

## Focus

Labour market shocks are a significant threat to the European social and ecological environment. The manufacturing sector is one of the most worrisome with high labour shortages. In the face of such labour crises, there is a need for new approaches to build resilience into the sector. However, for new technologies in manufacturing to bring value for all stakeholders, they need to be human-centric.

Fraunhofer AICOS, an applied research centre on human-centred digital technology, and the dst group, a large company operating in various sectors from manufacturing to telecommunications, joined forces to create the FICTIONS lab. The lab addresses **challenges of technological disruptions and skills gaps in manufacturing**, focusing on a case study in the north of Portugal, where a lot of the country's industry concentrates.

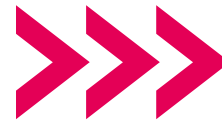
## Approach

The lab adopts a human-centred, participatory approach, whereby industrial workers can create **speculative designs** of how digital technology can be better designed to support workers in the future, while creating resilience conditions for employees and employers to thrive.

## Destination

The lab will implement an innovative approach, incorporating lead users, experimental training, and speculative design. This approach offers a fresh perspective on policy testing in domains where **training and competency development** are pivotal for capacity building.

The FICTIONS Lab expects to deliver two main outcomes. First, the proposed approach has a high potential for expansion to other sectors of the economy and can increase the resilience of the labour market. Second, the lab will produce a set of artifacts, created in collaboration between the lab researchers and manufacturing workers, which crystallise future visions of digital transformation to spark debate and to inform policymaking in this domain.



 **Fraunhofer**  
PORTUGAL

 **dst**

### Framing the challenge

Kick-off

Survey to industrial workers

Workshop with external specialists

Training sessions to workers

Monthly creative workshops

Workshop with external stakeholders for outcome validation.

Validation

Lead users approach



**FICTIONS LAB**

# What is FUTURESILIENCE?

The FUTURESILIENCE project aims to strengthen European economic and social resilience through an enhanced ability to quickly respond to future crises. This will be achieved by facilitating the fast and effective use of policy relevant research and innovation (R&I) findings through 10 pilot cases called 'FutuResilience Labs'. During the experimentation, multiple stakeholders will discuss and test evidence-based strategies tailored to their specific context and matching their local needs.

## Project consortium



## Connect with us!



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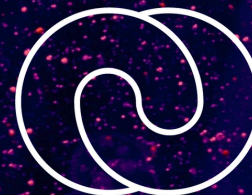


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# FICTIONS LAB

Co-creation of future visions for digital technology supporting manufacturing workers



# FutuResilience