	Influence.
Further develop and strengthen the RSP Cluster Groups.	•	RSP and Cluster Groups Businesses FSB Business forums Schools FE HE Training Providers	Raise awareness of business support services. Ensure links with schools and training providers for planning training provision.	Continue to raise awareness of business support services. Continue to ensure links with schools and training providers for	Review in preparation for the new Employment and Skills Plan. Regular Employment and Skills surveys.	Delivery.

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	•	Local Authorities		planning training		
	•	GMW Regional	Promote education,	provision.		
		Engagement Team and	training and business			
		other colleagues	links.	Promote education,		
	•	Stakeholders		training and business		
			Explore opportunities to	links.		
			jointly fund learning			
			between the public	Explore opportunities		
			sector and employers	to jointly fund learning		
			including opportunities	between the public		
			through UKSPF and	sector and employers		
			Multiply.	including		
				opportunities through		
			Establish Sector Skills	UKSPF and Multiply.		
			strategies.			
				Establish Sector Skills		
			Develop robust data	strategies.		
			and analysis to support			
			the programme of work.	Develop robust data		
				and analysis to		
				support the		
				programme of work.		
				Regular Employment		
				and Skills surveys.		
2. Strengthen Supp	oly (Capacity.				
Explore options to	•	RSP and Cluster Groups	To research and explore	Continue to provide	To provide LMI and	Aspirational.
create a Numeracy and	•	Local Authorities	feasibility of a	LMI and analysis to	analysis to provide	,
Digital Centre of	•	FE	Numeracy and Digital	provide evidence of	evidence of need.	Influence.
Excellence in the Mid	•	HEI	Centre of Excellence for	need.		
Wales region.	•	Open University	the Mid Wales region.		Work with partners	Delivery.
		Training Providers			and stakeholders to	,
	•	Hailing Floviders				

	•	Businesses FSB Business forums Stakeholders	To provide LMI and analysis to provide evidence of need. To map against currently delivery and uptake of available teaching and learning opportunities against demand. Work with partners and stakeholders to identify potential projects / programmes for delivery.	Continue to work with partners and stakeholders to identify potential projects / programmes for delivery. Continue to map against currently delivery and uptake of available teaching and learning opportunities against a changing landscape.	identify potential delivery of relevant courses. Continue to map against currently delivery and uptake of available teaching and learning opportunities against a changing landscape. Review in preparation for the new Employment and Skills Plan.	
Targeted intelligence research.	•	RSP and Cluster Groups Businesses FSB Business forums Local Authorities	Undertake further research to better identify the future skills requirements of key sectors including Agritech, Net Zero, Health & Social Care. Monitor intelligence on labour supply and demand to enable targeted investment in provision and promotion of learning opportunities.	Continue to undertake further research to better identify the future skills requirements of key sectors including Agritech, Net Zero, Health & Social Care. Continue to monitor intelligence on labour supply and demand to enable targeted investment in provision and	Continue to undertake further research to better identify the future skills requirements of key sectors including Agritech, Net Zero, Health & Social Care. Continue to monitor intelligence on labour supply and demand to enable targeted investment in provision and	Delivery.

			Regular Employment and Skills surveys.	promotion of learning opportunities. Regular Employment and Skills surveys.	promotion of learning opportunities. Review in preparation for the new Employment and Skills Plan.	
In partnership with businesses undertake joint skills assessments across sectors with shared priorities to address shared skills needs.	•	RSP and Cluster Groups Businesses FSB Business forums Local Authorities	Undertake further deep dive analysis into identified sectors. Establish workforce development plans. Map progression and movement of students and workers engaged in upskilling including through PLA funding. Mapping of current provision.	Undertake further deep dive analysis into identified sectors. Continue to support businesses to establish workforce development plans using Training needs analysis. Map progression and movement of students and workers engaged in upskilling including through PLA funding. Mapping of current provision.	Review in preparation for the new Employment and Skills Plan.	Influence. Delivery.
Harness our ageing workforce by creating micro-learning opportunities to teach	•	RSP and Cluster Groups Businesses FSB Business forums Local Authorities	Work with businesses to review PLA courses and suitability of training offer.	Continue to work with businesses to review PLA courses and suitability of training offer.	Review in preparation for the new Employment and Skills Plan.	Influence.

skills people can use	•	FE	Explore creating			
straight away.	•	Training Providers	microlearning	Explore opportunities		
,	•	Qualifications Wales	opportunities to teach	to develop new		
	•	Awarding Bodies	skills people can use	microlearning		
		, warang boares	straight away.	opportunities to teach		
				skills people can use		
			Work with businesses	straight away.		
			and partners to identify			
			core skills to increase			
			accreditation of older			
			workers. For example:			
			 Agile Leadership 			
			and Management			
			 Project 			
			Management			
			 Business Analyst 			
			 Supply Chain 			
			 Marketing 			
			 Skilled Trades 			
			Human Resources			
			• Sales			
			 Accounting 			
			Computer Network			
			(Engineers and			
			Administrators)			
			Health Care —			
			including digital			
			health capabilities.			
			·			
Develop a more	•	WG	Collaborate with	Continue to support a	Review in preparation	Influence.
responsive standards	•	RSP	businesses and	demand led planning	for the new	
and frameworks			providers to agree a	and funding model.	Employment and Skills	
development process,			solution to offer		Plan.	

including National Occupation Standards	Qualifications Wales and Awarding Bodies	provision to meet new demand in a timely	Continue to collaborate with	Annual Employment	
Occupation Standards to identify emerging job roles.	Awarding Bodies Training Providers FE WBL HEI Priority sector employers Health Boards Office for National Statistics (ONS)	demand in a timely manner. Particularly for emerging technology in Net Zero and low carbon technologies. Together with WG, Qualifications Wales and other awarding bodies, help create a more responsive qualifications development system which will better connect the supply of skills solutions with employer demand. Regular Employment and Skills Surveys. Support a demand led planning and funding	collaborate with businesses and providers to agree a solution to offer provision to meet new demand in a timely manner. Particularly for emerging technology in Net Zero and low carbon technologies. Regular Employment and Skills Surveys.	Annual Employment and Skills Surveys.	
		model.			
3. Inspiring Young	people	T	T	T	
Strengthen Careers	RSP	Review of current offer.	Review of current	Continue to encourage	Influence.
Information, Advice	Careers Wales / Working		offer.	businesses to share	
and guidance across	Wales	Work in partnership		their views through	
the region.	• Schools	with schools to inform	Further develop and	regular Employment	
	 Local Authorities 	curriculum	enhance work	and Skills surveys and	
	• FE	development in schools.	Experience offer and	in person engagement	
	• HEI		opportunities.	events.	

	•	Businesses FSB	Continue to work with schools and Local Authorities to inform on regional / local priorities. Continue to encourage businesses to share their views through regular Employment and Skills surveys plus in-person engagement events. Work with businesses to review PLA offer and suitability of training offer. Encourage an integrated approach to careers information and advice as a 'whole family' experience to support the young person in opening up	Continue to encourage businesses to share their views through regular Employment and Skills surveys and in person engagement events. Work with businesses to review PLA courses and suitability of current training offer.	Review in preparation for the new Employment and Skills Plan.	
			family' experience to			
Support and promote programmes to inspire young people to start	•	RSP Businesses Careers Wales	In line with the Young Persons Guarantee, provide support and	Continue to provide support and promote Welsh Government's	Review in preparation for the new Employment and Skills	Influence. Delivery.

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•	Stakeholders	Government's	support 1,200 young	
	Businesses	commitment to support	people to start their	Produce LMI and
•	FSB	1,200 young people to	own business as part	explore further
•	FE	start their own business	of plans to foster a	through targeted
	School Sixth Forms	as part of plans to foster	new culture of	Employment and skills
	HE	a new culture of	entrepreneurship	Surveys.
		entrepreneurship	among young people	
		among young people in	in Wales.	
		Wales.		
			Continue to work with	
		Work with partners to	partners to review	
		review current offer and	current offer and	
		explore opportunities	explore opportunities	
		using best practice and	using best practice	
		learning from current	and learning from	
		programmes.	current programmes.	
		Further develop	Further develop	
		Entrepreneur	Entrepreneur	
		Mentoring and Support	Mentoring and	
		Network using peer	Support Network	
		ambassadors.	using peer	
			ambassadors.	
		Establish a Future		
		Leaders Scheme	Review Future Leaders	
		offering engagement	Scheme offering	
		with businesses,	engagement with	
		mentoring, work	businesses,	
		experience, and	mentoring, work	
		problem-solving	experience, and	
		projects.	problem-solving	
			projects.	
		Produce LMI and		
		explore further through		

Davidag a dastination	, we	targeted Employment and skills Surveys.	Produce LMI and explore further through targeted Employment and skills Surveys.	Deview in aggregation	Influence.
Develop a destination KPI, focusing on the learner's pathway to employment and the destination in the wider economy.	 WG RSP Schools Estyn FE HEI WBL Careers Wales Learners Businesses 	Develop new tracking systems / resources to map learner pathways to employment. Access to LLWR data to analyse intelligence for decision making and identification of proposed solutions. Utilise destination data as a potential means of equipping individuals to make better informed learning choices, improving learning provider performance and supporting the all-important NEET agenda. Establish clearer progression into priority sector careers. Encourage progression into sustainable and	Utilise destination data as a potential means of equipping individuals to make better informed learning choices, improving learning provider performance and supporting the all-important NEET agenda.	Review in preparation for the new Employment and Skills Plan.	imuence.

		meaningful employment for young people/ wider labour force.			
Address recruitment challenges and demand for work experience.	 RSP Businesses Careers Wales Working Wales Stakeholders Businesses Schools Local Authorities 	Ensure progression into sustainable and meaningful employment for young people/ wider labour force. Adopt a radical approach to develop a more responsive process. Encourage a more flexible approach outside the academic year to make it easier for employers to be involved. Build on previous programmes to match employers with young people.	Continue to ensure progression into sustainable and meaningful employment for young people/ wider labour force. Continue to adopt a radical approach to develop a more responsive process. Continue to encourage a more flexible approach outside the academic year to make it easier for employers to be involved. Continue to build on previous programmes	Review in preparation for the new Employment and Skills Plan.	Influence. Delivery.
		Produce LMI and data analysis to identify	to match employers with young people.		

		barriers and support progress. Explore work experience opportunities for those aged 25+.	Produce LMI and data analysis to identify barriers and support progress.		
Develop excellent quality advice and support for businesses to prepare people for work experience placements.	 WG Local Authorities RSP Qualifications Wales and other Awarding Bodies FE WBL HE Businesses 	Work with businesses to identify barriers to participation. Work with participating businesses to create a toolkit for reference, ideas and support to offer meaningful and wholesome work experience opportunities.	Collate best practice and case studies to help with promotion to new businesses who wish to offer opportunities. Develop mentorship opportunities for upskilling existing staff.	Review in preparation for the new Employment and Skills Plan.	Influence. Delivery.
Support Employability and Skills needs of Growth Deal.	 RSP and Cluster Groups Growing Mid Wales Portfolio Management Office and Regional	Identify priorities for regional investment that supports jobs growth and inward investment in Mid Wales. Provide robust data and intelligence from businesses to influence outputs, including	Monitor and review. Continue to provide LMI and data analysis evidence. Provide further 'deep dive' skills analysis for priority sectors as part of the 3-year	Continue to monitor and review. Continue to provide LMI and data analysis evidence. Provide further 'deep dive' skills analysis for priority sectors in preparation for the	Delivery.

		higher degree apprenticeships and other accredited qualifications. Identify and engage with major infrastructure projects to map skills needs and work with education sectors to meet the needs. Continue to support Cross border working relationships to help identify opportunities for collaborative working and reduce the risk of duplication.	Employment and Skills annual update. Continue to support Cross border working relationships to help identify opportunities for collaborative working and reduce the risk of duplication.	new 3-year Employment and Skills Plan. Continue to support Cross border working relationships to help identify opportunities for collaborative working and reduce the risk of duplication.	
Review of 3-Year Employment and Skills Plan	 WG RSP and cluster Groups Further Education (FE) Higher Education 	Develop 3-year Employment and skills plan.	Review current 3-year Employment and skills plan.	Review current 3-year Employment and skills plan.	Delivery.
	Institutes (HEI) Training Providers	Review and refresh data and analysis.	Review and refresh data and analysis.	Refresh data and analysis.	
	Open UniversitySector SpecialistsEmployersStakeholdersLAs	Regular Employment and Skills Surveys.	Regular Employment and Skills Surveys.	Annual Employment and Skills Surveys.	

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	•	GMW Regional Team			Prepare for	
	•	Stakeholders			development of new	
					Employment and Skills	
					plan.	
4. Tackling Barriers	s to	Participation				
Create environment	•	RSP and cluster Groups	Explore opportunities	Continue to work with	Continue to work with	Influence.
and opportunities for	•	Schools	for the creation of a	businesses, partners,	businesses, partners,	
young people to	•	Further Education (FE)	Fabrication Laboratory	and schools to	and schools to	Delivery.
participate in STEM	•	Higher Education ,	(FAB LAB) to encourage	promote sectors as	promote sectors as	
and digital skills		Institutes (HEI)	students to participate	exciting and evolving	exciting and evolving	
activities.	•	Training Providers	in STEM and Digital.	career pathways.	career pathways.	
	•	Open University		, ,	, ,	
		,	Work with partners to	Continue to develop	Continue to develop	
	•	Sector Specialists	promote sectors as	analysis, research and	analysis, research and	
	•	Employers	exciting and evolving	targeted LMI to	targeted LMI to	
	•	Stakeholders	career pathways.	provide an evidence	provide an evidence	
	•	LAs	career patimays.	base of need.	base of need.	
			Establish a Future	base of freed.	base of ficea.	
			Leaders Scheme	Promote	Promote	
			offering engagement	apprenticeship	apprenticeship	
			with businesses,	opportunities in	opportunities in	
			· ·	National	National	
			mentoring, work			
			experience, and	Apprenticeship week	Apprenticeship week	
			problem-solving	and other relevant	and other relevant	
			projects.	national days.	national days.	
			Develop analysis,	Review current 3-year	Review current 3-year	
			research and targeted	Employment and skills	Employment and skills	
			LMI to provide an	plan.	plan.	
			evidence base of need.			
				Annual Employment	Annual Employment	
			Promote apprenticeship	and Skills Surveys.	and Skills Surveys.	
			opportunities in			

Support women	RSP and cluster Groups	National Apprenticeship week and other relevant national days. Recruit female	Continue to work with	Prepare for development of new Employment and Skills plan. Continue to work with	Influence.
entering / re-entering the market	 Businesses Further Education (FE) Higher Education Institutes (HEI) Training Providers Open University Sector Specialists Employers Stakeholders LA Regional Colleagues FSB Stakeholders 	Ambassadors to promote uptake in traditionally male sectors. Develop analysis, research and targeted LMI to provide an evidence base of need. Use National Days as opportunities for promotion, engagement events and activities e.g. National Women in Construction week 6-12 March 2023.	businesses, partners, and schools to promote sectors as exciting and evolving career pathways. Continue to develop analysis, research and targeted LMI to provide an evidence base of need. Promote apprenticeship opportunities in National Apprenticeship week and other relevant national days. Review current 3-year Employment and skills plan. Regular Employment and Skills Surveys.	businesses, partners, and schools to promote sectors as exciting and evolving career pathways. Continue to develop analysis, research and targeted LMI to provide an evidence base of need. Promote apprenticeship opportunities in National Apprenticeship week and other relevant national days. Prepare for development of new Employment and skills plan. Annual Employment and Skills plan.	Delivery.

Support businesses in promoting sectors to	RSP and cluster GroupsBusinesses	Produce LMI as an evidence base of gaps	Continue to produce LMI as an evidence	Continue to produce LMI as an evidence	Influence.
make them more available / accessible.	 Further Education (FE) Higher Education Institutes (HEI) Training Providers Open University Sector Specialists Employers Stakeholders LA Regional Colleagues FSB Stakeholders Health Boards 	and demand. Continue to work with Health Boards and businesses to promote Health and Social Care Sector to inspire young people and encourage re-skilling in older age groups. Work with businesses to support promotion of opportunities through work experience, placements and mentoring opportunities. Facilitate closer working between schools and businesses.	base of gaps and demand. Continue to work with Health Boards and businesses to promote Health and Social Care Sector to inspire young people and encourage re-skilling in older age groups. Work with businesses to support promotion of opportunities through work experience, placements and mentoring opportunities. Continue to facilitate closer working between schools and businesses. Regular Employment and Skills Surveys.	base of gaps and demand. Continue to work with Health Boards and businesses to promote Health and Social Care Sector to inspire young people and encourage re-skilling in older age groups. Work with businesses to support promotion of opportunities through work experience, placements and mentoring opportunities. Continue to facilitate closer working between schools and businesses. Annual Employment and Skills Surveys. Review in preparation for development of	Delivery.

				new Employment and Skills plan.	
Continue to support WG's Wellbeing of Future Generations (Wales) Act 2015 in respect to the Young Persons Guarantee.	 RSP and cluster Groups Businesses Further Education (FE) Training Providers Open University Businesses Stakeholders LA Regional Colleagues FSB Stakeholders Health Boards 	Continue to promote WG's commitment to support 1,200 young people to start their own business as part of plans to foster a new culture of entrepreneurship among young people in Wales. Continue to work with WG to ensure no lost generation in Wales by supporting young people under 25years of age into education, employment or training and entrepreneurship. Gather LMI and undertake mapping to identify new gaps and barriers to participation. Wok with businesses to encourage uptake of initiatives and support.	Further review of data and analysis. Continue to work with businesses to encourage uptake of initiatives and support. Continue to produce LMI and undertake mapping to identify new gaps and barriers to participation. Wok with businesses to encourage uptake of initiatives and support. Regular Employment and Skills Surveys.	Further review of data and analysis in preparation for development of new Employment and Skills plan. Continue to work with businesses to encourage uptake of initiatives and support. Continue to produce LMI and undertake mapping to identify new gaps and barriers to participation. Annual Employment and Skills Surveys. Review in preparation for development of new Employment and Skills plan.	Influence. Delivery.