Future of Work After COVID-19 Symposium
Overview of the Report Process

RICSI SAB Task Force

Primary Research

Secondary Research

Foundation: CSI’s Four Pillars
Five Ways to Leverage CSI to Build Back Better

- Supporting Employee Mental Health
- Reskilling for the Long-term
- Educating for Tomorrow’s Workforce
- Sustainability & Environment
- Diversity, Equity & Inclusion
A more remote Future of Work needs **transformational infrastructure** that ensures a **baseline of employee mental health** in addition to **personal and professional development**.
Supporting Employee Mental Health

MoCaFi’s HR Changes:
Tackling barriers of a “2-D World”

- Goal-setting and praising tool
- Daily phone calls
- More frequent virtual town halls

Samsung’s FoW Vision:
Balancing pros and cons of remote work

- 3-day work week
- Office used for ideation and collaboration, individualized work completed elsewhere

It will be a **gradual process** as executives continue to reflect on positives and negatives of the current environment and what **can and cannot be achieved purely through digital tools**.
The Fourth Industrial Revolution is Here

- Automation causing sharp reductions in blue collar manufacturing jobs and repetitive-task white collar jobs.
- COVID-19 has acted as a catalyst in accelerating adoption of automation.
- Strong, direct correlation between employment status and civic engagement.
**OPPORTUNITY**
- Allows existing employees to become more well rounded and expert-generalist.
  - Promotes internal mobility and loyalty
- Enables mobility and heightened job prospects for external stakeholders

**DIVERSITY**
- Preserve diversity recruiting pipelines through reskilling.
  - Allows for more mobility to upper levels of management.
  - Stronger permeation of a diverse culture.

**INVESTMENT**
- Initial investment into current employees to cut future recurring costs in:
  - Severance packages
  - General onboarding
  - Recruitment and sign on/salary premiums

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**How to Engage in Reskilling and Promote Shared Responsibility:**
- Create programs to engage employees in learning high-demand technical and soft skills.
- Engage in philanthropic activity to aid the public and non-profit sectors in reskilling.
Educating for Tomorrow’s Workforce

- Professional Development
- Philanthropy and Providing Technology
- Access to Educational Resources
- Recruitment and Training Programs
- Virtual Internships and Externships
- Partnerships with Schools

Rutgers Institute for Corporate Social Innovation
Sustainability and the Environment

Build a **Regenerative Economy**, Ensure **Resilience** Toward Future Events

Crises are recurring and multiple futures are possible

- Events can be climate-related, nature-related, and/or health-related
- Must identify alternative directions and actions

Rebuilding communities go hand-in-hand with environmental action

- Investing in renewable power
- Engaging policymakers
- Prioritizing health

70% of infectious diseases come from animals*

Source: *How WHO is working to track down the animal reservoir of the SARS-CoV-2 virus*, World Health Organization, Nov. 6, 2020
Sustainability and the Environment

Going Beyond Restoration to Regeneration

- Coordination among corporations at regional, national and international levels
- Funding streams across sectors
- Increase funding and government advocacy efforts toward:
  - Nature-based climate solutions
  - Clean power
  - Clean mobility
  - Zero-carbon infrastructure
  - Zero-carbon technologies
Diversity, Equity, and Inclusion

Companies can use COVID-19 to build back better

Businesses commitment:

- Culture that is **needed** for the future of work.
  - Diversity of Suppliers
  - Internal development and recruitment
  - Range of background experiences
- Philanthropy resources
- Fighting against gender inequality
- Cultural diversity

“The future of workforce is people of color”
- Panasonic

Source: BuzzFeed Workday data, Sep. 2020