

## Office of the Future Generations Commissioner for Wales – “train the trainer” learning and development programme

### Request for Proposals

#### **Summary:**

The Office of the Future Generations Commissioner for Wales (FGCO) would like to commission support in developing a “train the trainer” programme of learning and support on the Well-being of Future Generations (Wales) Act 2015.

You can find out more [about the Act](#) and the [Commissioner’s work](#) on our website.

The purpose of this is to increase the implementation and impact of the Act - the core mission of the current Future Generations Commissioner. Due to constraints on internal expertise, resource and capacity, we are seeking proposals from individuals or organisations who can help us develop a self-sustaining programme of learning and support that can be rolled out across Wales and beyond.

#### **Background**

##### *Legislation and Duties*

The [Well-being of Future Generations \(Wales\) Act 2015](#) (“the Act”) applies to 56 public sector organisations. Due to commissioning, procurement, contractors and collaboration, the reach of the Act goes beyond those 56 organisations named in the legislation to most of the public sector and parts of the private and voluntary sectors.

The Act established the role of [Future Generations Commissioner](#) to support and challenge Wales to make decisions in the best interests of current and future generations. The Commissioner does this by promoting awareness of the Act and providing advice, support and challenge on its implementation.

Under the Act, the Commissioner also publishes a [Future Generations Report](#), timed to be published around a year before a Senedd election. The most recent [report](#), published in April 2025, makes recommendations that “public bodies should ensure their staff understand the Act in a way that improves the quality and consistency of implementation through mandatory training and capacity development” and that public bodies should upskill themselves in futures-thinking techniques and nominate a representative to join [Hwb Dyfodol](#) (a collaborative futures thinking and training hub established by the Commissioner). In responding to these recommendations, public bodies have asked for resources that will help them deliver internal training. This project seeks to respond to that need.

### *Our work so far and the need*

The current Commissioner set out his strategy, [Cymru Can](#), containing five interconnecting missions arrived at through extensive involvement. The core mission of Cymru Can is implementing the Act effectively and with ambition. Part of that work is raising awareness of the Act, helping people to understand it and apply it within their context. We provide support in several ways including free training, giving ad-hoc advice, developing free resources and toolkits. When we can, we also provide bespoke training. You can read more about the support offered [here](#) and browse our resources [here](#). This means we have several training modules, resources and multi-media content that could be used to produce a learning and development programme. This training involves in-person, hybrid/online and digital learning.

We make our resources publicly available and whilst some of this material is being adapted for use by others, we would like a standardised, quality-assured and established way of training people to deliver their own training on the Act, rooted in the context of their organisation and work.

We welcome your input to help us determine learning outcomes for this programme, but we would like to see public bodies:

- Increasing their knowledge of the Well-being of Future Generations Act and what it means in terms of their duties, behaviours and decision-making.
- Understanding how the sustainable development principle shapes and influences the way public bodies work.
- Developing skills in acting in accordance with the sustainable development principle (centred around the five ways of working).
- Gaining the skills, confidence and enthusiasm to train others in the application of the Act.
- Using resources and tools and showing others how to do so, suitable to their context.

We currently measure the success of our training through registration and feedback forms, which focus on confidence, knowledge and application of the Well-being of Future Generations Act. Your proposal and outputs should incorporate these elements and consider how a “train the trainer” element could be evaluated.

We convene a ‘Supporting Organisations Network’ involving organisations such as Welsh Government, Public Health Wales, Natural Resources Wales, WLGA, Academi Wales, representatives of networks like Sustainable Development Co-ordinators Cymru Plus and academia. This network meets bi-annually to align our national offer of learning and support on the Act. These organisations could provide collaborative opportunities and a sounding board for this work.

Based on feedback gathered from public bodies informally and through a recent stakeholder survey, we recognise there is an ask for a “train the trainer” programme. We have started to discuss this internally and spoken to some stakeholders but lack the internal capacity or expertise to take this forward. There are 330,000 people working in the public sector in Wales (10.5% of the population) which represents a challenge and an opportunity. Whilst we reach several thousand people a year, we lack the capacity as a small team to expand the reach of our training but recognise public bodies are asking for a “grab and go” programme.

### Task and outputs

Work with us to develop a “train the trainer” programme of learning and support on the Well-being of Future Generations (Wales) Act 2015. To do so, provide the following as a minimum:

- Adapt existing multi-media content to a “train the trainer” format, producing a tested comprehensive guide and training programme as a “grab and go” resource (Output 1).
- Advise on a wraparound ongoing programme of support for trainers or a network; and recommendations for expansion (Output 2).

We require everyone we work with to use the Act, especially the five ways of working, in shaping their methodology and carrying out their work. Therefore, we expect you to involve end-users throughout the project and collaborate with our team and other supporting organisations.

### Timeline for project:

These are outline timescales for project management purposes.

Date	Process
By Monday, 26 January, 17:00	Expressions of interest submitted
Monday 2 February	Contract awarded and start of project
Week commencing 2 February	Inception meeting
Week commencing 23 February	Mid-point meeting and review
By Friday 6 March	Produce output 1 (resource)
By Friday 20 March	Produce output 2 (advice note and recommendations)
Week commencing 30 March	Project end / close down meeting

*Please direct queries and expressions of interest to [heledd.morgan@futuregenerations.wales](mailto:heledd.morgan@futuregenerations.wales) and [Colleen.cluett@futuregenerations.wales](mailto:Colleen.cluett@futuregenerations.wales)*

Please note that due to Christmas leave and office closures, we'll be unable to answer queries from Monday 22 December until Friday 2 January.

## Budget

We have budget available of up to £5,000 (inclusive of VAT if applicable) for this piece of work.

**Payment Schedule:** We will pay 25% upon award notice; 25% at halfway stage and the remaining 50% upon satisfactory completion of final outputs.

## Assessment Criteria

We would like you to provide up to 2,000 words summarising your approach, experience, and cost. Please include:

- 1- Your proposed approach for the tasks described above, particularly how you would align it with the Well-being of Future Generations (Wales) Act. You should include detail on your background experience and skillset within this section (40%).
- 2- Proposed product output value (30%).
- 3- Your organisation's contribution to sustainability particularly how you seek to work in a way that improves social, cultural, environmental and economic well-being (see below for more information to help answer this section) (30%).

### Answering Criteria 3:

To help us assess how you would fulfil the criteria above, please tell us anything relevant that your organisation does to support equality, diversity and inclusion, reducing carbon emissions, enhancing biodiversity, the Welsh language and culture, and ethical supply chains.

Please include anything you think may be relevant, even small things, such as training you offer your staff, refusing plastic bags, using fairtrade products or recycled ones, not using or reducing plastic packaging, flexible working, being a real living wage employer, charity support, extra days off you give employees or other positive employment practices, community and environment support, or Welsh language and culture support or promotion.

We also need to know if there could be a real or perceived risk of political bias or conflict of interest so please tell us of any political affiliations senior staff have or anything else you think might be relevant – we can help in mitigating risks once identified

We will use the scoring matrix in the table below for our scoring assessment.

## Scoring Matrix

Scoring Guidance	Experience & Approach Maximum 40 marks	Proposed product output value Maximum 30 marks	Sustainability Maximum 30 marks



<b>Excellent.</b>	Score range	Score range	Score range
The proposal has provided a thorough response, addressing ALL requirements in extensive detail, providing confidence that the requirements can be met in full, with added value solutions.	<b>33 – 40</b>	<b>25 - 30</b>	<b>25 - 30</b>
<b>Good.</b>	Score range	Score range	Score range
The proposal has provided a strong response addressing most of the requirements in detail, providing confidence that the requirements can be met in full.	<b>25 – 32</b>	<b>19 - 24</b>	<b>19 - 24</b>
<b>Satisfactory.</b>	Score range	Score range	Score range
The proposal has provided a satisfactory response addressing most of the requirements in sufficient detail, providing confidence that most requirements can be met.	<b>17 - 24</b>	<b>13 - 18</b>	<b>13 - 18</b>
<b>Poor.</b>	Score range	Score range	Score range
The proposal has provided a patchy response addressing some of the requirement with partial detail. There are a few concerns about whether or not the requirements can be met, which requires further clarification.	<b>9 - 16</b>	<b>7 -12</b>	<b>7 -12</b>
<b>Unsatisfactory.</b>	Score range	Score range	Score range
The proposal has provided a minimal response addressing some of the requirement with very little detail. The response provided does not provide full confidence that the requirements can be met.	<b>1 – 8</b>	<b>1 - 6</b>	<b>1 - 6</b>
<b>Major Concerns.</b>	Score range	Score range	Score range
The proposal has failed to address the question, submitted a nil response or any element of the response gives cause for major concern that requirement[s] will not be met.	<b>0</b>	<b>0</b>	<b>0</b>