

Business Case for **The job of the future**

This business case was prepared by **Jeremy Visschers**, and is submitted to the HLG-MOS for their approval.

| Type of Activity | | | |
|---|-------------------------------|--|--------------------------------|
| <input type="checkbox"/> | New project | <input checked="" type="checkbox"/> | New activity |
| <input type="checkbox"/> | Extension of existing project | <input type="checkbox"/> | Extension of existing activity |
| <i>Projects are undertaken by separate project teams. Projects are expected to produce a significant contribution to achieving the HLG-MOS vision</i> | | <i>Activities are undertaken by Modernisation Groups. These activities produce smaller, more detailed outputs to help achieve the HLG-MOS vision</i> | |
| <i>See here for more details: https://statswiki.unece.org/x/nwEzCw</i> | | | |
| Purpose | | | |
| <p>There are new generations of employees coming and there is a change in the way these generations look at life, work, and their job. It is and will become harder to attract and bind younger people to NSIs as employees by simply offering them a job and a salary.</p> <p>The nature of the work of NSIs is changing. The demand for data changes. They need to create faster, current data to answer questions of immediate concern. This often needs a cross-departmental and multi-disciplinary/multi-generational teams to work on them.</p> <p>The way we look a job now, the job description and the job composition no longer match with these changes and changed employee expectations.</p> <p><i>What is the business problem to be addressed? Why should heads of statistical organisations be interested, and why should they invest resources in this?</i></p> | | | |
| Description of the activity | | | |
| <p>What we propose to do is:</p> <ul style="list-style-type: none"> • Explore and examine research done on the differences between generations (for example generation X,Y and Z research) and model/studies on the development of society (for example Spiral Dynamics) • Investigate if the trends the research and models predict are already visible in the NSI's, for example by a questionnaire • If we can confirm there is an emerging trend that might become a problem, or is a problem already, we can investigate and compile solutions, best practices and successes from research within NSI's, other institutes and companies, or from academia.. <p><i>Briefly describe the proposed activity/project, including any sub-activities.</i></p> <p><i>If you are proposing a project, include outlines of the different work packages and the outcomes (products) that will be delivered. Define the scope and clearly state any inclusions and exclusions.</i></p> | | | |
| Alternatives considered | | | |
| <p>If we don't change in the long run we may experience more difficulties in attracting and retaining new employees and keeping them engaged.</p> | | | |

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| <i>What is the impact if we do nothing? Could the work be done on a smaller scale?</i> | |
| How does it relate to the HLG-MOS vision and other activities under the HLG-MOS? | |
| <p>In previous activities we looked at the Future of work, especially in the context of the COVID-19 Pandemic. The pandemic has amplified several trends that were already visible in society. Taking a look at the way we organise work and translating that to the way we see jobs and job descriptions/compositions, is a next step in preparing NSI's to deal with the changes already occurring in terms of data demand and the expectations and drivers of emerging generations of employees.</p> <p><i>Describe how the activity will support the HLG-MOS vision and how it relates to current or previous activities. Link to HLG-MOS Vision: https://statswiki.unece.org/x/gAAzCw</i></p> | |
| Proposed start and end dates | |
| Start: January 2021 | End: December 2021 |
| <i>Provide start and end dates for the activity. Tip: The HLG-MOS prefer activities that are for maximum 12 months. If you think the activity will take longer, consider breaking it into 2 or more phases.</i> | |

Guidance notes for completing the template

Business cases should be **strictly no longer than 2 pages**. Keep your text short and to the point. You can delete these guidance notes when you have completed the business case.

Business cases should not go into technical details. Remember, the audience for your business case will be chief statisticians. They will not accept a proposal just because you think it is a good idea. They will need to be convinced!