

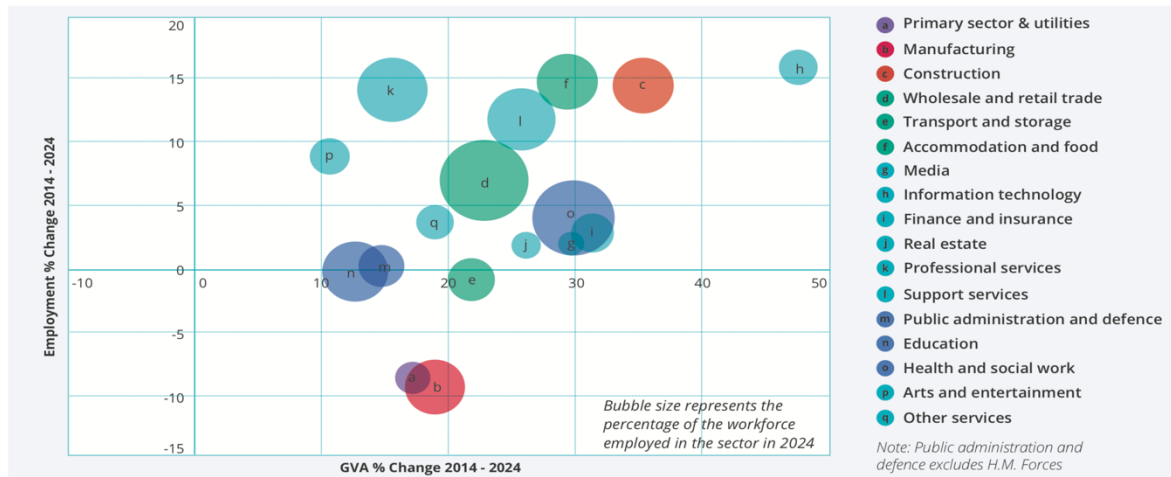


Diversity in the workforce is more than a social and moral issue, it is a critical business issue.

The Fourth Industrial Revolution is rapidly becoming a reality for many people in the workforce and corresponding organisations. At Talent Tree we believe this paradigm creates change, and through change an engine of opportunity for all involved whether it is regarding employment arrangements, labour market policies, education and training systems - the list is endless.

Naturally, there is a trade-off, since the job opportunities will change in tandem with this shift. The below graphic by the UK commission for employment & skills provides a useful summary of the predicted shift in output and employment change, 2014-2024.

Performance of broad sectors of the economy by forecast output and employment change, 2014-2024



Source: Working Futures

The graphic above demonstrates a very clear takeaway. In order to be 'relevant' from a career perspective there is a clear outlier in 'Information technology' sector output and employment change, whilst this does not suggest other sectors are irrelevant they most certainly will continue to be however, they will be less in relation to 'Information technology'. We believe that this should be interpreted in a way that one should clearly incorporate 'Information technology' into areas of interest as a foundation and build on one's career direction in this manner.

On a broader scale the World Economic forum has stated 2 million new jobs in "Computer and Mathematical and Architecture and Engineering related fields will be created between 2016-2020, and 7 million lost in other areas just as Office and Administrative roles". This statement alone points to the urgency needed to retrench and reskill the talent pool. In addition to this we believe the talent pool needs to be wider. It is generally understood that the greater the diversity of the talent pool the greater the ability to compete effectively as there will be a wider selection of candidates who can draw upon varying 'futureproof' skill sets to contribute as a unit to the overall economy.

The virtue of a collaborative and agile approach is something that we at Talent Tree and our clients have seen huge value in and know that this network effect of working is the way forward. Companies are realising that in order to make the appropriate choices in the future they need to adopt this approach now so that they are ready to execute when needed.

At Talent Tree we not only provide opportunities we are a partner in your journey. The existing antiquated traditional job search pathway is not set up for this. We can give you access to the appropriate tools such as mentoring and cushion you with advice to establish yourself appropriately as a young professional - this is a strong focus for us.

Email us at: hello@talenttree.com to start this journey.