



Industry 4.0 – the future of Wales: A response from the CDI Cymru Wales

The Career Development Institute (CDI) is the UK-wide professional body for the career development sector, with a membership of 4,250 career development professionals, including careers advisers, careers teachers/leaders and careers consultants, working in the public, private, voluntary and community sectors.

Following the publication of *Industry 4.0 – the future of Wales* by the National Assembly for Wales's Economy, Infrastructure and Skills Committee, CDI Cymru Wales brought together representation from careers and education professionals across Wales, to discuss the implications of the report for the sector. In our role as the professional voice for the career development sector, we are keen to consult on the report and felt it appropriate to include this as an agenda item at the September meeting of the Professional Careers Education and Guidance Forum Wales, which meets quarterly.

The organisations present at this meeting that endorse this statement are: Careers Wales, The Association of Graduate Careers Advisory Services (AGCAS) Wales, the Department for Work and Pensions, the Learning and Work Institute, Chwarae Teg, Adult Learning Wales, the National Association of Head Teachers Cymru, NHS Wales and Dŵr Cymru Welsh Water.

These organisations enthusiastically welcomed the report. We all have a role to play in understanding and promoting changes in the labour market to the benefit of our clients and the Welsh economy.

We welcome the report's emphasis on there being a greater need than ever before for the people of Wales to become *lifelong learners* and to *develop their digital and technology skills* to be work ready for the new economy of Industry 4.0.

Given both Government and individuals alike seek to get the most from their investment of time and money in developing new skills and knowledge, we particularly welcome the report's recognition that there is significant need for *qualified and skilled careers professionals* to support career decision making and guide individuals to consider new career directions as the impact of automation changes the labour market in Wales.

We recommend that the Committee continues to build on this report and turn the issues identified into actions.

We recognise the need for a *career development and learning strategy and implementation plan* to ensure that those already in the workplace and those least equipped to upskill and learn do not get left behind, and that work experience should be more prominent, for schools, adults and in FE/HE programmes, with a focus on emerging technologies and skills in innovative organisations.

In particular, the whole area of digital skills training needs revisiting urgently. Within this, we would highlight the need for teacher training colleges to upskill current and future teachers to deliver the new Digital Competencies when they are introduced.

This focus should not be limited to schools however but extended to work places and community groups. We envisage, therefore, the need for a pool of specialist trainers to ensure that any citizen regardless of age and context can develop their digital skills quickly and effectively

While recognising the funding challenges, we are supportive of lobbying government for investment in training and workplace incentive schemes to support individuals in work in terms of their personal career development – to the benefit of the individual and the local economy. We therefore advocate for a programme of *mid-life career reviews* to be piloted in sectors facing significant automation to support employees to make informed choices about future work roles and training.

From an education perspective, this strategy must facilitate better join up between educator and employer so that school age learners recognise the importance of becoming good lifelong learners by understanding the context of the changes happening in Industry 4.0 and the skills and attributes needed in a modern workforce whether employed or self-employed.

As part of this we would like to see the Economy, Infrastructure and Skills Committee continue to work closely with the Cross-Party Group on Further Education (FE) and Future Skills, as well as with the Children, Young People and Education Committee, to facilitate in-depth research and analysis leading to the development of sector skills insight reports, identifying the new skills, understanding and presenting projected and localised labour market needs, to ensure the success and sustainability of the Welsh economy. At its simplest, information about new career opportunities must be created in a form that can be understood by both young people, their parents and carers and adult job seekers in the labour market, no matter where they are located in Wales.

We recognise the need to continually update the careers education and guidance curriculum in schools, colleges and higher education. To support the changes being brought about by Industry 4.0, we advocate that career education programmes embrace the concept of *career management skills*, including resourcefulness and resilience and encourage the inclusion of work-related problem-based learning across the curriculum to ensure that learners are well prepared for the future.

Additionally, research shows that career gender stereotyping and expectations begins as early as primary school, so we support the idea of more careers programmes and projects, being introduced in primary schools.

We anticipate that these changes will inevitably lead to a review of current qualifications to ensure they are fit for purpose. A good way forward will be to ensure that employability and career management skills are embedded in all levels of qualifications. This will ensure that our young people and adults are equipped to cope with career change and the demands of Industry 4.0.

Finally, we recognise the importance of measuring the achievement of this type of strategy and call for a series of developmental benchmarks to be created which can deliver robust data against which success can be measured and funding can be allocated.

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Written and submitted on behalf of the Professional Careers Education and Guidance Forum Wales