Preparing for the Workforce of the Future

PROMOTING AN INCLUSIVE WORKFORCE

95%

APAC respondents agree there are benefits of working with older colleagues.



APAC respondents agree there are benefits of working with persons with disabilities or special needs.



APAC respondents have no concerns working with returning mothers

However, there are still existing concerns about working with these groups of workers. As such, businesses need to equip their employees with the right set of skills to prepare them for a more inclusive workforce.

This can be achieved in two ways – by providing flexible working arrangements and soft skills trainings. Yet the presence of these programs are low in APAC.

Flexible working arrangements will create the environment to welcome different groups to the workforce.

Soft skills trainings will equip employees with the skills to work with different groups of workers.

Flexible Work Arrangements

Personal Skills Training

Coaching & Mentoring

Family-friendly Policies

Leadership Training

HONG KONG SAR

Return-to-work Programs

SINGAPORE

NEW ZEALAND

Diversity & Inclusion Training

VIETNAM

INDONESIA

As such, we propose the following **TOTAL TRANSFORMATION** framework to facilitate this integration and promote a more inclusive workforce:

ESTABLISH



Open up a dialogue to understand employees' needs.



Flexible and family-friendly working arrangements will create the environment to cater to different needs

MANAGE



Ensure inclusion and respect is endorsed by the leadership team.



Provide soft skills trainings to equip employees with the skills to work with diverse groups.



Provide tactical support to manage the concerns from returning mothers, older colleagues and people with disabilities or special needs.

