

Workforce 2030 Is Your Country prepared?

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WHY ARE WE HERE?



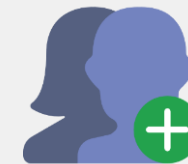
To describe the main challenges countries face with respect to the rapidly changing workforce.



To think about appropriate Audit Questions.



To understand why SAI's should be involved.



To invite you to join SAI Israel and other SAIs in a parallel audit that will make certain that our countries are getting prepared for the major transitions in the workforce in the coming years.





The future of work is already here

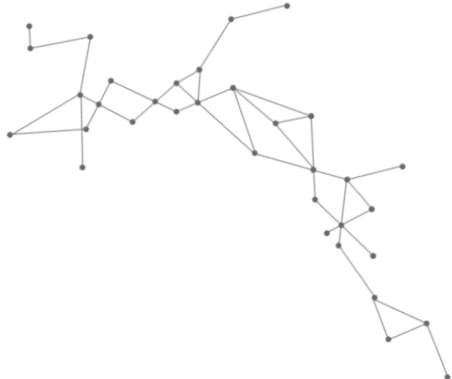
Are we Ready?

March 2019

NIRIT COHEN
Work Futures

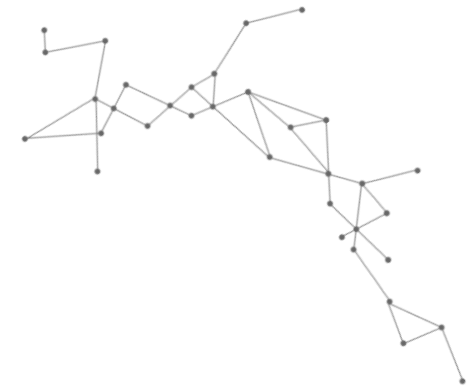
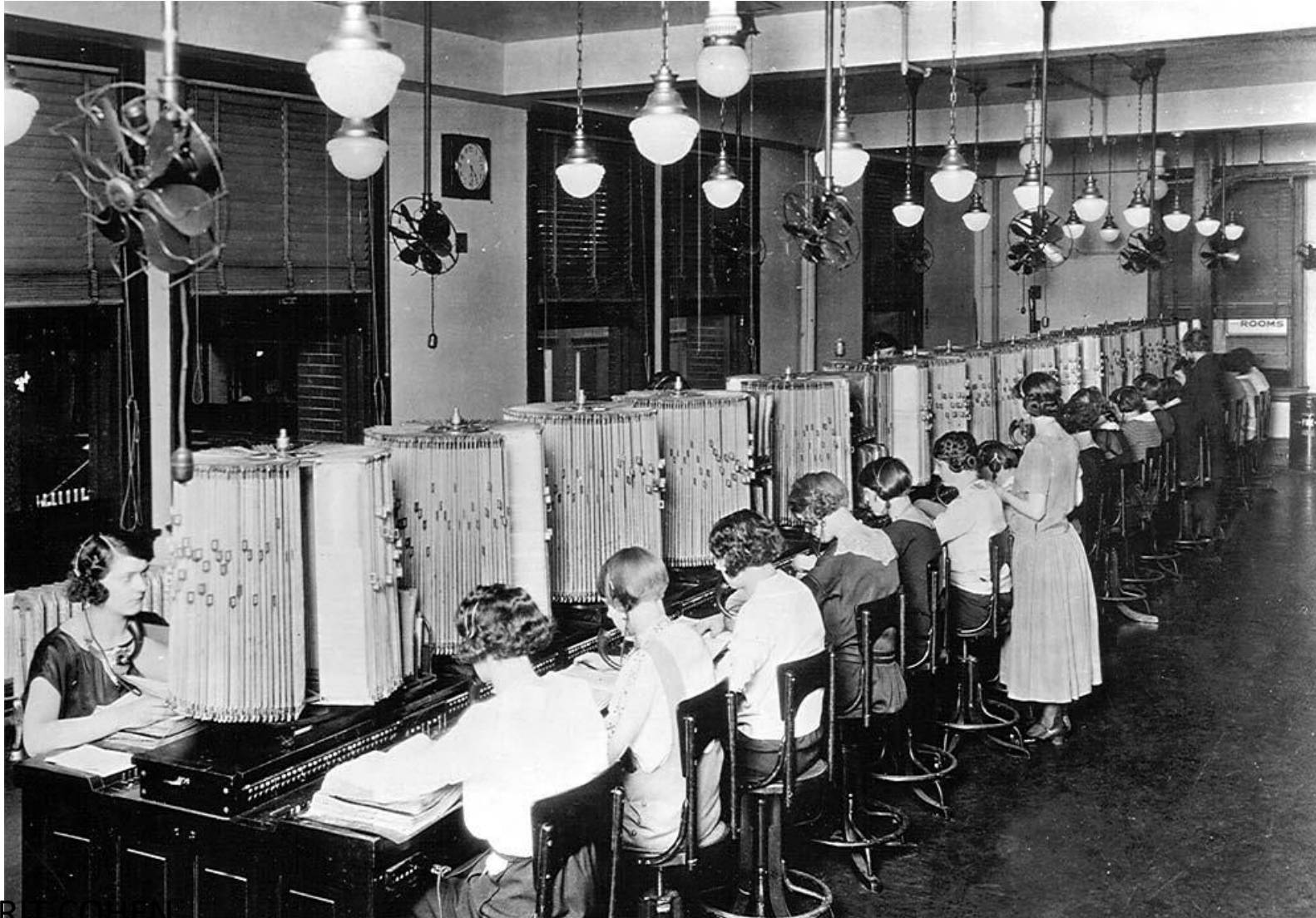


What happened to our desk?





What happened to work?



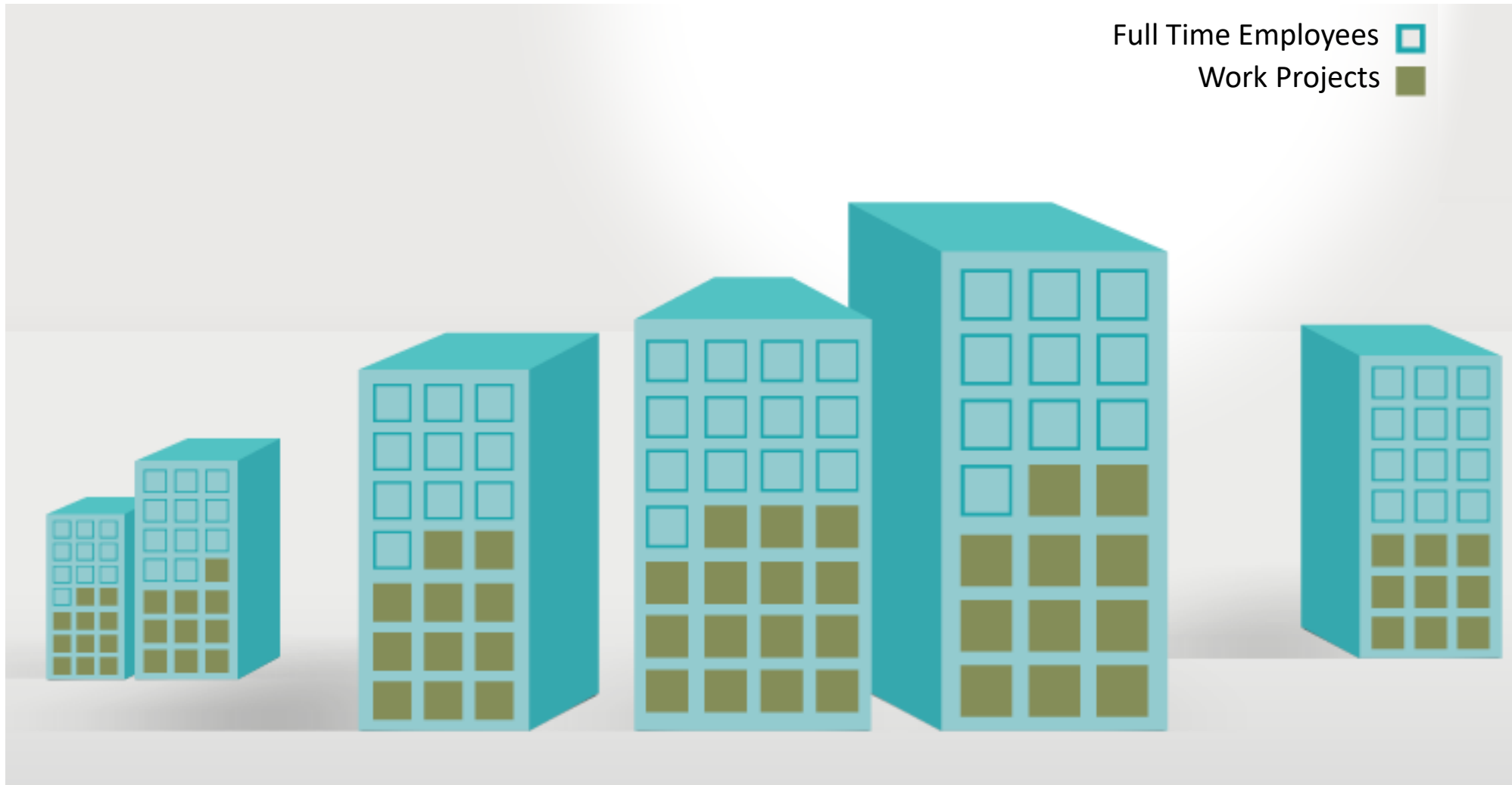
NIRIT COHEN
Work Futures



What happened to work?

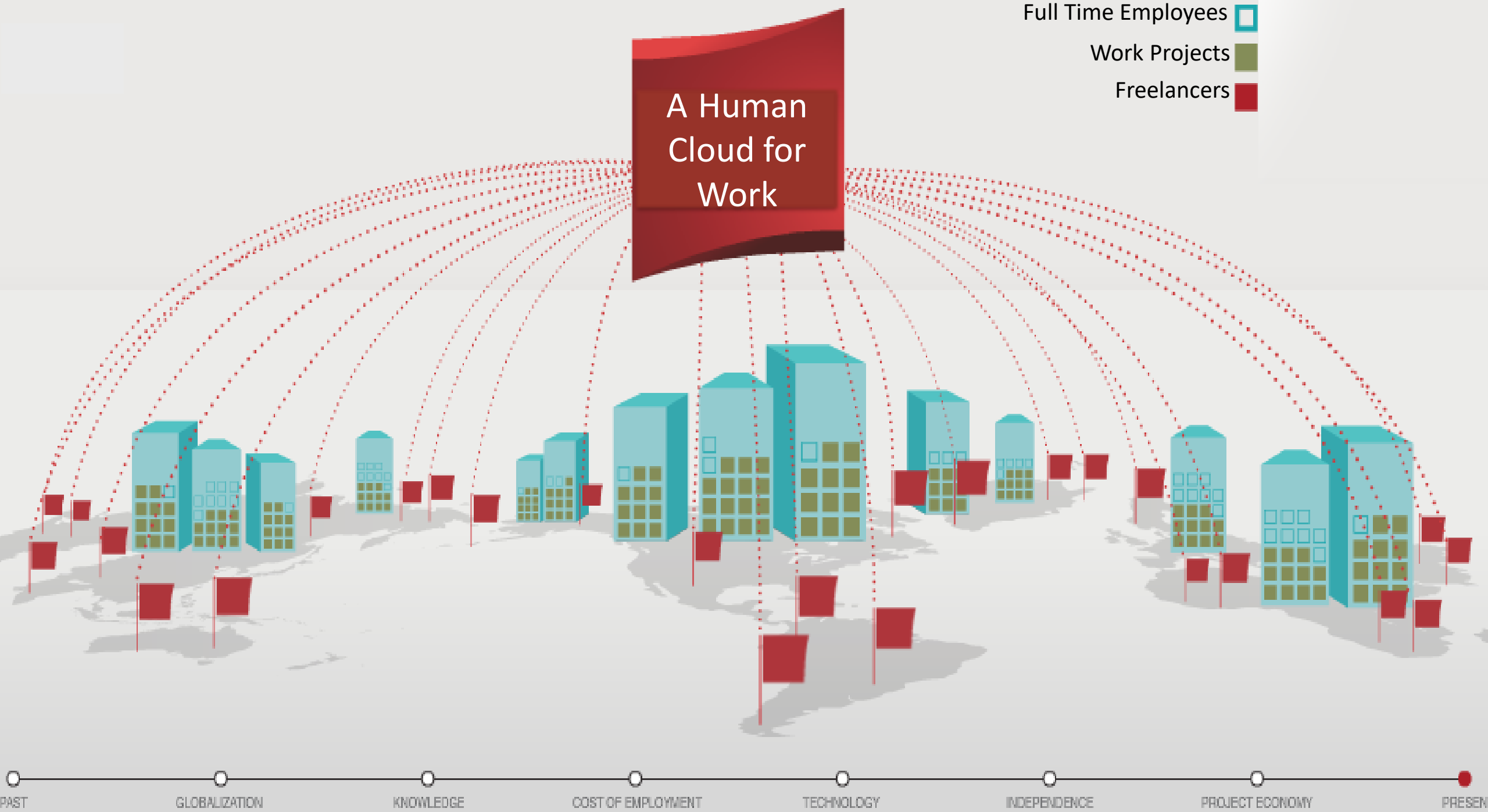


Work as we know it



A Human Cloud for Work

- Full Time Employees ■
- Work Projects ■
- Freelancers ■



PAST GLOBALIZATION KNOWLEDGE COST OF EMPLOYMENT TECHNOLOGY INDEPENDENCE PROJECT ECONOMY PRESENT

The Human cloud

2015

Traditional Commerce

amazon Zappos
cityblis MARKKIT
NASTY GAL
houzz
The RealReal JOYUS

Flash Sales / Daily Deals

zulily GILT DotBo
TOUCH OF MODERN Fab.
Jackthreads
wahanda

Subscription

JUSTFAB
BEACHMINT
STITCH FIX NATURE BOX
BIRCHBOX
SOLE SOCIETY

Consumer Goods

ebay Etsy POSHMARK
thredUP Threadflip glyde
Tophatter
SAATCHI ART FOBO gazelle

Real Estate / Apartments

trulia Zillow
craigslist apartment list
zumper REDFIN
RadPad RentLingo

Short Term Stays

airbnb HomeAway VRBO
Hotel Tonight FLIPKEY
Wimdu

Office Space

LIQUIDSPACE office space
pivotdesk wework

Cars

SHiFT cars.com CARmax
beepi CARLYSD TRUECar

Ridesharing

UBER Side-car HAIL
summon lyft
Flywheel

On-Demand Meals

EAT CLUB Caviar spoon rocket fluc
MUNCHERY goldbelly Spring Tapingo
gobble Zesty
CHEFLER kincao
POSTMATES doordash

On-Demand Groceries

good eggs Instacart placed
Blue Apron
platejoy citysprout
Wholeshare LASSO

On-Demand Laundry

washio RINSE naki

On-Demand Homecare

Dating Apps

tinder Hinge
okcupid ZOSK
GRINDR eHarmony
match.com

Fitness Apps

FITSTAR STRAVA
myfitnesspal
FITOCRACY PACT
GAINFITNESS fitbit

Wellness Apps

kurbo health Glow weilos
ovuline Rise
HEADspace

Healthcare Apps

health AskMD Dr. DOCTOR
first

Workers on Tap



Access to Talent



Regular Full
Time Employee

Talent Market

Tiger Teams

Temp
Workers

Expert
Consultants

Cloud
Freelancers

Open code



Flexibility



Hierarchy



Commitment



Benefits



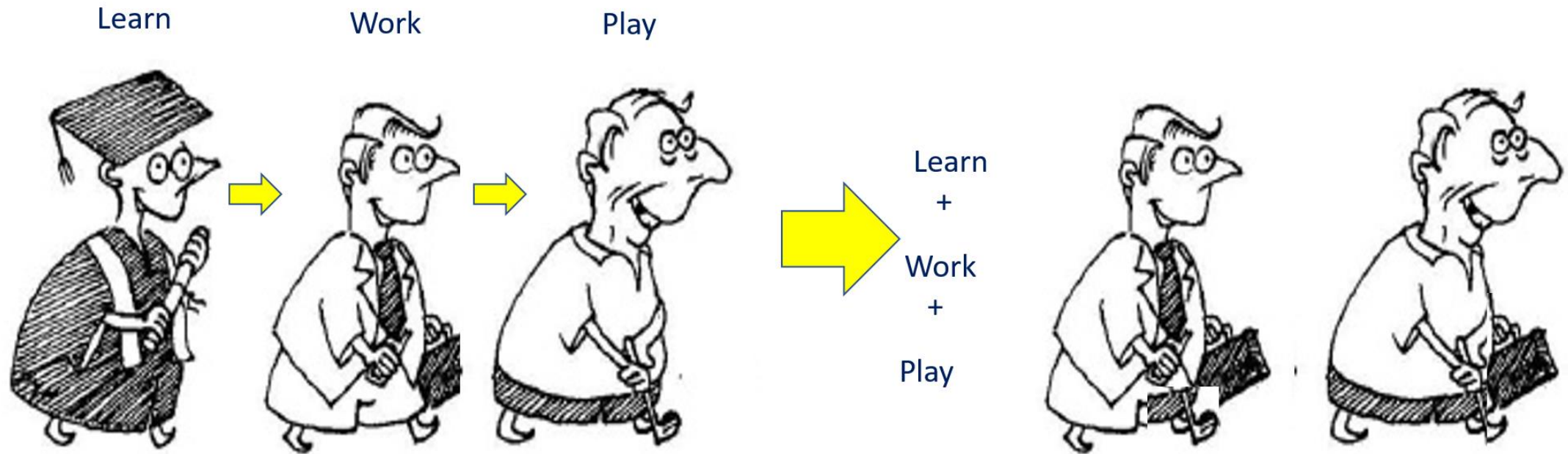
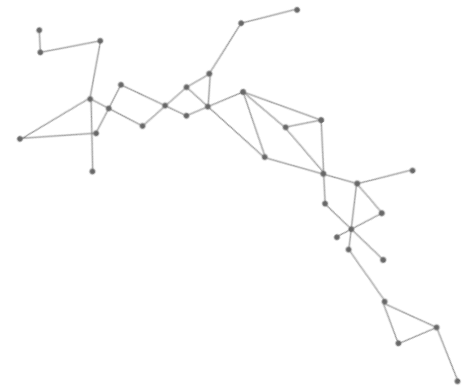
Length of Service



Employment Features



The new career path



Possible Implications

Education – K-12, Edtech, Higher Ed, Vocational

Social Inequalities, Diversity, Equality, Minorities

New work arrangements, Worker Benefits vs Salaried Benefits

Mid life career changes, Lifelong Learning, Transitions

Redefined pension & retirement

Updated
Civil
Service

A close-up photograph of two hands cupped together, palms facing up. In the center of the hands, a small, glowing, golden-yellow orb is held. The background is dark and out of focus. The text is overlaid on the image.

The people are in our hands

What do they need us to do?

SDGs



In 2015, the UN set 17 goals for 2030 known as the Sustainable Development Goals (SDGs).



Goal 8 sets a clear vision "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all".



Goal 9 declares "Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation".

Thus, Governments must develop adaptive labor markets to reach those goals.



SAIs play an important role in the implementation of SDGs

INCOSAI XXII in Abu Dhabi in 2016 declared:



“... INTOSAI aims to become an authoritative Independent voice on the challenges facing the global community in planning and implementing the SDGs and reporting on their progress ”.

Auditing your Government's Preparations to 2030 labor market

What are the core issues that the Audit should consider –
The main Audit Questions?



WINTER IS COMING?



The Global Challenge - **Up to 375 MILLION PEOPLE** may need to switch occupational categories, with the highest share in advanced economies - **Up to 1/3 of workforce in the U.S and Germany may need to find work in new occupations** (McKinsey 2017).



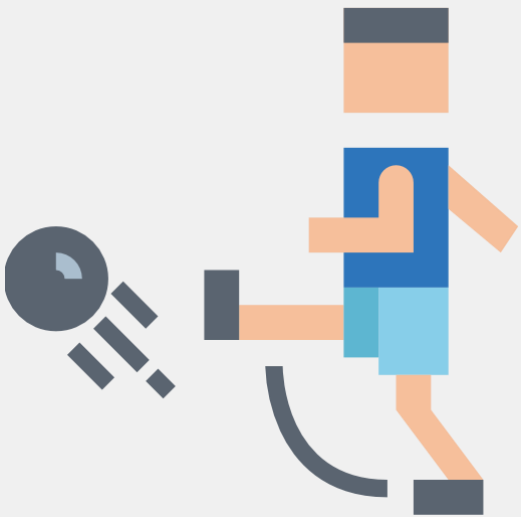
Today it is an **EMREGING ISSUE**
by 2030 it might be a **EMERGENCY SITUATION**



PARALLEL AUDIT

SAI Israel initiated an audit on the subject – we have just started.

Parallel audit as a project under SG1.



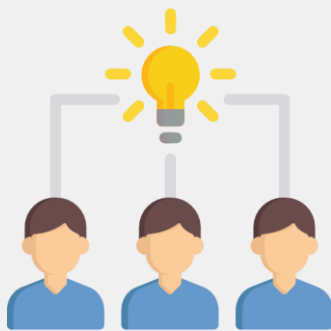
- Kickoff meeting - June-July 2019
- Audit plans – Dec 2019
- Finalize the report - end of 2020
- Publication - beginning of 2021

Global Audit – Global Benefits

We can learn from each other:

EUROSAI / ASOSAI

EUROSAI + ASOSAI



**Join us
in preparing our Governments
to 2030 labor market!**

