



Workforce  
Foresighting  
Hub

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Innovate  
UK

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# How do we build a skilled workforce for tomorrow's industries?

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If the UK is to exploit innovative technologies for the future, we must ensure a skilled workforce to develop, implement, manage and drive such technologies.

The global marketplace is changing at a rapid pace and there are opportunities for growth in all sectors. We must invest in science, innovation and technology, including in the development of essential skills.

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Organisations have identified that they need a workforce able to adapt to new capabilities that require different and often higher skillsets. New recruits with the right skills are in short supply.

Innovate UK has recognised this challenge and the Workforce Foresighting Hub delivers a structured process to help all stakeholders overcome it.

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# Failure to address...

“Failure to address the workforce development challenge will mean missing out on opportunities to build the UK’s productivity and to take market leading positions.”

Manufacturing the Future Workforce,  
High Value Manufacturing Catapult  
and Gatsby, (published 2020)

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# What is the Workforce Foresighting Hub?



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We provide the process, insight and recommendations for industry, policymakers and educators to adapt to continuing change.

Initiated and funded by Innovate UK and built in collaboration with the UK's Catapult Network, the Workforce Foresighting Hub employ global data and identify future skills demands by considering the critical three areas of workforce, supply chain capability and technology.

We then help employers and educators to understand what changes are needed to avoid a skills shortfall and lead future industry.

[What is the WF Hub?](#)

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Right skills, right time,  
right place ✓

03

We're here to help shape future occupational profiles and educational provision required to enable adoption of innovative technologies and solutions. We're setting out a consistent, collaborative approach for best practice workforce foresighting.

Right skills, right time,  
right place ✓



# Developed in partnership

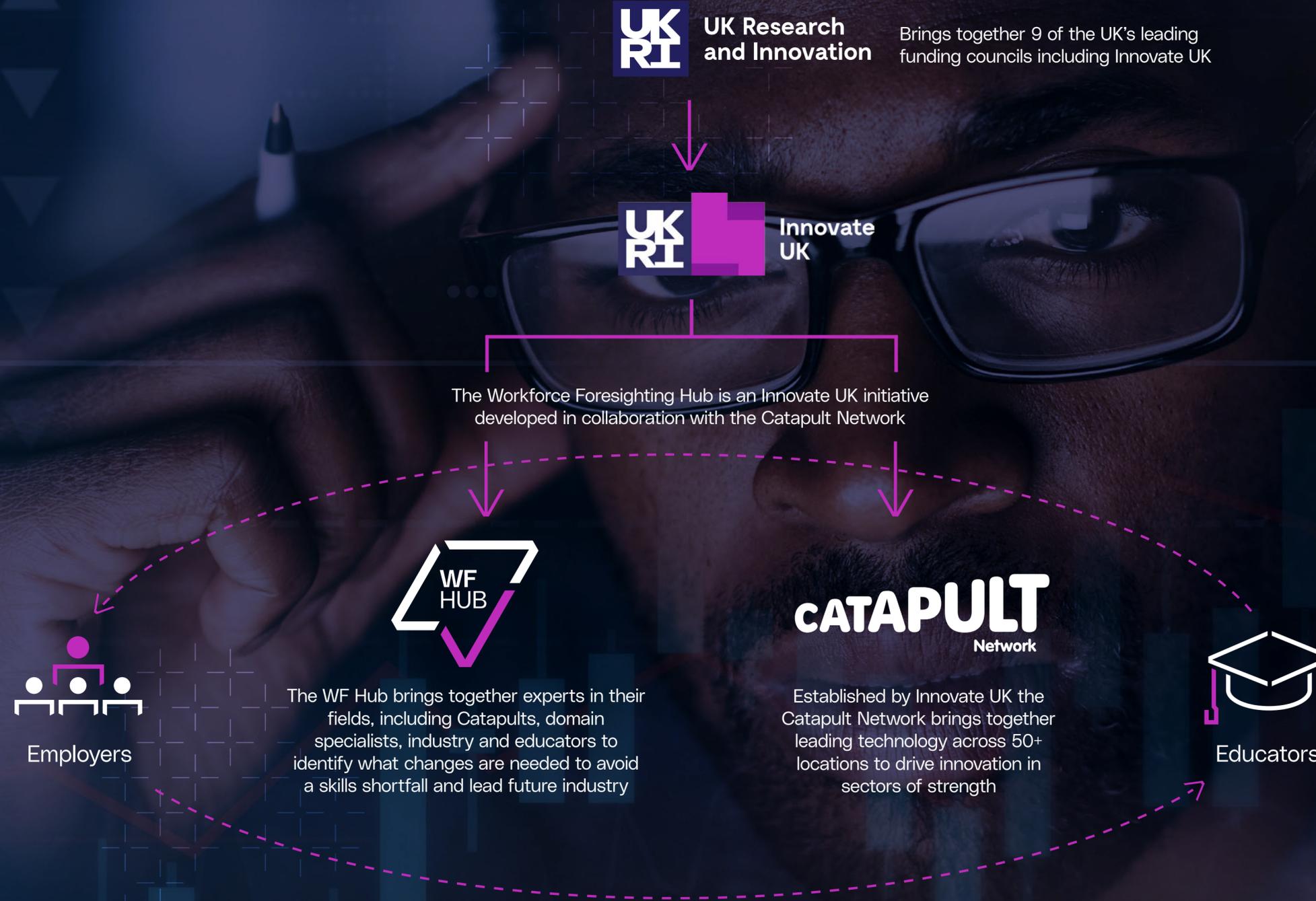
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The Workforce Foresighting Hub (WF Hub) is backed by Innovate UK, one of the UK Research and Innovation's (UKRI) nine councils, and built in collaboration with the UK's Catapult Network. The WF Hub also works closely with the Department for Education, the Unit for Future Skills and the Institute for Apprenticeships and Technical Education.



There's a way to do it better - find it

Thomas A. Edison



# 04

UK Research and Innovation (UKRI) is a non-departmental public body sponsored by the Department for Science, Innovation and Technology (DSIT).

Through nine Councils, it maintains and champions the creativity and vibrancy of disciplines and sector-specific priorities and communities.



Whether through research council grants, quality-related block grants from Research England, or grants and wider support for innovative businesses from Innovate UK, UKRI works with stakeholders to understand the opportunities and requirements of all the different parts of the research and innovation landscape, maintaining the health, breadth and depth of the system.

# 04

## Innovate UK

Innovate UK is the UK's national innovation agency, supporting business-led innovation in all sectors, technologies and UK regions. It helps businesses grow through the development and commercialisation of new products, processes, and services, supported by an outstanding innovation ecosystem that is agile, inclusive, and easy to navigate.

As part of this objective, Innovate UK is also investing in and leading the development of a proactive education system to embed innovation into future UK policy.

The Workforce Foresighting Hub will be critical in enabling this.

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## The Catapult Network

A network of world-leading technology and innovation centres established by Innovate UK, the Catapult Network supports businesses in transforming great ideas into valuable products and services.



Catapults deliver impact across the UK economy, enabling businesses to thrive in global markets.

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# Objective, vision and mission

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# Our objectives

1. Understand and explain the gaps between workforce, capability and technology that could hamper innovation.
2. Identify and communicate insights, challenges and future requirements from industry and educators.
3. Enable and deliver a consistent approach to foresighting to address workforce skills demands that will be required in two to five years' time.

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# What is workforce foresighting?

Workforce foresighting is a systemic approach to identifying the organisational capabilities and workforce skills necessary to enable industry to adopt and exploit innovative technologies.

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# Our vision

To foster the organisational capability and workforce skills required to adapt to continuing change and enable adoption of innovative technologies to enable a prosperous UK industry.

# Our mission

To provide the process, insight and recommendations required to identify and address future skills demands to enable the UK to adopt innovation and succeed in the dynamic global marketplace.

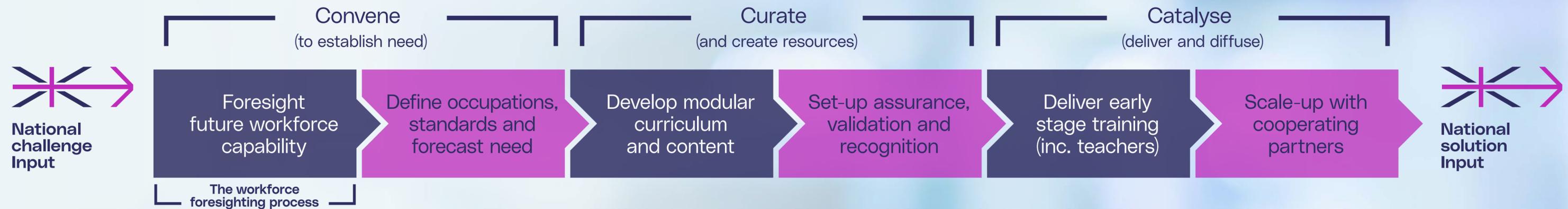
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# Promoting collaboration

Supporting the Skills Value Chain.

# 06

Our activity shapes the first step of the Skills Value Chain.



## Promoting collaboration

The Skills Value Chain approach promotes connectivity between the upstream UK’s innovation and downstream skills systems, whilst also enabling better co-operation within the education and training systems.

This approach was developed in the Manufacturing the Future Workforce report, led by the High Value Manufacturing Catapult with funding and support from the Gatsby Foundation.

# 06

We do this through a structured process, bringing together insights convened from workshops with experts (domain specialists/technologists, employers and educators) and data collated from open source, global data sets.



Expert Input



Data Input



National and global data sets

Output



- Future supply chain capabilities
- Prototype occupational profiles and workforce skills
- Changes needed to current training provision
- Recommendations to cause action

# National strategies

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# Our activity is focused on national strategies.

To ensure the Workforce Foresighting Hub and its activities align with national strategy and policy, all activities will align with Innovate UK's three impact domains, which were identified in its Strategic Delivery Plan 2022-2025.



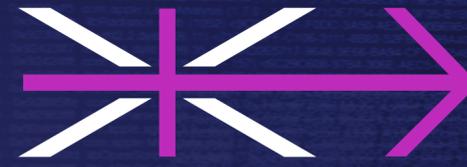
# How does it work?



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Step 1 of the Skills Value Chain

Convene  
(to establish need)



National challenge  
Input

Foresight  
future workforce  
capability

Define occupations,  
standards and  
forecast need

Develop modular  
curriculum  
and content

The workforce  
foresighting process

How does it work?

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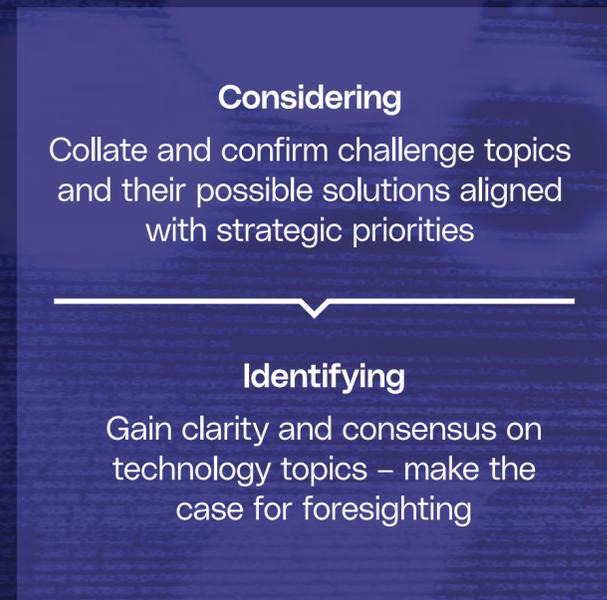
Right skills, right time,  
right place ✓



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Step 1 of the Skills Value Chain

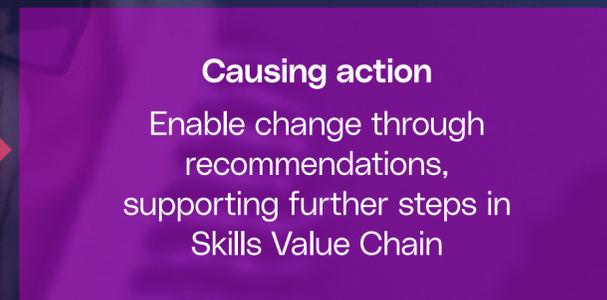
Phase 1



Phase 2



Phase 3



Step 2 of the Skills Value Chain

# A structured approach to causing action

How does it work?

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Right skills, right time, right place ✓

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The process begins when the Workforce Foresighting Hub team works with a Catapult to look at relevant challenges in their sector, in alignment with national priorities.

Next, the combined team establishes an innovation (a solution or technology) in development that will answer this challenge, before speaking with industry experts and technology specialists for clarification and consensus. Relevant experts are identified for the foresighting cycle and a topic agreed for foresighting.

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The process brings together experts from each of three categories - domain specialists/technologists, employers, and educators - for collaborative information-gathering workshops and collates data from open source, global data sets.

Following this, a working group consisting of the industry sponsor and centre of innovation, with support from the Workforce Foresighting Hub team, produces a detailed report with recommendations.

This report details future supply chain capabilities, prototype future occupational profiles and required changes to current training provision for the sponsor to take forward and address skills challenges relating to the specific topic.

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# A skilled workforce

Exploitation of innovative technologies relies on a skilled workforce.

Developing this workforce and preventing a skills shortfall will provide future-thinking organisations with the capabilities to adopt innovation and enable the UK to build a prosperous economy.

A photograph of three workers in blue overalls and safety glasses, two men and one woman, looking at a document together in a factory or workshop. In the background, there is a large industrial fan and a red and white traffic cone.

We all have a part to play – and we can all benefit too.



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# What's in it for you?

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# Make an impact, influence and lead in your area of expertise

## Catapult Centres have the chance to:

- Make an impact, influence and lead in your area of expertise
- Access funding opportunities
- Contribute towards shaping and developing the foresighting process
- Take steps to meet your own objectives
- Support the UK's goal to exploit innovative technologies
- Access networking opportunities at national level

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## Domain Specialists/ Technologists have the chance to:

- Drive passion for innovation and its adoption
- Shape the impact of the future
- Address national challenges
- Leverage your expertise for change
- Access networking opportunities at national level

What's in it for you?

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Drive passion  
for innovation  
and its adoption



# Prepare for future demand

## Employers have the chance to:

- Prepare for future demand
- Build a strategic approach for adapting your workforce to deliver future organisational capabilities
- Lead and influence your industry
- Enhance your brand amongst customers, employees and prospects
- Access networking opportunities at national level

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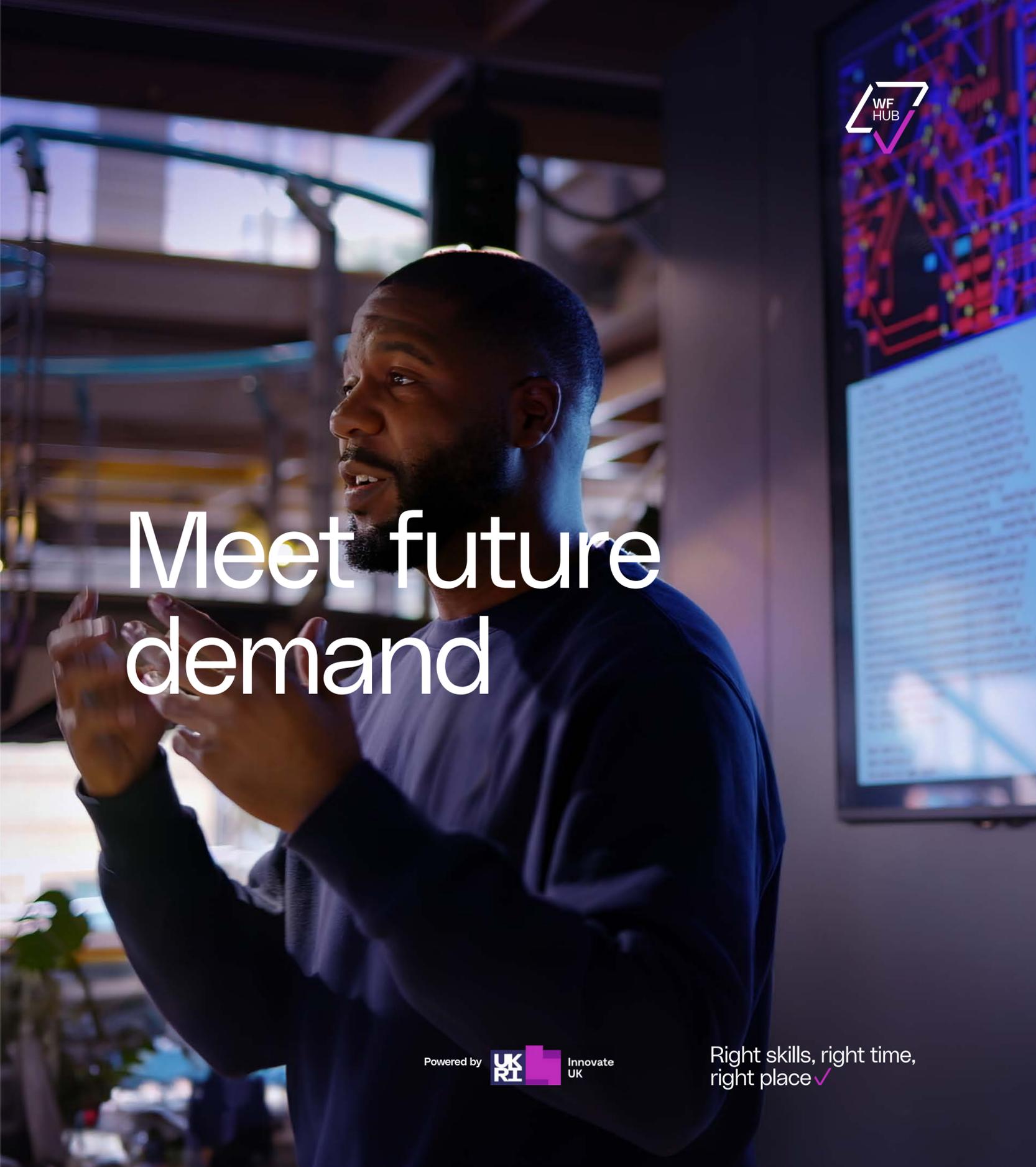
## Educators have the chance to:

- Meet future demand
- Gain early access to future skill demands by employers needed to shape product offerings
- Establish your position as part of the solution
- Enhance your brand amongst customers
- Access networking opportunities at national level

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# Meet future demand



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right place ✓



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# Get involved

To start your journey  
contact our team today

[info@iuk.wf-hub.org](mailto:info@iuk.wf-hub.org)

Our team is ready to engage with centres of innovation to identify topics for workforce foresighting. We're also seeking domain specialists/technologists, employers and educators to take part in workshop sessions across a range of topics.



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