



Comisiynydd
**Cenedlaethau'r
Dyfodol**
Cymru

**Future
Generations**
Commissioner
for Wales



Future Generations Leadership Academy 2024-2025

IMPACT REPORT

**EMPOWERING YOUNG LEADERS TO DRIVE
LONG-TERM CHANGE ACROSS WALES**

About the Academy

Academi Arweinyddiaeth
Cenedlaethau'r Dyfodol
Future Generations
Leadership Academy



The Future Generations Leadership Academy (FGLA) exists to empower young people in Wales to become future-focused, values-led leaders, through a unique leadership development programme grounded in the **Well-being of Future Generations (Wales) Act**.

The 2024-2025 Academy saw 36 young leaders join this prestigious programme, which features online and in-person sessions, practical projects, peer networking, and bilingual delivery to support emerging leaders from across sectors and communities..

It has never been more important to develop the leaders of tomorrow as future generations champions. I have called for urgent, transformational change, and our young people are crucial in making that change a reality.

Derek Walker
Future Generations Commissioner for Wales

The Academy provides 70 hours of bilingual, hybrid training from September to March each year. Participants engage in online learning, residential events, and real-life projects designed to create change within their organisations and communities.

“Diolch yn fawr for all the opportunities and guidance you have given us over the past few months, it has been so valuable and has given me an opportunity to explore so many new ideas within my workplace”

The programme's impact has been evaluated using a robust mixed-methods approach, including pre- and post-programme surveys, post-session feedback, focus groups, 1:1 conversations, and a culminating graduation event. The data demonstrates **a strong increase in participants' knowledge and confidence across all areas**, particularly in understanding the Well-being of Future Generations Act, applying the five ways of working, and strengthening leadership skills



Data reviewed by, and report produced in partnership with

Leadertul
ACTION

About the Cohort

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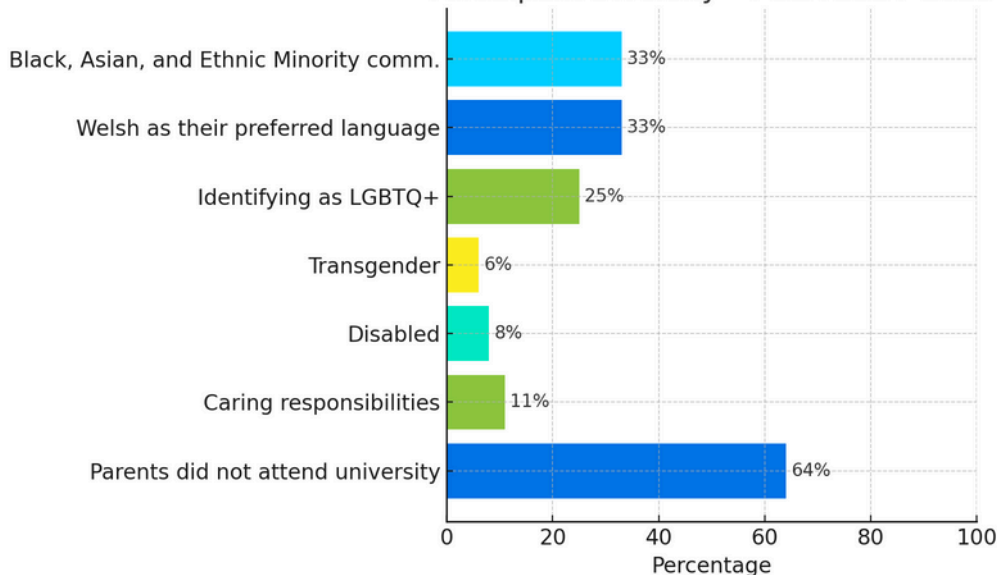
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Inclusion continues to be a central feature of the Academy's design and delivery.

The cohort was predominantly female (72%), with 25% identifying as male and 3% as non-binary. The 36 participants reflected a wide range of lived experiences

Participant Diversity - FGLA 2024-2025



Participant Goals

At the start of the programme, participants were asked to share their expectations for what they hoped to gain from their time on the Future Generations Leadership Academy. Their responses revealed a strong desire for meaningful connection, personal growth, and practical impact. There was also a clear aspiration to create measurable impact within organisations after the programme concludes.

The pre-programme survey revealed that participants entered the Academy with relatively low levels of confidence and knowledge around the Well-being of Future Generations Act and its associated goals. Average **self-assessed scores across all areas were 2.58 out of 5**, indicating that most participants felt unsure about key aspects such as defining the seven well-being goals, accessing relevant policy information, and applying good practice.

Participants were also asked to rank a series of skills, based on how important they felt they were to good leadership.

Having **healthy debate, giving and receiving feedback and challenging tradition ways or working** within my workplace or community came up top for many, as did making **difficult decisions** and maintaining a **dialogue with people from different backgrounds**.

The Impact

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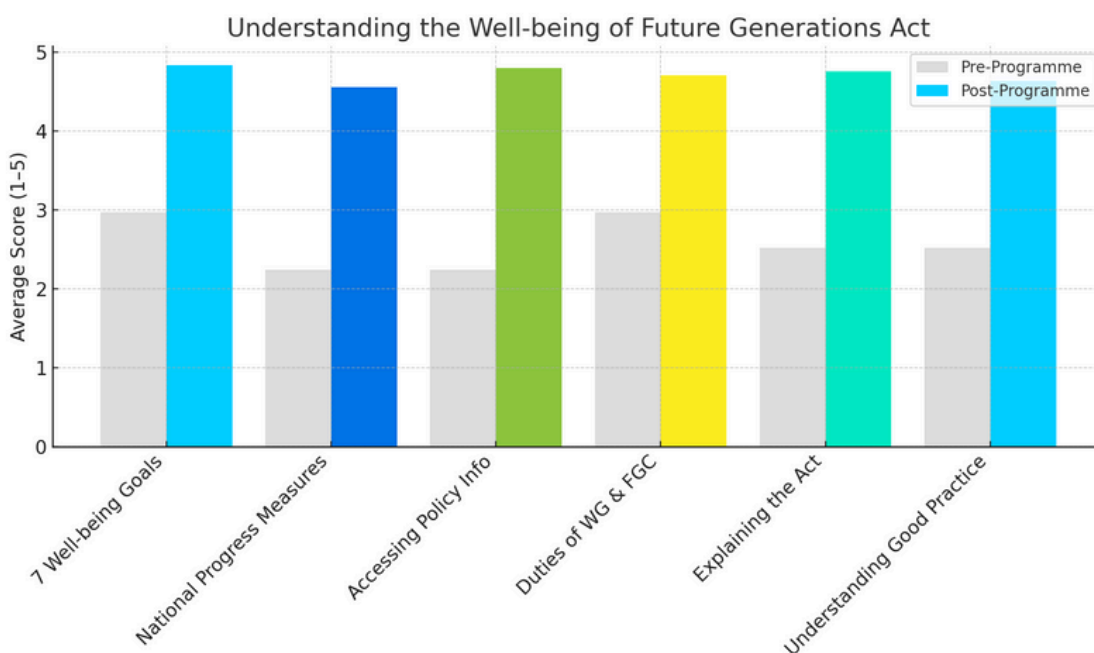


I LOVED my experience in the FGLA. I feel like a new person. I feel much more motivated and empowered to make an impact and the connections and people I've met on and through the course have enabled me to use my little ideas to make impact.

Using feedback from sessions and from the programme overall, we can see there was a substantial increase in participants' understanding of key aspects of the Well-being of Future Generations Act over the course of the programme.

Scores for each of the 7 Wellbeing Goals show an impressive 44% increase in confidence around the goals overall – rising from an average of 2.34 out of 5 before the programme to 4.53 after.

The most notable increase was within Goal 2: A Resilience Wales – a reported 49% increase in confidence and understanding.



Across all six areas of understanding measured—from knowing how the Act works in practice to confidently explaining it to others—participants reported significantly improved knowledge and confidence. The most notable gain was a 51% increase in knowing where to access relevant policy information.



When looking at the levels of confidence in specific goals, the results illustrate that the Academy not only raised overall confidence but also helped to equalise understanding across all seven goals—reducing the variation in baseline knowledge and ensuring that all participants, regardless of their starting point, finished the programme with a solid and balanced grasp of the Act's vision for Wales.

“I thought the course was amazing, it's brilliant that these opportunities are available to the youth of Wales, as they are lifechanging, providing the networks and communities needed to help people thrive. “

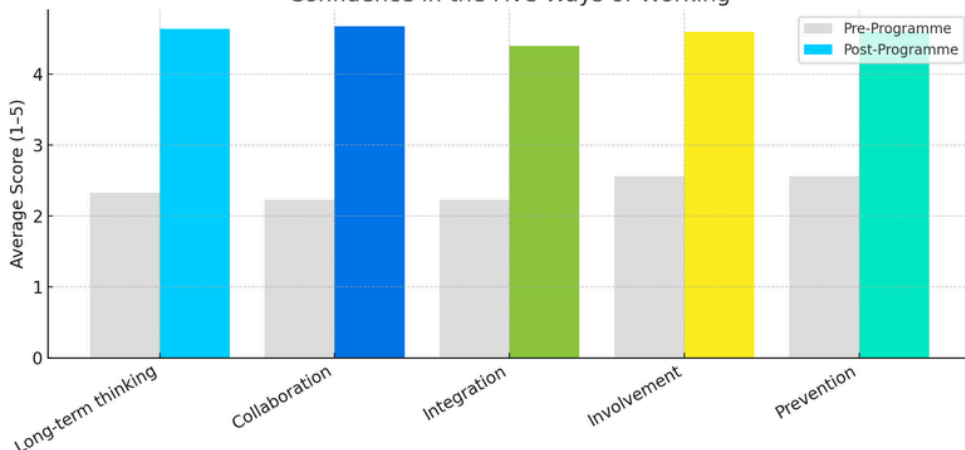
The Impact

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Confidence in the Five Ways of Working



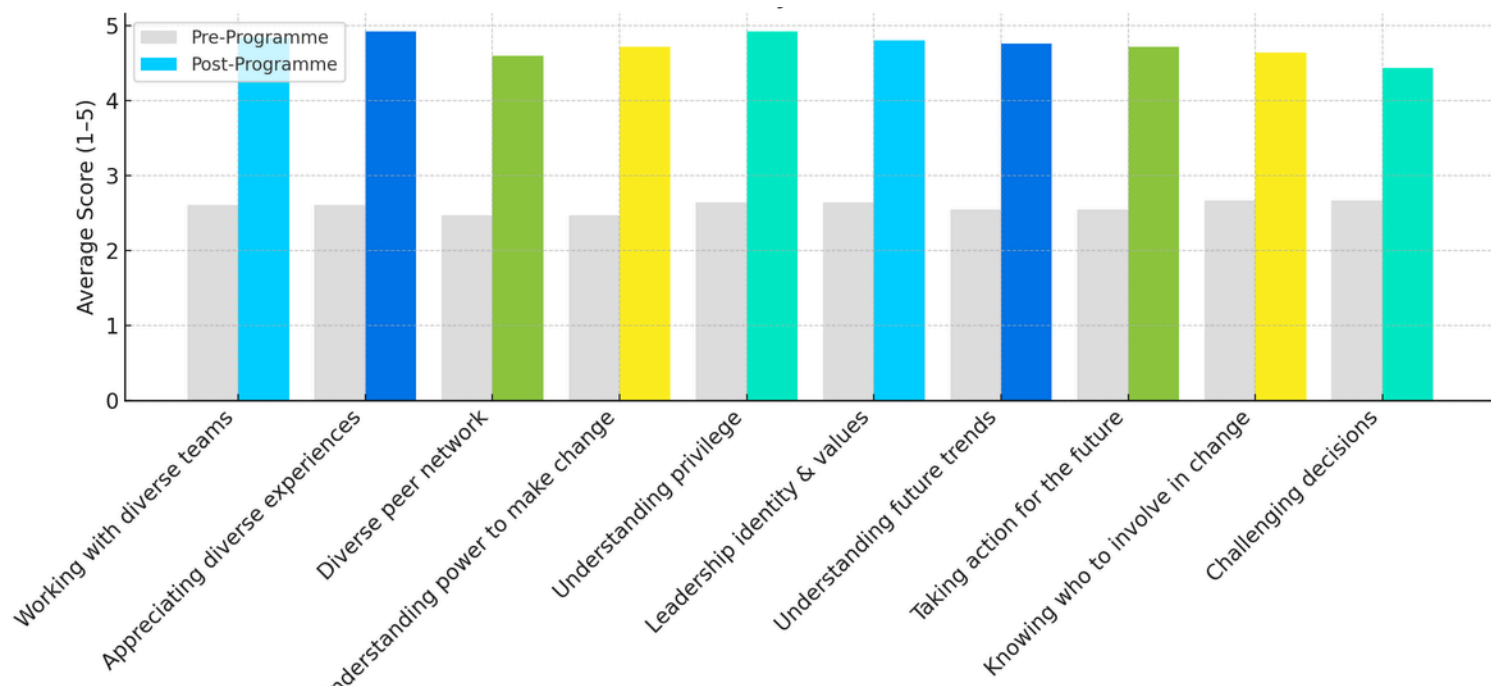
Confidence in the Five Ways of Working

When asked 'How confident are you discussing progress and challenges relating to the 5 Ways of Working', participants reported a strong overall increase with the average score rising from 2.38 to 4.58—a 44% improvement.

“Roedd y sesiynau preswyl yn gyfle gwych i ddod i adnabod aelodau'r Academi, ac roedd y gweithdai'n ddiddorol. Roedd y llety ddarparwyd yn wych, heb unrhyw drafferthion yn ystod unrhyw arhosiad. Roedd y cyfarfodydd bob pythefnos yn effeithiol, ac roedd y seremoni raddio wedi'i threfnu'n dda.”

Confidence in Delivery and Good Practice

Participants reported stronger confidence across all delivery and good practice measures. Key improvements included a 46% increase in appreciating diverse experiences and a 45% increase in understanding their own power to make change. Importantly, Post-programme scores for understanding privilege and working with diverse teams approached the maximum score of 5 (4.92 and 4.84 respectively). This shows the programme not only built knowledge but deepened self-awareness and leadership readiness.



The Impact

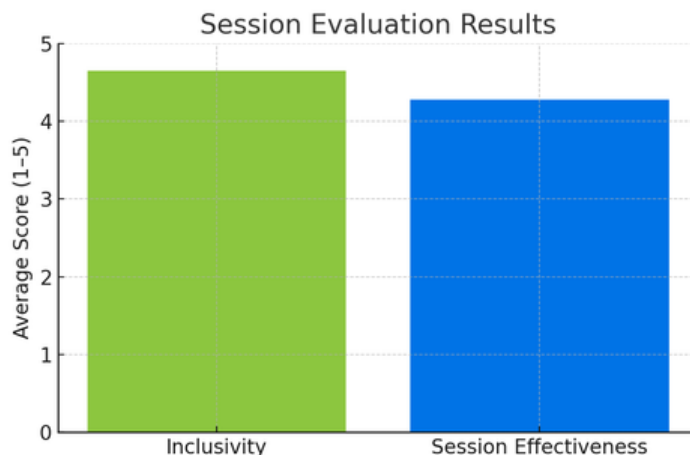
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Inclusivity and Effectiveness

Each session was also evaluated for both **inclusivity** and **learning effectiveness**. Across the programme, the average inclusivity score was 4.65 out of 5, demonstrating that participants consistently experienced a welcoming, accessible, and supportive learning environment. Learning effectiveness was rated at an average of 4.28 out of 5, indicating that the sessions were successful in building leadership knowledge and skills in a way that was engaging, relevant, and practical for participants from a wide range of backgrounds.



Overall Feedback

The post-programme survey reflections were overwhelmingly positive, with many participants describing the experience as life-changing, empowering, and professionally valuable. One participant shared, **"I LOVED my experience in the FGLA. I feel like a new person. I feel much more motivated and empowered to make an impact."**

Others highlighted the balance of in-person and online sessions, engaging content, and the strength of connections formed: **"Great mix of speakers and topics – always thought provoking and kept me on my toes!"**



Many participants praised the Academy for providing a **welcoming, supportive environment**, helping them grow in confidence, and **deepening their understanding of the Well-being of Future Generations Act**.

The **residential sessions** were a highlight for many, and the impact of hearing from **diverse voices**, especially from community leaders and alumni was appreciated.

Participants also valued the prominence of the **Welsh language**, and clear communication from facilitators.



A huge thank you to Korina, Rebecca and everyone involved in putting together such a brilliant programme!

It has been a very insightful and truly inspiring experience to be part of, and it's been great to meet so many amazing people along the way.

Diolch yn fawr iawn

