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Week - 1:

Managing Talent Pipelines in the Future of Work

1. Future of Work – Key Drivers

The future of work is shaped by multiple interlinked trends that directly influence how organisations manage talent pipelines.

1. Advancement of Digital Technologies

- Automation, AI, robotics, and digital platforms are transforming job roles and skills needed.
- Continuous learning and digital literacy are becoming essential for employees.
- HR must anticipate technology-induced skill gaps.
- 2. **Alternative Forms of Work Arrangements (Gig Economy)**
 - Rise of freelancing, short-term contracts, remote work, and platform-based work.
 - Offers flexibility but challenges traditional employment models and benefits structures.
 - HR must design policies for contingent workers.
- 3. **Demographic Trends – How People Live and Work**
 - Ageing workforce in many developed countries.
 - Increasing cultural and generational diversity.
 - Shift in urban/rural population affecting talent supply.
- 4. **Labour Shortages in Middle-Skill Occupations**
 - Skills gap particularly in trades, technical, and operational roles.
 - Competition for workers in sectors needing specialised but not necessarily degree-level qualifications.
- 5. **Attract and Retain Global Talent**
 - Global mobility of skilled labour is increasing.
 - HR must position the organisation as an attractive employer in a competitive international market.
- 6. **Growing Disparities in Socioeconomic Opportunities**
 - Inequalities across regions, industries, and demographic groups.
 - Risk of talent concentration in urban hubs and exclusion of disadvantaged communities.
- 7. **Changing Employee Expectations and Priorities**
 - Employees prioritise work-life balance, flexibility, purpose-driven work, and career development.
 - Organisations need to align value propositions with evolving expectations.

Why Should HR Care About the Future of Work?

- Strategic Workforce Planning: Anticipating future skills and designing pipelines to meet them.
- Employer Branding: Staying competitive in attracting top talent.
- Retention and Engagement: Meeting employee needs to reduce turnover.
- Equity and Inclusion: Addressing socio-economic disparities and demographic diversity.
- Adaptability: Ensuring organisational resilience to technological and societal change.