

Future skills framework survey results

In summer 2024, we surveyed firms on their use of our future skills framework. We asked how and why they were using it, and whether they'd used other frameworks before. We also asked questions about demand for skills in the cross-cutting themes, which can be found in that section on our framework website: [FSSC Framework - Future Skills Framework - Overview](#)

We had 30 responses - including 22 of our members - and eight from other firms in the sector who had downloaded and used the framework.

Key findings

- Most members are using the framework to help them communicate the critical skill needs with an internal audience, to adapt for their own bespoke frameworks, and for strategic workforce planning
- Non-members are most likely to use the framework to help them identify future skills gaps, to develop their own frameworks and, like our members, to open a conversation about current skills inside their business.
- A third of all firms who used the framework hadn't used another prior to ours, although more than half of our members had.

The main reasons our members use the framework*

*Based on nineteen responses

"To inform our organisation of the future skills we need to focus on across the organisation"
(16 firms)

"I find the framework a really useful input to strategy and planning. we're at the early stages of embedding it, but I'm excited about where we can take it." FSSC member insurer

"To inform the development of our own bespoke skills framework"
(10)

"To identify future skills gaps/trends for strategic workforce planning"
(10)

"To review our skills development offer and planning"
(8)

"As part of implementing our Skills-Based Organisation programme"
(7)

"To assess current workforce skill levels"
(6)

"To benchmark our organisation"
(5)

"As a chartered body we use [the framework] to help inform our education offer and CPD and qualifications development" FSSC member chartered body

Why have non-members used the framework? *

*based on eight responses

To identify future skills gaps and trends for strategic workforce planning **(75%)**

To inform our organisation of the future skills we need to focus on across the organisation **(63%)**

To inform the development of our own bespoke skills framework **(50%)**

To review our skills development offering and planning **(38%)**

As part of implementing our skills-based organisation programme **(38%)**

To assess current workforce skill levels **(38%)**

To benchmark ourselves as an organisation **(25%)**

Integrating the FSSC framework with others

We asked respondents if they had used the Future Skills Framework in conjunction with any other frameworks and, if so, which? Of the 27 firms who responded, almost half had an in-house framework, but a third hadn't previously used a framework.

