

THE TOP TEN WORKFORCE TRENDS

- 1.** A global war for talent will be the top driver of competitive advantage, pitting nations, individuals, and companies against one another as talent grows scarce.
- 2.** The future of the workforce should not be defined by geography, but by talent.
- 3.** The aging of the population in America and Europe will have dramatic effects on society and the economy.
- 4.** Hispanics and women will dominate the future U.S. workforce.
- 5.** Women will comprise a high percentage of new workers and leaders, forever changing the politics of boardrooms and markets.
- 6.** Increased immigration will be necessary to enable available talent to keep up with the demands of business and society.
- 7.** Finding high-tech skilled employees from a global talent pool will be the greatest challenge for every organization and every nation.
- 8.** Innovation will be a key driver of workforce skills, requiring the education system to be completely overhauled.
- 9.** The domestic workforce will grow more slowly because of dangerously lower fertility rates.
- 10.** Workforce crises that arise in the near future will be traceable to the lack of skilled workers.