

THE FUTURE OF WORK

*Hub, home
and roam*

LORRAINE USHER
CEO
LOREBURN H A





Culture - Be-ing You



just by Be-ing You!

Be-ing You Principles

GROWTH MINDSET

Be Supported with the right tools, techniques and resources to deliver your best.



RESPECT

Be Trusted to take ownership, to do and give your best, to know your customers and to deliver results.



EXCEPTIONAL CUSTOMER EXPERIENCE

Be Creative, pro-active, and when necessary unconventional – with the freedom to deliver an exceptional customer experience.



ACCOUNTABLE

Be in Control to organise your day, make decisions, get results and work as part of a team regardless of where that happens.



TOGETHER

Be Fulfilled with the power to create positive experiences, grow in your abilities, know you have done a good job and feel enthusiastic for more.



"I Created a GREAT place to live"





Physical Space

Hub, Home and Roam

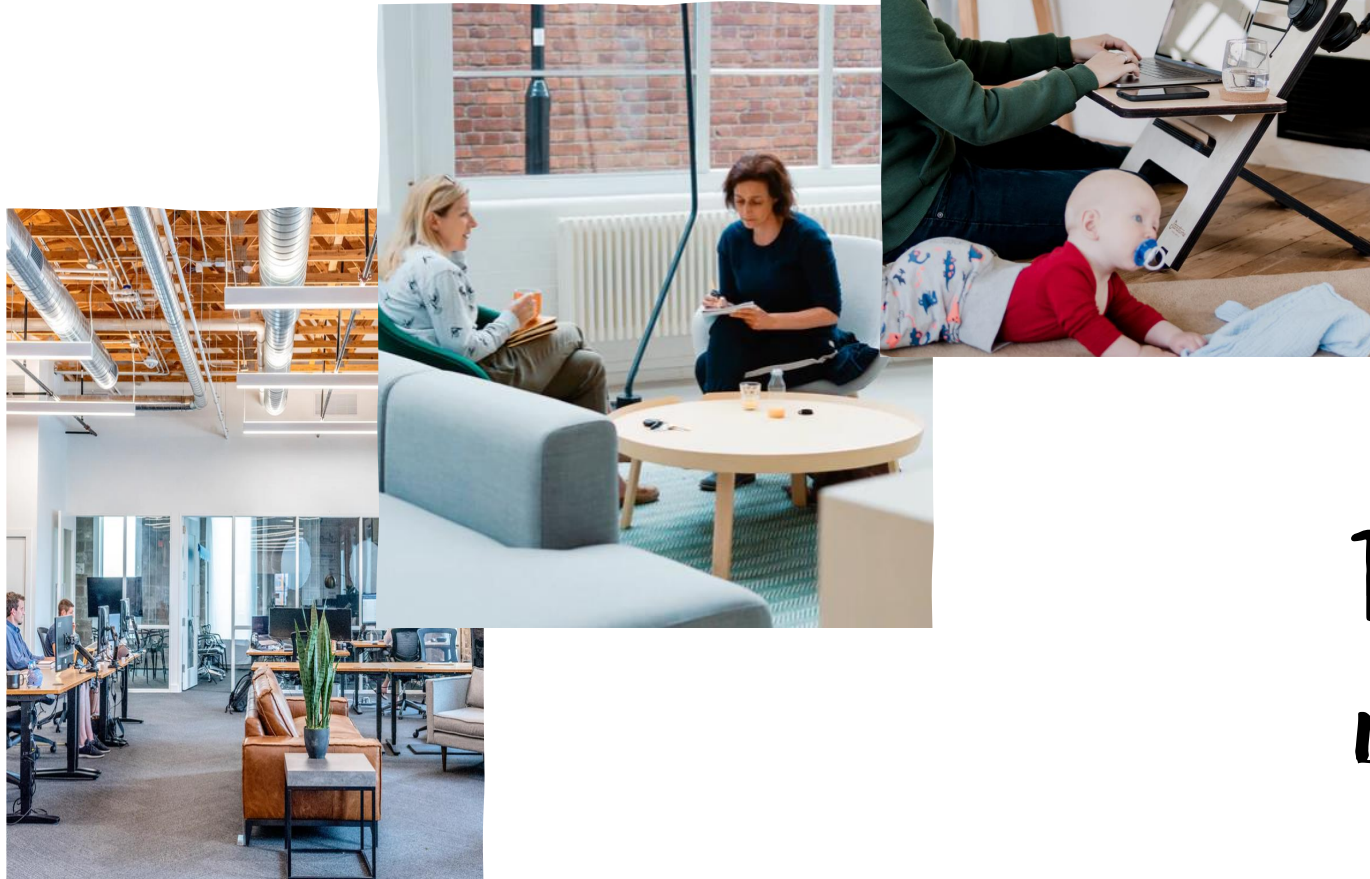


*Staying
Connected*



Positive Impact

THE FUTURE OF WORK



Loreburn
Housing Association

THANK YOU 😊

Lorraineu@loreburn.org.uk

An aerial photograph of Edinburgh, Scotland, taken during the 'golden hour' of sunset. The city's dense architecture, including numerous spires and historic buildings, is visible against a warm, orange-hued sky. In the foreground, the city's rooftops and streets are silhouetted. Overlaid on the right side of the image are several large, semi-transparent circles in yellow, orange, pink, and purple, along with a large black semi-circle, creating a modern, graphic design.

nesta
in Scotland

CIH - The Future of Work

nesta.org.uk/scotland

About Nesta

We are the UK's innovation agency for social good. We design, test and scale new solutions to society's biggest problems, changing millions of lives for the better.

For over 20 years, we have worked to support, encourage and inspire innovation that benefits society, a purpose that is more relevant now than ever.



[Read more about our history.](#)

We have long been interested in the future of work and skills



Precarious to prepared

A manifesto for supporting the six million most at risk of losing their jobs in the next decade

Autumn 2019

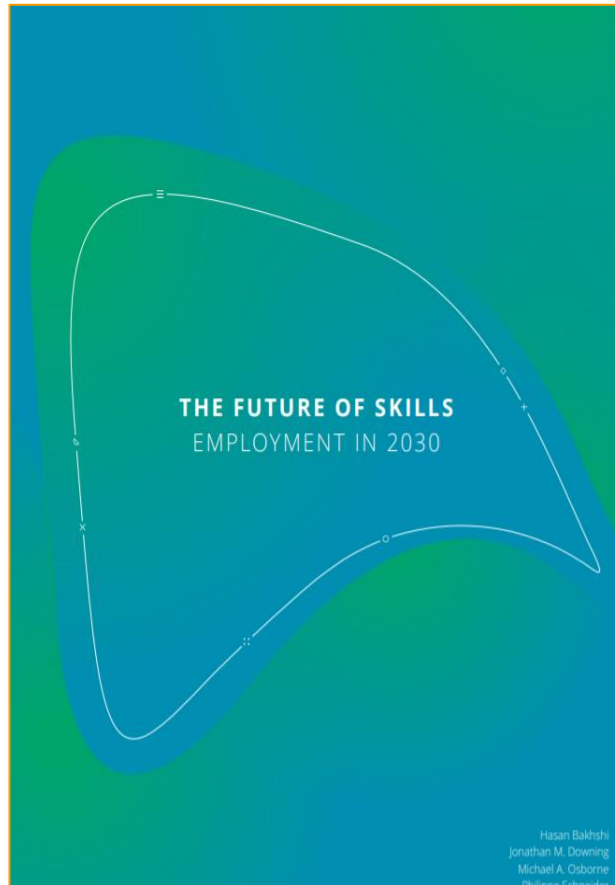
As a result of technological progress and demographic changes, more than six million people in the UK are currently employed in occupations that are likely to change radically or disappear entirely by 2030.¹ Without immediate action, there's a risk these people will be trapped in insecure, low-value, low-pay employment – or worse, forced out of work altogether.

But it doesn't have to be this way. Nesta's evidence shows which skills people will need in the coming years as jobs change,² and new, tech-based training and careers solutions are becoming available for people who want to reskill so they are ready for the future. We also expect millions of new jobs to be created, including in occupations which don't currently exist.

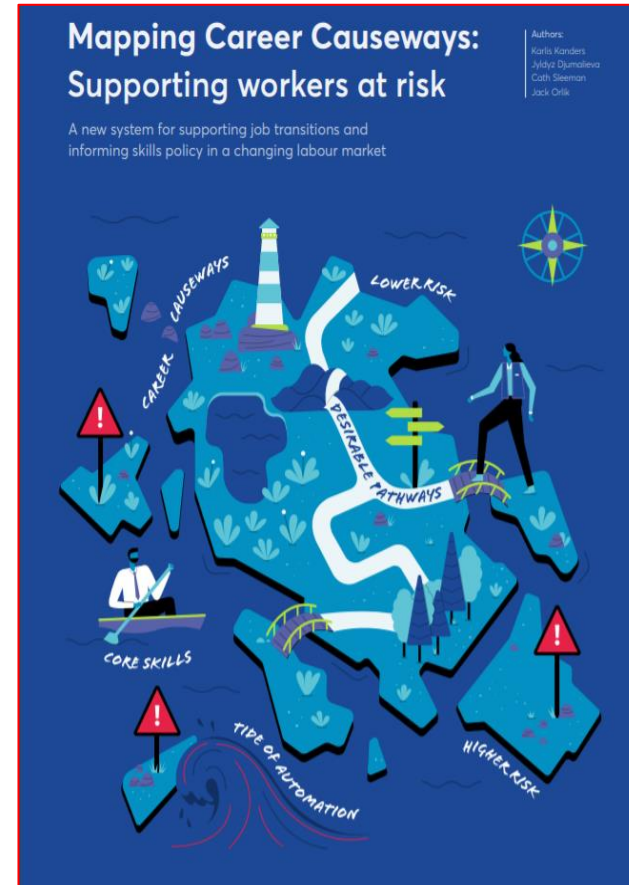
The problem is that many people who are in low-paid work – or who aren't working at all – aren't able to access the information they need to plan for the future or the relevant training they need to gain new skills. They also tend to work in places and industries that are likely to lose out over the next decade, making it harder than ever for them to access good jobs. Half of adults from poorer backgrounds have had no training since leaving full-time education, whereas people who are highly skilled are much more likely to receive public and private funding to gain new skills.

Nesta's vision is for a labour market system where information about skills and careers is open and empowering for workers; where technology is harnessed to reduce – not drive – inequalities in access to jobs; and where policies give everyone the power to overcome systemic barriers that stop them participating in good-quality, meaningful work.

[Full report](#)



[Full report](#)



[Full report](#)



[Full report](#)

Our new 10 year Nesta strategy has a core focus on productivity and skills

Three innovation missions will guide our work over the next decade:

A fairer start

Our mission is to narrow the outcome gap between children growing up in disadvantage and the national average.

A healthy life

Our mission is to increase the average number of healthy years lived in the UK, particularly for those most affected by health inequalities.

A sustainable future

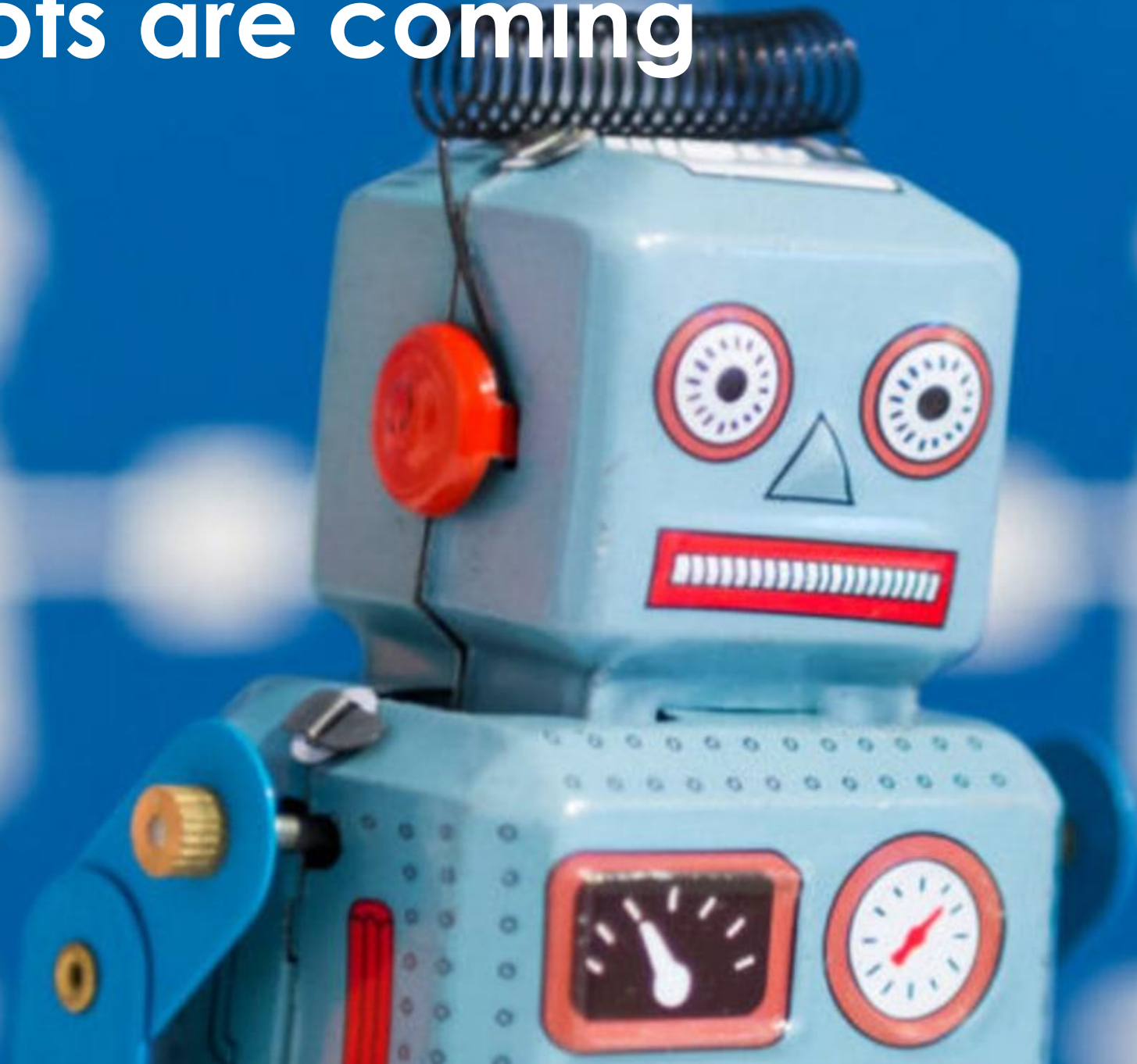
Our mission is to accelerate the decarbonisation of household activities in the UK and **improve levels of productivity**.



**CHANGES
AHEAD**

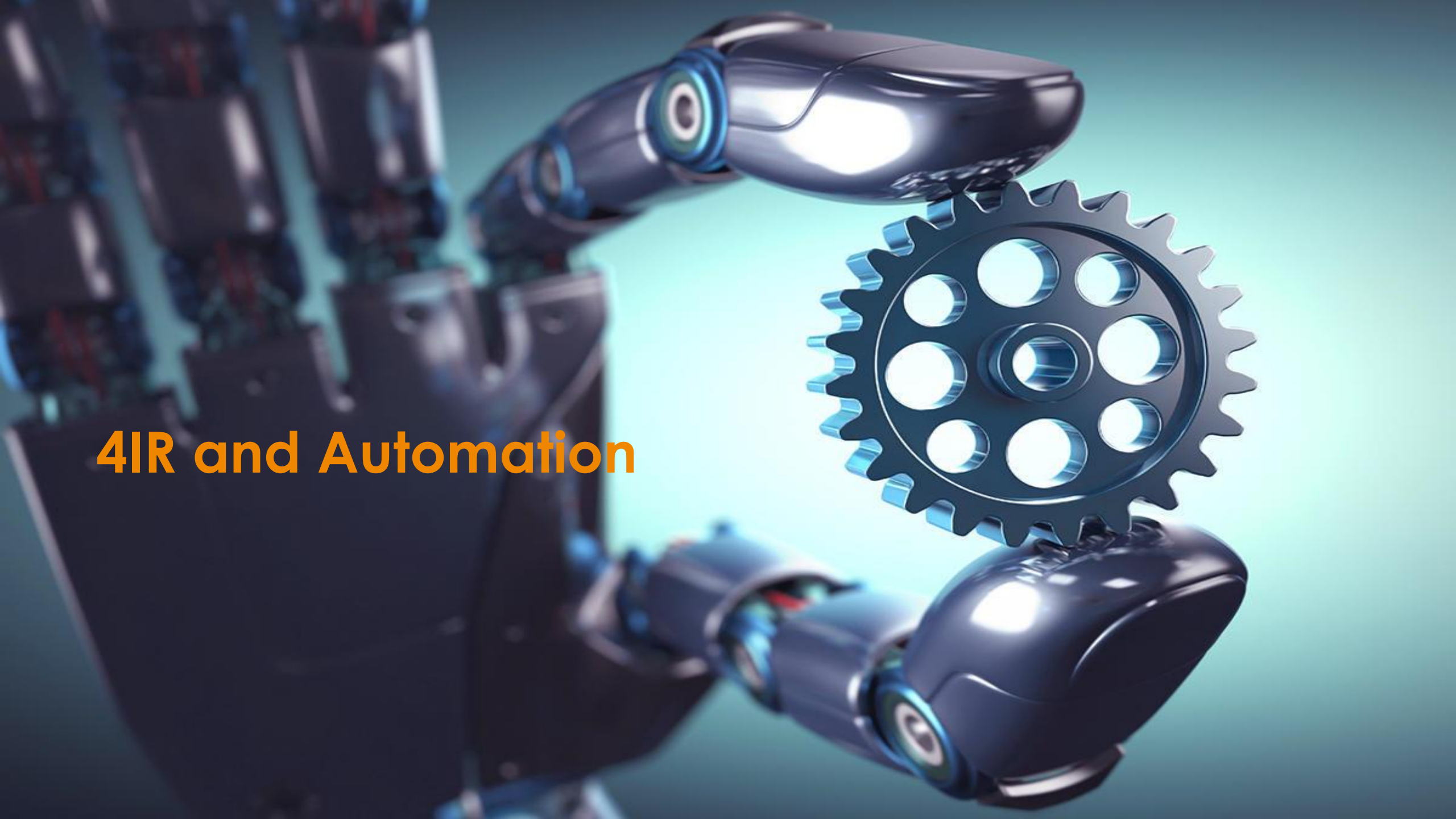
**CHALLENGES
AHEAD**

The robots are coming

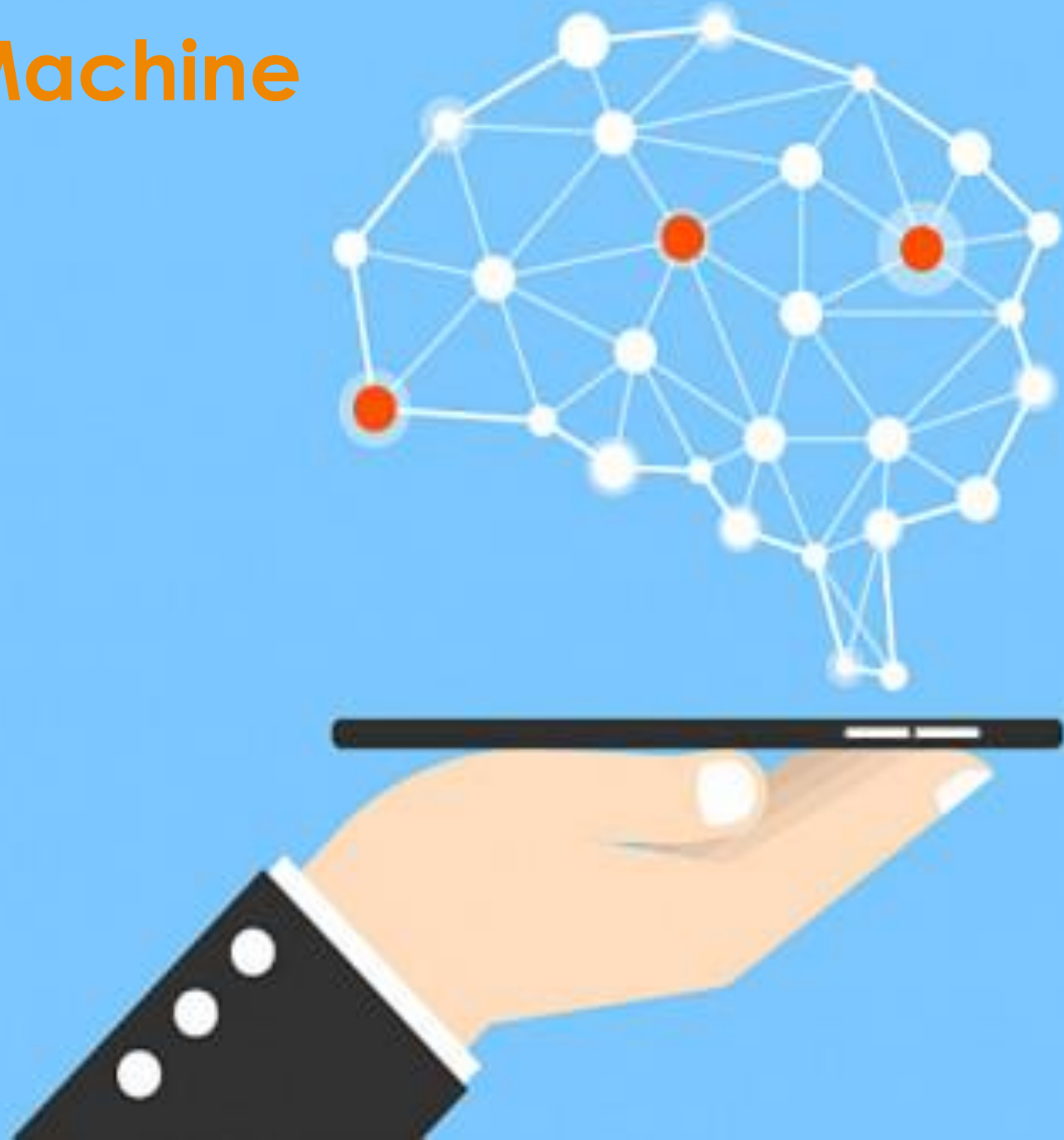


Sort of...

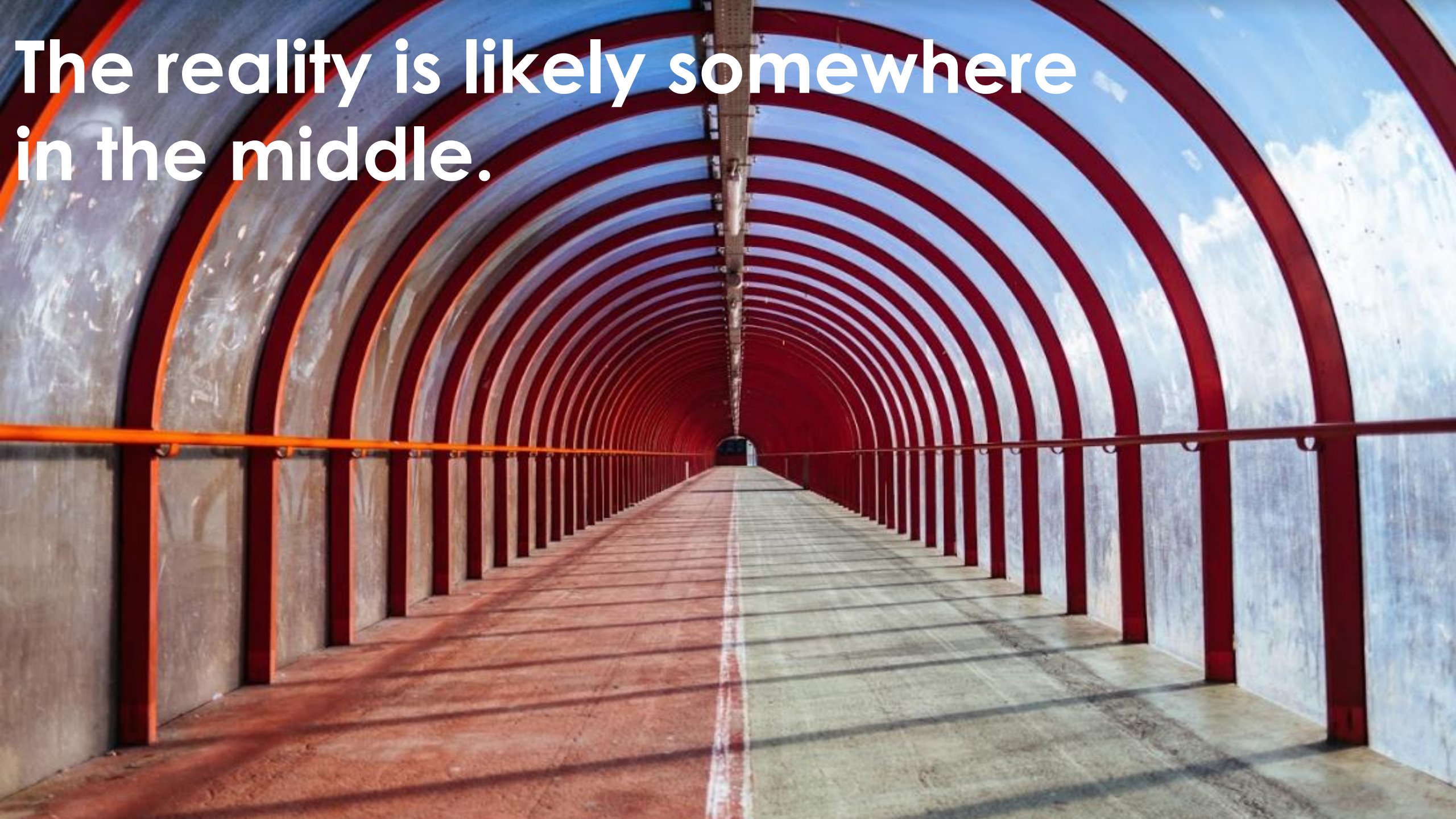
4IR and Automation



AI and Machine Learning



The reality is likely somewhere
in the middle.



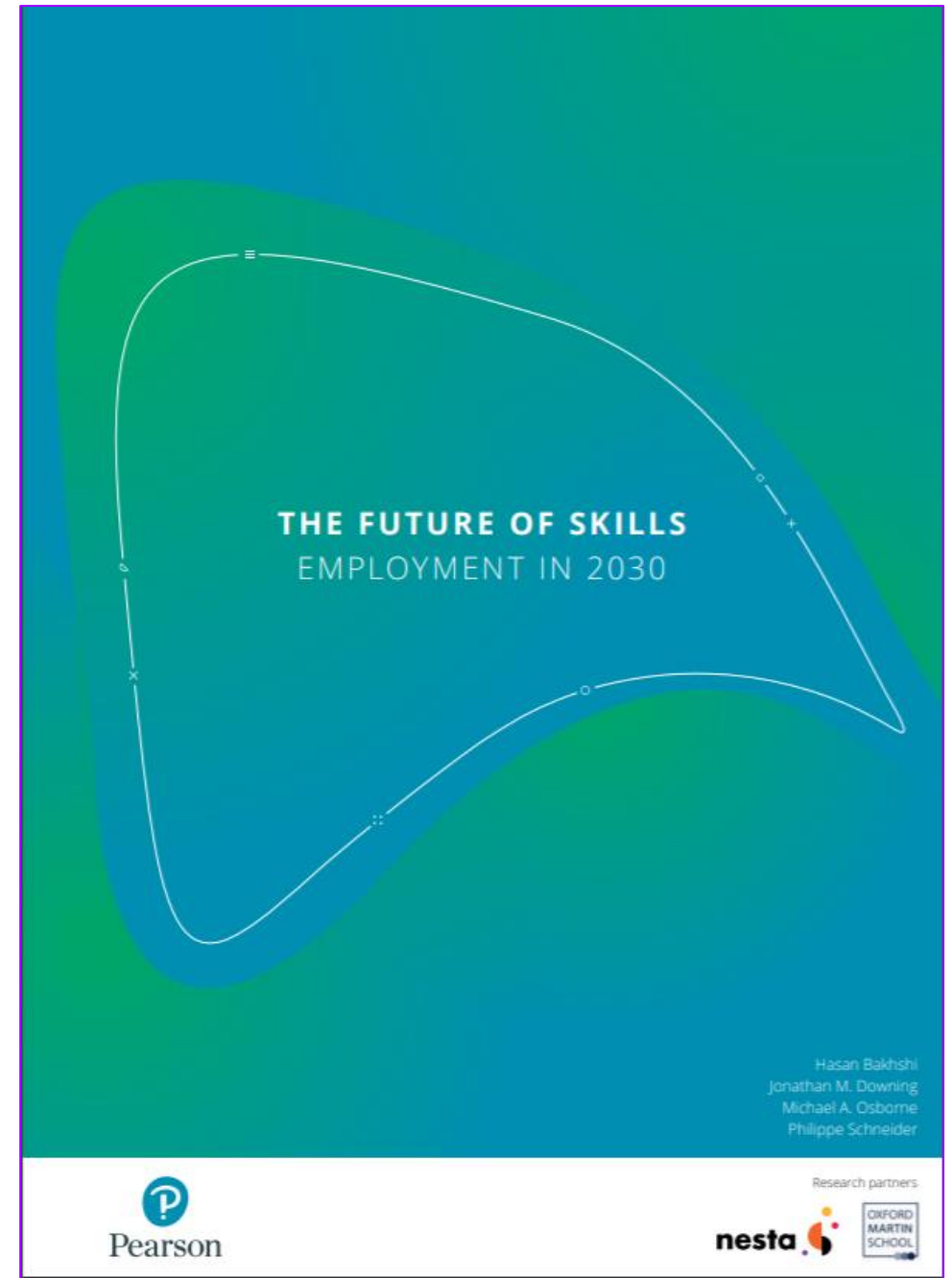


Scotland's ageing population



Employment in 2030

- 70% - in occupations with high uncertainty
- 1 in 5 - in occupations that are very likely to decline
- 1 in 10 - in occupations that are very likely to grow



Looking to 2030, labour markets are subject to seven key trends:

- **Technological change**
- **Increasing inequality**
- **Demographic change**
- **Globalisation**
- **Environmental sustainability**
- **Urbanisation**
- **Political uncertainty**

Challenges are on the horizon, as the demand for skills is shaped by seven major global trends, **leading to unpredictability in the labour market**

We all already bear the costs of **opaque labour markets** and **poor skills matching**



Current and future workers lack support and guidance on how to develop skills that meet employer demand. Many face **stagnant pay** and [low social mobility](#).



Businesses are unable to find workers with the right skills. The Open University estimates that **skill shortages cost the Scottish economy more than [£360m a year](#)** in higher salaries, recruitment costs and temporary staffing bills.



At a national and regional level, the lack of alignment between supply and demand of skills contributes to [poor productivity growth](#). This has adverse effect on living standards and wellbeing.

But it's not all doom and gloom

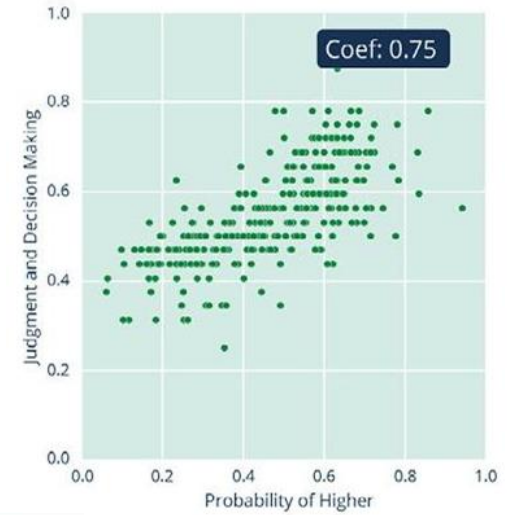


The future of work is
all about skills

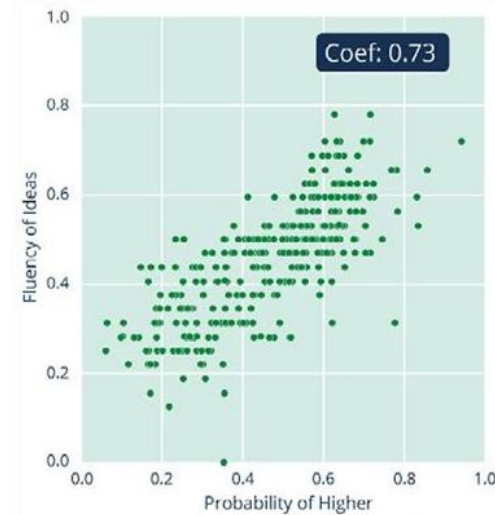


Skills most likely to be in greater demand up to 2030 (UK)

1. Judgement and Decision Making
2. Fluency of Ideas
3. Active Learning
4. Systems Evaluation
5. Originality
6. Learning Strategies
7. Deductive Reasoning
8. Complex Problem Solving



1. Judgment and Decision Making



2. Fluency of Ideas

Shift+Ctrl

The Scottish public and
the tech revolution

July 2020



nesta

MARK DIFFLEY
Consultancy and Research

A key concern for the public in Scotland is the future of work and **the possibility that new technologies will replace humans in the workplace** and lead to job losses.

Important to understand **human and emotional reactions on this issue**, particularly in some former industrial heartlands in Scotland that have suffered significant job losses in the past.

Widespread concern that the impact on jobs, including the ability to find new jobs or not, will fall **disproportionately on the most disadvantaged**

There is support for **programmes aimed at improving skills** in using and understanding new technologies.

Given public concern at the potential of new technologies to diminish social skills, it is clear that these programmes should include **work to nurture 'soft skills' to ensure these are not lost** in future generations

**We need better, more
real time and more
open data**



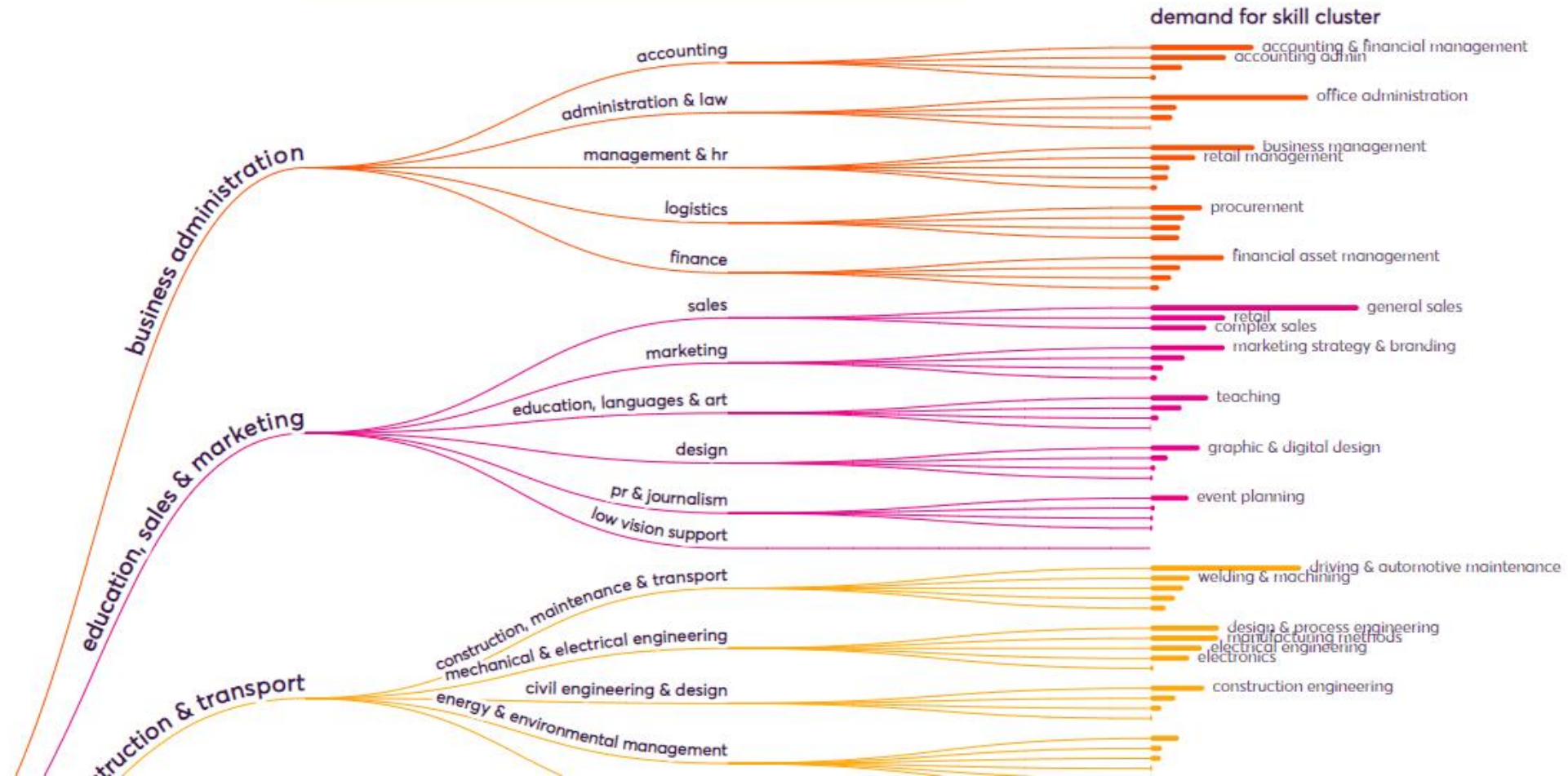
We need smarter, real-time skills systems

A UK skills taxonomy

Enter your job title to find the skills that you need

e.g. data scientist

Search



Open Jobs

Combining real time data with human know-how to empower your employment. For job-seekers, advisers and employers to connect.

My search wizard

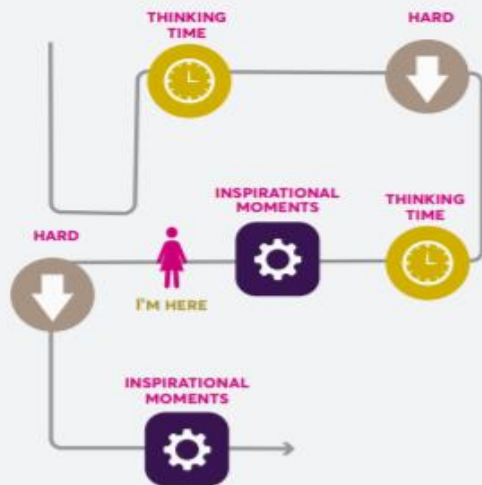
Answer questions to let the tool know you and tailor its career suggestions to suit you. Input 'type of job' you want, the 'working lifestyle' you need, the you've 'subjects studied', your 'skills and qualifications', and your 'passions'.



PHYSIOTHERAPY PART TIME & FAMILY COMMS SKILLS SPORTS

My career journey

Understand how to get the right job with a personalised career action plan broken down. See when to make bigger decisions (GCSE's, apprenticeship, university career change) and when you have space for experimenting and reflection. Be nudged and signposted to make you take your next action and move further along your journey.



My real time suggestions

If it's a job or education, input your location and see where your real opportunities are right now in real time! See location, cost of commute and expected salary.



Future jobs 2030

Have wild job adverts and employers suggested to you daily. Tailor these to your desired occupation, lifestyle or dream location - click through to connect to the job advert - and let the future become now!



My suggested occupations

Based on 'search wizard' results, the tool will suggest different occupations and industries, and compare likely outcomes - earnings, satisfaction rating, future-proof and how strongly your skills match.

MEDICAL ASSISTANCE	
SUBJECT MATCH	HIGH
AVERAGE SALARY	£18,900
JOB SATISFACTION	LOW
FUTURE PROOF	MEDIUM

NURSING	
SUBJECT MATCH	LOW
AVERAGE SALARY	£34,500
JOB SATISFACTION	HIGH
FUTURE PROOF	MEDIUM



Therapist
NHS

Learn more about this role, including salary, and other resources.



Nurse
Royal Hospital

Learn more about this role, including salary, and other resources.

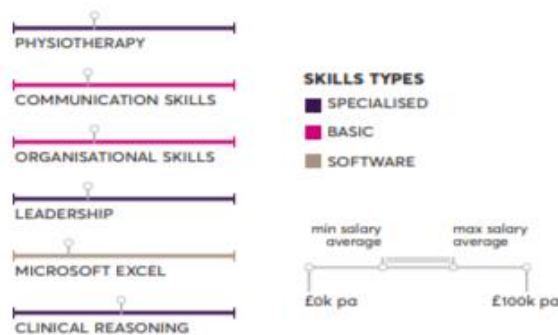


Caregiving
Private Clinic

Learn more about this role, including salary, and other resources.

Map my skills

See your skill set and understand how and when to gain new skills to get that better job. See new different occupations with similar skill sets to yours, and be inspired by where your skills could take you.



My daily mix

Have wild job adverts and employers suggested to you daily. Tailor these to your desired occupation, lifestyle or dream location - click through to connect to the job advert - and let the future become now!



Case studies



Tim, 52. Sales consultant.

Problem: He is at risk of becoming unemployed with due to advancing Technology
Solution: input skills to see what jobs require similar skills and where to upskill to transfer to her dream job. See live jobs adverts and choose knowing your job will be safe in 2030.



Sarah, 34. Single Mother of 2, personal trainer.

Problem: juggling busy home life and financial stress. Dreams of an online sports coaching offer.
Solution: input your skills and dream worklife into the search wizard, and plot your new career journey. See what skills you need and where to study them to land that dream job!



Billy, 15. Student.

Problem: stressed studying for GCSEs and has no idea what job he wants.
Solution: input passions, subjects and dream job lifestyle to have occupations suggested to you. Explore job through video and live chat to professionals to hear what it's really like. Pick and plot your journey to get there.

AGILE



Thank you.

Keep in touch...

If you are interested in working with Nesta in Scotland or to find out more about our work, please visit: www.nesta.org.uk/scotland

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