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To: Personnel Committee **Date:** 15 June 2023

Subject: The Future of Work

Classification: Unrestricted

Summary: This paper introduces a presentation that will be made to Personnel Committee on the Future of Work and the opportunities and challenges for work at Kent County Council. The presentation builds on the themes and trends shared with committee members in September 2021.

1. Introduction

- 1.1 Over the last three years the pace and scale of change has been significant. The unprecedented impact of the Covid Pandemic saw the world of work shift with many industries reimagining how, where and when people would deliver their business. The emergence of new technologies shaped daily communication and connection and as economic recovery faltered because of national and global forces, employers were required to think differently about their strategies for people.
- 1.2 The People Strategy has taken account of the changes in the working environment, flexible approaches to work, including the use of our buildings and the development of new support interventions and development for Managers and Staff. The presentation will examine the factors that will impact and influence the ongoing development of our professional approaches.

2. Highlights

- 2.1 The presentation will provide Personnel Committee with a comprehensive view of the research we have undertaken in the national and international picture of future employment and likely trends. Research has been drawn from industry specialists and our own lead professionals who review policy and strategy in HR & OD.
- 2.2 The presentation has been produced under the following sections:
 - Our research
 - The settling point ... Not that settled.
 - Issues and Trends
 - Employment Action and the KCC response

- The future
- Skills
- What should we watch for and are we on track?

3. Recommendation

3.1 Personnel Committee are invited to consider and comment on the content of the presentation.

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Background documents: The Future of Work presentation 30 September 2021.