



EMPOWERING NORTH WALES: PATHWAYS TO YOUR FUTURE



Partneriaeth Sgiliau Rhanbarthol
Gogledd Cymru
North Wales
Regional Skills Partnership

WELCOME

Knowing where to look for guidance on your next steps can be challenging. To support you to be fully informed when making decisions about your future, we've developed this plan to simplify your options and highlight key growth areas in North Wales.

We want to empower you, the next generation, to follow your passions and gain valuable experience here in North Wales. We're keen to showcase the opportunities that exist and inspire you to challenge the 'norms' when thinking about the options for your future. This plan provides an outline of employer skills needs, which sectors and jobs are growing or in demand, and further information on the possible pathways you can follow.

If you want to expand your knowledge further about the opportunities available to you in North Wales, we have developed further resources which you may find useful! Here you can find links to:

- An animated video summary of the plan
- Case studies from young people in the region showcasing their career pathway
- Videos from young people in the region showing what it's like to work in their sector

CONTENTS

Introduction	4
Regional Drivers	6
Knowing Your Next Steps	8
Skills employers are looking for	18
Our Sectors	23
Net Zero	33
Digital Skills	35



AN INTRODUCTION TO THE SKILLS LANDSCAPE IN NORTH WALES



Overview

North Wales has a vibrant hub of activity, making it a great place to work and study, with a range of opportunities suitable for individuals of all ages and skill level. Our Skills and Employment Plan for 2023 – 2025 brings together an overview of the employment, recruitment and skills needs of local businesses and employers. We hope to provide a simplified and co-ordinated view of the skills landscape in North Wales to help you access support and assist you in making positive employment and skills choices.

Our Vision

Our vision is for North Wales to be a region where young people, and specifically their skills and abilities, are a key driver of economic development and well-being. Employers in the region are thriving, developing, and growing because of the skills of the local population. Our vision will help you as individuals to understand the training and employment opportunities available in the region today and in the future. This is a great opportunity for you to achieve your ambitions and maximise your potential within North Wales!

HIGH PERFORMING EMPLOYERS



HIGH PERFORMING EMPLOYEES



ECONOMIC AND SOCIAL WELL-BEING

FACTORS THAT INFLUENCE THE NORTH WALES LABOUR MARKET

Technological Drivers

As we're already seeing, technology will cause shifts to the way we work. When joining the workplace, you can expect to see changes in the supply chain, the types of occupations employers are recruiting for, and the types of tasks performed in the workplace due to advancements in digital technologies post-COVID.

Fair Work for All

Work is on-going to improve pay, quality, and availability of employment in Wales.

Climate Change

Wales are working towards being a Net Zero country by 2050. As a young person, you will be a key driver to us achieving this! It's likely that you'll be one of the first to experience the new or updated skills, qualifications or training frameworks developed to create a net zero workforce. Some existing occupations will require 'greening' to respond to the changes necessary to achieve Net Zero.

COVID-19

I'm sure no one needs to remind you of the impact that the pandemic has had on you as a generation, but we hope that there are some changes to the North Wales labour market that will positively affect your experience in the workplace. Since the pandemic, employee priorities have shifted. Employees now prioritise fair pay, sustainable, long-term work, and flexible working to ensure they can maintain a work-life balance. Employers have responded well to these changes.

REGIONAL DRIVERS



KNOWING YOUR NEXT STEPS



- Knowing which path you want to follow when you leave school can be daunting. It's often unclear what your options are. We want to empower you to positively respond to the options that are available to you at any stage of your career as a young person.
- It's important to remember that your learning experience doesn't have to stop at school or college, you continue to learn throughout your career and in the workplace. Upskilling and reskilling are common in the workplace, and this can help you progress.
- North Wales has an amazing range of training opportunities, with leading training facilities across the region.



- It's important to us and to local employers that young people are informed of the options when it comes to starting your career. We want to make sure that you're connected to the opportunities that living in North Wales presents some of the options available to you to inspire and inform you about local jobs and careers.

EMPLOYMENT PATHWAYS FOR INDIVIDUALS

Workforce Characteristics

With a work environment that has evolved significantly over recent years, the things you prioritise in the workplace will have likely changed too. Some common factors young people prioritise when looking for work include:

- Good work / life balance
- Good pay and progression
- Focus on well-being
- Flexibility
- Greater social and environmental responsibilities – diversity, inclusion and climate change are important

Many North Wales employers have responded very well to these changes and have adapted or have plans to adapt their organisation to meet employee needs.

DO YOU KNOW THE OPTIONS AVAILABLE TO YOU?

Your options when you finish school or college are so much more than you imagined. With more than one route from education to employment, knowing about the different pathways will help you on your journey to a career that you'll enjoy! Whether you're looking to continue your studies, or whether you want to go straight into the workplace, there are plenty of options to suit you. No matter which path you follow, they can all drive you forward to having a successful career.



NEXT STEPS

	Age 16-18	Age 18+
Apprenticeships (Level 2 - 5)	✓	✓
Degree Apprenticeship (Level 6)	✗	✓
Employment	✓	✓
Further Education (A-levels, BTEC or other Level 3 qualifications)	✓	✓
Higher Education (University)	✗	✓
Gap Year	✓	✓
Jobs Growth Wales+ (16 - 19 years)	✓	✓
Self-employment / Entrepreneur	✓	✓
Volunteering	✓	✓

YOUR OPTIONS



Jobs Growth Wales+

Leaving school without a clear idea of what you want to do can be overwhelming. If this is how you feel, there is help available for you!

If you're aged 16 - 19 and searching for the right next step in education or into work, Jobs Growth Wales+ can support you to get there. It's a great way to boost your confidence, grow your skills and gain experience by getting a taste of work in an area that you might be interested in. Jobs Growth Wales+ offers access to free training, work placements and paid jobs with employers in your area. The programme is flexible and designed around you, meaning it's a great option regardless of the level of support you need. Find out more about Jobs Growth Wales+ and to see if you're eligible [here](#).



Further Education (A-levels, BTEC or other Level 3 qualifications)

Whether you want to continue your studies at sixth form or at college, both typically offer access to A-levels or BTEC qualifications (although this may vary depending on the institution). Studying A-Levels, BTEC or any other equivalent qualification is a great way to increase your knowledge and develop your skills, allowing you to improve your independence and motivation. If you want to pursue further education, find out how [here](#).



Apprenticeships

Apprenticeships are a great way to accelerate your career by providing you with workplace experience and job-specific skills. As an apprentice you can earn a wage while you work and learn. Apprenticeships are available in a wide range of job roles and sectors. There is an apprenticeship to suit everyone, regardless of your skill level or where you are in your education or career pathway.

Apprenticeships are available from level 2 to 5 for some courses. You can learn more about apprenticeships [here](#). To search for an apprenticeship, see [here](#).



Higher Education – University

Entering higher education will give you the opportunity to study your chosen subject and increase your knowledge. Going to university is not only a great way to enhance your skills, but it also gives you the opportunity to build essential life skills as you gain independence. Studying at university allows you to improve your communication, gain confidence and learn to manage your time, all of which are core skills when you enter the workplace. If you'd like to know more about going to university, contact [Careers Wales](#) or visit the [UCAS website](#).



Degree Apprenticeships

Degree apprenticeships are level 6 apprenticeships and are the highest-level apprenticeship you can complete in Wales. In North Wales, you can complete a degree apprenticeship in Digital/ICT, Engineering, Advanced Manufacturing and Low Carbon Energy, Efficiency and Sustainability. These programmes provide an alternative, work-based learning route to a degree. On completion of the programme, you will receive a full university degree from one of our regional universities. Application of skills and knowledge learnt into the workplace are a key element of a degree apprenticeship.

You can learn more about apprenticeships [here](#), or find more on the [Careers Wales website](#).



Employment

Academia isn't for everyone – you might prefer to look for work after you complete your current qualification. North Wales has a wide range of exciting employers that you could work with, who offer great opportunities to grow and progress. Careers Wales can help you write your CV, application forms and personal statements. They can also help you prepare for interviews or find employers that are recruiting. To find out more about the support available to you, contact [Careers Wales](#).



Self-Employment / Entrepreneur

Do you have a business idea that could you think could be successful? The right attitude is the first step to becoming an entrepreneur! If you are driven, resilient and have a willingness to work hard, you could have what it takes to be your own boss. With the right help and some self-belief, who knows where your ideas could take you. To find out how to get started in self-employment, contact [Business Wales](#) who can offer you free business training and start-up advice. Working Wales can also support you to develop your business ideas – find out how [here](#).



Volunteering

Volunteering is a rewarding way to support your community. Regardless of how much time you can commit, there will be opportunities to suit you. Volunteering is something you can do in your spare time, whether you're continuing to study, already in employment or while you consider your options. By volunteering, you could increase your job prospects and learn new skills, helping you to improve your self-confidence. Volunteer work also looks great on your CV as it shows that you are motivated to develop yourself while also supporting your community. Follow the [link](#) to find out how you can become a volunteer!



Gap Year

Not sure what your next steps are? You could take a gap year! A gap year is usually time taken out by individuals finishing their education in college or sixth form. Everyone's gap years are individual to you and what you want to achieve. It's an exciting time that you could spend gaining work experience, volunteering or even travelling. [Careers Wales](#) have information available about the different ways you can have a valuable gap year.



Work Experience

Work experience is a vital part of your ability to be work ready. Work experience is an opportunity for you to learn new skills and explore information about an industry by spending time in the workplace. The New Curriculum for Wales has been designed to embed Careers and Work-Related Experience (CWRE) into your everyday learning in school to give you new insights into career pathways and opportunities across all sectors. Work experience is the best way for you to discover what you love and start to build your skill set ahead of entering the workplace.

You can gain work experience in many ways. Some examples of work experience include:

- A part time job on weekends or during school holidays
- Work placements offered by your school or college
- Attend school or college careers events to meet employers
- Volunteering in your community
- Taking part in extra-curricular activities

Regardless of how you choose to gain work experience, you will have the opportunity to enhance your skills and start paving the way for a successful career!

Useful Tip!



Remember that your career choice is a personal decision! Your choices and decisions should be based on your aspirations, abilities, and future employment opportunities. You can change your mind about your career at any stage in your life, so don't worry, the decisions you make now don't have to be forever! To find out more about your options, visit [Careers Wales](#) for free, impartial advice.



BEFORE JOINING THE WORKFORCE, HERE ARE SOME OF THE SKILLS EMPLOYERS ARE LOOKING FOR

Transferable and Work-Ready Skills

Work-ready skills are the skills you need regardless of your job. You may have already participated in activities at school or college that are designed to develop work-ready skills, such as mock interview days, or work experience. Work-ready skills can also be acquired in a variety of other ways such as activities at home, with family and friends, volunteering, or through extra-curricular activities.

We have put together a brief guide on how to demonstrate that you're already equipped with some transferable and work-ready skills employers are looking for so that you can be best prepared for future job applications and interviews:



HOW TO SHOW YOUR SKILLS

Adaptable / agile

Show examples of how you've adapted to change. You could refer to how a period of your education was changed to remote working and how you had to adapt and learn new skills to thrive in this new way of working. Make it clear that you're willing and able to learn new skills.



20

Welsh Language

Being able to communicate effectively and confidently in everyday Welsh is highly valued in various sectors. You don't necessarily need to achieve academic Welsh language skills to leverage the benefits of the language in your career. Employers are more interested in your ability to engage with Welsh-speaking customers, clients, or colleagues on a practical level. To learn Welsh or to improve your confidence, visit learnwelsh.cymru



Creativity

Creativity can be expressed in different forms. Whether you studied a creative subject such as art, creative writing, or graphic design, or maybe you have a hobby in photography, all are as relevant as the other. Creativity can also be demonstrated through coding and software development, or even problem solving and entrepreneurship as they all require innovative thinking.

Communication

Use your experience of school/college projects to highlight your communication skills. Whether you have experience with public speaking/presentation, written communication or even as an active listener, there will be plenty of times you've used these skills.



Organised

Knowing how to prioritise work, manage time and have self-discipline showcase your organisational skills. Think of times where your organisational skills enhanced your productivity and helped you achieve your goals. This could be prioritising tasks based on urgency or managing your time to allow for social activities beyond your education.

Digital / ICT

Having basic digital skills is a requirement in today's workplace. Explain your experience with software such as Microsoft Office, Teams/Zoom or Canva to show your digital and ICT skills. If you have other digital skills such as video and photo editing, coding, or AI, it's worth also noting these skills.

Hard work

Hard work is about consistently giving your best efforts and being dedicated to achieving your goals. Think of a time where you have shown this drive and commitment. Maybe you have taken the time to gain voluntary or paid work experience in preparation for your future.

Leadership and Management

If you've taken on leadership roles in schools clubs, organisations, or community groups, these are great examples to use when applying for jobs. It shows experience with problem solving, conflict resolution and creating a supportive network among peers.



21

Organisation

Knowing how to prioritise work, manage time and have self-discipline showcase your organisational skills. Think of times where your organisational skills enhanced your productivity and helped you achieve your goals.

Problem Solving / Critical Thinker

Explain how you would identify a problem and how you would solve it. Come up with a different way of tackling it and who else you need to involve. If you think of something you've had to resolve that was difficult then it shows that you're not afraid of a challenge.



Resilient

Work can be challenging, and your manager or supervisor will want to know how you've coped with setbacks. Think of a time you have bounced back from a difficult time/situation. Is there something that you didn't succeed at on your first attempt, but you worked hard to overcome these challenges to succeed?

Teamwork

If you've ever been part of a team sport, this is a great example to demonstrate teamwork. A team sport requires working together to achieve the same goals. Often you will share the same values and passion as your teammates, all of which are important qualities in the workplace.

LOOKING AT OUR SECTORS

Whether you know which sector you want to work in, or whether you're still weighing up your options, it may be helpful to be aware of the sectors forecast to be the main focus for future job creation in North Wales.

We want to breakdown the sectors, showcasing the types of jobs on offer, their average salaries, and some examples of local employers in these sectors.



Energy and Environment

Growth (2021 - 2027):
3.9%

Workforce profile:



16 - 24 years: 4.3%



25 - 49 years: 65.7%



50+ years: 30%



Regional Employers
in this Sector:

- BP
- First Hydro
- Kingspan
- Magnox
- Minesto
- RWE

Explore career ideas here.

Occupations in demand:

Advanced Engineering roles
£38,600

Data Scientists
£37,200

Health Physics (Nuclear)
£47,500

Renewable Energy roles
£31,500

Sustainable and Carbon
Footprint Evaluators
£27,700



Construction

Growth (2021 - 2027):
1.1%

Workforce profile:



16 - 24 years: 12.5%



25 - 49 years: 50.5%



50+ years: 37%

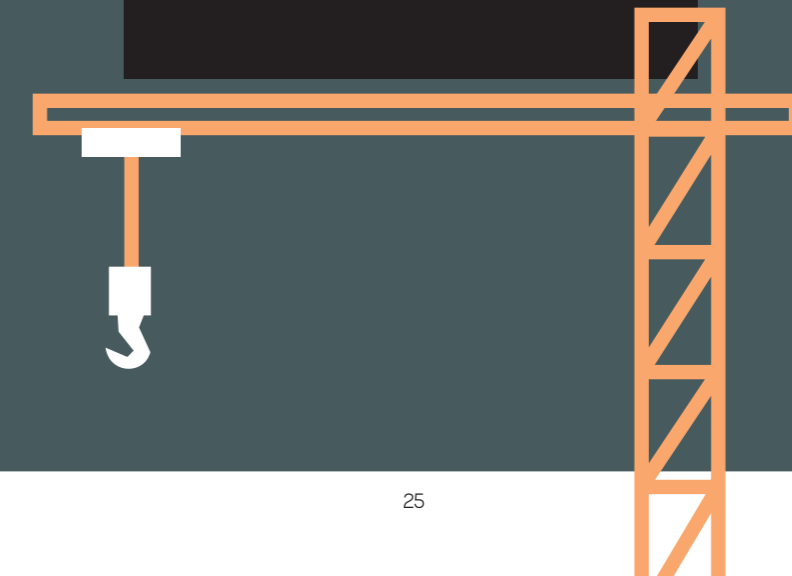


Regional Employers
in this Sector:

- Anwyl Group
- Brenig Construction
- John Kelly Construction Services LTD
- Read Construction
- T J Construction LTD
- Wynne Construction



Explore career ideas here.



Occupations in demand
and their average salary:

Architects
£37,000

Civil Engineers
£32,500

Plasterers
£29,000

Plumbers
£27,700

Retrofit Roles
£35,000

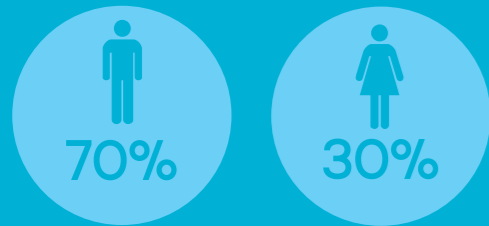


Advanced Manufacturing

Growth (2021 - 2027):
-6.2%



Workforce profile:



16 - 24 years: 8.4%



25 - 49 years: 57.7%



50+ years: 33.9%

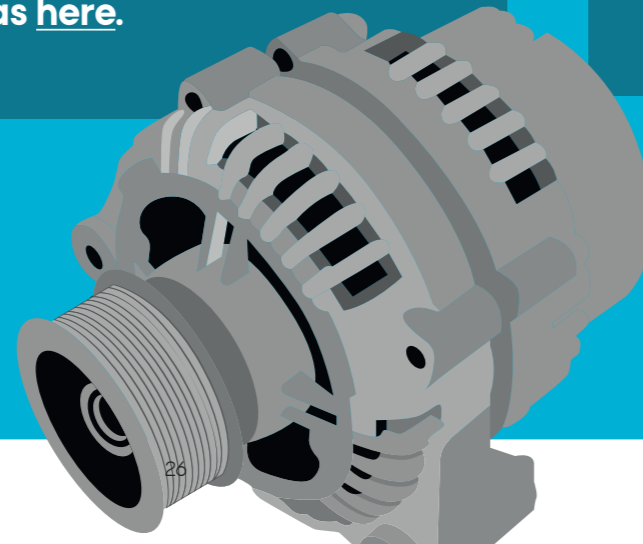


Regional Employers
in this Sector:

- Airbus
- Anglesey Mona Lifting
- Excelitas
- JCB
- Siemens
- Toyota Motor Manufacturing UK



Explore career
ideas [here](#).



Occupations in
demand:

Advanced Engineering
£38,600

Maintenance Engineers
£42,300

Professional
Occupations
£36,500

Renewable Energy
Occupations
£31,500

Skilled Trades
Occupations
£33,300

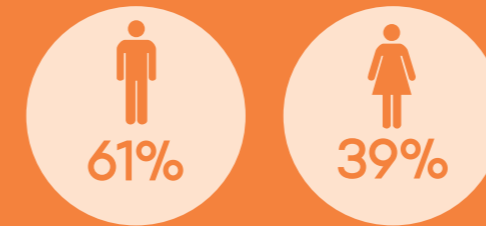


Creative and Digital

Growth (2021 - 2027):
7.5%



Workforce profile:



16 - 24 years: 8.2%



25 - 49 years: 56.4%



50+ years: 35.4%



Regional Employers
in this Sector:

- Animated Technologies
- Aria Films
- Cwmni Da
- Quantum Soup
- Security Foundry
- Venue Cymru



Explore career
ideas [here](#).



Occupations in
demand:

Associate Professional and
Technical Occupations
£29,100

Cyber Security
Engineers
£41,700

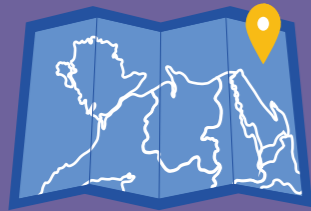
Game Developers
£37,200

Script Writers
£27,300

Sound Engineers
£25,100

Tourism and Hospitality

Growth (2021 - 2027):
2.5%



Regional Employers in this Sector:

- Sw Môr Môn
- One Planet Adventure
- Portmeirion
- Rib Ride
- The Royal Oak
- Zip World



Occupations in demand:

All hospitality roles
£17,200

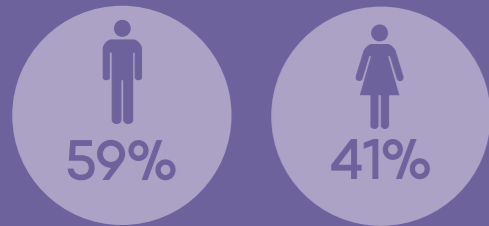
Event Management
£27,000

Managers
£21,700

Social Media & Digital Marketing
£23,500

Supervisors
£18,900

Workforce profile:



16 - 24 years: 25%



25 - 49 years: 46%



50+ years: 29%



Explore career ideas [here](#).

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Health and Social Care

Growth (2021 - 2027):
8.3%

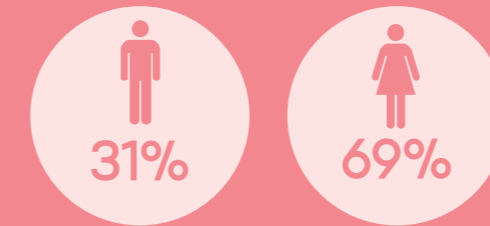


Regional Employers in this Sector:

- Betsi Cadwaladr University Health Board
- Local Authorities
- Parc Pentwyn Residential Home



Workforce profile:



16 - 24 years: 8%



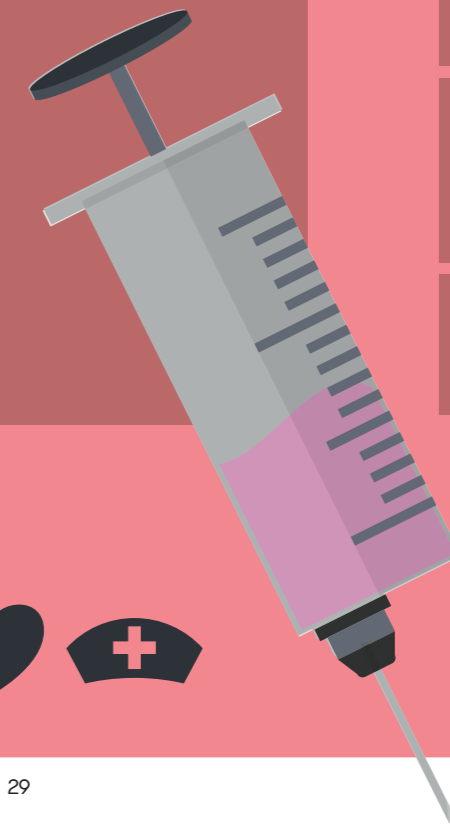
25 - 49 years: 57.1%



50+ years: 34.9%



Explore career ideas [here](#).



Occupations in demand:

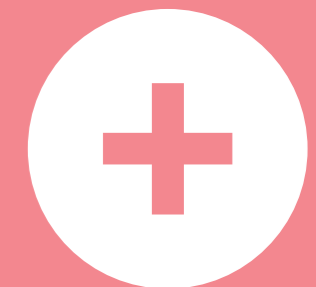
Dentists and Dental Nurses
£30,600

Domiciliary Care Staff
£30,300

Health and Social Care Assistants
£25,600

Occupational Therapists
£35,200

Optometrists
£26,900



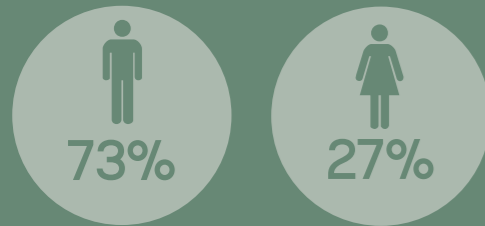
Food and Farming



Growth (2021 - 2027):

0.4%

Workforce profile:



16 - 24 years: 4.4%



25 - 49 years: 38.2%



50+ years: 57.4%



Regional Employers in this Sector:

- Aber Falls Distillery
- Halen Môn
- Harlech Frozen Foods
- Henllan Bakery
- Llaeth y Llan
- Rowan Foods



Explore career ideas [here](#).



Occupations in demand:

Butchers
£23,800

Crop Harvesting
£19,000

Farm Workers
£20,600

Food Production and Processing (specifically meat)
£19,600

HGV Drivers
£31,800

Financial and Professional



Growth (2021 - 2027):

7.5%

Workforce profile:



16 - 24 years: 6.5%



25 - 49 years: 57%



50+ years: 36.5%



Regional Employers in this Sector:

- Chedwood Financial
- Dafydd Hardy Estate Agents
- JVP Group
- Moneypenny
- Supertemps LTD



Explore career ideas [here](#).



Occupations in demand:

Accountants
£36,100

Administrators
£20,900

HR Officers and Managers
£35,900

IT Technicians
£27,300

Payroll
£20,000

Public Sector

Regional Employers in this Sector:



- Any of the 6 Local Authorities
- Betsi Cadwaladr University Health Board
- Emergency Services: Police, Ambulance and Fire Brigade
- Natural Resources Wales
- Training providers: Bangor University, Wrexham Glyndwr University, Coleg Cambria, Grwp Llandrillo Menai
- Welsh Government



Explore career ideas [here](#).

Occupations in demand:

Civil Engineers
£32,500

Environmental Officers
£23,100

Health & Social Care related occupations
£25,600

Retrofit Tradespeople
£35,000

Surveyors
£40,100



ENABLING THE NORTH WALES ECONOMY TO REACH NET ZERO



With targets set to be a Net Zero nation by 2050, North Wales is currently seeing accelerated demand around sustainable business practice when considering construction. Any construction projects must drive sustainable innovation, such as energy efficiency, manufacturing, and fitting of new technologies to respond to our Wales-wide goals.

It's likely that many new job roles will be considered as 'green jobs' or will be aligned to the net zero agenda over the next 3 years as we work to retrofit more sustainable technologies such as boilers.

If you're passionate about tackling climate change and encouraging sustainability, the Net Zero Skills Action Plan will help you to develop your understanding of 'greens careers' and 'green jobs'. It has been developed to ensure we respond appropriately to skills gaps. Find out more [here](#).

To help support the delivery of Net Zero Skills in the region, we will:



- Reinforce the existing promotion of STEM skills and closely link to engineering-related craft and undergraduate courses
- Highlight career progression routes from further education to higher education
- Work to improve offer of level 4 and 5 modules specific to low carbon energy sectors such as offshore engineering
- Support the development of micro-credentials for Net Zero Skills

If you have an interest in pursuing a career in Net Zero, or sustainability, find out more about what it's like to work in the sector by taking a look at these incredible, local [case studies](#).

DIGITAL SKILLS

We have seen a universal increase in demand for digital skills over the last three years, with digital skills being driven forward as a core skill to have. The rapid growth within digital transformation has led to gaps in the regional talent pool. Based on the current digital landscape, these are the specialist skill areas that are in demand among employers:

- Cyber security
- Coding
- Social and digital marketing
- Artificial intelligence
- Geospatial data

With digital skills being so prevalent in our everyday lives, digital has now been integrated into the new Curriculum for Wales as part of the cross-circular skills, with students being introduced to the digital world as early as 3 years old! Early exposure to digital skills supports the development of a more resilient workforce for the future as it allows you to be informed and develop the capability to be successful in today's society.





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