

**Innovating for the future whilst
managing the unstable state:
Challenges of professionalising
the workforce**

**Elaine Fisher (Bath University)
& Kevin Fisher**

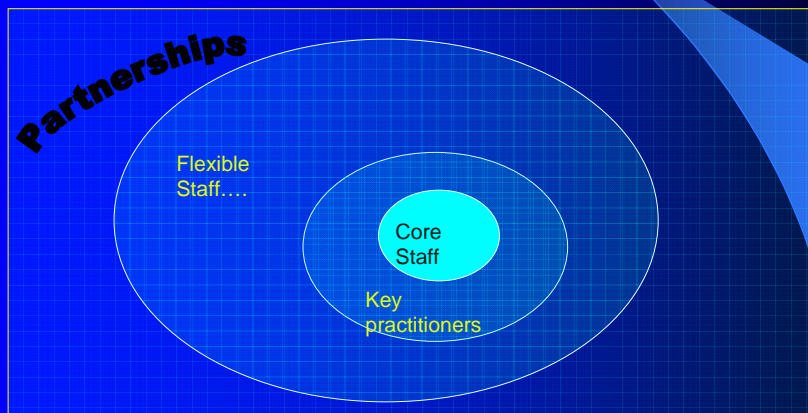
**The seminar explores some of
the evolving tensions and
makes some suggestions for
formulating organisational
cultures to meet the new
demands**

Background & Research

Lifelong Learning Network - research
National Employers Skills Survey /
Employer Evaluation Sweep 1 report
Client driven investigation into perceived
value of Further Education interventions

Scale of the challenge

Distributed staff networks
Autonomy v Partnerships



Are there still opportunities in the marketplace?

- New networks & partnerships – Local Authorities?
- Annual UK employer spend 2007 on training £38.6 bn– in real terms a 10% increase on 2005
- Foundation Degrees and beyond

State of the profession

- What do practitioners want?
 - do they want to develop?
 - what about the future
- You are knowledge transfer specialists – how well do you do?



Practical Exercise

- There are no correct answers only options
- Sharing ideas aids creativity
.... and as usual there is never enough time!

Thank you
Any comments,
observations or
questions