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Y Dirprwy Weinidog Sgiliau a Thechnoleg
Deputy Minister for Skills and Technology



Llywodraeth Cymru
Welsh Government

Eich cyf/Your ref
Ein cyf/Our ref: SF/JJ/1891/15

William Graham AM
Chair, Enterprise and Business Committee

committeebusiness@wales.gsi.gov.uk

9th July 2015

Dear William,

Response to the Enterprise and Business Committee to identify the support and investment provided for apprenticeships and training across the Welsh Government.

Further to my letter of 23 June, please find attached a spreadsheet which identifies the support and investment provided for apprenticeships and training across Welsh Government departments.

This spreadsheet details the information we have received from across each Ministerial portfolio. However, although identified in the spreadsheet, there are some projects currently under development where we are not able to provide financial information at present.

I trust the Committee finds this information useful.

Yours sincerely

A handwritten signature in cursive script that reads "Julie James".

Julie James AC / AM
Y Dirprwy Weinidog Sgiliau a Thechnoleg
Deputy Minister for Skills and Technology

Investment in apprenticeships and training by Welsh Government department					
Welsh Government Department	Programme / Project Name	Brief Programme / Project Description - who is eligible?	Investment (£) 2015-16	Investment over 3 years (if it cannot be accurately provided on an annual basis)	When does the programme / project cease (if applicable)
Skills - Higher Education (Economy, Skills & Natural Resources Group)	Higher Education - HEFCW allocation and tuition fee support	In 2015/16 more than £360m will be made available to Welsh Universities via the Higher Education Funding Council for Wales (HEFCW) and through tuition fee support funded by Welsh Government. HEFCW is responsible for determining how to distribute it's funds to institutions in Wales. In 2015/16 HEFCW will allocate funding of £154m to support the activities of universities in Wales including £79m for research, £27m in support of part-time undergraduate provision, £11m for post-graduate teaching and research training and £15m for courses that are more expensive to teach (medicine, dentistry etc). In HEFCW funding allocations for 2015/16 HEFCW Council has agreed to set aside a sum of £1.839m per year for the next three years to support the new Go Wales Programme, subject to WEFO approval.	£360 million		
Skills (Economy, Skills & Natural Resources Group)	Apprenticeships	A training programme for employed learners to develop sector-specific knowledge and competence. Learners are able to undertake apprenticeship programmes at level 2 to level 4/5.	£91.5 million		
Skills (Economy, Skills & Natural Resources Group)	Traineeships	The Programme will deliver engagement and level 1 training to young people aged 18 and under who have left compulsory education. This cohort group are vulnerable to becoming "NEET" status and risk long-term unemployment. This programme seeks to intervene early ensuring they get a chance to acquire work skills and get a good start in working life, sample work options and opportunities, and find job opportunities or other appropriate further training.	£33 million		
Skills (Economy, Skills & Natural Resources Group)	Work Ready Programme	A training programme for non employed adult learners to enable them to develop the required skills to progress into further learning and/or employment.	£3.8 million		
Skills (Economy, Skills & Natural Resources Group)	FE Funding	Further education provision post-16. Whilst this is all age (post-16) provision the majority of the budget is deployed on Statutory post-16 learning for 16-19 year olds. This includes A level provision as well as vocational programmes at level 2 and 3. Further education funding also includes Basic Skills, English for Speakers of Other Languages (ESOL) and other lower level provision skills as well as part time provision for the older learner.	£283.6 million		
Skills (Economy, Skills & Natural Resources Group)	6th Form Funding	Statutory post-16 learning for 16-19 year olds, primarily delivery of A level provision although some vocational provision at level 2 and 3 is included.	£104.5 million		
Skills (Economy, Skills & Natural Resources Group)	Adult Community Learning	This programme focuses on adult numeracy, literacy, digital literacy and ESOL.	£3.7 million		

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Skills (Economy, Skills & Natural Resources Group)	Flexible Skills Programme - Pilot	The Programme delivers skills interventions to employers that are of significant economic importance to Wales. A focus on high quality and sustainable job creation providing skills development support that cannot be met through existing provision.	£3.900,000 (£1,500,000 WG core budget + £2,400,000 consequential)		Pilot ends 31 March 2016
Skills (Economy, Skills & Natural Resources Group)	Skills Priorities Programme	The Programme will address the growing demands for highly skilled individuals across Wales and enhance the FE sector's ability to respond to emerging demands for higher level skills. Three strands of activity are planned during 2015/16 as part of the SPP phase 2 pilot to enhance the FE sector's ability to respond to emerging demands for higher level skills delivery initially at levels 3, 4 and 5 with an increasing focus on levels 4 and 5. Strand 1: Residual activity from SPP phase 1 to be completed within academic year 15/16. Strand 2: Building capacity within the FE sector to deliver targeted higher-level skills provision in line with Welsh Government priority sectors and linked to regional demand. Strand 3: Continuing professional development (CPD) for FE lecturers.	Strand 1 - £2.5 million Strand 2 - £1.5 million, Strand 3 - £500k		
Skills (Economy, Skills & Natural Resources Group)	ReAct III	The Welsh Government's ReAct III programme aims to address the needs of people who have been made redundant, or are under notice of redundancy, through a series of measures designed to remove barriers to obtaining employment.		£28,383,657 (inc ESF from 2015 to 2018)	Mar-2018
Skills (Economy, Skills & Natural Resources Group)	Jobs Growth Wales II	The programme is aimed at unemployed young people aged 16-24, giving them valuable work experience for a 6 month period paid at or above the National Minimum Wage between 25 and 40 hours per week.		£126,102,496 (inc ESF from 2015 to 2018)	Mar-2018
Skills (Economy, Skills & Natural Resources Group)	Activate your Potential	This operation will provide employer-linked activities and employment focussed opportunities, supplemented with careers information, advice and guidance to young people aged 11-19. These young people will typically demonstrate patterns of attendance, levels of attainment, and behaviour that identify them as being 'at risk of becoming NEET'		£65,708,395 (inc ESF from 2015 to 2018)	TBC
Skills (Economy, Skills & Natural Resources Group)	Early Years ESF	The programme will raise the quality of the Early Years, Childcare and Play workforce by increasing the levels of relevant childcare qualifications held by the existing workforce within both the maintained and non-maintained sectors. The main focus will be on up-skilling Childcare and Play sector workers up to the proposed 'ideal benchmark' of Level 3; a smaller proportion of childcare workers will be up-skilled to Levels 5 and/or 6.		£20,000,000 (incl ESF from 2015 to 2018)	May-2018
Skills (Economy, Skills & Natural Resources Group)	Essential Skills in the Workplace II	The Essential Skills in the Workplace II (ESIW II) project will raise the levels of essential skills in the employed workforce in Wales through a programme of enhanced essential skills support. Working with employers, the project will raise awareness of the benefits of a skilled workforce, providing support and guidance to address identified basic skills needs.		£39,375,000 (inc ESF from 2015 - 2018)	Sep-2018

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Education & Public Services Group		The National Training Framework on violence against women, domestic abuse and sexual violence is formed of six groups and a specialist subject syllabus. Although there is some progression within the Framework, generally each part of it relates to a specific group of professions who, following training will form part of a workforce working towards a collective aim; to improve the response to those who have experienced violence against women, domestic abuse and sexual violence.	£275,000 (approx)	825,000	Minimum 5 year programme
Communities and Tackling Poverty (within Education and Public Services Group)	Digital Communities Wales	Digital Communities Wales, the Welsh Government's successor programme to Communities 2.0, focuses on supporting the digital inclusion of individuals by working through partner organisations and co-ordinating activities. The programme provides support to individuals most likely to be digitally excluded (disabled people, those living in social housing, older people and the economically inactive & unemployed) to help them improve their lives, whether it's accessing cheaper online goods and services, helping reduce isolation or finding work. Wales Co-operative Centre is delivering the contract on behalf of the Welsh Government.	£1 million	£2 million	Mar 17. The contract is for two years (from Apr 15) initially, with an option to extend for a further two years.
Communities and Tackling Poverty (within Education and Public Services Group)	Communities First	The Communities First programme provides funding for Lead Delivery Bodies within local authority areas known as Communities First Clusters to narrow the economic, education/skills and health gaps between our most deprived and more affluent areas. It has three strategic objectives helping to achieve these outcomes - Prosperous Communities, Learning Communities and Healthier Communities Each Cluster produces a delivery plan setting out projects and activities designed to support the three strategic objectives. Under the "prosperous communities" and "learning communities" objectives there is a significant amount of activity designed to support people to gain the skills and qualifications they need to enter employment and to get a job. During 2014/15, as a result of Communities First: 2646 people over the age of 25 and 888 people between 16 and 24 entered employment, 3544 people over age 25 completed an employment related course and 567 people aged 16-24 secured a JGW placement.	Funding of £31.7 million for the period 1st April 2015 to 31st March 2016 has been agreed. It is not possible to identify how much of this will be used to fund activities related to employment and employability.		It has been agreed that Communities First will continue for the life of the current Welsh Government. No decisions have been made after this point.
Communities and Tackling Poverty (within Education and Public Services Group)	Lift	The Lift Programme reflects the commitment in the Welsh Government's Tackling Poverty Action Plan to provide 5,000 training and employment opportunities for people aged 16 and over, living in households where no one has worked for at least six months. It is not aimed at those who are temporarily out of work but focusses on those who face the greatest barriers to becoming employable, such as young single parents, adults with few or no formal qualifications, people with poor employment records and disabled people. The Programme is being delivered in nine areas, based on 12 Communities First Clusters, across Wales: Anglesey; Flintshire East and West (2 Clusters); Carmarthenshire; Swansea North West; Afan Valley; Taf West; Cardiff East; Caerphilly Basin and Upper Rhymney Valley (2 Clusters); Tredegar and Ebbw Fawr (2 Clusters). The programme is progressing well and as at 31 May 2015 had provided 1,821 training and employment opportunities to people from workless households, with 314 people supported into employment.	£1.1 million approx		Dec-2017

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Communities and Tackling Poverty (within Education and Public Services Group)	Communities 4 Work	The Communities for Work Programme is a ESF funded programme which will provide intensive employment advice and mentoring support in the 52 Communities First Clusters in Wales. The programme will support the long term unemployed and economically inactive (over 12 months) and NEETS living within the areas. In addition to the mentoring JCP advisors will be based within the community working on an outreach basis. The programme will also offer a range of training for participants and a barriers fund to support participants into employment.	£8.7 million	£41 million	Funding approved until 2018 with the option to extend until 2020
Natural Resources (Economy, Skills and Natural Resources)	Bovine TB Eradication Project	The Welsh Government made a commitment to take a science-led approach to eradicating bovine TB in Wales. As part of this commitment a five-year badger vaccination programme has been established in the Intensive Action Area (IAA) in north Pembrokeshire and part of Ceredigion and Carmarthenshire. To undertake this work The Office of the Chief Veterinary Officer (OCVO) employed a workforce of 24 members of staff to undertake this work. These members of staff required to undertake specialist training and have successfully completed the Cage Trapping and Vaccinators training course and be an accredited and certified lay vaccinator in order to vaccinate a badger. This specialist skill will enable those members of staff at the end of the five year project to utilise their skills in an ever increasingly market for this necessary skill set.	£20,000 approximately	£200,000	5 Year project - Mar 2017
Natural Resources (Economy, Skills and Natural Resources)	Bovine TB Eradication Project	To provide bespoke Cymorth TB training via Improve International to Official Veterinarians (private veterinarians approved to conduct veterinary duties on behalf of government). Cymorth TB (which translates as TB Support) is a WG initiative whereby farmers receive additional support from their veterinarian. By being trained the veterinarian has an additional revenue stream as they are then qualified to undertake this work for government, and farmers receive consistent advice with regards their approach to disease control, not only when veterinarians are delivering government funded work, but when they support their clients privately.	£52,000 (approx)		Investment is only for the first year, any further training (e.g. new entrants, or refresher training) will be funded by the veterinarians themselves.
Natural Resources (Economy, Skills and Natural Resources)	Rural Development Placement Programme	A broad based placement opportunity to be part of a team that supports the design and delivery of a wide range of high profile activities and grant schemes across rural Wales concerning: food production, fisheries, processing and marketing, supply chain development and development of the rural economy and communities. Eligibility – 9-12 month, full time undergraduate student as part of their course or as a sandwich placement. Basic knowledge of one or more of finance, business management, food processing, agri-food marketing, supply chain development or rural development.	DRC funded at Team Band £25,728. No placement in 2015/16 due to recruitment ban	Rolling annual basis	

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Natural Resources (Economy, Skills and Natural Resources)	Remote Sensing & GIS MSc work placement module	Every year, and for the last 11 years, as part of a continued Government-academic relationship with Aberystwyth University, LNFD host a number of student placements as part of the Remote Sensing and GIS MSc course at Aberystwyth University. The students are not paid, with the only cost to the Division being staff time to set up and manage the placements. Each placement is for 5 weeks, with the option to extend for the duration of their dissertation. The projects that the students undertake, are all 'live' in terms of having a policy need and are agreed with the course leaders ahead of the placements, based on realistic achievement of beneficial outcomes for WG environmental policy areas, while providing valuable learning experience for the students. The Remote Sensing and GIS course was identified, in particular, as a benefit to WG due to the innovative methods employed (addressing some of the points made in the Williams report, from paragraph 4.104 onwards, particularly those on increasing efficiency and reducing cost, relating to issues of processes and technology). This collaborative working arrangement is of mutual benefit to WG, the MSc students and the University.	Small amount of staff supervision over 5 weeks/year for 1-3 students.	N/A	
Natural Resources (Economy, Skills and Natural Resources)	Land, Nature and Forestry - Academic Engagement	A programme to enable access and engagement with students and the wider academic community via the hosting of unpaid undergraduate and post graduate secondments within Natural Resources. Also covers the rolling out of a programme to develop projects for primarily PhD students on key policy areas to provide a funded secondment opportunity for 3-6 months.	£30,000		Rolling basis responsive to policy need.
EST (Economy, Skills and Natural Resources)	Next Generation Broadband Wales (publicly referred to as Superfast Cymru)	In July 2012, Welsh Ministers entered into a Grant Agreement with BT to deliver the Superfast Cymru Programme. BT have committed as part of the agreement to directly offer 100 apprenticeships across Wales by September 2015. This target has already been exceeded with 123 offered to date. All apprenticeships recruited currently receive training & development and are expected to achieve a Diploma (level 3) in ICT.	Funding of apprenticeships is the responsibility of BT as the grant awarded for the roll-out of SFC is for the infrastructure costs. 123 apprenticeships to date		December 2016 (currently)
EST (Economy, Skills and Natural Resources)	BAMC Training	Funding to British Airways Maintenance Cardiff (BAMC) for Continuous Improvement (CI) Training	£186,000		2016/17
EST (Economy, Skills and Natural Resources)	Aberpergwm Mine Apprentices	Support to enable apprentices at Walter Energy, Aberpergwm Mine, Glyneath to complete their mining apprenticeships.	£84,000		2015/16
EST (Economy, Skills and Natural Resources)	Nuclear Apprentice Scheme	Support for Group Llandrillo Menai for its Engineering Apprentice Programme supporting the Nuclear industry.	£896,000		2016/17

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EST (Economy, Skills and Natural Resources)	M4 Corridor around Newport	Apprentice opportunities in fields such as civil engineering and quantity surveying in the current design development stage of a new section of motorway south of Newport alongside complementary measures. Potential for a construction phase to commence in 2018.	£120,000+		2021/2022
EST (Economy, Skills and Natural Resources)	A465 Heads of the Valleys Dualling - Section 2 Gilwern to Brynmawr	Construction work begun on the dualling scheme in Dec 2014 with completion due in Sept 2018. The scheme contractor, Costain, have achieved National Skills Academy status for the project and will be appointing a minimum of 60 apprentices across a range of trades and disciplines (10 have been appointed to date). These positions are advertised via Careers Wales in partnership with the Construction Industry Training Board (CITB) and Coleg Gwent. Further targets have been set in terms of Work Experience placements, recruitment of Graduates and training for subcontractors.	Expenditure on scheme construction during 2015-2016 is £54 million. All skills and training costs form part of this figure.		2018/2019
EST (Economy, Skills and Natural Resources)	Workforce Development	<p>A comprehensive skills development programme across museums, libraries and archives sector workforce (staff and volunteers) to deliver skills for transformational change management in the sector. A number of the contractors and consultants working on the A465 Dualling projects, Sections 2 and 3 have taken on apprentices during the design phases of the project, and before construction has begun. The apprentices are targeted from deprived areas along or near the A465 and are given the opportunity to develop a professional career with a real company getting paid a good wage. The apprentices are aged between 16 – 25.</p> <p>Initially the apprenticeship scheme was piloted with 8 Quantity Surveying apprentices (whom have now completed their apprenticeship and are in the University of South Wales studying their degree), but this has now grown to 21 civil engineering technician apprentices and a further 9 Quantity Surveying apprentices.</p> <p>This apprenticeship scheme has the support from the CITB and the CSTT (Chartered Surveyors Training Trust), and is in line with the requirements from the professional bodies, the ICE and the RICS.</p>	£105,000		The current programme has been designed for 2015-16.
EST (Economy, Skills and Natural Resources)	TBX -Production Accountant up-skilling	Grant funding to up-skill and train a Welsh Production Accountant during Fox's pilot of The Bastard Executioner, in order to strengthen the skills base in Wales. Production accountancy is an area where there is a significant skills gap at this senior level in Wales, and the grant funding facilitated the appointment of a Welsh production accountant to shadow a senior Fox accountant for 16 weeks while shooting the pilot in Wales.	£50,000		Jun-2015

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EST (Economy, Skills and Natural Resources)	It's My Shout Sponsorship	Sponsorship of It's My Shout Training Scheme-which provides hands on training for young people, alongside industry professionals producing short films for television and screen.	£28,000		September 2015 (Summer holiday youth training scheme).
EST with Skills (Economy, Skills and Natural Resources)	Ebbw Vale Shared Apprentices Scheme	The scheme will provide support for the organisation of a shared apprentices scheme, based in the Ebbw Vale Enterprise Zone, and including an element of wage subsidy.	£144,514 from EST funds re overheads and wage subsidy. DfES to fund actual training, value uncertain		Starts from 15/16 academic year for 4 years initially.
EST with Skills (Economy, Skills and Natural Resources)	Haven Waterway and Deeside EZ Shared Apprentices Schemes	As above but these schemes were launched in 2014/15 and have no element of wage subsidy. DEST contributed with set up costs in 2014/15, DfES are funding the training.	Nothing from DEST, training costs from DfES, value uncertain		Ongoing
EST with Skills (Economy, Skills and Natural Resources)	Murco Transform Skills	The scheme has provided subsidised training to companies that were impacted by the closure of the Murco refinery in the haven Enterprise Zone.	£101,000 allocated from DEST funds in 15/16. Amount committed to date uncertain.		Ceased 1/7/15 but considering an extension
EST with Skills (Economy, Skills and Natural Resources)	Airbus 350 XWB Training Aid	Employees; apprentices	1,600,000		2018/19
EST (Economy, Skills and Natural Resources)	Wales Contact Centre Forum	Companies and individuals engaged in contact centre industry in Wales	125,000		31/03/2017
EST (Economy, Skills and Natural Resources)	Chartered Institute for Securities and Investment pilot Corporate Education programme	Schools and colleges - to create a pathway for students into careers in financial services.	30,000		

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EST (Economy, Skills and Natural Resources)	Professional Construction Apprenticeship Academy	<p>Apprentice scheme for Civil Engineers and Quantity Surveyors.</p> <p>Originally set up in 2012 to support the delivery of the A465 Dualling schemes.</p> <p>15 major construction companies individually employ apprentices who are trained via courses set up specifically for the academy.</p> <p>Scheme is supported by CITB & Institution of Civil Engineers.</p> <p>50+ apprentices have been appointed with a further 30 planned for this year.</p> <p>2 apprentices from the academy have won CITB Welsh Apprentice of the Year.</p>	50,000		2021/22
EST (Economy, Skills and Natural Resources)	A465 Heads of the Valleys Dualling - Section 3 Brynmawr to Tredegar	<p>Scheme contractor, Carillion achieved National Skills Academy status in 2013.</p> <p>29 apprentices have been appointed on the scheme as well as a range of graduate, work experience placements.</p> <p>Through Targeted Recruitment and Training over 4000 person weeks of employment has been delivered.</p>	Expenditure on scheme construction during 2015-2016 is £28 million. All skills and training costs form part of this figure		2015/16

Welsh Government Department	Programme / Project Name	Brief Programme / Project Description - who is eligible?	Investment (£) 2015-16	Investment over 3 years (if it cannot be accurately provided on an annual basis)	When does the programme / project cease (If applicable)
Projects under development but unable to provide financial data at present time.					
Department for Health and Social Services	Healthy Working Wales (Out of Work Service)	To provide peer mentoring and specialist employment services to achieve employment outcomes for people aged 25+ with substance misuse and/or mental health issues	This detail is unavailable at present as it is under development.		TBC
Department for Health and Social Services	Healthy Working Wales (In Work Service)	To provide wrap-around support to the Health & Work Service (HWS), which is being funded by the DWP from December 2014 (the provider is to be appointed in July). The ESF project will primarily receive referrals from HWS and deliver rapid access to work-focussed interventions for employees in the early stages of long-term sickness absence, and also support employers and GPs to address health and work-related issues	This detail is unavailable at present as it is under development.		TBC
Department for Health	Together for a Healthy Working Wales (16-24)	To provide wrap-around support to the Health & Work Service (HWS), which is being funded by the DWP from December 2014 (the provider is to be appointed in July). The ESF project will primarily receive referrals from HWS and deliver rapid access to work-focussed interventions for employees in the early stages of long-term sickness absence, and also support employers and GPs to address health and work-related issues	This detail is unavailable at present as it is under development.		TBC
Department for Health and Social Services		To provide peer mentoring and specialist employment services to achieve employment outcomes for young people aged 16-24 with substance misuse and/or mental health issues who are in the NEET category	This detail is unavailable at present as it is under development.		TBC
Value Wales (within Economy, Skills & Natural Resources Group)		Invest in young people in West Wales & Valleys and develop a local procurement talent pool. They will help their employers undertake procurement more efficiently and reduce costs. Up-skill SMEs who can bid for public sector contracts; up-skill public sector buyers to increase opportunities for SMEs to bid for contracts. This will contribute to increased employment and tackling poverty	This detail is unavailable at present as it is under development.		TBC
Department for Local Government and Communities (within Education & Public Services Group)	Communities 4 Work	Communities4Work is a major development of the Welsh Government's Communities First Programme to tackle poverty, co-sponsored by Department for Work and Pensions. The proposal provides an opportunity to deliver creative and innovative models of intensive mentoring and employment support, for 16-24 year olds who are Not in Employment Education or Training engaging and supporting them into work and/or training.	This detail is unavailable at present as it is under development.		TBC

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Department for Local Government and Communities (within Education & Public Services Group)	Parent, Childcare and Employment (PaCE)	The Operation will help economically inactive parents aged 16 to 24 into sustainable work, where childcare is their main barrier. The operation aims to provide solutions to overcome their childcare barriers to enable the parent to prepare for and access employment opportunities. Parents will receive individualised help via a Parent Employment Adviser in their local community.	This detail is unavailable at present as it is under development.		TBC