

SIR CYNGOR

14 GORFFENNAF 2021

RHAGLEN SGILIAU A THALENTAU, BARGEN DDINESIG BAE ABERTAWE

Argymhellion y Bwrdd Gweithredol:

1. Cymeradwyo'r Achos Busnes arfaethedig ar gyfer y Rhaglen Sgiliau a Thalentau a'i gyflwyno'n ffurfiol i'r Swyddfa Rheoli Portffolio yn unol â Chynllun Gweithredu'r Fargen Ddinesig er mwyn cymeradwyo cyllid y Fargen Ddinesig.
2. Rhoi awdurdod dirprwyedig i'r Pennaeth Adfywio ar y cyd â'r Aelod o'r Bwrdd Gweithredol i wneud unrhyw fân newidiadau i'r achos busnes yn ôl yr angen er mwyn cael cymeradwyaeth ar lefel llywodraeth leol, rhanbarthol a chenedlaethol.

Y Rhesymau:

Mae'r Rhaglen Sgiliau a Thalentau yn buddsoddi yn natblygiad unigolion medrus i ddiwallu anghenion yr 8 prosiect sy'n ffurfio'r Fargen Ddinesig. Nod y rhaglen yw datblygu cyfleoedd i unigolion ar draws y rhanbarth i wella eu sgiliau er mwyn bodloni'r gofynion "sgiliau newydd" a nodwyd drwy'r 8 prosiect a datblygu llwybrau gyrfa disgyblion mewn ysgolion, addysg bellach ac addysg uwch er mwyn manteisio ar y cyfleoedd gwaith a grëwyd yn y rhanbarth drwy'r Fargen Ddinesig a buddsoddiadau eraill. Mae tystiolaeth glir bod angen am raglen sgiliau i leihau nifer y bobl ar draws y rhanbarth sydd â chymwysterau lefel is neu sydd heb gymwysterau, a bod angen datblygu cyfleoedd i bawb drwy weithio mewn partneriaeth â rhanddeiliaid i gynnig hyfforddiant sgiliau mewn meysydd allweddol. Nod y Rhaglen Sgiliau a Talent yw cynnig hyfforddiant mewn sgiliau amrywiol i bawb drwy raglenni dwyieithog a thrwy ddefnyddio gwahanol ddulliau cyflawni. Bydd y rhaglen hefyd yn nodi anghenion o ran sgiliau yn y byd ar ôl Covid yr amlygir arnynt yn yr asesiad anghenion o ran sgiliau a fydd yn cael ei gynnal yng nghanam datblygu cychwynnol y rhaglen.

Cyngor Sir Caerfyrddin yw'r Awdurdod arweiniol dynodedig ar gyfer y Rhaglen Sgiliau a Thalentau ac sy'n gyfrifol am ei gyflawni ar draws y rhanbarth. Mae'n ofynnol yn ôl elfennau llywodraethu'r Fargen Ddinesig i'r Achos Busnes hwn gael ei awdurdodi gan bob un o'r 4 Awdurdod Lleol rhanbarthol.

Angen ymgynghori â'r Pwyllgor Craffu perthnasol AMHERTHNASOL

Angen i'r Bwrdd Gweithredol wneud penderfyniad OES
Angen i'r Cyngor wneud penderfyniad OES

YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO:-

Y Cynghorydd Emlyn Dole, Arweinydd a'r Aelod o'r Bwrdd Gweithredol dros Ddatblygu Economaidd.

Y Gyfarwyddiaeth: Prif Weithredwr

Swyddi:

Enw Pennaeth y Gwasanaeth: Jason Jones

Pennaeth y Gwasanaeth

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EXECUTIVE SUMMARY

COUNTY COUNCIL

14TH 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:

- ✓ Phase 1 - 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

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| 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 | YES Supportive of the programme. |

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| Section 100D Local Government Act, 1972 – Access to Information List of Background Papers used in the preparation of this report: THERE ARE NONE |
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