



**Partneriaeth Sgiliau Rhanbarthol  
Gogledd Cymru  
North Wales  
Regional Skills Partnership**

**RHAGLEN/AGENDA**

**PARTNERIAETH SGILIAU RHANBARTHOL GOGLEDD CYMRU**

**NORTH WALES REGIONAL SKILLS PARTNERSHIP**

**10am – 12.00 p.m.**

**Dydd Iau/ Thursday, 1 Mai/ May 2025**

**Online (Teams)**

	<b>Eitem / Item</b>	<b>Papur/ Paper</b>	<b>Arwain/ Lead</b>
10.00	1. Croeso & Ymddiheuriadau/ <b>Welcome &amp; Apologies</b>		Cadeirydd/ Chair
10.05	2. Pwyntiau Gweithredu o'r cyfarfod diwethaf/ <b>Action points from last meeting (13.03.25)</b>	Papur/ <b>Paper 2</b>	Chair/ Sian
10:10	3. Prentisiaethau/ <b>Apprenticeships:</b> <ul style="list-style-type: none"><li>• Fframweithiau Newydd/ <b>New Frameworks</b></li><li>• Proses / <b>Process</b></li><li>• Adborth Grwp Darparwyr/ <b>Feedback from WBL Provider Group</b></li><li>• Sefyllfa cyllid presennol/ <b>Current funding</b></li></ul>		Heather Davidson, Medr  Rhianwen Edwards, WBL Chair  James Nelson & Nick Tyson
10.40	4. Strategaeth Sgiliau Parth Buddsoddi / <b>Investment Zone Skills Strategy</b>	Papur / <b>Paper 4</b>	Jon Guest & Eddie Melhuish, Amion Consulting
11.10	5. Diweddariad Tim RSP/ <b>RSP Team Update</b> <ul style="list-style-type: none"><li>• Gweithgareddau RSP 2025-2026/ <b>RSP schedule of activities 2025-2026</b></li><li>• Toolkit Sgiliau Digidol/ <b>Digital Skills Toolkit</b></li><li>• Grwp Clwstwr Gweithgynhychu Uwch &amp; Ynni/ <b>Advanced Manufacturing &amp; Energy Cluster Group</b></li></ul>	Papur/ <b>Paper 5</b>	Tim RSP Team   Dr Debbie Jones, Chair AM&E Cluster Group



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11.30	6. HyNet		Duncan Birtwistle, Progressive Energy
12.00	7. Cau & UFA/ Close & AOB		



## MINUTES & ACTIONS TABLE

MEETING	DATE/TIME
North Wales RSP Board Meeting	13 March, 10am – 12pm Prifysgol Wrecsam

Item	Minutes & Actions	Actions	Status
2. Actions from the last meeting (23 January, 2025)	<p><b>Economic Inactivity</b></p> <ul style="list-style-type: none"> <li>It has been confirmed that there will be a trailblazer in North Wales. Denbighshire has been confirmed as the lead for this as part of the pilot, with Mel Evans from Working Denbighshire will leading.</li> </ul> <p><b>Apprenticeship Pathway Inquiry</b></p> <ul style="list-style-type: none"> <li>The RSP was invited to give written and verbal feedback. The written feedback can be found <a href="#">here</a>. Pryderi ap Rhisiart represented the RSP to provide evidence to the Senedd.</li> <li>The Senedd will conclude their inquiries over the next few months and will be making formal recommendations.</li> </ul> <p><b>Meeting with Minister for Skills</b></p> <ul style="list-style-type: none"> <li>All 4 RSP's managers and chairs met with the Minister for Skills, Jack Sargeant in Cardiff last month. Emphasis was put on the future focus of the RSP's being Net Zero, with 50% of our work being committed to delivering work in this area and supporting the delivery of the Welsh Government Net Zero Action Plan.</li> </ul> <p><b><a href="#">North Wales Skills Portal</a></b></p> <ul style="list-style-type: none"> <li>Officially launched at the end of January 2025. The site had 1,800 new visitors in the first 10 days, with further analytics shared as part of the papers.</li> <li>Rees Brown will be meeting with the developers in April to start discussions on the next steps for the Portal.</li> </ul> <p><b><u>Medr</u></b></p> <ul style="list-style-type: none"> <li>Medr launched their strategic plan on the 12<sup>th</sup> of March, with an operational plan due to be developed by the end of May.</li> </ul>	Sian to share RSP Delivery Plan	Shared with RSP Papers (1 <sup>st</sup> May)



	<p><b><u>Advanced Manufacturing and Energy Cluster Group</u></b></p> <ul style="list-style-type: none"> <li>The first meeting of the group took place in February. During the meeting Debbie Jones from M-SParc was appointed as chair of the group, with Martin Evans from Airbus as the vice-chair.</li> </ul>		
<p><b>3. Wrexham University Vision &amp; Strategy,</b> Prof. Joe Yates</p>	<p>Joe Yates, Vice-Chancellor of Wrexham University joined the university in August 2024 with the intention to deliver a vision for Wrexham University to be world leading civic university by 2030.</p> <p>The university aims to deliver inclusive economic growth - industry and economy through skills by responding to the local industry, providing training for relevant skills.</p> <p>Their strategy for achieving this is split into 3 key areas:</p> <ol style="list-style-type: none"> <li>Students, opportunities &amp; experience: <ul style="list-style-type: none"> <li>Consistently ranked first for student inclusivity</li> <li>Developing confidence, skills and what can they do to offer real world experience working closely with industry to get the right skills to succeed.</li> <li>Meeting Green skills in the region including advanced manufacturing and how they can adapt to support these priorities.</li> <li>Keen to think about the relevance of the courses they offer to industry - does more consideration need to be given to micro credentials? Wrexham University are trying to think differently about micro-credentials and have recently signed an MOU with Coleg Cambria.</li> <li>Lifelong learning is an important part of the universities activity.</li> </ul> </li> <li>Place, people &amp; partnerships: <ul style="list-style-type: none"> <li>Low uptake of HE in general, but industries still have unmet skills needs.</li> <li>Wrexham University are trying to reach into cold spots to engage with those in deprived areas to increase access to develop skills at higher level.</li> </ul> </li> <li>Research &amp; Innovation <ul style="list-style-type: none"> <li>Want all their R&amp;I to be aligned and impactful to the local area</li> </ul> </li> </ol>		



	<ul style="list-style-type: none"> <li>○ Focus is on applied research, working with industry and public sector.</li> </ul> <p><b>Questions and Comments</b></p> <ul style="list-style-type: none"> <li>● James Nelson raised that there are placement opportunities 16-19 in FE what could be the issue? <ul style="list-style-type: none"> <li>○ Engaging earlier in the pipeline to raise awareness of opportunities sooner, sharing a positive message, and communicating the benefits of university in partnership with employers, but communicating this can be difficult</li> <li>○ Communicating opportunities to parents as well as children is key to seeing this change.</li> </ul> </li> </ul>		
4. MIT Industrial Liaison Programme	<p>Matthew Collins from Welsh Government attended the meeting to share some insights into the MIT Industrial Liaison Programme.</p> <ul style="list-style-type: none"> <li>● The MIT Industrial Liaison Programme is a Welsh government programme that is available to businesses of all sizes.</li> <li>● It's a programme that focusses on the relationship between business in Wales with MIT (Massachusetts Institute of Technology).</li> <li>● Welsh Government are keen to see more companies from Wales engaging with the programme</li> <li>● Mostly larger companies that are currently engaged, but there are a few SMEs utilising the R&amp;D side looking to bring in new products and enter new markets</li> <li>● Currently looking to do some case study activity as this would hopefully encourage other employers to take part</li> <li>● Matthew Collins shared that there is partial funding available for employers to be able to go out to MIT to network and attend events</li> </ul> <p><b>Questions and Comments</b></p> <ul style="list-style-type: none"> <li>● Pryderi shared that M-SParc participated in the programme, along with tenants at M-Sparc, Business Wales, and others from their network. Pryderi encouraged engagement with the programme and stresses the benefits.</li> <li>● Mike asked are they engaged with FSB – Matthew shared that they are engaged with FSB in South Wales.</li> </ul>		



	<ul style="list-style-type: none"> <li>Sian asked how many businesses from North Wales have participated? M-Sparc have done two trips and have taken several businesses, but Matthew will find out the true number and let us know</li> </ul> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li><b>Matthew to share slides with RSP Board</b></li> <li><b>Matthew to share further information on the number of businesses/ employers from North Wales to access the programme</b></li> </ul>	Matthew Collins	Awaiting further information from Matt
5. North Wales Graduate Programme and Destination Report	<p>Owain from Darogan Talent presented the findings and recommendations from a recent research report that the RSP commissioned to better understand the movement of graduates after graduating / before attending uni.</p> <p>The slides will be shared with the actions to allow for the opportunity for Board members to look at the recommendations presented.</p> <p>Some key findings include:</p> <ul style="list-style-type: none"> <li>A similar number of individuals go to the rest of Wales as they do to London to work after graduation, which is positive that they're staying the country, even if it's not in the region</li> <li>The majority of graduates, go back to their home local authority or elsewhere in North Wales as the most popular movement, followed by North West England.</li> <li>Employers struggling to get the right candidates to apply</li> <li>Retention is a challenge for many organisations, driving demand for local talent</li> <li>Perception of employers is that graduates are not ready for the world of work, with the perception that individuals lack the relevant soft skills as an example.</li> <li>Regardless of which recommended way forward we opt for, it's important to start small and build on the current resources that exist in the region</li> </ul>		



	<ul style="list-style-type: none"> <li>Finding a creative solution will be important to ensure long term success and engagement with any way forward</li> </ul> <p><b>Questions and Comments:</b></p> <ul style="list-style-type: none"> <li>Mike raised that Wrexham University have a great offer for their students in the business school where they provide hands-on experiences and entrepreneurship to their students so they can hit the ground running.</li> <li>James Nelson questioned 'what challenge are we facing?' Is it that people are leaving or that there aren't enough graduates with the skills needed to fill the vacancies with local employers? Unsure what the answer is.</li> <li>Bryn said that the SPF skills vouchers have shown that employers who have never recruited a graduate have done so for the first time utilising the voucher which emphasises that there is a demand for graduates, but often employers need additional support.</li> <li>Nick Tyson asked what is the demand for graduates in the region, does the research assess the demand for graduates? 40% Degree apprenticeship Welsh compared to 60% English, focus on grow your own again to address retention problems</li> </ul> <p><b>Actions:</b></p> <ul style="list-style-type: none"> <li>Bring a small group together to discuss options in more details and discuss what needs to be taken forward.</li> </ul>		
		Sian/ Task & Finish Group	T&F Group to be brought together before end of May, 2025
6. Flintshire and	Jonathan Guest gave a brief presentation on the work commissioned to develop the Investment Zone Skills Strategy		



Wrexham Investment Zone	<p>which will underpin the Skills Programme. Copy of presentation included.</p> <p>Amion have arranged a series of meetings and workshops during March and April with stakeholders and employers to</p> <p><b>Questions/ Discussions:</b></p> <ul style="list-style-type: none"> <li>Nick Tyson emphasising showcasing opportunities and maximising making the most of this opportunity and call to action to all to get involved and ensure North Wales is the go-to place for Advanced Manufacturing.</li> <li>Sarah from Chamber of Commerce suggested a link up with Let's Talk Business with Cheshire West</li> </ul> <p><b>Action</b></p> <p>Jon and Amion to present a draft version of the IZ Skills Strategy to the RSP Board meeting on 1<sup>st</sup> May.</p>	Sarah  Amion Consulting	
7. SME Employer Engagement	<p>Cath shared the drafted plan the RSP has in place to address SME employer engagement. The slides Cath shared will be distributed with the actions.</p> <ul style="list-style-type: none"> <li>The plan aims to enhance employer engagement across the region by strengthening connections between businesses and key stakeholders.</li> <li>A key focus is on SMEs, addressing their challenges in accessing skills initiatives.</li> <li>Actions include mapping networks, empowering ambassadors, and providing clear resources to improve awareness of upskilling and reskilling opportunities.</li> <li>The North Wales Skills Portal will serve as a central hub for resources, events, and news, increasing SME engagement and supporting their active participation in skills development, ultimately contributing to regional economic growth.</li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>Implement planned actions</li> <li>Strengthen employer relationships</li> <li>Ensure ongoing evaluation and improvement</li> </ul>		





	Mike added that the intention is not necessarily to recruit ambassadors, but to find those influencers and ensure they are better informed to promote the range of opportunities and benefits of engaging with skills providers.		
8. Close & AOB	<p>Next meeting</p> <ul style="list-style-type: none"> <li>1st May as an online meeting</li> <li>Focus will be on new apprenticeship frameworks that Medr are developing, (Coleg Cambria and GLLM to give an update on the current situation with them), Anglesey freeport which is close to getting FBC approved, and Investment Zones</li> </ul> <p>Stakeholder update</p> <ul style="list-style-type: none"> <li>Sian shared a stakeholder update following discussions at the in-person workshop in 2024 about clearer lines of communication between the RSP Board and the sub-groups.</li> <li>Sian has asked the Board for any feedback on the stakeholder update about the content, length and level of detail included.</li> </ul> <p>Business Wales</p> <ul style="list-style-type: none"> <li>New skills liaison officer appointed for Business Wales – Ceri Lewis-Price starts on the 7<sup>th</sup> of April.</li> </ul>	RSP Board Members	

**Date of Next Meeting : Thursday, 1 May 2025 (online meeting)**



# **FLINTSHIRE & WREXHAM INVESTMENT ZONE SKILLS STRATEGY**

Jonathan Guest & Eddie Melhuish

RSP Board Meeting – 1<sup>st</sup> May 2025

# INTRODUCTION

AMION Consulting has been commissioned to develop a comprehensive Skills Strategy for the Flintshire and Wrexham Investment Zone, which aims to:

- Provide an evidence-based rationale for targeted investment in skills and training, identifying the specific capabilities and qualifications required to support growth across the life of the Investment Zone.
- Ensure that workforce development keeps pace with – and actively supports – the region's ambitions for economic transformation, with a particular focus on Advanced Manufacturing.
- Support a collaborative, place-based approach to workforce development which brings together key stakeholders across the skills ecosystem to shape a shared vision for the future of skills in Flintshire and Wrexham.
- Explore ways in which skills supply and demand can be effectively aligned to meet the current and future needs of employers, while offering meaningful opportunities for learners.

# OVERARCHING VISION AND KEY PRINCIPLES

***“The Flintshire & Wrexham Investment Zone will develop a skilled, future-focused workforce for advanced manufacturing, aligning training with industry needs to drive innovation and productivity. By fostering strong partnerships with local education and businesses, the zone will create high-quality, well-paid, and sustainable job opportunities. Tailored skills programmes will ensure that both current and future workers can thrive in a dynamic, high-tech sector. The Investment Zone will empower local talent to take advantage of career progression and support the growth of a competitive, innovative manufacturing hub.”***

Collaboration

People and  
inclusion

Focus and  
prioritisation

Flexibility and  
adaptability

Addressing  
core and  
common  
challenges

Aligning  
funding and  
investment

# OVERVIEW OF EVIDENCE

## Current and Future Sectoral Demand

- Sector accounts for approximately 15% of Flintshire and Wrexham's employment
- Ageing demographic workforce marked by significant gender imbalances
- Individuals with Level 2 and Level 3 qualifications account for c. 50% of the workforce, which is dominated by process, plant & machine operatives
- Evolving skill requirements, including data projections of a growing demand for both highly-qualified individuals and workers across SOC Major Groups 5 to 8

## Supply

- Lower proportion of residents are qualified to Level 3 and above
- High numeracy and science GCSE attainment, though STEM exam entries decline post-KS4
- Engineering and manufacturing learning activities account for almost 10% of FE provision, with ¼ of apprenticeship starts of relevance to the sector
- c.20% of Wrexham University enrolments in 2022/23 were in subjects broadly aligned with the sector
- Work-based learning equates to almost 40% of activity across North Wales

# AGREED PRIMARY SKILLS CHALLENGES



# MAXIMISING OPPORTUNITIES THROUGH SKILLS INTERVENTIONS (1)

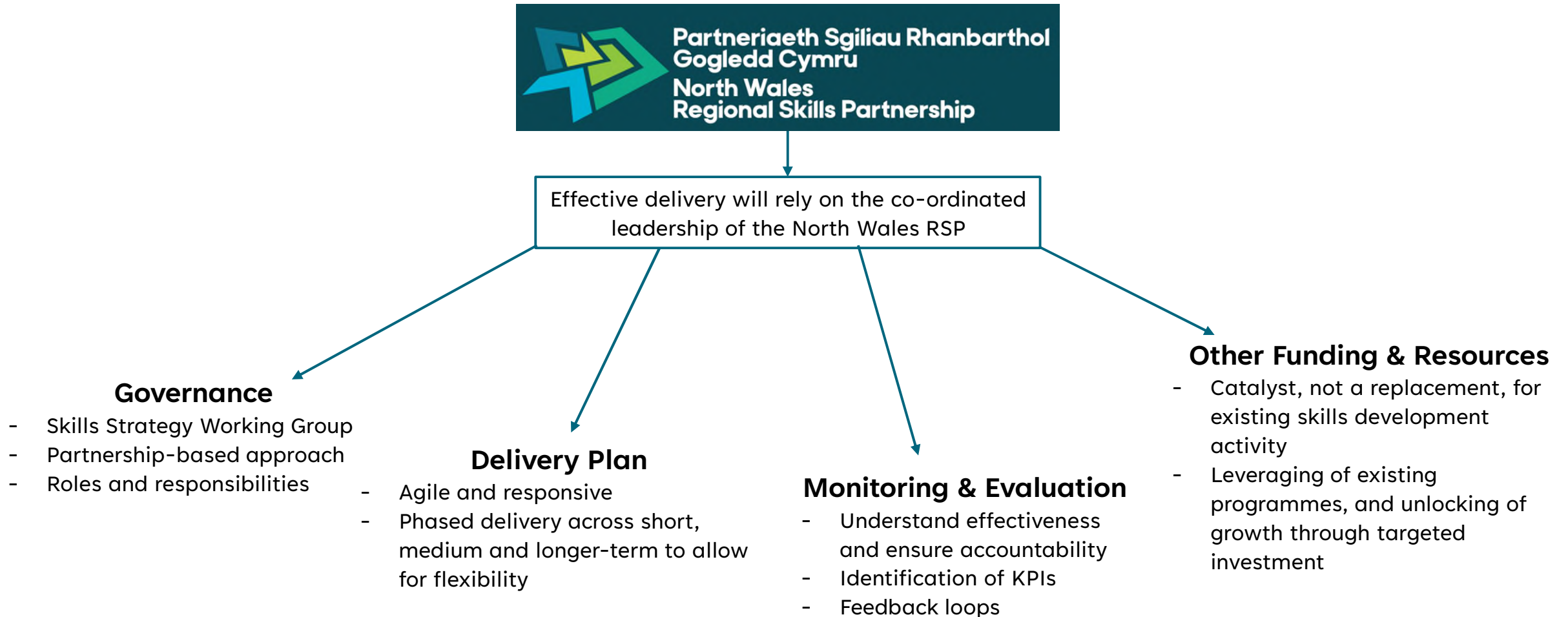
Intervention Theme	Intervention	Indicative Allocation (%)
Increased engagement with pre-16 and schools	Co-ordinated careers support and resource to increase pre-16 engagement with STEM and awareness of local career opportunities	20-25%
	Delivery of a programme targeted at improving the diversity of the workforce and talent pipeline, including the addressing of longstanding gender imbalances	
	Integration of Investment Zone learning into school curriculum and developed for different settings	
Support for learners aged 16 to 18	Use of incentives to expand delivery of apprenticeships aligned to Investment Zone priorities to expand pathways in the key sector	35-40%
	Use of incentives to expand opportunities for young people to build work-ready skills through internships and work placements	
	Infrastructural improvements such as collaborative physical spaces and transport links to improve the accessibility of training	
	Establishment of a mentorship and reverse mentorship scheme to drive bi-directional knowledge transfer and mutual learning within the Investment Zone sector	

# MAXIMISING OPPORTUNITIES THROUGH SKILLS INTERVENTIONS (2)

Intervention Theme	Intervention	Indicative Allocation (%)
Enhanced pathways for those aged 18+	Support for the recruitment and retention of apprentices in Advanced Manufacturing, as well as the creation of new degree apprenticeships alongside new MSc, PhD and MRes programmes	20-25%
	Co-designed education and training with employers such as skills bootcamps or sector-based work academy type models	
	Use of micro-credentials and short courses to grow higher-level, and technical skills	
	Expansion of careers portal to include Investment Zone specific careers, pathways, opportunities and events	
Upskilling and reskilling of the existing workforce	Retraining initiatives to allow for career transitions into Investment Zone sector through targeted programmes	15-20%
	Integrated entrepreneurial and innovation-focused skills provision	
	Establishment of a skills charter or other related procurement mechanisms for new and existing businesses around skills and careers	



# DELIVERY AND GOVERNANCE



## NEXT STEPS

- Draft Strategy document will be circulated to Board members
- Any feedback welcome prior to finalisation of Strategy and supporting documents, which include:
  - Evidence document
  - Accessible summary document to support wider dissemination and use



# THANK YOU

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**SCHEDULE 2**  
**(in 2 parts, table below and an annex)**

**During the financial year, further clarification may be provided by relevant policy leads on their areas as they develop. We will reissue a refreshed document if significant changes occur.**

<b>Specification of activities April 2025 –</b>	<b>Deliverable</b>	<b>Notes</b>
<b>Refresh RSP Employment and Skills Plan</b>		
Plan to be updated during 2025-26 to reflect changes to regional economy and demand for existing and future skills needs. Underpinning LMI to be updated.	Refreshed plan to be published on RSP websites by end of September 2025.	
<b>National Occupational Standards (NOS)</b>		
RSPs to work collectively to produce a single report identifying the top fifty occupations across Wales	Report to be produced by 30 <sup>th</sup> September 2025	
<b>Jobs and Green Growth</b>		
RSP to deliver on the actions identified in their Jobs and Green Growth Programme for Work, attached at annex 1.		
<b>Planning and Funding System - Medr</b>		
RSP to work in partnership with Medr, adhering to the protocol Principles of Partnership Working, ensuring agreed areas of work are delivered. Agreement is attached at Annex 2.	On-going development	
<b>Welsh language</b>		
RSP to promote Welsh Language across their employer and stakeholder networks.	On-going development	



<b>Digital Skills</b>		
Identify top priority sectors in Wales in terms of skills gaps and shortages.	Support the development of digital skills policy. Production of specific reports as requested.	
RSPs to promote the Flexible Skills Programme to employers.	On-going	
Use employer networks and stakeholders to develop a skills assessment of opportunities and threats posed by AI. Welsh Government to issue a specification for a report.	Collectively produce a report in the autumn for Welsh Government	
<b>Other sectors as need arises</b>		
Respond to Welsh Government requests for sector based LMI on an as and when basis to support Ministers.	As required	
<b>His Majesty's Prison and Probation Services (HMPPS)</b>		
RSPs to work closely with prisons in Wales to identify skills opportunities. RSPs will support by providing detailed analysis on job opportunities and the potential to develop niche skills should be considered.	Provide Welsh Government with the necessary LMI to inform discussions with the HMPPS to support their delivery of high-quality learning.	Update as required.
<b>Schools</b>		
Work with school consortia to inform curriculum	On-going development.	
<b>Careers Wales</b>		
Work with learners/careers advisors to strengthen careers advice across	On-going development.	



Llywodraeth Cymru  
Welsh Government

<b>Local Authorities</b>		
Continue to work with local authorities to understand economic development priorities	On-going development.	
<b>Develop capacity and capability</b>		
Continuously develop capacity and capability as a national RSP network.	Continuous review and development of relevant opportunities.	
<b>Governance</b>		
Ensure there is clear RSP governance in place in relation to other regional structures	Provide annual update to Welsh Government.	
Support regional economic reconstruction such as Corporate Joint Committees (CJC's) and future developments (including cross-border where required).	Support employability and skills needs of economic strategies including Growth Deal and City Deals. Identify priorities to support regional investment that supports jobs and growth in the regions.	
<b>Support for meetings and Consultations</b>		
Provide support to Welsh Government meetings, research and consultations as required. Encourage participation of stakeholders and employers to submit their views.	As required.	
<b>Monitoring and evidence reports</b>		
Submit monitoring and evidence reports on progress of activities identified in Schedule 2.	Reports due 3 times per year by 31 July 2025, 30 November 2025, 31 March 2026, as per Schedule 4 – Indicative Payment Profile.	

## North Wales Regional Skills Partnership Net Zero Delivery Plan (2025-26)

**Objective 1: Support the roll out of Welsh Governments Optimised Retrofit Programme (ORP) and facilitate discussions with national and regional forums that operate as part of the Net Zero agenda.**

Actions	Deliverables	Timescale	Enabler(s)/ Stakeholders	Measurable outcome	Status Update
1. Report skills issues and provision gaps to Welsh Government/ Medr	Skills session with North Wales Net Zero Network and Net Zero Ambassadors to discuss skills gaps and resolve provision issues.	Oct 2025	<ul style="list-style-type: none"> <li>North Wales Net Zero Network</li> <li>SMEs</li> <li>Providers</li> <li>Medr</li> </ul>	<ul style="list-style-type: none"> <li>Gaps identified and provision issues shared with Welsh Government/ Medr monthly (<u>utilising an agreed template</u>).</li> </ul>	
	Report skills gaps and shortages arising from North Wales Energy Strategy and Local Area Energy Plans (LAEP).	March 2026	<ul style="list-style-type: none"> <li>North Wales Energy Strategy Regional Board</li> <li>Local Area Energy Plan Teams</li> <li>Local Authorities</li> </ul>		
	Continue to develop the Welsh Government supported Net Zero Carbon Hwb Skills and Training Group.	March 2026	<ul style="list-style-type: none"> <li>Welsh Government</li> <li>Trustmark</li> </ul>		
	Work with Registered Social Landlords and supply chain to understand their skills needs for Optimised Retrofit Programme by holding a Green Skills and Built Environment Session (May/ June 2025, TBC).	June 2025	<ul style="list-style-type: none"> <li>Registered Social Landlords (RSLs) across North Wales</li> <li>Supply Chain to RSLs</li> </ul>		
	NEWID North Wales Industrial Decarbonisation Group – Skills	December 2025	<ul style="list-style-type: none"> <li>NEWID Group</li> <li>HyNet</li> </ul>		



	session with the NEWID Group to discuss skills gaps and resolve provision issues specifically on HyNet and carbon capture.				
	Offshore Energy Alliance (OEA)– NW RSP is the Offshore Energy Alliance Skills topic champion for OEA. Work with the OEA to promote apprenticeships offered in RWE/ GLLM Rhyl Engineering Centre and map skills and supply chain issues.	July 2025	<ul style="list-style-type: none"> <li>• OEA</li> <li>• GLLM</li> <li>• RWE</li> <li>• BPnBW</li> <li>• SMEs</li> </ul>		
	North Wales Decarbonisation Group – Work with the group on their supply chain decarbonisation programme for North Wales, in collaboration with Business Wales, to ensure that skills needs and gaps are clearly articulated.	March 2026	<ul style="list-style-type: none"> <li>• North Wales Decarbonisation Group</li> <li>• Business Wales</li> <li>• Local Authorities</li> <li>• Providers</li> </ul>		
	Work with Wales Nuclear Forum, Great British Nuclear and Cwmni Eginio to ensure that north Wales supply chain to upskill in line with nuclear contracts via Sizewell C and decommissioning of Wylfa and Trawsfynydd.	March 2026	<ul style="list-style-type: none"> <li>• Wales Nuclear Forum</li> <li>• Great British Nuclear</li> <li>• Cwmni Eginio</li> </ul>		
	Report skills gaps and shortages arising from the NW RSP Cluster Group discussions including Construction and Advanced Materials & Manufacturing & Energy.	March 2026	<ul style="list-style-type: none"> <li>• NWRSP Cluster Groups</li> <li>• Stakeholders</li> <li>• Employers</li> <li>• Providers</li> </ul>		



**Objective 2: Progress mutual workstreams in collaboration with City / Growth deals which align with Welsh Government policy and strategy.**

Actions	Deliverables	Timescale	Enabler(s)/ Stakeholders	Measurable outcome	Status Update
2. Scope areas for collaboration and progress mutually beneficial workstreams on <b>North Wales Growth Deal, Flintshire &amp; Wrexham Investment Zone and Anglesey Freeport</b>	North Wales Growth Deal Low Carbon Programme – Morlais Tidal Project. Conduct 121 interviews with approved developers for the Morlais Tidal project to understand the skills needs and provision.	June 2025	<ul style="list-style-type: none"> <li>• Morlais</li> <li>• Developers</li> <li>• Menter Mon</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborative projects developed in partnership with the North Wales Growth Deal</li> </ul>	
	Scope all capital pipelines investments and jobs linked to Growth Deal, Investment Zone, Anglesey Freeport and Renewables/ Low Carbon investment and produce a clear skills barometer for the region including timelines.	March 2026	<ul style="list-style-type: none"> <li>• Growth Deal teams</li> <li>• Investment Zone</li> <li>• Freeport – including Stena and Anglesey Council</li> <li>• RWE</li> <li>• BPEBW</li> </ul>	<ul style="list-style-type: none"> <li>• Skills Barometer produced</li> </ul>	
	Develop the Skills Programme for the Investment Zone with an emphasis on decarbonisation of the Advanced Manufacturing sector.	July 2025	<ul style="list-style-type: none"> <li>• Flintshire Council</li> <li>• Wrexham Council</li> <li>• Corporate Joint Committee</li> <li>• Wrexham University</li> <li>• Coleg Cambria</li> </ul>	<ul style="list-style-type: none"> <li>• Skills Programme for the Investment Zone scoped and ready to implement</li> </ul>	
	Deliver on Anglesey Freeport Skills Plan to ensure understanding of necessary skills needs/ jobs created and the timelines for delivery. Specifically encourage tax occupier sites to engage with RSP clusters and structures.	March 2026	<ul style="list-style-type: none"> <li>• Anglesey Freeport Team</li> <li>• Tax Site Occupiers</li> </ul>	<ul style="list-style-type: none"> <li>• List of skills requirements/ Jobs shared with providers/ Welsh Government and Medr to help inform planning</li> </ul>	

**Objective 3: Collaborate with Careers Wales and providers of post-16 education and training to promote associated career pathways.**

Actions	Deliverables	Timescale	Enabler(s)/ Stakeholders	Measurable Outcome	Status Update
3. Provide insight to Careers Wales advisors, and post 16 providers to enhance net zero knowledge and understanding.	Agree scope for collaboration with Careers Wales.	May 2025	<ul style="list-style-type: none"> <li>Careers Wales</li> </ul>	<ul style="list-style-type: none"> <li>Define the nature of the collaborative approach with Careers Wales.</li> </ul>	
	Hold an online seminar to bring together careers advisors and to promote the North Wales regional net zero landscape.	Sept 2025	<ul style="list-style-type: none"> <li>Careers Wales</li> <li>Careers Wales advisors</li> </ul>	<ul style="list-style-type: none"> <li>Regional online seminar successfully held.</li> </ul>	
	Develop the Young Person's Toolkit and the North Wales Renewables prospectus in collaboration with Careers Wales and post 16 Providers to highlight career opportunities and clear pathways into the sector on North Wales Skills Portal.	December 2025	<ul style="list-style-type: none"> <li>Careers Wales</li> <li>Providers</li> <li>Renewables sector</li> </ul>	<ul style="list-style-type: none"> <li>Pathways into sector on the North Wales Skills Portal</li> </ul>	
	Review net zero related content on the 'Future Jobs Wales' portal and ensure it aligns to the North Wales regional skills landscape and the North Wales Skills Portal.	Dec 2025	<ul style="list-style-type: none"> <li>Careers Wales</li> </ul>	<ul style="list-style-type: none"> <li>Future Jobs Wales content reviewed with suggested content fed back to Careers Wales.</li> </ul>	

	Support the provider network to ensure practitioners have up to date knowledge and understanding of the regional skills landscape.	March 2026	<ul style="list-style-type: none"> <li>Providers of FE, HE, WBL</li> </ul>	<ul style="list-style-type: none"> <li>Information cascaded to providers of post 16 education and training along with key stakeholders.</li> </ul>	
Objective 4: Update an 'Occupational Trends Exercise' to drive investment in new/refreshed suites of NOS across regional priority sectors including net zero (via cluster groups)					
Actions	Deliverables	Timescale	Enabler(s)/ Stakeholders	Measurable Outcome	Status Update
4. Undertake an 'Occupational Trends Exercise' to drive investment in new/refreshed suites of NOS and share findings with Welsh Government and Medr.	Occupational Trends exercise conducted, and occupations identified as priority, growth or in decline.	October 2025	<ul style="list-style-type: none"> <li>Data Cymru</li> <li>North Wales RSP Board</li> <li>North Wales RSP Cluster Groups</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Trends Exercise report produced and shared with Welsh Government and Medr.</li> </ul>	
Objective 5: Support Welsh Government flagship programmes for net zero skills development					
Actions	Deliverables	Timescale	Enabler(s)/ Stakeholders	Measurable Outcome	Status Update
5. Expand opportunities for net zero skills development across employer networks.	Actively promote opportunities arising from the Green PLA and Flexible Skills Programme with view to increasing take up.	Dec 2025	<ul style="list-style-type: none"> <li>Welsh Government</li> <li>Employers</li> <li>Providers</li> </ul>	<ul style="list-style-type: none"> <li>Analysis of Green PLA enrolment data (to be provided by Medr) with findings presented to Welsh Government.</li> </ul>	

	Undertake the regional endorsement role for the Green PLA and ensure that approved courses meet the needs of regional employers.	March 2026	<ul style="list-style-type: none"> <li>• Employers</li> <li>• Providers</li> <li>• RSP Cluster Groups</li> </ul>	<ul style="list-style-type: none"> <li>• Fit for purpose list of Green PLA fundable courses produced.</li> </ul>	
	Attend meetings of the Green PLA Expert Panel as and when convened by Medr.	March 2026	<ul style="list-style-type: none"> <li>• Welsh Government</li> <li>• Medr</li> <li>• Stakeholders</li> <li>• FEIs</li> </ul>	<ul style="list-style-type: none"> <li>• RSP attendance at Green PLA meetings and findings to be shared with Welsh Government.</li> </ul>	

**Objective 6: Support other net zero related workstreams as and when required.**

Actions	Deliverables	Timescale	Enabler(s)/ Stakeholders	Measurable Outcome	Status Update
6. Engage in a range of relevant activities when required.	Support further development of the Welsh Government Net Zero Skills Plan, and related net zero skills 'roadmaps.	March 2026	<ul style="list-style-type: none"> <li>• Welsh Government</li> </ul>	TBC – After further information shared by WG on Net Zero Skills roadmaps and direction of travel.	
	Continually review timescales, deliverables, and feedback identified challenges to Welsh Government.	March 2026	<ul style="list-style-type: none"> <li>• Welsh Government</li> </ul>	TBC	

EMPOWERING  
EMPLOYERS IN  
NORTH WALES

# DIGITAL SKILLS PATHWAY TOOLKIT

2025



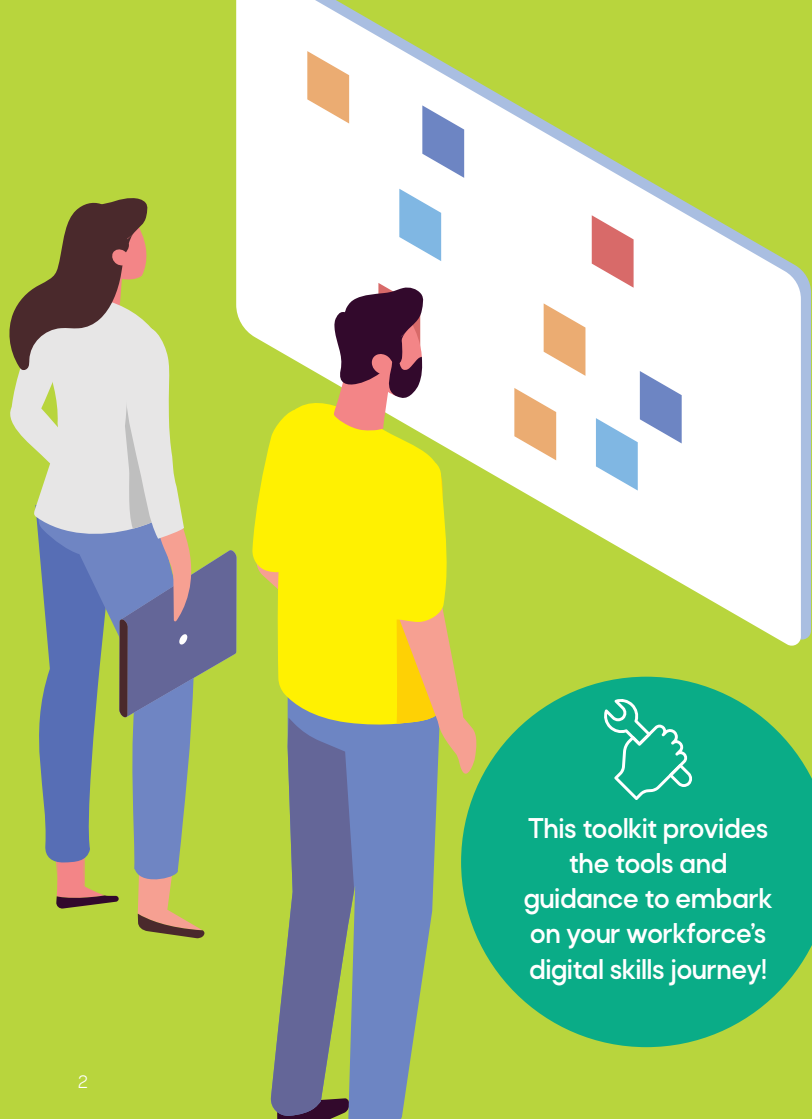
Partneriaeth Sgiliau Rhanbarthol  
Gogledd Cymru  
North Wales  
Regional Skills Partnership

# Welcome

Digital skills are critical for organisational success in today's fast paced, technology driven world. This toolkit is designed to help employers in North Wales navigate the evolving digital landscape, offering practical resources, access to training providers and pathways to build a skilled workforce in the modern economy.

Inside, you'll find:

- Insights into the importance of digital skills and the benefits, such as improved productivity and innovation.
- Clear explanations of digital skill levels, from basic to advanced, and why investing in these skills is essential to the workforce and the organisation.
- Opportunities for skill development, highlighting local options like apprenticeships, microcredentials, part-time courses, and certifications available to employees for upskilling.
- Guidance on how to get started with digital upskilling, to future-proof your business.



This toolkit provides the tools and guidance to embark on your workforce's digital skills journey!

# Digital Skills Matter for Employers

A digitally skilled workforce is essential for improving efficiency, staying competitive, and driving innovation. Investing in digital skills can help businesses:



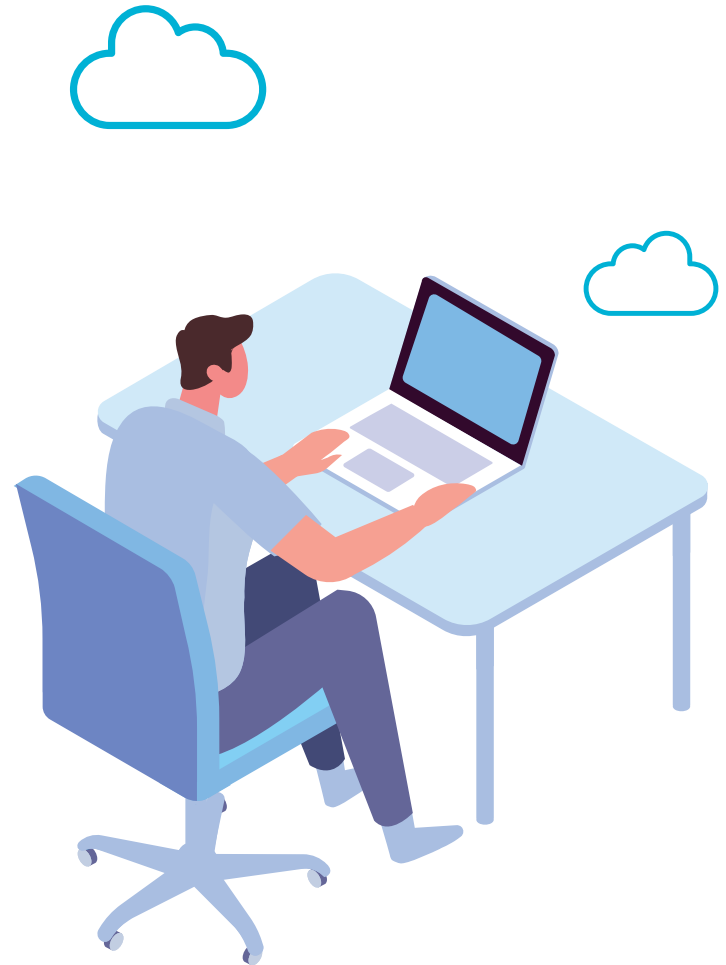
**Boosted Productivity:** Equipping employees with digital skills helps to streamline workflows, enhance collaboration, and automate repetitive tasks, leading to increased efficiency and cost savings.

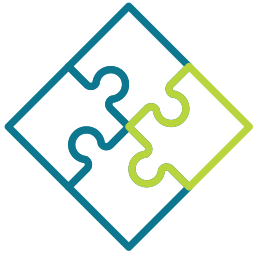


**Encouraging Creativity and Innovation:** A digitally skilled workforce is better positioned to embrace new technologies, drive innovation, and remain ahead of industry trends.



**Strengthened Business Resilience:** Organisations with digitally capable teams can adapt more quickly to disruptions, such as changes in market demands or advancements in technology.





# Understanding Digital Skills

Digital skills encompass the range of abilities that allow individuals to use digital tools, technology, and online platforms effectively. As technology evolves, so too does the need for a broad spectrum of digital competencies. These skills are categorised into three main levels: basic, intermediate, and advanced.

## BASIC DIGITAL SKILLS:



Basic digital skills form the foundation of digital literacy and are essential for everyday tasks in the modern workforce. These skills include:

- **Email:** Composing, sending, and managing emails effectively.
- **Microsoft Office:** Using programmes like Word, Excel, and PowerPoint to create documents, spreadsheets, and presentations.
- **Internet Navigation:** Searching the web, browsing websites, using search engines, and understanding internet security basics.

## INTERMEDIATE DIGITAL SKILLS:



Intermediate digital skills are more specialised and are essential for roles that involve managing or analysing data, collaborating across teams, and creating digital content. These skills include:

- **Data Analysis:** Using software like Excel or more advanced tools (e.g., Tableau, Power BI) to analyse data and generate insights for decision-making.
- **Project Management Software:** Proficiency in tools like Trello, Asana, or Microsoft Project to manage tasks, timelines, and team collaboration efficiently, alongside Customer Relationship Management (CRM) tools for managing customer relationships and data.
- **Graphic Design Tools:** Knowledge of programmes like Adobe Photoshop or Canva to create visual content for marketing, communications, and branding.



## ADVANCED DIGITAL SKILLS:

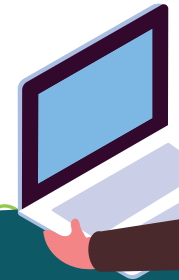
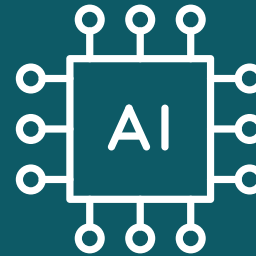


Advanced digital skills are crucial for high level technical roles and innovation within industries. They include:

- **Coding:** The ability to write and understand programming languages like Python, JavaScript, or HTML/CSS for creating websites, apps, and software.
- **Artificial Intelligence (AI):** Understanding AI concepts such as machine learning, natural language processing, and how these technologies can be applied to practical and organisational solutions.
- **Cybersecurity:** Expertise in protecting digital systems, data, and networks from cyber threats, using tools and practices to prevent data breaches and ensure information security.
- **Cloud Computing:** Knowledge of cloud platforms like Amazon Web Services (AWS), Microsoft Azure, or Google Cloud to store, manage, and analyse data remotely, enabling organisations to scale efficiently.

## ARTIFICIAL INTELLIGENCE (AI)

As technology evolves, AI is reshaping the workplace, and businesses must adapt to stay competitive. With 75% of companies planning to integrate AI in the next five years, investing in workforce development is crucial. While AI will drive net job creation, it will also shift job roles, requiring employees to develop new skills.



# Why Invest in Digital Skills?

Investing in digital skills is essential for staying competitive in today's rapidly evolving economy. A digitally skilled workforce drives innovation, increases efficiency, and improves productivity. As industries continue to embrace new technologies, the demand for skilled workers will only grow.

*"Digital skills are no longer optional - they are essential for businesses to innovate, grow, and remain competitive. This Digital Skills Pathway Toolkit is a vital resource for employers looking to develop a workforce equipped for the challenges of the future. At M-SParc, we see firsthand how digital upskilling drives business success, and we fully support this initiative to enhance North Wales' digital capabilities."*

**Pryderi Ap Rhisiart, M-SParc - Managing Director and RSP Digital Skills Employer Cluster Chair**

## Workforce Profile

### GENDER



### AGE



16 - 24

8.2%



25 - 49

56.4%



50+

35.4%

# High Demand for Digital Skills – A Growing Opportunity!

Top in-demand advanced digital skills that can drive business success:

- **Cybersecurity** – Protect your business from digital threats.
- **Data Engineering & Analysis** – Turn data into valuable insights.
- **Cloud Engineering** – Scalable, efficient digital solutions.
- **Programming & Coding** – Powering digital transformation.

Most used tools & technologies:

- **Cloud Platforms:** AWS, Azure – Boost efficiency & collaboration.
- **Database & Data Science Tools:** SQL, Pandas, NumPy – Make data-driven decisions.
- **Development & Scripting:** React, HTML/CSS, CI/CD, Git – Speed up innovation!



# Upskilling is Easier Than You Think!

Top learning methods:

## Short courses & mentoring

Flexible and accessible training for employees.



## Apprenticeships & funded training

Low-cost, high-impact skills development.



## A More Diverse, Inclusive Digital Future!

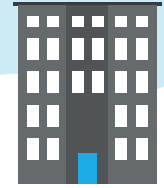
- Great potential to grow diversity in digital roles
- Early engagement in schools, colleges & universities can create a more inclusive workforce.
- AI & emerging tech skills are set to play a big role in business success – now is the time to prepare!

## Employers Can Take Action Today!

- Promote digital apprenticeships – A funded way to build future ready teams.
- Map training to industry needs – Ensure your workforce stays ahead.
- Champion diversity in digital careers – Attract top talent from all backgrounds.

## Pathways to Digital Skills Development

Did you know? Employees can upskill at any level, from Level 2 to a degree!



Course	School	College	University	Workplace
Welsh Bacc	✓			
GCSE	✓			
L2 Apprenticeship		✓		✓
L2 Enhanced IT Qualification		✓		
L2 Qualification		✓		
L3 Apprenticeship		✓		✓
L3 Enhanced IT Qualification		✓		
L3 Qualification		✓		
A Level	✓	✓		
L4 Apprenticeship		✓		✓
L4 Qualification		✓		
Degree Apprenticeship		✓	✓	✓
Full Time Degree			✓	
Msc			✓	
PhD			✓	

# Apprenticeships

Apprenticeships aren't just for new recruits, they're a powerful tool to **upskill and reskill** your existing employees. Investing in digital apprenticeships helps your team stay ahead of technological advancements, boosting productivity and innovation.

## APPRENTICESHIPS (LEVEL 2 - 3)

Framework	Level	Link	Providers in North Wales
Digital Skills for Business	Levels 2, 3	<a href="#">View</a>	Grwp Llandrillo Menai (GLIM) Coleg Cambria
Software Developer	Levels 3, 4	<a href="#">View</a>	GLLM ALS Training
Data Analyst	Level 4	<a href="#">View</a>	ALS Training
Cyber Security Analyst	Levels 3, 4	<a href="#">View</a>	ALS Training
Digital Content Designer	Levels 3, 4	<a href="#">View</a>	ALS Training
Digital Infrastructure Engineering	Levels 3, 4	<a href="#">View</a>	Coleg Cambria ALS Training
User Centered Designer (UCD)	Levels 2, 3, 4	<a href="#">View</a>	ALS Training (L4)
Telecoms Professional	Levels 2, 3, 4	<a href="#">View</a>	Contact providers to discuss need

## DEGREE APPRENTICESHIP QUALIFICATIONS (LEVEL 6)

### Applied Software Engineering

BSc (Hons) in Applied Software Engineering

Bangor University  
Grŵp Llandrillo Menai  
Coleg Cambria

BSc (Hons) Computing

Wrexham University

BSc (Hons) in Applied Software Engineering

Open University

### Applied Data Science

BSc (Hons) Applied Data Science

Bangor University  
Grŵp Llandrillo Menai  
Coleg Cambria

### Applied Cyber Security

BSc (Hons) Applied Cyber Security

Bangor University  
Grŵp Llandrillo Menai  
Coleg Cambria

BSc (Hons) Cyber Security

Wrexham University



To find out more about apprenticeships visit  
[The North Wales Skills Portal](#)

# Part time courses

A wide range of part-time courses including microcredentials are available to help upskill and reskill your employees. These courses come in various levels and can be fully funded, partially funded, or commercially provided, making it easier to invest in workforce development.

Whether you're looking to enhance digital skills, technical expertise, or leadership capabilities, there are flexible learning options to suit your business needs.



Here are some examples of courses available in North Wales to help upskill and reskill your workforce:

- **Cybersecurity** (e.g., threat detection, ethical hacking, risk management)
- **Data Analysis & Big Data** (e.g., Excel for business, SQL, Python for data science)
- **Software Development** (e.g., coding in Python, JavaScript, app development)
- **IT Systems & Networking** (e.g., cloud computing, IT support, network security)
- **Digital Marketing** (e.g., SEO, social media management, content creation)
- **E-commerce & Business IT** (e.g., website development, CRM systems, online sales strategies)
- **Animation & Multimedia** (e.g., graphic design, video editing, 3D modelling)
- **Digital Health Technologies** (e.g., healthcare data management, AI in healthcare)



# Flexible Skills Programme

The Flexible Skills Programme is a Welsh Government funding initiative which provides financial support to businesses across Wales looking to upskill their workforce. One of the key training streams within this programme is digital skills, supporting businesses that want to develop expertise in areas such as cybersecurity, cloud computing, data analytics, artificial intelligence, and software development. Employers have the flexibility to select their preferred certified training provider, as long as the courses are accredited or meet a recognised industry standard. Training can be delivered either online or face-to-face, allowing businesses to tailor learning to their employees' needs.



For more information and to register your interest, please follow [THIS](#) link.



# How to Get Started

## 1. Identify Your Team's Skills Gap:

Conduct a skills audit to determine areas where training is needed, such as technical expertise, leadership, or emerging fields like artificial intelligence and green technologies. Use employee feedback and industry benchmarks to inform your decisions.

## 2. Reach Out to Training Providers:

Partner with colleges, universities, or independent training providers to explore bespoke solutions for your organisation's needs. Discuss tailored courses, delivery methods (e.g., in-house, online, or hybrid), and potential funding or co-funding opportunities.

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Investing in the right training ensures your workforce stays ahead in the ever-evolving digital landscape!

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# Contact and Support

For more information about available digital courses contact these North Wales training providers:

**Coleg Cambria:** 0300 30 30 006 | [employers@cambria.ac.uk](mailto:employers@cambria.ac.uk)

**Business@LlandrilloMenai:** 08445 460 460 | [busines@gllm.ac.uk](mailto:busines@gllm.ac.uk)

**ALS Training:** 029 2267 7020 | [info@alstraining.org.uk](mailto:info@alstraining.org.uk)

**Bangor University:** 01248 351151 | [shortcourses@bangor.ac.uk](mailto:shortcourses@bangor.ac.uk)

**Wrexham University:** 01978 290666 | [enterprise@wrexham.ac.uk](mailto:enterprise@wrexham.ac.uk)

**Open University:** 07386 656600 | [zoe.doherty@open.ac.uk](mailto:zoe.doherty@open.ac.uk)



Discover a range of local **training and support providers** on the **North Wales Skills Portal**

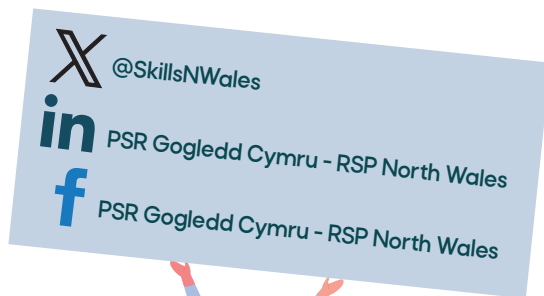


[info@rspnorth.wales](mailto:info@rspnorth.wales)

[www.partneriaethsgiliaugogledd.cymru](http://www.partneriaethsgiliaugogledd.cymru)



**Partneriaeth Sgiliau Rhanbarthol  
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