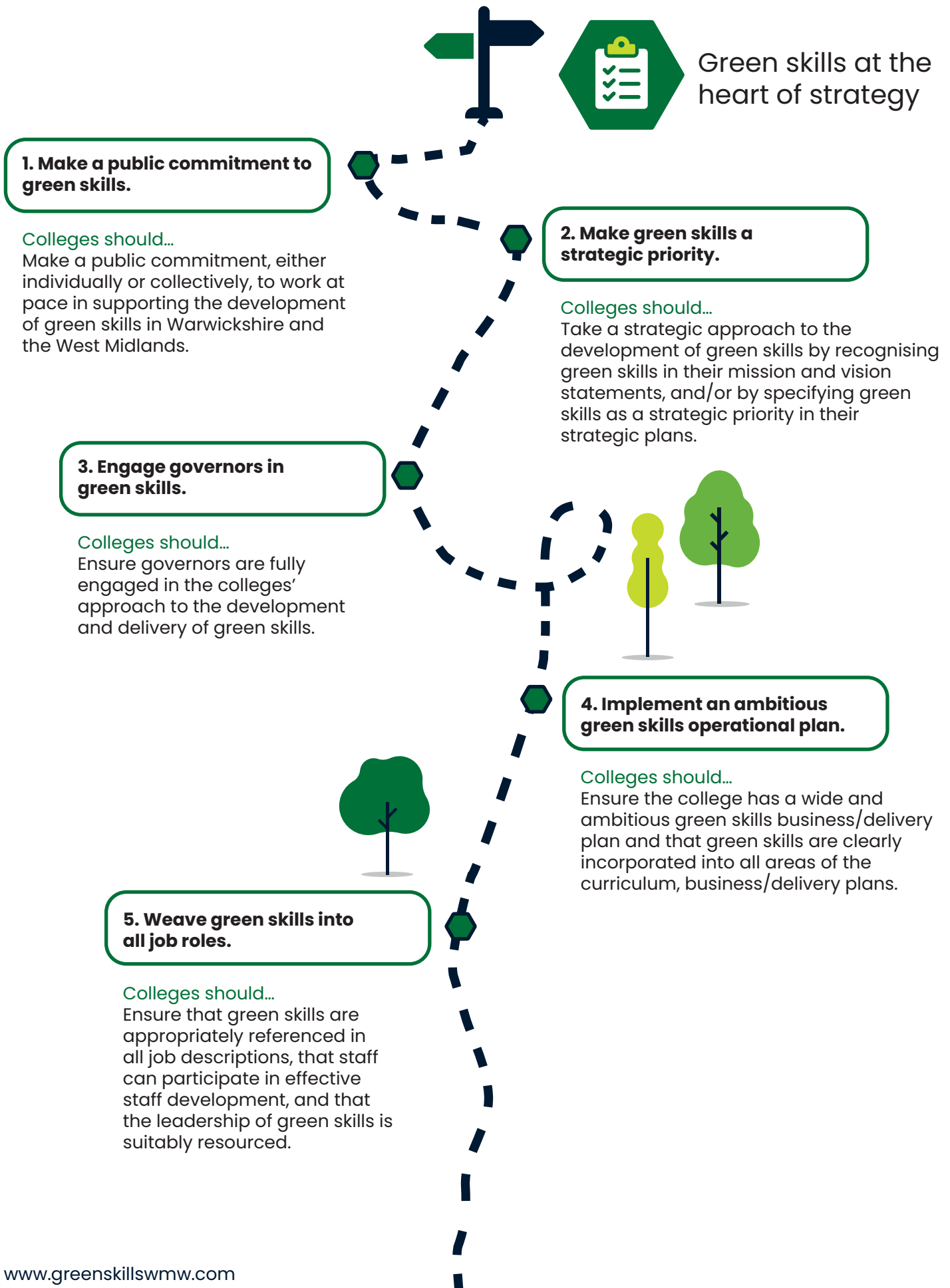
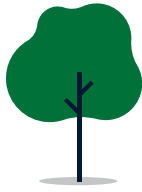


Roadmap to the Future

Green skills strategy





6. Collaborate on a green skills professional development programme.

Colleges should...

Ensure that green skills are appropriately referenced in all job descriptions, that staff can participate in effective staff development, and that the leadership of green skills is suitably resourced.

7. Collaborate regionally around the EAUC Climate Action Roadmap.

Colleges should...

Take a common approach, regionally, to the application of the EAUC Climate Action Roadmap and participate in peer assessments of institutional progress against the roadmap.



8. Map key regional players in green skills.

Colleges should...

Ensure that green skills are appropriately referenced in all job descriptions, that staff can participate in effective staff development, and that the leadership of green skills is suitably resourced.



9. Celebrate green skills achievements widely.

Colleges should...

Seek out every opportunity to celebrate the green skills achievements of the young people, adults, apprentices, communities, and employers they support.



Green Skills at the Heart of Strategy

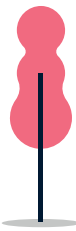


Technical green skills for adults and young people

10. Address gender imbalance in participation in green skills.

Colleges should...

Take action to address the gender imbalance in adult green skills programs. This is crucial to fostering greater inclusivity and diversity.



11. Work with key stakeholders on regional priorities for adult technical green skills.

Colleges should...

Working collaboratively and with key stakeholders, agree regional priorities for adult technical green skills updating and a design regional delivery plan.

12. Develop and promote a comprehensive technical green skills programme offer for adults.

Colleges should...

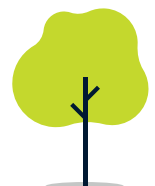
With an emphasis on modular programmes, short courses, bootcamps, and sector-based work academies, develop and promote an enhanced adult technical green skills updating offer including programmes in:

- Electric and hybrid vehicle design, manufacture, maintenance, and repair.
- Electric vehicle charging.
- Air and ground source heat pump installation and maintenance.
- Building insulation and treatment.
- Building information modelling and modular construction.
- Building energy management systems.
- Hydrogen boilers.
- Retrofit advisory services and installation.
- Smart metering.
- Solar panel installation and maintenance.
- Automation and robotics.
- Battery system manufacture, installation, decommissioning and recycling.
- Electrical engineering and installation.
- Sustainable manufacturing.
- Sustainable recycling, waste, and resource management.
- Ecology services.
- Sustainable land management and precision farming.

13. Secure funding for ongoing adult participation in electrical installation.

Colleges should...

Colleges and WMCA need to ensure that funding remains available to support adult participation in electrical installation, both at level 2 and level 3, either through the WMCA adult education budget or 'free courses for jobs'.





14. Set and monitor participation targets by provider in adult technical green skills.

Colleges should...

Set targets and monitor institutional performance of participation in adult technical green skills updating programmes.

15. Through CWM set and monitor regional participation targets in adult technical green skills.

Colleges should...

Through the Colleges West Midlands dashboard, collectively set, monitor, and report on regional participation in adult technical green skills programmes.

16. Partner closely with businesses in the development and delivery of adult green skills updating programmes.

Colleges should...

Partner more closely with employers in the development, delivery, and promotion of adult green skills updating programmes.

17. Set and monitor participation targets for participation of young people in pipeline programmes for green careers.

Colleges should...

Set and monitor institutional targets for the participation of young people in study programmes which are a pipeline for future careers in green occupations including:

- Construction and building services
- Engineering
- ICT
- Science.

18. Work with businesses on apprenticeships in core green occupations and those needing secondary green skills.

Colleges should...

Working closely with employers develop an apprenticeship offer focused on core green occupations and rebuild the region's apprenticeship provision in occupations requiring secondary green skills, including apprenticeship in the following sectors:

- Automotive
- Construction and building services
- Electrical installation
- Energy and utilities
- Engineering (including Electrical installation)
- Environmental services
- Manufacturing.

19. Review participation in green skills programmes at levels four and above.

Colleges should...

Carry out a future review of participation regionally in the green skills offer at levels four and above (higher technical qualification).

20. Investigate opportunities to develop an offer in Energy and Utilities and Environmental Services.

Colleges should...

Investigate opportunities to develop an offer in the Energy and Utilities and in Environmental Services.



Green custodianship skills for young people

21. Embed green custodianship in all study programmes.

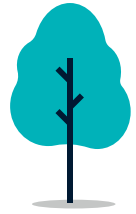
Colleges should...

Embed skills and knowledge on green custodianship and green citizenship into core units of Study Programmes across all curricula areas for learners aged 16-19 years.

22. Develop a method to assess green custodianship.

Colleges should...

Working collaboratively develop a methodology for assessing the impact of embedded green custodianship skills on Study Programme for young people aged 16-19 years. Pilot the methodology.



23. Develop and promote a WM Green Careers Strategy.

Colleges should...

Working collaboratively and drawing on EAUC resources, develop and deliver a regional green careers strategy making resources available to all colleges in the region. Promote the green careers skills strategy in schools across Warwickshire and the West Midlands.

24. Promote green careers and green skills to young women.

Colleges should...

Promote green skills programmes for young women, working in collaboration with all agencies and stakeholders connecting with young people.

25. Increase participation in green skills within World Skills.

Colleges should...

Support and encourage more young people to participate in World Skills competitions in green skills disciplines.

26. Ensure links between green skills and digital are clear.

Colleges should...

Ensure that the potential for digital to impact on green skills is clearly understood and acted upon.

27. Share green custodianship resources across colleges.

Colleges should...

Set up a West Midlands professional network for growing and sharing learning resources to support green custodianship.

28. Engage the students' union in green citizenship.

Colleges should...

Engage students' unions in colleges in the influential role they can play in championing green citizenship across their membership bodies.



Community empowerment skills for adults.

30. Develop programmes to support community-based sustainability initiatives.

Colleges should...

Using WMCA flexibilities in adult education funding, some colleges, working in partnership with community groups, could develop adult education programmes designed to provide adults with the skills to engage in community-based sustainability initiatives including programmes in:

- Sustainable and organic community gardens.
- Rewilding your neighbourhoods.
- Creating and caring for green spaces.
- Saving on fuel bills.
- Retrofitting green technologies on your house.
- Recycling and upcycling.
- Sustainable travel.

32. Pilot new community-based provision in green skills.

Colleges should...

With support from WMCA, pilot new and innovative community-based provision to support empowerment in green skills.

33. Recognise and showcase best practice.

Colleges should...

Celebrate success and showcase best practice with green skills adoption to all stakeholders using a wide range of channels.

31. Partner with community groups on green skills.

Colleges should...

Partner with community groups to engage people locally in projects that support sustainability and green skills.



Sustainable leadership skills for employers

34. Develop short programmes in sustainability for business leaders.

Colleges should...

Develop short, modular, and micro modular leadership programmes for SMEs to support their journey towards sustainability.

35. Align Innovate UK activity with sustainability leadership programmes.

Colleges should...

Align the FE colleges' Innovate UK funded activity with programmes sustainability and green leadership opportunities.

36. Align sustainability support for SMEs with WMCA energy audits.

Colleges should...

Working collaboratively with WMCA align support for SMEs with WMCA energy audits.