

The Changing World of Work

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The world of work is changing...

Technology
“Reinventing”
Work

Skills gaps

Large-scale workforce consolidations

Managing multi-generational workforces

Global talent scarcity

Increasing work migration

Need to adapt to
diverse and flexible
work arrangements

Drive for “green” job creation

Social networking

Aging workforces

ManpowerGroup



Global forces

THE HUMAN AGE

Adjusting to the new ecosystem

**GLOBAL
READJUSTMENT**

**HUMAN
DYNAMICS**

**TECHNOLOGY
REVOLUTION**

Global readjustment

Economic
reversal and
social /
economic
bifurcation

Demographics

Minority
majority

Human dynamics

Sophisticated
customers

Individual
choice

Flexibility

Riding the technology wave

How, when and
where we work –
and who works

Productivity/
efficiency

Velocity of
change

The world is entering a new reality



Eras defined by the **raw materials** people bent to their will:

- Stone Age
- Bronze Age
- Iron age



Eras defined by the **domains** that people conquered with ever-increasing technology:

- Industrial Age
- Space Age
- Information age



Era defined by the **ingenuity** of individuals and of the community:

- Human Age

Photo Credits;
Johann Helgason, monroega.us, Google

Shifts to the Human Age

Yesterday

- Industrial / information ages
- Capitalism
- Workers chasing companies
- Companies dictate terms
- Workers living near work
- Unemployment – over-supply
- Technology the enslaver
- Closed borders
- Job for life
- Size matters
- Command and control

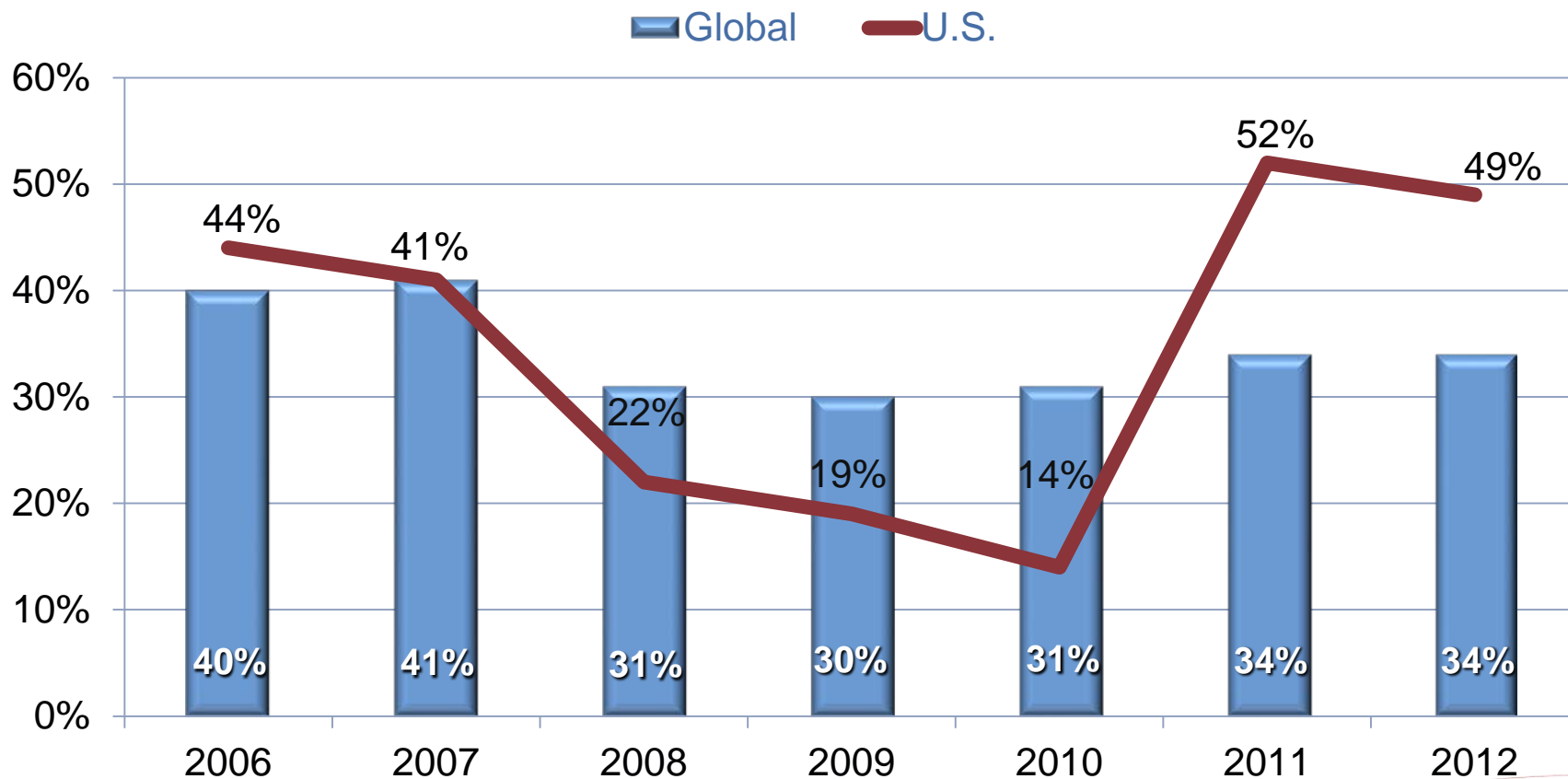
Tomorrow

- The Human Age
- Talentism
- Companies chasing workers
- Employees dictate terms
- Workers living anywhere
- Unemployment – specific demand
- Technology the liberator
- Open borders
- 10 to 14 jobs by age 38
- Agility matters
- Flexible frameworks

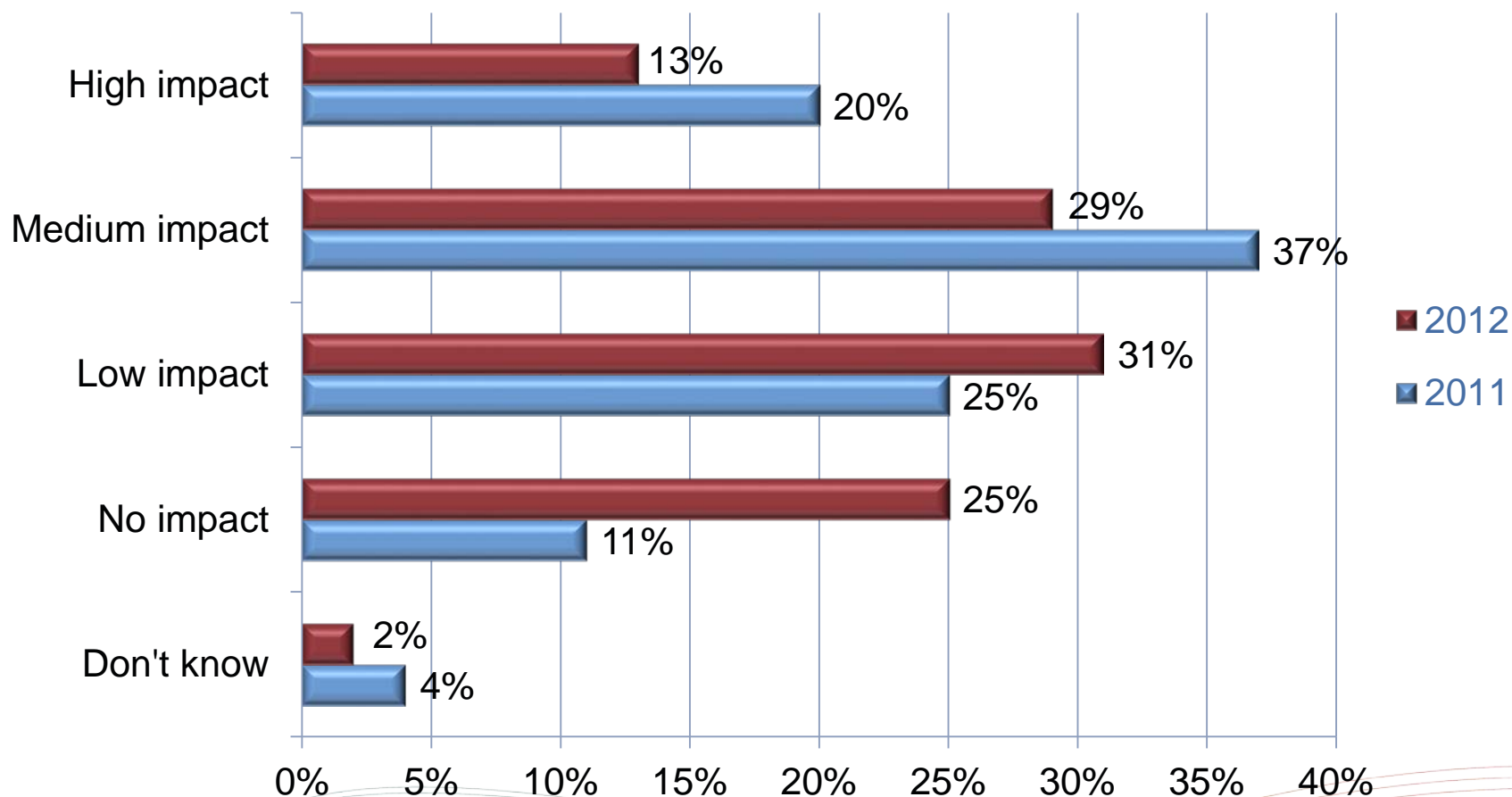


ManpowerGroup Talent Shortage Survey

Percentage of employers having difficulty



Perceived impact



Top 10 hardest jobs to fill in the U.S.

1. Skilled Trades
2. Engineers
3. IT Staff
4. Sales Representatives
5. Accounting & Finance
6. Drivers
7. Mechanics
8. Nurses
9. Machinists/Machine Operators
10. Teachers

Why are employers having difficulty?

Trouble Filling Positions

Lack of available
applicants/no applicants

Lack of industry-specific qualifications

Lack of "hard" job skills or technical competencies

Attention to detail

*Workplace competencies
(soft skills)*

Looking for more
pay than is
offered

Lack of
experience

The Talent Shortage

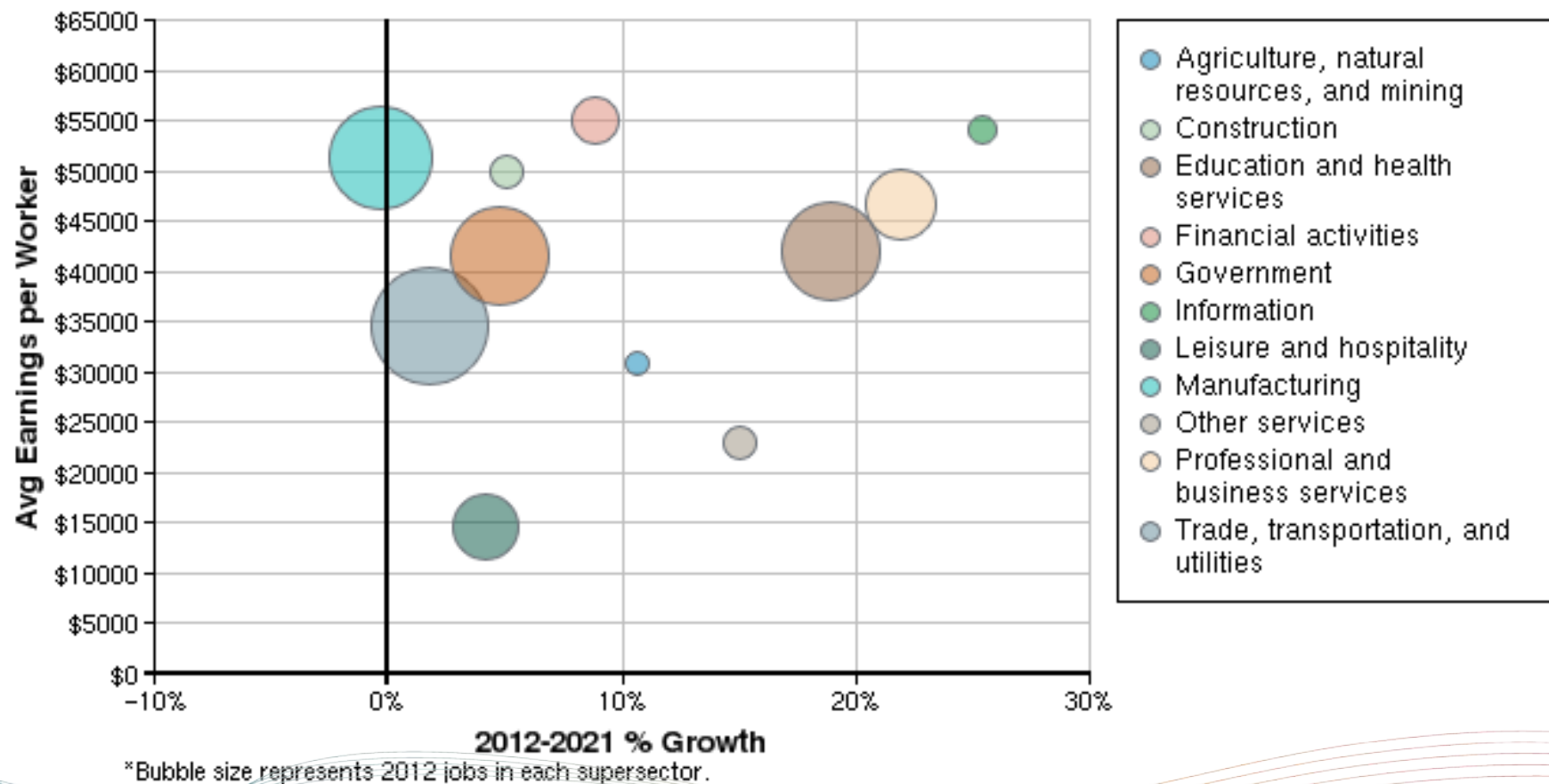
What strategies are employers pursuing?

- Focusing more on staff retention.
- Hiring people who don't have the job skills currently, but have potential to learn and grow.
- Providing additional training and development to existing staff.
- Broadening the search outside of local region.
- Increasing the focus on improving the business pipeline.
- Increasing starting salaries.
- Partnering with educational institutions.

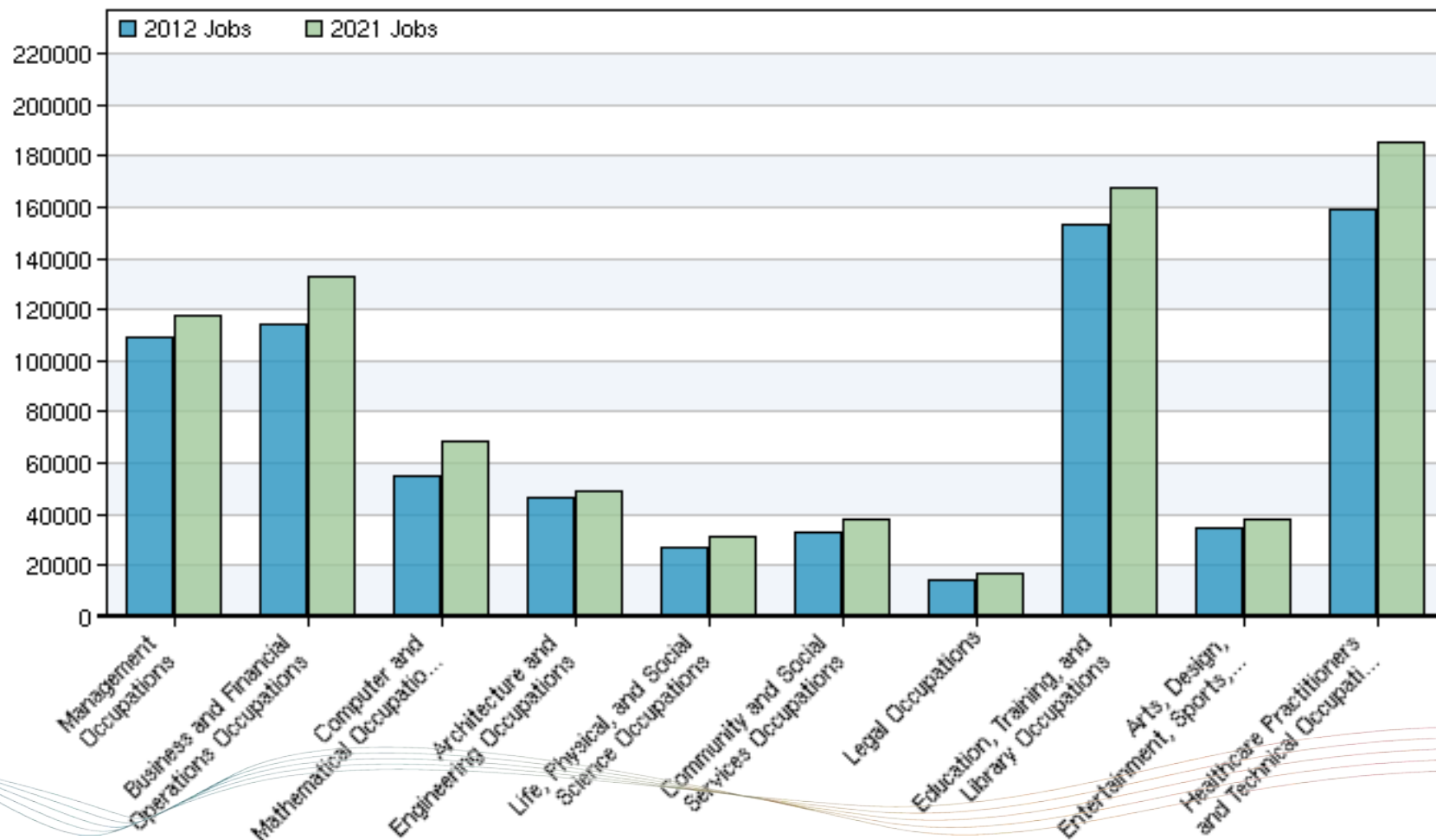
The image features a central dark green horizontal band. Above and below this band are decorative wavy lines in orange, blue, and red, creating a symmetrical, flowing pattern.

Wisconsin data

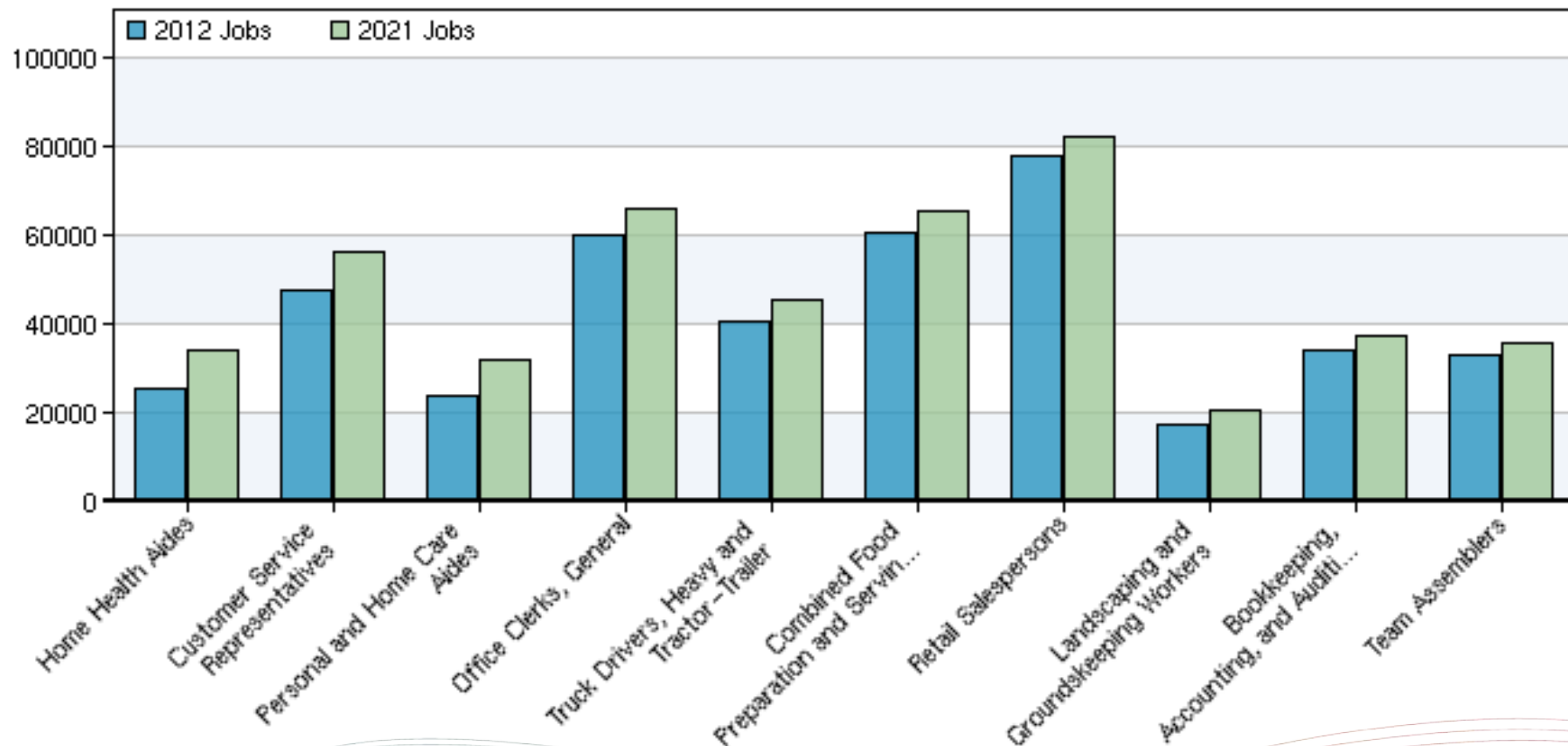
Industry size and growth



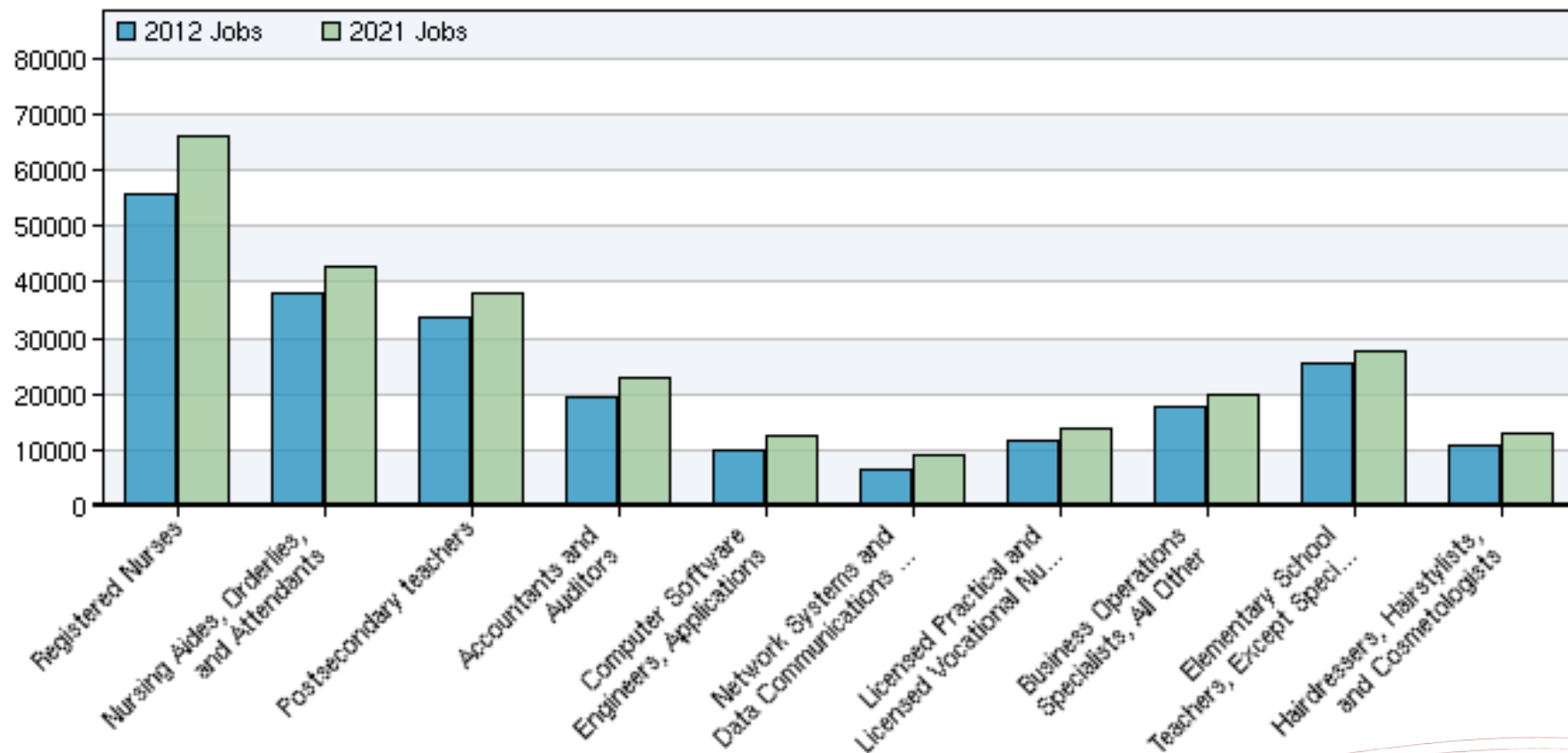
Occupation size and growth



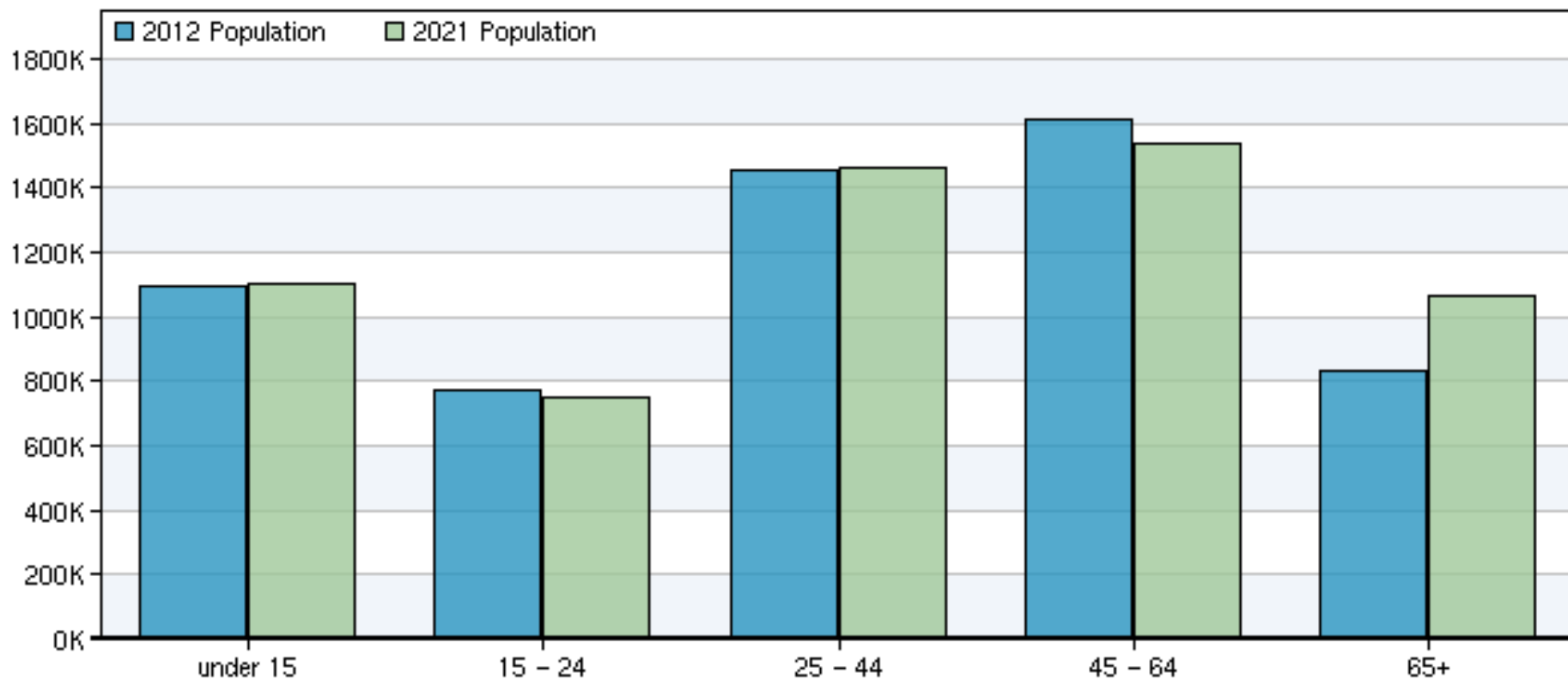
Fastest growing non-professional occupations



Fastest growing professional occupations



Age size and growth





By 2020 there will be

123 million

high-skill, high-pay jobs
available in the U.S., but only

50 million

Americans with the right
education to fill them.

Source: Economist Intelligence Unit

Thank you!

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