

Virginia Works Advanced Air Mobility Exposition

Thursday, October 3, 2024



Today's discussion

1 | Trends and changes in the world of work

2 | How Virginia Works for you

Trends and changes in the world of work

We recognize what employers are facing today...

Businesses of all sizes are grappling with

SKILLED WORKER SHORTAGES, as well

as **RECRUITMENT, RETENTION**, and

TRAINING CHALLENGES, hindering their

ability to **GROW AND THRIVE**



Changes in *how* work is conducted are impacting your workforce needs

WORK AND TECHNOLOGY ARE CHANGING

Technological innovation, including AI, are transforming how work is done - driving you to consider how they **upskill or re-skill their workforce**.

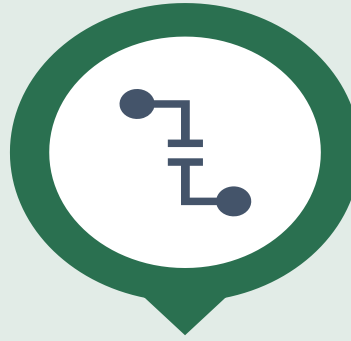
The change is global



14%

of the global workforce is expected to have to **change occupations or acquire new skills** by 2030 because of automation and AI

Business leaders are bracing for change



87%

of **executives** are expecting **skills gaps** in the workforce within the next few years

And workers are feeling the pressure as well



2/3

of **workers** willing to **re-skill or up skill to remain competitive**

and changes in *where* the work is conducted is also impacting your workforce needs

THE WORKPLACE IS CHANGING

The workplace is increasingly not bound to a specific environment – driving workers and employers to **reconsider the employee experience and what impactful teams look like.**

THE OFFICE CONTINUES TO CHANGE...

75% of people **never** worked from home prior to the pandemic

18% of Northern Virginia's working population works remotely – among the highest of any region in the country.

...AND SO DOES THE FACTORY FLOOR

92% of manufacturers implementing or experimenting with "**industrial metaverse**" capabilities to enhance collaboration, accelerate new product design, gain access to difficult-to-find talent at remote locations

Employers across industries are navigating shifts in worker preferences and the configuration of the workplace itself.

Together, these changes are transforming the workforce itself...

THE WORKFORCE IS CHANGING

The workforce is undergoing both a generational and *structural transformation* as **work is increasingly organized around skills, rather than specific jobs**



6 of the 10

most in-demand skills that employers are looking for today are "uniquely human" capabilities



65%

of children entering primary school today will end up working in completely new job types that don't yet exist

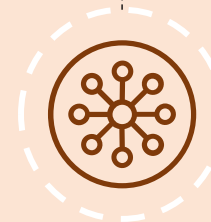


5 generations are part of today's workforce—more than ever before in human history



12 job changes

On average, are expected for most people over the course of their careers



50%

of tasks across all occupations are uniquely human, up from 30% in 2010...and projected to grow to 80% by 2030

And changing the way we all have to do business

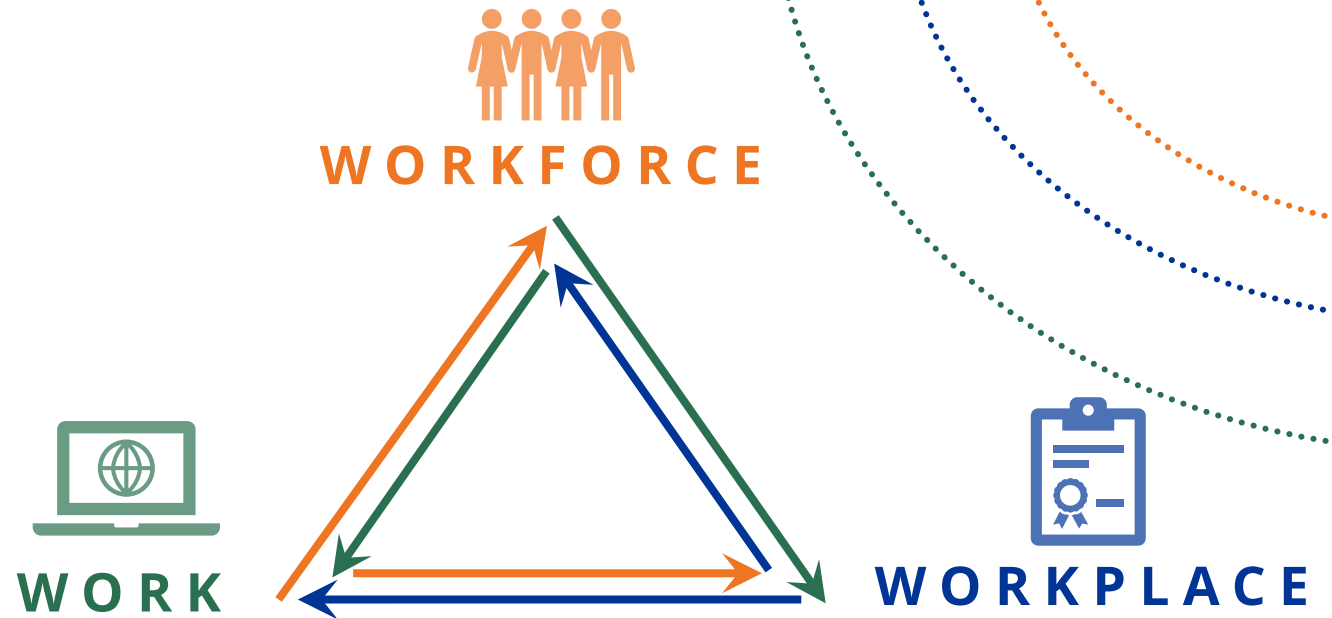
These changes mean it's **NO**

LONGER BUSINESS AS

USUAL when it comes to

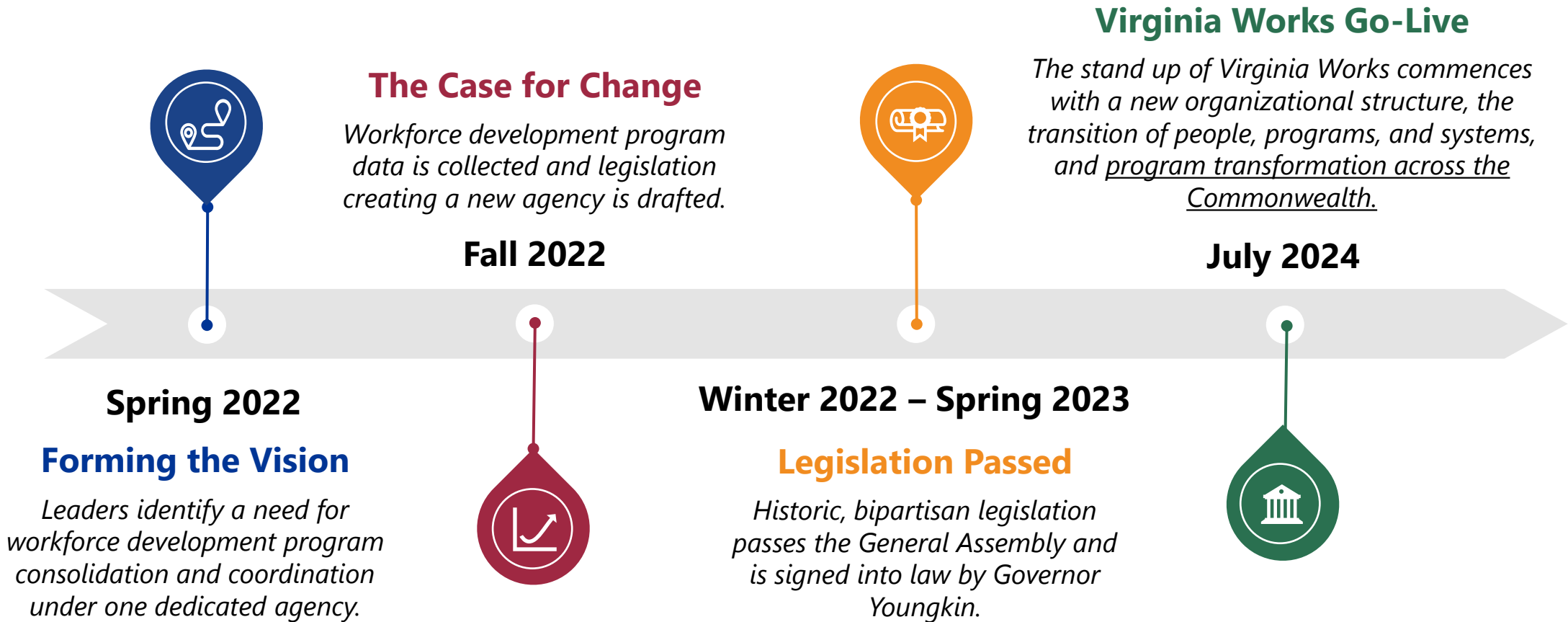
RECRUITMENT, RETENTION,

AND TRAINING.

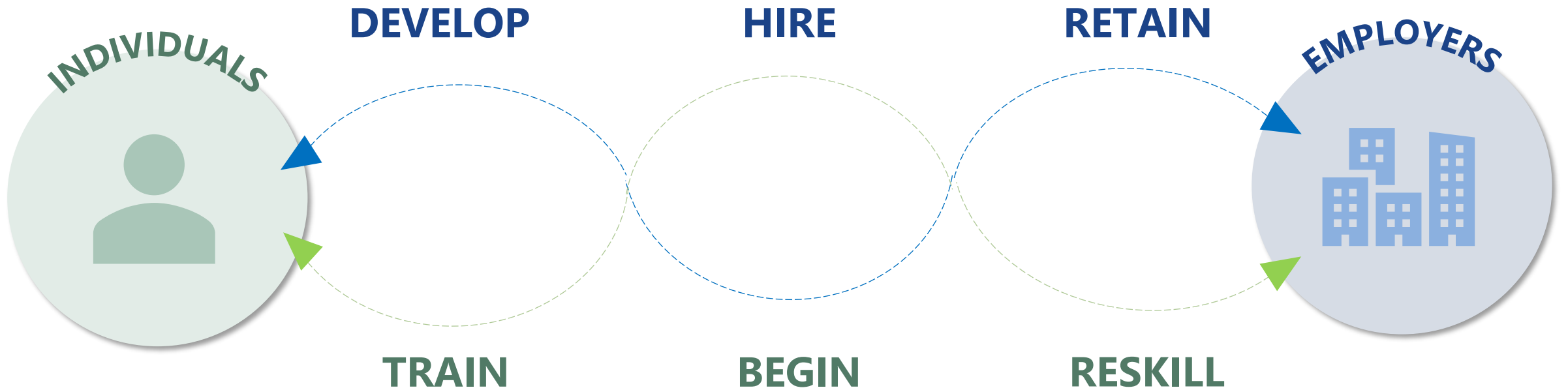


How Virginia Works for You

How we got here: the need to coordinate & enhance programs



Connecting dual customers: Virginia's individuals and employers



What *specific* services are available for businesses?



Career pathing & skills assessments

Internship & apprenticeship program support

In-person and virtual hiring events

Job posting & applicant screening

Talent acquisition & retention strategies

Labor market & compensation data and analytics

Veteran employment services

Foreign labor assistance

On-the-job and existing worker training on technical and soft skills

Professional development services

Industry-specific best practices

Thank You!

***Learn more about Virginia Works:
www.virginialaworks.gov***