

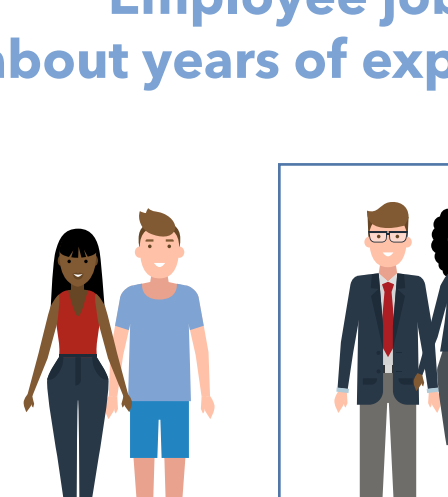


LOOKING TOWARD 2020: THREE EMERGING WORKPLACE TRENDS IN THE AI ERA

Our latest survey of 1,000+ employees reveals that in the midst of digital transformations and the adoption of new technologies, three trends are changing the landscape of the modern worker. *Are you ready?*

1 JOB SKILLS CONFIDENCE CORRELATES WITH SELF-LEARNING

Are employees confident in their workplace skills?



ONLY **38%** Of employees are confident in their skill set.

Employee job skills confidence is not about years of experience or college education



Are the most confident in their skills; they overwhelmingly take the initiative on their own to update their skills.

11% Rely on knowledge gained in college.

Who feels most vulnerable and what is the common thread?

24% Those who feel the most vulnerable wait for their companies to provide upskilling.

22% Of workers feel they are somewhere in the middle. They are attempting to keep their skills up to date through a mix of activities.

Roles seek training on their own



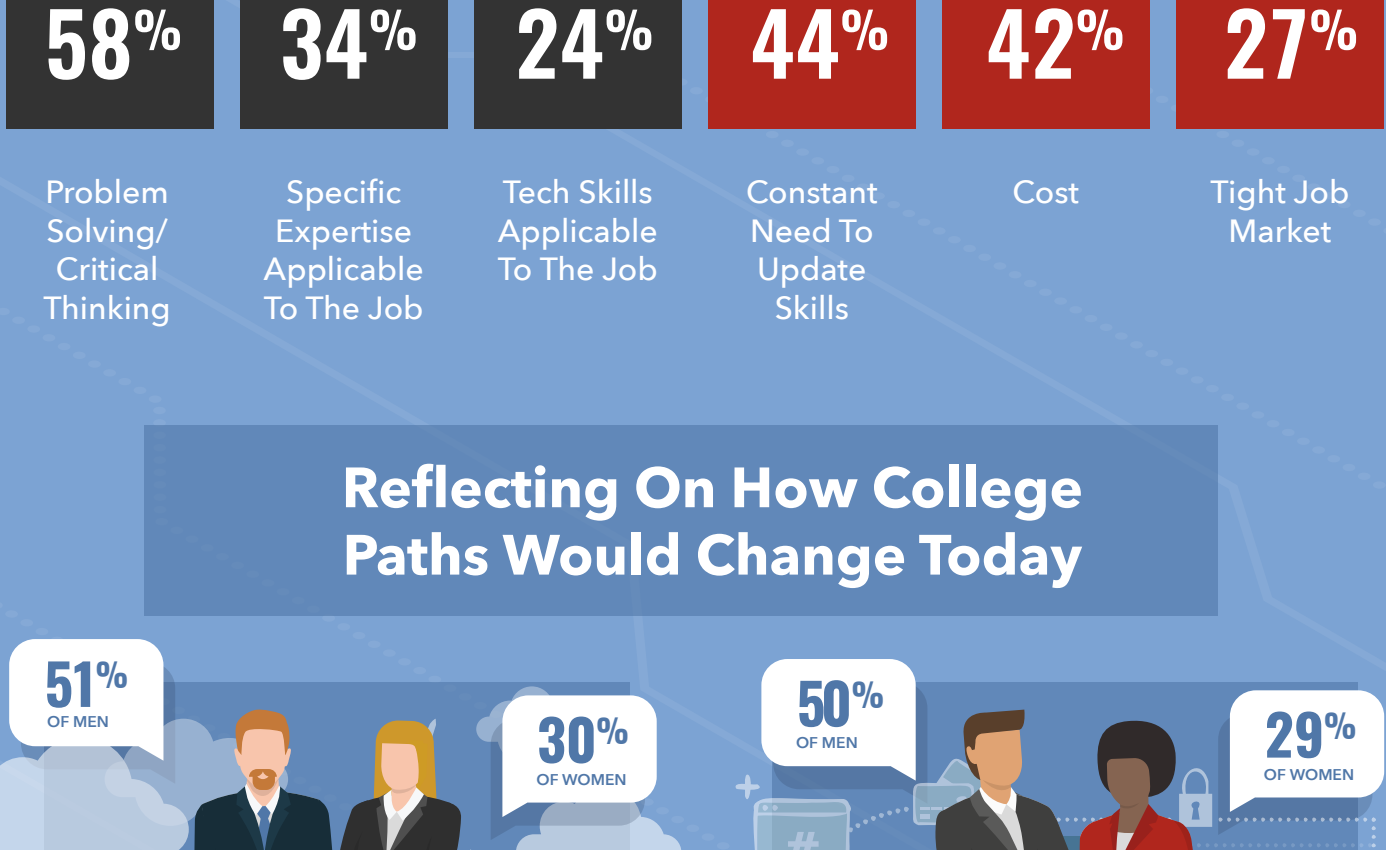
Vocational workers are the most confident in their skills



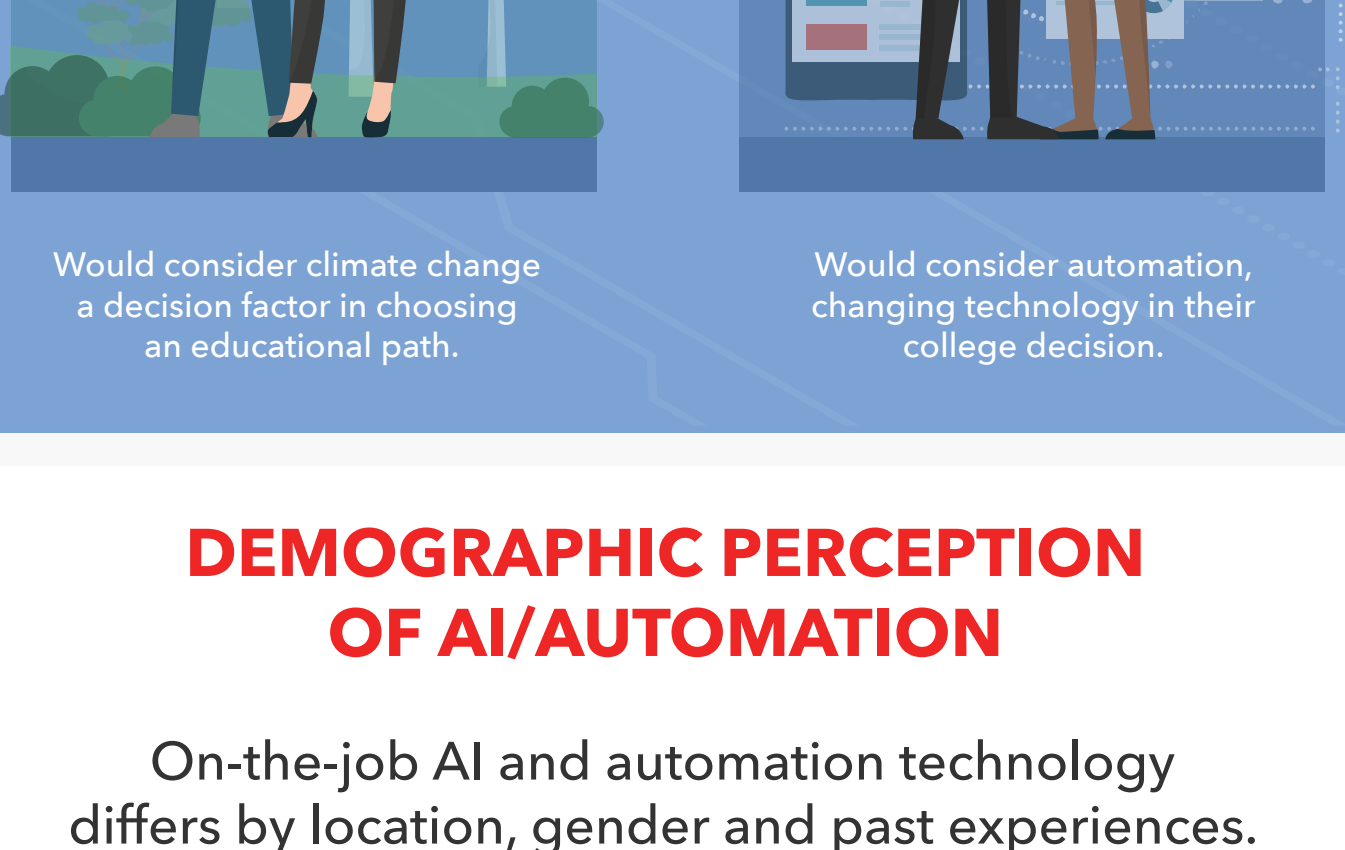
***WHY IT MATTERS:** for consistency and scale, employers must take the reins for employee development in the age of automation.

2 1/3 OF EMPLOYEES SAY THAT COLLEGE PROVIDES SPECIFIC EXPERTISE; MAJORITY SAY THE VALUE LIES IN SOFT SKILLS

Top 3 Skills Gained in College vs Top 3 Concerns if Reconsidering College Today



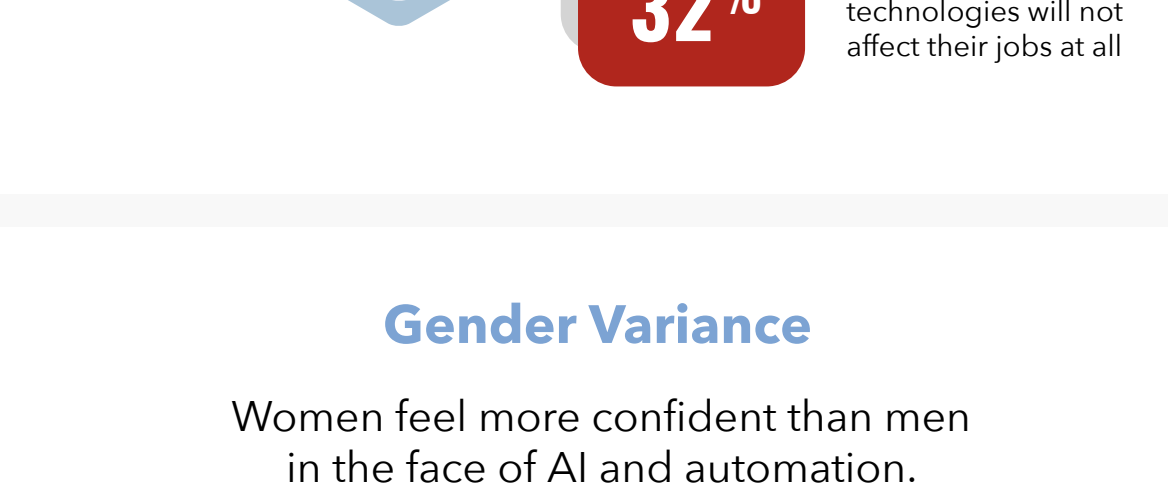
Reflecting On How College Paths Would Change Today



3 DEMOGRAPHIC PERCEPTION OF AI/AUTOMATION

On-the-job AI and automation technology differs by location, gender and past experiences.

College Educated Have Positive View of AI

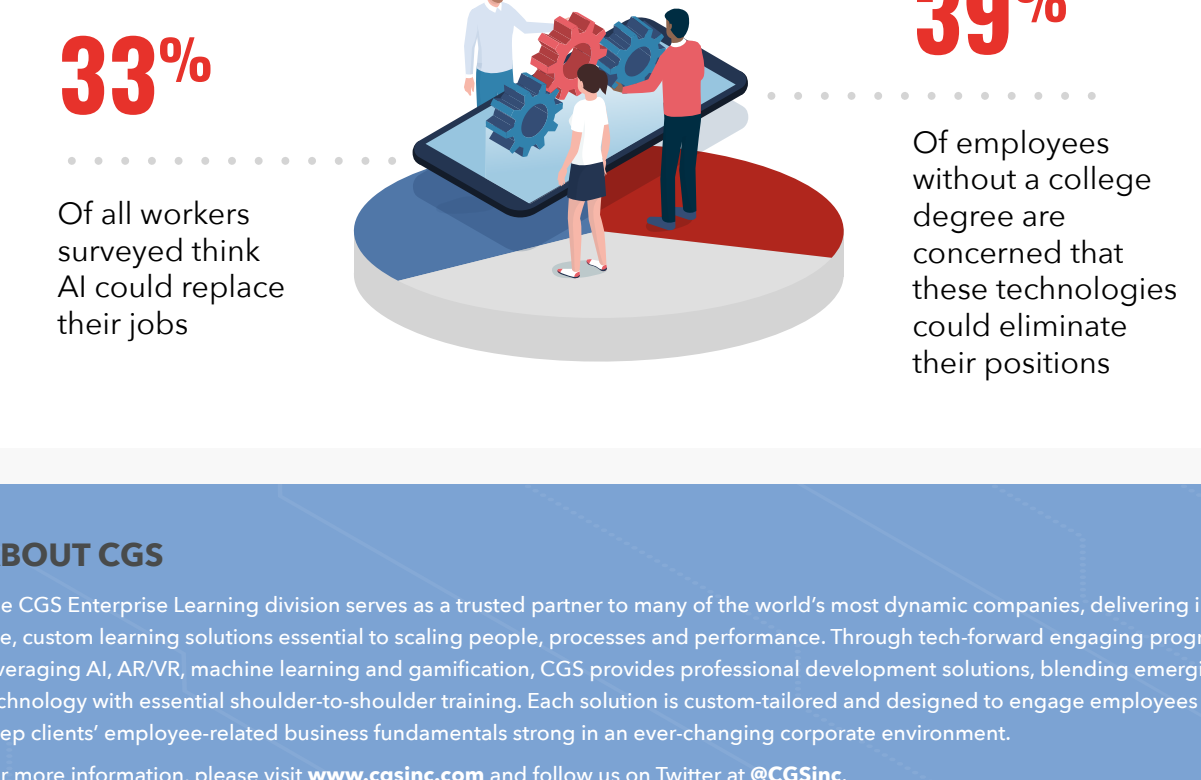


Gender Variance

Women feel more confident than men in the face of AI and automation.



How will AI change workplace roles?



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