# BEYOND SEREN: FUTURE CAREERS 2030

RHWYDWAITH SEREN

Cefnogi'r Cyflawnwyr Uchaf yng Nghymru

THE SEREN NETWORK

Supporting Wales' Highest Achievers

# TU HWNT I SEREN: GYRFAOEDD Y DYFODOL 2030


Carolyn Parry
Director and Lead Coach
Cyfarwyddwr a Phrif Hyfforddwr

# WHO AM I?

- 17 years in property, publishing & software
- 15 years working at Aberystwyth University

  (Careers Service Deputy Director / Institute Director of Student Development & Employability)
- Fellow of the HEA & the RSA, AGCAS national trainer
- Business awards from Prince Charles 2016 & 2019
- UK Career Coach of the Year 2017
- Board member/Trustee of Ceredigion Citizens' Advice
- Career Development Institute Lead for Wales
- TEDx Speaker
- Mum of two, dog lover, fan of Welsh rugby, musician

# PWY YDW I?

- 17 mlynedd ym meysydd eiddo, cyhoeddi a meddalwedd
- 15 mlynedd yn gweithio ym Mhrifysgol Aberystwyth (Dirprwy Gyfarwyddwr y Gwasanaeth Gyrfaoedd / Cyfarwyddwr Athrofa Datblygiad a Chyflogadwyedd Myfyrwyr)
- Cymrawd yr HEA a'r RSA, hyfforddwr cenedlaethol AGCAS
- Gwobr Cychwyn Busnes gan y Tywysog Charles yn 2016
- Hyfforddwr Gyrfaoedd y Flwyddyn y DU yn 2017
- Aelod Bwrdd/Ymddiriedolwr Cyngor ar Bopeth Ceredigion
- Arweinydd y Sefydliad Datblygu Gyrfaoedd dros Gymru
- Siaradwr TEDx
- Mam i ddau, wrth fy modd â chŵn, un o selogion tîm rygbi Cymru, cerddor

# WHO WE WORK WITH

## GYDA PHWY YR YDYM YN GWEITHIO

# WORKING TOGETHER CYDWEITHIO

HOUSE
FOR SALE

3

BANK

Last Collection Time
Monday to Friday
4.00 pm

UNITED KINGDOM
Edinburgh
Belfast
Dublin
Liverpool
Manchester
Leeds
Newcastle
Sheffield
Birmingham
Norwich
London
Cardiff
Plymouth
Dover
Den Haag
Rotterdam
Antwerpen
North Sea

TELEPHONE
TELEPHONE

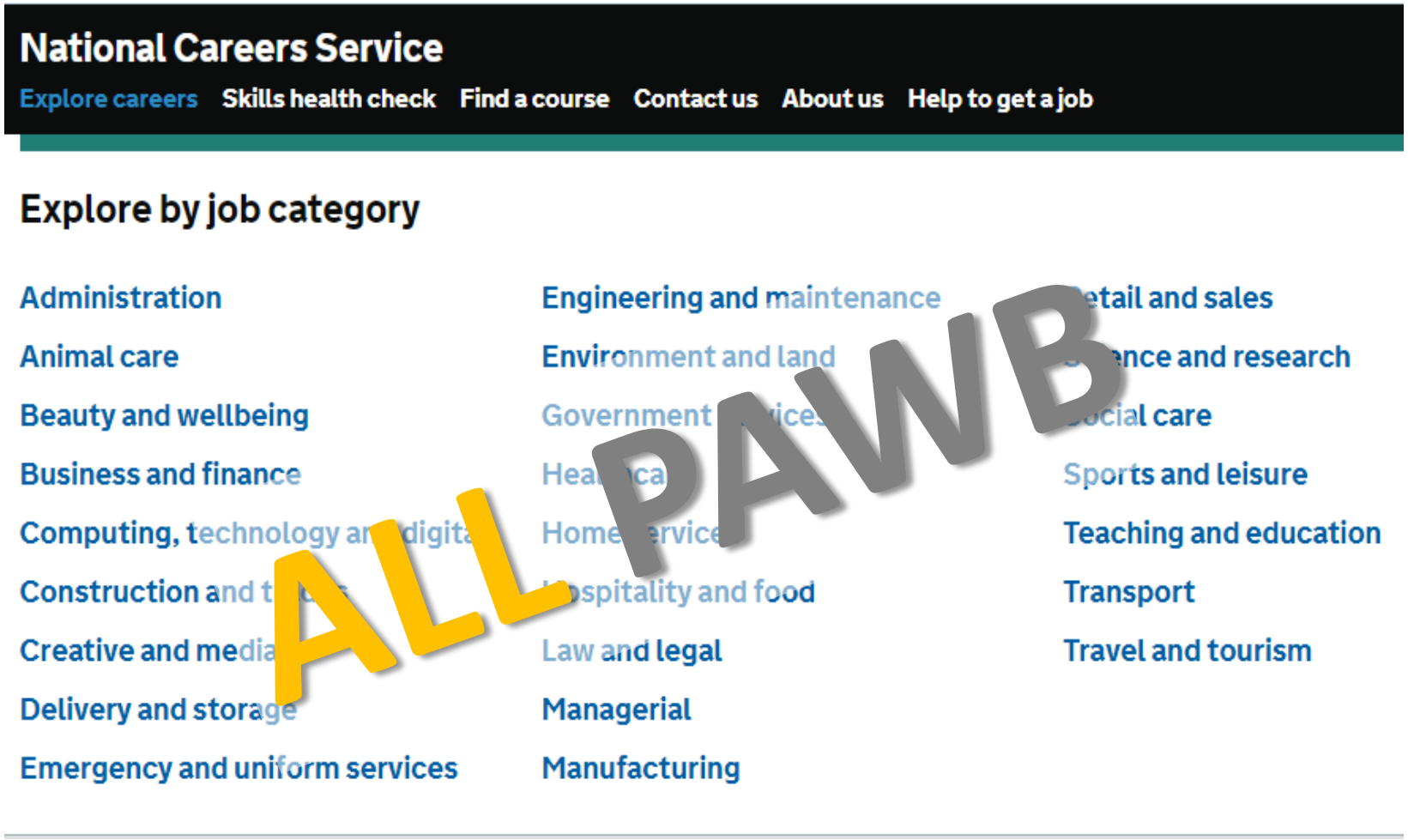
Now my phone runs my business and my life.
Bellach, mae fy ffôn yn rhedeg fy musnes a fy mywyd

# THE FUTURE OF WORK IS HERE

# MAE DYFODOL BYD GWAITH YMA

# WHICH INDUSTRIES ARE AFFECTED?

# PA DDIWYDIANNAU SY'N CAEL EU HEFFEITHIO?



# THE JOBS LANDSCAPE 2022

# Y DIRWEDD SWYDDI 2022

**emerging roles, global change by 2022**

**133 Million**

**Top 10 Emerging**

1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. General and Operations Managers
4. Software and Applications Developers and Analysts
5. Sales and Marketing Professionals
6. Big Data Specialists
7. Digital Transformation Specialists
8. New Technology Specialists
9. Organisational Development Specialists
10. Information Technology Services

**declining roles, global change by 2022**

**75 Million**

**Top 10 Declining**

1. Data Entry Clerks
2. Accounting, Bookkeeping and Payroll Clerks
3. Administrative and Executive Secretaries
4. Assembly and Factory Workers
5. Client Information and Customer Service Workers
6. Business Services and Administration Managers
7. Accountants and Auditors
8. Material-Recording and Stock-Keeping Clerks
9. General and Operations Managers
10. Postal Service Clerks

Source: Future of Jobs Report 2018, World Economic Forum

Global interaction, memes & competition
Rhyngweithio byd-eang, 'memes' a chystadleuaeth
Artificial Intelligence & big data
Deallusrwydd Artiffisial a data mawr
50
Democratisation & disruption
Democrateiddio a tharfu
Internet of Things
Rhyngrwyd o bethau
Gig economy & zero hours contract
Economi gig a chontract dim oriau

There is NO PLANET B

# GROWING SECTORS

# SECTORAU SY'N TYFU

- **Renewable and efficient energy:**
  eg solar, wind, wave, smart homes, buildings & machines
- **Transport & distribution:**
  eg ultra low emissions, drones, autonomous vehicles
- **Circular economy:**
  eg waste management, recycling, plastics & clothing
- **Tech:** 5G/6G, AI/big data, cybersecurity, robotics, 3D printing & IoT
- **Intelligent Farming:**
  eg automated crop growing, self milking cows, new foods
- **Medicine & health inc safety:** eg genetics & digital health care
- **Fintech:** eg codification of money, insurance
- **Air quality:** eg radio spectrum opportunities
- **High value manufacturing:** eg compound semiconductors/composites
- **Education & Training:** eg EdTech, AI & augmented reality learning
- **Foundation economy:** eg tourism, food, care and retail

- **Ynni adnewyddadwy ac effeithlon:**
  ee haul, gwynt,tonnau, cartrefi clyfar, adeiladau a pheiriannau
- **Cludiant a dosbarthu:**
  ee allyriadau isel iawn, dronau, cerbydau awtonomaidd
- **Economi gylchol:** ee rheoli gwastraff, ailgylchu, plastigau a dillad
- **Tech:**
  5G/6G, AI/data mawr, seiberddiogelwch, roboteg, argraffu 3D a IoT
- **Amaethu Deallus:** ee tyfu cnydau wedi'u hawtomeiddio, gwartheg sy'n godro eu hunain, bwydydd newydd
- **Meddygaeth a iechyd yn cynnwys diogelwch:**
  ee geneteg a gofal iechyd digidol
- **Fintech – technoleg ariannol:** ee codeiddiad arian, yswiriant
- **Ansawdd Aer:** ee cyfleoedd sbectrwm radio
- **Gweithgynhyrchu gwerth uchel :**
  ee lled-ddargludyddion cyfansawdd/cyfansoddion
- **Addysg a Hyfforddiant:** ee EdTech, AI a dysgu realiti estynedig
- **Economi Sylfaenol:** ee twristiaeth, bwyd, gofal ac adwerthu

# THE PURPOSE OF BUSINESS IS CHANGING

# MAE DIBEN BUSNES YN NEWID

https://fortune.com/longform/business-roundtable-ceos-corporations-purpose/

**US Business Roundtable purpose of a corporation statement extract:**

**Darn o ddatganiad diben corfforaethol Bord Gron Busnes yr Unol Daleithiau:**

*"We commit to*

- *Delivering value to our customers*
- *Investing in our employees*
- *Dealing fairly and ethically with our suppliers*
- *Supporting the communities in which we work*
- *Protecting the environment by embracing sustainable practices across our businesses*
- *Generating long-term value for shareholders."*

19/8/2019:
https://www.businessroundtable.org/business-roundtable-redefines-the-purpose-of-a-corporation-to-promote-an-economy-that-serves-all-americans

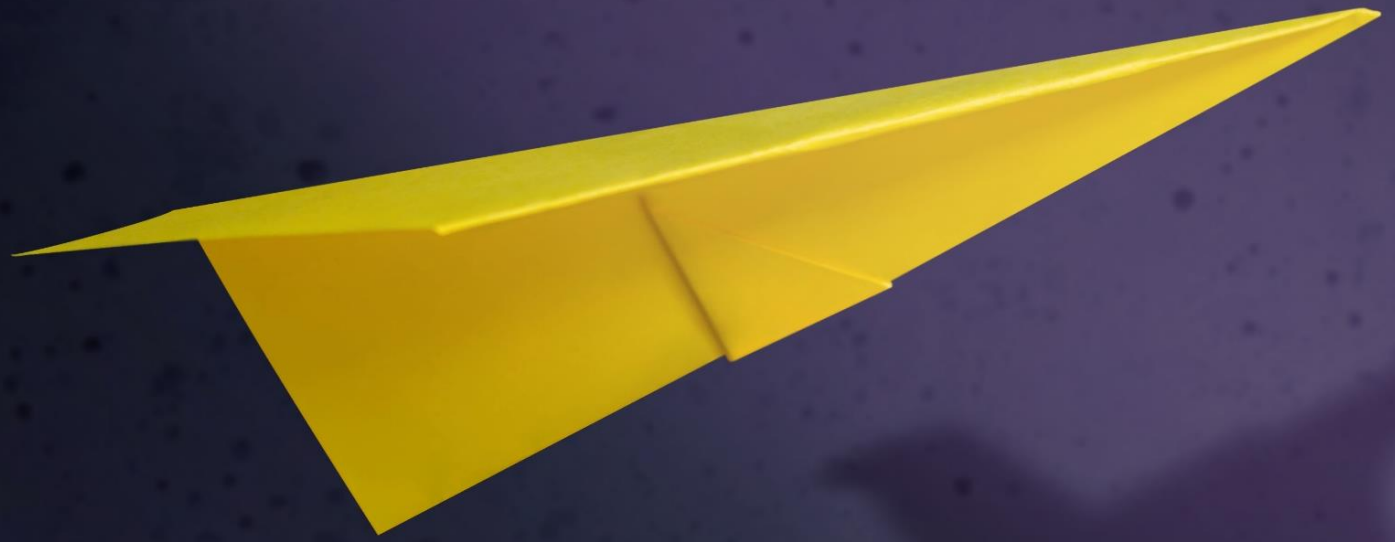
- Industry 4.0
  *Diwydiant 4.0*
- Technology Disruption
  *Technoleg yn Tarfu*
- “Job for life” has gone
  *“Job am oes” wedi mynd*
- Retire at 70 or later
  *Ymddeol yn 70 neu'n hŷn*
- Parents/carers: out of touch?
  *Rhieni / gofalwyr: allan ohoni?*

The future is:
*Mae'r dyfodol yn:*

- Constantly changing
  *Newid yn wastadol*
- Digital / *Digidol*
- Human / *Dynol*
- Purpose driven
  *Y diben yw'r sbardun*

# FORMULA FOR CAREER 2030

# FFORMIWLA AR GYFER GYRFA 2030



(natural talent(s)
+ purposeful passion
+ critical skills)
x (mastery & perseverance)
+ self care

(dawn/doniau naturiol
+ angerdd pwrpasol
+ sgiliau hanfodol)
x (meistrolaeth a dyfalbarhad)
+ hunanofal

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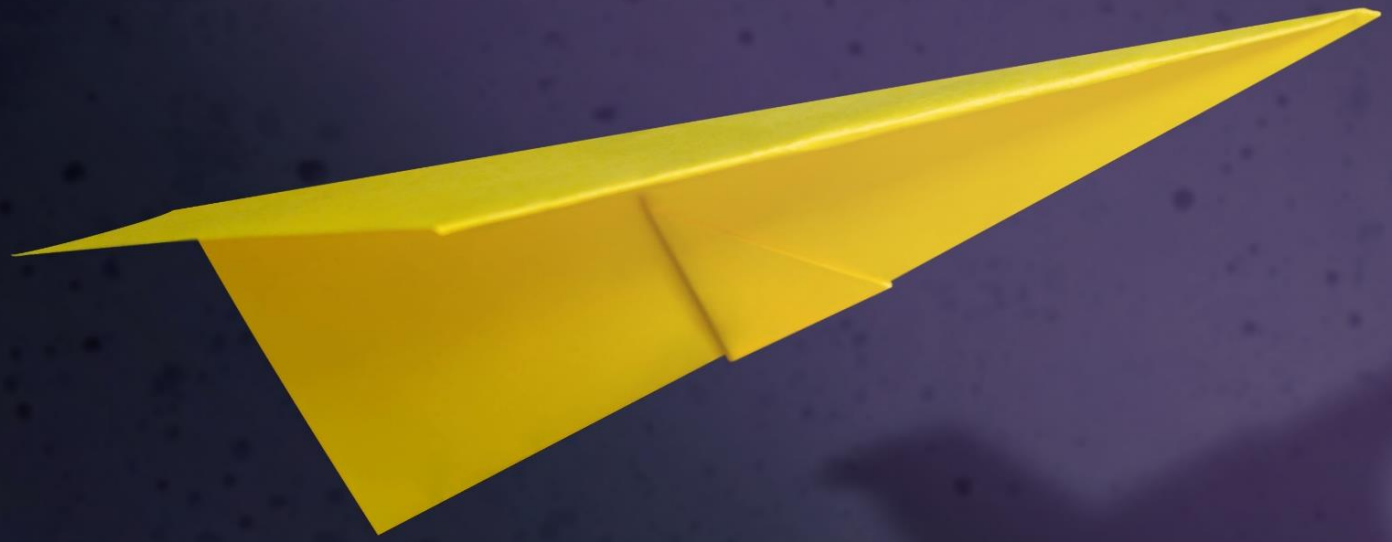
# FFORMIWLA AR GYFER GYRFA 2030



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# NATURAL TALENTS – NINE SMARTS

# DONIAU NATURIOL – NAW SGIL

| | |
|---|---|
| 1. Word | 1. Geiriau |
| 2. Nature | 2. Natur |
| 3. Logic/numbers | 3. Rhesymegol/rhifau |
| 4. People | 4. Pobl |
| 5. Picture (3D) | 5. Gweledol (3D) |
| 6. Music/Sound | 6. Cerddorol/Sain |
| 7. Body | 7. Corfforol |
| 8. Self | 8. Personol |
| 9. And life (why) | 9. A bywyd (pam) |

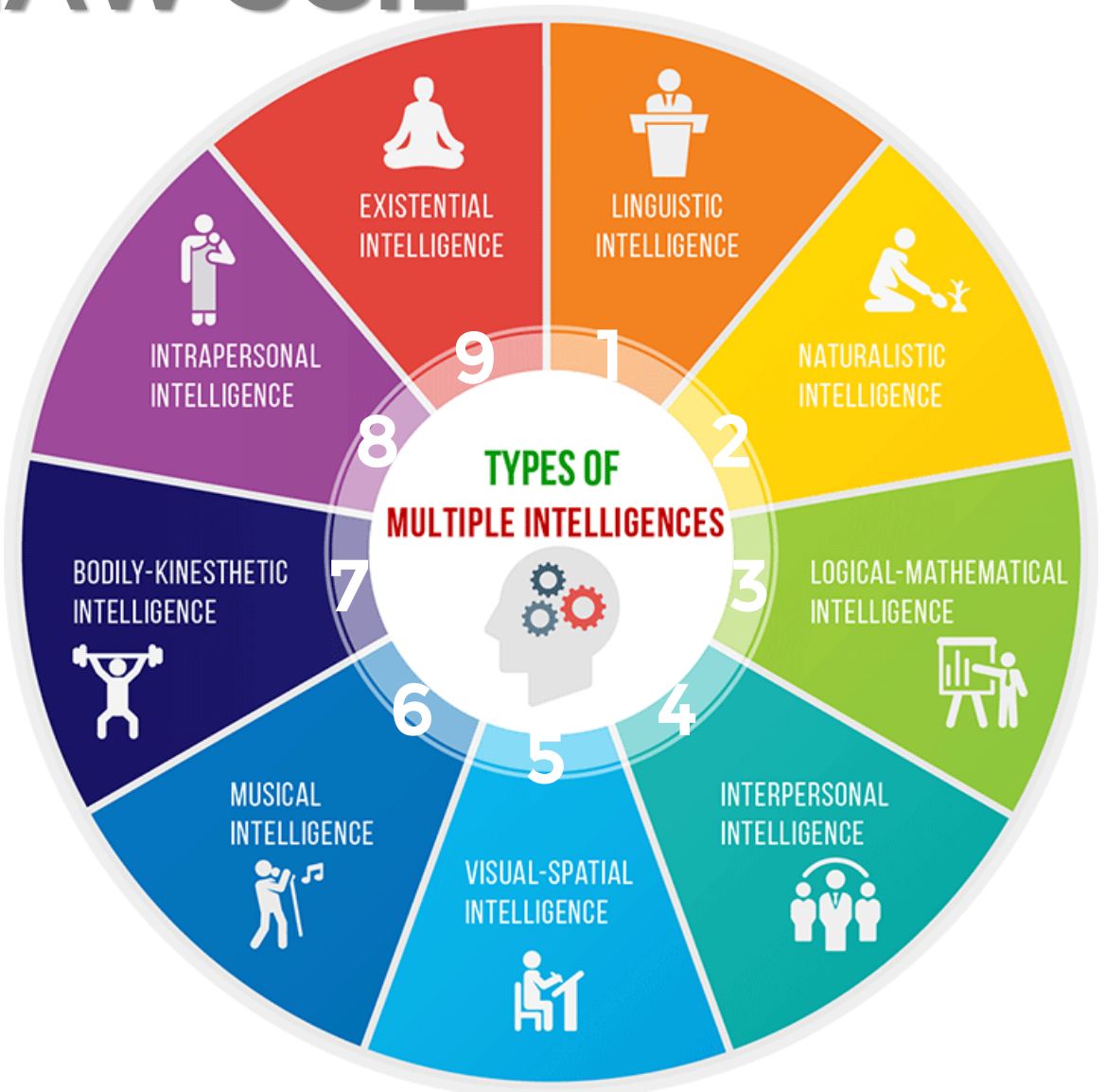



Image: https://edubuk.co.in/miit-screening

http://www.pz.harvard.edu/projects/multiple-intelligences

# ACTIVITY 1: DISCOVERING TALENTS
# GWEITHGAREDD 1: DARGANFOD DONIAU

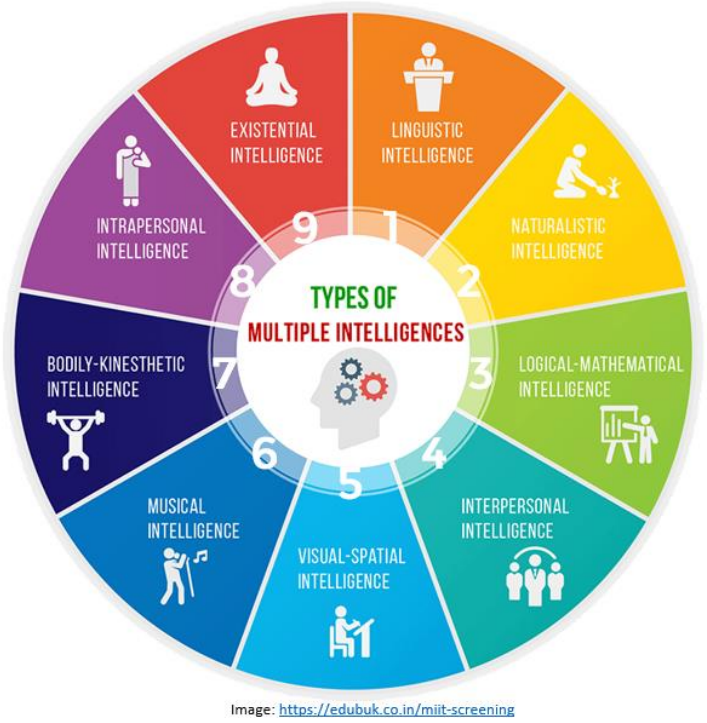


Image: https://edubuk.co.in/miit-screening

**Q: What's the thing you do so easily that you can't understand why others struggle to do it?**

***Or***

**Q: If you could have any problem that you could solve, almost without having to think about it, what would it be?**

C: Beth ydych chi'n gallu ei wneud mor hawdd fel nad ydych yn deall pam fod eraill yn cael trafferth i'w wneud?

***Neu***

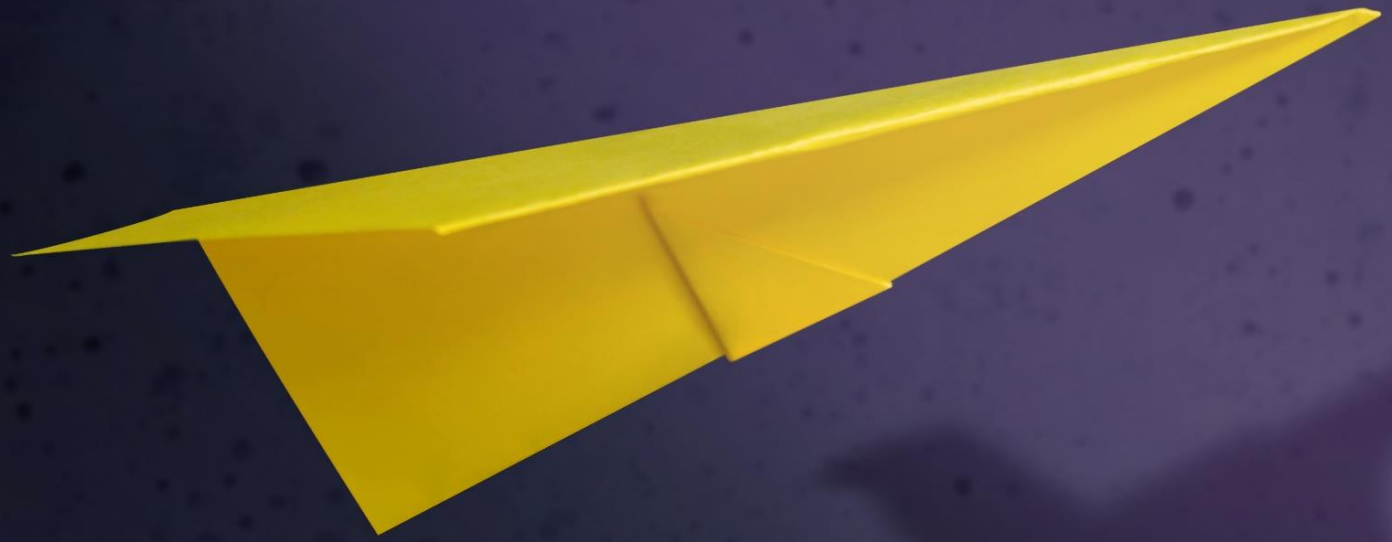
C: Pe baech yn gallu cael unrhyw broblem i'w datrys, bron heb orfod meddwl am y peth, beth fyddai honno?

# WHAT DID YOU DISCOVER?

# BETH WNAETHOCH CHI EI DDARGANFOD?

# FORMULA FOR CAREER 2030

# FFORMIWLA AR GYFER GYRFA 2030



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# INSIGHTS FROM OTHERS

## BARN ERAILL

| | | | |
|---|---|---|---|
| 1 | Bill Gates | 9.6 | = |
| 2 | Barack Obama | 9.2 | = |
| 3 | Jackie Chan | 5.7 | = |
| 4 | Xi Jinping | 5.1 | = |
| 5 | Jack Ma | 4.9 | = |
| 6 | Narendra Modi | 4.8 | ↑ +2 |
| 7 | Cristiano Ronaldo | 4.3 | ↑ +3 |
| 8 | Dalai Lama | 4.2 | ↓ -1 |
| 9 | Lionel Messi | 3.8 | ↑ +2 |
| 10 | Vladimir Putin | 3.7 | ↓ -4 |
| 11 | Warren Buffett | 3.3 | ↑ +1 |
| 12 | Amitabh Bachchan | 2.9 | ↓ -3 |
| 13 | Elon Musk | 2.9 | ↑ +1 |
| 14 | Donald Trump | 2.6 | ↑ +2 |
| 15 | Pope Francis | 2.4 | ↑ +1 |
| 16 | Shahrukh Khan | 2.2 | new |
| 17 | Imran Khan | 1.9 | ↑ +3 |
| 18 | Salman Khan | 1.7 | new |
| 19 | Recep Tayyip Erdoğan | 1.5 | = |
| 20 | Andy Lau | 1.5 | ↓ -2 |

**WORLD'S MOST ADMIRED**

**2019 YouGov**

| | | | |
|---|---|---|---|
| 1 | Michelle Obama | 8.8 | ↑ +1 |
| 2 | Oprah Winfrey | 6.9 | ↑ +1 |
| 3 | Angelina Jolie | 6.8 | ↓ -2 |
| 4 | Queen Elizabeth II | 5.9 | = |
| 5 | Emma Watson | 4.0 | ↑ +1 |
| 6 | Malala Yousafzai | 3.9 | ↑ +1 |
| 7 | Peng Liyuan | 3.9 | new |
| 8 | Hillary Clinton | 3.6 | ↓ -3 |
| 9 | Tu Youyou | 3.5 | new |
| 10 | Taylor Swift | 3.3 | ↓ -1 |
| 11 | Madonna | 3.0 | ↓ -1 |
| 12 | Angela Merkel | 2.8 | ↓ -4 |
| 13 | Deepika Padukone | 2.8 | = |
| 14 | Priyanka Chopra | 2.8 | ↓ -2 |
| 15 | Ellen DeGeneres | 2.7 | new |
| 16 | Aishwarya Rai | 2.7 | ↓ -5 |
| 17 | Sushmita Sen | 2.2 | new |
| 18 | Theresa May | 2.0 | ↓ -3 |
| 19 | Melania Trump | 1.6 | new |
| 20 | Yang Mi | 1.3 | ↓ -3 |

https://yougov.co.uk/topics/international/articles-reports/2019/07/18/yougov-worlds-most-admired-2019

# DEFINITIONS OF SUCCESS
# DIFFINIADAU O LWYDDIANT

**“Success isn’t about how much money you make.**

**It’s about the difference you make in people’s lives.”**

**MICHELLE OBAMA**

*Lawyer, author and former First Lady of the USA*

*Cyfreithiwr, awdur a Gwraig cyn Arlywydd yr UDA*

# WICKED OPTIONS OPSIYNAU ENBYD

**www.un.org/sustainabledevelopment/sustainable-development-goals/**

Ref: Rittel and Webber 1973

## Basic Human Needs

### Nutrition & Basic Medical Care

### Water & Sanitation

### Shelter

### Personal Safety

## Foundations of Wellbeing

### Access to Basic Knowledge

### Access to Information & Communications

### Health & Wellness

### Environmental Quality

## Opportunity

### Personal Rights

### Personal Freedom & Choice

### Inclusiveness

### Access to Advanced Education

https://www.socialprogress.org/about-us/sdgs

SOCIAL PROGRESS IMPERATIVE

# 2019 Social Progress Index aggregates 50+ social and environmental outcome indicators from 149 countries

"The UN Sustainable Development G…

…will not be achieved …

…ogress Imperative

…, Social Progress Imperative

Long term opportunity!!

Cyfle hirdymor!!

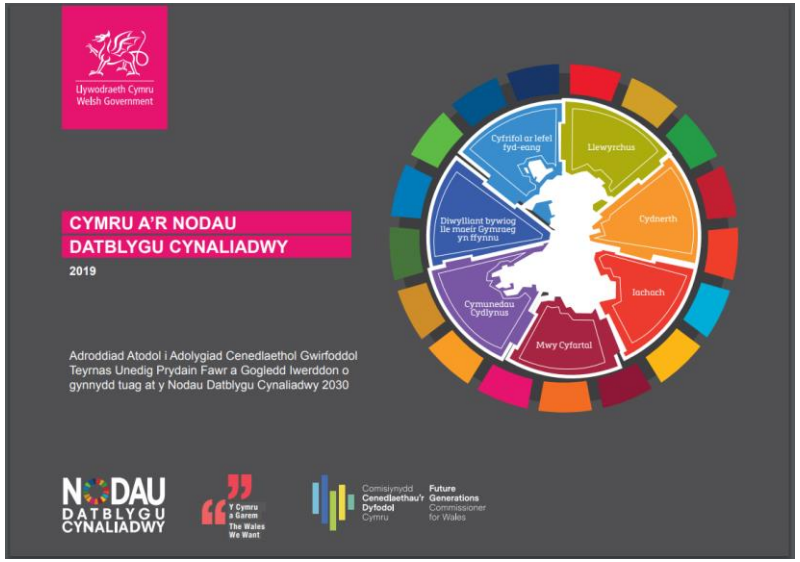
https://www.fdiintelligence.com/News/SPI-report-UN-SDGs-will-not-be-met-until-2073

https://www.socialprogress.org/assets/downloads/resources/2019/2019-Global-SPI-findings-9.12.19.pdf

SOCIAL PROGRESS IMPERATIVE

# WALES & THE UN SDGs

# CYMRU A NODAU DATBLYGU CYNALIADWY Y CU




https://futuregenerations.wales/wp-content/uploads/2019/07/Wales-_-SDGs-_-VNR-_-Supplementary-Report-for-Wales-_-Version-10.1-Final-w-cover-ENG.pdf

https://llyw.cymru/sites/default/files/publications/2019-07/adroddiad-atodol-i-adolygiad-y-du-o-gynnydd-tuag-at-y-nodau-datblygu-cynaliadwy-2030_1.pdf

https://llyw.cymru/dangosyddion-cenedlaethol-mapio-ir-nodau-llesiant-nodau-datblygu-cynaliadwy-cu-offeryn?_ga=2.80451600.685377962.1573388103-365535217.1550233142

https://gov.wales/national-indicators-mapping-well-being-and-un-sustainable-development-goals-interactive-tool?_ga=2.79887120.685377962.1573388103-365535217.1550233142

# ACTIVITY 2: WICKED OPTIONS

# GWEITHGAREDD 2: OPSIYNAU ENBYD

**Q: Which UN SDG(s) do you want to contribute to solving? Why?**

C: Pa Nod(au) Datblygu Cynaliadwy y Cenhedloedd Unedig ydych chi eisiau cyfrannu atynt i'w datrys? Pam?

# WHAT DID YOU DISCOVER?

# BETH WNAETHOCH CHI EI DDARGANFOD?

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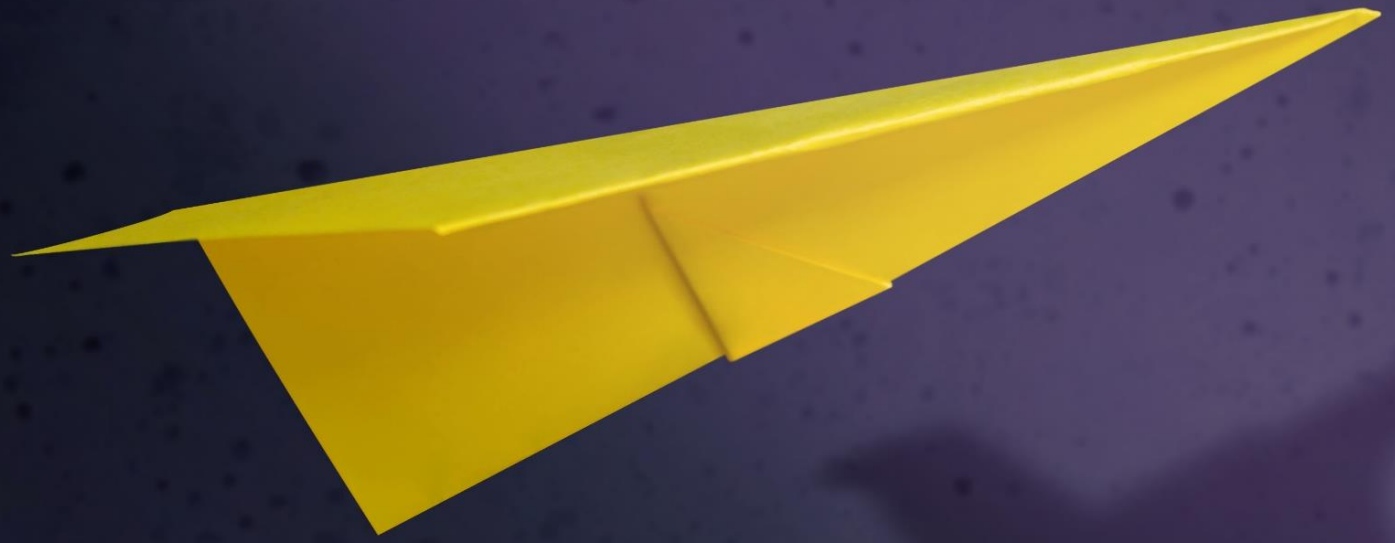

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# GROWING INDUSTRIES: NORTH WALES

# DIWYDIANNAU SY'N TYFU: GOG. CYMRU

## ENERGY AND ENVIRONMENT

How about doing work that produces energy for Wales? Or maybe, think about getting involved in work to protect our environment?

Over **33,000** work in this industry in North Wales, with job hotspots in the north west of the region. (NWEAB, 2016)

You could consider jobs like: Mechanical Engineer, Recycling Operative, Biologist, Turbine Technician, Cavity Wall Installer and Evironmentalist.

## ADVANCED MATERIALS AND MANUFACTURING

Can you see yourself designing or building aeroplanes, or working on high-tech products for all sorts of uses.

**27,000** work in this industry, with job hotspots in the east of the region. (NWEAB, 2016)

You could consider jobs like: Aerospace Engineer, Laboratory Technician, Scientist, Design Engineer and Welder.

## CONSTRUCTION

Work in the Construction industry and you could be building new homes and new schools, or even be involved in the construction of some of the major new developments planned for North Wales.

New development across the region will always need construction workers. Over **25,000** work in this industry.

Future demand will be for: Bricklayers, Civil Engineers, Surveyors and Wood Trades. (NWEAB, 2016)

## TOURISM

North Wales attracts a third of all visitors to Wales and brings £1.8bn into the region's economy.

Over **37,000** work in this industry, with jobs across the region. (NWEAB, 2016)

North Wales will need: Outdoor Pursuits Instructors, Chefs, Leisure Attendants, Kitchen Assistants and Hotel Managers.

## CREATIVE INDUSTRIES

The Creative industries such as media, art and design are particularly strong in North Wales and are expected to grow in the next five years in pockets across the region. (NWEAB, 2016)

Over **12,000** work in this industry, with jobs across the region. (NWEAB, 2016)

In this fast moving and competitive industry, you could find yourself working on a TV or film set, developing apps, curating in a museum, designing the latest fashions, performing on stage, or maybe creating your own works of art.

You could consider jobs like: Marketing Professional, Graphic Designer, Programmers and Software Developer, Broadcast Engineer, and Journalist.

## FOOD AND FARMING

Farming and food production is vital to the North Wales economy.

Nearly **16,000** work in this industry, with job hotspots in Flintshire, Wrexham and Gwynedd. (Welsh Government, 2015)

It's not just about green fields, early mornings or production lines. You could be designing aerial drones to calculate fertilizer needs, developing a new food product, managing a dairy herd or engineering new robotic equipment to feed them.

You could consider jobs like: Agricultural Engineer, Farmer, Agricultural Research Scientist, Ecologist, Biotechnologist, Food Tecnician, and Packer.

## HEALTH AND SOCIAL CARE

Over **46,000** people are emloyed in Health and Social care in North Wales making it the second largest employer.

**12,000** work providing social care across the region, and **500** new jobs will be needed in the Care sector each year for the next 20 years. (NWEAB, 2015)

You could consider jobs like: Care Assistant, Social Worker, Home Care Assistant, Community Worker, Family Support Worker, Rehabilitation Worker.

## RETAIL AND SALES

Retail and Sales is the biggest employer in North Wales, employing **48,000** people. (NWEAB, 2016)

You could consider jobs like: Sales Assistant, Retail Manager, Buyer, Sales Person,Telephone Sales Person, Vehicle Sales Executive, Advertising Media Sales Person.

## YNNI A'R AMGYLCHEDD

Beth am weithio mewn maes sy'n cynhyrchu ynni i Gymru? Neu beth am feddwl am swydd sy'n diogelu ein hamgylchedd?

Mae mwy na **33,000** yn gweithio yn y diwydiant hwn yn y gogledd ac mae'r nifer fwyaf o swyddi yn y maes i'w gweld yng ngogledd-orllewin y rhanbarth. (Bwrdd Uchelgais Economaidd Gogledd Cymru, 2016)

Dyma rai o'r swyddi y gallech eu hystyried: Peiriannydd Mecanyddol, Gweithiwr Ailgylchu, Biolegydd, Technegydd Tyrbinau, Gosodwr Waliau Ceudod a Amgylcheddwr.

## UWCH DDEUNYDDIAU A GWEITHGYNHYRCHU

A allwch weld eich hun yn dylunio neu'n adeiladu awyrennau, neu'n gweithio ar gynhyrchion uwch-dechnoleg ar gyfer pob math o ddefnydd.

Mae **27,000** yn gweithio yn y diwydiant hwn a'r nifer fwyaf o'r swyddi yn y maes i'w gweld yn nwyrain y rhanbarth. (Bwrdd Uchelgais Economaidd Gogledd Cymru, 2016)

Gallech ystyried swyddi fel: Technegydd Peirianneg Awyrofod, Technegydd Labordai, Gwyddonydd, Peiriannydd Dylunio a Weldiwr.

## ADEILADU

Gweithiwch yn y diwydiant adeiladu a gallech fod yn adeiladu cartrefi newydd ac ysgolion newydd, neu hyd yn oed fod yn rhan o rai o'r datblygiadau pwysig sydd wedi'u cynllunio ar gyfer Gogledd Cymru.

Bydd galw bob amser am weithwyr adeiladu ar gyfer datblygiadau newydd yn y rhanbarth. Mae mwy na **25,000** yn gweithio yn y diwydiant hwn.

Bydd galw yn y dyfodol am y canlynol: Gosodwyr Brics, Peirianwyr Sifil, Syrfewyr a Seiri Coed a Dodrefn. (Bwrdd Uchelgais Economaidd Gogledd Cymru, 2016)

## TWRISTIAETH

Mae'r gogledd yn denu traean yr holl bobl sy'n ymweld â Chymru ac mae'n dod ag £1.8 biliwn i economi'r rhanbarth.

Mae mwy na **37,000** yn gweithio yn y diwydiant hwn ac mae swyddi yn y maes ar gael ledled y rhanbarth. (Bwrdd Uchelgais Economaidd Gogledd Cymru, 2016)

Yn y gogledd, bydd angen: Hyfforddwyr Gweithgareddau Awyr Agored, Cogyddion, Cynorthwywyr Hamdden, Cynorthwywyr Cegin a Rheolwyr Gwesty.

## Y DIWYDIANNAU CREADIGOL

Mae'r diwydiannau Creadigol megis rhai yn y cyfryngau, celf a dylunio yn arbennig o gryf yn y gogledd a disgwylir iddynt dyfu yn ystod y pum mlynedd nesaf mewn pocedi ar draws y rhanbarth. (Bwrdd Uchelgais Economaidd Gogledd Cymru, 2016)

Mae mwy na **12,000** yn gweithio yn y diwydiant hwn ac mae'r swyddi yn y maes i'w gweld ar draws y rhanbarth. (Bwrdd Uchelgais Economaidd Gogledd Cymru, 2016)

Yn y diwydiant cystadleuol hwn lle mae pethau'n symud yn gyflym, gallech gael swydd yn gweithio ar set yn y diwydiant teledu neu ffilm, yn datblygu apiau, yn curadu mewn amgueddfa, yn dylunio'r ffasiynau diweddaraf, yn perfformio ar lwyfan neu efallai'n creu eich gweithiau celf eich hun.

Gallech ystyried swyddi fel: Swyddog Marchnata, Dylunydd Graffig, Rhaglennwr a Datblygwr Meddalwedd, Peiriannydd Darlledu, a Newyddiadurwr.

## BWYD A FFERMIO

Mae Ffermio a chynhyrchu bwyd yn hollbwysig i economi'r gogledd.

Mae bron **16,000** yn gweithio yn y diwydiant hwn a'r nifer fwyaf o swyddi yn y maes i'w gweld yn Sir y Fflint, Wrecsam a Gwynedd. (Llywodraeth Cymru, 2015)

Nid caeau glas, boreau cynnar neu linellau cynhyrchu yw'r stori i gyd. Gallech fod yn dylunio awyrennau bach dibeilot i gyfrifo faint o wrtaith sydd ei angen, neu'n datblygu cynnyrch bwyd newydd, yn rheoli gyrr o wartheg llaeth neu'n peirianniu offer robotig newydd i'w bwydo.

Gallech ystyried swyddi fel: Peiriannydd Amaethyddol, Farmer, Gwyddonydd Ymchwil Amaethyddol , Ecolegydd, Biodechnolegydd, Technegydd Bwyd, and Paciwr.

## IECHYD A GOFAL CYMDEITHASOL

Mae mwy na **46,000** wedi'u cyflogi ym maes Iechyd a Gofal Cymdeithasol yn y gogledd sy'n golygu mai dyma'r cyflogwr mwyaf ond un yn y rhanbarth.

Mae**12,000** yn gweithio i ddarparu gofal cymdeithasol drwy'r rhanbarth a bydd angen **500** o swyddi newydd yn y sector Gofal bob blwyddyn yn yr 20 mlynedd nesaf. (Bwrdd Uchelgais Economaidd Gogledd Cymru, 2015)

Gallech ystyried swyddi fel: Cynorthwyydd Gofal, Gweithiwr Cymdeithasol, Cynorthwyydd Gofal Cartref, Gweithiwr Cymunedol, Gweithiwr Cymorth i Deuluoedd , Gweithiwr Adsefydlu.

## MANWERTHU A GWERTHU

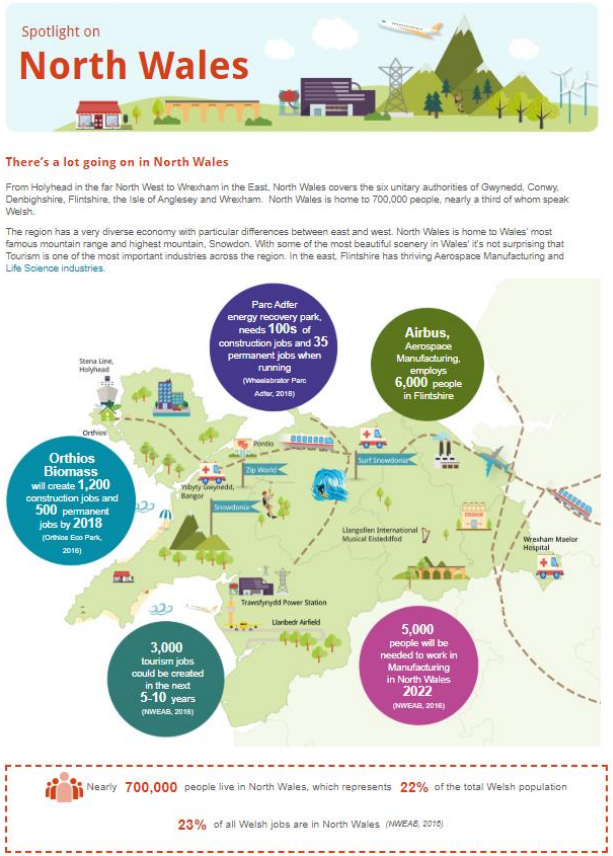
Manwerthu a Gwerthu sy'n cyflogi'r nifer fwyaf o bobl yn y gogledd, sef **48,000** o bobl. (Bwrdd Uchelgais Economaidd Gogledd Cymru,2016)

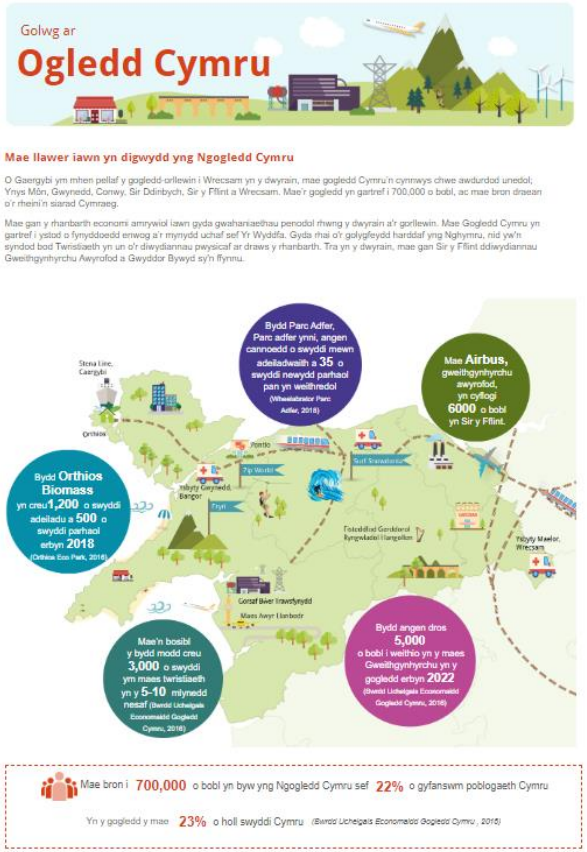
Gallech ystyried swyddi fel: Cynorthwyydd Gwerthu, Rheolwr Siop, Prynwr, Gwerthwr,Gwerthwr dros y Ffôn, Gwerthwr Ceir, Gwerthwr Cyfryngau Hysbysebu.

# NEW DEVELOPMENTS & JOBS: NORTH WALES

# DATBLYGIADAU NEWYDD A SWYDDI: G. CYMRU

- Aerospace Engineers
- Architectural Technicians
- Broadcast Engineers
- Laboratory Technicians
- Marine Biologists
- Prison Officers
- Skilled Construction Trades
- Recycling Operatives
- Renewable Energy Engineers
- Surveyors
- Wind Turbine Engineers




- Peirianwyr Awyrofod
- Technegwyr Amaethyddol
- Perianwyr Darlledu
- Technegwyr Labordai
- Biolegwyr Môr
- Swyddogion Carchar
- Crefftau Adeiladu Medrus
- Gweithwyr Ailgylchu
- Peirianwyr Ynni Adnewyddadwy
- Syrfewyr
- Peirianwyr Tyrbinau Gwynt

# THE CHANGING WORLD OF SKILLS

## Y BYD SGILIAU SY'N NEWID

WORLD ECONOMIC FORUM

COMMITTED TO IMPROVING THE STATE OF THE WORLD

### in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

### 2022 Skills Outlook

COMMITTED TO IMPROVING THE STATE OF THE WORLD

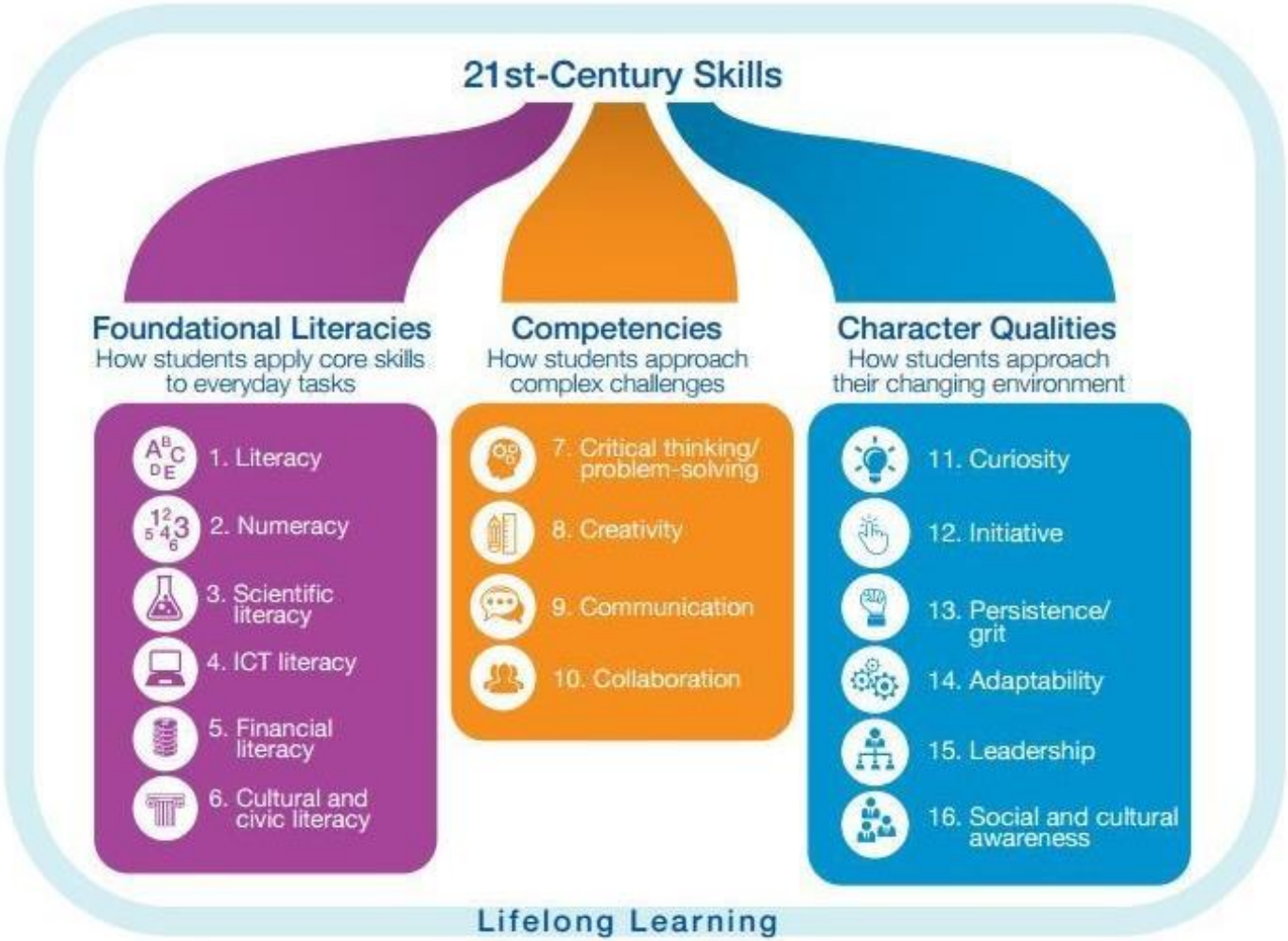
#### Growing

1 Analytical thinking and innovation
2 Active learning and learning strategies
3 Creativity, originality and initiative
4 Technology design and programming
5 Critical thinking and analysis
6 Complex problem-solving
7 Leadership and social influence
8 Emotional intelligence
9 Reasoning, problem-solving and ideation
10 Systems analysis and evaluation

#### Declining

1 Manual dexterity, endurance and precision
2 Memory, verbal, auditory and spatial abilities
3 Management of financial, material resources
4 Technology installation and maintenance
5 Reading, writing, math and active listening
6 Management of personnel
7 Quality control and safety awareness
8 Coordination and time management
9 Visual, auditory and speech abilities
10 Technology use, monitoring and control

# SKILLS NEEDED
# SGILIAU SYDD EU HANGEN




Source: www.weforum.org/agenda/2016/03/21st-century-skills-future-jobs-students/

## CRITICAL FOR SUCCESS:

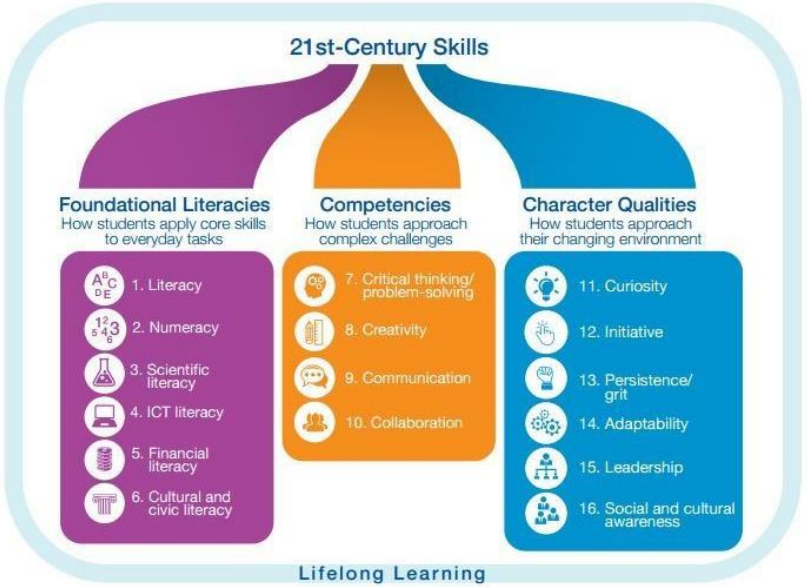
- Higher level thinking
- Critical skills:
  - Empathy and relationship building
  - Creativity and problem solving
  - Entrepreneurial thinking
  - Resilience to bounce back
  - Theme & career management skills
- Lifelong learning

## HANFODOL I LWYDDO:

- Meddwl ar lefel uwch
- Sgiliau hanfodol:
  - Empathi ac adeiladu perthynas
  - Creadigrwydd a datrys problemau
  - Meddwl fel mentrwr
  - Gwytnwch i ddod yn ôl
  - Thema a sgiliau rheoli gyrfa
- Dysgu Gydol Oes

# ACTIVITY 3: SKILLS NEEDED

# GWEITHGAREDD 3: SGILIAU SYDD EU HANGEN




**Q: What skills am I good at already?**

**What do I need to work on? How can I improve them?**

C: Pa sgiliau ydwi'n dda ynddynt yn barod?

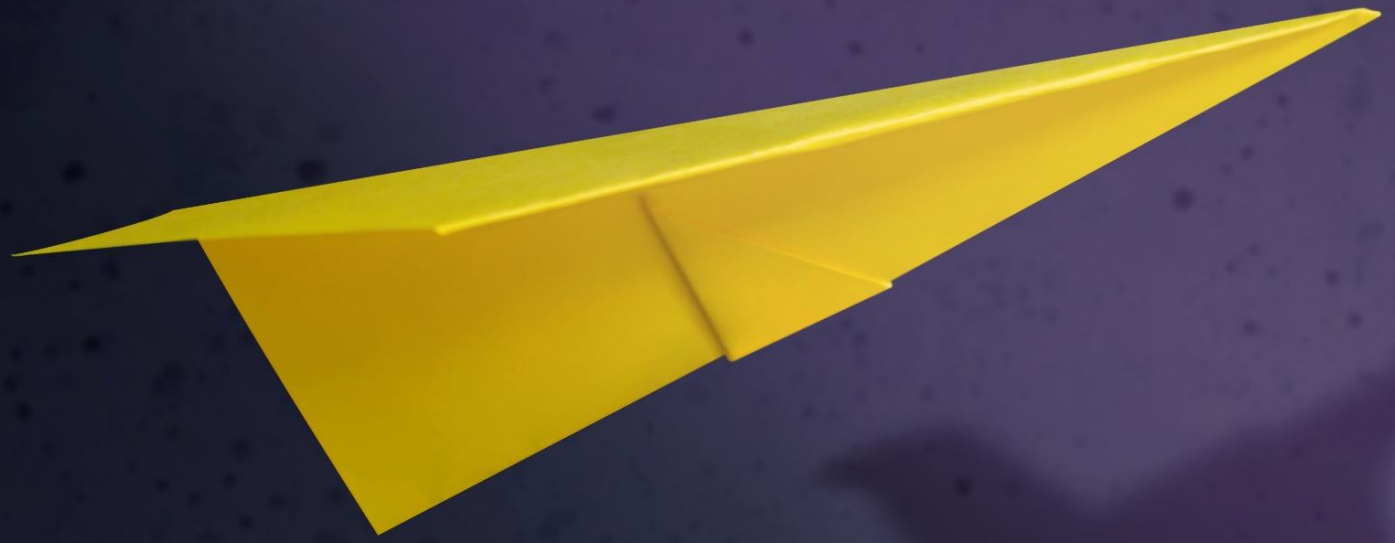
Be sydd angen i mi weithio arnynt? Sut fedrai eu gwella?

# WHAT DID YOU DISCOVER?

# BETH WNAETHOCH CHI EI DDARGANFOD?

# FORMULA FOR CAREER 2030

# FFORMIWLA AR GYFER GYRFA 2030



(natural talent(s)
+ purposeful passion
+ critical skills)
x (mastery & perseverance)
+ self care

(dawn/doniau naturiol
+ angerdd pwrpasol
+ sgiliau hanfodol)
x (meistrolaeth a dyfalbarhad)
+ hunanofal

# MOVING FORWARD 1 2 3 & LEARNING

# SYMUD YMLAEN 1, 2, 3 A DYSGU

# FINAL QUESTIONS?
# CWESTIYNAU OLAF?

“When you follow your bliss...
doors will open where you would not have thought there would be doors, and where there wouldn't be a door for anyone else.”
Joseph Campbell

# DIOLCH / THANK YOU!

**Slidedeck and links available at:**

**Sleidiau a'r dolenni ar gael yn:**

**www.careeralchemy.co.uk/seren.html**

#InspiredByPurpose

CareerAlchemy.co.uk

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