

Skills for the future

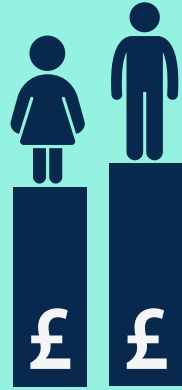
What the Future
Generations Report 2020
means for Public Bodies



Why do we need to change our approach to skills and what is changing?

Stats and trends:

The median gross weekly earnings for full-time employees in Wales is [£537.8 per week \(2020\)](#), the second lowest across UK nations. [The gender pay gap in Wales is 7.7%.](#)



[43% of young people don't feel prepared](#) to enter the work force and worry they lack confidence and soft skills.



Attainment in primary and secondary schools in Wales has risen overall in recent years, although inequalities persist with children from particular ethnic groups and children from deprived backgrounds not achieving the same outcomes as their peers.



The economy in Wales is dominated by smaller enterprises - [98.5% of all enterprises in Wales employing less than 50 staff.](#)



Wales has the [highest percentage of its population over retirement age](#) in the UK and it is increasing.



The number of adult learning activities has [decreased significantly in recent years](#) - 57,000 adult learning in 2014/15, to 34,000 in 2018/19. Across the UK, formal workplace learning has declined over the last 15 years.



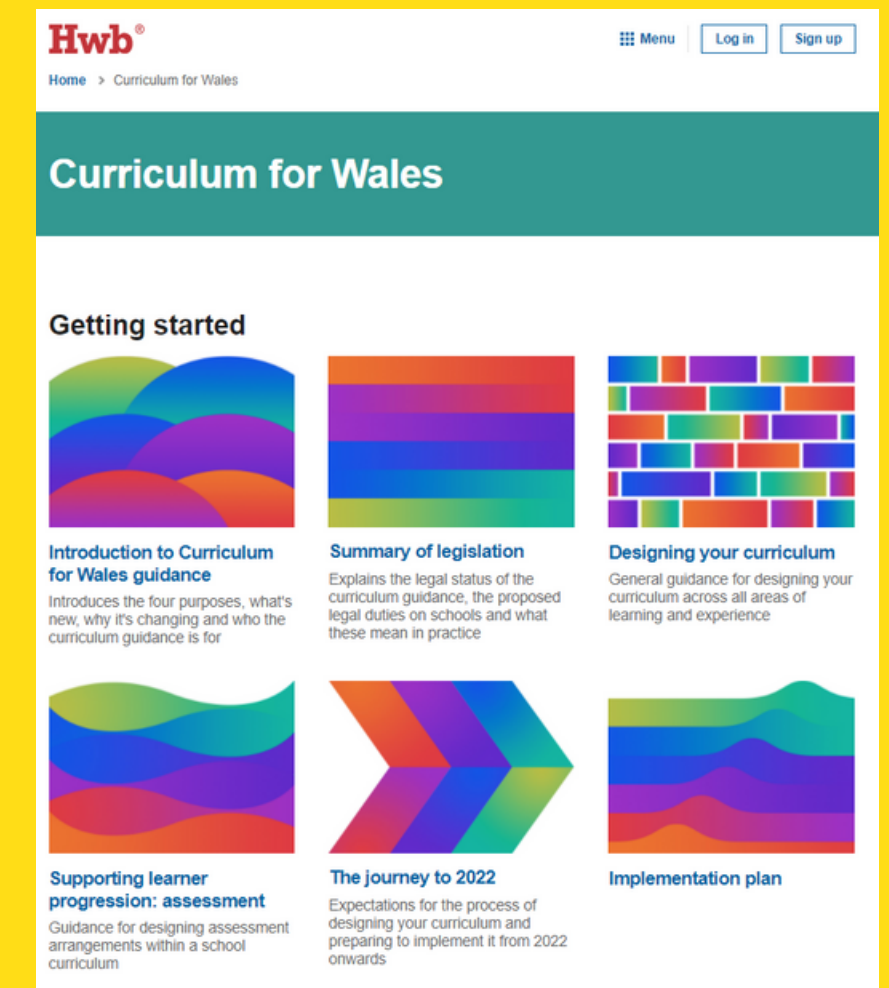
So, what's changing?

The COVID-19 pandemic has changed the way in which we live, work and learn. Some of this change has brought positive benefits to well-being and could provide us with lessons for the future on how we take advantage of technological breakthroughs.

However, the pandemic has also highlighted areas in which Wales was not fully prepared, like digital schooling. The need for a new, national approach to online learning is clearer than ever.

The new Curriculum for Wales will be rolled out from 2022. Its mission clearly recognises the importance of the education system in creating well-rounded citizens who, in turn, will be part of creating the Wales we want for future generations. It also provides a once-in-a-generation opportunity to create well-being schools - a holistic approach to give well-being and coping mechanisms equal weighting to skills like literacy and numeracy.

Hwb, the Welsh platform for digital learning, sets out an overview of the new curriculum



As educational and career pathways become less defined, with people embarking on several careers in different sectors during their working life, they will need to continuously build on their skill set. We need to work together to create a lifelong learning ecosystem that everyone can access at any time. The creation of a new Commission for Tertiary Education and Research provides a significant opportunity to develop a long-term vision and curriculum for post-16 learning and the skills system in Wales, using the principles of the Act.



What is the Commissioner's vision?



Skills will be about equipping people, not just for work, but for a life well-lived.

By 2050, Wales will have moved quickly to a system where people learn through their lives, improving on existing skills and acquiring new ones based on their individual needs.

Our education system will be more personalised and self-paced, and we will move away from process-based to a project and problem-based content delivery.

Section on Skills for the
Future in the Future
Generations Report 2020



How can this vision contribute to the 7 well-being goals?



Skills & (Re)Training for a Prosperous, Green & Equal COVID-19 Recovery



The COVID-19 pandemic has had a significant impact on employment and the economy. While challenging, the situation provides an opportunity to build back differently and improve long-standing challenges in Wales. A 'green and just recovery' could deliver good quality livelihoods and support rapid decarbonisation and biodiversity enhancement in Wales. [This relies on having the right skills and training in place.](#)

Barriers to Success:

- Skill gap** - there are currently not enough people to fill potential green jobs in Wales.
- Training** has been focused in different subjects and sectors. Much higher numbers of apprenticeships and trainees are needed for a green recovery.
- Adult education** is in decline.
- Inequality** - currently 'green' workforce and trainees are predominately white males.
- Funding for upskilling** is insufficient to cope with demand and scale.



A Recipe for Change:

There are immediate actions and longer-term policy approaches we can take for a prosperous, green and equal recovery, for example:

1 Improve alignment and action towards the climate and nature emergencies with investment in skills, training and sectors that will provide a green and just recovery.

2 Invest in the industries and technologies of the future, and support businesses that will help Wales to lead the low carbon revolution and lock wealth and jobs into local areas with investment in the foundational economy.

3 Create Race Equality Strategy to tackle the inequalities experienced by Black, Asian and minority ethnic communities in Wales.

4 Set out a plan for responding to current crises and future trends in ways that reduce inequalities rather than perpetuating them.


5 Establish a national vision for Wales to become the most eco-literate and globally responsible nation in the world.

6 Establish and fund a shared national mission for education and training, bringing the skills of business, the third sector, community activists, older people and the youth services sector.

7 Establish a national vision for lifelong learning.

8 Pilot a Basic Income.

9 Develop an economic stimulus package that leads to job creation and supports the decarbonisation of homes.



What could a Prosperous, Green & Equal COVID-19 Recovery look like?

Investment in key infrastructure projects in green industries and nature restoration could create at least 45,000 direct jobs and over 60,000 indirect jobs in the next two years*

5,280 jobs Railway Construction	3,426 jobs Research & Development	2,810 jobs social housing construction	5,870 jobs Renewable energy and port upgrades	2,940 jobs Electrical Installations
4,260 jobs retrofit insulation of housing	3,600 jobs reforestation and natural flood defence	6,560 jobs off-site housing manufacture	2,725 jobs bicycle and pedestrian lanes construction	2,730 jobs in retrofit energy assessors.

*Analysis undertaken in partnership with Wales TUC and New Economics Foundation (2020/21). Numbers are approximate and are not exhaustive in terms of low-carbon and 'green' industries.



What can you do to contribute to this future vision?*

I want Public Bodies to:

- Collaborate with others to set and meet skills-related objectives and have broader benefits beyond economic well-being.
- Re-assess the measures of progress and outcomes for skills.
- Promote culture and Welsh language through apprenticeships and work-based learning, and ensure that it is built in at the start of any technological development.
- Put in place mechanisms to support and encourage lifelong learning, workforce learning, apprenticeships, and work experiences.
- Adopt proactive measures in setting well-being objectives and steps, which include setting challenging targets for recruitment, retention, and progression of women, Black, Asian and minority ethnic groups, and disabled people; ensure that they are visible and represented at all levels in their organisation.
- Adopt the actions of the 'Diversity and Inclusion Strategy for Public Appointments', aimed at providing equal opportunity for all, such as providing mandatory equality training and unconscious bias training.
- Communicate how The Well-being of Future Generations (Wales) Act 2015 links to the delivery of the new curriculum, to ensure that education helps Wales meet its well-being goals; including the role schools, colleges and universities could play in meeting local well-being objectives.
- Collaborate with other public, private and voluntary sector organisations to support teaching and learning, provide work experience opportunities and apprenticeships.
- Create job ladders in areas where there has been no opportunity for progression. Consider introducing job switching to help people progress and gain new skills.
- Put in place recruitment and workforce planning processes identifying and rewarding skills identified for the future.



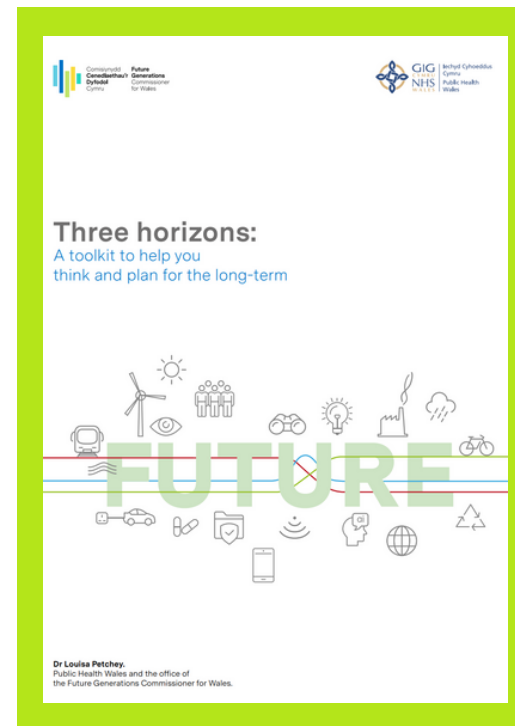
*These are the only the recommendations most relevant to the work of you and your team. There are more recommendations contained in the section on Skills for the Future in the Future Generations report, which you might wish to look at.



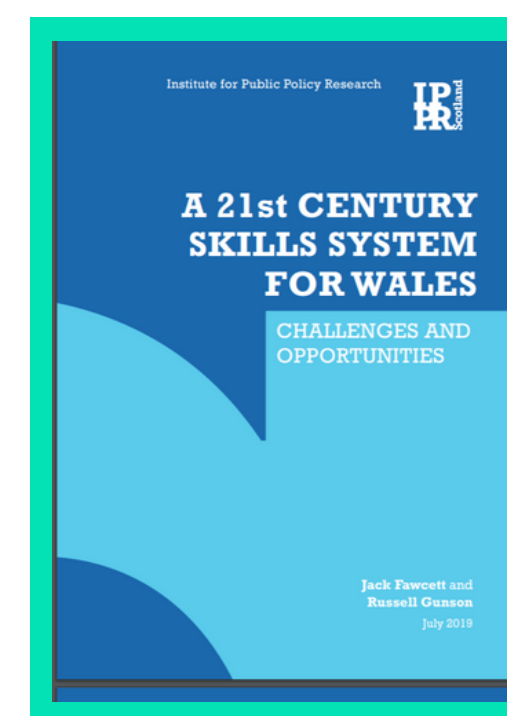
Useful resources and tools, which can help you follow these recommendations:



This is a once in five years report, which sets out the Commissioner's assessment of progress made in implementing the Act within the reporting period. It reflects on the progress of all public bodies in terms of whether they have embraced the cultural change required by the Act and also considers the progress being made on each of the seven national well-being goals.



This is an easy-to-use guide to help public bodies think and plan better for the long-term, by keeping a clear vision and taking future trends into account. The Three Horizons Toolkit is based on a model developed by Bill Sharpe and the International Futures Forum. It was developed by Public Health Wales and our office to help public bodies avoid making decisions that don't stand the test of time.



Report on the challenges and opportunities to the skills system in Wales. It lays out the changes in policy for education, training and learning in Wales and reports on the path to a better skills system for Wales.



This document aims to amplify the voices of young people as we approach the Senedd election in 2021. It sets out the key recommendations that the Commissioners wants to see the next Welsh Government commit to. She has called on all political parties to consider these recommendations within their manifesto work.



Wales TUC produced a report on green recovery from the pandemic, calling for a massive economic stimulus and set out a plan to achieve a 'just transition' to a net-zero economy for workers and communities in Wales.



The College of the Future for Wales Report is nation specific and lays out recommendations for the vision of skills in the future. The report sets out recommendations to reduce inequality, inspire innovation and collaboration, and create a national vision for lifelong learning.



Useful contacts to support you with following these recommendations:

