



Future Generations January 2022
Newsletter



Foreword

Welcome to our first newsletter of 2022, I hope it finds you and your loved ones well.

This year is a significant one for our office as it marks my last full year as Future Generations Commissioner for Wales and one where we take stock our achievements and learnings to date while looking forward to those priorities we will set out going ahead.

In terms of what we have achieved, 2021 saw a number of publications including our [Homes Fit for the Future](#) report, our [Manifesto for the Future](#) (continued from 2020) and our Procurement Review findings in [Procuring Well-being in Wales](#).



Skills and Training for a Green Recovery in Wales

A green recovery is one which delivers good quality livelihoods whilst supporting rapid decarbonisation and improving biodiversity in Wales.

Wales TUC estimate over 80,000 indirect and 45,500 direct jobs for a green recovery over a 2 year period with government investment in key projects.

Having the right skills and training in place will be crucial for ensuring Wales recovers from the impacts of the pandemic and ensures a green future, tackling long-term challenges.

5,870 jobs
Renewable energy and port upgrades



Projected for 1,800 jobs to be created in port upgrades for wind development and 4,200 jobs in facilities for wind and battery manufacturing. Taken with the other manufacturing jobs, the level of job creation is significant and would need new entrants into the sector to fill these vacancies.

6,560 jobs
off-site housing manufacture



Significant potential for employment in a green recovery, but **currently a gap in skills pipelines**. There is only 600-800 apprentices in general education across the sector and this is to be directly reduced and the number of entrants in education now falls to 2,411 people down from 7,800 people.

Some groups of society are underrepresented in these industries currently

In electrical installation, 20% of the workforce is female and 8% of non-white ethnicity.

In specialised construction (like railway and jobs/academia), 18% female, 8% non-white ethnicity.

In construction of buildings (like social housing construction) and of the categories for retrofit (wood), 27% female, around 8% non-white ethnicity.

In railway and other engineering, between 20-20% female, between 11-50% non-white ethnicity.

In agriculture, forestry and related trades, 21% female, 0-18% non-white ethnicity.

2,730 jobs
in retrofit energy generators



around 400-600 apprentices available currently. These can be trained against specific 2 experience of jobs in government.

3,426 jobs
Research & Development



Current capacity sufficient to sustain. **The skills gap is likely to be significant** due to the lack of entry points into the industry.

2,726 jobs
bicycle and pedestrian lanes construction



2,940 jobs
Electrical installations



Skills relevant to construction (like building technology) 1,200 jobs, electrical skills changing 1,200 jobs, and other general construction 800 jobs. **But for non-accident related jobs**, there is a need for rapid, significant training to be provided. As well as investment in infrastructure.

5,280 jobs
Railway Construction



But filling this level of skills gap is a challenge because of the need of new jobs required to meet for the 1,000 current jobs in Wales. In rail engineering, there is a potential for around 800 jobs but rail construction and engineering has seen skills shortages in recent years. It takes at least 3 years to train a railway engineer via apprenticeship schemes.

4,200 jobs
retrofit insulation of housing



And 1,700 in retrofit of windows/doors - current apprenticeship numbers are between 10-40 in this category, leaving a skills shortage. An increase in skills could be done via 400, as well as through the 1,700 increase in training.

3,600 jobs
reforestation and natural food defence



Apprenticeship levels are very low at 60-100 per year. The number of people enrolled in relevant education increases from 100-150 to 1,000-1,500 compared to 4,000 previously.

2,810 jobs
social housing construction



As much as 20% of workforce.

1 - Skills through Crisis: Upskilling and (Re)Training for a Green Recovery in Wales

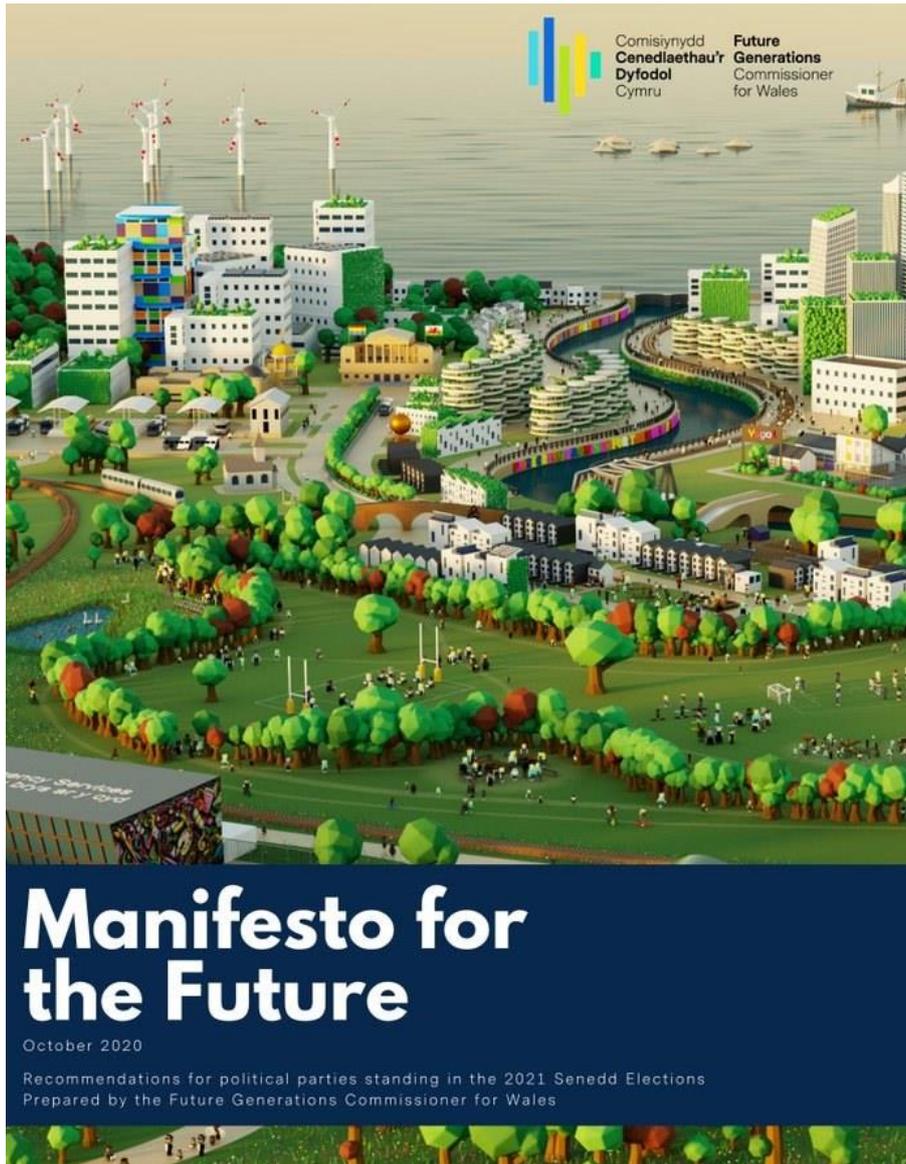


PROCURING WELL-BEING IN WALES

A Review into how the Well-being
of Future Generations Act is
informing procurement in Wales.



February 2021



A Future Fit Programme for Government



Welsh Government should...

- 1 Invest in green jobs for the future
- 2 Take action on gender and race gaps in green industries
- 3 Support and increase the caring workforce
- 4 Set out a long term investment plan to decarbonise Welsh homes
- 5 Create a National Nature Service
- 6 Harness the power of culture to build back creatively

HOMES FIT FOR THE FUTURE: THE RETROFIT CHALLENGE

How will we finance the decarbonisation of homes
in Wales to support our net zero ambitions?

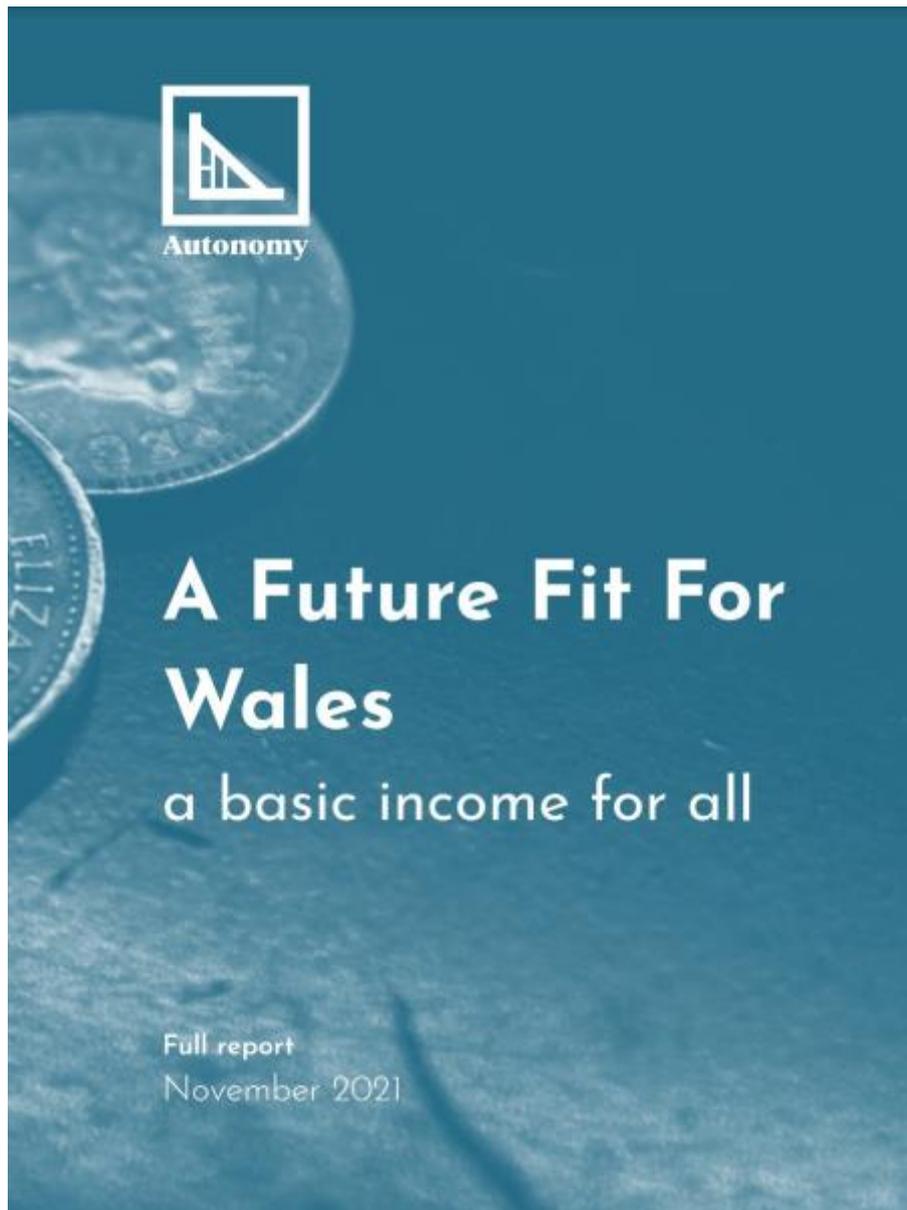
Executive Summary



5 - [Homes fit for the Future: The Retrofit Challenge](#)



6 - [Inequality in a Future Wales](#)



7 - [*A Future Fit for Wales: a basic income for all*](#)

We also completed Phase 1 of our Equalities work and published [Inequality in a Future Wales](#) – our fourth report published in 2021 - where we highlighted that the Welsh Government must take action now to stop those most affected by the effects of climate change, such as flooding, being disadvantaged for generations by future trends.

The report also stated that, unless we do things differently and act now in tackling issues such as climate change, automation and an ageing population, existing inequalities will get worse and new ones will appear.

These trends need to be considered when tackling poverty, mental health and the further breakdown of social cohesion.

As part of the way forward we need to involve the poorest and most marginalised, those who are least responsible for climate change, in policy decisions. These people are most likely to be exposed to the negative effects of climate change and have the least resources to be able to respond and recover so their voices must be heard.

[A Future Fit for Wales: a basic income for all](#) was another report which aimed to highlight the progressive approach we need to take to ensure our communities are lifted out of poverty and given the chance to thrive.

Let's make no mistake, poverty is deadly. Keeping people well means doing new things to tackle this issue.

[Poverty in Wales would be halved](#) if the Welsh Government commits to a progressive Universal Basic Income (UBI) - a system where a government pays every individual a set salary on a regular basis regardless of their means or employment status.

It would decrease overall poverty rates by 50% and child poverty would decrease by 64%, bringing it to a rate of under 10% in Wales. **It is currently at 28% - the worst in the UK.**

It could completely transform society by delivering a more equal, prosperous Wales and offers us the chance to increase the prosperity of every single person, giving them a safety net when they and their families need it most – surely the hallmark of any civilised society?

What is a Universal Basic Income?

A universal basic income (UBI) is where a government pays every individual a set salary on a regular basis, regardless of their means or employment status.

It is a basic, minimum payment, designed to meet basic needs, paid to everyone individually, without condition.

Described as 'this generation's NHS' a UBI in Wales would

- Decrease poverty rates by 50%
- Decrease child poverty rates by 64%
- Address income security
- Take pressure off the health service
- Improve long-term health

We're calling on Welsh Government to trial a geographically-based UBI scheme that includes children, the employed, the unemployed and pensioners, as well as care leavers.

"The way universal credit operates is punitive and that eats away at you over time. It also makes you feel guilty and worth less than other people and like you're not trying hard enough when I don't think those things are true. Universal Basic Income is an investment in people's potential rather than punishment for their poverty."

KATHERINE ADAMS
38, CONWY

As well as these key reports, which aim to set out indelibly the challenges we face and the course of action we need to take, the office also launched the latest Leadership Academy with 35 participants – the Academy is where we identify Wales' future leaders and equip them to champion well-being.

[We also attended the UN Climate Change Conference COP26.](#)

Following on from the COP26 conference we noted that Wales was at the forefront of progressive nations but there is still much work to do in the delivery of the goals and also in how money is being spent to support and address the issues which our office works to highlight.

While facts, figures and reports are essential elements in highlighting our work to the wider public, the golden thread which helps to bring all this work to life is the creative efforts of our [Poet in Residence, Taylor Edmonds](#).



8 - [Inequality in a Future Wales](#)

Taylor has produced many poems to highlight and give voice to the human element of issues such as climate change with the piece Emerging from Winter which highlights the effects of flooding. This poem was co-produced with Llanrwst residents and read by school children from Ysgol Bro Gwilyr.

She also performed When I Speak of Bravery at the unveiling of the Betty Campbell statue in Cardiff last year.

Taylor's work has been integral in breathing life into our efforts and in giving them a human resonance - we thank her hugely for all she has done.

Looking forward to the year ahead, we plan to keep pushing forward and highlighting the messages from our previous work, including the [Future Generations Report 2020](#) - Chapter 2 of which looked at the culture change needed across public services in Wales to deliver the vision of the Wales We Want.





I have also today (January 31st) launched a [review into how the Welsh Government implements the Well-being of Future Generations Act](#) (further details can be found in the accompanying section 20 review article).

The Act is one of the greatest cultural change programmes the Welsh public sector has ever undergone.

Through this review, I will explore 'how' the Welsh Government is ensuring their processes, working culture and public sector leadership acts in accordance with the sustainable development principle and take greater account of the long-term impact of the things they do, with a view to identify good practice and may make recommendations on how processes could be improved going forward.

The over-riding focus of my final year will be to firm up the Act in Wales: to keep supporting and challenging public bodies; to highlight what's changing as a result; and to consolidate the community of support around it, from within business, champions in public bodies, the voluntary sector too and the brave political decisions too.

Review into how the machinery of Welsh Government implements the Well-being of Future Generations Act



SECTION 20 REVIEW

HOW THE MACHINERY OF WELSH GOVERNMENT IMPLEMENT THE WFG ACT

As the Future Generations Commissioner for Wales, I want to ensure the world leading Well-being of Future Generations Act is used to its full extent and encourage public bodies to make policy decisions which are sustainable and positively impact on the day to day lives of current generations and those yet to be born. This includes helping improve how housing policies address fuel poverty, how we ensure that those most likely impacted by flooding and coastal erosion are involved in tackling the climate and nature emergencies, how education, training and employment opportunities are geared towards industries and opportunities of the future.

But **what** policies are created depend on **how** the policies are developed. How they are delivered matters too. I believe the processes behind the scenes, (often overlooked) are essential to applying the Well-being of Future Generations Act.

The Act is one of the greatest cultural change programmes the Welsh public sector has ever undergone. This cannot be achieved unless the internal workings of public bodies – their processes, their policy development and delivery, and their workforces - are acting in accordance with the sustainable development principle and are promoting and enabling sustainable development throughout their organisations as required by the Well-being of Future Generations Act. The Welsh Government also has a particularly important role to play, as the leader of public bodies and as they set national policies for everyone in Wales.

On 31 January 2022, I launched a [review into how the machinery of Welsh Government implements the Well-being of Future Generations Act](#) (Review by the Future Generations' Commissioner into how the machinery of Welsh Government is carrying out sustainable development and safeguard the ability of future generations to meet their needs). **You can read more about this review and section 20 reviews [here](#).**

I've drawn on a range of evidence to determine that a review at this time is needed, including my own [Future Generations Report \(2020\)](#), the Auditor General's report '[Implementing the Well-being of Future Generations Act](#)' (2019) and the Public Accounts Committee report '[Delivering for Future Generations: The Story so Far](#)' (2021) which all highlighted barriers and areas for improvement associated with implementation of the Act within Welsh Government.



Through this Review, I will explore ‘how’ the Welsh Government is ensuring its internal operations, working culture and leadership take greater account of the long-term impact of the things they do, with a view to identify good practice and to make recommendations on how processes could be improved going forward.

To help focus this work, the Review will use a particular policy area to look at the practical application of the Act. I have chosen to focus mainly on Welsh Government’s apprenticeship policy and the processes used to create it and deliver it. The Review will also draw on a limited number of other policy areas, as needed, to understand how processes have been used across government to implement the Act. This approach will further enable me to make recommendations relevant to Welsh Government as a whole.

Walking the talk of the Act, using in particular involvement, integration and collaboration, I will seek to work in a collaborative manner with the Welsh Government in conducting the review to further embed the sustainable development principle within its workforce and mechanisms. We are jointly committed to continuous improvement, and value this opportunity to assess current application and to identify areas of learning and innovation.

The Review will be guided by a Steering Group drawn from a range of backgrounds including academics, those with experience of skills and apprenticeships policy, and those with experience of working within Welsh and UK Government. We will be engaging widely with stakeholders and involving those with relevant lived experience to inform the review.

My aim is to publish our findings in November 2022. Look out for more information in next month’s newsletter about how you can get involved.

Movement for Change

Last year we launched the '[Movement for Change](#)' section of our newsletter to highlight projects and organisations across Wales which are contributing to delivering on the Well-being Goals and generally campaigning and taking action for change towards a more sustainable Wales.

Since then we've featured a number of inspirational projects and organisations - mostly in the voluntary and community sector- powered by individuals who are champions for the wellbeing of future generations.

Some of the organisations we have heard from include Give Your Best (GYB) which is a volunteer-run, non-profit organisation that focuses on empowering women of the refugee community. Women who are refugees, seeking asylum, or destitute can shop from a catalogue of clothes gifted via an online platform, at no cost. You can read more about them from our June newsletter [here](#).



9 - [Give Your Best](#)



10 - [Youth Climate Ambassadors for Wales](#)

We have also heard from Kate of the Youth 7 (Future Leaders Network) and the Youth Climate Ambassadors on their work and vision for our future Wales. You can read more in our August newsletter [here](#).

If you have a project to share with us that you think demonstrates the Well-being of Future Generations (Wales) Act in action, you'd like to tell us about how your organisation has embedded

the Act in the way it works, or you'd like to share your personal story of change-making for sustainable development please get in touch, we'd love to hear from you and share what you are doing as part of the Movement for Change.

We've put together a quick style guide on what we are looking for in these features, but feel free to drop us a line at contactus@futuregenerations.wales and we would be happy to have a chat with you about your experience.

Welsh Government's Roads Review

I'm pleased that Welsh Government has taken the bold action to [pause all new road building](#) and seek the advice of an expert Panel on what road works are really justified in a climate emergency.

I see the work of the Panel as a very important example of Welsh Government "walking the talk" when it comes to sustainable transport. It should speed up the implementation of the [Welsh Government's Wales Transport Strategy](#), which flipped the mode hierarchy to put walking and cycling as a priority, then public transport and shared mobility, and only then private cars.

One of our team, Dr Eurgain Powell, is a member of the Panel, working with other transport and climate experts to make recommendations to Welsh Government about which of the current "pipeline" of road schemes should be cancelled, modified, or continued.

The Panel will also be advising Government on the future of roads, and how they can be used differently to achieve both decarbonisation and modal shift to more sustainable modes, with the many cross-cutting wellbeing benefits that brings.

The Sustainable Transport Hierarchy

We will continue to make best use of existing transport infrastructure by maintaining and managing it well.

We will also adapt it to a changing climate and upgrade it to support modal shift.

Where we need new infrastructure, we will use the Sustainable Transport Hierarchy.



11 - [Welsh Government's Wales Transport Strategy - Llwybr Newydd](#)

In October the Panel have provided early advice on the Llanbedr bypass and Welsh Government took the bold decision to cancel support for the Local Authority building the road. It's now really important that the local community is supported in developing alternatives to the road project, in a similar way to how Lord Burns suggested multi-modal, sustainable alternatives to the M4 Relief Road around Newport.

The Panel's initial report are due to be published imminently and will set out the list of projects being reviewed and the criteria under which they will be considered, which I am sure will be based heavily on the well-being goals.

In January I met the Chair of the Panel, Dr Lynn Sloman and assured her I would support the work of the Panel and hold Government to account to act on the final recommendations when they are published later in the year.

Spotlight on a Public Body

“The Well-being of Future Generations Act has been the lever to encourage us to think differently about how we use our estate.

By saying land is not just for building on, we can support people in our community by increasing access to healthy, affordable food.”

Amanda Davies

Swansea Bay University Health Board Service Improvement Manager

This month Swansea Bay University Health Board told how it has plans to develop a “farm” on land near Morriston Hospital.

The health board has agreed to turn over an area of land to a not-for-profit venture to grow a range of crops – with the wider community and potentially hospital patients helping to run it.

Although independently run, the project is being supported by Swansea Bay as part of its wider commitment to a more sustainable future.

Community Supported Agriculture (CSA) initiatives are partnerships between farmers and consumers in which the responsibilities, risks and rewards of farming are shared.

They are run by one or more principal growers supported by volunteers who are able to learn new skills and enjoy the therapeutic benefits associated with gardening activities.

Funding comes from a variety of sources, including grants and the sale of weekly organic veg boxes to local subscribers.

CSAs originated in Japan and North America and are now established across Europe and the UK – including two in Gower.

Swansea Bay UHB became involved after discovering that Swansea's Food Poverty Network was looking for opportunities to establish further CSAs across a wider area of the city.

Health board Service Improvement Manger, Amanda Davies, said Swansea Bay residents were living longer than ever before.

“Like many other parts of Wales, we face increasing challenges about how to keep our population healthy,” she said. “We also continue to have health inequalities across different parts of the area. We know that people living in Swansea East have a life expectancy of 12 years less than those who live in the west of Swansea. We need to think differently about how we address these challenges if we are to have a sustainable health and care service in the future.”

Some time ago, the health board bought land near Morriston Hospital for potential future development. However, the topography of one part of this land makes it unsuitable to be built on.

But, as it turns out, the soil is ideal for growing crops.



Swansea Bay linked up with Cae Tan, a successful CSA based in Parkmill, Gower, and with National Resources Wales to explore the possibility of developing this 7.6-acre site, which comes complete with its own stream.

The health board has now committed to leasing the site, for a peppercorn rent, to a new CSA for 10 years, starting in mid-March.

It will be managed by principal grower Rob Hernando who has been involved in community projects in the Swansea area since 2014.

In 2017 he began studying for a Masters in sustainability and adaption with the Centre for Alternative Technology in Machynlleth, which fostered an interest in food supply networks and alternative agriculture.

Rob began volunteering at Cae Tan, and became passionate about creating access to similar projects in the east of the city, which eventually led to him working with the health board to develop the Morriston CSA.

“We will spend the first year developing the site. This involves various tasks like improving the access, hardstanding for parking and improving the fertility of the ground,” said Rob, who himself lives in Swansea east. The plan is to plant green manure crops over the field to build fertility for the first growing season, then doing all the other work like fencing, hedging, planting trees and improving

biodiversity. The production of food will start around March 2023 and we hope to be able to provide regular food boxes from June that year."

Details of how people can volunteer, and subscribe to veg boxes, will be announced later. And while Swansea Bay will not be directly involved in the CSA, some partnership plans are already being discussed.

Amanda said: *"One of the proposals is for the CSA to provide us with a supply of vegetables on a regular basis. I spoke to our catering department and they said that was something they could look into. There's an opportunity that our patients could have fresh organic soup, on a regular basis, improving their health and also reducing our carbon footprint. The food will come from across the road."*



There could also be an opportunity to use the hospital's food waste for compost. There are DEFRA guidelines to follow, so we are having discussions about how we can do that."

There will also be opportunities for patients to become involved, along with volunteers from across the wider community.

Amanda added: *"Other health boards in Wales have done gardening projects but the Morriston CSA is the first on this scale. The Well-being of Future Generations Act has been the lever to encourage us to think differently about how we use our estate. By saying land is not just for building on, we can support people in our community by increasing access to healthy, affordable food. The CSA will help connect our community, improve skills, reduce loneliness and isolation, and improve people's health and well-being. And at no cost to the health board."*

Rob said that, when he first started thinking about his own CSA, he had no idea he would end up working with the health board.

"It feels like quite a unique relationship but also one that makes logical sense," he added.

"We are trying to provide healthy locally-sourced food, not only to help the environment but to help our people. If we can provide opportunities for people to improve their health and well-being through

their daily actions and therefore reduce pressure on the health service it seems logical, and that is what's really exciting for me. If it is successful, and I fully expect it to be successful, it's something that can potentially be replicated elsewhere."

Swansea Bay UHB's Chair, Emma Woollett said: *"I'm delighted we have been able to support such a worthwhile initiative. The board takes their responsibilities under the Well-being of Future Generations Act very seriously. This is a perfect opportunity to support our communities, increase well-being and encourage greater access to affordable, healthy food."*

Congratulations to the new Children's Commissioner

I would like to take the opportunity to congratulate [Rocio Cifuentes](#) whose appointment as the new [Children's Commissioner for Wales](#) was announced this month.

Rocio, who will take up her new post in April 2022, is the chief executive of the Ethnic Minorities and Youth Support Team - Wales' leading organisation supporting Black, Asian and Minority Ethnic communities.

I am confident she will be huge success in her new role promoting and protecting children's rights in Wales.

I would also like to pay tribute to current Children's Commissioner Sally Holland for all her efforts in enshrining children's rights during her tenure.



Rocio Cifuentes
@rocdaboss76



So proud that this is in the [@EveningStandard](#) and the positive message this sends out about the contribution of refugees 🍌❤️

Daughter of political refugees to be Wales' new children's commissioner



standard.co.uk

Daughter of political refugees to be Wales' new children's commissioner
Rocio Cifuentes moved to Wales from Chile when she was one year old.

3:29 PM · Jan 11, 2022 · Twitter for iPhone

75 Retweets 13 Quote Tweets 567 Likes

Welsh Youth Parliament Survey

The newly elected [Welsh Youth Parliament \(WYP\)](#) members are asking people to complete a survey and help them to decide what issues to take on.

Their first survey received a good response with a range of issues mentioned, from farming to mental health issues, LGBTQ+, refugees, democracy, opportunities to keep fit and do sports, to climate change and education.

The list of 22 issues that young people mentioned in the first survey can be found [here](#).

When completing the survey you'll be asked 3 questions including where you live in Wales, your age and your top 3 issues from the 22 issues.

After you've had your say, the answers will then be shared with the new Welsh Youth Parliament Members who will vote on what issues the next WYP can take forward.

The survey - which is anonymous - can be found here: <https://forms.office.com/r/aeSnk9sbrZ>



Contact Us

Want to catch up on previous issues of the newsletter? You can find them on our website [here](#).

For more information get in contact here:

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@futureencymru

Please note the office is currently closed and the best way to contact us is via our email address above.

