

# Status of the Welsh Baccalaureate: Employers views

October 2018

---

The Children, Young People and Education Committee is looking at the status of the Welsh Baccalaureate. As part of its inquiry, the Committee conducted a Dialogue discussion to help it to understand how employers in Wales viewed the qualification.

## Survey promotion and analysis

Employers from different sectors were encouraged to provide comments to the online discussion through engagement at careers fairs, targeted presentations and networking events.

## Individual responses

13 responses were collected. Individual responses have been included below and organised by sector.

### Arts

---

I still don't fully understand the Welsh Bacc, especially in comparison to other traditional qualifications.

### Heritage

---

Knowing an employee has the Welsh Bacc gives an understanding that the individual has practical experience.



## Education

---

A lot of students we take on as TAs have Welsh Bacc but it's never usually looked at or asked for.

## Healthcare

---

What is the Welsh Bacc?

I have never heard of the Welsh Bacc.

The qualification does not change the employability in health and social care due to training requirements.

## Security and Crowd Management

---

Not familiar with the qualification.

## Financial services

---

The Welsh Bacc definitely helps a person develop their social skills to make them more confident and comfortable in leaving education and gaining employment.

I do not look for it and I feel hiring managers may not recognise it or understand what it is equivalent to.

## Media production

---

Would I find the Welsh Bacc a useful qualification for those I employ? Absolutely not. Qualifications are only important if necessary to the role I employ. Would I want someone who learnt how to do the job for 5 years or someone who has actually done the job for 5 years?

## HR Sales

---

I've heard of it but I'm unsure of it.

## Utilities

---

Anyone over the age of 17 can work at my business, with no need for specific qualifications as we recruit with training provided. Personally, I don't recognise the Welsh Bacc and how it would apply to my business.

## Distribution

---

I'm aware of the Welsh Bacc but that's all, I'm unaware of the different levels it carries or the "status" weighting. I'm 37 years old and like to think I'm fully aware of the awards and gradings that I took and had options of taking growing up, but I'll admit, I'm not fully up to date of newer awards. However, that doesn't mean to say that I would disregard any award.

For example, I recently had a job advert for a delivery driver, I had 800+ applicants. As a test, I searched the applications for the term "Welsh Baccalaureate" in my email, a handful appeared. Looking at one, it says:

Education and Qualifications:

Level 3 Public Services Diploma - Pass/Pass

Level 3 Welsh Baccalaureate - Pass

GCSE Maths - C

GCSE English - C

BTEC Level 2 in Science - Pass

GCSE Photography - C

Level 2 Welsh Baccalaureate – Pass

To me, in this instance, it just blends in, especially when sat next to core GCSE subjects and their relevant grades.

## Additional comments

Additional comments were also collected during discussions with employers during presentations and networking events. These comments have been summarised below:

- Those with children studying the Welsh Bacc had a better understanding of the qualification, although generally agreed that they did not apply this understanding to an awareness of the value of the qualification to their industry.
- The majority felt that there was a lack of awareness or a limited understanding amongst employers and that better communications was needed.

- Most employers said they considered extra curricular activities as well as grades such as Duke of Edinburgh and voluntary work but without an understanding of what the Welsh Bacc is, it is up to the applicant to present this in the right way. E.g. what skills and experiences have they developed as a result of their Welsh Bacc course?
- Once the Welsh Bacc was explained to employers, the majority felt that it was a positive way to introduce softer skills but without better communication to employers, they felt the value of those skills could be lost.