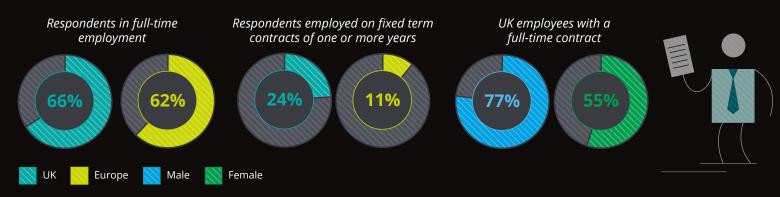
Voice of the workforce in Europe

Understanding the expectations of the labour force to keep abreast of demographic and technological change

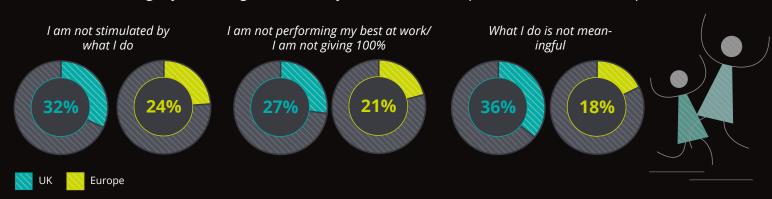
The current work profile

Full-time employment remains the predominant employment status within the UK and across Europe, however fixed term contracts are becoming more popular.



Motivation and productivity

UK workers were slightly more negative around job motivation compared to the rest of Europe.



Top 5 motivating factors for UK workers



Job security

and stability



co-workers, clients and

supervisors



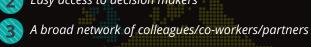
leadership



1

Opportunities to give/receive feedback Easy access to decision makers

Top factors impacting productivity

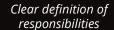




Simplifying bureaucratic processes

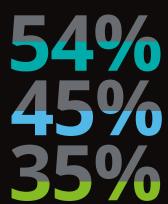
Availability of adequate and diverse tools to facilitate communication Opportunities to give/receive feedback





Seeing the purpose in what I do

Attitude towards skills



of UK respondents believe they will always need to learn new skills to do their job effectively.

of UK workers stated that their employer requires them to upskill, which was 12% higher than across

of UK workers regard foreign language skills as irrelevant for finding a job, compared to 15% of workers across Europe.



Advanced IT is regarded as the top skill workers need to develop in order to remain employable in

the future, within the **UK** and across Europe.



Workshops, seminars and conferences are the most popular method of training in the UK.

Most effective methods of learning





problem in a small group



Attendance at formal courses/seminars



The number one barrier to learning new skills in the UK is not having dedicated time for learning



Automation and technology

32% of UK workers believe that in the next 10 years their job will evolve slowly and another 32% believe it will only change a little.

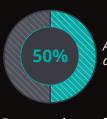


My job is done today in the same way as five years ago



In my job, the pace of technological change is very slow

Positivity around the impact of automation



29%

An opportunity to develop my skills

Make me more productive in my work



Improve the quality of my work

Preparedness for developments in technology My employer is

26%

I feel very prepared

very prepared

22%

The corporate sector in my country is very prepared 25% 19%



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