



fe



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17 October 2023 | The Studio, Birmingham

# Welcome Speech



## Gavin O'Meara

CEO of FE News & FE Careers



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**Opportunities**



**Solutions**



**Challenges**



**Actions**

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**Join our Slido to ask questions  
during today's sessions!**

**Scan this QR code  
then input  
#FECollective2023**



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# Welcome Speech



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## David Gallagher

CEO of NCFE



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# ARTIFICIAL INTELLIGENCE





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**Artificial Intelligence**

*The Studio, Birmingham*

*17 October 2023*

**Meet the Minds!**



**Paul Grainger**



**Vikki Liogier**



**Gray Mytton**



**Richard Foster-  
Fletcher**

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# Scene- Setter

## Paul Grainger

Senior Honorary Research Associate at  
UCL Institute of Education: Co Chair T20  
Task Force, Digital Transformations



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# Speaker



## Richard Foster- Fletcher

Executive Chair at MKAI.org



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# **Ethical Pioneers: Navigating Generative AI's Uncharted Waters**

Richard Foster-Fletcher, Chair at MKAI.org





# 1. Job Displacement

KNOWN RISK





## 2: Inaccuracy of content

KNOWN RISK







# 3: Deliberate misinformation

KNOWN RISK







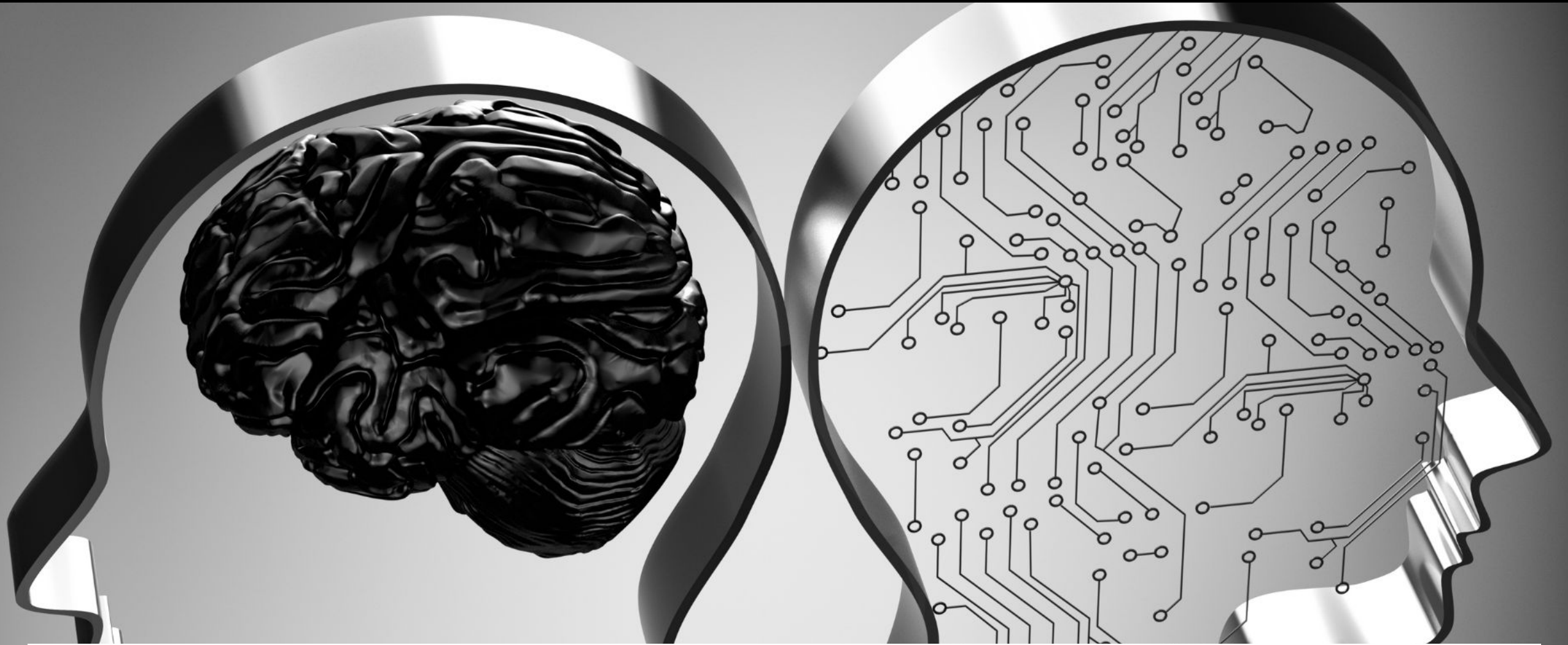
# 4: Erode Human Agency

UNKNOWN RISK





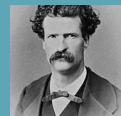
Targeted, Real-Time, Customised, and  
Adaptive Influence...at Scale



# Asymmetry of Knowledge and Understanding

“

It's easier to fool people than to  
convince them that they have  
been fooled. ”



MARK TWAIN







# Richard Foster-Fletcher

[Richard@fosterfletcher.com](mailto:Richard@fosterfletcher.com)

Morality and Knowledge in Artificial Intelligence

[www.MKAI.org](http://www.MKAI.org)

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# Speaker



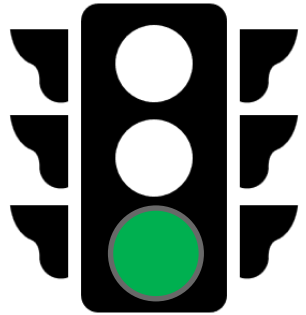
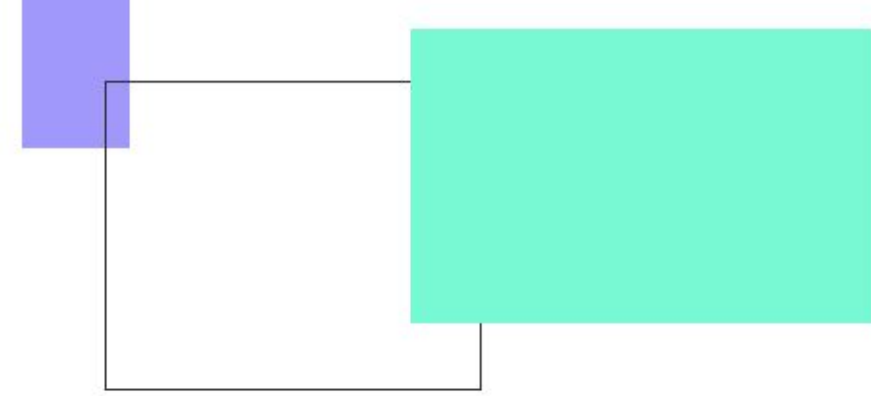
## Gray Mytton

Assessment Innovation Manager at NCFE



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# NCFE's AI journey



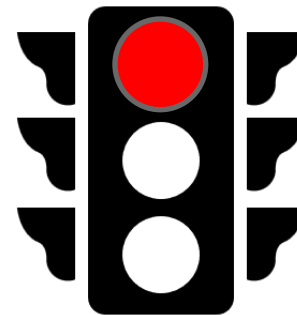
AI to produce  
assessment  
content



AI to  
personalise  
learning

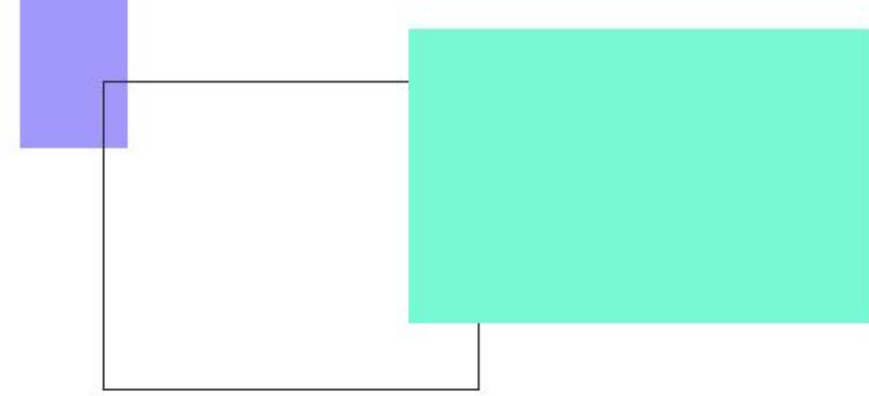


AI to provide  
real-time  
feedback



AI to mark  
summative  
assessments

# AI talking points



How do we make the best use of AI carefully, safely and for the benefit of learners and educators?



Do we accept that AI systems aren't perfect?



How should AI be trained?



What do we want to achieve with AI?

**Powering  
a more intelligent  
education eco-system**

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# Speaker

## Vikki Liogier

National Head of EdTech and Digital Skills,  
ETF



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**GLAZ**









How can we enhance the literacies of learners and educators to empower them to make the most of the full spectrum of Gen AI?



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The background features a blurred financial chart with candlesticks in red and green, overlaid with blue and green moving average lines. The chart is set against a gradient background transitioning from red at the top to white and purple at the bottom.

# **INVESTING IN THE SECTOR OF THE FUTURE**

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# Investing in the Sector of the Future

*The Studio, Birmingham  
17 October 2023*

## Meet the Minds!



**Charles McIntyre**



**Jill Whittaker**



**Michael Lemin**



**Sally Alexander**



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# Scene- Setter



## Charles McIntyre

Chairman and CEO IBIS Capital &  
Chairman and CIO EdtechX Holdings II



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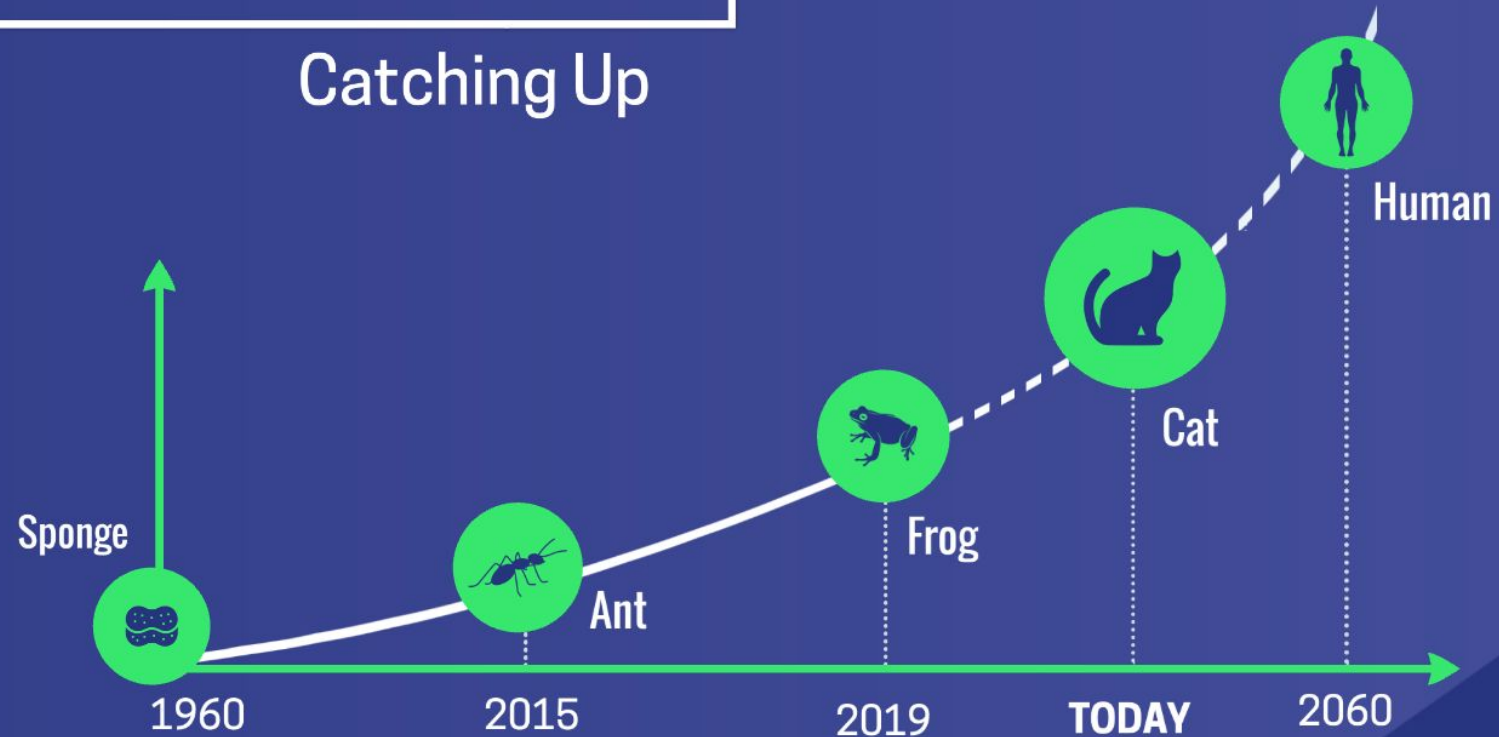


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# ARTIFICIAL BRAIN

Catching Up



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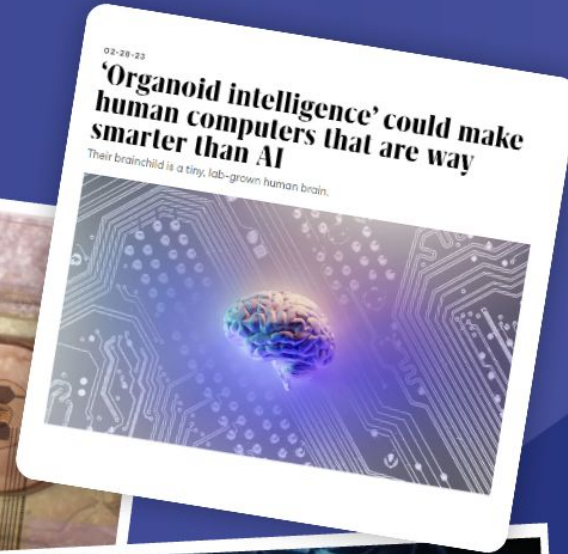


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Biological AI =

**OI (Organoid Intelligence)**



CNN reports that despite being modeled after human thought processes, artificial intelligence cannot fully replicate **the complexity of the human brain.**

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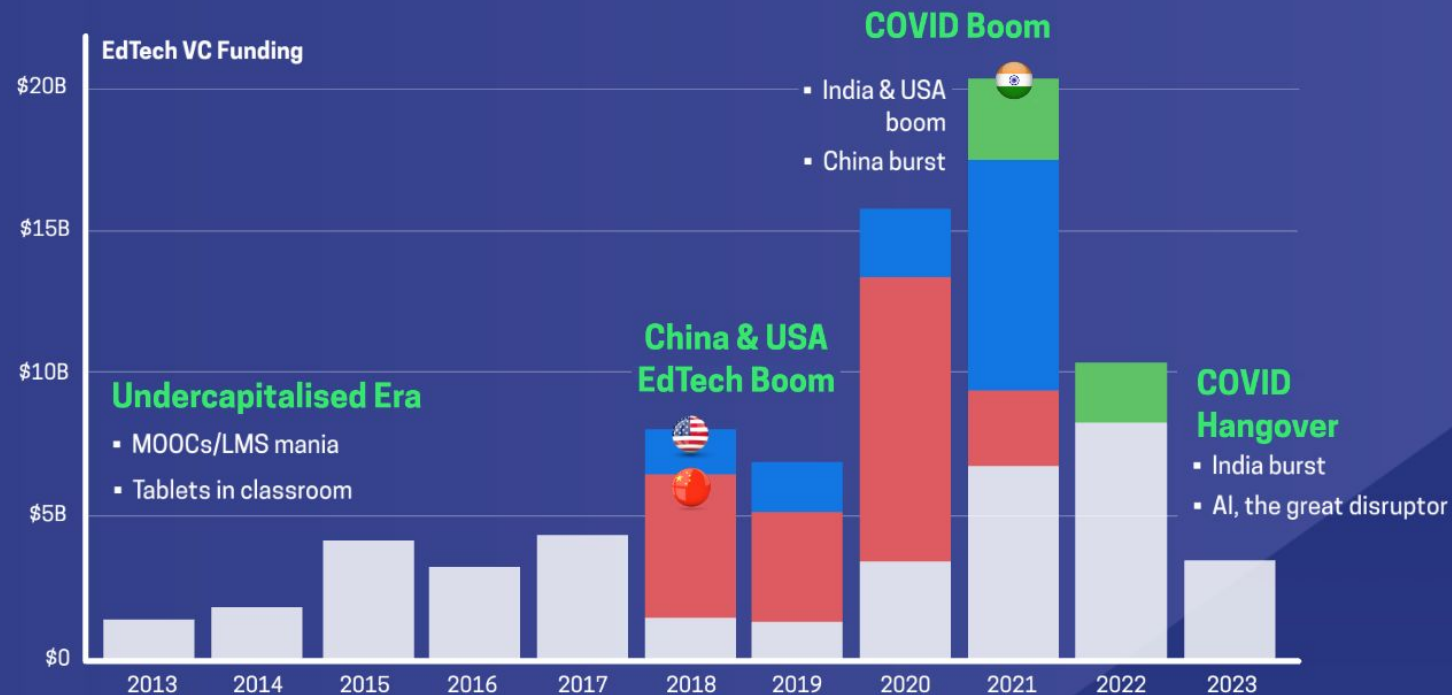


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# 10-YEAR INVESTMENT CYCLE

in Global  
EdTech



Source: IBIS Capital, EdTechX, HoloniQ

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# WHY?



Technology is often slow to triumph in  
**REGULATED INDUSTRIES**



10 years is a very  
**SHORT INVESTMENT  
CYCLE**

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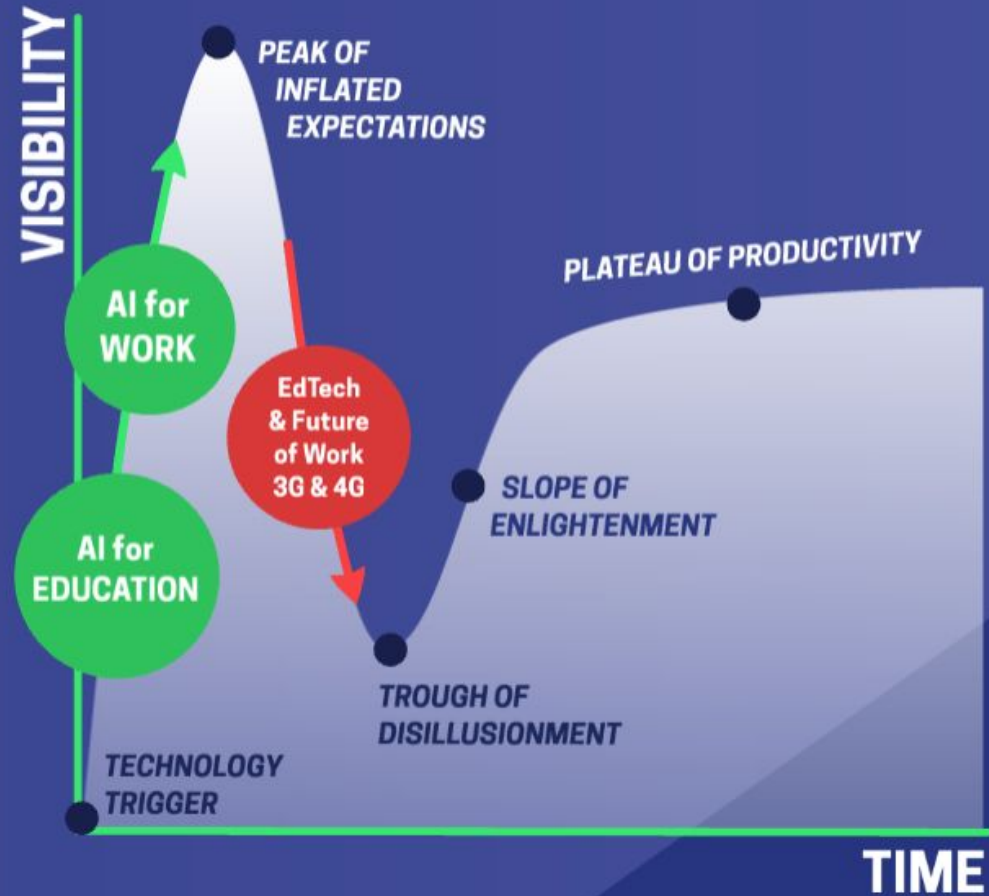
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# Thinking about AI and Investing in the Sector of the Future



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# Speaker



## Michael Lemin

Head of Policy at NCFE



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# Speaker



## Jill Whittaker

Managing Director at HIT Training Ltd



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# Speaker

## Sally Alexander

CEO and Group Principal Milton Keynes  
College Group



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Funding the sector  
of the future

Sally Alexander

Group Principal  
& CEO





# Before we look to the future, where are we now?

- Now is our time!
- Funding is complicated
- Balancing lagged funding, a changing and more devolved AEB landscape, mixed signals on whether colleges should be trying to diversify income
- The pandemic and cost of living crisis has disrupted typical consumer behaviour, making it harder to predict income streams
- Changing government priorities for education (5 Education Secretaries in two years) and an election without an obvious outcome means that political 'will' is also hard to plan

# Lagged funding brings stability but what of growth?

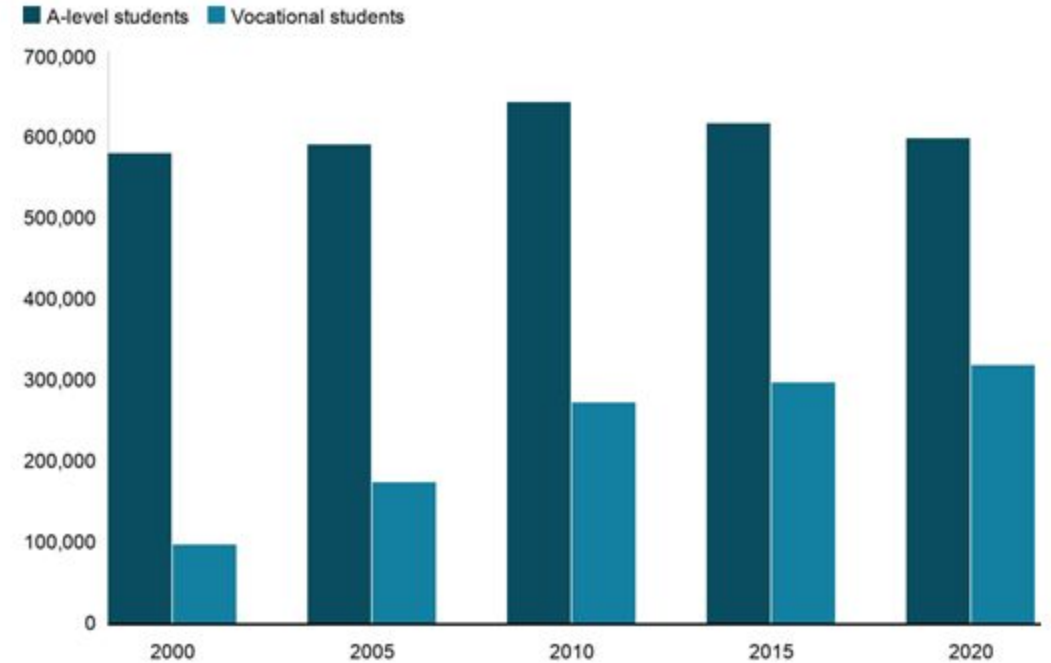


- What other business could be expected to grow by 20% without clear sight of what increased income that growth would generate?
- Numbers of 16-18 year-olds are expected to grow by 30% in some areas over the next 5 years – this will test the sector enormously



And we are growing our share of the 16-18 market too...

Vocational student numbers have increased in England



Source: Department for Education







## An estate not fit for the future

We need to commit to **long-term capital investment**

Exchange shovel ready projects for those that evidence impact over longer term





# A note on prisons...

- Milton Keynes College is proud to be one of four national providers of prison education
- In 2019 prison education moved from DfE to Ministry of Justice
- On average 85,000 people reside in UK prisons, the vast majority of these will be released in the coming years – how we fund their education and help them aid UK productivity issues will be key



# A growing tension between what the market wants and what is funded

- Whatever your view on the value of Local Skills Improvement Plans (LSIP) one thing is clear...
- **Employers do not want chunky, inflexible qualifications.** They are looking for bite-sized, flexible learning aligned to specific skill requirement.
- However our funding is largely aligned to qualifications



# My big question

Whilst public funding will always provide a bedrock for FE, is now the time for colleges to embrace alternatives?

- Industry partnership of programmes
- An ongoing membership model approach to CPD
- Flexible online payment terms





**Driving ambition**

**in our communities**

**to build fairer futures**

MK College Group Chaffron  
Way Campus Woughton  
Campus West Leadenhall  
Milton Keynes  
MK6 5LP

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# Break Time

## Go have a Cuppa!

And don't forget to visit our exhibitors!



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# DATA & LABOUR MARKET INSIGHTS

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# Data Partner



## Elena Magrini

Head of Global Research at Lightcast



Download their report on  
this QR Code!



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# The rise of AI

## Insights from the labour market

**Elena Magrini, Head of Global Research at Lightcast**

FE Collective, 17 October 2023



# Our mission...

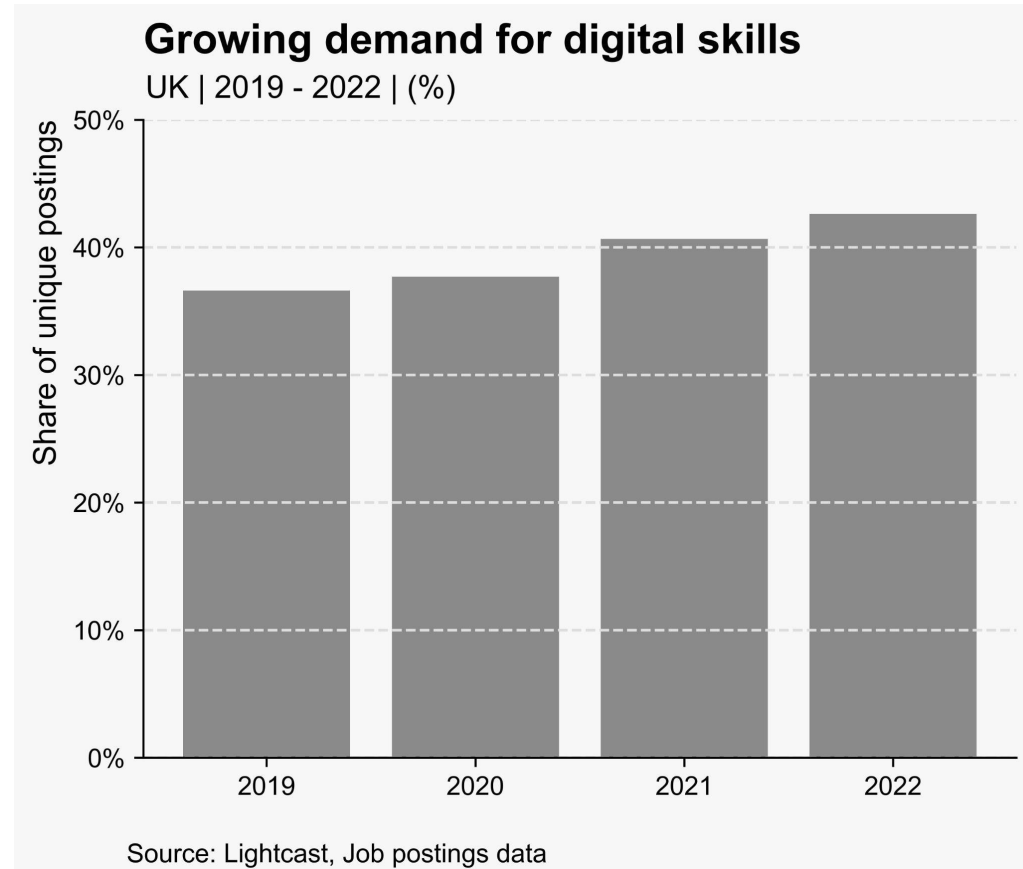
To unlock new possibilities in the  
labour market





# It's a digital world

## GROWING DEMAND FOR DIGITAL SKILLS



4/10 employers specifically mention digital skills in job postings

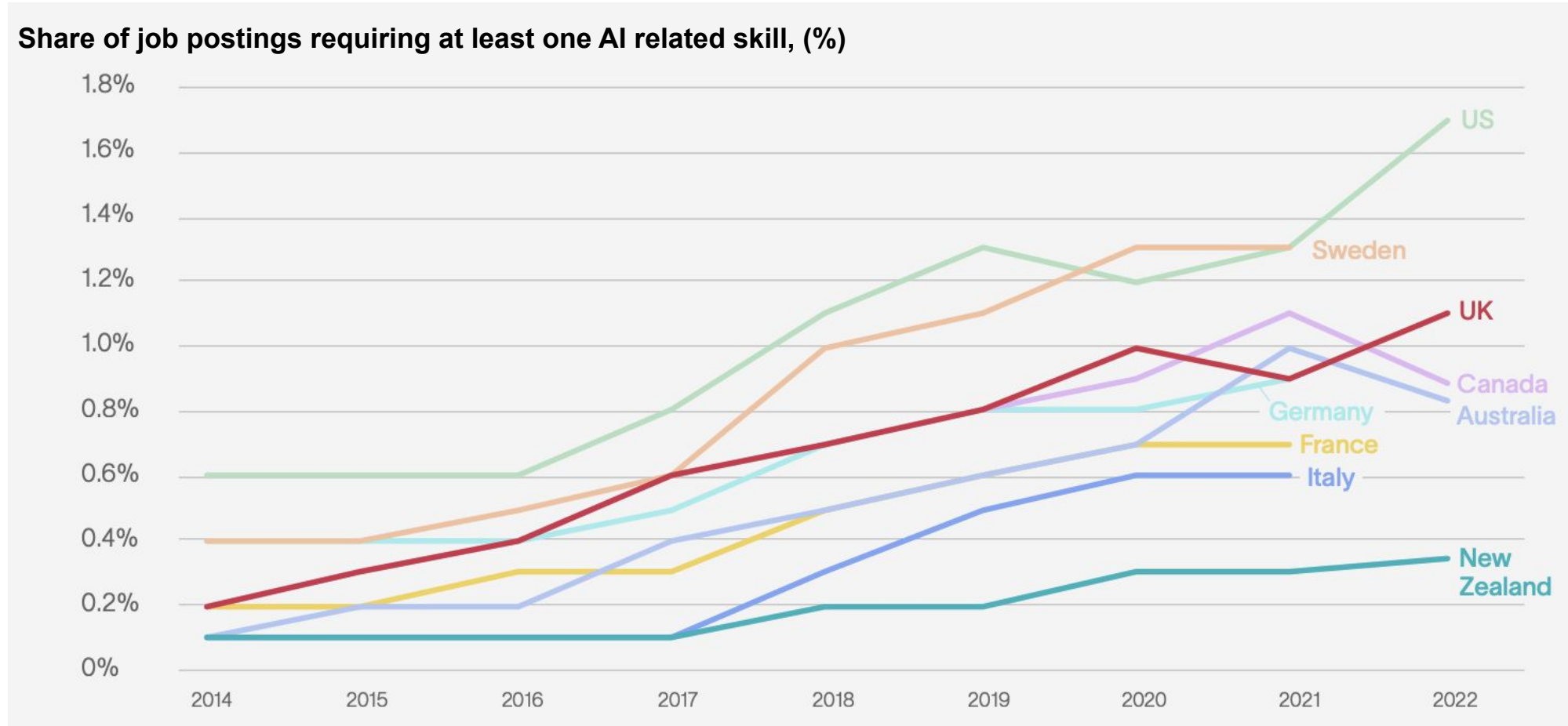
Demand for digital skills is on the rise even in traditionally non digital sectors (think care workers, storage occupations etc..)

Microsoft Office and general computer literacy the digital skills most in demand



# The rise of Artificial Intelligence

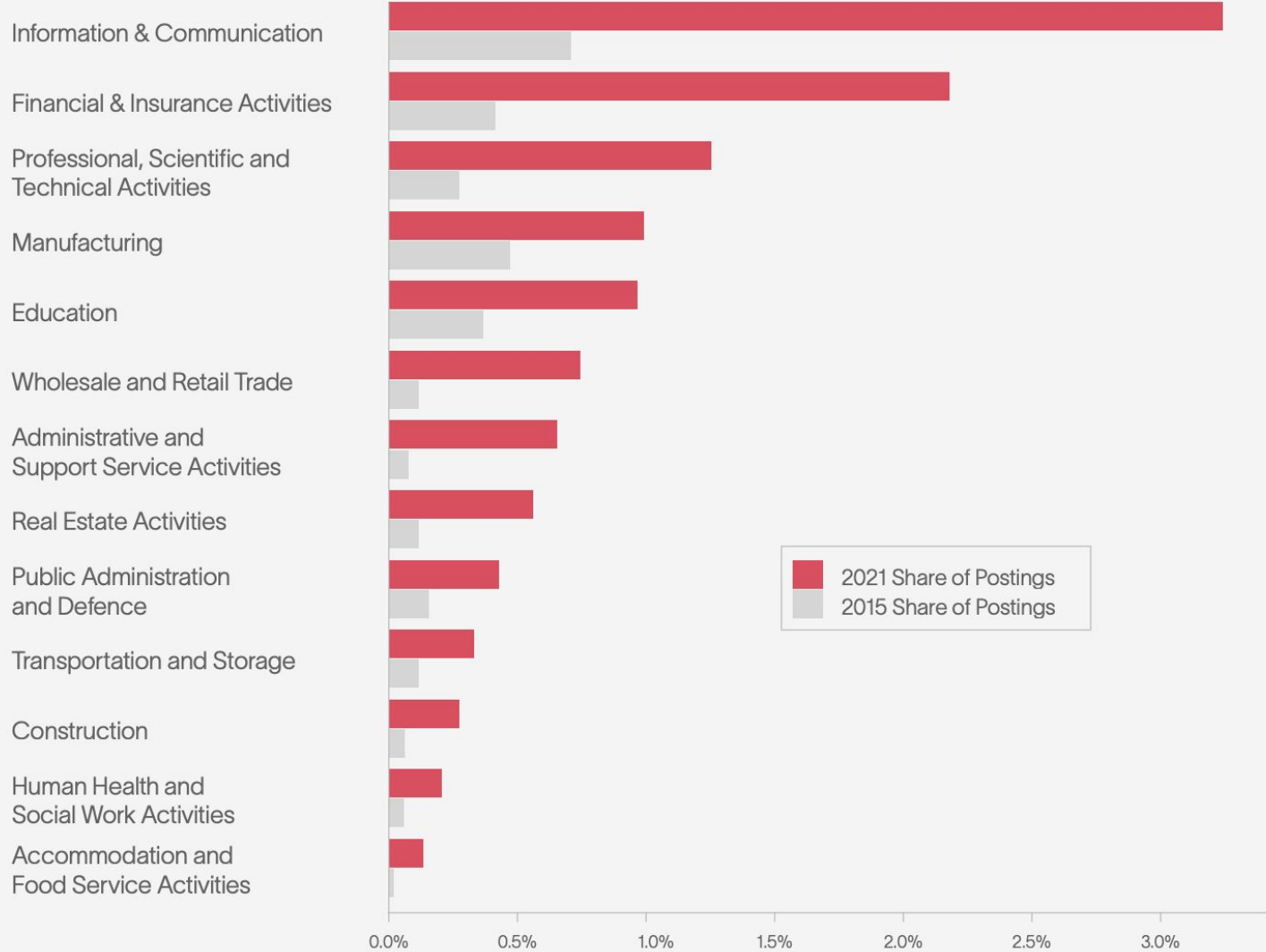
DEMAND FOR AI SKILLS TRIPLED IN THE UK LABOUR MARKET OVER THE LAST DECADE



# Growth right across sectors

AI IS NOT JUST AFFECTING IT JOBS!

Share of job postings requiring at least one AI related skill, (%)

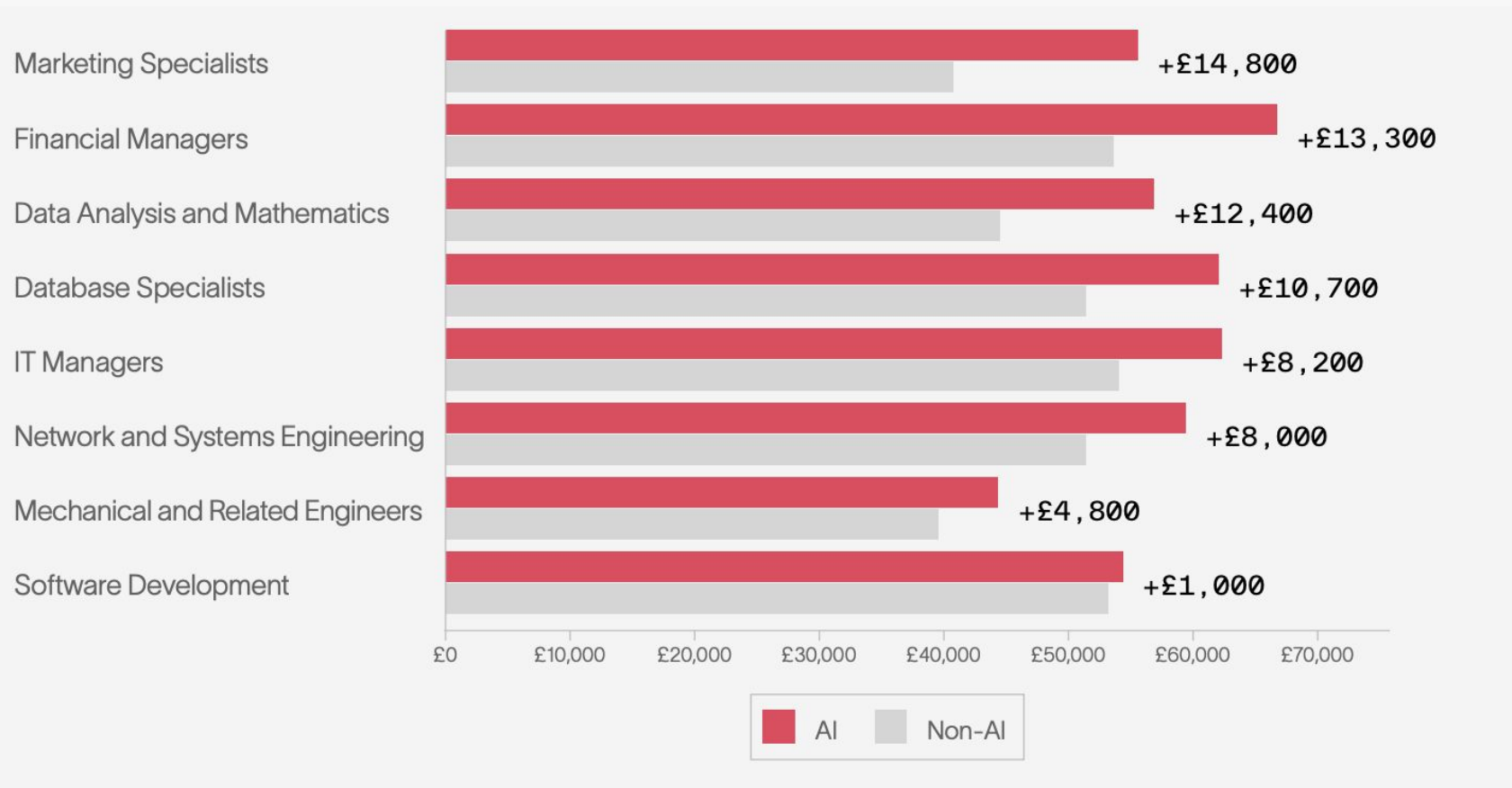




# AI jobs - well paid and high value jobs

AI JOBS CARRY A SALARY PREMIUM EVEN WITHIN THE SAME ROLES AND OCCUPATIONS

Median advertised salary in job postings (£)

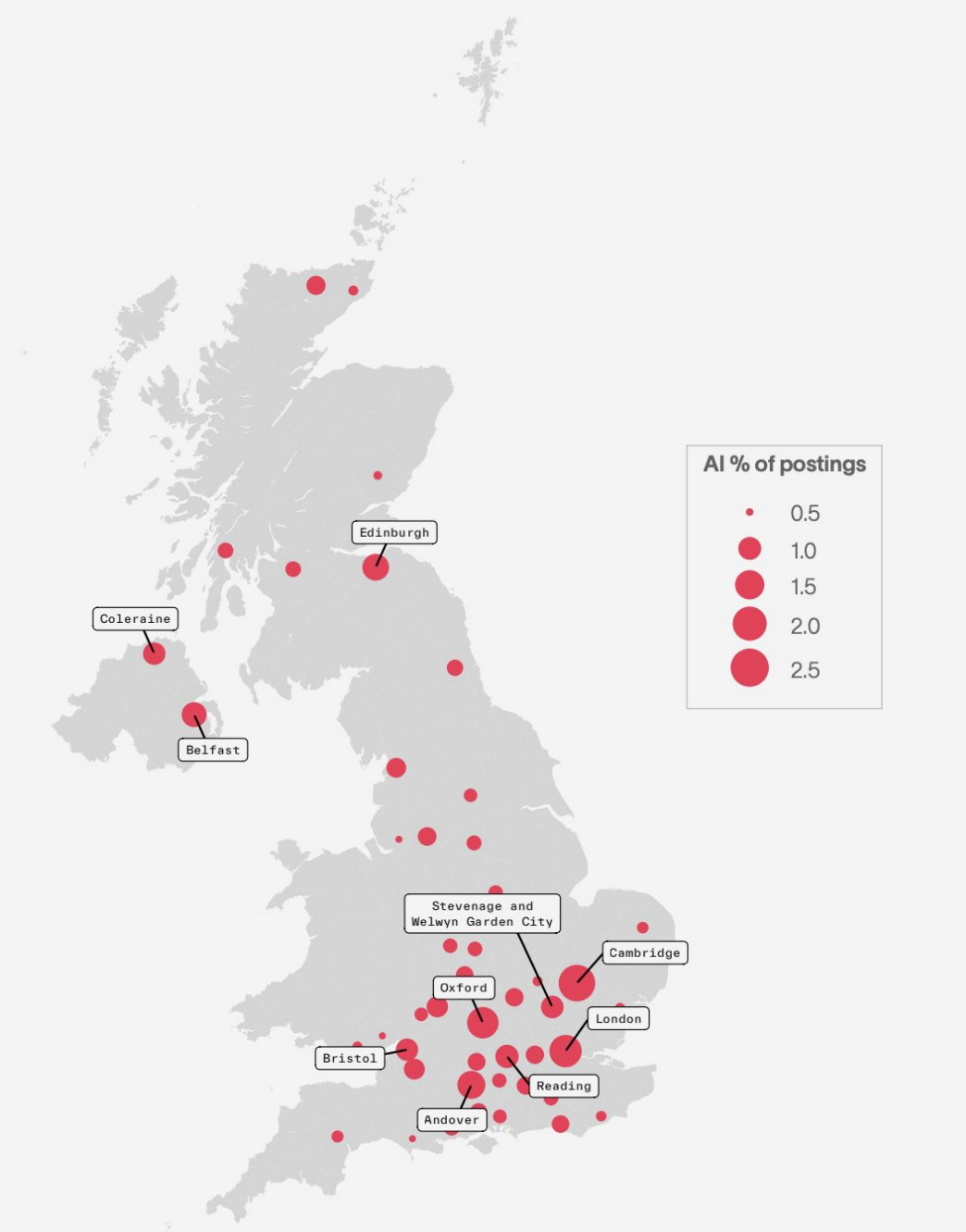


# But demand for AI is still very much concentrated

(MOSTLY DOWN SOUTH)

## TOP 3 HOTSPOTS for demand for AI

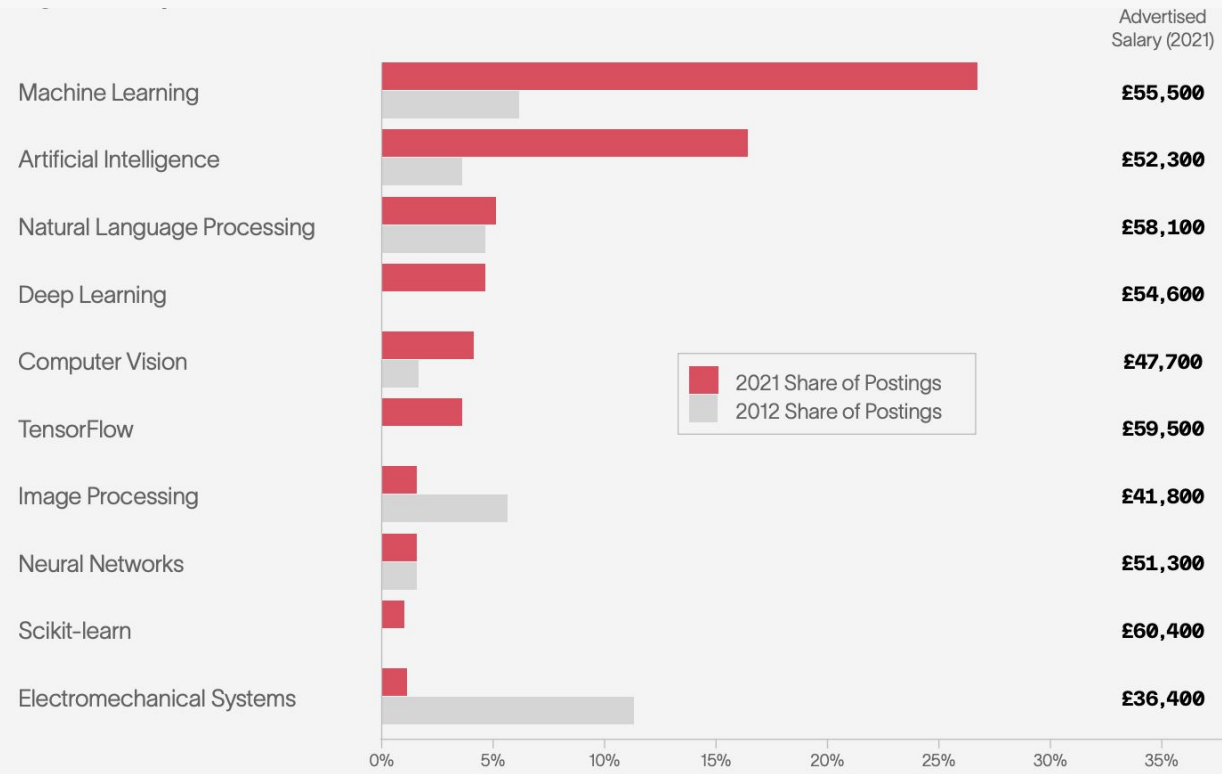
- 1. Cambridge - 2.6%
- 2. London - 2.0%
- 3. Oxford - 1.9%



# How to reap the AI opportunity

## SKILLS NEEDS OF AI JOBS - MORE THAN JUST AI SKILLS

Share of job postings, (%)



## Other skill demanded

### TOP 5 HUMAN SKILLS

- Communication
- Teamwork
- Research
- Problem solving
- Creativity

### TOP 5 TECHNICAL SKILLS

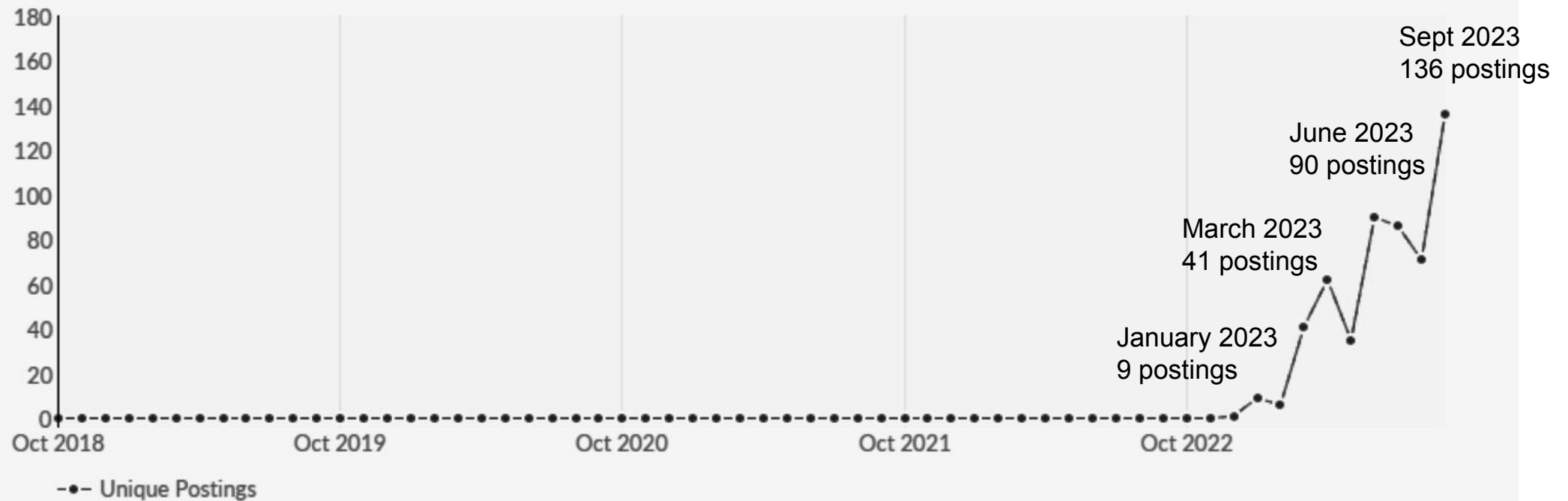
- Python
- Data science
- SQL
- Software engineering
- Software development



# AI skills and tools are changing fast

CORE TECHNICAL AND SOFT SKILLS CHANGE SLOWLY, TECHNOLOGY IS DISRUPTIVE

Job postings requiring ChatGPT skills in the UK over time





# To recap: five key points about AI

Digital skills are high in demand and their complexity is increasing fast

Demand for AI is spreading across occupations and sectors - it is not just for IT roles

AI jobs are well paid, high value opportunities both for people and for places

But demand for AI jobs is still concentrated in a few parts of the UK, in particular in the South

AI skills are key to AI jobs, but need to be complemented with common and technical skills



# Thank you. Any questions?

Scan the QR code for more insights on the impact of the digital transformation on the labour market.

Contact details:

Elena Magrini, Head of Global Research at Lightcast

[elena.magrini@lightcast.io](mailto:elena.magrini@lightcast.io)



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**PROGRESSION:  
IS THERE A  
BETTER WAY?**





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# **Progression: Is There a Better Way at the FE Collective**

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## **Meet the Minds!**



**Professor  
Tom Bewick**



**Professor  
Deirdre Hughes**



**Dr  
Katerina Kolyva**

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# Speaker



## Tom Bewick

Chief Executive at Ecctis



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# Productivity for Progress and the 3 Ps

Professor **Tom Bewick**, Chief Executive Officer,  
**Ecctis** - a global leader in skills recognition



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## **Progress =**

- **PRODUCTIVITY** – boosting the living standards and take-home pay for everyone, via reskilling
- **PEOPLE** – proper investment in workers, by both the state and employers
- **SECTOR PERFORMANCE** – shift the debate on from Whitehall micro-management towards a higher-trust skills ecosystem



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# Productivity



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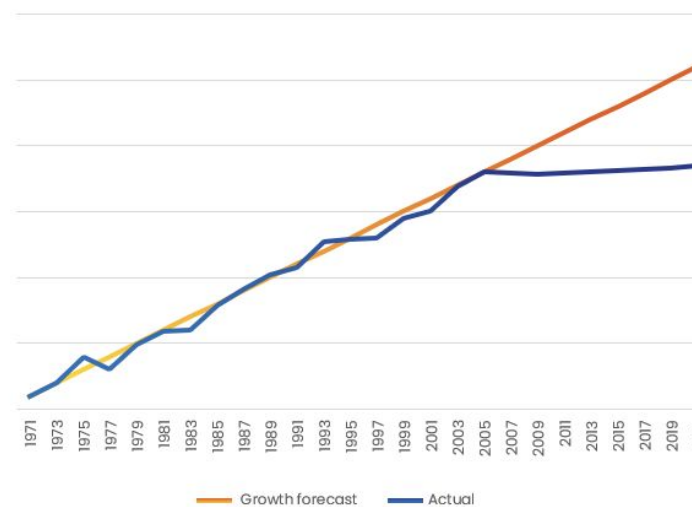
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**Productivity, stupid.**

Figure 5  
**UK productivity growth since 1971**

With trend continuation from 2008 onwards



Source: ONS



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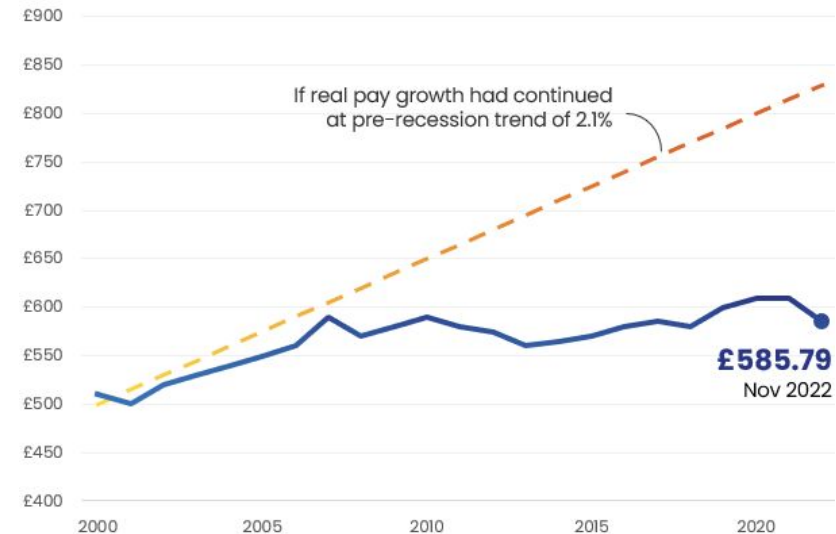
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## The great stagnation

Figure 6

### Wages have stagnated since the 2008 recession

Average weekly earnings (regular pay), adjusted  
for CPIH inflation, Great Britain



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# People



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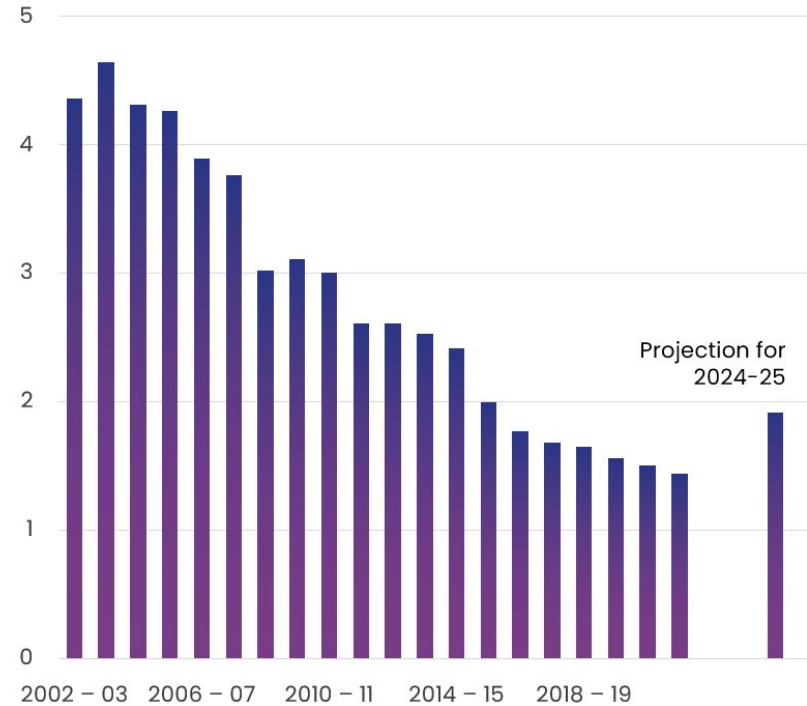




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## Adult FE Spending down by two-thirds since 2003-04



Source: Institute for Fiscal Studies (IFS)  
'Classroom Adult-Based Education in England'  
£billion in 2022-23 prices



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# Performance



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# Tackling our low-trust skills system

## Increase in regulatory burden since 2010



- SQA Acc** – Scottish Qualifications Authority Accreditation.
- QW** – Qualifications Wales. QW was established in 2015, fulfilling the regulatory role previously undertaken by the Welsh Government.
- CCEA Reg** – Council for Curriculum Exams & Assessment Regulation.
- ESFA** – Education & Skills Funding Agency.
- IfATE** – Institute for Apprenticeships & Technical Education.

\*Plus pre-approval process  
 \*\*Plus reporting of ESFA funding removal





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## **Thank You!**

Productivity

People

Performance



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# Speaker

## Deirdre Hughes

International Career Development  
Specialist



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# The Importance of Career Development and

Pr



Livelihoods

Matter

Supporting individuals to reach their full potential, increase their wellbeing, income, and ideally provide study & work satisfaction.



Places and spaces for personalised support

As society and the world of work changes, developing confidence, skills and competencies will be essential



Humans in the

loop

Technological solutions e.g. AI, virtual gaming, chatbots, and avatars may suit some people, but most will want some form of human contact

# Transformation in Career Development and Progression

**Co-design and development of community places and online spaces, including Generative AI with humans in the loop**

**Email: [deirdre.hughes3@btinternet.com](mailto:deirdre.hughes3@btinternet.com)**

**Tel: 07533 545057**

Art of Telling  
Creative Methods in Guidance and  
the Truth

Counselling

Lengelle, Hughes & Hambly

(Routledge Book, In Press)

Decent work,  
inclusion  
and sustainability

Hughes & Eduarda-Duarte

(Routledge Book, In Press)

Migration:

Towards

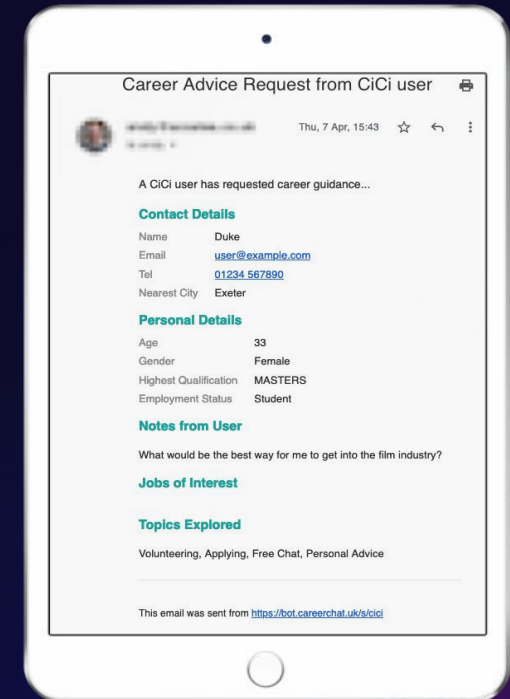
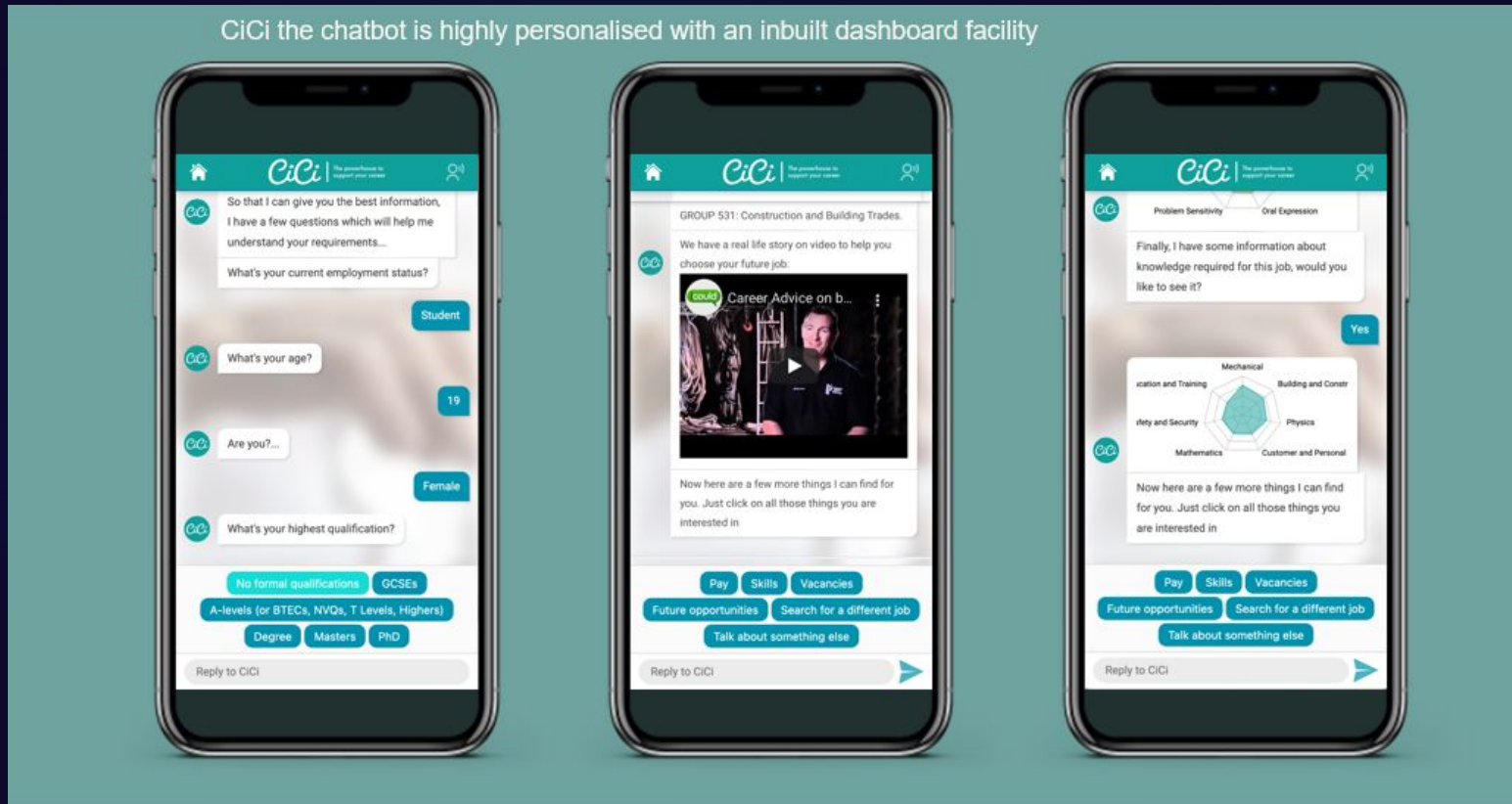
More

Inclusive Work & Arulmani

Societies  
(Routledge Book, In Press)



# CiCi, powered by AI and large language models...moving carefully with the sector



<https://cicichat.co.uk> and <https://dmhassociates.org/> and <https://warwick.ac.uk/fac/soc/ier/people/assocfellows/>



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# Speaker



## Dr Katerina Kolyva

CEO of Education and Training Foundation



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# Lunch Time

## Enjoy Some Food

And Networking!



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# Making a Difference...

**At our event, we're transforming food waste into a lifeline for the homeless community, ensuring that no edible resources go to waste. Join us in making a difference!**



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# Report Writing

## Find your group

Collaborate for the report!



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# Break Time

**Go have a Cuppa!**

**And don't forget to visit our exhibitors!**



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# Report Writing

## Find your group

Collaborate for the report!



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# Moderator Round-Up

## Main Takeaways

**We ask our epic moderators:**

What are the main takeaways from your discussion groups?



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# Closing Remarks



## Phillip Le Feuvre

Chief Strategy Officer at NCFE



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# Closing Remarks



## Gavin O'Meara

CEO of FE News & FE Careers



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Founded by **fe** news

**Complete our event  
survey to claim your complete CPD  
accreditation now**



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