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Ysgrifennydd y Cabinet dros yr Economi, Ynni a'r Gymraeg  
Cabinet Secretary for Economy, Energy and Welsh Language



Llywodraeth Cymru  
Welsh Government

Paul Davies MS Chair  
Economy, Trade, and Rural Affairs Committee  
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10 July 2024

Dear Paul,

Thank you for your letter of 24 May 2024. I apologise for the late reply.

You asked a number of questions:

***How are the Welsh Government and other organisations working proactively to ensure that Tata workers at risk of redundancy are aware of the support that is available?***

Neath and Port Talbot Council has launched a new web page containing information on all the support available via [Tata Steel Transition Information Hub - Neath Port Talbot Council \(npt.gov.uk\)](https://npt.gov.uk). Working Wales and Neath and Port Talbot Council staff are now holding twice weekly sessions at the Tata Steel Social Club and information is also available at the Employability Hub based at Aberafan shopping centre. The Tata communications group has completed a new advice toolkit that will be distributed widely to staff and stakeholders over the coming weeks. The 'toolkit' will ensure that consistent messages about the support available receive wide publicity. Also, Welsh Government is working closely with unions who have been actively distributing information and guidance on the support available.

***Are there any challenges in securing access to the workforce to highlight the support available to them?***

Tata have displayed a range of materials and announcements on information boards and digital screens around the plants, information is also being forwarded by the Human Resource Department via payslips. Wales TUC has created a range of information assets that have been made available to staff at all plants. We need to ensure that we engage with the right people at the right time within the Tata workforce as individuals face very different circumstances and no redundancy notices have been issued.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

***Is the skills support for those at risk of redundancy being provided in a collaborative way, if not how can this be improved?***

All support agencies have worked together from day one to ensure employees from Tata Steel receive impartial careers advice and guidance, financial advice, health and well-being support. Professional advice and guidance includes labour market and skills information so that workers make decisions about the skills recruiting employers are asking for and have access to a trusted mechanism that signposts them the most appropriate provision to meet their needs.

**Were there any requirements attached to Welsh Government skills funding, for example that any certification for courses should be widely recognised outside of Tata?**

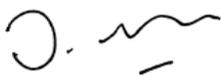
Training that took place during 2016-2019 was specifically designed around Tata's operational plans and was a mix of Tata-specific and accredited learning. At that time, Tata required that a flexible approach be adopted in terms of addressing skills needs and filling knowledge gaps. It was a key aim of the funding to provide employees with transferable skills which they could take elsewhere. The *Evaluation of Welsh Government Skills Support for Tata Steel* reported that in the 2016-2017 year, 96% of respondents considered that the training had provided them with transferable skills that they could take to other employers.

For some time now the Welsh Government has used accredited programmes, for instance through the additional funding that has been made available via the Personal Learning Account (PLA) programme and of course the certification that results from the achievement of an apprenticeship programme. When providers of learning have approached Welsh Government in order to offer more bespoke support for Tata they have been referred directly to Tata Steel, who can of course provide and pay for any training they deem relevant for their staff.

**Will there be any requirements attached to future skills funding both for Tata and more widely that certification must be widely recognised?**

We will continue to provide PLA, Apprenticeships and ReAct+ Programme as they are underpinned by labour market information and are designed to provide participants with qualifications, licences and skills for which employers are looking.

Yours sincerely,



**Jeremy Miles AS/MS**

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