

What is the current health of the sector's workforce, including the impacts of the pandemic, Brexit and cost of living crisis? Have workers left the sector, and what impact has this had?

We have recruited during the pandemic and are recruiting staff currently.

I have no knowledge of how the sector has been affected as a whole but within our own company, the pandemic caused a downturn that we are still recovering from. Brexit has caused problems in supplying overseas customers with customs clearance a major issue. The cost-of-living crisis is causing a similar downturn to the pandemic. Individuals and schools have less money to buy our books – books that could be seen as a bit of luxury in challenging times

How financially stable is the sector and how suitable are pay and working conditions?

The publishing sector is constantly aware of threats to consumer demands for books and through the pandemic the demand for books has constant and, in some sectors, have lifted on previous years. Pay and working conditions are in line with national averages for the skills employed.

I have no knowledge of this across the sector, but we are profitable, financially stable and our pay and working conditions are industry leading

How equal, diverse, and inclusive is the sector? How can this be improved?

Equality in the sector is above average, with more women employed in publishing than men. Diversity is still not widespread enough and a challenge to find qualified and experience candidates.

Publishing Wales hope to undertake further research into equality, diversity, and inclusiveness within the industry and promote wherever we can the opportunities within publishing and the importance of equality, diversity, and inclusiveness to the industry

Again, I have no knowledge of this across the sector. We are not very diverse but this a function of the environment we are based in – rural west Wales and I cannot see this changing. We simply do not have the opportunity to be more diverse

How sufficient are skills and training opportunities? Are there gaps, and how should they be filled?

Skills and training are few and far between. Art schools have design, illustration and digital courses but there are far too few publishing and social media courses and therefore few qualified in publishing. Start with further and higher education advisers taking note of the special skills required for a career in digital marketing, in publishing and editing skills and qualifications.

Sufficient, both through the PTC and IPG skills Hub

What has been the impact of support from public bodies such as the Welsh Government, and is further support needed?

Support from the public bodies in the UK and Wales has been good and has protected the sector from erosion to a degree.

Further support is required with filling the gap between audiences from every level, from pre-school, through every level of education and post-education readers and consumers of media, with publishers and publications, authors, illustrators, and photographers. Better and more targeted platforms are required for content produced in Wales.

Minimal. We ask for and receive very little support. Further support is needed for training, marketing, and export sales. Funding these would have a significant impact on the sector