



Llywodraeth Cymru
Welsh Government

Welsh Government Skills Support

Nicci Hunter

Senior Relationship Manager
Employer Engagement Team

Welsh Government National Strategy

Prosperity for All

- Launched in September 2017
- Leading on from “Taking Wales Forward”
- Four key themes:
 - Prosperous and secure
 - Healthy and active
 - Ambitious and learning
 - United and connected
- Priority areas
 - Early Years, Housing, Social Care, Mental Health and Skills and Employability

Employer Engagement

- Team of 5 Senior Relationship Managers providing a skills interface to strategically important and growth businesses across Wales.
- Work in partnership with Welsh Government teams and stakeholders to provide a unified approach to support
- Co-ordinate the development of innovative and flexible support packages
- Facilitate links with training providers including Higher Education, Further Education and private training providers
- Gather employer intelligence to inform employment and skills policy and programme delivery

Apprenticeships

- Employer benefits of recruiting an Apprentice:
 - Overall success rate for all Apprenticeships is 84%
 - A typical Apprenticeship completer is understood to raise productivity by £214 per week.
 - Most commonly enjoyed benefits reported by employers:
 - Improvement in product service or quality (72%)
 - Productivity (68%)
 - Staff morale (87%)
- Economic benefits
 - £18 return for every £1 invested
 - Typical cost of an Apprenticeship framework is between £4,000-£16,000
 - Undergraduate degree typically costs at least £27,000

Apprenticeships in Wales

- A focus on aligning and raising the level of the skills market, designed to meet employer needs
- Quality and value for money are key
- Over the next 5 years, the Welsh Government is committed to delivering 100,000 all age apprenticeships
- New Apprenticeship Skills Policy Plan launched in July 2017

Apprenticeship Skills Policy Plan

Our delivery priorities for 2016 to 2022 are:

- **Increasing the number of apprentices aged 16-19**
- increasing the take-up of apprenticeships amongst 16-19 year olds and raising the number of school leavers going on to high quality apprenticeships.
- **Addressing skills shortages** - developing apprenticeships, particularly in growth sectors and emerging job categories, in line with priorities determined by Regional Skills Partnerships.
- **Developing higher level skills** - focusing on apprenticeships at level 4 and above, where returns tend to be higher and at the level most successful European countries deliver. Continuing to monitor the effectiveness and relevance of Foundation (level 2) Apprenticeships.
- **Developing skills pathways** – integrating apprenticeships into the wider education system.

To achieve our priorities we will:

- **Introduce an all-age programme** - increasing the number of people who are able to access quality Apprenticeships.
- **Support performance measures** - focusing on the achievement of meaningful and sustainable employment.
- **Support learners onto apprenticeships** - ensuring that provision and opportunities are easy to access to apply and recruit for.
- **Deliver apprenticeships in Welsh** - ensuring all learners have the opportunity to maintain and develop their Welsh language skills.
- **Establish a new system for reviewing and developing apprenticeships** - ensuring apprenticeships are designed to meet employer needs and responsive to industry changes.

What is changing?

- Reduction in entry level 2 Apprenticeships for over 20 year olds in non priority sectors
- Modernising Apprenticeships to meet changing technical needs
- Renewed focus on progression in the workplace through access to higher quality training opportunities
- Apprenticeship Small Business Employer Incentive

Apprenticeship Levy

UK Government tax for all UK employers with a pay bill of

£3,000,000

or more.

Comes into force on 6 April 2017.

Welsh Government will continue to support Welsh employers in priority sectors.

No plans to operate a voucher system in Wales.

Welsh Government's Apprenticeship Programme will continue to be delivered by the provider network in Wales.

New skills policy to support the needs of employers in priority sectors across Wales

Increased number of apprentices in key areas like Engineering, ICT, Creative Industries, Logistics, Construction, Environmental and Financial Services.

- Employers from both the public and private sectors with an annual 'pay bill' of £3 million or more will be required to pay 0.5% of that into the Levy.
- Recruiting new apprentices will allow employers to balance the cost of the Levy

Degree Apprenticeships

- Currently working with Higher Education Funding Council for Wales (HEFCW) and Higher Education (HE) Institutions to develop degree apprenticeship delivery options
- Prioritised subjects:
 - ICT
 - Advanced Manufacturing
 - Engineering
- Starting September 2018
- Delivery mechanism still being finalised

Regional Skills Partnerships



Role of the Partnerships

- Analyse economic challenges and likely growth areas to identify the skills needed in the workforce.
- Produce Regional Employment and Skills Plans annually which help to inform
 - Further Education/Work Based Learning (Apprenticeship) allocations
 - Apprenticeship Framework Developments
- Plans submitted August to inform allocations for September 2018
- Employer focus

Recruitment support for business

- **ReAct**
 - £3,000 wage support for recruiting a redundant individual.
 - £1,000 for job related skills training (up to 50%)
- **Access**
 - £3,000 wage support for recruiting an unemployed individual
 - £1,000 for job related skill training (up to 50%)
 - Currently only available in the following Unitary Authorities: Merthyr, Blaenau Gwent, RCT, Caerphilly, Neath Port Talbot, Bridgend, Carmarthenshire and Swansea
- **Jobs Growth Wales**
 - Up to a 50% contribution towards the cost of recruiting an employed individual for 6 months.
 - Free recruitment support.
- **Apprenticeship Small Business Employer Incentive Programme**
 - Up to £3,500 to support the recruitment of an Apprentice

Key skills programmes

- Up-skilling existing workforce in nationally recognised qualifications
 - 3 projects across Wales, led by Colleges
 - increase generic, technical and transferable skills at all levels - from entry level to level 6 right across the workforce.
- Leadership Development
 - Cardiff University – 20Twenty
 - recognised leadership qualifications from Level 3 to Level 7, all of which are accredited by the Chartered Management Institute
 - companies that have participated in the programme to date have achieved growth of approximately 30% on average
 - Swansea University & Bangor University – ION Leadership
 - An innovative leadership development programme with a choice of 3 different approaches, so it can be tailored to suit businesses of any size operating in a diverse range of industry sectors
 - Involves master classes, action learning sets and workplace implementation