

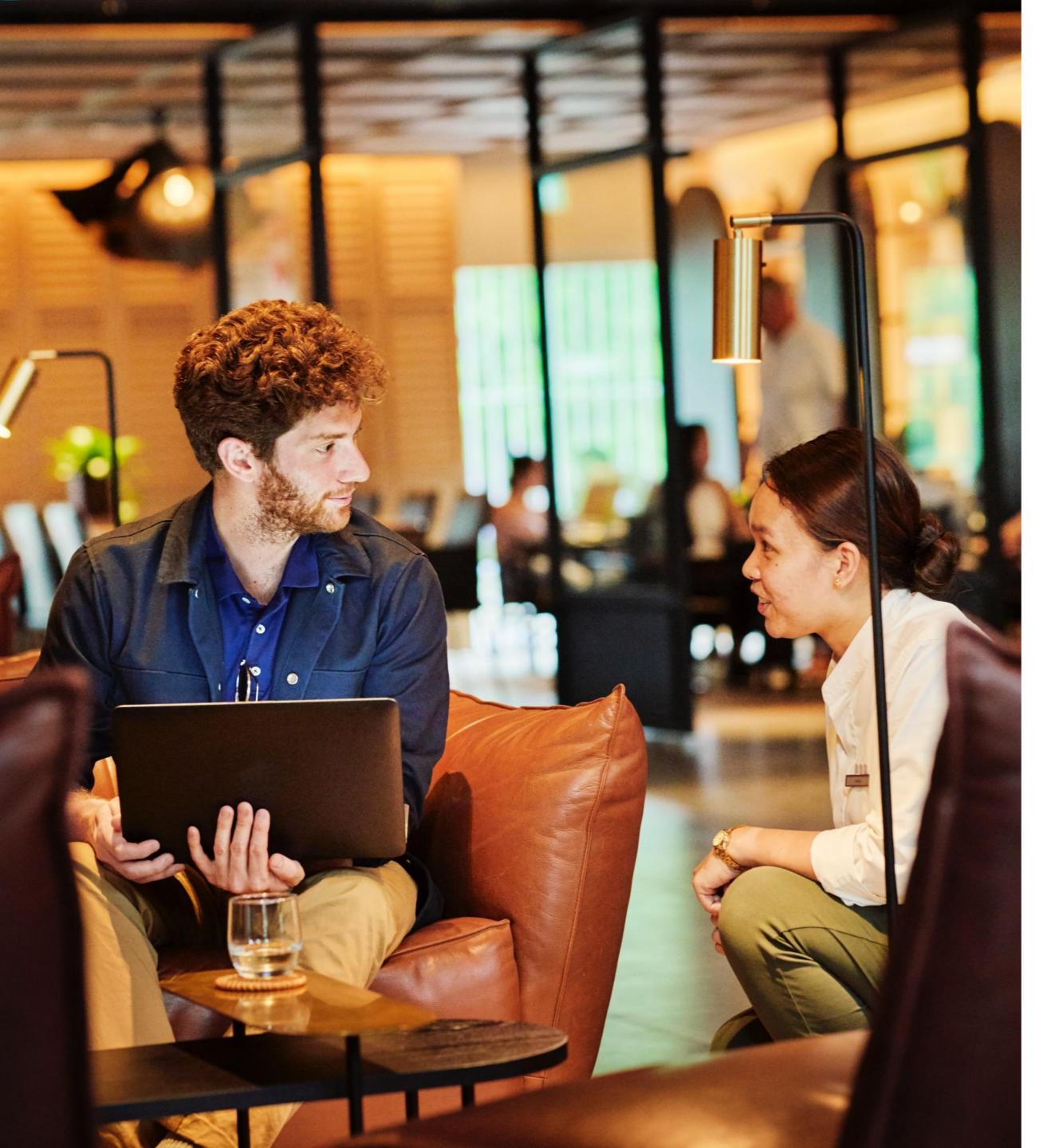
### LinkedIn and the New World of Work

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#### Key Trends for the New World of Work

- Hybrid Work The Future is Flexible
- The War for Talent is now Global
- The Widening Skills Gap



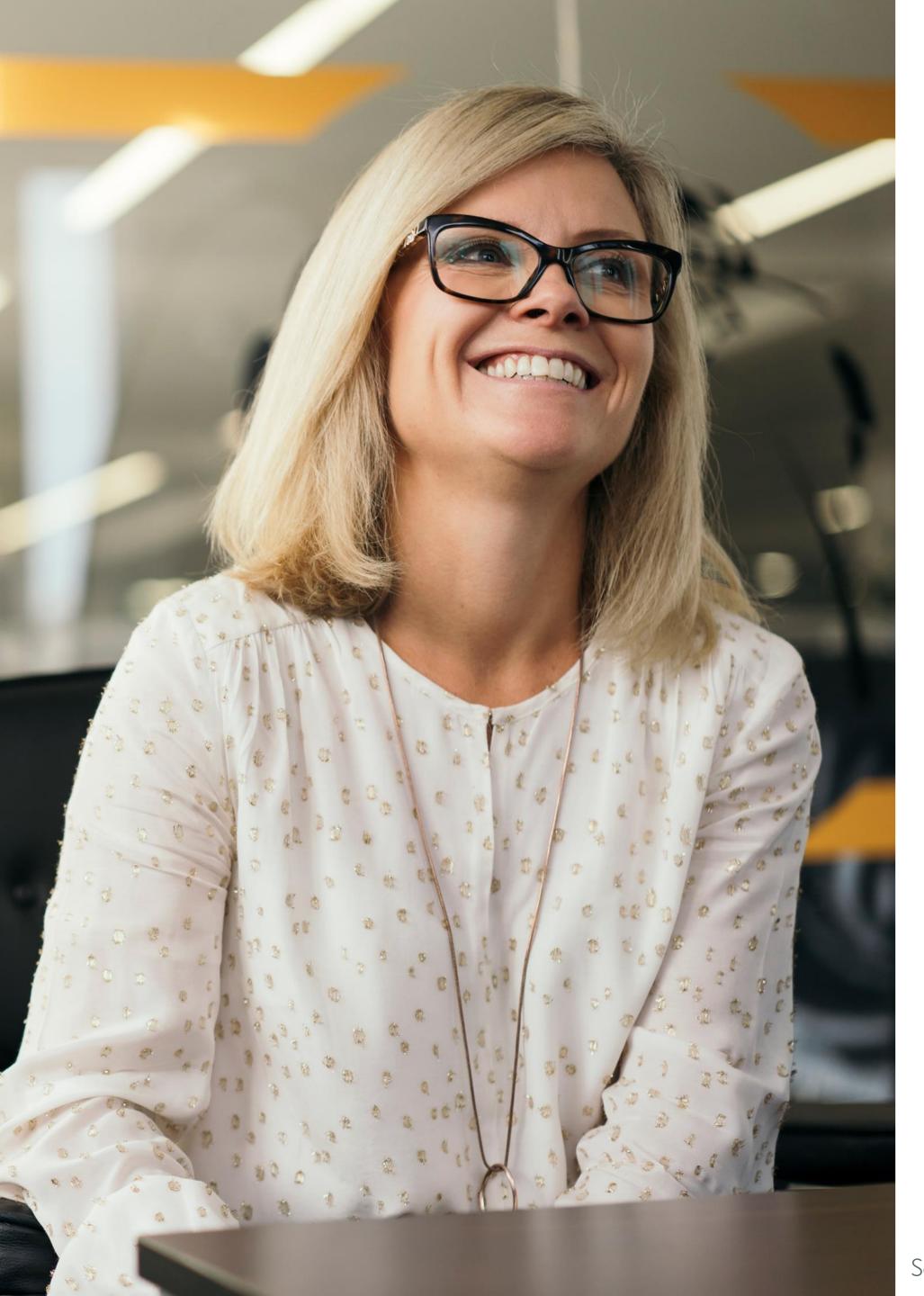




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of the global workforce is considering leaving their employer this year





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of workers want flexible remote work options to continue

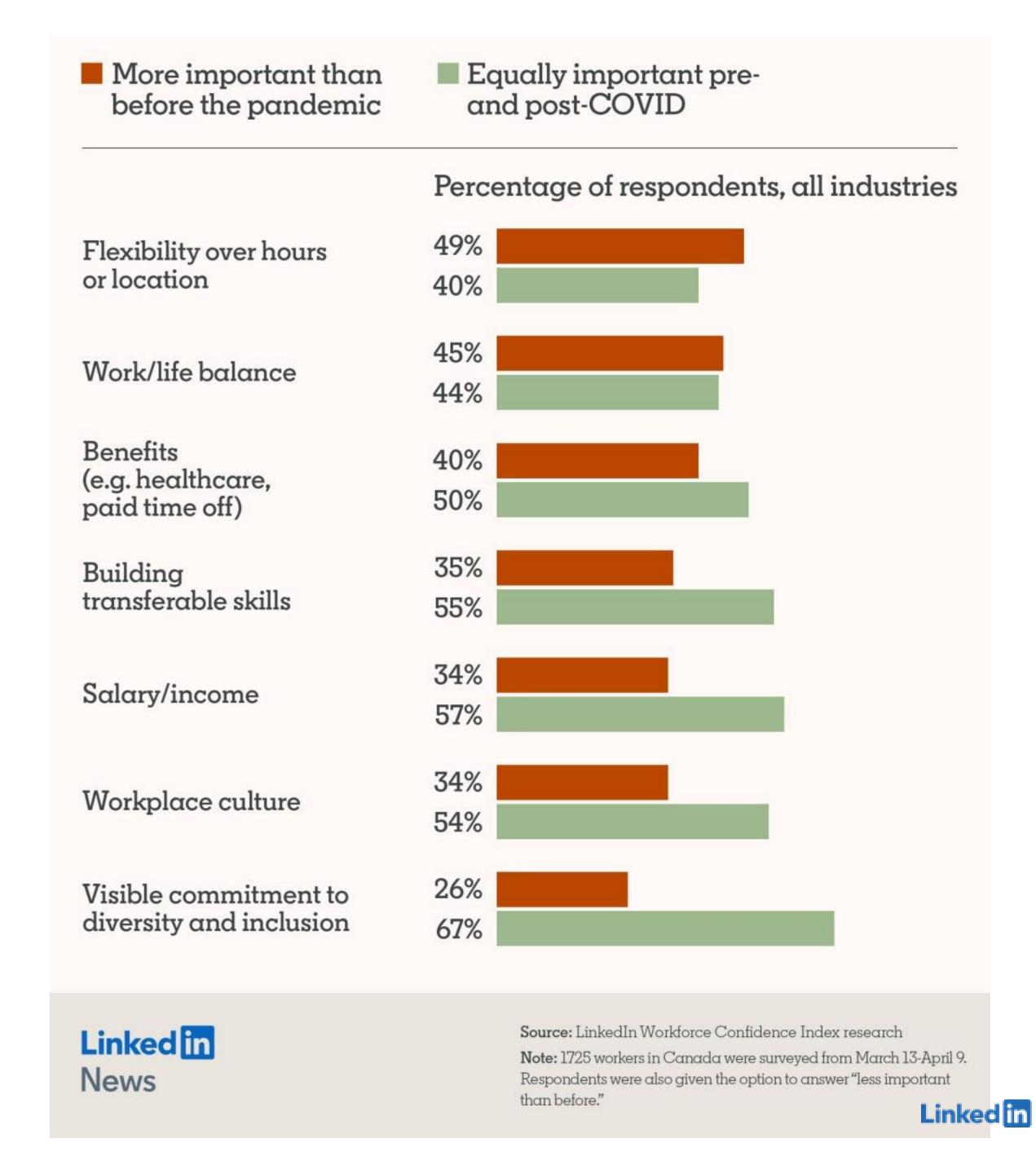


..but at the same time, 67% are craving more in-person time with their teams.

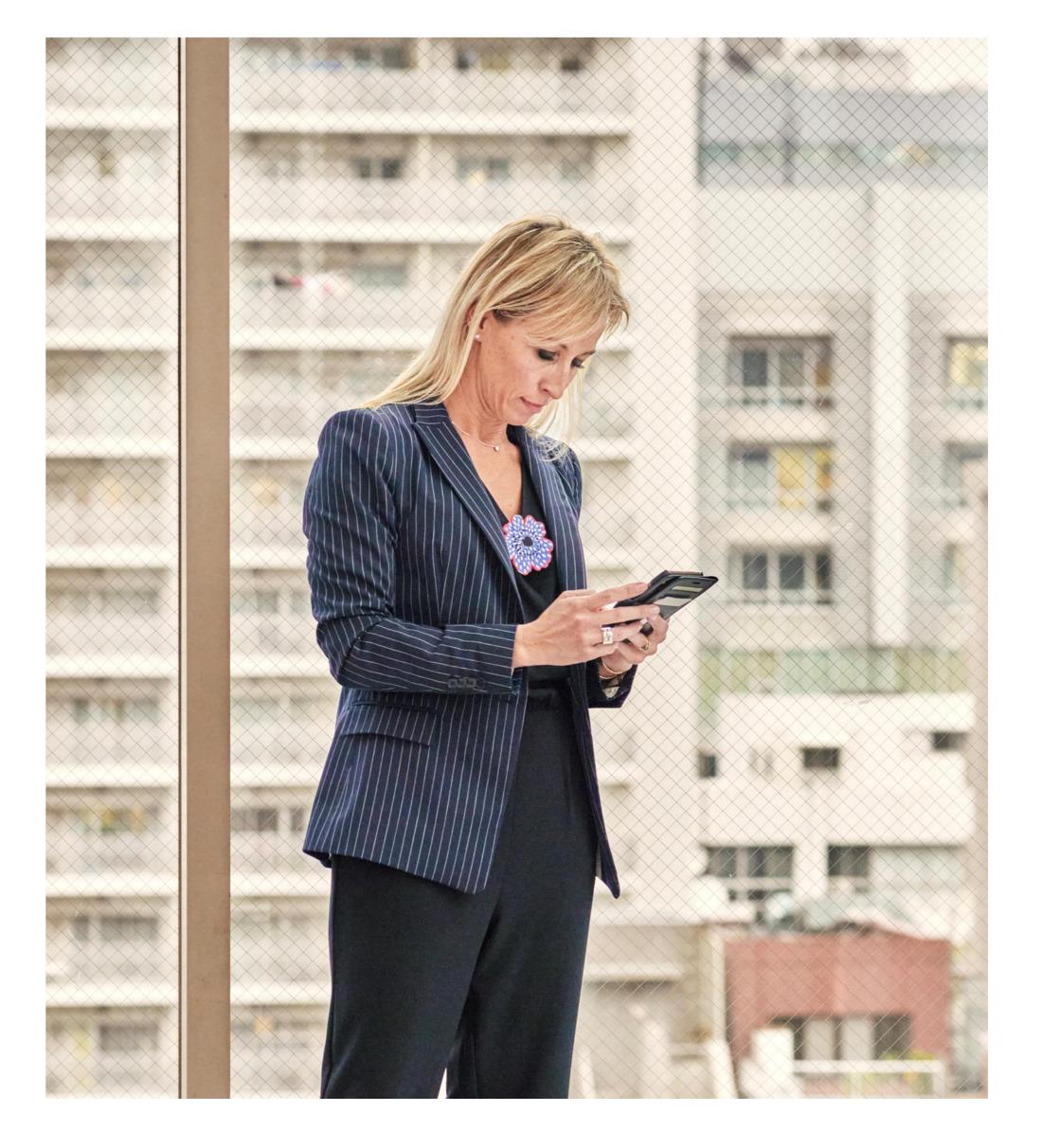


### 49%

said that having flexibility over their working hours and location had become more important value propositions in a new job after the pandemic than beforehand.



To prepare, 66% of business decision makers are considering redesigning physical spaces to better accommodate hybrid work environments.







"Over the past year, no area has undergone more rapid transformation than the way we work. Employee expectations are changing, and we will need to define productivity much more broadly — inclusive of collaboration, learning, and wellbeing to drive career advancement for every worker, including frontline and knowledge workers, as well as for new graduates and those who are in the workforce today. All this needs to be done with flexibility in when, where, and how people work."

Satya Nadella, CEO at Microsoft





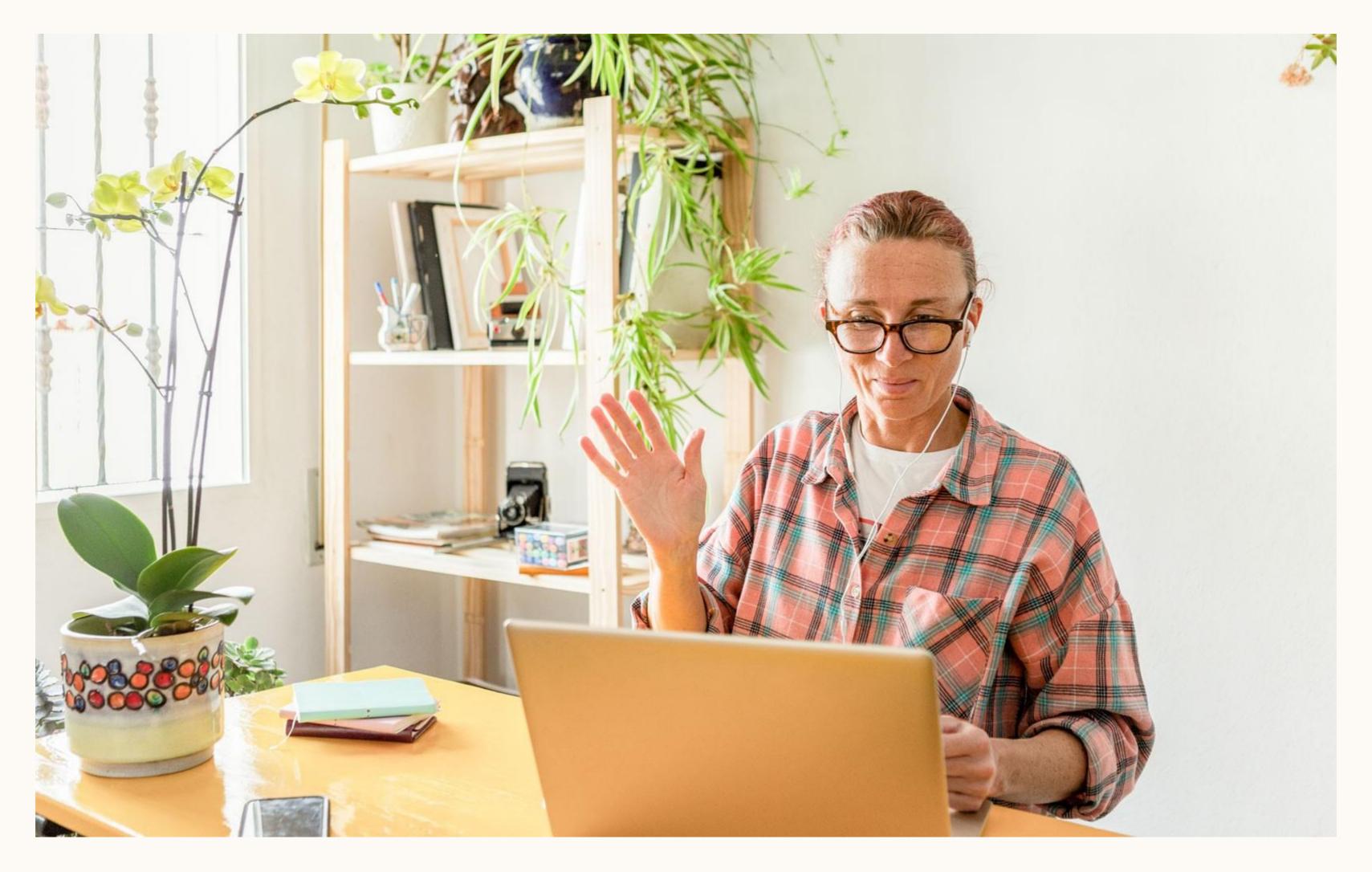


"Remote work and migration patterns open up so many interesting jobs to people who may otherwise have had a hard time gaining access to them."

> George Anders, Senior Editor-at-Large at LinkedIn



#### 3X increase in remote job postings





### Applicants for remote work are on the rise

Percentage of job applications on LinkedIn that were for remote jobs (during November 2020)

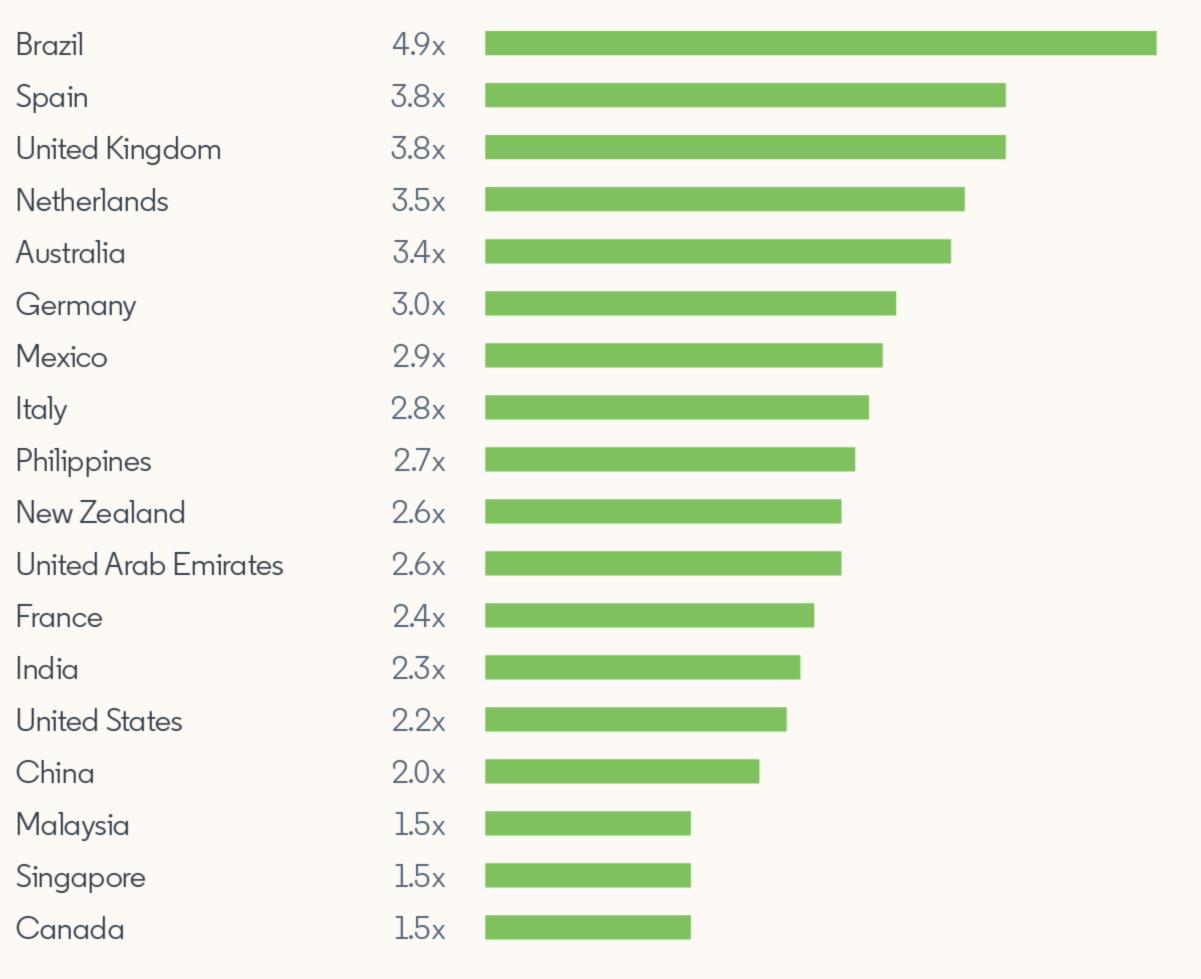




## The spike in remote jobs is truly

#### Growth in remote job postings by country

Increases since March

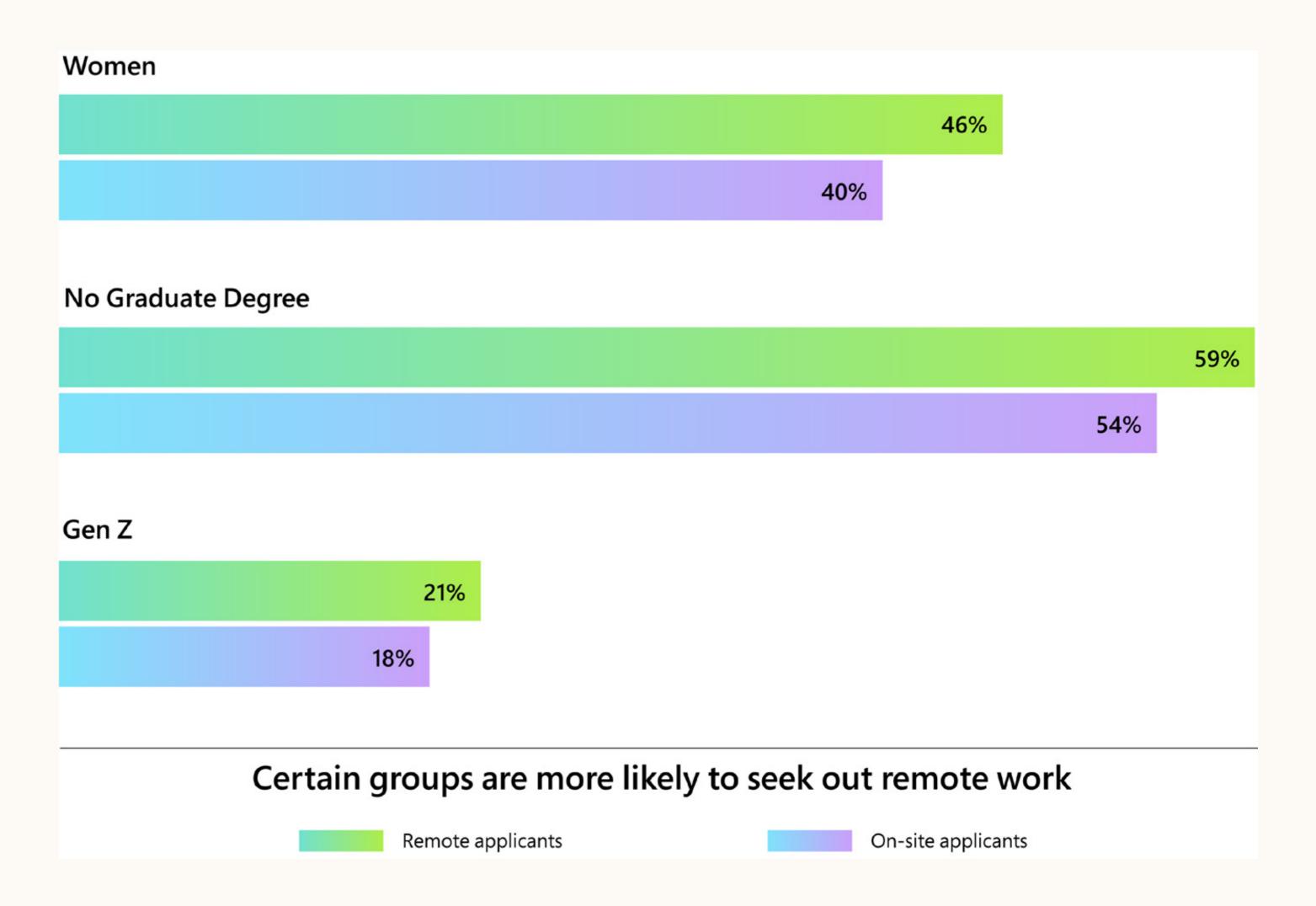


Based on global LinkedIn data.





Remote opportunities are more attractive to diverse applicants





Baby Boomers are

more likely to apply to remote jobs than other generations

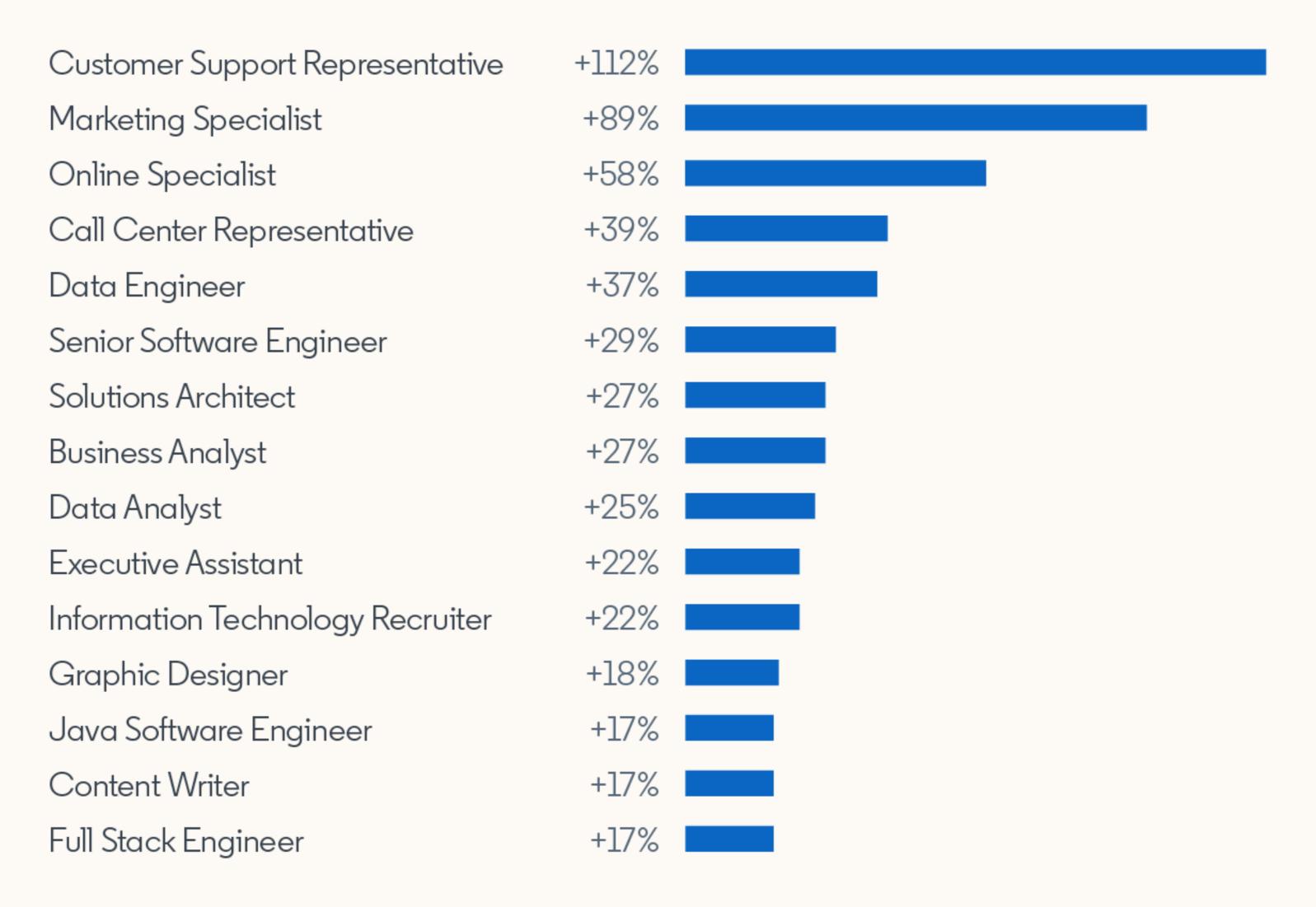






#### Fastest growing remote jobs by application volume

Increases since March





### What do remote job seekers care about when considering a new job?

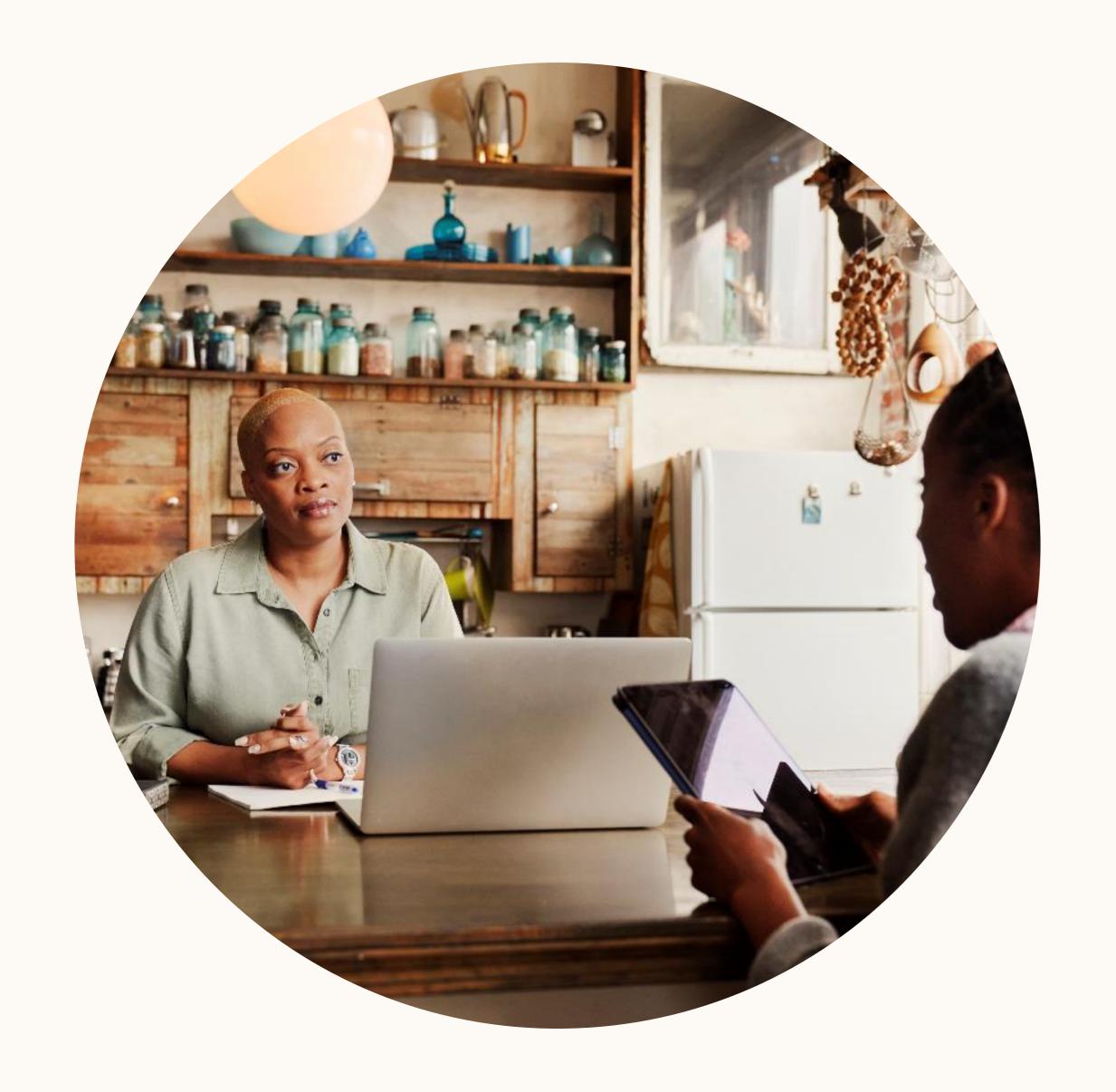
Remote job seekers are more likely to prioritize:

- Autonomy over their own tasks
- Good work-life balance
- Excellent compensation and benefits

Remote job seekers are **less likely** to prioritize:

- Challenging work
- Opportunity for rapid advancement
- A role that impacts the company's success





But will remote work last in the long run?









# 5 YECIS half life of a professional skill



# 

of the skills required by employers will be entirely new by 2020





# -85Miobs might be disturbed by



# +971V1 jobs

may emerge that fit the new division of labour between humans and machines



Digital reskilling and upskilling will be critical for current and future jobs







How do you identify and equip talent with the right skills, in the right locations at the right time?



in

#### THE ECONOMIC GRAPH





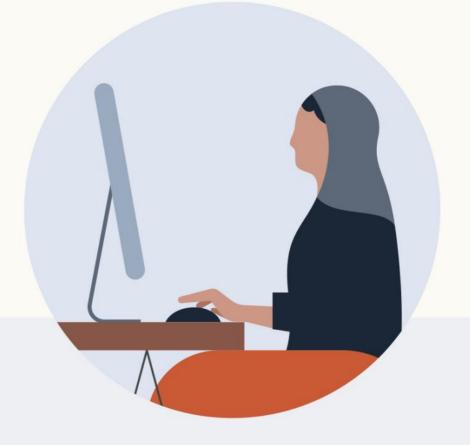
# Many Skills Gaps Exist

Gaps between supply and demand for specific skills, in a specific local labour market, at a specific point in time



# The Skills Companies Need Most





#### Top 10 Hard Skills

| 1 | Blockchain              | new |
|---|-------------------------|-----|
| 2 | Cloud computing         | -1  |
| 3 | Analytical reasoning    | -   |
| 4 | Artificial intelligence | -2  |
| 5 | UX design               | -   |
| 6 | Business analysis       | +10 |
| 7 | Affiliate marketing     | new |
| 8 | Sales                   |     |

9 Scientific computing

Wideo production

means that it remains at the same spot as last year.



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#### Top Trending Skills

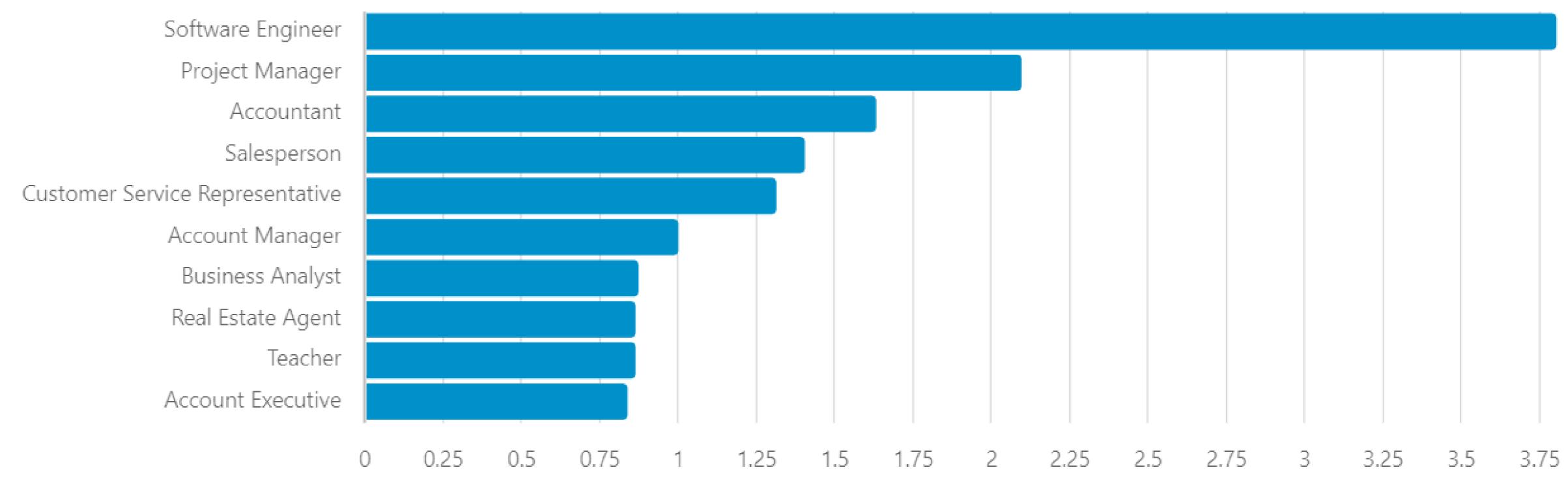
Most important skills for the top trending jobs for all industries in all regions, Canada for 3 months ending March 2021.

| 1. Teaching               | 8. Sales Management                     | 15. React.js               |
|---------------------------|---|----------------------------|
| 2. Time Management        | 9. Financial Reporting                  | 16. Requirements Gathering |
| 3. JavaScript             | 10. Business Analysis                   | 17. Node.js                |
| 4. Project Planning       | 11. Construction Management             | 18. Social Media Marketing |
| 5. Adobe Illustrator      | 12. Residential Real Estate             | 19. Nursing                |
| 6. Account Management     | 13. Financial Analysis                  | 20. Agile Methodologies    |
| 7. Curriculum Development | 14. Working with First-Time Home Buyers |                            |



#### Top Trending Jobs

Most popular jobs titles among LinkedIn members hired in all industries in all regions, Canada.



Percent of recent hires with this job title for the 3 months ending March 2021

LinkedIn's community and resources are here to help you discover new career paths, learn relevant skills, find jobs that are in-demand and stand out to recruiters.

### https://opportunity.linkedin.com









# To Recap... Get Ahead of the Next Big Trends in Future of Work

- Workers want flexibility and companies have the opportunity create the hybrid work environment of the future
- A vast global talent marketplace is one of the brightest outcomes from the shift to remote work
- Digital reskilling and upskilling will be critical for current and future jobs



### Thank you

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