



# A Reckoning for Remote Work

**1 in 4 organizations** plan to permanently transition some or all their workers to remote status.

**14% of organizations** plan to voluntarily reduce their office or worksite footprint by permanently closing one or more physical work locations in favor of more remote work.

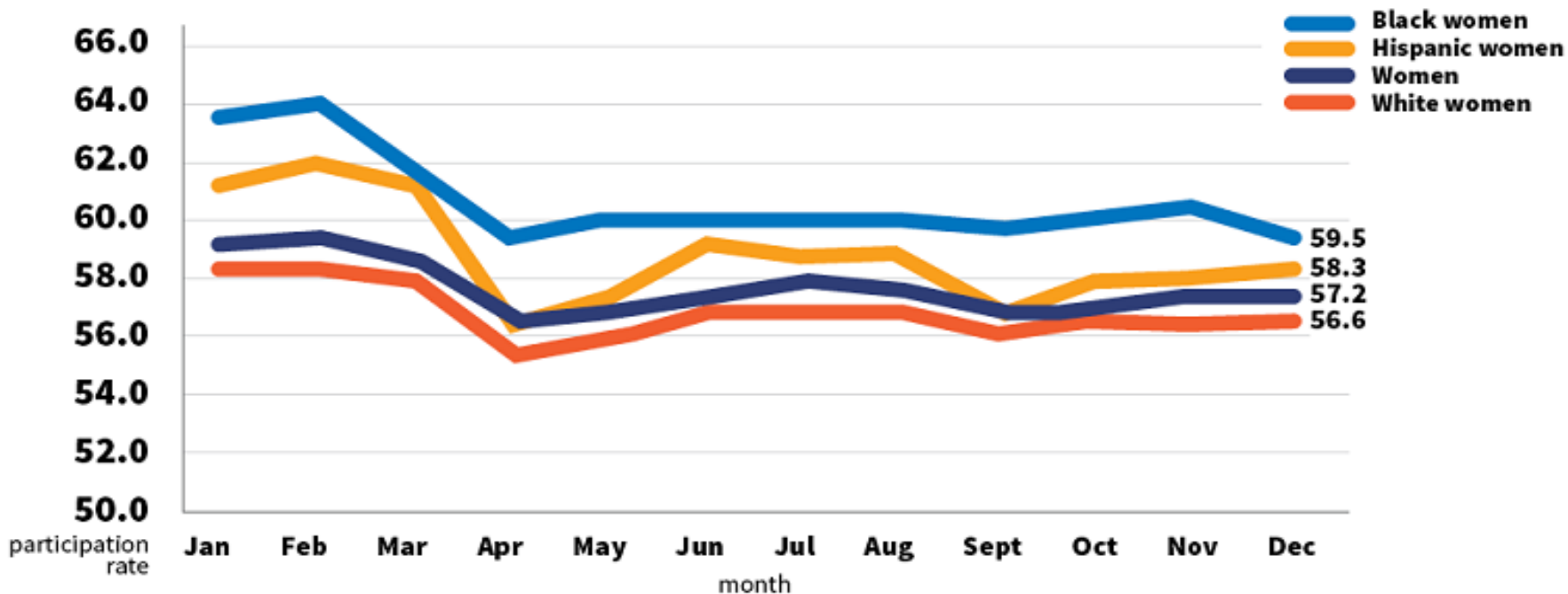
**41%** of workers surveyed say they prefer a hybrid workplace model.

Source: SHRM 2021



## A Female Exodus

### WOMEN'S LABOR FORCE PARTICIPATION RATE IN 2020



Source: Bureau of Labor Statistics, Current Population Survey 2020

Note: Women ages 20 and over



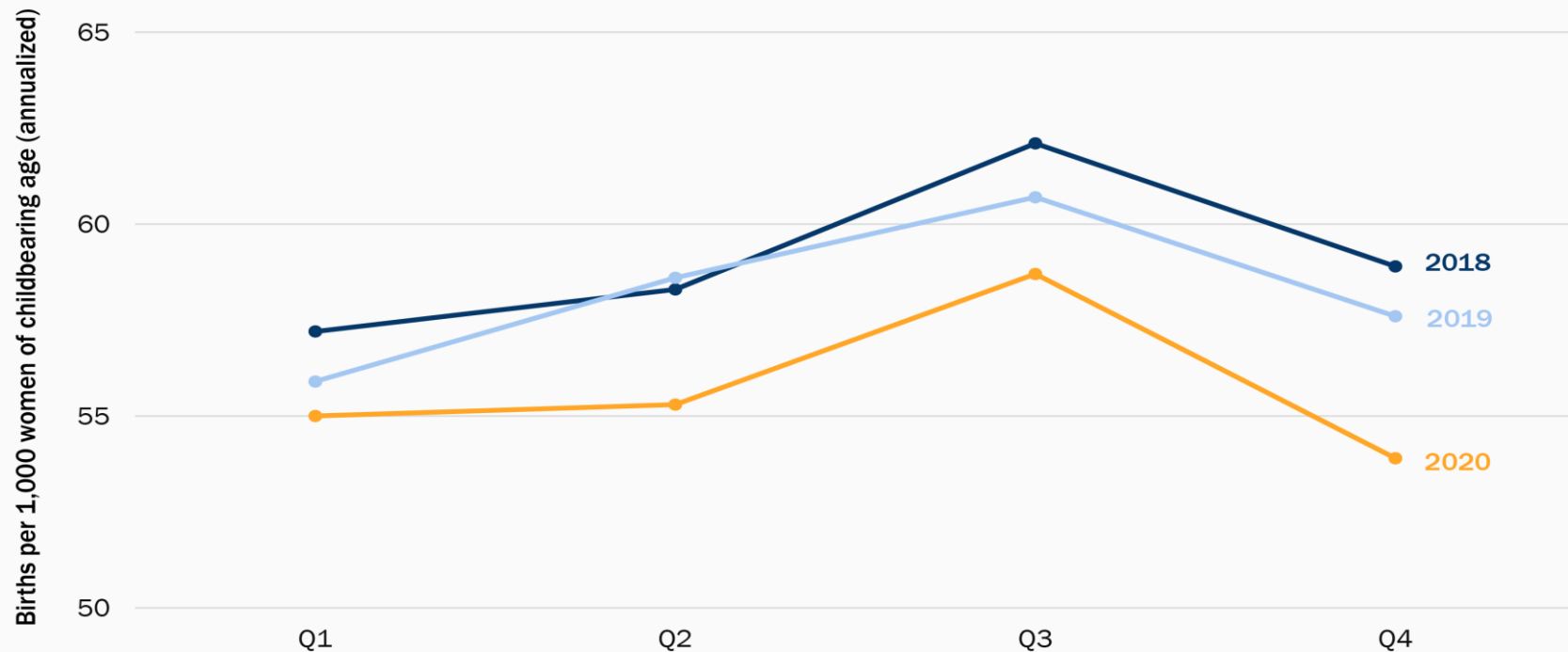
## Turnover Tsunami

**More than half** of employees in North America plan to look for a new job in 2021.

Turnover has cost U.S. companies over **\$223 billion** in the past five years.



## Figure 1. Quarterly Birth Rates, 2018–20



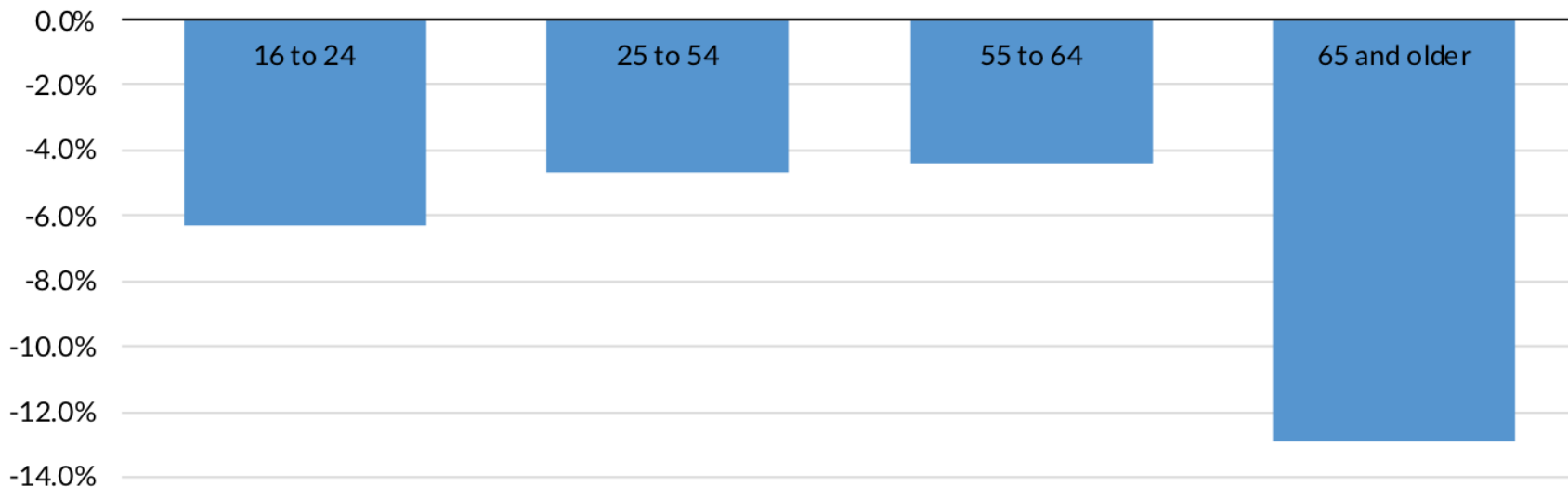
**Source:** National Center for Health Statistics, Vital Statistics Rapid Release, Natality - Quarterly Provisional Estimates (2021).



## Older Workers Leaving Faster

### Older Adults Experienced the Greatest Decline in Employment over the Past Year

Percentage change in employment rates by age group, February 2020 to February 2021





## The Education of Generation Alpha

The oldest Alphas will be **20 in 2030.**

They are the most **diverse** generation.

Their **reliance on technology** will drive workplace innovation.

Businesses will play increasingly larger roles in skilling them for the **jobs of the moment.**



## Skill and Reskill for Future Work

Automation will displace **85 million** jobs in next five years, but will create **97 million** new ones.

**Top skills:** Analytical thinking, creativity and flexibility.

**Top emerging professions:** Data and artificial intelligence, content creation and cloud computing.



## Nontraditional Talent Pools for 2030

Apprentices and on-the-job **learners**

**Older** workers

People with **criminal histories**

People with visible and invisible **disabilities**

Returning **veterans**





## A Framework for HR 2030

Emphasize work and workplace **flexibility**.

Get comfortable with emerging **technology**.

**Skill and reskill** both potential and existing employees.

Focus on the overall **employee experience**.

Build **empathy** into your workplace culture.