

## The Future of Work

OK folks a little warning. This can make your head hurt. Our world is changing in many ways simultaneously but with one incontrovertible common reference – whatever we do our businesses, communities and culture will all be driven by the quality and attitude of the individuals in the mix. People will always be the main ingredient.

For manufacturing, technology is changing the very nature of work and the demands on our workforce. We are heavily driven by the demand for not only a skilled workforce but also an increasingly knowledgeable one. Our success in translating knowledge to skill as well as increasing the knowledge base of our aging skilled workers will determine our success as we continue on this transition in the 4<sup>th</sup> Industrial Revolution.

Mark your calendars for May 18 right now! Career Source Pinellas and Career Source Tampa Bay are sponsoring our annual Manufacturers Summit. We are forming a panel of industry and scientific experts to explore this topic in depth. More to come. But click here to explore the factors at play.

Here are some key factors to consider:

- What's the market 'feel' about change
  - [Click here](#) to access a very interesting survey on how over 700 employers view the changes, competition and development of the workforce. Good news, 70% are hopeful.
- Where do we stand on talent development?
  - Talent development is THE key component in dealing with the future of work and growing and maintaining business success. Location is a key component in the development and retention of good talent. [Here's an article](#) exploring that aspect a bit deeper.
- What are the core drivers?
  - Based on manufacturing trends here are [five tangible technologies](#) driving and responding to change.
- What's the true cost of training?
  - All of this change puts a premium on training right? Training costs time, money and production and produces a variable result. So, with more change and more training how are you measuring results? Most existing training programs do try to assess their effectiveness. Many measure cost per student. Some measure job placement rates. A minority track on-the-job retention. These metrics are useful but miss the big picture, in part because they mistake a program's cost for its value. Here's an [article on a better metric](#) to assess true value and ROI.