



Workforce  
Foresighting  
Hub

# Solving the skills challenge

## A reference guide for the UK Catapult Network

The global marketplace is changing at a rapid pace and the continued development of innovative technologies is creating opportunities for growth in all sectors.

Whilst we are well placed to take advantage in the UK, the Government and industry have identified that we need a workforce able to adapt to new capabilities that require different and often higher skill sets.

*“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.”*

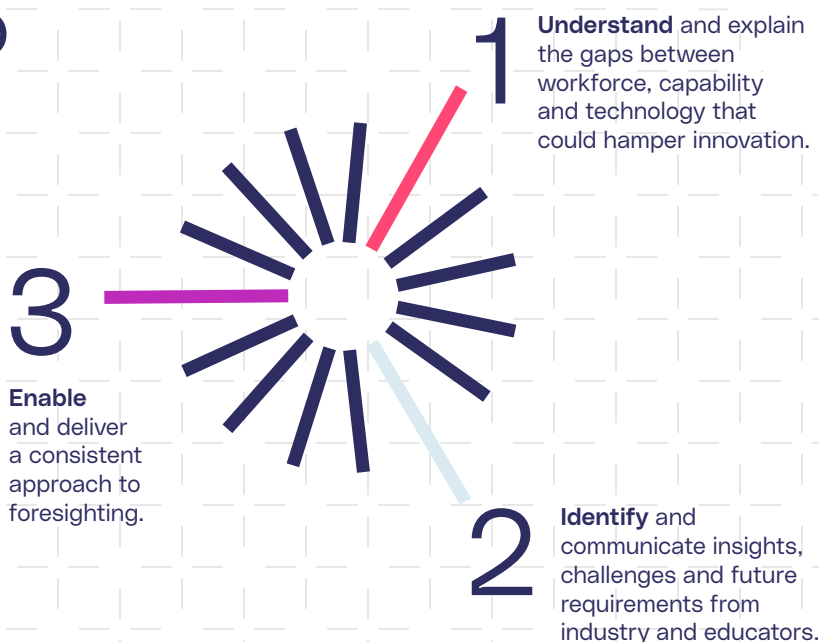
Manufacturing the Future Workforce (published 2020)

This is everybody’s challenge. We’re on a mission to help develop the future workforce, prevent a skills shortfall and provide future-thinking organisations with the capabilities to adopt innovation, and enable the UK to build a prosperous economy. However, we can’t do it alone.

# Foresight for future change – introducing the Workforce Foresighting Hub

The Workforce Foresighting Hub (WF Hub) provides the process, insight and recommendations required for industry, policymakers and educators to adapt to continuing change.

How we do this →

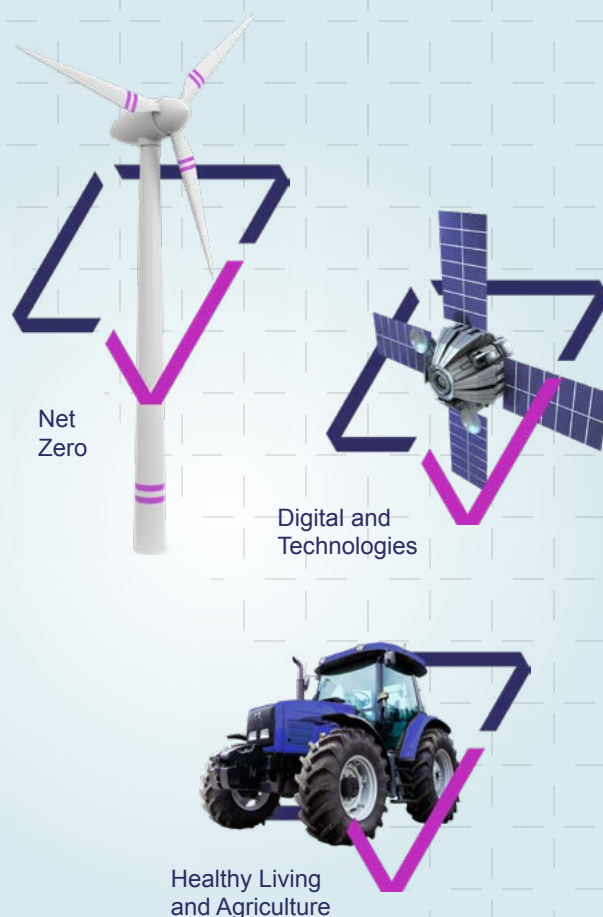


## What is workforce foresighting?

A systemic approach to identifying the organisational capabilities and workforce skills necessary to enable industry to adopt and exploit innovative technologies.

The WF Hub is initiated and funded by Innovate UK, built in collaboration with the UK's Catapult Network. Crucially, it is aligned with national policy – all activities are developed in line with Innovate UK's three Impact Domains, which were identified in its Strategic Delivery Plan 2022-2025.

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

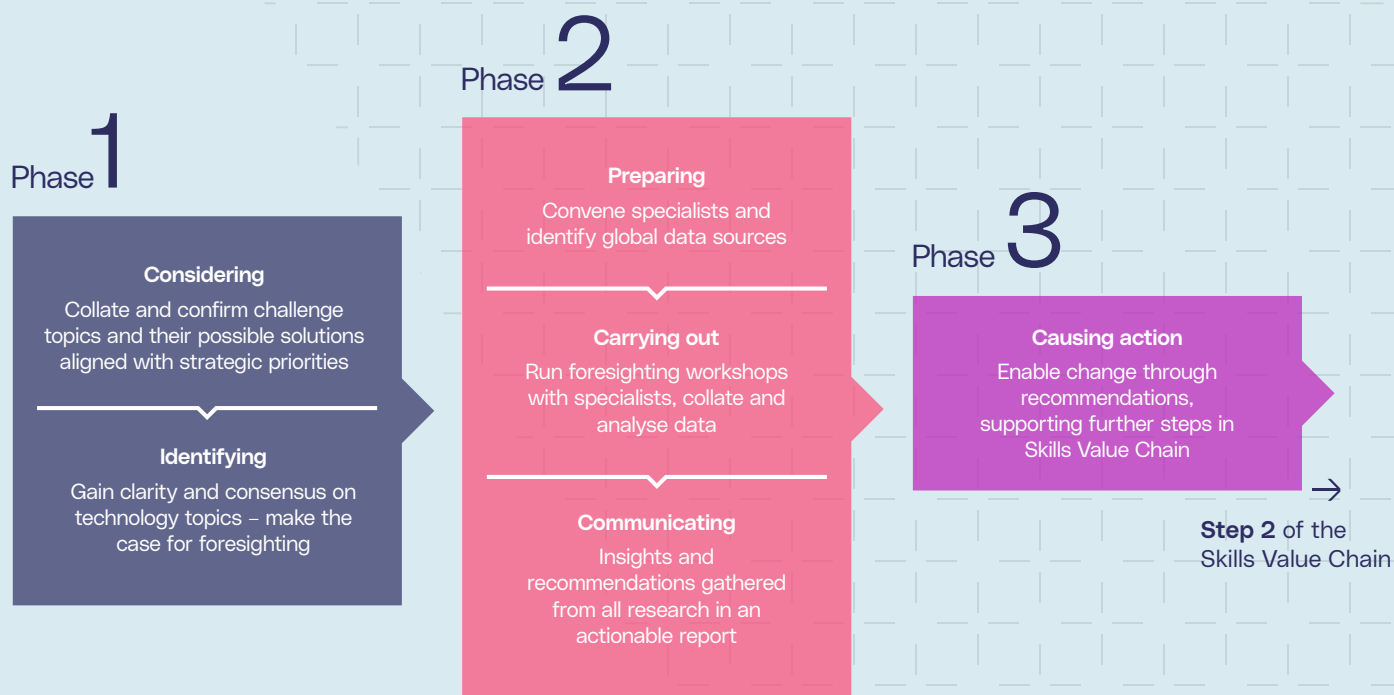


# The foresighting process

We recognise the expertise that Catapults can offer, as well as the networks that are so vital to the success of the WF Hub's activity.

The foresighting process covers three phases, which in turn form Step 1 of the Skills Value Chain

identified in the 'Manufacturing the Future Workforce' report from the High Value Manufacturing Catapult and Gatsby. As a catapult, you will gain value from offering your expertise throughout this process.



## Why get involved?

There are significant benefits for Catapults to getting involved in the foresighting process:

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

# Get involved in just seven steps

## 1 Introduction.



Set up an introduction meeting with the WF Hub team to discuss current skills challenges and potential solutions. Together, we can establish if foresighting is right for your current landscape.

## 2 Involve.



Identify an industry sponsor and lead domain specialist to agree the challenge and solution. This initiates the first step of the foresighting process.

## 3 Agree.



Work collaboratively with the WF Hub team, industry sponsor and domain specialists to agree foresighting topics and prioritise.

## 4 Recruit.



Work with industry sponsor to identify and recruit participants for the cycle – educators, employers and domain specialists.

## 5 Workshops.



A series of workshops held over two months to gain insights from participants. This process is facilitated with the WF Hub coaches.

## 6 Report.



Combine workshop outputs with global data sets to prepare a report alongside WF Hub and the industry sponsor, including the recommendation(s) for causing action.

## 7 Support.

Ongoing support throughout the process as it moves forward with industry and educators along the Skills Value Chain.

**Ready to discuss your next steps? Contact the WF Hub team.**

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