



Skills: Trends and Next Practice

May 18, 2023

15:00-18:00 Livery Hall, Guildhall

City of London

In a few sentences...

The demands of businesses and organisations are changing rapidly. What you learned in school does not prepare you for real work-life situations with adequate skills. The adult education and skills sector must adapt and respond to changes in the workforce, to changes in demand for skills, and to new, innovative ways to deliver education and skills training. Workers will need to retrain and reskill multiple times in their lifetimes. Rising levels of self-employment combined with increasing interest from young people in pursuing entrepreneurial careers requires innovative approaches to skills delivery. Employers may be disincentivised to provide training to employees as people follow non-linear career patterns and have more frequent job moves.

These patterns are already disrupting traditional education and skills delivery models and will have profound implications for equity of access to training, for matching the supply and demand for skills, and for economic growth. The mission, to ensure that education and skills provision is 'future proofed.' Education and skills training also plays a vital role in creating a more equal society.

This event will focus on three overarching trends that have implications for education and skills delivery:

- 1) Changes to workforce and learner demographics
- 2) Changes to the skills required for employment
- 3) Changes to the learning ecosystem and learning methods

The event will focus on WHAT and HOW through a series of presentations, discussions, and case studies, highlighting strategies used and 'next' practices and will build solutions towards making systemic change at the local, national, and international level.



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Fusion is a person-centric approach, equipping the future and current workers with the expertise that is necessary for success.¹ Fusion brings together different industries and technologies to spark innovation and create economic growth.² Fusion skills use interdisciplinary work as a driver for creativity and innovation.³

Impactful experiences: The overall aims

- To convene national and international businesses, education sector, NGOs, thought leaders and innovators working in the skills development spaces.
- Empower attendees to co-create and immerse themselves in the event to build new impactful knowledge and influential relationships.
- To develop practical ways to build better links and connections between enterprise and education.
- To enable the development of fusion skills to be a catalyst for creating impact on improved diversity, access, and social mobility.

Who is coming? At this event, the participants are all experts.

These will include:

- European and United Kingdom invited cities or parts of cities which are transforming the future by proactively combining education, enterprise, and skills.
- Cross-sector businesses which are leading the future in terms of skills development.
- NGOs, charities, funders, and other organisations who are already gathering like-minded people and testing, researching, piloting future skills, future learning, and ways of working.
- Individuals and organisations that are developing new tools for measuring and reporting the skills and qualities for the future.
- The creative, cultural and hybrid sectors which are challenging and redefining thinking.
- Government and policy makers who are open to responding to the disruptions happening and the influence they will have on diverse areas of planning and implementation.
- The higher education, vocational education and private education sectors who are proactively and open-mindedly researching, evidencing, and theorising around the future.
- Individuals who are innovators, thinkers, activists, and influencers
- Young people, apprentices, skills service users who are redefining, re-evaluating, and challenging.

¹ Wallace, T and Barber, A (2013) *Fusion skills: Perspectives and Good Practice Creative Skillset*, p. 16

² Creative Skillset, p.21

³ Siepel, J., Camerani, R., Pellegrino, G. and Masucci, M. (2016) *The Fusion Effect: The economic returns of combining arts and science skills*. NESTA p. 5



This is not an ordinary event: It is a disruption meeting, involving active participation and experiential learning.

- We will work in in small groups and altogether.
- We will meet people you have never met before.
- We will network and connect.
- We will be open to innovative ideas and to sharing.
- We will talk, listen, co-create, solve problems, propose solutions, model practice, and influence.
- We will be inspired.
- We will connect organisations, companies, and innovative people.

The practical things

- There is no fee to attend.
- Participants are asked to stay for the entire session.
- Places are limited and so you **must RSVP** to attend.

What are the Fusion Skills?

- 1. Oral communication and presentation skills**
- 2. Collaboration and teamwork**
- 3. Initiative**
- 4. Problem solving**
- 5. Organisational skills**
- 6. Adaptability and flexibility**
- 7. Written communication**
- 8. Independent working and autonomy**
- 9. Critical thinking**
- 10. Resilience**
- 11. Creativity**
- 12. Analysis and evaluation skills**



Programme

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15:00-18:00 Livery Hall, Basinghall Street entrance, Guildhall, City of London

- 14:45 Guests arrive. Refreshments and networking on arrival
- 15:00 Official welcome: Caroline Haines, Chair of the City of London Education Board and Master of the Worshipful Company of Educators
- Outline of how the sessions work and aims: Deborah Bell, Strategic Education and Skills Director, City of London
- 15:10 **Panel Session One: Changes to workforce and learner demographics**
- **Overview of the issue Ankita Saxena, Social Finance**
 - **Lewis Gale, Skills Development Scotland**
 - **Robert Craig, SkillsBuilder Partnership**
 - **A view from the field, Gwen Rhys, Connecting Communities**
- 15:50 **Table discussions**
- Lifelong learning and the impact of the need to work longer and reskill more frequently.
 - Skills development for people who are following 'non-linear' career paths.
 - Skills in a context of increasing rates of self-employment
- 16:05 **Panel Session Two: Changes to the skills required for employment.**
- **Overview of the issue Holly Scott, Social Finance**
 - **India Kerle and Liz Gallagher, Nesta Jobs Observatory**
 - **Chris Warhurst, Warwick Institute for Employment Research, Warwick University**
 - **A view from the field, Carl Ward, and FED**
- 16:45 **Table discussions**
- The rise of automation, digitisation and remote working and the impact of this on skills
 - Growing demand for fusion skills
 - Growing demand for green skills
 - Growing demand for live data about skills gaps



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17:00 **Panel Session Three: Changes to the learning ecosystem and learning methods.**

- **Overview of the issue Ivjyot Singh Oberoi, Social Finance**
- **Examples of innovations: Michael Stevenson, Education Futures**
- **Examples of innovations: Professor Ruth Crick, My Learning Journey App**
- **Examples of innovations: Michael Osbaldeston and Patrick Craven, City and Guilds**

17:40 Final discussion and next steps

Hanan Mujahid will interview two completed Digital Skills level 3 and 4 learners.

Simon Tate, ASES, Online delivery /Accredited/Non accredited

Barbara Hamilton, Manager ASES, Skills and Employment

- Enterprise and education working together and hubs – links between schools and employers.
- Growth of innovative finance and social investment.

18:00 **Close and networking**

18:15 **Guests depart.**