

# **Education and Skills Enabling Plan**

## **Action Plan 2015 - 2020**

**NRW B B 8.15 Annex 2**

# Our Action Plan

What we want to achieve:

**More people will value and feel connected to the natural environment, will value it and its importance to society, will have the required skills and be able to apply them through employment opportunities to help sustainably use and manage Wales' natural resource now and in the future.**

Why do we want to achieve this?

All actions will contribute to the following **benefits**:

- Good for Knowledge - Increased knowledge and a shared understanding of the Natural Resource Management approach
- Good for the Environment - Increased appreciation and care of the natural environment leading to positive action
- Good for People - Increased connection of people with their natural environment
- Good for Business - Increased economic benefits for Wales through linking education and training and employment
- Good Organisation - Co-ordinated programmes of work across the business to deliver of NRW's education, learning and skills service

How will we achieve our aim and deliver the associated benefits?

We will do this through delivering the following **NRW contribution headings**:

1. The Natural Resource Management approach will be delivered through the National Curriculum
2. More education professionals will receive training and support to become self-sustaining in the delivery of the Natural Resource Management approach
3. Learners are provided with the opportunity to develop an understanding of the natural environment and the Natural Resource Management approach
4. Placements have increased understanding of the natural environment and the Natural Resource Management approach that provide the necessary skills for future employment
5. Education materials and data about Natural Resource Management are widely available in appropriate formats and used effectively
6. Effective mechanisms for the delivery of a targeted and focused education and skills service across the business
7. All deliver mechanisms are subject to robust evaluation

We have five fundamental principles that form the basis of our delivery

We will be guided by these **principles** so that we can demonstrate internally and with our partners and stakeholders, our clear responsibility to education and skills delivery

- NRW will be recognised as the principal source of information and skills to enable delivery of the Natural Resource Management approach across the education and skills sectors.
- NRW will brigade our internal resources, data and skills to ensure consistent and focused delivery across all our business areas.
- Clear governance, ownership, management and delivery of the Enabling Plan
- Clear communication across the business of the benefits of a coordinated approach
- Appropriately qualified and skilled staff who are fully compliant with current policies and those in development

The following tables give overarching areas of work through which we aim to deliver our identified **outcome** and associated **benefits**. Each Directorate Delivery Plan will provide a more detailed programme of work, which will identify tasks that deliver the Actions of this Plan.

## 1. More national and local policy, practice and decision making will be influenced to deliver the Natural Resource Management approach

| Ref | Action                                                                                                                                       | Good for People<br><br>Good for the Environment<br><br>Good for Knowledge                     | Good for People<br><br>Good for the Environment<br><br>Good for Knowledge<br><br>Good for Business                                                      | Good for People<br><br>Good for Knowledge<br><br>Good Organisation                                                                                | Good for people<br><br>Good for the Environment<br><br>Good for Knowledge                                                                                                  | Good for People<br><br>Good for the Environment<br><br>Good for Knowledge                                                          | Good Organisation                                                                                                   | Good Organisation                                          |                                            | Lead and support Directorates | Timing for completion and implementation |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|--------------------------------------------|-------------------------------|------------------------------------------|
|     |                                                                                                                                              | 1. The Natural Resource Management approach will be delivered through the National Curriculum | 2. More education professionals will receive training and support to become self-sustaining in the delivery of the Natural Resource Management approach | 3. Learners are provided with the opportunity to develop an understanding of the natural environment and the Natural Resource Management approach | 4. Placements have increased understanding of the natural environment and the Natural Resource Management approach that provide the necessary skills for future employment | 5. Education materials and data about Natural Resource Management are widely available in appropriate formats and used effectively | 6. Effective mechanisms for the delivery of a targeted and focused education and skills service across the business | 7. All deliver mechanisms are subject to robust evaluation | D = Develop<br>C = Continue<br>E = Enhance |                               |                                          |
| 1.1 | Review of current NRW service and realign to deliver this Enabling Plan across the business                                                  |                                                                                               |                                                                                                                                                         |                                                                                                                                                   |                                                                                                                                                                            |                                                                                                                                    | X                                                                                                                   | X                                                          | D                                          | KSP OPS                       | 15/16                                    |
| 1.2 | Research the possibility of a charging policy for elements of our education and skills service in line with Welsh Government Charging Policy |                                                                                               |                                                                                                                                                         |                                                                                                                                                   |                                                                                                                                                                            |                                                                                                                                    | X                                                                                                                   | X                                                          | D                                          | KSP OPS                       | 15/16                                    |
| 1.3 | Identify key staff across the Business to contribute to the NRW review and realignment                                                       |                                                                                               |                                                                                                                                                         |                                                                                                                                                   |                                                                                                                                                                            |                                                                                                                                    | X                                                                                                                   | X                                                          | D                                          | KSP OPS                       | 15/16                                    |

|      |                                                                                                                            |   |   |  |  |  |  |   |   |   |                    |       |
|------|----------------------------------------------------------------------------------------------------------------------------|---|---|--|--|--|--|---|---|---|--------------------|-------|
| 1.4  | Identify key partners to contribute to the NRW review and realignment                                                      |   |   |  |  |  |  | × | × | D | KSP<br>OPS         | 15/16 |
| 1.5  | Develop clear and applicable definitions of Natural Resource Management for education and skills settings                  | × |   |  |  |  |  |   |   | E | KSP<br>OPS         | 15/16 |
| 1.6  | Develop the NRM approach with Welsh Government for use in the curriculum                                                   | × |   |  |  |  |  |   |   | E | KSP<br>OPS         | 16/17 |
| 1.7  | Work with Welsh Government and contribute to/advise on emerging policy and consultations to ensure that NRM is highlighted | × |   |  |  |  |  |   |   | E | KSP<br>OPS         | 16/17 |
| 1.8  | Develop NRM training and CPD opportunities for education professionals                                                     |   | × |  |  |  |  |   |   | E | KSP<br>OPS<br>OPDM | 16/17 |
| 1.9  | Develop NRM training for outdoor learning providers                                                                        |   | × |  |  |  |  |   |   | E | KSP<br>OPS<br>OPDM | 16/17 |
| 1.10 | Develop NRM training for the third sector                                                                                  |   | × |  |  |  |  |   |   | E | KSP<br>OPS<br>OPDM | 16/17 |

|      |                                                                                                                       |  |  |  |  |  |   |   |   |         |       |
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|      |                                                                                                                       |  |  |  |  |  |   |   |   |         |       |
| 1.11 | Identify priority work areas and work with skilled staff to deliver these in an education or skills setting           |  |  |  |  |  | × | × | D | KSP OPS | 15/16 |
| 1.12 | Establish joint working practices for delivery of priority work areas from across the business                        |  |  |  |  |  | × | × | D | KSP OPS | 15/16 |
| 1.13 | Contribute to a range of business priorities or actions such as funding mechanisms, flood awareness, fly tipping etc. |  |  |  |  |  | × | × | D | KSP OPS | 15/16 |

**2. More learners in formal education will change behaviours as a result of learning in and about the natural environment and the importance of the Natural Resource Management approach, continuing to use this approach into the future**

| Ref | Action                                                                                                                  | Good for People<br><br>Good for the Environment<br><br>Good for Knowledge                     | Good for People<br><br>Good for the Environment<br><br>Good for Knowledge<br><br>Good for Business                                                      | Good for People<br><br>Good for Knowledge<br><br>Good Organisation                                                                                | Good for people<br><br>Good for the Environment<br><br>Good for Knowledge                                                                                                  | Good for People<br><br>Good for the Environment<br><br>Good for Knowledge                                                          | Good Organisation                                                                                                   | Good Organisation                                          |                                            | Lead and support Directorates | Timing for completion and implementation |
|-----|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|--------------------------------------------|-------------------------------|------------------------------------------|
|     |                                                                                                                         | 1. The Natural Resource Management approach will be delivered through the National Curriculum | 2. More education professionals will receive training and support to become self-sustaining in the delivery of the Natural Resource Management approach | 3. Learners are provided with the opportunity to develop an understanding of the natural environment and the Natural Resource Management approach | 4. Placements have increased understanding of the natural environment and the Natural Resource Management approach that provide the necessary skills for future employment | 5. Education materials and data about Natural Resource Management are widely available in appropriate formats and used effectively | 6. Effective mechanisms for the delivery of a targeted and focused education and skills service across the business | 7. All deliver mechanisms are subject to robust evaluation | D = Develop<br>C = Continue<br>E = Enhance |                               |                                          |
| 2.1 | Review our current service with the view of directing delivery focus, where applicable, to our own and managed land     |                                                                                               |                                                                                                                                                         | X                                                                                                                                                 |                                                                                                                                                                            |                                                                                                                                    | X                                                                                                                   | X                                                          | D/E                                        | KSP<br>OPS                    | 16/17                                    |
| 2.2 | Develop self-sustaining curriculum delivery on our own and managed land. ie. Accessible materials, study aids, training |                                                                                               | X                                                                                                                                                       | X                                                                                                                                                 |                                                                                                                                                                            |                                                                                                                                    |                                                                                                                     |                                                            | D/E                                        | KSP<br>OPS<br>COMMS           | 16/17                                    |
| 2.3 | Develop information recording systems that provide data on behaviour change                                             |                                                                                               |                                                                                                                                                         |                                                                                                                                                   |                                                                                                                                                                            |                                                                                                                                    |                                                                                                                     | X                                                          | D/E                                        | KSP<br>OPS<br>ICT             | 16/17                                    |
| 2.4 | Develop and market our service and our communication methods                                                            |                                                                                               |                                                                                                                                                         |                                                                                                                                                   |                                                                                                                                                                            | X                                                                                                                                  |                                                                                                                     |                                                            | D/E                                        | KSP<br>OPS<br>COMMS           | 16/17                                    |

|     |                                                                                     |   |  |   |  |  |  |  |  |   |         |       |
|-----|-------------------------------------------------------------------------------------|---|--|---|--|--|--|--|--|---|---------|-------|
| 2.5 | Develop NRM delivery for the education sector within the school curriculum          | X |  | X |  |  |  |  |  | D | KSP OPS | 16/17 |
| 2.6 | Develop NRM delivery for the higher education sector with colleges and universities | X |  | X |  |  |  |  |  | D | KSP OPS | 16/17 |

### 3. More learners will gain the skills required for progression to employment in the Natural Resource Management sector and will participate in continued professional development

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|-----|--------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------|-------------------|--|-------------------------------|--------|
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|     |                                                                                                                                          | Good for Knowledge                                                                               | Good for Knowledge<br>Good for Business                                                                                                                    | Good Organisation                                                                                                                                    | Good for Knowledge                                                                                                                                                            | Good for Knowledge                                                                                                                    |                                                                                                                        |                                                               |                                            |                             |       |
|-----|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------|-----------------------------|-------|
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| 3.1 | Develop the Cyfoeth Programme to encompass NRM and to provide data on behaviour change                                                   |                                                                                                  |                                                                                                                                                            |                                                                                                                                                      | X                                                                                                                                                                             |                                                                                                                                       |                                                                                                                        |                                                               | D                                          | KSP<br>OPS<br>OPDM          | 15/16 |
| 3.2 | Develop the Cyfoeth Programme so that it is supported across the business by skilled staff and reflects business need and clear outcomes |                                                                                                  |                                                                                                                                                            |                                                                                                                                                      | X                                                                                                                                                                             |                                                                                                                                       |                                                                                                                        |                                                               | C/D                                        | KSP<br>OPS<br>OPDM          | 15/16 |
| 3.3 | Develop and market our service and our communication methods                                                                             |                                                                                                  |                                                                                                                                                            |                                                                                                                                                      | X                                                                                                                                                                             |                                                                                                                                       |                                                                                                                        |                                                               | C/E                                        | KSP<br>OPS<br>OPDM<br>COMMS | 15/16 |
| 3.4 | Develop NRM delivery for the skills sector within training establishments                                                                |                                                                                                  |                                                                                                                                                            |                                                                                                                                                      | X                                                                                                                                                                             |                                                                                                                                       |                                                                                                                        |                                                               | D                                          | KSP<br>OPS<br>OPDM          | 15/16 |

4. More learners and education professionals will have improved access to, and make full use of, high quality Natural Resource Management resources and data

|     |        |                                                                           |                                                                           |                                                                    |                                                                           |                                                                           |                   |                   |  |                               |        |
|-----|--------|---------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------|---------------------------------------------------------------------------|-------------------|-------------------|--|-------------------------------|--------|
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|-----|--------|---------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------|---------------------------------------------------------------------------|-------------------|-------------------|--|-------------------------------|--------|

|     |                                                                                                                    |                                                                                                  | Good for Business                                                                                                                                          |                                                                                                                                                      |                                                                                                                                                                               |                                                                                                                                       |                                                                                                                        |                                                               |                                                                 |                            |       |
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| 4.1 | Identify priority work areas from across the business and work with specialist staff to harvest resources and data |                                                                                                  |                                                                                                                                                            |                                                                                                                                                      |                                                                                                                                                                               | ×                                                                                                                                     |                                                                                                                        |                                                               | D                                                               | KSP<br>OPS<br>ICT          | 15/16 |
| 4.2 | Develop suites of resources and data that are audience and setting appropriate                                     |                                                                                                  |                                                                                                                                                            |                                                                                                                                                      |                                                                                                                                                                               | ×                                                                                                                                     |                                                                                                                        |                                                               | C/E                                                             | KSP<br>OPS<br>COMMS<br>ICT | 15/16 |
| 4.3 | Develop a range of communication tools to provide resources and data                                               |                                                                                                  |                                                                                                                                                            |                                                                                                                                                      |                                                                                                                                                                               | ×                                                                                                                                     |                                                                                                                        |                                                               | C/E                                                             | KSP<br>OPS<br>COMMS<br>ICT | 15/16 |
| 4.4 | Develop a system for centrally managing and evaluating information requests that is embedded across the business   |                                                                                                  |                                                                                                                                                            |                                                                                                                                                      |                                                                                                                                                                               | ×                                                                                                                                     |                                                                                                                        |                                                               | E/D                                                             | KSP<br>OPS<br>ICT          | 15/16 |

