AGENDA

- Who is MAU?
- Who am I?
- Future State
- Case Studies
- Recommendations
MAU Workforce Solutions has grown over the past 47 years to become one of the nation’s top diversity-owned staffing, recruiting, and outsourcing agencies in America.
INTRODUCTION

WHO AM I?

- UGA Graduate
- 40 Under 40, Atlanta Business Chronicle
- 5th Generation Atlantan
- Board of Advisors, UGA – Terry College of Business MIS Program
- 20 years in Tech Recruiting & Consulting
FUTURE STATE
AUTOMATION AND THE FUTURE OF BUSINESS

- Certain Industries Will Be Affected More Than Others
- Automation Will Increase Existing Skills Gaps
- Emotional Intelligence Will Become A Key Job Skill
- Companies Will Go The Extra Mile To Authentically Connect
- Those Who Resist Will Be In Danger Of Extinction
- Jobs Will Be There For Reskilled And Upskilled Workers
CASE STUDIES
CASE STUDY

BOSTON CONSULTING GROUP STUDY

- Talent shortfalls in key occupations, such as computer and mathematics, for the midrange scenario is set to soar from 571,000 in 2020 to 6.1 million by 2030.

- Technology and automation will also drive people out of work in the US, particularly in office and administrative support, where the surplus of workers will rise from 1.4 million in 2020 to 3.0 million in 2030.

- Governments and corporate leaders need know where the biggest impact of automation will be, and how they can help individuals remain employable by maintaining their skills and promote continuous learning to evolve their workforce.
  - In the United States, for example, for every six jobs that are being automated or augmented by new technologies, one additional job will be needed in order to develop, implement, and run those new technologies.

- Increased job automation will also create significant opportunities. Primarily, it will enable workers to undertake higher-value tasks.

- Core human abilities—such as empathy, imagination, creativity, and emotional intelligence, which cannot be replicated by technology—will become more valuable.
The effect of automation in the workforce:

- **9%** of the workers are employed by firms that make major investments in automation.
- **2%** of tenured workers at these firms leave the year of the automation event.
- **8.5%** will have left after cumulatively, after 5 years.

What group is impacted the most?

Highly-educated & Highly-paid workers
CASE STUDY

PwC STUDY

Improved STEM skills will be important in allowing people to take the high technology jobs that will arise out of AI and robotics, but soft skills will also be important in making people adaptable and employable throughout their working lives.

- $15T Potential boost to global GDP from AI by 2030
- 3% of jobs at potential risk of automation by early 2020s
- 30% of jobs at potential risk of automation by mid-2030s
- 44% of workers with low education at risk of automation by mid-2030s

3% of jobs at potential risk of automation by early 2020s

30% of jobs at potential risk of automation by mid-2030s

44% of workers with low education at risk of automation by mid-2030s

$15T Potential boost to global GDP from AI by 2030
RECOMMENDATIONS
RECOMMENDATIONS
FOR COMPANIES

To ensure that current and future work imbalances do not have an impact on their financial stability and ability to compete, companies need to take the following actions.

- Perform strategic workforce planning.
- Upskill and reskill existing workforces.
- Create a lifelong learning culture.
- Rethink talent recruitment and retention strategies.
- Create a talent pool to determine each person's potential.
RECOMMENDATIONS
FOR INDIVIDUALS

In order to ensure that they are prepared for the jobs of the future, individuals will have to take greater responsibility for their own professional development, whether that means through upskilling or reskilling. They should take the following actions.

- Make lifelong learning the new normal.
- Remain focused on upskilling and reskilling.
- Become more flexible when developing a career path.