



CO-LEARNING

Maker Year

Making Sense of What Matters



Preface

Training for the future has never been more challenging and complex. On the one hand, the internet and the digital economy is creating abundant opportunities to learn and reinvent oneself as never before, but at the same time, there has never been more uncertainty for those looking to prepare themselves not just for work, but for life. It is time to make sense of what matters. Maker Year represents a new and also very ancient integrated framework for employers, trainers, housing providers, and agencies to work together to help those at risk of being left behind in the coming robotic age (that's all of us!) to successfully transition into the future, and build habits, rhythms, knowledge, and networks to thrive in the coming season.

The Challenge

At Maker Life, we believe everyone has a calling, that everyone is made for something, and that life is a preparation for destiny. But how can we create the right environment to explore that destiny, especially for those who are in life transitions and who have basic needs such as housing, work, and community? Often traditional training solutions will provide training but not work, or work but not housing or training, or community/support but limited training and work – and very few not only provide all of the above but also space for discovering your identity, strengths, weaknesses, and these could lead to a portfolio of work, leisure, and ownership as the whole world moves from not just 9 to 5 work to the gig economy, but into an era where income from work alone may not be sufficient – an era where owning the assets that generate wealth and resources ourselves may be the only viable way forward (whether via owning a company, a vehicle, a home, a robot, or something else). How can we therefore create pathways that enable people to become what we call Makers – not just those who use their hands to work, or who play with electronics – but all of us to discover our individual creativity, humanity – that which we all were made for that distinguishes us from machines, and yet which harnesses at the same time the machines (whether in hardware or software form) to help us be more human?

Maker Year Framework

Maker Year brings together all the elements needed for an initial year of transition and beyond. Agencies and employers agree to take on workers at entry level or higher positions, whilst Maker Year through its Maker Town

infrastructure sources very affordable housing (in the form of guardianships or other housing arrangements), and training environments through its Maker Wharf hubs and locations which workers become members of and help improve physically, and virtually as part of their training. During the course of the year for each pathway, workers are supported to save towards housing deposits and pay training fees from their salaries to pay for top-up after working hours training several times a week designed to help workers achieve direct hourly wage increases. The initial and ongoing training is designed not just to help workers gain initial skills with the opportunity to pursue a given sector and attain mastery over time in a craft today, but also seeks to help individuals understand more about where the world is going, and help them gain the confidence over time to explore their destiny as a Maker. The Maker Year approach means we will not just be satisfied for workers to be in the gig economy, or in full-time work. Our goal is to help them encounter Jubilee, and start to build a life that makes sense, and create fluent users of both their hands and of technology, to improve their own condition as well as those around them, and to help create greater levels of creativity, sustainability and productivity throughout the world. A key concept within this framework is that of the work pathway. The aim of Maker Year is to help bridge people from one situation to another, and one mindset to another. Initial pathways being piloted and explored by Maker Year include:

- Leaving the army as a veteran and entering the world of construction
- Leaving school/youth unemployment and entering the world of coding
- Leaving traditional work or unemployment and becoming an entrepreneur

Each starting point for each work sector can be varied, with an entry for example into construction opened up beyond veterans to those who have been homeless or ex-offenders.

Similarly, each entry destination can be varied, for example with veterans being supported to not just go into construction, but into cyber-security, or into other paths. There may even be pathways which leverage gig economy work and which do not have defined pathways – part of the year itself would be about working out what the pathway is. For those who have vulnerable needs, care will be taken to work with partners such as charities to ensure that there is the necessary support for them to start to make the transition into a fulfilled life.

which their emerging skills and contact with innovation could have on local communities around them and the ones that they have a link to and care about. So for example, a Maker may have started to learn how to use a CNC machine and to create multi-use furniture which can be applied not just to their own life, but also bring benefits to low-income families on estates living in cramped conditions.

The innovation Imperative

But we cannot just stop there. Workers need to stay ahead of innovation to survive in the robotic age. Our mission is not just to help people get into entry-level work and help them move up in the experience, skill, and earnings curve, but to work with innovators and in an interdisciplinary way to help develop test and trial new technologies and processes that can improve workers' productivity. For example, to explore the impact of augmented reality, and drones on site in construction to help train on the job, as well as to monitor health and safety and create jobs for veterans who are immobile. These projects will take place as part of each cohort's training so that within one year, a worker will have started the shift from the third to the fourth industrial revolution, and start to have a sense of how they can be an active participant and owner of it, rather than a passive victim of the disruption it will have on their lives. Innovation at the same time should not just be a benefit to employers and the business world but needs to have an impact on society at the same time. So our mission is also to encourage workers to understand the potential

Benefits to Stakeholders

There are many ways that different parties can be involved in the development and expansion of Maker Year as a framework, and there will be many benefits for all to enjoy.

- For employers and agencies Maker Year provides a holistic way to recruit and retain much needed motivated workers, and to pioneer enhancing their productivity
- For charities and those working with the vulnerable, Maker Year can provide an on-ramp into meaningful work, without the risk of clients becoming homeless
- For those with training platforms, skills and ideas to help train workers and future-proof their lives, Maker Year provides a safe and yet flexible way to pass on knowledge
- For the community and space-owners, Maker Year provides a workforce to enable social and economic impact and to improve and regenerate physical infrastructure
- For investors and funders of new models of work/innovation, Maker Year provides an environment in which startup activity can take place more affordable and preserving capital.

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