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CLOSING THE WORKFORCE DIGITAL SKILLS GAP

Sprint 3 kick-off

Routes to 20 million

September 2025

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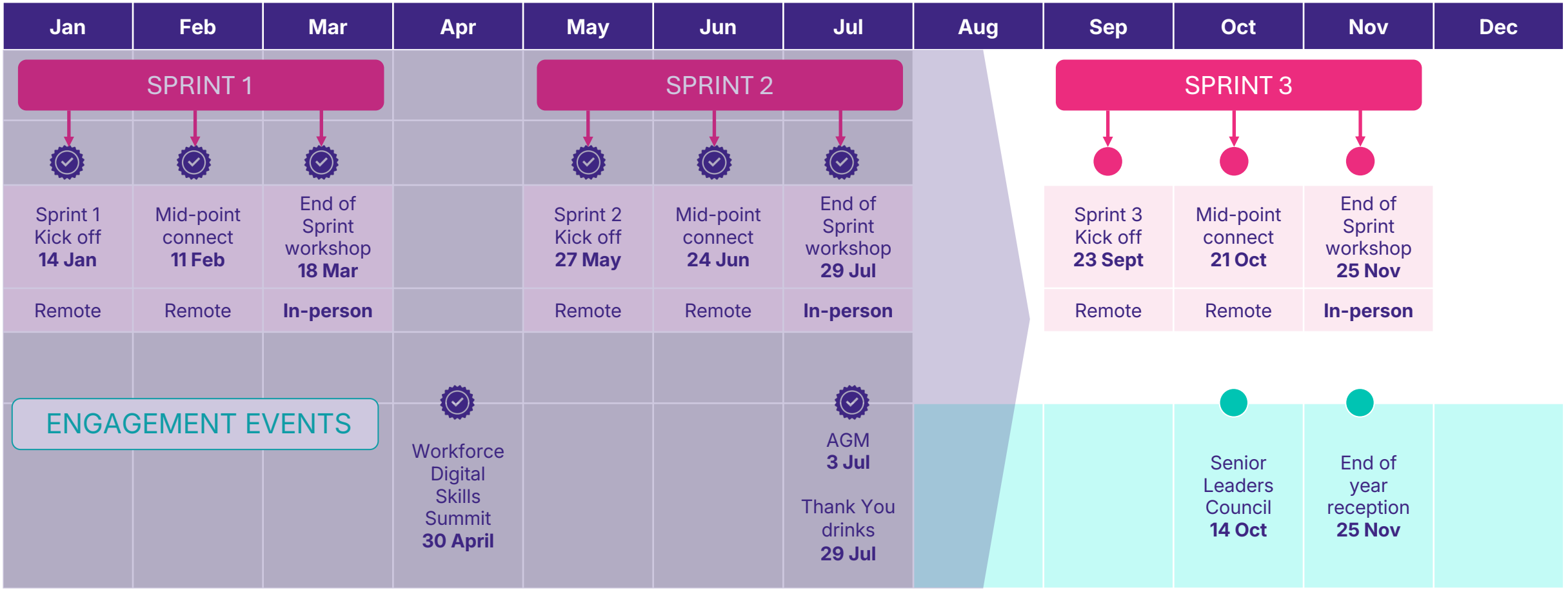
01 Headline progress on the strategy

02 Pathways – Sprint 3 priorities

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Kicking off the final 10-week sprint of 2025



A plan for 2025 and beyond

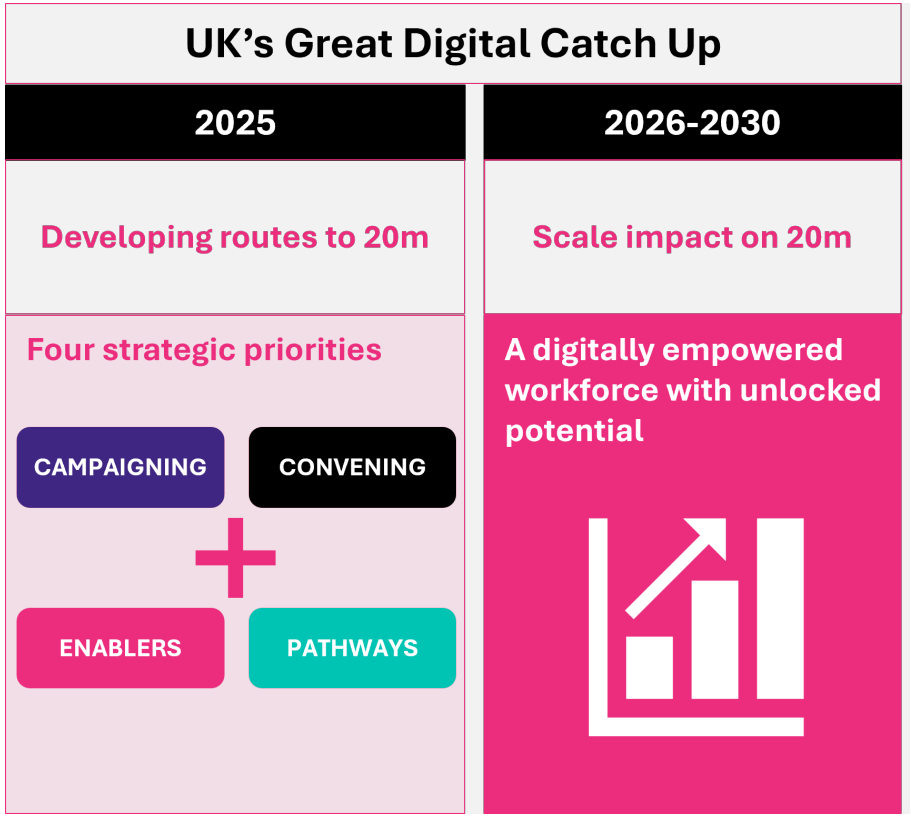
Delivering large-scale change requires a clear vision and plan. It also requires coordination.

In 2025, FutureDotNow is pursuing four strategic priorities, continuing what works and testing new routes to reach people at scale.

- **Campaigning:** Work to keep the spotlight on the needs of working-age adults in the 'hidden middle'
- **Convening:** Provide sustainable coordinating capability, with shared measures
- **Enablers:** Continue to identify and develop solutions to address systemic barriers
- **Pathways:** Identify scale routes to uplift the c20m working-age adults without essential digital skills for work

As convener, FutureDotNow will continue to provide the infrastructure for collective action, which includes:

- **Three 10-week sprints** over the year, each with a kick-off call, mid-point connect and end of sprint workshop
- **Co-leadership model**, with two industry leads for every Enabler and Pathway
- **Action-focused environment** where it's easy for members to participate, individuals are empowered to take ownership, and contributions are celebrated
- **Annual Workforce Digital Skills Summit** to champion the issue, profile impact, and energise the wider network



Strong progress to date

Nine months in, all four strategic priorities are making strong progress and delivering tangible impact.

Campaigning

We are influencing national policy.

Convening

We have created a coordinated, action-led movement that is transforming how the UK approaches workforce upskilling.

Enablers

We are creating solutions to solve the priority problems.

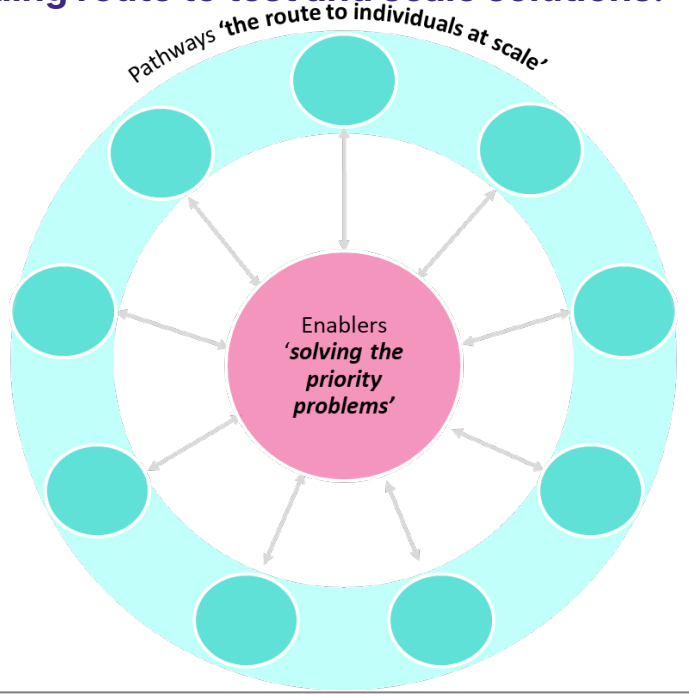
Pathways

New this year, our Pathways programme is driving impact by mobilising workstreams that can reach people at scale, where they already are.

Relationship between Enablers and Pathways

Enablers focus on priority problems, with Pathways providing route to test and scale solutions

There's a mutually supporting or 'hub and spoke' relationship between Enablers and Pathways. Enablers focus on priority problems, with Pathways providing route to test and scale solutions.



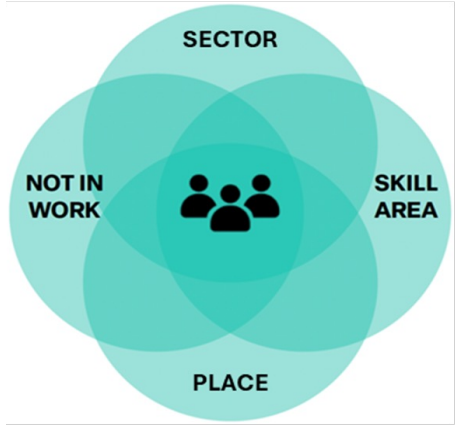
Seven Enabler Workstreams

The 'engine room' of cross sector collaboration focused on solving priority problem that make it harder to close the workforce digital skills gap.

1	**Future-fit Work Skills Framework**
2	**Economic Impact**
3	**Social Value**
4a	**Training: Content**
4b	**Training: Accreditation and Digital Badging**
5	**Motives and Confidence**
6	**Measuring impact**
7	**Needs of Small and Medium Enterprises**

Five Pathways

Satellite teams provide the routes to people at scale. They expand reach into their networks, raise awareness, and use resources from enabler teams.



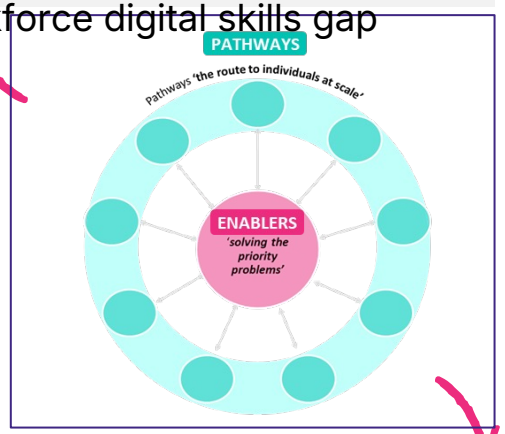
Influence pathway
BREAKING THE CYCLE FOR YOUNG PEOPLE

Enablers also strengthen campaigning muscle and member offer

Each new report creates new ways to raise awareness, and new insight/value for members

Campaigning

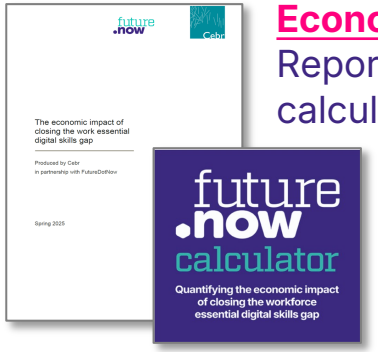
Every report, created by Enabler teams, gives us new ways to evidence the importance of closing the workforce digital skills gap



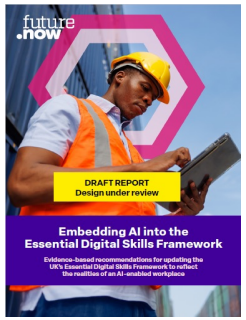
Member offer

These reports also offer new insight and practical guidance to members to help them take action

Latest reports

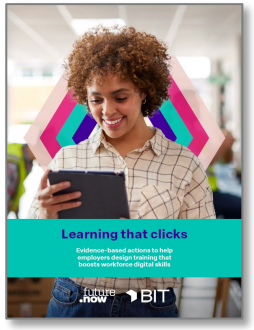


Economic Impact
Report and calculator - **Live**



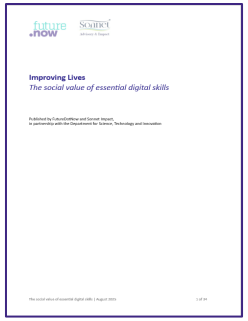
Embedding AI into the EDS Framework
Evidence-based recommendations to reflect the realities of an AI-enabled workplace

Launching September



Learning that clicks
Evidence-based actions to help employers design effective digital skills training

Live



Improving Lives:

The Social Value of Essential Digital Skills *(work in progress)*

Launching October

Programme delivery stages

STAGE 1: MOBILISATION

This initial phase involves defining the workstream goals, sprint outcomes and deliverables, and building the team

Includes:

- Scoping activity
- Defining outcomes, both year and sprint
- Forming the team
- Agreeing ways of working

Status at Sept 25:
2 Enablers and 3 Pathways workstreams

- Training: Accreditation & digital badging
- Needs of small and medium enterprises
- Online Safety
- Government
- Breaking the Cycle for Young People

STAGE 2: ACTIVE

Workstream in full swing, and the team is delivering the tasks outlined in the workstream plan.

Includes:

- Collaborating and idea generation
- Research
- Creating deliverables
- Piloting a solution

4 Enablers and 5 Pathway workstreams

- Future-fit Work Skills Framework
- Social Value
- Training: content
- Measuring Impact
- Construction & Infrastructure
- Not In Work
- Medical
- South-West
- Education

STAGE 3: AMPLIFICATION

The workstream outcomes are being delivered, and focus turns to how these can be amplified across the coalition and wider community of stakeholders.

Includes:

- Identifying promotion opportunities
- Evaluating pilot success and lessons learned
- Sharing achievements and best practices

2 Enablers

- Economic Impact
- Motives & Confidence

02

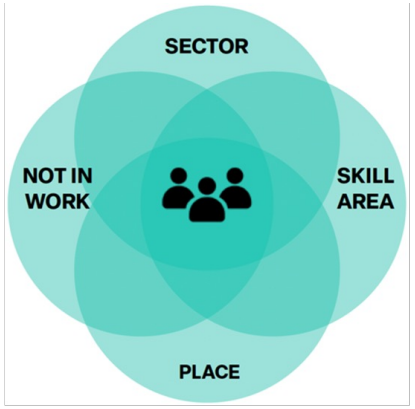
Pathways:
Sprint 3 Priorities

PATHWAYS Progress so far

Four priority pathways and one influence pathway - routes to reach 20 million

As well as tackling systemic issues (see Enablers), it's critical to build a framework for scale impact with diverse pathways to reach working-age adults.

Eight pathway workstreams are now live, with five active and three mobilising. As well as expanding reach, Pathway teams are a test bed for new content developed through Enabler teams



Influence pathway
BREAKING THE CYCLE FOR YOUNG PEOPLE

PATHWAY	Workstreams	PHASE
1. SECTOR	Construction	ACTIVE
	Medical	ACTIVE
	Education	ACTIVE
	Government	MOBILISATION
2. SKILL AREA	Online safety	MOBILISATION
3. NOT IN WORK	Not in Work	ACTIVE
4. PLACE	South-West	ACTIVE
Influence Pathway: **BREAKING THE CYCLE FOR YOUNG PEOPLE**		MOBILISATION

Asks of each workstream:

1. **Raise awareness** of the essential digital skill gap across the sector/community
2. **Inspire and encourage action** to help people of working age to build solid digital foundations
3. **Work together as part of the national change programme** to supercharge action on workforce digital skills in your sector/community
4. **Additionally defined priorities** prioritised by the community

Growing industry engagement across the Pathways

Sector:

MarshMcLennan

Amey

NHS

gateway qualifications

Home Office

BOUYGUES UK

Royal College of Surgeons of England

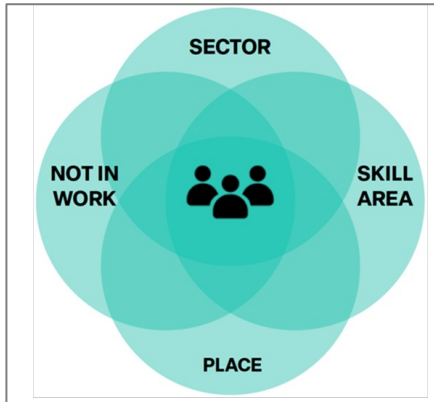
aelp

Department for Science, Innovation, & Technology

Not in Work

accenture

Good Things Foundation



Influence pathway
BREAKING THE CYCLE FOR YOUNG PEOPLE

Skill Area

Deloitte.

BARCLAYS

Place

cosmic

future .now

Breaking the cycle for young People

bcs The Chartered Institute for IT

iDEA

NOMINET

Pathways – Sector

Sector pathway

PATHWAY 1: SECTOR Sponsor: MarshMcLennan

PRIORITY SECTORS FOR 2025

CONSTRUCTION 65% Amey + Bouygues UK	**RETAIL** 59%	**MEDICAL** 58% NHS + Royal College of Surgeons + Skills for Care + Ramsay Health	**MANUFACTURING & AUTOMOTIVE** 56%
PUBLIC SERVICE 54%	**ENGINEERING** 53%	**SERVICE INDUSTRY** 57%	
GOVERNMENT - 46% Home Office + DSIT	**EDUCATION - 46%** Gateway Qualifications + AELP	**NOT FOR PROFIT** 41%	
FINANCIAL SERVICES 41%	**MEDIA & ADVERTISING** 41%	**TECHNOLOGY** 20%	

Sectors are the categorisation used by Lloyds Bank for the Consumer Digital Index.
X% = Those without all essential digital skills for work tasks

Recent progress

- Four sector workstreams now live
  - Three active in sprint 2
    - Construction
    - Medical
    - Education
  - Government now has sponsorship, and is being stood up for sprint 3
- Marsh McLennan are exploring options to mobilise a further 1-2 sectors this year. Potentially Retail or Manufacturing & Automotive, given client relationships and existing profile in those sectors.
- All active workstreams are being challenged to grow the number of Charter signatories. Regular reporting is being launched in Sprint 3 to encourage healthy competition.

Education: Goal and Team

Workstream	Education	PHASE
...in a sentence	Mobilising the Education sector to close the essential digital skills gap.	ACTIVE

Focus Areas	End of 2025 Goals
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	AELP/Gateway Qualifications will raise awareness of FutureDotNow through a targeted marketing campaign throughout the remainder of 2025 using e-shot, weekly newsletters and social media comms
Inspire and encourage action to help people of working age to build solid digital foundations	Encourage AELP and Gateway Qualifications customers to build an appropriate assessment process to highlight skills and identify gaps in digital skills and know how to utilise assessment results to build and increase digital skills
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	Work with other organisations across the sector to help broaden reach. E.g. C&G, NCFE, AoC, HOLEX, FAB etc.
Charter Target by 31 December	*+100*

Workstream team	Name	Organisation
Co-leads	Paul Saunders	Gateway Qualifications
	Cheryl Swales	AELP
Team members		

Education: Sprint 3 Priorities

Focus Areas	Priorities for sprint 3 (deliver by 25 November)
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	• Article for FE News • Workshop at Association of Colleges Annual Conference and Exhibition • AELP Sector Forums • Local/regional network events • Newsletters/Eshots
Inspire and encourage action to help people of working age to build solid digital foundations	• Gather some case studies from members and centres who have used the assessments and resources • Encourage own staff to use assessment and resources to build own knowledge • Explaining the benefits of membership
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	• Broaden involvement of other orgs to support reaching wider audience (City & Guilds, NCFE, Federation of Awarding Bodies (FAB)) • Get involved with other workstream 'asks' to support where we can e.g. help accessing providers (Training content, Social value, Future fit framework, Break the cycle) • Interpret Education Policy and funding changes plus link to digital skills (Government pathway)

Medical (Health & Care): Goal and Team

Workstream	Medical (Health & Care)	PHASE
...in a sentence	Mobilising the Health & Care sector to close the essential digital skills gap.	ACTIVE

Focus Areas	End of 2025 Goals
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	• Establish communications and marketing across health and social care providers. • Encourage sign up to the charter and FDN membership.
Inspire and encourage action to help people of working age to build solid digital foundations	• Develop a strategy to develop basic digital skills in every NHS Provider organisation in England. • Measure impact on staff digital confidence (by end '26) • Measure impact on patients (case study examples)
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	• Manage shared resources over four areas: NHS, Private healthcare, Social Care, Future workforce
Charter Target by 31 December	*+50*

Workstream team	Name	Organisation
Co-leads	James Freed	NHS England
	Kim Lewry	RC Surgeons
	Jane Brightman	Skills for Care
	Jo Dickson	Ramsey Health
Team members	David Hunt	RC Anaesthetists

Medical (Health & Care): Sprint 3 Priorities

Focus Areas	Priorities for sprint 3 (deliver by 25 November)
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	• Raise awareness and charter signatories (Trusts, Academy of Medical Royal College's, ZAD) • Aiming for 50 charter signatories • Aiming for 5 members
Inspire and encourage action to help people of working age to build solid digital foundations	• Test FDN toolkit and explore a need to customise for health and care • Articulate a three-year strategy for developing essential digital skills in the workforce looking at variations by our four industry areas • Conduct review of NHS employer activity
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	• Work up detailed strategy for NHS, Social care, private healthcare and future workforce • Marsh McLennan to carry out some data analysis to try to demonstrate impact of EDS on public health/patient outcomes (Maura/Daisy/Kim) • Establish links with National online training providers • Recruit co-lead from private sector (complete)

Construction & Infrastructure: Goal and Team

Workstream	Construction and Infrastructure	PHASE
...in a sentence	Mobilising the Construction & Infrastructure sector to close the essential digital skills gap.	ACTIVE

Focus Areas	End of 2025 Goals
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	• Secure at least 5 additional Charter signatories – either Tier 1 contractors or through Supply Chains.
Inspire and encourage action to help people of working age to build solid digital foundations	• DIIF Project Opportunity: Work with Not-in-Work and South West teams as part of a pilot to upskill NEET adults with refreshed EDS for Work and support into employment.
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	• Recruit 2-3 additional team members

Charter Target by 31 December	*TBC*

Workstream team	Name	Organisation
Co-leads	Naomi O'Neill	Amey
	Aurelie Marais	Bouygues Construction
Team members	Jo Tasker	Community Coworking

Amey

BOUYGUES UK

COMMUNITY COWORKING

Construction & Infrastructure: Sprint 3 Priorities

Focus Areas	Priorities for sprint 3 (deliver by 25 November)
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	• Move from information gathering to action • Agree the outreach approach and content (e.g. email plus any supporting info) • Make contact with priority stakeholders identified through the mapping exercise, and encourage them to sign the Workforce Digital Skills Charter, and to become FutureDotNow members.
Inspire and encourage action to help people of working age to build solid digital foundations	• DIIF Project Opportunity: Work with Not-in-Work and South West teams as part of a pilot to upskill NEET adults with refreshed EDS for Work and support into employment
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	• Call for new team members within FutureDotNow community

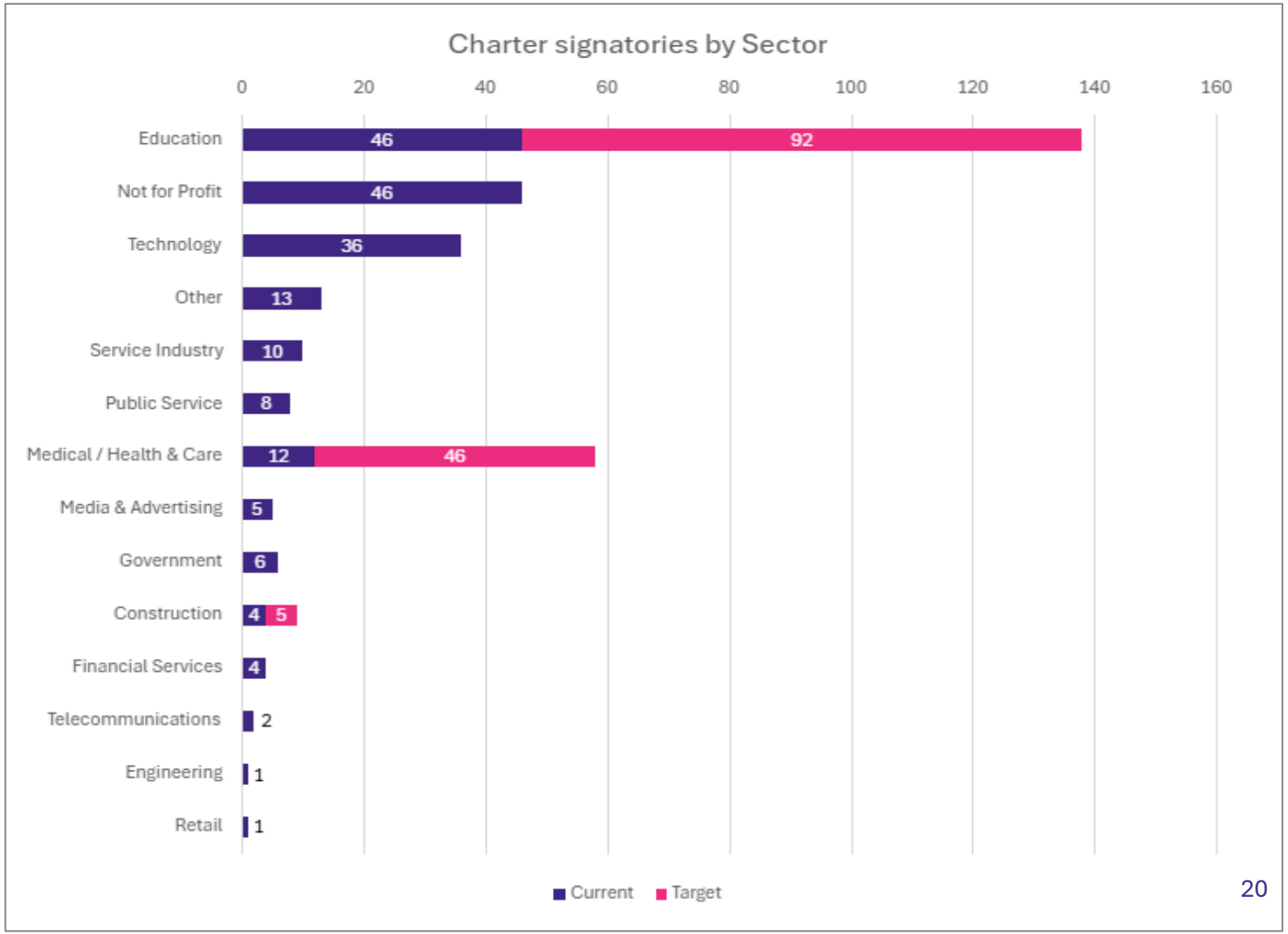
Charter growth

194 signatories so far

How many more can we get over the next 10 weeks?

Look out for the weekly Charter Pulse email update

- **Charter by sector**
- **Charter by region**
- **Top referrers!**



Pathways – Not in Work

Not in work: Goal and Team

Workstream	Not in Work	PHASE
...in a sentence	By the end of November 2025, we aim to have an approved delivery mechanism for a pilot intervention under the Not in Work pathway, ready for launch in 2026, that aims to upskill NiW adults with the 20 EDS for work and provide employment opportunities.	ACTIVE

Focus Areas	End of 2025 Goals
Delivery method	• We will define a delivery mechanism that will aim to test the hypothesis *"Equipping Not in Work (NiW) individuals with Essential Digital Skills (EDS) for work will significantly increase their likelihood of gaining long-term employment"*. • This delivery mechanism will include a training intervention and the identification of employment opportunities for individuals who take part in the programme.
Intervention	• We will define a training intervention surrounding the 20 EDS for work with a pathway to possible employment opportunities with priority employers.
Data & Measurement	• We will define an impact measurement framework to assess both immediate and short-term outcomes of the pilot, testing the correlation between digital skills and employment outcomes.
Beyond delivery	• We will design a forward-looking programme plan that delivers thought leadership for repeatable interventions. This will include key success factors, lessons learned, and recommendations to inform future Not in Work pathways.

Team	Name	Organisation
Co-leads	Anna Brearley	Accenture
	Hannah Whelan	Good Things Foundation
Team members	Anna Rosolik	Accenture
	Lily Newman	Accenture
	Thalia Gonzalez	Good Things Foundation

Not in Work: Sprint 3 Priorities

Focus Areas	Priorities for sprint 3 (deliver by 25 November)

Delivery partners	• Engage and confirm relevant delivery partners for each element of the Not in Work pilot intervention, such as:
	  • Beneficiary sourcing e.g. local authorities, DWP, charities
	  • EDS Training delivery partner e.g. face to face intervention, e-learning
	  • Additional support partner e.g. wrap around support, device access, training space
	• Pilot programme to be run in a priority geography and possibly focussed on specific sector.

Employers	• Engage and confirm employers who currently have high volumes of job vacancies (at the right level) to partake as possible employers in the pilot programme. • Employers are required to have job vacancies in the specific geography for the beneficiary. • Agree employer engagement in the programme – e.g. interview opportunity, employment offers.
Beneficiaries	• Identify and confirm a cohort of beneficiaries with limited digital proficiency for progressing through the pilot programme (c.25), possibly focussed on a specific geography and sector. • Identify a third party to support with the identification and engagement of beneficiaries.
Impact measurement	• Define and agree an impact measurement framework for the pilot programme that demonstrates a correlation between digital skills and employment outcomes. • Success measures could cover area's such as: operational success, digital skills confidence, gaining employment metrics. • Define data capture, measurement approach, and associated KPI's. • Develop data collection materials i.e. surveys.
Funding routes	• Identify and define possible funding routes to support the roll out of the pilot programme where necessary.

Pathways – Place

South-West: Goal and Team

Workstream	South-West	PHASE
...in a sentence	Mobilising the South-West region to close the essential digital skills gap.	ACTIVE

Focus Areas	End of 2025 Goals
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	Ensure all SW Local authorities and key Business networks (Chambers, FSB, SWBC and sector-specific bodies) are aware of the EDS gap and the FDN reports, resources and tools.
Inspire and encourage action to help people of working age to build solid digital foundations	Embedding of EDS as standard in digital skills for the workforce commissioning – new projects, renewed programmes and wider ACL delivery. Working with key employers to embed EDS in their skills development programmes – profile case studies/leadership
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	Deliver at key SW regional events presenting the evidence, actions taken so far, and available resources and support. Encourage Charter sign-ups across all sectors.
Charter Target by 31 December	*10 more in SW*

Workstream team	Name	Organisation
Co-leads	Julie Hawker MBE	Cosmic
	Emma Moore	Cosmic
Team members		

South-West: Sprint 3 Priorities

Focus Areas	Priorities for sprint 3 (deliver by 25 November)
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	• Somerset Skills Summit – Sep – Speaker slot (JH) • SW event plan for Nov/Dec (now subject to available time/funds) – virtual update or piggyback on existing event TBC • Individual updates provided to key connection in local government and business networks
Inspire and encourage action to help people of working age to build solid digital foundations	• EDS embedded into all SW LA commissioning documents • Shared best practice in developing curriculum and content with EDS in skills programmes • Promote case studies of success where individual learners are progressing through EDS
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	• Secure and begin delivery of the Essential Digital Skills & AI Employability Pilot (South-West). • This project aims to equip NEET adults with core digital and AI skills to boost their employability, connect them with employers in the region (likely Construction and NHS), and produce a replicable guide for scaling essential digital skills across the UK.

Pathways – Breaking the cycle for young people

Breaking the cycle for young people: Goal and Team

Workstream	Breaking the cycle for young people	PHASE
...in a sentence	Identifying the key organisations working with children and young people and powering them up with information to ensure young people are workforce-ready	MOBILISATION

Focus Areas	End of 2025 Goals
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	• Identify key organisations working with children and young people who share the objective of ensuring young people are workforce-ready • Power these organisations up with information to enable them to take action as part of their core activities
Inspire and encourage action to help people of working age to build solid digital foundations	
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	

Charter Target by 31 December	*TBC*

Workstream team	Name	Organisation
Co-leads	Julia Adamson MBE	BCS
	Chris Ashworth OBE	Nominet
	Polly Morgan	iDEA
Team members		

Breaking the cycle for young people: Sprint Priorities

Focus Areas	Priorities for this sprint
Raise awareness of the essential digital skill gap across the sector/community and opportunity to be realised through concerted action	• Build workstream team • Develop set of core messages that organisations working with young people need to know about the essential digital skills imperative so they are inspired to embed in their work. Option for this to lay out recommendations on what steps they could take now (good/better/best actions) • Identify key organisations to target and prioritise • Refine pitch based on feedback • Track and evaluate success
Inspire and encourage action to help people of working age to build solid digital foundations	
Work together as part of the national change programme to supercharge action on workforce digital skills in your sector/community	

Two other workstreams mobilising

PATHWAY	CO-LEADS	2025 GOAL
Government **MOBILISATION**	Home Office Department for Science, Innovation, & Technology	• Mobilising Government departments behind the shared mission to close the workforce digital skills gap
Online safety **MOBILISATION**	Deloitte. BARCLAYS	• Mobilising the business community to close the online safety skill gap in the workforce

03

Enablers:
Sprint 3 Priorities

ENABLERS

Solving priority problems

2025 COMMITMENT

FutureDotNow will continue to identify and develop solutions to systemic barriers. Strong progress across the board.

Sprint 2 progress

- Six workstreams in **Active** phase with clear goals for end 2025 or progressed to **Amplification**
- Training has expanded scope following sprint 2 to bring in sub-stream looking at role of Accreditation and Digital Badging, which is mobilising.
- Needs of SMEs in mobilisation - different characteristics

Key achievements to date:

- Four insight reports live, or due in the next quarter: *Embedding AI in the EDS Framework, Economic Impact, Social Value, Motives & Confidence*
- Reinvigorating Govt interest in Framework ownership. Now under Ministerial Review
- Emerging Organisation Maturity Index

	ENABLER	STAGE	CO-LEADS
1	Future-fit Work Skills Framework	ACTIVE	The Alan Turing Institute; Lancashire Skills & Employment Hub
2	Economic Impact	AMPLIFICATION	future.now
3	Social Value	ACTIVE	Bouygues UK; future.now
4a	Training: Content	ACTIVE	Cisco; future.now
4b	Training: Accreditation & digital badging	MOBILISATION	City & Guilds; ufi VocTech Trust; future.now
5	Motives & Confidence	AMPLIFICATION	future.now
6	Measuring impact	ACTIVE	accenture; future.now
7	Needs of small and medium enterprises	MOBILISATION	digitalboost

For detailed updates on each enabler, see pages 19-23

Future-fit Work Skills Framework: Goal and Team

Workstream	Future-fit Work Skills Framework	PHASE
...in a sentence	Ensuring the Essential Digital Skills framework keeps a pace with changing needs of the workforce	ACTIVE

Focus Areas	End of 2025 Goals
1. EDS Framework Ownership	Framework **ownership** is resolved
2. Review process	An appropriate **review process** is proposed that ensures the framework keeps pace with tech developments (e.g. AI).
3. Positioning in the landscape	Framework is better **positioned into the wider picture** of standards, qualifications and curriculum
4. Growing adoption of a common language	Framework is recognised and adopted by industry and government as the **digital skills baseline for workers**. Framework is **more actionable, accessible and relevant to different business audiences.**

Workstream team	Name	Organisation
Co-leads	Dr Matt Forshaw	Alan Turing Institute
	Kerry Harrison	Lancashire Skills and Employment Hub
	Holly Chate	FutureDotNow
Team members	Jeff Colclough	Amey
	Patrick Craven	City & Guilds
	James Baskerville	Department for Education
	Kathleen Gristock	Department for Education
	Megan Venn-wycherley	Swansea University

Logos

Future-fit Work Skills Framework: Sprint Priorities

Focus Areas	Priorities for this sprint
1. EDS Framework Ownership	• **Ownership review:** Provide short paper (by end Sept) on options for ownership and review, as input to ongoing DSIT and DfE Ministerial discussions.
2. Review process	*On hold pending resolution of ownership*

3. Positioning in the landscape	• **Joining up the ecosystem:** Collaborate with Turing to strengthen the link between the refreshed EDS framework and the soon-to-be-updated AI Skills for Business (AISfB) Competency Framework with DSIT and Innovate UK.
	  • *Expected output: findings of EDS framework embedded within forthcoming AISfB framework.*
	• **Developing competency profile for AI Professionals:** Develop and validate duty statements, Knowledge, Skills and Behaviours (KSBs) statements for AI professionals to uphold responsive adoption of AI systems, aligned with the confidence and digital literacy of working-age adults.
	  • *Expected output: a validated understanding of the professional requirements, to be proposed for inclusion in the AISfB framework. Opportunity for joint publication on these profiles.*

4. Growing adoption of a common language	• **Launch the AI Report**, landing the refreshed EDS Framework as a new asset and anchoring this work as an input to the Govt campaign to upskill 7.5m workers in the AI basics. • **Testing:** Design and commence a pilot to test the refreshed 25 tasks, and check the language resonates with wider audiences (opportunity to work in a region, with not-in-work community and universities) • **Reporting:** Liaise with Lloyds to encourage reporting on the refreshed framework in 2026

Social Value Workstream: Goal and Team

Workstream	Social Value	PHASE
...in a sentence	Quantifying the social value of closing the skills gap, and unlocking the link between ESG and EDS.	ACTIVE

Focus Areas	End of 2025 Goals
PROJECT: Social Value Report	• Produce and publish report that qualifies and quantifies the social value of developing essential digital skills. This will serve as a foundation step to the longer-term goal of incorporating digital inclusion into ESG activities and strengthen it as a focus for social value investment under the Social Value Act.
Social Value Act Guidance	• Produce and publish guidance for public sector commissioners and suppliers that will help to target social value requirements and interventions to deliver systematic impact on digital inclusion. The guidance is aligned to the Social Value Act and associated procurement policy rules, frameworks and priorities.

Workstream team	Name	Organisation
Co-leads	Liz Williams	FutureDotNow
	Emmanuelle Rodarie	Bouygues UK
Team members	Anna Farquarson	ISS
	David Farrell	NHS
	Katie Heard	Good Things Foundation
	Emma Weston	Digital Unite

Social Value Workstream: Sprint 3 Priorities

Focus Areas	Priorities for sprint 3 (deliver by 25 November)
PROJECT: Social Value Report	1. Finalise report content 2. Plan and run workshop session with subject matter experts to inform final draft and launch plans. 3. Plan and deliver report launch event and associated communications strategy.
Social Value Act Guidance	1. Reform team 2. Review and agree objectives for the Commissioners Guide and progress development (including relationship SV Report). Agree timetable for production/publication in light of available resources. 3. Progress production of the Commissioners Guide.

Training: Content: Goal and Team

Workstream	Training: Content	PHASE
...in a sentence	Making it easier for employers to train their people, by curating best in class resources and learning stories.	ACTIVE

Focus Areas	End of 2025 Goals
Increase access to training content	A comprehensive understanding of supplier needs, enabling FDN to direct member organisations to high-quality training content that covers the 20 EDS tasks. This will ensure suppliers are well-equipped to invest in and promote training content, enhancing their role in delivering the mission. Scope opportunity to consolidate assets
Share EDS training best practice	Deliver a clear and robust training delivery guide that distils known approaches into a step-by-step format for different stakeholders. This guide will help reduce the time to action, ensuring efficient and effective training delivery.
How AI supports training delivery	Develop Point of View (POV) on how AI can be leveraged to deliver effective learning on EDS tasks and build learner engagement.

Workstream team	Name	Organisation
Co-leads	Elizabeth Barr	Cisco
	Paul Fleming	FutureDotNow
Team members	Amey	Marco Buturo
	Cosmic	Emma Moore
	Department for Education	James Baskerville
	Finyx	Steve Woon
	Finyx	Luchia Francis
	Nationwide	Jo Mills
	Nationwide	Olanike Aderoju
	NCFE	Emzi Mills-Frater
	Salesforce	Avril Couper

Training: Content: Sprint Priorities

Focus Areas	Priorities for sprint 3 (deliver by 25 November)
Increase access to training content	• Work with government and scope how existing assets e.g. Skills for Life and FutureDotNow Training Directory can be more closely aligned, benefiting both employers and individuals
Share EDS training best practice	• Finalise and publish case studies on the FutureDotNow Members Area – in support of the launch of 'Learning that Clicks' report • Identify potential case studies that validates promising actions.
How AI supports training delivery	• Complete the risk assessment and mitigation plan • Pilot prototype with a closed group to test proof of concept - identify a small group of pilot organisations

Measuring impact: Goal and Team

Workstream	Measuring Impact	PHASE
...in a sentence	Shape the impact measurement landscape on workforce digital skills, and develop methodology to measure progress against FutureDotNow's Theory of Change	ACTIVE

End of 2025 Goals	
Shape the impact measurement landscape on workforce digital skills, and develop methodology to measure progress against FutureDotNow's Theory of Change	A consistent use of metrics to report the workforce essential digital skill gaps (and progress), working towards a greater suite of reporting sources • Establish and promote core measurement set • Enable organisations to assess capabilities of individuals in a consistent way • Create a common organisational 'maturity' language and way of tracking progress
Workstream establishment	Move from FutureDotNow-led and managed activity

Workstream team	Name	Organisation
Co-leads	Liz Williams	FutureDotNow
	Paul Fleming	FutureDotNow/ Accenture
Team members		

Measuring impact: Sprint 3 Priorities

Focus Areas	Priorities for sprint 3 (deliver by 25 November)
1. Establish and promote core measurement set	• Propose and align around the 'anchor' national measures (e.g. no. of people with the essential digital skills) • Encourage use of a consistent use of metrics to report the workforce essential digital skill gaps (and progress) • Work towards a greater suite of reporting sources; proposal submitted to Government Digital Inclusion Innovation Fund, decision due October.
2. Enable organisations to assess capabilities of individuals in a consistent way	• Promote and scale use of FutureDotNow's Colleague Self Assessment Guide. Develop plan to build awareness and encourage adoption. • Develop feedback loop for the self assessment guide to inform future development priorities. • Explore reporting (e.g. # companies using the guide) and potential to aggregate findings to provide new data points on the state of the nation for workforce digital skills.
3. Create a common organisational 'maturity' language and way of tracking progress	• Document and publish Organisational Maturity work completed in sprint 2 • Launch the Organisational Maturity Index as way for organisations to contextualise where they are, benchmark and then map their progress over time.
4. Workstream establishment	• Invite FutureDotNow community to join the workstream to progress priorities.

Two workstreams mobilising

ENABLER	CO-LEADS	2025 GOAL	SPRINT 3 PRIORITIES
Training Accreditation & digital badging MOBILISATION	City & Guilds future .now ufi VocTech Trust	Understand the potential of both accreditation and digital badging to further the FutureDotNow mission, with a particular initial focus on measurement and funding.	• Mobilise workstream to define the problem and opportunity statement. Call out for team members to help scope this workstream.
Needs of Small and Medium Enterprises MOBILISATION	digitalboost!	Understand the needs and motivating factors specific to the SME Community to inform how best to help them take action on workforce digital skills.	• Pilot the Colleague Self-Assessment approach with SME businesses, gain baseline data and identify areas to tailor the tool to better serve the SME community. • Secure co-lead. Volunteers welcomed or ideas for who might be well placed

04

Setting up for success & next steps

10 weeks of action

- 21 million reasons
- 10 weeks
- 7 enablers and 8 pathway teams
- One shared goal

Let’s go!



Key dates for your diary

Sprint 3: 10 weeks of focused effort, three opportunities to connect as a wider team

Sprint 3: 10 weeks (23 Sept to 25 Nov)									
22-Sept	**29-Sept**	**6-Oct**	**12-Oct**	**20-Oct**	**27-Oct**	**3-Nov**	**10-Nov**	**17-Nov**	**24-Nov**
1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
Sprint Kick-Off TODAY				**Mid-point connect** 21 Oct					**End of sprint workshop** 25 Nov

Kick-Off call

- **Objective:** Share goals for the next 10 weeks, orientate teams on what's needed, answer any Qs. Energise us all for this next sprint.
- **Format:** Virtual
- **When:** 23 Sept, 14:00 – 15:00

Mid-point connect

- **Objective:** Share progress against outcomes, spot interdependencies and manage risks.
- **Format:** Virtual
- **When:** 21 Oct, 14:00 – 15:30

End of Sprint Workshop

- **Objective:** Review outcomes, successes and next steps. Celebrate progress, and energise teams for the next sprint
- **Format:** In-person
- **When:** 25 Nov 14:00 – 17:00
- **Where: techUK** – central London

Save the date https://share.hsforms.com/2kkGOC-W9R8GVaQGwZTem8g47cwp

What's next?

What do do over the next few weeks

Co-leads:

- ✓ Get your meetings in the diary and convene your team at least once before 22nd October
- ✓ Reconfirm workstream roles and responsibilities
- ✓ Get work underway!
- ✓ Be ready to share updates at the mid-point connect (22nd October)



Become part of the Delivery Team

ENABLERS

Join an Enabler workstream
as a member or co-lead

Seven Enabler workstreams
Future-Fit Skills Framework
Economic Impact
Social Value
Training: Content / Accreditation & Digital Badging
Motives And Confidence
Measuring Impact
Needs of Small and Medium Enterprises

PATHWAYS

Lead a Pathway action community
e.g. Retail, or North-West

- PATHWAY 1: SECTOR
- PATHWAY 2: PLACE
- PATHWAY 3: SKILL AREA
- PATHWAY 4: NOT IN WORK

Scan the QR code to register your interest and get involved

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