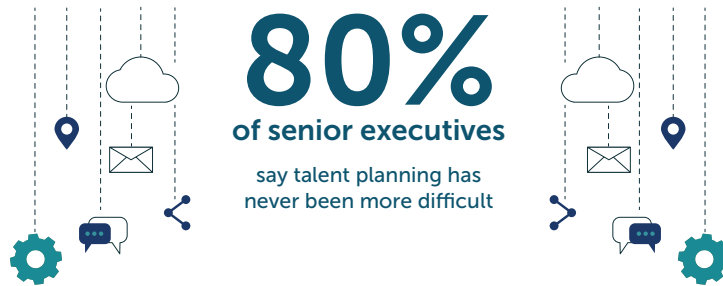


What do we want from work?

Dramatic changes are giving us the chance to create the work we want.
But how do we get there?

Technology, demographic shifts and new ways of working are transforming the relationship between employers and workers



The two biggest challenges

Digital transformation



Employees' demands for flexible work



Organisations must take action



92%
of senior executives

say they'll need a more flexible workforce in the next two years

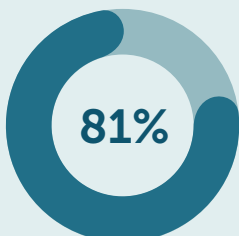


A new global survey of **715 senior executives** finds that businesses, workers and policymakers face **three main challenges and opportunities**

①

Tech disrupts jobs — and creates new ones

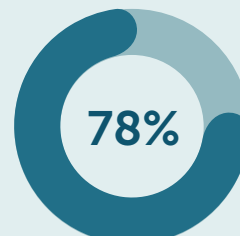
AI will create demand for new skills



of senior executives

say that AI and digital disruption are forcing a radical rethink about skills and the workforce

Employers are worried about keeping up with this demand



of senior executives

are concerned that their organisation can't train employees fast enough to keep up with technology developments in the next three years

2

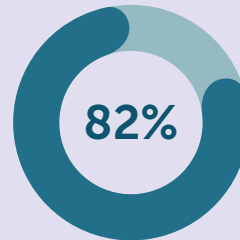
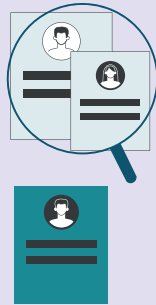
Employers must reach more workers to fill skills gaps

Talent gaps will only be filled if employers give opportunities to more workers

Recruitment and talent strategies will have to adapt



of senior executives want to source workers from under-employed groups to expand their pool of talent within the next two years



of senior executives say that the old ways of finding and holding on to talent don't work in today's constantly shifting business landscape

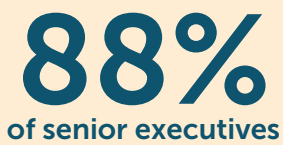


3

Employers have to be as flexible as their employees

Employers need flexibility in a fast-changing world

Workers also want flexibility



of senior executives plan to increase their use of agency workers to increase flexibility



of senior executives say that employees now value flexibility around where and when they work as much as they value factors like compensation



Let's talk about work

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