



Partneriaeth Sgiliau Rhanbarthol
Gogledd Cymru
North Wales
Regional Skills Partnership

ANNUAL REPORT

2025/26

rspnorth.wales

MAE'R DDOGFEN HON AR GAEL YN GYMRAEG HEFYD.
THIS DOCUMENT IS ALSO AVAILABLE IN WELSH.



Contents

01. Welcome & Introduction

02. Who are the North Wales RSP?

03. Our Priorities

04. Priority 1 - Enabling and Empowering Employers

05. Priority 2: Enabling and Empowering Individuals

06. Priority 3: How Support is Provided and Making Connections

07. Campaigns, Communications and Raising Awareness

08. Employer Cluster Groups and Sub-groups

09. Looking Ahead: 2026-27

10. Contact the Team

Welcome and Introduction

Welcome to the 2025/26 Annual Report of the North Wales Regional Skills Partnership (RSP).

This has been a significant year for North Wales. As a region, we continue to witness major investment opportunities that have the potential to transform our economy, create high-quality employment and strengthen the prosperity of our communities for generations to come. Key highlights this year have included important progress on the Flintshire and Wrexham Investment Zone, alongside the continued development of the North Wales Skills Portal as a central tool for connecting people, employers and providers with skills, training and employment opportunities across the region.

The continued delivery of the North Wales Growth Deal, progress towards clean energy ambitions and emerging opportunities linked to tidal energy, nuclear energy and offshore renewables all demonstrate the scale of opportunity ahead.

Throughout the year, the Regional Skills Partnership has worked to ensure that skills and workforce development remain central to these opportunities. Through close collaboration with employers, education providers, Welsh Government, Medr and regional partners, we have continued to align skills provision with economic priorities and emerging workforce needs.

A particular focus during the year has been supporting the region's growing Net Zero ambitions. Following an enhanced remit from Welsh Government, the North Wales RSP has strengthened its work around renewable energy, green construction, clean energy workforce planning and emerging nuclear opportunities, helping to ensure North Wales is well positioned to respond to future demand.

David Roberts

Chair of the North Wales Regional Skills Partnership



Who are the North Wales RSP?

About the North Wales RSP

The North Wales RSP brings employers, training providers, and local stakeholders together to understand and respond to the region's skills needs. The RSP's have been doing this for over 10 years with real impact, creating a workforce that's prepared for growth across priority sectors.

The North Wales RSP is one of four partnerships across Wales. The team operates within the structure of the North Wales Corporate Joint Committee (Ambition North Wales), placing the partnership in a strong position to deliver outcomes that reflect the needs of the regional economy. This structure enables collaborative working across sectors and local authorities, ensuring that skills development is integrated into major investment programmes, including the North Wales Growth Deal, the Flintshire and Wrexham Investment Zone, and the Anglesey Freeport.

Extensive employer networks give the RSP access to real-time insight, enabling them to promote training that reflects genuine business needs. Working closely with employers as trusted partners, the RSP helps shape post-16 provision using robust data and labour market intelligence. Supported by strong regional networks, the partnership also advises the Welsh Government, regional investment programmes, local decision-makers, and training providers to help ensure that provision reflects current and future workforce demand.

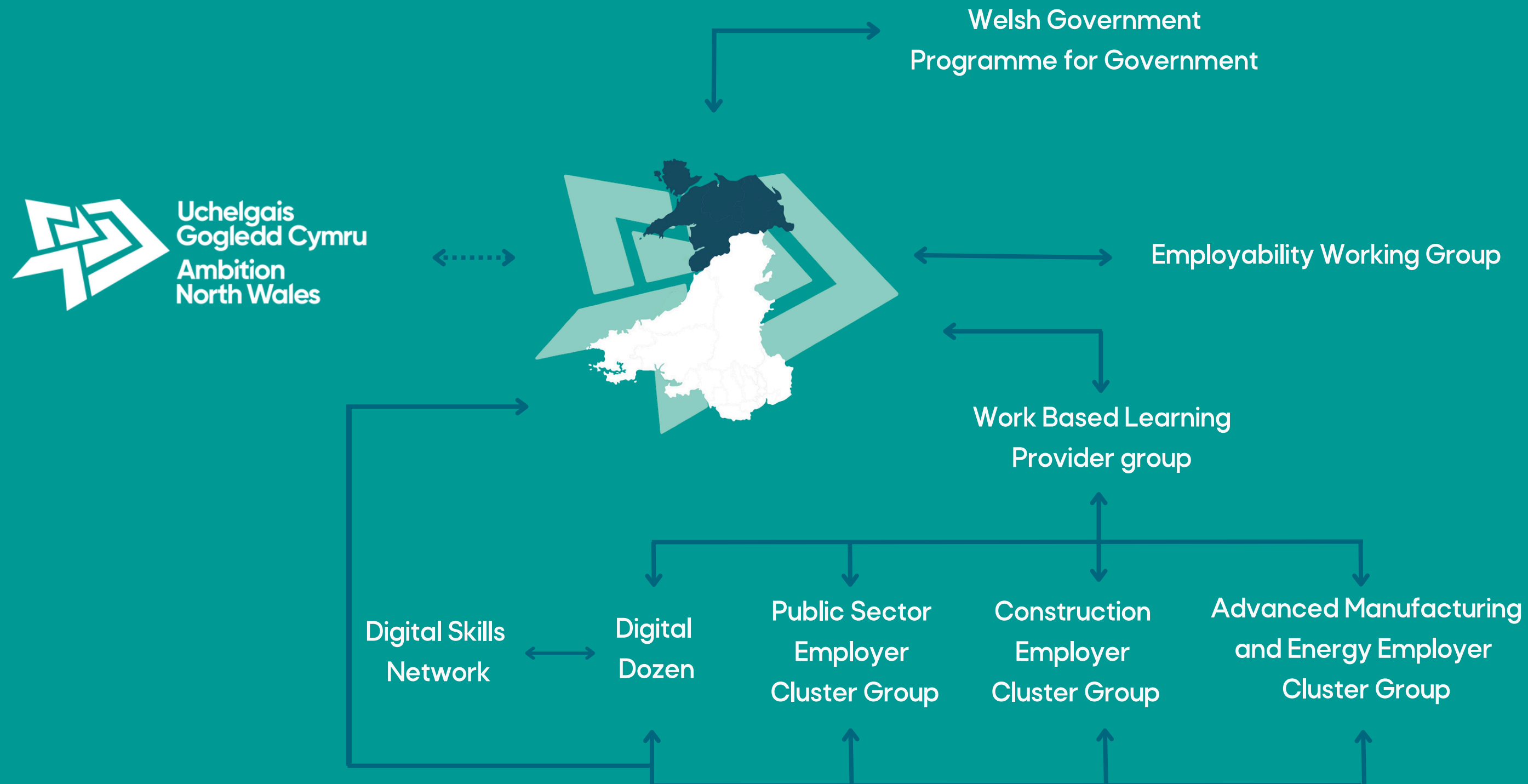
Governance and membership

Feeding into the RSP Board, there are six sub-group / clusters. These include:

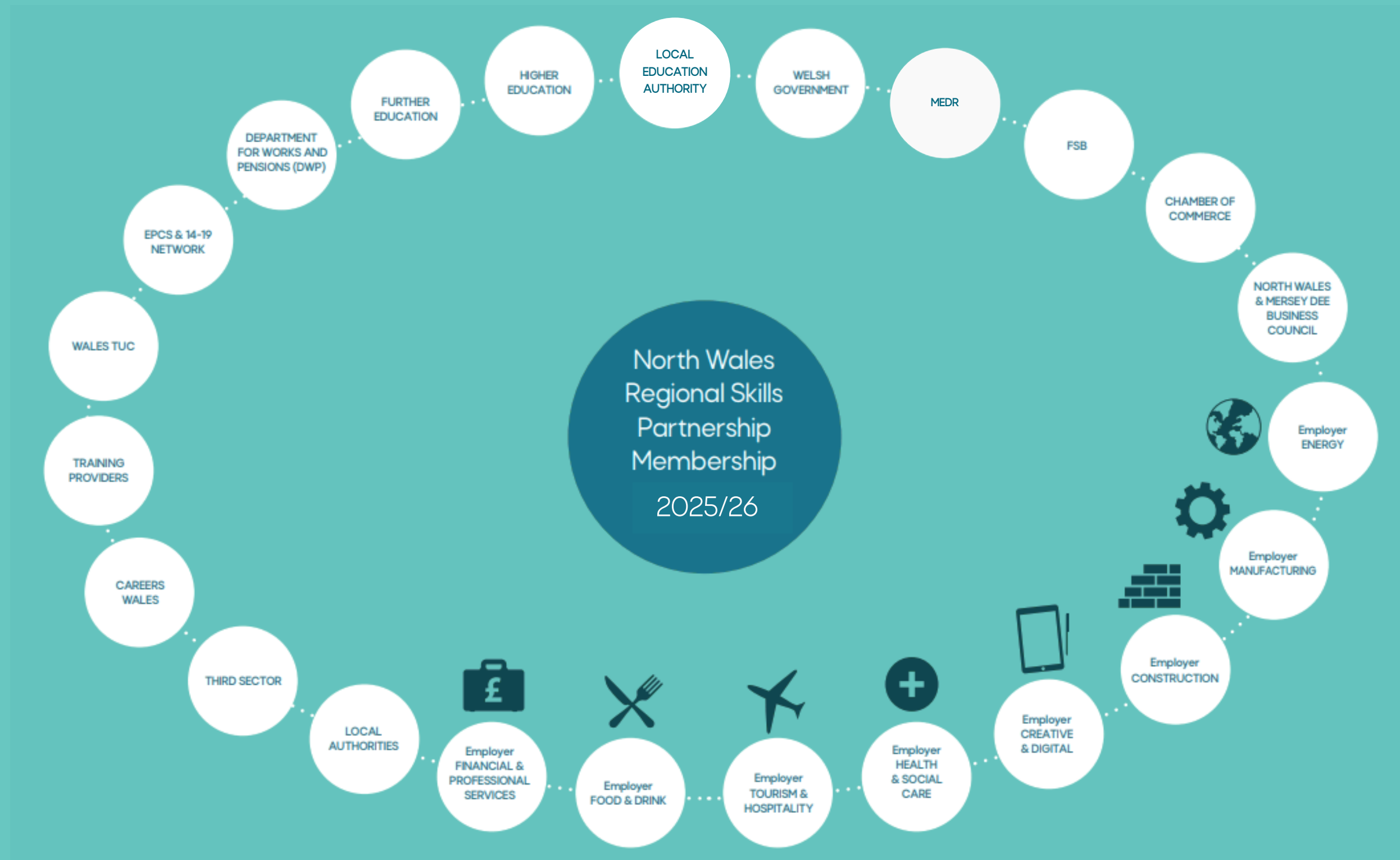
- 01 **Employability Working Group**
- 02 **Work-based Learning Provider Group**
- 03 **Digital Skills Network (and the Digital Dozen)**
- 04 **Construction Employer Cluster Group**
- 05 **Public Sector Employer Cluster Group**
- 06 **Advanced Manufacturing and Energy Employer Cluster Group**

These networks are made up of training providers, employability providers and employers, from SMEs to large enterprises. The purpose of these network is to bring people together to share their challenges and best practice, and to strengthen collaborations across the region.

North Wales Regional Skills Partnership Structure



North Wales Regional Skills Partnership Membership



Our Priorities

01

Priority 1: Enabling and Empowering Employers

This priority focuses on understanding employer needs and supporting businesses to access the skills, talent and workforce solutions required for regional growth.

02

Priority 2: Enabling and Empowering Individuals

This priority supports people across North Wales to understand opportunities, overcome barriers and develop the skills needed to progress into learning, work and future careers

03

Priority 3: How Support is Provided and Making Connections

This priority strengthens collaboration between partners, providers and employers so that support is easier to access, better connected and aligned to regional priorities.

Priority 1: Enabling and Empowering Employers

Employer Engagement and Labour Market Intelligence

Employer engagement remained at the heart of the RSP's work during 2025/26. Through employer consultations, sector engagement, cluster groups, workshops and stakeholder events, the RSP gathered direct insight from businesses on recruitment challenges, skills gaps, future workforce needs and barriers to accessing training. This engagement ensures that regional skills planning is shaped by real employer demand rather than assumptions, helping partners to better understand where provision is working well and where further action is needed.

The intelligence gathered through this activity strengthened the RSP's evidence base and helped inform discussions with Welsh Government, Medr, education providers and regional partners. It also supported the development of key priorities, enabled more targeted responses to sector needs, and helped ensure that employer voice continues to influence skills policy, investment decisions and the design of future workforce support across North Wales.

Anglesey Freeport

The RSP has supported the development of the Anglesey Freeport skills plans by providing labour market intelligence, regional skills data and sector insights. This has helped identify current and future workforce requirements, skills gaps and training needs, ensuring that skills planning is aligned with employer demand and supports the workforce needed to deliver the Freeport's long-term growth ambitions.

Flintshire and Wrexham Investment Zone

Supporting the Flintshire and Wrexham Investment Zone was a major priority during 2025/26. The RSP led development of the [Investment Zone Skills Strategy](#), working with employers, education providers, Welsh Government and strategic partners to identify future workforce requirements and skills priorities.

A major milestone was achieved when projects within the Investment Zone Skills Programme secured approval, unlocking £12 million of investment for Coleg Cambria and Wrexham University. This funding will strengthen advanced manufacturing skills provision, develop specialist facilities and support future talent pipelines in Flintshire and Wrexham.

Find out more on the [North Wales Skills Portal](#)



National Occupational Standards Review

The four Regional Skills Partnerships worked collaboratively to submit 50 priority occupations for review under the National Occupational Standards (NOS) programme. Using labour market intelligence and employer engagement, the recommendations focused on occupations expected to experience significant change due to:

- Net Zero commitments
- Digital transformation
- Emerging technologies

This work helps ensure occupational standards, qualifications and training pathways remain aligned to current and future workforce needs. As regional convenors of employers, education and training providers, the RSPs are well placed to provide insight into evolving skills demands, ensuring national standards reflect the needs of employers and communities across all regions of Wales.

Influencing Skills Policy

The RSP contributed to Medr's consultation activity as development of the new apprenticeship programme progressed, helping to ensure that regional employer perspectives and sector intelligence informed discussions on the future direction of apprenticeship provision. This included emphasising the continued importance of apprenticeships in addressing workforce demand, supporting career progression pathways, and responding to evolving skills requirements across priority sectors.

In addition, the RSP supported construction demand analysis by providing regional insight into employer requirements, project pipelines, and anticipated workforce challenges. This intelligence helped strengthen understanding of future skills and labour market demand within the construction sector, enabling more informed discussions on training provision, capacity, and the skills needed to support major regional investment and infrastructure ambitions.

North Wales Growth Deal

The RSP continued to support delivery of the North Wales Growth Deal through workforce planning, labour market intelligence and project-specific engagement. Projects presenting to the RSP Board included Project Prince (Knauf), Society 5.0 (Wrexham University), Albert Gubay Business School (Bangor University) and the Egni Project (M-SParc).



"Skills are fundamental to the work we do at M-SParc and supporting job creation only one part of the picture; we also need to work to build the skills locally that are needed to fill those jobs which will support the growth of the economy. Working with the RSP on the Egni building project has been a really valuable opportunity to bring even more regional employer perspective into our planning and understand the skills demands and what we can do as a collective to start to tackle them."

Dr Debbie Jones, Low Carbon Innovation Manager, M-SParc



Delivering the North Wales Net Zero Delivery Plan

The RSP strengthened its focus on renewable energy, offshore wind, hydrogen, nuclear opportunities, energy storage and carbon capture.

Clean Energy Skills Action Plan

The RSP contributed to the development of a regional Clean Energy Skills Action Plan through the Regional Skills Pilot and wider partner network. The analysis identified North Wales as the fastest-growing sub-region for clean energy employment, highlighting significant opportunities across offshore wind, tidal energy, nuclear, hydrogen, carbon capture and energy storage. The work also examined where major projects are likely to require similar skills and occupations, helping to identify shared workforce demands, potential skills gaps and opportunities for collaboration across sectors. This evidence will support more coordinated workforce planning, skills development and investment, helping North Wales maximise the jobs and economic benefits associated with the transition to clean energy.



Renewable Energy Roundtable

The RSP facilitated a Renewable Energy Roundtable in collaboration with Grŵp Llandrillo Menai, bringing together industry and education partners to discuss existing training, provision, future workforce demand, skills shortages and collaborative solutions.

Renewable Growth Conference

The RSP played a key role in the Renewable Growth Conference by bringing a skills and workforce perspective to discussions on renewable energy growth across North Wales. The activity helped strengthen engagement with employers and stakeholders, promote the importance of skills planning within the green economy, and reinforce the need for coordinated action to ensure local people can access future opportunities linked to renewable energy and supply chain development.

Working closely with the RSP to bring stakeholders together, we hosted a Renewable Energy Roundtable at the Coleg Llandrillo Engineering Centre in Rhyl. This event created a valuable opportunity to share knowledge, strengthen workforce development, and ensure local training providers deliver the green skills needed for future growth in Wales.

Damian Woodford, Coleg Llandrillo, Construction and Engineering



HyNet Supply Chain Summit

The RSP supported the HyNet Supply Chain Summit and contributed to a panel discussion on skills, helping to highlight workforce requirements and opportunities linked to the developing hydrogen and carbon capture supply chain in North Wales. As a flagship low-carbon energy programme, HyNet is expected to support significant job creation, attract investment, and generate supply chain opportunities across sectors including engineering, construction and manufacturing, reinforcing the importance of developing a skilled local workforce. The event also highlighted the importance of cross-border collaboration between North Wales and the North West of England to align skills provision, support workforce mobility, and maximise economic benefits across the region.



Offshore Wind

The RSP continued its role as skills lead for the Offshore Energy Alliance, and strengthened engagement with offshore wind stakeholders by attending Global Offshore Wind 2025. The conference provided an opportunity to showcase North Wales' growing renewable energy ecosystem and promote regional capabilities in supporting future offshore energy developments. Discussions focused on future workforce demand, supply chain opportunities and skills development requirements associated with projects across the Irish Sea.

Green Skills and the Built Environment

Working alongside Tŷ Gwyrddfai, Adra, Welsh Government and Grŵp Llandrillo Menai, the RSP delivered a Green Skills and the Built Environment event focused on workforce development for the transition to Net Zero. The event enabled the RSP to gather intelligence from employers and feed this back to Welsh Government to support their ongoing work in this area. Another outcome of the event was to have a clearer understanding whether the education and training provision currently available is sufficient and appropriately aligned to meet employer needs and support the skills required for the transition to a greener economy.



Nuclear Skills and Wylfa SMR

The RSP continued to work with partners in preparation for future nuclear development opportunities in North Wales, helping to shape the foundations of the proposed Wales Nuclear Skills Hub. Activity focused on skills development, workforce planning, outreach and supply chain readiness to ensure the region is well placed to support future investment at the Wylfa site and across the wider nuclear sector. This included participation in discussions at the Senedd Cross-Party Group on Nuclear.

| Priority 2: Enabling and Empowering Individuals

Supporting Young People

Through SPF-funded activity, the RSP worked alongside Loud Speaker and regional colleges to deliver a number of sessions engaging more than 70 young people across North Wales. The workshops provided labour market intelligence, explored local career pathways and included insights and training around interpersonal skills, helping learners to better understand future opportunities and the skills employers value.



Thank you so much to NW Skills Portal [North Wales RSP] for hosting the feedback session with Loudspeaker Events at Grŵp Llandrillo Menai. It was a really valuable opportunity, and I particularly want to mention how amazing and engaging Rich was throughout. He did a fantastic job of encouraging the learners to take part, and it was brilliant to hear their insights and watch them become so involved. The session on interpersonal skills was incredibly impactful, and it was clear the learners gained so much from Rich's delivery and approach.

Shoned Owen, Enterprise Officer for Coleg Menai & Coleg Meirion Dwyfor



Inspire to Build: Measuring Impact

Following delivery of the Inspire to Build pilot programme in 2024, the RSP followed up with participants to assess its longer-term impact. Early findings show that 75% of respondents had applied for construction-related university courses, with the same proportion reporting that the programme influenced their career choices. The programme also facilitated valuable employer engagement, with participants securing work experience opportunities through connections made with employers involved in programme delivery. In addition, 100% of respondents said they would recommend Inspire to Build to others.

These early results demonstrate the effectiveness of employer-led engagement programmes in raising aspirations, influencing career pathways, and creating meaningful opportunities for young people to engage directly with employers and gain first-hand experience of the sector.

Hear how Inspire to Build help Freya gain more experience [here](#).



Green Horizons Event

The RSP supported the [Green Horizons event](#) with Morlais in September, attended by more than 100 learners from Anglesey and focused on future opportunities in renewable energy and the supply chain. To support young people at the event, the RSP also created a workbook to help learners better engage with employers, reflect on interests and skills, and consider how these align with next steps and opportunities in the sector.

View the workbook [here](#)

“

Green Horizons demonstrated the value of collaboration in helping young people understand opportunities in North Wales’ growing renewable energy sector. Working with the North Wales Regional Skills Partnership enabled us to broaden the event by bringing together employers from across the renewable energy industry and supply chain, giving learner valuable insight into a range of career opportunities. The RSP’s support, including the learner workbooks and engagement activities, helped students connect their interests and skills with future career pathways. Together, we are helping to inspire and prepare the next generation for opportunities emerging through projects such as Morlais and the wider low-carbon economy.

Fiona Parry, Project Officer: Skills and Training at Menter Môn Morlais



100+ learners



Focused on future opportunities



Workbook to support learner engagement

Youth Insights Report

Feedback gathered through workshops informed the Youth Insights Report, providing evidence around career aspirations, barriers to progression and awareness of local opportunities. These insights will be used to support and inform upcoming campaigns and communications aimed at young people, helping to promote opportunities in the region and raise awareness of green skills and future careers across North Wales.

The full report can be read [here](#)



Careers and Education

During 2025/26, the RSP delivered and supported a range of careers and education engagement activity to raise awareness of regional opportunities, strengthen understanding of labour market demand and help learners, graduates and advisers connect skills development with future career pathways. In addition to the engagement in collaboration with Loudspeaker, the RSP supported:

Grŵp Llandrillo Menai Learner Conference

Supported learners to explore future skills needs, progression routes and opportunities across priority sectors in North Wales

“The Skills for Employability session delivered by the North Wales Regional Skills Partnership was a valuable addition to our Learner Conference, giving learners practical insight into the skills, behaviours and opportunities that will support their future careers. The session was engaging, informative and provided learners with a clearer understanding of the changing world of work and how they can prepare for it.”

Aaron Beacher, Student Enrichment Officer, Grŵp Llandrillo Menai

Student adviser training

Delivered a session for student advisers on regional skills intelligence, using insights from Loudspeaker sessions and learner feedback to help tailor support. The session also strengthened understanding of labour market intelligence (LMI) and the North Wales Skills Portal, enabling advisers to better signpost learners to local careers, progression pathways and support services.

Maelor School Careers Insight Session

Delivered at the request of Careers Wales, this session used insight from the North Wales Skills Portal to raise awareness of local career pathways and help pupils consider how their interests and skills could connect to future opportunities.

“The session made a significant impact and tied perfectly with their curriculum themes on Business Careers and Employment and Exploring Job Market Trends in Wales, the UK, and the Wider World. The pupils gained valuable insight into the future skills gaps across Wales, especially here in North Wales - it was great that you were able to show them the North Wales Skills Portal that you have developed and they could see for themselves the opportunities available to young people. Your clear explanations, up-to-date knowledge, and real-world examples really helped bring these concepts to life.”

Lesley Lloyd, Business Engagement Advisor, Careers Wales

Bangor University's My Graduate Careers Week

Provided graduates with insight into regional employment opportunities and the skills valued by employers across the North Wales economy.



Priority 3: How support is provided and making connections

North Wales Skills Portal

The North Wales Skills Portal continued to strengthen its role as a key resource for careers information, labour market intelligence and skills development across the region. During the year, more than 11,000 new users accessing the platform, exploring hundreds of job opportunities, apprenticeships, training programmes, careers events and support services available across North Wales.

A significant focus during the year was understanding how individuals access careers information and what helps them make informed decisions. Insights gathered through Loudspeaker workshops and the Youth Insights Report directly informed the development of Portal content, helping ensure the opportunities, resources and information promoted reflected the needs, interests and aspirations of learners.

The Portal has also become an important resource for schools, colleges, careers advisers and teaching staff. Through adviser training, engagement sessions and the sharing of labour market intelligence, educators and careers professionals have been better equipped to understand regional opportunities, emerging sectors and progression pathways, enabling them to provide more informed guidance and support to learners.

Alongside continued promotion through employer networks, careers events and partner engagement activity, the Portal has helped strengthen connections between employers, educators and careers professionals. The first year focused on building strong foundations, developing resources and refining the platform. Building on this progress, the next phase will focus on increasing employer engagement, expanding the range of opportunities showcased and further enhancing the Portal's role in supporting informed career choices and workforce development across North Wales.



Flintshire County Council regularly recruits apprentices, and this year we listed all our vacancies on the North Wales Skills Portal. The results were outstanding - applications increased by 120%! Thank you to the RSP for creating such an effective platform that truly connects employers with local talent.

**Heather Johnson, Learning and Development Manager,
Flintshire County Council**

Digital Skills

The RSP developed Digital Skills Pathway Toolkits for both employers and individuals, providing practical guidance on developing digital capabilities, accessing training opportunities and navigating career pathways. Alongside this, the RSP supported wider digital skills promotion and engagement activities, helping raise awareness of the growing importance of digital skills and supporting employers and individuals to adapt to an increasingly digital and technology-driven economy.

Toolkit for employers

Toolkit for individuals

Skills Summit

The RSP participated in discussions with Jack Sargeant, Minister for Culture, Skills and Social Partnership at a regional Skills Summit organised by Welsh Government with a focus on:

- Wylfa Small Modular Reactors
- Renewable energy opportunities
- Regional growth programmes
- Future workforce planning

‘Sgwrs a Sgiliau’

The RSP, in collaboration with Business Wales, hosted a successful event at M-SParc, attended by more than 50 business support officers and employability providers. The event provided an opportunity to strengthen understanding of the regional skills landscape and the support available to help businesses and individuals access training, upskilling and recruitment opportunities across North Wales.

North Wales Construction Partnership Conference

The RSP presented to employers at the North Wales Construction Partnership Conference to showcase the North Wales Skills Portal and highlight opportunities to engage with skills development, recruitment support and workforce planning across the region. This helped raise awareness of how the Skills Portal can connect employers with information, partners and opportunities that support current and future skills needs in North Wales.

Employability Practitioner Workshops

The Employability Working Group introduced a programme of short, monthly online workshops for frontline practitioners across employability providers operating in North Wales. The sessions were designed to strengthen practitioners’ understanding of the region’s priority sectors and provide them with current, practical labour market intelligence to help inform conversations with participants around career options, skills development and employment opportunities.

Each workshop focused on a different priority sector and included input from employers and sector representatives, providing practitioners with first-hand insight into current and future skills demand, recruitment challenges, skills gaps, salary levels, career opportunities and apprenticeship routes.

The workshops were well received and provided a regular mechanism for sharing sector-specific LMI and strengthening connections between employers, the RSP and the employability network.



NTfW Conference Workshop Delivery

The RSP delivered a workshop at the NTfW Conference, sharing regional labour market intelligence, employer insight and workforce priorities with training providers and wider stakeholders. This supported provider engagement with the North Wales skills agenda, helped strengthen understanding of current and future demand, and created space for discussion on how provision can respond to regional priorities and employer needs.

Supporting Inclusive Employment

Supporting Prison Leavers into Employment

The RSP strengthened its partnership with HMP Berwyn through employer engagement activities designed to improve awareness of the value prison leavers can bring to the workforce.

Highlights included:

- An employer engagement event
- A podcast collaboration

Listen to Cath Morris-Roberts' participation in a Business News Wales podcast [here](#).



North Wales Real Living Wage event

The RSP played an active role in the North Wales Real Living Wage and Well-being Economy event, hosted by Cynnal Cymru, Ambition North Wales and the Future Generations Commissioner for Wales. Through participation in panel discussions, the RSP highlighted the links between fair pay, inclusive employment, workforce wellbeing and skills development. The event provided an opportunity to demonstrate how positive employment practices can support recruitment, retention and workforce progression, while also reinforcing the importance of fair work principles in addressing skills challenges and supporting sustainable economic growth across the region.

Prevention, Wellbeing and Anchor Framework

The RSP supported the development of the Prevention, Wellbeing and Anchor Framework through its Employability Working Group, bringing together partners to provide feedback, share good practice and help shape the framework's development. This collaborative approach ensured regional employability perspectives and workforce insights were reflected within the emerging framework and its priorities.

Connect to Work and Together North Wales

The RSP continued to work with partners across Connect to Work, Together North Wales and other employability programmes to promote successful outcomes, gather employer feedback and challenge common misconceptions around inclusive recruitment. Through this collaboration, intelligence has been collected to inform the development of a new bitesize employer-facing resource, due to launch in 2026/27, which will help employers navigate the growing range of support available across North Wales. The aim is to increase employer engagement with programmes such as Connect to Work, Together North Wales and RCS Go Gwyrdd, making it easier for businesses to access inclusive recruitment, retention and workforce development support.

Campaigns, Communications and Raising Awareness

During 2025/26, the RSP delivered and supported a wide range of campaigns and events to raise awareness of regional opportunities, strengthen employer engagement and help individuals access information, support and skills provision.



Apprenticeship week

Promoted apprenticeships as a key pathway into employment, progression and skills development.



Digital Skills Campaign

Raised awareness of digital skills needs and available support for individuals and employers utilising the newly developed toolkits.



Adult Learner's Week

Highlighted lifelong learning opportunities and encouraged adults to explore routes to upskill or retrain.



Flexible Skills Programme

Promoted funding support to help employers invest in priority workforce skills, using local case studies. Learn more [here](#).



Results Day Campaign

Shared timely support and guidance for learners considering their next steps after receiving results.



Business Wales Expo

Strengthened employer engagement and promoted regional skills support to businesses.



National Eisteddfod

Supported regional visibility and bilingual engagement with communities, partners and stakeholders.



Finance and Innovation Conference

Engaged with businesses on skills needs linked to innovation, productivity and growth.

Advanced Manufacturing and Energy Employer Cluster Group meetings

During 2025-26, the Advanced Manufacturing and Energy Employer Cluster Group was established to strengthen collaboration between employers, skills providers and regional partners across two of North Wales' priority sectors. The group focused on identifying workforce and skills challenges, sharing labour market intelligence, and connecting employers with emerging programmes and initiatives to support recruitment, workforce development and future skills planning. To do this, the group:



Informed the Skills Plan through solution-focused workforce discussions: Engaged employers in practical discussions on workforce challenges, recruitment pressures and future skills demand, identifying potential solutions and collaborative actions to address skills shortages. The insights gathered helped inform the development of the new North Wales Skills and Employment Plan.



Supported access to skilled talent: Facilitated a session with Talent Beyond Boundaries, introducing employers to a programme that connects skilled refugees with vacancies in sectors experiencing critical skills shortages, including advanced manufacturing and energy, and exploring opportunities to widen access to skilled talent.



Shared sector intelligence and investment opportunities: Kept members informed of key developments across the advanced manufacturing and energy sectors, including the Flintshire and Wrexham Investment Zone, major investment projects and emerging workforce opportunities, ensuring employers were aware of developments that could impact future recruitment, skills demand and collaboration across the region.



Strengthened employer collaboration: Created opportunities for employers to connect with one another, share good practice and identify opportunities for collaboration on recruitment, workforce development and future skills planning across North Wales.

Digital Skill Network

During 2025–26, the Digital Dozen group continued to strengthen collaboration between employers, education providers and support organisations to address digital skills challenges across North Wales. Focus remained on delivering on the actions identified as part of the Digital Skills research that was commissioned in 2024 with the group working to raise awareness of digital career opportunities, promoting skills development pathways, and ensuring employers could access relevant support and funding. To do this, the group:



Contributed to the development of five career-focused videos showcasing opportunities within the digital sector. Four videos highlighted careers in cyber security, software engineering, virtual reality/augmented reality, and computer science, while an additional video promoted digital degree apprenticeships through both apprentice and employer perspectives. All videos can be viewed [here](#).



Supported talent attraction and retention, by delivering a targeted social media campaign promoting digital careers, training opportunities and education pathways available in North Wales. The campaign aimed to encourage individuals to remain in, or return to, the region to pursue careers within the growing digital sector.



Welcomed guest speakers to meetings to understand more about accessing support for workforce development through programmes such as the Flexible Skills Programme or learn more about initiatives such as Connect to Work. These sessions increased employer awareness of available funding, recruitment support and workforce development initiatives.



Contributed to the development of the new Digital Skills Employer Toolkit, which was created in response to identified employer confusion around available digital skills provision and support. While not a direct Digital Dozen output, the toolkit supports delivery of Recommendations 1, 4 and 7 of the RSP's Digital Skills Research Report by improving access to information, signposting available support, and helping employers navigate the skills landscape more effectively.



Supported the review and updating of evidence on current digital skills challenges to inform the development of the forthcoming 2026–29 Skills and Employment Plan.

Construction Employer Cluster Group discussions

During 2025-26, the Construction Employer Cluster Group continued to provide a solution-focused forum for employers, skills providers and regional partners to work together to address workforce and skills challenges across the sector. The group focused on identifying practical solutions to recruitment and skills challenges, influencing skills provision and creating stronger links between employers, education and training providers. To do this, the group:



Informed development of new Skills and Employment Plan: Engaged employers in identifying workforce and skills challenges, including recruitment, apprenticeships, work experience, training provision and future skills needs. This intelligence helped inform the development of the new North Wales Skills and Employment Plan and wider regional workforce planning.



Influenced apprenticeship and training provision: Worked with Medr to provide employer insight into the review of construction apprenticeship provision, including the Level 2 framework and developments across key trades.



Strengthened education-to-employment pathways: Supported initiatives including the Coleg Cambria work experience pilot and See Your Site, creating more opportunities for learners to gain practical construction experience and strengthening links between employers, colleges and future talent.



Connected employers to regional programmes and opportunities: Kept members informed and engaged in developments including Connect to Work and the Flintshire and Wrexham Investment Zone, helping employers understand potential workforce, skills and supply chain opportunities.



Promoted construction careers and employer engagement: Shared opportunities for employers to engage with initiatives such as Careers in 360, helping to raise awareness of construction careers and showcase North Wales employers and opportunities to young people.

Public Sector Employer Cluster Group

During 2025-26, the Public Sector Employer Cluster Group continued to strengthen collaboration between public sector employers, skills providers and partner organisations to address workforce and skills challenges across North Wales. The group focused on sharing labour market intelligence, informing the development of the new North Wales Skills and Employment Plan, and providing opportunities for employers to engage with emerging programmes, training provision and workforce initiatives. To do this, the group:



Informed development of new Skills and Employment Plan: Held a dedicated session with employers to identify workforce challenges, recruitment pressures and future skills demand, with the findings helping to inform the development of the new North Wales Skills and Employment Plan.



Supported workforce development: Facilitated a training session on multigenerational management in response to a common challenge identified across the sector. Members were able to experience the training and explore opportunities to roll it out more widely within their own organisations.



Shared future workforce intelligence: Hosted Careers Wales to present the Future Jobs Wales data, providing employers with insight into emerging labour market trends and future workforce opportunities.



Strengthened talent pathways: Welcomed Reaching Wider to present its mentoring programme and explore opportunities for employers to support and engage with learners across North Wales.



Promoted skills and training opportunities: Provided a platform for ALS Training to showcase its training offer in digital skills, green skills, leadership and management, and the new Level 4 Regulatory Compliance Apprenticeship.



Engaged with new employment initiatives: Supported the development of the Connect to Work programme by facilitating engagement with public sector employers, raising awareness and gathering employer insight to support future participation and employment opportunities for participants.

Work Based Learning Provider Group

During 2025–26, the Work-Based Learning Provider Group continued to strengthen collaboration across the training provider network, providing a forum to share employer intelligence, identify gaps and opportunities in provision, and ensure training responds to the region’s changing skills needs. The group also supported providers to engage with key regional initiatives, resources and policy developments, while sharing good practice and opportunities for collaboration. To do this, the group:



Strengthened alignment between provision and employer need: Shared regional employer skills intelligence with providers, creating opportunities to identify gaps, prioritise areas for action and consider how provision could respond to emerging workforce needs.



Developed digital skills pathway Toolkits: Worked with providers to inform the development of Digital Skills Pathway Toolkits for employers and individuals, bringing together apprenticeships, micro-credentials, short courses and progression routes. The toolkits provide a clear overview of available provision and support employers and individuals to navigate digital skills pathways.



Supported leadership and management provision: Shared intelligence on employer demand for leadership and management skills and worked with providers to map and better understand the provision available across North Wales. This will help to promote existing opportunities and strengthen the regional response to leadership and management skills gaps identified by employers across all priority sectors.



Welsh and bilingual apprenticeship provision: Discussed with the Coleg Cymraeg Cenedlaethol opportunities and challenges around increasing Welsh and bilingual apprenticeship provision, including how employer and provider feedback could help inform future activity. The group also highlighted the North Wales Skills Portal as a platform to promote available Welsh language resources and support. In response, enhancements have been implemented on the Portal to improve access to and visibility of available Welsh and bilingual provision.



Connected providers with regional opportunities: Kept members informed and engaged in key developments including the Flintshire and Wrexham Investment Zone, Net Zero skills activity and emerging regional skills programmes, creating opportunities for providers to align their provision with future demand.



Strengthened progression and partnership opportunities: Connected providers with initiatives including Reaching Wider’s mentoring programme, creating opportunities for providers and their employer networks to support young people into apprenticeships and further learning, while encouraging greater collaboration across the WBL network.

Employability Working Group

During 2025-26, the Employability Working Group continued to strengthen collaboration between employability providers, employers and regional partners to support individuals into sustainable employment across North Wales. The group provided a forum for sharing intelligence, strengthening connections and keeping providers informed of key regional developments, while creating opportunities to shape and contribute to wider employability and workforce initiatives. To do this, the group:



Programme and Policy Updates: Kept the Group informed of key regional employability, skills and economic developments, including Connect to Work, Trailblazer, the RCS Green Careers Programme, the Flinshire and Wrexham Investment Zone Skills Programme and Sharred Prosperity Fund and the Local Growth Fund. This provided opportunities for providers to understand emerging opportunities, share insight and consider how developments could support participants and complement existing provision.



HMP Berwyn: Strengthened links between HMP Berwyn and employability providers, supporting more joined-up pathways for prison leavers and increasing opportunities for employer engagement. HMP Berwyn is now a member of the Group.



Prime Cymru: Connected Prime Cymru with the employability network through a presentation to the Working Group, creating opportunities for collaboration around support for people aged 50+. Prime Cymru is now a member of the Group.



Practitioner Webinars: Introduced monthly online webinars for practitioners, focused on priority sectors and emerging labour market opportunities. The well-received sessions helped practitioners use up-to-date labour market intelligence to better support participants with career and employment decisions.



Regional Partnership and Engagement: Facilitated opportunities for the sector to contribute to wider regional initiatives, including the Employment Mission within the North Wales Regional Prevention, Wellbeing and Anchor Framework, and discussions with North Wales Together on employer engagement challenges and learning from their first year.

Looking Ahead 2026 - 2027

During 2026/27, the RSP will move from strategy development into delivery across a number of key regional priorities. A major focus will be supporting implementation of the Flintshire and Wrexham Investment Zone Skills Programme, working with project leads, employers, SMEs and providers to ensure investment translates into enhanced training provision, stronger employer engagement, clearer progression pathways and sustainable talent pipelines for advanced manufacturing and other priority sectors.

The RSP will also continue to advance the Net Zero and green skills agenda, with a focus on renewable energy, offshore wind, green construction, hydrogen, carbon capture and nuclear. Particular attention will be given to supporting preparations for future opportunities linked to Wylfa and ensuring the region is well positioned to meet the workforce and supply chain requirements of major clean energy developments.

Alongside this, the RSP will continue to support North Wales Growth Deal projects, strengthen employer engagement, promote digital transformation and AI adoption, and launch the North Wales Skills and Employment Plan 2026-2029.

Through its networks of employers, SMEs, education and training providers, sector clusters, board members and strategic partners, the RSP will play a key role in coordinating activity and driving delivery against the Plan's priorities, ensuring skills provision remains responsive to economic change and aligned to future workforce needs.



1. Delivering the Flintshire and Wrexham Investment Zone Skills Programme

Supporting the delivery and monitoring of approved projects, strengthening employer engagement and ensuring investment delivers sustainable skills and workforce outcomes for the region.



2. Supporting Wylfa SMR and wider nuclear opportunities

Working with regional and national partners to prepare for future workforce demand, strengthen skills pathways and support the development of arrangements that will help maximise the benefits of future nuclear investment.



3. Developing clean energy skills pathways

Building on existing work across renewable energy, offshore wind, hydrogen, carbon capture and green construction to ensure individuals and businesses can access the skills needed to support the transition to net zero.



5. Strengthening employer engagement

Expanding engagement with employers, SMEs, sector clusters and representative bodies to ensure workforce challenges, opportunities and skills requirements continue to inform regional planning, investment decisions and skills provision.



7. Expanding pathways for young people and underrepresented groups

Building on successful employer engagement initiatives and careers activities to improve awareness of opportunities, strengthen progression routes and support greater participation across priority sectors.



4. Growing the North Wales Skills Portal

Expanding content, improving user experience and strengthening engagement with employers, learners, educators and providers to establish the Portal as the region's go-to platform for careers, skills, training and employment opportunities. Building on youth insights and employer engagement, the Portal will continue to connect people with emerging opportunities in North Wales, with an increased focus on priority growth areas including green skills, digital skills and major regional investments such as the Flintshire and Wrexham Investment Zone.



6. Supporting digital transformation and AI adoption

Working with employers and providers to identify emerging skills needs and promote digital and AI capabilities that improve productivity, innovation and workforce resilience.



8. Aligning skills provision with major infrastructure and growth projects

Continuing to work with employers, providers and project sponsors to ensure workforce planning and skills investment support the delivery of key regional developments including the North Wales Growth Deal Portfolio or projects and the Anglesey Freeport.

Developing the North Wales Skills and Employment Plan 2026-2029

A key priority for the next year is the development of the North Wales Skills and Employment Plan 2026-2029, which will provide the strategic framework for skills, workforce development and employability activity across the region for the next three years. The Plan will be informed by labour market intelligence, employer engagement and extensive partner collaboration, ensuring regional priorities are aligned to both current workforce challenges and future economic opportunities. Particular emphasis will be placed on supporting sectors expected to experience significant growth, including advanced manufacturing, renewable energy, construction, digital, health and social care, and emerging clean energy technologies.

The Plan will also identify actions to strengthen workforce resilience, support inclusion, improve progression pathways and help employers access the skills needed for future growth. As major regional investments continue to develop, the Plan will provide a shared framework for partners to coordinate activity, maximise opportunities and address workforce challenges collectively.

The Partnership aims to launch the North Wales Skills and Employment Plan 2026-2029 in Autumn 2026, providing a refreshed evidence base, clear priorities and a shared vision for workforce development across the region. Delivery of the Plan will be supported through the RSP's extensive networks, including employers, SMEs, sector clusters, board members, education and training providers, local authorities, Medr, Welsh Government and other strategic partners. By harnessing these partnerships and strengthening collaboration across the region, the RSP will drive coordinated action against shared priorities and help ensure North Wales has the skills, talent pipelines and workforce capacity needed to support sustainable economic growth and investment over the next three years.



Contact the Team



Sian Lloyd Roberts

Regional Skills Manager



Catherine Morris-Roberts

Senior Skills Delivery Officer



Rees Brown

Skills Portal Project Manager



Angharad Evans

Skills and Employability
Project Manager



rspnorth.wales



info@rspnorth.wales



@SkillsNWales



PSR Gogledd Cymru - North Wales RSP