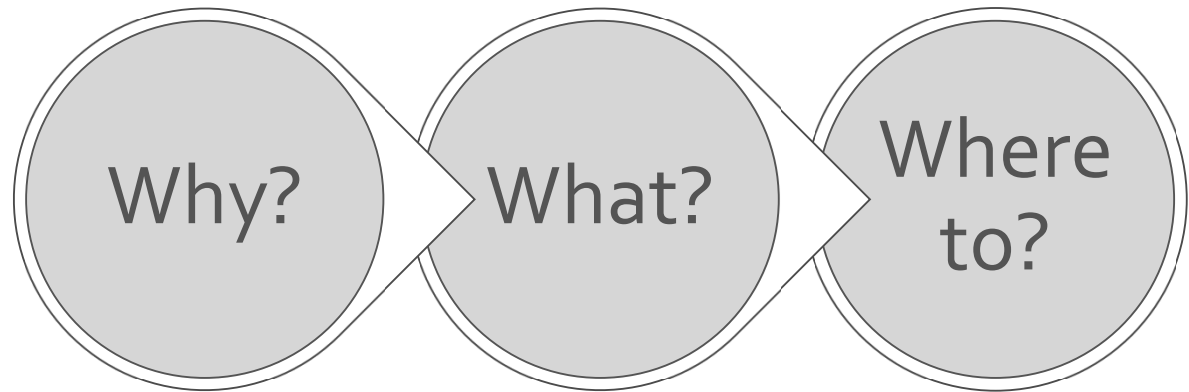


UN- High level Group

The Job of the Future

Presented by Pamela
Lafferty, CSO Ireland

What will I
speak about
this morning?



WHY?

Generation Z

Different requirements of the workplace

Competitive market for skills

Data science and analytics in every industry

Pace of change

'The pace of change has never been this fast and yet it will never be this slow again' *Justin Trudeau World Economic Forum 2018*



WHAT?

Survey of 41 countries

Recruitment & Retention

- NSI's do not appear to have an issue with recruitment or retention with the exception of the UK.

Induction

- Generic induction programmes in almost every NSI, very reliant on the line manager

Stay Interviews

- Most NSI's do not have stay interviews. These could fit nicely into the performance management system

WHAT?

Survey of 42 countries

Exit Interviews

- Most say low salary but– better career opportunities/more meaningful work/flexible working arrangements/training opportunities

Attracting younger staff

- Salary? Are incentives focussed on generation Z?

Equality, Diversity & Inclusion

- 15 countries had no policy or initiative in place. Some countries are much more mature

WHAT?

Survey of 42 countries

Flexible Working Arrangements

- The majority of respondents (26 countries) have arrangements or a policy in place, 6 have no policy/arrangement while 6 countries did not reply
- NSI's took a range of approaches to this, some more mature than others.

Flexible Working Practices

- 19 countries have flexible work practices
- Project work, cross functional work, agile, autonomous teams

Where to next?

Recruitment

Guidance on recruitment strategies which could be engaged to attract different generations of workers.

Induction

Provide guidelines on how to engage all generations during the induction programme.

Interviews

Offer examples of stay and exit interview questions and guidance on how to use both effectively

Equality, Diversity & Inclusion

Offer guidance on the development of policies/initiatives

Flexible Work

Develop a maturity model on flexible work practices/arrangements to assist NSI's to develop

Thank you for your attention