



future proofing

skill sets.



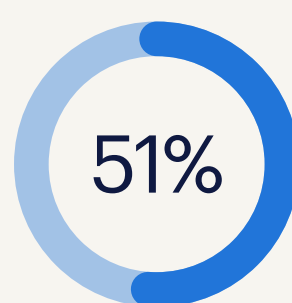
human forward.

about workmonitor pulse survey

The workmonitor pulse surveys provide quarterly insights into talent's expectations from employers in relation to current issues impacting the workplace. The survey was conducted online in March 2023 on 7,500 blue, grey, and white-collar workers in the U.S., the UK, Australia, France and Germany. (U.S. data is shown below.)

While employee expectations continue to shift, our latest Randstad workmonitor report shows that salaries remain the number one motivator when selecting roles. In fact, more than half of respondents list salaries as the most important factor when choosing a new role.

The difference now is that today's employees realize that they must develop skills for the future of work to ensure they have careers with continuing wage growth. We know from previous surveys that workers believe the onus is on the employers to help their employees acquire these vital skills through learning, training and development programs.



of respondents rank pay as the most important factor in choosing a role



digital



technology



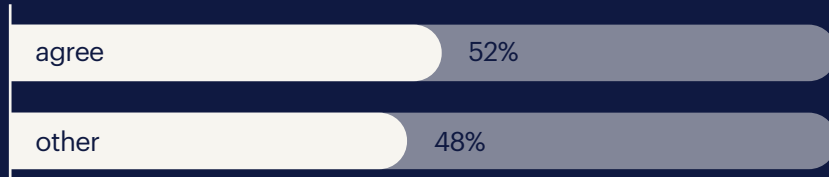
artificial intelligence (AI)

agreed across generations

According to our survey of more than 1,600 workers across nearly 20 industries, the desire for continuous wage growth is not limited to just one age group. Rather, our research shows that every working age group, from Gen Z right up to baby boomers, ranks salaries as the top motivator for changing jobs.

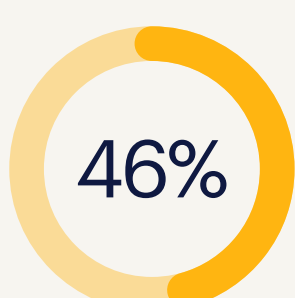
Additionally, today's workers understand that to see continued advancement and salary growth in their careers, they must develop skill sets for the future of work. According to our survey, workers identify the most critical areas for learning and development as digital, technology and Artificial Intelligence (AI).

when asked if more learning/development around AI was needed to future proof their careers, respondents chose:

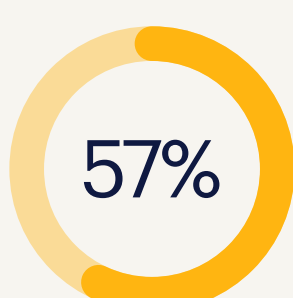


Advancements in technology are occurring so rapidly that businesses across industries are struggling to keep up with the latest innovations. It takes time to implement new technologies, and there's a cost investment to consider.

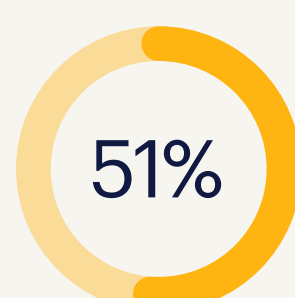
Today's workers understand these challenges because they are struggling to keep their skill sets up to date too. Our report shows that many workers believe tech skills will be vital to their jobs over the next 5 years, including 46 percent of Gen Z workers, 57 percent of Millennials and 51 percent of Gen X workers.



of Gen Z workers



of Millennial workers



of Gen X workers



developing a win-win

Investing in learning and development programs pertaining to emerging technologies and AI can be a win-win for employers and employees.

Your organization can use upskilling and reskilling strategies to equip your workers with the skills needed to handle their current roles and prepare for the future of work. This step can improve worker satisfaction, boost retention rates and cut hiring costs.

take advantage

Employees can take full advantage of these learning and development opportunities to advance their IT, AI and tech skills. These programs can help build on the excitement many employees have about the prospects of AI and tech in the workplace. It can also help to alleviate some of the stress workers have about their future careers and earning potential.

Check out our latest Randstad workmonitor for a full look at our survey results.



build on the excitement employees have about the prospects of AI and tech



alleviate some of the stress workers have about their future careers and pay



human forward.