

# The Top Workplace Trends For 2018

October 31, 2018

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New York Times Bestselling Author



# 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  
Tenture

3.7%  
Unemployment

Sources: Bureau of Labor Statistics, Forrester, Kiplinger's

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# Economic Policy Change





Tax Reform



Overtime



Healthcare

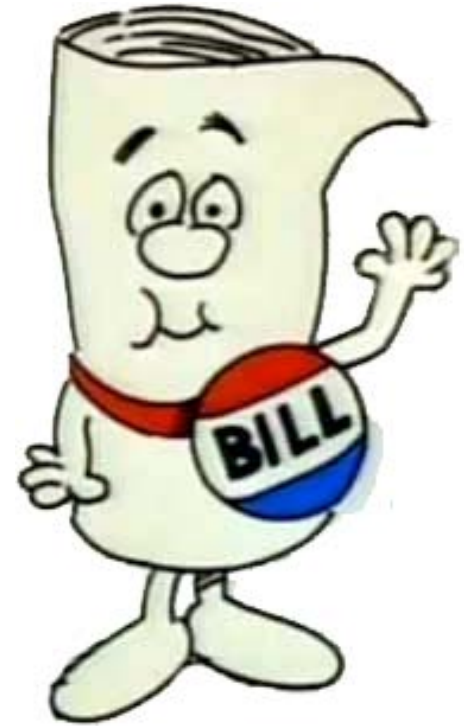


Minimum  
Wage



CEO Pay

# \$100,000



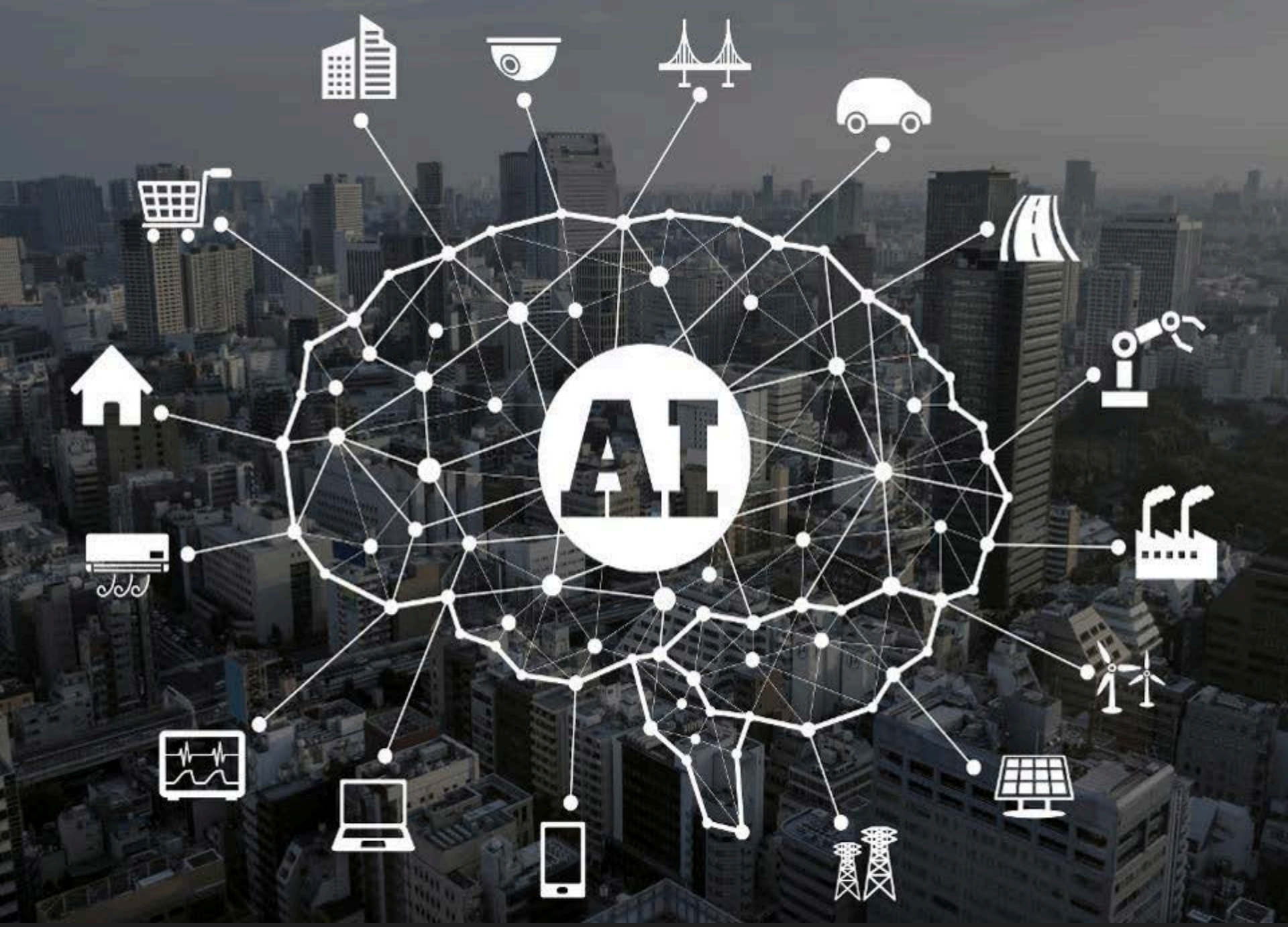
## Cost of Policy Change

2

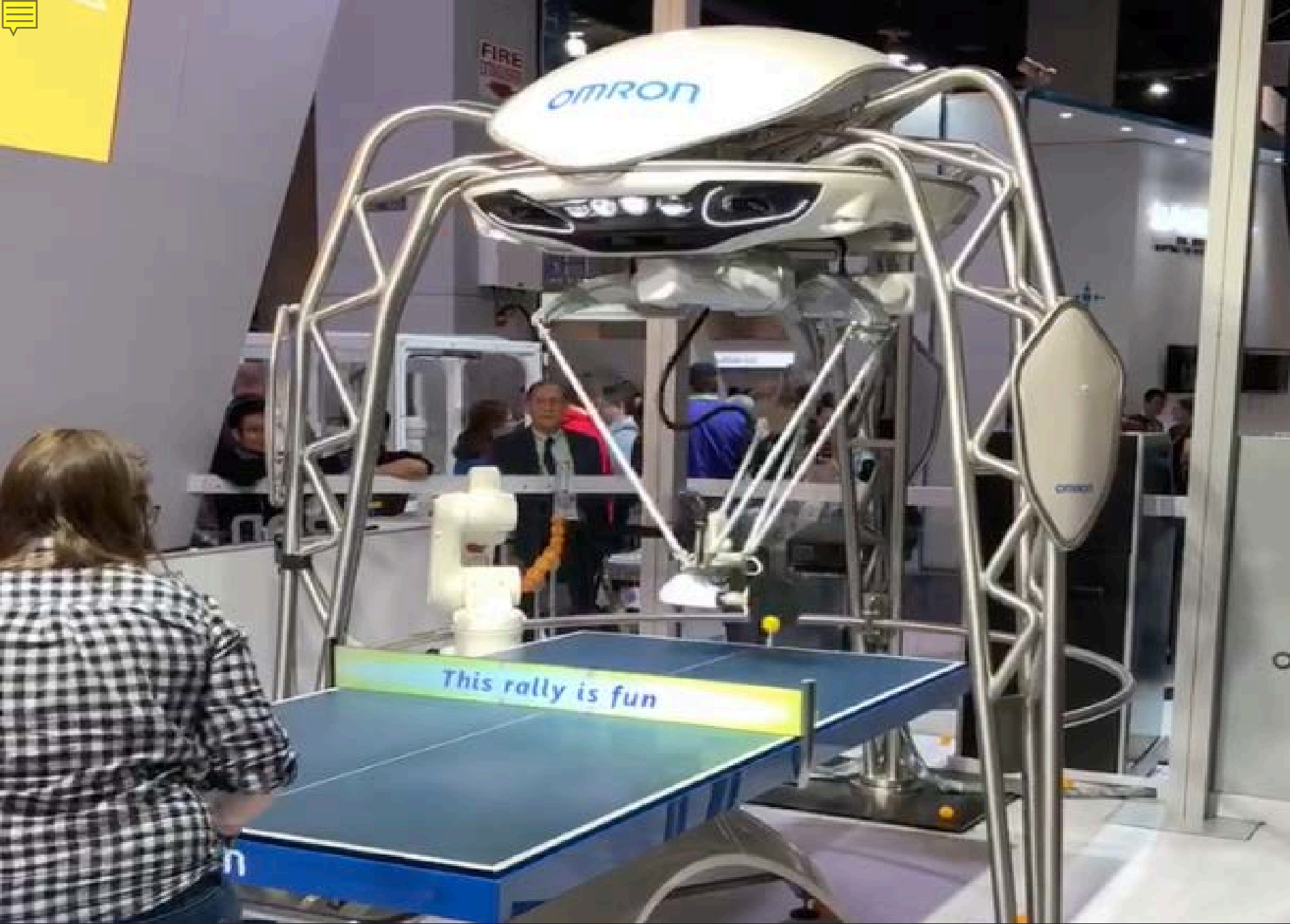
# Artificial Intelligence













# ◀ JOB INTERVIEW THIS WAY





Ed

6/26/17



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



Amy Ingram <amy@x.ai>

6/26/17



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](tel:212-798-4518).

Amy

Amy Ingram | Personal Assistant to Edward  
Artificial intelligence that schedules meetings. Learn more at [x.ai](https://x.ai).



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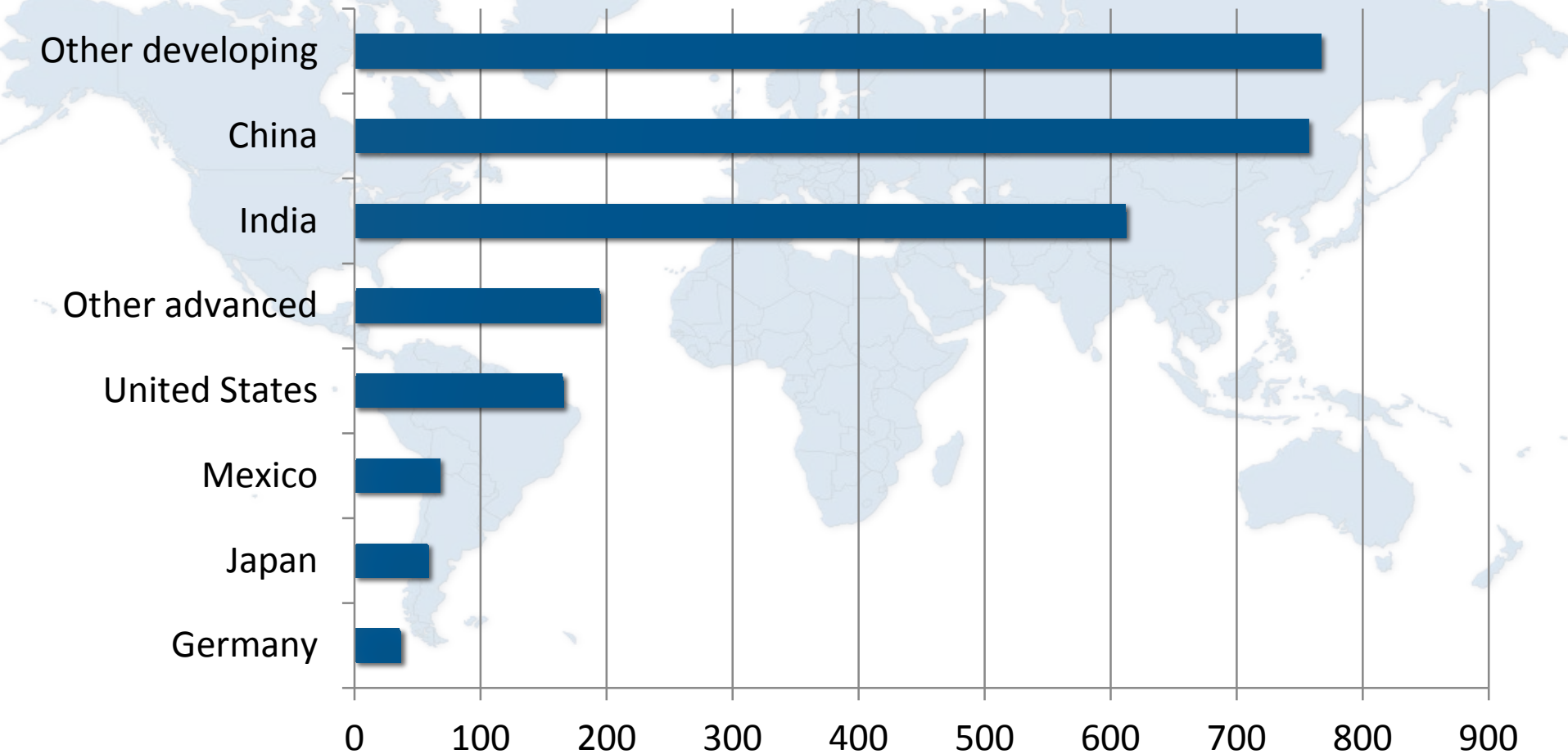
# Upskilling



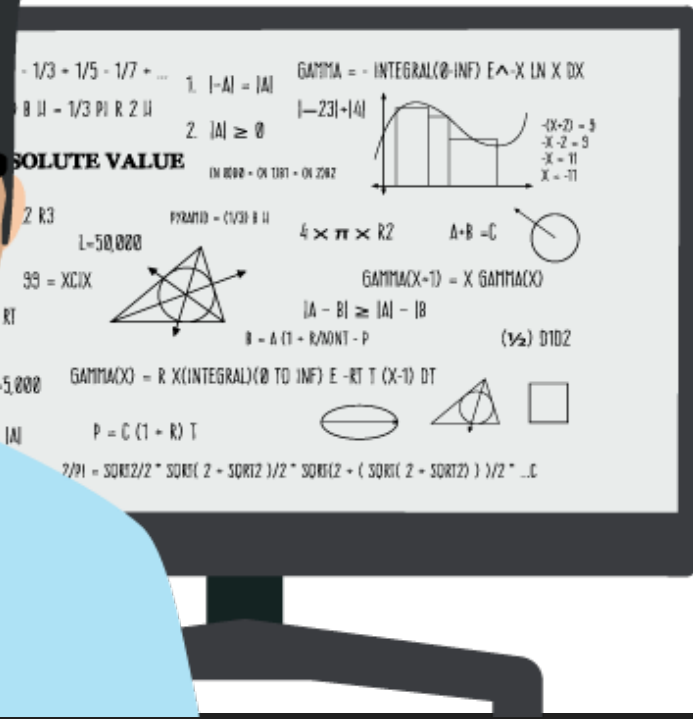
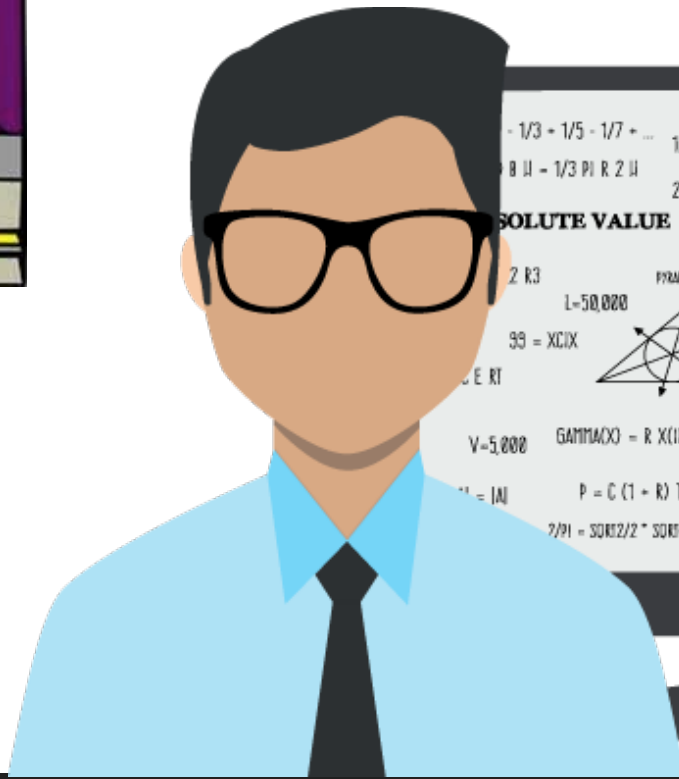




# 375 million workers need to switch occupations by 2030



Sources: Bureau of Labor Statistics; McKinsey Global Institute Analysis



# 5 Years



## <The Half-Life of a Skill>

# ~\$1 Million Annually

## The Cost of the Skills Gap



Source: CareerBuilder



# AT&T University

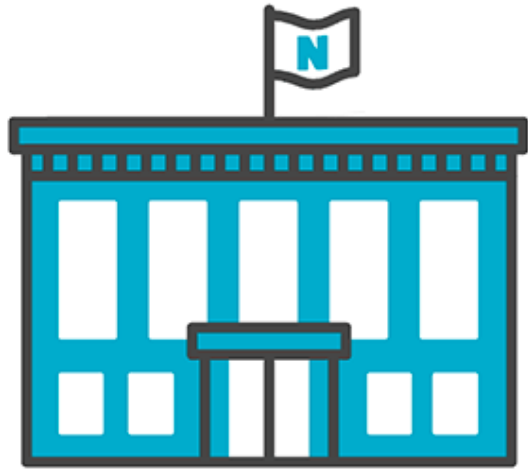


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# New Learning Options

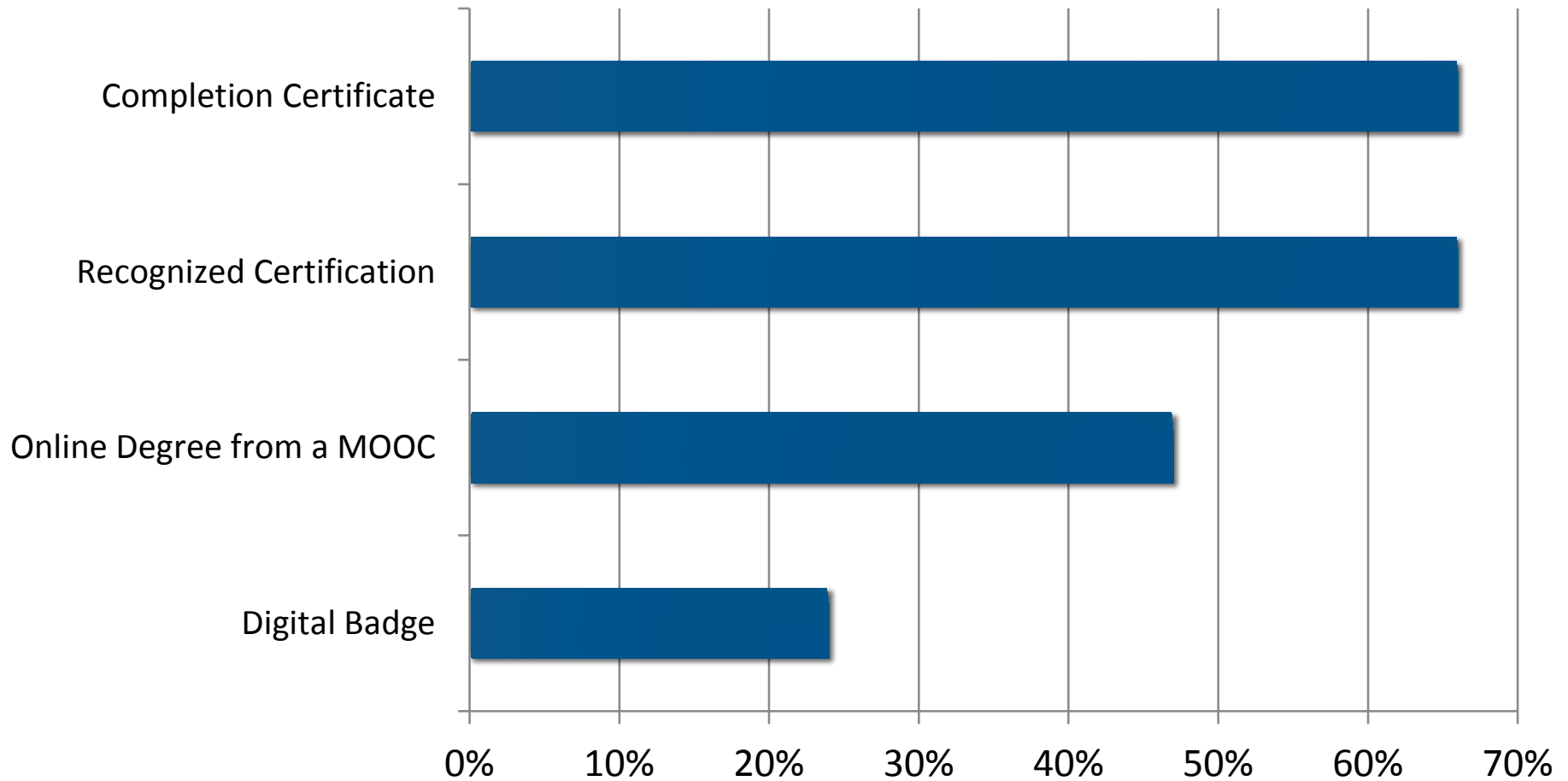









# Non-Traditional Candidates



Source: Future Workplace & Learning House



An opportunity to gain  
a rounded introduction in  
the world of business.

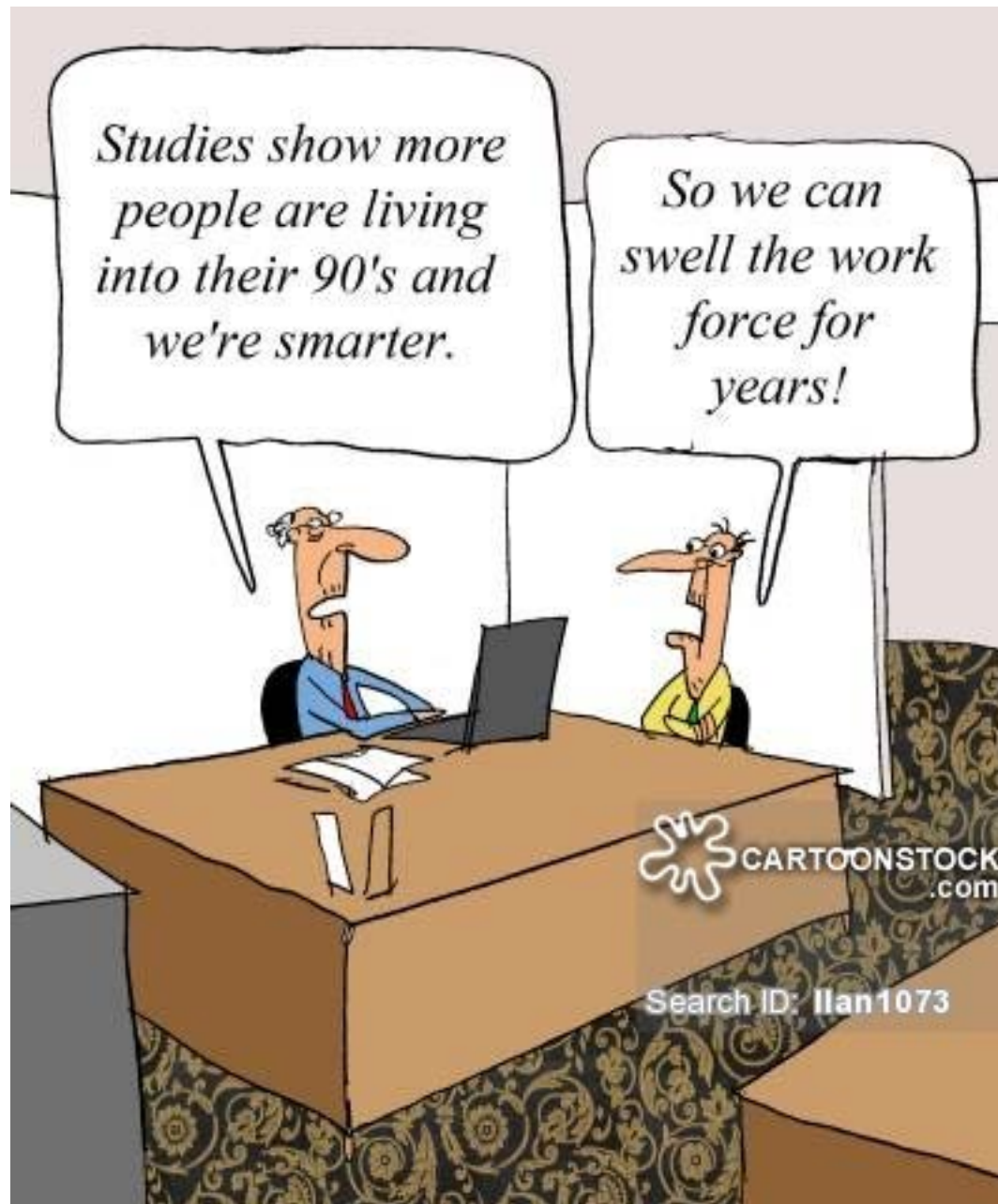
KPMG360°  
for school and college leavers.

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# The Aging Workforce



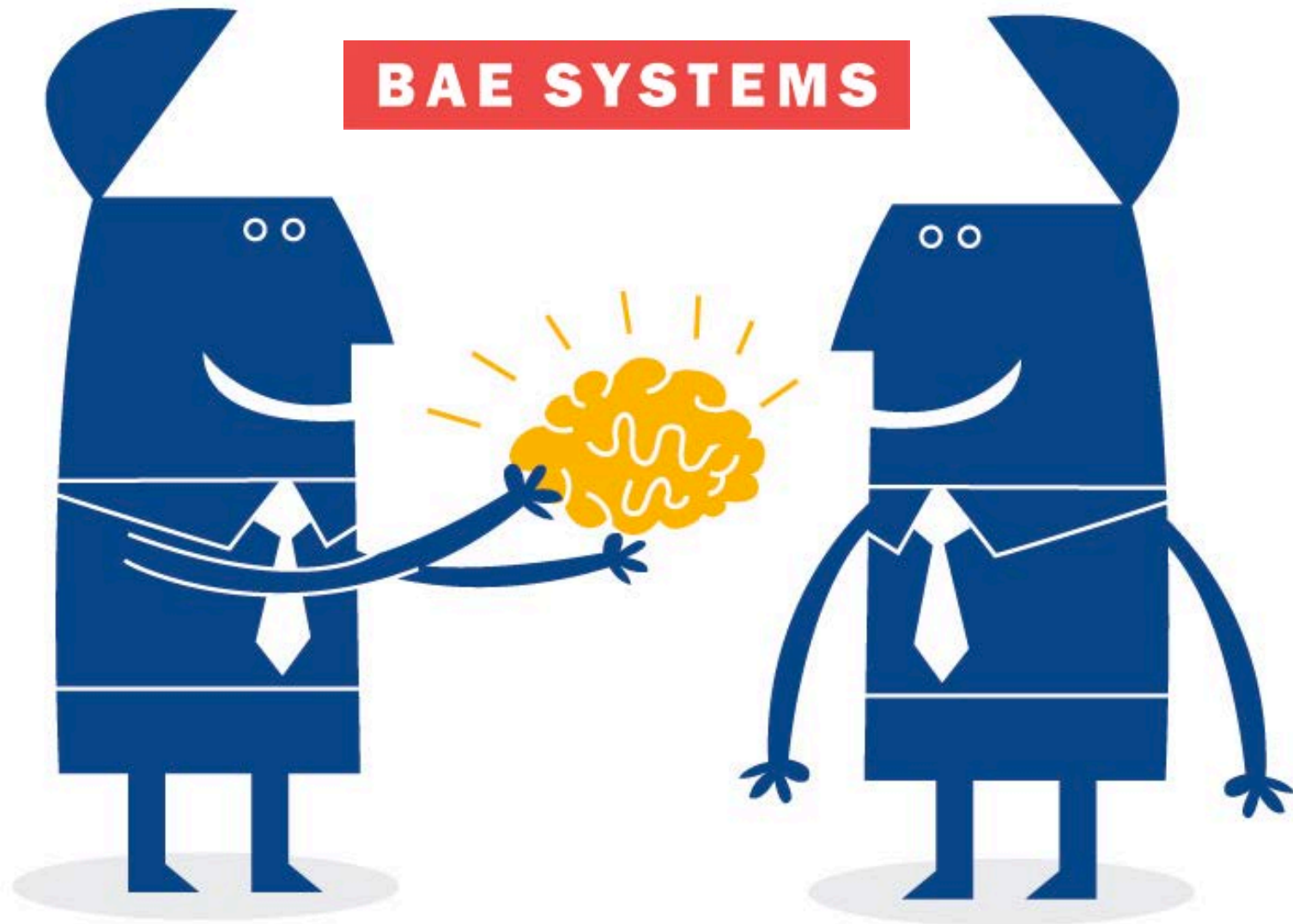






# 3X

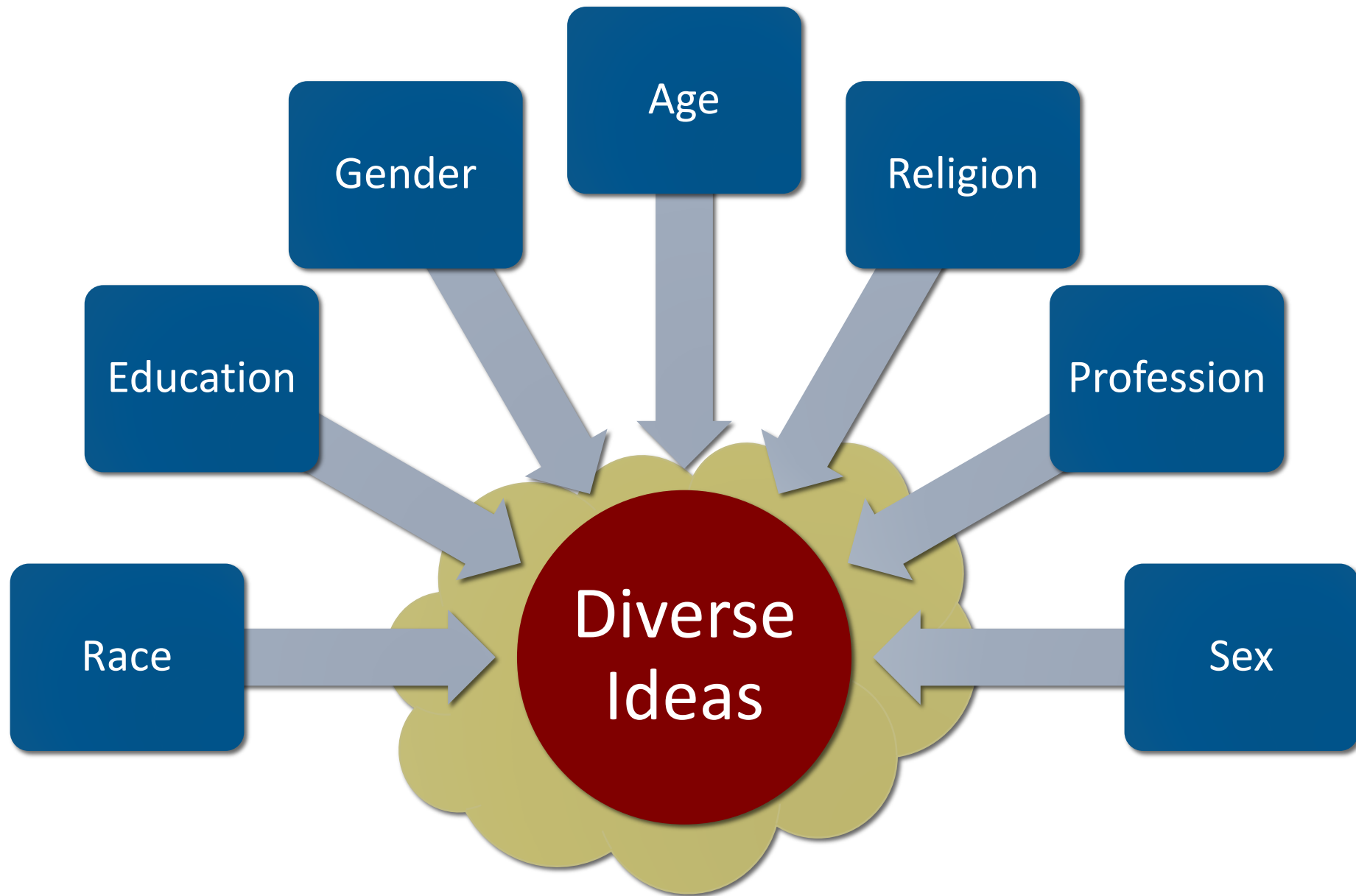
Population of Seniors Between  
2010 and 2050.



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# Diversity Is Prioritized







# Million Dollar Gender Gap



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# More Humanity





# Technology Overuse & Misuse



What we  
**DESIRE**



is different than  
how we **BEHAVE**









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# Employee Burnout







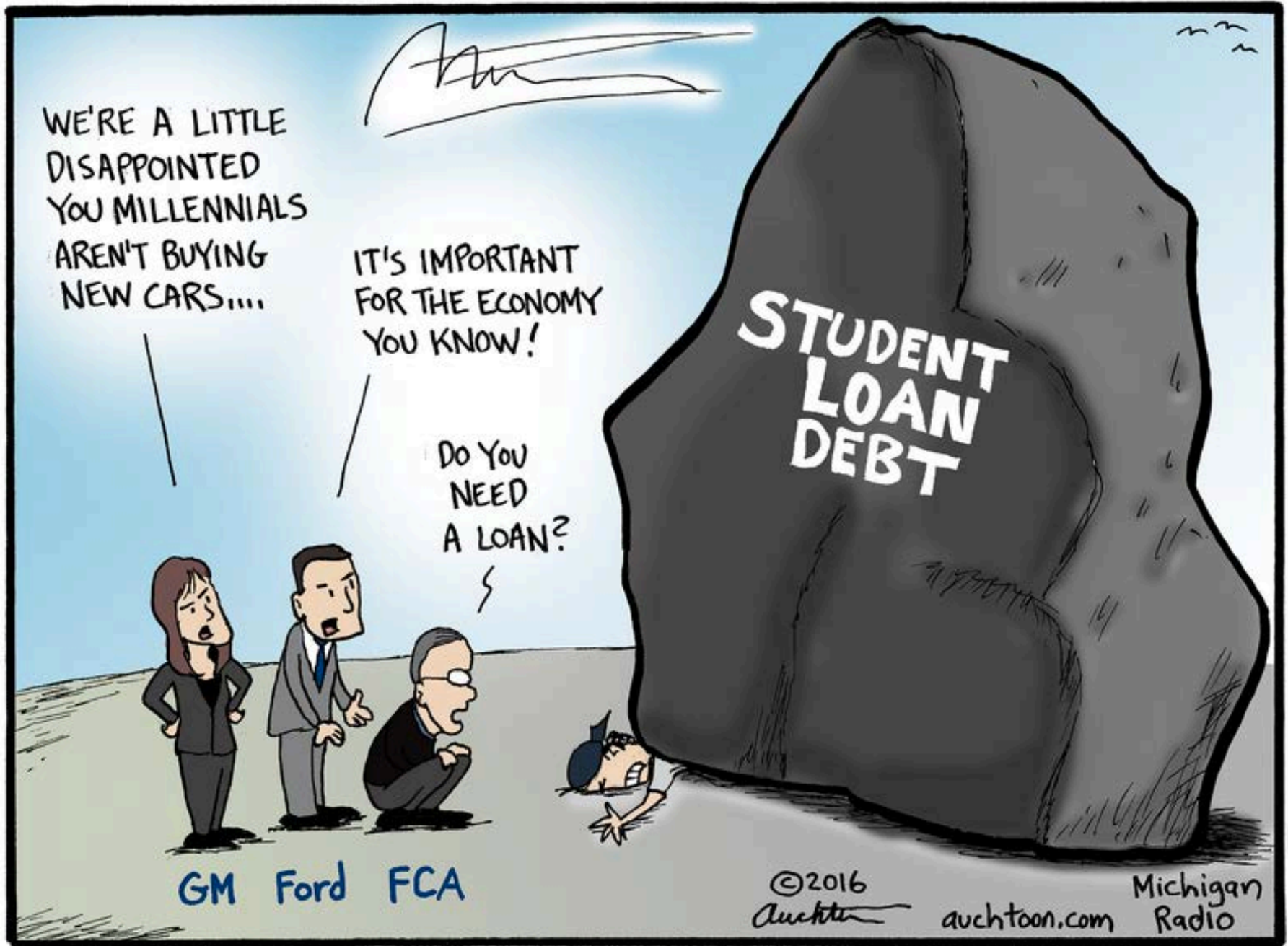




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# Mental & Financial Wellness





GM Ford FCA

©2016  
Aucton

auctoon.com

Michigan  
Radio





Madalyn Parker



to ooto

Yesterday [View details](#)

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



Ben Congleton



to me

4:23 PM [View details](#)

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





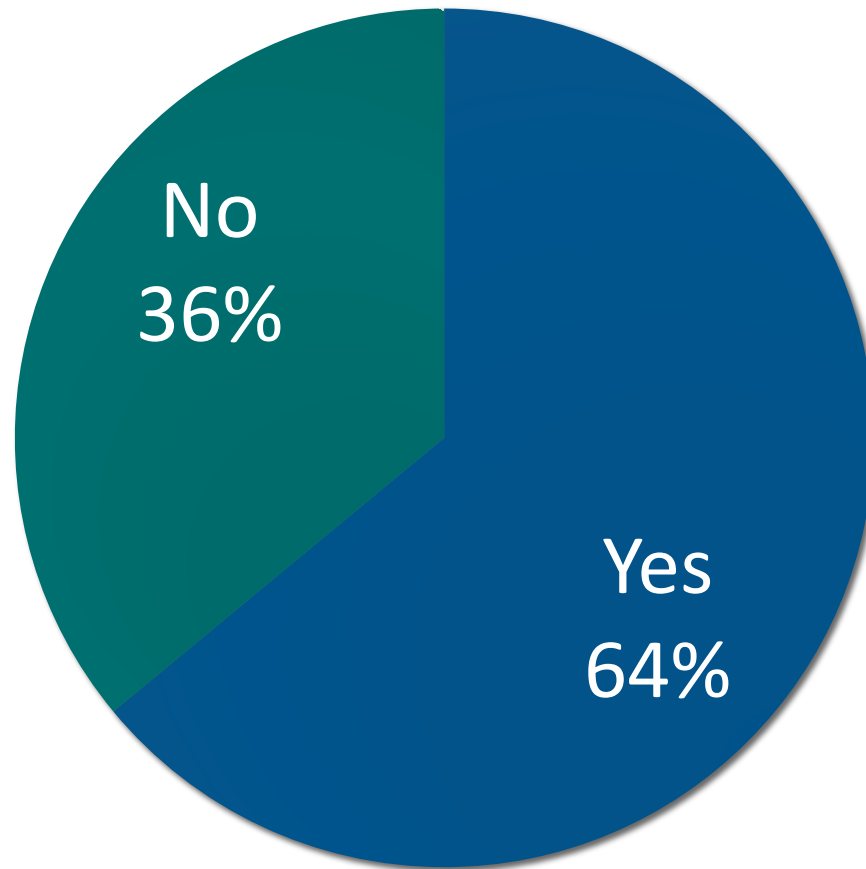
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# Employment Impacts Consumerism





# Candidate Experience Sways Purchasing

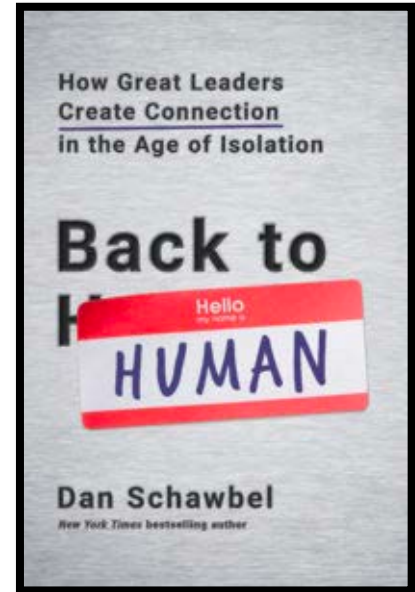
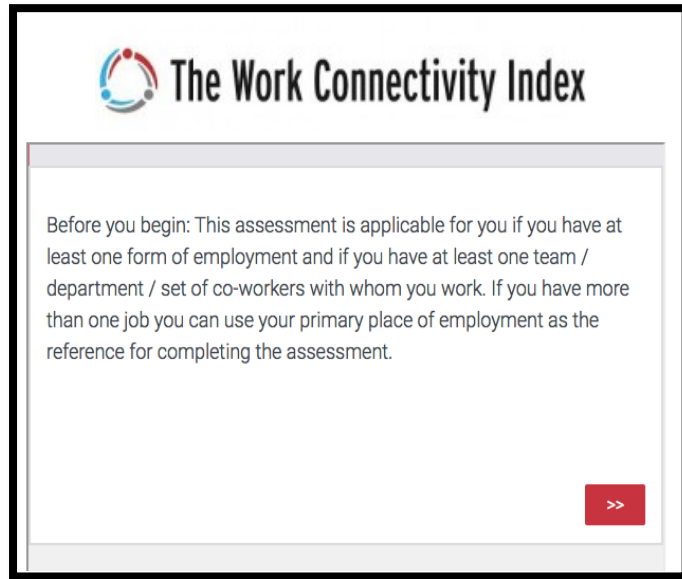


Sources: Future Workplace, CareerArc

# 2019 Workplace Trends Preview

- 1 The flexible workweek
- 2 The co-existence of workers & robots
- 3 Mindfulness in the workplace

# Continue Your Journey





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Innovations to Attract, Develop, and Keep Talent

# Thank You!

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