

NOCN GROUP

Grow, Learn and Progress

Tuesday 24th June: 10:05:05



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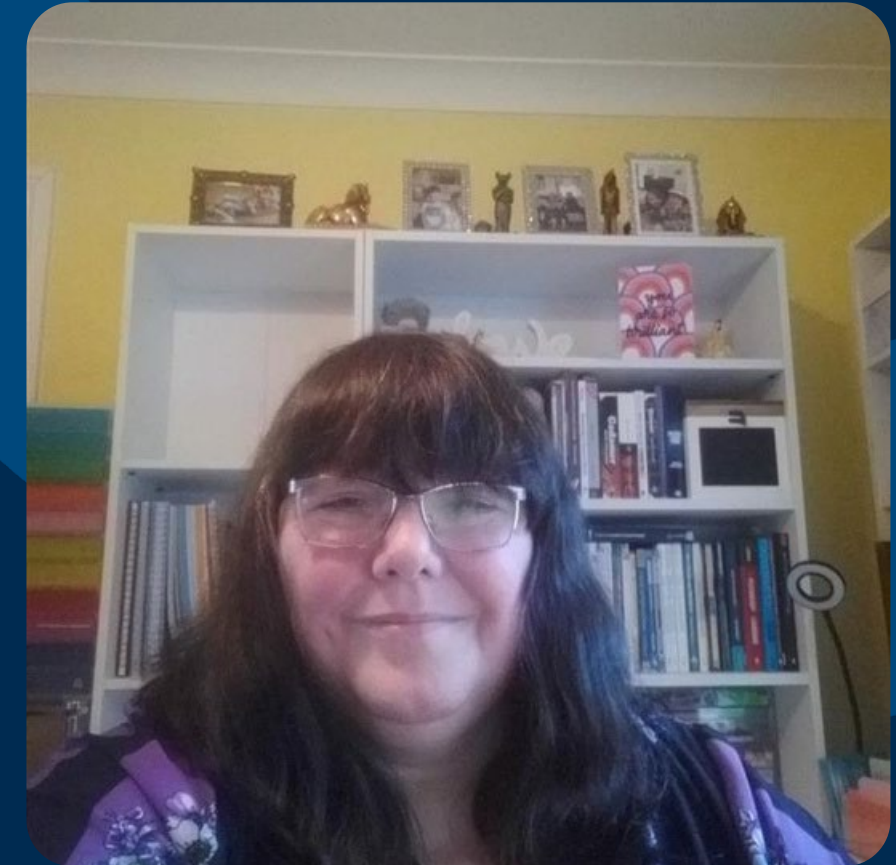
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Supporting Gen Z learners

Dr. Annie Ostapenko-Denton
Senior Product Developer for OCN Group

GROW, LEARN AND PROGRESS





Watch here.

Tech-Enabled Learning: Breaking Down Gen Z's Paradox

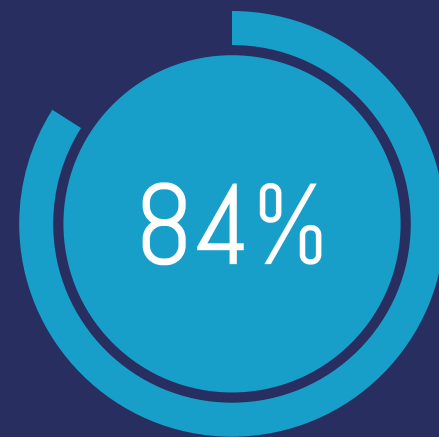
Ben Dainty

Director of Learning Science and Innovation

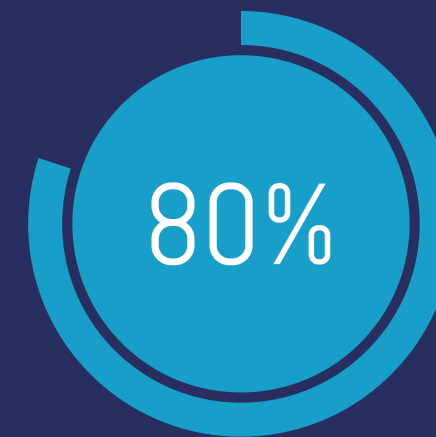
GROW, LEARN AND PROGRESS



The Gen Z Paradox



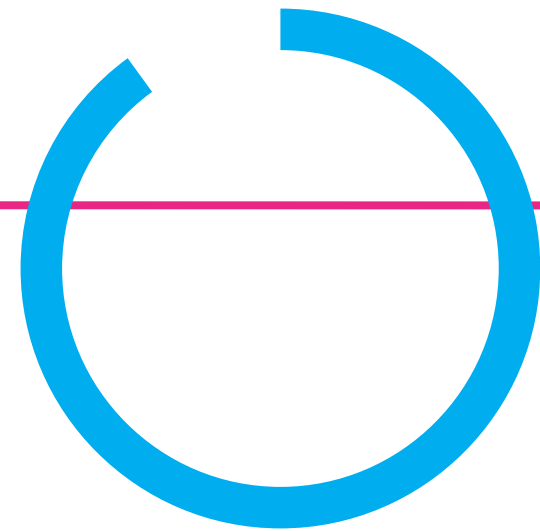
Of young people are motivated by fear of failure when applying for new positions or education in a new field.



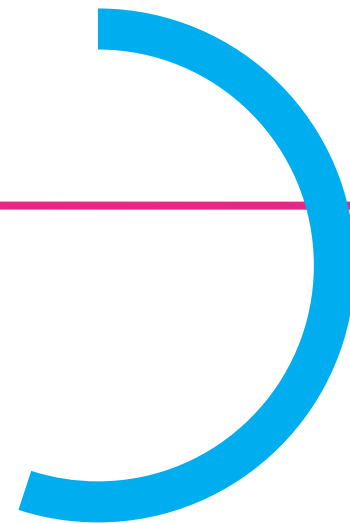
Believe embracing failure helps them grow and innovate.

The anxiety reality

Unlike previous generations, Gen Z has only known a workforce with less stability, fewer benefits, and no clear path for advancement.



feel nervous, anxious
and stressed at least
some of the time



are anxious
about their
careers



feel they can't use
their existing skills at
work

Technology: The Safe Space for Risk -Taking



360°

360 ° Environments

- Immersive workplace situations without real - world consequences.



Audio based content

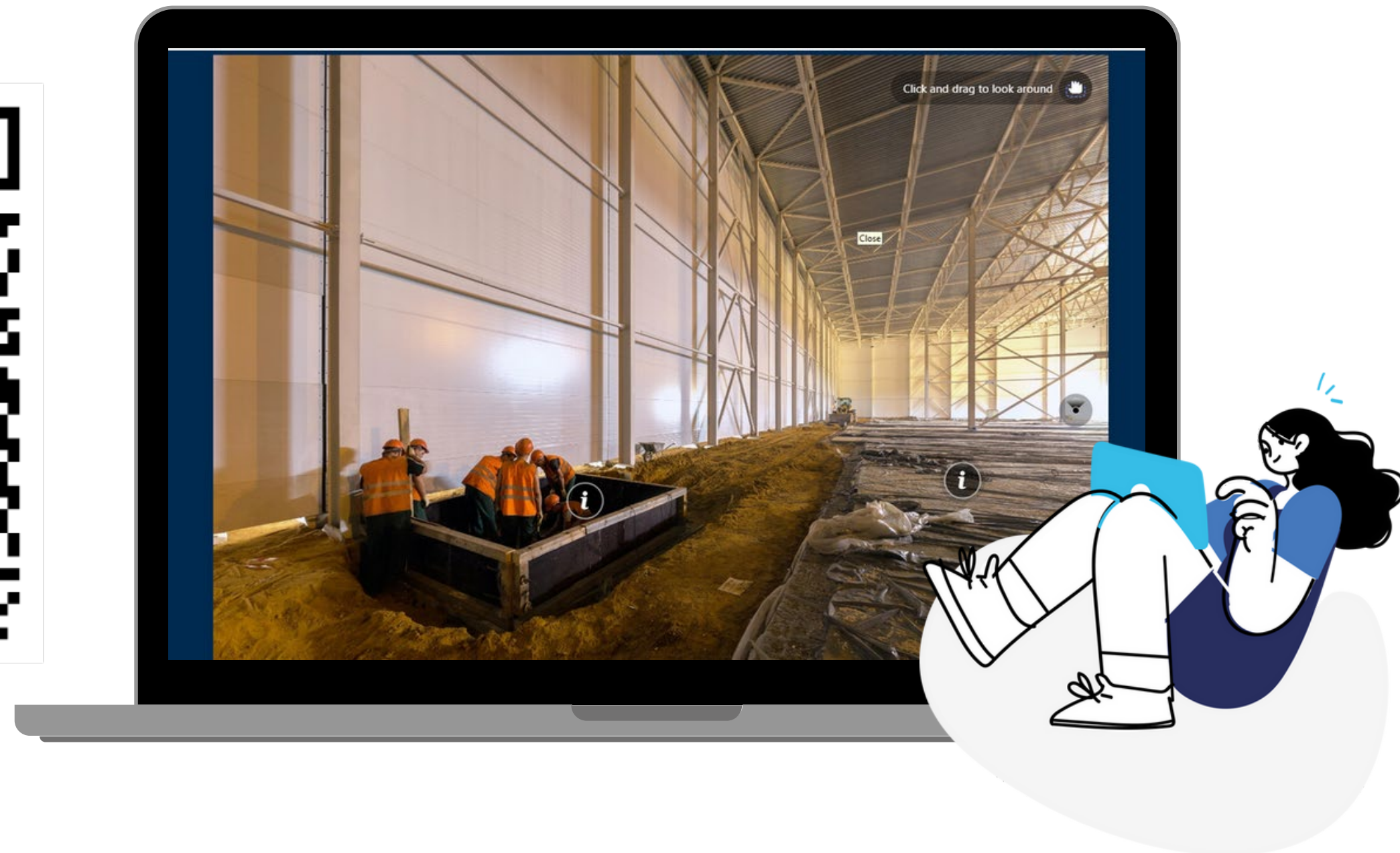
- Immersion in industry standard conversations.



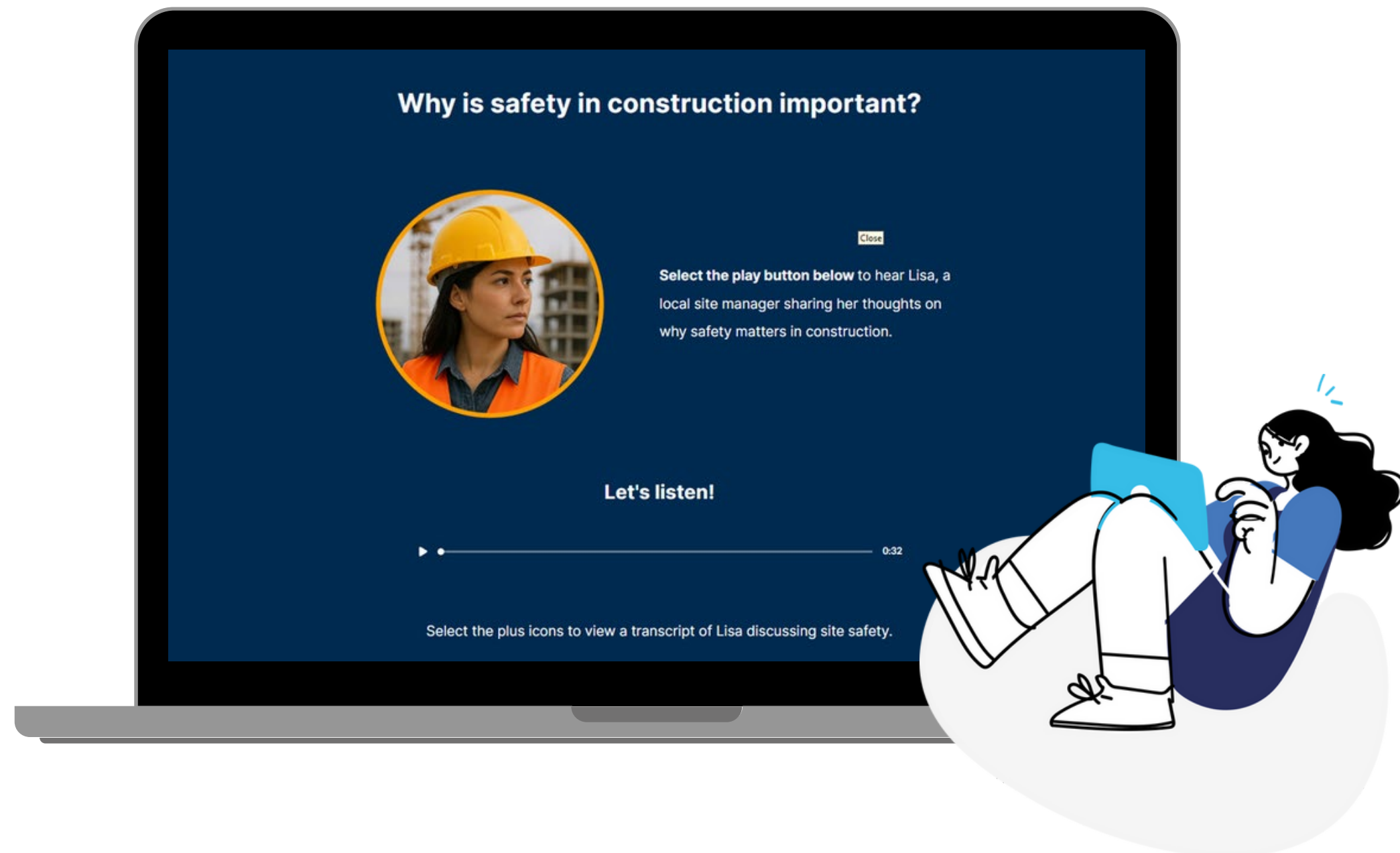
Workplace Scenarios

- Experience common scenarios in a safe space.

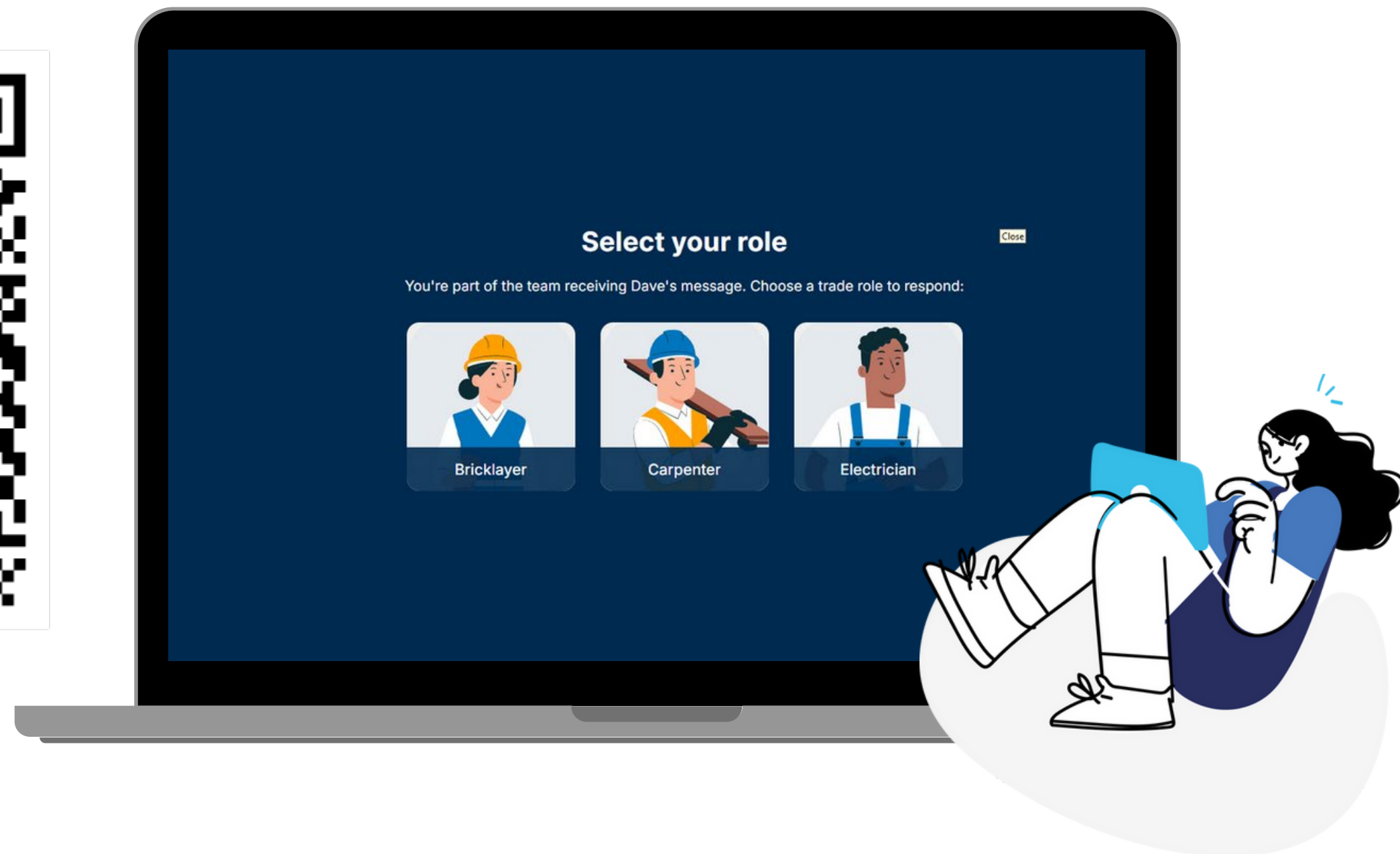
Virtual Environments



Audio based content

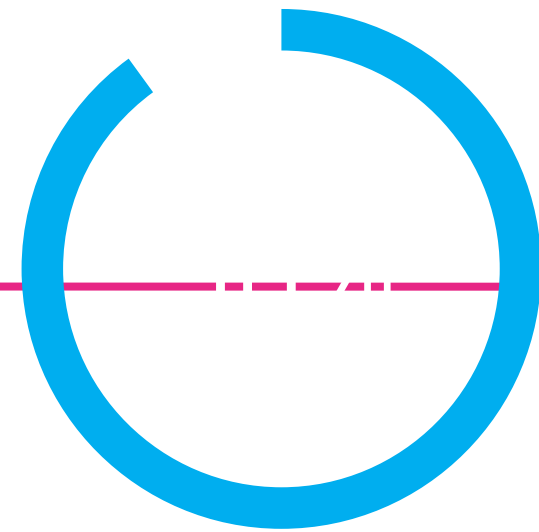


Workplace Scenarios

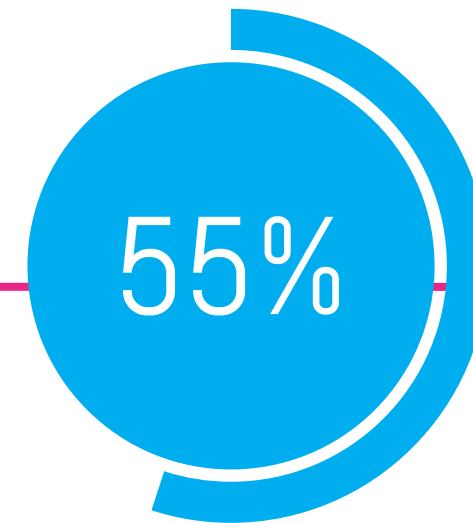


From fear to confidence

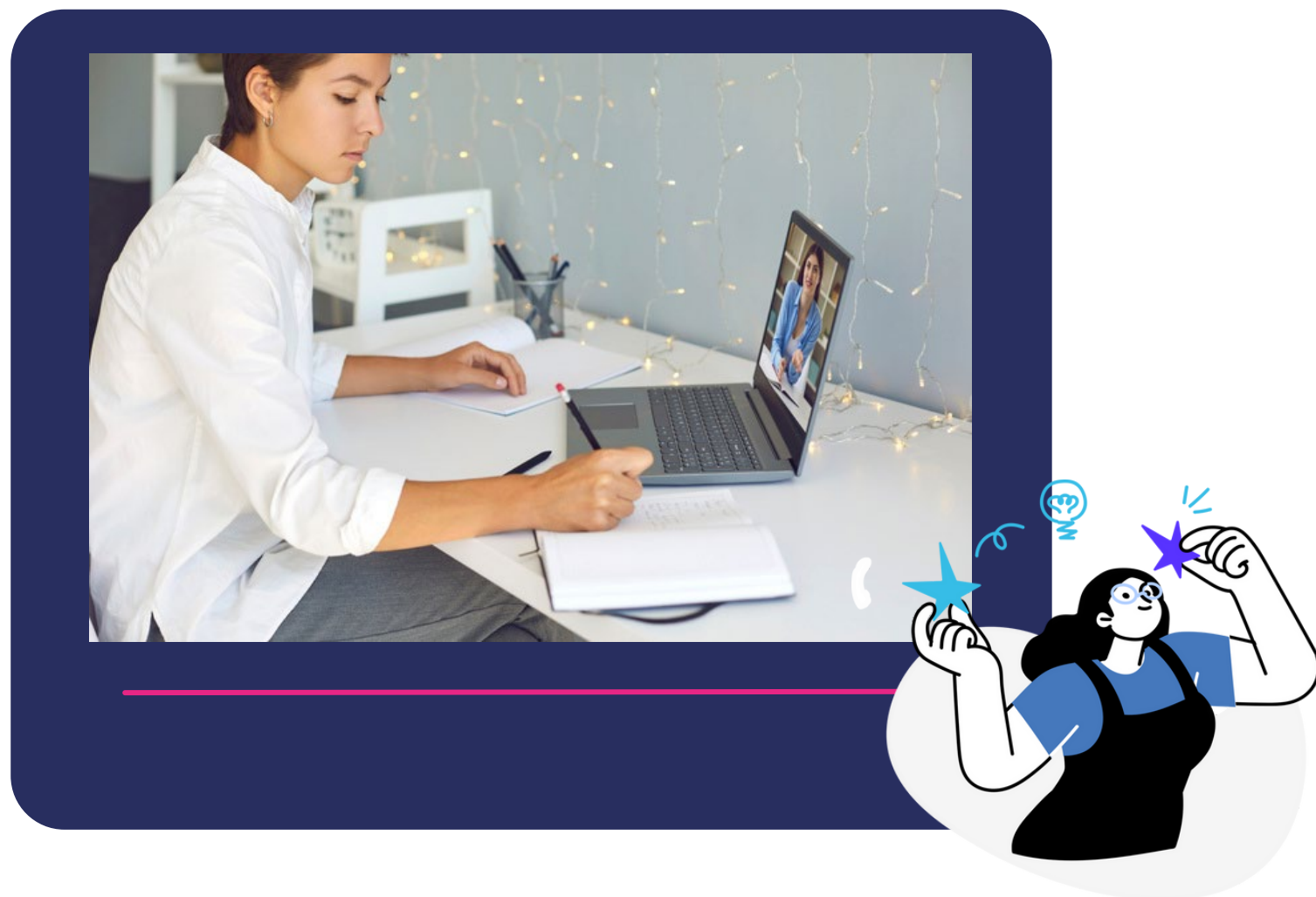
Technology creates psychological safety that unlocks their natural growth mindset.



feel nervous, anxious
and stressed at least
some of the time



are anxious
about their
careers



The Future of Learning

Technology doesn't eliminate failure, it makes failure safe, iterative, and productive.

Gen Z Talent Acquisition



Louise Fort Msc. Chartered MCIPD
Group Head of People Support & Development



Welcome to the Future of Work

Gen Z is reshaping the workforce with new expectations.





Career Paths Are No Longer Linear

- Gen Z prefers flexible, non-linear career journeys
- Embrace side hustles, gig work, and skill stacking

The Skills Shift

- Gen Z questions the ROI of traditional degrees
- Rising demand for bootcamps, micro-credentials, and online learning



What Gen Z Wants From Learning

- Personalised, tech-enabled and real-world learning.
- Gamification, mentorship and continuous feedback



Gen Z Workplace Values

- Purpose, inclusion, mental health and growth opportunities
- Expect transparency and accountability from employers



How Organisations Can Adapt

- Offer flexible, hybrid work models
- Invest in continuous learning platforms
- Create inclusive, purpose driven environments
- Support mental health and wellbeing
- Recognise and reward skill development

Examples:

Deloitte. Deloitte - 59% Gen Z prioritise hybrid or remote working options

Deloitte – Future of Work Report – Gen Z actively screening employers for inclusive initiatives, social purpose and mental wellbeing support

FDM★ FDM Group – 74% millennials & Gen Z left jobs due to lack of skill building opportunities

 MIND – Gen Z interested in employers with mental health policies, wellbeing days and safe spaces

Discussion

- Gen Z is not waiting for change they are driving it.
- How are NOCN Group adapting?
- How will you evolve your approach to support Gen Z?

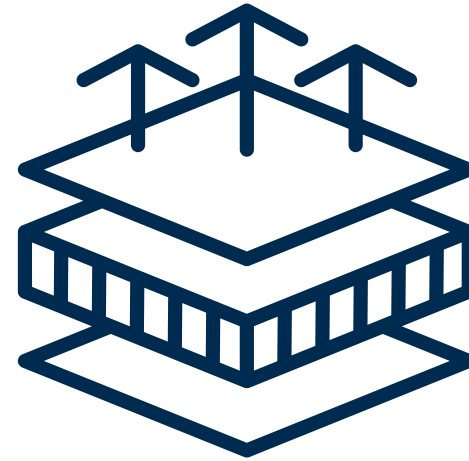
Career Roadmaps at NOCN Group



Jonathan Alton
Product Development Manager



Insulation



New Entrants to the industry

Gain knowledge and skills

NOCN Insulation Training Qualifications:
NOCN Level 3 Certificate in Installing
External Wall Insulation

Operative with industry experience

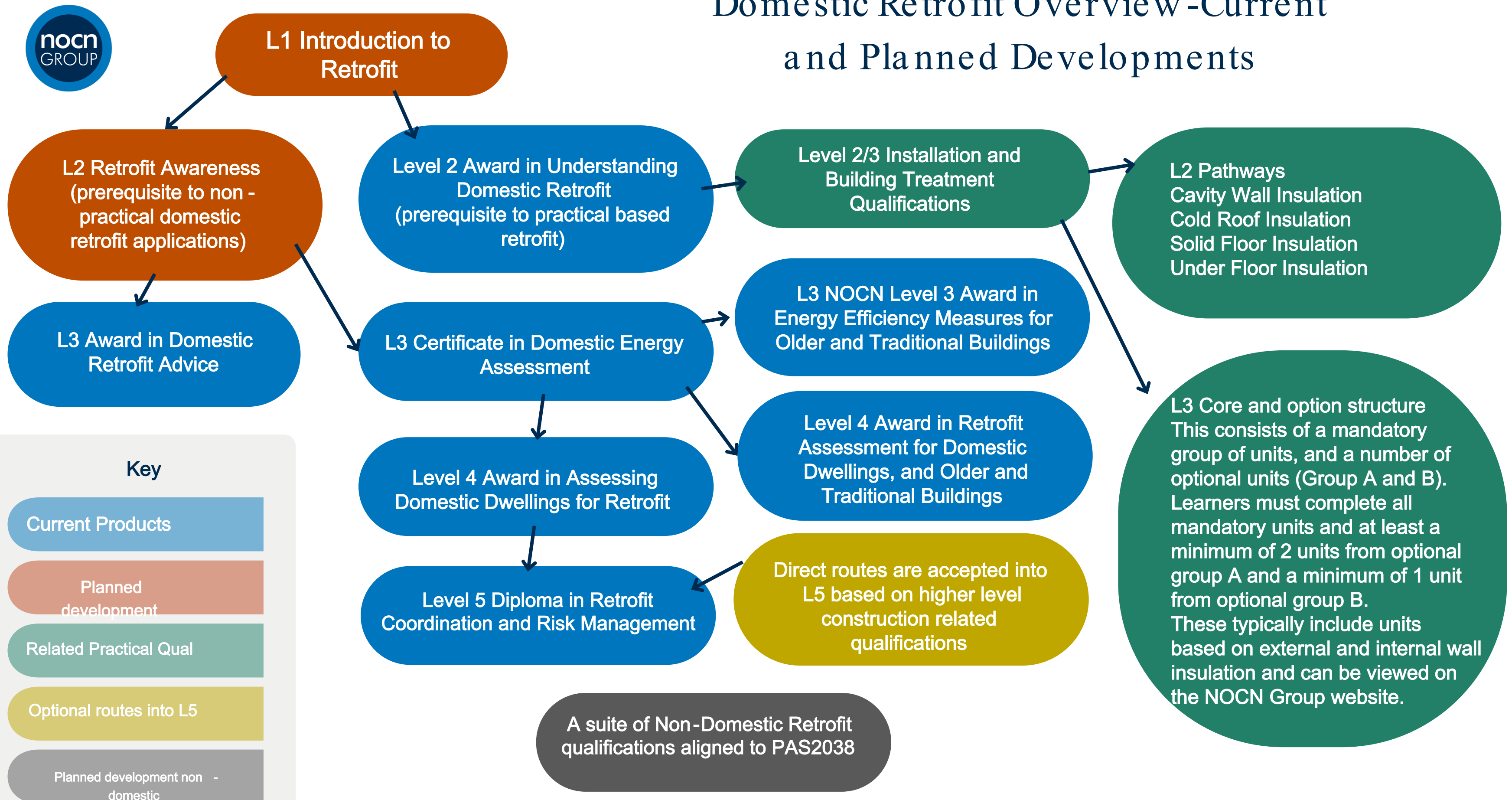
Less than five
years' experience

More than five
years' experience

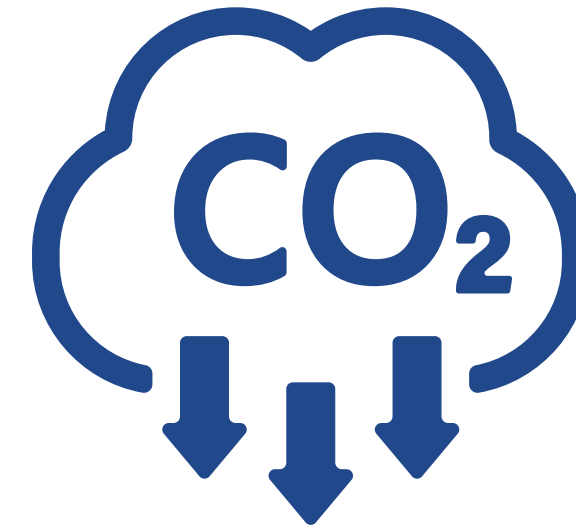
Traditional NVQ to show competence:
NOCN Level 2 NVQ Diploma for Insulation and Building Treatments
Or
NOCN Level 2 NVQ Diploma for Insulation and Building Treatments

Fast-track route to show
competence:
Experienced Worker
Practical Assessments
for NVQs

Domestic Retrofit Overview -Current and Planned Developments



Low Carbon Heating Technologies



New Entrants to the industry

Traditional Plumbers Upskilling

Introductory Qualifications and Short Courses

Level 2 Award/Certificate in Fundamental Principles of Renewable Technologies and Sustainable Energy

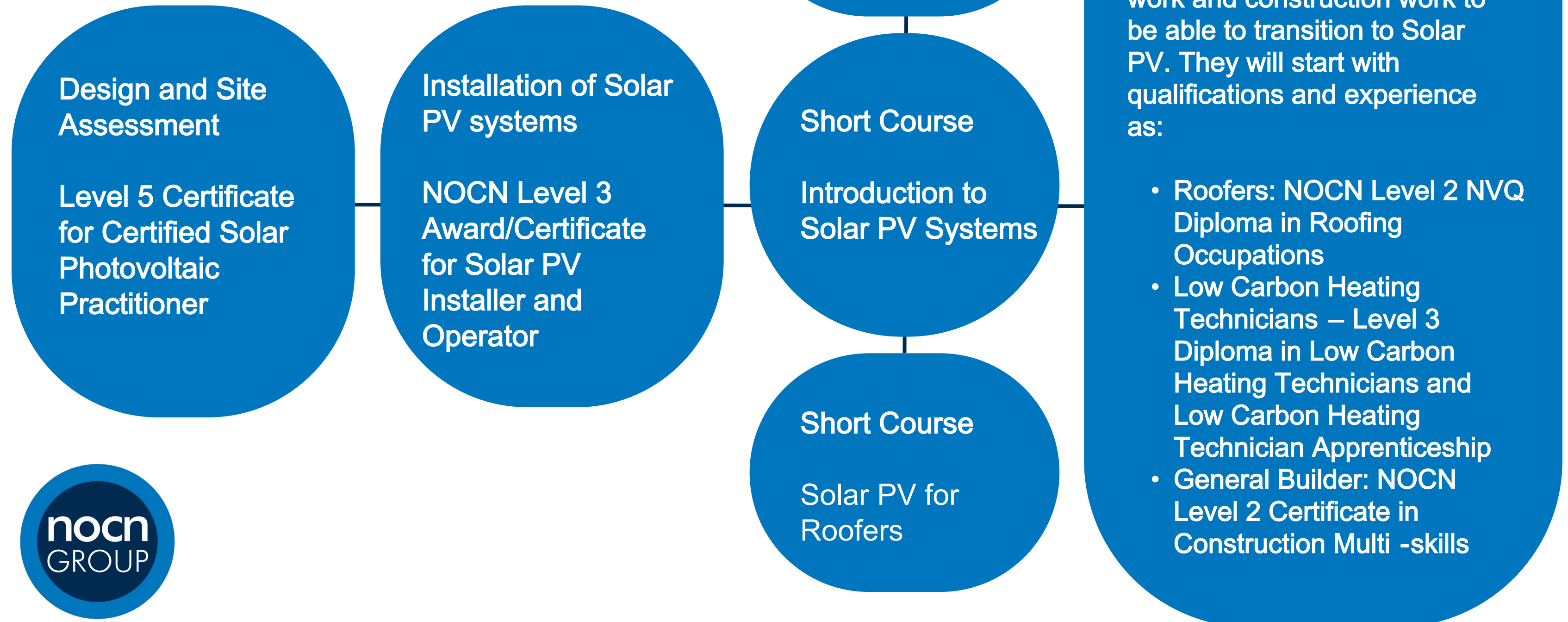
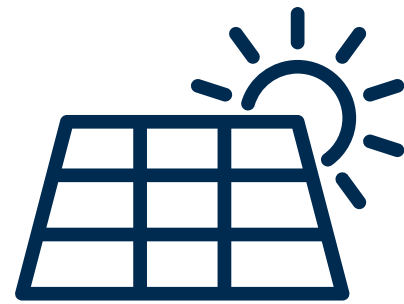
Air Source Heat Pump Installation Maintenance and System Design

Low Carbon Heating
Apprenticeships Standard
Supported By
NOCN Level 3 Diploma in
Low Carbon Heating
Technician

Level 3 Award in the Installation of Air Source Heat Pumps
Or Level 3 Award in the Design of Air Source Heat Pumps
Or Level 3 Award and Certificate in the Installation and Design of Low
Carbon Heating Systems

All Coming Soon

Solar Photovoltaic



A large, thick, light blue curved shape, resembling a stylized 'C' or a partial circle, is positioned on the right side of the slide, extending from the top right towards the bottom right.

Questions?

Thank you!



nocn.org.uk



fetech

fetech.co.uk