



Net Zero Carbon Engagement 2021

In The Workplace Report

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Notes

- This report covers the Commonplace Engagement with the general LCR population, Snap Survey Youth engagement, and draws in the findings from workshops/questionnaires conducted by Community Suppliers and the LCRCA. Throughout the report, the following key has been used to distinguish between the different methodologies.



**Snap Survey &
Commonplace Engagement
run by the LCRCA**



**Workshop engagement run
by the LCRCA or Community
Suppliers**

- The Commonplace response included confirmed, pending, and anonymous respondents, however there is no way to tell how many anonymous respondents are unique and no demographic data is available for them. However, the data has been cleansed of any duplicate comments.
- The general workshop data also includes 21 youth respondents (under 16) which were collated into a report and could not be unpicked. It is felt however that this shouldn't have much of an impact on the data.
- 13 respondents over the age of 25 took part in the youth survey run by the LCRCA. They were given the option to leave to take part in the general public survey on Commonplace yet some chose to stay. These individuals are included in the youth data, as their presence was deemed to have little impact on the results. However, notes are made where relevant to their presence and any impact on the data.
- Throughout the report the terminology 'base: xx' and 'n=xx' have been used. The 'base' refers to the people asked a particular question. Due to routing in the survey some questions were only asked to relevant individuals e.g. those already driving. 'n=xx' on the other hand refers to the amount of people who gave a specific response.
- Due to rounding and multiple choice questions some graph percentages may not add to 100%. Similarly, where overall agreement or happiness has been shown, the percentage may not equal the exact sum of the percentages shown separately. For example, somewhat agree may be 56% and very much agree may be 21%, but the joint percentage it may be 76% because this is calculated from the actual number of responses instead of just adding 56% to 21%, therefore showing a more accurate percentage.

Project Team

Environment

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Reports

- **Net Zero Carbon – Topline Report**
- **Net Zero Carbon – At Home**
- **Net Zero Carbon – Transport and Travel**
- **Net Zero Carbon – In Our Neighbourhoods**
- **Net Zero Carbon – In the Workplace**
- **Net Zero Carbon – Youth Report**



Net Zero Carbon – In the Workplace

By 2040, many more office workers will work from home for at least part of the week, reducing their need to travel, benefitting their family lives. Local businesses will thrive as they are more accessible to people. Every home is connected to fast digital networks which help to connect people and services, reducing the need to work at an office. Certain jobs, e.g. those in heavily polluting industries, will either no longer exist in the same way or will be done differently to how they're done today. There will be new types of jobs linked to the greener way we will all be living and there will be retraining allowing people to take advantage of these new opportunities.

Key Takeaways: Overall Thoughts

- Only 48% are positive about the visions for work, 32% neutral, and one in five (20%) are negative.

Base: 729



48%

POSITIVE



32%

NEUTRAL



20%

NEGATIVE

Key Takeaways: Concerns or Worries

- A number of concerns and barriers were put forward in relation to the vision including concerns that the changes will have negative impacts, such as, **increased mental health issues** for people working from home, **inequality** with older workers potentially being left out of training and those who are digitally excluded missing out on opportunities, **job losses** in general as organisations close or through automation and off shoring, and business districts and heavy office locations local economies collapsing with fewer customers to support them.
- It was also felt there are **practical considerations** that could be barriers, such as people having the space to work from home or being able to afford an increase in domestic energy use, or employers' opinion on the matter.
- The **cost of retraining** may also be a barrier to individuals or organisations particularly smaller ones; and there are tight timescales to retrain those required.
- For those in the youth research there are also worries over what skills they need to learn and if the jobs they are working towards will even be around in the future.

Key Takeaways: Solutions

- **Investing in training** was seen as key alongside **clear communications** on the new opportunities, who needs retraining, when and in what so that people, young and old, can make informed decisions about their lives.
- Other potential solutions include **supporting employers to make the shift** and seeing the advantages of doing so. Furthermore, helping to create a balance between employer and employee needs to mitigate some of the potential negatives of a shift to working from home.
- Furthermore, **investment in improved telephone and internet coverage** is needed, and **continued investment in renewable technology and green industries** so the jobs are available.
- Lastly, looking into local hubs for working may help those who do not have the space or want to work from home.

Background

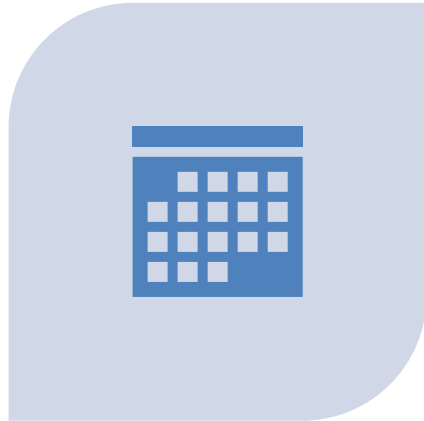
In 2019, the Metro Mayor and the Combined Authority declared a climate emergency. They set a very challenging target for the Liverpool City Region to become net zero carbon by 2040, 10 years before the UK's deadline to be net zero carbon.

In order to help develop a plan of action it was felt important to undertake research to engage the public in how they felt about the visions for 2040, what benefits they felt these changes may bring to their life, and any concerns or worries they had or foresee having.

Understanding the current perception of the changes needed and any concerns or worries can be used to help the policy leads design policy and work schemes to bring the public on the journey to Net Zero.

This report brings together the findings of the adult and youth research and engagement around the visions for how workplaces will change.

Methodology

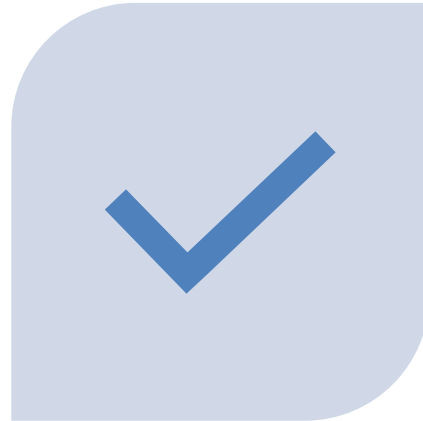


FIELDWORK PERIOD

Tuesday 29th June 2021

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Wednesday 15th September 2021



739 TOTAL RESPONSES TO THE IN OUR NEIGHBOURHOODS VISION

- 323 responses via Youth survey hosted on Snap Surveys
- 23 responses from Youth workshops/questionnaire
- 147 responses via General Population engagement on Commonplace
- 246 responses from General Population workshops



METHODS AND RECRUITMENT

- Self completion surveys. One designed for a general public audience and hosted on Commonplace. The other designed for a youth audience and hosted on Snap Surveys. Both were advertised through contacts, social media, internal LCRCA communications, and press releases.
- Workshops facilitated by the LCRCA and workshops/questionnaires run by Community Suppliers that the LCRCA commissioned.

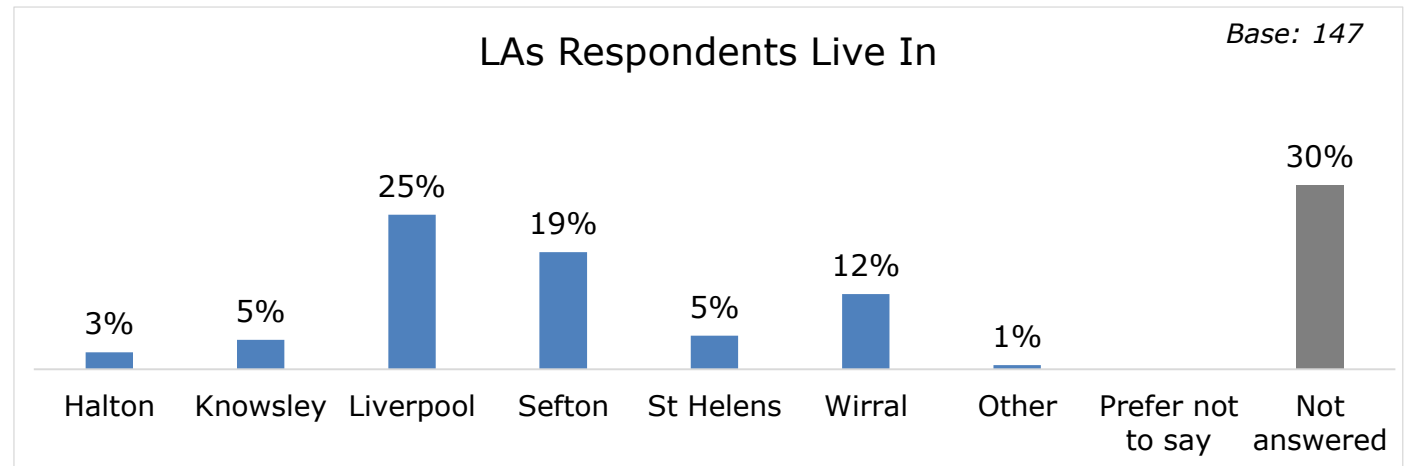
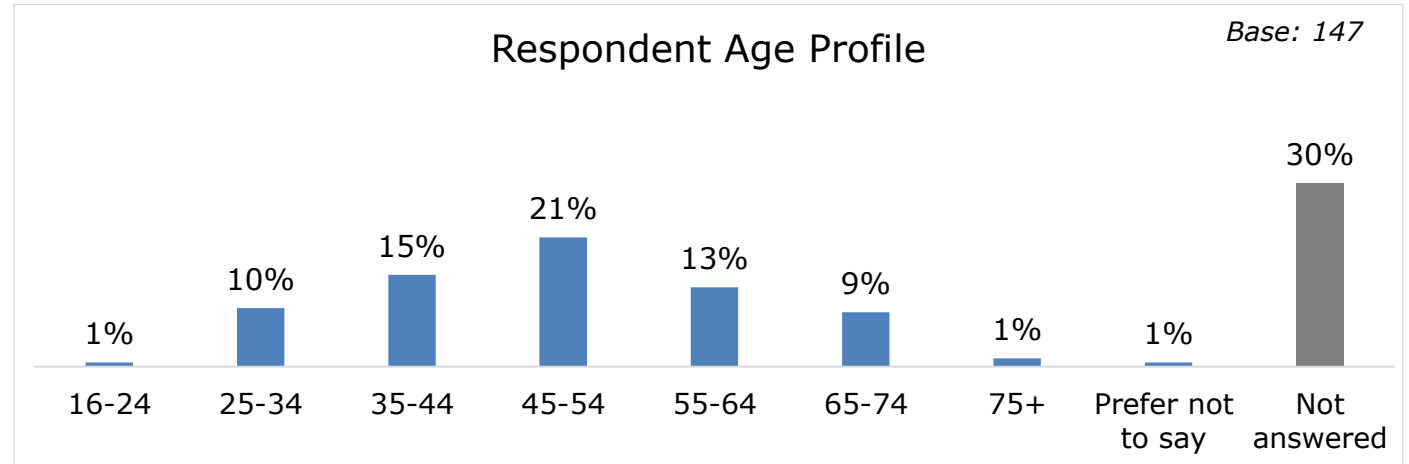


Commonplace Findings

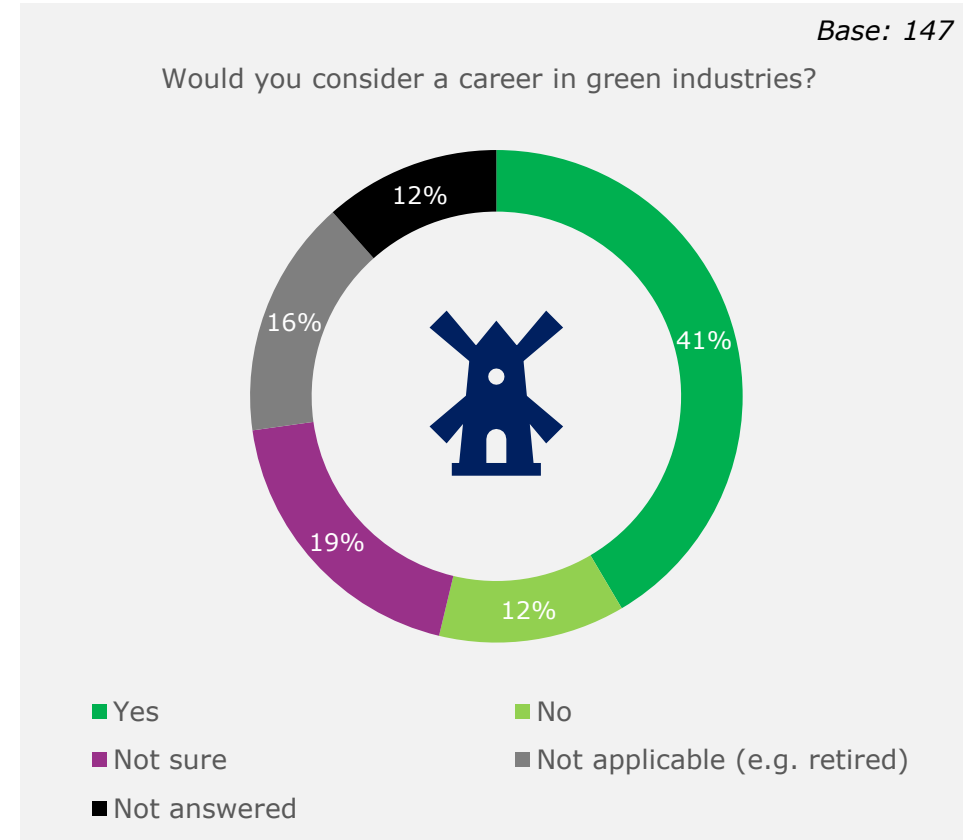
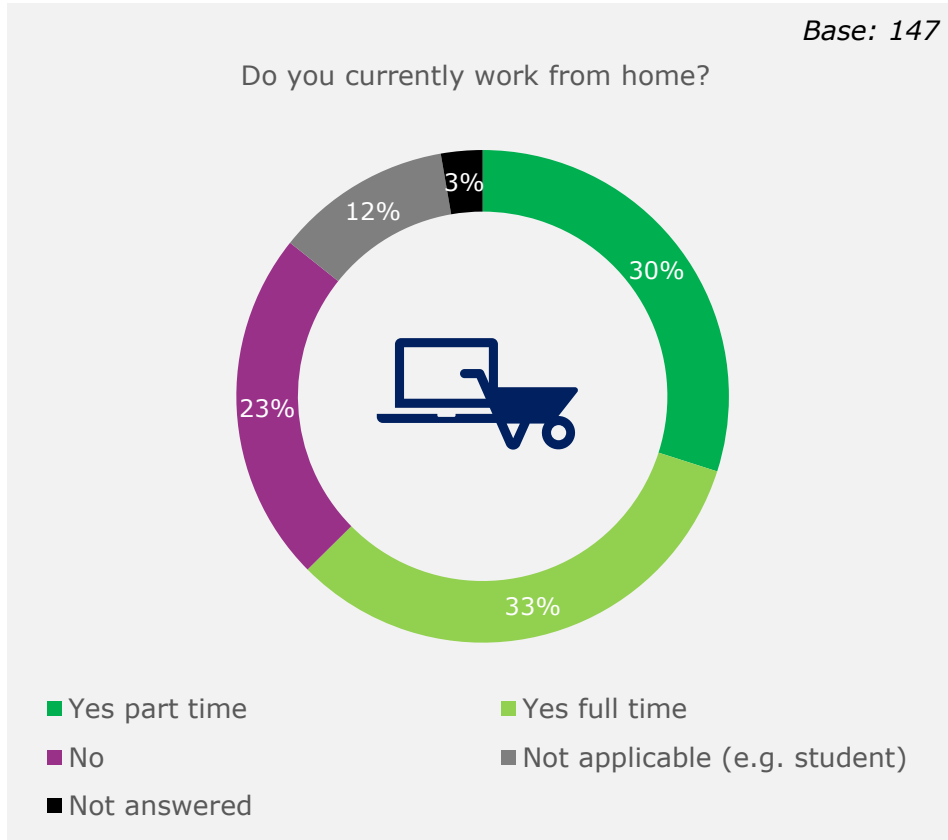


147 people responded to some or all of the 'In the Workplace' section on Commonplace

- As not every individual who engaged with the Commonplace questions answered all the sections it is important to understand the make up of the sample per section to fully interrogate the data. Who we are as individuals impacts our responses.
- Just under 3 in 5 (59%) of respondents to the work section were of working age (16-64 year olds).** This potentially could be higher as 30% did not answer the demographic question regarding age.
- 25% were Liverpool based, 19% Sefton based, 12% Wirral based, 5% each from Knowsley and St Helens, and 3% Halton.** Again 30% did not answer this question, so of these anonymous respondents no demographics were collected.



63% of those who responded currently work from home full or part-time, and just over 2 in 5 (41%) would consider a career in green industries.



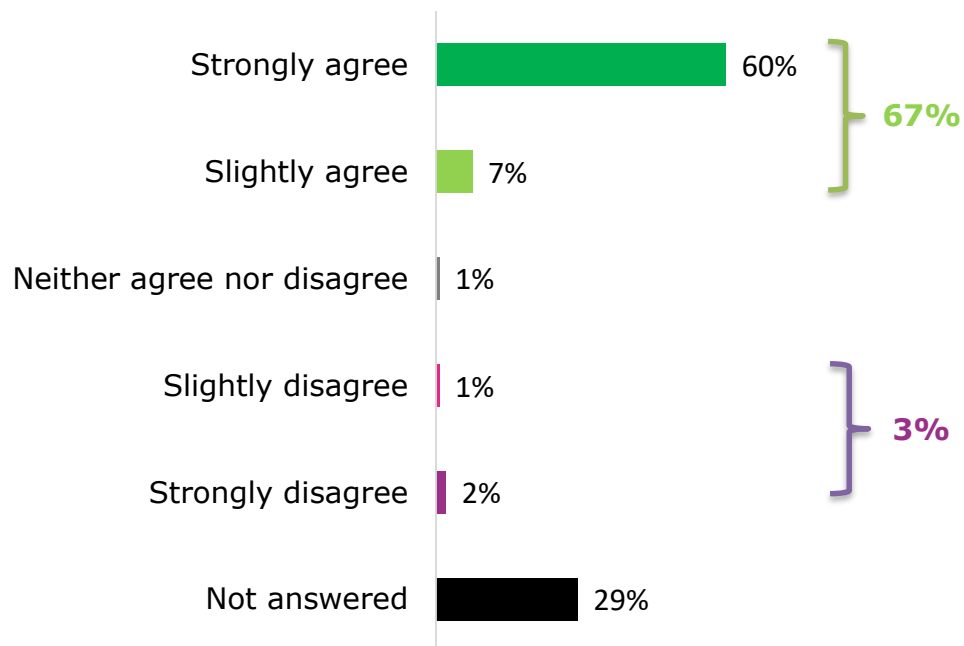


Just over 2 in 3 (67%) of those who responded to the work section agree we need to reduce carbon emissions.

This rises to 95% when we exclude those who did not answer the question (base: 104).

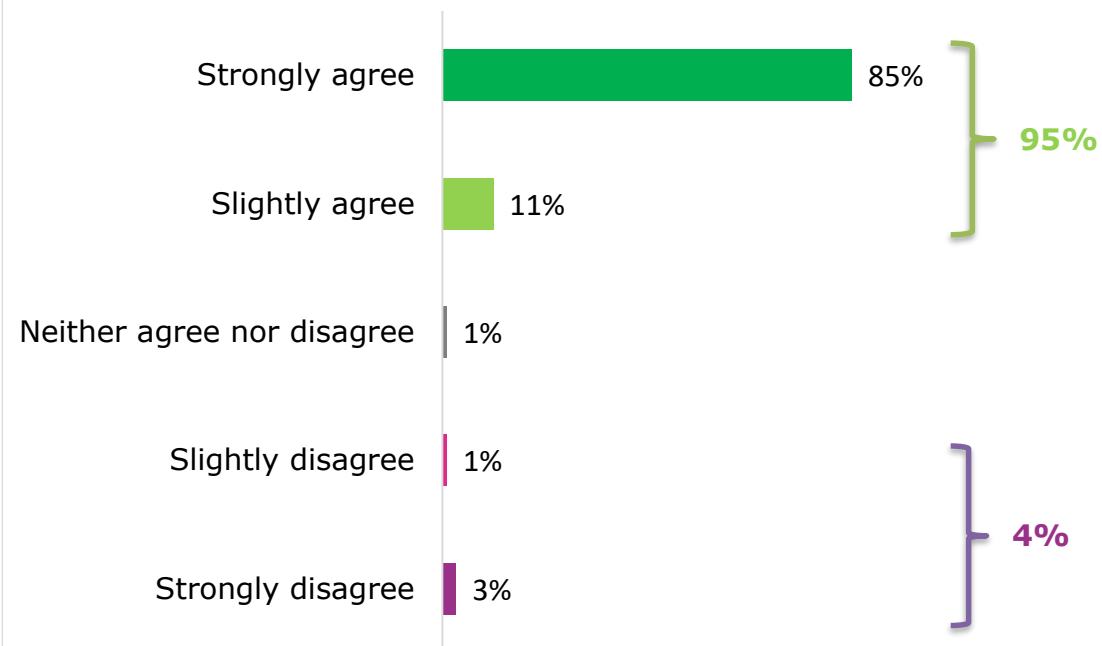
Base: 147

Level of agreement – need to reduce carbon emissions



Base: 104

Level of agreement – need to reduce carbon emissions



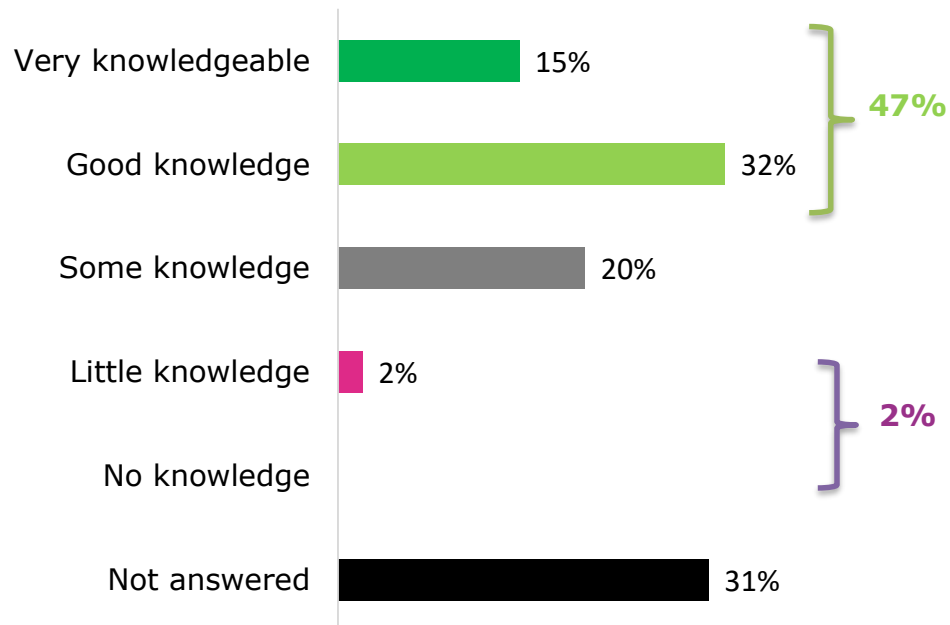


However only 47% of those who responded to the work section feel they have good or very good knowledge of what actions are needed to reduce carbon emissions.

This rises to 68% when we exclude those who did not answer the question (base: 104).

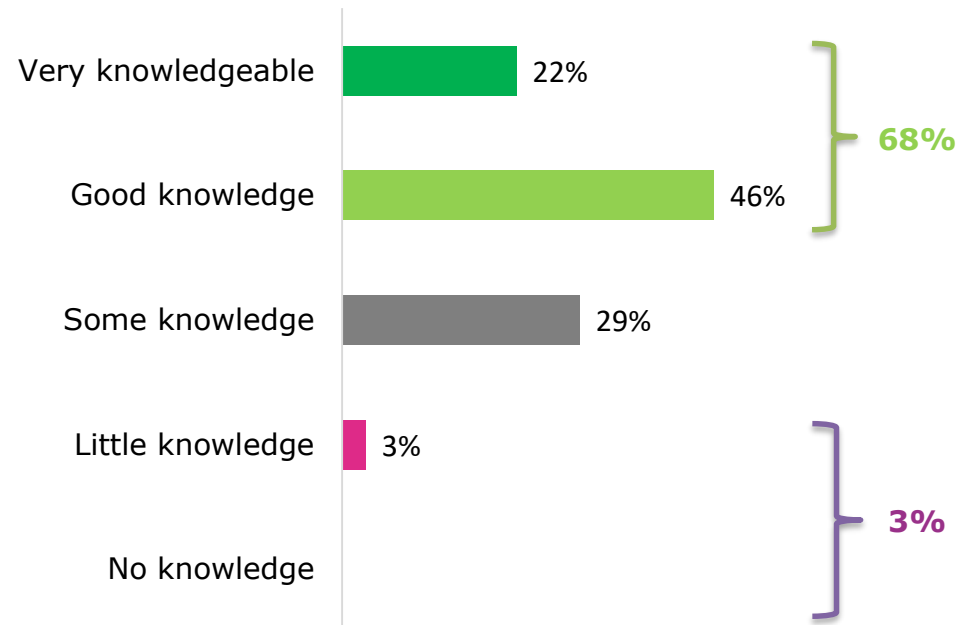
Base: 147

Personal level of knowledge about actions needed to reduce carbon emissions?



Base: 102

Personal level of knowledge about actions needed to reduce carbon emissions?





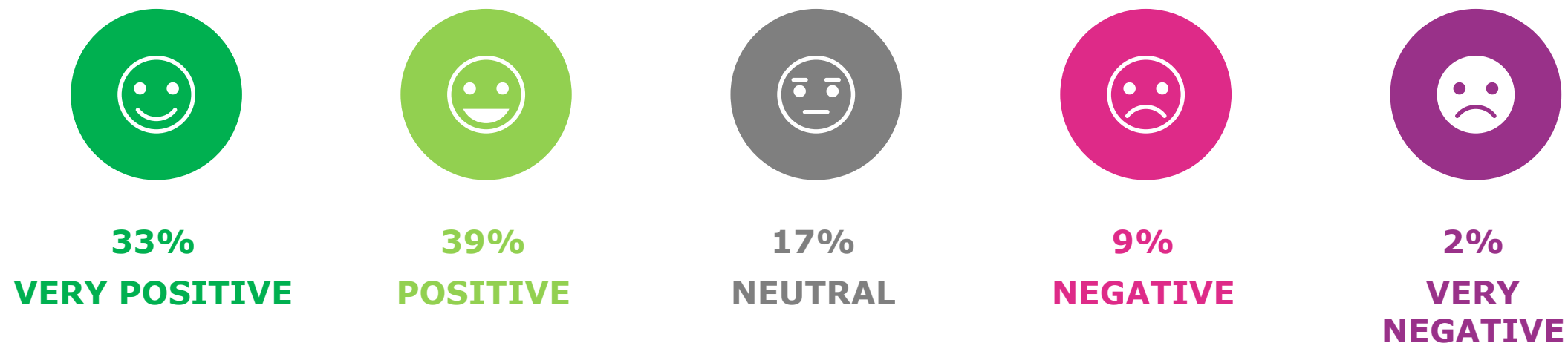
Visions for the Workplace.



The previous year has shown what is possible for many office-based workers in terms of working from home for at least part of the week, and we anticipate that this hybrid working model will continue. This shift will be supplemented by upgrading digital infrastructure, allowing for faster speeds. For many other professions, upskilling and retraining will take place in response to advancements and changes in technology. New careers are also likely in new greener industries.



72%, of those that responded to the question (base=137), **felt positive about the overarching statement for future work** on seeing it for the first time.

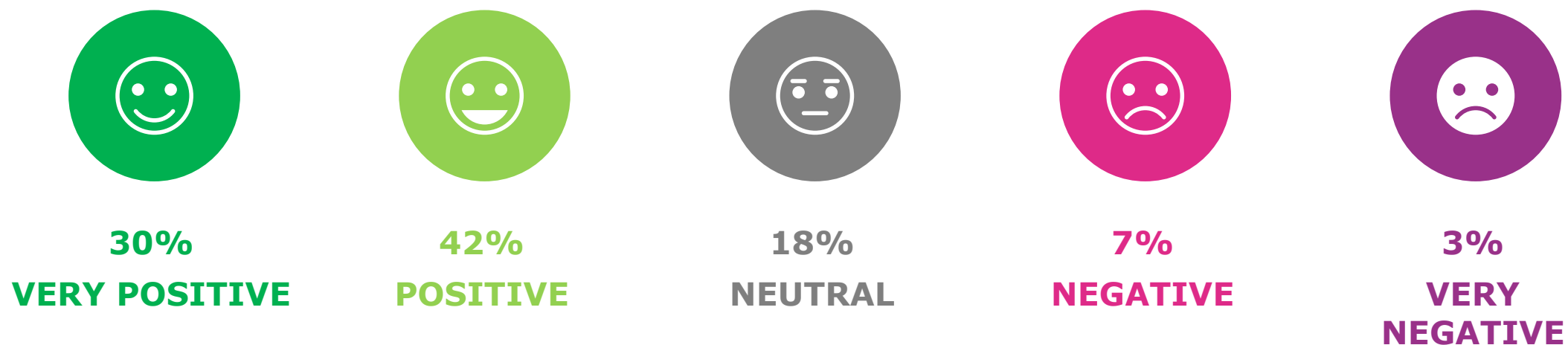


Base: 137 (excluding Not answered n=10)



This level of sentiment stays the same after seeing all the aspects that make up the overall work vision, with 72% of those that responded to the question at the end of the section about how they felt about all the visions (base=138), feeling positive.

Although those answering very positive dropped from 33% to 30% from the start of the work section to the end of the work section.



Base: 138 (excluding Not answered n=9)



Home Working & Digital Working

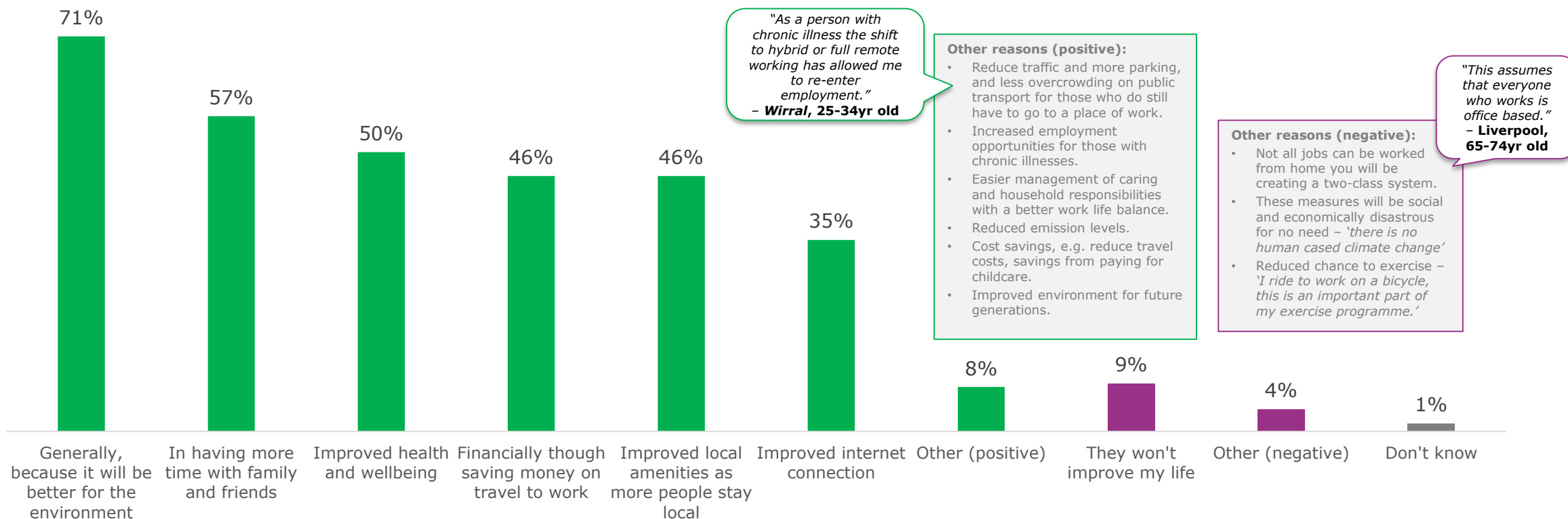
- **Home working:** Many more office workers will work from home at least part of the week, reducing their need to travel, benefitting their family lives. Local businesses will also thrive as they are more accessible to people.
- **Digital Working:** Every home will be connected to fast digital networks helping to connect people and services, reducing the need to work at an office.



Only 9%, of those that responded to the question (base=139), felt that the home working and digital working visions would not improve their life.

89% noted at least one improvement, with 71% picking that their life would improve generally as it would be better for the environment, followed by 57% who felt they would have more time with family and friends, and 50% who felt they would see improved health and wellbeing.

Base: 139 (excluding 'not answered' n=8)





The main concerns of barriers regarding home and digital working, included the potential impact on **mental health** of working from home (27%), the **practicalities** of working from home (e.g. space and cost) (21%), and negative **employer opinion** on working from home (16%).



27%

Impact on mental health of less human interaction and working from home



21%

Space and cost practicalities to running a home office (including cost of heating and broadband)



16%

Employer opinion of home working



13%

Detrimental impact on office heavy areas (e.g. closure of businesses as fewer customers and abandoned empty office buildings)



13%

Not all can work from home

"The ability for companies to have remote workers means they will eventually off shore those jobs to cheaper countries exactly the same as manufacturing in the late 20th Century."
- 25-34, Wirral

"Some people do not have suitable homes for working from home."
- Unknown

"Preparedness and Emergency Planning for electricity reliant power-cuts. Strengthening of internet and electrical power to withstand extreme weather events - local floods and very high winds."
- 60-64, Sefton

"what plans to prevent the city from becoming a ghost town?"
- 35-44, Liverpool

"Little account seems to be taken of those who, by the nature of their job, cannot WFH."
- Prefer not to say, Sefton

Base: 56 (excluding n/a answers n=12)

- Other reasons:**
- Poor telephone and internet coverage (9%)
 - Businesses benefiting over employees (e.g. lower pay, loss of benefits, off-shoring jobs) (9%)
 - Detrimental impact on career progression (7%)
 - Physical health implications (e.g. through less movement and posture issues) (5%)
 - The negative impact of the changes when changes are not needed (4%)
 - Skews data of employers reducing emissions, as off site to workers (2%)
 - Increased transport costs as fewer travel (2%)
 - Further inequalities in society (2%)
 - Preparedness and Emergency planning for power cuts (2%)
 - Lack of representation among policy makers (2%)
 - The impact of 5G on health (2%)
 - Heating offices will become more difficult (2%)
 - The changes are not enough, fast enough (2%)



42 respondents offered potential solutions with half (50%) revolving around supporting employers to see the benefits and striking a balance between employer and employee need and preference.

Base: 42 (excluding n/a n=9)



50%

Support employers in seeing the advantages of working from home and their responsibilities (e.g. through education, case studies, and green awards) & **support in striking a suitable balance for employer and employee** (e.g. discussing advantage of reduced hours, undertaking work to examine the impact of working from home on mental health, and introducing blended working)

*"Support from national and local government to support employers to find a balance and support employees to strike a balance which is acceptable to both."
- 25-34, Wirral*



12%

Improve mobile networks and access to sufficient/high speed internet connections (e.g. full fibre roll out)

- Other reasons:**
- Address future of any planned or redundant office/commercial building (5%)
 - New homes built with homeworking in mind (2%)
 - A plan that has reducing inequalities at its core (2%)
 - Government statements saying staff must return to offices to get the economy going (2%)
 - Monitoring software on those working from home (2%)
 - Support for local businesses (2%)
 - Foster sense of locality and the importance of home (2%)
 - Legal barriers where companies based in UK must hire a high percentage of UK based workers to reduce off-shoring (2%)
 - Proper taxation on multinational franchises (2%)
 - Real strategy and investment for the city (2%)
 - Universal basic income for those who can't work from home (2%)
 - Include those with disabilities, of all ethnicities, and those with or without children in the policy making conversations (2%)



10%

Measures to improve home energy use (e.g. more affordable solar panels and heat pumps, Government support to install green technology, plan for retrofitting, measures for home energy use)



7%

Management of office/home working balance & personal activity levels



7%

Creation of **local hubs** for people to work from

Q2: Briefly, what would help overcome these concerns or barriers?



Retraining

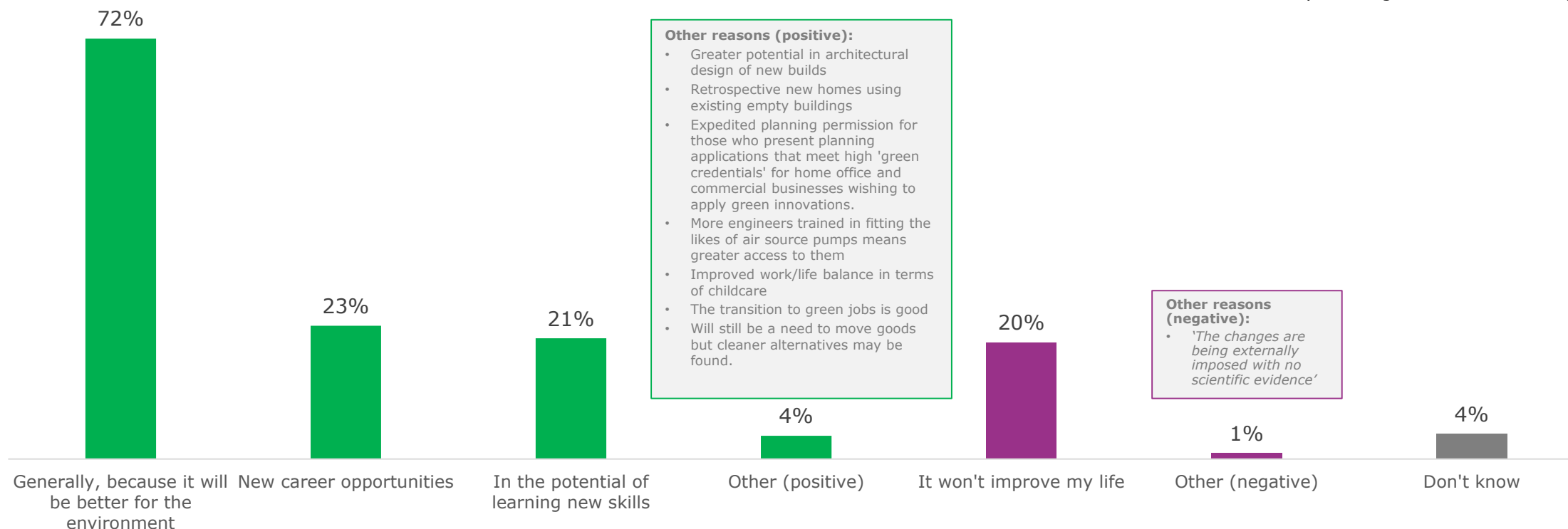
- **Retraining:** There will be a shift in jobs, for example gas heating engineers will be retrained to fit and maintain electrical heating systems. New jobs will also be created in greener industries.



20%, of those that responded to the question (base=140), felt that the retraining vision in relation to future working would not improve their life.

77% noted at least one improvement, with 72% picking that their life would improve generally as it would be better for the environment, followed by 23% who felt they would benefit from new career opportunities, and 21% who felt they may benefit from learning new skills.

Base: 140 (excluding 'not answered' n=7)





The main concerns of barriers around the vision of retraining were the **tight timeline for making the shifts and retraining (23%)**, and the **financial cost of making the changes (be that the cost of the training, or for consumers the cost of installation) (23%)**.

Base: 31* (excluding n/a answers n=11)



23%
Tight timeline for making the shifts required and retraining.

*"How little time there is to deliver this shift. Retraining needs to begin now if we're to be in a position where those who work in dying industries will easily be able to switch."
- Unknown*



23%
Financial cost of making the changes, whether that is the cost of training or the cost of installation.

*"The cost of changing the heating system will cause financial problems for me."
- 55-59, Knowsley*

*"Qualified people being put out of work. Don't believe others will spend money to retrain them."
- 35-44, Sefton*



16%
Whether retraining will be for all (e.g. all ages and those with disabilities)

*"Will retraining be available for older workers? Retirement likely 70 or higher, so if we don't retrain over 40s/50s we are wasting a lot of people."
- Unknown*

Other reasons:

- How much more electricity needed if shift from gas and how will be generated? (6%)
- Loss of jobs (6%)
- It is untrue to say there will be more opportunities in work, it will just be changes (6%)
- How to find information on the new careers (3%)
- Awareness of other heating options (3%)
- Unwillingness to change (3%)
- The productivity of the new jobs (3%)
- Increase in scams or unscrupulous traders due to government schemes like green energy grants (3%)
- Impact on other local businesses that rely on the current status quo (3%)
- Hydrogen being ineffective, uncertain and possibly emission increasing (3%)
- Increase in public transport costs (3%)
- Increase in stress levels leading to greater load on NHS (3%)
- Poor internet speed/no fibre (3%)
- Externally imposed changes with no scientific justification (3%)



Only 24 respondents offered potential solutions in the main these related to investing in comprehensive, inclusive education and training (n=9), and investment in renewable technology and understanding of the power consumption needed (n=5)

Base: 24* (excluding n/a answers n=6)



N=9

Investment in comprehensive inclusive education and training

"Ensure that Net Zero implications are considered as part of the development around adult education strategies."
- **Unknown**

"Introduce variation into the working day - even (say) allowing 1 hr a day to study a new discipline (or more advanced) version of one's current employment."
- **65-69, Liverpool**



N=5

Massive investment in renewable technology and understanding of the power consumption needed

Other reasons:

- Clear objectives and understandable KPIs around the changes needed (n=2)
- Inclusive recruitment to reduce inequality (e.g. disability and women) (n=2)
- Redeployment of existing staff to stop job loss (n=1)
- Local vetting of contractors (n=1)
- Open minds looking to the future not the past (n=1)
- National scoring system to score greenness of products (n=1)
- Green shopping catalogue to help people become aware of options (n=1)
- Planning around distribution and short/long distance hubs (n=1)
- Free change over of heating systems (n=1)
- Full fibre roll out (n=1)
- Above average wages (n=1)
- Allowing change to happen naturally over time (n=1)

"A Green Shopping Catalogue that should feature latest greener products and energy-saving products above others OR a national labelling system to score greenness of all products to encourage energy-saving."
- **60-64, Sefton**



Other Ideas and Thoughts



At the end of the survey respondents to the Commonplace survey were asked if they had any other thoughts or visions about how workplaces and work could look. Whilst some felt there would be **more flexibility** and a **shift to local** others noted **potential negative futures**.

More local connections

- More local work hubs
- Smaller, more local businesses
- Smaller farms and more farmers markets
- Better connection on the community level



Flexible working, reduced working, and more family time

- More family time
- Shorter working week
- Greater flexibility
- Hybrid working



Online world which may bring positives or negatives

- Better internet connection
- Cyber world
- Paperless society
- Holographic representations of colleagues working remotely
- Team meetings and social events happening in virtual or augmented reality
- Better opportunity for better paying jobs
- Better working opportunities for those with disabilities
- Lack of people interaction
- Shift away from community

- Power cuts
- Cities of empty office blocks
- Less distinction between home/work life
- Struggle to survive every day / later & later retirement
- Artificial Intelligence taking jobs or jobs being offshored
- Increased energy usage due to increased use of IT



Houses designed for hybrid working

- More home conversions
- House planning considering home office need

Other

- The LCR being a leader and innovator in the new world
- App that alerts to how green a building is when you walk into it.
- Change in working patterns to accommodate when to work due to temperature
- Commuting to work in self driving electric cars, public transport, or by active travel
- Less traffic so no need for new roads
- No building on green spaces
- Move away from wage labour
- Focus on mental and physical health
- More work involving caring for the environment



A number of thoughts were put forward, including house planning changing to accommodate working space, and education changing to mirror the skills needed.



- Change in education to mirror skills needed
- Electric heating systems
- Roof-top gardens to add insulation to all buildings
- Carbon-absorbing plants, including fruit trees to improve diets, manage weight, provide scent, bee beneficial.
- Weather shelters built using recycled materials for those who have no private garden to enjoy.
- Reduce costs to water bills as less fighting of fat-burges
- More deliveries



General Population Workshop Findings



Visions For Our Homes



By 2040, many more office workers will work from home for at least part of the week, reducing their need to travel, benefitting their family lives. Local businesses will thrive as they are more accessible to people. Every home is connected to fast digital networks which help to connect people and services, reducing the need to work at an office. Certain jobs, e.g. those in heavily polluting industries, will either no longer exist in the same way or will be done differently to how they're done today. There will be new types of jobs linked to the greener way we will all be living and there will be retraining allowing people to take advantage of these new opportunities.



Only a quarter (25%) of those asked about the work vision in the adult workshops were positive about the vision, although the majority (37%) were neutral about it.



25%
POSITIVE



37%
NEUTRAL



38%
NEGATIVE

Base: 246



The most frequently cited benefits of the vision for work concerned **working from home** and the **improvements to wellbeing and air quality** stemming from this



The Positives and Benefits

- That **young people will have more opportunities** in the future in terms of green industries, better work-life balance and new technologies
- **Improved air quality** from the changes to polluting industries
- Amongst those with long-term health conditions that affect their breathing, improved physical and mental wellbeing and healthy lifestyles through less pollution
- Less people on the roads commuting and **more people shopping locally**
- Not having to commute will lead to **better quality of life**, less stress and more time with family
- Local areas and shop might benefit and be regenerated
- **More job opportunities** and the ability to work in places further away due to not having to commute every day



Concerns and worries related to potential negative impacts of changes in the job market (e.g. job losses), working practices (e.g. negatives of working from home), and potential increases in unfairness and excluded individuals.



Concerns or Worries

• Changes to the job market

- Worries that some jobs that people are currently employed in will “no longer exist” after the transition to low carbon technologies
- Fear of having to retrain, particularly for those who might “fall between the gap” of being too young to retire but old enough they may struggle to retrain
- Worry that future career paths will be damaged, or the number of employment opportunities would be lessened
- General worries around changes being disruptive or having unintended negative consequences

• Worries around fairness

- Fear around whom changes would impact the most, specifically those from less affluent backgrounds and those with lower skill levels may be hit the hardest from changes
- Concern that a “social divide” may be created by more home working as many jobs are not able to be done from home
- Worry that larger companies are able to make changes whereas small, local businesses were less able to afford to adapt

• Inclusivity

- Concerns raised over digital inclusion
- Many older people might not be able to adapt as well to changes
- Fear that not everyone can work from home easily because of their home environment e.g. some people don’t have much space or may have young children at home
- Also worries around those in abusive relationships being at home more with their partners

• Changes to work practises

- Some expression of concern around more working from home around a loss of social interaction
- Also concern around how working from home will impact people’s finances with increased domestic energy costs
- Worries around how people will be able to adapt to changes to technology and if they will be able to keep up
- Worries that working from home will negatively impact career development, levels of peer support and how well employers look after employees not in the office
- Fear that home working can lead to poor health outcomes as seen over lockdown such as decreased mental health, weight gain and issues with posture

• Messaging

- Messaging is currently generally negative
- Focus can be on scaremongering and on what people may lose



Solutions put forward included mitigating ideas, such as, supporting those negatively impacted, retraining, investment, and improved services to work in different locations.

• Support for those negatively impacted

- Sufficient safeguards were felt to be needed for those who would lose their jobs as a result of changes
- Clear information needs to be communicated to those who may be impacted so they can make informed choices



• Investment

- Large amounts of investment and financial support are needed to support the transition to low carbon



• Education and training

- Need for young people to be trained now in the skills that future low carbon industries will require
- Support so people already in work could have an opportunity to play their part in changes
- Support for people less able to adapt to change (e.g. older people in terms of digital)

• Improved services

- Community hubs in each local area to ensure people have a space to work if their own home is not suitable
- Also would allow people to get the social interaction they might miss at the office
- Better access to health services to help those who may be negatively impacted by home working

• Messaging and points of entry

- Messaging needs to focus more on the positives
- Information needs to be accessible and digestible so people can understand changes and their benefits
- People need accessible points of entry so they can engage more easily and understand the issues



Youth Engagement Findings



What work could be like in 2040...

Many more office workers will work from home at least part of the week, reducing their need to travel. Every home will be connected to fast digital networks.

Some jobs may disappear or change as a result of the changes required to reach 'net-zero carbon'. Yet, other jobs are likely to be created, for example in greener industries.



56% of those that responded to the youth survey are somewhat or very happy with the vision presented regarding work in 2040.



19%

VERY HAPPY



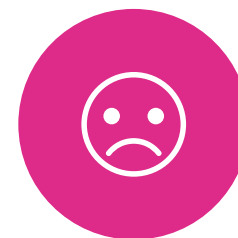
37%

SOMEWHAT HAPPY



32%

NEITHER HAPPY NOR
UNHAPPY



8%

SOMEWHAT
UNHAPPY



3%

VERY UNHAPPY

Base: 323



Only 8 of those asked about the work vision in the workshops were positive about the vision.



8

POSITIVE



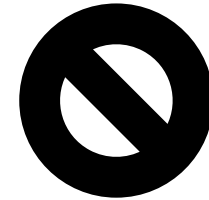
13

NEUTRAL



2

NEGATIVE



2

PREFER NOT TO SAY

"I'm just neutral at the moment... many jobs treat working from home as part-time and pay their employees as such. The costs for people to go green are already hard for a lot of people on lower incomes, so the jobs issue is one that would make me feel uncertain or fearful"

Base: 25



Whilst those in the workshops noted potential positives such as **less commuting** and **more convenience**, there were several concerns



Positives and Benefits

- **Less commuting** has benefits for the individual and less traveling is better for the environment
- Possibly **increased job opportunities** in being able to work for companies based far away
- **More convenient**



Concerns or Worries

- **Negative impacts**
 - Negative **mental health impacts** e.g. from isolation
 - **Disproportionately impacting poorer people & increasing digital poverty** (e.g. affordability of good internet & equipment)
 - **Difficult for older workers**, particularly in finding new roles or the cultural change.
 - People **replaced by automated systems**
 - **Closure of workplaces** with shift to online
 - **Less productive** at home
 - Difficulties for working parents
 - Harder to access support from colleagues

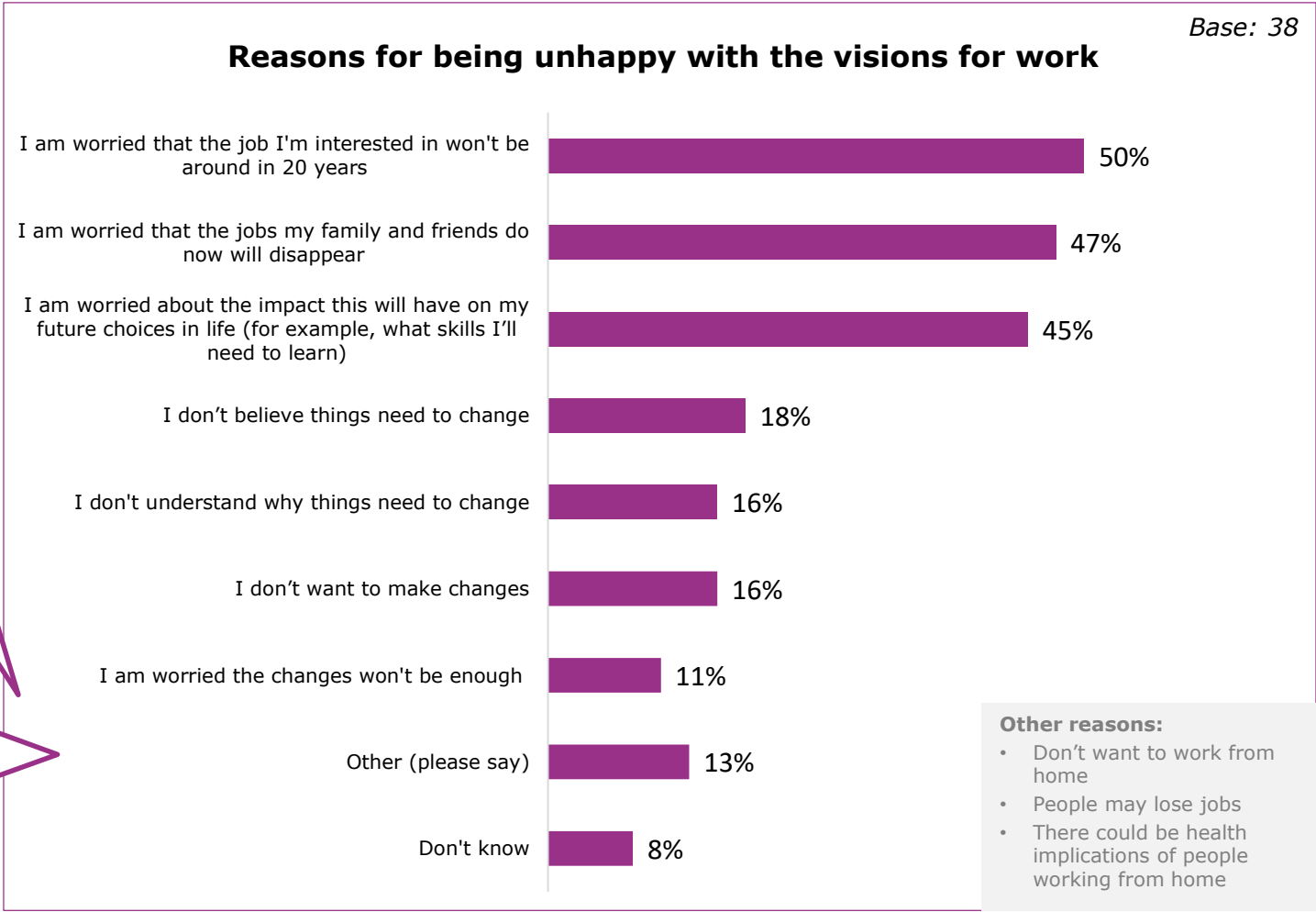


Of the 38 unhappy in the survey, they noted being unhappy because of worries they have about their future opportunities and the situation for friends and family.

- 38 respondents were unhappy with the proposed visions for work in 2040. With the 3 biggest reasons being;
 - Worried that the job they are interested in won't be around in 20 years (n=19)
 - Worried that the jobs their family and friends do now will disappear (n=18)
 - Worried about the impact this will have on their future choices in life (n=17)

"People may lose hundreds of jobs just because of some environmentalists saying that jobs they do are too strong emissions wise." – Knowsley, 14-15yr old, Male

"If people have the choice to work at home, it's stopping the people who walk to work from doing exercise. The people who work at home won't have any spare time either to go do exercise because they are working." – Liverpool, 14-15yr old, Female



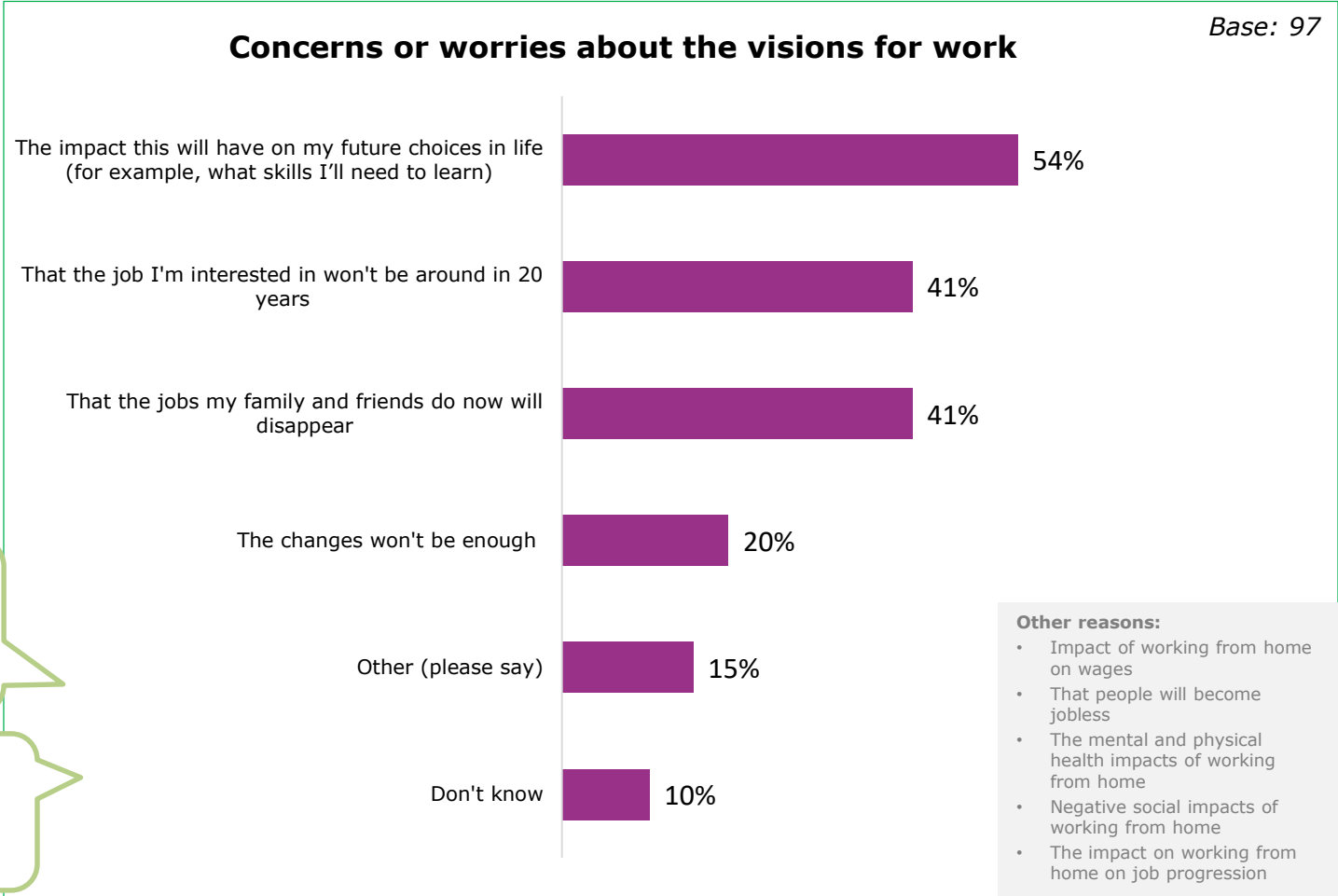


Additionally, 34% of those who were happy (or in between) about the vision in the survey, have concerns or worries about their future opportunities and the situation for their loved ones.

- Of the 285 who noted either being somewhat or very happy, or neither happy nor unhappy, with the work vision, 34% (n=97) still mentioned having concerns or worries.
- The 3 biggest concerns or worries being:
 - The impact this will have on their future choices in life (n=52)
 - That the job they are interested in won't be around in 20 years (n=40)
 - That the jobs their family and friends do now will disappear (n=40)

“Those people already employed in the jobs that might die out, they might just become jobless. The main concern is the employment rate after the change(s).” – Liverpool, 14-15yr old, Male

“With more working from home, how do graduates and new employees make those vital networking connections and receive support” – Wirral, 22-23yr old, Female





In the workshops participants were asked if they could think of any solutions to these concerns or worries, with a few suggestions being put forward...



- **Automatic compensation** & retraining if someone's role is discontinued



- **Legislation**

- Legislation should be put in place to prevent exploitation. Working from home should be a personal choice & not mandatory.
- Social/racial Justice, ensuring minority communities are not marginalised.



- **Improve Connectivity**



- **Training**

- Improve IT skills
- Adding climate into all aspects of school curriculum to improve climate literacy



- **Improve access to green industries**

- Access level jobs for younger people to build careers

