

EMPOWERING
EMPLOYERS IN
NORTH WALES

DIGITAL SKILLS PATHWAY TOOLKIT



Partneriaeth Sgiliau Rhanbarthol
Gogledd Cymru
North Wales
Regional Skills Partnership

Welcome

Digital skills are critical for organisational success in today's fast paced, technology driven world. This toolkit is designed to help employers in North Wales navigate the evolving digital landscape, offering practical resources, access to training providers and pathways to build a skilled workforce in the modern economy.

Inside, you'll find:

- Insights into the importance of digital skills and the benefits, such as improved productivity and innovation.
- Clear explanations of digital skill levels, from basic to advanced, and why investing in these skills is essential to the workforce and the organisation.
- Opportunities for skill development, highlighting local options like apprenticeships, microcredentials, part-time courses, and certifications available to employees for upskilling.
- Guidance on how to get started with digital upskilling, to future-proof your business.



This toolkit provides
the tools and
guidance to embark
on your workforce's
digital skills journey!

Digital Skills Matter for Employers

A digitally skilled workforce is essential for improving efficiency, staying competitive, and driving innovation. Investing in digital skills can help businesses:



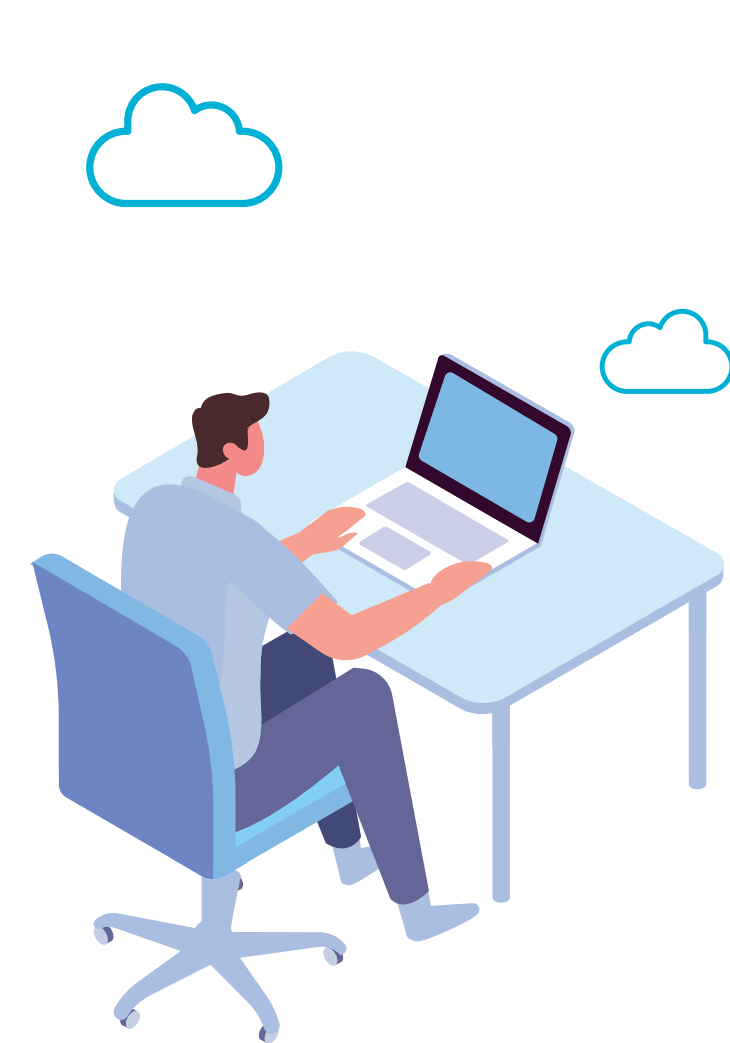
Boosted Productivity: Equipping employees with digital skills helps to streamline workflows, enhance collaboration, and automate repetitive tasks, leading to increased efficiency and cost savings.

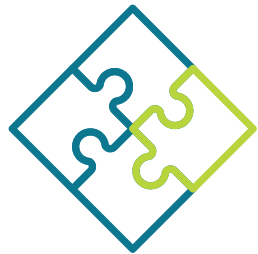


Encouraging Creativity and Innovation: A digitally skilled workforce is better positioned to embrace new technologies, drive innovation, and remain ahead of industry trends.



Strengthened Business Resilience: Organisations with digitally capable teams can adapt more quickly to disruptions, such as changes in market demands or advancements in technology.





Understanding Digital Skills

Digital skills encompass the range of abilities that allow individuals to use digital tools, technology, and online platforms effectively. As technology evolves, so too does the need for a broad spectrum of digital competencies. These skills are categorised into three main levels: basic, intermediate, and advanced.

BASIC DIGITAL SKILLS:



Basic digital skills form the foundation of digital literacy and are essential for everyday tasks in the modern workforce. These skills include:

- **Email:** Composing, sending, and managing emails effectively.
- **Microsoft Office:** Using programmes like Word, Excel, and PowerPoint to create documents, spreadsheets, and presentations.
- **Internet Navigation:** Searching the web, browsing websites, using search engines, and understanding internet security basics.

INTERMEDIATE DIGITAL SKILLS:



Intermediate digital skills are more specialised and are essential for roles that involve managing or analysing data, collaborating across teams, and creating digital content. These skills include:

- **Data Analysis:** Using software like Excel or more advanced tools (e.g., Tableau, Power BI) to analyse data and generate insights for decision-making.
- **Project Management Software:** Proficiency in tools like Trello, Asana, or Microsoft Project to manage tasks, timelines, and team collaboration efficiently, alongside Customer Relationship Management (CRM) tools for managing customer relationships and data.
- **Graphic Design Tools:** Knowledge of programmes like Adobe Photoshop or Canva to create visual content for marketing, communications, and branding.

ADVANCED DIGITAL SKILLS:

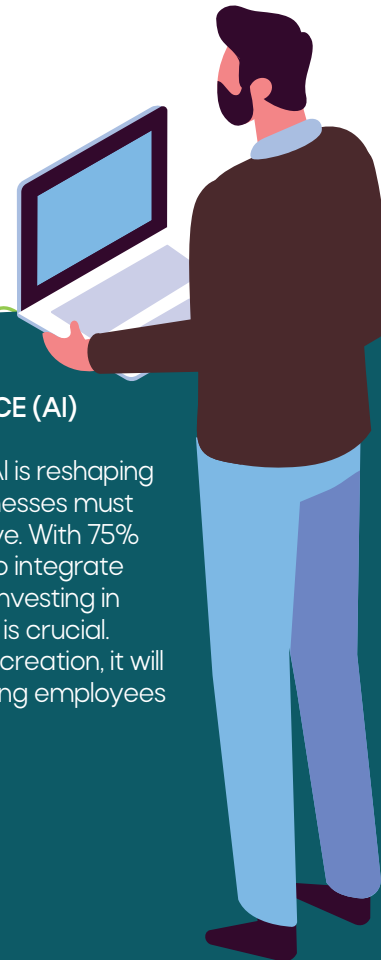
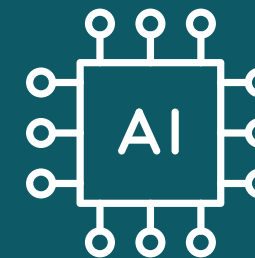


Advanced digital skills are crucial for high level technical roles and innovation within industries. They include:

- **Coding:** The ability to write and understand programming languages like Python, JavaScript, or HTML/CSS for creating websites, apps, and software.
- **Artificial Intelligence (AI):** Understanding AI concepts such as machine learning, natural language processing, and how these technologies can be applied to practical and organisational solutions.
- **Cybersecurity:** Expertise in protecting digital systems, data, and networks from cyber threats, using tools and practices to prevent data breaches and ensure information security.
- **Cloud Computing:** Knowledge of cloud platforms like Amazon Web Services (AWS), Microsoft Azure, or Google Cloud to store, manage, and analyse data remotely, enabling organisations to scale efficiently.

ARTIFICIAL INTELLIGENCE (AI)

As technology evolves, AI is reshaping the workplace, and businesses must adapt to stay competitive. With 75% of companies planning to integrate AI in the next five years, investing in workforce development is crucial. While AI will drive net job creation, it will also shift job roles, requiring employees to develop new skills.



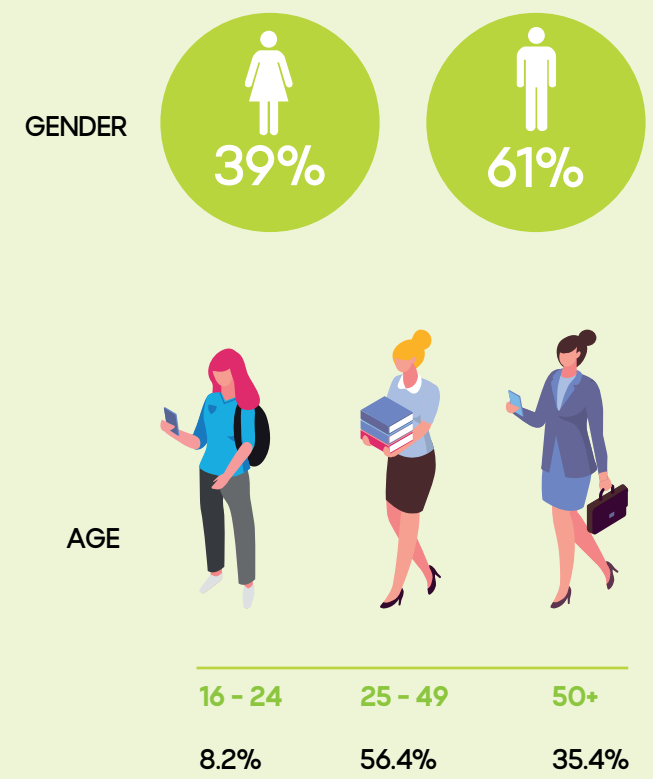
Why Invest in Digital Skills?

Investing in digital skills is essential for staying competitive in today's rapidly evolving economy. A digitally skilled workforce drives innovation, increases efficiency, and improves productivity. As industries continue to embrace new technologies, the demand for skilled workers will only grow.

"Digital skills are no longer optional - they are essential for businesses to innovate, grow, and remain competitive. This Digital Skills Pathway Toolkit is a vital resource for employers looking to develop a workforce equipped for the challenges of the future. At M-SParc, we see firsthand how digital upskilling drives business success, and we fully support this initiative to enhance North Wales' digital capabilities."

Pryderi Ap Rhisiart, M-SParc - Managing Director and RSP Digital Skills Employer Cluster Chair

Creative and Digital Sector Workforce Profile



High Demand for Digital Skills – A Growing Opportunity!

Top in-demand advanced digital skills that can drive business success:

- **Cybersecurity** – Protect your business from digital threats.
- **Data Engineering & Analysis** – Turn data into valuable insights.
- **Cloud Engineering** – Scalable, efficient digital solutions.
- **Programming & Coding** – Powering digital transformation.

Most used tools & technologies:

- **Cloud Platforms:** AWS, Azure – Boost efficiency & collaboration.
- **Database & Data Science Tools:** SQL, Pandas, NumPy – Make data-driven decisions.
- **Development & Scripting:** React, HTML/CSS, CI/CD, Git – Speed up innovation!



Upskilling is Easier Than You Think!

Top learning methods:

Short courses & mentoring

Flexible and accessible training for employees.



Apprenticeships & funded training

Low-cost, high-impact skills development.



A More Diverse, Inclusive Digital Future!


- Great potential to grow diversity in digital roles
- Early engagement in schools, colleges & universities can create a more inclusive workforce.
- AI & emerging tech skills are set to play a big role in business success - now is the time to prepare!

Employers Can Take Action Today!

- Promote digital apprenticeships – A funded way to build future ready teams.
- Map training to industry needs – Ensure your workforce stays ahead.
- Champion diversity in digital careers – Attract top talent from all backgrounds.

Pathways to Digital Skills Development

Did you know? Employees can upskill at any level, from Level 2 to a degree!



Course	School	College	University	Workplace
Welsh Bacc	✓			
GCSE	✓			
L2 Apprenticeship		✓		✓
L2 Enhanced IT Qualification		✓		
L2 Qualification		✓		
L3 Apprenticeship		✓		✓
L3 Enhanced IT Qualification		✓		
L3 Qualification		✓		
A Level	✓	✓		
L4 Apprenticeship		✓		✓
L4 Qualification		✓		
Degree Apprenticeship		✓	✓	✓
Full Time Degree			✓	
Msc			✓	
PhD			✓	

Apprenticeships

Apprenticeships aren't just for new recruits, they're a powerful tool to **upskill and reskill** your existing employees. Investing in digital apprenticeships helps your team stay ahead of technological advancements, boosting productivity and innovation.

APPRENTICESHIPS (LEVEL 2 – 3)

Framework	Level	Providers in North Wales
Digital Skills for Business	Levels 2, 3	Grwp Llandrillo Menai (GLIM) Coleg Cambria ALS Training
Software Developer	Levels 3, 4	GLLM ALS Training
Data Analyst	Level 3, 4	ALS Training
Cyber Security Analyst	Levels 3, 4	ALS Training
Digital Content Design	Levels 3, 4	ALS Training
Digital Infrastructure Engineering	Levels 3, 4	Coleg Cambria ALS Training
User Centered Design (UCD)	Levels 2, 3, 4	ALS Training
Telecoms Professional	Levels 2, 3, 4	Contact providers to discuss need

DEGREE APPRENTICESHIP QUALIFICATIONS (LEVEL 6)

Applied Software Engineering		
BSc (Hons) in Applied Software Engineering		Bangor University Grŵp Llandrillo Menai Coleg Cambria
BSc (Hons) Computing		Wrexham University
BSc (Hons) in Applied Software Engineering		Open University
Applied Data Science		
BSc (Hons) Applied Data Science		Bangor University Grŵp Llandrillo Menai Coleg Cambria
Applied Cyber Security		
BSc (Hons) Applied Cyber Security		Bangor University Grŵp Llandrillo Menai Coleg Cambria
BSc (Hons) Cyber Security		Wrexham University



To find out more about apprenticeships visit
[The North Wales Skills Portal](#)

Part time courses

A wide range of part-time courses including microcredentials are available to help upskill and reskill your employees. These courses come in various levels and can be fully funded, partially funded, or commercially provided, making it easier to invest in workforce development.

Whether you're looking to enhance digital skills, technical expertise, or leadership capabilities, there are flexible learning options to suit your business needs.



Here are some examples of courses available in North Wales to help upskill and reskill your workforce:

- **Cybersecurity** (e.g., threat detection, ethical hacking, risk management)
- **Data Analysis & Big Data** (e.g., Excel for business, SQL, Python for data science)
- **Software Development** (e.g., coding in Python, JavaScript, app development)
- **IT Systems & Networking** (e.g., cloud computing, IT support, network security)
- **Digital Marketing** (e.g., SEO, social media management, content creation)
- **E-commerce & Business IT** (e.g., website development, CRM systems, online sales strategies)
- **Animation & Multimedia** (e.g., graphic design, video editing, 3D modelling)
- **Digital Health Technologies** (e.g., healthcare data management, AI in healthcare)

Flexible Skills Programme

The Flexible Skills Programme is a Welsh Government funding initiative which provides financial support to businesses across Wales looking to upskill their workforce. One of the key training streams within this programme is digital skills, supporting businesses that want to develop expertise in areas such as cybersecurity, cloud computing, data analytics, artificial intelligence, and software development. Employers have the flexibility to select their preferred certified training provider, as long as the courses are accredited or meet a recognised industry standard. Training can be delivered either online or face-to-face, allowing businesses to tailor learning to their employees' needs.



For more information and to register your interest, please follow [THIS](#) link.



How to Get Started

1. Identify Your Team's Skills Gap:

Conduct a skills audit to determine areas where training is needed, such as technical expertise, leadership, or emerging fields like artificial intelligence and green technologies. Use employee feedback and industry benchmarks to inform your decisions.

2. Reach Out to Training Providers:

Partner with colleges, universities, or independent training providers to explore bespoke solutions for your organisation's needs. Discuss tailored courses, delivery methods (e.g., in-house, online, or hybrid), and potential funding or co-funding opportunities.

Investing in the right training ensures your workforce stays ahead in the ever-evolving digital landscape!



Contact and Support

For more information about available digital courses contact these North Wales training providers:

Coleg Cambria: 0300 30 30 006 | employers@cambria.ac.uk

Busnes@LlandrilloMenai: 08445 460 460 | busnes@gllm.ac.uk

ALS Training: 029 2267 7020 | info@alstraining.org.uk

Bangor University: 01248 351151 | shortcourses@bangor.ac.uk

Wrexham University: 01978 290666 | enterprise@wrexham.ac.uk

Open University: 07386 656600 | zoe.doherty@open.ac.uk



Discover a range of local **training and support providers** on the **North Wales Skills Portal**

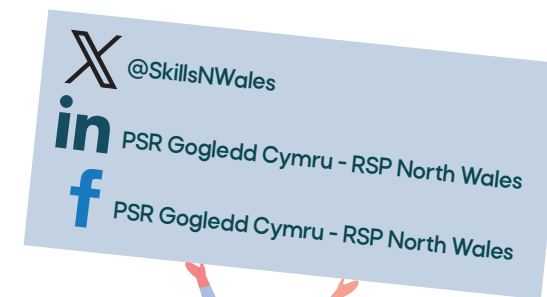


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