

Mid Wales Regional Skills Partnership Planning Document

1. Purpose

The purpose of this document is to provide clarity on the Regional Skills Partnership and how the partnership will interact and function within the Mid Wales region. The document will provide a plan of how we aim to proceed and the objectives we wish to achieve. The document will also explain how the RSP can position itself post 2025 to provide a structure for skills development in the region.

The areas this document aims to provide clarity in are as follows.

- The role of the RSP
- Governance of the RSP.
- RSP board and its role.
- Role of sector business clusters
- Short term goals (0 - 6 months)
- Long term goals (6 – 18 months)

2. Executive Summary

Throughout the month of July, the RSP team has reviewed its functions. Achieving this through discussion with the existing team and wider GMW teams, political leaders, senior officers and many stakeholders and businesses.

It is from these discussions we have been able to define what Mid Wales would measure as success for the RSP whilst aligning the activity to WG requirements for the RSP.

In Summary the RSP team and board will aim to successfully deliver against the WG national RSP outcomes as specified in schedule 2. [RSP Reporting Template - Claim 1 2023-2024 MW RSP Q1 Final](#). As well as delivering the priorities specifically highlighted by businesses and senior key officials in the region in section 5 of this document.

This short review has highlighted some gaps in our current approach. The document explains what those gaps are and how we will resolve them.

3. Background

Regional Skills Partnerships aim to analyse and influence the provision of skills based on regional economic need, to support growth and key infrastructure projects in each region. The Regional Employment and Skills Plans build on and support priorities identified by Enterprise Zones, City Deal, City Regions and cross border collaborations.

The plans are refreshed every three years and provide recommendations to Welsh Government to influence the prioritisation and deployment of skills funding including Apprenticeship and Further Education allocations.

Within their regions RSPs are also involved in ongoing research, Labour Market Intelligence, development, and delivery of ESF projects, ensuring that regions are strategically aligned with European funding bids, and working with anchor companies and other companies of regional importance.

Currently across Wales there are 4 Regional Skills Partnerships.

Chart 1 – Pan Wales RSPs

Cardiff Capital Region RSP
Swansea & Swansea Bay RSP
North Wales RSP
Mid Wales RSP



Mid Wales RSP

As described in the national RSP context above, to be successful, the Mid Wales RSP must ensure that the priority sectors for the region are supported by national data that is underpinned by local business intelligence.

Through this process we will be able to focus the role of the RSP to ensure that;

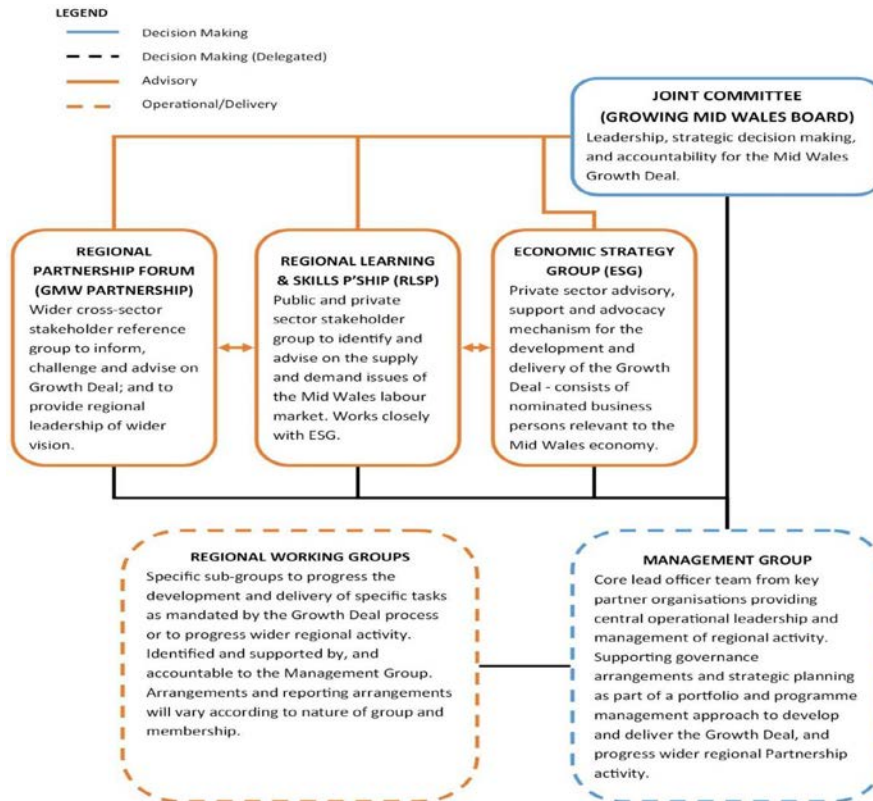
- The RSP bridges the gap between education, skills and regeneration to create a strong and vibrant economy underpinned by innovation, growth, and a capable workforce.
- The RSP functions as a partnership which works with business leaders and stakeholders to identify current and future skills needs across the region.

To achieve, the RSP will aim to deliver four key deliverables:

- Produce and analyse labour market intelligence (LMI) to inform current and future priorities.
- Review regional skills provision.
- Influence decisions on skills, training, and education.
- Act as a strategic body that represents regional interests.

The Mid Wales RSP is part of the Growing Mid Wales programme and aligns itself closely with this activity. Therefore, the RSP sits within the following structure and reports directly to the GMW board.

Chart 2 – RSP Governance



Governance arrangements continue to evolve in the region with the advent of the CJC, we are currently reviewing structures to ensure that the region has the right arrangements to take forward all its work.

4. Implementation Plan

The mid Wales RSP has produced the employment and skills plan which has identified several priority sectors that align to the Mid Wales growth deal.

<https://growingmidwales.co.uk/midwaleskillspartnership>

To ensure the RSP successfully fulfils its role in the region we will focus over the next 6 months on ensuring that all elements of the RSP are fit for purpose and focussed. To achieve this, we are proposing to.

Establish Sector specific business clusters groups.

Our business cluster groups align with the GMW priority sectors, we have also identified 2 additional sectors, Health & Social Care and Public Sector. To support the work of these priority sector groups we have also identified two support cluster

groups that will help to implement change for skills and employment needs in the region. As per the diagram below.

Chart 3 – Cluster Groups



We are proposing that each cluster group will take ownership of relevant parts of the Employment and Skills plan and Action plan, review data, policy and recommend adaptations to the plan where required. Each cluster group will appoint a chairperson to represent the sector at the RSP board.

Action PDB2 for the portfolio management board will now be picked up through this structure under the work of the Net Zero cluster group. The group will support the creation and implementation of webinars and information distribution alongside the RSP website.

RSP Board

The current membership of the board has 49 members consisting of various local authority representatives, education, FE, HE, advisory groups, and Dyfed Powys police. With only 7 private sector employers representing 4 priority groups identified through the RSP plan and GMW.

The current structure of the board does not support in depth, focussed discussion that can identify and implement solutions for the region. Therefore, making it difficult to allocate tasks and accountability to achieve successes.

In addition, the current board structure does not reflect the current make up or functionality of existing RSPs across Wales.

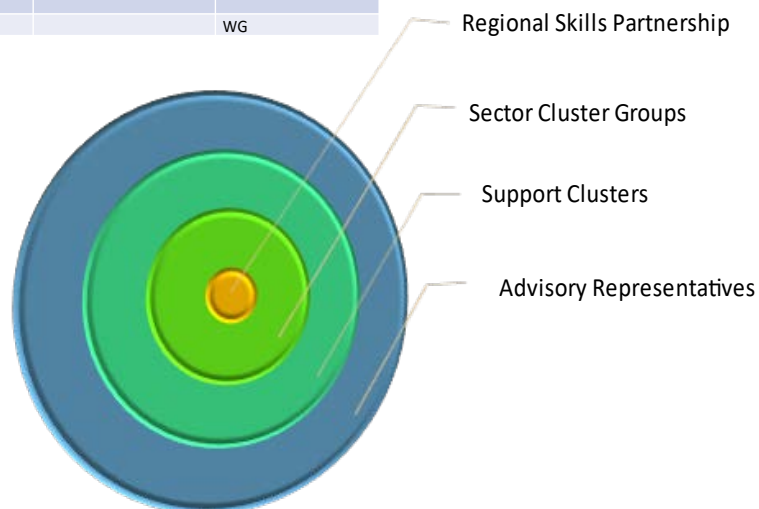
We are proposing to restructure the board to become a focussed membership of approximately 24 board members. 12 of whom are representatives of the 12 identified cluster groups. Ensuring at least 8 are private sector employers.

The remainder of the board will be advisory representatives from various relevant organisations as identified in chart 4 below.

Each board representative will have an identified role as either part of the RSP management, sector cluster groups, support cluster groups and advisory groups.

Chart 4 – Proposed Board Structure

RSP	Sector Cluster Groups Chairperson	Support Cluster Group Chairperson	Advisory Representatives
Chairperson	H&SC	Provider Chairperson	Powys GMW
RSP Manager	Tourism	YPG Chairperson	Ceredigion GMW
	Energy		Higher Education
	Public Sector		Further Education
	Transport		Secondary Heads
	Agriculture, Food & Drink		FSB
	Digital		Careers Wales
	Enterprise		NTFW
	Applied Research & Innovation		DWP
			WG



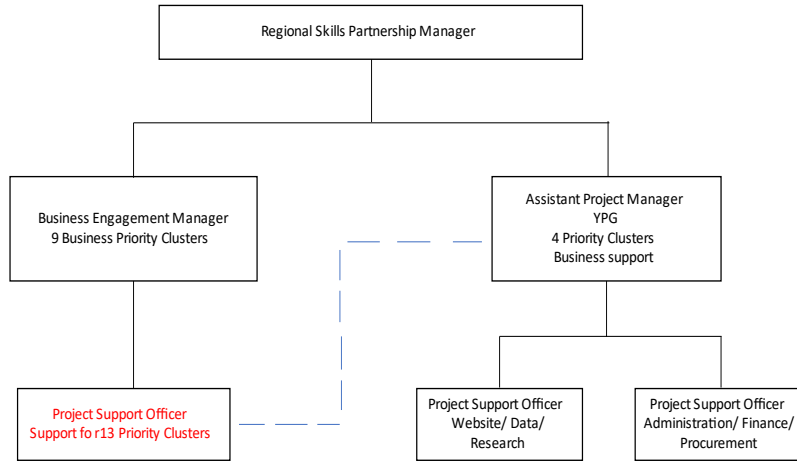
Staff Structure

To ensure the RSP team support the cluster groups and the board effectively we are proposing to restructure the team and introduce an additional member of the team. This officer will support the employer engagement officer to manage the day-to-day delivery of meetings, arranging venues, collating minutes, and answering queries from cluster group members.

The existing senior officers in the team will be redesignated to Assistant Project manager and Employer Engagement Manager. This will provide more clarity to their roles. The existing project support officers' roles will have specific allocated duties. One officer will be responsible for data, research, and website support where the other will be responsible for finance, procurement and RSP board support.

The team structure proposed is as follows.

Chart 5 – RSP Team Structure



Current and Relevant Data

Part of the RSP role as identified in earlier statements is the collation and analysis of data and Labour Market Information to ensure it is current and relevant.

The way in which the RSP proposes to achieve this is by taking a three stepped approach.

1 – Work with a third-party data analysis company that will provide annual in-depth priority sector analysis, identifying current skills and recruitment levels, as well as emerging trends and predictions in growth for each sector.

2 – Mid Wales employment and skills surveys will be collated each year; this will provide a Mid Wales view of the skills and recruitment landscape.

3 – Mid Wales Sector cluster groups will review all data collated and provide an expert view for that sector.

We are confident that this approach will satisfy our WG commitments and deliver a comprehensive Mid Wales view of skills and employment across the region.

Availability of Data

We must ensure that the work of the RSP is visible and transparent. To ensure this we are proposing the creation of an RSP website. The website will provide an overview of the RSP as well as identifying board members and their roles.

The website will be a place for people to access regular business updates and opportunities from WG for funding.

The site will also host all of the LMI, data and surveys results that is collated as part of the three-step data collation above.

To provide an example of what the website will look like and its functionality, please see the link below (North Wales RSP).

[Home - North Wales Economic Observatory \(rspnorth.wales\)](http://rspnorth.wales)

5. The Future

We believe that the implementation of these elements will provide the RSP and Mid Wales with a sustainable structure to review and Implement skills changes for the region. It will provide a platform for businesses to engage in the skills agenda and provide relevant information.

This process will be fundamental to the creation and implementation of the Employment and Skills plans every three years.

The current plan along with local information has identified several key objectives that the RSP needs to focus on over the next 18 months.

These are;

- Improve relationships between education and employers.
- Improve information and guidance offered to young people.
- Create employment and training pathways and work experience opportunities including apprenticeships.
- Improving access to training, education, and employment.
- Improve understanding and access to Net Zero opportunities.
- Raise Awareness of funding opportunities.
- Address Welsh language.
- Refresh the RSP Employment & Skills Plan and Action Plan

6. Work Plan

To monitor our progress against the key objectives, it is important to implement a framework document that will hold the RSP team, cluster groups and board to account. This will also ensure progress towards our goals.

The work plan will take the following format.



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