

**SOUTH EAST WALES TRAINING AND EDUCATION  
NETWORK**



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**Minutes of**  
**South East Wales Training & Education Network**  
**Meeting on**  
**Thursday 19<sup>th</sup> July 2007**  
**at Gartholwg Community Campus, Church Village**

## SOUTH EAST WALES TRAINING AND EDUCATION NETWORK

### Minutes of Meeting Thursday 19<sup>th</sup> July 2007 At Gartholwg Community Campus, Church Village

#### Present:

Sarah Bell	Chwarae Teg	SB
Jan Bennett	Caerphilly CBC, Community Regeneration	JB
Jodie Bett	NESTA	JoB
Jane Burdett	Clybiau Plant Cymru	JaB
Marion Burke	Wales TUC Education Service	MB
Lisa Condron	Coleg Morgannwg	LC
Rhian Connick	National Federation of Women's Institutes	RC
June Davies	Caerphilly County Borough Council	JD
Gill Dentus	Business Development Unit, Coleg Gwent	GD
Wendy Edwards	Gartholwg Lifelong Learning Centre	WE
Carol Everett Woolston	Cardiff ITEC	CEW
Isabelle George	Training Solutions Wales	IG
Peta Grimshare	Chwarae Teg (Minutes)	PG
Carol Hill	The Oatmeal Group	CH
Lara Hopkinson	Welsh School of Architecture, Cardiff University	LH
Dean Howells	Ystrad Mynach College	DH
Mike Keohane	Careers Wales Mid Glamorgan & Powys (Speaker)	MK
Paula Lafford	University of Wales, Newport	PL
Karen Long	WLGA	KL
Kim Madden	WEA	KM
Tim Opie	WLGA	TO
David Phillips	Wales Quality Centre	DP
Bev Pold	Chwarae Teg (Speaker)	BP
Helen Prosser	University of Glamorgan	HP
Emma Richards	Chwarae Teg (Chair)	ER
Jan Stephens	Cardiff University Centre for Lifelong Learning	JS
Richard Turner	NESTA	RT
Victoria Walsh	ConstructionSkills	VW
Catrin Williams	Newport & Gwent Enterprise	CW
Gail Williams	Disability Wales	GW

## **1.0 Welcome**

ER welcomed everyone to the inaugural meeting of the South East Wales Training & Education Network, and hoped that everyone would find the meetings useful and informative.

ER explained that Chwarae Teg are an economic development agency for women in Wales and that education and skills development are a key and cross cutting theme at the core of Chwarae Teg's business. By giving women the opportunity to learn new skills, take on different roles and move up the career ladder a huge section of the population would be active in the Welsh economy for the first time. Chwarae Teg have worked in collaboration with the Welsh Assembly Government and a host of other organisations helping to break down the barriers facing women and lone parents who want to develop their skills and access training and employment opportunities.

ER said that Chwarae Teg understood the imperative of working in partnership with other organisations and providing a network for like minded organisations to come together and discuss relevant issues, share information and opportunities is vital to forming effective partnership. Chwarae Teg is keen to play an effective part in that process by facilitating this network.

ER expressed thanks to Wendy Edwards (Manager of the Gartholwg Centre) for enabling the meeting to take place at this venue and offered members a chance to tour the extensive facilities at the end of the meeting.

## **2.0 Apologies**

A list is attached.

## **3.0 Background, Aims and Objectives of the Network**

ER confirmed the aims of the network and stated that anyone wishing to make a presentation or discuss a particular topic in future meetings contact ER.

Chwarae Teg would like to continue this Network on a free basis so are seeking offers of venues to host future meetings. Again please contact ER with details.

(Contact: [emma.richards@chwaraeteg.com](mailto:emma.richards@chwaraeteg.com) 07813 871 450)

ER introduced the two speakers, noting this is the first meeting and we want to set the scene for the future of the network:

BP – Development Manager for Chwarae Teg discussing Gender Balance : Opportunity and Innovation.

MK – Post Compulsory Education Manager - Careers Wales Mid Glamorgan and Powys and Chair of All-Wales Equality Group

**4.0 Gender Balance : Opportunity and Innovation  
Bev Pold – Business Development Manager**

BP welcomed everyone and gave a background of Chwarae Teg since its setting up in 1992 by the then Welsh Office, to the present day – its 15year anniversary. BP also stated how this is the right time for cooperation in partnership and the right time to exchange information and for open communication with all the relevant organisations.

BPs slide presentation is attached to these Minutes.  
(Contact: [bev.pold@chwaraeteg.com](mailto:bev.pold@chwaraeteg.com) 07812 110 624)

**5.0 Mike Keohane – Post Education Manager, Careers Wales Mid Glamorgan & Powys (Chair of All Wales Equality Group)**

MK's slide presentation is attached to these Minutes

MK thanked BP and ER for the invitation today and described his background of 15/16 years - the last 10 years being with Careers Wales. His first contact with Chwarae Teg was involving the SME Project and latterly with the Ready SET Go Project working with ER and BP directly. He would like to think that Careers Wales has come a long way in the past 5/6 years – a continual process. The message to give out is that it is the partnership work that has made the difference to policy.

Careers Wales is an all age careers, education and guidance service for Wales, set up by the Welsh Assembly Government in 2001. Prior to that it was part of the LEA setup. It comprises of 6 careers companies at the moment plus Careers Wales Association. Core funding from WAG.

Equality and Diversity in Careers Guidance has always been a part of WAG contractual requirements. Gender stereotyping – we have had criticisms, eg the EOC Report “The Apprentice”. Careers Wales welcomes this type of criticism.

Estyn inspect Careers Wales routinely to ensure it is providing a good service. The current situation shows that girls out perform boys in every case, but this is not being translated into career choices with women still mainly work in the 5 Cs. Still stereotypical choices are being made. We do a lot of good things but there is still some way to go.

There is not so much of a problem at graduate/professional level. The EOC Report stated that there were issues at technical level in choices made by 16/17 year olds.

MK – the way forward for Careers Wales companies is a partnership approach with all the key players. It is a joint effort and not just one organisation's responsibility, including the parents and guardians who need to influence young people. Research has shown that if you do not influence them by 2<sup>nd</sup> year comprehensive there is little chance of change. Careers Wales needs to be able to measure and show the impact they are having and demonstrate effects and influences on young people and parents.

Colleges and Educators support careers education and careers education programmes. In September 2008 lots of new standards around gender equality. Very much left up to schools as to whether they do it or not. Careers Wales can help schools to achieve their gender equality targets. Careers education needs to come first. Advisors in every school and college.

Careers Wales online – was launched 4 years ago, won a BAFTA when launched for technical innovation. Exceptional platform for positive messages/case studies. Put profiles on site. Careers Teacher Training Initiative.

Education Business links – working with primary schools in science clubs. Secondary Schools – Get Set – girls into Science and Technology.

Need to brief the young before they make choices at 14/15 and encourage them to try something different in work experience, and follow up afterwards. Now have Work Experience Diaries for every child in every school to be asked to complete – this has a reference to gender.

Cultural Assessment Tools– exterior consultants to complete confidential questionnaire on attitudes towards gender – very positive in Careers Wales. GERI – Gender Equality Race Inclusion resources – used in careers education.

What are we doing?

- Review of the guidance models and an understanding of the guidance out there.
- Professional Development in Equality and Diversity – staff training, onus on individual and own professional development fed into Personal Development Reviews. Training resources.
- Key messages at an earlier age, and throughout.
- Gender equality in all partnership agreements and initiatives.
- Ready SET Go Initiative – no better initiative – upwards of 2000 women at home with good qualifications – unable to get back into work scene. Soft skills needed to support and entice them back to work – self confidence and self esteem lost.

- 14-19 yr olds – Learning Pathways – still Engineering for boys, hairdressing for girls. Need to develop along un-stereotypical lines. Careers Wales to encourage new thinking.
- Employment – lots of work to be carried out – employers to buy into it.
- Wider partnership opportunities
- Promote the message – ongoing promotion
- Estyn and quality assurance – Estyn inspection is on a range of themes over a 6 year cycle. In January 07 thematic inspection on challenging gender stereotyping and how we perceive boys and girls. Needed partnership with Chwarae Teg.
- Action Plan and recommendations are on WAG website

Too many isolated pockets of good practice – should be Pan-Wales synergy between all 6 Careers Wales companies.

Out of that came the ‘All Wales Equality and Diversity Group’ of which MK is Chair. All 6 now meet regularly, the next in August, developing the ‘All Wales Work Plan’.

Huge challenge and one which will be evaluated. The audit of current practice will be published. WAG response – good work, build on it, strategic all Wales objectives and work in partnership.

A comment was made relating to the Learning Pathways Agenda noted that parents can put children off non-stereotypical careers. MK replied that parents and guardians need to be better informed and we need to work with them. Ongoing supportive mentoring issue.

WE commented that courses are not necessarily provided in Welsh for non-stereotypical pathways.

JB asked BP where Chwarae Teg’s work on economic inactivity fits with Job Match, who already have match funding. BP explained that CT and partners are in discussions with Heads of Valley Initiative and other organisations in that region and acknowledge the need to work closely with key players in the area.

RT whose daughter had been involved with Careers Advisers in the Cardiff area was not given a Work Experience diary. MK would pursue with issues with his colleagues in Cardiff and the Vale after the meeting

(Contact: [mike.keohane@cwmgp.co.uk](mailto:mike.keohane@cwmgp.co.uk) 01656 672 972)

## 6.0 Information Exchange

**Chwarae Teg: SB** Research Officer for Chwarae Teg described briefly the 2 projects she currently is working on: "Barriers to Women Reaching Senior Managerial Roles" and a paper for the ISBE Conference in November 'Impact of Care on Flexible Working Policies in SMEs".

(Contact: [sarah.bell@chwaraeteg.com](mailto:sarah.bell@chwaraeteg.com) 07815 737 968)

**Disability Wales: GW** Project Manager. Disability Wales is the umbrella organisation for all disability groups pan Wales, a charity and company limited by guarantee. There are 410,000 disabled in Wales and with the ageing population this will get higher. Our role is about inclusion. An impairment is a medical condition, disability is a social model where social and environmental barriers makes us disabled. Only 4% of disabled people are wheelchair users. Funding for self-employment is one option – 52% work for employers, 48% self employed. 86% were inactive prior to contacting our organisation.

(Contact: [gail.williams@disabilitywales.org](mailto:gail.williams@disabilitywales.org) 029 2085 3175)

**WLGA: KL** Skills Capacity Development Officer - Equality and Lifelong Learning, representing WLGA as employers. Commented that it is very difficult to engage with Careers Wales as an all Wales entity. MK responded that there may be changes ahead.

(Contact: [Karen.long@wlga.gov.uk](mailto:Karen.long@wlga.gov.uk))

**Gartholwg Lifelong Learning Centre: WE** Manager of Centre.

Very positive beginnings at new centre and 60 courses online for September '07, theatre full, events planned, Welsh medium activities, community based. 80% English/20% Welsh.

(Contact: [wendyedwards@campwsgartholwg.ag.uk](mailto:wendyedwards@campwsgartholwg.ag.uk) 01443 219 589)

**University of Glamorgan: HP** Senior Lecturer in Welsh. University of Glamorgan has been chosen by the Welsh Assembly Government to become a dedicated language centre which will plan and deliver Welsh for Adults courses throughout Rhondda Cynon Taf, Merthyr and Bridgend. The centre will be fully operational in September and there will be 5 other centres in Wales. HP is aware of barriers to women but find that men are underrepresented in Welsh medium education. Glamorgan Outreach is also run by the University and has a role to encourage women to move to learning. Bilingual provision also has an important role to play.

(Contact: [heproser@glam.ac.uk](mailto:heproser@glam.ac.uk) 01443 483 600)

**Ystrad Mynach College: DR** – In his current role as e-Learning Manager DR leads partnership on learning flexibly and engaging with the community, majority are women who are economically inactive.

(Contact: [dhowells@ystrad-mynach.ac.uk](mailto:dhowells@ystrad-mynach.ac.uk) 01443 810 133)

**Construction Skills: VW** Strategy Co-ordinator responsible for externally funded projects, particularly convergence funding. National construction week in October – organising events to raise awareness of construction as a career. STEP programme to support women (particularly BME's) into skills training.  
(Contact: [Victoria.walsh@cskills.org](mailto:Victoria.walsh@cskills.org). 01656 655 226)

**Coleg Glan Hafren: IG** Learn Direct Manager responsible for on line management and mainstream college courses. Training Solutions Wales is corporate training arm and offers modern apprenticeship scheme, NVQs and customised learning for employers  
(Contact: [george-i@glan-hafren.ac.uk](mailto:george-i@glan-hafren.ac.uk) 029 2090 8006)

**Oatmeal Group: CH** Head of Corporate Development. Recently worked on Potentia project for WAG facilitating Race Equality Awareness training. Personally passionate about gender equality issues and equality and diversity generally. Is also a Lecturer in Masters programme and includes diversity in lectures on Managing People. CH is also Vice Chair of CIPD Wales.  
(Contact: [chill@oatmealgroup.com](mailto:chill@oatmealgroup.com) 07980 983 126)

**Wales Quality Centre: DP** Chief Executive. WQC promotes excellence in business by helping businesses to improve their organisational competence. The organisation is a registered charity. They assist organisations across the board on a range of issues and work to the European Excellence Model which can also be provided in Welsh. DP stated that gender issues are improving and Business excellence programme had good female representation.  
(Contact: [david@walesqualitycentre.org.uk](mailto:david@walesqualitycentre.org.uk) 01443 841 192)

**Cardiff ITEC: CEW** Trainer and Co-ordinator.  
Works with Careers Wales with 16 – 19 year olds providing qualifications for disaffected youth. They can offer NVQs and Work-based learning.  
(Contact: [ceverettwoolston@cardiffitec.com](mailto:ceverettwoolston@cardiffitec.com) 029 2066 3800)

**University of Wales, Newport: PL** Training and Organisation Development Officer in newly created Organisation Design and Development Team – staff development remit providing bespoke training for staff and management development. Currently looking at pay and grading structure, training and development, and equality and diversity issues.  
(Contact: [paula.lafford@newport.ac.uk](mailto:paula.lafford@newport.ac.uk) 01633 432 803)

**Coleg Gwent: GD** Business Advisor in Business Development Unit responsible for KEF scholarship. Supports and encourages students thinking about starting their own business.  
(Contact: [gill.dentus@coleggwent.ac.uk](mailto:gill.dentus@coleggwent.ac.uk) 01495 333 619)



**Newport & Gwent Enterprise: CW** Business Advisor and City of Enterprise Co-ordinator offering pre-pre business support services to prospective entrepreneurs in Newport. CW targets under-represented groups, particularly women and lone parents. Project addresses barriers and skills gaps and provides networking and training opportunities. Currently focussing on construction skills in partnership with ConstructionSkills.  
(Contact: [catrin.williams@centreforbusiness.co.uk](mailto:catrin.williams@centreforbusiness.co.uk) 01633 254 137)

**Clybiau Plant Cymru : JaB** SEW Team Leader.  
Originally the Out of School Childcare Project at Chwarae Teg, became an organisation in its own right in 2001, funded by WAG, and now also funded by Local Authorities and European programmes. Aim to set up and support out of school clubs in Wales. Childcare predominately a female environment. Currently running two projects – CWLWM (funded by EQUAL) to produce business toolkit for setting up childcare business; and Kids Clubs running in old objective one areas enabling more good quality childcare, assisting people back to work and promoting recruitment into the childcare workforce. Literature available on request. JaB and Bethan Pocock of CPC will make presentation at next network meeting  
(Contact: [janeb@clybiauplantcymru.org](mailto:janeb@clybiauplantcymru.org) 029 2074 1000)

**National Federation of Women's Institutes- Wales: RC** Head of Wales Office. WI works to educate and empower women and offers training internally for members. College in Abingdon providing 500+ courses and has a franchise with Coleg Gwent. Currently managing 'Women Making a Difference' project which encourages women to contribute to the decision making process and includes the "Engendering Change" training programme  
(Contact: [r.connick@nfwi-wales.org.uk](mailto:r.connick@nfwi-wales.org.uk) 029 2022 1712)

**Cardiff University, Centre for Lifelong Learning: JS** Lecturer. For the last 5 years JS has written, developed and delivered Women into Management - women only course to breaking into management roles from administration, etc. Course has been supported by WAG and has proved a springboard for promotion, winning several prizes. JS is also Chair of Communities First – Splott where she promotes an Empowering Women course.  
(Contact: [stephensj4@cf.ac.uk](mailto:stephensj4@cf.ac.uk) 07813 796 574)

**Coleg Morgannwg: LC** Campus Services Manager at Nantgarw campus which offers host of SECT courses. LC also works with Women's Aid and is working on partnership with College and Women's Aid to offer short courses in DIY and construction to women who are coming out of a refuge situation.  
(Contact: [Hopkinsonl@cardiff.ac.uk](mailto:Hopkinsonl@cardiff.ac.uk) 029 2087 5968)

**Cardiff University, Welsh School of Architecture: LH** Research Associate. Lara was attending network to learn more about gender equality.

(Contact: [Hopkinsonl@cardiff.ac.uk](mailto:Hopkinsonl@cardiff.ac.uk) 029 2087 5968)

**NESTA: RT** Wales Manager. NESTA is the National Endowment for Science, Technology and the Arts, largest single endowment devoted exclusively to supporting talent, innovation and creativity in the UK. Invests in early stage companies and provides early stage venture capital. Funded by National Lottery. Invests in future innovators and ensures knowledge economy. Projects: Future Innovators – encouraging young to have skills and capabilities for 40 year future. Report “Ready for Future” on [www.nesta.org.uk](http://www.nesta.org.uk) . Currently recruiting beneficiaries for ‘Insight Out’ – WAG funded initiative to create 20 new high growth, high value media businesses in Wales – pre start-up and start-up for creative people involving a 7 week course in September and can offer £1000 to complete and £5000 to set up in business – details online.

(Contact: [Richard.turner@nesta.org.uk](mailto:Richard.turner@nesta.org.uk) 029 2045 2632)

**Workers Education Association: KM** Community Based Learning Development Officer. 100 years of WEA a voluntary organisation. Assists non-traditional learners and increasing community education. 75% participation by women. Currently studying for her Doctorate.

(Contact: [hecaties13@hotmail.com](mailto:hecaties13@hotmail.com) 07979 962 013)

**Wales TUC: MB** Education Service providing high quality training to work-based representatives, learning services and learning in the workplace. Sponsored by WAG with Wales Union Learning Fund and PCS (Public & Commercial Services Union). Network of union reps who act as mentors to help people overcome their barriers to learning.

(Contact: [mburke@tuc.org.uk](mailto:mburke@tuc.org.uk) 029 2034 7010)

## 7.0 Any Other Business – None

## 8.0 Date and Venue of next meeting:

**Tuesday 2<sup>nd</sup> October 2007 (venue to be confirmed)** Richard Rossington, Senior Policy Analyst, Welsh Assembly Government discussing “A Science Policy for Wales”. Report available from WAG publications or downloadable from website prior to meeting if required.

Bethan Pocock and Jane Burdett also presenting information on recent projects managed by Clybiau Plant Cymru

ER reminded members to contact her if they were able to host future meetings.

## Apologies received from :

Colin Thomas	Welsh Automotive Forum
Judith Lindwall	Coleg Gwent
Dr Chris Young	Welsh Electronics Forum
Julie Pemberton	Construction Skills Training
Helen Mahoney	I-SA Training
Felicity Furlong	WEA
Mike Crowell	Careers Wales Mid Glamorgan & Powys
Lesley Rees	Careers Wales Association
Margaret Willcock	Blaenau Gwent County Borough Council
Anna Morgan	Welsh Local Government Association
Kathryn Hopkins Morgan	Summitskills
Wendy Sadler	Science Made Simple
Richard Green	Community University of Valleys
Claire Morris	South Wales Probation Service
Janet Scicluna	Janet Scicluna Associates
Vivien Leach	Business Adviser
Paty Wysom	Careers Wales Gwent
Lily Power	Ethnic Business Support Partnership
Bernie Mark	ConstructionSkills
Colin Jones	Prime Cymru
Carol Madgwick	Gwent Association of Voluntary Organisations
Mark Isherwood	Sporttrain Wales
Hilary Hendy	MEWN
Cerian Angharard	The Association for Science Education
Viv Davies	University of Newport, Centre for Community & Lifelong Learning
Shannon Robinson	Community Enterprise Wales
Lesley Anne Beasley	Bridgend CBC, Corporate Training & Development
Cathy Murphy	Careers Wales Mid Glamorgan & Powys
Ffion Fielding	National Museums & Galleries of Wales
Deborah Morgan	Jobcentre Plus
Bethan Pocock	Clybiau Plant Cymru