

Building the Foundations for the Future of Skills

By

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BIG DISRUPTIONS AND BIG OPPORTUNITIES

Huge Changes:

- **Policy**
- **Market Drivers**
- **Are there some overlooked opportunities for AO's and AO suppliers?**
- **Research, Reports and Data**
- **How do we Cut Through the Noise?**
- **Is there a new £ Multi Trillion market emerging?**

POLICY DRIVERS



Government's 80% Employment Rate
ONS April 25: 75.1% Employment Rate

Plan for Change



£100 Billion Welfare Bill. 40% increase since 2013!
Get Britain Working, Pathways to Work

Curriculum and Assessment Review
Flexible Growth and Skills Levy

Shorter Duration Apprenticeships, End Point Assessment

6% Cut to Adult Skills Funding



IS IT TIME FOR A RETHINK?

Do we need to rethink who the Customer Is?

Do we need to rethink Skills or What Skills Are?

If we are rethinking Skills, do we need to rethink Assessment or how we Assess Skills?

1.2 MILLION



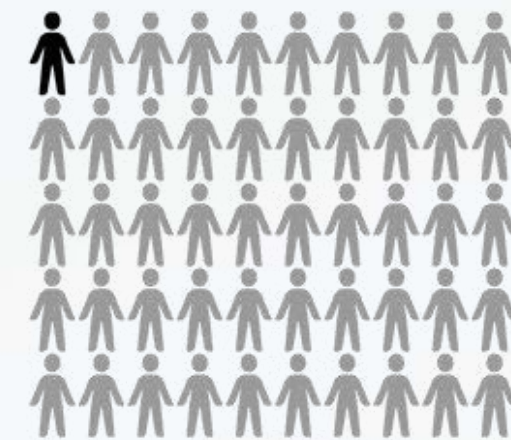
April 2025 - 1.2 Million NEETs
L&W: 3 in 5 NEETs Never had a paid for Job

SAME NUMBER OF 16-18 YEAR OLDS IN FE



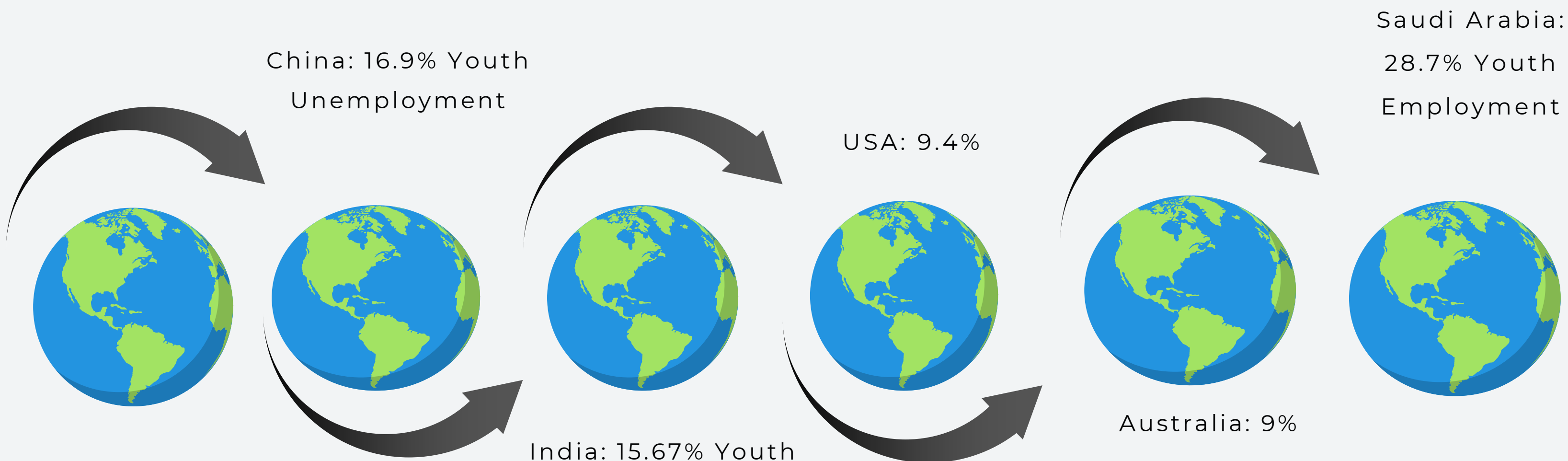
1.2 Million 16-18 year old students
in FE and Skills

2%



Less than 26,000 T Level
Students
out of 1.2 Million
NAO and £1.5 Billion

Youth Employment Across the Globe



Switzerland: 2.2%. Singapore 8.3%



HAVING A NEW LOOK AT EXISTING RESEARCH

Is there a pattern Emerging From Research and Thought Leaders?

Where are the missing pieces in the Jigsaw Puzzle?

SKILLS THE NEW GLOBAL CURRENCY

- 01** World Economic Forum and ILO:
- 02** By 2030, **170 million new jobs** to be created
92 million will be displaced
1.1 billion jobs will be radically **transformed**
by technology.
- 03** Employers: 62% citing skills shortages as a major barrier to transformation.
Only 38% of employers expect talent availability to improve.



HundoLABS and City & Guilds Highlight the Global Skills Crisis

EXPLOSION IN AI COURSES AND AI LITERACY

01

Coursera's Job Skills Report 2025:

2023-24: 866% growth in GenAI courses! 400 new courses!

- 1,100% increase in demand from those already employed.
- but just 500% growth from existing students.

02

GenAI Gender Gap report. Enrolments in Generative AI courses on Coursera in the UK rose by 227% over the past year, **only 31% of those learners were women**

03

EU's landmark AI Act

AI Literacy is the New Cornerstone for Successful Businesses



Coursera Inc
April 23, 2025



0 Comments



BRIDGING THE DIGITAL SKILLS GAP

01 NCFE's No one Left Offline

02 **1 in 5 people** don't have the digital skills for every day tasks

03 **Digital Natives?**
Over 50% of respondents aged 18 and under lacked the essential skills required for modern life, despite often being assumed to be '*digital natives*.'

New NCFE Report Finds 1 in 5 Lack the Digital Skills Needed for Modern Life



NCFE
April 1, 2025

12
Shares



0 Comments



A new report from education charity NCFE has

DISCONNECTED: AI DEMAND AND DIGITAL SKILLS

PIPELINE

- 01** Digital Poverty Alliance:
- 02** 7.5 million people, 18% of UK adults, lack the basic Digital Skills required for work.
- 03** Only 17% of Teachers have received formal training in Digital Skills
- 04** By age 14, 94% of Girls and 79% of Boys no longer study Computing!
In 2013, 69% of Girls and 72% of Boys took a GCSE Computing exam!

Curriculum and Assessment Review: The System is Not Working Well for All



DigitalPovertyAlliance
April 25, 2025

12
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BUILDING A DATA DRIVEN SKILLS SYSTEM

01

Lightcast - The UK Skills Revolution: Building a Data Driven Skills System in an ERA of Disruption

02

Skills England's in its first report: Driving Growth and Widening Opportunities

03

The top 20 skills for the average job in the UK have changed by 33% since 2021.

Tech, marketing, and media jobs are the career areas seeing the most disruption.

Hands-on jobs, such as Bus Driver and Plasterer, are among the least changed by AI.



Building a Data-Driven Skills System in an Era of Disruption



Lightcast
February 26, 2025

20 Shares



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The UK labour market is undergoing a period of profound transformation, driven by disruptive innovation. The last few years have seen jobs themselves being transformed, as the adoption of new technologies and the introduction of new



AO THREATS: AI, TRUST AND FRAUD

Prof Martin Hall, Advanced Secure, University of Cape Town and
Vice Chancellor of Salford University

- 01 **Deep Fakes** through GenAI and GANS.
- 02 GenAI and GANS
(**Generative Adversarial Networks**)
- 03 What can AOs do to Counter this new era of Cyber fraud
and General Threat to Trust?

How AI is Turbocharging Qualification Fraud, and What AOs Can Do About It

Advanced Secure
Technologies
February 20, 2025

23
Shares



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Comments





- **Have you looked at AI Governance yet?**
- **Are you constantly updating this?**
- **Is there a qualification, micro-credential or continual professional development option you can offer to existing customers?**
- **How can AI or AI Agents support Digital Skills gaps?**

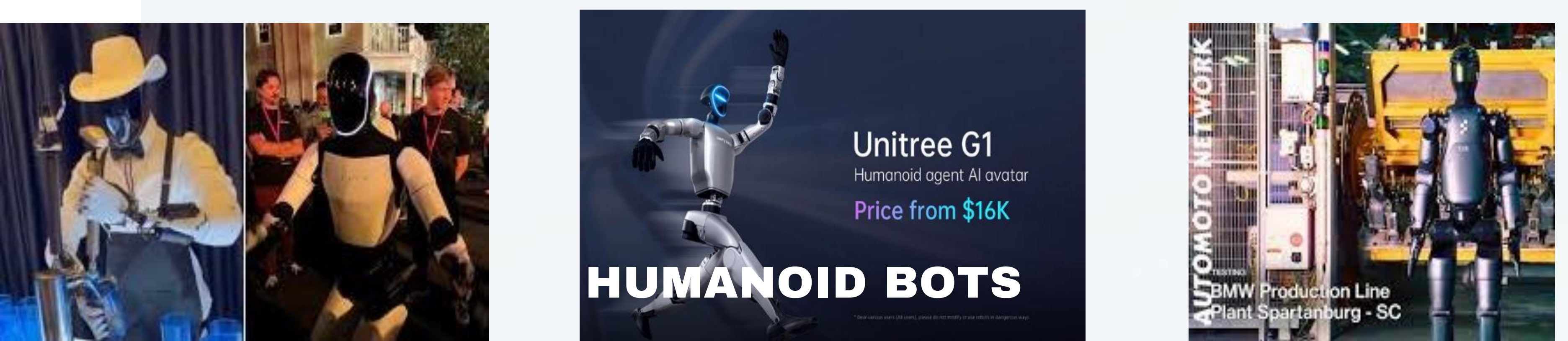


Goldman Sachs, the global AI market is projected to reach
\$1.8 trillion by 2030

The robotics market **adds** additional **trillions** in potential value

Optimus, G1's and Humanoid Bots

Why are these significant?



What does this mean for the Future of Skills?

Optimus, G1s, Hyundai and Boston Dynamics, BMW Figure 02

AI Skills and Machine Learning - Does This Need a Rethink?

Who accredits Humanoid Skills? Do we need to rethink Badging?

Does Leadership need a rethink - eg People and CoBots?



HOW DO WE PREPARE FOR THE NEW SKILLS SYSTEM?

No one organisation can do this on their own

- Built on Trust
- Agile and Adaptive Assessment and Accreditation System
- Collective Intelligence
- How can we be Joined Up?

CHANGING MARKET. ARE AO'S ADAPTING?

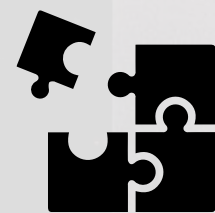


Data

Is your Data usable?

What upsell or resell
opportunities are
there?

Patterns



NEETS

Courses for Educators-
Trauma to Overcoming
Barriers to Careers
Advice

Productivity

Driver for Skills & Quals



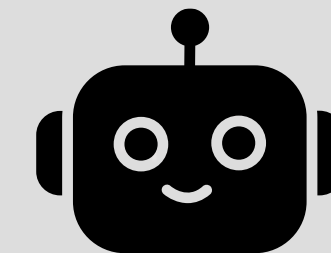
AI

AI Governance and
Safeguarding

Automation

GenAI

Agentic AI



Bots

Multi Trillion Dollar
Opportunity

Who Accredits these
'Skills'?

Trust

GOLDMAN SACHS: THE GLOBAL AI MARKET IS PROJECTED TO REACH \$1.8 TRILLION
BY 2030. WHO ARE ACCREDITING THESE SKILLS? WHO COULD??