The Top Workplace Trends
For 2018

October 31, 2018

Dan Schawbel
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Capturing Trends

Primary Research
We conduct eight studies annually on various HR topics, from training to recruiting.

Secondary Research
We review studies from over 450 sources, including consulting firms, associations and Universities.

HR Conversations
We hold conversations with FWP Fortune 500 member companies to learn about what’s on their mind.
Overall Economic Trends

- 7.1 Million Job Openings
- 9% of Jobs Automated
- 3.2% Salary Increase
- 4.2 Years Employee Tenure
- 3.7% Unemployment

Sources: Bureau of Labor Statistics, Forrester, Kiplinger’s
1

Economic Policy Change
Tax Reform
Overtime
Healthcare
Minimum Wage
CEO Pay
$100,000

Cost of Policy Change

Source: Kronos and Future Workplace
Artificial Intelligence
1. Artificial Intelligence
Ed

to Amy, me

Good morning, Dan.

Great meeting you last week - it was most definitely a day well spent.

Thanks for the invite to join you at the CLO event. I'd like to learn more about it, so we can aim to connect for a call this week to discuss?

I'm trying out Amy the AI assistant - shall we give it a try?

Amy, please find time for Dan and me to connect for a phone call.

Best regards,

Ed

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Amy Ingram <amy@x.ai>

to me

Hi Dan,

Happy to find a time for you and Edward.

Does **Wednesday, Jun 28 at 4:30 PM EDT** work? Alternatively, Edward is available Thursday, Jun 29 at 10:00 AM EDT or 5:00 PM.

You can reach Edward at **212-798-4518**.

Amy

Amy Ingram | Personal Assistant to Edward
Artificial intelligence that schedules meetings. Learn more at x.ai.
Upskilling
375 million workers need to switch occupations by 2030

5 Years

<The Half-Life of a Skill>

Source: A New Culture of Learning by John Seely Brown
~$1 Million Annually
The Cost of the Skills Gap

Source: CareerBuilder
4

New Learning Options
Non-Traditional Candidates

Completion Certificate
Recognized Certification
Online Degree from a MOOC
Digital Badge

Source: Future Workplace & Learning House
An opportunity to gain a rounded introduction in the world of business.

KPMG 360° for school and college leavers.
The Aging Workforce
Studies show more people are living into their 90's and we're smarter.

So we can swell the work force for years!
3X

Population if Seniors Between 2010 and 2050.

Source: The Washington Post
Results
They are saving on average between $120,000 to $180,000 per project.

Problem
They started to lose expertise as their senior engineers aged and retired, leaving them with a leadership gap.

Solution
When a senior engineer plans to retire, they create a knowledge-transfer group of different generations, who meet regularly over months to exchange advice. Older workers hand off tasks to younger ones.

Transfer Knowledge

BAE SYSTEMS
Diversity Is Prioritized
Diverse Ideas

- Gender
- Age
- Religion
- Education
- Profession
- Race
- Sex
Million Dollar Gender Gap
More Humanity
Technology Overuse & Misuse
What we DESIRE is different than how we BEHAVE
Employee Burnout
Mental & Financial Wellness
WE'RE A LITTLE DISAPPOINTED YOU MILLENNIALS AREN'T BUYING NEW CARS....

IT'S IMPORTANT FOR THE ECONOMY YOU KNOW!

DO YOU NEED A LOAN?

STUDENT LOAN DEBT

GM  Ford  FCA
Hey team,

I'm taking today and tomorrow to focus on my mental health. Hopefully I'll be back next week refreshed and back to 100%.

Thanks
Madalyn

Hey Madalyn,

I just wanted to personally thank you for sending emails like this. Every time you do, I use it as a reminder of the importance of using sick days for mental health — I can't believe this is not standard practice at all organizations. You are an example to us all, and help cut through the stigma so we can all bring our whole selves to work.
Green Light to Talk

Pick up a ribbon and let’s talk about mental wellbeing

PwC’s mental health awareness campaign
Employment Impacts
Consumerism
Candidate Experience Sways Purchasing

Yes 64%
No 36%

Sources: Future Workplace, CareerArc
2019 Workplace Trends Preview

1. The flexible workweek

2. The co-existence of workers & robots

3. Mindfulness in the workplace
Continue Your Journey

The Work Connectivity Index

Before you begin: This assessment is applicable for you if you have at least one form of employment and if you have at least one team / department / set of co-workers with whom you work. If you have more than one job you can use your primary place of employment as the reference for completing the assessment.

Back to Human
Dan Schawbel
New York Times bestselling author

5 Questions with Dan Schawbel

DANSCHAWBEL
Thank You!