



The Future of Talent

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Megatrends

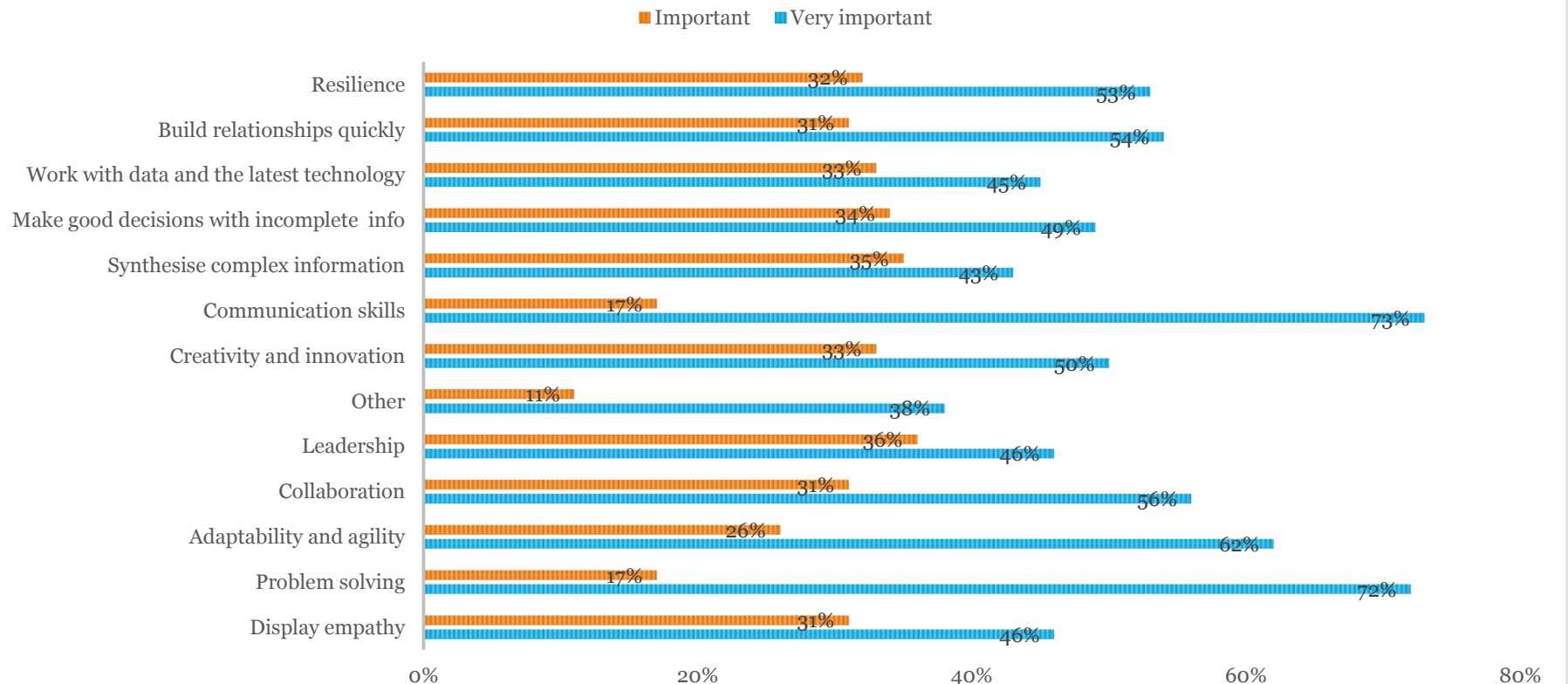
- The impact of megatrends
 1. Technological breakthroughs
 2. Demographic shifts
 3. Rapid urbanisation
 4. Shifts in global economic power
 5. Resource scarcity and climate change
 6. Globalisation

Agenda

- Impact of megatrends
- Moving beyond jobs to skills
- Do we have a skills or a search crisis?
- What about education?
- How are employers responding to the changing environment?

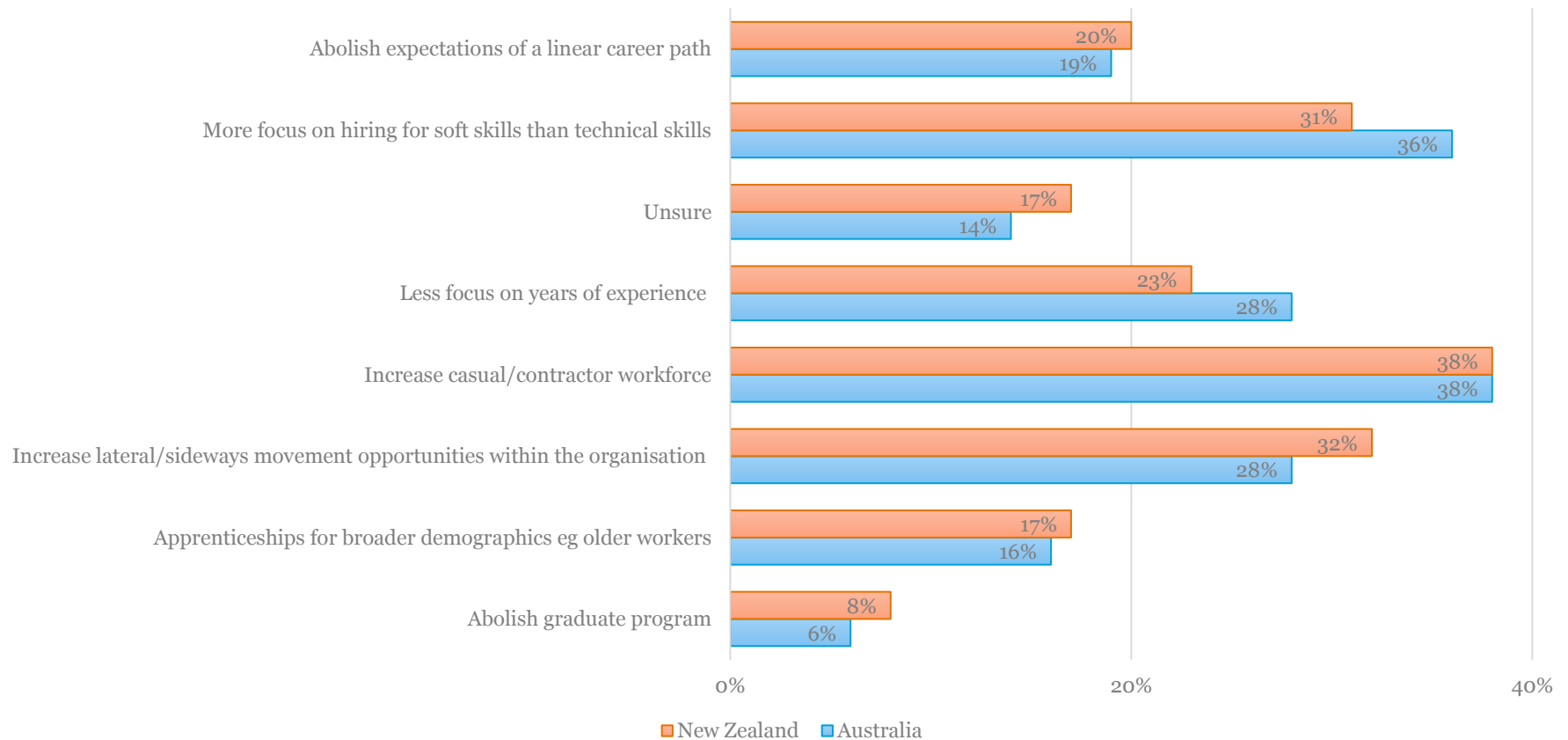
Skills rated important

SKILLS RATED BY BUSINESS AS IMPORTANT FOR THE FUTURE



Predicted career path changes

Predicted career path changes over the next ten years



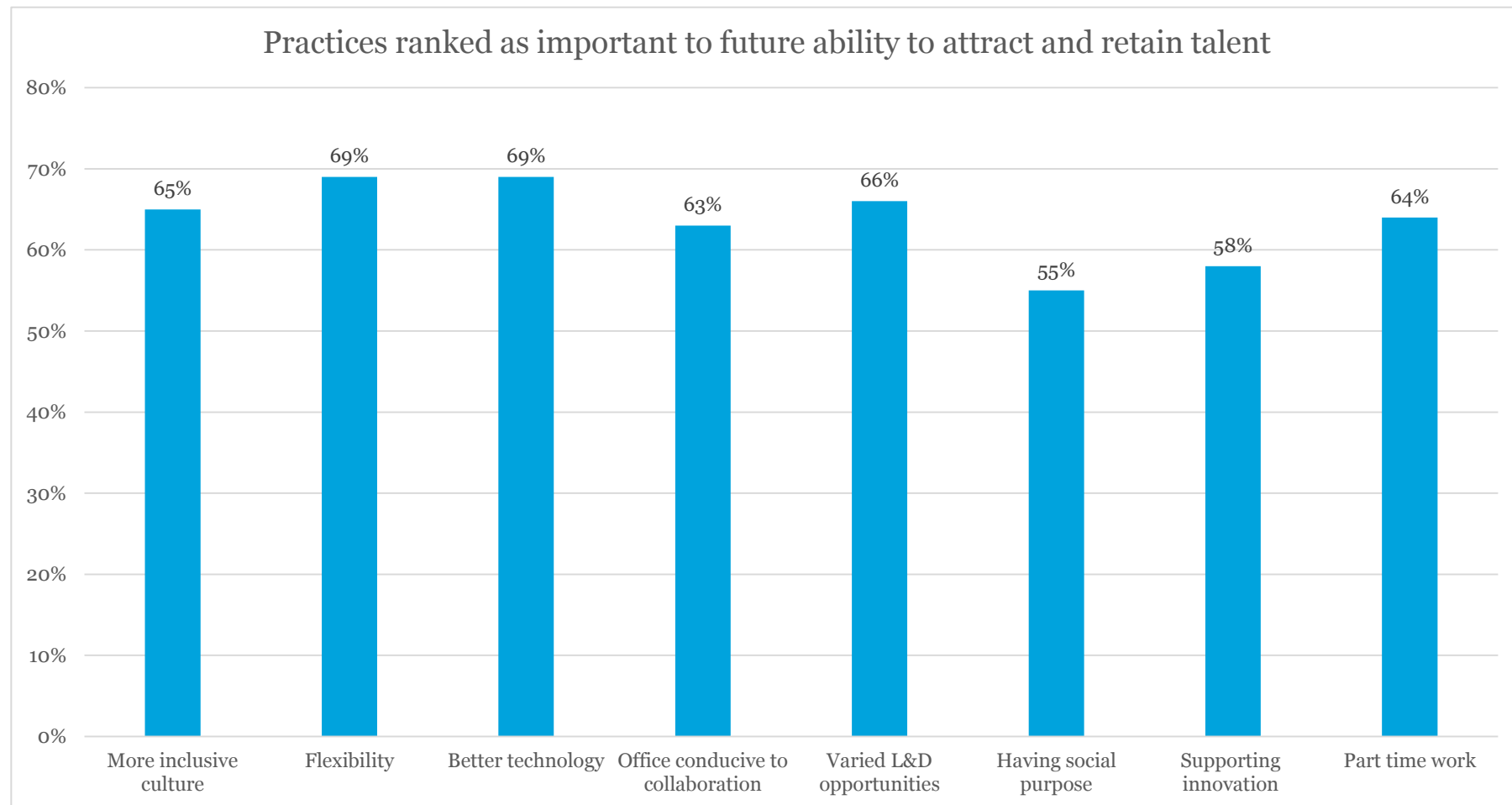
Action points

- Adaptability and agility as a skill is considered very important, but harder to attract and retain
- Young people need to reflect on the job clusters that best match their skills and interests
- Experienced workers need to think differently about their working history
- Businesses need to get better at recognising portability of skills across industries
- Age does not automatically equate to stage of career

Do we have a skills or a search crisis?

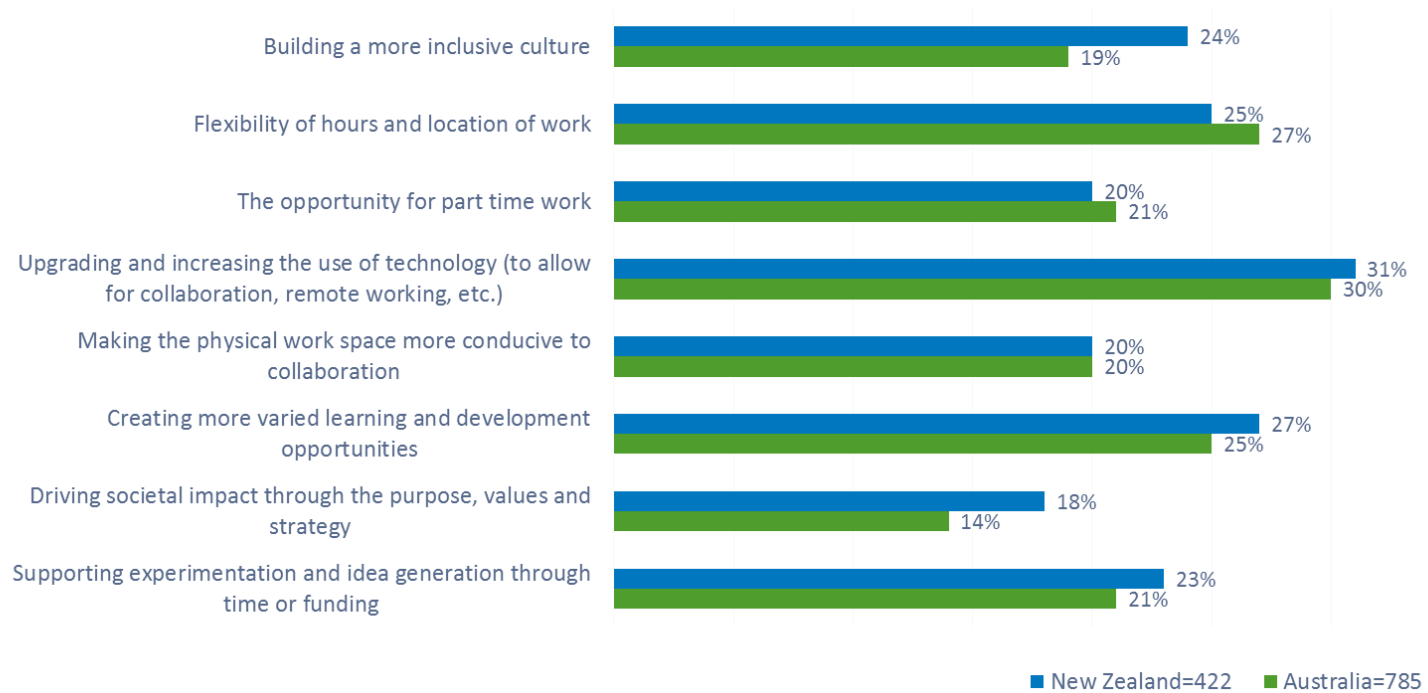
- 85% of business say they have the rights skills for today but only 71% when talking about the future.
- Mismatch between practices ranked as important to ability to attract talent and practices organisations need to change.

Practices to retain talent

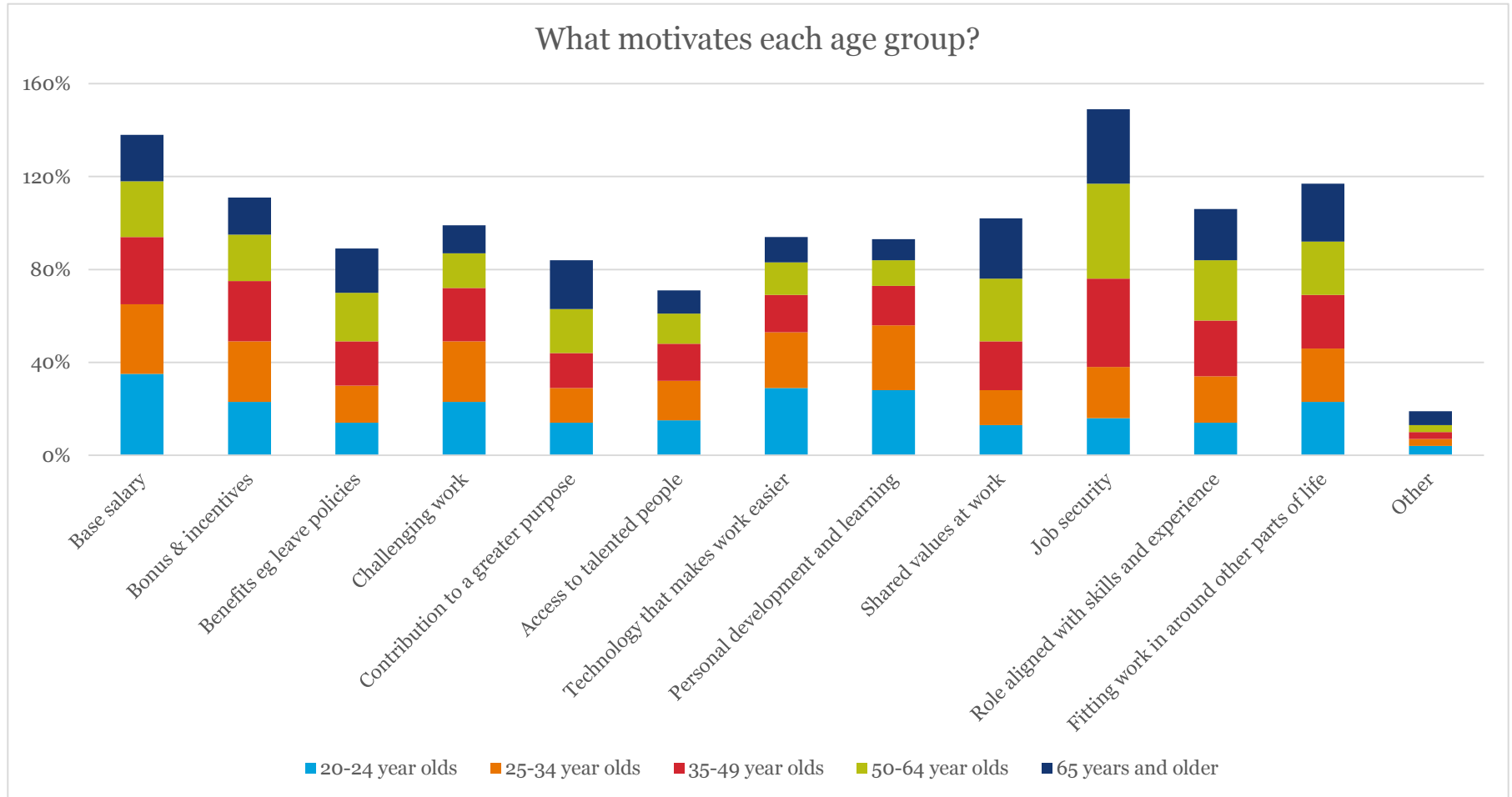


Practices to change

Which work practices does your organisation need to change or improve on to prepare for the future of talent?



What motivates workers?



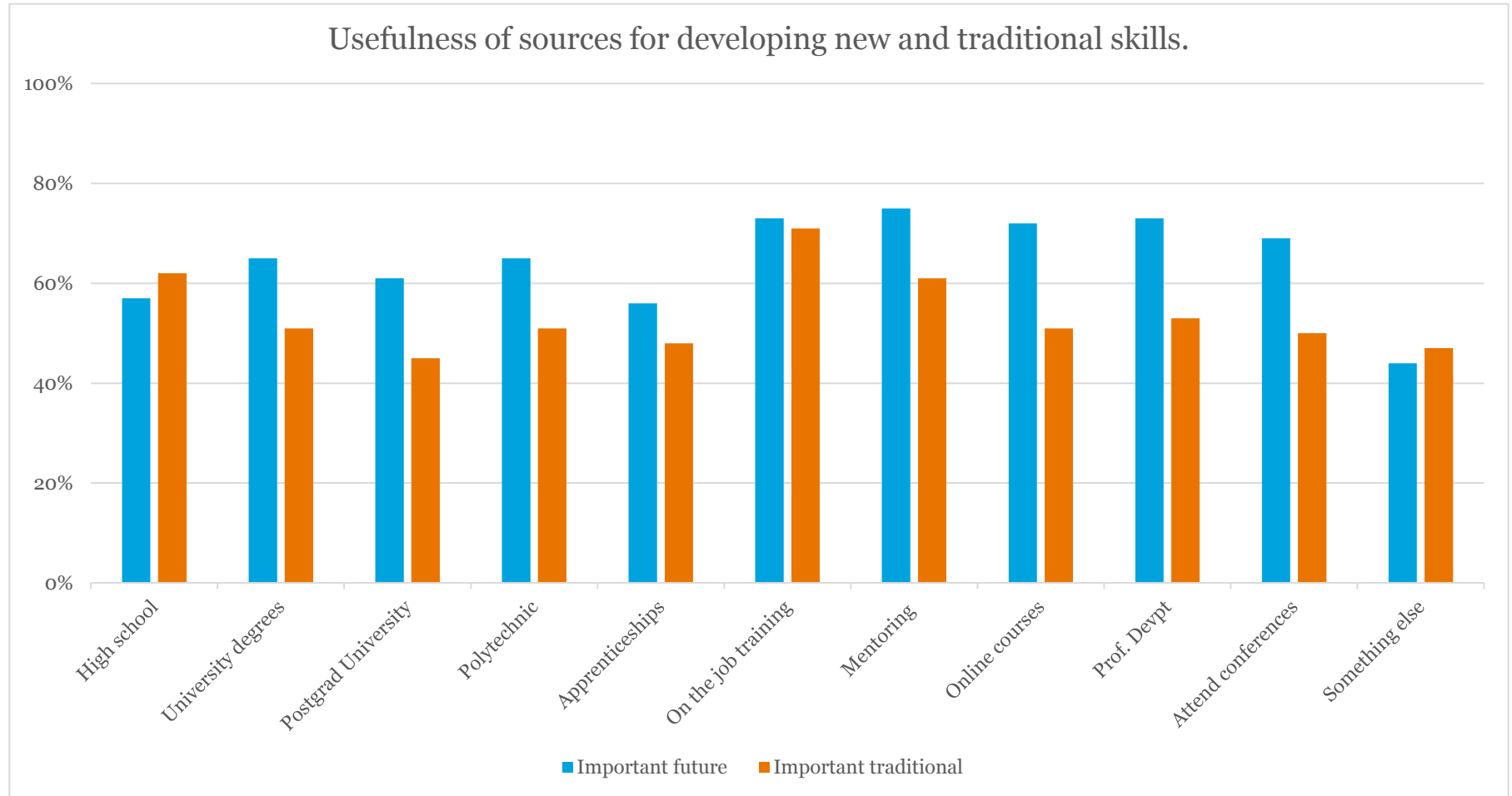
Action points

- Talent is distributed evenly throughout the population
- Inclusion is the key to capitalising on diversity
- Flexibility works for all workers
- With an ageing population, businesses will be severely limiting their talent pool if they shy away from employing older workers
- Businesses need to focus on factors that lead all employees to join, stay, and perform at their best

Role of education

- Transition from school to the workforce is taking longer and is more uncertain.
- Is the pathway to a permanent job via tertiary education still reliable?
- Need for school education to broaden its measures of success.

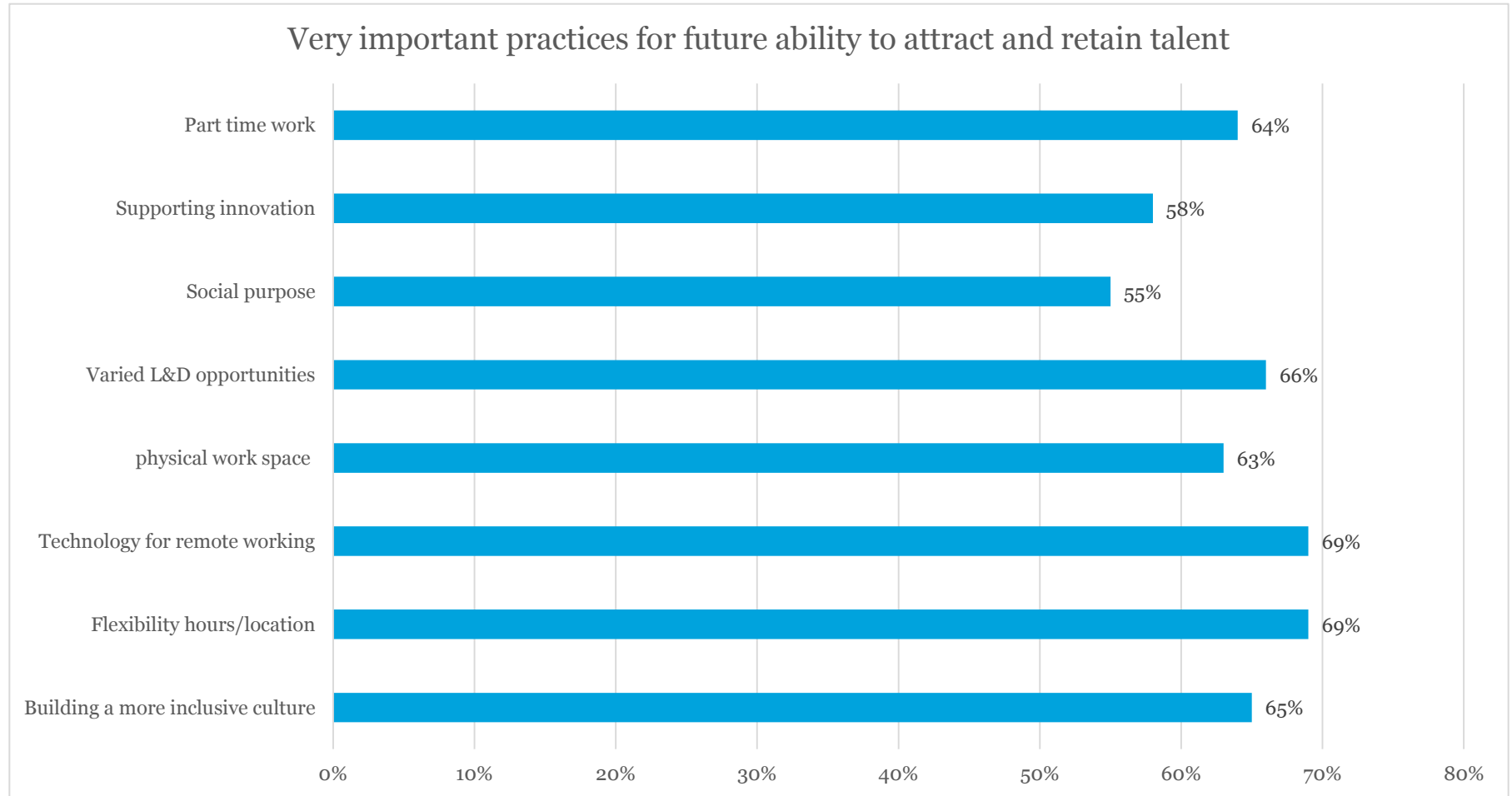
Usefulness of sources for skill development



How are employers responding?

- 60% of organisations say they need to change their way of working to prepare for the future
- Some disagreement as to who is responsible employers or employees
- Both need to be flexible and agile to successfully prepare
- Capability gap exists between skills business rates as important and the skills they think they should help develop

Practices for future ability to attract talent



QUESTIONS