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

MERCER WORKFORCE MONITOR™

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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.

JULIA HOWES
UK Head of Workforce Analytics and Planning

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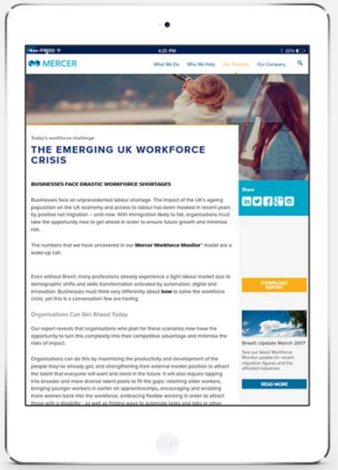
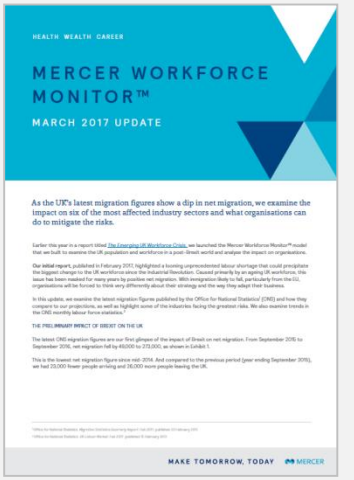
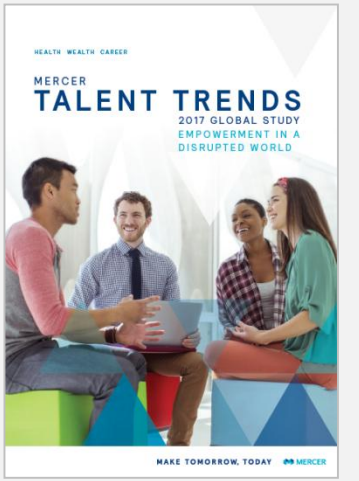
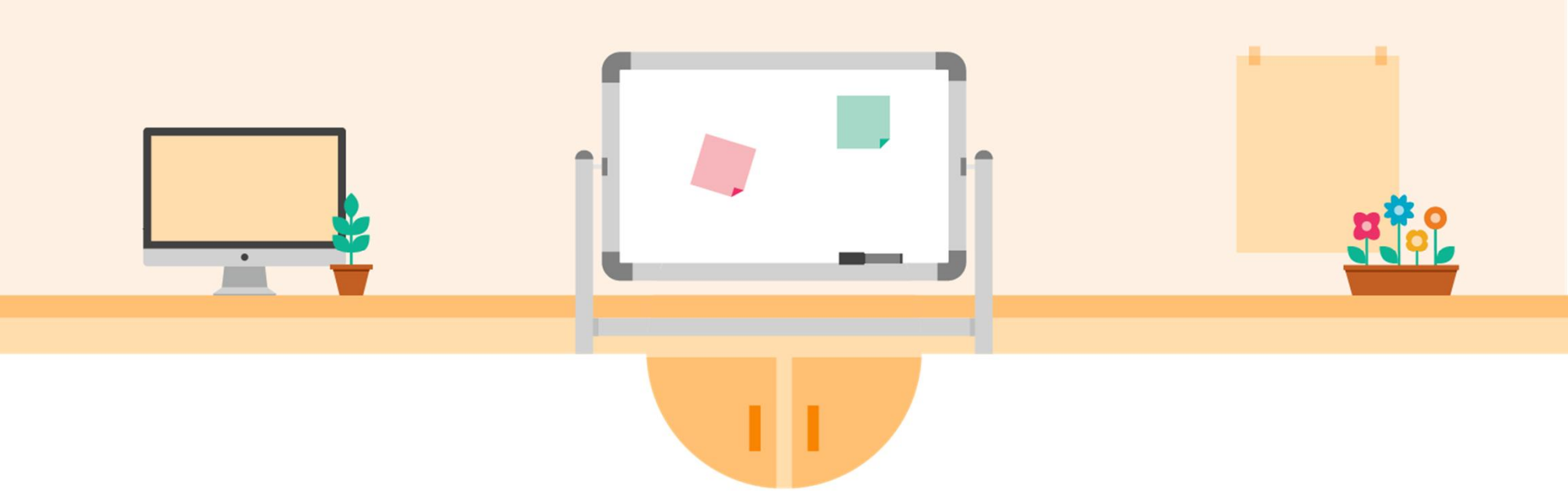
Actuary and Partner, UK

KEEP UP TO DATE WITH OUR WORK AT UK.MERCER.COM/WORKFORCEMONITOR



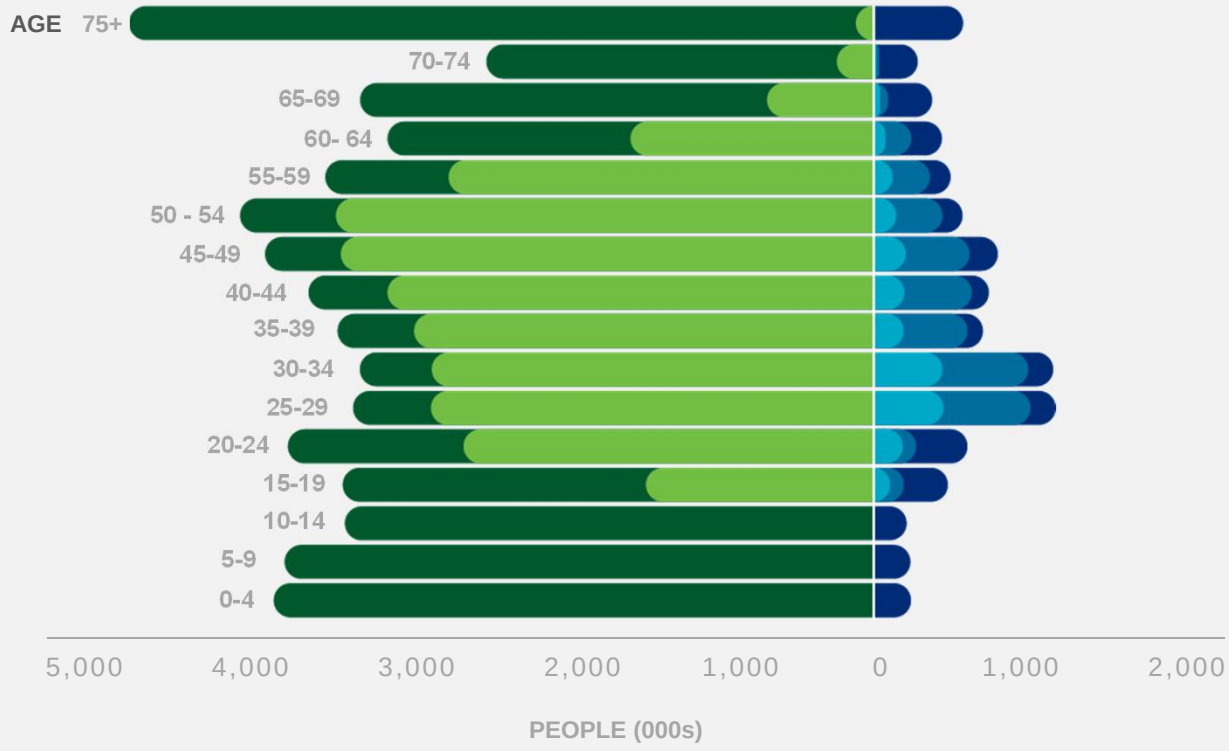






WHAT YOU NEED TO KNOW TO PLAN FOR A STRONGER FUTURE

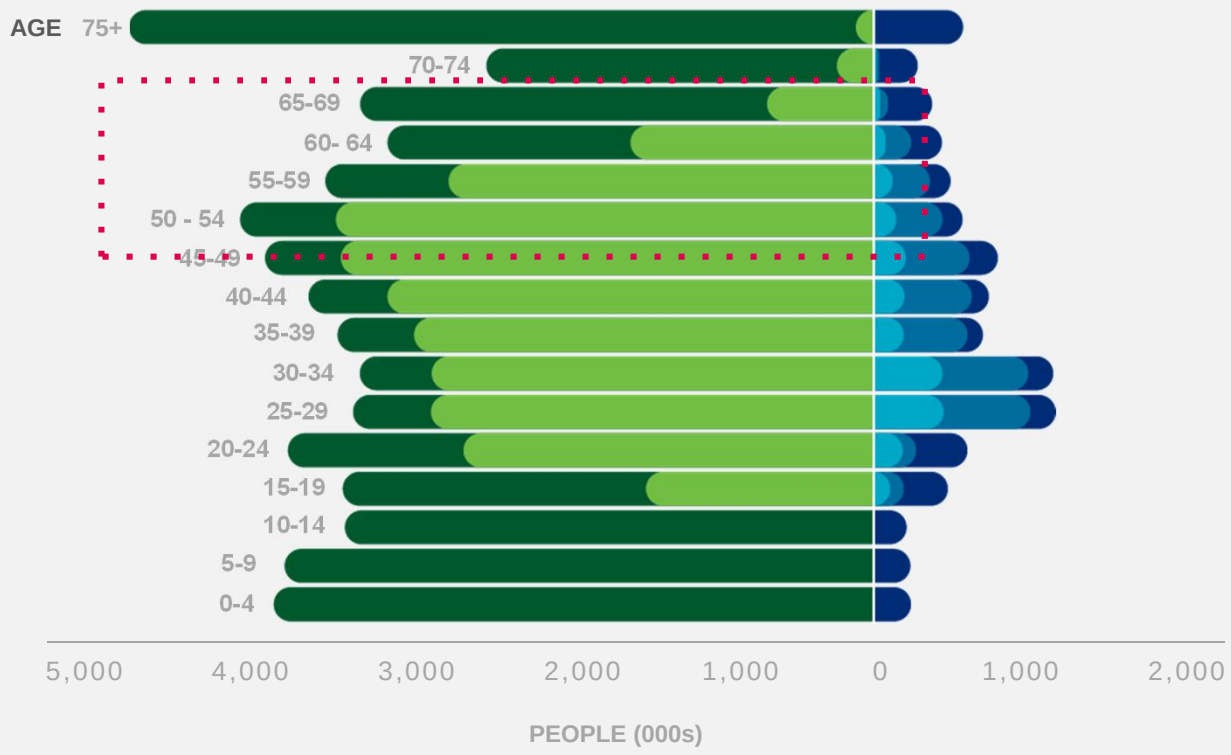
THE UK ECONOMY IS MORE RELIANT ON UK BORN WORKERS THAN FOREIGN WORKERS



POPULATION WORKING ◀UK BORN FOREIGN▶ EU BORN WORKERS NON-EU WORKERS POPULATION

Source: Mercer Workforce Monitor™ 2017

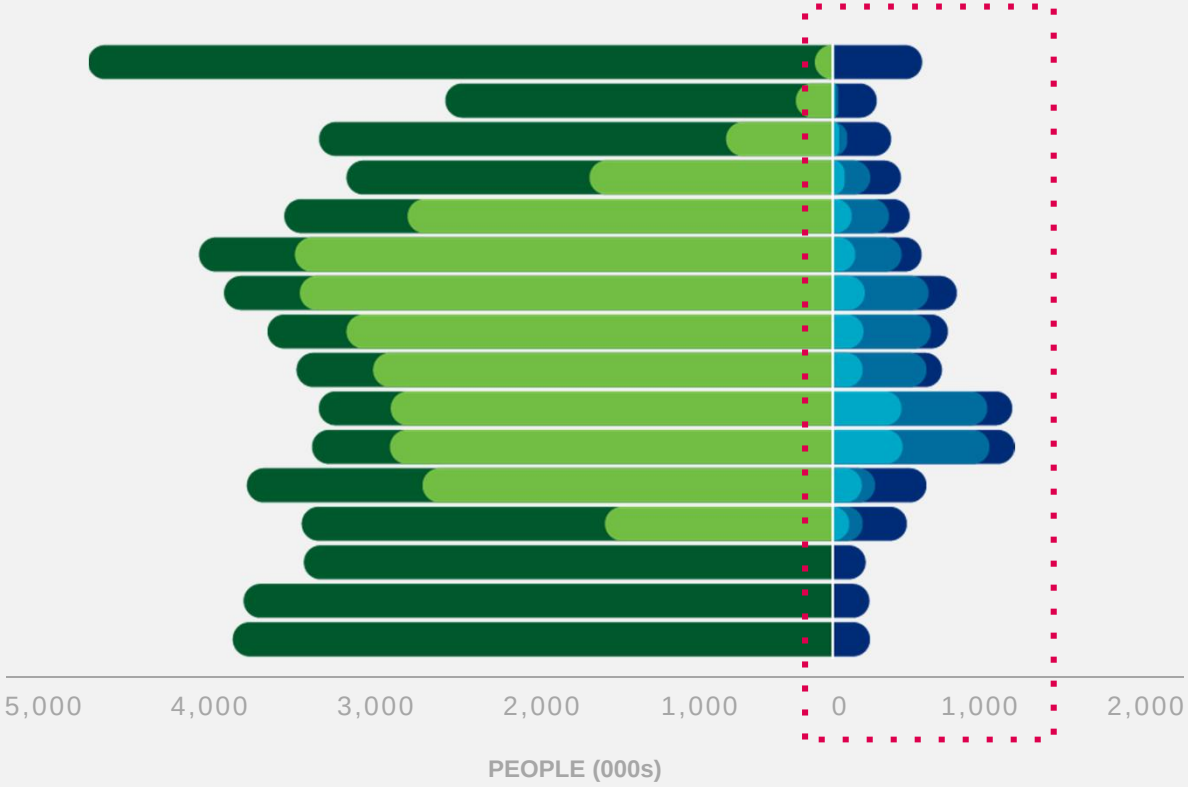
THERE WILL BE OVER 3 MILLION MORE PEOPLE OVER THE AGE OF 65 BY 2030



POPULATION WORKING ◀UK BORN FOREIGN▶ EU BORN WORKERS NON-EU WORKERS POPULATION

Source: Mercer Workforce Monitor™ 2017

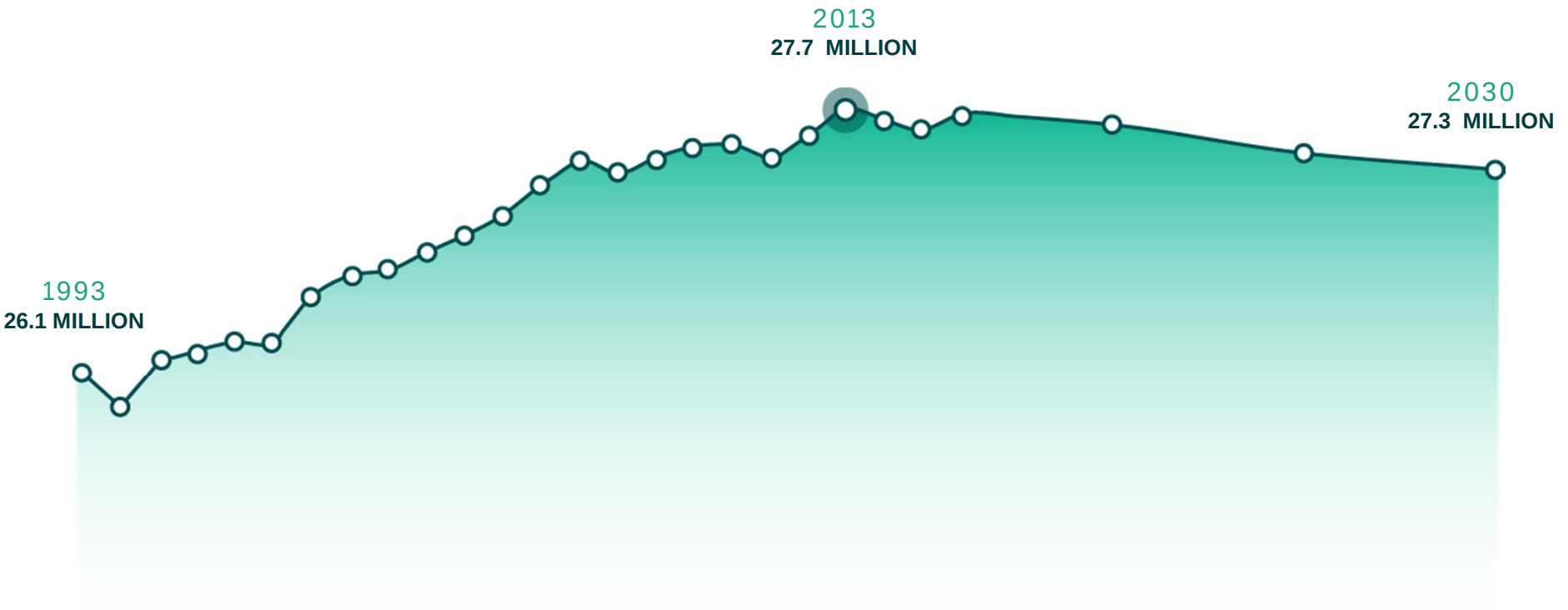
TIGHTER IMMIGRATION LAWS MEANS FOREIGN WORKERS WILL BE AT RISK



POPULATION WORKING ◀UK BORN FOREIGN▶ EU BORN WORKERS NON-EU WORKERS POPULATION

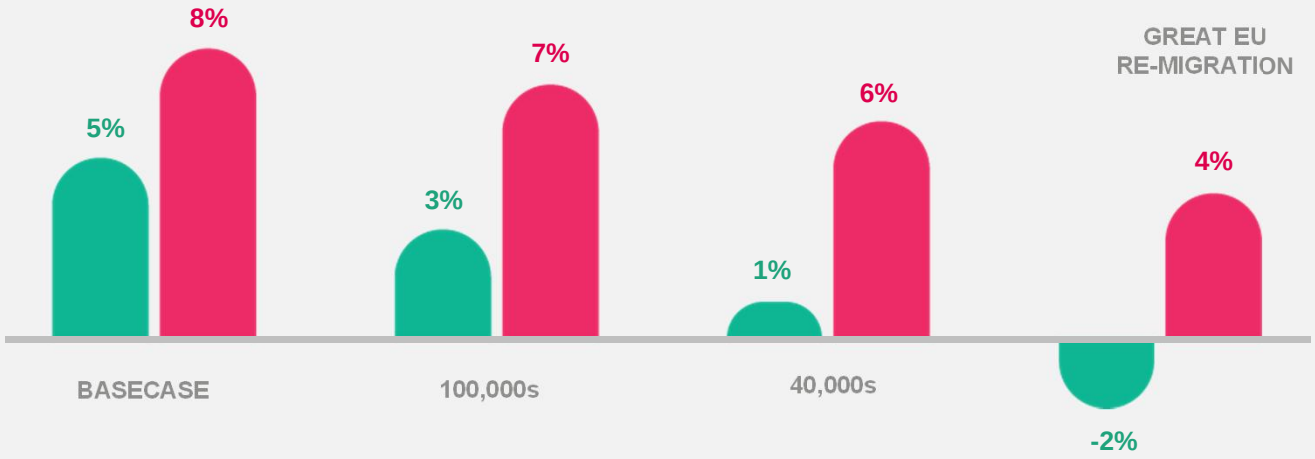
Source: Mercer Workforce Monitor™ 2017

AND THE UK BORN WORKFORCE HAS BEEN DECLINING SINCE 2013



Source: Mercer Workforce Monitor™ 2017

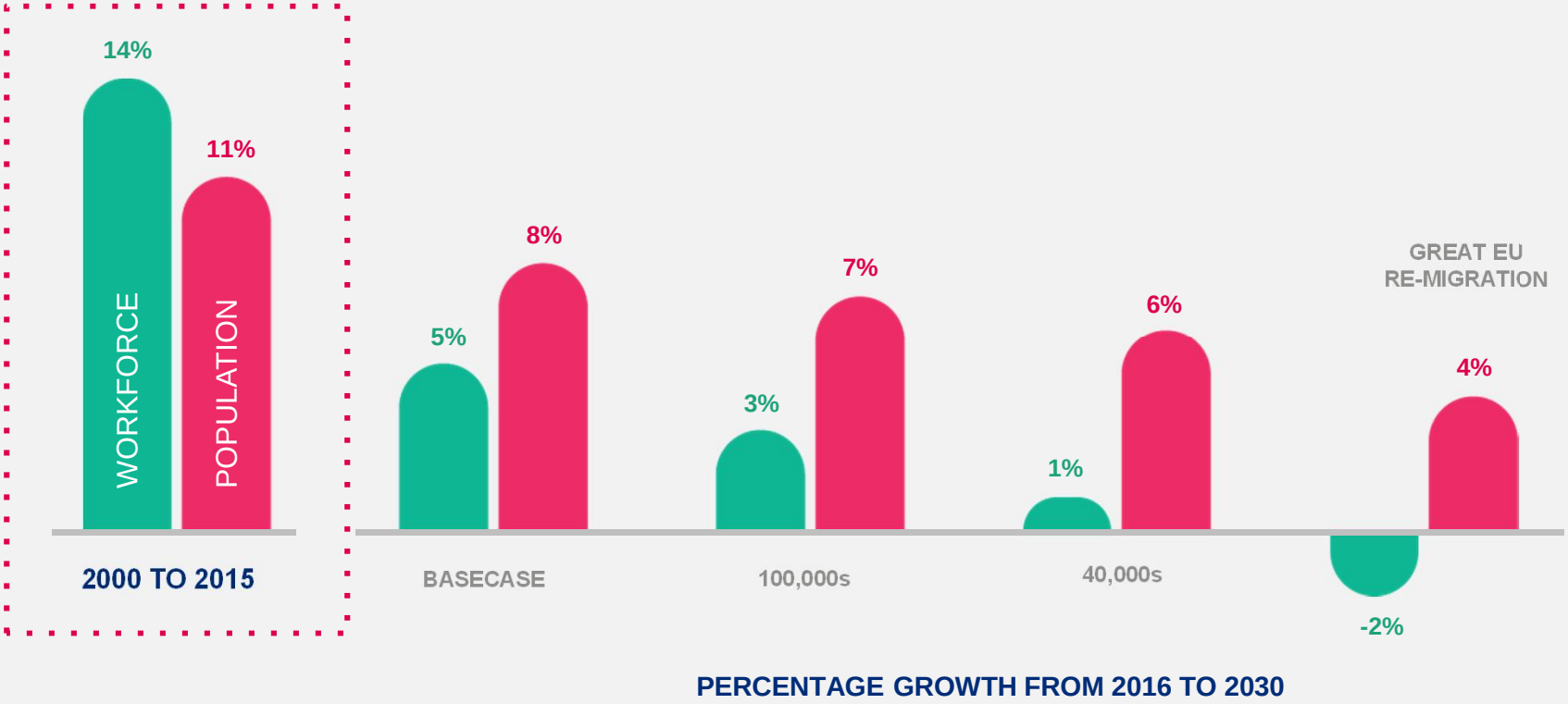
IN ALL SCENARIOS POPULATION IS GROWING 3% TO 6% FASTER THAN THE WORKFORCE



PERCENTAGE GROWTH FROM 2016 TO 2030

Source: Mercer Workforce Monitor™ 2017

THIS IS THE REVERSE PATTERN OF THE LAST 15 YEARS OF POPULATION TRENDS



Source: Mercer Workforce Monitor™ 2017

ALL INDUSTRIES ARE IMPACTED
AND WE ARE ALREADY SEEING THE EFFECTS

LUSH FRESH HANDMADE COSMETICS

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

ORGANIC COFFEE PRET NATURAL FOOD

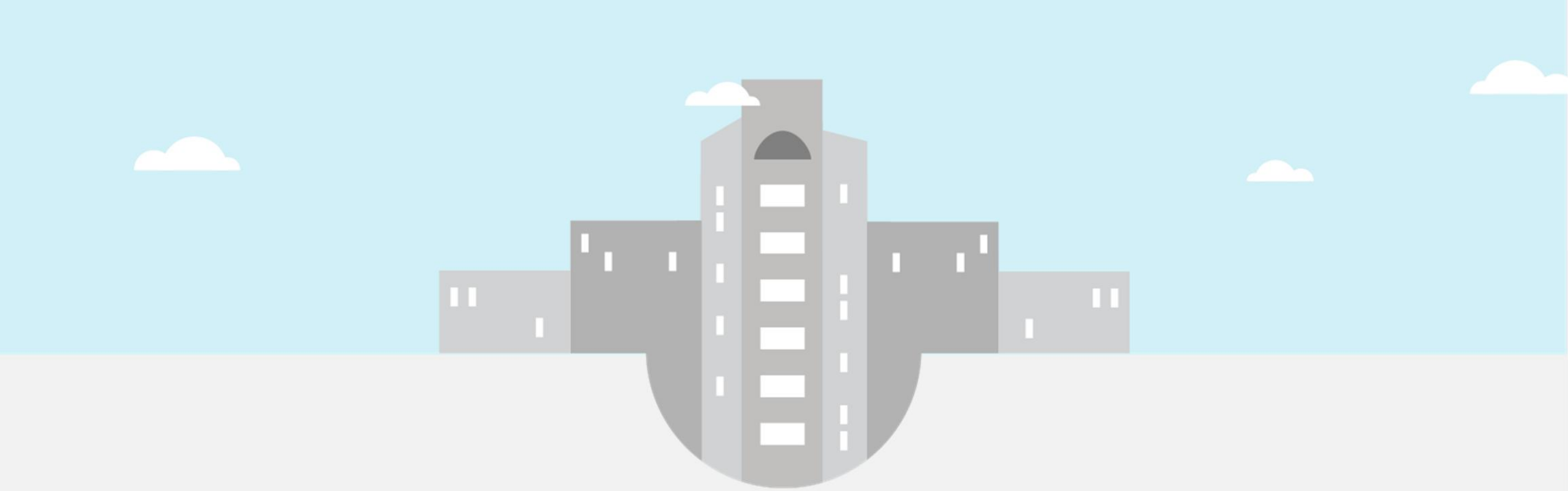
ONLY 1 IN 50 APPLICANTS FOR PRET JOBS ARE UK BORN

NHS

1 IN 3 DOCTORS PLAN TO RETIRE BY 2030

ROYAL ACADEMY OF ENGINEERING

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

BUSINESS STRATEGY

DEFINE
FUTURE

DEMAND ▶ ◀ SUPPLY

DETERMINE
STRATEGY

DESIGN
SOLUTIONS

DRIVE
ACTION

PEOPLE AND BUSINESS OUTCOMES

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

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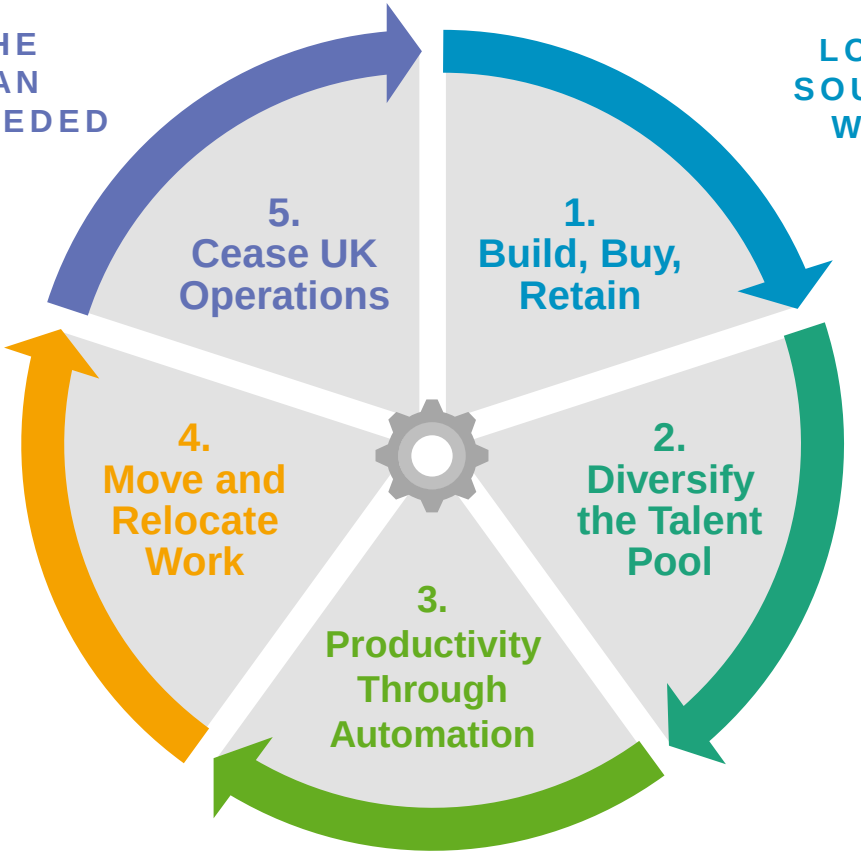
5 LINES OF DEFENCE
TO DEAL WITH PEOPLE SHORTAGES

CONSIDER WHEN THE PEOPLE COSTS MEAN ALTERNATIVES ARE NEEDED

LOOK AT TRADITIONAL SOURCING TO BUILD THE WORKFORCE NEEDED



MOVE JOBS AND TASKS TO WHERE PEOPLE ARE

FIND PEOPLE FROM SOURCES YOU MAY NOT HAVE CONSIDERED BEFORE

UNDERSTAND THE ROI OF AUTOMATING TASKS

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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 national express

Launched apprenticeship schemes aimed at older workers.

The University of Law Freshfields

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 freelancer peopleperhour

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

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QUESTIONS?

JULIA HOWES
UK Head of Workforce Analytics and Planning

GARY SIMMONS
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.

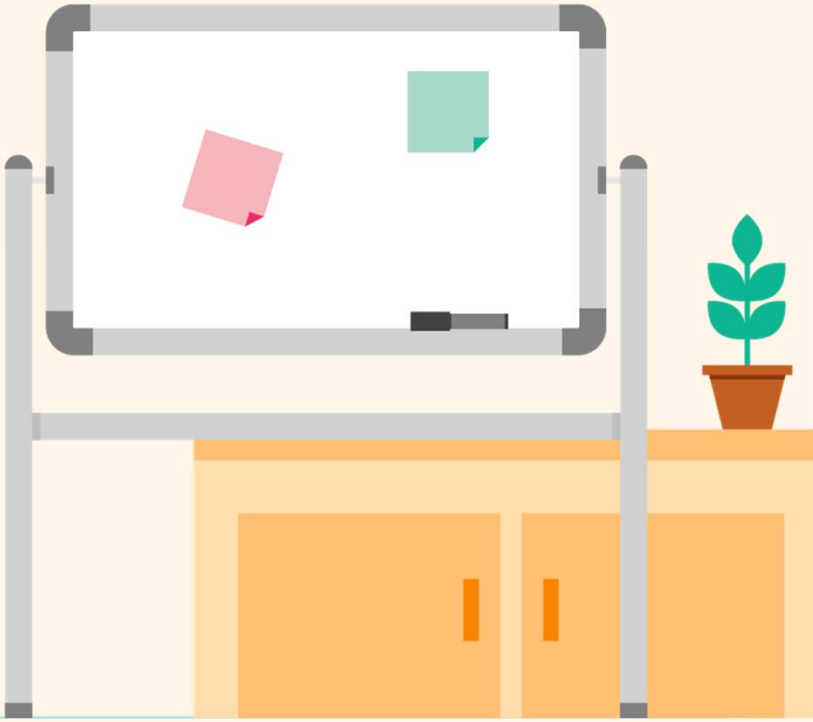
To submit a question while in full screen mode, use the Q&A button, on the floating panel, on the top of your screen.

CLICK HERE TO ASK A QUESTION TO "ALL PANELISTS"

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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