

Dear Committee,

Thank you for the opportunity to give evidence to the Committee earlier this month and for your subsequent interest in our skills and training programme, particularly for individuals coming into the industry.

Skills and training is a priority area for BBC Cymru Wales, not only for new entrants but in terms of what it can bring to the workforce as a whole, as well as the wider creative community. This obligation is also reflected in the BBC's Charter and Agreement. Training is offered through a number of partners and providers, including the BBC Academy who provide training for people who work at BBC, people who want to work in the industry, and the wider broadcast industry.

Given the diversity and UK-wide range of the training packages provided it has not possible to calculate an accurate assessment of the funds invested in those individuals coming into the industry. However, I have outlined our approach to working with new entrants below, as well as a response to the other questions you pose.

Every year BBC Cymru Wales offers a number of new apprenticeship opportunities across the business in order to support the growth of skills in the industry and in our workforce. The range of schemes on offer is spread across the business, from Journalism, Technology and Operations, to Sport, Radio and Audiences. The aim is to build a skilled and diverse workforce while providing an exceptional learning experience for those apprentices.

Currently there are 26 apprentices within BBC Wales ' Public Service arm working across many functions. They engage in workplace training as well as learning opportunities with our Welsh educational partners such as Sgil Cymru and Cardiff and Vale College. The apprenticeship portfolio is targeted to ensure we build a sustainable skills base in our workforce and the wider Welsh and UK media sector.

Our Early Careers apprenticeship schemes range from Level 3 to Level 7 and we currently have apprentices on both the Welsh and English standards; these apprenticeships are usually between 18 months and 4 years. In Wales there are another five apprentices who are employed in BBC Divisions outside BBC Wales but based in Central Square in Cardiff (Finance and News) and six in the BBC Studios base in Roath Lock. In total, this means that BBC Group has 37 apprentices currently engaged across the totality of its activities in Wales.

Most of the apprenticeship schemes currently offer continuing roles at BBC Wales on graduation; this year, four apprentices have transferred into roles across Technology, Marketing and Operations. Most of the apprenticeship schemes offered by the BBC come with a continuing or permanent contract on graduation and retention is high: for example, of the 10 Digital Journalist Apprentices who joined the BBC in 2019, eight are still employed by the BBC with two having moved on to alternative careers. Production Management schemes currently offer an 18-20 month fixed term contract which reflects the nature of production work across the industry. However, most of our Production

Management apprentices are supported to secure further employment with the BBC or to successful freelance careers in the wider industry.

In September 2023 we will be offering 17 new apprenticeships across the business and we have expanded into departments such as our Archive team where we will have an apprentice for the first time. We work hard with our early careers and resourcing team to ensure we promote these opportunities to underserved groups across Wales.

In addition to the apprenticeship opportunities this year we will be working in partnership with Disability Wales and offering 8 week traineeships for people with disabilities in 3 of our departments, News, Radio Wales and Business and Operations; also, we will be part of the 10000 Black Interns Programme and offering internships in News and Sport.

BBC Wales is currently working closely with industry partners on growing skills and identifying areas where there is a skills or training deficit. These industry partnerships include Factual Fast Track Wales, which has just welcomed its third cohort. The aim of this development course, organised and funded in partnership with Channel 4, S4C, Creative Wales and independent production companies across Wales is to grow the next generation of business winners in factual production.

Ffilm Cymru's Beacons project is a short film scheme shining a light on Welsh talent, supporting emerging filmmakers from Wales to make a cinematic calling card with funding, training and advice. It's supported by BBC Cymru Wales and BFI Network with funding from the National Lottery. From a documentary portrait of local life to dark horror comedy, the projects commissioned through Beacons reflect the rich variety of talent and stories Wales has to offer. BBC Wales has also been running a New Directors Scheme since 2017. Having identified a need to give talented up-and-coming directors the opportunity to make their first long-form documentary programme, we launched the scheme which sees four successful candidates each get the chance to produce a half hour documentary for BBC Wales. The new film makers are also be given access to a series of specialist mentoring sessions and masterclasses with leading figures within the documentary field in Wales and beyond.

The National Film and Television School (NFTS) has established a new national hub based in BBC Wales's Central Square broadcast hub Wales in partnership with the broadcaster and Creative Wales. Following the successful opening of hubs in Glasgow and Leeds in addition to its main site in Beaconsfield, NFTS Wales has focussed its activity on supporting very recent graduates to acquire the higher-level skills required to either pursue postgraduate study or to successfully transition into the creative industries. Backed by funding from Creative Wales, the new national training centre in Wales also supports emerging talent, as well as strengthen skills development. BBC Wales is working closely with NFTS to identify skills gaps and make the most of training opportunities. Last year they ran more than 50 courses, covering a range of technical and editorial skills, with many of the courses being held at BBC Wales's broadcast centre in Central Square, Cardiff. Many of BBC Wales's staff attended and benefitted from the

courses on offer. NFTS have also run in-person courses in Carmarthen, Aberystwyth, Anglesey and Caernarfon.

In September 2021, the BBC signed a Memorandum of Understanding [MOU] with Creative Wales. There was a good working relationship between both partners prior to the formal signing and it continues to flourish and grow. Creative Wales provides value to the BBC in a number of ways, including co-funding of content, building capacity in the sector, investing in skills and training, as well as using its national. convening role for the public good.

Other significant partnerships include those with Culture Connect Wales, Screen Alliance Wales, Media Cymru, Careers Wales and It's My Shout. Our aim is to ensure we are pro-actively working to secure a more diverse pipeline for BBC Wales and the industry more widely.

Thank you again for your interest in this important area of work

Yours sincerely,

A handwritten signature in black ink that reads "Sian Gwynedd". The signature is written in a cursive, slightly slanted style.

Sian Gwynedd  
Head of People, Culture and Partnerships