





There is No Going Back to Normal

Demographics

Boomers Retiring, Less Gen Xers

=

Reduced Supply of Labour Across Many Industries at All Levels

LABOUR SHORTAGE

THE PRIORITY IS

ATTRACTION + RETENTION

Pandemic Shift

Increased Focus on Health and Wellness

+

Shifting 'Life' Priorities

HOW DOES THIS AFFECT SPACE,
NEIGHBOURHOODS, CITIES?
SHORT-TERM/LONG-TERM

Generational Mindset

New Generations Expecting More

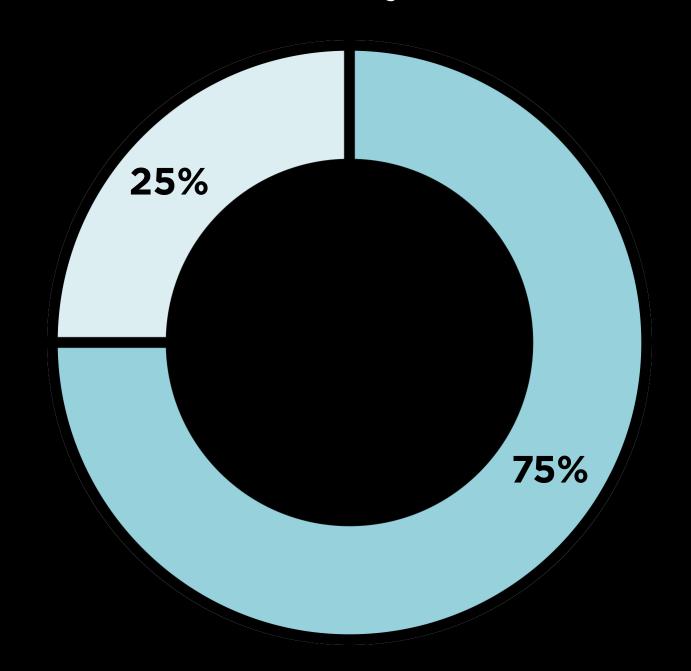
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Unwilling to Sacrifice Life
Before Work

HIGH EXPECTATIONS



Retention Difficulty is a Chief Concern From Across All Sectors



Nearly three in four employers (73%) are currently having difficulty attracting employees.

That's nearly triple the number (26%) who reported difficulty last year, and up from 56% during the first half of this year. Roughly the same percentage of employers (70%) expect the difficulty to persist in 2022.

Retaining employees has also been challenging. Six in 10 respondents (61%) are having a hard time keeping workers, and a similar percentage expect the problem to continue into next year. Last year, only 15% of employers reported having difficulty retaining employees.

Source: WillisTowersWatson



Reimagining The Future Workplace Through An Evidence-Based Evaluation Of Remote Work

CUSHMAN & WAKEFIELD'S PROPRIETARY XSF SURVEY

We Are Still Working			Personal Connections & Learning are Suffering			People Don't Feel "Well"			Younger Generations Struggle More			>	A TOTAL WORKPLACE ECOSYSTEM		
75%			50%			55%			72%			>	78%		
78% AMER	69% APAC	69% EMEA	50% AMER	56% APAC	45% EMEA	59% AMER	55% APAC	43% EMEA	68% AMER	82% APAC	74% EMEA	>	80% AMER	70% APAC	74% EMEA
focus Proc remaii	Feel they effectively focus & collaborate Productivity has remained consistent and strong.			Struggle to connect to company culture Colleague bonding is down and only half of respondents feel personally connected to their company culture.			Have a sense of wellbeing Employees report low levels of energy, wellbeing and are not taking enough time away from work.			Of younger generations have WFH Challenges Millennials & Gen Z struggle with caregiver responsibilities and inadequate workspace.			Want remote working policies expanded and the flexibility to work across office, home and third places. The office will remain a critical driver of culture, learning, & personal connections.		

Experience per Square Foot Survey Scope:

4.5M data points

90,000 people

100+ countries

83 companies

