

## **WorldSkills UK International Skills Summit: Opportunity & Growth**

### **23 May 2024**

#### **Key takeaways from afternoon workshops**

##### Policy Workshop 1: Raising business productivity and closing skills gaps

- Line managers have critical role to play in onboarding, training, and retaining apprentices – but their role in meeting skills demand is underappreciated. Working with apprentices is also a fantastic way of improving line management skills within businesses and should be marketed to firms as such.
- Publicly funded support for businesses is quite fragmented. This story isn't limited to skills. Offering a greater sense of how different parts of business support interact and reinforce one another could help unlock more investment in skills.
- Locating successful apprentices front and centre of apprenticeship promotion is vital to getting businesses as well as young people on board.

##### Policy Workshop 2: Challenging the status quo and fostering success for all

- A top down and bottom-up approach is needed to break down barriers around race and ethnicity. For example, Wales is committed to becoming an anti-racist country by 2030, but this needs change-makers in every organisation to unlock untapped talent and provide opportunities for all.
- Celebrating all types of learning is important in generating excitement about skills and reaching underrepresented groups.
- All tutors and educators need to navigate the tension between competition and equity in the objectives and practices of the FE/HE system.

##### WorldSkills UK Centre of Excellence Workshop 1 (in partnership with NCFE: Achieving excellence through dynamic assessment)

- Sometimes we need a high-pressure environment to develop technical expertise and ensure the learner is 'industry ready'. Embedding pressure tests in training can do this.
- The marking scheme needs to meet the needs of the learner group; differentiate between small details; encourage learner understanding and ownership of standards; and target employability skills, attitudes, and behaviours as well as technical expertise.
- Throughout a course, the tutor can develop a progressive marking criteria by making small incremental changes to expectations, tolerance, and complexity – leading to raised standards.

##### WorldSkills UK Centre of Excellence Workshop 2 (in partnership with NCFE and supported by Autodesk and Create Education): Future skills – meeting the demand!

- Economic and technological forecasting is vital to the responsiveness of the skills system and the role it can play in promoting economic growth.

- However, curriculum planning also needs to be informed by people and place and through effective partnerships.
- Curriculum also needs to support breadth and depth of skills, not one at the expense of the other. This is called the T-shaped journey to technical mastery.