People. Purpose. Work.

Tomorrow's work is here. Are you ready?

45%
of current manual work can be digitised

$5bn
can be unlocked from better repurposing of talent

pwc

Global competition and accelerated shifts in Australia's employment landscape require strategic workforce decisions

In all sectors, the jobs we do and how we do them are evolving faster than ever before. Change has always been around, from the Industrial Revolution and the introduction of machines, to the Fourth Industrial Revolution now – the digitisation of work. Yet the pace of change has accelerated. Employers are increasingly looking for support in understanding these changes, in deciding what sort of organisation they want to be in the future, and how to transform their workforce accordingly.

- Companies are rethinking their use of human labour and redesigning their operating models to access productivity gains primarily through technology (e.g. automation) and skills uplift.

- Skilling and reskilling are becoming central to maintaining a strategic advantage. The ability to optimally source and transition staff out and across will have significant impacts on the bottom line as companies transform more often and radically.

- Getting this wrong would not only be a missed opportunity but could cause brand, productivity and legal risks.

To resolve today's issues...

20%
lower
Australia's GDP per hour worked is 20% lower than the average for US, France & Germany[1]

71%
replaced
Smart machines are expected to take over 71% of the jobs Australian vocational and education students are studying today[2]

77%
worried
Availability of key skills is seen as the biggest threat by 77% of global CEOs[3]

## … and unlock major opportunities …

20%
higher
68% of organisations in Asia Pacific region expect to increase efficiency by more than 20% over the next 5 years[4]

45%
digitised
PwC estimates that 45% of current manual work is able to be digitised[4]

AUD$5
billion
PwC estimates that better repurposing of talent could unlock $5b in additional productivity by Australian organisations able to adapt to the evolving demand[5]
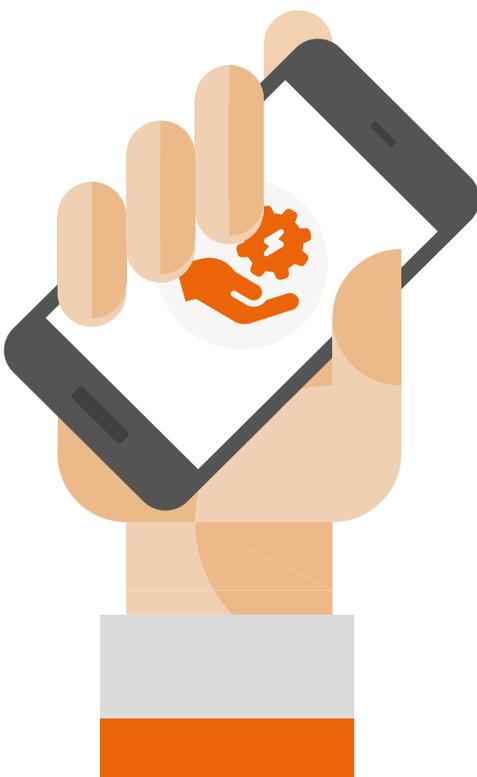
… organisations need more than a restructure

[1]"Productivity per hour worked" OECD, [2]"20th CEO survey" PwC, [3]"New work order" The foundation for Young Australians, [4]"RPA and your digitisation strategy" PwC, [5]"Adapt to survive" PwC & LinkedIn

Creating a futurefit organisation is a journey - starting with the future strategy and following through to reshaped jobs, skills and ways of working

How is my landscape *changing?*

What does it mean for our *strategy?*

What would be our *ideal* workforce?

There are six topics to consider

How is my landscape changing?

- What does the changing landscape in my sector look like?
- Globally and domestically?
- What megatrends, disruptions and type of changes?
- What new and emerging technologies will shape our tomorrow?

What does it mean for our strategy?

- What does it mean for us as a whole organisation?
- Can we stay in the same markets and adapt our approach to the new world or do we have to fundamentally change our business model and go for different markets?
- Do our capabilities match our strategy?
- What is our risk appetite?
- How can we bring our purpose to life for our employees?
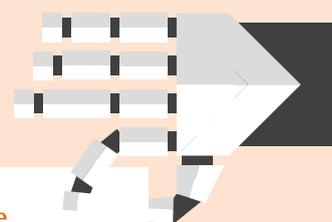
How big is
the gap
between
our current
& future
workforce?

How will we
close this gap
create a futurefit
workforce?

How to we
implement
this?

What would be our ideal workforce?

- What are the right jobs and the right mix of human+machine?
- What sort of skills will we need and how do we attract talent today for the skills we need tomorrow?
- What new ways of working should we adopt to architect the evolution and beyond?
- How can we evolve our culture in an era of disruption?
- How can we leverage data and analytics for better workforce decisions?

How big is the gap between our current & a futurefit workforce?

- How many jobs are changing, no longer needed or new?
- Does our current workforce have the future skills? Does the market?
- How do we clearly identify the gaps and volumes for current and future skills?
- How many staff do not have the future skills?
- What current ways of working are holding us back/could slow us down?
- What technologies can we leverage to allow our people to work more flexibly?

How will we close this gap and create a futurefit workforce?

- Now that we know the gap, how can we fill it?
- How can we minimize redundancy, mental health and trust issues?
- What is the optimal balance of reskilling and upskilling versus bringing in people with new and different skills and knowledge?
- Can we reskill and upskill internally or do we need to access qualifications and training? If so, does it exist already? Who is best to deliver it and how?
- What are suitable employment models?

How do we implement this?

- What implementation approach will create a structurally and operationally evolved organisation?
- How do we manage our people, their expectations, the new ways of working and the cultural change?
- How can we best tap into the freelance/gig economy workforce?
- How do we assess whether people are right for the organisation not just today's job?
- How do we create an environment that enhances tomorrow's skills and a culture to move from role to role?

We work with you at any point in your journey...

Assessing external disruption

- Leveraging our insights on global mega trends, cross industry imperatives, CEO opinion and Future Workforce scenarios
- Providing a business led assessment of the trends relevant for your organisation

Aligning business strategy

- Facilitating a collaborative view on where the business should go
- Evaluating automation and digitisation opportunities
- Developing key future scenarios
- Identifying the capabilities required for your strategy

Designing tomorrow's workforce

- Providing a industry wide core skills, behaviours and attributes lense
- Identifying which jobs will be impacted by automation
- Designing the new organisational blueprint including the shape of your future workforce

Identifying and closing the gap

- Forecasting skills and job demand and supply - Estimating the financial impact
- Introducing new technologies to secure talent
- Identify the best ways to close skills gaps
- Focusing on organisational wellness and the people impact

Implementing the futurefit workforce

- Establishing a mission control that generates buy-in and momentum
- Implementing training and development solutions
- Extracting value from quick wins and supporting medium and long term achievements
- Building a repurposing culture and infrastructure - Assessing long term fit
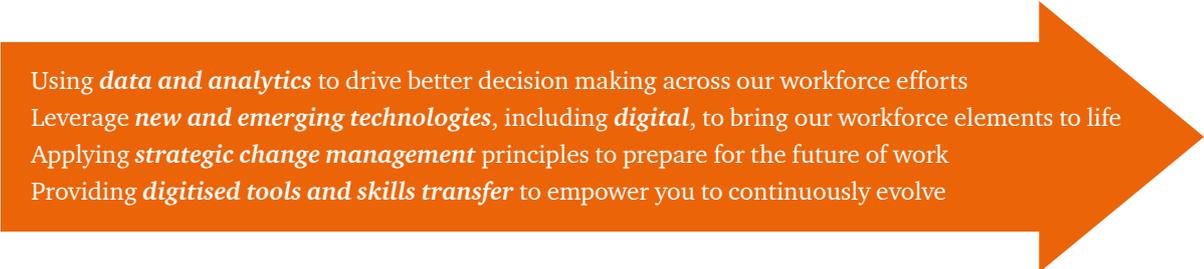
Using **data and analytics** to drive better decision making across our workforce efforts
Leverage **new and emerging technologies**, including **digital**, to bring our workforce elements to life
Applying **strategic change management** principles to prepare for the future of work
Providing **digitised tools and skills transfer** to empower you to continuously evolve

...and can introduce you to technology that will accelerate the change and sustain your advantage

Technology to...

- Predict the extent of automation/digital disruption on industries, job roles and skills
- Define the required behaviours for a given job based on neuroscience
- Identify past and future employment trends
- Understand mega-trends and industry relevant trends from big data
- Map technical, behavioural and process skills

- Analyse non-verbal communication to assess behavioural traits
- Identify current jobs and skills demand
- Replace cognitive and non-cognitive tasks
- Build algorithms that replicate human intelligence

...can support your Workforce for tomorrow by...

- Supporting clients to retrain retrenched staff for in demand jobs
- Enabling skills assessments and mapping
- Detailed and current jobs and skills demand view
- Identifying job trends and benchmarking

- Automating tasks and processes that require complex cognitive skills
- Identifying the impact of automation on job roles and to provide the evidence base for key workforce decisions (ie recruitment, reskilling, upskilling or retrenchment)
- Enabling clients to understand desired behaviour and characteristics
- Supporting recruitment through the identification of desired behavioural trails and facial recognition

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