

## Employment and Enterprise Bureau 2025/26 guidance and funding

**Date:** 18 August 2025

**Reference:** Medr/2025/10

**To:** Principals of further education institutions

**Respond by:** Interim report - 31 January 2026;  
End of year report - 31 July 2026

**More information:** Emma Mock | [emma.mock@medr.cymru](mailto:emma.mock@medr.cymru)  
Rachel O'Gorman | [rachel.ogorman@medr.cymru](mailto:rachel.ogorman@medr.cymru)

### Summary:

This publication sets out Medr's requirements and funding arrangements for the Employment and Enterprise Bureau (EEB) activity in 2025/26. It confirms monitoring arrangements, timelines and attaches monitoring templates.

## Publication summary

1. This publication sets out Medr's requirements and funding arrangements for the Employment and Enterprise Bureau (EEB) activity in 2025/26. It confirms monitoring arrangements, timelines and attaches monitoring templates.
2. The aim of the EEB is to deliver positive employment and self-employment outcomes for learners, by providing a package of support to develop learner employability, enterprise and entrepreneurial skills. This support should be delivered by working in collaboration with employers, Careers Wales, the Regional Skills Partnerships (RSPs), and other key partners to develop opportunities for learners in their regions.
3. The funding should be used to continue to integrate enterprise and entrepreneurship delivery within the EEB, with the aim of increasing the self-employment opportunities available to learners and leavers, as well as promoting embedding employability and entrepreneurship within the curriculum to the benefit of learners.

### 2025/26 funding

4. The total budget available to support the EEBs from 1 August 2025 to 31 July 2026 is **£1,320,000**. This funding is comprised of £960,000 of Medr funding and £360,000 received from Business Wales, which must be used to support the Enterprise and Entrepreneurship element of the EEB activity in FEIs in Wales. The total allocation will continue to be split equally across the 12 FEIs in Wales so that each FEI receives a total allocation of **£110,000** in 2025/26.

### Monitoring and timelines

5. FEIs are required to submit an interim and end of year monitoring report, using the templates at **Annex A** and **Annex B**, to Medr by the dates set out in the timeline. As the enterprise funding for 2025/26 is provided by the Welsh Government, information that is reported to Medr against those requirements will be shared with the Welsh Government so the impact of its funding can be monitored.

Action	Responsibility	Date
Publish 2025/26 EEB guidance	Medr	August 2025
2025/26 EEB first payment of £83,600	Medr	September 2025
Interim report submitted to Medr	EEBs	31 January 2026
2025/26 EEB final payment of £26,400	Medr	April 2026
End of year report submitted to Medr	EEBs	31 July 2026
Statement of Expenditure submitted to Medr	EEBs	31 August 2026

## Introduction

6. This publication sets out Medr's requirements and funding arrangements for the Employment and Enterprise Bureau (EEB) activity in 2025/26. It confirms monitoring arrangements, timelines and attaches monitoring templates.

## Aim of the funding

7. The aim of the EEB is to deliver positive employment and self-employment outcomes for learners, by providing a package of support to develop learner employability, enterprise and entrepreneurial skills. This support should be delivered by working in collaboration with employers, Careers Wales, the Regional Skills Partnerships (RSPs), and other key partners to develop opportunities for learners in their regions.
8. The funding will support learner transition from education into employment or self-employment by developing the employability and entrepreneurial skills they need to achieve positive outcomes. Preparing learners to enter the labour market and ensuring they are fully informed of the career options available to them should contribute towards preventing them from becoming not in employment, education or training (NEET) when they finish their course of study.
9. The funding should be used to continue to integrate enterprise and entrepreneurship delivery within the EEB, with the aim of increasing the self-employment opportunities available to learners and leavers, as well as promoting embedding employability and entrepreneurship within the curriculum to the benefit of learners.

## Background and policy context

10. In 2024, Welsh Government transferred the responsibility for funding the EEBs to Medr, the Commission for Tertiary Education and Research, which was established on 1 August 2024 as the organisation responsible for regulating and funding the tertiary education sector in Wales.
11. In 2025/26, Medr will continue to fund the EEBs to meet the aims and objectives set out in this guidance, building on previous Welsh Government activity. We do not expect EEB delivery or activity to change in this funded period. Business Wales has continued to provide funding to embed and enhance entrepreneurship support within the EEBs in 2025/26.
12. The [Tertiary Education and Research \(Wales\) Act 2022](#) places strategic duties on Medr to *promote tertiary education that is organised coherently to facilitate movement of learners through different stages of tertiary education and into employment or business, and to promote equality of opportunity through the provision of support for students finishing courses of Welsh tertiary education who are members of under-represented groups to continue their tertiary education, find employment or start a business.*

13. Medr's [Strategic Plan](#) sets out its response to the Welsh Government's strategic priorities for tertiary education and research, which includes an aim to focus tertiary education around the needs of the learner, and to create a flexible and joined-up tertiary system where everyone can acquire the skills and knowledge they need for a changing economy and society. Medr intends to define and set targets for excellent learner outcomes to ensure learning has a positive effect on the future of learners.
14. [Medr's Operational Plan](#) for 2025/26 sets out the activities that we will carry out to meet this strategic aim, including how we will work with providers to ensure they are enhancing the employability of learners in Wales, monitoring effectiveness of current activity and scoping future activity, including the EEBs as one of the mechanisms for delivery.
15. The aims of this funding align with [Stronger, Fairer, Greener Wales: A Plan for Employability and Skills](#), which sets out the Welsh Government's commitment to creating a Wales where individuals of all ages can receive a high quality education, with jobs for all. In addition, the funding aligns with the [Well-being of Future Generations \(Wales\) Act 2015](#) goals and ways of working, and key principles of the Act are embedded in the requirements for this funding.

## Requirements, outcomes and activities

16. Providers should work collaboratively with key partners and stakeholders to deliver activities which create referrals, progression, employment, self-employment or business start-up opportunities, and which improve learner choice and avoid duplication or displacement of activity offered elsewhere. Partners include, but are not limited to, other tertiary education providers; employers and local businesses; third sector organisations; entrepreneurs; Regional Skills Partnerships; local authorities; Careers Wales; and Welsh Government funded services, such as Big Ideas Wales and Business Wales.
17. The outputs and outcomes for the EEBs in 2025/26 are set out in the bullets below. Progress against these outcomes should be reported in **Annex B**.
  - Learners engaged with the EEB.
  - Learners supported through the EEB.
  - Learners that have engaged in work experience opportunities.
  - Learners supported into employment or an apprenticeship.
  - Learners supported into further / alternative learning or higher education.
  - Learners supported into self-employment.
18. In order to deliver the outcomes, EEBs are required to maintain a physical presence so that they can deliver a range of activities accessible to learners from the list set out below:

- i. support learners to develop their employability and entrepreneurship skills, through provision of information, advice and guidance and one to one support and mentoring, based on learner need.
- ii. signpost to other support services or organisations, including Big Ideas Wales and Business Wales, to facilitate self-employment.
- iii. work with employers and third sector organisations to arrange work experience; taster sessions; employer engagement activities; self-employment placements or opportunities; and employer mentoring or shadowing.
- iv. provision of a range of employability activities, such as support with CV development, job search training, assessment centres, and interview techniques.
- v. provision of a range of entrepreneurship activities to make positive steps towards self-employment, including support with business ideas; presentation of ideas or models; writing business plans; running a business; working in a SME; preparing for self-employment or apprenticeship opportunities; and accessing start-up support / programmes.
- vi. enhance learner understanding of the opportunities for employment and self-employment in the region, informed by the Labour Market Information (LMI) published by Regional Skills Partnerships and Careers Wales, as well as providers' own intelligence from their links with employers. This approach should strengthen the opportunities for quality, sustainable employment and self-employment for learners in their region.
- vii. promote access to, and participation in, safe, fair and rewarding work, which includes opportunities for personal development and progression.
- viii. promote fair work, by raising learners' awareness of employment rights and the role of Trade Unions.
- ix. connect to opportunities throughout the FEI which enable students to gain higher technical and employability skills, such as through participation in skills competitions held regionally, nationally, and internationally.
- x. raise awareness of learners of the future skills needs across their chosen industry in relation to the journey to Net Zero, so that they are able to progress into sustainable roles or enter sustainable self-employment.
- xi. embed enterprise/entrepreneurship into careers and job fairs, induction weeks and organise activities to participate in Global Entrepreneurship Week held annually in November.
- xii. identify and, as far as possible, remove barriers for disabled learners accessing support through the EEB in line with the social model of disability<sup>1</sup>. The Welsh Government's team of [Disabled People's Employment Champions](#) are available to provide practical advice on all matters relating to the recruitment and retention of disabled workers.
- xiii. raise learner and employer awareness of the employability benefits of Welsh language in relation to job and careers opportunities and roles.

---

<sup>1</sup> The [Social Model for disability](#) is a framework created by disabled people to address the challenges they face. It emphasises that people are disabled by barriers in society, not by their impairments. Further resources available for employers to recruit and retain disabled employees are available at [Business Wales](#). In addition, Welsh Government's Disabled People's Employment Champions can be contacted at [dpec@gov.wales](mailto:dpec@gov.wales).

- xiv. support learners leaving other parts of the post-compulsory education and training system, such as schools, with a focus on employability.

### Enterprise and Entrepreneurship

- 19. Welsh Government is providing funding for enterprise activity through the EEB, which aims to develop the internal eco-system of support for entrepreneurship within a Further Education Institution (FEI) and enable the EEB to act as an ambassador for entrepreneurship. It should be a catalyst for change, increase entrepreneurial capacity across the organisation and provide a lead conduit between learners, staff and partner organisations. In addition to the activities set out above, further requirements related to enterprise and entrepreneurship include:
  - i. designate an Entrepreneurship Champion to develop the community of support for self-employment and act as an ambassador for entrepreneurship, including continuing to build constructively on the Enterprise Champion network.
  - ii. identify staff champions who will lead efforts to support entrepreneurship by engaging employers, and help to promote, embed and measure entrepreneurship in the curriculum.
  - iii. support the institutions' role in the community by undertaking outreach work which promotes enterprise and entrepreneurship in local schools, youth and community groups.
  - iv. publish an entrepreneurship annual impact report showing the value of grant support and the outcomes of enabling work undertaken within the institution.
  - v. develop and communicate a clear start up journey for learners and support their decisions and transition to start up by bridging the gap between aspiration and business start-up.
  - vi. develop communication channels to raise awareness and report on impact of work and achievements internally as well as to partners, business community and stakeholders.
  - vii. actively engage the business community, in particular local businesses to lever in private sector support to tailor and add value to activities to meet regional needs and create unique opportunities for learners.

### **Continuous improvement**

- 20. In order to ensure the support delivered by the EEBs meets the needs of learners and aligns with employer need, providers are expected to evaluate the employability and entrepreneurship activities delivered to identify the activities that have most impact to inform their delivery. We therefore expect providers to consider mechanisms for taking account of the learner voice and employers' views. EEBs can continue to use [Big Ideas Wales feedback forms](#) to evaluate as one of the mechanisms for demonstrating impact in relation to entrepreneurship.
- 21. We also expect providers to share good practice and learning from delivering this activity, through the existing Employment and Enterprise networks. Providers should consider whether there is scope to work together to offer support to their own learners.

## Monitoring and demonstrating impact

22. FEIs are required to submit an interim and end of year monitoring report, using the templates at **Annex A and B**, to Medr by the dates set out in the timeline at paragraph 24. As the enterprise funding for 2025/26 is provided by the Welsh Government, information that is reported to Medr against those requirements will be shared with the Welsh Government so the impact of its funding can be monitored.
23. The main outputs continue to be the number of learners engaging in support through the EEB, including entrepreneurship support which leads to positive steps toward self-employment<sup>2</sup>, as well as the number of learners supported into employment, self-employment, apprenticeships or further / alternative learning. In addition, the entrepreneurship update (section 5 of Annex A) should include a narrative of work undertaken to meet the Engage, Empower, Equip and Enable objectives as set out in the [Youth Entrepreneurship Strategy \(YES\) Action Plan for Wales](#).
24. We require EEBs to develop case studies which demonstrate the learner journey and impact of engagement with employers, support organisations and learners supported into self-employment or business startups. We expect case studies which demonstrate both the employability and entrepreneurial aspects of the EEB.
25. In 2025/26 we will work with the sector to explore the scope for recording the demographic data of learners supported through the EEB, which will contribute towards measuring achievement of Medr's strategic duty to promote equality of opportunity in tertiary education.

## Funding

26. The total budget available to support the EEBs from 1 August 2025 to 31 July 2026 is **£1,320,000**. This funding is comprised of £960,000 of Medr funding and £360,000 received from Business Wales, which must be used to support the Enterprise and Entrepreneurship element of the EEB activity in FEIs in Wales. The total allocation will continue to be split equally across the 12 FEIs in Wales so that each FEI receives a total allocation of **£110,000** in 2025/26 (£80,000 to focus on Employability and £30,000 to focus on Enterprise/Entrepreneurship).
27. Medr will make payments in two instalments of £83,600 in September 2025 and £26,400 in April 2026.
28. FEIs **must** use their allocated funding on costs associated with providing a package of support to develop learner employability, enterprise and entrepreneurial skills provided through the EEB to achieve positive outcomes. Providers must comply with Medr guidance and return a statement of expenditure using the template at **Annex C** for the period 2025/26. We reserve the right to reclaim any part of the allocation that has not been spent (i.e. paid out) by 31 July 2026.

---

<sup>2</sup> Self-employment includes freelancing, starting /launching a business and starting a social enterprise.

## Timeframe

29. The timeline for payments and monitoring is presented in the following table:

Action	Responsibility	Date
Publish 2025/26 EEB guidance	Medr	August 2025
2025/26 EEB first payment of £83,600	Medr	September 2025
Interim report submitted to Medr	EEBs	31 January 2026
2025/26 EEB final payment of £26,400	Medr	April 2026
End of year report submitted to Medr	EEBs	31 July 2026
Statement of Expenditure submitted to Medr	EEBs	31 August 2026

## Acknowledgement of the Welsh Government funding

30. It is the responsibility of a provider to acknowledge activities wholly or partly funded by the Welsh Government through appropriate use of the Welsh Government logos and statements in marketing materials or communications. **This only applies to funding that FEIs receive for enterprise activity.** Where activity is partly funded by the Welsh Government, the appropriate part-funded logo should be used. Where activities are fully funded, FEIs should use the funded by the Welsh Government logo.
31. Guidance on the correct format, resolution and use of logos should be requested directly from the Welsh Government's branding department [brand@gov.wales](mailto:brand@gov.wales) to ensure media compliance.
32. All public promotion of entrepreneurship activities should acknowledge the Youth Entrepreneurship Programme, in particular the use of services provided by the Youth Entrepreneurship Services operationally known as Big Ideas Wales. This includes Big Ideas Wales Role Models, workshops, events, and 1-1 business advisors. This drives the use of Business Wales as the main provider of Business Support in Wales.
33. Promoting the support of Welsh Government funding should be applied to institutional websites, brochures and materials. This includes any promotional merchandise purchased with grant funding to support entrepreneurship activities.

### Marketing and promotional example text

34. Suggested marketing and promotional example text are set out below, and can be personalised to your EEB or amended as appropriate

- **Insert EEB name** is supported by Welsh Government as part of the Young Persons Guarantee to encourage and support young people to be more entrepreneurial and help those interested in starting a business take their ideas forward.
- **Insert EEB name** is supported by Welsh Government as part of the Big Ideas Wales Programme. Big Ideas Wales is part of Business Wales and funded by Welsh Government to support entrepreneurship in Wales. The service is aimed at anyone between the age of 5 and 25 who wants to develop a business idea, including students and graduates, as part of its commitment to the Young Person's Guarantee.
- **Part/Fully funded** by the Welsh Government as part of the Big Ideas Wales Programme which supports the Young Persons Guarantee.

### **Further information**

35. Any queries regarding this publication should be directed to Emma Mock or Rachel O'Gorman ([emma.mock@medr.cymru](mailto:emma.mock@medr.cymru) / [rachel.ogorman@medr.cymru](mailto:rachel.ogorman@medr.cymru)).

# Medr

Y Comisiwn Addysg Drydyddol ac Ymchwil  
Commission for Tertiary Education and Research

[www.medr.cymru](http://www.medr.cymru)

2 Cwr y Ddinas  
Stryd Tyndall  
Caerdydd  
CF10 4BZ

2 Capital Quarter  
Tyndall Street  
Cardiff  
CF10 4BZ



Noddir gan  
**Lywodraeth Cymru**  
Sponsored by  
**Welsh Government**