

A self-improving FE system

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BACKGROUND TO WHERE WE ARE

“The level of instability within English vocational education and training is unusual within the developed world.

In most countries, change in the VET system is typically quite slow, measured, incremental in nature and has to be negotiated with other stakeholders [...]

This has not been the case in England over the last 30 years.”

(Keep et al, 2020)

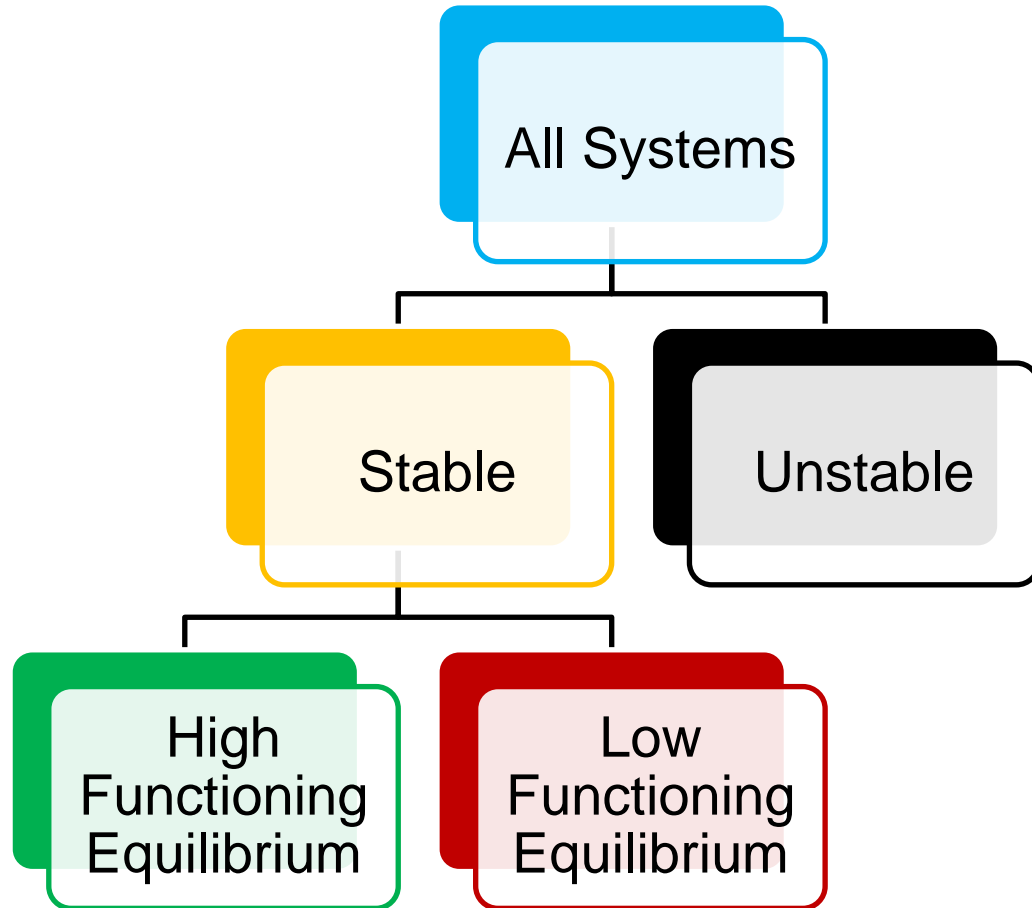
“Other people’s children:
what happens to those in the bottom 50%
academically?”

(Barnaby Lennon, 2018)

“This White Paper is a blueprint for the future. We will move on from previous underestimations of further and technical education and reinforce its pivotal role as a pathway to a bright future.”

(Gavin Williamson, SoS for Education, 2021)

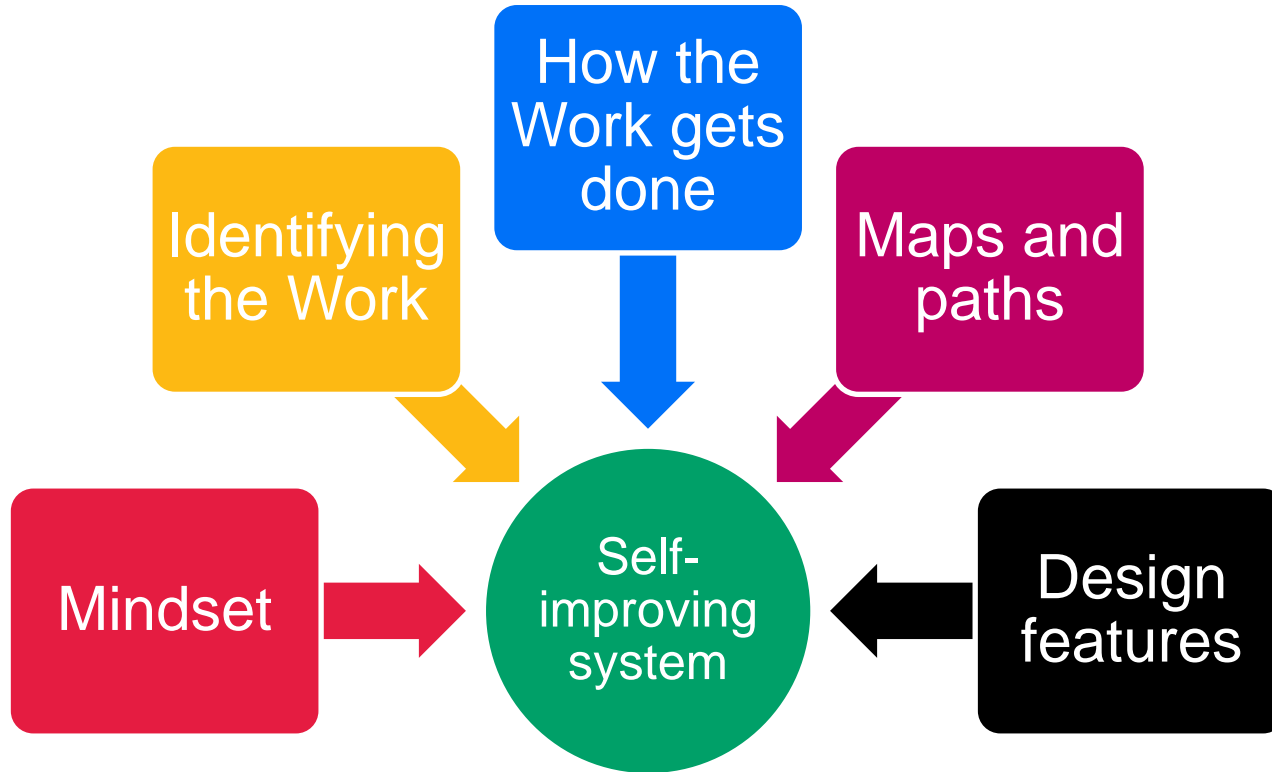
TYPES OF SYSTEMS



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	Low functioning Equilibrium	High Functioning Equilibrium
Stable	<p>Rapa Nui after deforestation</p> <p>Highland plantations</p> <p>A low-skills, low-wage economy</p> <p>The UK skills system?</p>	<p>Rainforests</p> <p>All Blacks rugby team</p> <p>Nuclear reactor</p> <p>Oxbridge</p>
Unstable	<p>Biosphere in run-away climate change scenario</p> <p>Nuclear explosion</p> <p>Unsuccessful business in a competitive market</p> <p>Educational institution branded as failing</p>	

CHARACTERISTICS OF FE AS A SELF-IMPROVING SYSTEM



- A confident leadership culture
- A developmental disposition

IDENTIFYING WHAT IS “THE WORK”?

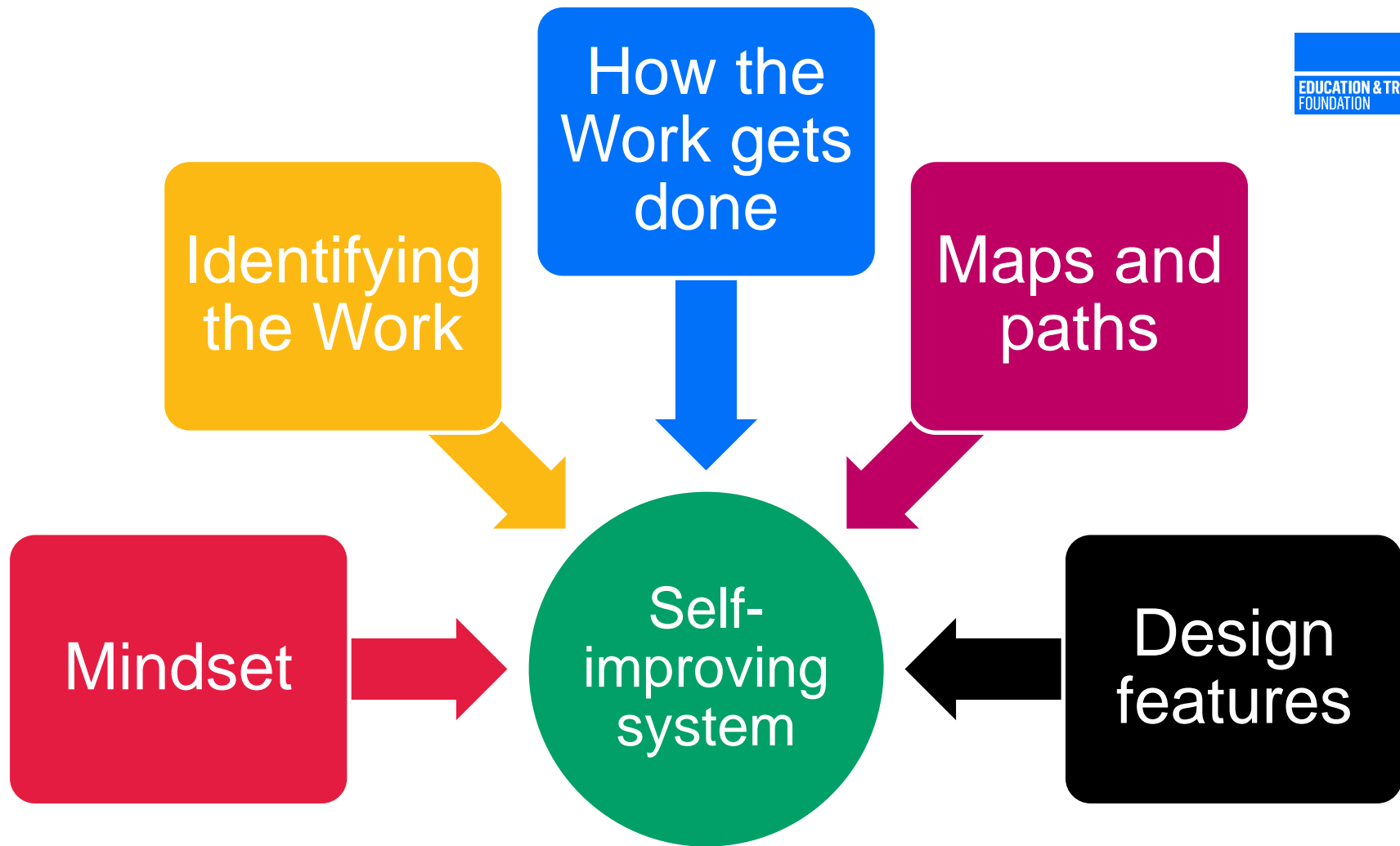
- Agreement on what matters and what is true
- Understanding where the magic happens
- Identification of causes not symptoms
- Eyes on the horizon

- Co-creation of solutions and practices
- Responsiveness to relevant difference
- Collaboration which acts as a multiplier
- Innovation

- Pathways to higher ground
- Maps of systemic issues

DESIGN FEATURES

- Feedback mechanisms
- Spare capacity
- The ability to self-renew
- Interaction of all the features in a system



How the Work gets done

- Co-creation
- Responsive to difference
- Multiplicative collaboration
- Innovation

Identifying the Work

- Agreement on key truths
- Where the magic happens
- Causes not symptoms
- Eyes on horizon

Maps and paths

- Paths to high ground
- Maps of systemic issues

Mindset

- Confident leadership culture
- Developmental disposition

Design features

- Feedback loops
- Spare capacity
- Self-renewal
- Interaction of all features



Self-improving system

LEADERS – a call to arms!

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Maps and paths

Design features

Self-improving system