EXECUTIVE INSIGHTS:
STRATEGIES TO GET AHEAD OF THE UK WORKFORCE CRISIS

MERCER WORKFORCE MONITOR™
Today you will hear from two of our experts about our research and insights.

Julia and Gary are the lead experts and authors of the Mercer Workforce Monitor™ model and reports, which look at the UK workforce, population and impacts of migration.

The Mercer Workforce Monitor model will be updated regularly to provide insights that will help organisations navigate workforce issues pre and post Brexit.
WHAT YOU NEED TO KNOW TO PLAN FOR A STRONGER FUTURE
THE UK ECONOMY IS MORE RELIANT ON UK BORN WORKERS THAN FOREIGN WORKERS
There will be over 3 million more people over the age of 65 by 2030.

Source: Mercer Workforce Monitor™ 2017
Tighter immigration laws means foreign workers will be at risk

Source: Mercer Workforce Monitor™ 2017
AND THE UK BORN WORKFORCE HAS BEEN DECLINING SINCE 2013

Source: Mercer Workforce Monitor™ 2017
In all scenarios population is growing 3% to 6% faster than the workforce.

Percentage growth from 2016 to 2030:

- **Basecase**: 5%
- **100,000s**: 3%
- **40,000s**: 1%
- **GREAT EU RE-MIGRATION**: -2%

Source: Mercer Workforce Monitor™ 2017
This is the reverse pattern of the last 15 years of population trends.

PERCENTAGE GROWTH FROM 2016 TO 2030

Source: Mercer Workforce Monitor™ 2017

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ALL INDUSTRIES ARE IMPACTED
AND WE ARE ALREADY SEEING THE EFFECTS

LUSH PLANS TO MOVE OPERATIONS FROM THE UK BLAMING “SEVERE” SKILL SHORTAGES

ONLY 1 IN 50 APPLICANTS FOR PRET JOBS ARE UK BORN

1 IN 3 DOCTORS PLAN TO RETIRE BY 2030

182,000 HIGHER LEVEL TECHNICIANS AND ENGINEERS ARE NEEDED A YEAR
THE WORKFORCE CRISIS IS HERE: IT’S TIME TO PLAN YOUR RESPONSE
WE HAVE A FRAMEWORK TO HELP YOU PLAN YOUR RESPONSE

DEFINE FUTURE

DETERMINE STRATEGY

DESIGN SOLUTIONS

DRIVE ACTION

DEMAND

SUPPLY

WORKFORCE MONITOR DIAGNOSTIC

Jobs and Skills Needed +
Internal Supply +
External Supply =
Worker Scarcity Risks
Skill Scarcity Risks
Leadership Scarcity Risks
Ageing Worker Risks

5 LINES OF DEFENCE

MANAGING AN AGEING WORKFORCE

SUPPORTING WORKING CARERS

Governance
RASCI
HR Process Review
Metrics

HR TEAM TO DELIVER
5 LINES OF DEFENCE
TO DEAL WITH PEOPLE SHORTAGES

1. Build, Buy, Retain
2. Diversify the Talent Pool
3. Productivity Through Automation
4. Move and Relocate Work
5. Cease UK Operations

LOOK AT TRADITIONAL SOURCING TO BUILD THE WORKFORCE NEEDED

UNDERSTAND THE ROI OF AUTOMATING TASKS

MOVE JOBS AND TASKS TO WHERE PEOPLE ARE

CONSIDER WHEN THE PEOPLE COSTS MEAN ALTERNATIVES ARE NEEDED

FIND PEOPLE FROM SOURCES YOU MAY NOT HAVE CONSIDERED BEFORE
Organisations that do this will create competitive advantage for themselves

**Defence: Buy, Build and Retain Workers**

- **Facebook**
  - Gives $4,000 “Baby Cash” for expecting mothers.

- **WWF**
  - Gives all employees every second Friday off as part of ‘Panda Fridays’.

- **Google**
  - Gives a surviving spouse 50% of a salary for the next 10 years.

**Defence: Diversify the Talent Pool**

- **BAE Systems**
  - Spent £15.6m on a new training academy and apprenticeships.

- **Barclays**
  - Launched apprenticeship schemes aimed at older workers.

- **National Express**
  - Launched a new paralegal apprenticeship scheme to ensure that the firm “has access to as wide a talent pool as possible”.

**Defence: Moving Work and Jobs to People**

- **TalMix**
  - Spent between $2.8B and $3.7B to the human cloud.

- **Freelancer**

- **PeoplePerHour**
QUESTIONS?

JULIA HOWES
UK Head of Workforce Analytics and Planning

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Actuary and Partner, UK

QUESTIONS
Please type your questions in the Q&A section of the toolbar and we will do our best to answer as many questions as we have time for.

To submit a question while in full screen mode, use the Q&A button, on the floating panel, on the top of your screen.

FEEDBACK
Please take the time to fill out the feedback form at the end of this webcast so we can continue to improve. The feedback form will pop-up in a new window when the session ends.
WE ARE HERE TO HELP YOU PLAN FOR A STRONGER FUTURE

- Get in touch to speak to one of our experts today
- Sign up for Mercer Workforce Monitor™ updates

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