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2018: Reassessing Career Goals Given Workforce Trends

As America's workforce continues to rapidly change, the debate over working for yourself or someone else continues. To help with choosing what's right for you, here are ten trends for 2018 that will influence where we work, how we learn, what we earn, and how we use technology.

- 1. Older Workers** will remain a higher percentage of the workforce, in part, due to less skilled younger workers.
- 2. Older Entrepreneurs** are becoming more common. Tired of working longer hours for fewer benefits while companies post record profits, they are using pensions and other retirement assets to launch new ventures that reflect a passion or cause they believe in.
- 3. Trust** is becoming a central theme thanks to security breaches, government shutdowns, cultural shifts, and global unrest. Employers, employees, contractors and customers all want more transparency and integrity when defining respective roles, responsibilities, and expectations.
- 4. Independent Contracting** remains strong with work performed via a 1099 versus a W2. Helping to cover both employer and contractor against risk is WorkMarket's new [1099 workers' compensation policy](#), which is paid for by the employer instead of the contractor (*Nice!*).
- 5. Contractor vs. Employee** has shifted back to 34% of the workforce instead of 50% by 2020 thanks slow-to-catch-up workforce regulations that continue to challenge what defines an employee and what defines an independent contractor.
- 6. Interacting over Remote Working** is becoming a preference as studies reveal the value of human interaction in relation to productivity and job satisfaction.
- 7. Learning In-Time and In-Context** drives numerous self-directed, online courses offered through Coursera, Udemy, LinkedIn Learning, edX, and other platforms to address persistent skills gap issues.
- 8. Self-Employment and Technology** continue to drive productivity-enhancing mobile apps that support managing almost all aspects of running a business from a smart phone. Use of BYOD (bring your own device) is also becoming more acceptable for contractors who work for multiple clients.
- 9. Automation Over Humans** suggests that 400 to 800 million jobs that exist today will be replaced by automation (*Move over - here comes BB8?!?!).*
- 10. Diversity in the Spotlight** is driving investment in Human Resource Management (HRM) changes thanks to the MeToo movement, a Google engineer's [10-page](#) document against diversity, the relentless glass ceiling, pay inequality, and – *once again* – the skills gap.

Other career choice factors to weigh include understanding what you're passionate about, where your strengths are, and balancing income objectives with quality of life objectives. [Read more.](#)

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