NOCN GROUP

Grow, Learn and Progress

Tuesday 24th June: 10:05:05



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Supporting Gen Z learners



Dr. Annie Ostapenko-Denton
Senior Product DeveloperOCN Group

Watch here.

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Tech-Enabled Learning:

Breaking Down Gen Z's Paradox



Ben Dainty

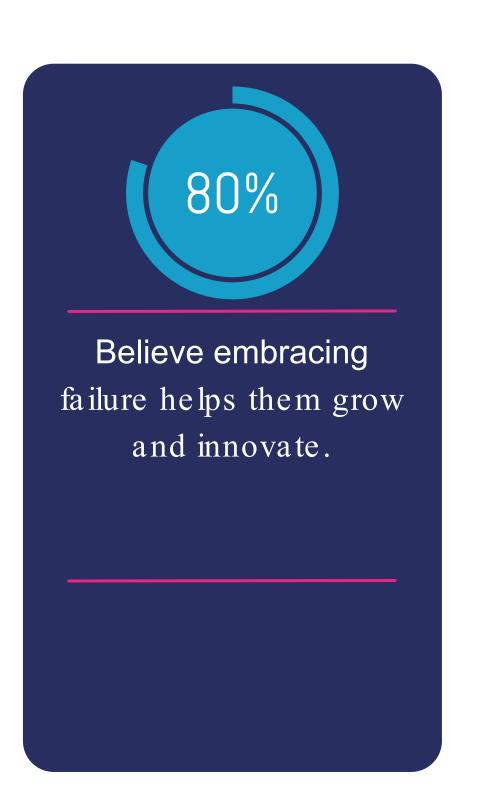
Director of Learning Science and Innovation



The Gen Z Paradox



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

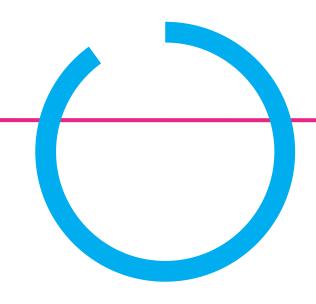




The anxiety reality

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





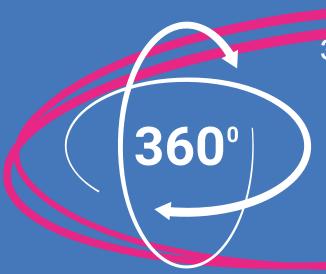
feel nervous, anxious and stressed at least some of the time

are anxious about their careers

feel they can't use their existing skills at work



Technology: The Safe Space for Risk -Taking



360 ° Environments

Immersive workplacesituations without real -world consequences.



Audio based content

Immersion in industry standard conversations.



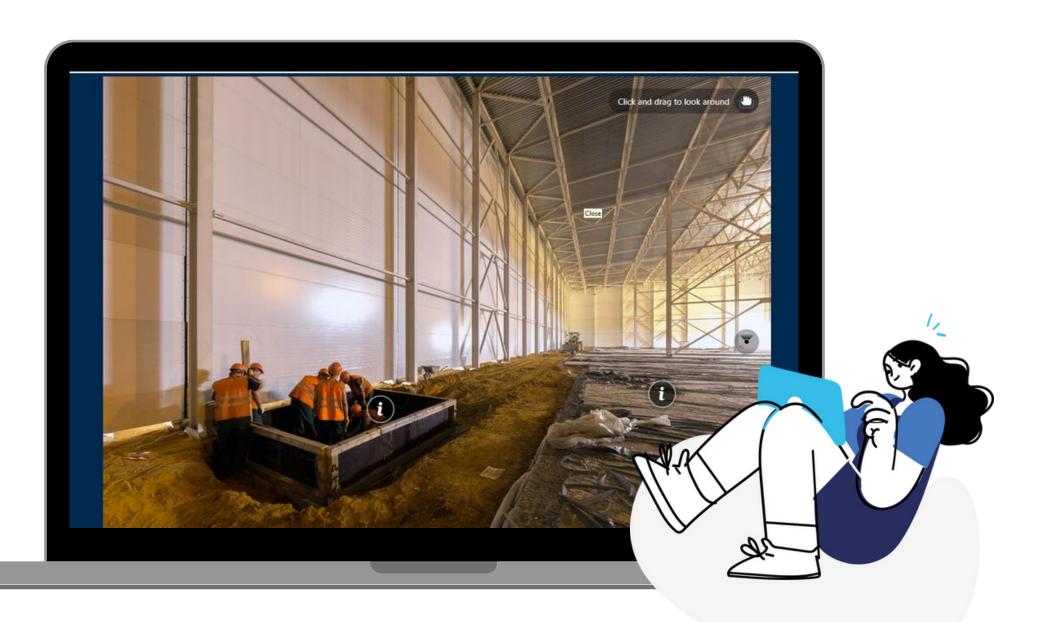
Workplace Scenarios

Experience common scenarios in a safe space.



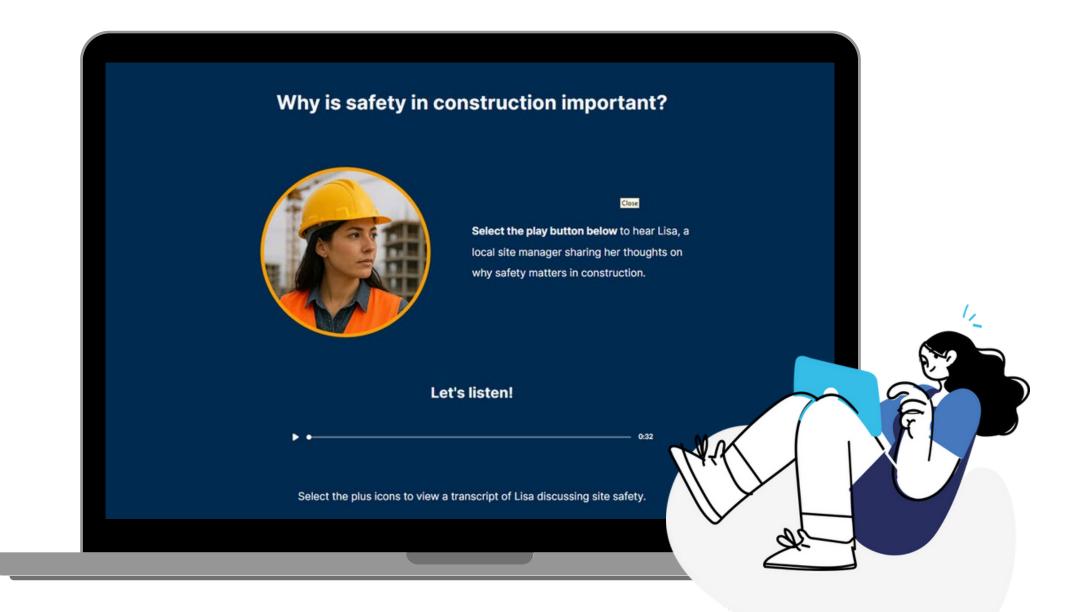
Virtual Environments







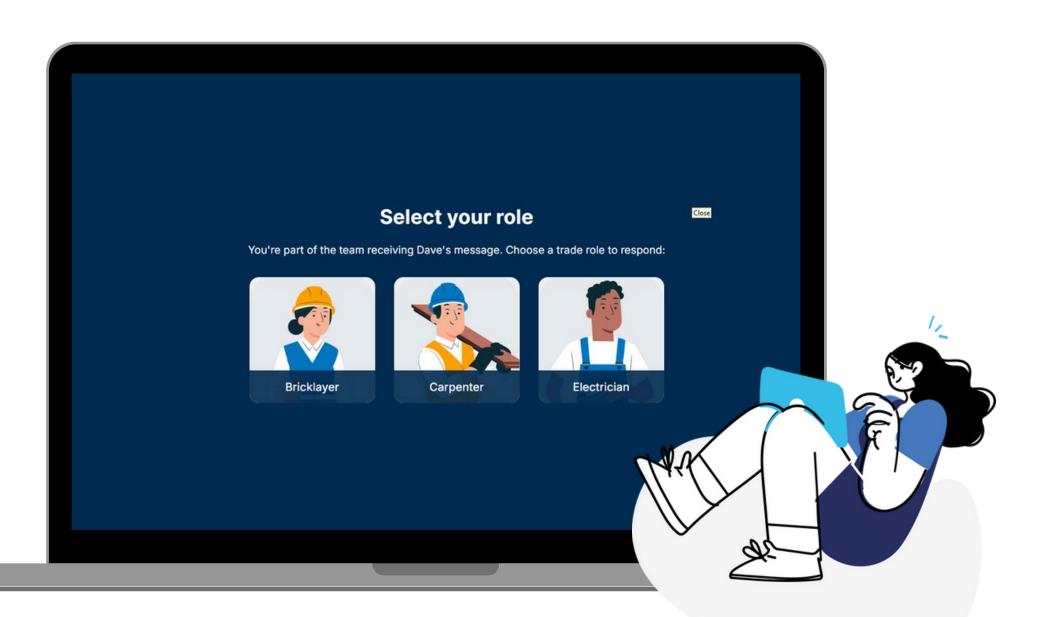
Audio based content





Workplace Scenarios



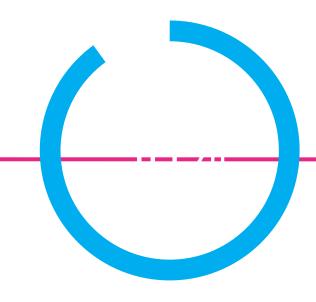




From fear to confidence

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.



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Career Paths Are No Longer Linear

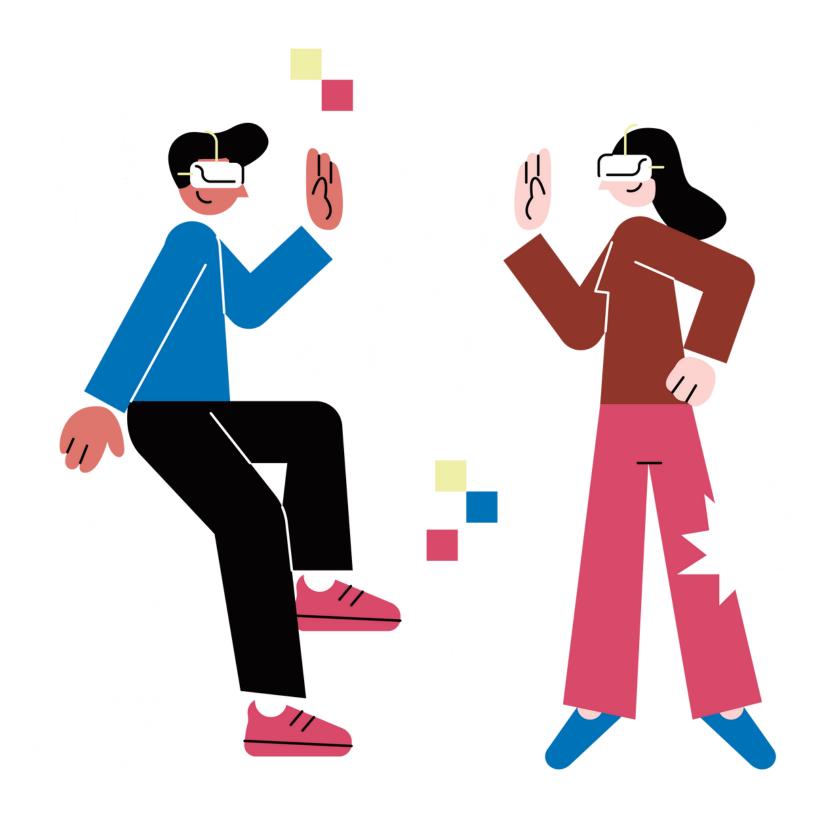
•G en Z prefers flexible, non-linear career journeys

• 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

- •Purpos e, inclusion, mental health and growth opportunities
- Expect transparency and accountability from employers



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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 - 59% Gen Z prioritise hybrid or remote working options

Deloitte - Future of Work Report - Gen Zactively screening employers for inclusive initiatives, social purpose and mental wellbeing support



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, mind 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

Less than five years' experience

More than five years' experience

Operative with industry 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

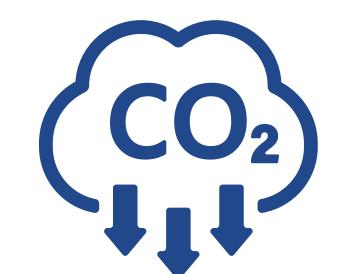
Domestic Retrofit Overview-Current nocn GROUP L1 Introduction to and Planned Developments Retrofit Level 2/3 Installation and Level 2 Award in Understanding L2 Retrofit Awareness **Building Treatment Domestic Retrofit** (prerequisite to non -**Qualifications** (prerequisite to practical based practical domestic retrofit) retrofit applications) L3 NOCN Level 3 Award in **Energy Efficiency Measures for** L3 Award in Domestic L3 Certificate in Domestic Energy Older and Traditional Buildings **Retrofit Advice Assessment** Level 4 Award in Retrofit **Assessment for Domestic** Key Dwellings, and Older and Level 4 Award in Assessing **Traditional Buildings Domestic Dwellings for Retrofit Current Products** Direct routes are accepted into Planned L5 based on higher level Level 5 Diploma in Retrofit development construction related Coordination and Risk Management qualifications Related Practical Qual Optional routes into L5 A suite of Non-Domestic Retrofit qualifications aligned to PAS2038

Planned development non -

L2 Pathways Cavity Wall Insulation **Cold Roof Insulation** Solid Floor Insulation **Under Floor Insulation**

L3 Core and option structure This consists of a mandatory group of units, and a number of optional units (Group A and B). Learners must complete all mandatory units and at least a minimum of 2 units from optional group A and a minimum of 1 unit from optional group B. These typically include units based on external and internal wall insulation and can be viewed on the NOCN Group website.

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



Short Course

Solar PV for Electricians

Design and Site Assessment

Level 5 Certificate for Certified Solar Photovoltaic Practitioner Installation of Solar PV systems

NOCN Level 3
Award/Certificate
for Solar PV
Installer and
Operator

Short Course

Introduction to Solar PV Systems

Short Course

Solar PV for Roofers

Core Trade Occupation

Solar PV installers need to have their CSCS card, and an understanding of electrical work and construction work to be able to transition to Solar PV. They will start with qualifications and experience as:

- Roofers: NOCN Level 2 NVQ Diploma in Roofing Occupations
- Low Carbon Heating
 Technicians Level 3
 Diploma in Low Carbon
 Heating Technicians and
 Low Carbon Heating
 Technician Apprenticeship
- General Builder: NOCN
 Level 2 Certificate in
 Construction Multi -skills



Questions?

Thank you!





nocn.org.uk

fetech.co.uk