



## **Who are we?**

We are a global and local community of young people, students, teachers, parents, carers, artists, designers, influencers, thinkers, researchers, consultants, performers, businesses, creatives, directors, bosses, workers, entrepreneurs, innovators, evaluators, problem-solvers, technologists, leaders, experts, culturalists, scientists, policy makers, investors, financiers, planners, developers, accelerators, networkers, charities, places, and people who share a common belief that action is needed to ensure all people are equipped with the skills they need for living now and into the future. Collectively and individually we have a wealth of experience in advocating for and implementing 'Fusion'.

## **What do we want to achieve?**

Our purpose is to ensure that Fusion is developed and implemented for the benefit of all learners. The pace of change has increased and there are significant disruptions to the 'status quo' that require different responses. Fusion Skills are vital to prepare people to flourish in a rapidly changing world through exceptional education, cultural and creative learning and skills which link to the world of work. Fusion creates the context to raise significant questions and engender transformation. Fusion Skills are the key to success for individuals and for society. To achieve these, individuals and groups have come to the same point around Fusion and sharing, focus and convergence is needed to make a sustainable difference.

## **What do we mean by 'Fusion'?**

Learning takes place across our lives, in a range of locations, and in formal and informal ways. Education is that which supports learners of all ages and backgrounds to flourish. Fusion is a person-centric approach, equipping people with expertise that is necessary for success. Fusion brings together different industries and technologies to spark innovation and create economic growth. Fusion's skills are interdisciplinary and drive creativity and innovation. The top 12 transferable Fusion Skills rated by employers are:

- 1. Oral communication/presentation skills**
- 2. Collaboration and teamwork**
- 3. Initiative**
- 4. Problem solving**
- 5. Organisational skills**
- 6. Adaptability/flexibility**
- 7. Written communication**
- 8. Independent working/autonomy**
- 9. Critical thinking**
- 10. Resilience**
- 11. Creativity**
- 12. Analysis and evaluation skills**

## Why Fusion and not another term?

Fusion is not just a set of qualities or outcomes but is importantly process led. It relies on close cooperation between schools, businesses, the creative and cultural sectors, and further and higher education. The word 'Fusion' was chosen deliberately. It implies the 'fusion' of different disciplines as the future is unlikely to be organised into clearly defined subjects such as science, mathematics, and visual arts and so on. Also, 'Fusion' shows the way it 'fuses together' technology with the arts, the business sector with the public sector, the profit making with the charitable and cultural sectors and so on. Fusion skills have been called 'soft skills', 'essential skills.' 'Future skills', 'steam skills', 'Cyber skills', competencies, qualities, characters and so on. Each of these terms brings with it unwanted historical and/or conceptual 'baggage. For example:

- 'Soft skills' might imply a lack of importance or that they are easy to get, whereas the opposite is true
- 'Essential skills' might be accurate but is a damning assessment for someone without 'essential' skills
- 'Future skills' implies that they are not needed now whereas these skills are vital now
- 'STEAM skills' imply that the skills exist only in science, maths, engineering, technology and the arts, whereas they can be developed through a range of human activities and are gained at intersections across areas
- 'Digital and cyber skills' implies that these are only obtained or useful in the 'virtual' world, whereas Fusion is even more important than the technical skills and exist in the 'analogue' and digital worlds
- The use of 'transversal' is confusing, as in English this word means 'cutting across a system of lines' whereas fusion is about intertwining, braiding, and bringing together 'lines' rather than cutting them!

## Blueprint for an Ethical Framework for Fusion

1. All people should have access to gaining higher levels of Fusion Skills.
2. Fusion should help learners flourish and bring a net benefit to learners, by maximising other core educational aims at an individual or collective level
3. Fusion should boost accessibility, equality, and social mobility
4. Common frameworks but not Open Source: Stakeholders engaged in Fusion should adopt common languages and open standards of working while acknowledging the individual and corporate value of intellectual property, creative license, and discovery. Platforms must be based on open standards, industry best practices and open APIs to facilitate a vendor neutral approach
5. Adopt an ethos of transparency and sharing to develop processes, practices, structures, research, and understandings that boost the local and global adoption of Fusion, communicating with learners and stakeholders in accessible and appealing ways
6. Proactively work to develop standards, tools, assessments, and activities which enable us to evidence the benefits of Fusion to lifelong learning and share information that legitimises accountability structures around Fusion.
7. Research and discoveries are developed in such a way to enable these to be applied practically, with minimum resource and maximum benefit, across a diverse range of educational contexts.
8. Work across silos, sectors, disciplines, technologies, and levels to benefit learners, acknowledging that Fusion Skills are developed most effective at the edges of intersections of activities
9. Support researchers, influencers, designers, and developers to understand Fusion and its benefits to learners now and in the future to build the evidence base for understanding and sustaining the impact of cross-sector collaboration
10. Be open to the dynamic nature of Fusion, through being responsive and proactive.
11. Share effective tools and instruments to ensure equity of access, complementarity and to prevent overlap and direct competition
12. Engender imagination and appreciate work as an idea, and ideas as work
13. Build partnerships, collaborations, and instinctive cooperation
14. Create moments, events, movements, and experiences that are themselves rich in Fusion
15. Diversity fuels Fusion, and so proactively build diverse communities and projects

16. Begin anywhere and strive for the exceptional
17. Pilot test, reflect, modify, evaluate, measure impact, and move on
18. Support a common approach to federation of data and/or services, making it possible for all to contribute to and take part in the growing data economy

### Strategic goals for Fusion

We will apply our existing and future resources, influence, skills, and knowledge to:

1. Convene meetings of national and international businesses, education sector, cultural venues, and cities of innovation, to engage communities in Fusion
2. Connect key people to form an influential network of 'places' where there is a clear link between education, business and the cultural and creative sector to develop and enhance Fusion within an ethical context of social mobility and sustainability
3. Empower people to experiment, co-create, share, and immerse themselves in Fusion to build new knowledge
4. Gather potential researchers working in the Fusion field to design ambitious research programmes and conduct research on Fusion
5. Develop national and international standards for Fusion Skills including Fusion assessment tools
6. Convene partners to co-design tools and frameworks relating to Fusion that are practical and useful for policymakers and practitioners
7. Initiate our strategic ambition to promote a global vision around Fusion while encouraging 'at-scale' partnerships at the local level
8. Expand the network of innovative places, people and organisations involved in promoting Fusion
9. Communicate to create a Fusion-focussed global 'community of practice' aimed at sharing and system reform

FOLLOW YOUR PASSION IT KNOWS WHERE YOU SHOULD GO  
**HELP PEOPLE** EXPLORE, PLAY, LAUGH, ENJOY  
 MOVE MORE, STRESS LESS **SET & CELEBRATE MILESTONES**  
 YOU HAVE TO PUT SOMETHING OUT THERE TO GET SOMETHING BACK  
**EVERYTHING YOU WANT AND NEED IS UP TO YOU TO MAKE HAPPEN**

**CARVE A NICHE** GET IT OUT THERE  
**MAKE YOUR OWN PATH**

DEFINE WHAT SUCCESS LOOKS LIKE FOR YOU THEN GO AFTER IT  
 DO IT NOW COLLECT EXPERIENCES, NOT THINGS  
**IGNORE DOUBTERS, EVEN WHEN THEY'RE IN YOUR OWN HEAD**  
 EMBRACE ONLINE BUSINESS **BELIEVE IN YOURSELF** SIMPLICITY IS KEY  
 NOURISH YOUR MIND & BODY TAKE TIME OUT OFTEN

**BE YOUR OWN HERO** GIVE YOURSELF PERMISSION  
**TRUST YOUR INSTINCTS** TAKE IT ONE STEP AT A TIME **LEVERAGE EVERYTHING**  
 BUILD YOUR DAYS AROUND WHAT IS IMPORTANT TO YOU  
 WHEN YOU'RE DOING WHAT YOU'RE PASSIONATE ABOUT YOU'RE MAKING THE WORLD A BETTER PLACE

**NEVER STOP LEARNING & EXPERIMENTING**  
 THE LESS YOU SPEND, THE MORE YOU HAVE **BE THANKFUL**

**LOOK AT YOUR GOALS EVERY DAY** 