

TECHNOLOGICAL

CHANGE IS COMING - AND IT'S COMING FAST



What will it mean for the
WORKFORCE
of the future?

Should we be
WORRIED
or inspired?

Current ratio of human / machine tasks
within companies

71% / 29%



The forecast for 2022

58% / 42%

60%

of all occupations
have at least...

... 30%

activities that are
technically automatable

6%



expect their European and
US workforce to shrink as a result
of AI and automation...



The forecast for

2030

SO WHAT'S DRIVING THIS CHANGE?

HIGH-SPEED MOBILE INTERNET



ARTIFICIAL
INTELLIGENCE



BIG-DATA
ANALYTICS



CLOUD TECHNOLOGY

WHAT ABOUT THESE

NEW ROLES?



EMERGING 'TECHNICAL'

- Data analysts and scientists
- Software and application developers
- E-commerce and social media specialists



GROWING 'HUMAN'

- Customer service
- Sales and marketing
- Training and development



NEW 'NEXT-GEN'

- AI, machine learning, and Big Data specialists
- Process automation experts
- UX and human-machine interaction designers

HR NEEDS TO...

... WORK ON ITS CORE

42%

Proportional shift of core
skills required to do a job
by 2022

... MOVE FASTER

50%

Skills acquired in a 4-year
technical degree obsolete
by graduation

... SEE THE BIG PICTURE

54%

Employees that will require
re-skilling or up-skilling
by 2022



**GIVE YOUR
EMPLOYEES
WHAT THEY
WANT.
AND NEED.**

60%

Ready to learn new skills
or completely retrain to
remain employable

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