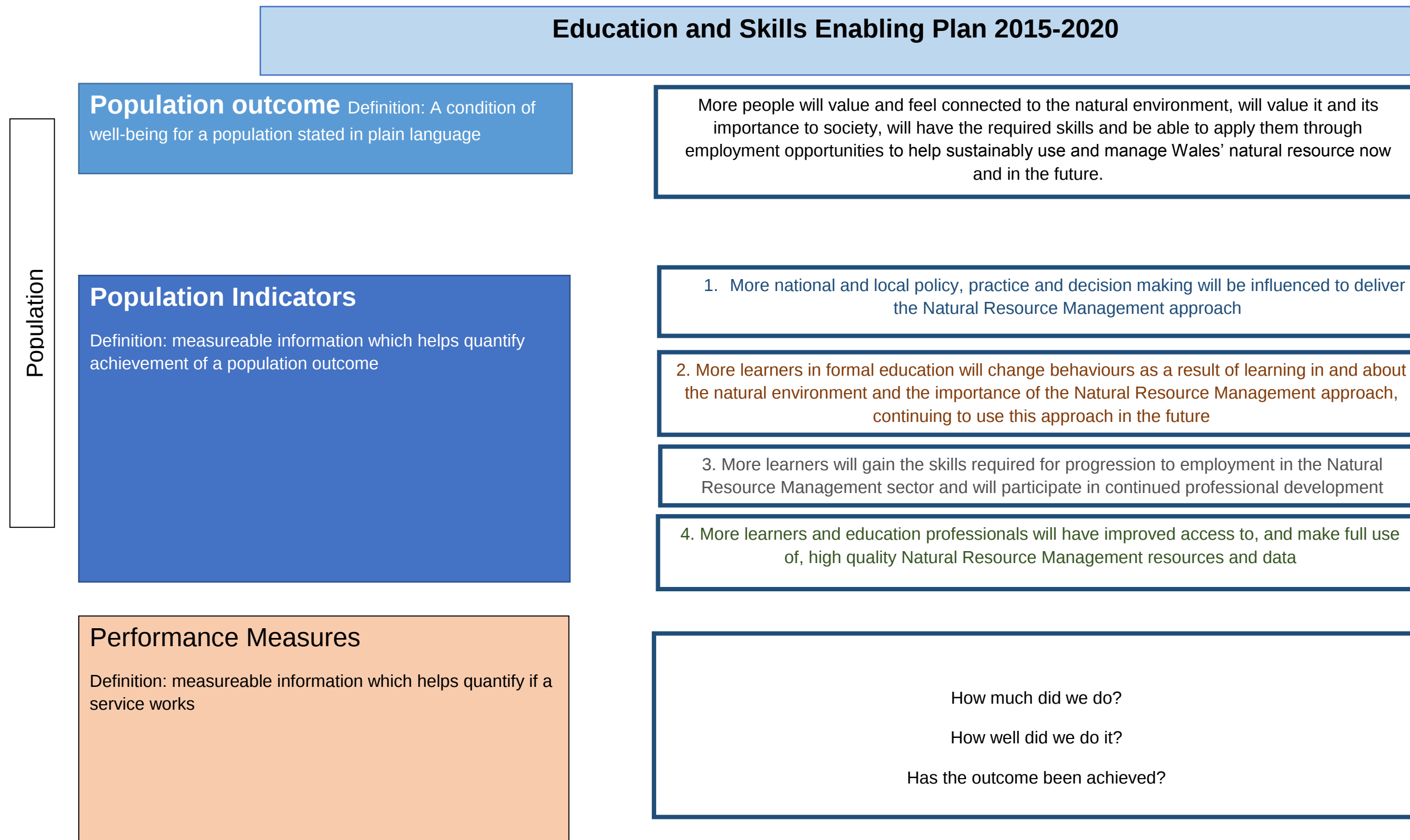


Education and Skills Enabling Plan 2015 – 2020: Results Based Accounting Plan

What is Results Based Accounting?

Results Based Accounting is a disciplined way of embedding outcome based decision making into planning, delivery and accountability for partnerships and projects. It uses population outcomes and indicators alongside performance measures. In this case our population is Wales and our performance measures are based on our contribution to delivering the population outcome. The illustration below shows how this works for our Education and Skills Enabling Plan:



Education and Skills Enabling Plan: Results Based Accounting Plan

We have set out the strategic outcomes we wish to progress and associated activities we will undertake for all our education and skills related work.

The **population outcome** of this Enabling Plan is that:

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.

We wish to do this to achieve the following **benefits**:

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

We intend to deliver the population outcome and associated benefits under 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 delivery mechanisms are subject to robust evaluation

This indicative '**Results Based Accounting (RBA)**' plan sets out how NRW intends to assess progress with delivery of our Enabling Plan outcome, in particular the benefits at the Wales (population) level from education and skills. This RBA Plan sets out how we will measure the work NRW delivers (the performance measures) that contributes to the desired Wales outcome.

We will apply the same RBA approach to monitoring and evaluating the implementation of the Action Plan.

Table 1

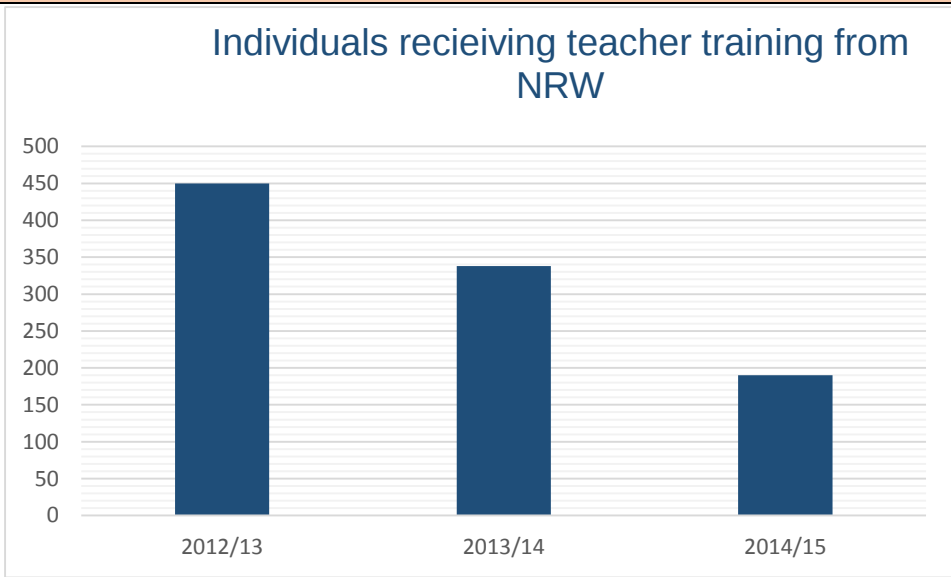
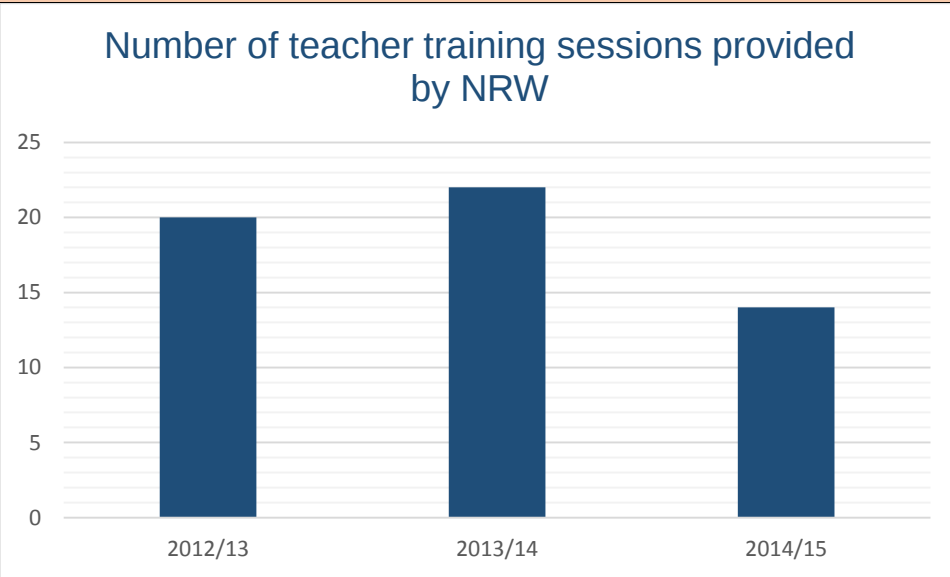
Population Indicator 1: More national and local policy, practice and decision making will be influenced to deliver the Natural Resource Management approach																			
NRW Contribution Heading	1. The Natural Resource Management approach will be delivered through the National Curriculum 2. More education professionals will receive training and support to become self-sustaining in the delivery of the Natural Resource Management approach 6. Effective mechanisms for the delivery of a targeted and focused education and skills service across the business 7. All delivery mechanisms are subject to robust evaluation																		
NRW Performance Measure	1. Number of consultation responses which highlight the importance of the Natural Resource Management approach within the Department for Education and Skills 2. Number of training sessions delivered to education professionals 3. % of people participating in training sessions who rate their experience as ‘very good’ or above																		
Baseline	Individuals recieving teacher training from NRW <table><tr><th>Year</th><th>Individuals</th></tr><tr><td>2012/13</td><td>450</td></tr><tr><td>2013/14</td><td>340</td></tr><tr><td>2014/15</td><td>190</td></tr></table>	Year	Individuals	2012/13	450	2013/14	340	2014/15	190	Number of teacher training sessions provided by NRW <table><tr><th>Year</th><th>Sessions</th></tr><tr><td>2012/13</td><td>20</td></tr><tr><td>2013/14</td><td>22</td></tr><tr><td>2014/15</td><td>14</td></tr></table>	Year	Sessions	2012/13	20	2013/14	22	2014/15	14	
Year	Individuals																		
2012/13	450																		
2013/14	340																		
2014/15	190																		
Year	Sessions																		
2012/13	20																		
2013/14	22																		
2014/15	14																		
Data source	NRW Education Team																		

Table 2

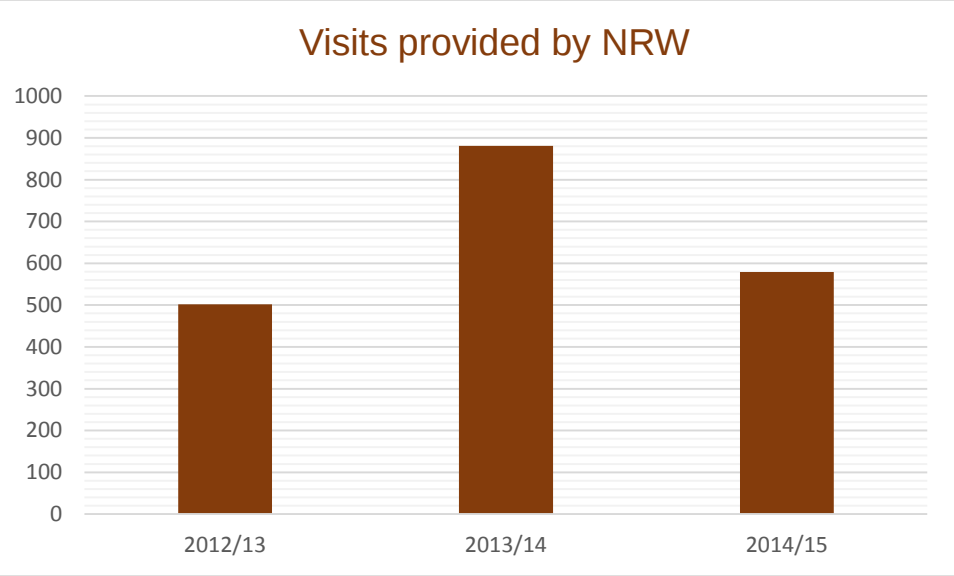
Population Indicator 2: More learners in formal education will change behaviours as a result of learning in and about the natural environment and the importance of the Natural Resource Management approach, continuing to use this approach in the future									
NRW Contribution Heading	3. Learners are provided with the opportunity to develop an understanding of the natural environment and the Natural Resource Management approach 6. Effective mechanisms for the delivery of a targeted and focused education and skills service across the business 7. All delivery mechanisms are subject to robust evaluation								
NRW Performance Measure	4. Number of learning opportunities delivered to provide an understanding of Natural Resource Management 5. % of NRW staff with the ability to understand and confidently communicate the principles of Natural Resource Management 6. % of evaluation received rating the delivery as ‘very good’ or above								
Baseline	Visits provided by NRW  <table><thead><tr><th>Year</th><th>Visits</th></tr></thead><tbody><tr><td>2012/13</td><td>500</td></tr><tr><td>2013/14</td><td>880</td></tr><tr><td>2014/15</td><td>580</td></tr></tbody></table>	Year	Visits	2012/13	500	2013/14	880	2014/15	580
Year	Visits								
2012/13	500								
2013/14	880								
2014/15	580								
Data source	NRW Education Team								

Table 3

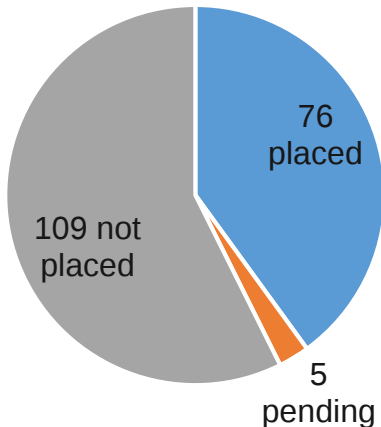
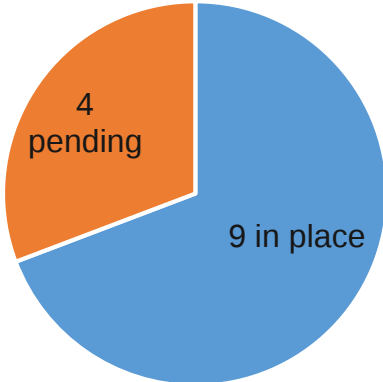
Population Indicator 3: More learners will gain the skills required for progression to employment in the Natural Resource Management sector and will participate in continued professional development																	
NRW Contribution Heading	4. Placements have increased understanding of the natural environment and the Natural Resource Management approach that provide the necessary skills for future employment 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																
NRW Performance Measure	7. % of people participating in NRW placements who rate their experience as ‘very good’ or above 8. Number of placements supported by NRW 9. Number of NRW placements who indicate they want to work in the Natural Resource Management sector in the future																
Baseline	Work experience 2014/15 <table><tr><th>Category</th><th>Count</th></tr><tr><td>placed</td><td>76</td></tr><tr><td>not placed</td><td>109</td></tr><tr><td>pending</td><td>5</td></tr></table>	Category	Count	placed	76	not placed	109	pending	5		Apprenticeships 2014/15 <table><tr><th>Category</th><th>Count</th></tr><tr><td>in place</td><td>9</td></tr><tr><td>pending</td><td>4</td></tr></table>	Category	Count	in place	9	pending	4
Category	Count																
placed	76																
not placed	109																
pending	5																
Category	Count																
in place	9																
pending	4																
Data source	NRW Education Team NRW ICT Team																

Table 4

Population Indicator 4: More learners and education professionals will have improved access to, and make full use of, high quality Natural Resource Management resources and data	
NRW Contribution Heading	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
NRW Performance Measure	10. Number of education professionals rating NRW materials and data as ‘very good’ or above (targeted evaluation)
Baseline	No data currently available
Data source	

The story in context

NRW has the opportunity to build of the skills and experience of its staff across the whole business to deliver relevant understanding and skills in Natural Resource Management. We have the potential to use our knowledge to influence the curriculum and to embed the principles of Natural Resource Management in the learning pathways in Wales. In doing this, we want to ensure that students are equipped with the understanding that is needed to help them connect to and value the natural environment. The aim for NRW, through implementing this Enabling Plan, is to increase the understanding of Natural Resource Management and how it can be applied to every day decisions taken by the citizens of Wales and through skills that could influence employment choices.

Foundation phase

Creative, expressive and observational skills to encourage their development as individuals

Personal, social, emotional, physical and intellectual well-being to develop the whole child

Positive attitudes to learning so that they enjoy it and want to continue

Self-esteem and self-confidence to experiment, investigate, learn new things and form new relationships

Activities in the outdoors where they have first-hand experience of solving real-life problems and learn about conservation and sustainability.

There are 464,542 pupils in Wales from Nursery to Year 13

Source: Welsh Government School Census 2014

86% of year 11, 12 and 13 pupils continued in education:
52% in sixth form
48% in FE college

Source: Careers Wales, Pupil Destination from school 2013

Welsh curriculum

The Foundation Phase

ESDGC

Skills development

The national curriculum

Personal and social education

Sex education

Careers and the world of work

Religious education

There are 1,633 Local Authority Schools in Wales

Source: Welsh Government School Census 2014

13% of year 13 pupils entered the labour market (employment or training in the workplace)

Source: Careers Wales, Pupil Destination from school 2013

Welsh Baccalaureate core topics

Wales, Europe and the World

The Language Module

Personal and Social Education

Community Participation

Work Related Education

The Individual Investigation

There are 28 Further Education Institutions in Wales

Source: Welsh Government Post 16 Education and Training

There are 13 Welsh Universities

Source: Welsh Government Post 16 Education and Training

67% of leavers from traineeship programmes had a positive progression to employment and learning at a higher level

Source: Stats for Wales Learner Outcome Measure 2014

What Works?

- Contact with nature leading to increased care for the environment and more responsible behaviour
- Learning experience in the outdoors
- Training and equipping teachers with the tools to deliver their own lessons
- Providing on site learning materials and provision
- Delivering key NRW messages through the curriculum and Welsh Baccalaureate topics
- Working with partners such as the National Museum and Galleries of Wales to jointly deliver education services
- Partnerships with Universities
- Joint working between NRW staff to deliver topics and projects across different parts of the business in an education setting

What are the challenges?

- Retaining our customers
- Internal Change Management
- Additional costs for schools and education facilities if they are required to visit our own sites to access our service
- Understanding the principles of Natural Resource Management and making these applicable to our customers
- Working outside of our Sponsoring Department
- Having the skills to evaluate behaviour change
- NRW budget and resource reductions