



How are you thinking about the Future of Work?

External megatrends

Shifting global economic power

By 2030, it is estimated that the **E7's purchasing power will overtake the G7**

Rapid urbanisation

- **50% of us live in cities (compared to 2% in 1800)**
- **1.5million** people are added to this total every week

Climate change and resource scarcity

- **Demand for energy, food, and water will rise with an increased population**
- Earth only has a finite amount of resources

The APS will be particularly affected by...

Demographic and social change

- **8 billion** people by 2025
- People having **fewer children**
- **Increased life expectancy**
- ...and the fastest-growing population segment will be the **over-65s**

Technological breakthroughs

- Technology is one of the biggest **organisational disrupters**
- **Reduced time** from technological breakthrough to application is reshaping the **economy**

Source:

PwC's Five megatrends, 2016

Workforce transformation milestones

2025

By 2025, the world's population will have increased by another billion. The fastest-growing demographic will be over-65s¹

2018

74% are ready to learn new skills or completely retrain to remain employable

73% think technology can never replace the human mind

Source:

¹PwC's The workforce of the future, 2018;

²PwC's Millennials at work, 2011;

³PwC's Will robots really steal our jobs?, 2018

2035

In some sectors, up to **50%** of jobs will be replaced by technology by 2035³
Potential for increased productivity¹

2020

By 2020, **50%** of the workforce will be millennials²

2014

33% worried about automation putting jobs at risk¹

Key considerations for the APS



The public sector is experiencing **downward pressures** on average staffing levels (ASL) caps (The Canberra Times analysis, Dec 2017-Apr 2018)



PwC estimates that **45% of current manual work can be digitised** (PwC's The workforce of the future, 2018)

The **skills** employees and leaders need in the future of work?

The impact of **digital disruption** on hollowing out entry-level roles, and the implications for career pathways and diversity groups?

Leveraging an **ageing labour market**, while managing the **coexistence of five generations** in the workforce, with different needs?

Optimal employment mix, including leveraging contractors and contingent workers?

How are you thinking about...

Changing work structures to **agile and virtual based work**, fluidly moving around tasks and problems, to self enabling teams?

What organisations are doing now

✓ First steps to future readiness

- ☐ Identify and close the skills gaps
- ☐ Design a future fit workforce and workspace
- ☐ Prioritise talent management to accommodate changing career paths
- ☐ Assess external disruption to understand how emerging technologies will shape tomorrow
- ☐ Use data and analytics and workforce planning for multiple scenarios
- ☐ Build the right people capability for your delivery needs

Creating a future-ready workforce will be a journey—starting with strategy and following through to reshaped jobs, skills, and ways of working.