

**SUMMER 2025**



## **RSP STAKEHOLDER UPDATE**

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As we reflect on the first quarter of this financial year, we're pleased to share with you the latest updates, achievements, and engagement that we've been working on over the last few months.

Read more



Partneriaeth Sgiliau Rhanbarthol  
Gogledd Cymru  
North Wales  
Regional Skills Partnership



# WHAT'S NEW - KEY UPDATES AND ACHIEVEMENTS THIS QUARTER:

## Net Zero Skills Delivery

As part of the RSP's 2025/26 work programme, the Welsh Government has asked that we focus 50% of our time on Net Zero. To have a focussed approach, we have created our own Net Zero skills delivery plan, setting out a range of actions to be achieved by March 2026. Work is well under way, with a number of actions completed already.

Some achievements to date include:

In June the RSP, working in collaboration with **Adra** and **Grŵp Llandrillo Menai**, hosted over 50 employers and stakeholders at **Tŷ Gwyrddfai, Pen-y-groes**. The event focused on exploring skills development within North Wales' growing green economy, with attendees representing organisations across housing, construction and the broader built environment sector.

Key insights were captured through engagement activities including Mentimeter polling and facilitated discussions:

- **Barriers:** A lack of awareness and enthusiasm among pupils, insufficient apprenticeship opportunities, uncertainty about available training and qualifications, issues related to location and transport, time/funding pressures and limited understanding of green career pathways and future prospects.
- **Opportunities:** Appetite for practical, work-based learning including apprenticeships; demand for clearer progression routes into green careers; need for flexible, accessible training formats, particularly in rural areas.
- **Recruitment and Retention:** Desire for better career messaging from early years through to school-leaver age, targeted support for SMEs, and improved engagement with schools and families.

These findings will inform the next stage. A report is being finalised capturing key messages and intelligence that will be shared with Welsh Government, Medr, and training providers. The report will support curriculum development and funding priorities.





## Net Zero Skills Delivery



HyNet hosted a **supply chain event** in June, where they held a panel discussion focussing on skills. Sian Lloyd Roberts took part in the panel, alongside colleagues from north-west England combined authorities (Cheshire, Liverpool and Manchester).

It was great to highlight the work we do as an RSP to ensure that we have a skilled pipeline to enable HyNet and other capital investment programmes in the region. With a strong local supply chain and over 430 attendees, the event highlighted the scale of opportunity HyNet brings to our region, not just in infrastructure, but in skills development, career pathways, and investment in local talent.



Work has been on-going to gain an **understanding of the skills gaps and shortages** arising from the North Wales RSP Cluster Groups, including the **Construction and the Advanced Manufacturing and Energy sub-groups**. Some examples of the skills gaps and shortages that have been raised include: lack of awareness among young people of the opportunities available to them, a consistent need to upskill due to evolving technologies but no funding available to support businesses, and misconceptions about the sectors only having physically demanding roles.

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## Flintshire & Wrexham Investment Zone Skills Strategy:

We're pleased to announce that the **Flintshire & Wrexham Investment Zone Skills Strategy (2025-2035)** is now complete.

This strategy sets out how the Flintshire and Wrexham Investment Zone will develop a skilled, inclusive workforce to support growth in advanced manufacturing and innovation driven industries over the next decade. It provides a framework for collaboration across employers, education providers and the two local authorities, ensuring local people can access new job opportunities and that businesses have the talent they need to thrive. The next step is the development of delivery plans to turn strategy into action.

Read the **full strategy**.

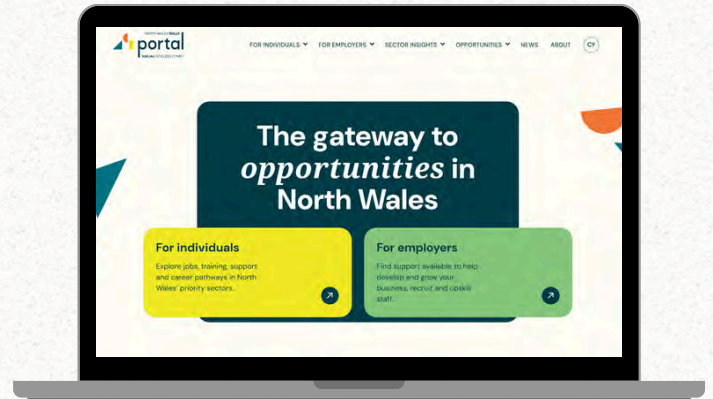
View the **summary document**.



## North Wales Skills Portal

Since launching in January, the North Wales Skills Portal has welcomed over 4,000 unique users, with the highest engagement coming from individuals exploring opportunities – including jobs, apprenticeships and skills development focused pages. This strong early interest highlights the growing demand for accessible, local skills and career information across the region.

Over the past six months, we've worked closely with a range of user groups to understand how they're using the Portal. Based on valuable feedback from training and support providers, we've made key enhancements, further developing the 'Events' page into an 'Opportunities and Events' page. This change makes it easier to share a wider variety of opportunities – including work placements, training / upskilling programmes, and events for both employers and individuals.



The Portal is built for North Wales and through continued collaboration, we can ensure it serves our region well. Your involvement, whether as an employer, provider, or support organisation, helps keep the Portal responsive, useful, and impactful.

To support this, we recently hosted a webinar “Unlock New Opportunities with the North Wales Skills Portal” – which explored how stakeholders can:

- Share opportunities and reach the right audiences
- Make the most of new features and updates
- Collaborate to strengthen connections across the region

If you missed it, you can watch the session and access the sharing opportunities guide [here](#). We're proud of the progress so far and excited about what's next.

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## Digital Skills Toolkit:

Digital Skills are no longer optional, they're an essential part of business growth. However, knowing where to start to ensure your workforce is equipped with the right skills can be difficult when there are so many options available in the region. Our Public Sector Employer Cluster Group felt the same. To support local employers, we worked with them and local providers to simplify the options and collate information in one place in our new Digital Skills Pathway Toolkit.

The toolkit sets out the different pathways, understanding the Flexible Skills Programme for businesses and contact details for local providers. If you're ready to embark on your journey with digital skills, or want to upskill your team, explore the new toolkit [here](#).



## SME Employer Engagement

A targeted Employer Engagement Plan has been developed for North Wales to strengthen connections with employers, particularly SMEs. The plan outlines a coordinated set of actions to raise awareness of recruitment, upskilling, and reskilling programmes that are responsive to business needs. Key priorities include mapping existing employer engagement teams, creating consistent and accessible resources to promote available support and identifying Skills Ambassadors to champion employer involvement.

As part of this work, a North Wales Skills Ambassador Network is being established. This network will bring together individuals from industry and the wider RSP partnership who are passionate about skills, to advocate for workforce development and encourage collaboration. To support the network, the North Wales Skills Portal will act as a central hub, helping employers easily access information and connect with regional initiatives.

### Success Story!

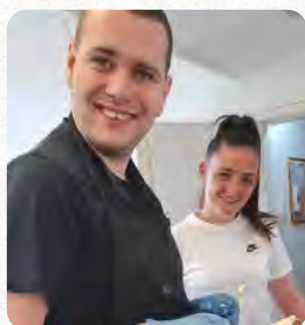
In October 2024, the RSP delivered the 'Inspire to Build' programme in partnership with Anglesey secondary schools, local employers, Coleg Menai and CITB, a 6-week initiative to encourage Sixth Form students to consider a career in construction. During the programme, individuals learned about progression routes into construction, had a site visit to Kier Construction in Holyhead, and were challenged to manage a simulated bridge build. This programme was hugely successful, not just for raising awareness and inspiring the next generation, but for creating real opportunities. In July 2025, Freya, one of the fourteen students who were part of this cohort, undertook a work experience placement at Griffiths, where she was able to gain hands on experience before taking the next steps in her education and career.

We would like to thank Mandy Evans and Griffiths for being such a proactive partner and for investing in the next generation. We wish Freya all the best for her future. You can find out more about the Inspire to Build programme [here](#).



### Spotlight on:

Every individual deserves an opportunity to prove themselves in the workplace. That's why **Wrexham and Flintshire County councils** have joined forces to show how they're helping more people with learning disabilities get good quality, paid jobs. This is a service that's available across all of North Wales, so if you're a local employer, you can help transform an individual's life! Whether you can offer a paid opportunity, work experience or open your doors for site visits, you could be the difference to someone finding employment.



Consider the benefits to your business and find out what free business support is available to you as part of the Supported Employment Service [here](#). To find out how you can get involved, contact Kim Killow on [Kim.Killow@flintshire.gov.uk](mailto:Kim.Killow@flintshire.gov.uk)

The RSP are proud to be part of the Steering Group that developed this programme and hope to see many more success stories over time.



# ONGOING INITIATIVES & ACTIVITIES: WHAT WE ARE CURRENTLY WORKING ON

## Green Skills Portal Resource

We are creating a new resource highlighting the growing demand for green jobs across North Wales, from renewable energy and retrofit to hydrogen, environmental management, and sustainable agriculture. It showcases key sectors leading the way, the skills needed to meet net zero goals, and local training opportunities. Targeting individuals who are just starting out or looking to upskill and progress in their career, this resource will help them to explore high-impact careers in North Wales that support a more sustainable future.

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## Low Carbon Capital Project Scoping

As part of the RSP's focus on Net Zero, one of our workstreams is to scope all capital project pipelines, investments and jobs associated with regional projects. A comprehensive overview will capture information from the following projects: Ambition North Wales's Low Carbon Energy Programme, Flintshire and Wrexham Investment Zone, Anglesey Freeport, and other renewable energy and low carbon projects including onshore and offshore wind. Information will be collated in partnership with our stakeholders to ensure the data is as accurate as possible.

In order to convey this information effectively, we will ensure the findings are presented in an engaging and visual way. We foresee the information being presented in a PowerPoint format, highlighting the timelines, number of jobs, types of jobs and skill level as a summary, as well as a breakdown per-project where available. All data will be shared with, or presented to the RSP Board, the relevant RSP sub-groups, Medr, Careers Wales and the local Providers.

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## OPPORTUNITIES

### Flexible Skills Programme

The Flexible Skills Programme (FSP) is a Welsh Government funded initiative designed to support businesses across Wales to develop a skilled workforce. The programme is a training grant paid to employers to support the upskilling or reskilling of employed individuals. The programme is specifically designed to address skills gaps across various areas of the economy.

Employers can apply for a grant to cover up to 50% of the accredited training costs, with a maximum value of £50,000 per application\*. If you would like to know more about the funding available, or if you'd like to apply, visit the Business Wales [website](#).

\*Eligibility criteria applies.



# LOOKING AHEAD - WHAT HAVE WE GOT PLANNED FOR NEXT QUARTER?

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## EVENTS & WORKSHOPS

### FinTech Rountable

In September, we'll be working in partnership with FinTech to host a roundtable event. The purpose of the roundtable is to spotlight the fintech ecosystem in North Wales, as well as exploring the sector's growth, future opportunities and the challenges ahead.

Space are limited, but if you're a fintech business and think you would benefit from being part of this event, please take a look at the Eventbrite link [here](#).

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### Employability Workshops

This year's series of Employability Workshops are well under way, with the next workshop scheduled to take place on the 25<sup>th</sup> of September. For this series of workshops, we've been focussing on sector specific insights, with employers and sector representatives leading sessions, providing valuable insights into job opportunities, available training and the skills needed. These workshops aim to ensure consistent messaging across organisations, equipping practitioners with the knowledge they need to support individuals in securing employment or overcoming barriers to enter the labour market.

If you're an employability provider and would like to be know more or attend a future workshop, please contact Cath Morris-Roberts - [catherinemorrisroberts@uchelgaisgogledd.cymru](mailto:catherinemorrisroberts@uchelgaisgogledd.cymru)

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### Green Horizons: Empowering Future Skills Event with Morlais

At the Morlais substation in Holyhead this September, we'll be working with the Morlais team to host a unique event designed to inspire year 9 students from secondary schools across Anglesey. The purpose of the event it to give students the opportunity to explore careers that support a more sustainable, low-carbon future. It will be a chance for students to meet local employers, learn about different career pathways and find out more about the skills employers are looking for.





## UPCOMING RSP BOARD & EMPLOYER CLUSTER/ SUB-GROUP MEETINGS:

### SEPTEMBER:

- 3<sup>rd</sup> Employability Working Group
- 4<sup>th</sup> RSP Board (Coleg Lllysfas)
- 8<sup>th</sup> WBL Provider Group
- 9<sup>th</sup> Digital Dozen
- 25<sup>th</sup> Public Sector Employer Cluster Group
- 30<sup>th</sup> Advanced Manufacturing and Energy Cluster Group

### OCTOBER

- 21<sup>st</sup> RSP Board
- 23<sup>rd</sup> Construction Employer Cluster Group

If you're interested to know more about these meetings, or if you'd like to attend, please get in touch.



## CONTACT US:

For any questions or ideas, please contact the team:

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