



Llywodraeth Cymru
Welsh Government



Welsh Government
Commercial and Procurement Directorate

Learning and Development Prospectus 2025



Contents

Introduction	1
Wales Procurement Policy Statement Principle 4	2
Identifying a training need and addressing the gaps	3
Commercial Capabilities	4
All Wales overview of learning and development resources	5
<hr/>	
Section Overview	
Sharing knowledge, best practice and legislative guidance	6
ICT Training and eProcurement	8
Procurement Policy supported eLearning modules	9
Commercial and Procurement Policy	10
Chartered Institute of Procurement and Supply (CIPS): Knowledge, expertise and support available from the professional body	10
CIPS: Routes toward becoming a Member of the Chartered Institute of Procurement and Supply (MCIPS)	11
<hr/>	
UK Government Training	
Opportunities to engage with UK Government commercial training programmes and networking	12
Government Commercial College wider public sector opportunities	13
Opportunities to engage with UK Government commercial training programmes and networking	13
<hr/>	
Welsh Government Wider Partners	
Supporting the commercial and procurement community	14
<hr/>	
Foundational Economy	
An insight into the Foundational Economy, resources and Cynnal Cymru	14
<hr/>	
Sell2Wales	
Section overview: Sell2Wales support, help and resources for the Welsh public sector procurement community	15
<hr/>	
Welsh Government Useful Resources	
Useful resources and signposting	16
Best practice and lessons learnt in public sector procurement	16
<hr/>	
Welsh Government Direct Support	
Commercial and Procurement generic mailbox support	18



Llywodraeth Cymru
Welsh Government

Welcome to the Welsh Government Commercial and Procurement learning and development prospectus.

This prospectus brings together a whole range of carefully selected learning opportunities, to help aid you in your professional development, and on your procurement and commercial journey.

It is designed to support all those involved in Procurement and Contract Management to navigate the extensive learning and development initiatives.

These initiatives will support you during an exciting period of change, from gaining an understanding of the simpler, and more flexible procurement processes under the new regulations to developing new procurement and commercial skills vital to delivering the best outcomes for Wales.

The training and resources included have been developed by the Welsh Government, partners across the public sector, and the Chartered Institute of Procurement and Supply.

The resources embed valuable practical experience and expertise of operating within current procurement regulations.

As you continue your professional development, you will be able to share best practice within this large, exciting community, contributing to our evolving learning and development resources with the changing procurement landscape in Wales.

Introduction

This prospectus sets out the suite of learning and development opportunities available for the procurement and commercial profession that are applicable to all.

The resources available will enhance your procurement and commercial knowledge and help you when working with procurement colleagues or suppliers.

Below are some of the training activity icons which are used throughout this prospectus to help you easily establish the method of delivery.

**Discussion
forum**



**Webinars /
Recordings**



**Networking
opportunities**



Guidance



eLearning



Face to Face



Wales Procurement Policy Statement

Principle 4

We will raise the long-term standing and profile of the procurement profession and its role as an enabler for procurement policy.



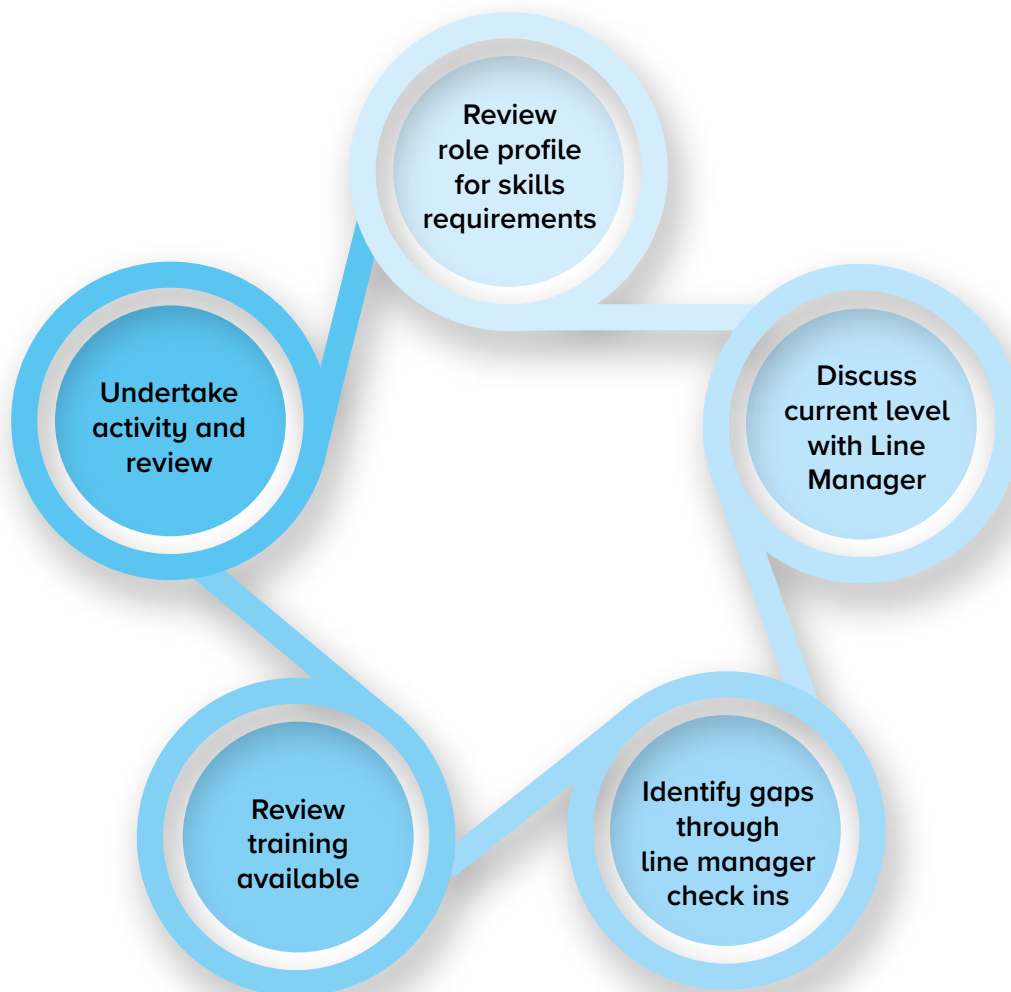
“Contracting authorities must ensure that there are appropriate skills, knowledge and behaviours in place to carry out effective procurement and contract management, cementing procurement’s role as a strategic facilitator of growth, innovation and improving public services delivery.”

Identifying a training need and addressing the gaps

There are a vast amount of resources available via the various learning platforms within this prospectus.

It is the individual's responsibility to review the resources and identify the appropriate learning.

Conducting a training needs analysis prior to shaping your Development Plan will support you to identify developmental opportunities.



Commercial Capabilities

Section Overview: Competency frameworks and models available to support progression.

Scottish Government Procurement Competency Framework



Sets out the skills and competency levels required by public sector staff involved in the procurement process, including The National Procurement Development Framework tool launched in April 2023.



www.gov.scot/publications/scottish-procurement-competency-framework

CIPS Global Standard



A competency framework for our profession, including the Global Standard in PDF format.



www.cips.org/intelligence-hub/global-standard-for-procurement-supply

European Commission: ProcurCompEU



The European competency framework for public procurement professionals. ProcurCompEU is a tool designed by the European Commission to support the professionalisation of public procurement.



commission.europa.eu

All Wales Overview of Learning and Development Resources



Welsh Government and wider partners

Academi Wales
CYD – community, blogs and resources and events
Procurement Reform
Sell2Wales
Welsh Universities



Commercial and Procurement Directorate

eProcurement Tools and Training
Wales Procurement Policy eLearning and guidance
Wales Procurement Policy Statement 2021 and Action Plan
Welsh Procurement Policy Notes



Professional Development

CIPS Branch Events
CIPS Corporate Award Programme
CIPS Memberships
CIPS Resources website
CIPS Podcasts
Events
MCIPS / Chartered status
Member Benefits















UK Government

Cabinet Office / Government Commercial Function
Contract management training – eLearning
Commercial opportunities / events / sourcing playbooks
Government Commercial College
Masterclasses
Self-funded options







Section overview

Sharing knowledge, best practice and legislative guidance

Title	Overview	Navigation
<p>Best Practice Group (BPG)*</p>    <p>*The BPG is available to Welsh Government and Welsh Government Sponsored Bodies only.</p>	<p>This group brings together Welsh Government and Welsh Government Sponsored Bodies commercial and procurement colleagues to share best procurement practice.</p> <p>Through shared learning the BPG ensures best practice is embedded to support compliance with procurement regulations, Welsh procurement policy and drive better commercial outcomes throughout our commercial activity.</p>	<p>Please contact: CommercialCapability@gov.wales to be added to the distribution list for these sessions.</p>
<p>Procurement Reform</p>   	<p>Here you will find information, videos and recordings for public authorities, businesses and other organisations on Welsh procurement reform.</p>	<p><u>Procurement Reform Help and Resources</u></p> <p>Contact the procurement reform team via: ProcurementReformTeam@gov.wales</p>
<p>Social Partnership and Public Procurement (Wales) Act</p>  	<p>A new online learning package to help people to learn more about the benefits of social partnership and the Social Partnership and Public Procurement (Wales) Act 2023 is now available through the Learning@Wales platform.</p> <p>The online learning provides access to free, interactive modules to help learn more about social partnership in Wales.</p>	<p><u>SPPA eLearning</u></p>
<p>Health Service Procurement (Wales) Act</p> 	<p>Find help and support on the regulations, statutory guidance and related documentation via the link provided.</p> <p>The Health Service Procurement (Wales) Act eLearning is available and can be accessed via the link provided. Individuals will need to register for access.</p>	<p><u>Regulations, guidance and documents</u></p> <p><u>Provider Selection Regime Wales eLearning</u></p>









Title	Overview	Navigation
<p>UK Government Knowledge Drops</p> <p>No certification</p> 	<p>This training is for those that have regular interactions with procurement and need some material level of understanding of the new legislation following the introduction of the Procurement Act 2023, including senior leaders at executive level, finance, commissioners of services, etc.</p>	<p>Knowledge Drops and factsheets are on UK Government's 'Transforming Public Procurement' webpages <u>Knowledge Drops</u>.</p>
<p>UK Government eLearning</p> <p>Core training for the Procurement Act 2023</p> <p>e-Badge upon full completion</p> 	<p>This training is for skilled practitioner level commercial and procurement professionals that need to understand the new regime e.g. operational procurement or commercial staff whose main role is to run tenders, let contracts, or manage suppliers or contracts. Learners may choose to complete some of the modules relevant to them. However, they would not receive certification.</p>	<p>Self-guided learning is available on the Government Commercial College (GCC) website.</p> <p>Learners will need to register with the GCC to access the <u>material here</u>.</p> <p>Further details on UKG's training content is <u>available here</u>.</p>
<p>Welsh Government eLearning</p> <p>No certification</p> 	<p>This training is for anyone within the Welsh public sector who needs to understand the new procurement legislative landscape in Wales. Focusing on Welsh public sector priorities, this training incorporates requirements under the Procurement Act, the Socially Responsible Procurement duties in the Social Partnership and Public Procurement (Wales) Act, and the Health Service Procurement (Wales) Act.</p>	<p>Self-guided learning is available on the Learning@Wales website.</p> <p>Learners will need to register on: <u>Learning@Wales</u> to access the <u>material here</u>.</p>

ICT training and eProcurement support

Title	Overview	Navigation
Basware 	<p>Basware is the current eInvoicing solution for organisations that signed up for the functionality in October 2023.</p>	<p>Stakeholder licenses are funded by the WG. Consultancy support is self-funded.</p> <p>Please contact: DigitalProcurementTools@gov.wales with any queries.</p>
eTenderWales (Sourcing) 	<p>eTenderWales is a software tool for eTendering and contracting activity for procurement opportunities.</p> <p>Buyers and Suppliers will need to register to access the portal.</p>	<p>Each organisation has a Superuser who can manage their users.</p> <p>Please contact: DigitalProcurementTools@gov.wales with any queries.</p>
Dun & Bradstreet	<p>A Risk Analytics reporting tool is available to support procurement activity.</p>	<p>Please contact: DigitalProcurementTools@gov.wales to request a licence*.</p> <p><small>* (Please note licences are limited and will be granted on a case by case basis)</small></p>
Commerce Decisions (eAWARD) 	<p>The AWARD® Tool enables seamless facilitation for technical evaluation with weighted criteria and gain consensus agreement with being fully transparent to justify and protect each decision.</p>	<p>eAward Licenses can be provided by e-mailing.</p> <p>DigitalProcurementTools@gov.wales Consultancy support is self-funded.</p>
Knowledge Base 	<p>Commerce Decisions provides a range of guidance to support the procurement process via the Knowledge Base.</p>	<p>Knowledge Base Solutions guidance hub</p>
Using Award as an evaluator 	<p>Here you will find a video guide that will take you through using AWARD® as an evaluator.</p>	<p>Evaluator Guidance</p>
Commerce Decision Webinars 	<p>Watch back the webinar recordings from the live events.</p>	<p>Click here to navigate to the Cyd website</p>

Procurement Policy eLearning modules

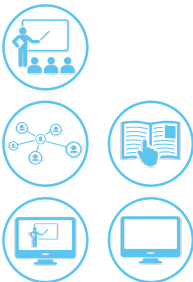

Users will need to register and search for this eLearning via learning.nhs.wales using the search bar on the right-hand side of the screen. Navigate to the Welsh Government tab and search the course catalogue by course title. Users can email the Learning@wales team with any queries email: eateb@wales.nhs.uk

Title	Overview
<p>Code of Practice: Ethical employment in supply chains</p>  	<p>The commitments in the Code help ensure that workers in our supply chains are employed fairly. The code commits public, private and third sector organisations to a set of actions that tackle illegal and unfair employment practices.</p> <p>This eLearning will help you with:</p> <ul style="list-style-type: none"> • The 4 Topics. • The 12 Commitments. • The Toolkit.
<p>Joint Bidding Guide</p>  	<p>This eLearning module is based on the Joint Bidding Guide. It supports consortium tendering for public contracts. It can be difficult for small businesses to compete for large public contracts. This training shows how businesses can form consortia to increase their capacity. It explains the approach taken to collaborative tendering, and how to overcome problems during a procurement process.</p> <p>This training will help you with:</p> <ul style="list-style-type: none"> • Organisation Readiness. • Forward Planning. • Assessing Suitability. • Preparing to Advertise.
<p>Community Benefits</p>  	<p>Community Benefits (CB) are contractual requirements linked to public sector contracts designed to deliver social, economic and environmental benefits while securing the goods, services or works required by the public sector in Wales.</p> <p>This eLearning will give you:</p> <ul style="list-style-type: none"> • An understanding of Community Benefits policy. • An understanding of how implementing Community Benefits policy contributes to the delivery of the Well-Being Goals. • How to identify Community Benefits opportunities and plan CB objectives in your procurement. • An overview of contract management of Community Benefits.
<p>Project Bank Accounts</p>  	<p>This eLearning is aimed at those who wish to gain an understanding and explain</p> <ul style="list-style-type: none"> • What is a PBA. • The policy drivers for PBA's. • WG PBA policy. • Why PBA's are needed. • Benefits of a PBA. • The differences and benefits of a single or joint PBA. • How PBA's fit into the payment process.


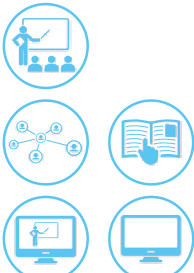
Commercial and Procurement policy






Title	Overview	Navigation
Carbon Reduction Plans	<p>Weekly events delivered by Crown Commercial Services for suppliers but could help you to learn more around what's required.</p> <p>Book on-line to reserve your space.</p>	<p><u>Reserve your place here</u></p>
Commercial Policy	<p>Advice, guidance and queries for Welsh public procurement.</p>	<p>Email the Commercial Policy team at:</p> <p><u>CommercialPolicy@gov.wales</u></p>

Chartered Institute of Procurement and Supply (CIPS): Knowledge, expertise and support available from the professional body

Title	Overview	Navigation
<p>Chartered Institute of Procurement and Supply (CIPS)</p> <div data-bbox="142 1276 335 1556">  </div>	<p>CIPS is the world's largest professional body serving Procurement and Supply.</p> <p>CIPS offer a wealth of training, support and guidance via the CIPS website to members including access to professional qualifications, programme support across key themes for employers and students, events and networking opportunities, alongside a refreshed website and an Intelligence Hub.</p> <p>Find your nearest CIPS Welsh study centre via the link provided.</p>	<p>www.cips.org</p> <p>Welsh CIPS study centres</p>
<p>CIPS Branch Events</p> <div data-bbox="142 1688 335 1778">  </div>	<p>CIPS branch events are hosted and delivered on a regional basis delivering face to face sessions to share knowledge and best practice for its members. Three branches operate across Wales, and programmes are advertised via the CIPS website.</p>	<p>West Wales Branch</p> <p>South Wales Branch</p> <p>Cheshire and North Wales Branch</p>






CIPS: Routes toward becoming a Member of the Chartered Institute of Procurement and Supply (MCIPS)

Title	Overview	Navigation
<p>Chartered Institute of Procurement and Supply (CIPS)</p> <p>Corporate Award Programme (CAP)*</p>  <p>* The Welsh Government supported programme is currently under review (2025).</p>	<p>The CAP is an applied learning route to achieve MCIPS which is delivered by the professional body. It is financially supported by the Welsh Government but places are subject to eligibility criteria. Employers can also fund this route directly. The corporate award is delivered as part of the Welsh Government's Commercial and Procurement Capacity and Capability programme.</p> <p>The programme aims to ensure that the skill levels of existing Welsh Public Sector staff meet the needs of today, create professionals of the future, and raises the status of the procurement profession.</p>	<p><u>CIPS Corporate Award Programme</u></p>
<p>CIPS Level 4 Diploma in Procurement & Supply</p> <p>CIPS Level 5 Advanced Diploma in Procurement and Supply via a Personal Learning Account</p> 	<p>The Chartered Institute of Procurement and Supply is an internationally recognised professional qualification, up to Honours Degree Level, which is strongly pragmatic and applies equally to both the public and private sectors.</p> <p>Funding for Levels 4 and Level 5 is available via the Welsh Government Personal Learning Account Programme for individuals who meet key criteria.</p>	<p><u>www.gllm.ac.uk/personal-learning-account</u></p>

Title	Overview	Navigation
Apprenticeship in Commercial, Procurement & Supply Level 3 Level 4     	<p>The apprenticeship is ideal for new and existing procurement professionals looking to develop essential knowledge and competencies to thrive in the procurement sector.</p> <p>The apprenticeship is underpinned by two key qualifications:</p> <ul style="list-style-type: none"> Chartered Institute of Procurement and Supply Advanced Certificate (Level 3) and Diploma (Level 4). A newly developed competency qualification that ensures those studying the apprenticeship are developing the competence and confidence for an exciting career in procurement. 	Medr.cymru/en/apprenticeships/

UK Government Training

Opportunities to engage with UK Government commercial training programmes and networking

Title	Overview	Navigation
Government Commercial College     	<p>The Government Commercial College provides key commercial and contract management learning for civil servants and the wider public sector.</p> <p>The courses cover a range of topics, and are designed to support those in both commercial and non-commercial roles to develop their skills and achieve a baseline of professional excellence. Here you can access the Contract Management Foundation and Beyond Foundation, Practitioner and Expert coaching sessions alongside other opportunities.</p> <p>To find out more about the Contract Management training please email: commercialcapability@gov.wales</p>	Government Commercial College

Government Commercial College wider public sector opportunities**



Commercial opportunities

- Information, guidance and resources for Commercial Senior Executive Officers.
- The Sourcing Playbooks.

eLearning modules: Contract management opportunities

- Contract management Foundation.
- Contract management Beyond Foundation – eLearning module.
- SRO Module 1 – Introduction to contract management for senior responsible / business owners.



Other

- Commercial Learning and Development Managing through Change Webinars.
- Grant Management Awareness Training.
- PFI e-Learning series.
- Social value e-Learning. D&I masterclass.
- Public Sector Commercial Standards Masterclasses.
- Transforming Public Procurement – coming soon.







Self-funded opportunities

- Commercial Learning and Development courses – for those who have attended the Commercial Assessment Development Centre.
- Contract Management – Practitioner / Expert.



[Click here for the Government Commercial College website](http://www.govcommercialcollege.co.uk) or visit:
www.govcommercialcollege.co.uk

Opportunities to engage with UK Government commercial training programmes and networking

Title	Overview	Navigation
Knowledge Hub 1. Welsh Public Services Community 2. Calendar of Events*    	<p>This platform provides an online interactive community for colleagues to post questions, share knowledge, insight and best practice and learn from colleagues experiences. It is used extensively in central and local government, health, education, housing, police and fire services.</p> <p>This calendar provides an opportunity to access commercial events which are available for booking.</p> <p>Users will be required to register for access and submit Individual requests to join the community groups*.</p>	<p><u>Welsh Public Services Community Group</u></p> <p><u>GCF Community Group: events</u></p>
<p>* Some calendar events may incur a fee to attend.</p>		

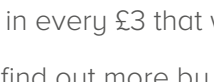
Welsh Government Wider Partners

Supporting the commercial and procurement community

Title	Overview	Navigation
<p>Academi Wales</p> <div data-bbox="142 564 343 654">  </div> <p>*Some calendar events may incur a fee to attend.</p>	<p>Here you will find a range of learning resources, courses and events and networks aimed at leaders and managers*.</p>	<p>academiwales.gov.wales</p>
<p>CYD Events / Resources / Blogs</p> <div data-bbox="142 929 343 1117">  </div>	<p>Cyd is the centre of excellence where procurement and commercial communities can learn and support each other.</p> <p>It has been developed to support commercial and procurement professionals to implement Welsh Procurement Policies in their day-to-day work.</p> <p>Here you will find the Procurement Journey, Case Studies, Events, Resources (Toolkits) and Blogs available to support the wider procurement community.</p>	<p>https://cyd.cymru</p>

Foundational Economy

An insight into the Foundational Economy, resources and Cynnal Cymru

Title	Overview	Navigation
<p>Foundational Economy</p> 	<p>What is the Foundational Economy (FE)?</p> <p>The part of the economy providing the basic goods and services on which every citizen relies and which keep us safe sound and civilised.</p> <p>It's a Programme for Government priority and a key part of Welsh Government's Economic Resilience and Reconstruction Mission. The FE accounts for 4 in 10 jobs and one in every £3 that we spend.</p> <p>You can find out more by visiting the Cynnal Cymru website.</p>	<p><u>Foundational Economy eLearning module</u></p> <p><u>Cynnalcymru.com</u></p>

Sell2Wales Support

Section overview: Sell2Wales support, help and resources for the Welsh public sector procurement community.

For more information visit: www.sell2wales.gov.wales

What is Sell2Wales? (S2W)

Managed by the Welsh Government, the Sell2Wales.gov.wales website provides a free and secure environment for advertising contract and tender opportunities.

Each year, contract opportunities worth on average over 10 billion pounds for public sector goods and services are advertised through this site.

Approximately, 80% are smaller opportunities, so there are contracts out there for businesses of all types and sizes.

We aim to help:

- public sector buyers to advertise and manage tender opportunities
- businesses promote their services
- businesses find contract opportunities.



Quick Quote Click here	Public Profile – Supplier Finder Click here
Sub-contract Facility Click here	Single Procurement Document (SPD) Click here
Supply Chain Support Click here	Sell2Wales Project Pages Click here
Help and Resources for Buyers Click here	S2W FAQ's Click here
S2W Postbox Click here	Contracts Finder Click here
Stage 2 Notice Click here	Contract Award Notice (Non-registered Buyers) Click here

Welsh Government Useful Resources

Useful Resources and signposting

Wales Procurement Policy Statement 2021	Sets out the strategic vision for public sector procurement in Wales.	WPPS 2021
Wales Procurement Policy Statement 2021: Welsh Government's action plan	Sets out how the Welsh Government will observe the Wales Procurement Policy Statement in its own procurement.	WPPS 2021 Action Plan
Welsh Procurement Policy Notes	This collection brings together Welsh Procurement Policy Notes (WPPNs) and UK government Procurement Policy Notes (PPNs), providing advice for public sector bodies in Wales.	Policy Notes
Well-being of Future Generations (Wales) Act 2015	<p>The Well-being of Future Generations Act gives us the ambition, permission and legal obligation to improve our social, cultural, environmental and economic well-being.</p> <p>You, me and the future of Wales guide. Real life examples and guidance to help you implement the Act through procurement.</p>	WBFGA 2015 You, me and the future of Wales
Welsh public sector procurement guidance and services	Host website for all Welsh procurement policy advice and guidance.	WPS procurement guidance and services

Best practice and lessons learnt in public sector procurement. Visit the library of case studies at: www.gov.wales/procurement-case-studies

Swansea leads the way in prompt energy payments	Like other schools across Wales, schools in Swansea have historically paid their energy bills by cheque.	Click here for the full case study
Electric vehicle purchase collaborative procurement	Savings made through an innovative collaborative agreement to help Welsh local authorities transition their fleets to Net Zero.	Click here for the full case study
New liner service supports a greener Wales	PHS pioneers an eco-friendly liner service which reduces carbon emissions and saves water.	Click here for the full case study

Future proofing the procurement profession in Wales	Students go from strength to strength supported by the Welsh Government's procurement placement programme through collaboration with public sector partners.	Click here for the full case study
Framework for the provision of supply teachers	The Welsh Government Commercial Delivery Team procured a framework for supply teachers employed across Wales to increase transparency of agency fees and improve pay and working conditions for supply teachers.	Click here for the full case study
Sophie adds a touch of style to procurement	Sophie Stacey started her procurement journey working as a buyer for a family run business.	Click here for the full case study
Brian's story – the path to a positive future	This film showcases how a commercial procurement model gave Brian the opportunity to rebuild his future and give back to the community.	Click here for the full case study
Delivering social value through collaborative commercial activity	This film showcases best practice in relation to the delivery of Social Value through the procurement of a major infrastructure project, The South Wales Metro.	Click here for the full case study
Innovative procurement initiative makes a noise	Carbon neutral musical instruments will be given to all 7-year-old pupils in Wales thanks to Welsh Government funding and an innovative purchasing route.	Click here for the full case study
Social enterprise delivers green hybrid work hubs	In Autumn 2021, Wales Council for Voluntary Action (WCVA), The National Lottery Community Fund (TNLCF), Welsh Local Government Association (WLGA) and Data Cymru relocated to a new shared workspace in Cardiff.	Click here for the full case study
Welsh Government continues to invest in the future of procurement professionals	Over 60 funded spaces allocated for the corporate Award Programme are due to commence in autumn/winter 2022 to 2023.	Click here for the full case study
Ministry of Furniture awarded contract to supply Caerphilly County Borough Council	Caerphilly County Borough Council are working with Welsh manufacturers to sustainably source furniture and support circular economy objectives.	Click here for the full case study

Visitor pods secured for care homes across Wales	Helping people maintain contact with their families and friends where routine visits have not been possible due to COVID-19 restrictions.	<u>Click here for the full case study</u>
Barclaycard ePayments Service provides continuity for the Welsh public sector	The Barclaycard ePayments Service for the Welsh public sector has been in operation since 2014 and is currently used by over 110 organisations.	<u>Click here for the full case study</u>
Digital signatures provide agility and continuity for public procurement in Wales	The Welsh Government Digital and ICT Procurement team recently implemented the DocuSign digital signature functionality into its sourcing and tendering portal, eTenderWales, delivered by the service provider, JAGGAER.	<u>Click here for the full case study</u>

Welsh Government Direct Support

Commercial and Procurement generic mailbox support



Business Intelligence (BI)
CommercialProcurementBusinessIntelligence@gov.wales

Commercial Capability and Leadership
CommercialCapability@gov.wales

Commercial Delivery
CommercialProcurement.Delivery@gov.wales

Commercial Policy
CommercialPolicy@gov.wales

Digital Procurement
DigitalProcurementTools@gov.wales

Health Service Procurement (Wales) Act
HealthCareProcurementReform@gov.wales

Social Partnership Act
spefw@gov.wales

Procurement Reform
ProcurementReformTeam@gov.wales

If you have any questions on this prospectus or would like further information please contact:
CommercialCapability@gov.wales