

Mid Wales Regional Skills Partnership Training Provider Cluster Group

Minutes of the meeting held on
Tuesday 8 November 2022, 2pm – 3.30pm
Virtual Teams Meeting

Agenda Item	Item	Actions
1	<p>Welcome and Apologies for Absence</p> <p>Chair:</p> <p>(ACH) Aggie Caesar-Homden, Partnership Manager, Mid Wales RSP</p> <p>Attendees:</p> <p>(ACH) Aggie Caesar-Homden, Partnership Manager, Mid Wales RSP (AE) Andy Ellis, Myrick Training (Deputising for NJ) (AO) Arinola Ogundeji, RSP (BM) Bethan Maund ACT (FOB) Faith O'Brian, Cambrian Training (GM) Gareth Mathias, ACT Campuses (LA) Louise Akers NPTC Group (MG) Mark Gleeson, Hyfforddiant Ceredigion Training (MJ) Mathew Jones, Aberystwyth University (ND) Naldo Diana, Coleg Sir Gar / Ceredigion Work Based Learning (<i>Deputising for AC</i>) AC) (NJ) Nick Jones, Myrick Training (<i>AE deputising</i>) (NTS) Nicola Thornton-Scott, NPTC (RJ) Rebecca Jones, UWTSD (SL) Sarah Lewis, Lantra (RD) Rhys Daniels, Open University (VC) Vanessa Cashmore, Coleg Sir Gar</p> <p>Apologies received from:</p> <p>(AC) Andrew Cornish – Coleg Sir Gar (<i>ND deputising</i>) (MD) Mark Dacey, NPTC (LD) Laura Davies, Progression Training (HD) Hywel Davies, UWTSD,</p> <p>The Chair welcomed everyone to the meeting.</p>	

2	Declarations of Interest No declarations of interest were declared.	
3	Minutes of the previous meeting Minutes of the previous meeting held on the 27 October 2022, were agreed as a true and accurate record of the meeting.	
4	Matters Arising None <u>Actions from Previous Meeting</u> ACH stated that all actions from the previous meeting have been completed.	
5	Partner Updates: (10mins per organisation) <i>To include:</i> <ul style="list-style-type: none"> • 2022-2023 learner recruitment numbers per sector • Apprenticeship - recruitment, sign off. • Level 3 apprenticeships and the impact of change. • Shared apprenticeships. • Personal Learning Account (PLA) • Current issues, barriers, thoughts on UKSPF from earlier presentation. • Key priority areas. <p>ACH advised there are no further updates from UKGOV on UK Shared Prosperity Funding.</p> <p>FO is happy to provide data with the help of her data team where needed. 2021 – 2022 uptake of recruitment in the second part of the year in Health & Social Care and Hospitality.</p> <p>FO mentioned having issues as the COVID restrictions are still in place and this affects sustainable management of resources and sustainability qualifications. This affects the continuation of the program and the recruitment of new learners on programmes, plus they are really struggling with human resources in this sector as well. Good recruitment and retention for L3's. 85 – 90% of learners achieving within their expected end dates.</p> <p>When it comes to training, there are a significant number of employers willing to take on shared apprentices and take part in the programme but struggling to find individuals via a job coach facility to qualify for the supported shared apprenticeship scheme.</p>	

Key priority area now is working with the Welsh Government to ensure sustainability and stability for all sectors moving forward in relation to funding for apprenticeships.

LA advised that they have taken on a third of the contracted profile. In real terms that equates about 180 learners profiled in the Mid Wales region during this contract year. So far, 53 learners have commenced, about 64% of them are level 3 and a very small percentage are higher level Apprentices. It spans many sectors. Hospitality, Business Admin, Management, Dental, Driving Goods vehicles, IT, social media, Construction Accounting, and engineering land based and agriculture.

Most of the contract statistics we receive in the second and third quarters of contracting, as many of our programs are roll-on roll-off and only engineering and construction are academic cycle driven. We have seen a lot of starts in those two areas around September.

Shared apprenticeships programme profiled five engineering starts through Pathways Training as part of the work-based learning partnership. Advised to link up with Ceri Stevens, Mid Wales Manufacturing Group. WG advised can increase number of starts if there is demand.

Key priority areas would be construction frameworks will be one of our main priority areas and some of the challenges faced this year. Major change in this building framework, delays the publication of the documentation and only being delivered at L3 now, no longer L2. Anticipated lower recruitment this year due to these changes.

MG advised that Carpentry is popular. There are many learners signed up to carpentry and motor mechanics Hairdressing, the numbers have decreased. Changes in the construction qualifications - 4-year courses instead of 2 years causing commitment, retention of learners and recruitment issues. There is no clear clarification of frameworks for the Essential Skills Wales (ESW) framework. There is still a bit of confusion around ESW, plus no clear definition for prior learning. Another barrier is recruitment of qualified staff is a challenge.

MJ advised that the is a program manager for the Researchers Wales Innovation Fund. Delivering 32,000 learner hours per year, one of its KPIs is to increase that number by 10%. a large part of the future offering is distance

learning, with a number of European funded projects - digital skills, circular economy-based training. As European funding is coming to an end alternative source of funding is being considered to continue these projects. Unfortunately, employees leave when the project ends. These are delivered at level 7, have 3 intakes per year, and are well recruited. Key priority areas - a new nursing school, a new veterinary school. There are significant developments, development opportunities, and new courses.-There is a lot of discussion about offering apprenticeships through nursing schools, health and social care, and mental health support for health workers. Full audit of CPD offer being undertaken.

ACH mentioned in regards Employment Skills survey, the RSP are not able to share any data at the moment as it has not been shared internally, we must follow our Governance process. Interesting feedback received from employers and happy to develop conversations regarding CPD with MJ.

NJ advised numbers are down a bit, would like to sign 25 learners as a guide but actual in late teens. L3 and L4 in engineering and manufacturing sector. Anticipate 10 candidates will join before Christmas. First, the problem that we are seeing quite a bit is that companies still want to recruit engineering apprentices, but are struggling to find them of general engineering, fabrication, and welding. Working with one or two new companies who have not had experience of the apprenticeship frameworks before. Impact of covid but more issues post covid, need for additional support is higher for all apprentices.

RJ advised that she runs the enterprise programme for the university and the numbers on campus are declining. Responsible for the development of a new regional hub for enterprise and enterprise skills development. One of the things the university is working with is several other universities that are developing micro-credentials programmes. Currently doing a review of these qualifications. More young people questioning full time education and looking at more online learning. Survey with businesses is live now, happy to share once finalised.

RD advised OU Wales only offers Applied Software Engineering Degree Apprenticeship pathway. Experiencing recruitment problem at the moment, employers are much slower to make purchasing decisions at the moment, which is completely understandable in hindsight. It is a big commitment to do a degree apprenticeship programme, at

least four and a half years for us, one day [er week of release time. Obtaining university contracts with Welsh Government is a bit difficult as places are issued at the end of July. Most universities accept intakes for degree apprentices in September or October. OU have been assured that this will change in the future.

OU have two postgraduate intakes a year, one in October and one in February, and rely heavily on the February places to fill allocation of degree apprenticeship learners. The vast majority, over 90% of postgraduate trainees are people already working and upskilling. It is difficult to spend much time with employers who might be interested in recruiting making it difficult to strategically market, to encourage more people with a disability, effectively address gender imbalance in the digital sector that makes us feel represented by certain groups.

Exploring expansion of degree apprenticeships to be more flexible within the same frameworks, for example cyber in digital. People can change roles quite often; four and a half years is a long time and during this time roles or specialties are changed and it is possible to offer something else. We also took part in a micro-credential project last year; OU is well established with micro credentials with 24 already in commitment and developing 15 new micro-credential per year. Really enjoyed the opportunity to work with other universities in Wales to share our experiences with micro-credential. The opportunity to align micro credentials by matching it with PLA funding available at the FE level, is being explored – People Management, leadership and project management and Cisco, we tend to find leadership and management and digital are the most popular areas,

SL advised Lantra deliver three large projects on behalf of WG; Agriculture, horticulture, food and drink manufacturing and hospitality. Support with various training courses. Seeing more uptake on some of the three-hour online workshops which is working well for businesses because they do not need to release staff for the full day. Real labour shortages across the food and drinks supply chain, particularly in manufacturing, not just production operative roles, but engineering - big shortage within food and drink manufacturing. Lantra are also struggling with recruitment and have been doing a big drive through the Food Workforce Wales recruitment campaign, creating case studies highlighting how good it is to work within the sector, what the rate of pay is like and the variety of job roles. Social media

	<p>presence and raising the profile of the sector. Businesses struggling to release staff as they are struggling with staff numbers on production lines. Fuel costs staggering and affecting food and drink manufacturing and agriculture, Brexit and the war in Ukraine is impacting on supply chains. Although concentrating more on the food supply chain, it pronounced throughout all the different sectors. Everyone is struggling with recruitment and labour shortages.</p> <p>ACH agreed intelligence supports that businesses are really struggling, and they need people to be working rather than upskilling. Post Covid, some businesses were looking at recovery and now are looking at recession as well. Trying to understand how to make the roles within sectors more appealing. Inspiring training that everyone is delivering and keeping people's interest to upskill is being supported.</p>	
6	<p><u>Mid Wales Regional Skills Partnership</u></p> <p>RSP Updates</p> <p>ACH shared a presentation of the annual report with everyone and confirmed they all received a copy to read and give feedback on or before the next meeting.</p>	
7	<p>Any Other Business</p> <p>None</p>	
8	<p>Next meeting Date: 13th December 2022, 9am – 10am.</p>	