

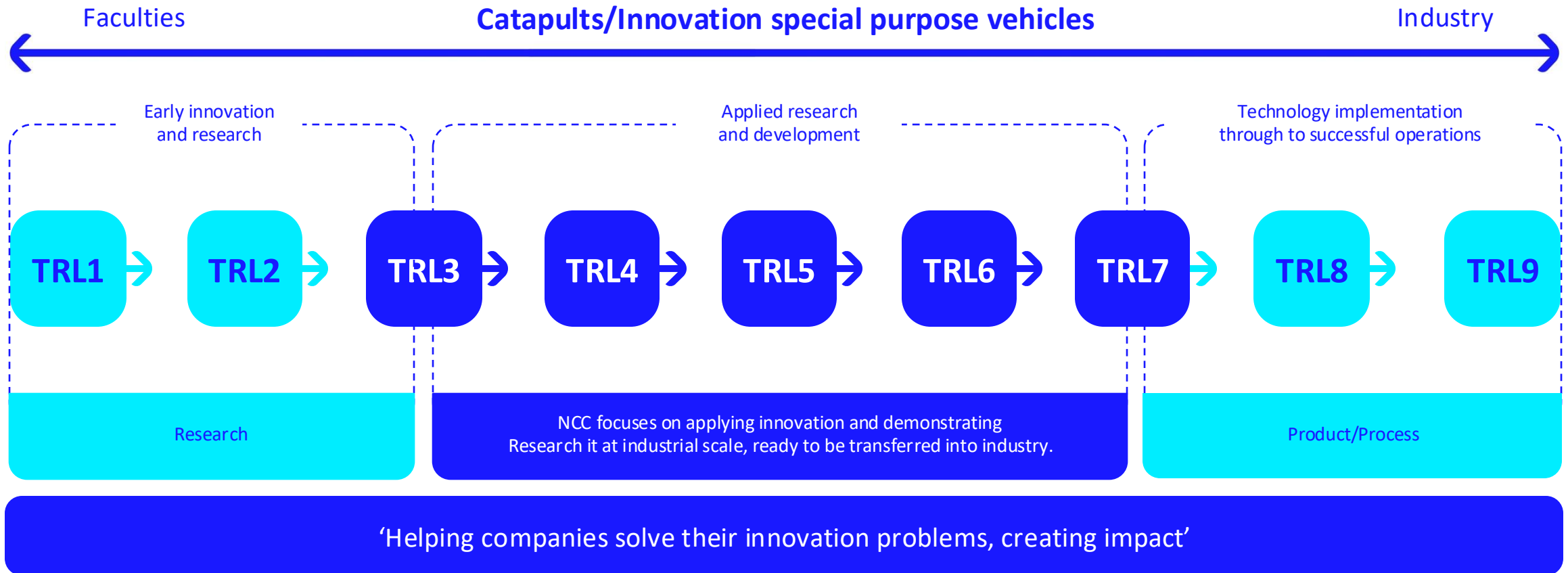
Workforce skills



NCC is a world-leading innovation organisation that transforms cutting-edge research and technology into industrial impact.



Unique perspective on future skills



Global workforce skills trends

- Workforce skills is a global challenge for employers
- Priority for employers to address over the next 5 year
- Jobs and skills evolving – human machine collaboration
- Demographics
- More agile and responsive national skills systems
- Learning preferences
- AI and learning technologies
- **Updating and improving our skills programmes to be aligned with the global trends**

63% of employers worldwide consider workforce skills as a major barrier over the next 5 years

85% of employers globally plan to prioritise upskilling and reskilling their workforce 2025-2030

Source: WEF Future Jobs report 2025

Skills challenges

Challenges

- Critical skills gaps in key industries
- Lack of strategic workforce planning by employers
- SME's poor engagement in workforce skills
- Low employer engagement in vocational education
- Training and qualifications content outdated
- Lack of facilities, equipment and skilled teachers at Institutions
- Lack of careers advice and guidance
- Ageing workforce
- Lack of diversity in workforce

Impact

- Poor industrial productivity
- Slow adoption of technology and innovation
- Reduced competitiveness
- Issues with rate, quality and costs and sustainability
- Recruitment costs and succession planning

Defining, developing and delivering our skills programmes to address key national skills challenges

NCC thought leadership and specialist training interventions help prepare the future manufacturing and engineering workforce.



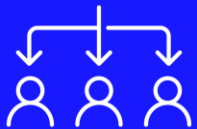
Defining future skills

Connect workforce development with emerging technologies.



Delivering skills

Expert-led training to develop people and the future workforce.



Developing future workforce

Develop future engineers and innovators.



Priority industries



Aerospace

**Innovating globally-leading advanced
manufacture**

Aerostructures, propulsion, interiors,
systems & in-service



Defence

Innovating capability

Advanced materials, hypersonics,
autonomous systems, digital
engineering, emerging tech



Energy

**Innovating the
energy transition**

Wind, hydrogen,
oil & gas, new nuclear



Advanced Materials

Composites, thermoplastics, carbon
fibre etc.

Technology portfolio

We connect technology strategy to real-world delivery through our end-to-end engineering services.

Materials



Advanced materials



Systems engineering

Product

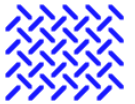


Design & test



Circularity

Process



Composite processes



Metallic processes



Production systems

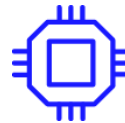


Assurance

Growth initiatives



Future technologies



Digital transformation



Complex systems

Working in partnership

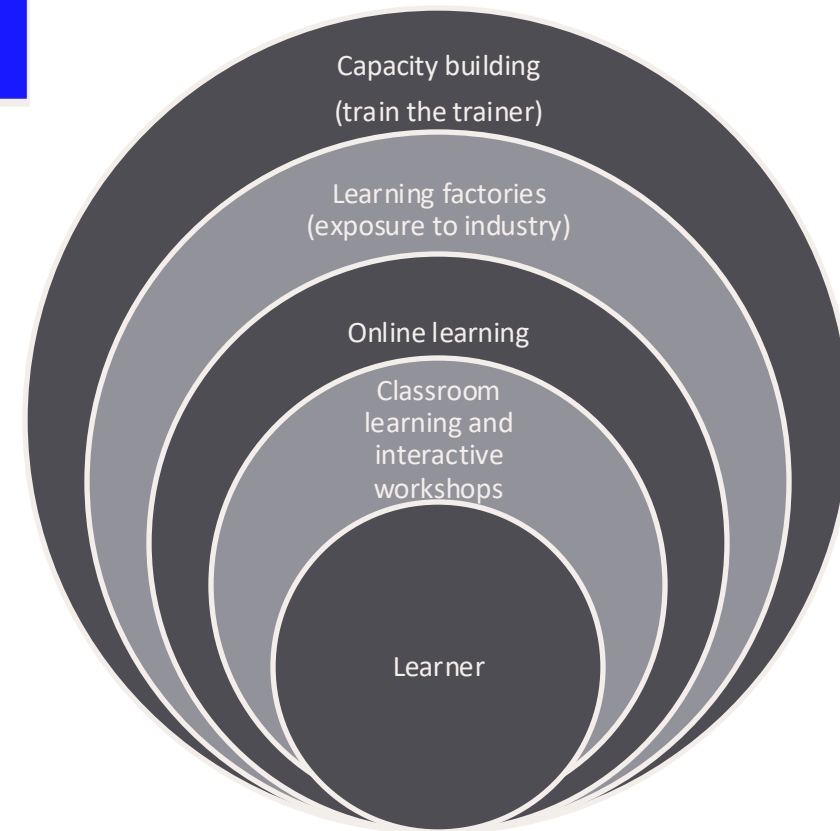


Delivering skills

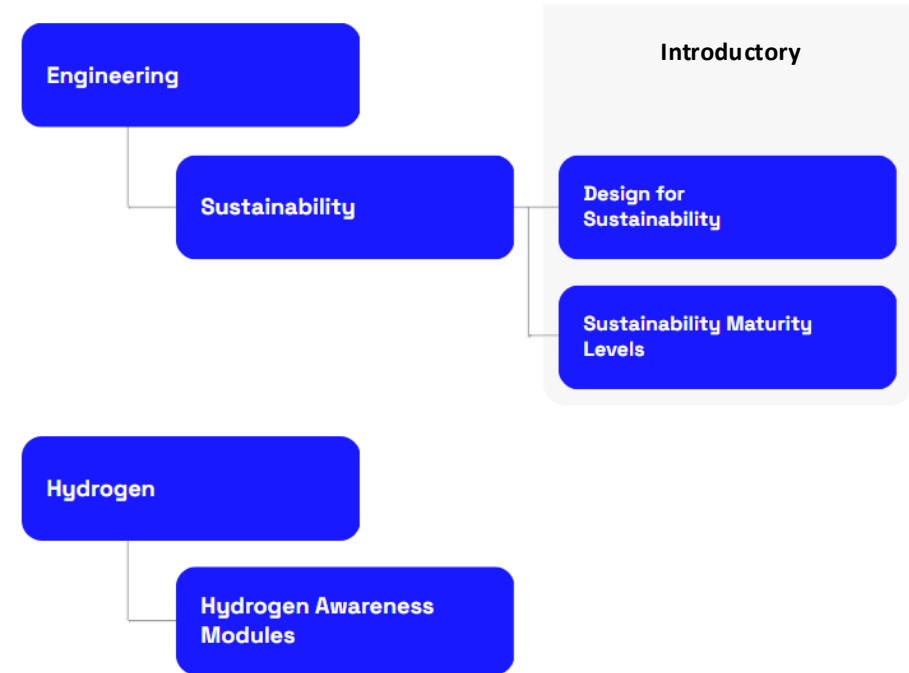
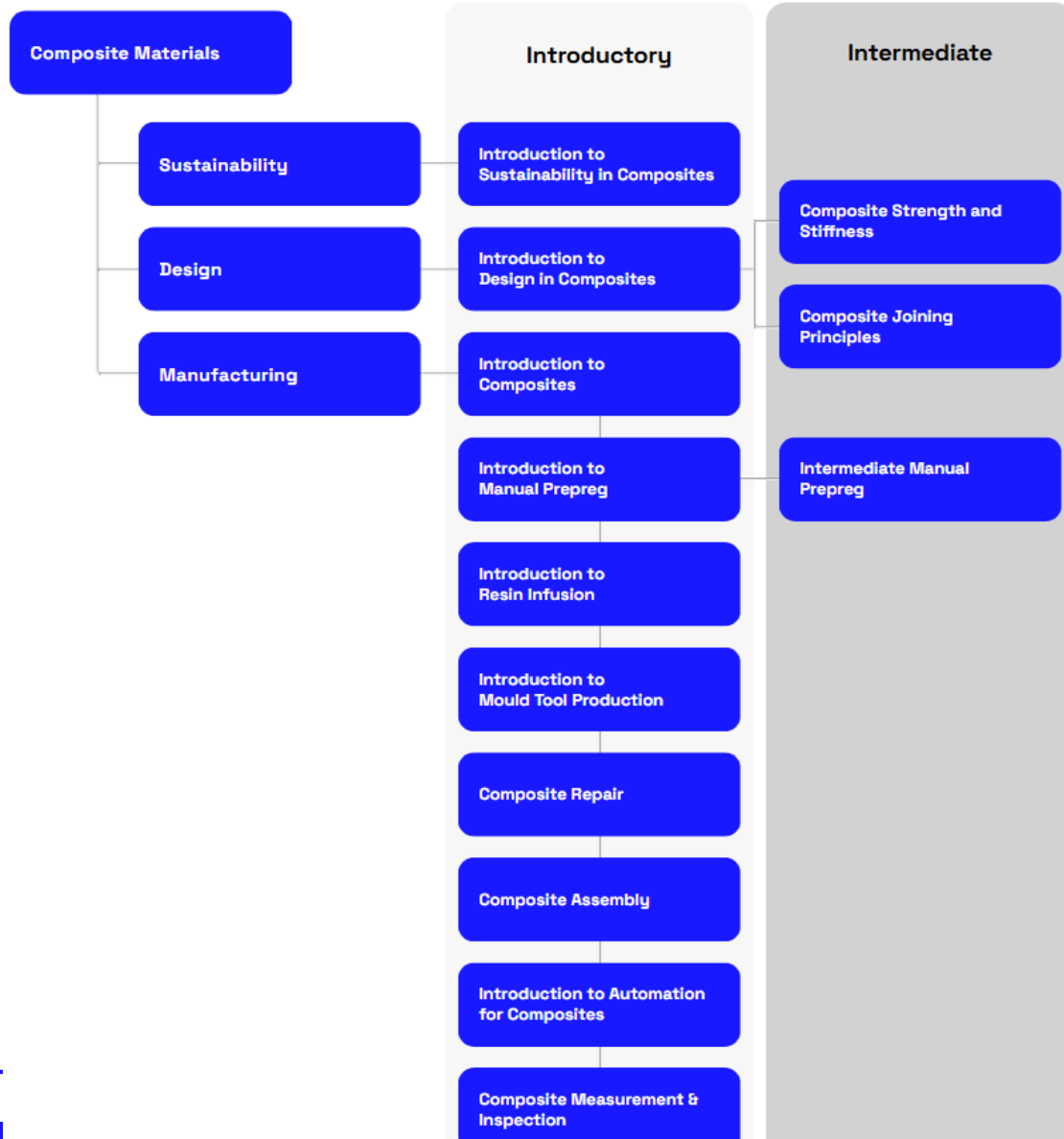
Delivery models for NCC

1. Upskilling and reskilling existing workforce and new entrants with short training courses
2. Collaborating with education institutions to deliver NCC content to help train future talent

- **NCC delivered training** at NCC site or customers premises
- **Training delivery partnerships**, NCC content license and supported by train-the-trainer programmes
- **Online**
 - NCC online learning platform offering accessible, flexible self-paced learning
 - Licence NCC content to online platforms
- **Learning Factory** – support first-hand exposure to industry and innovation



Skills programmes



NCC at a glance...



Over 100
academic partners



10 **state-of-the-art**
technologies



De-risking technology and
supporting product
development



More than 400
specialist engineers



Workforce skills

£300m
invested in
capabilities



Over 70 members



Developing supply-
chains

NCC part of the High Value Manufacturing Catapult

Proud to be part of the **High Value Manufacturing Catapult**



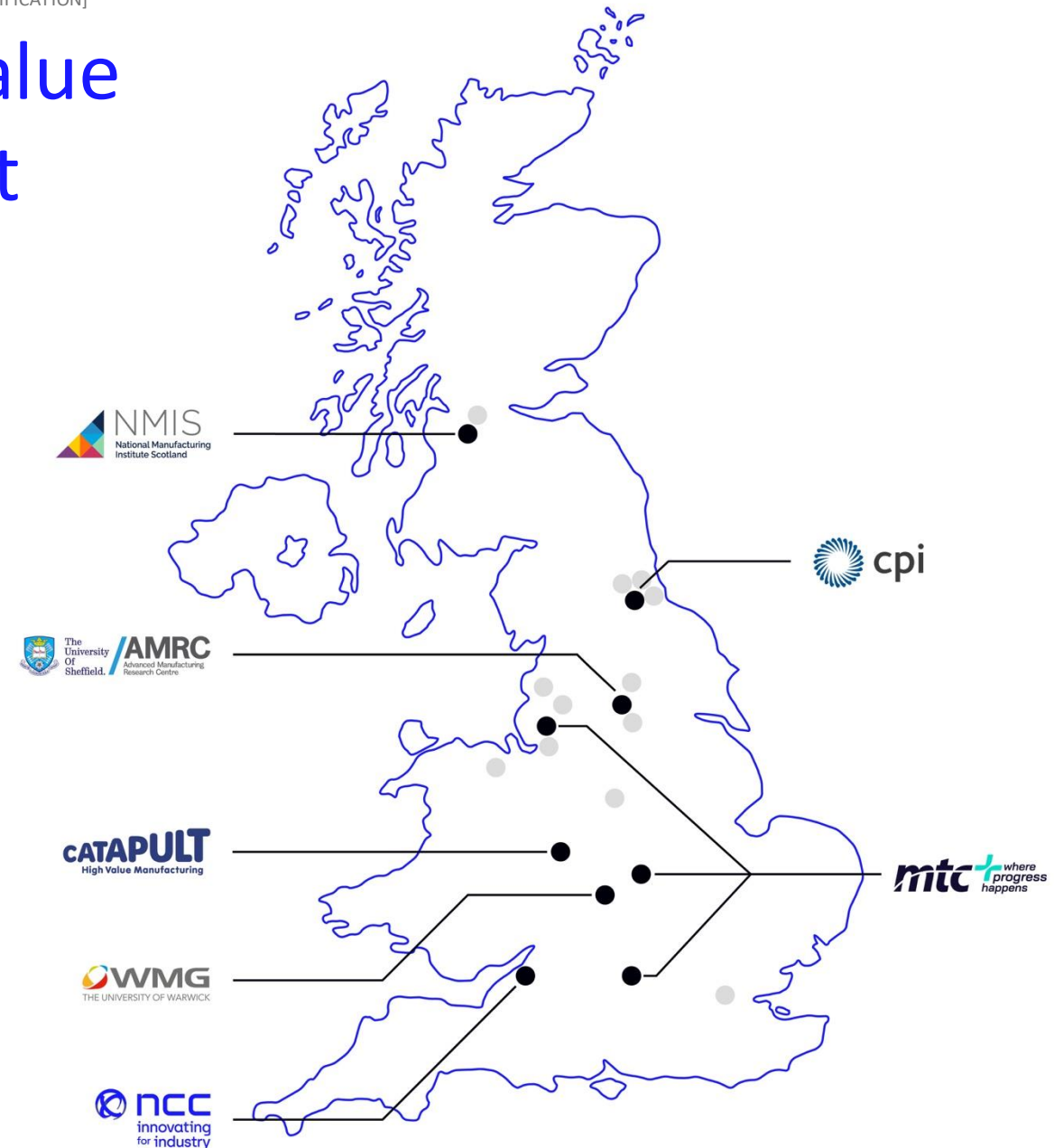
Established by
Innovate UK in 2011



6 centre's of industrial innovation across 25 sites
working together on the future of manufacturing.

Delivering impact:

- **£500m+** generated R&D spend each year
- **£609m** net additional GVA each year
- **5,500+** businesses worked with (60% SMEs)





Thank you