

Making Skills Work for North Wales



Partneriaeth Sgiliau Rhanbarthol
Gogledd Cymru
North Wales
Regional Skills Partnership

Who We Are

The North Wales Regional Skills Partnership (RSP) brings employers, training providers, and local stakeholders together to understand and respond to the region's skills needs. We've been doing this for over 10 years with real impact - creating a workforce that's prepared for growth in our priority sectors.

We are one of four partnerships across Wales. Our team operates within the structure of the North Wales Corporate Joint Committee (Ambition North Wales). As the only skills partnership to be integrated in this way, we are uniquely placed to deliver outcomes that reflect the needs of the North Wales economy. It allows us to work across sectors, and local authorities - ensuring skills development is embedded in major investment programmes including the Growth Deal, Flintshire and Wrexham Investment Zone, Anglesey Freeport and large scale renewable projects.

Our extensive employer network gives us access to real-time insight, enabling us to promote training that reflects genuine business needs. We work with employers as trusted partners, shaping post-16 provision based on robust data and labour market intelligence. Backed by this and our regional networks, we advise Welsh Government, the North Wales Growth Deal, local decision-makers, and industry to ensure provision aligns with workforce demand.

Our Vision

Our vision is for a region where people's skills and talents drive a thriving economy and strong communities. We want to help create a skilled workforce that enables local employers to grow and succeed, whilst attracting new businesses that recognise the value of the region's potential.



Skills Landscape North Wales

37% of vacancies hard to fill due to skills shortages - especially in health, skilled trades, and digital roles.

70% of employers report skills challenges, with gaps in both technical and soft skills.

48% of employers struggle to recruit digital talent, including cyber security and data analytics.

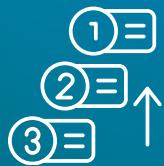
43% of employers expect green jobs growth within 3 years, needing new skills in retrofit and renewable energy.

5% decline in Welsh-speakers since 2011, but demand for Welsh language skills is increasing.

RSP in Numbers

-  **150+** employer and industry partners
-  Collaboration across **5** major North Wales economic growth programmes
-  Partnerships with all **5** of the region's colleges and universities
-  Strategic links with all **10** apprenticeship providers operating across North Wales
-  Working with **40+** employability providers across the region
-  **5000+** users of North Wales Skills Portal Gogledd Cymru for jobs, training and business skills development

Our priorities for the next Welsh Government



The skills landscape in North Wales is shaped by Welsh Government strategies, policies, and economic factors. Decisions made at national level have a direct impact on the region's labour market and the way skills are developed.

We're calling on the next Welsh Government to:

1

Embed skills in economic policy and legislation

Ensure skills development is embedded in all Welsh Government strategies for economic growth and regional investment. Recognise skills as a key driver of productivity, innovation, and inclusive prosperity across North Wales.

2

Put employer's voice at the heart of learning solutions

Ensure training programmes respond to labour market needs by promoting joint working between government, employers and training providers for the co-creation of apprenticeship programmes and micro-credentials. Use the current RSP structure to engage employers of all sizes, including SMEs to ensure their voice shapes provision.

3

Continued focus on skills for priority sectors

Invest to support providers to deliver industry-relevant training in sectors critical to North Wales – including advanced manufacturing, construction, creative industries, energy and environment, financial and professional, food and farming, health and social care, public sector, and tourism and hospitality.

4

Invest in opportunities that help individuals build their future

Fund support for careers advice and training programmes that build confidence, improve employability to ensure everyone in North Wales has opportunities to learn, train, and move into secure, well-paid employment at every stage of their life. Support local partners to provide clear pathways to progression and lifelong access to information, advice, and guidance.

5

Commit to long-term skills planning

Ensure long-term investment in skills development that reflects the priorities of North Wales and drives innovation. Support infrastructure, digital tools, and strategic partnerships that deliver measurable impact. Provide budget certainty for regional skills planning and the work of Regional Skills Partnerships.



How we can help deliver

We can bridge gaps between industry, education and government in North Wales, making it easier for businesses to access the talent and support they need.

We are here to make skills work for North Wales and can provide:

Up-to-date labour market intelligence to guide policy, investment, and training.

Direct links to employers across key sectors, helping shape provision that reflects real business needs.

Coordination across local authorities, providers, and industry to ensure skills are built into major economic programmes.

Evidence-based advice to help government make informed decisions that reflect regional priorities and enable individuals to access opportunities.

A single point of contact for navigating the skills landscape, connecting partners, bridging gaps, and unlocking opportunities.

Testimonials



The North Wales Regional Skills Partnership has allowed me to expand my networks and connect with new people, giving us new opportunities to inspire young people and encourage other employers to nurture their current and potential employees.

Craig Weeks, Operations Director, JCB



It was great to see how many opportunities there are here on Anglesey for someone who wants to become an architect. I assumed I'd have to move to a big city to find work. This experience showed me that there's a future for me close to home. It was also inspiring to see how many women are now working in construction.

Freya Tomblin, Yr 13 Student who took part in the RSP Inspiring Young People to Build scheme



The Portal's local focus and ease of use make it a very useful resource for our learning and development team. What's been especially valuable is seeing real examples of how other employers in the region are tackling similar challenges - it's given us ideas and confidence to try different approaches.

Gary Williams, Learning and Development Manager, Adra



Our people are key to the success of our advanced manufacturing business. They are what makes the difference. The North Wales RSP and Welsh Government's support has been crucial, enabling us to develop and deliver world class training.

Martin Evans, Head of Industrial Academy at Airbus