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### Sub theme 1:1

- Change the governance of universities to bring in majority from outside to focus on Third mission 5 greens 1 yellow
- Develop a core curriculum of environmental sustainability for every region 6 greens
- Develop a shared vision of a learning City/region 4 greens 1 yellow
- Creating common strategies for full participation and engagement The Martini Factor 4 greens
- Real World Skills 4 greens 1 yellow
- Develop active partnerships based on local needs 7 greens
- Teaching of innovation and creativity at a younger age 3 greens 1 yellow
- Flexible accreditation 3 greens 3 yellow

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### Sub theme 1:1

- Learning city of the year competition 12 reds
- Develop new theoretical contributions on complex systems 5 reds

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### Sub theme 1:2 – 1:7

- Development and partnership involving all stakeholders 7 green
- Establish training rights for all workers within working hours 7 green
- Local knowledge for local needs 7 green
- Targeted programmes for socially excluded groups 7 green
- Bring learning to the learners 6 green
- Attracting inward investment combined with social development 2 green 5 yellow
- Support individual freelancing not only traditional employment 2 green 5 yellow
- Regional level flexibility to support leaning as an investment not a cost (social accounting) 3 green 3 yellow

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### Sub theme 1:2 – 1:7

- State support services should actively engage with SMEs 13 red
- Personal audits as a mechanism to align individual and organisational goals 4 reds ( greens and five yellows
- Develop non formal arenas between SMEs and other partners

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