A set of disruptive technologies and trends are transforming the nature of work, the workforce and the workplace. The opportunities and risks are significant across the world of work, but the greatest impacts are likely to be on those in entry-level jobs. With the right strategies and partnerships, business can help smooth the transition for these individuals and accelerate their upward mobility.
THE FUTURE OF WORK

The world of work is being transformed around us. From new technologies, AI and the rise in automation to sweeping trends like globalisation and shifting consumer demographics and expectations, a wave of change is coming with implications and impacts for all of us.

In a new collaboration between Walmart and Business Fights Poverty, we are exploring the specific impacts on entry-level workers, and what can be done practically by business and its partners to help them thrive. Over the coming months, we will curate a conversation around what works and what more can be done.

Entry level jobs - those that require minimal professional experience or training - often provide an important first step for people into formal employment and, coupled with the right training and support, can be the start of a career progression with new opportunities for individuals and the communities in which they live.

It is precisely these entry-level jobs that are likely to be most impacted in the transition to the future of work.

Understanding how to support these employees who are most vulnerable will be central to ensuring an inclusive future of work; enabling these individuals not just to survive, but to thrive.

THE LESSONS OF WALMART IN LATIN AMERICA

As part of our work, we will draw on the experience of Walmart in Latin America, one of the largest retailers and private employers in the markets where it operates. The company is looking to globalize the future of work programs that it has been running in the US. Walmart’s vision for the future of work is people-centered and tech-enabled, where teams with digitally empowered talent and broad experience work in an inclusive environment. The company has placed an emphasis on providing opportunities at all points along the skill curve, using structured pathways, and is harnessing technology to upskill and retrain employees through on-the-job-training.

JOIN THE CONVERSATION

Over the coming months, we will be hosting in-person and online discussions, conducting interviews and a survey. Please share your insights and experiences.

+ What is your organisation doing to prepare your workforce for the future of work?
+ What can companies do to help entry-level employees through the transition to the future of work, and accelerate their upward mobility?
+ How should business, governments and non-profit organizations collaborate on this topic, and what are some successful examples?

To facilitate the conversation we have developed a discussion paper that explores the trends and the ways in which businesses might respond. Download the discussion paper at: https://snipbfp.org/FoW_Discuss