

Executive Board
5th July 2021

SKILLS AND TALENT PROGRAMME, SWANSEA BAY CITY DEAL

Recommendations / key decisions required:

1. To approve the proposed Business Case for the Skills and Talent programme and its formal submission to the Portfolio Management Office in accordance with the City Deal Implementation Plan to secure City Deal funding approval.
2. That delegated authority be granted to the Head of Regeneration in conjunction with the Executive Board Member to make any minor amendments to the business case as necessary to obtain approval at local, regional and national governance.

Reasons:

The Skills and Talent Programme is an investment in the development of skilled individuals to meet the needs of the 8 projects that make up the City Deal. The programme aims to develop opportunities for individuals across the region to upskill to meet the “new skills” requirements identified through the 8 projects and develop the career pathways of pupils in schools, further and higher education to take advantage of the job opportunities created in the region through the City Deal and other investments. There is clear evidence of need for a skills solution programme to reduce the number of people across the region who have lower level or no qualifications and develop opportunities for all by working in partnership with stakeholders to offer skills training in key areas. The Skills and Talent Programme aims to offer a diverse skills training offer for all through bilingual programmes and by utilising different delivery methods.

The programme will also identify skills needs in the post Covid-19 world that are highlighted through the skills needs assessment that will be undertaken in the initial development of the programme.

Carmarthenshire County Council is the designated lead Authority for the Skills and Talent Programme with responsibility for its’ delivery across the region. City Deal governance requires authorisation of this Business Case by each of the 4 regional Local Authorities.

Relevant scrutiny committee to be consulted N/A

Exec. Board Decision Required YES

Council Decision Required YES

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- Cllr Emlyn Dole, Leader and Executive Board Member for Economic Development.

Directorate: Chief Executive	Designations:	
Name of Head of Service: Jason Jones	Head of Regeneration	jajones@carmarthenshire.gov.uk
Report Author: Jane Lewis	Regional Partnership Manager	Tel: 07789 371211 jelewis@carmarthenshire.gov.uk

EXECUTIVE SUMMARY
EXECUTIVE BOARD
5TH JULY 2021

Skills and Talent Programme, Swansea Bay City Deal

1. BRIEF SUMMARY OF PURPOSE OF REPORT

The Swansea Bay City Deal is a £1.3bn investment in nine major projects across the Swansea Bay City Region which is made up of Carmarthenshire, Neath Port Talbot, Pembrokeshire and Swansea. The City Deal is being funded, subject to the approval of project business cases, by the UK Government, the Welsh Government, the public sector and the private sector.

A business plan for the Skills and Talent Programme has been prepared and is enclosed as Appendix 1 for member's consideration with a summary included in the body of this main report.

The City Deal funding will fund a programme team that will develop a Skills Barometer for the region, the Barometer will identify the skills gaps that exist in the region and identify the new skills required to meet the existing and future needs of the 8 City Deal projects across the five key themes of Construction, Digital, Energy, Health and Wellbeing and Smart Manufacturing.

The programme delivery will be across four phases:

- ✓ Phase1 - mapping of the City Deal skills gaps and analysis of the training needs for the City Deal projects and the wider regional benefits. The needs analysis will consider the business needs; gender and equality imbalances and the needs and availability of the existing and future workforce through re-training and increasing awareness of opportunities.
- ✓ Phase 2 - identify the skills gaps across the five key themes and work with stakeholders to develop pilot projects to deliver the skills training and upskilling identified. The Skills and Talent programme will not duplicate existing provision but will work with all training providers across the region to ensure that the courses delivered through the pilot projects will meet the future skills needs for the region and will provide a lasting legacy of skilled individuals across the Swansea Bay region.
- ✓ Phase 3 - will work with schools across the region to highlight opportunities that will be generated through the City Deal projects and develop clear pathways to help young people make the right choices in schools. The aim will be to increase the number of pupils following STEM subjects in Further and Higher Education.
- ✓ Phase 4 – identify opportunities to create Centres of Excellence in the region that will be the legacy of the programme and establish the region as being the best place to learn specific sector skills.

The overarching aim of the programme is to strengthen collaboration and increase investment that will significantly boost the quality and quantity of trained and skilled individuals through the intervention of the programme. The aim is to:

- ✓ To directly deliver at least 2,200 additional skills and support the development of around 14,000 individuals with higher level (between 2-8) skills within 10 years.
- ✓ To create at least 3000 new apprenticeship opportunities, to include level 3 to Degree apprenticeships.
- ✓ To create at least 2 Centres of Excellence within specific sectors to develop the region as being “the best” area for skills development.
- ✓ To create a clear career pathway from school education through further and higher education in the key areas of digital; construction, energy; smart manufacturing and life-science and wellbeing, achieved through engagement and development work with schools increasing the number of pupils following STEM subjects in FE and HE.
- ✓ To deliver 20 new/updated course frameworks to ensure they meet the industry training needs for the future.

The Skills and Talent programme is required because the region suffers from a series of overarching economic issues including low GVA, lack of well-paid job opportunities, skills shortages, high levels of economic inactivity and outward youth migration. The region is characterised by a higher proportion of individuals with no qualifications when compared with national averages. A high number of individuals in the region are currently in low skilled, low paid and unstable employment and subsequently a lower-than-average level of individuals are in higher paid, meaningful employment. The programme will help address the skills gaps by working with the City Deal projects and regional stakeholders to develop and deliver the skills needs for the future in the region.

DETAILED REPORT ATTACHED?	YES
----------------------------------	------------

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: Jason Jones

Head of Regeneration

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	YES	YES	YES	YES	NONE

3. Finance

The funding has been identified from the Swansea Bay City Deal programme. The total cost of the programme is £30 million; £10million City Deal Funding; £16m public sector match funding and £4m private sector match funding.

The exact level of borrowing and the structure and terms of the borrowing are yet to be confirmed, although it will be calculated based on the amount required per relevant Local Authority and will be in line with the individual LA's internal requirements. This is being determined by the four Section 151 Officers of the four regional LAs. All borrowing will be agreed based on the principles of the Prudential Code and Treasury Management Policy and Strategy for each Local Authority.

4. ICT

There will be a requirement for IT equipment and support for the programme team.

5. Risk Management Issues

All risks associated with undertaking the proposed actions and the risks associated with failing to undertake the proposed action have been identified and mitigated where possible within the Business Case and supporting Risk register. This has been done in line with City Deal governance and risk management procedures and will continue to be managed throughout the lifetime of the Programme.

6. Staffing Implications

The Business Case includes the recruitment of a small team of officers to deliver the Project and all associated workstreams. This team will be hosted by Carmarthenshire on behalf of the region and funded entirely by the City Deal budget for this project.

All recommendations in relation to staffing matters comply with statutory employment legislation and the Authority's employment policies.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Jason Jones Head of Regeneration

1. Scrutiny Committee n/a

2. Local Member(s) n/a

3. Community / Town Council n/a

4. Relevant Partners All Relevant regional partners and stakeholders have been and continue to be consulted with in relation to this Programme. The Regional Learning and Skills Partnership Board will be the programme Board with representation from all City Deal partners being sort for the Board and the Skills Solution Group (the group that will develop and review projects for skills solutions).

5. Staff Side Representatives and other Organisations n/a

EXECUTIVE BOARD PORTFOLIO HOLDER(S)
AWARE/CONSULTED

Supportive of the programme.

YES

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report: **THERE ARE NONE**