



Clean Slate Cymru: South Wales 2 Ex-offenders into Construction Framework



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Introduction

This 'South Wales 2 Framework' has been put together as part of a Construction Industry Training Board (CITB) funded BAM Nuttall project to support ex-offenders into employment within the construction industry. Part of the project was to put together frameworks for each of the National Probation Services¹ regions of Wales. The purpose of this document is to look at the current challenges and opportunities for the construction industry in the South Wales 2 area. The National Probation Services South Wales 2 area consists of five local authorities. They are Bridgend, Merthyr Tydfil, Neath Port Talbot, Rhondda Cynon Taff and Swansea. The aim of the Clean Slate Cymru project is to delineate a pathway into construction employment for ex-offenders in Wales

Tailored frameworks have been developed for the five Welsh regions encompassing construction employers, offender management services (pre and post release), third sector and training organisations to delineate clear pathways through existing training, work experience and mentoring provision into construction employment, and identify any gaps. The frameworks aim to reflect existing construction industry skills shortages and upcoming skills needs across Wales.

As part of the Clean Slate Cymru project three pilots were delivered in South Wales 2. They were firstly the ARC Academy UK Training and Employment Construction Project in Pontypridd in Rhondda Cynon Taff. ARC worked in partnership with The Wallich, Acorn Recruitment and Morgan Sindall to deliver the pilot. Secondly, the Down to Earth project in Swansea delivered a pilot for women with convictions on sustainable construction techniques. Thirdly, Construction Youth Trust piloted 'Progression Pop-Ups' where the construction industry volunteered at events aimed at giving practical advice to participants starting or returning to a career in construction at HMP Parc in Bridgend.

¹ Welsh Government (no date). Wales Reducing Reoffending Strategy 2014-16. Available at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/453579/Wales-Reducing-Reoffending-Strategy-e.pdf

Section One: South Wales Two Area Profile

The Geography of South Wales 2

The South Wales 2 area consists of five local authorities. They are Bridgend, Merthyr Tydfil, Neath Port Talbot, Rhondda Cynon Taff and Swansea. Bridgend² is mid-way between the cities of Cardiff and Swansea. Bridgend county borough is a mix of rural areas and urban areas roughly divided by the M4 motorway. Swansea is located in the middle of the South Wales coast, Swansea is the second largest city in Wales. Swansea is bordered by Carmarthenshire to the west and Neath Port Talbot to the east. Neath Port Talbot is bordered by Bridgend and Rhondda Cynon Taff to the east, Powys and Carmarthenshire to the north and Swansea to the West. The main towns in Neath Port Talbot are Neath, Port Talbot and Pontardawe. The Local Authority runs from the coast to the boundaries of the Brecon Beacons National Park. Merthyr Tydfil is bordered by the counties of Caerphilly and Rhondda Cynon Taff Its main towns include Merthyr Tydfil and Treharris. Rhondda Cynon Taff borders Caerphilly and Merthyr Tydfil to the east, Cardiff and Vale of Glamorgan to the south, Bridgend and Neath Port Talbot to the west and Powys to the north. Key towns in Rhondda Cynon Taff include Aberdare, Llantrisant, Talbot Green and Pontypridd.



Figure 1: The South Wales 2 Region Bridgend, Merthyr Tydfil, Neath Port Talbot, Rhondda Cynon Taff and Swansea³

The Population of South Wales 2

Population by Local Authority (LA) Area in South Wales 2 ⁴			
LA Area	Population	Males aged 16-64	Females aged 16-64
Bridgend	144,300	45,100	44,300
Merthyr Tydfil	60,000	18,400	19,000
Neath Port Talbot	142,100	44,200	40,000
Rhondda Cynon Taff	239,100	73,500	75,600
Swansea	245,500	79,700	76,300

Bridgend has an estimated population of 144,300 people and in line with the rest of Wales⁵, has a projected profile of an increasing older population and single person and lone parent family households. In Bridgend, Merthyr Tydfil and Rhondda Cynon Taff⁶ an increasing aging population and decreasing working age population is forecast over the next twenty years. Swansea has a working age population⁷, i.e. all people aged 16-64, at 63.5% higher than Wales as a whole of 61.9% and the UK at 63.3%. There is an aging population in Neath Port

² Source: Bridgend Public Services Board (2017). Assessment of Local Well-being April 2017. Available at: <http://www.bridgend.gov.uk/media/424480/wba-final-english.pdf>

³ Welsh Government, European Structural Funds, Available at: gov.wales/funding/eu-funds/2014-2020/?lang=en

⁴ Stats Wales (2017). Population Data. Available at: stats.wales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/Local-Authority/populationestimates-by-localauthority-year

⁵ Bridgend Public Services Board (2017). Assessment of Local Well-being April 2017. Available at: <http://www.bridgend.gov.uk/media/424480/wba-final-english.pdf>

⁶ Cwm Taf Public Services Board. Cwm Taf Draft Well-being Plan 2018-2023. Available at: <http://www.ourcwmtaf.wales/SharedFiles/Download.aspx?pageid=286&mid=613&fileid=57>

⁷ Swansea Council (2017). Swansea Profile December 2017. Available at: [file:///H:/downloads/Swansea_Profile_Dec-17%20\(1\).pdf](file:///H:/downloads/Swansea_Profile_Dec-17%20(1).pdf)

Talbot⁸ with the working age population forecast to decrease and the population aged over 65 to increase by 24.8% in 2030.

South Wales 2 Population Density

Population density provides a measure of the concentration of people living in an area. It is calculated by dividing the population by the geographical area in square kilometres. Although the City and County of Swansea⁹ includes Wales's second biggest city it is only the fifth highest densely populated local authority in Wales with 646.6 people per square kilometre. The population is not evenly distributed in Swansea with most people living in urban areas. Bridgend, Merthyr and Rhondda Cynon Taff show a similar pattern of population density with 575.4, 537.9 and 563.7 people per square kilometre respectively. Neath Port Talbot has the lowest population density, 321.9 people per square kilometre, of all the local authorities included in this South Wales 2 Framework. The majority of land in Neath Port Talbot¹⁰ is rural consisting of uplands or semi-uplands and 43% is forest explaining the low population density despite the local authority containing industrial towns such as Port Talbot.

Population density ¹¹ (persons per square kilometre) 2017	
Bridgend	575.4
Merthyr	537.9
Neath Port Talbot	321.9
Rhondda Cynon Taff	563.7
Swansea	646.6
Wales	150.7

The Economy in South Wales 2

The Cardiff and Swansea Bay City regions have the potential to transform the economic landscape in South Wales 2. Bridgend, Merthyr Tydfil and Rhondda Cynon Taff are three of the ten local authorities set to benefit from the Cardiff City deal. Rhondda Cynon Taff will particularly benefit from the South Wales Metro with KeloisAmey's offices being situated at the new Taff Vale development in Pontypridd and the planned development of a depot in Taffs Well. Neath Port Talbot and Swansea are two of the four local authorities set to benefit from the Swansea Bay City Deal. In Neath Port Talbot¹² the economy has been shaped by steel production and industry. While there is likely to be a decrease in traditional manufacturing jobs it is thought this will be at a lower rate than previously expected.

Welsh Language

Generally in the South Wales 2 region there has been a decline in the percentage of people who can speak Welsh but an increase in children and young people who are Welsh speakers. Although the proportion of people who can speak Welsh in Bridgend¹³ is decreasing the greatest percentage of Welsh speakers is children aged between 3 and 15. Neath Port Talbot¹⁴ saw a decline from 18% in 2001 to 15.3% in 2011 of Welsh speakers. But there has been a growing trend of young people and children being able to speak Welsh. There is a similar pattern in Merthyr Tydfil and Rhondda Cynon Taff¹⁵ with a decline in overall Welsh speakers but with more

⁸ Neath Port Talbot Public Service Board. Economic Well-being. Available at: wellbeingsite.dns-systems.net/wp-content/uploads/2017/05/Economic-PDF.pdf

⁹ Swansea Council (2017). Swansea Profile December 2017. Available at: [file:///H:/downloads/Swansea_Profile_Dec-17%20\(1\).pdf](file:///H:/downloads/Swansea_Profile_Dec-17%20(1).pdf)

¹⁰ Neath Port Talbot Housing 'Information-area Profiles'. Available at: www.neathporttalbothousing.co.uk/index.php?section=accommodation&option=area_profile_page

¹¹ Stats Wales.

¹² Neath Port Talbot Public Service Board. Economic Well-being. Available at: wellbeingsite.dns-systems.net/wp-content/uploads/2017/05/Economic-PDF.pdf

¹³ Bridgend Public Services Board (2017). Assessment of Local Well-being April 2017. Available at: <http://www.bridgend.gov.uk/media/424480/wba-final-english.pdf>

¹⁴ Neath Port Talbot Public Service Board. Cultural Well-being. Available at: wellbeingsite.dns-systems.net/wp-content/uploads/2017/05/Cultural-PDF.pdf

¹⁵ Cwm Taf Public Health Board. 'WELL-BEING ASSESSMENT DOCUMENT: CULTURE'. Available at: <http://www.ourcwmtaf.wales/SharedFiles/Download.aspx?pageid=181&mid=444&fileid=35>

children and young people speaking Welsh. Similarly, in Swansea¹⁶ the number of Welsh speakers has decreased but is increasing amongst people aged under 16.

Welsh Language by Local Authority South Wales 2¹⁷ 2011 Census			
Local Authority	Able to speak Welsh	Unable to speak Welsh	Welsh Speaking Percentage
Bridgend	13,103	121,442	9.7%
Merthyr Tydfil	5,028	51,595	8.9%
Neat Port Talbot	20,698	114,500	15.3%
Rhondda Cynon Taff	27,779	197,776	12.3%
Swansea	26,332	204,823	11.4%
Wales	562,016	2,393,825	19.0%

¹⁶ Swansea Public Service Board (2017). Assessment for Local Well-being 2017: The evidence base for Swansea's Well-being plan. Available at: [file:///H:/downloads/Final Swansea PSB Well-being Assessment 2017.pdf](file:///H:/downloads/Final_Swansea_PSB_Well-being_Assessment_2017.pdf)

¹⁷ Stats Wales, Welsh Speakers by local authority, gender and age group, 2011 Census, Available at: <https://statswales.gov.wales/Catalogue/Welsh-Language/WelshSpeakers-by-LocalAuthority-Gender-DetailedAgeGroups-2011Census>

Section Two: The Criminal Justice Sector in South Wales 2

There are two prisons in South Wales 2 they are HMP Swansea located in central Swansea and HMP Parc in Bridgend.

HMP Swansea

Swansea Prison¹⁸ is a local resettlement prison, holding category B prisoners and young adults it serves the local courts in South Wales. Category B prisoners do not need to be held in the highest security conditions but category the potential for escape should be made very difficult. Remanded, unsentenced, sentenced and recalled prisoners are held at HMP Swansea. In April 2018 384¹⁹ prisoners were being held at HMP Swansea. It is a Victorian establishment in an inner-city area on a compact site.

Prison	Address	Phone Number	Area	Capacity	Category
HMP Swansea	200 Oystermouth Road Swansea SA1 3SR	01792 485300	Swansea	500	B/C

Training at HMP Swansea

HMP Swansea²⁰ have secured an agreement with Gower College Swansea to launch a facility to improve learners' access to a wide range of progression opportunities, including apprenticeship training.

HMP Parc

HMP Parc/YOI Parc²¹ is a Category B men's local prison, that holds convicted men, and young adults aged 18-20. It is located in Bridgend and operated by G4S. It is the only privately operated prison in Wales. HMP Parc is one of the largest prisons in England and Wales. In April 2018, 1665 prisoners²² were being held at Parc.

Prison	Address	Phone Number	Area	Capacity	Category
HMP Parc	Heol Hopcyn John Bridgend South Wales CF35 6AP	01656 300200	Bridgend	1336	B

Vocational Training at HMP Parc

Education at Parc Prison is provided by an in-house education department. At Parc they also offer vocational training and qualifications within their industries department. Construction training in industries at HMP Parc includes:

¹⁸ Swansea Prison Information. Available at: <http://www.justice.gov.uk/contacts/prison-finder/swansea>

¹⁹ Jones, A. (2018). *Imprisonment in Wales: A Factfile*: Cardiff, Welsh Governance at Cardiff University and University of South Wales

²⁰ HM Chief Inspector of Prisons (2017). Report on unannounced visit of HMP Swansea. Available at: www.justiceinspectorates.gov.uk/hmiprisonswp-content/uploads/sites/4/2018/01/Swansea-Web-2017.pdf

²¹ HMP Parc. 'Parc Prison Information' Available at: www.justice.gov.uk/contacts/prison-finder/parc

²² Jones, A. (2018). *Imprisonment in Wales: A Factfile*: Cardiff, Welsh Governance at Cardiff University and University of South Wales.

- Carpentry and Joinery
- Bricklaying
- Painting & Decorating
- Electrical

Young People in Custody in Wales

There are two custodial establishments for children in Wales and they are both located in South Wales 2. Firstly, Hillside Secure Children's Home is based in Neath and secondly there is a Young Person's Unit based at HMP/YOI Parc in Bridgend.

Young Person's Unit HMP Parc

HMP & YOI Parc also has a Young Person's Unit²³ that can accommodate up to 64 young men aged 15-17. In October 2017²⁴, the unit held 43 children. The unit was opened in 2002 at HMP/YOI Parc and is run by G4S on the same site as HMP Parc. The unit was opened in response to the Youth Justice Board's (YJB) wish to house Welsh young offenders close to their own homes. They also accommodate children from Youth Offending Team (YOT) regions outside Wales. At the Young Person's Unit they adopt a holistic approach to the effective rehabilitation and resettlement of young people. There are existing construction workshops in the Young Person's Unit where children can take part in practical construction activities and work towards construction qualifications.

Hillside Secure Children's Home

Hillside Secure Children's Home provides accommodation for children aged 12 to 17. In April 2016, the Youth Justice Board (YJB) reduced the number of beds contracted at Hillside from ten to six. Like the unit at Parc young people from Youth Offending Teams (YOT's) from outside can be Wales are housed at Hillside.

Female Prisoners

The secure estate population is dominated by men with men representing 95% of the prison population²⁵ in England and Wales. There are no prisons for women in Wales. Most female prisoners from South Wales serve their sentences in HMP Eastwood Park in Gloucestershire. Eastwood Park²⁶ is a local prison which covers a wide catchment area extending over South Wales, Southwest of England and the Midlands. It is the local prison to 72 courts. In August 2015 48% of its prisoners came from Wales.

National Probation Service

The UK Government's reforms to rehabilitation services, known as Transforming Rehabilitation (TR), saw the replacement of 35 Probation Trust's with Community Rehabilitation Companies (CRC's) and a National Probation Service. The National Probation Service (NPS) manages service users who are considered high risk to the public and 21 CRC's are responsible for the management of low to medium risk service users.

Wales Community Rehabilitation Company (CRC)

The management of low and medium risk offenders in the community in Wales is the responsibility of the Wales Community Rehabilitation Company (CRC). The CRC's are managed by Her Majesty's Prison and Probation Service (HMPPS) on a fee for service basis. The local office of the Wales CRC is a good place to recruit ex-

²³ HMP & YOI Parc. 'Young Persons' Unit. Available at: www.hmpparc.co.uk/about_rar_ypu.htm

²⁴ Jones, A. (2018). *Imprisonment in Wales: A Factfile*: Cardiff, Welsh Governance at Cardiff University and University of South Wales.

²⁵ North Wales Social Care and Well-being Improvement Collaborative (2017). North Wales Population Assessment. Available at: <http://www.wales.nhs.uk/sitesplus/documents/861/NW%20Population%20Assessment%201%20April%202017.pdf>

²⁶ Independent Monitoring Report. HMP/YOI Eastwood Park, Annual Report 1 November 2014 – 31 October 2015. Available at: <https://s3-eu-west-2.amazonaws.com/imb-prod-storage-1ocod6bqky0vo/uploads/2016/06/Eastwood-Park-2014-15.pdf>

offenders for an initiative or employment. The Ministry of Justice²⁷ recently announced they were ending the CRC contracts two years early in 2020 with plans to develop and design new contracts.

Probation's Service	
Wales CRC	walescrc.co.uk/content/view/office+finder
Probation Directory	www.gov.uk/government/publications/probation-directory

Youth Offending Teams

Youth Offending Teams (YOTs)²⁸ are multidisciplinary teams made up of health, social services, education, police and probation. YOT's are part of the local authority and have a statutory responsibility for managing children and young people who are on community sentences. Some of the young people that YOT's support will be interested in pursuing a career within the construction industry.

Contact Details of Youth Offending teams in Wales
www.gov.uk/guidance/youth-offending-teams-wales

²⁷ <https://www.gov.uk/government/news/justice-secretary-outlines-future-vision-for-probation>

²⁸ Welsh Government (no date). Youth offending Teams. Available at: <http://gov.wales/topics/people-and-communities/communities/safety/crime-and-justice/yots/?lang=en>

Section Three: Clean Slate Cymru Project South Wales

Clean Slate Cymru Pilot Projects

The Clean Slate Cymru project had an objective to deliver up to fifteen pilot projects with at least one being in each of the National Probation Services five regions of Wales. There was not a prescriptive description of interventions but they had to involve at least one of the following; a training course, work experience, site visit, mentoring or information, advice and guidance. Three pilot projects were delivered in South Wales 2. Firstly, ARC Academy delivered a construction pilot to nine ex-offenders in the community. ARC worked in partnership with The Wallich BOSS project and construction employers to provide both support and progression opportunities for participants. Secondly, Construction Youth Trust worked with HMP Parc on construction industry careers events that were supported by the construction industry and NPT college. Thirdly the Down to Earth project delivered a pilot teaching women with convictions sustainable construction skills. Although there was not a prescriptive definition of what a pilot project the aim was to create pathways, job progression or improve the perception of ex-offenders;

- Help offenders who are due for release, or ex-offenders based in the community, access construction related career **pathways**
- Provide more job **progression** opportunities within the construction industry for offenders and ex-offenders
- Influence employers to have a more positive **perception** of offenders and ex-offenders so that they proactively consider project participants for existing and future job vacancies.

ARC Academy Construction Pilot

The ARC Academy pilot aimed to meet the construction industry skills shortage for general operatives. The aim was to support participants to gain a CSCS Card the minimum requirement to work on most construction sites. The pilot also looked at the site-specific subject of asbestos as this had been identified by some of the construction companies that ARC worked with. The pilot was delivered at ARC Academy's training centre in Treforest. ARC worked in partnership with The Wallich Boss project. The BOSS (Building Opportunities, Skills and Success) project aims to support ex-offenders into employment or entrepreneurship. ARC also recognised the importance of providing participants with the opportunity to progress. On the last day of the course Acorn Recruitment and Construction Company Morgan Sindall attended the course offering work placements and paid employment to participants.



Activities

- Construction industry induction
- Drug and alcohol testing at the start and the end of the course provided a platform to discuss why substance misuse is not acceptable in the construction industry
- Health and Safety Level 1 in a Construction Environment
- CSCS Test preparation
- CSCS Test
- Asbestos Awareness
- Interview Skills workshop delivered by ARC Academy followed by interviews for paid employment and work placements by Acorn Recruitment and Morgan Sindall.
- Positive Disclosure session delivered by The Wallich after all participants indicated that they felt the biggest barrier to securing employment was having to disclose an offence.
- Registration with The Wallich BOSS project for participants needing extra support.

Outputs/Outcomes

- All 9 participants achieved a Level 1 accreditation in 'Health & Safety in a Construction Environment.
- All 9 participants passed a CSCS test and were issued with a CSCS Labourer's Card which will be valid for five years.
- All 9 participants passed an Asbestos Awareness course.
- Eight participants met with prospective employers developing or enhancing interview skills.
- Two of the participants secured paid employment with Acorn Recruitment on the final day of the pilot project.
- Three other project participants have subsequently secured work with Acorn Recruitment.
- Two of the participants were unable to work in the UK, as they did not have the necessary identification to prove their right to work in the UK. The Wallich BOSS project has supported both participants to apply for the necessary identification.

HMP Parc Progression Pop Up

HMP Parc is a category B local prison run by G4S it is based in Bridgend in South Wales. A progression pop up was arranged firstly, to give participants a sense of hope that there were opportunities available to them within the construction industry. Secondly to give them practical advice on routes into the industry. At the first progression pop up participants were given a general and practical overview of opportunities available to them within industry. Participants were asked to fill in a form where they were asked how the construction industry could help them in the future. Participants indicated individual construction industry led careers advice would be useful. A second event was arranged to provide participants with industry led careers advice.



Activities

- First, participants were given an overview to the industry and a practical introduction about routes into the industry.
- Next, NPT College explained routes into the industry such as apprenticeships and traineeships.
- Then speakers from ISG presented their journey into construction and showed photos of their exciting BBC development in Central Square in Cardiff.
- Participants were then asked to fill in a feedback form which asked how the construction industry could support them in the future.
- At the second event, based on feedback from participants, there was a general introduction next volunteers from Wates Cardiff Living, Scape Group, NPT College, Jehu Group and The School of Hard Knocks gave individual careers advice to participants.

Outputs/Outcomes

- Staff at HMP Parc received positive feedback from participants at the event.
- Industry volunteers fed back that they got a lot out of the day and really enjoyed giving something back to such motivated candidates.
- Industry volunteers fed back that it was a good initiative matching an industry with skills shortages with ex-offenders.
- Clean Slate Cymru project staff are continuing to work with industry and education in the community to support participants' to access opportunities.
- Some participants are attending courses with the School of Hard Knocks on release that will include gaining a CSCS Card.

The Down to Earth Project

The Down to Earth Project worked with the National Probation Service to recruit women with convictions on to a practical construction course. The pilot aimed to address both the shortage of female construction workers and the shortage of workers with "green" or sustainable construction experience. Participants worked on a 'live' construction site at Down to Earth's Little Bryn Gwyn site in Swansea.



Activities

Throughout the 8 week programme the Down to Earth Project offered progressively more challenging construction tasks to build up the skill set and confidence in the participants they were working with. Tasks involved:

- Internal carpentry work with Welsh timber
- Clay plastering
- Insulating with natural materials
- Timber framing with Welsh timber

- Other construction and land management tasks

Outputs/Outcomes

Participants achieved an accreditation in Health & Safety in a Construction Environment.

In addition to the practical experience and skills gained in construction, the participants reported significant improvements in their health, mental health and sense of connection to their community. Participants reported;

- Improvement in levels of anxiety and depression
- Improvements in overall health
- Improvements in a sense of belonging in their community

Section Four: Opportunities Going Forward

Swansea Bay City Region City Deal

In March 2017 both the UK and Welsh Governments signed the Swansea Bay City Deal²⁹ which secured investments worth over £1.3 billion over 15 years. The Swansea Bay City region³⁰ consists of four local authorities. They are Pembrokeshire County Council, the City and County of Swansea, Neath Port Talbot Council and Carmarthenshire County Council. The Swansea Bay City region is a large and diverse geographical area containing both urban centres and rural locations with distinctive yet interconnected communities and economies.



Figure 2: The Swansea Bay City Region³¹

The Clean Slate Cymru Frameworks are based on the National Probation Services areas of Wales. The Swansea City Region is made up of four local authorities. Two of which the City and County of Swansea and Neath Port Talbot Council are included in the geographical areas included in this South Wales 2 Framework. The two remaining local authorities Pembrokeshire County Council and Carmarthenshire County Council are included in the National Probation Services regions of Dyfed and Powys and will be included in the Dyfed and Powys Framework. Finally, Bridgend, Merthyr Tydfil and Rhondda Cynon Taff are three of the ten local authorities included in the Cardiff City Deal.

Swansea Bay City Region Developments: Swansea

Swansea City and Waterfront Digital District

The £169m Swansea City and Waterfront Digital District project³² aims to regenerate the city centre and enable the growth of higher value activities, particularly tech businesses, and stimulate the regional economy. The project³³ is made up of a digital village and tech quarter on Kingsway in Swansea city centre. The project is intended to provide both flexible and affordable office space for growing technology businesses in addition to a

²⁹ Regional Learning & Skills Partnership South West & Mid Wales (2017). Regional Employment and Skills Plan South West & Mid Wales. Available at: www.rlp.org.uk/wp-content/uploads/Skills-Plan-2017.pdf

³⁰ Welsh Government, Swansea Bay City Region City Deal. Available at: assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/611685/Swansea_City_Deal_-_English.pdf

³¹ Source: ITV (2017) Councils must work together more says minister. Available at: www.itv.com/news/wales/2017-01-31/councils-must-work-together-more-says-minister/

³² Regional Learning & Skills Partnership South West & Mid Wales (2017). Regional Employment and Skills Plan South West & Mid Wales. Available at: www.rlp.org.uk/wp-content/uploads/Skills-Plan-2017.pdf

³³ Swansea Council, 'Step forward for city centre and waterfront digital districts plan in Swansea. Available at: www.swansea.gov.uk/article/38767/Step-forward-for-city-centre-and-waterfront-digital-districts-plan-in-Swansea

'box village' on the University of Wales Trinity Saint David's SA1 waterfront development this will provide incubation spaces and co-working areas for start-ups and small businesses.

The Life Science & Well-being Campus

The Life Science and Well-being Campus³⁴ will be developed on or near the Singleton campus at Swansea University. The development will support the growth of both the life science and well-being sector within the city region and build upon the work of the successful Institute of Life Science Initiative.

The Factory of the Future

The Factory of the Future project³⁵ will be based in Swansea and will aim to both continue to support and build on the region's strong manufacturing base this will be achieved by creating a network of smart manufacturing innovation centres for small and medium size businesses.

Swansea Bay City Region Developments: Neath Port Talbot

The Centre of Excellence for Next Generation Digital Services (CENGS)

The Centre for Excellence for Next Generation Digital Services³⁶ (CENGS) would act as a systems and solutions hub. It is based on an existing and successful model from Canada and aims to bridge the gap between research and innovation. THE CENGS would have the ability to launch, develop and grow commercial opportunities.

Steel Science Centre project

The new Steel Science Centre³⁷ will support the steel sector to become a leading zero carbon steelmaker developing innovative ways of how the steel industry can use local waste products to create carbon positive steel products and examine using alternative forms of energy throughout the steel making process. The CITB³⁸ reports the £80m development has come under fire from an English MP representing Teeside claiming the Steel Centre could duplicate work already done at the Materials Processing Institute in Redcar.

Cardiff City Region Deal Developments: Rhondda Cynon Taff

Rhondda Cynon Taff

Rhondda Cynon Taff and Merthyr Tydfil are included in the Cardiff City Region and will benefit from the development of the South Wales Metro. The Metro's³⁹ new £100m train depot will be located at Taffs Well in Rhondda Cynon Taff. KeolisAmey who were awarded the contract to develop the South Wales Metro will be moving its office to the Taff Vale redevelopment on its completion in 2019/2020. The Taff Vale redevelopment⁴⁰ is a £38m project developing an office-led regeneration scheme in Pontypridd. The redevelopment is made up of a mixture of offices as well as leisure facilities including a gym and a library.

Cardiff City Region Deal Developments: Merthyr Tydfil

Merthyr Tydfil

³⁴ [Regional Learning & Skills Partnership South West & Mid Wales \(2017\). Regional Employment and Skills Plan South West & Mid Wales. Available at: www.rlp.org.uk/wp-content/uploads/Skills-Plan-2017.pdf](http://www.rlp.org.uk/wp-content/uploads/Skills-Plan-2017.pdf)

³⁵ Constructing Excellence, £1.3bn deal to spark Swansea Bay construction boom. Available at: www.cewales.org.uk/latest-news/13bn-deal-spark-swansea-bay-construction-boom/

³⁶ Neath Port Talbot CBC. CABINET 27 June 2018 Report of the Chief Executive SWANSEA BAY CITY DEAL. Available at: democracy.npt.gov.uk/documents/s40367/City%20Deal%20Report%20270618%20Final.pdf

³⁷ [Regional Learning & Skills Partnership South West & Mid Wales \(2017\). Regional Employment and Skills Plan South West & Mid Wales. Available at: www.rlp.org.uk/wp-content/uploads/Skills-Plan-2017.pdf](http://www.rlp.org.uk/wp-content/uploads/Skills-Plan-2017.pdf)

³⁸ CITB (2018). Industry Insights: Wales. Available at: https://www.citb.co.uk/documents/research/csn_reports_2018-2022/2018csn_wal_full_120218.pdf.pdf

³⁹ Rhondda Cynon Taff CBC 'New £100m train depot to support South Wales Metro will be located in Rhondda Cynon Taf. Available at: www.rctcbc.gov.uk/EN/Newsroom/PressReleases/2018/June/New100mtraindepottosupportSouthWalesMetrowillbelocatedinRCT.aspx

⁴⁰ Rhondda Cynon Taff CBC. Taff Vale Redevelopment. Available at: www.rctcbc.gov.uk/EN/GetInvolved/RCTInvestProgramme/MajorProjects/TaffValeRedevelopment/TaffValeRedevelopment.aspx

Merthyr Tydfil could also benefit from the South Wales Metro with the regeneration of the former Hoover site in Pentrebach. Merthyr Council⁴¹ have identified the former Hoover site as a strategic regeneration area. With Pentrebach on the doorstep of Pentrebach railway station Merthyr council have identified a vision to “create Pentrebach Village; as a mixed-use neighbourhood of new homes and businesses in a strong waterside environment and with excellent connectivity to the rest of the Capital City Region”.

There are other construction and regeneration projects in the pipeline in Merthyr Tydfil. In Merthyr plans were approved for a new bus station⁴² on Swan Street in 2014 this would involve relocating the current bus station of Castle Street, which could be redeveloped and turned into retail units. The new site would improve links with Merthyr Tydfil Railway Station.

Cardiff City Region Deal Developments: Bridgend

The re-emerging town of Bridgend has been identified as a “strategic hub” within the business plan⁴³ for the Cardiff City Deal. Particularly, as one of the locations that will evolve to accommodate high value added activity, renewed resident population or university expansion. The business plan⁴⁴ also notes Porthcawl, in Bridgend, is one of the visitor attractions in the Cardiff City Deal which can attract significant numbers of international visitors. Suggesting visitor attractions can be complemented by investments in accommodation and the hospitality sector.

The town of Bridgend⁴⁵ is the nearest regional settlement to junctions 35 and 36 of the M4, where major housing and employment growth areas have been identified. Bridgend town centre will need targeted and long-term investment to respond to the opportunities and pressures that the anticipated growth in the region will bring.

⁴¹ Hopkins, L. (2018). Hoover Strategic Regeneration Area. Available at: <https://www.merthyr.gov.uk/media/4038/21-hoover-sra-framework-masterplan-june-2018-print-view-280618.pdf>

⁴² Sands, K. (2017). The full details on the major projects that could transform Merthyr Tydfil for years to come. Available at: <https://www.walesonline.co.uk/business/business-news/full-details-major-projects-could-13278426>

⁴³ Cardiff Capital Region, 'CCR City Deal Strategic Business Plan Wider Investment Fund. Available at: www.cardiffcapitalregioncitydeal.wales/ccr-business-plan/CCR-Strategic-Business-Plan.pdf

⁴⁴ As 43

⁴⁵ Cardiff Capital Region, 'TRI Regional Regeneration Plan 2018-2021 v1.0' Available at: <http://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2018/18-07-30/WG-Targeted-Regeneration-Investment-Programme-Appendix-A.pdf>

Section Five: Support Organisations, Training and Education in South Wales 2

As part of the Clean Slate Cymru mapping exercise at the start of the project employers were asked what barriers there were to employing ex-offenders. One of the biggest barriers employers reported was not knowing how to support ex-offenders. Below are some organisations that people can be signposted to some are based in South Wales 2 and some are national organisations.

Jobcentre Plus

A good place to start recruiting people facing barriers such as ex-offenders is Job Centre Plus (JCP). JCP Advisors will filter specific groups to meet the requirements of your initiative. JCP will also host careers fairs in local offices where they will welcome employers to attend.

Contacting the Local Job Centre

This is a search for the local office based on your postcode. Available at: [los.direct.gov.uk/](https://www.los.direct.gov.uk/)

- Phone: 0800 169 0190
- Phone in Welsh: 0345 604 4248
- Textphone: 0345 604 4248 (for those with speech or hearing difficulties)

Distance Learning for Prisoners

Prisoners' Education Trust (PET)

What they do:	PET provides distance learning opportunities to prisoners' to enhance their opportunities to increase their chances of building a better life after release.
Telephone:	0203 752 5680
Email:	info@prisonerseducation.org.uk
Website:	www.prisonerseducation.org.uk

Domestic Violence Support for Victims

All Wales Domestic Abuse and Sexual Violence Helpline

What they do:	Free, confidential helpline that offers support and information for anyone experiencing domestic abuse.
Telephone:	0808 801 0800
Email:	info@livefearfreehelpline.wales
Website:	livefearfree.gov.wales

Employability and Entrepreneurship

The Wallich BOSS Project

What they do:	The Wallich BOSS (Building Opportunities Skills & Success) project provides employability and entrepreneurship training to ex-offenders and prisoners serving sentences in South Wales at Cardiff, Swansea, Parc Bridgend, Usk and Prescoed prisons.
Telephone:	02921 674381

Email:	BOSS@thewallich.net
Website:	thewallich.com

Employability & Work Placement Support for Young People

Symud Ymlaen/ Moving Forward (SYMF) project	
What they do:	The SYMF project is delivered by Llamau and CBSA. The SYMF project supports young people aged 16-19, who have been in care or offended, to complete paid work placements. They provide employability and essential skills training for young people to prepare them for work placements. The SYMF project supports young people, and employers taking placements, in Carmarthen, Swansea, Neath Port Talbot, Bridgend, Caerphilly, Rhondda Cynon Taff, Merthyr Tydfil, Blaenau Gwent and Torfaen.
Telephone:	029 2023 9585
Email:	symfadmin@llamau.org.uk
Website:	www.symfwales.org.uk

Housing

Shelter Cymru	
What they do:	Housing advice and support
Telephone:	0345 075 5005
Email:	sheltercymru.org.uk/email-advice/
Website:	sheltercymru.org.uk/

Mental Health & Wellbeing

Samaritans	
What they do:	The Samaritans provides confidential emotional support 24 hours a day.
Telephone:	116 123
Email:	jo@samaritans.org
Website:	www.samaritans.org/

Substance Misuse

DAN 24/7	
What they do:	Wales Drug and Alcohol Helpline
Telephone:	0808 808 2234 Or text Dan to 81066
Website:	www.dan247.org.uk/

Support for Veterans

Veterans Health Wales	
What they do:	Advice and support to improve the mental health and wellbeing of veterans
Telephone:	01443 443443 ext. 5411
Email:	v@wales.nhs.uk
Website:	http://www.veteranswales.co.uk/

The Poppy Factory	
What they do:	The Poppy Factory provides a free, personalised employability service to veterans in England and Wales, supporting those with a medical condition or impairment back into work.
Telephone:	020 8940 3305
Email:	admin@poppyfactory.org
Website:	www.poppyfactory.org

Construction Training Provision in South Wales 2

Construction Wales Innovation Centre

The Construction Wales Innovation Centre (CWIC) project is a Construction Industry Training Board (CITB) construction training programme. The pan Wales training centre uses a hub and spoke model with its hub forming part of the new SA1 Waterfront Innovation Quarter. Partners, or spokes, include Coleg Cymoedd, Coleg Cambria, Coleg Ceredigion, Coleg Sir Gar, the Building research Establishment and the University of Trinity Saint David. The CWIC project delivers bespoke and specialist training to all levels and sectors of the Welsh construction industry. For a list of current courses see: www.uwtsd.ac.uk/cwic/current-training-courses-and-engagement-events

Construction Training

CITB Training Directory	
What they do:	The CITB's Construction Directory provides the details of CITB training delivered by CITB Approved Training Organisations. Anyone can search for a course in the directory you do not need to log in to access it.
Website:	www.citb.co.uk/training-and-courses/construction-training-directory/

The following local construction training organisations demonstrated they supported people facing barriers to access construction training during the project:

ARC Academy	
What they do:	Rail training, medicals and drug and alcohol screening, CSCS preparation and CSCS test centre, Occupational Health & Safety training, plant and civils training, New Roads and Street Works training.
Telephone:	01443 842856
Email:	info@arcacademyuk.com
Website:	www.arcacademyuk.com

Down to Earth Project	
What they do:	The Down to Earth project uses inclusive approaches to create designs using natural materials. They also run learning and well-being courses and adventure activities.
Telephone:	01792 232439
Email:	info@downtoearthproject.org.uk
Website:	www.downtoearthproject.org.uk

Further Education in South Wales 2

Bridgend College

Bridgend College⁴⁶ has a Construction Academy at its Pencoed Campus, they offer courses both in the trades or professions such as architecture, surveying, civil engineering or site management. Courses in the trades include brickwork, carpentry & joinery, construction, painting and decorating and plumbing.

Bridgend College	
Locations:	Bridgend, Pencoed, Maesteg and Cardiff
Phone Number:	01656 302 302
Email:	Enquiry Form: www1.bridgend.ac.uk/contact
Website:	www1.bridgend.ac.uk

Coleg y Cymoedd

Coleg y Cymoedd⁴⁷ runs construction classes in specialised workshops to enable students to practice the new skills they have learned. Courses include bricklaying, plastering, building maintenance, painting & decorating, electrical installation and construction and built environment.

Coleg y Cymoedd	
Locations:	Campuses are across Caerphilly and Rhondda Cynon Taff including Aberdare, Nantgarw, Tonypany and Ystrad Mynach
Phone Number:	Nantgarw: 01443 66280 Aberdare: 01685 887500 Rhondda (Tonypany): 01443 663202 Ystrad Mynach: 01443 816888
Email:	enquiries@cymoedd.ac.uk
Website:	www.cymoedd.ac.uk

Gower College

Gower College⁴⁸ offers full time plumbing qualifications, including apprenticeships, at its Ty Coch campus. The also offer a range of construction courses with apprenticeship routes such as brickwork and carpentry.

Gower College	
Locations:	Gorseinon, Fforestfach, Llwyn y Bryn and Ty Coch
Phone Number:	01792 284000
Email:	enquiries@gowercollegeswansea.ac.uk
Website:	www.gcs.ac.uk

Neath Port Talbot Group of Colleges

Neath Port Talbot College (NPTC) group was formed in 2013 after a merger between Neath Port Talbot College and Coleg Powys. Its catchment area covers 30% of the landmass of Wales and it has nine campuses. The School of Construction and Built Environment⁴⁹ is the largest school within the NPT College group.

Construction courses are delivered on five of NPT College Groups campuses, they are:

- Brecon Beacons College (Bricklaying and Carpentry and Joinery)
- Newtown College (Bricklaying, Carpentry and Joinery and Plastering)
- Swansea Construction Centre (a dedicated Building Craft Training Centre delivering Bricklaying, Carpentry and Joinery and Plastering)
- Neath College, where both Building Craft and Technician/Higher Technician studies (up to Level 5) are offered.
- Afan College, where a recently constructed workshop offers facilities for 14- to 16-year-old learners – they attend as part of a partnership with schools

⁴⁶ Bridgend College 'Building & Construction'. Available at: <https://www1.bridgend.ac.uk/our-courses/full-time-courses-2/building-construction/>

⁴⁷ Coleg y Cymoedd, 'Full Time Courses 2018' Available at: <https://www.cymoedd.ac.uk/media/3112/cyc-full-time-prospectus-2017-final-english.pdf>

⁴⁸ Gower College, 'Find a Plumbing and Construction Course'. Available at: www.gcs.ac.uk/plumbing-and-construction#!pnl_all

⁴⁹ NPTC Group of Colleges, Construction and Built Environment. Available at: www.nptcgroup.ac.uk/schools/construction-built-environment/

Neath Port Talbot Group of Colleges	
Locations:	Neath, Port Talbot, Brecon, Powys, Pontardawe, Swansea, Llandrindod Wells & Maesteg.
Phone Number:	01639 648000
Email:	Enquiry Form: www.nptcgroup.ac.uk/contact/
Website:	www.nptcgroup.ac.uk

The College Merthyr Tydfil

The college⁵⁰ has a purpose built construction facility including specialist engineering, brickwork and carpentry workshops. The college offers a number of construction trade courses including brickwork, carpentry and joinery, painting and decorating and plastering.

The College Merthyr Tydfil	
Locations:	Merthyr Tydfil
Phone Number:	01685 726000
Email:	Enquiry Form: www.merthyr.ac.uk/content/contact-us-form
Website:	http://www.merthyr.ac.uk

⁵⁰ The College Merthyr Tydfil, 'Construction Courses', Available at: <http://www.merthyr.ac.uk/courses/construction>

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