



## Investing in your People Webinar – Additional Resources

Here is some more information about the resources that were mentioned in the webinar. Please feel free to get in touch directly or reach out to us for more guidance. Chambers Wales is ready to help you.

### Cardiff Metropolitan University



**Management Knowledge Transfer Partnerships (mKTPs)** can help deliver your strategic business goals, in partnership with Cardiff Metropolitan University.

mKTP basics:

- 12-36 months in length
- Welsh SMEs pay 25%\* of typical cost of £90k a year (50% for larger companies)
- Business / management future leader embedded full time in the company
- Support from academic team including ½ day a week hands-on at company premises
- Transformative / Strategic / Change Management processes embedded within the company by the professional supported by the academic team

\*25% for applications received by 30<sup>th</sup> June 2021; 33% after that time

#### SMART Partnerships

Offers financial support to innovative collaboration projects that require a range of expertise to help businesses grow, improve productivity and increase competitiveness. The aim of SMART Partnerships is to support collaborative projects, with a clear focus to increase the capacity and capabilities of Welsh businesses to develop R&D activities by linking them with Research Organisations and an associate, to work on a specific project to develop new products, processes and services in alignment with Smart Specialisation.

Funding will support 50% of the total eligible project costs. The business partner shall provide the remaining balance of the total eligible projects costs. The funding will be awarded to the research organisation. Duration of projects: 6-12 months

The areas we have expertise in are:

- Tourism including accessibility solutions
- Executive Education – [Twenty20 programme](#) and the Executive MBA
- Marketing
- Economic Development and Regeneration
- Renewal Energy – policy and economics
- Well-being in the workplace
- Improving productivity

For more information on any of the above, please contact:

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**02920205541/07788334938 Email [srees@cardiffmet.ac.uk](mailto:srees@cardiffmet.ac.uk)**

## University of South Wales

University of  
South Wales  
Prifysgol  
De Cymru

When it comes to education and training, USW provides a variety of development programmes, from short courses to formal qualifications. We believe that upskilling and reskilling our people is essential for organisations to thrive in the changing world of tomorrow.

- USW's virtual and highly interactive programmes are designed with industry, for industry, in areas of: Change Management, Project, Programme and Portfolio Management, Leadership and Management, Coaching and Mentoring, Procurement and Supply Chain Management.
- For organisations seeking a more bespoke development plan, USW can work with you to co-create and deliver a programme to align with the culture, context and ambition of your organisation, or alternatively, employees can join one of our open access programmes.
- Funding is currently available through USW Exchange's Partnership and Engagement Programme for our L&D experts to support your organisation with a Training Needs Analysis, producing a bespoke needs-based development plan.
- USW is providing funded training taster sessions this spring across a range of programme to members of the USW Exchange business network. Simply register for free here to find out about our next taster session.
- USW also offers degree apprenticeships in Advanced Manufacturing, Engineering and Digital in Wales and a variety of standards in England. In Wales working with partners ALS, we offer Level 3, 4 and 5 apprenticeships in Supply Chain Management, Leadership and Management and Project Management., and Level 7 in Strategic Management and Leadership

To enquire about any of the above, contact **USW Exchange**, our front-door for business at the University of South Wales on [uswexchange@southwales.ac.uk](mailto:uswexchange@southwales.ac.uk)



# **SUPPORT AVAILABLE FROM WELSH GOVERNMENT**

## **How much money has Welsh Government invested in its people?**

- In July 2020 Welsh Government pledged to support everyone to find work, education or training or help to start their own business as it launched a £40m skills and job fund<sup>1</sup>
  - Of £40m, £20m to incentivise employers to recruit and retain 5,000 apprentices, increase the capacity of traineeship programmes, and support more graduates to access work experience work tasters and paid work placements.
  - Almost £9m to help workers access retraining and find new employment, including in areas of skills demand, through ReACT and Union Learning Fund.
- In July 2020, Welsh Government announced funding of over £50 million to support Welsh universities, colleges, and students <sup>2</sup>

## **How are Welsh Government supporting Business to invest in its people?**

### **Personal Learning Account <sup>3</sup>**

The Personal Learning Account programme was launched in September 2019 by Welsh Government, designed to help businesses across the priority sectors to recruit new talent and overcome current and future work shortages.

The national rollout of the personal learning account programme will see an additional 2,000 people learn new skills and gain new qualifications. <sup>4</sup>

### **Flexible Skills Programme <sup>5</sup>**

Welsh Government scheme designed to help businesses with financial support towards upskilling staff. They have specific programmes to help:

- Develop digital skills,
- Address export related skills challenges
- Support skills gaps in engineering and manufacturing sector
- Upskilling in the compound semiconductor sector and its supply chain
- Support skills gap and upskilling in the creative sector
- Support skills gap and upskilling in the Tourism and Hospitality Sector
- Recruiting an IT or Engineering graduate

### **ReACT funding.**

ReACT funding supports those who have been made redundant, or have become unemployed, on or since January 2020. ReACT funding can help you retrain or update your skills.

There are 3 elements to ReACT:

- Recruitment & Training Support
  - Vocational training Grant – Discretionary Award
  - Extra Support Grant – Discretionary Award
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Support is available for eligible applicants to increase their skills and remove barriers to learning or returning to work. Careers Wales will assess all applicants' skills. The following financial support is available:

- 100% of training costs to acquire new skills (up to £1,500)
- Help towards travelling cost to training course.
- Overnight accommodation costs
- Contribution towards childcare costs whilst training
- Help with cost of special equipment

## **Apprenticeship Recruitment support: Business Wales <sup>6</sup>**

1. Welsh Government launched a £40 million skills and jobs package to help employers take on and train new workers, including apprentices and young people. This incentive runs from 1<sup>st</sup> August 2020 to 28<sup>th</sup> February 2021.

Incentive payment for employing 16-24 year olds

2. £3,000 for each new apprentice recruited aged under 25 where the contract of employment is for at least 30 hours per week.
3. £1,500 for each new apprentice recruited aged under 25 where the contract of employment is under 30 hours per week.

Incentive payment for employing apprentices aged 25 and over

4. £2,600 for the re-employment of redundant apprentices to allow them to complete their training, where the contract is at least 30 hours per week
5. £1,300 for the re-employment of redundant apprentices to allow them to complete their training, where the contract of employment is less than 30 hours per week

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<sup>1</sup> <https://gov.wales/funding-support-employment-and-training-wales>

<sup>2</sup> <https://gov.wales/over-50-million-support-welsh-universities-colleges-and-students>

<sup>3</sup> <https://businesswales.gov.wales/skillsgateway/recruitment-support/personal-learning-account>

<sup>4</sup> <https://gov.wales/funding-support-employment-and-training-wales>

<sup>5</sup> <https://businesswales.gov.wales/skillsgateway/flexible-skills-programme>

<sup>6</sup> <https://businesswales.gov.wales/skillsgateway/skills-and-training-programmes/apprenticeships/funding-available>