

SHAPING THE FUTURE OF WORK



OUR DISCUSSION



5 minutes

Welcome

5 minutes

Human + Machine

10 minutes

New Skills Now

5 minutes

St. Louis Path Forward

5 minutes

Thank You and Closing

HUMAN + MACHINE

INSIGHT #1

TECHNOLOGY ISN'T DESTROYING JOBS

INSIGHT #2

VALUE AT INTERSECTION OF HUMAN & MACHINE

If businesses fully commit to AI and invest in human-machine collaboration, Accenture estimates that they could **boost revenues by**

38% IN THE NEXT **5** YEARS

and generate higher levels of employment and profitability.

EXAMPLES



A DRILLING TECHNICIAN

Drills multiple test holes, **manually preparing the drill, calculating and entering correct pressure and speed for the drill.**



AI tells the drilling technician which oil deposits to target and **intelligent drills** calculate speed, pressure and depth.



A PHARMA SCIENTIST

Combs through vast volumes of documents, **in order to assess safety issues related to drugs.**



AI using **Natural Language Processing and Machine Learning** helps free scientists to work on higher risk cases and cater to the growth in Adverse Event cases.



A SOFTWARE DEVELOPER

Spends time each week identifying new spam flags **and manually writing rules for spam detection.**



Machine intelligence identifies new spam keywords and updates detection rules freeing the employee from work unrelated to new software development.



AN AEROSPACE ENGINEER

Designs a new plane component making **manual calculations to produce strong and light designs.**



Generative Design mimics nature's evolutionary approach to consider millions of possible designs and to test for strength and lightness.



A LONG-HAUL DRIVER

Controls the vehicle on the road, in charge of the speed, braking and steering.



The driver becomes an **'in-cab systems manager,'** performing high-level technical work such as monitoring diagnostics systems and optimizing routing as automation controls braking and speed.

DISCONNECT #1

**WORKER
WILLINGNESS
UNDERESTIMATED**

DISCONNECT #2

**INADEQUATE
INVESTMENT IN
PEOPLE**

67%

of workers say it is important to develop their skills to work with intelligent machines in the next 3 to 5 years.

Only 3%

of executives plan to significantly increase investment in skills development programs in then next three years.

REWORKING THE REVOLUTION

REIMAGINE WORK

Shift from workforce planning to
work planning



PIVOT THE WORKFORCE

to areas that unlock new
forms of value



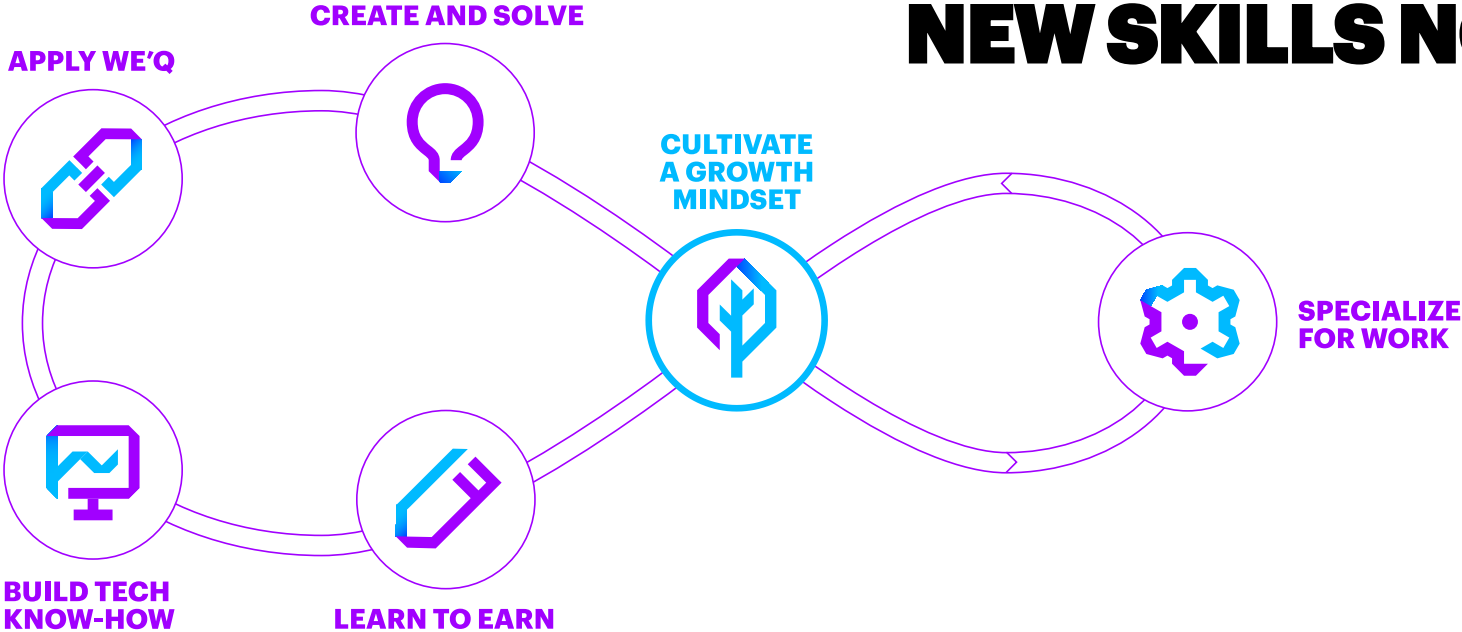
SCALE UP “NEW SKILLING”

to work with intelligent
machines



NEW SKILLS NOW

NEW SKILLS NOW



APPLY WE'Q

Skills to interact, build relationships and show the self-awareness needed to work effectively with others in person and virtually.

BUILD TECH KNOW-HOW

Skills and know-how to use, manipulate and create technologies and data.

CREATE AND SOLVE

Skills to approach problem solving creatively, using empathy, logic and novel thinking.

LEARN TO EARN

Foundational skills to get work and be ready for the workforce.

CULTIVATE A GROWTH MINDSET

Skills to stay relevant, continuously learn and grow, and adapt to change.

SPECIALIZE FOR WORK

Relevant skills to address local market priorities and industry needs.

AN AUTOMATION RESILIENT WORKFORCE

WE'RE TAKING ACTION IN ST. LOUIS

We aim to support workers without a bachelor's degree in routine jobs transition into automation resilient work through three main activities.



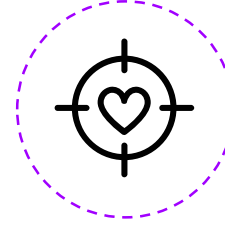
ALIGN FOR IMPACT

Co-create a future of work roadmap blueprint with community partners and business organizations



DEFINE NEW SKILL JOURNEYS

Create and scale business relevant worker pathways to automation resilient work



LEVERAGE TECHNOLOGY

Match displaced worker aspirations and skills to automation resilient learning and job opportunities

ETHNOGRAPHIC RESEARCH

We conducted +20 interviews in St. Louis with those in low complexity and highly repetitive work...



NAME + AGE James, 45
OCCUPATION Truck Driver
LIFE Veteran, Divorced,
3 Kids



NAME + AGE Tarik, 25
OCCUPATION IT Analyst
LIFE Single



NAME + AGE Maya, 30
OCCUPATION Cashier
LIFE Ferguson native,
Single



NAME + AGE Jessica, 27
OCCUPATION Unemployed
LIFE Married, 1 Kid

TECH SAVVYNES



EDUCATION LEVEL



JOB EXPERTISE

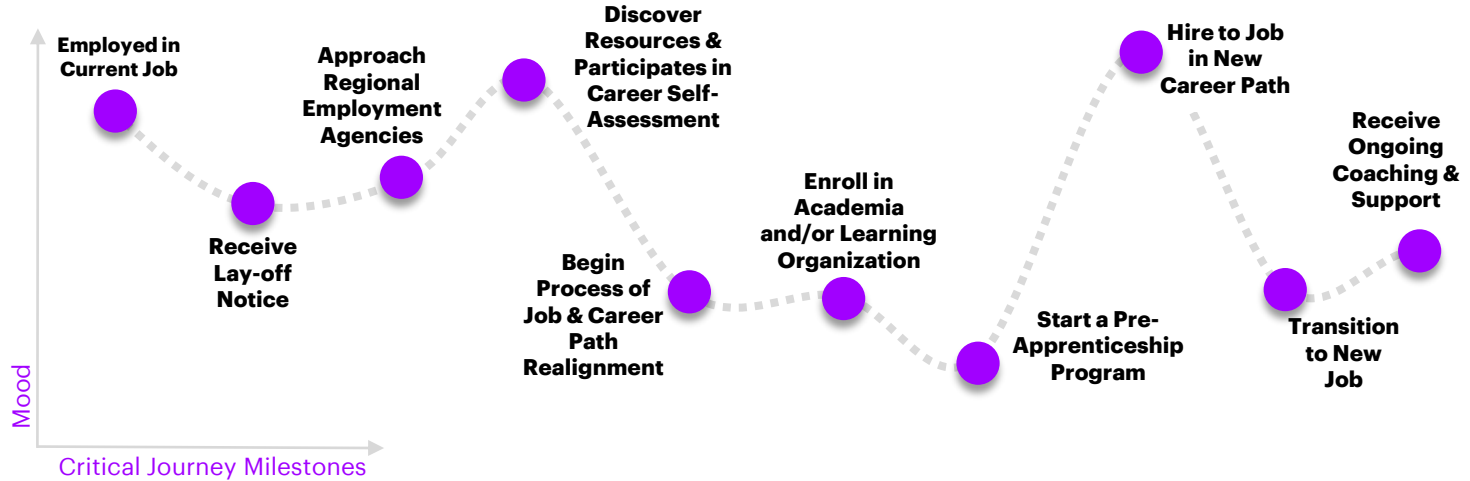


DEEP-DIVE INTO SUE'S JOURNEY



SUE THE BANK TELLER

Sue has been with her company for 17 years. She joined while still in high school and has become a high performing bank teller.



IMPROVE

TOOLS & PROCESSES

- Sue has job trend awareness per local resources and media
- Sue is familiar with St. Louis reskilling resources
- Sue can research trending jobs & new careers on our app
- Sue takes our self assessment & creates short & long term goals
- Sue's skill & practice opportunities are aligned and valuable
- Sue can access resume & interview tips on our app
- Sue uses our app to network with local employers
- Sue has ongoing access to resources & coaches

RECOGNIZE

BEHAVIOR & CULTURE

- Lay-off can cause helplessness & depression
- Regional based safety-net can be reassuring
- Access to helpful people & resources is motivating
- Self-reflection & career change can be emotional
- After expectation building, it can be scary to try new skills
- Matching to a job in a new track can be very satisfying
- New tasks, behavior & logistics are stressful
- A strong support network can ease anxiety

JOIN US TO CREATE AN INCLUSIVE FUTURE OF WORK

GLOBAL WEBCAST ON OCT 2ND, 7-8AMCT

- SkillsFuture Singapore
- Accenture Leadership & Learning
- Tottenham Hotspur Foundation, UK
- Shift Commission, New America

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