

US2U Consulting Summary of Points to Consider for the Future of Work as at March 2023

Points taken from the CBI Future of Work Conference, March 2023

1. Businesses must be progressive to attract and retain talent. A platform should be created within an employees work environment to support them to have a better quality of life.
2. Employers should work with their colleagues to develop flexible, innovative policies, take some risks, and watch productivity increase. Additionally, make it a priority to share best practise across organisations to learn what is working well. U2U2 Consulting offer facilities such as the creative swiping approach between businesses to enable the sharing of best practise.
3. Employers should invest in AI as a tool to improve productivity and remove mundane tasks. This will involve attracting people who are capable to develop AI. As most tech jobs require 3 years' experience, employers should challenge this entry level criteria as they could be excluding key talent that is vital for the business.
4. Consider having fewer employees within your organisation but increase the salary to obtain more highly paid individuals
5. With the labour market becoming increasingly pressured, rather than assuming recruitment is the priority, employers should directly focus on their current workforce to reskill them. This involves looking at what talent you currently obtain, what are your future needs and how can you train and develop your current people to fill your future gaps.
6. Look for merger and acquisition opportunities to gain new talent. This could be a pragmatic and more efficient way of expanding the team rather than recruiting for specific roles.
7. Approximately 50% of candidates are seeking a clear Environmental Sustainability Governance (ESG) framework for a new role. Employers should make sure they have their own ESG framework which is clearly presented on their website and keeps the art of the business governance culture.
8. Wellbeing should be at the top of an organisation's agenda, emphasising the link between wellbeing and team work to create high-performing teams. Ask people what they need for their wellbeing and develop tailored approaches for each individual.

9. For the first time we have five generations in the workplace, meaning each generation may have varying needs. Focus on the trends from each generation. For example, older workers may require reasonable adjustments and flexible working whilst younger people such as Gen Z may prioritise buddy schemes and commitment to skills development.
10. Consider flexible working for all roles, recognising that this will be more practical for some roles more than others. Enable the workforce to understand that a fair approach has been taken and communicate clearly whilst some people have more flexibility than others.
11. Check that your purpose and values are a part of the culture rather than just a poster on the website. Create a clear Employer value proposition (EVP) and promote this to all workers and candidates. Remember people do not want to work for you, they want to work with you.
12. Regarding benefits, implement a flexible approach as different people will value different things. For example, having private medical insurance, ability to pick up their children etc.
13. Regarding diversity and inclusion consider if all leaders are comfortable with diversity. Consider whether leaders need diversity mentors so they can learn and check that all the internal behaviours are welcoming for a diverse range of people.
14. Encourage a culture of life long learning within the organisation and enable people to have clear pathways so that when they are offered training, they can see the point of it. The responsibility for life long learning is a mix of government, business, and individual responsibility.
15. Employers have responsibility to encourage social mobility. Key points to consider are:
 - What is the strategy to attract not in education, employment, or training (NEET) people?
 - Always state the salary when advertising a job.
 - Offer flexible location and hours
 - Challenge if roles really need a degree or whether more entry level ability maybe appropriate
 - Remove jargon from job descriptions and have simple jobs titles
 - Have ambassadors to do out reach into schools etc.
 - Check that people in the business understand what social mobility is and its importance to society and creating high performance teams.