

# Iestyn Davies

Adaptation or Transformation

# Outline

- Identify key trends
- Highlight Welsh Government response
- Consider how knowledge can lead to transformation
- Question and answer

“Deep and thorough investigation into the changing nature of work”

Carwyn Jones (former First Minister) November 2016

# 1. Future of Work in Wales

- Public Policy Institute for Wales (November 2017)
  - Demographic
  - Social (cultural)
  - Economic
  - Technological
  - Environmental
- Others?
  - Political
  - Austerity
  - Brexit
- Global and local

# Brave new world?

- Is it a case of
  - Flexible patterns of work
  - Personal autonomy
- OR
  - Insecurity
  - Low skills and low productivity
- Probably all of the above and many more

## 2. WG Response

*Education and skills policy is therefore considered a fundamental lever in preparing populations of workers, in an inclusive and equal manner, and driving competitiveness in a global economy.*

# Look busy!

- Regional priorities
- Sectoral and foundational activity
- Reintroduction of adult and ‘new’ lifelong learning programmes
- ‘Pilots and programmes’ vs ‘planning and provision’
- Wales a ‘Fair work nation’
- Colegau Cymru
  - Election 2021 - ‘A skills Manifesto for People and Place’

# Knowledge

- *“Perfectly matching skills to jobs across the workforce is unrealistic, but improving skill utilisation levels to those seen in countries like Germany and France would represent a boost of £5-9 billion to the UK (Holmes, 2017). There is an imperative therefore for high quality labour market information (LMI) and forecasting capability.”*



# 3. Transformation or Adaptation?

- Henry T Ford
  - “If I’d asked people what they wanted theyd’ve said ‘faster horses’”
- Knowledge isn’t power!
  - The strategic application of knowledge is power!

# 3. Transformation or Adaptation?

- Characteristics of transforming organisations
  - Cultivate, share and curate knowledge
  - Relationships - move beyond the transactional towards collaboration
  - Empower employees and build capacity

# Questions and Answers

