KeyApps 2017

Despite being surrounded by burgeoning technological advancements, Recruitment remains a predominantly labour intensive practice and profession. Manual administrative procedures, natural human error from the sheer amount of individuals often involved in the Recruitment cycle along with far too frequent examples of limited comprehension of new technologies, protocols and legislation all invariably and inconveniently dovetail to present time-consuming hurdles in the Recruitment process. Amidst all this stands the significant and constant imperative of implementing advanced, up to date Technology for Recruiters. Whether storing and accessing vast and vital candidate and client information, or providing a user-friendly registration and application interface for potential placements, technology in Recruitment will continue to be utilised and updated to enhance delivery capabilities on multiple levels.

2017 - The Year of IoT and of Trump and of Brexit – both palpably predictable prior to their outcome. 2017 will also conspicuously herald an inevitable major transitory period throughout the 'workspace'. Sectors will be disrupted and newly created opportunities will come into the fray. Recruiters can take something from Morgan Stanley's own proclamation that 2017 is the year for the Internet of Things; the ability to connect all the dots, the canvass, closing, the specification, closing, the resourcing, closing, the interview, closing, the close, closing, the placement and the celebration. All of these are separate parts of a recruitment process, however all need to be connected and synchronised for ultimate success. THE Major shift in our Recruitment practice will come from Technology. Not only how technology is used by recruiters but in its shaping of prospects and the jobs landscape itself. Whilst many professions will inevitably become obsolete, completely new professionals will emerge. Preparation is key and for Recruitment agencies unequivocally and inevitably immersing further into this 'techno-human' society it may pay to reflect on the words of the great British Rugby Lion, Willie John McBride MBE - 'Get your retaliation in first.' !!

As an award winning dedicated recruitment software provider, KEYAPPS can enable recruiters to connect and retain engagement with candidates and clients through our advanced, stylish and synced digital platforms. From candidate profiling technology to in-app work scheduling of availability and assignments, KEYAPPS continues to bridge all the elements of Recruitment's key processes through our advancing Recruitment software.

The Evolving JOBS Landscape

KeyApps explores points from the Singularity University Global Summit; the emerging workforce of the '4th Industrial Revolution' and what the 'Silicon Valley Think Tank' terms ' The Exponential Age';

''In 2006, the Blockbuster board got together and said 'do you know anyone using Netflix.'...... Look how that worked out.'' Gary Vaynerchuk

1998 Kodak had 170,000 Employees and sold 85% of all photo paper worldwide

Although Digital Cameras were invented in 1975, digital photography only became mainstream towards the end of the 90's leading into the 00's ultimately ending Kodak's business model. Overnight a 'Kodak Moment' was no more

In what seemed to be a mere flash, an industry had transitioned completely. Equitas Capital Advisors attended the recent Singularity University Global Summit and reported A.I, Healthcare, Law, Engineering, Media, Agriculture, Manufacturing, Education and Employment will all continue to change at an exponential rate. This will inevitably mean JOBS will be lost to the ethers of time like that of the 'Kodak moment'. However, new and manifold opportunities will continue to arise for Recruiters.

- o Uber is a software tool and the largest taxi company in the world; owns no vehicles.
- o Airbnb the world's largest accommodation provider; own no real estate.
- o Facebook, the worlds most popular media provider; creates no content.
- o Alibaba, the most valuable retailer; has no inventory.

Software will continue to disrupt and surpass 'traditional' business models

A.I

ROSS becomes the world's first Artificially Intelligent Attorney. Powered by IBMs WATSON, ROSS secures a position at Baker & Hostetler handling the firm's bankruptcy practice

Google's AI Beats top GO human player 10 years earlier than anticipated

''IBM's Watson is better at diagnosing cancer than human doctors''

MANUFACTURING & AUTONOMOUS CARS

Tesla announce all of its electric cars will be built with the components required to turn them into fully autonomous vehicles at a later date

Particularly within City and Inner City Transportation;

- o Owning a car will not be necessary
- o One will only pay for the distance driven
- o One can occupy their time whilst being driven
- o Newer generations may not ever need a driving licence
- o Autonomous cars can transform cities where 90% of cars will not be needed. Car parks can be transformed into parks.
- o Its estimated autonomous cars can help save 1 million lives per year from accidents caused by human error, impacting on emergency, health and repair services dramatically
- o Footage from a recent Tesla Autonomous Car in the Netherlands

Not only will manufacturing and automotive production change dramatically, society and jobs within society will be altered

UBER's progression and dominance can be highlighted as a key point for the transportation transition. It's not only disrupted but ousted traditional forms of taxi services

Wider implications will be felt. Public Transport will require new strategies. Suburban landscapes will change and Urban living will alter dramatically. Tokyo and London continue to see an increasing number of people living and working without a driving license and car

Insurance companies' traditional business model could very well disappear

Less parking and space for cars will mean for more pedestrian-friendly areas. This will maximise the land's value and usage as a significant portion of any housing subdivision is taken up with roads and driveways. 'Neighbourhoods can become more beautiful and aesthetically pleasing' – Improved lifestyle

Milan: **"total pedestrianization of the historical centre."**

Oslo: **"cars will be banned in the central district by 2019"**

Paris: **Already holding a number of 'car free days'**

Madrid: **"pedestrian-first goals"**

Brussels: **Already converting 4 lane roads into pedestrian promenades**

Source

Image from Hamburg City Council's approved 'Grunes Netz' plan to "eliminating the need for automobiles"

"Last year, more solar energy was installed worldwide than fossil"

Similar to how AI is changing the Legal sectors, healthcare, medicine and pharma will all be impacted by emerging A.I. Recruiters will need to accommodate for such changes that will alter the 'industries' forever.


The real-life Tricorder is coming…. Although FDA approvals are still pending for many manufacturers, China's ViATOM has been doing the rounds in the US for a couple of years now. Not only diagnosing but recommending best remedies can be obtained through these advanced devices. APPs are already out there and being enhanced upon daily

Technology like IBMs WATSON are not just being used within the medical and healthcare space, but relied upon as a preferred source for diagnostics and offering potential treatment selections.

3D Printing will continue to revolutionise the Medical world
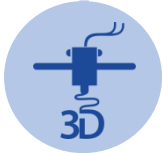
3D PRINTING   GAME CHANGER

Housing and Offices being built by 3D Printers. Lower Cost; Less Time to Implement

Click to view **Video**

Findings from The Global Summit predicted that within 10 years 10% of **everything** created will be done so by 3D Printing. From organic human organs to running trainers moulded specifically for one's feet.

Adidas has released a limited-edition run of its 3-D Printed trainers, which were worn by several athletes at the recent Rio Olympics
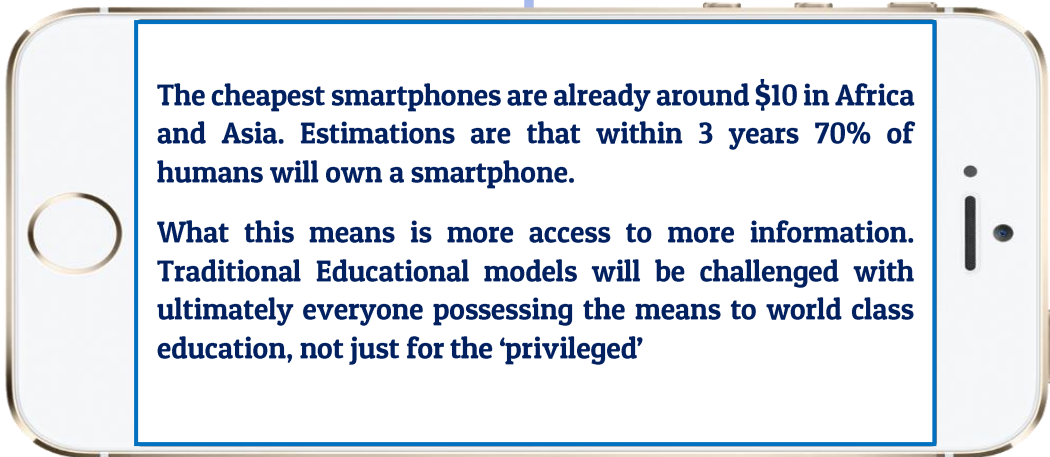
OLO has even taken the 3D Printer in hand with its revolutionary Smartphone functionality

Find out more

> "If agriculture is to continue to feed the world, it needs to become more like manufacturing"
> Geoffrey Carr

- ○ Agroponics will require far less water than traditional crop growing
- ○ Robotics will play an even more important role in farming with farmers being able to manage their production rather than work manually from morning to night, particularly within 3rd world countries
- ○ A major reduction in grazing fields (30% of all agricultural fields are used for cows) as high protein based alternatives will become available and such land space will not be necessary

The cheapest smartphones are already around $10 in Africa and Asia. Estimations are that within 3 years 70% of humans will own a smartphone.

What this means is more access to more information. Traditional Educational models will be challenged with ultimately everyone possessing the means to world class education, not just for the 'privileged'

Impact on JOBS & Recruitment

What does all this mean for recruitment and or the jobs recruiters will be recruiting for? For a start, technological changes will impact every part of society and in a relatively short space of time; "Technology is moving faster than ever". New Jobs will be created whilst older traditional forms of employment will disappear entirely. Some researchers estimate within two decades up to 80% of all current jobs will cease to exist. The signals are clear - major social, economic, cultural and environmental changes are afoot. Recruiters will be required to identify with such transitions and seek tools available to stay ahead of competitors. Indeed's own recent analytics 'serve to strengthen the notion' of a war for talent, with recruiters battling over an evaporating pool of qualified and relevant professionals. In tune with this changing recruitment landscape, recruiters will need to tap into all available channels to meet such developments head on. Software cannot and never will replace the human connection vital to making recruitment what it truly is - a 'people sport' - but it can help equip recruiters to be better at it!

"One machine can do the work of fifty ordinary men. No Machine can do the work of one extraordinary man"; Elliot Hubbard

Thanks for your time

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